



MERRY CHRISTMAS TO OUR CANDIDATES FROM ALL OF US AT BISON MANAGEMENT

BISON UK MOVES TO LARGER PREMISES



To accommodate its global expansion plans, Bison Management Corp (UK) Ltd has moved to larger premises at 2, Penta Court, Station Road, Borehamwood, Herts WD6 1SL which is adjacent to the Elstree & Borehamwood main line station.

CANDIDATE ENQUIRIES: TELEPHONE, FAX & EMAIL ALL REMAIN THE SAME

Contact details for Candidate Enquiries:-
CANDIDATES FROM OUTSIDE UK
Email: candidates@recruitnurse.com

CANDIDATES FROM INSIDE UK
Telephone: +44 (0)870 041 4655

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BISON MANAGEMENT SPONSORS GARY V

Life isn't all work! As sponsors of Gary V's London visit, Bison Management recently took some time out to see him in concert and meet him in person. As many of you will know, Gary is a big star in the Philippines. THE CONCERT WAS FANTASTIC!



CHARLES KELLY SPONSORS NURSE TRAINING IN THE PHILIPPINES

Charles Kelly (Managing Director of Bison Management) hands over cheques to Bernard Mealing of The Bernard Mealing Foundation, a charity which works in the Philippines. The money will go directly to pay the fees to put a nurse through Nursing School. See page 2.

BISON CHRISTMAS PARTY: EQUINOX, LEICESTER SQUARE

EQUINOX XMAS PARTY
12th DECEMBER 2004,
6.00P.M. to MIDNIGHT.
Everyone welcome.

All candidates and their dependants, relatives and friends are invited. Tickets £10.00 on the door. The first 100 Candidates who ask to attend will get FREE TICKETS.
Equinox is in Leicester Square, London.
ACT NOW: Call the BISON CLUB HOTLINE 0870 041 4657 to reserve your FREE TICKETS.

EXPANSION OF CONSULTANCY SERVICES TO CLIENTS

Due to popular demand, Bison has expanded Consultancy Services to its Employers who want Visas, Work Permits and other Home Office requirements for Staff they have employed themselves and Dependants of those Staff.

Candidates often find a job with an employer but both parties still need the legal requirements/paperwork arranged.

Bison can now help. See page 3...

BISON LAUNCHES CLUB

Bison Management has launched 'CLUB BISON' which will organise social events for candidates to get to know each other better. We hope to see you at one of our events. See page 2...

IMMIGRATION LAW TRAINING



Bison Management staff have successfully completed Immigration Law training as required by the Office of the Immigration Services Commissioner (OISC). See page 2...

BISON LAUNCHES "CLUB BISON"

A FREE CLUB OPEN TO ALL OVERSEAS WORKERS, FRIENDS AND FAMILY!

NEW BISON CLUB HOTLINE: 0870 041 4657

CLUB-BISON is offering FREE MEMBERSHIP to an exciting new service aimed at offering valuable benefits to members. Club Bison Benefits will include: **Annual Party for Members, Free Newsletter, Community News, Job Opportunities Latest News on Immigration and Home Office updates, Work Permit and Visa Consultancy through regulated advisers, Best Deals on Travel, Remittance and Cargo. We also plan to offer on-and off-line training products from second languages to care and other products of interest to members.**

Members will also get first hand news of any forthcoming concerts and events we are sponsoring such as Martin Nievera in March 2005. To join, just go to www.clubbison.com or phone 0870 041 4657. Membership is FREE and open to everyone! Free Draw for first 1000 to join – **1st Prize: Amazing "Magic Microphone" Karaoke Machine!!!**

FRANCHISE UPDATE There has been a great deal of interest in the Bison Franchise Opportunity. Bison will be hosting an event in early 2005 at which all those interested in the Bison Franchise Opportunity will be welcome. Visit www.recruitnurse.com regularly for updates.

CHARLES SPONSORS NURSE

Charles Kelly sees nurse sponsorship as an excellent means of helping a needy person gain a valuable qualification to help support them and their family. Secondly, it's a way of "putting something back" into The Philippines. "If more people could sponsor this 'train-a-nurse' programme it would provide more nurses in The Philippines and enable students from poorer families to work their way out of poverty". Charles urges others to get involved in this worthy cause.

IMMIGRATION MATTERS THE HOME SECRETARY SAYS...

The UK home office is reviewing charges for various types of application, from April 2005, including the following common types set out in the table below:

Application Type	Current Fee	Proposed Fee Range
Leave to Remain (postal & premium)	£155 & £250	£195 – £450
Sector Based Scheme	£153	£140 – £220
Highly Skilled Migrants Programme	£150	£230 – £325

For updates on these fees and other Immigration Matters, please visit www.recruitnurse.com

More Work Permits issued each year

In 2002, 136,000 work permits were granted, three times the number in 1997. In 2003, Work Permits UK issued 175,000 work permits. The UK has established two new sector based schemes for the hospitality and manufacturing sectors where there are recruitment difficulties. These will allow 20,000 permits to be issued as part of this total. See **Sector Based Scheme** on back page 4. The Home Office has also introduced a separate **Highly Skilled Migrant Programme**, designed to attract the top talent to the UK. This is good news, especially for professional Filipino people wishing to find work in the UK. The Philippine Labor Attaché, Attorney Victor Ablan, estimates that, during the last 3 years, around 30,000 Filipino Contract Workers were granted UK Work Permits. **This means that Filipinos are major contributors to the UK economy!**

BISON MANAGEMENT UK PROVIDES THE FOLLOWING LEGAL CONSULTANCY SERVICES:

Work Permits & Visas;
Immigration Advice; Residency – Indefinite Leave to Remain;
Naturalisation – Obtaining British Citizenship; Reviews & Appeal

"Bison have provided a professional and efficient service both here in the UK in the initial stages of our campaign and in the Philippines, where they recruited suitable nurses for interview."

**Moorfields
Eye Hospital**

BISON STAFF SUCCESSFULLY COMPLETE IMMIGRATION LAW TRAINING REQUIREMENTS FOR OISC

Bison Management UK staff have successfully completed Immigration Law training as required by the Office of the Immigration Services Commissioner (OISC). Barrister and Immigration Consultant, Mavelyn Vidal, took Bison's employees on a journey through the perplexing world of UK Immigration Law in the congenial surroundings of Borehamwood's Moat House hotel. Immigration is a big issue at the moment, and so it is vital that all Bison staff



know the legislation they deal with on a day to day basis. After the day-long session, staff members confirmed the usefulness of Mavelyn's course. "It is really important that we know what we are talking about when it comes to immigration," explained office manager Melben De Jesus. "We need to be able to help applicants looking for a job, and ensure that our clients receive the right guidance on these issues as well. I think we all feel more confident and comfortable with what is often a very complex area of the law."

Further courses, designed to make sure Bison UK continues to deal efficiently and positively with Immigration issues, are in the pipeline.

HOW TO BRING YOUR DEPENDANTS TO THE UK

Many overseas Nurses, Senior Carers and other overseas workers would like their spouse and children to join them here in the UK, but are unaware of how to process the application and the rules concerning family settlement. Your family member will need to obtain a visa from an Entry Clearance Officer at the British Embassy and Consulates your country of origin e.g. in Manila.

Who may join you? Spouses; Children under 18.

Who will normally not be able join you? Other relatives, such as Brothers & Sisters, Parents, Children Over 18.

What are the requirements? The rules for spouses are detailed, but basically, you must satisfy the Entry Clearance Officer that you are married to a person with leave to remain, that you will be living together, have accommodation and can support yourselves without any recourse to public funds. Apart from the financial side, one of the main things you will have to prove is that you have somewhere to live which is exclusively yours. In other words your own flat or room, not nurses accommodation on hospital grounds!

Can my Spouse Work? Yes they can! The good news is that they can do any job.

Is my spouse tied to my work permit? Yes they are, so you'd better stay together!

Araceli (pictured with in their new house in Watford with her Husband and two children) came to the UK (through Bison Management UK) in 2001 from Saudi Arabia to do her adaptation in Feldon Croft Rehabilitation Centre. Her husband, Arnell, initially stayed in Saudi Arabia and joined her in 2003. Bison Management UK helped him get a job as a maintenance man at a local nursing home. When they got themselves established and had moved into their own accommodation, Bison Management UK helped them to bring their two children to the UK where they now attend the local primary School in Watford. Araceli is obviously overjoyed that the family is now reunited again. She said "I am so happy to have my family with me and the children are settling in well at the local primary school".



Sunday 17th Oct 2004: Cynthia Barker of Bison Management visits Araceli, Arnell and their children in their New Home.

As further proof that Filipino and other overseas workers are settling well and bringing economic benefits to the UK, we are delighted to announce that **Araceli and Arnell have joined the growing band of recent arrivals who have bought their own house. Congratulations to both of you!**

Further information on bringing your dependants to the UK can be obtained on our website www.recruitnurse.com where you can also download our "Dependants" form and requirements.

BISON EXTENDS ITS VISA & OTHER CONSULTANCY SERVICES Bison has encountered many employers who have identified overseas staff they would like to employ but then have had difficulty with the administrative headache of obtaining Visas, Work Permits and other required documents for those staff and their dependants. Therefore, given the company's history of experience and success with obtaining such documentation on behalf of both employers and candidates, Bison has extended its Consultancy Services to its Employers who want Visas, Work Permits and other Home Office requirements for Staff they have employed themselves and for Dependants of those Staff.

Ask your Employer to telephone Bison Consultancy Department on 020 8905 1822 (this number is for employers only)

USING A CAREGIVER SCHOOL

What Caregiver Schools Will Do For You

According to the Technical Education and Skill Development Authority (TESDA) website, there are over 600 registered caregiver programmes in the Philippines. Many Caregiver Schools in the Philippines offer a six-month programme which offers to 'train students to be Professional Caregivers in the United Kingdom'. A typical course may focus on skills to provide professional care to children, the elderly and the disabled. The course duration could be 750 hours of lecture and laboratory and 240 hours of on-the-job training in a hospital or health care institution. For example, the "CPV" Caregiver School, with branches all over the Philippines, offers a comprehensive six-month course based on UK standards and is run by Mrs Rabang, a qualified UK Registered General Nurse. Graduates from the School should have a clearer understanding of the UK system and what to expect when they start working here.

What Caregiver Schools Will Not Do For You

Before you enroll on a course with a Caregiver School, please remember that you will not necessarily be eligible for a job in the United Kingdom when you have successfully completed the course. This is because a caregiver course is not a recognised qualification in the UK and, therefore, the Home Office will not grant a work permit based solely on this qualification. You will also need relevant working experience before you will be eligible to apply for a Work Permit in the UK.





CPV PHILIPPINES INC

**Make a Career Move
Be a CareGiver Abroad**

**Don't miss the golden opportunity!
Be financially stable, fulfill your dreams
and, provide your family a secure future!**

<p>For Canada</p> <p>College gradates/Undergraduates. Medical or non-medical courses with at least 72 units completed.</p>	<p>For United Kingdom</p> <p>With 3 years experience in a hospital or institution. Medical or non-medical course.</p>
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CPV TUGUEGARAO CPV VIGAN CPV ILO-ILO

Sector Based Scheme – an alternative route to working in the UK

Many of our readers have come to the UK on a Work Permit as qualified Nurses or Senior Carers and would now like to help their friends and relatives do the same. The problem is that not everyone has a nursing qualification or the appropriate amount of experience in care work to qualify for a Work Permit. So how can low skilled workers legally enter the UK to work? The recently launched Sector Based Scheme may provide the answer.

What is the Sectors Based Scheme? The scheme allows workers from outside the European Economic Area (EEA) to enter the United Kingdom to take short-term or casual jobs. In 2003-2004 there are 20,000 places on the scheme. The scheme is open to all non-European Union nationals aged between 18 and 30.

This work is low skilled and jobs are only available in these sectors:

- the hospitality industry (hotel and catering work)
- the food manufacturing industries (meat and fish processing and mushroom production)

How can I apply? Visit our website www.recruitnurse.com regularly for updated information about how Bison Management can help your friends and relatives to legally enter the UK to work.

BISON MANAGEMENT CORP (UK) LTD – For all your recruitment needs

...STOP PRESS...STOP PRESS...STOP PRESS...STOP PRESS...

IN-COUNTRY ADAPTATION NURSE SCHEME - Bison has a number of Employers who are looking for In-Country nurses requiring Adaptation. If you are interested in an Adaptation place and you are currently in the UK, contact ADAPTATION DEPARTMENT on 020 8207 1020 or visit www.recruitnurse.com

BISON OFFICES CLOSED FOR HOLIDAYS - Please note that Bison Management offices at 2 Penta Court will be closed for holidays from Mon 20 Dec 2004 to Tue 06 Jan 2005.

ABOUT US - An international recruiter in the nursing and healthcare industry, Bison Management Corporation (UK) Ltd. is an employment agency which specializes in providing well qualified, experienced and enthusiastic foreign nurses (and other healthcare professionals) to fill nursing jobs, medical jobs, hospital jobs and other care sector jobs in the UK. The company also assists low-skilled workers to enter the UK under the Sector Based Scheme as well as providing Visa & Work Permit Consultancy Services to employers who wish to obtain work permits and visas for staff they wish to employ.

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Bison Management UK



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BISON SPONSORS MARTIN NIEVERA – “ASIA’S CONCERT KING” IS COMING TO UK

Martin Nievera, who is known as ‘Asia’s Concert King’, is coming to the UK for a concert at Wembley Grand Hall on 19 March 2005. Bison Management are sponsors and CLUB BISON members will be attending.

For tickets telephone: 020 7373 3227 or 01932 707093 or 074946 737 177

or Book Online www.showphilippines.com

