



HM Government

The UK's Points-Based Immigration System



Purpose

This presentation is part of Government's communications with stakeholders ahead of the **UK's new points-based immigration system** which will **begin operating from January 2021**.

During this period Government will:

- **Update** stakeholders, providing clear and accessible information to support the initial transition to the **new immigration system in January 2021**.
- **Listen** to the views, ideas and priorities of a range of stakeholders on any **longer term policy decisions** to take effect in **2022 and beyond**.

Jan 2021 – Policy Summary



Ending free movement



Implementing a points-based system



EU and non-EU treated equally



Delivering for the whole of the UK



Ongoing engagement and communications

Delivery proposition for January 2021 and beyond

	1 January 2021	In the longer term
Skilled workers 	<ul style="list-style-type: none"> • A functioning points-based system open to EU and non-EU • Some tradeable points • Simplified rules • NHS visa 	<ul style="list-style-type: none"> • Streamlined sponsorship from 2022 • In light of experience we will be ready to expand tradeable points in the employer-led system- in 2022
Highly skilled workers 	<ul style="list-style-type: none"> • Global Talent, Start-up and Innovator routes open to EU on the same basis as non-EU. 	<ul style="list-style-type: none"> • Introducing a Canadian style unsponsored route within the points-based system for a small number of those with the greatest talent without a job.
Students 	<ul style="list-style-type: none"> • Open to EU citizens on the same basis as for non-EU • Some simplification of routes 	<ul style="list-style-type: none"> • Two year graduate route opened in summer 2021 • Available to all students who graduate at or after that date
Other	<ul style="list-style-type: none"> • As now range of other routes available, including for sports people and creative workers. • Open to both EU and non-EU workers 	<ul style="list-style-type: none"> • Routes to be kept under review and adapted according to need.

Skilled workers

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

Job offer from Home Office approved sponsor

Skill level
RQF3 (A-level and equivalent)

Relevant salary threshold

Speak English

Criminality threshold

Salary thresholds

- The higher of £25,600 per year (general salary threshold) **or** the specific 'going rate' for the job.
- Tradeable characteristics for those earning at least £20,480.
- Salary threshold for new entrants 30% lower than for experienced workers in any occupation
- Small number of occupations where the salary thresholds will be based on published pay scales.



Skilled workers - points

Applicants will score points for characteristics set out in the table below:

Characteristics		Tradeable Points	
Offer of job by approved sponsor		No	20
Job at appropriate skill level		No	20
Speaks English at required level		No	10
General Threshold	'Going Rate'		
Salary of £20,480 (minimum) – £23,039	20% lower than 'Going Rate'	Yes	0
Salary of £23,040 – £25,599	10% lower than 'Going Rate'	Yes	10
Salary of £25,600 or above	The 'Going Rate'	Yes	20
Job in a shortage occupation (as designated by the MAC)		Yes	20
Education qualification: PhD in subject relevant to the job		Yes	10
Education qualification: PhD in a STEM subject relevant to the job		Yes	20

Skilled workers will need to score 70 points to be eligible to apply

Skilled workers –case study 1 – salary threshold

Graphic Designer General Salary Threshold

Graphic Designer earning £23,000		
Salary threshold: £25,600		
Characteristic		Points
Job offer	✓	20
RQF 3 or above	✓	20
English language	✓	10
Salary	✓	0
Shortage (Currently)	✓	20
Education Qualification: Relevant PHD	✗	0
Education Qualification: STEM PHD	✗	0
Total		70

The **general salary threshold of £25,600 applies to graphic designers** as it is higher than the 'Going Rate' for the profession.

This graphic designer's salary falls below 10% lower than the general threshold, meaning they **do not score any points for salary**.

But it is above the minimum of £20,480 which means they can qualify for tradeable points, if applicable. As graphic designers are **currently on the shortage occupation list (SOL)** they therefore get **20 tradeable points**. The Home Secretary has commissioned the Migration Advisory Committee to review the SOL.

Along with the **50 points** from the non-tradeable characteristics this brings them to **70 points**.

They qualify for the visa.



Skilled workers – case study 2 – salary threshold

Research and Development Manager ‘Going Rate’ Salary Threshold

Research and Development Manager earning £29,600		
Salary threshold: £37,000		
Characteristic		Points
Job offer	✓	20
RQF 3 or above	✓	20
English language	✓	10
Salary	✓	0
Shortage (Currently)	✗	0
Education Qualification: Relevant PHD	✗	0
Education Qualification: STEM PHD	✓	20
Total		70

The **general salary threshold of £25,600 does not apply** to R & D managers as it is **lower than the current ‘Going Rate’** of £37,000 for the profession.

This R & D manager’s salary falls below 10% lower than the ‘Going Rate’, meaning they **do not score any points for salary**.

But it meets the minimum of £29,600 which is 20% lower than the going rate. This means they can qualify for tradeable points, if applicable. As the applicant has a **relevant STEM PHD for the job** they can get **20 tradeable points**.

Along with the **50 points** from the non-tradeable characteristics this brings them to **70 points**. **They qualify for the visa.**

Highly skilled workers

From January 2021:

- We will extend the current **Global Talent route** to EU citizens on the same basis as non-EU.
- The most highly skilled, **who can achieve the required level of points, will be able to enter** the UK without a job offer if they are endorsed by a Home Office recognised endorsing body.
- The Global Talent route has recently been expanded to be more accessible to those with backgrounds in STEM.

Longer Term:

- We will create a new **broader unsponsored route**. This would allow a small number of the most highly skilled workers to come to the UK without a job offer. We will explore this with stakeholders in the coming year.



Ending free movement

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



Shift away from a reliance on cheap labour from Europe



Greater flexibility for employers with changes to salary and skills thresholds



Over 3.2 million EU nationals have already applied to stay in the UK
An estimated 170,000 non-EU citizens in lower-skilled occupations



The youth mobility scheme and dependants of workers in other routes will provide employers with further flexibility.



Students

From January 2021:

- **No limit on the number of international students who can come to the UK to study.** The Government has an ambition to increase the number of international students in higher education to 600,000 by 2030.
- **Students will be covered by the points-based system.** If they can demonstrate that they have an offer from an approved education institution, speak English and are able to support themselves during their studies, then they will have the requisite number of points.

Longer term:

- **A new Graduate route** will allow international students to stay in the UK for two years once they have successfully completed studies. This will be introduced from the summer of 2021 and is open to students who have studied at degree level or above at a UK Higher Education Provider (HEP) with a Track Record.



Other routes

- **There are a range of other immigration routes** including for business mobility, innovators, ministers of religion, charity workers, sports people and to support the arts. The broad approach will be to open existing routes that already apply to non-EU citizens to EU citizens. More detail will be announced in due course.
- We have **expanded the Seasonal Workers Scheme Pilot for 2021**, quadrupling the number of spaces to 10,000.
- **We will continue our generous visitor provisions which will allow entry for EU and non EU for up to 6 months**, but with simplified rules and guidance.

EU Settlement Scheme



EU citizens living in the UK by 31 December 2020 are eligible to apply to the EU Settlement Scheme and have until 30 June 2021 to make an application.



During that period employers, landlords and public service providers will continue to accept the passports and national identity cards of EU citizens as evidence of permission.

Visa Process from January 2021



People coming for the purpose of work or study, other than some short-term business visitors and short-term students, will need to obtain a visa for which they will pay a fee.



There will be a streamlined process for employers sponsoring skilled applicants.



Most EU citizens will be issued with an e- visa which will confirm their right to be in the UK and will have access to an online checking service demonstrating their immigration status.



Non- EU citizens will, for the time being, continue to be provided with physical evidence of their status.

Employing a worker - sponsorship

From January 2021



A streamlined, faster process with no Resident Labour Market Test and no monthly panel to apply for Certificates of Sponsorship.



Employers need to apply to be a sponsor if they want to recruit workers from outside the resident labour market.

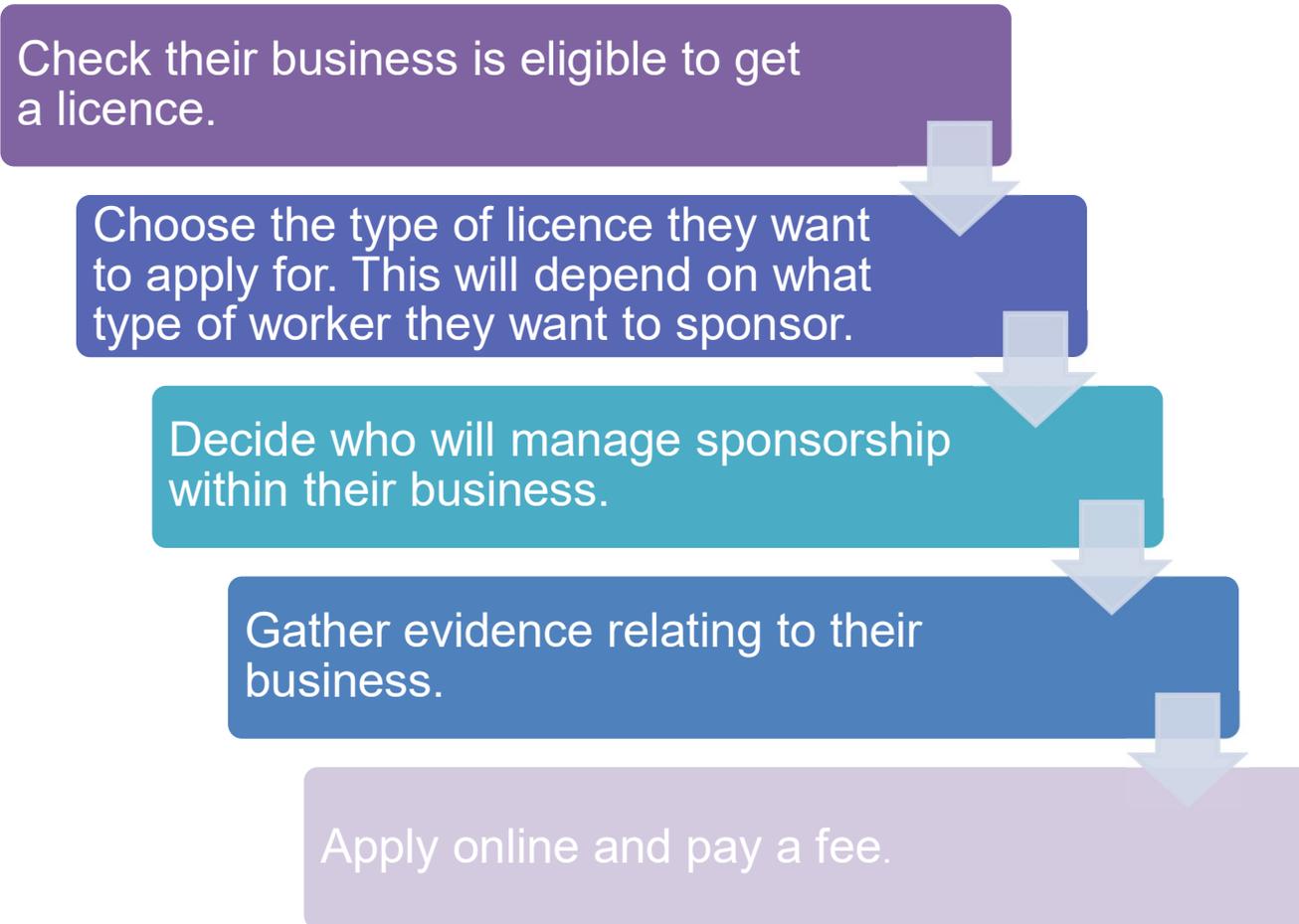


Employers do not need to be a sponsor to employ someone from the resident labour market with an existing right to work in the UK. This includes EU citizens with settled or pre-settled status.

There will be longer term reforms to the design and user interface of the sponsorship process in 2022, which we will test with stakeholders.

Employing a worker – applying to be a sponsor

Employers can search ‘UK visa sponsorship’ on GOV.UK where they can:

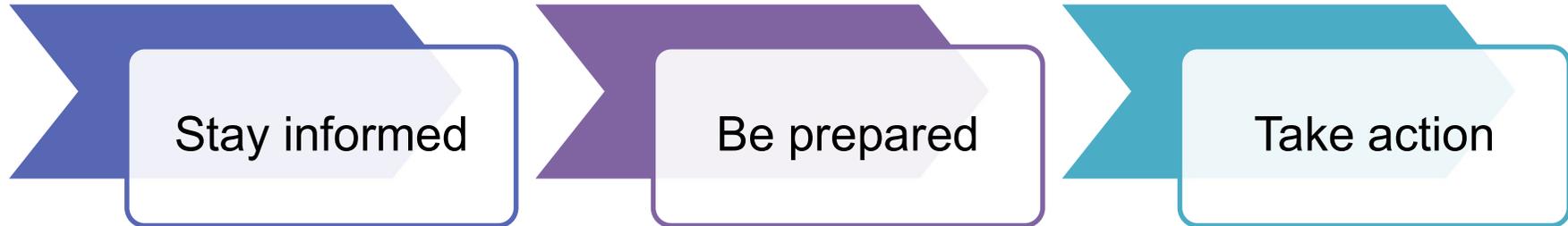


Next steps

Immigration bill

Communication
& engagement

Engagement and comms



There will be a comprehensive programme of engagement and comms in the UK and internationally.

Different audiences will need to take action at different times:

-  **Employers** can already take action by applying to become a registered sponsor.
-  **EEA citizens overseas** will be apply to start applying for visas to come to the UK in 2021 from the autumn.

