

# Immigration Webinar

9 December 2020

## **PRESENTER:**

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# Today we will discuss...

- 1**    **The EU Settlement Scheme**
- 2**    **The new immigration system – 1 December 2020**
- 3**    **Introduction of the Skilled Worker visa**
- 4**    **Migration Advisory Committee (MAC)**
- 5**    **Right to work checks**
- 6**    **Frontier workers**
- 7**    **Why obtain a sponsor licence with the Home Office?**



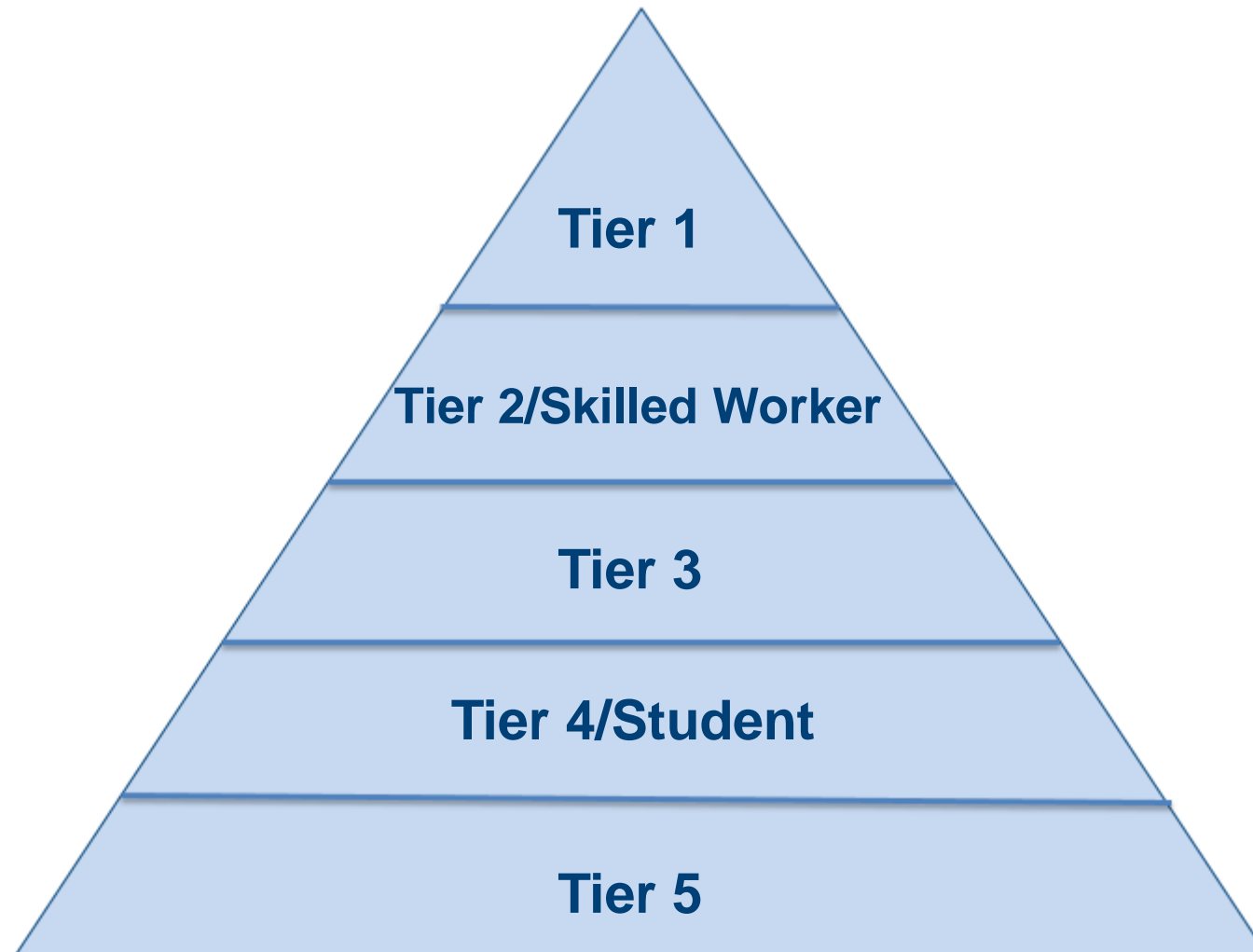
# From 11pm on 31 December 2020 – End of Freedom of Movement

- Freedom of movement for EU nationals to the UK/NI will come to an end on the above date
- EU nationals **not already living in the UK/NI** will require a Skilled Worker visa from 1 January 2021
- In other words EU nationals will be treated exactly the same as non-EU nationals requiring a Skilled Worker visa under the new immigration system
- To facilitate the obtaining of a Skilled Worker visa for any EU or non-EU national a business must first obtain a sponsor licence with the Home Office



# Tiers 1-5

Points Based System



# New Immigration System – 1 December 2020

## Qualifications and Skills Requirements

- From 1 December 2020 the skills and qualifications level will be reduced
- Salary threshold reduced
- A number of roles will fall within the Shortage Occupation List (SOL) lowering the threshold required further

## Typical Roles

- IT professionals (all roles)
- Engineers (all roles)
- Sales and Marketing Managers
- Accountants and Finance professionals
- Plumbers
- Electricians
- Bricklayers
- Bakers
- Welders
- Mechanics



# Skilled Worker Visa

What are the changes and requirements?

- EU and non-EU nationals treated the same and will require a Skilled Worker visa if not living in the UK/NI by 1 January 2021
- All organisations will need to obtain a sponsor licence with the Home Office to hire and recruit EU or non-EU nationals from 1 January 2021
- Usually must be paid at least £25,600
- Visa can be extended within the UK as many times as required



# Migration Advisory Committee (MAC)

- The Migration Advisory Committee (MAC) is an independent, non-statutory, non-time limited, non-departmental public body that advises the government on migration issues.
- The MAC has a UK wide remit and works across government, providing transparent, independent and evidence-based advice.

## We are analysing your feedback

Visit this page again soon to download the outcome to this public feedback.

## Summary

We want to hear organisations' views on the roles that are being filled by migrant workers, the salaries they are paid and implications of potential changes.

This consultation ran from  
**10 April 2020 to 11:45pm on 24 June 2020**

# Migration Advisory Committee (MAC)

## Examples of roles MAC have proposed to the Home Office to meet the eligibility for a Skilled Worker visa under the Shortage Occupation List

- 3131 IT operations technicians
- 3543 Marketing associate professionals
- 4161 Office managers
- 1221 Hotel and accommodation managers and proprietors
- 1254 Shopkeepers and proprietors – wholesale and retail
- 3443 Fitness instructors
- 3542 Business sales executives
- 3562 Human resources and industrial relations officers
- 4214 Company secretaries
- 4215 Personal assistants and other secretaries
- 5231 Vehicle technicians, mechanics and electricians
- 5313 Roofers, roof tilers and slaters
- 5314 Plumbers and heating and ventilating engineers
- 5319 Construction and building trades
- 7130 Sales supervisors
- 5215 Welding trades
- 5312 Bricklayers and masons





# Right to work checks during Covid

- Right to work checks have been temporarily adjusted due to coronavirus (COVID-19). This is to make it easier for employers.
- As of 30 March 2020 the following temporary changes have been made:
  - Checks can now be carried out over video calls
  - Job applicants and existing workers can send scanned documents or a photo of documents for checks using email or a mobile app, rather than sending originals



# Frontier Workers living in ROI but working in NI

## What changes will be happening for frontier workers?

- We now know that a new visa will be available at the beginning of next year, one aimed at cross-border or “*frontier*” workers
- Frontier workers are people who work in one country but live primarily in another. A frontier worker by nationality is an EU, European Economic Area (EEA) or Swiss citizen who is either employed or self-employed in the UK/NI but living elsewhere
- Irish citizens do not need to do anything to continue working in the UK/NI from 1 January 2021 but can apply for a frontier worker permit if they wish

# Recap of the changes to the Immigration system

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What changes will be happening to the current system from 1 December 2020?

- Freedom of movement for EU nationals is ending on 1 January 2021
- Employers will need to obtain a sponsor licence with the Home Office to hire both EU and non-EU nationals who will require a Skilled Worker visa
- A reduction in the skill level for a Skilled Worker visa
- The salary figure required to hire a Skilled Worker will be reduced to £25,600 per annum



# Why should we obtain a sponsor licence?

The benefits of having a Sponsor Licence with the Home Office



- ✓ From 1 January 2021 EU workers will be treated exactly the same as non-EU workers under the Points Based System and will require a Skilled Worker visa
- ✓ Reduction of the skills/qualifications required for a Skilled Worker visa opening up many new roles for the first time
- ✓ Over 32,000+ companies in the UK already have a licence with the Home Office to sponsor highly skilled migrants
- ✓ With Brexit, UK employers are expected to look increasingly beyond the UK and Europe to meet recruitment needs and plug domestic skills shortages
- ✓ Impart skills to current local workers especially within the likes of IT and engineering
- ✓ The salary level for many experienced roles is lower than a local similar worker

# Finally, how should we react to the changes?

## Obtain a Sponsor Licence with the Home Office at the soonest opportunity

- We recommend organisations to apply for a Sponsor Licence from the earliest opportunity with the Home Office due to the surge in applications being made
- We have assisted organisations of all sectors in obtaining the licence. Processing is around 2-3 months for the licence to be granted
- Licence will be granted for 4 years and extendable in 4 year segments
- Once granted will allow your business from 1 January 2021 to recruit from both Europe and outside the EU for a diverse range of roles
- Many “*lower skilled*” roles will now be eligible for a visa under the new system
- Home Office fees for the licence:
  - Small/medium organisation - **£536**
  - Large organisation - **£1,476**



# THANK YOU

Questions?

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We offer an initial free 30-minute consultation to any businesses that may require advice in this area.



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