

Oxford University Hospitals NHS Foundation Trust

Brexit Briefing January 2020

Introduction

- Our EU and EFTA* staff are an essential part of our Trust and make valuable contributions
- We continue to recruit from the EU and worldwide to build our workforce
- We want to retain as many EU staff as possible
- Oxford is a diverse place and we welcome a workforce aligned to that diversity
- We have met with our EU staff and have discussed their concerns, and are sensitive to ongoing developments with Brexit
- Brexit does create uncertainty among our staff, which can be damaging
- We will endeavour to make life as easy as possible for EU staff post-Brexit

* Staff from countries within the European Union (EU) and European Free Trade Association (EFTA) – EFTA member states are Norway, Switzerland, Iceland and Lichtenstein – which collectively form the EU single market

Key statistics

- We employ more than 1,500 EU & EFTA staff (11.97% of our workforce)
- This figure has risen overall since the Brexit vote in June 2016
- However, EU & EFTA staff as a % of our total workforce has decreased marginally over the last 2 years due to an increase in staffing numbers in the Trust, as we meet increasing demand for services from patients
- EU & EFTA staff make up a higher proportion of our nursing and midwifery staff (15.9%) than in our overall workforce
- However, the number of nurses and midwives at OUH from the EU & EFTA countries has fallen significantly since the Brexit vote
- And for the first time, in 2018-19 the number of EU & EFTA staff leaving the Trust was greater than the number of EU & EFTA staff joining the Trust – up to and including 2017-18 there were more joiners than leavers

Total staff numbers

All staff	Mar-16	Mar-17	Mar-18	Mar-19	Dec-19
EU & EFTA nationals in the workforce	1,431	1,546	1,579	1,548	1,589
Total staff in post	12,585	12,737	12,658	12,716	13,278
EU & EFTA staff as % of total workforce	11.37%	12.14%	12.47%	12.17%	11.97%

Nursing and midwifery staff numbers

Nursing and Midwifery staff	Mar-16	Mar-17	Mar-18	Mar-19	Dec-19
EU & EFTA nationals in the nursing and midwifery workforce	824	816	713	642	545
Total nurses and midwives in post	4,090	3,976	3,763	3,790	3,434
EU & EFTA nurses and midwives as % of total nursing and midwifery workforce	20.1%	20.5%	18.9%	16.9%	15.9%

EU & EFTA staff joining and leaving OUH

All EU & EFTA Staff	2015-16	2016-17	2017-18	2018-19
Joiners	809	446	395	340
Leavers	230	330	386	407
EU & EFTA Nurses and Midwives	2015-16	2016-17	2017-18	2018-19
Joining	473	143	68	71
Leavers	98	153	196	191

Key messages to our European staff

- We want you to stay
- Please encourage others to come and join us
- We are a welcoming and nurturing workplace
- We will support you through the Brexit process including applying for Settled Status