

Immigration Update

February 2024

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.



Please contact us for further information about our training sessions, which will also cover the changes announced recently by the UK government.

Introduction

Since the start of the New Year, there continues to be a significant number of changes announced by the UK government in their further attempt to reduce migration numbers. We fully appreciate some of you may have concerns about the impact of these changes on your businesses. We will continue to use this update to inform you as and when further details are announced.

We are here to support you with any immigration matters and remove some of those challenges associated with Immigration compliance. Should you need any advice or support with anything, please do not hesitate to contact us.

Inside this month's update

Working in the UK

[Timeline for proposed changes to the Skilled Worker, Health and Care routes](#)

[MAC's rapid review of the Immigration Salary List \(ISL\)](#)

[Statement of Changes to the Immigration Rules: Health and Care route](#)

Studying in the UK

[Collection of BRPs](#)

[Visa processing times for those applying for a Student/Child Student or short-term study visa](#)

Sponsorship

[Removal of the requirement to apply to renew sponsor licence](#)

[Updating companies house reference number on SMS system](#)

Other Immigration News

[Increase to Immigration Health Surcharge](#)

[Changes to the Right to Rent requirements](#)

[Closure of the Ukraine Family Scheme](#)

Veristat Services

[Immigration training](#)

[Sponsor licence applications](#)

[Immigration audits/inspections](#)

[Immigration Advice/Support](#)

Working in the UK

Timeline of proposed changes to the Skilled Worker / Health and Care routes

Further to the announcements made at the end of last year by the Prime Minister and Home Secretary regarding the Skilled Worker, Health and Care, and Graduate routes, please see below a timeline of the key proposed changes.

11th March 2024	<p>For those employing care workers and senior care workers, from this date, the Home Office (UKVI) reforms will restrict care workers from bringing dependants and require care providers to be registered with the Care Quality Commission if they are sponsoring migrants.</p> <p><i>This will not impact migrants already on a Health and Care visa but will affect those switching into the route from inside the UK or those applying from outside the UK for entry clearance under this route.</i></p>
4th April 2024	<p>There will be an increase to the minimum salary required for those applying for a Skilled Worker visa from £26,200 to £38,700 (increase of 48%). <i>This does not apply to those already on the Skilled Worker route, Health and Care Worker visas (which include social care), or health/education workers on national pay scales.</i></p> <p>Initial changes to the shortage occupation list will also happen in April 2024 (very likely 4th April 2024) – the Migration Advisory Committee is working on its recommendations for the new list.</p>
11th April 2024	<p>The minimum income requirement for family / spouse applications will increase in stages. The first increase to £29,000 will be introduced on this date. There is currently no detailed timetable as to when this will increase again, but proposals are that it will increase to around £34,500 later in 2024; and finally, to around £38,700 by early 2025.</p>

Further information can be viewed [here](#). You can also read the Home Secretary's announcement [here](#). The UK government have also published a factsheet which can be viewed [here](#).

We appreciate that the above changes may cause employers and existing / prospective sponsored workers some concern. We will be updating you on any further information / dates of implementation, etc. via this update. Should you wish to discuss any concerns regarding the above announcements and would like to schedule a call or consultation over Microsoft Teams, please contact us at enquiries@veristat.co.uk

<https://commonslibrary.parliament.uk/research-briefings/cbp-9920/>

<https://www.gov.uk/government/news/home-secretary-unveils-plan-to-cut-net-migration>

Rapid review of the Immigration Salary List (ISL)

Further to the announcements by the Home Secretary in December about the changes to the immigration system related to the Skilled Worker (SW) route, the government commissioned the Migration Advisory Committee (MAC) to carry out a rapid review of the new Immigration Salary List (ISL). It is expected the MAC will receive a request for a full review of the ISL to be conducted.

In the ISL, the MAC will refer explicitly to the percentile measure (either 25th or 50th) and will use the term occupation-specific threshold (instead of 'going rate'). The MAC are recommending changes to the occupation-specific thresholds (previously known as the 'going rate').

In their rapid review, the MAC has recommended the following salary thresholds:

	Non-H&CW occupations	H&CW occupations not on a pay scale (including care workers and senior care workers)	National pay scale occupations
General threshold (minimum salary if not on SOL / ISL)	£38,700 (increased from £26,200)	£29,000 (increased from £26,200)	£23,200 (increased from £20,960)
Minimum general threshold if on SOL / ISL	£30,960 (increased from £20,960)	£23,200 (increased from £20,960)	£23,200 (increased from £20,960)
Occupation-specific threshold	50 th percentile (currently 25 th percentile)	25 th percentile	National pay scales

SOL = Shortage Occupation List. ISL = Immigration Salary List H&CW = Health & Care Worker

The MAC have also made recommendations for the occupations that should be included on the new ISL, including care workers and home carers (SOC code 6145) and Senior Care Workers (SOC code 6136) and those occupations previously listed on the SOL which they recommended not be included on the ISL.

You can read the findings of the full rapid review [here](#).

<https://www.gov.uk/government/publications/rapid-review-of-the-immigration-salary-list>

Statement of changes to the Immigration Rules: Health and Care route

The Home Office (UKVI) laid their Statement of Changes to the Immigration Rules on 19th February 2024, which includes changes to the Health and Care route.

As previously announced by the Home Secretary, changes are being made to tighten the Health and Care Worker route for Skilled Workers sponsored as care workers or senior care workers (SOC codes 6145 and 6146). This is in response to high levels of non-compliance, worker exploitation and abuse.

The changes are as follows:

- You will only be able to sponsor care workers or senior care workers (SOC codes 6145 and 6146) where the sponsor is registered with the Care Quality Commission (CQC) and is currently carrying out a regulated activity (this does not affect the eligibility of jobs in Scotland, Wales, and Northern Ireland).
- The provision for dependants to accompany or join workers sponsored in these occupation codes (other than providing for children born in the UK to regularise their stay) has been removed.

The Statement of Changes can be viewed [here](#).

<https://www.gov.uk/government/publications/statement-of-changes-to-the-immigration-rules-hc-556-19-february-2024>

Right to Work – Updated guidance for employers

The Home Office (UKVI) have updated their guidance for employers on conducting right to work checks. The key changes are as follows:

- An increase to the maximum civil penalty for non-compliance with Right to Work requirements. The civil penalty for employers has been raised to £45,000 per illegal worker for a first breach and £60,000 per illegal worker for repeat breaches.
- Changes have also been made to the right to Work checks involving EEA citizens and their non-EEA family members including those who are identified without lawful immigration status.
- Changes have been made to *Annex B: Employment of specific categories of workers* to provide further information for employers offering supplementary employment to individuals who have immigration permission on a sponsored work route.

The updated guidance for employers on right to work checks can be viewed [here](#).

Due to the increased civil penalty for non-compliance with the Right to Work requirements it is essential that you have robust processes in place to conduct right to work checks prior to an individual commencing employment, and that the checks have been conducted in the prescribed

manner and evidence is retained on file (and appropriately endorsed if a manual check has been undertaken).

We are increasingly coming across instances where right to work checks are not being conducted in advance of the migrant starting work. It is imperative that right to work checks are completed before an individual starts work, regardless of their assumed nationality.

Veristat provides training on conducting right to work checks in line with the Home Office (UKVI) requirements, which can either be delivered on site or remotely via Microsoft Teams. Should you be interested in booking a session, please contact us at enquiries@veristat.co.uk for further information and a quote.

<https://www.gov.uk/government/publications/right-to-work-checks-employers-guide>

Collection of Biometric Residence Permits (Working in the UK)

To facilitate the collection of Biometric Residence Permits (BRPs), the Home Office has developed two alternatives to the customer collecting their own BRP from a Post Office branch.

These two alternatives are Alternative Collection Location (ACL) or Standing Authority (SA). These alternatives are now being extended to a wider range of users and some of the initial constraints are also being removed following input from larger sponsors and representatives.

ACL will be offered to:

- Skilled Worker Premium Sponsors, their representatives and agents
- A small group of other very large volume PBS sponsors
- Legal representatives

Standing Authority will be offered to:

- PBS sponsors who do not operate ACL
- Representatives who do not operate ACL
- Agents acting for representatives of Premium Sponsors
- Those operating ACL, for applications which pre-date ACL

Further information about applying for either ACL or SA can be viewed [here](#).

<https://www.gov.uk/government/publications/biometric-information/biometric-residence-permits-for-overseas-applicants-alternatives-to-customer-collection-at-post-office-accessible>

Illegal Working Civil Penalties – Quarterly Regional Report

The Home Office (UKVI) has published their quarterly regional report on illegal working civil penalties.

The report confirms that during the period 1 July to 30 September 2023:

- There was a total number of **496** civil penalties issued.
- There was a total number of **755** illegal workers found.
- The total value of penalties issued was **£8,915,000**.

The report can be viewed [here](#).

With the increases of civil penalties to £45000 for a first offence and £60,000 for repeat offences it is imperative that you have robust processes in place to conduct right to work checks on all employees (regardless of nationality / seniority) prior to employment commencing and that you monitor expiry of those with limited leave to enter / work in the UK. We recommend that you get in touch with a migrant with limited leave approximately 3 months before their status / leave / visa is due to expire to ascertain their intentions to avoid any issues nearer to the date of expiry.

<https://www.gov.uk/government/publications/illegal-working-civil-penalties-anonymous-regional-report/illegal-working-civil-penalties-anonymous-regional-report-1-october-2019-to-31-december-2020>

Review of the Graduate route

Further to the announced changes by the Home Secretary in late 2023, the Home Office was supposed to commission the *Migration Advisory Committee* (MAC) to begin work on reviewing the Graduate route in January 2024, although it has not yet done so.

The committee is expected to report in late 2024.

Latest information on the review of the Graduate route can be viewed [here](#).

<https://commonslibrary.parliament.uk/research-briefings/cbp-9920/>

Youth Mobility Scheme

Nationals of Australia, Canada, or New Zealand, who have a Youth Mobility visa will be able to extend their visa by one year. The visa will be valid from the day after their original visa ends. The applicant should apply no more than 28 days before their current visa expires. Further information about extending a Youth Mobility visa can be viewed [here](#).

The Home Office (UKVI) have also updated the guidance to their staff on the Youth Mobility scheme in line with recent changes to the Immigration Rules. The guidance has been updated as follows:

- Amendments have been made to reflect the enhancements to the Youth Mobility arrangements with Australia, Canada, and the Republic of Korea. For these countries, the eligible age range will increase from 18 – 30 to 18 – 35.
- Citizens of Japan and the Republic of Korea will no longer need an invitation to apply for the Youth Mobility Scheme visa.
- New arrangements have also been made with Andorra and Uruguay.

The updated guidance for applicants can be viewed [here](#). The updated caseworker guidance can be viewed [here](#).

<https://www.gov.uk/guidance/youth-mobility-scheme-visa-ballot-system>

<https://www.gov.uk/youth-mobility/extend-your-visa>

<https://www.gov.uk/government/publications/points-based-system-tier-5-youth-mobility-scheme>

Asylum Applicants – Permission to Work and Volunteer

The Home Office (UKVI) have updated the guidance for their staff on granting permission to work for asylum applicants.

The guidance has been updated to add a new paragraph under the *Revocation* section to tell caseworkers to use template letter *Asylum – Revocation of Permission to Work* when revoking permission to work.

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

<https://www.gov.uk/government/publications/handling-applications-for-permission-to-take-employment-instruction>

Current Visa Processing Times – Work visas

The Home Office (UKVI) have published their current decision waiting times for those applying from inside or outside the UK.

Those applying to switch or extend their work visa from within the UK, should receive a decision within **8 weeks** of attending their biometric appointment or the date the application / documents were received by the UKVI (if no appointment is required). Applications made under the Health and

Care Visa normally receive a decision within **3 weeks** if applied for from inside the UK. The latest processing times for those applying from inside the UK can be viewed [here](#).

Those applying for a work visa from outside the UK, should get a decision within **3 weeks** once they have either attended their appointment at the visa application centre (VAC) or used the ID Check app and submitted their application/supporting documents. The latest processing times for those applying from outside the UK can be viewed [here](#).

Applicants may be able to pay an additional fee to expedite their applications for a quicker decision.

<https://www.gov.uk/guidance/visa-processing-times-applications-outside-the-uk>

<https://www.gov.uk/guidance/visa-processing-times-applications-inside-the-uk>

Studying in the UK

Collection of Biometric Residence Permits

To facilitate the collection of Biometric Residence Permits (BRPs), the Home Office has developed two alternatives to those collecting their own BRP from a Post Office branch: Alternative Collection Location (ACL) and Standing Authority (SA). These alternatives are now being extended to a wider range of users and some of the initial constraints are also being removed following input from larger sponsors and representatives.

ACL will be offered to:

- Student sponsors
- A small group of other very large volume PBS sponsors
- Legal representatives

Standing Authority will be offered to:

- PBS sponsors who do not operate ACL
- Representatives who do not operate ACL
- Agents acting for representatives of Premium Sponsors
- Those operating ACL, for applications which pre-date ACL

Further information about applying for either ACL or SA can be viewed [here](#).

<https://www.gov.uk/government/publications/biometric-information/biometric-residence-permits-for-overseas-applicants-alternatives-to-customer-collection-at-post-office-accessible>

Current Visa Processing Times – Study visas

The Home Office (UKVI) have published their current decision waiting times for those applying from inside or outside the UK for a study visa.

Those applying to switch or extend their study visa from within the UK, should receive a decision within **8 weeks** of attending their biometric appointment or the date the application / documents were received by the UKVI (if no appointment is required). The latest processing times for those applying from inside the UK can be viewed [here](#).

Those applying for a Student/Child Student visa or Short-term study visa from outside the UK, should get a decision within **3 weeks** once they have either attended their appointment at the visa application centre (VAC) or used the ID Check app and submitted their application/supporting documents. The latest processing times for those applying from outside the UK can be viewed [here](#).

Applicants may be able to pay an additional fee to expedite their applications for a quicker decision.

<https://www.gov.uk/guidance/visa-processing-times-applications-outside-the-uk>

<https://www.gov.uk/guidance/visa-processing-times-applications-inside-the-uk>

Sponsorship – please note...

Renewal of Sponsor Licences

Some relatively good news in relation to sponsor licences...

The requirement for sponsors to renew their licence every four years is being abolished from 6 April 2024. Any sponsor licences due to expire on or after that date are now being automatically extended by 10 years.

This will be reflected on the *Licence Summary* page of the SMS system.

Annual CoS Allocation

Most sponsors should now have an 'automatic' annual CoS allocation, meaning that you will normally be granted an allocation of CoS based on the number of 'undefined' CoS you assigned during the previous allocation year. Therefore, where you have not assigned any or few 'undefined' CoS during the previous year, your allocation of CoS may fall short of what you require for the current allocation year.

In view of this, we recommend that sponsors assess the number of CoS they will require for the next allocation year at the start of each year to ensure that they have sufficient CoS available for their needs.

Where you have not been granted enough CoS by UKVI, we recommend that you submit an in-year request for additional CoS as early as possible, as such requests can take up to 18 weeks to be considered by the Home Office (UKVI). It may be possible to apply for the request to be prioritised by using the Worker and Temporary Worker Priority Change of Circumstance service, but this service is currently oversubscribed, and clients are reporting difficulty in having requests accepted.. Therefore to avoid any issues with not having sufficient CoS, we strongly suggest that you assess your requirements for CoS and where required, apply for an increase to your allocation at your earliest convenience.

When submitting requests for an in-year increase to your allocation it is imperative that you provide a robust business case for any additional CoS you are requesting.

Reminder: SMS system: Companies House Reference Number

Whilst we previously reported this in our November update, please note the provision of a sponsor's Companies House (CHN) reference number has been enabled in the SMS system. Companies House records are publicly available and checks with Companies House are completed by the Home Office (UKVI) when applying for a licence or when certain requests are made to an existing licence. Provision of a CHN will facilitate more effective checking and will also aid the migration of sponsors to the transformed sponsorship system.

Sponsors who are registered with Companies House can provide their CHN by using the SMS process for amending your organisation's details. Such changes to the CHN are immediately updated on the SMS system and are not subject to approval by the Home Office (UKVI). If your organisation is registered with Companies House, you should add your CHN to the SMS system at your earliest convenience.

Other Immigration News

Increased fees for the Immigration Health Surcharge

Applications submitted on or after **6th February 2024** now need to pay the higher Immigration Health Surcharge fees unless exempt with doing so (e.g. Health and Care visas). Further information can be viewed [here](#). The updated list of UKVI fees can also be viewed [here](#).

Specifically the IHS fees will be increasing as outlined below:

- IHS fee for adults is increasing from £624 to **£1,035 per year of the visa**.

- IHS fees for children, students, student dependants, and individuals who have applied under the Youth Mobility Scheme route is increasing from £470 to **£776 per year of the visa**.

There is currently no IHS fee for Health and Care Workers or for people applying for entry clearance or permission to stay under the Ukraine visa schemes and there are no proposed changes in this respect.

Due to this significant increase, it would be advisable to warn any workers who are applying for leave to enter or remain of this well in advance to allow them to plan accordingly.

<https://www.gov.uk/healthcare-immigration-application>

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

Landlord's guide to Right to Rent checks

The Home Office (UKVI) have updated their guidance for landlords, letting agents, or homeowners, on how to conduct a right to rent check when letting privately rented accommodation.

The key changes are as follows:

- An increase to the maximum civil penalty for non-compliance in the Right to Rent Scheme. The civil penalty will be raised from £80 per lodger and £1,000 per occupier, to up to £5,000 per lodger and £10,000 per occupier for a first breach. Repeat breaches will be up to £10,000 per lodger and £20,000 per occupier, up from £500 and £3,000 respectively.
- Changes have also been made to the right to Work checks involving EEA citizens and their non-EEA family members including those who are identified without lawful immigration status.
- An amendment has also been made to clarify how individuals who are members of the Armed Forces prove their right to rent.

The updated guidance on Right to Rent checks can be viewed [here](#). The Codes of Practice on the Right to Rent requirements has also been updated and can be viewed [here](#).

<https://www.gov.uk/government/publications/landlords-guide-to-right-to-rent-checks>

Proposed changes to Family visas

The Prime Minister and Home Secretary previously announced a plan to slash migration levels and curb abuse of the immigration system.

The key changes to the Family route will be as follows:

- The minimum income requirement for Family visas (spouse/partner) will first increase from the current threshold of £18,600 to £29,000 on 11th April 2024 and by early 2025 this will have increased to £38,700.
- Those who already have a Family visa within the five-year partner route, or who apply before the minimum income requirement threshold is raised, will continue to have their applications assessed against the current income requirement and will not be required to meet the increased threshold. This will also be the case for children seeking to join or accompany parents.
- Anyone who is granted a fiancé(e) visa before the minimum income threshold is raised will also be assessed against the current income requirement when they apply for a Family visa within the five-year partner route.
- There will no longer be a separate child element to the minimum income requirement for Family visas, to ensure that British nationals are not treated less favourably than migrants who are required to meet the General Skilled Worker threshold as a flat rate, regardless of any children being sponsored.
- Those already in the UK on a different visa route who apply to switch into the Family route (five-year partner route), after the minimum income requirement has been increased, will be subject to the new income requirement.

Further information can be viewed [here](#). You can also read the Home Secretary's announcement [here](#). The UK government have also published a factsheet which can be viewed [here](#).

<https://commonslibrary.parliament.uk/research-briefings/cbp-9920/>

<https://www.gov.uk/government/news/home-secretary-unveils-plan-to-cut-net-migration>

<https://www.gov.uk/government/news/fact-sheet-on-net-migration-measures-further-detail>

Settlement / ILR on the basis of Family and Private Life

The Home Office (UKVI) have updated the guidance for their staff on considering settlement / ILR applications for those on the family and private life routes. The key changes have been made to the guidance:

- Introduction of *Appendix Bereaved Partner*
- Clarification that under the 10-year parent route, parents living together with their child(ren) in a family unit, can qualify for settlement.
- Clarification that on the 5-year settlement route for partners and parents only one episode of leave to enter can be used in the calculation of the 5-year qualifying period.
- Clarification of what qualifies as a 'route to settlement' for the purposes of aggregating permission on the 10-year family settlement route and the private life route.

- Clarification that partners of refugees, and partners and parents of pre-settled status holders meet the relationship requirements on the 10-year family settlement route.
- Clarification on early grants of settlement on the 10-year family settlement route and the private life route
- Clarification that paragraph SETF 2.4 takes precedence in the consideration of litigation or NHS debt.
- Clarification that a person who is no longer a young adult, but was when they were first granted permission on the private life route, is eligible to apply for settlement.

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

<https://www.gov.uk/government/publications/settlement-family-and-private-life-caseworker-guidance>

Changes to the Visitor Rules – updated guidance

The guidance on supporting documents for visit visas has also been updated. The latest guidance on this can be viewed [here](#).

The Home Office (UKVI) have also published updated guidance for their staff about the different visitor categories for those visiting the UK and how they make decisions on such cases.

The key changes are as follows:

- Updated content on scientists and researchers, remote working, and intra-corporate activities to reflect changes to the Immigration Rules.
- New content about wet leasing as a permitted activity.
- Changed content around Permitted Paid Engagements now that this is a part of the Standard Visitor route.
- Removal of reference to the Electronic Visa Waiver, which is closing on 22 February 2024.

The updated caseworker guidance for visitors can be viewed [here](#).

<https://www.gov.uk/government/publications/visit-guidance>

<https://www.gov.uk/government/publications/visitor-visa-guide-to-supporting-documents>

Current Visa Processing Times – Family route visa applications

The Home Office (UKVI) have published their current decision waiting times for those applying from inside or outside the UK for a family route visa. The latest visa processing times can be viewed [here](#).

For those applying to switch to or extend their Family route visa from within the UK, they should receive a decision within **8 weeks** if minimum income and English language requirements are required, or **12 weeks** if applying under the 'Private Life' category where minimum income and English Language are not required once they've attended their biometric appointment or applied online/provided documentation (if no appointment is required). It may be possible to expedite the applications for a quicker decision by using either the Priority or Super Priority services if they are available at the time of application. The latest processing times for those applying from inside the UK can be viewed [here](#).

Those applying for a Family route visa from outside the UK, should get a decision within **24 weeks** once they have either attended their appointment at the visa application centre (VAC) or used the ID Check app and submitted their application/supporting documents. If paying extra to use the priority visa services, you would normally expect to receive a decision within 6 weeks of the biometric appointment, although delays are still being experienced in some cases. The latest processing times for those applying from outside the UK can be viewed [here](#).

<https://www.gov.uk/guidance/visa-processing-times-applications-outside-the-uk>

<https://www.gov.uk/guidance/visa-processing-times-applications-inside-the-uk>

Statement of changes to the Immigration Rules: Ukraine nationals

The Home Office (UKVI) has laid their Statement of Changes to the Immigration Rules on 19th February 2024, which includes changes to the Ukraine Family Scheme.

The Ukraine Family Scheme (UFS) has been closed to new applicants and changes are being made to the Homes for Ukraine Sponsorship Scheme (HFU).

Amendments are being made to the Ukraine Extension Scheme (UES) to allow children born in the UK to those who hold permission under the Ukraine Scheme (including the now closed UFS) to be eligible to apply for permission under the UES beyond its closure on 16th May 2024.

The Statement of Changes to the Immigration Rules can be viewed [here](#). Further information about the visa support for Ukrainian nationals already in the UK can be viewed [here](#).

<https://www.gov.uk/government/publications/statement-of-changes-to-the-immigration-rules-hc-556-19-february-2024>

<https://www.gov.uk/guidance/ukrainian-nationals-in-the-uk-visa-support>

Immigration status and enforcement action

The Home Office (UKVI) have updated the guidance for their staff on considering immigration status and deciding enforcement action.

The 'Cancellation and curtailment of permission' guidance has been updated to reflect the changes to the Immigration Rules which allow pre-settled status under the EU Settlement Scheme to be curtailed where it is proportionate to do so and where the person never met the requirements of Appendix EU.

Amendments have also been made to the authority level required to exercise the power to cancel permission to enter or stay (when that power is exercised by an Immigration Officer).

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

<https://www.gov.uk/government/publications/considering-immigration-status-and-deciding-enforcement-action>

Veristat Services

Training on IDSPS, the Skilled Worker or Student routes/Right to Work/Forgery

We provide comprehensive training on all aspects of immigration, including IDSPs, the Student route, the Skilled Worker route, Right to Work and the identification of fraudulent documents. Our sessions include the recent changes being brought about by the 2021 points-based immigration system and how employers and education providers can be prepared moving forwards.

All training can be provided in person at the client's site or remotely via Microsoft teams/Zoom.

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 call us on 01344 624016 or email us as above.

Sponsor licence applications

Employers or education providers wishing to employ EEA/EU nationals or non-EEA nationals who do not have right to work need to apply for a Sponsorship licence.

We provide a comprehensive advice and support package to employers and education providers applying for a licence. This can include preparation for a Home Office (UKVI) visit and training on the new Skilled Worker or Student routes and the SMS system, as well as assistance with applying for

Certificates of Sponsorship (CoS) or Confirmation for Acceptance for Studies (CAS) and a step-by-step guide for completing the application itself.

Please email us at enquiries@veristat.co.uk or by telephone on 01344 624016 for further details and/or a quote for helping you with your application.

Audits and Inspections

Veristat is hugely experienced in providing compliance audits across all immigration routes. We have worked with hundreds of employers, ranging from small family businesses to multi-nationals, high street retailers and professional sports/football clubs. In the education sector, we have 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. It is based on sound practical experience of UKVI's policies, culture and approach.

- For employers, we offer on-site Skilled Worker or ICT compliance inspections (with staff aware or unaware to simulate an announced or unannounced 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 student route activities, assessing compliance with UKVI requirements and sharing best practice. We also offer targeted inspections covering specific issues, such as BCA, Skilled Worker compliance, policies, student unions, relationships with partner institutions, etc.

On completion, we can 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 beneficial to reassure management that recommendations have been implemented.

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

Please note we are also now offering remote audits and inspections- please contact us for more details.

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

We offer advice/support packages on either a fixed rate monthly retainer basis or on a fixed-hourly basis, which can include a number of our services, such as: acting as your Level 1 user, issuing of CoS/CAS, immigration audit, etc. If you do not require ongoing retainer advice/support, we offer either 5- or 10-hour annual support packages 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

Click here to return to the start of the document

If you or a colleague would like to subscribe to receiving this update by email every month, please email us at enquiries@veristat.co.uk.