

## Addition to Recruitment and selection policy

### Appendix 1 – Sponsorship

#### 1. Eligibility for Sponsorship

- **Roles in Shortage Occupations:** The policy generally focuses on roles deemed to be in shortage, such as nurses, social workers, care workers, and health assistants. The UK government regularly updates a list of roles that qualify for this.
- **Licensing Requirements:** Primecare must be licensed sponsors to hire foreign workers. This involves an application to the Home Office and payment of a licensing fee.
- **Skill Level and Salary Thresholds:** Positions must generally meet specific skill levels and salary thresholds. In health and social care, exemptions or lowered salary requirements may apply for some roles in critical shortage areas.

#### 2. The Skilled Worker Visa

- Employees are typically recruited under the UK's Skilled Worker Visa. This visa has specific requirements:
  - **English Language Proficiency:** Workers must demonstrate an adequate level of English proficiency.
  - **Job Offer and Certificate of Sponsorship:** A job offer from a licensed sponsor (the Primecare) is required, as well as a Certificate of Sponsorship.
  - **Minimum Salary Requirements:** Roles must meet minimum salary requirements, which may vary based on the position and candidate's experience.

#### 3. Sponsorship Duties for Primecare

- **Monitoring and Reporting:** Primecare must track and report the sponsored employees' work status and any changes (e.g., leaving employment).
- **Record-Keeping:** Primecare must maintain records of their sponsored workers, including personal details, employment contracts, and contact information.
- **Compliance with UK Immigration Laws:** Primecare must ensure that the workers' visas remain valid and that they adhere to visa conditions.

#### 4. Cost Involved

- **Application Fees:** Primecare pay for the sponsor license, which lasts for three years, and can include additional costs like the Immigration Skills Charge.
- **Visa Costs for Employees:** Visa fees may be covered by either the employee or Primecare, and many roles in health and social care are eligible for visa fee reductions due to being classified as shortage roles.
- **Healthcare Surcharge:** Workers typically pay a healthcare surcharge to access the NHS unless exempt.

## **5. Employee Rights and Benefits**

- **Equal Treatment and Benefits:** Sponsored employees must receive the same employment rights and benefits as UK employees in similar roles.
- **Path to Settlement:** After five years of working under the Skilled Worker Visa, employees may apply for Indefinite Leave to Remain (ILR), which grants permanent residency.
- **Work Hours and Conditions:** Primecare must follow employment regulations regarding working hours, minimum wage, and workplace conditions.

## **6. Key Considerations for Social Care Sector**

- **Recruitment of Care Workers:** The need for care workers is particularly high, and recruitment campaigns may be structured to bring in care workers under a “Health and Care Worker Visa,” a subcategory that reduces fees and expedites processing times.

## **7. Ethical Recruitment Standards**

- **WHO Code of Practice:** The UK adheres to ethical recruitment guidelines under the World Health Organisation’s Code of Practice, discouraging recruitment from countries experiencing healthcare workforce shortages.
- **Fair Treatment:** Sponsoring Primecare must ensure that foreign employees are treated fairly, with appropriate contracts and support for adaptation.