

1. This year's submission from the Royal College of Nursing sets out to support the joint union submission, follows the remit letter from the Minister of State for Health which instructs the NHS Pay Review Body not to make any pay recommendations, but to ask members to monitor the implementation impact of the deal.

2. The RCN calls on the PRB to look ahead to 2020 and support progress to achieve a meaningful pay rise for all nursing staff in the NHS. In addition, RCN members are taking industrial action in Northern Ireland for the first time in its 103-year-old history over pay and the nurse staffing crisis. We therefore call on the PRB to support progress in finding a solution to the situation in Northern Ireland.

3. The RCN submission includes this year's Labour Market Review which highlights the main trends and developments in the nursing workforce and shows that that while there has been an overall, ten-year increase in nursing staff numbers, this trend masks an alarming picture of:

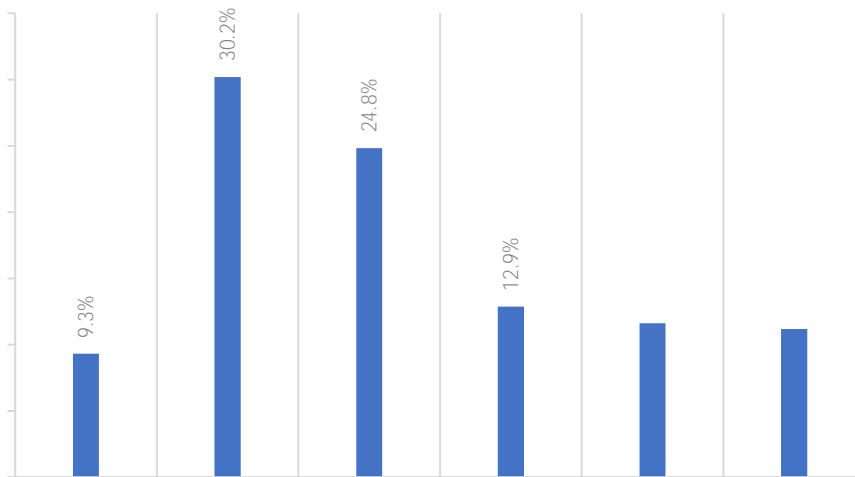
- In England, the registered nursing workforce has grown by just 1.5% between 2015 and 2019. In comparison the nursing support workforce has grown by 7.5% while the whole NHS workforce has grown by 5.9%.
- In Wales, the registered nurse workforce has grown by 1.7% while the nursing support workforce has grown by 6.5%.
- In Scotland the number of registered nurses grew by just 0.3% between 2015 and 2018 and the number of nursing support staff grew by 2.8%.
- In Northern Ireland, the number of registered nurses has grown by 3.4% and the number of nursing support staff has grown by 8.8%

6. There are other c

possible consequences of reduced nurse staffing and do not give support to policies that encourage the use of nursing assistants to compensate for shortages of RNs."³

11. In England, the Interim People Plan was published this year which recognises the crisis facing the nursing workforce and sets out proposals to boost ethical overseas recruitment, create more clinical training places and increase the number of nursing associates. Further details and clarity on funding is expected in 2020. In the meantime, the RCN has called for at least £1 billion to be invested in higher education to stop the nurse shortage spiralling upwards further.

12. In 2019, the £71 Ad(te)-ittyo



19. Among those who work additional hours, well over half (57%) stated that these hours are usually unpaid. A further 22% stated that these hours are usually paid by Time Off in Lieu (TOIL), 14% said they were paid and 7% paid as bank work.

20. Figure 4 goes on to show that the more intensive the excess hours, then the more likely it is that respondents are unpaid. Among respondents who state they work excess hours every shift, 81% say these hours are not paid, and almost two thirds (64%) who work excess hours several times a week do so unpaid, demonstrating the continuing reliance on the goodwill of nursing staff to cover for staff shortages and workloads.

21. Figure 5 shows that four in ten (39%) of all respondents were seeking a new job, compared to 37% in 2017. Staff employed in bands 2-5 are most likely to state they were looking for a new job. Less than half (47%) were exclusively considering the NHS for their next job, with a quarter considering a

