

HOW TO RECRUIT FROM THE EU - A BRIEF SUMMARY

We now have a Brexit agreement - but what steps do you need to be aware of in order to recruit talent from the EU? Below is a small, and hopefully useful, outline of the main themes around taking on staff from the EU into roles in the UK. It only applies to roles that offer salaries of over £25,600 per annum.

Here is a list of steps that you need to take in order to hire a skilled EU worker on a salary of £25,600 and above:

SMALL COMPANIES - are businesses/ organisations that satisfy two of the following criteria:

A turnover of no more than £10.2 million/ a balance sheet total of no more than £5.1 million/ up to 50 employees.

TYPE:	FEE:
LICENCE APPLICATION	£536.00 - One-off sponsor licence application
CERTIFICATE SPONSORSHIP	£199.00 per sponsored worker
STANDARD WORKER VISA APPLICATION	<p>VISA VALID UP TO THREE YEARS £160.00 if applying from overseas £704.00 if applying from the UK</p> <p>VISA VALID FOR MORE THAN THREE YEARS £1,220.00 if applying from overseas £1,408.00 if applying from the UK</p> <p>DOMESTIC APPLICATIONS £19.20 biometric fee applied</p>
IMMIGRATION SKILLS CHARGE	<p>£364.00 per sponsored worker for each year of employment i.e. if the applicant obtained a three-year visa, the fee would be £1,092. Note: The Immigration Skills Charge fee must be paid by the sponsor and cannot be passed onto the sponsored worker.</p>
IMMIGRATION HEALTHCARE SURCHARGE	<p>£624.00 per sponsored worker for each year of employment i.e. if the applicant's leave is valid for three years, the healthcare surcharge fee will be £1,872.</p>

LARGE COMPANIES -

Any company that does not meet the above.

TYPE:	FEE:
LICENCE APPLICATION	£1,476.00 - One-off sponsor licence application
CERTIFICATE SPONSORSHIP	Same as above
STANDARD WORKER VISA APPLICATION	Same as above
IMMIGRATION SKILLS CHARGE	<p>£1000.00 per sponsored worker for each year of employment i.e. if the applicant obtained a three-year visa, the fee would be £3,000.00. Note: The Immigration Skills Charge fee must be paid by the sponsor and cannot be passed onto the sponsored worker.</p>
IMMIGRATION HEALTHCARE SURCHARGE	Same as above