

Response to Request for Information

Reference FOI 0216155
Date 29 February 2016

Tier 2 Staff

Request:

I am requesting the following information under the Freedom of Information Act. Please note that agency staff, and social workers working in children's and family services, are excluded from the entirety of this request.

1. The number of care workers currently directly employed by the council (including zero hours and casual staff) who are on Tier 2 visas under the Points Based Immigration system.

None.

2. Of the staff referred to in response to question 1, how many started working in the UK after April 2011?

N/A

3. Of the staff referred to in response to question 2, how many are paid below £35,000 per year (including zero hours and casual staff)? "Pay" here means full-year gross pay including enhancements (e.g. shift pay, overtime pay) for the year 2014/15 (or if hired since the start of 2014/15, please use forecast full-year gross pay including enhancements for 2015/16 based on payments during the year to date). Please note that I am seeking actual pay - if a staff member is paid £19,000 per year for working 0.5 FTE (assuming no enhancements), please consider their pay to be £19,000, not the £38,000 they would be paid were they working 1.0 FTE.

N/A

If the information for question 2 is not held (or would be impossible to locate within the section 12 cost limit), please ignore questions 2 and 3 and answer questions 4 and 5 instead:

4. Of the staff referred to in response to question 1, how many started working for the council after April 2011?

N/A

5. Of the staff referred to in response to question 4, how many are paid below £35,000 per year (including zero hours and casual staff)? "Pay" here means full-year gross pay including enhancements (e.g. shift pay, overtime pay) for the year 2014/15 (or if hired since the start of 2014/15, please use forecast full-year gross pay including enhancements for 2015/16 based on payments during the year to date). Please note that I am seeking actual pay - if a staff member is paid £19,000 per year for working 0.5 FTE, please consider their pay to be £19,000, not the £38,000 they

would be paid were they working 1.0 FTE.

N/A

If the information for question 1 is not held (or would be impossible to locate within the section 12 cost limit), please ignore questions 1-5 and answer questions 6-8 instead:

6. The number of care workers currently directly employed by the council (including zero hours and casual staff) who are not nationals of member states of the European Economic Area

N/A

7. Of the staff referred to in response to question 6, how many started working for the council after April 2011?

N/A

8. Of the staff referred to in response to question 7, how many are paid below £35,000 per year (including zero hours and casual staff)? "Pay" here means full-year gross pay including enhancements (e.g. shift pay, overtime pay) for the year 2014/15 (or if hired since the start of 2014/15, please use forecast full-year gross pay including enhancements for 2015/16 based on payments during the year to date). Please note that I am seeking actual pay - if a staff member is paid £19,000 per year for working 0.5 FTE, please consider their pay to be £19,000, not the £38,000 they would be paid were they working 1.0 FTE.

N/A

All councils please respond to question 9:

9. Any assessment, report etc that the council has carried out or commissioned into the effect that the increase to the earnings threshold for Tier 2 visa immigrants to qualify for permanent residence in the UK (announced in 2011, implemented from April 2016) will have on the council's staff. (see

<http://www.workpermit.com/news/2015-07-07/uk-tier-2-visa-immigrants-must-earn-35000-to-settle-from-april-2016>)

N/A

All figures for questions 1 to 8 should be provided as FTE and headcount if possible. It is assumed that councils will not need a definition of "care workers" to be provided. The term simply describes people working in the council's adult care services, involved in either providing care services or managing them.