

Workforce Development Group

15.01.2026

13:00-14:00




CARE ENGLAND

The voice of care

Agenda

Number	Agenda Item	Lead(s)	Time
1	Welcome and Updates from Last Meeting	Tom Pisani	13:00
2	Immigration Consultation	Tom Pisani	13:05
3	AOBs	All	13:55
4	Close	Tom Pisani	14:00



**Do you have any comments on
how 'Character' should be
considered in relation to
settlement?**


Integration

- 1-year reduction for applications with advanced English language ability (at C1 standard)
- How do you think integration should be assessed?

Contribution

**Have contributed by annual earnings above £12,570 for a minimum of 3 to 5 years (subject to this consultation), in line with the current thresholds for paying income tax and National Insurance Contributions (NICs), or an alternative amount of income.
Have no outstanding litigation, NHS, tax or other government debt.**

- Are there any other groups that you think should be exempt from earning above £12,750 for at least 3 to 5 years?
- Below RQF level 6 have their standard qualifying period for settlement set at 15 years?
- 5-year reduction for income above £50,270?
- 7-year reduction for income above £125,140?
- Do you think those employed in a public service occupation (i.e. health and education occupations where going rates are based on national pay scales) should be eligible for a reduction?

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- 5-year penalty for applicants who claim public funds for less than 12 months?
 - 10-year penalty for applicants who claim public funds for more than 12 months?
 - Once someone has been granted settlement in the UK they should be eligible to claim public funds (e.g. benefits and housing assistance)?
 - Do you have any further comments on how 'Contributions' should be considered in relation to settlement, including any potential benefits or challenges of recognising giving back to the community as a contribution towards settlement?

Residence

1. Which of the following penalties do you think should be applied to each of the following applicants?

A penalty of 20 years	A penalty of 10 years	A penalty of 5 years	There should be no penalty for these applicants	Don't know / prefer not to say
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Applicants who arrived
in the UK illegally

Applicants who initially
entered the UK on a
temporary visit visa
(typically this visa
permits stays of up to 6
months for tourism,
visiting family or friends
or short-term business
activities)

Applicants who have
overstayed their original
visa by 6 months or more

2. Do you have any further comments on how 'Residence' should be considered in relation to settlement?

Eligibility and Equalities

4. Do you think the following vulnerable groups should retain their current arrangements and be exempt from the proposed settlement changes?

Yes No Don't know / prefer
not to say

Victims of domestic violence and abuse

Bereaved partners

Children and young adults who grew up in the UK
without immigration status

Adults with long-term care needs

- Dependant partners of migrants should earn settlement in their own right?
- Dependant children of migrants should earn settlement in their own right? (with employment-related requirements waived if they were admitted as a dependant under 18)
- What are the main barriers that you think particular migrant groups will face?
- further comments on how specific should be considered in relation to settlement?

Impact on organisations

1. [If organisation] To what extent, if at all, do you think the proposed reforms will impact your organisation in the following ways?

Very positive impact	Somewhat positive impact	No impact	Somewhat negative impact	Very negative impact	Not applicable
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Ability to attract suitable candidates

Ability to retain existing migrant workers

Workforce planning

Administrative burden



- [If organisation with intention to sponsor in future] To what extent, if at all, do you think the proposed reforms will affect your organisation's plans to sponsor employees to work in the UK on a visa in the future?
- [If organisation with intention to sponsor in future] To what extent, if at all, do you think the proposed reforms will affect your organisation's plans to sponsor refugees and displaced people to work in the UK on a visa in the future? (e.g. such as visa a community sponsorship scheme)
- Please **provide any evidence** you may have on whether the proposed changes might influence visa applicants' or visa holders' decisions to come to or remain in the UK.
- Do you have any further comments on the potential impacts on your organisation in relation to the proposed changes to settlement?