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



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



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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**



# UK points-based immigration system: Employer Partner Pack





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## Employers now need to be a licensed sponsor



# Content

### What's new:

- Right to work video and static assets
- Right to work employer factsheet
- Right to work checklist
- Updated Association of Labour Providers/ Home Office labour supply handbook

### Also in this pack:

- Link to the PBS Employer GOV.UK page
- Digital immigration status guide
- Frontier workers guide
- Infographic: Overview of sponsorship process for employers

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



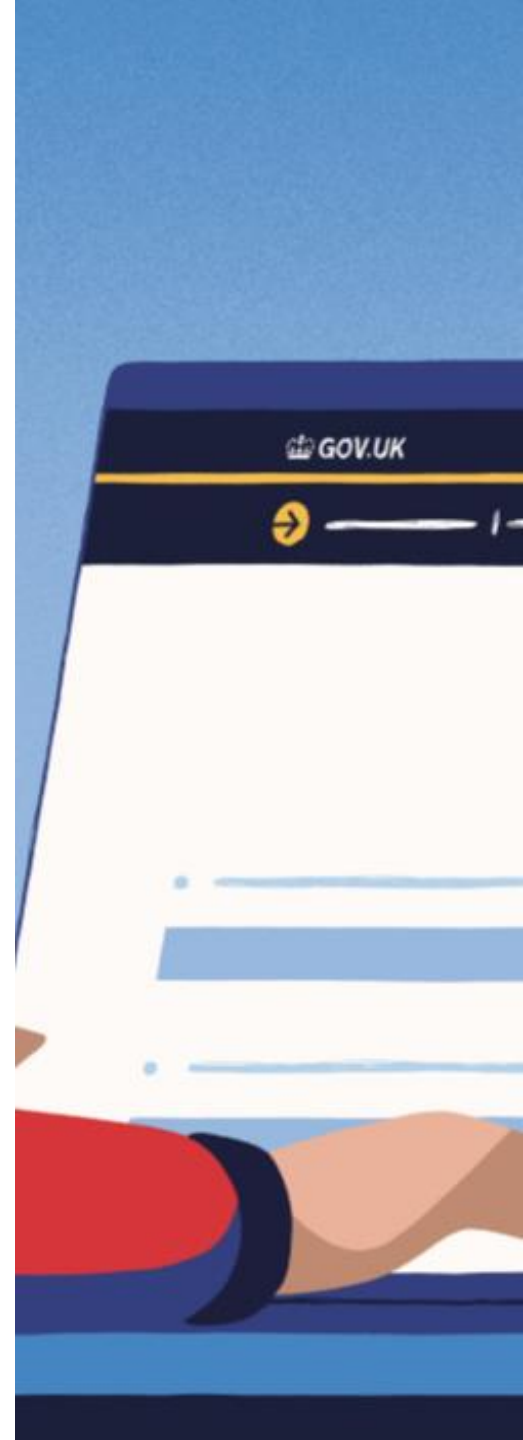
Employers should visit our dedicated GOV.UK page for the latest guidance and resources to support them with the points-based immigration system.

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

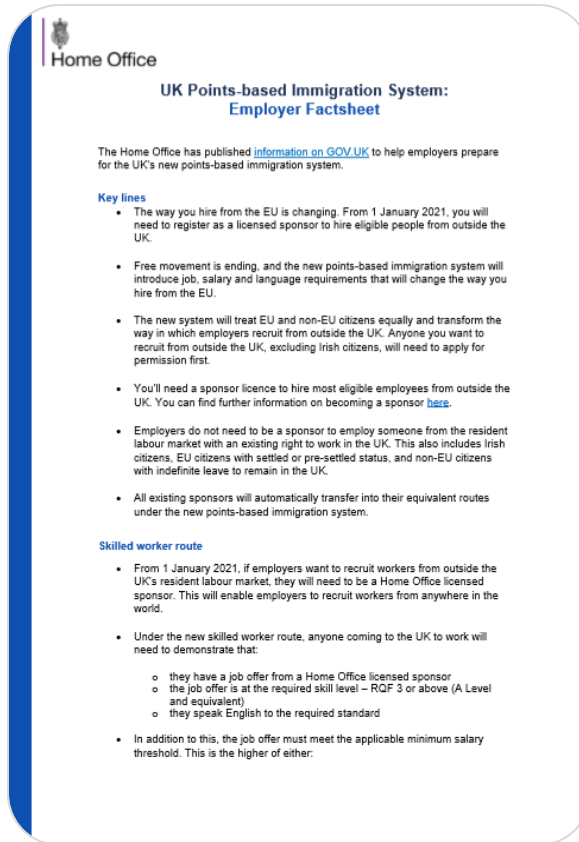
This can be found [here](#)



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# The UK's points-based immigration system: 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.

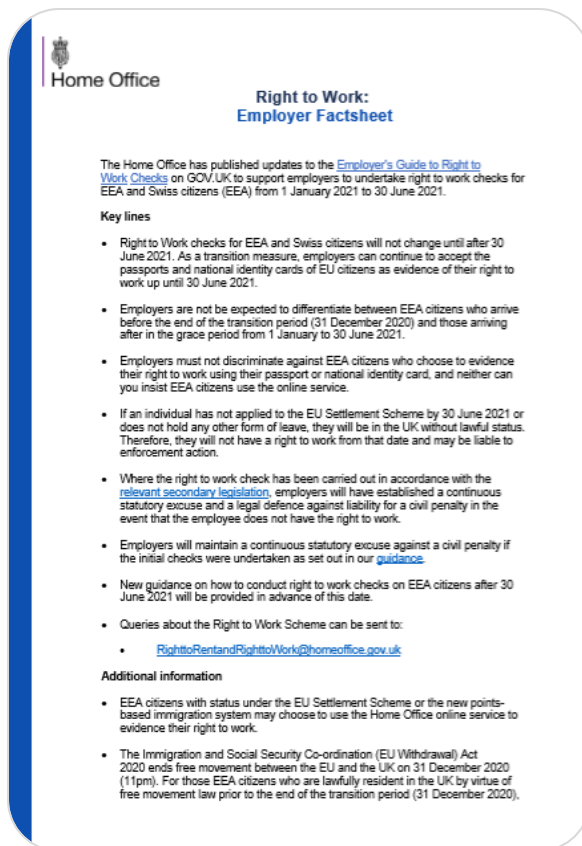
This can be found [here](#)



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



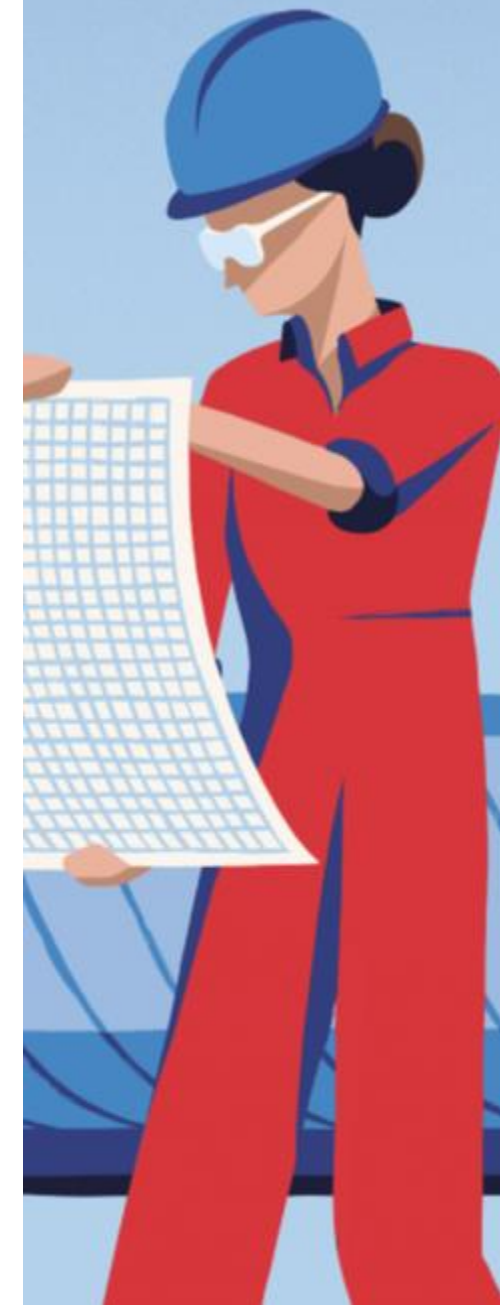
These key lines and FAQ are to support you in communicating the Right to Work process to employers and your stakeholders.

## 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](#)



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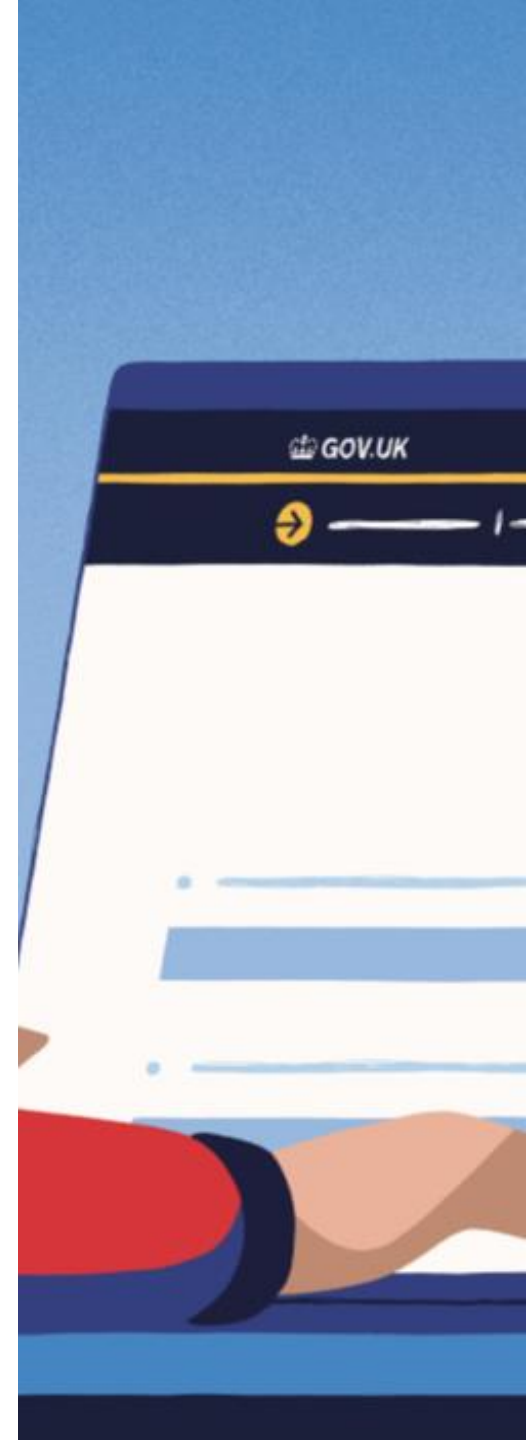
# The UK's points-based immigration system: Your immigration status: an introduction for EU, EEA and Swiss citizens

**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](#)



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# 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:	<input type="checkbox"/> Initial check before employment <input type="checkbox"/> Follow-up check on an employee

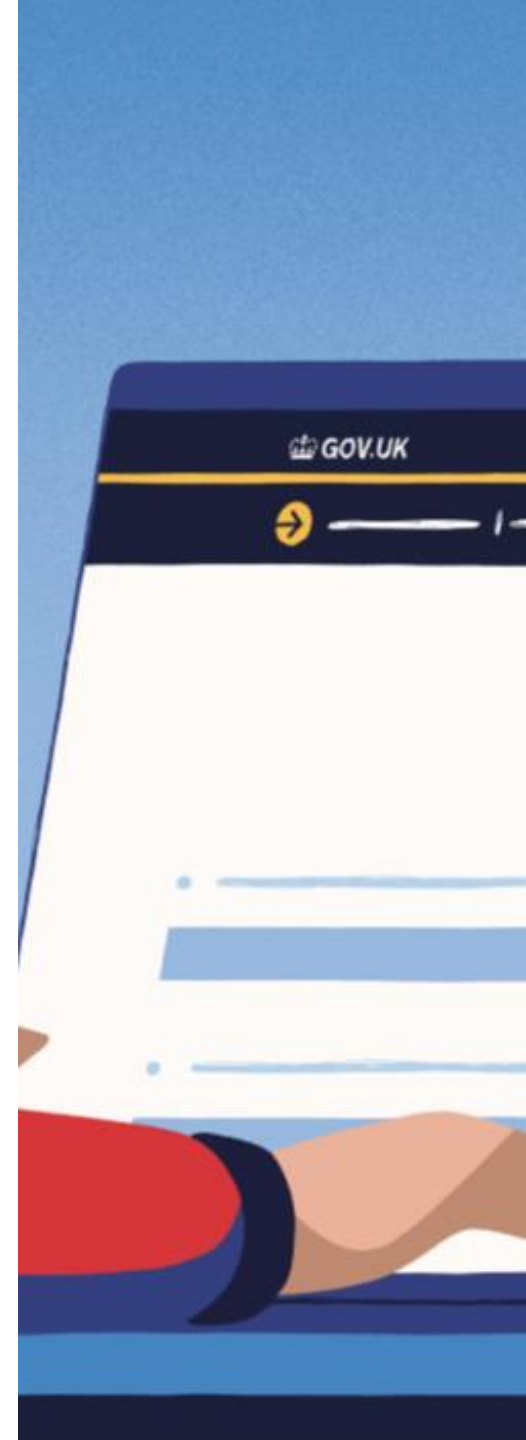
You may conduct a physical document check or perform an online check to establish a right to work. Where a right to work check has been conducted using the online service, the information is provided in real-time, directly from Home Office systems and there is no requirement to see the documents listed 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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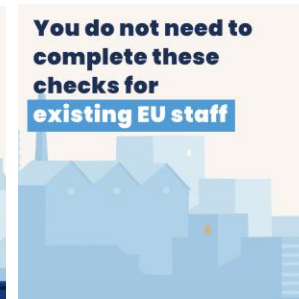
# The UK's points-based immigration system: Right to work check video and social statics

A right to work check video has been developed to assist employers in carrying out right to work checks. Also, we have developed a suite of digital assets to support you in communicating about right to work.

VIDEO POST COPY: The process for completing right to work checks has changed. Watch [this video](#) to learn more.

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

These can be found [here](#).





# 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.**

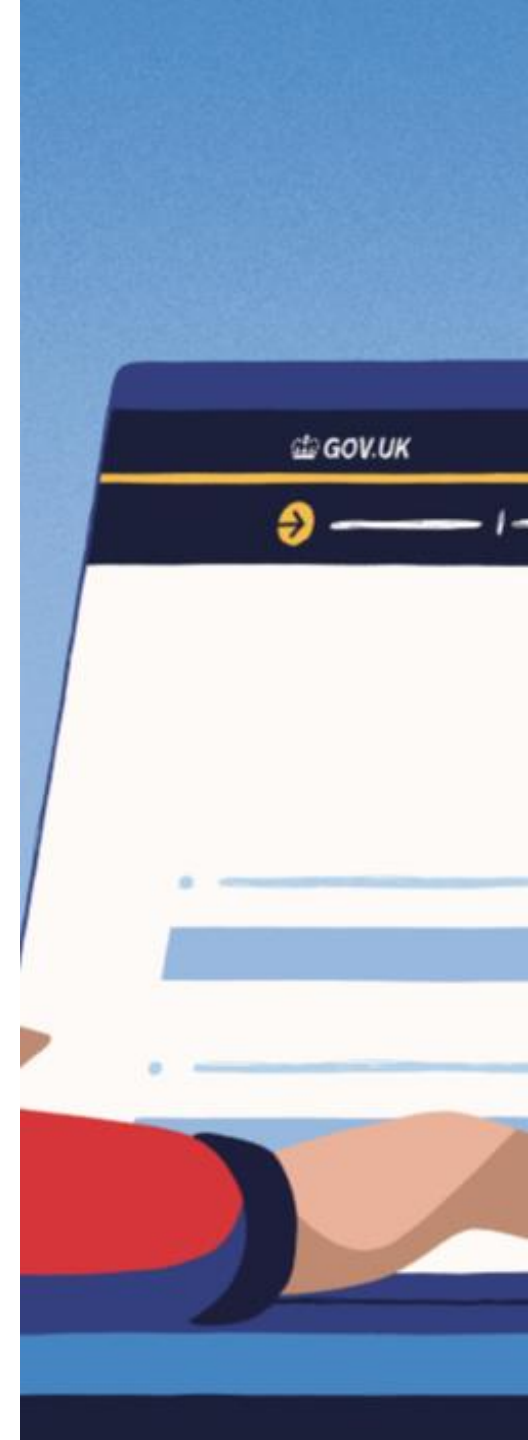
**Please share this guide with employers in your network to distribute amongst their EU, EEA and Swiss citizen employees.**



[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.

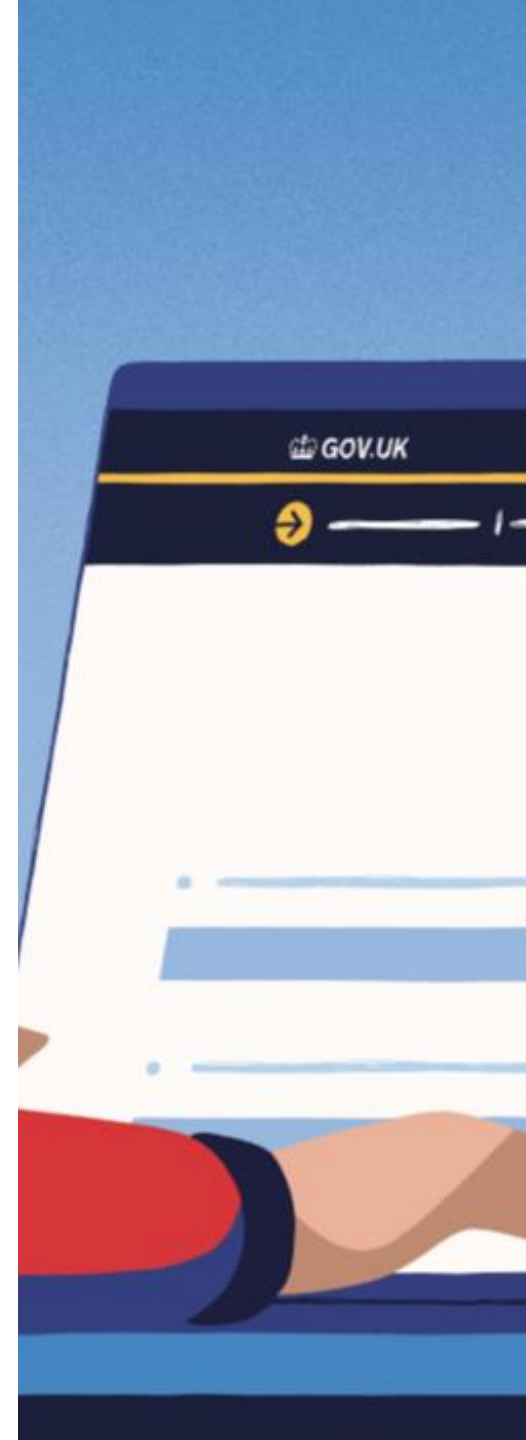
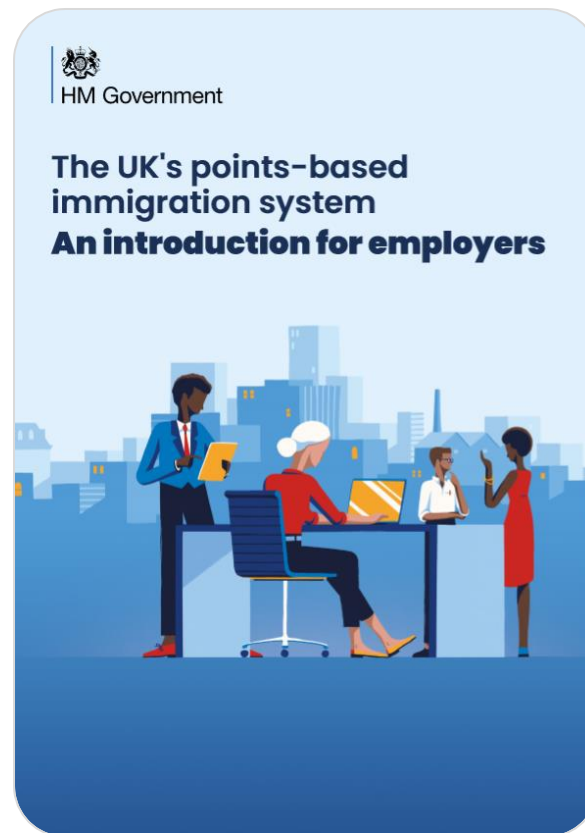
Please share this guide with employers in your network for detailed information on the sponsorship process, eligibility requirements and fees.



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

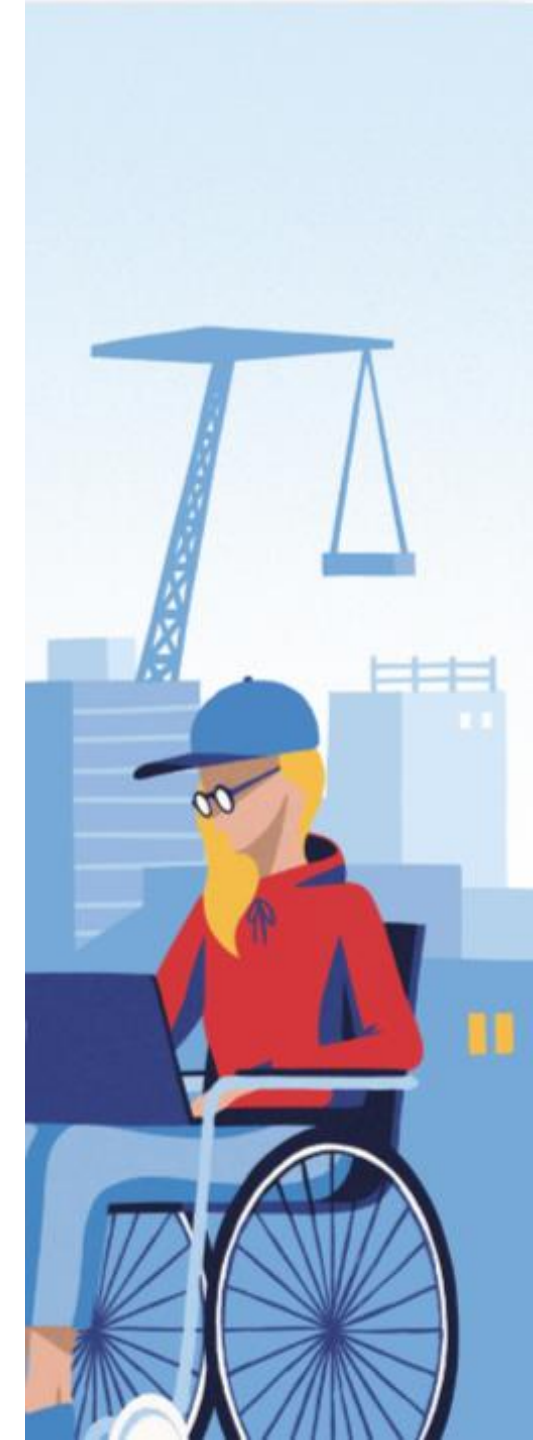
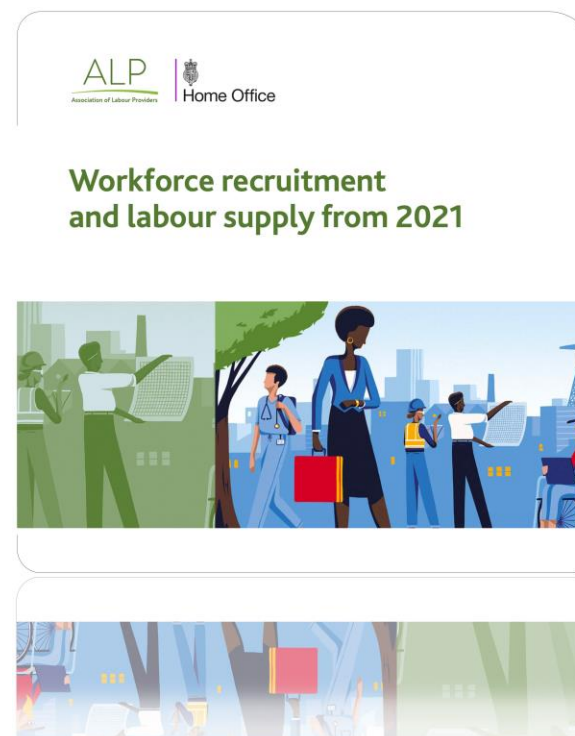
**This document provides specific, practical guidance for all recruiters, HR professionals and employers on actions that must and should be taken in respect of their existing workforce and future recruits in response to Brexit.**

## 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](#)




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# 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	2. Ensure your organisation can manage its licence	3. Apply - allow 8 weeks	4. Sponsor a worker
<ul style="list-style-type: none"><li>Check the people you want to hire are eligible to come to the UK under the new points-based immigration system</li><li>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</li><li>To get a licence, you cannot have unspent criminal convictions for immigration offences or certain other crimes, such as fraud or money laundering</li></ul>	<ul style="list-style-type: none"><li>You need to appoint people within your organisation to manage the sponsorship process when you apply</li><li>They will be responsible for ensuring your organisation remains compliant within the requirements of the licence</li><li>You will need to keep record of your staff that you sponsor for reporting to UKVI (UK Visas and Immigration)</li></ul>	<ol style="list-style-type: none"><li>Apply online and pay the fee</li><li>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</li><li>Send your supporting documents to UKVI</li><li>Confirm how many staff you plan to recruit through the sponsorship system for the current financial year</li><li>Each staff member sponsored costs £21 or £199, in addition to the usual visa application fees</li></ol> <p>✓ If successful, your licence will be valid for 4 years</p>	<ol style="list-style-type: none"><li>Once you have selected a candidate, they must make a visa application to work in the UK</li><li>You must first endorse your prospective employee's visa through your sponsor licence account by requesting then issuing an electronic 'certificate of sponsorship'</li><li>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</li><li>The employee must then submit a visa application under the same category as your licence</li></ol> <p>✓ If the prospective employee's visa application is granted, they may travel to the UK and start working</p>



Overview of the sponsorship process for employers.

Please use this to provide employers with a guide to the process; from applying for a sponsor licence 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](#)



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# 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](mailto:PBISEmployerComms@homeoffice.gov.uk)



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