

OOP and trainees on Tier 2

OOP Situation	What visa will they be on whilst on OOP?	UK or outside the UK?	When returning, will the RLMT need to be satisfied?	Will they need to meet the 12 month cooling off period?	Notes
HEE will still be responsible for the trainees day to day activities (OOPT)	Tier 2	UK	N/A	N/A	Sponsorship will not be affected and they will continue to be sponsored by HEE
A UK Trust will be responsible for the trainees day to day activities (OOPE)	Tier 2	UK	RLMT exempt	No	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 will be RLMT exempt and will not need to meet the cooling off period as they are staying on Tier 2.
A UK Trust will be responsible for the trainees day to day activities (OOPE)	Another visa e.g. a dependant visa	UK	RLMT exempt	Yes	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 will be RLMT exempt but they will need to meet the cooling off period.
They are going to study for a Masters (OOPR)	Another visa e.g. a dependant visa	UK	RLMT exempt	Yes	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 will be RLMT exempt but they will need to meet the cooling off period.
They are going onto a career break (OOPC)	Will require another UK visa	UK	RLMT exempt	Yes	HEE will need to cancel sponsorship. When they return to training HEE will sponsor them again. They will be RLMT exempt but will need to meet the cooling off period.
They are going onto a career break (OOPC)	N/A	Outside the UK	RLMT exempt	Yes	HEE will need to cancel. When they return to training HEE will sponsor them again. They will be RLMT exempt but will need to meet the cooling off period.