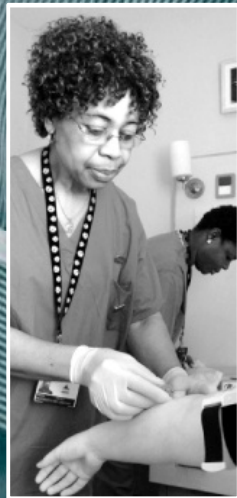


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Our NHS Our Future

Workforce planning vs. major re-organisation =
impact on staff and patients

<http://www.unison.org.uk/healthcare/nursing/index.asp>

<http://www.unison.org.uk/ournhs/>

<http://www.facebook.com/ournhsourfuture>

Health & Social Care Bill

- Tory led Government has introduced the largest piece of legislation – 400 clauses, 274 pages breaking their manifesto pledge of no top reform
- 21st January 2011 – Health & Social Care Bill laid before Parliament
- 31st January – 2nd reading giving little time for debate and consideration? Voted through with a majority of 82

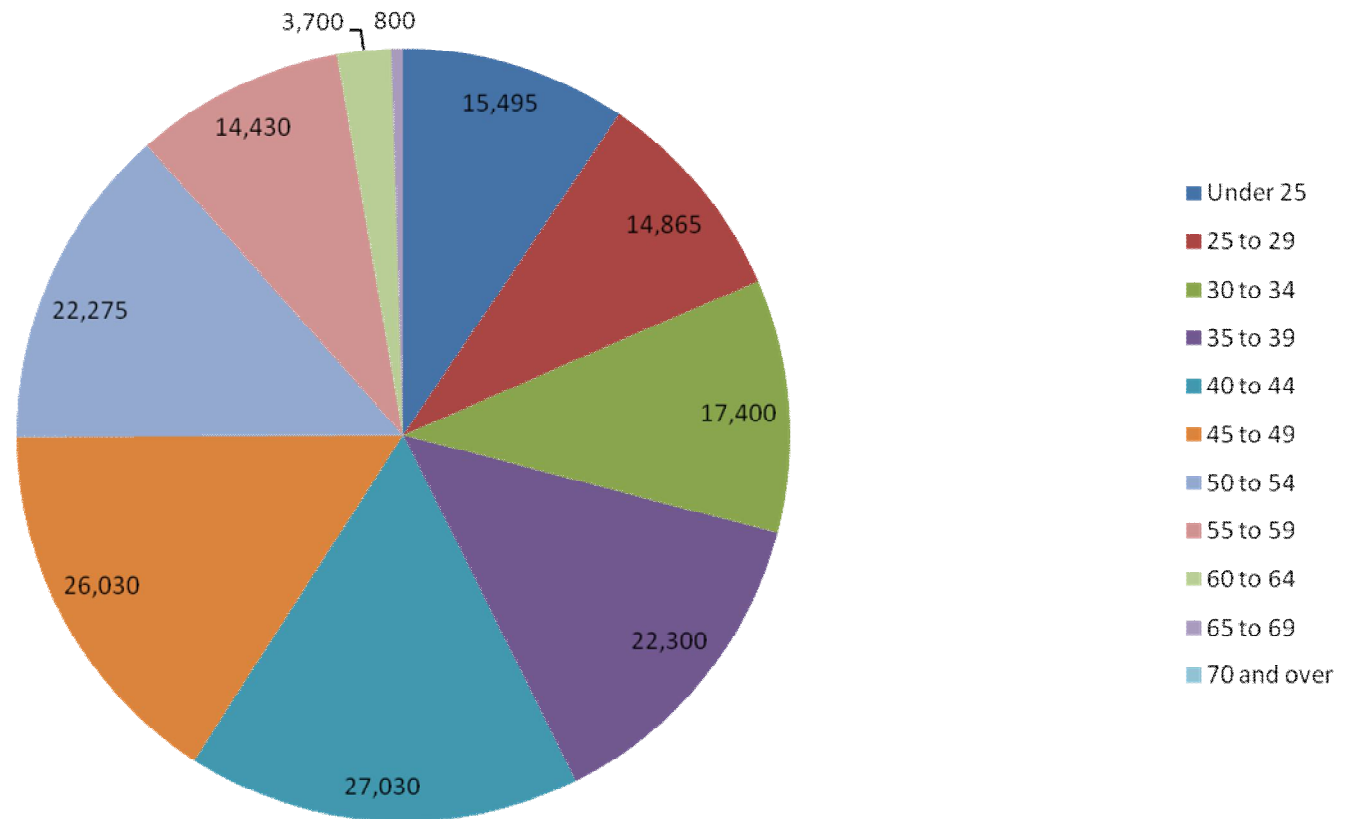
UNISON's Key Concerns

- Massive instability at a time when the NHS is already expected to deliver huge efficiency savings
- Impact on the quality of care patients will receive
- Price over Quality
- Open Market – it's a free for all anyone can and will provide healthcare
- NHS Patients could well find themselves queuing behind privates patients
- Staff out sourced, skills & knowledge lost
- Un tested new health reform which will change forever the way patients are cared for

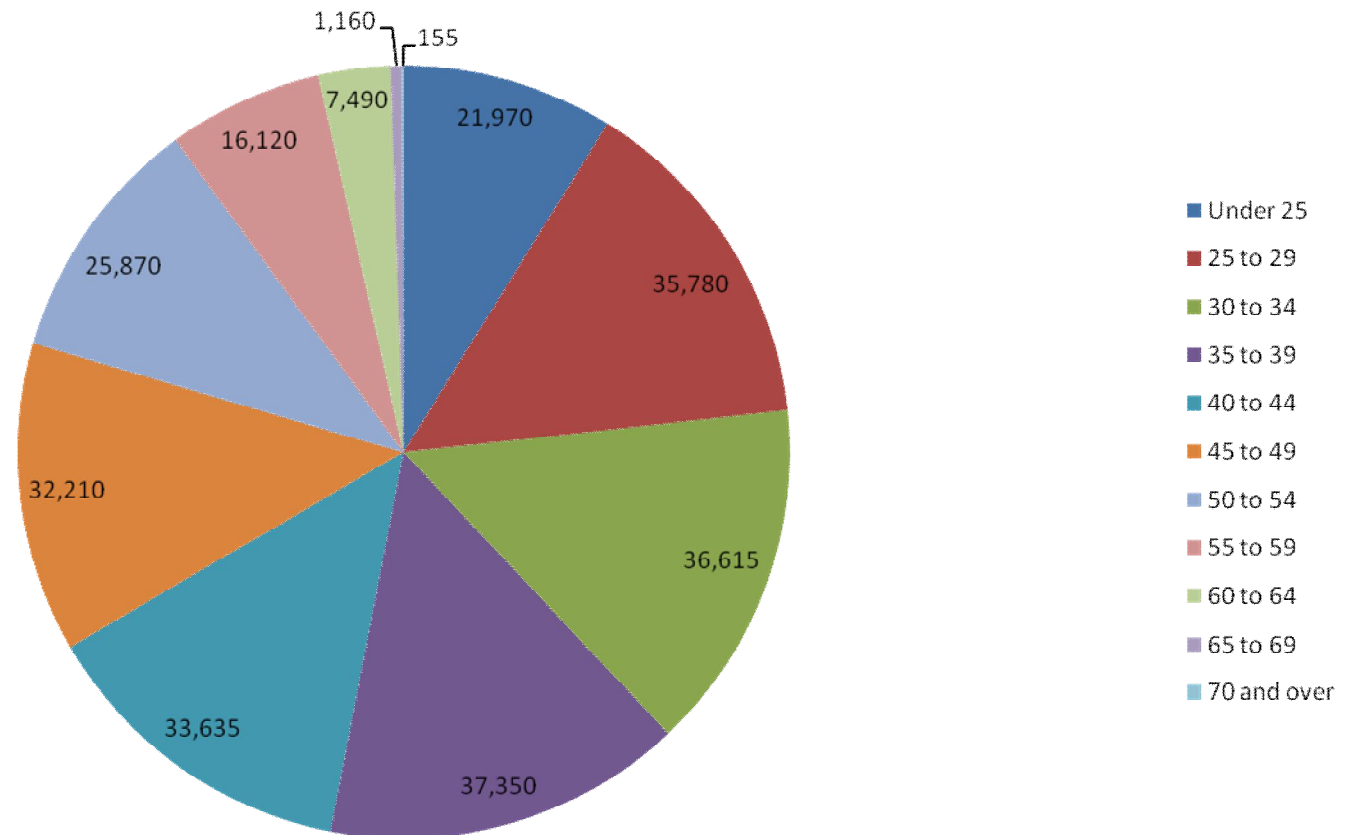
Implications for Workforce

- Up to date view of workforce – excluding doctors, dentists and senior managers not on A4C
- Consider impact on education commission
- Impact on higher education colleagues
- Impact on workforce
- Anticipated job loses

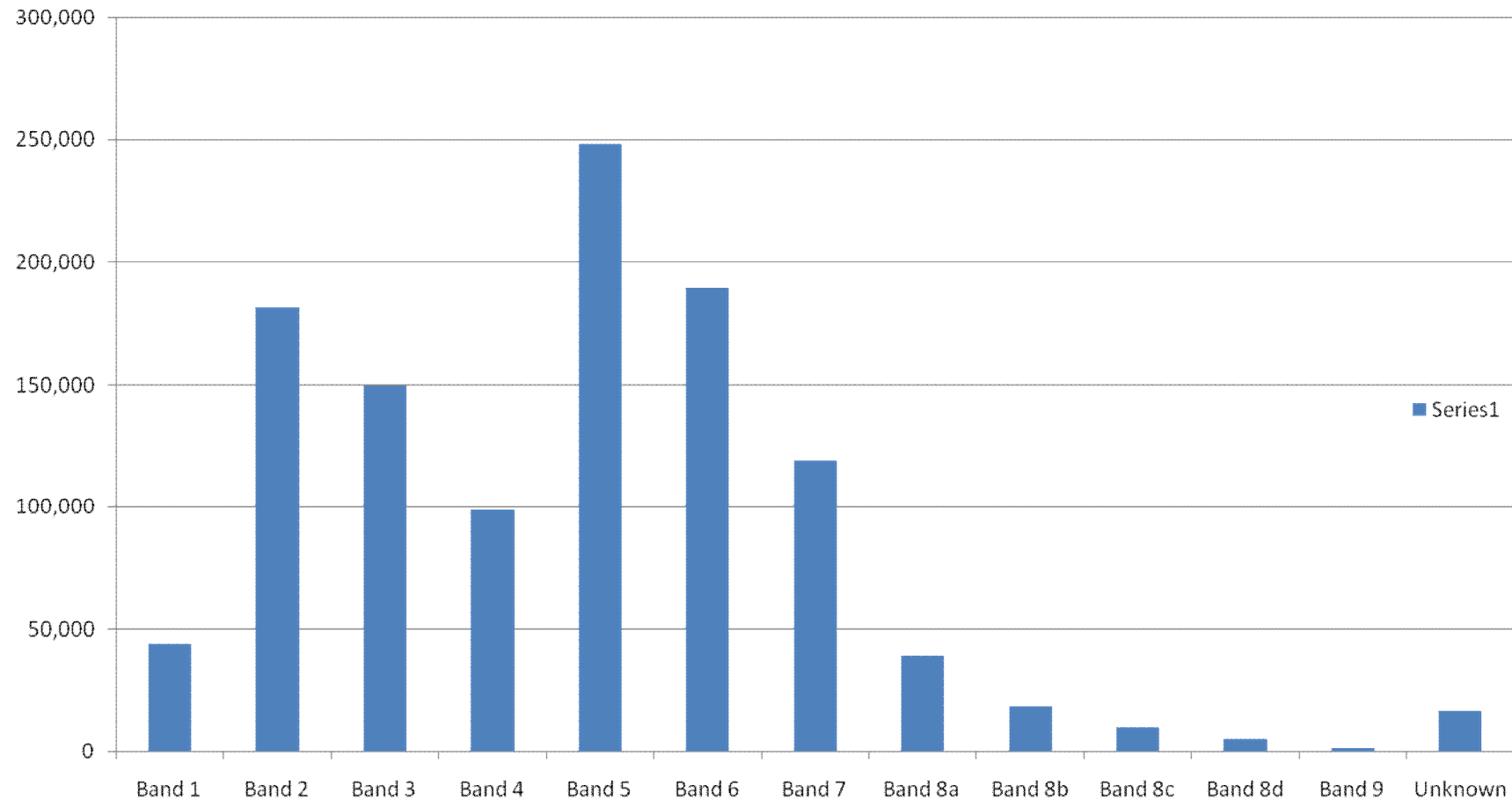
Workforce Band 1 - 4



Workforce Bands 5 - 9



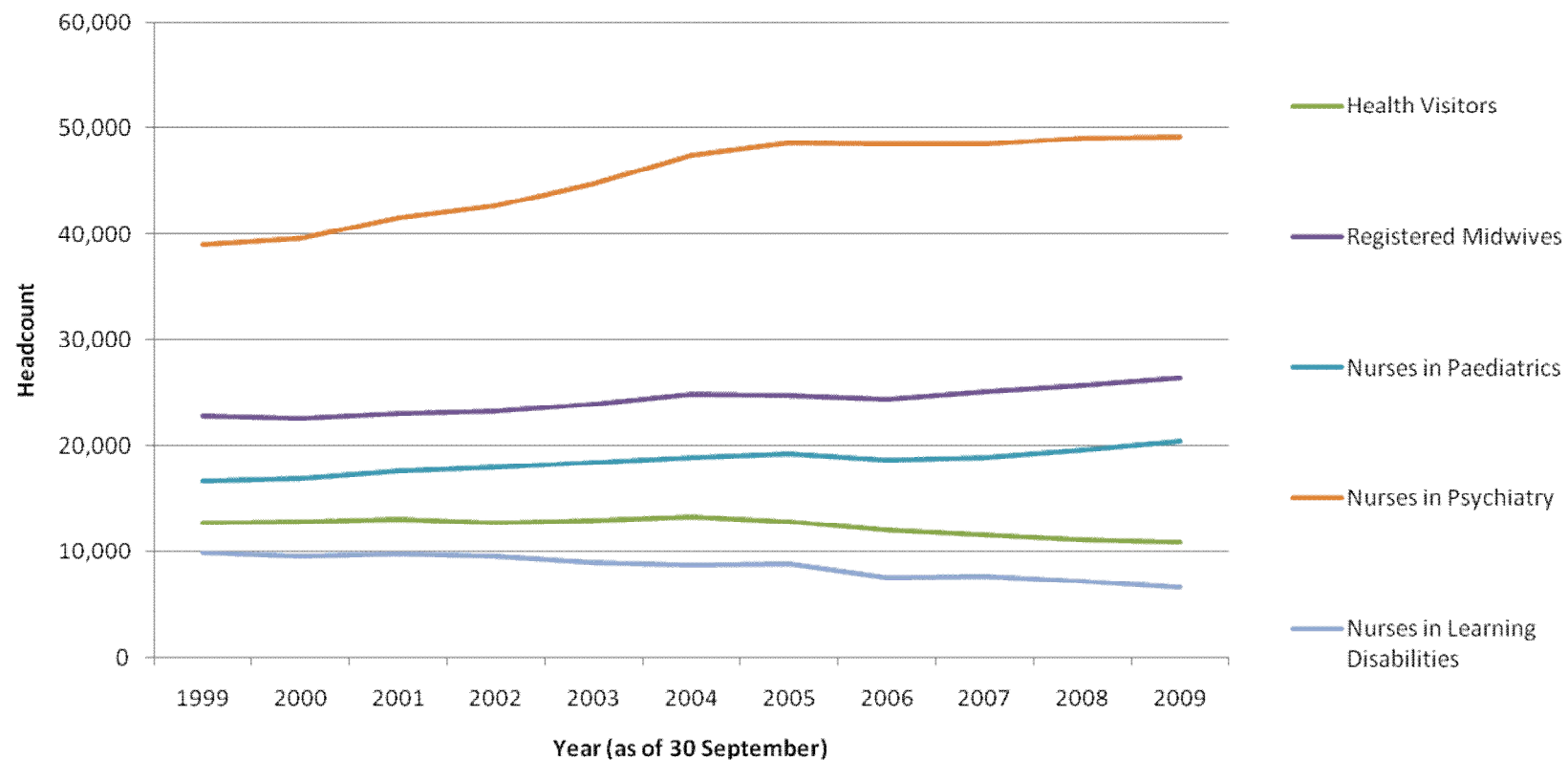
Workforce/pay band/headcount

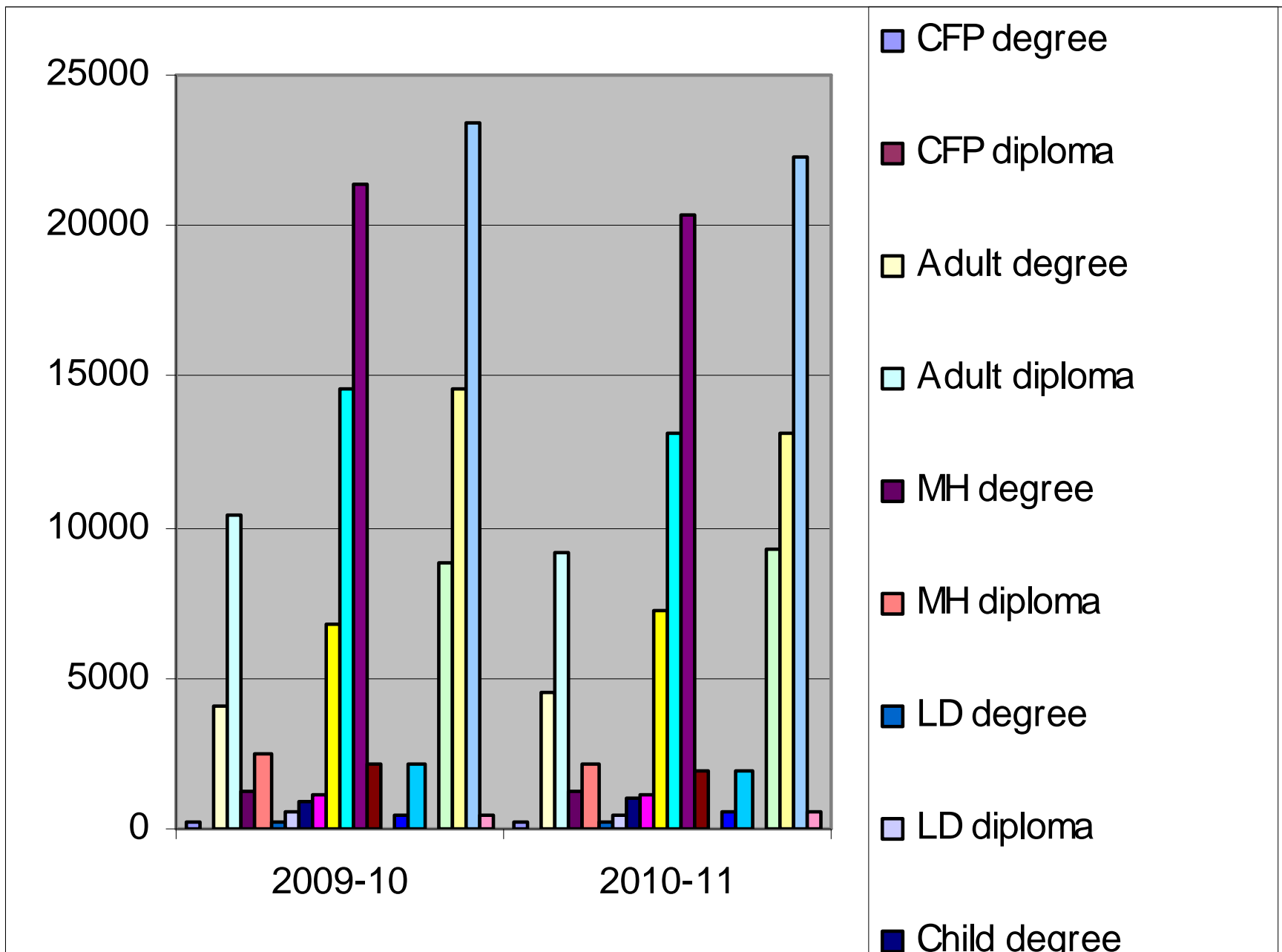


Significant factors

- Only 15% of our over all workforce is under the age of 30
- Looking specifically at the graduate level workforce it rises 16% being under 30
- 30% of the workforce are aged between 40 – 50
- 29% of the workforce are between 50 – 64
- Meaning that 59% of our entire workforce are over the age of 40

Headcount of Qualified Nursing, Midwifery and Health Visiting staff in England, 1999-2009





Impact on Education

- MPET funding not resolved
- Concern about the bench mark price – deal only just secured
- No end in sight to the review of student support
- What ever the change won't come into effect until 2012 at the earliest
- Some SHA's have altered their commissions – what impact might this have on attrition

Impact on workforce + ve

- Opportunity for career change
- Flexibility to work across services
- Growth in the support role
- Policy puts clinical outcomes at the centre

Impact on workforce - ve

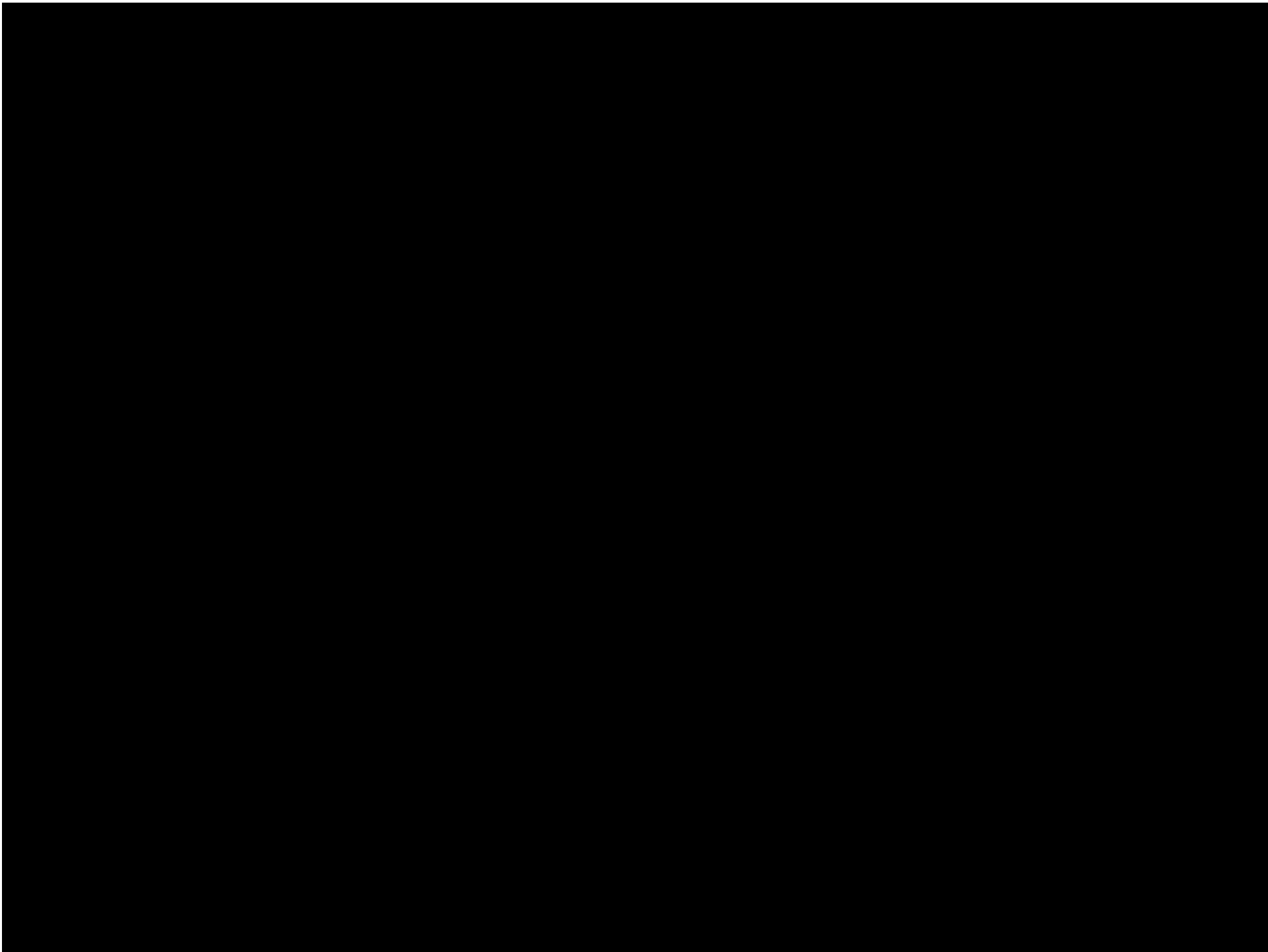
- Minimum 20,000 job losses including nurses does not include PCT & SHA losses yet anticipated cost
- Government have set aside 1.5 billion for transition costs – commentators anticipate this could be double
- Average redundancy is 18 months pay
- Loss of nursing & clinical leadership
- Some nurses in PCT already have their redundancy notices in their hands
- Loss of graduate nurses – increase in support workers
- Loss of education posts – even the risk of losing some programmes
- Pensions – watch out for Hutton in March

Impact on patient care

- Real potential for more Mid Staffordshire organisation as finance and care are separated
- Without regulation of support workers we will see more of the same – role redesign, nurses being further and further away from the bed side
- Cuts in post reg training & professional development could leave our patients and services vulnerable
- Nursing posts frozen
- Loss of education posts cuts in commission are some programmes vulnerable

What can you do

- Join our campaign make sure that your voice is heard <http://www.unison.org.uk/ournhs/>
- Go and speak to your MP. You can use the letter on our web site to write to them to say how worried you are <http://www.writetothem.com>
- When you next visit your GP speak to them about the NHS reforms – here is a letter you can use to send to your GP
<http://www.unison.org.uk/ournhs/>
- Speak up for your NHS before its too late



Martin Luther King said
“Our lives begin to end, the day we
do nothing about the things that matter”

Its Our NHS, Its Our Future – it matters
Let us be good ancestors