



Work Permits (UK)
serving business needs



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Managed Migration

Presentation

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Who Are We?

Work Permits (UK) are part of the
Home Office Immigration and
Nationality Directorate

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What Do We Do?

- Administer UK work permits arrangements
- Aim to strike the right balance between enabling employers to recruit or transfer skilled people from abroad whilst safeguarding the interests of the resident workforce



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Types of Immigration Employment Document

- Business & Commercial
- Multiple Entry Work Permit (MEWPS)
- Training & Work Experience (TWES)
- Sports & Entertainers
- Sector Based Scheme (SBS)
- Highly Skilled Migrant Programme (HSMP)
- General Agreement on Trade in Services (GATS)



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Business and Commercial

(Tier 1)

- Intra Company Transfers (ICT)
 - Multinational company employees transferring to a skilled post in the UK
- Board Level Posts
- Inward Investment
 - New posts essential to an inward investment project
- Shortage Occupations
 - Where WP(UK) acknowledge very short supply of suitably qualified/skilled people
- Sponsored researchers
 - Allows researchers to undertake dedicated research projects



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Business and Commercial

(Tier 2)

For all applications except those included in Tier 1
Employers need to show why the post cannot be filled
with a resident worker *and* give details of
recruitment methods



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Multiple Entry Work Permit

- single application for a permit allowing employee, or prospective employees to enter for short periods of time, on a regular basis
- increases flexibility of work permit arrangements
- less bureaucratic for employers who bring in workers from overseas on a regular basis.
- primarily for ICT applications and entertainers category



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Training & Work Experience

- Enables individuals to gain skills and experience through work-based learning, building on their previous education and training.
- The individual must leave the UK at the end of the agreed period to use their new skills/experience overseas.
- Two elements to TWES;
 - work based training for a professional or specialist qualification.
 - a period of work experience



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Sports & Entertainers



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- Sportspeople who are:
 - internationally established at the highest level in their sport and
 - whose employment will make a significant contribution to the development of that particular sport in the UK.
- Entertainers who have:
 - performed at the highest level and
 - established a reputation in their profession
- People/groups who are engaged to perform or undertake work which only they can do.



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Sector Based Scheme



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- These arrangements allow UK based employers to recruit people in to specific posts for specific sectors.
- At a level which would not meet the B&C work permit arrangements.
- Specific sectors include:
 - Hospitality
 - Food Manufacturing
- Quota operated scheme which is reviewed annually



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Highly Skilled Migrant Programme

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- Encourages highly skilled, qualified people to come to or remain in the UK to seek or take work, develop self-employment or pursue other entrepreneurial opportunities.
- Revised in October 2003 to attract and retain more highly skilled migrants in the UK
- Allows people of outstanding ability to migrate to the UK, or to take up or seek work
- Applications can be made whilst in the UK



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General Agreement on Trade in Services



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- Concessionary arrangement within normal work permit rules.
- Individuals whose employer does not have a commercial presence in the EU, to work in the UK on a service contract awarded by a UK based organisation.
- Only extends to organisations of those countries who are members of the World Trade Organisation and who have signed up to this agreement.
- Intended to facilitate access to UK service contracts by non-EU based companies who employ persons having high level professional skills.



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Electronic Applications

- Customers can apply for work permits via the Internet at:
 - <http://www.workingintheuk.gov.uk>
- This is a faster and more efficient way for customers to apply
- 20 – 25% of applications received online



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Fees

- Work Permits (UK) charge for each consideration made
 - Work Permit £153
 - Leave to remain £121
 - Highly Skilled Migrant Programme £150



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Work Permit Statistics



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- **133,337**, work permits approved in the financial year ending 31-03-03
- **135,333**, work permits approved in the financial year ending 31-03-04



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Work Permit Statistics

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Top 10 nationalities for which the UK has approved work permits:

India

Bangladesh

USA

China

South Africa

Pakistan

Philippines

Japan

Australia

Zimbabwe



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Work Permit Statistics

Top 10 Industry sectors for which the UK has approved work permits :

Health and Medical
Services

Hospitality and
Catering

Computer Services

Admin, Business and
Management

Education

Financial Services

Entertainment and
Leisure

Manufacturing

Hospitality - sector
based scheme

Retail and related
services



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Consulting with Industry



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Sector Panels (Established in 2000) and covering:

- Engineering
- Healthcare
- Hotel and Catering
- Information Technology
- Teachers
- Sponsored Researchers

