

Mobility: Immigration alert

May 2023



United Kingdom

Updated sponsor and compliance duties regarding remote and hybrid working reporting requirements

Executive summary

On 31 March 2023, the Home Office updated the guidance regarding [sponsor duties and compliance](#) and incorporated additional reporting duties in the “change of work location” category to include remote and hybrid working patterns.

Background

As part of their sponsor duties and compliance obligations, organizations in the UK that hold a sponsor license are required to report specific changes that affect their sponsored worker population to the Home Office via the Sponsored Management System (SMS) within 10 working days of the change.

Key developments

The guidance now specifies that sponsors must inform the Home Office if a sponsored worker’s normal work location (as recorded on the Certificate of Sponsorship or CoS) changes, including in instances where the sponsored worker:

- ▶ Is, or will be, working at a different site, branch or office of the organization or a different client site not previously declared to the Home Office
- ▶ Is, or will be, working remotely from home on a permanent or full-time basis (with little or no requirement to physically attend a workplace)
- ▶ Has moved, or will move, to a hybrid working pattern

The guidance defines a “hybrid working pattern” as a situation where the sponsored worker will work remotely on a regular and planned basis from their home or another address (e.g., a work hub space) that is not a client site or an address listed on the sponsor license, and regularly attend one or more of the sponsor’s offices/branches or a client site.

Sponsors do not need to report day-to-day changes in sponsored workers’ work locations and only need to inform the Home Office of changes to their regular working patterns.

Impact on employers

Sponsor license holders may consider the impact of the new requirements on their processes to ensure compliance.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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