

FACT SHEET

EMPLOYING UKRAINIAN ARRIVALS

ABOUT THIS FACT SHEET

This factsheet is to advise those looking to employ Ukrainian refugees who have come to the UK, under various schemes, and to dispel myths about employability, special exclusions or the impact of Brexit etc. Use this link for national updates

<https://www.gov.uk/guidance/guidance-for-businesses-offering-work-to-people-coming-from-ukraine>

1

TYPES OF WORK ARE NOT RESTRICTED

Refugees with leave to remain are not restricted in the type of work they are permitted to undertake in the UK.

2

BRPs PROVIDE SIMPLE EVIDENCE OF PERMISSION TO WORK

The Home Office issues a Biometric Residence Permit (BRP) to refugees when they are granted leave to remain. These documents provide evidence of entitlement to work.

3

BREXIT MAKES NO DIFFERENCE

Britain's exit from the EU makes no difference to a refugees' right to work, regardless of where they come from.

4

EMPLOYMENT RIGHTS ARE THE SAME FOR ALL

People arriving from Ukraine are entitled to the same employees' rights as everyone else in the UK.

5

EMPLOYING SOMEONE FOLLOWS THE SAME STEPS

The steps to employing a refugee are exactly the same as for a UK national and so follow the steps here: <https://www.gov.uk/employ-someone>

6

RIGHT TO WORK IS VERY EASY TO CHECK

It's really easy to check refugees right to work, you will just need their date of birth and right to work share code (if available) Go to www.gov.uk/view-right-to-work

7

CHECKING DOCUMENTATION IS NOT JUST FOR REFUGEES

Ukrainian arrivals with the right to remain should be treated the same as UK nationals, checking documentation is true for all potential employees... don't discriminate.

8

YOU CAN ADVERTISE VACANCIES THROUGH REGULAR CHANNELS

There is no need to use special channels to advertise vacancies for refugees. Employers can advertise as normal, place with job centres, use websites such as uk.indeed.com

9

FACEBOOK IS AN EFFECTIVE WAY TO SHARE VACANCIES

FaceBook has proven highly popular with refugees locating in Watford and the surrounding areas. Join a FB group such as "Watford and Surround" and ask to share vacancies there.

10

NATIONAL HELP IS AVAILABLE

If you need more help on employing refugees you can contact Employer Enquiry helpline on 0300 790 6268 (Monday to Thursday, 9am to 4:45pm and Friday, 9am to 4:30pm)

