

GHERSON_{LLP}

CORPORATE IMMIGRATION

SKILLED WORKER ROUTE

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ABOUT US

Consistently recognised as a leader in UK corporate immigration, our team of experts are adept at providing custom immigration strategies and support that help Human Resource departments hire, and retain, the best talent required for their individual growth needs.

Working closely with businesses and organisations to understand their requirements and future plans, we help our clients navigate the complex UK immigration system and mitigate any risks imposed by the ever-changing immigration rules and associated guidance.



SKILLED WORKER ROUTE

The majority of UK jobs that qualify for international hiring fall under the Skilled Worker route, which offers a quick and flexible way to tap into the world's talent pool.

A component of the skilled worker route is the health and care visa. If a person has a job offer from the NHS or adult social care sector and is employed in an eligible health occupation, they may be able to move to the UK to work. This visa provides an expedited, cost-effective entry route to the UK.

THE SKILLED WORKER ROUTE REQUIRES ANYONE YOU WISH TO HIRE FROM OUTSIDE THE UK TO PROVE THAT:



They have a legitimate job offer from a sponsor recognized by the Home Office



The job offer is at the required skill level, RQF 3 or higher (A Level and equivalent), and it is on the Home Office list of eligible occupations



They are capable of speaking English at the necessary level.

SALARY THRESHOLDS

The position you are offering must meet the minimum salary threshold in order for you to submit an application through the skilled worker route. This is the higher of either:

- ✓ the general salary ceiling of £38,700, alternatively
- ✓ the 'going rate' for the job

If the position is in a field where there is a shortage of workers, if the worker is new to the workforce, or if their PhD is relevant to the position, they may receive a lower salary.








DURATION OF STAY

Before needing to be renewed, a skilled worker visa can be valid for up to five years. When a skilled worker's visa expires or if they switch jobs or employers, they must apply to extend or update it. As long as the applicant continues to be eligible, this visa may be extended as often as is required.

Holders of skilled worker visas may be eligible to apply for indefinite leave to remain (also known as "ILR") after five years in the country. Individuals with ILR are free to stay in the UK as long as they want to work, study, and apply for benefits if they qualify.



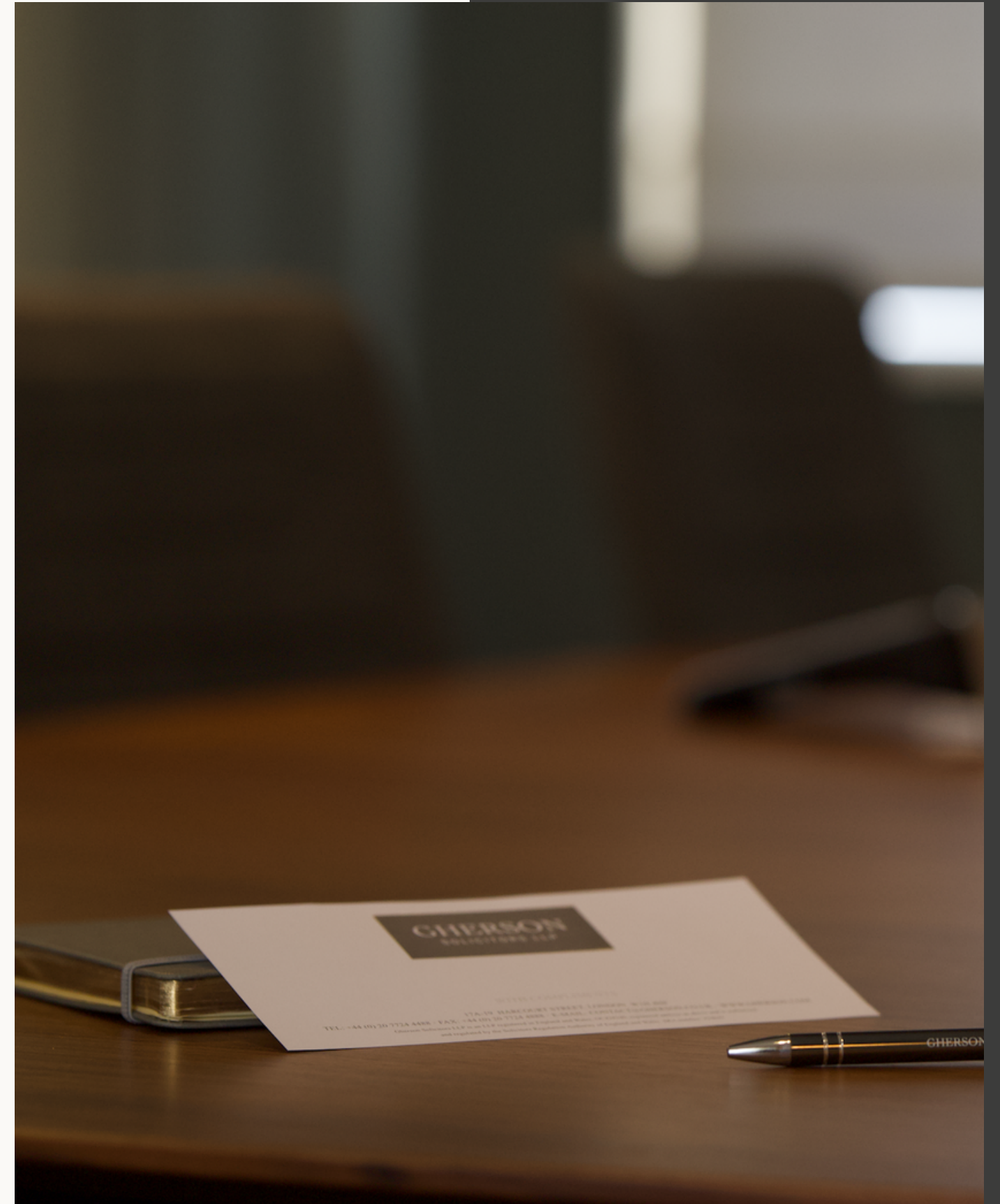
USEFUL INFORMATION AND TIPS

-  Irish nationals can live and work in the UK without a visa. Additionally, EU citizens who already have an immigration visa that enables them to work in the UK are not eligible for the skilled worker route.
-  You must first apply for a Defined Certificate of Sponsorship through your Sponsor Management System account if the person you wish to sponsor will be requesting entry clearance from outside the UK.
-  Under this route, qualifications are not necessary to demonstrate skills because the Home Office is more concerned with the level of expertise required for the position the applicant will hold.
-  After five years of continuous residence in the UK, skilled workers are eligible to apply to settle in the UK with their family (spouse and children).
-  Employers who sponsor workers ensure that the position they are trying to fill is a "genuine vacancy" and that it satisfies the criteria for the Skilled Worker route.
-  As long as the salary is at least £30,960 annually, new entrants are allowed to enter the UK on a salary that is 30% less than the industry standard.
-  Calculations of the minimum salary required may differ depending on the age and qualifications of the candidate.

HOW GHERSON CAN ASSIST

Gherson's corporate immigration team advises national and international corporates on Sponsor Licenses, Skilled Worker Licences, and Temporary Workers applications. Alongside visa applications, the team also advises businesses on right to work checks, and provides human resources strategy and support as and when required.

If you have any questions, please do not hesitate to contact us for advice, send us an e-mail, or, alternatively, follow us on Twitter, Facebook, Instagram, or LinkedIn to stay-up-to-date.



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