

# International Recruitment Update

Adrian Henderson  
Associate  
Employment & Business Immigration

**rwk**  
goodman

# What we will cover

1. New rules coming in Spring 2024
  - New minimum rates on skilled worker salaries and spousal visa rates
  - New rules on dependent visas in health and social care
  - Reform/abolition of shortage occupation list



# Our services for care providers

- Employment and immigration law
- CQC registration
- Challenging CQC inspections and enforcement
- Service user contracts
- Local authority fee negotiations
- Safeguarding and inquests
- Mental capacity and Court of Protection
- Business sales and acquisitions
- Property development , construction and finance

# Increase in minimum salary rates

- Current general minimum salary for sponsored workers: £26,200 pa;
- New rate as of 4<sup>th</sup> April 2024 - £38,700 pa;
- Social Care visas are exempt.

  

- Current spousal visa minimum: £18,600 (joint)
- New spousal visa rates as of 11<sup>th</sup> April 2024 - £29,000
- Further planned increases:
  - Late 2024 - £34,500
  - Early 2025 - £38,700

# New Rules on Dependent Visas

**As of 11<sup>th</sup> March 2024 Dependent visas for skilled workers employed as care workers and senior care workers.**

**Dependent visas for most individuals on student visas already effectively abolished (as of 31 January 2024).**

**These changes are not retroactive in effect!!!!**

**Those already on dependent visas visa a health and social care visa will not have these permissions cancelled as a result of these changes.**

**Current skilled workers needing to renew or switch visas will do so on the current salary scales.**

# Expected change: Shortage Occupation

## List/Immigration Salary List

- Statement of changes put before parliament on 14<sup>th</sup> March, expected to come into force 4<sup>th</sup> April.
- Government confirmed it will follow Migration Advisory Committee's recommendation to abolish Shortage Occupation list and replace by Immigration Salary List (ISL) (8% of SW occupations).
- ISL will be much shorter and will not include nurses (but will retain care workers/senior chare workers).
- General salary for Health and Social care roles will go up to £29,000.
- Minimum salary for new health and social care occupations up from £20,960 (£10.75 p/h) to £23,200 (£11.90 p/h).

# Questions?

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