Government Circular No. 2025/0010

Isle of Man Government

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Treasury Department

Immigration Recognition of United Kingdom (UK) Visas for Employment Policy

Laid before Tynwald: 17 June 2025

1. The policy set out in this document is issued by the Treasury and may be cited as the "Immigration Recognition of United Kingdom (UK) Visas for Employment Policy 2025".

2. This policy sets out the circumstances in which holders of the specified UK visas, may come to the Isle of Man in order to undertake specified employment for Manx Care, and for the Department of Environment, Food and Agriculture without requiring a separate Isle of Man visa in order to do so.

3. The holders of the specific UK visas to which this policy applies are:

   (a) holders of a UK Student or Skilled Worker (Health and Care), undertaking a Foundation Programme at Nobles Hospital,
   (b) holders of a UK Skilled Worker (Health and Care) visa, undertaking a Speciality Training Programme at Nobles Hospital.
   (c) holders of a UK Student visa, undertaking a medical student work placement
   (d) holders of a UK Skilled Worker visa, undertaking the role of Meat Hygiene Inspector (MHI) or Official Veterinarian (OV) on behalf of the Department of Environment, Food and Agriculture.

4. The Immigration Recognition of United Kingdom (UK) Visas for Employment Policy (GC 2025/0010) comes into operation 2 weeks after it is laid before Tynwald.

5. This policy replaces the Immigration Recognition of UK Visas Policy (GC 2024/0002).

Date 7th May 2025

Dr Alex Allinson
Minister for the Treasury



Immigration Recognition of United Kingdom (UK) Visas for Employment Policy

Recognition of visas issued by the
UK Home Office

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This document is guidance for Isle of Man employers of potential employee's holding a UK visa, and UK visa holders looking to undertake work on the Isle of Man.

Table 1 within this document is not an exhaustive list and any queries regarding specific visa conditions should be directed to the Isle of Man Immigration team by emailing immigration@gov.im or telephoning 01624 685203.

Part 1: UK visas in the Isle of Man

The Isle of Man and the United Kingdom of Great Britain and Northern Ireland form part of the Common Travel Area (CTA) the Republic of Ireland and the Channel Islands are also part of the CTA. General mutual recognition of Immigration Leave (visas) between the Isle of Man and the UK is provided for in Schedule 4 of the Immigration Act 1971. Under the provision of this Act, this means that holders of UK visas may travel to the Isle of Man using their UK visa without needing to hold a separate Isle of Man visa. Holders of Isle of Man visas may travel to the UK without needing a separate UK visa.

Visas issued by the Republic of Ireland are not recognised on the Isle of Man for the purpose of work.

While the CTA permits freedom of travel, the ability to work is set out within the conditions of the visa granted. Where a visa is granted with a condition of working for a specified employer that condition cannot transfer between the different members of the CTA. . For example, a UK Skilled worker visa cannot be used for the purpose of work on the Isle of Man.

Where a UK visa permits unrestricted employment (i.e. not working for a specified employer), then the holder of that UK visa has the right to work for any employer and may undertake employment in the Isle of Man without the need to apply for an Isle of Man visa. However, this person must comply with any other domestic requirements (e.g. work permits).

Table 1 on page 5 outlines some of the UK visas which enable the holder to undertake employment in the Isle of Man without the need to obtain a new Isle of Man visa. The list serves as a guide on UK visas allowing people to work on the Isle of Man and is not exhaustive. The terms and conditions for all UK visas can be found at https://www.gov.uk/browse/visas-immigration.

Permanent employment does not entitle the holder to stay in the Isle of Man or any part of the CTA for longer than their visa allows. Any visa extension application would need to be made directly to the Isle of Man Immigration Office in compliance with the Isle of Man Immigration Rules.

Example 1: A holder of a UK Skilled Worker[1] visa wants to leave their sponsored employment in the UK and has been offered employment by an Isle of Man employer.

They cannot use their UK visa to work on the Isle of Man; as they would breach their visa conditions. They must apply to "switch" to an Isle of Man Worker Migrant visa in order to work on the Isle of Man. Once they have their Isle of Man Worker Migrant visa they can take employment on the Isle of Man (subject to any other domestic requirements e.g. work permits).

Example 2: A holder of a UK issued UK Ancestry visa who has been living in the UK moves to the Isle of Man and wants to take up employment.

They have an Immigration right to work, which does not have conditions relating to sponsored employment. Therefore they do not need to apply for an Isle of Man visa and are able to work on their UK Ancestry visa (subject to any other domestic requirements e.g. work permits).

[1] Where a visa is granted for the purpose of employment with a specific employer, this visa is not recognised for work purposes on the Isle of Man and the holder must apply for an Isle of Man work visa.

Isle of Man work permits

If these are required, work permits are issued by the Department for Enterprise. Work permit related inquiries should be sent to that team. The Isle of Man work permit website can be found here: https://www.gov.im/categories/working-in-the-isle-of-man/work-permits/

Table 1 – UK visas allowing general employment on the Isle of Man

This table below consists of some UK issued visas that allow the holder to work.

The list serves as a general guide on UK visas allowing people to work on the Isle of Man and is not exhaustive. Please seek further guidance from the Isle of Man Immigration service if required on https://www.gov.im/categories/travel-traffic-and-motoring/immigration/

UK Visa	Can they work on the Isle of Man?
Partner of British Citizen/Settled Person	Yes
Skilled Worker (incl. Health and Care)[2]	No**
EUSS (European Union Settlement Scheme)	Yes
Graduate	Yes
High Potential Individual (HPI)	Yes
Student	Yes*
Youth Mobility Scheme	Yes
British National (Overseas)	Yes
Indian Young Professional Scheme	Yes
Global Talent	Yes
UK Ancestry	Yes
Seasonal Worker (the Isle of Man has its own Seasonal route)	No
Global Business Mobility[3]	No
Representative of an Overseas Business	No
Ukraine Scheme	Yes
Overseas Domestic Worker	No
Government Authorised Exchange	No
Religious Worker (Temporary Work)	No
Creative Worker (Temporary Work)	No
Charity Worker (Temporary Work)	No
International Agreement (Temporary Work)	No
Minister of Religion	Yes*
Frontier Worker	No
Entrepreneur (Tier 1)	No
Investor (Tier 1)	No

Visas issued by the Republic of Ireland are not recognised on the Isle of Man for the purpose of work.

*There are conditions on the employment for the holder. Check the period and conditions of grant of this UK visa on https://www.gov.uk/browse/visas-immigration/work-visas before allowing the holder to work using this visa.

**Those on UK Skilled Worker (incl. Health and Care) visas undertaking the Foundation or Specialty programmes for Manx Care at Nobles Hospital can work on the Isle of Man. See Part 2 of this document. Those on UK Skilled Worker visas undertaking the role of Meat Hygiene Inspector (MHI) or Official Veterinarian (OV) at the Island's Meat Plant and for the Department of Environment, Food and Agriculture. See Part 3 of this document.

[2] The UK Skilled Worker visa also includes the Health and Care Worker visa.
[3] The Global Mobility visa includes the Senior or Specialist Worker visa, Graduate Trainee visa, Secondment Worker visa, Service Supplier visa, UK Expansion Worker visa.

Part 2: Specific UK Work visas for Manx Care Doctors

Set out below are specific instances of employment or circumstances akin to employment that holders of UK Skilled Worker (Health and Care) and Student visas may carry out in the Isle of Man, without the need to apply for a separate Isle of Man visa (subject to any other domestic requirements e.g. work permits).

If the requirements set out below are not met in each instance, then the holder of that UK visa may not undertake that employment without applying for a separate Isle of Man visa.

Visas issued by the Republic of Ireland are not recognised on the Isle of Man for the purpose of work.

1. UK Skilled Worker (Health and Care) or Student visa - Foundation Programme Doctors

A migrant's UK Skilled Worker (Health and Care) or Student visa may be recognised as valid for the purposes of undertaking the Foundation Programme in the Isle of Man provided that the following is met:

(a) the migrant has been allocated a place on the Foundation Programme for postgraduate doctors at Nobles Hospital in the Isle of Man; and

(b) the migrant holds a valid UK Student or Skilled Worker (Health and Care) visa issued by the UK Home Office which is sponsored by NHS England North West and has been issued for the purposes of undertaking the Foundation Programme for postgraduate doctors; and

(c) the migrant is employed by Manx Care.

The migrant will need to provide evidence to the Office of Human Resources (OHR) a part of the Cabinet Office (a Department of the Isle of Man Government)of points (a), (b), and (c) above, including evidence of their valid UK visa.

On completion of the recruitment and visa checks, OHR will issue a letter confirming that the UK visa holder has satisfied these requirements.

It will confirm that, in accordance with this policy, the UK visa is recognised as valid in the Isle of Man, to undertake the Foundation Programme, and that the migrant is not required to obtain a separate Isle of Man visa.

For UK Student visas only

Manx Care must retain all documents listed these documents must be made available to Isle of Man Immigration Officers on request.

2. UK Skilled Worker (Health and Care) visa - Specialty Training Doctors

A migrant's UK Skilled Worker (Health and Care) visa may be recognised as valid for the purposes of undertaking a Specialty Training Programme post in the Isle of Man provided that the following is met:

(a) the migrant has been allocated a place on a Specialty Training Programme at Nobles Hospital in the Isle of Man; and

(c) the migrant holds a valid Skilled Worker (Health and Care) visa issued by the UK Home Office which is sponsored by the NHS England North West and has been issued for the purpose of undertaking a Specialty Training Programme; and

(c) the migrant is employed by NHS St Helen's and Knowsley.

The migrant will need to provide evidence to the OHR, a part of the Cabinet Office (a Department of the Isle of Man Government) of points (a), (b) and (c) above, including evidence of their valid UK visa.

On completion of the recruitment and visa checks, the OHR will issue a letter confirming that the UK visa holder satisfies these requirements. It will confirm that, in accordance with this policy, the UK visa is recognised as valid in the Isle of Man, to undertake the Specialty Training Programme and that the migrant is not required to obtain a separate Isle of Man visa.

3. UK Student visa – Medical Students

A migrant's UK Student visa may be recognised as valid for the purposes of undertaking a medical student work placement in the Isle of Man up to 3 months provided that the following is met:

(a) the migrant is currently studying at a medical school within the UK, and

(b) the migrant holds a valid UK Student visa issued by the UK Home Office which is sponsored by their academic provider and has been issued for the purposes of studying medicine;

The migrant will need to provide evidence to Manx Care of points (a), and (b) above, including evidence of their valid UK visa.

Part 3: Specific UK Work visas for Meat Hygiene Inspectors (MHI) or Official Veterinarian (OV).

Set out below are specific instances of employment or circumstances akin to employment that holders of UK Skilled Worker may carry out in the Isle of Man, without the need to apply for a separate Isle of Man visa (subject to any other domestic requirements e.g. work permits).

If the requirements set out below are not met in each instance, then the holder of that UK visa may not undertake that employment without applying for a separate Isle of Man visa.

This is an Immigration Recognition of **UK** Visas Policy. Visas issued by the Republic of Ireland are not recognised on the Isle of Man for the purpose of work.

1. UK Skilled Worker visa - Meat Hygiene Inspectors (MHIs) or Official Veterinarian (OV).

A migrant's UK Skilled Worker visa may be recognised as valid for the purpose of undertaking the role of Meat Hygiene Inspector (MHI) or Official Veterinarian (OV) for the Department of Environment, Food and Agriculture in the Isle of Man provided that the following is met:

(a) the migrant holds a valid Skilled Worker visa issued by the UK Home Office which is sponsored by Eville and Jones (E&J) and has been issued for the purposes of undertaking the role of Meat Hygiene Inspector (MHI) or Official Veterinarian (OV); and

(b) the migrant is employed by E&J to provide services on behalf of the Department of Environment, Food and Agriculture.

The migrant will need to provide evidence to Department of Environment, Food & Agriculture at the Isle of Man Government of points (a) and (b) above, including evidence of their valid UK visa.

On completion of the visa checks, the Department of Environment, Food and Agriculture will issue a letter confirming that the UK visa holder has satisfied these requirements.

The letter will confirm that, in accordance with this policy, the UK visa is recognised as valid in the Isle of Man, to undertake the role of Meat Hygiene Inspector (MHI) or Official Veterinarian (OV) on behalf of the Department of Food, Environment and Agriculture, and that the migrant is not required to obtain a separate Isle of Man visa. The letter must also include that working on the Isle of Man will mean the conditions attached to their UK visa are no longer being met, even if they are only temporarily on the Isle of Man, and this could cause issues/unattended consequences if or when they return to the UK.