

HEE SPONSORSHIP

TIER 2 AND SKILLED WORKER



What is Tier 2 and Skilled Worker Sponsorship

- HEE is responsible for sponsoring doctors and dentists who require sponsorship as part of their training programme. The Overseas Sponsorship Team (OST) coordinate this centrally for all of England.
- As a Sponsor licence holder, HEE can sponsor trainees who have been provided with an offer of training to enable them to obtain a Skilled Worker visa for the duration of their training. There are various sponsor licence requirements to meet the Home Office policy and regulation which must be fully met to ensure HEE can continue to maintain its sponsor licence.
- From the 1st of January 2021 the new immigration system was introduced by the Home Office; 'Tier 2' has now been replaced by 'Skilled Worker' visas
- Trainees who started in post before January 2021 will have been issued a Tier 2 visa, those who commenced under the new immigration system will be on a Skilled Worker visa.

RESPONSIBILITIES

- **Overseas Sponsorship Team (OST)**
 - Issuing a Certificate of Sponsorship (CoS) to trainees
- **Local HEE Offices**
 - Ensuring Trainee Information System (TIS) is up to date with personal contact details of all sponsored trainees
 - Provide evidence of recruitment activity for Workers
- **Employer / Trusts**
 - Checking, validating and storing right to work documents
 - Ensuring changes into trainees' placement are reported to Local HEE
- **Home Office**
 - Processing and issuing Biometric Resident Permits (BRPs) for Visas after a CoS application has been made
- **Applicant / Trainee / Employee**
 - Keeping Trusts/HEE Local Offices/OST informed of immigration status/personal circumstance changes and ensuring requirements for sponsorship are met

HOW DOES LTFT AFFECT TIER 2/SKILLED WORKER VISAS

- Trainees who are on Tier 2 or Skilled worker Visas have to meet certain requirements to enable them to remain Sponsored.
- Any changes to hours will affect pay and therefore need to be reported to the Home Office, even where a trainee is currently less than full time (LTFT) and going full time.
- Where a request for LTFT is made review of the minimum hours and salary requirements needs to be considered before a LTFT application can be approved to ensure the conditions of sponsorship are met. Currently the approval process requires our LTFT trainees to tick box that they have reviewed the necessary requirements.
- It is important that trainees are clear on which visa they hold so that correct advice can be provided on LTFT hours and salary.

MINIMUM SALARY REQUIREMENTS

- The minimum salary is always based on basic pay only (as outlined the M&D Pay Circulars) and does not include any additional payments.
- **Tier 2 Sponsorship – Minimum Salary Requirements (Table 1)**

Current Visa Status	Minimum salary requirements (per annum)
Is on a Tier 2 and initial Tier 2 sponsorship was issued after 5th April 2017	£30,000
Is on a Tier 2 and initial Tier 2 sponsorship was issued between 24 November 2016 and 5th April 2017	£25,000 for current grant of leave but £30,000 for any extensions
Is on a Tier 2 and initial Tier 2 sponsorship was issued before 24 November 2016 (regardless of employer)	£20,800 for the duration of the time spent on Tier 2, even if extends
Tier 4 switching to Tier 2 – CoS assigned for 3 years and 1 month or less	£20,800
Tier 4 switching to Tier 2 – CoS assigned for more than 3 years and 1 month	£30,000
All other visa status' switching into Tier 2 – below the age of 26 on date application for visa made	£20,800
All other visa status' switching into Tier 2 – above the age of 26	£30,000

Skilled Worker Sponsorship – Minimum Salary Requirements

- The minimum salary under the Skilled Worker Route (on the shortage occupation list) must equal or exceeds **both**:
 - £20,480 per year; and
 - 80% of the going rate for the occupation code (2211 for Medical Practitioners)
- Therefore, LTFT can only be requested to a minimum of 80% at any training level for an individual to maintain the minimum salary requirements and their sponsorship with HEE.

Useful links and email addresses:

- Skilled Worker Visa <https://www.gov.uk/skilled-worker-visa>
- Immigration rules: <https://www.gov.uk/government/collections/immigration-rules>
- Shortage occupation list: <https://www.gov.uk/guidance/immigrationrules/immigration-rules-appendix-shortage-occupation-list>
- Immigration advisors: <https://www.gov.uk/find-an-immigration-adviser>
- HEE Sponsorship team: Sponsorship@hee.nhs.uk