

[REDACTED]
Sent: 21 February 2017 17:32

[REDACTED]
Subject: RE: Briefing - Impact on Health and Social Care Workforce for EU Team - Updates by close of play tomorrow 22 Feb

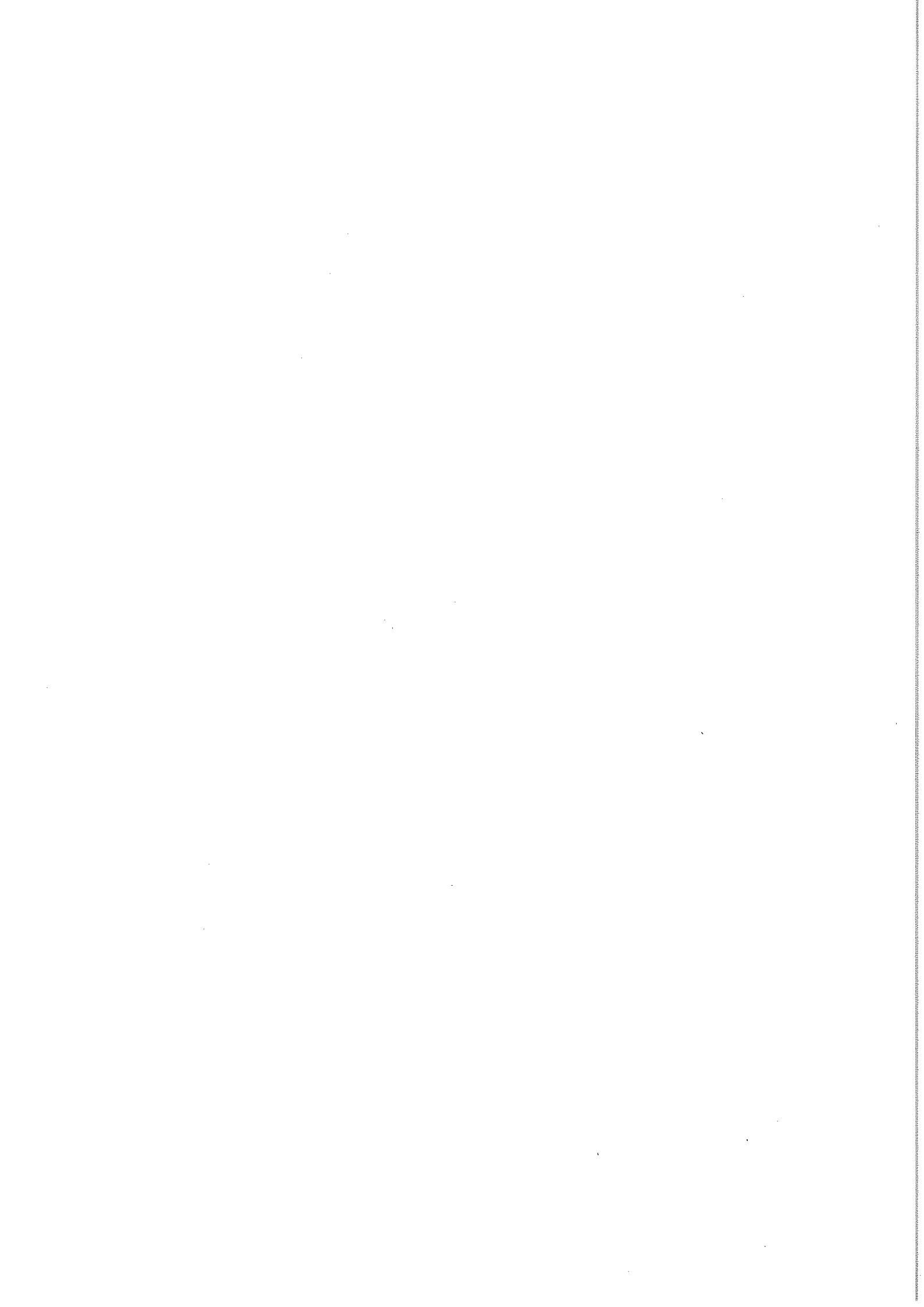
[REDACTED]
I've given up before I completely wreck the formatting of your Objective document, so here are our current lines to add at your leisure.

Professional regulation

- Directive 2005/36/EC on The Mutual Recognition of Professional Qualifications, amended by 2013/55/EU, sets out minimum consistent standards and conditions for certain regulated professional qualifications, including the "sectoral" health professions, to enable their automatic recognition in other Member States. The Directive is founded on the principles of the European single market to facilitate free movement of professionals within the European Union.
- The Directive was transposed into UK law through the European Qualifications (Health and Social Care Professions) Regulations 2015, which came into force in late 2016.
- The professional regulators are subject to their establishing legislation, However, the General Medical Council (GMC) has stated that the professional registration status of doctors who live and work in the UK would not be affected by Brexit, and there is no reason why this should not also be the case with the other regulated health professions.
- The Cabinet Secretary for Health and Sport wrote in September 2016 to Philip Dunne, Minister of State for Health, urging him to explore all opportunities to maintain cross-border mobility for the health professions, whatever the outcome of negotiations between the UK Government and the EU.

Hope this is sufficient for your needs.

[REDACTED]
[REDACTED]





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NHS Board Chief Executives

Copy: NHS Board Chairs

7 July 2017

Dear Colleagues

EU CITIZENS WORKING IN NHS SCOTLAND

The Cabinet Secretary for Health and Sport, and the Minister for UK Negotiations on Scotland's Place in Europe, have recently hosted a number of events to hear first-hand from EU staff. I have also met a wide range of staff from different backgrounds, and it is clear from these events and discussions that a number of colleagues are concerned about what Brexit will mean for them and their families.

As Chief Executive of NHS Scotland I want to reiterate how much I value the contribution of every member of staff, regardless of their nationality. Colleagues from across the EU, and beyond, bring valuable experience and skills that strengthen and improve the work of the Health Service, and benefit the patients and communities we serve.

The Cabinet Secretary has been clear that the Scottish Government's priority is to ensure that individuals' rights and place in Scotland are protected, as well as offering information and assistance. Anyone with concerns about citizenship and residency can find information on the Scottish Government website. This includes signposting to other relevant guidance, and the link is at the bottom of this letter. I am copying this to your Board Chairs, and you should be free to share it widely as part of your communication with staff on these issues.

Yours sincerely

Paul Gray

<http://www.gov.scot/Topics/International/Europe/eu-referendum/FreeMovementCitizensRights>

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NHS Board HR Directors

Copied to:

Chief Executives
Employee Directors

13 July 2017

Dear Colleagues

EU CITIZENS WORKING IN NHS SCOTLAND

Paul Gray, Chief Executive of NHSScotland wrote to NHS Board Chief Executives recently to highlight the value and contribution made by EU nationals working within NHSScotland.

Our Everyone Matters: Workforce 2020 Vision makes a commitment to valuing and empowering everyone who works for NHS Scotland and supporting them to work to the best of their ability. Everyone needs to be valued, treated well and supported to give their best. EU nationals make a significant and valued contribution to NHS Scotland and the patients that use our services.

The HR profession has a critical role in providing support and advice to staff across a range of issues, and as Brexit becomes a reality it is important as a community we are able to provide any support we can to EU nationals during this process.

I would therefore ask you to take steps to ensure that your Board is proactive in communicating with staff on Brexit related issues and responsive in understanding the type of issues raised and helping to signpost staff to the right information.

What works best will depend on the types of issues being raised locally, but Boards may wish to consider development of staff peer networks, or staff events in addition to the usual forms of communication such as staff intranet, noticeboards and newsletters.

The annex to this letter provides links that may be helpful in signposting relevant information for staff, and in the coming weeks we will also be creating a Q & A document that will be shared with you to help in responding to common questions.

We can use our regular HR Executive forum meetings to discuss and share best practice and keep our approach under review, and I would be grateful if you could draw this letter to the attention of your Staff Governance Committee for information.

Yours sincerely



SHIRLEY ROGERS

Director of Health Workforce and Strategic Change

ANNEX – INFORMATION FOR EU NATIONALS

Immigration is an issue fully reserved to the UK Government and, on 26 June, the UK Government set out its proposals to safeguard the rights of EU citizens in the UK and UK citizens living elsewhere in the EU. Information on the proposals is available at:

<https://www.gov.uk/government/publications/safeguarding-the-position-of-eu-citizens-in-the-uk-and-uk-nationals-in-the-eu>

The UK Government has indicated that EU citizens do not need to take any steps at this time to secure their status. To receive future updates on the position of EU citizens, you are encouraged to sign up for information through the [Home Office](#).

You can also find additional information on [GOV.UK](#).

The Scottish Government website also provides links for further advice and guidance, and links to the Scottish Government's policy position on Brexit related issues.

<http://www.gov.scot/Topics/International/Europe/eu-referendum/FreeMovementCitizensRights>

TalentScotland, part of Scotland's economic development agency Scottish Enterprise, provides general information through their website about living and working in Scotland. Information on British citizenship requirements and residency for EU and EEA nationals has been added, and this includes signposting to relevant Home Office guidance and application forms.

Further information is available at:

<https://www.talentscotland.com/work/working/visa-and-immigration/how-do-i-stay-in-scotland-as-a-eea-national>

It should be noted that TalentScotland cannot provide legal or immigration advice to individuals on their personal circumstances. As this is a complex legal area, links are provided to immigration specialists who are qualified to provide professional advice.

Sent: 08 June 2017 16:54

[REDACTED]

Subject: NHS DG Remote and Rural Recruitment Issues

[REDACTED]

In the past I have highlighted my concerns about recruitment and retention in Dumfries and Galloway, particularly at dental student intake meetings and more recently in D&G's consultation response. Whilst access to dental services in D&G is very much improved recruitment and retention within the GDS has remained a challenge and in recent weeks this appears to have become slightly more acute. As approximately 45% of our independent contractors are from the EU, it may well be that Brexit and Mandatory training (a welcome improvement to support quality) is beginning to have impacts. We are currently working in D&G to gain a greater understanding of the picture.

I have however, been in touch with colleagues in NHS Borders, NHS Highland, NHS Grampian, NHS Western Isles, NHS Orkney and NHS Shetland (my rural colleagues) and they are also reporting similar scenarios, although for some the recruitment and retention challenges apply more to the PDS dependent on service configuration.

We are all very concerned about this, none of us want to return to previous scenarios and are keen to take a preventive approach.

[REDACTED]

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