



Note No. A160/22

Protocol Directorate of the Foreign, Commonwealth & Development Office presents its compliments to all diplomatic missions and international organisations and, on behalf of UK Visas and Immigration (UKVI), has the honour to refer to the provisions relating to private servants in a diplomatic or consular household, or in the household of an employee of an international organisation.

The Directorate wishes to confirm, for clarity, that private servants employed in a diplomatic or consular household, or in the household of an employee of an international organisation, and paid for privately by the person employing them, are not exempt from UK immigration control and are therefore required to meet the provisions under the Temporary Work: International Agreement route.

[Temporary Work – International Agreement visa: Overview - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/temporary-work-international-agreement-visa)

The Directorate wishes to remind diplomatic missions, consular posts and international organisations that, under Article 41(1) of the Vienna Convention on Diplomatic Relations, Article 55(1) of the Vienna Convention on Consular Relations and the relevant provisions of an international organisation's headquarters agreement, it is the duty of all members of the mission, members of the consular post and members of an international organisation "to respect the laws and regulations of the receiving State". This applies to the terms and conditions of employment, including hours of work and pay, and treatment of all domestic staff. In particular, the Directorate wishes to draw attention to the requirement for private servants to provide on application written evidence of the terms and conditions of their employment in the United Kingdom which must confirm that they will be paid at least the National Living Wage, or the National Minimum Wage if they are 18-22 years old. The current hourly rates are published at [Minimum wage rates for 2022 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/national-minimum-wage-rates).

These rates are for the National Living Wage (for those aged 23 and over) and the National Minimum Wage (for those of at least school leaving age). The rates are reviewed annually.

	23 and over	21 to 22	18 to 20
April 2022	£9.50	£9.18	£6.83

The Directorate also wishes to advise that all payments to private servants sponsored under the Temporary Work - International Agreement route must be made into the private servant's bank account in the UK or overseas; payments cannot be made using cash. Pre-paid cards such as FOREX are acceptable, however a private servant's employer must be able to provide evidence that they have made payments. **Non-compliance with the terms of the sponsorship guidance and the duties set out therein could lead to the revocation by UKVI of the sponsorship licence.** Further information for persons coming to the UK as an overseas domestic worker is available online at:

[Overseas Domestic Worker applicant leaflet 2018 V2.1.pdf](#)
(publishing.service.gov.uk)

In addition, the Directorate wishes to advise that UKVI has a dedicated team to act as a Single Point of Contact for all missions and are happy to discuss compliance requirements and examples of non-compliance that come to light. Enquiries should be addressed to UKVI's Visa & Citizenship Stakeholder Engagement Team at: externalrelationsVSI@homeoffice.gov.uk.

Finally, diplomatic missions and international organisations are reminded of the requirement to notify the Directorate of the arrival and departure of all private servants, using Form 1.

Protocol Directorate of the Foreign and Commonwealth Office avails itself of this opportunity to express to all diplomatic missions and international organisations the assurances of its highest consideration.

FOREIGN, COMMONWEALTH & DEVELOPMENT OFFICE

LONDON SW1A 2AH

19 July 2022

