

APPENDIX 1

NNC Implementation

Protocol for Validation Sub-group

1. NPD analysts carry out validation procedures on an Area by Area basis; report to Sub-group when all analysis carried out and responses received from Area to all queries raised by NPD analysts – as agreed at the NNC Implementation Meeting 13/07/06.
2. Sub-group reviews the analysis for each Area, together with any comments / recommendations from NPD analysts.
3. Before the Sub-group can endorse implementation in an Area, they will need to be satisfied that the following validation checks have been satisfactorily completed:
 - Staff who have been assigned a national benchmark role have been properly assigned to that role;
 - Staff who have been locally evaluated have been appropriately evaluated, with due regard given to the difficulty of checking this centrally;
 - Individual staff basic pay increases (in bands: 0%; 0% - 5%; 5% - 10%; 10% - 15%; 15% - 20%; 20% - 25%; > 25%) have been investigated and deemed appropriate;
 - The split of matched and locally evaluated posts is within expected limits;
 - Initial Equal Pay scrutiny.
4. The Sub-group might prefer to have examined the results from a number of Areas before feeling comfortable in endorsing any Area's implementation.