



McGILL&CO

UK VISA SPONSORSHIP FOR EMPLOYERS

As a Tier 2 Licence holder you have already recognised the benefits that a sponsorship licence can bring to your organisation. Acquiring the Home Office's endorsement to sponsor foreign talent to work for you in the UK enables your business to compete on a global scale. You can acquire dedicated expertise and technically skilled employees to really drive your business. However, organisations holding a sponsorship licence assume a variety of obligations. A failure to meet these obligations can lead to significant consequences, including:

- ▶ Revocation of your sponsor licence and curtailment of the visas of those sponsored employees,
- ▶ Illegal worker penalties of up to £20,000 per individual,
- ▶ Downgrading of your sponsor rating and the cost of a Home Office action plan.

UK Visas and Immigration Compliance Officers are carrying out increasing numbers of visits to sponsors. Some of these visits will be unannounced. If your organisation holds a sponsor licence it is critical that you can demonstrate knowledge of Home Office requirements and internal processes which are fit for purpose.

Organisations are faced with a complex and overwhelming body of guidance documentation and regulations. It is a daunting task for anyone without experience in immigration law or the sponsorship system.

CONTACT ME NOW ON
0141 248 6552 FOR A FREE,
NO OBLIGATION CHAT ABOUT
YOUR REQUIREMENTS

SERVICES

➤ **Fixed Fee audit reviewing your organisations compliance in key areas and providing detailed advice on:**

- ~ Permission to work document checking systems,
- ~ Compliance with the Prevention of Illegal Working requirements,
- ~ Correct operation of the Sponsorship Management System and change notification,
- ~ Acceptable human resource processes and systems,
- ~ Adherence to the Resident Labour Market test and Occupation Codes.

➤ **Out-sourced responsibility for the management of your Sponsor Management System Account and document retention and review procedures.**

➤ **Liaison with UK Visas and Immigration in respect of licence visits or suspensions, including attendance at any compliance visit.**

➤ **Advice and assistance in respect of your global talent requirements, including the acquisition of new Tiers of Sponsorship or a new licence.**



DARREN STEVENSON

Darren is an associate solicitor with McGill & Co, a team of talented immigration lawyers recommended by the Legal 500. Over the last 6 years Darren has developed a significant expertise in the acquisition and retention of sponsorship licences. He acts for a wide variety of organisations, from large multi-national companies to SMEs, throughout the UK. He undertakes outsourced Sponsorship Management System duties, carries out audit and compliance checks, and advises on the

complex area of sponsorship licensing for employers. He helps employers acquire the right people at the right time. Before joining the McGill & Co team Darren worked for 5 years at the UK Border Agency. This combined experience from both government and private practice of immigration law brings a unique perspective and invaluable expertise.

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