

Rt Hon Priti Patel MP  
Secretary of State for the Home Department  
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Dear Secretary of State,

### **Right to Work checks**

Following the announcement earlier this week that the temporary digital right to work checks introduced for the pandemic would be brought to an end on May 17<sup>th</sup>, we implore the Government to delay this change until at least 21 June. Whilst the confirmation that retrospective checks will not need to take place is appreciated, the same cannot be said for the decision to move back to in person checks from mid May.

The digital checks have hugely benefitted us all - ensuring UK business and our workforces can operate as effectively as possible and respond to spikes in demand during the pandemic. However, removing the ability to perform these checks digitally, whilst the nation remains under some level of lockdown does not make sense and is an avoidable barrier which could stop some of the services we all rely on - in health, care, retail, food and logistics for instance, from being provided. Requiring a physical check to take place whilst there are still restrictions on gatherings seems at odds with the Government's ongoing advice to work from home where possible.

The Government has set out a very clear roadmap out of lockdown based on the speed of the vaccination rollout and the level of risk to the UK population, and we fear the changes to right to work checks from 17 May undermine that careful approach.

We go beyond suggesting a delay and would ask for a permanent review of right to work checks to reflect the learnings of the pandemic. We foresee many changes in work patterns with flexible and hybrid working - and right to work checks should also evolve to adjust to this new reality.

We urgently ask Government to abandon the proposed end date of 17 May, to delay these changes at least until lockdown is fully over, and furthermore to keep an open review of right to work checks going forward - particularly to allow for full consultation with all stakeholders, thus avoiding any unforeseen consequences. The last few months have allowed us to pilot digital right to work checks - and the system works.

The Government has an opportunity to work with the industry to ensure right to work checks are fair and robust as we ease out of lockdown and rebuild the economy.



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I would be keen to discuss what more we can do to effectively support efficient and fair right to work checks and would welcome the chance to meet in due course.

Yours sincerely,

Kate Shoesmith  
Deputy CEO