

## RETROSPECTIVE IMMIGRATION CHANGES

**Subject:** The Destabilising Impact of the Proposed 10-Year Settlement Route on Critical UK Talent and Family Stability

**Applicant:** Redacted

**Current Status:** Skilled Worker Visa Holder (Senior Engineer - RFQ L6)

**Date of Entry to UK:** January 2022

**Profession:** Senior Engineer, Biotech Sector (Singer Instruments)

### 1. The Undermined Foundation: A Breach of Trust and Reliance

I arrived in the UK in January 2022 and made the life-altering commitment to settle here based on a clear, published rule: the 5-year pathway to Indefinite Leave to Remain (ILR). This promise of a predictable future was the foundation of my decision to choose the UK.

Now, with nearly four years of continuous, compliant residency completed, the proposal to retrospectively apply a 10-year settlement baseline introduces significant, unanticipated instability. This change invalidates the long-term investment I have made in this country and transforms a clear pathway into a period of prolonged uncertainty, just months before my original eligibility date.

### 2. Contribution That Transcends Salary: Value vs. Income

The proposed "Earned Settlement" model includes criteria that offer quicker routes for higher earners (e.g., above £50,270 or £125,140). This approach implies that the value of an immigrant's contribution is solely determined by income, which is profoundly wrong and risks creating a two-tiered system based purely on wealth.

- **The Value of My Role:** As a **Senior Engineer** at Singer Instruments, I am integral to innovation in **Biotech and Life Sciences**. My specialised work involves the design and development of laboratory robotics equipment essential for accelerating global research into critical areas such as **cancer and antibiotic resistance**. My contribution is one of **national scientific and strategic importance**, regardless of the specific salary bracket I fall into.
- **The Regional Salary Fallacy:** Salaries differ significantly across the UK. My dedication to a specialised, high-impact company like Singer Instruments, often located in areas with different wage scales than London, should not be penalised. My value to the UK's scientific resilience and regional economy is immense, and should be the measure of my worth, not a national median salary figure. Furthermore, as a full-time employee it is unfair to suggest that voluntary work is the only metric for assessing contribution to society.
- **Model of Compliance:** I have consistently paid my taxes and National Insurance, never claimed public funds, and maintain a clean record. My life demonstrates full compliance

and commitment. To suggest that my status is now less "earned" than someone whose primary difference is a higher salary is an ethical failure in the policy design.

### 3. The Human Cost: Fragmenting a British Family

My integration is complete, personal, and permanent. In March 2024, my British partner and I took the major step of purchasing a home together, investing deeply in a long-term life here.

The retrospective 10-year rule forces an impossible choice:

- **Option A (UK Family Route):** Committing to another six years of expensive visa renewals by switching to a Family visa. This path is financially precarious, with current ILR and citizenship costs at approximately £12,500, and no guarantee that application and health insurance fees will not increase further. This prolonged uncertainty risks our long-term security.
- **Option B (UK Sponsored Route):** Remain in the UK for five more years under the control of an employer's sponsorship. Beyond the initial investment of about £11,500 to cover visa costs to gain citizenship, this option guarantees uncertainty because our residence is directly tied to the company's financial success and operational performance.
- **Option C (Emigrate):** Leaving the UK to immigrate to Canada. This offers a faster, more affordable route to permanent residency and citizenship (estimated 3-4 years and £4,000 for two people via Express Entry), but requires us to completely uproot our lives and start over. It is notable that this decision removes a highly valued senior software engineer from the UK at a time of high national need for that skillset. Canada wins!

This choice directly puts immense pressure on my British partner, forcing him to decide between myself and his elderly parents, who are reliant on his proximity and support. The policy is not merely delaying my ILR; it also risks splitting up a British family.

### 4. Conclusion and Principled Appeal

I urge the government to recognise that true "contribution" is measured by critical sector involvement, financial compliance, and deep integration, not exclusively by salary.

I appeal for the immediate implementation of a **Transitional Rule** that honours the original 5-year pathway for all Skilled Workers who entered the UK under that system. Fairness and good governance demand that the original promise made to fully contributing migrants be upheld.