

# **Wylfa Newydd Project**

## Horizon's Response to Welsh Government's Deadline 5 submission on Health Professionals

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## 1 **Horizon's Response to Welsh Government's Deadline 5 submission on Health Professionals**

1.1.1 Appendix C of the Welsh Government's Deadline 5 (12 February 2019) (12 February 2019) submissions provides a note on the recruitment of health professionals in North Wales and Anglesey. That note refers to existing staffing challenges within the health and social care sector in North Wales, and concerns that staff will move into higher paid roles at the Project. It also states that unemployment is low in the region.

1.1.2 This document:

- confirms Horizon's existing assessment of the potential effect of labour churn and displacement on the health and care sector from the project;
- sets out the mitigations for this; and
- responds to the general point on unemployment.

### ***Effect of the Project on labour churn in the health and care sector***

1.1.3 Labour churn has been covered in depth by Horizon including at section 3 of its response to the Isle of Anglesey County Council's (IACC) Local Impact Report [REP3-004]. Specifically in relation to the health sector, the Health Impact Assessment (HIA) [APP-429] also considers the effects of labour churn (para C.9.27 to C.9.48). While it is recognised as beneficial to create local employment opportunities labour churn is noted as a potential adverse effect of creating local opportunities. The HIA notes that some services may be particularly important for health (e.g. quality of health and social care community services may decline if it is harder to retain or recruit staff, including Welsh speakers).

1.1.4 The HIA (para C.9.33) states that given high levels of awareness of the Project on the Isle of Anglesey and the lead-in time available before labour churn could generate adverse effects, it is likely that, for the majority of organisations, normal human resource and service planning would respond to ensure key roles were retained (e.g. through incentives, early recruitment or increased training of junior staff). Reductions in service quality and availability are therefore expected to be limited.

1.1.5 Horizon notes that there are staffing challenges within the health and social care sector in North Wales (see para C.9.30 APP-429).

1.1.6 The Welsh Government states that Horizon has disagreed with the 'assumption' that the Project may place pressure on the health and social care sector. Horizon does not accept this statement. As noted above, it was recognised in the HIA and has also been recognised in the Statements of Common Ground (SoCGs) between Horizon and Welsh Government [REP2-

043], Public Health Wales [REP2-052] and Betsi Cadwaladr University Health Board (BCUHB) [REP2-059].<sup>1</sup>

1.1.7 In the Welsh Government SoCG ([REP2-043], WG90)<sup>1</sup> Horizon recognises that some people may choose to move from other sectors to work on the Wylfa Newydd Project and states that it intends to support backfilling of any vacancies through the Wylfa Newydd Employment and Skills Service.

### ***Mitigation for labour churn of health and social care staff***

1.1.8 Horizon has agreed that it will assist BCUHB and IACC with their workforce strategies. This assistance will be partially financial, but it can also include other forms of assistance such as information sharing. Horizon recognises that IACC and BCUHB have the detailed knowledge and professional skills to forecast and prepare workforce strategies for their respective organisations.

1.1.9 The Welsh Government notes that a workforce planning payment is offered in the draft DCO s.106 to BCUHB and to PHW. Horizon notes that these payments are in schedule 4 of the draft s.106 agreement:

- The contribution to BCUHB (para 4.1.3) is, as stated, to assist with staffing and workforce planning to minimise the impacts of labour churn on its staff.
- The other contribution was incorrectly referenced to be for Public Health Wales in the Deadline 5 (12 February 2019) submission of the draft s.106 agreement (para 4.1.4). The Deadline 6 (19 February 2019) submission of the draft s.106 agreement corrects this to confirm it is a contribution paid to IACC for staffing and workforce planning to minimise the impacts of labour churn within the Council-employed social care sector.

1.1.10 In addition to these workforce planning payments, Horizon is making up to £12 million in jobs and skills training contributions to IACC for IACC and other specialist training providers to deliver training and return to work programmes. This will ensure both that the numbers of local people enabled and ready to work on the Project is maximised, while also allowing for training focussed on backfilling key roles. The exact training and skills profiles will be developed into a Jobs and Skills Implementation Plan prepared in consultation with the Jobs and Skills Engagement Group, and subject to IACC's approval. (See schedule 4 of the Deadline 6 (19 February 2019) draft s.106 agreement.)

1.1.11 Welsh Government requests that the Health and Wellbeing Engagement Group should be identified in the draft DCO s.106 to work in collaboration with the Emergency Services Engagement Group on the development of the Community Safeguarding Management Strategy. Horizon has made this

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<sup>1</sup> Updated versions of the SoCGs REP2-043, REP2-052 and REP2-059 are being submitted at Deadline 6 (19 February 2019).

change in the Deadline 6 (19 February 2019) version of the s. 106 agreement – refer to paragraph 4.4 of schedule 9.

1.1.12 Welsh Government states that Public Health Wales has advised that it is carrying significant vacancies affecting service delivery. Table 2-1 of the SoCG between Horizon and PHW (updated at Deadline 6 (19 February 2019)) sets out the engagement schedule between Horizon and PHW. Horizon has held numerous productive meetings with PHW and exchanged many constructive comments on the SoCG. In these discussions and exchanges PHW has made no mention of ways in which the Project will exacerbate PHW vacancies or affect delivery of PHW services, nor has it made a case to Horizon for payment with regards to displacement of staff. The SoCG had recorded, as an agreed matter, that PHW does not have a direct concern with regards to displacement and that it will liaise with BCUHB on this matter. PHW withdrew this statement on 13<sup>th</sup> February 2019.

1.1.13 Schedule 4 of the draft DCO s.106 agreement sets out matters which will be covered by the Jobs and Skills Implementation Plan which includes monitoring the impacts of the Wylfa Newydd DCO Project on the local labour market and workforce planning in defined sectors, including the health and social care sector. The Jobs and Skills Contribution is then to be used for the purposes of delivering the training identified within the Jobs and Skills Implementation Plan, which could include training within the health and social care sector.

1.1.14 Welsh Government requests that BCUHB has a greater involvement in the Jobs and Skills Engagement Group. Horizon notes that the membership of the Jobs and Skills Engagement Group is defined by the draft DCO s.106 agreement and reflects membership of the existing jobs and skills working group, which does not include BCUHB. Horizon encourages cross working between groups and notes that there is no restriction on the Jobs and Skills Engagement Group or IACC reaching out to BCUHB in respect of the Jobs and Skills Implementation Plan.

### ***Unemployment in Anglesey***

1.1.15 Horizon considers that it is misleading to state that there is low unemployment in the region. As set out in its post Hearing note [REP4-003] and in response to the LIR [REP3-004], Horizon has noted that:

- the latest data demonstrates there is a substantial pool of unemployed persons, approximately 3,900 unemployed on Anglesey and Gwynedd, and another 2,000 in Conwy as well as 5,200 residents of Anglesey and Gwynedd who want jobs and a further 3,300 in Conwy ([REP4-003], page 11).
- Anglesey's fundamental economic problem is that it does not have enough jobs and, in particular, it does not have enough full-time, year-round jobs ([REP3-004], para 3.2.3).
- Table 4-11 (Comparative Job Densities by Area) in ES Appendix C1-1 Socioeconomic Baseline Report [APP-095] shows that Anglesey has far fewer jobs per working age resident (0.63) than either North Wales (0.79)

or Wales as a whole (0.74). Anglesey would require an additional 3,500 jobs to achieve the average for Wales (and 5,000 to match North Wales) ([REP3-004], para 3.2.4).

- Via the delivery of the project, Horizon is helping to deliver a key government policy, the objective of which is to address the recognised lack of jobs in Anglesey ([REP3-004], para 3.2.5).

1.1.16 In fact, typically, IACC and Welsh Government have consistently encouraged Horizon to aim for a higher percentage of local workers.

1.1.17 Horizon accepts that the Welsh Government can desire both of these aspects, despite the fact that they are somewhat contradictory (i.e. more local workers being employed at good wages on the Project, while not wanting local workers to leave existing roles). However Horizon considers the jobs and skills mitigation it has committed to provides an appropriate balance.