EARNED SETTLEMENT: THE CONFIRMED PATHWAYS

Announced to Parliament on 2 November 2026

FAST TRACK

3

YEARS

Exceptional economic contribution

Earned **£125,141** for 3 years, or in 3 of the last 4 years

OR

Qualify through the **Highest Talent Group**

STRONG CONTRIBUTION

5

YEARS

Higher earners and public service workers

Earned over **£50,000** in 3 of the last 5 years

OR

5 years in an **eligible public service occupation**, such as doctors, nurses and teachers

STANDARD ROUTE

10

YEARS

The new starting point for everyone else

Earned **£12,571** in 5 of the previous 7 years

Includes people earning under £50,000. Existing temporary visas can be renewed until settlement.

DELAYED ROUTE

20

YEARS

Where non-compliance blocks an earlier route

A qualifying **immigration breach**, or **public funds** accessed in the last 5 years

Earned £12,571 in 5 of the previous 7 years, and all mandatory requirements met

The 3, 5 and 10-year routes all require: no public funds accessed in the last 5 years and no qualifying immigration breach.

FOUR REQUIREMENTS FOR EVERY ROUTE

- **No criminal record**
- **English to a high standard**
- **No unpaid debt to the taxpayer**
- **3 years of National Insurance contributions**

CARE WORKERS

Keep the **5-year route** if they met visa conditions and earned at least £25,000 a year. Those who did not can apply for a further 5-year care visa. Applies only to people who joined before the May 2025 White Paper. Similar arrangements cover some healthcare and education roles, such as auxiliary nurses.

REFUGEES

5 years via safe and legal routes. **10 years** for those in sustained work, study or training. **20 years** otherwise. A further **10 years** is added after illegal entry, so 30 years on the core route.

PATHS THAT STAY AS TODAY

Hong Kong British nationals, overseas members of the armed forces, people with a British connection, and legacy routes such as Windrush.