

Nurses Review 2015

Migration Advisory Committee

MAC@homeoffice.gsi.gov.uk

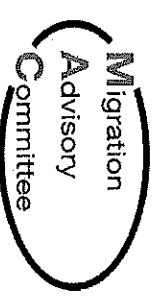
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Content

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- Call for evidence
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- What do we want from partners?

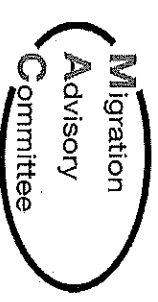
The Migration Advisory Committee

- Non-departmental public body set up in 2007;
- Provides evidence-based advice to Government on immigration issues;
- Immigration experts and economists;
- Supported by secretariat of economists, researchers and policy officials;
- Has advised in the past on migration from the EU and through the Points Based System, including limits on Tiers 1 and 2.
- MAC advises. Government decides



Commission from the Government

- Home Secretary wrote to MAC on 15 October 2015.
- *“I am writing to commission the Migration Advisory Committee (MAC) to examine whether there is a shortage of nurses or specific nursing job titles which it would be sensible to fill through non-EEA migration.”*
- MAC to report by 15 February 2016.



MAC Shortage Methodology

- **MAC has 3 tests:**
 - Skilled
 - Shortage
 - Sensible

MAC dovetails national level top-down data and bottom-up partner evidence.

Shortages must be national **NOT** local.

Four indicators of sensible:

- What are the alternatives to employing migrants?
- How would bringing in migrants relate to skills acquisition of the UK workforce?
- How will the employment of migrants affect investment, innovation and productivity growth?
- How will a decision to add an occupation to the Tier 2 shortage occupation list affect the wider UK labour market and economy?

MAC Call for evidence

- MAC call for evidence published on 3 November 2015.
- Deadline for responses is noon on 31 December 2015.
- Open Forum meeting on 12 November at 3:30 in 2 Marsham Street.
- Possible extra meeting on 27 November at 10:00 in 2 Marsham Street.
- MAC is keen to visit partners (trusts, care homes etc) to gain experience of the situation on the ground. Also keen to hear from nurses no longer in the profession.
- MAC will commission research analysing the factors affecting the demand for and the supply of foreign born nurses in the NHS and related public sector healthcare organisations.

Nurses Data (1)

Table 1: Numbers of restricted certificates of sponsorship used in total and in relation to nurses per year, 2010 to August 2015.

	SOL		RLMT	
	Total	Nurses	Total	Nurses
2010	8,402	421 (5%)	16,851	2,145 (13%)
2011	4,110	149 (4%)	15,271	908 (6%)
2012	3,655	232 (6%)	26,156	1,508 (6%)
2013	3,945	144 (4%)	36,264	2,197 (6%)
2014	3,303	59 (2%)	38,977	2,896 (7%)
To August 2015	2,197	15 (1%)	24,890	1,553 (6%)

Source: Home Office Management Information (August 2015). Includes both in-country and out-of-country applications.

Nurses Data (2)

Table 2: Certificates of Sponsorship issued for Nurses, year to March 2015

Sponsor	#CoS	Share of total (%)	Cumulative share (%)
London North West Healthcare NHS Trust	277	10.89	10.89
Kings College Hospital NHS Foundation Trust	224	8.81	19.7
Continental Travelnurse Ltd	135	5.31	25.01
Lewisham & Greenwich NHS Trust	127	4.99	30
Imperial College Healthcare NHS Trust	99	3.89	33.9
Cambridge University Hospitals NHS Foundation Trust	63	2.48	36.37
Royal Surrey County Hospital NHS Trust	59	2.32	38.69
General Healthcare Group Limited	51	2.01	40.7
Sussex Health Care	50	1.97	42.67
Bupa Care Services	43	1.69	44.36
Whittington Health	43	1.69	46.05
The Barts Health National Health Service Trust	40	1.57	47.62
Care UK Community Partnerships Ltd	38	1.49	49.12
Mid Essex Hospital NHS Trust	35	1.38	50.49
Yewtreecare Limited	26	1.02	51.51
Life Style Care Plc	23	0.9	52.42
London Residential Healthcare Ltd	22	0.87	53.28
The Royal Hospital of Neuro-Disability	21	0.83	54.11
Guy's & St. Thomas' NHS Foundation Trust	19	0.75	54.86
Rushcliffe Care Limited	19	0.75	55.6
Total	2543	100	100

Notes: Provisional MAC analysis based on Home Office management information

What do we need from partners? 1.

Skilled – occupation must be skilled to NQF6+

All nurses are skilled to NQF6+ level.

No evidence required.

What do we need from partners? 2.

Shortage – occupation must in shortage at a national level

Evidence previously submitted can be referred to/drawn upon.

No need to repeat what has already been sent.

Demand for nurses

1. What are the overall trends in recruitment of foreign (EEA and non-EEA) born nurses in recent years?
2. What are the factors driving current demand for non-EEA nurses? Are these factors temporary or more structural?
3. What has been the impact, if any, of the monthly limit on RCoS allocation being reached? Have you had any RCoS applications rejected? If so, how many and what have you done to address your vacancies?

What do we need from partners? 2.1

Shortage (cont)

Supply of nurses

4. What are the challenges faced in recruiting nurses generally? Why is this?
5. If there is a national shortage of nurses, the relative pay of nurses would be expected to rise. Has this happened? If not, why not?
6. What are the issues around retention of nurses?
7. Do some areas of the UK experience a shortage of nurses while others do not? If so, what are some areas doing that others are not?
8. Information about trained nurses not working in the profession:
 - 8a. To what extent are there qualified nurses of working age, resident in the UK, who are not working in the profession?
 - 8b. If there are significant numbers of trained and/or registered nurses not working in the profession, what are the reasons behind this?
 - 8c. What is being done to attract these back to the profession?

What do we need from partners? 2.2

Shortage (cont)

How does supply and demand for nurses vary by specialty?

9. Are there specific nursing specialties that are held to be in particular shortage?
10. What are these and what evidence is there for shortage?

What do we need from partners? 3.

Sensible

11. To what extent can existing nurses be retrained to do the jobs of specialist nurses who have left?
12. To what extent are migrant nurses (whether from within the EEA or outside of the EEA) adequate substitutes for experienced nurses (whether from within the UK or outside of it)?
13. To what extent could shortages of nurses be addressed by the numbers of nurses who could re-enter the profession if they were incentivised to do so?
14. What proportion of trainee nurses do not go on to practice nursing as a profession? What is being done to reduce this number?
15. What is being done to improve workforce planning to reduce a reliance on migrant nurses?
16. What is being done to reduce the use of migrant nurses as a safety valve at times of peak demand/maximum shortage?

Reminder

**Responses by noon Thursday 31 December 2015
to**

MAC@homeoffice.gsi.gov.uk





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Partial review of the Shortage Occupation List: Nurses

CFWI

The logo consists of the letters 'CF' stacked above 'WI' in a white, sans-serif font, set against a dark square background.

**CF
WI**

**CENTRE
FOR
WORKFORCE
INTELLIGENCE**

A black and white photograph of two nurses in a clinical setting. One nurse, wearing a white coat, is holding a clipboard and looking at the other nurse, who is wearing a dark scrub top. They appear to be in a hallway or a room with large windows in the background.

Partial review of the Shortage Occupation List: Nurses

CFWI

How are the CfWI contributing?

- The Department of Health (DH) has commissioned the Centre for Workforce Intelligence (CfWI) to produce a report on its behalf considering the evidence for nursing professions to be included on the SOL in the longer term.
- The report will consist of evidence from across the health and social care sector.
- The CfWI will work closely with the DH and organisations within the health and social care arena that are well placed to provide evidence of nursing shortages and related impacts to patient safety and care.
- A joint CfWI and DH workshop will be held on **26 November in London** where you can contribute your views in this area and help us to validate our key messages and evidence gathered from stakeholders.

Nursing specialties

- We believe the main issues around shortage are in the following specialties but welcome **evidence for other areas where it can be provided.**
 - Adult nurses
 - Adult social care nurses
 - Specialist nurses working in operating theatres
 - Non-medical nurse endoscopists
 - Children's nurses
 - Specialist nurses working in neonatal units
 - Specialist nurses working in paediatric intensive care units
 - Mental health & learning disabilities nurses

Evidence requested


- To support our consideration of specific specialties we ask stakeholders to provide the CfWI with the following evidence:
 - Number of Certificates of Sponsorship (Cos) applied for and success rate, by trust/social care organisation
 - Local level Return to Practice schemes, any evidence that this reduces need for international recruitment
 - Local initiatives to improve retention, any evidence that this reduces need for international recruitment – especially in newly qualified, as attrition is worse in first couple of years of work
 - Any other initiatives to use as examples
 - Workforce data on nurses working in independent sector

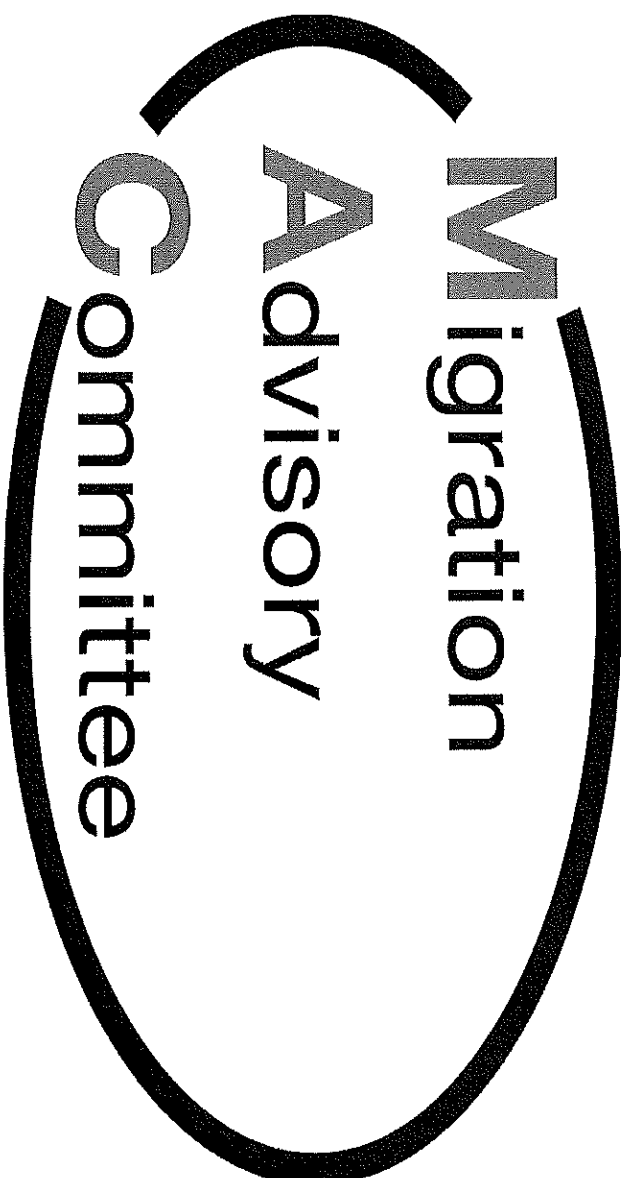
Other items

- We are also looking for **any data / information to support our response** to the following questions:
 - Number of RCoS applications rejected in previous months and impact of this
 - Attraction campaigns
 - Ability to re-train nurses to be specialist nurses
 - Comparability of level of experience of migrant nurses to experienced nurses
 - Attrition of trainee nurses
 - Regional variations in shortages

Contact details

- Contact details for evidence and data submissions to the CfWI to inform their report on behalf of the DH:

Email: Felicity Howdle at-



The work of the MAC

Stephen Earl, MAC Secretariat



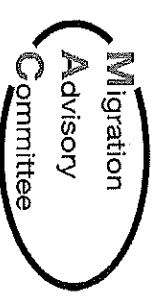
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Content

- About the MAC
- Key MAC reports
- Post-study Work route
- Entrepreneurs review
- Tier 2 Review
- Key issues
- Discussion

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KEY MAC REPORTS

- Over 25 full reports.
- **Shortage** – 7 full and partial reviews of the UK labour market. 2014 review of occupations in digital technology, the health service and overhead linesworkers. MAC recommends changes to Government's Shortage Occupation List.
- **Limits** – 2 reviews of cap on Tier 2 certificates of sponsorship (CoS). Government set cap at 20,700 CoS per annum.
- **Dependants** – Review of minimum income threshold under family route. Government set threshold at £18,600. 2009 Review of dependants concluded that, on the basis of the limited available information, there is not sufficient reason to conclude that greater restrictions on working rights for dependants would lead to improved outcomes – either for UK workers or for the UK economy.
- **Low-skilled migration** – Review of growth of migrant labour in low-skilled jobs. Key findings around:
 - need for enhancement and increased collaborative working in enforcement;
 - poor academic performance and weak softer skills puts younger British workers at a disadvantage;
 - greater recognition of, and support for, local impacts;
 - improved co-ordination across EU member states for future EU accession.
- **Investors and entrepreneurs** – Investor report found that benefits went mostly to the investor. MAC recommended increase in level and nature of investments. Entrepreneurs review is ongoing, report to Government in September 2015.

Post-study Work route

- MAC 2009 review of Tier 1 looked at the Post-study Work route (PSWR)
- MAC recommended that:
 - the PSWR remains open;
 - the leave entitlement for the PSWR remains at its current level of two years;
 - and the Government commissions detailed analysis of the economic returns to studying at particular institutions and for particular degree subjects. The Government should then review whether the current policy with regard to equal PSWR allowance for graduates of all qualifying institutions and degree subjects should be amended.

“We recommend a broad continuation of current policy in relation to this route for the time being because the PSWR undoubtedly brings economic benefits and we have not seen evidence that the route has acted to displace UK graduates. This is partially, however, because we lack data on non-EEA student employment outcomes. It is particularly important that better data and evidence become available, and that the use and impacts of this route are subject to regular review.”

The Tier 1 (Entrepreneur) route

“The MAC is asked to consider whether the existing design of the Tier 1 (Entrepreneur) route is appropriate to deliver significant economic benefits for the UK and in particular whether:

- a) the initial eligibility criterion of access to funds is a sufficient determinant of entrepreneurial ability and whether other criteria, for example, assessment of previous entrepreneurial activity and/or testing the purpose of the investment, should be applied;*
- b) the existing eligibility and extension criteria are aligned sufficiently with entrepreneurial and early stage business life-cycles, including consideration of the role angel investors and crowd-funding can play;*
- c) the route utilises international best practice. As part of this, the MAC is requested to consider route design and incentives to ensure competitiveness.”*

The Tier 1: Entrepreneur route

- The Tier 1 (Entrepreneur) category is for individuals who wish to invest in the UK, by establishing or taking over, and being actively involved in the running of, a business or businesses in the UK
- A minimum threshold for funding is in place of £200,000 or;
- £50,000 (approved venture capital, seed funding or the UK Government)
- Applicants must also pass a “Genuineness Test” and provide a business plan
- Grants an initial three year leave to remain

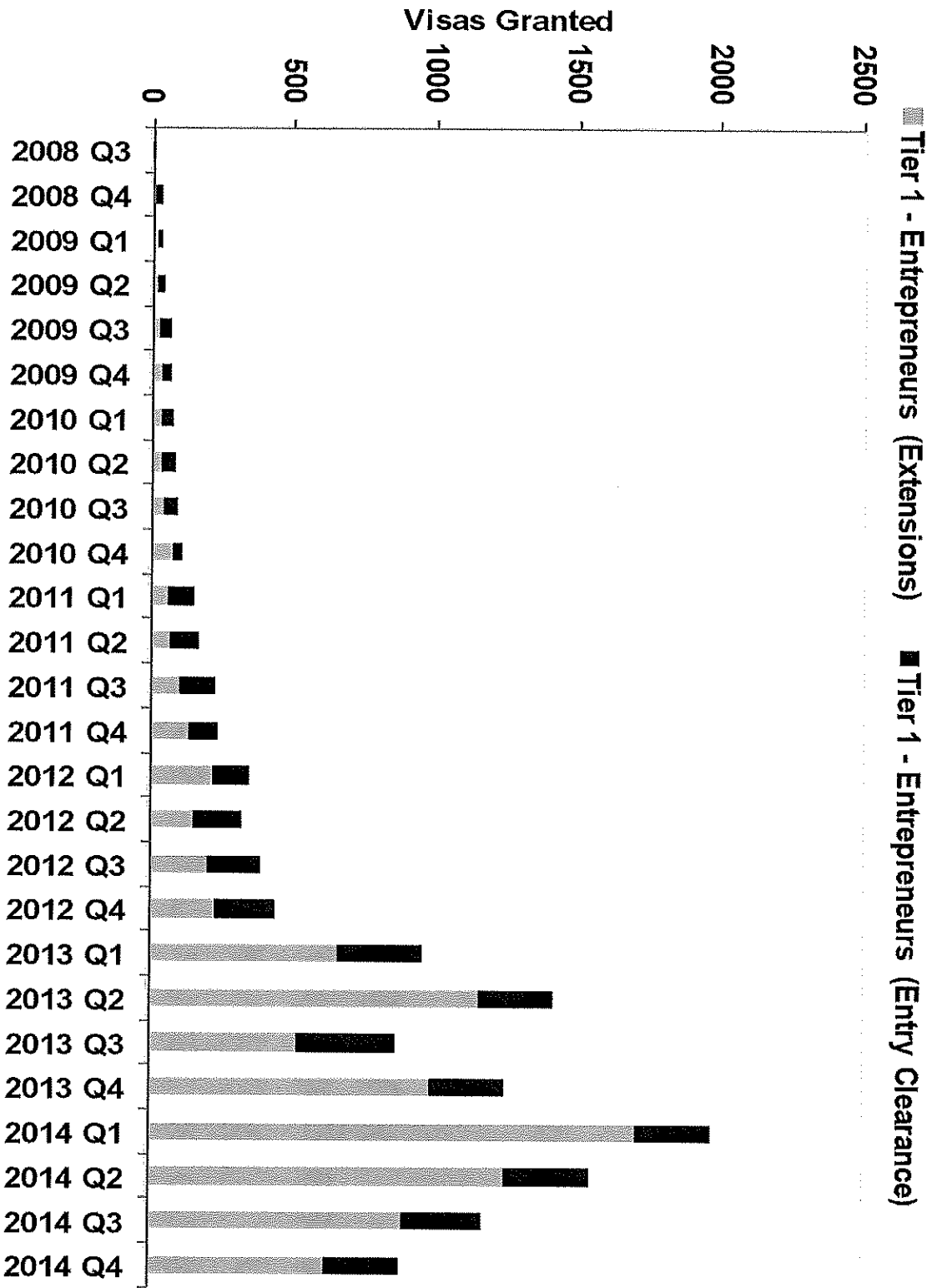
The Tier 1: Entrepreneur route

- A two year extension can be granted if:
 - Two full time jobs have been created for at least 12 months
- Accelerated settlement can be granted if:
 - 10 full time jobs have been created or;
 - The created business has an income of at least £5 million or;
 - The taken-over business has a net increase in income of £5 million

The Tier 1: Graduate Entrepreneur route

- Successful applicants in this category must be endorsed by a sponsoring Higher Education Institution or UKTI, and possess a recognised Bachelor's degree, Master's degree or PhD (not a qualification of equivalent level) from the UK
- There are 2,000 entry visas available per year and are valid for one year
- A further one year extension is available if the business has made “satisfactory progress”
- Tier 1: Graduate Entrepreneur visa holders may apply to switch into the Tier 1 (Entrepreneur) category for further leave to remain

Current trends



Current trends

Entry clearance visas issued and granted extensions of stay for Tier 1 Entrepreneurs & Graduate Entrepreneurs in 2014

	Out-of-country entry clearances visa		In-country extensions of stay granted	
	Granted	Rejected	Granted	Rejected
Entrepreneurs	1,089	877	4,487	4,567
Graduate Entrepreneurs	175	11	390	18
Dependants	2,307		2,898	

Why might entrepreneurs want to come to the UK?

