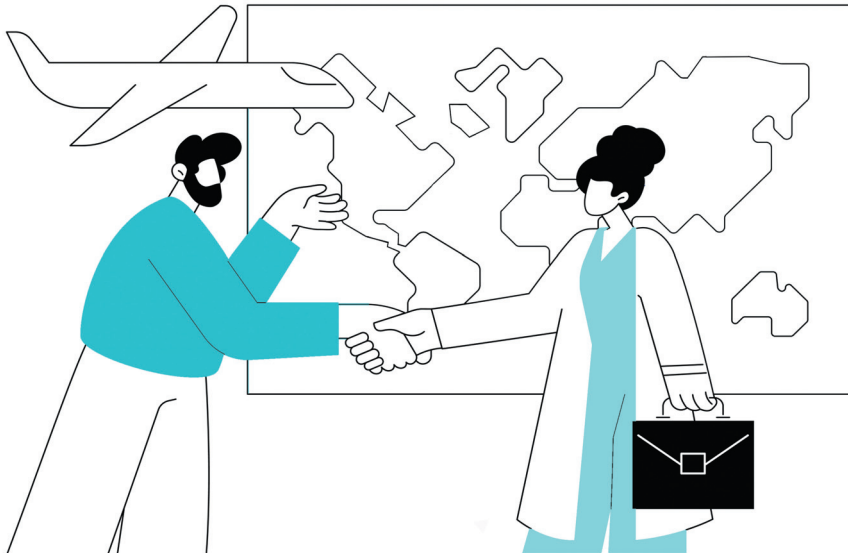


# Information and Guidance: For International Workers on Sponsorship in the Care Industry



Get in touch here:

## Oxford City Council

Contact: Nicola Bell Anti-Slavery - Coordinator Oxfordshire

Email: [nbell@oxford.gov.uk](mailto:nbell@oxford.gov.uk)

Tel: 01865 252406

or

## Oxfordshire County Council Health, Education & Social Care (HESC)

Contact: The Quality Improvement Team

Email: [qualityimprovementteam@oxfordshire.gov.uk](mailto:qualityimprovementteam@oxfordshire.gov.uk)



## Your rights, as a Care Worker, in the UK

**Like any other worker in the UK, you will have employment rights while you are working in the UK.**

**This is important because the rules could be different to the country where you have come from.**

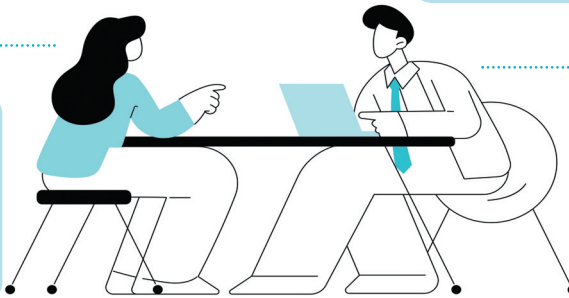
**Under UK law, as a care worker, you have the following entitlements: -**

- You must be given an employment contract.
- You must be given regular payslips that show any deductions for Tax and National Insurance if you are required to pay it.
- You must be paid a minimum of £10.75 per hour, or £20,960 - whichever is higher. Visit: <https://www.gov.uk/government/publications/skilled-worker-visa-shortage-occupations/skilled-worker-visa-shortage-occupations>
- The Home Office base their minimum on a 37.5-hour week so if you are sponsored or contracted to work more or fewer hours than this you need to make sure you still meet the minimum salary requirement on a pro-rata basis.
- An uninterrupted 20-minute rest break if you work more than 6 hours in a day.
- There must be at least 11 hours of rest between working days.
- You must have at least one full day off each week, or two full days every two weeks.
- You must have at least 5.6 weeks' paid holiday per year (pro-rated as appropriate)
- The only deductions that your employer may make from your salary are Tax, National Insurance, Pension, and accommodation costs where your employer provides this to you. Deductions for any other costs must be with your agreement. All deductions must be shown on your wage slip detailing what the deductions are for.

## Sponsorship in the UK

### Sponsorship costs to be paid by employee:

- A UKVI Visa Fee
- Immigration Health Surcharge
- Any fees paid to expedite the issue of the UKVI Visa



### Sponsorship costs to be paid by employer

- Sponsor Licence
- Certificate of Sponsorship
- Immigration Skills Charge

An employee **cannot** be asked to repay any of the costs listed that the employer must pay. If the employer is found to have made the employee pay for these costs, it is likely to result in the Home Office taking action against the employer, such as suspension or revoking of the licence. If your employer has their sponsorship licence suspended, you can keep

working and your rights are unaffected until the suspension is removed. If your employer has their sponsorship licence revoked your Certificate of Sponsorship is cancelled, and you have 60 days from the cancellation date to leave the UK unless you find a new sponsor and make a new visa application to stay in the UK.

## Additional Working

You are permitted to take on additional work (including voluntary work) for up to 20 hours per week provided you are still employed and undertaking your main sponsored role and must be either in the same occupation code and job level as your main sponsored job or be a role that is on the Shortage Occupation List.

## What is Modern Slavery?

**Modern Slavery** is a term that covers a multitude of abuse, where an individual is taken advantage of for someone else's personal, commercial, or criminal gain. Unfortunately, there have been cases of people who have come to work in the care industry in the UK who are experiencing modern slavery.



**In Oxfordshire we are committed to tackling this by ensuring everyone has the right to: -**

- be treated fairly.
- feel safe and free from threat or exploitation in the workplace.
- fair working conditions as set out in UK law.

The most **common indicators of modern slavery experienced** are given below: -

- Had to pay fees during recruitment process.
- Been deceived about the nature of the job role, hours and pay.
- Worked excessively long hours.
- Received little or no pay.
- Paid less than hours worked.
- Been deducted money from pay for, for example, fees or accommodation.
- Been told money is owed to the employer.
- Had to work without the correct equipment or training.
- Felt trapped and unable to leave the job.
- Been forced to work through fear, threats of repercussions, (for example, loss of work, loss of job, reported to authorities)
- Been subjected to physical, verbal, or psychological abuse from employer.
- Been controlled (for example, no freedom of choice, being told what to say)
- Been asked to hand over, or not been in possession of own identity documents, including passport, visas, biometric residence permits (BRPs).
- Only allowed to stay in accommodation provided by employer (cannot choose where to live)
- Lived in overcrowded accommodation.
- Had to share a room with someone previously not known, and had no choice who to share with
- Been made to distrust authorities in the UK.

**If you, or anyone you know, has ever experienced one or more of these common indicators, you may be a victim of modern slavery.**

**This is not acceptable, it is against the law, and we want to identify and support all those who may be affected.**

### Useful Resources:

[www.gov.uk/health-care-worker-visa](http://www.gov.uk/health-care-worker-visa)  
[www.gov.uk/skilled-worker-visa](http://www.gov.uk/skilled-worker-visa)

[www.skillsforcare.org.uk/Recruitment-support/International-recruitment/Modern-slavery.aspx](http://www.skillsforcare.org.uk/Recruitment-support/International-recruitment/Modern-slavery.aspx)

[www.nationalcareforum.org.uk/projects/pastoral-care-guide-for-international-recruitment-in-social-care](http://www.nationalcareforum.org.uk/projects/pastoral-care-guide-for-international-recruitment-in-social-care)

**Speak to someone.  
You are not alone.  
We will help and support you.**

Contact can be made in confidence to either:-

**Oxford City Council**

Contact: Nicola Bell Anti-Slavery - Coordinator Oxfordshire

Email: [nbell@oxford.gov.uk](mailto:nbell@oxford.gov.uk)

Tel: 01865 252406

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Working in partnership



**OXFORDSHIRE  
COUNTY COUNCIL**

[www.oxfordshire.gov.uk](http://www.oxfordshire.gov.uk)

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SESCA serves as the South East arm of the national  
CAA (Care Association Alliance).

[www.sesca.org.uk/international-recruitment](http://www.sesca.org.uk/international-recruitment)

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**OACP** Oxfordshire Association  
of Care Providers

[www.oacp.org.uk](http://www.oacp.org.uk)