

Immigration is becoming an increasingly complex area of law and, as a result, it is high on a lot of company agendas especially in relation to the legal status of workers already here and also the movement of workers from Europe and beyond into the UK. It is likely that, in view of the government's express commitment to reduce net migration and the use of annual limits, there will be continued focus in this area.

If you benefit from the use of a migrant workforce you should ensure that you are not exposing yourself to risks by failing to carry out the correct checks on your employees' legal entitlement to work in the UK.

Further, if you are using the points based system to recruit and/or retain migrant workers, you should ensure that you are familiar with your duties, obligations and compliance requirements.

Gateley have extended the service offering we can provide our clients and now have a specialist team advising on immigration matters.

What we can do for you

Advice on prevention of illegal working including:

- Day-to-day advice on checking eligibility documentation and audits at clients' premises.
- Drafting letters advising staff of the need for document checks/updating personnel files.
- Training to employers (bespoke and public courses) regarding prevention of illegal working and ensuring non-discriminatory policies and practices.
- Drafting appropriate policies for managers and employees for inclusion into staff handbooks.
- Advice to employers on how to manage staff with no or insufficient evidence of their right to work in the UK.

Advice on the points based system and sponsorship including:

- Advice and guidance on how to become a registered sponsor with the UK Border Agency.
- Strategic immigration advice on options to bring employees/individuals from outside of the EEA into the UK and/or to retain migrant staff in the UK.
- Advice on using the sponsor management system and advice on submitting certificates of sponsorship.
- Advice on complying with sponsor obligations, duties and reporting requirements.
- Advice on post-study workers' visas.
- Training to employers (bespoke and public courses) regarding employment of workers from outside the EEA.

Advice beyond the points based system including:

- Advice on business visitor applications.
- Indefinite leave to remain applications.
- Naturalisation applications.
- Immigration surgeries.
- Appeals against refusal of visa applications.
- Training to post-graduate students regarding immigration options for employment post graduation.

For further information, please contact [Rizwana Ishaq](mailto:Rizwana.Ishaq@gateleyuk.com) Senior Associate on **0161 836 7845** or email Rishaq@gateleyuk.com

Rizwana Ishaq is an experienced employment lawyer with a specialist interest in immigration. Rizwana has been advising on immigration matters since early 2005.

