Annex A: MAC Call for Evidence Questions for individual organisations

This document provides the list of questions contained in the MAC Call for Evidence online form. This is to help you gather your responses only, please use the online tool to submit your responses.

The questions below are for organisations or businesses providing views related to their own organisations. Representative or member organisations please refer to annex b.

About you

1. What is the name of your organisation?

   Royal College of Physicians and Surgeons of Glasgow

2. What is your email address?

   Steven.shanahan@rcpsg.ac.uk

3. Which of the following options best describe your reason for completing this form?

I am providing evidence of recruitment and salaries within my own organisation

I am providing evidence of recruitment and salaries in the sector, on behalf of other organisations/members or as a recruitment business.

Neither, we are an organisation providing training, assessment and upholding standards in Health care throughout the United Kingdom

The questions that follow in this form are for those that have chosen the first option in question 3.

About your organisation

4. Which of the following best describes your organisation?

   Private sector

   Public sector

   Third sector

   Other (please specify)   *Independent Royal Medical College*

5. Which sector best describes your organisation/business? If multiple sectors apply, please select the one that best describes the largest component of business/organisation (by employment).

Agriculture, Forestry and Fishing

Mining and Quarrying

Manufacturing

Electricity, gas, steam and air conditioning supply

Water supply, sewerage, waste management and remediation activities

Construction

Wholesale and retail trade; repair of motor vehicles and motorcycles

Transportation and storage

Accommodation and food service activities

Information and communication

Financial and insurance activities

Real estate activities

Professional, scientific and technical activities

Administrative and support service activities

Public administration and defence; compulsory social security

Education

Human health and social work activities

Arts, entertainment and recreation

Other service activities

Activities of households as employers; undifferentiated goods-

Activities of extraterritorial organisations and bodies

If you are unsure of the sector that best describes your organisation, please refer to the link below for more detailed descriptions of sectors and which sector group (A-U) they belong to:

http://resources.companieshouse.gov.uk/sic/ *

6. Approximately how many people does your organisation/business employ in the UK?

0-9 employees

10-49 employees

50-249 employees

250-499 employees

500+ employees

N/A

7. In which region/country of the UK are the largest proportion of your employees located?

North East

North West

Yorkshire and The Humber

East Midlands

West Midlands

East of England

London

South East

South West

Scotland

Wales

Northern Ireland

England

UK wide

Employment of migrant workers

8. Over the previous 5 years has your organisation recruited: (Please select all that apply)

[Workers from EEA countries: the EEA includes European Union (EU) countries plus Iceland, Liechtenstein and Norway. We also include Switzerland as part of our definition.

Workers from non-EEA countries: workers from outside of EU countries plus Iceland, Liechtenstein Norway and Switzerland.]

UK and/or Irish workers

Workers from EEA countries outside of the UK and/or Ireland

Workers from non-EEA countries

Don't know

 N/A

9. Over the next 12 months are you likely to recruit: (Please select all that apply)

UK and/or Irish workers

Workers from EEA countries outside of the UK and/or Ireland

Workers from Non-EEA countries

Don't know

N/A

Experience of Tier 2 (General) visa

Questions 10- 17 are only applicable if you have answered 'workers from non-EEA countries outside of the UK and/or Ireland' in question 8, others should complete question 18 onwards.

10. Were the non-EEA workers recruited under the Tier 2 (General) visa system?

Yes, all

Yes, some

No

Don't know

11. Are you currently licensed to sponsor workers under Tier 2 (General) visa?

Yes

No

Don't know

12. Are the salaries required by the immigration rules for the Tier 2 (General) visa generally:

Higher than what you would normally pay

About the same

Lower than what you would normally pay

Don't know

Experience of Tier 2 (General) continued

Question 13 is only applicable to those that have chosen the first (higher than what you would normally pay) or third option (lower than what you would normally pay) in the question 12. Others should complete question 14 onwards.

13. In the previous question you indicated that the Tier 2 (General) salary thresholds were either higher or lower than you would normally pay. What has been the impact of this, have you done anything as a result? If so, what? (in 200 words)

14. Have you experienced any issues with Tier 2 (General) visa salary requirements? If so what issues? (in 200 words)

15. Have any of your Tier 2 (General) visa sponsored employees applied or tried to apply for settlement?

Yes

No

Don't know

Settlement

Migrants on Tier 2 (General) visas are eligible to apply for settlement (indefinite leave to remain) after 5 years in the UK. Those migrants coming to the UK on or after the 6th April 2011 have also had to meet a minimum salary threshold, currently £35,800, in order to be successful in their application for settlement. There is an exemption to this salary threshold for migrants employed in shortage occupations.

16. Of the Tier 2 (General) visa sponsored employees who have tried/applied for settlement, is the current income threshold (£35,800) generally:

Above their current salary

About the same as their current salary

Below their current salary

17. Please provide your views of Tier 2 (General) visa settlement income requirements (in 200 words).

The following questions should be answered by everyone.

Salary thresholds

Our commission from the government asks us to consider both the mechanism for setting minimum salary thresholds and the appropriate level.

18. To what extent do you 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 like the national minimum wage   agree in our areas of health care

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

If there are salary thresholds, there need to be a variety to reflect employer needs, strongly agree.

If you have an alternative model you wish to describe, please explain it here (in 200 words):

19. If there were tailored salary thresholds, to what extent do you agree that they should be varied by: ((strongly agree, agree, neither agree nor disagree, disagree, strongly disagree)

Sector

Region/country in Health and Social Care standard throughout UK

New entrants/young workers

Occupation

If you consider that they should be varied by another characteristic, please explain more here (in 200 words)

20. Do you think jobs judged to be in shortage (such as those on the Shortage Occupation List) should have:

Higher salary thresholds compared to those not in shortage

The same salary thresholds compared to those not in shortage

Lower salary thresholds compared to those not in shortage

Don't know

21. Do you think having a salary threshold equivalent to the 25th percentile of the full-time pay distribution for employees in that occupation is:

[25th percentile: 75% of full-time employees in an occupation earn the threshold amount or more, and 25% earn less]

Too high

About right

Too low

Don't know

Please explain your answer (in 200 words)

The main requirement within the NHS and Social Care network is to maintain staffing levels. This applies to Doctors, Nurses and Care Staff. The proposed arrangement considers all doctors, however nurse are only form Band three and there is not provision of care staff (which is the greatest need.

22. Do you think having a minimum salary requirement of £30,000 for an experienced full-time employee is:

Too high

About right

Too low

Don't know

Please explain your answer (in 200 words)

The requirement in Health is for staff at the lowest grades (esp Nurses and care staff (Health care support workers etc.

23. What do you think should be counted towards the salary for assessing whether an individual meets the threshold? (Please select all that apply)

Commission

Company car/travel allowance

Employee equity ownership schemes

Housing allowances

Part-time working patterns

Pension contributions

Other cash/non-cash remuneration please specify: (in 200 words)

24. Following on from the previous question, please list your responses in order of importance with 1 being the most important and 6/7 being the least important.

25. Are there any other issues we should consider? (in 200 words)

Recruitment and Salary Thresholds

In the section that follows we will ask you to list up to 10 jobs in your organisation done by migrant workers and to provide information for each job listed on associated starting salaries, expected salary increases and what you think would be an appropriate minimum salary threshold.

In order for us to be able to make valid comparisons it is important that you match as closely as possible the job you have in mind to the correct 4-digit SOC code. To do this we recommend you make use of the Office for National Statistics Occupation Coding Tool, linked below.

https://onsdigital.github.io/dp-classification-tools/standard-occupational-classification/ONS_SOC_occupation_coding_tool.html

How to use the ONS Occupation Coding Tool

Step 1: Follow the link and enter the name of the job you want to find an occupation code for in the text box highlighted below.

Step 2: Select the result that best matches your search.

🔒 https://**onsdigital.github.io**/dp-classification-tools/standard-occupational-classification/ONS_SOC_occupation

If the Coding Tool does not provide an appropriate result, it might be beneficial to amend your search term and try searching again, or the Occupational Classification Hierarchy may assist in determining the correct code.

Note: The search facility does not allow punctuation or symbols, and the search time is dependent on the speed of your computer and the number of words searched for.

Occupation Title car mechanic   Search

Cancel search

Results of your search

You searched for: car mechanic

The **results of your search** are listed below, and are presented in reverse word order with the most likely matches first. You can click on the links for further information, and to discover your related NS-SEC code.

5231, 'Mechanic, car'   ← Select the result that best matches
5223, 'Mechanic'   your search
5224, 'Mechanic, camera'
5223, 'Mechanic, technical'
6145, 'Carer'
5223, 'Mechanic-fitter'
5223, 'Mechanic, machine'
6139, 'Carer, cat'
3113, 'Technician, mechanical'
8212, 'Carman'
5223, 'Mechanic-examiner'
5250, 'Mechanic-in-charge'
8129, 'Machinist, carbon'
8137, 'Machinist, carpet'
8137, 'Machinist, cap'
5449, 'Caner'
8114, 'Cager'
5322, 'Technician, carpet'
7125, 'Merchandiser'
3122, 'Technician, CAD'

Your search returned more than 20 results. To display the next 20 results, click this button or try refining your search term.

For further information about coding, please refer to the SOC 2010 Volume 2 coding index.

Step 3: Check the match by reviewing the description of the occupation code, the tasks required, and the jobs related with that code.

5231: VEHICLE TECHNICIANS, MECHANICS AND ELECTRICIANS

Job description:
Vehicle technicians, mechanics and electricians accept calls for help and repair and service the mechanical parts and electrical/electronic circuitry and components of cars, lorries, buses, motorcycles and other motor vehicles, and repair and service auto air-conditioning systems.

Entry requirements of this job:
There are no formal academic entry requirements, although some employers may require GCSEs/S grades or an equivalent qualification. Training is undertaken off- and on-the-job. NVQs/SVQs at Levels 2 and 3 are available. Apprenticeships at NVQ/SVQ Levels 2 and 3 are available and take three to four years to complete.

Tasks required by this job include:
- visually checks, test drives or uses test equipment to diagnose engine and mechanical faults;
- removes, dismantles, repairs and replaces defective parts and prepares new parts using appropriate tools;
- reassembles, tests, adjusts and tunes the appropriate parts, systems or entire engine;
- carries out routine maintenance checks on oil and air filters, brakes and other vehicle parts/systems;
- diagnoses faults in electrical/electronic circuitry, removes faulty components and fits replacements;
- checks condition of electrical/electronic systems and carries out servicing tasks;
- installs additional electrical amenities such as radio/CD players, aerials;
- repairs and services air conditioning, heating and engine-cooling systems.

NS-SEC categorisations:
The simplified NS-SEC analytic class for this code is 5
The simplified NS-SEC operational category for this code is 11.1
To find your exact NS-SEC code, please use the NS-SEC Coding Tool.

Jobs related to this code:
- Auto electrician
- Car mechanic
- HGV mechanic
- Mechanic (garage)
- MOT tester
- Motor mechanic
- Motor vehicle technician
- Technician (motor vehicles)

This unit group is part of:
- Minor Group 523: VEHICLE TRADES
- Sub-Major Group 52: SKILLED METAL, ELECTRICAL AND ELECTRONIC TRADES
- Major Group 5: SKILLED TRADES OCCUPATIONS

Step 4: If you are unhappy with the match suggested by the tool, go back to step 2 and select another suggested match and/or go back to step one and alter your search term.

In this example we are happy with the match and can conclude that the job "Car Mechanic" is associated with occupation code 5231

26. Please tell us which occupations you are most likely to recruit migrant workers for. We are interested in the jobs done by migrant workers in your organisation and how they might be affected by salary thresholds. Using the Office for National Statistics (ONS) Occupation Tool, we ask you to list up to 10 jobs and to provide information for each job on the corresponding starting salaries, expected salary increases and what you think would be an appropriate minimum salary threshold.

In order for us to be able to make valid comparisons it is important that you match as closely as possible the job you have in mind to the correct 4-digit SOC code and its corresponding job title.

For ease of reference the link to the ONS Tool has been provided below:

https://onsdigital.github.io/dp-classification-tools/standard-occupational-classification/ONS_SOC_occupation_coding_tool.html

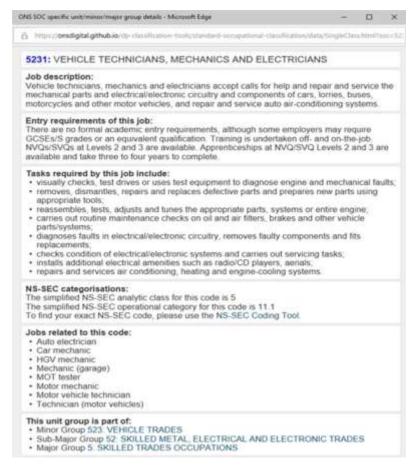| Job title	ONS SOC Code	Average starting salary for full time employee (excluding allowances & deductions) **Note:** Include: all pay before deductions for PAYE, National Insurance, pension schemes, student loan repayments and voluntary deductions. Include paid leave (holiday pay), maternity/paternity pay, sick pay and area allowance (e.g. London). Exclude: pay for a different pay period, shift premium pay, bonus or incentive pay, overtime pay, expenses and the value of salary sacrifice schemes and benefits in kind.	What is the pay an average performer can expect to earn after 3 years of being employed?	What would be an appropriate minimum salary threshold for experienced workers doing this job?	Please specify the UK country/region where this job holder is located.
2211 *Medical practitioners*					*UK*
2231 *Nurses*					*UK*
6141 NURSING AUXILIARIES AND ASSISTANTS					*UK*
6145 CARE WORKERS AND HOME CARERS					*UK*

Australian Points Based System

27. 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.

Language proficiency *V important*

Having studied in the UK

Work experience *V Important*

Age

Education attainment

Having a job offer *Important*

Salary

Priority occupations *Vital. But must include care staff and Band 1 and 2 nurses*

Other please specify, (in 200 words):

MAC Stakeholder database

28. Would you like to be added to our stakeholder database for future research purposes and updates on MAC work?

    Yes

    No

29. 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

    No

Completed by

Dr Richard Hull FRCP Glasgow

Honorary Secretary

Royal College of Physicians and Surgeons Glasgow

31 October 2019

This is the end of the form