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Australia

Tighter English language requirements for General Skilled Migration visas from 1 January 2010

The Minister for Immigration and Citizenship has announced that the English language requirement for all General Skilled Migration (GSM) visa applicants who nominate a trade occupation will be increased to a minimum of 6.0 in each of the four components of the International English Language Testing System (IELTS) test. This will replace the previous minimum of 5.0 on each of the four components of an IELTS test.

For Skilled-Regional Sponsored GSM visa subclasses, the threshold English language standard will be raised from an average of 5.5 to an average of 6.0 in an IELTS test. The change was introduced for applicants for the offshore Skilled-Regional Sponsored (Subclass 475) visa from 1 July 2009, and will apply to the onshore Skilled-Regional Sponsored (Subclass 487) visa from 1 January 2010.

These increased language requirements will apply to all new GSM applications submitted after 1 January 2010.

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Belgium

In the past, it was ongoing practice that individuals working in certain neighbouring countries such as the Netherlands, preferred (for personal reasons) to reside in Belgium during their assignment.

In this instance, the Belgian authorities delivered a Belgian residence permit on the basis of the foreign Dutch work permit (via an exceptional procedure). It is important to note that obtaining a Belgian residence permit on the basis of a foreign work permit has always been based on the internal practice of the Belgian Ministry of Internal Affairs and no legal basis existed in this respect.

Very recently the Ministry of Internal Affairs has changed their internal rules in this respect and now act more stringently towards such applications. A decision has been made that a residence permit based upon a foreign work permit can only be delivered under very exceptional circumstances and, in principle, only in the case where:

It can be argued that the individuals concerned already have strong links with Belgium, for example:

- The individual has conducted their studies in Belgium.
- The individual has lived in Belgium before.

- The individual owns property in Belgium.
- The individuals are already in possession of a Belgian residence permit as a result of former employment in Belgium.

This new point of view has not been taken down in any official form; however, it has been confirmed by the immigration department.

Taking into account this new standpoint, and for future similar applications, a Belgian residence permit will most likely not be issued in such cases. When faced with such a scenario, alternative solutions should be looked at in order to find a way out.

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Canada

Proposed amendments to Temporary Foreign Worker Program

On 9 October 2009, Jason Kenny, the Minister of Citizenship, Immigration and Multiculturalism, announced proposed regulatory amendments to the Temporary Foreign Worker (TFW) Program. These amendments include:

- a more thorough assessment of the genuineness of a job offer;
- limits to the length of a worker's stay in Canada before returning home; and
- a two-year prohibition from hiring a temporary foreign worker for employers found to have provided significantly different wages, working conditions or occupations than promised.

The new regulations are designed to minimize the potential for TFW exploitation by employers and implement stricter employer monitoring mechanisms, encouraging greater adherence by employers to the terms of their offers of employment. The new regulations also highlight that employment facilitated through the TFWP is intended to be temporary.

Employers should establish the appropriate checks to ensure that

employees' wages, location of employment and positions occupied are and remain consistent with the representations made for the issuance of the work permits. In situations where the validity of the job offer is in doubt, the employer would be barred from employing foreign workers for a period of two years. The employer would also be placed on an 'ineligible employer' list on the Citizenship and Immigration Canada website.

Dependent children of foreign nationals are eligible to obtain open work permits

A pilot project has been announced in Ontario and Alberta, where agreements respecting the Temporary Foreign Worker Program have been entered into with the federal government, a foreign worker's dependent children can obtain 'open' work permits, which will allow them to work at any job for any employer.

Previously, dependent children of foreign workers seeking to work were required to apply for their own work permit, which may have required a Labour Market Opinion (LMO) from Human Resources and Skills Development Canada (HRSDC).

The work permit will be valid for a period of one year from the date it is issued or for the duration of the parent or guardian's work permit. It should be

noted that the current agreement is in place until 30 June 2010 and there are the following age restrictions:

- Alberta – 18 to 22
- Ontario – Minimum 14

For a foreign worker's dependent children to apply for an open work permit, they must meet the following conditions:

- The foreign worker must be:
 - authorised to work in Canada for a minimum of six months; and
 - must be engaged in work classified in Skill Level O, A or B in the National Occupational Classification.
- There are certain requirements and conditions to the open work permit:
 - The permits of the dependent children applicants will be valid for the same period as the foreign worker parent's work permit.
 - It will be limited to employment in the visa issuing province.
 - The applicant must meet the age eligibility (see above).
 - The applicant must meet all standard criteria to work in Canada.

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Chile

The immigration tariffs charged by the Department of Foreign Affairs and Immigration for the issuance of Definitive Permanence Permits have changed.

Since 11 November 2008, Peruvian nationals (as well as Colombian nationals where previously obliged) are compelled to enclose a recent Criminal Record Certificate issued by their consulate in Chile, in order to file any residence permit request. However, if Peruvian expatriates request such certificates in their native country, they would additionally have to request a Judicial Record Certificate and both documents must be legalised before the Chilean consulate abroad and the Chilean Ministry of Foreign Affairs.

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China

Beijing

In a move specifically designed to attract multinational companies to set up their regional headquarters in Beijing, the local municipal authority has recently introduced the following immigration initiatives:

1 Extension of residence permits

Senior management executives working at regional headquarters are eligible to apply for a residence permit of up to five years, marking a significant increase from the previous one year duration. The precise validity period granted would vary according to assessment of personal criteria; with mid-management and technical staff anticipated to be granted four years and other expatriate employees, a three year duration.

2 Business visa

Senior management executives in regional headquarters may also apply for a multiple entry business visa valid for up to five years; mid-level management up to three years and other levels of employees for up to one year. Family members are also eligible for the same entitlement. This measure is intended to substantially reduce the overall administration and time spent in the preparation of business visa applications.

For urgent short business visits, if an employee who works for a regional headquarters is unable to apply for a visa from the local Chinese embassy or consulate, they may be eligible to apply for a visa-on-arrival at Beijing International Airport, subject to provision of a supporting letter of invitation or sponsorship by the relevant Beijing entity.

In addition to the extensions for residence permit and business visa, it is also anticipated that the related processing time for the applications may be reduced. However, a specific timeframe has yet to be confirmed.

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Shanghai

[Pilot programme designed to attract international talent through longer-term residency](#)

Foreign nationals within certain categories, who are employed by companies registered in the Pudong District of Shanghai, are also now eligible to apply for residence permits valid for up to five years, along with their spouses and children under the age of 18. The categories are as follows:

- Individuals who have been conferred honorary citizenship by the Shanghai government.
- Foreigners who possess a high level of skills and talent as determined by the Shanghai government.
- Experts in science and technology employed by national technology and research institutes, universities, and other institutions of higher learning.
- Legal representatives, executives and senior management employees of companies registered as regional headquarters.
- Legal representatives, executives and senior management employees of companies which specialise in technology or investment.
- Legal representatives, executives and senior management employees of companies that have a capital investment of more than USD 3m.

Applicants not falling within the above categories would typically continue to be granted a residence permit limited to one year's validity.

[Stricter review of visa applications by ethnic Chinese holding foreign passports](#)

The visa application criterion for ethnic Chinese holding foreign passports has recently been tightened. The immigration bureau in Shanghai will review the

domicile status and, in circumstances where an applicant's Chinese domicile ('Hukou') is found not to have been cancelled, the visa application may be rejected. This is due to the requirement by China's immigration regulations for an individual to de-register their 'Hukou' upon obtaining a foreign passport.

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Costa Rica

In September 2009, a new immigration law was published and will be enforced as of March 2010. This new model legalises the process of integration for the immigrating people through incorporation and contribution to social security. The immigration process will include, as one of the basic requisites, having the insurances provided by the Caja Costarricense del Seguro Social (CCSS). The executives, representatives, managers and technical personnel cannot have a salary income which is lower than the minimum legal salary, plus a 25% increase.

The new law intends to simplify the formalities, expedite procedures, increase controls, improve service quality, and guarantee respect for immigrants'



employment rights. With this law, the entry and legal permanence application for annuitants, retirees, and other categories can be processed directly at the Dirección General de Migración en Costa Rica (Costa Rican Immigration Office).

On the other hand, the amounts earned in the retiree category are modified to the minimum amount of USD 1,000, and in the annuitant category to the minimum amount of USD 2,500, which covers dependants.

Those who have obtained legal permanence under the prior legislation will continue to receive the benefits of the original conditions.

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Denmark

Advance approval for Danish companies hosting business visitors

Since 1 July 2009 the Danish immigration authorities have introduced the possibility of an advance approval of companies when individuals are travelling to Denmark on business trips and need a visa.

The intent is for a smoother and more flexible process for companies wishing to meet foreign national visitors with a need of a business visa to Denmark. Although the process will be easier, the Danish company and the foreign individual must still go through the visa administrative procedures at foreign Danish embassies.

For a Danish company to obtain advance approval from the Danish immigration authorities, they must send an electronic invitation in support of their intention to host business visitors. The Danish company will then subsequently receive an invitation number for the business visitor(s) in question.

The foreign business visitor must then inform the Danish embassy of the invitation number when they apply for a visa. This will allow the Danish embassy to establish that the Danish inviting company has been approved for business visits.

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Ireland

Redundancy – employment permit holders

The period of time an employment permit holder may remain in Ireland following redundancy has increased from three to six months for an individual who has held an employment permit for less than five years. The holder of a work permit for more than five years may seek permission to remain in Ireland for a 12 month period to seek alternative employment following redundancy, without the requirement to hold a further employment permit.

Long-term work permit holders

The holder of a work permit for more than five years is entitled to work in Ireland without the requirement to hold a further employment permit, subject to obtaining permission from the relevant authorities. Permission is granted initially for 12 months and may be renewed.

Fees for long-term residency

A fee of €500 was introduced from 7 September 2009 for non-EEA nationals granted long-term residency.

Overseas students – proposed changes to immigration regime

The Government has announced changes which, if implemented, will see a reform of the immigration regime for non-EEA students.

Changes to entry-visa requirements – Taiwan

From 1 July 2009, Taiwanese nationals no longer require an entry-visa for Ireland.

Romanian and Bulgarian nationals

Romanian and Bulgarian nationals who have graduated from an Irish third level institution are not required to obtain an employment permit post-graduation, provided they have worked for a period of at least 12 months since 2007 under student conditions.

National Employment Rights Authority inspections

Inspectors of the National Employment Rights Authority (NERA) have been authorised to carry out employment permit compliance checks from 1 July 2009.

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Japan

In July 2009, the Japanese government announced extensive revisions to its immigration laws. Full details relating to the timing of implementation are yet to be confirmed, but it is anticipated that these will take effect over the next three years. A number of measures are designed to encourage foreigners to live and work in Japan for longer periods. However, these new measures are coupled with stricter penalties for non-compliance, sending a clear message to employers and foreigners regarding the government's intention to tighten up on enforcement of the immigration requirements:

Introduction of a new residence card

The existing Alien Registration Card will be replaced by a new residence card ('zairyu card'), which displays similar personal details, but will incorporate increased biometric security measures, including an IC chip as an anti-forgery measure.

Duration of stay and re-entry permit

One of the measures designed to incentivise foreigners to stay in Japan includes the proposed extension to the maximum period of stay from three to five years. Accordingly, the maximum validity period for a re-entry permit will also be extended to five years. In addition, a re-entry permit will now only be required if the foreign resident leaves Japan for a period of more than one year.

The above measures will be applicable to foreign residents with an immigration status that allows them to remain in Japan for more than three months.

Enforcement of penalties

The authorities have emphasised that under the revised provisions, further penalties will be introduced and strictly enforced within the following broad categories:

- Revocation of status of residence: for example where this has been obtained through a false or fraudulent application, or where a new home address has not been reported within the stipulated 90 days.
- Deportation: in circumstances including where an individual is found in possession of a forged residence card or to have abetted illegal employment.
- Imprisonment or fines: failure to report information as required by law and/or false reporting may result in imprisonment for up to one year or a fine up to JPY 200,000.

Where an individual or organisation is considered to have encouraged illegal employment they may be liable to imprisonment for up to three years or a fine up to JPY 3,000,000.

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The Netherlands

Modern Migration Policy (MoMi)

The Dutch government seeks to introduce a modernised Aliens Act as of 1 January 2011. After the Council of State had approved the MoMi bill, it was submitted to the Lower House of the Dutch Parliament early in September 2009. The bill is expected to be debated in Parliament in the autumn of 2009 or in the spring of 2010. The objective of the bill is twofold: firstly, it makes the Netherlands more appealing to the highly skilled migrants and specialists that the country needs because of quicker and simpler immigration procedures; secondly, relieving recognised referees from a considerable administrative burden.

Under MoMi, employers of highly skilled migrants, institutes of education and exchange organisations will be required to register with the Dutch Immigration and Naturalisation Service (IND) as recognised referees. Individual applications will not so much be reviewed prior to a highly skilled migrant's arrival in the Netherlands as after their arrival, when emphasis will be placed on enforcement. Accelerated processing of applications and a lighter administrative burden are counteracted by more statutory requirements for recognised referees where their foreign employees are concerned.

If recognised referees fail to meet their obligations, they risk administrative penalties. They also run the risk that their existing permits will be revoked and that they will lose the right to benefit from accelerated immigration procedures.

Pending the introduction of the referee system, the Dutch Labour Inspectorate has regularly performed checks on potential recognised referees over the past few months. These checks are effectively meant to help the authorities ascertain whether potential recognised referees are ready for the introduction of MoMi. It is now becoming more important for potential recognised referees to map out and organise their accounting and business processes even better so as to minimise risk. Employers need to make sure, on the one hand, that they are already in compliance with the prevailing rules and regulations for the foreign employees that they currently have. On the other hand, they need to transpose the modernised Act into their own organisation to ensure that they will be able to meet the new requirements as well.

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New Zealand

Changes to the new Migrant Investor Policy were announced on 27 July 2009. These restrictions on the New Zealand investor visa policy have recently been relaxed, to attract investors to New Zealand.

The number of investor visa categories have decreased from three to two, and requirements are now less onerous. One category has no age or business conditions, simply requiring an investment of NZD 10m over three years. The other category requires an investment of NZD 1.5m over four years, plus three years of business experience and an age limit of 65. Those applying for the second category must also have settlement funds of NZD 1m.

Investors entering under this visa can invest in a wide range of New Zealand products, including government bonds, corporate bonds, equities and managed funds, to earn commercial interest on these investments.

A summary of the key requirements for each policy is outlined here.

Investor Plus (Investor 1 Category):

- Investor migrants must bring investment capital of NZD 10m into the country for three years.

- No previous business experience requirement.
- No settlement funds requirement.
- No maximum age requirement.
- No English language requirement.
- Minimum time spent in New Zealand must be 73 days in each of the last two year's of the three-year investment period.
- All applicants must satisfy health and character requirements.

Investor (Investor 2 Category):

- Investor migrants must bring in NZD 1.5m of capital for four years.
- Minimum of three years business experience required.
- Settlement funds of NZD 1m required (transfer not required).
- The maximum age limit is 65.
- English language requirement.
- Minimum time spent in New Zealand 146 days in each of the last three years of the four-year investment period.
- All applicants must satisfy health and character requirements.

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Peru

Foreign individuals who would like to work in Peru must obtain work visas.

According to the migratory regulations there are now two main procedures in order to perform work in Peru:

- By being registered into a local payroll: foreign individuals must have a labour contract subscribed with a local entity and duly authorised by the Labour Authority, in order to apply for the work visa before the Immigration Authority. This kind of visa authorises the foreign individual to perform work activities within Peru for at least one year.
- By being registered on a foreign payroll and assigned to Peru: foreign individuals will apply for a temporary work visa and will be required to file this with the Immigration Authority, among others – an inter-companies agreement between the local and the foreign entity. This kind of visa authorises the foreign individual to perform work activities within Peru for at least six months.

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Serbia

The New Law on foreigners which came into effect on 1 April 2009 is still being implemented into practice. Some deadlines and procedures are still changing over time and the enforcement offices for expatriates are currently introducing the New Law occasionally.

A new form of Power of Attorney is required when a third party is authorised to assist during the immigration procedures, especially for dependent family members. From this point forward, when signing the Power of Attorney for a child, both parents are required to visit the court or municipality office and both must sign the Power of Attorney in front of an authorised person. Until now, only the child's mother was obliged to sign this for each child.

Foreign residents in Serbia will notice that the design of residence permits has changed a few times over past few months, however all residence permits which were previously issued still remain valid.

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Spain

[Change in immigration regulation in the Autonomous Community of Catalonia, Spain](#)

Since 1 October 2009, the local government of Catalonia assumes the responsibility of conceding work permits in certain cases (the most common ones), such as: initial work permits, work permits for the self-employed, modifications of work authorisations, and work permits for contingent workers. It is important to stress that all these types of work permits are valid exclusively for the province of Catalonia during the first year.

The concession of residence permits is still the responsibility of the Spanish Central Government. From now onwards, the Catalan administration will co-ordinate internally with the central government in granting work and residence permits.

In practice, this new regulation should speed up the whole processing of work permits for Catalonia, since instead of the previous four foreign offices, there are now 10 offices of Servei Català d'Ocupació all over Catalonia.

Despite these changes, the current procedures for work permit applications of large companies (more than 500 employees) will remain the same. This also applies to all those applications that can be submitted to the Unidad de Grandes Empresas (premium processing) in Madrid, regardless of the foreigner's work destination.

In conclusion, these changes are only significant as far as the internal processing of the authorities are concerned and do not affect any requirements set so far for the concession of permits which were established by the central administration.

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Taiwan

The Council of Labor Affairs in Taiwan has announced the relaxation of documentary requirements relating to work permit applications for intercompany transferees of multinational corporations from certain countries.

Since 5 August 2009, the authentication of foreign issued work experience certificates is no longer required in applications by intercompany transferees seconded to perform services at the Taiwan branch or subsidiary company of a multinational corporation. Previously, all relevant foreign-issued supporting documents submitted with a work permit application were required authentication by the Taiwan Embassy or the consulate of the respective foreign country.

The above provision will apply to the following countries:

Afghanistan, Algeria, Bangladesh, Bhutan, Cambodia, Cuba, Indonesia, Iran, Iraq, Laos, Malaysia, Myanmar, Nepal, Nigeria, Pakistan, Philippines, Somalia, Sri Lanka, Syria, Thailand and Vietnam.

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Thailand

New work permit regulations

On 13 August 2009, the Department of Employment published updated regulations governing the issue of work permits, which became effective on 14 September 2009. The regulations are intended to provide clarification on the interpretation of the criteria and numbers of work permits that may be approved for each type of business, which was not expressly stated in the previous regulations (published in 2004).

Immigration authorities relocation

The Immigration Bureau will move from central Bangkok to a suburb near Nonthaburi Province, where many other government authorities are located, by the end of October 2009. This relocation will not affect the services they provide.

The One-Stop Service Centre will be closed from 26 December 2009 to 4 January 2010 and be moved to Chamchuri Square near the Silom district of Bangkok. During that period, the centre will not provide any services.

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Ukraine

'Good standing' confirmation now needed to enter Ukraine

As previously informed, the Cabinet of Ministers of Ukraine (CMU) has introduced a list of 90 'risk countries'. Nationals and stateless permanent residents of these countries now have to confirm their good standing while entering or transiting through Ukraine. The confirmation process is selective and takes place during the interview of the person with the two frontier officers in the frontier post.

The good standing outlined in the CMU resolution relates to possession of funds for the period of the person's stay in Ukraine. These funds must be equal to 20 times the living wage per month – currently UAH 13,000 (approximately USD 1,600). The good standing may be proven with the following documents:

- Cash, travel cheques in convertible currency.
- International credit cards in convertible currency with account balance ATM printout.
- Tourist services contract (voucher).
- Documents confirming apartment/hotel booking, nutrition provision.

- Warranty letter issued by the inviting company committing to cover all costs related to foreign national's stay in Ukraine and departure from the country.
- A ticket for departure from Ukraine with the fixed date.

Stay in Ukraine for religious purposes

From 5 July 2009, foreigners entering Ukraine for religious affairs or to work in religious organisations under visa type R-1 are now allowed to stay in Ukraine during the term of their visa validity without any further registration.

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United Kingdom

There have been a number of changes to the Points Based System, and particularly Tier 2, since the last global update in July.

Tier 2 (General)

Paid in the UK

The requirement that any migrant issued with a Certificate of Sponsorship (CoS) under Tier 2 (General) had to be paid in the UK has now been removed.



Resident Labour Market Test

The following changes have been made to the Resident Labour Market Test (RLMT) for CoSs issued under Tier 2 (General):

- The position does not have to be advertised in Jobcentre Plus where the role is for a director, chief executive or legal partner and the salary package for the job is £130,000 or above or where there will be Stock Exchange disclosure requirements.
- The UK Border Agency (UKBA) has confirmed that the role does not need to be advertised in JobCentre Plus where a sponsor wishes to issue a CoS under Tier 2 (General) and rely on recruitment via the Milkround (graduate recruitment fairs) to satisfy the RLMT, provided the sponsor:
 - visits a minimum of three UK universities; and
 - advertises the job through two additional external recruitment channels. Sponsors who employ over 250 employees are permitted to use their own company website as one of the additional recruitment channels.

CoSs which are supported by advertising via the 'milkrounds' (university recruitment fair) can be issued up to a maximum of 48 months after the milkround has taken place.

Tier 2 (Intra Company Transfer)

Allowances

When deciding whether a migrant is being paid the appropriate rate for the role of which they are being issued a CoS under Tier 2 (ICT), the UKBA will take account of:

- basic pay excluding overtime; and
- allowances (that is daily payments to cover the additional cost of living in the UK but not including expenses to cover travel between the source country and the UK).

Normally, in the case of allowances for accommodation, only allowances up to 30% of the total gross salary package are taken into account for the purposes of awarding points and assessing whether the salary passes the appropriate rate test. However, the UKBA has now decided to take account of accommodation allowances up to 40% of the gross salary for short-term transfers where the migrant is applying:

- from outside the UK with a CoS that has been assigned for 12 months or less; or
- for an extension that will take their total stay in the UK to 12 months or less.

The UK Government has also removed from the guidance the link to the intent to claim tax relief.

Tier 2 (all categories)

Temporary reduction in salary and/or working hours

Due to the current economic climate, the UK Government is aware that some employers are temporarily reducing workers' hours to avoid making redundancies. It has, therefore, accepted that where a sponsor does temporarily reduce a CoS holder's working hours, in certain circumstances, the sponsor is not required to issue a new CoS.

Changes to employment

The UK Government has confirmed that a new CoS must be issued where the migrant's core duties and/or responsibilities change, or where their position in the hierarchy of the sponsor changes, for example, due to a promotion.

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USA

USCIS clarifies regulatory requirements for filing H-2B petitions by certain associations and their members

On 28 August 2009, the United States Citizenship and Immigration Services (USCIS) issued a clarification to associations and their members on certain regulatory requirements for filing petitions for H-2B classification on behalf of foreign workers. USCIS said it has noticed a particular type of filing error in many H-2B petitions filed by certain associations on behalf of their members. Rather than filing an individual petition with USCIS, some employers who are members of an association have sought H-2B non-agricultural workers via a 'master' petition filed by their association.

USCIS noted that a 'master' petition is a petition that:

- is filed by an association (listing the association as petitioner) on behalf of several of its member-employers; and
- includes multiple temporary labour certifications that have been issued by the Department of Labour (DOL) for each individual member-employer, rather than a single temporary labour

certification certified for the particular association itself as an employer or 'joint employer'.

USCIS said it recognises that the facts of each case may be different, but that association member-employers generally should file a petition for H-2B classification directly and separately (listing themselves as the petitioner) with USCIS, rather than through a 'master' petition filed by an association (listing the association as the petitioner) on behalf of several of its members. Petitions filed by associations that fail to meet the petitioner requirements for H-2B classification will be denied, USCIS warned.

Immigration and Customs Enforcement investigations will continue to increase

John Morton, the newly appointed Secretary of U.S. Immigration and Customs Enforcement (ICE), the enforcement arm of the Department of Homeland Security (DHS) responsible for investigating immigration violations and enforcing immigration laws at the workplace, recently announced that ICE will continue to crack down on employers who hire unauthorised workers. Secretary Morton reiterated that the agency is set to increase the number of companies

it will audit and will impose fines on violators.

Secretary Morton's comments reiterate the announcement made on 1 July 2009 by DHS Secretary, Janet Napolitano, that the agency would actively audit employers to verify whether their employees were eligible to work. He further confirmed that there are 654 companies currently under investigation by ICE and that many more employers will receive Notices of Inspection soon.

Most recently, ICE's audit of a clothing manufacturer and retailer made national headlines after the company announced that it would be laying off 1,500 employees following receipt of a Notice of Inspection. The layoffs are estimated to impact on 25% of the company's workforce. The clothing manufacturer and retailer is also likely to face thousands of dollars in penalties for hiring workers who were not eligible to be employed. The government has publicly stated that fines against the company may exceed USD 800 per unauthorised employee.

Employers who receive Notices of Inspection are advised to contact their immigration counsel as quickly as possible. Generally, these notices only

provide three days for the employer to submit their I-9s to ICE for review. This short period of time is critical. Employers must gather all of the company's I-9s and supporting documentation to make sure that it is available to ICE.

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