

FARANI TAYLOR SOLICITORS

A firm that defies expectations

Tier 2 Sponsorship Licences



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TIER 2 SPONSOR LICENCES

WHAT IS A TIER 2 SPONSOR LICENCE?

A licence confirming that an organisation is allowed to sponsor a migrant under a Tier 2 visa application to work in the UK.

The licences are for genuine vacancies for roles with recognised skills. The company need to evidence that they have adequate HR procedures and process in place. Further that they have advertised to the UK labour market prior to employing an overseas worker.

HOW CAN WE HELP?

We can help with your organisation to obtain a sponsor licence quickly and efficiently. Our experienced team provide support throughout the process and understand the Home Office requirements. Thus, minimising the chances of rejection or further scrutiny in the application. We suggest submitting over and above the mandatory list of supporting documents.

If required our team can make priority applications to the Home Office so that roles can be urgently filled.

Our bespoke end to end service helps you to identify overseas talent, help with relocation, obtaining the Visa and maintenance of your sponsorship licence. Our experts are there to ensure that your new employees settle into their new roles smoothly.

Our team handle it all, including the new employees Tier 2 visa application.

WHAT IS OUR PROCESS?

The application process is in distinct stages:

RESIDENT LABOUR MARKET TEST – You are required to identify the role and advertise for 28 days. You need to be assured that there is no suitable candidate from the current labour market. However, this is to be dropped in January 2021 and candidates require A-Level equivalent qualifications rather than degree.

We organise the advertisement with you and help manage the application process.

TIER 2 SPONSOR LICENCE – we apply for the licence for your organisation to employ foreign and migrant workers. We prepare the submission along with the relevant accompanying documents and any grounds outlining the legal precedent supporting the application.

TIER 2 CERTIFICATE OF SPONSORSHIP – once we receive the sponsor licence, our experts then apply for either a 'restricted' or 'unrestricted' Certificate of Sponsorship (CoS), which is assigned to the new employee. We advise on the most suitable certificate based on the employment, further you are required to estimate your allocation of unrestricted CoS annually.

APPLICATION FOR THE VISA – whether it is a general or intra company transfer we advise and prepare the submission for the individual.

HOW LONG DOES IT TAKE?

Our timescales depend on when we are provided with the information required to complete the application. Preparation is essential as you have five days from the submission to provide all the necessary documentation to the Home Office. Therefore, our lead up time prior to submission is dependent on you.

Once submitted, decisions usually come within four weeks, however can take up to eight. Once the licence is granted we can start the employee visa application.

Fast-track applications are dealt with within five working days.

WHY DO I NEED TIER 2 LICENCE?

The Tier 2 option is for companies that want to employ skilled migrant workers either on a long-term contract or permanently. If your company is looking for overseas talent to fill the void left, particularly after Brexit then you need this licence.

WHAT IS THE DIFFERENCE BETWEEN RESTRICTED AND UNRESTRICTED?

An unrestricted CoS is used for migrant employees that are earning over £159,600. They are also used for current migrants that are switching Visas to a Tier 2 or extending their current Tier 2. You are restricted annually to the certificates required based on the estimated number in your initial submission.

A restricted CoS would cover those earning less than £159,600. You are restricted monthly to the allocation of certificates required.

WHAT DO I NEED TO DO TO MAINTAIN MY LICENCE?

Once your licence is provided, you have a duty to maintain the standards for future prospective employees. We can assist your HR department to have the relevant systems in place to monitor the immigration status of your employees. Further setting up reporting facilities should your employee not comply with the conditions of their visa or the company circumstances change.

You are required to nominate individuals to manage the licence. They are expected to understand their roles and should a nominated person leave the business then another is appointed in a timely fashion.

Our team help you to manage these events.

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