

Brachers Bitesize

# Immigration Update

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# Introduction

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# Immigration Update

By Joanna Safadi, Associate Partner -  
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# TODAY'S PRESENTER

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# TODAY'S SESSION

- Recent changes to UK immigration law
  - Came into effect on **22 July 2025**,
  - Particularly those impacting the **Skilled Worker route**.
  - Significant implications for employers, especially regarding sponsorship eligibility, salary thresholds, and workforce planning.
- Top Tips and Common Pitfalls with Rights to Work – Tales from experience!

# BACKGROUND

- Skilled Workers Visa Routes
- Certificates of Sponsorship
- Tiers

# THE NEW CHANGES

- These changes mark a **“complete reset”** of the UK’s immigration system
- Outlined in the **Immigration White Paper** and the **Statement of Changes HC 997 General Immigration Changes – Effective 22 July 2025**

# HOW DOES IT IMPACT YOUR BUSINESS?

- **The 22 July have seen the following changes:-**
  - **Skill Level Raised:** Minimum skill threshold increased from **RQF Level 3 (A-level)** to **RQF Level 6 (Bachelor's degree)**.
  - **Salary Threshold Increased:** General salary threshold raised from **£38,700 to £41,700**; hourly rate increased to **£17.13**.
  - **Over 100 occupations removed** from the eligible list for sponsorship.

# HOW DOES IT IMPACT YOUR BUSINESS?

- **The 22 July have seen the following changes:-**
  - **Reducing the length of the Graduate visa**
- **Transitional protections** apply if a Certificate of Sponsorship (CoS) was assigned before 21 July 2025. Clearly if you applied before the deadline for a CoS and the skilled worker visa, the visa will be extended under the previous rules.

# SOCIAL CARE WORKERS

- **Closure of Overseas Social Care Worker Route**
  - No new overseas applications accepted for care worker roles.
- **Transitional provisions** allow in-country extensions and job changes until **22 July 2028**, provided the worker has been employed for at least 3 months by their sponsor.

# SALARY LIST CHANGES

- Immigration salary list (ISL) will be replaced by a temporary shortage occupation list (TSL)
- As already mentioned the general salary threshold for a graduate /RQF 6 level will increase to £41,700.
- ISL/New Entrant salary has increased to £33,400.
- Temporarily expanded to include some RQF Level 3–5 roles.

# SALARY LIST CHANGES

- No dependants allowed for roles under the Temporary Shortage List.
- Salary discounts for shortage occupations is time limited until the end of 2026 pending the review by the Migration Advisory Committee (MAC).

# BROADER SYSTEM REFORMS

- Emphasis on **reducing net migration** and **curbing low-skilled migration**.
- Focus on **domestic workforce development** and **training UK workers** for critical sectors.

# FURTHER CHANGES

- Further changes expected later in 2025
- Including updates to **settlement** and **language requirements**.

# WHAT SHOULD YOU DO NOW?

- These reforms significantly impact both individuals and employers, especially those relying on overseas recruitment for medium-skilled roles.
- Start reviewing your work force
- You will already have realised that there will be increased competition for domestic talent.

# WHAT SHOULD YOU DO NOW?

- Look at pairing with universities offering apprenticeships.
- Invest in your current work force- through support and transitional provisions.
- Ensure your compliance is clear and up to date.

# CONCLUSION

- With all these changes coming into practice and more changes being implemented in 2026, this is the time to ensure you have taken the necessary action, protected your employees and business.

# TOP TIPS AND COMMON PITFALLS

- Tales from experience
- Top Tips
- Common Pitfalls

For further information, please contact:

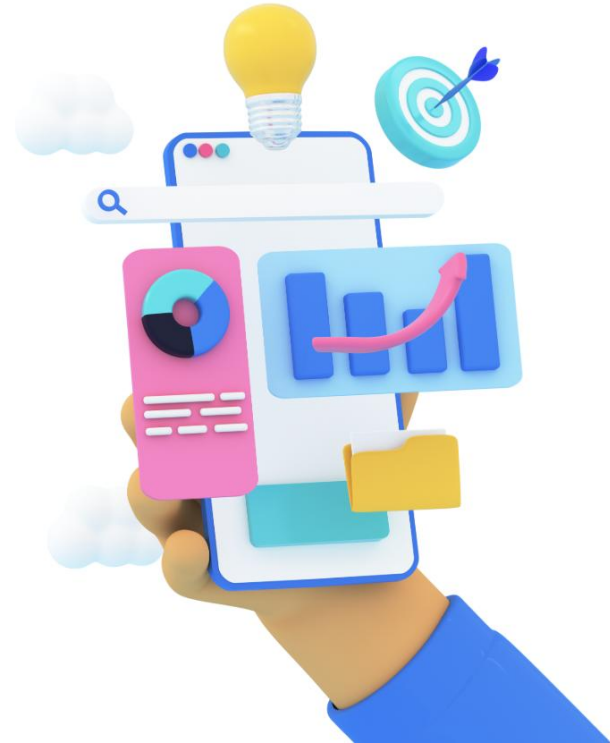


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