

Introduction to the Points Based System

November 2023

Future Border and Immigration Systems (FBIS)
Programme



Points-Based Immigration System

Skilled Worker route



Innovator & Start-up routes



Student routes



Global Business Mobility



Graduate route



High Potential Individual



Global Talent route



Scale-up route



Skilled Worker Visa



Skilled Worker Visa

Mandatory Requirements

Job offer

Be paid a minimum salary
Home Office approved sponsor

English requirement

Speak English at the intermediate level
at B1

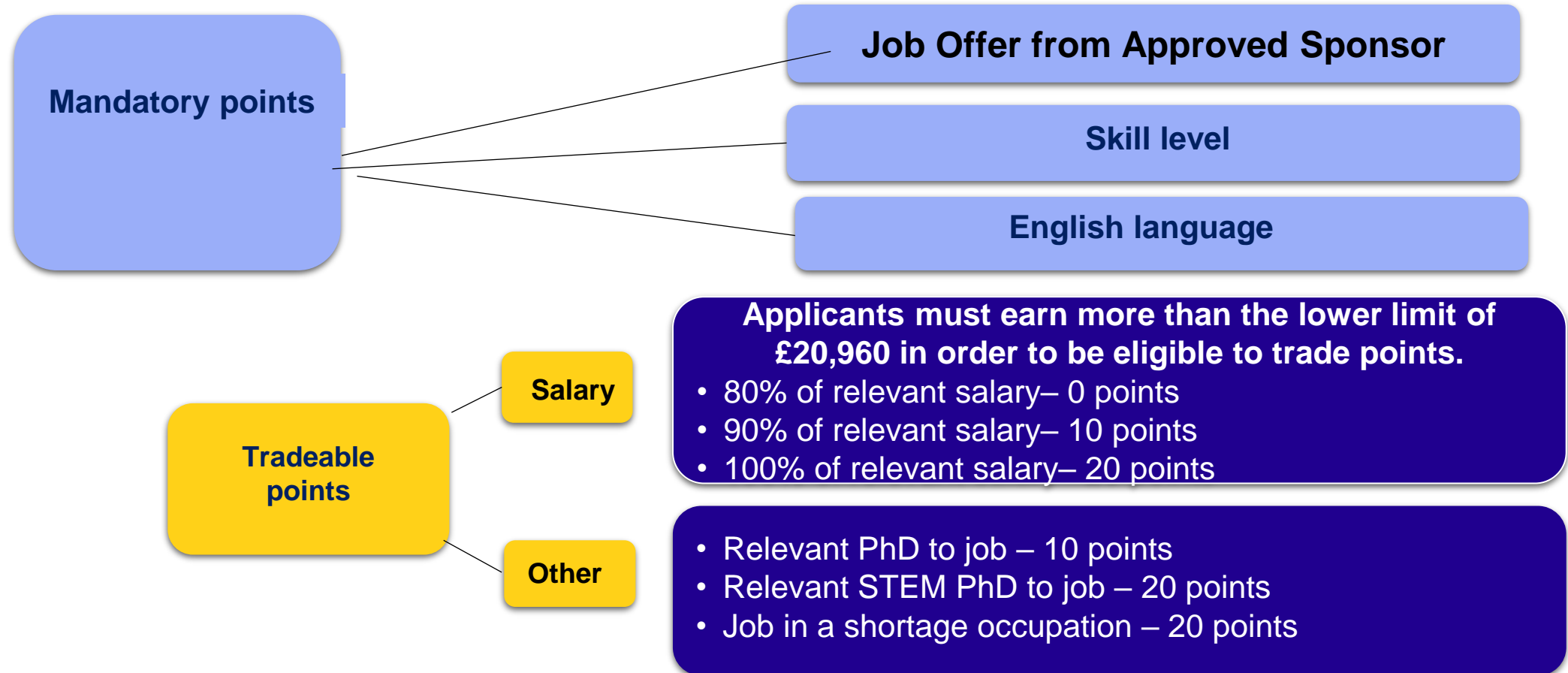
Skill level

Do a job that's on the list of eligible
occupations



Skilled Worker Visa

Every applicant must score at least **70 points** to be eligible for the skilled worker route. **50 of these points** must come from meeting the **mandatory** criteria and **20 from tradable criteria**.



Skilled Worker Route: Nurse (band 5)

Ava wants to come to the UK to work and has been offered a **job as a qualified nurse (band 5) for a salary of £24,907**. She meets all the mandatory requirements under the points-based immigration system.

Ava must now score a further 20 points to be eligible for the Skilled Worker route. Her salary is below the general threshold of £26,200 but, as **nurses are a listed health job**, and Ava's salary meets the **national pay scale in England** (and is above £20,960 or £10.75 / 37.5hr week), and she scores 20 points for her salary, meeting the total requirement of 70 points.

Public Sector occupations will use national pay scales to determine the going rate. They will not have access to tradeable points.

| | Characteristic | Points | Total |
|------------------|---|--------|-------|
| Mandatory | Offer of a job by an approved sponsor | 20 | 50 |
| | Job at an appropriate skill level | 20 | |
| | English language skills at level B1 (intermediate) | 10 | |
| Tradeable | Listed health/education job and meets the relevant national pay scale | 20 | 20 |
| Total | | 70 | |

Health & Care Worker Visa

Be a qualified doctor, nurse, health professional or adult social care professional

Work in an eligible health or social care job

Work for a UK employer that's been approved by the Home Office

Have a 'certificate of sponsorship' from your employer

Be paid a minimum salary



[Health and Care Worker visa: Overview - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

Health & Care Visa: Care Worker

Alisha wants to come to the UK to work and has been offered a **job as a Care Worker for £10.75 per hour, based on a 37.5 hour working week.**

The job is offered by an approved sponsor, it is an eligible job under the Health and Care visa, and she meets the English language requirement of at least B1.

As Care Workers are now a designated occupation on the shortage occupation list, Alisha will score the further 20 points needed to meet the requirements of the Health and Care visa under the points-based system.

| | Characteristic | Points | Total |
|------------------|---|--------|-------|
| Mandatory | Offer of a job by an approved sponsor | 20 | 50 |
| | Job at an appropriate skill level | 20 | |
| | English language skills at level B1 (intermediate) | 10 | |
| Tradeable | Listed health/education job and meets the relevant national pay scale | 20 | 20 |
| Total | | | 70 |

Student Visa: Permitted Activities

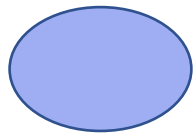
Study on the course of study with the student sponsor which assigned the Confirmation of Acceptance for Studies

Work as a Student- Union sabbatical officer

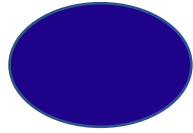
Undertake work related to a work placement, assessed as an integral part of the course

Undertake paid employment for 20 hours per week on a full-time course at degree level study or above or 10 hours per week on a full-time course below degree level

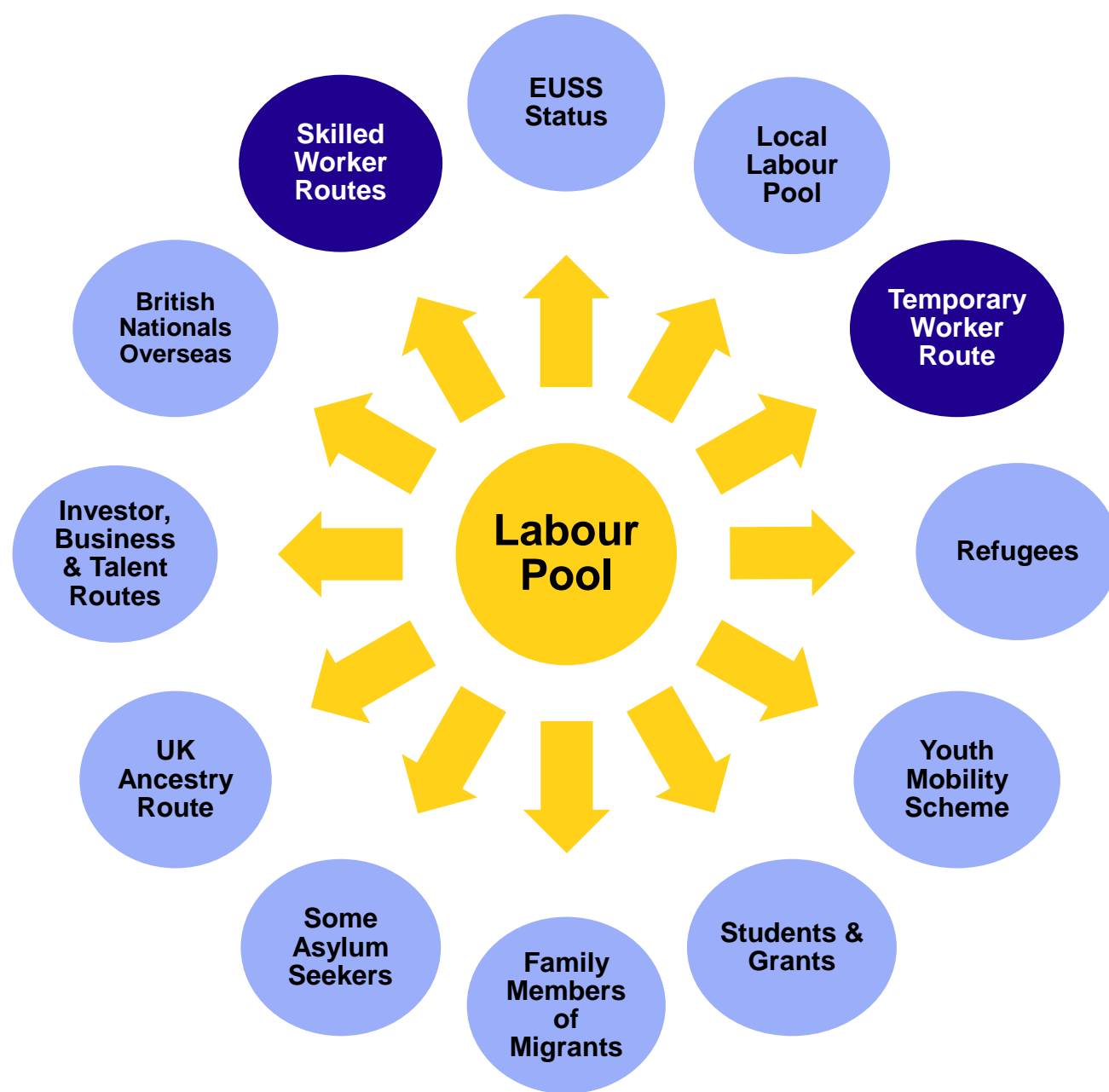




Unsponsored



Employer Sponsored



Refugee & Asylum Routes

-  Afghan citizens resettlement scheme (ACRS)
-  Afghan Relocations and Assistance Policy (ARAP)
-  Ukraine Family Scheme
-  Ukraine Extension Scheme
-  Homes for Ukraine Scheme



Registering Employment Opportunities



Department
for Work &
Pensions

[Offer work to people who have come to the UK from Afghanistan or Ukraine - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

offerwork@homeoffice.gov.uk

Offer work to people who have come to the UK from Ukraine:

www.gov.uk/offer-work-ukraine

Contact the team for offers of employment queries: Employer.Advice@dwp.gov.uk

Guidelines to Help British Businesses Employ Refugees: [UNHCR - Tapping Potential](#)

DWP Jobs Portal: [Find a job - www.gov.uk/find-a-job](https://www.gov.uk/find-a-job)

REN Jobs Board: [Job Opportunities - Refugee Employment Network](#)



Becoming a Licensed Sponsor:

Check your organisation is eligible

Check the people you want to hire are eligible to come to the UK under the points-based-system and fulfil all the necessary criteria

Ensure your organisation can manage its licence

Appoint people to manage the sponsorship process when you apply. Ensuring that your company stays compliant and keeps accurate records

Apply – Allow 8 weeks

The fee is dependent on the type of licence you are applying for and the size of your business. It will either be £536 or £1476

Sponsor a worker – 15Days*

You must follow the process of Issuing a certificate of sponsorship & paying the Immigration skills charge. Your employee may then make a visa application. If granted they can travel to the UK to work

Customer Journey: Employing a worker

