

To: • ICBs:

- chief executives
- chief operating officers
- chairs
- chief people officers/HR directors

• Trusts:

- chief executives
- chief operating officers
- chief people officers/HR directors

• CSU managing directors

NHS England  
Wellington House  
133-155 Waterloo Road  
London  
SE1 8UG

**17 February 2023**

cc. • Regional:

- directors
- directors of nursing
- heads of EPRR

Dear Colleagues,

## **Industrial Action – planning for future Royal College of Nursing strikes**

Thank you for all the work you and your teams are doing to keep NHS services operating safely for patients during the ongoing industrial action.

This week the Royal College of Nursing has confirmed that it will be asking its members in all NHS organisations for which it has a mandate (see annex A) to participate in strike action taking place from Wednesday 1 March to Friday 3 March. This will involve nursing staff working in emergency departments, intensive care units, cancer care and other services that were previously nationally derogated.

In light of the challenges posed by this industrial action, we are now asking that ICBs provide a brief assessment of the impact of the proposed action upon acute, mental health and community Trusts and their own directly provided services, by midday Monday 20 February.

The RCN has advised that for services that are delivered 24 hours a day, the industrial action shall commence at the beginning of the day shift on Wednesday 1 March 2023 and will run continuously until commencement of the day shift on Friday 3 March 2023. For services that are not delivered 24 hours a day the industrial action shall commence at 6am on Wednesday 1 March 2023 and will last until 6am on Friday 3 March 2023.

### **Rescheduling of activity:**

Organisations should also make every possible effort to continue elective care for patients. Rescheduling of appointments should only happen when absolutely necessary

and be undertaken in consultation with your Integrated Care Board and your regional Performance Director.

### **Assurance, guidance, and support**

For previous industrial action, we have sought assurance on provision of critical services in advance of the strike.

Ahead of this action we are asking each Integrated Care System to coordinate an assessment of the potential impact of strike action in each of the affected Trusts in your system, and the impact at ICB level, on the basis that all RCN members strike and that no derogations are agreed.

When you assess the impact of this scenario, please consider the patient safety and operational impact in all organisations affected by strike action, and options for mitigations within your system (and/or with neighbouring systems).

Please also consider implications of any other local factors, such as planned industrial action in other sectors. For example, the National Education Unions is planning industrial action over this period [NEU to take strike action over pay | NEU](#).

We will use this information regionally and nationally to identify areas for escalation or further guidance and to focus our support for systems.

Please provide your response using the attached template by **5pm on Monday 20 February 2023**. Responses should be shared with Regional Operations Centres (ROCs), copying in Regional Chief Nurses and Heads of EPRR.

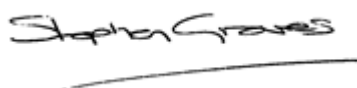
Further guidance on Trust and ICB level pre-action assurance and post-action data collections for those organisations where strike action is planned, will be shared shortly.

If you have any questions, please contact your regional team.

We will continue to engage with the RCN around the forthcoming industrial action.

Many thanks for your continued cooperation and support in providing this information which is important to our planning for safe patient care during periods of industrial action.

Yours sincerely,



**Stephen Groves**  
Director of NHS Resilience  
NHS England

Annex A - Organisations with an RCN mandate for strike action

**NHS Trusts (104):**

<b>Trust</b>	<b>Region</b>
Cambridge University Hospitals NHS Foundation Trust	East of England
Cambridgeshire & Peterborough NHS Foundation Trust	East of England
Cambridgeshire Community Services NHS Trust	East of England
Royal Papworth Hospital NHS Foundation Trust	East of England
Hertfordshire Community NHS Trust	East of England
Norfolk and Norwich University Hospitals NHS Foundation Trust	East of England
Norfolk and Suffolk NHS Foundation Trust	East of England
Norfolk Community Health & Care NHS Trust	East of England
East Suffolk and North East Essex NHS Foundation Trust	East of England
West Suffolk NHS Foundation Trust	East of England
Great Ormond Street Hospital for Children NHS Foundation Trust	London
Tavistock and Portman NHS Foundation Trust	London
University College London Hospitals NHS Foundation Trust	London
Imperial College Healthcare NHS Trust	London
Guy's and St Thomas' NHS Foundation Trust	London
King's College Hospital NHS Foundation Trust	London
Hounslow and Richmond Community Healthcare NHS Trust	London
St George's University Hospitals NHS Foundation Trust	London
The Royal Marsden NHS Foundation Trust	London
Birmingham Women's and Children's Hospitals NHS Foundation Trust	Midlands
University Hospitals Birmingham NHS Foundation Trust	Midlands
The Royal Orthopaedic Hospital NHS Foundation Trust	Midlands
Dudley Integrated Healthcare NHS Trust	Midlands
Derbyshire Community Health Services NHS Foundation Trust	Midlands
Derbyshire Healthcare NHS Foundation Trust	Midlands
East Midlands Ambulance Service NHS Trust (EMAS)	Midlands
Herefordshire and Worcestershire Health and Care NHS Trust	Midlands
Worcestershire Acute Hospitals NHS Trust	Midlands
Kettering General Hospital NHS Foundation Trust	Midlands
Northamptonshire Healthcare NHS Foundation Trusts	Midlands
Nottingham University Hospitals NHS Trust	Midlands
Nottinghamshire Healthcare NHS Foundation Trust	Midlands

<b>Trust</b>	<b>Region</b>
Shropshire Community Health NHS Trust	Midlands
The Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Foundation Trust	Midlands
Midlands Partnership NHS Foundation Trust	Midlands
Harrogate and District NHS Foundation Trust	NE and Yorkshire
York and Scarborough Teaching Hospitals NHS Foundation Trust	NE and Yorkshire
County Durham and Darlington NHS Foundation Trust	NE and Yorkshire
Gateshead Health NHS Foundation Trust	NE and Yorkshire
South Tees Hospitals NHS Foundation Trust	NE and Yorkshire
North East Ambulance Service NHS Foundation Trust (NEAS)	NE and Yorkshire
Northumbria Healthcare NHS Foundation Trust	NE and Yorkshire
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	NE and Yorkshire
Barnsley Hospital NHS Foundation Trust	NE and Yorkshire
Sheffield Children's NHS Foundation Trust	NE and Yorkshire
Sheffield Teaching Hospitals NHS Foundation Trust	NE and Yorkshire
Sheffield Health and Social Care NHS Foundation Trust	NE and Yorkshire
Bradford Teaching Hospitals NHS Foundation Trust	NE and Yorkshire
Leeds Community Healthcare NHS Trust	NE and Yorkshire
Leeds Teaching Hospitals NHS Trust	NE and Yorkshire
Alder Hey Children's NHS Foundation Trust	NW
Bridgewater Community Healthcare NHS Foundation Trust	NW
Cheshire and Wirral Partnership NHS Foundation Trust	NW
Countess of Chester NHS Foundation Trust	NW
Liverpool Heart and Chest Hospital NHS Foundation Trust	NW
Liverpool University Hospitals NHS Foundation Trust	NW
Liverpool Women's Hospital NHS Foundation Trust	NW
Mersey Care NHS Foundation Trust	NW
Mid-Cheshire Hospital NHS Foundation Trust	NW
St Helens and Knowsley Teaching Hospitals NHS Trust	NW
Wirral University Teaching Hospital NHS Foundation Trust	NW
The Clatterbridge Cancer Centre NHS Foundation Trust	NW
The Walton Centre NHS Foundation Trust	NW
Wirral Community Health and Care NHS Foundation Trust	NW

Trust	Region
Tameside and Glossop Integrated Care NHS Foundation Trust	NW
The Christie NHS Foundation Trust	NW
Wrightington, Wigan and Leigh NHS Foundation Trust	NW
Lancashire Teaching Hospitals NHS Foundation Trust	NW
North West Ambulance Service NHS Trust (NWAS)	NW
University Hospitals of Morecambe Bay NHS Foundation Trust	NW
Oxford Health NHS Foundation Trust	SE
Oxford University Hospitals NHS Foundation Trust	SE
Royal Berkshire NHS Foundation Trust	SE
University Hospital Southampton NHS Foundation Trust	SE
Portsmouth Hospitals University NHS Trust	SE
Solent NHS Trust	SE
South Central Ambulance Service NHS Foundation Trust (SCAS)	SE
Southern Health NHS Foundation Trust	SE
Kent Community Health NHS Foundation Trust	SE
South East Coast Ambulance Service NHS Foundation Trust (SECAMB)	SE
Queen Victoria Hospital NHS Foundation Trust	SE
Sussex Community NHS Foundation Trust	SE
Sussex Partnership NHS Foundation Trust	SE
East Sussex Healthcare NHS Trust	SE
University Hospitals Sussex NHS Foundation Trust	SE
Royal United Hospitals Bath NHS Foundation Trust	SW
Great Western Hospitals NHS Foundation Trust	SW
Salisbury NHS Foundation Trust	SW
Avon and Wiltshire Mental Health Partnership NHS Trust	SW
North Bristol NHS Trust	SW
University Hospitals Bristol and Weston NHS Foundation Trust	SW
Cornwall Partnership NHS Foundation Trust	SW
Royal Cornwall Hospitals NHS Trust	SW
Devon Partnership NHS Trust	SW
Royal Devon University Healthcare NHS Foundation Trust	SW
Torbay and South Devon NHS Foundation Trust	SW
University Hospitals Plymouth NHS Trust	SW
Dorset County Hospital NHS Foundation Trust	SW
Dorset Healthcare University NHS Foundation Trust	SW

<b>Trust</b>	<b>Region</b>
South Western Ambulance Service NHS Foundation Trust (SWAST)	SW
University Hospitals Dorset NHS Foundation Trust	SW
Gloucestershire Health and Care NHS Foundation Trust	SW
Gloucestershire Hospitals NHS Foundation Trust	SW
Somerset NHS Foundation Trust	SW

**ICBs (12):**

<b>ICB</b>	<b>Region</b>
NHS Mid and South Essex ICB	EoE
NHS Norfolk and Waveney ICB	EoE
NHS Suffolk and North East Essex ICB	EoE
NHS South West London ICB	London
NHS Black Country ICB	Midlands
NHS Derby and Derbyshire ICB (Joined Up Care Derbyshire)	Midlands
NHS West Yorkshire ICB	NE and Yorkshire
NHS Cheshire and Merseyside ICB	NW
NHS Lancashire and South Cumbria ICB	NW
NHS Kent and Medway ICB	SE
NHS Surrey Heartlands ICB	SE
NHS Dorset ICB (Our Dorset)	SW

**CSUs (2):**

<b>CSU</b>	<b>Region</b>
Midlands and Lancashire CSU	Midlands and NW
North of England CSU (NECS)	NE and Yorkshire