

Resident Labour Market Test Guidance

Please note that this post is not included on the current UK Shortage Occupation List and is subject to the rules outlined below:

Effective from 14 December 2009 the United Kingdom Border Agency introduced new rules for recruiting to UK skilled jobs. This means that applications can only be put forward for shortlisting if the post is advertised for 28 days or more within a three month period and is not filled during that time by a 'Settled Worker'*.

A "settled worker" is a person who:

- is a national of the UK;
- is a national of Austria, Belgium, Bulgaria, Croatia*, Cyprus, the Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Republic of Ireland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, the Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden or Switzerland with a right of residence in the UK;

**NB – workers from Croatia must still be sponsored under Tier 2 or Tier 5 and have work authorisation in order to work lawfully, unless exempt.*

- is a British overseas territories citizen, except those from Sovereign Base Areas in Cyprus. (Those included are Anguilla, Bermuda, British Antarctic Territory, British Virgin Islands, British Indian Ocean Islands, Cayman Islands, Falkland Islands and dependencies, Gibraltar, Montserrat, Pitcairn Islands, St. Helena and Dependencies and Turks and Caicos Islands);
- is a Commonwealth citizen who was allowed to enter or to remain in the UK on the basis that a grandparent was born here;
- has settled status in the UK within the meaning of the Immigration Act 1971, as amended by the Immigration and Asylum Act 1999, and the Nationality, Immigration and Asylum Act 2002.

We would nevertheless encourage candidates to apply for this vacancy if they are confident that they meet the essential requirements of the role.