



Migration Advisory Committee
2nd Floor
Peel Building
2 Marsham Street
London
SW1P 4 DF

24 October 2017

Dear Colleague

Call for evidence: EEA workers in the UK labour market

The Royal Pharmaceutical Society (RPS) is the professional body for pharmacists in Great Britain. We are the only body that represents all sectors of pharmacy in Great Britain. The RPS leads and supports the development of the pharmacy profession including the advancement of science, practice, education and knowledge in pharmacy. In addition, we promote the profession's policies and views to a range of external stakeholders in a number of different forums.

The RPS welcomes the opportunity to respond to the MAC's call for evidence.

1) Please provide evidence on the characteristics (e.g. types of jobs migrants perform; skill levels, etc) of EEA migrants in your particular sector/local area/ region. How do these differ from UK workers? And from non-EEA workers?

NHS Managed Sector: One NHS Trust reported to RPS that it employed EEA migrants in skilled pharmacist posts, within pre-registration trainee pharmacist and qualified pharmacist positions. This was a smaller cohort (approximately 5%) compared to UK workers.

Pharmaceutical Industry: One UK Pharma Company reported to RPS that EEA migrants are almost exclusively recruited as middle to senior managers with at least a bachelor's degree plus further professional qualification. In several cases, EEA migrants additionally hold vocational qualifications that are currently recognised with automatic recognition under the EU's automatic recognition of professional qualifications for sectoral professions, including but not limited to pharmacists

2) To what extent are EEA migrants seasonal; part-time; agency-workers; temporary; short-term assignments; intra-company transfers; self-employed? What information do you have on their skill levels? To what extent do these differ from UK workers and non-EEA workers?

One UK Pharma Company reported to RPS that EEA migrants are almost exclusively employed by the local company affiliate, or on assignment for a fixed term between local company affiliates. One UK Pharma company indicated to RPS that it does retain the services of contingent workers, who are not employed by the company but who are either: self-employed, or working for reputable agencies and who have specific capabilities, or meet specific time-bound needs. As an indication, and with the understanding that the workforce changes constantly, at August 2017:

- there are ~30 workers of EU-27-member state nationality, working in the UK, who are principle, associate director or senior scientists within the pharmaceutical sciences capability area
- there are ~12 workers of UK nationality working in an EU member state, who are principle, associate director or senior scientists within the pharmaceutical sciences capability area

In total, considering all employed workers across all capability areas, whose responsibility includes the sourcing, clinical and commercial manufacture of samples and product, and distribution of that product to local markets: ~30 workers are UK nationals working in an EU-27-member state, and ~60 workers are EU-27 nationals working in the UK. This includes a proportion of the pharmaceutical scientists mentioned earlier. This offers significant benefit in terms of individual and scientific advancement, both for UK workers benefitting from overseas experience, and in UK workers benefitting from the considerable diversity of knowledge, skills and experience brought to the UK by these EU-27 immigrants.

3) Are there any relevant sources of evidence, beyond the usual range of official statistics, that would allow the MAC to get a more detailed view of the current patterns of EEA migration, especially over the last year?

The current state (described above) is typical of a UK Pharma Company's cross border migration patterns; with both a strategic R&D site, and strategic manufacturing sites in the UK and several EU member states (Germany, France, Sweden, Netherlands) there has been, and will continue to be an exchange of workers to develop both individual and scientific capability

4) Have the patterns of EEA migration changed over time? What evidence do you have showing your employment of EEA migrants since 2000? And after the Brexit referendum? Are these trends different for UK workers and non-EEA workers?

No evidence

5) Have you conducted any analysis on the future trends of EEA migration, in particular in the absence of immigration controls?

For prudent modelling purposes a UK Pharma Company is considering the implications in the event that continuation or comparable freedom of movement, and associated freedoms, are not agreed as part of the Brexit terms of withdrawal, and have mitigation plans in place to protect continuity of supply to patients.

6) Have you made any assessment of the impact of a possible reduction in the availability of EEA migrants (whether occurring naturally or through policy) as part of your workforce? What impact would a reduction in EEA migration have on your sector/local area/region? How will your business/sector/area/region cope? Would the impacts be different if reductions in migration took place amongst non-EEA migrants? Have you made any contingency plans?

UK Pharma Company – as above

7) Please provide evidence on the methods of recruitment used to employ EEA migrants. Do these methods differ from those used to employ UK and non-EEA workers? What impact does this have on UK workers? Have these methods changed following the Brexit referendum?

A UK Pharma Company stated that it searches for, and acquires talent on a global basis, through global marketing, systems and processes that reach both internal and external candidates. It is not expected that Brexit will make any material difference to either external or internal practices, save that EU workers must obtain visa or other equivalent permissions to work temporarily in the UK, and/or to obtain more permanent residency, as is already the case for non-EU-members. The converse will be true for internal or external candidates moving from the UK with UK experience & qualification, to AZ roles based in EU-27 member states.

The expectation overall is that this will make cross-border recruitment at best slower, and more likely less attractive and more difficult both for workers, and for the company. Although geographically EU is closer to the UK's borders, it is anticipated that EU-27 worker migration to the UK, and vice versa, to be more similar in volume to Rest of World migration, than to the current rich cross-border individual and scientific development that we see today.

8) Do recruitment practices differ by skill-type and occupation?

When recruiting Qualified Persons [with reference to **DIRECTIVE 2001/83/EC** of the European Parliament and of the Council of 6 November 2001 on the community code relating to medicinal products for human use), a UK Pharma Company reported that it prescribed both its standard right to work checks on incoming workers, and also a heightened level of professional qualification and experienced validation when compared with workers requiring different skills & qualifications. Otherwise recruitment processes, standards and practices are global, save where local activity is required by applicable law, local works council agreement or legislation.

If the above directive and associated standards diverge when the UK is no longer part of the EU, a UK Pharma Company indicated that it will review and adapt processes as required by legislation, regulation or its own internal practice.

9) What are the advantages and disadvantages of employing EEA workers? Have these changed following the Brexit referendum result?

No evidence

10) To what extent has EEA and non-EEA migration affected the skills and training of the UK workers?

No evidence

11) How involved are universities and training providers in ensuring that the UK workforce has the skills needed to fill key roles/roles in high demand in your sector? Do you have plans to increase this involvement in the future?

No evidence

12) How well aware are you of current UK migration policies for non-EEA migrants? If new immigration policies restrict the numbers of low-skilled migrants who can come to work in the UK, which forms of migration into low-skilled work should be prioritised? For example, the current shortage occupation list² applies to high skilled occupations; do you think this should be expanded to cover lower skill levels?

No evidence

Yours sincerely

A handwritten signature in black ink, appearing to read 'C. Duggan', with a long horizontal stroke extending to the right.

Dr Catherine Duggan
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