


**NDON SAFE  
STAFFING REPORT  
2014**



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# Introduction

During 2014 the number of budgeted NHS nursing posts has risen across the country. After several years of cuts back a employer looked to balance the books, the Financial Report has driven a




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## **SQUEEZED HOURS**

**RCN MEMBERS IN LONDON SAY THEY INCREASINGLY  
HAVE TO WORK LONGER**







# What's next?

The Royal College of Nursing in London works closely with employers from across the region, as well as NHS England (London), the Training Development Agency and Health Education England, to help enable nursing to deliver good quality patient care. RCN London champion safe single employer and committed to supporting members here who have concerns about poor nursing practice or kill metrics threatening patient safety.

For RCN members who are concerned about the safety of a single employer, the first point of contact is RCN Direct who will be able to advise on the best support available to you. RCN Direct can be contacted on 0345 772 6100.

In London more generally, as patient demand and the cost of living both continue to grow, all employers are dealing with a growing shortage of nursing staff. There are three steps which RCN London believe must be taken to address this challenge.

- 1) We need a much more strategic approach to long term workforce planning. Too often decisions have been taken in a piecemeal fashion and training numbers have been reduced. This is a concern for the numbers of doctors who train in London when leaving to work elsewhere. There has not been a welcome boom in training places but it will take several years for the recruitment to come through the system. The bottleneck caused by recent cuts back cannot be allowed to happen again in the future.
- 2) The Government must end the ongoing pay freeze which has been imposed on NHS staff for most of the past four years. Nationally, nurses' pay has lagged eight per cent below inflation since 2010. This gap is even worse in London where the cost of living, particularly housing, has continued to spiral upwards. The Government need to restore nursing as an attractive, affordable career option for Londoners to prosper.
- 3) In the short term we need better patient care for nurses coming to work here from overseas. Nevertheless face clinical challenge in working practice as well as the physical of living in a different country. Much more must be done, by employers and by the system as a whole, to enable new recruits to settle and build long-term careers here within London's health service.

