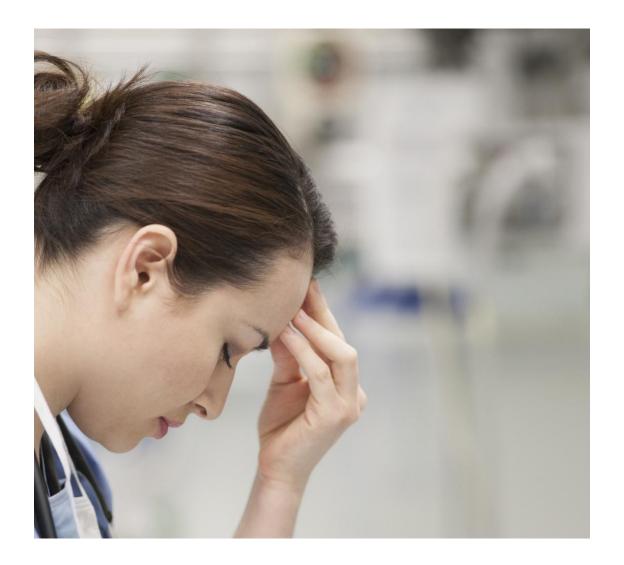
Pay and flexibility

- **Impact** of public sector pay policy
 - **-** 14 % gap
 - £3000 real terms cut
 - 30% struggle to pay bills
 - 14% missed meals

Consequences

- staffing shortage 40,000 vacancies
- 65 % work extra hours (1hr per shift)
- 53% unable to care in way would want to
- 59% work when sick
- 5% nurses had a 2^{nd} job (Winter 2016)
- 4 in 5 nurse leaders say they rely on goodwill
- skill mix dilution





Ageing and the pension dilemma



- 1 in 3 nurses will retire in the next 10 years
- Demand for nursing care is growing due to a growing ageing population
- Becoming a carer
- Around 9% nurses don't pay into a pension scheme, ³/₄ of these are age 45+
- Pension sacrifice



Access to promotion – a career in nursing?



- Accelerating turnover
- 50% NHS staff at the top of pay bands
- Substitution
- Down-banding
- Less than ¹/₂ would recommend nursing as a career
- Changes in student funding a downturn in applications for university courses



Why do nurses put up with it?



- In 2017 tube station supervisors on £55,848 received a £1,787 raise
- Nurses on an average £31,000 received around £215
- #scrapthecap
- Ambiguity about industrial action
- Something to do with nursing?
- Something to do with gender?

