



SHEPHERD+ WEDDERBURN

SHEPHERD AND WEDDERBURN
HR Immigration Solutions



Visa support for your international workforce

Our team have been working with the points-based system since it was first introduced in 2008. We have helped businesses and employees navigate complex immigration rules to make successful applications.

- **Onsite support** – bespoke one-to-one advice sessions for EU staff and non-EU staff on immigration issues, assistance with applications and/or delivery of tailored group sessions for both staff and HR teams.
- **Visa support as a key benefit for international staff** – the support a business provides employees in managing their visas is becoming an increasingly important aspect of the recruitment process. We can assist you through every step of the process.
- **Training** – We provide a comprehensive range of training for your HR staff on all aspects of immigration compliance.





Sponsor Licence Support

Obtaining and maintaining a Home Office Sponsor Licence can be complicated and places a significant burden on business owners and HR departments. Our experienced team provides:

- **Application support** – we can provide bespoke packages to help your organisation obtain a Sponsor licence. Our full-service package includes delivering onsite training to HR staff on Sponsor licence duties and our “How to be a good sponsor” manual (a user-friendly guide to sponsorship to sit alongside the Home Office’s 300 page guidance).
- **Maintenance support** – we can help you maintain your licence through training and a mock audit to check you are complying with your sponsor duties.
- **Crisis management support** – we can provide support and assistance if your businesses faces a Home Office audit or you receive notice that your Sponsor Licence is going to be suspended or cancelled.





Right to work

It is critical that all your staff understand the consequences of illegal working and that anyone conducting right to work checks is properly trained to avoid civil penalties, criminal liability and/or reputational damage.

- **Training** – we offer specialist training for your HR staff and administrators to ensure that all staff carrying right to work training are properly equipped to do so.
- **Compliance audits** – we can audit your HR files, on-site or remotely, to ensure that checks are being carried out correctly.
- **Right to work advice** – recently, the Employment Appeal Tribunal found that dismissing an employee for not having right to work, can result in a claim of unfair dismissal. We can ensure your HR staff are kept abreast of the law in this area.



Contact

Ensuring that you have the ability to recruit and retain international talent is important for staying competitive in a global labour market place. Our specialist immigration team have over twenty years' experience supporting businesses and employees.



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Director of Immigration

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We trust the team, they have an outstanding knowledge and professional approach which made dealing with the Home Office easier.”

STRATHBERRY



Through their thorough and personal service they put the company and our migrant workers at ease.”

Mark Pinney
ASSOCIATES

