

Green Templeton College University of Oxford

Work Permits

All individuals wishing to work in the UK must be entitled to do so before they can be employed, and must be able to prove their right to work to any prospective employer. The College as with all UK employers has a legal responsibility to check all potential employees' right to work in the UK before work commences.

As a general rule, most overseas nationals from outside the European Economic Area (EEA) require approval to work in the UK from the Home Office UK Border Agency (UKBA), although there are some exceptions to this.

The UKBA has now established a Points Based System which is used to determine overseas migrants' rights to enter and work in the UK. Currently there are five 'tiers' (and several sub-tiers) in the points-based system as follows:

Tier 1: Highly skilled workers and Post-study workers

Tier 2: Sponsored skilled workers with a job offer (previously Work Permit holders)

Tier 3: Low skilled workers (this tier is currently suspended)

Tier 4: Students

Tier 5: Temporary workers (e.g. Sponsored researchers and Youth Mobility Scheme)

Applications under Tier 1 are made directly by the individual.

The University of Oxford has a licence to issue Certificates of Sponsorship (CoS) under Tier 2 and Tier 5 (sponsored researchers) for the University Departments and the other Colleges in the Oxford Collegiate System. Applications under these tiers are processed through the University Work Permits Desk.

The new points-based system came into force on 27 November 2008. Work Permit applications are no longer accepted, except for Bulgarian and Romanian nationals, and it is now necessary to apply for a Certificate of Sponsorship (note that a CoS is **not** a certificate as such, but a unique reference number issued to the migrant by the Work Permits Desk).