**New Right to Work guidance from the Home Office**

A sponsored migrant is only able to legally complete additional hours in a skill shortage occupation role (e.g. care work), and these hours are in addition to and cannot contravene their core status and core sponsored work.

The employer that is engaging them on additional hours, is doing so within the restrictions of the sponsored rights to work - in others words **the additional hours of employment entirely relies on the sponsored status**.

In the event that the sponsorship licence is revoked and sponsorship comes to an end (at 60 days after the worker receives the UKVI letter informing them that their sponsor employer has had their license revoked) the worker no longer has the legal ability to work the additional hours, as this is linked to their core right to work under sponsorship. Therefore, **the employer of the additional hours worker would not have any legal right to continue employing the worker on the additional hours**.

The employer of the additional hours worker would need to complete new right to work checks and employ the worker on a new sponsorship visa (with full-time hours), or if this is not possible (as the employer has not got Home Office Approved Sponsorship) the employer must cease to employ them.

The home office is in effect closing this loophole of employment.