

## Pay, pensions and planning

**文章导读：**英国 NHS 制度以“政府主导”为特色，闻名世界，然而，其 90% 左右的基础医疗服务（primary care）由全科医生提供。所谓“政府主导”，实际指的是其医疗卫生体系的筹资来源，主要来自政府税收；其初级医疗服务的提供，则是典型的私立主导。英国的全科医生，75% 在私立诊所执业，英国政府通过签约方式购买其全科服务。作为医疗体系中坚力量的全科医生，有效地承担了整个医疗服务体系的“守门人”职能，完成了英国 90% 的门急诊业务和大部分公共卫生服务业务，却仅仅花费了 NHS 经费的 8%。



【1】The government works its way through a series of NHS workforce problems

【1】政府努力解决 NHS 的一系列劳动力问题

【2】OF every 17 Britons in work, one is on the payroll of the National Health Service (NHS). Despite the huge **headcount**<sup>1</sup>, more workers are needed. One in every 11 NHS posts in England is **vacant**<sup>2</sup>; shortages are reported across almost every healthcare role. General practitioners, who are not usually salaried NHS employees, are especially thin on the ground (see chart). This all adds to pressure on those employees that remain. In an annual staff survey completed by over 600,000 respondents, 17% said they would leave as soon as they can find another job. Long-standing **grievances**<sup>3</sup> among front-line workers have **culminated**<sup>4</sup> in a series of strikes.

【2】每 17 名在职的英国人中，就有一人在国家医疗服务体系（NHS）的工资单上。尽管员工人数众多，但仍需要更多的员工。在英国，每 11 个 NHS 职位中就有一个空缺；据报道，几乎每一个医疗岗位都存在短缺。全科医生通常不是英国国家医疗服务体系（NHS）的领薪员工，他们的数量尤其少（见图表）。这一切都给留下来的员工增加了压力。在一项由 60 多万受访者完成的年度员工调查中，17% 的受访者表示，一旦找到另一份工作，他们就会离开。一线工人长期以来的不满情绪最终导致了一系列罢工。

### 一、重点词汇

1. **Headcount** ['hedkaʊnt] 人数统计; 统计出的人数
2. **Vacant** ['veɪkənt] 空闲的; 茫然的; 空着的; 未被占用的; (职位) 空缺的
3. **Grievances** ['grɪvənsəz] 民怨; 冤情; 申诉; 不忿
4. **Culminated** ['kʌlmɪneɪtɪd] (以某种结果) 告终; (在某一点) 结束

## 二、同义表达

### 1. 表达“岗位空缺”

#### (1) Position available

There is a **position available** for a marketing manager.

有一个市场经理的职位空缺。

#### (2) Job opening

We have a **job opening** for a sales representative

我们有一个销售代表的职位空缺

#### (3) Employment opportunity

We are currently offering **employment opportunities** for web developers.

我们目前正在为网页开发人员提供就业机会。

【3】The government **has been sluggish<sup>1</sup>** in responding to the strikes and to the NHS's underlying workforce problems. But the pace is picking up. In his budget on March 15th Jeremy Hunt, the **chancellor<sup>2</sup>** of the exchequer, announced that to retain more senior doctors, he would abolish the cap on the lifetime amount that people can save for their pensions before paying additional tax. The next day, a government pay offer to NHS staff, excluding senior managers and doctors, was accepted by all but one of their unions. These actions, combined with the upcoming publication of a long awaited workforce plan, mean that things are in a “more optimistic” place than they have been for a while, says Professor Helen Stokes-Lampard, chair of the Academy of Medical Royal Colleges.

【3】政府对罢工和 NHS 潜在的劳动力问题反应迟缓。但速度正在加快。在 3 月 15 日的预算中，财政大臣杰里米·亨特宣布，为了留住更多的资深医生，他将取消人们在缴纳额外税款之前可以为养老金储蓄的终身金额上限。第二天，除一个工会外，所有工会都接受了政府对 NHS 工作人员的支付，不包括高级管理人员和医生。英国皇家医学院院长 Helen Stokes-Frank 教授表示，这些行动，加上期待已久的劳动力计划即将公布，意味着情况比一段时间以来“更加乐观”。

## 一、重点词汇

1. **Sluggish** ['slʌɡɪʃ] 行动迟缓的;不好动的, 懒怠的;缓慢的, 迟缓的;懒洋洋的
2. **Chancellor** ['tʃænsələ] (德国或奥地利的)总理;(英国的)财政大臣;(英国大学的)名誉校长

## 二、同义表达

### 1. 表达“对某个问题反应迟缓”

#### (1) Slow off the mark

The team was **slow off the mark** at the beginning of the game, and they couldn't catch up to the opponents.

这个队在比赛开始时行动迟缓，他们无法赶上对手。

(2) Lethargic response

The **lethargic response** of the authorities to the natural disaster worsened the situation.

当局对自然灾害反应迟钝，使情况更加恶化。

(3) Delayed reaction

Her **delayed reaction** to the question made it seem like she didn't understand it.

她对这个问题迟迟没有反应，让人觉得她好像不明白。

【4】 Still, big questions remain. Start with the pay offer. The proposal, a **one-off**<sup>1</sup> payment for the current 2022-23 fiscal year and a 5% pay bump for 2023-24, will be put to a vote of union members in the coming weeks. But how it will be funded is an open question. A Treasury emergency fund may cover the **lump-sum**<sup>2</sup> payment but next year's pay rise may well be covered by what the government calls "efficiency savings"—in other words, raiding existing NHS budgets. This would be **counterproductive**<sup>3</sup>: leaking roofs and bad IT are not good for productivity or morale.

【4】 尽管如此，重大问题仍然存在。从支付者开始。该提案将在未来几周内提交工会成员投票，即在当前 2022 年至 2023 年期间一次性支付，在 2023 年至 2024 年期间加薪 5%。但如何为其提供资金是一个悬而未决的问题。财政部的紧急基金可能会一次性支付，但明年的加薪很可能被政府所说的“效率节约”所覆盖，换句话说，就是掠夺现有的 NHS 预算。这会适得其反：屋顶漏水和糟糕的 IT 对生产力或士气都没有好处。

### 一、重点词汇

1. **One-off** 一次性的
2. **Lump-sum** 一次性支付
3. **Counterproductive** [ˌkaʊntərprəˈdʌktɪv] 适得其反

### 二、同义表达

1. 表达“一次性支付”

(1) Lump sum payment

He received a **lump sum payment** for the sale of his property.

他收到了出售财产的一笔一次性付款。

(2) One-shot payment

The author received a **one-shot payment** for the rights to his book.

作者一次性获得了他的书的版权费。

(3) Single payment

The client made a **single payment** for the service provided.

客户为所提供的服务支付了一次费用。

<p>【5】 Junior doctors, meanwhile, who are asking for a pay rise of 35%, have not yet been offered a deal. Their 72-hour strike this month has already led to the <b>cancellation</b><sup>1</sup> of over 170,000 <b>appointments</b><sup>2</sup> and procedures, dealing a blow to the government's <b>pledge</b><sup>3</sup> to slash waiting lists.</p>	<p>【5】与此同时，要求加薪 35% 的初级医生尚未达成协议。他们本月 72 小时的罢工已经导致超过 17 万个预约和程序被取消，这对政府削减等待名单的承诺造成了打击。</p>
<div style="text-align: center;">一、重点词汇</div> <ol style="list-style-type: none"> <li><b>Cancellation</b> [ˌkænsəˈleɪʃn] 取消预约; 注销; 取消; 撤销</li> <li><b>Appointments</b> [əˈpɔɪntmənts] 约见; 约会; 预约; 约定</li> <li><b>Pledge</b> [pledʒ] 普莱奇; 碧丽珠; 保证; 质押; 典押</li> </ol> <div style="text-align: center;">二、同义表达</div> <p>1. 表达“取消”</p> <p>(1) Revocation The <b>revocation</b> of his license prevented him from working in his profession. 他的执照被吊销，使他无法继续从事他的专业工作。</p> <p>(2) Abolition The <b>abolition</b> of the law was welcomed by many human rights activists. 这项法律的废除受到许多人权活动人士的欢迎。</p> <p>(3) Annulment The <b>annulment</b> of their marriage was a long and complicated process. 他们的婚姻无效是一个漫长而复杂的过程。</p> <p>(4) Nullification The <b>nullification</b> of the election results led to protests and unrest in the country. 选举结果被宣布无效在该国引发了抗议和动乱。</p>	
<p>【6】 The pension reforms <b>are a boon for</b> senior doctors (not to mention other high earners like bankers, say critics). Yet the government has not been able to say how many doctors will be retained as a result. Hospital consultants are pleased, but it is “not quite as effective as what we were pushing for and arguably more expensive”, says Dr Vishal Sharma, who chairs the consultants’ committee of the British Medical Association, the doctors’ union. They favoured a reform, which has already been introduced for judges,</p>	<p>【6】 养老金改革对资深医生来说是一个福音（批评者说，更不用说像银行家这样的高收入者了）。然而，政府还无法说明有多少医生将因此而被保留。医院顾问很高兴，但“没有我们所推动的那么有效，而且可以说更贵”，英国医学协会顾问委员会主席 Vishal Sharma 博士说。他们赞成一项已经为法官引入的改革，即他们的养老金计划不进行税务登记，从而免除他们的年度和终身津贴。夏尔马博士的委员会可能仍会在下个月就工资问题举行的罢工中对成员进行投票。</p>

in which their pension schemes are non-registered for tax purposes, thereby **exempting**<sup>2</sup> them from annual and lifetime allowances. Dr Sharma's committee may still ballot members on a strike over pay next month.

### 一、重点词汇

1. **Be a boon for** 对....来说是一个福音
2. **Exempt** [ɪg'zempt] 豁免;免除

### 二、同义表达

1. 表达“对....来说是一个福音”

(1) A godsend for... 其中 godsend ['gɑ:dsend] 的英文释义为: *something good that happens unexpectedly and helps sb/sth when they need help* 即表示天赐之物;意外的好运;及时雨 的意思。

The new software was a **godsend for** the company, as it increased efficiency and productivity.  
新软件对公司来说是天赐之物,因为它提高了效率和生产力。

(2) A blessing in disguise for...  
Although losing his job was difficult, it turned out to be a **blessing in disguise for** him, as it led him to a better opportunity.  
虽然失去工作很不容易,但对他来说却是因祸得福,因为这使他得到了一个更好的机会。

(3) An answer to prayers for...  
The new drug was **an answer to prayers for** patients with a rare disease, as it significantly improved their quality of life.  
这种新药是对一种罕见疾病患者祈祷的回应,因为它显著改善了他们的生活质量。

【7】A workforce plan, drawn up by NHS England in consultation with the government and others in the sector, is due this spring and is the most consequential change. A strategic approach to planning is undoubtedly needed: it takes at least ten years to train a doctor, double the length of a full **parliamentary**<sup>1</sup> term. The plan should lay out how many medical-training places the system needs; they are currently capped in England at 7,500 per year. It should also consider how to balance the likely supply of migrant staff with the need for a home-grown workforce, given international competition for the services of

【7】英国国家医疗服务体系(NHS England)在与政府和该行业其他部门协商后制定的劳动力计划将于今年春天出台,这是最重要的变化。毫无疑问,需要一种战略性的规划方法:培训一名医生至少需要十年时间,是整个议会任期的两倍。该计划应列出该系统需要多少医疗培训名额;目前英格兰的上限是每年 7500 人。考虑到医生和护士服务的国际竞争,它还应该考虑如何平衡移民服务的可能供应与本土劳动力的需求。世界卫生组织预计,到 2030 年,全球医护人员缺口将达到 1000 万人。

<p>doctors and nurses. The World Health Organization <u>projects</u> a global shortfall of 10m health-care workers by 2030.</p>	
<p style="text-align: center;"><b>一、重点词汇</b></p> <p>1. <b>Parliamentary</b> [ˌpɑːrlə'mentri] 议会制;议会的</p> <p style="text-align: center;"><b>二、同义表达</b></p> <p>1. <u>表达“预测”</u></p> <p>(1) Predict/Forecast/Anticipate Economists <b>Forecast/Predict/Anticipate</b> a slowdown in the global economy in the coming months. 经济学家预测未来几个月全球经济将放缓。</p> <p>(2) Prognosticate Some astrologers claim to be able to <b>prognosticate</b> future events based on the position of the planets. 一些占星家声称能够根据行星的位置预测未来的事件。</p> <p>(3) Presage The sudden drop in sales may <b>presage</b> a decline in the company's profits. 销售量的突然下降可能预示着公司利润的下降。</p>	
<p>【8】But workforce planning is not a hard science. Previous independent forecasts have been “outrageously large”, notes Ben Zaranko of the Institute for Fiscal Studies, a think-tank. “At some point we’ll all be working in the NHS, if you <b>project</b><sup>1</sup> these numbers into the long term,” he says. And adding more workers is not an answer to every problem the system faces. A paper co-written by Mr Zaranko shows that productivity has fallen in the NHS since the pandemic, despite a higher headcount. The NHS is being held back by staff shortages. But better management and a more efficient social-care system, among other things, <u>also have a big part to play</u><sup>2</sup>.</p>	<p>但劳动力规划并不是一门硬科学。智库财政研究所的本·扎兰科指出，此前的独立预测“大得离谱”。他说：“如果你把这些数字预测到长期来看，在某个时候我们都会在英国国家医疗服务体系（NHS）工作。”。增加更多的工人并不是解决系统面临的所有问题的办法。Zaranko 先生与人合著的一篇文章显示，自疫情以来，尽管 NHS 的员工人数有所增加，但生产率却有所下降。英国国家医疗服务体系（NHS）因服务短缺而受到阻碍。但更好的管理和更有效的社会护理系统等也发挥着重要作用。</p>
<p style="text-align: center;"><b>一、重点词汇</b></p> <p>1. <b>project</b> ['prɔːdʒekt, prə'dʒekt] 计划;规划;拟订方案;预测;预计</p> <p>2. <b>have a big part to play</b> 扮演重要角色</p> <p style="text-align: center;"><b>二、重点词汇</b></p> <p>1. <u>表达“扮演重要角色”</u></p>	



(1) Play a crucial role

Good communication **plays a crucial role** in maintaining a healthy relationship.

良好的沟通在维持健康的关系中起着至关重要的作用。

(2) Be instrumental in

Her leadership skills **were instrumental in** the success of the project.

她的领导才能对这个项目的成功起了重要作用。

(3) Be pivotal to

The development of new technology **is pivotal to** the growth of the industry.

新技术的发展对工业的发展至关重要。