



***Nurture the public NHS back to health
– the workforce will thrive***

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NHS STAFF: SKILLS, RETENTION and RECRUITMENT

17 May 2018

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Founding principles of Bevan's NHS – July 1948

The NHS would:

- **meet the needs of everyone**
- **be free at the point of delivery**
- **supply its services based on clinical need, not the ability to pay**

NHS gives equitable access

The Kings Fund:

“The key building blocks of our health system – its public funding base and the comprehensive range of services provided (mostly) free at the point of use – have made the UK a world leader on equitable access to care.”

IN PLACE OF FEAR



Rising – predictable – demand

More people than ever using the NHS in 2017

- **23.4 million people went to A&E**
 - 2.9 million more than in 2010
 - 90.5% seen within 4 hours
- **61.5 million outpatients**
 - 10.5 million more than in 2010
- **11.6 million operations**
 - 1.9 million more than in 2010

NHS is cherished

YouGov Poll

- The state of the NHS is the biggest single issue vexing Conservative voters, with more than seven in 10 citing it as a serious concern

Popularity unabated – 90%

Satisfaction rates – impacted



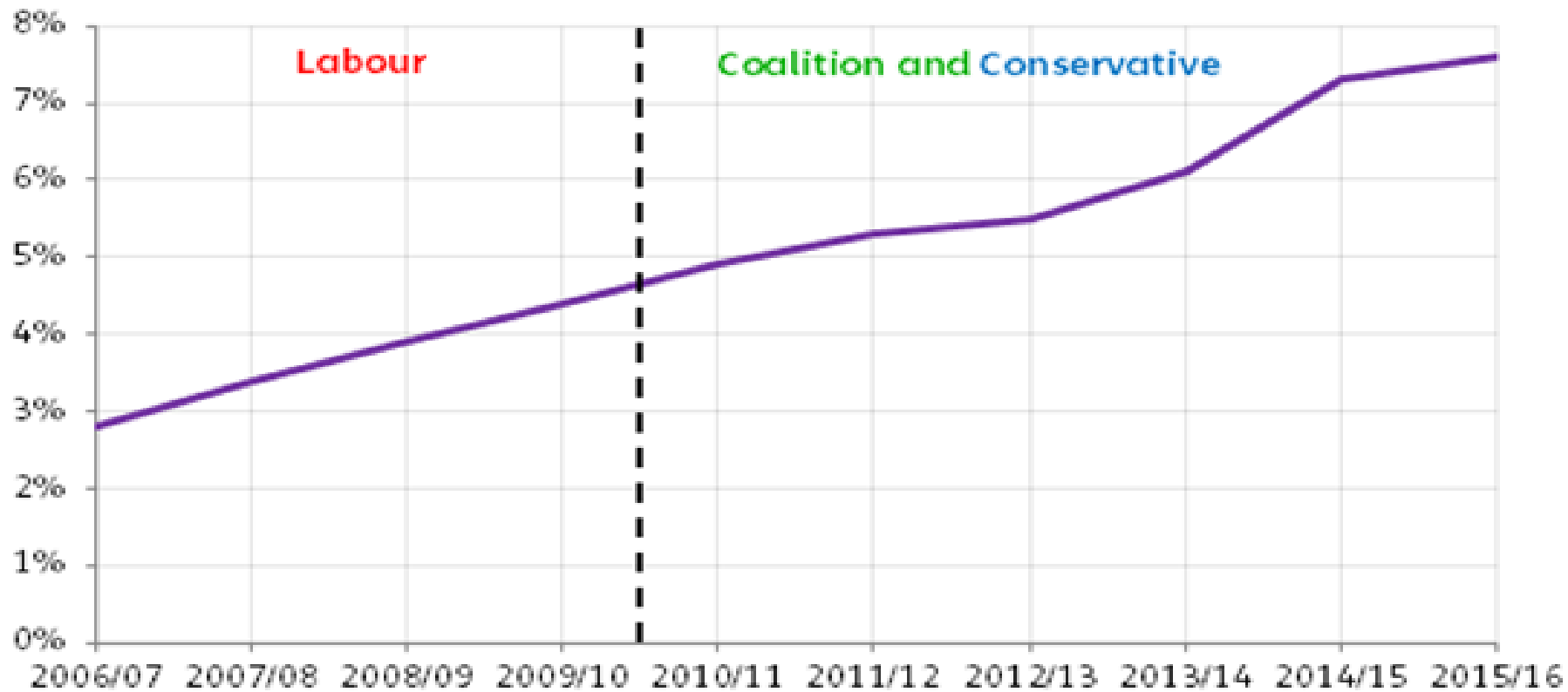
Future of the NHS constantly questioned

- ‘unaffordable’ / *‘unsustainable’*
- ‘a bottomless pit’
- ‘can no longer meet the rising need’
- ‘can’t carry on as it is’ / *‘must be transformed’*
- ‘community care replaces hospital care’

Contracts going to private

Private providers in the NHS

NHS spending on independent sector providers as a proportion of total NHS revenue spending



Source: Department of Health figures provided to Full Fact and parliamentary written question 66091 (1 March 2017)



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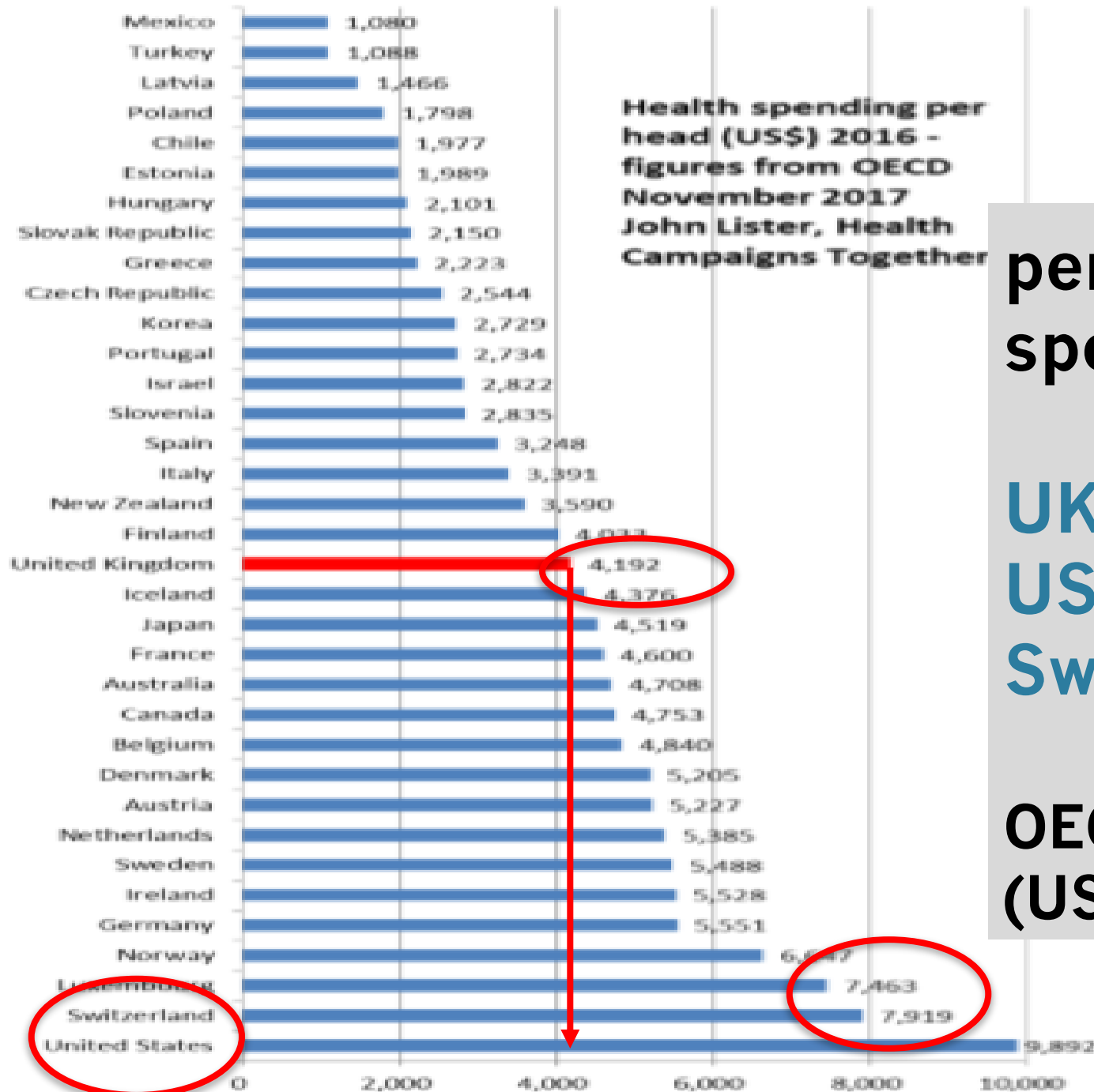
60 trusts behind plan for 2017/18
20 of these revise their outturn
[HSJ 21.11.17]

Lord Kerslake, Chair of Kings resigns
[11.12.17]

**Kings £92m overspent against plan
of £38m deficit**

Figure 3. Public and private health spending as a percentage of national income across the EU-15 and G7 countries, 2015





per capita
spend 2016

UK \$4192

US \$9892

Switz \$7919

OECD figs
(US\$)

These are political choices

Fiscal multiplier effect

Does investment in the health sector promote or inhibit economic growth? **[Answer: it promotes]**

Globalization and Health

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3849102/>

These are political choices

- **Antipathy to publicly-funded services**
- **Pro-competition and privatisation in nation's healthcare system**

STPs, ACOs: Five Year Forward View

Financially driven

- **mergers**
- **plans to cheapen the workforce**
- **lose staff and lose beds**

STPs, ACOs: Five Year Forward View

Plans founder on two counts:

- **No funding**
- **Virtually no workforce strategy**

Canterbury ACO New Zealand cf NHSE's ACOs/community-based care

- Acute hospital capacity was not reduced
- Staff training & team work with the hospital
- Investment in community staff and resources
- Change was achieved over 10 years

Yes: some admission avoidance & reduced LOS

NZ abandoned marketisation of NHS in 2000

Hostile environment

Brings risks:

- **For staff**
- **For patients**
- **For the NHS**







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Fury as NHS recruits 100 doctors from India only for Home Office to deny them all visas

NHS bosses warn cap on visas for non-EU doctors leading to rota gaps and delays in patient care

[May Bulman](#) Social Affairs Correspondent | [@maybulman](#) | 5 days ago | [466 comments](#)



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Damaging messages

‘health tourism’

- less than 0.3% of overall budget

‘people abusing the NHS’

- Evidence links A&E attendance to gaps in primary care; and more primary care ended with more referrals to A&E

blaming the patients whilst cutting public health

- blame culture for overweight, smokers, drinkers

blaming the staff – Nurse Amaro/Dr Bawa-Garba

Kings Fund May 2018

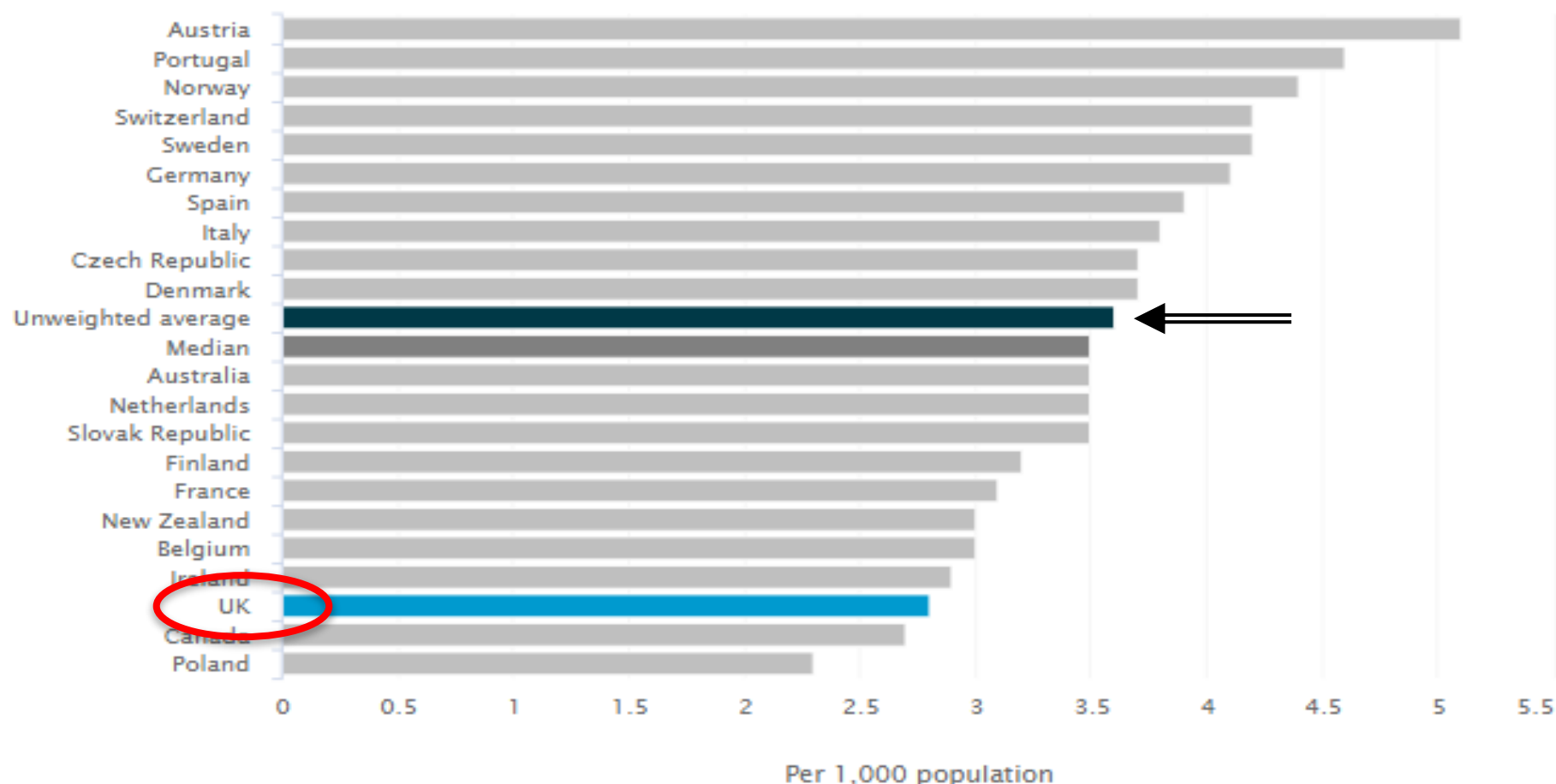
<https://www.kingsfund.org.uk/publications/spending-and-availability-health-care-resources>

Doctors

The UK has 2.8 doctors per 1,000 population, which is below the average of 3.6 for our basket of countries (Figure 1).

Figure 1: Doctors per 1,000 population

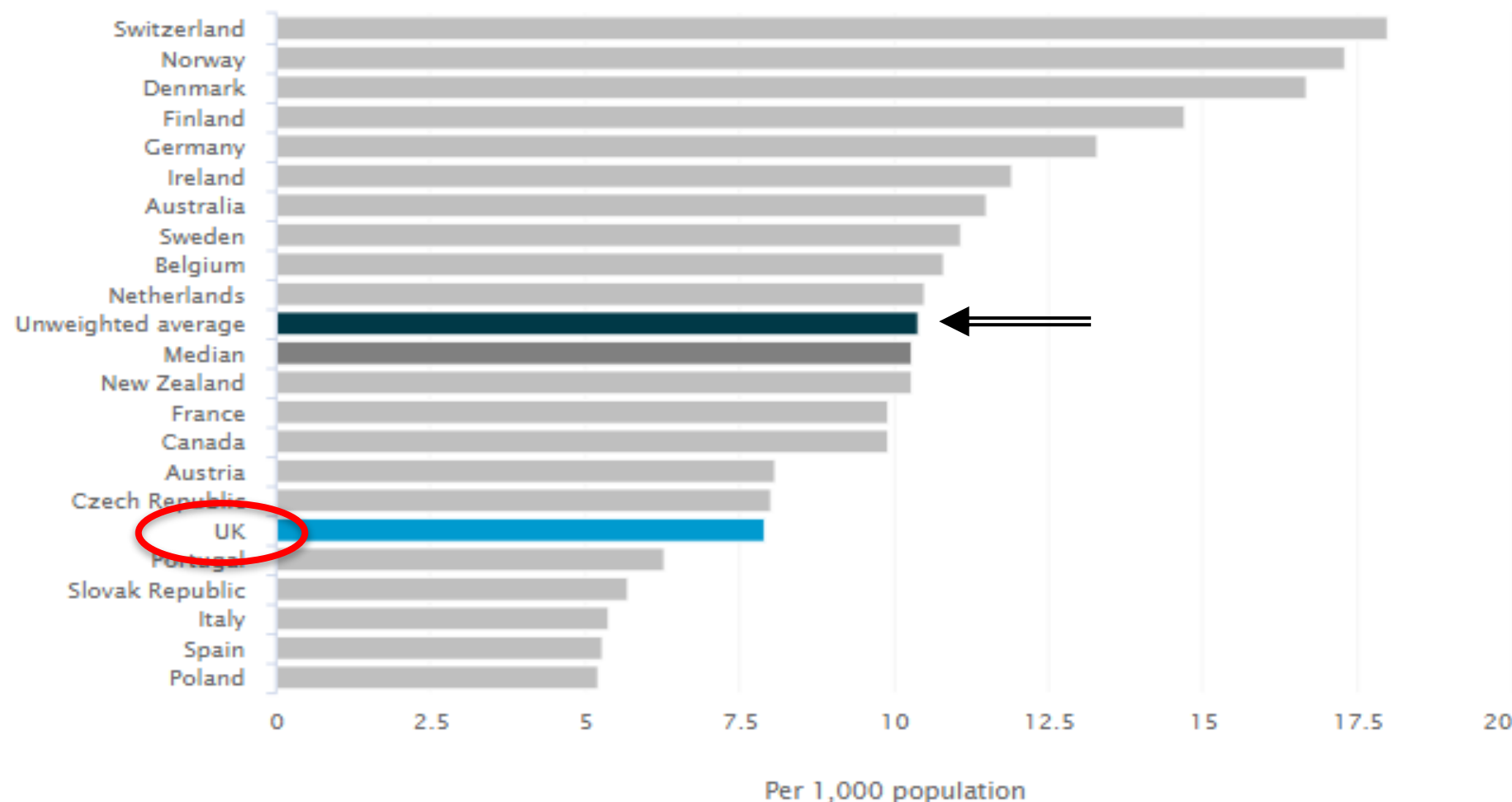
2015 or nearest year



far behind Germany (13.3 nurses per 1,000 population) or Switzerland (18 nurses per 1,000 population).

Figure 2: Nurses per 1,000 population

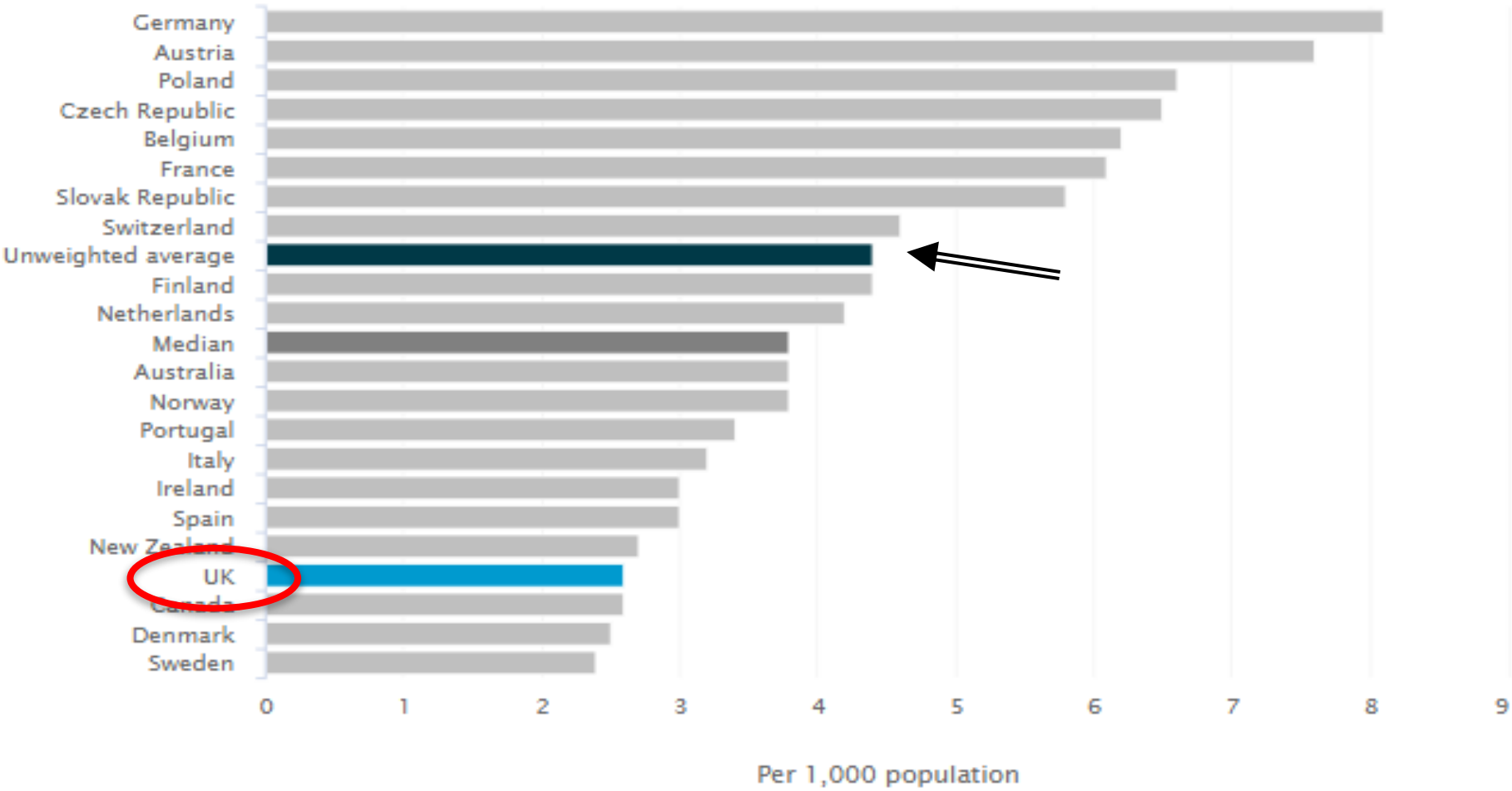
2015 or nearest year



basket of countries (Figure 3). Bed levels in the UK are similar to those in Canada and New Zealand and far below those in Germany and Austria.

Figure 3: Hospital beds per 1,000 population

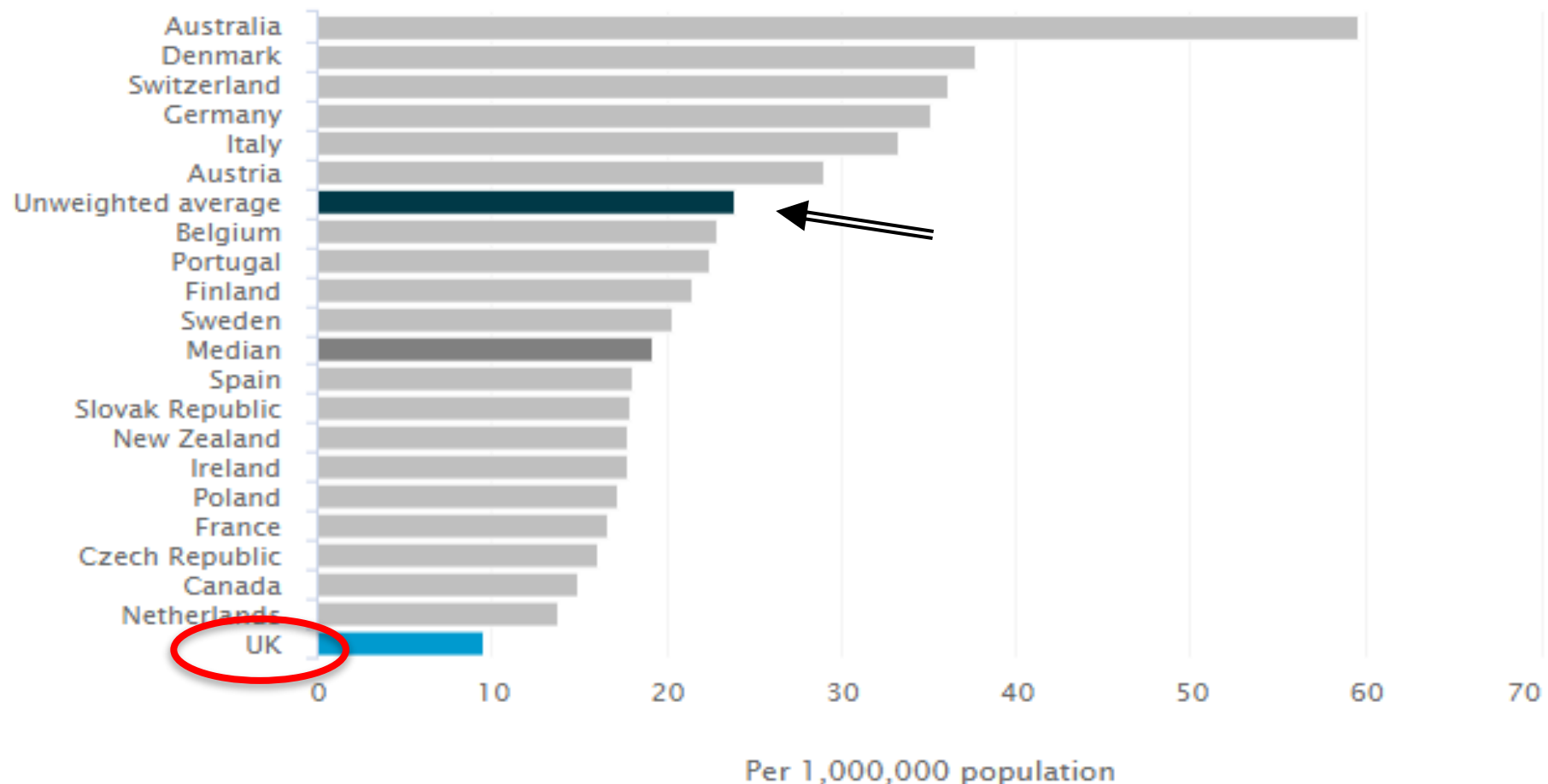
2015 or nearest year



includes MRI and CT units in the public sector, so these comparisons should be treated with particular caution.

Figure 5 (part 1): CT scanners per 1,000,000 population

2015 or nearest year



Regaining trust:

1. Invest in a renationalised, reunified NHS in England
2. Value staff as public servants, pay well
3. Restore respect for professionalism
4. No blame culture

Result will be ... loyalty, motivation, innovation, recruitment and retention



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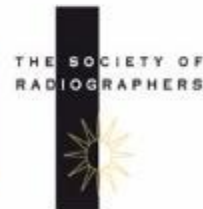
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12pm Portland Place, London, W1A
Free, for all, forever - #OurNHS70



Thank you

Keep Our NHS Public

www.keepournhspublic.com

Campaign for the NHS Reinstatement Bill

www.nhsbillnow.org

