



## **GMB submission: Change NHS Consultation**

### **1. What does your organisation want to see included in the 10-year health plan and why?**

GMB represents hundreds of thousands of workers across the public and private sectors, including tens of thousands of NHS workers. Our members, primarily employed in Ambulance Services, hospitals, and the community (Agenda for Change bands 2–9), are the backbone of the NHS. They serve on the front lines, often in highly distressing and demanding circumstances.

As the Government has described, "The NHS is not on its knees but on its face." Despite these challenges, the resilience and dedication of NHS staff have sustained the service. A 10-year health plan must place workers alongside patients at its core.

#### **Key Recommendations:**

- **Training:**
  - Improve training on chronic conditions like ME/CFS and Long COVID to ensure effective treatment.
  - Provide free university education and write off student loans for all NHS and emergency service students.
  - Establish a Health Staffing and Training Commission to ensure adequate workforce levels through coordinated planning.
- **Mental Health:**
  - Address the mental health crisis with protected funding and holistic solutions for both patients and NHS workers.
- **Patient Flow and Social Care:**
  - Tackle the systemic link between social care deficiencies and NHS pressures. Improved access to community care will reduce strain on A&E, ambulance services, and hospital beds.

- Create a truly 24/7 NHS service across hospitals and community care settings to combat backlogs.
  - **Funding and Privatisation:**
    - Ensure new NHS funding is invested in essential areas and prevent private companies from profiting at the expense of patient care.
    - Oppose further privatisation and work towards reintegrating privatised services into public ownership.
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## **2. What does your organisation see as the biggest challenges and enablers to moving more care from hospitals to communities?**

- **Challenges:**
    - The crisis in social care directly impacts community-based health services, causing a ripple effect through the NHS.
    - Workforce shortages and low morale across health and care sectors hinder progress.
  - **Enablers:**
    - Addressing the staffing crisis through better pay, conditions, and training.
    - Establishing robust social care frameworks to prevent unnecessary hospital admissions.
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## **3. What does your organisation see as the biggest challenges and enablers to making the best use of technology in health and care?**

- **Challenges:**
    - Outdated infrastructure and "rubbish tech" can impede efficiency and effectiveness.
    - Technology must complement, not replace, human jobs.
  - **Enablers:**
    - Investing in modern, interoperable systems that reduce administrative burdens.
    - Ensuring staff are trained and supported in adopting new technologies.
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#### **4. What does your organisation see as the biggest challenges and enablers to spotting illnesses earlier and tackling the causes of ill health?**

- **Challenges:**
    - Limited access to GPs and long waiting lists delay diagnoses and treatment.
    - Staff burnout and sickness absences compound the problem.
  - **Enablers:**
    - Expanding access to GPs and community health services to catch illnesses early.
    - Enhancing public health campaigns focused on prevention.
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#### **5. What specific policy ideas for change would you prioritise, and what timeframe would you expect to see them delivered?**

- **Immediate (1 year):**
    - Improve mental health services and address staff wellbeing.
    - Begin implementing 24/7 NHS service availability.
  - **Mid-Term (2–5 years):**
    - Establish the Health Staffing and Training Commission.
    - Expand community health services and reduce reliance on A&E.
  - **Long-Term (5+ years):**
    - Fully integrate privatised NHS services back into public ownership.
    - Achieve sustainable workforce levels through free education and improved working conditions.
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#### **GMB Policy Motions Supporting These Proposals**

GMB's positions are backed by several member motions, including:

- **Better training for treating chronic conditions** (Motion 151)
- **Free education for NHS students** (Motion 158)
- **Increased mental health funding** (Motion 198)

- **Patient flow improvements and bed capacity** (Motion 209)
  - **Reform of GP surgeries into accessible Super Medical Hubs** (Motion 206)
  - **Prevention of NHS privatisation** (Motion 205)
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### **Final Notes**

GMB stands committed to advocating for the transformation of the NHS into a service fit for the future. This requires sustained investment in both the workforce and infrastructure, prioritising patient care and staff wellbeing above profit or politics.