

## Business Immigration

### How we can help your business

**To be a successful business, having staff with the necessary skills is crucial. This may result in having to recruit from overseas.**

The UK points-based immigration system requires employers to comply with immigration regulations. There are also increased penalties for employing illegal workers, which means the stakes are high.

As an employer, you need to understand your ongoing duties owed towards non-UK nationals and the Home Office, which monitors and enforces the engagement of overseas workers.

You must check that all your employees have the legal right to work for you in the UK. Failing to carry out the correct right-to-work checks can lead to a civil or criminal penalty.

#### **How we can help**

##### *Assistance with applying for a sponsor licence*

We can help you to obtain a sponsorship licence and certificates of sponsorship. We'll advise you on the most appropriate route in relation to the visa needed for each employee.

##### *Advice on right-to-work checks*

It is crucial that you know and follow the rules when it comes to right-to-work checks, we'll guide you through the various procedures and deal with the red tape on your behalf. We can also provide right-to-work check training which will be tailored for your requirements.

## We offer training on the following

### Right to Work Check training

- The different types of right-to-work checks.
- When to use manual and online right-to-work checks.
- Using the employer checking service.
- Using an Identity Service Provider (IDSP).
- How to deal with some common tricky issues which can arise.
- The consequences of failing to carry out right-to-work checks correctly.
- Practical tips for making sure right-to-work checks are carried out correctly across your organisation.

### Sponsorship compliance obligations

- General duties of a registered sponsor.
- Overriding duties in relation to the sponsor organisation.
- Right-to-work duties.
- Reporting duties for migrants and the organisation.
- Record-keeping duties.
- Genuineness of vacancies and third-party working.
- Enforcement action from the Home Office.

### Planning for a HO audit

- How the Home Office monitor compliance.
- Cooperating with the Home Office.
- What happens during a scheduled check.
- Discovery of issues.
- The outcome of compliance checks.
- Sanctions for illegal working.
- Action against a sponsorship licence.

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If you would like to discuss any of the above or any other legal aspect of business immigration, we're here to help - please get in touch:

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