

Table 2. A comparison of the Temporary Permission for Victims of Human Trafficking or Slavery, and a new UK Workplace Justice visa, modelled on international best practice

Criteria	Temporary Permission for Victims of Human Trafficking or Slavery (VTS)	Possible UK Workplace Justice visa (WJV)
What immigration status do applicants need to have to access the route?	Undocumented. According to the guidance , a person will not qualify for temporary permission to stay (VTS) solely because a Competent Authority has confirmed that they are a victim of modern slavery. They must meet certain eligibility and suitability requirements set out in Appendix: VTS, and not have permission to stay in the UK in another category, as per S65(1) of the Nationality and Borders Act 2022.	Any victim of labour exploitation should be eligible for the UK WJV. Individuals should be permitted to make an application up to and including 90 days after the expiry of their leave. Beyond this, applications should be open for consideration by the Home Office on a case-by-case basis.
Threshold	High. According to the guidance , the eligibility requirements for permission to stay (VTS) include supporting recovery from physical or psychological harm, supporting the victim to cooperate with a public authority, or to pursue compensation claims.	The UK WJV should be open to confirmed victims of labour exploitation, without additional requirements.
Competent authorities with the power to certify exploitation	Home Office. Currently, while a range of first responder organisations can make NRM referrals, caseworkers who decide whether the person was a victim of exploitation are part of the Home Office.	Labour enforcement agencies , unions and frontline labour rights organisations should be able to certify labour exploitation for the purpose of a UK WJV.
Application process	No application required. According to the guidance , for those in scope permission to stay will be automatically considered following a positive conclusive grounds decision.	Victims of exploitation should have the option to apply for a UK WJV themselves, or be referred for consideration by the bodies entrusted with certifying exploitation.
Application fee	No fee for an initial consideration of temporary permission (VTA).	No fee.
Application processing time	According to the latest available data, in 2024 conclusive grounds decision wait times were 630 days. We were unable to find data on processing times for the VTS, once a positive conclusive is obtained.	Competent authorities should be resourced at a level that enables them to certify exploitation as soon as possible. 8 weeks. WJV applications should then be processed within 8 weeks, the same expediency with which the Home Office processes Skilled Worker Visas .
Length of stay under route	Up to 30 months. The guidance advises caseworkers to determine duration of stay on a case by case basis, but it does not normally exceed 30 months .	The remainder of the worker's original visa or 30 months, whichever is longer.
Right to work under route	People with VTS status can work without restriction. However, given the long time needed to stay in the NRM before VTS status can be obtained, and the fact that NRM status does not offer the right to work, this carries a high risk of destitution and/or re-exploitation on the black market.	Unrestricted right to work.
Right to settlement under route	The Temporary Permission to Stay for Victims of Human Trafficking or Slavery is not a route to settlement .	Stay under the UK WJV should be considered as part of the qualifying period for settlement.