

Supporting International Health and Care Workers in Cornwall

Information and Resources Guide

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If you have any questions about this document or find any broken links, please contact Cornwall Refugee Resource Network: info@crrn.org.uk

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1. Key Definitions

Migrant Worker:

A migrant worker is someone who comes to the UK from abroad to work. They might have come to take up skilled, seasonal or other work, including work in the health and care sector.

A migrant worker can be from anywhere in the world.

Health and Care Worker Visa

A Health and Care Worker visa allows medical professionals to come to or stay in the UK to do an eligible job with the NHS, an NHS supplier or in adult social care.

Sponsorship

A person who wishes to come to the UK may need a sponsor for their application. For work-related applications, this will be an employer.

Limited Leave

Limited leave is leave awarded for a set period and is often granted with a 'no public funds' condition so that the holder cannot claim certain social benefits. The length of the period and any other conditions (such as the right to work), depend on the type of leave being applied for (e.g. to work, to study, join a partner, etc.).

No Recourse to Public Funds (NRPF)

The 'No Recourse to Public Funds' is a condition of limited leave. If person with NRPF uses or receives 'public funds', such as social security benefits or housing services, they are considered to have broken the terms of their visa and this may affect their permission to remain in the UK or a future application to remain in the UK.

Find out more: Key immigration terms explained

[Key immigration terms explained](#) (Chartered Institute of Housing)

2. Health and Care Worker Visa Information

- [Health and Care Worker Visa](#) (GOV.UK)
- [Health and Care Visa Guide](#) (DavidsonMorris)
- [5 Point UK Immigration Plan Announced](#) (DavidsonMorris, Dec 2023)

Health and Care Worker visa holders can do **20 hours** additional paid work in another job or for your own business **without updating their visa**. The other job must be:

- In the same [occupation code](#) and at the same level as their main job
- In a shortage occupation

Find out if the work is in a shortage occupation by checking both:

- the [Skilled Worker visa: shortage occupations for health and education](#)
- the [Skilled Worker visa shortage occupation list](#)

Any additional work which does not fall in to the above categories requires the visa holder to **update their visa** (fees apply). [Devon and Cornwall Refugee Support](#) can help with applications to update visas: hub@dcrs-plymouth.org

3. Modern Slavery

Modern Slavery Helpline: **08000 121 700** or [report concerns online](#)

[Modern Slavery Helpline: About](#)

Cornwall Council contact

Steve Rowell (Preventing Extremism/Terrorism Lead and Serious Organised Crime Lead Cornwall): steve.rowell@cornwall.gov.uk

Training and Resources:

- [Anti-slavery Partnership](#)
- [eLearning Resources](#) (Unseen)
- [Modern Slavery app](#) (Unseen)
- [Spot the Signs](#) (Gangmasters and Labour Abuse Authority)

Modern Slavery in the Health and Care Sector:

- [State-enabled Modern Slavery](#) (Migrant Rights Network)
- [Modern slavery gangmasters exploit care worker shortage](#) (BBC News, 25 July 2023)
- [Modern slavery helpline calls surge from care staff](#) (BBC News, 23 October 2023)
- [Modern Slavery in the Care Sector](#) (BBC Radio 4, BBC Sounds 30 July 2023)

- [Who Cares? A review of reports of exploitation in the care sector](#) (Unseen, 2023)
- [Cornwall care company Miracle Care Centre accused of charging workers to come to the UK](#) (Cornwall Live, Nov 2023)
- [Care Workers Under Pressure](#) (BBC Panorama, 18 Dec 2023)
- [Migrant carer 'drowning' in debt after £15K visa scam](#) (BBC News, 21 February 2024)
- [UK care agencies accused of exploiting foreign workers caught in debt traps](#) (The Guardian, June 2024)

4. Housing Rights and Advice

Advising migrants about the private rented sector

- [Advising migrants about the private rented sector](#) (CIH)
- [Housing Rights Information for New Arrivals](#) (CIH)

Challenging discrimination

- [Discrimination and Right to Rent Housing Checks](#) (Shelter)
 - [Letter template: Discrimination during a right to rent check](#) (Shelter)
 - [Challenging discrimination in housing](#) (CIH)
 - [Code of practice for landlords: Avoiding unlawful discrimination](#) (GOV.UK)

Challenging landlord harassment and eviction

- [Renters Unions](#) (Shelter)
- [Eviction of a tenant with no right to rent](#) (Shelter)

No Recourse to Public Funds (NRPF)

- [Local Authority Housing Assistance](#) (No Recourse to Public Funds Network)
- [Helping People with No Recourse to Public Funds avoid homelessness](#) (Briefing - National Housing Federation 2020)
- [Right to Remain Toolkit – No Recourse to Public Funds](#)

Cornwall Council Services

- [Support Match Homeshare](#)
- [Private Letting Service](#)

5. Debt, financial and other advice

- [Migrant Access to Public Funds, including social housing and homelessness assistance, and social care](#) (GOV.UK)
- [StepChange](#)
- [Breathing Space](#) (Debt Respite Scheme) (GOV.UK)
- [Dracaena Centre](#) (Falmouth/Penryn)

- [Citizen's Advice Cornwall](#)
- [Hidden Help \(furnishings\)](#)

6. Rights at Work and Employment Support

Subject to vacancies available, Cornwall Council can support workers to find alternative sponsorship in the private adult social care sector. Please seek the consent of the person you are working with to share their name and contact details with Val Smith and Carolyn Montgomerie in the Adult Care and Support team directly:

Val Smith: Val.Smith@cornwall.gov.uk

Carolyn Montgomerie: Carolyn.Montgomerie@cornwall.gov.uk

- [Care Visa Sponsor Database](#) (Autonomy)
- [SponsorSwitch](#) (free for workers, costs employers to use)
- [Know Your Rights guide: Labour Exploitation](#) (Migrant Rights Network)
- [Migrant Workers](#) (UNISON)
- [Key Guide on Work Exploitation and Migrants Workers' Rights](#) (Right to Remain)
- [Systemic drivers of migrant worker exploitation in the UK](#) (Work Rights Centre, November 2023)

Workers can challenge any loan repayments to their employer which results in them being paid less than minimum wage after the loan is deducted.

7. Healthcare

Individuals on a Health and Care Worker visa are **exempt from the UK immigration healthcare surcharge**. Workers may have been told that they must pay for this as part of their recruitment and/or visa costs – this is not true.

- [Translated Healthcare Information for Patients](#) (including 'How the NHS works') (Doctors of the World)
- [Safe Surgeries Toolkit](#) (Doctors of the World)
- [Migrant Health Guide](#) (GOV.UK)
- [NHS Treatment](#) (No Recourse to Public Funds Network)
- [Parish Nurse - Redruth Church](#)

8. Information for Employers

- [UK visa sponsorship for employers](#) (GOV.UK)
- [Code of practice for the recruitment of international health and social care personnel in England](#) (GOV.UK)
- [Code of practice for international recruitment](#) (NHS Employers, 2023)
- [Association of Directors of Adult Social Services South West \(ADASS SW\)](#)
- [International Health and Social Care Recruitment Hub](#) (South West Councils)

9. Legal and Immigration Advice

Remember that it is an offence for an unqualified person to give immigration advice or representation.

- [‘I need legal advice’](#) (Liberty)
- [Cornwall Legal Centre CIC](#) | [Facebook](#)
- [UNISON](#):

UNISON provides free immigration telephone advice to UNISON members who have come to work in the UK from a country outside the UK. We work with the Joint Council for the Welfare of Immigrants (JCWI) to provide this support.

*If you have been a member of UNISON for more than four weeks and need immigration advice and information, please call UNISON Direct at **0800 0 857 857**. Your contact details will be passed on to a JCWI adviser who will call you on Tuesday, between 10am and 4pm.*

When calling UNISON Direct, please be ready to give your full name, contact phone numbers and your UNISON membership number.

- [Coodes Solicitors: Employees](#) (£)
- [Stephens Scown: Immigration](#) (£)

10. Support for Hate Crime and Hate Incidents

A hate crime is **any criminal offence** which is **perceived** by the victim or any other person, to be **motivated by hostility or prejudice** based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender.

A hate incident is any incident which doesn't meet the criminal threshold, which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender.

If you or someone you know has been affected by hate crime, you can seek support below:

- Devon and Cornwall Police: [Report hate crime](#)
- Report anti-Muslim hate or Islamophobia: [Tell MAMA](#)
 - Find local support: [Cornwall Islamic Community Centre](#)
- Report anti-Jewish hate or anti-Semitism: [Community Security Trust](#)
 - Find local support: [Kehillat Kernow](#)
- Support for hate crime:
 - [Black Voices Cornwall](#)

- [Cornwall Pride](#)
- [disAbility Cornwall and the Isles of Scilly](#)
- [On Your Side](#) (for East and South East Asian communities)
 - Find local support: [Chinese Community Wellbeing Service](#)
- [Intercom Trust](#)
- [Pentreath](#)
- [Rice and Peas Community](#)
- [TravellerSpace](#)
- [Safer Cornwall](#)

11. English as an additional language (EAL) support

16+ years:

- [Adult Education](#) (Cornwall Council)
- [Truro and Penwith College](#)
- [Cornwall College](#)
- [Language Tree](#)

Children (under 16):

- Trewirgie School Family Hub

Community conversation groups:

- Visit the [online calendar](#) to find a local group (CRRN)

12. Peer, Social and Faith-based Support:

- [Black Voices Cornwall](#)
- [Cornwall Islamic Centre](#)
- [Cornwall Neighbourhoods for Change](#)
- [Cornwall Faith Forum](#)
- [Cornwall Refugee Resource Network](#)
- [The Engine House Church](#) (Facebook)
- [Kowetha](#) – supporting Black, Asian and other minority ethnic and mixed heritage families in Cornwall: kowetha@live.co.uk
- [Mixed Families Together](#) (group and events in Devon for families within travelling distance)
- [Inspiring Women Network \(IWN\)](#)
 - [IWN Directory of Services 2023](#)
- [Rice and Peas Community CIC](#)
- [St. Austell's Local Adventist Community](#)