



Home Office

# Changes to the Skilled Worker route from 09 April 2025

New requirements and support for care workers and senior care workers based entirely in England

Presented by: UKVI Work Services

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# Summary of changes for sponsored care workers based entirely in England

- Changes to procedures and requirements for Certificate of Sponsorship (CoS) requests for SoCs 6135 and 6136
- Changes to Minimum Salary Requirement
- Change to deductions from salary

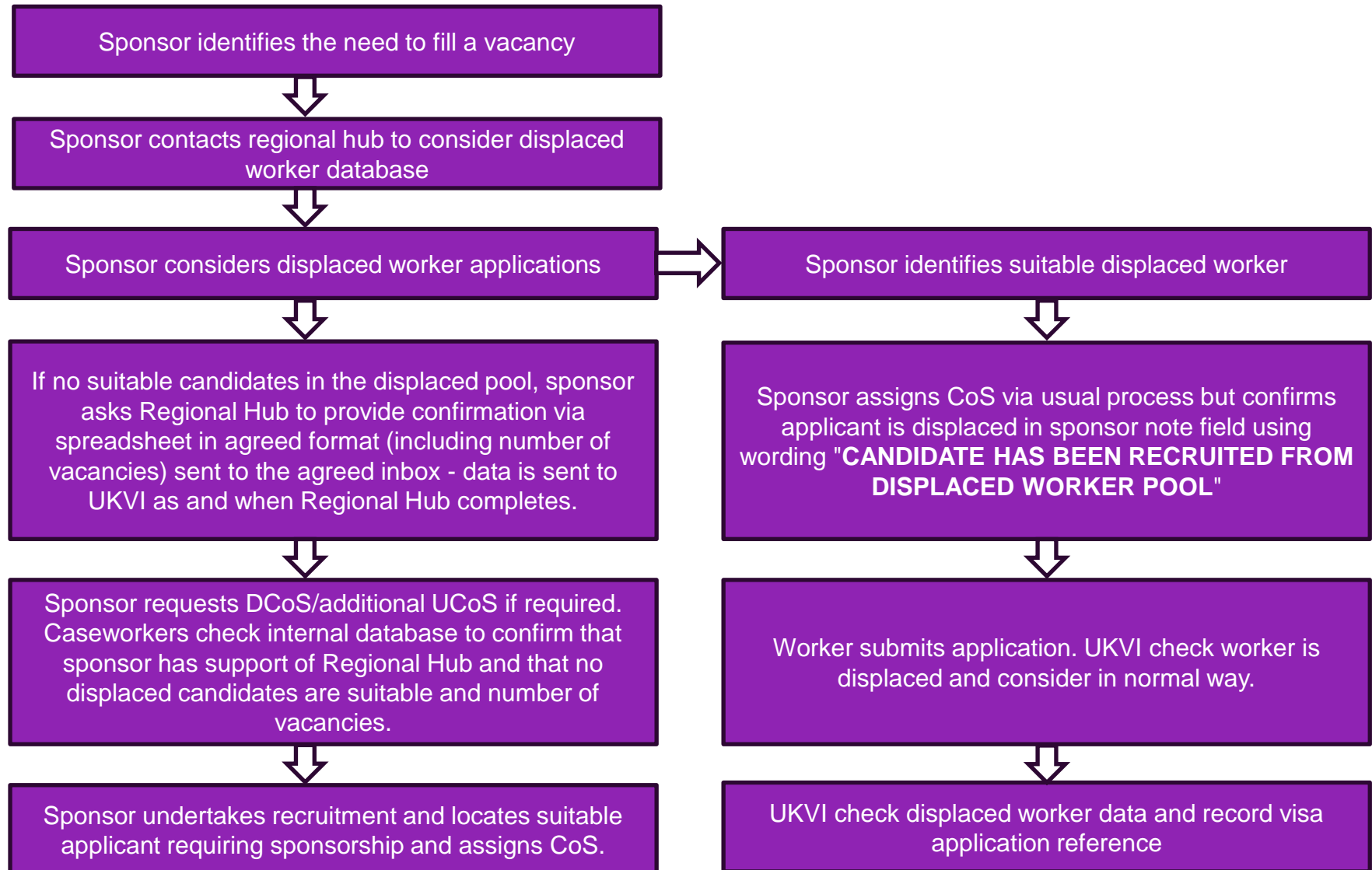
# New requirements for sponsored care workers based entirely in England

- **5.27** - Changes are being made to the provisions for care workers and senior care workers. These changes are being made in response **to the growing pool of workers already in the UK in this route who no longer have sponsorship**, because their sponsors have been unable to offer sufficient work and/or have had their sponsor licences revoked.
- **5.28** - The changes require sponsors to attempt to **recruit from this pool of workers who are seeking new employment before seeking to sponsor new recruits from other immigration routes or from overseas**. To enforce this requirement, sponsors must provide confirmation from the relevant regional or sub-regional partnership that they have tried to recruit in this way and confirm that no suitable workers were available from this pool.

These requirements **do not apply** to workers in England **who were already sponsored in these occupations before the changes take effect** (including those **changing employers (sponsors)**), or those switching from other immigration routes who have been **working lawfully in for their sponsor for at least three months**.

The changes also do not apply if the worker **will not** be working **entirely** in England.

# How to evidence the new requirements



# Updated Minimum Salary Requirements

- **5.30** - Changes are also being made to update the minimum salary from £23,200 per year (or £11.90 per hour for a 37.5 hour working week) **to £25,000 per year (or £12.82 per hour)**. It is standard practice to update this and other salary requirements across work visa routes each year, using the latest Annual Survey of Hours and Earnings (ASHE) data from the Office for National Statistics (ONS). This ensures these salary requirements continue to reflect the latest pay situation for UK workers. As the Government intends to shortly publish an Immigration White Paper, the changes are being limited to only updating the minimum salary floor. This is to ensure it reflects the latest ASHE data and remains significantly above **the National Living Wage, which is also increasing in April 2025**.
- **5.31** - Going rates for individual occupations in healthcare and education are also being updated, where they are drawn from national pay scales, so that they continue to reflect the latest pay scales. Updates to going rates for other occupations are being made only to reflect the new minimum salary floor of £25,000 per year / £12.82 per hour.

# Changes to deductions from a migrant's salary

- **5.32** - Changes are also being made to the rules concerning deductions from an applicant's salary. These changes are being made:
  - for consistency with how paid allowances for the same purposes are treated,
  - to mitigate against sponsorship costs being passed on to applicants, and
  - to close an unintended loophole whereby applicants could effectively pay towards their own salary through investing in their sponsor's business.

# Summary

- There is a significant pool of displaced care workers in the UK available to support your workforce.
- From 9<sup>th</sup> April 2025, ASC providers in England need to consider this pool of workers when recruiting for care workers and senior care workers, before recruiting from other immigration routes or from overseas.
- The regional partnerships are supporting this process, please contact the relevant regional partnership for support when recruiting from this pool.
- Changes to Minimum Salary Requirement and deductions from salary.
- You can contact your Director of Adult Social Services (DASS) at your Local Authority to request supporting information for UKVI to expediate your UCoS and licences requests for sponsoring displaced workers in ASC in England.

# Helpful Information

- [EXPLANATORY MEMORANDUM TO THE STATEMENT OF CHANGES IN IMMIGRATION RULES PRESENTED TO PARLIAMENT ON 12 MARCH 2025 \(HC 733\)](#)
- [HC 733 – STATEMENT OF CHANGES IN IMMIGRATION RULES](#)
- [Support offer to international ASC workers whose employer's sponsor licence has been revoked - GOV.UK](#) **This link provides the contact details for each of the regional mailboxes in England**, and signposts adult social care providers to the support for recruiting from the pool of displaced workers.
- [Sponsorship: guidance for employers and educators - GOV.UK](#)
- The guidance should be updated on 09 April 2025. The new requirements for CoS for care workers will be detailed in the updated Sponsor a Skilled Worker guidance will include.
- [Employers and sponsors: make a query to the business helpdesk - GOV.UK](#)

