

## Old vs New

The Home Office has published guidance regarding the interim adjustments to the Right to Work (“RTW”) checks, that were introduced due to COVID-19. In summary, they are coming to an end and completing checks in person will resume in May.

### What does this mean for you as a business?

From 17<sup>th</sup> May, a scanned copy or photo of an original document will no longer provide a defence against liability for a civil penalty. Businesses must see an original version.

Many of you will no doubt be shouting at this article saying, ‘this is ludicrous; we’ve worked perfectly fine doing this electronically during COVID’!

Our advice - keep calm – there are recruiting bodies who are lobbying the Home Office to review this decision to go back to the old ways. The team at IHR Solutions are monitoring this closely and will advise when any further decisions have been announced.



The landscape of RTW will also continue to adjust as Brexit takes hold, so we have likely not seen the back of changes. Further information on RTW guidelines is available on GOV.UK.

Ensuring your policies meet regulation whilst being adaptable and flexible in approach is important and will be critical to success.

Contact us for help in making your return-to-work policies realistic, flexible, and compliant.

If you want your policies reviewed to make fit for purpose during the pandemic and beyond, please contact me at [kwatkins@ihrsolutions.co.uk](mailto:kwatkins@ihrsolutions.co.uk) or call me direct on 07566 766954 or call our helpline on 01604 709509.

[Connect with me on LinkedIn](#) or visit our [website](#).

### About the Author

#### KATHERINE WATKINS

Katherine has over 20 years' international experience working in HR, across various sectors, including financial services, insurance, and regulated environments. Over the years, she has collaborated with some exceptionally talented HR professionals, with whom she has joined forces on special projects. Her network of HR professionals provides advice and training to companies and other HR teams.

In her role with UKGI Group, Katherine heads up the Human Resources Consultancy and provides objective support to firms on employment law and HR issues. She uses her extensive skills and knowledge to work with firms to help them develop strong and resilient HR strategies and establish healthy organisational cultures.

Katherine holds a degree in Business Administration and Management from the University of Northampton and a Postgraduate Diploma in Human Resource Strategies from London Metropolitan University. She is a Fellow of the Chartered Institute of Personnel and Development (FCIPD).

