General Election briefing for BMA members

Labour manifesto 2019
Overview
The Labour 2019 manifesto *It’s time for real change* pledges a raft of changes to strengthen workers’ rights, increase funding for public services, including the NHS, and to introduce a programme of renationalisation, largely funded by increasing taxation on higher earners.

Key Labour manifesto pledges
1. Invest over £30bn in the NHS over the course of the next parliament, including a commitment to increase health spending by 4.3% annually in real terms
2. Remove the NHS pay cap and above-inflation pay rises for public sector workers, starting with a 5% increase from April 2020
3. Guarantee existing rights for all EU nationals living in Britain, including those working in the NHS
4. Scrap the Health and Social Care Act 2012 and introduce a legal duty on the Secretary of State and on NHS England to ensure that excess private profits are not made out of the NHS.
5. Halt the roll out of “Sustainability and Transformation Plans” and ask local health groups to redraw the plans with a focus on patient need rather than available finances

The full picture...
The summary below provides a full overview of the Labour manifesto pledges impacting upon the health and social care sectors, NHS staff and patients.

NHS
- Repeal the Health & Social Care Act 2012.
- Reinstate the responsibilities of the Secretary of State to provide a comprehensive and universal healthcare system.
- End the requirement on health authorities to put services out to competitive tender.
- Halt the “fire sale” of NHS land and assets.
- Guarantee universal healthcare by ensuring women’s and children’s health services are comprehensive, by protecting rights of EU workers, other migrants and refugees and by ensuring all the services are made accessible to BAME, LGBT+ and disable patients.
- Ensure patients in deprived and remote communities will have better access to primary care services.
- End mixed sex wards.
- Introduce mandatory standards for NHS in-patient food and provide free hospital parking for patients, staff and visitors.

System transformation
- Join up, integrate and co-ordinate care through public bodies.
- Develop a planned model of joined-up community care.
- Increase patients and NHS staff consultation in the development of the health system.
- Allocate a greater proportion of overall funding to close-to-home health services and build interdisciplinary, patient-focused services across primary care, mental health and social care.

NHS Funding
- Increase expenditure across the health sector by an average 4.3% a year in order to end patient charges, guarantee the standards of healthcare, invest in education for the health workforce and restore public health grants.
- These health expenditures will be paid for by changes in the taxation system (reversing the reduction in corporation tax and increasing taxes for those earning more than £80,000 a year).
- Publish an infrastructure plan to return NHS England to the international average level of capital investment.
- Complete the confirmed hospital rebuilds and invest more in primary care settings, modern AI, cyber technology and state-of-art medical equipment including more MRI and CT scanners.
- Provide free annual NHS dental check-ups.
- Introduce a £150 billion Social Transformation Fund to replace, upgrade and expand our schools, hospitals, care homes and council houses. Public building will be modernised to ensure a reduction in their carbon footprint.

**NHS staff**
- Restore public sector pay to at least pre-financial crisis levels (in real terms), by delivering year-on-year above-inflation pay rises, starting with a 5% increase from April 2020, to reward and retain staff. Introduce a 5% pay rise for all public sector workers from April 2020.
- Expand GP training places to provide resources for 27 million more appointments each year and ensure community pharmacy is supported.
- Review the tax and pension changes introduced by the Government in 2016 to ensure that the workforce is fairly rewarded and that services are not adversely affected.
- Introduce a training bursary for nurses, midwives and allied health professionals
- Provide mental health support for staff and create a working environment within the NHS that is safe, flexible and free from harassment, bullying or violence.
- Put safe staffing limits for all staff into law alongside Agenda for Change terms and conditions.
- Invest, train and develop NHS staff throughout their careers.
- Abandon plans to raise the State Pension Age, leaving it at 66.
- Enforce maximum pay ratios of 20:1 in the public sector.
- Require breaks during shifts to be paid.
- Require cancelled shifts to be paid and proper notice for changes in hours.
- Remove the obstacles to ethical international recruitment.

**Employment**
- Reduce average full-time weekly working hours to 32 across the economy, with no loss of pay, funded by productivity increases. This will be done by:
  - Ending the opt-out provision for the EU Working Time Directive and enforcing working-time regulations.
  - Setting up an independent Working Time Commission to advise on raising minimum holiday entitlements and reducing maximum weekly working time.
  - Mandating bargaining councils to negotiate reductions in working time.
  - Investing to increase productivity and making sure workers share the benefits.
- Bring in a Real Living Wage of at least £10 per hour for all workers.
- Set up a Royal Commission to bring health (including mental health) and safety legislation up to date.
- Refugees will have the right to work and access public services.

**Social care**
- Fund free personal care for older people, with the ambition to extend this provision to all working-age adults.
- Build a comprehensive National Care Service for England that will work in partnership with the NHS, ensuring care is delivered for people, not for profit.
- Develop eligibility criteria that ensures the Service works for everyone, including people with complex conditions like dementia.
- Lifetime cap of £100,000 on personal contributions to care costs.
- Provide additional care packages to support both older people and working-age adults living independently in their own homes.
- More than double the number of people receiving publicly funded care packages.
- Improve the standard of care provided to those receiving care.
- Remove the distinction between health and care needs.
- Support autistic people and people with learning disabilities to move out from inappropriate inpatient hospital settings and provide support in their own homes.
- Contracts for providing care will not be awarded to organisations that do not pay their fair share of taxes and do not meet our high standards of quality care.
- End 15-minute care visits.
- Provide care workers with paid travel time, access to training, and an option to choose regular hours.
- Increase the Carer’s Allowance for unpaid full-time carers.

**Public Health**

- Invest more than £1 billion in public health.
- Introduce a Future Generations Well-being Act, enshrining health aims in all policies and a new duty for NHS agencies to collaborate with directors of public health.
- Introduce A Right to Food – ensure everyone has access to healthy, nutritious, sustainably produced food.
- Recruit 4,500 more health visitors and school nurses.
- Increase mandated health visits.
- Ensure new mothers can have access to breastfeeding support.
- Invest in children’s oral health, tackle childhood obesity and extend the sugar tax to milk drinks.
- Ban fast-food restaurants near schools and enforce stricter rules around the advertising of junk food and levels of salt in food.
- Put in place a vaccination action plan to regain measles-free status in WHO listings.
- Fully fund sexual health services and roll out PrEP medication.
- Address drug-related deaths, alcohol-related health problems and the adverse impacts of gambling as matters of public health, treated accordingly in expanded addiction support services.
- Label alcoholic drinks with clear health warnings.
- Review the evidence on minimum pricing.
- Implement a Tobacco Control Plan and fund smoking cessation services.
- Establish a Royal Commission to develop a public health approach to substance misuse, focusing on harm reduction rather than criminalisation.
- Target a reduction in health inequalities with a comprehensive children’s health strategy.
- Take actions to significantly reduce infant deaths and ensure families who lose a baby receive appropriate bereavement support as well as protections at work.
- Tackle the homelessness and rough sleeping crisis in the UK, ensuring that all strategies and services are tailored to understand needs unique to LGBT+ homeless people, particularly young people who make up a disproportionate number of our currently homeless people.

**Mental Health**

- Provide an additional £1.6 billion a year to ensure new standards for mental health are enshrined in the NHS constitution ensuring access to treatments is on a par with that for physical conditions.
- Invest £2 billion to modernise hospital facilities and end the use of inappropriate, out-of-area placements.
- Implement in full the recommendations of the Wessely review of the Mental Health Act
- Invest more in eating disorders services and ensure NICE guidelines on eating disorders are implemented.
- Improve access to psychological therapies and ensure provision of 24/7 crisis services.
- Invest £845 million as part of the Healthy Young Minds plan on children and mental health services.
- Establish a network of open-access mental health hubs to enable more children to access mental health and recruit almost 3,500 qualified counsellors to guarantee every child access to school counsellors.
- Introduce mental health assessments in a maternal health check six weeks after birth.

**Equalities legislation**
- Deliver gender pay equality by making the state responsible for enforcing equal pay legislation.
- Ensure that the single-sex-based exemptions contained in the Equality Act 2010 are understood and fully enforced in service provision.
- End disability discrimination and update the Equality Act to introduce new specific duties including disability leave, paid and recorded separately from sick leave.
- Committed to reforming the Gender Recognition Act 2004 to introduce self-declaration for transgender people.
- Put LGBT+ equality at the heart of government, ensuring our public services are LGBT+ inclusive and delivering on the national LGBT Action Plan.
- Take steps to safeguard LGBT+ rights inside or outside the EU, such as retaining and promoting the Human Rights Act.
- Recommend that the Equality and Human Rights Commission prepare a specific code of practice on reasonable adjustments to supplement existing codes. This will provide an appropriate balance between flexibility and clarity on how ‘reasonable’ cost is determined. The code will also set timescales for implementation of reasonable adjustments to end the long and distressing delays experienced by disabled workers.

**Diversity and equality in the workplace**

**Pay gap reporting**
- Require all employers with over 250 employees to obtain government certification on gender equality or face further auditing and fines - lower the threshold to workplaces with 50 employees by the end of 2020, whilst providing the necessary additional support for small businesses.
- Require employers to devise and implement plans to eradicate the gender pay gap – and pay inequalities underpinned by race and/or disability – or face fines.
- Extend pay-gap reporting to BAME groups and tackle pay discrimination on the basis of race.
- Introduce mandatory disability pay-gap reporting for companies with over 250 employees.

**Employment rights**
- Transform the workplace for disabled people by requiring that all employers be trained to better support them.
- Strengthen rights against unfair dismissal for all workers, with extra protections for pregnant women, those going through the menopause, and terminally ill workers.
- Give statutory rights to equalities representatives.
- Enable positive action for recruitment to roles where employers can justify the need for more diversity and introduce a right for all workers to request flexibility over their hours from the first day of employment.
- Create a safer society for women and prioritise domestic abuse as a health issue, introduce 10 days of paid leave for survivors of domestic abuse.
- Requiring employers to maintain workplaces free of harassment, including harassment by third parties.

**Family leave rights**
- Review family-friendly employment rights, including rights to respond to family emergencies
- Extend paid maternity leave to 12 months.
- Double paternity leave from two weeks to four.
- Increase statutory paternity pay.
- Work to extend childcare provision for 1-year-olds.
- Ensure that childcare provision accommodates the working patterns of all parents
- Introduce statutory bereavement leave, guaranteeing workers time off to grieve the loss of close family members or following miscarriage.

**Brexit**
- Broker a new deal with the EU 3 months after the elections which will be put to a vote through legally-binding referendum within 6 months alongside the option to Remain.
- The Labour-EU deal will
  - protect jobs, rights and the environment, avoids a hard border in Northern Ireland and protects the Good Friday Agreement and the peace process
  - ensure that there is no change in the status or sovereignty of Gibraltar
  - include permanent and comprehensive UK-wide customs union
  - include a close alignment with the Single Market, and or workers and consumers’ rights, environmental protections
  - include a continued participation in EU agencies and funding programmes and clear commitments on future security arrangements, including access to the European Arrest Warrant and shared databases
- Grant EU nationals the automatic right to continue living and working in the UK.

**Education**
- Introduce a National Education Service which will provide free education for everyone throughout their lives and promote all types of learning, skill and knowledge – technical, vocational, academic and creative.
- Abolish tuition fees and bring back maintenance grants.

**Environment**
- Introduce a Climate and Environment Emergency Bill setting out in law robust, binding new standards for decarbonisation, nature recovery, environmental quality and habitats and species protection.
- Introduce a new Clean Air Act, with a vehicle scrappage scheme and clean air zones, complying with World Health Organisation limits for fine particles and nitrous oxides.
- Ensure the NHS becomes a net-zero carbon service with an NHS Forest and one million trees, more efficient heating and insulation systems, greater reliance on renewable energy, including more solar panelling and a transition to electric paramedic vehicles, NHS fleet cars and hybrid ambulances.

**Development**
- Commit to the aid budget of at least 0.7% of GDP.
- Uphold basic rights to education, health and clean water by establishing a new Unit for Public Services within DfID, which will include increasing direct budgetary support to governments so they can build sustainable services for their citizens.
- Promote fairer international patent regimes that do not prevent countries from accessing essential medicines and support efforts to increase the transparency of medicines pricing so governments can negotiate fair prices.

**Trade Unions**
- Allow trade unions to use secure electronic and workplace ballots.
- Remove unnecessary restrictions on industrial action.
- Strengthen and enforce trade unions’ right of entry to workplaces to organise, meet and represent their members and to recruit.
- Ban union-busting, strengthen protection of trade union representatives against unfair dismissal and union members from intimidation, harassment, threats and blacklisting.
- Repeal anti-trade union legislation including the Trade Union Act 2016 and create new rights and freedoms for trade unions to help them win a better deal for working people.
- Simplify the law around union recognition.
- Give union reps adequate time off for union duties.
- Within a decade reduce average full-time weekly working hours to 32 across the economy, with no loss of pay, funded by productivity increases.