

RCN Submission to the Pay Review Body 2009

from the Royal College of Nursing sets out to support the joint union covers England, t

The RCN is committed to monitoring the implementation of the three pay agreements in England, Scotland and Wales.

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developments in the nursing workforce and on that-amt2:3 1 0 0 1 318.15D0150>6<015A>3<016F015D>3

- x The number of registered nurses in employment across all settings in the UK has dropped by 5.2% between 2016 and 2018
- x The number of registered nurses, health visitors and

Research undertaken by the National Institute for Economic and Social Research (NIESR) shows that nursing staff from the European Economic Area (EEA) are being driven away due to uncertainty over their future rights in the wake of the Brexit vote. In the year after the referendum, the number of EEA nurses joining the NMC register fell 32% from 9,389 in 2015/16 to 6,382 in 2016/17. Over the same period, there was a 55% increase in EEA nurses leaving the register, 1,981 to 3,081. The NIESR report estimates a potential loss of an additional 5,000 to 10,000 nurses by the end of the Brexit transition period in 2021.

These statistics illustrate the size of the challenge presently facing the NHS. Moreover, further analysis shows the very real impact on the workforce in terms of their own safety, wellbeing and morale and their ability to deliver safe care. $\mathbb{S}((\bullet Z)\mathbb{E}\mathbb{S}P\bullet\mathbb{E}]u\% \mathbb{S}]\nu P\mu\% \} \nu E,^{\wedge}\}$ ability to adequately staff departments and services, leading in some cases to the closure of services.

These findings show the pressing need for urgent action in workforce planning, the recruitment and retention of nursing staff and a commitment to safe and effective staffing levels. While the three pay agreements will not make up for the total loss in earnings experienced by nursing staff as a result of pay restraint in the NHS, the RCN is hopeful that they will start to make up for lost ground and provide a foundation for attracting new recruits, retaining existing staff and ensuring safe staffing levels.

This submission supports the joint union submission in setting out the need for robust evidence gathering in implementing the pay deals as well as facilitating more comprehensive understanding of workforce data. It is important that monitoring arrangements are established in partnership with trade unions to ensure that there is clarity over how data is collected, analysed and interpreted.