



MIGRATION ADVISORY COMMITTEE

MAC Seasonal Workers Call for Evidence: Employers

1. Introduction

What is the Seasonal Worker visa?

The Seasonal Agricultural Workers Scheme closed in 2013. The Seasonal Workers Pilot began in 2019 and has subsequently turned into the Seasonal Worker Visa. The Seasonal Worker visa is a route by which migrant workers can come to the UK to do seasonal horticulture work and poultry production work. Workers on this route for horticulture can stay for a maximum of six months in a 12-month period, with a six-month 'cooling off' period required. Workers on this route for poultry work can stay from the 18th of October until the 31st of December each year.

The Seasonal Worker visa is not a route to settlement, and migrants coming to the UK are not able to bring dependants. To be eligible, you must: be 18 or over, have a certificate of sponsorship, and have enough money to support yourself (unless exempt).

The scheme is administered in the UK by scheme providers, who act as sponsors for the purposes of the scheme and then match migrants with employers in the UK. More information on the route can be found here.

About this project:

The Migration Advisory Committee (MAC) is exploring views on and usage of the Seasonal Worker visa, and how well the route meets the needs of employers, employees and other stakeholders. We are interested in views on anything to do with the Seasonal Worker visa route, for example the economic impact of the scheme, how well the scheme works for employers, how well it protects the welfare of migrants, how the scheme is organised and anything that could be improved about the scheme. One of the ways we will look at this is through this Call for Evidence (CfE). There are three different questionnaires aimed at:

- Employers of migrant workers
- Representative bodies and other organisations (for example research organisations, academics and associated businesses such as supermarkets); and
- Individuals (for example current/previous employees).

Alongside information we get from this CfE we will look at other data relating to the route, speak to stakeholders, and compare the Seasonal Worker visa to similar routes operating in other countries.

How can you respond?

Our preferred way of receiving your response is through the online version of this questionnaire (this Word version is provided for reference). However, alternatively you can email the MAC inbox mac@homeoffice.gov.uk with your views. If you are emailing the MAC inbox, it would be helpful if you could look through the questionnaire first to see the issues we are interested in. We are also interested in receiving any additional information you would like us to see – either as an attachment at the end of this questionnaire or emailed directly to the MAC inbox. Many of the questions in this questionnaire are not compulsory and should only be answered if you wish to do so.

This questionnaire will remain open until **Tuesday 19th September 2023**. We really value your input and would find it helpful if you could respond as soon as possible so that we can start considering your views and information.

It may be helpful to share a version of this questionnaire on our webpage with other people in your organisation, to collate your response before completing the online questionnaire.

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. We will ask your permission to quote from your response, but this will be on an opt-in basis. You can view a full description of our personal data policy here. At any point you may save your response to continue later before submitting.

Nothing you say in this CfE will affect any dealings you may have with the Home Office or any other government departments. The MAC is not an enforcement body and does not share information on who has responded outside the MAC team.

We look forward to hearing from you,
Migration Advisory Committee
mac@homeoffice.gov.uk

This CfE for employers has 3 routes depending on your answer to Question 9 (whether you use the Seasonal Work visa). This Word version shows these in three separate sections depending on whether:

- you currently use the Seasonal Worker visa (pages 5-13)
- previously used the Seasonal Work visa but do not now (pages 14-22), or
- have never used the Seasonal Work visa (pages 23-30).

Please refer to the set of questions that is most appropriate to you when looking at the Word version of the questionnaire – the Web version will take you to the correct set of questions automatically when completing it online.

Questions for organisations that are currently using the Seasonal Work visa

2. About you and your organisation

1. What is the name of your organisation?

2. What is your organisation's full postcode?

3. What is your email address?

4. Which of the sectors below best describes your organisation/business? Please select all sectors that apply.

- Agriculture, Forestry and Fishing
- Manufacturing (including poultry processing)
- Other (please specify):

5. Can you give us some more detail about what the organisation does? For example, if you are a farm, what do you grow/produce?

6. Approximately how many people does your organisation employ in total in the UK?
Please select one

- 0-9 employees
- 10-49 employees
- 50-249 employees
- 250-499 employees
- 500-4,999
- 5,000+
- Don't know

7. In which region / country of the UK are employees in your organisation located? Please select all that apply

- North East
- North West
- Yorkshire and the Humber
- East Midlands
- West Midlands
- East of England
- London
- South East
- South West
- Scotland
- Wales
- Northern Ireland
- All regions/countries
- Don't know

8. In which of these locations does your organisation have the most employees? Please select one

- North East
- North West
- Yorkshire and the Humber
- East Midlands
- West Midlands
- East of England
- London
- South East
- South West
- Scotland
- Wales
- Northern Ireland
- All regions/countries
- Don't know

3. Your use of the Seasonal Worker visa

9. Does your organisation use the Seasonal Worker visa? Please select one

- Yes
- No, but have used before
- No, and have never used

If 'Yes' to question 9 above please continue to complete this section
If 'No, but have used before' please use the section on pages 14-22
If 'No, and have never used' please use the section on pages 23-30

4. About the jobs that you recruit for using the Seasonal Worker visa

10. Which job titles do you/have you used the Seasonal Worker visa for? For each job title please also describe: the education level needed, training required, main tasks of the job, and whether there is responsibility for others.

11. What months in the year does your organisation currently use seasonal workers?
Please select all that apply

- January
- February
- March
- April
- May
- June
- July
- August
- September
- October
- November
- December
- Not applicable -would not use the Seasonal Worker visa

12. And how well does this fit with your needs?

13. How accurately are you able to plan ahead when using this scheme?

14. What has the retention of employees during the 6-month period of the Seasonal Worker visa been like for you? Where possible, please cite numbers and reason around dropout rates, people let go, and/or those who moved on.

5. Your strategies for recruiting workers

15. Thinking of the recruitment strategies you use, have you tried any of these alongside the Seasonal Worker visa? Please select all that apply

- Recruiting EU workers who are already living in the UK
- Recruiting Non-EU workers who are already living in the UK
- Reorganising the job (for example changing shift patterns)
- Reducing the need for staff through mechanisation/automation
- Increasing pay or benefits to help recruitment
- None of the above
- Other (please specify):

16. Please tell us about how well/not well any of these strategies you have used have worked alongside the Seasonal Worker visa.

6. Costs associated with using the Seasonal Worker visa

17. Thinking about the costs involved with bringing a worker to the UK, what (if any) costs associated with using the Seasonal Worker visa does your organisation pay for? Please select all that apply

- Travel from country of origin
- Travel in UK
- Accommodation
- Visa cost
- We do not pay any of the costs associated with bringing a seasonal worker to the UK
- Other (please specify):

18. Are you able to provide any further detail about these costs, for example average costs or a range?

19. To what extent (if at all) would your business be able to pay some of the costs associated with using the Seasonal Worker Visa that are currently paid by the employee, or additional costs to support external monitoring/oversight of the scheme, if you had to do this to be able to continue to access the Seasonal Worker Scheme?

20. Do you charge your employees for accommodation? Please select one

- Yes – we charge employees for accommodation
- No – included in the contract as a benefit in kind, with a reduction in salary to compensate
- No – provided as a benefit in kind, without a reduction in salary to compensate
- No – employees find and pay for their own accommodation

21. How much do workers pay for this accommodation (whether this is as a direct payment or a reduction in salary to compensate)?

22. Roughly what proportion of your Seasonal Worker workforce live in accommodation you provide? Please select one

- All or almost all live on site
- Most live on site
- Around half live on site
- Most live elsewhere
- All or almost all live elsewhere =
- Don't know

23. How much per hour do you currently pay your Seasonal Worker employees?

24. How many hours a week are you currently able to guarantee your Seasonal Worker employees?

25. Please tell us about any payments over and above basic salary, such as holiday/sick leave, overtime, pick rates/bonuses etc. that you pay your Seasonal Worker employees.

26. To what extent are you able to guarantee Seasonal Worker employees work for the full duration of their visa?

27. What happens when there is not enough work for your organisation to give Seasonal Worker visa employees?

28. How are Seasonal Worker visa employees allocated tasks? For example, how are workers' hours determined, what considerations are taken into account and to what extent (if at all) can they request certain types of tasks?

7. Re-recruiting workers from the scheme

29. How important, or not important, is it to you to be able to re-recruit Seasonal Worker visa employees (to return to the UK in subsequent years)?

- Very important
- Important
- Neither important nor unimportant
- Unimportant
- Very unimportant
- Don't know

30. Why do you say this?

31. To what extent (if at all) are you able to re-recruit workers (to return to the UK in subsequent years)? Please select one

- Very easily
- Fairly easily
- With some difficulty
- With a great deal of difficulty
- Do not know
- Not applicable - I have not tried to re-recruit workers

32. Why do you say this?

8. Your thoughts on using the scheme, compliance with the visa rules and how well it fits your needs

33. How has your experience of using the scheme been? Please select one

- Very positive
- Fairly positive
- Neutral
- Fairly negative
- Very negative
- No opinion

34. Why was this your experience?

35. How easy/difficult do you find it is to comply with the Seasonal Worker visa scheme rules? Please select one

- Very easy
- Fairly easy
- Neutral
- Fairly difficult
- Very difficult
- No opinion
- Do not know

36. Why do you say that? Please be specific about the rules you find particularly easy or difficult to comply with and why.

9. Your views on the costs of using the Seasonal Worker visa, length of stay and ability to meet your organisation's needs

37. Do you have any views on the costs of using the Seasonal Worker Visa? In your response, please specify which costs, how much and who pays these.

38. The maximum visa length for the Seasonal Worker visa is six months for horticulture and 18th October - 31st December for poultry. How well/not well, does this/would this work for your organisation? Please select one

- Much too long
- Too long
- Suitable length
- Too short
- Much too short
- Do not know

39. Why do you say this?

40. Do the roles currently covered by the Seasonal Worker Visa meet the needs of your organisation? Please tell us why/why not

41. How far are you able to recruit the number of workers you need through the Seasonal Worker visa? Please select one

- I can recruit as many people as I need
- I can recruit most of the people I need
- I cannot recruit an adequate number of people
- I cannot recruit people at all
- I have not tried to recruit through the Seasonal Workers visa

42. Please tell us more about your response (for example, if you are not able to recruit enough/any people, why not?)

10. Impact/potential impact of not being able to recruit as many people as needed via the Seasonal Worker visa

43. What impact (if any) does not/would not being able to recruit as many people as needed via the Seasonal Workers visa have on your business? Please select one

- Considerable impact
- Some impact
- Not very much impact
- No impact at all
- Do not know

44. Could you tell us more about your response? For example, if you have said there would be an impact on your business please tell us how it would be affected, or if you have said there would be no impact then please tell us why not.

45. If not able to recruit as many people as you need, what do you/would you do in response to not being able to recruit as many people as you would like to?

46. Why do you say this?

11. Automation and labour augmentation

47. To what extent is automated or labour augmentation technology that reduces the need for labour or makes it easier, available and/or accessible to businesses like yours?

48. And thinking about the next five years, how far (if at all) do you expect such technology to become more available and/or accessible to businesses like yours?

12. Your views on how efficiently the Seasonal Workers scheme is organised, and improvements you would like to see – Part 1

49. How efficiently do you think the scheme is organised by the government, which sets the overall rules and numbers for the Seasonal Worker visa route? Please select one

- Very efficiently
- Quite efficiently
- Neither efficiently nor inefficiently
- Quite inefficiently
- Very inefficiently
- No opinion
- Do not know

50. Why do you say that? Please be specific about any improvements you would like to see.

51. How efficiently do you think the scheme is administrated by the scheme providers who allocate workers to employers? Please select one

- Very efficiently
- Quite efficiently
- Neither efficiently nor inefficiently
- Quite inefficiently
- Very inefficiently
- No opinion
- Do not know

52. Why do you say that? Please be specific about any improvements you would like to see.

53. How well/not well do you think the Seasonal Worker visa scheme currently safeguards employee welfare? Please select one

- Very well
- Quite well
- Neither well nor badly
- Quite badly
- Very badly
- No opinion

54. Why do you say that? Please be specific about any improvements you would like to see, for example new rules/requirements or improving the enforcement of existing rules

13. Your views on how efficiently the Seasonal Workers scheme is organised, and improvements you would like to see – Part 2

55. Do you have any views on how well/not well the current complaints process for employees works? Please be specific about any changes that could be made (for example to make employees who have complaints more likely to come forward, or to enable problems to be resolved more quickly)

56. How easy/hard is it to find out information about the scheme or ask questions if you need to? Please select one

- Very easy
- Fairly easy
- Neutral
- Fairly difficult
- Very difficult
- No opinion
- Not applicable – I have not needed to find out information or ask a question

57. The rules of the scheme are that you must be over 18 to use the route, and you cannot bring dependants. You must have enough money to support yourself in the UK (usually at least £1,270) and there is no English language requirement. Once Seasonal Worker visa employees return to their home country, they must spend at least 6 months there before they are able to return to the UK. Do you have any views about these rules?

58. The scheme currently allows employees to change employer over the course of their stay in the UK. Do you have any views on this?

59. How well/not well do you think the Seasonal Worker visa route currently works for employers? Please give us as much information about your views as you wish.

60. How well/not well do you think the Seasonal Worker visa route currently works for those who come to the UK as a seasonal worker? Please give us as much information about your views as you wish.

61. And is there anything else you would like to tell us about your views on, or experiences of using, the Seasonal Worker visa?

62. Please attach any documents you wish to, or email these to mac@homeoffice.gov.uk

14. Closing questions

We have a few questions which ask about how we use your response to this questionnaire and about contacting you in the future for follow up research.

63. Would you be happy for us to quote anonymously from your response to this CfE?

- Yes
- No

64. Would you be happy for us or Revealing Reality, who are independent research contractors appointed by the MAC, 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?

- Yes
- No

65. And would you be willing for us to contact you if we needed to clarify or supplement responses you have given in this questionnaire?

- Yes
- No

66. Would you like to be invited to a future stakeholder event?

- Yes
- No

REFERENCE ONLY - COMPLETE VIA WEB LINK

Questions for organisations that do not currently use the Seasonal Work visa but have used it before

2. About you and your organisation

1. What is the name of your organisation?

2. What is your organisation's full postcode?

3. What is your email address?

4. Which of the sectors below best describes your organisation/business? Please select all sectors that apply.

- Agriculture, Forestry and Fishing
- Manufacturing (including poultry processing)
- Other (please specify):

5. Can you give us some more detail about what the organisation does? For example, if you are a farm, what do you grow/produce?

6. Approximately how many people does your organisation employ in total in the UK? Please select one

- 0-9 employees
- 10-49 employees
- 50-249 employees
- 250-499 employees
- 500-4,999
- 5,000+
- Don't know

7. In which region / country of the UK are employees in your organisation located? Please select all that apply

- North East
- North West
- Yorkshire and the Humber
- East Midlands
- West Midlands
- East of England
- London
- South East
- South West
- Scotland
- Wales
- Northern Ireland
- All regions/countries
- Don't know

8. In which of these locations does your organisation have the most employees? Please select one

- North East
- North West
- Yorkshire and the Humber
- East Midlands
- West Midlands
- East of England
- London
- South East
- South West
- Scotland
- Wales
- Northern Ireland
- All regions/countries
- Don't know

3. Your use of the Seasonal Worker visa

9. Does your organisation use the Seasonal Worker visa? Please select one

- Yes (use the section on page 5-13)
- No, but have used before (continue to complete this section)
- No, and have never used (use the section on pages 23-30)

4. About the jobs you previously recruited for using the Seasonal Worker visa, and why you stopped using it

10. Which job titles have you used the Seasonal Worker visa for? For each job title please also describe: the education level needed, training required, main tasks of the job, and whether there is responsibility for others.

11. Why did you stop using the Seasonal Workers route?

12. Would you ideally like to use the Seasonal Worker visa in the next few years if possible? Please select one

- Yes, and have made plans to do so
- Yes, but have not made plans to do so
- Unsure: we may or may not like to do so
- No, but have looked into it
- No, and have not looked into it
- Do not know

13. Why do you say that?

5. Your strategies for recruiting workers

14. Thinking of the recruitment strategies you use, have you tried any of these alongside the Seasonal Worker visa? Please select all that apply

- Recruiting British workers
- Recruiting EU workers who are already living in the UK
- Recruiting Non-EU workers who are already living in the UK
- Reorganising the job (for example changing shift patterns)
- Reducing the need for staff through mechanisation/automation
- Increasing pay or benefits to help recruitment
- None of the above
- Other (please specify):

15. Please tell us about how well/not well any of these strategies you have used have worked alongside the Seasonal Worker visa

16. Thinking of the recruitment strategies you use, have you tried any of these instead of the Seasonal Worker visa? Please select all that apply

- Recruiting British workers
- Recruiting EU workers who are already living in the UK
- Recruiting Non-EU workers who are already living in the UK
- Reorganising the job (for example changing shift patterns)
- Reducing the need for staff through mechanisation/automation
- Increasing pay or benefits to help recruitment
- None of the above
- Other (please specify):

17. Please tell us about how well/not well any of these strategies you have used have worked instead of the Seasonal Worker visa

6. Costs associated with previously using the Seasonal Worker visa

18. Thinking about the costs involved with bringing a worker to the UK, what (if any) costs associated with using the Seasonal Worker visa did your organisation pay for?

19. Are you able to provide any further detail about these costs, for example average costs or a range?

20. To what extent (if at all) would your business be able to pay some of the costs associated with using the Seasonal Worker Visa that are currently paid by the employee, or additional costs to support external monitoring/oversight of the scheme, if you had to do this to be able to continue to access the Seasonal Worker Scheme?

21. Did you charge your employees for accommodation? Please select one

- Yes – we charged employees for accommodation
- No – included in the contract as a benefit in kind, with a reduction in salary to compensate
- No – provided as a benefit in kind, without a reduction in salary to compensate
- No – employees find and pay for their own accommodation
- Other (please specify):

22. If applicable, how much did workers pay for this accommodation (whether this is as a direct payment or a reduction in salary to compensate)?

7. Your thoughts on using the scheme, compliance with the visa rules and how well it fits your needs

23. How has your experience of using the scheme been? Please select one

- Very positive
- Fairly positive
- Neutral
- Fairly negative
- Very negative
- No opinion

24. Why was this your experience?

25. How easy/difficult do you find it is to comply with the Seasonal Worker visa scheme rules? Please select one

- Very easy
- Fairly easy
- Neutral
- Fairly difficult
- Very difficult
- No opinion
- Do not know

26. Why do you say that? Please be specific about the rules you find particularly easy or difficult to comply with and why.

8. Your views on the costs of using the Seasonal Worker visa, length of stay and ability to meet your organisations needs

27. Do you have any views on the costs of using the Seasonal Worker Visa? In your response, please specify which costs, how much and who pays these

28. The maximum visa length for the Seasonal Worker visa is six months for horticulture and 18th October - 31st December for poultry. How well/not well, does this/would this work for your organisation? Please select one

- Much too long
- Too long
- Suitable length
- Too short
- Much too short
- Do not know

29. Why do you say this?

30. Do the roles currently covered by the Seasonal Worker Visa meet the needs of your organisation? Please tell us why/why not

31. How far are you able to recruit the number of workers you need through the Seasonal Worker visa? Please select one

- I can recruit as many people as I need
- I can recruit most of the people I need
- I cannot recruit an adequate number of people
- I cannot recruit people at all
- I have not tried to recruit through the Seasonal Workers visa

32. Please tell us more about your response (for example, if you are not able to recruit enough/any people, why not?)

9. Impact/potential impact of not being able to recruit as many people as needed via the Seasonal Worker visa

33. What impact (if any) does not/would not being able to recruit as many people as needed via the Seasonal Workers visa have on your business? Please select one

- Considerable impact
- Some impact
- Not very much impact
- No impact at all
- Do not know

34. Could you tell us more about your response? For example, if you have said there would be an impact on your business please tell us how it would be affected, or if you have said there would be no impact then please tell us why not.

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10. Automation and labour augmentation

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11. Your views on how efficiently the Seasonal Workers scheme is organised, and improvements you would like to see – Part 1

39. How efficiently do you think the scheme is organised by the government, which sets the overall rules and numbers for the Seasonal Worker visa route? Please select one

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- Quite efficiently
- Neither efficiently nor inefficiently
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- Do not know

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- Fairly difficult
- Very difficult
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- Not applicable – I have not needed to find out information or ask a question

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49. How well/not well do you think the Seasonal Worker visa route currently works for employers? Please give us as much information about your views as you wish.

50. How well/not well do you think the Seasonal Worker visa route currently works for those who come to the UK as a seasonal worker? Please give us as much information about your views as you wish.

51. And is there anything else you would like to tell us about your views on, or experiences of using, the Seasonal Worker visa?

52. Please attach any documents you wish to, or email these to mac@homeoffice.gov.uk

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- Yes
- No

54. Would you be happy for us or Revealing Reality, who are independent research contractors appointed by the MAC, 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?

- Yes
- No

55. And would you be willing for us to contact you if we needed to clarify or supplement responses you have given in this questionnaire?

- Yes
- No

56. Would you like to be invited to a future stakeholder event?

- Yes
- No

Questions for organisations that do not currently use the Seasonal Worker visa, and have not previously done so

2. About you and your organisation

1. What is the name of your organisation?

2. What is your organisation's full postcode?

3. What is your email address?

4. Which of the sectors below best describes your organisation/business? Please select all sectors that apply.

- Agriculture, Forestry and Fishing
- Manufacturing (including poultry processing)
- Other (please specify):

5. Can you give us some more detail about what the organisation does? For example, if you are a farm, what do you grow/produce?

6. Approximately how many people does your organisation employ in total in the UK? Please select one

- 0-9 employees
- 10-49 employees
- 50-249 employees
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- 500-4,999
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- Don't know

7. In which region / country of the UK are employees in your organisation located? Please select all that apply

- North East
- North West
- Yorkshire and the Humber
- East Midlands
- West Midlands
- East of England
- London
- South East
- South West
- Scotland
- Wales
- Northern Ireland
- All regions/countries
- Don't know

8. In which of these locations does your organisation have the most employees? Please select one

- North East
- North West
- Yorkshire and the Humber
- East Midlands
- West Midlands
- East of England
- London
- South East
- South West
- Scotland
- Wales
- Northern Ireland
- All regions/countries
- Don't know

3. Your use of the Seasonal Worker visa

9. Does your organisation use the Seasonal Worker visa? Please select one

- Yes (use the section on pages 5-13)
- No, but have used before (use the section on pages 14-22)
- No, and have never used (continue to complete this section)

4. Why you have never used the Seasonal Worker visa

10. Why has your organisation not used the Seasonal Worker visa? Please select all that apply.

- Do not need to hire outside of the domestic workforce
- Hire migrant workforce through other means
- I cannot recruit the people I need through the Seasonal Worker visa
- Not eligible to use the Seasonal Worker visa
- Have reduced the need for staff through mechanisation/automation
- Other reason (free text)
- Do not know
- None of the above

11. Please tell us anything further about your answer to the previous question

12. Would you ideally like to use the Seasonal Worker visa in the next few years if possible?

- Yes, and have made plans to do so
- Yes, but have not made plans to do so
- Unsure: we may or may not like to do so
- No, but have looked into it
- No, and have not looked into it
- Do not know

13. Why do you say that?

14. Thinking of the recruitment strategies you use, have you tried any of these instead of the Seasonal Worker visa? Please select all that apply

- Recruiting British workers
- Recruiting EU workers who are already living in the UK
- Recruiting Non-EU workers who are already living in the UK
- Reorganising the job (for example changing shift patterns)
- Reducing the need for staff through mechanisation/automation
- Increasing pay or benefits to help recruitment
- None of the above
- Other (please specify):

15. Please tell us about how well/not well any of these strategies you have used have worked instead of the Seasonal Worker visa.

5. Your views on the costs of using the Seasonal Worker visa, length of stay and ability to meet your organisation's needs

16. Do you have any views on the costs of using the Seasonal Worker Visa? In your response, please specify which costs, how much and who pays these.

17. The maximum visa length for the Seasonal Worker visa is six months for horticulture and 18th October - 31st December for poultry. How well/not well, does this/would this work for your organisation? Please select one

- Much too long
- Too long
- Suitable length
- Too short
- Much too short
- Do not know

18. Why do you say this?

19. Do the roles currently covered by the Seasonal Worker Visa meet the needs of your organisation? Please tell us why/why not

20. How far are you able to recruit the number of workers you need through the Seasonal Worker visa? Please select one

- I can recruit as many people as I need
- I can recruit most of the people I need
- I cannot recruit an adequate number of people
- I cannot recruit people at all
- I have not tried to recruit through the Seasonal Workers visa

21. Please tell us more about your response (for example, if you are not able to recruit enough/any people, why not?)

6. Impact/potential impact of not being able to recruit as many people as needed via the Seasonal Worker visa

22. What impact (if any) does not/would not being able to recruit as many people as needed via the Seasonal Workers visa have on your business? Please select one

- Considerable impact
- Some impact
- Not very much impact
- No impact at all
- Do not know

23. Could you tell us more about your response? For example, if you have said there would be an impact on your business please tell us how it would be affected, or if you have said there would be no impact then please tell us why not.

24. If not able to recruit as many people as you need, what do you/would you do in response to not being able to recruit as many people as you would like to?

25. Why do you say this?

7. Automation and labour augmentation

26. To what extent is automated or labour augmentation technology that reduces the need for labour or makes it easier, available and/or accessible to businesses like yours?

27. And thinking about the next five years, how far (if at all) do you expect such technology to become more available and/or accessible to businesses like yours?

8. Your views on how efficiently the Seasonal Workers scheme is organised, and improvements you would like to see – Part 1

28. How efficiently do you think the scheme is organised by the government, which sets the overall rules and numbers for the Seasonal Worker visa route? Please select one

- Very efficiently
- Quite efficiently
- Neither efficiently nor inefficiently
- Quite inefficiently
- Very inefficiently
- No opinion
- Do not know

29. Why do you say that? Please be specific about any improvements you would like to see.

30. How efficiently do you think the scheme is administrated by the scheme providers who allocate workers to employers? Please select one

- Very efficiently
- Quite efficiently
- Neither efficiently nor inefficiently
- Quite inefficiently
- Very inefficiently
- No opinion
- Do not know

31. Why do you say that? Please be specific about any improvements you would like to see.

32. How well/not well do you think the Seasonal Worker visa scheme currently safeguards employee welfare? Please select one

- Very well
- Quite well
- Neither well nor badly
- Quite badly
- Very badly
- No opinion

33. Why do you say that? Please be specific about any improvements you would like to see, for example new rules/requirements or improving the enforcement of existing rules

9. Your views on how efficiently the Seasonal Workers scheme is organised, and improvements you would like to see – Part 2

34. Do you have any views on how well/not well the current complaints process for employees works? Please be specific about any changes that could be made (for example to make employees who have complaints more likely to come forward, or to enable problems to be resolved more quickly)

35. How easy/hard is it to find out information about the scheme or ask questions if you need to? Please select one

- Very easy
- Fairly easy
- Neutral
- Fairly difficult
- Very difficult
- No opinion
- Not applicable – I have not needed to find out information or ask a question

36. The rules of the scheme are that you must be over 18 to use the route, and you cannot bring dependants. You must have enough money to support yourself in the UK (usually at least £1,270) and there is no English language requirement. Once Seasonal Worker visa employees return to their home country, they must spend at least 6 months there before they are able to return to the UK. Do you have any views about these rules?

37. The scheme currently allows employees to change employer over the course of their stay in the UK. Do you have any views on this?

38. How well/not well do you think the Seasonal Worker visa route currently works for employers? Please give us as much information about your views as you wish.

39. How well/not well do you think the Seasonal Worker visa route currently works for those who come to the UK as a seasonal worker? Please give us as much information about your views as you wish.

40. And is there anything else you would like to tell us about your views on, or experiences of using, the Seasonal Worker visa?

41. Please attach any documents you wish to, or email these to mac@homeoffice.gov.uk

10. Closing questions

We have a few questions which ask about how we use your response to this questionnaire and about contacting you in the future for follow up research.

42. Would you be happy for us to quote anonymously from your response to this CfE?

- Yes
- No

43. Would you be happy for us or Revealing Reality, who are independent research contractors appointed by the MAC, 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?

- Yes
- No

44. And would you be willing for us to contact you if we needed to clarify or supplement responses you have given in this questionnaire?

- Yes
- No

45. Would you like to be invited to a future stakeholder event?

- Yes
- No

REFERENCE ONLY - COMPLETE VIA WEB LINK