



The scale of the problem across the UK cannot be ignored, with the NHS workforce facing rising workloads and pressures, tougher working environments and staffing shortages. It is therefore necessary to be realistic about expectations for the impact pay agreements can make in such a generally challenging environment, and in particular with the uncertainty surrounding EU Exit terms.

Progress over pay levels in the NHS must be matched by real attention and investment in workforce planning; the recruitment of new starters; and the training, development and career progression of existing staff.

A step in the right direction

## Northern Ireland

It is not possible to enter a submission at this time in respect of Northern Ireland as tripartite discussions continue over 2018/19 pay. Given the political stalemate, the Department of Health are having difficulty in considering anything other than single year pay award



## National recruitment and retention premia

The Secretary of State has asked the NHS PRB to consider issues that have been raised regarding the difficulties of recruiting and retaining IT staff and to consider the case for a national recruitment and retention premium (RRP).

The joint NHS trade unions would welcome clarity from the NHS PRB on what specific issues have been raised about this group of staff, and by which organisations, so we can more fully participate in this evidence round.