

# Business immigration update

## 18 June 2026

**Simon Pathé**  
Partner

**Achante Anson**  
Trainee solicitor



# A bit about Willans LLP

---



We have a solid reputation for providing first-class legal advice, high-calibre yet approachable lawyers, and exceptional client care to businesses, charities and not-for-profit organisations and people.

We act for local, national and overseas clients from our Cheltenham offices.

  
**864+**  
COMBINED YEARS'  
EXPERIENCE

  
**£120k**  
RAISED FOR CHARITIES  
SINCE 2012

  
**1947**  
THE YEAR OUR  
CHELTENHAM LAW  
FIRM WAS ESTABLISHED

  
46 OUTSTANDING  
RECOMMENDATIONS IN  
NATIONAL LEGAL GUIDE

# Our employment law & business immigration team

**Jenny Hawrot**

LLB (Hons)

**Partner**

Employment law & business  
immigration



**Simon Pathé**

FCILEx

**Partner, chartered legal  
executive**

Employment law & business  
immigration



**Hifsa O'Kelly**

LLB (Hons)

**Partner**

Employment law & business  
immigration



[> View profile](#)

**Achante Anson**

LLB (Hons)

**Trainee solicitor**

Employment law & business  
immigration



[> View profile](#)

# Today's agenda

---

## Topic

- 1 **Welcome & introduction**
- 2 **Business immigration update**
- 3 **Q&A**

# Business immigration update

Simon Pathé & Achante Anson

---

# Business immigration update

Service	Fee from 8 April 2026
Priority processing of a Sponsorship Management request	£350
Priority service for a sponsor licence application	£750
Worker sponsor licence (large sponsor)	£1,682
Worker sponsor licence (small sponsor)	£611
Temporary Worker sponsor licence	£611
Worker and Temporary Worker sponsor licence (large sponsor)	£1,682

Please note that slides are the copyright of Willans LLP and are for guidance only and not intended to replace tailored legal advice. If we can be of further assistance, please contact us.

# Business immigration update

---

## Tougher compliance

- Expand enforcement powers
- Lower the threshold for compliance action
- Technical or unintentional errors can now result in licence suspension or revocation.

## Stricter compliant & enforcement powers

- Effective: **6 March 2026**
- Home Office can suspend or revoke a sponsor licence if they have reasonable suspicion of non-compliance.

# Business immigration update

---

## Salary changes

- Effective: **8 April 2026**
- Sponsors must ensure the required Skilled Worker salary is paid in every pay period, not averaged across the year
  - Very limited variations are permitted.
- HMRC implications?

# Business immigration update

---

- ‘Eligible role test’ replaces ‘Genuine vacancy test’
  - Effective: **6 March 2026.**
- Heightened scrutiny of role alignment.

# Business immigration update

---

## English language requirements

- Effective: **8 January 2026**
- Must meet English language level B2, increased from B1.

## Afghan nationals 'Visa Brake'

- Effective: **26 March 2026**
- Impacts: Applications made outside the UK by Afghan nationals.

# Business immigration update

---

## Duty to inform workers of employment rights

- Effective: **6 March 2026**
- Sponsors must actively inform sponsored workers of their UK employment rights.

## Obligation to read & monitor guidance

- No longer implied.

# Business immigration update

---

## Non-employees, contractors, and RTW checks

- Where contractors, consultants, or agency workers are integrated into the business or subject to control, sponsors must carry out right-to-work checks.

## Settlement rule changes

- English language requirement for settlement will increase from B1 to B2 from **March 2027**.

# Business immigration update

---

## Gharabli v Cedar Hope Care Services

- Immigration compliance obligations and duties under the Equality Act 2010.

# Q&A

---

# Next webinar & news updates

Sign up to get details on future webinars or any of our bulletins.

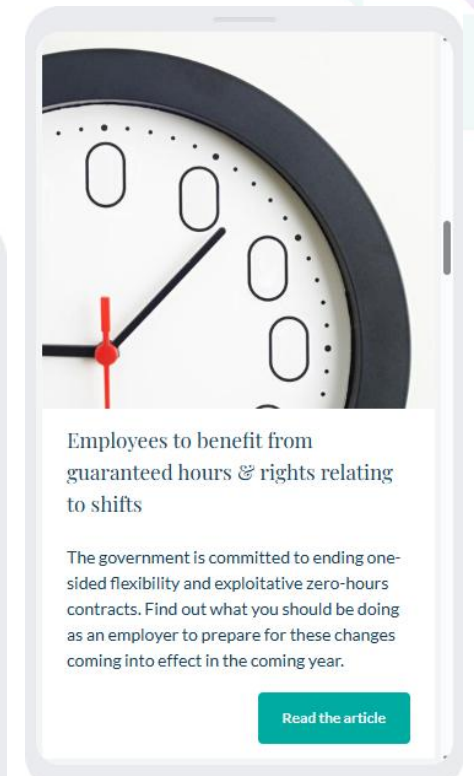
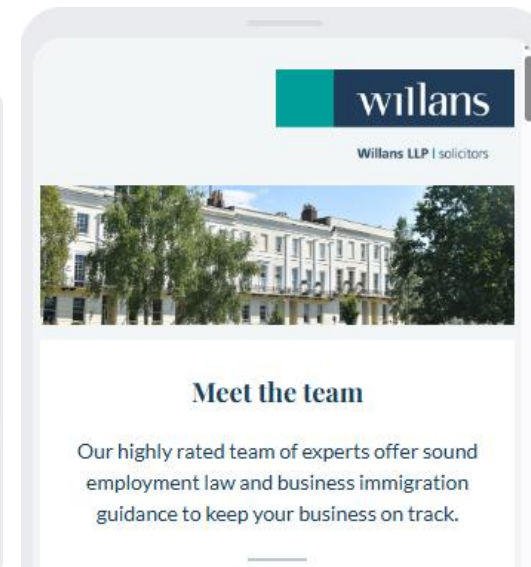
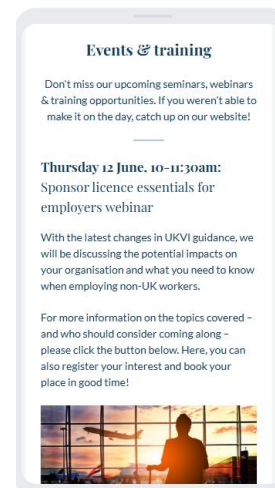
Our next webinar will be confirmed in our next *Dispatches* publication

## Subscribe

[www.willans.co.uk/subscribe](http://www.willans.co.uk/subscribe)

## Events & training

[www.willans.co.uk/events](http://www.willans.co.uk/events)



# If you want to know more, contact us...

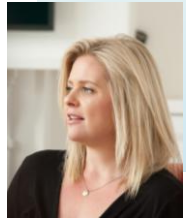
## Jenny Hawrot

Partner & head of department

☎ : 01242 541566

✉ : [jenny.hawrot@willans.co.uk](mailto:jenny.hawrot@willans.co.uk)

in : [linkedin.com/in/jennyhawrot/](https://www.linkedin.com/in/jennyhawrot/)



## Simon Pathé

Partner

☎ : 01242 507406

✉ : [simon.pathe@willans.co.uk](mailto:simon.pathe@willans.co.uk)

in : [linkedin.com/in/simon-n-pathé/](https://www.linkedin.com/in/simon-n-pathé/)



## Matthew Clayton

Partner

☎ : 01242 542922

✉ : [matthew.clayton@willans.co.uk](mailto:matthew.clayton@willans.co.uk)

in : [linkedin.com/in/claytonmatthew/](https://www.linkedin.com/in/claytonmatthew/)



## Hifsa O'Kelly

Partner

☎ : 01242 383362

✉ : [hifsa.okelly@willans.co.uk](mailto:hifsa.okelly@willans.co.uk)

in : [linkedin.com/in/hifsaokelly/](https://www.linkedin.com/in/hifsaokelly/)



## Achante Anson

Trainee solicitor

☎ : 01242 312300

✉ : [achante.anson@willans.co.uk](mailto:achante.anson@willans.co.uk)

in : [linkedin.com/in/achante-anson](https://www.linkedin.com/in/achante-anson)



## CONTACT US

When you want the best outcome, you need the best people.

### COMMUNICATE

 +44 (0)1242 514000

 [law@willans.co.uk](mailto:law@willans.co.uk)

 [www.willans.co.uk](http://www.willans.co.uk)

### VISIT

Willans LLP, solicitors  
34 Imperial Square  
Cheltenham  
Gloucestershire  
GL50 1QZ, UK

### CONNECT

 Willans LLP, solicitors

 Willans LLP, solicitors

 @willansllpsolicitors\_



### KNOWLEDGE HUB

Visit our Knowledge Hub for the latest legal updates, news, events & training:  
[www.willans.co.uk/knowledge](http://www.willans.co.uk/knowledge)

