This form is to be completed for anyone being asked to work as a Part Time Demonstrator for the University. This role is paid on an hourly basis. This form must be completed in full. If not, HR will be unable to progress the appointment from and any payments will not be made.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Personal Details of Successful Candidate | | | | | | |
| Title: | |  | | Surname: | |  |
| Forename: | |  | | Telephone No: | |  |
| Home Address: | |  | | Email: | |  |
| Contract Details | | | | | | |
| Start Date: | |  | | School: | |  |
| Line Manager’s name |  | | | Line Manager’s contact details | |  |
| Cost Centre |  | | | SAF Number | |  |
| Timetable   |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | | Day | Course/Module | Time of class  FROM | Time of class  TO | Length of class in hours | Wk commencing FROM | Wk commencing TO | No of weeks | Total Hours | | Mon |  |  |  |  |  |  |  |  | | Tues |  |  |  |  |  |  |  |  | | Wed |  |  |  |  |  |  |  |  | | Thurs |  |  |  |  |  |  |  |  | | Fri |  |  |  |  |  |  |  |  | |  |  |  |  |  |  |  |  |  | | | | | | | |
| UK Visa’s and Immigartion | | | | | | |
| If the Part Time Demonstrator is from outside the EEA, they must have a VISA which details their entitlement to work in the UK.  Students who are on a Tier 4 Visa must:   * Provide a confirmation of studies to verify their course end date. * Not work more hours than the hours detailed in their visa (10/20 hours per week). | | | | |  | |
| Right To Work | | | | | | |
| A right to work must be carried out **before** the casual worker undertakes any work. HR carry out the right to work checks. All requests for right to work checks should be directed to [humanresources@napier.ac.uk](mailto:humanresources@napier.ac.uk). Further information of HR availability at campuses can be found in the casual guidance below.  It will still be the responsibility of the individual School/Service to ensure that appointment paperwork is completed allowing enough time, in advance of the start date, for the Right to Work check to be completed. Someone from the HR team can help anyone in your team through this process if they are unsure on what they need to do.  For the right to work checklist from GovUK which shows the current accepted documents, please see Appendix 1. | | | | | | |
| Dean of School Signature | | |  | | | |
| Dean of School Name & Date | | |  | | | |
| Subject Group Leader | | |  | | | |
| Subject Group Leader Name & Date | | |  | | | |

**GUIDANCE**

**Right to Work Checks**

A right to work must be carried out **before** the PDT worker undertakes any work. HR carry out the right to work checks. All requests for right to work checks should be directed to [humanresources@napier.ac.uk](mailto:humanresources@napier.ac.uk).

A member of the HR team will be situated at each of the campuses at the following dates and times:

**Merchiston**

HR will be present at Merciston in Room C96 on Tuesdays (9am-12pm and 1pm-5pm) and Wednesdays (9am-12pm).

**Craiglockhart**

HR will be present at Craiglockhart iPoint on Wednesdays (1pm-5pm) and Thursdays (9am-12pm and 1pm-5pm).

**Sighthill**

The HR Services team are always available to undertake Right to Work checks at the Sighthill campus (room 5.B.29). You are welcome to visit us at any time for a Right to Work check.

If you have a number of checks to be taken as part of a wider recruitment campaign at either the Merchiston or Craiglockhart campus please contact [humanresources@napier.ac.uk](mailto:humanresources@napier.ac.uk) and a member of the HR team will be available to assist.

**UK Visas & Immigration Regulations**

Workers from outside the EEA must not work more hours than stated on their visa. Part Time Demonstrators on a student visa - Tier 4, must not work over the hours detailed within their visa (10 or 20 hours) in any given week during term time or until their studies are completed. If a student has completed their studies, the Host Line Manager must ensure that evidence is provided by the student confirming completion of their studies before giving them more hours work per week (evidence must be either a copy of the individuals academic certificate or a letter from their tutor confirming their completion).

Appendix 1.

|  |  |  |
| --- | --- | --- |
| **Name of person:** |  |  |
| **Date of check:** |  |  |

|  |  |  |
| --- | --- | --- |
| **Step 1 Obtain** | | |
| • You must **obtain** **original** documents from either **List A** or **List B** of acceptable documents. | | | |
| **List A** | | | |
| **1.** |  | A passport showing the holder, or a person named in the passport as the child of the holder, is a British citizen or a citizen of the UK and Colonies having the right of abode in the UK. | |
|  |
| **2.** |  | A passport or national identity card showing the holder, or a person named in the passport as the child of the holder, is a national of a European Economic Area country or Switzerland. | |
|  |
| **3.** |  | A Registration Certificate or Document Certifying Permanent Residence issued by the Home Office to a national of a European Economic Area country or Switzerland. | |
|  |
| **4.** |  | A Permanent Residence Card issued by the Home Office, to the family member of a national of a European Economic Area country or Switzerland. | |
|  |
| **5.** |  | A **current** Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder indicating that the person named is allowed to stay indefinitely in the UK, or has no time limit on their stay in the UK | |
|  |
| **6.** |  | A **current** passport endorsed to show that the holder is exempt from immigration control, is allowed to stay indefinitely in the UK, has the right of abode in the UK, or has no time limit on their stay in the UK. | |
|  |
| **7.** |  | A **current** Immigration Status Document issued by the Home Office to the holder with an endorsement indicating the named person is allowed to stay indefinitely in the UK or has no time limit on their stay in the UK, **together** with an official document giving the person’s permanent National Insurance number and their name issued by a Government agency or a previous employer. | |
|  |
| **8.** |  | A **full** birth or adoption certificate issued in the UK which includes the name(s) of at least one of the holder’s parents or adoptive parents, **together with** an official document giving the person’s permanent National Insurance number and their name issued by a Government agency or a previous employer. | |
|  |
| **9.** |  | A birth or adoption certificate issued in the Channel Islands, the Isle of Man or Ireland, **together with** an official document giving the person’s permanent National Insurance number and their name issued by a Government agency or a previous employer. | |
|  |
| **10.** |  | A certificate of registration or naturalisation as a British citizen, **together with** an official document giving the person’s permanent National Insurance number and their name issued by a Government agency or a previous employer. | |
|  |
| **List B Group 1** | | | |
| **1.** |  | A **current** passport endorsed to show that the holder is allowed to stay in the UK and is currently allowed to do the type of work in question. | |
|  |
| **2.** |  | A **current** Biometric Immigration Document (Biometric Residence Permit) issued by the Home Officeto the holder which indicates that the named person can currently stay in the UK and is allowed to do the work in question. | |
|  |
| **3.** |  | A **current** Residence Card (including an Accession Residence Card or a Derivative Residence Card) issued by the Home Office to a non-European Economic Area national who is a family member of a national of a European Economic Area country or Switzerland or who has a derivative right of residence. | |
|  |
| **4.** |  | A **current** Immigration Status Document containing a photograph issued by the Home Office to the holder with a valid endorsement indicating that the named person may stay in the UK, and is allowed to do the type of work in question, **together with** an official document giving the person’s permanent National Insurance number and their name issued by a Government agency or a previous employer. | |
|  |
| **List B Group 2** | | | |
| **1.** |  | A Certificate of Application issued by the Home Office under regulation 17(3) or 18A (2) of the Immigration (European Economic Area) Regulations 2006, to a family member of a national of a European Economic Area country or Switzerland stating that the holder is permitted to take employment which is **less than 6 months** old **together with a Positive Verification Notice** from the Home Office Employer Checking Service. | |
|  |
| **2.** |  | An Application Registration Card issued by the Home Office stating that the holder is permitted to take the employment in question, **together with a Positive Verification Notice** from the Home Office Employer Checking Service. | |
|  |
| **3.** |  | A **Positive Verification Notice** issued by the Home Office Employer Checking Service to the employer or prospective employer, which indicates that the named person may stay in the UK and is permitted to do the work in question. | |
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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Step 2 Check** | | | | | | | |
| • You must **check** that the documents are genuine, that the person presenting them is the prospective employee or employee, the rightful holder and allowed to do the type of work you are offering. | | | | | | | |
| **1.** Are photographs consistent across documents and with the person’s appearance? | **Yes** |  | **No** |  | **N/A** |  |  |
|  |  |  |
| **2.** Are dates of birth consistent across documents and with the person’s appearance? | **Yes** |  | **No** |  | **N/A** |  |  |
|  |  |  |
| **3**. Are expiry dates for time-limited permission to be in the UK in the future i.e. they have not passed (if applicable)? | **Yes** |  | **No** |  | **N/A** |  |  |
|  |  |  |
| **4.** Have you checked work restrictions to determine if the person is able to work for you and do the type of work you are offering? (for **students** who have limited permission to work during term-times, you **must** also obtain, copy and retain details of their academic term and vacation times covering the duration of their period of study in the UK for which they will be employed) | **Yes** |  | **No** |  | **N/A** |  |  |
|  |  |  |
|  |  |  |
| **5.** Are you satisfied the document is genuine, has not been tampered with and belongs to the holder? | **Yes** |  | **No** |  | **N/A** |  |  |
|  |  |  |
| **6.** Have you checked the reasons for any different names across documents (e.g. marriage certificate, divorce decree, deed poll)? (Supporting documents should also be photocopied and a copy retained.) | **Yes** |  | **No** |  | **N/A** |  |  |
|  |  |  |

**Step 3 Copy**

You must make a clear **copy** of each document in a format which cannot later be altered, and retain the copy securely: electronically or in hardcopy. You must copy and retain:

**1. Passports**: any page with the document expiry date, nationality, date of birth, signature, leave expiry date, biometric details and photograph, and any page containing information indicating the holder has an entitlement to enter or remain in the UK and undertake the work in question.

**2.** **All other documents**:the document in full,both sides of a Biometric Residence Permit.

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| **Know the type of statutory excuse you have** |
| If you have correctly carried out the above 3 steps you will have an excuse against liability for a civil penalty if the above named person is found to be working for you illegally. However, you need to know whether you have a continuous or a time-limited excuse, because this determines how long it lasts for, and if and when you are required to do a follow-up check.    The documents that you have checked and copied are from:   1. **List A** You have a **continuous statutory excuse** for the **full duration** of the person’s employment with you. You are **not** required to carry out any repeat right to work checks on this person. 2. **List B: Group 1** You have a **time-limited statutory excuse** which expires when the person’s permission to be in the UK and undertake the work in question expires. You should carry out a **follow-up check when the document evidencing their permission to work expires.** 3. **List B: Group 2**  You have a **time-limited statutory excuse** which expires 6 months from the date specified in your Positive Verification Notice. **This means that you should carry out a follow-up check when this notice expires**. |