



Preparing your Future Workspace

Getting Election Ready

Planning for upcoming changes in immigration rules

28 June 2024

If the opinion polls are accurate and a Labour Government is successful on the 4th July, proposed changes to immigration policy and law are on the horizon.

Businesses that rely on overseas workers should consider the potential implications of these changes and how they may impact their operations.

Key anticipated changes for employers to be aware of

- 1 Implementing appropriate restrictions on visas**

There are currently no foreseen plans to introduce caps on any of the immigration routes, and there has been no announcement regarding immigration fees. However, with an expected drive to reduce net migration, employers will need to maintain awareness of any changes to visa routes.
- 2 Changes to sponsors of key occupations in specific sectors**

UK sectors which are facing labour shortages – construction, IT and engineering – will need to comply with a government workforce plan and fair pay agreement.
- 3 Occupations on the Immigration Salary List**

If a sector is failing to comply with its workforce plan, those occupations will be removed from the Immigration Salary List, previously known as the Shortage Occupation List. Employers who are seeking to sponsor an individual whose occupation is on the Immigration Salary List may benefit from a discount in the salary threshold.
- 4 Exploitation of migrant workers**

New laws are expected to tackle the exploitation of migrant workers in the care sector and under the Seasonal Worker route.

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Which aspects look set to remain unchanged?

The recent policy implementation that prevents care workers from being accompanied by family members looks set to stay. However, the Migration Advisory Commission would be commissioned to assess the impact of this recent change along with the Skilled Worker salary increases which were implemented in April 2024.



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Stay tuned to changes that could impact your future workspace

Should there be a new Labour Government in power, over the coming weeks and months, businesses will need to take stock and remain informed on how incoming immigration rules could impact their employees, and ultimately the delivery of their business plans.

If you need advice and support on immigration, please contact our Employment and Immigration team.



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