



Home Office

Workers and Temporary Workers: guidance for sponsors

Sponsor an International Agreement Worker

Version 04/21

This document forms part of the collection 'Workers and Temporary Workers: guidance for sponsors' and provides information on how to sponsor a worker on the T5 (Temporary Worker) International Agreement Worker immigration route.

This version of the guidance applies from 6 April 2021.

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About this guidance

This document provides information for employers on how to sponsor a worker on the T5 (Temporary Worker) International Agreement Worker route.

The International Agreement Worker route is for a person who wants to come to the UK to provide a service covered under international law, such as private servants in diplomatic households, employees of overseas governments and international organisations, or under the General Agreement on Trade in Services (GATS), or another services trade agreement under which the UK has similar commitments.

This route replaced the Tier 5 (Temporary Worker) International Agreement route from 1 December 2020 and applies to both:

- European Economic Area (EEA) nationals who arrived in the UK after 11 pm on 31 December 2020 (see below); and
- non-EEA nationals who apply for entry clearance or permission to stay on or after 1 December 2020

Employing EEA nationals and Irish citizens

In this guidance, reference to 'EEA nationals' includes nationals of Switzerland but not of Ireland. You do not need to sponsor Irish citizens (see below).

EEA nationals

You are not required to sponsor an [EEA national](#) who arrived in the UK before the end of the implementation period (11 pm on 31 December 2020). EEA nationals (and their eligible family members) were entitled to exercise their right to enter the UK under freedom of movement rules until that date and time. You can therefore continue to employ EEA nationals who arrived in the UK before the end of the implementation period (and their eligible family members) without needing to sponsor them.

EEA nationals (and their eligible family members) who entered the UK before the end of the implementation period, and wish to continue living and working here, must apply for status under the [EU Settlement Scheme \(EUSS\)](#) by no later than 30 June 2021. People with settled or pre-settled status under the EUSS do not need to be sponsored.

Irish citizens

Irish citizens do not need permission to live or work in the UK and are not eligible to apply on the International Agreement Worker route, unless they are subject to a deportation order, an exclusion decision or an international travel ban. You can therefore continue to employ Irish citizens as now without needing to sponsor them. This includes Irish citizens who arrived after 31 December 2020.

Other guidance you must read

To make sure you meet all of the relevant requirements and fulfil your sponsorship duties, you must read the following parts of the sponsor guidance, in addition to this document:

- [Part 1: Apply for a licence](#) – if you do not already have a licence
- [Part 2: Sponsor a worker](#) – provides information on sponsoring workers common to all Worker and Temporary Worker routes
- [Part 3: Sponsor duties and compliance](#)
- any relevant annexes or appendices referred to in the above documents

You can access all of these documents, and other information on sponsorship, on the [Sponsorship: guidance for employers and educators](#) page on GOV.UK.

This guidance is subject to change. If you have printed or downloaded a copy of this guidance, check the version number and date on GOV.UK to ensure you are using the most up-to-date version.

Glossary

There is a glossary of terms used throughout the sponsor guidance (including this document) at the beginning of [Part 1: Apply for a licence](#).

Contacts

If you think this guidance has factual errors or broken links, you can email the [Business Helpdesk](#).

If you have read this guidance, and the guidance referred to above, and you still have any queries, you can call us on 0300 123 4699 or email the [Business Helpdesk](#).

Version number and publication

Below is information on the version number of this guidance and when it was cleared for publication:

- version **04/21**
- cleared for publication on 06 April 2021

Changes from last version of this guidance

This version replaces version 01/21. The following changes have been made:

- IAW3.6, IAW3.10-IAW3.14 and IAW4.13 include new guidance on the extension of the requirement for workers to hold an Academic Approval Technology Scheme (ATAS) certificate for some jobs
- IAW3.24 and Annex IAW1 now include references to the UK-Moldova Strategic Partnership, Trade and Cooperation Agreement

- Other minor housekeeping changes

Related content

[Contents](#)

IAW1. Sponsoring International Agreement Workers: what you need to know

This section summarises the main requirements you must meet to sponsor a worker on the International Agreement Worker route and where you can find more information.

IAW1.1. To be eligible to sponsor an International Agreement Worker, you must:

- hold a valid International Agreement Worker sponsor licence – see [Who can sponsor International Agreement Workers](#)
- understand what the International Agreement Worker route is for and whom you can sponsor on this route – see [Who can come to the UK as an International Agreement Worker](#)
- understand the general requirements for sponsoring workers – see [Part 2: Sponsor a worker – general information](#)
- assign a valid Certificate of Sponsorship (CoS) to the worker you wish to sponsor and pay the relevant CoS fee – see [Certificate of Sponsorship for International Agreement Workers](#)
- keep records for each worker you sponsor – see [Appendix D](#) to the sponsor guidance
- have key personnel in place who meet our requirements – they will be responsible for, among other things, assigning CoS and reporting relevant changes to us through the Sponsorship Management System (SMS) – see the ‘Key personnel’ and ‘Sponsorship Management System’ sections of [Part 1: Apply for a licence for information](#)
- understand and comply with all of your sponsor duties – see [Part 3: Sponsor duties and compliance](#) for details of this, and the consequences of failing to comply with your sponsor duties

Related content
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IAW2. Who can sponsor International Agreement Workers

This section tells you about the requirements you must meet to be eligible for a licence to sponsor a worker on the International Agreement Worker route.

Sponsor licence requirement

IAW2.1. If you wish to sponsor an International Agreement Worker, you must hold a valid International Agreement Worker sponsor licence. If you do not already hold such a licence, you must apply for one by completing the [online application form](#), paying the relevant [application fee](#), and submitting the supporting evidence specified in [Appendix A](#) to the sponsor guidance.

IAW2.2. Before applying for your licence, you should read:

- [Part 1: Apply for a licence](#) for detailed information on the general requirements and the application process
- this section for guidance specific to the International Agreement Worker route

IAW2.3. If you held a Tier 5 International Agreement sponsor licence under the sponsorship arrangements in place immediately before 1 December 2020, your previous licence (along with your Certificate of Sponsorship allocation) will have been converted into an International Agreement Worker sponsor licence with the same expiry date as your previous licence. If your licence is due to expire within the next 90 days, you should apply now to renew it.

IAW2.4. For more information on transitional arrangements, see [Part 1: Apply for a licence](#). For information on renewing your licence, see [Part 3: Sponsor duties and compliance](#).

Specific requirements for an International Agreement sponsor licence

IAW2.5. In addition to the general requirements for a sponsor licence set out in [Part 1: Apply for a licence](#), to be eligible for a sponsor licence on the International Agreement Worker route, you must be able to, and intend to, sponsor:

- private servants in diplomatic households or in households of officials working for recognised international organisations
- employees of an overseas government or international organisation
- contractual service suppliers or independent professionals in a sector specified in the General Agreement on Trade in Services (GATS) or another international agreement under which the UK has similar commitments

Overseas governments and international organisations

- IAW2.6. If you are applying for a sponsor licence as an overseas government organisation (such as a diplomatic mission) or an international organisation, you must be recognised by the UK.
- IAW2.7. In the case of international organisations, this must be an organisation that is established by an international treaty signed by the UK. This can include offices of 'states' not recognised by the UK but you must be included on the [exempt organisations list](#) on GOV.UK. This is a list of international organisations recognised by the UK, some of whose employees or officials (typically, senior employees or officials) may qualify for an [exemption from immigration control](#). Employees or officials of these organisations who are not exempt from immigration control can be sponsored on the International Agreement Worker route.
- IAW2.8. An application for a sponsor licence is deemed to include an acknowledgement that we may seek, from your Head of Mission or Head of Organisation, a limited waiver of inviolability and of immunity to enter your residence or premises to undertake compliance activity relating to your sponsor licence application or after your licence has been granted.
- IAW2.9. When making your application, you must include with your application a signed letter from your Head of Mission, or Head of Organisation, confirming that they:
- agree to the application being made
 - wish to sponsor workers on the International Agreement Worker route
 - accept the duties of sponsorship

Contractual service suppliers and independent professionals

- IAW2.10. If you have contracted with an overseas service supplier for the delivery of services covered by the GATS or one of the international trade agreements listed in [Annex IAW1](#) of this guidance, and a contractual service supplier or an independent professional needs to come to the UK to provide that service to you as the final consumer of that service, you can sponsor them on the International Agreement Worker route.
- IAW2.11. If your application for a licence is approved, you can only assign a [Certificate of Sponsorship \(CoS\)](#) to a contractual service supplier or an independent professional who is coming to the UK to fulfil that specific contract and no others.
- IAW2.12. If you want to bring contractual service suppliers or independent professionals to the UK under a new contract, you must tell us about this and not assign any CoS in connection with the new contract until we have agreed that it meets the requirements set out in this guidance. You can use the 'Request change of circumstances function' in your sponsorship management system (SMS) account to tell us about any new contract.

Once reported, we will ask you for supporting evidence and you must send us any documents or information within the time limit set.

IAW2.13. We will revoke your sponsor licence if you assign a CoS in connection with a contract that:

- you have not told us about
- you have told us about, but for which we have not yet confirmed that you can assign a CoS, or
- we have told you does not meet the requirements set out in this guidance

How to keep your licence

IAW2.14. If you are granted a licence, you must comply with all of your sponsor duties. If you do not, we may take action against you, including:

- downgrading your licence rating
- suspending your licence
- revoking your licence
- reporting you to the police or other relevant authorities

IAW2.15. For details, see [Part 3: Sponsor duties and compliance](#).

Related content

[Contents](#)

IAW3. Who can come to the UK as an International Agreement Worker

This section tells you what the International Agreement Worker route is and the immigration requirements applicants must meet. It is not a complete statement of the requirements – you must refer to the relevant Immigration Rules for these.

What is the International Agreement Worker route?

- IAW3.1. The International Agreement Worker route is for workers coming to the UK under a contract to provide a service to you which is covered by international law. This includes:
- private servants in diplomatic households or in households of officials working for international organisations
 - employees of overseas governments and international organisations
 - contractual service suppliers and independent professionals – that is, workers coming to the UK to service a contract under specific international trade agreement commitments
- IAW3.2. A person on the International Agreement Worker route can stay in the UK for a maximum period of between 6 months and 2 years, depending on the agreement – see [How long International Agreement Workers can stay](#) below.
- IAW3.3. International Agreement Workers can bring their family members (dependent partner and dependent children) to the UK, if they meet the relevant immigration requirements for dependants.
- IAW3.4. The International Agreement Worker route is not a route to settlement in the UK (with the exception of private servants in a diplomatic household, where they were originally granted permission under the International Agreement rules in force before 6 April 2012).

Immigration requirements

- IAW3.5. People who wish to come to the UK on the International Agreement Worker route must meet the requirements in [Appendix T5 \(Temporary Worker\) International Agreement Worker](#) to the Immigration Rules.
- IAW3.6. These include, but are not limited to, the requirements that the applicant:
- has a valid [Certificate of Sponsorship](#) (CoS) from an [approved sponsor](#) for the role they will undertake
 - genuinely intends, and is able, to do the role for which they are being sponsored
 - where relevant, meets the [financial requirement](#)
 - meets the specific [employment requirements](#) for the type of role for which they are being sponsored

- where relevant, meets the [ATAS requirement](#)

Financial requirement

- IAW3.7. If the applicant is applying for entry clearance from outside the UK, or has been in the UK for less than one year at the date of application, they must show they have enough funds to support themselves and any family members in the UK.
- IAW3.8. If you are an A-rated sponsor, you can certify this requirement is met when you assign a CoS to them (also known as ‘certifying maintenance’). Otherwise, the applicant must provide evidence of funds as specified in [Appendix Finance](#) to the Immigration Rules.
- IAW3.9. For further information, see section S7 of [Part 2: Sponsor a worker](#).

ATAS requirement

- IAW3.10. Some applicants applying for entry clearance or permission to stay from 21 May 2021 will need to obtain an Academic Approval Technology Scheme (ATAS) certificate from the Counter-Proliferation and Arms Control Centre of the Foreign, Commonwealth and Development Office before they make their application. This is known as the ‘ATAS requirement’.
- IAW3.11. The ATAS requirement applies where the worker is not an exempt national and will be working in a job in a relevant occupation code which includes an element of research at PhD level or above in certain sensitive subject areas whose knowledge could be used in programmes to develop Advanced Conventional Military Technology (ACMT), weapons of mass destruction (WMDs) or their means of delivery.

Action for you as a sponsor

- IAW3.12. If you are also licensed as a Student sponsor and will be sponsoring a worker who is not an exempt national in a relevant occupation code, you will need to confirm on the worker’s CoS whether the ATAS requirement applies. If it does, you must ensure the worker obtains an ATAS certificate before they apply for entry clearance or permission to stay.
- IAW3.13. If a worker who requires an ATAS certificate fails to include a copy with their application, we will refuse their application and you may lose your sponsor licence.
- IAW3.14. For further information on this requirement, and your responsibilities in relation to it, see ‘ATAS requirement’ in section 7 of [Part 2: Sponsor a worker](#).

Entry clearance requirement

- IAW3.15. Applicants must apply for entry clearance (a visa) to be able to come to the UK on this route. If they arrive in the UK without the relevant visa, they

will be refused entry, even if they otherwise meet the requirements.

Extension of permission

IAW3.16. Those already in the UK with permission on the International Agreement Worker route can apply to extend their stay, up to the [maximum permitted period](#), to continue in the same employment, if they meet the requirements.

‘Switching’

IAW3.17. Individuals in the UK on another immigration route are not permitted to switch (change immigration category) to the International Agreement Worker route. If you wish to sponsor a person on the International Agreement Worker route but they are in the UK on another route, they must leave the UK and apply for entry clearance from overseas.

Employment requirements

IAW3.18. The applicant must meet the specific requirements for the type of employment they will do. There are 3 main provisions:

- [private servants in diplomatic households](#)
- [employees of overseas governments and international organisations](#)
- [contractual service suppliers and independent professionals](#)

Private servants in diplomatic households

IAW3.19. This provision is for a worker who:

- is aged 18 or over at the time of application
- will be employed full time as a private servant in the household of:
 - a named member of staff of a diplomatic or consular mission who has diplomatic privileges and immunity as defined by the [Vienna Convention on Diplomatic Relations](#), or
 - a named official employed by a [recognised international organisation](#) with diplomatic privileges or immunities under UK or international law
- must not intend to undertake any other role for the sponsor other than as a private servant in the specified household
- must intend to work full time in the role they are being sponsored for
- is not related, either by blood or marriage, to the employer, or to the employer’s spouse – this includes, but is not limited to, the spouse or unmarried partner, child, parent, grandparent or sibling of either the employer or the employer’s spouse
- must intend to leave the UK at the end of their permitted stay
- will be paid at least [National Minimum Wage through their stay in the UK](#)
- must provide the evidence of employment terms and conditions as set out in [Appendix 7 to the Immigration Rules](#)
- must provide a signed statement from the sponsor confirming that the role will not constitute work done in relation to the employer’s family

household within the meaning of [regulation 57 of the National Minimum Wage Regulations 2015](#) (as amended from time to time)

Employees of overseas government and international organisations

IAW3.20. This provision is for employees of overseas governments or [recognised international organisations](#) who are not exempt from immigration control.

IAW3.21. You should check the guidance on GOV.UK to see if the worker may qualify for an [exempt vignette](#). If they do, you do not need to sponsor them. If they are not exempt, they can be sponsored on the International Agreement Worker route.

IAW3.22. Workers sponsored on this basis must not intend to take any other form of role for the sponsor other than that for which their CoS was assigned.

Contractual service suppliers and independent professionals

IAW3.23. These provisions allow employees of an overseas service supplier ('contractual service suppliers') and self-employed people established outside the UK ('independent professionals') to come to the UK if all of the following apply:

- the work is under a contract to supply services to you (the sponsor) in the UK by an overseas undertaking established in the territory of a party to the General Agreement on Trade in Services (GATS), or any other international agreement that has been concluded and is in force
- that service falls within the scope of the commitments in the relevant agreement
- the service supplier or independent professional has no commercial presence in the UK
- the service supplier or independent professional's business is established in the country or territory that is a signatory to the agreement under which they are supplying services
- the worker is one of the following:
 - a national of the country in which the overseas undertaking is established
 - where the application is covered by a commitment in the Temporary Agreement between the Swiss Confederation and the United Kingdom of Great Britain and Northern Ireland on Services Mobility, a permanent resident of Switzerland
 - in the case of contractual service suppliers only, where the application is covered by a commitment in the General Agreement on Trade in Services, and the overseas undertaking is established in a country which has made a notification under with Article XXVIII(k)(ii)(2) of that agreement, a permanent resident of that country (the countries that have made such a notification are Armenia, Australia, Canada, New Zealand, and Switzerland)

IAW3.24. The relevant trade agreements referred to above are:

- the General Agreement on Trade in Service – contractual service suppliers only
- UK-Chile Association Agreement – contractual service suppliers only
- CARIFORUM-UK Economic Partnership Agreement
- UK-Georgia Strategic Partnership and Cooperation Agreement
- UK-Ukraine Political, Free Trade and Strategic Partnership Agreement
- UK-Moldova Strategic Partnership, Trade and Cooperation Agreement
- UK-Andean Trade Agreement
- UK-Canada Trade Continuity Agreement
- UK-Japan Comprehensive Economic Partnership Agreement
- UK-Switzerland Temporary Agreement between the Swiss Confederation and the United Kingdom of Great Britain and Northern Ireland on Services Mobility
- UK-European Union Trade and Cooperation Agreement
- Least Developed Country (LDC) services waiver – these are additional commitments notified to the World Trade Organisation by the UK in respect of service suppliers of least developed countries

IAW3.25. [Annex IAW1](#) of this guidance sets out in detail the sectors covered and the countries in which the contractual service supplier or independent professional must be established.

IAW3.26. The service supplied must be in line with a genuine contract for a period not exceeding 12 months which has been awarded through an open tendering or other procedure which guarantees that it is a bona fide contract and where you will be the final consumer of the service. You cannot sponsor a contractual service supplier or an independent professional if you will then supply them as labour to another organisation.

IAW3.27. If the worker is a contractual service supplier, they must have been employed by the sending business for at least the 12 months immediately before the date of their application for entry clearance or permission to stay. They must be able to provide documents specified in paragraphs IA 9.5 to IA 9.6 of [Appendix T5 \(Temporary Worker\) International Agreement Worker](#) to the Immigration Rules as evidence of this.

IAW3.28. Contractual service suppliers and independent professionals must meet the [qualifications](#) and [experience](#) requirements set out below.

Qualifications requirement

IAW3.29. Subject to the exceptions in the next paragraph, any worker applying for entry clearance or permission to stay as a contractual service supplier or an independent professional must have either:

- a university degree, or
- a technical qualification showing knowledge at an equivalent level

IAW3.30. The exceptions to this are where the worker will be sponsored as a

contractual service supplier to provide services in the following sectors:

Sector	Qualification required
Advertising and translation services	Relevant qualifications
Chef de cuisine services	Advanced technical qualification
Entertainment services (excluding audio-visual services under the – CARIFORUM-UK economic partnership agreement)	None required
Fashion and modelling	None required
Management consulting services and services related to management consulting (managers and senior consultants)	University degree (not a technical qualification of an equivalent level)
Technical testing and analysis services	University degree or a relevant technical qualification

IAW3.31. In addition to the qualifications listed above, any worker applying as a contractual service supplier or an independent professional must hold any professional qualifications or registrations required to provide the services under UK law, regulations or sectoral requirements.

Professional experience requirement

IAW3.32. The worker must have relevant professional experience in the sector in which they are being sponsored, as set out in the table below:

Type	Experience required
Contractual service supplier – chef de cuisine services supplied under the CARIFORUM-UK economic partnership agreement	6 years' relevant experience at the level of chef de cuisine
Contractual service supplier – other than chefs de cuisine	3 years' professional experience in the sector concerned
Independent professional	6 years' professional experience in the sector concerned

How long International Agreement Workers can stay

IAW3.33. If the worker meets the requirements for entry clearance or permission to stay, they will be granted for whichever is the shorter of:

- the period of employment stated on their CoS, plus up to 14 days before the start date of the employment, and 14 days after the end date of the employment; or
- up to the maximum period set out in the table below:

Provision	Maximum period of entry clearance	Maximum period of permission to stay
<p>Private servants in a diplomatic household who entered the UK on this basis on or after 6 April 2012</p> <p>Employees of overseas governments and international organisations</p>	2 years	<p>2 years (including time already spent in the UK in this capacity).</p> <p>Where the applicant has been in the UK for a continuous period of 3 years in this capacity, they can extend their stay up to a maximum total of 5 years.</p>
<p>Private servants in a diplomatic household who entered the UK on this basis on or before 6 April 2012</p>	2 years	<p>2 years (including time already spent in the UK in this capacity).</p> <p>Where the applicant has been in the UK for a continuous period of 3 years in this capacity, they can extend their stay up to a maximum total of 5 years.</p> <p>Such workers may also be eligible to apply for settlement (indefinite leave to remain) after 5 years' continuous residence on this basis.</p>
<p>Contractual service suppliers and independent professionals</p>	<p>12 months if providing a service under the UK-European Union Trade and Cooperation Agreement</p> <p>12 months in any 24-month period if providing a service under the Temporary Agreement between the Swiss Confederation and the United Kingdom of</p>	<p>12 months if providing a service under the UK-European Union Trade and Cooperation Agreement</p> <p>12 months in any 24-month period if providing a service under the Temporary Agreement between the Swiss Confederation and the United Kingdom of Great Britain and Northern Ireland on Services</p> <p>6 months in any 12-month period in all other cases</p>

Provision	Maximum period of entry clearance	Maximum period of permission to stay
	Great Britain and Northern Ireland on Services 6 months in any 12-month period in all other cases	

IAW3.34. The relevant 12-month and 24-month period referred to in the table above includes the period of permission the applicant is applying for.

IAW3.35. If you assign a CoS beyond the relevant maximum period referred to in the table above, we will either:

- limit the amount of permission we grant to the worker – for example, if an employee of an overseas government or international organisation has already spent 4 years and 6 months in the UK on that basis, 6 months is the maximum period we can grant; or
- refuse the application if the applicant has already had the maximum permitted period in the UK

Further information

IAW3.36. You can find more information about the International Agreement Worker route on the [Temporary Worker - International Agreement Worker visa](#) pages on GOV.UK.

IAW3.37. You should also refer to sections S7 to S9 of [Part 2: Sponsor a worker](#).

Related content

[Contents](#)

IAW4. Certificate of Sponsorship for International Agreement Workers

This section tells you how to assign a valid Certificate of Sponsorship to a worker on the International Agreement Worker route.

Overview

- IAW4.1. If you have followed all the rules in this guidance and you wish to sponsor a worker on the International Agreement Worker route, you must assign them a valid Certificate of Sponsorship (CoS), using your [sponsorship management system \(SMS\)](#) account.
- IAW4.2. Before assigning a CoS, you should satisfy yourself that the worker can meet the relevant [immigration requirements](#).
- IAW4.3. You must not be a B-rated sponsor, unless you sponsored the application which led to the worker's last grant of permission and you are continuing to sponsor them in the same role. In all other cases, you must have an A-rating. For information on sponsor ratings, see [Part 1: Apply for a licence](#).
- IAW4.4. For detailed information on what a CoS is, and how many you can assign, see section S2 of [Part 2: Sponsor a worker](#).
- IAW4.5. You can find detailed technical guidance on how to assign a CoS on GOV.UK: [User manuals: sponsorship management system \(SMS\)](#) – see in particular manuals 8 and 8a.

Fees

- IAW4.6. You must normally pay a fee for each CoS you assign – see the '[UK visa fees](#)' page on GOV.UK for information on current fee levels. The only exception is if the worker you will be sponsoring is a citizen of a [country which has ratified the European Social Charter](#), in which case there is no fee. For a list of eligible nationalities, see the [UK visa sponsorship for employers: Certificate of Sponsorship](#) page on GOV.UK.

Use of the CoS

- IAW4.7. Once you have assigned a CoS, the worker must use it within 3 months to apply for:
- entry clearance (a visa) if they are outside the UK
 - permission to stay if they are in the UK and eligible to extend their permission on the International Agreement Worker route
- IAW4.8. We will normally reject the worker's application and not consider it if

either:

- the CoS was issued more than 3 months before the date of application; or
- the worker applies for entry clearance or permission to stay more than 3 months before the start date recorded on their CoS

What the CoS must confirm

IAW4.9. For a CoS to be valid, it must meet the relevant requirements of the Immigration Rules in paragraphs IA 4.1 to IA 4.4 in [Appendix T5 \(Temporary Worker\) International Agreement Worker](#).

IAW4.10. When you assign a CoS on the International Agreement route, you are guaranteeing that the worker:

- meets the [eligibility criteria of the route](#), including the specific employment criteria for the provision under which you are sponsoring them
- genuinely intends and is able to do the work for which they are being sponsored
- will not take employment other than that for which their CoS is assigned (those sponsored as employees of an overseas government or international organisation can also take 'supplementary employment' – see section S8 of [Part 2: Sponsor a worker](#) for guidance on this)
- will comply with their conditions of stay – see section S8 of [Part 2: Sponsor a worker](#)
- will leave the UK when their permission expires, unless they qualify for an extension of stay or permission on another immigration route

IAW4.11. You also guarantee that any employment will conform to relevant UK employment legislation, such as the [National Minimum Wage Act](#) and [Working Time Regulations](#) – see '[National Minimum Wage and Living Wage](#)' and '[Maximum weekly working hours](#)' guidance on GOV.UK for more information.

IAW4.12. If you are sponsoring a [contractual service supplier or an independent professional](#), you must only assign a CoS in relation to a contract for services that you have told us about and that we have confirmed meets the requirements set out in this guidance. If you assign a CoS in relation to any other contract, we will revoke your licence.

IAW4.13. The CoS must confirm:

- that you are sponsoring the worker on the International Agreement Worker route
- the worker's personal information (such as name, date of birth, nationality), passport details and contact details
- the start and end date of their employment

- where the worker will carry out their employment – this should include their main work address and any other regular work addresses, if relevant
- the job title
- the relevant occupation code, as specified in [Appendix Skilled Occupations](#)
- the main duties of the role for which the worker is being sponsored
- if you are sponsoring a contractual service supplier or an independent professional, the ‘Summary of job description’ entry should state that the worker is either a ‘contractual service supplier’ or an ‘independent professional’ (by entering one of those phrases)
- details of the worker’s salary – if you are sponsoring a contractual service supplier or an independent professional, and you are not responsible for paying the worker’s salary or fee, you must enter a nominal figure of £0.01 and provide information about their payment arrangements in the free text box below the salary box
- if you are sponsoring a private servant in a diplomatic household, you must add a ‘sponsor note’ after you have assigned the CoS confirming the name of the diplomat or official for whom the private servant will be working
- whether you wish to [certify maintenance](#) for the worker (and, if relevant, their dependants)

Important note

Where relevant, you must also add a sponsor note confirming whether the worker requires an [Academic Technology Approval Scheme \(ATAS\) certificate](#) – see section 7 of [Part 2: Sponsor a worker](#) for guidance on this requirement, and your additional duties in relation to this requirement.

Reporting duties and record keeping

IAW4.14. As part of your sponsorship duties, you must tell us if any worker sponsored by you fails to start their employment, is absent without permission, or there are any significant changes to the nature of their work or salary, or to your organisation. For full details of your reporting and other duties, see: [Part 3: Sponsor duties and compliance](#).

IAW4.15. You must also keep records for each worker you sponsor as specified in [Appendix D](#) to the sponsor guidance.

IAW4.16. If you fail to meet these duties, we may revoke your sponsor licence.

Related content

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Annex IAW1: list of international agreements

This annex sets out the sectors covered by international agreements and will help you to work out whether you can sponsor a contractual service supplier or an independent professional on the International Agreement Worker route.

Introduction

Paragraph IA 6.1(c) of [Appendix T5 \(Temporary Worker\) International Agreement Worker](#) to the Immigration Rules specifies that an applicant on the International Agreement Worker route must be coming to the UK to perform work under a contract to supply services to the sponsor in the UK by an overseas undertaking established in the territory of a party to the General Agreement on Trade in Services (GATS), or any other agreement (that has been concluded, and is in force), and that service falls within the scope of the commitments in that agreement on either contractual service suppliers or independent professionals.

The sectoral coverage of the UK's commitments in respect of contractual service suppliers and independent professionals respectively is set out in [Table A](#) and [Table B](#) below. In these tables:

- **'WTO'** refers to a World Trade Organisation member – the commitments set out in this column are those scheduled by the UK in the WTO's General Agreement on Trade in Services (GATS)
- **'CARIFORUM'** refers to the relevant commitments in the CARIFORUM-UK Economic Partnership Agreement
- **'Chile'** refers to the relevant commitments in the UK-Chile Association Agreement
- **'Andean'** refers to the relevant commitments in the UK-Andean Trade Agreement in respect of Colombia, Peru and Ecuador respectively
- **'Ukraine'** refers to the relevant commitments in the UK-Ukraine Political, Free Trade and Strategic Partnership Agreement
- **'Georgia'** refers to the relevant commitments in the UK-Georgia Strategic Partnership and Cooperation Agreement
- **'Moldova'** refers to the relevant commitments in the UK-Moldova Strategic Partnership, Trade and Cooperation Agreement
- **'Canada'** refers to the relevant commitments in the UK-Canada Trade Continuity Agreement
- **'Japan'** refers to the relevant commitments in the UK-Japan Comprehensive Economic Partnership Agreement
- **'Switzerland'** refers to the relevant commitments in the UK-Switzerland Temporary Agreement between the Swiss Confederation and the United Kingdom of Great Britain and Northern Ireland on Services Mobility
- **'EU'** refers to the relevant commitments in the UK-European Union

Trade and Cooperation Agreement

- **‘LDC waiver’** refers to the additional commitments notified to the WTO by the UK in respect of the treatment to be afforded to service suppliers of least developed countries

How to use the tables

1. You need to identify which sector the person who will supply a contracted service to you is operating in. For example, if your contract is for the supply of architectural drawings and advice, the relevant sector is ‘architectural services’.
2. Sectors covered by the UK’s commitments are listed in column 1. If the sector is not listed, you cannot bring a contractual service supplier or an independent professional to the UK on the International Agreement route.
3. If the sector is listed, read across the other columns. Where the relevant box states ‘Yes’, there is a relevant commitment, which means you may sponsor a contractual service supplier or an independent professional if the service supplier is established on the territory of a country covered by the agreement in question, and the worker is either:
 - a national of a country covered by the agreement; or
 - where the application is covered by a commitment in the Temporary Agreement between the Swiss Confederation and the United Kingdom of Great Britain and Northern Ireland on Services Mobility, a permanent resident of Switzerland; or
 - in the case of contractual service suppliers only, where the application is covered by a commitment in the General Agreement on Trade in Services and the overseas undertaking is established in a country which has made a notification under with Article XXVIII(k)(ii)(2) of that agreement, a permanent resident of that country – the countries that have made such a notification are Armenia, Australia, Canada, New Zealand, and Switzerland
4. In the case of the WTO, the relevant Members are listed at [Understanding the WTO](#).
5. In the case of ‘CARIFORUM’, the relevant countries are:

Antigua and Barbuda	Dominican Republic	St Lucia
The Bahamas	Grenada	St Vincent and the Grenadines
Barbados	Guyana	Suriname
Belize	Jamaica	Trinidad and Tobago
Dominica	St Kitts and Nevis	

6. In the case of ‘EU’ the relevant countries are:

Austria	France	Malta
Belgium	Germany	Netherlands

Bulgaria	Greece	Poland
Croatia	Hungary	Portugal
Republic of Cyprus	Ireland	Romania
Czech Republic	Italy	Slovakia
Denmark	Latvia	Slovenia
Estonia	Lithuania	Spain
Finland	Luxembourg	Sweden

7. In the case of 'LDC waiver', the relevant countries are:

Afghanistan	Guinea	Nepal
Angola	Guinea-Bissau	Niger
Bangladesh	Haiti	Rwanda
Benin	Lao People's Democratic Republic	Samoa
Burkina Faso	Lesotho	Senegal
Burundi	Liberia	Sierra Leone
Cambodia	Madagascar	Solomon Islands
Central African Republic	Malawi	Togo
Chad	Mali	Uganda
Democratic Republic of Congo	Mauritania	United Republic of Tanzania
Djibouti	Mozambique	Yemen
Gambia	Myanmar	Zambia

Table A: contractual service suppliers

Sector	GATS	Chile	CARIFO- RUM	Andean Colombia	Andean Peru	Andean Ecuador	Ukraine	Georgia	Moldova	Canada	Japan	Switzer- land	EU	LDC waiver
Accounting services	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Advertising services	Yes	Yes	Yes				Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Architectural services	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Auditing services												Yes		
Book-keeping services		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Chef de cuisine			Yes											
Computer-related services			Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Sector	GATS	Chile	CARIFORUM	Andean Colombia	Andean Peru	Andean Ecuador	Ukraine	Georgia	Moldova	Canada	Japan	Switzerland	EU	LDC waiver
Engineering and integrated engineering services	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Entertainment services			Yes											
Environmental services			Yes				Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Fashion models			Yes											
Insurance and insurance-related advisory and consultancy services										Yes	Yes	Yes	Yes	
Legal advisory services	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Maintenance and repair of aircraft and parts thereof			Yes	Yes						Yes	Yes	Yes	Yes	Yes

Sector	GATS	Chile	CARIFO- RUM	Andean Colombia	Andean Peru	Andean Ecuador	Ukraine	Georgia	Moldova	Canada	Japan	Switzer- land	EU	LDC waiver
Maintenance and repair of metal products, non-office machinery, non- transport and non- office equipment and of personal and household goods			Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Maintenance and repair of motor vehicles, motorcycles, snowmobiles and road transport equipment			Yes	Yes						Yes	Yes	Yes	Yes	Yes
Maintenance and repair of rail transport equipment			Yes	Yes						Yes	Yes	Yes	Yes	Yes
Maintenance and repair of vessels			Yes	Yes						Yes	Yes	Yes	Yes	Yes
Management consulting services and services related to management consulting	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Manufacturing advisory and consulting services										Yes	Yes	Yes	Yes	
Market research and opinion polling			Yes	Yes	Yes	Yes				Yes	Yes	Yes	Yes	Yes

Sector	GATS	Chile	CARIFO- RUM	Andean Colombia	Andean Peru	Andean Ecuador	Ukraine	Georgia	Moldova	Canada	Japan	Switzer- land	EU	LDC waiver
Medical (including psychologists) and dental services			Yes											
Midwives services			Yes											
Mining advisory and consultancy services										Yes	Yes	Yes	Yes	
Other financial services advisory and consulting services										Yes	Yes	Yes	Yes	
Postal and courier advisory and consultancy services										Yes	Yes	Yes	Yes	
Related scientific and technical consulting			Yes				Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Research and development services			Yes							Yes	Yes	Yes	Yes	Yes
Services provided by nurses, physiotherapists and paramedical personnel			Yes											

Sector	GATS	Chile	CARIFO- RUM	Andean Colombia	Andean Peru	Andean Ecuador	Ukraine	Georgia	Moldova	Canada	Japan	Switzer- land	EU	LDC waiver
Site investigation services	Yes	Yes	Yes				Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Taxation advisory services	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Technical testing and analysis	Yes	Yes	Yes				Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Telecommunications advisory and consultancy services										Yes	Yes	Yes	Yes	
Tourist guide services			Yes							Yes	Yes	Yes	Yes	
Translation services	Yes	Yes					Yes	Yes	Yes					
Translation and interpretation services			Yes							Yes	Yes	Yes	Yes	Yes
Transport advisory and consulting services										Yes	Yes	Yes	Yes	

Sector	GATS	Chile	CARIFO- RUM	Andean Colombia	Andean Peru	Andean Ecuador	Ukraine	Georgia	Moldova	Canada	Japan	Switzer- land	EU	LDC waiver
Travel agencies and tour operators services			Yes							Yes	Yes	Yes	Yes	
Urban planning and landscape services	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Veterinary services			Yes											

Table B: independent professionals

Sector	GATS	Chile	CARIFORUM	Andean Colombia	Andean Peru	Andean Ecuador	Ukraine	Georgia	Moldova	Canada	Japan	Switzerland	EU	LDC Waiver
Architectural services			Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Computer-related services			Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Engineering and integrated engineering services			Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Insurance and insurance-related advisory and consultancy services										Yes	Yes	Yes	Yes	
Legal advisory services			Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Management consulting services and services related to management consulting			Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Manufacturing advisory and consulting services										Yes	Yes	Yes	Yes	

Sector	GATS	Chile	CARIFORUM	Andean Colombia	Andean Peru	Andean Ecuador	Ukraine	Georgia	Moldova	Canada	Japan	Switzerland	EU	LDC Waiver
Market research and opinion polling			Yes	Yes	Yes	Yes				Yes	Yes	Yes	Yes	Yes
Mining advisory and consultancy services										Yes	Yes	Yes	Yes	
Other financial services advisory and consulting services										Yes	Yes	Yes	Yes	
Postal and courier advisory and consultancy services										Yes	Yes	Yes	Yes	
Research and development services			Yes							Yes	Yes	Yes	Yes	Yes
Telecommunications advisory and consultancy services										Yes	Yes	Yes	Yes	
Translation services							Yes							
Translation and interpretation services			Yes	Yes						Yes	Yes	Yes	Yes	Yes

Sector	GATS	Chile	CARIFORUM	Andean Colombia	Andean Peru	Andean Ecuador	Ukraine	Georgia	Moldova	Canada	Japan	Switzerland	EU	LDC Waiver
Transport advisory and consulting services										Yes	Yes	Yes	Yes	
Urban planning and landscape services			Yes				Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Related content

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