

Briefing – UKVI update

This briefing contains information about changes being introduced by the Home Office which may have a financial impact on the recruitment of staff who require a Certificate of Sponsorship. It also provides information on the University's decision to reimburse the cost of visa application fees. The relevant University guidance is currently being updated to reflect these changes and will be published in due course.

Who should read this briefing?

Anyone with any involvement in the approval, budgeting or hiring process of a migrant worker.

Changes to the Tier 2 (General) minimum salary threshold

The Home Office have announced that the Tier 2 minimum salary threshold for Experienced Workers will increase to £30,000 per annum in April 2017. The Experienced Worker minimum salary is applicable if:

- The individual is 26 and over; **or**
- Regardless of age or current visa type, the individual is making a Tier 2 visa application and the length of the Certificate of Sponsorship is more than 3 years in length.

Please consider salary levels carefully when advertising and offering on roles that may attract individuals who will require a Tier 2 visa to ensure the University remains compliant with legislation. If you require any advice or assistance on this matter please contact your Recruitment Administration Officer.

Immigration Skills Charge

The government has announced that migrants undertaking PhD level roles will be exempt for the proposed Immigration Skills Charge (£1,000 per migrant, per year) expected to come into force on 6 April 2017. A reduced rate of £364 per migrant, per year will apply, due to our charity status, for any non-PhD level roles the University sponsors.

Certifying maintenance for Tier 5 dependants

Following a change in the Tier 5 rules it is now possible to certify maintenance for dependants as well as Tier 5 main applicants. Please note that by doing so the host faculty is certifying that they will, if necessary in cases of financial difficulty, maintain and accommodate the applicant (to a minimum value of **£945**) and their dependants (to a minimum value of **£630** each) for the first month of their visit.

Visa Reimbursement

In recognition of the importance of attracting and recruiting talented individuals from a global market, the University has decided to reimburse the costs of the Tier 2 visa application. From April 2017, where an employee is under a Tier 2 visa and their offer of employment is for over 1 year they will be eligible to claim reimbursement for the cost of their initial visa. This would be on commencement of employment and only once all 'right to work' checks have been completed to the University's satisfaction. The University will not cover costs associated with extensions to current visas, NHS surcharges, failed applications or dependant visas. A request for reimbursement should be submitted along with valid receipts to the payroll team, within 6 months of the commencement of employment. The Visa Reimbursement Form, which will be stored on the HR website, must be signed by the Head of Unit / Department and the employing Faculty / business area will be responsible for the costs of the reimbursement.

For more information please contact Ask HR on ext 27547 (dial A-S-K-H-R).

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