

UK Immigration Changes 2021 Summary Guidance (Free download)

Topic	Effective Month	UK Law Changes to Immigration
1.0 points-based immigration system	January	All EEA nationals arriving in the UK will need to comply with the same visa requirements as other non-UK nationals.
	January	Employers will need to determine how the system will affect their recruitment plans moving forward and whether they will need to apply for a home office sponsor license.
	January	Under a points-based immigration system anyone coming to the UK for work must meet a specific set of requirements for which they will score points. Visas are awarded to those who gain enough points (70 points). Under the new skilled worker system, anyone coming to the UK to work will need to demonstrate that: <ul style="list-style-type: none"> they have a job offer from a Home Office licensed sponsor. the job offer is at the required skill level – RQF 3 or above (A Level and equivalent) and meets the applicable minimum salary threshold, which is currently set at £25,600 per annum or the specific salary requirement for their occupation known as the “going rate”. they speak English to the required standard.
	Ends June	Employers should encourage their existing EEA employees to apply for settled or pre-settled status, if they have not already done, they have until the 30 th June 2021 to apply for it. As a transition measure, employers can continue to accept the passports and national identity cards of EU citizens as evidence of their right to work up until 30 June 2021.
	January	Employers will need to adopt right to work rules and checks during this period.
2.0 Global Talent Route	January	The current Global Talent route will open to EU citizens on the same basis as non-EU citizens. This means the most highly skilled, who can achieve the required level of points, will be able to enter the UK without a job offer if they are endorsed by a recognised UK body, as approved by the Home Office.
	January	This route is designed to attract recognised global leaders and promising individuals in science, humanities, engineering, the arts and digital technology. Top scientists and researchers can benefit from a quicker endorsement process as part of a fast track STEM scheme.
3.0 Graduate Route	Summer	The Graduate Visa will be available to international students who have completed a degree in the UK from summer 2021. This will enable international students to remain in the UK and work at any skill level for two years after they have completed their studies. It will be an unsponsored route.
	Summer	International students who complete a PhD from Summer 2021 can stay in the UK for three years after study to live and work
4.0 Intra-Company Transfer	January	The Intra-company Transfer (ICT) route allows multinational organisations to facilitate temporary moves into the UK for key business personnel through their subsidiary branches, subject to ICT sponsorship requirements being met. The route will require applicants to be in roles skilled to RQF 6 (graduate level equivalent), and subject to a different minimum salary threshold from the main skilled worker route.
5.0 Creative Route	January	This route is for applicants in the creative industry who are entering the United Kingdom for short term contracts or engagements for up to 12 months. Applicants must have a confirmed job offer and their employment sponsored by a UK employer licensed by the Home Office.