

POPP Sub Doc Cover Sheet	
Points Based System For Skilled Workers (Protocol)	
Enabling Policy Statement Executive Owner:	Our Colleagues – Chief Operating Officer
Authorised Owner:	Human Resources Director
Authorised Co-ordinator:	Associate Director (People Services)
Effective date:	03 July 2024
Due date for full review:	03 July 2025
Owning Procedure:	Eligibility To Work In The UK Procedure

Approval History

Version	Reason for review	Date
1.0	Migration to the POPP Governance structure Amendments due to legislation changes in April 2024	03 July 2024

Point based System for Skilled Workers

The points system requires 70 points minimum for an applicant to be eligible for a visa. 50 points are awarded under the mandatory criteria as follows:

- Offer of a job by an approved sponsor 20 points
- Job at an appropriate skill level 20 points
- English language at a level B1 (intermediate) 10 points:

You must prove you can read, write, speak and understand English to at least level B1 on the [Common European Framework of Reference for Languages \(CEFR\) scale](#).

You can prove your knowledge of English by:

- passing a Secure English Language Test (SELT) from an [approved provider](#)
- having a GCSE, A level, Scottish National Qualification level 4 or 5, Scottish Higher or Advanced Higher in English, gained through study at a UK school that you began when you were under 18
- having a degree-level academic qualification that was taught in English - if you studied abroad, you'll need to [apply through Ecctis \(formerly UK NARIC\)](#) for confirmation that your qualification is equivalent to a UK bachelor's degree, master's degree or PhD

20 points are awarded under the tradeable criteria as follows:

Table 1- New Skilled Worker Candidates

Option	Requirements for each option	Points
A	<p style="text-align: center;">Salary meets or exceeds both:</p> <ul style="list-style-type: none"> - £38,700 per year; and - The 'going rate' for the occupation code (50th percentile) - £15.88 per hour 	20
B	<p style="text-align: center;">Applicant must hold a PhD in a subject relevant to the job (SOC Code must be eligible for PhD points) and the salary meets or exceeds both;</p> <ul style="list-style-type: none"> - £34,830 per year; and - 90% of the 'going rate' for the occupation code (50th percentile) - £15.88 per hour <p style="text-align: center;">In this option 10 points will be awarded for the educational qualification and 10 points will be awarded for the salary.</p>	20
C	<p style="text-align: center;">Applicant must hold a PhD in a STEM subject relevant to the job (SOC Code must be eligible for PhD points) and the salary meets or exceeds both;</p> <ul style="list-style-type: none"> - £30,960 per year; and - 80% of the 'going rate' for the occupation code (50th percentile) 	20

	- £15.88 per hour	
D	<p style="text-align: center;">Job is on the Immigration Salary List and the salary meets or exceeds all;</p> <ul style="list-style-type: none"> - £30,960 per year; and - The 'going rate' for the occupation code (50th percentile) - £15.88 per hour 	20
E	<p style="text-align: center;">Applicant is classified as a new entrant (guidance available) and the salary meets or exceeds all;</p> <ul style="list-style-type: none"> - £30,960 per year; and - 70% of the 'going rate' for the occupation code (50th percentile) - £15.88 per hour 	20

Table 2 - Transitional point routes where colleagues will be eligible to apply under if the following apply:

- The date of application is before 04 April 2030
- The applicant was granted permission as a Skilled Worker prior to 04 April 2024
- The applicants has retained continuous permission under the Skilled Worker route prior to 04 April 2024

Option	Requirements for each option	Points
A	<p style="text-align: center;">Salary meets or exceeds both;</p> <ul style="list-style-type: none"> - £29,000 per year; and - The 'going rate' for the occupation code (25th percentile) 	20
B	<p style="text-align: center;">Applicant must hold a PhD in a subject relevant to the job (SOC Code must be eligible for PhD points) and the salary meets or exceeds both;</p> <ul style="list-style-type: none"> - £26,100 per year; and - 90% of the 'going rate' for the occupation code (25th percentile) 	20
C	<p style="text-align: center;">Applicant must hold a PhD in a STEM subject relevant to the job (SOC Code must be eligible for PhD points) and the salary meets or exceeds both;</p> <ul style="list-style-type: none"> - £23,200 per year; and - 80% of the 'going rate' for the occupation code (25th percentile) 	20
D	<p style="text-align: center;">Job is on the Immigration Salary List and the salary meets or exceeds both;</p> <ul style="list-style-type: none"> - £23,200 per year; and - The 'going rate' for the occupation code (25th percentile) 	20
E	<p style="text-align: center;">Applicant is classified as a new entrant (guidance available) and the salary meets or exceeds both;</p> <ul style="list-style-type: none"> - £23,200 per year; and 	20

	- 70% of the 'going rate' for the occupation code (25 th percentile)	
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Salary Qualifications

Salary thresholds are based on a 37.5 hour week so it is permissible to calculate on less than 37.5 hours for the going rate providing that the total worked out pro rata is at or higher than the published thresholds.

For example, if a post is for 16 hours and the annual actual salary is less than the £24080 but the FTE is higher then it is the actual salary that is accepted for assessment. In this case therefore the part time post would not qualify for a visa.

- EU citizens to include Norway, Iceland, Switzerland and Liechtenstein but excludes Irish nationals who are covered by the common travel area between the UK and the Republic).