

# Right to Work checks

A comprehensive  
guide to DVSPs, IDVT,  
and questions to ask

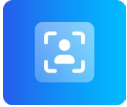


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## Firstly, some definitions



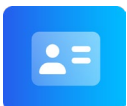
### **Right to Work checks:**

A legal requirement for all employees and eligible workers in the UK, regardless of business sector or nationality.



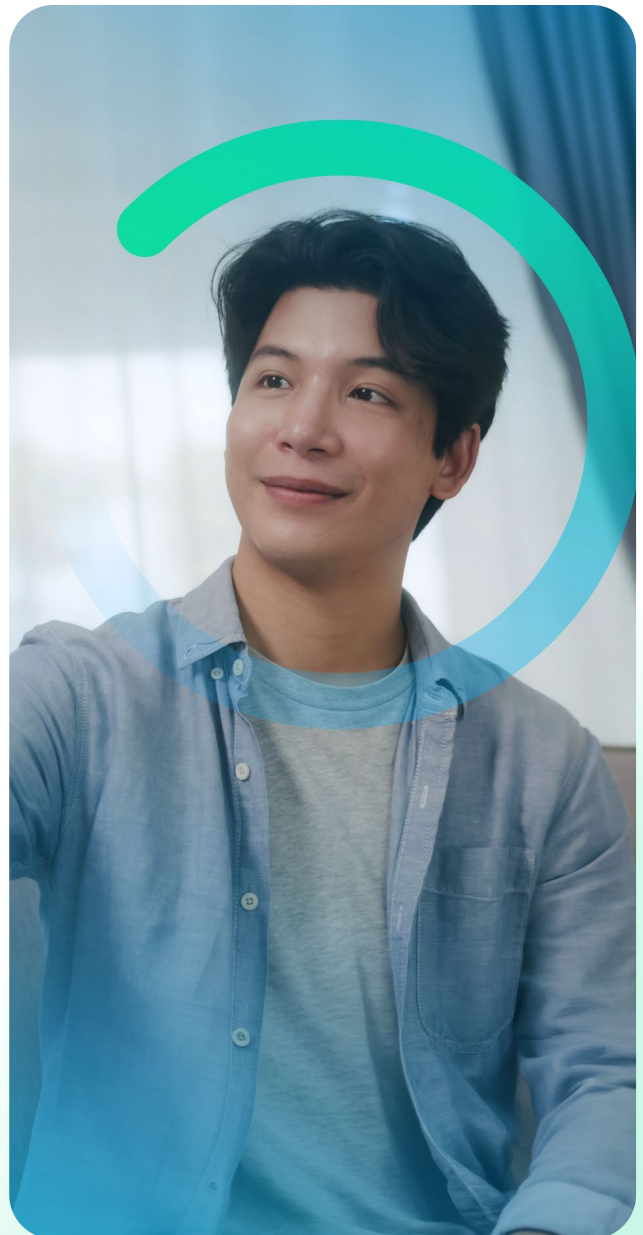
### **Digital Verification Service Provider (DVSP):**

A provider of identity verification services or IDVT. Sometimes referred to as 'identity providers' and previously known as IDSPs. Some DVSPs are certified to supply ID verification against Supplementary Codes for Right to Work checks (and Right to Rent or DBS checks).



### **Identity Document Validation Technology (IDVT):**

Quickly and easily establishes identity document authenticity. Can include devices which scan an identity document and web-based document validation services.





## Why are Right to Work checks important?

All employers in the UK, regardless of the size of business or sector they operate in, must ensure that every worker is eligible to work in the UK. This means running a manual Right to Work check – seeing and checking relevant evidence – or carrying out a digital Right to Work check, for those who are eligible.

It is an offence to employ someone who you knew or had ‘reasonable cause to believe’ did not have the Right to Work in the UK including, for example, if you had any reason to believe that their identity

documents were incorrect or fraudulent. If you don’t complete the required checks on a worker and they are subsequently found to be an illegal worker, you could face a civil penalty of up to £60,000 and a range of sanctions, including the closure of your business or even a criminal conviction.

However, correctly carrying out the checks required gives you a statutory excuse against liability which means you will avoid a civil penalty if you’ve (unknowingly) employed an illegal worker.

### Most recent updates (as of October 2026)

In October 2026, changes to the Amendments to the Border Security, Asylum and Immigration Act 2025 (BSAI 2025) will expand the Right to Work scheme, widening the definition of ‘employer’ to cover a broader range of workers.

Previously, only direct ‘employees’ fell under Right to Work check guidance. Under the expanded scheme, the following groups also require Right to Work checks:

- Workers
- Individual subcontractors
- Online matching services
- Worker platforms
- Some contractual supply chains

Penalties haven’t increased, still sitting at £45,000 for first offences and £60,000 for repeat offences, or a five-year prison sentence for knowingly hiring someone without Right to Work. However, illegal working enforcement still remains a focus with arrests and fines increasing in recent years.

### Extended liability

Under the expanded Right to Work scheme, civil liability for lack of correct Right to Work checks may extend beyond the employer who has the direct contractual relationship with the worker.

Whilst “extended liability” doesn’t automatically transfer the responsibility of completing a Right to Work check to someone further down the contractual chain, if the direct employer cannot be identified (e.g. the worker can’t identify who employs them, or records/contractual arrangements aren’t available), and the contractual employer is identified as having a responsibility, liability for not completing a Right to Work check may fall to them.

But the contractual employer is not liable for the direct employer’s failure to carry out a Right to Work check. That fault is on the direct employer themselves.

You can find out more about extended liability on [our blog](#).



## Digital Right to Work checks

Eligible candidates (those with British or Irish passports/passport cards, or anyone who has an eVisa and sharecode) may use a digital Right to Work check to prove Right to Work status. Organisations adopting this route must use a certified DVSP who must be officially listed on the [Digital Verification Services Register](#) managed by the Office for Digital Identities and Attributes (OfDIA).

**Step 1:** Employer confirms applicant is eligible for a digital check

**Step 2:** Employer sends applicant link to begin digital Right to Work check via selected DVSP

**Step 3:** Applicant follows link to capture and upload image of their document or details of their sharecode and date of birth

**Step 4:** Applicant captures and uploads 'selfie' for biometric face check

**Step 5:** DVSP analyses evidence and confirms live biometric facial match

**Step 6:** DVSP returns report including details of their certification status and details of the completed checks

**Step 7:** Employer downloads report for their records and any Home Office audits

**Step 8:** Employer confirms the person who comes to work matches the identity of the person verified by the RtW DVSP.

## Why choose Identity Document Validation Technology?

For many organisations, IDVT can bring significant benefits, both for digital Right to Work checks and to support physical document checks:

- Save time
- Increase compliance
- Drive efficiency
- Make checks from anywhere
- Protect against fraudulent documents





## What do I need to ask before choosing technology to support my Right to Work check process?

If you decide to introduce technology, here are ten questions you can ask to help you find your perfect partner to help support your Right to Work checks.

### 1. Do you need a RtW DVSP just for digital checks, or an IDVT provider who can offer wider RtW support?

It's important to note that employers must offer workers both options for Right to Work checks, even if their applicants have the appropriate documents for a purely digital route. This helps prevent discrimination when hiring.

If you choose to perform digital Right to Work checks, you must use an OfDIA registered RtW DVSP. Some of these registered providers will also provide support for manual checks using IDVT.

So, your first choice is whether to introduce technology only for digital checks or whether you use technology to support a compliant process for all checks. Once you've decided on the sort of service you need, there are other key questions to consider.

### 2. Is the service easy to use?

User experience is one of the key benefits of technology, both for your internal team and for the applicants who are being asked to complete identity checks. Any provider should offer a solution that is easy to use, with a validation process which is easy to understand, and which produces clear, straightforward results.

They should be able to tell you the percentage of validations that are successful and how quickly checks are returned and what to do if you or your applicants experience problems.

- Are the instructions clear?
- Is the service easy to navigate, or are there areas that cause confusion or delays?
- Can the service be used on a smartphone/tablet?

### 3. How is the service priced?

Ask your potential provider for a full break-down of costs. If your recruitment and onboarding volumes vary month to month or your business is growing or evolving, make sure you understand whether your contract can also flex and change.

- What is the commercial model – flat monthly fee or pay-per-check?
- Is there flexibility for your future business needs?
- Are there additional costs you need to clarify, e.g. set-up fees or user license costs?
- Is there a minimum order value? Clarify the contract term and make sure you understand any "get out" clauses.
- Are you charged for completed checks only? If a candidate starts an application but doesn't complete it, your organisation should not be charged.

### 4. How will the technology make your onboarding more efficient?

It goes without saying that any service you choose should make your check process easier, but how much time will you really save? Ask the provider for data around the time it takes to run an ID check.

This will allow you to calculate a rough estimate of how much you'll save by running checks through IDVT compared to making a manual document check.



## 5. What additional software does the service need?

When rolling out a new service, consider:

- Do your IT systems need to be updated?
- Do you need to purchase any new hardware to use the services?
- Are there any apps for your applicants to install?
- Which devices will support the service?

Some providers will offer online validation services which require no infrastructure upgrade and no App to install – the validation service uses an image of the identity document uploaded through a browser.

Some services carry out validation by also opening the chip held within an identity document which contains additional security information. To open a chip, your applicant will be asked to download an App. App-based IDVT offers an additional security check and will work with most mobile devices but introduces extra steps for your candidates which may cause additional friction. The verification route may also depend on the evidence which your applicant presents.

## 6. What support does your provider offer?

Find out how the RtW DVSP will support your business and your applicants if they have technical issues or questions or if a check isn't successful.

- Do they offer a high level of support to users who run into problems, e.g. by phone, live chat, or email?
- Are staff based in your country, so that support hours can align?
- What are the business' opening hours?

## 7. Is your DVSP certified?

Employers must only work with DVSPs who are certified and registered on the OfDIA online register. These are the only providers eligible to provide digital Right to Work checks, under changes from 1st October 2026. Check if they appear on the register here:

<https://www.digital-identity-services-register.service.gov.uk/register/all-services>

Also check for ISO certification, and proper adherence to GDPR and information security.

## 8. If you need wider Right to Work support, how much can your provider offer?

Right to Work guidance changes frequently. To help keep on top of things, a fully managed Right to Work service can be a big help. One benefit is that it removes the need to train and update your onboarding teams.

That said, it's important that you trust the IDVT provider you choose to provide the best advice and stay on top of legislation. Confirm with your technology provider whether they offer a full Right to Work service, including confirmation of eligibility.

- Does the provider have in-house, local Right to Work expertise?
- Is there a human who can help if you're not sure what to ask a candidate for?
- Can they support Right to Work advice and guidance questions from your organisation / your candidates?
- Are they a member of any bodies, such as the Association of Digital Verification Professionals (ADVP) or Home Office working groups?



## 9. How does the provider comply with data regulations such as GDPR?

Privacy and the safeguarding of confidential personal data should be a primary focus for all ID verification solutions. It's important to ensure that any solution you use has carefully aligned its technology and processes with legal data requirements.

- How does the DVSP handle your clients' data generally and also internally, and with their own suppliers?
- How long does the provider and any of its suppliers retain your and your clients' data?
- Does the provider have a privacy policy that is in plain English and accessible to all users?

## 10. What are your integration options?

Most providers offer the option to integrate IDVT and Right to Work check services with other systems, including HR and Applicant Tracking systems. These 'out-of-the box' integration solutions allow you to quickly and easily set up an end-to-end onboarding journey and a smooth experience for your staff and applicants.

Alternatively, your provider should be able to share details of their API to allow you or your providers to build a bespoke integration.

- Have you asked for details of the different implementation options available, including any associated costs? Your provider may be able to provide a list of pre-existing integrations.
- Is the provider happy for you to first roll out the solution as a stand-alone product before you decide whether to commit to a bespoke integration?
- What are the costs associated with the API? And what support can the DVSP offer if you build a bespoke integration?



## Support from TrustID

TrustID is a certified Digital Verification Service Provider (DVSP) and a leading expert in Right to Work services. Thousands of organisations, large and small, trust our market-leading services to simplify ID checks, maintain their compliance and protect themselves from fraud whilst saving time and driving efficiencies.

Get in touch with our expert support team today to find out more.



**0118 466 0822**



**[enquiries@trustid.co.uk](mailto:enquiries@trustid.co.uk)**