

**SMITH
STONE
WALTERS**

Immigration Practice

**GLOBAL
MOBILITY
ROUTES
TO THE UK**



INTRODUCTION

The UK's immigration system offers flexible Worker and Temporary Worker routes to enable UK employers to recruit overseas nationals.

When it comes to selecting a route for their sponsored workers, most employers will choose one of the following common work visa categories:

- The Skilled Worker visa
- The Senior or Specialist Worker visa.

This guide outlines and compares the relative merits of these two routes, and sets out what employers need to know about the eligibility requirements, immigration fees, and how to prepare your business for sponsoring migrant workers.

ABOUT US

At Smith Stone Walters, we deliver a wide range of global visa services, including work and residence permit authorisation, in more than 100 countries worldwide. Managing the immigration process is what we do best.

By partnering with Smith Stone Walters, you will streamline the immigration journey, neutralise risk, and ensure that your organisation is provided with strategic solutions to any immigration based issue.

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SPONSOR LICENCE



Before your business can employ skilled workers from overseas, you must apply for a sponsor licence. A sponsor licence is a permission given by the Home Office to an organisation to employ foreign nationals within its business. Becoming a licenced sponsor will enable your business to recruit talent from anywhere in the world.



TO MAKE AN APPLICATION FOR A SPONSOR LICENCE, YOUR COMPANY MUST HAVE:

- An established business presence in the UK
- A fixed office address
- A suitable employee to nominate as the 'Authorising Officer'. This person will take on overall responsibility for the Sponsor Licence but can delegate day-to-day immigration administration to a colleague.

HOW TO APPLY

The application process includes:

- Completion of an online application form.
- Submission of supporting corporate documentation such as: latest annual accounts; corporate bank account statement; employers' liability insurance certificate; VAT registration certificate.
- Confirmation that the company maintains robust HR processes and would therefore be able to comply with the strict reporting and monitoring requirements placed on all sponsors.
- Appointment of people within your business to manage the sponsorship process. Chosen personnel will undergo criminality and other security checks.
- Payment of fee. The cost of a Sponsor Licence for small or charitable sponsors is £536. Medium or large sponsors are charged £1,476 upon application.*

HOME OFFICE VISITS

A Home Office compliance officer may choose to visit you either before or after your licence is granted. This is to ensure that your company is genuinely trading in the UK and has robust HR systems and procedures to comply with your sponsor obligations. These visits may be prearranged or unannounced.

If you operate a virtual business model, it is highly likely that the Home Office will conduct an on-site visit to your Authorising Officer's physical address before making a decision on your application for a licence.

TYPES OF SPONSOR LICENCE

The type of licence you need depends on whether the workers you want to fill your jobs are 'Workers' for skilled or long-term employment, or 'Temporary Workers' for specific types of temporary employment. You can apply for a licence covering one or both types of worker. For sponsor licencing purposes, the Skilled Worker and the Senior or Specialist Worker categories are both classified as 'Worker' routes.

'If you operate a virtual business model, it is highly likely that the Home Office will conduct an on-site visit to your Authorising Officer's physical address before making a decision on your application for a licence.'

* Accurate at the time of publication. Fees are subject to change by the Home Office.

USEFUL INFORMATION



HOME OFFICE PROCESSING TIMES



The standard service time for a sponsor licence application is eight weeks. However, the Home Office offers an enhanced service with a delivery target of 10 working days.

EMPLOYING FROM THE UK LABOUR MARKET



You do not need to hold a sponsor licence to employ someone from the resident labour market with an existing right to work in the UK. This includes EU citizens with settled or pre-settled status.

MAINTAINING YOUR LICENCE



The Home Office will continually monitor your ability and willingness to comply with your duties. This includes making regular checks with HMRC to ensure you are paying your sponsored workers appropriately.

SPONSORSHIP MANAGEMENT SYSTEM



The Sponsorship Management System (SMS) is the Home Office's online tool used by sponsors to meet their compliance responsibilities and administer their day-to-day licence management activities.

REPORTING SIGNIFICANT CHANGES



Sponsors must inform the Home Office of all significant changes affecting either their business or sponsored workers via the Sponsorship Management System (SMS).

CARRY OUT A MOCK AUDIT



Sponsors should carry out regular audits to ensure their HR systems continue to maintain ongoing compliance.

'The Sponsorship Management System (SMS) is the Home Office's online tool used by sponsors to meet their compliance responsibilities and administer their day-to-day licence management activities.'



SKILLED WORKER ROUTE

The Skilled Worker route encompasses the majority of UK jobs eligible for overseas recruitment, providing a simple and flexible process for accessing the global talent pool.

The Health and Care visa is also part of the Skilled Worker route. It enables individuals to come to the UK to work if they are working in eligible health occupations, with a job offer from within the NHS or adult social care sector. This visa offers a fast-tracked, reduced-fee entry route into the UK.

UNDER THE SKILLED WORKER ROUTE, ANYONE YOU WANT TO HIRE FROM OUTSIDE THE UK WILL NEED TO DEMONSTRATE THAT:

- They have a confirmed job offer from an approved Home Office sponsor.
- The job offer is at the required skill level – RQF 3 or above (A Level and equivalent) and is on the Home Office list of eligible occupations.
- They can speak English to the required standard.

SALARY THRESHOLDS

In order to be eligible to apply under the Skilled Worker route, the job you are offering must meet the minimum salary threshold. This is the higher of either:

- The general salary threshold of £25,600, or;
- The specific salary requirement for their occupation, known as the ‘going rate’.

Skilled Workers can be paid less if the job is in a shortage occupation, if they are a new entrant to the labour market or if they have a PhD relevant to the role.

DURATION OF STAY

A Skilled Worker visa can last for up to five years before it needs to be extended. Skilled Workers must apply to extend or update their visa when it expires or if they change jobs or employer. This visa can be extended as many times as is necessary, as long as the applicant still meets the eligibility requirements.

After five years, Skilled Worker visa holders may be able to apply to settle permanently in the UK (also known as ‘indefinite leave to remain’ or ‘ILR’). Individuals with ILR have the right to live, work and study here for as long as they like, and apply for benefits if they are eligible.



CASE STUDY

3-YEAR SKILLED WORKER VISA



Name: Daniel

Occupation: Marketing Executive

Salary: £30,000

Dependants: 0

Company W wishes to sponsor Daniel on a three-year Skilled Worker visa to work as a Marketing Executive within their business. The salary offered is £30,000. Daniel has no dependants.

Is he eligible?

Marketing professionals are on the list of occupations eligible for a Skilled Worker visa. The occupation code has a 'going rate' of £24,400 per year. As Daniel's salary exceeds both the Skilled Worker general salary threshold of £25,600 and the going rate for the occupation, he is eligible to apply for a visa.

How much will a three year visa cost?

- Home Office visa application fee: £625
- Immigration Health Surcharge: £1,872
- Immigration Skills Charge: £3,000
- Certificate of Sponsorship: £199

TOTAL HOME OFFICE FEE: £5,696

CASE STUDY

5-YEAR SKILLED WORKER VISA



Name: Sophia

Occupation: Researcher

Salary: £27,000

Dependants: 3x family members

Company X wishes to sponsor Sophia on a five-year Skilled Worker visa to work as a Researcher within their business. The salary offered is £27,000. Sophia's partner and their two children will be accompanying her to the UK as her dependants.

Is she eligible?

Researchers are on the list of occupations eligible for a Skilled Worker visa. The occupation code has a 'going rate' of £33,000 per year. Although Sophia has been offered a salary that's lower than the going rate, she has a PhD qualification in a STEM subject. This means she can qualify for a Skilled Worker visa on a lower salary, as long as it's 80% of the going rate. In this case, her salary meets that criteria and she is eligible to apply for a visa.

How much will their five year visas cost?

- Home Office visa application fee: £4,940
- Immigration Health Surcharge: £10,940
- Immigration Skills Charge: £5,000
- Certificate of Sponsorship: £199

TOTAL HOME OFFICE FEE: £21,079

USEFUL INFORMATION



IRISH CITIZENS OR EU CITIZENS



Irish citizens do not need permission to live and work in the UK. The Skilled Worker route also does not apply to those EU citizens holding existing immigration permission that allows them to work in the UK.

SKILLED WORKER DEFINED COS



If the person you wish to sponsor will be applying for entry clearance from outside the UK, you must first apply for a Defined Certificate of Sponsorship via your Sponsor Management System account.

SKILL LEVEL OF THE JOB



Formal qualifications are not required to evidence skills, as it is the skill level of the job the applicant will be doing which is important to the Home Office.

DEPENDANT FAMILY MEMBERS



Skilled Workers can bring their family members (partner and children) to the UK and can apply to settle in the UK after five years' continuous lawful residence.

GENUINE VACANCY GUARANTEE



By sponsoring a worker, employers are guaranteeing the vacancy they seek to fill is a 'genuine vacancy' and meets the requirements of the Skilled Worker route.

NEW ENTRANT CRITERIA



New entrants to the labour market are able to enter the UK on a salary 30% lower than the going rate for the occupation, as long as the salary is at least £20,480 per annum.

SENIOR OR SPECIALIST WORKER ROUTE

A Senior or Specialist Worker visa is for overseas workers who are undertaking temporary work assignments in the UK, where the worker is a senior manager or specialist employee and is being assigned to a UK business linked to their employer overseas. This route has replaced the Intra-Company Transfer (ICT) visa.

UNDER THE SENIOR OR SPECIALIST WORKER ROUTE, ANYONE YOU WANT TO HIRE FROM OUTSIDE THE UK WILL NEED TO DEMONSTRATE THAT:

- They are an existing employee of an organisation that's been approved by the Home Office as a sponsor
- They have worked for the company overseas for at least 12 months unless they are earning £73,900 a year or more.
- The job is on the list of eligible occupations.

SALARY THRESHOLDS

In order to be eligible to apply under the Senior or Specialist Worker route, applicants must hold a job offer that meets the minimum salary thresholds. This is the higher of either:

- The general salary threshold of £42,400, or;
- The specific salary requirement for their occupation, known as the 'going rate'.

DURATION OF STAY

A Senior or Specialist Worker visa can last for up to five years. Applicants can apply to extend this visa or apply for another one as many times as they like up to the maximum total stay. The maximum total stay allowed for a Senior or Specialist Worker visa is:

- Five years in any six year period if the salary is less than £73,900 a year.
- Nine years in any 10 year period if the salary is £73,900 a year or more.

The maximum total stay includes all time spent in the UK on any of the Global Business Mobility routes, including the legacy ICT routes.



CASE STUDY

3-YEAR SENIOR OR
SPECIALIST WORKER VISA

Name: Sarah

Occupation: Sales Manager

Salary: £50,000

Dependants: 1x family member

Company Y wishes to transfer a member of their Sales team to the UK on a three-year Senior or Specialist Worker visa. Sarah has worked for the company within their German branch for two years. Her partner will be accompanying her to the UK as her dependant.

How much will their three year visas cost?

- Home Office visa application fee: £1,250
- Immigration Health Surcharge: £3,744
- Immigration Skills Charge: £3,000
- Certificate of Sponsorship: £199

TOTAL HOME OFFICE FEE: £8,193

Is she eligible?

Sales Managers are on the list of occupations eligible for the Senior or Specialist Worker route. The occupation code has a 'going rate' of £35,400. As Sarah has worked for the company for over 12 months overseas and her salary exceeds both the salary threshold of £42,400 and the going rate for the occupation, she is eligible to apply for a visa.

CASE STUDY

5-YEAR SENIOR OR
SPECIALIST WORKER VISA

Name: Peter

Occupation: IT Director

Salary: £80,000

Dependants: 2x family members

Company Z wishes to transfer their IT Director to the UK on a five-year Senior or Specialist Worker visa. Peter has worked for the company within their New York branch for six months. Peter's partner and one child will also be accompanying him to the UK.

How much will their five year visas cost?

- Home Office visa application fee: £3,705
- Immigration Health Surcharge: £8,590
- Immigration Skills Charge: £5,000
- Certificate of Sponsorship: £199

TOTAL HOME OFFICE FEE: £17,494

Is he eligible?

IT Directors are on the list of occupations eligible for a Senior or Specialist Worker visa, with a 'going rate' of £56,100. Although Peter has only been employed by the overseas company for six months, his salary in the UK will be over £73,900 and therefore he does not need to meet the 12-month minimum time requirement and is eligible to apply for a visa.

USEFUL
INFORMATIONFLEXIBILITY FOR
TEMPORARY
ASSIGNMENTS

The Senior or Specialist Worker route aims to provide global organisations with the flexibility to move their existing employees to the UK to undertake temporary work or training.

LONGER STAYS
FOR HIGH
EARNERS

Applicants earning £73,900 a year or more will be able to stay in the UK for up to nine years in any 10 year period on a Senior or Specialist Worker visa.

HIGHER SKILL
AND SALARY
THRESHOLDS

The skill and salary thresholds are higher under this route compared to the Skilled Worker route.

MINIMUM
TERM
EMPLOYMENT

Applicants will not need to meet the 12-month minimum employment term if their salary in the UK will be £73,900 or more.

IN-COUNTRY
SWITCHING
OPTION

Senior or Specialist Workers can apply to switch to the Skilled Worker route, if they meet the requirements, without having to leave the UK.

ENGLISH
LANGUAGE
CONCESSION

Under the Senior or Specialist Worker route, there is no requirement for applicants to prove their knowledge of English.

WHICH ROUTE SHOULD YOU CHOOSE?

When it comes to choosing which route you will sponsor your employee under, you should firstly assess the candidate against the eligibility requirements of each route. In this section we set out a number of scenarios and assess which route would be suitable for the candidate in question.

CASE STUDY WHICH ROUTE IS SIMON ELIGIBLE FOR?



Name: Simon

Occupation: Sales Director

Salary: £70,000

Simon is an American national who has been working for his employer in their New York branch for nine months. His employer wishes to transfer him to the company's London branch to work on a new business development project, lasting 12 months.

WHICH ROUTE IS HE ELIGIBLE FOR?

Skilled worker:

Simon's salary exceeds both the general salary threshold of £25,600 and the 'going rate' for his occupation. Simon can also satisfy the English

language requirement by showing that he is a national of a majority English-speaking country. As the 12-month minimum employment term does not apply to this route, the UK business could apply to sponsor Simon on a Skilled Worker visa immediately.

Senior or specialist worker:

Although Simon's salary exceeds both the general salary threshold of £42,400 and the 'going rate' for his occupation, he has only been working for his employer outside the UK for nine months. To qualify for a Senior or Specialist Worker visa, his employer would need to raise his salary to at least £73,900 or delay applying for the visa until he has reached the 12-month minimum employment term.

SCENARIOS	IS THE SKILLED WORKER ROUTE SUITABLE?	IS THE SENIOR OR SPECIALIST WORKER ROUTE SUITABLE?
<p>SCENARIO 1</p> <p>An overseas national has just agreed to join our UK business from a rival firm.</p>	<p>YES ✓</p> <p>The Skilled Worker route can be used to bring a new employee to the UK who has not previously worked for your company overseas. It also allows spouses, ‘durable’ partners and dependent children to apply to join the main visa applicant in the UK.</p>	<p>MAYBE ?</p> <p>If the new employee has been working within your company’s overseas operation for less than 12 months, they will be required to receive a salary of £73,900 a year or more to qualify for entry to the UK under the Senior or Specialist Worker route.</p>
<p>SCENARIO 2</p> <p>We plan to offer an overseas national a salary of £28,000 to work for us in the UK.</p>	<p>YES ✓</p> <p>The general salary threshold under the Skilled Worker route is £25,600. Hiring an overseas national on a salary of £28,000 would therefore qualify unless the ‘going rate’ for the occupation is set higher.</p>	<p>NO ✗</p> <p>In order to qualify for a Senior or Specialist Worker visa, the applicant’s salary in the UK must be at least £42,400 per year or the ‘going rate’ for their occupation, whichever is higher.</p>
<p>SCENARIO 3</p> <p>The overseas national we are hiring wishes to reside long term in the UK.</p>	<p>YES ✓</p> <p>Certificates of Sponsorship (CoS) can be issued to Skilled Workers for a maximum of five years. Skilled Workers can apply to extend their visa under this route as many times as they like, as long as they still meet the requirements.</p>	<p>MAYBE ?</p> <p>The maximum total stay allowed for a Senior or Specialist Worker is five years in any six year period, or nine years in any 10 year period if they are paid £73,900 a year or more.</p>

SCENARIOS	IS THE SKILLED WORKER ROUTE SUITABLE?	IS THE SENIOR OR SPECIALIST WORKER ROUTE SUITABLE?
<p>SCENARIO 4</p> <p>The overseas national we are hiring wishes to remain permanently in the UK and eventually become a British national.</p>	<p>YES ✓</p> <p>Skilled Worker visa holders who have lived in the UK continuously for five years may be eligible to apply for Indefinite Leave to Remain (ILR). 12 months after securing ILR, they may be able to make an application for British citizenship.</p>	<p>NO ✗</p> <p>The Senior or Specialist Worker route is designed for temporary assignments and therefore it does not lead to settlement. However, a Senior or Specialist Worker could seek to ‘switch’ into another visa category that does lead to permanent residency.</p>
<p>SCENARIO 5</p> <p>The overseas national we are hiring does not have a great command of the English language.</p>	<p>MAYBE ?</p> <p>Skilled Worker visa applicants will usually need to satisfy the English language requirement. Depending on their nationality and qualifications held, some applicants may need to pass a Secure English Language Test (SELT).</p>	<p>YES ✓</p> <p>A major benefit of the Senior or Specialist Worker visa is that there is no requirement for applicants to prove their knowledge of English. This can make the route quicker and easier to apply under compared to the Skilled Worker route.</p>
<p>SCENARIO 6</p> <p>The overseas national we are hiring wishes to be able to undertake additional work in the UK.</p>	<p>YES ✓</p> <p>Skilled Workers can do additional paid work for up to 20 hours a week. The second job must be in the same occupation code and at the same level as the main job, or in a shortage occupation.</p>	<p>NO ✗</p> <p>Individuals in the UK on a Senior or Specialist Worker visa are not permitted to work a second job. However, undertaking voluntary work is acceptable.</p>

COST FACTOR

Employers sponsoring workers under the Skilled Worker route or the Senior or Specialist Worker route should be aware of the various Home Office fees the business will need to budget for.



APPLICABLE FEES: APPLICANT

VISA APPLICATION FEES

The amount an applicant will need to pay when applying for a visa depends on the length of the visa, the job offer held and whether the application is filed from outside the UK or in-country.

The entry visa application fee for both Skilled Workers and Senior or Specialist Workers is currently £625 for up to three years. This fee rises to £1,235 where a CoS has been issued for more than three years. The same fee applies for all accompanying dependants (partners and children under 18).

THE IMMIGRATION HEALTH SURCHARGE (IHS)

The Immigration Health Surcharge must be paid for the main applicant plus all accompanying dependants. This fee allows migrants to access free healthcare in the UK for the duration of their stay.

The IHS is currently £624 per person per year. A discounted rate of £470 per year applies for students and their dependants, Youth Mobility visa holders, and anyone under the age of 18.

APPLICABLE FEES: EMPLOYER

THE IMMIGRATION SKILLS CHARGE (ISC)

Sponsors are required to pay the ISC for each CoS they assign, unless an exemption applies. The full fee is payable up front, and the amount charged will depend on the size of the organisation and the length of employment stated on the CoS. The current fees are as follows:

- Small or charitable sponsors: £364 for the first year of employment, plus £182 for each subsequent six month period.
- Medium or large sponsors: £1,000 for the first year, plus £500 for each additional six month period.

SPONSORSHIP FEES

When applying for a new Sponsor Licence, businesses will need to pay an application fee. The amount charged will depend on the size and nature of your organisation. Currently, the application fee for a small or charitable organisation is £536 and a higher fee of £1,476 applies for medium or large sponsors. Businesses will also be charged a fee when they:

- Apply to renew an existing sponsor licence
- Apply to add an additional category to a licence
- Assign each Certificate of Sponsorship (CoS).

USEFUL INFORMATION



SPONSORSHIP FEES AND CHARGES



It is an employer's responsibility to pay all sponsorship fees and the Immigration Skills Charge, and these costs cannot be passed onto the applicant.

HEALTH AND CARE VISA



Those applying for a Health and Care visa will be charged a lower application fee and are exempt from paying the Immigration Health Surcharge.

FASTER APPLICATION PROCESSING



You may be able to pay for a faster decision on certain visa applications by utilising the Home Office priority service which is available at an extra cost.

SHORTAGE OCCUPATION FEES



Reduced visa fees apply if the job is on the Shortage Occupation List (SOL). Jobs are placed on the SOL if there is a shortage of qualified workers in the UK labour market.

DISCOUNTED APPLICATION FEES



Certain costs are lower for small or charitable organisations. You're usually a small business if your annual turnover is £10.2 million or less and you have 50 employees or fewer.

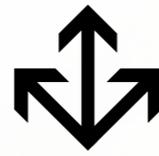
MIGRANT WORKER COSTS



The visa application fee and the Immigration Health Surcharge are usually covered by the migrant worker, although some employers opt to contribute towards these costs.



ALTERNATIVE BUSINESS MOBILITY ROUTES



The aforementioned Senior or Specialist Worker route is just one of five visa sub-categories under the umbrella of the Global Business Mobility (GBM) route.

Here, we set out the other four GBM routes available to overseas businesses who need to send workers temporarily to the UK for a specific assignment or to establish a commercial presence in the UK.



UK EXPANSION WORKER

The UK Expansion Worker visa allows the holder to come to the UK to set up a branch of an overseas business that has not started trading in the UK yet.

Employers can apply to sponsor up to five workers under this route at any one time. The sponsoring entity will need to be a UK branch or wholly-owned subsidiary of an established overseas business. This means that the new business in the UK will need to apply for, and be granted, a sponsor licence before the first expansion workers can apply for a visa.

As well as meeting the general requirements to qualify for a sponsor licence, businesses applying to sponsor workers under the UK Expansion Worker route must meet additional requirements to show that they have:

- A UK 'footprint' (i.e. evidence that you have a business premises in the UK or evidence that the business is registered with Companies House)
- An overseas trading presence
- Credible plans to expand to the UK and establish a trading presence within two years.



GRADUATE TRAINEE



The Graduate Trainee visa allows the holder to come to or stay in the UK to work for their employer in their UK branch. Applicants must be doing an eligible job that's part of a graduate training programme for a managerial or specialist role.

SERVICE SUPPLIER



The Service Supplier visa is for contractual service suppliers employed by an overseas business or self-employed independent professionals based overseas who are being assigned to the UK to provide services covered by one of the UK's international trade agreements.

SECONDMENT WORKER



The Secondment Worker visa is for employees of an overseas business who have been seconded to the UK as part of a high value contract or investment.

OTHER ECONOMIC IMMIGRATION ROUTES



Alongside the Skilled Worker route and the five Global Business Mobility routes, there are also a range of other visa categories which allow foreign nationals to work in the UK.

HIGH POTENTIAL INDIVIDUAL ROUTE



This unsponsored route is open to recent graduates of top global universities. A High Potential Individual visa allows the holder to stay in the UK and work, or look for work, at any skill level for up to three years.

GRADUATE ROUTE



This post-study immigration route is for international students who have completed an eligible course at a UK university. A Graduate visa allows the holder to stay in the UK for up to three years after completing their studies and either work or look for work at any skill level.

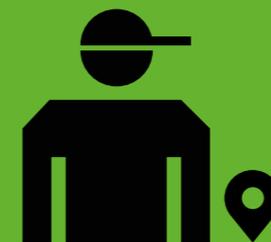
SCALE-UP ROUTE



The Scale-up visa allows talented individuals to come to the UK if they hold a high skilled job offer from a qualifying scale-up at the required salary level. The route aims to help the UK's fastest growing businesses to access overseas talent.

YOUTH MOBILITY SCHEME

This reciprocal cultural exchange programme exists to provide young people aged between 18 and 30 from participating countries with an opportunity to experience life in the UK for up to two years. With a Youth Mobility Scheme visa, individuals can live in the UK and study, work in most jobs or be self-employed during the visa's 24-month validity period.



GLOBAL TALENT ROUTE



Internationally recognised individuals in science, humanities, engineering, the arts and digital technology are encouraged to use this route to work in the UK. By securing endorsement from an approved and recognised UK body, the most highly skilled talent from overseas can enter the UK without a job offer.

START-UP AND INNOVATOR



Both these routes are for individuals looking to set up an innovative UK business and are designed to attract entrepreneurial talent from overseas.

NEXT STEPS

If your business intends to sponsor skilled workers from overseas, there are several steps you should take to prepare.



APPLY FOR A SPONSOR LICENCE

If your organisation does not already hold a sponsor licence, you will need to apply for one before you can sponsor workers on a Skilled Worker visa or a Senior or Specialist Worker visa. The application and pre-licence approval process can take several weeks, therefore preparing your application at your earliest convenience will give your business the best chance of bringing in the workers you need as swiftly as possible.

UNDERSTAND HOW TO MAINTAIN COMPLIANCE

Compliance is an integral part of the UK's sponsorship system, and employers have a responsibility to meet certain obligations known as 'sponsor duties' throughout the lifetime of their sponsor licence. Employers, particularly those who are new to sponsorship, should take the time to familiarise themselves with the Home Office guidance for sponsors and undertake regular mock audits to prepare their business for a compliance visit from the authorities.

DEVELOP A GLOBAL MOBILITY POLICY

A Global Mobility policy is your organisation's internal set of guidelines which govern the international movement of your assignees. Although not an essential requirement, creating a Global Mobility policy can help your business to have a clear plan in place when bringing in workers from overseas, and ensures the equal treatment of all your international employees. When creating your policy, you should consider the various immigration fees and which of these will be covered by the business and which costs the applicant will be expected to cover. Smith Stone Walters can offer advice on developing a Global Mobility policy tailored to your business.

KNOW WHERE TO ACCESS SUPPORT

Immigration is a complex topic, and the rules are regularly reviewed and updated by the Home Office. You can find the current guidance for sponsors and the contact details for the Home Office business helpdesk on the GOV.UK website. Alternatively, you may wish to engage the services of an immigration advisor to support your business. Smith Stone Walters is an OISC regulated immigration practice with over 21 years of experience in corporate and private immigration.

CONTACT US

We are here to guide your company through every step, delivering immigration support and advice that caters specifically to your individual needs.

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