

Policy implementation - illustrative scenarios

These illustrative scenarios are based on the information in the Home Office fact sheet published on the 21 December. [Fact sheet on net migration measures – further detail - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/factsheets/fact-sheet-on-net-migration-measures). The information included for each scenario is correct of 29 January 2024.

Illustrative scenario

- A **care worker*** or **senior care worker**** who is in the UK on a Health and Care Worker visa changes employers or renews their visa.
- They have three dependants already with them in the UK

What the rules change means in practice

Both the care/senior care worker and their dependants can remain in the UK on a renewed visa or with a new employer.

- A **care worker*** or **senior care worker**** who is in the UK on a Health and Care Worker visa changes employers or renews their visa.
- They do not currently have dependants with them but wish to bring dependants in the future.

The care/senior care worker are able to bring dependants with them in the future if they remain in the same employment, renew their visa or switch employers within their visa routes.

- A **care worker** or **senior care worker** is currently in the application stage for a non-CQC regulated provider.
- They have two dependants they would like to bring.

If the applicant has submitted their visa application ahead of the rules change coming into effect, they will be able to bring their dependants and work for the non-CQC regulated provider. Once the rule changes have been commenced, the applicant will no longer be able to apply to work for a non-CQC regulated provider or bring dependants with them.

- A prospective **care worker** or **senior care worker** is in the UK on a different visa and **applies to switch into a Health and Care visa** who is in the UK on a Health and Care Worker visa changes employers or renews their visa.
- They have two dependants with them

The dependants would not be able to stay in the UK with the main applicant. The main applicant would also not be able to bring any dependants to the UK in the future under this visa route.

- A **social worker, nurse or other health professional** is already in the UK on a skilled worker visa. .
- They earn £29,000 (under the £38,700 new salary threshold) with two children.

They will be able to remain on a Health and Care Visa at their current salary level (which are set at national pay scales) and their dependants are able to remain with them (health and care occupations are exempt from the increased salary threshold). If the applicant wishes to renew their visa post the rules changes, they will be subject to the up to date threshold of their payband at that time.

- A **social worker, nurse or other health professional** seeks to come to the UK on a Health and Care Worker visa after the policy changes come into effect.
- They have two dependants they would like to bring.

They are able to bring their dependants – the dependants rule change only applies to care workers and senior care workers.

***Care worker** – home carer, care assistant, resident warden, carer, home care assistant, support worker (nursing home)

****Senior care worker** – senior care assistant, senior carer, senior support worker, team leader (nursing home)