

Yr Adran Iechyd a Gwasanaethau Cymdeithasol
Cyfarwyddwr Cyffredinol • Prif Weithredwr, GIG Cymru

Department for Health and Social Services
Director General • Chief Executive, NHS Wales



Llywodraeth Cymru
Welsh Government

Mr Darren Millar AM
Chair
Public Accounts Committee
National Assembly for Wales
Cardiff Bay
Cardiff
CF99 1NA

Our Ref: DS/KH
26 February 2014

Dear Darren

Welsh Government Evidence to the PAC - Senior Management Pay

At the evidence session on the 13th February I was asked to provide a note clarifying how individual jobs are evaluated in NHS Wales. I am happy to respond.

The roles of very senior managers and executives in NHS Wales are evaluated on an individual basis against the Job Evaluation for Senior Posts (JESP) system. JESP is an analytical job evaluation methodology designed for evaluating roles in the Senior Civil Service.

Under the JESP system jobs are evaluated on their individual merit against specified evaluation factors. There are five factors; Managing people, Accountability, Judgement, Influencing and Professional competence. The size and complexity of the particular organisation will clearly impact on the job rating. I would however emphasise that there are no pre-determined or evaluated organisational bands. Each post is evaluated individually and rated solely on the JESP evaluation factors. Not surprisingly however there were similar outcomes for posts within organisations of similar size.

The system described above covers the following posts;

Chief Executive
Director of Finance
Director Planning
Director of Workforce and OD
Director of Nursing
A Medical Director
Director of Primary and Community Care and Mental Health Services
Director of Therapies and Health Sciences



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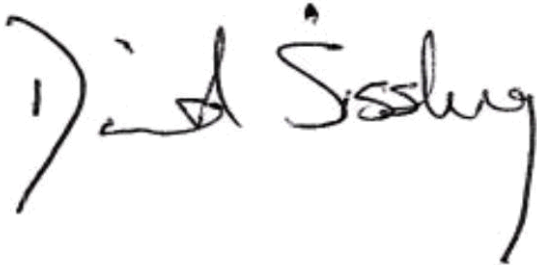
Parc Cathays • Cathays Park
Caerdydd • Cardiff
CF10 3NQ

Ffôn • Tel 02920 801182/1144
david.sisling@wales.gsi.gov.uk
Gwefan • website: www.wales.gov.uk

Chief Operating Officer
Board Secretary

I trust this is clear.

Yours sincerely

A handwritten signature in black ink, appearing to read "David Sissling". The signature is written in a cursive style with a large initial "D" and a long, sweeping underline.

David Sissling