

Certificate of Sponsorship salary thresholds 2026/27

Briefing note for Care England members

Care England has received confirmation from the Department of Health and Social Care that **salary thresholds for Certificates of Sponsorship (CoS) will remain unchanged for 2026/27**.

The current requirements continue to apply:

Requirement	2025/26	2026/27	Change
Minimum annual salary	£25,000	£25,000	No change
Minimum hourly rate	£12.82	£12.82	No change

Providers must ensure that both the annual salary and hourly rate thresholds are met when sponsoring care workers and senior care workers under the Skilled Worker Health and Care visa route. The [Sponsor Guidance](#) provides further detail. Additional requirements for sponsoring care workers are at paragraph SK4.25. Paragraph SK4.37 covers the salary requirements for these roles outlined above.

Policy position

This is not a standard annual update. The Government has taken a deliberate decision not to revise thresholds at this point, reflecting a wider review of immigration policy. This places the sector in a holding position. Thresholds are unchanged, but the policy framework underpinning them is still being actively considered. Alongside the Migration Advisory Committee's work on salary requirements, the Home Office is also reviewing the Temporary Shortage List and responses to the Earned Citizenship consultation.

Future changes

While there is no immediate change, it is likely that salary thresholds will be revisited later within the financial year. However, there is currently no confirmed timeline for this. Despite this, any changes will apply from the point that rules are amended and will not apply retrospectively. As set out by DHSC, "*there is no scenario in which salary requirements would be backdated.*" This provides reassurance for existing sponsorship arrangements but does not remove the uncertainty around what may come next.

What this means in practice

For now, providers can continue to recruit and sponsor staff against the current thresholds. There is no requirement to adjust salaries for 2026/27 based on this update.

However, this should be approached with caution. The absence of an uplift does not indicate long-term stability. The current position reflects a pause while wider immigration decisions are made, and further changes later in 2026 remain possible.

Any future changes would sit alongside existing cost pressures, including National Living Wage increases and continued Employer National Insurance contributions. They would also create additional challenges for workforce



models, including guaranteed hours arrangements, and may further complicate recruitment, where domestic and international pathways operate under different requirements.

There is also a continued need to ensure compliance in practice. Meeting the £25,000 threshold alone is not sufficient if working patterns bring the effective hourly rate below £12.82, as both thresholds must be met. This can create risk where contracted hours or working patterns vary, and requires careful oversight.

Providers may also wish to reflect on the timing of recruitment decisions. With no clarity on when changes could be introduced, applications later in the year may be subject to different requirements, creating additional complexity and potential cost risk.

What have Care England been doing?

Beyond this, Care England has directly intervened on behalf of members to address both systemic and individual immigration challenges, working closely with the DHSC, the Home Office, and UK Visas and Immigration.

Alongside ongoing national representation, we have acted in complex and time-critical cases where providers have faced significant operational risk. This has included:

- Escalating and resolving issues linked to sponsor licence revocation
- Challenging curtailment decisions affecting individual care workers
- Expediting delayed sponsorship processes, including renewals and Certificates of Sponsorship allocations
- Intervening where providers have been assessed as non-compliant despite meeting required standards, and securing clarification or reversal where appropriate

Through this work, Care England has supported cases affecting nearly 700 care workers, ensuring they have been able to remain in the UK and continue working in the sector. This has prevented immediate workforce loss across multiple services and protected continuity of care for people who rely on support every day.

This operational work is underpinned by national engagement at the highest level. Professor Martin Green OBE recently gave oral evidence to Parliament on the impact of immigration policy on the adult social care sector, reinforcing the need for a system that reflects operational reality and supports workforce stability. His evidence can be accessed [here](#).

Engagement and member insight

Care England is continuing to engage with Government on immigration policy and its impact on the adult social care sector.

To support this work, we are seeking insight from members on current challenges. This includes issues relating to Certificates of Sponsorship, visa processes, compliance activity, and the practical impact of salary thresholds within existing fee structures. We are also interested in any wider pressures linked to immigration policy and how these are affecting recruitment, retention, and service delivery.

Member evidence remains critical in ensuring that the sector's position is accurately represented and understood.

If you have any relevant examples or insights, please share them with FRickatson@careengland.org.uk