



# Brexit and workforce

**Caroline Waterfield**  
**Assistant Director**  
**NHS Employers**



**20 June 2018**

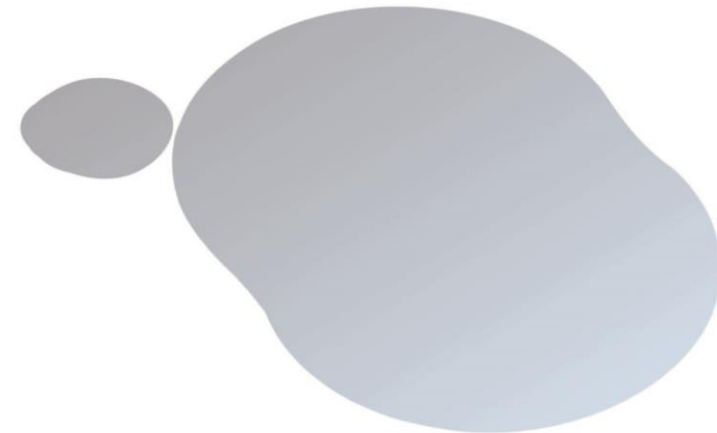


# NHS Employers role



As NHS Employers and as part of Cavendish Coalition

- Using data and intelligence collected from employers to represent views into discussions
- Provide advice and support on development, testing and communications
- Provide a central point for Government to seek advice for whole social care and health sector



## 2 areas of focus

### Our current EU staff

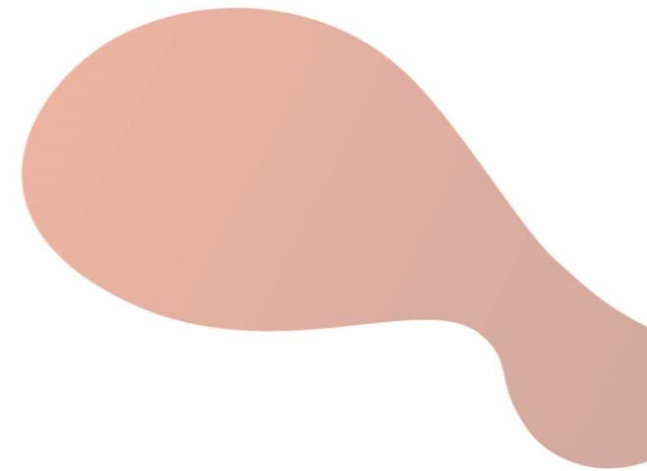
### Arrangements for future

- Travel to and for work
- Qualification recognition
- UK based supply

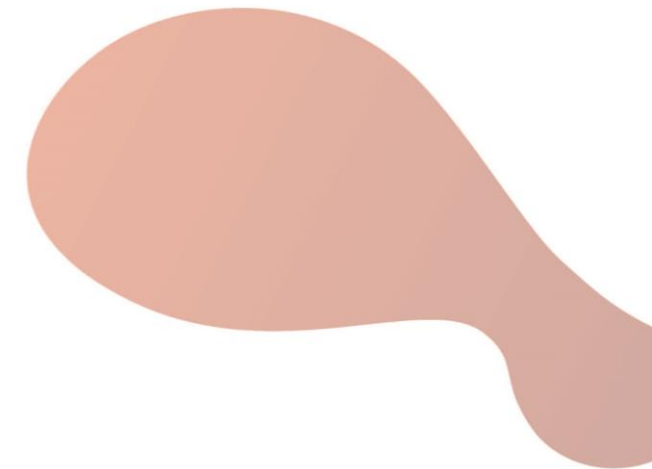
# 3 Phases



1. Until 29 March 2019
2. From 30 March 2019 to 31 December 2020
3. From 1 January 2021



## Our existing staff – certainty



# Supporting your EU nationals in employment



Things for you to consider now:

Be aware of timeline and phases

Know your staff - who will need to register and when

colleagues

What support do you want to put in place? An  
opportunity for partnership approach with union

Immigration white  
paper - TBC

Migration Advisory  
Committee report  
– September 2018

Home Affairs Select  
Committee –  
current inquiry

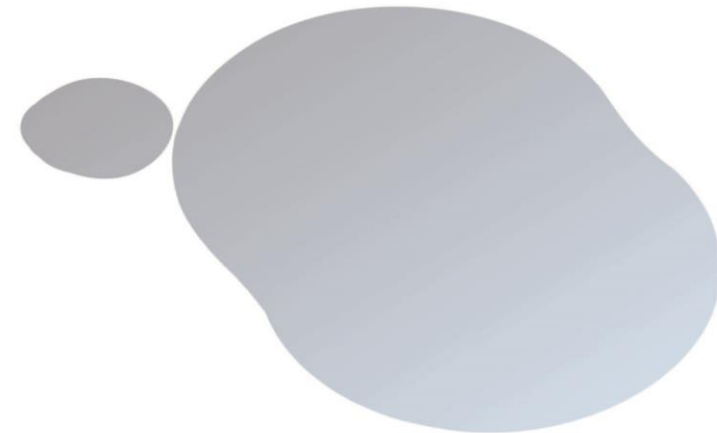
Home Office  
'consultation' - TBC



# Unpacking the challenge



- New system for everyone?
- New system for EU nationals?
- Use existing system for everyone?
- Options for transition and from January 2021





# Leading the development - options



- Retain free movement
- Entry to UK with job offer
- Work permit system for health and social care
- Work permit system by region
- Work permit system with shortage occupation list
- Expand current system for non-EEA nationals



# Discussion



Your reflections?

What are your biggest worries?

