

International Recruitment

Bulletin 32
18th April 2025

Welcome to our latest International Recruitment Project Bulletin!



Erica Lockhart MBE, Chair

Background

SESCA, in partnership with Southeast ADASS, is leading the 2024/25 International Recruitment project, funded by Department of Health and Social Care, to support southeast ASC providers, with two main goals:

- **Assist Displaced Migrant Care Workers** affected by sponsor licence revocations secure new roles with approved providers.
- **Support Providers:** Enable access to displaced workers, provide onboarding financial support, and offer guidance around compliance and best practice.

Displaced Migrant Care Worker Sponsorship Update

Our scheme is now well underway, and we have already helped **57 displaced overseas care workers secure new sponsored employment!**

The response from care providers has been phenomenal— with **over 200 approved already!** These providers will be introduced to exceptional carers, backed by **up to £5,000 funding per worker.**

We're extremely impressed by the calibre of care workers applying for support. They bring extensive experience, training, and strong English skills. Most are seeking roles in care homes or supported living services, rather than domiciliary care (due to being non-drivers).

If you're interested in finding out more about sponsoring a displaced care worker, visit our website at www.sesca.org.uk, or complete our application form

More Care Providers Now Eligible for Lower Sponsor Fees

From 6 April 2025, the financial thresholds that define a “small company” under the Companies Act 2006 have increased — meaning more care providers may now qualify as *small sponsors* and benefit from lower Home Office sponsorship fees.

Currently, small sponsors pay £574 for a Skilled Worker licence, compared to £1,579 for large sponsors.

The annual Immigration Skills Charge (ISC) is also lower: £364 per year (vs £1,000 for large sponsors).

Under the new rules, the turnover threshold for small companies rises from £10.2 million to £15 million, and the balance sheet total from assets of £5.1 million to £7.5 million.

Due to these new financial thresholds, more companies will now qualify as *small sponsors* and be eligible to pay lower sponsorship fees.



FREE Webinar

Understanding the New Immigration Rules

Thursday, 24th April, 10:00-11:30 AM

&

Tuesday, 13th May, 10:00-11:30 AM

With the latest changes to the Immigration Rules coming into effect on 9th April 2025, SESCO is hosting a must-attend webinar on two separate dates, delivered by leading immigration experts JMW Solicitors, to help care providers understand the new requirements and their implications.

This FREE online session will provide critical guidance on compliance.
For registered adult social care providers operating in the South-East.

Secure your webinar place on our
[Eventbrite booking page](#)

Hurry! Places limited and going fast!

Updated Code of Practice for International Recruitment



Department of Health & Social Care

On Thursday 27 March 2025, the Department of Health and Social Care (DHSC) published a revised Code of Practice for the International Recruitment of Health and Social Care Personnel in England (CoP), providing clearer guidance and ensuring best practices are followed across the sector.

Key Updates Include:

- Improved clarity and guidance throughout.
- Two new scenarios to illustrate examples of [active recruitment](#).
- Inclusion of two new [illustrative scenarios](#).

Best Practice Benchmarks

The Code lays out various best practice benchmarks, which all organisations that sponsor international health and social care personnel are expected to follow to help protect the rights and welfare of overseas workers. These include:

All international health and social care personnel will have the...

- same legal rights and responsibilities
- same access to further education and training and continuous professional development

... as domestic staff in all terms of employment and conditions of work.

AND...

- will not be charged fees for recruitment services about gaining employment in the UK.
- will have the appropriate level of English language to enable them to undertake their role effectively.
- will be offered appropriate support and induction to ensure a respectful working environment.

[View the updated Code](#)

FREE Legal Helpline goes live Tuesday 22nd April!

Back by popular demand! Our FREE legal helpline will be re-opening from Tuesday 22nd April and will run until Friday 16th May.

Providers will be entitled to a Free 30-minute, no obligation, phone consultation with an immigration specialist at **Lester Aldridge Solicitors**.

Phone lines will be open from 9am-5pm, Mon-Fri (with an answer phone operating outside these hours).



You can also email Lester Aldridge using the dedicated address below.

Phone: 01202 786126

Email: sescahelp@LA-Law.com

The service is open to all CQC-registered adult social care providers operating in the South-East.

[Click here further details](#)

Save the Date – SESCOA Conference 2025!



We're excited to announce that the SESCOA Conference will take place on:

Tuesday, 10th June 2025
Sandown Park Racecourse, Esher

An exciting lineup of speakers is being planned, covering key topics for the adult social care sector. More details to follow—stay tuned!

Thanks for reading our latest update!

Stay Updated - [Join our Mailing List](#)

FREE **International Recruitment** **Legal Helpline**



Up to 30-mins FREE advice from immigration experts Lester Aldridge.

Covering the New Immigration Rules, Sponsor Licences, COS applications, SMS, UKVI compliance, Contracts, and more.

Commissioned by SESCO, as part of the DHSC's International Recruitment Funding initiative.

Open to all CQC-registered providers in the South-East.



**Lester
Aldridge**

01202 786126

sescahelp@LA-Law.com

Phone lines open: 9am-5pm, Mon-Fri
(answerphone outside these hours)

Email and voicemail replies within 48 hours, or by the following Monday if received after 4pm Friday.

From 22nd April to 16th May 2025

International Recruitment: Understanding the New Immigration Rules

Presented by immigration experts JMW Solicitors, this webinar is aimed at ASC providers in the South-East sponsoring overseas care workers.

Essential guidance to help sponsors understand the recent changes to the immigration rules, including new minimum salary requirements and prioritising in-country "displaced" overseas care workers.

**Thursday, 24th April, 10:00-
11:30 PM**

**Tuesday, 13th May, 10:00-
11:30 AM**

REGISTER

Open to adult social care
providers in the South-East.

- ✓ Latest immigration rules & requirements
- ✓ Interactive Q&A session
- ✓ Share experience with fellow providers
- ✓ How SESCO can help recruit in-country "displaced" overseas care workers

Presented by
JMW Solicitors

jmw



Dipesh Shah
Head of Corporate
Immigration