



Speak up

If something does not feel right, **just say no**.

Speak up if you think that you or a colleague are being taken advantage of, or have witnessed illegal behaviour – **report** your concerns to get help.

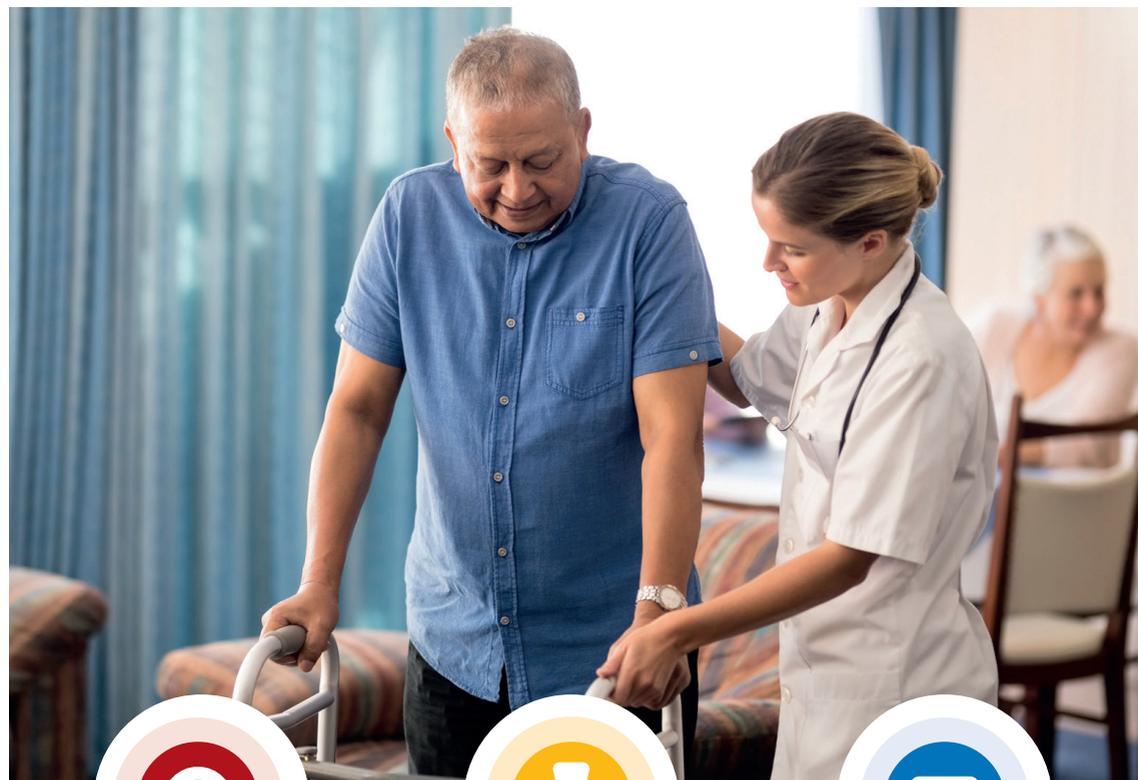
Report it to the Advisory, Conciliation and Arbitration Service (Acas):

- call **0300 123 1100** (within the UK) or **+44 300 123 1100** (outside the UK) Monday to Friday, 8am to 6pm
or
- complete the online form:
GOV.UK/government/publications/pay-and-work-rights-complaints

Get help by calling the 24/7 Modern Slavery Helpline on **0800 0121 700** (within the UK) or **+44 800 0121 700** (outside the UK).

Seek advice from a trade union, or a diaspora group or association. Contact details can be found in the full guidance.

Advice to help you stay safe when searching for a health or social care job in the UK



Avoid scams



Stay informed



Speak up

Reading this leaflet is not enough, you must read the full guidance at **GOV.UK/health-and-care-jobs**



There is guidance to help you stay safe

The UK welcomes people from overseas who want to make the most of the opportunities to work in our health and social care sectors, and live in the UK. However, sadly there are people and organisations that may try to take advantage of you during the recruitment process.

You must understand the recruitment process, know how to avoid scams and know what rights you have. The UK Government has published guidance that explains everything you need to know.

You can read the full guidance at [GOV.UK/health-and-care-jobs](https://www.gov.uk/health-and-care-jobs)



Avoid scams

DO check that your agency is on the 'ethical recruiters list' at [nhsemployers.org/articles/ethical-recruiters-list](https://www.nhsemployers.org/articles/ethical-recruiters-list)

DO get a contract describing the salary, hours, location and any repayment clauses – make sure your employer sticks to the contract

DO be aware of the signs of exploitation, including:

- receiving little to no payment
- being asked to repay large amounts of money
- working very long hours
- having no time off



DO NOT apply to jobs that seem too good to be true

DO NOT pay money to an agency to find you work in the UK – this is against UK law

DO NOT be forced or threatened into signing a contract

DO NOT accept threats of deportation from your employer – understand your rights



Stay informed

ASK – can you afford to live in the UK on the salary you have been offered?

ASK – what visa, professional regulatory or exam fees will you need to pay?

ASK – can you get a UK Health and Care Worker visa?

KNOW your rights – you have legal protection for your:

- employment contract
- pay
- workplace
- immigration status

KNOW that there is support available to you. You should:

- **ASK** if your employer can help you
- **KNOW** the Advisory, Conciliation and Arbitration Service (Acas) can help you
- **KNOW** that you can join a UK trade union
- **ASK** your employer or colleague about joining a diaspora group or association – these are communities of workers with the same nationality or culture

Learn how to stay safe by reading the full guidance at [GOV.UK/health-and-care-jobs](https://www.gov.uk/health-and-care-jobs)



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