

## Response to NHS Employers evidence

The main concern with the evidence from NHS Employers is that most of it is based on findings from a survey of their members for which they only got 80 responses out of a possible 600, therefore about a 13% response rate. There will inevitably therefore be a lot of non-response bias in the findings. No non-response analysis is given in their evidence. Therefore when they make statements such as ‘the majority of NHS employers’ or ‘there was a widespread view’ etc. these statements are just representing those who replied to the survey. As with most surveys, those who have strong views are most likely to reply.

They also make many unsubstantiated claims. For example:

- Any large increases in pay will have an effect on the capacity of PCTs to secure additional services for their populations.
- Employers were very clear that any further cost pressure through unfunded pay increases would almost certainly impact on the patient experience.

They also claim that a higher than expected pay award would lead to extended vacancies, possible redundancies and freezing of posts with a subsequent reduction of services and development.

In addition, NHS Employers indicate that morale has deteriorated as a result of uncertainty due to perceived threats of job losses, but then try to claim that “high pay awards that cause continuing financial problems for trusts will only exacerbate the difficulties and uncertainties for staff.”