



Is your HR Department overstretched and unable to effectively manage the robust legalities of immigration right-to-work procedures? People Force Internationals' Right to Work Audit Service can assist your business.

Right to Work Compliance Audit

The Home Office regime for the Prevention of Illegal Working applies to all UK based employers and is inclusive of a civil penalty scheme and criminal prosecution for employers who engage illegal non EEA workers.

The Home Office has become progressively more stringent and is ever ready to issue civil penalties. Up to 80 million pounds in fines was levied in 2013, a significant percentage, on the back of hundreds of unannounced raids.

It is therefore essential for you to ensure that you have the correct HR systems in place to monitor migrant workers-both records and premises must be Home Office compliant.

Any employer licensed to sponsor non-EEA nationals is particularly susceptible to the risk of Home Office visitation. Reviewing your business's methods of conducting Right to Work checks can help you to avoid costly penalties, prosecution and damage to the reputation of your business.

What is a Right to Work Compliance Audit?

Our qualified and trained advisers will have an initial discussion with you to agree what audit services you require. An audit can include any of the following:

- Onsite checks of premises and migrant related documentation
- A comprehensive report with recommendations on each area of compliance
- Employer Checking Service where applicable
- Access to audit services on a regular basis to ensure ongoing compliance
- 24/7 telephone support and advice as to compliance software
- Monitoring the restrictions on student employees

How will the Audit Service benefit me?

The Home Office changes Right to Work checks requirements frequently. The Audit will be particularly beneficial if any of the following applies to your organisation:

- You do not currently have Right to Work processes in place
- You have concerns that some of your employees might not have the right to work in the UK
- You are setting up a business
- You are applying for a sponsor licence or to renew your sponsor licence
- Your sponsor licence has been downgraded to a level B rating
- You are under pressure to ensure your organisation's compliance fitness for the future
- The Home Office has contacted you to arrange a visit to your premises
- Your organisation is a restaurant, catering business, food producer, warehouse, factory or a retail outlet

For more information please contact:

info@peopleforceint.com or +44 (0) 1933 667 706