



WORKER (SEASONAL) MIGRANT VISA STAFF - EMPLOYER GUIDE

The Worker (Seasonal) Migrant visa route has been added to Appendix W for Isle of Man employers to employ non-settled seasonal workers for a maximum of 9 months and is limited to the Standard Occupational Codes (SOC) found in the Confirmation of Employment Guidance.

KEY POINTS OF THE ROUTE ARE:

THE EMPLOYEE:

- ⌚ must hold a valid Confirmation of Employment
- ⌚ must be paid a minimum salary of £20,800 (pro-rata for 9 months)
- ⌚ does not have to meet the English Language requirements
- ⌚ must have held at least £945 in available funds or have a Confirmation of Employment certifying that the you will pay for maintenance and accommodation if necessary
- ⌚ must not have held the same or equivalent leave in the Isle of Man, UK or Channel Islands within the 3 months prior to applying for the visa
- ⌚ can 'switch' in to the Worker Migrant visa route, whilst on the Island, as long as they meet all the requirements for the route
- ⌚ can only stay 9 months, this cannot be extended
- ⌚ if they switch to the Worker Migrant visa, the 9 months they have spent here already doesn't count towards the 5 years required for Indefinite Leave to Remain
- ⌚ their dependents are not able to join them

CONFIRMATION OF EMPLOYMENT APPLICATION

If you are planning to employ a member of staff who is coming from outside of the Isle of Man or UK; and they have never lived or worked here previously, you will need to follow these steps to apply for a free Confirmation of Employment.

FIRST TIME EMPLOYER APPLICATIONS

If you are a first time applicant for a Confirmation of Employment you will be asked to provide further information to confirm you are an Isle of Man registered company with your application. This is:

- ⌚ that you are an Isle of Man legal entity or have a registered office or principle place of business in the Isle of Man
- ⌚ you have a current, corporate bank account with an IOM FSA licensed bank or a current account with an overseas deposit taking institution
- ⌚ you are subject to IOM Taxation and are registered with the Treasury Income Tax Division for employer income tax and national insurance
- ⌚ if you serve alcohol you may be asked to show the licence for this

APPLICATION PROCESS

- ⌚ You must check that there is a relevant Standard Occupational Code (SOC) for the role, this code is linked to the job by title, description and minimum basic salary requirement of £20,800. They are found in Section 5 of the Confirmation of Employment Guidance found [here](#)

LOCATE
ISLE OF MAN



YOU MUST ADVERTISE THE ROLE FOR 14 DAYS IN THE ISLE OF MAN JOBCENTRE.

THE ADVERTISEMENT MUST:

- 🔄 be in English;
- 🔄 be fair and must not be tailored to suit a certain person;
- 🔄 be lawful under the Employment (Sex Discrimination) Act 2000, the Employment Act 2006, the Control of Employment Act 2014 and the Equality Act 2017;
- 🔄 contain the employment title;
- 🔄 state the main duties and responsibilities of the employment (job description);
- 🔄 state the location of the employment;
- 🔄 state an indication of the salary package or salary range or terms on offer;
- 🔄 state the skills, qualifications and experience required for the employment;
- 🔄 state the closing date for applications; and
- 🔄 have been advertised within 6 months before the date the application for a Confirmation of Employment is received by Immigration Officers.

YOU WILL NEED TO PROVIDE THE FOLLOWING DOCUMENTARY EVIDENCE OF THE RECRUITMENT PROCESS:

Where a settled worker has applied but been considered unsuitable, you must provide the following:

- 🔄 a copy of the advert
- 🔄 the specification of the employment
- 🔄 brief details of the number of settled worker applications received and why they were considered unsuitable

NEXT STEPS:

- 🔄 Once you have interviewed candidates and have offered the role to the applicant you can then apply for the **Confirmation of Employment**
- 🔄 You will need to advise Immigration that this is a Seasonal worker
- 🔄 When the Confirmation of Employment is issued, it will be returned to you by email and stamped for a period of 3 months
- 🔄 Provide a copy of the Confirmation of Employment to your new employee for them to include in their application for entry clearance.

The fee payable for this Visa is £244. Any entry clearance applications made between the period; February 2022 to April 2022; will be charged a fee of £516. During this time any applications received by IOM Immigration Service will instruct the Home Office to issue a refund of the difference.

From April 2022 the fee will be £244.