



NHS Wales Employers
Cyflogwyr GIG Cymru

HPMA Wales Roadshow 14th March 2018

Overview – what Brexit means for your organisation

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Overview



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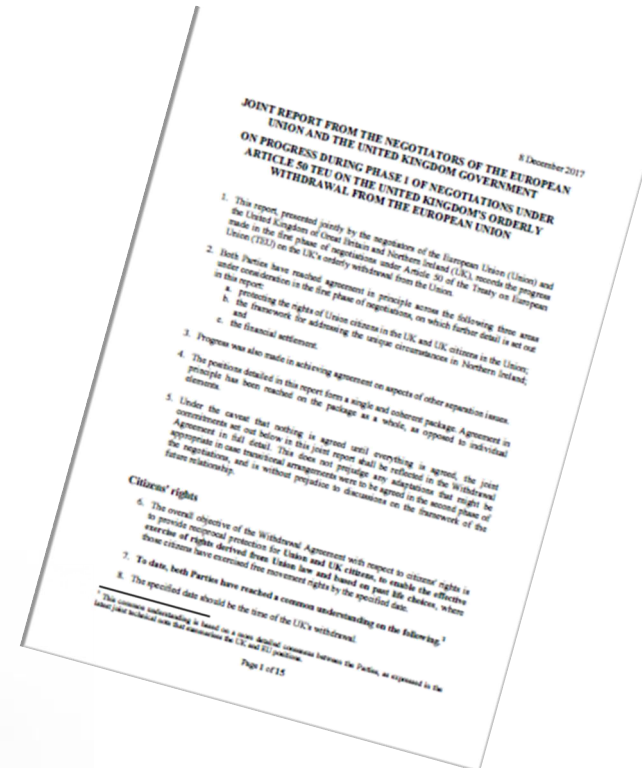
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Future relationship



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NHS Wales EU Workforce



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Number of directly employed staff identifying as EU National	September 2016	% of total directly employed workforce	November 2017	% of total directly employed workforce
Add Prof Scientific and Technic	49	1.65%	56	1.8%
Additional Clinical Services	162	0.91%	183	1.0%
Administrative and Clerical	95	0.54%	97	0.5%
Allied Health Professionals	110	1.80%	118	1.9%
Estates and Ancillary	104	1.21%	114	1.3%
Healthcare Scientists	31	1.52%	35	1.7%
Medical and Dental	410	5.84%	460	6.4%
Nursing and Midwifery Registered	352	1.38%	375	1.4%
NHS Wales	1,313	1.50%	1,438	1.6%

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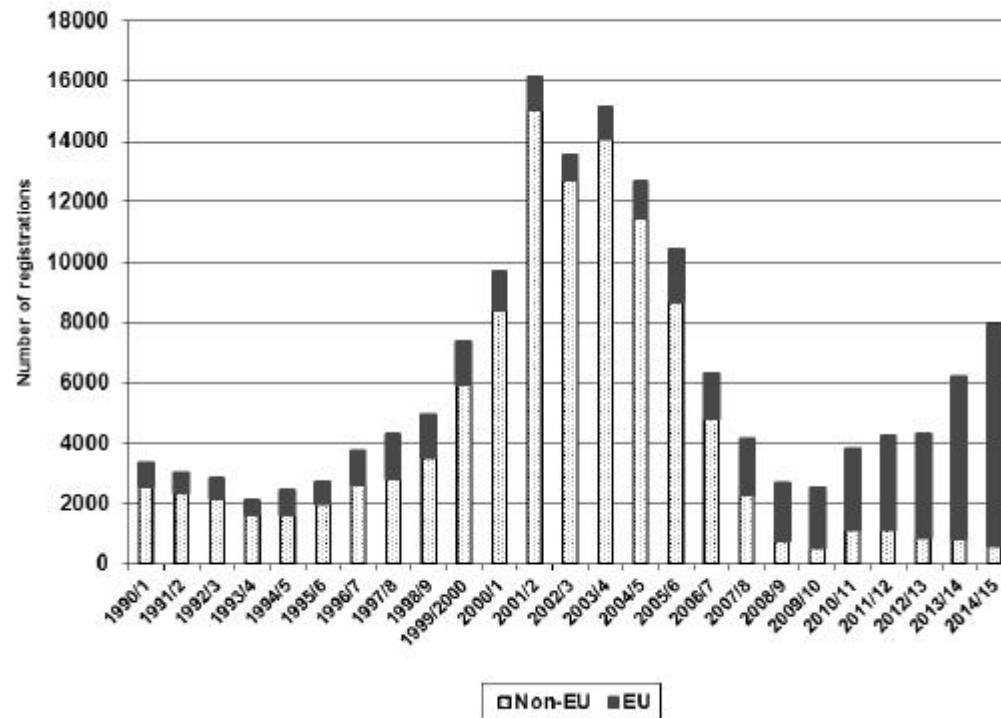
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Overseas recruitment



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Figure 2.3: Annual registration of EEA and non-EEA nurses, 1990-2015



Source: Buchan (2015) using NMC/UKCC data

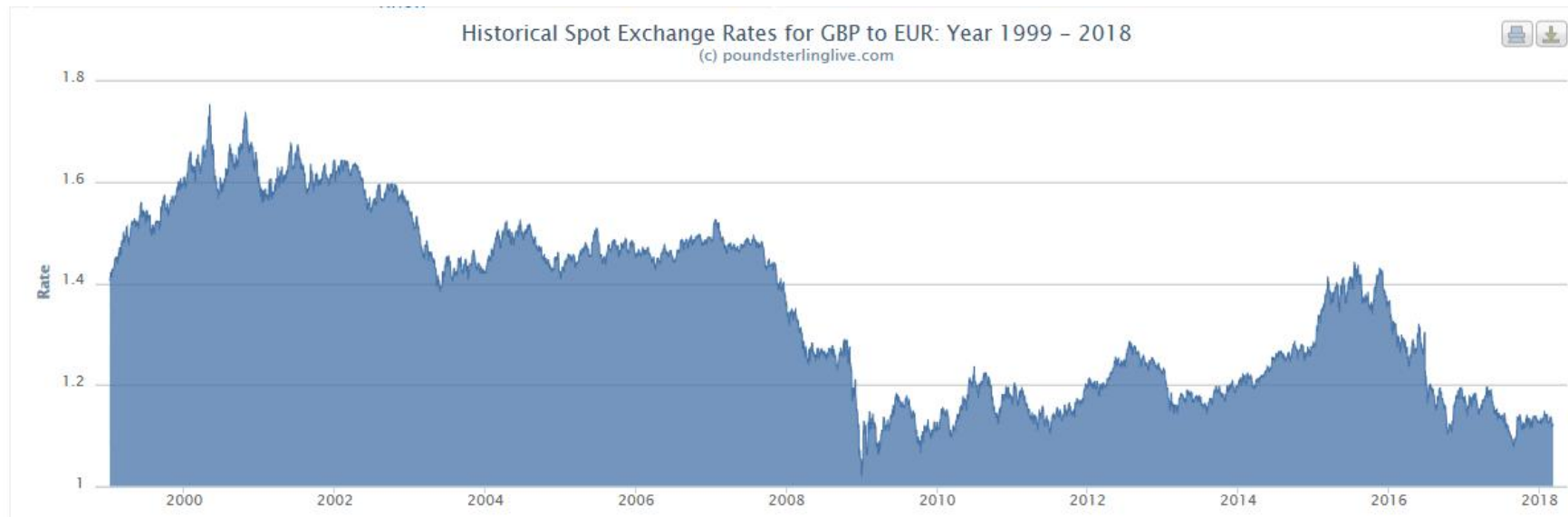


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Value of earnings in the UK



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Nationality



- Permanent residence
- Naturalisation
- Settled status
- Citizens of the Republic of Ireland

Common Travel Area (CTA)



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- Facilitates the principle of free movement for British and Irish citizens between the UK, Ireland, the Channel Islands and the Isle of Man, and the reciprocal enjoyment of rights and entitlements to public services of citizens when in the other's state.
- Under the CTA, UK and Irish nationals enjoy a range of reciprocal rights - for example:
 - the right to enter and reside in each others' state without being subject to a requirement to obtain permission
 - the right to work without being subject to a requirement to obtain permission
 - the right to access education
 - access to social welfare entitlements and benefits
 - access to health services
 - access to social housing
 - the right to vote in local and parliamentary elections.

Citizens' rights - UK and Irish nationals in the Common Travel Area. UK Government, 22 December 2017



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Professional Qualifications



- Recognition of professional qualifications:
 - Before 29/03/19
 - After 29/03/19
- Alert mechanisms
- GMC “opportunity ... to ensure all doctors practising in the UK meet the same standards”
- NMC “parity between the processes for the registration of EU and non-EU nurses and midwives”



Committed to secure the workforce required to deliver continuing quality in health and social care through:

1. supporting the economic as well as social health of the communities we work within through the creation of opportunities for training and employment
2. promoting employment policy and practice which ensures that the UK continues to be able to attract vital skills from Europe and around the world to work in health and social care
3. seeking certainty for those already working in the UK by advocating for the right of the current health and social care workforce originating from European Economic Area (EEA) members to remain here.



Employment Law



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Since the UK joined the EEC in 1973, the scope of European employment law has expanded considerably and now covers the following areas:

- health and safety
- transfers of undertakings (TUPE) - rights protecting workers when a business changes hands
- discrimination on grounds of sex, race, ethnicity, national origin, disability, age, sexual orientation and religion/belief
- working time
- data protection
- information and consultation
- part-time and fixed-term employees and agency workers
- family-friendly rights.

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Employment Law Scenarios after Brexit



- 1: No substantive trade deal is agreed
- 2: A future trading relationship is agreed
- 3: The UK remains in the single market



Supporting healthcare as the UK leaves the EU



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- Collaboration on Research and Innovation
- Regulatory alignment of Health Technologies
- Cross border healthcare/reciprocal arrangements
- Public Health
- Food regulation
- Budget



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Managing uncertainty



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- “Recognise from the outset that plans need to be adapted over time in response to how the future actually unfolds”
- “Organisations should therefore not feel bound to make the ‘right’ decision but ‘feel their way forward’. Test small changes that can be implemented quickly. Accept and manage risk by failing quickly and learning quickly.”



<https://www.cipd.co.uk/news-views/brexit-hub>

Preparing for Brexit through workforce planning, CIPD, March 2018

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What can we be doing?



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- Workforce Planning
- Understanding the workforce
- Retention
- Know your recruitment sources
- Widening access
- Investment in skills and training
- Communication



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Thank you

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