JULIA & RANA
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SKILLED WORKER DISMISSAL

Your First 30 Days Action Plan for Sponsored Workers

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Prepared by

Julia & Rana Solicitors
https://juliaranasolicitors.co.uk
0207 112 8818

UNDERSTANDING THE IMPACT OF JOB LOSS

50% of workers face immigration issues

Primary Consequences of Job Loss

Immediate Actions



Job loss causes **financial instability** for families.



Seek **professional guidance** to navigate complexities.









Common Situations

This section outlines common situations faced by skilled workers, including redundancy and unfair dismissal, highlighting crucial scenarios to be aware of during job loss.

Mistakes to Avoid

Panic	Delay	Sign	Ignore	Assume
Emotional response	**Procrastination**	**Hasty decisions**	**Overlook details**	**Limited options**

The following timeline outlines the five critical mistakes to avoid when facing dismissal while on a skilled worker visa. Each phase highlights a common pitfall, emphasizing the importance of remaining composed, taking timely action, and understanding your rights. This guide aims to help individuals navigate their situation effectively, ensuring they do not jeopardize their employment or immigration status. By avoiding these mistakes, you can take proactive steps toward securing your future and making informed decisions during a stressful time.

Action Timeline

Gather	Save	Assess	Review	Seek
Necessary paperwork	Important communications	Legal position	Settlement proposals	Professional advice

This timeline outlines critical phases to navigate your first week after dismissal while on a skilled worker visa. Each phase is essential for ensuring your rights are protected and you are prepared for the next steps. By following this timeline, you can effectively manage the immediate challenges you face, minimizing stress and confusion. From gathering necessary documents to seeking professional legal advice, these steps will help you take control of your situation and make informed decisions about your employment and immigration status.

Employment & Immigration Rights

Understanding Your Legal Protections

Understanding your **employment rights** is crucial after dismissal. Workers on skilled visas are protected against discrimination and unfair dismissal under UK law. Familiarize yourself with your rights such as redundancy entitlements and the conditions for your employment. It's essential to know your options to navigate this challenging time effectively.

In addition to employment rights, **immigration rules** play a significant role in your situation. Compliance with sponsorship obligations is vital for maintaining your visa status. Understand the implications of your job loss on future visa applications and the potential need for a new sponsor. Seeking professional advice can help clarify your legal standing and guide your next steps.

COMMON CONCERNS ADDRESSED

60 Days

Timeframe for Finding a New Sponsor

Key Queries



Understand your timeline for visa applications



Get clarity on your dismissal rights

Our Legal Services

Comprehensive Support for Skilled Workers

At Julia & Rana Solicitors, we provide **dedicated representation** in both employment law and immigration matters. Our team understands the complexities faced by skilled workers, especially during transitions. We work diligently to protect your rights, ensuring that you receive the legal support needed to navigate your situation effectively. Our approach combines expertise in both fields, allowing us to offer comprehensive solutions tailored to your specific needs.

Our services include **strategic legal advice** to help you make informed decisions, and expert guidance through settlement negotiations to secure your best interests. We also manage immigration status concerns, ensuring compliance with sponsorship rules to protect your visa. With our dual specialization, we aim to alleviate the stress of job loss, providing clarity and support as you navigate your employment and immigration challenges.

Why Joined-Up Advice Matters

The Importance of Integrated Legal Support

Joined-up advice is essential for individuals facing dismissal while on a skilled worker visa. The intersection of employment and immigration law creates a complex landscape that requires a cohesive strategy. By integrating both areas of expertise, we can address the immediate employment concerns while ensuring compliance with immigration regulations. This dual perspective not only protects your career but also safeguards your visa status, providing peace of mind during a challenging time. With our comprehensive approach, we help clients navigate their options effectively and efficiently.

Our team's combined knowledge of employment and immigration law allows for tailored solutions that address both employment rights and immigration obligations. We recognize that the stakes are high, as a misstep in either area could lead to severe consequences. Through our seamless strategy, clients receive comprehensive risk management, ensuring that all legal aspects are considered. By fostering open communication and collaboration between disciplines, we empower our clients to make informed decisions that safeguard their future, both professionally and personally.

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Contact Us

www.juliaranasolicitors.co.uk

cw@juliaranasolicitors.co.uk

0207 112 8818