



Consultation Response:

**Migration Advisory Committee
Call for Evidence on Minimum Salary
Thresholds for Tier 2**

July 2015

About NISMP

The Northern Ireland Strategic Migration Partnership is a cross-party partnership working across the spheres of government and between the public, private and third sectors to ensure that Northern Ireland effectively welcomes, supports and integrates new migrants in a way which contributes to future economic growth and vibrant, cohesive communities. The Partnership provides a regional advisory function which enables our partners and stakeholders to cultivate an appropriate Northern Ireland migration policy structure and works to ensure that Northern Ireland's needs and concerns in respect of immigration are recognised within the parameters of related UK wide policy.

This response has been approved by representatives on the Partnership. However this does not necessarily reflect the views of Partner Organisations, some of whom have not been canvassed.

General Comments

1. In this response NISMP has gathered evidence from employers in the Health & Social Care, Hospitality, Pharmaceuticals and IT sectors (see Appendix 1). While the short time frame for this consultation has limited the number of employers who have been able to input into the response, we believe that their experiences are widely shared among employers of Tier 2 employees within all industries in Northern Ireland.
2. The proposal to increase the minimum salary thresholds for Tier 2 will, we believe, have a disproportionate impact on employers in Northern Ireland vis-à-vis employers in other parts of the UK, due to the lower salary levels offered here and the acute shortage of appropriately skilled labour in the region (see below).
3. At 27.7%, the share of employment which is in the public sector in Northern Ireland is the largest among all UK nations and regions¹. The country also has the lowest Gross Value Added growth among the 12 UK regions² and a workforce which has a weaker skills profile than many other OECD countries³. We believe, therefore, that the proposals contained within this consultation will also impact on the stated priority of the Northern Ireland Executive to rebalance the economy towards the private sector.
4. The proposals outlined in the current consultation will directly hinder progress towards building and strengthening the private sector in two ways: it will firstly make it yet more difficult for employers to recruit appropriately skilled individuals, a problem which is more acute in Northern Ireland than in the majority of other UK regions (see paragraph 5), and, secondly, it will disadvantage Northern Ireland employers vis-à-vis employers in UK regions who are able to meet the raised salary

¹ House of Commons Library, 9 Jan 2013, 'Public sector employment and expenditure by region'.

² http://www.detini.gov.uk/gross_value_added

² http://www.detini.gov.uk/gross_value_added

³ Northern Ireland Executive, 2012, 'Economic Strategy: Priorities for sustainable growth and prosperity'.

thresholds, thus making it more difficult to recruit and retain labour (see paragraph 6).

5. While around a quarter of skills gaps in the UK result from an inability to recruit appropriately skilled individuals, this rises to 31% in Northern Ireland⁴. 44% of vacancies in skilled trades in Northern Ireland were due to skill shortages in 2013, up from 23% in 2011. In the Caring, Leisure and Other Services sector, 21% of vacancies were due to skills shortages in 2013, up from 14% in 2011⁵.
6. The source used to determine salary thresholds for Tier 2 workers is the Annual Survey of Hours and Earnings. The mean annual salary for all employees in the UK in 2014, according to this source was £27,271, with £6,787 being the salary at the 10th percentile, £13,164 the salary at the 25th percentile and £26,089 the salary at the 60th percentile. The equivalent table for Northern Ireland⁶, shows that for the same year the mean salary was £21,616 (£5,655 below the national average) and salaries at the 10th, 25th and 60th percentiles standing at £5,712, £10,964 and £22,251 respectively, lower than the UK figures on all counts.
7. Unlike the UK as a whole, Northern Ireland is experiencing a fall in earnings. The estimated median gross weekly earnings for all employees in NI at April 2014 were down 2.2% from 2013, against a 0.6% increase in the UK as a whole over the same period⁷.
8. In the current consultation it is stated that the purpose of this review is to reduce the number of economic migrants. Given that this is the case, it is essential that the differential impact of policies employed to achieve this on regions across the UK is properly assessed and taken account of. In ONS figures released in June, the biggest component of population growth was revealed to be migration, with all but one of the 10 local authorities which have experienced the biggest population increases situated in London and the South East of England⁸. As these are the areas in which employers will most likely be able to absorb an increase in Tier 2 thresholds it is unlikely that the proposed policy will make any significant impact on overall numbers.
9. The experience of Northern Ireland employers (see comments against Q3, Q4 and Q7 below), is that employees on Tier 2 work permits often relocate to jobs in the South East of England if their Northern Ireland employer is no longer able to meet the required pay threshold. This not only creates an internal labour market which disadvantages NI employers, it also does not meet the political objective of reducing the numbers of economic migrants.
10. We therefore consider that salary thresholds are an ineffective instrument for reducing economic immigration which will have a disproportionate impact on regions such as Northern Ireland which have a weaker skills profile and lower

⁴ UKCES (Jan 2014), UK Commission's Employer Skills Survey 2013: UK Results, p. 43

⁵ UKCESS (2013), Northern Ireland Slidepack

⁶ http://www.detini.gov.uk/ashe_2014_by_occupation_table_2a.xlsx?rev=0

⁷ <http://www.detini.gov.uk/stats-hours-and-earnings>

⁸ <http://www.bbc.co.uk/news/uk-33266792>

average earnings. We believe that a reconceptualisation of the points based system which supports regions such as Northern Ireland in attracting the required skilled labour, through taking into account the regional variations of pay, and allocating points according to the location of the sponsor employer is required.

11. We strongly believe that close consultation with the Northern Ireland Executive and employer bodies in Northern Ireland is required before any changes are made to the Tier 2 salary levels.

Comments against Consultation Questions

1. How do the existing salary thresholds for Tier 2 compare to, and impact on, the overall wage distribution for each occupation?

- The Northern Ireland ASHE does not provide the detail for wage distribution against all occupations. However, from the information available⁹ it is clear that in general, salaries which are set at the UK 10th and 25th percentile are above the wage levels for the same percentiles for Northern Ireland. This would suggest that existing salary thresholds for Tier 2 would tend to distort the overall wage distribution for each occupation. For more detailed analysis on this, MAC should consult with the Department of Enterprise, Trade and Investment in Northern Ireland before final recommendations are made.

Below are the experiences of individual organisations

- Comments from Almac (Pharmaceuticals)
Recruitment for the following posts attracts higher volume of applications from Migrant Workers:
 - Chemists, Analytical Chemists: Current Tier 2 experienced salary threshold is significantly higher than the salary band for these positions (£4-5k higher than the company salary band). Majority of migrant workers for PhD level SOC 2111 roles (Chemists, Analysts) transferred from Tier 1 Post Study to Tier 2 CoS under New Entrant Scheme. This enabled the business to meet the lower salary threshold and obtain 3 year licenses for these migrant workers
 - Formulation Development Scientists, Application Developer (NVQ 6 SOC 2136) – Current Tier 2 experienced salary threshold is within the salary bands for these roles
 - Bioinformatician (SOC 2425) – Currently falls under shortage occupation list and salary threshold falls within band for this role.
- Comments from Hutchinson Care Homes

Staff at Hutchinson Care Homes compares favourably to the mean in Northern Ireland for nurses SOC 2231

⁹ http://www.detini.gov.uk/ashe_2014_by_occupation_table_2a.xlsx?rev=0

- Comments from Asian Restaurants Association NI

The current £29,560 salary requirement for a skilled chef is higher than a local skilled chef in Northern Ireland (above £10,000 difference in some cases). As a result, we are unable to compete in the market due to the loss of key skilled employees and there is a reduction of quality of service which in turn results in downturn of business and compromises the long term viability of reputable restaurants and the ability to create more jobs. This is not conducive to the goal of rebalancing the economy in NI and in turn promoting the private sector.

2. What types of jobs and occupations are done by highly-specialised and/or highly skilled experts, and is pay a good proxy for this high level of specialisation or skill?

- Health and Social Care employers in Northern Ireland who have informed this response, report that pay is not an adequate measure of specialisation or skills in relation to nursing. These are better measured through levels of competency which are appointed to nurses by the NMC (Nursing and Midwifery Council) through their professional qualifications and appropriate bands/grades achieved from the NHS.
- Hospitality employers who have informed this response, report that chefs employed in Asian restaurants have a high level of specialisation which is extremely difficult to find in Northern Ireland, or elsewhere in the UK, and which is inadequately captured through using pay as a proxy.
- Asian Restaurants Association NI reports that it has become virtually impossible to find skilled chefs within Northern Ireland. This being the case, they are now unable to provide a high quality of produce which is imperative to provide for their businesses to survive; this does not take into account growth. The salary in Northern Ireland for a skilled chef would be currently between £18000 and £23000. Employing from overseas the current salary is set at £29600 which is too much of a difference for us to compete with.
- Almac (pharmaceutical company) reports that in their industry pay appears to be a reasonable criteria for occupations on the shortage occupation list but for other PhD and NVQ level 6 roles the salary criteria is outside the bands they operate for the roles. As the salaries are based on data from the UK as a whole they do not accurately reflect salary levels within NI as the salaries are significantly inflated by salaries in South England and London.

3. **What would be the impact of increasing the thresholds to a level that better aligns with the salaries of highly-specialised and/or highly skilled experts?
and**
 4. **What would be the impact of increasing the thresholds to a level that restricts the route to occupations which are experiencing skills shortages to NQF level 6 or higher?**
- Comments from Almac (Pharmaceuticals)

Majority of migrant workers for PhD level SOC 2111 roles (Chemists and Analysts) transferred from Tier 1 Post Study to Tier 2 CoS under New Entrant Scheme. This enabled the business to meet the lower salary threshold and obtain 3 year licenses for these migrant workers.

However, we have a number of the Tier 2 CoS due to expire in 2017/2018 and to enable us to successfully secure extensions to the Tier 2 permit the migrant worker will need to be able to meet the experienced salary requirement, which is significantly higher than the salary band for these roles. This effectively means that these employees with 4 years' experience with our company will have to exit our organisation which will cause us a severe resource shortage, given that we are unable to recruit these skills locally.

Increasing the salary thresholds for NVQ level 6 IT roles and PhD level scientific roles will completely prevent the business from recruiting applicants from outside the EEA. If the business continues to be unable to recruit sufficient skilled workers from within the EEA then our business will have to consider increasing the salary bands for these roles, not to attract applicants but to simply meet the salary thresholds stipulated by the government. We are unlikely to increase salary levels due to the knock on consequences internally leading to significant additional costs and reduce our ability to offer competitive tenders to our customers resulting in a loss of new business. The cost to the business of increasing the basic salaries alone of all our employees that would fall under SOC 2111 would be in excess of £1 million per annum, which equates to a 13% increase for these jobs alone. This cost does not include the additional costs associated with increased shift payments, overtime payments, pension contributions and other benefits linked to salary.

We currently attract applicants for these level roles on the existing company salary bands but simply can't progress offers of employment to suitably skilled migrant workers as the salary does not meet the current Tier 2 threshold. If the thresholds increase further this would compound the difficulties we are already experiencing and also result in other job roles e.g. Application Developers SOC 2136 and Bioinformaticians 2425 being impacted as we will be unable to meet the increased salary thresholds for these roles.

Therefore the business may need to transfer these jobs and work to other locations outside the EEA i.e. the US, Asia.

- Comments from The Macklin Group (Health and Care Providers)

Any additional increase on thresholds will have a drastic and negative effect to an industry which is currently in complete crisis due to the overwhelming shortage of nurses available to both the private and public sector. As one of the longest established nursing home operators within N.Ireland (almost 35 years), we have never seen the industry in such a concerning state. This is due to the shortage of nurses which is getting worse every year and any efforts or restrictions put in place to limit this in any way such as increasing Tier 2 bandings or limiting ability to achieve permanent leave to remain - post 5 years after getting Tier 2, will have an unsustainable effect on the industry and needs urgent crisis actions.

We operate homes across N. Ireland and alongside our colleagues in many other nursing homes, have seen the ongoing shortage of nurses as the single biggest concern within the industry and the future care of some of the most vulnerable people in society. Whilst the ability to pay nurses to meet Tier 2 criteria level is achievable in current salary brackets, there still is a massive shortage and inability to actually source such nurses.

Secondly and equally as importantly, the present position for achieving permanent leave to remain with salary of £35,000 is not in line with current salary bands. As a result, we have already lost several previously sponsored Tier 2 nurses who've left N. Ireland to move to England – purely to achieve these levels of salary. We are also in process as we speak of losing further nurses for the same reason to England.

- Comments from Bryansburn Private Nursing Home

We at Bryansburn Private Nursing Home decide our annual pay increases for all staff on the Yearly Fee increase that the government decides for the Private Nursing Home. To date the fees we receive would never cover us to increase our rates of pay to this level for nurses (£35000) per year. As fair employers we cannot implement different rates of pay to practitioners that have the same qualifications, this would be in breach of employment law and would open up another area of problems for the employer. Also, if we were to increase ALL nurses to this level the care assistants, domestic, laundry, catering staff, maintenance staff would also expect a pay increase.

In conclusion if this goes ahead we personally will have to serve notice to the families of all our 35 vulnerable patients as we could no longer operate at a profit. The closure of our Nursing Home will be with great regret to us as a family run business but we will have no choice. We understand that it will be devastating news to the families and to the patients. The Health Care Trusts will have the responsibility of finding a suitable alternative for the patients to end their twilight years which will be so sensitive to all concerned but we will be left with no alternative.

- Comments from Four Seasons Health Care

Any additional increase on thresholds will have an adverse effect in an industry which is already in crisis due to the overwhelming shortage of nurses available to both the independent and public sectors. This is due to the escalating shortage of nurses and any further restrictions put in place to limit this in any way, such as increasing Tier 2 bandings or limiting ability to achieve permanent leave to remain will have an unsustainable effect on our industry.

The difficulty in recruiting and retaining Nurses is the single biggest concern within our industry. Whilst the ability to pay nurses to meet Tier 2 criteria level is achievable in its current form, there still is massive deficit between this and the proposed salary band. Furthermore, the present position for achieving permanent leave to remain with salary of £35,000 is not in line with current salary bands. As a result, we have already lost several previously sponsored Tier 2 nurses who've left N. Ireland to move to England – purely to achieve these levels of salary.

The impact of this shortage of suitably qualified staff is the most serious concerns which will result in the unique failure of the Independent Sector to continue to provide care for the most vulnerable elderly people in our society, this will negatively impact on our ability to provide continuity of care and quality of care to our elderly population who deserve to be able to expect and enjoy, in their golden years.

- Comments from Hutchinson Care Homes Ltd

We are already experiencing the impact of the proposed changes to legislation. Staff nurses have already left the regions in search of perceived opportunities to progress or gain higher salaries by accepting 48 hour working week contracts. Nurse recruitment and retention is very difficult in the current climate, therefore we have to fill the vacancies with the use of agency nurses at extortionate rates.

Any increase in thresholds would have serious implications in our ability to recruit overseas staff nurses. If we were unable to recruit nurses from either home or overseas we would seriously have to rethink our business strategy and model to reflect this.

- Comments from Asian Restaurants Association NI

The salaries of highly-specialised and/or highly skilled experts are significantly higher in mainland UK than in NI, therefore better alignment should really be better alignment with the salaries of highly specialised/skilled experts in NI. There would therefore be no increase in the threshold but a decrease, looking at the NI market singularly. The impact on increasing the threshold would be quite severe in the hospitality industry. Higher wage outlay impacts on the viability of a business. There are two problems – the first is actual recruitment of skilled staff, and now the ability to retain them due to the higher wage threshold.

The new threshold will mean circa a 33% increase in the wage of a skilled chef. This increase is not conducive to current business models which are established using circumstances specific to today's market in NI.

There is already a serious shortage of these skilled jobs in NI. The Home Office are seeking to further restrict the route to such occupations. The impact of such further restriction would result in the closure of restaurant businesses which would become no longer viable. There would be a further impact on local staff who would lose their jobs. In some Asian restaurants 50% of staff are local and ultimately, these local employees would lose their jobs if restaurants cannot be sustained due to staff shortages. Restaurant businesses have already closed branches due to staff shortages, namely Zen Restaurant Group and Indian Ocean Group. It has also stopped any mergers or takeovers which would previously have been extant to the restaurant business in NI.

5. What would be the impact of increasing Tier 2 minimum thresholds from the 10th to the 25th percentile for each occupation for new entrant workers?

- As Tier 2 minimum threshold salaries are already above the 10th percentile of wages in Northern Ireland the impact will be as described above in the answers to Q3 and Q5
- Comments from Almac (Pharmaceuticals)

This would restrict the business being able to offer Tier 4 applicants Tier 2 CoS under the new entrant scheme which is how we have recruited the majority of the migrant workers under SOC 2111. This would therefore lead to significant business implications.

6. What would be the impact of increasing the Tier 2 minimum thresholds from the 25th to the 50th or 75th percentiles for each occupation for experienced workers?

- As Tier 2 minimum threshold salaries for experienced workers are already above the 25th percentile of wages in Northern Ireland the impact will be as described above in the answers to Q3 and Q4.
- Comments from Almac (Pharmaceuticals)

This would prevent the business further from recruiting migrant workers and would impact on roles that we currently are able to meet the requirements e.g. Formulation and Development Scientists and Application Developers but if the salary was increased further we would be unable to meet the threshold and this would again have a significant detrimental impact on the business.

- Comments from Asian Restaurants Association NI

We agree that our staff must be properly skilled and experienced. However, any increase in salary thresholds, no matter how minimal, does have a long term impact on business viability.

7. As an employer, what would be the impact of increasing the Tier 2 minimum thresholds on: a) hiring migrant workers from outside the EU; b) hiring migrant workers from within the EU; c) hiring natives?

- Comments from Allstate (IT company)

The review of salaries for attracting and retaining migrant labour is set at a high level and we currently cannot absorb an increase in a local/regional economy that does not see the benefits of other regions within the UK and has traditionally operated on a lower average wage level than other parts of the UK. Any increase in the renewal salary thresholds for existing Tier 2 employees could be detrimental to their continued employment as the levels of pay expected for these roles would exceed the company pay ranges. This would lead to staff reductions or employees looking to go to the South East of England where businesses may pay higher salary levels in line with MAC expectations. This is a detriment to the local economy.

- Comments from Four Seasons Health Care

There is an absolute shortage of registered nurse shortages which is having a chronic effect on the majority of our Care Homes.

We have introduced and demonstrated numerous strategies to address this shortage, which include increasing wages but if there are not enough nurses to meet the need then these strategies will always fall short for the Independent Sector, who can meet and exceed the salary levels but we cannot afford the terms and conditions of the NHS/DHSSPS in NI

We have conducted several recruitment initiatives to counteract and remedy the deficit of nurses, including extensive local advertising and extensive recruitment within several EU countries. To date EU recruitment has resulted in the employment of 515 Registered Nurses.

However, in spite of these recruitment drives we continue to experience severe nurse shortages. Since January 2013 we have lost on average 26 Registered Nurses per month, the reasoning and rationale for the reason for leaving varies but mainly it is to get experience in the NHS in England, Northern Ireland and those going back home having gained the clinical skills and experience to allow them to gain employment in their own country.

- Comments from Hutchinson Care Homes

- a) Impact on hiring migrant workers from outside the EU:*

Our organisation would be unable to employ migrant workers from outside EU.

- b) Impact on hiring migrant workers from within the EU;*

There is a limited availability of nurses within the EU.

- c) Impact on hiring natives.*

There is a local shortage of nurses this is why we need to recruit overseas, our organisation runs advertisement and recruitment campaigns in local papers, NI Jobs.com, our website and the job market, all with a very low response rate.

- Comments from Almac (Pharmaceuticals)

- Have recently seen in June 2015 the salary threshold for restricted CoS being increased to £46k due to the volume of applications received. Suggestions are that the salary threshold will increase further in July 2015. This makes it very difficult for an employer to determine if someone is eligible and makes the application process a 'lottery' for employers which can be frustrating especially for hard to fill roles
- This will limit the type and level of role that we will be able to offer Tier 2 CoS for given the salary threshold requirement. This will eliminate our ability to recruit Migrant workers for Chemist and Analyst positions or require us to review our salary bands for these roles which would have a significant impact on our overall wage bill or to relocate these jobs outside the EU
- The inability to recruit suitably skilled EU and non EU workers in scientific positions will result in the business having to recruit less skilled staff and lower levels and develop them in-house. This will have a significant impact on the business and impact on our ability to meet customer deadlines and requirements in the short to medium term

- Comments from Conway Group Healthcare

Like our colleagues within the Private Sector in N Ireland we continue to face a crisis point in general regarding the recruitment of local nurses which is an ongoing concern. For nearly 20 years our Company has recruited nurses from India and Philippines, many of whom are still with the Company and have developed to management positions. As a Group, we have been able to expand our services to where we are now in the knowledge that our recruitment strategy which includes Nurses from EU and Non EU countries has facilitated this expansion. In the last 3 years alone, we have recruited approximately 30 Overseas Nurses on Tier 2 General Visas, 70% of whom are due to apply for their Indefinite Leave to Remain in 2017 / 2018.

With the knowledge of the new salary thresholds of £35,000 to achieve permanent residency, we have already been affected in that many of our Tier 2 Nurses who have to extend their visas are needing the security of this salary now in 2015 and this has already resulted in the loss of six of our Tier 2 Nurses over the last few months to England and other National Nursing Home Groups who are offering these terms. The restrictions are two fold in that a) we are being forced to consider the implications of losing up 30 Nurses which equates to an average of 1,140 hours of care per week and b) we are being forced to consider an increase to Staff Nurse rates by an average of 8% to 10% across the group. Our Company has invested heavily on training our Overseas Nurses, money and skills that will have been squandered if Nurses move to England which does nothing to achieve the Government's objectives of reducing the number of

migrant workers to the UK and exacerbates an already critical situation with the shortage of nurses in N Ireland.

At present our average salary for a Staff Nurse is circa £25,000 which is £3,500 higher than the NHS Band 5 (£21,478) and we are still unable to attract the number of local nurses required to fill the posts. Forcing the new salary thresholds will result in having to pay Nurses £10,000 higher than our salary band. This is simply not achievable given that our annual fee increase is between 1 – 2%.

- Comments from The Macklin Group (Health and Care Providers)

Out of 70 nurses required for our 4 nursing homes, we have been consistently running at a deficit of 10-15%, which illustrates the shortage of nurses. Some of these nurses are from outside the EU, therefore the proposed changes will make an even bigger impact on how difficult it is to source nurses.

- Comments from Asian Restaurants Association NI

- a) Impact on hiring migrant workers from outside the EU:*

We would not be able to hire skilled chefs from outside the EU due to salary levels. Without skilled staff, the restaurant cannot produce high quality food and offer the level of service conducive to a reputable restaurant

- b) Impact on hiring natives.*

Natives are not properly qualified and there are no schools within NI to assist natives in acquiring the appropriate skills to work as Asian skilled chefs. Very few, if any, British Asians choose to go into the restaurant business.

8. Are there additional national pay scales or sources of salary data that should be used to set the thresholds?

- Use of the NI ASHE
- Consider using other specialist salary benchmark services to review salaries within specific industry sectors e.g. Towers Watson and Hayes and consider what they take into account when considering regional variances.
- Band 5 of the See RCN NHS Agenda for change pay scales England 2014/15¹⁰

9. What other appropriate measures would you like to see for determining the minimum salary thresholds?

- Consideration should be given to regional areas, the main industries within these areas and the number, types and level of roles available. This should then be reviewed against the resident labour market pool of suitably skilled workers available to meet this demand. Where demand is higher than supply then employers should be able to consider employing migrant workers on the terms and conditions that would be applied for a settled worker.

¹⁰ http://www.rcn.org.uk/data/assets/pdf_file/0010/568351/nurse-pay-scales-nhs-agenda-for-change-england-2014-15.pdf

- Within the Care Home sector, income is determined by government. There needs to be a resolution to the disparity between pay in the private sector and public sector by appropriately costing care at government level. See the PwC report on Social Care in Northern Ireland¹¹.
- In relation to skilled chefs of Asian cuisine, there needs to be research carried out which focuses on Northern Ireland. A skilled chef in Northern Ireland would have a salary of between £18,000 to £22,000. Any increase in thresholds would put salaries beyond the reach of Northern Ireland employers.

10. Should the minimum salary threshold take account of variations in regional pay?

- Comments from Almac: Yes - Use additional specialist industry salary benchmark providers and consult with DETI, CBI and NI Executive to determine what data they can provide
- Comments from Conway Group Healthcare: A major factor which must be taken into consideration in N Ireland is that our fees are dictated by the local healthcare boards and are substantially lower than the fees paid in England which range between £1,000 to £3000 per week. In N Ireland the weekly fees effective from 1st April 2015 are £593 for Nursing and Dementia Care (no enhancements for Dementia Specialist Care) and £637 for Under 65 Care.

It is crucial therefore that the Government takes this into consideration within the NI Healthcare Sector when attempting to apply the salary threshold to **ALL** UK Tier 2 migrants and seriously consider N Ireland as a region with its own salary thresholds. The implications of applying the expected salary of £35,000 to all Tier 2 migrants along with the shortage of nurses in N Ireland will be detrimental to the delivery of care to our growing older population. In addition to this, there will be serious financial consequences for sustaining our business going forward.

¹¹ <http://www.homes4retired.co.uk/assets/downloads/Social-Care-in-Northern%20Ireland-A-better-Future-for-all.pdf>

Appendix 1: List of employers which informed NISMP response

Allstate

Business: High quality software development services and business process outsourcing solutions in support of its U.S. parent's global operations

Location: Belfast, North West NI, Strabane

Size: Employ over 2,000 people across all three sites. 20% of Allstate staff are from overseas and 18 different nationalities are represented on the workforce.

Almac

Business: Pharmaceutical and clinical research and drug development

Location: Craigavon, County Armagh

Size: 6 business units employing over 2,000 employees within the UK. The workforce consists of over 30 different nationalities.

Asian Restaurants Association NI

Asian Restaurants Association NI represents approximately 20 Asian restaurants which together employ approximately 250 employees.

Bryansburn Private Nursing Home

Bransburn Private Nursing Home is a care home with nursing which supports 35 residents.

Conway Group Healthcare

Conway Group Healthcare has been in operation since the early 1990's providing Nursing, Specialist Dementia and Residential Care in N Ireland across its seven care homes delivering care to almost 400 residents.

Four Seasons Health Care

Business: Four Seasons Health Care is NI's largest independent health and social care provider. The company operates over 550 care homes.

Location: Four Seasons Health Care have 70 care homes across Northern Ireland

Size: Four Seasons Health Care employ almost 5000 staff in Northern Ireland, 870 of which are Registered Nurses. We currently employ staff from all across the EEA and have recruited nursing staff from Africa, India and the Philippines.

Hutchinson Care Homes

Hutchinson Care Homes Ltd is a family run group of six Nursing Homes operating in Randalstown, Antrim and Ballyclare. Our aim is to provide a quality care service to the elderly within Northern Ireland. Hutchinson Care Homes employs over 400 staff.

The Macklin Group

Business: The Macklin Group, established in 1980, is a family run business employing approximately 400 people in the Hospitality and Nursing Home sectors.

Location: The Macklin Group owns 4 nursing homes in Northern Ireland (Belfast, Dunmurry, Ballycastle and Coleraine)

Size: The Macklin Group employs approximately 400 staff in Northern Ireland, of which 70 are registered Nurses. We currently employ staff from areas across the globe.