



DORSET CARE
ASSOCIATION

SHIVA
FOUNDATION

Best Practise Overseas Care Worker Recruitment

When recruiting carers, you need to make sure that you adhere to ethical standards. If you decide to go through a recruitment agency, make sure that they follow ethical recruitment practices. This ensures that care workers are not exploited and are provided fair wages and safe working conditions.

Monitoring and support should also be provided. If you hire a new employee with little experience or from overseas, assigning them a buddy or mentor will help them to adjust to their new environment and offers them ongoing support in their new position.

For Overseas Care Workers

If you hire people from overseas, you will need to take language and cultural training into consideration. Communication is key, so consider offering this training upon their arrival. Even if they are fluent in English and have relevant qualifications to show this, there is a high chance that there will be certain jargon or acronyms used by your employees that they won't be familiar with. You should also offer sessions to familiarise your new care workers with the local culture, communities, places of worship, policies and regulations.



Benefits of Recruiting Care Workers from Abroad

There are many benefits to overseas care worker recruitment. People from different cultures can bring diverse skills and new perspectives to the table, as well as cultural understanding to care services. This can be great for improving diversity and inclusion in your care service. Recruiting care workers from abroad also provides meaningful employment opportunities to people who may have less demand for their skill set in their home country.

Challenges of Overseas Recruitment

Like everything, there are some challenges that you may incur if you decide to go with overseas recruitment. These include navigating the immigration laws, language barriers and cultural differences. You need to make sure overseas employees understand UK legal standards, such as regulations and compliance. However, it's essential that this process is approached ethically and that the well-being of recruited care workers is put first.



When hiring carers from abroad, you will need to consider visa and immigration assistance. Make sure you assist with visa applications and the immigration process to help offer your new employee a smooth transition into their new role in a new country.

It's not as simple as just advertising a role abroad and filling those vacancies. You will need to obtain a visa sponsor license. This is not a lengthy process, nor is it prohibitively expensive (currently £536 for small businesses/charities and £1,476 for medium and large providers). You can also apply for fast-track license processing for an additional fee.