

IMMIGRATION COMPLIANCE AUDITS AND TRAINING



IMMIGRATION HAS RECEIVED MUCH PUBLICITY IN RECENT YEARS WITHIN THE UK.

It is also something which employers need to be alive to given the consequences and sanctions faced for any breach of the immigration requirements. If you are found to be employing someone illegally and do not have a statutory excuse, you may face sanctions including a civil penalty of up to £60,000 per illegal worker and/or a criminal conviction and/or an unlimited fine. Employers are also at risk of losing their migrant workforce if they lose their sponsor licence. Immigration compliance is therefore something which needs careful consideration and prioritisation to ensure that you do not fall foul of the immigration rules and guidance!

Our immigration practice offers tailored, practical and commercial advice to individuals (and their dependants) seeking to work and study in the UK as well as businesses seeking to invest in this area. We also offer compliance services including audits and training to all levels to ensure compliance with legislation and Home Office guidance.

AUDITS

Given our experience and capability we are able to carry out bespoke audits of your immigration and HR systems to check for compliance against the ever-changing legislation and Home Office guidance; in particular identifying key risk areas and giving practical guidance to ensure continued future compliance. We can also offer a "mock audit" to replicate the process that UK Visas and Immigration might follow when assessing your systems and compliance process more generally. We can further support your business to take the appropriate corrective action where areas of concern or possible breaches are uncovered.

SPONSOR LICENCE AUDIT

- Review your sponsor licence and sponsor management system (**SMS**) to assess immigration compliance;
- Discuss legislative requirements with the key users of the SMS system to ensure their understanding and compliance with government guidance;
- Make recommendations for improvement/change in a report and provide follow up training if needed.

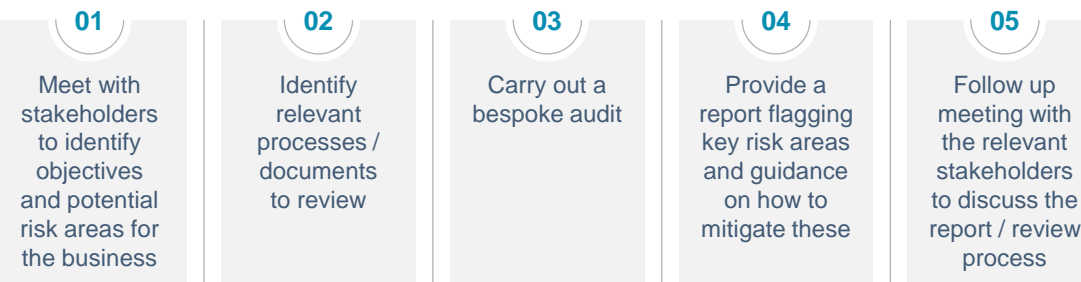
RIGHT TO WORK AUDIT

- Review existing personnel files to assess immigration compliance;
- Discuss legislative requirements for right to work checks with those responsible for conducting these checks;
- Make recommendations for improvement/change in a report and provide follow up training if needed.

TRAINING

Below are some examples of the areas which we can provide bespoke training on. All of our training sessions will be tailored to meet the needs and objectives of your business.

AUDIT STEPS



MORE IMAGINATION MORE IMPACT

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