



**SPEAKING UP
FOR THE PROFESSION**

OUR POLICY PRIORITIES:

Our General Election manifesto difference

#TimeToSpeakUp



ROYAL COLLEGE OF
PHYSICIANS AND
SURGEONS OF GLASGOW

Introduction

Our College is committed to listening to our membership and standing up for their interests. That's why we've put together this manifesto for the General Election to be held on the 12th December 2019.

Combined with the ongoing squeeze on funding, the current workforce crisis facing our health service is a threat to patient safety and the future viability of the NHS itself. It's vital that the next government takes urgent action to increase the supply of clinicians into our system, and to urgently address the retention of those who are already working in the NHS.

At the same time, our membership has reported that they are under more pressure than ever before, and this stress is taking its toll on their ability to carry out their jobs and their life outside work.

The next UK government needs to address these issues as a matter of urgency.

#TimeToSpeakUp

Workforce



We need to address our workforce crisis by increasing the supply of medical professionals, and taking action to retain those who already work in the NHS.

We support action to:

- > Expand our Medical Schools to increase the number of places for UK-based students and those on graduate entry programmes
- > Ensure that we can recruit additional staff from outside the UK by:
 - Increasing in the number of places available through the Medical Training Initiative
 - Reinstating permit free training
 - Ensure that health care workers from EU member states do not face additional barriers to come and work in the UK after Brexit
- > Address serious concerns with NHS Pensions, which are exacerbating the current workforce crisis by acting as a disincentive to take on additional shifts, and is driving many senior clinicians to early retirement. Changes to the scheme should simplify the pensions system, and avoid the imposition of large one-off tax bills when consultants take on additional shifts

Wellbeing



We need to take action to improve the wellbeing of existing staff, which will improve patient care and help retain NHS staff. We support action by the next government to tackle this issue, including:

- > Improving the flexibility offered to NHS staff at all levels to ensure that everyone has an opportunity to work flexibly or less than full time
- > Ensuring that NHS Employers appoint a Non-Exec Director with responsibility for workplace culture/wellbeing and one for educational governance
- > A pledge to implement in full the findings from the GMC Wellbeing Advisory Group

Question your candidates

Up and down the UK parliamentary candidates are knocking on doors and appearing at hustings or public meetings. Now is the #TimeToSpeakUp for our membership.

You can play your part! Make sure that candidates and their activists are aware of the urgency of these issues by asking one of these questions when you get the opportunity:

1	What action will you take to increase the number of medical professionals in the NHS and fill the current gaps in the workforce?
2	Will you commit to increasing the number of places in UK medical schools in order to increase the supply of doctors to the NHS?
3	Will you commit to ensuring that health care workers from EU member states do not face additional barriers to come and work in the UK after Brexit?
4	How will you reform the NHS Pensions system to ensure that experienced consultants don't face disproportionate tax bill for taking on extra shifts?
5	Will you support the full implementation of the findings from the GMC Wellbeing Advisory Group, "Caring for doctors Caring for patients"?

Get in touch

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