When migrating vacancies and applications from an NHS Trust’s in-house system to the NHS Jobs platform, the following testing stages are essential to ensure data integrity, accuracy, and compliance:

1. Pre-Migration Testing

Data Mapping Validation: Ensure each field (e.g. job title, salary band, location, application status) in the old system maps correctly to NHS Jobs fields.

Data Quality Checks: Identify and cleanse duplicate job records, incomplete candidate profiles, or inconsistent date formats (e.g., dd/MM/yyyy vs yyyy-MM-dd).

Tool & Script Review: Verify ETL scripts and migration logic match NHS Jobs data structure (e.g. mapping Band 6 - Specialist Nurse to standard NHS pay scales).

2. Migration Execution (Test Environment)

Sample Migration: Migrate a subset of data (e.g. last 3 months of vacancies and applications) for trial runs.

Field-Level Validation: Compare job posts and application data in both source and target. For example, check if a job in “Cardiology, London” retains its correct department and location post-migration.

Volume Testing: Test bulk migration (e.g. 10,000+ applications) to check for performance and system timeouts.

3. Post-Migration Testing

Record Reconciliation: Ensure total job listings (e.g. 1,500 vacancies) and applications (e.g. 8,000 active applications) match pre-migration counts.

Functional Testing: Search for migrated jobs on NHS Jobs UI to confirm visibility and filter accuracy.

Data Integrity Checks: Ensure links between applications and job IDs are preserved, and no orphaned records exist.

User Acceptance Testing (UAT): Engage NHS recruiters to validate migrated data usability in real-life scenarios (e.g. filtering shortlisted candidates).

Security Compliance: Verify personal data (e.g., candidate names, contact info) complies with NHS data protection/GDPR policies.

4. Additional Safeguards

Rollback Plan: Ensure there's a tested backup/reversion method if the migration fails.

Audit Logs: Validate audit trails (e.g. application status changes) are intact or logged.

Automation: Use tools/scripts to compare data counts and content automatically.

Example Scenario

A Trust is migrating 5 years’ worth of job postings and applicant data. A Cardiology role posted in 2023 with 45 applications should appear under NHS Jobs with accurate metadata (location, band, pay range) and allow recruiters to view and filter those 45 applications.