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**Fact Sheet - Becoming A Tier 2 Sponsor**

**Tier 2 sponsorship is an opportunity for practices that are having difficulty recruiting to vacant GP posts, to employ migrant Drs who will generally have completed their training in the UK.**

**It doesn’t guarantee that you will fill your vacancy, but it opens up a new pool of Drs who are then able to apply for your vacancies.**

* Tier 2 is an immigration route for non-European Economic Area (EEA) migrants who wish to work in the UK. These migrants must be sponsored by an organisation or company that holds a Tier 2 licence. A licence is a permission given to an organisation to sponsor workers in its business. The organisation is known as a sponsor.
* Trainees are sponsored by HEE, but that sponsorship ends when they complete training and so must find employment with a new sponsoring organisation or must return to their home country
* A sponsoring licence is valid for 4 years – but it can be renewed. During this period a sponsor can sponsor a number of migrant workers
* To become a sponsor you will need to
  + Complete an online application – slide pack is available from NHS England along with support
  + Pay a fee (this can be reimbursed by NHS England)
  + Identify key personnel in your organisation to have Tier 2 responsibilities
  + Send specific documents within 5 days of making your application
* Before you can offer a Certificate of Sponsorship to a migrant you must demonstrate that you have a genuine vacancy which cannot be filled by the settled workforce (the resident labour market test)
* Once you are a sponsor you will need to
  + Keep records / documents for each sponsored migrant (this is normal employee information)
  + Report a migrant’s non-attendance, non-compliance or disappearance
  + Maintain your organisation information online
* The maximum time that a Tier 2 migrant may be in the UK under a Tier 2 visa is 6 years. After 5 years, the migrant may apply for settlement (indefinite leave to remain). A migrant Tier 2 Dr who has also trained in the UK will have already been in the UK under Tier 2 for a number of years and so the period of sponsorship may be limited before indefinite leave to remain may be granted
* The latest information regarding Tier 2 sponsorship can be found here: <https://www.gov.uk/government/collections/sponsorship-information-for-employers-and-educators>
* The link to apply is here: <https://www.gov.uk/apply-sponsor-licence>
* Home Office contact details for technical / personal questions – 0300 123 4699, or email [BusinessHelpdesk@homeoffice.gsi.gov.uk](mailto:BusinessHelpdesk@homeoffice.gsi.gov.uk)
* NHS England is currently reimbursing costs relating to tier 2 visa sponsorship and employment
  + Relocation costs for the sponsored GP and immediate family up to £5000
  + Tier 2 visa application costs for the sponsored GP and their family
  + Application costs for a Tier 2 Sponsorship Licence
  + The first 2 years of the Immigration Skills Charge for any GP employed and sponsored on a tier 2 visa
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