



**The NHS Pay Review Body  
Supplementary Evidence  
from NHS England  
November 2015**

# The NHS Pay Review Body:

## NHS England's Supplementary Evidence for the 2016 Review

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The National Health Service Commissioning Board was established on 1 October 2012 as an executive non-departmental public body. Since 1 April 2013, the National Health Service Commissioning Board has used the name NHS England for operational purposes.

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## Introduction

- 0.1 This supplementary evidence from NHS England is intended to answer the questions that the NHS Pay Review Body (PRB) have asked, following submission of the initial written evidence in September:

<https://www.england.nhs.uk/wp-content/uploads/2015/10/nhs-prb-evidence-16-17.pdf>

- 0.2 The questions, along with NHS England responses, are set out below.

## Supplementary Questions from NHS Pay Review Body

### Q1: Pay awards

#### **NHS PRB question:**

*In your evidence you state that the NHSPRB need to carefully consider the level of any award, balancing affordability against recruitment and retention considerations (NHS England evidence, page 5, para 3.4):*

- *How far therefore should what was stated in the Five Year Forward View, in particular the need for NHS pay to stay broadly in line with the Private Sector, and comments made by Simon Stevens in the Nursing Times be factored in by NHSPRB?*
- *Given such statements, are you seeking to differentiate between the short and the medium term? How do you define these time periods?*
- *How can pay awards support what is set out in the Five Year Forward View?*

- 1.1 **NHS England response:** The NHS Five Year Forward View acknowledged that NHS pay will need to be competitive in a buoyant economy, but also notes the strict efficiencies needed to meet the funding gap. In addition, NHS England will also need to live within the Government's public sector pay policy, of only funding uplifts of up to 1%, for the next four years.

### Question 2: Efficiencies

#### **NHS PRB question:**

*Do planned efficiencies remain realistic and achievable?*

- 1.2 **NHS England response:** The level of efficiency and productivity gains envisaged remains challenging but achievable.
- 1.3 In June we jointly published, along with the six other principal national health bodies, the document *Five Year Forward View: Time to Deliver*<sup>1</sup>. This set out how the bodies will work together to jointly deliver the shared vision set out in the *Five Year Forward View*, including in section 4c, closing the funding and efficiency gap.

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<sup>1</sup> Available at: <https://www.england.nhs.uk/wp-content/uploads/2015/06/5yfv-time-to-deliver-25-06.pdf>

1.4 We also set out in NHS England's Annual Report<sup>2</sup>, published on 21 July 2015, some of the steps NHS England is taking, particularly in the '*Improving efficiency*' section from page 27, to support this work.

**Remaining NHS PRB questions:**

1.5 The NHS PRB also posed a range of other questions to us, as copied below.

- *The Care Quality Commission review found three-quarters of hospitals visited under its new inspection regime so far had safety problems – lack of staff, in terms of skills and numbers, was identified as a major issue.*
- *How far is pay a factor in the recruitment and retention of staff, levels of morale and motivation and the quality of patient care?*
- *What support is being provided to Trusts to help them deliver efficiencies?*
- *How far is the workforce and making changes to the workforce part of the efficiency solution?*

1.6 We believe other parties are best placed to address these, including the Department of Health, Monitor and NHS Trust Development Authority.

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<sup>2</sup> Available at: <https://www.england.nhs.uk/wp-content/uploads/2015/07/nhse-annual-report-2014-15.pdf>