

# 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<sup>nd</sup> 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,  $\frac{3}{4}$  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?

