

How Much Does It Cost To Sponsor A Skilled Worker In The UK?

As the UK economy continues to grapple with skills shortages and a record number of job vacancies, many employers are turning to international recruitment for the first time, in order to fill critical roles within their business.

The Skilled Worker route is the most commonly used immigration route for employers looking to recruit overseas nationals to work in skilled roles. Employers looking to hire migrant workers under this route must obtain permission from the Home Office by applying for a sponsor licence.

A key concern for many businesses new to sponsorship is the cost involved with recruiting Skilled Workers from overseas. The Home Office charges various different fees, some of which must be covered by the sponsoring employer and others which are usually paid by the visa applicant.

When it comes to calculating costs, there are many different factors to consider and therefore the amount payable by the applicant and the sponsor can vary greatly according to the individual circumstances of each case.

Below, we set out the various Home Office fees that employers will need to consider when applying to sponsor a worker under the Skilled Worker route, alongside some case study examples.

Sponsor Licence Application Fee

If your business does not already hold a valid sponsor licence, you will need to apply for one before you can begin sponsoring Skilled Workers. The Home Office application fee is £1,476 for medium or large sponsors, or £536 for small or charitable sponsors. Once granted, a sponsor licence is valid for four years.

Visa Application Fee

The application fee for a Skilled Worker visa varies depending on the length of time listed on the Certificate of Sponsorship, whether the application is being submitted from inside or outside the UK, and if the job is in a shortage occupation. The application fee can therefore vary from £479 to £1,423 depending on the individual's circumstances.

Immigration Health Surcharge

The Immigration Health Surcharge (IHS)

Under the Skilled Worker route, main applicants can apply to bring their partner and children to the UK with them as their 'dependants', if they are eligible

NHS during their stay. The IHS is currently £624 per person per year, or £470 per year for under-18s.

Dependants

Under the Skilled Worker route, main applicants can apply to bring their partner and children to the UK with them as their 'dependants', if they are eligible. Dependants are also charged a visa application fee at the same rate as the main applicant and must pay the applicable IHS fee. For Skilled Workers applying with multiple dependants, the costs can therefore run into thousands of pounds.

Maintenance Funds

Main applicants for a Skilled Worker visa must usually show that they have maintenance funds of at least £1,270 unless they have been in the UK with a valid visa for at least 12 months or their employer can cover this cost for them. Any accompanying dependants must also have a certain amount of money available. The amount required is £285 for a partner, £315 for one child and £200 for each additional child.

Case Study 1

The below example outlines the costs for a single Skilled Worker (no dependants) being sponsored for three years by a small sponsor in a shortage occupation.

APPLICANT FEES	Visa application fee	£479
	Immigration Health Surcharge	£1,872
	Maintenance funds	£1,270
SPONSOR FEES	Immigration Skills Charge	£1,092
	Certificate of Sponsorship	£199
		TOTAL = £4,912

Case Study 2

The below example outlines the cost for a main applicant being sponsored by a medium or large sponsor for five years, with three accompanying dependants (a partner and two children).

APPLICANT FEES	Visa application fee	£4,940
	Immigration Health Surcharge	£10,940
	Maintenance funds	£2,070
SPONSOR FEES	Immigration Skills Charge	£5,000
	Certificate of Sponsorship	£199
		TOTAL = £23,149

allows migrants to access healthcare on the

Immigration Skills Charge

Sponsors are required to pay the Immigration Skills Charge (ISC) for each Certificate of Sponsorship they assign, unless an exemption applies. Medium or large sponsors must pay £1,000 for the first 12 months of employment and £500 for each additional six-month period. Small or charitable sponsors are charged a lower rate of £364 for the first 12 months and £182 for each additional six-month period.

Certificate Of Sponsorship

Sponsors are charged a fee of £199 for each Certificate of Sponsorship they assign to a Skilled Worker.

Additional Fees

Additional charges may apply during the application process, depending on the applicant's circumstances. These include (but are not limited to) the following:

- Optional Priority or Super Priority service fees
- English language test fees
- TB test fees.

Expert Support With Skilled Worker Sponsorship

If your business is looking to begin an international recruitment drive and requires

Sponsors are required to pay the Immigration Skills Charge (ISC) for each Certificate of Sponsorship they assign, unless an exemption applies

legal support in the process, Smith Stone Walters can help. Our team of qualified immigration advisors are on hand to guide your business through the entire process. To speak to a member of our team about your requirements, please call us on 0208 461 6660 or email info@smithstonewalters.com.



JAMES WALTERS

T: 0208 461 6660

E: james.walters@smithstonewalters.com

www.smithstonewalters.com

Join Smith Stone Walters, BDO, Cartus, ECA International, and TST International at our
2023 Global HR Conference

Monday 5th June 2023
at The Royal Automobile Club, Pall Mall, London

They will be covering the following topics:

Sustainability In Global Mobility – Turning Reds Into Green
Global Tax Update

How Can Integrating Talent Management With Global Mobility Attract And Retain Top Global Talent?

Buying Mobility Software – Are You Horizontal Or Vertical?
– Turning Theory into Reality!

A Brief Summary Of Some Recent Immigration Changes And
What Is The Real Cost Of A UK Visa?

This event is for Senior Global HR Professionals only and is free of charge to attend. If you would like to register, please email helen@internationalhradviser.com with the name/s of those who would like to attend. Further information can be found on page 2.

We look forward to seeing you there