UK points-based immigration system:
Employer Partner Pack

Home Office

Thank you for using the June 2021 edition of our Employer Partner pack.

Free movement ended on 31 December and the UK has introduced a points-based immigration system. The new system treats EU and non-EU citizens equally and transforms the way in which all migrants come to the UK to work. Anyone coming to the UK to work will need to apply for permission in advance except Irish citizens or EU citizens eligible for status under the EU Settlement Scheme.

To support you in providing essential guidance about the new points-based system to employers and your stakeholders, we have developed a suite of digital and print assets with information to help employers prepare.

This pack outlines our key messages and provides communication products for use on channels including social media, email updates and e-newsletters. Please do feel free to share this pack and the assets among your wider partners.

Your help and support in communicating this essential guidance is much appreciated. We hope this pack makes it as easy as possible to share updates with your audience and stakeholders through your range of digital channels.

If you have any questions or feedback, please contact us at: PBISEmployerComms@homeoffice.gov.uk

Content

What's new:
- Right to work employer factsheet
- Right to work checklist
- Digital immigration status guide
- Updated Association of Labour Providers/ Home Office labour supply handbook

Also in this pack:
- Link to the PBS Employer GOV.UK page
- Podcast: Business and the future of immigration in 2021
- Frontier workers guide
- Infographic: Overview of sponsorship process for employers

Key messages

- The way you hire from the EU has changed. You must be a licensed sponsor to hire eligible employees from outside the UK.

- Free movement has ended, and the points-based immigration system has salary and language requirements that change the way you hire from the EU.

- The system treats EU and non-EU citizens equally and transforms the way in which employers recruit from outside the UK.

- You need a sponsor licence to hire most eligible employees from outside the UK. This does not apply to Irish citizens.

- Some immigration routes, such as Global Talent, are 'unsponsored'. You don't need a licence to hire employees with an unsponsored visa.

- From 1 July 2021, employers will no longer be able to accept EU, EAA or Swiss passports or ID cards as valid proof of right-to-work, except for Irish citizens.

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The UK's points-based immigration system:
Employers GOV.UK page

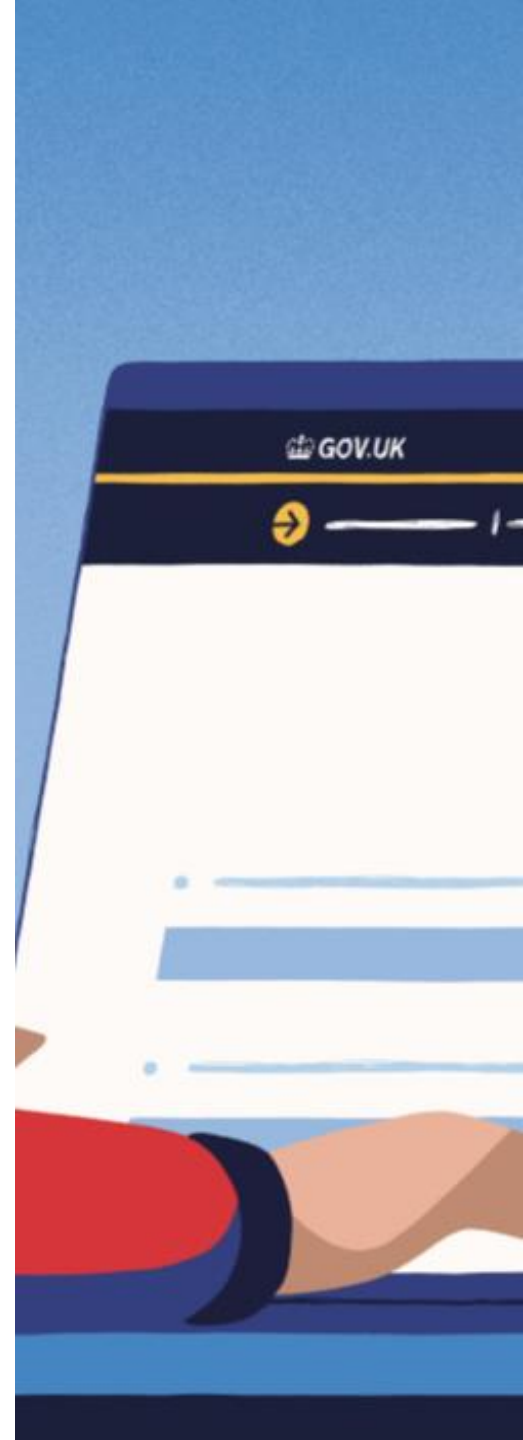**Employers should visit our dedicated GOV.UK page for the latest guidance and resources to support them with the points-based immigration system.**

Please include this link when communicating about the points-based immigration system.

This can be found here

Home Office

The UK's points-based immigration system:
Podcast: Business and the future of immigration in 2021

BUSINESS AND THE FUTURE OF IMMIGRATION IN 2021

POST COPY: Listen to the Home Office's new podcast on the points-based system 'Business and the future of immigration in 2021', created in partnership with @intelligence2. Host @lindayueh is joined by Fragomen LLP's @IanRobbo123 and @fsb_policy's @emeliaquist.

In this special podcast, Home Office is joined by a panel of independent business and immigration experts for a discussion on hiring from overseas and steps businesses can take to get ready.

Please share this podcast, available on GOV.UK, Spotify and Apple, with employers for key changes and dates businesses need to look out for and the guidance on offer to steer them through the process.

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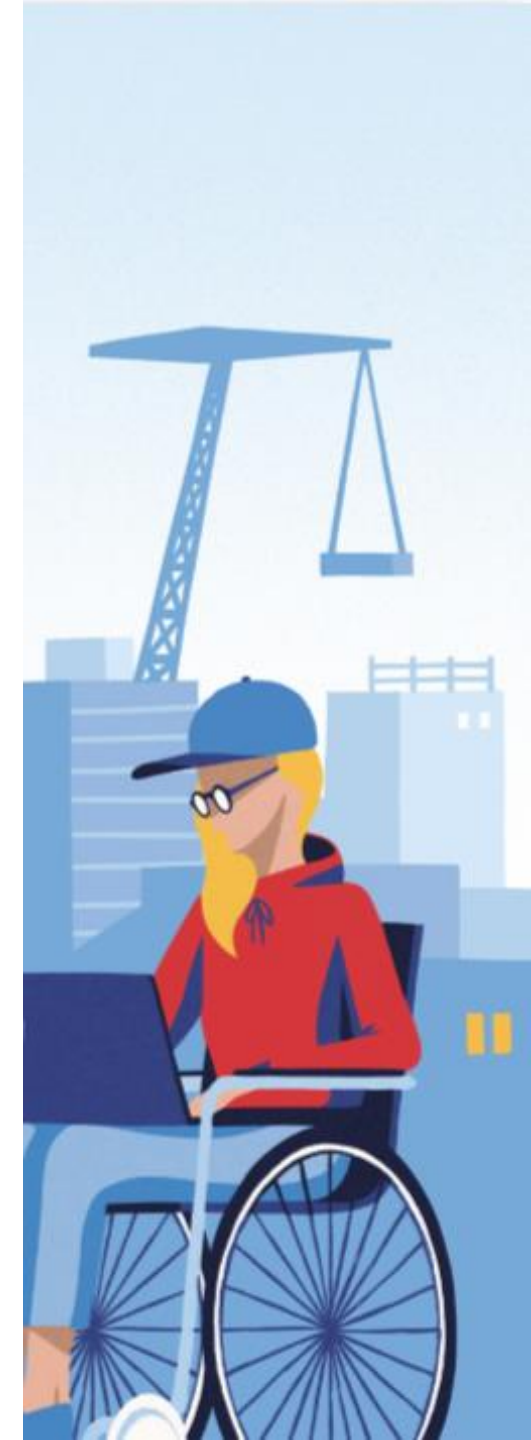
The UK's points-based immigration system:
PBS Employers factsheet
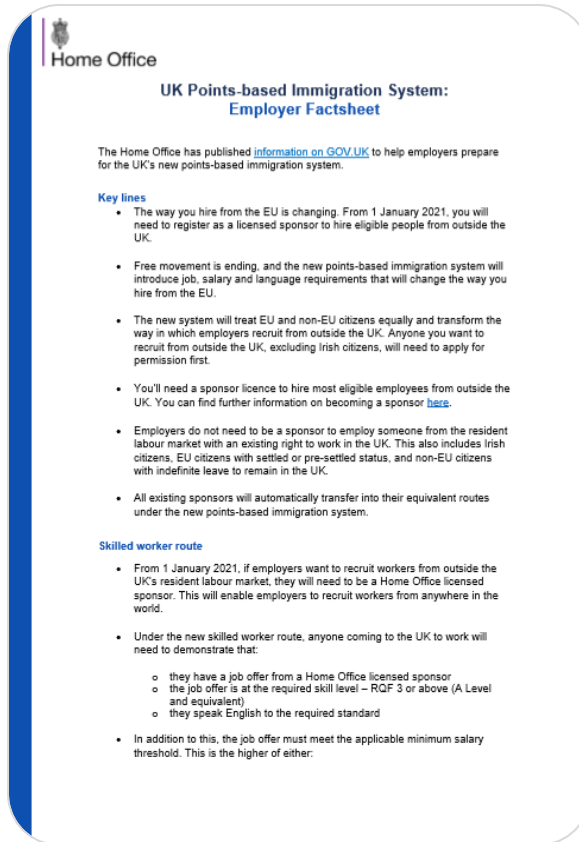
The latest key lines and guidance to support you in communicating the points-based system to employers and your stakeholders.

What's new:
- Graduate route
- Business visitor guidance

You may use this to crib key lines and answer frequently asked questions from your members and stakeholders.

This can be found here

Home Office

The UK's points-based immigration system:
Right to Work: Employer factsheet

These key lines and FAQ are to support you in communicating the Right to Work process to employers and your stakeholders.

What's new:
- Changes to right to work checks from 1 July
- Late application to the EU Settlement Scheme guidance for employers
- Introduction to eVisas

You may use this to crib key lines and answer frequently asked questions from your members and stakeholders.

This can be found here

Right to Work: Employer Factsheet

The Home Office has published updates to the Employer's Guide to Right to Work Checks on GOV.UK to support employers to undertake right to work checks for EEA and Swiss citizens (EEA) from 1 January 2021 to 30 June 2021.

Key lines

- Right to Work checks for EEA and Swiss citizens will not change until after 30 June 2021. As a transition measure, employers can continue to accept the passports and national identity cards of EU citizens as evidence of their right to work up until 30 June 2021.

- Employers are not be expected to differentiate between EEA citizens who arrive before the end of the transition period (31 December 2020) and those arriving after in the grace period from 1 January to 30 June 2021.

- Employers must not discriminate against EEA citizens who choose to evidence their right to work using their passport or national identity card, and neither can you insist EEA citizens use the online service.

- If an individual has not applied to the EU Settlement Scheme by 30 June 2021 or does not hold any other form of leave, they will be in the UK without lawful status. Therefore, they will not have a right to work from that date and may be liable to enforcement action.

- Where the right to work check has been carried out in accordance with the relevant secondary legislation, employers will have established a continuous statutory excuse and a legal defence against liability for a civil penalty in the event that the employee does not have the right to work.

- Employers will maintain a continuous statutory excuse against a civil penalty if the initial checks were undertaken as set out in our guidance.

- New guidance on how to conduct right to work checks on EEA citizens after 30 June 2021 will be provided in advance of this date.

- Queries about the Right to Work Scheme can be sent to:
  - RighttoRentandRighttoWork@homeoffice.gov.uk

Additional information

- EEA citizens with status under the EU Settlement Scheme or the new points-based immigration system may choose to use the Home Office online service to evidence their right to work.

- The Immigration and Social Security Co-ordination (EU Withdrawal) Act 2020 ends free movement between the EU and the UK on 31 December 2020 (11pm). For those EEA citizens who are lawfully resident in the UK by virtue of free movement law prior to the end of the transition period (31 December 2020).
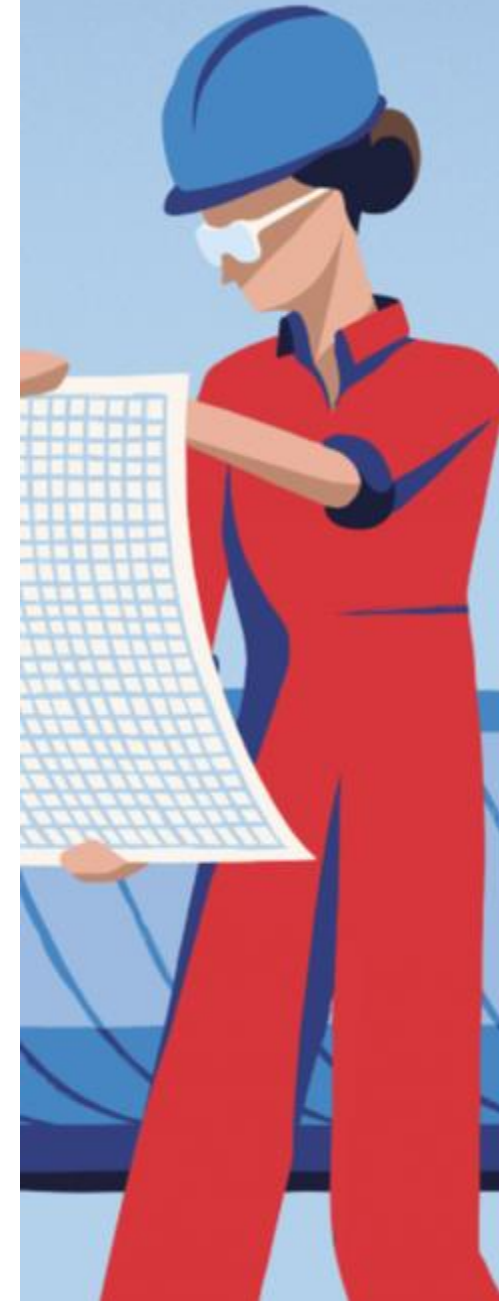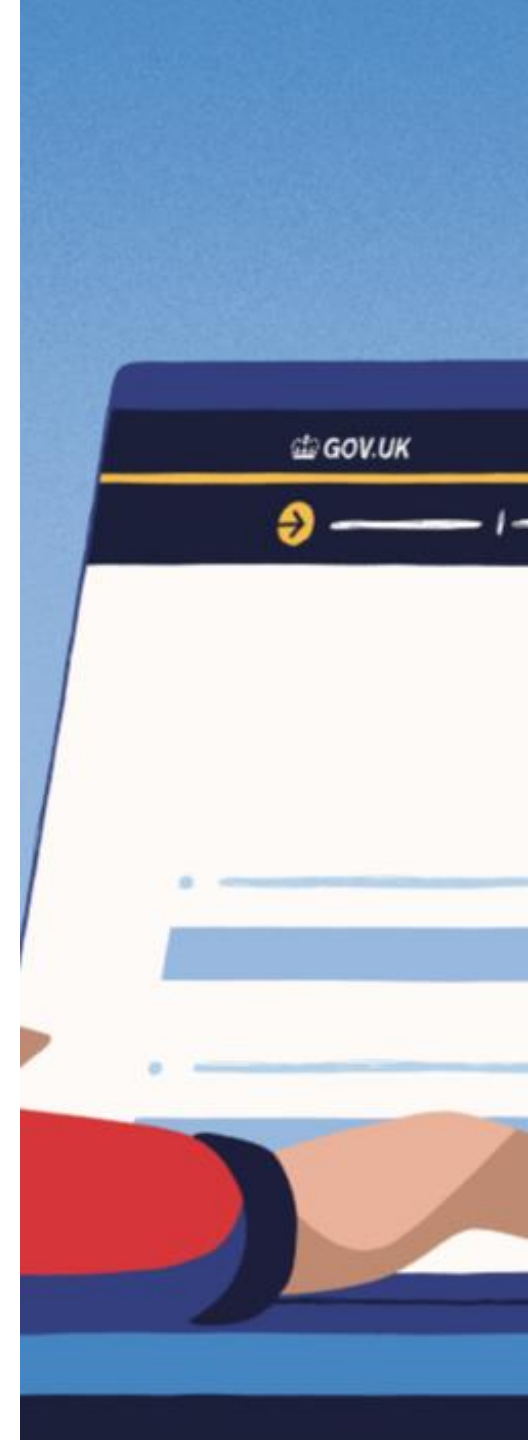
Home Office

The UK's points-based immigration system:
Your immigration status: an introduction for EU, EEA and Swiss citizens

Guidance employers can share with EU, EEA and Swiss citizens about digital immigration status, known as an eVisa.

Please share this guide with employers in your network to distribute amongst their EU, EEA and Swiss citizen employees.

Your immigration status: an introduction for EU, EEA and Swiss citizens

Home Office

The UK's points-based immigration system:
Right to Work checklist

A rebranded and updated printable right to work checklist for employers to use when carrying out right to work checks from 1 July 2021.

Please share this document with employers in your network.

[Right to work checklist](#) - available from 1 July 2021

Home Office

The UK's points-based immigration system: Understanding your right to work in the UK: EU, EEA and Swiss citizens

Guidance employers can share with EU, EEA and Swiss citizens about the Right to Work process, and their responsibilities as an individual.
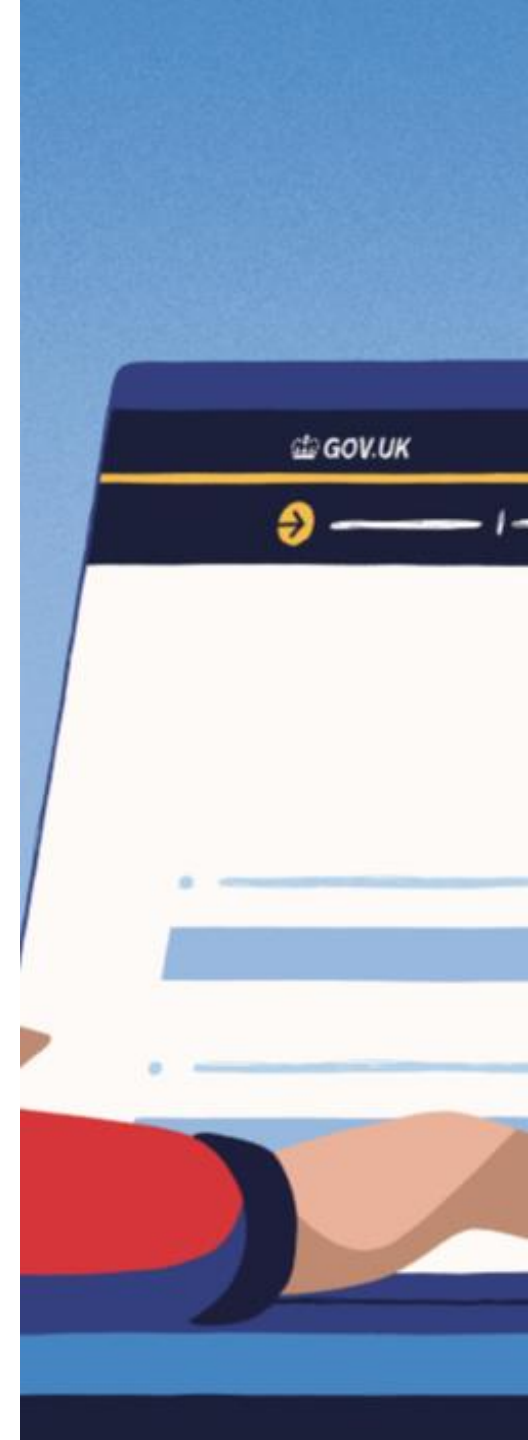
Please share this guide with employers in your network to distribute amongst their EU, EEA and Swiss citizen employees.

[Understanding your right to work in the UK: EU, EEA and Swiss citizens (accessible version)](#)

[Understanding your right to work in the UK: EU, EEA and Swiss citizens](#)

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The UK's points-based immigration system:
An Introduction for employers

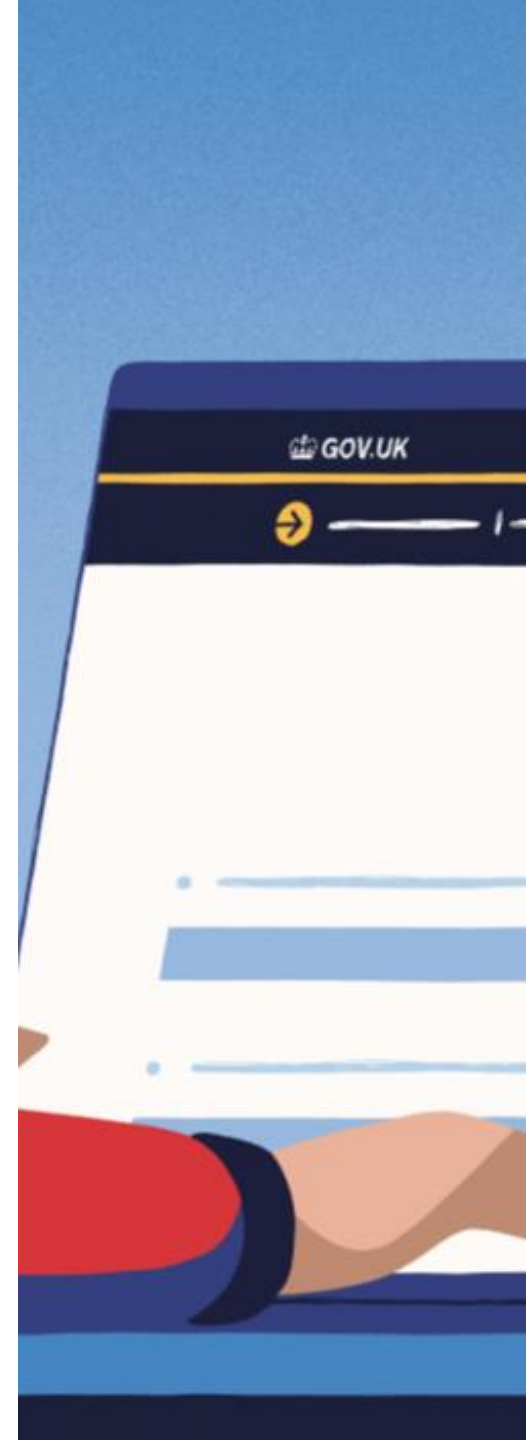**Guidance on the points-based immigration system for employers.**

Please share this guide with employers in your network for detailed information on the sponsorship process, eligibility requirements and fees.

[The UK's points-based immigration system: an introduction for employers (accessible version)](#)

[The UK's points-based immigration system: an introduction for employers](#)

HM Government

The UK's points-based immigration system
An introduction for employers

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The UK's points-based immigration system: Frontier worker permit for EU citizens

This guide provides you with information on the frontier worker permit scheme. A frontier worker is an EU citizen who commutes into the UK for work but lives elsewhere.
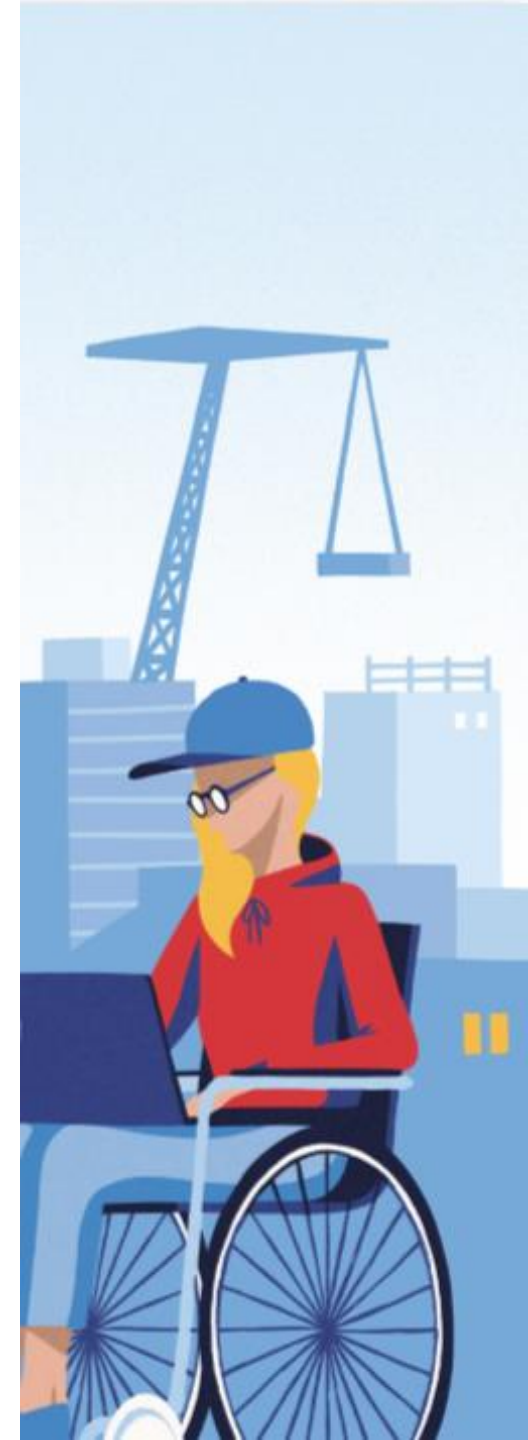
Please share this guide with employees or eligible individuals to help them apply

[Frontier worker permit for EU citizens (accessible version)](#)

[Frontier worker permit for EU citizens](#)

Frontier worker permit for EU citizens

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The UK's points-based immigration system:

Association of Labour Providers / Home Office handbook – Workforce recruitment and labour supply from 2021

This document provides specific, practical guidance for all recruiters, HR professionals and employers on actions that must and should be taken in respect of their existing workforce and future recruits in response to Brexit.

What's new:

- Latest right-to-work guidance
- Guidance on late applications to the EUSS
- Information on the graduate route

ALP – Immigration and right to work

Workforce recruitment and labour supply from 2021
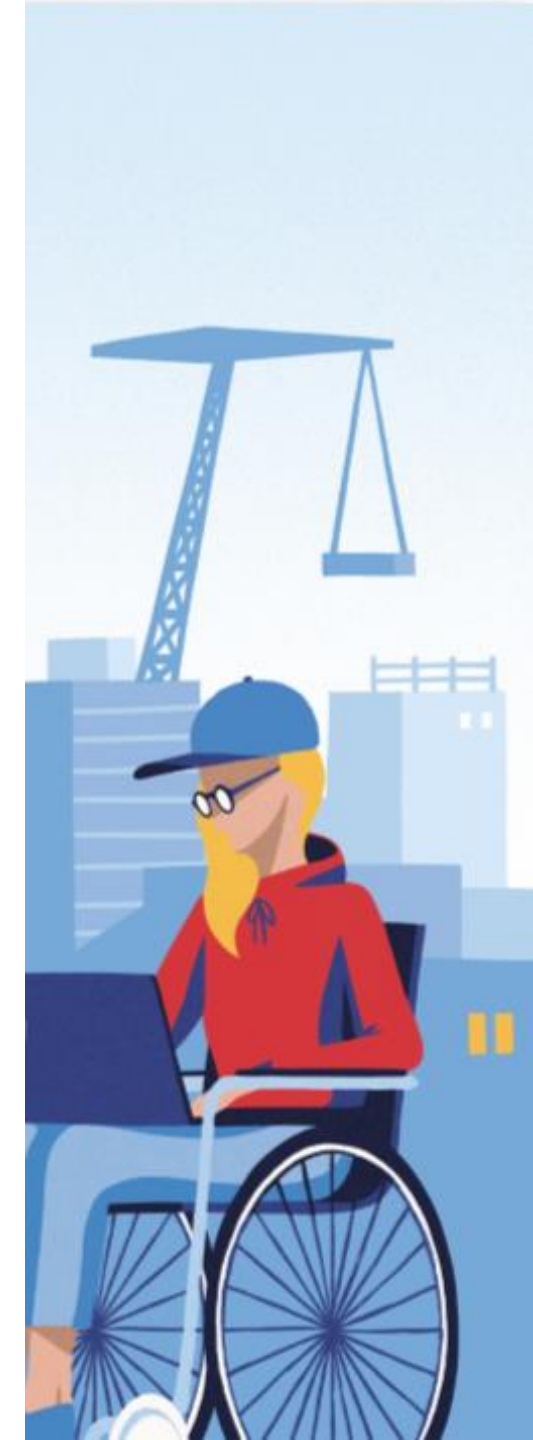
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The UK's points-based immigration system:
Employers guide to becoming a licensed sponsor of skilled migrant workers

Overview of the sponsorship process for employers.

Please use this to provide employers with a guide to the process; from applying for a sponsor license to hiring a new employee from outside the UK.

This can be found [here](#)

Home Office

The UK's points-based immigration system:
Social statics: Facebook, Instagram and LinkedIn

A suite of digital assets to support you in communicating about the new points-based system.

Please use these assets when communicating to your members on social media, via e-newsletters or HTML platforms.

POST COPY: You must be a licensed sponsor to hire eligible employees from outside the UK. Find out more at GOV.UK/HiringFromThe_EU

These can be found here

Home Office

The UK's points-based immigration system:
Social animations: Facebook, Instagram and LinkedIn

A suite of digital animations to support you in communicating about the new points-based system.

Please use these short animations when communicating to your members on social media, via e-newsletters or HTML platforms.

POST COPY: You must be a licensed sponsor to hire eligible employees from outside the UK. Find out more at GOV.UK/HiringFromTheEU

These can be found here

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The UK's points-based immigration system:
Digital banner

Digital banner to be used on members' hubs, bulletins, social media cover photos and websites to encourage employers to visit GOV.UK

Please use the banner on any suitable platform for communicating about the points-based immigration system to employers.

These can be found here

The way you hire from the EU has changed
Check the new requirements

Home Office

The UK's points-based immigration system:
Digital assets available for devolved nations

A suite of digital assets (statics and animations) with branding for:

- **Northern Ireland**
- **Scotland**
- **Wales**

Please use these assets when communicating to your members on social media, via e-newsletters or HTML platforms.

POST COPY IN WELSH: Mae angen i chi fod yn noddwr trwyddedig i gyflogi gweithwyr cymwys o'r tu allan i'r DU.
GOV.UK/HiringFromTheEU

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Thank you.

If you have any questions or feedback, please contact us at: PBISEmployerComms@homeoffice.gov.uk

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