

Prime Minister²

You have already responded to
John Rorr's minute. But the figures
given here are interesting.

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PRIME MINISTER

12 November 1987

NURSING IN LONDON STUDY

John Moore is intending to publish the Nursing in London Study at the end of the month and has minuted you about how he proposes to respond on key issues such as pay and accommodation. You asked us in particular to look at the issue of whether London weighting for nurses was adequate.

As the attached tables show, there are substantial shortages of nursing staff in some specialities and some health authorities. But, as you will also see, there are very wide variations. For example, there is a shortage of some 20% in accident and emergency nursing staff in Merton and Sutton district, but only 5% in Barnet.

There are several, complementary, things that need to be done to tackle these shortages. Improving pay is one and John Moore's minute mentions a number of other sensible improvements to accommodation, recruitment and being more flexible in meeting the needs of staff. One important change, not mentioned in John Moore's minute, is using nursing staff more efficiently. Personal experience suggests that there is considerable scope for this, for example in out patient departments where nurses may be used as little more than receptionists.

Pay

One way of tackling the pay problem is a substantial increase in London weighting for nurses which at present stands at £930 a year compared, say, to £3,000 for central London bank staff. But this would be an expensive and wasteful solution, given the wide variation in vacancy

levels.

The alternative is to give more discretion to local managers to pay higher rates of pay to meet particular shortages. This would have to be tightly controlled to prevent managers taking the soft option and would need to be kept within existing budgets. But there would be offsetting savings, for example from reducing dependence on agency staff. It would also be consistent with our policy more generally of encouraging greater geographical variations in pay in response to market forces.

This is the approach John Moore proposes in his minute. In fact he hopes that the Review Body can be presented with a new pay structure for nurses, similar to that already agreed ^{for the civil} service, which would replace rigid pay scales by a pay spine. Managers in districts with a high level of vacancies would be able to move groups of nurses up to 20% up the pay spine.

Conclusion

The shortage of nursing staff in Greater London is a serious problem. John Moore appears to be going the right way about tackling it and we suggest you give him your strong support. You might add that you also attach importance to using nursing staff more efficiently.

Peter Stredder

PETER STREDDER

John O'Sullivan

JOHN O'SULLIVAN

VACANCY LEVELS IN EACH LONDON HEALTH AUTHORITY BY CARE GROUP

SEPTEMBER 1984 AND SEPTEMBER 1986

QUALIFIED NURSING AND MIDWIFERY STAFF

TABLE 10

Health Authority	General & Paediatrics		Geriatrics		Mental Illness		Mental Handicap		Hospital Nursing		Hospital Midwifery		Community Midwifery		Health Visitors		District Nursing Staff	
	1984	1986	1984	1986	1984	1986	1984	1986	1984	1986	1984	1986	1984	1986	1984	1986	1984	1986
Inner London HA's																		
Riverside	17.4	17.3	18.0	34.0	11.5	23.6	75.0	NIL	21.4	29.0	19.4	20.2	NIL	14.3	10.6	15.2	26.4	23.8
Paddington & W Kensington	3.2	33.4	7.3	29.7	11.4	14.7	23.1	23.1	-	-	12.0	18.0	-	-	4.2	9.6	-	-
Wandsworth	13.8	14.5	25.8	12.0	3.7	7.3	-	-	-	-	15.2	13.8	NIL	28.6	17.6	10.4	14.3	11.8
Bloomsbury	9.1	33.7	NIL	37.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Islington	-	-	-	-	14.9	24.3	-	-	-	-	5.3	6.9	NIL	NIL	14.0	15.5	-	-
City & Hackney	11.5	17.2	-	-	-	-	-	-	NIL	50.0	9.0	32.7	17.6	14.3	24.1	1.6	13.0	12.3
Newham	11.7	6.4	20.3	24.0	30.8	10.7	76.0	53.3	NIL	NIL	16.3	10.6	11.8	NIL	2.4	13.6	14.4	7.3
Tower Hamlets	14.9	12.0	16.3	40.1	14.3	18.7	14.3	66.7	21.1	9.7	11.5	4.9	15.4	24.9	6.2	9.9	8.0	0.9
West Lambeth	3.0	11.0	17.4	9.0	8.0	14.7	-	-	13.3	13.9	27.4	14.6	8.3	15.9	2.1	3.1	14.4	13.2
Camberwell	26.1	17.6	23.8	37.3	52.0	32.0	-	-	-	-	16.6	23.0	13.0	1.0	15.0	10.3	-	-
Lewisham & W Southwark	-	-	-	-	18.4	24.5	-	-	-	-	23.1	23.0	17.0	18.3	1.2	15.5	14.4	7.9
Wandsworth	16.7	17.0	6.7	5.9	17.7	15.8	0.0	28.6	150.0	NIL	9.2	9.4	13.3	17.1	5.4	17.5	13.7	18.9
Outer London HA's																		
Barnet	5.4	16.8	23.9	18.9	11.4	12.5	-	-	15.4	2.0	9.1	9.0	NIL	5.3	0.4	2.0	23.4	24.6
Harrow	12.3	13.3	19.7	24.5	8.0	21.9	NIL	50.0	20.2	0.5	17.7	23.4	NIL	NIL	3.9	3.9	11.2	0.2
Brent	14.3	14.6	16.4	23.3	16.6	14.4	14.6	17.3	19.6	13.5	30.1	36.6	NIL	7.2	2.0	14.7	2.9	22.9
Hounslow & Spelthorne	20.0	22.8	15.3	16.9	-	-	-	-	-	-	12.5	12.5	NIL	1.0	1.2	6.9	4.5	4.6
Ealing	2.4	11.2	10.2	14.5	4.9	8.0	14.7	14.7	NIL	36.4	5.2	0.6	NIL	16.7	NIL	3.5	24.8	16.2
Hillingdon	13.1	19.9	16.5	29.2	13.1	10.5	-	-	-	-	13.4	9.8	1.9	12.5	10.7	10.3	12.3	0.6
Barking, Havering & Brentwood	21.1	21.9	-	-	0.2	10.4	10.8	24.3	-	-	-	-	-	-	0.7	13.3	9.1	10.4
Enfield	0.6	2.5	5.3	15.2	23.1	23.6	6.0	3.9	-	-	10.5	7.0	-	-	NIL	10.9	-	-
Haringey	21.9	15.1	24.3	32.1	7.0	17.0	64.3	23.5	-	-	1.4	4.9	NIL	NIL	14.0	6.7	12.9	14.3
Redbridge	16.2	10.5	29.1	44.9	-	-	-	-	17.4	20.0	18.2	19.1	16.7	NIL	6.0	9.0	13.4	3.5
Waltham Forest	16.6	20.4	11.4	13.9	16.9	17.2	25.4	16.1	21.5	6.9	14.3	4.5	5.0	10.0	7.1	20.4	2.6	3.6
Berley	-	-	-	-	-	-	-	-	120.7	120.0	21.5	21.0	NIL	NIL	17.4	1.7	4.1	0.6
Greenwich	18.5	2.2	10.0	2.2	14.9	17.0	32.0	23.0	10.4	27.2	10.3	20.2	13.2	3.0	24.8	20.3	14.7	9.4
Bromley	-	-	-	-	-	-	0.0	13.1	-	-	11.0	4.5	NIL	NIL	1.6	3.1	14.0	10.2
Croydon	6.1	0.0	7.3	0.4	8.5	17.0	14.3	24.3	16.9	37.5	9.6	7.4	NIL	1.9	4.5	9.8	0.1	5.2
Kingsley & Esher	11.0	16.3	5.5	14.7	12.1	5.0	38.7	16.7	-	-	-	-	-	-	0.9	4.2	0.0	9.2
Richmond, Twickenham & Roehampton	15.9	15.3	6.3	16.7	24.9	19.3	10.1	17.9	31.0	14.4	16.2	27.3	0.0	12.0	3.7	3.2	22.1	25.7
Weybridge & Sutton	0.0	10.9	11.5	14.9	10.4	0.2	48.6	6.0	-	-	-	-	16.4	NIL	3.3	3.0	5.0	14.4

Source: Nursing in London study

SEPTEMBER 1984 AND SEPTEMBER 1986

QUALIFIED NURSING AND MIDWIFERY STAFF

Health Authority	Accident & Emergency		Theatres		Intensive & Coronary Care		Renal		Community Mental Handicap		Community Mental Illness		SCBU & Paediatric/ Meno Natal Intensive Care	
	1984	1986	1984	1986	1984	1986	1984	1986	1984	1986	1984	1986	1984	1986
Inner London MA's														
Riverside	6.5	9.5	18.4	15.6	15.5	22.5	25.6	12.2	-	-	28.6	4.8	19.1	23.9
Paddington & M. Kens'ton	9.3	15.6	31.6	9.8	31.8	39.1	43.4	17.6	20.8	40.8	NIL	22.2	21.4	19.6
Hampstead	NIL	8.7	19.1	14.7	22.8	26.5	19.5	8.1	-	-	-	-	20.0	14.7
Bloomsbury	NIL	12.8	19.4	28.4	2.8	7.4	-	-	-	-	-	-	-	-
Islington	-	-	-	-	-	-	-	-	-	-	-	-	21.1	36.4
City & Hackney	NIL	4.8	NIL	13.4	29.9	40.2	7.1	NIL	-	-	-	-	20.8	10.0
Heath	NIL	33.0	15.8	15.8	46.8	48.4	-	-	66.7	58.0	7.7	NIL	20.8	10.0
Tower Hamlets	13.0	5.7	24.7	39.4	21.2	28.0	2.8	6.3	-	-	15.4	5.8	14.3	17.5
West Lambeth	9.1	8.3	18.6	20.9	2.4	9.5	19.4	6.5	NIL	NIL	22.2	38.6	10.5	9.7
Camberwell	8.2	9.6	8.8	16.9	22.2	13.8	22.6	31.7	-	-	NIL	16.7	11.8	27.9
Lewisham & M. Southwark	48.8	13.4	7.3	7.8	9.5	7.8	18.1	NIL	-	-	16.8	3.8	-	-
Wandsworth	-	-	-	-	-	-	-	-	33.3	58.8	3.8	2.3	-	-
Outer London MA's														
Barnet	47.0	44.7	23.3	13.3	5.8	16.7	-	-	21.4	27.6	3.3	3.3	15.8	16.4
Barnet	4.8	9.5	20.9	14.8	22.2	18.5	-	-	NIL	NIL	12.5	15.4	18.8	28.3
Brent	9.6	8.9	27.7	17.6	17.6	5.5	-	-	NIL	NIL	-	-	21.9	28.6
Mouaslon & Spelthorne	10.4	18.1	19.9	7.1	28.5	34.2	-	-	-	-	-	-	-	-
Ealing	21.7	22.7	16.3	21.2	4.8	10.7	-	-	-	-	8.3	8.6	20.9	34.7
Hillingdon	NIL	10.4	16.9	14.6	13.3	15.1	-	-	-	-	-	-	-	-
Barking, Havering & Brentwood	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Enfield	-	-	NIL	3.4	-	-	-	-	-	-	NIL	30.8	-	-
Haringey	23.1	7.4	NIL	16.7	17.6	12.5	-	-	28.6	31.1	NIL	9.1	-	-
Redbridge	16.7	5.6	8.6	24.3	-	-	-	-	-	-	NIL	NIL	15.8	28.0
Maltham Forest	6.7	2.3	9.7	7.0	9.2	22.8	-	-	-	-	4.6	2.3	16.3	4.2
Bexley	-	-	-	-	-	-	-	-	-	-	NIL	NIL	-	-
Greenwich	23.6	10.4	7.7	7.6	4.3	10.8	-	-	108	50.8	NIL	23.1	10.6	44.0
Bromley	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Croydon	4.8	2.4	7.1	7.1	45.7	45.7	-	-	12.5	NIL	-	-	14.7	25.8
Kingston & Esher	8.4	15.8	15.1	20.4	5.8	13.5	-	-	58.0	50.8	11.8	10.8	10.8	7.9
Richmond, Twickenham & Roehampton	22.1	28.1	7.5	20.6	24.8	45.0	-	-	28.0	37.5	33.3	NIL	23.2	19.6
Merion & Sutton	25.2	20.9	18.8	22.4	11.3	9.3	11.4	19.2	NIL	NIL	NIL	NIL	34.2	156.7

Source: Nursing in London Study