

Health and Social Care (Recruitment and Retention of Staff in Rural Areas) Bill

[AS INTRODUCED]

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[AS INTRODUCED]

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B I L L

TO

Require the Secretary of State to publish a strategy for the recruitment and retention of health and social care staff in rural areas; and for connected purposes.

BE IT ENACTED by the King's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:—

1 Recruitment and retention of health and social care staff in rural areas: strategy

- (1) The Secretary of State must develop and publish a strategy for the recruitment and retention of health and social care staff in rural areas (“the strategy”).
- (2) The strategy must—
- (a) make an assessment of the adequacy of health and social care staffing levels in rural areas,
 - (b) make an assessment of the levels of retention of health and social care staff in rural areas,
 - (c) make an assessment of the current employment conditions for health and social care staff in rural areas,
 - (d) make an assessment of the main reasons for which health and social care staff working in rural areas decide to terminate their employment,
 - (e) make an assessment of the availability of housing in rural areas and how that may impact the recruitment and retention of health and social care staff in rural areas,
 - (f) make an assessment of the potential merits of changes to entitlements relating to travel costs for health and social care staff working in rural areas,
 - (g) contain measures and targets for—
 - (i) improving the recruitment of health and social care staff in rural areas, and
 - (ii) improving the retention of health and social care staff in rural areas.
- (3) In developing the strategy under subsection (1), the Secretary of State must consult persons they consider appropriate.

- (4) For the purposes of subsection (3), a list of consulted persons, should they consent, must be included in the strategy.
- (5) The Secretary of State must develop and publish the strategy before the end of the period of one year beginning with the day on which this Act is passed.
- (6) The Secretary of State must lay the strategy before both Houses of Parliament. 5
- (7) For the purpose of this Bill, “rural areas” means areas or settlements with a resident population of less than 10,000.

2 Extent, commencement and short title

- (1) This Bill extends to the whole of the England and Wales, Scotland and Northern Ireland. 10
- (2) This Act comes into force on the day on which it is passed.
- (3) This Act may be cited as the Health and Social Care (Recruitment and Retention of Staff in Rural Areas) Act 2024.

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Require the Secretary of State to publish a strategy for the recruitment and retention of health and social care staff in rural areas; and for connected purposes.

Presented by Jamie Stone

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