

Skilled Worker Guidance for candidates starting after 1 January 2021

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Background Information

Thank you for your interest in working at UWE Bristol.

This document is only relevant for anyone who isn't a British citizen and doesn't already have right to work in the UK.

The way in which UK organisations with Skilled Worker licenses can offer sponsorship for international candidates to work in the UK changed from 1 January 2021. This is an exciting time for us as it will mean we can appoint international candidates to more of our posts which brings a new dynamic to our workplace.

The new criteria means that as a candidate you will need to assess whether you are eligible to be sponsored by the organisation in which you are applying to work. UWE Bristol is an "A rated" sponsor and this allows us to offer sponsorship for many roles within our organisation.

If you wish to be sponsored under our Skilled Worker license then please conduct a self-assessment before applying for one of our roles to check whether you are eligible to be sponsored.

You may wish to use the Home Office online checking tool to check if you need a visa to work in the UK: <https://www.gov.uk/check-uk-visa>.

If we are not able to offer you sponsorship under the skilled worker route then we recommend you explore other self-application visa types e.g. Tier 5 Youth Mobility or Global Talent which will allow you to work with us.

Mandatory and Tradable Criteria

You must meet all of the mandatory criteria to score 50 points and you must also score a further 20 points from the tradable points table, therefore scoring a total of 70 points.

Mandatory (non-tradable) points		Points available
Job offer from an approved sponsor	UWE is an approved sponsor and therefore being offered a job with us automatically fulfils this criteria.	20
Skill level RQF3 or above	Types of jobs listed under this criteria are available to view: UK Points Based System Further Details and click to view Annex E. You must check the role you wish to apply for has a SOC code, the advert will also confirm if this role is eligible for sponsorship.	20
English Language	Ways to meet this are as follows: <ul style="list-style-type: none"> • being a national of a majority English speaking country; • having an academic degree taught in English; • passing a secure English language test; • having shown they meet the required level in a previous successful immigration application (for example if you are already on a tier 2/skilled worker visa) 	10

There are a number of tradable criteria, and you must score at least 20 points here. You must meet one of the salary criteria, if you score 0 for the salary criteria then you must score 20 points elsewhere in the table.

Non-Mandatory (tradable) criteria	Points
Salary of £20,480 to £23,039 or at least 80% of the going rate for the profession (whichever is higher)	0
Salary of £23,040 to £25,599 or at least 90% of the going rate for the profession (whichever is higher)	10
Salary of £25,600 or above or at least the going rate for the profession (whichever is higher)	20
Job in a shortage occupation as designated by the Migration Advisory Committee (MAC)	20
Education qualification: PhD in a subject relevant to the job	10
Education qualification: PhD in a STEM subject relevant to the job	20
Applicant is a new entrant to the labour market (as designated by the MAC) This is defined as:	20

<ul style="list-style-type: none">• a) Someone who is switching from the Student or Graduate route to the Skilled Worker route;• b) Someone who is under the age of 26 on the date of their application; or• c) Someone who is working towards a recognised professional qualification or moving directly into a postdoctoral position (lecturing/research positions are included as post-doctoral positions).	
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Salary criteria and standard classification occupation codes for the role in which you wish to apply

Our adverts will state if we can sponsor someone for that role. Any position that we can sponsor someone for will have a corresponding standard occupation classification code and this will detail a 'going rate'. The 'going rate' is a minimum salary which we must pay you to do that role if you are sponsored, in some cases it may be that our salary range does not meet the 'going rate' in which case we will not be able to offer sponsorship.

The SOC codes are available to view [here](#).

The most popular SOC codes relevant to working at UWE are:

2311 Higher education teaching professionals	<ul style="list-style-type: none"> • Fellow (university) • Lecturer (higher education, university) • Professor (higher education, university) • Tutor (higher education, university) • University lecturer
2119 Natural and social science professionals not elsewhere classified	<ul style="list-style-type: none"> • Operational research scientist • Research associate (medical) • Research fellow • Researcher • Scientific officer • Scientist • Sports scientist • University researcher

If you are unsure which SOC code the post you wish to apply for meets then please contact the resourcing team on hrresourcing@uwe.ac.uk or 0117 3285109.

When you know which SOC code corresponds with the role you are applying for, you must then check the going rate against the salary UWE are paying for the role. If the going rate is lower than the rate we are paying for the role then you will score for 20 points. If it is between 90% to 99% of the going rate you will score 10 points. If it is between 80% - 89% of the going rate you will score 0 points.

If the salary UWE are paying is less than 80% of the going rate but more than 70% then it may be that you can be sponsored by claiming the new entrant rate, see page 5. If you do not meet the 'new entrant' criteria detailed on page 5 then we will NOT be able to sponsor you for a Skilled Worker visa.

Please note that we usually appoint candidates at the bottom of the grade unless they have demonstrable skills and experience relevant to the role, in which case we may appoint on a higher spine point.

Process for applying for a Skilled Worker Visa

Once you have been offered a role and we have established how points will be scored to meet the criteria we will need to input the details of the role, some of your personal details and explain how you meet the criteria into the UKVI Sponsorship Management System. We will then be able to assign a Certificate of Sponsorship to you which you will need for your visa application.

Case study examples

You may find the following examples useful in assessing if you are eligible for a visa:

Case study: General salary threshold is applied

Freya wants to come to the UK to undertake skilled work and has been offered a job as a lab technician for a salary of £21,000. She meets all the mandatory criteria under the Points-Based System, scoring 50 points.

The going rate for lab technicians is £18,200 and Freya's salary is more than this. However, she does not score 20 points for her salary as it is below the general threshold of £25,600. As Freya's salary offer is £21,000, she does not score any points for her salary. It is still above the minimum of £20,480, so she can still score 20 tradeable points elsewhere to be eligible for a visa.

In this instance Freya does get the 20 extra points by having a relevant STEM PhD in biochemistry.

The table below has been personalised to show how Freya has accumulated the requisite 70 points:

Characteristic		Points	Total
Mandatory	Offer of a job by an approved sponsor	20	50
	Job at an appropriate skill level	20	
	English language skills at level B1 (intermediate)	10	
Tradeable	Salary of £20,480 - £23,039.99	0	20
	Education qualification: PhD in a STEM subject relevant to the job	20	
Total			70

Case study: 'Going rate' salary threshold for the profession is applied

Richard wants to come to the UK to work and has been offered a job as a mechanical engineer for a salary of £26,750. He meets all the mandatory criteria under the Points-Based System, scoring 50 points.

Richard's salary is higher than the £25,600 general salary threshold; however, it is below the £33,400 going rate for mechanical engineers, so he does not score 20 points for his salary. Richard's salary is just above 80% of the going rate for his occupation, therefore while he scores no points from his salary, he is eligible to score 20 tradeable points elsewhere to be eligible for a visa. In this instance Richard scores the 20 extra points by having a job offer in a shortage occupation.

The table below is personalised to show how Richard has accumulated the requisite 70 points:

Characteristic	Points	Total	
Mandatory	Offer of a job by an approved sponsor	20	50
	Job at an appropriate skill level	20	
	English language skills at level B1 (intermediate)	10	
Tradeable	Salary of at least 80% of the going rate	0	20
	Job in a shortage occupation (as designated by the MAC)	20	
Total			70