



Using Tech To Support with Home Office

How tech can be used as a strategic advantage

07 MAY 2026



Borderless
Your trusted immigration platform

Meet your speaker



William Murch

Head of Growth

Building a world where borders are no longer barriers.

How to participate



Chat

Type your questions in the Q&A chat.



Q&A

We will answer questions at the end.



Recording

Slides and recording will be shared after the session.

Agenda



1.

YOUR SPONSOR LICENCE OBLIGATIONS

2.

PREPARING FOR HOME OFFICE AUDITS

3.

HOW TECH IS TRANSFORMING THE SPONSORSHIP JOURNEY

4.

CREATING END-TO-END VISIBILITY

5.

Q&A

Duties

Your Sponsor Licence Obligations



“A sponsor licence is a strictly regulated **privilege**, not a right granted by the Home Office”

Stricter rules
More scrutiny
Higher consequences

Core Sponsor Duties

RECORD KEEPING DUTIES



Accurate record keeping for sponsored employees, their role, as well as company records

REPORTING DUTIES (via SMS)



Any changes in circumstances must be reported in timely manner (10 working days)

ONGOING COMPLIANCE MONITORING



Track and monitor sponsored workers' STATUS & attendance and fulfillment of job role described on their CoS

COMPLIANCE WITH UK LAW AS WELL AS UKVI



Comply with not only Home Office regulation, but overall laws within the UK - eg Employment Law

Where compliance duties break down

MISSING RIGHT TO WORK CHECKS

Most common trigger for civil penalties

FAILURE TO TRACK VISA EXPIRY

Leads to illegal working and licence risk

INCONSISTENT EMPLOYEE RECORDS

High audit failure risk and increased scrutiny

SALARY THRESHOLDS

Breach of sponsorship rules and licence conditions

COMMON COMPLIANCE FAILURES

Failure to track visa expiry and conditions

- No central tracking system
- Expiry dates missed
- No alerts or reminders

Impact:

- Illegal working risk
- Civil penalties
- Licence suspension

Incomplete or inconsistent employee records

- Missing documents or outdated files
- Inconsistent storage across systems
- No audit trail

Impact:

- Audit failure
- Increased scrutiny
- Licence risk

STRATEGY

Preparing For A Home Office Audit



What Is An Audit



STAFFING EVIDENCE

An audit to evaluate if the provider can meet immigration regulations.



POST LICENCE

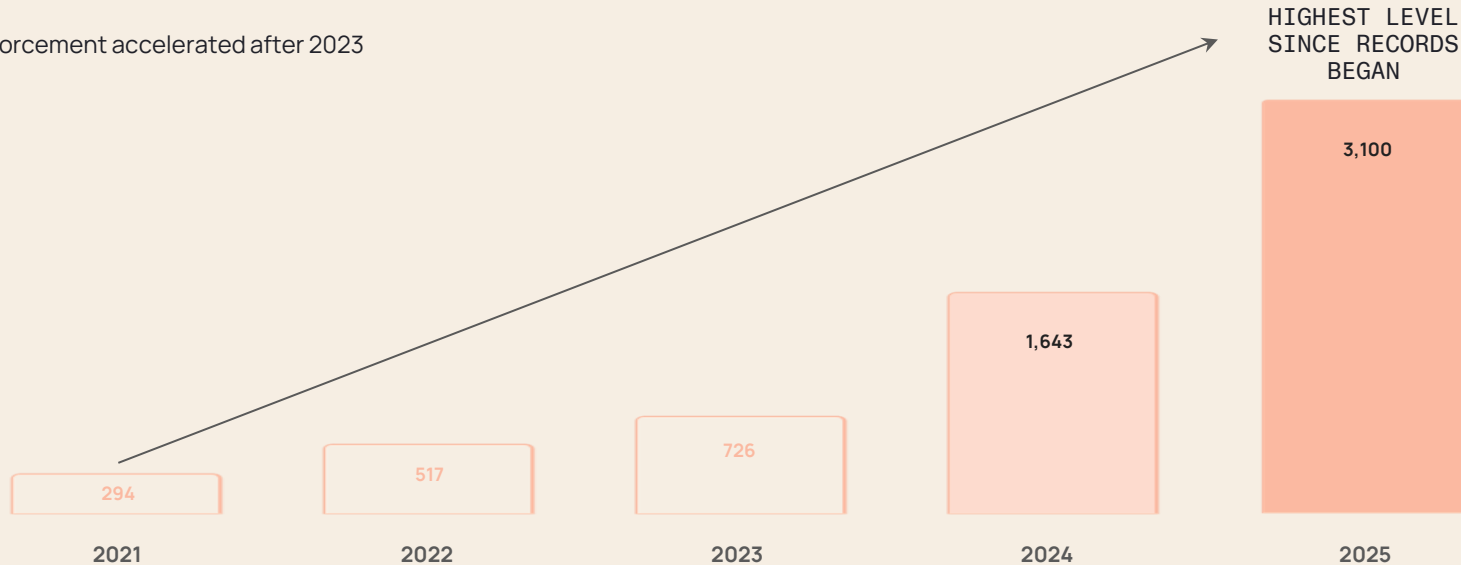
At any point, to verify if the provider is fulfilling its sponsorship duties.

Following the visit, the Home Office can approve or deny a new sponsor licence application, or suspend or revoke an existing licence.

ENFORCEMENT IS ACCELERATING

3,100 Record sponsor licence revocations

Enforcement accelerated after 2023



Compliance expectations are increasing across all employers

What Triggers A Home Office Audit

The Home Office usually requests to audit a company if they believe any of the following are in breach of:

Reporting Issues

Late or inaccurate reporting

Employment Practices

Non-compliance with salary requirements / illegal working flagged by other Governing bodies

Complaints / Tip-Offs

Whistleblowing reports/
Third party complaints

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THE SHIFT

If you sponsor workers, you now face two enforcers

The new Fair Work Agency shares enforcement powers with the Home Office - and from April 2026, a single non compliance issue could put your sponsor licence at risk.

FAIR WORK AGENCY

Launches April 2026



HOME OFFICE ENFORCEMENT TEAM

Already Active

The Overlap That Puts Sponsor Licences at Risk

FWA WILL CHECK

National Minimum Wage compliance

Holiday pay & payslip accuracy

Illegal working & right to work

Agency worker regulations

**A SINGLE
BREACH
TRIGGERS
BOTH**

SPONSOR LICENCE DUTIES

Pay the correct salary for the role

Maintain right-to-work records

Track attendance & report changes

Comply with immigration rules

What To Expect - Pre-Audit Preparation

Notice - You'll receive notice the Home Office will notify you of their intentions to conduct an audit

Document request - The Home Office will request a list of documents and records that need to be provided during the day of the audit.

Employee interviews - The Home Office will request that certain employees are made available on the day for an interview.

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What To Expect - Audit Day

Initial meeting

Caseworker will map out what the process, scope and objectives are for the audit.

Document review

The Home Office will review various documents including:

- Employee records
- Reporting records
- Attendance records
- Payroll records

Interviews

The officer might conduct interview with key personnel such as HR managers or the individuals who are responsible for the audit as well as sponsored employees.

Expect the audit to take approximately 4-8 hours

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Areas of Focus

A Home Office Compliance Officer will examine:

- Recordkeeping practices
- Genuineness of your work & vacancies
- Documentation and recordkeeping
- HR system for employee monitoring
- Awareness of reporting activities (sponsor and care worker)

During the visit, they may interview the Authorising Officer and review HR procedures and records. They may also verify that Skilled Worker migrants' job duties match their work permits.

Common issues include inadequate HR processes, lack of sponsorship knowledge, issues with pay and non-genuine job roles.

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Preparation Strategies

Ensure your compliance and audit 'readiness' by doing the following:

1. Review your SMS

HO will check this, so make sure it's up to date - and ensure all reporting has been done within 10 working days

2. Gather Pre-Licence Documents

Your record-keeping obligations mean you should have a record of all the documents you submitted for your sponsor licence application.

3. Review Employee Reporting

Review previously employee reports you have made and be ready to discuss your general reporting procedures.

4. Prepare Employee Documents

Select several employee files at random and be ready to discuss your HR and employee record-keeping process

Employee documents to have available:

- ID Documents
- Employee Job Applications/Recruitment
- Right to Work Checks
- Absence Records
- Proof of Address
- Employee Reports
- Payslips
- Document Retention (for leavers)
- Company Bank Statements (Payroll)
- Employee Criminal Records/Risk Assessment
- Employment Contracts
- Rotas

TECHNOLOGY

How Tech Is Transforming Sponsorship



Ways To Utilise Tech For UKVI

REAL-TIME COMPLIANCE SCORE



Proactive reports and alerts - constantly monitor the daily running of your care business

AUTOMATE TIME CONSUMING ADMIN



Re-allocate time to where necessary in care - by allowing tech to take over admin heavy tasks

AUDIT-READY BY DEFAULT



Centralised audit trail and document history

REDUCING HUMAN ERROR



Increasing accuracy by using automatically correct systems

AI - The Advantages in UKVI

WHAT IS AI?

AI is technology that enables computers and machines to simulate human learning, comprehension, problem solving and decision making

Intelligent document verification to reduce manual checks

Automated Right to Work checks aligned with Home Office requirements

Real-time compliance monitoring across your workforce

Predictive alerts for visa expiries, risks, and required actions

Flag inconsistencies or missing information instantly

USING TECH SAFELY



DATA PROTECTION AND GDPR COMPLIANCE AT THE CORE

- Borderless ensure all employee data is stored securely and handled in line with UK GDPR
- Borderless protect sensitive personal and immigration information



SECURE ACCESS AND USER CONTROLS

- Role-based access to ensure only authorised staff see sensitive data
- Reduce risk of internal data misuse or breaches
- Borderless is made up of people who understand the care sector and immigration compliance



AUDIT TRAILS AND ACCOUNTABILITY

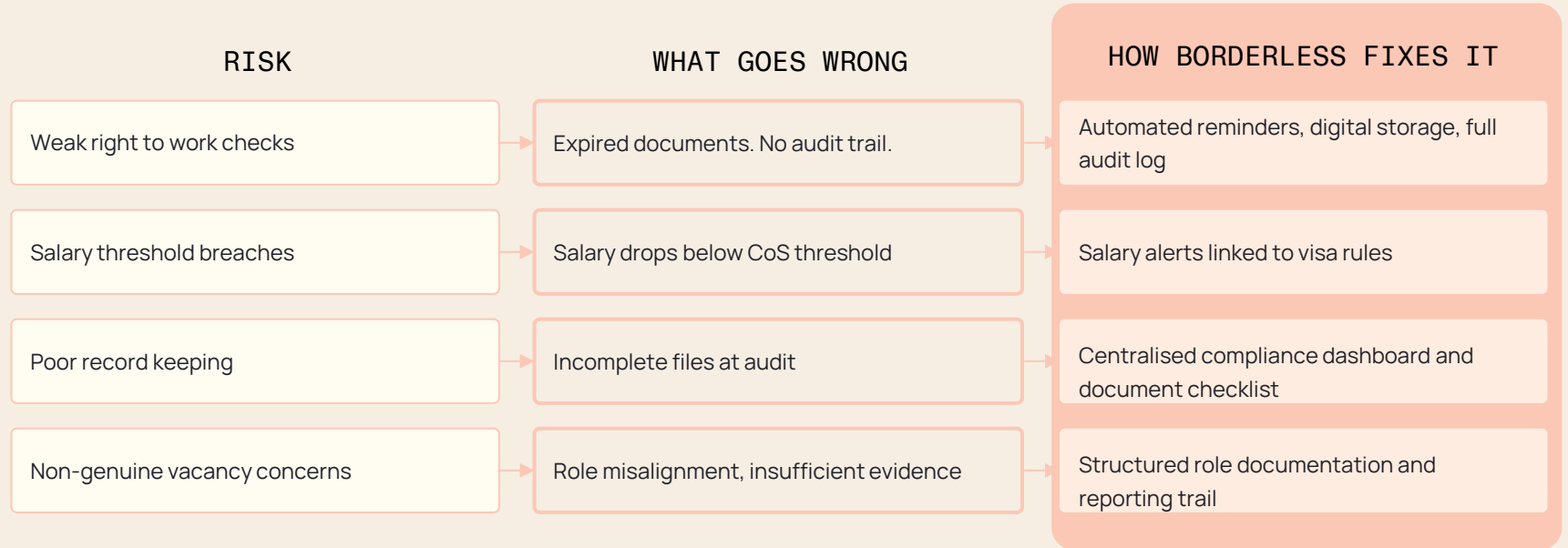
- Borderless maintain clear records of who accessed or changed information and when information was logged
- Strengthens transparency during Home Office audits
- Borderless is regularly updated in line with policy changes, keeping staff safe from compliance breaches

NEW SOLUTIONS

Creating end-to-end Visibility



From compliance risk to operational control



How Borderless Can Support You

Moving beyond spreadsheets and manual tracking

REAL-TIME COMPLIANCE SCORE



Real-time compliance scores across every employee

AUTOMATED REPORTS & ALERTS



Proactive visa expiry and right to work alerts

AUDIT-READY BY DEFAULT



Centralised audit trail and document history

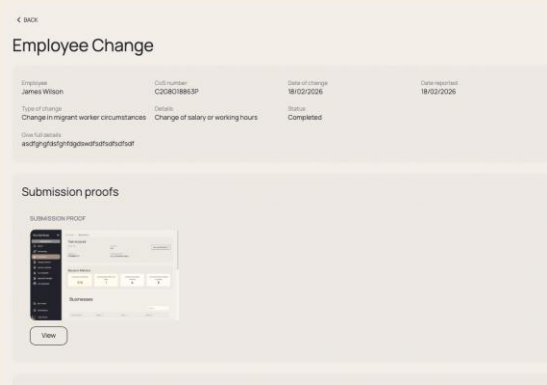
EXPERT IMMIGRATION SUPPORT



Technology backed by immigration experts

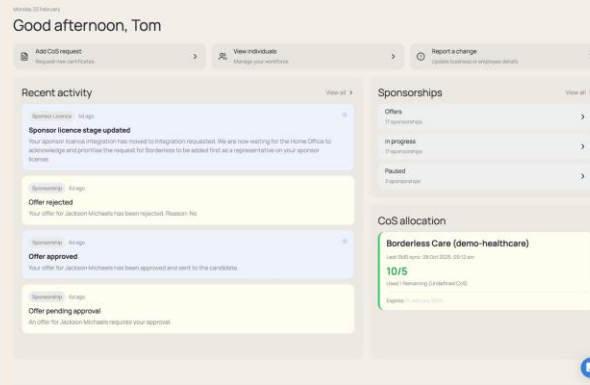
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Employee Compliance



Automated Coc Submission

Submit certificates automatically with sponsor compliant formatting



Borderless Home

Central dashboard for cases and compliance



Case Documents

Store and verify all sponsor evidence in one place



SMS Business Sync

Sync sponsor management data with Borderless

Offer Approval

Approve offers before visa processing begins

Compliance and Innovation

The misconception

Tech and AI isn't here to replace humans
- it is here to empower them, to reduce administrative burdens, and increase confidence in the daily running of your care business

ADVANTAGES OF USING TECH



INCREASED AUDIT READINESS



INCREASE ACCURACY AND AUTOMATION



COMPLIANCE IS PROACTIVE NOT REACTIVE

Key Takeaways

COMPLIANCE IS CRITICAL

Not optional

TECHNOLOGY IS A STRATEGIC ADVANTAGE

Not here to replace humans - but to free up more time for care

GET AHEAD OF HOME OFFICE CHANGES

Use technology to stay ahead of policy updates, as well as track your sponsored workforce

FUTURE PROOF YOUR BUSINESS

Technology is integrating more and more - resolve the increasing issues of staffing and compliance

Q&A



William Murch
Head of Growth

Borderless customer? Login and ask a question.

Not a Borderless customer yet? We can still help you!

www.getborderless.co.uk/demo

hello@getborderless.co.uk

Borderless

Your trusted immigration platform



95%

Average compliance
score 90 days after
joining Borderless

650+

Sponsor Licences
approved

4,500+

Visas granted