



Skilled Worker Sponsorship for new GPs

If you want to recruit a GP from outside the UK and they are not a 'settled worker' or if you want to recruit a UK medical graduate switching from a Tier 4 visa, they are likely to need a Skilled Worker visa and you will need to sponsor them.

This ensures:

1. The Home Office knows they have secured a job in the UK; and
2. That an employer is able to take responsibility for them while they are here.

To do this, GP practices will need a sponsorship licence. This process is not complex but the guidance around it is quite long.

Trainees are sponsored by HEE, but that sponsorship ends when they complete training and so must find employment with a new sponsoring organisation or must return to their home country (they have 14 days at the end of training).

What is a skilled worker visa?

- Skilled Worker visa -immigration route for doctors to work in the UK
- Employment route practices struggling to recruit GPs

Benefit to the Practice

- Allows you to recruit any GP from the pool following their CCT including your trainee
- License for 4 years
- Access to an expanded GP workforce
- Investment for long term planning of your workforce as you may wish to recruit other clinical specialties from overseas

International Trainee/Doctor Benefit

- Employer verified by the HMRC
- Visa valid for maximum of 5 years
- Can then apply for Indefinite Leave to Remain
- Time to relocate and bring family members
- Reimbursement

Becoming a sponsor

To become a sponsor a practice will need to:

- Complete an online application (takes around 30 minutes) which usually takes 8 weeks to process. Preparation is key so invest time reading the guidance to prepare before hand
- Pay a fee (£536 for small practices or £1,476 for medium/large organisations)
- Identify key personnel in your organisation to have Tier 2 responsibilities
- Send specific documents within 5 days of making your application
- Once you are sponsor you must assign a certificate of sponsorship (COS) to each foreign worker you employ. Cost £199
- There is also an Immigration Skills charge of £728 for small sponsors £2,000 for medium/large organisations (reimbursed)

All costs will be reimbursed to the practice.

Can we become a sponsor without appointing anyone?

Yes. You do not have to have identified an individual in order to successfully apply for a sponsor licence. It is acceptable to do this, to be future ready.

More information

Please contact me, I have guides to help you through the process and a FAQ sheet and I am more than happy to support you with your application.

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