



CORONAVIRUS (COVID-19) BRIEFING: TEMPORARY CHANGES TO RIGHT TO WORK CHECKS

The UKVI have confirmed that landlords and employers will not be required to see original documents during the coronavirus pandemic and lockdown.

Right to work checks have been adapted to make it easier for employers to carry them out during the coronavirus outbreak. Effective immediately, the temporary changes will mean the Home Office will not require employers to see original documents and will allow checks to be undertaken over video calls.

These temporary changes will mean that during the coronavirus outbreak prospective workers will be able to submit scanned documents, rather than originals, to show they have a right to work.

RIGHT TO WORK CHECKS

Right to work checks have temporarily been adjusted due to coronavirus (COVID-19). This is to make it easier for employers to carry them out.

As of 30 March 2020 the following temporary changes have been made:

- checks can now be carried out over video calls
- job applicants and existing workers can send scanned documents or a photo of documents for checks using email or a mobile app, rather than sending originals
- employers should use the [Employer Checking Service](#) if a prospective or existing employee cannot provide any of the accepted documents

The UKVI accepts that due to COVID-19, some individuals may be unable to evidence their right to work. During this period, employers should take extra care to ensure no-one is discriminated against as a job applicant or employee because they are unable to show you their documents. For more information, please see the [code of practice for employers: avoiding unlawful discrimination while preventing illegal working](#).

Employers are also reminded that it remains an offence to knowingly employ anyone who does not have the right to work in the UK.

Once the Covid-19 measures end (a date which has not yet been specified), employers will have eight weeks in which to undertake retrospective right to work checks on those who started working for them during the period the measures were in place. The retrospective right to work checks must be fully compliant with the current guidance, found [here](#).



**PENNINGTONS
MANCHES
COOPER**



Further information on how to conduct the checks and what follow up will be required by employers can be found [here](#).

If you have any queries, please contact a member of the Penningtons Manches Cooper LLP immigration team: immigration.enquiries@penningtonslaw.com