

Unlocking Sponsorship Licences: Costs, Complexities, and Compliance Costs

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Cost Lifecycle for Health and Care

Step 1 (One off 4 years)

- Sponsor Licence: Sponsor Application fee: £536 or £1476

Step 2 (per migrant)

- CoS assignment: £239
- Immigration Skills Charge: £364 per year (eg £1820 for a 5 year visa paid upfront) or £1000 per year for a large company

Step 3 (per migrant, Health and Care visa)

- Up to 3 Visa: £284 (went up 25/10);
- 3 years plus: £551

<https://www.gov.uk/government/publications/visa-regulations-revised-table/home-office-immigration-and-nationality-fees-25-october-2023>

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- 1. Sponsor Licence Application**
 - 4 supporting documents: typically bank statements, EL certificate, PAYE and proof of CQC registration;
 - Cover letter;
 - Hierarchy chart;
 - Non mandatory: rotas, proof of contracts;
 - Compliance: right to work checks, contact details, recruitment/record keeping, migrant tracking and reporting and general compliance.
- 2. CoS Application**
 - **Defined CoS** for those abroad and **undefined CoS** for migrants who can switch; No priority for defined CoS.
 - **Further Information Request:** Rotas/contracts/hierarchy chart
- 3. Visa application - Health and Care visa**
 - English language, Criminal Background Check, Skills and Experience
 - HO can interview the candidate and the employer.

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Compliance Breaches

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Compliance Breaches

Recruitment: The Home Office will take an extremely dim view where sponsors are unable to evidence how and why they sponsored a migrant. **Penalty: Licence suspension or revocation;**

Salary and Hours: Sponsors must pay the salary and provide the hours as described on the migrant's certificate of sponsorship - there are some exceptions to this such as maternity leave or sickness leave but these must be reported through the sponsor management system. **Penalty: Licence suspension or revocation**

Right To Work Check Failures

Failure to evidence your right to work is considered to be a major compliance breach. Moreover, if the Home Office finds that a business is employing someone without the right to work, not only will it lose its sponsor licence, it may end up with a hefty fine. **Penalty: Immediate licence revocation and £20, 000 fine**

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Upcoming changes

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Changes from 'Spring' 2024

- Skilled worker threshold going up to £38,700 - **not** affecting Health and Care visa;
- Health and Care: no family members and CQC registration required.

NB we need to wait for the statement of changes.