









-  [Employment Permit Policy - General Provisions \[270kb\]](#)
-  [Employment Permit Policy - Approved Posts \[415kb\]](#)
-  [Employment Permit Policy - Legislation \[185kb\]](#) (that governs the Policy)
-  [Employment Permit Policy - English Language Requirement \[188kb\]](#)
-  [Employment Permit Policy - 6-month Visa Exemption \[188kb\]](#)
-  [Population & Immigration - Glossary \[261kb\]](#) alternatively you can access our glossary [here](#).

**Please read the above guidance documents carefully before making an application.**


So that this new policy framework could be introduced as soon as possible, the application process will differ depending on the nationality of the applicant. Employers can also find out more about using the Population Portal [here](#). Eventually only a single online application (through the Population Portal) will be required for an Employment Permit Permit (not including Alderney, Sark or Herm)



## **How do I make an application and when?**

### **Island of Guernsey:**

- **British/Irish nationals**  
 [Click here for the application process for British/Irish nationals or other persons who are not subject to a work visa \[134kb\]](#).
- **EU/EEA/Swiss nationals (who require a work visa)**  
 [EU/EEA/Swiss nationals who are not currently on-island. \[204kb\]](#)  
 [EU/EEA/Swiss nationals who are already living in Guernsey but are changing employer and/or job role. \[173kb\]](#)  
 [EU/EEA/Swiss nationals who are already living in Guernsey but need Further Leave to Remain \(FLTR\). \[177kb\]](#)
- **'Rest of the World' (RoW) national (who require a work visa)**  
 [RoW nationals who are not currently on-island. \[206kb\]](#)  
 [RoW nationals who are already in Guernsey and are changing employers \(but not changing job roles\). \[180kb\]](#)  
 [RoW nationals who are already in Guernsey but are changing job roles. \[179kb\]](#)  
 [RoW nationals who are already in Guernsey and need Further Leave to Remain \(FLTR\). \[179kb\]](#)

## Alderney Sark & Herm:

- EU/EEA/Swiss/'Rest of the World' (RoW) national (PDF version can be accessed  [here \[154kb\]](#))

1. Employer makes  [Work Permit application \[484kb\]](#) directly with the Guernsey Border Agency (Immigration), including the  [Criminal Declaration Form \(CR1\) \[565kb\]](#) and an [Overseas Police Certificate](#). References to support the applicants experience must be provided in English (or with an official translation). The experience must meet the requirements of the [Approved Posts](#) list.

2. Employer is granted a Work Permit of which they can email to the employee.

3. Employee can wait to apply for their [visa](#) until the Work Permit has been granted **or** an employee can choose to apply for their visa before the Work Permit\* is granted. The Work Permit reference number can be ignored on the visa application form.

\*A person should only expect for a visa to be granted if they meet the provisions of the Immigration Act, 1971 (as extended to the Bailiwick of Guernsey) and the Employment Permit Policy.

4. Once the visa has been approved and issued, the employee can arrive into the United Kingdom and Islands.

- **6-month visa waiver exemption scheme (Bailiwick of Guernsey)**

 [6-month visa waiver exemption guide](#)

- **Visa application guidance for the Bailiwick of Guernsey:**

STEP and SEP need to apply for 'Seasonal Worker (temporary worker)'

LTEP needs to apply 'Work permit for the Bailiwick of Guernsey'

[Click here](#) for the latest visa application guidance for Guernsey.

- **Existing Work Permit holders**

If you have an existing Immigration Work Permit this will remain valid as long as you continue to meet the conditions listed on the Permit.

If you hold a 3-year or 5-year Work Permit to work in a named role for a named employer and you want to change employer but you are continuing to work in the same role, however, under the new Employment Permit Policy the role is only eligible for a Short Term Employment Permit/Seasonal Employment Permit, a separate Work Permit will be issued in addition to an Employment Permit up until the same immigration expiry date.

It should be noted that as the role is only eligible for a Short-Term Employment Permit/Seasonal Employment Permit, you will be unable to accommodate dependent family members under the Population Management Law. You will also only be able to live on a lodgings basis (renting a room where a householder is present) in any Local or Open Market property. There is no expectation to become residentially qualified in Guernsey under these types of Employment Permit.

All applications for Further Leave to Remain still require an application made directly with the Guernsey Border Agency.