

Author's response to reviews

Title: Assessing the impact of a new health sector pay system in the United Kingdom

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This paper provides the first independent assessment of the implementation of a new job evaluation based pay system for more than one million workers in the National Health Service in the United Kingdom. The new system was intended to improve recruitment and retention and support improvements in performance and in patient care delivery. The paper highlights the long period required to negotiate the new system, and current limitations in its impact. As such it is of significant relevance and interest to an international readership.