



Home Office

Workers and Temporary Workers: guidance for sponsors

Sponsor a Skilled Worker

Version 04/23

This document forms part of the collection 'Workers and Temporary Workers: guidance for sponsors'. It provides information for employers on how to sponsor a person on the Skilled Worker immigration route.

This version of the guidance is valid from 14 April 2023.

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About this guidance

This document provides information for employers on how to sponsor a worker on the Skilled Worker immigration route.

The Skilled Worker route allows employers to recruit people to work in the UK in a specific job in an eligible skilled occupation. It replaced the Tier 2 (General) route from 1 December 2020.

Other guidance you must read

To make sure you meet all of the relevant requirements and fulfil your sponsorship duties, you must read the following parts of the sponsor guidance, in addition to this document:

- [Part 1: Apply for a licence](#) – this contains detailed information on how to apply for a sponsor licence and how we assess applications
- [Part 2: Sponsor a worker](#) – this contains detailed information on how to sponsor Workers and Temporary Workers, including how to request and assign Certificates of Sponsorship, immigration requirements, and conditions of stay
- [Part 3: Sponsor duties and compliance](#) – this contains detailed information about your duties as a licensed sponsor and the action we can take if you fail to meet these duties
- any relevant annexes or appendices referred to in the above documents

You can access all of these documents, and other information on sponsorship, on the [Sponsorship: guidance for employers and educators](#) page on GOV.UK.

This guidance is subject to change. If you have printed or downloaded a copy of this guidance, check the version number and date on GOV.UK to ensure you are using the most up-to-date version.

Glossary

There is a glossary of terms used throughout the sponsor guidance (including this document) at the beginning of [Part 1: Apply for a licence](#).

The following additional terms are used in this document:

Skilled Worker

This means a person who is applying for, or has been granted, entry clearance or permission to stay on the Skilled Worker route; or who you are sponsoring, or intend to sponsor, on that route.

Skilled Worker route

The route in [Appendix Skilled Worker to the Immigration Rules](#). Where the context requires, it can also refer to the Tier 2 (General) route in place before 1 December 2020.

Tier 2 (General) Migrant

A person with permission on the Tier 2 (General) route.

Tier 2 (General) route

The route in Part 6A of the Immigration Rules in place before 1 December 2020. This was the main route for skilled workers before the launch of the Skilled Worker route.

You can find previous versions of the Immigration Rules in the [Immigration Rules Archive](#) on GOV.UK.

Contacts

If you think this guidance has factual errors or broken links, you can email the [Business Helpdesk](#).

If you have read this guidance, and the guidance referred to above, and you still have any queries, you can call us on 0300 123 4699 or email the [Business Helpdesk](#).

Version number and publication

Below is information on the version number of this guidance and when it was published:

- version 04/23
- published on 14 April 2023

You can view [previous versions of this guidance](#) on the National Archives website.

Changes to this guidance

This version replaces version 03/23 (published on 30 March 2023). The guidance has been updated to reflect changes to the Immigration Rules that came into force on 12 April 2023, as set out in [Statement of Changes HC 1160](#) (published on 9 March 2023), and to make some other minor amendments and clarifications.

Details of the changes are set out below (paragraph numbers in brackets refer to the previous version of this guidance where they were different):

- SK2.3, SK3.2, SK3.10, SK5, SK5.7, SK5.11, SK6.2, SK6.21, SK8.5, SK9.4, SK11.18, SK12.19 (SK12.17), SK13.3: minor drafting amendments
- SK2.5: reference to compliance with National Minimum Wage and the Working Time Regulations added

- SK3.5: minor amendments to the table to better reflect the requirements of the Immigration Rules and include reference to compliance with National Minimum Wage and the Working Time Regulations
- SK3.14 to SK3.15: new paragraphs on compliance with National Minimum Wage and the Working Time Regulations; subsequent paragraphs in this section renumbered accordingly
- (SK3.17 to SK3.20): guidance on the ATAS requirement has been moved to section SK4, since this forms part of the skill-level assessment; subsequent paragraphs in section SK3 renumbered accordingly
- SK4.1 to SK4.3 (SK4.1 to SK4.2): paragraphs have been redrafted to align with new structure of this section
- SK4.7 to SK4.10: new ATAS subsection (previously in section SK3)
- SK5: new note added to beginning of section regarding Certificates of Sponsorship assigned before 12 April 2023; previous note deleted
- SK5.6, SK5.7, SK5.9, SK5.14, SK6.1, SK6.4, SK6.5, SK6.8, SK6.12, SK6.14, SK6.19, SK7.9: all references to the general threshold, going rate and hourly rate updated to reflect the new thresholds for CoS assigned on or after 12 April 2023
- SK5.14 to SK5.15: paragraphs on the minimum hourly rate requirement redrafted for clarity and to reflect the new minimum rate from 12 April 2023
- SK6: notes at beginning of section deleted
- SK6.23 to SK6.24: clarification that the transitional arrangement for workers originally sponsored before 24 November 2016 will end after 23 May 2023
- SK6.25: paragraph on the transitional arrangement for the minimum hourly rate redrafted for clarity and to remove reference to applications submitted before 6 April 2021
- SK7: note at beginning of section deleted
- SK7.7: paragraph on calculation of general threshold updated to reflect the new minimum hourly rate from 12 April 2023
- SK7.10 to SK7.11: updated to reflect that going rates in Table 1 of Appendix Skilled Occupations are calculated based on a 37.5-hour week (for CoS assigned on or after 12 April 2023)
- SK7.14 to SK7.15: new paragraphs on calculation of salary for irregular working patterns
- SK8.1: jury service and attending court as a witness added to the list of permissible absence reasons
- SK9.3: note added to explain that the provisions for near-automatic recognition of EEA nursing and midwifery qualifications are subject to statutory review
- SK11.17: cross-reference to Immigration Rules updated
- SK12:13 to SK12:14: paragraph numbers assigned to a previously unnumbered note; subsequent paragraphs in this section renumbered accordingly
- Annex SK1: annex summarising changes to the Immigration Rules coming into effect on 12 April 2023 deleted and incorporated into the main body of the guidance
- throughout: links updated or amended and other minor housekeeping changes

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SK1. Sponsoring a Skilled Worker: overview

This section provides an overview of the Skilled Worker route and the sponsorship requirements you must meet.

What is the Skilled Worker route?

- SK1.1. The Skilled Worker route is the main immigration route for overseas nationals who wish to work in the UK (including UK waters). It allows UK-based employers to recruit overseas workers to fill a wide range of skilled vacancies in the UK.
- SK1.2. A Skilled Worker must have a job offer in an [eligible skilled occupation](#) from a Home Office-approved sponsor. Eligible jobs are generally those which involve a variety of work activities, which may be complex. They are likely to include considerable responsibility and autonomy, and may include managing others. The job must normally be skilled to level 3 on the Regulated Qualifications Framework (RQF) for England and Northern Ireland, or the equivalent level in Wales or Scotland. This does not mean the worker has to have a level 3 qualification, but the job will involve the application of knowledge and skills at that level.
- SK1.3. You can also sponsor eligible healthcare professionals for the [Health and Care visa](#), which is a special subcategory of the Skilled Worker route.
- SK1.4. All jobs sponsored on this route must meet the [Skilled Worker salary requirements](#).
- SK1.5. Skilled workers can bring their family members (partner and children) to the UK and can apply to settle in the UK after 5 years' continuous lawful residence on this (or another eligible) route.

Who needs to be sponsored on the Skilled Worker route?

- SK1.6. You will need to sponsor any overseas national you wish to employ if they are not a 'settled worker' or do not otherwise have immigration permission to work for you in the UK. This includes most [EU, EEA](#) and Swiss nationals who arrived in the UK after 31 December 2020.
- SK1.7. You do not have to sponsor certain categories of worker, including:
- Irish citizens
 - people who have been granted status under the [EU Settlement Scheme](#)
 - people with indefinite leave to enter or remain in the UK (also known as 'settlement')

SK1.8. This is not a complete list. For further information on who does, and does not, need sponsorship, see section S1 of [Part 2: Sponsor a worker](#).

What are the sponsorship requirements for the Skilled Worker route?

SK1.9. If you wish to sponsor a Skilled Worker, you must:

- hold a [valid sponsor licence](#) for the Skilled Worker route
- understand the general requirements for sponsoring a worker – see [Part 2: Sponsor a worker](#)
- satisfy yourself the worker can meet the [immigration requirements](#) for this route
- only sponsor workers in [genuine employment](#) which meets the [skill-level](#) and [salary requirements](#) of this route
- if you wish to sponsor a nurse or midwife before they have achieved full registration with the Nursing and Midwifery Council, [understand the registration process and your additional sponsor duties](#)
- assign a valid [Certificate of Sponsorship \(CoS\)](#) to the worker you wish to sponsor and pay any [relevant CoS fee](#) and [Immigration Skills Charge](#)
- ensure you understand the [difference between a 'Defined CoS' and an 'Undefined' CoS](#)
- keep records for each worker you sponsor, including information on how you recruited the worker – see [Appendix D](#) to the sponsor guidance
- have eligible key personnel in place to manage your licence and assign or apply for CoS – see section L4 of [Part 1: Apply for a licence](#) for guidance on key personnel
- understand and comply with all of your sponsor duties – see [Part 3: Sponsor duties and compliance](#)

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SK2. How to get a Skilled Worker sponsor licence

This section tells you about the requirements you must meet to be eligible for a Skilled Worker sponsor licence.

General requirements

- SK2.1. If you wish to sponsor a Skilled Worker, you must hold a valid sponsor licence for the Skilled Worker route. If you do not already hold such a licence, you must apply for one by completing the [online application form](#), paying the relevant [application fee](#), and submitting the supporting evidence specified in [Appendix A](#) to the sponsor guidance.
- SK2.2. Before applying for your licence, you should read:
- [Part 1: Apply for a licence](#) for detailed information on the general requirements and the application process
 - this section for guidance specific to the Skilled Worker route
- SK2.3. If you already hold a valid licence to sponsor workers, but it does not include the Skilled Worker route, you can apply to add the Skilled Worker route to your existing licence. You may have to pay an additional fee for this. For further information on adding routes to your licence, see section L10 of [Part 1: Apply for a licence](#).
- SK2.4. If you already hold a Skilled Worker sponsor licence and it's due to expire within the next 90 days, you should apply now to renew it. See section C5 of [Part 3: Sponsor duties and compliance](#) for guidance on renewing your licence.

Specific requirements for a Skilled Worker licence

- SK2.5. In addition to the general requirements for a sponsor licence set out in [Part 1: Apply for a licence](#), to be eligible for a Skilled Worker sponsor licence, you must be able to offer employment that:
- meets the [skill level](#) and [salary requirements](#) for this route
 - is [genuine](#)
 - does not amount to the [hiring of the worker to a third party](#) to undertake an ongoing or routine role
 - complies with the [National Minimum Wage and the Working Time Regulations](#)

Employment relationship between sponsor and worker

- SK2.6. As the sponsor, you will normally be the employer and therefore responsible for paying the sponsored worker. We recognise there are

certain circumstances, such as in parts of the creative sector, where there is no direct employer-employee relationship. In such circumstances, the worker must still have a sponsor that is able and willing to accept all of the responsibilities and duties associated with being their sponsor.

- SK2.7. There will also be circumstances where there is a clear statutory relationship between the employing body and a publicly funded body, where the publicly funded body can intervene in the running or funding of the employing or paying body. In these cases, the publicly funded body can be the sponsor. Below are 2 examples of this.

Example 1

A local authority has powers of control and direction over self-governing schools, so the local authority can sponsor teachers in these schools.

Example 2

A Strategic Health Authority, through its Deanery, Local Education and Training Board (LETB), provider, or commissioning organisation, has funding control of training posts for doctors and dentists within NHS Trusts, even though it is not the paying body. In this case, the Deanery or LETB can be the sponsor.

- SK2.8. Where a worker is not your direct employee, we will look closely at the arrangement to make sure you can fulfil your sponsor duties and we will take action against you if we find you are not. For further information, see:

- [Working for a third party](#) in this document
- 'Working on a contract basis' in section S1 of [Part 2: Sponsor a worker](#)

How to keep your licence

- SK2.9. If you are granted a licence, you must comply with all of your sponsor duties. If you do not, we may take action against you, including:

- downgrading your licence rating
- suspending your licence
- revoking your licence
- reporting you to the police or other relevant authorities

- SK2.10. For details, see [Part 3: Sponsor duties and compliance](#).

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SK3. Immigration requirements for Skilled Workers

This section tells you about the immigration requirements Skilled Workers must meet and where you can find further information.

Overview

- SK3.1. People who wish to come to the UK on the Skilled Worker route must meet the requirements in [Appendix Skilled Worker to the Immigration Rules](#).
- SK3.2. These requirements include that the applicant:
- is aged at least 18 on the date of application
 - meets the [points requirement](#) of the route (sponsorship, skill-level and English language)
 - meets the [financial requirement](#)
 - if they were previously an [officially sponsored student](#), has the consent of that sponsor to making the application
 - if relevant, meets the [criminal records certificate requirement](#)
 - meets the requirements relating to [entry to the UK](#), [extension of permission](#) or [‘switching’](#), as appropriate
- SK3.3. This is not the full list of requirements – you must refer to the relevant [Immigration Rules](#) for these.

Points requirement

- SK3.4. All applicants on the Skilled Worker route must score 70 ‘points’ to be eligible. This includes 50 points for mandatory or ‘non-tradeable’ criteria, and 20 points for ‘tradeable’ criteria.
- SK3.5. The mandatory criteria are set out in the table below. All applicants on the Skilled Worker route must score 50 points from this table:

Points type	Description	Points available
Sponsorship	The applicant must have a valid Certificate of Sponsorship for the job they are planning to do. The job role must: <ul style="list-style-type: none">• be genuine• meet the rules on working for a third party (if relevant)	20

Points type	Description	Points available
	<ul style="list-style-type: none"> comply with the National Minimum Wage and Working Time Regulations 	
Job at an appropriate skill level	The job must be in an eligible occupation and (where relevant) meet the ATAS requirement – see Skill level for further information.	20
English language	The applicant must have English language skills at level B1 or higher on the Common European Framework of Reference for language in all 4 components (speaking, listening, reading, writing), as specified in Appendix English Language . For guidance on proving this requirement, see ' Knowledge of English ' on GOV.UK	10

SK3.6. In addition to scoring 50 points for the above criteria, the applicant must also score 20 'tradeable' points based on:

- their [salary](#); and
- other criteria, such as relevant academic qualifications held by them, being sponsored to work in a shortage occupation or an eligible health or education occupation, or because they are a 'new entrant' to the UK's labour market

SK3.7. For further information on salary requirement, see sections SK5 to SK8 of this document.

Genuineness requirement

SK3.8. We will not award points for sponsorship if we have reasonable grounds to believe that the job:

- does not exist
- is a sham; or
- has been created mainly so the worker can apply for entry clearance or permission to stay

SK3.9. If you assign a CoS for a role which is not genuine, we will refuse the worker's application and we may take action against you.

SK3.10. For further information, see 'Genuine vacancy: definition' in section C1 of [Part 3: Sponsor duties and compliance](#).

Working for a third party

- SK3.11. You must not assign a CoS to a worker for a role which amounts to either:
- the hire of the applicant to a third party who is not the sponsor to fill a position with that party, whether temporary or permanent; or
 - contract work to undertake an ongoing routine role or to provide an ongoing routine service for a third party who is not the sponsor, regardless of the nature or length of any arrangement between the sponsor and the third party
- SK3.12. If we have reasonable grounds to believe you have done so, we will not award points for sponsorship. If that happens, we will refuse the worker's application and may take action against you.
- SK3.13. For further information, see 'Working on a contract basis' in section S1 of [Part 2: Sponsor a worker](#).

Compliance with National Minimum Wage and the Working Time Regulations

- SK3.14. The role you are sponsoring the worker for must always comply with the National Minimum Wage Regulations 2015 and the Working Time Regulations 1998. We will refuse any application for entry clearance or permission, and reject any application for a Defined CoS, where we have reasonable grounds to believe it does not. We will also consider revoking your sponsor licence if we find you are breaching these Regulations.
- SK3.15. For further information, see 'Compliance with National Minimum Wage and the Working Time Regulations' in section S4 of [Part 2: Sponsor a worker](#).

Financial requirement

- SK3.16. If the applicant is applying for entry clearance from outside the UK, or has been in the UK for less than one year at the date of application, they must show they have enough funds to support themselves and any family members in the UK.
- SK3.17. If you are an A-rated sponsor, you can certify this requirement is met when you assign a CoS to them (also known as 'certifying maintenance'). Otherwise, the applicant must provide evidence of funds as specified in [Appendix Finance](#) to the Immigration Rules.
- SK3.18. For further information, see 'Financial requirement' in section S7 of [Part 2: Sponsor a worker](#).

Former officially-sponsored students

SK3.19. If the applicant has, in the 12 months before the date of application, received an award from a Government or international scholarship agency covering both fees and maintenance, they must provide written consent to their application from that Government or agency. If they do not, we will reject their application as invalid.

Entry requirement

SK3.20. Applicants must apply for entry clearance (a visa) to be able to come to the UK on this route. If they arrive in the UK without the relevant visa, they will be refused entry, even if they otherwise meet the requirements.

SK3.21. If the worker you wish to sponsor will be applying for a visa from outside the UK, you must make a successful application for a '[Defined](#)' CoS for the role before you can assign it to the worker.

Extension of permission

SK3.22. Those already in the UK with permission on the Skilled Worker route can apply to extend their stay if they meet the relevant requirements – this could be to continue in the same employment or to change employer or employment. See section S9 of [Part 2: Sponsor a worker](#) for further information.

'Switching' to the Skilled Worker route

SK3.23. Individuals in the UK on another immigration route can 'switch' (change route) to the Skilled Worker route if they meet all the relevant immigration requirements and were not last granted permission:

- as a Visitor
- as a Short-term student
- as a Parent of a Child Student
- as a Seasonal Worker
- as a Domestic Worker in a Private Household
- outside the Immigration Rules

SK3.24. If a worker you wish to sponsor is in the UK on any of the above routes, they will normally need to leave the UK and apply for entry clearance as a Skilled Worker.

Period of grant

SK3.25. Successful applicants will be granted entry clearance or permission to stay for the period of employment stated on their CoS, up to a maximum period of 5 years, plus any time before the start date on the CoS and 14 days after the end date. You cannot assign a CoS for

longer than 5 years. Applications can be made up to 3 months before the start date.

Settlement

SK3.26. Workers who have been continuously and lawfully resident in the UK on the Skilled Worker route (or other eligible route) for 5 years or more may apply to [settle in the UK permanently](#) (known as 'settlement' or 'indefinite leave to remain'). For details of the requirements, see paragraphs SW 19.1 to SW 25.2 of [Appendix Skilled Worker](#).

Further information on immigration requirements

SK3.27. You can find more information on the [Skilled Worker visa](#) pages on GOV.UK.

SK3.28. You should also refer to sections S7 to S9 of [Part 2: Sponsor a worker](#) for further information on immigration requirements, conditions of stay, extension applications and change of employment applications.

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SK4. Skill level requirement for Skilled Workers

This section tells you how to ensure that any jobs you wish to sponsor workers for on the Skilled Worker route are at the appropriate skill level.

SK4.1. All applicants applying on the Skilled Worker route must score 20 points for having a job at the appropriate skill level. To meet this requirement, the applicant must:

- be sponsored for a job in an eligible occupation code; and
- if relevant, meet the [Academic Technology Approval Scheme \(ATAS\) requirement](#)

Eligible occupation code

SK4.2. The job the applicant is being sponsored to do must be either:

- in an occupation code that's listed as eligible for the Skilled Worker route in either Table 1 or Table 2 of [Appendix Skilled Occupations](#); or
- in occupation code 6145 (Care workers and home carers)

SK4.3. When you assign a Certificate of Sponsorship (CoS) to a Skilled Worker, you must choose an appropriate occupation code for the job from Appendix Skilled Occupations. If you are not sure which occupation code to use, there is guidance on the [Office for National Statistics](#) website. It is your responsibility to ensure you choose the correct occupation code.

SK4.4. We will not award points to an applicant (and so will refuse their application) if we have reasonable grounds to believe you have chosen a less appropriate occupation code for any of the following reasons:

- the most appropriate occupation code for the job is not eligible on the Skilled Worker route
- the most appropriate occupation code for the job has a higher going rate than the salary you propose to pay the worker
- the applicant is also claiming points for a job in a [shortage occupation](#) and the most appropriate occupation code is not a shortage occupation
- the applicant is claiming points for an educational qualification ([Option B](#) or [Option C](#)) and the most appropriate occupation code is not listed as "eligible for PhD points" in Table 1 of [Appendix Skilled Occupations](#)

SK4.5. When assessing if you have chosen an inappropriate occupation code, we may consider a number of factors, including, but not limited to:

- whether you have shown a genuine need for the job as described

- whether the applicant has the appropriate skills, qualifications and experience needed to do the job as described in the CoS
- your history of compliance with the immigration system including, but not limited to, paying your sponsored workers appropriately
- any additional information you may provide

SK4.6. If we find you have provided false, misleading or otherwise incorrect information about the skill level of the job on a CoS, we will take compliance action against you.

ATAS requirement

SK4.7. When you assign a CoS to a Skilled Worker, you must check and confirm whether the worker needs to apply for an [Academic Approval Technology Scheme \(ATAS\) certificate](#) from the Foreign, Commonwealth and Development Office before they can start (or continue) working for you.

SK4.8. A Skilled Worker will need an ATAS certificate if all of the following are true:

- you are also licensed as a Student sponsor
- the worker is not an [exempt national](#)
- you are sponsoring the worker in a [relevant occupation code](#)
- the work involves research at PhD level or above in [relevant subject area](#)

SK4.9. If the worker needs an ATAS certificate, you should encourage them to apply for one as soon as possible, as they will need to include a copy of the certificate with their application for entry clearance or permission to stay. If they fail to do so, we will refuse their application and you may lose your sponsor licence (or licences).

SK4.10. For further information on the ATAS requirement, and your responsibilities in relation to it, see under 'ATAS requirement' in section S7 of [Part 2: Sponsor a worker](#).

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SK5. Salary requirements for Skilled Workers

This section provides an overview of the salary requirements you must meet to sponsor a person on the Skilled Worker route and how we will check that you are complying with these requirements. You must also read sections SK6 to SK8 of this guidance.

Unless otherwise stated, the salary rates in this section (and in sections SK6 and SK7) apply to applications supported by a valid Certificate of Sponsorship (CoS) assigned on or after 12 April 2023. If you assigned a valid CoS before this date, you can view [previous versions of this guidance](#), and the [Archived Immigration Rules](#), on the National Archives website.

Overview

- SK5.1. You must ensure any worker you sponsor on the Skilled Worker route is paid in line with the salary rates set out in the Immigration Rules and in this guidance. The relevant Immigration Rules are contained in paragraphs SW 8.2 to SW 14.6 of [Appendix Skilled Worker](#). The going rates, where applicable, are set out in Tables 1 to 4 of [Appendix Skilled Occupations](#).
- SK5.2. These rates have been set to make sure the resident labour market is not undercut. They are reviewed and updated regularly to reflect the latest available salary data.
- SK5.3. If the amount you will pay the worker is below these rates, we will refuse their application for entry clearance or permission to stay.
- SK5.4. If we grant permission to a sponsored worker, but later find that you stop paying, or have never paid, them in line with these rates, we will take action against you – this could include [revoking your sponsor licence](#).
- SK5.5. In addition to [compliance visits](#), we will undertake regular checks with HMRC to ensure you are paying at least the salary you stated on the sponsored worker's [Certificate of Sponsorship \(CoS\)](#), in any sponsor note you have added to the CoS, or in any other notification of a change in salary.

How much do you have to pay a Skilled Worker?

- SK5.6. Unless a [transitional arrangement](#) or other exception applies, the salary you pay to the worker must meet or exceed all of the following:
- the [general salary threshold](#)
 - the applicable [going rate](#) for the occupation; and

- where it applies, the [minimum hourly rate](#) (at least £10.75 per hour)
- SK5.7. If the going rate for the occupation is higher than the general salary threshold, you must pay the worker at least the going rate. If the going rate is lower than the general salary threshold, you must pay the worker at least the general salary threshold. In either case, you must pay at least the minimum hourly rate of £10.75 per hour (where this applies).
- SK5.8. These rates are reviewed and updated regularly. If any of these rates are increased, this does not affect Skilled Workers you are already sponsoring for the duration of their current permission. Depending on the specific transitional arrangements, updated rates will apply either to any application for entry clearance or permission to stay made, or to any CoS assigned, on or after the date the change comes into effect, and will affect both new recruits and existing workers applying to extend their stay or settle.

General salary threshold

- SK5.9. The general salary threshold is normally £26,200 per year. In some cases, you can pay less than this (at least £23,580 or £20,960 per year) if the worker scores [tradeable points](#) for attributes such as having a relevant PhD or being a new entrant.
- SK5.10. The general salary threshold is calculated based on actual gross earnings, up to a maximum of 48 hours per week. See [Calculation of general salary threshold](#) for further information.
- SK5.11. We will not grant permission to a worker if they will be paid less than the applicable general salary threshold. The only exception is where the worker is a pre-registration nurse or midwife working towards registration with the Nursing and Midwifery Council, where they can temporarily be paid less than the usual salary thresholds. See [Sponsoring an overseas qualified nurse or midwife](#) for further information.

Going rate

- SK5.12. For each eligible occupation code listed in Table 1 or Table 2 of [Appendix Skilled Occupations](#), there is a 'going rate'. The salary you pay to the worker must meet or exceed the applicable going rate. In some cases, you can pay 70, 80 or 90 per cent of the going rate if the worker scores [tradeable points](#) for attributes such as having a relevant PhD or being a new entrant.
- SK5.13. The going rate is calculated and pro-rated based on the number of hours the applicant will actually work. See [Calculation of going rate and hourly rate](#) for further information.

Minimum hourly rate

- SK5.14. If you are sponsoring a worker in an occupation listed in Table 1 of Appendix Skilled Occupations, you must pay them at least £10.75 per hour, even if this higher than the hourly rate stated in that Appendix.
- SK5.15. The hourly rate requirement does not apply if the worker will be sponsored in an eligible health or education occupation code listed in Table 2 of Appendix Skilled Occupations, or if they qualify under the [transitional arrangement for hourly rate](#). However, you must always ensure the worker's pay complies with the National Minimum Wage Regulations.

PAYE reference numbers

- SK5.16. When you [assign a CoS](#) to a Skilled Worker, you must tell us the Pay As You Earn (PAYE) scheme reference number through which the worker will pay tax and national insurance. We will use this information to check with HMRC that you are paying the worker the amount you said you would. If the worker does not pay tax or national insurance through a PAYE scheme, you must tell us why on the CoS.
- SK5.17. Before you assign any CoS, we recommend you first add any PAYE scheme reference numbers for your sponsored workers to your licence, using the 'PAYE References' tab in your sponsorship management system (SMS) account. You will then be able to select the relevant PAYE scheme when you assign a CoS to a sponsored worker.
- SK5.18. If the PAYE scheme through which the worker pays tax and national insurance changes, you do not need to report this to us in relation to the individual worker. You must, however, ensure that the new PAYE scheme is listed in your SMS account.
- SK5.19. For further information on managing PAYE reference numbers, see Guide 9 in [SMS Manual 2: manage your sponsorship licence](#).

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SK6. Tradeable points for salary

This section tells you how an applicant on the Skilled Worker can score tradeable points for their salary and other attributes, such as having a relevant PhD or working in a shortage occupation. It also contains information on transitional arrangements.

Table of tradeable points for salary

SK6.1. The worker must score 20 points for salary and other attributes from the table below. The worker can score points against only one option in this table. There is detailed information on each option below the table.

Option	Requirements
A: salary only	The applicant's salary equals or exceeds all of: <ul style="list-style-type: none"> • £26,200 per year • the going rate for the occupation code; and • £10.75 per hour
B: relevant PhD	PhD in a subject relevant to the job and the applicant's salary equals or exceeds all of: <ul style="list-style-type: none"> • £23,580 per year • 90% of the going rate for the occupation code; and • £10.75 per hour
C: relevant STEM PhD	PhD in a Science, Technology, Engineering or Mathematics (STEM) subject relevant to the job and the applicant's salary equals or exceeds all of: <ul style="list-style-type: none"> • £20,960 per year • 80% of the going rate for the occupation code; and • £10.75 per hour
D: shortage occupation	Job in a listed shortage occupation and the applicant's salary equals or exceeds all of: <ul style="list-style-type: none"> • £20,960 per year • 80% of the going rate for the occupation code, for occupations where a going rate is specified; and • £10.75 per hour
E: new entrant	Applicant is a new entrant to the labour market and their salary equals or exceeds all of: <ul style="list-style-type: none"> • £20,960 per year • 70% of the going rate for the occupation code; and • £10.75 per hour
F: listed health or education occupation	Job in a listed health or education occupation and the applicant's salary equals or exceeds both: <ul style="list-style-type: none"> • £20,960 per year; and

Option	Requirements
	<ul style="list-style-type: none"> the going rate for the occupation code <p>You can temporarily pay a pre-registration nurse or midwife below these rates if certain conditions are met.</p>

SK6.2. If the worker is not eligible for points against any of the options in the table above, you should check if they will qualify under any of the [transitional arrangements for salary](#).

SK6.3. You must also read the section on [Calculation of salary](#) for the rules on allowances and pro-rating.

Tradeable points option A: salary only

SK6.4. An applicant can score 20 points under this option if:

- they are being sponsored for a job in an appropriate eligible occupation code listed in Table 1 of [Appendix Skilled Occupations](#); and
- their salary is equal to or exceeds all of:
 - £26,200 per year
 - the going rate for the relevant occupation code; and
 - £10.75 per hour

Tradeable points option B: eligible PhD

SK6.5. An applicant can score 20 points under this option if:

- they are being sponsored for a job in an appropriate occupation code listed as being “eligible for PhD points” in Table 1 of [Appendix Skilled Occupations](#)
- they have a relevant UK PhD or other academic doctoral qualification, or an overseas academic qualification which [Ecctis \(formerly UK NARIC\)](#) confirms meets the recognised standard of a UK PhD; and
- their salary is equal to or exceeds all of:
 - £23,580 per year
 - 90% of the going rate for the relevant occupation code; and
 - £10.75 per hour

SK6.6. When you assign a CoS to an applicant claiming points for this option, you must give a credible explanation of how their qualification is relevant to the job you are sponsoring them for. If you fail to provide a credible explanation, we will not award the points and will refuse the application. You must provide this explanation in any subsequent application for further permission to stay by the same applicant if they are claiming points under this option.

SK6.7. The applicant must provide evidence of the relevant qualification when they first apply for permission on the Skilled Worker route. They do not

have to provide this evidence in any subsequent application, provided they were correctly awarded points in a previous grant of permission.

Tradeable points option C: PhD in a relevant STEM subject

SK6.8. An applicant can score 20 points under this option if:

- they are being sponsored for a job in an appropriate occupation code listed as being “eligible for PhD points” in Table 1 of [Appendix Skilled Occupations](#)
- they have a relevant UK PhD or other academic doctoral qualification, or an overseas academic qualification which [Ecctis \(formerly UK NARIC\)](#) confirms meets the recognised standard of a UK PhD
- the qualification in question is in a Science, Technology, Engineering or Mathematics (STEM) subject; and
- their salary is equal to or exceeds all of:
 - £20,960 per year
 - 80% of the going rate for the relevant occupation code; and
 - £10.75 per hour

SK6.9. When you assign a CoS to an applicant claiming points for this option, you must give a credible explanation of:

- how their qualification is relevant to the job you are sponsoring them for; and
- that the qualification in question is in a STEM subject

SK6.10. If you fail to provide a credible explanation, we will not award the points and will refuse the application. You must provide this explanation in any subsequent application for further permission to stay by the same applicant, if they are claiming points under this option.

SK6.11. The applicant must provide evidence of the relevant qualification when they first apply for permission on the Skilled Worker route. They do not have to provide this evidence in any subsequent application, provided they were correctly awarded points in a previous grant of permission.

Tradeable points option D: job is in a shortage occupation

SK6.12. An applicant can score 20 points under this option if both of the following conditions are met:

- they are being sponsored for a job in an appropriate eligible occupation code listed in [Appendix Shortage Occupation List](#) as being a shortage occupation in the nation of the UK where that job is based (the job or worker must also meet any additional requirements specified in that Appendix)
- their salary is equal to or exceeds all of:
 - £20,960 per year

- if it is listed in Table 1 of Appendix Skilled Occupations, 80% of the going rate for the occupation code; and
- £10.75 per hour

SK6.13. If the applicant's job was removed from Appendix Shortage Occupation List on or before the date you assigned a CoS to them, all of the following conditions must be met to score points under this option:

- the applicant's most recent permission was as a Skilled Worker (or in the Tier 2 (General) route that preceded Skilled Worker)
- the applicant was sponsored to work in a shortage occupation under the Rules in force at that time
- you sponsored the application which led to their previous permission; and
- you are continuing to sponsor them to work in the same role as in their previous permission

Tradeable points option E: new entrant to the labour market

SK6.14. An applicant can score 20 points under this option if they meet all of the following:

- they are being sponsored for a job in an appropriate eligible occupation code listed in Table 1 of [Appendix Skilled Occupations](#)
- they meet one of the 'new entrant' criteria set out below; and
- their salary is equal to or exceeds all of:
 - £20,960 per year
 - 70% of the going rate for the relevant occupation code; and
 - £10.75 per hour

SK6.15. To meet the 'new entrant' criteria, the applicant must meet one of the following requirements:

- the applicant is under the age of 26 on the date they will apply for entry clearance or permission to stay
- the job offer is a postdoctoral position in any of the following occupation codes:
 - 2111 Chemical scientists
 - 2112 Biological scientists and biochemists
 - 2113 Physical scientists
 - 2114 Social and humanities scientists
 - 2119 Natural and social science professionals not elsewhere classified
 - 2311 Higher education teaching professionals
- the job offer is in a [UK Regulated Profession](#) and the applicant is working towards a recognised professional qualification for that profession

- the applicant is working towards full registration or chartered status with the relevant professional body for the job they are being sponsored for
- the application is being made in the UK and the applicant's most recent permission was as a Tier 1 (Graduate Entrepreneur) Migrant
- the applicant's most recent permission, other than as a Visitor, was on [the Graduate route](#) and that permission is either current or expired less than 2 years before the date of application; or
- the applicant's most recent permission, other than as a Visitor, was as a Student (including as a Tier 4 (General) Student) and they meet the [additional requirements](#) below

Additional requirements for those last granted as a Student

SK6.16. Where the applicant's last grant of permission (other than as a Visitor) was as a Student (or on the Tier 4 (General) route in place before 5 October 2020), they must meet all of the following conditions to qualify under the new entrant option:

- that permission must either be current or have expired less than 2 years before the date of application
- in that permission (or any previous permission as a Student or a Tier 4 (General) Student), the applicant was sponsored to study any of the following:
 - a UK bachelor's degree
 - a UK master's degree
 - a UK PhD or other doctoral qualification
 - a Postgraduate Certificate in Education
 - a Professional Graduate Diploma of Education
- the applicant:
 - has completed the relevant course mentioned above
 - is applying no more than 3 months before they are expected to complete the relevant course above; or
 - is studying a PhD and has completed at least 12 months' study in the UK towards that PhD

SK6.17. The applicant must be studying, or have studied, one of the courses listed above – equivalent-level qualifications are not acceptable.

Maximum period a worker can be sponsored as a new entrant

SK6.18. The applicant will not qualify as a new entrant if granting their application would mean their combined period of permission as a Skilled Worker, Tier 2 Migrant and/or [Graduate](#) would exceed 4 years in total. This applies whether or not the 4-year period is continuous.

Tradeable points option F: eligible health or education occupation

SK6.19. An applicant can claim 20 points under this option if:

- they are being sponsored for a job in an appropriate eligible occupation code listed in Table 2 of [Appendix Skilled Occupations](#); and
- their salary is equal to or exceeds both:
 - £20,960 per year; and
 - the going rate for the relevant occupation code

SK6.20. An applicant with a job in a listed health or education occupation can only be awarded points from option F.

SK6.21. If you are sponsoring a pre-registration nurse under occupation code '2231 Nurses' or a pre-registration midwife under occupation code '2232 Midwives', you may temporarily (for up to 8 months) pay them less than the usual salary thresholds if certain conditions are met. For further information, see [Sponsoring an overseas trained nurse or midwife](#).

Transitional arrangements for salary

SK6.22. If the applicant is not eligible for points under [Options A to F](#) above, you should check to see if they would qualify under any of the transitional arrangements below. These transitional arrangements also apply to settlement applications.

Original CoS assigned before 24 November 2016

SK6.23. An applicant who is in the UK can claim 20 points for their salary (or meet the salary requirement in a settlement application) if:

- they apply for permission to stay (or settlement) on or before 23 May 2023
- they were previously granted permission as a Tier 2 (General) Migrant based on a CoS assigned to them by their sponsor before 24 November 2016
- they have had continuous permission as a Skilled Worker or Tier 2 (General) Migrant ever since; and
- their salary is whichever is the higher of:
 - £20,800 or above; or
 - at least the going rate for the occupation code in which they are being sponsored

SK6.24. The other restrictions set out in this guidance (including the rules on [allowances](#) and [pro-rating](#)) still apply. This transitional arrangement will not apply to any application for permission to stay or settlement made on or after 24 May 2023.

Transitional arrangement for hourly rate

SK6.25. The [minimum hourly rate requirement](#) does not apply if the applicant:

- was granted permission as a Skilled Worker (or as a Tier 2 (General) Migrant) under the Immigration Rules in place before 6 April 2021; and
- has held continuous permission as a Skilled Worker (or as a Tier 2 (General) Migrant) since that date

SK6.26. You must, however, ensure the worker will be paid at least the applicable minimum hourly rate stated for the occupation in Appendix Skilled Occupations, or the applicable National Minimum Wage (whichever is higher). All other salary requirements set out in this guidance must also still be met.

Transitional arrangement for going rates

SK6.27. If the applicant was sponsored to work in one of the occupation codes in the table below at the time they applied for their last permission as a Tier 2 (General) Migrant and has continued to be sponsored in that occupation code ever since (whether as a Tier 2 (General) Migrant or as a Skilled Worker), the going rates in the table below apply, instead of the going rates listed in Table 1 of Appendix Skilled Occupations.

SK6.28. These going rates are based on a 40-hour working week and must be pro-rated for other working patterns, based on the weekly working hours stated by you on the worker's CoS.

SK6.29. This transitional arrangement applies to applications submitted before 1 December 2026, after which it will end. All other salary requirements set out in this guidance continue to apply.

Occupation code	Going rate – option A	90% of going rate – option B	80% of going rate – options C and D	70% of going rate – option E
2113 Physical scientists	£29,000 (£13.94 per hour)	£26,100 (£12.55 per hour)	£23,200 (£11.15 per hour)	£20,300 (£9.76 per hour)
2119 Natural and social science professionals not elsewhere classified	£29,000 (£13.94 per hour)	£26,100 (£12.55 per hour)	£23,200 (£11.15 per hour)	£20,300 (£9.76 per hour)
2311 Higher education teaching professionals	£33,000 (£15.87 per hour)	£29,700 (£14.28 per hour)	£26,400 (£12.69 per hour)	£23,100 (£11.11 per hour)

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SK7. Calculation of salary: allowances and pro-rating

This section provides information on how we calculate whether a salary meets the Skilled Worker requirements, including the rules on allowances and pro-rating.

SK7.1. You must ensure you understand the rules on calculation of salary (including allowances and pro-rating). These apply to all [tradeable points options](#) and [transitional arrangements](#), unless otherwise stated.

Allowances

SK7.2. Subject to the [transitional provision](#) below, we will only take into account guaranteed basic gross pay (before income tax and including employee pension and national insurance contributions, and other guaranteed payments which are treated exactly the same as basic gross pay for tax, pension and national insurance purposes). We will not take into account other allowances, pay or benefits (even if they are guaranteed), such as any of the following:

- pay which cannot be guaranteed because the nature of the job means that hours fluctuate
- additional pay such as shift allowance, or overtime or bonus pay, whether or not it is guaranteed
- employer pension and employer national insurance contributions
- any allowances, such as accommodation or cost of living allowances
- in-kind benefits, such as equity shares, health insurance, school or university fees, company cars or food
- one-off payments, such as 'golden hellos'
- any payments relating to immigration costs, such as the application fee or [Immigration Health Charge](#); or
- payments to cover business expenses, including (but not limited to) travel to and from the applicant's home country, equipment, clothing, travel or subsistence

SK7.3. When you enter the worker's gross salary on their Certificate of Sponsorship (CoS), you must not include any allowances, such as those listed above, in the figure. If we find you have done so, and a transitional provision does not apply, we may revoke your licence.

Transitional provision for allowances

SK7.4. If the worker is in the UK and is applying for permission to stay (or settlement), you may include guaranteed allowances in the salary figure entered on the worker's CoS if all of the following conditions are met:

- the worker was previously granted permission as a Tier 2 (General) Migrant and has had continuous permission as a Skilled Worker or Tier 2 (General) Migrant ever since
- you sponsored the application which led to the worker's last grant of permission and you are continuing to sponsor the worker; and
- the allowances are guaranteed, will be paid for the duration of the worker's permission, and would be paid to a local settled worker in similar circumstances, such as London weighting

SK7.5. The other restrictions outlined in this section (including on other allowances and pro-rating) still apply. The application for permission to stay (or settlement) must be made before 1 December 2026, after which this transitional provision will end.

Workers being sponsored for less than a year

SK7.6. The general salary threshold and going rates listed in the [tradeable points table](#) refer to annual salaries. If the applicant will be working in the UK for less than 12 months, we will pro-rate their gross actual earnings, as recorded on their CoS, to the equivalent annual figure to determine if they meet the salary requirements. For example, if the worker is assigned a CoS for 6 months, and their gross pay will be £2,500 per month, this would equate to a gross annual salary of £30,000.

Calculation of general salary threshold

SK7.7. When considering if the [general salary threshold](#) is met, we will only take into account salary for up to a maximum of 48 hours per week, even if the applicant works for longer than this. For example, a person who works 60 hours a week for £10.10 per hour will be considered to have a salary of £25,210 ($10.1 \times 48 \times 52$) and not £31,512 ($10.1 \times 60 \times 52$). They would therefore not meet the general salary threshold if relying on Option A. (In this example, they would also not meet the minimum hourly rate requirement [Options A to E](#).)

SK7.8. If the applicant will be working part-time, we will only consider their actual gross earnings to determine if they are being paid at least the general salary threshold – we will not pro-rate their salary to the equivalent full-time earnings. For example, if the applicant works 20 hours per week for £19 per hour, their annual salary will be £19,760 ($20 \times 19 \times 52$) and they will not meet the general salary threshold.

Calculation of going rate and hourly rate

SK7.9. When assessing whether the applicant is being paid the going rate (and, where applicable, meets the £10.75 per hour salary requirement), we will take into account their full weekly working hours, as stated on their CoS, and pro-rate accordingly. This applies even if the applicant works more than 48 hours per week. The calculation we use for the

going rate depends on whether the occupation code is listed in Table 1 or Table 2 of [Appendix Skilled Occupations](#).

Occupation code in Table 1

SK7.10. Going rates for occupation codes listed in Table 1 of [Appendix Skilled Occupations](#) are based on a 37.5-hour week and will be pro-rated as follows:

(The going rate for the occupation code stated in Table 1 of Appendix Skilled Occupations) multiplied by (the number of weekly working hours stated by you on the applicant's CoS) divided by 37.5

SK7.11. This means, for example:

- an applicant who works 60 hours a week in an occupation code in Table 1 with a going rate of £37,500 must be paid at least £60,000 ($£37,500 \times 60 \div 37.5$) per year to meet the going rate requirement
- an applicant who works 30 hours per week in an occupation code in Table 1 with a going rate of £37,500 must be paid at least £30,000 ($£37,500 \times 30 \div 37.5$) per year to meet the going rate requirement

SK7.12. If the applicant's salary is required to be at least 70%, 80% or 90% of the going rate, the figure from the calculation above will be multiplied by 0.7, 0.8 or 0.9, as appropriate, to calculate the required salary under the going rate requirement. No reduction to 70%, 80% or 90% applies to the £10.75 per hour requirement.

Occupation code in Table 2

SK7.13. If the applicant is being sponsored for a job in one of the health or education occupation codes listed in Table 2 of [Appendix Skilled Occupations](#), they must be paid the full going rate. This will be pro-rated according to the number of weekly working hours stated by you on the CoS and the pro-rating rules set out in Tables 2, 3 and 4 of Appendix Skilled Occupations.

Calculation of salary: irregular working patterns

SK7.14. The following rules apply where the applicant's working hours vary each week, resulting in uneven pay:

- work in excess of 48 hours in some weeks can be considered towards the general salary threshold (£26,200, £23,580, or £20,960, depending on the tradeable points option), provided the average over a regular cycle (which can be no more than 17 weeks) is not more than 48 hours a week
- any unpaid rest weeks will count towards the average when considering whether the salary thresholds are met
- any unpaid rest weeks will not count as [absences from employment](#)

SK7.15. For example, an applicant who works a pattern of 60 hours a week for £12 per hour for two weeks, followed by an unpaid rest week, will be considered to work 40 hours a week on average and have a salary of £24,960 (£12 x 40 x 52) per year. This would not be eligible for points under [Option A](#) but may be eligible under the other tradeable points options.

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SK8. Unpaid leave and salary reductions

This section tells you about your responsibilities if a sponsored worker is absent from work without pay (or on reduced pay) or their salary is otherwise reduced.

Absence without pay or on reduced pay

SK8.1. You must normally stop sponsoring a worker if they are absent from work without pay, or absent on reduced pay, for more than 4 weeks in total according to their normal working pattern, during any calendar year (1 January to 31 December), unless the absences are due to any of the following:

- statutory maternity, paternity, parental, shared parental or adoption leave
- sick leave
- assisting with a national or international humanitarian or environmental crisis, with your agreement
- taking part in legally organised industrial action
- jury service
- attending court as a witness

See 'Absence without pay or on reduced pay' section S4 of [Part 2: Sponsor a worker](#) for more information.

Salary otherwise reduced

SK8.2. You can temporarily reduce the salary of a Skilled Worker or Tier 2 (General) Migrant you are currently sponsoring if the reduction coincides with one of the [absences listed above](#) – for example, if you are paying them a reduced salary, or they are receiving statutory payments only, while they are on parental leave or sick leave.

SK8.3. If you wish to reduce the salary of a Skilled Worker or Tier 2 (General) Migrant in any other circumstances (either on a temporary or permanent basis), you must first check if you will need to assign them a new CoS, and if the worker will need to make a new application for entry clearance or permission to stay, before you can reduce their salary.

Permitted salary reductions

SK8.4. You do not need to assign a new CoS, and the worker does not need to make a new application, if you reduce the worker's salary and any of the following are true:

- the worker has permission as a Skilled Worker and, following the reduction in salary, they would score 20 points for the same [tradeable points option](#) as the option in which they scored the points which led to their current grant of permission:
 - for example, if their current permission is based on points scored under [Option B](#), their revised salary must continue to meet all of the criteria under Option B
- the worker has permission as a Skilled Worker or Tier 2 (General) Migrant and, following the reduction in salary, they would still be eligible for points under the transitional arrangement for [CoS assigned before 24 November 2016](#)
- the worker has permission as a Tier 2 (General) Migrant, and their revised salary would be eligible for 20 points under [Option A](#) or [Option E](#) if they were required to make an application on the Skilled Worker route
- the worker has permission as a Tier 2 (General) Migrant, was considered to be a new entrant when they were granted that permission, and they would be eligible for 20 points under [Option E](#) if they were required to make an application on the Skilled Worker route
- the reduction coincides with a temporary reduction in the worker's hours, or a phased return to work, for individual health reasons, provided:
 - this is supported by an occupational health assessment; and
 - the reduction does not result in the hourly rate falling below any hourly rate requirement which applied when the worker obtained their most recent grant of permission

SK8.5. Although the worker does not need new permission in the above circumstances, you must still let us know, within 10 working days of the change, via your [sponsorship management system \(SMS\) account](#) that you have reduced their salary, and tell us what that salary is.

Prohibited salary reductions

SK8.6. If you reduce the worker's salary, and none of the exceptions outlined in this section apply, you cannot simply continue to sponsor the worker. If the revised salary is eligible for points on the Skilled Worker route, you must assign the worker a new CoS, and the worker must make a successful application for entry clearance or permission to stay before you can start to pay them at the reduced rate.

Example:

If the worker scored 20 points under [Option A](#) when they were last granted permission, and they obtain a relevant PhD while they are working for you, you cannot simply reduce their salary to the levels stated in [Option B](#). You must assign a new CoS, and the worker must make a successful application (scoring 20 points under Option B) before you can start to pay them a reduced salary.

- SK8.7. If the revised salary you intend to pay the worker would not meet the salary requirements for the Skilled Worker route, as set out in the Immigration Rules and in this guidance, you must stop sponsoring them and tell us you have done so via your [SMS account](#).
- SK8.8. Remember, we will make regular checks with HMRC to ensure you are paying the worker appropriately. If we find you are paying the worker less than you said you would, and the amount would not be eligible for points under the same [tradeable points option](#) which led to their current grant of permission, or the change is not otherwise permitted by the Immigration Rules or this guidance, we will [revoke your licence](#).

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SK9. Sponsoring an overseas trained nurse or midwife

This section tells you about the specific requirements you must meet, and your additional sponsorship duties, if you wish to sponsor an overseas trained nurse or midwife on the Skilled Worker route.

Overview

- SK9.1. If you wish to sponsor an overseas-trained nurse under occupation code '2231 Nurses' or an overseas-trained midwife under occupation code '2232 Midwives', you must ensure they have completed, or will complete, the appropriate steps to achieve registration with the [Nursing and Midwifery Council \(NMC\)](#) within an [8-month timeframe](#). You may pay them less than the usual minimum rates during this period – see [Salary for pre-registration nurses or midwives](#) below.
- SK9.2. A nurse or midwife trained outside the [European Economic Area \(EEA\)](#) or Switzerland must either hold a qualification that is comparable to the NMC's standards of proficiency or pass the NMC test of competence. This test will assess the candidate's qualifications, training and experience against the NMC's standards to ensure they are capable of practising safely and effectively in the UK. It also considers whether the candidate has the necessary post-qualifying practice and experience in each appropriate area of nursing or midwifery.
- SK9.3. A nurse or midwife trained inside the EEA who applies to register on or after 1 January 2021 and holds qualifications listed amongst those identified as meeting the requirements for automatic recognition in EU law under [Annex V of Directive 2005/36/EC](#) (select the table of contents on the left-hand side and then select Annex V from the list) will continue to have their qualification recognised on a near-automatic basis until further notice. The Department of Health and Social Care (DHSC) has published [detailed guidance for EEA-qualified and Swiss healthcare professionals practising in the UK](#).
- Note: these provisions for near-automatic recognition are subject to statutory review from January 2023. This guidance will be updated with any changes when the review has been completed.
- SK9.4. Swiss nationals, UK nationals settled in Switzerland, and their non-EEA dependants and spouses who started their nursing or midwifery training before 31 December 2020 and apply to register on or after 1 January 2021 and hold qualifications previously recognised on a near-automatic basis by EU law under [Annex V of Directive 2005/36/EC](#) (select the table of contents on the left-hand side and then select Annex V from the list) will have their qualification recognised on a near-automatic basis. This will continue to be the case for 4 years from 1 January 2021. For

more information, see

- [Swiss nationals, UK nationals settled in Switzerland and their dependents or spouses](#) (NMC website)
- [EEA-qualified and Swiss healthcare professionals practising in the UK](#) (DHSC guidance)

Timeframe for achieving NMC registration

SK9.5. Overseas-trained nurses and midwives being sponsored on the Skilled Worker route must complete NMC registration within 8 months of either:

- the start date on their Certificate of Sponsorship (CoS) (if this is their first application for permission on the Skilled Worker route as a pre-registration nurse or midwife); or
- the start date of their previous employment (if they are applying for an extension to continue working as a pre-registration nurse or midwife)

SK9.6. If the worker fails to achieve NMC registration within 8 months of either of these dates, you must stop sponsoring them as a nurse or midwife. You must not sponsor a worker as a nurse or midwife if they have previously been sponsored by a different sponsor and have failed to achieve full NMC registration within the timeframe specified above.

Salary for pre-registration nurses or midwives

SK9.7. Nurses sponsored under occupation code 2231 or midwives sponsored under occupation code 2232 must normally be paid in line with the rates under [Tradeable points: option F](#). However, you may temporarily pay a pre-registration nurse or midwife less than this (for up to 8 months) in either of the following circumstances:

- the worker previously held NMC registration and is undertaking an NMC-approved programme with a view to returning to practice; or
- the worker is working towards NMC registration and both of the following apply:
 - the worker has passed the NMC's English language requirements and Computer Based Test of competence, before the date of application; and
 - the worker will sit an Objective Structured Clinical Examination (OSCE) to obtain NMC registration no later than 3 months after the job start date recorded on their CoS

SK9.8. During this 8-month period, or until the worker achieves NMC registration (if sooner), the worker's salary must be at least equal to the appropriate [NHS Agenda for Change](#) Band 3 rate, as stated in Table 3 of [Appendix Skilled Occupations](#).

- SK9.9. When you assign a CoS to a pre-registration nurse or midwife, you must confirm that you will stop sponsoring them as a nurse or midwife if they do not achieve full NMC registration within the [8-month timeframe](#).
- SK9.10. Once the worker completes registration, you must pay them in line with rates stated under [Tradeable points: option F](#).

Summary of the registration process

- SK9.11. The table below summarises the steps a nurse or midwife trained outside the EEA or Switzerland must complete to demonstrate that they are capable of safe and effective practice as a nurse or midwife in the UK. You must ensure that the individual completes these steps within the [8-month timeframe](#) outlined above if you wish to sponsor, or continue sponsoring, them. You should note this process is subject to change and you must also refer to the '[Trained outside the UK](#)' page on the NMC website for up-to-date details.
- SK9.12. The registration process may be different for nurses or midwives trained within the EEA or Switzerland. See '[Register as a nurse or midwife](#)' on the NMC website for details.

Requirement	Details
Qualification	<p>The candidate must have completed a nursing or midwifery training programme leading to registration in their home country as an entry-level registered nurse or midwife.</p> <p>Unless that qualification has been deemed comparable to the NMC's standards of proficiency, they will also need to complete a 2-part test of competence:</p> <ul style="list-style-type: none"> • Part 1 is a multiple-choice computer-based test (CBT) administered on behalf of the NMC by a third party and can be taken in a test centre in most countries around the world • Part 2 is a practical nursing or midwifery examination known as the objective-structured clinical examination (OSCE). The OSCE is only available at NMC-approved OSCE test centres in the UK
Health and character requirements	<p>The candidate will need to meet the health and character requirements for safe and effective practice – see Character and health decision-making guidance on the NMC website for details.</p>
Language requirement	<p>The candidate must demonstrate they have the necessary knowledge of the English language for safe and effective practice as a nurse or midwife in the UK. See the English language requirements page on the NMC website for details.</p>

Requirement	Details
Professional indemnity	The candidate will need to confirm that there is in force, or will be in force, cover for them under an appropriate indemnity arrangement.
Payment	Payment of the evaluation fees and the registration fee.

Objective-structured clinical examination (OSCE)

- SK9.13. Where required, the candidate will be invited to sit the OSCE in one of the approved [NMC UK OSCE](#) test centres.
- SK9.14. Candidates may sit the OSCE up to 3 times as part of one application for registration.
- SK9.15. If the candidate is unsuccessful, they must wait a minimum of 10 working days between attempts.
- SK9.16. If the candidate is unsuccessful after their 3 permitted attempts, their OSCE application will close. If they still wish to register as a nurse or midwife, they will be required to submit a new application to the NMC but will not be able to sit the OSCE again for a minimum of 6 months.
- SK9.17. A candidate who fails the OSCE 3 times is unlikely to be able to achieve their NMC registration within the [8-month timeframe](#). In such cases, you must stop sponsoring them as a nurse or midwife.
- SK9.18. If you cease sponsorship for this or any other reason, you must tell us via your [sponsorship management system \(SMS\) account](#) within 10 working days. If you fail to do so, we may revoke your sponsor licence. See section C1 of [Part 3: Sponsor duties and compliance](#) for further information on your reporting duties.

Completion of registration

- SK9.19. Once the candidate completes all the registration requirements, the NMC will send them their registration number or personal identification number (PIN). You must retain a copy of their PIN notification.
- SK9.20. You must tell us within 10 working days through [your SMS account](#) of the individual's full NMC registration, confirmation they are now undertaking the role of a registered nurse or midwife, and their salary fully meets the requirements of [Tradeable points: option F](#).

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SK10.Overseas criminal record certificate requirement

This section tells you about the criminal record certificate requirement that some applicants on the Skilled Worker route must meet to be granted entry clearance or permission to stay.

SK10.1. If the applicant is applying for entry clearance and is being sponsored for a job in any of the occupation codes listed below, they must provide a criminal record certificate from the relevant authority in any country in which they have been present for 12 months or more (whether continuously or in total) in the past 10 years, while aged 18 or over:

- 1181 Health services and public health managers and directors
- 1184 Social services managers and directors
- 1241 Health care practice managers
- 1242 Residential, day and domiciliary care managers and proprietors
- 2211 Medical practitioners
- 2212 Psychologists
- 2213 Pharmacists
- 2214 Ophthalmic opticians
- 2215 Dental practitioners
- 2217 Medical radiographers
- 2218 Podiatrists
- 2219 Health professionals not elsewhere classified.
- 2221 Physiotherapists
- 2222 Occupational therapists
- 2223 Speech and language therapists
- 2229 Therapy professionals not elsewhere classified
- 2231 Nurses
- 2232 Midwives
- 2312 Further education teaching professionals
- 2314 Secondary education teaching professionals
- 2315 Primary and nursery education teaching professionals
- 2316 Special needs education teaching professionals
- 2317 Senior professionals of educational establishments
- 2318 Education advisers and school inspectors
- 2319 Teaching and other educational professionals not elsewhere classified
- 2442 Social workers
- 2443 Probation officers
- 2449 Welfare professionals not elsewhere classified
- 3213 Paramedics
- 3216 Dispensing opticians
- 3217 Pharmaceutical technicians
- 3218 Medical and dental technicians

- 3219 Health associate professionals not elsewhere classified
- 3231 Youth and community workers
- 3234 Housing officers
- 3235 Counsellors
- 3239 Welfare and housing associate professionals not elsewhere classified
- 3443 Fitness instructors
- 3562 Human resources and industrial relations officers
- 6121 Nursery nurses and assistants
- 6122 Childminders and related occupations
- 6123 Playworkers
- 6125 Teaching assistants
- 6126 Educational support assistants
- 6141 Nursing auxiliaries and assistants
- 6143 Dental nurses
- 6144 Houseparents and residential wardens
- 6145 Care workers and home carers
- 6146 Senior care workers

- SK10.2. This requirement does not apply if, at the time of application, the applicant provides a satisfactory explanation as to why it is not reasonably practicable for them to obtain a criminal record certificate from any or all of the relevant authorities.
- SK10.3. The requirement also applies to the partner of the Skilled Worker if they will be applying to accompany or join them. The requirement does not apply to dependent children (including adult children).
- SK10.4. We advise you to inform prospective employees of this requirement as early as possible to ensure they are made aware in advance of applying for a visa, so that they have sufficient time to obtain the relevant documentation.
- SK10.5. Further guidance about the requirement can be found on the [‘Criminal records check for overseas applicants’](#) page on GOV.UK.

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SK11.Certificate of Sponsorship for Skilled Workers

This section tells you how to assign a valid Certificate of Sponsorship on the Skilled Worker route.

Overview

- SK11.1. If you have followed all the rules in this guidance and you wish to sponsor a worker on the Skilled Worker route, you must assign them a valid Certificate of Sponsorship (CoS), using your [sponsorship management system \(SMS\)](#) account.
- SK11.2. Before assigning a CoS, you should satisfy yourself that the worker can meet the relevant [immigration requirements](#).
- SK11.3. You cannot assign a CoS if you're a B-rated sponsor, unless the worker is applying for permission to stay from within the UK and you sponsored the application which led to their last grant of permission. In all other cases, you must have an A-rating. For information on sponsor ratings, see section L8 of [Part 1: Apply for a licence](#).

Defined and Undefined CoS

- SK11.4. There are 2 types of CoS you can assign on the Skilled Worker route, known as 'Defined' and 'Undefined' CoS.
- SK11.5. If the person you wish to sponsor will be applying for entry clearance from outside the UK, you must first [apply for a Defined CoS](#) for them. You must wait until this application has been approved before you can assign the CoS to the worker. You can also apply for a Defined CoS if you have not yet identified a worker but think you may need to sponsor a worker from overseas.
- SK11.6. If the person will be applying for permission to stay from within the UK, you must assign them an 'Undefined' CoS from your annual CoS allocation. If you do not have enough CoS left in your allocation to sponsor the worker, you can apply to increase your allocation: see [SMS Manual 2: Manage your licence](#).
- SK11.7. It is very important that you understand the difference between the 2 types of CoS. You must not assign:
- a Defined CoS to a worker for any job other than the one you described in your application for that Defined CoS
 - an Undefined CoS where a Defined CoS is required

- SK11.8. If you assign the wrong type of CoS, or give false information on your application for a Defined CoS, we are likely to revoke your sponsor licence.
- SK11.9. For more information on what a CoS is, and CoS allocations, see section S2 of [Part 2: Sponsor a worker](#).
- SK11.10. You can find detailed technical guidance on how to assign or apply for a CoS in [User manuals: sponsorship management system \(SMS\)](#) – see in particular manuals 8 and 12.

Fees

- SK11.11. You must pay a fee for each CoS you assign – see the [UK visa fees](#) page on GOV.UK for information on current fee levels.
- SK11.12. Subject to certain exceptions, you will also need to pay an Immigration Skills Charge for each worker you sponsor – see section S5 of [Part 2: sponsor a worker](#) for more information.

Use of the CoS

- SK11.13. Once you have assigned a CoS, the worker must use it within 3 months to apply for:
- entry clearance (a visa) if they are outside the UK
 - permission to stay if they are in the UK and eligible to extend their permission or switch to the Skilled Worker route
- SK11.14. If the CoS was issued more than 3 months before the date of application, we may reject their application and not consider it.
- SK11.15. The worker must not apply for a visa or permission to stay more than 3 months before the start date recorded on their CoS. If they do, we will refuse their application.
- SK11.16. We will also refuse the application if the CoS:
- has been withdrawn by you or cancelled by the Home Office – see section S6 of [Part 2: Sponsor a worker](#) for information on when a CoS can be withdrawn or cancelled
 - was used in a previous application that was refused

What the CoS must confirm

- SK11.17. For a CoS to be valid, it must meet the requirements set out in paragraphs SW 5.1 to SW 5.6A of [Appendix Skilled Worker](#) to the Immigration Rules.
- SK11.18. It must confirm all of the following:

- that you are sponsoring the worker on the Skilled Worker route
- the [category in which you are sponsoring the worker](#)
- the worker's personal information (such as name, date of birth, nationality), passport details and contact details
- the [start and end date of their employment](#)
- how many hours they will work each week – enter an average figure if this varies
- where the worker will carry out their employment – this should include their main work address and any other regular work addresses, if relevant
- whether you used an agent (such as a recruitment agency, employment business or other intermediary) to find the worker and, if so, details of that agent
- the job title
- the relevant occupation code for the role (choose from the drop-down list under 'Job type') – see section S3 of [Part 2: Sponsor a worker](#) for more information on occupation codes
- the main duties of the role for which the worker is being sponsored (enter these in the 'Summary of job description' box)
- that the worker is a 'new entrant' if they will be claiming points under [Option E: new entrant to the labour market](#) – you must also provide a brief explanation of how the worker meets the new entrant criteria (you can do this by adding a 'sponsor note' after you've assigned the CoS)
- details of the worker's salary – this must not include any allowances or bonuses, unless a [transitional provision for allowances](#) applies
- whether the job is on a client contract and, if so, details of that contract
- that the job is in an eligible occupation code listed in either Table 1 or Table 2 of [Appendix Skilled Occupations](#), or is under occupation code 6145 (Care workers and home carers)
- that the job is listed in [Appendix Shortage Occupation List](#), if the worker will be claiming points under [Option D: job is in a shortage occupation](#)
- professional registration details of the worker, if there is a legal requirement for them to be registered with a professional or other official organisation in the UK (for example, a doctor must be registered with the GMC)
- whether you wish to [certify maintenance](#) for the worker (and, if relevant, their dependants) – you can only do this if you're an A-rated sponsor
- whether the worker needs [an Academic Technology Approval Scheme \(ATAS\) certificate](#)
- the Pay As [You Earn \(PAYE\) scheme reference number under](#) which the worker will pay income tax and national insurance – if you are not required to operate PAYE on the worker's earnings (for example, if the worker is covered by an exception set out in [HMRC EP Appendix 4](#), or is self-employed), you must explain this on the CoS
- any other additional relevant information specified in this guidance – see, for example, [pre-registration nurses and midwives](#) and [Health and Care visa](#)

Choosing the correct category

SK11.19. When you assign an Undefined CoS on the Skilled Worker route, you will be asked to select a 'category' from a drop-down list. The category you choose depends on the worker's current immigration status and whether you will need to [pay the Immigration Skills Charge \(ISC\)](#) for them, as set out in the table below:

Category	Choose this option if...
Skilled Worker (Switching immigration category – ISC liable)	The worker will be applying to switch from another immigration route (other than the Student route/Tier 4) to the Skilled Worker route and you are liable to pay the ISC for them.
Skilled Worker (extensions – ISC exempt)	The worker will be making an extension of permission application (to continue working for you in the same occupation code) and you are not liable to pay the ISC for them.
Skilled Worker (extensions – ISC liable)	The worker will be making an extension of permission application (to continue working for you in the same occupation code) and you are liable to pay the ISC for them.
Skilled Worker (Changes of Employment – ISC exempt)	The worker will be making a change of employment application (to change job or employer) and you are not liable to pay the ISC for them.
Skilled Worker (Changes of Employment – ISC liable)	The worker will be making a change of employment application (to change job or employer) and you are liable to pay the ISC for them.
Skilled Worker (graduate in Tier 4/Student route switching to Skilled Worker)	<p>The worker has current permission as a Student or Child Student (or under the former Tier 4 route) and will be applying to switch to the Skilled Worker route – you are not required to pay the ISC in these circumstances.</p> <p>Note: the worker does not have to be a graduate for this exemption from the ISC to apply but they must have current permission for the purpose of study.</p>
Skilled Worker (Switching immigration category – ISC exempt)	The worker will be applying to switch from another immigration route (other than the Student route/Tier 4) to the Skilled Worker route and you are not liable to pay the ISC for them.

How long you can assign a CoS on the Skilled Worker route

- SK11.20. You can normally assign a CoS for the period you intend to employ the worker, up to a maximum of 5 years.
- SK11.21. If you are sponsoring a worker who will be [claiming points for being a new entrant](#), the maximum period you can assign a CoS is 4 years (including time already spent in the UK as a new entrant on the Skilled Worker or Tier 2 (General) routes, or on the Graduate route).
- SK11.22. If you assign a CoS to a worker under occupation code '2231 Nurses' or '2232 Midwives', the start date you give on their CoS should be the earliest date of:
- the date they will start working for you in familiarisation training
 - if they have already passed the objective-structured clinical examination (OSCE) and received their registration number (PIN), the date they will start working for you as a fully NMC-registered nurse or midwife
 - the date on which they will sit their OSCE
- SK11.23. You cannot sponsor a pre-registration nurse or midwife for longer than 8 months. You must confirm on the CoS that you will stop sponsoring the worker as a nurse or midwife if they do not achieve full NMC registration within 8 months of the job start date. See [Sponsoring an overseas qualified nurse or midwife](#) for further information.
- SK11.24. For further information on start and end dates, see section S3 of [Part 2: Sponsor a worker](#).

Reporting duties and record keeping

- SK11.25. Once you have assigned a CoS to a worker, you must tell us if they fail to start their employment, are absent without permission, or there are any significant changes to the nature of their work or salary, or to your organisation. For full details of your reporting and other duties, see: [Part 3: Sponsor duties and compliance](#).
- SK11.26. You must also keep records for each worker you sponsor as specified in [Appendix D](#) to the sponsor guidance.
- SK11.27. If you fail to meet these duties, we may revoke your sponsor licence.

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SK12.Skilled Worker Defined CoS

This section tells you when and how to apply for a Defined Certificate of Sponsorship for a Skilled Worker.

Overview

- SK12.1. You must apply for a 'Defined' Certificate of Sponsorship (CoS) if the worker you wish to sponsor will be making their application for permission (entry clearance) from outside the UK. You can also apply for a Defined CoS if you have not yet identified a worker but think you may need to sponsor a worker from overseas.
- SK12.2. You must not assign an Undefined CoS to a worker who will be applying for entry clearance – if you do, we are likely to [revoke your licence](#).
- SK12.3. You cannot apply for an annual allocation of Defined CoS. Instead, you must apply for a Defined CoS as and when you require one.
- SK12.4. You cannot apply for a Defined CoS if your licence is B-rated or suspended.
- SK12.5. A Defined CoS must otherwise meet all of the same requirements as an [Undefined CoS](#) to be valid and eligible for points.

How to apply for a Defined CoS

- SK12.6. You apply for a Defined CoS using your [sponsorship management system \(SMS\)](#) account. The application can only be made by a Level 1 user – see section L4 of [Part 1: Apply for a licence](#) for information on who can be a Level 1 user.
- SK12.7. There is no additional fee to apply for a Defined CoS beyond the [standard CoS fee](#).
- SK12.8. When you make your application, you must fill in all mandatory fields marked with an asterisk (*). If you do not, you will not be able to send your application. The information you give about the role is the same as you would give if you were assigning a Skilled Worker [Undefined CoS](#).
- SK12.9. You can find detailed information on how to complete a Defined CoS application, and how to assign a Defined CoS, in [SMS Manual 12](#).

Salary information on the CoS

- SK12.10. The salary you enter on the CoS must be a genuine reflection of what you intend to pay the worker. It must also be eligible for 20 points, and meet all of the [salary requirements](#) of the Skilled Worker route. If it does not meet the requirements, we will reject the application.

- SK12.11. If you have not identified a particular worker at the time you apply for a Defined CoS, you cannot assume the worker you eventually assign it to will be eligible for tradeable points under Options B (relevant PhD), C (relevant PhD in a STEM subject), or E (new entrant), unless you can provide a clear justification for this, for example:
- in the case of [Option B](#), that the job requires the successful candidate to have a relevant PhD
 - in the case of [Option C](#), that the job requires the successful candidate to have a relevant PhD in a STEM subject
 - in the case of [Option E](#), that the job is in a specified occupation code or is a regulated profession and the worker will be working towards a recognised professional qualification in that profession
- SK12.12. You can include this additional information in the ‘Summary of job description’ text box. If you cannot provide a satisfactory justification, the salary you enter on the CoS must be eligible for points under [Option A](#).
- SK12.13. In the ‘Summary of job description’ text box, you must also state the number of hours the successful candidate, or candidates, will work each week. If the working hours will vary, you must give details of what the working pattern will be. This will help us to confirm the stated salary meets the [general threshold, going rate and hourly rate requirements](#). If you fail to give this information, we are likely to reject your application.
- SK12.14. If the number of weekly hours is subject to negotiation or final agreement, you should enter the number of hours you would normally expect employees in a similar role to work each week, and enter “to be confirmed” (or a similar phrase) in brackets. You will be able to enter the correct number of hours when you assign the CoS to a worker.

When we will decide your application

- SK12.15. If your application is straightforward and does not require any further information, we will normally decide your application for a Defined CoS within one working day.
- SK12.16. We may check the information you send with your application before we can fully consider it – for example, if we have doubts about its validity or we are not sure if the role described on the CoS meets the requirements of the Skilled Worker route.
- SK12.17. If we need to make any checks, we may ask you for more information or documents. You must send us any information or documents within the timescale specified in the request. If you do not, your application will be rejected and not considered. If you do send additional information or documents as requested, we will aim to consider this within 20 working days of receipt.

Decision on an application for a Defined CoS

SK12.18. If your application for a Defined CoS is successful, it will be allocated to your SMS account, ready to be assigned to a worker.

SK12.19. We will reject your application for a Defined CoS if:

- the job is not in an [eligible skilled occupation](#)
- we have good reason to believe you have chosen an inappropriate occupation code for the role
- the application would not be eligible for [20 tradeable points for salary](#)
- we have reasonable grounds to believe the job is not [genuine](#) or amounts to the [hire of the worker to a third party](#)
- the application otherwise does not meet the requirements of the Skilled Worker route
- we have reasonable grounds to believe the role does not comply with UK employment law (for example, [National Minimum Wage or the Working Time Regulations](#))

SK12.20. We will also reject your application, and may take action against you, if we have good reason to believe you have provided false or misleading information in your application.

Time limit for assigning and using a Defined CoS

SK12.21. Once we have allocated a Defined CoS to your SMS account, you will have 3 months to assign it to a worker. If you do not assign it within 3 months, it will be removed from your account. You should therefore only apply for a Defined CoS if you genuinely intend to assign it within 3 months.

SK12.22. Once you have assigned the CoS to a worker, they will then have 3 months to use it to support an application for entry clearance or permission to stay. If they do not use it within this period, it will be invalid and any application supported by it is likely to be rejected.

If your licence is downgraded or suspended

SK12.23. If you have any unassigned Defined CoS in your SMS account, and your licence is [downgraded to a B rating](#), or is [suspended](#), you will not be able to assign these CoS. They will be removed from your account at the end of 3 months (unless you regain your A-rating and assign them to a worker during that period).

Reclaiming invalid CoS

SK12.24. If we find, after allocating you a Defined CoS, but before you have assigned it to a worker, that the application was in fact invalid, we will reclaim it from your SMS account. If you still need a Defined CoS, you will need to apply again.

Changes to the details on a Defined CoS

SK12.25. When you apply for a Defined CoS, the information you give in your application, such as the salary and job description, will appear on the CoS that is allocated to you if your application is successful. When you are ready to assign that CoS to a worker, you will not be able to change any of these pre-populated fields.

SK12.26. You can, however, add a sponsor note to let us know of the following changes only:

Change	Extent to which change is permitted
Salary	You can change the salary you will pay to the worker, but the revised salary must be eligible for the same number of points as the salary stated in the original application for that CoS. If it is not, we will cancel the CoS.
Start and end date of the job	You can amend either or both of these dates – but remember, the start date cannot be more than 3 months after the date the worker makes their application for entry clearance or permission to stay.

SK12.27. These are the only changes you can make to a Defined CoS when you assign it. If anything else has changed, such as:

- a change in salary beyond the limits set out in the table above; or
- a change to the occupation code or job description

you must tell us so we can cancel the CoS.

If you give false information in your application

SK12.28. You must only assign a Defined CoS if you intend to employ the worker according to the details stated in the application you made for it, or in any sponsor note added in the circumstances permitted above. If we subsequently find that you gave false information in your application, we will revoke your sponsor licence. Examples include, but are not limited to, where:

- we find (either through a compliance visit or checking with HMRC) that the salary you pay to a worker whose application for permission was supported by a Defined CoS is lower than the salary stated in your application for that CoS
- you have assigned the CoS for a job other than the one described in the application for that CoS
- you have used an inappropriate occupation code to meet the skill level

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SK13. Health and Care visa

This section tells you about sponsoring key health workers for a 'Health and Care visa'.

Background

SK13.1. On 4 August 2020, the Government launched a 'Health and Care visa' for eligible health workers who have been trained to a recognised standard and have good English language skills. The Health and Care visa forms part of the Skilled Worker route.

SK13.2. The benefits of the Health and Care visa include:

- fast-track visa processing for entry to the UK
- the support of a dedicated team within UKVI in processing applicants' and their dependent families' visa applications
- reduced [visa fees](#)
- exemption from the [Immigration Health Charge](#)

Eligibility for a Health and Care visa

SK13.3. If you wish to sponsor a Skilled Worker for a Health and Care visa, you must read the full [Health and Care visa guidance](#) for detailed information on the eligibility criteria. You must be an eligible organisation, as set out in paragraph 2 of that guidance.

SK13.4. Only workers employed in the following occupation codes are eligible for the Health and Care visa:

- 1181 – Health services and public health managers and directors
- 1242 – Residential, day and domiciliary care managers and proprietors
- 2112 – Biological scientists and biochemists
- 2113 – Physical Scientists
- 2211 – Medical Practitioners
- 2212 – Psychologists
- 2213 – Pharmacists
- 2214 – Ophthalmic Opticians
- 2215 – Dental practitioners
- 2217 – Medical Radiographers
- 2218 – Podiatrists
- 2219 – Health Professionals not elsewhere classified
- 2221 – Physiotherapists
- 2222 – Occupational Therapists
- 2223 – Speech and Language Therapists
- 2229 – Therapy professionals not elsewhere classified
- 2231 – Nurses
- 2232 – Midwives

- 2442 – Social Workers
- 3111 – Laboratory Technicians
- 3213 – Paramedics
- 3216 – Dispensing opticians
- 3217 – Pharmaceutical technicians
- 3218 – Medical and dental technicians
- 3219 – Health associate professionals not elsewhere classified
- 6141 – Nursing auxiliaries and assistants
- 6143 – Dental nurses
- 6145 – Care workers and home carers
- 6146 – Senior care workers

SK13.5. If the worker will not be employed in one of the above occupation codes, they will not be eligible for the Health and Care visa and will have to qualify under the standard Skilled Worker rules (and pay the [Immigration Health Charge](#)).

SK13.6. Health and Care visa applicants must meet all of the standard [immigration requirements](#) of the Skilled Worker route, in addition to the specific Health and Care visa requirements.

Additional information you must include on the CoS

SK13.7. When you assign a CoS to a Skilled Worker for a Health and Care visa, or apply for a Defined CoS that you intend to assign to such a worker, you must:

- include in the ‘Summary of job description’ field of the CoS:
 - a brief explanation of how the worker meets the Health and Care visa criteria – for example, that they work for an NHS trust in one of the above occupation codes
 - if you are a private organisation, provide brief information about the contract or agreement you have with NHS trusts or bodies to provide those services
- tell the worker they are eligible for the Health and Care visa so they can correctly complete their visa application form – if you fail to do so, the worker’s visa application may be rejected

SK13.8. If you forget to include information about how the worker meets the criteria or your contractual arrangements (if relevant) in the ‘Summary of job description’ field, you must add a ‘sponsor note’ with this information after you have assigned the CoS.

SK13.9. If you are a private organisation providing services on behalf of the NHS, we may ask you to submit evidence of your arrangements with the NHS. You must give us this evidence if asked.

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