



Home Office

# Workers and Temporary Workers: guidance for sponsors

## Sponsor a Skilled Worker

Version 04/21

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

This version of the guidance applies from 6 April 2021.

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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 replaced the existing Tier 2 (General) route from 1 December 2020. It allows employers to recruit people to work in the UK in a specific job in an eligible skilled occupation and applies to both:

- European Economic Area (EEA) nationals who arrived in the UK after 11 pm on 31 December 2020 (see below); and
- non-EEA nationals who apply for entry clearance or permission to stay on or after 1 December 2020

There are transitional arrangements if you assigned, or applied for, a Certificate of Sponsorship under the Tier 2 (General) route before 1 December 2020 but it was not used in an application before that date – see [Annex SK1](#).

## Employing EEA nationals and Irish citizens

In this guidance, reference to ‘EEA nationals’ includes nationals of Switzerland but not of Ireland. You do not need to sponsor Irish citizens (see below).

### EEA nationals

You are not required to sponsor an [EEA national](#) who arrived in the UK before the end of the implementation period (11 pm on 31 December 2020). EEA nationals (and their eligible family members) were entitled to exercise their right to enter the UK under freedom of movement rules until that date and time. You can therefore continue to employ EEA nationals who arrived in the UK before the end of the implementation period (and their eligible family members) without needing to sponsor them.

EEA nationals (and their eligible family members) who entered the UK before the end of the implementation period, and wish to continue living and working here, must apply for status under the [EU Settlement Scheme \(EUSS\)](#) no later than 30 June 2021. People with settled or pre-settled status under the EUSS do not need to be sponsored.

### Irish citizens

Irish citizens do not need permission to live or work in the UK and are not eligible to apply on the Skilled Worker route, unless they are subject to a deportation order, an exclusion decision or an international travel ban. You can therefore continue to employ Irish citizens without needing to sponsor them. This includes Irish citizens who arrived after 31 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](#) – if you do not already have a licence
- [Part 2: Sponsor a worker](#) – provides information on sponsoring workers common to all Worker and Temporary Worker routes
- [Part 3: Sponsor duties and compliance](#)
- 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](#).

## 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 cleared for publication:

- version **04/21**
- cleared for publication on 31 March 2021

## Changes from the last version of this guidance

This version replaces version 12/20. The guidance has been updated to:

- reflect changes to the Immigration Rules, as set out in [Statement of Changes HC 1248](#), including:
  - introduction of the minimum £10.10 hourly rate for Skilled Workers applying from 6 April 2021
  - clarification of the circumstances in which a Skilled Worker's salary can be reduced without a new application for permission

- introduction of the Academic Technology Approval Scheme (ATAS) requirement for certain roles from 21 May 2021
- make other minor clarifications and corrections

Full details of the changes are set out in the table below:

Section or paragraph number in this version	Section or paragraph number in previous version	Details of change
About this guidance	About this guidance	Minor amendments to reflect that the implementation period for leaving the EU has now ended.
SK2.3	SK2.3	Minor drafting amendment.
SK3.6	SK3.6	New bullet point added referencing the new ATAS requirement.
SK3.9	SK3.9	Link added to table for guidance on proving English language.
SK3.10	SK3.10	Minor drafting amendment.
SK3.15 to SK3.19	N/A	New subsection on ATAS requirement. Subsequent paragraphs in this section renumbered accordingly.
SK5.1, SK5.2, SK5.5 (Note)	SK5.1, SK5.2, SK5.5 (Note)	Minor drafting amendments.
SK5.6 to SK5.15	N/A	New subsection added summarising the general salary threshold, going rate and new hourly rate. Subsequent paragraphs in this section renumbered accordingly.
SK5.16	SK5.6	Minor drafting amendments and references to £10.10 minimum hourly rate added.
SK5.17, SK5.18	SK5.7, SK5.8	Minor drafting amendments.
SK5.21, SK5.22	SK5.13, SK5.14	Subheading amended and minor drafting amendments.
SK5.23	SK5.15	Minor drafting amendment.
SK5.24 to SK5.29	SK5.16 to SK5.21	Subheading amended; minor drafting amendments and clarifications.
SK5.32, SK5.35, SK8.17	SK5.26, SK5.29, SK8.17	References to UK NARIC amended to Ecctis, following a change to that organisation's name.
SK5.30 to SK5.41	SK5.24 to SK5.35	Subheading amended and minor amendments to reflect new hourly rate requirement.
SK5.42 to SK5.45	SK5.36 to SK5.39	Amended to include reference to the new Graduate route; minor change to reflect Students and Graduates can qualify as new entrants if they last entered the UK as a visitor; other minor drafting amendments

Section or paragraph number in this version	Section or paragraph number in previous version	Details of change
SK5.51	N/A	New subsection on transitional arrangements. Subsequent paragraphs in this section renumbered accordingly.
SK5.52 to SK5.53	SK5.8 to SK5.9	Paragraphs (CoS assigned before 24 November 2016) moved.
SK5.54 to SK5.58	N/A	New paragraphs outlining transitional arrangements for hourly rate and for going rates in certain occupation codes.
SK5.59	SK5.22	Paragraph on unpaid leave moved.
SK5.60 to SK5.67	SK5.23	Significantly redrafted and expanded to reflect changes to the Skilled Worker Immigration Rules on the circumstances in which a worker's salary can be reduced without a new application being required.
SK6.12	SK6.12	Minor drafting amendment.
SK8.11	SK8.11	Link to list of countries whose nationals are eligible for the CoS fee concession added.
SK8.17	SK8.17	Note added reminding relevant sponsors they must add a sponsor note confirming whether the ATAS requirement applies.
SK9.10 to SK9.12	N/A	New subsection clarifying that if a sponsor applies for a Defined Certificate of Sponsorship before they have identified an individual, they must not assume the successful candidate will be eligible for tradeable points under Options B, C or E.
SK9.16, SK9.23	SK9.13, SK9.20,	Minor drafting amendments.
Throughout	Throughout	Minor formatting amendments and housekeeping changes.

## Related content

[Contents](#)



# SK1. Sponsoring a Skilled Worker: what you need to know

This section summarises the main requirements you must meet to sponsor a worker on the Skilled Worker route and where you can find more information.

SK1.1. To be eligible to sponsor a Skilled Worker, you must:

- hold a valid Skilled Worker sponsor licence – see [Who can sponsor Skilled Workers](#)
- understand what the Skilled Worker route is and whom you can sponsor on this route – see [Who can come to the UK as a Skilled Worker](#)
- understand the general requirements for sponsoring a worker – see [Part 2: Sponsor a worker](#)
- only sponsor workers for employment in an eligible occupation code – see [Skilled Worker: skill-level requirement](#)
- ensure the worker's salary meets the relevant [salary requirement for Skilled Workers](#)
- 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 – see [Sponsoring an overseas trained nurse or midwife](#)
- assign a valid Certificate of Sponsorship (CoS) to the worker you wish to sponsor, pay the relevant CoS fee, and ensure you understand the difference between a 'defined' and an 'undefined' CoS – see the [Certificate of sponsorship for Skilled Workers](#) and [Skilled Worker defined CoS](#) sections of this document
- pay the [Immigration Skills Charge](#) for each worker you wish to sponsor, unless they are exempt – see the 'Immigration Skills Charge' section of [Part 2: Sponsor a worker](#)
- keep records for each worker you sponsor – see [Appendix D](#) to the sponsor guidance
- have key personnel in place who meet our requirements – they will be responsible for, among other things, assigning and requesting CoS and reporting any significant changes to us through the sponsorship management system (SMS) – see the 'Key personnel' and 'Sponsorship Management System' sections of [Part 1: Apply for a licence](#) for information
- understand and comply with all of your sponsor duties – see [Part 3: Sponsor duties and compliance](#) for details of this, and the consequences of failing to comply with your sponsor duties

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## SK2. Who can sponsor Skilled Workers

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

### Sponsor licence requirement

- SK2.1. If you wish to sponsor a Skilled Worker, you must hold a valid Skilled Worker sponsor licence. 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 held a Tier 2 (General) sponsor licence under the sponsorship arrangements in place immediately before 1 December 2020, your previous licence (along with your Certificate of Sponsorship allocation) will have been converted into a Skilled Worker sponsor licence with the same expiry date as your Tier 2 (General) licence. If your licence is due to expire within the next 90 days, you should apply now to renew it.
- SK2.4. For more information on transitional arrangements, see [Part 1: Apply for a licence](#). For information on renewing your licence, see [Part 3: Sponsor duties and compliance](#).

### 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 licence to sponsor Skilled Workers, you must be able to offer genuine employment that meets the skill level for this route. In most cases, the job must be skilled to level 3 or above on the Regulated Qualifications Framework for England and Northern Ireland, or the equivalent level in Wales or Scotland. See [Section SK4: Skill level requirement](#) for further information.

### 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.

## 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, you must read [Part 3: Sponsor duties and compliance](#).

**Related content**

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# SK3. Who can come to the UK as a Skilled Worker

This section tells you what the Skilled Worker route is, the immigration requirements applicants must meet and where you can find further information.

## What is the Skilled Worker route?

- SK3.1. The Skilled Worker route allows employers to recruit workers from outside the UK and Ireland to fill a wide range of skilled vacancies in the UK.
- SK3.2. 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 is equivalent to approximately A-level standard. This does not mean the worker has to have A-levels or equivalent qualifications, but the work they do must be at that level. Eligible jobs are listed in Tables 1 and 2 of [Appendix Skilled Occupations](#) to the Immigration Rules. The job must be on this list.
- SK3.3. You can also sponsor eligible healthcare professionals for the [Health and Care visa](#), which is a special subcategory of the Skilled Worker route.
- SK3.4. 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.

## Immigration requirements

- SK3.5. 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](#).
- SK3.6. These include the requirements that the applicant:
- meets the [Points criteria](#) of the route
  - if relevant, meets the [financial requirement](#)
  - if relevant, meets the [criminal records certificate requirement](#)
  - if relevant, meets the [ATAS requirement](#)
- SK3.7. This is not the full list of requirements – you must refer to the relevant Immigration Rules for this.

## Points criteria

- SK3.8. The applicant must score 70 points to be eligible. This includes 50 points for mandatory or 'non-tradeable' criteria, and 20 points for 'tradeable' criteria.

SK3.9. 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 <a href="#">valid Certificate of Sponsorship</a> for the role they wish to undertake	20
Job at an appropriate skill level	The job must be in an eligible occupation code listed in <a href="#">Appendix Skilled Occupations</a> – see the ‘ <a href="#">Skill level</a> ’ section of this document	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 <a href="#">Appendix English Language</a> . For guidance on proving this requirement, see <a href="#">Knowledge of English</a> on GOV.UK	10

SK3.10. In addition to scoring 50 points for the above criteria, the applicant must score 20 ‘tradeable’ points based on:

- their salary; and
- other criteria, such as a 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

SK3.11. For further information on tradeable points, see [Skilled Worker: points for salary](#).

## Financial requirement

SK3.12. 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.

SK3.13. 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.

SK3.14. For further information, see section S7 of [Part 2: Sponsor a worker](#).

## ATAS requirement

- SK3.15. Some applicants applying for entry clearance or permission to stay from 21 May 2021 will need to obtain an Academic Approval Technology Scheme (ATAS) certificate from the Counter-Proliferation and Arms Control Centre of the Foreign, Commonwealth and Development Office before they make their application. This is known as the 'ATAS requirement'.
- SK3.16. The ATAS requirement applies where the worker is not an exempt national and will be working in a job in a relevant occupation code which includes an element of research at PhD level or above in certain sensitive subject areas whose knowledge could be used in programmes to develop Advanced Conventional Military Technology (ACMT), weapons of mass destruction (WMDs) or their means of delivery.

## Action for you as a sponsor

- SK3.17. If you are also licensed as a Student sponsor and will be sponsoring a worker who is not an exempt national in a relevant occupation code, you will need to confirm on the worker's CoS whether the ATAS requirement applies. If it does, you must ensure the worker obtains an ATAS certificate before they apply for entry clearance or permission to stay.
- SK3.18. If a worker who requires an ATAS certificate fails to include a copy with their application, we will refuse their application and you may lose your sponsor licence.
- SK3.19. For further information on this requirement, and your responsibilities in relation to it, see 'ATAS requirement' in section 7 of [Part 2: Sponsor a worker](#).

## Entry clearance 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.

## Extension of permission

- SK3.21. 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'

- SK3.22. 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 on any of the following routes:

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

## Period of grant

SK3.23. Successful applicants will be granted entry clearance or permission to stay for the period of employment as stated on their CoS, plus 14 days, up to a maximum period of 5 years.

## Settlement

SK3.24. 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

SK3.25. You can find more information in the [Skilled Worker section](#) of the GOV.UK website.

SK3.26. You should also refer to sections S7 to S9 of [Part 2: Sponsor a worker](#).

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## SK4. Skilled Worker: skill level requirement

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 an appropriate skill level. You can only sponsor workers for a job which is listed as eligible for this route in Tables 1 and 2 of [Appendix Skilled Occupations](#) to the Immigration Rules.
- SK4.2. When you assign a Certificate of Sponsorship (CoS) on the Skilled Worker route, 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.
- SK4.3. 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](#) and the most appropriate occupation code is not listed as “eligible for PhD points” in Table 1 of [Appendix Skilled Occupations](#)
- SK4.4. 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

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## SK5. Skilled Worker: points for salary

This section tells you how Skilled Worker applicants can claim points for salary, how we calculate salaries, and your responsibilities if the worker goes on unpaid leave or has their salary reduced.

### 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 are set out in Tables 1 and 2 of [Appendix Skilled Occupations](#).
- SK5.2. These rates have been set to make sure the resident labour market is not undercut. They will be 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.

### Important note – PAYE reference number

When you [assign a CoS](#) to a Skilled Worker, you will normally need to include on the CoS the Pay As You Earn (PAYE) scheme reference number through which the worker will be paid.

Before you can complete the CoS, you must first add the relevant PAYE scheme reference number, or numbers, 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 complete the CoS.

If the PAYE scheme through which you pay the worker 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.

For further information on managing PAYE reference numbers, see Guide 9 in [SMS Manual 2: manage your sponsorship licence](#).

## 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 [going rate](#) for the occupation; and
- where applicable, the [hourly rate](#)

SK5.7. This means that if the going rate for the occupation is higher than the applicable general salary threshold, you must pay the worker at least the going rate. If the going rate for the occupation is lower than the applicable general salary threshold, you must pay the worker at least the applicable general salary threshold. In either case, you must pay at least the hourly rate (where this applies).

SK5.8. Further information about these rates is given below.

### General salary threshold

SK5.9. The general salary threshold is normally £25,600 per year. In some cases, you can pay less than this (at least £23,040 or £20,480 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.

### Going rate

SK5.11. 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.

SK5.12. 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.

SK5.13. There are [transitional arrangements](#) relating to the going rate for some occupations.

### Hourly rate

SK5.14. You must pay your sponsored workers at least £10.10 per hour if:

- the worker is making their application for entry clearance or permission to stay on or after 6 April 2021

- the worker did not hold permission as a Skilled Worker or Tier 2 (General) Migrant under the Rules in place before 6 April 2021 (or, if they did, has not held continuous permission on those routes since they were granted such permission); and
- you will be sponsoring the worker in an occupation code listed in Table 1 of Appendix Skilled Occupations

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 a [transitional arrangement](#).

## Tradeable points for salary and other attributes

SK5.16. 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.

Option	Requirements
<a href="#">A: salary only</a>	The applicant's salary equals or exceeds all of: <ul style="list-style-type: none"> <li>• £25,600 per year</li> <li>• the going rate for the occupation code; and</li> <li>• £10.10 per hour</li> </ul>
<a href="#">B: relevant PhD</a>	PhD in a subject relevant to the job and the applicant's salary equals or exceeds all of: <ul style="list-style-type: none"> <li>• £23,040 per year</li> <li>• 90% of the going rate for the occupation code; and</li> <li>• £10.10 per hour</li> </ul>
<a href="#">C: relevant STEM PhD</a>	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"> <li>• £20,480 per year</li> <li>• 80% of the going rate for the occupation code; and</li> <li>• £10.10 per hour</li> </ul>
<a href="#">D: shortage occupation</a>	Job in a listed shortage occupation and the applicant's salary equals or exceeds all of: <ul style="list-style-type: none"> <li>• £20,480 per year</li> <li>• 80% of the going rate for the occupation code; and</li> <li>• £10.10 per hour</li> </ul>
<a href="#">E: new entrant</a>	Applicant is a new entrant to the labour market and their salary equals or exceeds all of: <ul style="list-style-type: none"> <li>• £20,480 per year</li> <li>• 70% of the going rate for the occupation code; and</li> <li>• £10.10 per hour</li> </ul>

Option	Requirements
<a href="#">F: listed health or education occupation</a>	<p>Job in a listed health or education occupation and the applicant's salary equals or exceeds both:</p> <ul style="list-style-type: none"> <li>• £20,480 per year; and</li> <li>• the going rate for the occupation code</li> </ul> <p>An applicant with a job in a listed health or education occupation can only be awarded points from option F.</p> <p>You can temporarily pay a <a href="#">pre-registration nurse or midwife</a> below these rates if certain conditions are met</p>

SK5.17. [Detailed information](#) on how applicants can score points against these criteria is given below. You should also refer to the [transitional arrangements for salary](#).

## Calculation of salary

SK5.18. You must ensure you understand the rules on calculation of salary (including allowances and pro-rating). These apply to all options listed in the table above (and in [transitional arrangements for salary](#)), unless otherwise stated.

## Allowances

SK5.19. Subject to the [transitional provision](#) below, salary under these requirements includes only guaranteed basic gross pay (before income tax and including employee pension and national insurance contributions). It does not include 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

SK5.20. When you enter the applicant's gross salary on their CoS, you must not include any allowances, such as those listed above, in the figure.

## Transitional provision for allowances

SK5.21. If the applicant is in the UK and applying for permission to stay (or settlement), you may include guaranteed allowances in the salary figure entered on the worker's CoS, provided all of the following conditions are met:

- the applicant 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

SK5.22. 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

SK5.23. 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 requirement. 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

SK5.24. 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 will therefore not meet the general salary threshold, unless eligible for [tradeable points](#) under Options B to F.

SK5.25. If the applicant will be working part-time, we will only consider their actual gross earnings to determine if they are being 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

SK5.26. When assessing whether the applicant is being paid the going rate (and, where applicable, meets the £10.10 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 depends on whether the occupation code is listed in Table 1 or Table 2 of Appendix Skilled Occupations.

### Occupation code in Table 1

SK5.27. Going rates for occupation codes listed in Table 1 of [Appendix Skilled Occupations](#) are based on a 39-hour week and will be pro-rated as follows:

(The going rate for the occupation code stated in Table 1 of Appendix Skilled Occupations) x (the number of weekly working hours stated by you on the applicant's CoS) ÷ 39

This means, for example:

- an applicant who works 60 hours a week in an occupation code in Table 1 with a going rate of £39,000 must be paid at least £60,000 ( $£39,000 \times 60 \div 39$ ) 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 £39,000 must be paid at least £30,000 ( $£39,000 \times 30 \div 39$ ) per year to meet the going rate requirement

SK5.28. 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 £10.10 per hour requirement.

### Occupation code in Table 2

SK5.29. 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 3 and 4 of Appendix Skilled Occupations.

## Detailed requirements for scoring tradeable points

SK5.30. The subsections below provide more information on the requirements you and the applicant must meet to score the points available in the '[Tradeable points for salary and other attributes](#)' table above. These are in addition to the requirements on allowances, pro-rating, unpaid leave and reduction in salary.

## Tradeable points option A: salary only

SK5.31. 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:
  - £25,600 per year;
  - the going rate for the relevant occupation code; and
  - £10.10 per hour (unless covered by a [transitional arrangement](#))

## Tradeable points option B: eligible PhD

SK5.32. 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:
  - £23,040 per year;
  - 90% of the going rate for the relevant occupation code; and
  - £10.10 per hour (unless covered by a [transitional arrangement](#))

SK5.33. 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.

SK5.34. The applicant must provide evidence of the relevant qualification when they first apply for permission in 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

SK5.35. 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:
  - £20,480 per year;
  - 80% of the going rate for the relevant occupation code; and
  - £10.10 per hour (unless covered by a [transitional arrangement](#))

SK5.36. 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

SK5.37. 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.

SK5.38. The applicant must provide evidence of the relevant qualification when they first apply for permission in 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

SK5.39. 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
- their salary is equal to or exceeds all of:
  - £20,480 per year;
  - 80% of the going rate for the relevant occupation code; and
  - £10.10 per hour (unless covered by a [transitional arrangement](#))

SK5.40. 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

SK5.41. 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](#)
- they meet the 'new entrant' criteria set out below; and
- their salary is equal to or exceeds all of:
  - £20,480 per year;
  - 70% of the going rate for the relevant occupation code; and
  - £10.10 per hour (unless covered by a [transitional arrangement](#))

SK5.42. 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 as a Graduate (see Note below), 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

**Note:** the Graduate route is a new unsponsored route which allows international students who have obtained an eligible UK qualification at degree-level or above to remain in the UK to work, or look for work. It will open to applications from 1 July 2021. There is information on the [new Graduate route](#) on GOV.UK.

## Additional requirements for those last granted as a Student

SK5.43. 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 as a new entrant:

- 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

SK5.44. 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

SK5.45. 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

SK5.46. 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:
  - £20,480 per year; and
  - the going rate for the relevant occupation code

### Temporary exception for pre-registration nurses and midwives

SK5.47. Overseas trained nurses and midwives must be eligible to [register with the Nursing and Midwifery Council \(NMC\)](#) if they wish to practise in the UK. 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 pay them less than £20,480 per year for up to 8 months in either of the following circumstances:

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

SK5.48. During this 8-month period, or until the applicant achieves NMC registration (if sooner), the applicant's salary must be at least equal to the appropriate Agenda for Change Band 3 rate, as stated in Table 3 of [Appendix Skilled Occupations](#).

SK5.49. 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. If the applicant was last granted permission as a Skilled Worker (or under Tier 2 (General)) as a nurse or midwife, the 8 months is counted from the job start date of the job they were sponsored to do in their most recent grant of permission.

SK5.50. For further information, see [Sponsoring an overseas trained nurse or midwife](#).

## Transitional arrangements for salary

SK5.51. 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.

## CoS assigned before 24 November 2016

SK5.52. An applicant who is in the UK and applying for permission to stay can claim 20 points for their salary (or meet the salary requirement in a settlement application, if relevant) if:

- 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 will be 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

SK5.53. The other restrictions set out in this section (including the rules on [allowances](#) and [pro-rating](#)) still apply. This transitional provision applies to applications for permission to stay (and settlement) made before 24 May 2023, after which it will end.

## Transitional arrangement for hourly rate

SK5.54. The £10.10 [hourly rate requirement](#) does not apply if the applicant:

- applied for entry clearance or permission to stay before 6 April 2021; or
- was granted permission as a Skilled Worker (or Tier 2 (General) Migrant) under the Rules in place before 6 April 2021, and has had continuous permission as a Skilled Worker (or as a Tier 2 (General) Migrant) since then

SK5.55. All other salary requirements set out in this section must still be met.

## Transitional arrangement for going rates

SK5.56. 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.

SK5.57. 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.

SK5.58. This transitional arrangement applies to applications submitted before 1 December 2026, after which it will end. All other salary requirements set out in this section 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)

## Unpaid leave and reduction in salary

SK5.59. You must stop sponsoring a worker if they are absent without 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

See the 'Unpaid leave' section in [Part 2: Sponsor a worker](#) for more information.

SK5.60. 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 maternity leave or sick leave.

SK5.61. If you wish to reduce the salary of a Skilled Worker or Tier 2 (General) Migrant in any other circumstances, you must first check if you will need to assign 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.

SK5.62. 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 apply:

- the worker has permission as a Skilled Worker and, following the reduction in salary, 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, 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, was subject to the £30,000 salary threshold when they were granted that permission, and their revised salary would be eligible for 20 points under [Option A](#)
- the worker has permission as a Tier 2 (General) Migrant, was subject to the £20,800 threshold when they were granted that permission, and their revised salary equals or exceeds both:

- £20,800 per year; and
- the going rate for the occupation code

SK5.63. Although the worker does not need new permission in the above circumstances, you must still let us know via your [SMS account](#) that you have reduced their salary.

SK5.64. In circumstances other than those listed above, if you reduce the worker's salary you must assign them 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.

SK5.65. For 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](#). In this scenario, you must assign a new CoS, and the worker must make a successful application (scoring 20 points under Option B) before you can reduce their salary.

SK5.66. If the revised salary you intend to pay the worker would not meet the requirements of the Immigration Rules or this guidance, you must stop sponsoring them and tell us you have done so via your SMS account.

SK5.67. 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 the amount that would be eligible for points on the Skilled Worker route, or the change is not otherwise permitted by the Immigration Rules or this guidance, we will revoke your licence.

#### **Related content**

[Contents](#)

# SK6. 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 under the Skilled Worker route.

**Note:** this section contains information about the process for nurses trained outside the EEA. It will be updated shortly with information on the process for EEA-trained nurses and midwives. In the meantime, please refer to [Register as a nurse or midwife if you trained in the EU/EEA](#) on the NMC website for information.

## Overview

- SK6.1. If you wish to sponsor an overseas-trained nurse under occupation code “2231 Nurses” or 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](#).
- SK6.2. A nurse or midwife trained outside the [European Economic Area \(EEA\)](#) 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.
- SK6.3. This section provides a [summary](#) of the registration process. However, the process is subject to change and you must also refer to the [Trained outside the EEA](#) page on the NMC website for full, up-to-date details.

## Timeframe for achieving NMC registration

- SK6.4. For the purposes of the Skilled Worker route, overseas-trained nurses and midwives must complete NMC registration within 8 months of either of the following dates:
- 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)
- SK6.5. During this period, you must pay the nurse or midwife at least the Agenda for Change Band 3 rate, as stated in Table 3 of [Appendix Skilled Occupations](#).

SK6.6. If the individual fails to achieve registration within 8 months of either of these dates, you must stop sponsoring them. You must not sponsor a nurse or midwife who has previously been sponsored by a different sponsor if they have failed to achieve full NMC registration within the timeframe specified above.

## Summary of the registration process

SK6.7. The table below summarises the steps a nurse or midwife trained outside the EEA 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.

Requirement	Details
<b>Qualification</b>	<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"> <li>• 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</li> <li>• Part 2 is a practical nursing or midwifery examination known as the <a href="#">objective-structured clinical examination (OSCE)</a>. The OSCE is only available at <a href="#">NMC-approved OSCE test centres in the UK</a></li> </ul>
<b>Health and character requirements</b>	<p>The candidate will need to meet the health and character requirements for safe and effective practice – see <a href="#">Character and health decision-making guidance</a> on the NMC website for details.</p>
<b>Language requirement</b>	<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 <a href="#">English language requirements</a> page on the NMC website for details.</p>



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

## Objective-structured clinical examination (OSCE)

- SK6.8. Where required, the candidate will be invited to sit the OSCE in one of the approved [NMC UK OSCE](#) test centres.
- SK6.9. Candidates may sit the OSCE up to 3 times as part of one application for registration.
- SK6.10. If the candidate is unsuccessful, they must wait a minimum of 10 working days between attempts.
- SK6.11. 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.
- SK6.12. 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 immediately stop sponsoring them as a nurse or midwife.
- SK6.13. 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

- SK6.14. 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.
- SK6.15. 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 is equal to or exceeds both:
- £20,480 per year; and
  - the going rate for the occupation code

**Related content**  
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## SK7. Overseas criminal record certificate requirement

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

SK7.1. 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
  - 6146 Senior care workers
- SK7.2. 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.
- SK7.3. 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).
- SK7.4. 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.
- SK7.5. Further guidance about the requirement can be found on the '[Criminal records check for overseas applicants](#)' page on the GOV.UK website.

#### **Related content**

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# SK8. Certificate of Sponsorship for Skilled Workers

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

## Overview

- SK8.1. 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.
- SK8.2. Before assigning a CoS, you should satisfy yourself that the worker can meet the relevant [immigration requirements](#).
- SK8.3. You must not be 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 [Part 1: Apply for a licence](#).

## Defined and undefined CoS

- SK8.4. There are 2 types of CoS you can assign on the Skilled Worker route, known as 'defined' and 'undefined' CoS.
- SK8.5. 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 before you can assign one.
- SK8.6. 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](#).
- SK8.7. 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
- SK8.8. If you assign the wrong type of CoS, or give false information on your application for a defined CoS, we may revoke your sponsor licence.

- SK8.9. For more information on what a CoS is, and CoS allocations, see section S2 of [Part 2: Sponsor a worker](#).
- SK8.10. You can find detailed technical guidance on how to assign or apply for a CoS on GOV.UK: [User manuals: sponsorship management system \(SMS\)](#) – see in particular manuals 8, 8a and 12.

## Fees

- SK8.11. You must normally pay a fee for each CoS you assign – see the [UK visa fees](#) page on GOV.UK for information on current fee levels. The only exception is if the worker you will be sponsoring is a citizen of a [country which has ratified the European Social Charter](#), in which case there is no fee. For a list of eligible nationalities, see the [UK visa sponsorship for employers: Certificate of Sponsorship](#) page on GOV.UK.
- SK8.12. 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

- SK8.13. 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
- SK8.14. If the CoS was issued more than 3 months before the date of application, we may reject their application and not consider it.
- SK8.15. 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.

## What the CoS must confirm

- SK8.16. For a CoS to be valid and to score 20 points, it must meet the requirements set out in paragraphs SW 5.1 to SW 5.6 of [Appendix Skilled Worker](#) to the Immigration Rules.
- Note:** there are transitional arrangements if you assigned, or applied for, a CoS under the Tier 2 (General) rules before 1 December 2020 but it was not used in an application for entry clearance or permission by that date – see [Annex SK1](#).
- SK8.17. A Skilled Worker CoS must confirm:
- that you are sponsoring the worker on the Skilled Worker route

- the category in which you are sponsoring the worker (choose from the drop-down list)
- 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 – see [additional rules for pre-registration nurses and midwives](#) below
- where the worker will carry out their employment – this should include their main work address and any other regular work addresses, if relevant
- the job title
- the relevant occupation code, as specified in [Appendix Skilled Occupations](#)
- the main duties of the role for which the worker is being sponsored
- details of the worker's salary
- whether the job is on a client contract and details of that contract
- if the worker will be claiming points on the basis of a [relevant PhD](#) or [STEM subject](#), you must provide:
  - a credible explanation of how the PhD is relevant to the job (and that it is a STEM subject, if relevant)
  - the Ecctis (formerly UK NARIC) code if it is an overseas PhD qualification
- if the worker will be claiming points on the basis that the job is in a [shortage occupation](#), confirmation that the job that the worker is being sponsored for is included in [Appendix Shortage Occupation List](#)
- if the worker will be claiming points on the basis of being a [new entrant to the labour market](#), confirmation of how they meet the criteria
- the [Pay As You Earn \(PAYE\) scheme reference number](#) under which the worker will be paid – if they will not be paid through PAYE, you must explain why
- 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 the worker's maintenance (if you are an A-rated sponsor) – see section S7 of [Part 2: Sponsor a worker](#) for further information
- any other additional relevant information specified in this guidance – see, for example, [pre-registration nurses and midwives](#) and [Health and Care visa](#)

### **Important note**

Where relevant, you must also add a sponsor note confirming whether the worker requires an [Academic Technology Approval Scheme \(ATAS\) certificate](#) – see section 7 of [Part 2: Sponsor a worker](#) for guidance on this requirement, and your additional duties in relation to this requirement.

## Start date for a nurse or midwife

SK8.18. When you assign a CoS to a worker who will be sponsored under standard 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

SK8.19. For further information, see the '[Sponsoring an overseas-trained nurse or midwife](#)' section of this guidance.

## Genuineness of role

SK8.20. When you assign a CoS to a worker, you guarantee that the role for which you are sponsoring them is genuine. We may refuse the worker's application and take action against you if we have reasonable grounds to believe 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

SK8.21. For further information, see section C1 of [Part 3: Sponsor duties and compliance](#).

## Working for a third party

SK8.22. 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

SK8.23. If we have reasonable grounds to believe you have done so, we will not award points for the CoS. If that happens, we will refuse the worker's application and may take action against you.

SK8.24. For further information on third-party working, see section S1 of [Part 2: Sponsor a worker](#).



## Reporting duties and record keeping

SK8.25. As part of your sponsorship duties, you must tell us if any worker sponsored by you fails to start their employment, is 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](#).

SK8.26. You must also keep records for each worker you sponsor as specified in [Appendix D](#) to the sponsor guidance.

SK8.27. If you fail to meet these duties, we may revoke your sponsor licence.

### Related content

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## SK9. Skilled Worker defined CoS

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

### Overview

- SK9.1. 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.
- SK9.2. You must not assign an undefined CoS to a worker who is applying for entry clearance – if you do, we may revoke your licence.
- SK9.3. You cannot apply for an annual allocation of defined CoS. Instead, you must apply for a defined CoS as and when you require one.
- SK9.4. You cannot apply for a defined CoS if your licence is B-rated or suspended.
- SK9.5. 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

- SK9.6. 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 the 'Key personnel' section of [Part 1: Apply for a licence](#) for information on who can be a Level 1 user.
- SK9.7. There is no additional fee to apply for a defined CoS beyond the [standard CoS fee](#).
- SK9.8. 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 is the same as you would give if you were assigning a Skilled Worker [undefined CoS](#).
- SK9.9. You can find detailed information on how to complete a defined CoS application, and how to assign a defined CoS, in:
  - [SMS Manual 8a](#)
  - [SMS Manual 12](#)

### Salary information on the CoS

- SK9.10. The salary you enter on the CoS must be a genuine reflection of what you will 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 refuse the application.

SK9.11. If you have not identified a particular worker at the time you apply for a defined CoS, you cannot assume the worker you will 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

SK9.12. If you cannot provide a satisfactory justification, the salary you enter on the CoS must be eligible for points under [Option A](#).

## When we will decide your application

SK9.13. 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.

SK9.14. 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. 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 consider this within 15 working days of receipt.

## Decision on an application for a defined CoS

SK9.15. If your application for a defined CoS is successful, it will be allocated to your SMS account, ready to be assigned to a worker.

SK9.16. We will refuse 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](#) and other criteria
- we have good reason 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

SK9.17. We will also refuse 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

SK9.18. Once allocated to your SMS account, you will have 3 months to assign a defined CoS 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.

SK9.19. 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

SK9.20. 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

SK9.21. 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

SK9.22. 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.

SK9.23. You can, however, add a sponsor note to the SMS 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.

Change	Extent to which change is permitted
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.

SK9.24. 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

SK9.25. 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

### Related content

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# SK10.Health and Care visa

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

## Background

SK10.1. 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.

SK10.2. 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

SK10.3. If you wish to sponsor a Skilled Worker for a Health and Care visa, you must read the '[Health and Care visa guidance](#)' on GOV.UK for detailed information on the eligibility criteria.

SK10.4. Among other requirements set out in the [Health and Care visa guidance](#), only workers employed in the following occupation codes are eligible for the Health and Care visa:

- 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
- 3213 – Paramedics

SK10.5. 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](#)).

SK10.6. 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**

SK10.7. When you apply for, or assign, a CoS to a Skilled Worker for a Health and Care visa, 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

SK10.8. 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.

SK10.9. 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 provide this evidence if asked.

### **Related content**

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# Annex SK1: Transitional arrangement for unused Tier 2 (General) CoS

This annex provides information on what to do if you assigned, or applied for, a Tier 2 (General) Certificate of Sponsorship before 1 December 2020 but it was not used in an immigration application before that date.

1. If you assigned a Certificate of Sponsorship (CoS) (restricted or unrestricted) to a worker before 1 December 2020, or applied for a Tier 2 (General) restricted CoS before 28 November 2020 but:
  - the CoS was not used in an application for entry clearance or permission to stay by 1 December 2020;
  - the application for a restricted CoS had not been decided by 28 November 2020; or
  - a restricted CoS had been allocated to your account but had not been assigned to a worker by 1 December 2020

the CoS will not be valid for use in an application on the new Skilled Worker route.

2. However, we have put in place transitional provisions to allow you to 'upgrade' the CoS to a Skilled Worker CoS so that it can be used in a Skilled Worker application from 1 December 2020.

## If the CoS has already been assigned to a worker

3. If you assigned a Tier 2 (General) CoS (restricted or unrestricted) to a worker before 1 December 2020 but it had not been used in an immigration application by that date, you can 'upgrade' the CoS to a Skilled Worker CoS, provided the CoS was assigned to the worker no more than 3 months ago.
4. You do this by adding a 'sponsor note' to the CoS. In the sponsor note you must include the following information:
  - the [Pay As You Earn \(PAYE\) scheme reference number](#) under which the worker will be paid – if they will not be paid through PAYE, you must explain why
  - that the worker's salary will meet the new salary rules – unless the [transitional provision](#) for allowances applies, this means you must not include any allowances in the salary figure
  - if the worker will be claiming points under options [B \(eligible PhD\)](#), [C \(PhD in a relevant STEM subject\)](#), or [E \(new entrant\)](#), you must explain how they meet the relevant criteria – for example:
    - a credible explanation of how the worker's PhD is relevant to the job or that is in a STEM subject
    - confirmation the worker is aged under 26, is working towards a relevant professional qualification, or is a recent graduate



5. If you provide this information, the worker can use the CoS to make an application on the Skilled Worker route (provided no more than 3 months have elapsed since the CoS was originally assigned). If you correctly assigned an unrestricted Tier 2 (General) CoS under the Rules in force at the time but the worker would require a defined CoS under the Skilled Worker route (for example, a doctor or nurse applying for entry clearance), you can assign them an undefined CoS in these specific circumstances.
6. If you do not provide the information outlined in paragraph 4, we will request it. If you fail to provide the required information within the timescale specified in the request, we are likely to refuse the application for entry clearance or permission to stay. You will then need to assign (and pay for) a new CoS if you still wish to sponsor the worker. If the worker is outside the UK, you will need to apply for a defined CoS for them, even if they were eligible for an unrestricted CoS under the Tier 2 (General) rules. If the worker is in the UK, you must check that they are not in the UK without immigration permission before you assign a CoS. If they are, it is likely we will refuse their application, even if they otherwise meet the requirements.

## **If you applied for a restricted CoS but the application has not been decided**

7. If you applied for a Tier 2 (General) restricted CoS before 28 November 2020 but the application had not yet been decided, we will have decided the application on that date and notified you of the outcome. If your application was granted in the Tier 2 General (New hires - restricted) category, this will have become a 'defined CoS' and you can now assign the CoS to a Skilled Worker.
8. If your application was granted in the Tier 2 General (Tier 4/Student dependant switching to Tier 2) category, this will have been added to your annual undefined Skilled Worker CoS allocation. This is because this category has been replaced by the Skilled Worker "In-Country Switching" category, and people in this category do not require a defined CoS. If your annual undefined Skilled Worker CoS allocation has a status of 'expired', we will make the allocation 'active' with an expiry date set in line with the 'use by' date of the granted CoS. You can then assign the CoS to a Skilled Worker.
9. You must take the action outlined in paragraph 4 above by adding a sponsor note to the CoS. If you are allocated a defined CoS, you will have 3 months to assign it to a worker for use in a Skilled Worker entry clearance (visa) application.
10. If your application has been rejected, we will have written to you to tell you why. You can reapply for a defined CoS on the Skilled Worker route.

## If you were granted a restricted CoS but have not yet assigned it

11. If you were allocated a Tier 2 (General) restricted CoS before 1 December 2020 but had not assigned it to a worker by that date, you can 'upgrade' the CoS to a Skilled Worker defined CoS and assign it to a worker, provided it was allocated to you no more than 3 months ago.
12. You must take the action outlined in paragraph 4 above by adding a sponsor note to the CoS. You will have 3 months to assign the CoS to a worker for use in a Skilled Worker entry clearance (visa) application.
13. A defined CoS is only required in an application for entry clearance from outside the UK – if the worker you wish to sponsor will be applying for permission to stay from within the UK, you can assign them an undefined CoS instead.

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