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Job satisfaction of healthcare workers after Brexit

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ABSTRACT

We document that leaving the European Union (EU) exerted significant effects to the motivation of the health-related workforce in the United Kingdom (UK), which resulted in lower job satisfaction and a rise in working times. Such effects were driven by difference channels such as understaffing, reliance on temporary recruitment and recruitment difficulties as well as lost motivation of teams made up of European Union nationals, and other wider crowding out of pro-social motivation to work for the National Health Service (NHS) after Brexit for both European and British medical professionals. We examine longitudinal evidence of the effect of Brexit on job satisfaction of health care and other workers in the UK. Given the unexpected nature of the Brexit referendum we rely on evidence from event studies and a difference in differences strategy and longitudinal evidence to document strong robust evidence of detrimental effect of Brexit on job satisfaction, influenced by both understaffing and wider mental health effects (burnout). We document a reduction of almost 6% in job satisfaction for HC employees a 3.84% in working hours and a 3.41% real salary reduction. The effect is heterogeneous and larger for doctors and nurses than managers and other health care professionals.

KEYWORDS job satisfaction; Brexit; health care work force; workforce composition; NHS

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