

Tom Pursglove MP  
Parliamentary Under Secretary of State  
(Minister for Immigration Compliance and Justice)

4 March 2022

By email: [immigrationminister@homeoffice.gov.uk](mailto:immigrationminister@homeoffice.gov.uk)

cc [Edward.White-Chicken@homeoffice.gov.uk](mailto:Edward.White-Chicken@homeoffice.gov.uk)

Dear Mr Pursglove,

### Digital Right to Work Checks

Thank you for the response from your team to our letter dated 21<sup>st</sup> January. We would like to thank the Home Office for recognising the need to implement a grace period to allow for smooth implementation of the new IDVT technology and the decision to retain the adjusted checks throughout this transition.

However, we remain deeply concerned about the cost of the system, which if left uncapped at up to £75 will completely negate the benefits of introducing a grace period for employers. Fundamentally, if the system is too costly, then employers simply won't use it. This would be especially disappointing because as your officials point out, the new system has the potential to improve employee mobility and enhance the security and integrity of checks. The REC must stress the importance of ensuring the cost of using the IDVT system is not prohibitively expensive to employers, and in particular employment businesses, who have to conduct thousands of right to work checks on a daily basis.

By allowing the price of checks to be as high as £75 per check, a sizeable proportion of the UK's employers will be priced out of using the new system. One of the driving reasons behind introducing a permanent digital RTW solution was to address the double standard between checking RTW for UK nationals and overseas candidates, as existed under the old in-person checking rules. Pricing the new digital checks at such a potentially high cost will force some employers to use in person checks for UK nationals, meaning reverting back to a two-tier system balanced in favour of the treatment of workers from abroad.

Since our last correspondence, dozens of REC members have written to us to set out their concerns over the cost of using IDVT and the disparity it creates between UK nationals and overseas candidates. With the increase to national insurance contributions and other business costs rising, many smaller businesses are already struggling to remain competitive in the UK labour market. By pricing these organisations out of using IDVT and forcing them to return to the time-consuming in-person check, many of these organisations will not be able to survive. At a time when government is on one hand, supporting businesses through the economic recovery after the pandemic, it is, at the same time, implementing policies that are actively detrimental to businesses on the other. The labour market needs the correct tools to keep flourishing and enabling recruiters to get the numbers of people into work that government rightly wants.

The REC remains extremely keen to discuss this further with you and engage with the Home Office team directly to ensure digital RTW checks are implemented for all work seekers and businesses in a way that is accessible and open to all. As previously stated, we are able to facilitate and chair productive discussions with our members directly to understand first-hand the impact the cost of IDVT will have. Natalie in my office ([natalie.wright@rec.uk.com](mailto:natalie.wright@rec.uk.com)) can help us find a convenient time to discuss further. In the meantime, thank you to you and your team once again for proceeding with digital RTW checks, and retaining a grace period, and we look forward to working with you on developing a workable system for everyone.

Yours sincerely,



Kate Shoesmith  
Deputy CEO