J. Permission to Work in the UK

1. “Resident Workers” are European Economic Area (EEA) nationals or a person who has settled status in the UK. People who are not classed as “resident worker” will require a permit to work before they are allowed to start employment. This requirement will be entry clearance under Tier Two of the immigration and visa requirements.

2. In order to grant a Tier 2 certificate of sponsorship the University must show they were unable to fill the post with a “resident worker” – to demonstrate why they were unable to recruit a suitably qualified or experienced “resident worker” or one, who with extra training, could do the job. This is known as the Resident Labour Market Test. It is therefore necessary to advertise the vacancy for 28 calendar days in at least two different media, in order to meet the requirements of the Resident Labour Market Test. The only exceptions are for ‘named’ researchers, or where a migrant is switching from Tier 4 (student) into Tier 2, or has an extension to their Tier 4 visa under the Doctorate Extension Scheme.

3. Following the issuing of a Certificate of Sponsorship by the University, visa entry clearance is not guaranteed and employment must not commence until clearance has been granted and the original document is registered with Human Resources.

4. Overseas students with a Tier 4 visa may be able to take employment but there will be restrictions of the type of work or hours of work that may be undertaken.

5. Rules governing the issuing of Certificates of Sponsorship and visa entry clearance are subject to frequent change and you should always seek advice from the Human Resources team who will be able to advise you on the process.