Guidance for Private Hire Operators
Right to Work Checks from 1 October 2026

Changes to Right to Work Requirements
From 1 October 2026, the Home Office has extended the Right to Work Scheme so that it can apply to certain working arrangements beyond traditional employer-employee relationships.

What Does This Mean for Private Hire Operators?
Some operators may have responsibilities under the extended scheme even where drivers are self-employed. Whether the requirements apply depends on the contractual arrangements used.

Licensing Authority Checks Remain Unchanged
These changes do not replace the immigration checks carried out by licensing authorities when granting, renewing or extending licences.

What Should Operators Do?
Review Home Office guidance, assess business arrangements, update procedures where necessary and seek independent legal advice if required.

Further Information
https://www.gov.uk/government/publications/right-to-work-checks-employers-guide