



Home Office

Adult Social Care Sector

Q&A Responses to IWP changes July 22nd 2025

August 2025

Review date: 01 October 2025

Displaced Worker Pool and DASS process

While recruiting from the displaced worker pool is no longer a mandatory requirement for adult social care (ASC) providers, sponsors are strongly encouraged to consider this group when filling vacancies. These international workers, whose sponsor licences have been revoked, remain in the UK with valid work rights until their visa is curtailed. By recruiting from this pool, providers can support individuals already in the country who are seeking continuity in employment and stability, while also benefiting from expedited sponsorship processes and access to regional support networks. Engaging with this workforce aligns with ethical recruitment practices and contributes to a more resilient and inclusive care sector.

[Support offer to international ASC workers whose employer's sponsor licence has been revoked - GOV.UK](#)

Question:

Is there any further clarification on ILR? Will the employees still on their journey on 6135 and 6136 occupation codes still be applicable after 5 years?

Answer:

Policy development and implementation is continuing across the range of Immigration White Paper proposals including those to reform the current settlement route into an 'earned settlement scheme'.

We will consult later this year on the settlement policy including how contributions to society and economy can reduce the length to settlement. An impact assessment will be developed alongside any finalised policy. We will provide details of how the scheme will work after the consultation, including any transitional arrangements for those already in the UK.

Question:

Are there still entry requirements for using displacement service as it varies?
Will the rule to recruit from Displaced Worker pool stop from 22nd July?

Answer:

From 22 July 2025 this is no longer a mandatory requirement. However, we strongly encourage sponsors to contact their Regional Partnership (RP) in England to take advantage of the skills and experiences of displaced workers already in the UK. Please use the link below for further information including how to access your Regional Partnership for employers in England.

[Support offer to international ASC workers whose employer's sponsor licence has been revoked - GOV.UK](#)

Question:

Do the regional hubs charge for their service or coerce people to use a paid service for applications?

Answer:

The Regional Partnerships do not charge users a fee for their services.

Question:

When recruiting the displaced workers, do we still have to offer the higher rate, even if been in the country before April 24?

Answer:

If you qualify for the standard rate, because you got your first certificate after 4 April 2024, read the 'standard rate' column.

If you qualify for the lower rate, read the 'lower rate' column.

You qualify for the lower rate if you:

- are applying for [a Health and Care Worker Visa in certain occupations](#)
- got your certificate of sponsorship for your first Skilled Worker visa before 4 April 2024 and have continually held one or more Skilled Worker visas since then

If you do not know your job's occupation code, you can search for your job in the [CASCOT occupation coding tool](#).

Occupation Code

6135

Job types included on the immigration salary list

Care workers and home carers – all jobs, except jobs with a working location in England are only eligible in this SOC 2020 occupation code where the sponsor holds registration with the Care Quality Commission and is currently carrying on a regulated activity. Private households or individuals (other than sole traders sponsoring someone to work for their business) cannot sponsor Skilled Worker applicants.

Areas of the UK which qualify

UK wide

Standard Rate

£33,400 (£17.13 per hour)

Lower Rate

£25,000 (£12.82 per hour)

[Skilled Worker visa: going rates for eligible occupation codes - GOV.UK](#)

[Skilled Worker visa: immigration salary list - GOV.UK](#)

Question:

Will displaced workers be allowed to be sponsored by us without having to work for 3 months beforehand?

Answer:

Yes - because displaced workers are already legally in the UK with sponsored worker permission rather than needing to switch into this route.

Question:

When applying for extra allocation to renew visa for existing workforce, does one need to contact the regional partner for this allocation increase

Answer:

There is no mandatory requirement to contact a Regional Partnership to support your SMS (Sponsor Management System) request for additional (CoS) Certificates of Sponsorship.

You may want to contact your Directors of Adult Social Services (DASS) to request they support your request for additional CoS, this may allow UKVI to streamline the process for reaching a decision for your request. Contact details are contained in the link at the top of the document.

Question:

Can a senior carer who has now got her NMC pin change visa to Nurse but work a dual role as a nurse and some care shifts

Answer:

They can apply to switch if they are moving into a new role with a new SOC code but will need to meet the requirements of the Skilled Worker route. They can use the supplementary work provisions to do a maximum of 20 hours a week as a care worker but MUST still be working full-time as a nurse and receiving the full salary threshold attached to that role.

Question:

Will the youth mobility visa be exchangeable for a care worker visa before 2028?

Answer:

Individuals in the UK on a Youth Mobility visa currently have the right to switch to a Work Sponsored Skilled Worker visa.

To switch into a Work Sponsored visa as a care worker, the individual must have been working legally as a care worker for at least three months with the same employer which is now assigning a Certificate of Sponsorship (CoS).

Question:

Can we sponsor our current employee who holds a graduate visa after 3 months of employment on code 6135? Do they require RQF L6 and can we pay the minimum rate ie £12.82?

Answer:

Individuals in the UK on a Graduate visa currently have the right to switch to a Work Sponsored Skilled Worker visa.

To switch into a Work Sponsored visa as a carer/senior carer, the individual must have been working legally as a care worker for at least three months with the same employer which is now assigning a Certificate of Sponsorship (CoS) to sponsor the worker.

The individual is not required to demonstrate skills/experience at RQF 6 for the carer/senior carer role.

Question:

One of our employees is the dependent of a PSW visa holder. After 22nd July can he switch to 6131 with her dependent? Does she need any degree to switch and what English test is required?

Answer:

No. Anyone new to the route in a job below RQF 6 cannot sponsor dependents. (Except UK born children or where both parents are sponsored in medium skilled roles or where the parent has sole responsibility)

Question:

If an employee has worked for our organisation for more than 3 months and is switching to a skilled worker visa from one of the eligible routes after the 22 July 2025, can they retain their dependent who are already in country with them before they switch?

Answer:

No, as stated above, anyone new to the route in a job below RQF 6 cannot sponsor dependents. (Except UK born children or where both parents are sponsored in medium skilled roles or where the parent has sole responsibility).

Question:

We have students working for us and we want to retain them and issue them 6135. Can they switch with their family?

Answer:

No, as stated above, anyone new to the route in a job below RQF 6 cannot sponsor dependents. (Except UK born children or where both parents are sponsored in medium skilled roles or where the parent has sole responsibility).

Question:

If someone is already sponsored elsewhere but wishes to transfer - can they do this without being on TSL listing or hold level 3 RQF

Answer:

Yes, subject to rules in place at that time.

Question:

Can we switch someone on SOC code 6145 and 6146 into care visa allocating them 6145 or 6135?

Answer:

Sponsored care workers who are already in the route can change sponsor or extend their visa.

Question:

After 2028 can an individual change sponsorship or extend their sponsorship

Answer:

The transitional arrangements which are set to expire in 2028 only apply to care workers who switch from a different category, into the Health and Care visa. Anyone working in the care sector, with a valid Health and Care visa can apply to extend their stay, or change employer, provided they meet the requirements of the Immigration Rules in place at the time.

Question:

If someone studied a course not related to health care, such as marketing, business or another course, and then goes to the PSW Visa, are we able to sponsor them as a care assistant?

Answer:

Yes, providing they meet the wider requirements of the route they are switching into.

Question:

Currently 40 hours per week payment is mandatory but has this been removed so a worker can be employed for less than 40 hours per week. We have vacancies for sponsorship workers for 30 hours per week not 40 with worker only being paid for 30 hours not 40 for less than £23K per year

Answer:

Any worker must be paid the route minimum of £25K / £12.82 per hour or their going rate if this is higher. The route minimum cannot be pro-rated.

Question:

We currently pay £12.60per hour, does the new minimum salary £25k (£12.82ph) mean that these employees are now unable to be allocated a CoS?

Answer:

The Immigration Rules changed on 9 April 2025 requiring sponsors to pay care workers and senior care workers a minimum of £12.82 ph or £25,000 pa - whichever is highest. This increase applies to all workers sponsored after 9 April and anyone looking to extend or change employer. Workers issued visas before 9 April must be paid in accordance with National Minimum Wage regulations.

Question:

If someone is sponsored on the current going rate of £12.82. If their sponsorship needs to be renewed, can it be renewed on the current rate (£12.82) or would it need to increase in line with any update to this rate?

Answer:

Please see the answer provided immediately above.

Question:

What about employing a person on graduate visa. does this mean that the new threshold will apply and is this after the 22nd July 2025

Answer:

Individuals on the Graduate visa do not require sponsorship but must be paid in accordance with UK employment laws, including NMW.

Question:

Do they have to have to be employed with their current employer for 3 months to be sponsored or is it any employer? If the latter, how would we know? Would we need evidence?

Answer:

Yes they need to have been working for the employer seeking to be their sponsor and provide evidence to prove this, for example, pay slips.

Question:

If anyone is already in the country, maybe working under a student, dependent or graduate visa, can they be employed under 6135/6 if they have legally employed for 3 months ?

Answer:

Yes.

Question:

With the 3 months employment prior to sponsorship can this be with any employer within the Care sector

Answer:

No, it must be three months legal employment with the same employer which is now assigning a Certificate of Sponsorship (CoS) to sponsor the worker. Please note, the three-month requirement does not apply to individuals who are already sponsored as a Skilled Worker. It only applies to individuals who are not yet sponsored as a Skilled Worker.

Question:

If we have someone on sponsorship, can we renew their sponsorship for 5 years for example before 2028 so end date will be 2033?

Answer:

Yes, provided they meet the requirements of the Immigration Rules in place at the time.

Question:

Will all visas we have made end on 22 July and we will we need to be re-sponsor?

Answer:

No, there will be no change to the permission end dates of the visas.

Question:

are annual allocations for Undefined Cos still issued to sponsors

Answer:

There are no changes to the procedures for the allocations of Undefined CoS.

Question:

What happens if someone in the UK applies for a job and their current visa expires during the recruitment process before a new CoS is assigned?

Answer:

Providing they submit an in-time application (that is, before their current visa permission expires) the conditions of their current permission will be extended until there is an outcome of the application.

Question:

Can we still recruit overseas Nurses on 2237, band 6 code?

Answer:

Yes

Question:

If an employee is being sponsored and renewing CoS/visa will their dependents be able to stay on the new renewed CoS

Answer:

Yes, anyone granted on the skilled worker route (including H&C) before 22/07/25 (medium skilled roles) or 11/03/24 (care worker/ senior care worker) can sponsor their dependents. If they are new switchers to the route (CoS issued after these dates) no.

Question:

Can an employer still recruit from abroad after 22 July?

Answer:

No, not for SoC codes 6135/6.

Question:

If a provider has a DCoS issued, can that DCoS be used after 22nd July to apply for visa?

Answer:

If a DCoS is assigned to a migrant before 22 July, this will be valid for entry clearance applications submitted within the three-month validity from the date of assigning.

Question:

What happens to out-of-country applications where there is an ongoing administrative review?

Answer:

The administrative review will be considered under the Immigration Rules in place at the time the out-of-country application was submitted.

Question:

We currently have several candidates waiting for their DCoS to be assigned, do we need to assign them before the 22.07.2025? Also do they need to submit their application before the 22/07/2025 or as long as they have their DCoS they still have 3 months to submit their application.

Answer:

If a DCoS is assigned to a migrant before 22 July, this will be valid for entry clearance applications submitted within the three-month validity from the date of assigning.

Question:

Do these rules affect the whole of UK or just England

Answer:

All of the UK.

Question:

Can new registered companies still apply for sponsorship licenses to recruit from the displaced workers?

Answer:

Yes.