

**West Sussex CQC**

**Safe Staffing Levels**

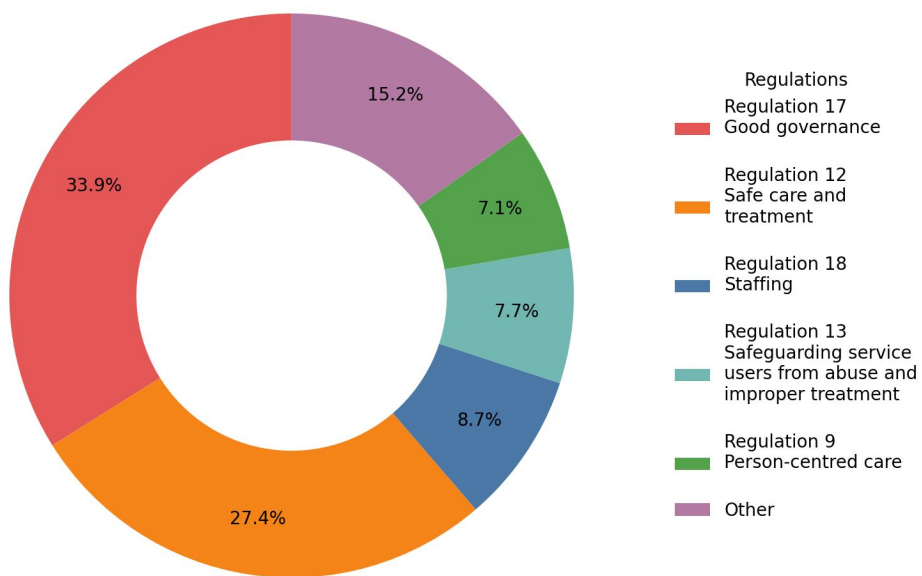
**16 April 2026**

**Jane Jewell**

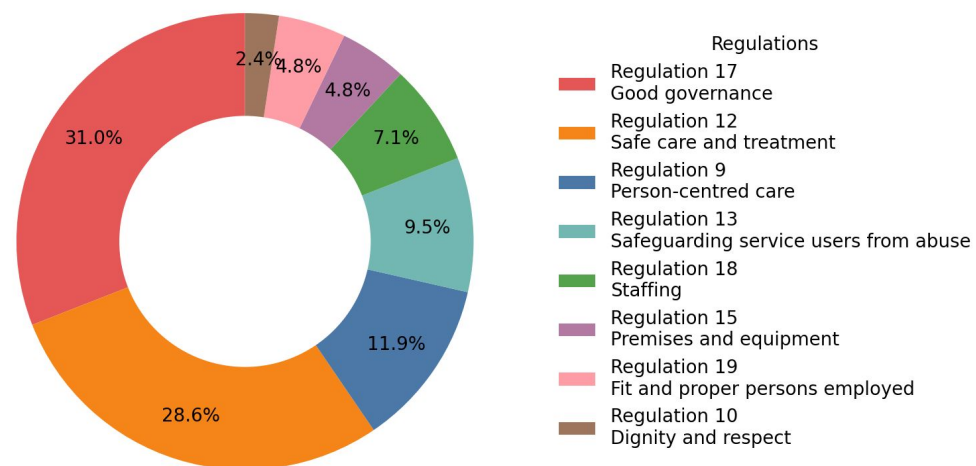


# Regulation 18 ( Staffing)

Adult Social Care: Top 5 regulations by % (donut)



Adult Social Care: Percentage Breakdown by Regulation (Descending Order)



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# Sponsor Licence and skilled care worker visa

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On 15 February 2022, care workers were added to the shortage occupation list to support providers in addressing workforce pressures.

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International recruitment has a positive impact on the health and social care, bringing a diverse and skilled workforce into the UK, fill thousands of vacancies with skilled care workers.

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This inclusion of the skilled care worker is enabling the sector to employ overseas recruits to help provide care for a significant period of time rather than short term.



# CQC involvement

- Those employers providing jobs in the health and social care sector, who use the immigration codes for skilled worker relating to care workers must be directly carrying on the **Regulated Activities**. Therefore, the provider **must be registered with the Care Quality Commission**.

# **CQC Regulator y duties**

- **CQC does not have powers under the Health and Social Care Act 2008 to investigate/inspect concerns relating to modern slavery, immigration, or international recruitment.**
- **CQC can only regulate within the boundaries of the Health and Social Care Act 2008 and its associated regulations (HSCA).**

Quick  
reference  
– Staffing  
across the  
SAF

<b>Safe</b>	<b>Safe and effective staffing (explicit quality statement)</b>
<b>Effective</b>	Staff competence, training and skills
<b>Caring</b>	Staffing capacity and support to deliver compassionate care
<b>Responsive</b>	Staffing flexibility to meet changing needs- <b>staffing systems are responsive, not rigid</b>
<b>Well-led</b>	Workforce planning, culture, engagement and oversight

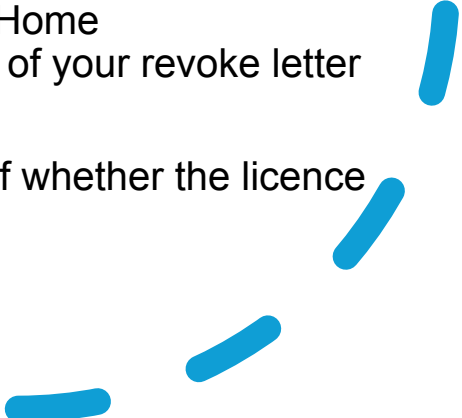
# Regulation 19 and Schedule 3

- Regulation 19(3)(a) of the Health and Social Care Act (Regulated Activities) Regulations 2014 requires providers to make available to CQC the information set in Schedule 3
- Schedule 3 sets out eight categories of information required to be kept by providers about all persons employed in the provision of services.
- CQC Inspectors may ask for this information at any time in relation to each “person employed for the purposes of carrying on a regulated activity
- Useful guidance for providers on schedule 3
- [fid2932547-employment-requirements-regulation-19.pdf](#)  
[df2547-employment-requirements-regulation-19.pdf](#)

# How does CQC know when a licence is suspended or revoked?

- UKVI and CQC have a Memorandum of Understanding for sharing information.
- UKVI share limited information with key stakeholders when they suspend and revoke sponsor licenses. Stakeholders include CQC, central contact ADASS, central contact for Local Government and DHSC.
- This information includes:
  - the date the license was suspended/revoked,
  - the name and address of provider/company,
  - high level grounds for UKVI action
  - the number of migrant workers affected
- The Home Office will notify us at the point they are serving the notice, therefore CQC allows up to 48 hours before we contact the provider

# What an inspector will ask

- Confirmation that you are **working** with the **local authority** to ensure continuity of service during this period.
  - **Contact details** for the relevant local authority officer(s).
  - The total **number** of staff currently employed by
  - The number of staff **employed** under **UKVI-sponsored visas**.
  - Whether staff on UKVI-sponsored visas have been **informed** of the licence suspension.
  - Your **contingency plans** for maintaining service delivery should any staff seek alternative employment during the suspension period or if licence revoked
  - The number of individuals currently **receiving care** or support from your service.
  - What **provisions** are being made to ensure customers' needs continue to be met during this time.
  - Whether **a formal response** has been submitted to the Home Office regarding the suspension. (Please provide a copy of your revoke letter and your response)
  - The **date by which** you expect to receive confirmation of whether the licence will be revoked.
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# What an inspector will consider

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Does the information indicate risks to people who use the service – including the providers ability to ensure continuity of care?

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Does the information and grounds raise concerns directly relating to the provider/directors?

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Openness and engagement of provider with CQC – did they advise us of suspension?

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Are there any indications of modern slavery?

# Any questions?



[Jane.jewell@cqc.org.uk](mailto:Jane.jewell@cqc.org.uk)



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