Dear Sir/Madam,

In the absence of any knowing who would be responsible in the matter of NHSP pay, I write to you in response to our Royal College of Nursing members contact with us rightly sharing their concern at recent events where staff were informed NHSP were planning to take paid salary back.

Firstly, you will be aware that NHSP have written to their workforce saying that there had been an overpayment in their pay. Later communication which I understand required correction, given the further anxiety it caused, apologises for a lack of clarity in how this was to be managed.

While an apology is always helpful, I am unsure NHSP truly understand the impact this matter is having on your workforce, how it has affected their morale and how it will have affected their confidence in NHSP as an employer. We believe this will have a detrimental effect on recruiting staff to fill vacant shifts in the future. We are aware of OUH staff that have now decided to not work for NHSP because of this matter

Importantly, while we are concerned at how this is affecting how our members feel, please be clear I am writing to assert that we do not consider this matter to be an overpayment and therefore believe that NHSP has no entitlement to recover any money from their workers. For the avoidance of any doubt, should NHSP take any salary earned back by reducing future bank work payments or by any other means we will have to consider this an unlawful act and seek the appropriate redress.

Discovering that you (NHSP) have offered, and paid, what you consider an ‘old rate’ not even referred to as the wrong rate, is not an overpayment and while we are sorry this has happened, your workers, should not be expected to compensate you for your mistake.

Therefore we would expect any future communication from NHSP to its valued workforce to reflect the above.

Please do not hesitate to contact myself or my team at the RCN Newbury office should you need to discuss any of the above.

Yours sincerely

Jane Febers.