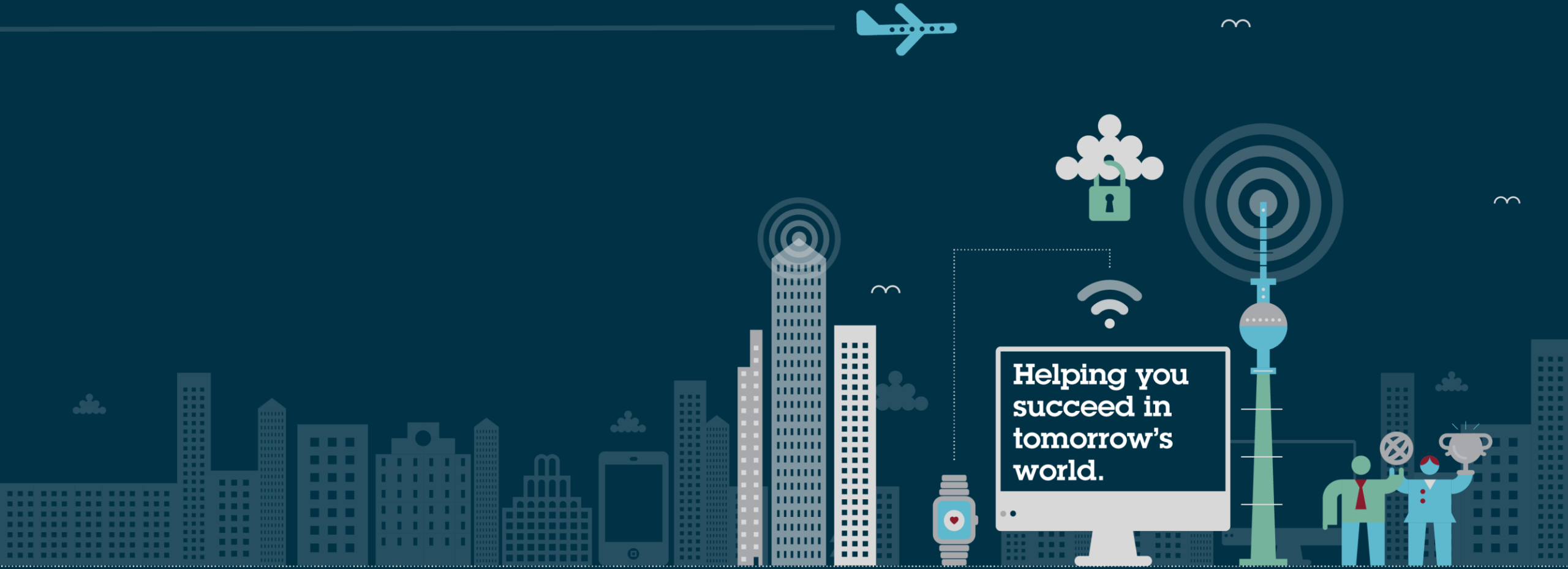


# Immigration considerations during the Covid-19 crisis

## Updates and practical guidance for employers



16<sup>th</sup> April 2020



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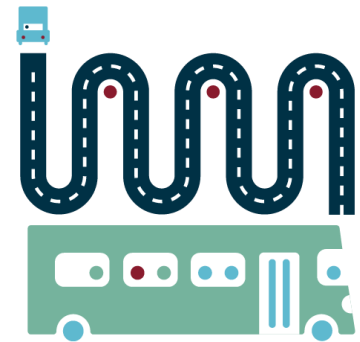


## Current position

- All overseas application centres closed
- All UK application centres closed
- Most people working from home
- Several policies announced, both immigration specific and general employment, but significant detail still missing
- New scenarios every day that have not been anticipated

<https://www.gov.uk/government/collections/coronavirus-covid-19-immigration-and-borders>

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## Right to Work verification

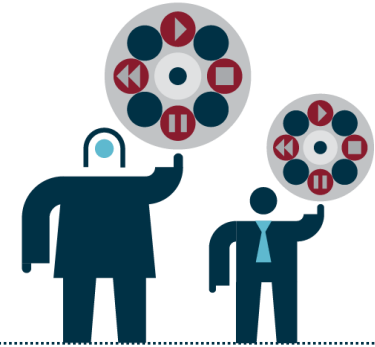
- Outline of changes:
  - electronic documents acceptable
  - VC verification
  - Special endorsement wording
  
- Only temporary – 8 Week rule



*Continue to follow standard procedures wherever possible*

## Workforce changes and Redundancy

- Reporting obligations
  - Change of workplace
  - Others
- Redundancy = curtailment
- Salary thresholds if reduce by agreement
- Sickness



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*Policy changes are temporary measures only – think long term*

## Job Retention Scheme

- Open to workers, but many questions remain
- Reporting obligations
- Lack of clarity on salary threshold implications (esp. RCoS cases)



*Whilst open to migrant workers, careful planning is required*

## Workers already in the UK



*Regular updates  
are being  
announced – stay  
in touch to remain  
informed*

### Those with 'acceptable' visas

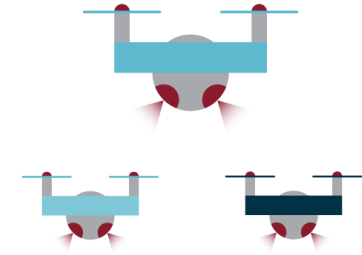
- Renewals – apply and wait
- Switching category concession

### Those without 'acceptable'

- Switching employers
- Temporary extension provisions

## Workers outside the UK

- Whilst UK borders open, visa centres and test centres aren't, so no new visas
- Visitors switching after arrival
- Those with 30 day EC vignettes (entry delay and BRP collection)
- Those with applications pending inc. allocated CoS's
- CoS and advertising expiry issues



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Until this is over,  
alternative  
arrangements to  
travel will be  
needed



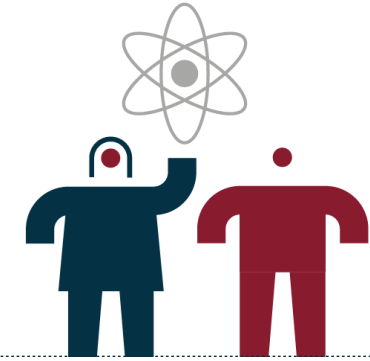
## Takeaway actions

### Short term

- HR policy review
- Upcoming visa issues (extensions or overseas)
- Measures needed for whole business – redundancy? Furlough?

### Long term

- Returning to normality
- Future compliance visits
- Audit trail



*Review, consult and plan to avoid issues now and in the future*

# Questions and Answers

Please submit via messaging. Any we don't have time for will be answered by email following the session.



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# Thank you

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