

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 4th April 2024 - £38,700 pa;
- Social Care visas are exempt.

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

New Rules on Dependent Visas

As of 11th 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 14th March, expected to come into force 4th 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 care 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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