

Welcome

Please keep microphones muted throughout

Please ask all questions through Sli.do using the information below:

- Using the link: <https://app.sli.do/event/q3LXLNng8qdqvPhHnAsMMb>
- Going to slido.com and entering code **#326 147**
- Scanning the QR code below:



Agenda

1. **Introduction:** Shirley Way, *Skills for Care*
2. **Skilled Worker, Recruiting Overseas Care workers & Health Care Visa:** Carrie Golding, *Home Office*
3. **Sponsorship:** Andrew Edgar, *UK Visas and Immigration*
4. **Q&A:** *Home Office and UK Visas and Immigration*
5. **Ethical Recruitment:** Dave Howarth, *Department of Health and Social Care*
6. **Best practice:** Aliyyah Nasser Askham, *Village Community*
7. **Q&A:** *Department of Health and Social Care*
8. **Close**



Home Office

Social Care: Points-Based Immigration

February 2022





Home Office

Skilled Worker visa





Skilled Worker visa

The points-based system includes a route for skilled workers, both EU and non-EU citizens, who meet the following requirements:



Job offer

From a Home Office approved sponsor



Skill level

RQF3 (A-level and equivalent) and above



English requirement

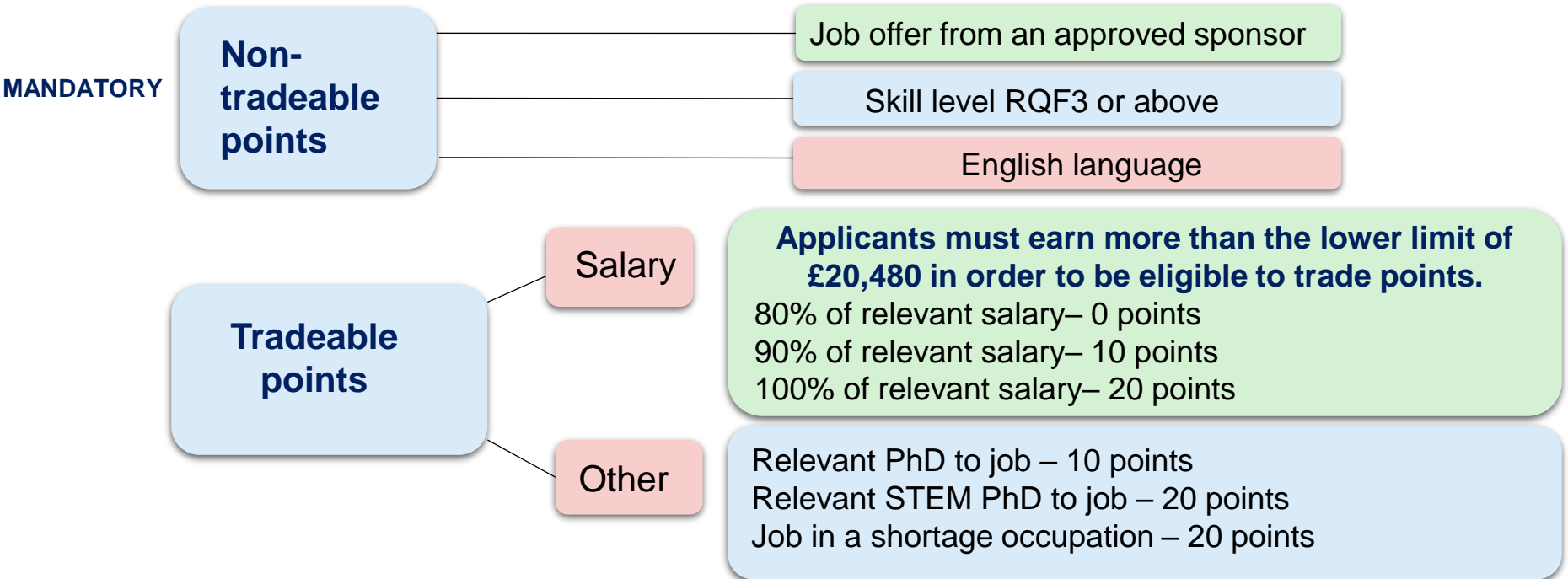
Speak English at the intermediate level at B1





Skilled Worker visa

Every applicant must score at least **70 points** to be eligible for the skilled worker route. **50 of these points** must come from meeting the **mandatory** criteria below.



For listed health and education jobs – including doctors – the remaining 20 points are gained where salary equals or exceeds the national pay scale and is at least £20,480 for other occupations the remaining 20 points can be made up by trading points in one entry from each of the two categories above





Recruiting Overseas Care Workers

Care Workers, Care Assistants and Home Carers have been **added to the Shortage Occupation List and the Health & Care Visa**

The route will be **open by mid-February** and will be open for applications for a minimum of 12 months

To be eligible for these changes, Care Workers must:

An eligible job offer from an approved sponsor

Meet English Language requirement

Be paid at least £20,480 (£10.10 / 39 hour week)

Care workers will be the only occupation under RQF level 3 eligible to use the Points Based System (PBS)

Employers wishing to recruit overseas care workers must be an approved and licenced Home Office sponsor





Health and Care Worker visa

A **Health and Care Worker visa** allows medical professionals to come to or stay in the UK to do an eligible job with the NHS, an NHS supplier or in adult social care.

To qualify for a Health and Care Worker visa, you must:

- Be a qualified doctor, nurse, health professional or adult social care professional
- Work in an eligible health or social care job
- Work for a UK employer that's been approved by the Home Office
- Have a 'certificate of sponsorship' from your employer with information about the role you've been offered in the UK
- Be paid a minimum salary - how much depends on the type of work you do
- Meet the English language requirement

Your visa can last for up to 5 years before you need to extend it.

You can apply to extend your visa as many times as you like as long as you still meet the eligibility requirements.





Health and Care visa: Care Worker

Alisha wants to come to the UK to work and has been offered a **job as a Care Worker for £10.10 per hour, based on a 39 hour working week.**

The job is offered by an approved sponsor, it is an eligible job under the Health and Care visa, and she meets the English language requirement of at least B1.

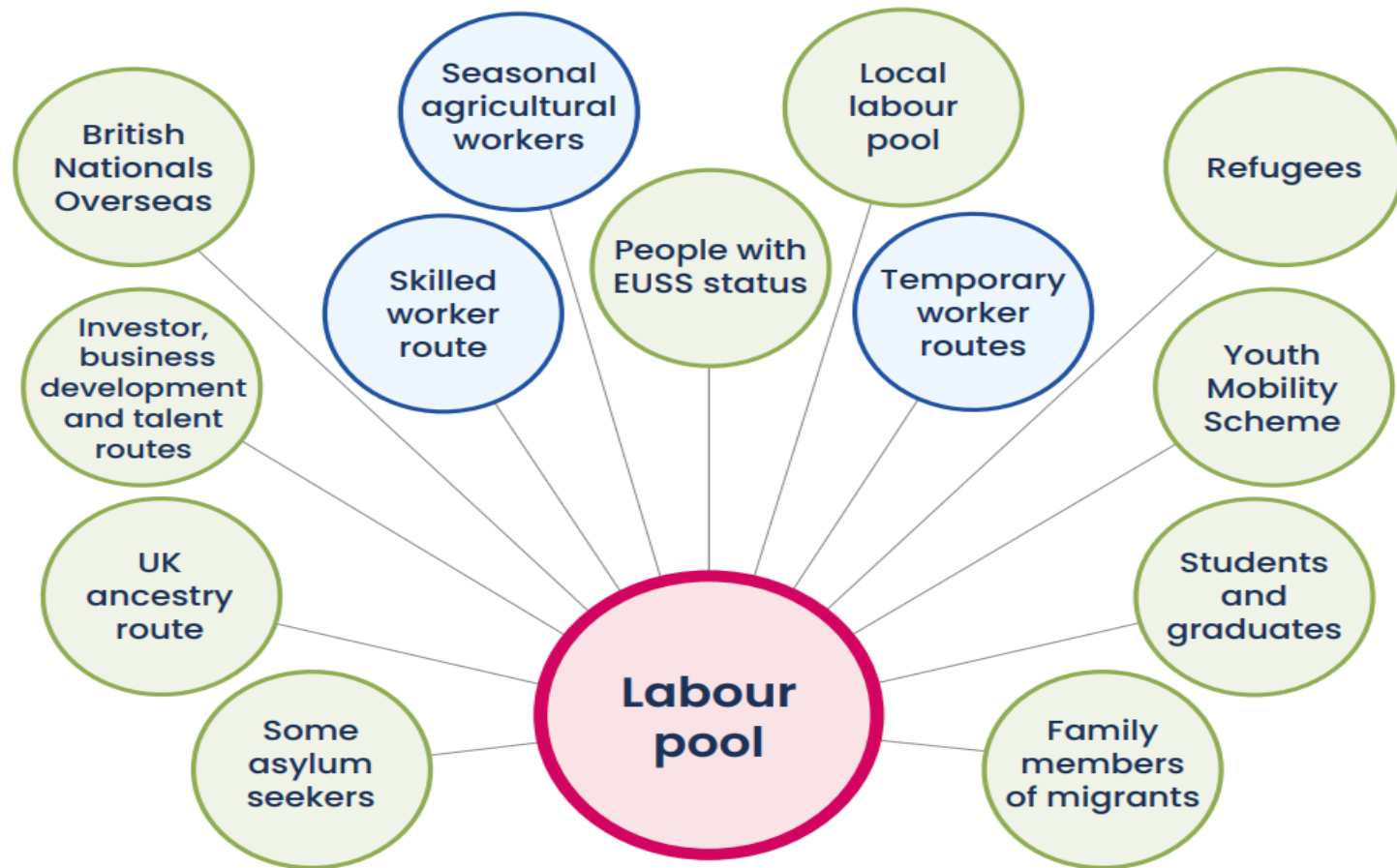
As Care Workers are now a designated occupation on the shortage occupation list, Alisha will score the further 20 points needed to meet the requirements of the Health and Care visa under the points-based system.

	Characteristic	Points	Total
Mandatory	Offer of a job by an approved sponsor	20	50
	Offer of an eligible job	20	
	English language skills at level B1 (intermediate)	10	
Tradeable	Job in a shortage occupation (as designated by the MAC)	20	20
Total		70	





● Un-sponsored ● Employer sponsored



#326 147



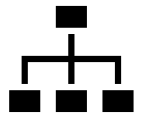


Employing a Worker: Sponsorship

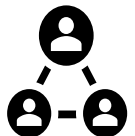
Employers need to apply to be a sponsor if they want to recruit workers from outside the resident labour market.



A streamlined, faster process with no Resident Labour Market Test, suspending the current cap on Tier 2 visas and no monthly panel to apply for Certificates of Sponsorship.



Employers do not need to be a sponsor to employ someone from the resident labour market with an existing right to work in the UK. This includes EU citizens with settled or pre-settled status



Workers can apply to switch from one immigration route to another without having to leave the UK. There will be no relaxation of the qualifying criteria for the route being switched into.





Reforms in 2022 and beyond

Improvement For Customers

- Delivering a faster end-to-end customer journey
- We are reviewing our service standards and will deliver improvements by spring 2022
- Performing research to understand and address barriers to obtaining a license for SMEs

IT transformation

- Streamlined end-to-end journey
- New online management system to allow sponsors to update details
- Enabling online checks between departments
- Reduce opportunity for abuse

Changes to Existing Systems

- Extending the system to students and their sponsors
- Further improve compliance through better data sharing
- Global Business Mobility route launch in Spring 2022 under the existing sponsorship system. Improvements will be made to this in line with the wider sponsorship transformation project
- It will be easier for overseas businesses to assign and manage workers coming to the UK under the Global Business Mobility Route

Engagement Strategy

- Qualitative customer feedback is included in policy and design analysis
- Customer feedback is included in our design work
- Changes to the system will be communicated
- Key stakeholders: Businesses, SMEs, Education sector, Advisory Groups





Home Office

Right to Work checks





Right to Work Checks

From 1 July 2021, the process for completing Right to Work checks on EU, EEA, and Swiss citizens changed. Employers are no longer able to accept EU passports or ID cards as valid proof of right-to-work, except for Irish citizens.

An **online Right to Work check** is required for individuals who only hold digital proof of their immigration status in the UK. This includes most EU, EEA, and Swiss citizens.

To check the person's Right to Work details, you will need to:

- access the service '[View a job applicant's right to work details](#)' via GOV.UK,
- enter the 'share code' provided to you by the individual, and
- enter their date of birth

Updated guidance on how to conduct a Right to Work check from 1 July 2021 and lists of acceptable documents can be found on [GOV.UK](#).






Right to Work Checks

How to check Right to Work

- Check that the photograph is of the individual presenting themselves for work.
- Check they have the right to work and are not subject to a condition.
- You must retain evidence of the online right to work check.

 **GOV.UK**

View a job applicant's right to work

BETA This is a new service - your [feedback](#) will help us to improve it.


Right to work


Erika Mustermann

They have permission to work in the UK from 28 March 2021. They can work in the UK until 28 April 2023.

Details

They can work in any job.



Rotate 

If you employ this person



To avoid a [penalty](#), you must:

- check this looks like the person you meet face to face
- keep a secure copy of this online check (either electronically or in hard copy), for the duration of the employment and for 2 years after
- do this check again when their permission to be in the UK expires on 28 April 2023

Read the [employers' code of practice](#) to find out more about right to work checks.

Details of check

Company name	Date of check	Reference number
Acme Ltd	8 January 2018	WE-JRKMKG-12

 [Print page](#)  [Download PDF](#)

#326 147





Home Office

Support materials





Available GOV.UK resources

Guidance for EU citizens

Selected guides have been translated into the 24 EU languages. A guide for 'Business Travelers' has just been published.

EU citizens introductory Guide



EU students Guide



EU workers Guide



EU visitors Guide



#326 147





Home Office

Resources and guidance for employers



The UK's points-based immigration system: an introduction for employers

2

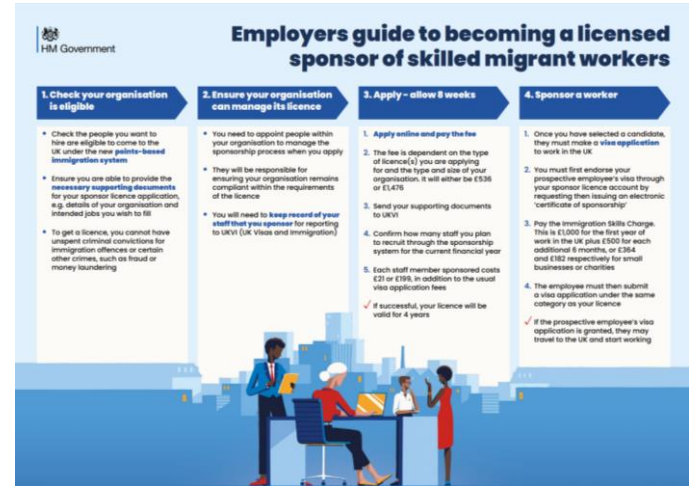
The UK's points-based immigration system: an introduction for employers

Under the points-based immigration system, with the exception of Irish citizens, anyone coming to the UK for work must meet a specific set of requirements for which they will score points. Visas are then awarded to those who gain enough points.

This system provides flexible arrangements for UK employers to recruit skilled workers from around the world through a number of different immigration routes.

You will need a sponsor licence to hire most eligible employees from outside the UK. Before applying to be a sponsor you should check that the jobs you want to hire people for will meet the requirements for sponsoring work visas.

This guide provides an overview of the points-based immigration system and sets out the steps employers should take to adapt their business.



These and more available in our employer toolkit at [GOV.UK](https://www.gov.uk)

#326 147

<https://app.sli.do/event/q3LXLNng8qdqvPhHnAsMMb>





Home Office

Sponsorship





UK Visas
& Immigration

The Worker Routes: Sponsorship Casework Overview

Version: 2.0
Date: 27/11/2021
Author: Andy EDGAR

#326 147

<https://app.sli.do/event/q3LXLNng8qdqvPhHnAsMMb>





How to Apply for a Sponsor Licence

How to get a sponsor licence

- 1 Check your business is [eligible](#).
- 2 Choose the [type of licence](#) you want to apply for - this will depend on what type of worker you want to sponsor.
- 3 Decide [who will manage sponsorship](#) within your business.
- 4 [Apply online](#) and pay the fee.

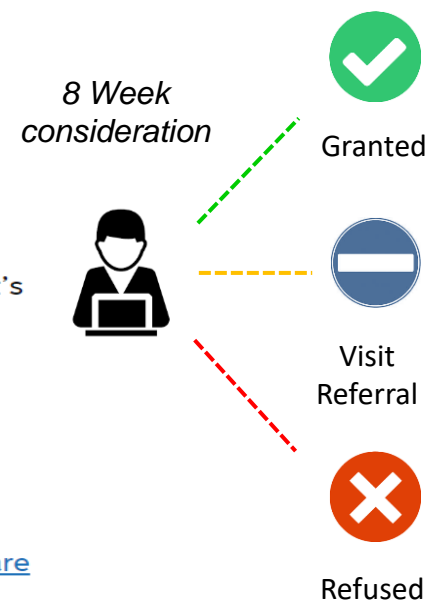
UK Visas and Immigration (UKVI) may visit your business to check it's suitable.

After you apply

You'll be given a [licence rating](#) if your application is successful.

You'll be able to issue [certificates of sponsorship](#) if you have [jobs that are suitable for sponsorship](#).

Your licence will be valid for 4 years. You may lose your licence if you do not meet [your responsibilities as a sponsor](#).



#326 147

<https://app.sli.do/event/q3LXLNng8qdqvPhHnAsMMb>





Home Office

Questions for Home Office

#326 147

<https://app.sli.do/event/q3LXLNng8qdqvPhHnAsMMb>





Department
of Health &
Social Care

Ensuring Ethical International Recruitment

Dave Howarth, Department of Health and Social Care

January 2022

What is ethical international recruitment?

For the individual recruit:

- *Recruitment processes are fair and transparent;*
- *When here recruits are treated as well as domestically-recruited staff.*

For the source country:

- *Don't make existing workforce shortages worse;*
- *Recruitment can benefit source countries when managed well.*



Code of Practice for International Recruitment – how it works



Department
of Health &
Social Care

The Code itself

*Sets out how ethical
international recruitment can be
achieved*

- Applies WHO Code principles in a UK setting
- Applies to public and private health and social care sectors



Code of Practice – red/amber country list

*List of countries where recruiters
must not actively recruit unless
there is a Gov2Gov agreement*

- 48 countries “with most pressing workforce challenges”
- Sets out how Gov2Gov agreements can benefit source countries



The Agency List

*A list of recruitment agencies that
have signed up to operate in
accordance with the CoP*

- Managed by NHS Employers
- Health and care employers must only use agencies that appear on this list



The Code of Practice – key points

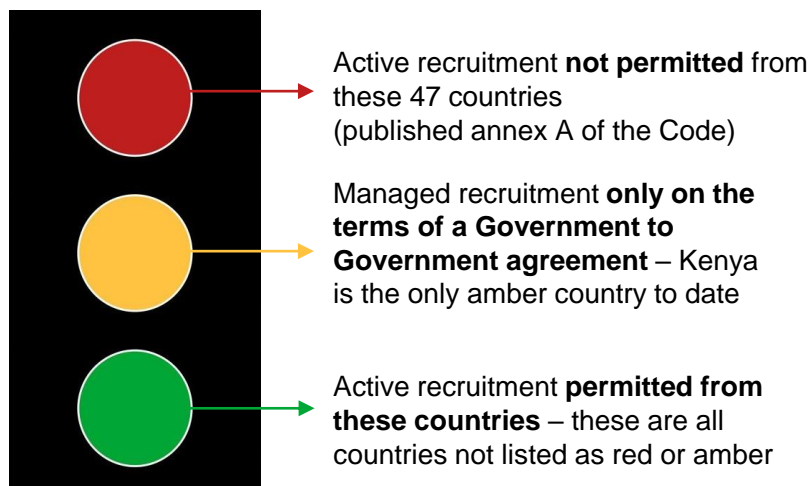
- International migration of health and care talent can make an important contribution to source and destination countries
- Not recruiting from countries on our 'red list'
- Treating recruits fairly and equally
- Only recruiting staff who will be able to fulfil the role

Also contains:

- Case Studies
- Roles and responsibilities



Code of Practice – where you can and can't actively recruit from



Malaysia, Philippines and Sri Lanka are green listed countries with a Government-to-Government in place

- Recruiting organisations are encouraged to recruit on the terms of these agreements

- **WHO identified 47 (red list) countries with the most pressing workforce challenges** and should be
 - *Prioritised health system related support and;*
 - *Provided with safeguards that discourage active international recruitment of health personnel*
- **Recruitment activity to be closely monitored to** understand where recruits have come from, with a focus on low to middle income countries
- **Kenya added to amber list on 11 November 2021** – no active recruitment until further detailed guidance published
- **Government to government agreements set parameters** for how UK employers, contracting bodies and agencies recruit from a country

What do we mean by active recruitment?

Definition

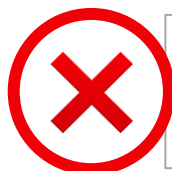
'Active international recruitment' is defined as the process by which UK health and social care employers, contracting bodies, agencies and sub-contractors target individuals, either physically or virtually, to market UK employment opportunities, leading to UK employment in the health or social care sector.

Examples

- Advertising to candidates
- Referral bonus schemes
- Referring candidates to specific vacancies in the UK in return for a fee from the employing organisation

Exception

If a candidate has already been appointed by a UK employer following a direct, independent application and selection, a recruitment agency can then support the employer to facilitate the employee's passage to the UK.



An agency running a recruitment fair in a country on the red list highlighting health and care job opportunities in the UK.

Advertising in countries on the red list, either online or in print or broadcast media, about opportunities in the UK



An applicant from a country on the red list, applying directly and independently for a job in the UK

Any agency supporting an applicant from a country on the red list, after they have received a job offer from the UK



The agency list

The primary way of managing compliance with the Code

- Compulsory for agencies used to be registered
- Breaches are investigated by NHS Employers on referral or spot checks
- Helpful way to find out about relevant agencies for employers

Recruitment agency list

A list of recruitment agencies that operate in accordance with the revised Code of Practice.

11 November 2021



This list is sorted by agency name, professionals supplied, and region.

Each profession an agency recruits is listed as a separate entry.

Agencies that have successfully applied to the Code will receive a letter confirming this and will be added to the list in the next monthly update.

Use the search function to find an agency, profession, whether an agency is on an approved framework - [Health Trust Europe \(HTE\)](#) or [Work Force Alliance \(WFA\)](#) - or click on the table headers to sort by column A-Z.

Search agency, professionals supplied or framework...

Agency	Professionals supplied	Framework
Avanta Care	Allied health professionals, Healthcare assistants, Nurses, Senior care workers,	HTE
Concept Care Solutions	Allied health professionals, Dentists, Doctors, Healthcare scientists, Midwives, Nurses, Senior care workers, Social workers	HTE
Cromwell Medical Staffing	Allied health professionals, Midwives, Nurses	HTE



Supporting the recruitment of displaced talent

- DHSC is working with organisations across different sectors to support displaced people into the health and social care sector.
- If you are interested in working with this highly motivated workforce and can provide the required support, please let us know!
- Email:
Internationalworkforce@dhsc.gov.uk





A perspective on International Recruitment

Askham



AVC Training

Askham Rehab

A bit about Askham

- Family business – with a long standing focus on staff well being
- Migrant family – keen to support the community that welcomed us and enabled our family to live and thrive
- Specialist service – nursing, dementia, neuro rehab

Askham



AVC Training

Askham Rehab

Askham's approach to staffing

- Care is a people business
- Happy staff mean happy residents
- Staff shortages are our number one risk

Askham



AVC Training

Askham Rehab

Our journey as a sponsor

- Started a decade ago; when I first joined my parents at Askham
- Focus then was nurses – vacancies remained despite all efforts
- Cohort of three nurses from India, followed quickly by more
- The move was about more than just a job
- Worked through an agency at that time, supporting us with all the bureaucracy and ensuring we met all requirements
- Formal support for nurses through their adaptation
- Two from that first cohort are still with us, in leadership roles

Askham



AVC Training

Askham Rehab

Today, how is it working for us?

- No longer use solicitors for our processing
- Support from a consultant to ensure we stay aligned with regularly changing rules and regs
- Referrals from our own pool of staff – word of mouth is best!
(we have recently had more referrals than we can employ... happy to share!)
- Could not have managed the last 18 months without these staff and this pipeline

Askham



AVC Training

Askham Rehab

Why recruit internationally? (The Good)

- Merit based process, experience and skill is good
- Quality candidates available, nurse qualified
- Retention is high due to sponsorship process
- Staff availability locally is limited
- Willingness to learn and develop has been good
- Flexibility and availability is unparalleled
- Candidates are looking for a supportive, nurturing employer

Askham



AVC Training

Askham Rehab

Why recruit internationally? (The Bad)

- Recruitment timeline is longer than local recruitment
- Paperwork and diligence requirements are strict
- Candidates rely on you for more than just a job
- Pay requirements may be higher than your current staff pool
- Cultural fit / integration needs attention
- Language abilities and styles vary

Askham



AVC Training

Askham Rehab

Why recruit internationally? (The Ugly)

- Business case: expensive to get licensed but it does pay off with reduced costs of agency and staff sickness
- Diligence: Rely on your usual interview process and questions, keep your standards high
- Communication: Prep your existing teams so there is clear expectations on roles, support and fit
- Person-centred Care: Apply this to staff, think through scenarios, and be mindful of generalising local / overseas groups and teams
- Training: Use a training provider that is experienced with overseas staff

Askham



AVC Training

Askham Rehab



aliyyah.nasser@askhamvillagecommunity.com

Askham



AVC Training

Askham Rehab



Home Office

Questions for DHSC

#326 147

<https://app.sli.do/event/q3LXLNng8qdqvPhHnAsMMb>



Skills for Care Resources

- [Essential Skills Training](#)
- [Workforce Development Fund](#)
- [Guide to Safe Staffing](#)
- [Recruitment Planning](#)
- [Widen your Talent Pool](#)

Contacting Skills for Care

Shirley Way – Locality Manager, Staffordshire, Stoke & the Black Country

shirley.way@skillsforcare.org.uk

Other area contacts

Register for Skills for Care Enews