

International Recruitment and Modern Slavery



Under UK law, as a care worker, you have the following entitlements:

- You must be given an employment contract.
- You must be given regular payslips including tax/NI deductions
- Minimum pay of £10.75 per hour, or £20,960 - whichever is higher.
- An uninterrupted 20-minute rest break if you work more than 6 hours in a day.
- You must have at least one full day off each week, or two full days every two weeks.
- You must have at least 5.6 weeks' paid holiday per year (pro-rated as appropriate). There must be at least 11 hours of rest between working days
- The only deductions that your employer may make from your salary are Tax, National Insurance, Pension, and accommodation costs where your employer provides this to you.

An employee **cannot** be asked to repay any of the costs listed that the employer must pay.

If your employer has their sponsorship licence suspended, you can keep working and your rights are unaffected until the suspension is removed.

If your employer has their sponsorship licence revoked your Certificate of Sponsorship is cancelled, and you have 60 days from the cancellation date to leave the UK unless you find a new sponsor and make a new visa application to stay in the UK.

Additional Working

You are permitted to take on additional work (including voluntary work) for up to 20 hours per week

Indicators of Modern Slavery:

- Been deceived about the nature of the job role, hours and pay.
- Had to pay fees during recruitment process
- Worked excessively long hours.
- Received little or no pay / paid less than hours worked.
- Had to work without the correct equipment or training.
- Been forced to work through fear, control, threats of repercussions, (for example, loss of work, loss of job, reported to authorities)
- Been subjected to physical/verbal/psychological abuse from employer.
- Been asked to hand over, or not been in possession of own identity documents, including passport, visas, biometric residence permits (BRPs).
- Cannot choose where to live/ lived in overcrowded accommodation.

Speak to someone. You are not alone. We will help and support you.

Contact can be made in confidence to:

Coventry

Coventry City Council Modern Slavery Team

Contact: Modern Slavery Team

Email: modernslavery@coventry.gov.uk

or

Coventry City Council ASC Commissioning Team

Contact: Adult Social Care Commissioning Team

Email: socialcarecommissioning@coventry.gov.uk

or

Coventry City Council Migration Team

Contact: Coventry Migration Team

Email: MigrationTeam@coventry.gov.uk

or

Warwickshire

Warwickshire Learning and Development Partnership

Contact: Warwickshire Learning and Development Partnership Team

Email:

warwickshirelearninganddevelopmentpartnership@warwickshire.gov.uk

Phone: 01926742836

or

National Modern Slavery Helpline

The Modern Slavery Helpline provides 24/7 free confidential advice in over 200 languages to victims, professionals, and the public

Phone: 08000 121 700

