

Global Immigration alert

March 2025

United Kingdom

Statement of Changes to the Immigration Rules - March 2025

Executive summary

On 12 March 2025, the UK government published the [Statement of changes to the Immigration Rules HC 733](#), introducing a Visit Visa requirement for nationals of Trinidad and Tobago and updates to the EU Settlement Scheme (EUSS), Skilled Worker provisions and Appendix Electronic Travel Authorisation (ETA), among others.

New visa requirement for nationals of Trinidad and Tobago

Effective 12 March 2025, nationals of Trinidad and Tobago were moved to the UK's [Visa national list](#), which means they must apply for and obtain a visa prior to visiting the UK. These individuals are no longer eligible to apply for an ETA.

There will be a transition period until 15:00 BST on 23 April 2025. During this period, nationals of Trinidad and Tobago who held confirmed travel bookings at the time of the introduction of the new visa requirement (15:00 BST on 12 March 2025) will not be required to obtain a Visit Visa before traveling to the UK, provided they hold a previously issued ETA.

Skilled Worker route (Care Workers and Senior Care Workers)

Effective 9 April 2025, employers that seek to sponsor individuals who are in the UK under other immigration routes or recruit individuals from overseas as Care Workers or Senior Care Workers under the Skilled Worker route, will be required to try to recruit individuals who are currently in the UK under this route, no longer have sponsorship and are seeking new employment.

This change relates only to care jobs with work locations in England. It also does not impact foreign workers in England who are already sponsored in these occupations before the change takes effect (including individuals who change employers), or those switching from other immigration routes who have been working lawfully for their sponsor for at least three months.

In addition, the minimum salary requirement will increase from GBP 23,200 per year (or GBP 11.90 per hour) to GBP 25,000 per year (or

GBP 12.82 per hour) effective 9 April 2025. This may impact the [going rates](#) for individual occupations in healthcare and education. Updates to going rates for other occupations will be made only to reflect the new minimum salary requirement.

EU Settlement Scheme (EUSS)

Effective 9 April 2025, an individual with a pending administrative review of an EUSS decision who has not left the UK or has been granted entry into the UK (except on immigration bail), will not be removed from the UK. Among other minor changes, it has also been confirmed that an individual who became a citizen of Switzerland, or an EU or EEA member state, after the end of the [Brexit transition period](#) (i.e., 31 December 2020) cannot sponsor an EUSS family permit application.

Ukraine Scheme

The Ukraine Permission Extension Scheme (UPE), launched on 4 February 2025, provides a route for Ukrainian nationals and their family members who have already been living in the UK under the Ukraine Scheme to apply to extend their stay in the UK while the conflict in Ukraine continues. Effective 9 April 2025, this benefit will be extended to children under 18 who were granted Leave to Enter the UK outside the Immigration Rules so they can join or stay with their parents who already hold permission under the Ukraine Scheme.

Appendix Short-Term Study (English Language)

Effective 9 April 2025, a genuine intention to study rule will be added to Appendix Short-term Student to the Immigration Rules. This will enable caseworkers to refuse applications in cases where they are not satisfied that the applicant has a genuine intention to study and leave the UK at the end of their course.

Appendix Child Student relating to Child Student safeguarding

Effective 29 May 2025, a new definition will be added to the introduction section of the Immigration Rules which defines the term "nominated guardian" in Appendix Child Student. New eligibility requirements have



Shape the future
with confidence

been added so that caseworkers can refuse Child Student applications where the Child Student's carer in the UK has committed a relevant criminal offence.

Administrative review

The Statement of Changes confirmed that effective 9 April 2025, individuals who file an application for permission to stay in the UK must remain in the UK when applying for an administrative review against the refusal of their decision. While this was already being observed in practice, this requirement is now made clear in the law.

Appendix ETA

The following changes were announced in connection with the ETA:

- Effective 9 April 2025, British Nationals (Overseas) will be removed from the list of nationalities who require an ETA prior to travel to the UK.
- Effective 2 April 2025, children visiting the UK with a French school group will also not be required to obtain an ETA.

As a reminder, effective 2 April 2025, nationals of [EU and the European Economic Area](#) member states traveling to the UK without a visa will be required to obtain an ETA prior to travel. All eligible nationals of Switzerland, or EU or EEA member states, can apply for an ETA effective 5 March 2025. ETA applications are submitted online or via the "UK ETA" app, and decisions are expected within three working days unless further checks are required. Each applicant (including children) must obtain their own ETA. See [here](#) for a full list of impacted nationalities.

Impact on employers

Employers may review the entry requirements for business visitors who are nationals of Trinidad and Tobago and assist them with obtaining a visa to the UK prior to the travel. They may also assess whether foreign employees require an ETA to enter or transit through the UK to ensure compliance with all requirements.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

EY | Building a better working world

EY is building a better working world by creating new value for clients, people, society and the planet, while building trust in capital markets.

Enabled by data, AI and advanced technology, EY teams help clients shape the future with confidence and develop answers for the most pressing issues of today and tomorrow.

EY teams work across a full spectrum of services in assurance, consulting, tax, strategy and transactions. Fueled by sector insights, a globally connected, multi-disciplinary network and diverse ecosystem partners, EY teams can provide services in more than 150 countries and territories.

All in to shape the future with confidence.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit ey.com.

© 2025 Ernst & Young LLP.
All Rights Reserved.

EYG no. 002153-25Gbl

2101-3682263
ED None

This material has been prepared for general informational purposes only and is not intended to be relied upon as accounting, tax, legal or other professional advice. Please refer to your advisors for specific advice.

ey.com

Seema Farazi, Partner
Global Immigration
+ 44 207 951 7122
seema.farazi@uk.ey.com

Denise Isaacs, Partner
Global Immigration
+44 207 980 9244
disaacs@uk.ey.com

Lisa Amos, Partner
Global Immigration
+ 44 207 197 0817
lisa.amos@uk.ey.com

Anthony Michael, Partner
Global Immigration
44 207 760 9413
anthony.michael@uk.ey.com

Nikita Potdar, Director
Global Immigration
+44 20 7760 8208
nikita.potdar@uk.ey.com

Kellie Sullivan, Director
Global Immigration
+ 44 207 806 9707
kellie.sullivan1@uk.ey.com

Caitlin Graham, Director
Global Immigration
+44 207 760 9332
cgraham2@uk.ey.com

Vicky Cregan, Director
Global Immigration
+44 20 7951 1897
vcregan@uk.ey.com