



HC-One Visa Sponsorship Campaign Update

Dear Colleagues,

As you are aware GMB recently launched a campaign within HC-One challenging their unfair visa policy.

We raised a petition calling on HC-One to Value quality over quantity and support workers already with HC-One needing visa sponsorship rather than finding new and inexperienced workers to replace them.

That petition received over 500 signatures and

I am pleased to confirm that today HC-One has announced they are going to do much of what we have asked.

HC-Ones Announcement

“What’s changing?”

- ***Wider eligibility for sponsorship - we are removing our previous ‘yes/no homes’ approach. This means that any colleague who meets ALL off the following criteria can now be considered for visa sponsorship:***
 - *Be in a Care Assistant, Senior Care Assistant, Nursing Assistant or Clinical role*
 - *Minimum 37.5 contracted hours per week*
 - *Minimum hourly pay rate of £12.82 per hour*
 - *Have 3 months service in a permanent role*

All sponsorships will now be for 2 years

What remains the same?

We will continue to only process requests within 60 days of the Right to Work (RTW) expiry. The 60-day window operates on a rolling basis. This means colleagues with RTW expiry dates further in the future will also be reviewed and contacted when they reach the 60-day point.

When will this come into effect?

*These changes will take effect for Right to Works ending from **1 December 2025**.*



HC-One intends to continue applying this approach throughout 2026. However, any changes made by the Home Office – including amendments to eligibility rules such as minimum hourly pay thresholds – are outside of our control. We must follow Home Office requirements as they update them each year.

Is help available?

If affected colleagues have any questions about their RTW status or visa sponsorship, please encourage them to speak to you or refer them to the [Visa Sponsorship Procedure](#). If their query is still unanswered and their RTW expires within 60 days, please reply to the email that was sent to your team member from the Colleague Sponsorship Request team.

The Colleague Sponsorship Request Team are unable to give immigration advice. Individuals are encouraged to seek their own immigration advice. [Search for an immigration adviser - GOV.UK \(www.gov.uk\)](#)”

This is a substantial victory thanks to the hard work of our GMB HC-One Reps and while there are still improvements to fight for, many GMB members that are migrant workers will be more secure in their employment and in their future.

In Solidarity

Will Dalton
GMB National Officer