

Right To Work

# FAQS

Everything You Need To Know



LIQUID FRIDAY<sup>®</sup>

From 1st October 2022 the government tightened up how Right to Work (RTW) checks are conducted, after making some concessions during the pandemic.

Many of our agency partners have reached out with questions, so we have prepared this FAQ sheet to answer the most common queries, and ease any concerns.

## What has changed?

During Covid, employers could complete RTW checks by video call and accept scans or photos of documents rather than originals.

From 1st October an employer must conduct a check in one of the following ways, depending on the person's immigration status and the type of document they submit.

**A face-to-face manual check with original documents**

**Using the Home Office's online checking service**

**Using an accredited Identity Service Provider (IDSP)**

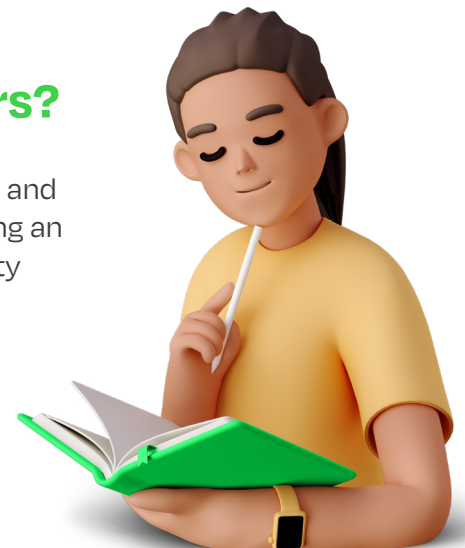
## What's the process for non-UK (or Ireland) workers?

Where someone holds a Biometric Residence Card (BRC), a Biometric Residence Permit (BRP) or a Frontier Worker Permit (FWP), the employer needs to perform an online check, by asking the employee for a share code and then completing the steps to **complete the Right to Work check online**.

This also applies to those with e-visas, for example individuals who have EU Settled Status, EU Pre-settled Status or who applied for UK immigration permission using the UK Immigration:ID Check app.

## What's the process for British / Irish workers?

For anyone not eligible for an online Home Office check, including British and Irish passport holders, the check needs to be carried out in person or using an Identity Service Provider (IDSP), which completes the check using Identity Document Validation Technology (IDVT).



## What does Liquid Friday do?

For British and Irish passport holders, we have opted to use an approved IDSP company to undertake RTW checks. They are one of a number of accredited IDSPs. Their process consists of ID Verification to confirm that a candidate has the Right to Work in the UK. Checks are done via an online portal and we can then export and save the result.

## As a recruitment agency, do I have to undertake RTW checks?

You only need to carry out Right to Work checks for workers you are employing directly. For anyone working through Liquid Friday umbrella, we are responsible for checking their right to work in the UK.

Checks are undertaken by our dedicated Compliance Team, for your total peace of mind.

However, the Agency Conduct Regulations do have a provision for all Recruitment businesses to undertake ID checks and confirm the identity of all candidates. This is a separate requirement to Right To Work.

## Any other questions?

If your question isn't covered here, or you need support with RTW or other areas of compliance, speak to your Liquid Friday Account Manager.

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