

## Business immigration services

UK Visas and Immigration (UKVI) has toughened its stance on immigration in recent years.

Since the introduction of the Points Based System (PBS) for non-EEA and Swiss workers in 2008, there has been an increased tightening of the rules applied to all visa types under the PBS making, in particular, the sponsorship of migrant workers a time-consuming and potentially expensive task that requires careful consideration.

More recently, the Brexit vote in June 2016 has caused considerable uncertainty about the future position of EEA workers in the UK and has led to fears that they will be subject to greater restrictions than before.

Now more than ever, businesses employing or hoping to employ migrant workers need clear, practical business immigration advice to enable them to navigate through the of the current system.

Our dedicated specialist team is able to assist and advise businesses on their workplace immigration needs and offers bespoke advice on a number of aspects of the PBS, with an emphasis on applications under Tier 2 (applications to enter or remain in the UK as a skilled worker).

The team mainly advises on:

- Applications for Tier 2 sponsor licence;
- Compliance with business's ongoing obligations as licensed sponsor;
- Steps to be taken in relation to employees who are EEA nationals;
- Establishing presence in the UK (where the business currently does not have a UK office);
- Business visitors;
- Illegal working and the statutory defence;
- Reviewing contracts and handbooks and providing advice to ensure the business's policies and procedures are compliant with UKVI requirements.

Examples of our work include:

- Helping a wide variety of organisations (including a recognised international sporting brand and large financial institution) to obtain sponsor licences and certificates of sponsorship;
- Advising Australian, Canadian and U.S. businesses on establishing presence in UK, including bringing over valued employees to establish and work in UK office;
- Advising on consequences/steps taken to deal with unknowingly engaging illegal workers during business acquisition;
- Successfully appealing against a Civil Penalty Notice issued against large cleaning company client for employing illegal workers;
- Advising national retailer during high profile raid conducted on premises by immigration officials;
- Advising numerous EEA and non-EEA nationals on obtaining permanent residence or indefinite leave to remain and on naturalisation as British citizen.