

HFG VISA UPDATE – EMPLOYER SPONSORSHIP MAY 2011

With the changes made to the UK Immigration Policy and in effect removal of the Tier 1 visa system for Insurance candidates there has been confusion over the knock on effect to the Tier 2 visa process and company's ability to employ candidates on a Tier 2 basis.

The limit of Tier 2 applications for new employees is no longer set as a limit per employer. Instead there is a national monthly figure and until the monthly allocation is reached, a thorough and relevant application should be approved. In April 2011 the figure was set at 4000 and only 40% of this was allocated!

Given the challenges faced by employers and the current supply versus demand issues we would recommend that this route is reconsidered.

There is still an administrative burden and the employer needs to understand the process, develop their own procedures and approach but then this should not provide a barrier to recruitment for employers who look at this.

<http://www.ukba.homeoffice.gov.uk/employers>

<http://www.ukba.homeoffice.gov.uk/workingintheuk/tier2/general/#header2>

For employers without the HR resource to manage this process you can outsource to Immigration Consultants who can manage the applications from start to finish. Whilst this increases cost it gives you a much higher accuracy and response rate and we would strongly recommend it. The application procedure can be time consuming and any errors or omissions in the process can result in delays and a significant increase in time required managing the process.

For advice on UK immigration, High Finance Group work with Tim McMahon of Commonwealth Immigration. Tim has been involved in bringing actuarial professionals to the UK for many years and has written articles for the Actuary magazine on this subject. For further information please contact Tim directly:

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