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RESTORING CONTROL: NAVIGATING THE 2025 UK IMMIGRATION REFORMS IN FRONTLINE INDUSTRIES

A Strategic Guide for HR and Talent Leaders in Healthcare, Hospitality, Logistics, and Construction

July 2025

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INTRODUCTION

In May 2025, the UK Government released a white paper entitled “Restoring Control Over the Immigration System”, unveiling sweeping immigration reforms. A Statement of Changes to the Immigration Rules (HC 997) followed shortly thereafter, formalizing the proposed reforms effective as of 22 July 2025. This marks the most significant reform since the post-Brexit immigration changes of 2020 (Home Office, 2025a; Home Office, 2025b).

The reforms aim to reduce net migration and address what officials describe as an “overreliance on non-UK workers,” particularly in mid-skilled roles (Home Office, 2025a). According to the Home Secretary, this represents “a complete reset” focused on “higher skills, lower numbers and tighter controls” (Home Office, 2025a). For HR and talent acquisition professionals in UK-based and multinational companies, these changes mandate a re-evaluation of workforce strategy and planning.