

## Annex B: MAC Call for Evidence Questions for representative organisations

This document provides the list of questions contained in the MAC Call for Evidence online form. This is to help you gather your responses only, please use the online tool to submit your responses.

The questions below are for representative organisations providing their views on behalf of other organisations.

### About you

**1. What is the name of your organisation?**

Community Pharmacy Workforce Development Group (CPWDG)

**2. What is your email address?**

[Emily.james@thecca.org.uk](mailto:Emily.james@thecca.org.uk)

**3. Which of the following options best describe your reason for completing this form?**

I am providing evidence of recruitment and salaries within my own organisation

I am providing evidence of recruitment and salaries in the sector, on behalf of other organisations/members or as a recruitment business.

### About your organisation

**4. Which of the following best describes your organisation?**

Private sector

Public sector

Third sector

Other

**5. How many businesses /organisations do you represent?**

Under 5

5- 49

50- 499

500 - 4999

5,000+

### About the businesses/organisations you represent

**6. How have you engaged the businesses/organisations you represent to inform this response?**

Ongoing dialogue as part of business as usual

Specific events/contact arranged to discuss this consultation

Other (please specify):

**7. Thinking of the businesses/organisations you have engaged with, in general are their staff concentrated in specific UK countries/regions or are they nation-wide?**

Concentrated

**Nation-wide**

**8. Thinking of the businesses/organisations you engage with, tick all the relevant sectors they cover from the list below: (Please select all that apply)**

Agriculture, Forestry and Fishing

Mining and Quarrying

Manufacturing

Electricity, gas, steam and air conditioning supply

Water supply, sewerage, waste management and remediation activities

Construction

**Wholesale and retail trade; repair of motor vehicles and motorcycles**

Transportation and storage

Accommodation and food service activities

Information and communication

Financial and insurance activities

Real estate activities

Professional, scientific and technical activities

Administrative and support service activities

Public administration and defence; compulsory social security

Education

**Human health and social work activities**

Arts, entertainment and recreation

Other service activities

Activities of households as employers; undifferentiated goods-

Activities of extraterritorial organisations and bodies

**9. Thinking of the businesses/organisations you engage with and their number of employees, tick all size bands that they cover:**

**0-9 employees**

**10-49 employees**

**50-249 employees**

**250-499 employees**

**500+ employees**

**10. Thinking about the businesses/organisations you engage with, are the majority roughly of a similar size in terms of the number of employees (e.g most SMEs or most large organisations)?**

Yes

**No**

**Employment of migrant workers**

**11. To your knowledge, have the organisations you have engaged with recruited any of the following workers in the past 5 years: (Please select all that apply)**

**UK and/or Irish workers**

**Workers from EEA countries outside of the UK and/or Ireland**

**Workers from non-EEA countries**

Don't know

**12. In the next 12 months are they likely to recruit: (Please select all that apply)**

**UK and/or Irish workers**

**Workers from EEA countries outside of the UK and/or Ireland**

**Workers from non-EEA countries**

Don't know

**Experience of Tier 2 (General) visa**

Following on from the previous question, were these non-EEA workers recruited under the Tier 2 (General) visa system?

**Yes some**

Yes all

No

Don't know

**13. Are the salaries required by tier 2 immigration rules generally:**

Higher than what they normally pay

**About the same**

Lower than they what would normally pay

Don't know

**14. Have you had any issues with Tier 2 visa salary requirements? If so what where they? (In 200 words)**

**Keeping up to date with administrative changes.**

**15. Have any of the Tier 2 (General) visa employees employed by your members (or organisations you represent) applied or tried to apply for settlement?**

**Yes**

No

**Question 19 and 20 are only applicable if you have answered 'yes' in question 18, others should complete question 21 onwards.**

Experience of Tier 2 continued

Migrants on Tier 2 (General) visas are eligible to apply for settlement (indefinite leave to remain) after 5 years in the UK. Those migrants coming to the UK on or after the 6th April 2011 have also had to meet a minimum salary threshold, currently £35,800, in order to be successful in their application for settlement. There is an exemption to this salary threshold for migrants employed in shortage occupations.

**16. In general, was the settlement income threshold (currently £35,800)?**

Above their current salary

About the same as their current salary

Below their current salary

Don't know

Please provide any additional views of Tier 2 (General) visa settlement

(In 200 words)

**17. To what extent would the businesses/organisations you have engaged with agree or disagree with the following statements: (strongly agree, agree, neither agree nor disagree, disagree, strongly disagree)**

- a) There should **not** be a minimum salary threshold above the legal requirement (the national minimum wage)
- b) If there is a salary threshold it should be applied universally across the economy and UK, with a few exceptions to keep the system simple
- c) If there are salary thresholds, there need to be a variety to reflect employer needs: **Strongly agree**

If you have an alternative model you wish to describe, please explain it here (in 200 words)

**18. If there were tailored salary thresholds, to what extent would the businesses/organisations you have engaged with agree that they should be varied by: (strongly agree, agree, neither agree nor disagree, disagree, strongly disagree)**

**Sector**

**Region/country**

**New entrants/young workers**

**Occupation**

**Community pharmacy teams report over supply of registered pharmacists in some large urban areas and issues in attracting and recruiting in other areas, including coastal and rural areas.**

**Members believe that salaries should reflect the skill level and responsibilities of the job and the sector.**

19. Do you think jobs judged to be in shortage (such as those on the Shortage Occupation List) should have:

Higher salary thresholds compared to those not in shortage

The same salary thresholds compared to those not in shortage

Lower salary thresholds compared to those not in shortage

Don't know

20. For a full-time employee, the occupation specific salary threshold is currently set at the 25th percentile of the full-time pay distribution in that occupation. Do you think the occupation specific salary threshold is:

[25th percentile: 75% of full-time employees in an occupation earn the threshold amount or more, and 25% earn less]

Too high

About right

Too low

Don't know

Please explain your answer (in 200 words)

21. Do you think the minimum salary requirement of £30,000 for most occupations is:

Too high

About right

Too low

Don't know

Please explain your answer (in 200 words)

22. What do you think should be counted towards the salary for assessing whether an individual meets the threshold? (Please select all that apply)

Company car/ travel allowance

Pension contributions

Employee equity ownership schemes

Part-time working patterns

Commission

Housing allowances

Other cash/non-cash remuneration please specify (in 200 words):

23. Following on from the previous question, please list your responses in order of importance with 1 being the most important and 6/7 being the least important

24. Are there any other issues we should consider? (in 200 words)

The pharmacy profession is experiencing significant challenges recruiting and retaining pharmacists in community settings.

In 2018 there was a 25% reduction in applications to schools of pharmacy at English Universities and members have raised concerns about future closures of pharmacy schools due to a lack of students.

These concerns are exacerbated by increasing numbers of pharmacists choosing to leave the profession.

Furthermore, changes to the NHS contract mean that Community Pharmacists are required to deliver more without increases in remuneration (adding additional workload and the potential for increased stress). This contributes to negative perceptions of the sector.

Members of the CPWDG also report that shortages are exacerbated by Brexit uncertainty.

Future migration policy must recognise current shortages in the context of ambitions set-out in the NHS Long-Term Plan and NHS People Plan, which will require an estimated 7,500 additional clinical pharmacists, many of which are likely to be filled by current community pharmacists.

Future migration policy should also consider the important role of pharmacy technicians. We note that in September 2018, MAC recommended Tier-2 jobs should be open to all jobs at RQF3+ , this includes pharmacy technicians. Members anticipate potential issues recruiting technicians with the current threshold of £30,000.

25. Please attach any additional evidence you would like us to consider

#### **About the Community Pharmacy Workforce Development Group (CPWDG)**

The Community Pharmacy Workforce Development Group (CPWDG) is a cross-sector working group that brings together the expertise of education and training leads from across the community pharmacy sector. It has equal representation from the Company Chemists' Association (CCA), the Association of Independent Multiple pharmacies (AIM) and the National Association of Pharmacies (NPA). The CPWDG discusses how to ensure the community pharmacy workforce is fit for the future and to present a united front where possible to key stakeholders.

The CPWDG provides a forum for representatives to share ideas, intelligence and best practice on issues that affect the capacity and capability of the entire community pharmacy workforce. Its meetings provide an opportunity for representatives to discuss cross-sector policy positions and recommendations, develop consultation responses and influence policy outcomes.

#### **About the Company Chemists' Association (CCA)**

Established in 1898, the CCA is the trade association for large pharmacy operators in England, Scotland and Wales. Our membership includes ASDA, Boots, Lloyds, Pharmacy, Morrisons, Rowlands Pharmacy, Superdrug, Tesco, and Well, who between them own and operate over 6,000 pharmacies, which represents nearly half the market. Our members deliver a broad range of healthcare and wellbeing services, from a variety of locations and settings, as well as dispensing over 500 million NHS prescription items every year.

The CCA represents the interests of its members and brings together their unique skills, knowledge and scale for the benefit of community pharmacy, the NHS, patients and the

public. Our vision is that everyone, everywhere, can benefit from world class healthcare and wellbeing services provided by their community pharmacy.

### **About the National Pharmacy Association (NPA)**

The NPA is the body which represents the vast majority of independent community pharmacy owners in the UK. We count amongst our members independent regional chains through to single-handed independent pharmacies. This spread of members, our UK-wide geographical coverage, and our remit for NHS and non-NHS affairs means that we are uniquely representative of the independent community pharmacy sector. In addition to being a representative voice, we provide members with a range of commercial and professional services to help them maintain and improve the health of the communities they serve.

### **About the Association of Independent Multiple Pharmacies (AIM)**

AIM is a membership organisation representing community pharmacy businesses with multiple pharmacies. Our members represent a significant number of pharmacies across the UK, delivering primary healthcare and advice to their local communities.

AIM also engages with politicians, policy makers, the NHS and local government stakeholders to influence decisions about community pharmacy provision, services and remuneration.

### **Australian Points Based System**

26. The Government is considering adopting an Australian type Points Based System. In your opinion, please tell us the relative importance of the following characteristics typically used to award points to migrants by ranking them where 1 is the most important and 8/9 is the least important.

- Educational attainment
- Work experience
- Priority occupations
- Language proficiency
- Having a job offer
- Salary
- Having studied in the UK
- Age

Members of the CPWDG have varied views of the importance of the specific characteristic outlined. Having said this, members agree that educational attainment, work experience, priority occupations, language proficiency and having a having a job are of the greatest importance, whilst salary, having studied in the UK and age, are of the least importance.

### **MAC stakeholder database**

27. Would you like to be added to our stakeholder database for future research purposes and updates on MAC work?

Yes

No

28. We may require follow-up to clarify or supplement your responses to the online form, or for follow-up research.

Do you consent to be contacted to clarify or supplement your responses?

Yes

No

**This is the end of the form**