

HM Government

**From 1 January 2021**

**The way you hire from the EU is changing**

Free movement is ending, and the new points-based immigration system will introduce job, salary and language requirements that will change the way you hire from the EU.

You will need to be a licensed sponsor to hire eligible employees from outside the UK. Sponsorship normally takes 8 weeks and fees apply.

Workers eligible for status under the EU Settlement Scheme are not affected.

[Find out more at GOV.UK/HiringFromTheEU](https://www.gov.uk/hiring-from-the-eu)

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**Employers will need to register as a licensed sponsor**

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# UK points-based Immigration system: Employer Partner Pack





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# The way you hire from the EU is changing from 1 January 2021



Thank you for using our Employers Partner pack.

From 1 January 2021, free movement will end and the UK will introduce a points-based immigration system. The new system will treat EU and non-EU citizens equally and transform the way in which all migrants come to the UK to work. Anyone coming to the UK to work, excluding Irish citizens, will need to apply for permission in advance.

To support you in providing essential guidance about the new points-based system to employers and your stakeholders, we have developed a suite of digital and print assets with information to help employers prepare.

This pack outlines our key messages and provides communication products for use on channels including social media, email updates and e-newsletters. Please do feel free to share this pack and the assets among your wider partners.

Your help and support in communicating this essential guidance is much appreciated. We hope this pack makes it as easy as possible to share updates with your audience and stakeholders through your range of digital channels.

If you have any questions or feedback, please contact us at: [PBISEmployerComms@homeoffice.gov.uk](mailto:PBISEmployerComms@homeoffice.gov.uk)

# Key messages

- The way you hire from the EU is changing. From 1 January 2021, you will need to register as a licensed sponsor to hire eligible people from outside the UK.
- Free movement is ending, and the new points-based immigration system will introduce job, salary and language requirements that will change the way you hire from the EU.
- The new system will treat EU and non-EU citizens equally and transform the way in which employers recruit from outside the UK.
- You'll need a sponsor licence to hire most eligible employees from outside the UK.



# The UK's points-based immigration system: Employers GOV.UK page



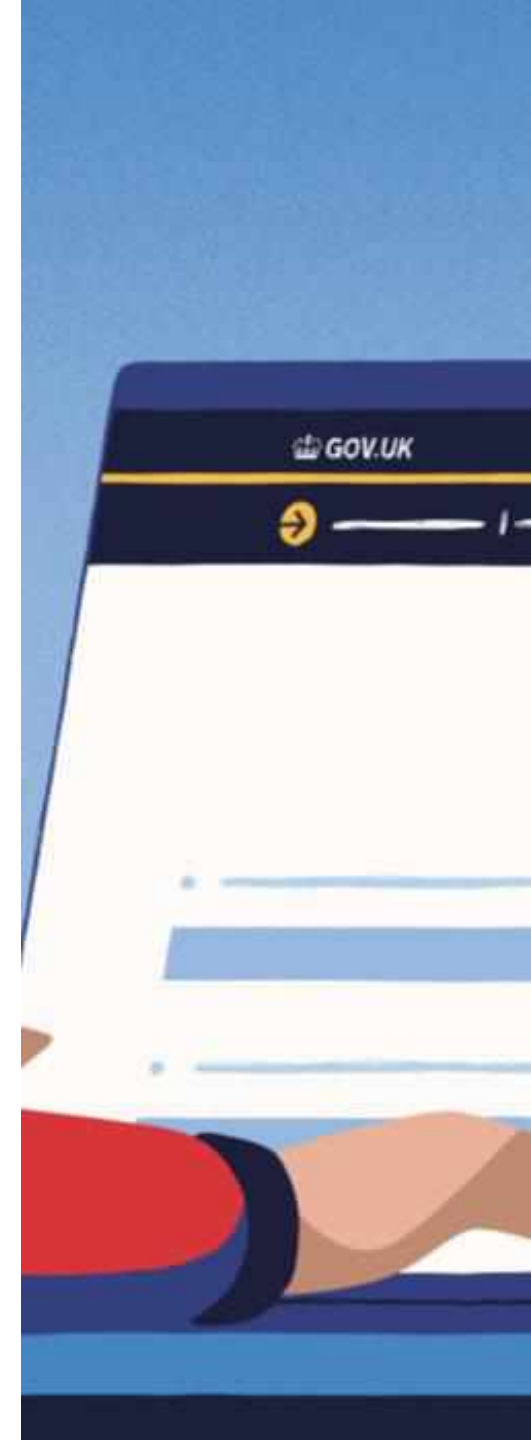
Employers should visit our dedicated GOV.UK page for the latest guidance and resources to support them with the points-based immigration system.

Please include this link when communicating about the new points-based immigration system.

This can be found [here](#)



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# The UK's points-based immigration system: Employers guide to becoming a licensed sponsor of skilled migrant workers

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## Employers guide to becoming a licensed sponsor of skilled migrant workers

- 1. Check your organisation is eligible:**
  - Check the people you want to hire are eligible to come to the UK under the new points-based immigration system.
  - Ensure you are able to provide the necessary supporting documents for your sponsor licence application, e.g. details of your organisation and intended jobs you want to fill.
  - To get a licence, you cannot have unspent criminal convictions for immigration offences or certain other crimes, such as fraud or money laundering.
- 2. Ensure your organisation can manage its licence:**
  - You need to appoint people within your organisation to manage the sponsorship process when you apply.
  - They will be responsible for ensuring your organisation remains compliant with the requirements of the licence.
  - You will need to implement all your staff that you sponsor for reporting to UKVI (UK Visas and Immigration).
- 3. Apply – about 8 weeks:**
  - Apply online and pay the fee.
  - The fee is dependent on the type of licence(s) you are applying for and the type and size of your organisation, it will either be £330 or £1,470.
  - Send your supporting documents to UKVI.
  - Confirm how many staff you plan to recruit through the sponsorship system for the current financial year.
  - Each staff member sponsored costs £21 or £100, in addition to the usual visa application fee.
  - If successful, your licence will be valid for 6 years.
- 4. Sponsor a worker – 18 days\***
  - Once you have selected a candidate, they must make a visa application to work in the UK.
  - You must first endorse your prospective employer's visa through your sponsor licence account by requesting their issuing an electronic 'certificate of sponsorship'.
  - Pay the Immigration Skills Charge. This is £1,000 for the first year of work in the UK, plus £500 for each additional 6 months, or £300 and £80 respectively for small businesses or charities.
  - The employee must then submit a visa application under the same category as your licence.
  - If the prospective employer's visa application is granted, they may travel to the UK and start working.

\*If sponsoring a migrant worker from outside the UK in 2020 you must normally submit to the UK before midnight on 30 Sep 2020. If on or after 1st Oct 2020, you may be made eligible to apply globally and from the national authorities from the date the UK issued a visa and your responsibility to such of your organisation.

Overview of the sponsorship process for employers.

Please use this to provide employers with a guide to the process; from applying for a sponsor licence to hiring a new employee from outside the UK.

This can be found [here](#) from 10am, 30 September 2020



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# The UK's points-based immigration system: Social statics: Facebook, Instagram and LinkedIn

A suite of digital assets to support you in communicating about the new points-based system.

Please use these assets when communicating to your members on social media, via e-newsletters or HTML platforms.

POST COPY: UK points-based immigration system:  
The way you hire from the EU is changing. Find out more at [GOV.UK/HiringFromThe EU](https://www.gov.uk/hiring-from-the-eu)

These can be found [here](#)



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# The UK's points-based immigration system: Social animations: Facebook, Instagram and LinkedIn

A suite of digital animations to support you in communicating about the new points-based system.

Please use these short animations when communicating to your members on social media, via e-newsletters or HTML platforms.

POST COPY: UK points-based immigration system:  
The way you hire from the EU is changing. Find out more at [GOV.UK/HiringFromTheEU](https://www.gov.uk/hiring-from-the-eu)

These can be found [here](#)



# The UK's points-based immigration system: Digital banners

Digital banners to be used on members' hubs, bulletins, social media cover photos and websites to encourage employers to visit GOV.UK

Please use these banners on any suitable platform for communicating about the points-based immigration system to employers.

These can be found [here](#)



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# The UK's points-based immigration system: An Introduction for employers

**Guidance on the new points-based immigration system for employers.**

**Please share this guide with employers for detailed information on the sponsorship process, eligibility requirements and fees.**



[The UK's points-based immigration system: an introduction for employers \(accessible version\)](#)



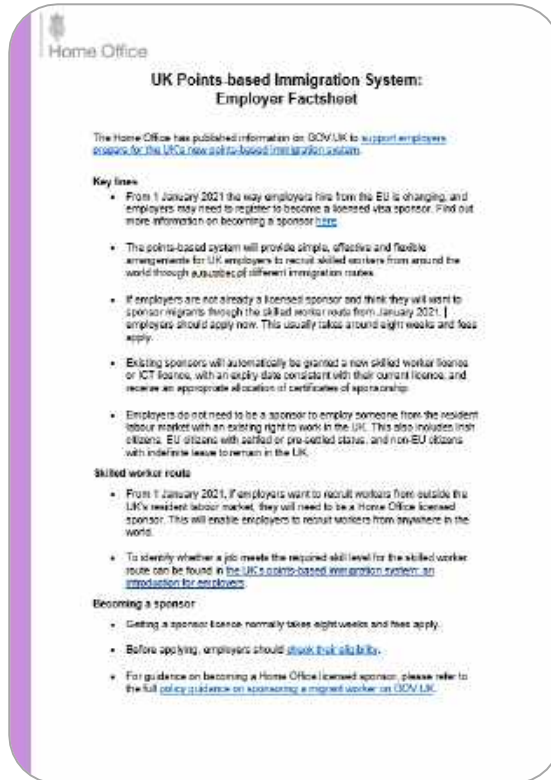
[The UK's points-based immigration system: an introduction for employers](#)



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# The UK's points-based immigration system: Employers factsheet



The latest key lines and guidance to support you in communicating the new points-based system to employers and your stakeholders.

You may use this to crib key lines and answer frequently asked questions from your members and stakeholders.

This can be found [here](#)



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# Thank you.

If you have any questions or feedback, please contact us at: [PBISEmployerComms@homeoffice.gov.uk](mailto:PBISEmployerComms@homeoffice.gov.uk)



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