



Home Office



Department for Levelling Up,
Housing & Communities

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1st August 2022

Dear Colleagues

Employing Ukrainian and Afghan nationals who have resettled in the UK

Thank you for your continued support in helping to deliver economic opportunities across the United Kingdom for Ukrainian nationals who are arriving under our bespoke Ukraine Family and Homes for Ukraine Schemes and for Afghan nationals who have resettled in the UK under the Afghan Relocations and Assistance Policy and the Afghan Citizens Resettlement Scheme.

Finding employment is crucial in helping people build stable and fulfilling lives in the UK for themselves and their families. I commend employers right across the country for all they are doing to help people into work and the security that it brings.

I am writing to provide you with further clarity, as required, on the requirements for Ukrainian and Afghan nationals who have arrived in the UK under one of the UK Government's resettlement and relocation schemes and are looking to undertake work.

By way of context, all employers in the UK have a responsibility to conduct simple right to work checks before employing someone. These checks are required regardless of nationality – even British citizens are caught by the measures. As such, requirements under the Right to Work Scheme continue to apply for people who have resettled in the UK under the above schemes. Employers should be familiar with these broader requirements.

For absolute clarity, Afghan nationals who have resettled in the UK under the Afghan Relocations and Assistance Policy or the Afghan Citizens Resettlement Scheme, and Ukraine nationals who have resettled in the UK under the Ukraine Family and Homes for Ukraine Schemes have a right to work.

To evidence that right, employers should conduct right to work checks in the usual way. The relevant guidance can be accessed on GOV.UK at:

<https://www.gov.uk/government/publications/right-to-work-checks-employers-guide>.

All employers should be directed here in the first instance for the latest information and requirements.

For Ukraine nationals, the exact process required of the employer is shaped by how the individual arrived in the UK and the documentation held. But, broadly speaking, at the time of writing:

- Where an individual has a stamp in their passport which provides a time-limited right to work, the employer will need to manually check the passport as set out in published guidance, and perform a follow-up check to ensure the required documentation to evidence the right to work for a longer period (i.e. a Biometric Residence Permit) has been obtained;
- Where an individual has an eVisa (digital evidence of their immigration status, accessible online), the employer should use the online right to work checking service on GOV.UK in the same way as they would for others in possession of a biometric card; and
- Where an individual does not have a passport but instead has an Entry Clearance vignette attached to a 'Form for Affixing the Visa' (FAV), where necessary this document can be used as proof of right to work in conjunction with confirmation from the Home Office Employer Checking Service (ECS) in the form of a Positive Verification Notice (PVN). However, in most cases, shortly after arrival a Biometric Residence Permit is available for collection, and this should be used to access the online checking service.

Where necessary, employers may contact the Home Office Employer Checking Service (ECS) to verify right to work: <https://www.gov.uk/employee-immigration-employment-status>.

I would be grateful if you could cascade this information via your network. We will of course periodically update the guidance and keep any changes under close review. It will be crucial that we continue working closely together to identify and address any emerging issues.

Thank you for again for your continued support and cooperation as we deliver the Homes for Ukraine Scheme.

If you have any questions about this, please do not hesitate to get in touch with me or your usual contacts.

With all my very best wishes,

A handwritten signature in blue ink that reads "Richard".

Lord Richard Harrington

Minister for Refugees