

AGE ASSESSMENT

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Introduction

The age assessment involves the award of points depending on an applicant's age. This assessment is intended to recognise that it is more difficult for a highly skilled young graduate to score maximum points in the previous earnings category, compared to an older counterpart with the same level of skills. They will therefore find it harder to qualify on the basis of the other points categories alone. Age discrimination legislation applies to IND as an employer, not as an issuer of work permits, so we are able to award points for age.

Points available

Age in years	Points
27 or under	20
28 or 29	10
30 or 31	5
32 and over	0

Cut-off points for age assessment

Points can only be awarded to individuals who are still within the age band when their HSMP application is received at our Payment Processing Centre (Siemens). The application form should be received at the Payment Processing Centre before the applicant's birthday if they are about to pass from one age band into another.

If our Payment Processing Centre receives the application on or after a birthday that puts the applicant into the next age category, then their age should be assessed according to the older category and the points awarded accordingly.

For example, if the applicant is about to reach their 28th birthday, and they wish to claim 20 points for being in the 27 or under age category, the application must reach the Payment Processing Centre by the **last working day before their 28th Birthday**.

Evidence Required

The applicant must submit specified evidence in the form of:

- Their original birth certificate; or
- Their original full driving licence.

Please note that we will no longer accept provisional driving licences.

Exceptional consideration

If there are exceptional and compelling reasons as to why the applicant is not able to provide the required evidence, then they may request exceptional consideration of their case. Please see the section of these instructions on 'considering an application and evidence required to support and score an application' for further information on exceptional consideration.

Alternative evidence required

Applicants requesting exceptional consideration must supply alternative evidence in the form of a notarised copy of the personal details page of their passport.

If the caseworker is not satisfied with the reasons given for not providing an original birth certificate or full driving licence, they should not consider the alternative documentation submitted.