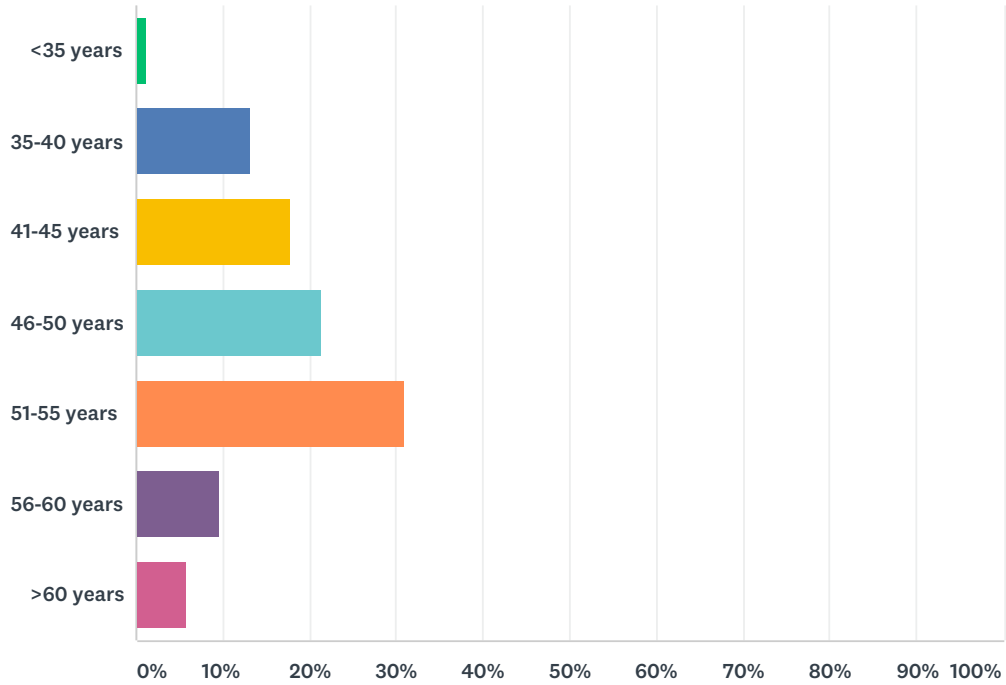


Q1 What is your age group?

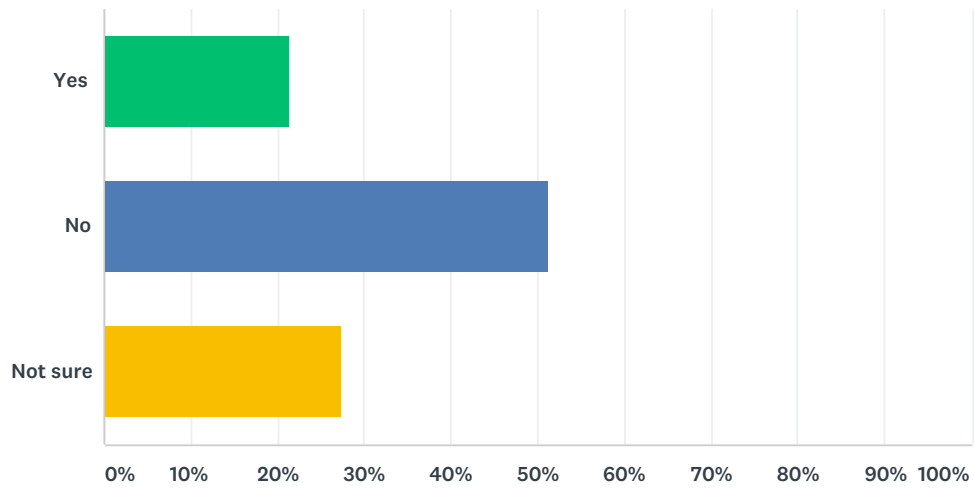
Answered: 84 Skipped: 0



ANSWER CHOICES	RESPONSES
<35 years	1.19% 1
35-40 years	13.10% 11
41-45 years	17.86% 15
46-50 years	21.43% 18
51-55 years	30.95% 26
56-60 years	9.52% 8
>60 years	5.95% 5
TOTAL	84

Q2 Have you had to pay a large amount of unanticipated tax in the last 12 months as a consequence of the change in Annual Allowance?

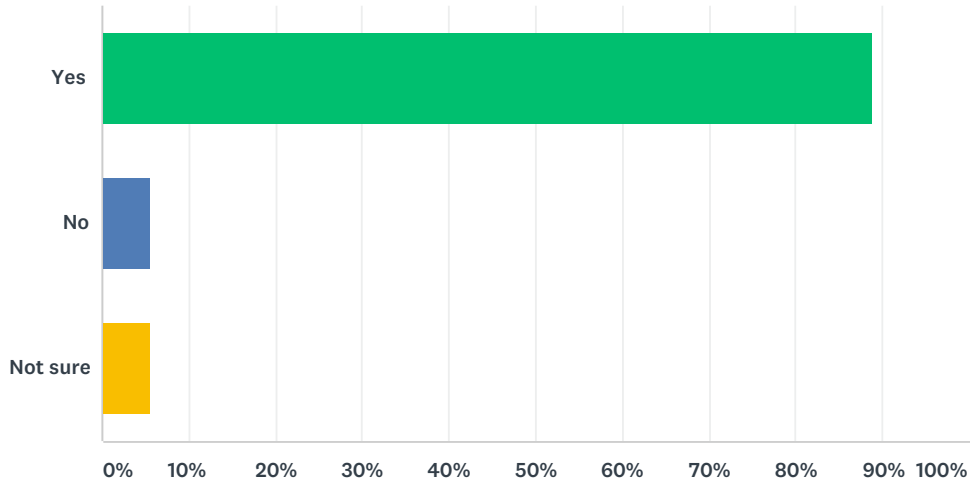
Answered: 84 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	21.43%	18
No	51.19%	43
Not sure	27.38%	23
TOTAL		84

Q3 You have indicated that you have paid a large amount of tax in the past 12 months. Are you currently considering reducing your PAs (programmed activities)?

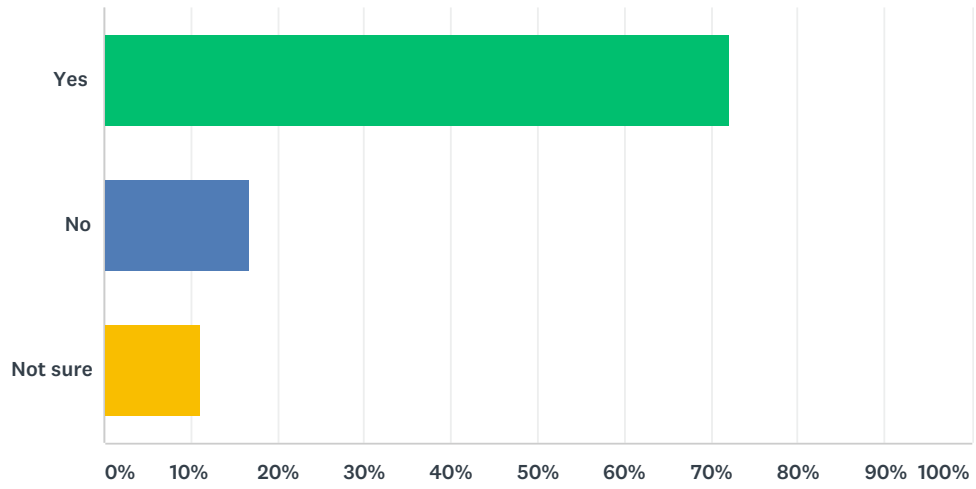
Answered: 18 Skipped: 66



ANSWER CHOICES	RESPONSES	
Yes	88.89%	16
No	5.56%	1
Not sure	5.56%	1
TOTAL		18

Q4 Are you considering taking early retirement?

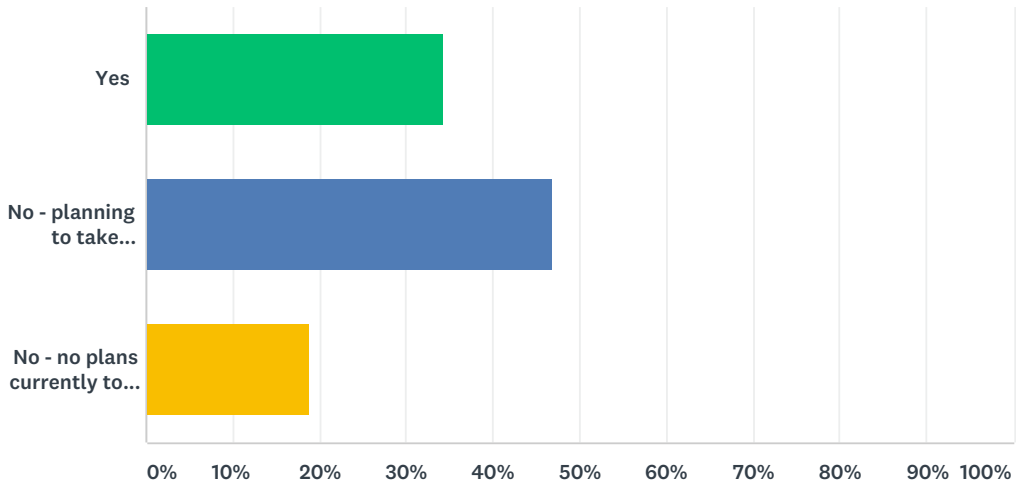
Answered: 18 Skipped: 66



ANSWER CHOICES	RESPONSES	
Yes	72.22%	13
No	16.67%	3
Not sure	11.11%	2
TOTAL		18

Q5 Have you taken financial advice in the last 12 months regarding the tax implications of the reduction in annual allowance?

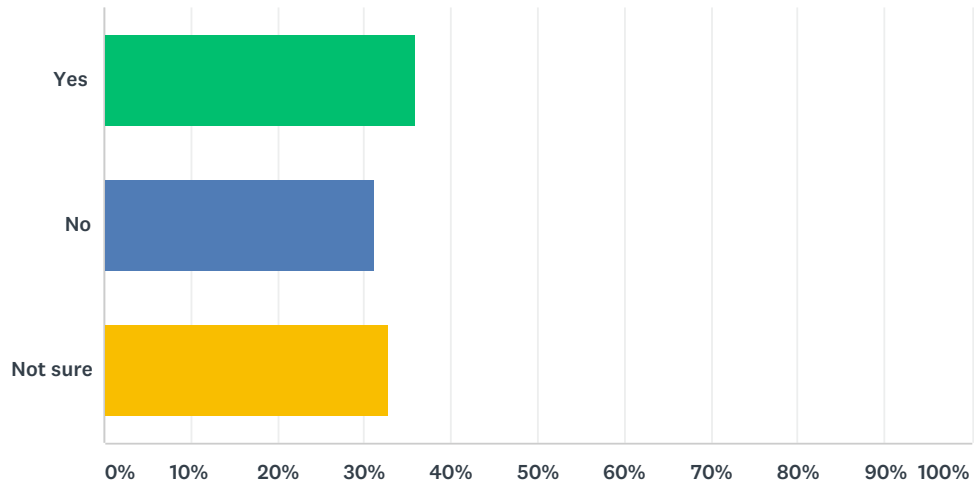
Answered: 64 Skipped: 20



ANSWER CHOICES	RESPONSES	
Yes	34.38%	22
No - planning to take financial advice in the next 3 months	46.88%	30
No - no plans currently to take financial advice in the next 3 months	18.75%	12
TOTAL		64

Q6 Do you have any plans to reduce your PAs (programmed activities)?

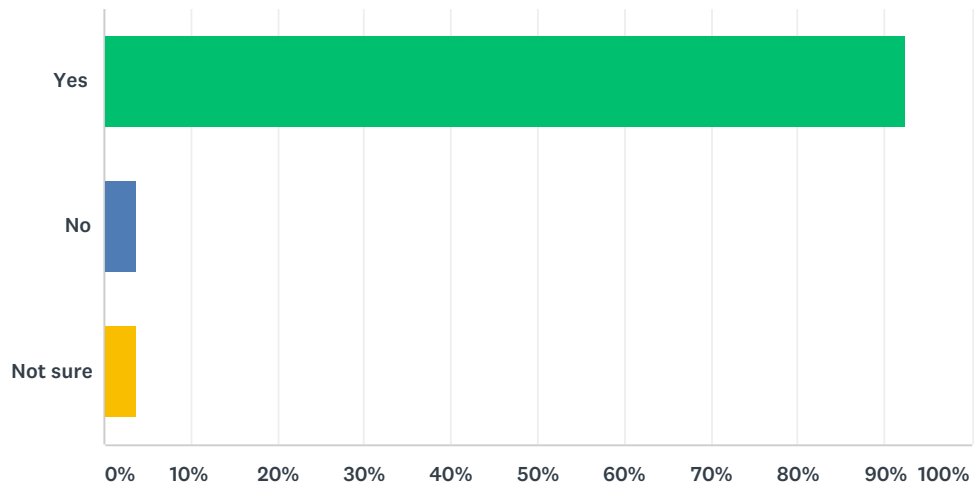
Answered: 64 Skipped: 20



ANSWER CHOICES	RESPONSES	
Yes	35.94%	23
No	31.25%	20
Not sure	32.81%	21
TOTAL		64

Q7 Are you aware of colleagues who are considering reducing their PAs (programmed activities)?

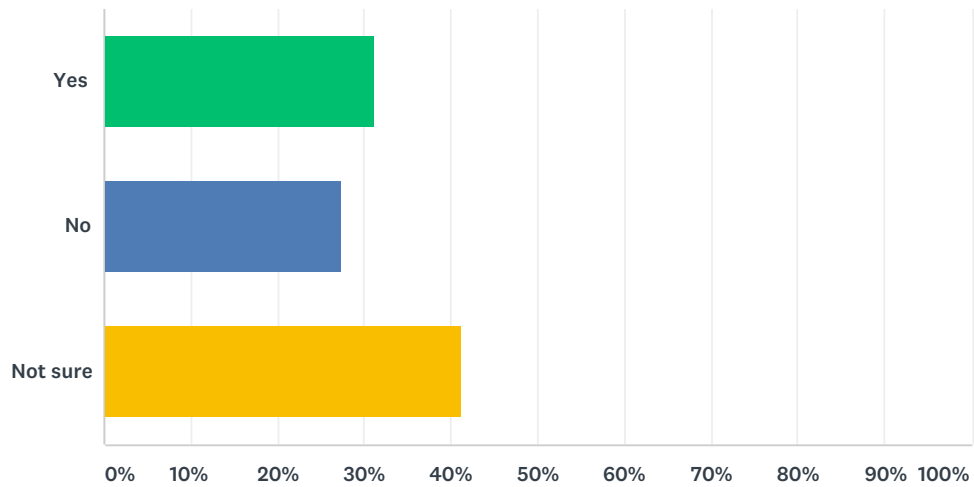
Answered: 80 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	92.50%	74
No	3.75%	3
Not sure	3.75%	3
TOTAL		80

Q8 Do you anticipate that, as a consequence of colleagues reducing PAs, it may be necessary to reduce the number of beds on your unit?

Answered: 80 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	31.25%	25
No	27.50%	22
Not sure	41.25%	33
TOTAL		80

Q9 Please indicate if you foresee any other repercussions arising from the pensions issue.

Answered: 64 Skipped: 20

#	RESPONSES	DATE
1	Unwillingness to cover rota gaps, unforeseen or predictable, as not willing to do locums.	8/5/2019 7:49 AM
2	Our transport team has one member of staff off on long-term sick leave and another due to start maternity leave soon, as such we are relying on locum cover to keep the service running. Several colleagues who have in the past worked frequent locum shifts for us are now unable to do so. We have 10 shifts in August with no consultant cover - as such it is possible that we will have several shifts in August and beyond where we are unable to provide a regional transport service	7/29/2019 4:36 PM
3	Our local transport service largely runs on Consultant locums - for both consultant and registrar gaps/vacancies - if consultants stop doing locums this service will collapse and not be able to run a 24 hr service.	7/29/2019 2:19 PM
4	Increased waiting times and inability to perform emergency surgery	7/28/2019 7:13 AM
5	unable to cover the unit	7/27/2019 11:54 PM
6	More workload	7/26/2019 11:07 PM
7	No incentive to cover gaps for absent colleagues or unfilled posts, also very demoralising when see all the tax dodges businesses are doing while we are being hammered for additional tax	7/26/2019 7:42 PM
8	Difficulty in covering gaps in rota, in tight rota, acute specialty and a number of senior colleagues who are affected by the pensions	7/26/2019 5:29 PM
9	A lot of repercussions around adequate consultant staffing	7/26/2019 1:13 PM
10	Reducing capacity in regional transport service as reduced availability of consultants working in team as often done as additional PAs to core role	7/26/2019 12:21 PM
11	reduced WLI lists affecting elective activity across the trust	7/26/2019 11:54 AM
12	Due to colleagues reducing PAs, non-clinical service provision will be reduced.	7/26/2019 11:37 AM
13	Difficulty covering colleague sickness and post vacancies. Also difficult to recruit to consultants post.	7/26/2019 11:10 AM
14	Covering vacancies is an increasing problem as people are reluctant to pick up locum shifts due to concerns about this affecting tax payments	7/26/2019 10:50 AM
15	I think this is crazy. 2 senior members of our consultant team are planning to reduce their clinical work because of the tax implications. Our unit is a small unit with only 5 consultants. If 2 senior consultant reduce their clinical work, it will have lots of implications in patient care including quality and bed capacity	7/26/2019 10:38 AM
16	Workforce number	7/26/2019 10:24 AM
17	Consultants wanting to do less NHS work Consultants disengaged with NHS Consultants demotivated to perform Consultants leaving NHS and work in private sector	7/26/2019 10:20 AM
18	It is pushing us to breaking point. 2 colleagues are reducing their hours. More may follow. The DCC commitments have to be picked up by the rest of us. There are hardly any locums around. This situation is a disaster.	7/26/2019 10:06 AM
19	Personally I can foresee that I will be scaling back additional management roles and ad hoc additional clinical cover	7/26/2019 10:05 AM
20	People may leave UK to work overseas	7/26/2019 10:04 AM
21	I am potentially going to have to work longer than originally planned because of the inability to maintain a pension pot. However I will not want to do on-call nights into my 60s, so will I just be making it worse for my younger colleagues by wanting to take more of their day shifts, but not contributing to the nights?	7/23/2019 4:33 PM

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22	Rota problems	7/22/2019 3:35 PM
23	early retirements reduction in worked PAs reduction in additional roles undertake	7/22/2019 2:23 PM
24	Yes, early retirement of experienced colleagues	7/22/2019 11:09 AM
25	People are looking to reduce PA's. this will have impact on quality and continuity of care as more people doing less hours	7/21/2019 5:32 PM
26	Significant proportion of work in department undertaken as additional (e.g. all out of hours transport cover). Suspect will find it increasing difficult to cover this additional workload that will negatively impact on service provision in the short/medium term.	7/17/2019 11:56 AM
27	Elective surgical impact - longer waits	7/17/2019 11:56 AM
28	Our unit does not have a unified stance. Most are hoping this problem will go away.	7/17/2019 11:11 AM
29	More pressure on newer consultants to pick up locum shifts as other colleagues concerned about tax implications	7/17/2019 8:40 AM
30	Reduction in critical care transport capacity Early retirement of colleagues Mental health issues	7/17/2019 7:37 AM
31	Already triggered early retirements, with further to come. Local regional critical care transport service has been impacted - as PICU colleagues doing extra sessions (PAs) with them have ceased supporting their workload due to the tax issue.	7/17/2019 7:19 AM
32	Not prepared to do any additional work (e.g. teaching/research) Reducing clinical hours to keep under AA Not doing locum cover to fill consultant gaps and act down to cover junior doctor work	7/17/2019 7:11 AM
33	Significant loss of senior colleagues through early retirement	7/16/2019 6:40 PM
34	Capacity of the team to provide internal locum consultant cover for gaps - we all feel an obligation to provide this cover but are concerned about the impact in terms of tax & pension	7/16/2019 5:33 PM
35	I will likely enter a retire and return process on reduced PAs and do private work to make up the shortfall	7/16/2019 2:33 PM
36	Demoralisation and more of us taking up the constant offers of jobs in the Middle East or Australia	7/16/2019 2:02 PM
37	Cancelled surgery Lack of retrieval cover More locums	7/16/2019 1:53 PM
38	Chatting with colleagues nationally I think there are likely to be significant staffing gaps on consultant rotas as people drop PAs to avoid large pension bills. Difficult to know where extra/locum staff are going to come from in the event of this happening.	7/16/2019 1:44 PM
39	Lots ! Very difficult to cover unexpected absence- no-one now willing to do locums / WLI work Totally demotivating to senior staff - less teaching / research / unit development pointless applying for CEA's - therefore less likely to undertake extra roles for trust Some possibility that retrieval team would be unstaffed	7/16/2019 12:44 PM
40	PEOPLE WILL NOT WISH TO WORK EXTRA TO LOOSE MONEY OR GO INTO DEBT	7/16/2019 12:43 PM
41	I left the UK to work in Canada in 2017 - directly because of this effect and anticipated tax bills. I suspect this will happen more frequently.	7/16/2019 12:23 PM
42	More colleagues going Part-time	7/16/2019 12:09 PM
43	As per BMA recommendations we should reduce our PA's and go part time. I have only started working in the NHS in 2011 and this I think is the reason why I have not had to pay a large sum as a consequence of the tapering tax. However I have made contact with a financial advisor and am currently considering both reducing my PAs but also leaving the NHS and UK altogether.	7/16/2019 12:07 PM
44	Staff retention and early retirement	7/16/2019 12:02 PM
45	Reduced cover for our regional transport service for children, NECTAR. Most likely reduced capacity.	7/16/2019 11:41 AM
46	I will retire early if this will help my financial situation.	7/16/2019 11:18 AM
47	Yes, this is a patient safety issue. Cover for PICU may be reduced due to lack of staff. This will impact on bed availability. Children may not have needed beds especially during the winter and may be required to move longer distances. This will affect transport teams as well potentially resulting in longer transfers , longer waits for patients to get a transport team to them.	7/16/2019 11:18 AM
48	Retention of senior consultants in the NHS.	7/16/2019 11:09 AM

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49	increased workload on colleagues	7/16/2019 11:07 AM
50	Yes	7/16/2019 11:06 AM
51	Colleagues retiring earlier, reducing PAs. Difficulties with staffing consultant rota as gaps and not many people interested in doing extra locums.	7/16/2019 11:01 AM
52	People will leave the country.	7/16/2019 11:00 AM
53	Unable to persuade people to work as locums or take on roles that are paid a responsibility allowance. Colleagues have already left the UK to work abroad.	7/16/2019 10:59 AM
54	At the moment we are struggling to fill locum consultant posts thus we are running with less consultants o the floor	7/16/2019 10:57 AM
55	No	7/16/2019 10:53 AM
56	Further recruitment & retention issues. Posts will remain unfilled and units will shortly become unsustainable.	7/16/2019 10:53 AM
57	People leaving NHS for greener pastures	7/16/2019 10:51 AM
58	Our unit is already under-staffed. This will worsen the situation.	7/16/2019 10:48 AM
59	Inability to cover extra shifts ie for sickness or unexpected absence. Refusal to cover juniors etc if absent.	7/16/2019 10:46 AM
60	Decision not to take up consultant locum shifts	7/16/2019 10:45 AM
61	Early retirement looks increasingly attractive	7/16/2019 10:44 AM
62	increased staff vacancy	7/16/2019 10:40 AM
63	There will also be a direct impact on SPA activities: governance, research, quality improvement, teaching	7/16/2019 10:39 AM
64	We will need to appoint more consultants	7/16/2019 10:38 AM

Q10 Which unit do you work in (OPTIONAL)?

Answered: 47 Skipped: 37

#	RESPONSES	DATE
1	Royal Stoke University Hospital	7/30/2019 2:59 PM
2	Alder Hey	7/29/2019 2:20 PM
3	Glasgow	7/27/2019 11:55 PM
4	RHC Glasgow	7/26/2019 7:42 PM
5	Edinburgh	7/26/2019 5:29 PM
6	Evelina London Children's Hsopital	7/26/2019 1:22 PM
7	St George's Hospital	7/26/2019 1:13 PM
8	Alder Hey Children's & (mainly) regional transport service (NWTS)	7/26/2019 12:21 PM
9	Southampton	7/26/2019 11:40 AM
10	St. George's	7/26/2019 11:10 AM
11	RMCH and NWTS	7/26/2019 10:50 AM
12	UHNM, Stoke on Trent	7/26/2019 10:38 AM
13	PICU, Royal Brompton Hospital	7/26/2019 10:21 AM
14	Leeds	7/26/2019 10:06 AM
15	Birmingham	7/26/2019 10:05 AM
16	Birmingham	7/26/2019 10:04 AM
17	Bristol	7/23/2019 4:33 PM
18	Cardiff	7/22/2019 3:35 PM
19	St Mary's	7/22/2019 11:09 AM
20	Royal Belfast Hospital for Sick Children	7/17/2019 11:56 AM
21	Alder Hey Children's Hospital	7/17/2019 11:11 AM
22	Birmingham	7/17/2019 8:40 AM
23	Sheffield/Embrace	7/17/2019 7:37 AM
24	Alder Hey Children's	7/17/2019 7:19 AM
25	Manchester	7/16/2019 6:40 PM
26	Leeds	7/16/2019 5:33 PM
27	Alder Hey Children's Hospital Liverpool	7/16/2019 2:34 PM
28	Nwts	7/16/2019 2:02 PM
29	Cardiff	7/16/2019 1:53 PM
30	Bristol	7/16/2019 1:45 PM
31	Southampton	7/16/2019 12:44 PM
32	HULL	7/16/2019 12:43 PM
33	Addenbrooke	7/16/2019 12:02 PM
34	Royal Brompton	7/16/2019 11:52 AM
35	PICU GNCH Newcastle	7/16/2019 11:41 AM

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36	Royal London Hospital	7/16/2019 11:19 AM
37	Sheffield	7/16/2019 11:10 AM
38	Southampton	7/16/2019 11:08 AM
39	Royal Stoke	7/16/2019 11:07 AM
40	GOSH PIC	7/16/2019 10:57 AM
41	Bristol	7/16/2019 10:54 AM
42	Leicester	7/16/2019 10:51 AM
43	University Hospitals of Leicester	7/16/2019 10:46 AM
44	Great ormond Street PICU	7/16/2019 10:45 AM
45	BIRMINGHAM Children's Hospital	7/16/2019 10:44 AM
46	Bristol	7/16/2019 10:40 AM
47	Southampton	7/16/2019 10:38 AM