

Sponsoring Carers: Brief history

0203 0867 236
toby.way@wbbi.co.uk

- January 2021/Post Brexit - Senior Carers included in Appendix Skilled Worker;
- April 2021 - Senior Carers (6146) added to Shortage Occupation list, (£20,480, £10.1);
- February 2022 - Carers (6145) added to the shortage occupation list (£20,480, £10.1)
- February 2023: 20 hour supplementary work restriction lifted;
- April 2023 - Shortage occupation salary rise to £10.75 and £20, 960 per annum;
- August 2023 - 20 hour supplementary work exemption ends;
- October 2023 - MAC review of shortage occupation list: 'careworkers should remain on list but 'concerned about serious exploitation of workers'.
- November 2023: ONS releases figures: net 672, 000, huge increase in health and care visas: Jendrick '**The health and social care visa has not worked as well as even its proponents would have wished**. Not only have far more individuals come to the UK, including a significantly higher number of dependants than was envisaged, but.....there has been a displacement effect whereby British workers have left the care sector to be replaced by foreign workers. The key necessity in care, as in other sectors, is to encourage the sector to pay better, improve conditions and improve productivity and skills, so that British workers can put themselves on a sustainable footing.

Sponsoring Carers: important points

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Recruitment: Must document recruitment and be able to substantiate why you are hiring;

ISC: Cannot be reclaimed by employer;

Reporting: Must report all relevant changes through SMS;

Salary: Paying salary is not optional (reduction allowed for individual health reasons);

CoS and new licences: Home Office are scrutinising applications more closely due to misuse concerns. Particularly looking into contracts and rotas;

Third party working - sponsored workers must be managed by their sponsor.

Employing migrants who are sponsored by other parties: Only 20 hours and must confirm they remain sponsored.