

Royal College of Nursing Submission to the
NHS Pay Review Body: 2021/22 Pay Round

January 2021

RCN Submission to the NHS Pay Review Body: 2021/22 Pay Round

1. The RCN is making a pay claim of at least 12.5% for all Agenda for Change staff

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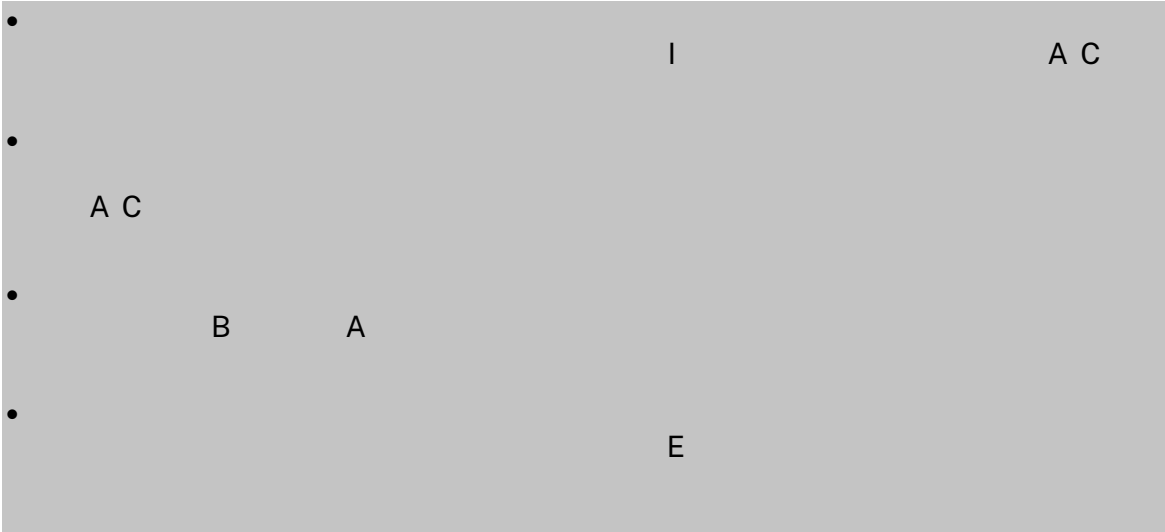
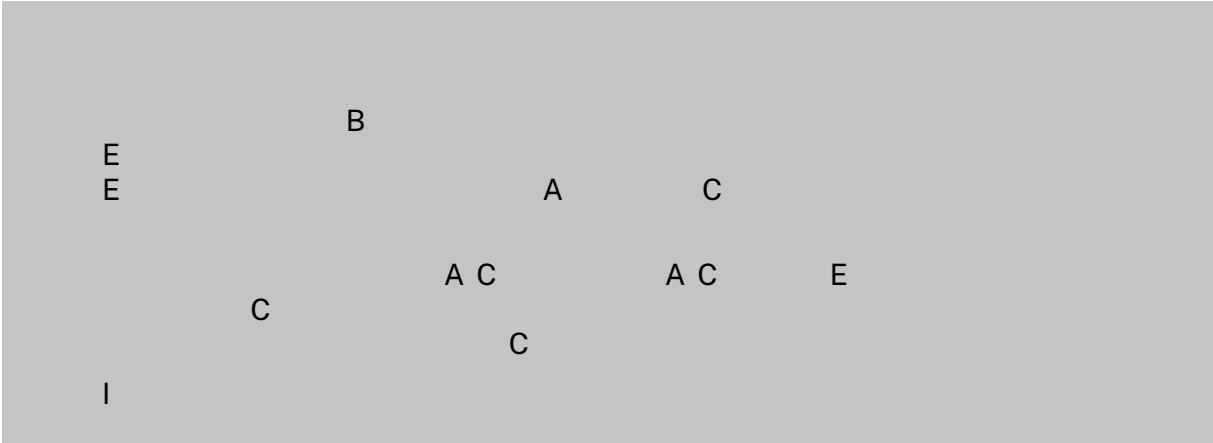
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In total, this means that increasing the AfC pay bill by 12.5% has a net cost of just £0.82bn to the Treasury.

Table 1: E chequer costs and benefits associated with a 5%; 10% and 12.5% increase in total AfC pa in 2021-22

Impact on the Exchequer	5% increase on total paybill	10% increase on total
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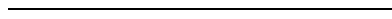
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4.2 Redeployment and temporary service change

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many staff members regularly working 10 days straight shifts while covering for a number of staff required to shield or self isolate.

While staff have recognised the need to be flexible to meet the needs of an evolving health crisis this situation has, almost without break, continued for almost 10 months. The staff group report feeling jaded, burnt out and demoralised. They are aware that this situation is going to likely get worse before it improves but are still finding it a difficult situation to manage in a daily basis."

RCN workplace representative

5. Impact of COVID-19: workplace experience

"The experience of covid and the effect on the profession is not yet known.... I think the general feeling of hurt, anger and resentment amongst those put on the frontline will only get worse with time."

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Source: RCN Pay and Working Conditions Survey 2020: Improved/worsened responses only

Source: RCN Pay and Working Conditions Survey 2020: Increased/decreased responses only

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"Pay is not good enough. When a qualified nurse leans on family financially before and after covid for basics like food is not acceptable. after I've paid my outgoings I have £200 for food, fuel, clothes, for a family of 4 for a month."

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Source: RCN Pay and Working Conditions Survey 2020: Respondents answering agree/strongly agree

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"We are on the front line putting our lives at risk with PPE that is no better than a sandwich making kit."

"[We need] adequate PPE for non-aerosol generated patients, not just simple PPE we use for other infections prior to Covid. How can this PPE protect health care workers adequately we are treating it as TB, MRSA, C DIFF, norovirus when this virus is killing thousands?"

Band 5 staff nurse

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8. Recruitment and Retention

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"I retired just before COVID-19,

Source: RCN Pay and Working Conditions Survey 2020

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"The next pay increase will be the deciding factor on whether I leave or stay. Following COVID it is an insult not to reward nursing staff appropriately. Nursing is a graduate profession and should be paid accordingly end of. I love my role and have worked over and above during this crisis. If they freeze public sector pay now staff will leave in droves."

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Source: RCN Pay and Working Conditions Survey 2020

All respondents who stated they would consider or strongly consider leaving during 2020
(n=10,246)

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Beyond the Bursary; Workforce Supply

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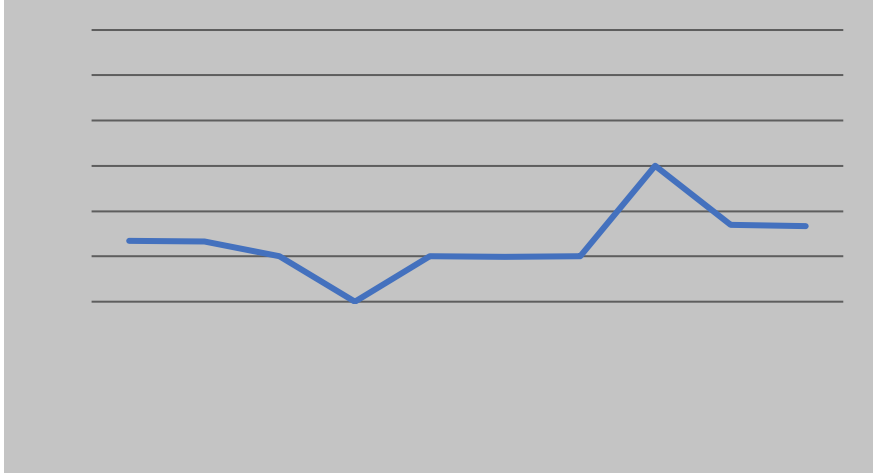
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"Nursing pay should be competitive to other graduate professions. Nurse training was changed to graduate level but pay scales have not changed to reflect this. Nursing roles have changed greatly as have responsibilities which is not reflected in our pay."

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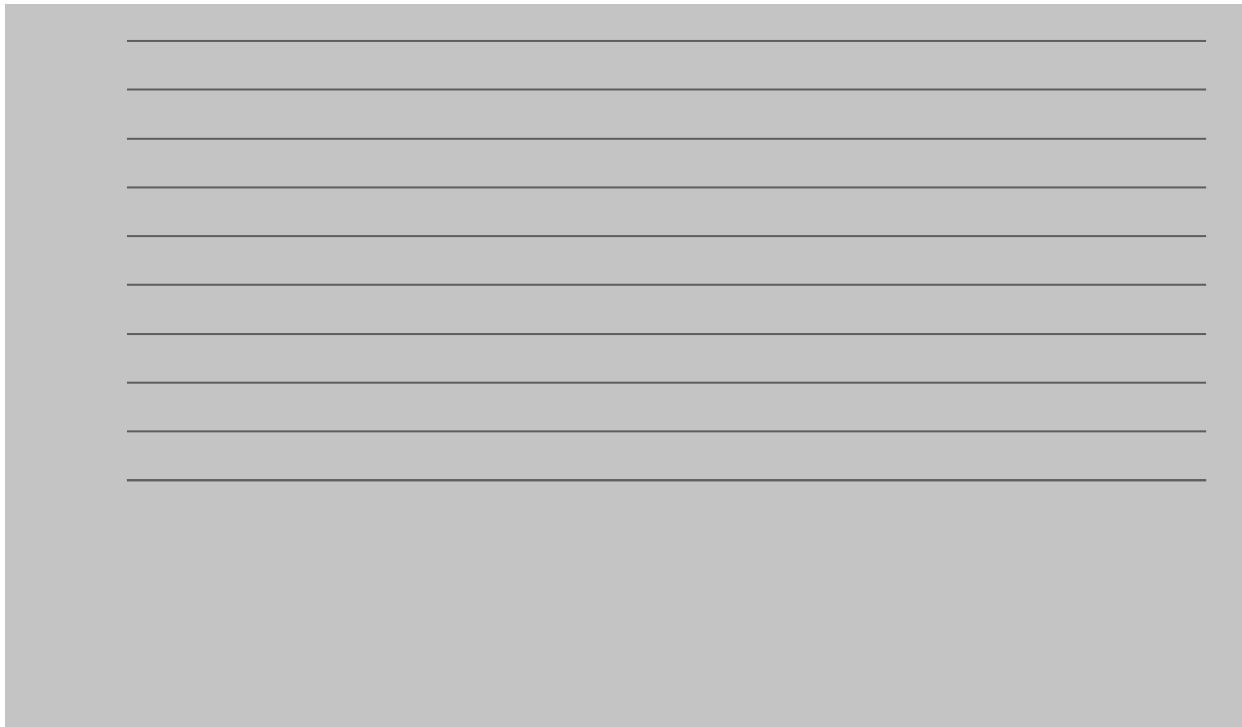
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Source: NHS Digital; ONS

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"[We need] pay that reflects the graduate status of the profession like physios, teachers and OTs and the regard that goes with it. One large pay rise to catch up with the years where we have slipped behind followed by inflation based rises."

Band 5 staff nurse

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