



**Hiring International /
Sponsored staff in NCL**

INTERNATIONAL RECRUITMENT GUIDANCE FOR SOCIAL CARE PROVIDERS & MANAGERS



WHO WE ARE

- The London Care and Support Forum, is part of the Care Association Alliance – national group of care associations.
- We work with commissioners, providers and other stakeholders, such as Skills for Care to provide a supportive facility for the exchange of information, the creation of a better understanding of user requirements in a constantly changing marketplace and to encourage higher quality standards through workforce development, enhanced management and good leadership.





CHANGE


Vote Labour Thursday 4 July

CHANGE BEGINS



The health and care worker visa

- be a qualified doctor, nurse, health professional or adult social care professional
- work in an eligible health or social care job. The roles on the shortage occupation list relevant to social care are care workers and home carers or home care workers; senior care workers; occupational therapists; residential, day or domiciliary care managers or directors and social workers
- work for a UK employer that has been approved by the Home Office as a sponsor
- have a 'certificate of sponsorship' (CoS) from the prospective employer with information about the role offered in the UK. This must be a genuine role with a UK employer in the health and social care sector
- be paid a minimum salary. For social care this is currently £23,200. per annum
- care providers in England must be CQC registered and carrying out regulated activity to recruit care workers and senior care workers.

A photograph of a modern multi-story building with a sign that reads "Lunar House". The building has a mix of dark and light-colored facades and many windows. In the foreground, there is a paved area with some people walking. A large purple rectangular box is overlaid on the lower half of the image, containing white text.

Lunar House

**Record-Breaking Suspensions and
Revocations: UKVI Cracks Down on Skilled
Worker Sponsors in 2024**

The size and structure of the adult social care sector and workforce in England

Key Findings, 2023/24 ⓘ

[Download PowerPoint](#)

This page refers to the whole adult social care sector, including filled posts in local authorities, independent sector, direct payment recipients and those in the NHS in adult social care roles.

Total posts, filled posts and vacant posts

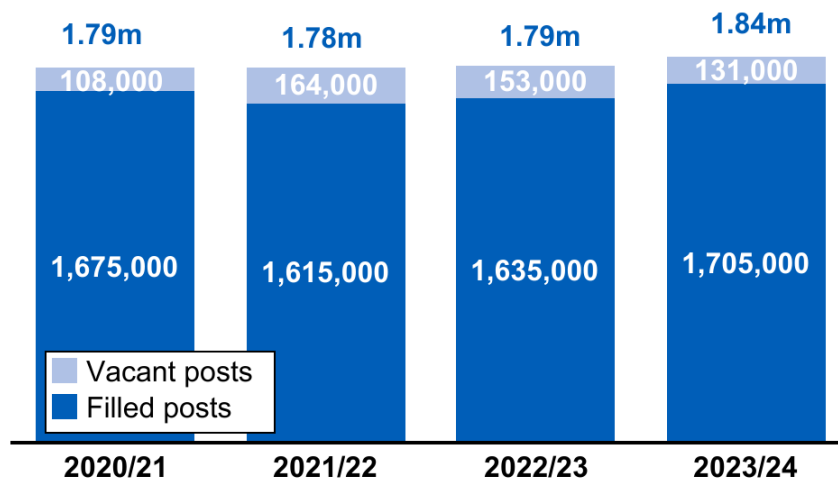
Change from previous year:

The total number of **posts** in adult social care in England was **up 2.6%**.

The number of **filled posts** increased by **70,000 filled posts**.

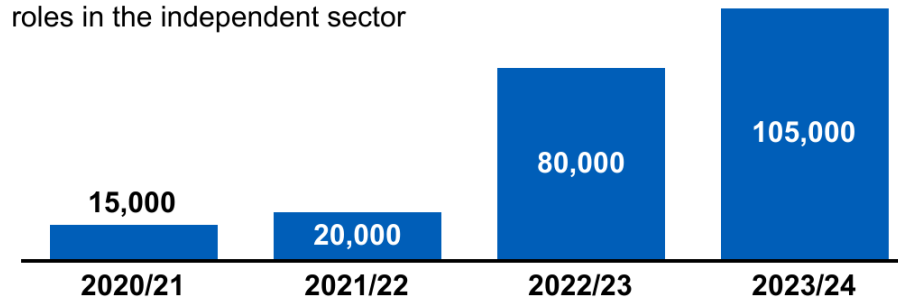
The number of **vacant posts** decreased by **22,000 (-14.6%)**.

Trends:



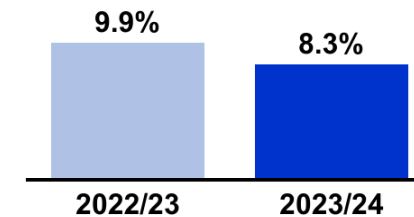
International recruitment ⓘ

This chart shows data for direct care providing roles in the independent sector



Vacancy rate

This chart shows data from local authorities, independent sector and direct payment recipients only



The charts below show **independent** sector information only

Starters rate



Turnover rate



To view up to date monthly information on how the adult social care workforce has changed over time, press the button to go to our monthly tracking dashboards.

[Press here to go to Monthly Tracking](#)



Department
of Health &
Social Care

Guidance

Code of practice for the international recruitment of health and social care personnel in England

Updated 2 September 2024

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2023](#)

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Foreword

We are pleased to introduce the revised code of practice for recruiting internationally for health and social care organisations in England.

With a [projected global shortage of 10 million health workers to achieve universal health coverage in low and lower-middle income countries by 2030](#), we remain committed to be a force for good in the world, and support better health and care both within and beyond our shores.

We recognise the important role that international health and care workers play in health and care service delivery in the UK and we are committed to ensuring that we recruit from overseas in an ethically responsible manner.

IS IT FOR ME?



Do you have **real, funded permanent vacancies** for roles that pay a minimum **£23,200 p.a or £11.90 per hour** or a minimum of **37.5 hour week**



Do you have the **right capacity in place to support the whole process**? You'll need people in your organisation who will take responsibility for the end to end process from ensuring you're compliant with the legal requirements through recruitment to supporting your new employees to settle in the country and in your organisation.



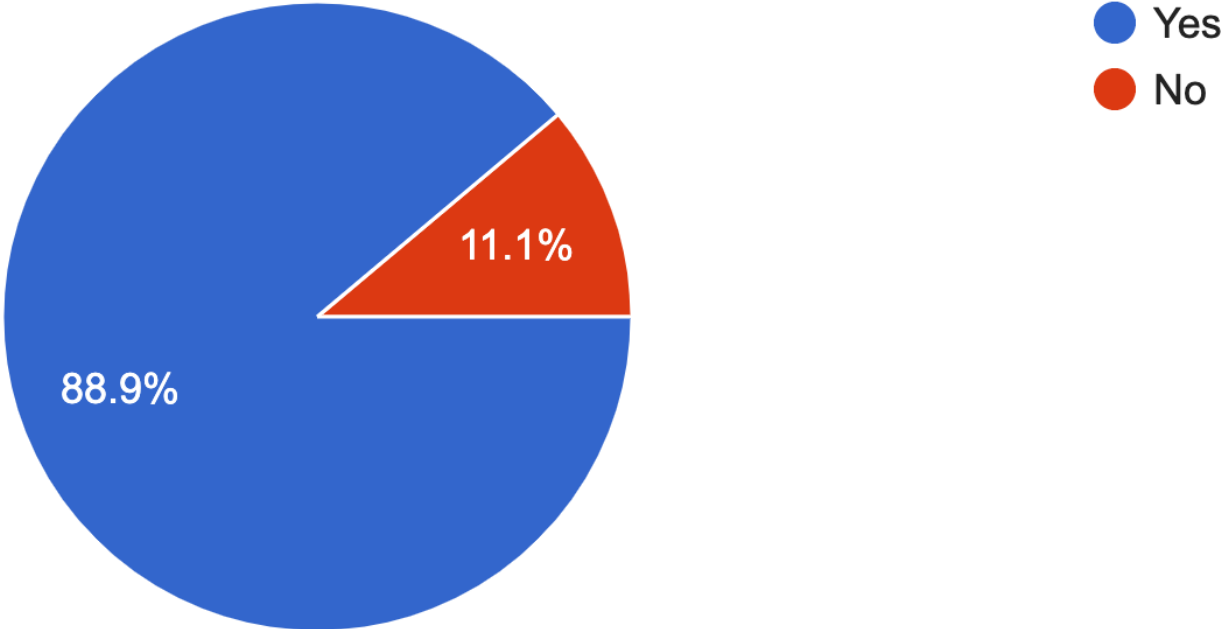
Is overseas recruitment part of your **long term workforce plan**? Get it right and your new recruits are likely to stay with you. They'll grow and develop with you and help you in recruiting from overseas more easily next time round.



Are you and your organisation **committed** to making overseas recruitment work for you? Becoming a sponsor is a serious commitment. The reality of the process is that it takes time, it can feel frustrating at times and you'll have an ongoing duty of care for people you recruit.

Would you invest in sponsored workers (overseas staff already in the UK) ?

NCL responses



THE PROCESS

Item	Description
Employer Sponsor Licence	Costs vary depending on size of business: £536 for organisation employing less than 50 people, with assets under £5m; £1,476 for larger organisations. Licence must be renewed every 4-years.
Certificate of Sponsorship	Before worker can apply for Visa, employer must assign a Certificate of Sponsorship.
Health & Care Worker Visa Application	Cost varies depending on whether worker obtains a 3 or 5-year Visa.
Immigration Skills Charge	Either £364 (smaller companies and charities) or £1,000 (large companies) per sponsored worker per year.
English Language Test Fee	Charge by International English Language Testing System (IELTS), or Occupational English Test (OET) to administer standard English Language Test.
Health Medical / Immunisations	A health check must be undertaken to confirm the worker is in good health and not a carrier of infectious diseases such as TB.
Flight & Transport to Accommodation	The physical relocation of the candidate to the UK. Based on average cost of a one-way flight to London from India, Philippines, Sri Lanka, Ghana and Zimbabwe.
1 st Month's Accommodation	It is common that employers provide at least the first month's accommodation as part of the relocation package. The estimated cost provided is for a 1-bed flat. Rooms in shared flats can offer more affordable options.
Other Charges	Depending on source country there may other processing fees. Other costs may include airport meet and greet, or training to prepare for English test.



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International recruitment

Modern slavery

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International recruitment

Explore strategies and best practices for recruiting internationally to address ongoing workforce capacity challenges. Learn how to navigate the complexities of hiring talent from overseas.

International recruitment must always be carried out in a legal and ethical manner. Providers need to be supported to recruit staff from abroad in a way that meets the needs of those people when they arrive and are in post.

Find information on

- [visas and becoming a sponsor](#)
- [ethical recruitment](#)
- [safer recruitment](#)
- [pastoral support](#)
- [modern slavery](#)
- [employer experiences](#)
- [our latest blogs and articles.](#)

Taking on additional work on a Health and Care Worker visa

On a Health and Care Worker visa, you can do additional paid work as long as you are still doing the job you are being sponsored for. You can also do unpaid voluntary work.

Whether you will need to apply to update your visa or not depends on the type of work you are doing and the number of hours you are going to work.

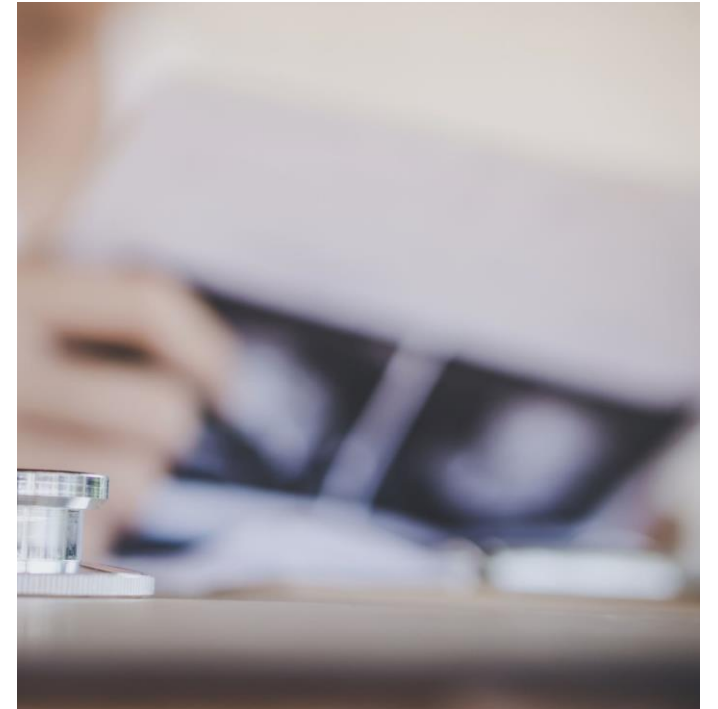
You can work up to 20 hours a week in another job **without updating your visa**, if it's either:

In the same occupation code and at the same level as your first job.

In a shortage occupation.

Switching Visa

- To be eligible to switch to a Health and Care Worker visa from inside the UK, you must meet the following criteria:
- **Current Visa Category:** You must be in the UK under a valid visa category that allows switching to a Health and Care Worker visa.
- **Employment in the Health and Care Sector:** You must have a job offer or employment in the health and care sector in the UK. This includes roles such as doctors, nurses, healthcare assistants, and other related professions.
- **English Language Proficiency:** You should demonstrate your English language proficiency by meeting the required standards. Exceptions may apply based on your nationality.
- You must also meet all the other eligibility requirements depending on your circumstances. Please contact our expert UK work visa solicitors for an initial assessment to determine your eligibility, and to discuss the options.
- **How to apply to switch to a Health and Care Worker visa from inside the UK?**
- You must apply online before your current visa expires if you're already in the UK on a different type of visa and want to apply to change ('switch') to a Health and Care Worker visa.
- **Follow these steps to switch to a Health and Care Worker Visa:**
- **Step 1: Check Eligibility**
- Ensure that you meet all the eligibility criteria mentioned above.
- **Step 2: Prepare Documents**
- Gather all necessary documents, including proof of employment in the health and care sector, English language proficiency, and other supporting documents.
- **Step 3: Complete the Application Form**
- Fill out the online application form on the official UK government website. Provide accurate and up-to-date information.
- **Step 4: Pay Fees**
- Pay the relevant visa application fees as per the current schedule.
- **Step 5: Biometric Information**
- Attend a biometric appointment to provide your fingerprints and a photo.
- **Step 6: Decision-** Wait for a decision on your application. You will be notified once a decision has been made.



Compliance:

UKVI will monitor your sponsorship licence and use of Certificates of Sponsorship. They reserve the right to inspect businesses to ensure that you are aware of your responsibilities and are carrying out your duties as a sponsor.

In a situation where acts of non-compliance are found, there are some penalties that may be put in place for the sponsor:

- Reducing your CoS allocation
- Downgrading your licence to a B-rating
- Suspending your licence
- Revoking your licence
- Cancelling the permission of your sponsored workers to remain in the UK
- In an instance where criminal offence has taken place, reporting this to the police or other relevant authorities.

Full guidance on sponsor duties and compliance can be found on gov.uk - Workers and Temporary Workers: <https://www.gov.uk/government/publications/workers-and-temporary-workers-guidance-for-sponsors-part-3-sponsor-duties-and-compliance>



**REMEMBER
REMEMBER**

Your licence may be downgraded, suspended or withdrawn if you do not fulfil these responsibilities.

INTERNATIONAL RECRUITMENT GUIDANCE FOR SOCIAL CARE PROVIDERS & MANAGERS



Home Office



Care Quality
Commission



Department for
Business & Trade



HM Revenue
& Customs

What is CQC's remit:

Modern Slavery and Unethical International Recruitment is present in all sectors.

What we <u>cannot</u> do	What we can do
<p>Investigate/assess/inspect concerns relating to</p> <ul style="list-style-type: none">• modern slavery• immigration and visas• international recruitment	<p>CQC will refer to and share the information with relevant partner agencies – Home Office UKVI – GLAA etc</p> <p>Regulate as per Health and Social Care Act & Regulations</p> <ul style="list-style-type: none">• 19 Fit and Proper persons employed• Schedule 3• Regulation 18 Staffing• Regulation 17 Good Governance• Regulation 12 Safe Care and Treatment <p>Assess the risk and determine there is a need for a regulatory response.</p>

INTERNATIONAL RECRUITMENT GUIDANCE FOR SOCIAL CARE PROVIDERS & MANAGERS



- 1) September 27th 10.00 – 11.00. Hiring International / Sponsored staff
- 2) October 1st 10.00 – 11.00. Managing the sponsor system
- 3) October 3rd 2.00 – 3.00. What to do if The Home Office /UKVI issue a notice of suspension / revocation
- 4) October 8th 10.00 – 11.00. Regulatory Cross Linkage with CQC & HMRC
- 5) October 10th 2.00 – 3.00. The Pre & Post Arrival requirements
- 6) October 15th 11.00 – 12.00. International / sponsored recruitment – with The Home Office / DHSC
- 7) October 17th 2.00 – 3.00. Equality Diversity & Inclusion
- 8) October 22nd 10.00 – 11.00. Organisational Culture

INTERNATIONAL RECRUITMENT GUIDANCE FOR SOCIAL CARE PROVIDERS & MANAGERS



Q & A



LONDON CARE AND SUPPORT FORUM

social care, personal support and health services across the Capital

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