



INTERNATIONAL RECRUITMENT OF STAFF POLICY.

AUGUST 2023 - AUGUST 2024



Telephone Numbers: 02089162067 / 02089162066

Mobile Numbers: 07719959445 / 07897255761

Email: domcare@ggwcare.com / mmonovis@ggwcare.com

Web: www.ggwcare.com

Office: Room 66, Capital Business Centre, 22 Carlton Rd, South
Croydon CR 20 BS





Contact us today!

Schedule an assessment and let us develop a personalised support plan that caters to your unique needs. Together, we empower your well-being through continuous professional development, commit to excellence, and prioritise client satisfaction.

Telephone Numbers: **02089162067 / 02089162066**

Mobile Numbers: **07719959445 / 07897255761**

Email: domcare@ggwcare.com / mmonovis@ggwcare.com

Web: www.ggwcare.com

Office: Room 66, Capital Business Centre, 22 Carlton Rd, South Croydon CR 20 BS

GGW
CARE LIMITED

Overview

This policy reflects the care service's commitment to diversity, equal opportunities, and compliance with relevant laws and regulations.

The policy covers various aspects of international recruitment, including the process, legal requirements, and responsibilities.

Here's a breakdown of the policy's key components:



Policy Statement:

The care service is committed to building a diverse workforce and encourages applications from all community sectors, including those eligible to work through visas.

Equal opportunity employment principles will be followed, ensuring no discrimination based on factors such as sex, race, nationality, religion, age, sexual orientation, or disability.

The policy complies with the Health and Social Care Act 2008 regulations, which emphasize having qualified and competent staff to meet service users' needs.

INTERNATIONAL RECRUITMENT CONSIDERATION:

1.

In case the care service faces challenges in filling vacancies with eligible UK workers, it may consider international recruitment.

2.

The UK government recognizes the care sector's staffing difficulties and places care workers on the shortage occupation list.

3.

This allows the care service to employ individuals from other countries to meet regulatory requirements and maintain care standards.

LEGAL AND GUIDANCE REFERENCES:

The policy considers various legal documents and government guidance related to international recruitment, including:

Immigration Act 2016

Employer's Guide to Right to Work Checks (April 2022).

Guidance on Overseas Criminal Record Checks (August 2022).

UK Points-Based Immigration System details (August 2020)

Code of Practice for International Recruitment of Health and Social Care Personnel in England (updated August 2022)

English Language Requirement for Public Sector Workers (updated December 2016)

Workers and Temporary Workers Guidance for Sponsors (updated November 2022).



PROCEDURES:

- 1** All prospective employees, regardless of origin, must provide evidence of their right to work in the UK. This is standard procedure and will be communicated during the interview stage.
- 2** Job offers are contingent upon verification of right-to-work documentation, either through physical documents or online checks as per Home Office guidance.
- 3** Detailed checks are required to ensure authenticity, consistency, and accuracy of documents and information.
- 4** Overseas nationals must obtain a legitimate certificate of sponsorship before commencing employment.
- 5** The care provider retains the right to withdraw a job offer if sponsorship application is refused.
- 6** If recruiting directly from other countries, the care provider follows guidelines from the Code of Practice for International Recruitment of Health and Social Care Personnel.
- 7** Responsibilities include non-discrimination, fair treatment, and support for new recruits' integration into the workforce and UK
- 8** If a recruitment agency is used, it should adhere to legal responsibilities and be on the government's ethical recruiters' list.
- 9** The care provider acknowledges potential monitoring and inspection by regulators and commissioners.
- 10** The policy will be reviewed periodically in line with changes in government immigration policies.
- 11** Overall, this policy demonstrates the care service's commitment to fair, diverse, and legally compliant recruitment practices, ensuring that the organization can effectively meet its obligations while providing high-quality care services.

TRAINING:

Staff members who are involved in recruiting individuals with non-UK backgrounds will receive appropriate training.

The training will be updated in accordance with national developments to ensure that the staff is well-informed about the latest regulations and procedures related to international recruitment.



Experience the **GGW Care Limited** difference and discover a higher standard of care for yourself or your loved ones.



1. Dementia Care: Expert caregivers providing compassionate support for individuals with dementia, enhancing their quality of life.

2. Mental Health Conditions: Personalised care for individuals with mental health conditions, prioritising well-being and comfort.

3. Personal Care: Respectful and dignified assistance with daily activities like bathing, grooming, dressing, and medication management, promoting independence.

4. Physical Disabilities Care: Specialised care for individuals with physical disabilities, including mobility assistance and enhancing comfort and independence.

5. Sensory Impairment: Tailored support for individuals with sensory impairments, offering assistance to enhance well-being for those with visual or hearing impairments.

6. 24-Hour Care: Round-the-clock support for individuals who prefer to stay in their own homes.

7. Day Sit-in Service and Night Stay Service: Available caregivers for day-time support and overnight stays, ensuring round-the-clock assistance.

8. Escort to Hospital or Day Care: Transportation services to accompany and assist individuals to hospitals or day care facilities.

9. Shopping and Cleaning Service: Assistance with shopping tasks and maintaining a clean and organised living environment.

Those We Serve: We recognise the unique needs of these groups and provide tailored care to help them lead fulfilling lives.

Older People: Our services are designed comprehensively for individuals aged 65 and above.

Young Adults: Our support services are also extended to young adults with physical disabilities, sensory loss, and learning disabilities.



Visit us at...

www.ggwcare.com

AUGUST 2023 - AUGUST 2024