



KEY MESSAGES

- The RCM is recommending that the NHSPRB make a recommendation of a single significant consolidated percentage increase across all Agenda for Change pay points and bands.
- In 2020 the value of pay for a midwife at the top of band six has decreased by over £7000 in real terms since 2010.
- Midwives and MSWs do not want to wait to receive their pay increase after the due date of 1 April.
- There is currently a shortage of just over 3,000 midwives in England alone. Fair pay is critical to the recruitment and retention of midwives and MSWs. 83% of RCM member survey respondents do not feel that their Trust/Board has the right number of staff to operate a safe service.
- It is imperative that the NHS is able to retain valuable, experienced midwives in the profession. The vast majority of those midwives are at the top of their pay band and it was these staff who benefited the least from the three year pay deals. A significant pay rise for all NHS staff is key to ensure midwives and MSWs feel valued enough to stay in the profession.
- The RCM supports maternity transformation programmes across the UK but there must be adequate investment and safe staffing levels. In order that midwifery continuity of care (MCOC) can be implemented safely and successfully it is imperative that the right staffing levels are in place. Fair pay, with flexible working opportunities and control on working hours is absolutely crucial to the ability of the NHS to recruit and retain enough midwives and MSWs to be able to successfully implement MCOC.
- Incredibly high workloads and work related stress are a common feature in the lives of midwives and MSWs with many working extra unpaid hours, feeling dehydrated, skipping meals and even delaying using the toilet.
- Workloads and staff shortages are having a serious impact on morale and motivation. 61% of HOMs told the RCM that morale and motivation in their units was ok or poor and 71% of RCM members have considered leaving the profession with over a third (38%) seriously thinking about it.
- The NHS is the biggest employer in Europe, the NHS helps stabilise the economy. Increasing pay for NHS workers is an effective way of intervening to promote an economic recovery. By boosting the income of households, the Exchequer can also expect to benefit from increased tax revenues.