

FACTSHEET: INTRA-COMPANY TRANSFERS (ICT)

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Immigration Practice

ABOUT THIS GUIDE

The Intra-Company Transfer (ICT) visa is a temporary immigration route which enables multi-national companies to transfer their overseas employees to a UK subsidiary or connected branch of the business for temporary assignments.

This route offers global organisations the flexibility to move their existing employees to the UK to undertake work or training without going through the more complex application process under the Skilled Worker route.

In order to apply, transferees must have a confirmed UK job and a Certificate of Sponsorship (CoS) from the UK sponsor. The ICT route is subject to different skills and salary thresholds to the Skilled Worker route.

This guide outlines who is eligible to apply for an ICT visa and what changes have been applied to this route under the UK's new points-based immigration system.

TYPES OF ICT VISA

There are two ICT routes available:

- **The Intra-Company Transfer route** – For established workers being transferred by the business they work for to do a skilled role in the UK
- **The Intra-Company Graduate Trainee route** – For workers who are being transferred by the business they work for to undertake a role in the UK as part of a structured graduate training programme.

ELIGIBILITY REQUIREMENTS



The ICT route is open to existing skilled employees of the overseas business, who are being transferred to a UK branch or connected entity of that business. In order to be eligible, applicants must:

- Have been employed by the sending business for at least 12 months for long-term staff, or three months for graduate trainees. *You do not need to meet this requirement if your salary in the UK will be £73,900 or more per year.**
- Have a valid Certificate of Sponsorship (CoS) from a licenced sponsor.
- Meet the minimum salary requirement of £41,500 for long-term staff, or £23,000 for graduate trainees.
- Be employed in [an eligible role](#) skilled to RQF level 6.
- Have funds of at least £1,270, or sponsor confirmation that they will provide maintenance if needed.

**Certain allowances can be included.*

MAXIMUM ASSIGNMENT LENGTH

- Applicants earning £73,900 a year or more – **9 years in any 10 year period**
- Applicants earning less than £73,900 a year – **5 years in any 6 year period**
- Graduate trainees – **5 years in any 6 year period** (leave is granted for a period of 12 months at a time).



SWITCHING

The Intra-Company Transfer visa route does not provide a pathway to settlement in the UK. However, the points-based immigration system allows ICT visa holders to switch into the Skilled Worker route whilst still in the UK, providing they meet the requirements.

In a bid to make the new immigration rules more flexible for shorter-term assignments, applicants are no longer required to complete a ‘cooling off’ period before switching. Previously, workers on an ICT visa were required to complete a 12 month cooling off period before applying for another Tier 2 visa.

Instead, the new rules state that workers on the ICT route can stay in the UK for a cumulative total of 5 years in any 6-year period, unless their salary in the UK is £73,900 per year or more, in which case the maximum period is a cumulative total of 9 years in any 10-year period.

COST FACTOR

Like the Skilled Worker route, applicants are required to pay the application fee as well as the Immigration Health Surcharge (IHS), and there is no access to public funds under this route. Employers are required to pay the Immigration Skills Charge (ISC) when transferring staff to the UK on an ICT visa. However, the ISC does not apply to Intra-Company Graduate Trainees.

Requirements, conditions and restrictions			
English language	No	Capped	No
Application fee	Yes	Switching routes (in-country)	Yes
Immigration Skills Charge	Yes	Settlement	No
Biometrics	Yes	Dependants	Yes
Maintenance	Yes	Supplementary work	Yes

If you have any questions about the Intra-Company Transfer route, contact an immigration advisor at Smith Stone Walters.

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