

STATEMENT OF CHANGES IN IMMIGRATION RULES

*Presented to Parliament pursuant to section 3(2) of
the Immigration Act 1971*

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¹STATEMENT OF CHANGES IN IMMIGRATION RULES

The Home Secretary has made the changes hereinafter stated in the rules laid down by her as to the practice to be followed in the administration of the Immigration Acts for regulating entry into and the stay of persons in the United Kingdom and contained in the statement laid before Parliament on 23 May 1994 (HC 395) as amended. The amending statements were laid before, or presented to, Parliament on 20 September 1994 (Cm 2663), 26 October 1995 (HC 797), 4 January 1996 (Cm 3073), 7 March 1996 (HC 274), 2 April 1996 (HC329), 30 August 1996 (Cm 3365), 31 October 1996 (HC 31), 27 February 1997 (HC 338), 29 May 1997 (Cm 3669), 5 June 1997 (HC 26), 30 July 1997 (HC 161), 11 May 1998 (Cm 3953), 8 October 1998 (Cm 4065), 18 November 1999 (HC 22), 28 July 2000 (HC 704), 20 September 2000 (Cm 4851), 27 August 2001 (Cm 5253), 16 April 2002 (HC 735), 27 August 2002 (Cm 5597), 7 November 2002 (HC 1301), 26 November 2002 (HC 104), 8 January 2003 (HC 180), 10 February 2003 (HC 389), 31 March 2003 (HC 538), 30 May 2003 (Cm 5829), 24 August 2003 (Cm 5949), 12 November 2003 (HC 1224), 17 December 2003 (HC 95), 12 January 2004 (HC 176), 26 February 2004 (HC 370), 31 March 2004 (HC 464), 29 April 2004 (HC523), 3 August 2004 (Cm 6297), 24 September 2004 (Cm 6339), 18 October 2004 (HC 1112), 20 December 2004 (HC 164), 11 January 2005 (HC 194), 7 February 2005 (HC 302), 22 February 2005 (HC 346), 24 March 2005 (HC 486), 15 June 2005 (HC 104), 12 July 2005 (HC 299), 24 October 2005 (HC 582), 9 November 2005 (HC 645), 21 November 2005 (HC 697), 19 December 2005 (HC 769), 23 January 2006 (HC 819), 1 March 2006 (HC 949), 30 March 2006 (HC 1016), 20 April 2006 (HC 1053), 19 July 2006 (HC 1337), 18 September 2006 (Cm 6918), 7 November 2006 (HC 1702), 11 December 2006 (HC 130), 19 March 2007 (HC 398), 3 April 2007 (Cm 7074), 4 April 2007 (Cm 7075), 7 November 2007 (HC 28), 13 November 2007 (HC 40), 19 November 2007 (HC 82), 6 February 2008 (HC 321), 17 March 2008 (HC 420), 9 June 2008 (HC 607), 10 July 2008 (HC 951), 15 July 2008 (HC 971), 4 November 2008 (HC 1113), 9 February 2009 (HC 227), 9 March 2009 (HC 314), 24 April 2009 (HC 413), 9 September 2009 (Cm 7701), 23 September 2009 (Cm 7711), 10 December 2009 (HC 120), 10 February 2010 (HC 367), 18 March 2010 (HC 439), 28 June 2010 (HC 59), 15 July 2010 (HC 96), 22 July 2010 (HC 382), 19 August 2010 (Cm 7929), 1 October 2010 (Cm 7944), 21 December 2010 (HC 698), 16 March 2011 (HC 863), 31 March 2011 (HC 908), 13 June 2011 (HC 1148), 19 July 2011 (HC 1436), 10 October 2011 (HC 1511), 7 November 2011 (HC 1622), 8 December 2011 (HC 1693), 20 December 2011 (HC 1719), 19 January 2012 (HC 1733), 15 March 2012 (HC 1888), 4 April 2012 (Cm 8337), 13 June 2012 (HC 194), 9 July 2012 (HC 514), 19 July 2012 (Cm 8423), 5 September 2012 (HC 565), 22 November 2012 (HC 760), 12 December 2012 (HC 820), 20 December 2012 (HC 847), 30 January 2013 (HC 943), 7 February 2013 (HC 967) and 11 March 2013 (HC 1038).

¹ This Statement of Changes, and an informal consolidation of the Immigration Rules currently in force, can be viewed at <http://www.ind.homeoffice.gov.uk/policyandlaw/immigrationlaw/immigrationrules/>

Implementation

The changes set out in this Statement shall take effect on 6 April 2013. However:

- (a) With regard to the changes set out in paragraphs 158, 159, 165 to 167, 169 to 173, 178, 281 and 282, if an applicant has made an application for entry clearance or leave on or after 6 April 2013 using a Certificate of Sponsorship that was assigned to him by his Sponsor before 6 April 2013, the application will be decided in accordance with the rules in force on 5 April 2013.
- (b) The changes in paragraphs 12-23, 27, 48-51, 59-62, 89-95, 97, 101, 147-149 and 212-279 shall apply to all applications decided on or after 6 April 2013.
- (c) With regard to the other changes set out in this Statement, if an applicant has made an application for entry clearance or leave before 6 April 2013 and the application has not been decided before that date, it will be decided in accordance with the rules in force on 5 April 2013.

Review

Before the end of each review period, the Secretary of State undertakes to review all of the relevant Immigration Rules including any Relevant Rule amended or added by these changes. The Secretary of State will set out the conclusions of the review in a report and publish the report.

The report must in particular:

- (a) consider each of the Relevant Rules and whether or not each Relevant Rule achieves its objectives and is still appropriate; and
- (b) assess whether those objectives remain appropriate and, if so, the extent to which they could be achieved with a system that imposes less regulation.

“Review period” means:

- (a) the period of five years beginning on 6 April 2012, and
- (b) subject to the paragraph below, each successive period of five years.

If a report under this provision is published before the last day of the review period to which it relates, the following review period is to begin with the day on which that report is published.

“Relevant Rule” means an immigration rule which imposes a net burden (or cost) on business or civil society organisations.

Changes

1. In paragraph 6, in the definition of “settled worker”, delete sub-paragraph (ii) and substitute:

“(ii) is a person with a right of residence in accordance with the Immigration (European Economic Area) Regulations 2006 or, except where that person is subject to worker authorisation, the regulations made under section 2 of the European Union (Accessions) Act 2006 in combination with section 2(2) of the European Communities Act 1972 or the regulations made under section 4 of the European Union (Croatian Accession and Irish Protocol) Act 2013,”
2. In paragraph 6, after the definition of “**Contractual Service Supplier**”, insert:

““**Independent Professional**” means a migrant who is granted entry clearance, leave to enter or leave to remain under paragraphs 245ZP(e) and 245ZR(b)(ii)(3) of these Rules on the basis that the circumstances in which such leave is sought engage the United Kingdom’s commitments in respect of independent professionals under the relevant provisions of one of the agreements specified in paragraph 111(f)(i) of Appendix A of these Rules.”
3. In paragraph 6 insert:

““expected end date of a course leading to the award of a PhD” means the date the PhD is expected to be formally confirmed, by the sponsor, as completed to the standard required for the award of a PhD and recorded on the confirmation of acceptance for studies accompanying the application for leave to remain as a Tier 4 (General) Student on the doctorate extension scheme.”
4. At the end of paragraph 34B(i)(e), delete “or”.
5. At the end of paragraph 34B(i)(f), delete “.” and substitute “, or”.
6. After paragraph 34B(i)(f), insert:

“(g) a Designated Competent Body endorsement under the Tier 1 (Exceptional Talent) category.”
7. In paragraph 41(ii), after “; and” insert “does not intend to live for extended periods in the United Kingdom through frequent or successive visits; and”.
8. In paragraph 41(vi), after “or will, with any dependants, be maintained and” insert “/or ”.
9. In paragraph 41(vi), after “by relatives or friends” delete “; and” and substitute “ who can demonstrate they are able and intend to do so, and are legally present in the United Kingdom, or will be at the time of their visit; and”.
10. “After paragraph 56Q delete paragraphs 56R, 56S, 56T, 56U, 56V and 56W and mark them DELETED”

11. In paragraphs 75H and 75L, delete “up to a maximum of 6 weeks at a time” and substitute “up to a maximum of 3 months at a time”.
12. In paragraph 128A(a), insert, after “5 years or 4 years lawfully in the UK means”, “, subject to paragraph (aa),”
13. In paragraph 128A, insert, after (a):

“(aa) For the purposes of paragraph (a), time spent with valid leave in the Bailiwick of Guernsey, Bailiwick of Jersey or the Isle of Man may be included in the continuous period of 5 or 4 years residence in the UK , provided that:

 - (i) the leave granted in the Bailiwick of Guernsey, Bailiwick of Jersey or the Isle of Man was granted in a category equivalent to those specified in the indefinite leave to remain provisions in this Part; and
 - (ii) any period of leave granted in the Bailiwick of Guernsey, Bailiwick of Jersey or the Isle of Man as a work permit holder was for employment:
 - (a) in a job which appears on the list of occupations skilled to National Qualifications Framework level 3 or above, as stated in the Codes of Practice in Appendix J, or
 - (b) in a job which appears in the Creative Sector Codes of Practice in Appendix J, or
 - (c) as a professional sportsperson (including as a sports coach); and
 - (iii) in the case of leave granted in the Bailiwick of Guernsey, Bailiwick of Jersey and the Isle of Man as an overseas domestic worker in a private household, it was granted before 6 April 2012; and
 - (iv) the most recent period of leave in the relevant continuous period of 5 years or 4 years has been granted in the United Kingdom. ”
14. In paragraph 128A(b), insert, after “UK Ancestry”, “, and subject to paragraph (ba):
15. In paragraph 128A, after (b) insert:

“(ba) For the purposes of paragraph (b), continuous employment in the UK may include employment in the Bailiwick of Guernsey, Bailiwick of Jersey and the Isle of Man under the terms of his work permit or in the employment for which he was given leave to enter or remain, provided that the most recent work permit or period of leave was granted in the UK; and, in any such case, paragraph (b) shall apply to employment in the Bailiwick of Guernsey, Bailiwick of Jersey and the Isle of Man in the same way as it applies to employment in the UK.”
16. In paragraph 134(iv) insert, after “Appendix J”, “or, where the applicant is on maternity, paternity or adoption leave at the time of the application and not being paid

the appropriate rate, the date that leave started and that they were paid at the appropriate rate immediately before the start of that leave.”

17. In paragraph 134-SD Specified documents, delete “A and B below”, and substitute, “A, B and C below”

18. In paragraph 134-SD Specified documents, insert, after “B”:

“ C. Where the applicant is not being paid the appropriate rate in Appendix J due to maternity, paternity or adoption leave:

(a) Payslips must be:

- (i) the applicant’s payslip from the month immediately preceding the leave,
- (ii) the applicant’s payslips for each month of the period of the leave,
- (iii) as set out in A(a)(iii) above.

(b) Bank or building society statements must be:

- (i) the applicant’s statement from the month immediately preceding the leave,
- (ii) the applicant’s statement for each month of the period of the leave,
- (iii) as set out in A(b)(iii) above.”

19. In paragraph 200A(a), insert, after “5 years lawfully in the UK means”, “subject to paragraph (aa)”.

20. In paragraph 200A, insert, after (a):

“(aa) For the purposes of paragraph (a), time spent with valid leave in the Bailiwick of Guernsey, Bailiwick of Jersey or the Isle of Man may be included in the continuous period of 5 years lawful residence in the United Kingdom provided:

(i) the leave granted in the Bailiwick of Guernsey, Bailiwick of Jersey or the Isle of Man was granted in a category equivalent to those specified in the indefinite leave to remain provisions in this Part; and

(ii) the most recent period of leave in the relevant continuous period of 5 years was granted in the UK.

21. In paragraph 200A(b) insert, after “the UK”, “(or the Bailiwick of Guernsey, Bailiwick of Jersey and the Isle of Man, as the case may be)”.

22. In paragraph 200A(b), delete “here” after “basis of stay”.

23. In paragraph 245AAA(a), insert, after “continuous period of 5 years lawfully in the UK means”, “subject to paragraphs 245CD, 245GF and 245HF,”

24. Delete paragraph 245AAA (b) and substitute:

“(b) Except for periods when the applicant had leave as a Tier 1 (General) Migrant, a Tier 1 (Investor) Migrant, a Tier 1 (Entrepreneur) Migrant, a Tier 1 (Exceptional Talent) Migrant, a highly skilled migrant, a Businessperson, an Innovator, an Investor, a self-employed lawyer or a writer, composer or artist, the applicant must have been employed in the UK continuously throughout the five years, under the terms of their Certificate of Sponsorship, work permit or in the employment for which they were given leave to enter or remain, except that any breaks in employment in which they applied for leave as a Tier 2 Migrant, or, under Tier 5 Temporary Worker (International Agreement) Migrant as a private servant in a diplomatic household, where in the latter case they applied to enter the UK before 6 April 2012, to work for a new employer shall be disregarded, provided this is within 60 days of the end of their employment with their previous employer or Sponsor.

(c) Except for periods where the applicant had leave as a Tier 1(Investor) Migrant, a Tier 1(Entrepreneur) Migrant, a Tier 1(Exceptional Talent) Migrant or a highly skilled migrant, any absences from the UK during the five years must have been for a purpose that is consistent with the applicant’s basis of stay here, including paid annual leave, or for serious or compelling reasons.”

25. Delete paragraph 245BD(d)(ii) and substitute:

“(ii) a Tier 2 Migrant, or”

26. In paragraph 245CD(j), delete “, where the absence was due to a serious or compelling reason”

27. In paragraph 245CD insert, after (j):

“(k) For the purposes of sub-paragraph (c), time spent with valid leave in the Bailiwick of Guernsey, the Bailiwick of Jersey or the Isle of Man in a category equivalent to those set out in (c)(i) to (viii) may be included in the continuous period of 5 years lawful residence in the UK, provided that:

(i) the most recent period of leave was granted in the UK as a Tier 1 (General) Migrant; and

- (ii) any period of leave granted in the Bailiwick of Guernsey, the Bailiwick of Jersey or the Isle of Man as a work permit holder or a Tier 2 Migrant was for employment:
 - (a) in a job which appears on the list of occupations skilled to National Qualifications Framework level 3 or above (or from 6 April 2011, National Qualifications Framework level 4 or above or from 14 June 2012, National Qualifications Framework level 6 or above), as stated in the Codes of Practice in Appendix J, or
 - (b) in a job which appears in the Creative Sector Codes of Practice in Appendix J, or
 - (c) as a professional sportsperson (including as a sports coach).

- (iii) In any such case, references to the “UK” in paragraph 245AAA shall include a reference to the Bailiwick of Guernsey, Bailiwick of Jersey or the Isle of Man, as the case may be.

(l) For the purposes of paragraph (e), time spent with valid leave in the Bailiwick of Guernsey, the Bailiwick of Jersey and the Isle of Man in a category equivalent to those set out in (e)(i) to (iv) may be included in the continuous period of 4 years (or 5 years as the case may be) lawful residence in the UK, provided that:

- (i) the most recent period of leave was granted in the UK as a Tier 1 (General) Migrant; and

- (ii) any period of leave granted in the Bailiwick of Guernsey, the Bailiwick of Jersey or the Isle of Man as a work permit holder or a Tier 2 Migrant was for employment:
 - (a) in a job which appears on the list of occupations skilled to National Qualifications Framework level 3 or above (or from 6 April 2011, National Qualifications Framework level 4 or above or from 14 June 2012, National Qualifications Framework level 6 or above), as stated in the Codes of Practice in Appendix J, or
 - (b) in a job which appears in the Creative Sector Codes of Practice in Appendix J, or
 - (c) as a professional sportsperson (including as a sports coach).

- (iii) In any such case, references to the “UK” in paragraph 245AAA shall include a reference to the Bailiwick of Guernsey, Bailiwick of Jersey or the Isle of Man, as the case may be.”

28. Delete paragraph 245CD- SD and substitute:

“245CD-SD Specified documents

The specified documents referred to in paragraph 245CD(j) are:

- (a) For periods where the applicant was in employment in the UK, a letter from the employer detailing the purpose and period of absences in connection with the employment, including periods of annual leave.
 - (b) For periods where the applicant was self-employed or in business in the UK, or looking for work or setting up in business in the UK, a personal letter from the applicant detailing the purpose and period of absences in relation to those activities.
 - (c) A personal letter from the applicant which includes full details of the reason for the absences and all original supporting documents in relation to those reasons – e.g. medical certificates, birth/death certificates, information about the reasons which led to the absence from the UK.”
29. After paragraph 245CE(d) insert “(da) The applicant must not be in the UK in breach of immigration laws except that any period of overstaying for a period of 28 days or less will be disregarded”
30. Delete paragraph 245DD(a) and substitute:
- “(a) The applicant must not fall for refusal under the general grounds for refusal, except that paragraph 322(10) shall not apply, and must not be an illegal entrant.”
31. After paragraph 245DD(l), insert:
- “(m) The applicant must, unless he provides a reasonable explanation, comply with any request made by the UK Border Agency to attend for interview.”
32. Delete paragraph 245F(a) and substitute:
- “(a) This route is for MBA and other UK graduates who have been identified by Higher Education Institutions as having developed genuine and credible business ideas and entrepreneurial skills to extend their stay in the UK after graduation to establish one or more businesses in the UK. It is also for overseas graduates who have been identified by UK Trade and Investment as elite global graduate entrepreneurs to establish one or more businesses in the UK.”
33. In paragraph 245F(b), delete “245FB” and substitute “245FC”.
34. Renumber paragraphs 245FA and 245FB as 245FB and 245FC respectively.
35. Before paragraph 245FB (previously 245FA), insert:
- “245FA. Entry to the UK**

All migrants arriving in the UK and wishing to enter as a Tier 1 (Graduate Entrepreneur) Migrant must have a valid entry clearance for entry under this route. If they do not have a valid entry clearance, entry will be refused.”

36. In paragraph 245FB (previously 245FA), delete:

“245FB. Requirements for leave to remain

To qualify for leave to remain as a Tier 1 (Graduate Entrepreneur) Migrant, an applicant must meet the requirements listed below. If the applicant meets these requirements, leave to remain will be granted. If the applicant does not meet these requirements, the application will be refused.”

and substitute:

“245FB. Requirements for entry clearance or leave to remain

To qualify for entry clearance or leave to remain as a Tier 1 (Graduate Entrepreneur) Migrant, an applicant must meet the requirements listed below. If the applicant meets these requirements, entry clearance or leave to remain will be granted. If the applicant does not meet these requirements, the application will be refused.”

37. In paragraph 245FB(c) (previously 245FA(c), delete “paragraph 9 of Appendix B” and substitute “paragraphs 1 to 15 of Appendix B”.
38. In paragraph 245FB(e) (previously 245FA(e)), delete “The applicant” and substitute “If applying for leave to remain, the applicant”.
39. At the end of paragraph 245FB(e)(vi) (previously 245FA(e)(vi)), delete “or”.
40. At the end of paragraph 245FB(e)(vii) (previously 245FA(e)(vii)), delete “.” and substitute “, or”.
41. After paragraph 245FB(e)(vii) (previously 245FA(e)(vii)), insert:
- “(viii) as a Tier 2 (General) Migrant.
- (f) An applicant who has, or was last granted, entry clearance or leave to remain as a Tier 2 (General) Migrant must score points from paragraph (b) in the second row of Table 10 of Appendix A.”
42. In paragraph 245FB (previously 245FA), renumber subsequent sub-paragraphs (f) to (i) as (g) to (j) respectively.
43. Delete paragraph 245FC (previously 245FB) and substitute:

“245FC. Period and conditions of grant

Entry clearance or leave to remain will be granted for a period of 1 year and will be subject to the following conditions:

- (i) no recourse to public funds,
 - (ii) registration with the police, if this is required by paragraph 326 of these Rules,
 - (iii) no employment as a Doctor or Dentist in Training, and
 - (iv) no employment as a professional sportsperson (including as a sports coach).”
44. At the end of paragraph 245GB(e)(i), delete “; or” and substitute “,”.
45. At the end of paragraph 245GB(e)(ii), delete “.” and substitute “, or”.
46. After paragraph 245GB(e)(ii), insert:
- “(iii) will be paid a gross annual salary (as recorded by the Certificate of Sponsorship Checking Service entry, and including such allowances as are specified as acceptable for this purpose in paragraph 75 of Appendix A) of £152,100 or higher.”
47. In paragraph 245GD(g), after “3 years,” insert “and his gross annual salary (as recorded by the Certificate of Sponsorship Checking Service entry, and including such allowances as are specified as acceptable for this purpose in paragraph 75 of Appendix A) is below £152,100,”.
48. In paragraph 245GF(e)(ii), insert after “Appendix J”, “or where the applicant is not paid at that rate only due to maternity, paternity or adoption leave, the date that leave started and that the applicant was paid at the appropriate rate immediately before the leave”
49. In paragraph 245GF, insert, after (h):
- “(i) For the purposes of sub-paragraph (c), time spent with valid leave in the Bailiwick of Guernsey, the Bailiwick of Jersey or the Isle of Man in a category equivalent to the categories set out in (c)(i) to (iii) above, may be included in the continuous period of 5 years lawful residence, provided that:
- (i) the continuous period of 5 years includes a period of leave as a Tier 2 (Intra-Company Transfer) Migrant granted before 6 April 2010, or a Qualifying Work Permit Holder (provided the work permit was granted because the applicant was the subject of an Intra-Company Transfer); and
 - (ii) any period of leave granted in the Bailiwick of Guernsey, the Bailiwick of Jersey or the Isle of Man as a work permit holder or as a Tier 2 Migrant was for employment:
 - (a) in a job which appears on the list of occupations skilled to National Qualifications Framework level 3 or above (or from 6 April 2011, National Qualifications Framework

- level 4 or above or from 14 June 2012, National Qualifications Framework level 6 or above), as stated in the Codes of Practice in Appendix J, or
- (b) in a job which appears in the Creative Sector Codes of Practice in Appendix J, or
- (c) as a professional sports person (including as a sports coach) ; and
- (iii) the most recent period of leave was granted in the UK as a Tier 2 (Intra-Company Transfer) Migrant.

In such cases, references to the “UK” in paragraph 245AAA shall include a reference to the Bailiwick of Guernsey, Bailiwick of Jersey or the Isle of Man, as the case may be. ”

50. In paragraph 245GF-SD Specified documents, delete “A and B below;” and substitute, “A, B and C below;”
51. In paragraph 245GF-SD, insert , after “B”,
 “C. Where the applicant is not being paid the appropriate rate in Appendix J due to maternity, paternity or adoption leave:
 - (a) Payslips must be:
 - (i) the applicant’s payslip from the month immediately preceding the leave,
 - (ii) the applicant’s payslips for each month of the period of the leave,
 - (iii) as set out in A(a)(iii) above.
 - (b) Bank or building society statements must be:
 - (i) the applicant’s statement from the month immediately preceding the leave,
 - (ii) the applicant’s statement for each month of the period of the leave,
 - (iii) as set out in A(b)(iii) above.”
52. Delete paragraph 245HB(g) and substitute:

“(g) The applicant must not have had entry clearance or leave to remain as a Tier 2 Migrant at any time during the 12 months immediately before the date of the application, unless the applicant:

 - (i) was not in the UK with leave as a Tier 2 Migrant during this period, and provides evidence to show this, or
 - (ii) will be paid a gross annual salary (as recorded by the Certificate of Sponsorship Checking Service entry, and including such allowances as are specified as acceptable for this purpose in paragraph 79 of Appendix A) of £152,100 or higher.”

53. In paragraph 245HD(b)(ii), delete “have current entry clearance, leave to enter or leave to remain which has not expired, as:” and substitute “have, or have last been granted, entry clearance, leave to enter or leave to remain as:”.
54. In paragraph 245HD(d)(i)(1), delete “bachelor or postgraduate degree” and substitute “bachelor’s or master’s degree”.
55. At the end of paragraph 245HD(d)(iii)(2), after “last grant of leave”, insert “(For these purposes continuous leave will not be considered to have been broken if any of the circumstances set out in paragraphs 245AAA(a)(i) to (iii) of these Rules apply.)”.
56. At the end of paragraph 245HD(k)(i), delete “or”.
57. At the end of paragraph 245HD(k)(ii), delete “.” and substitute “, or”.
58. After paragraph 245HD(k)(ii), insert:
- “(iii) the applicant will be paid a gross annual salary (as recorded by the Certificate of Sponsorship Checking Service entry, and including such allowances as are specified as acceptable for this purpose in paragraph 79 of Appendix A) of £152,100 or higher.”
59. In paragraph 245HF(d)(ii) insert, after “Appendix J”, “or where the applicant is not paid at that rate only due to maternity, paternity or adoption leave, the date that leave started and that the applicant was paid at the appropriate rate immediately before the leave”
60. In paragraph 245HF, insert, after (g):
- “(h) For the purposes of sub-paragraph (c), time spent with valid leave in the Bailiwick of Guernsey, the Bailiwick of Jersey or the Isle of Man in a category equivalent to any of the categories set out in (c)(i) to (x), may be included in the continuous period of 5 years lawful residence, provided that:
- (i) where the leave is in category (x), the continuous period of 5 years includes a period of leave as a Tier 2 (Intra-Company Transfer) Migrant granted before 6 April 2010, or a Qualifying Work Permit Holder (provided the work permit was granted because the applicant was the subject of an Intra-Company Transfer); and
- (ii) any period of leave granted in the Bailiwick of Guernsey, the Bailiwick of Jersey or the Isle of Man as a work permit holder or as a Tier 2 Migrant was for employment:
- (a) in a job which appears on the list of occupations skilled to National Qualifications Framework level 3 or above (or from 6 April 2011, National Qualifications Framework level 4 or above or from 14

- June 2012, National Qualifications Framework level 6 or above),
as stated in the Codes of Practice in Appendix J, or
 - (b) in a job which appears in the Creative Sector Codes of Practice in
Appendix J, or
 - (c) as a professional sportsperson (including as a sports coach); and
- (iii) the most recent period of leave was granted in the UK as a Tier 2
Migrant .

In any such case, references to the “UK” in paragraph 245AAA shall include a reference to the Bailiwick of Guernsey, Bailiwick of Jersey or the Isle of Man, as the case may be.”

61. In paragraph 245HF-SD – Specified documents, delete “A and B below;” and substitute, “A, B and C below:”
62. In paragraph 245 HF-SD – Specified documents, insert , after “B”,
“C. Where the applicant is not being paid the appropriate rate in Appendix J due to maternity, paternity or adoption leave:
 - (a) Payslips must be:
 - (i) the applicant’s payslip from the month immediately preceding the leave,
 - (ii) the applicant’s payslips for each month of the period of the leave,
 - (iii) as set out in A(a)(iii) above.
 - (b) Bank or building society statements must be:
 - (i) the applicant’s statement from the month immediately preceding the leave,
 - (ii) the applicant’s statements for each month of the period of the leave,
 - (iii) as set out in A(b)(iii) above.
63. In paragraph 245ZO(h), insert after each reference to “a Contractual Service Supplier”, “or Independent Professional”.
64. In paragraph 245ZP(d), delete “government authorised exchange” and substitute “the Government Authorised Exchange subcategory for a Research Programme or Training Programme”.
65. In paragraph 245ZP(d), after “a Contractual Service Supplier”, insert “or Independent Professional”.
66. In paragraph 245ZP(e), after “a Contractual Service Supplier”, insert “or Independent Professional”.
67. In paragraph 245ZP(f)(iii)(3), after “a Contractual Service Supplier”, insert “or Independent Professional”.

68. In paragraph 245ZQ(j), after each reference to “a Contractual Service Supplier”, insert “or Independent Professional”.
69. In paragraph 245ZR(b)(ii)(2), after “a Contractual Service Supplier”, insert “or Independent Professional”.
70. In paragraph 245ZR(d), after “overseas government employee” insert “, employee of an international organisation ”.
71. In paragraph 245ZR(d), delete “12 months” and substitute “24 months”. In the same paragraph, delete “5 years” and substitute “4 years”.
72. In paragraph 245ZR(e), delete “12 months” and substitute “24 months”. In the same paragraph delete “4 years” and substitute “3 years”.
73. In paragraph 245ZR(f), delete “in paragraph (f)” and substitute “in paragraph (g)”.
74. In paragraph 245ZR(g), delete “in paragraph (e)” and substitute “in paragraph (f)”.
75. In paragraph 245ZP(b)(ii)(3), after “a Contractual Service Supplier”, insert “or Independent Professional”.
76. After paragraph 245ZW (c) (iv) (3) insert:

“(4) study at the same or a higher level of course as that stated on the confirmation of acceptance for studies, or at a lower level where the same requirements or conditions of leave would have applied if the application had been to study at that lower level.”

77. At paragraph 245ZX (l) delete ‘The applicant’ and substitute “Unless applying for leave to remain as a Tier 4 (General) Student on the doctorate extension scheme, the applicant”

78. After paragraph 245ZX (m) insert:

“(n) Where the applicant is applying for leave to remain as a Tier 4 (General) Student on the doctorate extension scheme:

- (i) leave to remain as a Tier 4 (General) Student on the doctorate extension scheme must not have previously been granted;
- (ii) the applicant must be following a course leading to the award of a PhD;
- (iii) the applicant must be sponsored by a Sponsor that is a Recognised Body or a body in receipt of public funding as a higher education institution from the Department of Employment and Learning in Northern Ireland, the Higher Education Funding Council for England,

the Higher Education Funding Council for Wales or the Scottish Funding Council and that sponsor will be the sponsor awarding the PhD; and

- (iv) the date of the application must be within 60 days of the expected end date of a course leading to the award of a PhD.”

79. At paragraph 245ZY (a) after ‘Subject to paragraphs (b),’ insert “ (ba)”

80. In paragraph 245ZY (b) (iii) delete ‘entry clearance’ and substitute “ leave to remain”

81. After paragraph 245ZY (b) (iii) insert:

“(ba) Leave to remain as a Tier 4 (General) Student on the doctorate extension scheme will be granted for 12 months, commencing on the expected end date of a course leading to the award of a PhD.”

82. After paragraph 245ZY (c) (8) insert:

“(9) where, during the current period of leave, the migrant has successfully completed a PhD at a Sponsor that is a Recognised Body or a body in receipt of public funding as a higher education institution from the Department of Employment and Learning in Northern Ireland, the Higher Education Funding Council for England, the Higher Education Funding Council for Wales or the Scottish Funding Council, and has been granted leave to remain as a Tier 4 (General) Student on the doctorate extension scheme or has made a valid application for leave to remain as a Tier 4 (General) Student on the doctorate extension scheme but has not yet received a decision from the UK Border Agency on that application, there will be no limitation on the type of employment that may be taken, except for:

- (a) no employment as a Doctor or Dentist in Training other than under the conditions of (v) below;

- (b) no employment as a professional sportsperson (including a sports coach).”

83. After paragraph 245ZY (c) (v) (3) insert:

“(4) study at the same or a higher level of course as that stated on the confirmation of acceptance for studies, or at a lower level where the same requirements or conditions of leave would have applied if the application had been to study at that lower level.”

84. After paragraph 245ZZB (c) (v) (3) insert:

“(4) study at the same or a higher level of course as that stated on the confirmation of acceptance for studies, or at a lower level where the same requirements or conditions of leave would have applied if the application had been to study at that lower level.”

85. After paragraph 245ZZD (c) (v) (3) insert:

“(4) study at the same or a higher level of course as that stated on the confirmation of acceptance for studies, or at a lower level where the same requirements or conditions of leave would have applied if the application had been to study at that lower level.”

86. Delete paragraph 257C.

87. Delete paragraph 257D.

88. Delete paragraph 257E.

89. After paragraph 276A insert:

“276A0. For the purposes of paragraph 276ADE the requirement to make a valid application will not apply when the Article 8 claim is raised:

(i) as part of an asylum claim, or as part of a further submission in person after an asylum claim has been refused;

(ii) where a migrant is in immigration detention;

(iii) where removal directions have been set pending an imminent removal;

(iv) in an appeal; or

(v) in response to a (one stop) notice issued under section 120 of the Nationality, Immigration and Asylum Act 2002.”.

90. In paragraph 276B(v) delete “.” and insert, after “disregarded”, “, as will any period of overstaying between periods of entry clearance, leave to enter or leave to remain of up to 28 days and any period of overstaying pending the determination of an application made within that 28 day period.”.

91. In paragraph 276ADE(ii) delete: “DELETED.” and substitute “has made a valid application for leave to remain on the grounds of private life in the UK; and”.

92. In paragraph 276DE(b) insert at the end:

“or, in respect of the requirements in paragraph 276ADE(iv) and (v), the applicant met the requirements in a previous application which led to a grant of limited leave to remain under paragraph 276BE;”.

93. In paragraph A277C after “A280” insert “, paragraph 276A0”.
94. In paragraph A280(c)(ii) after “persons” insert “in the UK”.
95. In paragraph A280(c)(ii) after “and” insert “, where this is a requirement of Part 8,”.
96. In paragraph 284(i)(b) after “Migrant” insert “(excluding a Tier 5 (Temporary Worker) other than a private servant in a diplomatic household who applied to enter the UK before 6 April 2012 or a Tier 4 (General) Student)”.
97. In paragraph 284(iv) after “laws” insert “, disregarding any period of overstaying for a period of 28 days or less”.
98. Delete paragraph 287(a)(i)(d) and substitute:
“(d) the applicant was admitted to the UK or given an extension of stay as the spouse or civil partner of a Relevant Points Based System Migrant; and then obtained an extension of stay under paragraphs 281 to 286 of these Rules and has completed a period of 2 years as the spouse or civil partner of the person who is now present and settled here; or”.
99. Delete paragraph 287(a)(i)(e) and substitute:
“(e) the applicant was admitted to the UK or given an extension of stay as the unmarried or same-sex partner of a Relevant Points Based System Migrant; and during that period married or formed a civil partnership with the person whom he or she was admitted or granted an extension of stay to join and has completed a period of 2 years as the unmarried or same-sex partner and then the spouse or civil partner of the person who is now present and settled in the UK; or”.
100. In paragraph 295D(i) after “in accordance with these rules;” insert “or, where the leave was granted as the unmarried or same-sex partner of a Relevant Points Based System Migrant, that migrant was not a Tier 5 (Temporary Worker) Migrant other than a private servant in a diplomatic household who applied to enter the UK before 6 April 2012 or a Tier 4 (General) Student migrant.”.
101. In paragraph 295D(iv) after “laws” insert “, disregarding any period of overstaying for a period of 28 days or less”.

102. Delete paragraph 295G (i)(b) and substitute:

“(b) the applicant was admitted to the UK or given an extension of stay as the unmarried or same-sex partner of a Relevant Points Based System Migrant; and then obtained an extension of stay under paragraphs 295AA to 295F of these Rules; and the person has completed a period of 2 years as the unmarried or same-sex partner of the person who is now present and settled here;
or”.

103. Delete paragraph 319C (i) (1) and substitute:

“(i) the Relevant Points Based System Migrant must be either:

(a) applying for a course of study of more than six months duration and must have or have last had entry clearance, leave to enter or leave to remain as a Tier 4 (General) Student or Student for a course of more than six months duration within the three months immediately preceding the date of the application; or

(b) within 60 days of the expected end date of a course leading to the award of a PhD and be sponsored by a Sponsor that is a Recognised Body or a body in receipt of public funding as a higher education institution from the Department of Employment and Learning in Northern Ireland, the Higher Education Funding Council for England, the Higher Education Funding Council for Wales or the Scottish Funding Council, and be applying for leave to remain as a Tier 4 (General) Student on the doctorate extension scheme; and”

104. Delete paragraph 319C (i) (2) and substitute:

“(ii) the Partner must have or have last had entry clearance, leave to enter or leave to remain as the Partner of a Tier 4 (General) Student or Student with leave for a course of more than six months duration within the three months immediately preceding the date of the application; and either

(a) the Relevant Points Based System Migrant and Partner must be applying at the same time; or

(b) the Relevant Points Based System Migrant must be a Government Sponsored student who is applying for or has entry clearance or leave to remain for a course of study that is longer than six months; or

(c) the Relevant Points Based System Migrant must be undertaking a course which is 12 months or longer in duration, and is of post-graduate level study, sponsored by a Sponsor which is a Recognised Body or a body in receipt of funding as a higher education institution from the Department for Employment

and Learning in Northern Ireland, the Higher Education Funding Council for England, the Higher Education Funding Council for Wales or the Scottish Funding Council; or

(d) the Relevant Points Based System Migrant must have been granted a period of leave to remain as a Tier 4 (General) Student on the doctorate extension scheme; and”

105. Delete paragraph 319C (i) (3)
106. Delete paragraph 319C (i) (4)
107. Delete paragraph 319C (i) (5)
108. At the end of paragraph 319H(d), delete “.” and substitute “, and, if he is over the age of 16 on the date the application is made, he must provide the specified documents and information in paragraph 319H-SD to show that this requirement is met.”
109. After paragraph 319H, insert:

“319H-SD Specified documents and information

Applicants who are over the age of 16 on the date the application is made must provide the following specified documents and information:

- (a) The applicant must provide two items from the list below confirming his residential address:
 - (i) bank statements,
 - (ii) credit card bills,
 - (iii) driving licence,
 - (iv) NHS Registration document,
 - (v) letter from his current school, college or university, on official headed paper and bearing the official stamp of that organisation, and issued by an authorised official of that organisation.
- (b) The documents submitted must be from two separate sources and dated no more than one calendar month before the date of the application.
- (c) If the applicant pays rent or board, he must provide details of how much this amounts to each calendar month.
- (d) If the applicant is residing separately from the Relevant Points Based System Migrant, he must provide:

- (i) reasons for residing away from the family home. Where this is due to academic endeavours he must provide confirmation from his university or college confirming his enrolment and attendance on the specific course, on official headed paper and bearing the official stamp of that organisation, and issued by an authorised official of that organisation,
- (ii) the following evidence that he has been supported financially by his parents whilst residing away from the family home:
 - (1) bank statements for the applicant covering the three months before the date of the application clearly showing the origin of the deposits; and
 - (2) bank statements for the applicant's parent covering the three months before the date of the application also showing corroborating payments out of their account.”

110. Delete paragraph 319H (i) (1) and substitute:

“(i) the Relevant Points Based System Migrant must be either:

- (a) applying for a course of study of more than six months duration and must have or have last had entry clearance, leave to enter or leave to remain as a Tier 4 (General) Student or Student for a course of more than six months duration within the three months immediately preceding the date of the application; or
- (b) within 60 days of the expected end date of a course leading to the award of a PhD and be sponsored by a Sponsor that is a Recognised Body or a body in receipt of public funding as a higher education institution from the Department of Employment and Learning in Northern Ireland, the Higher Education Funding Council for England, the Higher Education Funding Council for Wales or the Scottish Funding Council, and be applying for leave to remain as a Tier 4 (General) Student on the doctorate extension scheme; and”

111. Delete paragraph 319H (i) (2) and substitute:

“(ii) the Child must have or have last had entry clearance, leave to enter or leave to remain as the Child of a Tier 4 (General) Student or Student with leave for a course of more than six months duration within the three months immediately preceding the date of the application; and either

- (a) the Relevant Points Based System Migrant and Child must be applying at the same time; or

(b) the Relevant Points Based System Migrant must be a Government Sponsored student who is applying for or has entry clearance or leave to remain for a course of study that is longer than six months; or

(c) the Relevant Points Based System Migrant must be undertaking a course which is 12 months or longer in duration, and is of post-graduate level study, sponsored by a Sponsor which is a Recognised Body or a body in receipt of funding as a higher education institution from the Department for Employment and Learning in Northern Ireland, the Higher Education Funding Council for England, the Higher Education Funding Council for Wales or the Scottish Funding Council; or

(d) the Relevant Points Based System Migrant must have been granted a period of leave to remain as a Tier 4 (General) Student on the doctorate extension scheme; and”

112. Delete paragraph 319H (i) (3)

113. Delete paragraph 319H (i) (4)

114. Delete paragraph 319H (i) (5)

115. At the end of paragraph 319J(d), delete “.” and substitute “, and, if he is over the age of 16 on the date the application is made, he must provide the specified documents and information in paragraph 319H-SD to show that this requirement is met.”

116. In paragraph 320(7B) delete “over 18” and insert “18 or over”

117. Delete paragraph 322(1D).

118. At paragraph 323A (a) (ii) (2) after ‘studies’ substitute ‘.’ with “, or”

119. After paragraph 323A (a) (ii) (2) insert:

“(3) the Sponsor withdraws their sponsorship of a migrant on the doctorate extension scheme.”

120. Delete paragraph 323AA and substitute:

“323AA Prohibited changes to employment for Tier 2 Migrants and Tier 5 Migrants

The following are prohibited changes, unless a further application for leave to remain is granted which expressly permits the changes:

(a) The migrant is absent from work without pay for one calendar month or more in total (whether over a single period or more than one period), during any

calendar year (1 January to 31 December), unless the absence from work is due solely to:

- (i) maternity leave,
 - (ii) paternity leave,
 - (iii) adoption leave, or
 - (iv) long term sick leave of one calendar month or more during any one period.
- (b) The employment changes such that the migrant is working for a different employer or Sponsor, unless:
- (i) the migrant is a Tier 5 (Temporary Worker) Migrant in the Government Authorised Exchange sub-category and the change of employer is authorised by the Sponsor and under the terms of the work, volunteering or job shadowing that the Certificate of Sponsorship Checking Service records that the migrant is being sponsored to do, or
 - (ii) the migrant is working for a different Sponsor under arrangements covered by the Transfer of Undertakings (Protection of Employment) Regulations 2006 or similar protection to continue in the same job.
- (c) The employment changes to a job in a different Standard Occupational Classification (SOC) code to that recorded by the Certificate of Sponsorship Checking Service.
- (d) If the migrant is a Tier 2 (Intra-Company Transfer) Migrant or a Tier 2 (General) Migrant, the employment changes to a different job in the same Standard Occupational Classification code to that recorded by the Certificate of Sponsorship Checking Service, and the gross annual salary (including such allowances as are specified as acceptable for this purpose in Appendix A) is below the appropriate salary rate for that new job as specified in the Codes of Practice in Appendix J.
- (e) If the migrant was required to be Sponsored for a job at a minimum National Qualification Framework level in the application which led to his last grant of entry clearance or leave to remain, the employment changes to a job which the Codes of Practice in Appendix J record as being at a lower level.
- (f) If the migrant is a Tier 2 (General) Migrant and scored points from the shortage occupation provisions of Appendix A, the employment changes to a job which does not appear in the Shortage Occupation List in Appendix K.
- (g) Except where (h) applies, the gross annual salary (including such allowances as are specified as acceptable for this purpose in Appendix A) reduces below:

- (i) any minimum salary threshold specified in Appendix A of these Rules, where the applicant was subject to or relied on that threshold in the application which led to his current grant of entry clearance or leave to remain, or
 - (ii) the appropriate salary rate for the job as specified in the Codes of Practice in Appendix J, or
 - (iii) in cases where there is no applicable threshold in Appendix A and no applicable salary rate in Appendix J, the salary recorded by the Certificate of Sponsorship Checking Service.
- (h) Other reductions in salary are permitted if the reduction coincides with a period of:
- (i) maternity leave,
 - (ii) paternity leave,
 - (iii) adoption leave,
 - (iv) long term sick leave of one calendar month or more, or
 - (v) reduced working hours for a temporary period, where:
 - (1) the reduced working hours are part of a company-wide policy to avoid redundancies,
 - (2) under this policy, the Sponsor is not treating the migrant more, or less, favourably than settled workers,
 - (3) the migrant's pay and working hours do not reduce by more than 30%,
 - (4) the reduction in pay is proportionate to the reduction in working hours,
 - (5) the arrangements will not be in place for more than one year, and
 - (6) the migrant's pay will return to at least the level it was before these arrangements were in place, immediately after the arrangements end.”

121. In paragraph 323C, delete “Higher Education Institution” and substitute “endorsing body”.

122. After Paragraph 352ZB insert:

Requirements for limited leave to remain as an unaccompanied asylum seeking child.

352ZC The requirements to be met in order for a grant of limited leave to remain to be made in relation to an unaccompanied asylum seeking child under paragraph 352ZE are:

- a) the applicant is an unaccompanied asylum seeking child under the age of 17 ½ years throughout the duration of leave to be granted in this capacity;
- b) the applicant must have applied for asylum and been refused Refugee Leave and Humanitarian Protection;
- c) there are no adequate reception arrangements in the country to which they would be returned if leave to remain was not granted;
- d) the applicant must not be excluded from a grant of asylum under Regulation 7 of the Refugee or Person in Need of International Protection (Qualification) Regulations 2006 or excluded from a grant of Humanitarian Protection under paragraph 339D or both;
- e) there are no reasonable grounds for regarding the applicant as a danger to the security of the United Kingdom;
- f) the applicant has not been convicted by a final judgment of a particularly serious crime, and the applicant does not constitute a danger to the community of the United Kingdom; and
- g) the applicant is not, at the date of their application, the subject of a deportation order or a decision to make a deportation order.

352ZD An unaccompanied asylum seeking child is a person who:

- a) is under 18 years of age when the asylum application is submitted.
- b) is applying for asylum in their own right; and
- c) is separated from both parents and is not being cared for by an adult who in law or by custom has responsibility to do so

352ZE. Limited leave to remain should be granted for a period of 30 months or until the child is 17 ½ years of age whichever is shorter, provided that the Secretary of State is satisfied that the requirements in paragraph 352ZC are met.

352ZF. Limited leave granted under this provision will cease if

- a) any one or more of the requirements listed in paragraph 352ZC cease to be met, or
- b) a misrepresentation or omission of facts, including the use of false documents, were decisive for the grant of leave under 352ZE.

123. In paragraph 363A delete “These circumstances are listed in paragraph 394B below.”

124. Part 14. Stateless persons

Definition of a stateless person

401. *For the purposes of this Part a stateless person is a person who:*

- (a) satisfies the requirements of Article 1(1) of the 1954 United Nations Convention relating to the Status of Stateless Persons, as a person who is not considered as a national by any State under the operation of its law;
- (b) is in the United Kingdom; and
- (c) is not excluded from recognition as a Stateless person under paragraph 402.

125. Exclusion from recognition as a stateless person

402. A person is excluded from recognition as a stateless person if there are serious reasons for considering that they:

- (a) are at present receiving from organs or agencies of the United Nations, other than the United Nations High Commissioner for Refugees, protection or assistance, so long as they are receiving such protection or assistance;
- (b) are recognised by the competent authorities of the country of their former habitual residence as having the rights and obligations which are attached to the possession of the nationality of that country;
- (c) have committed a crime against peace, a war crime, or a crime against humanity, as defined in the international instruments drawn up to make provisions in respect of such crimes;
- (d) have committed a serious non-political crime outside the UK prior to their arrival in the UK;
- (e) have been guilty of acts contrary to the purposes and principles of the United Nations.

126. Requirements for limited leave to remain as a stateless person

403. The requirements for leave to remain in the United Kingdom as a stateless person are that the applicant:

- (a) has made a valid application to the Secretary of State for limited leave to remain as a stateless person;

- (b) is recognised as a stateless person by the Secretary of State in accordance with paragraph 401;
- (c) is not admissible to their country of former habitual residence or any other country; and
- (d) has obtained and submitted all reasonably available evidence to enable the Secretary of State to determine whether they are stateless.

127. Refusal of limited leave to remain as a stateless person

404. An applicant will be refused leave to remain in the United Kingdom as stateless person if:

- (a) they do not meet the requirements of paragraph 403;
- (b) there are reasonable grounds for considering that they are:
 - (i) a danger to the security of the United Kingdom;
 - (ii) a danger to the public order of the United Kingdom; or
- (c) their application would fall to be refused under any of the grounds set out in paragraph 322 of these Rules.

128. Grant of limited leave to remain to a stateless person

405. Where an applicant meets the requirements of paragraph 403 they may be granted limited leave to remain in the United Kingdom for a period not exceeding 30 months.

129. Curtailment of limited leave to remain as a stateless person

406. Limited leave to remain as a stateless person under paragraph 405 may be curtailed where the stateless person is a danger to the security or public order of the United Kingdom or where leave would be curtailed pursuant to paragraph 323 of these Rules.

130. Requirements for indefinite leave to remain as a stateless person

407. The requirements for indefinite leave to remain as a stateless person are that the applicant:

- (a) has made a valid application to the Secretary of State for indefinite leave to remain as a stateless person;
- (b) was last granted limited leave to remain as a stateless person in

accordance with paragraph 405;

- (c) has spent a continuous period of five years in the United Kingdom with lawful leave, except that any period of overstaying for a period of 28 days or less will be disregarded;
- (d) continues to meet the requirements of paragraph 403.

131. Grant of indefinite leave remain as a stateless person

408. Where an applicant meets the requirements of paragraph 407 they may be granted indefinite leave to remain.

132. Refusal of indefinite leave to remain as a stateless person

409. An applicant will be refused indefinite leave to remain if:

- (a) the applicant does not meet the requirements of paragraph 407;
- (b) there are reasonable grounds for considering that the applicant is:
 - (i) a danger to the security of the United Kingdom;
 - (ii) a danger to the public order of the United Kingdom; or
- (c) the application would fall to be refused under any of the grounds set out in paragraph 322 of these Rules.

133. Requirements for limited leave to enter or remain as the family member of a stateless person

410. For the purposes of this Part a family member of a stateless person means their:

- (a) spouse;
- (b) civil partner;
- (c) unmarried or same sex partner with whom they have lived together in a subsisting relationship akin to marriage or a civil partnership for two years or more;
- (d) child under 18 years of age who:
 - (i) is not leading an independent life;
 - (ii) is not married or a civil partner; and

(iii) has not formed an independent family unit.

134. 411. The requirements for leave to enter or remain in the United Kingdom as the family member of a stateless person are that the applicant:

- (a) has made a valid application to the Secretary of State for leave to enter or remain as the family member of a stateless person;
- (b) is the family member of a person granted leave to remain under paragraphs 405 or 408;
- (c) if seeking leave to enter, holds a valid United Kingdom entry clearance for entry in this capacity.

135. Refusal of leave to enter or remain as the family member of a stateless person

412. A family member will be refused leave to enter or remain if:

- (a) they do not meet the requirements of paragraph 411;
- (b) there are reasonable grounds for considering that:
 - (i) they are a danger to the security of the United Kingdom;
 - (ii) they are a danger to the public order of the United Kingdom; or
- (c) their application would fall to be refused under any of the grounds set out in paragraph 320, 321 or 322 of these Rules.

136. Grant of leave to enter or remain as the family member of a stateless person

413. A person who meets the requirements of paragraph 411 may be granted leave to enter or remain for a period not exceeding 30 months.

137. Curtailment of limited leave to enter or remain as the family member of a stateless person

414. Limited leave to remain as the family member of a stateless person under paragraph 413 may be curtailed where the family member is a danger to the security or public order of the United Kingdom or where leave would be curtailed pursuant to paragraph 323 of these Rules.

138. Requirements for indefinite leave to remain as the family member of a stateless person

415. The requirements for indefinite leave to remain as the family member of a stateless person are that the applicant:

- (a) has made a valid application to the Secretary of State for indefinite leave to remain as the family member of a stateless person;
- (b) was last granted limited leave to remain as a family member of a stateless person in accordance with paragraph 413; and
 - (i) is still a family member of a stateless person; or
 - (ii) is over 18 and was last granted leave as the family member of a stateless person; and
 - (a) is not leading an independent life;
 - (b) is not married or a civil partner; and
 - (c) has not formed an independent family unit.
- (c) has spent a continuous period of five years with lawful leave in the United Kingdom, except that any period of overstaying for a period of 28 days or less will be disregarded.

139. Refusal of indefinite leave to remain as the family member of a stateless person

416. An applicant will be refused indefinite leave to remain as a family member of a stateless person if:

- (a) they do not meet the requirements of paragraph 415;
- (b) there are reasonable grounds for considering that:
 - (i) they are a danger to the security of the United Kingdom;
 - (ii) they are a danger to the public order of the United Kingdom; or
- (c) the application would fall to be refused under any of the grounds set out in paragraph 322 of these Rules.

140. “After Appendix 1, paragraph 2(l) delete paragraphs m), n), o) and p) and mark them DELETED”

141. In Appendix A, in paragraph 4(a), after “successful applications”, insert “for entry clearance and leave to remain”.

142. In Appendix A, in paragraph 4(b), delete “for each of the periods 6 April 2012 to 5 April 2013 and 6 April 2013 to 5 April 2014 is 1,000 endorsements in total,” and substitute “is 1,000 endorsements in total per year (beginning on 6 April and ending on 5 April),”.
143. In Appendix A, delete paragraph 5(a) and substitute:
- “(a) Before an applicant applies for entry clearance or leave to remain (unless he has, or last had, leave as a Tier 1 (Exceptional Talent) Migrant), he must make an application for a Designated Competent Body endorsement, and this application must:
- (i) be made to the UK Border Agency using the specified form,
 - (ii) state which Designated Competent Body he wishes to endorse his application, and
 - (iii) provide the specified evidence set out in Appendix L.”
144. In Appendix A, delete paragraphs 5(d) and (e) and substitute:
- “(d) If a Designated Competent Body endorses an application for an endorsement, the applicant subsequently uses that endorsement to make an application for entry clearance or leave to remain which is refused, and that refusal is not subsequently overturned, the used endorsement will be returned to the number of endorsements available for the relevant Designated Competent Body, providing the end of the period (6 April to 5 April) to which it relates has not yet passed.
- (e) An application for a Designated Competent Body endorsement will be refused if the Designated Competent Body has reached or exceeded the number of endorsements available to it.”
145. In Appendix A, delete paragraph 6 and substitute:
- “6. Points will only be awarded in an application for entry clearance or leave to remain (except where the applicant has, or last had, leave as a Tier 1 (Exceptional Talent) Migrant) for an endorsement from the relevant Designated Competent Body if:
- (a) the applicant provides a valid approval letter from the UK Border Agency for a Designated Competent Body endorsement, which was granted to him no more than three months before the date of the application for entry clearance or leave to remain, and
 - (b) the endorsement has not been withdrawn by the relevant Designated Competent Body at the time the application is considered by the UK Border Agency.”

146. In Appendix A, after paragraph 19(g), insert:

“(h) If the applicant has exchanged some of his UK employment rights for shares as an employee-owner, the value of those shares will not be included when calculating the applicant’s previous earnings.”

147. In Appendix A, table 6, line 3, insert new paragraph at the end:

“ Time spent with valid leave in the Bailiwick of Guernsey, the Bailiwick of Jersey or the Isle of Man in a category equivalent to the categories set out above may be included in the continuous period of lawful residence, provided the most recent period of leave was as a Tier 1 (Entrepreneur) Migrant in the UK. In any such case, the applicant must have absences from the Bailiwick of Guernsey, the Bailiwick of Jersey or the Isle of Man (as the case may be) of no more than 180 days in any 12 calendar months during the specified continuous period”

148. In Appendix A, table 9, line 3, insert new paragraph at the end:

“Time spent with valid leave in the Bailiwick of Guernsey, the Bailiwick of Jersey or the Isle of Man in a category equivalent to the categories set out above may be included in the continuous period of lawful residence, provided the most recent period of leave was as a Tier 1 (Investor) Migrant in the UK. In any such case, the applicant must have absences from the Bailiwick of Guernsey, the Bailiwick of Jersey or the Isle of Man (as the case may be) of no more than 180 days in any 12 calendar months during the specified continuous period.”

149. In Appendix A, delete row 4 of Table 9 and substitute:

4.	<p>The applicant has maintained the full specified invested amount referred to in the relevant part of row 2 throughout the time spent with leave as a Tier 1 (Investor) Migrant in the UK in the relevant specified continuous period referred to in row 3, other than in the first 3 months of that period with leave as a Tier 1 (Investor) Migrant in the UK.</p> <p>In relation to time spent with leave as a Tier 1 (Investor) Migrant in the UK, the applicant has provided specified documents to show that this requirement has been met.</p> <p>When calculating the specified continuous period, the first day of that period will be taken to be the later of:</p>
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	<p>(a) the date the applicant first entered the UK as a Tier 1 (Investor) Migrant (or the date entry clearance was granted, if this was within three months of the date of entry), or the date the applicant first entered the Bailiwick of Guernsey, the Bailiwick of Jersey or the Isle of Man with leave in a category equivalent to Tier 1 (Investor) if this is earlier, or</p> <p>(b) the date 3 months before the full specified amount was invested in the UK, or before the full required amount in an equivalent category was invested in the Bailiwick of Guernsey, the Bailiwick of Jersey or the Isle of Man.</p>
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150. In Appendix A, delete Table 10 and substitute:

“Table 10

Criterion	Points
<p>The applicant has been endorsed by UK Trade and Investment or by a UK Higher Education Institution which:</p> <p>(a) has Highly Trusted Sponsor status under Tier 4 of the Points-Based System,</p> <p>(b) is an A-rated Sponsor under Tier 2 of the Points-Based System if a Tier 2 licence is held,</p> <p>(c) is an A-rated Sponsor under Tier 5 of the Points-Based System if a Tier 5 licence is held,</p> <p>(d) has degree-awarding powers, and</p> <p>(e) has established processes and competence for identifying, nurturing and developing entrepreneurs among its undergraduate and postgraduate population.</p>	25
<p>(a) If the applicant’s previous grant of leave was not as a Tier 1 (Graduate Entrepreneur) Migrant, within the 12 months immediately before the date of the endorsement, the applicant has been awarded a qualification as follows:</p> <p>(i) If the applicant has a General Endorsement (see paragraph 69 below), the endorsing institution has awarded the applicant a UK recognised Bachelor degree, Masters degree or PhD (not a qualification of equivalent level</p>	25

<p>which is not a degree),</p> <p>(ii) If the applicant has a MBA Endorsement (see paragraph 69 below), the endorsing institution has awarded the applicant a UK recognised Master of Business Administration degree (not a qualification of equivalent level), or</p> <p>(iii) If the applicant has a Global Endorsement (see paragraph 69 below), the applicant has been awarded a degree qualification (not a qualification of equivalent level which is not a degree) which is deemed by UK NARIC to meet or exceed the recognised standard of a Bachelor's degree in the UK,</p> <p>(b) If the applicant's previous grant of leave was as a Tier 2 (General) Migrant to work as a post-doctoral researcher:</p> <p>(i) the applicant has a General Endorsement from the same body that was his Sponsor on the application which led to that previous grant of leave, and</p> <p>(ii) the applicant has, at any time before the date of endorsement, been awarded a UK recognised Bachelor degree, Masters degree or PhD (not a qualification of equivalent level which is not a degree) from a UK Higher Education Institution,</p> <p>or</p> <p>(c) If the applicant's previous grant of leave was as a Tier 1 (Graduate Entrepreneur) Migrant, the endorsement is from the same body which provided the endorsement for that previous grant of leave.</p>	
<p>The endorsement must confirm that the endorsing body has assessed the applicant and considers that:</p> <p>(a) the applicant has a genuine and credible business idea, and</p> <p>(b) the applicant will spend the majority of his working time on developing business ventures, and</p> <p>(c) if the applicant's previous grant of leave was as a Tier 1 (Graduate Entrepreneur), he has made satisfactory progress in developing his business since that leave was granted.</p>	25

151. In Appendix A, in paragraph 69(a), delete “Higher Education Institutions” and substitute “endorsing bodies”.
152. In Appendix A, delete paragraph 69(b) to (d) and substitute:
- “(b) The Tier 1 (Graduate Entrepreneur) Limit is 2,000 places per year (beginning on 6 April and ending on 5 April), which will be allocated as follows:
- (i) 900 places will be allocated to qualifying Higher Education Institutions for the purpose of endorsing graduates in any subject, referred to as General Endorsements;
 - (ii) 1,000 places will be allocated to qualifying Higher Education Institutions for the purpose of endorsing MBA graduates, referred to as MBA Endorsements; and
 - (iii) 100 places will be allocated to UK Trade and Investment for the purpose of endorsing overseas graduates, referred to as Global Endorsements.
- (c) Places for qualifying Higher Education Institutions will be allocated as follows:
- (i) The UK Border Agency will, on an annual basis, invite all UK Higher Education Institutions which meet the requirements in (a) to (c) in the first row of Table 10 to take part as endorsing institutions, with responses required by 5 April for the year beginning the next day;
 - (ii) The endorsements will be allocated between all invited institutions who confirm that:
 - (1) they wish to take part,
 - (2) they meet the requirement in (d) in the first row of Table 10 above, and
 - (3) in the case of MBA Endorsements, that they award MBA qualifications;
 - (iii) Each qualifying institution in (ii) will be allocated the smallest of:
 - (1) The number of each type of endorsements it has requested,
 - (2) Its equal share of the number of each type of endorsements available (If the result is not an integer it will be rounded down to the next lowest integer), or
 - (3) 10 of each type of endorsements.

- (iv) If the result of (i) to (iii) is that there are fewer than 880 General Endorsements or 980 MBA Endorsements allocated for the year, the UK Border Agency will invite all UK Higher Education Institutions which meet the requirements in (a) to (c) in the first row of Table 10 to request the remaining endorsements for the year ending 5 April, with responses required by 30 September;
 - (v) The remaining endorsements will be allocated between all invited institutions who meet the criteria in (ii), regardless of whether they were previously allocated endorsements for the year;
 - (vi) Each qualifying institution in (v) will be allocated the smaller of:
 - (1) The number of each type of endorsements it has requested, or
 - (2) Its equal share of the number of each type of endorsements available (If the result is not an integer it will be rounded down to the next lowest integer);
 - (vii) If the result of (iv) to (vi) is that there are still fewer than 900 General Endorsements or 1,000 MBA Endorsements allocated for the year, the remaining places in the Tier 1 (Graduate Entrepreneur) Limit will not be allocated.
- (d) If:
- (i) an applicant does not make a valid application within 3 months of the date of his endorsement, or
 - (ii) an application is refused, and that refusal is not subsequently overturned,
- the endorsement used in that application will be cancelled and the relevant endorsing body's unused allocation of endorsements will be increased by one, providing the end of the period (6 April to 5 April) to which it relates has not yet passed.
- (e) The Tier 1 (Graduate Entrepreneur) limit will not apply to applications for leave to remain where the applicant has, or last had, leave to remain as a Tier 1 (Graduate Entrepreneur).
 - (f) Endorsements which have not been used by endorsing bodies cannot be carried over from one year (beginning on 6 April and ending on 5 April) to the next."
153. In Appendix A, in paragraph 70(b), delete "Higher Education Institution" and substitute "endorsing body".

154. In Appendix A, in the opening wording of paragraph 70(c), delete “relevant UK Higher Education Institution,” and substitute “relevant endorsing body,”.
155. In Appendix A, delete paragraphs 70(c)(viii) to (xiii) and substitute:
- “(viii) the name of the endorsing body,
 - (ix) the name and contact details of the authorising official of the endorsing body,
 - (x) the name, level and date of award of the applicant's qualification, unless the endorsement is a Global endorsement or the applicant was last granted leave as a Tier 1 (Graduate Entrepreneur) Migrant,
 - (xi) the applicant's intended business sector or business intention,
 - (xii) what has led the endorsing body to endorse the application, and
 - (xiii) if the applicant was last granted leave as a Tier 1 (Graduate Entrepreneur) Migrant, confirmation that the endorsing body is satisfied that he has made satisfactory progress.”
156. In Appendix A, in paragraph 71, delete “the endorsing Higher Education Institution” and substitute “a UK Higher Education Institution”.
157. In Appendix A, after paragraph 71, insert:
- “72.(a) Points will only be awarded for an overseas qualification if the applicant has a Global Endorsement and provides the following specified documents:
- (i) The original certificate of award of the qualification, which clearly shows the:
 - (1) applicant’s name,
 - (2) title of the award,
 - (3) date of the award, and
 - (4) name of the awarding institution,or
 - (ii) if:
 - (1) the applicant is awaiting graduation having successfully completed his degree, or
 - (2) the applicant no longer has the certificate and the institution who issued the certificate is unable to produce a replacement,

an original academic reference from the institution that is awarding, or has awarded, the degree together with an original academic transcript, unless (d) applies.

- (b) The academic reference referred to in (a)(ii) must be on the official headed paper of the institution and clearly show the:
 - (1) applicant's name,
 - (2) title of award,
 - (3) date of award, confirming that it has been or will be awarded, and
 - (4) either the date that the certificate will be issued (if the applicant has not yet graduated) or confirmation that the institution is unable to re-issue the original certificate or award.
- (c) The academic transcript referred to in (a)(ii) must be on the institution's official paper and must show the:
 - (1) applicant's name,
 - (2) name of the academic institution,
 - (3) course title, and
 - (4) confirmation of the award.
- (d) If the applicant cannot provide his original certificate for one of the reasons given in (a)(ii) and is claiming points for a qualification with a significant research bias, such as a doctorate, an academic transcript is not required, providing the applicant provides an academic reference which includes all the information detailed in (b) above.
- (e) Where an applicant cannot find details of his qualification on the points based calculator on the UK Border Agency website, he must, in addition to the document or documents in (a), provide an original letter or certificate from UK NARIC confirming the equivalency of the level of his qualification."

158. In Appendix A, delete paragraph 74B(a)(ii) and substitute:

- “(ii) one of the following creative sector occupations skilled to National Qualifications Framework level 4 or above:
 - (1) 3411 Artists,
 - (2) 3412 Authors, writers and translators,
 - (3) 3413 Actors, entertainers and presenters,

- (4) 3414 Dancers and choreographers, or
- (5) 3422 Product, clothing and related designers,

or ”

159. In Appendix A, after paragraph 74B(c)(iii), insert:

- “(d) (i) the applicant was last granted entry clearance or leave as a Tier 2 (Intra-Company Transfer) Migrant,
- (ii) the applicant is applying for leave to remain to work in the same occupation for the same Sponsor as in the application which led to his previous grant of leave,
- (iii) the Certificate of Sponsorship used in support of the applicant’s previous application was assigned by the Sponsor before 6 April 2013, and
- (iv) the occupation fails to meet the required skill level in (a) to (c) above solely due to reclassification from the SOC 2000 system to the SOC 2010 system.”

160. In Appendix A, at the start of paragraph 74C(a)(i), before “the applicant”, insert “the Certificate of Sponsorship Checking Service entry confirms that”.

161. In Appendix A, delete paragraph 74C(a)(iii) and substitute:

- (iii) “the applicant provides, if requested to do so, the specified documents as set out in paragraph 74C-SD(a) below, unless he was last granted leave to work for the same Sponsor in the same sub-category as he is currently applying under. The application may be granted without these specified documents, but the UK Border Agency reserves the right to request the specified documents, and to refuse applications if these documents are not received at the address specified in the request within 7 working days of the date of the request.”

162. In Appendix A, at the end of paragraph 74C(b)(ii), delete:

“and provides the specified documents as set out in paragraph 74C-SD(c) below, an aggregated period of at least 12 months within the 24 month period immediately prior to the date of application.”

and substitute:

“and if requested to provide the specified documents set out in paragraph 74C-SD(a) below, also provides, at the same time, the specified documents as set out in paragraph 74C-SD(c) below, an aggregated period of at least 12 months within the 24 month period immediately prior to the date of application.”

163. In Appendix A, delete paragraph 74D(c) and substitute:

“(c) the Certificate of Sponsorship Checking Service entry confirms that the applicant has been working for the Sponsor outside the UK for a continuous period of 3 months immediately prior to the date of application and, if requested to do so, the applicant provides the specified documents in paragraph 74C-SD(a) above to prove this. The application may be granted without these specified documents, but the UK Border Agency reserves the right to request the specified documents, and to refuse applications if these documents are not received at the address specified in the request within 7 working days of the date of the request.”

164. In Appendix A, after paragraph 75(iv), insert:

“(v) If the applicant has exchanged some of his UK employment rights for shares as an employee-owner, the value of those shares will not be included.”

165. In Appendix A, in paragraph 75A, delete “£40,000” and substitute “£40,600”.

166. In Appendix A, in paragraph 75B, delete “£24,000” and substitute “£24,300”.

167. In Appendix A, delete Table 11A and substitute:

“Table 11A

Certificate of Sponsorship	Points	Appropriate salary	Points
Job offer passes Resident Labour Market Test	30	Appropriate salary	20
Resident Labour Market Test exemption applies	30		
Continuing to work in the same occupation for the same Sponsor	30		

”

168. In Appendix A, in paragraph 77B, delete “during the period 6 April 2012 to 5 April 2014”.

169. In Appendix A, in paragraph 77B(c), delete “£150,000” and substitute “£152,100 (or £150,000, if the recruitment took place before 6 April 2013)”.

170. In Appendix A, in paragraph 77D(b)(ii), delete “£150,000” and substitute “£152,100 (or £150,000, if the recruitment took place before 6 April 2013)”.

171. In Appendix A, delete paragraph 77E(a)(ii) and substitute:

“(ii) one of the following creative sector occupations skilled to National Qualifications Framework level 4 or above:

- (1) 3411 Artists,
- (2) 3412 Authors, writers and translators,
- (3) 3413 Actors, entertainers and presenters,
- (4) 3414 Dancers and choreographers, or
- (5) 3422 Product, clothing and related designers,

or ”

172. In Appendix A, after paragraph 77E(iii), insert:

- “(f) (i) the applicant was last granted as a Tier 2 (General) Migrant,
- (ii) the applicant is applying for leave to remain to work in the same occupation for the same Sponsor as in the application which led to his previous grant of leave,
- (iii) the Certificate of Sponsorship used in support of the applicant’s previous application was assigned by the Sponsor before 6 April 2013, and
- (iv) the occupation fails to meet the required skill level in (a) to (e) above solely due to reclassification from the SOC 2000 system to the SOC 2010 system.”

173. In Appendix A, delete paragraphs 78 to 78C and associated headings and substitute:

“Job offer passes Resident Labour Market Test

78. Points will only be awarded for a job offer that passes the Resident Labour Market Test if:

- (a) the Sponsor has advertised (or had advertised on its behalf) the job as set out in Tables 11B and 11C below; and
- (b) The advertisements have stated:
 - (i) the job title,
 - (ii) the main duties and responsibilities of the job (job description),
 - (iii) the location of the job,
 - (iv) an indication of the salary package or salary range or terms on offer,

- (v) the skills, qualifications and experience required for the job, and
 - (vi) the closing date for applications, unless it is part of the Sponsor's rolling recruitment programme, in which case the advertisement should show the period of the recruitment programme;
- and
- (c) The advertisements were published in English (or Welsh if the job is based in Wales); and
 - (d) The Sponsor can show that no suitable settled worker is available to fill the job unless the job is in a PhD-level occupation listed in Appendix J. Settled workers will not be considered unsuitable on the basis that they lack qualifications, experience or skills (including language skills) that were not specifically requested in the job advertisement; and
 - (e) The Certificate of Sponsorship Checking Service entry contains full details of when and where the job was advertised, and any advertisement reference numbers, including the Universal Jobmatch (or other Jobcentre Plus online service) or JobCentre Online vacancy reference number where relevant.

Table 11B: Advertising methods and duration which satisfy the Resident Labour Market Test

Type of job	Methods of advertising / recruitment	Duration / timing of advertising
New graduate jobs or internships	<ul style="list-style-type: none"> • University milkround visits to at least 3 UK universities (or all UK universities which provide the relevant course, whichever is the lower number), • At least one of the following websites: <ul style="list-style-type: none"> - www.jobs.ac.uk, - www.milkround.com, - www.prospects.ac.uk, or - www.targetjobs.co.uk <p>and</p> <ul style="list-style-type: none"> • At least one other medium 	At least 28 days within the 4 years immediately before the Sponsor assigned the Certificate of Sponsorship to the applicant

	listed in Table 11C	
Pupillages for trainee barristers	<ul style="list-style-type: none"> At least two media (or one medium if the job was advertised before 6 April 2013) listed in Table 11C 	At least 28 days within the 2 years immediately before the Sponsor assigned the Certificate of Sponsorship to the applicant
Jobs in PhD-level occupations as listed in Appendix J	<ul style="list-style-type: none"> At least two media (or one medium if the job was advertised before 6 April 2013) listed in Table 11C 	At least 28 days within the 1 year immediately before the Sponsor assigned the Certificate of Sponsorship to the applicant
Jobs where the appropriate salary, as determined by paragraphs 79 to 79D of Appendix A, is at least £71,000 per year (or £70,000 per year if the job was advertised before 6 April 2013) or there is a stock exchange disclosure requirement	<ul style="list-style-type: none"> At least two media (or one medium if the job was advertised before 6 April 2013) listed in Table 11C 	At least 28 days within the 6 months immediately before the Sponsor assigned the Certificate of Sponsorship to the applicant
Creative sector jobs covered by Table 9 of Appendix J	<ul style="list-style-type: none"> As set out in Table 9 of Appendix J 	As set out in Table 9 of Appendix J
Orchestral musicians	<ul style="list-style-type: none"> Universal Jobmatch (or other Jobcentre Plus online service) for jobs based in England, Scotland or Wales, or JobCentre Online for jobs based in Northern Ireland, and At least one other medium 	At least 28 days within the 2 years immediately before the Sponsor assigned the Certificate of Sponsorship to the applicant

	listed in Table 11C	
Positions in the NHS where the Resident Labour Market Test includes advertising on NHS Jobs between 19 November 2012 and 1 October 2013	<ul style="list-style-type: none"> NHS Jobs 	At least 28 days within the 6 months immediately before the Sponsor assigned the Certificate of Sponsorship to the applicant
All other jobs	<ul style="list-style-type: none"> Universal Jobmatch (or other Jobcentre Plus online service) for jobs based in England, Scotland or Wales, or JobCentre Online for jobs based in Northern Ireland, and At least one other medium listed in Table 11C 	At least 28 days within the 6 months immediately before the Sponsor assigned the Certificate of Sponsorship to the applicant

Table 11C: Advertising media which satisfy the Resident Labour Market Test

Type of medium	Criteria for suitable media
Newspaper	<p>Must be:</p> <ul style="list-style-type: none"> marketed throughout the UK or throughout the whole of the devolved nation in which the job is located, and published at least once a week
Professional journal	<p>Must be:</p> <ul style="list-style-type: none"> available nationally through retail outlets or through subscription, published at least once a month, and related to the nature of the job i.e. a relevant trade journal, official journal of a professional occupational body, or subject-specific publication

Website	<p>Must be one of the following:</p> <ul style="list-style-type: none"> • Universal Jobmatch (or other Jobcentre Plus online service), for jobs based in England, Scotland or Wales, • JobCentre Online, for jobs based in Northern Ireland, • an online version of a newspaper or professional journal which would satisfy the criteria above, • the website of a prominent professional or recruitment organisation, which does not charge a fee to jobseekers to view job advertisements or to apply for jobs via those advertisements, or • if the Sponsor is a multinational organisation or has over 250 permanent employees in the UK, the Sponsor's own website
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Resident Labour Market Test exemption applies

Shortage occupation

78A. In order for a Resident Labour Market Test exemption to apply for a job offer in a shortage occupation:

- (a) the job must, at the time the Certificate of Sponsorship was assigned to the applicant, have appeared on the shortage occupation list in Appendix K,
- (b) in all cases, contracted working hours must be for at least 30 hours a week, and
- (c) in all cases, if the UK Border Agency list of shortage occupations indicates that the job appears on the 'Scotland only' shortage occupation list, the job offer must be for employment in which the applicant will be working at a location in Scotland.

Post-Study Work

78B. In order for a Resident Labour Market Test exemption to apply for post-study work:

- (a) the applicant must be applying for leave to remain,
- (b) the applicant must have, or have last been granted, entry clearance, leave to enter or leave to remain as:
 - (1) a Tier 1 (Post-Study Work) Migrant,

- (2) a Participant in the International Graduates Scheme (or its predecessor, the Science and Engineering Graduates Scheme),
 - (3) a Participant in the Fresh Talent: Working in Scotland Scheme,
 - (4) a Tier 4 Migrant,
 - (5) a Student,
 - (6) a Student Nurse,
 - (7) a Student Re-Sitting an Examination,
 - (8) a Person Writing Up a Thesis,
 - (9) an Overseas Qualified Nurse or Midwife,
 - (10) a Postgraduate Doctor or Dentist, or
 - (11) a Student Union Sabbatical Officer,
- and
- (c) Where (b)(4) to (11) apply, the applicant must meet the requirements of paragraph 245HD(d) of these Rules.”

Other exemptions

- 78C. In order for another Resident Labour Market Test exemption to apply, either:
- (a) the Certificate of Sponsorship Checking Service entry must show that the applicant's gross annual salary (including such allowances as are specified as acceptable for this purpose in paragraph 79 of this appendix) to be paid by the Sponsor is £152,100 (or £150,000, if the recruitment took place before 6 April 2013) or higher; or
 - (b) the job offer must be in a supernumerary research position where the applicant has been issued a scientific research Award or Fellowship, meaning that the role is over and above the Sponsor's normal requirements and if the applicant was not there, the role would not be filled by anyone else; or
 - (c) the job offer must be to continue working as a Doctor or Dentist in training, under the same NHS Training Number which was assigned to the applicant for previous lawful employment as a Doctor or Dentist in Training in the UK; or
 - (d) the job offer must be as a Doctor in Speciality Training where the applicant's salary and the costs of his training are being met by the government of another country under an agreement with that country and the United Kingdom Government;

and the Certificate of Sponsorship Checking Service entry must provide full details of why an exemption applies.”

174. In Appendix A, in the heading above paragraph 78D, delete “**same job**” and substitute “**same occupation**”.
175. In Appendix A, in paragraph 78D, delete “same job” and substitute “same occupation”.
176. In Appendix A, in paragraph 78D(c), delete “the same job” and substitute “in the same occupation”.
177. In Appendix A, after paragraph 79(iii), insert:

“(iv) If the applicant has exchanged some of his UK employment rights for shares as an employee-owner, the value of those shares will not be included.”
178. In Appendix A, delete paragraph 79A and substitute:

“79A. No points will be awarded if the salary referred to in paragraph 79 above is less than £20,300 per year, unless:

 - (a) the applicant is applying for leave to remain and has, or last had entry clearance, leave to enter or leave to remain as:
 - (i) a Qualifying Work Permit Holder,
 - (ii) a Representative of an Overseas Newspaper, News Agency or Broadcasting Organisation,
 - (iii) a Member of the operational Ground Staff of an Overseas-owned Airline
 - (iv) a Jewish Agency Employee, or
 - (v) a Tier 2 (General) Migrant under the Rules in place before 6 April 2011or
 - (b) the Certificate of Sponsorship checking service entry records the applicant is being sponsored as a nurse or midwife, will continue to be sponsored as a nurse or midwife by the Sponsor after achieving Nursing and Midwifery Council registration, and the salary will not be less than £20,300 per year once that registration is achieved.”
179. In Appendix A, delete paragraph 80A and substitute:

“80A. The Tier 2 (General) limit is 20,700 Certificates of Sponsorship in each year (beginning on 6 April and ending on 5 April).”

180. In Appendix A, in paragraph 80B, delete “Tables 11B and 11C” and substitute “Table 11D”.
181. In Appendix A, in paragraphs 80D, 80E, 83A(a), 83B(a)(ii) and 84(b), delete each instance of “11B” and substitute “11D”.
182. In Appendix A, in the “Tier 2 (General) limit” section, renumber Table 11B as Table 11D.
183. In Appendix A, in the first row of Table 11D (formerly Table 11B), delete “£20,000 - £20,999.99” and substitute “£20,300 - £20,999.99”.
184. In Appendix A, in the last row of Table 11D (formerly Table 11B), delete “£100,000 - £149,999.99” and substitute “£100,000 - £152,099.99”.
185. In Appendix A, delete paragraph 81A(a)(ii) and substitute:
- “(ii) one of the following creative sector occupations skilled to National Qualifications Framework level 4 or above:
 - (1) 3411 Artists,
 - (2) 3412 Authors, writers and translators,
 - (3) 3413 Actors, entertainers and presenters,
 - (4) 3414 Dancers and choreographers, or
 - (5) 3422 Product, clothing and related designers,or ”
186. In Appendix A, delete paragraphs 82A to 83 and all of Table 11C following paragraph 82D (including both sub-tables), and substitute:
- “82A. (i) There will be a monthly allocation specifying the number of Certificates of Sponsorship available to be allocated in respect of applications for Certificates of Sponsorship received during each previous month.
 - (ii) The monthly application and allocation periods begin on the 6th date of each calendar month and end on the 5th date of the next calendar month.
 - (iii) The provisional monthly allocation, subject to the processes set out in paragraphs 83 to 84a below, is 1,725 Certificates of Sponsorship each month.
- 82B. Applications by Sponsors for Certificates of Sponsorship each month will be accepted for consideration against each monthly allocation in the following month.

- 82C. (i) An application that would fall to be considered as having been received in a particular month may be deferred for consideration as if it had been received in the following month if the Secretary of State considers that the information stated in the application requires verification checks, and may be refused if the information cannot be verified or is confirmed as false.
- (ii) If the verification checks are prolonged due to the failure of the Sponsor to co-operate with the verification process such that the application cannot be considered as if it had been received in the next month, the application will be refused.
- 82D. These provisional monthly allocations may be adjusted according to the processes set out in paragraphs 83 to 84A below.
83. In paragraphs 83A to 84A below:
- (a) “number of applications” means the number of applications by Sponsors for a Certificate of Sponsorship under the Tier 2 (General) limit in a single monthly application period.
- (b) “monthly allocation” means 1,725 Certificates of Sponsorship, adjusted according to the processes set out in these paragraphs following the assigning of Certificates of Sponsorship under the Tier 2 (General) limit, or to Croatian nationals as set out in (c) below, in the previous monthly period.”
- (c) (i) Subject to (ii) and (iii) below, each monthly allocation will be reduced by the number of Certificates of Sponsorship assigned by Tier 2 (General) Sponsors to Croatian nationals in the previous monthly allocation period.
- (ii) Paragraph (i) does not apply to the first monthly allocation under the Tier 2 (General) limit for 6 April to 5 April each year, to which the application period of 6 March to 5 April relates, or to Certificates of Sponsorship assigned by Tier 2 (General) Sponsors to Croatian nationals before 1 July 2013.”
187. In Appendix A, in paragraph 83D(ii), delete “Table 11C” and substitute “Table 11D”.
188. In Appendix A, in paragraph 111(f), after “a Contractual Service Supplier”, insert “or Independent Professional”.
189. In Appendix A, in paragraph 111(f)(ii), after “Contractual Service Suppliers”, insert “or Independent Professionals”.
190. In Appendix A, delete paragraphs 111(f)(vi) to (viii) and substitute:
- “(vi) where the applicant is a Contractual Service Supplier, he possesses:

- (1) a university degree or a technical qualification demonstrating knowledge of an equivalent level, and provides the original certificate of that qualification, except where (4) applies;
 - (2) where they are required by any relevant law, regulations or requirements in force in the United Kingdom in order to exercise the activity in question, professional qualifications;
 - (3) 3 years' professional experience in the sector concerned, except where (4) applies; and
 - (4)
 - (a) in the case of advertising and translation services, relevant qualifications and 3 years' professional experience, and provides the original certificate of those qualifications;
 - (b) in the case of management consulting services and services related to management consulting (managers and senior consultants), a university degree and 3 years professional experience, and provides the original certificate of that qualification;
 - (c) in the case of technical testing and analysis services, a university degree or technical qualifications demonstrating technical knowledge and 3 years professional experience, and provides the original certificate of that qualification;
 - (d) in the case of fashion model services and entertainment services other than audiovisual services, 3 years' relevant experience;
 - (e) in the case of chef de cuisine services, an advanced technical qualification and 6 years' relevant experience at the level of chef de cuisine, and provides the original certificate of that qualification; and
- (vii) where the applicant is a Contractual Service Supplier, he has been employed, and provides the specified documents in paragraph 111-SD to show that he has been employed, by the service supplier for a period of at least one year immediately prior to the date of application; or
- (viii) where the applicant is an Independent Professional, he possesses:
- (1) a university degree or a technical qualification demonstrating knowledge of an equivalent level, and provide the original certificate of that qualification,

- (2) where they are required by any relevant law, regulations or requirements in force in the United Kingdom in order to exercise the activity in question, professional qualifications; and
 - (3) at least six years professional experience in the sector concerned; or
 - (ix) the applicant is applying for leave to remain and holds a Certificate of Sponsorship issued in the International Agreement sub-category by the same sponsor, and for the purpose of the same contract to supply services, as was the case when the applicant was last granted entry clearance, leave to enter or remain.”
- 191. In Appendix A, in paragraph 111(g), after “a Contractual Service Supplier”, insert “or Independent Professional”.
- 192. In Appendix A at paragraph 116 (g) delete “if”
- 193. In Appendix A at paragraph 116 (g) after ‘graduation’ substitute ‘.’ with “; or”
- 194. In Appendix A after paragraph 116 (g) insert:

“(h) it was not issued for a course of studies, it was issued within 60 days of the expected end date of a course leading to the award of a PhD and the migrant is sponsored by a Sponsor that is a Recognised Body or a body in receipt of public funding as a higher education institution from the Department of Employment and Learning in Northern Ireland, the Higher Education Funding Council for England, the Higher Education Funding Council for Wales or the Scottish Funding Council, to enable the migrant to remain in the UK as a Tier 4 (General) Student on the doctorate extension scheme.”
- 195. In Appendix B, delete paragraph 1(i) and substitute:

“(i) for entry clearance or leave to remain as a Tier 1 (Exceptional Talent) Migrant, except where applying for leave to remain and the applicant has, or was last granted entry clearance or leave to remain as a Tier 1 (Exceptional Talent) migrant,”
- 196. In Appendix B, at the end of paragraph 1(iv), delete “.” and substitute “or where his gross annual salary (as recorded by the Certificate of Sponsorship Checking Service entry, and including such allowances as are specified as acceptable for this purpose in paragraph 75 of Appendix A) is £152,100 or above.”
- 197. In Appendix B, in Row C of Table 1, delete “Leave to remain” and substitute “Entry clearance and leave to remain”.
- 198. In Appendix B, in Row D of Table 1, after “Leave to remain” insert “, if last granted entry clearance or leave to remain as a Tier 1 (Exceptional Talent) Migrant”.

199. In Appendix B, delete paragraph 9 and substitute:

“9. An applicant for entry clearance or leave to remain as a Tier 1 (Graduate Entrepreneur) can only score the required 10 points for English language by having a qualification taught in English and scoring 75 points under Table 10, Appendix A, unless he scores points in Appendix A for having a Global Endorsement, in which case he can score points from any of the provisions in paragraphs 1 to 8 above or paragraphs 10 to 15 below.”

200. In Appendix C, after paragraph 1A(k), insert:

“(l) Overdraft facilities will not be considered towards funds that are available or under an applicant’s own control.”

201. In Appendix C, delete the table following paragraph 2(a) and substitute:

“

Category	Level of funds	Points
Tier 1 (Entrepreneur)	£3,100	10
Tier 1 (Graduate Entrepreneur)	£1,800	10

”

202. In Appendix C, at the end of paragraph 2(b), delete “.” and substitute “, or”.

203. In Appendix C, after the table following paragraph 2(b), insert:

“(c) applying as a Tier 1 (Graduate Entrepreneur) Migrant scores points from Appendix A for a Global Endorsement, and UK Trade and Investment has confirmed in the endorsement letter that it has awarded funding of at least £1,800 (for entry clearance applications) or £900 (for leave to remain applications) to the applicant.”

204. In Appendix C at paragraph 14 (ii) after ‘that course’ substitute ‘.’ with “; or”

205. In Appendix C after paragraph 14 (ii) insert:

“(iii) is applying for leave to remain as a Tier 4 (General) Student on the doctorate extension scheme.”

206. In Appendix C at paragraph 19 (b) (iii) (2) delete ‘allowed to stay in the UK’ and substitute “settled in the United Kingdom”.

207. In Appendix E, in paragraph (a), delete “there must be £1800 in funds.” and substitute:

“there must be:

- (i) £1,200 in funds, where the application is connected to a Tier 1 (Graduate Entrepreneur) Migrant;
- (ii) £1,800 in funds in other cases.”

208. In Appendix E, after paragraph (ia), insert:

“(ib) Sufficient funds will be deemed to be available where the application is connected to a Tier 1 (Graduate Entrepreneur) Migrant who scores, or scored, points from Appendix A for a Global Endorsement, and UK Trade and Investment has confirmed in the endorsement letter that it has awarded funding that is at least sufficient to cover the required maintenance funds for the Tier 1 (Graduate Entrepreneur) Migrant, the applicant and any other dependants.”

209. In Appendix E, after paragraph (o), insert:

“(p) Overdraft facilities will not be considered towards funds that are available or under an applicant’s own control.”

210. In Appendix FM delete paragraph S-EC.1.1. and substitute:

“S-EC.1.1. The applicant will be refused entry clearance on grounds of suitability if any of paragraphs S-EC.1.2. to 1.8. apply.”.

211. In Appendix FM after paragraph S-EC.1.7. insert:

“S-EC.1.8. The applicant left or was removed from the UK as a condition of a caution issued in accordance with section 134 of the Legal Aid, Sentencing and Punishment of Offenders Act 2012 less than 5 years prior to the date on which the application is decided.”.

212. In Appendix FM after paragraph E-ECP.3.3.(a)(iv) delete “or”.

213. In Appendix FM after paragraph E-ECP.3.3.(a)(v) delete “and” and substitute “or”.

214. In Appendix FM after paragraph E-ECP.3.3.(a)(v) insert “(vi) personal independence payment; and”.

215. In Appendix FM paragraph E-ECP.4.1.(c) delete “NARIC UK” and substitute “UK NARIC”.

216. In Appendix FM after paragraph E-LTRP.3.3.(a)(iv) delete “or”.

217. In Appendix FM after paragraph E-LTRP.3.3.(a)(v) delete “and” and substitute “or”.

218. In Appendix FM after paragraph E-LTRP.3.3.(a)(v) insert “(vi) personal independence payment; and”.
219. In Appendix FM paragraph E-LTRP.4.1.(c) delete “NARIC UK” and substitute “UK NARIC”.
220. In Appendix FM after paragraph E-ECC.2.3.(a)(iv) delete “or”.
221. In Appendix FM after paragraph E-ECC.2.3.(a)(v) delete “and” and substitute “or”.
222. In Appendix FM after paragraph E-ECC.2.3.(a)(v) insert “(vi) personal independence payment; and”.
223. In Appendix FM after paragraph E-LTRC.2.3.(a)(iv) delete “or”.
224. In Appendix FM after paragraph E-LTRC.2.3.(a)(v) delete “and” and substitute “or”.
225. In Appendix FM after paragraph E-LTRC.2.3.(a)(v) insert “(vi) personal independence payment; and”.
226. In Appendix FM paragraph E-ECPT.4.1.(c) delete “NARIC UK” and substitute “UK NARIC”.
227. In Appendix FM paragraph E-LTRPT.5.1.(c) delete “NARIC UK” and substitute “UK NARIC”.
228. In Appendix FM-SE after paragraph D(e) insert:

“(f) Before making a decision under Appendix FM or this Appendix, the decision-maker may contact the applicant or their representative in writing or otherwise to request further information or documents. The material requested must be received by the UK Border Agency or Border Force at the address specified in the request within a reasonable timescale specified in the request.”.
229. In Appendix FM-SE after paragraph 1(l) insert:

“(m) Cash income on which the correct tax has been paid may be counted as income under this Appendix, subject to the relevant evidential requirements of this Appendix.”.
230. In Appendix FM-SE paragraph 2 after “the UK” insert “(except where paragraph 9 applies)”.
231. In Appendix FM-SE paragraph 2(a)(i) delete “applicant” and substitute “person”.
232. In Appendix FM-SE paragraph 2(a)(ii) delete “applicant” and substitute “person”.

233. In Appendix FM-SE after paragraph 2(c) insert:
“(d) Where the person is a director of a limited company based in the UK, evidence that the company is not of a type specified in paragraph 9(a). This can include the latest Annual Return filed at Companies House.”.
234. In Appendix FM-SE paragraph 5 after “following” insert “, and in respect of parental leave in the UK only the evidence at paragraph 5(c),”.
235. In Appendix FM-SE paragraph 5(b)(i) after “prior to” insert “the date of application or to”.
236. In Appendix FM-SE paragraph 5(b)(i) after “at least 6 months” insert “(and where paragraph 13(b) does not apply)”.
237. In Appendix FM-SE paragraph 5(b)(ii) after “prior to” insert “the date of application or to”.
238. In Appendix FM-SE paragraph 5(b)(ii) after “6 months” insert “(or at least 6 months but the person does not rely on paragraph 13(a))”.
239. In Appendix FM-SE paragraph 5(c)(iii) after “paternity” insert “, parental”.
240. In Appendix FM-SE paragraph 5(c)(iv) after “paternity” insert “, parental”.
241. In Appendix FM-SE paragraph 6(b)(i) after “prior to” insert “the date of application or to”.
242. In Appendix FM-SE paragraph 6(b)(i) after “at least 6 months” insert “(and where paragraph 13(b) does not apply)”.
243. In Appendix FM-SE paragraph 6(b)(ii) after “prior to” insert “the date of application or to”.
244. In Appendix FM-SE paragraph 6(b)(ii) after “6 months” insert “(or at least 6 months but the person does not rely on paragraph 13(a))”.
245. In Appendix FM-SE delete paragraph 7(g) and substitute “(g) Evidence of ongoing self-employment through evidence of payment of Class 2 National Insurance contributions.”.
246. In Appendix FM-SE paragraph 7(h)(i)(aa) delete “applicant’s business is a registered company that” and substitute “business”.

247. In Appendix FM-SE paragraph 7(h)(i)(bb) delete “applicant’s”.

248. In Appendix FM-SE delete paragraph 9 and substitute:

“9. In respect of income from employment and/or shares in a limited company based in the UK of a type specified in paragraph 9(a), the requirements of paragraph 9(b)-(d) shall apply in place of the requirements of paragraphs 2 and 10(b).

(a) The specified type of limited company is one in which:

(i) the person is a director of the company (or another company within the same group); and

(ii) shares are held (directly or indirectly) by the person, their partner or the following family members of the person or their partner: parent, grandparent, child, stepchild, grandchild, brother, sister, uncle, aunt, nephew, niece or first cousin; and

(iii) any remaining shares are held (directly or indirectly) by fewer than five other persons.

(b) All of the following must be provided:

(i) Company Tax Return CT600 (a copy or print-out) for the last full financial year and evidence this has been filed with HMRC, such as electronic or written acknowledgment from HMRC.

(ii) Evidence of registration with the Registrar of Companies at Companies House.

(iii) If the company is required to produce annual audited accounts, the latest such accounts.

(iv) If the company is not required to produce annual audited accounts, the latest unaudited accounts and an accountant's certificate of confirmation, from an accountant who is a member of a UK Recognized Supervisory Body (as defined in the Companies Act 2006).

(v) Corporate/business bank statements covering the same 12-month period as the Company Tax Return CT600.

(vi) A current Appointment Report from Companies House.

(vii) One of the following documents must also be provided:

(1) A certificate of VAT registration and the latest VAT return (a copy or print-out) confirming the VAT registration number, if turnover is in excess of £73,000.

(2) Proof of ownership or lease of business premises.

(3) Original proof of registration with HMRC as an employer for the purposes of PAYE and National Insurance, proof of PAYE reference number and Accounts Office reference number. This evidence may be in the form of a certified copy of the documentation issued by HMRC.

(c) Where the person is listed as a director of the company and receives a salary from the company, all of the following documents must also be provided:

(i) Wage slips and P60 (if issued) covering the same period as the Company Tax Return CT600.

(ii) Personal bank statements covering the same 12-month period as the Company Tax Return CT600 showing that the salary as a director was paid into an account in the name of the person or in the name of the person and their partner jointly.

(d) Where the person receives dividends from the company, all of the following documents must also be provided:

(i) Dividend vouchers for all dividends declared in favour of the person during or in respect of the period covered by the Company Tax Return CT600 showing the company's and the person's details with the person's net dividend amount and tax credit.

(ii) Personal bank statement(s) showing that those dividends were paid into an account in the name of the person or in the name of the person and their partner jointly.”.

249. In Appendix FM-SE paragraph 10(b) after “dividends” insert “(except where paragraph 9 applies)”.

250. In Appendix FM-SE paragraph 10(b)(ii) after “the UK” insert “or a dividend voucher showing the company and person's details with the person's net dividend amount and tax credit”.

251. In Appendix FM-SE after paragraph 10(b)(iii) insert:

“(iv) Where the person is a director of a limited company based in the UK, evidence that the company is not of a type specified in paragraph 9(a). This can include the latest Annual Return filed at Companies House.”.

252. In Appendix FM-SE paragraph 10(g)(i) insert at the end:

“Where the grant or stipend is or will be paid on a tax-free basis, the amount of the gross equivalent may be counted as income under this Appendix.”.

253. In Appendix FM-SE paragraph 11A insert at the end:

“(c) Funds held as cash savings by the applicant, their partner or both jointly at the date of application can have been transferred from investments, stocks, shares, bonds or trust funds within the period of 6 months prior to the date of application, provided that:

(i) The funds have been in the ownership and under the control of the applicant, their partner or both jointly for at least the period of 6 months prior to the date of application.

(ii) The ownership of the funds in the form of investments, stocks, shares, bonds or trust funds; the cash value of the funds in that form at or before the beginning of the period of 6 months prior to the date of application; and the transfer of the funds into cash, are evidenced by a portfolio report or other relevant documentation from a financial institution regulated by the appropriate regulatory body for the country in which that institution is operating.

(iii) The requirements of this Appendix in respect of the cash savings held at the date of application are met, except that the period of at least 6 months prior to the date of application in paragraph 11(a) will be reduced by the amount of that period in which the relevant funds were held in the form of investments, stocks, shares, bonds or trust funds.”.

254. In Appendix FM-SE paragraph 12 after “Industrial Injuries Disablement Benefit” delete “or” and substitute “,”.

255. In Appendix FM-SE paragraph 12 after “Attendance Allowance” insert “or Personal Independence Payment”.

256. In Appendix FM-SE paragraph 12A(c) after “sponsor” insert “, or income from employment and/or shares in a limited company based in the UK of a type to which paragraph 9 applies,”.

257. In Appendix FM-SE paragraph 13(a) delete “and” and substitute “,”.

258. In Appendix FM-SE paragraph 13(a) after “at least 6 months,” insert “and has been paid throughout the period of 6 months prior to the date of application at a level of gross annual salary which equals or exceeds the level relied upon in paragraph 13(a)(i).”.
259. In Appendix FM-SE paragraph 13(a)(i) delete “The gross annual salary from their employment as it was at its lowest level in the 6 months prior to the date of application” and substitute “The level of gross annual salary relied upon in the application”.
260. In Appendix FM-SE paragraph 13(e) insert at the end:
“The relevant financial year(s) cannot be combined with any financial year(s) to which paragraph 9 applies and vice versa.”.
261. In Appendix FM-SE after paragraph 13(g) insert:

“(h) Where the person is the applicant’s partner and is in self-employment outside the UK at the date of application and is returning to the UK to take up salaried employment in the UK starting within 3 months of their return, the person’s gross annual income will be calculated:

 (i) On the basis set out in paragraph 13(a) but substituting for the gross annual salary at paragraph 13(a)(i) the gross annual salary in the salaried employment in the UK to which they are returning; and also

 (ii) On the basis set out in paragraph 13(e).”.
262. In Appendix FM-SE after paragraph 13(h) insert:

“(i) Any period of unpaid maternity, paternity, adoption, parental or sick leave in the 12 months prior to the date of application will not be counted towards any period relating to employment, or any period relating to income from employment, for which this Appendix provides.”.
263. In Appendix FM-SE after paragraph 13(i) insert:

“(j) The provisions of paragraph 13 which apply to self-employment and to a person who is self-employed also apply to income from employment and/or shares in a limited company based in the UK of a type to which paragraph 9 applies and to a person in receipt of such income.”.

264. In Appendix FM-SE paragraph 15(b)(i) after “employment” insert “in the UK or overseas”.
265. In Appendix FM-SE paragraph 16 after “sick pay,” insert “or has been so in the 6 months prior to the date of application,”.
266. In Appendix FM-SE paragraph 16(a) delete “and not” and substitute “or”.
267. In Appendix FM-SE paragraph 16(b) delete “and not” and substitute “or to”.
268. In Appendix FM-SE delete paragraph 18(d) and substitute:

“(d) Gross income from non-salaried employment will be calculated on the same basis as income from salaried employment, except as provided in paragraph 18(e) and 18(f), and the requirements of this Appendix for specified evidence relating to salaried employment shall apply as if references to salary were references to income from non-salaried employment. Non-salaried employment includes that paid at an hourly or other rate or paid an amount which varies according to the work undertaken.

(e) For the purpose of paragraph 13(a)(i), in respect of a person in non-salaried employment at the date of application “the level of gross annual salary relied upon in the application” shall be no greater than the annual equivalent of the person’s average gross monthly income from non-salaried employment in the 6 months prior to the date of application, where that employment was held throughout that period.

(f) For the purpose of paragraph 13(b)(i), “the gross annual salary from employment as it was at the date of application” of a person in non-salaried employment at the date of application shall be considered to be the annual equivalent of the person’s average gross monthly income from non-salaried employment in the 6 months prior to the date of application, regardless of whether that employment was held throughout that period.”.

269. In Appendix FM-SE paragraph 19 after “13(e)” insert “, and in relation to income from employment and/or shares in a limited company based in the UK of a type to which paragraph 9 applies,”.
270. In Appendix FM-SE paragraph 19(a) after “self-employment” insert “, and (where income from salaried employment is also relied upon or where paragraph 9(c) applies) ongoing employment,”.
271. In Appendix FM-SE delete paragraph 19(c).
272. In Appendix FM-SE renumber paragraph 19(d) as paragraph 19(c).

273. In Appendix FM-SE in what now becomes paragraph 19(c) delete “self-employment income” at both places where it appears and substitute at both places “income to which paragraph 19 applies”.
274. In Appendix FM-SE in what now becomes paragraph 19(c) after “ongoing self-employment” insert “, and (where income from salaried employment is also relied upon or where paragraph 9(c) applies) ongoing employment.”.
275. In Appendix FM-SE after what now becomes paragraph 19(c) insert:
“(d) The financial year(s) to which paragraph 7 refers is the period of the last full financial year(s) to which the required Statement(s) of Account (SA300 or SA302) relates.

(e) The financial year(s) to which paragraph 9 refers is the period of the last full financial year(s) to which the required Company Tax Return(s) CT600 relates.”.
276. In Appendix FM-SE paragraph 20(c)(ii) after “residence” insert “and will not be so if the application is granted, except in the circumstances specified in paragraph 20(e)”.
277. In Appendix FM-SE after paragraph 20(d) insert:

“(e) Where the applicant and their partner are resident outside the UK at the date of application, rental income from a property in the UK that will become their main residence if the application is granted may only be counted under paragraph 13(c)(i) and paragraph 13(d)(ii).”.
278. In Appendix FM-SE after paragraph 20(e) insert:
“(f) Any future entitlement to a maintenance grant or stipend of the type specified in paragraph 10(g) may be counted as though the person had received the annual amount of that grant or stipend in the 12 months prior to the date of application.”.
279. In Appendix FM-SE paragraph 31 delete “NARIC UK” and substitute “UK NARIC”.
280. In Appendix I, in paragraphs 245HF(d)(ii)(2), 79E and 100A, after each instance of “£35,000”, insert “(or £35,500 if applying on or after 6 April 2018)”.
281. Delete all of Appendix J, up to and including the heading of Table 5 (but not Table 5 itself), and substitute:

“Appendix J: Codes of Practice relating to work categories

Introduction

1. This Appendix sets out the skill level and appropriate salary rate for jobs, as referred to elsewhere in these Rules.

2. The Standard Occupational Classification (SOC) codes are based on the SOC 2010 system designed by the Office for National Statistics, except where otherwise stated. This system is designed to cover all possible jobs. The related job titles listed in Tables 1 to 7 of this Appendix are taken from guidance published by the Office for National Statistics.

3. References to “job” refer to the most appropriate match for the job in question, as it appears in the tables in this Appendix. The job description must correlate with the most appropriate match, according to further guidance on the SOC 2010 system published by the Office for National Statistics, and reproduced in codes of practice for Sponsors published by the UK Border Agency. The most appropriate match may be applied based on the job description in an application, even if this is not the match stated by the applicant or his Sponsor.

4. Table 8 of this Appendix also sets out advertising and evidential requirements for creative sector jobs, as referred to elsewhere in these Rules.

Tables

5. Table 1 sets out PhD-level occupation codes.

6. Table 2 sets out occupations skilled to National Qualifications Framework level 6 or above.

7. Table 3 sets out occupations skilled to National Qualifications Framework level 4 or above.

8. Table 4 sets out occupations skilled to National Qualifications Framework level 3 or above.

9. Table 5 sets out occupations in which some jobs are skilled to National Qualifications Framework level 3 and some jobs are lower-skilled

10. Table 6 sets out occupations skilled below National Qualifications Framework level 3.

11. Table 7 sets out occupations which are ineligible for Sponsorship in Tier 2 (General) and Tier 2 (Intra-Company Transfer) applications, for reasons other than skill level.

12. (a) Table 8 sets out the equivalent SOC 2010 codes in comparison to the SOC 2000 system, for all occupations that appear in Tables 1 to 5. This table is provided for applicants and Sponsors who relied on a SOC 2000 code in a previous application, and need to know the equivalent SOC 2010 code if the applicant is applying to continue working in the same occupation.

(b) Where Appendix A of these Rules refers to an applicant continuing to work in the same occupation, this means:

- (i) the same SOC 2010 code as stated in the Certificate of Sponsorship Checking Service entry that led to the applicant's previous grant, or
- (ii) a SOC 2010 code which Table 8 shows as being equivalent to the SOC 2000 code stated in the Certificate of Sponsorship Checking Service entry that led to the applicant's previous grant.

13. Table 9 sets out creative sector codes of practice.

Appropriate salary rates

14. Where these Rules state that an applicant must be paid the appropriate rate for a job as set out in this Appendix, the rate will be determined as follows:

- (a) Where the most appropriate match for the job in question appears in Tables 1 to 5 or Table 9, the appropriate rate is as stated in the relevant Table.
- (b) Where the most appropriate match for the job in question appears in one of Tables 1 to 5 and also appears in Table 9, the appropriate rate is as stated in Table 9, and the rates stated in Tables 1 to 5 do not apply.
- (c) Table 8 is to be used for identifying the equivalent SOC 2010 code only. The appropriate rate must then be identified for that SOC 2010 code using the other tables, where relevant.
- (d) Where both "new entrant" and "experienced worker" rates are stated in Tables 1 to 5, the "new entrant" rate will only apply if the applicant:
 - (i) is applying as a Tier 2 (General) Migrant and scores points from the Post-Study Work provisions of Appendix A,
 - (ii) is applying as a Tier 2 (General) Migrant and scores points from the Resident Labour Market Test provisions of Appendix A, on the basis that his Sponsor has carried out a university milkround,
 - (iii) is applying as a Tier 2 (Intra-Company Transfer) Migrant in the Graduate Trainee sub-category, or
 - (iv) was under the age of 26 on the date the application was made,

and is not applying for a grant of leave that would extend his total stay in Tier 2 and/or as a Work Permit Holder beyond 3 years and 1 month.

The "experienced worker" rate will apply in all other cases.

- (e) The rates stated are per year and are based on a 39-hour week. Where the applicant has contracted weekly hours or is paid an hourly rate, the rates must be pro-rated accordingly.

- (f) In all cases, the pay must be compliant with National Minimum Wage regulations.

Table 1: Occupations skilled to PhD-level

SOC code and description	Related job titles	Appropriate salary rates	Skill level
2111 Chemical scientists	Analytical chemist Chemist Development chemist Industrial chemist Research chemist	New entrant: £20,000 Experienced worker: £26,000 [Source: Evidence from partners who responded to Migration Advisory Committee]	PhD
2112 Biological scientists and biochemists	Biomedical scientist Forensic scientist Horticulturist Microbiologist Pathologist	New entrant: £20,000 Experienced worker: £26,000 [Source: Evidence from partners who responded to Migration Advisory Committee]	PhD
2113 Physical scientists	Geologist Geophysicist Medical physicist Meteorologist Oceanographer Physicist Seismologist	New entrant: £20,000 Experienced worker: £26,000 [Source: Evidence from partners who responded to Migration Advisory Committee]	PhD
2114 Social and humanities scientists	Anthropologist Archaeologist Criminologist Epidemiologist Geographer Historian Political scientist	New entrant: £20,000 Experienced worker: £26,000 [Source: Evidence from partners who responded to Migration Advisory Committee]	PhD

	Social scientist		
2119 Natural and social science professionals not elsewhere classified [Note: For immigration purposes this code includes researchers in research organisations other than universities.]	Operational research scientist Research associate (medical) Research fellow Researcher Scientific officer Scientist Sports scientist University researcher	New entrant: £20,000 Experienced worker: £26,000 [Source: Evidence from partners who responded to Migration Advisory Committee]	PhD
2150 Research and development managers	Creative manager (<i>research and development</i>) Design manager Market research manager Research manager (<i>broadcasting</i>)	New entrant: £27,200 Experienced worker: £33,100 [Source: Annual Survey of Hours and Earnings 2011]	PhD
2311 Higher education teaching professionals	Fellow (<i>university</i>) Lecturer (<i>higher education, university</i>) Professor (<i>higher education, university</i>) Tutor (<i>higher education, university</i>) University lecturer	New entrant: £23,800 Experienced worker: £30,000 [Source: evidence from Universities UK, Universities and Colleges Employers Association and GuildHE]	PhD

Table 2: Occupations skilled to National Qualifications Framework (NQF) level 6 and above

SOC code and	Related job titles	Appropriate salary rates	Skill
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description			level
All occupations in Table 1	As stated in Table 1	As stated in Table 1	PhD
1115 Chief executives and senior officials	Chief executive Chief medical officer Civil servant (grade 5 & above) Vice President	New entrant: £25,100 Experienced worker: £41,100 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
1116 Elected officers and representatives	Councillor (<i>local government</i>) Member of Parliament	New entrant: £23,500 Experienced worker: £39,500 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
1121 Production managers and directors in manufacturing	Engineering manager Managing director (<i>engineering</i>) Operations manager (<i>manufacturing</i>) Production manager	New entrant: £20,500 Experienced worker: £29,800 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
1122 Production managers and directors in construction	Building Services manager Construction manager Director (building construction) Owner (electrical contracting)	New entrant: £18,800 Experienced worker: £27,900 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
1123 Production managers and directors in mining and energy	Operations manager (mining, water & energy) Quarry manager	New entrant: £20,000 Experienced worker: £35,300 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
1131 Financial managers and directors	Investment banker Treasury manager	New entrant: £25,600 Experienced worker: £37,500 [Source: Annual Survey of Hours	NQF 6

		and Earnings 2011]	
1132 Marketing and sales directors	Marketing director Sales director	New entrant: £28,500 Experienced worker: £44,200 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
1133 Purchasing managers and directors	Bid manager Purchasing manager	New entrant: £26,400 Experienced worker: £33,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
1134 Advertising and public relations directors	Account director (<i>advertising</i>) Head of public relations	New entrant: £25,300 Experienced worker: £36,500 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
1135 Human resource managers and directors	Human resources manager Personnel manager Recruitment manager	New entrant: £25,300 Experienced worker: £33,500 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
1136 Information technology and telecommunications directors	IT Director Technical director (<i>computer services</i>) Telecommunications director	New entrant: £25,300 [Source: Annual Survey of Hours and Earnings 2011] Experienced worker: £78,600 [Source: Incomes Data Services]	NQF 6
1139 Functional managers and directors not elsewhere classified	Manager (charitable organisation) Research director	New entrant: £20,400 Experienced worker: £29,200 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
1150 Financial institution managers and directors	Bank manager Insurance manager	New entrant: £21,700 Experienced worker: £30,600 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
1161 Managers and directors in transport and distribution	Fleet manager Transport manager	New entrant: £21,000 Experienced worker: £27,000 [Source: Annual Survey of Hours	NQF 6

		and Earnings 2011]	
1172 Senior police officers	Chief superintendent (<i>police service</i>) Detective inspector Police inspector	New entrant: £51,400 Experienced worker: £53,500 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
1173 Senior officers in fire, ambulance, prison and related services	Fire service officer (<i>government</i>) Prison governor Station officer (<i>ambulance service</i>)	New entrant: £31,100 Experienced worker: £36,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
1181 Health services and public health managers and directors	Director of nursing Health Service manager Information manager (<i>health authority: hospital service</i>)	New entrant: £25,400 Experienced worker: £34,000 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
1184 Social services managers and directors	Care manager (<i>local government: social services</i>) Service manager (<i>welfare services</i>)	New entrant: £25,400 Experienced worker: £31,000 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
2121 Civil engineers	Building engineer Civil engineer (professional) Highways engineer Petroleum engineer Public health engineer Site engineer Structural engineer	New entrant: £20,700 Experienced worker: £27,900 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
2122 Mechanical engineers	Aeronautical engineer (professional) Aerospace engineer	New entrant: £24,100 Experienced worker: £29,100 [Source: Annual Survey of Hours	NQF 6

	<p>Automotive engineer (professional)</p> <p>Marine engineer (professional)</p> <p>Mechanical engineer (professional)</p>	and Earnings 2011]	
2123 Electrical engineers	<p>Electrical engineer (professional)</p> <p>Electrical surveyor</p> <p>Equipment engineer</p> <p>Power engineer</p> <p>Signal engineer (<i>railways</i>)</p>	<p>Power system engineer, control engineer or protection engineer in the electricity transmission and distribution industry: £31,085</p> <p>[Source: National Grid submission to Migration Advisory Committee]</p> <p>Other electrical engineer (new entrant): £23,600</p> <p>Other electrical engineer (experienced worker): £34,000</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 6
2124 Electronics engineers	<p>Avionics engineer</p> <p>Broadcasting engineer (professional)</p> <p>Electronics engineer (professional)</p> <p>Microwave engineer</p> <p>Telecommunications engineer (professional)</p>	<p>New entrant: £23,600</p> <p>Experienced worker: £26,400</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 6
2126 Design and development engineers	<p>Clinical engineer</p> <p>Design engineer</p> <p>Development engineer</p> <p>Ergonomist</p> <p>Research and development</p>	<p>New entrant: £24,800</p> <p>Experienced worker: £29,100</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 6

	engineer		
2127 Production and process engineers	Chemical engineer Industrial engineer Process engineer Production consultant Production engineer	New entrant: £23,600 Experienced worker: £27,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
2129 Engineering professionals not elsewhere classified	Acoustician (professional) Ceramicist Food technologist Metallurgist Patent agent Project engineer Scientific consultant Technical engineer Technologist Traffic engineer	New entrant: £23,600 Experienced worker: £30,000 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
2133 IT specialist managers	Data centre manager IT manager IT support manager Network operations manager (<i>computer services</i>) Service delivery manager	New entrant: £25,500 [Source: Annual Survey of Hours and Earnings 2011] Experienced worker: £40,000 [Source: Incomes Data Services]	NQF 6
2134 IT project and programme managers	Implementation manager (computing) IT project manager Programme manager (computing)	New entrant: £26,700 [Source: Annual Survey of Hours and Earnings 2011] Experienced worker: £36,400 [Source: Incomes Data Services]	NQF 6

	Project leader (<i>software design</i>)		
2135 IT business analysts, architects and systems designers	Business analyst (computing) Data communications analyst Systems analyst Systems consultant Technical analyst (computing) Technical architect	New entrant: £24,900 Experienced worker: £30,600 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
2136 Programmers and software development professionals	Analyst-programmer Database developer Games programmer Programmer Software engineer	New entrant: £24,000 Experienced worker: £29,800 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
2137 Web design and development professionals	Internet developer Multimedia developer Web design consultant Web designer	New entrant: £20,000 Experienced worker: £25,200 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
2139 Information technology and telecommunications professionals not elsewhere classified	IT consultant Quality analyst (computing) Software tester Systems tester (computing) Telecommunications planner	New entrant: £19,700 Experienced worker: £28,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
2141 Conservation professionals	Conservation officer Ecologist	New entrant: £21,100 Experienced worker: £25,000	NQF 6

	<p>Energy conservation officer</p> <p>Heritage manager</p> <p>Marine conservationist</p>	<p>[Source: Annual Survey of Hours and Earnings 2011]</p>	
2142 Environment professionals	<p>Energy manager</p> <p>Environmental consultant</p> <p>Environmental engineer</p> <p>Environmental protection officer</p> <p>Environmental scientist</p> <p>Landfill engineer</p>	<p>New entrant: £21,400</p> <p>Experienced worker: £25,500</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 6
2211 Medical practitioners	<p>Anaesthetist</p> <p>Consultant (<i>Hospital Service</i>)</p> <p>Doctor</p> <p>General practitioner</p> <p>Medical practitioner</p> <p>Paediatrician</p> <p>Psychiatrist</p> <p>Radiologist</p> <p>Surgeon</p>	<p>Foundation year 1 (F1) and equivalent: £22,412</p> <p>Foundation year 2 (F2) and equivalent: £27,798</p> <p>Speciality registrar (StR) and equivalent: £29,705</p> <p>Speciality doctor and equivalent: £36,807</p> <p>Salaried General practitioner (GP) and equivalent: £53,781</p> <p>Consultant and equivalent: £74,504</p> <p>[Source: NHS Employers Medical and Dental Pay Circular 2012]</p>	NQF 6
2212 Psychologists	<p>Clinical psychologist</p> <p>Educational psychologist</p> <p>Forensic psychologist</p> <p>Occupational</p>	<p>Band 5 and equivalent: £21,176</p> <p>Band 6 and equivalent: £25,528</p> <p>Band 7 and equivalent: £30,460</p> <p>Band 8a and equivalent:</p>	NQF 6

	<p>psychologist</p> <p>Psychologist</p> <p>Psychometrist</p>	<p>£38,851</p> <p>Band 8b and equivalent: £45,254</p> <p>Band 8c and equivalent: £54,454</p> <p>Band 8d and equivalent: £65,270</p> <p>Band 9 and equivalent: £77,079</p> <p>[Source: NHS Agenda for Change 2012]</p>	
2213 Pharmacists	<p>Chemist (pharmaceutical)</p> <p>Dispensary manager</p> <p>Pharmaceutical chemist</p> <p>Pharmacist</p> <p>Pharmacy manager</p>	<p>Pre-registration pharmacists (non-NHS): £20,000</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p> <p>Band 5 and equivalent: £21,176</p> <p>Band 6 and equivalent: £25,528</p> <p>Band 7 and equivalent: £30,460</p> <p>Band 8a and equivalent: £38,851</p> <p>Band 8b and equivalent: £45,254</p> <p>Band 8c and equivalent: £54,454</p> <p>Band 8d and equivalent: £65,270</p> <p>Band 9 and equivalent: £77,079</p> <p>[Source: NHS Agenda for Change 2012]</p>	NQF 6
2214 Ophthalmic opticians	<p>Ophthalmic optician</p> <p>Optician</p>	<p>Band 5 and equivalent: £21,176</p> <p>Band 6 and equivalent:</p>	NQF 6

	<p>Optologist</p> <p>Optometrist</p>	<p>£25,528</p> <p>Band 7 and equivalent: £30,460</p> <p>Band 8a and equivalent: £38,851</p> <p>Band 8b and equivalent: £45,254</p> <p>Band 8c and equivalent: £54,454</p> <p>Band 8d and equivalent: £65,270</p> <p>Band 9 and equivalent: £77,079</p> <p>[Source: NHS Agenda for Change 2012]</p>	
2215 Dental practitioners	<p>Dental surgeon</p> <p>Dentist</p> <p>Orthodontist</p> <p>Periodontist</p>	<p>Foundation year 1 (F1) (Hospital dental services) and equivalent: £30,132</p> <p>Foundation year 2 (F2) (Hospital dental services) and equivalent: £29,616</p> <p>Speciality registrar (StR) and equivalent: £29,705</p> <p>Speciality dentist: £36,807</p> <p>Band A posts (e.g. Community practitioner) and equivalent: £37,718</p> <p>Band B posts (e.g. Senior dental officer) and equivalent: £58,672</p> <p>Band C posts (e.g. Specialist / managerial posts) and equivalent: £70,197</p> <p>Consultant (Hospital dental services) and equivalent: £74,504</p> <p>[Source: NHS Employers Medical and Dental Pay Circular 2012]</p>	NQF 6

2216 Veterinarians	<p>Veterinarian</p> <p>Veterinary practitioner</p> <p>Veterinary surgeon</p>	<p>New entrant: £23,200</p> <p>Experienced worker: £32,400</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 6
2217 Medical radiographers	<p>Medical radiographer</p> <p>Radiographer</p> <p>Sonographer</p> <p>Therapeutic radiographer</p> <p>Vascular technologist</p>	<p>Band 5 and equivalent: £21,176</p> <p>Band 6 and equivalent: £25,528</p> <p>Band 7 and equivalent: £30,460</p> <p>Band 8a and equivalent: £38,851</p> <p>Band 8b and equivalent: £45,254</p> <p>Band 8c and equivalent: £54,454</p> <p>Band 8d and equivalent: £65,270</p> <p>Band 9 and equivalent: £77,079</p> <p>[Source: NHS Agenda for Change 2012]</p>	NQF 6
2218 Podiatrists	<p>Chiropodist</p> <p>Chiropodist-podiatrist</p> <p>Podiatrist</p>	<p>Band 5 and equivalent: £21,176</p> <p>Band 6 and equivalent: £25,528</p> <p>Band 7 and equivalent: £30,460</p> <p>Band 8a and equivalent: £38,851</p> <p>Band 8b and equivalent: £45,254</p> <p>Band 8c and equivalent: £54,454</p> <p>Band 8d and equivalent: £65,270</p>	NQF 6

		<p>Band 9 and equivalent: £77,079</p> <p>[Source: NHS Agenda for Change 2012]</p>	
2219 Health professionals not elsewhere classified	<p>Audiologist</p> <p>Dental hygiene therapist</p> <p>Dietician-nutritionist</p> <p>Family planner</p> <p>Occupational health adviser</p> <p>Paramedical practitioner</p>	<p>Band 5 and equivalent: £21,176</p> <p>Band 6 and equivalent: £25,528</p> <p>Band 7 and equivalent: £30,460</p> <p>Band 8a and equivalent: £38,851</p> <p>Band 8b and equivalent: £45,254</p> <p>Band 8c and equivalent: £54,454</p> <p>Band 8d and equivalent: £65,270</p> <p>Band 9 and equivalent: £77,079</p> <p>[Source: NHS Agenda for Change 2012]</p>	NQF 6
2221 Physiotherapists	<p>Electro-therapist</p> <p>Physiotherapist</p> <p>Physiotherapy practitioner</p>	<p>Band 5 and equivalent: £21,176</p> <p>Band 6 and equivalent: £25,528</p> <p>Band 7 and equivalent: £30,460</p> <p>Band 8a and equivalent: £38,851</p> <p>Band 8b and equivalent: £45,254</p> <p>Band 8c and equivalent: £54,454</p> <p>Band 8d and equivalent: £65,270</p> <p>Band 9 and equivalent:</p>	NQF 6

		<p>£77,079</p> <p>[Source: NHS Agenda for Change 2012]</p>	
2222 Occupational therapists	Occupational therapist	<p>Band 5 and equivalent: £21,176</p> <p>Band 6 and equivalent: £25,528</p> <p>Band 7 and equivalent: £30,460</p> <p>Band 8a and equivalent: £38,851</p> <p>Band 8b and equivalent: £45,254</p> <p>Band 8c and equivalent: £54,454</p> <p>Band 8d and equivalent: £65,270</p> <p>Band 9 and equivalent: £77,079</p> <p>[Source: NHS Agenda for Change 2012]</p>	NQF 6
2223 Speech and language therapists	<p>Language therapist</p> <p>Speech and language therapist</p> <p>Speech therapist</p>	<p>Band 5 and equivalent: £21,176</p> <p>Band 6 and equivalent: £25,528</p> <p>Band 7 and equivalent: £30,460</p> <p>Band 8a and equivalent: £38,851</p> <p>Band 8b and equivalent: £45,254</p> <p>Band 8c and equivalent: £54,454</p> <p>Band 8d and equivalent: £65,270</p> <p>Band 9 and equivalent: £77,079</p>	NQF 6

		[Source: NHS Agenda for Change 2012]	
2229 Therapy professionals not elsewhere classified	<p>Art therapist</p> <p>Chiropractor</p> <p>Cognitive behavioural therapist</p> <p>Dance movement therapist</p> <p>Family therapist</p> <p>Nutritionist</p> <p>Osteopath</p> <p>Psychotherapist</p>	<p>Band 5 and equivalent: £21,176</p> <p>Band 6 and equivalent: £25,528</p> <p>Band 7 and equivalent: £30,460</p> <p>Band 8a and equivalent: £38,851</p> <p>Band 8b and equivalent: £45,254</p> <p>Band 8c and equivalent: £54,454</p> <p>Band 8d and equivalent: £65,270</p> <p>Band 9 and equivalent: £77,079</p> <p>[Source: NHS Agenda for Change 2012]</p>	NQF 6
2231 Nurses	<p>District nurse</p> <p>Health visitor</p> <p>Mental health practitioner</p> <p>Nurse</p> <p>Practice nurse</p> <p>Psychiatric nurse</p> <p>Staff nurse</p> <p>Student nurse</p>	<p>Supervised practice nurses (Band 3 and equivalent): £16,110</p> <p>Band 5 and equivalent: £21,176</p> <p>Band 6 and equivalent: £25,528</p> <p>Band 7 and equivalent: £30,460</p> <p>Band 8a and equivalent: £38,851</p> <p>Band 8b and equivalent: £45,254</p> <p>Band 8c and equivalent: £54,454</p> <p>Band 8d and equivalent: £65,270</p> <p>Band 9 and equivalent:</p>	NQF 6

		<p>£77,079</p> <p>[Source: NHS Agenda for Change 2012]</p>	
2232 Midwives	<p>Midwife</p> <p>Midwifery sister</p>	<p>Supervised practice midwives (Band 3 and equivalent): £16,110</p> <p>Band 5 and equivalent: £21,176</p> <p>Band 6 and equivalent: £25,528</p> <p>Band 7 and equivalent: £30,460</p> <p>Band 8a and equivalent: £38,851</p> <p>Band 8b and equivalent: £45,254</p> <p>Band 8c and equivalent: £54,454</p> <p>Band 8d and equivalent: £65,270</p> <p>Band 9 and equivalent: £77,079</p> <p>[Source: NHS Agenda for Change 2012]</p>	NQF 6
2312 Further education teaching professionals	<p>FE College lecturer</p> <p>Lecturer (<i>further education</i>)</p> <p>Teacher (<i>further education</i>)</p> <p>Tutor (<i>further education</i>)</p>	<p>Lecturer or equivalent (new entrant): £21,719</p> <p>Senior lecturer / advanced teacher and equivalent: £32,421</p> <p>Further education management / principal lecturer and equivalent: £35,304</p> <p>[Source: Teachers' national pay scales]</p>	NQF 6
2314 Secondary education teaching professionals	<p>Deputy head teacher (<i>secondary school</i>)</p> <p>Secondary school</p>	<p>Unqualified teachers undertaking Overseas Trained Teachers Programme and equivalent: £20,000</p>	NQF 6

	<p>teacher</p> <p>Sixth form teacher</p> <p>Teacher (<i>secondary school</i>)</p>	<p>Qualified teachers and equivalent: £21,438</p> <p>Post-threshold teachers and equivalent: £34,181</p> <p>Leadership group, assistant head teacher, principal teacher and equivalent: £37,284</p> <p>[Source: Teachers' national pay scales]</p>	
2315 Primary and nursery education teaching professionals	<p>Deputy head teacher (<i>primary school</i>)</p> <p>Infant teacher</p> <p>Nursery school teacher</p> <p>Primary school teacher</p>	<p>Unqualified teachers undertaking Overseas Trained Teachers Programme and equivalent: £20,000</p> <p>Qualified teachers and equivalent: £21,438</p> <p>Post-threshold teachers and equivalent: £34,181</p> <p>Leadership group, assistant head teacher, principal teacher and equivalent: £37,284</p> <p>[Source: Teachers' national pay scales]</p>	NQF 6
2316 Special needs education teaching professionals	<p>Deputy head teacher (<i>special school</i>)</p> <p>Learning support teacher</p> <p>Special needs coordinator</p> <p>Special needs teacher</p>	<p>Unqualified teachers undertaking Overseas Trained Teachers Programme and equivalent: £20,000</p> <p>Qualified teachers and equivalent: £21,438</p> <p>Post-threshold teachers and equivalent: £34,181</p> <p>Leadership group, assistant head teacher, principal teacher and equivalent: £37,284</p> <p>[Source: Teachers' national pay scales]</p>	NQF 6
2317 Senior professionals of educational	<p>Administrator (<i>higher education,</i></p>	<p>New entrant: £22,400</p>	NQF 6

establishments	<i>university)</i> Bursar Head teacher <i>(primary school)</i> Principal <i>(further education)</i> Registrar <i>(educational establishments)</i>	Experienced worker: £31,000 [Source: Annual Survey of Hours and Earnings 2011]	
2318 Education advisers and school inspectors	Curriculum adviser Education adviser Education officer School inspector	New entrant: £20,200 Experienced worker: £26,900 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
2319 Teaching and other educational professionals not elsewhere classified	Adult education tutor Education consultant Music teacher Nursery manager <i>(day nursery)</i> Owner <i>(nursery: children's)</i> Private tutor TEFL	New entrant: £14,000 Experienced worker: £18,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
2412 Barristers and judges	Advocate Barrister Chairman (appeals tribunal, inquiry) Coroner Crown prosecutor District judge	New entrant: £20,000 Pupillage: £20,000 Experienced worker (not pupillage): £30,500 [Source: The Bar Council]	NQF 6
2413 Solicitors	Managing clerk (qualified solicitor)	New entrant: £23,000	NQF 6

	<p>Solicitor</p> <p>Solicitor-partner</p> <p>Solicitor to the council</p>	<p>Experienced worker: £30,500</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	
2419 Legal professionals not elsewhere classified	<p>Attorney</p> <p>Justice's clerk</p> <p>Lawyer</p> <p>Legal adviser</p> <p>Legal consultant</p> <p>Legal counsel</p> <p>Solicitor's clerk (articled)</p>	<p>New entrant: £21,900</p> <p>Experienced worker: £37,600</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 6
2421 Chartered and certified accountants	<p>Accountant (qualified)</p> <p>Auditor (qualified)</p> <p>Chartered accountant</p> <p>Company accountant</p> <p>Cost accountant (qualified)</p> <p>Financial controller (qualified)</p> <p>Management accountant (qualified)</p>	<p>New entrant: £19,900</p> <p>Experienced worker: £23,600</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 6
2423 Management consultants and business analysts	<p>Business adviser</p> <p>Business consultant</p> <p>Business continuity manager</p> <p>Financial risk analyst</p> <p>Management consultant</p>	<p>New entrant: £22,300</p> <p>Experienced worker: £29,500</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 6

2424 Business and financial project management professionals	Chief knowledge officer Contracts manager (<i>security services</i>) Project manager Research support officer	New entrant: £24,000 Experienced worker: £31,900 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
2425 Actuaries, economists and statisticians	Actuarial consultant Actuary Economist Statistician Statistical analyst	New entrant: £22,000 Experienced worker: £33,600 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
2426 Business and related research professionals	Crime analyst (<i>police force</i>) Fellow (research) Games researcher (<i>broadcasting</i>) Inventor	New entrant: £22,000 Experienced worker: £25,600 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
2429 Business, research and administrative professionals not elsewhere classified	Civil servant (grade 6, 7) Company secretary (qualified) Policy adviser (<i>government</i>) Registrar (<i>government</i>)	New entrant: £22,500 Experienced worker: £28,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
2431 Architects	Architect Architectural consultant Chartered architect Landscape architect	Part 1 graduate: £20,000 Part 2 graduate: £22,000 Part 3 graduate / newly-registered architect: £26,000 Experienced worker: £30,000 [Source: Royal Institute of British Architects]	NQF 6

2432 Town planning officers	Planning officer <i>(local government: building and contracting)</i> Town planner Town planning consultant	New entrant: £21,400 Experienced worker: £27,200 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
2433 Quantity surveyors	Quantity surveyor Surveyor <i>(quantity surveying)</i>	New entrant: £17,600 Experienced worker: £26,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
2434 Chartered surveyors	Building surveyor Chartered surveyor Hydrographic surveyor Land surveyor	New entrant: £21,400 Experienced worker: £25,300 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
2436 Construction project managers and related professionals	Contract manager <i>(building construction)</i> Project manager <i>(building construction)</i> Transport planner	New entrant: £22,300 Experienced worker: £26,000 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
2442 Social workers	Psychiatric social worker Senior practitioner <i>(local government: social services)</i> Social worker	Band 5 and equivalent: £21,176 Band 6 and equivalent: £25,528 Band 7 and equivalent: £30,460 Band 8a and equivalent: £38,851 Band 8b and equivalent: £45,254 Band 8c and equivalent: £54,454 Band 8d and equivalent:	NQF 6

		<p>£65,270</p> <p>Band 9 and equivalent: £77,079</p> <p>[Source: NHS Agenda for Change 2012]</p>	
2443 Probation officers	<p>Inspector (<i>National Probation Service</i>)</p> <p>Probation officer</p> <p>Youth justice officer</p>	<p>New entrant: £19,500</p> <p>Experienced worker: £29,500</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 6
2449 Welfare professionals not elsewhere classified	<p>Children's guardian</p> <p>Rehabilitation officer</p> <p>Social services officer</p> <p>Youth worker (professional)</p>	<p>New entrant: £19,500</p> <p>Experienced worker: £21,600</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 6
2451 Librarians	<p>Chartered librarian</p> <p>Librarian</p> <p>Technical librarian</p> <p>University librarian</p>	<p>New entrant: £21,500</p> <p>Experienced worker: £27,300</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 6
2452 Archivists and curators	<p>Archivist</p> <p>Conservator</p> <p>Curator</p> <p>Keeper (<i>art galley</i>)</p> <p>Museum officer</p>	<p>New entrant: £21,500</p> <p>Experienced worker: £24,500</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 6
2461 Quality control and planning engineers	<p>Planning engineer</p> <p>Quality assurance engineer</p> <p>Quality control officer (professional)</p> <p>Quality engineer</p>	<p>New entrant: £23,500</p> <p>Experienced worker: £27,700</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 6
2462 Quality	Compliance	New entrant: £23,200	NQF 6

assurance and regulatory professionals	<p>manager</p> <p>Financial regulator</p> <p>Patent attorney</p> <p>Quality assurance manager</p> <p>Quality manager</p>	<p>Experienced worker: £29,000</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	
2463 Environmental health professionals	<p>Air pollution inspector</p> <p>Environmental health officer</p> <p>Food inspector</p> <p>Public health inspector</p> <p>Technical officer (environmental health)</p>	<p>New entrant: £23,100</p> <p>Experienced worker: £28,100</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 6
2471 Journalists, newspaper and periodical editors	<p>Broadcast journalist</p> <p>Editor</p> <p>Journalist</p> <p>Radio journalist</p> <p>Reporter</p>	<p>New entrant: £20,700</p> <p>Experienced worker: £25,000</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 6
2472 Public relations professionals	<p>Account manager (<i>public relations</i>)</p> <p>Information officer (public relations)</p> <p>PR consultant</p> <p>Press officer</p> <p>Public relations officer</p>	<p>New entrant: £20,600</p> <p>Experienced worker: £25,700</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 6
2473 Advertising accounts managers and creative directors	<p>Account manager (<i>advertising</i>)</p> <p>Advertising Manager</p>	<p>New entrant: £21,900</p> <p>Experienced worker: £27,400</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 6

	Campaign Manager Creative Director Projects Manager (<i>advertising</i>)		
3415 Musicians	Composer Musician Organist Pianist Song writer Violinist	New entrant: £16,700 Experienced worker: £21,700 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
3416 Arts officers, producers and directors	Film editor Production assistant (<i>broadcasting</i>) Studio manager Television producer Theatrical agent	New entrant: £20,800 Experienced worker: £27,000 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
3512 Aircraft pilots and flight engineers	Airline pilot First officer (<i>airlines</i>) Flight engineer Flying instructor Helicopter pilot	New entrant: £28,000 Experienced worker: £49,500 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
3532 Brokers	Foreign exchange dealer Insurance broker Investment administrator Stockbroker Trader (<i>stock exchange</i>)	New entrant: £22,400 Experienced worker: £33,900 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
3534 Finance and investment analysts	Financial adviser	New entrant: £20,800	NQF 6

and advisers	Financial analyst Financial consultant Mortgage adviser Pensions consultant	Experienced worker: £25,800 [Source: Annual Survey of Hours and Earnings 2011]	
3535 Taxation experts	Tax adviser Tax consultant Tax inspector Taxation specialist	New entrant: £24,100 Experienced worker: £29,000 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
3538 Financial accounts managers	Accounts manager Audit manager Credit manager Fund manager Relationship manager (<i>bank</i>)	New entrant: £21,300 Experienced worker: £27,600 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
3545 Sales accounts and business development managers	Account manager (sales) Area sales manager Business development manager Product development manager Sales manager	New entrant: £21,700 Experienced worker: £29,500 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6

Table 3: Occupations skilled to National Qualifications Framework (NQF) level 4 and above

SOC code and description	Related job titles	Appropriate salary rates	Skill level
All occupations in Table 1	As stated in Table 1	As stated in Table 1	PhD
All occupations in Table 2	As stated in Table 2	As stated in Table 2	NQF 6

1211 Managers and proprietors in agriculture and horticulture	Farm manager Farm owner Nursery manager (<i>horticulture</i>)	New entrant: £16,000 Experienced worker: £22,200 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
1213 Managers and proprietors in forestry, fishing and related services	Cattery owner Forest manager Racehorse trainer	New entrant: £16,000 Experienced worker: £22,100 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
1241 Health care practice managers	Clinic manager GP practice manager Veterinary practice manager	New entrant: £18,300 Experienced worker: £24,600 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
1242 Residential, day and domiciliary care managers and proprietors	Care manager Day centre manager Nursing home owner Residential manager (<i>residential home</i>)	New entrant: £17,300 Experienced worker: £22,200 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
1251 Property, housing and estate managers	Estate manager Facilities manager Landlord (<i>property management</i>) Property manager	New entrant: £18,000 Experienced worker: £25,700 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
1255 Waste disposal and environmental services managers	Environmental manager (refuse disposal) Manager (<i>local government: cleansing dept.</i>) Recycling plant manager Scrap metal dealer	New entrant: £17,100 Experienced worker: £28,900 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
1259 Managers and proprietors in other services not elsewhere	Betting shop manager Graphic design	New entrant: £17,000 Experienced worker: £22,300 [Source: Annual Survey of Hours	NQF 4

classified	manager Library manager Plant hire manager Production manager (entertainment)	and Earnings 2011]	
2435 Chartered architectural technologists	Architectural technologist	New entrant: £21,400 Experienced worker: £26,500 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
3116 Planning, process and production technicians	Process technician Production controller Production planner Production technician	New entrant: £17,700 Experienced worker: £21,500 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
3121 Architectural and town planning technicians	Architectural assistant Architectural technician Construction planner Planning enforcement officer	New entrant: £17,300 Experienced worker: £21,500 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
3131 IT operations technicians	Computer games tester Database administrator IT technician Network administrator Systems administrator	New entrant: £16,900 Experienced worker: £21,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
3213 Paramedics	Ambulance paramedic Emergency care practitioner	New entrant: £28,400 Experienced worker: £32,200 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4

	Paramedic Paramedic-ECP		
3218 Medical and dental technicians	Cardiographer Dental hygienist Dental technician Medical technical officer Orthopaedic technician	Band 3 and equivalent: £16,110 Band 4 and equivalent: £18,652 Band 5 and equivalent: £21,176 Band 6 and equivalent: £25,528 Band 7 and equivalent: £30,460 [Source: NHS Agenda for Change 2012]	NQF 4
3219 Health associate professionals not elsewhere classified	Acupuncturist Homeopath Hypnotherapist Massage therapist Reflexologist Sports therapist	Band 3 and equivalent: £16,110 Band 4 and equivalent: £18,652 Band 5 and equivalent: £21,176 Band 6 and equivalent: £25,528 Band 7 and equivalent: £30,460 [Source: NHS Agenda for Change 2012]	NQF 4
3319 Protective service associate professionals not elsewhere classified	Customs officer Immigration officer Operations manager (<i>security services</i>) Scenes of crime officer Security manager	New entrant: £22,400 Experienced worker: £27,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
3411 Artists	Artist Illustrator	New entrant: £16,700 Experienced worker: £21,700	NQF 4

	Portrait painter Sculptor	[Source: Annual Survey of Hours and Earnings 2011]	
3412 Authors, writers and translators	Copywriter Editor (books) Interpreter Technical author Translator Writer	New entrant: £16,700 Experienced worker: £21,100 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
3413 Actors, entertainers and presenters	Actor Disc jockey Entertainer Presenter (<i>broadcasting</i>) Singer	New entrant: £16,700 Experienced worker: £21,700 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
3414 Dancers and choreographers	Ballet dancer Choreographer Dancer Dance teacher	New entrant: £16,700 Experienced worker: £21,700 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
3422 Product, clothing and related designers	Design consultant Fashion designer Furniture designer Interior designer Kitchen designer Textile designer	New entrant: £17,100 Experienced worker: £22,200 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
3513 Ship and hovercraft officers	Chief engineer (<i>shipping</i>) Marine engineer (<i>shipping</i>) Merchant navy officer	New entrant: £28,000 Experienced worker: £40,500 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4

	Petty officer Tug master Yacht skipper		
3531 Estimators, valuers and assessors	Claims assessor Claims investigator Engineering surveyor Estimator Loss adjuster Valuer	New entrant: £17,000 Experienced worker: £22,000 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
3537 Financial and accounting technicians	Accounting technician Business associate (<i>banking</i>) Financial controller Insolvency administrator Managing clerk (<i>accountancy</i>)	New entrant: £19,700 Experienced worker: £26,700 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
3539 Business and related associate professionals not elsewhere classified	Business systems analyst Data analyst Marine consultant Planning assistant Project administrator Project coordinator	New entrant: £16,600 Experienced worker: £20,700 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
3541 Buyers and procurement officers	Buyer Procurement officer Purchasing consultant	New entrant: £18,400 Experienced worker: £22,500 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
3543 Marketing associate	Business development	New entrant: £17,400 Experienced worker: £21,000	NQF 4

professionals	executive Fundraiser Market research analyst Marketing consultant Marketing executive	[Source: Annual Survey of Hours and Earnings 2011]	
3546 Conference and exhibition managers and organisers	Conference coordinator Event organiser Events manager Exhibition organiser Hospitality manager	New entrant: £17,800 Experienced worker: £21,200 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
3561 Public services associate professionals	Civil servant (HEO, SEO) Higher executive officer (<i>government</i>) Principle revenue officer (<i>local government</i>) Senior executive officer (<i>government</i>)	New entrant: £20,800 Experienced worker: £24,300 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
3563 Vocational and industrial trainers and instructors	IT trainer NVQ assessor Technical instructor Training consultant Training manager	New entrant: £17,100 Experienced worker: £21,100 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
3564 Careers advisers and vocational guidance specialists	Careers adviser Careers consultant Careers teacher Placement officer	New entrant: £18,000 Experienced worker: £21,800 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
3565 Inspectors of standards and	Building inspector Driving examiner	New entrant: £18,700 Experienced worker: £22,100	NQF 4

regulations	Housing inspector Meat hygiene inspector Trading standards officer	[Source: Annual Survey of Hours and Earnings 2011]	
3567 Health and safety officers	Fire protection engineer (professional) Health and safety officer Occupational hygienist Safety consultant Safety officer	New entrant: £18,000 Experienced worker: £26,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
4161 Office managers	Business support manager Delivery office manager Office manager Practice manager Sales administration manager Sales office manager	New entrant: £16,900 Experienced worker: £21,800 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4
7220 Customer service managers and supervisors	After sales manager Call centre supervisor Customer service manager Customer service supervisor Team leader (customer care)	New entrant: £16,800 Experienced worker: £21,100 [Source: Annual Survey of Hours and Earnings 2011]	NQF 4

Table 4: Occupations skilled to National Qualifications Framework (NQF) level 3 and above

SOC code and description	Related job titles	Appropriate salary rates	Skill level
All occupations in Table 1	As stated in Table 1	As stated in Table 1	PhD
All occupations in Table 2	As stated in Table 2	As stated in Table 2	NQF 6
All occupations in Table 3	As stated in Table 3	As stated in Table 3	NQF 4
1162 Managers and directors in storage and warehousing	Logistics manager Warehouse manager	New entrant: £16,800 Experienced worker: £22,100 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
1190 Managers and directors in retail and wholesale	Managing director (<i>retail trade</i>) Retail manager Shop manager (charitable organisation) Wholesale manager	New entrant: £14,300 Experienced worker: £17,800 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
1221 Hotel and accommodation managers and proprietors	Caravan park owner Hotel manager Landlady (<i>boarding, guest, lodging house</i>)	New entrant: £15,000 Experienced worker: £19,000 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
1225 Leisure and sports managers	Amusement arcade owner Leisure centre manager Social club manager Theatre manager	New entrant: £16,300 Experienced worker: £19,000 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
1226 Travel agency managers and proprietors	Tourist information manager Travel agency owner Travel manager	New entrant: £14,600 Experienced worker: £20,600 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3

1252 Garage managers and proprietors	Garage director Garage owner Manager (<i>repairing: motor vehicles</i>)	New entrant: £17,100 Experienced worker: £23,500 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
1253 Hairdressing and beauty salon managers and proprietors	Hairdressing salon owner Health and fitness manager Manager (<i>beauty salon</i>)	New entrant: £17,100 Experienced worker: £23,500 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
1254 Shopkeepers and proprietors – wholesale and retail	Antiques dealer Fashion retailer Newsagent Shopkeeper	All workers: £16,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3111 Laboratory technicians	Laboratory analyst Laboratory technician Medical laboratory assistant Scientific technician Water tester	New entrant: £13,700 Experienced worker: £17,100 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3112 Electrical and electronics technicians	Avionics technician Electrical technician Electronics technician Installation engineer (<i>Electricity Supplier</i>)	New entrant: £16,400 Experienced worker: £24,600 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3113 Engineering technicians	Aircraft technician Commissioning engineer Engineering technician Manufacturing	New entrant: £18,900 Experienced worker: £24,900 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3

	engineer Mechanical technician		
3114 Building and civil engineering technicians	Building services consultant Civil engineering technician Survey technician Technical assistant (<i>civil engineering</i>)	New entrant: £16,400 Experienced worker: £20,000 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3115 Quality assurance technicians	Quality assurance technician Quality control technician Quality officer Quality technician Test technician	New entrant: £16,400 Experienced worker: £21,300 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3119 Science, engineering and production technicians not elsewhere classified	School technician Technical assistant Technician Textile consultant Workshop technician	New entrant: £15,900 Experienced worker: £19,200 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3122 Draughtspersons	CAD operator Cartographer Design technician Draughtsman	New entrant: £17,200 Experienced worker: £22,200 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3216 Dispensing opticians	Dispensing optician Optical dispenser	New entrant: £17,100 Experienced worker: £21,700 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3231 Youth and community workers	Community development officer Youth and	New entrant: £17,300 Experienced worker: £20,500	NQF 3

	community worker Youth project coordinator Youth worker	[Source: Annual Survey of Hours and Earnings 2011]	
3234 Housing officers	Housing adviser Housing officer Homeless prevention officer Housing support officer	New entrant: £17,100 Experienced worker: £20,300 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3235 Counsellors	Counsellor (<i>welfare services</i>) Debt adviser Drugs and alcohol counsellor Student counsellor	New entrant: £16,500 Experienced worker: £21,800 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3239 Welfare and housing associate professionals not elsewhere classified	Day centre officer Health coordinator Key worker (<i>welfare services</i>) Outreach worker (<i>welfare services</i>) Probation services officer Project worker (<i>welfare services</i>)	New entrant: £15,900 Experienced worker: £19,100 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3312 Police officers (sergeant and below)	Detective (<i>police service</i>) Police constable Police officer Sergeant Transport police officer	New entrant: £28,100 Experienced worker: £33,300 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3

3313 Fire service officers (watch manager and below)	Fire engineer Fire safety officer Firefighter Watch manager (<i>fire service</i>)	New entrant: £24,500 Experienced worker: £28,800 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3421 Graphic designers	Commercial artist Designer (<i>advertising</i>) Graphic artist Graphic designer MAC operator	New entrant: £17,000 Experienced worker: £19,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3443 Fitness instructors	Aerobics instructor Fitness instructor Gym instructor Lifestyle consultant Personal trainer Pilates instructor	New entrant: £11,900 Experienced worker: £13,600 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3511 Air traffic controllers	Air traffic control officer Air traffic controller Air traffic services assistant Flight planner	New entrant: £28,000 Experienced worker: £40,500 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3520 Legal associate professionals	Barrister's clerk Compliance officer Conveyancer Legal executive Litigator Paralegal	New entrant: £16,500 Experienced worker: £20,300 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3533 Insurance underwriters	Account handler (<i>insurance</i>)	New entrant: £18,100	NQF 3

	Commercial underwriter Insurance inspector Mortgage underwriter Underwriter	Experienced worker: £22,200 [Source: Annual Survey of Hours and Earnings 2011]	
3536 Importers and exporters	Export controller Export coordinator Exporter Import agent Importer	New entrant: £18,800 Experienced worker: £24,100 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3542 Business sales executives	Corporate account executive Sales agent Sales consultant Sales executive Technical representative	New entrant: £16,300 Experienced worker: £20,800 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3544 Estate agents and auctioneers	Auctioneer Auctioneer and valuer Estate agent Letting agent Property consultant	New entrant: £13,500 Experienced worker: £17,200 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3550 Conservation and environmental associate professionals	Conservation worker Countryside ranger National park warden Park ranger	New entrant: £17,600 Experienced worker: £19,000 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
3562 Human resources and industrial relations	Employment adviser Human resources officer	New entrant: £16,800 Experienced worker: £20,600 [Source: Annual Survey of Hours	NQF 3

officers	Personnel officer Recruitment consultant	and Earnings 2011]	
4112 National government administrative occupations	Administrative assistant (<i>courts of justice</i>) Administrative officer (<i>government</i>) Civil servant (EO) Clerk (<i>government</i>) Revenue officer (<i>government</i>)	New entrant: £16,300 Experienced worker: £18,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
4114 Officers of non-governmental organisations	Administrator (charitable organisation) Organiser (<i>trade union</i>) Secretary (<i>research association</i>) Trade union official	New entrant: £16,300 Experienced worker: £18,500 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
4134 Transport and distribution clerks and assistants	Export clerk Logistics controller Shipping clerk Transport administrator Transport clerk Transport coordinator	New entrant: £16,200 Experienced worker: £19,000 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
4151 Sales administrators	Marketing administrator Sales administrator Sales clerk Sales coordinator	New entrant: £14,100 Experienced worker: £16,500 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
4214 Company	Assistant secretary	New entrant: £13,200	NQF 3

secretaries	Club secretary Company secretary	Experienced worker: £20,300 [Source: Annual Survey of Hours and Earnings 2011]	
4215 Personal assistants and other secretaries	Executive assistant PA-secretary Personal assistant Personal secretary Secretary	New entrant: £15,600 Experienced worker: £18,800 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
5211 Smiths and forge workers	Blacksmith Chain repairer Farrier Pewtersmith Steel presser	New entrant: £16,500 Experienced worker: £20,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
5213 Sheet metal workers	Coppersmith Panel beater (<i>metal trades</i>) Sheet metal fabricator Sheet metal worker	New entrant: £16,500 Experienced worker: £19,500 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
5221 Metal machining setters and setter-operators	CNC machinist CNC programmer Centre lathe turner Miller (<i>metal trades</i>) Tool setter Turner	New entrant: £16,300 Experienced worker: £20,000 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
5222 Tool makers, tool fitters and markers-out	Die maker Engineer-toolmaker Jig maker Marker-out (<i>engineering</i>) Tool fitter	New entrant: £15,700 Experienced worker: £20,000 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3

	Tool maker		
5224 Precision instrument makers and repairers	Calibration engineer Horologist Instrument maker Instrument mechanic Instrument technician Optical technician Precision engineer Watchmaker	New entrant: £15,700 Experienced worker: £22,300 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
5231 Vehicle technicians, mechanics and electricians	Auto electrician Car mechanic HGV mechanic Mechanic (<i>garage</i>) MOT tester Motor mechanic Motor vehicle technician Technician (motor vehicles) Vehicle technician	New entrant: £14,900 Experienced worker: £18,800 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
5232 Vehicle body builders and repairers	Bodyshop technician Car body repairer Coach builder Panel beater Restoration technician (motor vehicles) Vehicle builder	New entrant: £16,600 Experienced worker: £19,200 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
5234 Vehicle paint technicians	Car paint sprayer Coach painter	New entrant: £15,600 Experienced worker: £19,900	NQF 3

	Paint technician (motor vehicles) Vehicle refinisher	[Source: Annual Survey of Hours and Earnings 2011]	
5242 Tele- communications engineers	Cable jointer Customer service engineer (<i>telecommunications</i>) Installation engineer (<i>telecommunications</i>) Network officer (<i>telecommunications</i>) Telecommunications engineer Telephone engineer	New entrant: £22,500 Experienced worker: £25,000 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
5244 TV, video and audio engineers	Installation engineer (radio, television and video) Satellite engineer Service engineer (radio, television and video) Technician (radio, television and video) Television engineer	New entrant: £18,700 Experienced worker: £23,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
5245 IT engineers	Computer repairer Computer service engineer Hardware engineer (computer) Maintenance engineer (computer servicing)	New entrant: £18,700 Experienced worker: £19,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
5311 Steel erectors	Steel erector	New entrant: £15,300	NQF 3

	<p>Steel fabricator</p> <p>Steel worker (<i>structural engineering</i>)</p>	<p>Experienced worker: £19,300</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	
5313 Roofers, roof tilers and slaters	<p>Mastic asphalt spreader</p> <p>Roof tiler</p> <p>Roofer</p> <p>Roofing contractor</p> <p>Slater</p> <p>Thatcher</p>	<p>New entrant: £15,300</p> <p>Experienced worker: £19,100</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 3
5314 Plumbers and heating and ventilating engineers	<p>Gas engineer</p> <p>Gas service engineer</p> <p>Heating and ventilating engineer</p> <p>Heating engineer</p> <p>Plumber</p> <p>Plumbing and heating engineer</p>	<p>New entrant: £17,100</p> <p>Experienced worker: £22,200</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 3
5319 Construction and building trades not elsewhere classified	<p>Acoustician</p> <p>Builder</p> <p>Building contractor</p> <p>Fencer</p> <p>Maintenance manager (buildings and other structures)</p> <p>Property developer (<i>building construction</i>)</p>	<p>New entrant: £15,100</p> <p>Experienced worker: £20,000</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 3
5411 Weavers and knitters	<p>Carpet weaver</p> <p>Knitter</p> <p>Knitwear manufacturer</p>	<p>New entrant: £12,200</p> <p>Experienced worker: £14,500</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 3

	Weaver		
5412 Upholsterers	Curtain fitter Curtain maker Soft furnisher Trimmer (<i>furniture mfr</i>) Upholsterer	New entrant: £12,200 Experienced worker: £15,600 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
5413 Footwear and leather working trades	Cobbler Leather worker (<i>leather goods mfr</i>) Machinist (<i>leather goods mfr</i>) Shoe machinist Shoe repairer	New entrant: £12,200 Experienced worker: £14,900 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
5421 Pre-press technicians	Compositor Plate maker Pre-press manager Pre-press technician Type setter	New entrant: £13,900 Experienced worker: £17,200 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
5422 Printers	Lithographic printer Machine minder (<i>printing</i>) Print manager Screen printer Wallpaper printer	New entrant: £14,500 Experienced worker: £18,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
5423 Print finishing and binding workers	Binder's assistant Book binder Finishing supervisor (<i>printing</i>) Print finisher	New entrant: £13,600 Experienced worker: £16,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
5431 Butchers	Butcher	New entrant: £12,600	NQF 3

	Butcher's assistant Butchery manager Master butcher Slaughterman	Experienced worker: £15,000 [Source: Annual Survey of Hours and Earnings 2011]	
5432 Bakers and flour confectioners	Baker Baker's assistant Bakery manager Cake decorator Confectioner	New entrant: £13,000 Experienced worker: £14,600 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
5441 Glass and ceramics makers, decorators and finishers	Ceramic artist Glass blower Potter (<i>ceramics mfr</i>) Pottery worker Sprayer (<i>ceramics mfr</i>) Stained glass artist	New entrant: £13,100 Experienced worker: £14,100 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
5442 Furniture makers and other craft woodworkers	Antiques restorer Cabinet maker Coffin maker Furniture restorer Picture framer Sprayer (<i>furniture mfr</i>)	New entrant: £13,100 Experienced worker: £16,600 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
5449 Other skilled trades not elsewhere classified	Diamond mounter Engraver Goldsmith Paint sprayer Piano tuner Sign maker	New entrant: £13,100 Experienced worker: £14,900 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3

	Silversmith Wig maker		
6131 Veterinary nurses	Animal nurse Veterinary nurse	New entrant: £11,300 Experienced worker: £14,700 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
6144 Houseparents and residential wardens	Foster carer Matron (<i>residential home</i>) Resident warden Team leader (<i>residential care home</i>) Warden (sheltered housing)	New entrant: £13,400 Experienced worker: £17,500 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
6214 Air travel assistants	Air hostess Cabin crew Customer service agent (travel) Flight attendant Passenger service agent	New entrant: £15,000 Experienced worker: £16,100 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
6215 Rail travel assistants	Retail service manager (<i>railways</i>) Station assistant (<i>underground railway</i>) Ticket inspector (<i>railways</i>) Train conductor Train manager	New entrant: £21,700 Experienced worker: £25,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
7125 Merchandisers and window dressers	Merchandiser Sales merchandiser Visual	New entrant: £13,500 Experienced worker: £17,100 [Source: Annual Survey of Hours	NQF 3

	merchandising manager Window dresser	and Earnings 2011]	
7130 Sales supervisors	Sales supervisor (<i>retail trade: delivery round</i>) Section manager (<i>retail trade</i>) Shop supervisor (<i>retail trade</i>) Supervisor (<i>retail, wholesale trade</i>) Team leader (<i>retail trade</i>)	New entrant: £12,000 Experienced worker: £13,800 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
7215 Market research interviewers	Interviewer (<i>market research</i>) Market researcher (interviewing) Telephone interviewer Telephone researcher Traffic enumerator	New entrant: £12,000 Experienced worker: £14,900 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
8124 Energy plant operatives	Boilerman Control room operator (electric) Hydraulic engineman Plant operator (<i>electricity supplier</i>) Power station operator	New entrant: £13,600 Experienced worker: £16,200 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3
8126 Water and sewerage plant operatives	Controller (water treatment) Plant operator (<i>sewage works</i>)	New entrant: £13,600 Experienced worker: £17,300 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3

	Pump attendant Water treatment engineer Water treatment operator		
8215 Driving instructors	Driving instructor HGV instructor Instructor (<i>driving school</i>) Motorcycle instructor	New entrant: £14,300 Experienced worker: £17,600 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3

Table 5: Occupations in which some jobs are skilled to National Qualifications Framework (NQF) level 3 and some jobs are lower-skilled

SOC code and description	Related job titles	Jobs which are skilled to NQF 3 (other jobs are lower-skilled)	Appropriate salary rates	Skill level
1223 Restaurant and catering establishment managers and proprietors	Café owner Fish & chip shopkeeper Operations manager (<i>catering</i>) Restaurant manager Shop manager (<i>take-away food shop</i>)	<ul style="list-style-type: none"> • Restaurant manager • Fast food restaurant manager • Assistant restaurant manager, establishments with 80 or more covers (covers being the maximum number of customers that can be seated at any one time) 	New entrant: £12,500 Experienced worker: £19,000 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3 / Lower-skilled
1224 Publicans and managers of licensed premises	Landlady (<i>public house</i>) Licensee Manager (<i>wine bar</i>) Publican	<ul style="list-style-type: none"> • Publican • Licensee or pub manager 	New entrant: £14,600 Experienced worker: £17,600 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3 / Lower-skilled

3132 IT user support technicians	Customer support analyst Help desk operator IT support technician Systems support officer	<ul style="list-style-type: none"> • Senior PC support analyst • Senior PC support • Technical pre- or post-sales support • Senior database administrator or analyst • Database administrator or analyst • Computer engineers, installation and maintenance 	New entrant: £17,000 Experienced worker: £22,100 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3 / Lower-skilled
3217 Pharmaceutical technicians	Dispensing technician Pharmaceutical technician Pharmacy technician	<ul style="list-style-type: none"> • Jobs at NHS Agenda for Change band 4 or equivalent or above 	New entrant: £17,100 Experienced worker: £17,800 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3 / Lower-skilled
3417 Photographers, audio-visual and broadcasting equipment operators	Audio visual technician Cameraman Photographer Projectionist Sound engineer Theatre technician (entertainment)	<ul style="list-style-type: none"> • Audio visual technician • Senior audio visual technician • Photographer • Press photographer (regional) • Press photographer (National) • Film technician • Sound recordist • Camera operator (film, television production) 	New entrant: £14,300 Experienced worker: £18,000 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3 / Lower-skilled
5111 Farmers	Agricultural contractor Agricultural technician	<ul style="list-style-type: none"> • Herd managers • Livestock breeders • Pig breeders 	New entrant: £13,200 Experienced worker:	NQF 3 / Lower-skilled

	<p>Crofter <i>(farming)</i></p> <p>Farmer</p> <p>Herd manager</p>	<ul style="list-style-type: none"> • Agricultural contractor jobs that require an NQF level 3 in Agricultural Crop Production, Mixed Farming or Livestock Production, or an NPTC Advanced National Certificate in Agriculture 	<p>£15,400</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	
5112 Horticultural trades	<p>Grower</p> <p>Horticulturalist <i>(market gardening)</i></p> <p>Market Gardener</p> <p>Nursery Assistant <i>(agriculture)</i></p> <p>Nurseryman</p>	<ul style="list-style-type: none"> • Horticultural foreman • Horticultural nursery supervisor • Horticultural technician • Nursery stock production technician or specialist 	<p>New entrant: £13,200</p> <p>Experienced worker: £15,400</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 3 / Lower-skilled
5113 Gardeners and landscape gardeners	<p>Garden designer</p> <p>Gardener</p> <p>Gardener-handyman</p> <p>Landscape gardener</p>	<ul style="list-style-type: none"> • Gardening Team Supervisor or Manager • Landscaper jobs, where the job requires a Registration of Land-Based Operatives (ROLO) Gold Card • Garden Designer 	<p>New entrant: £13,200</p> <p>Experienced worker: £15,700</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 3 / Lower-skilled
5114 Groundsmen and green-keepers	<p>Greenkeeper</p> <p>Groundsman</p> <p>Groundsperson</p>	<ul style="list-style-type: none"> • Head Greenkeeper • Ground Manager • Head Groundsperson 	<p>New entrant: £13,700</p> <p>Experienced worker: £15,300</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 3 / Lower-skilled
5119 Agricultural and fishing trades not	<p>Aboricultural consultant</p> <p>Bee farmer</p>	<ul style="list-style-type: none"> • Fishing vessel skippers in inshore areas, and limited and unlimited offshore areas 	<p>New entrant: £13,200</p> <p>Experienced worker:</p>	NQF 3 / Lower-skilled

elsewhere classified	Gamekeeper Share fisherman Trawler skipper Tree surgeon	<ul style="list-style-type: none"> Fishing vessel mates in unlimited offshore areas Forest officers and forest or woodland managers Supervising tree surgeons and supervising arboriculturists / arborists Head gamekeepers, head river keepers and head ghillies Managers in animal husbandry, forestry and fishing not elsewhere classified 	£15,400 [Source: Annual Survey of Hours and Earnings 2011]	
5212 Moulders, core makers and die casters	Core Maker (<i>metal trades</i>) Die Caster Moulder (<i>metal trades</i>) Pipe Maker (<i>foundry</i>)	<ul style="list-style-type: none"> Jobs which require an engineering technician registered with the Engineering Council Jobs which require an NQF level 3 qualification in Materials Processing and Finishing Foundry or casting shop foremen 	New entrant: £16,500 Experienced worker: £20,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3 / Lower-skilled
5214 Metal plate workers, and riveters	Boiler maker Metal plate worker Plater Plater-welder	<ul style="list-style-type: none"> Jobs which require successful completion of the National Apprenticeship Scheme for Engineering Construction (NASEC) Jobs which require successful completion of an Advanced Modern Apprenticeship in fabrication or welding 	New entrant: £16,500 Experienced worker: £22,800 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3 / Lower-skilled
5215 Welding trades	Fabricator-welder	<ul style="list-style-type: none"> High integrity pipe welders where the job requires three or more 	New entrant: £16,900 Experienced	NQF 3 / Lower-

	<p>Fitter-welder</p> <p>Spot welder (metal)</p> <p>Welder</p> <p>Welding technician</p>	<p>years</p> <p>related on-the-job experience</p> <ul style="list-style-type: none"> • Welding foreman • Welding engineer or consultant • Welding fitter • Welding supervisor • Welding technician • Jobs which require successful completion of an Advanced Modern Apprenticeship in fabrication or welding 	<p>worker:</p> <p>£20,000</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	<p>skilled</p>
5216 Pipe fitters	<p>Pipe engineer</p> <p>Pipe fitter</p> <p>Pipe welder-fitter</p>	<ul style="list-style-type: none"> • Pipe fitter / welder jobs that require an Engineering Services Gold SKILLcard in Heating and Ventilation Fitting / Welding 	<p>New entrant:</p> <p>£16,500</p> <p>Experienced worker:</p> <p>£20,400</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	<p>NQF 3 / Lower-skilled</p>
5223 Metal working production and maintenance fitters	<p>Agricultural engineer</p> <p>Bench fitter</p> <p>Engineering machinist</p> <p>Fabricator</p> <p>Installation engineer</p> <p>Maintenance fitter</p> <p>Mechanical engineer</p>	<ul style="list-style-type: none"> • Fitter, turner or millwright jobs that require a completed Engineering Advanced Apprenticeship with an NQF level 3 qualification in Engineering Maintenance or Engineering Technology and Maintenance 	<p>New entrant:</p> <p>£15,400</p> <p>Experienced worker:</p> <p>£20,600</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	<p>NQF 3 / Lower-skilled</p>
5235 Aircraft mainten-	<p>Aeronautical engineer</p>	<ul style="list-style-type: none"> • Aircraft engineers • Licensed and military 	<p>New entrant:</p> <p>£15,600</p>	<p>NQF 3 / Lower-</p>

ance and related trades	Aircraft electrician Aircraft engineer Aircraft fitter Aircraft mechanic Maintenance engineer (aircraft)	certifying engineer / inspector technician • Airframe fitter	Experienced worker: £25,700 [Source: Annual Survey of Hours and Earnings 2011]	skilled
5236 Boat and ship builders and repairers	Boat builder Fitter (<i>boat building</i>) Frame turner (<i>ship building</i>) Marine engineer Ship's joiner Shipwright	• Jobs which require successful completion of the National Apprenticeship Scheme for Engineering Construction (NASEC) • Jobs which require successful completion of an Advanced Modern Apprenticeship in fabrication or welding	New entrant: £15,600 Experienced worker: £22,300 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3 / Lower-skilled
5241 Electricians and electrical fitters	Electrical contractor Electrical engineer Electrical fitter Electrician	• Electricians, as defined by the joint industry board (JIB) or the Scottish joint industry board (SJIB) grading definitions • Approved electricians, as defined by the JIB / SJIB grading definitions • Technicians, as defined by the JIB / SJIB grading definitions	New entrant: £19,000 Experienced worker: £23,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3 / Lower-skilled
5249 Electrical and electronic trades not elsewhere classified	Alarm engineer Electronics engineer Field engineer	• LE1-equivalent line workers and cable jointers (Chargehands or Leadhands) • Electrical / electronics engineers not elsewhere	New entrant: £18,100 Experienced worker: £22,800 [Source: Annual Survey of Hours	NQF 3 / Lower-skilled

	Linesman Service engineer	classified	and Earnings 2011]	
5312 Bricklayers and masons	Bricklayer Dry stone waller Stone mason	<ul style="list-style-type: none"> Architectural Stone Carver Stonemason Bricklayer, where the job requires NQF level 3 in Bricklaying or Trowel Trades 	<p>New entrant: £15,500</p> <p>Experienced worker: £20,000</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 3 / Lower-skilled
5414 Tailors and dress-makers	Cutter (<i>hosiery, knitwear mfr</i>) Dressmaker Fabric Cutter Tailor Tailoress	<ul style="list-style-type: none"> Bespoke or handcraft tailor jobs that require a completed Bespoke Tailoring Apprenticeship leading to an NQF level 3 in Bespoke Cutting and Tailoring Jobs that require a completed Modern Apprenticeship in Handicraft Tailoring leading to an NQF level 3 in Apparel Manufacturing Technology 	<p>New entrant: £12,200</p> <p>Experienced worker: £14,500</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 3 / Lower-skilled
5419 Textiles, garments and related trades not elsewhere classified	Clothing manufacturer Embroiderer Hand sewer Sail maker Upholstery cutter	<ul style="list-style-type: none"> Jobs that require Licentiate (LTI) or Associateship (Ctext ATI) of the Textile Institute Pattern cutter jobs that require an ABC Level 3 Certificate in Pattern Cutting or an NQF level 3 in Apparel Technology Head pattern graders Pattern grader jobs that require a completed Advanced 	<p>New entrant: £12,200</p> <p>Experienced worker: £14,500</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 3 / Lower-skilled

		Apprenticeship in Textiles		
5433 Fishmongers and poultry dressers	Butcher (fish, poultry) Filleter (fish) Fish processor Fishmonger Poultry processor	<ul style="list-style-type: none"> Manual filleters of frozen fish, where the job requires an individual with three or more years' related on-the-job paid experience Machine-trained operatives in the fish processing industry, where the job requires an individual with three or more years' related on-the-job paid experience Quality controllers in the fish processing industry, where the job requires an individual with three or more years' related on-the-job paid experience 	<p>New entrant: £12,000</p> <p>Experienced worker: £14,700</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 3 / Lower-skilled
5434 Chefs	Chef Chef-manager Head chef Pastry chef	<ul style="list-style-type: none"> Skilled chef jobs where the pay is at least equal to the appropriate salary rates shown and the job requires three or more years relevant experience 	<p>All rates apply after deductions for accommodation, meals, etc. Any overtime must also be paid at least at these rates.</p> <p>Skilled chef as defined in the Shortage Occupation List in Appendix K: £29,570</p> <p>[Source: Migration Advisory Committee]</p> <p>Other chef</p>	NQF 3 / Lower-skilled

			(new entrant): £11,500 Other chef (experienced worker): £15,000 [Source: Annual Survey of Hours and Earnings 2011]	
5436 Catering and bar managers	Bar manager Catering manager Floor manager (<i>restaurant</i>) Kitchen manager Steward (<i>club</i>)	<ul style="list-style-type: none"> • Catering manager • Banqueting manager • Hotel food and beverage manager 	New entrant: £12,700 Experienced worker: £15,800 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3 / Lower-skilled
5443 Florists	Floral assistant Floral designer Florist Flower arranger	<ul style="list-style-type: none"> • Florist managers and shop managers who manage purchasing and relationships with suppliers, manage and develop staff, and ensure that the business meets health and safety standards and other legal requirements • Senior florists and floral designers who manage the production and design of formal displays 	New entrant: £13,100 Experienced worker: £14,900 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3 / Lower-skilled
6121 Nursery nurses and assistants	Crèche assistant Crèche worker Nursery assistant Nursery nurse	<ul style="list-style-type: none"> • Nursery nurse / practitioner • Nursery supervisor • Nursery room leader • Montessori teacher 	New entrant: £10,000 Experienced worker: £12,200 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3 / Lower-skilled

	Pre-school assistant		2011]	
6123 Play-workers	Playgroup assistant Playgroup leader Playgroup supervisor Playworker	<ul style="list-style-type: none"> • Playgroup leader • Playgroup supervisor 	New entrant: £10,700 Experienced worker: £12,500 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3 / Lower-skilled
6139 Animal care services occupations not elsewhere classified	Animal technician Canine beautician Groom Kennel assistant Kennel maid Stable hand	<ul style="list-style-type: none"> • Head lad and travelling head lad for horseracing stables • Head groom for horseracing stables and performance horse stud farms • Competition groom • Stud hand, stallion handler, foaling specialists in performance horse • stud farms • Head riding instructor • Work rider 	New entrant: £11,300 Experienced worker: £13,000 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3 / Lower-skilled
6141 Nursing auxiliaries and assistants	Auxiliary nurse Health care assistant (<i>hospital service</i>) Health care support worker Nursing assistant Nursing auxiliary	<ul style="list-style-type: none"> • Jobs at NHS Agenda for Change band 3 or equivalent or above 	Band 3 and equivalent: £16,110 Band 4 and equivalent: £18,652 [Source: NHS Agenda for Change 2012]	NQF 3 / Lower-skilled
6143 Dental	Dental	<ul style="list-style-type: none"> • Registered dental 	Band 3 and	NQF 3

nurses	<p>assistant</p> <p>Dental nurse</p> <p>Dental nurse-receptionist</p> <p>Dental surgery assistant</p>	nursing jobs that require registration with the General Dental Council (GDC) (Dental nurse is a protected title)	<p>equivalent: £16,110</p> <p>Band 4 and equivalent: £18,652</p> <p>Band 5 and equivalent: £21,176</p> <p>Band 6 and equivalent: £25,528</p> <p>[Source: NHS Agenda for Change 2012]</p>	/ Lower-skilled
6146 Senior care workers	<p>Senior care assistant</p> <p>Senior carer</p> <p>Senior support worker (<i>Local government: welfare services</i>)</p> <p>Team leader (<i>nursing home</i>)</p>	<ul style="list-style-type: none"> • Skilled senior care worker jobs in England and Northern Ireland which include responsibility for supervising staff, and require a relevant NQF level 2 or equivalent qualification in care and two or more years relevant experience • Skilled senior care worker jobs in Scotland which include responsibility for supervising staff, and require a relevant Scottish Credit and Qualifications Framework level 6 or equivalent qualification in care and registration with the Scottish Social Services Council as a Supervisor • Skilled senior care worker jobs in Wales which require a relevant NQF level 3 or equivalent qualification in care and registration 	<p>All rates apply after deductions for accommodation, meals, etc. Any overtime must also be paid at least at these rates.</p> <p>New entrant: £11,400</p> <p>Experienced worker: £15,800</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 3 / Lower-skilled

		<p>with the Care Council for Wales as an Assistant Manager, Senior Care Worker, Senior Care Officer or Senior Care Assistant</p> <ul style="list-style-type: none"> Senior care worker jobs where the individual has (or previously had) leave as a work permit holder which was granted for them to do the job 		
8232 Marine and waterways transport operatives	<p>Engine room attendant (<i>shipping</i>)</p> <p>Engineer, nos (boat, barge)</p> <p>Ferryman</p> <p>Merchant seaman</p> <p>Seaman (<i>shipping</i>)</p>	<ul style="list-style-type: none"> Merchant navy master Merchant navy chief officer Merchant navy 2nd officer Merchant navy 3rd officer Merchant navy chief engineer officer Merchant navy 2nd engineer officer Merchant navy 3rd engineer officer Merchant navy 4th engineer officer Officer of the watch Chief mate Ship master 	<p>New entrant: £19,900</p> <p>Experienced worker: £25,700</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 3 / Lower-skilled
9119 Fishing and other elementary agriculture occupations not elsewhere classified	<p>Horticultural worker</p> <p>Labourer (<i>landscape gardening</i>)</p> <p>Mushroom picker</p>	<ul style="list-style-type: none"> Sheep Shearers with a recognised qualification equivalent to British Wool Marketing Board (BWMB) Bronze, Silver or Gold Seal Chick sexers (vent sexers) 	<p>New entrant: £12,300</p> <p>Experienced worker: £13,600</p> <p>[Source: Annual Survey of Hours and Earnings</p>	NQF 3 / Lower-skilled

	Nursery worker		2011]	
9273 Waiters and waitresses	Head waiter Silver service waiter Steward (catering) Waiter Waitress	<ul style="list-style-type: none"> Head waiter or waitress, establishments with 80 or more covers (covers being the maximum number of customers that can be seated at any one time) Sommelier 	<p>New entrant: £7,300</p> <p>Experienced worker: £9,700</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 3 / Lower-skilled

Table 6: Lower-skilled occupations

SOC code and description	Related job titles	Skill level
3233 Child and early years officers	Child protection officer Education welfare officer Portage worker (<i>educational establishments</i>)	Lower-skilled
3315 Police community support officers	Civilian support officer (<i>police service</i>) Community support officer (<i>police service</i>) Police community support officer	Lower-skilled
4113 Local government administrative occupations	Administrative assistant (<i>local government</i>) Administrative officer (<i>police service</i>) Benefits assistant (<i>local government</i>) Clerical officer (<i>local government</i>) Local government officer nos	Lower-skilled
4121 Credit controllers	Credit control clerk Credit controller Debt management associate Loans administrator	Lower-skilled
4122 Book-keepers, payroll managers and wages clerks	Accounts administrator Accounts assistant	Lower-skilled

	Accounts clerk Auditor Bookkeeper Payroll clerk	
4123 Bank and post office clerks	Bank clerk Cashier (<i>bank</i>) Customer adviser (<i>building society</i>) Customer service officer (<i>bank</i>) Post office clerk	Lower-skilled
4124 Finance officers	Deputy finance officer Finance officer Regional finance officer (<i>PO</i>)	Lower-skilled
4129 Financial administrative occupations not elsewhere classified	Cashier Finance administrator Finance assistant Finance clerk Tax assistant Treasurer Valuation assistant	Lower-skilled
4131 Records clerks and assistants	Admissions officer Clerical officer (<i>hospital service</i>) Filing clerk Records clerk Ward clerk	Lower-skilled
4132 Pensions and insurance clerks and assistants	Administrator (<i>insurance</i>) Claims handler Clerical assistant (<i>insurance</i>) Insurance clerk Pensions administrator	Lower-skilled

4133 Stock control clerks and assistants	Despatch clerk Material controller Stock control clerk Stock controller Stores administrator	Lower-skilled
4135 Library clerks and assistants	Information assistant (<i>library</i>) Learning resource assistant Library assistant Library clerk Library supervisor	Lower-skilled
4138 Human resources administrative occupations	Course administrator Human resources administrator Personnel administrator Personnel clerk	Lower-skilled
4159 Other administrative occupations not elsewhere classified	Administrative assistant Clerical assistant Clerical officer Clerk Office administrator	Lower-skilled
4162 Office supervisors	Administration supervisor Clerical supervisor Facilities supervisor Office supervisor	Lower-skilled
4211 Medical secretaries	Clinic coordinator Clinic administrator Medical administrator Medical secretary Secretary (<i>medical practice</i>)	Lower-skilled
4212 Legal	Legal administrator	Lower-skilled

secretaries	Legal clerk Legal secretary Secretary (<i>legal services</i>)	
4213 School secretaries	Clerical assistant (<i>schools</i>) School administrator School secretary Secretary (schools)	Lower-skilled
4216 Receptionists	Dental receptionist Doctor's receptionist Medical receptionist Receptionist Receptionist-secretary	Lower-skilled
4217 Typists and related keyboard occupations	Audio typist Computer operator Typist Typist-clerk Word processor	Lower-skilled
5225 Air-conditioning and refrigeration engineers	Air conditioning engineer Air conditioning fitter Refrigeration engineer Refrigeration technician Service engineer (refrigeration)	Lower-skilled
5237 Rail and rolling stock builders and repairers	Coach repairer (<i>railways</i>) Mechanical fitter (railway and rolling stock) Railway engineer Rolling stock technician	Lower-skilled
5250 Skilled metal, electrical and electronic trades supervisors	Electrical supervisor Maintenance supervisor (<i>manufacturing</i>) Workshop manager	Lower-skilled

5315 Carpenters and joiners	Carpenter Carpenter and joiner Joiner Kitchen fitter Shop fitter	Lower-skilled
5316 Glaziers, window fabricators and fitters	Glass Cutter Glazier Installer (<i>double glazing</i>) Window fabricator Window fitter	Lower-skilled
5321 Plasterers	Fibrous plasterer Plasterer Plastering contractor	Lower-skilled
5322 Floorers and wall tilers	Carpet fitter Ceramic tiler Flooring contractor Mosaic floor layer	Lower-skilled
5323 Painters and decorators	Artexer French polisher Paper hanger Ship sprayer Wood stainer	Lower-skilled
5330 Construction and building trades supervisors	Builder's foreman Construction foreman Construction supervisor Maintenance supervisor Site foreman	Lower-skilled
5435 Cooks	Cook Cook-supervisor	Lower-skilled

	Head cook	
6122 Childminders and related occupations	Au pair Child care assistant Child minder Nanny	Lower-skilled
6125 Teaching assistants	Classroom assistant School assistant Teaching assistant	Lower-skilled
6126 Educational support assistants	Education support assistant Learning support assistant Non-teaching assistant (<i>schools</i>) Special needs assistant (<i>educational establishments</i>) Support assistant (<i>educational establishments</i>)	Lower-skilled
6132 Pest control officers	Fumigator Pest control officer Pest control technician Pest controller	Lower-skilled
6142 Ambulance staff (excluding paramedics)	Ambulance care assistant Ambulance driver Ambulance technician Emergency medical technician	Lower-skilled
6145 Care workers and home carers	Care assistant Care worker Carer Home care assistant Home carer Support worker (<i>nursing home</i>)	Lower-skilled
6147 Care escorts	Bus escort	Lower-skilled

	Escort Escort-driver School escort	
6148 Undertakers, mortuary and crematorium assistants	Crematorium technician Funeral director Pall bearer Undertaker	Lower-skilled
6211 Sports and leisure assistants	Croupier Leisure attendant Lifeguard Sports assistant	Lower-skilled
6212 Travel agents	Reservations clerk (travel) Sales consultant (<i>travel agents</i>) Travel adviser Travel agent Travel consultant	Lower-skilled
6219 Leisure and travel service occupations not elsewhere classified	Bus conductor Holiday representative Information assistant (tourism) Steward (<i>shipping</i>) Tour guide	Lower-skilled
6221 Hairdressers and barbers	Barber Colourist (<i>hairdressing</i>) Hair stylist Hairdresser	Lower-skilled
6222 Beauticians and related occupations	Beautician Beauty therapist Nail technician Tattooist	Lower-skilled

6231 Housekeepers and related occupations	Cook-housekeeper House keeper Lifestyle manager	Lower-skilled
6232 Caretakers	Caretaker Janitor Porter (<i>college</i>) Site manager (<i>educational establishments</i>)	Lower-skilled
6240 Cleaning and housekeeping managers and supervisors	Butler Cleaner-in-charge Cleaning supervisor Domestic supervisor Head house keeper Supervisor (<i>cleaning</i>)	Lower-skilled
7111 Sales and retail assistants	Retail assistant Sales adviser Sales assistant Sales consultant (<i>retail trade</i>) Shop assistant	Lower-skilled
7112 Retail cashiers and check-out operators	Check-out operator Forecourt attendant General assistant (<i>retail trade: check-out</i>) Till operator	Lower-skilled
7113 Telephone salespersons	Sales adviser (telephone sales) Telesales executive Telesales operator	Lower-skilled
7114 Pharmacy and other dispensing assistants	Dispenser Health care assistant (<i>retail chemist</i>) Optical assistant Pharmacy assistant	Lower-skilled

7115 Vehicle and parts salespersons and advisers	<p>Car sales executive</p> <p>Car salesman</p> <p>Parts adviser (<i>retail trade</i>)</p> <p>Parts salesman (<i>motor vehicle repair</i>)</p>	Lower-skilled
7121 Collector salespersons and credit agents	<p>Agent (insurance)</p> <p>Canvasser</p> <p>Collector (<i>insurance</i>)</p> <p>Distributor (<i>door-to-door sales</i>)</p> <p>Insurance agent</p>	Lower-skilled
7122 Debt, rent and other cash collectors	<p>Collecting agent</p> <p>Collector (<i>gas supplier</i>)</p> <p>Debt collector</p> <p>Meter reader</p> <p>Vending operator</p>	Lower-skilled
7123 Roundspersons and van salespersons	<p>Dairyman (<i>retail trade: delivery round</i>)</p> <p>Ice-cream salesman</p> <p>Milkman (<i>milk retailing</i>)</p> <p>Roundsman</p> <p>Van salesman</p>	Lower-skilled
7124 Market and street traders and assistants	<p>Market assistant</p> <p>Market trader</p> <p>Owner (<i>market stall</i>)</p> <p>Stall holder</p> <p>Street trader</p>	Lower-skilled
7129 Sales related occupations not elsewhere classified	<p>Demonstrator</p> <p>Hire controller</p> <p>Sales representative (<i>retail trade</i>)</p>	Lower-skilled
7211 Call and contact centre	<p>Call centre agent</p> <p>Call centre operator</p>	Lower-skilled

occupations	Customer service adviser (<i>call centre</i>) Customer service operator	
7213 Telephonists	Call handler (<i>motoring organisation</i>) Operator (telephone) Switchboard operator (telephone) Telephonist Telephonist-receptionist	Lower-skilled
7214 Communication operators	Call handler (<i>emergency services</i>) Communications operator Control room operator (<i>emergency services</i>) Controller (<i>taxi service</i>)	Lower-skilled
7219 Customer service occupations not elsewhere classified	Customer adviser Customer service administrator Customer service adviser Customer service assistant Customer services representative	Lower-skilled
8111 Food, drink and tobacco process operatives	Baker (<i>food products mfr</i>) Bakery assistant Factory worker (<i>food products mfr</i>) Meat processor Process worker (<i>brewery</i>) Process worker (<i>dairy</i>)	Lower-skilled
8112 Glass and ceramics process operatives	Glass worker Kiln man (<i>glass mfr</i>) Process worker (<i>fibre glass mfr</i>)	Lower-skilled
8113 Textile process operatives	Hosiery worker Machinist (<i>rope, twine mfr</i>) Process worker (<i>textile mfr</i>) Spinner (<i>paper twine mfr</i>)	Lower-skilled

8114 Chemical and related process operatives	Gas producer operator Process technician (<i>chemical mfr</i>) Process worker (<i>cement mfr</i>) Process worker (<i>nuclear fuel production</i>)	Lower-skilled
8115 Rubber process operatives	Disc cutter (<i>rubber mfr</i>) Moulder (<i>rubber goods mfr</i>) Process worker (<i>rubber reclamation</i>) Tyre builder	Lower-skilled
8116 Plastics process operatives	Extrusion operator (<i>plastics mfr</i>) Fabricator (<i>plastics mfr</i>) Injection moulder Laminator (fibreglass) Process worker (<i>plastic goods mfr</i>)	Lower-skilled
8117 Metal making and treating process operatives	Degreaser (<i>metal trades</i>) Foreman (<i>metal refining</i>) Furnaceman (<i>metal trades</i>) Process worker (<i>nickel mfr</i>) Wire drawer	Lower-skilled
8118 Electroplaters	Electroplater Galvaniser Metal sprayer Powder coater	Lower-skilled
8119 Process operatives not elsewhere classified	Melting pot assistant (electric cable) Mixing plant foreman (<i>asphalt mfr</i>) Process worker (<i>electrical engineering</i>) Stone finisher (<i>cast concrete products mfr</i>)	Lower-skilled
8121 Paper and wood machine operatives	Box maker (cardboard) Guillotine operator (<i>printing</i>) Machinist (<i>paper goods mfr</i>)	Lower-skilled

	Sawyer Wood machinist	
8122 Coal mine operatives	Coal miner Colliery worker Driller (<i>coal mine</i>)	Lower-skilled
8123 Quarry workers and related operatives	Derrickman (<i>oil wells</i>) Diamond driller (<i>well sinking</i>) Plant operator (<i>quarry</i>) Quarry operative	Lower-skilled
8125 Metal working machine operatives	Engineer, nos Machinist (<i>metal trades</i>) Metal polisher Process worker (<i>metal trades</i>)	Lower-skilled
8127 Printing machine assistants	Finishing operative (<i>printing</i>) Lithographer (<i>printing</i>) Machinist (<i>printing</i>) Print operator Printer's assistant	Lower-skilled
8129 Plant and machine operatives not elsewhere classified	Bench hand (<i>metal trades</i>) Cable maker (<i>spring mfr</i>) Laser operator Manufacturer (<i>metal goods mfr</i>) Saw doctor	Lower-skilled
8131 Assemblers (electrical and electronic products)	Assembler (<i>electrical, electronic equipment mfr</i>) Line operator (electrical) Solderer Team leader (<i>electrical, electronic equipment mfr: assembly</i>)	Lower-skilled

	Technical operator (<i>circuit board mfr</i>)	
8132 Assemblers (vehicles and metal goods)	Assembler (<i>metal trades</i>) Lineworker (vehicle mfr) Manufacturing operator (<i>metal trades</i>) Process worker (<i>metal trades: assembly</i>) Team leader (<i>motor vehicle mfr: assembly</i>)	Lower-skilled
8133 Routine inspectors and testers	Quality assurance inspector Quality auditor Quality controller Quality inspector Test engineer	Lower-skilled
8134 Weighers, graders and sorters	Grader (<i>food products mfr</i>) Metal sorter Selector (<i>ceramics mfr</i>) Weighbridge clerk Weighbridge operator	Lower-skilled
8135 Tyre, exhaust and windscreen fitters	Tyre and exhaust fitter Tyre fitter Tyre technician Windscreen fitter	Lower-skilled
8137 Sewing machinists	Overlocker Seamstress Sewing machinist Stitcher Upholstery machinist	Lower-skilled
8139 Assemblers and routine operatives not elsewhere classified	Assembler Gluer (<i>furniture mfr</i>) Paint line operator Production assistant	Lower-skilled

	Riveter (<i>soft toy mfr</i>)	
8141 Scaffolders, staggers and riggers	Bell hanger (<i>church bells</i>) Stage rigger (<i>shipbuilding</i>) Tackleman (<i>steelworks</i>)	Lower-skilled
8142 Road construction operatives	Asphalter Concrete finisher (<i>building construction</i>) Highways maintenance hand Paver Road worker	Lower-skilled
8143 Rail construction and maintenance operatives	Line Inspector (<i>railways</i>) Maintenance man (<i>railway maintenance and repair</i>) Relayer (<i>railways</i>) Trackman (<i>railways</i>) Ultrasonic engineer (<i>railway maintenance and repair</i>)	Lower-skilled
8149 Construction operatives not elsewhere classified	Asbestos remover Cable layer Demolition worker Dry liner General handyman Maintenance man Thermal insulation engineer	Lower-skilled
8211 Large goods vehicle drivers	Haulage contractor HGV driver Lorry driver Owner (heavy goods vehicle) Tanker driver	Lower-skilled
8212 Van drivers	Courier driver	Lower-skilled

	Delivery driver Driver Parcel delivery driver Van driver	
8213 Bus and coach drivers	Bus driver Coach driver Coach operator Minibus driver PSV driver	Lower-skilled
8214 Taxi and cab drivers and chauffeurs	Chauffeur Mini cab driver Taxi driver Taxi owner	Lower-skilled
8221 Crane drivers	Crane driver Crane operator Haulage engine driver Winchman	Lower-skilled
8222 Fork-lift truck drivers	Fork lift driver Fork lift truck driver Fork truck operator Stacker-driver	Lower-skilled
8223 Agricultural machinery drivers	Agricultural machinist Attendant (agricultural machinery) Operator (agricultural machinery) Tractor driver (<i>agriculture</i>)	Lower-skilled
8229 Mobile machine drivers and operatives not elsewhere classified	Digger driver Dredger Excavator driver JCB driver	Lower-skilled

	Plant operator Rig operator	
8231 Train and tram drivers	Train driver Train operator Tram driver	Lower-skilled
8233 Air transport operatives	Aircraft dispatcher Baggage handler Cargo handler (<i>airport</i>) Ramp agent Refueller (<i>airport</i>)	Lower-skilled
8234 Rail transport operatives	Railway worker Shunter Signalman (<i>railways</i>) Transport supervisor (<i>railways</i>)	Lower-skilled
8239 Other drivers and transport operatives not elsewhere classified	Bus inspector Operations assistant (<i>freight handling</i>) Test driver (<i>motor vehicle mfr</i>) Transport supervisor Yard foreman (<i>road transport</i>)	Lower-skilled
9111 Farm workers	Agricultural worker Farm labourer Farm worker Herdsman Shepherd	Lower-skilled
9112 Forestry workers	Forestry contractor Forestry worker Lumberjack	Lower-skilled
9120 Elementary construction	Electrician's mate (<i>building construction</i>) Ground worker (<i>building construction</i>)	Lower-skilled

occupations	Hod carrier Labourer (<i>building construction</i>)	
9132 Industrial cleaning process occupations	Cleaner and greaser Factory cleaner Hygiene operator Industrial cleaner	Lower-skilled
9134 Packers, bottlers, canners and fillers	Factory worker (packing) Packaging operator Packer Paint filler	Lower-skilled
9139 Elementary process plant occupations not elsewhere classified	Factory worker Fitter's mate Labourer (<i>engineering</i>) Material handler	Lower-skilled
9211 Postal workers, mail sorters, messengers and couriers	Courier Leaflet distributor Mail sorter Messenger Postman	Lower-skilled
9219 Elementary administration occupations not elsewhere classified	General assistant Office junior Office worker Reprographic technician	Lower-skilled
9231 Window cleaners	Window cleaner Window cleaning contractor	Lower-skilled
9232 Street cleaners	Cleansing operative (<i>street cleaning</i>) Road sweeper Street cleaner	Lower-skilled
9233 Cleaners and	Chambermaid	Lower-skilled

domestics	Cleaner Domestic Home help School cleaner	
9234 Launderers, dry cleaners and pressers	Carpet cleaner Dry cleaner Garment presser Laundry assistant Laundry worker	Lower-skilled
9235 Refuse and salvage occupations	Binman (<i>local government: cleansing department</i>) Hopper attendant (<i>refuse destruction</i>) Refuse disposal operative Salvage worker	Lower-skilled
9236 Vehicle valeters and cleaners	Car wash assistant Carriage service man (<i>railways</i>) Motor car polisher (<i>garage</i>) Vehicle valeter	Lower-skilled
9239 Elementary cleaning occupations not elsewhere classified	Amenity block attendant Chimney cleaner Sweep (<i>chimney</i>) Toilet attendant	Lower-skilled
9241 Security guards and related occupations	CCTV operator Park keeper Private investigator Security guard Security officer	Lower-skilled
9242 Parking and civil enforcement occupations	Car park attendant Community warden	Lower-skilled

	Parking attendant Traffic warden	
9244 School midday and crossing patrol occupations	Dinner lady (<i>schools</i>) Lollipop man Lunchtime supervisor Midday supervisor School crossing patrol	Lower-skilled
9249 Elementary security occupations not elsewhere classified	Bailiff Commissionaire Court usher Door supervisor Doorman	Lower-skilled
9251 Shelf fillers	General assistant (<i>retail trade</i>) Grocery assistant Shelf filler Shelf stacker	Lower-skilled
9259 Elementary sales occupations not elsewhere classified	Code controller (<i>wholesale, retail trade</i>) Home shopper Order picker (<i>retail trade</i>) Trolley assistant (<i>wholesale, retail trade</i>)	Lower-skilled
9260 Elementary storage occupations	Labourer (<i>haulage contractor</i>) Order picker Warehouse assistant Warehouse operator Warehouse supervisor Warehouseman	Lower-skilled
9271 Hospital porters	Hospital porter Porter (<i>hospital service</i>) Portering supervisor (<i>hospital services</i>)	Lower-skilled

9272 Kitchen and catering assistants	Catering assistant Crew member (<i>fast food outlet</i>) Kitchen assistant Kitchen porter	Lower-skilled
9274 Bar staff	Bar supervisor Barmaid Barperson Bartender Glass collector (<i>public house</i>)	Lower-skilled
9275 Leisure and theme park attendants	Arcade assistant Cinema attendant Ride operator Steward (<i>sports ground</i>) Usher Ushurette	Lower-skilled
9279 Other elementary services occupations not elsewhere classified	Bingo caller Hotel assistant Night porter Porter (residential buildings) Stage hand (entertainment)	Lower-skilled

Table 7: Occupations which are ineligible for Tier 2 (General) and Tier 2 (Intra-Company Transfer) applications for reasons other than skill level

SOC code and description	Related job titles	Reason for ineligibility
1116 Elected officers and representatives	Councillor (<i>local government</i>) Member of Parliament	Those subject to immigration control cannot stand for elections.
1171 Officers in armed forces	Army officer Flight-lieutenant	Those subject to immigration control cannot apply for jobs in this occupation.

	Squadron-leader	
2444 Clergy	Chaplain Minister (<i>religious organisation</i>) Pastor Priest Vicar	Tier 2 applicants for this occupation must apply in the Tier 2 (Minister of Religion) category.
3311 NCOs and other ranks	Aircraftman Aircraft technician (<i>armed forces</i>) Lance-corporal Sergeant (<i>armed forces</i>) Soldier Weapons engineer (<i>armed forces</i>)	Those subject to immigration control cannot apply for jobs in this occupation.
3314 Prison service officers (below principal officer)	Prison custodial officer Prison escort officer Prison officer Prison warden	Those subject to immigration control cannot apply for jobs in this occupation.
3441 Sports players	Cricketer Footballer Golfer	Tier 2 applicants for this occupation must apply in the Tier 2 (Sportsperson) category.
3442 Sports coaches, instructors and officials	Referee Riding instructor Sports development officer Swimming teacher	Tier 2 applicants for this occupation must apply in the Tier 2 (Sportsperson) category.

Table 8: Transition from SOC 2000 to SOC 2010 for applicants continuing to work in the same occupation

SOC 2000 code and description, as stated on previous Certificate of Sponsorship	Skill level (SOC 2000)	SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship	Skill level (SOC 2010)
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1111 Senior officials in national government	NQF 6	1115 Chief executives and senior officials	NQF 6
1112 Directors and chief executives of major organisations	NQF 6	1115 Chief executives and senior officials	NQF 6
		1131 Financial managers and directors	NQF 6
1113 Senior officials in local government	NQF 6	1139 Functional managers and directors not elsewhere classified	NQF 6
		2424 Business and financial project management professionals	NQF 6
1114 Senior officials of special interest organisations	NQF 6	1139 Functional managers and directors not elsewhere classified	NQF 6
		2424 Business and financial project management professionals	NQF 6
1121 Production, works and maintenance managers	NQF 6	1121 Production managers and directors in manufacturing	NQF 6
1122 Managers in construction	NQF 6	1122 Production managers and directors in construction	NQF 6
		2436 Construction project managers and related professionals	NQF 6
1123 Managers in mining and energy	NQF 6	1123 Production managers and directors in mining and energy	NQF 6
		2424 Business and financial project management professionals	NQF 6
1131 Financial managers and chartered secretaries	NQF 6	1131 Financial managers and directors	NQF 6
1132 Marketing and sales managers	NQF 6	1132 Marketing and sales directors	NQF 6
1133 Purchasing managers	NQF 6	1133 Purchasing managers and directors	NQF 6
1134 Advertising and public relations managers	NQF 6	1134 Advertising and public relations directors	NQF 6
		2473 Advertising accounts managers and creative directors	NQF 6
1135 Personnel, training and industrial relations	NQF 6	1135 Human resource managers	NQF 6

managers		and directors	
		3563 Vocational and industrial trainers and instructors	NQF 4
1136 Information and communication technology managers	NQF 6	1136 Information technology and telecommunications directors	NQF 6
		2133 IT specialist managers	NQF 6
		2134 IT project and programme managers	NQF 6
1137 Research and development managers	PhD	1139 Functional managers and directors not elsewhere classified	NQF 6
		2150 Research and development managers	PhD
1141 Quality assurance managers	NQF6	2462 Quality assurance and regulatory professionals	NQF 6
1142 Customer care managers	NQF 4	7220 Customer service managers and supervisors	NQF 4
1151 Financial institution managers	NQF 6	1150 Financial institution managers and directors	NQF 6
		2424 Business and financial project management professionals	NQF 6
		3538 Financial accounts managers	NQF 6
1152 Office managers	NQF 4	3538 Financial accounts managers	NQF 6
		4161 Office managers	NQF 4
1161 Transport and distribution managers	NQF 6	1161 Managers and directors in transport and distribution	NQF 6
1162 Storage and warehouse managers	NQF 3	1162 Managers and directors in storage and warehousing	NQF 3
1163 Retail and wholesale managers	NQF 3	1190 Managers and directors in retail and wholesale	NQF 3
		7130 Sales supervisors	NQF 3
1172 Police officers (inspectors and above)	NQF 6	1172 Senior police officers	NQF 6
1173 Senior officers in fire, ambulance, prison and related services	NQF 6	1173 Senior officers in fire, ambulance, prison and related services	NQF 6

1174 Security managers	NQF 4	3319 Protective service associate professionals not elsewhere classified	NQF 4
1181 Hospital and health service managers	NQF 6	1181 Health services and public health managers and directors	NQF 6
		2231 Nurses	NQF 6
1182 Pharmacy managers	NQF 6	2213 Pharmacists	NQF 6
1183 Healthcare practice managers	NQF 4	1241 Health care practice managers	NQF 4
1184 Social services managers	NQF 6	1184 Social services managers and directors	NQF 6
		2424 Business and financial project management professionals	NQF 6
1185 Residential and day care managers	NQF 4	1242 Residential, day and domiciliary care managers and proprietors	NQF 4
1211 Farm managers	NQF 3	1211 Managers and proprietors in agriculture and horticulture	NQF 4
1212 Natural environment and conservation managers	NQF 6	2141 Conservation professionals	NQF 6
		2142 Environment professionals	NQF 6
1219 Managers in animal husbandry, forestry and fishing not elsewhere classified	NQF 4	1211 Managers and proprietors in agriculture and horticulture	NQF 4
		1213 Managers and proprietors in forestry, fishing and related services	NQF 4
		5119 Agricultural and fishing trades not elsewhere classified	NQF 3 / Lower-skilled
1221 Hotel and accommodation managers	NQF 3	1221 Hotel and accommodation managers and proprietors	NQF 3
1222 Conference and exhibition managers	NQF 4	3546 Conference and exhibition managers and organisers	NQF 4
1223 Restaurant and catering managers	NQF 3 / Lower-skilled	1223 Restaurant and catering establishment managers and proprietors	NQF 3 / Lower-skilled

		5436 Catering and bar managers	NQF 3 / Lower-skilled
1224 Publicans and managers of licensed premises	NQF 3 / Lower-skilled	1224 Publicans and managers of licensed premises	NQF 3 / Lower-skilled
1225 Leisure and sports managers	NQF 3	1225 Leisure and sports managers	NQF 3
1226 Travel agency managers	NQF 3	1226 Travel agency managers and proprietors	NQF 3
1231 Property, housing and land managers	NQF 4	1251 Property, housing and estate managers	NQF 4
1232 Garage managers and proprietors	NQF 3	1252 Garage managers and proprietors	NQF 3
1233 Hairdressing and beauty salon managers and proprietors	NQF 3	1253 Hairdressing and beauty salon managers and proprietors	NQF 3
1234 Shopkeepers and wholesale / retail dealers	NQF 3	1254 Shopkeepers and proprietors - wholesale and retail	NQF 3
1235 Recycling and refuse disposal managers	NQF 4	1255 Waste disposal and environmental services managers	NQF 4
1239 Managers and proprietors in other services not elsewhere classified	NQF 4	1259 Managers and proprietors in other services not elsewhere classified	NQF 4
2111 Chemists	PhD	2111 Chemical scientists	PhD
2112 Biological scientists and research chemists	PhD	2112 Biological scientists and biochemists	PhD
2113 Physicists, geologists and meteorologists	PhD	2113 Physical scientists	PhD
2121 Civil engineers	NQF 6	2121 Civil engineers	NQF 6
2122 Mechanical engineers	NQF 6	2122 Mechanical engineers	NQF 6
2123 Electrical engineers	NQF 6	2123 Electrical engineers	NQF 6
2124 Electronics engineers	NQF 6	2124 Electronics engineers	NQF 6
2125 Chemical engineers	NQF 6	2127 Production and process	NQF 6

		engineers	
2126 Design and development engineers	NQF 6	2126 Design and development engineers	NQF 6
2127 Production and process engineers	NQF 6	2127 Production and process engineers	NQF 6
2128 Planning and quality control engineers	NQF 6	2127 Production and process engineers	NQF 6
		2461 Quality control and planning engineers	NQF 6
		3116 Planning, process and production technicians	NQF 4
2129 Engineering professionals not elsewhere classified	NQF 6	2129 Engineering professionals not elsewhere classified	NQF 6
2131 IT strategy and planning professionals	NQF 6	2139 Information technology and telecommunications professionals not elsewhere classified	NQF 6
2132 Software professionals	NQF 6	2135 IT business analysts, architects and systems designers	NQF 6
		2136 Programmers and software development professionals	NQF 6
		2139 Information technology and telecommunications professionals not elsewhere classified	NQF 6
2211 Medical practitioners	NQF 6	2211 Medical practitioners	NQF 6
2212 Psychologists	NQF 6	2212 Psychologists	NQF 6
2213 Pharmacists / pharmacologists	NQF 6	2213 Pharmacists	NQF 6
2214 Ophthalmic opticians	NQF 6	2214 Ophthalmic opticians	NQF 6
2215 Dental practitioners	NQF 6	2215 Dental practitioners	NQF 6
2216 Veterinarians	NQF 6	2216 Veterinarians	NQF 6
2311 Higher education teaching professionals	PhD	2311 Higher education teaching professionals	PhD
2312 Further education teaching professionals	NQF 6	2312 Further education teaching professionals	NQF 6

2313 Education officers, school inspectors	NQF 6	2318 Education advisers and school inspectors	NQF 6
2314 Secondary education teaching professionals	NQF 6	2314 Secondary education teaching professionals	NQF 6
2315 Primary and nursery education teaching professionals	NQF 6	2315 Primary and nursery education teaching professionals	NQF 6
2316 Special needs education teaching professionals	NQF 6	2316 Special needs education teaching professionals	NQF 6
2317 Registrars and senior administrators of educational establishments	NQF 6	2317 Senior professionals of educational establishments	NQF 6
2319 Teaching professionals not elsewhere classified	NQF 6	2319 Teaching and other educational professionals not elsewhere classified	NQF 6
2321 Scientific researchers	PhD	2119 Natural and social science professionals not elsewhere classified	PhD
2322 Social science researchers	PhD	2114 Social and humanities scientists	PhD
2329 Researchers not elsewhere classified	PhD	2119 Natural and social science professionals not elsewhere classified	PhD
		2426 Business and related research professionals	NQF 6
2411 Solicitors and lawyers, judges and coroners	NQF 6	2412 Barristers and judges	NQF 6
		2413 Solicitors	NQF 6
		2419 Legal professionals not elsewhere classified	NQF 6
2419 Legal professionals not elsewhere classified	NQF 6	2419 Legal professionals not elsewhere classified	NQF 6
2421 Chartered and certified accountants	NQF 6	2421 Chartered and certified accountants	NQF 6
2422 Management accountants	NQF 6	2421 Chartered and certified accountants	NQF 6
2423 Management consultants, actuaries,	NQF 6	2423 Management consultants	NQF 6

economists and statisticians		and business analysts	
		2425 Actuaries, economists and statisticians	NQF 6
2431 Architects	NQF 6	2431 Architects	NQF 6
2432 Town planners	NQF 6	2432 Town planning officers	NQF 6
2433 Quantity surveyors	NQF 6	2433 Quantity surveyors	NQF 6
2434 Chartered surveyors (not quantity surveyors)	NQF 6	2434 Chartered surveyors	NQF 6
2441 Public service administrative professionals	NQF 6	2429 Business, research and administrative professionals not elsewhere classified	NQF 6
2442 Social workers	NQF 6	2442 Social workers	NQF 6
2443 Probation officers	NQF 6	2443 Probation officers	NQF 6
2451 Librarians	NQF 6	2451 Librarians	NQF 6
2452 Archivists and curators	NQF 6	2452 Archivists and curators	NQF 6
3111 Laboratory technicians	NQF 3	3111 Laboratory technicians	NQF 3
3112 Electrical / electronics technicians	NQF 3	3112 Electrical and electronics technicians	NQF 3
3113 Engineering technicians	NQF 3	3113 Engineering technicians	NQF 3
3114 Building and civil engineering technicians	NQF 3	3114 Building and civil engineering technicians	NQF 3
3115 Quality assurance technicians	NQF 3	3115 Quality assurance technicians	NQF 3
3119 Science and engineering technicians not elsewhere classified	NQF 3	3116 Planning, process and production technicians	NQF 4
		3119 Science, engineering and production technicians not elsewhere classified	NQF 3
3121 Architectural technologists and town planning technicians	NQF 4	2435 Chartered architectural technologists	NQF 4
		3121 Architectural and town planning technicians	NQF 4

3122 Draughtspersons	NQF 3	3122 Draughtspersons	NQF 3
3123 Building inspectors	NQF 4	3565 Inspectors of standards and regulations	NQF 4
3131 IT operations technicians	NQF 4	3131 IT operations technicians	NQF 4
3132 IT user support technicians	NQF 3 / Lower-skilled	3132 IT user support technicians	NQF 3 / Lower-skilled
3211 Nurses	NQF 6	2231 Nurses	NQF 6
3212 Midwives	NQF 6	2232 Midwives	NQF 6
3213 Paramedics	NQF 4	3213 Paramedics	NQF 4
3214 Medical radiographers	NQF 6	2217 Medical radiographers	NQF 6
3215 Chiropodists	NQF 6	2218 Podiatrists	NQF 6
3216 Dispensing opticians	NQF 3	3216 Dispensing opticians	NQF 3
3217 Pharmaceutical dispensers	NQF 3 / Lower-skilled	3217 Pharmaceutical technicians	NQF 3 / Lower-skilled
3218 Medical and dental technicians	NQF 4	2219 Health professionals not elsewhere classified	NQF 6
		3218 Medical and dental technicians	NQF 4
3221 Physiotherapists	NQF 6	2221 Physiotherapists	NQF 6
3222 Occupational therapists	NQF 6	2222 Occupational therapists	NQF 6
3223 Speech and language therapists	NQF 6	2223 Speech and language therapists	NQF 6
3229 Therapists not elsewhere classified	NQF 6	2229 Therapy professionals not elsewhere classified	NQF 6
		3219 Health associate professionals not elsewhere classified	NQF 4
3231 Youth and community workers	NQF 3	2449 Welfare professionals not elsewhere classified	NQF 6

		3231 Youth and community workers	NQF 3
		3239 Welfare and housing associate professionals not elsewhere classified	NQF 3
3232 Housing and welfare officers	NQF 3	3234 Housing officers	NQF 3
		3235 Counsellors	NQF 3
		3239 Welfare and housing associate professionals not elsewhere classified	NQF 3
3312 Police officers (sergeant and below)	NQF 3	3312 Police officers (sergeant and below)	NQF 3
3313 Fire service officers (leading fire officer and below)	NQF 3	3313 Fire service officers (watch manager and below)	NQF 3
3319 Protective service associate professionals not elsewhere classified	NQF 4	3319 Protective service associate professionals not elsewhere classified	NQF 4
3411 Artists	NQF 4	3411 Artists	NQF 4
3412 Authors, writers	NQF 4	3412 Authors, writers and translators	NQF 4
3413 Actors, entertainers	NQF 4	3413 Actors, entertainers and presenters	NQF 4
3414 Dancers and choreographers	NQF 4	3414 Dancers and choreographers	NQF 4
3415 Musicians	NQF 6	3415 Musicians	NQF 6
3416 Arts officers, producers and directors	NQF 6	3416 Arts officers, producers and directors	NQF 6
3421 Graphic designers	NQF 3	2137 Web design and development professionals	NQF 6
		3421 Graphic designers	NQF 3
3422 Product, clothing and related designers	NQF 4	3422 Product, clothing and related designers	NQF 4
3431 Journalists, newspaper and periodical editors	NQF 6	2471 Journalists, newspaper and periodical editors	NQF 6
3432 Broadcasting associate	NQF 6	3416 Arts officers, producers and	NQF 6

professionals		directors	
3433 Public relations officers	NQF 6	2472 Public relations professionals	NQF 6
3434 Photographers and audio-visual equipment operators	NQF 3 / Lower-skilled	3417 Photographers, audio-visual and broadcasting equipment operators	NQF 3 / Lower-skilled
3443 Fitness instructors	NQF 3	3443 Fitness instructors	NQF 3
3511 Air traffic controllers	NQF 3	3511 Air traffic controllers	NQF 3
3512 Aircraft pilots and flight engineers	NQF 6	3512 Aircraft pilots and flight engineers	NQF 6
3513 Ship and hovercraft officers	NQF 4	3513 Ship and hovercraft officers	NQF 4
3520 Legal associate professionals	NQF 3	3520 Legal associate professionals	NQF 3
3531 Estimators, valuers and assessors	NQF 4	3531 Estimators, valuers and assessors	NQF 4
3532 Brokers	NQF 6	3532 Brokers	NQF 6
3533 Insurance underwriters	NQF 3	3533 Insurance underwriters	NQF 3
3534 Finance and investment analysts / advisers	NQF 6	3534 Finance and investment analysts and advisers	NQF 6
3535 Taxation experts	NQF 6	3535 Taxation experts	NQF 6
3536 Importers, exporters	NQF 3	3536 Importers and exporters	NQF 3
3537 Financial and accounting technicians	NQF 4	3537 Financial and accounting technicians	NQF 4
3539 Business and related associate professionals not elsewhere classified	NQF 4	3539 Business and related associate professionals not elsewhere classified	NQF 4
		3546 Conference and exhibition managers and organisers	NQF 4
3541 Buyers and purchasing officers	NQF 4	3541 Buyers and procurement officers	NQF 4
3542 Sales representatives	NQF 3	3542 Business sales executives	NQF 3
		4151 Sales administrators	NQF 3

3543 Marketing associate professionals	NQF 4	3543 Marketing associate professionals	NQF 4
3544 Estate agents, auctioneers	NQF 3	3544 Estate agents and auctioneers	NQF 3
3551 Conservation and environmental protection officers	NQF 4	2141 Conservation professionals	NQF 6
		2142 Environment professionals	NQF 6
3552 Countryside and park rangers	NQF 3	3550 Conservation and environmental associate professionals	NQF 3
3561 Public service associate professionals	NQF 4	2429 Business, research and administrative professionals not elsewhere classified	NQF 6
		3561 Public services associate professionals	NQF 4
3562 Personnel and industrial relations officers	NQF 3	3562 Human resources and industrial relations officers	NQF 3
3563 Vocational and industrial trainers and instructors	NQF 3	3563 Vocational and industrial trainers and instructors	NQF 4
3564 Careers advisers and vocational guidance specialists	NQF 4	3564 Careers advisers and vocational guidance specialists	NQF 4
3565 Inspectors of factories, utilities and trading standards	NQF 6	3565 Inspectors of standards and regulations	NQF 4
3566 Statutory examiners	NQF 4	3565 Inspectors of standards and regulations	NQF 4
3567 Occupational hygienists and safety officers (health and safety)	NQF 4	2219 Health professionals not elsewhere classified	NQF 6
		3567 Health and safety officers	NQF 4
3568 Environmental health officers	NQF6	2463 Environmental health professionals	NQF 6
		3565 Inspectors of standards and regulations	NQF 6
4111 Civil Service executive officers	NQF 3	3561 Public services associate professionals	NQF 4

		4112 National government administrative occupations	NQF 3
4114 Officers of non-governmental organisations	NQF 3	4114 Officers of non-governmental organisations	NQF 3
4134 Transport and distribution clerks	NQF 3	4134 Transport and distribution clerks and assistants	NQF 3
4137 Market research interviewers	NQF 3	7215 Market research interviewers	NQF 3
4214 Company secretaries	NQF 3	4214 Company secretaries	NQF 3
4215 Personal assistants and other secretaries	NQF 3	4215 Personal assistants and other secretaries	NQF 3
5111 Farmers	NQF 3 / Lower-skilled	5111 Farmers	NQF 3 / Lower-skilled
5112 Horticultural trades	NQF 3 / Lower-skilled	5112 Horticultural trades	NQF 3 / Lower-skilled
5113 Gardeners and groundsmen / groundswomen	NQF 3 / Lower-skilled	5113 Gardeners and landscape gardeners	NQF 3 / Lower-skilled
		5114 Groundsmen and greenkeepers	NQF 3 / Lower-skilled
5119 Agricultural and fishing trades not elsewhere classified	NQF 3 / Lower-skilled	5119 Agricultural and fishing trades not elsewhere classified	NQF 3 / Lower-skilled
		6139 Animal care services occupations not elsewhere classified	NQF 3 / Lower-skilled
5211 Smiths and forge workers	NQF 3	5211 Smiths and forge workers	NQF 3
5212 Moulders, core makers, die casters	NQF 3 / Lower-	5212 Moulders, core makers and die casters	NQF 3 / Lower-

	skilled		skilled
5213 Sheet metal workers	NQF 3	5213 Sheet metal workers	NQF 3
5214 Metal plate workers, shipwrights, riveters	NQF 3 / Lower-skilled	5214 Metal plate workers, and riveters	NQF 3 / Lower-skilled
		5236 Boat and ship builders and repairers	NQF 3 / Lower-skilled
5215 Welding trades	NQF 3 / Lower-skilled	5215 Welding trades	NQF 3 / Lower-skilled
5216 Pipe fitters	NQF 3 / Lower-skilled	5216 Pipe fitters	NQF 3 / Lower-skilled
5221 Metal machining setters and setter-operators	NQF 3	5221 Metal machining setters and setter-operators	NQF 3
5222 Tool makers, tool fitters and markers-out	NQF 3	5222 Tool makers, tool fitters and markers-out	NQF 3
5223 Metal working production and maintenance fitters	NQF 3 / Lower-skilled	5223 Metal working production and maintenance fitters	NQF 3 / Lower-skilled
		5235 Aircraft maintenance and related trades	NQF 3 / Lower-skilled
5224 Precision instrument makers and repairers	NQF 3	5224 Precision instrument makers and repairers	NQF 3
5231 Motor mechanics, auto engineers	NQF 3	5231 Vehicle technicians, mechanics and electricians	NQF 3
5232 Vehicle body builders and repairers	NQF 3	5232 Skilled metal, electrical and electronic trades supervisors	NQF 3
5233 Auto electricians	NQF 3	5231 Vehicle technicians, mechanics and electricians	NQF 3
5234 Vehicle spray painters	NQF 3	5234 Vehicle paint technicians	NQF 3

5241 Electricians, electrical fitters	NQF 3 / Lower-skilled	5241 Electricians and electrical fitters	NQF 3 / Lower-skilled
5242 Telecommunications engineers	NQF 3	5242 Telecommunications engineers	NQF 3
5243 Lines repairers and cable jointers	NQF 3 / Lower-skilled	5249 Electrical and electronic trades not elsewhere classified	NQF 3 / Lower-skilled
5244 TV, video and audio engineers	NQF 3	5244 TV, video and audio engineers	NQF 3
5245 Computer engineers, installation and maintenance	NQF 3	3132 IT user support technicians	NQF 3
		5245 IT engineers	NQF 3 / Lower-skilled
5249 Electrical / electronics engineers not elsewhere classified	NQF 3	5249 Electrical and electronic trades not elsewhere classified	NQF 3 / Lower-skilled
5311 Steel erectors	NQF 3	5311 Steel erectors	NQF 3
5312 Bricklayers, masons	NQF 3 / Lower-skilled	5312 Bricklayers and masons	NQF 3 / Lower-skilled
5313 Roofers, roof tilers and slaters	NQF 3	5313 Roofers, roof tilers and slaters	NQF 3
5314 Plumbers, heating and ventilating engineers	NQF 3	5314 Plumbers and heating and ventilating engineers	NQF 3
5319 Construction trades not elsewhere classified	NQF 3	5319 Construction and building trades not elsewhere classified	NQF 3
5411 Weavers and knitters	NQF 3	5411 Weavers and knitters	NQF 3
5412 Upholsterers	NQF 3	5412 Upholsterers	NQF 3
5413 Leather and related trades	NQF 3	5413 Footwear and leather working trades	NQF 3
5414 Tailors and dressmakers	NQF 3 / Lower-	5414 Tailors and dressmakers	NQF 3 / Lower-

	skilled		skilled
5419 Textiles, garments and related trades not elsewhere classified	NQF 3 / Lower-skilled	5419 Textiles, garments and related trades not elsewhere classified	NQF 3 / Lower-skilled
5421 Originators, compositors and print preparers	NQF 3	5421 Pre-press technicians	NQF 3
5422 Printers	NQF 3	5422 Printers	NQF 3
5423 Bookbinders and print finishers	NQF 3	5423 Print finishing and binding workers	NQF 3
5424 Screen printers	NQF 3	5422 Printers	NQF 3
5431 Butchers, meat cutters	NQF 3	5431 Butchers	NQF 3
5432 Bakers, flour confectioners	NQF 3	5432 Bakers and flour confectioners	NQF 3
5433 Fishmongers, poultry dressers	NQF 3 / Lower-skilled	5433 Fishmongers and poultry dressers	NQF 3 / Lower-skilled
5434 Chefs, cooks	NQF 3 / Lower-skilled	5434 Chefs	NQF 3 / Lower-skilled
5491 Glass and ceramics makers, decorators and finishers	NQF 3	5441 Glass and ceramics makers, decorators and finishers	NQF 3
5492 Furniture makers, other craft woodworkers	NQF 3	5442 Furniture makers and other craft woodworkers	NQF 3
5493 Pattern makers (moulds)	NQF 3	5449 Other skilled trades not elsewhere classified	NQF 3
5494 Musical instrument makers and tuners	NQF 3	5449 Other skilled trades not elsewhere classified	NQF 3
5495 Goldsmiths, silversmiths, precious stone workers	NQF 3	5449 Other skilled trades not elsewhere classified	NQF 3

5496 Floral arrangers, florists	NQF 3 / Lower-skilled	5443 Florists	NQF 3 / Lower-skilled
5499 Hand craft occupations not elsewhere classified	NQF 3	5449 Other skilled trades not elsewhere classified	NQF 3
6111 Nursing auxiliaries and assistants	NQF 3 / Lower-skilled	6141 Nursing auxiliaries and assistants	NQF 3 / Lower-skilled
6113 Dental nurses	NQF 3 / Lower-skilled	6143 Dental nurses	NQF 3 / Lower-skilled
6114 Houseparents and residential wardens	NQF 3	6144 Houseparents and residential wardens	NQF 3
6115 Care assistants and home carers	NQF 3 / Lower-skilled	6146 Senior care workers	NQF 3 / Lower-skilled
6121 Nursery nurses	NQF 3 / Lower-skilled	6121 Nursery nurses and assistants	NQF 3 / Lower-skilled
6123 Playgroup leaders / assistants	NQF 3 / Lower-skilled	6123 Playworkers	NQF 3 / Lower-skilled
6131 Veterinary nurses	NQF 3	6131 Veterinary nurses	NQF 3
		6139 Animal care services occupations not elsewhere classified	NQF 3 / Lower-skilled
6214 Air travel assistants	NQF 3	6214 Air travel assistants	NQF 3
6215 Rail travel assistants	NQF 3	6215 Rail travel assistants	NQF 3
7125 Merchandisers and window dressers	NQF 3	7125 Merchandisers and window dressers	NQF 3
8124 Energy plant	NQF 3	8124 Energy plant operatives	NQF 3

operatives			
8126 Water and sewerage plant operatives	NQF 3	8126 Water and sewerage plant operatives	NQF 3
8215 Driving instructors	NQF 3	8215 Driving instructors	NQF 3
8217 Seafarers (merchant navy); barge, lighter and boat operatives	NQF 3 / Lower-skilled	8232 Marine and waterways transport operatives	NQF 3 / Lower-skilled
9119 Fishing and agriculture related occupations not elsewhere classified	NQF 3 / Lower-skilled	9119 Fishing and other elementary agriculture occupations not elsewhere classified	NQF 3 / Lower-skilled
9224 Waiters, Waitresses	NQF 3 / Lower-skilled	9273 Waiters and waitresses	NQF 3 / Lower-skilled

Table 9: Creative sector codes of practice”

282. In Appendix K, delete Tables 1 and 2 and substitute:

“Table 1: United Kingdom Shortage Occupation List

Standard Occupational Classification (SOC) code and description	Job titles included on the United Kingdom Shortage Occupation List and further criteria
Production managers and directors in mining and energy (1123)	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • The following jobs in the decommissioning and waste management areas of the nuclear industry: <ul style="list-style-type: none"> - managing director - programme director - site director • The following jobs in the electricity transmission and distribution industry: <ul style="list-style-type: none"> - project manager

	<ul style="list-style-type: none"> - site manager
2112 Biological scientists and biochemists	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • clinical neurophysiologist
2113 Physical Scientists	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • the following jobs in the construction-related ground engineering industry: <ul style="list-style-type: none"> - engineering geologist - hydrogeologist - geophysicist • the following jobs in the oil and gas industry: <ul style="list-style-type: none"> - geophysicist - geoscientist - geologist - geochemist • technical services manager in the decommissioning and waste areas of the nuclear industry • nuclear medicine scientist • radiotherapy physicist • senior resource geologist and staff geologist in the mining sector
2119 Natural and social science professionals not elsewhere classified	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • informatician • bio-informatician
2121 Civil engineers	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • the following jobs in the construction-related ground engineering industry: <ul style="list-style-type: none"> - geotechnical engineer

	<ul style="list-style-type: none"> - tunnelling engineer • the following jobs in the oil and gas industry: <ul style="list-style-type: none"> - petroleum engineer - drilling engineer - completions engineer - fluids engineer - reservoir engineer - offshore and subsea engineer - control and instrument engineer - process safety engineer - wells engineer • senior mining engineer in the mining sector
2122 Mechanical engineers	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • mechanical engineer in the oil and gas industry
2123 Electrical engineers	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • electrical engineer in the oil and gas industry • the following jobs in the electricity transmission and distribution industry: <ul style="list-style-type: none"> - power system engineer - control engineer - protection engineer • the following jobs in the aerospace industry: <ul style="list-style-type: none"> - electrical machine design engineer - power electronics engineer
2124 Electronics Engineers	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • the following jobs in the railway industry: <ul style="list-style-type: none"> - signalling design manager

	<ul style="list-style-type: none"> - signalling design engineer - signalling principles designer - senior signalling design checker - signalling design checker - signalling systems engineer • specialist electronics engineer in the automotive manufacturing and design industry
2126 Design and development engineers	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • design engineer in the electricity transmission and distribution industry • the following jobs in the automotive design and manufacturing industry: <ul style="list-style-type: none"> - product development engineer - product design engineer • the following jobs in the electronics system industry: <ul style="list-style-type: none"> - integrated circuit design engineer - integrated circuit test engineer
2127 Production and process engineers	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • chemical engineer • manufacturing engineer (process planning) in the aerospace industry • technical services representative in the decommissioning and waste areas of the nuclear industry
2129 Engineering professionals not elsewhere classified	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • the following jobs in the electricity transmission and distribution industry: <ul style="list-style-type: none"> - project engineer - proposals engineer

	<ul style="list-style-type: none"> • the following jobs in the aerospace industry: <ul style="list-style-type: none"> - aerothermal engineer - stress engineer - chief of engineering - advance tool and fixturing engineer • the following jobs in the decommissioning and waste management areas of the civil nuclear industry: <ul style="list-style-type: none"> - operations manager - decommissioning specialist manager - project/planning engineer - radioactive waste manager - radiological protection advisor • The following jobs in the civil nuclear industry: <ul style="list-style-type: none"> - nuclear safety case engineer - mechanical design engineer (pressure vessels) - piping design engineer - mechanical design engineer (stress) - thermofluids/process engineer
2135 IT Business analysts, architects and systems designers	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • systems engineer in visual effects and 2D/3D computer animation for the film, television or video games sectors
2136 Programmers and software development professionals	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • the following jobs in visual effects and 2D/3D computer animation for the film, television or video games sectors: <ul style="list-style-type: none"> - software developer - shader writer

	<ul style="list-style-type: none"> - games designer • the following jobs in the electronics system industry: <ul style="list-style-type: none"> - driver developer - embedded communications engineer
2142 Environmental Professionals	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • the following jobs in the construction-related ground engineering industry: <ul style="list-style-type: none"> - contaminated land specialist - geoenvironmental specialist - landfill engineer
2211 Medical practitioners	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • consultant in the following specialities: <ul style="list-style-type: none"> - emergency medicine - haematology - old age psychiatry • non-consultant, non-training, medical staff post in the following specialities: <ul style="list-style-type: none"> - anaesthetics - general medicine specialities delivering acute care services (intensive care medicine, general internal medicine (acute), emergency medicine (including specialist doctors working in accident and emergency)) - rehabilitation medicine - psychiatry
2217 Medical Radiographers	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • HPC registered diagnostic radiographer • HPC registered therapeutic radiographer

	<ul style="list-style-type: none"> • sonographer <p>Sponsors must retain evidence of the individual's HPC registration and provide this to the UK Border Agency on request. (Registration may need to be done after the individual has entered the United Kingdom but must be done before starting work).</p>
2231 Nurses	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • specialist nurse working in neonatal intensive care units <p>Sponsors must retain evidence of the individual's provisional / full NMC registration and provide this to the UK Border Agency on request.</p>
2314 Secondary education teaching professionals	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • secondary education teachers in the subjects of maths and science (chemistry and physics only)
2442 Social workers	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • social worker working in children's and family services
2461 Quality control and planning engineers	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • the following jobs in the electricity transmission and distribution industry: <ul style="list-style-type: none"> - planning / development engineer - quality, health, safety and environment (QHSE) engineer
3113 Engineering technicians	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • the following jobs in the electricity transmission and distribution industry: <ul style="list-style-type: none"> - commissioning engineer - substation electrical engineer
3218 Medical and dental technicians	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • nuclear medicine technologist

	<ul style="list-style-type: none"> • radiotherapy technologist
3411 Artist	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • Animator in visual effects and 2D/3D computer animation for the film, television or video games sectors
3414 Dancers and choreographers	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • skilled classical ballet dancers who meet the standard required by internationally recognised United Kingdom ballet companies (e.g. Birmingham Royal Ballet, English National Ballet, Northern Ballet Theatre, The Royal Ballet and Scottish Ballet). The company must either: <ul style="list-style-type: none"> - have performed at or been invited to perform at venues of the calibre of the Royal Opera House, Sadler’s Wells or Barbican, either in the United Kingdom or overseas; or - attract dancers and/or choreographers and other artists from other countries; or - be endorsed as being internationally recognised by a United Kingdom industry body such as the Arts Councils (of England, Scotland and/or Wales) • skilled contemporary dancers who meet the standard required by internationally recognised United Kingdom contemporary dance companies (e.g. Shobana Jeyasingh Dance Company, Scottish Dance Theatre and Rambert Dance Company). The company must either: <ul style="list-style-type: none"> - have performed at or been invited to perform at venues of the calibre of Sadler’s Wells, the Southbank Centre or The Place, either in the United Kingdom or overseas; or - attract dancers and/or choreographers and other artists from all over the world; or - be endorsed as being internationally recognised by a United Kingdom industry body such as the

	Arts Councils (of England, Scotland and/or Wales)
3415 Musicians	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • skilled orchestral musicians who are leaders or principals and who meet the standard required by internationally recognised UK orchestras (including London Symphony Orchestra, London Philharmonic Orchestra, Philharmonia Orchestra and Royal Philharmonic Orchestra)
3416 Arts officers, producers and directors	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • the following jobs in visual effects and 2D/3D computer animation for the film, television or video games sectors: <ul style="list-style-type: none"> - 2D supervisor - 3D supervisor - computer graphics supervisor - producer - production manager - technical director - visual effects supervisor
3421 Graphic designers	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • the following jobs in visual effects and 2D/3D computer animation for the film, television or video games sectors: <ul style="list-style-type: none"> - compositing artist - matte painter - modeller - rigger - stereo artist - texture artist

3541 Buyers and purchasing officers	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • manufacturing engineer (purchasing) in the aerospace industry
5215 Welding trades	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • high integrity pipe welder where the job requires three or more years' related on-the-job experience <p>Sponsors must retain references from the individual's past employer(s) detailing three or more years' related on-the-job experience and provide these to the UK Border Agency on request.</p> <p>Sponsors must also retain relevant evidence to enable them to justify the following:</p> <ol style="list-style-type: none"> 1) - Why does the job require someone with three or more years' related on-the-job experience? What elements of the job require this experience and why? 2) - Why could the job not be carried out to the required standard by someone with less experience? 3) - How would you expect a settled worker to gain this experience before being appointed to the post?
5223 Metal working production and maintenance fitters	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • licensed and military certifying engineer/inspector technician
5249 Line repairers and cable jointers	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • overhead linesworker, working on high voltage lines that carry at least 275,000 volts
5434 Chefs	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • skilled chef where: <ul style="list-style-type: none"> - the pay is at least £29,570 per year after deductions for accommodation, meals etc; and - the job requires five or more years relevant experience in a role of at least equivalent status to the one they are entering; and

	<ul style="list-style-type: none"> - the job is not in either a fast food outlet, a standard fare outlet, or an establishment which provides a take-away service; and - the job is in one of the following roles: <ul style="list-style-type: none"> o executive chef – limited to one per establishment o head chef – limited to one per establishment o sous chef – limited to one for every four kitchen staff per establishment o specialist chef – limited to one per speciality per establishment <p>A fast food outlet is one where food is prepared in bulk for speed of service, rather than to individual order.</p> <p>A standard fare outlet is one where the menu is designed centrally for outlets in a chain / franchise, rather than by a chef or chefs in the individual restaurant. Standard fare outlets also include those where dishes and / or cooking sauces are bought in ready-made, rather than prepared from fresh / raw ingredients.</p> <p>Sponsors must retain references from the individual’s past employer(s) detailing five or more years’ relevant experience in a role of at least equivalent status and provide these to the UK Border Agency on request.</p> <p>Sponsors must also retain relevant evidence to enable them to justify the following:</p> <ol style="list-style-type: none"> 1) - Why does the job require someone with at least five years' previous experience in a role of at least equivalent status? What elements of the job require this experience and why? 2) - Why could the job not be carried out to the required standard by someone with less experience? 3) - How would you expect a settled worker to gain this experience before being appointed to the post?
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Table 2: Scotland Only Shortage Occupation List

Standard Occupational Classification (SOC) code and description	Job titles included on the Scotland Only Shortage Occupation List and further specified criteria
All	ALL job titles and occupations on the United Kingdom Shortage Occupation List
2113 Physical scientists	ONLY the following jobs in this occupation code: <ul style="list-style-type: none"> • jobs on the United Kingdom Shortage Occupation List • staff working in diagnostics radiology (including magnetic resonance imaging)
2211 Medical practitioners	ONLY the following jobs in this occupation code: <ul style="list-style-type: none"> • jobs on the United Kingdom Shortage Occupation List • ST3, ST4, ST5 and ST6 trainees in paediatrics or anaesthetics • SAS staff doctors in paediatrics or anaesthetics • consultants in paediatrics or anaesthetics • non-consultant, non-training doctors in the specialty obstetrics and gynaecology

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283. In the table in Appendix M, after the entry for “Rugby Union Ireland”, insert new entry:

“

Sailing, windsurfing and powerboating	Royal Yachting Association
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”

284. In Appendix N, replace the information for the Chatham House Fellowship Scheme with the following:

Chatham House Fellowship	The scheme provides opportunities for overseas government and non-government experts, drawn from policy communities, the private sector, academia and civil society, to participate in	The Royal Institute of International Affairs (Chatham House)	Research & Training Programmes Maximum 24 months	UK
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	and undertake research at Chatham House relevant to their government or non-government area(s) of expertise.			
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285. In Appendix N, amend the details of the overarching sponsor for the Commonwealth Scholarship and Fellowships Plan from “the British Council” to “Association of Commonwealth Universities”:

Commonwealth Scholarships and Fellowships Plan	This is an annual scheme made available to developing Commonwealth countries by the Commonwealth Scholarships Commission. Participants undertake academic, medical or professional research fellowships.	Association of Commonwealth Universities	Research & Training Programmes Maximum 24 months	UK
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286. In Appendix N, amend the details of the overarching sponsor for the International Fire and Rescue Training Scheme from “The Fire Service College Executive Agency” to “Capita” as follows:

International Fire and Rescue Training Scheme		Capita	Research & Training Programmes Maximum 24 months	England with scope to include devolved administrations if required.
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287. In Appendix N, after the entry for “Royal Pharmaceutical Society International pre-registration scheme” in the table, insert new category:

Scottish Government Interchange Scheme	A scheme to share knowledge, experience and best practice with other governments and organisations on the full range of policy areas for which the Scottish Government has responsibility.	Scottish Government	Work Experience Programme Maximum 12 months	.
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288. In the table in Appendix O, delete all references to “Cambridge ESOL” and substitute “Cambridge English (previously known as Cambridge ESOL)”.

289. In Appendix P, after paragraph 7(xii), insert:

“(xiii) Financial institutions in Sri Lanka whose financial statements are accepted, set out in Table 13.”

290. In Appendix P, in Table 11, delete the entries “Dhaka Bank Limited”, “Prime Bank Limited” and “Woori Bank Limited”.
291. In Appendix P, in Table 12, insert new entries “Dhaka Bank Limited”, “Prime Bank Limited”, “Pubali Bank Limited” and “Woori Bank Limited”.
292. In Appendix P, after Table 12, insert new table:

“Table 13: Financial institutions whose financial statements are accepted – Sri Lanka

Name of Financial Institution – Licensed Commercial Banks
Amana Bank Ltd
Axis Bank Ltd
Bank of Ceylon
Citibank, N.A.
Commercial Bank of Ceylon PLC
Deutsche Bank AG
DFCC Vardhana Bank PLC
Habib Bank Ltd
Hatton National Bank PLC
ICICI Bank Ltd
Indian Bank
Indian Overseas Bank
MCB Bank Ltd
National Development Bank PLC
Nations Trust Bank PLC
Pan Asia Banking Corporation PLC
People's Bank
Public Bank Berhad
Sampath Bank PLC
Seylan Bank PLC
Standard Chartered Bank
State Bank of India
The Hongkong & Shanghai Banking Corporation Ltd
Union Bank of Colombo PLC
Name of Financial Institution – Licensed Specialised Banks
DFCC Bank
Housing Development Finance
Lankaputra Development Bank Ltd

MBSL Savings Bank Ltd
National Savings Bank
Pradeshya Sanwardhana Bank
Sanasa Development Bank Ltd
Sri Lanka Sarvings Bank Ltd
State Mortgage & Investment Bank

”

293. In Appendix R, replace the list of “Permit Free Festivals” with the following updated list:

Aberdeen International Youth Festival
 Aldeburgh Festival and Snape Proms
 Alnwick International Music Festival
 Barbican Festivals (Only Connect Summer, Autumn 1, Autumn 2).
 Belfast Festival at Queens
 Bestival
 Billingham International Folklore Festival
 Birmingham International Jazz Festival
 Breakin' Convention
 Brighton Festival
 Brighton Fringe
 Brouhaha International Festival
 Cambridge Folk Festival
 Camp Bestival
 Celtic Connections Festival
 Cheltenham Festivals (Jazz/Science/Music/Literature)
 City of London Festival
 Dance Umbrella
 Edinburgh Festival Fringe
 Edinburgh International Festival
 Edinburgh International Jazz and Blues Festival
 Edinburgh Military Tattoo
 Festival Republic-Reading, Leeds, Latitude,
 Glastonbury
 Glyndebourne
 Greenbelt Festival
 Harrogate International Festival
 Hay Festival
 Huddersfield Contemporary Music Festival
 London Jazz
 Live Nation (Wireless, Download, Hard Rock Calling)
 Llangollen International Music Eisteddfod

Manchester International Festival
Norfolk and Norwich Festival
Southbank Centre (Meltdown)
T in the Park
V Festivals
WOMAD Festival

294. In Appendix S, paragraph 4c, delete “five” and substitute, “four”.

**EXPLANATORY MEMORANDUM TO
THE STATEMENT OF CHANGES IN IMMIGRATION RULES
PRESENTED TO PARLIAMENT ON 14 MARCH 2013 (HC 1039)**

1. This explanatory memorandum has been prepared by the Home Office and is laid before Parliament by Command of Her Majesty.

2. Purpose of the Instrument

2.1 The purposes of these changes are:

- To introduce a split application process for the Tier 1 (Exceptional Talent) category;
- To make provision for MBA graduates and elite global graduate entrepreneurs in the Tier 1 (Graduate Entrepreneur) category;
- To make provision for Tier 4 students successfully completing a PhD to stay in the UK for one year to find skilled work or set up as an entrepreneur;
- To update the Codes of Practice for skilled workers, which set out skilled occupations and their minimum appropriate salary rates and associated requirements for carrying out the Resident Labour Market Test;
- To update the Shortage Occupation List;
- To make other changes to Tier 2 of the Points-Based System, to update salary thresholds and to improve flexibility for Intra-Company Transfers (ICTs);
- To provide for limits for Tier 1 and Tier 2 of the Points-Based System to continue indefinitely, unless amended by future changes to these Rules;
- To make provision in Tier 5 of the Points-Based System for independent professionals seeking admission in relation to international trade agreements;
- To increase the period of leave from 1 year to 2 years for migrants applying to extend their leave under the Tier 5 International Agreement route (overseas government employees, employees of international organisations and private servants of diplomatic households).
- To update the list of Permit Free Festivals and Tier 5 Government Authorised Exchange Schemes.
- To make other minor changes, updates and corrections to the Points-Based System.
- To clarify the current General Visitor rules to guard against abuse by those whose repeat visits amount to de facto residence.

- To delete temporary immigration rules which facilitated the entry and stay of certain Olympic and Paralympic participants and personnel during the 2012 Olympics and Paralympic Games.
- To increase the initial period of leave for graduates undertaking an unpaid clinical attachment or dental observation post from 6 weeks to 3 months in line with the average length of such postings.
- To clarify that time spent in the Crown Dependencies with valid leave in specified categories counts toward the continuous residence period for work-related settlement.
- To clarify the requirements relating to absences during the qualifying period for settlement on the Tier 1 (General) route.
- To make other changes and clarifications on work-related settlement and long residence.
- To make minor changes and clarifications to the Immigration Rules relating to family and private life.
- To delete paragraphs 257C-E and make provision for these persons within the Immigration (European Economic Area) Regulations 2006. This will enable the Agency to make the appropriate caseworking decisions in line with European law.
- To make changes to paragraphs 245CE, 320(7B) and 363A which correct minor drafting errors in previous changes to the Immigration Rules.
- To introduce a change to safeguard against an offender returning to the UK lawfully but in breach of a conditional caution.
- To ensure the requirements necessary for granting discretionary leave to unaccompanied asylum seeking children are within the Immigration Rules.
- To make provision in the Immigration Rules for a person to apply to be recognised as stateless and to be granted leave to remain in the UK in that capacity.

3. Matters of special interest to the Joint Committee on Statutory Instruments or the Select Committee on Statutory Instruments

3.1 The Committee is invited to note that this Statement of Changes is accompanied by amended guidance which is being published on the UK Border Agency website at www.ukba.homeoffice.gov.uk/ on the same date as these rules are laid before Parliament, namely 14 March 2013.

4. Legislative Context

4.1 The Immigration Rules, as laid before Parliament by the Home Secretary, constitute a statement of practice to be followed in the administration of the Immigration Act 1971 for regulating entry into, and stay of persons in, the United Kingdom.

4.2 This Statement of Changes in Immigration Rules will be incorporated into a consolidated version of the Immigration Rules, which can be found under the 'Policy and Law' page at www.ukba.homeoffice.gov.uk, where there are also copies of all the Statements of Changes in Immigration Rules issued since May 2003.

4.3 The changes set out in this Statement shall take effect on 6 April 2013. However:

- With regard to the changes set out in paragraphs 158, 159, 165 to 167, 169 to 173, 178, 281 and 282, if an applicant has made an application for entry clearance or leave on or after 6 April 2013 using a Certificate of Sponsorship that was assigned to him by his Sponsor before 6 April 2013, the application will be decided in accordance with the rules in force on 5 April 2013.
- The changes in paragraphs 12-23, 27, 48-51, 59-62, 89-95, 97, 101, 147-149 and 212-279 shall apply to all applications decided on or after 6 April 2013.
- With regard to the other changes set out in this Statement, if an applicant has made an application for entry clearance or leave before 6 April 2013 and the application has not been decided before that date, it will be decided in accordance with the rules in force on 5 April 2013.

5. Territorial Extent and Application

5.1 This instrument applies to all of the United Kingdom.

6. European Convention on Human Rights

6.1 As this Statement of Changes in the Immigration Rules is subject to a negative resolution procedure and does not amend primary legislation, no statement is required.

7. Policy Background

What is being done and why

7.1 A summary of the policy changes contained in this Statement of Changes in Immigration Rules follows:

Changes to Tier 1 of the Points-Based System

7.2 Tier 1 of the Points-Based System caters for high value migrants, and currently consists of five categories: Tier 1 (Exceptional Talent), Tier 1 (General) – closed except for extension applications, Tier 1 (Entrepreneur), Tier 1 (Investor) and Tier 1 (Graduate Entrepreneur).

7.3 The Tier 1 (Exceptional Talent) category caters for those who are internationally recognised at the highest level or have demonstrated exceptional promise in the fields of science, humanities, engineering and the arts, who have been endorsed by a Designated Competent Body and wish to work in the UK. The following changes are being made to this category:

- Amendments are being made to split the application process into two. Applicants will initially apply for endorsement by a Designated Competent Body. If that is successful, they will have three months to apply for entry clearance or leave to remain. This change is being made to benefit applicants and increase uptake of the route. It means that applicants will no longer need to pay the full application fee without knowing whether the Designated Competent Body will grant the endorsement, and will no longer need to have their passports held by the UK Border Agency while the Designated Competent Body is making its assessment.
- Amendments are being made to the Rules concerning the Tier 1 (Exceptional Talent) limit, which is set at 1,000 places per year. These amendments remove the need to lay Rules changes to renew the limit at the same level. The limit will continue at the level of 1,000 places per year, unless and until it is amended by subsequent Rules changes.
- An amendment is being made to allow migrants who are in the UK in any Tier 2 category to switch into the Tier 1 (Exceptional Talent) category. Currently only Tier 2 (General) migrants can switch into the category.

7.4 The Tier 1 (Graduate Entrepreneur) category currently caters for graduates who have been identified by Higher Education Institutions (HEIs) as having developed world class innovative ideas or entrepreneurial skills. The following changes are being made to this category:

- The category is being expanded to include additional places for talented MBA graduates from UK HEIs and to accommodate UK Trade and Investment's elite global graduate entrepreneur scheme, which targets the brightest and best entrepreneurs from overseas HEIs.
- The current annual limit of 1,000 places is being amended to cater for these additional groups. From 6 April 2013 there will be 2,000 places within the limit – 1,000 places for MBA graduates of UK HEIs, 900 places for graduates in any subject from UK HEIs, and 100 places for elite global graduate entrepreneurs.
- As with the existing limit, places will be split between UK HEIs who confirm they wish to take part in the scheme (with the exception of the 100 places for elite global graduate entrepreneurs, which will be managed by UK Trade and Investment). It will be for the endorsing body to decide how best to use the places allocated to it.

- Improvements are being made to the operation of the limit. Rather than simply dividing the number of places equally, those HEIs who require fewer places will be allocated only what they ask for. There will be a further allocation round in October to allocate any spare places.
- These amendments also remove the need to continually lay Rules changes to renew the limit. The limit will continue to be set at 2,000 places per year (as described above), unless and until it is amended by subsequent Rules changes.
- Provision is being made for entry clearance applications (previously only in-country applications were accepted). Those graduating from UK HEIs will be able to apply from overseas, as well as elite global graduate entrepreneurs.
- Elite global graduate entrepreneurs will need to provide evidence of their overseas qualifications and their English language ability. Entrepreneurial funding from UK Trade and Investment may be used to meet the maintenance funds requirement, which is being set at £1,800 for overseas applicants plus £1,200 for each dependant.
- A further change is being made to enable Tier 2 (General) Migrants to switch into the category, if they have been working for their UK HEIs as post-doctoral researchers after graduation.

7.5 The Tier 1 (Entrepreneur) category caters for applicants coming to the UK to set up, take over, or otherwise be involved in the running of a business in the UK. HC 943, laid on 30 January 2013, added a “genuine entrepreneur” test to this category in which applicants may be invited to interview. That Statement of Changes erroneously made failure to attend an interview without a reasonable explanation a mandatory reason for refusal for all applications, rather than just Tier 1 (Entrepreneur) applications. (The Rules already provided for this to be a discretionary, not mandatory reason for refusal for other applications.) A change is being made to correct this oversight.

7.6 The Tier 1 (General) category, for highly skilled workers, is now closed to new applicants but remains open for extension and settlement applications. A small change is being made to this category in response to the introduction of the Government’s new “employee-owner” initiative. The change confirms that if applicants exchange some of their UK employment rights for shares as an employee-owner, the value of those shares will not be included when calculating the points awarded for an applicant’s previous earnings.

Changes to Codes of Practice for skilled workers

7.7 The Codes of Practice are contained in Appendix J of the Immigration Rules. They set out which occupations are skilled to the appropriate levels and the minimum appropriate salary rates for jobs in each occupation. They apply to migrant workers in Tier 2 of the Points-Based System, as well as to some migrant workers in Tier 1 and Tier 5, and to work permit holders applying for settlement. Changes are being made following a review by the Migration Advisory Committee.

7.8 The existing Codes of Practice are being replaced to reflect the change from the Standard Occupational Classification (SOC) 2000 system to the new SOC 2010 system. In addition, many of the salary rates used have not kept pace with changes in pay for settled workers and are being updated.

7.9 The existing Codes of Practice set appropriate salary rates at the 25th percentile of the salary distribution for settled workers. This allows for regional and industry variation in salaries without over-complicating the system. The updated Codes of Practice keep the 25th percentile for experienced workers, and introduce new entrant rates at the 10th percentile for initial (not extension) applicants who are:

- UK graduates switching into Tier 2 (General) under post-study work provisions;
- graduate recruits where the employer has used a university “milkround” to satisfy the Resident Labour Market Test;
- sponsored in the Intra-Company Transfer Graduate Trainee route; and
- aged 25 or under on the date of their initial Tier 2 application (analysis shows that workers normally reach the 25th percentile by age 26).

7.10 The Resident Labour Market Test requires sponsoring employers to advertise vacancies and show that no suitable settled workers are available before they can sponsor a Tier 2 (General) migrant (except for vacancies in shortage occupations and a few other exceptions). The existing Codes of Practice specify acceptable advertising media for each skilled occupation. These prescriptive lists of media are being removed from the Codes of Practice. Instead, overarching advertising requirements and criteria for identifying suitable media are being set out in the section of Appendix A of the Immigration Rules which relates to attributes for Tier 2 (General) migrants. These changes are designed to simplify the existing rules and give sponsoring employers more freedom to advertise in the media they think are most likely to be successful for their sector.

7.11 Transitional arrangements are being put in place to ensure that:

- these changes do not affect applicants who have a Certificate of Sponsorship from their sponsoring employer that was assigned before the changes come into effect on 6 April 2013;
- no work permit holders or Tier 2 migrants are prevented from extending their stay to continue working in the same job for the same employer as a result of their occupation being reclassified at a different skill level; and
- no Resident Labour Market Tests need to be repeated as a result of the changes.

7.12 Other than the transitional arrangements above, the changes will apply to all applicants at the point they make future applications. The Government expects migrant workers’ pay to change in line with that of settled workers.

Other changes relating to Tier 2 of the Points-Based System

7.13 Tier 2 of the Points-Based System caters for migrant workers with an offer of a skilled job from a licensed employer. There are four overall categories: Intra-Company Transfer, General, Minister of Religion, and Sportsperson. The following changes are being made to Tier 2:

- Changes are being made to the Tier 2 (General) limit, to remove the need to continually lay Rules changes to renew the limit. They mean the limit will continue to be set at 20,700 places per year (the level it has been set at since 2011) unless further Rules changes are made to amend it. The changes also allow Certificates of Sponsorship assigned to Croatian nationals after Croatia accedes to the European Union on 1 July 2013 to be counted towards the limit, as set out in the Government's *Statement of Intent Accession of Croatia to the European Union: Transitional Restrictions on Labour Market Access* published on 18 October 2012.
- The following minimum annual salary thresholds are being updated by 1.4%, in line with annual wage inflation recorded by the Average Weekly Earnings Index (AWEI), and rounded to the nearest £100:

Category	Criteria	Current threshold	New threshold
Tier 2 (General)	Jobs which qualify for Tier 2 (General)	£20,000	£20,300
Tier 2 (General)	Jobs which are exempt from advertising in Jobcentre Plus (or JobCentre Online if the job is based in Northern Ireland)	£70,000	£71,000
Tier 2 (General)	Jobs which are exempt from the annual limit and the Resident Labour Market Test	£150,000	£152,100
Tier 2 (Intra-Company Transfer)	Jobs which qualify for the Short Term Staff, Skills Transfer or Graduate Trainee categories (maximum stay either six months or one year)	£24,000	£24,300
Tier 2 (Intra-Company Transfer)	Jobs which qualify for the Long Term Staff category (maximum stay five years)	£40,000	£40,600

Tier 2 (Intra- Company Transfer)	Workers who can extend their stay in the UK for up to nine years	£150,000	£152,100
Tier 2 (General) and Tier 2 (Sports- person)	Earnings which qualify for settlement (those working in PhD-level or shortage occupations are exempt)	£35,000 (for settlement applications made on or after 6th April 2016)	£35,500 (for settlement applications made on or after 6th April 2018)

- The Shortage Occupation List, contained in Appendix K of the Immigration Rules, sets out skilled occupations where there are shortages which can sensibly be filled by migrant workers. There is one list for the whole of the UK and a list of additional occupations for Scotland. Applicants working in shortage occupations are not subject to a Resident Labour Market Test, are given higher priority when allocating places in the Tier 2 (General) limit, and are exempt from the £35,000 (or £35,500) earnings threshold when they apply for settlement. Changes are being made to update these lists following a review by the Migration Advisory Committee.
- Tier 2 migrants who leave the UK and whose leave expires are subject to a 12 month “cooling off period” before they can return in Tier 2. A change is being made in response to representations from business, to remove the impact of this policy on businesses’ ability to recruit and transfer very senior staff. The change means that the “cooling off period” will no longer apply to Tier 2 migrants being sponsored in a job with a salary of £152,100 a year or more.
- A further change means that Intra-Company Transferees earning £152,100 a year or more will also be exempted from the current requirement of having to prove their English language ability when they extend their stay in the UK beyond three years.
- To reduce administrative burdens for applicants and sponsoring employers, a change is being made to the requirement for Intra-Company Transferees to provide 12 months’ of payslips to prove they have worked for their sponsoring employer’s organisation for 12 months. The 12 month prior employment rule will continue to apply but will only need to be confirmed through the provision of payslips where there is any doubt.
- Changes are being made to the post-study work provision for students graduating in the UK to switch into Tier 2. The existing Rules require such students to still have existing valid leave, and to have graduated during a period of continuous leave which includes their current grant of leave. These requirements are being changed to state

that breaks in leave of up to 28 days are acceptable, in line with the policy on overstayers established in HC 194 (laid before Parliament on 13 June 2012). The changes also clarify that undergraduate Masters degrees are eligible under the provisions as well as postgraduate Masters degrees.

- To improve flexibility, we are adjusting the permitted changes to a Tier 2 migrant's salary that may be made without requiring a fresh application. The changes now permit reductions in salary as well as increases, providing the salary does not reduce below the appropriate rate for the occupation or any overall salary threshold in the table above which applies to the applicant. These changes apply in addition to the existing provision for maternity, paternity or adoption leave, long-term sick leave, and company-wide reductions in pay to avoid redundancies.
- As with the Tier 1 (General) category, a small change is being made to Tier 2 (Intra-Company Transfer) and Tier 2 (General) due to the introduction of the Government's new "employee-owner" initiative. The change confirms that if applicants exchange some of their UK employment rights for shares as an employee-owner, the value of those shares will not be included when assessing an applicant's pay.
- A clarification is being made to confirm that Tier 2 (General) migrants may apply for extensions to continue working in the same **occupation** (not just the same job) with the same Sponsor, without a Resident Labour Market Test being required.
- Changes are being made to the Codes of Practice and Resident Labour Market Test, as set out above.
- A temporary exemption from the requirement to advertise in Jobcentre Plus (or JobCentre Online in Northern Ireland) for NHS positions advertised on NHS Jobs was introduced in HC 760, laid on 22 November 2012. This temporary exemption was due to end on 6 April 2013 but is being extended to 1 October 2013 while upgrades to DWP systems are completed.

Changes to Tier 4 of the Points-Based System

7.14 Tier 4 of the Points-Based System caters for international students who wish to study in the United Kingdom. Tier 4 Students have conditions restricting their employment in the UK. Upon graduation a Tier 4 Student can remain in the UK to work by switching into Tier 2 if they have a graduate job paying £20,000 per year or more or switching into Tier 1 under our Graduate Entrepreneur scheme.

7.15 From 6 April 2013, students successfully completing a PhD at a UK Higher Education Institution (HEI) will be able to stay in the UK, sponsored by the HEI, on a Tier 4 visa for 12 months. This will give students gaining a PhD a longer period to find work with a Tier 2

employer, set up as an entrepreneur, or to gain practical work experience in their field. Leave will be granted for 12 months from the expected course completion date specified by the HEI.

7.16 Two further minor changes are being made to Tier 4:

- To prevent students from studying at a lower level than that for which they were granted leave, where different requirements or conditions would have applied had the application been for the lower level course.
- To clarify the immigration status required for a Tier 4 (Child) Student's carer.

Amendments to Tier 5 of the Points-Based System

7.17 Tier 5 of the Points-Based System caters for youth mobility and temporary workers coming for primarily non-economic purposes, and consists of two categories: Tier 5 (Youth Mobility Scheme) and Tier 5 (Temporary Workers). The Temporary Workers category consists of five sub-categories: Creative and Sporting, Charity Workers, Religious Workers, Government Authorised Exchange, and International Agreement. Applicants must have a Tier 5 Sponsor, which is usually their UK employer.

7.18 The International Agreement sub-category provides for workers who may be admitted under the UK's international commitments, but who are not otherwise covered by provisions in the Immigration Rules.

7.19 Changes are being made to this sub-category to make provision for independent professionals seeking admission under the relevant commitments in certain international trade agreements to which the UK is a party. The changes require such professionals to have a university degree or a technical qualification demonstrating knowledge of an equivalent level, any professional qualifications required by law or other regulations for them to exercise the activity in question in the UK, and at least six years' professional experience in the sector concerned.

7.20 Further changes are being made to this sub-category to expand the provision for contractual service suppliers (who do not otherwise have a UK presence) seeking admission under the relevant commitments in certain international trade agreements to which the UK is a party. These changes make specific provisions as to the skills and experience requirements for contractual service suppliers providing fashion model services, entertainment services (other than audiovisual services) and chef de cuisine services.

7.21 A minor correction is being made to the Government Authorised Exchange sub-category, to clarify that applicants being sponsored in a research programme or training programme may be granted leave for up to two years (as opposed to one year for those sponsored in a work experience programme). This detail was accidentally deleted by HC 760, which was laid on 22 November 2012.

7.22 The extension process for migrants under the Tier 5 International Agreement route is being simplified by increasing leave from 1 year to 2 years.

7.23 The lists of Permit Free Festivals and Tier 5 Government Authorised Exchange Schemes are being updated.

Changes related to Visitors

7.24 Clarificatory changes to the Visitor rules will prevent abuse by visitors who are living in the UK through frequent, successive visits and will strengthen the Rules for a third party who is providing support to a visitor (either financial support or accommodation) by requiring them to demonstrate they are able and intend to do so, and are legally present in the UK.

7.25 The period of initial leave granted to graduates undertaking an unpaid clinical attachment or dental observation post is being increased from 6 weeks to 3 months in line with the average length of such postings.

7.26 Paragraphs 56R to 56W and 2 m) to p) of Appendix 1 to the Immigration Rules facilitated the entry and stay of Olympic and Paralympic Games Family Members during the 2012 Olympic and Paralympic Games in line with Host City contractual obligations. The Rules ceased to have effect on 9 November 2012 and are being deleted.

Amendments to Parts 5, 6 and 6A of the Immigration Rules – Work Related Settlement

7.27 Parts 5, 6 and 6A of the Immigration Rules include provision for indefinite leave to remain for work and economic activity-related routes of entry - for example work permit holders, businesspersons, investors, Tier 1 and Tier 2 of the Points Based System.

7.28 The requirement for a continuous period of lawful residence in the UK is common to all these routes. There is no definition of UK for the purpose of the Immigration Rules, but the Interpretation Act 1978 defines the UK as Great Britain and Northern Ireland. This excludes the Crown Dependencies (the Bailiwicks of Guernsey and Jersey and the Isle of Man) and time spent there in a specified category has not counted toward indefinite leave to remain in the UK. The Crown Dependencies are, however, part of the Common Travel Area (CTA). Under Schedule 4 of the Immigration Act 1971, leave granted in the Crown Dependencies is treated as if it has been granted in the UK. The Rules have therefore been amended so as to include time spent in the Crown Dependencies in specified categories in the calculation of the continuous residence period for indefinite leave to remain in the UK in categories in Parts 5, 6 and 6A.

7.29 Amendments are being made to the continuous residence requirement for indefinite leave to remain for Tier 1 (General), to clarify that absences from the UK must be for a specific reason.

7.30 A concession from the requirement to be paid at the appropriate salary rate at the time of the indefinite leave to remain application, owing to a reduction in pay due to maternity, paternity or adoption leave, is being brought into the Rules for work permit holders, Tier 2 (Intra-Company Transfer) and Tier 2 (General).

Changes to the Immigration Rules relating to family and private life

7.31 The following minor changes and clarifications are being made to the Immigration Rules relating to family life:

- To clarify that the transitional provisions for further applications made by those granted entry clearance or limited leave to enter or remain under Part 8 of the Rules before 9 July 2012 can only be accessed by persons in the UK and subject to the requirements of Part 8 for such applications.
- To provide that a person may apply for further limited leave to remain as a partner under Part 8 within a period of 28 days of the end of their last such leave.
- To provide that the partner of a Points Based System migrant not on a route to settlement cannot switch into the partner route under Part 8 and amalgamate their leave as a partner under both routes towards the qualifying period for settlement.
- To ensure that references to the UK National Recognition Information Centre are correct. (UK NARIC is the agency responsible for providing a comparison of international qualifications against UK qualification framework levels).
- In respect of the financial requirements for partners and dependent children under Appendix FM and Appendix FM-SE:
 - To clarify the basis on which non-salaried employment income at the date of application is calculated. This will be done by calculating that income on the annualised basis of the gross monthly average in the period of 6 months prior to application.
 - To clarify that those working in the UK at the date of application can include earnings from employment in the UK and overseas, where they are required to show the amount of their earnings from employment in the 12 months prior to application.
 - To clarify that, where the applicant's partner is self-employed overseas at the date of application, that partner may also rely on a confirmed offer of employment in the UK for the purposes of meeting the financial requirements.
 - To clarify the evidence of self-employment to be provided.
 - To clarify the company-based evidence to be provided by directors and/or shareholders in companies in sole or limited family ownership.
 - To provide greater flexibility in meeting the financial requirements for those who are, or have in the previous 6 months been, in receipt of maternity, paternity, adoption or sick pay. To provide flexibility also for those who are or have been on parental leave.
 - To provide that relevant cash savings held at the date of application by the applicant, their partner or the couple jointly can have been held by them as investment funds within the previous 6 months.

- To add Personal Independence Payment to the list of benefits and allowances received by the applicant's partner which mean that the applicant has to meet an 'adequate' maintenance requirement. A joint review by the Department for Work and Pensions and the Home Office of the treatment of disabled people and carers as sponsors under the financial requirements under Appendix FM is ongoing and will be concluded shortly. An applicant who relies on this provision for 'adequate' maintenance cannot expect that they will necessarily be able to do so in any future application for leave to remain under Appendix FM.
- To clarify that, where the applicant and their partner are resident in the UK at the date of application, rental income from a property in the UK cannot be counted as income if that property will become their main residence if the application is granted.
- To confirm that cash income on which the correct tax has been paid may be counted as income.
- To confirm that, where an academic stipend or maintenance grant is or will be paid on a tax-free basis, the gross equivalent amount may be counted as income.
- To confirm that the UK Border Agency has discretion to contact the applicant to request further information or documents before making a decision on the application.

7.32 The following minor changes and clarifications are being made to the Immigration Rules relating to private life:

- To confirm that a valid application is required to be made for leave to remain on the grounds of private life, except in the same specified circumstances as when such a valid application is not required for leave to remain on grounds of family life. For example, those circumstances include when the claim is raised as part of an asylum claim or as part of a further submission in person after an asylum claim has been refused; where a migrant is in immigration detention; where removal directions have been set pending an imminent removal; and in an appeal.
- To make a minor clarification to the drafting of the provision relating to applications for Indefinite Leave to Remain on the basis of private life.

Changes related to EEA rules

7.33 Following the European Court of Justice case in *Chen (C-200/02)*, the UK created paragraphs 257C-E of the Immigration Rules to provide for entry as the carer or relative of an EEA national child in the UK. In the Upper Tribunal case of *M (Chen parent: source of rights) Ivory Coast [2010] UKUT 277 (IAC)*, the domestic court confirmed that a primary carer of a self sufficient EEA national child had a directly enforceable EU right to enter and reside in the host state to facilitate the child's free movement rights. This EU right is not

subject to any restrictions imposed by the Immigration Rules regime. As a consequence it is no longer appropriate to deal with this category of case within the Rules.

Changes to General Grounds for Refusal

7.34 This rule change is a safeguard against an offender returning to the UK lawfully but in breach of a conditional caution. It replicates the effect of Paragraph 320(7B)(vii) of the General Grounds for Refusal.

Changes related to Asylum

7.35 Following the judgment of the Supreme Court in *R (on the application of Alvi) (Respondent) v Secretary of State for the Home Department (Appellant)*, the Rules have been amended to include the requirements to be met for limited leave to remain as an unaccompanied asylum seeking child to be granted. The Rules reflect our existing policy approach in terms of who qualifies for discretionary leave as previously set out in the Discretionary Leave guidance

7.36 Unaccompanied children who submit asylum applications and who are over the age of 17 ½ will have their applications considered as children. If their claim for protection is refused, they are likely to have reached the age of majority when the asylum and appeals processes have concluded.

7.37 Unaccompanied children can apply for leave under the Immigration Rules at the expiry of their current discretionary leave. As is current practice, existing contact management strategies are utilised to ensure that children, their social workers and legal representatives, apply for further leave at the conclusion of existing leave.

Introduction of Part 14 – Stateless Persons

7.38 This Statement of Changes provides a route for a person to apply to be recognised as stateless. To be recognised as stateless a person must demonstrate that they are not considered as a national by any State under the operation of its law and cannot reside in their country of former habitual residence or any other country. Leave to remain in the UK may be granted to applicants who are recognised as stateless.

7.39 Following a study by UNHCR and Asylum Aid on the prevalence of statelessness in the UK¹, a gap was identified on our approach to stateless people in the UK. The report identified a small number of stateless people in the UK with no status and no way of leaving. The majority of stateless applicants with no leave in the UK resort to the asylum route to regularise their stay. About half of these are protected by the Geneva Convention or ECHR, and are granted leave to remain on that basis. However, the rest remain in the UK with no leave and no prospect of returning to any other country.

7.40 This instrument provides a route for those who are genuinely stateless and in the UK to regularise their stay. It reaffirms the UK's position to offer protection to those who truly need it.

¹ *Mapping Statelessness in The United Kingdom*, UNHCR/Asylum Aid, November 2011

7.41 The criteria to determine whether a person is stateless is intentionally narrow. It is based on the definition of a stateless person as contained in the 1954 UN Convention on the Status of Stateless Persons, that is, that the person is not considered as a national by any State under the operation of its law. This instrument also stipulates that the person must not be admissible to any other country in order to be recognised as stateless. This narrow definition ensures the policy captures those who are genuinely stateless and have no-where to go, whilst preventing abuse from applicants who have no status in the UK and are awaiting removal.

Other cross-cutting amendments

7.42 The following cross-cutting changes are being made, which relate to various immigration categories:

- A correction is being made to the definition of “settled worker” to ensure it accurately reflects those EEA nationals and their partners who have free right to work in the UK. This definition is used in the criteria for job creation in the Tier 1 (Entrepreneur) category and the resident labour market test in the Tier 2 (General) category.
- Further to the Supreme Court judgment in *R (on the application of Alvi) (Respondent) v Secretary of State for the Home Department (Appellant)*, an existing requirement (previously set out in guidance published by the UK Border Agency) is being added to the Immigration Rules. This sets out the evidence that must be provided by child dependants of Points-Based System migrants, if they are over the age of 16, to show that they are not living an independent life. This was inadvertently overlooked when other requirements from guidance were added to the Immigration Rules when Cm 8423 was laid on 19 July 2012.
- A clarification is being made to the rules concerning maintenance funds required for Points-Based System migrants and their dependants to show that they are able to support themselves without access to public funds. The clarification confirms that overdraft facilities cannot be considered towards the level of available funds that is required.
- An update is being made to the list of approved English language test providers for various immigration categories, to reflect the fact that the Cambridge ESOL provider has changed its name to Cambridge English.
- An update is being made to the list of Sports Governing Bodies which are able to provide the mandatory endorsements for Tier 2 (Sportsperson) and Tier 5 (Temporary Worker – Creative and Sporting) applications. This adds the Royal Yachting Association to the list so that applicants who are internationally established at the highest level in the sports of sailing, windsurfing and powerboating can be endorsed.
- Routine updates are being made to the lists of financial institutions in Bangladesh from which statements are or are not accepted. A new list of financial institutions in

Sri Lanka from which statements are accepted is being added. These changes reflect the UK Border Agency's current intelligence on whether these institutions satisfactorily verify such statements.

- The changes in paragraphs 245CE, 320(7B) and 363A correct minor drafting errors in previous changes to the Immigration Rules. The change to paragraph:
 - 245CE re-inserts the requirement for applicants to have not overstayed previous leave by more than 28 days. This requirement was inserted to the rules by HC 194, but was not reflected in a subsequent restructuring of paragraph 245CE under CM 8423.
 - 320(7B) ensures that the policy of not applying the grounds for refusal in paragraph 320(7B) where the migrant was under 18 at the time of the breach of immigration laws is reflected in the current version of the Immigration Rules.
 - 363A deletes an erroneous reference to paragraph 394B.

8. Consultation

8.1 On 27 April 2012, the Minister for Immigration commissioned the Migration Advisory Committee (MAC) to review the Codes of Practice for skilled workers. The MAC was asked:

- *“To update the list of occupations skilled to National Qualifications Framework 6 to reflect the new SOC 2010 classification;*
- *To advise on the design of the Codes of Practice Framework including: (a) how the codes of practice should be divided between sectors and occupations; (b) whether the current codes could be simplified or streamlined; (c) whether and how the consistency of approach across different sectors and occupations could be improved; and (d) how often and in what manner the codes of practice should be updated;*
- *To advise on the minimum appropriate pay for occupations and (as appropriate) job titles, taking into account the minimum salary threshold for the Tier 2 route and identifying, where necessary, separate occupation specific minimum salaries for both new entrants and experienced employees;*
- *To advise on what the appropriate advertising medium (in addition to Jobcentre Plus) should be for occupations and job titles to satisfy the Resident Labour Market Test.”*

8.2 On 20 August 2012, the Minister for Immigration further commissioned the MAC to review the Shortage Occupation List and to assess whether creative occupations should continue to be included within Tier 2 of the Points-Based System. The MAC was asked:

- *“In which occupations or job titles skilled to at least NQF level 6 is there a shortage of labour that it would be sensible to fill using labour from outside the EEA and which therefore merit inclusion on the Shortage Occupation List (SOL)?*
- *The Government has indicated that it wishes to remove from the SOL all occupations that have been on it for more than a given period, in principle two years, regardless of shortages affecting the sectors concerned. This reflects the fact that inclusion on the SOL is intended to provide temporary relief while measures are taken to mitigate the shortages. The MAC is asked to advise on:*

(i) A standard period after which removal from the SOL should become automatic and whether exceptions should be permitted.

(ii) Whether a transitional period should be accorded to those occupations currently on the SOL and which have exceeded the advised standard period.

In advising on (i) and (ii), the MAC should have regard to time already spent on the SOL and mitigation measures taken, plans for further mitigation measures and the business impact of removal from the SOL.

- *Tier 2 is now reserved for occupations skilled to at least NQF level 6 and in general the SOL should be aligned with that policy. However, for those job titles currently on the SOL which are not skilled to NQF level 6, is there a shortage of labour that it would be sensible to fill using labour from outside the EEA and, therefore, a case for retaining them on the list? If so, which pay threshold should be applied in the relevant codes of practice for those job titles which the MAC recommends for inclusion on the SOL?*
- *The Government has retained within Tier 2 the following creative occupations in the arts and design fields which are not skilled to NQF level 6: artists, authors, actors, dancers and designers. Does the MAC see a case for continued inclusion of certain creative occupations in Tier 2 and, if so, on what terms?”*

8.3 The Committee issued public calls for evidence and consulted regarding both of these commissions. It published its report on the Codes of Practice on 17 October 2012 and its report on the Shortage Occupation List on 15 February 2013. The reports can be accessed on the UK Border Agency website at www.ukba.homeoffice.gov.uk/mac.

8.4 The changes to the Immigration Rules relating to family and private life mainly reflect feedback on the practical operation of the rules from legal practitioners and from UK Border Agency caseworkers.

8.5 The changes relating to paragraphs 257C-E (EEA rules) in this Statement are following caselaw which UKBA is required to implement. No formal public consultation has been undertaken in respect of them.

8.6 The other changes in this Statement have not been subject to consultation as this would be disproportionate given the minor nature of the changes.

9. Guidance

9.1 On 1 March The Home Office published a Statement of Intent setting out the changes the Government intended to make to the Codes of Practice, salary thresholds and Resident Labour Market Test, to explain the changes and give sponsoring employers and applicants time to prepare. The Statement of Intent can be accessed on the Home Office website at <http://www.homeoffice.gov.uk/publications/immigration/soi-cop-skilled-workers?view=Standard&pubID=1157671>. This Statement of Changes does not deviate from the proposals set out in the Statement of Intent.

9.2 Information on all the changes set out in this Statement of Changes will be made available to migrants, sponsors and UK Border Agency staff, through updates to websites and guidance.

10. Impact

10.1 The Migration Advisory Committee considered the impacts of its recommendations when carrying out its commissions.

10.2 Notwithstanding the cumulative impact which changes in the Immigration Rules may have, there is limited or no impact on business, charities, the public sector or voluntary bodies arising from the specific changes contained in this Statement of Changes such that an impact assessment is unnecessary.

11. Regulating small business

11.1 The changes to Tier 2 of the Points-Based System will apply to small businesses that are licensed as Tier 2 Sponsors.

11.2 The changes relating to paragraphs 257C-E (EEA rules) potentially apply to small businesses. These changes are minor and are not expected to have an adverse impact on small businesses.

12. Monitoring and review

12.1 The review clauses at the beginning of this Statement of Changes require the Secretary of State to review the operation and effect of all of the relevant Immigration Rules, including any Rules amended or added by the changes in this Statement and lay a report before Parliament within five years of 6 April 2012 and within every five years after that. Following each review the Secretary of State will decide whether the relevant Immigration Rules should remain as they are, be revoked or be amended. A further Statement of Changes would be needed to revoke or amend the relevant Rules.

12.2 The Government intends to update the salary thresholds in this Statement of Changes annually in line with the latest available data from the sources used in making these changes. The Government also intends to commission the Migration Advisory Committee to review the Resident Labour Market Test criteria in three to five years time and the Shortage Occupation List every two years.

13. Contact

13.1 Queries should be directed to the UK Border Agency's immigration enquiry bureau on 0870 606 7766, or as per the Contact page on the UK Border Agency website at www.ukba.homeoffice.gov.uk/contact/.

13.2 Specific written queries relating to this Statement of Changes should be directed to StatementofChanges@homeoffice.gsi.gov.uk. Please note that this mailbox is only for Parliamentary use and specific technical queries regarding the drafting of this Statement of Changes. It is not a contact point for general enquiries. Queries to this e-mail address from outside Parliament about other immigration issues, including how these changes affect applications, will not receive a response.

13.3 A copy of this Statement of Changes can be found on the UK Border Agency website at www.ukba.homeoffice.gov.uk/sitecontent/documents/policyandlaw/statementsofchanges/.