



Brexit shaped hole in the pipeline!

Vic Rayner, Executive Director of the National Care Forum highlights the impact on the European workforce in adult social care following the Brexit decision

“Cost of Brexit: £200 on a holiday abroad!” screamed the front page headline of yesterday’s Evening Standard. The article explained in detail what the 10% drop in the pound would mean for UK holiday makers bound for European destinations. For once, my ‘staycation’ holiday plans seemed prudent!

However, when you begin to think through the implications of this for the European and the wider international workforce employed within the UK care sector, a 10% drop in the pound means that people are forgoing significantly more than a dent in their holiday spends. Drawing data from a nationally available pay and conditions survey, the average salary levels of key professions gives you an insight into the possible annual reductions in salary for those who continue to view their salary through the exchange rate.

Role	Average annual salary	10% Brexit Loss for non UK citizens arising from Devaluation of Pound
Registered Manager	£36,500	£3,650
Care Worker	£14,500	£1,450
Registered Nurse	£40,300	£4,300

Once you quantify the instant drop in Euro based earnings capacity, you can begin to see a stark problem arising for the sector. Combine this with very real concerns about the spread of anti-European sentiment within the UK; and the prospect of staying in the UK becomes dramatically less attractive.

Whilst there is no immediate evidence of existing staff leaving the sector, despite high levels of anxiety about the long term ability to stay, there is certainly a growing body of anecdotal evidence to suggest that recruitment pipelines are already severely fractured. In this week I have had three separate pieces of feedback of ‘on the ground’ European recruitment grinding to a halt, from the perspective of engaging with interested applicants right through to appointed candidates. European recruitment is not a cost neutral activity for organisations. It often involves agency fees, staff travel to negotiate terms, and even the costs of securing short term accommodation – all these costs are foregone when the candidate changes their minds. UK care providers are doing this because they have not been able to identify the appropriately skilled staff within their locality, region or indeed nationally. The skills shortage and recruitment issues within the sector are well documented – and emerging evidence would suggest that Brexit has just made this vital European pipeline a whole lot less reliable.

For more information about the impact of Brexit on Social Care visit the [NCF website](#). In addition, we encourage organisations to support the [#unitedwecare](#) campaign demonstrating the value that the sector places on a diverse and skilled workforce.

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www.nationalcareforum.org.uk