

To the Secretaries of State for the Home Department, Exiting the European Union and Health

Via email

29 March 2017

Dear Secretaries of State

Following the triggering of Article 50 by the Prime Minister today, we are writing to you on behalf of the Cavendish Coalition to offer our support in developing a future immigration system that supplements our sectoral domestic recruitment work and ensures that the health and social care system has the workforce needed to deliver high quality, sustainable services.

The Cavendish Coalition brings together 34 health and social care organisations working across the UK to make certain that the health and social care system is able to retain and continue attracting the staff it needs – domestically, from the Europe and globally, following the UK's withdrawal from the European Union. We would welcome the opportunity to meet with you as part of the consultation process around the forthcoming immigration white paper this summer and very much hope that you will agree to do so.

There are a number of unique factors which relate to the social care and health workforce, which are set out in the enclosed policy statement. From our perspective, these factors shape the three priority issues that the government must address during the negotiating period:

**Permanent leave to remain for EEA nationals in the health and social care sector.** A significant proportion of the UK health and social care workforce are drawn from the EEA; in some health and social care organisations, over 20% of the workforce are EEA nationals. To provide certainty for individuals and employers providing services to our people and communities, we are calling on the Government to quickly confirm the right to permanent residence of all people from the EEA working in social care and health care across the UK. We would also highlight the need for a streamlined and inexpensive process for claiming leave to remain which does not create additional administrative burden on employers.

**Sufficient transitional arrangements for EEA nationals leave to remain.** We have indicated that in the short to medium term it is not feasible to meet current health and social care sector staffing needs through either additional domestic recruitment or training activity alone. Due to the complexity of the immigration process for non-EEA nationals, meeting social care and health staffing needs through non-EEA recruitment is similarly unfeasible from our perspective. In order to ensure a stable pipeline of staff, we are urging any 'cut-off' date at which EEA nationals resident in the UK would be eligible to apply for permanent leave to remain to be as late as is practicable. For the stability of workforce supply, there should also be sufficient advance notice of any 'cut off' date to enable health and social care employers and candidates to make preparations and informed choices.

**An immigration system which supports health and social care provision.** Efforts to increase domestic workforce supply are vitally important and the Cavendish Coalition is committed to increasing local opportunities for UK citizens to train and work in the health and social care sectors. Increasing domestic supply will, however, take time. Both during the negotiating period and in the years after the UK leaves the EU, providing high quality and sustainable health and social care services will depend on workers from within and outside the EEA.

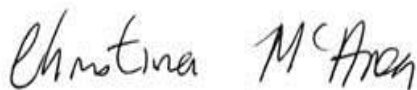
We regard withdrawing from the EU as providing an opportunity for the UK to establish new systems for managing labour migration in support of the Prime Minister's commitment to make the UK a magnet for global talent. We see it as vital that such systems recognise the contribution the health and social care sector provides to the UK economy and its population, with public service value used as a key assessment of 'skill' as opposed to salary.

Coalition members have sector insight and expertise to offer and are keen to support your departments to safeguard the supply of health and social care workers, now and in the future. We look forward to working with your teams in the months ahead.


Yours sincerely



Daniel Mortimer  
Chief Executive  
NHS Employers



Christina McAnea  
National Secretary, Healthcare  
UNISON



Nadra Ahmed OBE  
Chairman  
National Care Association

## **Cavendish Coalition members**

The Cavendish Coalition is made up of 34 health and social care organisations all committed to the purpose of the group, these are:

Association of Dental Groups, David Worskett, Chair

Association of Directors of Adult Social Services, Margaret Willcox, President Elect

Association of Independent Healthcare Organisations, Fiona Booth, Chief Executive

Academy of Medical Royal Colleges, Professor Dame Sue Bailey DBE FRCPsych, Chair

Association for Real Change, Lisa Lenton, England Director

Association of UK University Hospitals, Peter Homa CBE, Chair

British Dental Association, Peter Ward, Chief Executive

British Medical Association, Dr Mark Porter, Council Chair

Care England, Professor Martin Green OBE, Chief Executive

Care Forum Wales, Mario Kreft, Chair

Care and Support Alliance, Vicky McDermott, Chair

Chartered Society of Physiotherapy, Karen Middleton CBE, Chief Executive

Mental Health Network, Rebecca Cotton, Director of Mental Health Policy

National Association of Primary Care, Dr Nav Chana, Chairman

National Care Association, Nadra Ahmed OBE, Chairman

New NHS Alliance, Merron Simpson, Chief Executive

NHS Clinical Commissioners, Julie Wood, Chief Executive

NHS Confederation, Niall Dickson, Chief Executive

NHS Employers, Daniel Mortimer, Chief Executive

NHS European Office, Elisabetta Zanon, Director

NHS Partners Network, David Hare, Chief Executive

NHS Providers, Chris Hopson, Chief Executive

Northern Ireland Confederation for Health and Social Care, Heather Moorhead, Director

Pharmacy Voice, Elizabeth Wade, Director of Policy

Registered Nursing Home Association, Frank Ursell, Chief Executive

Royal College of Nursing, Janet Davies, Chief Executive & General Secretary

Shelford Group, Sir Michael Deegan, Chair

Skills for Care, Sharon Allen, Chief Executive

National Care Forum, Vic Rayner, Executive Director

The Royal College of Midwives, Professor Cathy Warwick CBE, Chief Executive

The Welsh NHS Confederation, Vanessa Young, Director

UNISON, Christina McAnea, Head of Health

United Kingdom Homecare Association, Bridget Warr CBE, Chief Executive

Voluntary Organisations Disability Group, Professor Rhidian Hughes, Chief Executive