



Home Office

# Skilled Worker visa





# Skilled Worker visa

The points-based system includes a route for skilled workers, both EU and non-EU citizens, who meet the following requirements:



## Job offer

From a Home Office approved sponsor



## Skill level

RQF3 (A-level and equivalent) and above



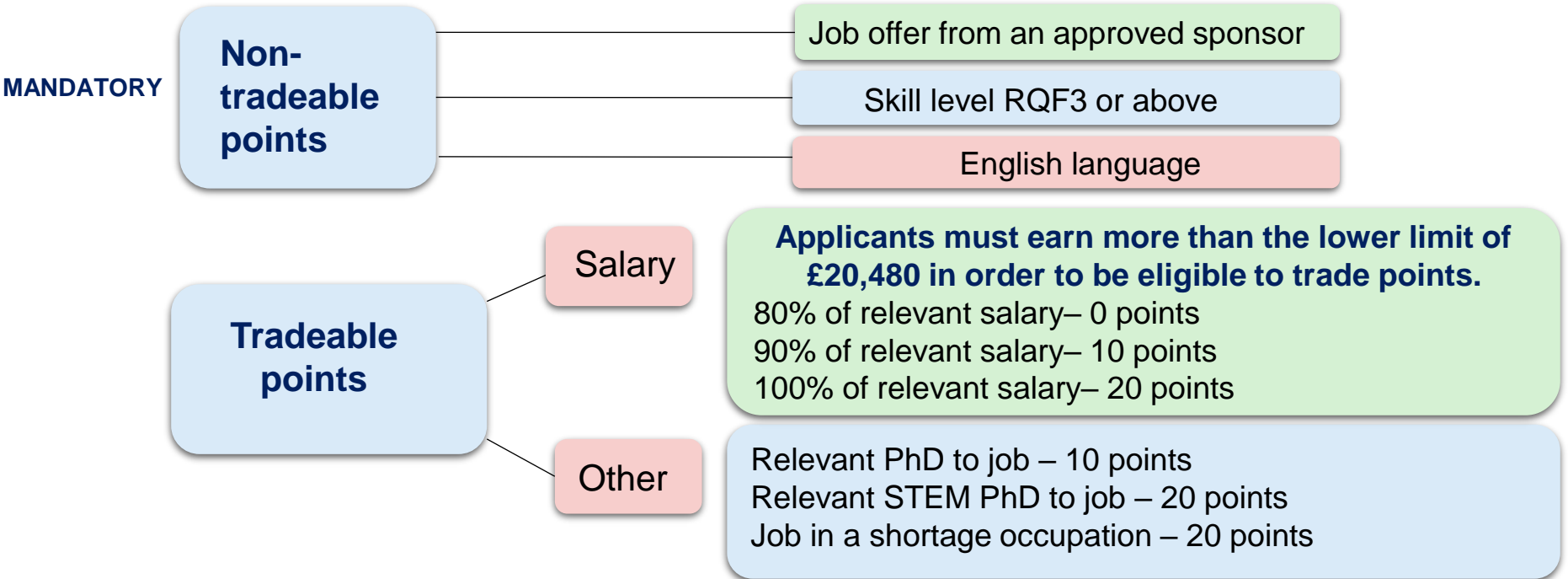
## English requirement

Speak English at the intermediate level at B1



# Skilled Worker visa

Every applicant must score at least **70 points** to be eligible for the skilled worker route. **50 of these points** must come from meeting the **mandatory** criteria below.



**For listed health and education jobs – including doctors – the remaining 20 points are gained where salary equals or exceeds the national pay scale and is at least £20,480 for other occupations the remaining 20 points can be made up by trading points in one entry from each of the two categories above**



## Skilled Worker route: Nurse (band 5)

Ava wants to come to the UK to work and has been offered a **job as a qualified nurse (band 5) for a salary of £24,907**. She meets all the mandatory requirements under the points-based immigration system.

Ava must now score a further 20 points to be eligible for the Skilled Worker route. Her salary is below the general threshold of £25,600 but, as **nurses are a listed health job**, and Ava's salary meets the **national pay scale in England** (and is above £20,480), and she scores 20 points for her salary, meeting the total requirement of 70 points.

Public Sector occupations will use national pay scales to determine the going rate. They will not have access to tradeable points.

	Characteristic	Points	Total
Mandatory	Offer of a job by an approved sponsor	20	50
	Job at an appropriate skill level	20	
	English language skills at level B1 (intermediate)	10	
Tradeable	Listed health/education job and meets the relevant national pay scale	20	20
<b>Total</b>			<b>70</b>



## Skilled Worker route: Senior Care Assistant

Talia wants to come to the UK to work and has been offered a **job as a senior care assistant on £10.20 per hour**. She meets all the mandatory requirements under the points-based immigration system, scoring 50 points.

Her pay per hour is above the going rate of £8.33 per hour for the occupation, but for a 40-hour working week would mean Talia's salary is £21,216. This is below the **general salary threshold of £25,600**. This would mean Talia does not score any points for her salary.

However, because a senior care assistant is a **shortage occupation job**, Talia scores the extra 20 points and is eligible for a skilled worker visa.

	Characteristic	Points	Total
<b>Mandatory</b>	Offer of a job by an approved sponsor	20	50
	Job at an appropriate skill level	20	
	English language skills at level B1 (intermediate)	10	
<b>Tradeable</b>	Salary at least 80% of the going rate	0	20
	Job in a shortage occupation (as designated by the MAC)	20	
<b>Total</b>		70	



## Skilled Worker route: General Manager

Tommy wants to come to the UK to work and has been offered **a job as a general manager for a salary of £26,300**. He meets all the mandatory criteria under the Points-Based System, scoring 50 points.

Tommy's salary is higher than the £25,600 general salary threshold; and it is above **the £22,700 going rate for general managers**, so he **scores 20 points** for his salary.

General managers are not listed as a shortage occupation, so Tommy does not score any points for his occupation.

	Characteristic	Points	Total
<b>Mandatory</b>	Offer of a job by an approved sponsor	20	50
	Job at an appropriate skill level	20	
	English language skills at level B1 (intermediate)	10	
<b>Tradeable</b>	Salary at least the going rate for the profession	20	20
	Job in a shortage occupation (as designated by the MAC)	0	
<b>Total</b>			70



# Health and Care Worker visa

A **Health and Care Worker visa** allows medical professionals to come to or stay in the UK to do an eligible job with the NHS, an NHS supplier or in adult social care.

To qualify for a Health and Care Worker visa, you must:

- Be a qualified doctor, nurse, health professional or adult social care professional
- Work in an eligible health or social care job
- Work for a UK employer that's been approved by the Home Office
- Have a 'certificate of sponsorship' from your employer with information about the role you've been offered in the UK
- Be paid a minimum salary - how much depends on the type of work you do

**Your visa can last for up to 5 years before you need to extend it.**

**You can apply to extend your visa as many times as you like as long as you still meet the eligibility requirements.**



# Becoming a licensed sponsor

## 1. Check your organisation is eligible

- Check the people you want to hire are eligible to come to the UK under the new **points-based immigration system**
- Ensure you are able to provide the **necessary supporting documents** for your sponsor licence application, e.g. details of your organisation and intended jobs you wish to fill
- To get a licence, you cannot have unspent criminal convictions for immigration offences or certain other crimes, such as fraud or money laundering

## 2. Ensure your organisation can manage its licence

- You need to appoint people within your organisation to manage the sponsorship process when you apply
- They will be responsible for ensuring your organisation remains compliant within the requirements of the licence
- You will need to **keep record of your staff that you sponsor** for reporting to UKVI (UK Visas and Immigration)

## 3. Apply - allow 8 weeks

1. **Apply online and pay the fee**
  2. The fee is dependent on the type of licence(s) you are applying for and the type and size of your organisation. It will either be £536 or £1,476
  3. Send your supporting documents to UKVI
  4. Confirm how many staff you plan to recruit through the sponsorship system for the current financial year
  5. Each staff member sponsored costs £21 or £199, in addition to the usual visa application fees
- ✓ If successful, your licence will be valid for 4 years

## 4. Sponsor a worker - 15 days\*

1. Once you have selected a candidate, they must make a **visa application** to work in the UK
  2. You must first endorse your prospective employee's visa through your sponsor licence account by requesting then issuing an electronic 'certificate of sponsorship'
  3. Pay the Immigration Skills Charge. This is £1,000 for the first year of work in the UK plus £500 for each additional 6 months, or £364 and £182 respectively for small businesses or charities
  4. The employee must then submit a visa application under the same category as your licence
- ✓ If the prospective employee's visa application is granted, they may travel to the UK and start working





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# Other Routes





## Those who don't meet skills and salary thresholds

The UK Points-Based Immigration System **does not include a route for those who do not meet skills and salary thresholds.**



Focus on UK resident labour market



Greater flexibility for employers with changes to salary and skills thresholds



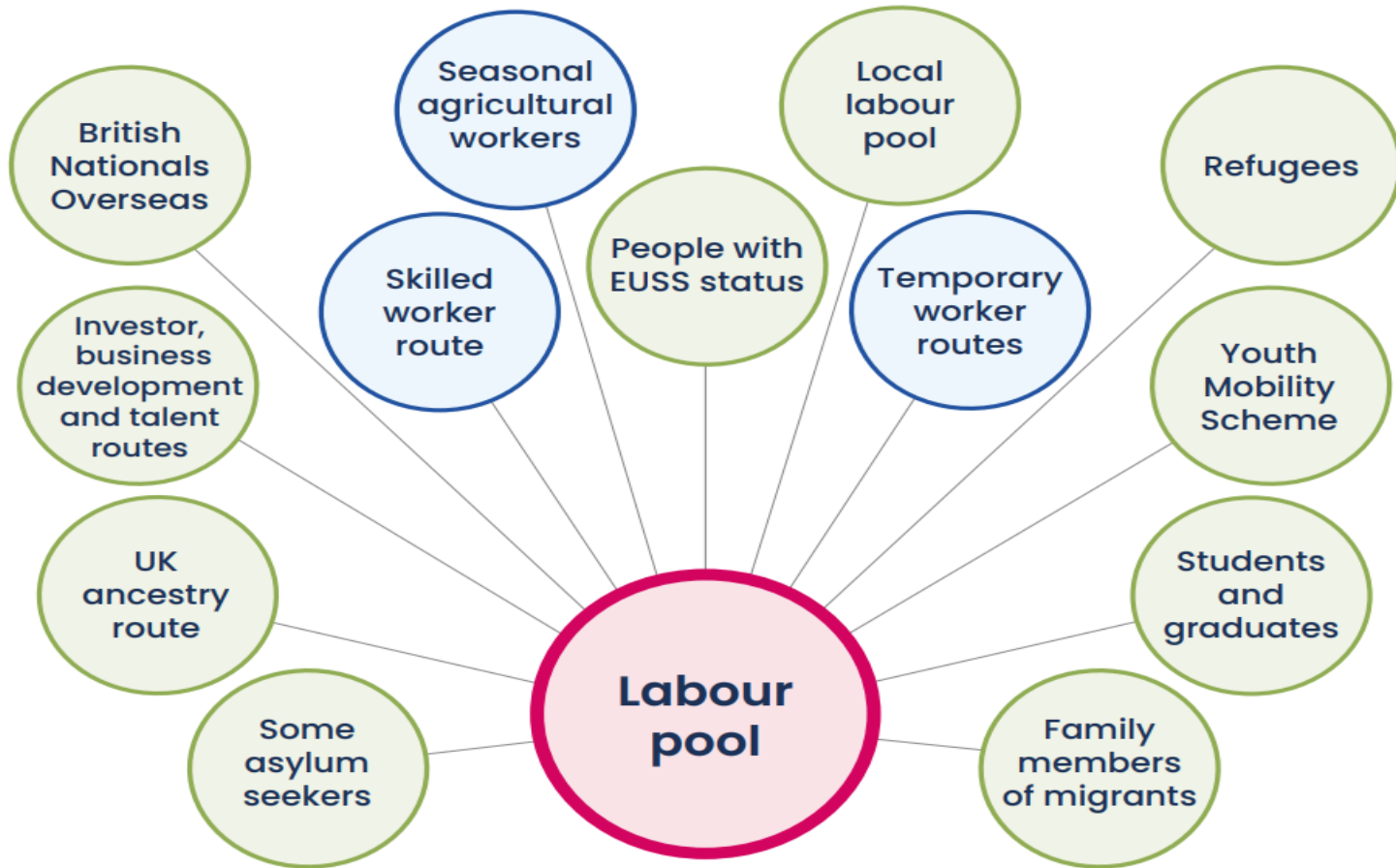
Over 6.2 million EU nationals have already applied to stay in the UK



Seasonal workers pilot provides employers in the agricultural sector with further flexibility



● Un-sponsored      ● Employer sponsored





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# EU Settlement Scheme





# EUSS Pending Applications

Individuals who submitted an application to the EUSS by the **deadline of 30<sup>th</sup> June 2021** have their existing rights protected until the application is decided.

In-time application to the EUSS can evidence their rights with their **Certificate of Application**



A Certificate of Application is accessible to view online, through the [view and prove your immigration status service](#).



Landlords and employers can also use the Home Office view and prove service to confirm protected rights for an individual.





# EU Settlement Scheme late applications

Where an individual has reasonable grounds for missing the EUSS application deadline, they will be given a further opportunity to apply. Examples include:

- where a parent, guardian or local authority has failed to apply on behalf of a child,
- where a person lacks the physical or mental capacity to apply,
- where a person was prevented from applying because they were a victim of modern slavery or of domestic violence or abuse.

A person does not need to be vulnerable to make a late application. For example, a person may have been unaware of the requirement to apply or they may have failed to make an application by that deadline because they had no internet access, had limited computer literacy or limited English language skills or had been living overseas.

**EEA and Swiss citizens and their family members who apply late to the EU Settlement Scheme (EUSS) will have their rights protected**

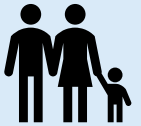


# Joining Family Members

In line with the Citizens' Rights Agreements, from 31 December 2020 existing close family members of someone from the EEA or Switzerland can apply to the EUSS, provided the relationship existed by 31 December 2020 and still exists at the date of application.



'Close family members' means a spouse or civil partner, durable partner, dependent parent (including grandparent or great-grandparent) or child, including one born or adopted after 31 December 2020 and including grand-child or great-grandchild. Close family members may be from an EU or EEA member state or Switzerland or from anywhere else in the world.



Their EEA or Swiss family member must have started living in the UK by 31 December 2020 and have been granted status under the scheme.



Joining family members can apply from outside the UK if they are entitled to or they should apply for a Family Permit to come to the UK and apply within 90 days of arriving in the UK, unless they have reasonable grounds for applying late.





# Support Available

- Support is available **online, by email and over the phone** to help people apply.
- Our **Settlement Resolution Centre (SRC)** provides assistance to applicants with questions about the scheme or who need help applying.
- Over £21.5 million awarded to **72 voluntary and community** sector organisations across the UK to help reach vulnerable or at-risk EU citizens and their family members, with the current network or organisations funded until 31 March 2022.
- Additional support is available for those who do not have the appropriate access, skills or confidence to apply online through [Assisted Digital](#), which can offer assistance over the telephone.

**1,500** EUSS casework staff

**250** Resolution centre staff

**72** Grant funded community groups

**300** Assisted digital locations

**80** Document scanning locations





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# Right to Work checks





# Right to Work Checks

On 1 July 2021, the process for completing Right to Work checks on EU, EEA, and Swiss citizens changed. Employers are no longer able to accept EU passports or ID cards as valid proof of right-to-work, except for Irish citizens.

An **online Right to Work check** is required for individuals who only hold digital proof of their immigration status in the UK. This includes most EU, EEA, and Swiss citizens.

To check the person's Right to Work details, you will need to:

- access the service '[View a job applicant's right to work details](#)' via GOV.UK,
- enter the 'share code' provided to you by the individual, and
- enter their date of birth

**Updated guidance on how to conduct a Right to Work check from 1 July 2021 and lists of acceptable documents can be found on [GOV.UK](#).**



# Right to Work Checks

## How to check Right to Work

- Check that the photograph is of the individual presenting themselves for work.
- Check they have the right to work and are not subject to a condition.
- You must retain evidence of the online right to work check.

**GOV.UK** View a job applicant's right to work


**BETA** This is a new service - your [feedback](#) will help us to improve it.


### Right to work

**Erika Mustermann**

They have permission to work in the UK from 28 March 2021. They can work in the UK until 28 April 2023.

**Details**  
They can work in any job.



Rotate 

**If you employ this person**  
To avoid a [penalty](#), you must:

- check this looks like the person you meet face to face
- keep a secure copy of this online check (either electronically or in hard copy), for the duration of the employment and for 2 years after
- do this check again when their permission to be in the UK expires on 28 April 2023

Read the [employers' code of practice](#) to find out more about right to work checks.

Details of check		
<b>Company name</b> Acme Ltd	<b>Date of check</b> 8 January 2018	<b>Reference number</b> WE-JRKMKG-12

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