

# RECRUITING INTERNATIONAL HEALTHCARE WORKERS

**ENHANCE YOUR SOCIAL CARE  
WORKFORCE VIA UK  
IMMIGRATION ROUTES**





**HIRE OVERSEAS  
TALENT WITH A  
SPONSOR LICENCE**

Recent changes to the UK's Immigration Rules have made it quicker and easier than ever for employers in the adult social care sector to recruit qualified healthcare professionals from overseas.

Before your business begins an international recruitment drive, you just need to hold a valid Home Office sponsor licence. Becoming an approved sponsor will allow you to hire care workers, senior care workers and home carers from around the world.



## SPONSORSHIP SIMPLICITY



*Acquiring a sponsor licence is quick and easy process. To make an application, your company simply must have:*

- An established business presence in the UK.
- A fixed office address.
- A suitable employee to nominate as the 'Authorising Officer' to take on overall responsibility for the licence.

*Our company, Smith Stone Walters, is on hand to support your application process which consists of:*

- Submission of an online application form and supporting corporate documentation.
- Assessment of your existing HR processes.
- Payment of the Home office £536\* fee.

*\*The cost of a sponsor licence for small or charitable sponsors is £536. Medium or large sponsors are charged £1,476 upon application.*

## FISH FOR TALENT IN A WIDER POOL

Once a sponsor licence is granted, your business will be able to widen your recruitment net and recruit healthcare professionals from anywhere in the world.

Compliance doesn't have to be an issue. Smith Stone Walters will be on hand to support you in filing individual applications under the UK's Health and Care Worker visa route and provide guidance on how to maintain your 'sponsor duties' during the lifetime of your licence.

With it now being easier than ever for health professionals to live and work in the UK, is it time your business made use of this visa route to provide a much-needed staffing boost?

## WHAT OUR CLIENTS SAY



"Becoming a licenced sponsor has enabled us to recruit international candidates from a much wider talent pool and has allowed us to ensure that our workforce remains diverse. Recruiting overseas healthcare workers provides an inexhaustible resource which has allowed us to grow our business and ultimately ensure we can offer our customers the best possible experience."

*HR Manager*

*Private nursing service provider*

## OPEN TO ANYONE WITH THE SKILLS TO CARE



*The Health and Care Worker visa is open to care assistants, care workers, carers, home care assistants, home carers and support workers in nursing homes. Applicants will simply need to show the Home Office:*

- **Employment offer:**  
They have a confirmed job offer from an approved UK sponsor.
- **Competitive remuneration:**  
The job meets the minimum salary requirements.
- **Language skills:**  
They can speak English to an acceptable standard.

## VALUE OFFERED TO EMPLOYERS AND APPLICANTS



*This route offers many benefits to employer and employee alike.*

- **Improve staff retention:**  
Reduce your reliance on costly agency workers and fill longer term vacancies instead.
- **Lower salary thresholds:**  
Care workers can be paid just £20,960 per year or £10.75 per hour (whichever is higher).
- **Flexible employment periods:**  
Choose how long you wish to sponsor a care worker for (up to 5 years on a single visa).
- **Pathway to settlement:**  
Those wishing to make the UK their permanent home can apply for settlement after 5 years.

## A REDUCED FEE ROUTE TO THE UK



*Recruiting workers under the Health and Care Worker visa is not as expensive as you might think. Health and Care Workers benefit from a lower visa application fee and they are exempt from paying the Immigration Health Surcharge (IHS).*

The below example sets out the typical fees for a single applicant being sponsored for one year:

Visa application fee:	£247
Immigration Skills Charge (ISC):	£364*
Certificate of Sponsorship (CoS):	£199

Total Home Office fee: **£810**

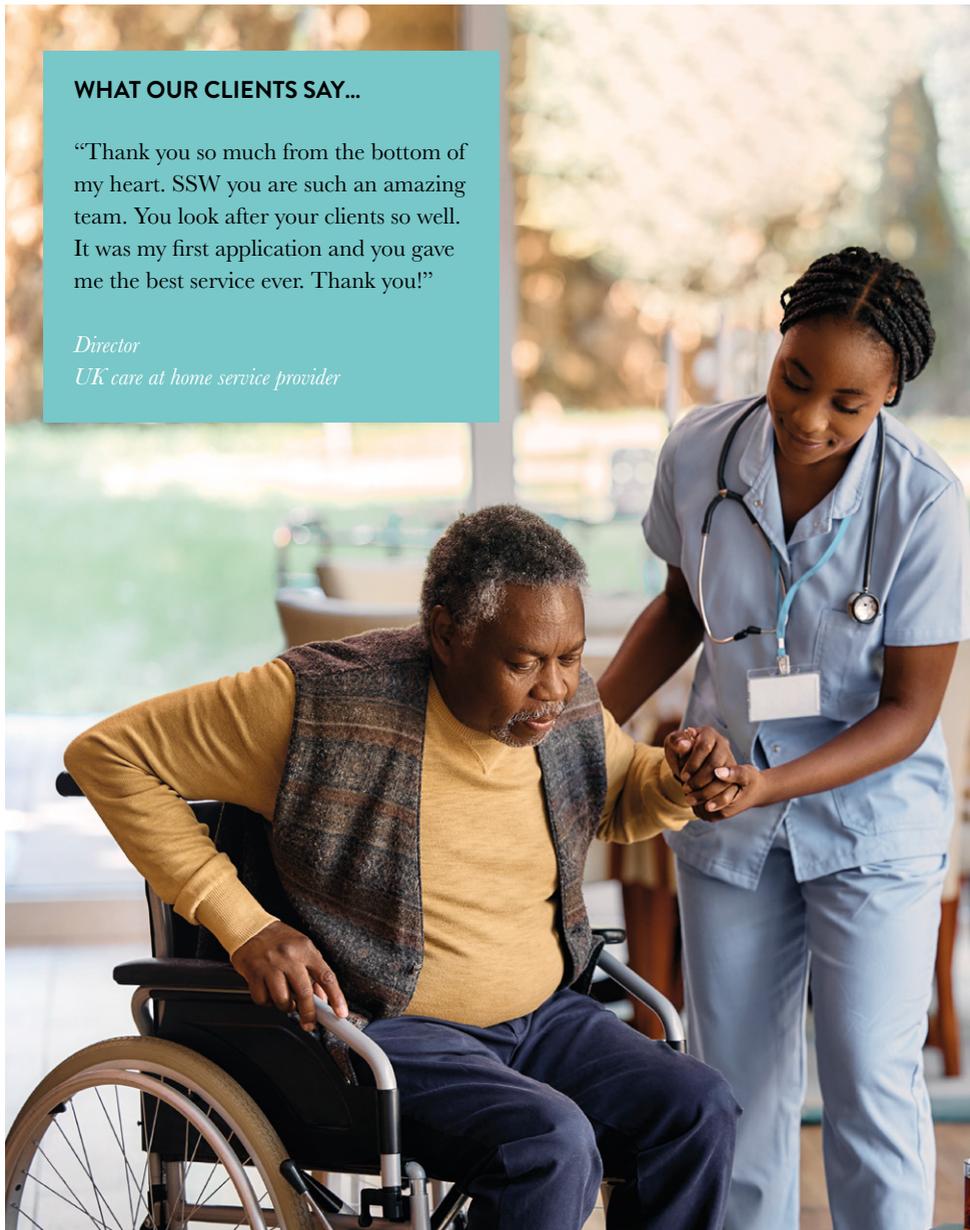
\*A higher ISC rate applies for medium or large sponsors.

### WHAT OUR CLIENTS SAY...

“Thank you so much from the bottom of my heart. SSW you are such an amazing team. You look after your clients so well. It was my first application and you gave me the best service ever. Thank you!”

*Director*

*UK care at home service provider*



## OUR SERVICES

*Smith Stone Walters is an immigration practice with global offices in the UK, USA, Hong Kong and India. Moving people across borders is our business.*

We have helped many employers in the care sector, including one of the country's largest care providers, to bring overseas care workers to the UK. Our team of immigration experts can manage the entire process for you, from initial assessment and application submission for your sponsor licence, to managing the individual visa applications for your employees.

We can also work with you on an ongoing basis to ensure you are maintaining compliance with the Immigration Rules and your sponsor duties. Contact us today to discuss a bespoke service tailored to your exact requirements.

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Immigration Practice