

Mobility: Immigration alert

January 2024



United Kingdom

UK confirms timelines for its five-point immigration plan

Executive summary

On 4 December 2023, the UK government announced a five-point plan to make its immigration policy “fair, legal and sustainable.” On 30 January 2024, the Minister of State for Legal Migration and the Border set out the timeline for these changes.

Key developments

The following changes will go into effect starting in March 2024:

- ▶ **Skilled Workers**
 - ▶ On 14 March 2024, immigration rules will be laid to increase the minimum salary from GBP 26,200 to GBP 38,700 per annum.
 - ▶ On 4 April 2024, this change will go into effect.
 - ▶ Health and Care Workers will continue to be subject to the current threshold of GBP 26,200.
- ▶ **Shortage Occupation List**
 - ▶ On 14 March 2024, the 20% reduction to the going rate currently applied to Shortage Occupations will be removed.
 - ▶ In early April 2024, certain occupations, as recommended by the Migration Advisory Committee (MAC) will be temporarily added to an Immigration Salary List.
- ▶ **Family Visas (for family members of British nationals and Settled Persons)**
 - ▶ On 11 April 2024, the minimum income salary requirement of GBP 18,600 will increase to GBP 29,000.
 - ▶ At a date to be decided, the minimum income salary requirement will increase to GBP 34,500.
- ▶ In early 2025, the minimum income salary requirement will increase to GBP 38,700.
- ▶ **Health and Care Visas**
 - ▶ On 19 February 2024, immigration rules will be laid to remove the right for care workers and senior care workers to bring dependents to the UK.
 - ▶ On 11 March 2024, these rules will come into force. Firms that seek to sponsor care workers to come to the UK will need to be regulated by the Care Quality Commission.

Impact on employers

Employers are likely to face challenges in hiring, and relocating foreign nationals and their dependents to, the UK. The upcoming changes will most significantly impact employers recruiting for roles below the new minimum Skilled Worker threshold and those running graduate programs throughout the UK, where there may be regional variations in pay. In preparation, employers may: (a) conduct an impact analysis looking at roles, business service lines, geographies impacted; (b) communicate and manage changes for the business and impacted employees; (c) assess budgets and the impact on costs for their immigration and mobility programs from 2024 onwards.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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EYG no. 000835-24Gbl

2101-3682263
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