

Scrutiny review scoping proposal

1 What is the review?

'Impact of Brexit on the Health & Social Care Workforce'.

The review will look at how the downward turn in EU migration along with the high levels of outward migration from EU workers has affected the Health and Social Care industry.

As of 2020, of every 1000 NHS staff in England, 55 were from the EU with the Health and Social Care industry relying on this workforce.

However, since Brexit a different picture has been clear with those from the EU either leaving the NHS and applications falling. In 2015/16, 11% of those joining the NHS were EU nationals. In 2017/18, this had fallen to 8%, and in 2019 to 7%. For nurses the percentage of EU joiners fell from 19% in 2015/16 to 6% in 2019. Meanwhile, the proportion of nurses joining the NHS with non-EU nationality rose from 8% in 2015/16 to 22% in 2019.

In 2017/18, 12.8% of nurses leaving the NHS were EU nationals, up from 9% in 2015/16. This fell to 11% in 2019.

A similar trend is apparent within the Care industry, Skills for Care estimates that there are 1.65 million jobs in adult social care as at 2019/20. 1.54 million Jobs are within local authorities, independent sector providers and those working for direct payment recipients only - the statistics below are based on this segment of the workforce.

Under a new rule recommended by the Government's Migration Advisory Committee, carers would be considered 'low skilled EU workers'. Therefore, would not get preferential access to the UK labour market after we leave the EU. Social care in the UK is already in a fragile state. Recent research shows that 130,000 new care workers are needed each year just for the social care workforce to cope with current levels of demand. The loss of EU nationals due to the status of 'low skilled workers' and outward migration will see this gap only grow wider.

Right now, there are around 110,000 unfilled care jobs in the UK, and more than 3 in 10 care staff leave their jobs each year.

Overall, there were around 250,000 jobs in adult social care held by people with a non-British nationality (113,000 EU; 134,000 non-EU).

With this in mind, the review will look at how this outward migration has impacted the workforce, along with an emphasis on how to encourage retention; increase recruitment and train the local workforce.

The review aims to assist the Council's Economic Review Plan, which aims to, "mitigate the impacts of Brexit as they become evident, with a shared emphasis on protecting our local economy and our diverse Southwark communities".

2 What outcomes could realistically be achieved? Which agency does the review seek to influence?

The review will aim to influence the Council and especially Cabinet Member for Health & Wellbeing to encourage local job retention, employment and advocate training.

It will also aim to provide a forum to investigate the impacts of Brexit on our local workforce by working with external organisations.

3 When should the review be carried out/completed? i.e. does the review need to take place before/after a certain time?

The review will take place this administrative year, 2021/2022.

4 What format would suit this review? (eg full investigation, q&a with executive member/partners, public meeting, one-off session)

The review will take place within the Health and Social Care Commission.

In addition to this, the commissions will seek to hold a Q&A with external actors such as 'Proud to Care', which will help build a larger picture for a full investigation and subsequently a report for the cabinet.

In carrying out this investing, the review will also work with local partners within the NHS and the social care industry.

5 What are some of the key issues that you would like the review to

look at?

- Analysis of the impact of Brexit on health and social care provision
- Actions to encourage retention of the existing workforce
- Actions to recruit to vacancies
- Actions to train the local workforce

6 Who would you like to receive evidence and advice from during the review?

- Cabinet Member for Health and Wellbeing
- Cabinet Member for Jobs, Business and Towns
- Local authority best practice (e.g. Islington, Lambeth, Hackney, Kensington and City of London)
- Mayor of London / GLA findings and work
- South East London NHS CCG
- Hospital Trusts (GSTT, Kings and SlaM)
- Proud to Care local and regional initiatives
- The Nuffield Trust

7 Any suggestions for background information? Are you aware of any best practice on this topic?

- The UK in a Changing Europe (Kings College) report:
<https://ukandeu.ac.uk/wp-content/uploads/2018/03/Brexit-and-the-NHS-.pdf>.
- Skills for Care - <https://www.skillsforcare.org.uk/adult-social-care-workforce-data/Workforce-intelligence/publications/Topics/Workforce-nationality.aspx>.
-
- Nuffield Trust - Impact of Brexit on the UK Health Sector:
<https://www.nuffieldtrust.org.uk/research/understanding-the-impact->

[of-brex-it-on-health-in-the-uk.](#)

- The Kings Fund: Brexit and the End of the Transition Period: <https://www.kingsfund.org.uk/publications/articles/brexit-end-of-transition-period-impact-health-care-system>.
- Age UK - Brexit Could Worsen Broken Care System for Older People: <https://www.ageuk.org.uk/our-impact/campaigning/care-in-crisis/brexit/>.
- Government Website – NHS Staff from Overseas: <https://commonslibrary.parliament.uk/research-briefings/cbp-7783/>.
- Nuffield Trust on Statistics: <https://www.nuffieldtrust.org.uk/resource/the-nhs-workforce-in-numbers#1-what-kinds-of-staff-make-up-the-nhs-workforce>.
- Proud to Care: <https://www.proudtocarenorthlondon.org.uk/>.
- London Assembly report on EU Migration Consequences: <https://www.london.gov.uk/about-us/london-assembly/london-assembly-publications/eu-migration>.

8 What approaches could be useful for gathering evidence? What can be done outside committee meetings?

e.g. verbal or written submissions, site visits, mystery-shopping, service observation, meeting with stakeholders, survey, consultation event

Verbal and/or written submissions from external actors, NHS bodies and organisations, cabinet members and officers.

Stakeholder representation that speaks to the session and assists in framing and scoping the review.