

# Mishcon Business Immigration

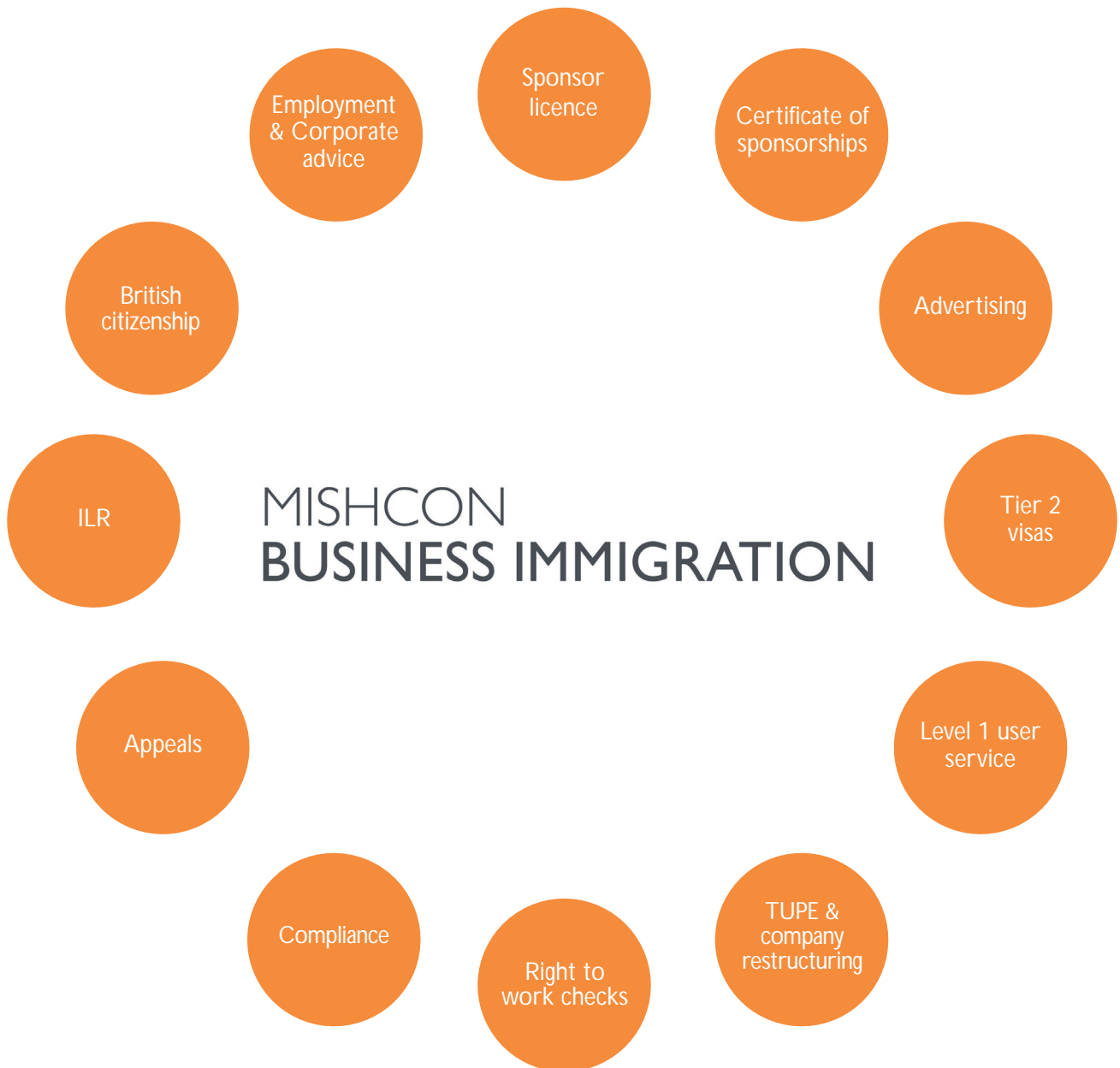
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# MISHCON BUSINESS IMMIGRATION

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Attracting global talent into your business will almost always mean that you need some knowledge of Immigration Law. Employers need to be familiar with the Tier 2 visa category for employing overseas nationals in the UK in order to navigate the complex restrictions and stringent penalties for failures.

Our Immigration Group advises clients in diverse industry sectors to ensure their ability to recruit key international staff is a smooth and efficient process. With detailed experience of a diverse range of sectors, including financial, creative, media, technology and fashion we can advise clients with an awareness of the recruitment nuances applicable to each industry.



### Sponsor licence

#### Sponsor licence applications

We are able to assist clients with all aspects of preparing and submitting a sponsorship licence application. Our senior contacts within the Home Office may assist in expediting an onerous process should business needs dictate.

### Right to work checks

#### Legal right to work checks

Employers are legally required to prevent illegal working and must carry out right to work checks for all employees. A failure to do so could result in the employer receiving criminal and/or civil penalties including imprisonment and/or fines up to £20,000 per illegal worker. We are able to assist clients to ensure compliance.

### Certificate of sponsorships

#### Certificate of sponsorships

It is imperative that the CoS is correctly issued by the Tier 2 sponsor. We work closely with clients to help ensure this, and, as level 1 user, are able to assign the CoS on behalf of clients.

### Compliance

#### Compliance obligations

Tier 2 sponsors must ensure that all aspects of the UK regulatory framework are satisfied and integrated within their business. We work closely with our clients to help ensure that these requirements are met and our solution-focused advice looks to safeguard the interests of clients whether they are an employer or an employee.

### Advertising

#### Advertising requirements

Sponsors must consider whether a position could be filled by a settled UK or EEA national. In order to adequately assess this it may be necessary for the sponsor to advertise for the position in accordance with Home Office guidance (the resident labour market test). We can assist clients to ensure this critical requirement is correctly met.

### Appeals

#### Appeals and administrative reviews

We have an excellent track record representing clients either at appeal or administrative review stages where this is the best course of action. We work closely with leading immigration Counsel and have a dedicated litigation offering within our group.

### Tier 2 visas

#### Tier 2 visa applications

We advise clients on all aspects of Tier 2 visa application and work closely with them, and their dependant family members, to help prepare the applications from start to finish.

### ILR

#### Indefinite Leave to Remain

Where clients are able to apply for ILR we are able to assist with the application process from start to finish. We have specific expertise dealing with complex applications and work closely with the Home Office where required to deliver a solution focused service.

### Level 1 user service

#### Level 1 user service

As our client's legal representatives we are often appointed as level 1 users on the Home Office sponsor management system. This allows us to help clients manage their SMS and ensure compliance with the reporting obligations imposed on employers.

### British citizenship

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We are able to assist clients with applications for naturalisation or registration as British citizens, with specific expertise in complex applications.

### TUPE and company restructuring

#### TUPE and company restructuring

TUPE transfers and other corporate restructures warrant careful consideration of immigration law. We work closely with our Employment Group to advise clients where restructures will bring about a change of employer and/or sponsor and help to address both the legal and commercial implications.

### Employment & Corporate advice

#### Employment and Corporate advice

Our clients benefit from the breadth of legal services offered by Mishcon de Reya. Dedicated contacts within our Employment and Corporate departments work closely with the Immigration Group to help ensure all the legal needs of our clients are serviced.

For more information on the Tier 2 visa category and how we can assist, please contact:



**Kamal Rahman**  
Partner, Head of Immigration  
E: [kamal.rahman@mishcon.com](mailto:kamal.rahman@mishcon.com)  
T: +44 20 3321 7143



**Steven Bostock**  
Partner  
E: [steven.bostock@mishcon.com](mailto:steven.bostock@mishcon.com)  
T: +44 20 3321 7481



**Natalie Loader**  
Associate  
E: [natalie.loader@mishcon.com](mailto:natalie.loader@mishcon.com)  
T: +44 20 3321 6546

Africa House  
70 Kingsway  
London  
WC2B 6AH

T +44 20 3321 7000  
F +44 20 7404 5982  
E [Contactus@mishcon.com](mailto:Contactus@mishcon.com)

[www.mishcon.com](http://www.mishcon.com)

**Mishcon de Reya**

It's business. But it's personal.