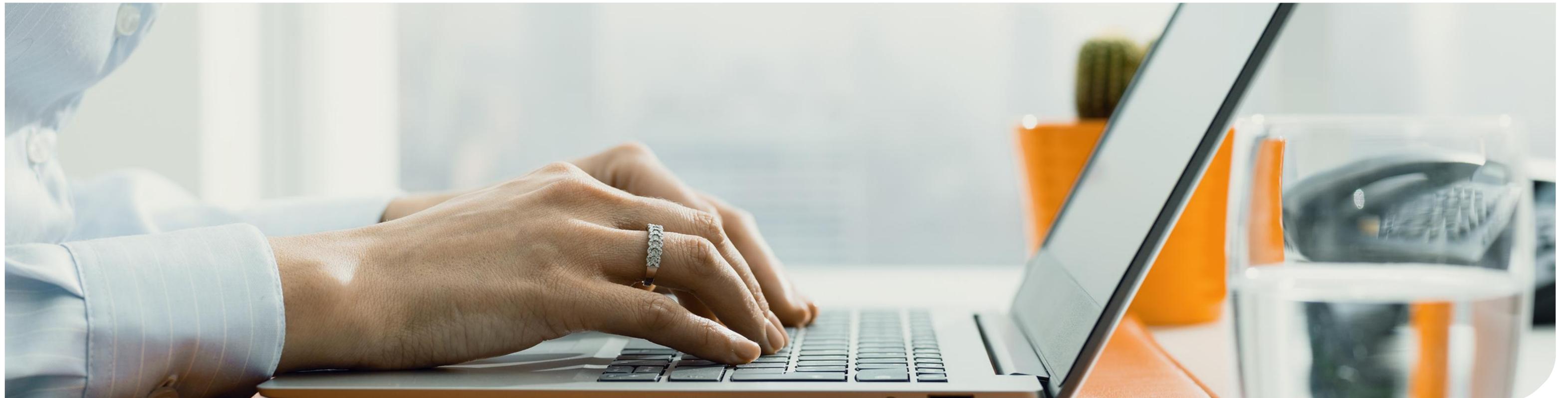


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Visa-bility check – are your sponsorship processes fit for scrutiny?

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What we will cover

1 Why sponsors are facing unprecedented scrutiny

2 Pre-licence compliance

3 Post-licence compliance

4 Future-proofing your licence

Why sponsors are facing
unprecedented scrutiny



Why the compliance landscape is changing and what is putting sponsors under the microscope

Home Office official news story, 11 September 2025:

Record numbers of employers have been banned from sponsoring foreign workers under a crackdown on abuse of the immigration system, as ministers continue to roll up sleeves and pursue real solutions to secure our border.

Between July 2024 and June 2025, 1,948 licences allowing companies to bring in migrant workers were revoked – more than double the number in the previous 12 months (937).



Pre-licence compliance



Pre-licence compliance: sponsor licence applications

- Significant scrutiny when applying for a sponsor licence
- Right to work check compliance
- Monitoring of visa expiry dates
- Accurate record keeping
- Genuine trading presence in the UK
- Remote working
- ‘Genuine vacancy’ / ‘Eligible Role’



Post-licence compliance



Post-licence compliance: reporting and record keeping duties



- **Record keeping obligations**

- Appendix D
- Recent updates

- **Reporting obligations**

- Changes to migrant worker circumstances – 10 working days
- Changes to organisation – 20 working days
- Change of ownership – Companies House checks

Post-licence compliance: Undefined Certificates of Sponsorship

- Increased scrutiny when requesting Undefined Certificates of Sponsorship (**CoS**)
- Include as much detail as possible in the request
- Plan ahead- current 18-week turnaround time
- Priority service - the 7:00am daily lottery
- Further information requests from the Home Office



Future-proofing your licence



Future-proofing your licence: practical next steps

- Ensure HR systems are up to date
- Stay on top of migrant worker and organisational changes
- Clear monitoring of visa expiry dates and plan ahead where more Undefined CoS required
- Review compliance with Appendix D record keeping responsibilities
- Confirm payroll records align with the information recorded on the CoS
- Ensure Key Personnel coverage

Questions?

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