

# SPONSOR LICENCE



Connaughts

34-36 GRAYS INN ROAD  
LONDON WC1X 8HR  
+44 203 909 8399  
[WWW.CONNAUGHTLAW.COM](http://WWW.CONNAUGHTLAW.COM)

# Contents

Overview of Sponsor Licence	3
General Requirements	4
Overseas Work Requirements	5
Business Requirements	6
Points Table	7
Application Milestones	8
Our Fees	9
Contact Us	10

# Who Needs a Sponsor Licence?

Businesses wishing to employ workers that require a visa must have a sponsor licence in order to be able to provide each worker with a unique certificate of sponsorship so that they can apply for the visa. There are two types of sponsor licence and a business must have the correct one for the types of workers it is looking to employ. Once a business has a sponsor licence, it can employ as many eligible workers from outside the UK as it requires.

## Types of Sponsor Licence

There are two types of sponsor licence: a 'Worker' licence and a 'Temporary Worker' licence. Depending on the types of workers that a business is looking to employ, it can apply for one or both types of licence, and each one is split into a number of routes as shown in the table on the next page:

Worker Licence	Temporary Worker Licence
Skilled Worker	Global Business Mobility Routes (Expansion Worker, Graduate Trainee, International Agreement, Secondment Service Supplier)
Sportsperson	Creative Worker
Minister of Religion	Charity Worker
Senior or Specialist Worker	Graduate Trainee
	Religious Worker
	Scale-Up Worker

# Sponsor Licence Requirements

The Home Office uses the application process to assess the employer's ability to meet the eligibility and suitability requirements. A specific sponsor applications team at the Home Office will consider applications for sponsorship.

There are no restrictions on the size or type of organisation that can hold a sponsorship licence, provided they meet the eligibility and suitability criteria for the specific category or tier that is applying for.



## Eligible Business

- The organisation is based in the UK.
- The organisation is genuine and operating and/or trading lawfully in the UK.
- Is offering a genuine vacancy which meets the skilled worker criteria
- Has the HR and recruitment systems in place to render it capable of complying with the sponsor duties and responsibilities, and evidencing that compliance.
- Is “honest, dependable and reliable”. This means the organisation and its owners, directors and appointed key personnel do not have any unspent criminal convictions.
- Does not represent a threat to immigration control with no evidence of any previous non-compliance by the organisation.

# Is your business eligible?



- Are you lawfully operating in the UK and intending to offer genuine employment to non-settled workers?
- Would you be willing to adhere to sponsor duties as prescribed by the UK Home Office?
- Do you have or are willing to implement appropriate systems to monitor employees and people to manage sponsorship?
- Do you and the organisation have a clean immigration and criminal history?

**If the answers to the above are YES, we can help you with the rest.**

# How Can We Assist in Obtaining Sponsor Licence?

Our Corporate Immigration team specialise in assisting businesses on sponsor licence matters including new applications, dealing with suspensions and revocations, HR & compliance audits, sponsoring migrant workers as well as dealing with day to day sponsor licence obligations.



- Understand the licensing process and identify the appropriate licence type to sponsor migrant workers and/or students
- Provide specific advice on eligibility requirements, sponsorship licence cost, compliance duties and required action plan to ensure the application's success
- Provide UK employers with Business & HR consultancy services to ensure sponsor licence applicants are granted within the right level for sponsorship
- Conduct Mock HR audits with the Key Personnel in preparation for UKVI compliance visits and provide detailed advice on how to issue certificates of sponsorship and operate sponsorship management systems
- Prepare Organisation and Authorising officer any Home Office Compliance Inspections as part of the UKVI sponsor licence application process
- Assist the organisation in making the skilled worker sponsor licence application online and work with the authorising officer to submit this in an efficient and timely manner
- Preparing a compelling business case evidencing that the applying business is a genuine organisation and explaining the organisation's need for a sponsor licence

# Skilled Worker Visa

To be eligible for a Skilled worker visa you need to:

- have a valid certificate of sponsorship from your employer
- do a job that's on the list of eligible occupations
- be paid the minimum eligible salary required for your job

To be eligible, applicants must be awarded 60 points (for their sponsorship, job skill level, and salary). All points requirements are mandatory in the Global Business Mobility routes

## Skilled Worker Visa Points Table

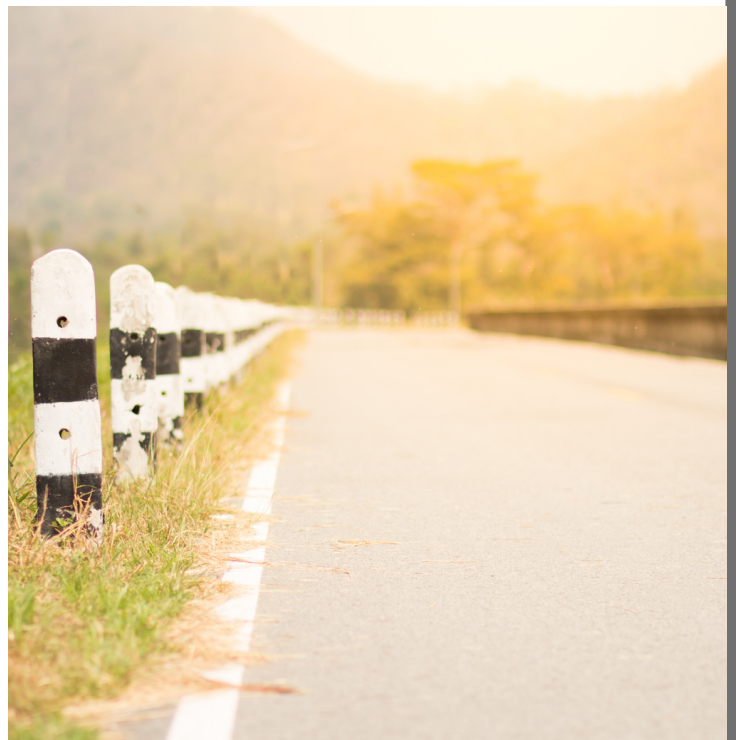
Points Required	Points	What Needs To Show
Sponsorship	20	<ul style="list-style-type: none"><li>• The applicant must have a valid certificate of sponsorship for the job they are planning to do</li></ul>
Job at an appropriate skill level	20	<ul style="list-style-type: none"><li>• The applicant must be sponsored for a job in an occupation code listed in Appendix Skilled Occupations that is identified as eligible for the Global Business Mobility routes.</li></ul>
Salary at required level	20	<ul style="list-style-type: none"><li>• Your salary will be equal to or exceed both £45,800 per year and the 'going rate' for the job.</li></ul>

# Application Milestones

- Eligibility Assessment
- Check Supporting Documents
- Sponsor Licence Application
- CoS Allocation
- Visa Application

## Make an Inquiry

To receive a free initial assessment of your suitability for an Innovator visa, complete our Innovator Visa Enquiry Form.







## Our Fees

We aim to provide a clear and transparent service to our clients and so will always provide an indication of costs in all immigration matters. Our fee depends on the level of service required and fixed fee packages may be offered.

Our fee includes advising you on the requirements of the rules (in person or via email), advising you on the documents required, preparing and submitting an application on your behalf, advising on timelines and likely outcome of the application, liaising with the Home Office on your behalf and providing post-decision advice.

Contact us for  
further inquiries



Connaughts

34-36 GRAYS INN ROAD  
LONDON WC1X 8HR  
+44 203 909 8399  
[WWW.CONNAUGHTLAW.COM](http://WWW.CONNAUGHTLAW.COM)