FROM OUTSIDE THE UK August 2025 **EU Settled Points-Based Immigration Skilled Worker Status** Visa **System** 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 on the eligible occupations list and either: **3** UK and Build UK 0 Stage 1: · Higher Skilled, or NO You will need to provide the YES 50 points · Medium Skilled and on the worker with a certificate of **Immigration Salary List** or required sponsorship which includes **Temporary Shortage List?** the date they are due to start 20 points YES NO Is the worker an 8 EU or EEA national? Does the worker You can't employ the NO speak the required worker for the job on standard of English? a Skilled Worker visa You will need to pay the 10 points immigration skills charge **✓** YES (if applicable) 0 YES Does the job meet one of the following salary thresholds: Salary equals or exceeds £41,700 and going rate 8 Once the worker has applied PhD in relevant subject and salary equals Has the worker got NO online and provided the or exceeds £37,500 and 90% of going rate **EU Settled or** necessary information, they will Stage 2: Pre-Settled Status? PhD in relevant STEM subject and salary equals usually get a decision on their 20 points or exceeds £33,400 and 80% of going rate visa within: required • 3 weeks, if based outside the UK On Immigration Salary List and salary equals • 8 weeks, if based inside the UK or exceeds £33,400 0 Applicant is a **new entrant** and salary equals or exceeds £33,400 and 70% of going rate YES 20 points 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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EMPLOYING A WORKER

