

MiP policy statement on NHS job cuts and system changes (April 2025)

Without spelling out its NHS plan, the government has ordered reductions of 50% in the national centre and ICBs, abolished NHS England and in NHS trusts seeks 5% savings in base costs and productivity and demands a 50% cut in the growth of corporate costs since 2019. These cuts must be delivered in the 2025/26 financial year.

At the same time, the government has set in train reviews of ICB functions and national arms length bodies. It is preparing a national voluntary redundancy scheme. It is looking at scaling up corporate functions, starting with people services, and expanding NHS trusts' use of subsidiary companies. It is also considering regulating NHS managers and will introduce a new VSM pay framework for executive managers and new management competences frameworks. It intends to publish a ten year plan and make subsequent changes to the long term workforce plan and the NHS constitution.

Our members, including senior leaders, have found out about many plans from leaks to the media. This is wrong: it is chaotic, disrespectful and counterproductive. It has deeply damaged confidence in the national leadership among hard-pressed and hardworking NHS staff.

Our members strongly support change and reform in the NHS, but MiP is opposed to the scale and speed of these cuts and changes and warns the government that it is running a huge risk. Destabilising cuts and change on this scale will:

- weaken management capacity to carry out the government's health mission, including making the 'three shifts', improving productivity and cutting waiting lists
- lead to an unwanted re-organisation
- damage services to the public
- make tens of thousands of NHS workers unemployed
- undermine focus, morale and workload for the staff who remain.

MiP is responding to the planned cuts and system changes by our workplace reps and staff organising and collectively representing managers, in partnership forums and during formal consultations, and by communicating with our members and reps through a dedicated website information page, online briefings, employer and sector specific emails and the weekly members' bulletin.

The government has the right to pursue its policies on the NHS, including making changes to management arrangements, and MiP has an important role in speaking up for managers' interests and good management in health and care. MiP will robustly engage and challenge the government. In particular, we will:

- press the government to be clear about its plans for the NHS and the changes and cuts it wants to make
- work with the government to develop a more positive narrative about managing the NHS and build public trust and confidence in NHS managers and the future of the NHS
- urge the government to reset partnership working with unions nationally about its policies and to expect a high standard of engagement with unions regionally and locally
- expect meaningful consultation with staff and their representatives on specific plans and for government and employers to be willing to rethink those plans and timescales in response to concerns
- campaign for the management capacity, capability and structure the NHS actually needs, highlighting the important functions of institutions
- help our members tell the public and stakeholders such as MPs what these changes will mean for services, patients and staff
- keep as many management jobs, skills and experience as possible, because the public need them
- support our members collectively and individually through this process by ensuring change is managed well, including learning past lessons, managing the downside of major upheaval and securing our members' rights as NHS workers.

MiP, through its National Committee, will continually review its campaigning, bargaining and legal objectives and escalate action as needed. The committee will convene fortnightly.