



HM Government

The UK's Points-Based Immigration System Further Details

July 2020

CP 258



The UK's Points-Based Immigration System

Further Details

Presented to Parliament

by the Secretary of State for the Home Department

by Command of Her Majesty

July 2020

CP 258



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Introduction

On 31 December 2020, at 11:00 PM, freedom of movement between the United Kingdom (UK) and the European Union (EU) will end. This document sets out further detail on how our new immigration system will operate. At the heart of it will be the Points-Based Immigration System.

In February 2020, we published our Policy Statement on the UK's Points-Based Immigration System. This set out how we would fulfil our commitment to the British public to take back control of our borders by ending free movement and introducing a single, global immigration system. The Points-Based System will cater for the most highly skilled workers, skilled workers, students and a range of other specialist work routes including routes for global leaders in their field and innovators.

This document builds on the Policy Statement by providing more detail to applicants, employers and educational institutions on the draft requirements and conditions underpinning the key immigration routes in the Points-Based System. The routes described in this document cover the main economic migration routes for those wishing to apply to work or study or set up a business in the UK. It also sets out our generous provisions for visitors. It is intended to give time to prepare ahead of some of these new routes opening later this year, in advance of ending free movement for EU citizens on 31 December.¹ Unless otherwise stated, these routes will be open by January 2021. For all other routes, such as family reunion, from January 2021 EU citizens (who do not qualify under EU Settlement Scheme or other routes protected by the Withdrawal Agreement) will need to apply and qualify for entry or stay on the same basis as non-EU citizens. It is worth noting that beyond the main work and study route, most of the immigration routes will have the same requirements as they do now for non-EU citizens. EU citizens will need to get a visa for all activities other than short-term visits.

The Immigration Bill continues its passage through Parliament and will provide the legal basis for ending freedom of movement on 31 December. We will confirm the final details for the Points-Based System later this year via guidance for applicants, Immigration Rules and secondary legislation. This will also illustrate how we are simplifying these Rules. We intend to share draft Immigration Rules with stakeholders shortly to ensure clarity and understanding.

The implementation of the Points-Based System will be phased, with further details published in due course. For those wishing to come to the UK before 1 January 2021, non-EU citizens will apply to come to the UK as they do now, and EU citizens will continue to

¹ In most cases, references throughout this document to citizens of the European Union also relate to citizens of the European Economic Area and Switzerland.

exercise their rights under the terms of the transition arrangements which allow for continuation of freedom of movement. EU citizens who arrive before the end of the transition period on 31 December 2020, and relevant family members, will be eligible for the EU Settlement Scheme. They have until 30 June 2021 to make an application under that scheme. More than 3.7 million applications have been made so far.

The Points-Based System will work in the interests of the whole of the UK, including Scotland, Wales and Northern Ireland. We will maintain the Common Travel Area (CTA) arrangements between the UK, Ireland and the Crown Dependencies (Isle of Man, Guernsey and Jersey) after the end of the transition period.

The Points-Based System will be a fair system, because we will treat people from every part of the world equally. It will also reflect the careful consideration being given to the Windrush Lessons Learned Review produced by Wendy Williams.

We are determined to right the wrongs experienced by the Windrush generation. That is why we established the Windrush Compensation Scheme, and recently launched the Windrush Cross-Government Working Group, to continue to support those affected.

The Home Secretary has accepted all the findings of the Wendy Williams Windrush Lessons Learned Review. We will be updating Parliament on how we will implement the recommendations.

Glossary: definitions of conditions, requirements and restrictions

Details of each immigration route throughout this document is accompanied by a table to provide an overview of its requirements, conditions and restrictions. If it says 'yes' next to a requirement, condition or restriction it means that it does apply. If it says 'no' it means it does not. The following explains what the key terms in the tables mean in the context of the immigration routes:

English language

There are a number of immigration routes with an English language requirement for applicants. This may be to support integration and/ or to demonstrate they have the English language ability needed for that particular route. The level of English language ability required is set as appropriate for each relevant route based on the Common European Framework of Reference for languages. See paragraphs 22-25 for more information.

Immigration Skills Charge

This is a charge paid by a UK employer for each skilled migrant worker they employ through the Skilled Worker and Intra-Company Transfer routes. See the information in paragraph 21.

Immigration Health Surcharge

This is a charge paid by the applicant up front for the duration of their stay. It gives them free access to NHS services on broadly the same basis as British citizens. See the information in paragraph 13.

Maintenance

The majority of migrants coming to the UK from overseas must be able to demonstrate they have sufficient funds to support themselves and their families while in the UK. This is known as the maintenance requirement. Further information on maintenance will be published alongside the Rules and guidance in the Autumn.

Biometrics

If biometrics are required, these are obtained as part of the application process set out in paragraphs 8-10.

Capped

If a route is capped, it means there is a limit on the number of migrants who can come to the UK on that route each year. If it is uncapped there is no limit.

Switching – routes

Switching in this context refers to a migrant's ability to stay in the UK on a different immigration route without needing to leave the UK and apply from overseas. Even if the answer is 'yes', there will be some routes a migrant cannot switch from – for example, a visitor or short-term visa. For more information see paragraphs 27-29.

Settlement

This is also known as indefinite leave to enter or remain and means a successful applicant can stay in the UK without any immigration conditions or time restrictions. In the tables for specific routes, if there is a 'yes' next to settlement then years that a migrant spends in the UK on the route can count towards the qualifying period for settlement. If there is a 'no' this means that any years spent in the UK on that route do not count towards the qualifying period.

Dependants

Dependants are the spouses, partners and children (under the age of 18) of migrants, and in some cases other family members can also be dependants. If the tables say 'yes' next to dependants, it means applicants' dependants are eligible to accompany or join them in the UK on the route. More information can be found in paragraph 26.

Access to public funds

In most cases migrants are not eligible to access public funds, such as benefits, until they obtain settlement, though there are some exceptions. Detail of what does and doesn't constitute public funds can be found on [gov.uk](https://www.gov.uk).

Supplementary work

Supplementary work is when a migrant takes on employment in addition to their primary work hours or study (upon which their permission to be in the UK is based). There are some routes that do not allow supplementary work. For those routes that do, restrictions will apply depending on the route.

Principles of the Points-Based System

1. Underpinning the new system will be simplified rules and guidance. Over the years, the Immigration Rules, which set out the requirements a migrant must meet to come to or stay in the UK, have become long, complex and repetitive. The Law Commission's recent review of the Rules identified principles under which they can be redrafted to make them simpler and more accessible and fit for the future.
2. The Points-Based System will be streamlined and simplified, making the best use of technology and implementing the recommendations of the Law Commission.
3. As we replace freedom of movement with the Points-Based System, we remain committed to protecting individuals from modern slavery and exploitation by criminal traffickers and unscrupulous employers.

Common Travel Area (CTA)

4. The Immigration and Social Security Co-ordination (EU Withdrawal) Bill, which is currently before Parliament, clarifies the immigration status of Irish citizens and confirms there will be no change to their rights to freely enter, live and work in the UK without requiring permission. There will continue to be no routine immigration controls on journeys from within the CTA to the UK, with no immigration controls whatsoever on the Northern Ireland – Ireland land border. The Government will continue to work closely with CTA partners to facilitate legitimate travel within the CTA while tackling abuse of these arrangements.

Requirements

5. EU and non-EU citizens wishing to come to and live in the UK from 1 January 2021 will need to demonstrate their right to be in the UK and the entitlements they have. All applicants will receive written confirmation of their immigration status. EU citizens will additionally be provided with secure access to their immigration status information via an online service which they will be able to use to confirm their rights and to access services when necessary, instead of a physical status document.
6. EU and non-EU citizens who are entitled to work will be able to use an online service to demonstrate their right to work in the UK. This online service, which has been in operation since January 2019, makes right to work checks simpler for employers, by making individual's right to work information available in real time and removing the need for physical document checks. This also allows the option for checks to be conducted remotely, for example via video call. A similar online right to rent service,

which most individuals will be able to use, is planned for later this year, making right to rent checks easier for landlords.

7. All EU citizens coming to the UK for more than six months will be able to prove other rights and entitlements via online services. Increasingly, when accessing public services such as benefits or healthcare, the Home Office will be able to confirm an individual's status to the service provider automatically through system to system checks, at the point at which the person seeks to access the public service.

Biometric requirements

8. From January 2021, most EU citizens will not need to attend a Visa Application Centre (VAC) to enrol their biometrics and will instead provide facial images using a smartphone self-enrolment application form. At this stage we will not be requiring EU citizens to enrol their biometrics to visit the UK, but self-enrolment is part of our longer-term vision.
9. As with the EU Settlement Scheme, where we have started to deliver a fully online application process, non-EU citizens, and some EU citizens applying on specific routes or who are unable to use the self-enrolment option, will need to attend the global network of VACs, or if they are applying in the UK the in-country equivalent, to provide facial images and (in the case of non-EU citizens) fingerprint biometrics, where required.
10. Our long-term aim is that all visitors and migrants to the UK will provide their biometric facial images and fingerprints under a single global immigration system. To maximise customer convenience and security, we will increasingly look to provide capabilities for biometric self-enrolment, integrated within digital application processes for immigration products. More information on self-enrolment and attending the VAC network or in-country equivalent is available on gov.uk.

Fees

11. Application fees will continue to apply under the new system as they do now, and a list of current fees can be found on gov.uk. They will apply to both EU and non-EU citizens. Annex A provides an indicative view of fees once the Immigration and Nationality (Fees) Regulations are updated to reflect the routes outlined in this document.
12. The Immigration Skills Charge will be levied on UK employers of skilled workers on the same basis as now, except we intend to remove the current exemption for employers of EU, EEA and Swiss citizens when we end free movement between the UK and the EU.
13. The Immigration Health Surcharge will continue to be paid by most overseas migrants coming to the UK for more than six months and the Government remains committed to increasing the amount payable to ensure cost recovery for use of NHS services. We will introduce a new discounted rate for those under the age of 18. We are working to exempt frontline workers in the NHS and social care sector and wider health workers from the requirement to pay the Health Surcharge. Further details will be published shortly.

Sponsorship of skilled workers and students

14. We recognise that employer sponsorship is a key determinant of labour market needs. For workers and students, sponsorship maintains a relationship between a recognised UK employer or educational institution and a migrant to ensure that those who come on the work and student routes are genuinely intending to work or study. Overall, the sponsorship system will form an integral part of the Points-Based System by supporting compliance with our Immigration Rules.
15. A sponsorship requirement will apply to the Skilled Worker route, to the Health and Care Visa and to the student route, as well as to some specialised worker routes. This applies to both EU and non-EU citizens who come on these routes. Although specific requirements vary by route, for most work routes, sponsors must undergo checks to demonstrate they are a genuine business, are solvent, and that the roles they wish to recruit into are credible and meet the salary and skills requirements (if applicable). Sponsors must also pay a licence fee (and Immigration Skills Charge, where required) and ensure they act and behave in a way which is conducive to the wider public good. Senior personnel and key users of the service undergo criminality and other security checks. Educational institutions are also required to hold educational oversight from an appropriate body, meet an annual Basic Compliance Assessment and undergo additional scrutiny where they wish to teach children.
16. As part of the Points-Based System, we are committed to delivering radical changes to the sponsorship process, streamlining and simplifying it for users, and substantially reducing the time it takes to bring in a migrant. As a result of suspension of the cap and removal of the Resident Labour Market Test (RLMT), the time savings for employers will be initially reduced by up to eight weeks compared to the current process. We intend to further reduce this through additional enhancements to the system beyond January 2021.

Suspending the cap

17. As a first step towards reducing the burdens on employers and streamlining the sponsorship system, we will suspend the current cap on Tier 2 (General) visas (the current route for skilled workers), which will result in there being no limit on the numbers of skilled workers who can come to the UK. This change alone will reduce the end-to-end process for sponsoring skilled workers by up to four weeks, demonstrating the Government's commitment to simplifying the immigration system for employers.

Introducing Sponsor Licences for the new Skilled Worker route

18. To provide employers and prospective future sponsors with certainty we will continue to apply existing sponsorship controls to maintain high standards over whom we license to bring migrant workers to the UK. We aim to ensure that applications can be made under the new route before the end of the transition period.
19. Existing Tier 2 (General) and Tier 2 (Intra-Company Transfer) sponsors will automatically be granted a new Skilled Worker licence or Intra-Company Transfer licence, with an expiry date consistent with their current licence, and receive an appropriate allocation of Certificates of Sponsorship (CoS).

Abolishing the Resident Labour Market Test (RLMT)

20. Under the new Skilled Worker route there will be no requirement for employers to undertake a RLMT. This reform will remove at least four weeks from the end-to-end process for sponsoring skilled workers. However, sponsors must still be seeking to fill a genuine vacancy which meets the skill and salary thresholds of the new route. Roles cannot be created solely to facilitate immigration of a specific migrant to the UK.

Immigration Skills Charge

21. Employers who sponsor non-EU migrant workers under Tier 2 (General) and (Intra-Company Transfer) will be required, as now, to pay the Immigration Skills Charge (ISC), unless a specific exemption applies. Employers must pay £1,000 per skilled worker for the first 12 months, with an additional £500 charge for each subsequent six-month period. Under the Points-Based System we will apply the ISC to sponsoring employers in respect of both EU and non-EU migrant workers. Discounted rates of £364 per sponsored worker per year will apply as they do now to charities and Small and Medium Enterprises.

English language requirements

22. The requirement for migrants to speak English language supports integration, ensuring migrants can live and be part of the wider community in the UK. It also means migrants must demonstrate they have the ability required for the route and the role they are coming to the UK for. The level of English language ability required is set as appropriate for each relevant route based on the Common European Framework of Reference for languages. For example, students at degree level must demonstrate their ability at level B2 (A-Level or equivalent) and skilled workers B1 (AS-Level or equivalent).

23. The ways an applicant can show they meet the English language requirement are:

- being a national of a majority English speaking country;
- having an academic degree taught in English;
- passing a secure English language test;
- having shown they meet the required level in a previous successful immigration application.

24. In some routes there are additional ways of meeting the English language requirement. We will not make any changes to these route-specific provisions:

- Skilled workers who are sponsored as a doctor, dentist, nurse or midwife can rely on the assessment of their professional body as proof of their English language ability.
- Students who are studying a course at degree level or above at a UK Higher Education provider with a track record of compliance, can meet the English requirement if their sponsor assesses their ability.

- Students who are applying to complete a short-term study abroad programme in the UK, as part of a course equivalent to a UK degree being studied at a Higher Education Institution in the USA do not need to prove English language ability.
25. We will also extend the list of majority English speaking countries to include Ireland (so applicants who are neither British nor Irish citizens and who have studied at Irish universities can rely on their qualifications to show they have met the English language requirement) and Malta.

Conditions

Dependants

26. Skilled workers and postgraduate students will continue to have the right to bring dependants. Dependants are spouses, partners² and children (below the age of 18 at point of entry)³, and their application is linked to that of the main applicant. In general dependants have near full access to the UK labour market and can work at any skill level. School age children accompanying a migrant are entitled to a state education. Dependants must also pay the Immigration Health Surcharge.

Switching

27. Under the Points-Based System, we will allow most migrants to apply to switch from one immigration route to another without having to leave the UK. This will support employers in retaining the talented staff that they have invested in.
28. However, there will be no relaxation of the qualifying criteria for the route being switched into. A migrant will still have to meet the requirements for that route. They will also have to pay the same fees, relevant charges, and complete the same application.
29. There will be no right to switch in the UK for work or study for those on short-term routes such as visitors and seasonal workers.

Criminality and deportation thresholds

30. A robust and consistent approach to applying the UK criminality thresholds for the refusal of entry, permission to remain in the UK, deportation and exclusion, to EU and non-EU citizens, will be taken as part of the Points-Based System.
31. Those seeking entry to the UK can be refused where they have:
- a conviction with a custodial sentence length of at least 12 months;
 - committed an offence which caused serious harm;

² This includes a spouse but also a civil partner or what is known as a 'durable' partner where a couple are living in a quasi-spousal relationship.

³ Unless over 16 and already living an independent life.

- are a persistent offender who shows a particular disregard for the law;
 - their character, conduct or associations means their presence is not conducive to the public good.
32. Those already in the UK who are sentenced to 12 months or more in prison must be considered for deportation. Where the 12-month criminality deportation threshold is not met, a foreign criminal will still be considered for deportation where it is conducive to the public good, including where they have serious or persistent criminality.
 33. For EU citizens who are protected by the Withdrawal Agreement or the UK's domestic implementation of the withdrawal agreements, the tougher UK criminality thresholds will apply to conduct committed after the end of the transition period. The EU public policy, public security or public health test will continue to apply to their conduct committed before the end of the transition period.
 34. We will ensure our enforcement system is fair, protects the public, upholds our immigration policies, and acts as a deterrent to those who might seek to frustrate those policies. Encouraging and supporting compliance will be at the heart of the Points-Based System. Compliance with UK immigration laws and rules is an essential part of an immigration system which operates fairly, robustly and with integrity.
 35. We will continue to set out clearly to those wishing to come to the UK, and those seeking to remain in the UK, what is expected of them and the consequences of not complying with immigration laws and rules. Migrants are expected to observe the conditions of their permitted stay and not to remain beyond the period of their lawful status. Those who breach our immigration laws and rules place themselves at risk of exploitation by unscrupulous bodies such as organised crime groups and rogue employers and landlords.

Coming to work

Skilled Worker

36. As set out in the Policy Statement published on 19 February, anyone coming to the UK for work, including EU citizens, will need to demonstrate they meet a specific set of requirements for which they will score points. There is no overall cap on the number who can apply for this Skilled Worker route.
37. The applicant must meet the following mandatory criteria in addition to passing the relevant UK criminality checks:
 - The applicant must have an offer of a job from a licensed sponsor;
 - The job must be at or above the minimum skill level: RQF3 level or equivalent (A-level or equivalent qualification). Workers will not need to hold a formal qualification. It is the skill level of the job they will be doing which is important.
 - The applicant must speak English to an acceptable standard.

Tradeable points

38. Meeting the mandatory criteria above will earn the applicant 50 points; they must obtain a further 20 “tradeable” points through a combination of points for their salary, a job in a shortage occupation or a relevant PhD.
39. If the applicant is paid the higher of the general salary threshold of £25,600 or the “going rate” for their particular job, they will get an extra 20 points.
40. There is scope to earn the required extra tradeable points if the applicant is paid less than the general threshold or the going rate, provided they are paid at least £20,480. That being the case, the applicant may earn points if they have a job offer in a specific shortage occupation (as recommended by the MAC) or a PhD qualification relevant to the job.
41. There are also different minimum salary rules for workers in certain health or education jobs, and for “new entrants” at the start of their career. The salary requirement for new entrants will be 30% lower than the rate for experienced workers in any occupation. However, the minimum of £20,480 must always be met.
42. We will retain the ability to widen the number of attributes that will score tradeable points to enable us to meet the needs of the economy. However, the mandatory requirements will not be tradeable.

43. In the table below we show how someone who has at least 80% or 90% of the relevant salary for their occupation (whether that is the £25,600 threshold or the going rate), and therefore scores 0 or 10 points for salary, could make up the points elsewhere by scoring points for another attribute, for instance, working in a shortage occupation or having a relevant PhD.

Table 1: Tradeable points

Non-tradeable points (mandatory) – 50 required				
Offer of a job by an approved sponsor				20
Job at an appropriate skill level				20
English language skills at level B1 (intermediate)				10
Tradeable points (may only score from one entry from each of the two sections below) – 20 required				
Salary ⁴			Other	
General salary threshold	Going rate			
Salary of at least £20,480	At least 80% of the going rate for the profession (70% if a new entrant).	0	Education qualification: PhD in a subject relevant to the job	10
Salary of at least £23,040	At least 90% of the going rate for the profession.	10	Education qualification: PhD in a STEM subject relevant to the job	20
Salary of at least £25,600	At least the going rate for the profession.	20	Job in a shortage occupation (as designated by the MAC)	20
Salary of at least £20,480	Listed health/education job <u>and</u> meets the relevant national pay scale	20	Applicant is a new entrant to the labour market (as designated by the MAC)	20

The following case studies further illustrate how tradeable points can be applied.

⁴ Employers and applicants must use whichever salary is higher out of the general salary threshold or going rate.

Case study: General salary threshold is applied

Freya wants to come to the UK to undertake skilled work and has been offered a job as a lab technician for a salary of £21,000. She meets all the mandatory criteria under the Points-Based System, scoring 50 points.

The going rate for lab technicians is £18,200 and Freya's salary is more than this. However, she does not score 20 points for her salary as it is below the general threshold of £25,600. As Freya's salary offer is £21,000, she does not score any points for her salary. It is still above the minimum of £20,480, so she can still score 20 tradeable points elsewhere to be eligible for a visa.

In this instance Freya does get the 20 extra points by having a relevant STEM PhD in biochemistry.

The table below has been personalised to show how Freya has accumulated the requisite 70 points.

	Characteristic	Points	Total
Mandatory	Offer of a job by an approved sponsor	20	50
	Job at an appropriate skill level	20	
	English language skills at level B1 (intermediate)	10	
Tradeable	Salary of £20,480 - £23,039.99	0	20
	Education qualification: PhD in a STEM subject relevant to the job	20	
Total			70

Case study: 'Going rate' salary threshold for the profession is applied

Richard wants to come to the UK to work and has been offered a job as a mechanical engineer for a salary of £26,750. He meets all the mandatory criteria under the Points-Based System, scoring 50 points.

Richard's salary is higher than the £25,600 general salary threshold; however, it is below the £33,400 going rate for mechanical engineers, so he does not score 20 points for his salary. Richard's salary is just above 80% of the going rate for his occupation, therefore while he scores no points from his salary, he is eligible to score 20 tradeable points elsewhere to be eligible for a visa. In this instance Richard scores the 20 extra points by having a job offer in a shortage occupation.

The table below is personalised to show how Richard has accumulated the requisite 70 points.

	Characteristic	Points	Total
Mandatory	Offer of a job by an approved sponsor	20	50
	Job at an appropriate skill level	20	
	English language skills at level B1 (intermediate)	10	
Tradeable	Salary of at least 80% of the going rate	0	
	Job in a shortage occupation (as designated by the MAC)	20	20
Total			70

Case study: National pay scale is applied

Louis wants to come to the UK to work and has been offered a job as a qualified primary school teacher in Wales for a salary of £24,906. He meets all the mandatory criteria under the Points-Based System, scoring 50 points.

Louis must now score a further 20 points to be eligible for the Skilled Worker route. His salary is below the general threshold of £25,600 but, as primary school teachers are a listed education job and Louis' salary meets the national pay scale in Wales (and is above £20,480), he still scores 20 points for his salary, meeting the total requirement of 70 points.

The table below has been personalised to show how Louis has accumulated the requisite 70 points.

	Characteristic	Points	Total
Mandatory	Offer of a job by an approved sponsor	20	50
	Job at an appropriate skill level	20	
	English language skills at level B1 (intermediate)	10	
Tradeable	Listed health/education job <u>and</u> meets the relevant national pay scale	20	20
Total			70

Case study: New entrant discount is applied

Evie is 26 years old and is in the UK, having studied a veterinary science degree at a UK university and begun her career here under the Graduate route. She wants to carry on working in the UK and has been offered a job as a veterinarian with a starting salary of £22,900. She meets all the mandatory criteria under the Points-Based System, scoring 50 points.

Evie must now score a further 20 points to be eligible to switch into the Skilled Worker route. She does not score any points for her salary, but it is above the minimum of £20,480. As Evie is switching from the Graduate route, she scores 20 points as a new entrant to the labour market. Her salary is below the usual minimum 80% of the £32,500 going rate for her chosen profession, but it is higher than the 70% of the going rate required for new entrants.

The table below has been personalised to show how Evie has accumulated the requisite 70 points.

	Characteristic	Points	Total
Mandatory	Offer of a job by an approved sponsor	20	50
	Job at an appropriate skill level	20	
	English language skills at level B1 (intermediate)	10	
Tradeable	Salary of at least £20,480 and at least 70% of the going rate for the profession	0	20
	Applicant is a new entrant to the labour market	20	
Total			70

Skilled Worker

Who can apply?

44. Individuals of all nationalities (except British and Irish) who have a confirmed job offer, and whose employment will be sponsored by a UK employer who is Home Office licensed, to work in specified occupations (at RQF3 or equivalent and above).

Table 2: Skilled Worker conditions and requirements

Requirements		Conditions and restrictions	
English language	Yes	Capped	No
Application fee	Yes	Switching – routes (in country)	Yes
Immigration Skills Charge	Yes	Route to settlement	Yes
Immigration Health Surcharge (subject to specific exemptions)	Yes	Dependants	Yes
Biometrics	Yes	Access to funds	No
Maintenance*	Yes	Supplementary work	Yes
<p>* Applicants are exempt from the requirement if they have a fully 'A-rated' sponsor who can provide the maintenance cost if they need it. Sponsors must confirm this on the Certificate of Sponsorship. An A-rating is awarded when employers are first granted a sponsor licence on the basis that they have systems in place to be able to meet their sponsor duties. Employers will not be granted a licence if they are not able to achieve an A-rating.</p>			
Additional			
Sponsorship - confirmed job offer with a licensed sponsor			
Salary thresholds – a salary at or above the general threshold £25,600 or the going rate, whichever is higher. May be reduced through tradeable points or being a new entrant to the labour market.			
Skills threshold (RQF 3 and equivalent and above)			

Further information

The Going Rate

45. These rates are based on the 25th percentile of earnings in the UK data drawn from the Annual Survey of Hours and Earnings (ASHE) which is updated annually by the Office for National Statistics, normally at the end of October. The current rates for each profession can be found in Annex E. These rates (and any discounts to them from scoring tradeable points elsewhere) do not absolve sponsors of their obligations under

the National Minimum Wage Regulations, even if the stated going rate is lower. Skilled workers are entitled to the same minimum rates as other UK workers.

46. It is worth noting that the salary thresholds for some occupations may change between now and the new route being launched. The Rules and guidance will be based on the latest available appropriate data at the time they are published.

Public sector occupations

47. On the advice of the MAC, national pay scales will be used to determine the going rate for 24 health / education public service occupations. The list can be found in table 28 (Annex E). The £25,600 general salary threshold will not be applied for this group; however, the minimum salary floor will be £20,480. This group will not have access to tradeable points as they will not need other points to offset the £25,600 threshold. We do not consider it appropriate for sponsors to be offering salaries at less than the national pay scales for these occupations.
48. There is one temporary exception to the minimum salary floor for nurses and midwives who can be paid a lower salary for up to the first eight months in the UK, before they achieve their full UK registration as a nurse or midwife. After eight months, the nurse or midwife would need to be paid according to the national pay scales for a newly registered nurse or midwife.

Pro-rating salaries for part time workers

49. The going rate ensures fair pay compared with resident workers and aims to prevent migrant workers being used as a source of cheap labour. As under the existing system, going rates for individual occupations can be pro-rated depending on the applicant's working pattern, as long as the total applicable general salary threshold (£25,600, £23,040 or £20,480) is met. The general threshold is a measure of the economic contribution an applicant will make to the UK. It applies regardless of the number of hours worked and will not be pro-rated.

Eligibility for PhD points

50. Applicants will only be able to score points for having a PhD relevant to the job. Sponsors will need to decide and be able to justify whether an applicant's PhD is relevant to the job they are sponsoring them for and to advise whether it is a STEM PhD. We will withhold points if the sponsor's explanation is clearly not credible. Points can only be awarded for academic PhDs.
51. In addition, applicants will only be able to score points for having a PhD when working in certain occupations. A list of occupations which will, and will not, be able to claim PhD points will be kept under review. For the initial launch of the route, the list will cover:

- All occupations in the top skill level of the Standard Occupational Classification (SOC) code system.⁵
- A small number of additional STEM jobs, such as lab technicians, which do not appear in the top skill level, but which involve research or technical knowledge and where we believe a relevant PhD would be an advantage.

52. The relevant occupations are listed in Annex B.

Points requirements in further applications by individuals

53. Those who enter the Skilled Worker route will need to make a new application if they (a) change employer; (b) change jobs (to another SOC code); or (c) need to extend their stay. Existing Tier 2 (General) migrants who need to do any of the above will also need to make such an application under the Skilled Worker route once the Tier 2 (General) route closes. The points table will apply to these further applications.
54. If the migrant has changed their employer and/or their job, there will be a reassessment of whether their new post meets the required skill and salary level. PAYE records for all skilled workers will be regularly checked to confirm they are being paid the correct salary.
55. Applicants who scored points for English language at the required level in an earlier application will score those points automatically in a subsequent application. They will not need to submit their qualification certificates again, but if their job has changed, we will assess whether their qualification is relevant to their new job.

New entrants

56. New entrants to the UK labour market are currently entitled to come to the UK on a lower salary than their more experienced counterparts are required to earn. They currently benefit from this reduced salary threshold for three years. Migrants will be defined as new entrants under the Points-Based System if they meet one of the following requirements:
- a) They are switching from the Student or Graduate route to the Skilled Worker route;
 - b) They are under the age of 26 on the date of their application; or
 - c) They are working towards recognised professional qualifications or moving directly into postdoctoral positions.
57. Requirement c) is an addition to the existing new entrant requirements list and will be introduced for the Points-Based System on the recommendation of the MAC. While

⁵ According to the official guidance published by the Office for National Statistics, the top skill level comprises “what are termed ‘professional’ occupations and high-level managerial positions in corporate enterprises or national/local government. Occupations at this level normally require a degree or equivalent period of relevant work experience”.

postdoctoral positions are easily identified, we will use the following tests to identify those “working towards recognised professional qualifications”:

- The salary reduction for professional qualifications should only be available where the job offer is in a regulated profession or protected job title.
- “Working towards professional qualifications” should mean working towards full registration or chartered status with the relevant professional body.
- This definition will also include those who have switched from the Graduate route into the Skilled Worker route.

58. We will impose a floor on the reduced salary threshold for new entrants. The discount to the going rate for new entrants will be 30%, but the floor will mean that no migrant can come if they earn less than £20,480. We will apply a 20% reduction to the general threshold, rather than a 30% reduction, as we do not consider skilled workers should be sponsored at a salary of less than £20,480. Applying a 30% reduction to the general threshold would mean, in many cases, the applicant would be paid less than the National Living Wage.

Highly skilled workers

59. Beyond January 2021 and in line with the recommendations from the MAC, we will create a broader unsponsored route within the Points-Based System to run alongside the employer-led system. This will allow a smaller number of the most highly skilled workers to come to the UK without a job offer. This route will not open on 1 January 2021 and we are exploring proposals for this additional route with stakeholders over the coming year. Our starting point is that this route would be capped and would be carefully monitored during the implementation phase. Further details will be shared in due course.

Skilled Work: Health and Care Visa

60. The Government welcomes the vital contributions which doctors, nurses and other health professionals from overseas make to the National Health Service (NHS) and wider Health and Care Sector. The Health and Care Visa is part of the Skilled Worker route. It will ensure individuals working in eligible health occupations with a job offer from the NHS, social care sector or employers and organisations which provide services to the NHS, who have good working English, are incentivised to come to the UK.
61. There will be fast-track entry, with reduced application fees and dedicated support regarding the application process, for eligible individuals to come to the UK with their families. Those who are eligible to apply for the Health and Care Visa, and their dependents, will also be exempt from having to pay the Immigration Health Surcharge. Frontline workers in the health and social care sector who are not eligible for the new Health and Care Visa will pay the Immigration Health Surcharge, but will benefit from a reimbursement scheme. Further detail will follow in due course.

Who can apply?

62. Individuals of all nationalities who have a confirmed job offer, in one of the defined health professions, for a skilled role within the NHS, the social care sector or for NHS commissioned service providers.
63. The full list of professions, defined by Standard Occupational Classification codes, which would currently qualify for the Health and Care Visa can be found in Annex D. This list reflects the current skills threshold. The list of professions will be updated in line with the launch of the new Skilled Worker route and the expanded skills threshold later this year.
64. Although eligible applicants will benefit from reduced fees and an exemption from the Immigration Health Surcharge, both of which will extend to immediate family members, the main applicant must also meet requirements of the Skilled Worker route, including the relevant skill and salary thresholds.

Global Talent

65. The UK wants to attract the very best and brightest talent from around the world. On 20 February 2020 we launched the Global Talent route, under the current system for non-EU citizens, to improve the UK's attractiveness to highly skilled individuals with specialist skills. The route reformed and replaced Tier 1 (Exceptional Talent) and is designed to attract recognised global leaders, and the leaders of tomorrow in science, humanities, engineering, the arts (including film, fashion design and architecture) and digital technology, enriching the UK's knowledge, economy and society. Top scientists and researchers are able to benefit from a quicker endorsement process as part of a fast track STEM scheme.
66. The Government has announced it will set up a cross-departmental unit called the Office for Talent. This will make it easier for leading global scientists, researchers and innovators to come and live and work in the UK.
67. Applicants must be endorsed by a recognised UK body, as approved by the Home Office. Individuals can apply to one of the following endorsing bodies who will verify their expertise before they can apply for a visa:
 - The Royal Society, for science and medicine;
 - The Royal Academy of Engineering, for engineering;
 - The British Academy, for humanities;
 - UK Research and Innovation, for science and research;
 - Tech Nation, for digital technology;
 - Arts Council England, for arts and culture.
68. Once endorsed, subject to criminality and immigration checks, migrants are given a highly flexible permission, enabling them to work for employers or be self-employed; change jobs without informing the Home Office; travel abroad and return to the UK for research purposes; and bring dependants with them. There is no limit on the number of eligible individuals who can use the route.

Who can apply?

69. This route will be open to both EU and non-EU citizens.
70. Individuals internationally recognised at both the highest level and as leaders in their particular field, or who have demonstrated promise and are likely to become leaders in their particular area.

Fast-track Science, Technology, Engineering and Mathematics scheme

71. Science and research are at the heart of our modern Industrial Strategy. To facilitate access for top scientists and researchers, who will significantly enhance the

intellectual and knowledge base of the UK, a fast-track endorsement process is available to EU and non-EU citizens. To benefit from this offer, individuals must be:

- in receipt of a named award or fellowship;
- in a senior academic position, such as a Professor or Associate Professor, within an eligible Higher Education Institution, research organisation or institute; and
- part of a publicly funded research team which is in receipt of prestigious funding or awards.

Table 3: Global Talent conditions and requirements

Requirements		Conditions and restrictions	
English language	No	Capped	No
Application fee	Yes	Switching – routes (in country)	Yes
Immigration Skills Charge	No	Route to settlement	Yes
Immigration Health Surcharge	Yes	Dependants	Yes
Biometrics	Yes	Access to public funds	No
Maintenance	No	Supplementary work	Yes
Additional			
Endorsement from a recognised UK body approved by the Home Office (see paragraph 68)			
Endorsement fee (included in application fee)			
Flexible grant periods (up to 5 years)			
This is primarily a work route. Applicants can study certain disciplines but to do so must obtain an Academic Technology Approval Scheme (ATAS) certificate.			

Start-up and Innovator

72. The Start-up and Innovator routes are designed to attract entrepreneurial talent and innovative, scalable business ideas to the UK. Launched in March 2019 under the current system for non-EU citizens, both routes are for individuals looking to set up an innovative UK business. Start-up is for those setting up an innovative business for the first time, whilst Innovator is for those with industry experience and at least £50,000 funding. Individuals require support from an Endorsing Body, before applying, which must have assessed the business idea as being innovative, viable and scalable. The routes are not capped, and the UK Government has been actively promoting the routes to attract talented entrepreneurs.
73. The Start-up and Innovator routes enhance the UK's visa offer to leading international business talent and maintain our position as a top destination for innovation and entrepreneurs. In the future, we will continue to expand coverage of the existing routes to more sectors and businesses.

Who can apply?

74. These routes will be open to both EU and non-EU citizens.
75. Applicants can be individuals or teams. The Start-up route is for those setting up a business for the first time, who need to work to support themselves while developing their business ideas. The Innovator route is for those with industry experience and at least £50,000 funding, who can dedicate their working time to their business ventures, or those moving from Start-up who are progressing their business.
76. Each applicant for Start-up and Innovator must have the support of an approved Endorsing Body. Endorsing Bodies are either Higher Education Providers or business organisations who have a track record of supporting UK based entrepreneurs and the support of a Government Department. Endorsing Bodies assess each application to ensure it is innovative, viable and scalable, and are responsible for monitoring the progress of the businesses they endorse.
77. To deliver and ensure an improved service to users the Home Office has partnered with some of the UK's leading business development experts. It is they, rather than the Home Office, who assess applicants' business ideas.

Table 4: Start-up conditions and requirements

Requirements		Conditions and restrictions	
English language	Yes	Capped	No
Application fee	Yes	Switching – routes (in country)	Yes
Immigration Skills Charge	No	Route to settlement	No
Immigration Health Surcharge	Yes	Dependants	Yes
Biometrics	Yes	Access to public funds	No
Maintenance	Yes	Supplementary work	Yes

Table 5: Innovator conditions and requirements

Requirements		Conditions and restrictions	
English language	Yes	Capped	No
Application fee	Yes	Switching – routes (in country)	Yes
Immigration Skills Charge	No	Route to settlement	Yes
Immigration Health Surcharge	Yes	Dependants	Yes
Biometrics	Yes	Access to public funds	No
Maintenance	Yes	Supplementary work	No

Coming to study

Student Route

78. We have a world-leading education sector and will continue to welcome talented and high potential students to our universities, further education and English language colleges, and independent schools. There will be no limit on the number of international students who can come to the UK to study, and we will seek to increase the number of international students in higher education as set out in the International Education Strategy published in March 2019.
79. We also want to ensure that we retain the brightest and the best students to continue to contribute to the UK post-study, which is why we are launching the Graduate route in Summer 2021 to allow those who have completed a degree at a UK Higher Education Provider, that has a track record of compliance, to stay in the UK for two years (three years for PhD graduates) and work at any skill level, and to switch into work routes if they find a suitable job.
80. The new Points-Based Student route will build on the current Tier 4 system, which is working well. The core tenets of the Tier 4 route will remain: sponsorship at a licensed provider, demonstration of English language ability and the ability of the student to support themselves in the UK.
81. However, the route will be improved, making it more streamlined for sponsoring institutions and their students, creating clearer pathways for students, and ensuring we remain competitive in a changing global market, particularly since the pace of change has been accelerated by the Covid-19 pandemic.
82. Students will require a total of 70 points to be granted leave. Points are non-tradeable and will be awarded for meeting the requirements of the route as set out in the table below.

Table 6: Student route points

Points type	Relevant requirements to be met	Number of points
Study	<ul style="list-style-type: none"> • Confirmation of Acceptance for Studies requirement • Course requirement • Approved Qualification requirement • Level of Study requirement • Place of Study requirement 	50
Financial	Financial requirement	10
English language	English language requirement	10

83. Child Students will require a total of 70 points to be granted leave. Points are non-tradeable and will be awarded for meeting the requirements of the route as set out in the table below.

Table 7: Child Student route points

Points type	Relevant requirements to be met	Number of points
Study	<ul style="list-style-type: none"> • Confirmation of Acceptance for Studies requirement • Course requirement • Study at an independent school • Aged between 4 and 17 when applying • Parental consent 	50
Financial	Financial requirement (including any additional funds for care arrangements)	20

84. We will be extending the period of time in which a student can apply for permission to come to the UK before the start of their course, from three to six months. We will also be removing the study time limit for students studying at a postgraduate level, although students will still be expected to be progressing academically in their studies when making a further application in the UK. Students who meet eligibility requirements will be able to make an in-country application for further leave regardless of their sponsor or level of study.

85. We recognise that students who have been studying in the UK after being granted leave to enter as a student have already demonstrated an ability to support themselves and so we will not routinely request them to submit documentary evidence of funds when making further applications to remain in the UK. We will also remove the requirement for students who are on a recognised Foundation Programme as a doctor or dentist in training, or who are employed as a Student Union Sabbatical Officer to demonstrate funds.
86. Higher education providers with a track record of compliance will be able to make an offer of study to students at degree level and above and carry out their own assessment of those students' academic ability. We will not routinely ask students to provide academic qualifications with an application when their sponsor has made this assessment.
87. Applicants who are citizens of certain countries considered to be low risk will benefit from reduced documentary requirements and EU countries will be added to this list. This list will be kept under regular review.
88. Sponsors will be required to monitor the academic engagement of their students, and they will need to keep records of a student's engagement. This requirement will replace the current attendance monitoring duty for higher education providers. Sponsors who are a Higher Education Provider with track record will be able to self-assess academic and English language ability. Sponsors will need to record details of how any self-assessment of English language was made when offering a place of study to a student.
89. The current Tier 4 Pilot Scheme will close as the new Student route opens. The reduced documentary requirements and extended post-study leave period of the Pilot Scheme are being improved upon by the launch of the Graduate route in 2021 and our changes to maintenance and academic requirements.
90. There will continue to be separate child and adult Student routes, and those sponsoring students will be required to have regard to the safeguarding of international students under 18 studying at their institution. In time, and following the launch of a new sponsorship system, we will consider diversifying further by splitting the adult route into separate Higher Education and Further Education routes to accentuate the pathways.

Who can apply?

91. Students with an unconditional offer from a sponsoring institution, who can demonstrate they genuinely intend to study and can meet all the relevant requirements of the route.

Table 8: Student route conditions and requirements

Requirements		Conditions and restrictions	
English language	Yes	Capped	No
Application fee	Yes	Switching – routes (in country)	Yes
Immigration Skills Charge	No	Route to settlement	No
Immigration Health Surcharge	Yes	Dependants	See below
Biometrics	Yes	Access to public funds	No
Maintenance	Yes	Supplementary work	See below
Additional			
Able to bring dependants if studying at postgraduate level for at least nine months at a Higher Education Provider (HEP) with a track record of compliance, or if government sponsored to study a course longer than six months.			
<p>Applicants must:</p> <ul style="list-style-type: none"> • be aged 16 years or over and studying at GCSE level or above; • have parental consent if aged under 18; • be sponsored and have valid Confirmation of Acceptance for Studies (CAS); • meet academic ability, English language and maintenance requirements (different means of assessment and evidential requirements dependent on nationality, course level and sponsor type); • be a genuine student (applicants may have a credibility interview); • meet academic progression (if applying in the UK) and time limit (no more than two years below degree level or five years below postgraduate level) requirements; • obtain Academic Technology Approval Scheme (ATAS) clearance if studying relevant course (unless an EU citizen). 			
No switching of sponsoring institution is allowed without making a new application.			
Students can apply for further leave as a Student or switch into other routes in line with the wider approach to switching when applying for leave inside the UK. This will include the ability to switch into work routes if they are able to meet the requirements.			
Whether supplementary work is allowed depends on the level of study and sponsoring institution. Separate restrictions apply regarding what type of employment is permitted. For example, students are not allowed to be employed as a professional sports person, a			

doctor or dentist in training or as an entertainer. Additionally, they cannot be self-employed or engage in business activity.

Students can generally only study at their sponsoring institution on the course for which the CAS was assigned.

Generally given a four-month 'wrap up' period post-study (varies with length of course).

Table 9: Child Student route conditions and requirements

Requirements		Conditions and restrictions	
English language	No	Capped	No
Application fee	Yes	Switching – routes (in country)	Yes
Immigration Skills Charge	No	Route to settlement	No
Immigration Health Surcharge	Yes	Dependants	No
Biometrics	Yes	Access to public funds	No
Maintenance	Yes	Supplementary work	See below
Additional			
<p>A child student must:</p> <ul style="list-style-type: none"> • Be at least 4 years old and under 18 years old and studying at an independent school. • Have a letter of consent from a parent or legal guardian, suitable care arrangements, and evidence of relationship between student and consenting party (also applies to general student aged under 18). • If aged 16 years or over, demonstrate they are a genuine student (which may involve having a credibility interview). • Meet academic ability and maintenance requirements. • Be sponsored and have a valid CAS. 			

Additional information

92. Sponsors:

- Are responsible for any international students they offer study to under the Child Student or Student route throughout the period of sponsorship;

- Are only able to sponsor if they are a Higher Education Provider, publicly funded college, independent school, private Further Education provider or overseas Higher Education Institution. State-funded schools (with the exception of voluntary grammar schools in Northern Ireland), including state-funded boarding schools, are not permitted to sponsor international students;
- Must maintain Educational Oversight and pass yearly Basic Compliance Assessment. Sponsors which recruit children must meet National Minimum Standards for child safeguarding;
- Must ensure Child Students and Students are engaging academically;
- Must report relevant changes to the institution and changes of sponsored Child Students' and Students' circumstances;
- Are subject to sanctions for non-compliance.

Graduate Route

93. The Graduate route will be launched in summer 2021 to provide international students the opportunity to stay in the UK to work or look for work after they graduate. Undergraduate and master's degree students will be able to stay for two years under the route, whilst PhD students will be able to stay for three years. Graduates will be able to switch into other routes in line with the wider approach to switching when applying for leave inside the UK. This will include the ability to switch into work routes if they are able to meet the requirements. The Graduate route will also increase the attractiveness of the UK's offer to international students, ensuring we remain internationally competitive and assist in our ambition to increase the number of international students in higher education as set out in the International Education Strategy published in March 2019.
94. It will be an unsponsored route. All successful applicants will be granted a one-time non-extendable leave period of two years if graduating at undergraduate or masters level, or three years if graduating with a PhD, on this route and will be able to work, or look for work, at any skill level during this period. The route will also be Points-Based, with the full number of points being awarded for the successful completion of a degree from a UK Higher Education Provider with a track record of compliance.
95. The current Doctorate Extension Scheme (DES), open to international students who have completed a PhD in the UK and allowing them to remain and work here for 12 months after completing their studies, will be closed at the point the new Graduate Route is introduced. The Graduate route significantly improves on the offer of the DES, providing an additional two years and a more streamlined pathway for those who have completed their PhD than the current route.

Who can apply?

96. The Graduate route will be open to international students, who have valid leave as a Tier 4 (General) Student or as a Student at the time of application and who have successfully completed a degree at undergraduate level or above at a UK Higher Education Provider with a track record of compliance during that grant of leave.
97. Applicants must have completed the entirety of their degree in the UK except for permitted study abroad programmes or when distance learning has been necessary due to Covid-19.
98. The route will not have a maintenance requirement and applicants will not need to demonstrate English language ability as they will already have proved English language ability by successfully completing a degree at a UK university. Applicants will need to pay the Immigration Health Surcharge at the usual rate for the Points-Based System's routes. This route will not have recourse to public funds.

Table 10: Graduate route conditions and requirements

Requirements		Conditions and restrictions	
English language	No	Capped	No
Application fee	Yes	Switching – routes (in country)	Yes
Immigration Skills Charge	No	Route to settlement	No
Immigration Health Surcharge	Yes	Dependants*	See below
Biometrics	Yes	Access to public funds	No
Maintenance	No	Supplementary work	Yes
Additional			
<p>* Graduates whose dependants are already with them in the UK will be allowed to continue sponsoring family members who make an application for further leave at the same time.</p>			
<p>Applicants must:</p> <ul style="list-style-type: none"> • pay the appropriate fee and full Immigration Health Surcharge; • have valid and extant leave as a student at the point of application; • be sponsored by a UK Higher Education Provider (HEP) with a track record of compliance as a student at the time of application; • have successfully completed a degree at undergraduate level (RQF 6) or above, and the course must have been the one for which their latest Confirmation of Acceptance for Studies (CAS) was assigned. The sponsoring HEP must confirm the applicant meets this requirement; • have undertaken all study in the UK (those who complete part of their course overseas as part of a study abroad programme, or have studied part of the course outside of the UK as a result of disruption caused by Covid-19 will also be permitted to apply); • not have previously been granted leave under the Graduate route; • have permission to remain in the UK under the Graduate route from their sponsoring body if they have been studying on a government scholarship; • meet minimum suitability requirements including passing security, identity and criminality checks; • obtain Academic Technology Approval Scheme (ATAS) clearance where applicable, if intending to undertake supplementary study. 			

Supplementary study is allowed, but not at a Student route sponsor.

Separate restrictions will apply regarding what type of employment is permitted. Graduates on this route will continue to be restricted from being employed as a professional sportsperson or as a doctor or dentist in training.

Coming to visit

Visitors

99. At the end of the transition period free movement will end and EU citizens will come within the scope of the new immigration system. We want to ensure legitimate travellers who support our economy and enrich society and culture can continue to come to the UK smoothly in the future.
100. Visitors can, in most cases, come to the UK for up to six months. A visitor may enter the UK multiple times during that period, but they may not in effect live in the UK by means of repeat or continuous visits. They may not work or access public funds. Currently they may not study for more than 30 days.
101. The UK's visitor rules already permit a wide range of activities, in addition to tourism and seeing family, that visitors can undertake. Business people can come to the UK for meetings and to negotiate and sign business contracts; leading academics can present their latest research; or scientists, for example, can share their knowledge with colleagues on international projects. People employed overseas can come and support companies who have bought goods from their company or to collaborate with a UK business which is supplying their employer overseas. More detail can currently be found in [Appendix V](#) of the Immigration Rules. We will continue to engage with stakeholders to further understand how the visitor rules can be improved and simplified.

Who can apply?

102. Anyone can apply to visit the UK. They must either apply for a visa before arrival or seek leave to enter at the UK border. Visa nationals (those who are citizens of countries listed in Appendix 2 to Appendix V of the Immigration Rules) can apply anywhere outside the UK. Non-visa nationals (citizens of countries not listed) can apply at the UK border. The Government has already said that its intention is for citizens of the EU and Switzerland to not require visas to visit the UK.

Table 11: Visitor conditions and requirements

Requirements		Conditions and restrictions	
English language	No	Capped	No
Application fee	Yes*	Switching – routes (in country)	No**
Immigration Skills Charge	No	Route to settlement	No
Immigration Health Surcharge	No	Dependants	No
Biometrics	Yes*	Access to public funds	No
Maintenance	N/A***	Supplementary work	N/A
Additional			
<p>*Only for visa nationals</p> <p>**Unless you are in the UK doing activities as an entrepreneur you cannot switch from being a visitor into other routes.</p> <p>***Visitors must have sufficient funds to cover all reasonable costs in relation to their visit without working or accessing public funds.</p>			

Short-term study

103. We will permit study of up to six months under the standard visit route. All non-recreational study must be undertaken at an accredited institution. Recreational courses undertaken for leisure, that last no longer than 30 days and which do not lead to any formal qualifications, will not need to be undertaken at an accredited institution.
104. We will keep the six to 11-month short-term English language study route open. This route is distinct from both the main student route and the main short-term study route and requires applicants of all nationalities to obtain an entry clearance in advance of travel. It is specifically for people taking English language courses, does not require sponsorship and does not permit work.

Other immigration routes

Intra-Company Transfers and Intra-Company Graduate Trainees

105. The purpose of arrangements for intra-company transfers and graduate trainees is to accommodate temporary moves by key business personnel, enabling multi-national companies to move their workers between subsidiary branches. These arrangements support inward trade and investment and give effect to commitments that the UK has taken in free trade agreements in respect of such workers.
106. The route will require applicants to be in roles skilled to RQF6, and subject to a different minimum salary threshold from the main Skilled Worker route. It will not be subject to English language requirements but will be subject to a requirement that the worker has been employed by the sending business for a minimum period prior to the transfer (12 months in the case of intra-company transfers or three months in the case of intra-company graduate trainees).
107. The route will not provide an avenue to settlement. Those admitted on the route will, however, be permitted to switch into the Skilled Worker route whilst still in the UK if they meet the qualifying requirements for that route.
108. We will also adjust the existing “cooling off” rules as they apply to intra-company transfers to ensure the future system makes more flexible provision for shorter-term assignments. We plan to replace the existing rules with a rule that more simply requires that an overseas intra-company transfer must not hold entry clearance or leave to enter or remain as an intra-company transferee for more than five years in any six-year period, except where they qualify to be granted up to nine years on the basis of their salary.

Who can apply?

109. Subject to sponsorship requirements being met, existing skilled employees of the sending business, where they are being transferred to the UK branch or subsidiary of that business.

Table 12: Intra-Company Transfers and Intra-Company Graduate Trainees conditions and requirements

Requirements		Conditions and restrictions	
English language	No	Capped	No
Application fee	Yes	Switching – routes (in country)	Yes
Immigration Skills Charge	Yes	Settlement	No
Immigration Health Surcharge	Yes	Dependants	Yes
Biometrics	Yes	Access to public funds	No
Maintenance	Yes	Supplementary work	Yes
Additional requirements			
<p>Applicant must:</p> <ul style="list-style-type: none"> • have been employed by the sending business for at least 12 months prior to date of transfer (three months in the case of Graduate Trainees) • meet minimum salary requirement (currently £41,500) • meet “cooling off” requirement 			
Employment restricted to role specified on Certificate of Sponsorship			
Entry for 12 months for graduate trainee and five years for company transfer (nine years for higher paid roles)			

Youth Mobility Scheme

110. The UK Government is committed to facilitating cultural exchange and providing opportunities for young people. The Youth Mobility Scheme (YMS) is a temporary route which exists to provide young people, from participating countries, with an opportunity to experience life in the UK, enabling them to work and travel for up to two years. The YMS is a reciprocal scheme, with its terms negotiated and agreed between the two countries, which enables young British citizens to benefit from similar opportunities overseas.

111. The UK currently operates eight YMS arrangements with Australia, Canada, Japan, Monaco, New Zealand, Hong Kong, Republic of Korea and Taiwan. The UK remains open to concluding further YMS agreements with other countries and territories.

Who can apply?

112. Individuals who are aged between 18 and 30 at the time of application, who have £1,890 in savings and who are citizens of countries or republics listed in Appendix G of the Immigration Rules or are a British Overseas Citizen, British Overseas Territories Citizen or British National (Overseas).

Table 13: Youth Mobility Scheme conditions and requirements

Requirements		Conditions and restrictions	
English language	No	Capped	Yes
Application fee	Yes	Switching – routes (in country)	Yes
Immigration Skills Charge	No	Settlement	No
Immigration Health Surcharge	Yes	Dependants	No
Biometrics	Yes	Access to public funds	No
Maintenance	Yes	Supplementary work	Yes
Additional			
Applicants can work or study whilst in the UK.			
Applicants are not permitted to be employed as a professional sportsperson or doctor or dentist in training.			
Applicants are not permitted to bring family members in as dependants.			

Applicants must not have held entry clearance in this category before.

Applicants must be receiving at least National Minimum Wage (exemptions apply to some schemes, e.g. Erasmus).

Sporting routes

Temporary and long-term sporting routes

- 113. The current system for sports provides both temporary and long-term arrangements for professional sportspeople participating in sport in the UK.
- 114. Sports Governing Bodies (SGBs) will continue to issue and operate an endorsement process for applicants, ensuring playing opportunities for resident sportspeople and youth development are protected. Such endorsements will be based on objective sporting criteria which are published on each SGB's website, ensuring full transparency.
- 115. In line with our current arrangements for sports, sportspeople seeking to come to the UK on a temporary basis – 12 months or less – will not be subject to an English language requirement. Those sportspeople seeking to either come for longer periods, or to settle in the UK, will be subject to an English language requirement, maintaining alignment to the Skilled Worker route. Accordingly, calculation of time periods on any route to settlement under this route will only begin once a migrant has demonstrated the requisite English language requirement.

Who can apply?

- 116. Internationally recognised sportspeople of all nationalities. They must have a confirmed job offer, an endorsement from the relevant SGB, and their employment must be sponsored by a UK employer who is licenced by the Home Office.
- 117. Sportspeople are permitted to move on loan to another club, but if they decide to move permanently, they will need to apply for a new Governing Body Endorsement with their new club.

Table 14: Sportsperson (temporary leave) conditions and requirements

Requirements		Conditions and restrictions	
English language	No	Capped	No
Application fee	Yes	Switching – employers	Yes
Immigration Skills Charge	No	Switching – routes (in country)	Yes
Immigration Health Surcharge	Yes	Settlement	No
Biometrics	Yes	Dependants	Yes
Maintenance	Yes	Access to public funds	No
		Supplementary work	Yes

Table 15: Sportsperson (long-term leave) conditions and requirements

Requirements		Conditions and restrictions	
English language*	Yes	Capped	No
Application fee	Yes	Switching – routes (in country)	Yes
Immigration Skills Charge	No	Settlement	Yes
Immigration Health Surcharge	Yes	Dependants	Yes
Biometrics	Yes	Access to public funds	No
Maintenance	Yes	Supplementary work	Yes
<p>*A sportsperson remaining in the UK for more than a 24-month continuous period, must demonstrate a knowledge of English equivalent to level A1 or above of the Council of Europe's Common European Framework for Language Learning; or have an academic qualification that was taught in English and is recognised by UK NARIC as being equivalent to a UK bachelor's degree, master's degree or PhD.</p>			
Additional			
<p>Sportspeople can apply for indefinite leave to remain after completing five-years continuous residence in the UK and demonstrating the relevant knowledge of the English language.</p>			
<p>Both temporary and long-term leave visa holders:</p> <ul style="list-style-type: none"> • can undertake supplementary work at the same level as primary employment, undertake a job on the Shortage Occupation List (SOL) or study up to 15 hours per week. • are permitted to work as a sportsperson for their national team while it is playing in a British University and College Sport (BUCS) competition; or work as a sports broadcaster. • must be receiving at least National Minimum Wage (exemptions apply to some schemes, e.g. Erasmus). 			

Creative route

118. Artists, entertainers and musicians contribute to the UK's rich cultural life. The UK is, and will continue to be, an attractive destination for top international talent in these fields. This route is for applicants in the creative industry who are entering the UK for short-term contracts/engagements for up to 12-months.
119. Applicants in the creative industries will also have the option to come to the UK as visitors. The existing rules for visitors allow artists, entertainers and musicians to perform in the UK, including being paid for their participation in certain events. We will continue to work with the creative sector to reform and simplify the offer for creatives coming to the UK on short-term trips.

Who can apply?

120. Individuals of all nationalities who have a confirmed job offer, and whose employment will be sponsored by a UK employer who is Home Office licensed, to work in an occupation in a creative industry.

Table 16: Creative route conditions and requirements

Requirements		Conditions and restrictions	
English language	No	Capped	No
Application fee	Yes	Switching – employers	Yes
Immigration Skills Charge	No	Switching – routes (in country)	Yes
Immigration Health Surcharge	Yes	Settlement	No
Biometrics	Yes	Dependants	Yes
Maintenance	Yes	Access to public funds	No
		Supplementary work	Yes
<p>* Before assigning a Certificate of Sponsorship, a sponsor must ensure they comply with their relevant Code of Practice (as per Appendix J of the Immigration Rules) for the occupation (where one exists). Where there is no Code of Practice, the sponsor/employer must be satisfied the migrant worker has the unique attributes and skills to fill the post and they are ‘internationally recognised/established’ in their field.</p>			

The applicant:

Applicants can undertake supplementary work at the same level as primary employment, undertake a job on the Shortage Occupation List, or study up to 15 hours per week

The current Creative and Sporting concession, allowing creative workers who are non-visa nationals with a valid certificate of sponsorship, to enter the UK to work for up to a maximum period of three months without prior entry clearance, will remain.

Applicants must be receiving at least National Minimum Wage exemptions apply to some schemes, e.g. Erasmus).

Charity

121. A route for applicants who want to enter the UK to undertake unpaid voluntary work for a registered UK charity, advancing the charity's primary purpose.

Who can apply?

122. Individuals of all nationalities who wish to work voluntarily for a registered UK charity for up to a maximum period of 12-months.

Table 17: Charity route conditions and requirements

Requirements		Conditions and restrictions	
English language	No	Capped	No
Application fee	Yes	Switching – routes (in country)	Yes
Immigration Skills Charge	No	Settlement	No
Immigration Health Surcharge	Yes	Dependants	Yes
Biometrics	Yes	Access to public funds	No
Maintenance	Yes	Supplementary work	Yes

Ministers of Religion and Religious Workers

123. There are two dedicated routes for religious institutions who wish to recruit from overseas. Ministers of Religion is a longer-term visa for those playing a leading role as faith leaders, leading congregations and preaching the essentials of the creed. Religious Worker is a temporary, short-term visa, providing for those undertaking non-pastoral roles, supporting the activities of religious institutions.
124. Existing provisions are balanced to meet the needs of those institutions and to ensure that those who come to the UK can integrate with the wider communities in which they live.

Who can apply?

125. Individuals of all nationalities who wish to play leading roles as either faith leaders (longer-term), or religious workers (temporary) filling short-term non-pastoral placements in a religious institution.

Table 18: Ministers of Religion conditions and requirements

Requirements		Conditions and restrictions	
English language	Yes	Capped	No
Application fee	Yes	Switching – routes (in country)	Yes
Immigration Skills Charge	No	Settlement	Yes
Immigration Health Surcharge	Yes	Dependants	Yes
Biometrics	Yes	Access to public funds	No
Maintenance	Yes	Supplementary work	Yes
Additional			
Applicants can undertake supplementary work at the same level as primary employment, undertake a job on the Shortage Occupation List, or study up to 15 hours per week.			
A Minister of Religion applicant can do supplementary work, voluntary work, study (as long as it doesn't interfere with the sponsored job) and travel abroad.			
Applicants must be receiving at least National Minimum Wage exemptions apply to some schemes, e.g. Erasmus).			

Table 19: Religious Workers (shorter-term) conditions and requirements

Requirements		Conditions and restrictions	
English language	No	Capped	No
Application fee	Yes	Switching – routes (in country)	Yes
Immigration Skills Charge	No	Settlement	No
Immigration Health Surcharge	Yes	Dependants	Yes
Biometrics	Yes	Access to public funds	No
Maintenance	Yes	Supplementary work	Yes
Additional			
Applicants can undertake supplementary work at the same level as primary employment, undertake a job on the Shortage Occupation List, or study up to 15 hours per week			
A worker for a religious institution must have an offer from the sponsor.			
Any applicant as a Religious Worker must not have held entry clearance or leave to remain in the 12 months immediately prior to the application as a Religious Worker or Charity Worker.			
Applicants must be receiving at least National Minimum Wage (exemptions apply to some schemes, e.g. Erasmus).			

Government Authorised Exchange

126. The UK Government is committed to facilitating international collaboration, cultural exchange and the sharing of best practice. Government Authorised Exchange (GAE) is a temporary work route that is aligned to UK growth and international development objectives. GAE schemes enable migrants to come to the UK to undertake training and work experience. The GAE route cannot be used to fill vacancies, all placements must be supernumerary.

127. Under the current non-EU system, there are 60 approved GAE schemes covering a wider range of sectors. There will be further consideration given to consolidating the current schemes.

Who can apply?

128. Any migrant, subject to immigration and criminality checks who is sponsored by an employer who is an approved scheme owner.

Table 20: Government Authorised Exchange conditions and requirements

Requirements	Conditions and restrictions		
English language	No	Capped	No
Application fee	Yes	Switching – routes (in country)	No*
Immigration Skills Charge	No	Settlement	No
Immigration Health Surcharge	Yes	Dependants	Yes
Biometrics	Yes	Access to public funds	No
Maintenance	Yes	Supplementary work	Yes

*Exceptions do apply for those who:

- are sponsored researchers who can switch to Global Talent;
- have held a Tier 4 visa and have a UK Bachelor's, Master's degree, PGCE or PGDE during their last grant of leave;
- are being sponsored to undertake postgraduate professional training or work experience which is required to obtain a professional qualification or registration in the same professional field as their qualification described above;
- are being sponsored to undertake an internship for up to 12 months which is directly related to the qualification described above.

Applicants must be receiving at least National Minimum Wage exemptions apply to some schemes, e.g. Erasmus).

International Agreement

129. This is a specialist route for those coming, under contract, to provide a service covered by international law. It includes:

- private servants in diplomatic households;
- employees of overseas governments and international organisations;
- the General Agreement on Trade in Services (GATS);
- similar agreements between the UK and another country or other countries.

130. The UK's obligation to maintain visa arrangements required by international law, will continue after we leave the EU. However, the route will be reviewed in future to make improvements to its current form. The distinction between arrangements arising from international agreements and our obligations under the Vienna Convention on Diplomatic Relations will be made clearer.

Who can apply?

131. Applicable to both EU and non-EU citizens.

Table 21: International Agreement conditions and requirements

Requirements		Conditions and restrictions	
English language	No	Capped	No
Application fee	Yes	Switching – routes (in country)*	Yes
Immigration Skills Charge	No	Settlement	No
Immigration Health Surcharge	Yes	Dependants	Yes
Biometrics	Yes	Access to public funds	No
Maintenance	Yes	Supplementary work	Yes
Additional			
Applicants must be receiving at least National Minimum Wage (exemptions apply to some schemes, e.g. Erasmus).			
This permission granted is of varying lengths, from six months to two years. Exact conditions and restrictions vary between sub-categories.			

UK Ancestry

132. The UK Ancestry route allows Commonwealth citizens with a UK-born grandparent to come and live and work in the UK. The migrant will be able to come to the UK for five years and do any kind of work (including self-employment), at any skill level. Holders can apply to settle permanently in the UK after five years' continuous residence.

Who can apply?

133. Applicants must be Commonwealth citizens and be able to prove that one of their grandparents was born in the UK or Islands (Guernsey, Jersey, or the Isle of Man).

134. In addition, applicants must meet the other eligibility requirements below.

Table 22: UK Ancestry conditions and requirements

Requirements		Conditions and restrictions	
English language	No	Capped	No
Application fee	Yes	Switching – routes (in country)	Yes
Immigration Skills Charge	No	Route to settlement	Yes
Immigration Health Surcharge	Yes	Dependants	Yes
Biometrics	Yes	Access to public funds	No
Maintenance	Yes	Supplementary work	N/A
Applicants must be receiving at least National Minimum Wage (exemptions apply to some schemes, e.g. Erasmus).			

Additional information

135. Applicants do not need a job offer to come to the UK in this category, but must show they are able and intend to work. They can do any kind of work (including self-employment) at any skill level. The work does not have to be with a licensed sponsor.

136. UK Ancestry visas are valid for five years, at the end of which holders can apply to settle permanently in the UK or extend their visa for a further five years.

137. English language is not required for an initial visa, but applicants must meet an English language requirement and pass the 'Life in the UK' test to qualify for settlement.

Further information

138. This document covers the draft requirements for the main work and study routes opening later this year. It will be followed by the final arrangements in the Immigration Rules and guidance for applicants. For all other routes, including the family route, from January 2021 EU citizens and their family members (who do not qualify under EUSS) will need to apply and qualify for entry or stay on the same basis as non-EU citizens.
139. The Points-Based System is being implemented in phases to ensure smooth delivery and allow sufficient time for everyone to adapt.
140. There are also other immigration routes beyond those outlined in this document, including:
- **Seasonal Workers pilot for agriculture:** Further information has not been included on the Seasonal Workers pilot, as it will conclude at the end of 2020. The pilot will be fully reviewed, with a decision on whether it will continue under the Points-Based System being made later this year.
 - **Overseas Domestic Workers:** This route allows a domestic worker in a private household, that has worked for their employer for at least one-year (for example nannies or those providing personal care for the employer and their family), to visit the UK with their employer for up to six-months.
141. The UK Government is deeply concerned by China's imposition of a national security law on Hong Kong that restricts the rights and freedoms of the people of Hong Kong in breach of the Sino-British Joint Declaration. We have a historic and moral obligation to British Nationals (Overseas) in Hong Kong who elected to retain their ties to the UK, and we will honour our commitment to them. We will introduce a new immigration route for British Nationals (Overseas) and their immediate family dependents who are usually resident in Hong Kong, allowing them to live and work in the UK and providing a pathway to citizenship.

The border of the future

142. As part of the Points-Based System, we will implement a suite of changes allowing us to strengthen the security of our border. Our future border system will protect the public and enhance prosperity. Investment in border processes, biometrics and technology will result in a border that operates with a fully digital end-to-end customer journey, improving both security and the passage of legitimate travellers through the border.
143. As part of a phased programme to 2025, we will introduce a universal 'permission to travel' requirement which will require everyone wishing to travel to the UK (except British and Irish citizens) to seek permission in advance of travel to facilitate the passage of legitimate travellers whilst keeping threats away from the UK border. We will introduce Electronic Travel Authorisations (ETAs) for visitors and passengers transiting through the UK who do not currently need a visa for short stays or who do not already have an immigration status prior to travelling. Our ETA system will require applicants to undertake a light-touch application process, which will allow security checks to be conducted and more informed decisions taken on information obtained at an earlier stage, as to whether individuals should be allowed to travel to the UK. This will act as their permission to travel.
144. For British and Irish citizens, who do not require leave to enter the UK, their permission will be demonstrated by their passport. Irish citizens will not normally require permission and there will be no change to the arrangements for the Common Travel Area. For those coming to either work or study in the UK or as visa national visitors, their permission will be their visa, which we will develop into a digital status record. We aim to make the visa a digital document to replace the paper one.
145. At the border, a passport will be required to demonstrate identity. During 2021, EU citizens (other than those with protected rights under the Withdrawal Agreement) will have to use a passport rather than a national ID card to cross the border. We will announce further details on changes to border control procedures affecting EU citizens in due course, following the negotiations on the future UK-EU relationship.

Annex A – Application Fees Based on Current Fees and Charging Structure

Fees stated are correct as of July 2020. Fees are kept under review and may be subject to change. Please check [gov.uk](https://www.gov.uk) for latest fees.

Table 23: Application fees

	Applying from overseas	Applying in-country
Skilled Worker	Up to 3 years: £610	Up to 3 years: £704
	Over 3 years: £1,220	Over 3 years: £1,408
	Shortage occupation up to 3 years: £464	Shortage occupation up to 3 years: £464
	Shortage occupation over 3 years: £928	Shortage occupation over 3 years: £928
Global Talent	£608	£608
Start Up	£363	£493
Innovator	£1,021	£1,277
Student	£348	£475
Child Student	£348	£475
Visitors	Short Term Visit Visa: £95*	
Dependants	Fees will continue to apply for dependants in the same way as now, paying the same fee as the main applicant	
Intra-Company Transfer	Up to 3 years: £610	Up to 3 years: £704
	Over 3 years: £1,220	Over 3 years: £1,408
Intra-Company Graduate Trainee	£482	£482
Creative	£244	£244
Youth Mobility Scheme	£244	£244
Charity	£244	£244
Minister of Religion	£610	£704

Religious Worker	£244	£244
Govt Authorised Exchange	£244	£244
International agreements	£244	£244
Family	£1,523	£1,033
UK Ancestry	£516	£1033

*Only for Visa Nationals. Further information on different visit visa fees can be found on [gov.uk](https://www.gov.uk).

Fees for sponsorship (licences and certificates) will continue to apply in the same way as they do now. Fees for a sponsor licence depends on size of company and the route they apply under. For example, under the Skilled Worker route, for small and charitable organisations the fee is £536; for medium or large business the fee is £1,476. Further information can be found on [gov.uk](https://www.gov.uk).

Further details of fees for the Health and Care Visa, Graduate Route and Sporting routes will be available in due course. Please check [gov.uk](https://www.gov.uk) for latest fees.

Annex B – Occupations and PhD points

Occupation codes

Jobs in the Skilled Worker route are grouped into occupation codes. Employers wishing to sponsor a Skilled Worker will need to select the occupation code which most accurately reflects the job they are offering. It is the duties and responsibilities of the job, rather than the exact job title, which are most important when making this match.

These occupation codes are taken from the SOC 2010 system, developed by the Office for National Statistics (ONS). The system is designed to cover all types of paid jobs in the UK economy. In the Skilled Worker route, we use the 4-digit SOC codes in SOC 2010. We will consider moving towards the newer SOC 2020 system when more data for this system become available.

If a sponsor is unsure which occupation code a job falls in, they should use the ONS's [occupation coding tool](#). This allows them to search by job title, providing the most likely options.

Once the tool has identified possible occupation codes, sponsors should read the descriptions for these to identify the correct SOC code for the job they are offering. These can be found in the ONS's detailed guides:

[Volume 1](#) describes the typical job tasks and common job titles in each occupation code, helping to match job titles and duties with the relevant code.

[Volume 2](#) is an alphabetical index of job titles, as an alternative to the coding tool to help find the relevant occupation code for a particular job title.

Having identified the most relevant occupation code, the sponsor must check whether it is eligible under the Skilled Worker route. If the occupation code is listed in Table 27 or 28 of this document, it is eligible. If it is listed in Table 31, it is not eligible. We will not distinguish between types of jobs within an individual occupation code – if the occupation code is included in Table 27 or 28, all jobs in that code are eligible.

Sponsors should, however, take care to choose the correct code as some closely related jobs have more than one occupation code. For example, chefs (code 5434) may be sponsored as Skilled Workers, but cooks (code 5435) cannot. If in doubt, sponsors should refer to the ONS sources above.

Eligibility for PhD points

For the initial launch of the Skilled Worker route this is the list of occupations which will be able to claim PhD points. It will be kept under review.

Table 24: Occupations in the top skill level of the SOC code system

SOC code	Occupation
1115	Chief executives and senior officials
1116	Elected officers and representatives
1121	Production managers and directors in manufacturing
1122	Production managers and directors in construction
1123	Production managers and directors in mining and energy
1131	Financial managers and directors
1132	Marketing and sales directors
1133	Purchasing managers and directors
1134	Advertising and public relations directors
1135	Human resource managers and directors
1136	Information technology and telecommunications directors
1139	Functional managers and directors not elsewhere classified
1150	Financial institution managers and directors
1161	Managers and directors in transport and distribution
1162	Managers and directors in storage and warehousing
1171	Officers in armed forces
1172	Senior police officers
1173	Senior officers in fire, ambulance, prison and related services
1181	Health services and public health managers and directors
1184	Social services managers and directors
1190	Managers and directors in retail and wholesale
2111	Chemical scientists
2112	Biological scientists and biochemists
2113	Physical scientists
2114	Social and humanities scientists
2119	Natural and social science professionals not elsewhere classified
2121	Civil engineers
2122	Mechanical engineers

2123	Electrical engineers
2124	Electronics engineers
2126	Design and development engineers
2127	Production and process engineers
2129	Engineering professionals not elsewhere classified
2133	IT specialist managers
2134	IT project and programme managers
2135	IT business analysts, architects and systems designers
2136	Programmers and software development professionals
2137	Web design and development professionals
2139	Information technology and telecommunications professionals not elsewhere classified
2141	Conservation professionals
2142	Environment professionals
2150	Research and development managers
2216	Veterinarians
2311	Higher education teaching professionals
2317	Senior professionals of educational establishments
2318	Education advisers and school inspectors
2319	Teaching and other educational professionals not elsewhere classified
2412	Barristers and judges
2413	Solicitors
2419	Legal professionals not elsewhere classified
2421	Chartered and certified accountants
2423	Management consultants and business analysts
2424	Business and financial project management professionals
2425	Actuaries, economists and statisticians
2426	Business and related research professionals
2429	Business, research and administrative professionals not elsewhere classified
2431	Architects
2432	Town planning officers
2433	Quantity surveyors
2434	Chartered surveyors
2435	Chartered architectural technologists
2436	Construction project managers and related professionals

2443	Probation officers
2444	Clergy
2449	Welfare professionals not elsewhere classified
2451	Librarians
2452	Archivists and curators
2461	Quality control and planning engineers
2462	Quality assurance and regulatory professionals
2463	Environmental health professionals
2471	Journalists, newspaper and periodical editors
2472	Public relations professionals
2473	Advertising accounts managers and creative directors
<i>Additional STEM jobs which involve research or technical knowledge</i>	
3111	Laboratory technicians
3112	Electrical and electronics technicians
3113	Engineering technicians
3114	Building and civil engineering technicians
3115	Quality assurance technicians
3116	Planning, process and production technicians
3119	Science, engineering and production technicians not elsewhere classified
3121	Architectural and town planning technicians
3122	Draughtspersons
3131	IT operations technicians
3132	IT user support technicians

Annex C – Health/Education Public Service Occupations and National Pay Scales

Table 25: Health/education public service occupations where national pay scales will be used to determine the going rate

SOC code	Occupation
2211	Medical practitioners
2212	Psychologists
2213	Pharmacists
2214	Ophthalmic opticians
2215	Dental practitioners
2217	Medical radiographers
2218	Podiatrists
2219	Health professionals not elsewhere classified
2221	Physiotherapists
2222	Occupational therapists
2223	Speech and language therapists
2229	Therapy professionals not elsewhere classified
2231	Nurses
2232	Midwives
2312	Further education teaching professionals
2314	Secondary education teaching professionals
2315	Primary and nursery education teaching professionals
2316	Special needs education teaching professionals
2442	Social workers
3213	Paramedics
3218	Medical and dental technicians
3219	Health associate professionals not elsewhere classified
6141	Nursing auxiliaries and assistants
6143	Dental nurses

Annex D – List of Professions that currently qualify for the Health and Care Visa

The full list of professions, defined by Standard Occupational Classification code, which would currently qualify for the Health and Care Visa. This list reflects the current skills threshold. The list of professions will be updated in line with the launch of the new Skilled Workers route and the expanded skills threshold later this year.

Table 26: Professions that currently qualify for the Health and Care Visa

SOC code	Occupation
2112	Biological scientists and biochemists
2113	Physical Scientists
2211	Medical Practitioners
2212	Psychologists
2213	Pharmacists
2214	Ophthalmic Opticians
2215	Dental practitioners
2217	Medical Radiographers
2218	Podiatrists
2219	Health Professionals not elsewhere classified
2221	Physiotherapists
2222	Occupational Therapists
2223	Speech and Language Therapists
2229	Therapy professionals not elsewhere classified
2231	Nurses
2232	Midwives
2442	Social Workers
3213	Paramedics

Annex E – Eligible occupations and going rates for the Skilled Worker route

Table 27: Eligible occupations where going rates are based on Annual Survey of Hours and Earnings (ASHE) data

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
1115 Chief executives and senior officials	<ul style="list-style-type: none"> • Chief executive • Chief medical officer • Civil servant (grade 5 and above) • Vice president 	£67,300 (£33.19 per hour)	£67,300	Yes
1121 Production managers and directors in manufacturing	<ul style="list-style-type: none"> • Engineering manager • Managing director (engineering) • Operations manager (manufacturing) • Production manager 	£33,000 (£16.27 per hour)	£33,000	Yes
1122 Production managers and directors in construction	<ul style="list-style-type: none"> • Building Services manager • Construction manager • Director (building construction) • Owner (electrical contracting) 	£34,900 (£17.21 per hour)	£34,900	Yes
1123 Production managers and directors in mining and energy	<ul style="list-style-type: none"> • Operations manager (mining, water & energy) • Quarry manager 	£37,500 (£18.49 per hour)	£37,500	Yes

⁶ Going rates must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
1131 Financial managers and directors	<ul style="list-style-type: none"> • Investment banker • Treasury manager 	£43,600 (£21.50 per hour)	£43,600	Yes
1132 Marketing and sales directors	<ul style="list-style-type: none"> • Marketing director • Sales director 	£54,900 (£27.07 per hour)	£54,900	Yes
1133 Purchasing managers and directors	<ul style="list-style-type: none"> • Bid manager • Purchasing manager 	£39,300 (£19.38 per hour)	£39,300	Yes
1134 Advertising and public relations directors	<ul style="list-style-type: none"> • Account director (advertising) • Head of public relations 	£45,400 (£22.39 per hour)	£45,400	Yes
1135 Human resource managers and directors	<ul style="list-style-type: none"> • Human resources manager • Personnel manager • Recruitment manager 	£36,400 (£17.95 per hour)	£36,400	Yes
1136 Information technology and telecommunications directors	<ul style="list-style-type: none"> • IT Director • Technical director (computer services) • Telecommunications director 	£56,100 (£27.66 per hour)	£56,100	Yes
1139 Functional managers and directors not elsewhere classified	<ul style="list-style-type: none"> • Manager (charitable organisation) • Research director 	£40,600 (£20.02 per hour)	£40,600	Yes

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
1150 Financial institution managers and directors	<ul style="list-style-type: none"> • Bank manager • Insurance manager 	£36,600 (£18.05 per hour)	£36,600	Yes
1161 Managers and directors in transport and distribution	<ul style="list-style-type: none"> • Fleet manager • Transport manager 	£30,900 (£15.24 per hour)	£30,900	Yes
1162 Managers and directors in storage and warehousing	<ul style="list-style-type: none"> • Logistics manager • Warehouse manager 	£24,300 (£11.98 per hour)	£25,600	Yes
1172 Senior police officers	<ul style="list-style-type: none"> • Chief superintendent (police service) • Detective inspector • Police inspector 	£52,000 (£25.64 per hour)	£52,000	Yes
1173 Senior officers in fire, ambulance, prison and related services	<ul style="list-style-type: none"> • Fire service officer (government) • Prison governor • Station officer (ambulance service) 	£36,300 (£17.90 per hour)	£36,300	Yes
1181 Health services and public health managers and directors	<ul style="list-style-type: none"> • Director of nursing • Health Service manager • Information manager (health authority: hospital service) 	£38,400 (£18.93 per hour)	£38,400	Yes
1184 Social services managers and directors	<ul style="list-style-type: none"> • Care manager (local government: social services) • Service manager (welfare services) 	£29,400 (£14.50 per hour)	£29,400	Yes

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
1190 Managers and directors in retail and wholesale	<ul style="list-style-type: none"> • Managing director (retail trade) • Retail manager • Shop manager (charitable organisation) • Wholesale manager 	£21,900 (£10.80 per hour)	£25,600	Yes
1211 Managers and proprietors in agriculture and horticulture	<ul style="list-style-type: none"> • Farm manager • Farm owner • Nursery manager (horticulture) 	£25,200 (£12.43 per hour)	£25,600	No
1213 Managers and proprietors in forestry, fishing and related services	<ul style="list-style-type: none"> • Cattery owner • Forest manager • Racehorse trainer 	£21,200 (£10.45 per hour)	£25,600	No
1221 Hotel and accommodation managers and proprietors	<ul style="list-style-type: none"> • Caravan park owner • Hotel manager • Landlady (boarding, guest, lodging house) 	£21,800 (£10.75 per hour)	£25,600	No
1223 Restaurant and catering establishment managers and proprietors	<ul style="list-style-type: none"> • Café owner • Fish & chip shopkeeper • Operations manager (catering) • Restaurant manager • Shop manager (take-away food shop) 	£21,000 (£10.36 per hour)	£25,600	No
1224 Publicans and managers of licensed premises	<ul style="list-style-type: none"> • Landlady (public house) • Licensee • Manager (wine bar) • Publican 	£20,700 (£10.21 per hour)	£25,600	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
1225 Leisure and sports managers	<ul style="list-style-type: none"> • Amusement arcade owner • Leisure centre manager • Social club manager • Theatre manager 	£24,200 (£11.93 per hour)	£25,600	No
1226 Travel agency managers and proprietors	<ul style="list-style-type: none"> • Tourist information manager • Travel agency owner • Travel manager 	£24,800 (£12.23 per hour)	£25,600	No
1241 Health care practice managers	<ul style="list-style-type: none"> • Clinic manager • GP practice manager • Veterinary practice manager 	£25,500 (£12.57 per hour)	£25,600	No
1242 Residential, day and domiciliary care managers and proprietors	<ul style="list-style-type: none"> • Care manager • Day centre manager • Nursing home owner • Residential manager (residential home) 	£26,700 (£13.17 per hour)	£26,700	No
1251 Property, housing and estate managers	<ul style="list-style-type: none"> • Estate manager • Facilities manager • Landlord (property management) • Property manager 	£26,300 (£12.97 per hour)	£26,300	No
1252 Garage managers and proprietors	<ul style="list-style-type: none"> • Garage director • Garage owner • Manager (repairing: motor vehicles) 	£30,200 (£14.89 per hour)	£30,200	No
1253 Hairdressing and beauty salon managers and proprietors	<ul style="list-style-type: none"> • Hairdressing salon owner • Health and fitness manager • Manager (beauty salon) 	£19,300 (£9.52 per hour)	£25,600	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
1254 Shopkeepers and proprietors - wholesale and retail	<ul style="list-style-type: none"> • Antiques dealer • Fashion retailer • Newsagent • Shopkeeper 	£24,600 (£12.13 per hour)	£25,600	No
1255 Waste disposal and environmental services managers	<ul style="list-style-type: none"> • Environmental manager (refuse disposal) • Manager (local government: cleansing dept.) • Recycling plant manager • Scrap metal dealer 	£32,900 (£16.22 per hour)	£32,900	No
1259 Managers and proprietors in other services not elsewhere classified	<ul style="list-style-type: none"> • Betting shop manager • Graphic design classified manager • Library manager • Plant hire manager • Production manager (entertainment) 	£22,700 (£11.19 per hour)	£25,600	No
2111 Chemical Scientists	<ul style="list-style-type: none"> • Analytical chemist • Chemist • Development chemist • Industrial chemist • Research chemist 	£26,700 (£13.17 per hour)	£26,700	Yes
2112 Biological scientists and biochemists	<ul style="list-style-type: none"> • Biomedical scientist • Forensic scientist • Horticulturist • Microbiologist • Pathologist 	£29,700 (£14.64 per hour)	£29,700	Yes
2113 Physical scientists	<ul style="list-style-type: none"> • Geologist • Geophysicist • Medical physicist • Meteorologist • Oceanographer • Physicist • Seismologist 	£36,500 (£18.00 per hour)	£36,500	Yes

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
2114 Social and humanities scientists	<ul style="list-style-type: none"> • Anthropologist • Archaeologist • Criminologist • Epidemiologist • Geographer • Historian • Political scientist • Social scientist 	£25,900 (£12.77 per hour)	£25,900	Yes
2119 Natural and social science professionals not elsewhere classified⁷	<ul style="list-style-type: none"> • Operational research scientist • Research associate (medical) • Research fellow • Researcher • Scientific officer • Scientist • Sports scientist • University researcher 	£33,000 (£16.27 per hour)	£33,000	Yes
2121 Civil engineers	<ul style="list-style-type: none"> • Building engineer • Civil engineer (professional) • Highways engineer • Petroleum engineer • Public health engineer • Site engineer • Structural engineer 	£35,000 (£17.26 per hour)	£35,000	Yes
2122 Mechanical engineers	<ul style="list-style-type: none"> • Aeronautical engineer (professional) • Aerospace engineer • Automotive engineer (professional) • Marine engineer (professional) • Mechanical engineer (professional) 	£33,400 (£16.47 per hour)	£33,400	Yes

⁷ For Skilled Worker purposes, occupation code 2119 includes researchers in research organisations other than universities.

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
2123 Electrical engineers	<ul style="list-style-type: none"> • Electrical engineer (professional) • Electrical surveyor • Equipment engineer • Power engineer • Signal engineer (railways) 	£37,000 (£18.24 per hour)	£37,000	Yes
2124 Electronics engineers	<ul style="list-style-type: none"> • Avionics engineer • Broadcasting engineer (professional) • Electronics engineer (professional) • Microwave engineer • Telecommunications engineer (professional) 	£34,700 (£17.11 per hour)	£34,700	Yes
2126 Design and development engineers	<ul style="list-style-type: none"> • Clinical engineer • Design engineer • Development engineer • Ergonomist • Research and development engineer 	£34,100 (£16.81 per hour)	£34,100	Yes
2127 Production and process engineers	<ul style="list-style-type: none"> • Chemical engineer • Industrial engineer • Process engineer • Production consultant • Production engineer 	£33,100 (£16.32 per hour)	£33,100	Yes
2129 Engineering professionals not elsewhere classified	<ul style="list-style-type: none"> • Acoustician (professional) • Ceramicist • Food technologist • Metallurgist • Patent agent • Project engineer • Scientific consultant • Technical engineer • Technologist • Traffic engineer 	£32,700 (£16.12 per hour)	£32,700	Yes

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
2133 IT specialist managers	<ul style="list-style-type: none"> • Data centre manager • IT manager • IT support manager • Network operations manager (computer services) • Service delivery manager 	£38,000 (£18.74 per hour)	£38,000	Yes
2134 IT project and programme managers	<ul style="list-style-type: none"> • Implementation manager (computing) • IT project manager • Programme manager (computing) • Project leader (software design) 	£40,000 (£19.72 per hour)	£40,000	Yes
2135 IT business analysts, architects and systems designers	<ul style="list-style-type: none"> • Business analyst (computing) • Data communications analyst • Systems analyst • Systems consultant • Technical analyst (computing) • Technical architect 	£36,600 (£18.05 per hour)	£36,600	Yes
2136 Programmers and software development professionals	<ul style="list-style-type: none"> • Analyst-programmer • Database developer • Games programmer • Programmer • Software engineer 	£33,300 (£16.42 per hour)	£33,300	Yes
2137 Web design and development professionals	<ul style="list-style-type: none"> • Internet developer • Multimedia developer • Web design consultant • Web designer 	£26,000 (£12.82 per hour)	£26,000	Yes
2139 Information technology and telecommunications professionals not elsewhere classified	<ul style="list-style-type: none"> • IT consultant • Quality analyst (computing) • Software tester • Systems tester (computing) • Telecommunications planner 	£31,800 (£15.68 per hour)	£31,800	Yes

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
2141 Conservation professionals	<ul style="list-style-type: none"> • Conservation officer • Ecologist • Energy conservation officer • Heritage manager • Marine conservationist 	£23,600 (£11.64 per hour)	£25,600	Yes
2142 Environment professionals	<ul style="list-style-type: none"> • Energy manager • Environmental consultant • Environmental engineer • Environmental protection officer • Environmental scientist • Landfill engineer 	£27,900 (£13.76 per hour)	£27,900	Yes
2150 Research and development managers	<ul style="list-style-type: none"> • Creative manager (research and development) • Design manager • Market research manager • Research manager (broadcasting) 	£38,200 (£18.84 per hour)	£38,200	Yes
2216 Veterinarians	<ul style="list-style-type: none"> • Veterinarian • Veterinary practitioner • Veterinary surgeon 	£32,500 (£16.03 per hour)	£32,500	Yes
2311 Higher education teaching professionals	<ul style="list-style-type: none"> • Fellow (university) • Lecturer (higher education, university) • Professor (higher education, university) • Tutor (higher education, university) • University lecturer 	£40,700 (£20.07 per hour)	£40,700	Yes

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
2317 Senior professionals of educational establishments	<ul style="list-style-type: none"> • Administrator (higher education, university) • Bursar • Head teacher (primary school) • Principal (further education) • Registrar (educational establishments) 	£39,000 (£19.23 per hour)	£39,000	Yes
2318 Education advisers and school inspectors	<ul style="list-style-type: none"> • Curriculum adviser • Education adviser • Education officer • School inspector 	£25,500 (£12.57 per hour)	£25,600	Yes
2319 Teaching and other educational professionals not elsewhere classified	<ul style="list-style-type: none"> • Adult education tutor • Education consultant • Music teacher • Nursery manager (day nursery) • Owner (nursery: children's) • Private tutor • TEFL 	£21,300 (£10.50 per hour)	£25,600	Yes
2412 Barristers and judges	<ul style="list-style-type: none"> • Advocate • Barrister • Chairman (appeals tribunal, inquiry) • Coroner • Crown prosecutor • District judge 	£29,600 (£14.60 per hour)	£29,600	Yes
2413 Solicitors	<ul style="list-style-type: none"> • Managing clerk (qualified solicitor) • Solicitor • Solicitor-partner • Solicitor to the council 	£34,300 (£16.91 per hour)	£34,300	Yes

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
2419 Legal professionals not elsewhere classified	<ul style="list-style-type: none"> • Attorney • Justice's clerk • Lawyer • Legal adviser • Legal consultant • Legal counsel • Solicitor's clerk (articled) 	£49,700 (£24.51 per hour)	£49,700	Yes
2421 Chartered and certified accountants	<ul style="list-style-type: none"> • Accountant (qualified) • Auditor (qualified) • Chartered accountant • Company accountant • Cost accountant (qualified) • Financial controller (qualified) • Management accountant (qualified) 	£30,000 (£14.79 per hour)	£30,000	Yes
2423 Management consultants and business analysts	<ul style="list-style-type: none"> • Business adviser • Business consultant • Business continuity manager • Financial risk analyst • Management consultant 	£30,900 (£15.24 per hour)	£30,900	Yes
2424 Business and financial project management professionals	<ul style="list-style-type: none"> • Chief knowledge officer • Contracts manager (security services) • Project manager • Research support officer 	£37,300 (£18.39 per hour)	£37,300	Yes
2425 Actuaries, economists and statisticians	<ul style="list-style-type: none"> • Actuarial consultant • Actuary • Economist • Statistician • Statistical analyst 	£32,800 (£16.17 per hour)	£32,800	Yes

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
2426 Business and related research professionals	<ul style="list-style-type: none"> • Crime analyst (police force) • Fellow (research) • Games researcher (broadcasting) • Inventor 	£29,700 (£14.64 per hour)	£29,700	Yes
2429 Business, research and administrative professionals not elsewhere classified	<ul style="list-style-type: none"> • Civil servant (grade 6, 7) • Company secretary (qualified) • Policy adviser (government) • Registrar (government) 	£33,700 (£16.62 per hour)	£33,700	Yes
2431 Architects	<ul style="list-style-type: none"> • Architect • Architectural consultant • Chartered architect • Landscape architect 	£35,000 (£17.26 per hour)	£35,000	Yes
2432 Town planning officers	<ul style="list-style-type: none"> • Planning officer (local government: building and contracting) • Town planner • Town planning consultant 	£28,500 (£14.05 per hour)	£28,500	Yes
2433 Quantity surveyors	<ul style="list-style-type: none"> • Quantity surveyor • Surveyor (quantity surveying) 	£30,600 (£15.09 per hour)	£30,600	Yes
2434 Chartered surveyors	<ul style="list-style-type: none"> • Building surveyor • Chartered surveyor • Hydrographic surveyor • Land surveyor 	£30,200 (£14.89 per hour)	£30,200	Yes
2435 Chartered architectural technologists	<ul style="list-style-type: none"> • Architectural technologist 	£27,900 (£13.76 per hour)	£27,900	Yes

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
2436 Construction project managers and related professionals	<ul style="list-style-type: none"> • Contract manager (building construction) • Project manager (building construction) • Transport planner 	£28,700 (£14.15 per hour)	£28,700	Yes
2443 Probation officers	<ul style="list-style-type: none"> • Inspector (National Probation Service) • Probation officer • Youth justice officer 	£28,700 (£14.15 per hour)	£28,700	Yes
2449 Welfare professionals not elsewhere classified	<ul style="list-style-type: none"> • Children's guardian • Rehabilitation officer • Social services officer • Youth worker (professional) 	£24,000 (£11.83 per hour)	£25,600	Yes
2451 Librarians	<ul style="list-style-type: none"> • Chartered librarian • Librarian • Technical librarian • University librarian 	£21,800 (£10.75 per hour)	£25,600	Yes
2452 Archivists and curators	<ul style="list-style-type: none"> • Archivist • Conservator • Curator • Keeper (art gallery) • Museum officer 	£23,600 (£11.64 per hour)	£25,600	Yes
2461 Quality control and planning engineers	<ul style="list-style-type: none"> • Planning engineer • Quality assurance engineer • Quality control officer (professional) • Quality engineer 	£30,500 (£15.04 per hour)	£30,500	Yes
2462 Quality assurance and regulatory professionals	<ul style="list-style-type: none"> • Compliance manager • Financial regulator • Patent attorney • Quality assurance manager • Quality manager 	£33,200 (£16.37 per hour)	£33,200	Yes

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
2463 Environmental health professionals	<ul style="list-style-type: none"> • Air pollution inspector • Environmental health officer • Food inspector • Public health inspector • Technical officer (environmental health) 	£29,600 (£14.60 per hour)	£29,600	Yes
2471 Journalists, newspaper and periodical editors	<ul style="list-style-type: none"> • Broadcast journalist • Editor • Journalist • Radio journalist • Reporter 	£26,500 (£13.07 per hour)	£26,500	Yes
2472 Public relations professionals	<ul style="list-style-type: none"> • Account manager (public relations) • Information officer (public relations) • PR consultant • Press officer • Public relations officer 	£25,700 (£12.67 per hour)	£25,700	Yes
2473 Advertising accounts managers and creative directors	<ul style="list-style-type: none"> • Account manager (advertising) • Advertising Manager • Campaign Manager • Creative Director • Projects Manager (advertising) 	£31,900 (£15.73 per hour)	£31,900	Yes
3111 Laboratory technicians	<ul style="list-style-type: none"> • Laboratory analyst • Laboratory technician • Medical laboratory assistant • Scientific technician • Water tester 	£18,200 (£8.97 per hour)	£25,600	Yes

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
3112 Electrical and electronics technicians	<ul style="list-style-type: none"> • Avionics technician • Electrical technician • Electronics technician • Installation engineer (Electricity Supplier) 	£28,100 (£13.86 per hour)	£28,100	Yes
3113 Engineering technicians	<ul style="list-style-type: none"> • Aircraft technician • Commissioning engineer • Engineering technician • Manufacturing engineer • Mechanical technician 	£27,300 (£13.46 per hour)	£27,300	Yes
3114 Building and civil engineering technicians	<ul style="list-style-type: none"> • Building services consultant • Civil engineering technician • Survey technician • Technical assistant (civil engineering) 	£23,400 (£11.54 per hour)	£25,600	Yes
3115 Quality assurance technicians	<ul style="list-style-type: none"> • Quality assurance technician • Quality control technician • Quality officer • Quality technician • Test technician 	£23,600 (£11.64 per hour)	£25,600	Yes
3116 Planning, process and production technicians	<ul style="list-style-type: none"> • Process technician • Production controller • Production planner • Production technician 	£25,200 (£12.43 per hour)	£25,600	Yes
3119 Science, engineering and production technicians not elsewhere classified	<ul style="list-style-type: none"> • School technician • Technical assistant • Technician • Textile consultant • Workshop technician 	£22,000 (£10.85 per hour)	£25,600	Yes

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
3121 Architectural and town planning technicians	<ul style="list-style-type: none"> • Architectural assistant • Architectural technician • Construction planner • Planning enforcement officer 	£23,800 (£11.74 per hour)	£25,600	Yes
3122 Draughtspersons	<ul style="list-style-type: none"> • CAD operator • Cartographer • Design technician • Draughtsman 	£25,800 (£12.72 per hour)	£25,800	Yes
3131 IT operations technicians	<ul style="list-style-type: none"> • Computer games tester • Database administrator • IT technician • Network administrator • Systems administrator 	£24,500 (£12.08 per hour)	£25,600	Yes
3132 IT user support technicians	<ul style="list-style-type: none"> • Customer support analyst • Help desk operator • IT support technician • Systems support officer 	£24,400 (£12.03 per hour)	£25,600	Yes
3216 Dispensing opticians	<ul style="list-style-type: none"> • Dispensing optician • Optical dispenser 	£18,900 (£9.32 per hour)	£25,600	No
3217 Pharmaceutical technicians	<ul style="list-style-type: none"> • Dispensing technician • Pharmaceutical technician • Pharmacy technician 	£20,300 (£10.01 per hour)	£25,600	No
3231 Youth and community workers	<ul style="list-style-type: none"> • Community development officer • Youth and community worker • Youth project coordinator • Youth worker 	£22,200 (£10.95 per hour)	£25,600	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
3234 Housing officers	<ul style="list-style-type: none"> • Housing adviser • Housing officer • Homeless prevention officer • Housing support officer 	£24,200 (£11.93 per hour)	£25,600	No
3235 Counsellors	<ul style="list-style-type: none"> • Counsellor (welfare services) • Debt adviser • Drugs and alcohol counsellor • Student counsellor 	£20,800 (£10.26 per hour)	£25,600	No
3239 Welfare and housing associate professionals not elsewhere classified	<ul style="list-style-type: none"> • Day centre officer • Health coordinator • Key worker (welfare services) • Outreach worker (welfare services) • Probation services officer • Project worker (welfare services) 	£20,900 (£10.31 per hour)	£25,600	No
3312 Police officers (sergeant and below)	<ul style="list-style-type: none"> • Detective (police service) • Police constable • Police officer • Sergeant • Transport police officer 	£35,400 (£17.46 per hour)	£35,400	No
3313 Fire service officers (watch manager and below)	<ul style="list-style-type: none"> • Fire engineer • Fire safety officer • Firefighter • Watch manager (fire service) 	£32,200 (£15.88 per hour)	£32,200	No
3319 Protective service associate professionals not elsewhere classified	<ul style="list-style-type: none"> • Customs officer • Immigration officer • Operations manager (security services) • Scenes of crime officer • Security manager 	£29,900 (£14.74 per hour)	£29,900	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
3411 Artists	<ul style="list-style-type: none"> • Artist • Illustrator • Portrait painter • Sculptor 	£21,000 (£10.36 per hour)	£25,600	No
3412 Authors, writers and translators	<ul style="list-style-type: none"> • Copywriter • Editor (books) • Interpreter • Technical author • Translator • Writer 	£25,600 (£12.62 per hour)	£25,600	No
3413 Actors, entertainers and presenters	<ul style="list-style-type: none"> • Actor • Disc jockey • Entertainer • Presenter (broadcasting) • Singer 	£32,200 (£15.88 per hour)	£32,200	No
3414 Dancers and choreographers	<ul style="list-style-type: none"> • Ballet dancer • Choreographer • Dancer • Dance teacher 	£29,800 (£14.69 per hour)	£29,800	No
3415 Musicians	<ul style="list-style-type: none"> • Composer • Musician • Organist • Pianist • Song writer • Violinist 	£27,500 (£13.56 per hour)	£27,500	No
3416 Arts officers, producers and directors	<ul style="list-style-type: none"> • Film editor • Production assistant (broadcasting) • Studio manager • Television producer • Theatrical agent 	£30,000 (£14.79 per hour)	£30,000	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
3417 Photographers, audio-visual and broadcasting equipment operators	<ul style="list-style-type: none"> • Audio visual technician • Cameraman • Photographer • Projectionist • Sound engineer • Theatre technician (entertainment) 	£21,100 (£10.40 per hour)	£25,600	No
3421 Graphic designers	<ul style="list-style-type: none"> • Commercial artist • Designer (advertising) • Graphic artist • Graphic designer • MAC operator 	£23,500 (£11.59 per hour)	£25,600	No
3422 Product, clothing and related designers	<ul style="list-style-type: none"> • Design consultant • Fashion designer • Furniture designer • Interior designer • Kitchen designer • Textile designer 	£25,400 (£12.52 per hour)	£25,600	No
3443 Fitness instructors	<ul style="list-style-type: none"> • Aerobics instructor • Fitness instructor • Gym instructor • Lifestyle consultant • Personal trainer • Pilates instructor 	£15,600 (£7.69 per hour)	£25,600	No
3511 Air traffic controllers	<ul style="list-style-type: none"> • Air traffic control officer • Air traffic controller • Air traffic services assistant • Flight planner 	£82,400 (£40.63 per hour)	£82,400	No
3512 Aircraft pilots and flight engineers	<ul style="list-style-type: none"> • Airline pilot • First officer (airlines) • Flight engineer • Flying instructor • Helicopter pilot 	£60,800 (£29.98 per hour)	£60,800	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
3513 Ship and hovercraft officers	<ul style="list-style-type: none"> • Chief engineer (shipping) • Marine engineer (shipping) • Merchant navy officer • Petty officer • Tug master • Yacht skipper 	£32,900 (£16.22 per hour)	£32,900	No
3520 Legal associate professionals	<ul style="list-style-type: none"> • Barrister's clerk • Compliance officer • Conveyancer • Legal executive • Litigator • Paralegal 	£21,900 (£10.80 per hour)	£25,600	No
3531 Estimators, valuers and assessors	<ul style="list-style-type: none"> • Claims assessor • Claims investigator • Engineering surveyor • Estimator • Loss adjuster • Valuer 	£25,800 (£12.72 per hour)	£25,800	No
3532 Brokers	<ul style="list-style-type: none"> • Foreign exchange dealer • Insurance broker • Investment administrator • Stockbroker • Trader (stock exchange) 	£46,900 (£23.13 per hour)	£46,900	No
3533 Insurance underwriters	<ul style="list-style-type: none"> • Account handler (insurance) • Commercial underwriter • Insurance inspector • Mortgage underwriter • Underwriter 	£27,100 (£13.36 per hour)	£27,100	No
3534 Finance and investment analysts and advisers	<ul style="list-style-type: none"> • Financial adviser • Financial analyst • Financial consultant • Mortgage adviser • Pensions consultant 	£29,400 (£14.50 per hour)	£29,400	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
3535 Taxation experts	<ul style="list-style-type: none"> • Tax adviser • Tax consultant • Tax inspector • Taxation specialist 	£38,000 (£18.74 per hour)	£38,000	No
3536 Importers and exporters	<ul style="list-style-type: none"> • Export controller • Export coordinator • Exporter • Import agent • Importer 	£22,300 (£11.00 per hour)	£25,600	No
3537 Financial and accounting technicians	<ul style="list-style-type: none"> • Accounting technician • Business associate (banking) • Financial controller • Insolvency administrator • Managing clerk (accountancy) 	£32,500 (£16.03 per hour)	£32,500	No
3538 Financial accounts managers	<ul style="list-style-type: none"> • Accounts manager • Audit manager • Credit manager • Fund manager • Relationship manager (bank) 	£29,100 (£14.35 per hour)	£29,100	No
3539 Business and related associate professionals not elsewhere classified	<ul style="list-style-type: none"> • Business systems analyst • Data analyst • Marine consultant • Planning assistant • Project administrator • Project coordinator 	£23,300 (£11.49 per hour)	£25,600	No
3541 Buyers and procurement officers	<ul style="list-style-type: none"> • Buyer • Procurement officer • Purchasing consultant 	£25,500 (£12.57 per hour)	£25,600	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
3542 Business sales executives	<ul style="list-style-type: none"> • Corporate account executive • Sales agent • Sales consultant • Sales executive • Technical representative 	£25,800 (£12.72 per hour)	£25,800	No
3543 Marketing associate professionals	<ul style="list-style-type: none"> • Business development executive • Fundraiser • Market research analyst • Marketing consultant • Marketing executive 	£24,400 (£12.03 per hour)	£25,600	No
3544 Estate agents and auctioneers	<ul style="list-style-type: none"> • Auctioneer • Auctioneer and valuer • Estate agent • Letting agent • Property consultant 	£20,700 (£10.21 per hour)	£25,600	No
3545 Sales accounts and business development managers	<ul style="list-style-type: none"> • Account manager (sales) • Area sales manager • Business development manager • Product development manager • Sales manager 	£35,400 (£17.46 per hour)	£35,400	No
3546 Conference and exhibition managers and organisers	<ul style="list-style-type: none"> • Conference coordinator • Event organiser • Events manager • Exhibition organiser • Hospitality manager 	£22,900 (£11.29 per hour)	£25,600	No
3550 Conservation and environmental associate professionals	<ul style="list-style-type: none"> • Conservation worker • Countryside ranger • National park warden • Park ranger 	£20,900 (£10.31 per hour)	£25,600	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
3561 Public services associate professionals	<ul style="list-style-type: none"> • Higher executive officer (government) • Principle revenue officer (local government) • Senior executive officer (government) 	£29,800 (£14.69 per hour)	£29,800	No
3562 Human resources and industrial relations officers	<ul style="list-style-type: none"> • Employment adviser • Human resources officer • Personnel officer • Recruitment consultant 	£23,500 (£11.59 per hour)	£25,600	No
3563 Vocational and industrial trainers and instructors	<ul style="list-style-type: none"> • IT trainer • NVQ assessor • Technical instructor • Training consultant • Training manager 	£23,400 (£11.54 per hour)	£25,600	No
3564 Careers advisers and vocational guidance specialists	<ul style="list-style-type: none"> • Careers adviser • Careers consultant • Careers teacher • Placement officer 	£24,500 (£12.08 per hour)	£25,600	No
3565 Inspectors of standards and regulations	<ul style="list-style-type: none"> • Building inspector • Driving examiner • Housing inspector • Meat hygiene inspector • Trading standards officer 	£26,600 (£13.12 per hour)	£26,600	No
3567 Health and safety officers	<ul style="list-style-type: none"> • Fire protection engineer (professional) • Health and safety officer • Occupational hygienist • Safety consultant • Safety officer 	£29,500 (£14.55 per hour)	£29,500	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
4112 National government administrative occupations	<ul style="list-style-type: none"> • Administrative assistant (courts of justice) • Administrative officer (government) • Civil servant (EO) • Clerk (government) • Revenue officer (government) 	£22,400 (£11.05 per hour)	£25,600	No
4114 Officers of nongovernmental organisations	<ul style="list-style-type: none"> • Administrator (charitable organisation) • Organiser (trade union) • Secretary (research association) • Trade union official 	£22,900 (£11.29 per hour)	£25,600	No
4134 Transport and distribution clerks and assistants	<ul style="list-style-type: none"> • Export clerk • Logistics controller • Shipping clerk • Transport administrator • Transport clerk • Transport coordinator 	£20,600 (£10.16 per hour)	£25,600	No
4151 Sales administrators	<ul style="list-style-type: none"> • Marketing administrator • Sales administrator • Sales clerk • Sales coordinator 	£18,700 (£9.22 per hour)	£25,600	No
4161 Office managers	<ul style="list-style-type: none"> • Business support manager • Delivery office manager • Office manager • Practice manager • Sales administration manager • Sales office manager 	£25,000 (£12.33 per hour)	£25,600	No
4214 Company secretaries	<ul style="list-style-type: none"> • Assistant secretary • Club secretary • Company secretary 	£19,500 (£9.62 per hour)	£25,600	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
4215 Personal assistants and other secretaries	<ul style="list-style-type: none"> • Executive assistant • PA-secretary • Personal assistant • Personal secretary • Secretary 	£22,000 (£10.85 per hour)	£25,600	No
5111 Farmers	<ul style="list-style-type: none"> • Agricultural contractor • Agricultural technician • Crofter (farming) • Farmer • Herd manager 	£20,100 (£9.91 per hour)	£25,600	No
5112 Horticultural trades	<ul style="list-style-type: none"> • Grower • Horticulturalist (market gardening) • Market Gardener • Nursery Assistant (agriculture) • Nurseryman 	£17,000 (£8.38 per hour)	£25,600	No
5113 Gardeners and landscape gardeners	<ul style="list-style-type: none"> • Garden designer • Gardener • Gardener-handyman • Landscape gardener 	£18,600 (£9.17 per hour)	£25,600	No
5114 Grounds-men and greenkeepers	<ul style="list-style-type: none"> • Greenkeeper • Groundsman • Groundsperson 	£17,700 (£8.73 per hour)	£25,600	No
5119 Agricultural and fishing trades not elsewhere classified	<ul style="list-style-type: none"> • Aboricultural consultant • Bee farmer • Gamekeeper • Share fisherman • Trawler skipper • Tree surgeon 	£18,800 (£9.27 per hour)	£25,600	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
5211 Smiths and forge workers	<ul style="list-style-type: none"> • Blacksmith • Chain repairer • Farrier • Pewtersmith • Steel presser 	£20,400 (£10.06 per hour)	£25,600	No
5212 Moulders, core makers and die casters	<ul style="list-style-type: none"> • Core Maker (metal trades) • Die Caster • Moulder (metal trades) • Pipe Maker (foundry) 	£17,300 (£8.53 per hour)	£25,600	No
5213 Sheet metal workers	<ul style="list-style-type: none"> • Coppersmith • Panel beater (metal trades) • Sheet metal fabricator • Sheet metal worker 	£21,800 (£10.75 per hour)	£25,600	No
5214 Metal plate workers, and riveters	<ul style="list-style-type: none"> • Boiler maker • Metal plate worker • Plater • Plater-welder 	£25,300 (£12.48 per hour)	£25,600	No
5215 Welding trades	<ul style="list-style-type: none"> • Fabricator-welder • Fitter-welder • Spot welder (metal) • Welder • Welding technician 	£22,800 (£11.24 per hour)	£25,600	No
5216 Pipe fitters	<ul style="list-style-type: none"> • Pipe engineer • Pipe fitter • Pipe welder-fitter 	£32,300 (£15.93 per hour)	£32,300	No
5221 Metal machining	<ul style="list-style-type: none"> • CNC machinist • CNC programmer • Centre lathe turner • Miller (metal trades) • Tool setter • Turner 	£22,000 (£10.85 per hour)	£25,600	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
5222 Tool makers, tool fitters and markers-out	<ul style="list-style-type: none"> • Die maker • Engineer-toolmaker • Jig maker • Marker-out (engineering) • Tool fitter • Tool maker 	£24,700 (£12.18 per hour)	£25,600	No
5223 Metal working production and maintenance fitters	<ul style="list-style-type: none"> • Agricultural engineer • Bench fitter • Engineering machinist • Fabricator • Installation engineer • Maintenance fitter • Mechanical engineer 	£25,300 (£12.48 per hour)	£25,600	No
5224 Precision instrument makers and repairers	<ul style="list-style-type: none"> • Calibration engineer • Horologist • Instrument maker • Instrument mechanic • Instrument technician • Optical technician • Precision engineer • Watchmaker 	£21,000 (£10.36 per hour)	£25,600	No
5225 Air-conditioning and refrigeration engineers	<ul style="list-style-type: none"> • Air conditioning engineer • Air conditioning fitter • Refrigeration engineer • Refrigeration technician • Service engineer (refrigeration) 	£26,800 (£13.21 per hour)	£26,800	No
5231 Vehicle technicians, mechanics and electricians	<ul style="list-style-type: none"> • Auto electrician • Car mechanic • HGV mechanic • Mechanic (garage) • MOT tester • Motor mechanic • Motor vehicle technician • Technician (motor vehicles) • Vehicle technician 	£21,900 (£10.80 per hour)	£25,600	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
5232 Vehicle body builders and repairers	<ul style="list-style-type: none"> • Bodyshop technician • Car body repairer • Coach builder • Panel beater • Restoration technician (motor vehicles) • Vehicle builder 	£20,700 (£10.21 per hour)	£25,600	No
5234 Vehicle paint technicians	<ul style="list-style-type: none"> • Car paint sprayer • Coach painter • Paint technician (motor vehicles) • Vehicle refinisher 	£23,000 (£11.34 per hour)	£25,600	No
5235 Aircraft maintenance and related trades	<ul style="list-style-type: none"> • Aeronautical engineer • Aircraft electrician • Aircraft engineer • Aircraft fitter • Aircraft mechanic • Maintenance engineer (aircraft) 	£31,700 (£15.63 per hour)	£31,700	No
5236 Boat and ship builders and repairers	<ul style="list-style-type: none"> • Boat builder • Fitter (boat building) • Frame turner (ship building) • Marine engineer • Ship's joiner • Shipwright 	£25,000 (£12.33 per hour)	£25,600	No
5237 Rail and rolling stock builders and repairers	<ul style="list-style-type: none"> • Coach repairer (railways) • Mechanical fitter (railway and rolling stock) • Railway engineer • Rolling stock technician 	£37,200 (£18.34 per hour)	£37,200	No
5241 Electricians and electrical fitters	<ul style="list-style-type: none"> • Electrical contractor • Electrical engineer • Electrical fitter • Electrician 	£27,200 (£13.41 per hour)	£27,200	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
5242 Telecommunications engineers	<ul style="list-style-type: none"> • Cable jointer • Customer service engineer (telecommunications) • Installation engineer (telecommunications) • Network officer (telecommunications) • Telecommunications engineer • Telephone engineer 	£30,300 (£14.94 per hour)	£30,300	No
5244 TV, video and audio engineers	<ul style="list-style-type: none"> • Installation engineer (radio, television and video) • Satellite engineer • Service engineer (radio, television and video) • Technician (radio, television and video) • Television engineer 	£28,300 (£13.95 per hour)	£28,300	No
5245 IT engineers	<ul style="list-style-type: none"> • Computer repairer • Computer service engineer • Hardware engineer (computer) • Maintenance engineer (computer servicing) 	£24,400 (£12.03 per hour)	£25,600	No
5249 Electrical and electronic trades not elsewhere classified	<ul style="list-style-type: none"> • Alarm engineer • Electronics engineer • Field engineer • Linesman • Service engineer 	£28,000 (£13.81 per hour)	£28,000	No
5250 Skilled metal, electrical and electronic trades supervisors	<ul style="list-style-type: none"> • Electrical supervisor • Maintenance supervisor (manufacturing) • Workshop manager 	£30,300 (£14.94 per hour)	£30,300	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
5311 Steel erectors	<ul style="list-style-type: none"> • Steel erector • Steel fabricator • Steel worker (structural engineering) 	£23,700 (£11.69 per hour)	£25,600	No
5312 Bricklayers and masons	<ul style="list-style-type: none"> • Bricklayer • Dry stone waller • Stone mason 	£23,000 (£11.34 per hour)	£25,600	No
5313 Roofers, roof tilers and slaters	<ul style="list-style-type: none"> • Mastic asphalt spreader • Roof tiler • Roofer • Roofing contractor • Slater • Thatcher 	£21,400 (£10.55 per hour)	£25,600	No
5314 Plumbers and heating and ventilating engineers	<ul style="list-style-type: none"> • Gas engineer • Gas service engineer • Heating and ventilating engineer • Heating engineer • Plumber • Plumbing and heating engineer 	£25,800 (£12.72 per hour)	£25,800	No
5315 Carpenters and joiners	<ul style="list-style-type: none"> • Carpenter • Carpenter and joiner • Joiner • Kitchen fitter • Shop fitter 	£22,300 (£11.00 per hour)	£25,600	No
5316 Glaziers, window fabricators and fitters	<ul style="list-style-type: none"> • Glass Cutter • Glazier • Installer (double glazing) • Window fabricator • Window fitter 	£19,100 (£9.42 per hour)	£25,600	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
5319 Construction and building trades not elsewhere classified	<ul style="list-style-type: none"> • Acoustician • Builder • Building contractor • Fencer • Maintenance manager (buildings and other structures) • Property developer (building construction) 	£23,000 (£11.34 per hour)	£25,600	No
5321 Plasterers	<ul style="list-style-type: none"> • Fibrous plasterer • Plasterer • Plastering contractor 	£24,300 (£11.98 per hour)	£25,600	No
5322 Floorers and wall tilers	<ul style="list-style-type: none"> • Carpet fitter • Ceramic tiler • Flooring contractor • Mosaic floor layer 	£21,800 (£10.75 per hour)	£25,600	No
5323 Painters and decorators	<ul style="list-style-type: none"> • Artexer • French polisher • Paper hanger • Ship sprayer • Wood stainer 	£21,400 (£10.55 per hour)	£25,600	No
5330 Construction and building trades supervisors	<ul style="list-style-type: none"> • Builder's foreman • Construction foreman • Construction supervisor • Maintenance supervisor • Site foreman 	£31,400 (£15.48 per hour)	£31,400	No
5411 Weavers and knitters	<ul style="list-style-type: none"> • Carpet weaver • Knitter • Knitwear manufacturer • Weaver 	£19,300 (£9.52 per hour)	£25,600	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
5412 Upholsterers	<ul style="list-style-type: none"> • Curtain fitter • Curtain maker • Soft furnisher • Trimmer (furniture mfr) • Upholsterer 	£18,500 (£9.12 per hour)	£25,600	No
5413 Footwear and leather working trades	<ul style="list-style-type: none"> • Cobbler • Leather worker (leather goods mfr) • Machinist (leather goods mfr) • Shoe machinist • Shoe repairer 	£17,300 (£8.53 per hour)	£25,600	No
5414 Tailors and dressmakers	<ul style="list-style-type: none"> • Cutter (hosiery, knitwear mfr) • Dressmaker • Fabric cutter • Tailor • Tailoress 	£16,200 (£7.99 per hour)	£25,600	No
5419 Textiles, garments and related trades not elsewhere classified	<ul style="list-style-type: none"> • Clothing manufacturer • Embroiderer • Hand sewer • Sail maker • Upholstery cutter 	£18,300 (£9.02 per hour)	£25,600	No
5421 Pre-press technicians	<ul style="list-style-type: none"> • Compositor • Plate maker • Pre-press manager • Pre-press technician • Type setter 	£19,900 (£9.81 per hour)	£25,600	No
5422 Printers	<ul style="list-style-type: none"> • Lithographic printer • Machine minder (printing) • Print manager • Screen printer • Wallpaper printer 	£20,800 (£10.26 per hour)	£25,600	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
5423 Print finishing and binding workers	<ul style="list-style-type: none"> • Binder's assistant • Book binder • Finishing supervisor (printing) • Print finisher 	£19,800 (£9.76 per hour)	£25,600	No
5431 Butchers	<ul style="list-style-type: none"> • Butcher • Butcher's assistant • Butchery manager • Master butcher • Slaughterman 	£19,300 (£9.52 per hour)	£25,600	No
5432 Bakers and flour confectioners	<ul style="list-style-type: none"> • Baker • Baker's assistant • Bakery manager • Cake decorator • Confectioner 	£17,300 (£8.53 per hour)	£25,600	No
5433 Fishmongers and poultry dressers	<ul style="list-style-type: none"> • Butcher (fish, poultry) • Filleter (fish) • Fish processor • Fishmonger • Poultry processor 	£17,100 (£8.43 per hour)	£25,600	No
5434 Chefs	<ul style="list-style-type: none"> • Chef • Chef-manager • Head chef • Pastry chef 	£18,900 (£9.32 per hour)	£25,600	No
5436 Catering and bar managers	<ul style="list-style-type: none"> • Bar manager • Catering manager • Floor manager (restaurant) • Kitchen manager • Steward (club) 	£18,400 (£9.07 per hour)	£25,600	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
5441 Glass and ceramics makers, decorators and finishers	<ul style="list-style-type: none"> • Ceramic artist • Glass blower • Potter (ceramics mfr) • Pottery worker • Sprayer (ceramics mfr) • Stained glass artist 	£17,800 (£8.78 per hour)	£25,600	No
5442 Furniture makers and other craft woodworkers	<ul style="list-style-type: none"> • Antiques restorer • Cabinet maker • Coffin maker • Furniture restorer • Picture framer • Sprayer (furniture mfr) 	£18,900 (£9.32 per hour)	£25,600	No
5443 Florists	<ul style="list-style-type: none"> • Floral assistant • Floral designer • Florist • Flower arranger 	£14,000 (£6.90 per hour)	£25,600	No
5449 Other skilled trades not elsewhere classified	<ul style="list-style-type: none"> • Diamond mounter • Engraver • Goldsmith • Paint sprayer • Piano tuner • Sign maker • Silversmith • Wig maker 	£22,300 (£11.00 per hour)	£25,600	No
6121 Nursery nurses and assistants	<ul style="list-style-type: none"> • Crèche assistant • Crèche worker • Nursery assistant • Nursery nurse 	£14,700 (£7.25 per hour)	£25,600	No
6122 Childminders and related occupations	<ul style="list-style-type: none"> • Au pair • Child care assistant • Child minder • Nanny 	£17,600 (£8.68 per hour)	£25,600	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
6123 Playworkers	<ul style="list-style-type: none"> • Playgroup assistant • Playgroup leader • Playgroup supervisor • Playworker 	£12,700 (£6.26 per hour)	£25,600	No
6125 Teaching assistants	<ul style="list-style-type: none"> • Classroom assistant • School assistant • Teaching assistant 	£14,400 (£7.10 per hour)	£25,600	No
6126 Educational support assistants	<ul style="list-style-type: none"> • Education support assistant • Learning support assistant • Non-teaching assistant (schools) • Special needs assistant (educational establishments) • Support assistant (educational establishments) 	£13,800 (£6.80 per hour)	£25,600	No
6131 Veterinary nurses	<ul style="list-style-type: none"> • Animal nurse • Veterinary nurse 	£16,900 (£8.33 per hour)	£25,600	No
6139 Animal care services occupations not elsewhere classified	<ul style="list-style-type: none"> • Animal technician • Canine beautician • Groom • Kennel assistant • Kennel maid • Stable hand 	£16,100 (£7.94 per hour)	£25,600	No
6144 Houseparents and residential wardens	<ul style="list-style-type: none"> • Foster carer • Matron (residential home) • Resident warden • Team leader (residential care home) • Warden (sheltered housing) 	£19,700 (£9.71 per hour)	£25,600	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
6146 Senior care workers	<ul style="list-style-type: none"> • Senior care assistant • Senior carer • Senior support worker (Local government: welfare services) • Team leader (nursing home) 	£16,900 (£8.33 per hour)	£25,600	No
6214 Air travel assistants	<ul style="list-style-type: none"> • Air hostess • Cabin crew • Customer service agent (travel) • Flight attendant • Passenger service agent 	£17,600 (£8.68 per hour)	£25,600	No
6215 Rail travel assistants	<ul style="list-style-type: none"> • Retail service manager (railways) • Station assistant (underground railway) • Ticket inspector (railways) • Train conductor • Train manager 	£31,400 (£15.48 per hour)	£31,400	No
7125 Merchandisers and window dressers	<ul style="list-style-type: none"> • Merchandiser • Sales merchandiser • Visual merchandising manager • Window dresser 	£19,100 (£9.42 per hour)	£25,600	No
7130 Sales supervisors	<ul style="list-style-type: none"> • Sales supervisor (retail trade: delivery round) • Section manager (retail trade) • Shop supervisor (retail trade) • Supervisor (retail, wholesale trade) • Team leader (retail trade) 	£18,900 (£9.32 per hour)	£25,600	No

Occupation code	Related job titles	Going rate (based on a 39-hour week) ⁶	Relevant minimum salary (before any reductions / pro-rating)	Eligible for PhD points?
7215 Market research interviewers	<ul style="list-style-type: none"> • Interviewer (market research) • Market researcher (interviewing) • Telephone interviewer • Telephone researcher • Traffic enumerator 	£9,800 (£4.83 per hour)	£25,600	No
7220 Customer service managers and supervisors	<ul style="list-style-type: none"> • After sales manager • Call centre supervisor • Customer service manager • Customer service supervisor • Team leader (customer care) 	£22,900 (£11.29 per hour)	£25,600	No
8124 Energy plant operatives	<ul style="list-style-type: none"> • Boilerman • Control room operator(electric) • Hydraulic engineman • Plant operator (electricity supplier) • Power station operator 	£23,900 (£11.79 per hour)	£25,600	No
8126 Water and sewerage plant operatives	<ul style="list-style-type: none"> • Controller (water treatment) • Plant operator (sewage works) • Pump attendant • Water treatment engineer • Water treatment operator 	£25,000 (£12.33 per hour)	£25,600	No
8215 Driving instructors	<ul style="list-style-type: none"> • Driving instructor • HGV instructor • Instructor (driving school) • Motorcycle instructor 	£22,800 (£11.24 per hour)	£25,600	No
8232 Marine and waterways transport operatives	<ul style="list-style-type: none"> • Engine room attendant (shipping) • Engineer, nos (boat, barge) • Ferryman • Merchant seaman • Seaman (shipping) 	£30,200 (£14.89 per hour)	£30,200	No

Table 28: Eligible health and education occupations where going rates are based on national pay scales

Occupation code	Related job titles	Going rate (annual)	National pay scale source
2211 Medical practitioners	<ul style="list-style-type: none"> • Anaesthetist • Consultant (Hospital Service) • Doctor • General practitioner • Medical practitioner • Paediatrician • Psychiatrist • Radiologist • Surgeon 	<p>Medical professionals on the NHS junior doctor contract:</p> <ul style="list-style-type: none"> • Foundation year 1 (F1) and equivalent: £28,243 • Foundation year 2 (F2) and equivalent: £32,691 • Specialty registrar (StR) at ST/CT1-2 and equivalent: £38,693 • Specialty registrar (StR) at CT/ST3 and above £49,036 <p>Other medical professionals including those on contract with health services of devolved administrations:</p> <ul style="list-style-type: none"> • Foundation year 1 (F1) and equivalent: £24,504 • Foundation year 2 (F2) and equivalent: £30,393 • Specialty registrar (StR) and equivalent: £32,478 • Specialty doctor and equivalent: £40,037 • Salaried General practitioner (GP) and equivalent: £58,808 • Consultant and equivalent: £ 79,860 <p>These going rates are based on a 40-hour week. They must be pro-rated accordingly for other working patterns.</p>	NHS Employers Pay and Conditions Circular (M&D) 1/2020
2212 Psychologists	<ul style="list-style-type: none"> • Clinical psychologist • Educational psychologist • Forensic psychologist • Occupational psychologist • Psychologist • Psychometrist 	See relevant pay band in Table 29	NHS Agenda for Change 2020/21

Occupation code	Related job titles	Going rate (annual)	National pay scale source
2213 Pharmacists	<ul style="list-style-type: none"> • Chemist (pharmaceutical) • Dispensary manager • Pharmaceutical chemist • Pharmacist • Pharmacy manager 	See relevant pay band in Table 29	NHS Agenda for Change 2020/21
2214 Ophthalmic opticians	<ul style="list-style-type: none"> • Ophthalmic optician • Optician • Optologist • Optometrist 	See relevant pay band in Table 29	NHS Agenda for Change 2020/21
2215 Dental practitioners	<ul style="list-style-type: none"> • Dental surgeon • Dentist • Orthodontist • Periodontist 	See relevant pay band in Table 29	NHS Agenda for Change 2020/21
2217 Medical radiographers	<ul style="list-style-type: none"> • Medical radiographer • Radiographer • Sonographer • Therapeutic radiographer • Vascular technologist 	See relevant pay band in Table 29	NHS Agenda for Change 2020/21
2218 Podiatrists	<ul style="list-style-type: none"> • Chiropodist • Chiropodist-podiatrist • Podiatrist 	See relevant pay band in Table 29	NHS Agenda for Change 2020/21
2219 Health professionals not elsewhere classified	<ul style="list-style-type: none"> • Audiologist • Dental hygiene therapist • Dietician-nutritionist • Family planner • Occupational health adviser • Paramedical practitioner 	See relevant pay band in Table 29	NHS Agenda for Change 2020/21
2221 Physiotherapists	<ul style="list-style-type: none"> • Electro-therapist • Physiotherapist • Physiotherapy practitioner 	See relevant pay band in Table 29	NHS Agenda for Change 2020/21

Occupation code	Related job titles	Going rate (annual)	National pay scale source
2222 Occupational therapists	<ul style="list-style-type: none"> • Occupational therapist 	See relevant pay band in Table 29	NHS Agenda for Change 2020/21
2223 Speech and language therapists	<ul style="list-style-type: none"> • Language therapist • Speech and language therapist • Speech therapist 	See relevant pay band in Table 29	NHS Agenda for Change 2020/21
2229 Therapy professionals not elsewhere classified	<ul style="list-style-type: none"> • Art therapist • Chiropractor • Cognitive behavioural therapist • Dance movement therapist • Family therapist • Nutritionist • Osteopath • Psychotherapist 	See relevant pay band in Table 29	NHS Agenda for Change 2020/21
2231 Nurses	<ul style="list-style-type: none"> • District nurse • Health visitor • Mental health practitioner • Nurse • Practice nurse • Psychiatric nurse • Staff nurse • Student nurse 	See relevant pay band in Table 29	NHS Agenda for Change 2020/21
2232 Midwives	<ul style="list-style-type: none"> • Midwife • Midwifery sister 	See relevant pay band in Table 29	NHS Agenda for Change 2020/21
2312 Further education teaching professionals	<ul style="list-style-type: none"> • FE College lecturer • Lecturer (further education) • Teacher (further education) • Tutor (further education) 	<ul style="list-style-type: none"> • Lecturer or equivalent (new entrant): £22,609 • Senior lecturer / advanced teacher and equivalent: £37,258 • Further education management / principal lecturer and equivalent: £43,734 <p>These going rates are based on the definition of a full-time teaching professional used when determining these pay scales. They must be pro-rated accordingly for other working patterns.</p>	National pay scales from each devolved authority, lowest value selected

Occupation code	Related job titles	Going rate (annual)	National pay scale source
2314 Secondary education teaching professionals	<ul style="list-style-type: none"> • Deputy head teacher (secondary school) • Secondary school teacher • Sixth form teacher • Teacher (secondary school) 	See relevant pay rate in Table 30	Teachers' national pay scales
2315 Primary and nursery education teaching professionals	<ul style="list-style-type: none"> • Deputy head teacher (primary school) • Infant teacher • Nursery school teacher • Primary school teacher 	See relevant pay rate in Table 30	Teachers' national pay scales
2316 Special needs education teaching professionals	<ul style="list-style-type: none"> • Deputy head teacher (special school) • Learning support teacher • Special needs coordinator • Special needs teacher 	See relevant pay rate in Table 30	Teachers' national pay scales
2442 Social workers	<ul style="list-style-type: none"> • Psychiatric social worker • Senior practitioner (local government: social services) • Social worker 	See relevant pay band in Table 29	NHS Agenda for Change 2020/21
3213 Paramedics	<ul style="list-style-type: none"> • Ambulance paramedic • Emergency care practitioner • Paramedic • Paramedic-ECP 	See relevant pay band in Table 29	NHS Agenda for Change 2020/21
3218 Medical and dental technicians	<ul style="list-style-type: none"> • Cardiographer • Dental hygienist • Dental technician • Medical technical officer • Orthopaedic technician 	See relevant pay band in Table 29	NHS Agenda for Change 2020/21

Occupation code	Related job titles	Going rate (annual)	National pay scale source
3219 Health associate professionals not elsewhere classified	<ul style="list-style-type: none"> • Acupuncturist • Homeopath • Hypnotherapist • Massage therapist • Reflexologist • Sports therapist 	See relevant pay band in Table 29	NHS Agenda for Change 2020/21
6141 Nursing auxiliaries and assistants	<ul style="list-style-type: none"> • Auxiliary nurse • Health care assistant (hospital service) • Health care support worker • Nursing assistant • Nursing auxiliary 	See relevant pay band in Table 29	NHS Agenda for Change 2020/21
6143 Dental nurses	<ul style="list-style-type: none"> • Dental assistant • Dental nurse • Dental nurse-receptionist • Dental surgery assistant 	See relevant pay band in Table 29	NHS Agenda for Change 2020/21

Going rates for listed healthcare occupations by administration and band

Going rates in this table are based on a 37.5-hour week. They must be pro-rated accordingly for other working patterns.

Table 29: Going rates for listed healthcare occupations by administration and band

Band or equivalent	England	Scotland	Wales	Northern Ireland
Band 3	£19,737	£20,700	£19,737	£19,737
Band 4	£21,892	£22,700	£21,892	£21,892
Band 5	£24,907	£25,100	£24,907	£24,907
Band 6	£31,365	£31,800	£31,365	£31,365
Band 7	£38,890	£39,300	£38,890	£38,890
Band 8a	£45,753	£49,480	£45,753	£45,753
Band 8b	£53,168	£59,539	£53,168	£53,168
Band 8c	£63,751	£71,365	£63,751	£63,751
Band 8d	£75,914	£85,811	£75,914	£75,914
Band 9	£91,004	£102,558	£91,004	£91,004

Going rates for listed education occupations by administration and role

Going rates in this table are based on the definition of a full-time teacher used when determining these pay scales. They must be pro-rated accordingly for other working patterns.

Table 30: Going rates for listed education occupations by administration and role

Role	England (excluding London and the Fringe)	London Fringe	Outer London	Inner London	Scotland	Wales	Northern Ireland
Unqualified teachers / Probationers	£17,682	£18,844	£21,004	£22,237	£27,498	£17,682	£14,760
Qualified teachers	£24,373	£25,543	£28,355	£30,480	£32,994	£24,906	£23,199
Chartered teachers	-	-	-	-	£42,696	-	-
Principal teachers	-	-	-	-	£45,150	-	-
Leadership group	£41,065	£42,195	£44,323	£48,824	-	£41,065	£40,256
Lead practitioners	£41,267	£42,403	£44,541	£49,065	-	£41,267	-

Occupations which are not eligible for the Skilled Worker route

These occupations cannot be sponsored under the Skilled Worker route for various reasons, including:

- Other, more appropriate immigration routes are available (for example, clergy and sport players).
- Jobs cannot be held by anyone who is subject to immigration control in the UK (for example, elected officers and officers in armed forces).
- The jobs do not meet the skills threshold (for example, security guards and waiters).

Table 31: Occupations not eligible for the Skilled Worker route

Occupation code	Related job titles
1116 Elected officers and representatives	<ul style="list-style-type: none"> • Councillor (local government) • Member of Parliament
1171 Officers in armed forces	<ul style="list-style-type: none"> • Army officer • Flight-lieutenant • Squadron-leader
2444 Clergy	<ul style="list-style-type: none"> • Chaplain Minister (religious organisation) • Pastor • Priest • Vicar
3311 NCOs and other ranks	<ul style="list-style-type: none"> • Aircraftman • Aircraft technician (armed forces) • Lance-corporal • Sergeant (armed forces) • Soldier • Weapons engineer (armed forces)
3314 Prison service officers (below principal officer)	<ul style="list-style-type: none"> • Prison custodial officer • Prison escort officer • Prison officer • Prison warden
3441 Sports players	<ul style="list-style-type: none"> • Cricketer • Footballer • Golfer

Occupation code	Related job titles
3442 Sports coaches, instructors and officials	<ul style="list-style-type: none"> • Referee • Riding instructor • Sports development officer • Swimming teacher
3233 Child and early years officers	<ul style="list-style-type: none"> • Child protection officer • Education welfare officer • Portage worker (educational establishments)
3315 Police community support officers	<ul style="list-style-type: none"> • Civilian support officer (police service) • Community support officer (police service) • Police community support officer
4113 Local government administrative occupations	<ul style="list-style-type: none"> • Administrative assistant (local government) • Administrative officer (police service) • Benefits assistant (local government) • Clerical officer (local government) • Local government officer nos
4121 Credit controllers	<ul style="list-style-type: none"> • Credit control clerk • Credit controller • Debt management associate • Loans administrator
4122 Book-keepers, payroll managers and wages clerks	<ul style="list-style-type: none"> • Accounts administrator • Accounts assistant • Accounts clerk • Auditor • Bookkeeper • Payroll clerk
4123 Bank and post office clerks	<ul style="list-style-type: none"> • Bank clerk • Cashier (bank) • Customer adviser (building society) • Customer service officer (bank) • Post office clerk
4124 Finance officers	<ul style="list-style-type: none"> • Deputy finance officer • Finance officer • Regional finance officer (PO)

Occupation code	Related job titles
4129 Financial administrative occupations not elsewhere classified	<ul style="list-style-type: none"> • Cashier • Finance administrator • Finance assistant • Finance clerk • Tax assistant • Treasurer • Valuation assistant
4131 Records clerks and assistants	<ul style="list-style-type: none"> • Admissions officer • Clerical officer (hospital service) • Filing clerk • Records clerk • Ward clerk
4132 Pensions and insurance clerks and assistants	<ul style="list-style-type: none"> • Administrator (insurance) • Claims handler • Clerical assistant (insurance) • Insurance clerk • Pensions administrator
4133 Stock control clerks and assistants	<ul style="list-style-type: none"> • Despatch clerk • Material controller • Stock control clerk • Stock controller • Stores administrator
4135 Library clerks and assistants	<ul style="list-style-type: none"> • Information assistant (library) • Learning resource assistant • Library assistant • Library clerk • Library supervisor
4138 Human resources administrative occupations	<ul style="list-style-type: none"> • Course administrator • Human resources administrator • Personnel administrator • Personnel clerk
4159 Other administrative occupations not elsewhere classified	<ul style="list-style-type: none"> • Administrative assistant • Clerical assistant • Clerical officer • Clerk Office administrator

Occupation code	Related job titles
4162 Office supervisors	<ul style="list-style-type: none"> • Administration supervisor • Clerical supervisor • Facilities supervisor • Office supervisor
4211 Medical secretaries	<ul style="list-style-type: none"> • Clinic coordinator • Clinic administrator • Medical administrator • Medical secretary • Secretary (medical practice)
4212 Legal secretaries	<ul style="list-style-type: none"> • Legal administrator • Legal clerk • Legal secretary • Secretary (legal services)
4213 School secretaries	<ul style="list-style-type: none"> • Clerical assistant (schools) • School administrator • School secretary • Secretary (schools)
4216 Receptionists	<ul style="list-style-type: none"> • Dental receptionist • Doctor's receptionist • Medical receptionist • Receptionist • Receptionist-secretary
4217 Typists and related keyboard occupations	<ul style="list-style-type: none"> • Audio typist • Computer operator • Typist • Typist-clerk • Word processor
5435 Cooks	<ul style="list-style-type: none"> • Cook • Cook-supervisor • Head cook
6132 Pest control officers	<ul style="list-style-type: none"> • Fumigator • Pest control officer • Pest control technician • Pest controller

Occupation code	Related job titles
6142 Ambulance staff (excluding paramedics)	<ul style="list-style-type: none"> • Ambulance care assistant • Ambulance driver • Ambulance technician • Emergency medical technician
6145 Care workers and home carers	<ul style="list-style-type: none"> • Care assistant • Care worker • Carer • Home care assistant • Home carer • Support worker (nursing home)
6147 Care escorts	<ul style="list-style-type: none"> • Bus escort • Escort • Escort-driver • School escort
6148 Undertakers, mortuary and crematorium assistants	<ul style="list-style-type: none"> • Crematorium technician • Funeral director • Pall bearer • Undertaker
6211 Sports and leisure assistants	<ul style="list-style-type: none"> • Croupier • Leisure attendant • Lifeguard • Sports assistant
6212 Travel agents	<ul style="list-style-type: none"> • Reservations clerk (travel) • Sales consultant (travel agents) • Travel adviser • Travel agent • Travel consultant
6219 Leisure and travel service occupations not elsewhere classified	<ul style="list-style-type: none"> • Bus conductor • Holiday representative • Information assistant (tourism) • Steward (shipping) • Tour guide

Occupation code	Related job titles
6221 Hairdressers and barbers	<ul style="list-style-type: none"> • Barber • Colourist (hairdressing) • Hair stylist • Hairdresser
6222 Beauticians and related occupations	<ul style="list-style-type: none"> • Beautician Beauty therapist • Nail technician • Tattooist
6231 Housekeepers and related occupations	<ul style="list-style-type: none"> • Cook-housekeeper • House keeper • Lifestyle manager
6232 Caretakers	<ul style="list-style-type: none"> • Caretaker • Janitor • Porter (college) • Site manager (educational establishments)
6240 Cleaning and housekeeping managers and supervisors	<ul style="list-style-type: none"> • Butler • Cleaner-in-charge • Cleaning supervisor • Domestic supervisor • Head house keeper • Supervisor (cleaning)
7111 Sales and retail assistants	<ul style="list-style-type: none"> • Retail assistant • Sales adviser • Sales assistant • Sales consultant (retail trade) • Shop assistant
7112 Retail cashiers and check-out operators	<ul style="list-style-type: none"> • Check-out operator • Forecourt attendant • General assistant (retail trade: check-out) • Till operator
7113 Telephone salespersons	<ul style="list-style-type: none"> • Sales adviser (telephone sales) • Telesales executive • Telesales operator

Occupation code	Related job titles
7114 Pharmacy and other dispensing assistants	<ul style="list-style-type: none"> • Dispenser • Health care assistant (retail chemist) • Optical assistant • Pharmacy assistant
7115 Vehicle and parts salespersons and advisers	<ul style="list-style-type: none"> • Car sales executive • Car salesman • Parts adviser (retail trade) • Parts salesman (motor vehicle repair)
7121 Collector salespersons and credit agents	<ul style="list-style-type: none"> • Agent (insurance) • Canvasser • Collector (insurance) • Distributor (door-to-door sales) • Insurance agent
7122 Debt, rent and other cash collectors	<ul style="list-style-type: none"> • Collecting agent • Collector (gas supplier) • Debt collector • Meter reader • Vending operator
7123 Roundspersons and van salespersons	<ul style="list-style-type: none"> • Dairyman (retail trade: delivery round) • Ice-cream salesman • Milkman (milk retailing) • Roundsman • Van salesman
7124 Market and street traders and assistants	<ul style="list-style-type: none"> • Market assistant • Market trader • Owner (market stall) • Stall holder • Street trader
7129 Sales related occupations not elsewhere classified	<ul style="list-style-type: none"> • Demonstrator • Hire controller • Sales representative (retail trade)

Occupation code	Related job titles
7211 Call and contact centre occupations	<ul style="list-style-type: none"> • Call centre agent • Call centre operator • Customer service adviser (call centre) • Customer service operator
7213 Telephonists	<ul style="list-style-type: none"> • Call handler (motoring organisation) • Operator (telephone) • Switchboard operator (telephone) • Telephonist • Telephonist-receptionist
7214 Communication operators	<ul style="list-style-type: none"> • Call handler (emergency services) • Communications operator • Control room operator (emergency services) • Controller (taxi service)
7219 Customer service occupations not elsewhere classified	<ul style="list-style-type: none"> • Customer adviser • Customer service administrator • Customer service adviser • Customer service assistant • Customer services representative
8111 Food, drink and tobacco process operatives	<ul style="list-style-type: none"> • Baker (food products mfr) • Bakery assistant • Factory worker (food products mfr) • Meat processor • Process worker (brewery) • Process worker (dairy)
8112 Glass and ceramics process operatives	<ul style="list-style-type: none"> • Glass worker • Kiln man (glass mfr) • Process worker (fibre glass mfr)
8113 Textile process operatives	<ul style="list-style-type: none"> • Hosiery worker • Machinist (rope, twine mfr) • Process worker (textile mfr) • Spinner (paper twine mfr)

Occupation code	Related job titles
8114 Chemical and related process operatives	<ul style="list-style-type: none"> • Gas producer operator • Process technician (chemical mfr) • Process worker (cement mfr) • Process worker (nuclear fuel production)
8115 Rubber process operatives	<ul style="list-style-type: none"> • Disc cutter (rubber mfr) • Moulder (rubber goods mfr) • Process worker (rubber reclamation) • Tyre builder
8116 Plastics process operatives	<ul style="list-style-type: none"> • Extrusion operator (plastics mfr) • Fabricator (plastics mfr) • Injection moulder • Laminator (fibreglass) • Process worker (plastic goods mfr)
8117 Metal making and treating process operatives	<ul style="list-style-type: none"> • Degreaser (metal trades) • Foreman (metal refining) • Furnaceman (metal trades) • Process worker (nickel mfr) • Wire drawer
8118 Electroplaters	<ul style="list-style-type: none"> • Electroplater • Galvaniser • Metal sprayer • Powder coater
8119 Process operatives not elsewhere classified	<ul style="list-style-type: none"> • Melting pot assistant (electric cable) • Mixing plant foreman (asphalt mfr) • Process worker (electrical engineering) • Stone finisher (cast concrete products mfr)
8121 Paper and wood machine operatives	<ul style="list-style-type: none"> • Box maker (cardboard) • Guillotine operator (printing) • Machinist (paper goods mfr) • Sawyer • Wood machinist
8122 Coal mine operatives	<ul style="list-style-type: none"> • Coal miner • Colliery worker • Driller (coal mine)

Occupation code	Related job titles
8123 Quarry workers and related operatives	<ul style="list-style-type: none"> • Derrickman (oil wells) • Diamond driller (well sinking) • Plant operator (quarry) • Quarry operative
8125 Metal working machine operatives	<ul style="list-style-type: none"> • Engineer, nos • Machinist (metal trades) • Metal polisher • Process worker (metal trades)
8127 Printing machine assistants	<ul style="list-style-type: none"> • Finishing operative (printing) • Lithographer (printing) • Machinist (printing) • Print operator • Printer's assistant
8129 Plant and machine operatives not elsewhere classified	<ul style="list-style-type: none"> • Bench hand (metal trades) • Cable maker (spring mfr) • Laser operator • Manufacturer (metal goods mfr) • Saw doctor
8131 Assemblers (electrical and electronic products)	<ul style="list-style-type: none"> • Assembler (electrical, electronic equipment mfr) • Line operator (electrical) • Solderer • Team leader (electrical, electronic equipment mfr: assembly) • Technical operator (circuit board mfr)
8132 Assemblers (vehicles and metal goods)	<ul style="list-style-type: none"> • Assembler (metal trades) • Lineworker (vehicle mfr) • Manufacturing operator (metal trades) • Process worker (metal trades: assembly) • Team leader (motor vehicle mfr: assembly)
8133 Routine inspectors and testers	<ul style="list-style-type: none"> • Quality assurance inspector • Quality auditor • Quality controller • Quality inspector • Test engineer

Occupation code	Related job titles
8134 Weighers, graders and sorters	<ul style="list-style-type: none"> • Grader (food products mfr) • Metal sorter • Selector (ceramics mfr) • Weighbridge clerk • Weighbridge operator
8135 Tyre, exhaust and windscreen fitters	<ul style="list-style-type: none"> • Tyre and exhaust fitter • Tyre fitter • Tyre technician • Windscreen fitter
8137 Sewing machinists	<ul style="list-style-type: none"> • Overlocker • Seamstress • Sewing machinist • Stitcher • Upholstery machinist
8139 Assemblers and routine operatives not elsewhere classified	<ul style="list-style-type: none"> • Assembler • Gluer (furniture mfr) • Paint line operator • Production assistant • Riveter (soft toy mfr)
8141 Scaffolders, staggers and riggers	<ul style="list-style-type: none"> • Bell hanger (church bells) • Stage rigger (shipbuilding) • Tackleman (steelworks)
8142 Road construction operatives	<ul style="list-style-type: none"> • Asphalter • Concrete finisher (building construction) • Highways maintenance hand • Paver • Road worker
8143 Rail construction and maintenance operatives	<ul style="list-style-type: none"> • Line Inspector (railways) • Maintenance man (railway maintenance and repair) • Relayer (railways) • Trackman (railways) • Ultrasonic engineer (railway maintenance and repair)

Occupation code	Related job titles
8149 Construction operatives not elsewhere classified	<ul style="list-style-type: none"> • Asbestos remover • Cable layer • Demolition worker • Dry liner • General handyman • Maintenance man • Thermal insulation engineer
8211 Large goods vehicle drivers	<ul style="list-style-type: none"> • Haulage contractor • HGV driver • Lorry driver • Owner (heavy goods vehicle) • Tanker driver
8212 Van drivers	<ul style="list-style-type: none"> • Courier driver • Delivery driver • Driver • Parcel delivery driver • Van driver
8213 Bus and coach drivers	<ul style="list-style-type: none"> • Bus driver • Coach driver • Coach operator • Minibus driver • PSV driver
8214 Taxi and cab drivers and chauffeurs	<ul style="list-style-type: none"> • Chauffeur • Mini cab driver • Taxi driver • Taxi owner
8221 Crane drivers	<ul style="list-style-type: none"> • Crane driver • Crane operator • Haulage engine driver • Winchman
8222 Fork-lift truck drivers	<ul style="list-style-type: none"> • Fork lift driver • Fork lift truck driver • Fork truck operator • Stacker-driver

Occupation code	Related job titles
8223 Agricultural machinery drivers	<ul style="list-style-type: none"> • Agricultural machinist • Attendant (agricultural machinery) • Operator (agricultural machinery) • Tractor driver (agriculture)
8229 Mobile machine drivers and operatives not elsewhere classified	<ul style="list-style-type: none"> • Digger driver • Dredger • Excavator driver • JCB driver • Plant operator • Rig operator
8231 Train and tram drivers	<ul style="list-style-type: none"> • Train driver • Train operator • Tram driver
8233 Air transport operatives	<ul style="list-style-type: none"> • Aircraft dispatcher • Baggage handler • Cargo handler (airport) • Ramp agent • Refueller (airport)
8234 Rail transport operatives	<ul style="list-style-type: none"> • Railway worker • Shunter • Signaller (railways) • Transport supervisor (railways)
8239 Other drivers and transport operatives not elsewhere classified	<ul style="list-style-type: none"> • Bus inspector • Operations assistant (freight handling) • Test driver (motor vehicle mfr) • Transport supervisor • Yard foreman (road transport)
9111 Farm workers	<ul style="list-style-type: none"> • Agricultural worker • Farm labourer • Farm worker • Herdsman • Shepherd

Occupation code	Related job titles
9112 Forestry workers	<ul style="list-style-type: none"> • Forestry contractor • Forestry worker • Lumberjack
9119 Fishing and other elementary agriculture occupations not elsewhere classified	<ul style="list-style-type: none"> • Horticultural worker • Labourer (landscape gardening) • Mushroom picker • Nursery worker
9120 Elementary construction occupations	<ul style="list-style-type: none"> • Electrician's mate (building construction) • Ground worker (building construction) • Hod carrier • Labourer (building construction)
9132 Industrial cleaning process occupations	<ul style="list-style-type: none"> • Cleaner and greaser • Factory cleaner • Hygiene operator • Industrial cleaner
9134 Packers, bottlers, canners and fillers	<ul style="list-style-type: none"> • Factory worker (packing) • Packaging operator • Packer • Paint filler
9139 Elementary process plant occupations not elsewhere classified	<ul style="list-style-type: none"> • Factory worker • Fitter's mate • Labourer (engineering) • Material handler
9211 Postal workers, mail sorters, messengers and couriers	<ul style="list-style-type: none"> • Courier • Leaflet distributor • Mail sorter • Messenger • Postman
9219 Elementary administration occupations not elsewhere classified	<ul style="list-style-type: none"> • General assistant • Office junior • Office worker • Reprographic technician

Occupation code	Related job titles
9231 Window cleaners	<ul style="list-style-type: none"> • Window cleaner • Window cleaning contractor
9232 Street cleaners	<ul style="list-style-type: none"> • Cleansing operative (street cleaning) • Road sweeper • Street cleaner
9233 Cleaners and domestics	<ul style="list-style-type: none"> • Chambermaid • Cleaner • Domestic • Home help • School cleaner
9234 Launderers, dry cleaners and pressers	<ul style="list-style-type: none"> • Carpet cleaner • Dry cleaner • Garment presser • Laundry assistant • Laundry worker
9235 Refuse and salvage occupations	<ul style="list-style-type: none"> • Binman (local government: cleansing department) • Hopper attendant (refuse destruction) • Refuse disposal operative • Salvage worker
9236 Vehicle valeters and cleaners	<ul style="list-style-type: none"> • Car wash assistant • Carriage service man (railways) • Motor car polisher (garage) • Vehicle valeter
9239 Elementary cleaning occupations not elsewhere classified	<ul style="list-style-type: none"> • Amenity block attendant • Chimney cleaner • Sweep (chimney) • Toilet attendant
9241 Security guards and related occupations	<ul style="list-style-type: none"> • CCTV operator • Park keeper • Private investigator • Security guard • Security officer

Occupation code	Related job titles
9242 Parking and civil enforcement occupations	<ul style="list-style-type: none"> • Car park attendant • Community warden • Parking attendant • Traffic warden
9244 School midday and crossing patrol occupations	<ul style="list-style-type: none"> • Dinner lady (schools) • Lollipop man • Lunchtime supervisor • Midday supervisor • School crossing patrol
9249 Elementary security occupations not elsewhere classified	<ul style="list-style-type: none"> • Bailiff • Commissionaire • Court usher • Door supervisor • Doorman
9251 Shelf fillers	<ul style="list-style-type: none"> • General assistant (retail trade) • Grocery assistant • Shelf filler • Shelf stacker
9259 Elementary sales occupations not elsewhere classified	<ul style="list-style-type: none"> • Code controller (wholesale, retail trade) • Home shopper • Order picker (retail trade) • Trolley assistant (wholesale, retail trade)
9260 Elementary storage occupations	<ul style="list-style-type: none"> • Labourer (haulage contractor) • Order picker • Warehouse assistant • Warehouse operator • Warehouse supervisor • Warehouseman
9271 Hospital porters	<ul style="list-style-type: none"> • Hospital porter • Porter (hospital service) • Portering supervisor (hospital services)

Occupation code	Related job titles
9272 Kitchen and catering assistants	<ul style="list-style-type: none"> • Catering assistant • Crew member (fast food outlet) • Kitchen assistant • Kitchen porter
9273 Waiters and waitresses	<ul style="list-style-type: none"> • Head waiter • Silver service waiter • Steward (catering) • Waiter • Waitress
9274 Bar staff	<ul style="list-style-type: none"> • Bar supervisor • Barmaid • Barperson • Bartender • Glass collector (public house)
9275 Leisure and theme park attendants	<ul style="list-style-type: none"> • Arcade assistant • Cinema attendant • Ride operator • Steward (sports ground) • Usher • Usherette
9279 Other elementary services occupations not elsewhere classified	<ul style="list-style-type: none"> • Bingo caller • Hotel assistant • Night porter • Porter (residential buildings) • Stage hand (entertainment)

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