



*Tim
Wilson*



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As part of the trusted **Assist Care Group**, we are proud to specialise in sourcing, training, and placing dedicated and highly skilled care professionals in a variety of Care Home settings.

- Supply Staffing from a regulated foundation
- Staff trained to a regulated standard including face-to-face training
 - Moving & Handling, Medication, CPR
- Step forward if things go wrong, with a shared reputation mindset
- Centralised recruitment across 30+ Care providers, which reduces costs



Director of WSPiC for 9 years

Serving Director of Homecare Association

Owner of a Dom Care Business (since 2010) in West Sussex & Surrey
circa 200 employees

Lobby Central Government for meaningful change

Support Providers in Sponsorship compliance, Tech change management,
serious incidents - expert by experience.

Mission is to improve Social Care, and Jane Townson nicknamed me
Indomitable Tim, which I'm quite proud of



Indomitable Tim
Improving Social Care

Recently commissioned by ADASS to deliver compliance workshops in 3 parts;

- 1) The GVT, WTD and UKVI: Avoiding Structural Compliance Traps (alphabet soup of compliance)
- 2) All Time Worked v All Pay Earned: Avoiding NMW Breaches
- 3) Under Scrutiny: Be Ready When the Inspector Calls

We offer more than staffing; we support Care businesses on compliance defence, understanding and preparing for inspections





Licence revocations: this presentation risk focus

- Pay - National Minimum Wage
- Admin (brake light is out)
- What information might UKVI might ask for



HMRC - Post Pay Deductions

Remember; NMW is a calculation.

NMW calculation can contain post payment deductions.

This Payslip appears compliant

The PRP is at the NMW

But, do you have any of the following:

- Uniform Policy (black trousers, closed black shoes)
- Tied-Loam
- Accomodation

PAYSLIP

Employee: Care Worker

Pay Period: 2-Weekly

Date: 24 April 20225

Description	Rate	Amount
Days Worked (10 x £122.10)	£122.10 x 10	£1,221.00
Overtime		£0.00
Bonus		£0.00
TOTAL GROSS PAY		£1,221.00

Uniform - that was incurred but not reimbursed

Uniform policy states “black trouser and closed black shoes”

The worker had to buy these items. They may never expense them, but the cost is incurred nonetheless.

£30 expense

£31,746 annual wages, less £30 expense = £31,716

2,600 hours worked (100 x 26 PRP)

£31,716 ÷ all time worked 2,600 hours

£12.19 per hour

Note: In some cases, you are not deducting money, but applying an adjustment within the calculation. In others, the law treats arrangements as deductions even where nothing is visibly taken.

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UKVI Inspection requests are not friendly...

As per the [published guidance](#), we reserve the right to revoke a licence where there is a serious or systematic breach of your sponsor duties.

We are looking into concerns that suggest the following sponsored workers may not be receiving a salary that matches the salary stated on their Certificate of Sponsorship:


You must send ALL of the requested information within 10 working days, which means it must be received no later than

Communication



- Via unsecured email - 25MB limit
- 10 days !!
- Binary outcomes - pass or fail
 - Suspension, maybe
 - Revocation possible
 - No right to appeal - legal routes only
- Take it seriously now
 - One opportunity to deliver all information you rely on
 - Complete a mock audit
- Plan now, have your paperwork ready

What might an inspector request?


 0. Overview & Guide 



 1. Contracts of Employment 

 2. Payslips & GPA 

 3. National Insurance Numbers 

 4. Bank Statements 

 5. Bulk Upload files 

 6. Payroll Data 

 7. Prepaid Cards 

 8. Cheque Payments 

 9. NMW Wage Audits 

 9.1 NMW Audits 

 10. R2W Checklist 

 10.1 R2W Checklists 

Thank you

Q&A

- *We open our training sessions to anyone working in Care*
- *From £25 per person per course, train alongside caring professionals with a qualified trainer*
- *We offer consultancy and support: S42, Serious incident, Compliance Support, NMW training...*