

HM Government

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



The way you hire from the EU has changed
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The UK's points-based immigration system
An introduction for employers



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The way you hire from the EU has changed
Find out more



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BUSINESS AND THE FUTURE OF IMMIGRATION IN 2021

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Find out more at [GOV.UK/HiringFromTheEU](https://www.gov.uk/hiringfromtheeu)



UK points-based immigration system: Employer Partner Pack





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The way you hire from the EU has changed



Swipe up to find out more

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



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Employers now need to be a licensed sponsor



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, EEA or Swiss passports or ID cards as valid proof of right-to-work, except for Irish citizens.



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



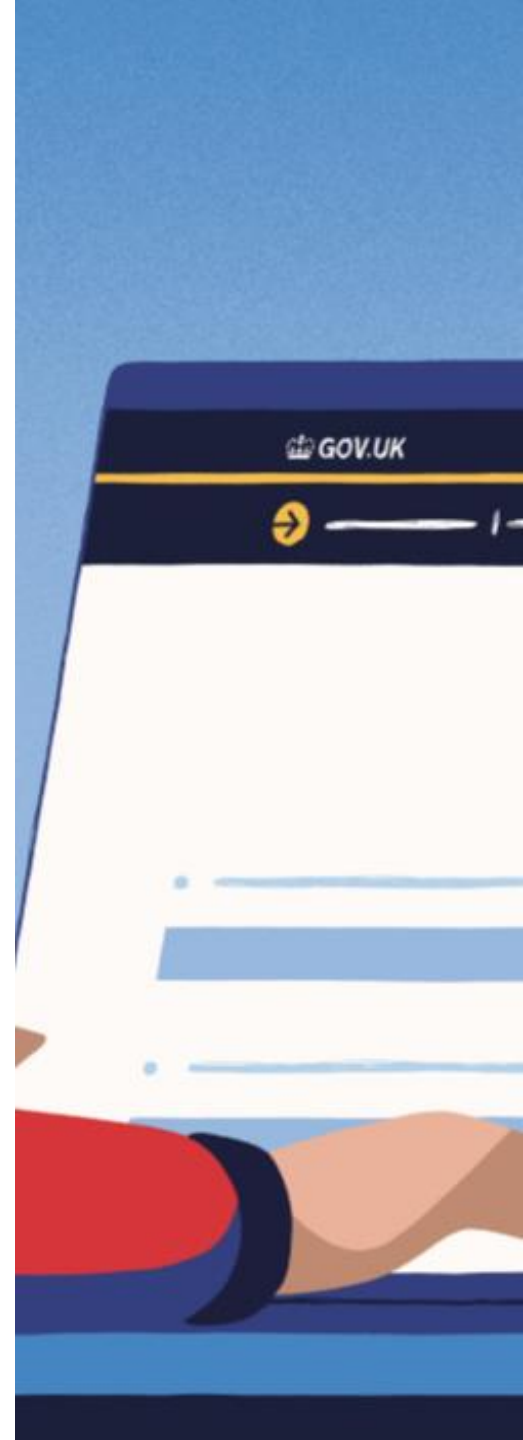
Employers should visit our dedicated GOV.UK page for the latest guidance and resources to support them with the points-based immigration system.

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

This can be found [here](#)



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



BUSINESS AND THE FUTURE OF IMMIGRATION IN 2021

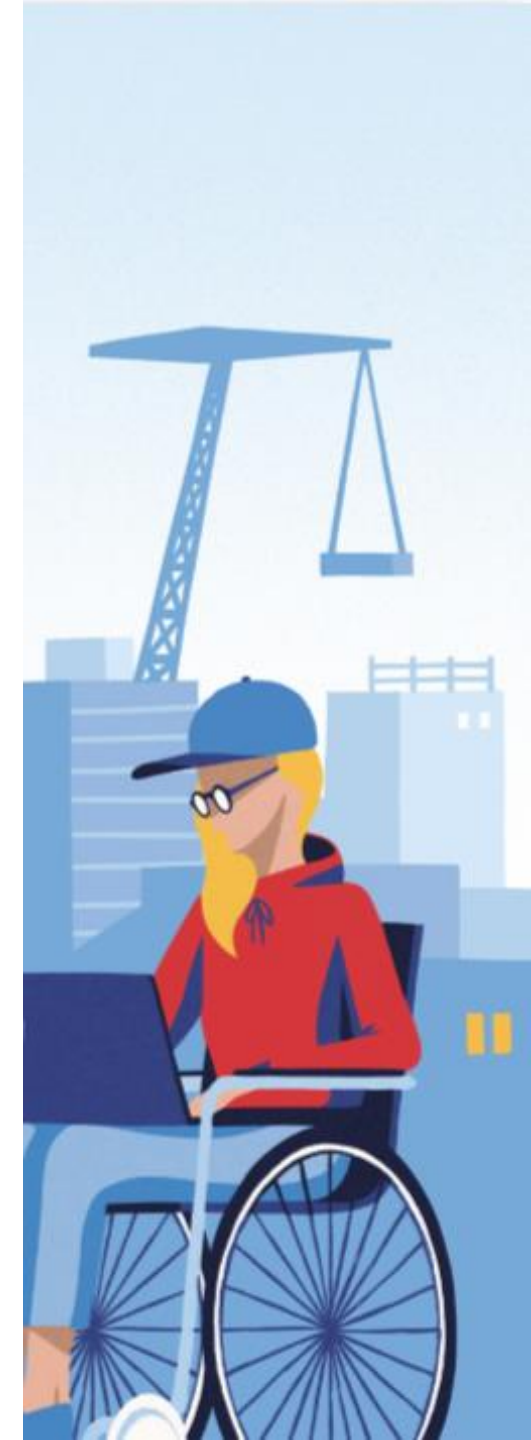
POST COPY: Listen to the Home Office's new podcast on the points-based system 'Business and the future of immigration in 2021', created in partnership with @intelligence2. Host @lindayueh is joined by Fragomen LLP's @IanRobbo123 and @fsb_policy's @emeliaquist.

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.

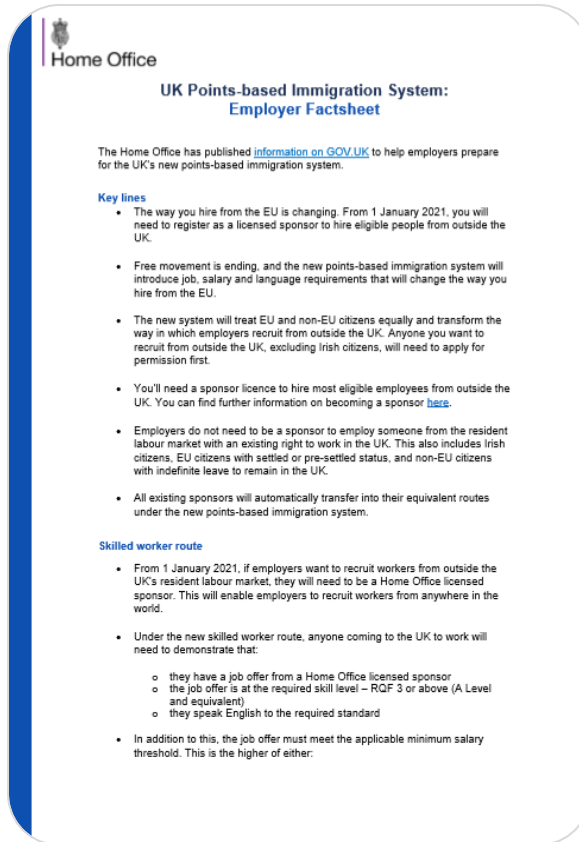
Please share this podcast, available on [GOV.UK](#), [Spotify](#) and [Apple](#), with employers for key changes and dates businesses need to look out for and the guidance on offer to steer them through the process.



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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

 Home Office

**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 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),

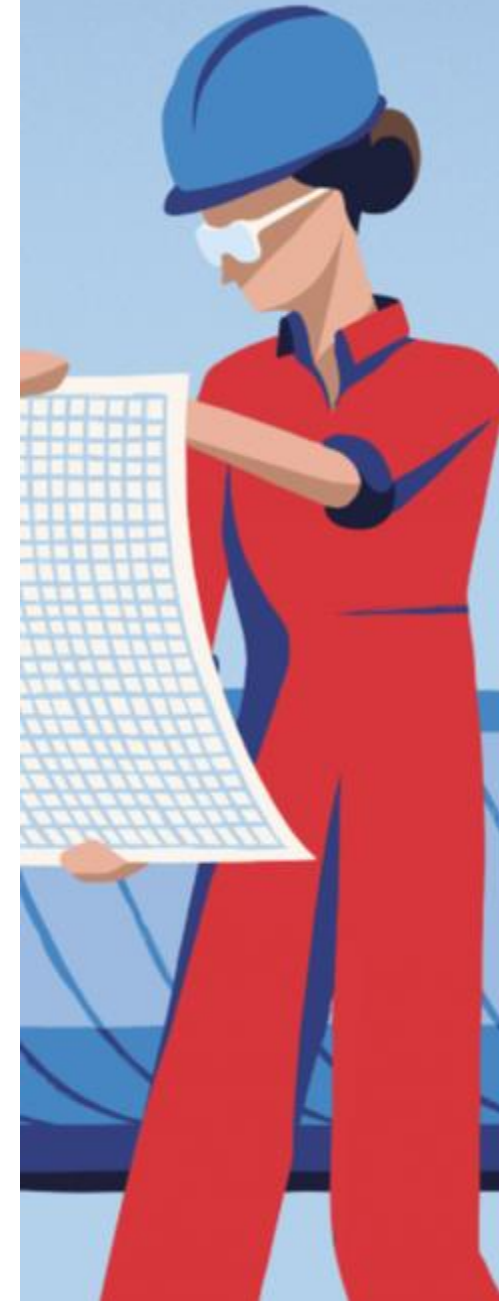
These key lines and FAQ are to support you in communicating the Right to Work process to employers and your stakeholders.

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](#)



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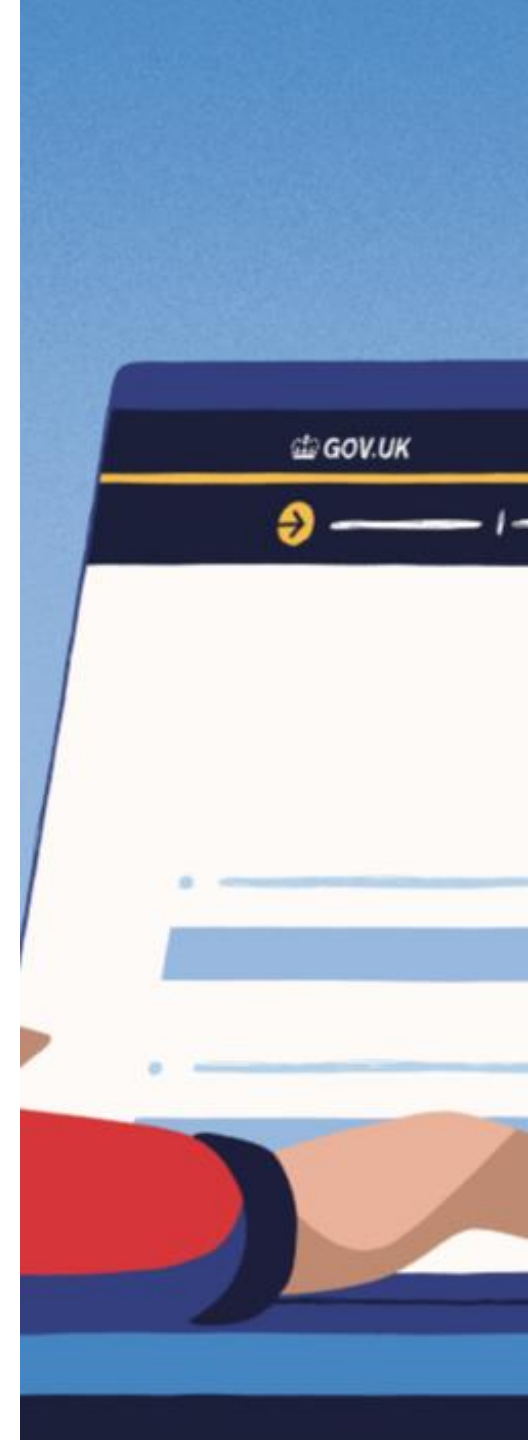
The UK's points-based immigration system: Your immigration status: an introduction for EU, EEA and Swiss citizens

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 **Right to Work Checklist**

Name of person:

Date of check:

Type of check: Initial check before employment
 Follow-up check on an employee

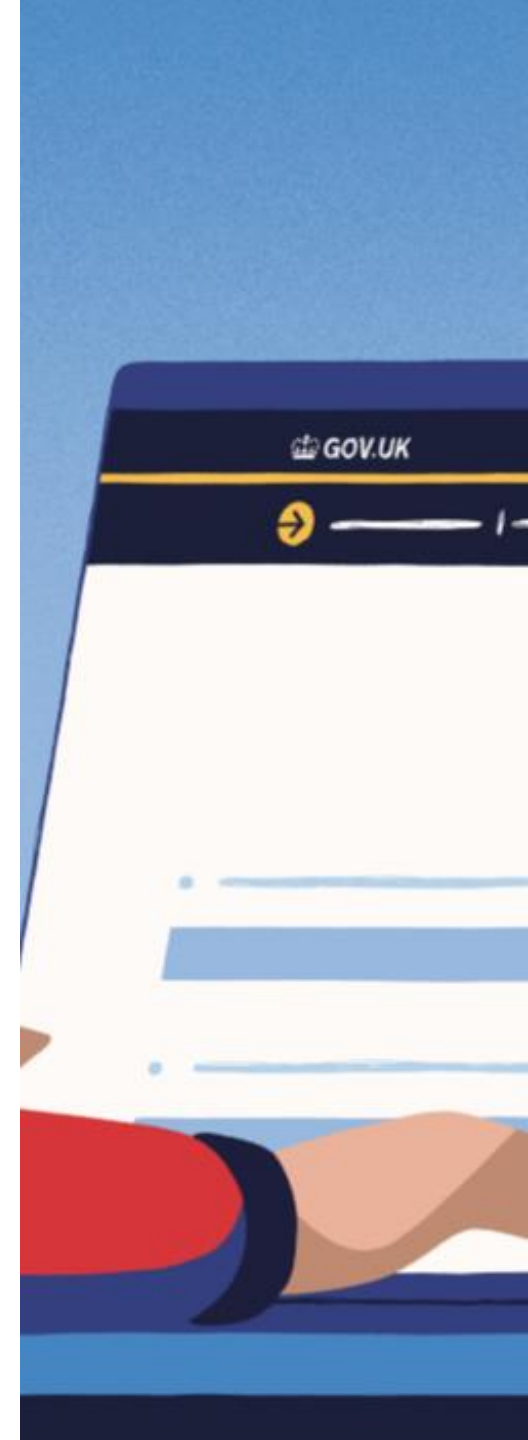
You may conduct a physical document check or perform an online check to establish a right to work. Where a right to work check has been conducted using the online service, the information is provided in real-time, directly from Home Office systems and there is no requirement to see the documents listed below.

Step 1 for physical check

- You must obtain original documents from either List A or List B of acceptable documents for a manual right to work check

List A

1. You may conduct a physical document check or perform an online check to establish a right to work. Where a right to work check has been conducted using the online service, the information is provided in real-time, directly from Home Office systems and there is no requirement to see the documents listed below.
2. A passport or passport card (current or expired) showing that the holder is a national of the Republic of Ireland.
3. A current document issued by the Home Office to a family member of an EEA or Swiss citizen, and which indicates that the holder is permitted to stay in the United Kingdom indefinitely.
4. A document issued by the Bailiwick of Jersey, the Bailiwick of Guernsey or the Isle of Man, which has been verified as valid by the Home Office Employer Checking Service, showing that the holder has been granted unlimited leave to enter or remain under Appendix EU to the Jersey Immigration Rules, Appendix EU to the Immigration (Bailiwick of Guernsey) Rules 2008 or Appendix EU to the Isle of Man Immigration Rules.
5. A current Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder indicating that the person named is allowed to stay indefinitely in the UK, or has no time limit on their stay in the UK.
6. A current passport endorsed to show that the holder is exempt from immigration control, is allowed to stay indefinitely in the UK, has the right of abode in the UK, or has no time limit on their stay in the UK.
7. A current Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the named person is allowed to stay indefinitely in the UK or has no time limit on their stay in the UK, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.



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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.

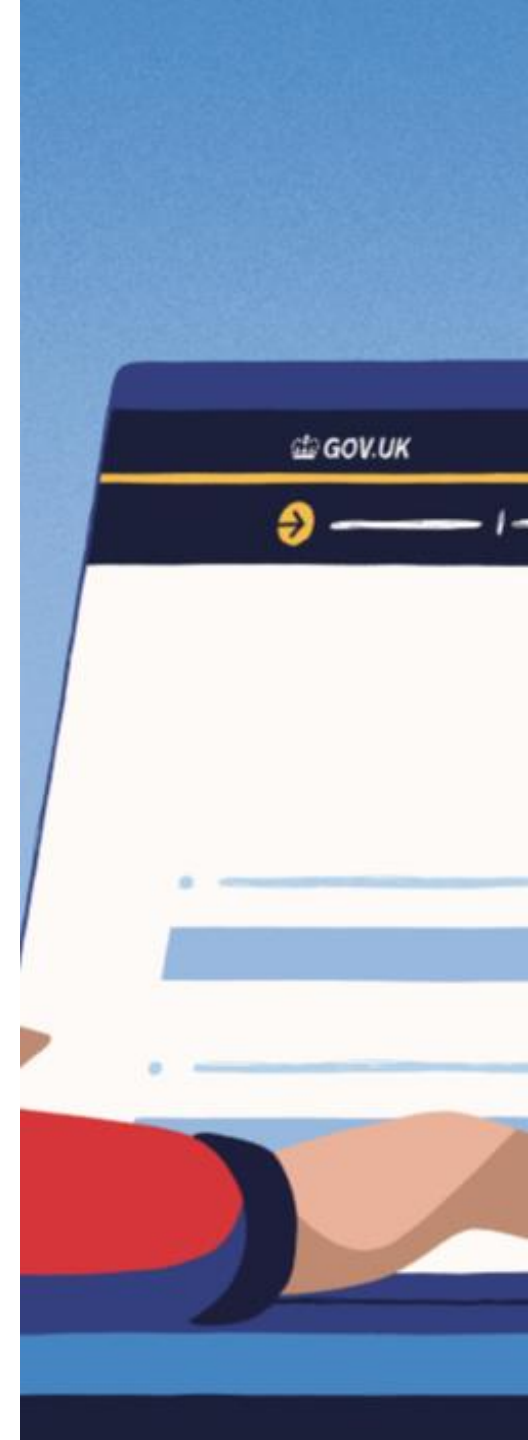
Please share this guide with employers in your network to distribute amongst their EU, EEA and Swiss citizen employees.



[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.

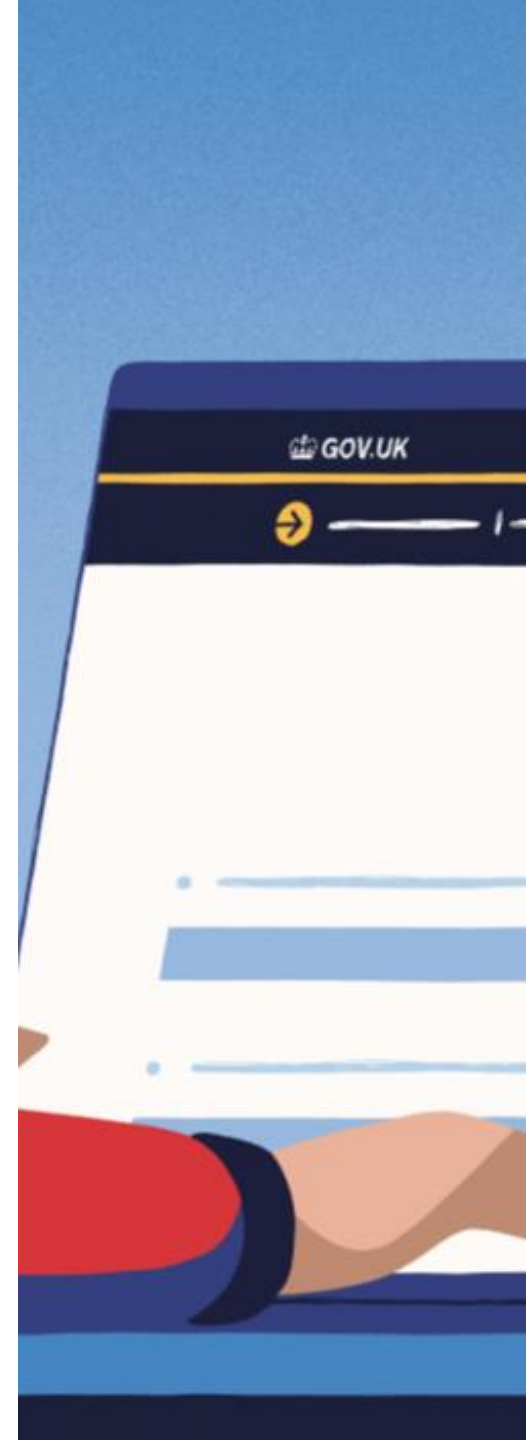
Please share this guide with employers in your network for detailed information on the sponsorship process, eligibility requirements and fees.



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



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



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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.

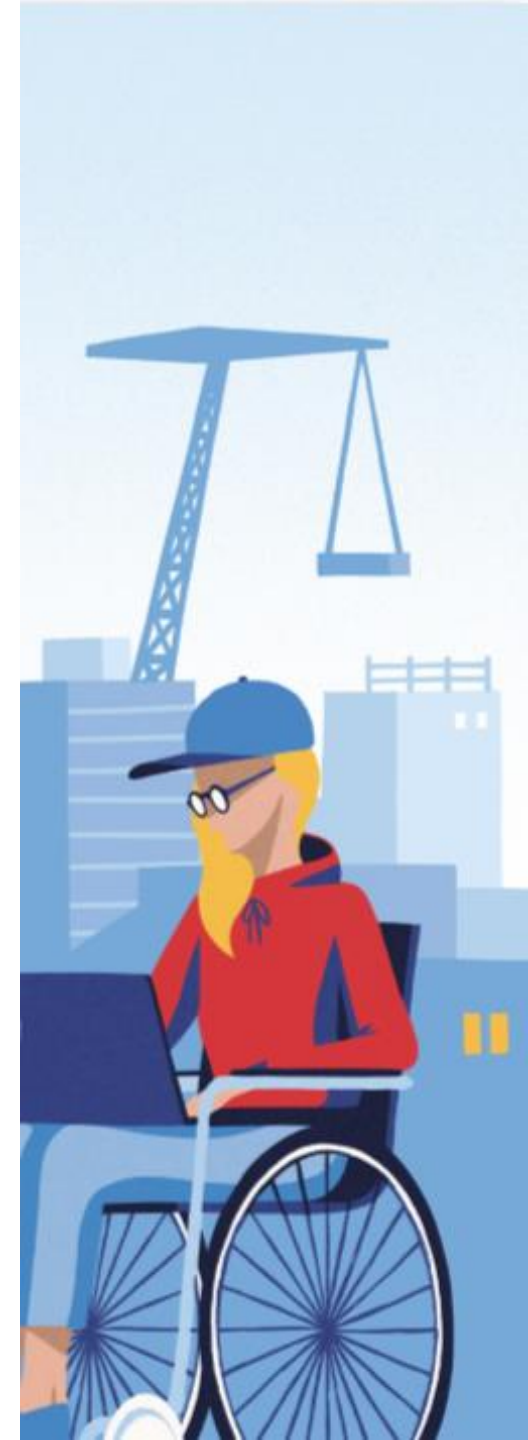
Please share this guide with employees or eligible individuals to help them apply



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



[Frontier worker permit for EU citizens](#)



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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

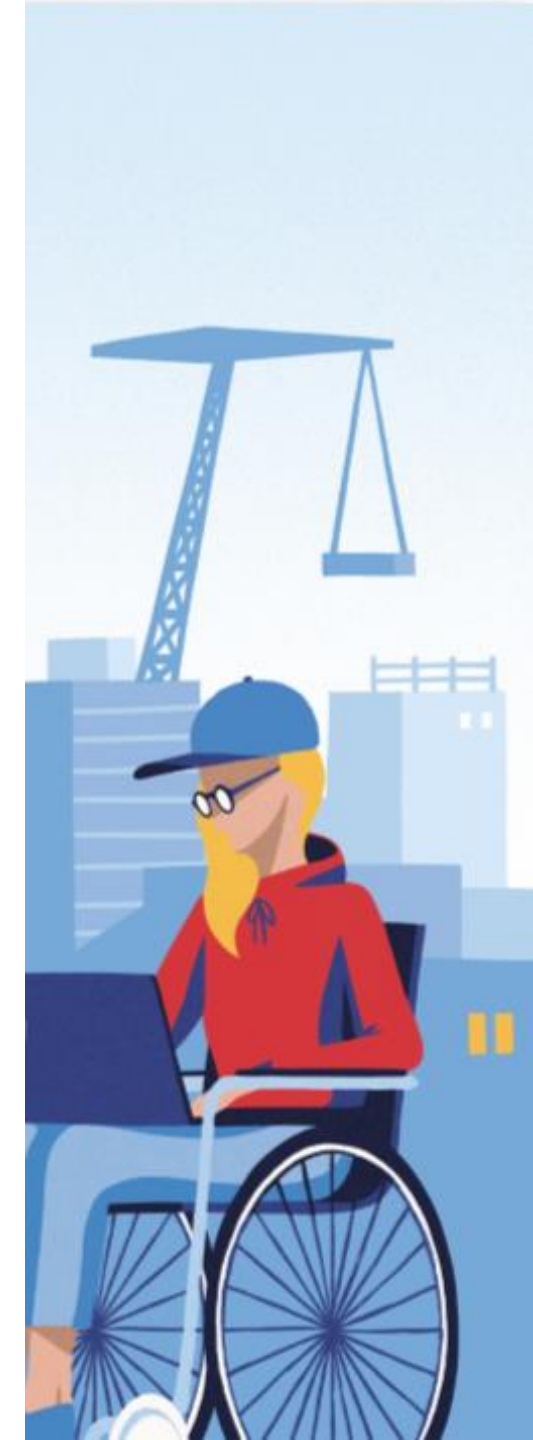
This document provides specific, practical guidance for all recruiters, HR professionals and employers on actions that must and should be taken in respect of their existing workforce and future recruits in response to Brexit.

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](#)



Home Office

The UK's points-based immigration system: Employers guide to becoming a licensed sponsor of skilled migrant workers

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Employers guide to becoming a licensed sponsor of skilled migrant workers

1. Check your organisation is eligible

- Check the people you want to hire are eligible to come to the UK under the new points-based immigration system
- Ensure you are able to provide the necessary supporting documents for your sponsor licence application, e.g. details of your organisation and intended jobs you wish to fill
- To get a licence, you cannot have unspent criminal convictions for immigration offences or certain other crimes, such as fraud or money laundering

2. Ensure your organisation can manage its licence

- You need to appoint people within your organisation to manage the sponsorship process when you apply
- They will be responsible for ensuring your organisation remains compliant within the requirements of the licence
- You will need to keep record of your staff that you sponsor for reporting to UKVI (UK Visas and Immigration)

3. Apply - allow 8 weeks

- Apply online and pay the fee
- The fee is dependent on the type of licence(s) you are applying for and the type and size of your organisation. It will either be £536 or £1,476
- Send your supporting documents to UKVI
- Confirm how many staff you plan to recruit through the sponsorship system for the current financial year
- Each staff member sponsored costs £21 or £199, in addition to the usual visa application fees

✓ If successful, your licence will be valid for 4 years

4. Sponsor a worker

- Once you have selected a candidate, they must make a visa application to work in the UK
- You must first endorse your prospective employee's visa through your sponsor licence account by requesting then issuing an electronic 'certificate of sponsorship'
- Pay the Immigration Skills Charge. This is £1,000 for the first year of work in the UK plus £500 for each additional 6 months, or £364 and £182 respectively for small businesses or charities
- The employee must then submit a visa application under the same category as your licence

✓ If the prospective employee's visa application is granted, they may travel to the UK and start working

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](#)



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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](https://www.gov.uk/hiring-from-the-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](https://www.gov.uk/hiring-from-the-eu)

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](https://www.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](#)



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](https://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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