

Response from Winchester and Eastleigh Healthcare NHS Trust  
**9 June 2009**

Thank you for providing me with an opportunity to respond

There is clearly a dilemma here between conflicting requirements which have been identified in the work to date but not resolved

The vast majority of acute providers work on margins of financial success or failure of less than 1% of turnover and with an inability to manage fixed costs effectively due to national pay scales and other regulatory obligations there is a real concern in relation to a loss of income/contribution to overhead cost - driving the behaviours seen within the report

Consultants are highly skilled and are a mobile workforce that the NHS at large needs to both treat patients and increase productivity.

As present if a consultant wishes to work outside of his/her employing trust then they can do albeit there are the restrictions identified in the report, However the ability of the employing Trust to reduce the contracted payments of the consultant is not as flexible in practice as it is enshrined within the contract.

Acute providers would dearly want to compete with the independent sector and to innovate but do have to maintain compliance with national pay rates and terms and conditions, if this playing field were level and Trusts were able to flex their costs then patients and the taxpayer would benefit, although unions or professional bodies would have to recognise the demise of national terms as a consequence.

Regards

Martin Wakeley