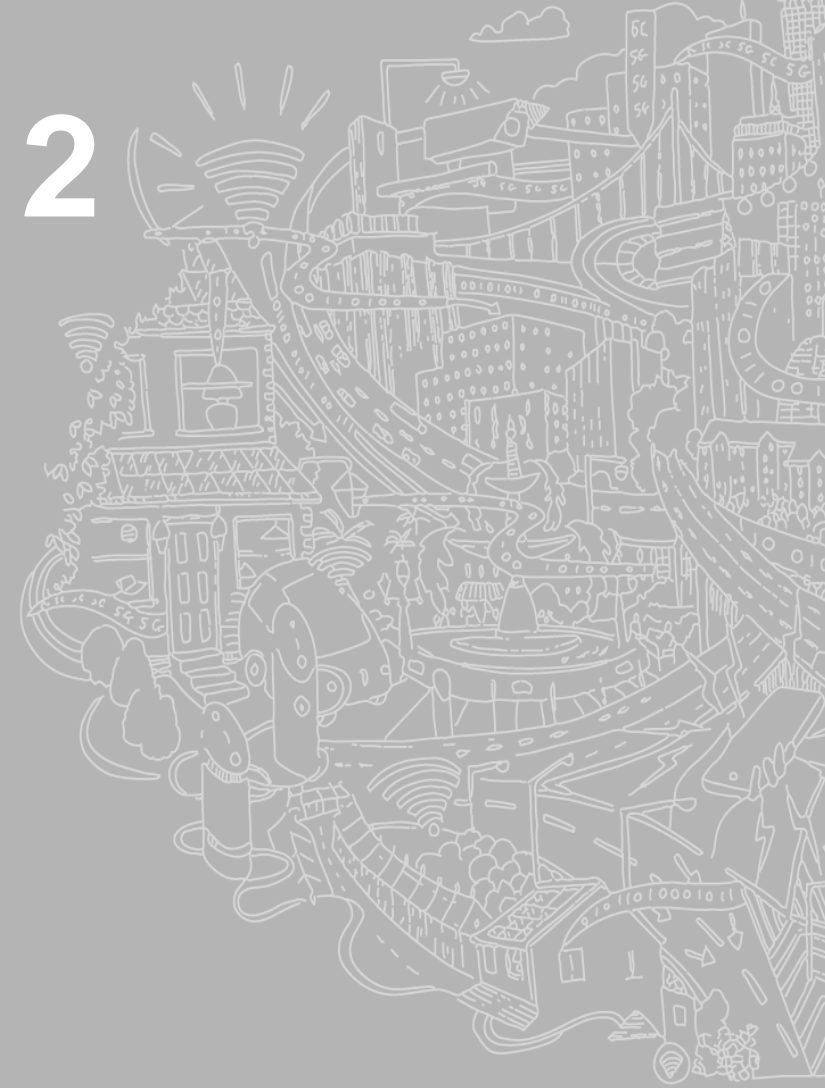


BEYOND BREXIT: PART 2

SESSION A: THE UK'S NEW IMMIGRATION
SYSTEM FROM 1 JANUARY 2021

HOW CAN WE PREPARE FOR THESE
SIGNIFICANT CHANGES?

Sarah Harrop and Robert Phillips



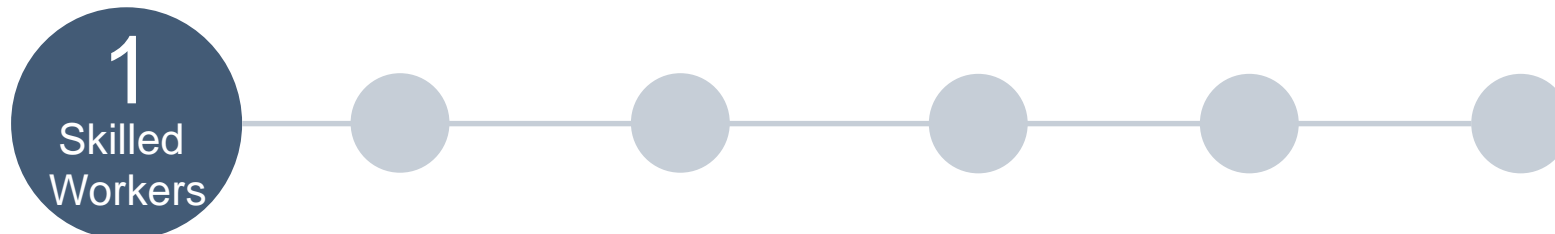
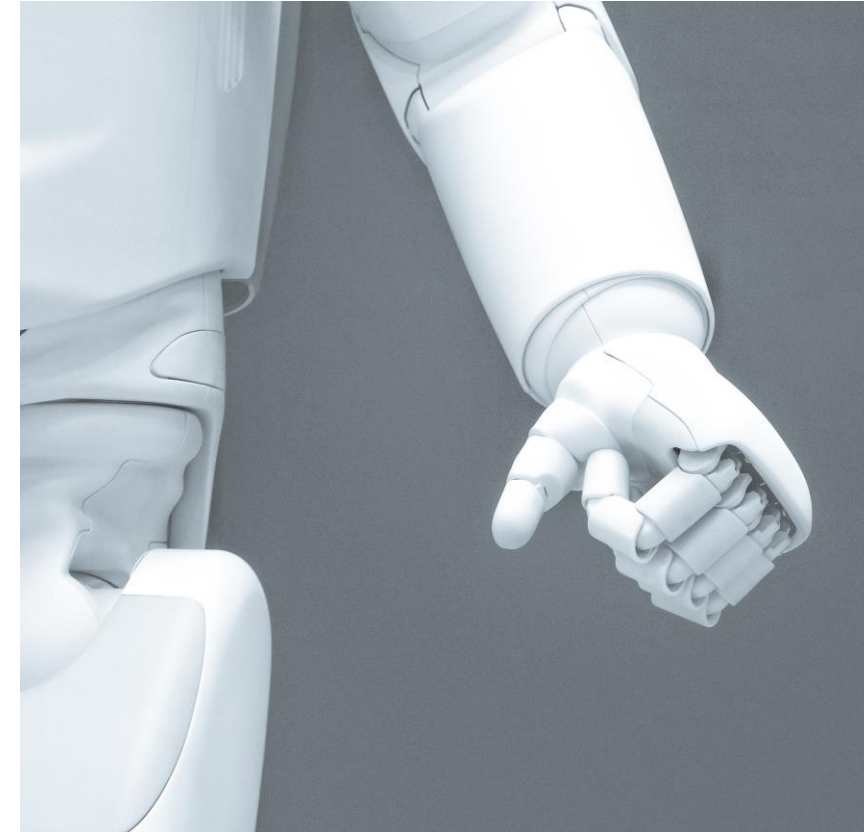
WHAT WE WILL COVER



SKILLED WORKER

Policy changes we expected:

- Removal of Resident Labour Market Test
- Ending of Cooling-off Period & 6 year max. stay
- Relaxation of Switching rules
- Suspension of the annual cap
- Reduction in the skills threshold (to school leaver level)
- Reduction in minimum general salary: 20 points
 - Introduction of “Tradeable Points”
- 50 points: sponsorship & valid CoS; Skill; English Language



TRADEABLE POINTS

A

Salary Threshold: higher of £25,600 or role's going rate (Table 1)

B

Listed relevant PhD: higher of £23,040 or 90% of role's going rate

C

STEM PhD: higher of £20,480 or 80% of role's going rate

D

Shortage Occupation: higher of £20,480 or 80% of role's going rate

E

New Entrants: higher of £20,480 or 70% of role's going rate

F

Health / Education: higher of £20,480 or 80% of role's going rate

1

Skilled
Workers

SKILLED WORKER

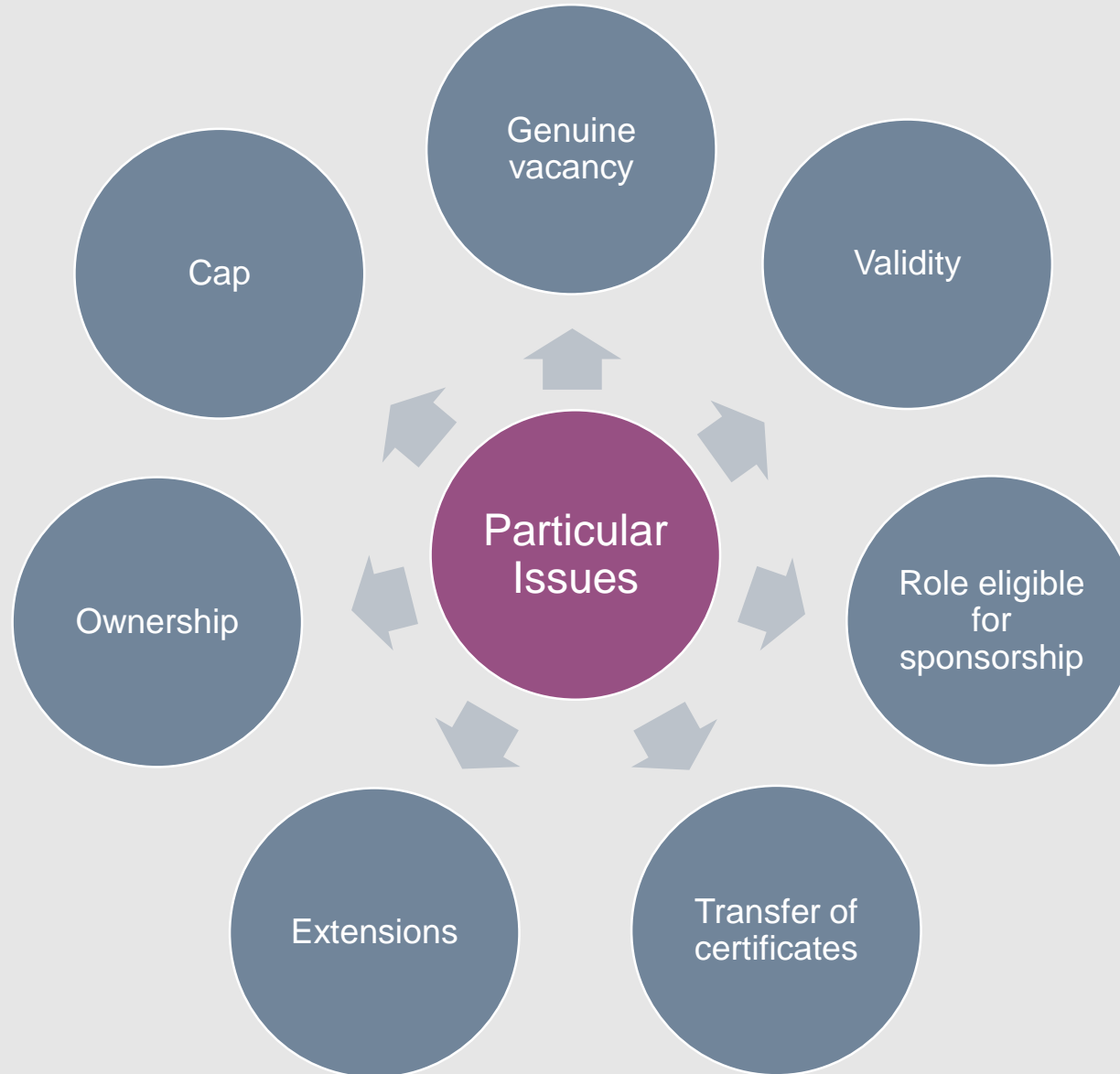
New changes which were not included in the previous announcements:

- Validity requirements
- Sponsorship and skill level requirements
- Salary only (no allowances)
- English language and financial requirements
- Grant of leave

1

Skilled
Workers

SKILLED WORKERS



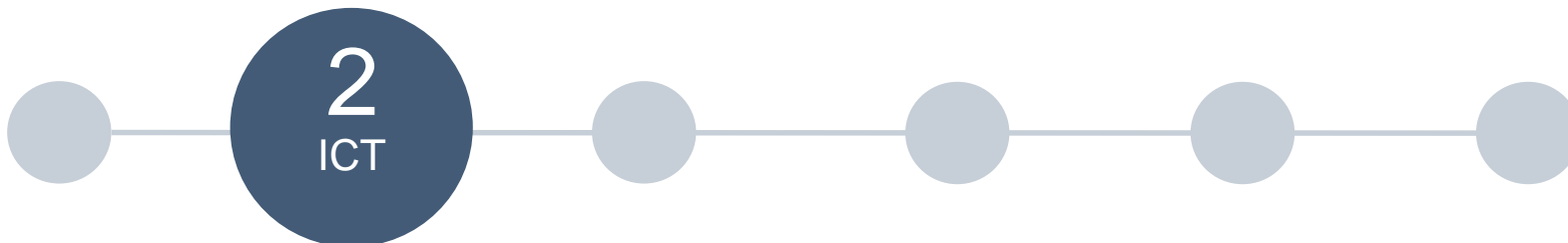
INTRA COMPANY TRANSFERS

Re-branding / re-labelling of 2 existing routes:

- Intra-Company Transfer route
- Intra-Company Transfer Graduate Trainee route

Main changes:

- Change to “cooling-off period”
- High earner threshold: £73,900 (down from £120k)
- Much more flexible switching provisions



FRONTIER WORKERS

- What is a Frontier Worker?
- Frontier Worker Permit (for existing Frontier Workers only)
 - Free of charge
 - But not available yet
- New Frontier Workers (from 1 Jan 2021) must apply for visa under new immigration system
- Workers on offshore installations in UKCS?

SPONSORSHIP DUTIES

RECORD-KEEPING

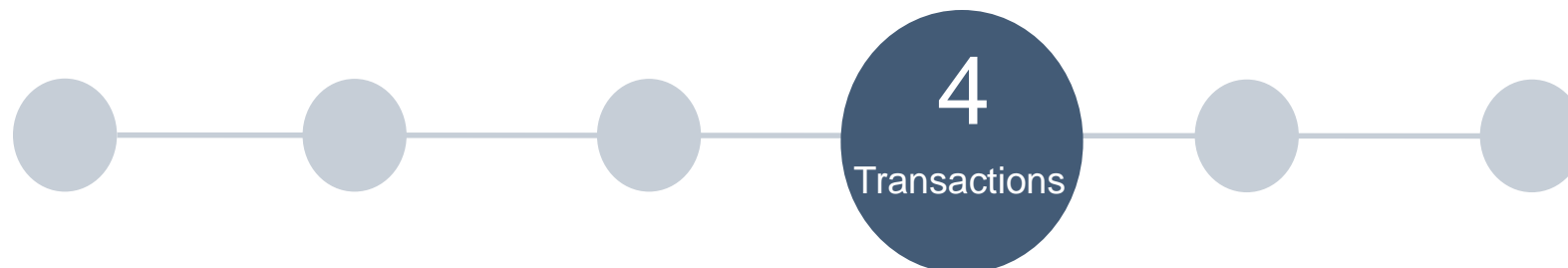
REPORTING

COMPLIANCE

CO-OPERATION



CORPORATE TRANSACTIONS: ISSUE SPOTTING



EU NATIONALS

EU
SETTLEMENT
SCHEME

TRANSFER
EMPLOYEES
BEFORE 31
DECEMBER
2020

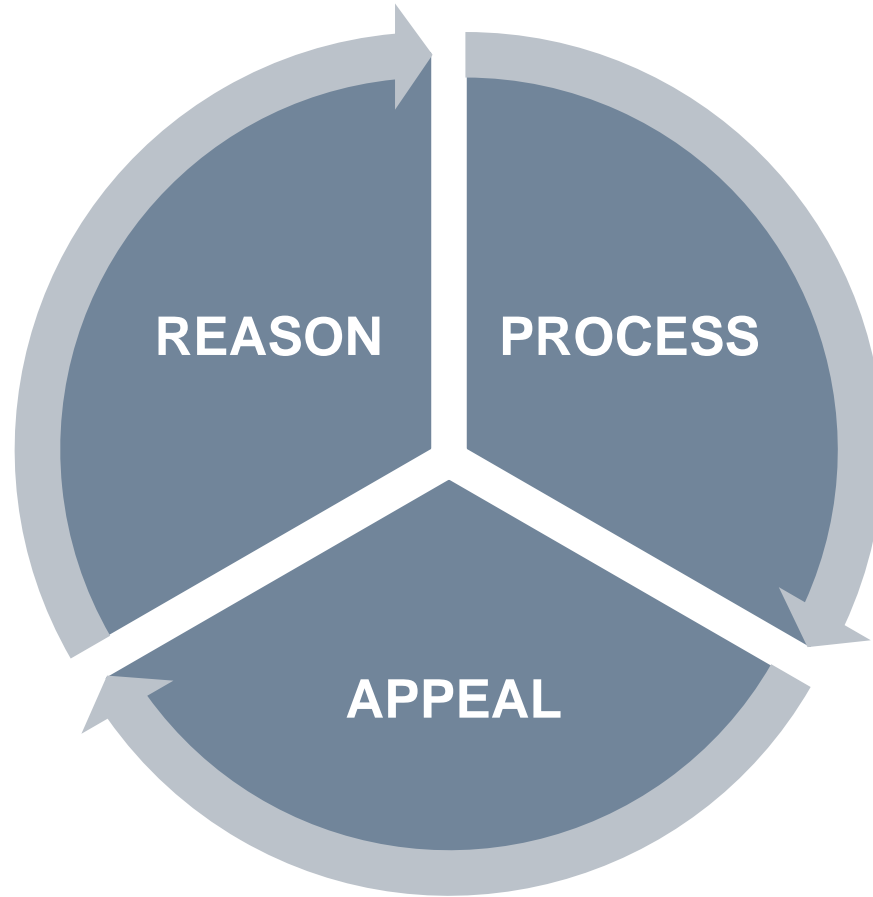
RIGHT TO
WORK
CHECKS

VISITORS

5
EU



TERMINATION OF EMPLOYMENT



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