

International Recruitment

Bulletin 41
14th January 2026

Happy New Year!



Erica Lockhart MBE, Chair

Background

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

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

“Earned Settlement” Consultation

Overview

As outlined in our previous Bulletins, the Government has announced proposals to introduce an “**Earned Settlement**” model, which would significantly extend the length of time migrant workers must live in the UK before becoming eligible for settlement.

The proposals are open to consultation until **12 February 2026**, with implementation expected from **Spring 2026**. If enacted, adult social care roles could move from the current **five-year route to a 15-year settlement pathway**, leaving tens of thousands of overseas care workers who have arrived since 2022 facing an additional decade of uncertainty and prolonged dependence on sponsorship.

The proposed changes have prompted widespread concern across adult social care. Sector leaders have warned that the proposals could exacerbate workforce shortages, restrict worker mobility, and significantly increase sponsorship and compliance costs.

SESCA has commissioned **Victoria Buyer**, a specialist health and care sector public affairs consultant, to support the development of a formal response to the consultation and help ensure the views of ASC providers across the South-East are clearly represented.

Provider Briefing Webinar

Earned Settlement Consultation – Step-by-Step Guidance

3.15 – 4.15pm, Thursday 22 January
Speaker: Victoria Buyer, Public Affairs Consultant

To maximise provider engagement ahead of the consultation deadline, we are delivering a webinar providing step-by-step guidance to help providers understand the new settlement proposals and respond effectively to the consultation.

The session will:

- Explain the key proposals within the Earned Settlement consultation
- Set out the likely implications for workforce planning, retention and sponsorship
- Provide step-by-step guidance on how to complete the Home Office consultation
- Highlight practical steps providers can take to support overseas staff

[REGISTER HERE](#)

Have Your Say

With the consultation closing on **Thursday 12 February**, SESCOA strongly encourages **all care providers and individuals** to submit a response.

[RESPOND TO CONSULTATION](#)

Overseas Care Workers Lobby Parliament



On **17 December**, hundreds of overseas care workers and NHS staff travelled to Westminster to lobby MPs over proposed changes to immigration rules that campaigners warn could deepen the workforce crisis in health and social care.

The lobby, organised by UNISON, focused on opposition to government proposals to extend the qualifying period for indefinite leave to remain from five to 15 years. UNISON is calling for the five-year settlement route for health and social care workers to be retained, alongside reforms to the current employer-sponsored visa system, which it says leaves workers vulnerable to exploitation.

UNISON is also urging government to introduce fair pay agreements through sector-wide bargaining, improve pay and conditions across social care, and address the impact of increased salary thresholds for overseas staff.

SESCA are in discussion with UNISON to explore how we can work together to support ethical recruitment, fair employment practices and practical solutions for both providers and overseas care workers.

[Read the full UNISON story here >>>](#)



WEBINAR
International Recruitment

An International Recruitment update for Adult Social Care Providers

Thursday 12 February 2026
10:00 – 11:30 am

Presented by

Edward O'Brien
Senior Associate

SESCA South East Social Care Alliance

Lester Aldridge

FREE International Recruitment Webinar

10:00 – 11:30am, Thursday 12th February

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 include an update on current international recruitment and sponsorship issues affecting adult social care providers.

This webinar will cover:

- Recent and proposed changes to the immigration rules – including “earned settlement”
- Compliance and enforcement trends, including common risk areas for sponsors
- Workforce risks and considerations for recruitment and retention
- SESCO Displaced Worker Scheme update – how to sponsor in-country migrant workers and access up to £6,000 funding per worker

[**REGISTER HERE**](#)

Legal Helpline – Now Live!

FREE Legal Advice from Leading Immigration Specialists

Our FREE legal helpline is now live.

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.

Fair Pay Agreement Consultation – Deadline Approaching

The deadline for the standard Fair Pay Agreement (FPA) consultation is **this Friday, 16 January**. Providers and stakeholders are encouraged to respond if they have not yet had the opportunity to do so.

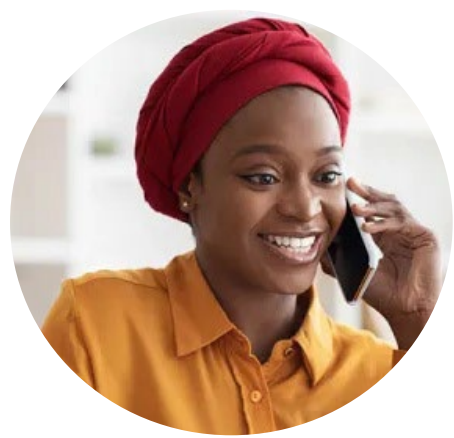
The Department of Health and Social Care (DHSC) has also shared an information video explaining the consultation via its social media channels. You can view this on [DHSC's LinkedIn page here](#).

Please note that the **Easy Read version of the consultation will remain open until 6 March**, allowing additional time for individuals who may prefer or require this format to submit their views.

For further information on the Fair Pay Agreement (FPA), please visit the [dedicated page on the SESCO website](#).

Displaced Worker Recruitment Scheme

Supporting Providers to Recruit In-Country Migrant Care Workers



Nearly 400 Displaced Care Workers Placed into New Employment Already!

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](#)