

Brexit and beyond: A perfect storm for our nursing workforce?

Presentation to the NHS National Temporary Staffing Conference. March 2017

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About IES

- 40+ years old
- Independent
- Focus on labour market, skills and HR issues.
- My expertise is migration.

Our work on the nursing workforce

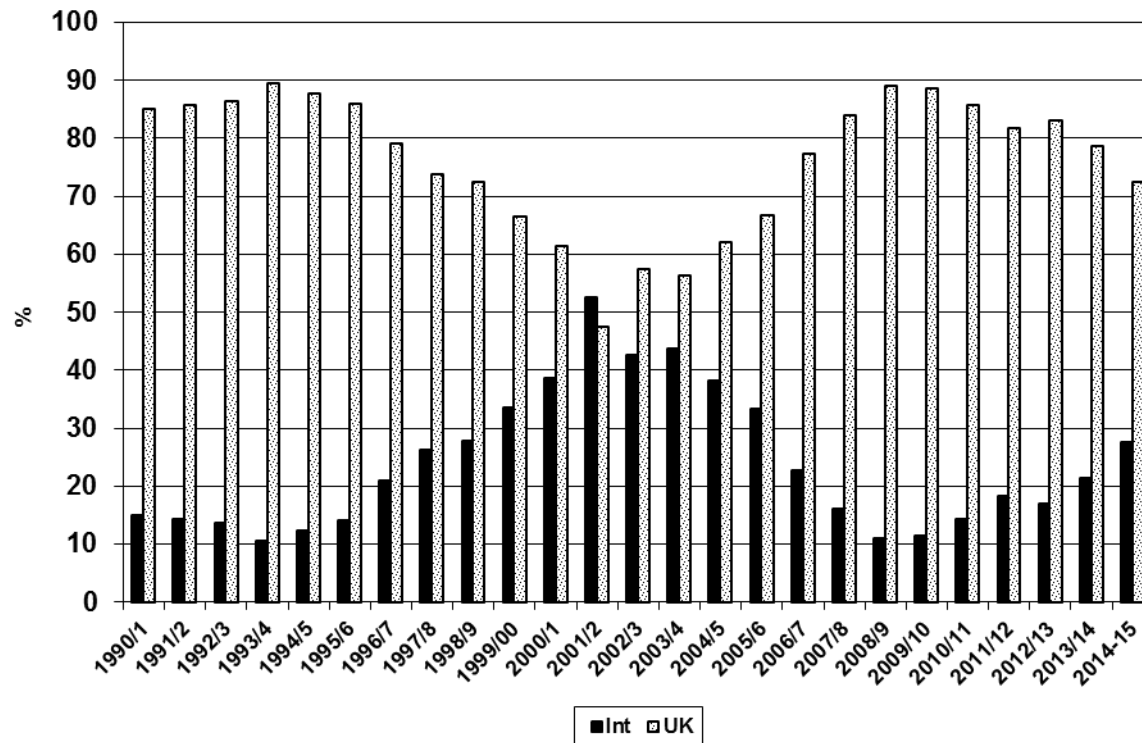
- Report for the MAC in June 2016 => Nurses kept on the Shortage Occupation List.
- IES paper in December 2016 on key risks to the nursing workforce.

Key contextual issues

- Austerity => constrained public sector funding
- Tightening of immigration policy
- Ageing population => increased healthcare demand
- Lack of workforce planning
- Cyclical nursing shortages. International recruitment been a stop gap

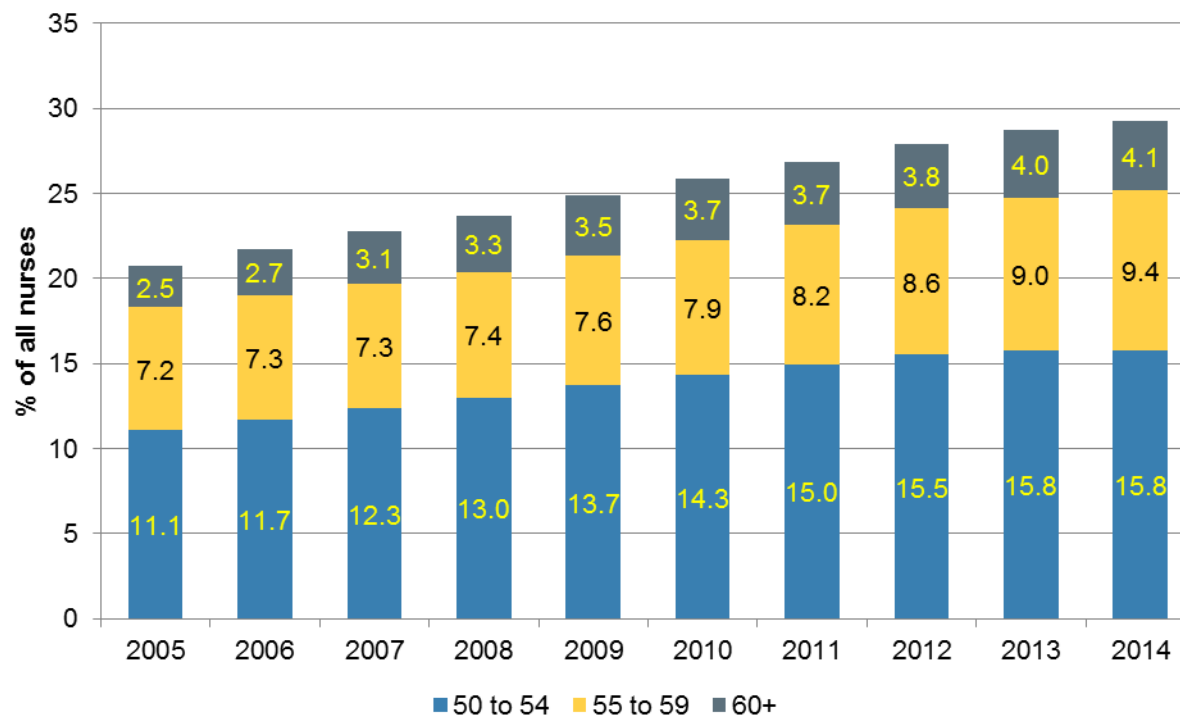
Cyclical nursing shortages => international recruitment as a 'stop gap'

International (EEA and non EEA) and UK sources as a percentage of total new admissions to the UK nursing register, 1990/1-2013/14 (New registrations)



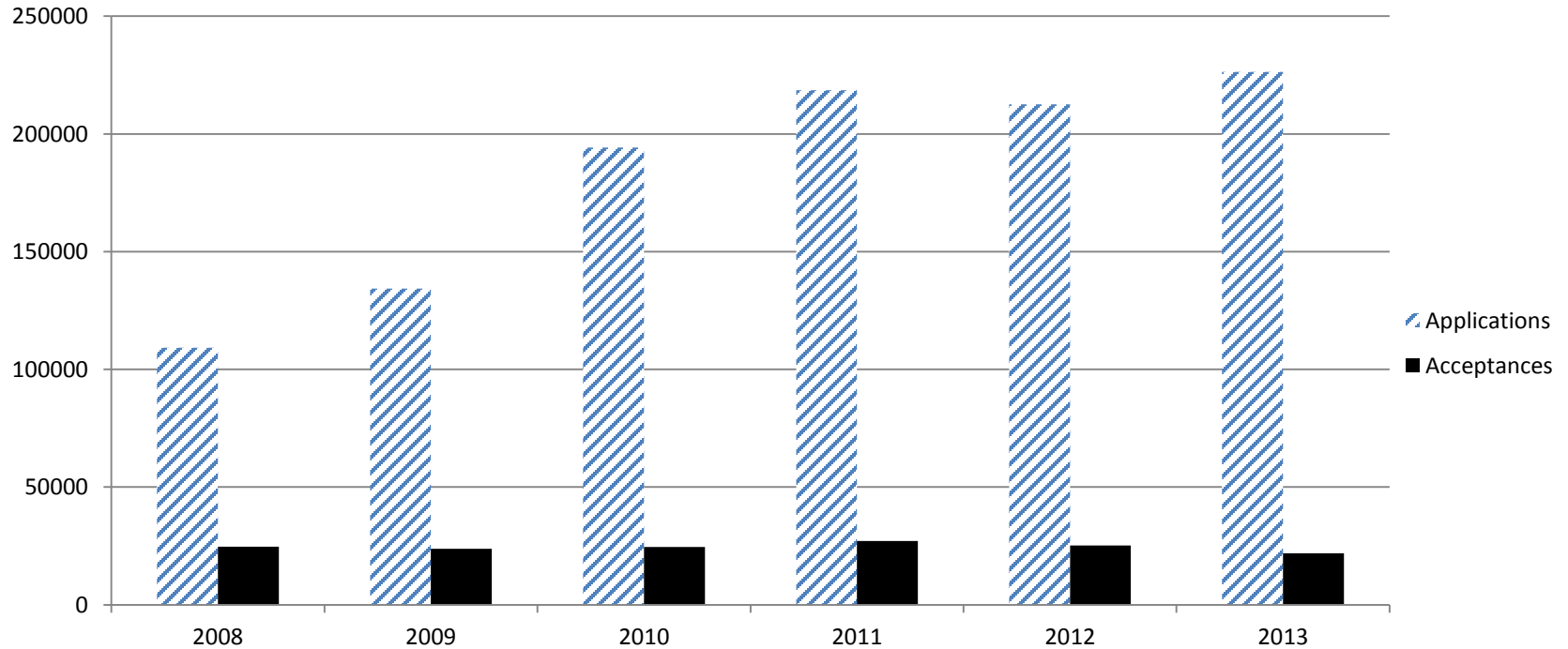
1. The nursing workforce is ageing

Proportion of qualified nursing, midwifery & health visiting staff in England aged 50 and over, 2005-14



2a. Lack of investment in 'homegrown' nurses...

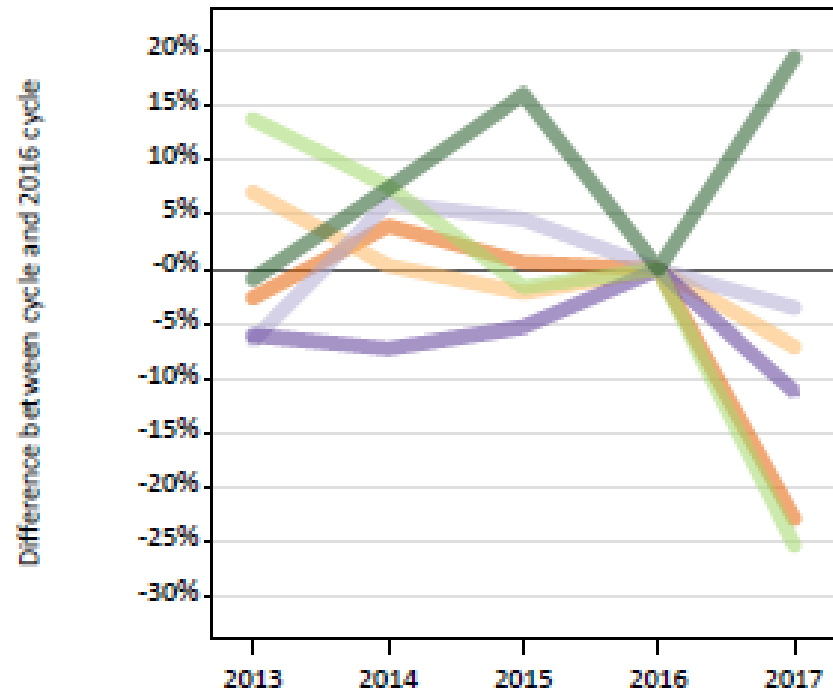
Applications for entry to nursing courses, and 'acceptances', at higher education institutions in the UK, 2008-13



2b. ...and scrapping bursaries may have made things worse.

2017 UCAS data on nursing applicants

- England
- Northern Ireland
- Scotland
- Wales
- EU (excluding UK)
- Not EU

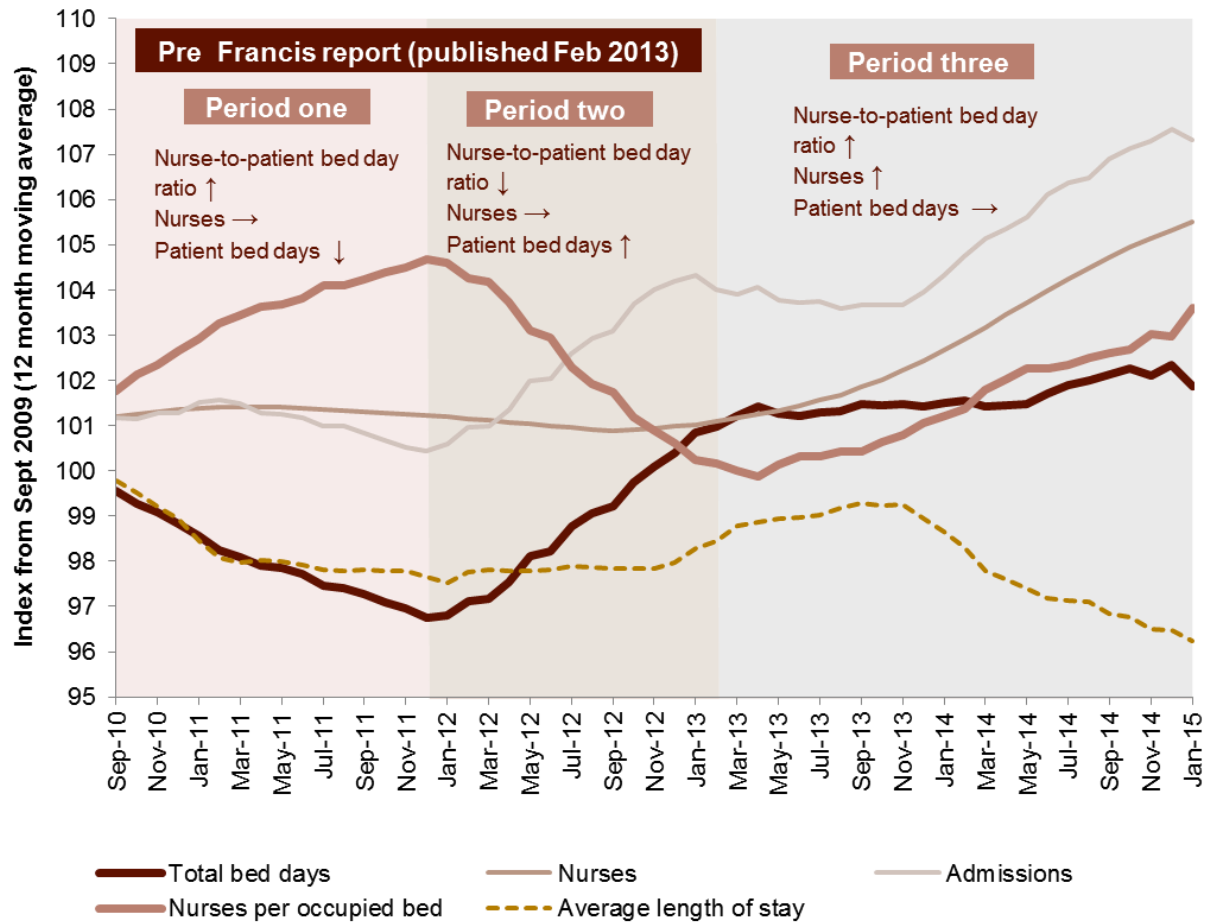


3. Retention is still an issue

- 2012 study found 10% wanted to leave
- Highest among younger and older cohorts
- Strong link with stress and burnout
- Low staff morale
- Regional differences – highest in London and SE

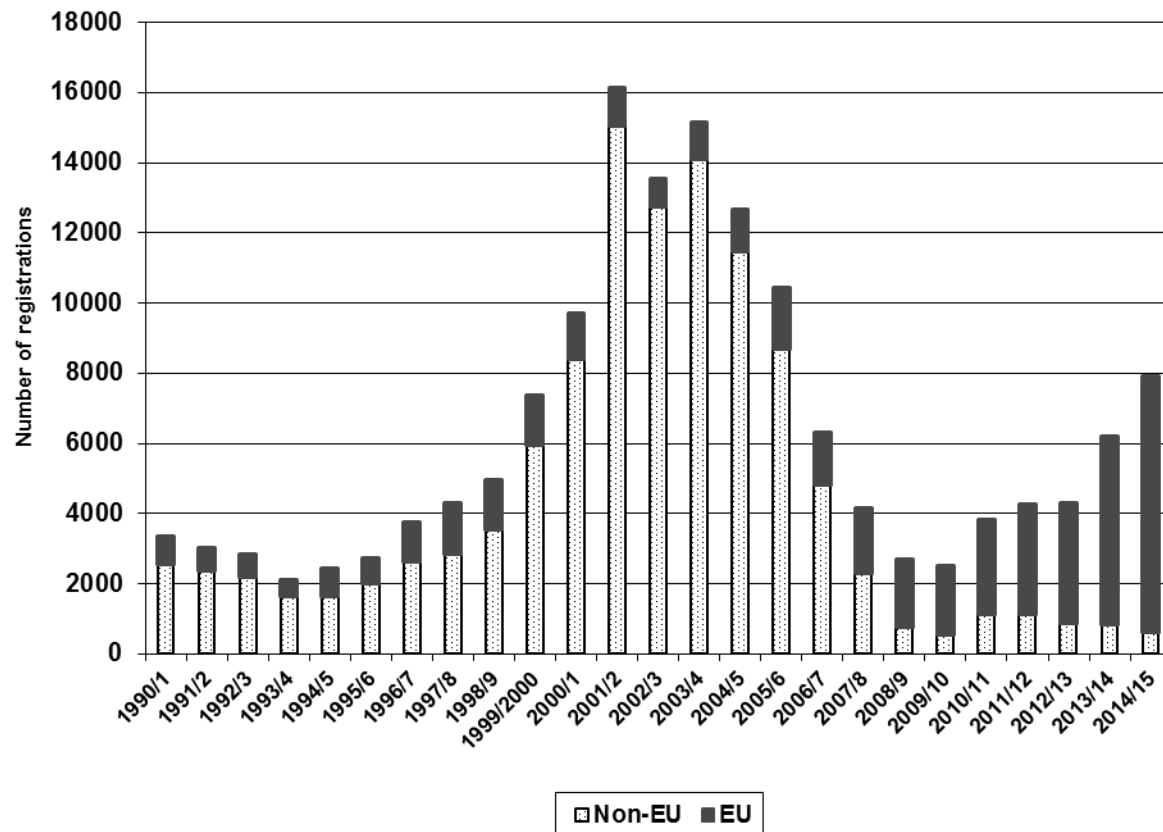
4. Post-Francis emphasis on safe staffing has increased demand for nurses

Nurse-to-patient bed day ratio, 2010-2015 (substantive nurses only)

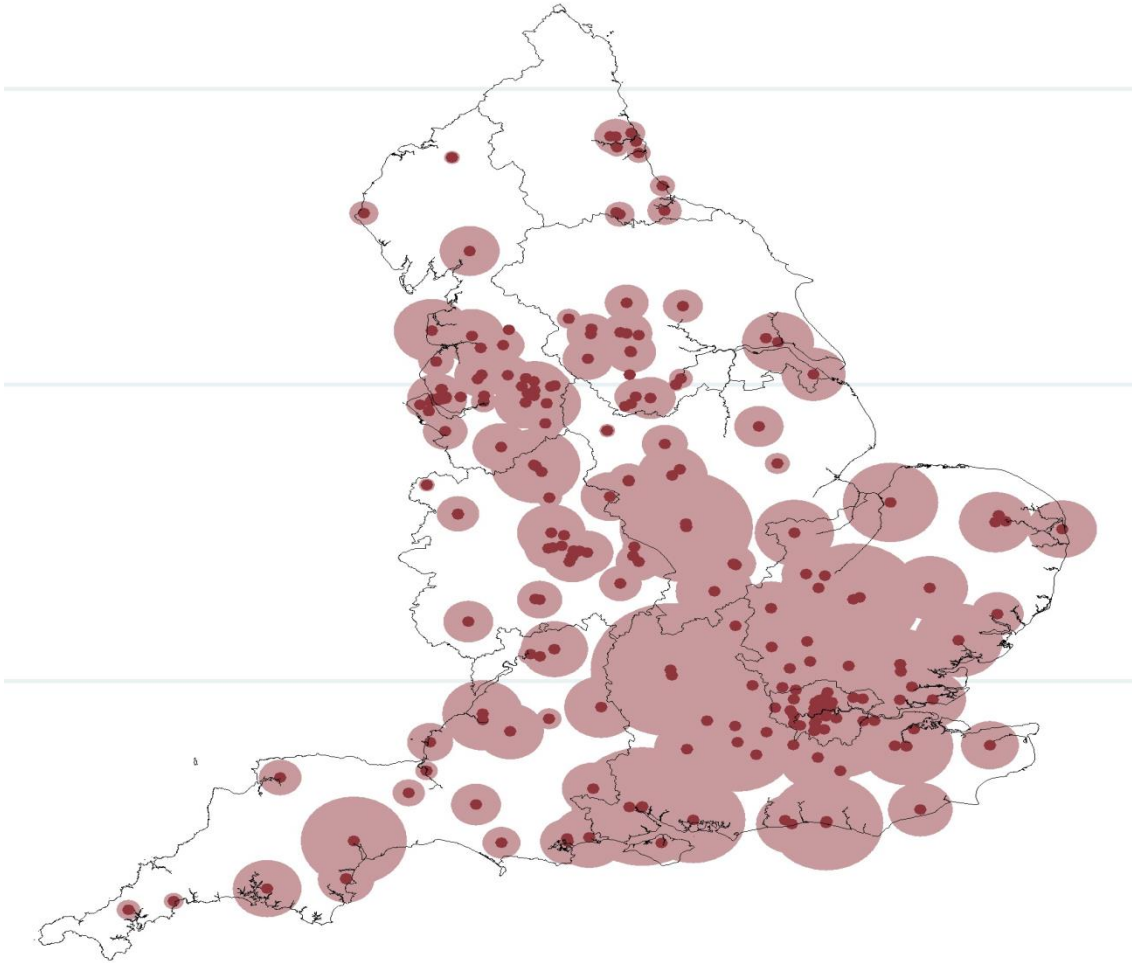


Future risk 1: Brexit and our current reliance on EU nurses

Annual registration of EEA and non-EEA nurses, 1990-2015

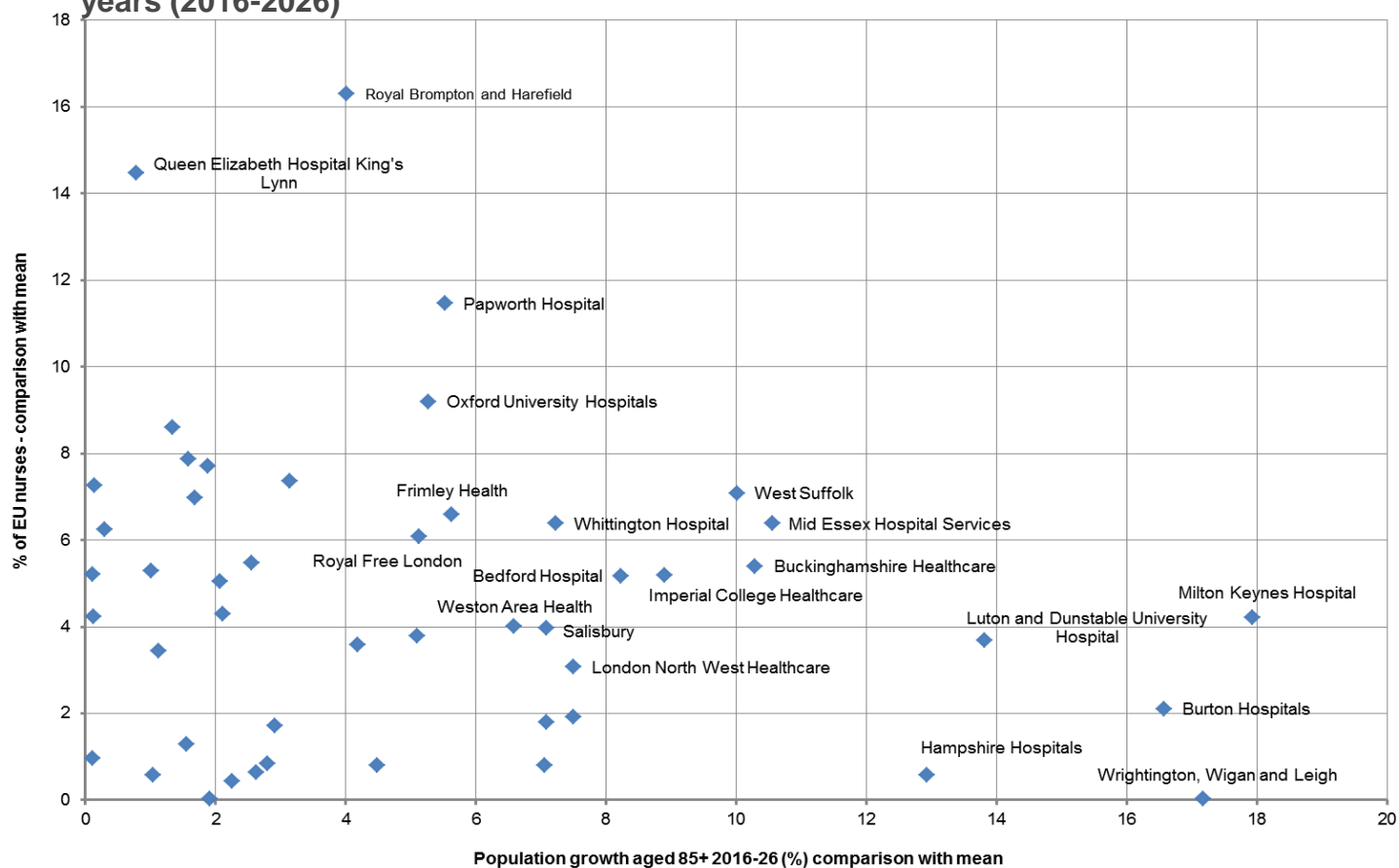


Some regions more at risk than others



Future risk 2: Population growth in the over 85s (and Brexit)

Relationship between the proportion of EEA nurses in English NHS trusts in 2015 and projected change in population aged 85+ in trust catchment areas over the next ten years (2016-2026)



Future risk 3: the parallel crisis in social care

DAILY Mirror NEWSPAPER OF THE YEAR
Friday, February 17, 2017 65P

Miranda: I'm back and on song...
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What's worth taking, and what's not: Page 8

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www.observer.co.uk Sunday 9 August 2016 £2.90 (Channel Islands £3.30)

SOCIAL CARE SCANDAL

TORY CUTS KILLED 30,000

ABANDONED Elderly NHS patients are suffering

» Damning report on May's cruel austerity **» Experts fear crisis can only get worse**

BY BEN BLAZE
The social care crisis caused by Tory austerity was linked to an extra 30,000 deaths in one year, a report reveals. And that figure is expected to rise unless Theresa May suggests plugging cash into the system. It is the first time connections have been established between savings cuts and mounting deaths. The report said: "Since 2010, the impact of austerity on the NHS has been profound." Researcher Professor Duffy (left) added: "We have looked at every possible cause and it just comes down to one. FULL STORY PAGE 2

Social care chief savages failing system for elderly

Chief inspector blames poor leadership and cuts
Fresh figures show 150 abuse claims each day

By Daniel Boffey
Policy Editor

The chief inspector of adult social care has issued a damning judgment on standards in England, warning that a broken system is turning good people into bad careers.

His report, which is published today, says that cuts in funding in recent years, and a lack of political leadership in dealing with the realities of an ageing population, have left the social care sector under "severe and straining" with demoralised carers working long hours in difficult conditions for near pay. Andrea Sulić told the Observer. Her warning comes as figures reveal that regulators are receiving more than 150 allegations of abuse of the frail and elderly every day.

Sheffield, who is joined by the Care Quality Commission (CQC) in 2015, visited the most high-risk areas in nursing homes and on visits to the elderly was being done "despite the system". She called for ministers and local political leaders to recognise the importance of social care, and its true costs, warning that too many working with the most needy felt undervalued and demoralised.

"This potentially means that they may not be able to do new things, but it also means that they end up being the sort of care worker that you would never want to see."

Andrea Sulić said that much good work was being done in care for the elderly despite the system.

ON OTHER PAGES
How England's social care system falls the frail and most vulnerable among us (5)

them to be because the system across them isn't supportive," she said.

"The social care sector is central under stress and strain. And that is a combination of all sorts of factors - increased numbers of people who need care and support, the increased complexity of their needs, but the other thing is we've got on with the stresses and strains on the system, and the impact of cuts, the cost of the commission and the burden."

"There is an important responsibility on the role of those funding care - local authorities or clinical commissioning groups - to really understand what the true cost of care is, what true quality looks like and to make sure they are commissioning services that meet the standards and provide a good care to funding to ensure that we do that in the last few years. Leaders in the sector recently warned that George Osborne's decision to raise the minimum wage to £7.50 an hour, and £9 by 2020, will add to the crisis by increasing the costs of delivering care.

The Association of Directors of Adult Social Services warns that "as the cost of care providers meeting up with some quality, wages, and the need for maintaining a caring, compassionate and trained workforce in a socialist provider market is now a key concern". In an interview with the Observer, Labour leadership candidate Yvette Cooper said she would force providers

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INSIDE » WEATHER THIS SECTION PAGE 47 | CROSSWORDS SPEEDY THIS 5

40p

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SPORT No hint Farah coach in doping matters

FIFA 'I took bribes for 1996 and 2010 World Cups'

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What needs to be done

- Sustained, long-term and strategic workforce planning
- Reduction in our (over)reliance on international nurses
- National conversation about funding future health and social care
- Greater leadership from Govt on immigration