

Immigration Update

August/September 2020

www.veristat.co.uk T: +44(0)1344 624016

Veristat specialises in providing immigration advice, support and other compliance services to employers and education providers. We also support individuals applying for leave to enter/remain in the UK.

In response to demand from clients, we are now offering bespoke, live online training. Please click here for further information.

Introduction

We appreciate this continues to be a very difficult time for employers and education providers in light of the coronavirus outbreak. Please feel free to contact us if you need any advice or support, now or in future.

If you have any questions or concerns about your sponsored workers or students in light of the current situation, please do not hesitate to get in touch. During the past few months a number of organisations have been contacting us looking to apply for sponsorship licences in advance of the implementation of the new Immigration system in 2021, if you are an organisation that doesn't have a licence but believe you will need one in the future, we would be happy to help you.

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New Immigration System

New immigration routes will open from autumn 2020 for applications to work, live and study in the UK after 1 January 2021.

The UK government has published a policy statement providing further details about their plans for the new UK points-based immigration system. This policy statement can be viewed [here](#). Additional information about some of the key points provided in this recent policy statement can be found in the working in the UK, studying in the UK, and other immigration news sections of this update.

The overarching documents in relation to the Immigration and Social Security Co-ordination (EU Withdrawal) Bill can be viewed [here](#).

To provide more information about each of the provisions in the Immigration and Social Security Co-ordination (EU Withdrawal) Bill, the Home Office has published a series of Factsheets, which can be viewed [here](#).

We will be using this update to inform you of any key news or announcements about the new immigration system as they are published by the Home Office (UKVI). We will also be working very closely with our retainer clients to support them with the implementation of the new immigration system. If you would like details of our retainer advice/support services to employers and education providers, please email enquiries@veristat.co.uk or call us on 01344 624016.

We will also be delivering a training package for employers and education providers on the new points-based immigration system to be offered from Autumn 2020 onwards, provided either remotely via Microsoft Teams or on the client's site. We anticipate this training will be in high demand, so if you would like to book a date now for a session later this year, please email us at enquiries@veristat.co.uk or call us on the number above.

We provide support to both employers and education providers in applying for a licence. If you are not already a sponsor, but wish to become one (especially in light of the introduction of the new immigration system in January 2021), please get in touch now for further details and quotation for supporting you with applying for a licence.

<https://www.gov.uk/guidance/new-immigration-system-what-you-need-to-know>

<https://www.gov.uk/government/publications/uk-points-based-immigration-system-further-details-statement>

<https://www.gov.uk/government/publications/immigration-bill-2020-overarching-documents>

Working in the UK

New points-based immigration system: employer information

The Home Office (UKVI) have updated the information they have provided to help employers prepare for the UK's new points-based immigration system.

Videos have also been added to provide additional guidance/information to employers about the new immigration system.

The key points are as follows:

- The new system will not apply to EU citizens living in the UK by 31 December 2020. As a transitional 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.
- From 1 January 2021, if you want to recruit workers from outside the UK's resident labour market, you will need to be a Home Office licensed sponsor.
- Under the new skilled worker system, anyone coming to the UK to work will need to demonstrate that:
 - They have a job offer from a Home Office sponsor.
 - The job offer is at the required skill level – RQF3 or above (A level and equivalent).
 - They speak English to the required standard.
- Any job must meet the applicable minimum salary threshold. This is at the higher of either:
 - The general salary threshold set by the UK Government at £25,600, or
 - The specific salary requirement for their occupation, known as the “going rate”.
- All applicants will be able to trade characteristics, such as their qualifications, against a lower salary to get the required number of points.
- If the job offer is less than the minimum salary requirement, but no less than £20,480, an applicant may still be eligible if they have:
 - A job offer in a specific shortage occupation.
 - A PhD relevant to the job.
 - A PhD in a STEM subject relevant to the job.
- From 1 January 2021, you will need to pay the *Immigration Skills Charge* (ISC) for each skilled migrant worker you employ through the Skilled Worker and Intra-company Transfer routes. Employers will need to pay £1,000 per skilled worker for the first 12 months, with an additional £500 charge for each subsequent six-month period. Discounted rates will apply as they do now, to charities and small businesses.
- Alongside, the skilled worker route, there will be a number of other immigration routes, such as the *Global Talent route, Intra-company Transfer, Start-up and Innovator, Health and Care Visa, Creative route, Sporting route, Seasonal Workers pilot, and Youth Mobility Scheme*.

- If you are not already a licensed sponsor and you think you will want to sponsor migrants through the skilled worker route from January 2021, the Home Office (UKVI) recommends you apply now.

You can view this information [here](#).

We offer training sessions on the new immigration system. We also support employers applying for a sponsor licence. Please get in touch for details of how we might be able to help or support you or for a quote for our services.

<https://www.gov.uk/government/publications/uk-points-based-immigration-system-employer-information>

Coronavirus (COVID-19): advice for Tier 2 & 5 sponsors

The latest guidance for Tier 2 & 5 sponsors in relation to coronavirus (COVID-19) can be viewed [here](#).

The key points are as follows:

- Enforcement action will not be taken against sponsors who continue to sponsor employees despite absences due to coronavirus. This can include absences due to illness, their need to isolate or inability to travel due to travel restrictions.
- You do not need to withdraw sponsorship if, because of coronavirus an employee is absent from work, without pay, for more than 4 weeks.
- If you have issued a Certificate of Sponsorship (CoS) and the sponsored employee has not yet applied for their visa, the employee will still be able to apply for a visa. If the employment start date stated on the CAS changes, the Home Office (UKVI) will consider this on a case-by-case basis and will not automatically refuse such cases.
- You may allow employees to start work before their visa application has been decided if:
 - You have assigned them a CoS.
 - The employee submitted their application before their current visa expired.
 - The role they are employed in is the same as the one on their CoS.
- Your reporting responsibilities for an employee start from the date you have assigned them a CoS, not from the date that their application is granted. You will not be able to report information to UKVI using the sponsor management system (SMS), however, you must ensure that you record and maintain all the relevant information set out in the sponsor guidance on your own systems.
- Any changes that will impact the eventual consideration of the migrant's visa should be updated on the CoS, as normal.
- If the employee's application is eventually rejected as invalid or refused you must terminate their employment.

- You can temporarily reduce the pay of your sponsored employees to 80% of their salary or £2,500 per month, whichever is the lower. Any reductions must be part of a company-wide policy to avoid redundancies and in which all workers are treated the same. These reductions must be temporary, and the employee's pay must return to at least previous levels once these arrangements have ended.
- You can submit scanned documents as evidence due to the exceptional circumstances of coronavirus. The Home Office (UKVI) may write to the sponsor to request original or certified documents if they wish to see these.
- On-site visits have been suspended due to coronavirus until 30 September 2020 when this will be reviewed. We are aware however that UKVI are carrying out some audits by telephone.

<https://www.gov.uk/guidance/coronavirus-covid-19-advice-for-tier-2-4-and-5-sponsors>

Sponsorship Compliance Audits (Tier 2/5)

Following the outbreak of the Covid-19 pandemic in March 2020, all sponsorship compliance auditing was postponed in line with UK Government advice.

The UK Government has started to lift certain restrictions and the Home Office (UKVI) will shortly be resuming compliance visiting activity. To ensure that they operate within a safe environment, ensuring the safety of their customers and their officer, they have made some changes to their processes when conducting a compliance visit. This will involve complying with Public Health England (PHE) advice including wearing of Personal Protective Equipment (PPE) as appropriate and the observation of social distancing measures.

Should the Home Office (UKVI) conduct a compliance visit, Home Office (UKVI) officers have been instructed to also comply with any measures the sponsor/employer has in place.

Advice on up-to-date PHE recommendations can be found [here](#).

Sponsor Licence Renewals

If your licence is due to expire between 27 November 2020 and 31 March 2021, you'll be able to submit your licence renewal application earlier than the usual 90 days before the expiry date. To allow the Home Office (UKVI) to manage their intake of applications effectively they've distributed renewal opening dates across the period from 17 August to 28 September 2020. Level 1 users will be able to see the revised renewal opening date on the 'Licence summary' screen in SMS.

Licence end dates will not be affected, so renewal applications can be submitted up to that end date. However, the Home Office (UKVI) recommend that applications are made as soon as possible and, in the case of sponsors licensed in Tier 2, that the correct renewal fee is paid.

SMS payment issues

There is currently an issue which can affect customers when making a payment on the Sponsorship Management System (SMS). When attempting to pay for a product or service, some customers are taken back to an earlier screen in the SMS without payment being taken, and without the product/service being purchased. For example, if this issue occurs during CoS assigning, the customer will be returned to an earlier screen on the SMS and the CoS will not be assigned.

Any users experiencing this issue are advised to ensure that all details are correct whenever they enter information – such as their payment card details, when completing a payment.

The Home Office (UKVI) are currently working to resolve this issue as a matter of urgency.

Tier 2 (Health and Care) visa

The Home Office (UKVI) have published information about the eligibility and requirements of the new Tier 2 (Health and Care) visa. You can view this information [here](#).

To apply for this visa, an applicant must be from outside the EEA and Switzerland and have a job offer from the NHS, an organisation providing medical services to the NHS or an organisation providing adult social care. They must be qualified as a doctor, nurse, health professional, or adult social care professional to be eligible to apply. Their sponsor must have told them that they are eligible for it.

The Home Office (UKVI) have also published an updated document confirming the fees paid for applications within and outside of the UK, which reflects the introduction of the new Tier 2 (Health and Care) visa. The updated fees document can be viewed [here](#).

<https://www.gov.uk/tier-2-health-care-visa>

<https://www.gov.uk/government/publications/visa-regulations-revised-table>

Rights and status of frontier workers in the UK from 1 January 2021

The Home Office (UKVI) have published guidance for frontier workers in the UK from 1 January 2021. You can view this latest guidance [here](#).

The guidance states that being a frontier worker depends on you having employment or self-employment in the UK.

A person can keep their frontier worker status if they are not working and one of the following applies:

- They're temporarily unable to work because of an illness or accident.
- They were working in the UK but are now involuntarily unemployed, and are looking for work in the UK.
- They're in vocational training while unemployed, and the training is related to the work they carried out in their previous work.
- They're temporarily unable to work as a result of pregnancy or childbirth.
- They're on maternity or paternity leave, and they will return to their previous employment, or find another job, at the end of that period.

A person will be able to apply for a frontier worker permit to enter the UK as a frontier worker. Further information will be published by the Home Office (UKVI) in due course.

Further information can be viewed [here](#).

Irish citizens do not need to do anything to continue working in the UK after 31 December 2020. Further information about the rights of Irish citizens in the UK after Brexit can be viewed [here](#).

<https://www.gov.uk/government/publications/rights-and-status-of-frontier-workers-in-the-uk-after-brexit>

<https://www.gov.uk/government/publications/rights-and-status-of-frontier-workers-in-the-uk-from-1-january-2021>

<https://www.gov.uk/government/publications/common-travel-area-guidance>

Sponsorship transparency data: August 2020 (Tier 2/5)

The Home Office (UKVI) have published the latest sponsorship transparency data for Q2 of 2020. You can view the full data published [here](#).

The key points in relation to *Tier 2/5* of the *Points-based system* are as follows:

- The total number of sponsors registered as of Q2 of 2020 was 29,296 for Tier 2 and 3,957 for Tier 5
- Applications - a total of 931 (Tier 2), 28 (Tier 5), 2 (Tiers 2, 4 & 5), and 17 (Tiers 2 & 5) were made during Q2 of 2020.
- The average length of time taken to process a sponsor application was 28.01 days.
- During Q2 of 2020, 150 - Tier 2 and 14 - Tier 5 licences were suspended, and 144 - Tier 2 and 13 - Tier 5 licences were revoked.

You can view the full data that has been published [here](#).

<https://www.gov.uk/government/publications/sponsorship-transparency-data-august-2020>

Studying in the UK

Sponsor Licence Renewals

If your licence is due to expire between 27 November 2020 and 31 March 2021, you'll be able to submit your licence renewal application earlier than the usual 90 days before the expiry date.

To allow the Home Office (UKVI) to manage their intake of applications effectively they've distributed renewal opening dates across the period from 17 August to 28 September 2020. Level 1 users will be able to see the revised renewal opening date on the 'Licence summary' screen in SMS.

Licence end dates will not be affected, so renewal applications can be submitted up to that end date. However, the Home Office (UKVI) recommend that applications are made as soon as possible.

Coronavirus (COVID-19): advice for Tier 4 sponsors

The latest guidance for Tier 4 sponsors in relation to coronavirus (COVID-19) can be viewed [here](#).

The key points are as follows:

- Enforcement action will not be taken against sponsors who continue to sponsor students despite absences due to coronavirus.
- Sponsors do not need to report student absences related to coronavirus. This can include absences due to illness, their need to isolate or inability to travel due to travel restrictions.
- You do not need to withdraw sponsorship if because of coronavirus a student is unable to attend for more than 60 days.
- You can continue to sponsor existing Tier 4 students who are continuing their studies through distance learning, or starting a new course, whether they're in the UK or another country.
- You can also start sponsoring new students who will start studying through distance or blended learning in the 2020/21 academic year, provided they intend to transition to face-to-face learning as soon as it is possible to do so.
- If a student has permanently withdrawn from their studies or deferred their studies for reasons unrelated to coronavirus, this must be reported as usual.
- You do not need to withdraw sponsorship for new students who have been issued a Tier 4 visa but are distance learning because they have been unable to travel to the UK. If a student stops engaging with their distance learning for more than 30 days, whether overseas or in the UK, you must withdraw sponsorship.
- New international students who have not yet applied for a visa but want to start a course which will wholly be studies overseas by distance learning do not require sponsorship under Tier 4. This is because they do not need to travel to the UK. Before travelling to the UK, students starting a course by distance learning must have a CAS and a Tier 4 visa.

- You do not need to tell the Home Office when students have moved to distance learning.
- The distance learning concession will be in place for the duration of the 2020-21 academic year. The concession will be subject to regular monitoring to ensure it is working as intended, and it will also be subject to review at the end of the 2020-21 academic year.
- If you have issued a Confirmation for Acceptance for Studies and the sponsored student has not yet applied for a visa and the start date of the course stated on the CAS has changed, the Home Office will consider this on a case-by-case basis and will not automatically refuse such cases.
- You may allow students to start their studies before their visa application has been decided if:
 - You are a Tier 4 sponsor (other than Tier 4 Legacy Sponsors).
 - You have assigned the student a CAS.
 - The student submitted their application before their current visa expired and has shown you evidence of this.
 - The course they start is the same as the one listed on their CAS.
 - The student has a valid *Academic Technology Approval Scheme (ATAS)* certificate if required.
- A sponsor's reporting responsibilities start from the date that you issue the CAS, not from the date that their application is granted.
- If the student's application is eventually rejected as invalid or refused you must terminate the student's studies.
- You can submit scanned documents as evidence due to the exceptional circumstances of coronavirus. However, the Home Office (UKVI) may write to you to request original or certified documents.
- On-site visits have been suspended due to coronavirus until 30 September 2020 when this will be reviewed. We are however aware that UKVI are carrying out some audits by telephone.

The latest guidance for Tier 4 sponsors, migrants and short-term students on temporary concessions, in response to the outbreak of coronavirus can also be viewed [here](#). This guidance has been updated to include information for sponsors of distance learners and that students who start a course by distance learning outside the UK must be granted a visa before travelling to the UK.

<https://www.gov.uk/guidance/coronavirus-covid-19-advice-for-tier-2-4-and-5-sponsors>

<https://www.gov.uk/government/publications/coronavirus-covid-19-tier-4-sponsors-migrants-and-short-term-students>

Sponsorship Compliance Audits (Tier 4)

Following the outbreak of the Covid-19 pandemic in March 2020, all sponsorship compliance auditing was postponed in line with UK Government advice.

The UK Government has started to lift certain restrictions and the Home Office (UKVI) will shortly be resuming compliance visiting activity. To ensure that they operate within a safe environment, ensuring the safety of their customers and their officer, they have made some changes to their process when conducting a compliance visit. This will involve complying with Public Health England (PHE) advice including wearing of Personal Protective Equipment (PPE) as appropriate and the observation of social distancing measures. Should the Home Office (UKVI) conduct a compliance visit, Home Office (UKVI) officers have been instructed to also comply with any measures the sponsor/employer has in place.

Advice on up-to-date PHE recommendations can be found [here](#).

Assigning Confirmations of Acceptance for Studies (CAS)

An issue has recently arisen that is preventing some sponsors from assigning a Certificate of Acceptance for Studies (CAS). The issue can arise when text is copied from an external source (e.g. a word document or email) and pasted directly into text fields on the CAS form. This action may lead to bullet points or hidden characters being entered into the SMS fields. If these characters are present in mandatory fields the system may not allow the CAS to be assigned.

The Home Office (UKVI) has advised users to ensure that these characters are not present in any fields when creating a CAS. When copying text from an external source it is advisable to paste it into a plain text editor first, in order to check and amend the text, before pasting it into the SMS. If users are unable to assign a CAS due to this issue, they are advised to contact the Business Helpdesk or their premium account manager for assistance. The IT supplier is currently working to fix this issue.

SMS payment issues

There is currently an issue which can affect customers when making a payment on the Sponsorship Management System (SMS). When attempting to pay for a product or service, some customers are taken back to an earlier screen in the SMS without payment being taken, and without the product/service being purchased. For example, if this issue occurs during CAS assignment, the customer will be returned to an earlier screen on the SMS and the CAS will not be assigned.

Any users experiencing this issue are advised to ensure that all details are correct whenever they enter information – such as their payment card details, when completing a payment. The Home Office (UKVI) are currently working to resolve this issue as a matter of urgency.

Sponsorship transparency data: August 2020 (Tier 4)

The Home Office (UKVI) have published the latest sponsorship transparency data for Q2 of 2020.

The key points in relation to *Tier 4* of the *Points-based system* are as follows:

- As of Q2 of 2020, there were 1,154 Tier 4 sponsors who were registered.
- A total of seven (7) Tier 4 and two (2) Tier 2, 4, 5 new sponsor applications were made during Q2 of 2020.
- As of Q2 of 2020, 92.6% of registered Tier 4 sponsors had '*Tier 4 sponsor status*'.
- The average length of time taken to process a Tier 4 sponsor application was 28.01 days.
- During Q2 of 2020, three (3) sponsors were issued with an intention to revoke their licence and one (1) sponsor had their licence revoked.

You can view the full data that has been published [here](#).

<https://www.gov.uk/government/publications/sponsorship-transparency-data-august-2020>

Other Immigration News

Coronavirus (COVID-19) - Advice for UK visa applicants and temporary UK residents

The latest advice from the Home Office (UKVI) to UK visa applicants and temporary UK residents in relation to coronavirus (COVID-19) can be viewed [here](#).

The key points are as follows:

- If you had a visa that expired between 24 January 2020 and 31 July 2020, you were able to request an extension if you were not able to return home because of travel restrictions or self-isolation related to coronavirus (Covid-19). Now travel restrictions are lifting globally applicants will no longer be able to extend their visa automatically and they are expected to take all reasonable steps to leave the UK where it is possible.
- To allow time to make the necessary arrangements to leave the UK, those who have a visa or leave that was due to expire between the 24 January 2020 and 31 July 2020 were able to stay within the UK to 31 August 2020.
- If migrants intended to leave the UK but were not able to do so by 31 August 2020, they must request additional time to stay, also known as 'exceptional assurance' by contacting the Home Office's *Coronavirus Immigration Team (CIT)*.
- If a migrant's leave expires after 1 September 2020, they can submit an application form from within the UK where they would usually need to apply for a visa from their home country. However, they will need to show that their application is urgent, for example if they need to start a new job or course of study.

- If a migrant's visa or leave expired between 24 January 2020 and 31 August 2020, there will be no future adverse immigration consequences if they didn't make an application to regularise their stay during this period. However, they must now do so by 31 August 2020 or make arrangements to leave the UK.
- Some UK Visa and Citizenship Application Centres (UKVCAS) have reopened for existing customers. Service and Support Centres (SSCs) are offering a reduced number of appointments because of coronavirus. As more appointments are made available, UKVI will invite the applicant to arrange an appointment by email or post.
- If UKVI can reuse the fingerprints a migrant already gave for a previous application, they will be emailed with instructions on how to send a facial image and their supporting documents. If the applicant cannot send the information via the instructions given they will need to book a UKVCAS appointment instead.
- Some English Language testing centres have resumed their services. For more information, please refer to the test centre or to Trinity College London, IELTS, LanguageCert or Pearson Test of English, depending on who you wish to book the test with.
- If an applicant has already made an appointment that has been postponed, they will be contacted when they are able to book a new appointment. Their immigration status in the UK will not change as a result of them not being able to attend an appointment.
- Migrants on a Tier 1 Entrepreneur visa, no longer need to employ at least 12 people for 12 consecutive months. The 12 month period they are required to employ someone for can be made up of multiple jobs across different months. If they are not able to employ staff for 12 months by the time their visa expires, they'll be allowed to temporarily extend their stay to give them time to meet the requirement. These arrangements will continue for applications made after 31 May 2020, where the jobs they're relying on were disrupted due to coronavirus.

<https://www.gov.uk/guidance/coronavirus-covid-19-advice-for-uk-visa-applicants-and-temporary-uk-residents>

UKVCAS Service Status/Rollout of IDV app

UKVCAS (Sopra Steria) have been working with the Home Office (UKVI) to develop a new UKVCAS Identity Verification (IDV) app as a response to the delays caused by Covid-19 to the visa and citizenship application process. Further information can be viewed [here](#).

The IDV app allows applicants who are eligible for UKVI's biometric reuse policy (fingerprints and photographs recorded for previous applications) to submit their application information to UKVI without having to book an appointment at UKVCAS.

The IDV app was recently approved for use by UKVI and rollout of the IDV app started on 17 August 2020.

Applicants who are able to participate in this new process will be sent out an invitation to use the IDV app by email. This will be rolled out in a phased manner, working in date order from the earliest to the most recent, based on the registration date the applicant applied to UKVI.

The Home Office have also published guidance for their staff on the approach to handling application case types made on or before 1 August 2020 in relation to biometric enrolment, reuse and evidencing status.

<https://www.ukvcas.co.uk/flash-message-detail?flashmessageId=74833>

Hong Kong BN(O) visa

The new 'Hong Kong BN(O) Visa' will be open for British National (Overseas) BN(O) citizens and their dependants from January 2021 onwards. Applicants will be able to apply for this new immigration route from outside or inside the UK. Further information about this new immigration route can be viewed [here](#).

<https://www.gov.uk/guidance/british-nationals-overseas-in-hong-kong>

Knowledge of language and life in the UK

The Home Office (UKVI) have published updated guidance for their staff about applications for naturalisation and indefinite leave to remain that need to meet the knowledge of language and life in the UK (KoLL) requirement. The guidance clarifies the list of people who do not need to meet the KoLL requirement.

The latest Home Office guidance can be viewed [here](#).

<https://www.gov.uk/government/publications/knowledge-of-life-and-language-in-the-uk>

Guidance for dependants of UK visa applicants (Tiers 1, 2, 4, 5 and Appendix W)

The Home Office (UKVI) have published updated guidance for applications by the family of people who have UK visas under the points-based system (PBS dependants) and *Appendix W* workers.

The updated Home Office guidance can be viewed [here](#).

<https://www.gov.uk/government/publications/guidance-for-dependants-of-uk-visa-applicants-tiers-1-2-4-5>

Approved English language tests/test centres

The Home Office (UKVI) have published the updated list of tests and test centres approved by them to show that applicants have the required level of English for their visa/application.

The latest list of approved English language tests/test centres can be viewed [here](#).

<https://www.gov.uk/government/publications/guidance-on-applying-for-uk-visa-approved-english-language-tests>

Veristat Services

Sponsor licence applications

With the announcement of the new Immigration system to be implemented from 1 January 2021, employers wishing to sponsor non-EEA and EEA/EU nationals from this date may wish to apply now for a licence.

We provide a comprehensive advice and support package to employers applying for a licence, including preparation for a Home Office (UKVI) visit and can also include training on Tier 2/5 or Tier 4 sponsorship and the SMS system, as well as assistance with applying for Certificates of Sponsorship (CoS).

Please email us at enquiries@veristat.co.uk or contact us by telephone on 01344 624016 for further details and a quote for helping you apply for a licence.

Remote training and audits

In the current climate, we are now offering remote video conference audits and training via Microsoft Teams/Zoom, etc.

Our remote audits emulate UKVI's remote audits, which we have already participated in and cover all key areas of immigration compliance.

Training for employers and education providers

We provide bespoke training on all aspects of immigration matters, including Right to Work, Tier 2 sponsorship, Tier 4 sponsorship, and identification of fraudulent documents. We will also be providing training on the new immigration system detailing all future requirements.

These training sessions are conducted on the client's premises for a standard half-day rate for up to 12 persons per session.

Also, in response to demand from clients, we are now providing live bespoke online training via Microsoft Teams/Zoom, etc.

If you think your organisation would benefit from training in any of these areas, please contact us for a quote by emailing us at enquiries@veristat.co.uk. If you would like to discuss the contents of our training packages or require a bespoke training package to be delivered, please contact us by telephone on 01344 624016 or email us as above.

Audits and Inspections

Veristat is hugely experienced at providing compliance audits across all immigration tiers. We have worked with hundreds of employers, ranging from small family businesses to multi-nationals, high street retailers and professional sports clubs. In the education sector, we have also worked with over 30 universities and a significant number of colleges and schools.

Our audit/inspection service is fully flexible and can be tailored to individual requirements, and is based on sound practical experience of UKVI's policies, culture and approach.

- For employers, we offer on-site Tier 2 compliance inspections (with staff aware or unaware to simulate a surprise UKVI visit). We also offer right to work compliance visits.
- For education providers, our service ranges from a "lite" health-check to a comprehensive review of Tier 4 activities, assessing compliance with UKVI requirements and sharing best practice. We also offer targeted inspections covering specific issues, such as BCA, Tier 2 compliance, policies, student unions, relationships with partner institutions, etc.

On completion, we provide a comprehensive, evidence-based report, together with an assessment of how compliant the business or institution is with UKVI's requirements. We will support the introduction of change if required and offer a 'spot check' follow up service at a later date if required to reassure management that recommendations have been implemented.

If you're interested in booking an audit/inspection, please call us on 01344 624016 or email us at enquiries@veristat.co.uk.

File Inspection Days

If you're unsure whether you require a full compliance audit or specific training but would like an independent check of your files to ensure they are fully compliant with Home Office requirements, we can provide a UKVI file compliance inspection of either your staff or student files.

Depending on the number of employees/students you have, we would either check all files or an agreed sample. After the inspection has taken place, we would provide a written report outlining any risks, feedback and recommendations.

For further information or a quote for our file inspection days, please call us on 01344 624016 or email us at enquiries@veristat.co.uk.

Advice/Support packages

These packages can either be on a fixed rate monthly retainer basis, which can include a number of services, such as: acting as your Level 1 user, issuing of CoS/CAS, immigration audit, etc. Alternatively, you can purchase an annual package of either 5, 10, 15- or 20-hours advice/support per year at reduced rates.

If you are interested in discussing our retainer or hourly advice/support packages further, then please contact us on 01344 624016 or email us at enquiries@veristat.co.uk.

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