

# Breakfast Briefing

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*The impact of the Immigration White Paper*

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# Summary of proposed reforms

- **Changes to work routes**
- **Graduates**
- **Higher English language requirements**
- **Earned Settlement & Citizenship**
- **Increased immigration enforcement**

## *Changes to work routes*

- Raising minimum skill level for skilled worker visa to RQF 6 (degree level) from RQF 3 (A-level) meaning:
  - Minimum skill level to return to pre-Brexit levels
  - Estimated reduction of number of roles eligible for sponsorship by around 180
- Immigration Salary List and 20% salary discount for shortage occupations to be abolished
  - Replacing with Temporary Shortage Occupation List for RQF 3-5 roles
  - Restricting dependants for lower-skilled roles on Temporary Shortage List

## *Changes to work routes*

- Ending overseas recruitment of care workers
  - Transitional provisions until 2028
- 32% hike in Immigration Skills Charge (ISC)
  - ISC currently £364 per year for small companies and charities and £1,000 per year for medium and large companies
- Improving visa routes for very highly skilled talent by:
  - Increasing number of migrants arriving on these routes
  - Simplifying global talent route for top scientific and design talent
  - Increasing places on scheme for research interns
  - Review of Innovator Founder route

## *Graduates*

- Reduction in time international students who have completed course in UK can remain for post study work from 2 years to 18 months
- Enhancing High Potential Individual visa route
  - 2-year post study work visa for international graduates from top institutions
  - Doubling number of eligible institutions

## English language requirements

- Increase in English language requirements for skilled workers and other work routes from B1 to B2 of Common European Framework of Reference for Languages (CEFR).
- Introduction of English language requirement for adult dependants of workers and students; level A1 for initial applications and A2 for extensions.
- Level B2 also required for settlement applications

## *Earned settlement and citizenship*

- Qualifying period for settlement for points-based system migrants doubling from 5 years to 10 years
- Possibility of accelerated route to settlement based on applicant's contribution to UK economy and society
- Expected that changes will apply to migrants already in the UK
- Qualifying period for settlement to remain at 5 years for non-UK dependants of British citizens
- Qualifying period for citizenship to increase in line with new proposed settlement requirements.

## *Enhanced Immigration Enforcement & Compliance*

- Establishment of a Fair Work Agency
- Extension of liability for civil penalties for illegal working to different contractual relationships (currently only applies to employer/employee relationship)
- Increased focus on enforcement raids



# Practical Tips

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- Monitor government updates and MAC consultations;
- Audit your current and future workforce needs, with focus on training;
- Assess sponsorship costs and visa eligibility;
- Review right to work processes and check compliant with current Home Office guidance;
- Consider current use of contractors/gig economy workers etc to plan for changes to RTW procedures;
- Plan for staff nearing settlement.

# Thank you

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