**Your views about the MAC's latest commission**

**About you**

| Q1. What is the name of your organisation? |
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| --- |
| Royal College of Occupational Therapists |

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| Q2. What is your email address? |
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|

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| --- |
| karin.bishop@rcot.co.uk |

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| Q3. Which of the following options best describe your reason for completing this form? |
| --- |
| I am providing evidence of recruitment and salaries in the sector, on behalf of other organisations/members or as a recruitment business |

**About your sector(s)**

| Q27. Which of the following best describes your organisation? |
| --- |
| **Other (please specify):**Professional Body |

| Q28. How many businesses /organisations do you represent? |
| --- |
| 5,000+ |

**About the businesses/organisations you represent**

| Q29. How have you engaged the businesses/ organisations you represent to inform this consultation response? |
| --- |
| Ongoing dialogue as part of business as usual |

| Q30. Thinking of the businesses/organisations you have engaged with, in general are their staff concentrated in specific UK countries/regions or are they nation-wide? |
| --- |
| Nation-wide |

**Continued**

| Q32. Thinking of the businesses/organisations you engage with, tick all the relevant sectors they cover from the list below: (Please select all that apply) For more information about the sectors please refer to the link below: http://resources.companieshouse.gov.uk/sic/ |
| --- |
| Human health and social work activities |

| Q33. Thinking of the businesses/organisations you engage with and their number of employees, tick all size bands that they cover: |
| --- |
| 0-9 employees10-49 employees50-249 employees250-499 employees500+ employees |

| Q34. Thinking about the businesses/organisations you engage with, are the majority roughly of a similar size in terms of the number of employees (e.g most SMEs or most large organisations)? |
| --- |
| Yes |

| Q35. Thinking of the businesses/organisations you engage with and their number of employees which size band(s) are they concentrated in? |
| --- |
| 500+ employees |

**Employment of migrant workers**

| Q36. To your knowledge, have the organisations you have engaged with recruited any of the following workers in the past 5 years: (Please select all that apply)​If you are unclear about the terms please hover over the question (workers from Switzerland are included in our definition of EEA countries). |
| --- |
| UK and/or Irish workersWorkers from EEA countries outside of the UK and/or IrelandWorkers from non-EEA countries |

| Q37. In the next 12 months are they likely to recruit: (Please select all that apply) \*If you are unclear about the terms please hover over the question (workers from Switzerland for example are included in our definition of EEA countries). |
| --- |
| UK and/or Irish workersWorkers from EEA countries outside of the UK and/or IrelandWorkers from non-EEA countries |

**Experience of Tier 2 (General) visa**

| Q38. Following on from the previous question, were these non-EEA workers recruited under the Tier 2 (General) visa system: \*If you are unclear about the terms please hover over the question(workers from Switzerland for example are included in our definition of EEA countries). |
| --- |
| Yes all |

| Q39. Are the salaries required by the immigration rules for the Tier 2 (General) visa generally: |
| --- |
| Higher than what they would normally pay |

| Q40. Have the organisations that you represent experienced any issues with Tier 2 (General) visa salary requirements? If so, what were they?(In 200 words) |
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| A large part of the occupational therapy workforce is based in the NHS, where the workforce follow Agenda for Change bandings and salaries. The £30k salary threshold excludes lower bandings of staff, which often make up the bulk of the workforce which is required to ensure throughput and flow through services and prevent waiting lists. The vacancy rate in occupational therapy for Band 6's, those with some experience is particularly high. |

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| Q41. Have any of the Tier 2 (General) visa employees employed by your members (or organisations you represent) applied or tried to apply for settlement? |
| --- |
| Yes |

**Experience of Tier 2 continued**

| Q42. In general, was the settlement income threshold (currently £35,800)? |
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| Above their current salary |

| Q43. Please provide any additional views of Tier 2 (General) visa settlement(in 200 words) |
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| The £35,800 rate is prohibitive for those on Band 5 to apply for settlement. This means that only top of the scale Band 6 posts would be admissible but these would be unsuitable for the skill set of a Band 5 worker. Potentially this could lead to underskilled workforce or vacancies. The cost of the settlement Visa is often prohibitive for those living in high cost of living areas such as London. |

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**Salary Threshold questions**

| Q44. To what extent would the businesses/organisations you have engaged with agree or disagree with the following statements: |
| --- |
|

|  | **Strongly agree** | **Agree** | **Neither agree nor disagree** | **Disagree** | **Strongly disagree** |
| --- | --- | --- | --- | --- | --- |
| **There should not be a minimum salary threshold above the legal requirement (the national minimum wage)** |   |   | X |   |   |
| **If there is a salary threshold it should be applied universally across the economy and UK, with a few exceptions to keep the system simple** |   |   | X |   |   |
| **If there are salary thresholds, there need to be a variety to reflect employer needs** | X |   |   |   |   |

**If you have an alternative model you wish to describe, please explain it here (in 200 words):**Being on the Shortage Occupation List (SOL) should provide a fast track through, superseding salary, as this reflects current identified demand and need. |

| Q45. If there were tailored salary thresholds, to what extent would the businesses/organisations you have engaged with agree that they should be varied by: |
| --- |
|

|  | **Strongly agree** | **Agree** | **Neither agree nor disagree** | **Disagree** | **Strongly disagree** |
| --- | --- | --- | --- | --- | --- |
| **Sector** | X |   |   |   |   |
| **Region/country** | X |   |   |   |   |
| **New entrants/young workers** |   |   | X |   |   |
| **Occupation** | X |   |   |   |   |

**If you consider that they should be varied by another characteristic, please explain more here (in 200 words)**Where an identified need has been confirmed e.g. via Shortage Occupation List |

| Q46. Do the businesses/organisations you engage with most commonly think that jobs judged to be in shortage (such as those on the Shortage Occupation List) should have: |
| --- |
| Lower salary thresholds compared to those not in shortage |

| Q47. Do the businesses/organisations you engage with most commonly think that having a salary threshold equivalent to the 25th percentile of the full-time pay distribution for employees in that occupation is:​If you are unclear of the terms please hover over the question |
| --- |
| **Please explain your answer (in 200 words):**Social Care is a good example where salaries are typically lower but the need is great. |

| Q48. Do the businesses you engage with most commonly think that having a minimum salary requirement of £30,000 for an experienced full-time employee is: |
| --- |
| **Please explain your answer (in 200 words):**The salary of 30k only reflects the more specialist end of the workforce spectrum, and where there is arguably fewer vacancies. It is important to attract workers with the full range of skills into the UK health and social care workforce. |

| Q49. What do you think should be counted towards the salary for assessing whether an individual meets the threshold? (Please select all that apply) |
| --- |
| Other cash/non-cash remuneration please specify (in 200 words):Very few of these would be available to health and social care workers, with the exception of 5 & 6. |

| Q51. Are there any other issues we should consider? (In 200 words) |
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| There are chronic shortages in Social Care, where salaries are less than NHS. There is a projected vacancy rate of between 9% and 14% for the OT workforce over the next 5 years. The current workforce shortages impact on the profession’s flexibility and in-demand skills to meet new opportunities envisioned in the LTP. Key examples are new opportunities to work in primary care, working with GPs to assist people back into work, frailty services, Working with Ambulance crews to prevent unnecessary admissions to hospital, working in Prisons with ageing populations, working in job centres. There are many more examples of where occupational therapy can add value to the Health & Care workforce, but this will only be realised if there is a workforce there to meet this demand.• Occupational therapists work in partnerships across the health, social care, housing, education, employment, voluntary and independent sectors.• Occupational therapists have a major contribution to make in driving integrated care as solution for sustainable and effective healthcare.• Occupational therapists use a person centred and risk enablement approach, making them ideally suited to delivering the vision within the Long Term Plan.• Occupational therapists help reduce admissions and re-admissions to hospital |

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| Q52. Please attach any additional evidence you would like us to consider |
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| * File: MAC Review of the Shortage Occupation List.pdf
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**Australian Points Based System**

| Q53. The Government is considering adopting an Australian type Points Based System. In your opinion, please tell us the relative importance of the following characteristics typically used to award points to migrants by ranking them where 1 is the most important and 8/9 is the least important. |
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| --- | --- |
| **Having a job offer** | 4 |
| **Work experience** | 5 |
| **Education attainment** | 3 |
| **Language proficiency** | 2 |
| **Age** | 8 |
| **Having studied in the UK** | 7 |
| **Salary** | 6 |
| **Priority occupations** | 1 |

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**MAC stakeholder database**

| Would you like to be added to our stakeholder database for future research purposes and updates on MAC work? |
| --- |
| Yes |

| Q54. We may require follow-up to clarify or supplement your responses to the online form, or for follow-up research. Do you consent to be contacted to clarify or supplement your responses? |
| --- |
| Yes |