

Fair Visa Sponsorship and Fair Pay for HC-One Workers

HC-One's current sponsorship policy excludes many loyal, experienced care workers from visa sponsorship — even though they have shown years of dedication to residents and to "The Kind Care Company."

GMB
UNION

We call on HC-One to **value quality over quantity** and to **raise pay rates** so every dedicated worker is eligible for sponsorship and treated fairly.

The below GMB members & HC-One colleagues call on HC-One to **reconsider its current sponsorship and renewal policy**, which limits visa sponsorship only to workers who:

- Have **at least one year of service** with HC-One; and
- Are deemed to be in a so-called "**Business Critical**" role, decided on a home-by-home basis. "Business Critical" roles effectively come down to how easy it will be to hire a worker that does not require sponsorship to replace an existing worker that requires sponsorship.

This policy leaves many skilled, dedicated care workers — who have proven their commitment to residents, teams, and the company — **insecure and undervalued**. It effectively penalises loyal staff who have served HC-One and its residents with compassion, simply because of their pay rate or a subjective "business critical" label.

We call on HC-One to:



1. Value quality over quantity

Recognise and retain the experienced, compassionate staff who are already providing excellent care and loyalty to HC-One. Stop replacing committed workers with short-term, inexperienced recruits simply because they don't need to be sponsored.

2. Raise the rates

Increase pay across HC-One so that all care workers meet the **£25,000 per year / £12.82 per hour** sponsorship threshold. By doing this, every dedicated employee would become **eligible for Health and Social Care Visa Sponsorship**, ensuring that no one is forced out due to pay rates that fall below an arbitrary limit.

3. Protect our residents and workforce stability

Retaining skilled and experienced carers improves the quality of care, staff morale, and resident wellbeing — all of which depend on workforce stability and respect for existing employees.

Why this matters

HC-One's reputation as *"The Kind Care Company"* must be reflected in how it treats its staff.

The current sponsorship policy sends the wrong message — that dedication, experience, and compassion are worth less than recruitment convenience.

Many international workers have built their lives around HC-One and the communities they serve.

They deserve fair treatment, job security, and recognition for their service — not uncertainty caused by a restrictive policy.

By valuing and investing in the workforce already here, HC-One can truly embody kindness, consistency, and excellence in care.

We urge HC-One to act now to:

- Review and amend the sponsorship policy to include **all eligible current employees**, regardless of pay band or arbitrary role classification;



- Raise pay rates to meet sponsorship thresholds company-wide; and
- Engage with GMB representatives to develop a fair and transparent sponsorship process.

Together, we stand for fairness, respect, and stability for every HC-One worker — and for the residents who depend on us.

✍ Add your name to show your support.

Together, we can make sure HC-One values the carers who make “Kind Care” possible.

