Job loss and visa sponsorship

Protect both your employment rights and immigration position.

1 Act immediately

This guide focuses on sponsored Skilled Worker permission, including Health and Care Workers. Other routes have different rules. Keep the termination letter, certificate of sponsorship, eVisa details and any Home Office notice. Make sure UKVI has your current contact details.

2 Do not assume a 60-day clock

Ending sponsored employment can lead to cancellation or shortening of permission. The Home Office notice and existing expiry date matter; 60 days is not an automatic period starting on your last workday and a shorter or different period can apply. A sponsor losing its licence is a separate situation. Do not wait for a letter before seeking advice.

3 Explore options with a regulated adviser

A new sponsored job normally requires an eligible role, a new certificate of sponsorship and an application to update permission. Do not start the new job until the necessary permission is confirmed. Check dependants, travel, any pending application and the actual deadline with an IAA-regulated adviser or appropriately regulated lawyer.

Remember
An employment appeal, tribunal claim or Centre enquiry does not preserve immigration permission. This is general signposting, not individual immigration advice. Seek urgent regulated help.

GOV.UK: changing employer
GOV.UK: cancellation guidance
Find regulated immigration advice