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Hiring from outside the UK?

Check the new requirements

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UK right to work checks

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Applicant's guide to applying for a UK Skilled Worker visa

- 1. Check you need a UK visa**
 - Before you apply, first check if you need a visa.
 - You must have a job offer from an approved UK employer. Before you apply for a Skilled Worker visa, approved employers are also known as sponsors.
 - If your employer is not currently approved, they can apply for a sponsor licence if they're eligible.
 - Irish citizens do not require a visa.
- 2. Check your Skilled Worker visa eligibility**
 - To check if you and your job are eligible for a Skilled Worker visa, use the online tool.
 - To apply for a Skilled Worker visa, you must have a certificate of sponsorship from your employer.
 - You must prove you can speak, read, write and understand English to a specific level.
 - You'll usually need to be paid at least £25,000 per year, £30.96 per hour, or the going rate for your job, whichever is highest.
- 3. Apply**
 - You must apply for your visa online within 3 months of getting your certificate of sponsorship.
 - You'll need to prove your identity and provide documents to show your eligibility. How you do this depends on where you're from and what type of passport you have.
 - You'll either go to an appointment at a visa application centre or use the UK immigration ID Check smartphone app. You'll find this out when you start your application.
 - Once you've applied online, you'll usually get a decision within 3 weeks if you're outside the UK and within 8 weeks if you're inside the UK.
- 4. Costs**
 - When you apply for a Skilled Worker visa, you or your employer will need to have enough money to:
 1. Pay the application fee - the standard fee ranges from £80 to £400 depending on your circumstances. You'll pay a lower application fee if your job is on the shortage occupation list.
 2. Pay the immigration surcharge - this is usually £624 per year.
 3. Support yourself when you arrive in the UK - you'll usually need to have at least £1,270 available (unless you're exempt).
 - Your partner and children can also apply and will also need to pay costs.
 - You'll be told how much you need to pay when you apply.

HM Government

The UK's points-based immigration system

An introduction for employers

UK points-based immigration system: Employer Partner Pack





Thank you for using the February 2022 edition of our Employer Partner pack.

The UK points-based immigration system prioritises skills and talent over where a person comes from. The system provides flexible arrangements for UK employers to recruit skilled workers from around the world through a number of different immigration routes.

Anyone coming to the UK to work will need to apply for permission in advance except Irish citizens or EU citizens eligible for status under the EU Settlement Scheme.

You must be a licensed sponsor to hire most eligible employees from outside the UK. This does not apply to Irish citizens.

To support you in providing essential guidance about the points-based system to employers and your stakeholders, we have developed a suite of digital and print assets with information to help employers prepare.

This pack outlines our key messages and provides communication products for use on channels including social media, email updates and e-newsletters. Please do feel free to share this pack and the assets among your wider partners.

Your help and support in communicating this essential guidance is much appreciated. We hope this pack makes it as easy as possible to share updates with your audience and stakeholders through your range of digital channels.

If you have any questions or feedback, please contact us at:
PBISEmployerComms@homeoffice.gov.uk

Key messages

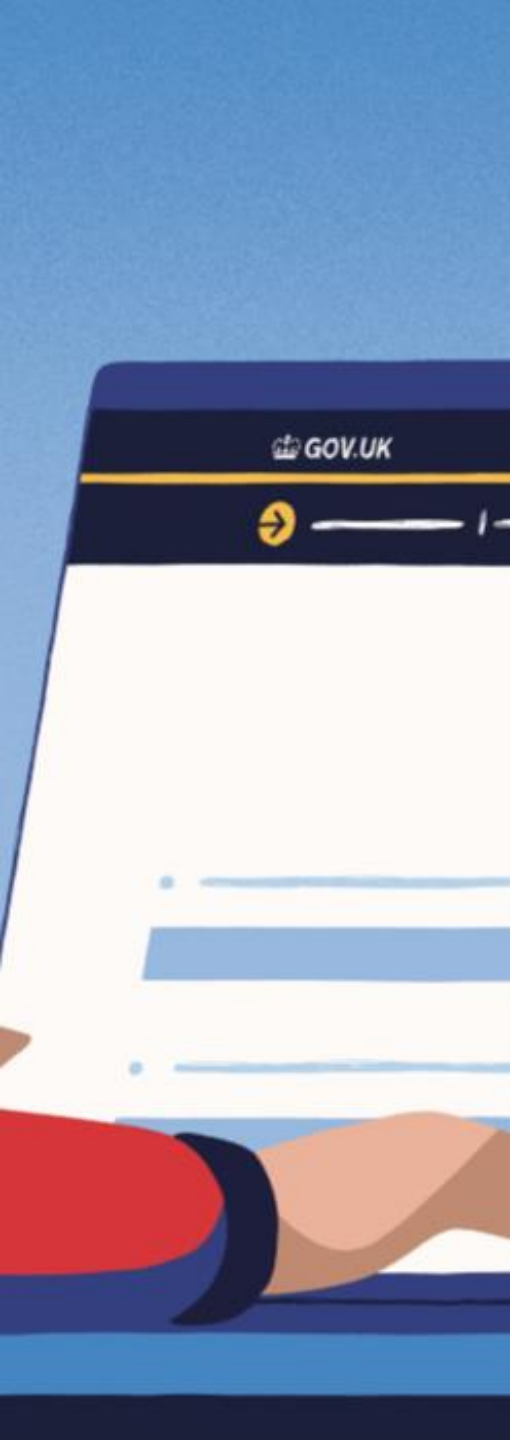
- You must be a licensed sponsor to hire most eligible employees from outside the UK. This does not apply to Irish citizens.
- The points-based immigration system provides flexible arrangements for employers to recruit skilled workers from around the world through a number of different immigration routes.
- Anyone coming to the UK for work must meet a specific set of salary, language and skills thresholds.
- Some immigration routes, such as Global Talent, are 'unsponsored'. You don't need a licence to hire employees with an unsponsored visa.
- As of 1 July 2021, employers are no longer be able to accept EU, EEA or Swiss passports or ID cards as valid proof of right-to-work, except for Irish citizens.
- From 6 April 2022, employers will be able to use certified digital identity service providers to carry out right to work checks on their behalf.



Contents

What's in this pack:

- Employer's guide
- Applicant's guide to the Skilled Worker route
- Right to work checks video
- Social videos
- Social statics



The UK's points-based immigration system: An introduction for employers

Guidance on the points-based immigration system for employers.

Please share this guide with employers in your network for detailed information on the sponsorship process, eligibility requirements and fees.



[The UK's points-based immigration system: an introduction for employers \(accessible version\)](#)



[The UK's points-based immigration system: an introduction for employers](#)



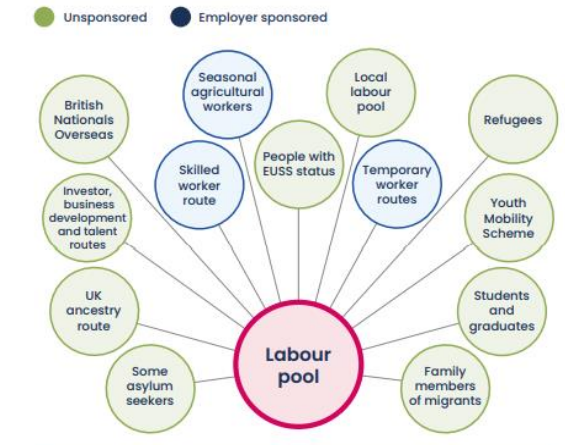
The UK's points-based immigration system: an introduction for employers

Under the points-based immigration system, with the exception of Irish citizens, anyone coming to the UK for work must meet a specific set of requirements for which they will score points. Visas are then awarded to those who gain enough points.

This system provides flexible arrangements for UK employers to recruit skilled workers from around the world through a number of different immigration routes.

You will need a sponsor licence to hire most eligible employees from outside the UK. Before applying to be a sponsor you should check that the jobs you want to hire people for will meet the requirements for sponsoring work visas.

This guide provides an overview of the points-based immigration system and sets out the steps employers should take to adapt their business.



Home Office

The UK's points-based immigration system: Applicant's guide to applying for a UK Skilled Worker visa

1. Check you need a UK visa

- Before you apply, first check if you need a visa and what type you need.
- You must have a job offer from an approved UK employer before you apply for a Skilled Worker visa. Approved employers are also known as 'sponsors'.
- If your employer is not currently approved, they can apply for a sponsor licence if they're eligible.
- Irish citizens do not require a visa.

2. Check your Skilled Worker visa eligibility

Use this online tool to check your Skilled Worker visa eligibility.

- To apply for a Skilled Worker visa, you must have a 'certificate of sponsorship' from your employer.
- To find out if your job is eligible, ask your employer for your 4-digit occupation code. When you have your code, view the table of eligible jobs to see if it's included.
- You must prove you can speak, read, write and understand English to a specific level.
- You'll usually need to be paid at least £25,600 per year, £10.10 per hour, or the going rate for your job, whichever is highest.

3. Apply

- You must apply for your visa online within 3 months of getting your certificate of sponsorship.
- You'll need to prove your identity and provide documents to show your eligibility. How you do this depends on where you're from and what type of passport you have.
- You'll either go to an appointment at a visa application centre or use the 'UK Immigration ID Check' smartphone app. You'll find this out when you start your application.
- Once you've applied online, provided your identity and provided your documents, you'll usually get a decision within 3 weeks if you're outside the UK and within 8 weeks if you're inside the UK.

4. Costs

- When you apply for a Skilled Worker visa, you'll need to have enough money to:
 - Pay the application fee - the standard fee ranges from £90 to £400 depending on your circumstances. You'll pay a lower application fee if your job is on the shortage occupation list.
 - Pay the healthcare surcharge - this is usually £624 per year. Support yourself when you arrive in the UK - you'll usually need to have at least £1,270 available (unless you're exempt).
- Your partner and children can also apply and will also need to pay costs.
- You'll be told how much you need to pay when you apply.

Overview of the Skilled Worker visa application process for applicants and employers.

Please use this guide to provide both applicants and employers with an overview of the Skilled Worker visa requirements and application process.

This can be downloaded [here](#).



The UK's points-based immigration system: Right to work checks video

A right to work checks video has been developed to assist employers in carrying out right to work checks.

Please use this asset when communicating on right to work with your members on social media, via e-newsletters or HTML platforms.

VIDEO POST COPY: To assist you in carrying out right to work checks, watch [this step-by-step video](#).

The video file can also be downloaded [here](#).

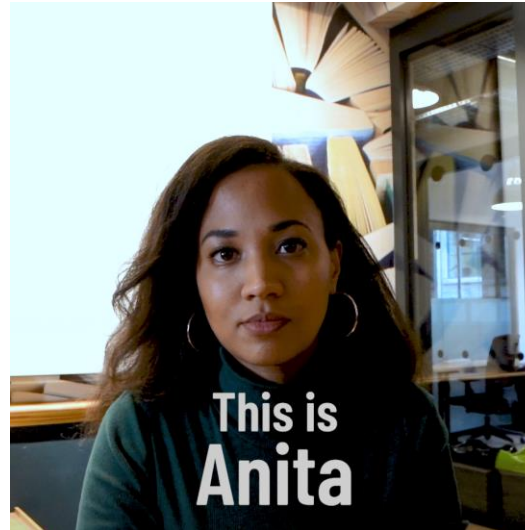


The UK's points-based immigration system: Social videos

A series of videos featuring individuals that have brought their skills to the UK using the points-based immigration system.

Please feel free to share these videos via social media channels.

The videos can be downloaded [here](#) or retweeted on Twitter [here for Anita](#) and [here for Sojan](#).



Home Office

The UK's points-based immigration system: Social statics: LinkedIn

A new suite of digital assets to support you in communicating about the points-based immigration system.

Please use these assets when communicating to your members on LinkedIn, via e-newsletters or HTML platforms.

These can be downloaded [here](#).

