

Professor Gillian Morris  
Chair  
Nurses and Other Health Professions Review Body  
c/o Office of Manpower Economics  
Kingsgate House  
66-74 Victoria Street  
London SW1E 6SW

29 September 2006

Dear Professor Morris

### **Evidence to the Pay Review Body for Nurses and Other Health Professions - 2007/2008**

I am writing to you formally to submit evidence on behalf of NHS employing organisations in England to the Nurses and other Health Professions Review Body (NOHPRB) for the 2007/08 pay round.

Once again we welcome this opportunity to submit evidence to the Review Body which reflects the distinctive views and experiences of employer organisations. Our evidence has been approved by the NHS Employers Policy Board and is based on information gathered by way of a questionnaire issued to employers in June 2006.

Views from NHS employing organisations suggest real concerns about the general financial position in the NHS. It is clear to us that any further cost pressures through underfunded pay increases would almost certainly impact on the patient experience, lead to further reductions in posts, possible redundancies, vacancy freezes and failure to meet healthcare and financial targets.

Other key messages to the review body are as follows:

- A pay award in line with the CPI inflation target is the most that could be afforded by NHS employers.
- Affordability is dependent upon an appropriate increase in the pay element in tariff.
- Equity is particularly important and employers want a generic pay uplift across all staff groups.
- The NOHPRB awards in any case will directly impact on non-medical staff outside its formal remit.
- Given that the spending plans for the NHS in forthcoming years are subject to the outcome of the 2007 Comprehensive Spending Review, a multi year pay award would be undesirable at this time.
- Most staff in the NHS in England have now assimilated to the new pay bands under Agenda for Change and most staff will have access to incremental pay scales, these are worth on average 3 per cent of basic pay. These increases need to be factored into decisions about the recommended level of uplift.
- Employers report that recruitment and retention is generally improved or remained stable and was helped by a fall in staff turnover in most areas.

I welcome this opportunity to give evidence to the NOHPRB on behalf of employers and look forward to discussing these issues with the Review Body in November.

Yours sincerely



Steve Barnett  
Director of NHS Employers