



# **Business Immigration: Sponsoring non-UK workers**

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# Case Study: sponsoring non-UK nationals

How can we do it?

Are we eligible?

Who can we sponsor?

What is the process?

How much does it cost?

What are the pros and cons?



# Help!

*"I own a chain of high-end restaurants in the North West. We're really struggling to recruit chefs, to the point where two of our restaurants cannot fully open, because we simply cannot find suitably qualified staff to cook the food. I've found an amazing applicant in India. What can we do?"*

...sound familiar?



## What can we do? Can we recruit from outside the UK?

Yes, but to sponsor a non-settled worker\*, your business will need to apply for a Skilled Worker Sponsor Licence

*\*now includes EU, EEA & Swiss nationals*



# First point to consider: is our business eligible?

Think of sponsorship as a privilege, not a right.

Are you running a **Genuine** organisation operating lawfully in the UK...

...which has a culture of being an **Honest**, **Dependable** and **Reliable** employer...

...and importantly - you are not engaging and have not engaged in behaviour or actions that are not conducive to the public good...

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...then you have overcome the first hurdle and have a good chance of being eligible to sponsor a non-UK worker!



**I tick all of those boxes, but is there anything else I should be doing to help ensure that my application is approved?**

Show that you are...

...capable of carrying out your sponsor duties and evidencing your compliance...

...and have excellent HR and recruitment practices...

...and that you have already appointed Key personnel within your organisation to ensure you remain compliant



**OK, we should be able to do that. Next question -  
can we sponsor workers in all roles?**

In short - NO!

You need to be able to offer **genuine** employment, which meets a minimum skill and salary level

1. RQF Level 3 (A Level)
2. £25,600 or the going rate (certain exceptions)
3. other eligibility requirements (English language, maintenance)



## So which roles would meet the requirements...

Roles such as...

- ❖ Chefs
- ❖ Restaurant Managers
- ❖ Bar Managers
- ❖ Accommodation Managers
- ❖ Managers of Licenced Premises



## ...and which roles would not?

Unfortunately- roles such as Waiting Staff,  
Cleaners, Receptionists etc...

would **NOT** meet the eligibility requirements



## **Next question - how do I apply to become a sponsor?**

- Online application form and;
- submission of necessary supporting documents and mandatory information

**Sounds easy, right?**



## How long does the application take to be processed?

Allow **8-12 weeks** but there is a priority service (10 working days)

If successful, your Sponsor Licence will be valid for 4 years



## What happens once I have the Sponsor licence?

- Your selected candidate must make a visa application to work in the UK
- Endorse the visa through your Licence (by assigning them a virtual certificate)
- Once visa application is granted, they can travel to the UK and start working



## How much will a Skilled Worker Sponsor Licence cost?

Depending on the size of your business (or if it has charitable status), it will either be **£536** or **£1,476**

There are other associated costs (Immigration Skills Charge, legal costs and so on)

# Is a Sponsor Licence right for your business?

## CONS

- Not a straightforward process and there is a cost involved
- Will not solve all of your recruitment challenges (skilled workers only)

## PROS

- Recruit non-UK nationals into skilled roles
- Access to global labour pool
- One step ahead of competitors
- Reasonable level of cost



**Any questions?**