

**Employment Matters:
“Employing Foreign Workers”**

**10 April 2008
The Radisson SAS, Glasgow**

**17 April 2008
The Kingsmills Hotel, Inverness**

- 11.45 – 12.00 Registration**
- 12.00 – 12.10 Welcome and overview – setting the scene**
Paul McMahon, Partner
- General principles of entitlement to work in the UK – what are the various bases upon which an employee / applicant is entitled to work in the UK?*
- 12.10 – 12.45 The new regime and its impact on employers – the steps that should be taken to avoid liability and litigation**
Shareen Auckbarallee, Solicitor
- The new tier-based system of permits has attracted considerable media coverage but not to be overlooked is the new regulatory regime that has also been introduced. This session will consider:-*
- *how to avoid employing illegal workers;*
 - *the steps to take to avoid liability (both civil and criminal) for employing illegal workers;*
 - *establishing the statutory excuse available to employers;*
 - *how to balance the obligations of avoiding employing illegal workers and lawful recruitment;*
 - *how to react if an immigration enquiry occurs; and*
 - *what to do if someone is suspected of or found to be illegally working.*
- 12.45 – 13.10 Workshop**
Round-the-table discussion of mock-scenarios to affirm understanding of the new regime, with a focus on practical issues as to how employers should react to specific situations.
- 13.10 – 13.30 The new five-tier permit regime and licensing of employers as “sponsors”**
Bruce A Caldwell, Partner
- Analysis of the new system replacing the existing work permit regime; consideration is given to:*
- *the new five –tier regime*
 - *whether an employer should seek to become licensed*
 - *what steps should be taken; are*
 - *what obligations are created.*
- 13.30 Closing remarks followed by buffet lunch**

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