



# Consultation on limits on Non-EU Economic Migration: 28<sup>th</sup> June to 17<sup>th</sup> September 2010

## CONSULTATION QUESTIONNAIRE RESULTS

### RESPONDENTS

- A **total of 3,201 responses** were received to the questionnaire during the consultation period, which ran between Monday 28<sup>th</sup> June – Friday 17<sup>th</sup> September<sup>1</sup>. Of these responses, 97% were received via an online survey. Please note, the number of responses received varies from question to question.
- **Responses were received from a range of organisations in the public, private and voluntary sectors as well as private individuals.** Responses were received from accountancy firms, manufacturers, telecommunications, universities, transport, retail, the media, the health sector, third-sector organisations, unions and professional bodies. The names of all responding organisations that provided their details is at Annex A.

### KEY FINDINGS

#### TIER 1 OPTIONS

##### **POOL APPROACH** (Number of respondents = 3,191)

- The largest proportion of respondents (48%) **disagreed with the proposal** to operate a pool for highly skilled migrants. Of the remaining respondents, 35% agreed with the proposal, whilst 18% stated they did not know.

#### TIER 2 OPTIONS

##### **FIRST-COME-FIRST SERVED APPROACH**

(Number of respondents = 2,582)

- The largest proportion of respondents (47%) **disagreed with the proposal** to operate a first-come-first-served system for skilled migrants. A further 35% agreed with the proposal, whilst 18% did not know.

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<sup>1</sup> Please note, other comments and responses regarding the limits on migration which were not specifically in response to the consultation questionnaire have been received and analysed separately.

## QUARTERLY QUOTAS (Number of respondents = 2,581)

- If a quarterly quota were adopted, the largest proportion of respondents (46%) were **in favour of rolling over excess applications** from one quarter to the next. The remaining respondents either disagreed with the roll-over (31%) or stated they did not know (23%)

## RAISING CRITERIA FOR TIER 1 (Number of respondents = 2,406)

- The largest proportion of respondents (48%) were **not in favour** of raising the minimum criteria for qualification under Tier 1. Of the remaining respondents, 37% were in favour and 15% stated they did not know.

## FACTORS/ATTRIBUTES FOR SCORING ADDITIONAL POINTS

(Number of respondents ranged between 2,285 - 2,339 for each factor)

- The majority of respondents **agreed with additional points being scored** for the following: higher English language ability (67%); **shortage skills** (64%); **UK experience** (57%); and **skilled dependants** (51%).
- The largest proportion of respondents (48%) disagreed with awarding additional points for health insurance.
- Suggestions made for other criteria for awarding additional points, included:
  - points for skills and qualifications (eg, UK work experience; taking jobs in regions with skill shortages; professional qualifications; dependants with skills and who speak English);
  - ability to integrate (eg, UK qualifications; time spent in UK; having paid taxes/ NI in the UK for a set period; community work/ volunteering in the UK); and
  - health considerations (ie, negative points for poor health).

## WHO SHOULD BE INCLUDED IN THE LIMITS?

### TIER 1 INVESTORS AND ENTREPRENEURS

(Number of respondents = 2,292 and 2,291 respectively)

- The largest proportions of respondents agreed that Tier 1 (Investors) and Tier 1 (Entrepreneurs) (52% and 50% respectively) should **not be included** in the annual limits.
- Suggestions from respondents for making the UK more favourable to investors and entrepreneurs included introducing more favourable immigration rules (eg, quick visa processing, fast-track settlement), improved support from UK and the UK infrastructure (eg, tax incentives), communication (eg, media campaigns).

### INTRA-COMPANY TRANSFERS (ICTs)

(Number of respondents = 2,257)

- The largest proportion of respondents (49%) felt ICTs should **not be included** within annual limits. A further 32% stated they should be included and 19% stated they did not know.

### DEPENDANTS

(Number of respondents = 2,233)

- The majority (64%) of respondents felt dependants should **not be included** in annual limits.

## THE SHORTAGE OCCUPATION AND RESIDENT LABOUR MARKET TEST ROUTES

(Number of respondents = 2,173)

- The largest proportion (42%) of respondents was **against merger** of the Shortage Occupation and Resident Labour Market Test routes. The remaining respondents either stated they agreed with the merger (34%) or that they did not know (24%).

- When asked about the preferred timeframe for implementation in the event of a merger; the largest proportion of respondents (35% of the 2,154 respondents to the question), stated they **did not know how soon** a merger of the two routes should be implemented. Of those who provided a timeframe, there was most support for deferring implementation for more than 12 months (30% of respondents). The second most popular option was for immediate implementation (19% of respondents).

## TIER 2 SPONSOR RESPONSIBILITIES

(Number of respondents = 2,162)

- Respondents were **almost equally split** between those who favoured extending sponsor responsibilities<sup>2</sup> (40%) and those who did not (39%). A further 20% of respondents stated they did not know.

## TIER 2 ENGLISH LANGUAGE REQUIREMENTS

(Number of respondents = 2,146)

- The majority (60%) of respondents were **in favour** of raising the English language requirement for Tier 2.
- When asked what level the requirement should be raised to, the largest proportion (42% of the 1,867 respondents to this question) were in favour of raising the Tier 2 English language requirement to “**Intermediate level**”. Another third (31%) thought the requirement should be for “Advanced level”.

## REDUCING DEMAND FOR SKILLED MIGRANTS IN THE UK

- Positive suggestions were made by respondents regarding how employers might train and source labour from the domestic market, for example:
  - Linking up with universities (eg, to influence curriculum or provide internships) or with job centres and local providers.
  - Providing more opportunities for apprenticeships, training courses, on-the-job training, mentoring and work shadowing.
  - Offering a direct entry route for applicants with scarce skills.
  - Advertising widely and training people locally where possible.
  - Expectation that the Government would provide grants/support.
- Less optimistic comments covered the following themes.
  - Training and upskilling the labour force are not primarily employers’ responsibilities.
  - Not realistic to meet needs through upskilling the labour force, eg, not possible to develop specialist skills locally or in the required time frame and an attitudinal/cultural shift was needed from some British workers.
  - Restrictions on migrant labour will lead to ‘offshoring’/ loss of investment in the UK/ reciprocal loss of jobs for British workers.

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<sup>2</sup> These are the sponsor responsibilities as set out on the consultation document, ie, sponsors to commit to support training of local workforce; and sponsors to minimise burden on local public services eg, by paying for health insurance.

## LIST OF RESPONDING ORGANISATIONS

The following organisations were named in responses to the question on organisational affiliation. This may not be an exhaustive list of all respondents as not all respondents stated their company organisation.

In some cases, more than one response was received from an organisation, but all responses were included in the analysis.

AAF  
 Aberystwyth University  
 ABR  
 ACA  
 Accenture  
 Accenture, India  
 Acergy  
 ACNielsen Co Ltd  
 ACS International Schools  
 AHS  
 AKL Solicitors  
 AL KAUSAR TRUST  
 Alfa Leisureplex Holiday Group  
 Alliance Medical Ltd  
 Allianz Cornhill Insurance  
 Alpha International  
 Alpine Electronics of UK Ltd  
 AMC Consultants (UK) Ltd  
 Amcor Tobacco Paka  
 AMEC  
 Anantha Limited  
 Andras House Ltd  
 Aneurin Bevan Health Board  
 Anglotopia.net  
 Anritsu  
 Aramco Overseas Company  
 ARKRAY Global Business, inc.  
 AS Consulting  
 Asda  
 Aspen Hamilton Ltd  
 Association of British Insurers (ABI)  
 Association of British Orchestras  
 Autodesk  
 Automat Limited  
 Automotive engineering  
 Avocent  
 Avon & Somerset Constabulary  
 AXA PPP Healthcare  
 Aylesbury Vale Equality & Human Rights Council  
 Aztec Data Ltd  
 BAA  
 Bader International Study Centre  
 Baker & McKenzie LLP  
 Balfour Beatty Utility Solutions  
 Balloon One Ltd

Banff + Buchen College of Further Education  
Bangor University  
Bank of Tokyo-Mitsubishi UFJ, Ltd  
Barclays Group/Barclays Bank PLC and Barclays Capital Services Limited  
BB  
BBC (British Broadcasting Corporation)  
Beaumont  
Best Western Stade Court Hotel  
BHP Billiton  
BHR hospital trust  
Biotechnology and Biological Sciences Research Council (BBSRC)  
Birkbeck College  
Birmingham Churches Together Training  
BITE Consulting Group Ltd  
Blair Thorpe architects  
BMO Capital Markets  
Bobath Centre for Children with Cerebral Palsy  
Borough Council  
BP Oil  
Braemar Shipping Services PLC  
Brent Association for Voluntary Action  
British American Tobacco Plc  
British Arab Commercial Bank (BACB)  
British Association of Removers  
British Medical Association  
British Pharmacological Society  
British Telecom  
British-Africans In Government (B.I.G.)  
Brunel University  
bsgs college  
BT Telecoms  
Bupa  
Business & Decision Limited  
Business Management Yorkshire  
Busy Bee  
Call IT solutions  
CAN (Offshore) Ltd  
Canadian Imperial Bank of Commerce  
Cancer Research UK  
Canon Europe Ltd  
Capgemini Plc  
Capital Group Companies  
Cardiff University  
Carphone Warehouse  
Cathley Enterprises  
Cebu Oriental Restaurant  
Celtic League  
Celtic Lines  
CEMEX UK Operations Ltd  
Centre People Appointments  
Centre People Appointments Limited  
CGI  
Church of England  
Citi Group Uk limited  
City & Guilds  
Clifford Chance LLP  
Clovelly House Residential Home Ltd  
Clyde and Co LLP

Clyde Carers Community Services  
Clydeview limited  
CM Expertise Ltd  
CMS Cameron McKenna LLP  
Cocogreen  
Colleges in the University of Cambridge  
Comet  
community integrated care  
Computer Software  
CoolUse Ltd.  
Co-Operative Financial Services  
Cordierite Computing Ltd  
Corelogic LTD  
Cornwall Migrant Worker Group  
Corus Steel, UK  
Cosmo Restaurant Group  
CPRE Arun District  
Credit Agricole  
Credit Suisse Securities (Europe) Limited  
Cromwell College of IT & Management  
Crystal Services LTD  
CS & Co  
CSR Plc  
Cummins Generator Technologies  
Cwm Taf Local Health Board  
Daido Metal Co., Ltd.  
Daihatsu Diesel (Europe) Ltd  
Dai-ichi Life International (Europe) Ltd.  
David V Lawson  
Davidson Large LLP  
Davis Polk & Wardwell LLP, a New York LLP  
Dearson Winyard  
DEC  
Dehofamy Nigeria limited  
Delphi Diesel Systems  
Det Norske Veritas  
Deutsche Bank  
DHL  
Diageo  
Diamond Light Source Ltd  
Digitalus Ltd  
Dishoom Limited  
DNS  
Dominos  
Duff & Phelps  
Durham Careline  
Durham University  
DWP  
DWP - JobCentre Plus  
Dynamic Futures  
East Midlands Strategic Migration Partnership  
East of England Local Government Association  
East Sussex County Council  
Edexcel  
EEVT LTD  
Egyptian Starch & Glucose Manufacturing Company  
Electro Centre Ltd  
ELmac & Associates Ltd

EMALL LTD  
Embassy of Japan in the UK  
Energy & Utility Skills / National Skills Academy for Power  
Engineering Construction Industry Association  
England and Wales Cricket Board  
Equality South West on behalf of South West Forum for Migrant Workers & South West  
Regional Employment and Skills Board  
Ernst & Young  
European Tel  
Eurostat  
Eurostop  
Evangelical Presbyterian Church in England and Wales (Charity no 801835)  
Eversheds LLP  
ExCeL London  
FactSet Europe Limited  
Farley & Associates Ltd  
Fastback Limited  
FCSL  
Financial Services Skills Council  
Football association  
Friends World Committee for Consultation  
Fu Tze Ltd  
Fujitsu plc  
Furnish Kennels  
Futaba-Tenneco UK  
FXALL Inc  
GARAS  
General Healthcare Group  
Get Licensed Limited  
Gigsport.com  
Giraffe concepts  
GL Noble Denton  
Glasgow Caledonian University  
GlaxoSmithKline  
Global Medics Ltd  
Global People  
Gold and Apfel limited  
Golden Bush (UK) Ltd  
Goldman Sachs International  
Goldstar Chefs  
Great Ormond Street Hospital for Children NHS Trust  
GSK  
H & O Professional Services LLP  
H5 Private Healthcare Alliance (representing the five largest private hospital operators in  
the UK: General Healthcare Group; HCA International; Nuffield Health; Ramsay Health;  
Spire Healthcare)  
Hamro Sewa  
Hashimoto Limited  
Hawk business  
HBSoft UK  
HCA International Ltd  
HCL AXON  
Healthcare Locums plc  
Heriot-Watt University  
Hertfordshire County Council  
Hexaware Technologies UK Limited  
Higher Education  
Hi-Lex Corporation

Hiscox plc  
 Hitachi Automotive Systems Ltd.  
 Hitachi Europe Ltd.  
 Hitachi Software  
 Hitachi Zosen Europe Limited  
 Homejames  
 Honda Motor Co., Ltd.  
 Honda of the UK Mfg Ltd.  
 HPA  
 HSBC Bank Plc  
 HSBC Global Investor Immigration Services  
 HSBC Holdings Plc  
 Human Rights And Equalities Charnwood  
 IBM  
 ICAP Plc  
 IEP Management  
 IEPUK/IEP Management  
 iFlux Technologies  
 ILPA  
 Img  
 Imperial College London  
 Independent Healthcare Advisory Services  
 Info Plus Technology UK Ltd  
 Infosys Technologies Limited  
 Institute of Economic Affairs  
 Institution of Chemical Engineers (IChemE)  
 International Transport Workers' Federation (ITF)  
 IRYX Ltd  
 Isle View Home Ltd  
 Jans construction company  
 Japan Auto Parts Industries Association (JAPIA)  
 Japan Petroleum Exploration Co., Ltd.  
 Jecity.net Limited  
 JEOL(U.K.) Ltd.  
 JK Technosoft(UK) Ltd  
 John Innes Centre  
 John Wades  
 Johnson and Johnson  
 JPMorgan Chase N.A  
 JTEKT Automotive UK Ltd.  
 Kalam solicitors  
 KASAI KOGYO CO., LTD.  
 Kawasaki Heavy Industries (UK) Ltd.  
 KBR  
 Kellogg Brown & Root (UK) Limited  
 Kennington Tandoor  
 Kent Equality Cohesion Council  
 Kettering General Hospital NHS Foundation Trust  
 King Edward VI College  
 Kingston Gate IT Services Company Ltd  
 "K" Line (Europe) Limited, "K" Line Bulk Shipping (UK) Limited & "K" Line LNG Shipping (UK) Limited (Affiliated companies of Kawasaki Kisen Kaisha, a shipping company in Japan known as its trading brand name "K" Line)  
 Komatsu UK Limited  
 KPMG LLP  
 Kyocera Fineceramics Ltd  
 Lahore karahi  
 Lambeth Solicitors



Lanna Thai  
Lawlor & Associates Recruitment  
Lawlor Associates Recruitment Limited  
Learning Trust  
LEDAS  
Leeds Metropolitan University  
Leisureplex Ltd  
Leung & Co solicitors  
LGSoft India  
Lightgram Data Ltd  
Limco Ltd T/A Le Spice Merchant  
Lloyds TSB Plc  
London Borough of Waltham Forest  
London Clinic  
London Deanery  
London First  
London School of Hygiene & Tropical Medicine  
London school of managemnet  
Lotus care Limited  
Loughborough University  
LPW Computer Services Ltd  
Ludlow Street Healthcare  
M & M Business Accountants Ltd  
M R ALAM  
M W Kellogg Limited  
MA Consultancy  
Makita (UK) Limited  
Marks and Spencer  
Marubeni Europe plc  
Matsuura Machinery Plc  
McQuay  
Medacs Healthcare  
Media Analytics Ltd  
Medical Research Council  
MEDIVISAS UK LLP  
Metro Care Home  
Migrants Rights Network  
Migration Expert Ltd  
MigrationwatchUK  
Milton Keynes Group Security  
Minatis Limited  
Mitie  
Mitsubishi Electric Europe B.V.  
Mitsubishi Pharma Europe Ltd  
Mitsubishi UFJ Securities International plc  
Mitsubishi UFJ Securities International plc ("MUSI")  
Mitsubishi UFJ Trust & Banking Corporation  
Mitsui Zosen Europe Limited  
Mizuho Corporate Bank Ltd  
Mizuho Corroate Bank Ltd  
MLU  
MM  
Morgan Lewis & Bockius  
Morvern Care Centre  
Motorola  
Mott Macdonald  
NASS organization  
NASSCOM

National Grid  
Natural History Museum  
Nautica  
Netsite  
Newland Chase  
News International Limited  
Next Software Limited  
NGK  
NGK Spark Plugs (UK) Ltd.  
NHS  
NHS Barnet  
NHS Grampian  
NHS organisation  
NHS Pharmacy Education & Development Committee  
NHS, Grampian  
NHSWest Midlands  
NIIT Technologies Ltd  
Nissan Motor Manufacturing (UK) Limited  
Nissin travel service (UK) Ltd,  
Nomad Editing Company, Ltd.  
Norfolk and Norwich University Hospitals NHS  
North Bristol NHS trust  
North Ferriby Nursing Home  
North Somerset Council  
North Tees & Hartlepool NHS Foundation Trust  
North West London Hospitals NHS Trust  
North West Regional Strategic Migration Partnership  
Northamptonshire Care Home Association  
Northumbria University  
Numada Healthcare  
Nurses Association of Jamaica (UK), Birmingham branch  
NYSE Euronext  
O.C.S.S.C  
O2 plc  
Omaxe Limited  
One of London VFX power houses  
One-World Link  
Openbet Ltd  
Origin Recruitment Ltd  
Overseas News Agency  
Oxfam  
Oxford Brookes University  
Oxfordshire County Council  
Oxygen 8 Ltd  
Pasion Pictures  
Penningtons Solicitors LLP  
Pepsico UK & Ireland  
Permits Foundation  
Perth College UHI  
Petroleum engineering  
Pfizer Ltd  
Philippine Nurses Association of United Kingdom  
Phoenix Group  
Pizza hut uk  
Plastic Moulding Solutions  
Praxis Community Projects  
Premier Inn  
Pricewaterhouse Coopers

Proficient Immigration Services  
Prosonix Ltd  
Public Health Agency  
PWC  
Qual -IT Services Ltd  
Queen Mary, University of London  
Queen Victoria Hospital NHS Foundation Trust  
Quest Diagnostics  
Radhe Softwares Limited  
Rainbow Tag Ltd  
Ramsay Health Care UK  
Rappel Health Law Group, P.L.  
RBS  
Reed Global Resourcing  
Regent Hotel  
Regent's College  
Regime Security  
Registered Nursing Home Association  
Research In Motion Limited  
Reserve Bank of Australia  
Reuters  
Rio Tinto  
Robert Gordon University, Aberdeen  
Rockhare Limited  
Roehampton University  
Roland Bell & Associates  
Rolls-Royce Group plc  
Romax Technology Ltd.  
Royal Bank of Canada  
Royal Bank of Scotland  
Royal College of Nursing  
Royal Devon and Exeter NHS foundation trust  
R-TEK Ltd.  
Rumble  
Russian News Agency RIA Novosti  
Ryobi Aluminium Casting (UK), Ltd.  
SAFD  
Sage Nursing Home  
Sage Partnership  
Sainsbury Laboratory  
Samsung  
Samsung UK Limited  
Sandwell Foods Ltd  
Santander  
SARAYU INFOTECH  
Scottish Association for Marine Science  
Scottish Chambers of Commerce  
Scottish IT & Education Consultants  
SEAP  
SecuriGroup Services Ltd  
SEGA  
Select Service Partners  
SenSpa at Careys Manor Hotel  
Sequel Business Solutions Limited  
SHARP Manufacturing co. UK  
Shell Gpetrol  
Shell International Ltd  
Siemens

SIFTEL  
SkillClear  
SKM Consulting Ltd  
Sky Broadcasting corporation  
Smith Stone Walters  
Smith Stone Walters Limited  
Snakecatcher Charcoal  
SNC Lavalin UK Limited  
Sodexo defence services  
SOFEX  
SOFGEN UK Ltd  
Sony Corporation  
Sony Europe Limited  
Southend Hospital  
Southend on Sea Darby and Joan Organisation Ltd.  
Spice Lounge  
Spire Healthcare  
St Paul's Steiner School  
Stanle Electric Co., Ltd.  
Stanley Electric (U.K.) Co., Ltd.  
Steria Limited  
Students Not Suspects  
Sue Ryder Care  
Sumitomo Mitsui Banking Corporation Europe Limited  
Sun consultancy  
Sutters partnership  
Suzuki GB Plc  
Sybersolve Solutions Ltd  
Taj Solicitors  
Tansoft Ltd  
TASIS The American School in England  
Taste of Spice  
Taylor Wessing LLP  
TBA  
Technocom Consulting Limited  
Tees Esk and Wear Valleys NHS Foundation Trust  
Teesside University  
Teikoku Pharma UK Ltd  
Telecom  
Tesco Stores Ltd.  
The Cambridge Colleges  
The telegraph  
Three Islands PNH  
Tiens  
Tiktak  
T-Mobile  
Tokio Marine Europe Insurance Limited  
Tony Gee LLP  
Total Exploration & Production UK Ltd  
Total Gas  
Toyoda Gosei Co., Ltd.  
Toyota  
Transport for London  
Travers Smith LLP  
TUGrant  
Tyler Capital Ltd  
UBS AG  
UCL

UK Border Agency  
UK Chinese Times  
UK Immigration Services  
UK Work Permits Ltd  
United Kingdom Outdoor Liaison Group  
United Lincolnshire Hospitals Trust  
University College London  
University College London (UCL)  
University Hospital of North Staffordshire  
University of Bedfordshire  
University of Cambridge  
University of Cambridge (Department of Genetics)  
University of Central Lancashire  
University of Edinburgh  
University of Essex  
University of Exeter  
University of Leicester  
University of Manchester  
University of Nottingham  
University of Oxford  
University of Portsmouth  
University of Salford  
University of Sheffield  
University of Southampton  
University of St Andrews  
University of Surrey  
University of Sussex  
University of Ulster  
University of York  
University of Southampton  
Vanco limited  
Vegetable seed company  
Venue 5 ltd  
Vira International Ltd.  
Vodafone  
Vodafone Plc  
VT Four S on behalf of Surrey County Council (schools)  
Washington E&C Limited (UK trading entity of URS Corporation)  
Watson, Farley & Williams  
Welding Institute  
Wellcome Trust  
Westinghouse Electric UK  
Westpac Banking Corporation  
White Rose Visas  
Whitefields Consulting Ltd  
Willmott Dixon construction  
Wipro Technologies  
Wood Mackenzie Ltd  
WorleyParsons Europe Ltd  
www.slu.se  
Xeric Systems Ltd  
Yahoo!  
Yamada Manufacturing Co.,Ltd.  
YAZAKI Corporation  
YKK Europe Ltd.  
Zaha Hadid Architects (registered company name Zaha Hadid Limited)  
Zenith Bank

