



DORSET CARE
ASSOCIATION

SHIVA
FOUNDATION

Taking on Secondary Work

Overseas workers with a Health and Care Worker Visa must undertake the job for which they were initially granted a visa for, i.e. the job detailed on the CoS. If applicants change employers, or even move to a different job within the same organisation they will need to make a fresh Health and Care Worker application.

It is possible to take a second job whilst working on a Health and Care Worker visa, in certain circumstances. A visa holder can work up to 20 hours a week in a job that's either:

- In the same occupation code and at the same level as your main job
- In a shortage occupation.

If these conditions aren't met they will need to apply to update their visa so that they're being sponsored to do both jobs.

Supplementary employment does not have to be with a licensed sponsor and the Home Office does not need to be informed of the additional work, as long as it follows the guidelines outlined above.

However, workers will need to apply to update their visa if you're going to either:

- Get a job that's not an eligible Health and Care Worker visa job or in a shortage occupation
- Work more than 20 hours in a job in a shortage occupation that's not eligible for a Health and Care Worker visa.

To apply, they'll need to get a Certificate of Sponsorship from the second employer and include a letter with the application explaining why they want to change your current permission to stay.



Considerations for employers

Employers of migrant workers on a Health and Care visa should be aware of the need to monitor working hours and ensure international recruits are continuing to do the job they are being sponsored for.

As the main employer, you have a duty of care to ensure that your employees are working safely and efficiently, taking into consideration their wellbeing and requirements for breaks and time between shifts in accordance with the Working Time Directive.

As with all employees, it should be made clear to international recruits that there is no obligation for them to work beyond their contracted hours for any organisation.

For more information visit [Gov.UK](https://www.gov.uk).