

What do NHS managers really think?



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nhsManagers.net are the publishers of a unique, discontinuous e-news letter that is mailed, directly, to the in-trays of over 11,000 health service managers across England, Scotland and Wales, at least six times a month.

It features NHS news, guidance and discussion topics and features regular polling and surveys of manager's personal thinking and attitudes.

This snap-shot survey looks at what managers think of the Coalition Policy that no one in the public sector should earn more than the Prime Minister



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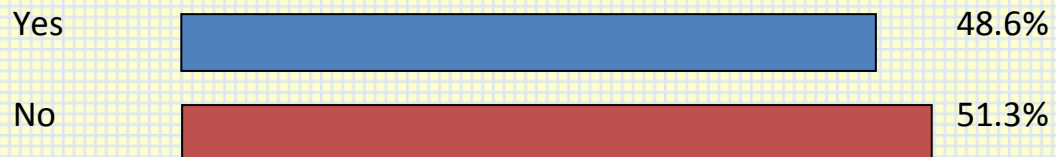
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THE QUESTION

Should NHS salaries be capped at the salary level of the Prime Minister?:



This is a very close result. Managers were divided about the idea. However, the comments give a better picture. There were a number of excoriating comments about the Chief Executive of the NHS (!) which we really cannot publish but, there are some very erudite contributions as well and thank you for them! We particularly liked the one referencing a Premier League football player!

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YOUR COMMENTS

- This is a completely arbitrary limit. If the Prime Minister only took home his salary, and didn't have his house and other costs covered - not to mention his potential private income - you might say there was a fair comparison. But I don't see why there should be any connection at all.
- Only the NHS chief should get this. All other salaries should be capped at Ministerial salaries
- Not an unreasonable suggestion, as long as it was part of a time limited approach across the whole of the public sector. No exceptions for clever clinicians or permanent secretaries. A high visibility contribution to economic stability. Long term, the Prime Minister's salary is pathetic as are salaries of MPs which should be brought up to "commercial" levels to attract the highest calibre individuals to the roles, not just the very rich and the naively idealistic.
- That is ALL NHS salaries, including those topped up by the alleged clinical excellence awards.
- Top NHS bosses should be paid less than the PM but the PM's salary should be increased given the responsibility (both Blair and Brown look older than they are!).
- Competition is required. CEO's in much smaller private firms, earn considerably more. Unless we want a load of idiots (not saying there aren't currently idiots) running our NHS. Perhaps a review is a good idea. In the SHA I work in, an obscene amount of people earn Â£70k+, yet we see next to no budget responsibility, little tangible outcomes and a large pedestal they insert themselves on. Lots of people not earning their salary.
- My way of thinking is no post should attract a higher remuneration than the PM
- We need more talent in the service. Is David Nicholson worth his wedge? Probably not, but you tell him!
- There should be reasonable comparisons with private sector pay, factoring in all benefits and allowing for the (generally) lower life span of a job in the private sector. Political salaries (what about benefits such as a comfy pension for MPs?) should not be a factor in comparison with NHS pay. Generally speaking politicians are in the game for power, and an MP the prestige of having been, say, a Cabinet minister often seems to lead to well-remunerated positions in the private sector.

- There are many nurse managers in acute and primary care sectors; even in NHS urgent care centres. Many unnecessary managers. There are very few staff on front line to work! Filling the gaps with agency staff by paying them high rates. Please, I request someone to look this and cut the pen pushing nurse managers, increase front line work force for cost effectiveness and efficient and excellent patient care.....
- Utter nonsense
- Utterly ridiculous suggestion. The PM has 2 houses; all other expenses paid and can look forward to a lucrative post-PM career (and should still have a higher salary). This is entirely political and pathetic. The real scandal is Emmanuel Adebayor apparently being paid 170k a week. PS - I'm on over 58k so I'm on the next hit list!
- Who says the Prime Minister paid at the right level? It is common for medical colleagues to be paid more than the Chief Execs who run the organisations that they work for. Comparing the bottom and top paid in an organisation vital-is the cleaner who actually keeps the ward clean. Are they actually worth so much less than the person who has executive responsibility for it? Or the healthcare assistant who cared for a patient worth so much less than the nurse consultant who organised their pathway of care?
- Only if NHS people can have second jobs, like the PM; and also if all the same tax, pension etc rules apply.
- We need to pay for the best. The prime minister's salary is not his only income so using this as a gauge is spurious.
- ...and what about the 'bonuses' on top of these salaries...? With these 3 'Ps' (Privilege, Power, Pay) come responsibility and accountability, but it seems these are often forgotten!
- But only if you take the total package
- I agree they are not comparable - but a cap at 20:1 highest to lowest seems like a good move to me.
- The PM's salary is a joke. The level bears no relation to the duties carried out as it has been distorted by silly political non-gestures that hold it artificially down. The real scandal are the pension rights; paid for out of the Consolidated Fund by a legal technicality and thus are not subject to the C&R rules that bind everyone else except the Chancellor and the Lord Chancellor whatever he now is.
- The total package for PM is huge and I agree salaries are meaningless comparison But aren't civil servants employed by ministers. Didn't ministers agree compensation package? What exactly is the point been made by publishing the figures.

- If payment this high is thought necessary "to retain the right people" then you have the wrong people - motivated by money not vocation!
- Matching base salaries does not work. Few NHS Execs will retire on the benefits and perks of the PM, or many in the banking fraternity. If you are a true leader with a vision and mission you can easily deserve the highest levels of pay. Poorly performing leaders, however, must pay the price just as we can oust the PM at election time if he is performing poorly.
- It's a public service that's going bankrupt so all salaries should be capped.
- There is no reason on earth why the Prime Minister's post should be a benchmark. Unless that is it is subjected to benchmarking!
- The comparison is meaningless.
- They should be much less.... and especially in the final year salary..!!!!
- "Public Servants paid more than the PM" makes a good shock horror tabloid headline but ignores the realities and the perks that go with political appointments.
Not comparing like with like.
No mention of the lecture circuits, directorships, etc., that makes even John Major "comfortably off".
Minor government officials can go off and make a mint from memoirs, TV punditry and newspaper columns - don't even have to be elected to get on the gravy train as Alastair Campbell proves daily.
- It should be lower than the Prime Minister and set an example to the country - gone are the days (in many cases) when people had their heart in the job although gone are the days when there wasn't so much national intervention.
- Well below the level of the PM or even me who gets a humble £23k a year after 20 years as a Practice Manager
- No as long as the person in the job has the right skills and qualifications.
- Unlike the PM - NHs managers -

Do not have company cars
Often do not even have their own PAs/Secretaries
Pay to park their cars - even when working long and unsocial hours
Receive bare minimum of mileage rates when using own cars on NHS business
Do not get priority health-care

If away from home on NHS business, usually stay in shabby cheap hotels (unless you're a Director/Chief Exec/Chair/non-Exec)

Travel costs by train @2nd class - then be expected to achieve a day's work.

- The talent wastelands of PCTs and SHAs are awash with people who are overpaid, simply because, historically, they have always earned that much and/or been in the NHS a long time. Not because the role they are now in should attract that sort of salary.

The NHS needs to stop protecting people who find themselves without a role during reorganisations - stop moving them into newly created made-up roles but at the same protected salary as their old post. That's how salaries get out of hand.

- There are too many highly paid executives who fail to inform politicians about too many targets, there should be 3 overall targets and leave the rest to those closer to the patients
- Remember he is only the head of the NHS in England and Wales! The posts and salaries are replicated in Scotland and Northern Ireland.
- I have met David Nicholson and found him a rude bully. He certainly didn't inspire me as 'leader' of the NHS.
- Your succinct analysis is, as ever, extremely well put. A distraction indeed! How many people, I wonder, can see that PM's salary is merely tip of the overall 'package'? Good NHS managers are worth their weight in gold. I knew David Nicholson when he worked in Sheffield. Nothing 'personal' but he wasn't a 'leader' then and he's not now and never will be.
- How about performance related pay? I get appraised every year to see if I am doing my job properly and would hope that people who are responsible for running the country have a similar assessment. Although in my experience when things go wrong they blame someone else. As you pointed out the PM's money goes straight into his pocket and he has a lot of extras so how you could sort out who is worth what may be quite complicated.

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