



- 1.6 There must be sufficient dedicated funding for Continuous Professional Development (CPD) and improved access for all registered nurses and nursing support workers, in all health and care settings, alongside pay progression and career development opportunities. Funding of CPD by governments must be based on modelling of future service and population-based need.
 - 1.7 The current cycle of one-year budgets hinders long-term planning across the UK. Moving to multi-year budgeting would enable devolved governments to make progress on issues such as workforce planning and transformation. For example, this was set out in the New Decade, New Approach Agreement in Northern Ireland but this has not yet been implemented. This is because of a failure to form an Executive and an ongoing budget crisis.
- ## 2. Nursing pay
- 2.1 Nursing pay in publicly funded health and care services is the only lever available to government that would have an immediate impact on retention.
 - 2.2 Newly qualified nurses usually start at the bottom of band 5 on the Agenda for Change pay scale. This salary of £27,055ⁱⁱⁱ is below the average (median) pay for UK employees at around £31,000^{iv}.
 - 2.3 Many nursing staff are therefore earning less than the average UK salary, meaning they are more vulnerable to high inflation, recession and energy, fuel and cost-of-living increases. Too often, we hear stories of nurses working extra shifts, overtime or second jobs to make ends meet, and using food banks.
 - 2.4 Without direct and imminent intervention on nursing pay, nursing staff will continue to leave the profession in order to seek better paying jobs. Nursing staff across the UK have recently voted to take strike action in their fight for a fair pay rise – making clear that they are no longer willing to work for little remuneration.
 - 2.5 The UK Government must fully fund, and governments in the UK must commit to, a substantial, restorative pay rise at 5% above the rate of inflation for NHS Agenda for Change staff to address the nursing workforce crisis and the long-term reduction in the value of nursing pay. Only a pay award at this level, forming an essential down-payment, will begin to restore lost earnings caused by successive years of below inflation pay uplifts and improve nursing retention.
 - 2.6 In addition to an initial restorative pay award, we call on the UK and devolved nation governments to implement national Retention Premia Payments and Recruitment Premia Payments for the nursing workforce as a matter of urgency and priority.
 - 2.7 Without a substantial restorative pay rise and a significant recruitment and retention

