

GMS Flash Alert



Immigration Edition

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United Kingdom - "Find a Job" Replaces Universal Jobmatch for Tier 2 Advertising

On 20 April 2018, the Department for Work and Pensions announced that the U.K.'s largest free recruitment website, currently "Universal Jobmatch," will be replaced by Adzuna's free "Find a Job" service. The change will take place on 14 May 2018.

According to the bulletin,¹ Alok Sharma, the Minister for Employment, said the reason for the change was connected to the need to provide the very best opportunity for jobseekers to find a role that suits their needs. The website already has a near record number of vacancies and will offer a faster, more efficient experience.

The government has promoted the new service by explaining that it will offer jobseekers and employers a simpler and more streamlined way to log in and access their information. The site will continue to allow jobseekers to search for work 24 hours a day, 7 days a week. Through the creation of an account, they will be able to track their activity, create tailored job alerts, and store multiple CVs, so that their applications are the best they can be when applying for roles.

WHY THIS MATTERS

The change is significant for employers and recruitment agencies who advertise jobs for the purpose of completing Resident Labour Market Tests (RLMT). The RLMT is designed to protect the settled workforce and requires an employer or an agency to first advertise the role in order to provide settled workers with a chance to apply, before sponsoring a Tier 2 visa for a non-European Economic Area (EEA) national. If an RLMT is not completed correctly, an application for entry clearance or leave to remain will be rejected. This can delay recruitment, onboarding and start dates.

Further Details

New employer registrations to Universal Jobmatch were to close on 10 May 2018. Accounts will not transfer over from Universal Jobmatch, so everyone will need to newly register on the “Find A Job” service, which will open 14 May 2018.²

Universal Jobmatch will remain accessible until 16 June 2018. After this date, users will not have access to existing job advertisements or applicant information; nor can they create accounts or apply for vacancies on Universal Jobmatch.

KPMG LLP (U.K.) NOTE

Tier 2 sponsors were already required to take screenshots of advertisements used for RLMTs on the first day of the advertising period. They also should have kept specific records of applications. Employers who have concerns about these records should log in and download the records required before this deadline, so that some RLMT evidence to sponsor Tier 2 general workers is on file.

The guidance for Tier 2 and 5 sponsors has not yet been updated to reflect the change of portal. It may be that updates will come that also specify how records should be kept during the transition period. In the meantime, for further information about exactly what will be required in order to produce a compliant RLMT during this transition period, please contact a member of KPMG’s Immigration Team or your qualified immigration counsel.

FOOTNOTES:

1. See <https://www.gov.uk/government/news/new-find-a-job-service-to-support-thousands-of-jobseekers-into-work> and also <https://www.adzuna.co.uk/blog/2018/03/20/adzuna-wins-contract-for-universal-jobmatch-service/>.
2. See <https://jobsearch.direct.gov.uk/register.aspx?redirect=http%3a%2f%2fjobsearch.direct.gov.uk%2fhome.aspx>.

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Contact us

For additional information or assistance, please contact your local GMS or People Services professional* or one of the following professionals with the KPMG International member firm in the United Kingdom.

The KPMG Legal Services – Immigration Team has a wealth of experience in transactional, advisory, and compliance assurance services. We will be able to advise your business in relation to practical considerations in light of the above changes, as well as what this means for your long-term recruitment and compliance strategies.



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* Please note the KPMG International member firm in the United States does not provide immigration or labour law services. However, KPMG Law LLP in Canada can assist clients with U.S. immigration matters.

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