



including protection afforded to nursing staff from employment legislation such as the Working Time Directive, collective redundancy and Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE), as well as health and safety at work legislation.

- VI. Whilst it is recognised that membership of the EU is not necessarily essential for the continuation of these rights, the EU has promoted this agenda over several decades. The nursing workforce would not countenance any erosion to hard-won terms and conditions of service and health and safety legislation. We hope these rights which may be compromised by Brexit are closely looked at by the Fifth Assembly in regards to the areas of the Trade Union Act that the Welsh Government are seeking to repeal.
- VII. Until the full implications of Britain leaving the European Union are fully understood, there will be an uncertainty around issues of recruitment, access to research funding, and around the protection of terms and conditions. This uncertainty in itself is unhelpful, and it is vital that nurses and health care workers from the EU who are working across the UK continue to feel valued throughout this period of uncertainty.

About the Royal College of Nursing

The RCN is the world's largest professional union of nurses, representing over 430,000 nurses, midwives, health visitors and nursing students, including over 25,000 members in Wales. The majority of RCN members work in the NHS with around a quarter working in the independent sector. The RCN works locally, nationally and internationally to promote standards of care and the interests of patients and nurses, and of nursing as a profession. The RCN is a UK-wide organisation, with its own National Boards for Wales, Scotland and Northern Ireland. The RCN is a major contributor to nursing practice, standards of care, and public policy as it affects health and nursing. The RCN represents nurses and nursing, promotes excellence in practice and shapes health policies.