



Why do we all need to prevent illegal working?

The ability to work illegally is a driver of illegal migration. It leaves people vulnerable to exploitation and results in unscrupulous employers undercutting compliant businesses.

All employers in the UK have a responsibility to prevent illegal working. You do this by conducting simple right to work checks before you employ someone.

There are 3 ways to carry out a right to work check:

1. A manual right to work check (all citizens).
2. A right to work check using Identity Document Validation Technology (IDVT) via the services of an identity service provider (IDSP) (UK and Irish citizens).
3. A Home Office online right to work check (non-UK and non-Irish citizens).

An employer of an illegal worker who has not carried out the correct checks faces a penalty of up to **£60,000**. It is a criminal offence to employ someone who the employer knows or has reasonable cause to believe is an illegal worker – employers can face an unlimited fine, and up to five years in prison.



There are a range of tools available on GOV.UK to support you in conducting right to work checks

Right to work checks: an employer's guide - GOV.UK

<https://www.gov.uk/government/publications/right-to-work-checks-employers-guide>

Checking a job applicant's right to work - GOV.UK

<https://www.gov.uk/check-job-applicant-right-to-work>

Penalties for employing illegal workers - GOV.UK

<https://www.gov.uk/penalties-for-employing-illegal-workers>

If you need more help, you can also contact the Home Office:

Employer Enquiry helpline

Telephone: **0300 790 6268**

Monday to Thursday, 9am to 4.45pm

Friday, 9am to 4.30pm

Call charges and phone numbers - GOV.UK

<https://www.gov.uk/call-charges>

If you wish to access Home Office online training on right to work checks, please contact the Immigration Enforcement Checking and Advice Service training team at IE-CAS@homeoffice.gov.uk

