

Visa Fee and Relocation Support Changes

The financial support the University offers for relocation and visa fees has changed from 1 September 2024. The new policies will be released soon, but information about the **changes** to policy are highlighted below.

The new policy applies to new employees starting at the University on or after 1 September 2024, or for existing employees who are renewing or switching their existing immigration category that has an expiry date on or after 1 September 2024. The old policy applies to all new and existing employees prior to this date.

REIMBURSEMENTS: VISA FEES

Eligibility	Previous Policy	New Policy: from 1 September 2024*
Where a visa is required to work or continue to work at the University	Reimbursement of Skilled Worker visa fees	Reimbursement of Skilled Worker or Global Talent visa fees
	Reimbursement of Immigration Health Surcharge (IHS) fees for Skilled Worker visa holders	Reimbursement of Immigration Health Surcharge (IHS) fees for Skilled Worker or Global Talent visa holders

LOANS: VISA FEES AND INDEFINITE LEAVE TO REMAIN

Previous Policy	New Policy: from 1 September 2024*
Loan of up to £10k for dependant(s) visa costs for employees with a Skilled Worker visa	Loan of up to £10k for dependant(s) visa costs for employees with a Skilled Worker or Global Talent visa
Employees with a Skilled Worker visa: Loan of up to £10k for ILR costs for themselves and their dependant(s)	Any Immigration Category: Loan of up to £10k for ILR costs for themselves and their dependant(s)
Payback period of loan: <ul style="list-style-type: none"> £1 - £4000 = 12 months £4001 – £10,000 = 24 months 	Payback period of loan: <ul style="list-style-type: none"> £1 - £3000 = 12 months £3001 – £6000 = 24 months £6001 - £10,000 = 36 months

RELOCATION ALLOWANCES

Eligibility	Previous Policy	New Policy: from 1 September 2024*
New employees who are Grade 6+ and a contract of 2+ years	allowance of 1/12 th of the annual salary	Allocated based on the country they are relocating from (see table below)

Zone	Country / Continent	Amount
1	UK & Ireland	£3,000
2	Rest of Europe <i>including West Russia</i>	£4,500
3	Africa, Middle East & North America <i>Cuba, Jamaica, Haiti, Dominion Republic, Puerto Rico, The Bahamas, British Virgin Isles, Cayman Islands, Turks and Caicos Islands, Antigua and Barbuda</i>	£5,500
4	Asia, Central & South America <i>Central and Eastern Russia, Indonesia, Singapore, Malaysia, Saint Vincent and the Grenadines, Grenada, Trinidad and Tobago, Saint Lucia, Dominica, Barbados</i>	£6,000
5	Australia & Oceania <i>Islands of Melanesia, Micronesia and Polynesia in the South Pacific Ocean. Australia, New Zealand, New Guinea</i>	£7,000
6	Additional uplift for inaccessible areas/exceptional reasons <i>Global Mobility and Budget Holder approval required</i>	£1,000

*** TRANSITIONAL ARRANGEMENTS**

Transitional arrangements are in place for employees who have had contracts of employment issued, relocation allowance allocated or visa extensions/switches before this date, but the effective/start/extension date is on or after 1 September 2024.

Reimbursements: Visa Fees

New and existing employees on a permanent or fixed-term contract of employment who are either:

- *joining the University from 1 September 2024 and require a Global Talent visa*
- *renewing their Global Talent visa where the expiry of their current visa is on or after 1 September 2024*
- *switching from another immigration category into Global Talent route on or after 1 September 2024*

What do we *not* reimburse

Visa switching where there is an existing, valid visa that that gives you the right to work in your role. For example:

- *switching from a Skilled Worker visa to a Global Talent visa before your Skilled Worker visa is due for renewal, unless you are approaching the final year of your contract.*
- *switching from a Graduate visa to a Skilled Worker or Global Talent visa before your Graduate visa is due for renewal.*
- *switching from any other immigration category before your current visa is due for renewal unless there are exceptional circumstances.*
- *Visa or IHS application costs that do not correspond with the contract of employment duration, such as three-year contract but five-year Global Talent visa and IHS applied for.*

Relocation

For employees who have had a contract of employment issued before 1 September 2024 and have a start date on or after 1 September 2024 and the allocated allowance is:

- *higher in your contract of employment than in the new zoning policy, we will honour the higher amount*
- *lower than the new zoning policy, we will increase in line with new policy*

FAQ

Will I get the full relocation allowance if I am part time?

Yes, as long as you meet the other eligibility criteria because the allowance is now calculated based on where you are relocating from and not what your salary is.

Do I have to apply to have my relocation allowance increased if I was issued my contract before 1 September 2024, but my start date is after 1 September 2024?

No, we will do this automatically and email you when this is done, we will also notify our relocation partner Sterling Lexicon to let them know.

I applied for my Skilled Worker / Global Talent visa before September 2024, but my start/extension date is after 1 September 2024. Am I eligible for a refund?

Yes, if your employment start/visa expiry date is on or after 1 September 2024 and you needed to apply for that visa to come/continue to work for us.

I start working for the University after September 2024, but I already have a Global Talent visa that I have held for some time from my previous role. Am I eligible for a refund?

No, you did not need to apply for and pay for this visa to take up your role at the University. If you extend your Global Talent visa while working at the University, then you would be eligible for a refund for the extension fees at that time.