



Home Office

Mike Tapp MP
Minister for Migration & Citizenship

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Ann Davie
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Your Reference: AD/MH

17 June 2026

Dear Ms Davie,

Thank you for your joint letter of 27 April to the Prime Minister and the Home Secretary about the earned settlement proposals. I am replying as the Minister for Migration & Citizenship.

We understand how important these issues are to individuals, families, and communities. That is precisely why the Government ran a public consultation to gather views on the proposals. The consultation ran for 12 weeks, having opened on 20 November 2025 and closed on 12 February 2026. We are now reviewing and analysing all responses received. This analysis will help inform the development of the final earned settlement model, including consideration of any potential exemptions or transitional measures for those already on a pathway to settlement.

We also consulted on whether there are groups that should be exempt from the mandatory financial requirement to have contributed to the Exchequer by having annual earnings above £12,570 for a minimum of three to five years.

Once the final model has been decided, the Government will communicate the outcome publicly. As with all significant policy changes, the proposals will be subject to both economic impact assessments and equality impact assessments.

We appreciate the time taken by all those who contributed their views, and we remain committed to developing a fair and transparent system that reflects both the needs of the UK and the contributions of those who wish to build their lives here.

I recognise and value the important contribution that workers from overseas make to public services throughout the UK, and we keep all relevant routes under review towards that end, but it is also important that legal migration must be controlled and managed through a fair system and protected against abuse.

The Government published the Immigration White Paper 'Restoring Control over the Immigration System', which announced the intention to end overseas recruitment for social care visas. We have taken this action following significant concerns about the number of sponsored care workers struggling to secure full time employment, as well as the abuse and exploitation of individual workers, linked to unethical and potentially illegal international recruitment practices.

The Migration Advisory Committee has repeatedly pointed to issues in social care where employers subject workers to poor pay and conditions. We now know that even established, reputable employers have subjected workers to salary underpayments, and this has no doubt made it much harder to recruit UK residents into jobs, and left any reputable employers, who look after their staff, badly undercut. The new Immigration Rules which prohibit overseas recruitment took effect on 22 July; however, transitional arrangements exist for individuals already in the UK such as Graduates. The transitional arrangements are due to expire in 2028 but will be subject to regular review.

Since the route opened UK Visas and Immigration has taken compliance action, including revoking sponsor licences against more than 1,400 care providers, including a significant number of Care Quality Commission (CQC) registered providers. The reasons for the action range from underpayment of salary right through to modern slavery.

It is the Government's policy to improve domestic recruitment and retention across the health and care sector. Since carers were added to the Health and Care visa in spring 2022, more than 160,000 people have been issued visas to work in the care sector. Since autumn 2023, the number of visas issued to carers has dropped by 80% and international intake has remained broadly stable. A significant proportion of these individuals have been treated very badly by their sponsoring employers. Many struggle to secure full-time work due to employers over-estimating demand for their services or losing their ability to sponsor workers due to very serious non-compliance; unfortunately this continues to include CQC registered care providers.

The Department of Health and Social Care implemented an International Recruitment Regional Fund. This includes setting up 15 regional partnerships in England to support individuals who need to switch employers to continue working in the care sector when they have been impacted by their sponsor's licence being revoked. The Scottish government is working with the regional partnerships where there are vacancies to highlight to displaced care workers in England that may wish to apply to help fill any Scottish vacancies. There are still displaced workers in England and where you are unable to fill vacancies locally they should reach out to the Scottish government for advice on how to draw from this pool. Further details can be found at:

<https://www.gov.scot/publications/adult-social-care-displaced-worker-scheme/>.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Mike Tapp', with a stylized flourish at the end.

Mike Tapp MP
Minister for Migration & Citizenship