

## HAMPSHIRE COUNTY COUNCIL

### Report

<b>Committee/Panel:</b>	Employment in Hampshire County Council Committee
<b>Date:</b>	22 October 2019
<b>Title:</b>	Brexit – Update - Workforce Implications and Considerations for Hampshire County Council
<b>Report From:</b>	Director of Corporate Resources

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#### **Purpose of this report**

1. The purpose of this report is to provide an update to EHCC on the workforce implications as a result of Brexit.

#### **Recommendation**

2. EHCC are asked to note the work underway in respect of the workforce in the current known context of Brexit.

#### **Executive Summary**

3. A paper was provided to EHCC in July 2018 and March 2019 outlining the broad implications of the UK uncoupling from the EU as a result of Brexit.
4. Little has changed from a workforce perspective since the last paper, however this paper provides an update where appropriate.

#### **EU Settlement scheme and Timeline**

5. The Government recently announced that one million EU citizens and their families from across the UK have now been granted settled or pre-settled status under the EU Settlement Scheme.
6. The latest data available shows that there were circa 46,000 non-UK EU Nationals living within the HCC area during the period January to December 2018.

7. The latest Home Office data shows that a total of 18,410 people from the Hampshire and Isle of Wight area, including 9,180 from Hampshire County Council area, had successfully secured settled or pre-settled status through the scheme by June 2019. The Government will release the next set of statistics in November 2019.
8. The [EU Settlement Scheme](#) is designed to make it straightforward for EU citizens and their family members to stay after the UK leaves the EU. To apply they only need to complete 3 key steps – prove their identity, show that they live in the UK, and declare any criminal convictions.
9. To support people to make an application, individuals can visit the [EU Settlement Scheme](#) pages. The Home Office has 1500 staff working on the Scheme, including a team of people running a dedicated, seven-days a week phone service – [The EU Settlement Resolution Centre](#).
10. Across the UK, there are 300 assisted digital locations offering support to those who do not have the appropriate access, skills or confidence to complete the online form. There are also translated materials in 26 languages available. Assistance with ID scanning is available at Southampton Register Office.
11. The Government has published a fact sheet on the EU Settlement Scheme which is attached at appendix 1. In addition to this, the Government launched its media campaign on Brexit in early September and the Brexit information on the Gov.uk website is being overhauled to make it easier to get the information people might need and will using customer journeys to add clarity. In addition, the County Council has developed new website pages which will provide the most up to date information to staff and residents including signposting to relevant local and national websites.
12. The Scheme opened fully on 30 March 2019 despite the extension to Article 50. The deadline for applying in a deal will be 30 June 2021 or 31 December 2020 if there is no deal.
13. The Council continues to ensure that updated communications are provided to staff so that they are sighted and can, where appropriate, take the required action.

### **Engaging with the workforce**

14. As information is provided by government, the Council will update information on the new website pages. This, as well as an ongoing 'yammer' forum will continue to be provided for staff to engage in discussions and receive information, assurance and access to support where needed. Interestingly, the number of contacts or queries received by staff remain relatively low.

### **The workforce – nationality profile**

15. Records, as at August 2019, show that of the 11,127 staff (excluding schools and casuals) there are an estimated 341 staff who are non-UK EU nationals.
16. This number is estimated as prior to February 2018, an employee was unable to record their citizenship within the SAP database. Given this, we have been unable to quantify the number of non-UK EU employees or the roles they occupy.
17. However, from February 2018, an employee's citizenship can be recorded, though this is being collected for new recruits rather than retrospectively.
18. The table below shows the number of new recruits for the period February 2018 to July 2019, with a breakdown of UK; UK national, EU national; and non-UK or EU national employees.
19. The data in the table shows the number of non-UK EU nationals recruited since February 2018. Within the reported numbers, we have seen a slight increase in hires within some of the hard to fill roles (catering, nursing, care) from non UK Nationals, potentially suggesting Brexit impacts on the respective labour markets are yet to be completely seen or understood.

New Recruits: Feb 2018 to July 2019							
	Adults' Health and Care	CCBS	Children's Services	Corporate Services	ETE	Grand Total	% of new recruits
GB01 (UK National)	511	899	563	401	116	2490	92.57%
<b>GB02 (EU National)</b>	<b>35</b>	<b>18</b>	<b>27</b>	<b>13</b>	<b>3</b>	<b>96</b>	3.57%
GB03 (Non UK or EU National)	52	18	17	13	4	104	3.87%
<b>Grand Total</b>	<b>598</b>	<b>935</b>	<b>607</b>	<b>427</b>	<b>123</b>	<b>2690</b>	<b>100%</b>

20. This data will continue to be monitored and tracked in order to identify any trends or specific parts of the organisation and/or roles that are being affected as a result of Brexit.

### **Roles impacted / Recruitment and retention challenges**

21. The types of jobs that migrant workers perform across the Council varies and there is no change to the profile as previously reported. Each department has considered the roles that may be impacted as a result of a potentially reduced labour pool and the mitigations in place to address recruitment and retention challenges take account of the 'Brexit' factor. Departments are also working closely with the agency (C2H) to ensure ways of attracting and securing staff are considered and put in place.

22. The interventions underway to attract and retain staff to its hard to fill roles (some of which are not necessarily as a direct result of Brexit) have been referenced in previous papers and are progressing well, attracting people from EU and non-EU countries.
23. The following key messages will continue to form part of the council's recruitment campaigns and during onboarding of agency workers through our own agency, Connect2Hampshire:
- competitive rates of pay
  - the opportunity to work flexibly in order to balance work and individual circumstances
  - 'employees' and 'agency workers' are equally valued and will receive appropriate training and development
  - agency workers will be able to genuinely gain a sense and be part of a team, with access to technology, learning, team events, support networks and resources
  - the potential to become a permanent employee of the council
  - the value of the work undertaken has a significant impact on the wellbeing and provision of services to residents of Hampshire
24. As the Brexit situation remains unclear, the position will be continually reviewed in order to ensure that initiatives in place are effective and to determine what else can be done to minimise any risks to the Council of not being able to fill vacancies and deliver services.

## **Conclusion**

25. The time frames for 'uncoupling' Britain from the EU will provide the Council with some time to progress the recruitment and retention interventions and address the employment challenges. EU citizens arriving between 31 October 2019 until 31 December 2020 will still be able to live, study, work and access benefits and services as they do now for a temporary period. To remain in the UK after December 2020, EEA and Swiss citizens moving to the UK after exit will be able to apply for European Temporary Leave to Remain – which will last 36 months from the date the leave is granted. It is anticipated that the new immigration system will be brought in from January 2021, with current commentary suggesting it will be based on a permit system similar to non-EU citizens – ie based on skills and employability not based on their country of citizenship.
26. Recruitment data since February 2018 continues to suggest that the number and proportion of EU nationals who have gained employment with the County Council is relatively low (3.57%) with around half of these in roles that are difficult to recruit to.

27. The County Council continues to be actively engaged in the information coming out from Government regarding Brexit and the impact on our labour pool in order to ensure that we are able to access, secure and retain skilled people to deliver essential public services. Alongside this, there remains a strong focus on growing, developing and retaining our current employees.

## CORPORATE OR LEGAL INFORMATION:

### Links to the Strategic Plan

<b>Hampshire maintains strong and sustainable economic growth and prosperity:</b>	Yes
<b>People in Hampshire live safe, healthy and independent lives:</b>	Yes
<b>People in Hampshire enjoy a rich and diverse environment:</b>	No
<b>People in Hampshire enjoy being part of strong, inclusive communities:</b>	Yes

### Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

<u>Document</u>	<u>Location</u>
Workforce Report – July 2018	EHCC
Brexit – Workforce Implications and considerations – 11 July 2018	EHCC
Brexit – Workforce Implications and Considerations for Hampshire County Council – 13 March 2019	EHCC
Workforce Report – June 2019	EHCC

## **EQUALITIES IMPACT ASSESSMENT:**

### **1. Equality Duty**

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
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### **2. Equalities Impact Assessment:**

Equality objectives are not considered to be adversely affected by proposals in this report.

## **Appendix 1.**

### **Factsheet on the EU Settlement Scheme**

The EU Settlement Scheme has been fully open to the public since 30 March 2019. EU, other EEA and Swiss citizens can apply by 30 June 2021 if the UK leaves the EU with a deal, or by 31 December 2020 if the UK leaves without a deal.

#### **What is the EU Settlement Scheme?**

The EU Settlement Scheme is a free Scheme which enables EEA and Swiss citizens resident in the UK, and their family members, to obtain the status they will require in order to live and work in the UK after 30 June 2021 (or after 31 December 2020 if there is a no deal exit).

Applicants only need to complete three key steps – prove their identity, show that they live in the UK, and declare any criminal convictions.

It is designed to be as simple and straightforward as possible. For further information, [click here](#).

#### **Why do EEA citizens need to apply?**

The UK is leaving the EU which means that free movement will come to an end. This means that EEA citizens resident in the UK, and their family members, need to obtain a status in order to evidence their right to work, housing and benefits in the UK after 30 June 2021 (or after 31 December 2020 if there is a no deal exit). An EEA citizen with permanent residence status who wishes to continue living in the UK after then will either need to apply to the Scheme or, if they prefer and are eligible, apply for British citizenship. This is because permanent residence is a status acquired under EU law whereas the Scheme secures their status under UK law.

#### **Is the Scheme only available on Android?**

No. Use of the Identity Document Check App, currently only available on Android devices, is entirely optional – it is just one of several ways people will be able to verify their identity, including by post.

There are over 80 locations where applicants can have their passport scanned and verified across the UK. Assisted digital support is available at over 300 locations,



supplemented by a network of over 65 tutors who provide in home support, and there is also a dedicated telephone advice and support service for the Scheme.

During public testing of the EU Settlement Scheme 95% of applicants successfully used the App to prove their identity remotely, removing the need for them to submit their identity document to the Home Office for manual verification.

Currently, Apple iPhone users are not able to use their device to self-verify their identity using the App because it is the present policy of Apple not to allow any third party access to the iPhone “ID chip”. However, the Home Secretary has confirmed that the App will be available on Apple devices later this year.

### **What support is available to EEA citizens?**

Support is available to all EEA citizens online [here](#).

To help EEA citizens apply there is also a dedicated telephone advice service – [The EU Settlement Resolution Centre](#) - and there are over 1,500 staff who process EU Settlement Scheme applications.

There is an assisted digital service for EEA citizens in over 300 locations across the UK, offering support to those who do not have the appropriate access, skills or confidence to complete the online form.

The Home Office has also translated communications materials into 26 languages. Alternative formats can be requested.

The Home Office has made up to £9 million available to 57 [voluntary and community sector organisations](#) across the UK to help vulnerable or at-risk EEA citizens to apply.

The funding will provide support to an estimated 200,000 vulnerable or at-risk EEA citizens.

### **Will the EU Settlement Scheme continue to operate now there has been an extension to Article 50 and what about in a no-deal scenario?**

The Scheme opened fully on 30 March 2019 despite the extension to Article 50. The deadline for applying in a deal will be 30 June 2021 or 31 December 2020 if there is a no deal.

