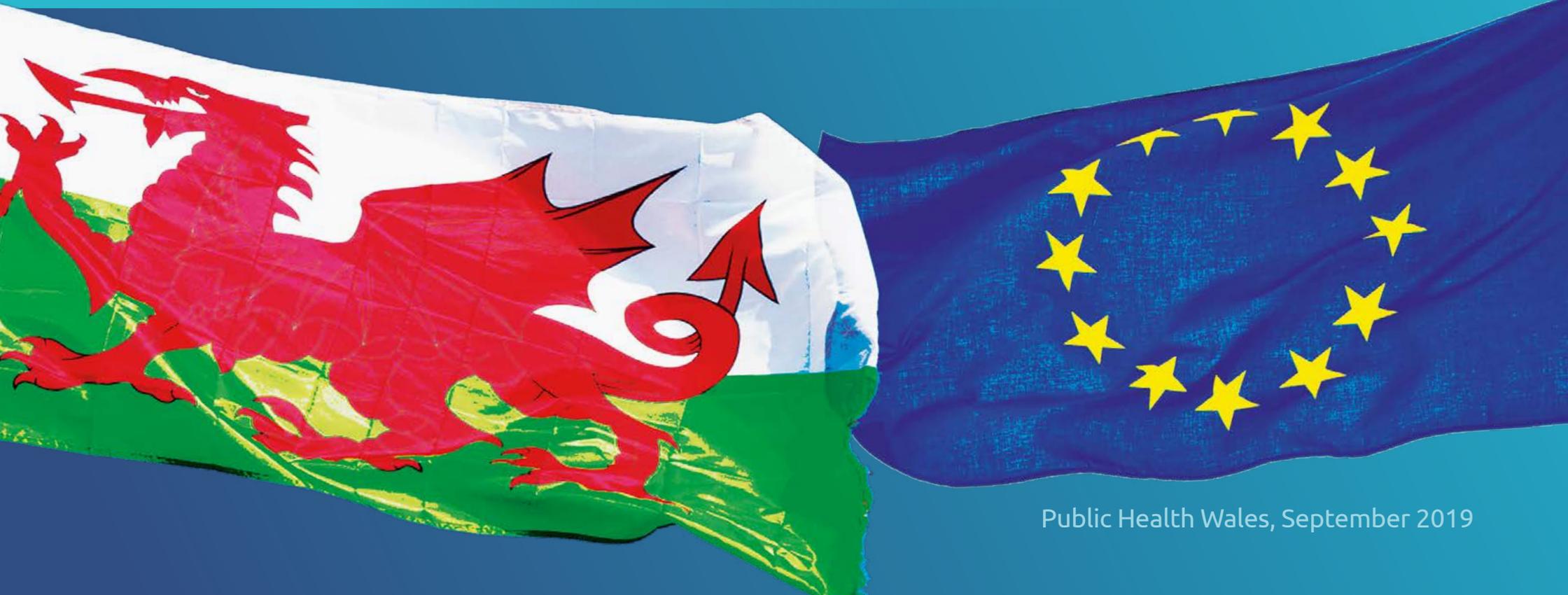


The Public Health Implications of Brexit in Wales: A Health Impact Assessment Approach

A rapid review and update



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Public Health Wales, September 2019

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Suggested citation: Petchey L, Green L, Edmonds N, Van Eimeren M, Morgan L, Azam S and Bellis MA. (2019). The Public Health Implications of Brexit in Wales: A Health Impact Assessment Approach A rapid review and update. Cardiff, Public Health Wales NHS Trust.

ISBN 978-1-78986-154-22

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1 Introduction

- *The Public Health Implications of Brexit: A Health Impact Assessment Approach*¹ was published in January 2019 and aimed to inform key decision makers in Wales to prepare for, and better understand, the potential differential population health and well-being impacts that may occur when the United Kingdom withdraws from the European Union (EU) and how any impacts could manifest themselves over the short, medium and long-term. The Health Impact Assessment (HIA) included a commitment that Public Health Wales would “*routinely review, monitor and share the key findings of this HIA, in order to inform the response of policy and decision makers, public services and multi-agency groups in Wales*”.
- This rapid review and update provides an overview of **whether and how the potential impact of Brexit on public health may have changed** since the publication of the HIA, and determines both the **likelihood and severity** of any potential positive impacts/opportunities and potential negative impacts for public health and well-being in Wales in the short, medium and long-term.



- It is hoped that this document is a **useful resource for those involved in planning, preparing for, or responding to** Brexit in Wales. It should not be utilised in isolation but be considered alongside other work or research that has been, or is being, carried out in respect to Brexit.
- Whilst there have been some significant developments in the Brexit context and agenda, this updated analysis **supports and reinforces the validity of the findings of the January 2019 HIA**, including the key policy pathways identified. Readers are advised to consult the Brexit HIA report (particularly the Executive Summary and Main Findings reports) for more detailed information and analysis of the relevance of impacts for Wales.
- This is a timely update, given that it is over six months since the HIA was published and in this time, significant political and policy changes have occurred. Key to this is the extension of Article 50 until 31st October 2019 (at time of publication).
- Public Health Wales will continue to monitor developments and publications relevant to Brexit and their implications for public health in Wales.

¹ Public Health Wales. (January 2019). The Public Health Implications of Brexit in Wales: A Health Impact Assessment Approach. <https://phw.nhs.wales/news1/news/new-national-report-examines-how-brexit-may-affect-health-and-well-being-of-people-across-wales/>

2 Methodology

- Public Health Wales carries out regular searches of academic and grey literature relevant to Brexit and public health. The findings are used to develop a reading list, which is shared with over 100 subscribers from Wales and beyond.
- This reading list has been used to identify key articles published between 1st January 2019 and 13th September 2019, and these sources have been analysed to produce this rapid review and update.
- This assessment of openly available, published evidence has been carried out at pace and reflects a 'snap-shot' in time. It should not be viewed as exhaustive or final. The key publications used to inform this analysis can be found in Section 7 (page 27).

3 Setting the scene: updated status of the UK withdrawal from the European Union and the Brexit process

- The United Kingdom (UK) did not leave the European Union (EU) in March 2019 as planned, after the UK requested and was granted an extension of Article 50 by the EU until 31st October 2019. As of September 2019, it is still possible that the UK can: **leave the EU with a negotiated Withdrawal Agreement** before this date; **exit with 'no-deal'** on this date; request a **further extension to Article 50** from the EU (which may or may not be granted by the member states); or **halt the Brexit process** entirely.
- Since Boris Johnson became the UK Prime Minister in July 2019, there has been **additional emphasis on preparations for a 'no-deal' exit**. The **UK Parliament has passed legislation** that aims to **block a 'no-deal' Brexit** and requires the Prime Minister to seek a further extension if a Withdrawal Agreement cannot be negotiated by 31st October. The UK Government subsequently proposed a **General Election** but to date this has not been supported by opposition parties as they want to see the legislation that aims to block a 'no-deal' Brexit implemented first.
- The **Welsh Government has stated its support for a second referendum**, during which it would **campaign for the UK to remain within the EU**. It has also stated that it would welcome a General Election but only if it can be assured that the election period will not result in the UK leaving the EU without an agreement.
- Brexit still divides UK public opinion, with reports that the numbers of 'Remain' and 'Leave' supporters have stayed relatively constant and in many cases becoming more entrenched in their views².

2 Britain Thinks. (April 2019). The Brexit Diaries: Current Public Opinion on Brexit. http://britainthinks.com/pdfs/Brexit-Diaries-April-19_Full-Presentation.pdf

4 Key policy pathways linked to a 'no-deal' Brexit

It is possible that the UK could **leave the EU without an agreement** on the 31st October or some, as yet undefined, future date. In a 'no-deal' scenario, there are a number of policy mechanisms and pathways through which the potential impact of Brexit on the health and well-being and the population of Wales can be impacted and influenced. These include:

- ◆ **Negative impact on the economy:** a 'no-deal' exit is expected to reduce the rate of economic growth more than other Brexit scenarios, although the scale is uncertain. Inflation is also expected to increase the price of key products including fresh food;
- ◆ **Increased tariff and non-tariff barriers to trade:** under a 'no-deal' exit the UK will trade with most countries on World Trade Organization (WTO) rules, which will change tariffs and/or the need for border checks. This could affect business viability (and therefore jobs) as well as the supply and/or cost of certain products such as food and medicines³;
- ◆ **Loss of EU collaboration and alignment:** an agreement would likely involve continued cooperation and regulatory alignment between the UK and the EU, for example enabling continued national security and data sharing, whilst preventing regulatory divergence that could impede trade agreements with other nation states. However, a 'no-deal' exit would break these ties and could damage political relationships and therefore any willingness from the EU to work with the UK in areas such as scientific research and cooperation on national security;
- ◆ **Increased uncertainty for non UK EU nationals living in the UK, and UK nationals living in the EU:** it is currently unclear how non UK EU citizens eligible for settled status, but who have yet to register with the system, will be affected in a 'no-deal' exit. For UK nationals living in the EU, 'no-deal' exit would mean uncertainty around their long-term ability to access health and other services, although the UK Government has guaranteed funding for health care in the short-term (6 months).
- ◆ **Positive or negative impact on mental well-being:** evidence suggests that some people feel that Brexit is already having a negative impact on their mental health and well-being. This includes farming communities where the scale of uncertainty, some of which is directly linked to Brexit, has been identified as causing increased anxiety and having a negative impact on mental well-being⁴. Given the strength of public opinion regarding Brexit, it is possible that a 'no-deal' outcome will have an additional potential impact, either positive or negative, on mental well-being. Ongoing uncertainty and/or any potential disruption to services and supplies such as food and fuel, may also have an (additional) effect.



³ Department for International Trade, UK Government. (August 2019). Trading under WTO rules: How to trade with other countries if there is no UK trade agreement in place. <https://www.gov.uk/guidance/trading-under-wto-rules>

⁴ Davies AR, Homolova L, Grey CNB, Fisher J, Burchett N, Kousoulis A. (Pre-publication). Supporting farming communities at times of uncertainty: an action framework to support the mental health and well-being of farmers and their families. Cardiff: Public Health Wales NHS Trust & Mental Health Foundation. <https://phw.nhs.wales/news1/news/farmers-health-and-wellbeing-needs-to-be-at-the-centre-of-brexit-response-new-report/>

5 Changes to the potential impact of Brexit on determinants of health and well-being since the HIA was published in January 2019

Characterisation of impact: The HIA uses specific terminology to describe impact, using the following descriptors throughout the report and in the tables that follow:

Type of impact	
Positive / opportunity	Negative
Impacts that are considered to improve health status or provide an opportunity to do so	Impacts that are considered to diminish health status

Likelihood of impact		
Confirmed	Strong direct evidence e.g. from a wide range of sources that an impact has already happened or will happen	Confirmed
Probable	More likely to happen than not. Direct evidence but from limited sources	Probable
Possible	May or may not happen. Plausible, but with limited evidence to support	Possible

Intensity / severity of impact		
Major	Significant in intensity, quality or extent. Significant or important enough to be worthy of attention, noteworthy	Major
Moderate	Average in intensity, quality or degree	Moderate
Minimal	Of a minimum amount, quantity or degree, negligible	Minimal

Change in impact since January 2019	
	No change
	Increased likelihood/intensity of a positive change
	Decreased likelihood/intensity of a positive change
	Increased likelihood/intensity of a negative change
	Decreased likelihood/intensity of a negative change
NEW	New potential positive impact identified
NEW	New potential negative impact identified

The following table summarises the updated potential key impacts of Brexit on the wider determinants of health and well-being (or population groups) based on a rapid and limited review of currently available, published evidence. The evidence presented may not reflect the full extent of the mitigations put in place, if these have

not been openly published by 13th September 2019. The potential duration of impacts have not been included in this update as the timeframes reported previously are considered to have remained unchanged. References can be found in section 7 of this report.

Positive impact/opportunity							
Determinant	Direct impact	Significance		Change since Jan 2019		Rationale	Relevant 'no-deal' policy pathways
		Likelihood	Intensity	Likelihood	Intensity		
Access to healthy, safe and affordable food	Food safety regulation	Possible	Moderate	↔	↔	THEN: Opportunity to introduce tighter regulation and legislation. NOW: Current focus is on like-for-like replacement of regulations, rather than going further.	EU collaboration and alignment
	Food standards	Possible	Major	↔	↔	THEN: Positive or negative impact possible, dependent on the nature of future policy and trade deals. NOW: Latest evidence supports current position that positive impacts are possible but have not become more likely.	EU collaboration and alignment
	Sustainable food production	Possible	Moderate	↔	↔	THEN: Opportunity for more sustainable food production in Wales. NOW: Open consultation from Welsh Government indicates that it is looking to prioritise sustainable land management and food production but the proposals are still in early stages and dependent on UK Government policy decisions.	
Alcohol	Alcohol consumption patterns	Possible	Moderate	↔	↔	THEN: Reduced consumption following income reduction or increase in price. NOW: Nothing significant published that suggests a change on this issue.	Economy
	Alcohol regulation	Possible	Moderate	↔	↔	THEN: Positive or negative as a result of strengthened or weakened regulatory mechanisms in new trade agreements or legislation. NOW: Nothing significant published that suggests a change on this issue.	EU collaboration and alignment

Tobacco	Use of tobacco	Possible	Moderate	↔	↔	THEN: Reduced smoking as a result of income reduction or increase in price. NOW: Nothing significant published that suggests a change on this issue.	Economy
	Tobacco regulation	Possible	Moderate	↔	↔	THEN: Positive or negative impact due to strengthened or weakened regulatory mechanisms in new trade agreements or legislation. NOW: Nothing significant published that suggests a change on this issue.	EU collaboration and alignment
Environmental regulations	Regulations e.g. air quality, bathing water quality	Possible	Major	↔	↔	THEN: Positive or negative impact due to strengthened or weakened future policy or as a result of future trade agreements. NOW: Future environmental regulations and governance remain unresolved.	EU collaboration and alignment
Economic conditions: workforce and skills	Potential to attract skilled workers into key sectors to Wales from within the UK and non-EU nations	Possible	Moderate	↔	↔	THEN: Provision of attractive working and living conditions in Wales, opportunity to develop skills of UK workforce. NOW: Have seen reduced immigration to the UK from the EU but are also seeing non-EU migration increasing so attractiveness, or not, of the UK is unclear. There is a lack of publically available Wales-specific immigration data.	
	Skills and employability	Possible	Moderate	↔	↔	THEN: Increased opportunity for accessing training and employment opportunities and developing the skills base in Wales. NOW: Still unclear on what UK funding opportunities will be available after Brexit to replace EU Regional funding.	EU collaboration and alignment
	Job availability / vacancies	Possible	Minimal	↔	↔	THEN: Potential for increase in job vacancies, however, skills and demographic factors may mean that not all vacancies can be easily filled. (Available jobs may not all be quality employment/"good work" that benefits health). NOW: Nothing significant published that suggests a change on this issue.	Uncertainty for EU nationals in the UK

Economic conditions: EU Funding	Community, economic and infrastructure investment for addressing inequalities	Possible	Moderate	↔	↔	<p>THEN: Opportunity to develop a new model(s) and level of funding to meet the needs of the Welsh population.</p> <p>NOW: Nothing significant published that suggests a change on this issue, for example further details of the UK Shared Prosperity Fund.</p>	
	Agricultural and land management policy / funding	Probable	Major	↔	↔	<p>THEN: Opportunity to shape and tailor current and future agricultural policy in Wales.</p> <p>NOW: Welsh Government is consulting on a new payments system for Wales. However the proposals are still in early stages and the new legislation to underpin the system has been delayed until after the next assembly elections in 2021. The UK Government Agriculture Bill failed to make its passage before the prorogation of Parliament in September, meaning that uncertainty about what the farm payment system will look like post-Brexit, and if the necessary supporting legislature will be in place, is ongoing⁵.</p>	EU collaboration and alignment
Working conditions	Including: health and safety, workers' rights and equality, working hours	Possible	Major	↔	↔	<p>THEN: Potential for future policy to transfer/ strengthen worker's rights in Wales. Future policy and trade agreements could have positive or negative impacts.</p> <p>NOW: So far ambitions for change have been limited but there is potential for longer-term positive change on working conditions.</p>	EU collaboration and alignment

5 **The Agriculture Bill** provided for a range of enabling powers to ensure "stability" for farmers as the UK exits from the EU's Common Agricultural Policy and compliance with the World Trade Organization Agreement on Agriculture. It also introduced new measures to change the way in which farmers and land managers are supported in the longer-term. <https://researchbriefings.parliament.uk/ResearchBriefing/Summary/CBP-8405>. The failure to pass the Agriculture Bill before Parliament was prorogued means continued uncertainty for farmers regarding what the new farm payment system will look like post-Brexit.

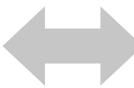
Access to safe and timely health and social care services	Health care staffing	Possible	Moderate	↔	↔	THEN: Opportunity to train more UK nationals to work in health care. NOW: Nothing significant published that suggests a change on this issue.	Uncertainty for EU nationals in the UK
	Access to medicines, medical devices and clinical trials	Possible	Moderate	↔	↔	THEN: Opportunity for development in the UK pharmaceutical sector, increasing UK based manufacturing, opportunity to seek other international collaborations. NOW: Nothing significant published that suggests a change on this issue.	Barriers to trade; EU collaboration and alignment
Age related groups	Children	Possible	Minimal	↔	↔	THEN: Opportunity to enhance children's rights via Welsh legislation. NOW: Nothing significant published that suggests a change on this issue.	EU collaboration and alignment; Mental well-being
	Young adults	Possible	Minimal	↔	↔	THEN: Opportunity to develop skills base in Wales and increased job availability. However, opportunity is limited by skills and demographic factors. NOW: Nothing significant published that suggests a change on this issue.	Uncertainty for EU nationals in the UK; Mental well-being
Income related groups	People living on low income, including people living in food and fuel poverty			NEW	NEW	NOW: Watching brief⁶: Brexit-linked slowing/decline in house prices may be good for low/middle-income earners looking to get on the property ladder, but could make it harder to sell or move out of poor quality housing or reduce ability to subsidise building of affordable homes.	Economy; Barriers to trade; Mental well-being
	People at risk of unemployment / who are unemployed	Possible	Minimal	↔	↔	THEN: Increased job availability, but opportunity is limited by skills and demographic factors. NOW: Have seen a continued slight upward trend in the number of people who are in employment in Wales but potential impact of Brexit itself on (un)employment still unclear. Quality of jobs created is not included in the way employment is measured.	Economy; Barriers to trade; Uncertainty for EU nationals in the UK; Mental well-being

6 **Watching brief:** The evidence in these areas should be kept under review, with long term monitoring and surveillance of impact levels and adaptation activity so that further action can be taken if necessary

Geographical groups	People living in areas with poor economic and health indicators / areas of Wales that have been significant beneficiaries of EU funding	Possible	Moderate	↔	↔	THEN: Opportunity for new model and level of funding to meet needs of Welsh population. NOW: See Community, economic and infrastructure investment for addressing inequalities.	Economy; Mental well-being
	Farmers / rural communities	Probable	Major	↔	↔	THEN: Release from the Common Agricultural Policy, ability to access new markets, and opportunity to shape agricultural policy in Wales. NOW: See Agricultural and land management policy / funding.	Economy; Barriers to trade; EU collaboration and alignment; Mental well-being
	Port towns			↔	↔	THEN: Watching brief: Possible impact but currently insufficient evidence to define impact NOW: Watching brief: Welsh Government 'no-deal' action plan states that the introduction of additional border/customs checks at ports are not expected to cause traffic issues at the South West Wales ports. Contingency plans are in place for Holyhead.	
	Coastal towns e.g. tourism workforce and bathing water quality			↔	↔	THEN: Watching brief: Possible impact but currently insufficient evidence to define impact. NOW: Watching brief: Nothing significant published that suggests a change on this issue.	
Other vulnerable groups	Small business owners/employers who import or export goods and services			NEW	NEW	NOW: Watching brief: Potential increased opportunities for export due to reduced value of Pound Sterling (GBP). Possible positive impact dependent on future policy and trade deals but currently uncertain.	Economy; Barriers to trade; EU collaboration and alignment; Mental well-being

Negative impacts							
Determinant	Direct impact	Significance		Change since Jan 2019		Rationale	Relevant 'no-deal' policy pathways
		Likelihood	Intensity	Likelihood	Intensity		
Access to healthy, safe and affordable food	Food safety system	Probable	Major			<p>THEN: The UK food safety system is highly exposed to Brexit related change and uncertainty and requires major capacity building in relation to legislation, organisations policies and workforce in a very short timescale.</p> <p>NOW: Concerns about system preparedness, resilience and sustainability in the face of increased responsibility and demand placed on services is reinforced by the latest evidence.</p>	EU collaboration and alignment
	Food safety regulation	Possible	Moderate			<p>THEN: Loss of EU food safety legislation and the need to replace this at pace.</p> <p>NOW: Current focus is on like-for-like replacement of regulations but there is ongoing uncertainty around the process for enforcement.</p>	EU collaboration and alignment
	Food standards	Probable	Major			<p>THEN: Positive or negative impact possible, dependent on the nature of future policy and trade deals.</p> <p>NOW: There is stronger, direct evidence of a potential negative impact on food standards in the form of published United States (US) trade objectives.</p>	Economy; Barriers to trade; EU collaboration and alignment
	Food supply	Probable	Major			<p>THEN: Workforce challenges in the agriculture sector, customs and tariff changes, and changing regulations. Negative impact is probable in a 'no-deal' scenario.</p> <p>NOW: The current increased likelihood of a 'no-deal' Brexit means the chances of disrupted food supply in the short-term have also increased. Welsh Government 'no-deal' action plan includes actions to address food supply in key sectors including schools and health and social care.</p>	Economy; Barriers to trade; EU collaboration and alignment; Uncertainty for EU nationals in the UK
	Cost of food	Probable	Major			<p>THEN: Any increase in inflation or reduced economic growth could impact upon the affordability of food and incomes. Cumulative impact with welfare reform and an increase in the use of food banks in Wales.</p> <p>NOW: Further evidence to support the likely increase in food costs through these mechanisms, as well as a potential fall in the value of the Pound Sterling (GBP), especially in a 'no-deal' exit scenario.</p>	Economy; Barriers to trade

Alcohol	Alcohol consumption patterns	Possible	Moderate	↔	↔	THEN: Increased consumption due to stress. NOW: Nothing significant published that suggests a change on this issue.	Mental well-being
	Alcohol regulation	Possible	Moderate	↔	↔	THEN: Positive or negative as a result of strengthened or weakened regulatory mechanisms in new trade agreements or legislation. NOW: The UK Government has announced the reintroduction of duty free alcohol for travellers to/ from the EU in the event of a 'no-deal' exit.	EU collaboration and alignment
Tobacco	Use of tobacco	Possible	Moderate	↔	↔	THEN: Increased smoking as a result of stress. NOW: Nothing significant published that suggests a change on this issue.	Mental well-being
	Tobacco regulation	Possible	Moderate	↔	↔	THEN: Positive or negative impact due to strengthened or weakened regulatory mechanisms in new trade agreements or legislation. NOW: There is additional evidence to suggest the possibility of permissive changes to regulations on e-cigarettes, which conflicts with Public Health Wales's position. The UK Government has announced the reintroduction of duty free tobacco for travellers to/ from the EU in the event of a 'no-deal' exit.	EU collaboration and alignment
Human rights	Loss of application of the EU Charter of Fundamental Rights in UK	Probable	Moderate	↑	↔	THEN: Loss of social, workplace and equality rights protections, currently not fully recognised in UK law. NOW: Further evidence to support this - the UK could see governance gaps in human rights protections and have reduced funding available to support projects that promote human rights.	EU collaboration and alignment
	Public safety and law enforcement	Possible	Moderate	NEW	NEW	NOW: Evidence supports potential risk of civil disobedience in a 'no-deal', linked to Brexit tension or food/fuel shortages, and reduced police powers due to the lack of ability to utilise the EU arrest warrant and cross-border cooperation.	EU collaboration and alignment

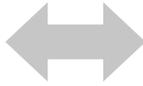
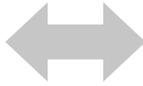
Environmental regulations	Regulations i.e. air quality, bathing water quality	Probable	Major			<p>THEN: Positive or negative impact due to strengthened or weakened future policy or as a result of future trade agreements.</p> <p>NOW: Ongoing lack of clarity around governance of environmental regulations and the absence of transitional structures. With a 'no-deal' exit, which has increased in likelihood, there will be an immediate governance gap.</p>	EU collaboration and alignment
	Waste management	Possible	Minimal	NEW	NEW	<p>NOW: With a 'no-deal' exit, which has increased in likelihood, potential disruption to waste export to EU with potential to increase landfill or incineration.</p>	Barriers to trade
Economic conditions: workforce and skills	Workforce challenges in sectors linked to health and well-being	Confirmed	Major			<p>THEN: Sectors particularly dependent on skills from the European Economic Area (EEA) in Wales include the veterinary sector, the food and drink manufacturing industry, and health and social care. A significant number of academic staff in Welsh universities are from the EU/EEA. Proposed immigration and freedom of movement changes linked to Brexit pose challenges to the future retention and recruitment of employees.</p> <p>NOW: Recruitment and retention challenges in health and well-being previously confirmed and is an ongoing priority.</p>	Uncertainty for EU nationals in the UK; Mental well-being
	Economic impact due to changes in immigration			NEW	NEW	<p>NOW: Watching brief: Potential changes to immigration patterns may impact on the economy in general or in specific local communities.</p>	Economy; Uncertainty for EU nationals in the UK; Mental well-being
	Potential to attract skilled workers into key sectors to Wales from within the UK and non-EU nations	Possible	Moderate	NEW	NEW	<p>NOW: Changes to freedom of movement and rights of migrants living in the UK, especially in a 'no-deal' exit, is still uncertain, which could act as a deterrent as could any perceived hostility of the UK to migrants.</p>	Uncertainty for EU nationals in the UK

Economic conditions: workforce and skills (continued)	Job security in sectors linked to exports / imports and exposure to changes in tariff and non-tariff barriers	Probable	Major		<p>THEN: Manufacturing plays a greater part in the Welsh economy than elsewhere in the UK. The principal market for Welsh manufacturers is the EU. Any tariff changes, reduction in business investment and reduced economic growth poses risks to job security.</p> <p>NOW: Wales is seeing pressure on its manufacturing sector due to a number of factors which are likely to be exacerbated by Brexit, especially with a 'no-deal' exit in which tariff and non-tariff barriers are expected to be greatest.</p>	Economy; Barriers to trade; EU collaboration and alignment
	Skills and employability	Probable	Moderate		<p>THEN: Uncertainty regarding replacement of the EU funds that have supported skills and educational opportunities.</p> <p>NOW: It is still unclear what UK funding opportunities will be available after Brexit to replace EU funding.</p>	Economy
Economic conditions: EU Funding	Community, economic and infrastructure investment for addressing inequalities	Probable	Major		<p>THEN: Uncertainty regarding replacement of the EU Funds that have provided regional investment and been aimed at reducing regional inequalities.</p> <p>NOW: Nothing significant published that suggests a change on this issue. i.e. further details about the UK Shared Prosperity Fund.</p>	Economy
	Agricultural and land management policy / funding	Confirmed	Major		<p>THEN: Major changes in policy and payments framework, affecting farmers, landowners and rural communities and resulting in considerable uncertainty.</p> <p>NOW: Decision to continue current levels of payments until new arrangements have been agreed provides short-term assurance. However, uncertainty continues over future payment models affecting long-term planning and security. Mechanisms of any potential negative impact are now more closely linked to changes to trade, future trade agreements, tariffs and the UK's relationship with the EU rather than the short-term loss of the Common Agriculture Policy. Public Health Wales research provides more insight into the impact of Brexit on the mental well-being of farmers and farming communities.</p>	Economy; Barriers to trade; EU collaboration and alignment

Economic conditions: EU Funding (continued)	Fishing and fishing waters policy/ funding	Probable	Moderate	NEW	NEW	NOW: Loss of access to EU funding that previously supported Welsh fishing industry, and uncertainty around future trade, tariffs, export checks, border delays and fishing rights in UK waters may disrupt business and affect well-being, especially in a 'no-deal' scenario.	Economy; Barriers to trade; EU collaboration and alignment
	Research and development funding for health related technologies and treatments	Confirmed	Moderate	↔	↓	THEN: Reduced access to EU Research and Development funding streams, and loss of collaboration opportunities. NOW: Outside of the EU the UK would have reduced access to EU funding streams. However, there is currently an appetite from within the UK and the EU for ongoing collaboration and a recognition of the mutual benefit of close working. Could be damaged by 'no-deal' exit.	EU collaboration and alignment
Working conditions	Including: health and safety, workers' rights and equality and working hours	Possible	Major	↔	↔	THEN: Loss of key protective EU legislation for workers' rights. Future policy and trade agreements could have positive or negative impacts. NOW: Lack of detail on future trade agreements and relationship with the EU means potential for impact on working conditions is uncertain.	EU collaboration and alignment

Access to safe and timely health and social care services	Health care staffing	Confirmed	Major		<p>THEN: Recruitment, retention and recognition of qualifications challenges in National Health Service (NHS) linked to Brexit, create cumulative impact on staffing with the existing demands on the sector.</p> <p>NOW: Healthcare staffing continues to be a priority issue. The majority of qualifications of EU healthcare staff will be recognised with or without a withdrawal agreement but Wales is unlikely to have a single point to access fitness-to-practice information. Ongoing uncertainty around immigration rules and rights of migrants living and working in the UK is likely to affect recruitment and retention in Wales. There is a risk that UK/Wales will focus on the recruitment of non-EU migrant workers to address any staffing shortfall and give insufficient focus to the recruitment and retention of UK staff and/or retention of all staff by improving working conditions and career development opportunities.</p>	EU collaboration and alignment; Uncertainty for EU nationals in the UK; Mental well-being
	Access to medicines, medical devices and clinical trials	Probable	Major		<p>THEN: Disrupted medicine and consumables supply chains, reduced access to, or exclusion from EU trials, changes to regulations, and uncertainty on long-term participation in key regulatory and oversight agencies such as European Medicines Agency, European Court of Justice.</p> <p>NOW: There is additional evidence to support the likely disruption to supply chains of medicines and medical devices, in the case of a 'no-deal' exit, which has become increasingly likely.</p>	Barriers to trade; EU collaboration and alignment
	Health protection / health security	Probable	Moderate		<p>THEN: Loss of intelligence (surveillance and monitoring) and co-ordinated response to cross-border health risks.</p> <p>NOW: Nothing significant published that suggests a change on this issue.</p>	EU collaboration and alignment
	Tackling illicit drugs			NEW	NEW	<p>NOW: Watching brief: Loss of participation in EU organisations expected to limit ability to tackle organised crime/illicit drugs, especially in a 'no-deal' exit.</p>

Access to safe and timely health and social care services (continued)	NHS leadership and governance	Possible	Moderate	NEW	NEW	NOW: All forms of Brexit are expected to have potential negative impact for the UK NHS, including a reduced oversight of UK government decision making and greater pressure on local health trusts.	
	Reciprocal (cross-border) health care	Possible	Moderate	↓	↓	THEN: Uncertainty on reciprocal health care in 'no-deal' scenario or beyond any transition period. NOW: Arrangements have been negotiated bilaterally with some EU members even in a 'no-deal' scenario. The UK Government announced on 23rd September that UK citizens living in the EU who have their healthcare funded by the UK Government, including pensioners and students, will have their healthcare costs covered for 6 months if we leave without a deal. However, many arrangements are time limited to December 2020 and apply to existing residents only. There is a lack of consistency on the level of coverage and citizens are likely to experience more restrictions and less coverage than under the current system.	
	Mental health	Probable	Minimal	NEW	NEW	NOW: Research evidence suggests that some citizens feel that Brexit is having a negative impact on their mental health and well-being. The scale of uncertainty facing farming communities, some of which is directly linked to Brexit, has been identified as increasing anxiety and impacting on the mental well-being of this population group. At a population level, and in a 'no-deal' exit, it will take time and further research to understand the full impact.	Mental well-being
	Rare diseases	Probable	Minimal	↔	↔	THEN: Potential for reduced access or exclusion from European rare disease networks. This will involve the potential loss of access to intelligence and evidence sharing and impact on rapid access to diagnosis and new treatments. NOW: Nothing significant published that suggests a change on this issue.	EU collaboration and alignment

Access to safe and timely health and social care services (continued)	Social care staffing	Probable	Major			<p>THEN: In Wales, the number of EU citizens working in social care has grown by 56% since 2011 whilst numbers of non-EU nationals has fallen. Proposed immigration and freedom of movement changes linked to Brexit pose challenges to future recruitment/retention and will have a cumulative impact on existing sector workforce capacity and demographic challenges.</p> <p>NOW: Nothing significant published that suggests a change on this issue. Recruitment and retention is an ongoing issue.</p>	Uncertainty for EU nationals in the UK; Mental well-being
	Community and third sector services			NEW	NEW	<p>NOW: Watching brief: Welsh Government 'no-deal' action plan highlights potential impacts on the third sector including workforce issues and the possibility of increased demand from citizens during a period of turmoil. Welsh Government has commissioned research on the impacts on the third sector from Welsh Council for Voluntary Action.</p>	Uncertainty for EU nationals in the UK; Mental well-being; EU collaboration and alignment
Sex and gender related groups	Women (in relation to working conditions, rights and employment)	Possible	Moderate			<p>THEN: Uncertain future of equality protection at work, exposure to unemployment, possible increase in informal caring role.</p> <p>NOW: Nothing significant published that suggests a change on this issue.</p>	EU collaboration and alignment; Mental well-being
	Employment of low and mid educated men (if trade terms with EU change to World Trade Organization (WTO) rules)	Possible	Moderate			<p>THEN: Industries that would be very highly exposed to changes in trade tariffs with the EU under WTO rules are important employers of men with low educational attainment in Wales and employ around 21% of low educated men.</p> <p>NOW: See <i>Job security in sectors linked to exports / imports and exposure to changes in tariff and non-tariff barriers.</i></p>	Barriers to trade; Mental well-being

Age Related Groups	Children	Possible	Moderate			<p>THEN: Potential reduction in rights for children and working parents, reduced access to European safeguarding systems, child poverty as a result of any contraction in the economy, mental health and well-being impacts due to uncertainty about post EU future.</p> <p>NOW: Concerns around the impact of poverty on children, disruption to family life and access to child-specific healthcare are supported by additional published evidence.</p>	Economy; EU collaboration and alignment; Uncertainty for EU nationals in the UK; Mental well-being
	Children born into families with a parent from Non UK EU Country	Probable	Major			<p>THEN: Uncertainty regarding future immigration rules and settlement status affecting family security, education and living arrangements.</p> <p>NOW: Ongoing uncertainty around immigration rules and the challenges of applying the settled status scheme to children reinforces concerns.</p>	Uncertainty for EU nationals in the UK; Mental well-being
	Young adults	Probable	Major			<p>THEN: Reduced access and uncertainty around any replacement for EU funding streams to support skills and educational opportunities, reduced access to EU employment and study, and the impact on employment opportunities due to any reduced economic growth.</p> <p>NOW: Nothing significant published that suggests a change on this issue.</p>	Economy; EU collaboration and alignment; Mental well-being
Income related groups	People living on low income, including people living in food and fuel poverty	Probable	Major			<p>THEN: Reduced resilience to any economic impacts such as price rises, a fall in wages in real terms, reduced employment, and reduced access and uncertainty around the replacement for EU regional funding. Cumulative impact with welfare reform and food poverty.</p> <p>NOW: UK Government "Operation Yellow Hammer" 'no-deal' planning assumptions document highlights low income groups as being "disproportionately affected" by any rise in food or fuel prices.</p>	Economy; Barriers to trade; Mental well-being
	People at risk of unemployment / who are unemployed	Probable	Major			<p>THEN: Risk of job losses due to any reduced economic growth.</p> <p>NOW: Latest data suggests rising employment but the potential impact of Brexit itself on (un)employment is still unclear.</p>	Economy; Mental well-being

Groups who suffer discrimination or social disadvantage	Black and minority ethnic (BME) groups	Probable	Moderate			<p>THEN: Increase in hate crime, reduced tolerance, erosion of equality rights, impact on employment in service industries if “Hard Brexit”.</p> <p>NOW: Loss of EU funding streams and EU-level strategy to support BME communities. Welsh Government has set out measures to mitigate potential negative impacts but too early to determine the scale of the issue and the impact of these interventions.</p>	EU collaboration and alignment; Uncertainty for EU nationals in the UK; Mental well-being
	Immigrants			NEW	NEW	<p>NOW: Watching brief: Concerns have been raised by public health professionals in England that there are barriers to addressing migrant health effectively in the post EU referendum political, social and institutional environment. Challenges include lack of knowledge and skills, insufficient community engagement, lack of diversity in the workforce, and a lack of access to training for professionals.</p>	Uncertainty for EU nationals in the UK; Mental well-being
	People with a range of disabilities			NEW	NEW	<p>NOW: Watching brief: Concerns raised over a potential roll-back of disability rights in EU legislation; loss of EU funding streams; and shortage of social care staff.</p>	EU collaboration and alignment; Uncertainty for EU nationals in the UK; Mental well-being

Geographical groups	People living in areas with poor economic and health indicators / areas of Wales that have been significant beneficiaries of EU funding	Probable	Major			THEN: Uncertainty regarding future regional funding for community, economic development and infrastructure investment in Wales. NOW: See Community, economic and infrastructure investment for addressing inequalities.	Economy; Mental well-being
	Farmers / rural communities	Probable	Major			THEN: Loss of income streams from the EU and increased uncertainty around replacement funding streams. NOW: See Agricultural and land management policy / funding.	Economy; Barriers to trade; EU collaboration and alignment; Mental well-being
	Port towns					THEN: Watching brief: Possible impact but currently insufficient evidence to define impact. NOW: Watching brief: Welsh Government 'no-deal' action plan states that the introduction of additional border/customs checks at ports are not expected to cause traffic issues at the South West Wales ports. Contingency plans are in place for Holyhead.	Economy; Barriers to trade; EU collaboration and alignment
	Coastal towns e.g. tourism workforce and bathing water quality					THEN: Watching brief: Possible impact but currently insufficient evidence to define impact. NOW: Watching brief: Nothing significant published that suggests a change on this issue.	
	People living in areas where large employers may leave	Possible	Major			THEN: Academic analysis and other evidence from some large companies suggests possible impacts on investment and future operations in Wales. NOW: Additional published evidence supports the possibility that large employers may become less competitive post-Brexit and choose to leave Wales.	Economy; Barriers to trade; Mental well-being

Other vulnerable groups	People in need of health and social care	Probable	Major			<p>THEN: The Welsh population is significantly exposed to changes in the capacity of health and social care services, for example as a result of a greater health need such as a higher proportion of residents having a long-term illness. Continued and future recruitment and supply challenges within the NHS and social care sector, alongside the health consequences attributed to any economic difficulties and unemployment, has the potential to increase pressures on health and social care services.</p> <p>NOW: See Health care staffing, Access to medicines, medical devices and clinical trials' and Social care staffing</p>	Economy; Barriers to trade; Uncertainty for EU nationals in the UK; Mental well-being
	Small business owners / employers who import or export goods and services	Probable	Moderate			<p>THEN: Uncertainty of any future trade and regulation agreements, potential increased paperwork and checks and workforce issues such as loss of EU staff.</p> <p>NOW: Some evidence of a lack of Brexit preparedness among small and medium enterprises (SMEs). Possible negative impact dependent on future policy and trade deals but currently uncertain.</p>	Barriers to trade; EU collaboration and alignment; Uncertainty for EU nationals in the UK; Mental well-being
	Non UK EU Citizens and families living in Wales	Probable	Major			<p>THEN: Uncertainty regarding future immigration rules and settlement status affecting a sense of security about employment and living arrangements.</p> <p>NOW: Concerns around negative impacts of uncertainty is reinforced by latest evidence.</p>	Uncertainty for EU nationals in the UK; Mental well-being
	UK citizens and families living in the EU	Possible	Moderate	NEW	NEW	<p>NOW: In a 'no-deal' exit, which has increased in likelihood, UK citizens living and working in the EU will not have their rights or access to health and other services guaranteed in the long-term, although UK Government has guaranteed funding for health care in the short-term (6 months). Family reunification of non UK EU family members with family who are UK citizens returning to the UK from the EU will be more complex post-Brexit.</p>	EU collaboration and alignment; Uncertainty for UK nationals in the EU; Mental well-being

6 Conclusion and recommended actions

This document aims to inform decision makers, public bodies and organisational leads responsible for preparing for, and responding to, Brexit in Wales. This rapid review of evidence published between January 2019 and September 2019 builds on *The Public Health Implications of Brexit: A Health Impact Assessment Approach* to consider the potential impacts on the determinants of health and well-being and groups that may be affected following Brexit. The identified impacts are potential and not actual, as Brexit has not yet occurred. The analysis and conclusions drawn in this document need to be considered in the context of evidence being published on a daily basis, along with a constantly shifting political dynamic.

This review has confirmed that all the impacts and population groups identified in the original HIA remain valid. What has changed during this period is that the nature, likelihood and intensity of some of the identified potential impacts has altered, either positively or negatively, and some new impacts have become evident. This is similarly reflected in the analysis of the population groups.

The key changes to the determinants of health and population groups are summarised below. These should be read in tandem with both the commentary in Section 5 of this report and the narrative within the Main Findings HIA report.

Changes to the potential impact on the determinants of health and population groups identified:

- **Food standards** – the likelihood of a major negative impact has increased from possible to probable.
- **Food supply** – the likelihood of a major negative impact has increased from possible to probable.
- **Loss of application of the EU Charter of Fundamental Rights in UK** – the likelihood of a moderate negative impact has increased from possible to probable.
- **Environmental Regulations i.e. air quality, bathing water quality** – the likelihood of a major negative impact has increased from possible to probable.
- **Research and development funding for health related technologies and treatments** – a confirmed negative impact on research and development funding has reduced in intensity from major to moderate.
- **Reciprocal (cross-border) health care** – the likelihood and intensity of a negative impact on reciprocal healthcare has reduced from probable to possible and major to moderate, respectively.

Whilst policy consultations have been published on environmental governance, sustainable land management and agriculture, there is not yet enough certainty or adoption of policy to change the likelihood or intensity of any of the potential positive impacts previously identified in the Brexit HIA.



New determinants and population groups identified as part of this review are:

Potential positive impacts

- **People living on low income, including people living in food and fuel poverty** – potential impact related to house prices, where Brexit-linked slowing/decline in house prices may be good for low/middle income earners. However, it could make it harder to sell or move out of poor quality housing or reduce the ability to subsidise building of affordable homes. There is currently insufficient evidence to define the likelihood and intensity of impact.
- **Small business owners/employers who import or export goods and services** – potential increased opportunities for export due to reduced value of Pound Sterling (GBP) but dependent on future policy and trade deals. There is currently insufficient evidence to define the likelihood and intensity of impact.



Potential negative impacts

- **Public safety and law enforcement** – evidence supports potential risk of civil disobedience in a 'no-deal', linked to Brexit tension or food/fuel shortages, and reduced police powers due to the lack of ability to utilise the EU arrest warrant and cross-border cooperation. Possible likelihood and of moderate intensity.
- **Waste management** – in a 'no-deal' exit there will be potential disruption to waste export to the EU with the potential to increase landfill or incineration. Possible likelihood and of minimal intensity.
- **Economic impact due to changes in immigration** – potential changes to immigration patterns may impact on the economy in general or in specific local communities. There is currently insufficient evidence to define the likelihood and intensity of impact.
- **Potential to attract skilled workers into key sectors to Wales from within the UK and non-EU nations** – changes to freedom of movement and rights of migrants living in the UK, especially in a 'no-deal' exit, is still uncertain, which could act as a deterrent as could any perceived hostility of the UK to migrants. Possible likelihood and of moderate intensity.



- **Fishing and fishing waters policy/funding** – loss of access to EU funding that previously supported Welsh fishing industry, and uncertainty around future trade, tariffs, export checks, border delays and fishing rights in UK waters may disrupt business and affect well-being, especially in a ‘no-deal’ scenario. Probable likelihood and of moderate intensity.
- **Tackling illicit drugs** – loss of participation in EU organisations expected to limit ability to tackle organised crime/illicit drugs, especially in a ‘no-deal’. There is currently insufficient evidence to define the likelihood and intensity of impact.
- **NHS leadership and governance** – evidence that all forms of Brexit are expected to have a potential negative impact for the UK NHS, including a reduced oversight of UK government decision making and greater pressure on local health trusts. Possible likelihood and of moderate intensity.
- **Mental health** – research evidence suggests that some citizens feel that Brexit is having a negative impact on their mental health and well-being but it will take time and further research to understand the population-level impact. Probable likelihood and of minimal intensity.
- **Community and third sector services** – potential negative impacts due to workforce challenges and increase in demand, particularly in a ‘no-deal’ scenario. There is currently insufficient evidence to define the likelihood and intensity of impact.
- **Immigrants** – concerns have been raised by public health professionals in England that there are barriers to addressing migrant health effectively in the post EU referendum political, social and institutional environment. There is currently insufficient evidence to define the likelihood and intensity of impact.

- **People with a range of disabilities** – concerns raised over a potential roll-back of disability rights in EU legislation; loss of EU funding streams; and shortage of social care staff. There is currently insufficient evidence to define the likelihood and intensity of impact.
- **UK citizens and families living in the EU** – in a ‘no-deal’ exit, UK citizens living and working in the EU will not have their rights or access to health and other services guaranteed in the long-term. Family reunification of non UK EU family members with family who are UK citizens returning to the UK from the EU will be more complex post-Brexit. Possible likelihood and of moderate intensity.

In addition, the findings suggest that whilst Brexit will affect the general population as a whole, there could be **population groups** who potentially will be **adversely affected** by Brexit in a **multi-faceted, cumulative way**, for example, people who are elderly and have chronic conditions or disabilities, who require access to medication and health and social care services, and who may also be on a low income. Such populations will be more susceptible to any negative effects of Brexit such as inflationary pressures on food and fuel, supply of medicines and medical devices and staffing issues experienced by services they access.



In the HIA published in January 2019, nine recommended actions were suggested for Welsh public bodies, organisations and agencies. These are still relevant and are listed below:

1. Policy makers and public services should consider the range of potential impacts of Brexit identified and the areas for future action, and ensure co-ordinated actions are in place to address each. The report should also be considered by multi-agency structures that have been set up to prepare for and respond to Brexit, in order to provide co-ordination across activities and ensure interdependencies between them have been identified and addressed.
2. A number of population groups, for example non UK EU Citizens, deprived and rural communities, have been identified as especially vulnerable to harms from the Brexit process. Policies and actions should be prioritised in order to address impacts on such population groups where Brexit may be most detrimental. All actions (not just those in health) should explicitly demonstrate how they have taken into consideration the protection and improvement of health and well-being of all residents in Wales, but especially the most vulnerable.
3. Leadership across the totality of Brexit issues needs to continue to provide overall direction to Wales' response, and critically, reassurance that plans work appropriately across agencies as well as across time scales (short, medium and long-term).
4. Public bodies should establish a joint organisational framework, such as a 'Risk and Impact Framework' to help develop, co-ordinate, implement and monitor their response to Brexit. The social determinants of health, for example education and employment, and areas of immediate risks to health (including mental health) and health care, for example staffing should be part of this framework. The framework should be informed by intelligence systems that routinely monitor the impacts of Brexit in Wales in general but in particular on the groups anticipated to be most affected.
5. Data and intelligence across agencies relating to the potential impacts of Brexit should be combined and used in a regularly updated dashboard to inform joint policy and strategic decision making. This should include retrospective data from before the referendum, to establish a baseline before Brexit uncertainties began and to examine impacts related to Brexit that may have already taken place, for example on mental health, recruitment, investment in Wales.
6. Organisations and partnerships should use the Well-being of the Future Generations (Wales) Act 2015 to frame their response to Brexit. This includes ensuring that the impacts on and the needs of children and young people who will be most affected in the future (including future generations) are considered. Action needs to focus on prevention of negative impacts and protection of well-being, recognising links to the social determinants of health.

7. Further research is needed on the impact of Brexit on mental health and well-being, community resilience and cohesion, children and young adults, farmers and rural communities, port areas and BME groups. This should supplement data in the dashboard and could be used in combination to model future impacts for Wales.
8. The public health workforce currently lacks the experience and skills to influence and contribute to trade agreements. The public health system should consider how to build knowledge, skills and capacity to ensure health and well-being are considered at the forefront of such processes. Other public services may have similar deficits that need addressing.
9. Public Health Wales, in partnership with Welsh Government and other key stakeholders, should monitor and evaluate the utilisation of the HIA. Public Health Wales (with input from the Strategic Advisory Group) should routinely update and share the key findings of this HIA, in order to inform the response of policy and decision makers, public services and multi-agency groups in Wales.

In summary, the number of determinants of health affected by Brexit has increased to include, for example, mental health, public safety and law enforcement and the area of NHS leadership and governance. Action will be needed in these additional areas, including further research to understand more fully the impact of Brexit as it occurs and how any affects can be mitigated for the future. Similarly, evidence of impacts on specific population groups affected continues to emerge and these include, for example, people with a disability and UK Citizens living in the EU. Continued attention to the needs of identified vulnerable groups (particularly those who are likely to experience cumulative impacts) should be prioritised, including through active engagement and further research to inform any possible mitigating actions in a pre and post-Brexit world.

7 References

Determinant	Direct impact	References
Access to healthy, safe and affordable food	Food safety system	<ul style="list-style-type: none"> Chatham House. (January 2019). Food Politics and Policies in Post-Brexit Britain. Fassam, L. G. (January 2019). Social Value effect of Food supply chains and Brexit. Comptroller and Auditor General. (June 2019). Ensuring food safety and standards.
	Food safety regulation	<ul style="list-style-type: none"> Welsh Government. (March 2019). Summary of Responses to the Consultation "Updating Welsh food law in preparation for Brexit".
	Food standards	<ul style="list-style-type: none"> Faculty of Public Health. (April 2019). Negotiating a 'healthy' trade policy for the UK. Congressional Research Service (April 2019). Brexit and Outlook for U.S.-UK Trade Agreement. Office of the United States Trade Representative. (February 2019). United States-United Kingdom Negotiations: Summary of Specific Negotiating Objectives. United States Trade Representative. (2019). National Trade Estimate Report on Foreign Trade Barriers. Nogués, J.J. Journal of World Trade. (June 2019). Brexit Trade Impacts' and Mercosur's Negotiations with Europe.
	Sustainable food production	<ul style="list-style-type: none"> Welsh Government. (July 2019). Consultation: Sustainable Farming and our Land.
	Food supply	<ul style="list-style-type: none"> Institute of Economic Affairs. (February 2019). 'No-deal' Fear-checker: Supermarkets will run out of food and people's health will be at risk. Lang, T. The Lancet. (August 2019). 'No-deal' food planning in UK Brexit. The Times. (August 2019). Operation Chaos: Whitehall's secret 'no-deal' Brexit preparations leaked. UK Government (August 2019) Operation Yellowhammer HMG reasonable "worst case" planning assumptions
	Cost of food	<ul style="list-style-type: none"> Barons, M.J. (July 2019). Anticipated impacts of Brexit scenarios on UK food prices using structured expert judgement: implications for policies on poverty and health. Lang, T. The Lancet. (August 2019). 'No-deal' food planning in UK Brexit.
Alcohol	Alcohol consumption patterns	
	Alcohol regulation	<ul style="list-style-type: none"> The Guardian. (September 2019). Health secretary voices concern at duty-free's return under 'no-deal' Brexit. The Guardian. (September 2019). Cheap booze and fags: the last gasp of government health policy. HM Treasury. (September 2019). Chancellor announces return of duty-free.
Tobacco	Use of tobacco	
	Tobacco regulation	<ul style="list-style-type: none"> Politico. (June 2019). Brexit Britain's vaping paradise: Tobacco laws set to be first break with EU rules. The Guardian. (September 2019). Health secretary voices concern at duty-free's return under 'no-deal' Brexit. The Guardian. (September 2019). Cheap booze and fags: the last gasp of government health policy. HM Treasury. (September 2019). Chancellor announces return of duty-free.
Human rights	Loss of application of the EU Charter of Fundamental Rights in UK	<ul style="list-style-type: none"> United Nations Human Rights Office of the High Commissioner. (November 2018). Statement on Visit to the United Kingdom, by Professor Philip Alston, United Nations Special Rapporteur on extreme poverty and human rights. Equality and Human Rights Commission. (May 2019). The future of funding for equality and human rights. Lords Select Committee. (June 2019). Human rights protection at risk after Brexit warns Committee. Smith, R. The International Journal of Human Rights. (July 2019) Brexiting human rights diplomacy at the United Nations Human Rights Council: opportunity or cause for concern?
	Public safety and law enforcement	<ul style="list-style-type: none"> The Guardian. (February 2019). 'No-deal' Brexit would make Britain less safe, says police chief. The Guardian. (April 2019). Police amass 10,000 officers in preparation for 'no-deal' unrest. van Schalkwyk, M.C.I. The British Medical Journal. (August 2019). Assessing the health effects of a 'no-deal' Brexit. UK Government (August 2019) Operation Yellowhammer HMG reasonable "worst case" planning assumptions

Environmental regulations	Regulations e.g. air quality, bathing water quality	<ul style="list-style-type: none"> Environment, Food and Rural Affairs Committee. (April 2019). Pre-legislative scrutiny of the Draft Environment (Principles and Governance) Bill. Greener UK. (June 2019). The environmental implications of different EU-UK relationship options. BBC News. (July 2019). Wales farm subsidy replacement plan law delayed until after Senedd elections. National Assembly for Wales Climate Change, Environment and Rural Affairs Committee. (July 2019). Letter to Lesley Griffiths AM Minister for Environment, Energy and Rural Affairs. Welsh Government. (July 2019). Written Statement by Lesley Griffiths, Minister for Environment, Energy and Rural Affairs: Environmental Principles and Governance Post European Union Exit Consultation. Welsh Government. (September 2019). Consultation outcome: Environmental principles and governance in Wales post European Union exit.
	Waste management	<ul style="list-style-type: none"> The Guardian. (February 2019). Officials warn of putrefying piles of rubbish after ‘no-deal’ Brexit. Department for Environment, Food and Rural Affairs, Environment Agency. (March 2019). ‘No-deal’ EU exit: Government issues reminder to waste industry. Department for Environment, Food and Rural Affairs. (June 2019). Guidance: Importing and exporting waste if there’s no Brexit deal. BBC News. (August 2019). ‘No-deal’ Brexit ‘will see more waste going to landfill’. Welsh Government (September 2019) ‘No-deal’ action plan
Economic conditions: workforce and skills	Workforce challenges in sectors linked to health and well-being	<ul style="list-style-type: none"> Wales Centre for Public Policy. (February 2019). Migration in Wales: The impact of post-Brexit policy changes. Hurley, R. The British Medical Journal. (February 2019). Brexit could spell trouble for unsung heroes of UK biomedical research. Welsh Government. (March 2019). The impact of Brexit on Welsh social care and childcare workforce. BBC News. (March 2019). 20,000 more care workers needed in Wales by 2030. Migration Advisory Committee recommends adding to shortage occupation list. (May 2019). Full review of the shortage occupation list.
	Economic impact due to changes in immigration	<ul style="list-style-type: none"> Bevan Foundation. (January 2019). Life after free movement: making future immigration policy work for Wales. Wales Centre for Public Policy. (February 2019). Migration in Wales: The impact of post-Brexit policy changes. Scottish Government. (February 2019). UK immigration policy after leaving the EU: impacts on Scotland’s economy, population and society. Runge, J. Economic and Social Research Council and National Institute of Economic and Social Research. (August 2019). Briefing: Overview of Evidence On Economic Impacts of EU Immigration.
	Potential to attract skilled workers into key sectors to Wales from within the UK and non-EU nations	<ul style="list-style-type: none"> The Royal Society, The British Academy, Royal Academy of Engineering, The Academy of Medical Sciences. (May 2019). £30,000 salary threshold would be detrimental for research and innovation: We need an immigration system that welcomes skilled people from overseas. The UK in a Changing Europe. (June 2019). The Brexit Scorecard. BBC News. (July 2019) Brexit: Bosses seek cut to immigrant salary threshold. The Guardian. (August 2019). How will Britain treat EU citizens after Brexit? They need to know – and so does business. Office of National Statistics. (August 2019). Migration Statistics Quarterly Report: August 2019. The Guardian. (September 2019). Home Office planning to end family reunion for children after Brexit.
	Job security in sectors linked to exports / imports and exposure to changes in tariff and non-tariff barriers	<ul style="list-style-type: none"> The Independent. (February 2019). Which companies are leaving UK, downsizing or cutting jobs ahead of Brexit? The Guardian (February 2019). One in three UK firms plan for Brexit relocation, IoD says. Saïd Business School, University of Oxford. (April 2019). Death by a thousand cuts: The strategic outlook for the UK automotive industry beyond Brexit. The Guardian. (May 2019). Brexit: UK car production plunges amid ‘untold damage’ of EU leave date chaos. BBC News. (June 2019). Ford set to close Bridgend engine plant in 2020. The UK in a Changing Europe. (June 2019). The Brexit Scorecard. BBC News. (August 2019). Brexit: ‘Low take-up of ‘no-deal’ fund concerning’. The UK in a Changing Europe. (September 2019). ‘No-deal’ Brexit: Issues, impacts, implications.
	Skills and employability	No new significant publications
	Job availability/ vacancies	No new significant publications
	Community, economic and infrastructure investment for addressing inequalities	No new significant publications

Economic conditions: workforce and skills (continued)	Agricultural and land management policy / funding	<ul style="list-style-type: none"> Chatham House. (January 2019). Food Politics and Policies in Post-Brexit Britain. Welsh Government. (January 2019). Summary of EU Exit Scenarios Planning Workshops. The Guardian. (February 2019). Brexit could be good for UK environment, says top government adviser. Hubbard, C. et al. Newcastle University. (March 2019). Brexit: How might UK Agriculture Thrive or Survive? Agriculture and Horticulture Development Board. (April 2019). Understanding Brexit - an impact assessment. Welsh Government. (June 2019). Presentation on Geographical Vulnerabilities Project and updated analysis for Fisheries Sector. Roederer-Rynning, C. Politics and Governance. (July 2019). What Common Agricultural Policy After Brexit? The Independent. (July 2019). 'No-deal' Brexit could cause mass slaughter of UK lambs as end of European trade spells "disaster" for farmers. BBC News. (July 2019). Wales farm subsidy replacement plan law delayed until after Senedd elections. Welsh Government. (July 2019). A 'no-deal' Brexit threatens future of Welsh farming: new PM must rule it out – Welsh Government. Welsh Government. (July 2019). Consultation: Sustainable Farming and our Land. Mike Hedges AM, Chair of Climate Change, Environment and Rural Affairs Committee (July 2019). Letter to Lesley Griffiths Minister for Environment, Energy and Rural Affairs. Gravey, V. EuroChoices. (August 2019). Finally Free to Green Agriculture Policy? UK post-Brexit Policy Developments in the Shadow of the CAP and Devolution. House of Commons Library. (August 2019). Farm payments in a 'no-deal' Brexit. Davies, A.R. et al (2019). Supporting farming communities at times of uncertainty: an action framework to support the mental health and well-being of farmers and their families, Public Health Wales and The Mental Health Foundation
	Fishing and fishing waters policy/ funding	<ul style="list-style-type: none"> House of Commons Library. (February 2019). The Royal Navy, Brexit and UK fisheries. National Assembly for Wales. (February 2019) UK Fisheries Bill a missed opportunity for Welsh fishing industry. Department for Food, Environment and Rural Affairs. (March 2019). Fisheries White Paper responses. House of Commons Library. (September 2019). Fisheries and Brexit. The Times. (August 2019). French fishermen threaten to blockade UK exports after 'no-deal' Brexit. Welsh Government. (2019). Preparing Wales: Fisheries and trade. Welsh Government. (2019). European Maritime and Fisheries Fund.
	Research and development funding for health related technologies and treatments	<ul style="list-style-type: none"> European Parliament. (January 2019). Brexit and Horizon Europe. House of Lords EU Home Affairs Sub-Committee. (February 2019). Uncertainty over future UK participation in Erasmus and Horizon programmes. Welsh Government. (April 2019). Horizon 2020 In Wales Annual Report 2018. Vandenbussche, H. University of Leuven, Belgium. (June 2019). Sector-Level Analysis of the Impact of Brexit on the EU-28.
Working conditions	Including: health and safety, workers' rights and equality, working hours	<ul style="list-style-type: none"> UK Government. (March 2019). Draft legislation: Protecting and enhancing worker rights after the UK withdrawal from the European Union. The Guardian. (March 2019). Unions attack May's Brexit pledge on workers' rights. Ridgway, M. (August 2019). Employee Relations: The International Journal. Brexit: human resourcing implications.
Access to safe and timely health and social care services	Health care staffing	<ul style="list-style-type: none"> UK Government. (April 2019). EU workers' qualifications will be recognised after EU Exit. Jones-Berry, S. Nursing Standard. (May 2019). EU nurse exodus blamed on Brexit uncertainty. Gillin, N., Smith, D. Nursing Inquiry. (August 2019). Overseas recruitment activities of NHS Trusts 2015–2018: Findings from FOI requests to 19 Acute NHS Trusts in England. Spiliopoulos, G, Timmons, S. University of Nottingham Asia Research Institute. (August 2019). How can the NHS recruit and retain migrant nurses after Brexit? van Schalkwyk, M.C.I. The British Medical Journal. (August 2019). Assessing the health effects of a 'no-deal' Brexit.
	Access to medicines, medical devices and clinical trials	<ul style="list-style-type: none"> Medicines and Healthcare products Regulatory Agency. (February 2019). Further guidance note on the regulation of medicines, medical devices and clinical trials in a 'no-deal' Brexit. The International Trade Committee. (June 2019). Committee considers potential impact of future UK-US Free Trade Agreement on NHS services. O'Dowd, A. The British Medical Journal. (June 2019). Will the NHS be on Trump's trade table? The Independent. (June 2019). Brexit: Leaked cabinet note admits UK not ready for 'no-deal' exit on October 31, blowing hole in Boris Johnson leadership pledge. Rimmer, A. The British Medical Journal. (August 2019). 'No-deal' Brexit may worsen drug shortages, pharmacists warn. The Times. (August 2019). Operation Chaos: Whitehall's secret 'no-deal' Brexit preparations leaked. The Times. (September 2019). Operation Yellowhammer: leaked files reveal medicines that will run out first

Access to safe and timely health and social care services (continued)	Access to medicines, medical devices and clinical trials (continued)	<ul style="list-style-type: none"> UK Government (August 2019) Operation Yellowhammer HMG reasonable “worst case” planning assumptions European Commission and European Medicines Agency. (2019). Questions and Answers related to the United Kingdom’s withdrawal from the European Union with regard to the medicinal products for human and veterinary use within the framework of the Centralised Procedure.
	Health protection / health security	No new significant publications
	Tackling illicit drugs	<ul style="list-style-type: none"> A Roman-Urrestarazu et al. Health Policy. (June 2019). Brexit threatens the UK’s ability to tackle illicit drugs and organised crime: What needs to happen now? UK Government (August 2019) Operation Yellowhammer HMG reasonable “worst case” planning assumptions
	NHS leadership and governance	<ul style="list-style-type: none"> Fahy, N. et al. The Lancet. (February 2019). How will Brexit affect health services in the UK? An updated evaluation. The International Trade Committee. (June 2019). Committee considers potential impact of future UK-US Free Trade Agreement on NHS services. O’Dowd, A. The British Medical Journal. (June 2019). Will the NHS be on Trump’s trade table? The King’s Fund, the Health Foundation and Nuffield Trust. (September 2019). The impact of a ‘no-deal’ Brexit on health and care: an open letter to MPs.
	Reciprocal (cross-border) health care	<ul style="list-style-type: none"> UK Government. (March 2019). New legislation: Healthcare (European Economic Area and Switzerland Arrangements) Act 2019. UK Government. (March 2019). UK nationals living in the EU, EFTA and Switzerland: Healthcare. UK Government. (September 2019) Government takes steps to protect healthcare access for UK nationals living in the EU after 31 October UK Government. (August 2019) Operation Yellowhammer HMG reasonable “worst case” planning assumptions
	Mental health	<ul style="list-style-type: none"> Vandoros, S. et al. Journal of Epidemiology and Community Health. (January 2019). The EU referendum and mental health in the short-term: a natural experiment using antidepressant prescriptions in England. Mental Health Foundation. (March 2019). Top tips to look after your mental health at times of political uncertainty and change. Britain Thinks. (April 2019). The Brexit Diaries: Current Public Opinion on Brexit. The Guardian. (April 2019). ‘All I hear is anger and frustration’: how Brexit is affecting our mental health. British Association for Counselling and Psychotherapy. (April 2019). One third of adults say Brexit has affected their mental health, BACP research finds. Davies, A.R. et al (2019). Supporting farming communities at times of uncertainty: an action framework to support the mental health and well-being of farmers and their families, Public Health Wales and The Mental Health Foundation
	Rare diseases	No new significant publications
	Social care staffing	<ul style="list-style-type: none"> Wales Centre for Public Policy. (February 2019). Migration in Wales: The impact of post-Brexit policy changes. Welsh Government. (March 2019). The impact of Brexit on Welsh social care and childcare workforce. BBC News. (March 2019). 20,000 more care workers needed in Wales by 2030. Local Government Association. (March 2019). The effect of leaving the European Union on the UK’s health and social care sector. Golightley, M. et al. The British Journal of Social Work. (March 2019). Editorial: Social Work in the Eye of the Storm: Politics and Prejudice.
	Community and third sector services	<ul style="list-style-type: none"> Equality and Human Rights Commission. (May 2019). The future of funding for equality and human rights. Welsh Government (September 2019) ‘No-deal’ action plan
	Sex and gender related groups	Women (in relation to working conditions, rights and employment)
Employment of low and mid educated men (if trade terms with EU change to World Trade Organization (WTO) rules)		<ul style="list-style-type: none"> See references under ‘Job security in sectors linked to exports / imports and exposure to changes in tariff and non-tariff barriers’

Age Related Groups (continued)	Children	<ul style="list-style-type: none"> Iacobucci, G. The British Medical Journal. (January 2019). Poverty, public health cuts, and Brexit risk halting progress on child health, college warns. United Nations Human Rights Office of the High Commissioner. (November 2018). Statement on Visit to the United Kingdom, by Professor Philip Alston, United Nations Special Rapporteur on extreme poverty and human rights.
	Children born into families with a parent from Non UK EU Country	<ul style="list-style-type: none"> The Guardian. (March 2019). Thousands of children 'could become undocumented' after Brexit. Reimers, K. (April 2019). Brexit and its psychological impact: A qualitative study on the well-being of EU-citizens based in the UK.
	Young adults	<ul style="list-style-type: none"> Welsh Youth Parliament. (February 2019). Mental Health is top of the list of issues most important to young people in Wales.
Income related groups	People living on low income, including people living in food and fuel poverty	<ul style="list-style-type: none"> United Nations Human Rights Office of the High Commissioner. (November 2018). Statement on Visit to the United Kingdom, by Professor Philip Alston, United Nations Special Rapporteur on extreme poverty and human rights. UK Government (August 2019) Operation Yellowhammer HMG reasonable "worst case" planning assumptions See references under 'Cost of food', 'Job security in sectors linked to exports / imports and exposure to changes in tariff and non-tariff barriers' and 'Community, economic and infrastructure investment for addressing inequalities'.
	People at risk of unemployment / who are unemployed	<ul style="list-style-type: none"> The UK in a Changing Europe. (June 2019). The Brexit Scorecard. Office for National Statistics. (September 2019). Labour Force Survey: In employment: Wales: All. See references under 'Job security in sectors linked to exports / imports and exposure to changes in tariff and non-tariff barriers'
Groups who suffer discrimination or social disadvantage	Black and minority ethnic groups	<ul style="list-style-type: none"> Wales Civil Society Forum on Brexit. (February 2019). Getting Brexit Ready: A Guide for Small to Large Third Sector Organisations in Wales. Welsh Government. (2019). Preparing Wales: Community cohesion. See references under 'Loss of application of the EU Charter of Fundamental Rights in UK' and 'Community, economic and infrastructure investment for addressing inequalities'
	Immigrants	<ul style="list-style-type: none"> Such, E., Staniforth, R. Public Health. (July 2019). Public health practitioners' perspectives of migrant health in an English region.
	Disabled people	<ul style="list-style-type: none"> Wales Civil Society Forum on Brexit. (February 2019). Getting Brexit Ready: A Guide for Small to Large Third Sector Organisations in Wales. Metro. (March 2019). Disability Wales: The impact of Brexit on disabled people's lives is not a Government priority
Geographical groups	People living in areas with poor economic and health indicators / areas of Wales that have been significant beneficiaries of EU funding	<ul style="list-style-type: none"> Communities in Charge. (June 2019). Give people the power to prosper after Brexit. The Independent. (June 2019). Tory spending plans will strip billions from poorest areas after Brexit and give cash to richest regions, study finds. Tinbergen Institute. (August 2019). The Implications of Brexit for UK and EU Regional Competitiveness. See references under 'Job security in sectors linked to exports / imports and exposure to changes in tariff and non-tariff barriers' and 'Community, economic and infrastructure investment for addressing inequalities'.
	Farmers / rural communities	<ul style="list-style-type: none"> Sennedd Research. (February 2019). New Publication: How changes in the rural economy post-Brexit might impact upon healthcare/ health inequalities in rural Wales. Hill, B. EconPapers. (April 2019). Evaluating Brexit's impact on the social contributions made by agriculture. Davies, A.R. et al (2019). Supporting farming communities at times of uncertainty: an action framework to support the mental health and well-being of farmers and their families, Public Health Wales and The Mental Health Foundation See references under 'Agricultural and land management policy / funding'
	Port towns	<ul style="list-style-type: none"> Welsh Affairs Committee. (August 2019). Brexit, trade and customs: implications for Wales inquiry. Welsh Government (September 2019) 'No-deal' action plan
	Coastal towns e.g. tourism workforce and bathing water quality	No new significant publications
	People living in areas where large employers may leave	<ul style="list-style-type: none"> Tinbergen Institute. (August 2019). The Implications of Brexit for UK and EU Regional Competitiveness. See references under 'Job security in sectors linked to exports / imports and exposure to changes in tariff and non-tariff barriers'

Other vulnerable groups	People in need of health and social care	<ul style="list-style-type: none"> • See references under 'Health and care staffing', 'Access to medicines, medical devices and clinical trials' and 'Social care staffing'
	Small business owners / employers who import or export goods and services	<ul style="list-style-type: none"> • Badiani, R. International Economics and Economic Policy. (March 2019). Outlook on UK-EU Brexit negotiations and possible economic risks. • Politico. (April 2019). UK's small firms fear 'no-deal' Brexit wipeouts. • The UK in a Changing Europe. (September 2019). 'No-deal' Brexit: Issues, impacts, implications. • UK Government (August 2019) Operation Yellowhammer HMG reasonable "worst case" planning assumptions
	Non UK EU Citizens and families living in Wales	<ul style="list-style-type: none"> • UK Parliament Joint Committee on Human Rights. (March 2019). Legislative Scrutiny: Immigration and Social Security Co-ordination (EU Withdrawal) Bill. • The Guardian. (March 2019). Warning of legal limbo for 3m EU citizens living in UK after Brexit. • Reimers, K. (April 2019). Brexit and its psychological impact: A qualitative study on the well-being of EU-citizens based in the UK. • House of Commons Library. (May 2019). EU preparations for a 'no-deal' Brexit. • House of Commons Library. (August 2019). The progress of the EU Settlement Scheme so far. • House of Commons Library. (August 2019). Will free movement end from 31 October 2019?
	UK citizens and families living in the EU	<ul style="list-style-type: none"> • Foreign and Commonwealth Office and Department for Exiting the European Union. (August 2019). Living in the EU: prepare for Brexit. • UK Government (September 2019) Government takes steps to protect healthcare access for UK nationals living in the EU after 31 October • UK Government (August 2019) Operation Yellowhammer HMG reasonable "worst case" planning assumptions

2018-2030
Our Priorities

Building & mobilising knowledge and skills to improve health and well-being across Wales

Influencing the wider determinants of health

Improving mental well-being and resilience

Working to Achieve a Healthier Future for Wales

Supporting the development of a sustainable **health and care system focused on prevention** and early intervention

Promoting healthy behaviours

Protecting the public from infection and environmental threats to health

Securing a **healthy future** for the next generation

Our Values:

Working together with trust and respect to make a difference



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NHS
WALES

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