

Royal College of Nursing Evidence to the  
NHS Pay Review Body 2017-18



## 2. Nursing Shortage

NHS Scotland

Health and Social Care Northern Ireland

The impact of the removal of student bursaries

Table 1: Country of birth as percentage of occupational groupings

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### 3. Recruitment and retention

Table 2: NHS England: Joiner and Leaver rates by percentage

	2011/12	2012/13	2013/14	2014/15

Table 3: NHS Scotland: Turnover by percentage

	2011/12	2012/13	2013/14	2014/15	2015/16

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#### 4. Morale and Motivation

Table 4: Reasons





5. Temporary staffing

Table 5: Key results from HCL Survey

Location of last assignment (%)		Setting (%)		Where temporary staff work (%)	
NHS		Hospital wards		Solely for an agency	
Independent sector health care provider		Theatres		Nursing job	
Care or nursing home		Mental health care		Other job outside nursing	
Other eg domiciliary care services and GP practices					

Table 6: Key results from HCL Survey: reasons for undertaking agency working

Best things about working through an agency (%)		Main drawbacks (%)	

## 6. Nursing Earnings

Figure 2: Real terms (RPI) annual change in median annual earnings: all Agenda for Change staff; qualified nursing, midwifery and health visiting staff; and support to doctors and nursing staff, England (2011-2016)

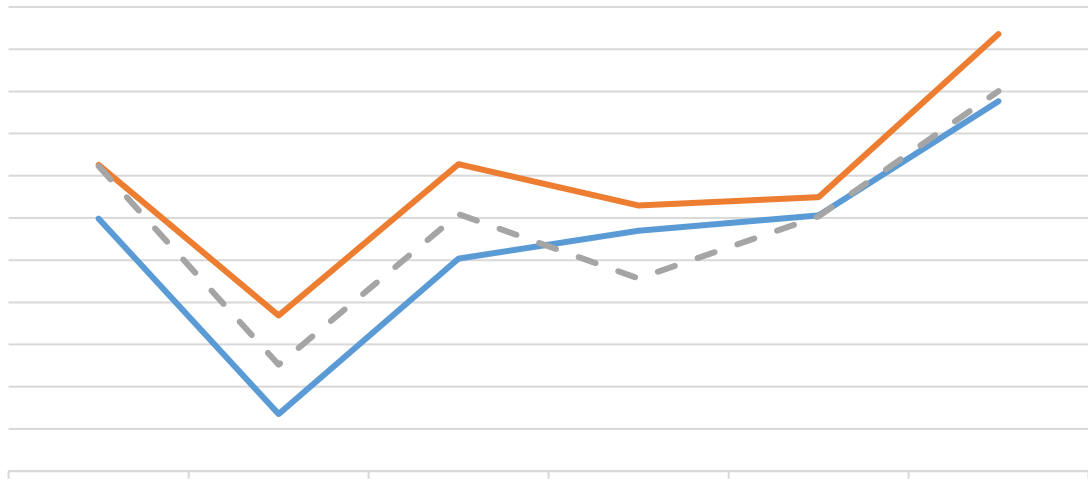


Figure 3: Starting salary for qualified nurses (England) compared to UK median graduate starting salary (2010-2016)

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Northern Ireland

Figure 4: Value of Top Point of Band 5 2011/12-2016/17 (across four UK countries)



## 7. Recommendations

realignment

- returning
- restructuring