



Creating a robust pre & post arrival framework for international recruits

North-Central London & South-West London



Session Overview



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Introductions



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About PJs Community Services

PJ's Community Services is a multi-award-winning Social Enterprise, established in 1992 with a focus on Community transformation. PJ's delivers its mission by providing:



- Care to vulnerable adults & young people
- Education & support to young people that are at risk of exclusion the support is also extended to the families.
- Social Enterprise support to organisations and individuals
- Community wellbeing projects

We employ 60 staff and offer a range of innovative and transformational services to BAME communities, young people, women, men and faith communities.



Background



- North Central London have commissioned PJs Community Services on behalf of the five boroughs of **Barnet, Camden, Enfield, Haringey & Islington**, to provide an in depth pastoral care and support program to international recruits that are already working in the UK.
- South West London have commissioned PJs Community Service on behalf of the six boroughs of **Croydon, Sutton, Merton, Wandsworth, Richmond & Kingston** to provide an end to end recruitment service.



Media Highlights

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Care home's fears over overseas worker family ban

UK IMMIGRATION

Foreigners shoulder health and care work in the UK, but immigration crackdown could deter them

About 19% of the care workforce is foreign, with most coming from Nigeria, India, Romania, Poland, the Philippines and Zimbabwe

Lin Taylor, Thomson Reuters Foundation

Feb 04, 2024 · 07:30 pm



High level overview

NORTH CENTRAL LONDON

3-tier system for international recruits, in Pastoral Care and Cultural Orientation.

This is a free service designed to support care providers and adds value to the support given to international workers

The service supports providers in meeting the CQC regulations as it relates to international recruits.

SOUTH WEST LONDON

A full recruitment service including UKVI/Home Office sponsorship licence support, advertising, application processing, interviewing, reference and compliance checking and onboarding.

Pre arrival preparation & Post arrival support for recruits including visa application support and checking, arranging flights, transfer of belongings, bank account set up, help finding accommodation

Delivery of a pastoral support to help them settle into work and life



NORTH CENTRAL LONDON QR



North Central London

Tier 1

- **FOUNDATION**
- Group Cultural Awareness Training
- 4 hour training

Tier 2

- **COMMUNITY**
- Group Pastoral Care & Buddy Support
- 6 week support

Tier 3

- **BESPOKE**
- 1-2-1 Pastoral support
- 4-6 weeks



South West London QR



South West London



In-depth UKVI audit and compliance checks for providers with a C.o.S. Creating a mock inspection framework in-line with CQC guidance



Mock inspections for UKVI compliance



Enhanced workforce development action planning, supporting international recruits.



Enhanced organisational development and sustainability planning for providers challenged with meeting local demand



Collaborative conversations - creating a space for support and partnership to ensure providers can support international recruits





Responsibilities of Sponsors

- Applicants must demonstrate adequate skills, experience & qualifications for the role
- Normally, the applicant will be responsible for paying for their UK Visa (Health & Care Visa @ £284)
- Only assign certificates of sponsorship to workers when the job is suitable for sponsorship and on the current skills shortage list
- **You must also guarantee to pay an overseas worker at least £20,963.00 a year (or £10.75 per hour) and 37.5 hours a week. Due to abuse, this is now checked via HMRC RTA payroll**
- **They can only work for your company**
- We will work with you to advise on HR and monitoring and compliance for your overseas workers
- *Sponsors face prosecution and fines, your licence may be downgraded, suspended or withdrawn if you do not fulfil these responsibilities*





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Thank you
Any questions?



<https://form.jotform.com/240074416694357>

<https://form.jotform.com/240353047111341>

