

Please could you provide the following information being requested under the Freedom of Information Act 2000:

**1) How many migrant workers are currently employed in your trust at each Agenda for Change band?**

Band 2:	107
Band 3:	305
Band 4:	33
Band 5:	508
Band 6:	174
Band 7+:	63

**2 ) Please provide the number of migrant staff currently employed on the following visa types:**

Skilled Worker visas:	458
Health and Care Worker visas:	
Training visas (e.g., <i>Medical Training Initiative</i> ):	
Graduate visas:	15
Dependent visas:	199
Other ( please	105

**3) In the next 12 months how many Migrant Worker visa's will come up for renewal within the trust?**

Skilled Worker visas:	188
Health and Care Worker visas:	

Training visas (e.g., <i>Medical Training Initiative</i> ):	
Graduate visas:	10
Dependent visas:	86
Other ( please	14

**4) Of those visa's coming up for renewal, how many will not meet the new pay thresholds?**

Band 2:	0
Band 3:	0
Band 4:	4
Band 5:	2
Band 6:	2
Band 7+:	1

**5) Has your trust implemented any solutions to help migrant staff meet the July 2025 immigration thresholds? (a)**

Yes, already implemented	
Planned, but not yet in place	
No plans currently	X

**6) If yes/planned, what solutions has your trust introduced? (tick all that apply) (a)**

Pay adjustments/uplifts	
Re-banding or job description review	
Offering more contracted hours/overtime	

Accelerated progression (e.g., Band 5 to Band 6)	
Providing immigration/visa advice or legal support	
HR or pastoral support services	
Covering costs of 5-year visa renewals	
Other (please specify):	

**7) Has your trust costed out the option of funding 5-year visa renewals for affected staff?**

Yes, already costed	
Currently under consideration	X
No, not considered	

**8) If costed, what is the estimated financial impact for your trust?**

Not yet determined.

**9) Do you have any staff that you are unable to support to meet the threshold, if yes how many?**

Yes	9
No	0