## **EMPLOYING A WORKER** FROM OUTSIDE THE UK **April 2024 EU Settled Points-Based Skilled Worker Status Immigration System** Visa Do you have a Are you looking to The worker is applying for a Settled workers, NO sponsor licence? employ a worker **Skilled Worker visa** sponsor licence before from outside the UK? for the job 20 points to three months YES Is the job at the required skilled UK and Build UK 0 level (RQF 3 or above) and on Stage 1: NO You will need to provide the the eligible occupations list YES 50 points worker with a certificate of required from for a Skilled Worker visa? sponsorship which includes the three tests 20 points the date they are due to start YES NO Is the worker an Does the worker EU or EEA national? You can't employ the speak the required NO worker for the job on standard of English? a Skilled Worker visa 10 points You will need to pay the immigration skills charge YES (if applicable) 0 YES Does the job score **20 points** from the following list: Salary equals or exceeds £38,700 and 20 going rate PhD in relevant subject and salary equals or 8 Once the worker has applied 20 Has the worker got exceeds £34.830 and 90% of going rate NO online and provided the Stage 2: **EU Settled or** necessary information, they will PhD in relevant STEM subject and salary 20 points Pre-Settled Status? usually get a decision on their equals or exceeds £30,960 and 80% of 20 required from going rate visa within: the list • 3 weeks, if based outside the UK On Immigration Salary List and salary 20 • 8 weeks, if based inside the UK equals or exceeds £30,960 and going rate 0 Applicant is a **new entrant** and salary YES equals or exceeds £30,960 and 70% of 20 going rate Once the worker has YES monitor the received a Skilled Worker visa, they can start the job You can employ the You can employ the worker worker for the job but they (subject to you providing (subject to conducting the the necessary contractual will need to obtain a correct right to work checks) documentation) Skilled Worker visa

## This flowchart is regularly reviewed

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