

	Summary of UK Government's Point-Based Immigration System Policy Statement
Contact:	Vickie Hage , Brexit Programme Support Officer: Victoria.Hage@welshconfed.org 07485 304509
Date:	19 February 2020

The UK exited the European Union (EU) on 31 January 2020. The UK Government released a [policy statement](#) outlining more details of the scheme.

From 1 January 2021, EU and non-EU citizens will be treated equally across the UK.

As part of a **Points Based Immigration System**, applicants (including students) will a total of at least 70 points by meeting:

- **a skills requirement reduced to RQF3+;**
- **a salary threshold of £25,600;**
- as English language requirement; and
- and have a job offer.

There will be no number cap on incoming migrants and the Resident Labour Market Test will be abolished.

The UK Government **lowered the salary threshold from £30,000 to £25,600**. There will be no option for a pro-rata salary threshold to account for part-time work, and there will continue to be **different arrangements for those occupations with a salary threshold based on published pay scales** (i.e. Agenda for Change).

This system is based on **Tradable Points** where a range of points can be awarded if the **salary is below £25,600 but not less than £20,480**. Applicants would be able to accumulate additional points if they are in a job which is on the Shortage Occupation List, or if they have a PhD relevant to the job. Over time there will be more tradable points in other areas, such as previous experience, however a job offer would always be required.

For highly skilled workers, the current **Global Talent** route will be opened to EU citizens on the same basis as non-EU citizens. This will be broadened to create a capped but unsponsored route. Those who achieve the required level of points will be able to enter the UK without a job offer if they are endorsed by a relevant and competent body.

There will be **no general low-skilled or temporary work route**. These roles can be filled by international labour via EU/EAA nationals under the EU Settled Status Scheme, those that have joined a partner or family member (under Tier 4), those that have entered under the Youth Mobility Scheme, or are within the Seasonal Agriculture Scheme.

The Immigration Bill is due to be introduced by March 2020, and applications will be open from Autumn 2020. There will also be streamlining the Immigration Rules based on the report from the Law Commission.

Our key asks

In June 2018, the Welsh NHS Confederation's Policy Forum released a publication summarising the ten key issues for health and social care organisations in Wales as the UK leaves the EU. We continue to advocate for a transition period that adequately reflects the time needed to achieve the following desired outcomes related to workforce:

- **Recruitment of high calibre professionals and trainees from the UK and abroad to work across the health and social care sector...** we believe it is crucial to ensure that any future UK immigration rules recognise health and social care as priority sectors for overseas recruitment, from both inside and outside the EU.
- **Continue to recognise the professional qualifications for people trained in the EU27...** we want continued recognition of professional qualifications of nurses, doctors, dentists, pharmacists, midwives and Allied Health Professionals trained in the EU27 and the UK.
- **Protection of workers' employment rights and the rights of patients and people who use care and support post-Brexit...** we will continue to campaign through the Cavendish Coalition to ensure workers' rights are protected.

As active members of the Cavendish Coalition, we continue to work as ambassadors of health and social care organisations across the UK to ensure that the needs of our workforce are listened to and met.

The support from the government for the NHS, and in particular, for our registered healthcare professionals over recent years, continues in this new system, but what we don't see is the kind of support that's needed for vital care workers. These are the thousands of people who provide intimate personal care to our families, and we have a particular reliance on colleagues from outside the UK to help provide this service. At the moment, the system, with its focus on skills, qualifications and especially on salary doesn't recognise the need we have for these people.

We will continue to work with the Home Office as members of the Advisory Group, which will increase engagement over the next few months. We are committed to ensure that the views of our members are feed into this process, and that we relay any important information about practical advice.

We are commissioning research into how these new immigration policies could impact the Welsh NHS workforce.