

International Recruitment

Bulletin 37
6th October 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.

Current Situation

Since 22nd July 2025, care providers can no longer sponsor new recruits from overseas for Care or Senior Care Worker roles. However, **in-country sponsorship remains allowed**, including through SESCO's Displaced Worker Support Scheme, which will remain in place until the **end of March 2026**.

Further Guidance:

[SESCA International Recruitment Hub >>](#)

[Official Guidance - Home Office Statement of Changes \(HC 997\) – GOV.UK >>](#)

[Guidance for Sponsored Care Workers >>](#)

Displaced Worker Recruitment Scheme

Supporting Providers to Recruit In-Country Migrant Care Workers



**242 Displaced Care Workers Already
Placed into New Employment!**

**Receive £6,000 Funding per Care
Worker**

Act now – scheme closes March 2026!

How it Works...

We have a large pool of experienced and committed migrant care staff across the South-East – **including car drivers** – who are available immediately.

We'll introduce you to pre-vetted candidates for interview. For every successful hire, you'll receive **up to £6,000 in funding** to support your recruitment costs.



Don't Miss Out – Apply Now!

For instructions on how to apply, including our grant funding terms:

[APPLY HERE](#)

Legal Helpline – Now Open!

FREE Legal Advice from Leading Immigration Specialists

Our FREE legal helpline is now open and will run until Friday 28th November 2025 (subject to review).

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

Phone lines are 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 full details](#)

[FULL DETAILS](#)



WEBINAR
International
Recruitment

An International Recruitment update for Adult Social Care Providers

Wednesday 12 November 2025
10:00 – 11:30 am

Presented by



Edward O'Brien
Senior Associate



FREE International Recruitment Webinar

10:00 – 11:30am, Wednesday 12th November

Following our hugely successful webinar series, our next webinar will be delivered by the immigration experts from Lester Aldridge Solicitors.

Open to all registered providers in the South-East, the webinar will offer practical guidance addressing key challenges including:

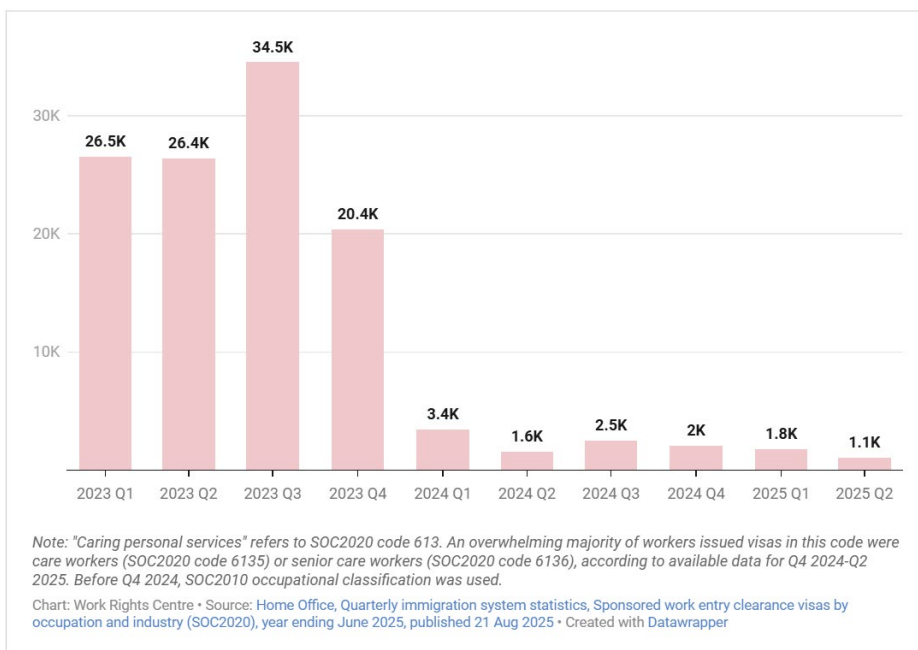
- Sponsoring in-country migrant workers
- Undefined CoS applications
- Visa Renewals
- Employing Sponsored Staff on a Secondary Employment Basis

[REGISTER HERE](#)

End of International Recruitment of Care Workers Sector Leaders Warn of “Cruel” Impact

The announcement of the closure of international recruitment of care and senior care workers, introduced in July 2025, has been met with deep concern across the adult social care sector.

An interesting report from the Work Rights Centre, published on 21st August 2025, references Home Office data showing that grants of Health and Care Worker visas had already slowed dramatically by Q2 2025, with just 1,062 overseas care professionals recruited — compared with 105,000 in 2023/24. This collapse follows successive restrictions on the visa route, including higher salary thresholds and a ban on dependants, culminating in the outright closure this summer.



Sector leaders warn that the changes risk worsening an already critical staffing crisis. Skills for Care data shows that vacancy rates in frontline adult social care roles remain alarmingly high at 8.3%. The decision to end international recruitment is said to have been taken without an impact assessment, leaving providers and local authorities to manage the consequences.

Prof Martin Green, Chief Executive of Care England, has commented:

“International recruitment wasn’t a silver bullet, but it was a lifeline. Taking it away now, with no warning, no funding, and no alternative, is not just shortsighted – it’s cruel.”

Full article available via the [Work Rights Centre](https://www.workrightscentre.org.uk).

Other News

Fair Pay Agreement in Adult Social Care

On 30 September 2025, the Government announced a £500 million investment to establish the first ever Fair Pay Agreement (FPA) for adult social care workers in England.

This is a major milestone in the recognition and reward of the care workforce. The FPA will be negotiated by a new statutory body bringing together employers and trade unions, with the aim of improving pay, terms and conditions across the sector.

Key Points

- £500 million investment allocated to support the FPA process.
- The Adult Social Care Negotiating Body will be established by regulation in 2026.
- The first agreement is expected to come into force in 2028.
- The process is underpinned by the Employment Rights Bill, which will give legal effect to negotiated pay and conditions.
- The agreement will sit alongside other reforms, including a universal career structure and increased investment in training and qualifications.

Consultation – Have Your Say

The Department of Health and Social Care (DHSC) has launched an open consultation on the design of the FPA process. This is a crucial opportunity for providers to contribute views on how the agreement should be implemented and what it should cover.

[Access the open consultation and supporting documents >>](#)

Deadline

The consultation will remain open until **16 January 2026**. Please ensure your organisation submits a response before the deadline.

National Minimum Wage: Key Risks for the Care Sector



HM Revenue
& Customs

This week, SESCOA hosted a webinar delivered by HMRC's National Minimum Wage Compliance Team on the “**Common Risks Associated with NMW in the Care Sector.**”

In 2024/25 alone, HMRC identified over **£500,000** owed to more than 2,000 social care workers — underlining how easy it is for employers to make costly mistakes.

The session explored:

- Common causes of underpayment in social care
- What to expect during an HMRC NMW compliance check
- Practical steps to identify and rectify issues before they escalate

For further information, visit our dedicated guidance page: [National Minimum Wage in Social Care](#)

Casey Commission – Future of Adult Social Care

In January 2025, the Prime Minister asked Baroness Casey to lead a commission exploring what a National Care Service could look like, or how adult social care might be reimagined differently — including the development of a roadmap for implementation and delivery.

A key part of the Commission's approach is engaging directly with people who draw on care and support, work in care, or provide unpaid care. By doing so, the Commission aims to ensure that the reality at ground level shapes their findings.

To date, the team has spoken to over 200 people and organisations, and throughout the remainder of the year they will continue their programme of visits and engagement.

For further information, visit: [Casey Commission website.](#)

Share your views directly, contact: james.mackie@caseycommission.co.uk

Casey
Commission

Independent Commission
on Adult Social Care

Thank you for reading our latest Bulletin!