

Global Immigration alert

July 2025

United Kingdom

Statement of Changes - Immigration White Paper implementation (Skill Level and Salary threshold increase)

Executive summary

On 2 July 2025, the UK government published a Statement of Changes to the Immigration Rules implementing the first substantial wave of changes outlined in the Immigration White Paper released in May 2025. The upcoming changes impact all employers of sponsored workers.

Key developments

Key changes coming into effect on 22 July 2025 include:

- **Increase to general salary thresholds.** The following updates to the general salary thresholds, along with the going rates for individual occupations will be made:
 - Skilled Worker: increase to £41,700 (up from £38,700)
 - Global Business Mobility: increase to £52,500 (up from £48,500)
 - New entrant rate: increase to £33,400 (up from £30,960)
 - There are to be no transitional arrangements for these revised thresholds meaning applicants will need to meet the higher rates at the point of extension.
- **Skilled Worker – Skill Level.** The following updates will be made:
 - The skill threshold for Skilled Workers will be raised to RQF level 6 (from RQF level 3), resulting in the removal of approximately 180 occupational codes.
 - Transitional arrangements will apply to those already in the Skilled Worker route in roles RQF 3 to 5 to continue to extend their visas and change employment provided they were granted permission under the rules in place before 22 July 2025.

- **Immigration Salary list and Temporary Shortage List.** The following updates will be made:
 - Skilled workers sponsors will have time-limited access to roles below RQF Level 6 (degree level) through the Temporary Shortage List.
 - Codes will remain on the current Immigration Salary List until 31 December 2026 with the exception of those in Adult Social Care which have their own specific transition arrangements.
 - The Migration Advisory Committee will be commissioned to conduct a review of shortage occupations.
 - Workers in occupations below RQF 6 on the temporary shortage list will no longer be able to bring dependents but transitional arrangements will exist for those already in route in these roles.
- **Adult social care.** The following updates will be made:
 - The social care worker visa route for overseas recruitment and out of country applications will be closed.
 - Transitional arrangements will apply to allow those already in the Skilled Worker route to extend and to change their employers.
 - Until 22 July 2028, transitional arrangements will also permit those who are working in adult social care (for a minimum three-month period) to switch in country into the Skilled Worker route. This will only be applicable if the individual is working in a role that falls under SoC codes 6135 (Care workers and home carers) or 6136 (Senior care worker). After 22 July 2028, sponsorship will not be permitted for roles within this sector.



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Impact on employers

Employers may review their current talent pipeline to identify impacted roles. They may also review their Certificate of Sponsorship allocation to ensure sufficient bandwidth is available for Certificates of Sponsorship to be assigned before 22 July 2025. Employers may also share internal communications with recruiters and business leads in relation to skill level and minimum salary increases to mitigate delays and minimize business disruptions.

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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