



Consultation on limits on Non-EU Economic Migration: 28th June to 17th 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 28th June – Friday 17th September¹. 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.

¹ 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 responsibilities² (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.

² 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
Toyota 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

