

## Social care Commission Call for Evidence

### Introductory text

The Migration Advisory Committee (MAC) has been commissioned by the Government to provide an Independent Review of the impact of the end of free movement of European nationals within the UK on the social care sector.

We appreciate that the COVID-19 outbreak has placed social care organisations in an enormously difficult situation, and that many of you already took the time to respond in detail to our last Call for Evidence about the Shortage Occupation List (SOL) in 2020. The MAC has been commissioned by the Government to provide an Independent Review of the impact of the end of free movement on the social care sector in the first half of 2022, and in order to minimise the burden on you, we will use this Call for Evidence to add to the evidence on skill levels and skill shortages in social care already gathered in 2020 during the SOL Commission.

In this Call for Evidence we ask you to focus specifically on the end of free movement, its impact on your organisation and on the health and social care sector more widely. We greatly appreciate you taking the time to complete this Call for Evidence, in the current challenging context.

The Call for Evidence will remain open until Friday 29<sup>th</sup> October 2021. All identifying and personal information will remain confidential, however, aggregated and anonymised information in the form of summary statistics will be published as part of our final report. For further details please refer to the processing of personal data document published on our website.

The questionnaire automatically saves, so you will be able to return to your response and add / edit your answers at a later stage.

## 1 About You

To start with, we'd like to get some details about you and the organisation on behalf of which you are responding.

A1 What is the name of your organisation?

WRITE IN

A2 What is your email address?

WRITE IN

Prefer not to say

1

## B About your organisation and the businesses you represent

B1 Does your organisation represent...

PLEASE SELECT ONE OPTION ONLY.

Employers	1	
Employees	2	
Both	3	

B2 How many businesses/organisations do you represent?

PLEASE SELECT ONE OPTION ONLY.

Under 5	1	
5-49	2	
50-499	3	
500-4,999	4	
5000+	5	
Don't know	6	

B3 How have you engaged with those who you represent to inform this consultation response?

PLEASE SELECT ALL THAT APPLY

Ongoing dialogue as part of business as usual	1	
Specific events/contact arranged to discuss this consultation	2	
Other (please specify)	3	
Don't know	4	

Prefer not to say	5	
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**B4 Thinking of those who you have engaged with, in general are their staff concentrated in specific UK countries/regions or are they UK-wide?**

**PLEASE SELECT ONE OPTION ONLY.**

Concentrated in specific regions	1	
UK-wide	2	
Don't know	3	

**ASK ALL WHO HAVE ENGAGED WITH IN SPECIFIC REGIONS (B3=1)**

**B5 And in which region(s) or country(ies) are these staff concentrated?**

**PLEASE SELECT ALL THAT APPLY.**

North East	1	
North West	2	
Yorkshire and the Humber	3	
East Midlands	4	
West Midlands	5	
East of England	6	
London	7	
South East	8	
South West	9	
Scotland	10	
Wales	11	
Northern Ireland	12	

England – they operate across regions equally	13	
Don't know	14	
Prefer not to say	15	

**B6 Are there any ways in which the location(s) of those you represent impact on staffing and recruitment? (For example, travel times, or local population demographics).**

OPEN TEXT – 250 WORDS

**B7 Thinking of those you engage with and their number of employees, select all size bands that they cover.**

**PLEASE SELECT ALL THAT APPLY.**

0-9 employees	1	
10-49 employees	2	
50-249 employees	3	
250-499 employees	4	
500+ employees	5	
Don't know	6	

**B8 If known, do those you represent most commonly employ non-European<sup>1</sup> members of staff through a work visa or are they employed through other means?**

Sponsored through skilled worker route (formerly Tier 2)	1	
Recruited them through the domestic labour market	2	
They do not employ non-European workers	3	
Don't know	4	

<sup>1</sup> Excludes all UK, Republic of Ireland, or European nationals. European includes all European Union countries (except Republic of Ireland), Norway, Iceland, Lichtenstein and Switzerland.

**ASK ALL WHO RECRUITED NON-EUROPEAN WORKERS THROUGH THE DOMESTIC LABOUR MARKET (B10=2)**

**B9 If known, are these non-European staff resident in the UK as;**

**PLEASE SELECT ALL THAT APPLY**

Student	1	
A dependent or spouse	2	
Youth Mobility scheme	3	
Ancestry visa	4	
Already has permanent LTR or equivalent in the UK (for example temporary or permanent leave to remain, naturalised British citizen or Right of Abode)	5	
Other (please state)	6	
Don't know	7	

**B10 What area(s) of social care does your organisation represent?**

**PLEASE SELECT ALL THAT APPLY**

Residential	1	
Domiciliary	2	
Day	3	
Community	4	
Other (Please state)	5	
Prefer not to say	6	

## C Impacts

- C1 **What has been the impact of COVID-19 on staffing levels and your recruitment for the organisations you represent?**

OPEN TEXT – 250 WORDS

- C2 Following the end of free movement on 1st January 2021, anyone hired from outside the UK, excluding Irish citizens, will be subject to the new points-based immigration system. This brings the regulations for European migrants in line with those for non-European migrants.

Under this system, applicants for skilled work visas must meet several criteria, including a job offer from a licensed sponsor that meets the applicable minimum salary threshold, and that is for a role categorised at RQF 3 or above (A Level and equivalent).

For example, in social care, Senior Care workers can be employed under this system, but jobs below that level cannot.

Further details on the system are available [here](#).

**What impact, if any, do you think this, and the wider implications of the EU Exit referendum will have on;**

- C2a **The employment of European workers in social care?**

OPEN TEXT – 250 WORDS

- C2b **The intentions of existing European staff to remain in post?**

OPEN TEXT – 250 WORDS

- C2c **The ability of the organisations you represent to fill vacancies?**

OPEN TEXT – 250 WORDS

- C3 **When the organisations/employees you represent experience vacancies that can't be filled, what is the impact on service delivery and how do they adjust to compensate for this?**

OPEN TEXT – 250 WORDS

- C4 **Over the medium term (i.e. in around five years' time), what, if any, differences would you expect to see in your sector as a result of the end of free movement?**

## D Closing

- D1 **Would you like to be added to our stakeholder database so we can send updates on MAC work?**

*SINGLECODE.*

Yes	1	
No	2	

- D2 **Would you be happy for us (or our third party contractors) to recontact you in the next 12 months to invite you to take part in follow-up research regarding similar issues covered in this questionnaire?**

*SINGLECODE.*

Yes	1	
No	2	

- D3 **Would you be willing for us to contact you if we needed to clarify or supplement responses you have given to this questionnaire?**

*SINGLECODE.*

Yes	1	
No	2	

- D4 **If there is any additional evidence that you would like us to consider, please attach it here.**

**Thank you for taking the time to complete the survey, we really appreciate your contribution. The information you have provided today will help us to build a clear picture of how the end of free movement has impacted the social care sector.**