## WHO WANTS TO BE AN EMPLOYER WHO CARES?



# FASTEST FINGER FIRST

The Home Office has released details of its proposed rule changes from 1 July 2021. There have been some changes to the acceptable documents for proving a right to take up work in the UK.
These changes are listed in the new 'List A' and 'List B'.

**Q:** From 1 July 2021, will EU citizens be able to work in the UK using a passport or identity card?

**Q:** From 1 July 2021, which of the following can be checked online/digitally?
UK Birth Certificates and NI or Current Biometric Residence Permits (BRP)?

**A:** Our panel said 'No. EU citizens will need to be registered on the EU Settlement Scheme and provide a share code'.

**A:** The correct answer is Current BRP

**Q:** What will happen if an employer employs someone who is not allowed to undertake work even if they carry out all required document checks?

**Q:** Where can you go for further information on the legislation changes and how to remain compliant?

**A:** Your colleague has correctly answered they will not hold a statutory excuse and could be liable for civil penalties of up to £20,000. If they knowingly permit someone to work when they are not allowed to, this is a criminal offence.

**A:** Ask your expert Glen Manley
glen.manley@marstonholdings.co.uk
www.marstonholdings.co.uk/nsl/checking-services

| Check types provided by NSL | |
| --- | --- |
| Employment/personal referencing | Candidate summary |
| Academic referencing | Basic disclosure |
| Activity claim | Standard DBS |
| Document requested | Enhanced DBS |
| Document supplied | DBS update service |
| Identity check | List 99 check |
| Adverse financial summary | Adult first |
| Adverse financial detailed | Qualification verification |
| Passport/VISA MRZ verification | Professional qualification verification |
| Overseas credit, criminal and directorship | Civil litigation check |
| Directorship search | **Right to work check** |
| Media search | Access NI |
| Social media - standard | DocuSign (up to six documents per wallet) |
| Driving licence check | CIFAS check |
| Sanctions | FCA/PRA basic check |
| MOT check | MOT check |
| Occupational health | International credit, criminal and directorship |