

Rt Hon Priti Patel MP  
Home Secretary  
Home Office  
Peel Building  
2 Marsham Street  
London  
SW1P 4DF

06 May 2021

Dear Home Secretary,

*Industry associations and recruitment businesses, including The RL100, representing the recruitment teams within companies employing millions of workers, and APSCo are joining with the REC in calling for a review of the decision to re-introduce in-person 'Right to Work' checks on the 17th May.*

Following the announcement that digital right to work checks introduced for the pandemic would be brought to an end on May 17, we write to urge you, as a minimum, to delay those changes at least until 21 June. Following separate letters sent to your office, as representatives of the wider recruitment sector, we reiterate that requiring a physical check to take place whilst there are still restrictions on gatherings seems at odds with the Government's advice to work from home where possible.

In fact, whilst most restrictions will be lifted on the 21st June, our collective experience is actually that digital checks have delivered a more agile and robust process to get people into work. We therefore believe this means of checking should stay in place beyond the pandemic. This kind of approach speaks to the Government's build back better agenda.

The scrapping of retrospective checks is a welcome and sensible move, the same cannot be said for the decision to move back to in person checks from the 17th. Such short notice for these significant changes is not only unreasonable but also unrealistic from an operational point of view. There are safety compliance procedures that take time and investment to put in place, both sparse at the moment.

The collective experience of all of our organisations and members is that the current digital system works best for maintaining compliance and speed in placing people into work.

With that in mind, we urgently ask Government to delay these changes at least until the lockdown is fully over, and preferably to maintain digital checks on a permanent basis. We remain available to engage with Government in an evidence-based consultation process to achieve this.

The Government has an opportunity to work with the employment industry to ensure right to work checks are fair, robust and support the recovery of the labour market.

Yours sincerely,



**Kate Shoesmith**  
Deputy Chief Executive  
Recruitment & Employment Confederation



**Barbara Lee**  
Chair  
RL100



**Tania Bowers**  
Legal Counsel and Head of Public Policy  
APSCo



**Mike Barnard**  
Chief Executive Officer  
Acacium Group



**Alex Fleming**  
Region President, Northern Europe  
Adecco Group



**Jamie Reynolds**  
Chief Executive Officer  
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**Paulo Canoa**  
Country Manager UK & Ireland  
GI Group



**Simon Winfield**  
Managing Director – UK & Ireland  
HAYS Recruiting experts worldwide



**Julia Robertson**  
Chief Executive Officer  
Impellam Group



**Kate Cornell**  
Chief Executive Officer - UK  
Jobandtalent Works Ltd



**David Cotton**  
Director  
KHR Recruitment Specialists



**Mark Cahill**  
Managing Director  
ManpowerGroup UK&I



**Tim Cook**  
Group Chief Executive  
nGAGE



**Jorge Roche**  
Director of Legal & Business Affairs - UK, NAM and ROW  
PageGroup



**Carmen Watson**  
Chair  
Pertemps Network Group



**Victoria Short**  
Chief Executive Officer  
Randstad



**James Reed**  
Chair  
Reed



**Sarah Taylor**  
People Director  
Staffline



**Jayne Morris FIRP**  
Chief Executive Officer  
TPP Recruitment Ltd