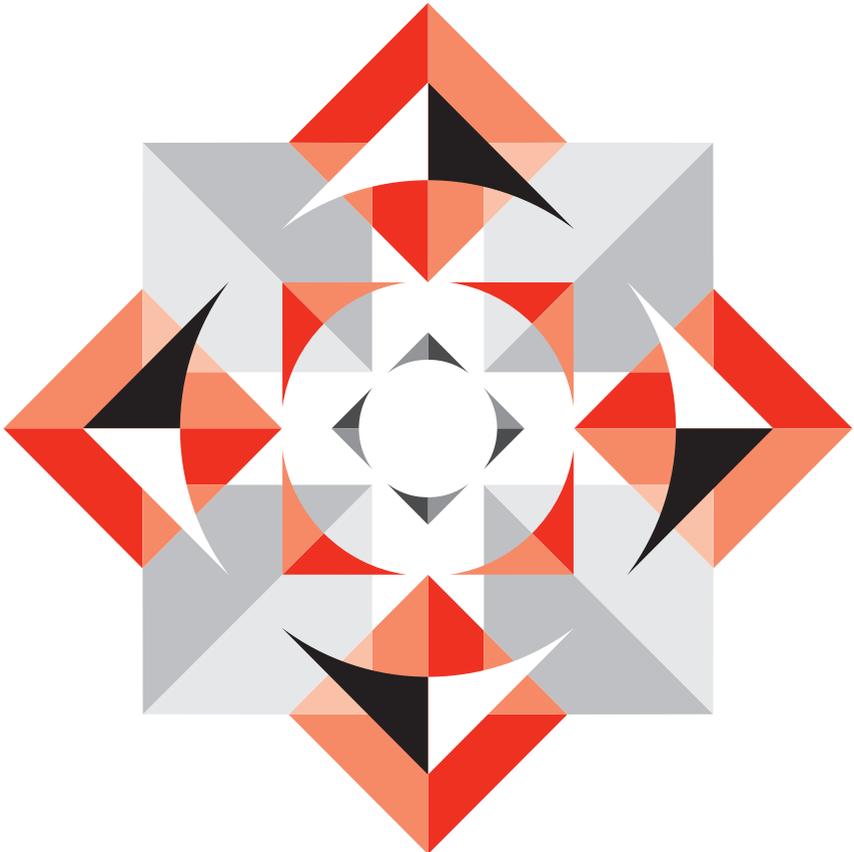


Immigration Solutions for HR



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The key themes

Navigating the UK's immigration laws can be tricky and time-consuming for HR professionals, and getting things right is critical for reputational and workforce planning reasons.

We understand this, which is why we have developed a suite of toolkits, training and onsite support around three key themes, specifically designed to give HR and employees confidence when dealing with business-related immigration issues.



Tier 2 Sponsorship

The Tier 2 system is complex and it is easy to accidentally fall foul of its visa and sponsorship requirements. We offer a range of services to ensure your HR team understands Tier 2 and sponsorship duties, and that your business has the necessary compliance systems in place. The services we offer will also assist you to manage and pass a Home Office audit when it happens.

- **Toolkits:** Tier 2 Sponsor Compliance Guide - a reference book summarising your record keeping and reporting duties.
- **Training:** Onsite and virtual training for HR on Tier 2 and sponsorship (inc e-learning and webex).
- **Onsite support:** Audits of your HR files, policies and procedures to ensure that you are complying with your sponsor licence duties.

Brexit

The UK's exit from the European Union presents major challenges for your business and your employees. We offer a range of services designed to ensure that you are fully informed and prepared for what lies ahead. We can help you to understand the EU Settlement Scheme and the implications of a deal/no deal exit so that you can continue to lawfully employ EU nationals in the UK. We can also suggest strategies to maintain your British employees' ability to work on the continent.

- **Toolkits:** Brexit FAQs - an easy to read FAQ document setting out requirements for EU Settlement Scheme.
- **Training:** Onsite and virtual training for HR staff and EU nationals on the Brexit process and EU Settlement Scheme.
- **Onsite support:** Surgeries offering bespoke advice to EU nationals on their options and also assisting with submitting applications.

Right to Work

It is critical for your HR team to understand the UK's illegal working regime so your business can avoid civil penalties, criminal liability and reputational damage. We offer a range of services designed to ensure that you understand the law and that you have the necessary systems in place to carry out compliant right to work checks, including making checks using the Home Office's new online system.

- **Toolkits:** Right to Work Guide - covering the process and the requirements for carrying out checks, including top tips.
- **Training:** Onsite and virtual training for HR on how to conduct right to work checks (inc e-learning and webex).
- **Onsite support:** Mock audits where we can come and check your HR files to ensure you are conducting the checks correctly.

About Lewis Silkin

As a market-leading law firm, Lewis Silkin has many years of experience advising on all aspects of immigration and global mobility. Immigration has been a key area of expertise for Lewis Silkin for over a decade. Our large team of immigration specialists cover both business and personal immigration, advising a range of multinationals, start-ups and High Net Worth Individuals from around the world. We offer high quality, responsive and cost-effective global mobility and immigration support.

Our international presence allows us to offer a 24-hour service to clients, supporting multinationals through our London, Dublin and Hong Kong offices and our membership of the Ius Laboris alliance (the leading alliance of global human resources lawyers). With language expertise including Mandarin, Cantonese, Greek, Japanese and Russian, our team regularly helps companies transfer personnel worldwide. We also assist individuals seeking to move to the UK either temporarily or with a view to settlement.

We are one of the few practices to have a team of specialist immigration lawyers who work seamlessly alongside our employment law specialists to provide full coverage on issues relating to immigration and global mobility.

For more information

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