±this is having a profound and detrimental effect on the standards of care provided<sup>2</sup>.

- x Two thirds of our members in the UK who responded to an Employment Survey said that they undertake work, such as bank and agency shifts, to make ends meet<sup>3</sup>. We know that high agency costs are crippling for the NHS. Ensuring nursing staff are paid fairly for the work they do will go some way to limiting agency spend.
- x In March 2017, the decision to continue the 1% pay cap for NHS staff in England, Wales, Scotland and Northern Ireland represented another real-terms cut to pay. It means the gap between Q X U \path \text{arfd} the cost of living is getting even bigger, against a backdrop of rising inflation<sup>4</sup>.
- x At our Congress in May, members gave a strong and clear message that the UK
  \* R Y H U Q PpdliQ/Wn¶páy is not acceptable. A poll of more than 52,000 members working in the NHS across the UK revealed that 91% of members would take industrial action short of strike, with 78% saying they were prepared to strike if the pay cap was not lifted.
- x As a result, our members held protests during the summer in more than 40 towns and cities across the UK. This culminated in a rally on Parliament



## **CONTEXT AND DETAIL**

**ENSOME ALCOHOLOGICAL AND AN ACCOUNT OF THE PROPERTY OF THE PR** 

Policy decisions, such as the reduction in the number of nursing degree commissions in England, stemming from a drive to cut public sector spending, together with significant reductions in the workforce supply, and the impact of the pay cap on recruitment and retention, is creating a perfect storm for the NHS. This situation is not sustainable. Budget savings achieved through pay restraint have made up the bulk of the UK \* R Y H U Q Poly Qeffic excepsions target for the NHS<sup>7</sup>. This has resulted in nursing pay falling way 1023/10262000 of living and many hersing staff are now struggling to survive on their current pay packet<sup>8</sup>.

Furthermore, different decisions in each of the four countries about whether or not to implement the NHS Pay Review % R Greton mendations in recent years mean that pay rates for the same jobs now differ in each countce



## UK Government misleading use of data

## UK Pay data

We are concerned that the UK Government is using data in a misleading way to justify its continued policy of pay restraint. For example, the UK Government states that average earnings for registered nurses working in the NHS in England stands at around £32,200<sup>25</sup>. However, we know that the majority of nurses do not earn anything like that.

The £32,200 figure cited by the UK government is an average figure for all nurses employed on Agenda for Change bands 5 to 9. This average includes the highest earners ±for example a band 9 nurse earns up to £99,437. Yet the majority of nurses are employed in band 5, where average earnings are around £26,360 ±which includes basic pay plus all other payments such as shift pay working unsocial hours, overtime and high cost area supplements<sup>26</sup>.

In addition, the UK Government cite that nursing staff working in the NHS have better conditions than private