



CORPORATE IMMIGRATION

SPONSOR LICENCE

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ABOUT US

Consistently recognised as a leader in UK corporate immigration, our team of experts are adept at providing custom immigration strategies and support that help Human Resource departments hire, and retain, the best talent required for their individual growth needs.

Working closely with businesses and organisations to understand their requirements and future plans, we help our clients navigate the complex UK immigration system and mitigate any risks imposed by the ever-changing immigration rules and associated guidance.



SPONSOR LICENCE

All UK companies must have a valid sponsor licence to hire qualified foreign workers. A sponsor licence is permission granted by the Home Office, which enables businesses to recruit employees from anywhere in the world.

ELIGIBILITY

In order to apply for a sponsor licence, the company must have:

A fixed office address and a well-established business presence in the UK

A suitable candidate to nominate as the “Authorising Officer” who will be in charge of the overall management of the Sponsor Licence, though it is permitted to delegate the day-to-day immigration tasks to another member of staff.



HOW TO APPLY

The process of making a sponsor licence application includes:

- ✓ Filling out an online application form
- ✓ Providing supporting corporate records, such as the most recent annual reports, a statement of the company's bank account, proof of employers' liability insurance, and a VAT registration certificate
- ✓ Evidencing the company's robust HR processes and policies for monitoring employees and keeping records. The reporting and monitoring requirements are stringent and all valid UK sponsors must meet them
- ✓ Appointing an employee of the company to oversee the sponsorship process. The chosen employee has to be the most senior person in charge of the company's HR operations, and they will have to undergo criminal background checks and other security verification procedures
- ✓ Paying the relevant sponsor licence fee, which is set to £536 for small or charitable sponsors and £1,476 for medium or large sponsors



HOME OFFICE VISITS

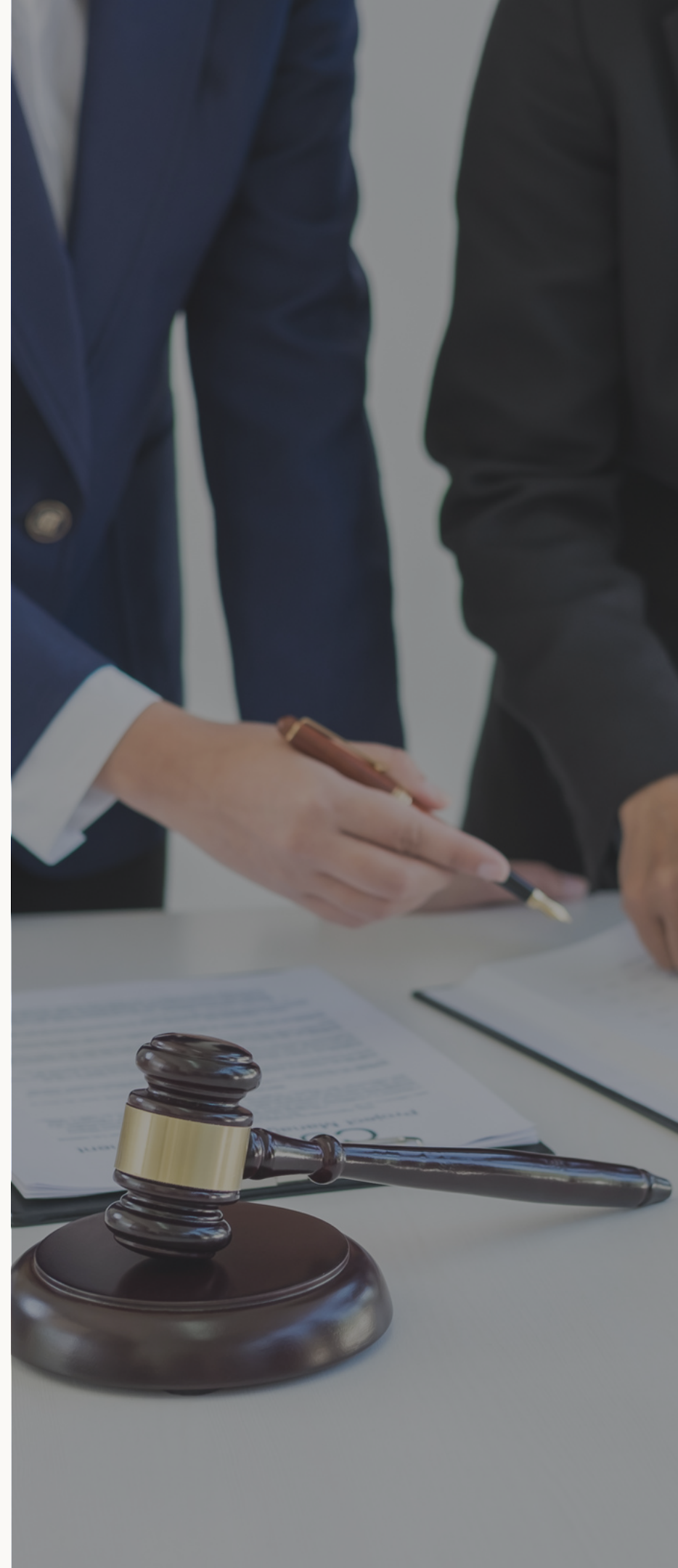
A Home Office compliance officer may visit the company at any point before or after it has obtained a UK sponsor licence. This is done to ensure that the business is actually operating in the UK and that the company's sponsor requirements will be met by solid HR systems and practices in place. The company may or may not be notified of such visits in advance.

Furthermore, the Home Office may choose to visit the company's Authorising Officer at their physical address before making a decision on the company's licence application.

TYPES OF SPONSOR LICENCE







- 'Workers' - for skilled or long-term employment
- 'Temporary workers' - for specific types of temporary employment

There are different types of sponsor licences depending on whether a company is looking for skilled or long-term employees ("Workers") or short-term employees for particular types of temporary employment ("Temporary Workers"). A company can request a licence that covers both types of workers. The Senior or Specialist Worker and Skilled Worker categories are both categorised as "Worker" routes for sponsor licencing purposes.





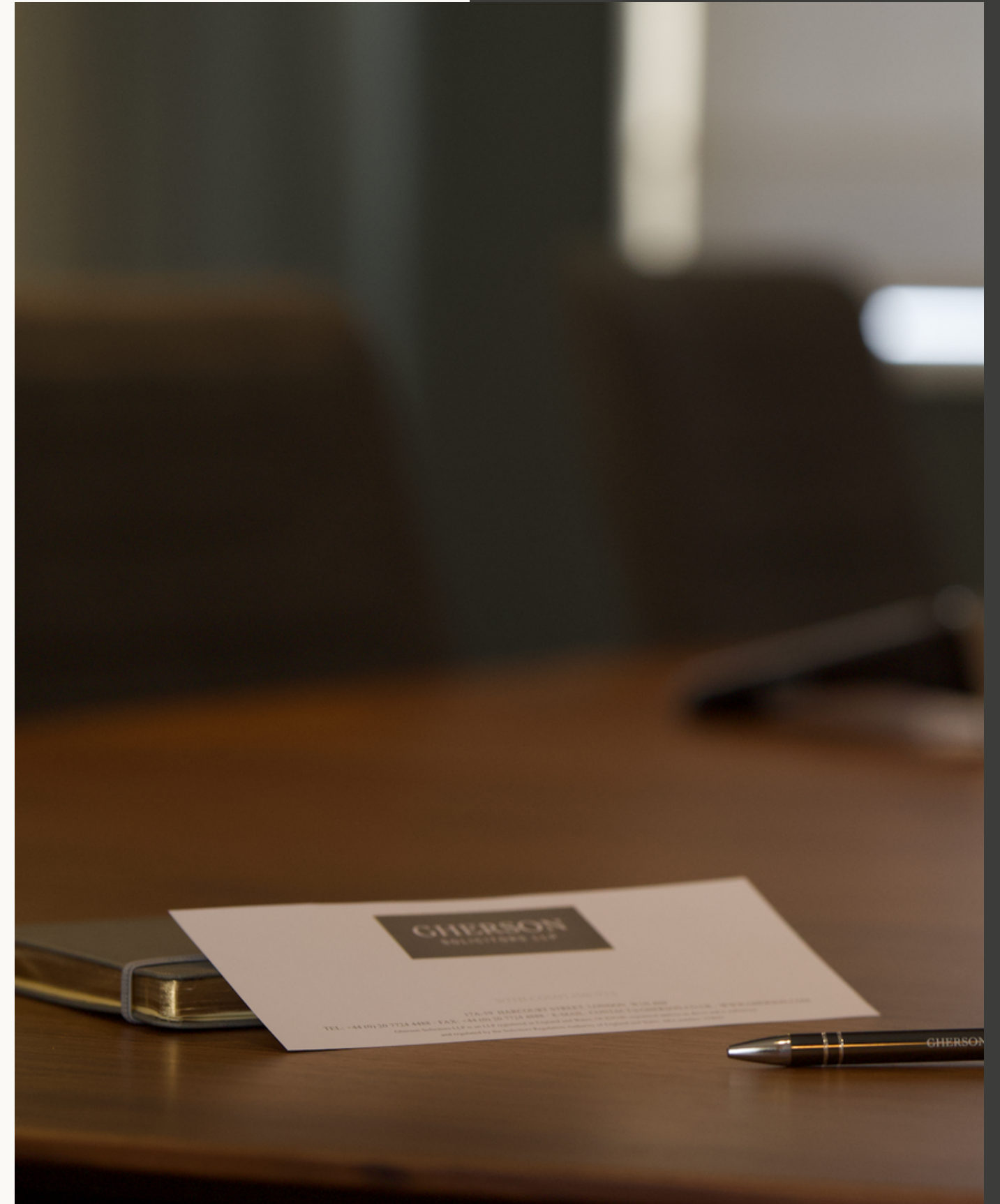
USEFUL INFORMATION AND TIPS

-  An application for a sponsor licence typically takes eight weeks to process. The Home Office, however, provides an improved service with a 10-working-day delivery goal
-  The company's capacity and willingness to carry out its responsibilities will be continuously observed by the Home Office. This includes routine audits with HMRC to ensure that the company is paying its sponsored workers fairly
-  The Home Office must be notified by sponsors via the Sponsorship Management System (SMS) of all significant changes affecting either their business or sponsored employees
-  The company does not have to be a licenced sponsor to hire employees from the resident labour market who already have permission to work in the UK; This includes candidates who are settled or have applied to settle in the UK
-  The Home Office uses the SMS, an online tool used by sponsors to manage their licence and fulfil their compliance obligations
-  Sponsors should conduct routine audits to ensure that their HR systems continue to stay legally compliant

HOW GHERSON CAN ASSIST

Gherson's corporate immigration team advises national and international corporates on Sponsor Licences, Skilled Worker Licences, and Temporary Workers applications. Alongside visa applications, the team also advises businesses on right to work checks, and provides human resources strategy and support as and when required.

If you have any questions, please do not hesitate to contact us for advice, send us an e-mail, or, alternatively, follow us on Twitter, Facebook, Instagram, or LinkedIn to stay-up-to-date.



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