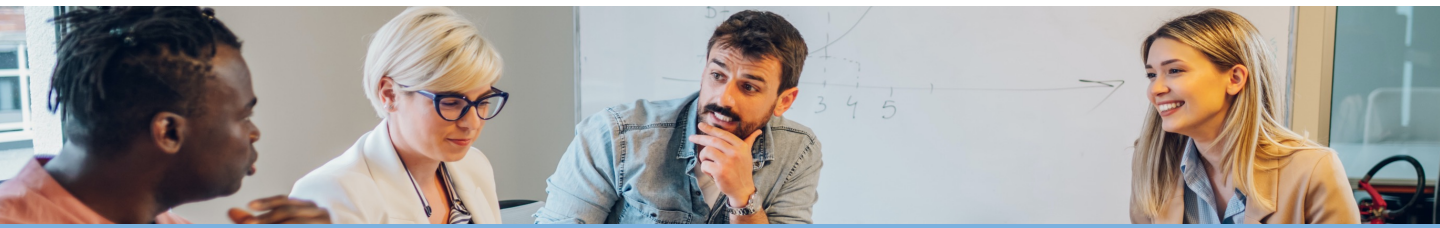




Case Study: Work & Business



Overview

Our client, a UK SME, wished to hire an overseas worker for a role for which they were unable to find a suitable candidate permanently resident in the UK. The company did not have a sponsor licence.

Our Advice

Further to receipt of a full job description, the applicant's CV and detailed company information we were able to consider both the sponsor and applicants requirements. Initially we were able to advise on the various aspects to consider before starting the process, including company structure, timelines and fees, whether ongoing duties and obligations could be met and whether or not the role would fit within a Standard Occupational Classification (SoC) code requirement.

Once we could satisfy that the initial considerations could be met, we were able to understand what type of sponsor licence the company would need and what existing HR systems were in place, suggesting bona fide key personnel to be responsible for sponsor licence duties.

After ensuring that key personnel were fully aware of reporting duties via the Sponsorship Management System and briefed on Home Office site inspections we were in a position to collate the necessary supporting documentation and prepare a compliant Skilled Worker Sponsor Licence application.

Result

We secured a four-year Skilled Worker Sponsor Licence for the company to enable them to issue Certificates of Sponsorship (CoS). We liaised with the sponsor and overseas worker in order to obtain a Skilled Worker visa for the employee and Skilled Worker Dependant visas for partner and children. We also provided an option for the company to retain Johnson Winch Ltd to give ongoing advice on licence holder responsibilities, compliance and evidencing compliance for the duration of the licence.

Looking for help with a Work & Business matter? Get in touch.

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