

University of Strathclyde

Guidance Note on Work Permissions for Students with a Student visa

Introduction

This document provides guidance on right to work issues relating to students with a Student visa. It is essential that any student undertaking paid work, and their line manager, is aware of, and adheres to, the applicable work permissions.

Importance for students

Part time and vacation work that is complementary to studies can enhance a student's experience at Strathclyde and contribute significantly to the student's personal development and graduate employability. The University supports students in undertaking appropriate work provided this is permitted within the terms of their visa.

The Home Office treat breaches of work conditions extremely seriously and may curtail a student's permission to stay if a breach is identified. This may result in a student being removed from the UK before they can complete their studies and can have serious implications for future travel to or stay in the UK and other destinations.

Importance for the University

The University's licence to sponsor non-UK students, staff and visitors via the Student visa, the Skilled Worker visa and the Temporary Worker - Government Authorised Exchange visa (T5) of the UK immigration system are key to our internationalisation objectives. Line managers should be aware of the general issues set out in this document if engaging any student on a Student visa to perform paid work. If in doubt about whether a student's permission to stay allows them to undertake the work in question, please seek advice as detailed below before proceeding.

As an employer, the University may be subject to a significant fine (up to £20,000 per person) for employing illegal workers and such an event would also impact on the University's immigration licencing position. You can be sent to jail for up to 2 years and receive an unlimited fine if you are found to have 'knowingly employed' an illegal worker.

General Student visa work permissions

Students on a Student visa have limited permission to work in the UK under their visa terms:

- University students who are Student visa holders are usually entitled to work up to 20 hours per week during the semester and full time during University vacations while their Student visa is valid. Work permission is usually printed on the Biometric Residence Permit (BRP). Staff should always check the student's BRP. In some cases permitted hours of work may be lower (10 hours per week) or prohibited.
- Please note that for these purposes, the summer vacation runs from the end of semester 2 to the beginning of semester 1 in the following academic year.
- Undergraduate students with a Student Visa are therefore entitled to work full time during the Christmas, spring and summer University vacations.
- Postgraduate Masters students with a Student visa are **not** on vacation from their course during the summer University vacation and therefore, within the restrictions of the Student visa, are not entitled to work more than 20 hours per week during this period, but are entitled to work full time during Christmas and spring University vacations.
- MRes, MPhil and PhD students with a Student visa undertaking research are **not** regarded as being on vacation from their course of study during the spring and summer University vacations and therefore are not entitled to work more than 20 hours per week during this period.
- All students on a Student visa can, however, work full-time for up to 4 months after the official end date of their course (as indicated on PEGASUS as 'completed') until their visa expires. If you require further information about Student visas in general or Student visa work

permissions in particular, please contact the International Student Support Team at infoandadvice@strath.ac.uk, or on 0141 548 4273 or on Level 1 of the McCance Building.

Any student undertaking paid work, regardless of the number of hours involved, is required to provide their employer with an official statement detailing their University course details and term/vacation times. The University publishes a statement on its website that may be used for this purpose, available at: <https://www.strath.ac.uk/keydates/>. Students with a Student visa are not permitted to pursue a career in the UK by filling a full-time, permanent vacancy while subject to Student visa status.

As a matter of normal practice, the University will place the above statement on file for any Strathclyde student with a Student visa who is engaged on an employee or worker contract with the University. A copy of the student's matriculation card will also be taken to confirm the course subject and level of study they are undertaking.

Employment after study

Students with a Student visa considering applying to stay in the UK for employment after their studies have ended may be interested in one of the following immigration categories:

- **Tier 4 Doctorate Extension Scheme:** Allows for students who are within 60 days of completing their PhD course to apply to stay in the UK for a further 12 months beyond the end of their course to find skilled work or to gain further experience in their chosen field. Enquiries about this scheme should be made to the International Student Support Team. More information is available here: <https://www.strath.ac.uk/studywithus/internationalstudents/beforeyouarrive/visasimmigration/>
- **Graduate visa (opens summer 2021):** A new graduate immigration route will be available to international students who have completed a degree in the UK from summer 2021. Graduates will be able to work, or look for work, in the UK at any skill level for up to 2 years, or 3 years if they are a PhD graduate.
- **Skilled Worker visa:** Allows you to come to or stay in the UK to do an eligible job with an approved employer. This visa has replaced the Tier 2 (General) work visa. To qualify for a Skilled Worker visa, you must have a confirmed job offer before you apply for your visa and you must:
 - work for a UK employer that's been approved by the Home Office
 - have a 'certificate of sponsorship' from your employer with information about the role you've been offered in the UK
 - do a job that's on the list of eligible occupations
 - be paid a minimum salary - how much depends on the type of work you do
 - be able to speak, read, write and understand English. You'll usually need to prove your knowledge of English when you apply.

Human Resources administer the University's Skilled Worker visas.

- **Global Talent visa:** Allows the most highly skilled and promising individuals to come to the UK without a job offer. This visa caters for recognised global leaders, and the leaders of tomorrow in science, humanities, engineering, the arts (including film, fashion design and architecture) and digital technology, with individuals' unique skills enriching the UK's knowledge, economy and society. Top scientists and researchers benefit from a quicker endorsement process as part of a fast track STEM scheme. Individuals must check eligibility and/or make applications for Global Talent status directly with the Home Office. The University cannot make an application on their behalf. Further guidance can be found on the UK Government website.

More information and helpful links about working during studies is available on the following web page:

<https://www.strath.ac.uk/studywithus/internationalstudents/whileyourehere/workingduringstudies/>

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