

REAL Centre

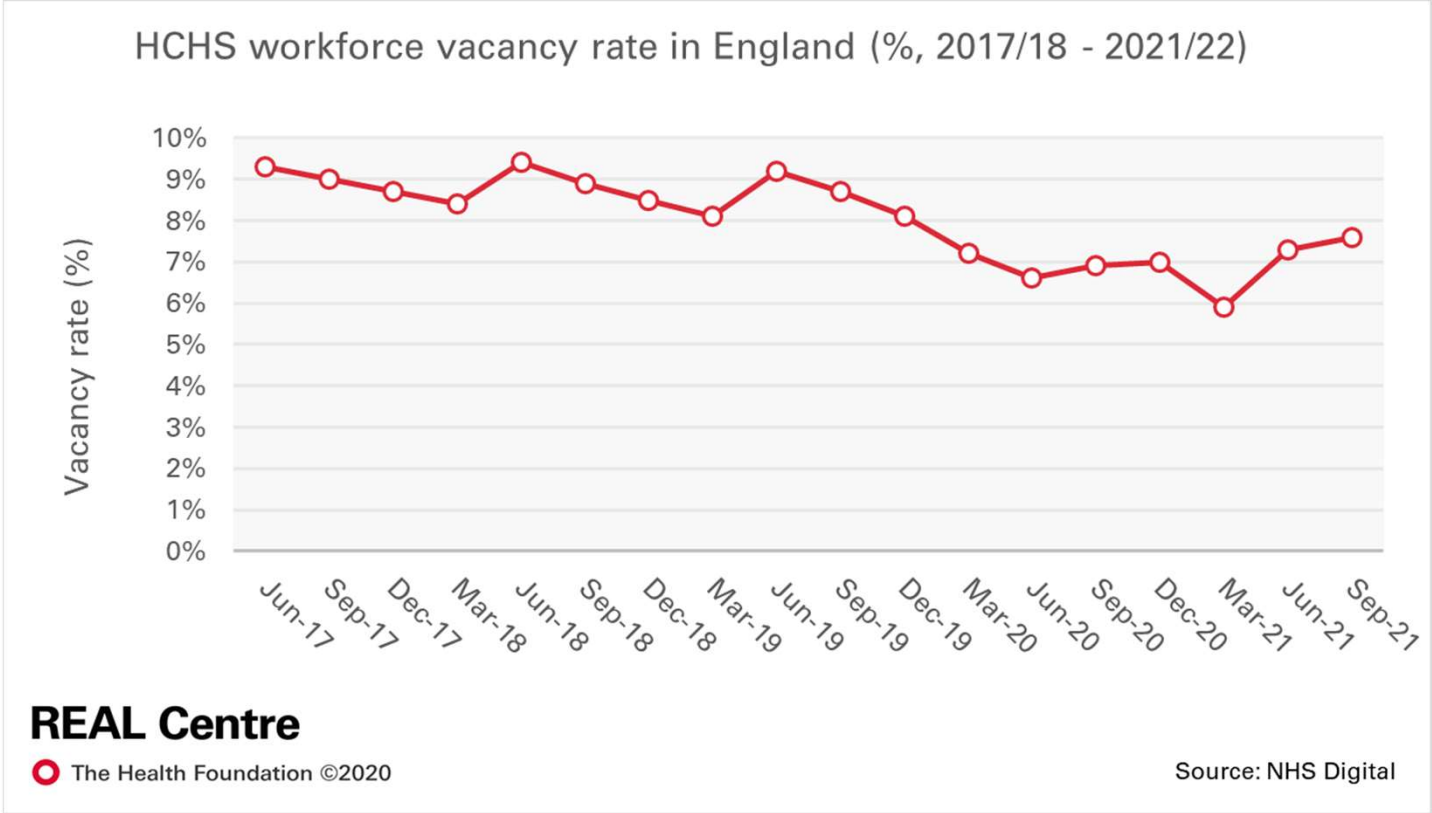
The NHS workforce challenge

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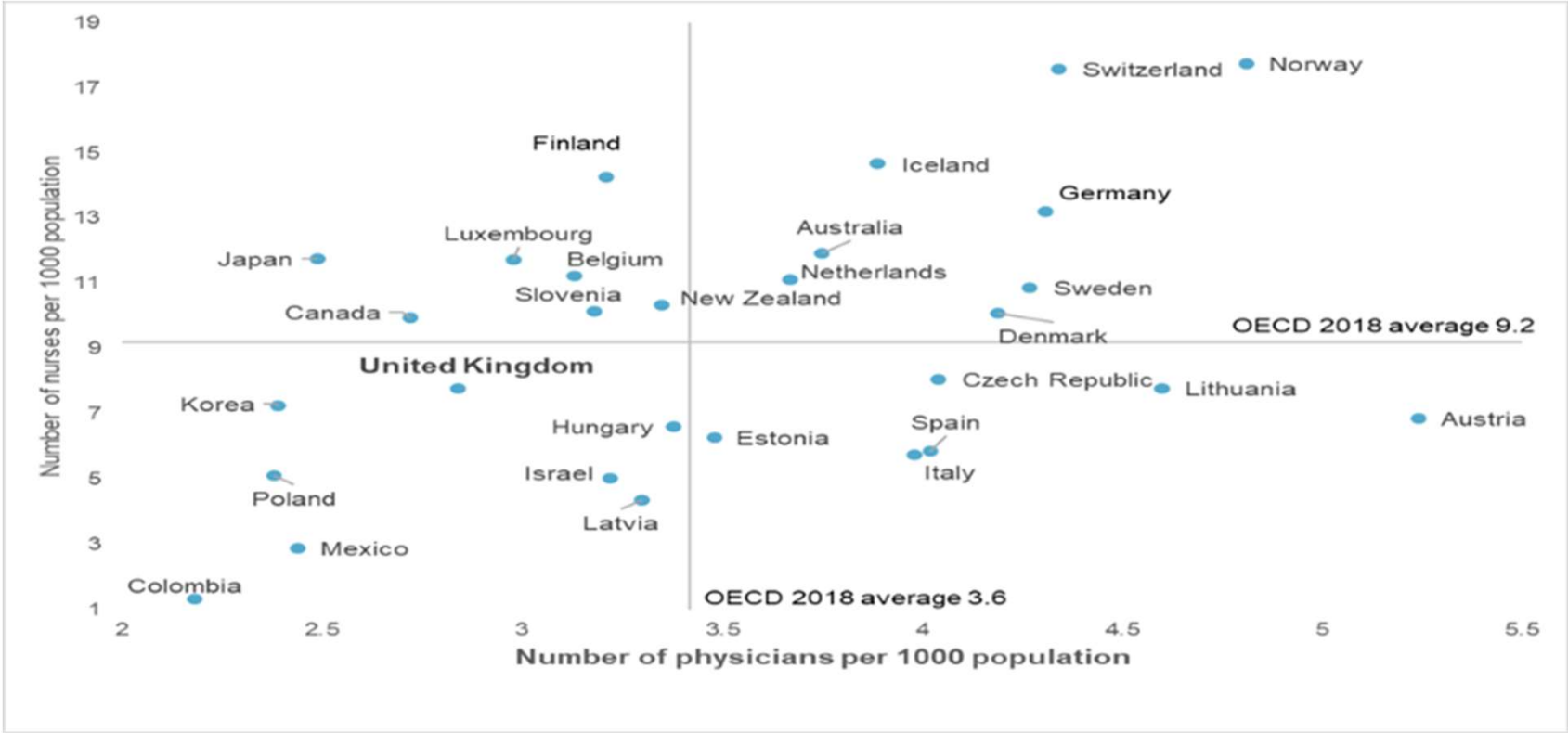


The
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Foundation

NHS HCHS workforce vacancy rate (%), England 2017/18 – 2021/22

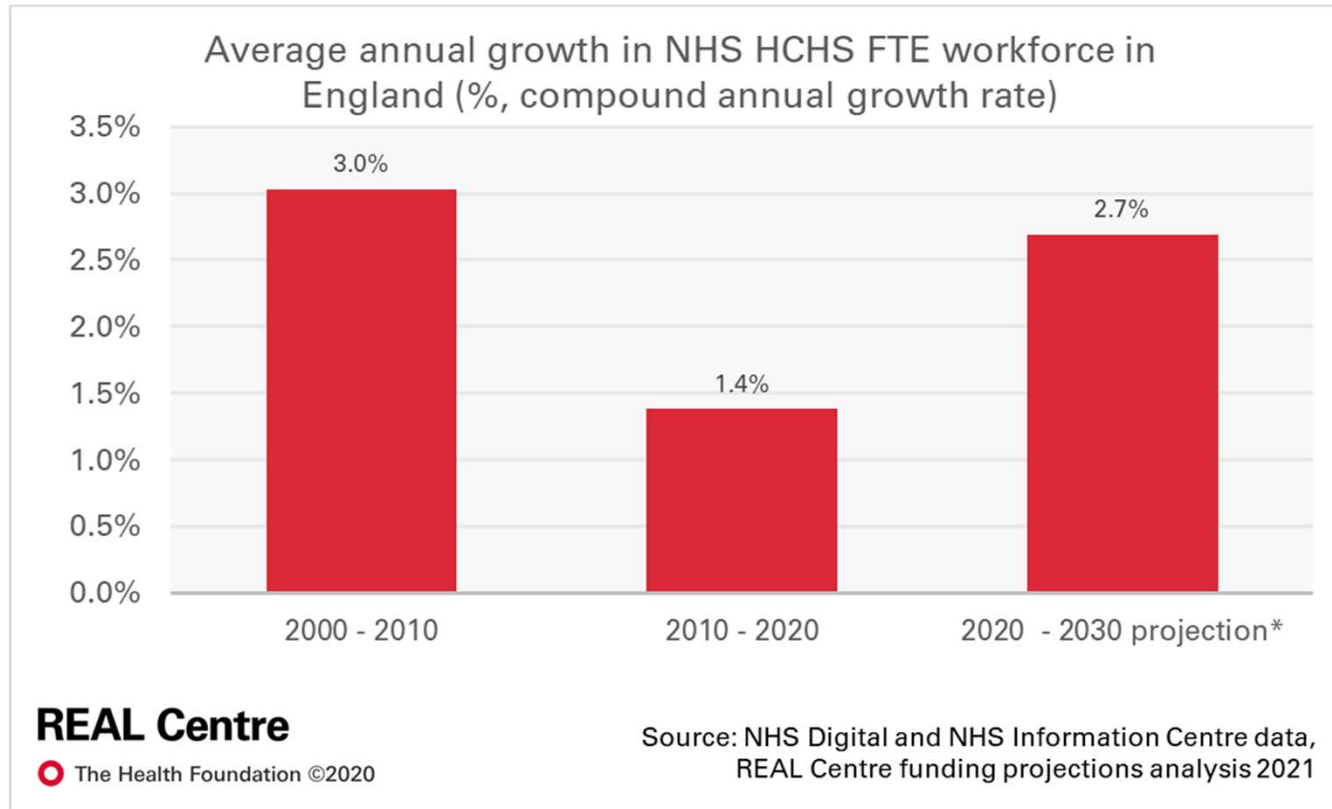


The UK has fewer practicing physicians and nurses than other OECD countries



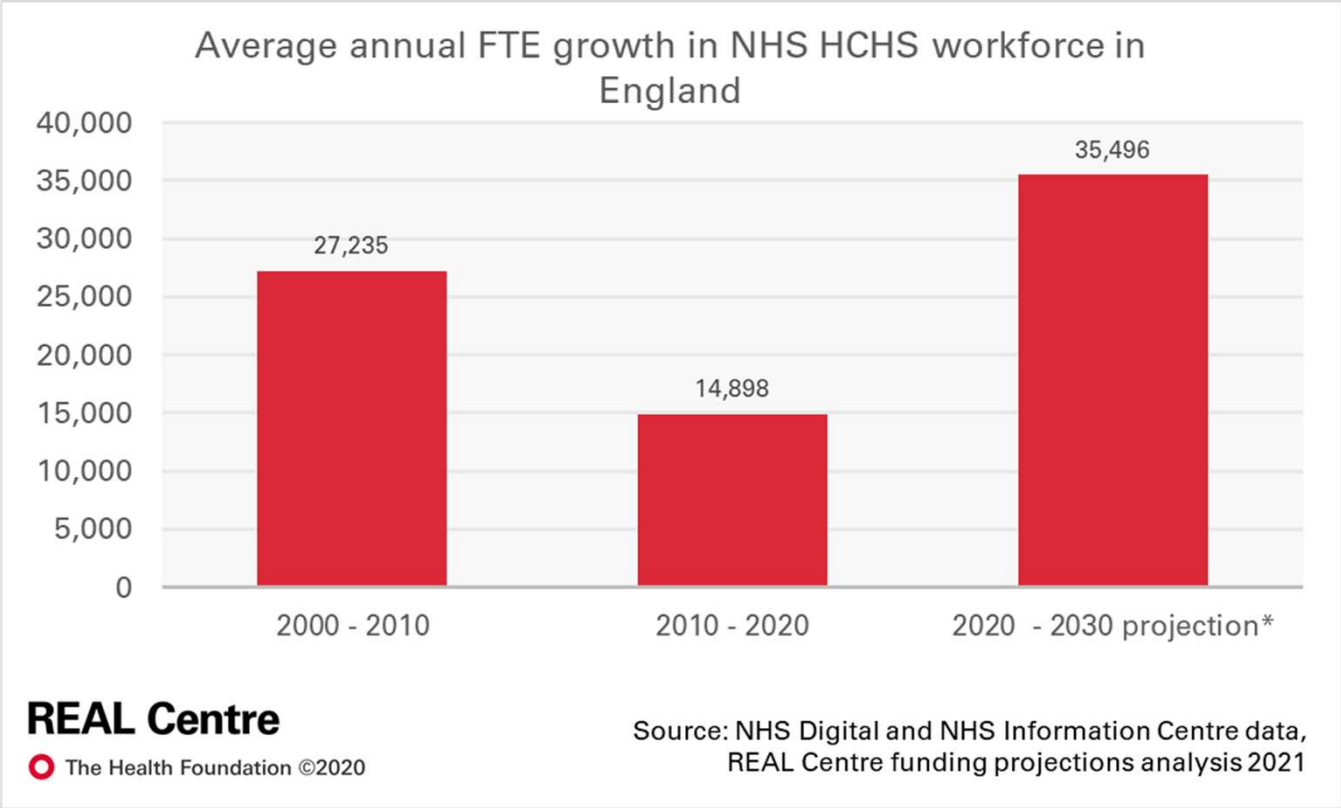
Source: OECD Health Care Resources tables

Average annual growth in NHS HCHS workforce, England %



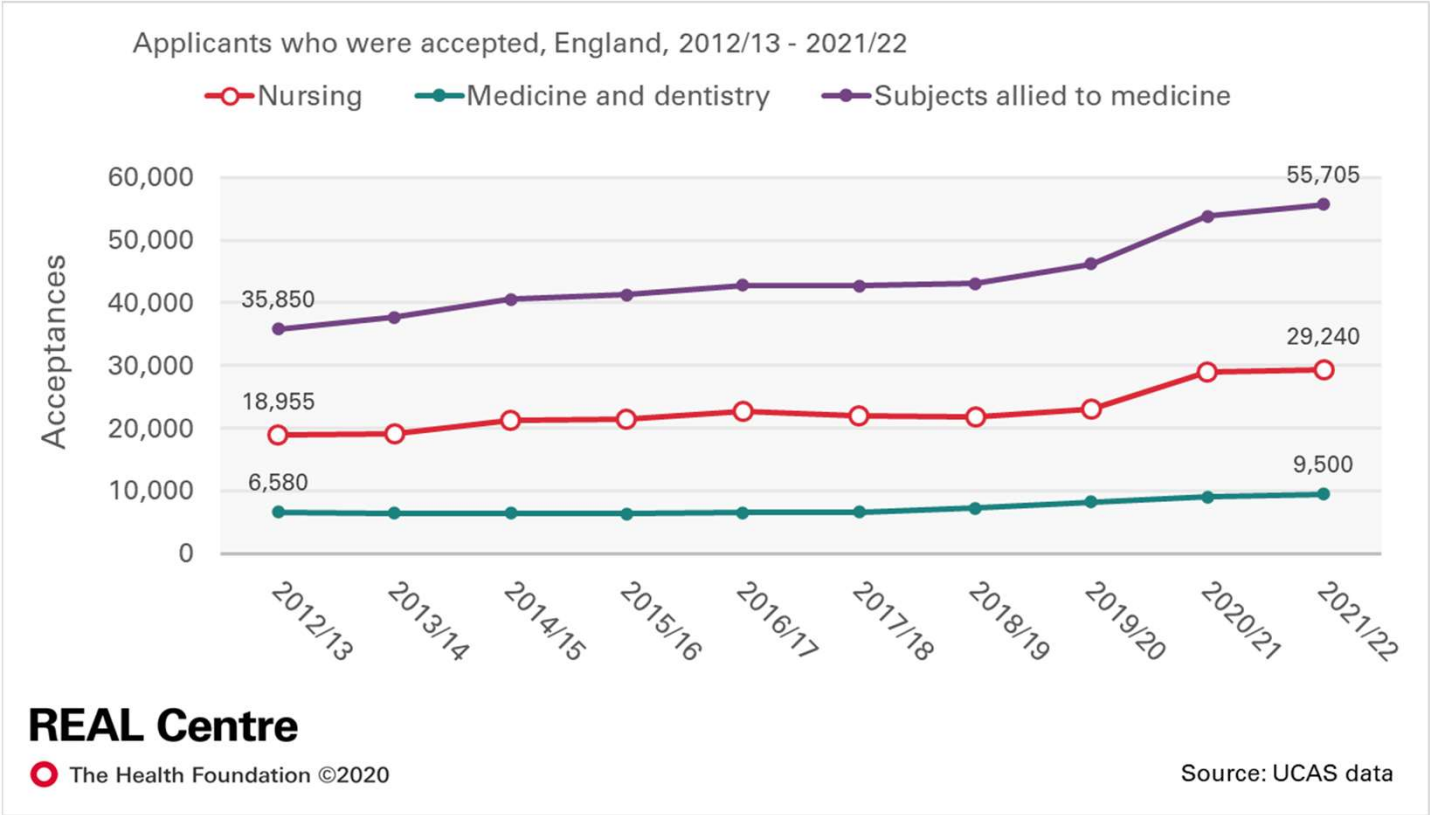
*Projection of annual workforce growth requirement for 2020/21 – 2030/31, based on analysis for the REAL Centre funding projections report 2021

Average annual growth in NHS HCHS workforce, England FTE



*Projection of annual workforce growth requirement for 2020/21 – 2030/31, based on analysis for the REAL Centre funding projections report 2021

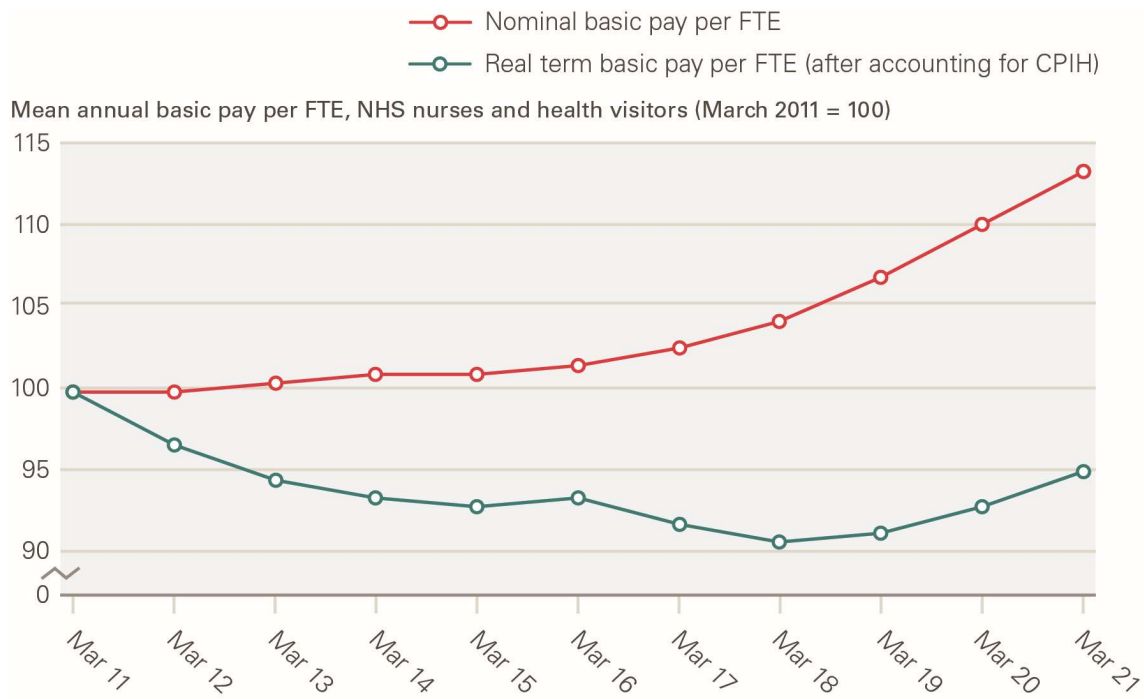
University degree acceptances, England, 2012/13 – 2021/22



Note: Figures are based on English students placed at any university in the UK

On average, NHS nurses' earnings fell in real terms between 2011 and 2021

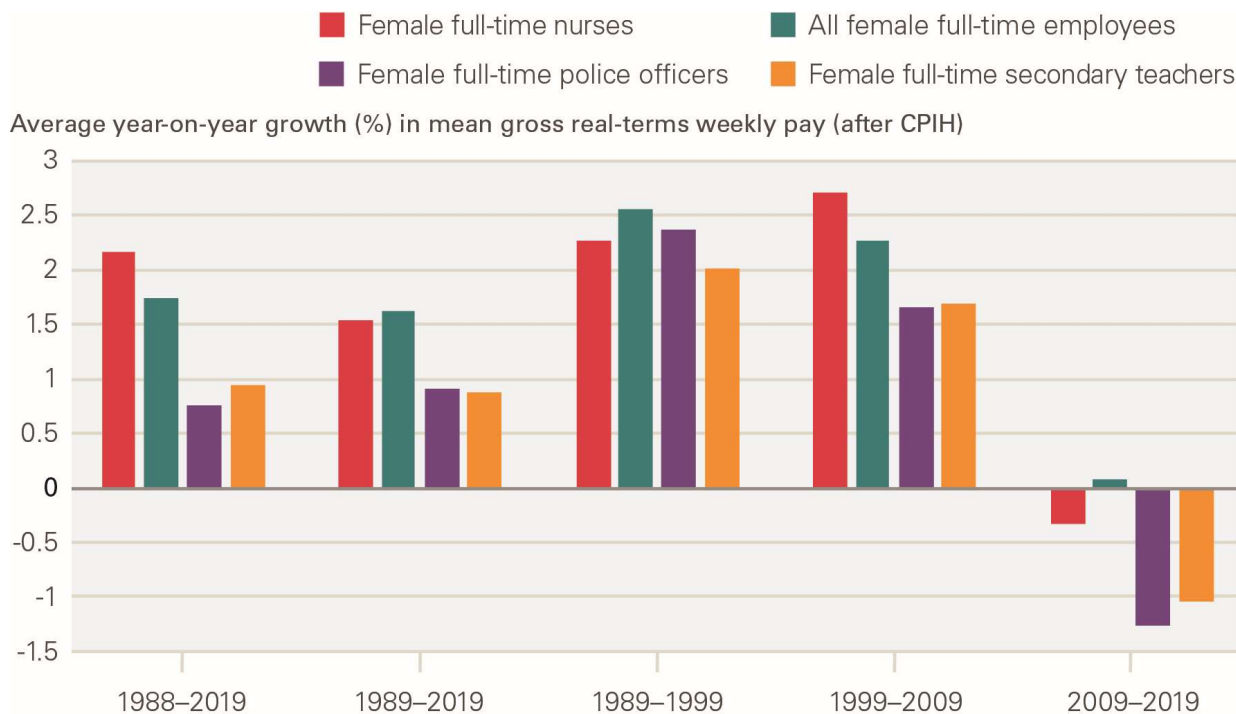
Index of nominal and real-terms mean annual basic earnings per FTE, NHS HCHS nurses and health visitors in England, March 2011 to March 2021



- Nominally, NHS nurses' average FTE earnings grew by 1.3% per year between March 2011 and March 2021.
- In the same period, annual price inflation as measured by the Consumer Prices Index including owner occupiers' housing costs (CPIH), the ONS' lead measure of inflation, averaged 1.7%.
- So on average, NHS nurses' earnings fell in real terms in the 2011–2020 period.

An interesting story emerges when we consider trends in nurses' real-terms earnings relative to comparable professions

Average annual real-terms growth in mean gross weekly earnings, female full-time nurses and female full-time employees in selected other occupations in the UK, time periods between 1988 and 2019

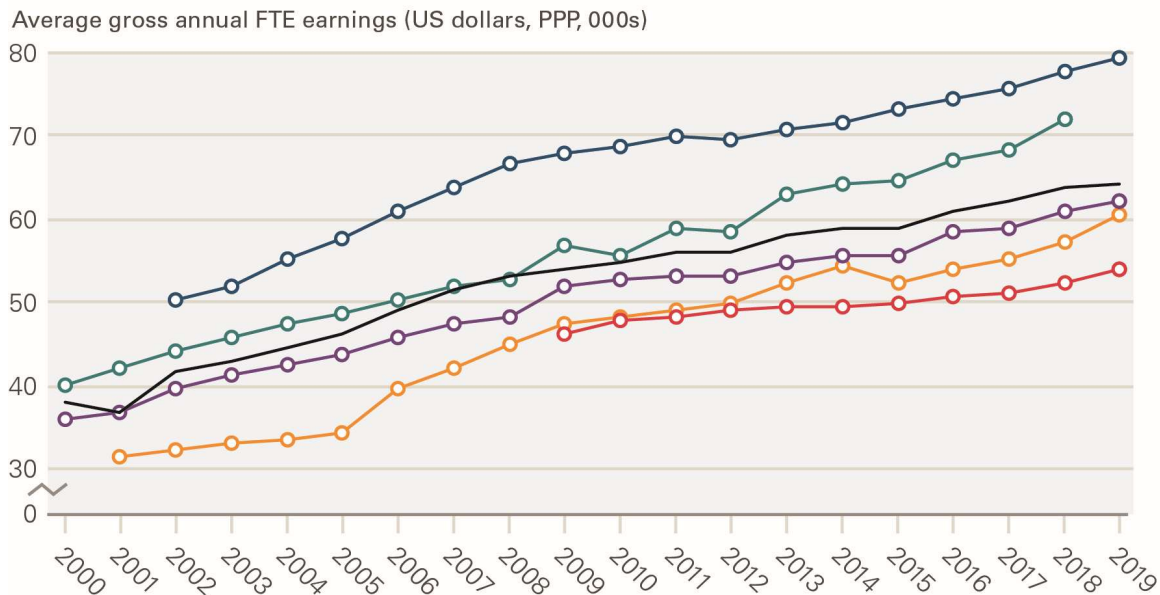


- Between 1988 and 2019, year-on-year growth in female full-time nurses' nominal mean gross weekly earnings exceeded CPIH inflation in the UK.
- This picture was largely reversed with the 2010–2017 public-sector pay cap (the period of 'austerity').
- However, the real-terms fall in nurses' earnings between 2009 and 2019 was less severe than for policing and teaching.
- Different start dates can lead to different results (eg the year-on-year growth rate for nurses' earnings in 1989–2019 is significantly different from that in 1988–2019).

On average, hospital nurses in the UK earn less than their counterparts in key OECD comparator countries in absolute terms

Hospital nurses' (full time) average gross annual FTE earnings in selected OECD countries, 2000–2019

○ United Kingdom ○ Australia ○ Canada
○ New Zealand ○ United States — OECD 5 average



- OECD data provide insights into how hospital nurses' earnings vary across countries with broadly comparable systems.
- After adjusting for purchasing power parity (PPP), a measure of living standards, hospital nurses' earnings in the UK were lower than in key comparator countries such as Australia and the US between 2009 and 2019 (the 'OECD 5' in the chart refers to the UK, Australia, Canada, New Zealand and the US).

Staff wellbeing

- Overall NHS sickness absence rate 4.6% in June 2021
- 28% of all sickness absence for anxiety / stress / depression / other psychiatric illness.
- 2019 staff survey found that 40.3% of respondents reported feeling unwell as a result of work-related stress in the last 12 months, up from 36.8% in 2016.
- The most recent survey, where fieldwork took place during the pandemic, found that 44% of respondents reported feeling unwell as a result of work-related stress in the last 12 months.