

OOP Guidance for Skilled Worker/Tier 2 sponsored Trainees

OOP Situation	OOP	What visa will they be on whilst on OOP?	UK or outside the UK?	Outcome
HEE will remain responsible for the trainee's day to day activities	OOPT (Training)	Skilled Worker/ Tier 2	UK	Sponsorship will not be affected and they will continue to be sponsored by HEE. Reporting form to be completed within 10 working days
HEE will remain responsible for the trainee's day to day activities	OOPT (Training)	Skilled Worker/ Tier 2	Outside the UK	<p>Sponsorship will not be affected and they will continue to be sponsored by HEE. Reporting form to be completed within 10 working days.</p> <p>It is imperative that HEE can still meet strict reporting and monitoring duties if a trainee is outside of the UK.</p> <p>It is also advised that any trainee considering OOPT outside of the UK reviews Indefinite Leave to Remain requirements should they wish to use this route in the future as there are restrictions on how long a Skilled Worker/Tier 2 sponsored individual can be outside of the UK</p>
HEE Future Leaders Programme	OOPE (Experience)	Skilled Worker/ Tier 2	UK	<p>HEE must be responsible for the trainee's day to day activities and SOC code remains 2211.</p> <p>Sponsorship will not be affected and they will continue to be sponsored by HEE. Reporting form to be completed within 10 working days.</p>

A UK Trust will be responsible for the trainee's day to day activities	OOPE (Experience)	Skilled Worker/ Tier 2	UK	HEE will need to cancel sponsorship and the Trust will need to sponsor the trainee. When they return to training HEE will sponsor them again.
A UK Trust will be responsible for the trainee's day to day activities	OOPE (Experience)	Another visa e.g. a dependant visa	UK	HEE will need to cancel sponsorship. When they return to training HEE will sponsor them again.
A UK Trust will be responsible for the trainee's day to day activities	OOPP (Pause)	Skilled Worker/ Tier 2	UK	HEE will need to cancel sponsorship and the Trust will need to sponsor the trainee. When they return to training HEE will sponsor them again.
They are going to study for a Masters	OOPR (Research)	Student Visa/ Tier 4	UK	HEE will need to cancel sponsorship and the University will need to sponsor the trainee. When they return to training HEE will sponsor them again.
They are going to study for a Masters	OOPR (Research)	Another visa e.g. a dependant visa	Outside the UK	HEE will need to cancel sponsorship. When they return to training HEE will sponsor them again.
They are going onto a career break	OOPC (Career Break)	Will require another UK visa	UK	HEE will need to cancel sponsorship. When they return to training HEE will sponsor them again.
They are going onto a career break	OOPC (Career Break)	N/A	Outside the UK	HEE will need to cancel sponsorship. When they return to training HEE will sponsor them again.

**please note from the 1st of January 2021 the cooling off period no longer applies*

Reporting OOP to the Home Office

Where an OOP has been agreed and the above has been followed, it is critical that this information is sent to the Overseas Sponsorship Team so that this can be reported to the Home Office. Please ensure a 'Reporting and Monitoring' Form has been

completed and sent to sponsorship@hee.nhs.uk within **5 working days** of the change so that the Overseas Sponsorship Team can notify the Home Office.

If you have any queries or would like to discuss a particular trainee, please contact the Overseas Sponsorship Team on sponsorship@hee.nhs.uk