

International Recruitment

Bulletin 35
28th July 2025



Erica Lockhart MBE, Chair

Background

SESCA, in partnership with Southeast ADASS, is leading the 2024/26 International Recruitment project in the southeast, funded by Department of Health and Social Care (DHSC), to support 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.

Major Immigration Rule Changes Now in Effect

The Government's latest immigration reforms are now in force. As of 22 July 2025, care providers are no longer permitted to sponsor new **overseas recruits** for Care Worker or Senior Care Worker roles. However, **in-country sponsorship remains allowed**, including through SESCO's Displaced Worker Support Scheme

What's Changed?

- No new sponsorships from overseas for roles coded SOC 6135 (Care Assistant) or SOC 6136 (Senior Care Assistant)

What's Still Allowed?

Until 22 July 2028, care providers can continue to:

- Renew visas for existing sponsored staff on a Health & Care Worker visa
- Promote existing sponsored staff (e.g. from Care Assistant to Senior Care Assistant) and issue new CoS
- Sponsor in-country applicants on a Health & Care Worker visa by switching them from another sponsor
- Sponsor in-country applicants by switching them from another visa (e.g. dependants, students, graduates), provided they have legally employed the individual in a care role for **at least 3 months** (e.g. on a 20-hour supplementary basis)

After July 2028, no new entrants from other visa routes are expected to be permitted. However, existing Health & Care Worker visas will remain valid. We anticipate further clarification in due course.

Updated guidance is now available on the SESCO website, including a [summary of the changes compiled by the Care Association Alliance and DHSC](#).

[Read the official Statement of Changes \(HC 997\) – GOV.UK >>](#)

Stay Informed

We are closely monitoring updates from the Home Office and DHSC and will provide further guidance as it becomes available. The International Recruitment Hub on the SESCO website will continue to be updated, and relevant bulletins will be shared accordingly.

Key Points for Sponsored Workers

Many internationally recruited care workers are understandably uncertain about their futures following the recent immigration rule changes. We have created guidance to help providers explain the impact of these changes to their sponsored staff.

[Click here for guidance for sponsored care workers >>](#)

SESCA's Displaced Worker Recruitment Scheme Remains Fully Active

Despite significant changes under the new rules, regional partnerships including SESCO continue to support displaced care workers in finding new employment with approved sponsors.

Scheme Progress to Date



Our displaced worker recruitment support scheme is going from strength to strength:

- **410 providers** have now passed our assurance checks, to access the scheme
- **172 displaced workers placed** in new sponsored employment

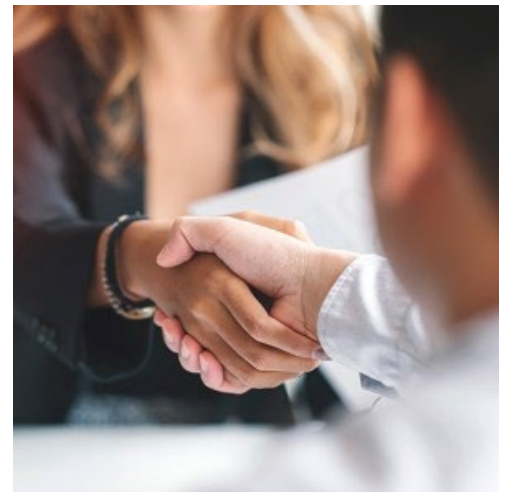
[Click here for full details and how to apply >>](#)

Grant Funding Increased to £6,000 per Sponsored Worker

In recognition of the financial pressures faced by care providers, we have now increased grant funding to £6,000 per displaced worker, for up to 6 workers per CQC-registered location. This support is designed to help employers offset the costs of recruiting displaced international workers.

We have also simplified the application process, including removing certain requirements for supporting evidence.

[Click here for full details of the grant scheme, including terms and conditions >>](#)



New Educational Video – Share with Your Sponsored Staff



Justice and Care in partnership with the Gangmasters and Labour Abuse Authority (GLAA) have launched a new educational video to help international care workers understand their rights and protect themselves from exploitation in the UK care sector.

Topics covered:

- What to expect when working in UK social care
- Rights under sponsorship
- How to identify and avoid abuse
- Legal recruitment practices

[Watch and share the video >>](#)

Webinar Q&A Published on SESCO Website



Following our May webinars with JMW Solicitors, a full Q&A is now online, covering:

- Visa renewals and salary thresholds
- Switching sponsors or roles
- Supplementary work rules
- Promoting from Care Worker to Senior Care Worker

[Read the full Q&A here >>](#)

Upcoming HMRC Webinar – 29 July 2025 Protecting Workers' Rights in the Care Sector

Join HMRC, GLAA (Gangmasters and Labour Abuse Authority), and EAS (Employment Agency Standards Inspectorate) for a live webinar regarding national minimum wage and protecting care workers' rights.

Tuesday, July 29th, 2025
11:00 AM - 12:00 PM

[Register now >>](#)



**HM Revenue
& Customs**

Thank you for reading our latest Bulletin!