



THE ROYAL COLLEGE OF MIDWIVES – PAY RISES SURVEY

Methodology: ComRes interviewed 2,032 adults aged 18+ in Great Britain between 15th and 17th September. Data were weighted to be representative of all GB adults aged 18+ by age, gender, region and socio-economic grade. ComRes is a member of the British Polling Council and abides by its rules.

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Pay Rises Survey

ONLINE Fieldwork: 15th-17th September 2017

Absolutes/col percents

Table 1
Q.1 Pay rises for public sector workers are reviewed by independent pay review bodies. Between 2010 and 2013, the Government froze pay since when it has been capped at 1%. The Government says this has been done to maintain spending in other areas. The Government have announced they intend to lift the public sector pay cap for the police and prison officers. To what extent would you support or oppose the removal of this cap for NHS staff e.g. nurses, midwives, paramedics?
Base: All respondents

	Gender			Age									Social Grade				Employment Sector	
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	18-34 (i)	35-54 (j)	55+ (k)	AB (l)	C1 (m)	C2 (n)	DE (o)	Public (p)	Pri- vate (q)
Unweighted base	2032	1004	1028	257	300	347	384	270	474	557	731	744	578	558	386	510	279	828
Weighted base	2032	992	1040	228	349	327	362	299	468	577	689	766	544	566	418	503	307	864
NET: Support	1709 84%	835 84%	873 84%	176 78%	280 80%	253 77%	301 83%e	272 91%CDEF	426 91%CDEF	456 79%	554 80%	698 91%IJ	473 87%O	497 88%NO	346 83%o	392 78%	281 92%Q	674 78%
Strongly support	(4) 1102 54%	516 52%	585 56%a	113 50%	186 53%	157 48%	207 57%cE	184 62%CdEh	255 55%e	299 52%	363 53%	439 57%i	286 53%	321 57%	235 56%	260 52%	203 66%Q	412 48%
Tend to support	(3) 607 30%	319 32%B	288 28%	63 28%	94 27%	96 29%	94 26%	88 30%	171 37%CDEFg	157 27%	190 28%	259 34%IJ	187 34%NO	176 31%	112 27%	133 26%	79 26%	262 30%
Tend to oppose	(2) 87 4%	51 5%b	36 3%	10 4%	14 4%	17 5%	13 3%	15 5%	18 4%	24 4%	30 4%	33 4%	29 5%M	15 3%	17 4%	26 5%M	9 3%	50 6%p
Strongly oppose	(1) 48 2%	32 3%B	16 2%	6 3%	9 3%	13 4%Gh	10 3%g	2 1%	8 2%	15 3%	23 3%K	10 1%	13 2%	10 2%	9 2%	17 3%	4 1%	30 3%p
NET: Oppose	136 7%	83 8%B	52 5%	16 7%	23 7%	30 9%h	23 6%	17 6%	26 6%	39 7%	53 8%	43 6%	42 8%M	25 4%	25 6%	43 9%M	13 4%	80 9%P
Don't know	188 9%	73 7%	115 11%A	35 15%fGH	46 13%GH	44 13%GH	38 11%GH	9 3%	15 3%	81 14%K	82 12%K	25 3%	29 5%	44 8%	46 11%L	68 13%LM	13 4%	110 13%P
Mean	3.50	3.44	3.56A	3.47	3.51	3.40	3.54E	3.57E	3.49	3.49	3.47	3.52	3.45	3.55Lo	3.54I	3.46	3.63Q	3.40
Standard deviation	0.71	0.75	0.66	0.74	0.72	0.80	0.72	0.63	0.66	0.73	0.76	0.65	0.71	0.65	0.69	0.78	0.61	0.78
Standard error	0.02	0.02	0.02	0.05	0.05	0.05	0.04	0.04	0.03	0.03	0.03	0.02	0.03	0.03	0.04	0.04	0.04	0.03

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k - l/m/n/o - p/q
 Overlap formulae used.

Pay Rises Survey

ONLINE Fieldwork: 15th-17th September 2017

Absolutes/col percents

Table 2
Q.1 Pay rises for public sector workers are reviewed by independent pay review bodies. Between 2010 and 2013, the Government froze pay since when it has been capped at 1%. The Government says this has been done to maintain spending in other areas. The Government have announced they intend to lift the public sector pay cap for the police and prison officers. To what extent would you support or oppose the removal of this cap for NHS staff e.g. nurses, midwives, paramedics?
Base: All respondents

	Total	Region											
		Scotland (a)	Wales (b)	NET: England (d)	North East (e)	North West (f)	Yorkshire & Humberside (g)	West Midlands (h)	East Midlands (i)	Eastern (j)	London (k)	South East (l)	South West (m)
Unweighted base	2032	199	117	1716	91	231	194	161	151	220	224	286	158
Weighted base	2032	179	102*	1752	85*	234	171	183	152	195	270	282	179
NET: Support	1709 84%	153 86%	86 84%	1470 84%	67 78%	205 88% ^{Eg}	137 80%	150 82%	127 83%	163 84%	230 85%	240 85%	151 85%
Strongly support	(4) 1102 54%	99 56%	57 56%	945 54%	43 51%	129 55%	81 48%	89 49%	77 51%	111 57% ^g	160 59% ^{GhI}	145 51%	109 61% ^{GHil}
Tend to support	(3) 607 30%	54 30%	29 28%	524 30%	23 27%	76 32% ^m	55 32% ^m	61 34% ^m	50 33%	52 27%	69 26%	95 34% ^{kM}	42 24%
Tend to oppose	(2) 87 4%	5 3%	4 4%	78 4%	4 5%	10 4%	10 6% ^L	10 6% ^l	8 5%	6 3%	14 5% ^l	6 2%	9 5%
Strongly oppose	(1) 48 2%	5 3%	1 1%	43 2%	4 4% ^m	4 2%	7 4% ^M	3 2%	6 4% ^m	3 1%	8 3%	6 2%	1 1%
NET: Oppose	136 7%	10 6%	5 5%	121 7%	8 10% ^l	14 6%	18 10% ^{bJL}	13 7%	14 9% ^{jl}	9 4%	22 8% ^l	12 4%	10 6%
Don't know	188 9%	15 8%	11 11%	161 9%	10 12% ^f	15 6%	16 9%	19 11%	11 7%	23 12% ^{fk}	18 7%	31 11% ^f	17 10%
Mean	3.50	3.51 ^g	3.57 ^G	3.49	3.42	3.51 ^g	3.37	3.45	3.41	3.58 ^{GhI}	3.51 ^g	3.50 ^g	3.61 ^{eGhI}
Standard deviation	0.71	0.71	0.63	0.71	0.82	0.68	0.81	0.69	0.78	0.64	0.75	0.67	0.63
Standard error	0.02	0.05	0.06	0.02	0.09	0.05	0.06	0.06	0.07	0.05	0.05	0.04	0.05

Proportions/Means: Columns Tested (5%, 10% risk level) - a/d - b/d - c/d - a/b/c/e/f/g/h/i/j/k/l/m
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Pay Rises Survey
ONLINE Fieldwork: 15th-17th September 2017

Absolutes/col percents

Table 3

Q.2 If the Government makes an announcement that they will lift the policy of the pay cap in the NHS, do you think the Government should also increase the funding available for the NHS pay review body to recommend an award higher than 1%?

Base: All respondents

	Gender		Age									Social Grade				Employment Sector		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	18-34 (i)	35-54 (j)	55+ (k)	AB (l)	C1 (m)	C2 (n)	DE (o)	Public (p)	Pri- vate (q)
Unweighted base	2032	1004	1028	257	300	347	384	270	474	557	731	744	578	558	386	510	279	828
Weighted base	2032	992	1040	228	349	327	362	299	468	577	689	766	544	566	418	503	307	864
Yes	1484 73%	739 75%	745 72%	150 66%	241 69%	216 66%	273 75%CdE	232 78%CDE	372 80%CDE	391 68%	489 71%	604 79%IJ	398 73%o	429 76%O	313 75%O	344 68%	246 80%Q	588 68%
No	195 10%	120 12%B	75 7%	34 15%dEFH	33 10%	30 9%	22 6%	33 11%F	42 9%	67 12%J	52 8%	75 10%	68 13%Mn	43 8%	36 9%	47 9%	24 8%	99 11%
Don't know	353 17%	133 13%	221 21%A	43 19%GH	75 21%GH	81 25%fGH	67 19%GH	33 11%	54 12%	118 20%K	148 21%K	87 11%	77 14%	94 17%	69 17%	113 22%LMN	37 12%	177 20%P

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k - l/m/n/o - p/q
 Overlap formulae used.

Pay Rises Survey
ONLINE Fieldwork: 15th-17th September 2017

Absolutes/col percents

Table 4

Q.2 If the Government makes an announcement that they will lift the policy of the pay cap in the NHS, do you think the Government should also increase the funding available for the NHS pay review body to recommend an award higher than 1%?

Base: All respondents

	Total	Region											
		Scotland (a)	Wales (b)	NET: England (d)	North East (e)	North West (f)	Yorkshire & Humberside (g)	West Midlands (h)	East Midlands (i)	Eastern (j)	London (k)	South East (l)	South West (m)
Unweighted base	2032	199	117	1716	91	231	194	161	151	220	224	286	158
Weighted base	2032	179	102*	1752	85*	234	171	183	152	195	270	282	179
Yes	1484 73%	127 71%	80 79%EgM	1277 73%	54 63%	173 74%em	117 69%	142 78%EgM	112 73%	136 70%	212 78%EGJM	213 76%EM	117 66%
No	195 10%	18 10%	5 5%	171 10%	15 17%BFHKL	18 8%	24 14%BfhkL	14 7%	21 14%BfhL	21 11%	22 8%	19 7%	18 10%
Don't know	353 17%	33 18%	17 16%	304 17%	17 20%	42 18%	30 17%	27 15%	20 13%	38 20%	36 13%	50 18%	43 24%HIK

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/d - b/d - c/d - a/b/c/e/f/g/h/i/j/k/l/m
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Pay Rises Survey
ONLINE Fieldwork: 15th-17th September 2017

Absolutes/col percents

Table 5

Q.3 If the pay cap was removed, to what extent would you support or oppose a pay increase for all NHS staff in line with or above the cost of living (RPI inflation)?

Base: All respondents

	Gender			Age									Social Grade				Employment Sector	
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	18-34 (i)	35-54 (j)	55+ (k)	AB (l)	C1 (m)	C2 (n)	DE (o)	Public (p)	Private (q)
Unweighted base	2032	1004	1028	257	300	347	384	270	474	557	731	744	578	558	386	510	279	828
Weighted base	2032	992	1040	228	349	327	362	299	468	577	689	766	544	566	418	503	307	864
NET: Support	1679 83%	824 83%	854 82%	172 75%	284 81%	256 78%	301 83% ^C	262 88% ^{CdE}	404 86% ^{CdE}	456 79%	557 81%	666 87% ^{IJ}	450 83% ^o	485 86% ^O	352 84% ^O	392 78%	275 90% ^Q	680 79%
Strongly support	(4) 962 47%	466 47%	496 48%	103 45%	171 49%	142 43%	180 50%	150 50%	215 46%	274 48%	322 47%	365 48%	239 44%	274 48%	205 49%	242 48%	175 57% ^Q	364 42%
Tend to support	(3) 717 35%	358 36%	359 34%	68 30%	113 32%	113 35%	121 33%	112 38% ^c	189 40% ^{CDF}	181 31%	234 34%	301 39% ^{IJ}	210 39% ^O	211 37% ^O	147 35%	149 30%	99 32%	316 37%
Tend to oppose	(2) 114 6%	63 6%	50 5%	12 5%	9 3%	21 7% ^D	15 4%	18 6% ^d	38 8% ^{DF}	21 4%	37 5%	56 7% ^l	44 8% ^{MN}	23 4%	18 4%	28 6%	13 4%	48 6%
Strongly oppose	(1) 31 2%	25 2% ^B	7 1%	5 2%	5 2%	7 2%	6 2%	4 1%	4 1%	10 2%	13 2%	8 1%	12 2%	6 1%	5 1%	8 1%	1 *	21 2% ^P
NET: Oppose	145 7%	88 9% ^B	57 5%	17 7%	15 4%	29 9% ^D	21 6%	22 7%	42 9% ^D	31 5%	50 7%	64 8% ⁱ	56 10% ^{MNo}	29 5%	23 6%	36 7%	14 4%	70 8% ^p
Don't know	209 10%	80 8%	129 12% ^A	39 17% ^{FGH}	51 15% ^{GH}	43 13% ^{GH}	40 11% ^{GH}	15 5%	22 5%	90 16% ^{jk}	83 12% ^K	36 5%	38 7%	52 9%	43 10% ^l	76 15% ^{LMn}	18 6%	114 13% ^P
Mean	3.43	3.39	3.47 ^A	3.44	3.51 ^{EH}	3.37	3.48 ^{eh}	3.43	3.38	3.48 ^k	3.43	3.40	3.34	3.46 ^L	3.47 ^L	3.47 ^L	3.56 ^Q	3.36
Standard deviation	0.69	0.73	0.64	0.72	0.65	0.74	0.67	0.68	0.68	0.68	0.70	0.68	0.74	0.64	0.65	0.70	0.60	0.73
Standard error	0.02	0.02	0.02	0.05	0.04	0.04	0.04	0.04	0.03	0.03	0.03	0.03	0.03	0.03	0.04	0.03	0.04	0.03

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k - l/m/n/o - p/q
Overlap formulae used.

Pay Rises Survey
ONLINE Fieldwork: 15th-17th September 2017

Absolutes/col percents

Table 6

Q.3 If the pay cap was removed, to what extent would you support or oppose a pay increase for all NHS staff in line with or above the cost of living (RPI inflation)?

Base: All respondents

	Total	Region											
		Scotland (a)	Wales (b)	NET: England (d)	North East (e)	North West (f)	Yorkshire & Humberside (g)	West Midlands (h)	East Midlands (i)	Eastern (j)	London (k)	South East (l)	South West (m)
Unweighted base	2032	199	117	1716	91	231	194	161	151	220	224	286	158
Weighted base	2032	179	102*	1752	85*	234	171	183	152	195	270	282	179
NET: Support	1679 83%	147 82%	87 86%j	1444 82%	74 87%j	198 85%j	136 80%	153 84%	123 80%	150 77%	230 85%J	235 83%	146 82%
Strongly support	(4) 962 47%	86 48%	55 54%i	821 47%	41 48%	116 50%	74 43%	82 45%	62 41%	86 44%	149 55%GhIJL	128 45%	83 46%
Tend to support	(3) 717 35%	61 34%	33 32%	623 36%	33 39%	82 35%	62 36%	71 39%k	60 39%k	65 33%	81 30%	106 38%k	63 35%
Tend to oppose	(2) 114 6%	9 5%	5 5%	100 6%	3 4%	11 5%	13 8%L	13 7%	11 8%l	15 8%l	14 5%	9 3%	10 6%
Strongly oppose	(1) 31 2%	1 1%	- -	30 2%	2 2%h	5 2%h	7 4%ABHlm	- -	4 3%bH	3 1%	4 2%	4 1%	1 1%
NET: Oppose	145 7%	10 6%	5 5%	130 7%	5 6%	16 7%	20 12%AbkL	13 7%	16 10%L	17 9%l	18 7%	13 5%	11 6%
Don't know	209 10%	22 12%	10 9%	178 10%	6 7%	19 8%	15 9%	17 9%	14 9%	27 14%fk	22 8%	35 12%	22 12%
Mean	3.43	3.48GI	3.54GIj	3.42	3.43	3.44g	3.30	3.42	3.30	3.39	3.51GI	3.45gi	3.45
Standard deviation	0.69	0.64	0.60	0.70	0.69	0.71	0.80	0.63	0.76	0.72	0.68	0.65	0.65
Standard error	0.02	0.05	0.06	0.02	0.08	0.05	0.06	0.05	0.06	0.05	0.05	0.04	0.05

Proportions/Means: Columns Tested (5%, 10% risk level) - a/d - b/d - c/d - a/b/c/e/f/g/h/i/j/k/l/m
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Pay Rises Survey
ONLINE Fieldwork: 15th-17th September 2017

Absolutes/col percents

Table 7

Q.4 Which of the following do you think are or are not a significant consequence of low pay in the NHS?

Summary**Base: All respondents**

	Statements			
	Young people not choosing a career in the NHS	NHS staff moving abroad	Existing NHS staff leaving the service	Those trained in the NHS choosing to work privately
Unweighted base	2032	2032	2032	2032
Weighted base	2032	2032	2032	2032
Is a significant consequence	1494 74%	1347 66%	1567 77%	1534 75%
Is not a significant consequence	284 14%	353 17%	244 12%	218 11%
Don't know	254 13%	331 16%	222 11%	280 14%

Pay Rises Survey
ONLINE Fieldwork: 15th-17th September 2017

Absolutes/col percents

Table 8

Q.4 Which of the following do you think are or are not a significant consequence of low pay in the NHS?

Young people not choosing a career in the NHS

Base: All respondents

	Gender		Age									Social Grade				Employment Sector		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	18-34 (i)	35-54 (j)	55+ (k)	AB (l)	C1 (m)	C2 (n)	DE (o)	Public (p)	Pri- vate (q)
Unweighted base	2032	1004	1028	257	300	347	384	270	474	557	731	744	578	558	386	510	279	828
Weighted base	2032	992	1040	228	349	327	362	299	468	577	689	766	544	566	418	503	307	864
Is a significant consequence	1494 74%	724 73%	770 74%	160 71%	252 72%	235 72%	278 77% ^c	219 73%	350 75%	412 71%	513 74%	569 74%	401 74%	434 77% ^o	300 72%	359 71%	231 75%	620 72%
Is not a significant consequence	284 14%	155 16% ^B	129 12%	35 15%	45 13%	37 11%	38 11%	47 16% ^f	82 17% ^{EF}	80 14%	76 11%	128 17% ^J	89 16%	77 14%	53 13%	66 13%	48 16%	119 14%
Don't know	254 13%	112 11%	142 14%	32 14% ^H	52 15% ^H	55 17% ^{gH}	45 13% ^H	33 11%	36 8%	85 15% ^K	100 15% ^K	69 9%	54 10%	56 10%	65 16% ^{LM}	79 16% ^{LM}	28 9%	125 14% ^P

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k - l/m/n/o - p/q
 Overlap formulae used.

Pay Rises Survey
ONLINE Fieldwork: 15th-17th September 2017

Absolutes/col percents

Table 9

Q.4 Which of the following do you think are or are not a significant consequence of low pay in the NHS?

Young people not choosing a career in the NHS

Base: All respondents

	Total	Region											
		Scotland (a)	Wales (b)	NET: England (d)	North East (e)	North West (f)	Yorkshire & Humberside (g)	West Midlands (h)	East Midlands (i)	Eastern (j)	London (k)	South East (l)	South West (m)
Unweighted base	2032	199	117	1716	91	231	194	161	151	220	224	286	158
Weighted base	2032	179	102*	1752	85*	234	171	183	152	195	270	282	179
Is a significant consequence	1494 74%	129 72%	76 75%	1288 74%	60 71%	172 74%	126 74%	123 67%	103 68%	151 77%Hi	206 76%hi	214 76%hi	132 74%
Is not a significant consequence	284 14%	29 16%j	12 12%	243 14%	13 15%	32 14%	24 14%	35 19%JIM	28 18%Jm	19 10%	40 15%	34 12%	18 10%
Don't know	254 13%	21 12%	13 13%	220 13%	12 14%	29 13%	21 12%	25 13%	22 14%	25 13%	24 9%	34 12%	29 16%k

Proportions/Means: Columns Tested (5%, 10% risk level) - a/d - b/d - c/d - a/b/c/e/f/g/h/i/j/k/l/m
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Pay Rises Survey
ONLINE Fieldwork: 15th-17th September 2017

Absolutes/col percents

Table 10
Q.4 Which of the following do you think are or are not a significant consequence of low pay in the NHS?
NHS staff moving abroad
Base: All respondents

	Gender		Age									Social Grade				Employment Sector		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	18-34 (i)	35-54 (j)	55+ (k)	AB (l)	C1 (m)	C2 (n)	DE (o)	Public (p)	Pri- vate (q)
Unweighted base	2032	1004	1028	257	300	347	384	270	474	557	731	744	578	558	386	510	279	828
Weighted base	2032	992	1040	228	349	327	362	299	468	577	689	766	544	566	418	503	307	864
Is a significant consequence	1347 66%	633 64%	714 69%A	155 68%	236 67%	200 61%	241 67%	195 65%	322 69%E	390 68%	441 64%	516 67%	362 66%	394 70%O	281 67%	311 62%	214 70%	556 64%
Is not a significant consequence	353 17%	210 21%B	143 14%	37 16%	45 13%	62 19%d	60 17%	63 21%D	87 19%D	82 14%	122 18%	150 20%l	109 20%m	89 16%	68 16%	87 17%	54 18%	158 18%
Don't know	331 16%	149 15%	183 18%	36 16%	69 20%gH	66 20%gH	61 17%h	41 14%	59 13%	105 18%K	127 18%K	100 13%	73 13%	83 15%	69 17%	106 21%LM	39 13%	150 17%p

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k - l/m/n/o - p/q
Overlap formulae used.

Pay Rises Survey
ONLINE Fieldwork: 15th-17th September 2017

Absolutes/col percents

Table 11
Q.4 Which of the following do you think are or are not a significant consequence of low pay in the NHS?
NHS staff moving abroad
Base: All respondents

	Total	Region											
		Scotland (a)	Wales (b)	NET: England (d)	North East (e)	North West (f)	Yorkshire & Humberside (g)	West Midlands (h)	East Midlands (i)	Eastern (j)	London (k)	South East (l)	South West (m)
Unweighted base	2032	199	117	1716	91	231	194	161	151	220	224	286	158
Weighted base	2032	179	102*	1752	85*	234	171	183	152	195	270	282	179
Is a significant consequence	1347 66%	127 71%beGi	62 61%	1159 66%	51 60%	148 63%	98 58%	117 64%	94 62%	130 67%g	193 71%befGi	202 71%bEfGi	126 70%G
Is not a significant consequence	353 17%	24 14%	21 21%L	308 18%	15 18%	53 23%AJLM	41 24%AJkLM	35 19%l	35 23%AJLM	27 14%	43 16%	35 12%	24 14%
Don't know	331 16%	28 16%	18 18%	285 16%	19 22%fK	33 14%	32 19%	31 17%	24 16%	38 19%k	34 13%	46 16%	28 16%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/d - b/d - c/d - a/b/c/e/f/g/h/i/j/k/l/m
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

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Absolutes/col percents

Table 12

Q.4 Which of the following do you think are or are not a significant consequence of low pay in the NHS?

Existing NHS staff leaving the service

Base: All respondents

	Gender		Age									Social Grade				Employment Sector		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	18-34 (i)	35-54 (j)	55+ (k)	AB (l)	C1 (m)	C2 (n)	DE (o)	Public (p)	Pri- vate (q)
Unweighted base	2032	1004	1028	257	300	347	384	270	474	557	731	744	578	558	386	510	279	828
Weighted base	2032	992	1040	228	349	327	362	299	468	577	689	766	544	566	418	503	307	864
Is a significant consequence	1567 77%	746 75%	821 79%a	170 75%	272 78%E	226 69%	284 78%E	241 81%E	375 80%E	441 77%	510 74%	615 80%J	426 78%	449 79%	316 76%	376 75%	248 81%Q	644 75%
Is not a significant consequence	244 12%	147 15%B	97 9%	30 13%	32 9%	51 16%DFg	37 10%	32 11%	61 13%	63 11%	88 13%	93 12%	80 15%mo	63 11%	49 12%	52 10%	35 11%	108 12%
Don't know	222 11%	99 10%	122 12%	27 12%H	46 13%H	49 15%GH	41 11%H	26 9%	32 7%	73 13%K	90 13%K	58 8%	38 7%	55 10%	53 13%L	75 15%LM	23 8%	112 13%P

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k - l/m/n/o - p/q
Overlap formulae used.

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Absolutes/col percents

Table 13

Q.4 Which of the following do you think are or are not a significant consequence of low pay in the NHS?

Existing NHS staff leaving the service

Base: All respondents

	Total	Region											
		Scotland (a)	Wales (b)	NET: England (d)	North East (e)	North West (f)	Yorkshire & Humberside (g)	West Midlands (h)	East Midlands (i)	Eastern (j)	London (k)	South East (l)	South West (m)
Unweighted base	2032	199	117	1716	91	231	194	161	151	220	224	286	158
Weighted base	2032	179	102*	1752	85*	234	171	183	152	195	270	282	179
Is a significant consequence	1567 77%	138 77%	76 74%	1353 77%	67 79%	189 81%ik	132 77%	140 76%	110 72%	159 81%ik	199 74%	216 77%	141 79%
Is not a significant consequence	244 12%	22 12%j	13 13%j	209 12%	5 6%	25 11%	21 12%j	28 15%eJ	26 17%EFJl	13 7%	41 15%eJ	31 11%	19 10%
Don't know	222 11%	19 11%	13 13%	190 11%	13 15%	20 8%	18 11%	15 8%	16 11%	23 12%	30 11%	35 12%	20 11%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/d - b/d - c/d - a/b/c/e/f/g/h/i/j/k/l/m
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Pay Rises Survey
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Absolutes/col percents

Table 14

Q.4 Which of the following do you think are or are not a significant consequence of low pay in the NHS?

Those trained in the NHS choosing to work privately

Base: All respondents

	Gender		Age									Social Grade				Employment Sector		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	18-34 (i)	35-54 (j)	55+ (k)	AB (l)	C1 (m)	C2 (n)	DE (o)	Public (p)	Pri- vate (q)
Unweighted base	2032	1004	1028	257	300	347	384	270	474	557	731	744	578	558	386	510	279	828
Weighted base	2032	992	1040	228	349	327	362	299	468	577	689	766	544	566	418	503	307	864
Is a significant consequence	1534 75%	739 75%	795 76%	156 69%	263 75%	231 71%	273 76% ^c	229 77% ^c	382 82% ^c	419 73%	504 73%	611 80% ^J	423 78% ^O	446 79% ^O	311 74%	355 70%	242 79% ^Q	610 71%
Is not a significant consequence	218 11%	125 13% ^B	93 9%	33 15% ^{Dh}	31 9%	33 10%	38 10%	38 13%	46 10%	65 11%	70 10%	83 11%	66 12%	57 10%	43 10%	53 11%	37 12%	105 12%
Don't know	280 14%	128 13%	152 15%	38 17% ^{gH}	55 16% ^H	63 19% ^{fGH}	51 14% ^H	32 11%	40 9%	93 16% ^K	114 17% ^K	72 9%	56 10%	64 11%	64 15% ^{Lm}	96 19% ^{LM}	27 9%	148 17% ^P

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k - l/m/n/o - p/q
Overlap formulae used.

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Absolutes/col percents

Table 15

Q.4 Which of the following do you think are or are not a significant consequence of low pay in the NHS?

Those trained in the NHS choosing to work privately

Base: All respondents

	Total	Region											
		Scotland (a)	Wales (b)	NET: England (d)	North East (e)	North West (f)	Yorkshire & Humberside (g)	West Midlands (h)	East Midlands (i)	Eastern (j)	London (k)	South East (l)	South West (m)
Unweighted base	2032	199	117	1716	91	231	194	161	151	220	224	286	158
Weighted base	2032	179	102*	1752	85*	234	171	183	152	195	270	282	179
Is a significant consequence	1534 75%	134 75%	77 76%	1323 76%	62 73%	174 74%	124 72%	146 80%l	111 73%	154 79%l	204 75%	202 72%	147 82%fGIL
Is not a significant consequence	218 11%	26 14%BHJM	6 6%	186 11%	8 10%	31 13%bHM	20 12%M	12 7%	17 11%m	17 9%	36 13%bhM	36 13%bhM	9 5%
Don't know	280 14%	19 11%	18 18%a	242 14%	15 18%	29 13%	27 16%	25 14%	23 15%	24 12%	31 11%	44 16%	23 13%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/d - b/d - c/d - a/b/c/e/f/g/h/i/j/k/l/m
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Pay Rises Survey

ONLINE Fieldwork: 15th-17th September 2017

Absolutes/col percents

Table 16

Q.5 To what extent do you support or oppose NHS staff being paid an increase to their pay that is in line with the cost of living (RPI inflation) plus a flat rate of £800 to take account of the loss of value of pay caused by seven years of pay restraint?

Base: All respondents

	Total	Gender		Age									Social Grade				Employment Sector	
		Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	18-34 (i)	35-54 (j)	55+ (k)	AB (l)	C1 (m)	C2 (n)	DE (o)	Public (p)	Private (q)
Unweighted base	2032	1004	1028	257	300	347	384	270	474	557	731	744	578	558	386	510	279	828
Weighted base	2032	992	1040	228	349	327	362	299	468	577	689	766	544	566	418	503	307	864
NET: Support	1399 69%	661 67%	738 71%a	147 65%	250 72%	222 68%	269 74%CeH	205 68%	306 65%	397 69%	491 71%k	511 67%	366 67%	387 68%	296 71%	349 69%	239 78%Q	571 66%
Strongly support	(4) 763 38%	346 35%	417 40%A	73 32%	141 40%c	115 35%	163 45%CEGH	103 34%	167 36%	214 37%	278 40%k	270 35%	177 33%	221 39%L	168 40%L	196 39%L	144 47%Q	308 36%
Tend to support	(3) 636 31%	315 32%	321 31%	75 33%	108 31%	107 33%	106 29%	102 34%	139 30%	183 32%	213 31%	240 31%	189 35%m	166 29%	128 31%	153 30%	96 31%	263 30%
Tend to oppose	(2) 251 12%	141 14%B	110 11%	23 10%d	20 6%	29 9%	37 10%D	48 16%cDEF	95 20%CDEF	42 7%	66 10%	143 19%J	84 15%NO	81 14%NO	39 9%	47 9%	29 9%	96 11%
Strongly oppose	(1) 104 5%	64 6%B	40 4%	8 4%	9 3%	17 5%	18 5%	16 6%	36 8%cD	18 3%	34 5%	53 7%l	43 8%MNO	23 4%	16 4%	23 4%	10 3%	46 5%
NET: Oppose	355 17%	205 21%B	150 14%	31 14%d	29 8%	46 14%D	54 15%D	64 22%CDEF	131 28%CDEFg	60 10%	100 15%l	196 26%J	127 23%mnO	104 18%no	55 13%	70 14%	39 13%	142 16%
Don't know	278 14%	126 13%	152 15%	49 22%FGH	71 20%FGH	59 18%FGH	39 11%H	30 10%	30 6%	120 21%JK	98 14%K	60 8%	52 9%	75 13%l	67 16%L	84 17%L	28 9%	151 17%P
Mean	3.17	3.09	3.25A	3.19H	3.37CEGH	3.20H	3.28GH	3.08	3.00	3.30K	3.24K	3.03	3.01	3.19L	3.27L	3.25L	3.34Q	3.17
Standard deviation	0.89	0.92	0.84	0.83	0.76	0.87	0.87	0.90	0.97	0.79	0.87	0.94	0.94	0.87	0.84	0.86	0.81	0.89
Standard error	0.02	0.03	0.03	0.06	0.05	0.05	0.05	0.06	0.05	0.04	0.03	0.04	0.04	0.04	0.05	0.04	0.05	0.03

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k - l/m/n/o - p/q
Overlap formulae used.

Pay Rises Survey
ONLINE Fieldwork: 15th-17th September 2017

Absolutes/col percents

Table 17

Q.5 To what extent do you support or oppose NHS staff being paid an increase to their pay that is in line with the cost of living (RPI inflation) plus a flat rate of £800 to take account of the loss of value of pay caused by seven years of pay restraint?

Base: All respondents

	Total	Region											
		Scotland (a)	Wales (b)	NET: England (d)	North East (e)	North West (f)	Yorkshire & Humberside (g)	West Midlands (h)	East Midlands (i)	Eastern (j)	London (k)	South East (l)	South West (m)
Unweighted base	2032	199	117	1716	91	231	194	161	151	220	224	286	158
Weighted base	2032	179	102*	1752	85*	234	171	183	152	195	270	282	179
NET: Support	1399 69%	123 69%	70 69%	1206 69%	57 66%	156 67%	105 62%	122 67%	100 66%	126 65%	215 79% ^a ABEFGHIJM	206 73% ^{Gj}	119 67%
Strongly support	(4) 763 38%	69 39%	39 39%	654 37%	35 41%	93 40%	57 34%	68 37%	48 31%	72 37%	120 44% ^{GILm}	99 35%	63 35%
Tend to support	(3) 636 31%	53 30%	31 30%	552 32%	22 26%	63 27%	48 28%	54 30%	53 35%	54 28%	95 35% ^f	107 38% ^a EFGhJ	56 32%
Tend to oppose	(2) 251 12%	21 12% ^k	14 14% ^K	216 12%	14 16% ^K	29 12% ^K	30 18% ^{JK}	28 16% ^{jK}	22 15% ^K	18 9%	17 6%	36 13% ^K	22 12% ^k
Strongly oppose	(1) 104 5%	13 7% ^{KL}	3 3%	88 5%	3 4%	16 7% ^{KL}	14 8% ^{bKL}	11 6% ^L	12 8% ^{KL}	13 7% ^{kL}	7 3%	5 2%	7 4%
NET: Oppose	355 17%	34 19% ^K	17 17% ^K	304 17%	17 20% ^K	46 19% ^K	44 26% ^{JKLM}	39 21% ^{KI}	34 22% ^{KI}	31 16% ^K	24 9%	41 15% ^k	29 16% ^K
Don't know	278 14%	22 12%	14 14%	241 14%	12 14%	32 14%	21 13%	22 12%	18 12%	38 19% ^{aghiKI}	31 12%	36 13%	31 17%
Mean	3.17	3.14	3.22 ^g	3.17	3.20	3.15	3.00	3.11	3.02	3.18 ^g	3.37 ^{AFGHIJLm}	3.21 ^{GI}	3.18
Standard deviation	0.89	0.95	0.84	0.88	0.90	0.96	0.98	0.93	0.93	0.93	0.75	0.77	0.86
Standard error	0.02	0.07	0.08	0.02	0.10	0.07	0.07	0.08	0.08	0.07	0.05	0.05	0.07

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/d - b/d - c/d - a/b/c/e/f/g/h/i/j/k/l/m
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing