



Requirement for HR Professionals to attach a Clearance Certificate from the Institute of Human Resource Management to Work Permit Applications

The Department of Immigration Services is in the process of implementing a directive, requiring work permit applications under the Human Resource field to be accompanied by a clearance certificate from the Institute of Human Resource Management.

With effect from 7 March 2019, the Department of Immigration Services is not accepting work permit applications for expatriates who intend to work in Kenya as Human Resource professionals unless the applications are accompanied by a clearance letter from the Institute of Human Resource Management.

This requirement does not replace the security clearance stage, which is part of the various immigration processes.

Our view

The above requirement is aimed at regulating the number of foreign nationals coming to work in Kenya as Human Resource professionals. This takes cognizance of the Kenyanization policy that aims at promoting the local workforce and ensuring that work permits are only issued to foreigners who have skills that cannot be sourced locally.

This requirement will affect all new applications initiated but not submitted for processing, as they will only be accepted for processing if they are accompanied by the clearance certificate from the Institute of Human Resource Management.

In our view, it is also likely that other professional bodies may lobby the immigration to impose similar provisions.

For any clarification on the matter, we are happy to assist. Please feel free to contact us.

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