

NHS Pay Review Body Pay Round 2021

Royal College of Nursing (RCN Wales)

evidence

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

1.1 The Royal College of Nursing (RCN) is a four-nation Trade Union and
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percentage of staff sickness can be attributed to COVID-19 as the data supplied by Stats Wales does not analyse this.

2.8 Moreover, not only is there a high level of sickness within the nursing profession,

3.2 It is known that nurses often leave the NHS for agency working due to the ability to choose their own hours and for higher pay. A fair and meaningful pay rise would reduce the attractiveness of agency working and save public money.

3.3 A Freedom of Information request (2019) highlighted the increased spending on agency nursing. Total spending on agency nurses has increased to 69.04 million in 2019, up from 59.1 million in 2018.³

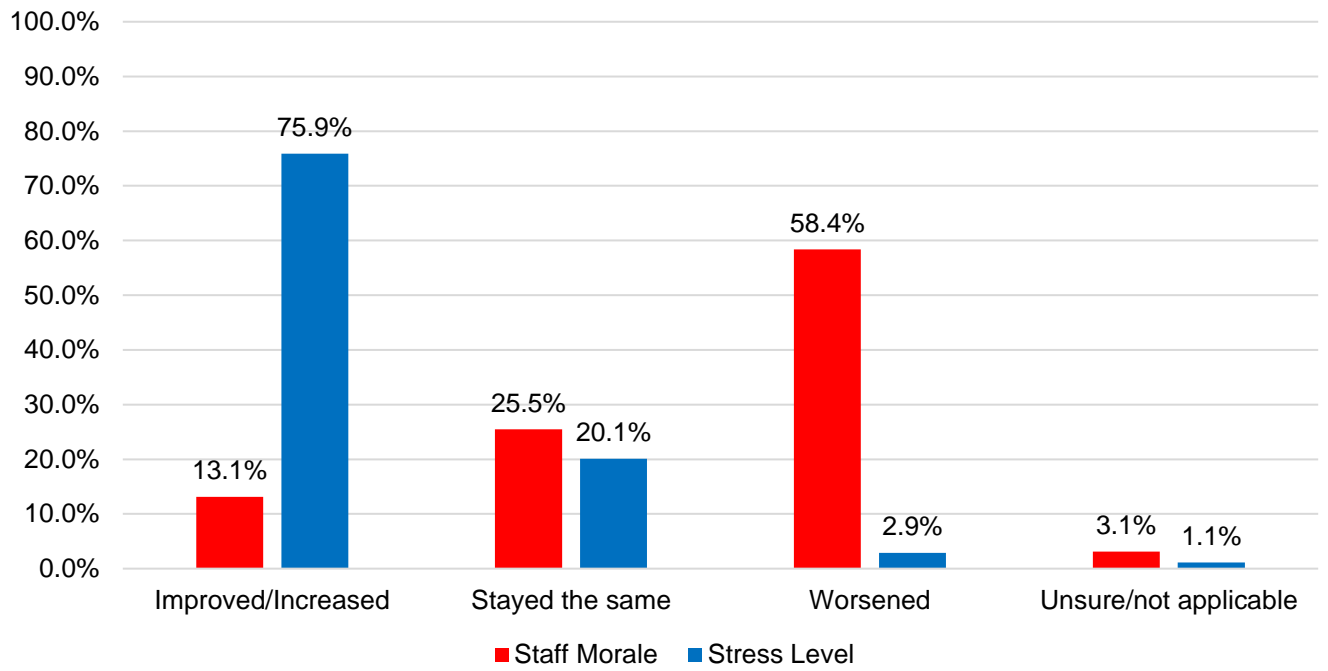
4.7 Furthermore, by providing a pay rise of 12.5% for all nursing staff on agenda for change contracts this could encourage the independent sector to re-evaluate levels of pay and have a lasting positive influence on the perception of nursing. It would reinforce to independent care providers the value and contribution of nursing in community services.

4.8 For more information regarding the economic and demographics of the nursing workforce please see the RCN evidence submitted to the Pay Review Body.

5. The impact of COVID -19

5.1 Nursing staff have been directly involved in the response to COVID-19 by providing; clinical treatment, decontamination, isolation, communication, triaging, as well as psychological support of patients, their families and colleagues. All have been directly and indirectly impacted by changes in service delivery, with many redeployed into new roles, quickly adapting to new environments and roles. Nursing staff also face the risk of injury and infection, as well as anxieties and stress concerning their workload and the im13.8 re f* o AdmW* n BTciv [(-)] 2dy12(o)-3(

Figure 2 Compared to before the COVID-19 pandemic, has your stress level and staff morale increased/improved, decreased or stayed the same? (RCN Survey, July 2020)



F.3 excludes those that are no longer working in the nursing profession (retired) and
WKR VH WKDW GRQ ¶W NQRZ RU DUH XQVXUH 2019 and 10.7% in 2020

5.6 Figure 3 further highlights the perceptions of nursing members who want to stay/leave the nursing profession. The survey posed two questions: the first asked how the individual felt about remaining in or leaving the profession at the end of 2019, whilst the second asked how they expect to feel at the end of 2020.

5.7 Over a third of members surveyed (37.6%) are considering leaving the nursing profession. Over half (57.4%) cited pay as a reason for considering leaving.

5.8 It is noticeable that there has been a significant drop in the number of nursing staff who would not consider leaving nursing until retirement. Over a third of members surveyed (36.7%) are considering leaving the profession, with 12.4% strongly considering leaving by the end of 2020. This is a 9.8% rise in the number of members considering or strongly considering leaving compared to how members felt at the end of 2019.

5.9 It has never been more important to encourage the workforce to stay. There are numerous ways this could be achieved, including improving working conditions, developing a retention strategy and driving up staff morale, but as cited by RCN Wales members the main way of encourages the nursing workforce to keep nursing in the NHS is to improve pay.

6. Recruitment

6.1 To ensure the continued supply of nursing students, nursing needs to be considered a professional attractive career. To do, nursing pay needs to increase. In an RCN Wales survey conducted in 2020, nearly a third of

6.4 It is vital for the health of our nation that Wales is able to attract the very best

7.7 RCN Wales is concerned that the number of specialist nurses in Wales is unknown at the national level. This means it is impossible to tell if more are needed. The erratic nature of the funding intensifies this problem. Geographical areas wi

8.2 Furthermore t