

Mobility

Business immigration
services



Employers, entrepreneurs, investors and professionals rely on Dentons to navigate every step of the immigration process. We develop strategies and practices to meet your talent needs in a globalised labour market, providing sophisticated and creative solutions to complex problems.

Immigration impacts many different aspects of an organisation and its activities. Immigration is closely linked to an organisation's talent strategy and pipeline, and strong immigration compliance is essential for business continuity, not to mention reputation.

In a constantly changing landscape it is essential to partner with a law firm that thinks beyond the day-to-day to become a trusted adviser on all matters immigration related, whether that be consulting on policy and process improvements, getting your organisation ready for Brexit, or conducting immigration audits and due diligence for transactions (mergers and acquisitions) and investments.

Business immigration services

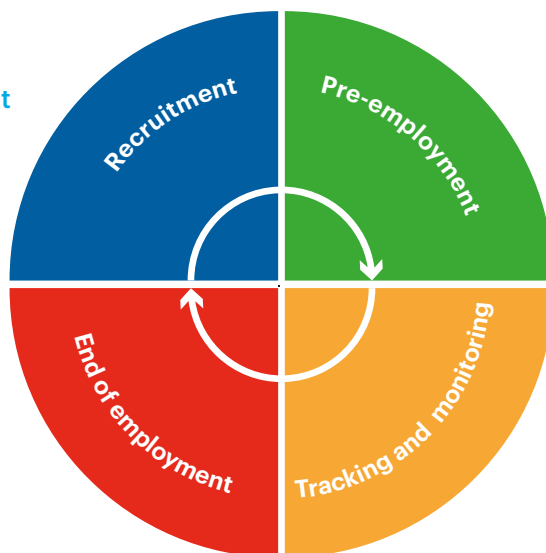
We advise on the full range of immigration categories that you and your employees are likely to require:

- Tier 2 Sponsor Licence: Initial application, renewal and management of updates
- Tier 2 General
- Indefinite Leave to Remain
- Permanent Residence for EU Nationals
- Family and Dependants
- Tier 2 Intra-Company Transfer
- Restricted Certificate of Sponsorship
- Tier 5 Temporary Workers
- British Citizenship
- Business Visitors

We provide an end-to-end service, guiding you and your employees through each step of the immigration process – and throughout the employee lifecycle – leveraging the employment law expertise of the wider People, Reward and Mobility team where relevant.

- Candidate screening
- Immigration assessment
- Resident labour market test
- Offer of employment

- Reporting end of employment/ sponsorship to UKVI
- Cooling-off period



- Immigration application
- Right to work check
- Document retention

- Tracking immigration status
- Visa extensions and ILR
- Repeat right to work checks
- Reporting changes to UKVI

Immigration consulting projects

- **Brexit:** Working with organisations on Brexit readiness. Whether that is briefing internal stakeholders on talent considerations, proactively managing the concerns and requirements of your employees, or tracking and monitoring applications for settled status, we can support you and your employees throughout what will be a very disruptive period.
- **Immigration compliance:** Conducting Tier 2 Sponsor Licence and Right to Work audits, and designing and implementing robust policies and processes throughout the employee lifecycle to facilitate strong immigration compliance. Whether you need assistance with right to work and onboarding or with tracking and monitoring your Tier 2 sponsored employees, we can design policies and processes that give you peace of mind that you are satisfying your obligations.
- **Training and knowledge management:** Creating and delivering bespoke immigration training to HR, recruitment and other stakeholders on topics including immigration basics, best practice and global hot topics. In large HR teams a major challenge can be knowledge management and transfer. To assist our clients with this we deliver “train the trainer” sessions and prepare material and resources to ensure that gaps in knowledge are proactively managed.
- **Due diligence:** Conducting due diligence prior to a merger/acquisition or investment to ensure that immigration risks are identified and mitigated, particularly with regard to assessing the long-term immigration options for key talent.
- **Transactions and restructuring:** Managing immigration reporting requirements as a consequence of mergers, acquisitions, restructures and reductions in workforce, to ensure you remain immigration compliant, as well as working with you to assess visa options for employees who are at risk.
- **Employee handbook, immigration policy:** Consulting on employee policies such as when support is provided for visa extensions, permanent residence and family members, as well as right to work check procedures, parameters for Tier 2 sponsored employees to take periods of unpaid/long-term leave, and where an employer can claw back the cost of an immigration application from any employee. Incorporating immigration content into your employee handbook is particularly important in light of Brexit and the possibility that many employees who have not required immigration services previously may now be seeking assistance.
- **Establishing a business in the UK:** Immigration options for businesses looking to expand into the UK, including consulting on processes and policies to facilitate strong immigration compliance, and training for key stakeholders. In the UK full compliance with immigration requirements is expected, with no recognition of partial compliance and severe penalties where a breach occurs. Once a breach occurs it is very difficult to fully rectify so the best course of action is to implement policies and processes to avoid the breach in the first place.
- **Graduate intake:** Competition for the brightest and best graduates is intense. We work with employers to ensure that immigration requirements are considered from the outset and proactively managed to ensure minimal disruption and a successful outcome for your graduates and the business.
- **Business visitor programme compliance:** Consulting on measures your organisation can take to increase business visitor compliance.

Keeping you up to date

We know how important it is to keep our clients up to date with the latest developments in immigration. We do this in the following ways:

- Updates on UK immigration policy and process, and how these affect your business via the Dentons website and our mailing list
- General commentary on UK and global immigration via our Global Mobility Review blog

- Quarterly immigration insight containing a round-up of recent immigration developments, the latest on Brexit and upcoming actions and dates for your diary
- Regular events and training sessions

Who we work with

Our client base is comprised of a wide range of national and international organisations, from across all major industries and sectors. We work with everyone from start-ups looking to expand into the UK to established organisations that need to access international talent.



Key contacts



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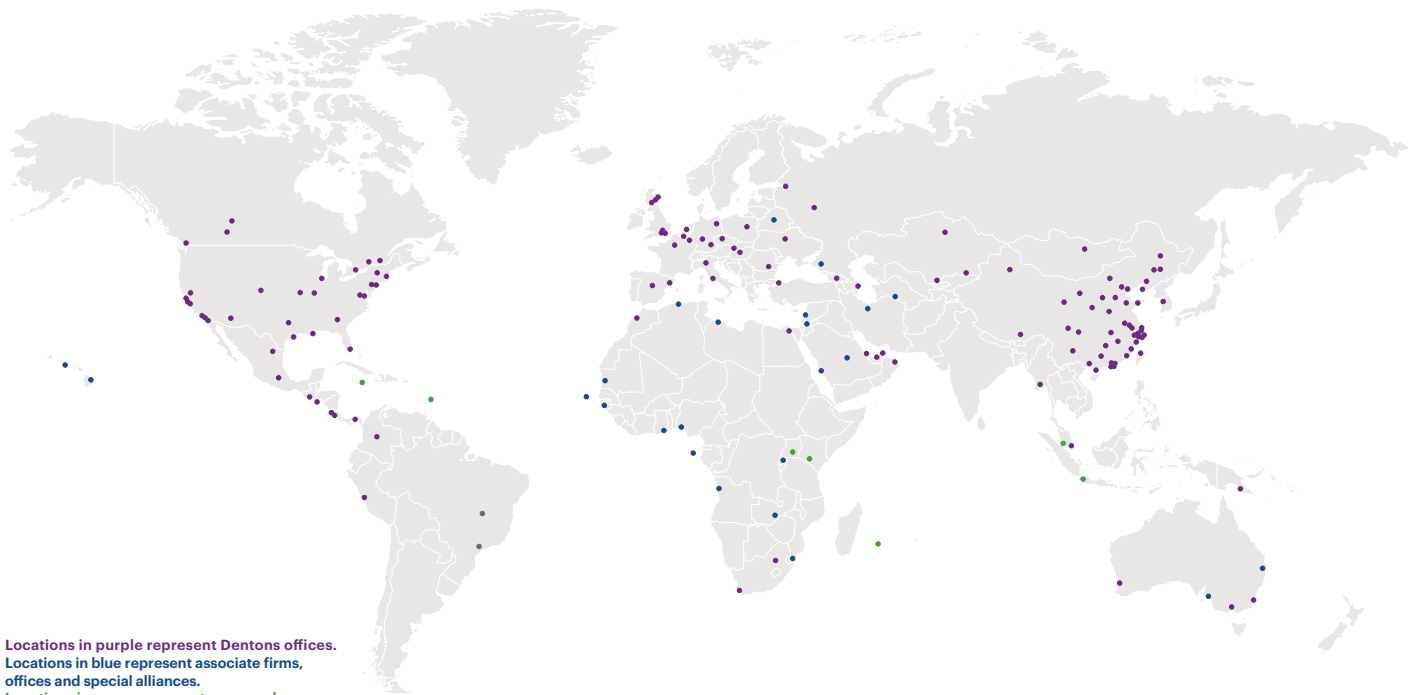
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“The strong team of consultants at Dentons provides ‘a very professional’ level of service.”

Legal 500, Immigration, 2017

Global presence



Locations in purple represent Dentons offices.
Locations in blue represent associate firms, offices and special alliances.
Locations in green represent proposed combinations that have not yet been formalized.
Locations in gray represent Brazil Strategic Alliance.

Trusted partners, delivering UK and global solutions, wherever you are now - or want to be in the future

Our clients value our national coverage, with immigration experts located in London, Milton Keynes, Glasgow and Edinburgh.

Dentons serves clients' needs around the world, both in major business destinations and in less well-travelled locales often overlooked by other law firms.

When you partner with Dentons, you tap into our full range of experience, not only in immigration law but also in related legal fields including employment and employee benefits, corporate, tax, litigation, capital markets and real estate.

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