

**ADVICE RELATING TO MATCHING/EVALUATION TO THE MAINTENANCE
WORKER HIGHER LEVEL PROFILE**

The Consistency Monitoring Group of the Job Evaluation Group (JEG) was recently made aware of concerns about the nature of craft-worker jobs being matched to the band 4 Maintenance Worker Higher Level profiles. The Group carried out monitoring, using CAJE, of a range of jobs matched to this profile.

In all, twenty-one outcomes were reviewed, none of which had job descriptions attached and rationales were often poor, as found in previous consistency monitoring carried out in 2006, evidence was at times weak with some matching panels having simply copied over the phraseology from the profile without providing further justification for the match.

A pattern emerged from the monitoring exercise. There were a number of building craft-worker outcomes (e.g. joiner/carpenter; painter/decorator; bricklayer) where the evidence for the match to the band 4 profile was weak or non-existent. The maintenance craft-worker matches were justified through evidence of installation, maintenance and repair of a range of equipment and/or KTE requirements for multi-skilling.

In part, this situation may have arisen because of the merging of the original Building Craft-worker profile into the generic Estates Maintenance Worker profiles. Mismatching of jobs to the band 4 profile presents a risk of equal pay challenge and therefore rationales should be clear and properly documented.

The Job Evaluation Group recommend that trusts review in partnership the matching of building craft-worker jobs and satisfy themselves that the outcomes matched to the band 4 profile can be justified and that the rationales are robust.