EMPLOYING A WORKER FROM OUTSIDE THE UK October 2023 **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 published **guidance** Is the job at the required skilled level (RQF 3 or above) and on 0 Stage 1: NO You will need to provide the the eligible occupations list 50 points YES worker with a certificate of for a Skilled Worker visa? required from sponsorship which includes the three tests 20 points the date they are due to start work YES NO Is the worker an Does the worker 8 You can't employ the EU or EEA national? speak the required NO 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 Does the job score 20 points YES from the following list: Salary £23,580 - £26,199 10 Once the worker has applied Salary £26.200 or above 8 online and provided the Has the worker got if the going rate is higher Stage 2: NO necessary information, they will NO **EU Settled or** 20 points On shortage occupations list 20 usually get a decision on their Pre-Settled Status? required from visa within: 10 PhD in relevant subject the list • 3 weeks, if based outside the UK PhD in STEM subject 20 • 8 weeks, if based inside the UK Applicant is a **new entrant** 0 Note: The minimum salary YES for a job must be £20,960 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 (subject to you providing worker for the job but (subject to conducting the they will need to obtain a the necessary contractual correct right to work checks) documentation) Skilled Worker visa

This flowchart is regularly reviewed

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