

# STATEMENT OF CHANGES IN IMMIGRATION RULES

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

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*Ordered by the House of Commons to be printed  
13 March 2014*

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*(This document is accompanied by an Explanatory Memorandum)*



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Queries should be directed to the Home Office's immigration enquiry bureau on 0870 606 7766, or as per the Contact page on the visas and immigration pages of the gov.UK website at <https://www.gov.uk/visas-immigration>

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A copy of this Statement of Changes can be found on the visas and immigration pages of the gov.UK website at [www.gov.uk/government/collections/immigration-rules-statement-of-changes](http://www.gov.uk/government/collections/immigration-rules-statement-of-changes)

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## <sup>1</sup>STATEMENT 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), 11 March 2013 (HC 1038), 14 March 2013 (HC 1039), 9 April 2013 (Cm 8599), 10 June 2013 (HC 244), 31 July 2013 (Cm 8690), 6 September 2013 (HC 628), 9 October 2013 (HC 686), 8 November 2013 (HC 803), 9 December 2013 (HC 887), 10 December 2013 (HC 901), 18 December 2013 (HC 938) and 10 March 2014 (HC 1130).

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<sup>1</sup> This Statement of Changes can be viewed at <https://www.gov.uk/government/collections/immigration-rules>

## **Implementation**

The change set out in paragraph 92 of this statement shall take effect from 5 May 2014.

The changes set out in paragraphs 170 to 172 and 174 to 196 of this statement shall take effect from 1 July 2014. However, if an applicant has made an application for entry clearance or leave before 1 July 2014, the application will be decided in accordance with the Rules in force on 30 June 2014.

The other changes set out in this statement shall take effect from 6 April 2014.

However:

- (a) With regard to the changes set out in paragraphs 36, 40 to 41, 44 to 45, 120 to 121, 129 to 130 and 236, if an applicant has made an application for entry clearance or leave on or after 6 April 2014 using a Certificate of Sponsorship that was assigned to him by his Sponsor before 6 April 2014, the application will be decided in accordance with the rules in force on 5 April 2014.
- (b) The changes in paragraphs 1, 25 to 26, 28, 30, 54, 55, 59 to 62, 95 to 98, 131 to 132, 137, 161 to 164, 198 to 223, 232 to 234 and 242 to 246 shall apply to all applications decided on or after 6 April 2014.
- (c) With regard to the other changes, if an applicant has made an application for entry clearance or leave before 6 April 2014, the application will be decided in accordance with the Rules in force on 5 April 2014.

## **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, delete:

“Under Part 6A and Appendix A of these Rules, "**working for the same employer**" includes working for the business or concern in respect of which employment the earlier grant of leave was granted where that business or concern has, since that date, merged with, or been taken over by, another entity.”

and substitute:

“Under Part 6A and Appendix A of these Rules, working for "**the same employer**" or "**the same Sponsor**" includes working for a different employer or Sponsor in circumstances which constitute a “relevant transfer” under Regulation 3(1) of the Transfer of Undertakings (Protection of Employment) Regulations 2006, or similar protection, provided the worker’s duties remain unchanged.”.

2. In paragraph 6, after the definition of “Training Programme”, insert:

“Under Part 6A of these Rules “Overseas Government Language Programme” means an overseas Government sponsored professional language development programme under the Government Authorised Exchange Scheme where the migrant delivers language training and participates in a cultural exchange programme that is fully or partially paid for by the overseas government or an organisation affiliated to an overseas government.”.

3. In paragraph 6:

In the definition of ‘**Certificate of Sponsorship Checking Service**’, delete “Part 6A” and insert “Parts 6A and 9”.

After the definition of ‘**conviction**’ insert:

“**curtailment**, in relation to the curtailment of a person’s leave to enter or remain in the UK, means curtailing their leave such that they will have a shorter period of, or no, leave remaining.”.

4. In paragraph 6 after the definition of “**present and settled**” insert:

“For the purposes of an application as a fiancé(e) or proposed civil partner under paragraphs 290-295 or Appendix FM, an EEA national who holds a document certifying permanent residence issued under the 2006 EEA Regulations is to be regarded as present and settled in the United Kingdom.”.

5. In paragraph 6, in the definition of “relevant grant allocation period”, delete:

“UK Border Agency”

and substitute:

“visas and immigration pages of the gov.uk”.

6. In paragraph 6, in the definition of “grant allocation”, delete:  
“UK Border Agency”  
  
and substitute:  
  
“visas and immigration pages of the gov.uk”.
7. At the end of paragraph 6 delete:  
  
“For the purposes of an application as a fiancé(e) or proposed civil partner under Appendix FM, an EEA national who holds a registration certificate or a document certifying permanent residence issued under the 2006 EEA Regulations (including an EEA national who holds a residence permit issued under the Immigration (European Economic Area) Regulations 2000 which is treated as if it were such a certificate or document by virtue of Schedule 4 to the 2006 EEA Regulations) is to be regarded as present and settled in the United Kingdom.”.
8. In paragraph 28A(b), after “An application for entry clearance” insert “as a Tier 1 (Exceptional Talent) Migrant or”.
9. In paragraph A34(i), delete:  
  
“website of the United Kingdom Border Agency”  
  
and substitute:  
  
“visas and immigration pages of the gov.uk website”.
10. In paragraph 34(i), delete:  
  
“website of the United Kingdom Border Agency of the Home Office”  
  
and substitute:  
  
“visas and immigration pages of the gov.uk website”.
11. In paragraph 34B(iii), delete:  
  
“United Kingdom Border Agency's”  
  
and substitute:  
  
“visas and immigration pages of the gov.uk”.
12. In paragraph 128A(a)(i), delete:  
  
“where the applicant is applying under the terms set out in Appendix S”



and substitute:

“where the applicant received a Highly Skilled Migrant Programme approval letter issued on the basis of an application made before 3 April 2006, and was subsequently granted entry clearance or leave to remain on the basis of that letter”

13. Delete paragraph 135G and substitute:

**“Requirements for indefinite leave to remain as a highly skilled migrant**

135G. The requirements for indefinite leave to remain for a person who has been granted leave as a highly skilled migrant are that the applicant:

- (a) has spent a continuous period of 5 years (or 4 years where the applicant received a Highly Skilled Migrant Programme approval letter issued on the basis of an application made before 3 April 2006, and was subsequently granted entry clearance or leave to remain on the basis of that letter) lawfully in the United Kingdom; and
- (b) on the date that the continuous period of 5 years (or 4 years as appropriate, as set out in (a)) ends, has leave as a highly skilled migrant, and has spent the remainder of the period with leave as a highly skilled migrant, a work permit holder or an Innovator; and
- (c) throughout the 5 years (or 4 years where applicable, as set out in (a)) spent in the United Kingdom, has maintained and accommodated himself and any dependants adequately without recourse to public funds; and
- (d) is lawfully economically active in the United Kingdom in employment, self-employment or a combination of both; and
- (e) has demonstrated sufficient knowledge of the English language and sufficient knowledge about life in the United Kingdom, in accordance with Appendix KoLL, unless the applicant received a Highly Skilled Migrant Programme approval letter issued on the basis of an application made before 7 November 2006, and was subsequently granted entry clearance or leave to remain on the basis of that letter; and
- (f) does not fall for refusal under the general grounds for refusal, except that paragraph 322(1C) shall not apply if the applicant received a Highly Skilled Migrant Programme approval letter issued on the basis of an application made before 7 November 2006, and was subsequently granted entry clearance or leave to remain on the basis of that letter; and
- (g) 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, unless the applicant received a Highly Skilled Migrant Programme approval letter issued on the basis of an application made

before 7 November 2006, and was subsequently granted entry clearance or leave to remain on the basis of that letter; and

- (h) has made the application for indefinite leave to remain before 6 April 2018.”.
14. In paragraph 245B, delete “in the fields of science, humanities, engineering and the arts” and substitute “in particular fields”.
15. In paragraph 245BC, after “3 years and 4 months”, insert “, or 2 years if the applicant was last granted leave as a Tier 1 (Exceptional Talent) Migrant,”.
16. Delete paragraph 245BD(d)(i) and substitute:
- “(i) a Tier 1 Migrant”.
17. Delete paragraph 245BF(c) and substitute:
- “(c) The applicant must have spent a continuous period of 5 years lawfully in the UK as follows:
- (i) The applicant must have, or have last been granted, leave as a Tier 1 (Exceptional Talent) Migrant;
  - (ii) The 5 years must have been spent with leave as a Tier 1 Migrant (excluding as a Tier 1 (Graduate Entrepreneur) Migrant or Tier 1 (Post-Study Work) Migrant) or as a Tier 2 Migrant (excluding as a Tier 2 (Intra-Company Transfer) Migrant); and
  - (iii) The applicant must have had absences from the UK of no more than 180 days in any 12 calendar months during the 5 years.”.
18. After paragraph 245CA(g), insert:
- “(h) The application for leave to remain must have been made before 6 April 2015.”.
19. In paragraph 245CD(b), after “general grounds for refusal”, insert “(except that paragraph 322(1C) shall not apply if the applicant meets the conditions in (f)(i)-(iii) below)”.
20. In paragraph 245CD(c), delete “Unless the application is being made under the terms in Appendix S, the applicant must have spent a continuous period of 5 years lawfully in the UK,” and substitute “The applicant must have spent a continuous period as specified in (d) lawfully in the UK,”.
21. Delete paragraph 245CD(d)-(j) and substitute:
- “(d) The continuous period in (c) is:

- (i) 4 years, if the applicant:
    - (1) received a Highly Skilled Migrant Programme approval letter issued on the basis of an application made before 3 April 2006,
    - (2) was subsequently granted entry clearance or leave to remain on the basis of that letter, and
    - (3) has not since been granted entry clearance or leave to remain in any category other than as a Highly Skilled Migrant or Tier 1 (General) Migrant; or
  - (ii) 5 years, in all other cases.
- (e) If the applicant has or has had leave as a Highly Skilled Migrant, a Writer, Composer or artist, a self-employed lawyer or as a Tier 1 (General) Migrant under the Rules in place before 19 July 2010, and has not been granted leave in any categories other than these under the Rules in place since 19 July 2010, the applicant must have 75 points under paragraphs 7 to 34 of Appendix A.
- (f) Where the applicant:
- (i) received a Highly Skilled Migrant Programme approval letter issued on the basis of an application made before 7 November 2006,
  - (ii) was subsequently granted entry clearance or leave to remain on the basis of that letter, and
  - (iii) has not since been granted entry clearance or leave to remain in any category other than as a Highly Skilled Migrant or Tier 1 (General) Migrant,

the applicant must be economically active in the UK, in employment or self-employment or both.

- (g) in all cases other than those referred to in (e) or (f) above, the applicant must have 80 points under paragraphs 7 to 34 of Appendix A.
- (h) The applicant must have sufficient knowledge of the English language and sufficient knowledge about life in the United Kingdom, in accordance with Appendix KoLL of these Rules, unless the applicant meets the conditions in (f)(i)-(iii) above.
- (i) 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, unless the applicant meets the conditions in (f)(i)-(iii) above.
- (j) The applicant must provide the specified documents in paragraph 245CD-SD to evidence the reason for the absences set out in paragraph

245AAA, unless the applicant meets the conditions in (f)(i)-(iii) above.”.

22. In paragraph 245CD(l), delete “4 years (or 5 years as the case may be)” and substitute “5 years (or 4 years as the case may be)”.
23. After paragraph 245CD(l), insert:

“(m) The application for indefinite leave to remain must have been made before 6 April 2018.”.
24. Delete paragraph 245CE.
25. After paragraph 245D(b), insert:

“(c) Where paragraphs 245D to 245DF and paragraphs 35 to 53 of Appendix A, refer to money remaining available to the applicant until such time as it is spent for the purposes of his business or businesses:

  - (i) ‘Available’ means that the funds are:
    - (1) in the applicant’s own possession,
    - (2) in the financial accounts of a UK incorporated business of which he is the director, or
    - (3) available from the third party or parties named in the application under the terms of the declaration(s) referred to in paragraph 41-SD(b) of Appendix A.
  - (ii) ‘Spent’ excludes spending on:
    - (1) the applicant’s own remuneration,
    - (2) buying the business from a previous owner, where the money goes to that previous owner rather than into the business,
    - (3) investing in other businesses, and
    - (4) any spending which is not directly for the purpose of establishing or running the applicant’s own business or businesses.”.
26. Delete paragraph 245DB(f)(iii) and substitute:

“(iii) that the money referred to in Table 4 of Appendix A is genuinely available to the applicant, and will remain available to him until such time as it is spent for the purposes of his business or businesses.”.
27. After paragraph 245DB(j), insert:

“(k) The applicant must be at least 16 years old.

- (l) Where the applicant is under 18 years of age, the application must be supported by the applicant's parents or legal guardian or by one parent if that parent has sole legal responsibility for the child.
  - (m) Where the applicant is under 18 years of age, the applicant's parents or legal guardian, or one parent if that parent has sole legal responsibility for the child, must confirm that they consent to the arrangements for the applicant's care in the UK.”.
28. Delete paragraph 245DD(h)(iii) and substitute:
- “(iii) the money referred to in Table 4 of Appendix A is genuinely available to the applicant, and will remain available to him until such time as it is spent for the purposes of his business or businesses.”.
29. After paragraph 245DD(m), insert:
- “(n) The applicant must be at least 16 years old.
- (o) Where the applicant is under 18 years of age, the application must be supported by the applicant's parents or legal guardian or by one parent if that parent has sole legal responsibility for the child.
  - (p) Where the applicant is under 18 years of age, the applicant's parents or legal guardian, or one parent if that parent has sole legal responsibility for the child, must confirm that they consent to the arrangements for the applicant's care in the UK.”.
30. Delete paragraph 245DE(c)(ii) and substitute:
- “(ii) the funds referred to in the relevant sections of Appendix A cease to be available to him, except where they have been spent for the purposes of his business or businesses.”.
31. After paragraph 245EB(c), insert:
- “(d) The applicant must be at least 16 years old and the assets and investment he is claiming points for must be wholly under his control.
- (e) Where the applicant is under 18 years of age, the application must be supported by the applicant's parents or legal guardian or by one parent if that parent has sole legal responsibility for the child.
  - (f) Where the applicant is under 18 years of age, the applicant's parents or legal guardian, or one parent if that parent has sole legal responsibility for the child, must confirm that they consent to the arrangements for the applicant's care in the UK.”.
32. After paragraph 245ED(d), insert:

- “(e) The applicant must be at least 16 years old and the assets and investment he is claiming points for must be wholly under his control.
  - (f) Where the applicant is under 18 years of age, the application must be supported by the applicant's parents or legal guardian or by one parent if that parent has sole legal responsibility for the child.
  - (g) Where the applicant is under 18 years of age, the applicant's parents or legal guardian, or one parent if that parent has sole legal responsibility for the child, must confirm that they consent to the arrangements for the applicant's care in the UK.”.
33. After new paragraph 245ED(g), renumber following sub-paragraph (e) as (h).
34. Delete paragraph 245F(a) and substitute:
- “(a) This route is for:
    - (i) 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; and
    - (ii) Graduates who have been identified by UK Trade and Investment as elite global graduate entrepreneurs to establish one or more businesses in the UK.”
35. Delete paragraph 245FB(f) and substitute:
- “(f) An applicant who has, or was last granted, entry clearance or leave to remain as a Tier 2 (General) Migrant must have been granted leave to work as a post-doctoral researcher for the same institution which is endorsing his application as a Tier 1 (Graduate Entrepreneur) Migrant.”.
36. In paragraph 245GB(e)(iii), delete “£152,100” and substitute “£153,500”.
37. Delete paragraph 245GC(a) to (c) and substitute:
- “245GC. Period and conditions of grant**
- (a) Entry clearance will be granted for whichever is the shorter of:
    - (i) a period equal to the length of the period of engagement plus 1 month, or
    - (ii) the maximum time, as set out in (b).
  - (b) The maximum time referred to in (a)(ii) is:

- (i) 6 months, if the applicant is applying in the Skills Transfer sub-category,
  - (ii) 12 months, if the applicant is applying in either of the Graduate Trainee or Short Term Staff sub-categories, or
  - (iii) 5 years and 1 month, if the applicant is applying in the Long Term Staff sub-category.”.
38. In paragraph 245GC, renumber following sub-paragraphs (d) and (e) as (c) and (d) respectively.
39. Delete paragraph 245GE and substitute:

**“245GE. Period and conditions of grant**

- (a) Leave to remain will be granted for whichever of the following is the shortest:
  - (i) the length of the period of engagement plus 14 days,
  - (ii) 5 years, or
  - (iii) the difference between the continuous period of leave that the applicant has already been granted (notwithstanding any breaks between periods of leave of up to 28 days) as a Tier 2 (Intra-Company Transfer) Migrant, and the maximum time, as set out in (b).

If the calculation of period of leave comes to zero or a negative number, leave to remain will be refused.

(b) The maximum time referred to in (a)(iii) is:

- (i) 6 months, if the applicant is applying in the Skills Transfer sub-category,
- (ii) 12 months, if the applicant is applying in either of the Graduate Trainee or Short Term Staff sub-categories,
- (iii) 5 years, if:
  - (1) the applicant is applying in the Long Term Staff sub-category,
  - (2) the Certificate of Sponsorship Checking Service entry records that the applicant's gross annual salary (including such allowances as are specified as acceptable for this purpose in paragraph 75 of Appendix A) to be paid by the Sponsor is less than £153,500, (or £152,100 if the Certificate of Sponsorship used in support of the application was assigned to him before 6 April 2014) and
  - (3) Paragraph (v) below does not apply,

- (iv) 9 years, if:
  - (1) the applicant is applying in the Long Term Staff sub-category,
  - (2) the Certificate of Sponsorship Checking Service entry records that the applicant's gross annual salary (including such allowances as are specified as acceptable for this purpose in paragraph 75 of Appendix A) to be paid by the Sponsor is £153,500, (or £152,100 if the Certificate of Sponsorship used in support of the application was assigned to him before 6 April 2014) or higher, and
  - (3) Paragraph (v) below does not apply,
 or
- (v) No limit, if the applicant:
  - (1) is applying in the Long Term Staff sub-category,
  - (2) previously had leave as a Tier 2 (Intra-Company Transfer) Migrant under the Rules in place before 6 April 2011, and
  - (3) has not been granted entry clearance in this or any other route since the grant of leave referred to in (2) above.
- (c) In addition to the period in (a), leave to remain will be granted for the period between the date that the application is decided and the date that the Certificate of Sponsorship Checking Service records as the start date of employment in the UK, provided this is not a negative value.
- (d) Leave to remain will be granted subject to the following conditions:
  - (i) no recourse to public funds,
  - (ii) registration with the police, if this is required by paragraph 326, and
  - (iii) no employment except:
    - (1) working for the sponsor in the employment that the Certificate of Sponsorship Checking Service records that the migrant is being sponsored to do, subject to any notification of a change to the details of that employment, other than prohibited changes as defined in paragraph 323AA,
    - (2) supplementary employment, and
    - (3) voluntary work.”.

40. In paragraph 245HB(g)(ii), delete “£152,100” and substitute “£153,500”.



41. In paragraph 245HB(l), delete “£152,100” and substitute “£153,500”.
42. Delete paragraph 245HC(a)-(c) and substitute:  
**“245HC. Period and conditions of grant**
- (a) Entry clearance will be granted for whichever of the following is the shorter:
- (i) a period equal to the length of the period of engagement plus 1 month, or
- (ii) the maximum time, as set out in (b).
- (b) The maximum time referred to in (a)(ii) is:
- (i) 5 years and 1 month, if the applicant is applying as a Tier 2 (General) Migrant; or
- (ii) 3 years and 1 month, if the applicant is applying as a Tier 2 (Minister of Religion) Migrant or a Tier 2 (Sportsperson) Migrant.”.
43. In paragraph 245HC, renumber following sub-paragraphs (d) to (f) as (c) to (e) respectively.
44. In paragraph 245HD(k)(iii), delete “£152,100” and substitute “£153,500”.
45. In paragraph 245HD(o), delete “£152,100” and substitute “£153,500”.
46. Delete paragraph 245HE(a)-(f) and substitute:  
**“245HE. Period and conditions of grant**
- (a) Leave to remain will be granted for whichever of the following is the shortest:
- (i) the length of the period of engagement plus 14 days,
- (ii) 5 years if the applicant is applying as a Tier 2 (General) Migrant, or
- (iii) 3 years if the applicant is applying as a Tier 2 (Minister of Religion) Migrant or a Tier 2 (Sportsperson) Migrant, or
- (iv) except where (b) applies, the difference between the continuous period of leave that the applicant has already been granted (notwithstanding any breaks between periods of leave of up to 28 days) as a Tier 2 Migrant, and 6 years.
- If the calculation of period of leave comes to zero or a negative number, leave to remain will be refused.
- (b) The 6 year restriction set out in (a)(iv) will not apply if the applicant:

- (i) previously had leave under the Rules in place before 6 April 2011 as:
    - (1) a Tier 2 (General) Migrant,
    - (2) a Tier 2 (Minister of Religion) Migrant,
    - (3) a Tier 2 (Sportsperson) Migrant,
    - (4) a Jewish Agency Employee,
    - (5) a Member of the Operational Ground Staff of an Overseas-owned Airline,
    - (6) a Minister of Religion, Missionary or Member of a Religious Order,
    - (7) a Qualifying Work Permit Holder, or
    - (8) a Representative of an Overseas Newspaper, News Agency or Broadcasting Organisation,
 and
  - (ii) has not been granted entry clearance as a Tier 2 (General) Migrant, Tier 2 (Minister of Religion) Migrant or Tier 2 (Sportsperson) Migrant under the Rules in place from 6 April 2011, and
  - (iii) has not been granted entry clearance, leave to enter or leave to remain in any other category since the grant of leave referred to in (i) above.
- (c) In addition to the period in (a), leave to remain will be granted for the period between the date that the application is decided and the date that the Certificate of Sponsorship Checking Service records as the start date of employment in the UK, provided this is not a negative value.”.

- 47. In paragraph 245HE, renumber following sub-paragraphs (g) and (h) as (d) and (e) respectively.
- 48. In paragraph 245ZP (d), delete “for a Research Programme or Training Programme” and substitute “for a Research Programme, Training Programme or Overseas Government Language Programme”.
- 49. In paragraph 245ZR(b)(ii) delete “or Training Programme” and substitute “ , Training Programme or Overseas Government Language Programme”.
- 50. At paragraph 245ZV(k) delete “245ZV(k) will not be applied to a national or the rightful holder of a qualifying passport issued by one of the relevant competent authorities listed in Appendix H.”.

51. At paragraph 245ZX (ea) after “to show that these requirements have been met.” insert:
- “Applicants applying for Leave to remain under the Doctorate Extension Scheme must, where required, meet the conditions of paragraph 245ZX(ea), unless they are applying for a course of study of 28 days or less.”.
52. At paragraph 245ZX(o) delete “245ZX(o) will not be applied to a national or the rightful holder of a qualifying passport issued by one of the relevant competent authorities listed in Appendix H.”.
53. At paragraph 245ZZE (4), delete “lawfully allowed to be” and substitute “settled.”.
54. After paragraph A277B(c) insert:
- “(d) Except sub-paragraph (c) does not apply to a person last granted leave as the family member of a Relevant Points Based System Migrant.”.
55. In paragraph A280(b), amend the table entry for 309A-316F, as follows:
- (i) for “Where the applicant” on the first occasion it occurs substitute:
- “Where:
- (1) the applicant.”;
- (ii) after the third bullet point (“is applying on or after 9 July 2012”) in that paragraph insert:
- “; and
- (2) the “other parent” mentioned in paragraph 314(i)(a), or one of the prospective parents mentioned in paragraph 316A(i)(d) or (e), has or is applying for entry clearance or limited leave to remain as a partner under Appendix FM,”; and
- (iii) after “is seeking admission” insert “, but otherwise has or is applying for entry clearance or limited leave to remain as a partner under Appendix FM,”.
56. Delete paragraph 284(i) and substitute:
- “(i) the applicant has or was last granted limited leave to enter or remain in the United Kingdom which meets the following requirements:
- (a) The leave was given in accordance with any of the provisions of these Rules; and
- (b) The leave was granted for a period of 6 months or more, unless it was granted as a fiancé(e) or proposed civil partner; and
- (c) The leave was not as the spouse, civil partner, unmarried or same-sex partner of a Relevant Points Based System Migrant; and”.

57. Delete paragraph 290A.
58. Delete paragraph 295D(i) and substitute:  
“(i) the applicant has or was last granted limited leave to enter or remain in the United Kingdom which was given in accordance with any of the provisions of these Rules, unless:
- (a) as a result of that leave he would not have been in the United Kingdom beyond 6 months from the date on which he was admitted to the United Kingdom; or
  - (b) the leave was granted as the unmarried or same-sex partner of a Relevant Points Based System Migrant; and”.
59. At the end of paragraph 298(ii)(d) insert:  
“; or  
(e) was last given limited leave to remain under paragraph 298A; and”.
60. In paragraph 298(vi) delete “have.”.
61. At the end of paragraph 298(vi) insert “; and.”.
62. After paragraph 298 insert:  
“298A. If an applicant does not meet the requirements of paragraph 298 only because:
- (a) the applicant does not meet the requirement in paragraph 298(vi) by reason of a sentence or disposal of a type mentioned in paragraph 322(1C)(iii) or (iv); or
  - (b) an applicant aged 18 or over does not meet the requirement in paragraph 298(vii); or
  - (c) the applicant would otherwise be refused indefinite leave to remain under paragraph 322(1C)(iii) or (iv),  
the applicant may be granted limited leave to remain for a period not exceeding 30 months and subject to a condition of no recourse to public funds.”.
63. After paragraph 319D(b)(iv), insert:  
“(v) no employment as a professional sportsperson (including as a sports coach).”.
64. Delete paragraph 319H(b) and substitute:  
“(b) The applicant must be the child of a parent who has, or is at the same time being granted, valid entry clearance, leave to enter or remain, or indefinite leave to remain, as:

- (i) a Relevant Points Based System Migrant, or
  - (ii) the partner of a Relevant Points Based System Migrant,
- or who has obtained British citizenship having previously held indefinite leave to remain as above.”.

65. Delete paragraph 319I(a) and substitute:

“(a) Entry clearance and leave to remain will be granted for:

- (i) a period which expires on the same day as the leave granted to the parent whose leave expires first, or
- (ii) where both parents have, or are at the same time being granted, indefinite leave to remain, or have since become British citizens, leave to remain will be granted to the applicant for a period of 3 years.”.

66. After paragraph 322(2) insert:

“(2A) the making of false representations or the failure to disclose any material fact for the purpose of obtaining a document from the Secretary of State that indicates the person has a right to reside in the United Kingdom.”

67. After paragraph 323(i) insert:

“(ia) if he uses deception in seeking (whether successfully or not) leave to remain or a variation of leave to remain; or”

68. After paragraph 323(v) insert:

“, or

(vi) he was granted his current period of leave as the dependent of a person (“P”) and P’s leave to enter or remain is being, or has been, curtailed”

69. Amend paragraph 323A in accordance with paragraphs 77 to 82.

70. In the heading delete "or alteration of duration of leave.”.

71. In sub-paragraphs (a) and (b) delete ", or its duration varied,".

72. For sub- paragraphs (a)(i)(1) and (a)(i)(2) substitute:

“(1) the migrant fails to commence, or

(2) the migrant ceases, or will cease, before the end date recorded on the Certificate of Sponsorship Checking Service,

the employment, volunteering, training or job shadowing (as the case may be) that the migrant has been sponsored to do.”.

73. For sub-paragraph (a)(ii)(2) substitute:  
"(2) the Sponsor has excluded or withdrawn the migrant, or the migrant has withdrawn, from the course of studies, or".
74. After sub-paragraph (a)(ii)(2), insert:  
"(2A) the migrant's course of study has ceased, or will cease, before the end date recorded on the Certificate of Sponsorship Checking Service, or"
75. In sub-paragraph (b)(ii)(4), after "Certificate of Sponsorship" insert "or Confirmation of Acceptance for Studies".
76. At the end of paragraph 323AA(b)(i), delete "or".
77. At the end of paragraph 323AA(b)(ii), delete "." and substitute ", or".
78. After paragraph 323AA(b)(ii), insert:  
“(iii) the migrant is a Tier 2 (Sportsperson) Migrant or a Tier 5 (Temporary Worker) Migrant in the creative and sporting sub-category and the following conditions are met:  
  
(1) The migrant's sponsor is a sports club;  
  
(2) The migrant is sponsored as a player only and is being temporarily loaned as a player to another sports club;  
  
(3) Player loans are specifically permitted in rules set down by the relevant sports governing body listed in Appendix M;  
  
(4) The migrant's sponsor has made arrangements with the loan club to enable the sponsor to continue to meet its sponsor duties; and  
  
(5) The migrant will return to working for the sponsor at the end of the loan.”.
79. At the end of paragraph 323AA(h)(iv), delete "or".
80. After paragraph 323AA(h)(iv), insert:  
“(v) working for the sponsor's organisation while the migrant is not physically present in the UK, if the migrant is a Tier 2 (Intra-Company Transfer) Migrant, or”.
81. In paragraph 323AA(h), renumber following sub-paragraph (v) as (vi).
82. In Appendix 1 paragraph 1 (a) after “Bahrain” insert “(except those referred to in sub-paragraph 2(w) of this Appendix).”.

83. In Appendix 1 after paragraph 2(v) insert:
- (w) “ those nationals or citizens of Bahrain who hold diplomatic and special passports issued by Bahrain when travelling to the UK for the purpose of a general visit in accordance with paragraph 41.”
84. In Appendix 1 paragraph 1(a) after “Venezuela” omit “(except those referred to in sub Paragraph 2(i) of this Appendix ).
85. In Appendix 1 paragraph 2, delete paragraph (i).
86. In Appendix A, in Table 1, delete the headings above the first section of the table and substitute:

**“Table 1**

**Applications for entry clearance and leave to remain where the applicant does not have, or has not last had, leave as a Tier 1 (Exceptional Talent) Migrant”.**

87. In Appendix A, in Table 1, delete the heading above the second section of the table and substitute:

**“All other applications for entry clearance and leave to remain and applications for indefinite leave to remain”.**

88. In Appendix A, delete paragraph 4(b) and substitute:

- “(b) The Tier 1 (Exceptional Talent) Limit is 1,000 endorsements in total per year (beginning on 6 April and ending on 5 April) which will be allocated to the Designated Competent Bodies as follows:
- (i) 250 endorsements to the Arts Council for the purpose of endorsing applicants with exceptional talent in the fields of arts and culture;
- (ii) 250 endorsements to the Royal Society for the purpose of endorsing applicants with exceptional talent in the fields of natural sciences and medical science research;
- (iii) 150 endorsements to the Royal Academy of Engineering for the purpose of endorsing applicants with exceptional talent in the field of engineering;
- (iv) 150 endorsements to the British Academy for the purpose of endorsing applicants with exceptional talent in the fields of humanities and social sciences; and
- (v) 200 endorsements to Tech City UK for the purpose of endorsing applicants with exceptional talent in the field of digital technology.”.

89. In Appendix A, in paragraph 4(d), delete:
- “UK Border Agency”
- and substitute:
- “visas and immigration pages of the gov.uk”.
90. In Appendix A, delete paragraph 9 and substitute:
- “9. An applicant applying for indefinite leave to remain as a Tier 1 (General) Migrant is not required to score points for attributes if he:
- (a) received a Highly Skilled Migrant Programme approval letter issued on the basis of an application made before 7 November 2006,
  - (b) was subsequently granted entry clearance or leave to remain on the basis of that letter, and
  - (c) has not since been granted entry clearance or leave to remain in any category other than as a Highly Skilled Migrant or Tier 1 (General) Migrant.”.
91. In Appendix A, in paragraph 14-SD(e), delete:
- “UK Border Agency”
- and substitute:
- visas and immigration pages of the gov.uk”.
92. In Appendix A, at the end of paragraph 19(g)(ii)(6), delete “or”.
93. In Appendix A, at the end of paragraph 19(g)(ii)(7), delete “.” and substitute “, or”.
94. In Appendix A, after paragraph 19(g)(ii)(7), insert:
- “(8) The Association of International Accountants (AIA).”.
95. In Appendix A, delete paragraph 41(d) and substitute:
- “(d) The money will remain available to the applicant until such time as it is spent for the purposes of the applicant’s business or businesses. The Secretary of State reserves the right to request further evidence or otherwise verify that the money will remain available, and to refuse the application if this evidence is not provided or it is unable to satisfactorily verify.”.



96. In Appendix A, in paragraph 41-SD(c), after “available to invest”, insert “, whether from the applicant’s own funds or from one or more third parties,”.
97. In Appendix A, delete paragraph 41-SD(c)(i)(10) and substitute:  
“(10) for money available from any third party (if applicable) that is held in that institution, confirm that the third party has informed the institution of the amount of money it intends to make available, and that the institution is not aware of the third party having promised to make that money available to any other person,”.
98. In Appendix A, in paragraph 41-SD(d), after “all of the following specified documents” insert “, in addition to the specified documents in (c) above.”.
99. In Appendix A, in paragraph 41-SD(d)(ii), after “a legal representative” insert “who is independent from the third party or third parties,”.
100. In Appendix A, delete paragraph 41-SD(d)(ii)(5) and substitute:  
“(5) the third party's name (which cannot be the legal representative themselves or their client),”
101. In Appendix A, in paragraph 45, after “no more than 12 months”, insert “(or 24 months if the applicant was last granted leave as a Tier 1 (Graduate Entrepreneur) Migrant).”.
102. In Appendix A, in paragraph 46, after “no more than 12 months”, insert “(or 24 months if the applicant was last granted leave as a Tier 1 (Graduate Entrepreneur) Migrant).”.
103. In Appendix A, delete paragraph 46-SD(a)(ii) and substitute:  
“(ii) If the applicant's business is not required to produce audited accounts, unaudited accounts and an accounts compilation report must be provided from an accountant who is a member of a UK Recognised Supervisory Body (as defined in the Companies Act 2006);”.
104. In Appendix A, after paragraph 46-SD(a)(iii), insert:  
“(iv) If the applicant is claiming points for investing £50,000 from a Venture Capital firm, Seed Funding Competition or UK Government Department, and has not been awarded points in a previous application for having those funds available, he must provide a letter as specified in paragraph 41-SD(c)(iii) (except that the letter does not need to have been produced within the three months immediately before the date of the application) as evidence of the source of those funds.”
105. In Appendix A, at the end of paragraph 46-SD(b), insert “The accounts must be prepared and signed off in accordance with statutory requirements,”.

106. In Appendix A, delete paragraph 53 and substitute:

- “53. (a) No points will be awarded for funds that are made available to any individual other than the applicant, except:
- (i) under the terms of paragraph 52 above; or
  - (ii) where the money is held in a joint account with the applicant’s spouse or partner (within the meaning used in Part 8 of these Rules), and that spouse or partner is not (or is not applying to be) another Tier 1 (Entrepreneur) Migrant.
- (b) No points will be awarded for investment and business activity shared with another Tier 1 (Entrepreneur) applicant, except under the terms of paragraph 52 above.
- (c) If the applicant is not the sole partner or director in the business, he must state:
- (i) the names of the other partners or directors,
  - (ii) whether any of the other partners or directors are also Tier 1 (Entrepreneur) Migrants, and
  - (iii) if so:
    - (1) the dates they became partners or directors,
    - (2) whether they are applying under the provisions in paragraph 52 above, and
    - (3) if they have made (or are making at the same time) an application in which they claimed points for creating jobs, the names of the jobholders in question.”.

107. In Appendix A, delete the last row of Table 8 and substitute:

<p>(i) The investment referred to above was made:</p> <ul style="list-style-type: none"> <li>(1) within 3 months of the applicant’s entry to the UK, if he was granted entry clearance as a Tier 1 (Investor) Migrant and there is evidence to establish his date of entry to the UK, unless there are exceptionally compelling reasons for the delay in investing, or</li> <li>(2) within 3 months of the date of the grant of entry clearance or leave to remain as a Tier 1 (Investor) Migrant, unless there are exceptionally compelling reasons for the delay in investing, or</li> <li>(3) no earlier than 12 months before the date of the application which led to the first grant of leave as a Tier 1</li> </ul>	15
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<p>(Investor) Migrant,</p> <p>and in each case the investment has been maintained for the whole of the remaining period of that leave;</p> <p>or</p> <p>(ii) The migrant has, or was last granted, entry clearance, leave to enter or leave to remain as an Investor.</p> <p>Reasons for delay in investing must be unforeseeable and outside the applicant’s control. Delays caused by the applicant failing to take timely action will not be accepted.</p>	
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108. In Appendix A, in paragraph 65-SD(a)(vii), delete “accountant’s certificate” and substitute “accounts compilation report”.
109. In Appendix A, in paragraph 65-SD(b)(iii), delete “which clearly show” and substitute “which have been prepared and signed off in accordance with statutory requirements, and clearly show”.
110. In Appendix A, delete Table 10 and substitute:

**“Table 10**

<b>Criterion</b>	<b>Points</b>
<p>(a) The applicant has been endorsed by a UK Higher Education Institution which:</p> <p>(i) has Highly Trusted Sponsor status under Tier 4 of the Points-Based System,</p> <p>(ii) is an A-rated Sponsor under Tier 2 of the Points-Based System if a Tier 2 licence is held,</p> <p>(iii) is an A-rated Sponsor under Tier 5 of the Points-Based System if a Tier 5 licence is held,</p> <p>(iv) has degree-awarding powers, and</p> <p>(v) has established processes and competence for identifying, nurturing and developing entrepreneurs among its undergraduate and postgraduate population;</p> <p>or</p> <p>(b) The applicant has been endorsed by UK Trade and Investment.</p>	25

<p>The applicant has been awarded a degree qualification (not a qualification of equivalent level which is not a degree) which meets or exceeds the recognised standard of a Bachelor's degree in the UK. For overseas qualifications, the standard must be confirmed by UK NARIC.</p>	<p>25</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 is applying for leave to remain and his last 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>	<p>25</p>

”

111. In Appendix A, delete paragraph 69(b) to (c) 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) 1,900 places will be allocated to qualifying Higher Education Institutions as set out in (c) below; and
  - (ii) 100 places will be allocated to UK Trade and Investment.
- (c) Places for qualifying Higher Education Institutions will be allocated as follows:
- (i) The Secretary of State will, on an annual basis, invite all UK Higher Education Institutions which meet the requirements in (a)(i) to (iv) in the first row of Table 10 to take part as endorsing bodies, with responses required by 5 April for the year beginning the next day.
  - (ii) The endorsements will be allocated between all invited Higher Education Institutions who confirm that:
    - (1) They wish to take part, and
    - (2) They meet the requirement in (a)(v) in the first row of Table 10 above.
  - (iii) Each qualifying body 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 endorsements available (If the result is not an integer it will be rounded down to the next lowest integer), or
  - (3) 20 endorsements.
  - (iv) If the result of (i) to (iii) is that there are fewer than 1,850 endorsements allocated to qualifying Higher Education Institutions for the year, the Home Office will invite all UK Higher Education Institutions which meet the requirements in (a)(i) to (iv) 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 Higher Education Institutions who meet the criteria in (ii), regardless of whether they were previously allocated endorsements for the year.
  - (vi) If all requests can be met without exceeding the number of remaining places available, each Higher Education Institution in (v) will be allocated the number of endorsements it has requested.
  - (vii) If all requests cannot be met without exceeding the number of remaining places available, each Higher Education Institution in (v) will be allocated the smaller of:
    - (1) The number of endorsements it has requested, or
    - (2) Its equal share of the remaining number of endorsements available (If the result is not an integer it will be rounded down to the next lowest integer).
  - (viii) If the result of (iv) to (vii) is that there are still remaining places in the Tier 1 (Graduate Entrepreneur) Limit for the year, those places will not be allocated.”.
112. In Appendix A, in paragraph 70(b), delete “the UK Border Agency” and substitute “the entry clearance officer or the Secretary of State”.
113. In Appendix A, delete paragraph 70(c)(x) and substitute:
- “(x) the name, level and date of award of the applicant's qualification, unless this was shown in a previous successful Tier 1 (Graduate Entrepreneur) application,”
114. In Appendix A, delete paragraph 71 and substitute:
- “71. Points will be awarded for a degree qualification if the endorsement:
- (a) is by the UK Higher Education Institution which awarded the qualification; and

- (b) contains the specified details of the qualification, as set out in paragraph 70(c).”.

115. In Appendix A, in paragraph 72(a), delete:

“Points will only be awarded for an overseas qualification if the applicant has a Global Endorsement and provides the following specified documents:”

and substitute:

“In cases other than those in paragraph 71, points will only be awarded for a degree qualification if the applicant provides the following specified documents:”.

116. In Appendix A, delete paragraph 72(e) and substitute:

“(e) Where the degree is an overseas qualification and an applicant cannot find details of it on the points based calculator on the visas and immigration pages of the gov.uk 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.”.

117. In Appendix A, at the end of paragraph 74B(b), delete “or”.

118. In Appendix A, at the end of paragraph 74B(c), delete “.” and substitute “, or”.

119. In Appendix A, delete paragraph 74C and substitute:

“74C. (a) if the applicant is applying as a Tier 2 (Intra-Company Transfer) Migrant in either the Short Term Staff or Long Term Staff sub-categories, no points will be awarded for a Certificate of Sponsorship unless:

- (i) the Certificate of Sponsorship Checking Service entry confirms that the applicant has been working for the Sponsor for at least 12 months as specified in paragraphs (b) and (c) below,
- (ii) 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 Home Office 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.

- (b) Throughout the 12 months referred to in paragraph (a)(i) above, the applicant must have been working for the Sponsor:
- (i) outside the UK, or
  - (ii) in the UK, provided he had leave to work for the Sponsor as:
    - (1) a Tier 2 (Intra-Company Transfer) Migrant in either of the Short Term Staff or Long Term Staff sub-categories,
    - (2) a Tier 2 (Intra-Company Transfer) Migrant in the established staff sub-category under the rules in place before 6 April 2011,
    - (3) a Tier 2 (Intra-Company Transfer) Migrant under the rules in place before 6 April 2010,
    - (4) a Qualifying Work Permit Holder (provided that the work permit was granted because the holder was the subject of an Intra-Company Transfer), and/or
    - (5) a representative of an Overseas Business, and

(c) The 12 months referred to in paragraph (a)(i) above is:

- (i) a continuous period of 12 months immediately prior to the date of application, or
- (ii) an aggregated period of at least 12 months within the 24 month period immediately prior to the date of application, if at some point within the 12 months preceding the date of application, the applicant has been:
  - (1) on maternity, paternity or adoption leave,
  - (2) on long-term sick leave lasting one month or longer, or
  - (3) working for the Sponsor in the UK as a Tier 2 (Intra-Company Transfer) Migrant in either of the Graduate Trainee or Skills Transfer sub-categories,

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, or

- (iii) an aggregated period of at least 12 months during the time the applicant has been continuously working for the Sponsor, if at some point within the 12 months preceding the date of application, the applicant has been working in the UK for the Sponsor lawfully

under any other category of these Rules not listed in paragraph (b)(ii) above.”.

120. In Appendix A, in paragraph 75A, delete “£40,600” and substitute “£41,000”.
121. In Appendix A, in paragraph 75B, delete “£24,300” and substitute “£24,500”.
122. In Appendix A, in paragraph 77B(c), delete “£152,100 (or £150,000, if the recruitment took place before 6 April 2013)” and substitute “£153,500 (or £152,100, if the recruitment took place before 6 April 2014)”.
123. In Appendix A, in paragraph 77D(b)(ii), delete “£152,100 (or £150,000, if the recruitment took place before 6 April 2013)” and substitute “£153,500 (or £152,100, if the recruitment took place before 6 April 2014)”.
124. In Appendix A, in the fourth row of Table 11B, delete “at least £71,000 per year (or £70,000 per year if the job was advertised before 6 April 2013)” and substitute “at least £71,600 per year (or £71,000 per year if the job was advertised before 6 April 2014)”.
125. In Appendix A, in the penultimate row of Table 11B, delete “6 April 2014” and substitute “1 October 2014”.
126. In Appendix A, in paragraph 78C(a), delete “£152,100 (or £150,000, if the recruitment took place before 6 April 2013)” and substitute “£153,500 (or £152,100, if the recruitment took place before 6 April 2014)”.
127. In Appendix A, at the end of paragraph 78C(d), delete “;” and substitute “; or”.
128. In Appendix A, after paragraph 78C(d), insert:

“(e) the job offer must be to resume a post in a Higher Education Institution, working for the same Sponsor as in a previous grant of entry clearance or leave to remain as a Tier 2 (General) Migrant, where the break in employment is due solely to a period of academic leave;”.
129. In Appendix A, in paragraph 79A, delete “£20,300” and substitute “£20,500”.
130. In Appendix A, in paragraph 79A(b), delete “£20,300” and substitute “£20,500”.
131. In Appendix A, in the third column of Table 11D, delete “£20,300” and substitute “£20,500”.
132. In Appendix A, in the third column of Table 11D, delete “£152,099.99” and substitute “£153,499.99”.
133. In Appendix A, in paragraph 84(a), delete:



“UK Border Agency website”  
and substitute:  
“visas and immigration pages of the gov.uk website”.

134. In Appendix A, delete paragraph 111(d)(i)(2) and substitute:  
“(2) must not include preaching or pastoral work, and”
135. In Appendix Armed Forces, in paragraph 1(d) delete “and” and in paragraph 1(e) replace “.” with “;” and insert:  
“(f) a Relevant Civilian Employee as defined in paragraph 2(j)(a); and  
(g) a partner or child of a Relevant Civilian Employee.”
136. In Appendix Armed Forces, after paragraph 2(b), insert:  
“(ba) a reference to a civilian employee of NATO includes an employee of the American National Red Cross working with US Forces in the United Kingdom;”.
137. In Appendix Armed Forces, in paragraph 2(h) delete “(unless the context otherwise requires)” and substitute “(unless a different meaning of partner applies elsewhere in this Appendix)”.
138. In Appendix Armed Forces, after paragraph 2(j) insert:  
“(j)(a) a reference to a Relevant Civilian Employee means a civilian who is being employed to work in the United Kingdom by:  
(i) NATO;  
(ii) a company under contract to NATO; or  
(iii) the Australian Department of Defence;”.
139. After “PART 9 MEMBERS OF ARMED FORCES WHO ARE NOT EXEMPT FROM IMMIGRATION CONTROL”, insert:

## **“PART 9A**

### **RELEVANT CIVILIAN EMPLOYEES**

#### **GENERAL ELIGIBILITY REQUIREMENTS**

61A. The general eligibility requirements for Relevant Civilian Employees are that the applicant:

- (a) is a Relevant Civilian Employee;

- (b) will leave the United Kingdom at the end of their period of employment;
- (c) can provide evidence that they are able to maintain themselves and any dependants adequately in the United Kingdom without recourse to public funds; and
- (d) can provide evidence that there will be adequate accommodation, without recourse to public funds, for themselves and any dependants in the United Kingdom, including any other dependants who are not included in the application but who will live in the same household in the United Kingdom, which the applicant and their dependants own or occupy exclusively: accommodation will not be regarded as adequate if:
  - (i) it is, or will be, overcrowded; or
  - (ii) it contravenes public health regulations.

### **LEAVE TO ENTER**

61B. Entry clearance and/or leave to enter as a Relevant Civilian Employee will be granted to an applicant who:

- (a) is outside the United Kingdom;
- (b) has made a valid application for entry clearance and/or leave to enter as a Relevant Civilian Employee;
- (c) does not fall to be refused on the grounds of suitability under paragraph 8 or 9; and
- (d) meets the general eligibility requirements in paragraph 61A.

61C. Entry clearance and/or leave to enter granted under paragraph 61B will be granted:

- (a) for whichever is the shorter period of:
  - (i) in respect of an application from a civilian employee of NATO or the Australian Department of Defence, five years; or
  - (ii) in respect of a civilian employee of a company under contract to NATO, four years; or
  - (iii) the duration of their period of employment in the United Kingdom; and
- (b) subject to the following conditions:
  - (i) no recourse to public funds; and
  - (ii) a prohibition on employment other than for the purposes for which the applicant was last granted leave to enter.

## LEAVE TO REMAIN

61D. Leave to remain as a Relevant Civilian Employee will be granted to an applicant who:

- (a) is in the United Kingdom;
- (b) was last granted leave to enter or remain under paragraph 61C or 61E of this Appendix or under the concessions which existed outside these Rules whereby the Secretary of State exercised her discretion to grant leave to enter or remain to Relevant Civilian Employees;
- (c) is not in breach of any immigration laws, except that any period of overstaying for 28 days or less will be disregarded;
- (d) has made a valid application for leave to remain as a Relevant Civilian Employee;
- (e) does not fall to be refused on the grounds of suitability under paragraph 8 or 9; and
- (f) meets the general eligibility requirements set out in paragraph 61A.

61E. Leave to remain granted under paragraph 61D will be granted:

- (a) for whichever is the shorter period of:
  - (i) in respect of an application from a civilian employee of NATO or the Australian Department of Defence, five years; or
  - (ii) in respect of an application from a civilian employee of a company under contract to NATO, four years; or
  - (ii) the duration of the applicant's period of employment in the United Kingdom; and
- (b) subject to the following conditions:
  - (i) no recourse to public funds; and
  - (ii) a prohibition on employment other than for the purposes for which the applicant was last granted leave to enter or remain".

140. In Appendix Armed Forces, in the heading for Part 10 after "NON-HM FORCES" insert

"AND OF RELEVANT CIVILIAN EMPLOYEES"

141. In Appendix Armed Forces, in paragraph 62 after "non-HM Forces" insert "or of a Relevant Civilian Employee".

142. In Appendix Armed Forces, after paragraph 62(a)(ii) add "or" and insert:

"(iii) a Relevant Civilian Employee who:

(aa) has been granted leave to enter or remain under paragraph 61B or 61D or under the concession which existed outside these Rules whereby the Secretary of State exercised her discretion to grant leave to enter or remain to a Relevant Civilian Employee; or

(bb) is being granted leave to enter or remain under paragraph 61B or 61D at the same time as the applicant;”.

143. In Appendix Armed Forces, in paragraph 62(e) after “posting,” insert “employment.”.
144. In Appendix Armed Forces, in paragraph 63(a)(i) after “62(a)(i)” replace “or (ii)” with “, (ii) or (iii)”.
145. In Appendix Armed Forces, in paragraph 63(a)(ii)(aa) after “of non-HM Forces” insert “or Relevant Civilian Employee”, replace “paragraph 56 or 59” with “paragraph 64 or 66” and after “non-exempt members of armed forces” insert “or Relevant Civilian Employees”.
146. In Appendix Armed Forces, in paragraph 63(a)(ii)(bb) replace “paragraph 56 or 59” with “paragraph 64 or 66”.
147. In Appendix Armed Forces, in paragraph 64 after “Entry clearance and” insert “/or” and after “of non-HM Forces” insert “or of a Relevant Civilian Employee”.
148. In Appendix Armed Forces, in paragraph 64(c) after “for entry clearance and” insert “/or” and after “of non-HM Forces” insert “or of a Relevant Civilian Employee”.
149. In Appendix Armed Forces, in paragraph 65 after “Entry clearance and” insert “/or”.
150. In Appendix Armed Forces, in paragraph 65(a)(i) after “immigration control” insert “or of a civilian employee of a company under contract to NATO”.
151. In Appendix Armed Forces, in paragraph 65(a)(ii) after “Immigration Act 1971” insert “or of a civilian employee of NATO or the Australian Department of Defence”.
152. In Appendix Armed Forces, in paragraph 65(a)(iii) after “posting,” insert “employment,”
153. In Appendix Armed Forces, in paragraph 65(b)(ii) after “from dependants” insert “of Relevant Civilian Employees or”
154. In paragraph 66 after “non-HM Forces” insert “or of a Relevant Civilian Employee”.
155. In Appendix Armed Forces, in paragraph 66(b)(ii) after “non-HM Forces” insert “or Relevant Civilian Employee” and after “non-exempt members of armed forces” insert “or of Relevant Civilian Employees”.

156. In Appendix Armed Forces, in paragraph 66(d) after “non-HM Forces” insert “or of a Relevant Civilian Employee”.
157. In Appendix Armed Forces, in paragraph 67(a)(i) after “not exempt from immigration control” insert “or of a civilian employee of a company under contract to NATO”.
158. In Appendix Armed Forces, in paragraph 67(a)(ii) after “Immigration Act 1971” insert “ or of a civilian employee of NATO or the Australian Department of Defence”.
159. In Appendix Armed Forces, in paragraph 67(a)(iii) after “posting,” insert “employment,”.
160. In Appendix Armed Forces, in paragraph 67(b)(ii) after “from dependants” insert “of Relevant Civilian Employees or”.
161. In Appendix Armed Forces, in the introduction to Part 12, after “an application for leave to enter or remain” insert “or for indefinite leave to enter or remain”.
162. In Appendix Armed Forces, in paragraph 71(b)(ii) after “applicant has applied” insert:  
“(or by the part-year equivalent if the applicant has applied for less than 12 months’ limited leave)”.
163. In Appendix Armed Forces, in paragraph 76(b)(ii) after “applicant has applied” insert:  
“(or by the part-year equivalent if the applicant has applied for less than 12 months’ limited leave)”.
164. In Appendix Armed Forces, after paragraph 80 insert:  
**“FINANCIAL REQUIREMENTS FOR APPLICATIONS FOR INDEFINITE LEAVE TO ENTER OR REMAIN**  
81. The applicant must meet all of the requirements of paragraphs 71 to 75 (for indefinite leave to enter) or paragraphs 76 to 80 (for indefinite leave to remain), except that instead of the requirement in paragraph 71(b) or 76(b) the applicant must provide specified evidence from the sources listed in paragraph 73 or 78, (as the case may be) of specified savings of:  
(i) £16,000; and  
(ii) additional savings of an amount equivalent to the difference between the gross annual income from the sources listed in paragraph 73(a)-(f) or 78(a)-(f) and the total amount required under paragraph 71(a) or 76(a).”
165. In Appendix B, delete paragraph 9 and substitute:

- “9. An applicant for entry clearance or leave to remain as a Tier 1 (Graduate Entrepreneur) Migrant does not need to provide evidence of a qualification taught in English if:
- (a) the applicant scores points from Appendix A for an endorsement by the UK Higher Education Institution which awarded the qualification; and
  - (b) the endorsement letter contains the specified details of the qualification, as set out in paragraph 70(c) of Appendix A.”
166. In Appendix B, delete paragraph 11(i) and substitute:
- “(i) has ever been granted leave as a Tier 1 (General) Migrant, a Tier 1 (Entrepreneur) Migrant or Business person, or a Tier 1 (Post-Study Work) Migrant, or”.
167. In Appendix B, after paragraph 13(a), insert:
- “(b) as a Tier 1 (Graduate Entrepreneur) Migrant,”
168. In Appendix B, after new paragraph 13(b), renumber following subparagraphs (b) and (c) as (c) and (d) respectively.
169. In Appendix C, in paragraph 1A(j), after “bonds,” insert “credit cards,”.
170. In Appendix C, in the table in paragraph 2(a), delete “£3,100” and substitute “£3,310”.
171. In Appendix C, in the table in paragraph 2(a), delete “£1,800” and substitute “£1,890”.
172. In Appendix C, in the table in paragraph 2(b), delete “£900” and substitute “£945”.
173. In Appendix C, in paragraph 2(c), delete “for a Global Endorsement” and substitute “for an endorsement from UK Trade and Investment”.
174. In Appendix C, in paragraph 2(c), delete “at least £1,800 (for entry clearance applications) or £900 (for leave to remain applications)” and substitute “at least £1,890 (for entry clearance applications) or £945 (for leave to remain applications)”.
175. In Appendix C, in the table in paragraph 5(a), delete “£900” and substitute “£945”.
176. In Appendix C, in paragraph 5(c), delete “£900” and substitute “£945”.
177. In Appendix C, in the table in paragraph 7, delete “£1,800” and substitute “£1,890”.

178. In Appendix C, in the table in paragraph 9, delete “£900” and substitute “£945”.
179. In Appendix C, in the first row of the table in paragraph 11, delete both instances of “£1,000” and substitute “£1,020” in both cases.
180. In Appendix C, in the second row of the table in paragraph 11, delete both instances of “£800” and substitute “£820” in both cases.
181. In Appendix C, in paragraph 13A, delete “£1,000” and substitute “£1,020”.
182. In Appendix C, in the second row of the table in paragraph 16, delete “£550” and substitute “£560”.
183. In Appendix C, in the third row of the table in paragraph 16, delete both instances of “£1500” and substitute “£1,535” in both cases.
184. In Appendix C, in the third row of the table in paragraph 16, delete “£600” and substitute “£615”.
185. In Appendix C, in the fourth row of the table in paragraph 16, delete both instances of “£900” and substitute “£920” in both cases.
186. In Appendix C, in the fifth row of the table in paragraph 16, delete both instances of “£700” and substitute “£715” in both cases.
187. In Appendix C, in paragraph 19(b)(i)(6), delete “£550” and substitute “£560”.
188. In Appendix C, in paragraph 21A, delete “£1,000” and substitute “£1,020”.
189. In Appendix E, in paragraph (a)(i), delete “£1,200” and substitute “£1,260”.
190. In Appendix E, in paragraph (a)(ii), delete “£1,800” and substitute “£1,890”.
191. In Appendix E, in paragraph (b)(ii), delete “£600” and substitute “£630”.
192. In Appendix E, in paragraph (ba)(i)(1), delete “£600” and substitute “£615”.
193. In Appendix E, in paragraph (ba)(i)(1), delete “£5,400” and substitute “£5,535”.
194. In Appendix E, in paragraph (ba)(i)(2), delete “£450” and substitute “£460”.
195. In Appendix E, in paragraph (ba)(i)(2), delete “£4,050” and substitute “£4,140”.
196. In Appendix E, in paragraph (i)(3), delete “£600” and substitute “£630”.

197. In Appendix E, in paragraph (ib), delete “for a Global Endorsement” and substitute “for an endorsement from UK Trade and Investment”.
198. In Appendix FM paragraph GEN.1.2 delete “unless the context otherwise requires” and substitute “unless a different meaning of partner applies elsewhere in this Appendix.”
199. In Appendix FM paragraph E-LTRP.4.1. after “previous application for leave as a partner” insert “or parent”.
200. In Appendix FM paragraph E-LTRPT.5.1. delete “The applicant” and substitute:  
 “If the applicant has not met the requirement in a previous application for leave as a parent or partner, the applicant”.
201. In Appendix FM paragraph D-LTRPT.1.1. before “LTRPT.1.1.(a) to (c)” insert “R-”.
202. In Appendix FM paragraph D-LTRPT.1.2. before “LTRPT.1.1.(a), (b) and (d)” insert “R-”.
203. In Appendix FM-SE delete paragraph 1(b)(i) and substitute:  
 “(i) payments from a former partner of the applicant for the maintenance of the applicant or any children of the applicant and the former partner, and payments from a former partner of the applicant’s partner for the maintenance of that partner.”
204. In Appendix FM-SE after paragraph 1(m) insert:  
 “(n) The gross amount of any cash income may be counted where the person’s specified bank statements show the net amount which relates to the gross amount shown on their payslips (or in the relevant specified evidence provided in addition to the specified bank statements in relation to non-employment income). Otherwise, only the net amount shown on the specified bank statements may be counted.”
205. In Appendix FM-SE renumber paragraph 1(n) as paragraph 1(o).
206. In Appendix FM-SE paragraph 5 after “adoption pay” delete “in the UK”.
207. In Appendix FM-SE paragraph 7(a) before “financial year” insert “full”.
208. In Appendix FM-SE delete paragraph 7(b) and substitute:  
 “(b) The following documents for the last full financial year, or for the last two such years (where those documents show the necessary level of gross income as an average of those two years):  
 (i) annual self-assessment tax return to HMRC (a copy or print-out); and  
 (ii) Statement of Account (SA300 or SA302).”.



209. In Appendix FM-SE paragraph 7(h)(i)(aa) delete “the latest such accounts” and substitute “such accounts for the last full financial year”.
210. In Appendix FM-SE paragraph 7(h)(i)(bb) delete “the latest unaudited accounts” and substitute “unaudited accounts for the last full financial year”.
211. In Appendix FM-SE paragraph 7(h)(ii) delete “latest” and after “VAT return” insert “for the last full financial year”.
212. In Appendix FM-SE paragraph 7(h)(ii) delete “£73,000” and substitute “£79,000 or was in excess of the threshold which applied during the last full financial year”.
213. In Appendix FM-SE paragraph 9(b)(iii) delete “the latest such accounts” and substitute “such accounts for the last full financial year.”
214. In Appendix FM-SE paragraph 9(b)(iv) delete “the latest unaudited accounts” and substitute “unaudited accounts for the last full financial year”.
215. In Appendix FM-SE paragraph 9(b)(vii)(1) delete “latest” and after “VAT return” insert “for the last full financial year”.
216. In Appendix FM-SE paragraph 9(b)(vii)(1) delete “£73,000” and substitute “£79,000 or was in excess of the threshold which applied during the last full financial year”.
217. In Appendix FM-SE paragraph 10(d) after “a former partner” insert “of the applicant”.
218. In Appendix FM-SE paragraph 10(d) after “or the applicant” insert “, or from a former partner of the applicant’s partner to maintain the applicant’s partner”.
219. In Appendix FM-SE after paragraph 10(g) insert:
- “(h) To evidence ongoing insurance payments (such as, but not exclusively, payments received under an income protection policy):
- (i) documentation from the insurance company confirming:
- (a) that in the 12 months prior to the date of application the person has been in receipt of insurance payments and the amount and frequency of the payments.
- (b) the reason for the payments and their expected duration.
- (c) that, provided any relevant terms and conditions continue to be met, the payment(s) will continue for at least the 12 months following the date of application.
- (ii) personal bank statements for the 12-month period prior to the date of application showing the insurance payments were paid into the person's account.
- (i) To evidence ongoing payments (other than maintenance payments under paragraph 10(d)) arising from a structured legal settlement (such as, but not exclusively, one arising from settlement of a personal injury claim):

- (i) documentation from a court or the person’s legal representative confirming:
    - (a) that in the 12 months prior to the date of application the person has been in receipt of structured legal settlement payments and the amount and frequency of those payments.
    - (b) the reason for the payments and their expected duration.
    - (c) that the payment(s) will continue for at least the 12 months following the date of application.
  - (ii) personal bank statements for the 12-month period prior to the date of application showing the payments were paid into the person's account, either directly or via the person’s legal representative.”
220. In Appendix FM-SE paragraph 13(e) delete “from any salaried employment they have had,” and substitute “from any salaried or non-salaried employment they have had or their partner has had (if their partner is in the UK with permission to work),”.
221. In Appendix FM-SE paragraph 18(b) after “bonuses” insert “(which can include tips and gratuities paid via a tronc scheme registered with HMRC)”.
222. In Appendix FM-SE paragraph 34(a) insert “Independent” before “medical evidence”.
223. In Appendix FM-SE paragraph 35 insert “Independent” before “evidence”.
224. In Appendix H after New Zealand insert “Oman”
225. In Appendix H after Oman insert “Qatar”
226. In Appendix H after Trinidad and Tobago insert “United Arab Emirates”.
227. In Appendix I, delete paragraph 245HF(d)(ii)(2) and substitute:
- “(2) a gross annual salary of at least:
    - (\_a) £35,000 if applying on or after 6 April 2016,
    - (\_b) £35,500 if applying on or after 6 April 2018,
    - (\_c) £35,800 if applying on or after 6 April 2019,
228. In Appendix I, in paragraph 79E, delete “a gross annual salary of £35,000 (or £35,500 if applying on or after 6 April 2018) per annum” and substitute “a gross annual salary as set out in paragraph 245HF(d)(ii)(2)”
229. In Appendix I, in paragraph 79E, delete “or £35,000 (or £35,500 if applying on or after 6 April 2018) per annum” and substitute “or gross annual salary as set out in paragraph 245HF(d)(ii)(2)”.

230. In Appendix I, in paragraph 100A, delete “a gross annual salary of £35,000 (or £35,500 if applying on or after 6 April 2018) per annum” and substitute “a gross annual salary as set out in paragraph 245HF(d)(ii)(2)”.
231. In Appendix I, in paragraph 100A, delete “or £35,000 (or £35,500 if applying on or after 6 April 2018) per annum” and substitute “or gross annual salary as set out in paragraph 245HF(d)(ii)(2)”.
232. In Appendix J, at the end of paragraph 12(b)(i), delete “or”.
233. In Appendix J, at the end of paragraph 12(b)(ii), delete “.” and substitute “, or”.
234. In Appendix J, after paragraph 12(b)(ii), insert:
- “(iii) any SOC 2010 code, providing the change is due solely to the move from SOC 2000 to SOC 2010 and not due to a change in the applicant's job.”
235. In Appendix J, at the end of paragraph 14(e), after “the rates must be pro-rated accordingly.” insert: “The exception is ‘Skilled chef as defined in the Shortage Occupation List in Appendix K’, where the appropriate rate cannot be pro-rated down for shorter working hours as it forms a key part of the shortage occupation criteria recommended by the Migration Advisory Committee.”
236. In Appendix J, delete Tables 1-5 and substitute:

**“Table 1: Occupations skilled to PhD-level**

<b>SOC code and description</b>	<b>Related job titles</b>	<b>Appropriate salary rates</b>	<b>Skill level</b>
2111 Chemical scientists	Analytical chemist Chemist Development chemist Industrial chemist Research chemist	New entrant: <b>£21,000</b> Experienced worker: <b>£27,000</b> [Source: Evidence from partners who responded to Migration Advisory Committee in 2011, uplifted based on national changes in earnings]	PhD
2112 Biological scientists and biochemists	Biomedical scientist Forensic scientist Horticulturist Microbiologist Pathologist	New entrant: <b>£21,000</b> Experienced worker: <b>£27,000</b> [Source: Evidence from partners who responded to Migration Advisory Committee in 2011, uplifted based on	PhD

		national changes in earnings]	
2113 Physical scientists	Geologist Geophysicist Medical physicist Meteorologist Oceanographer Physicist Seismologist	New entrant: <b>£21,000</b>  Experienced worker: <b>£27,000</b>  [Source: Evidence from partners who responded to Migration Advisory Committee in 2011, uplifted based on national changes in earnings]	PhD
2114 Social and humanities scientists	Anthropologist Archaeologist Criminologist Epidemiologist Geographer Historian Political scientist Social scientist	New entrant: <b>£21,000</b>  Experienced worker: <b>£27,000</b>  [Source: Evidence from partners who responded to Migration Advisory Committee in 2011, uplifted based on national changes in earnings]	PhD
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: <b>£21,000</b>  Experienced worker: <b>£27,000</b>  [Source: Evidence from partners who responded to Migration Advisory Committee in 2011, uplifted based on national changes in earnings]	PhD
2150 Research	Creative manager	New entrant: <b>£24,000</b>	PhD

and development managers	(research and development) Design manager Market research manager Research manager (broadcasting)	Experienced worker: <b>£32,700</b>  [Source: Annual Survey of Hours and Earnings 2013]	
2311 Higher education teaching professionals	Fellow (university) Lecturer (higher education, university) Professor (higher education, university) Tutor (higher education, university) University lecturer	New entrant: <b>£25,000</b>  Experienced worker: <b>£31,200</b>  [Source: evidence from Universities UK, Universities and Colleges Employers Association and GuildHE in 2011, uplifted based on national changes in earnings]	PhD

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

<b>SOC code and description</b>	<b>Related job titles</b>	<b>Appropriate salary rates</b>	<b>Skill level</b>
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: <b>£28,700</b>  Experienced worker: <b>£47,500</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1116 Elected officers and representatives	Councillor (local government) Member of Parliament	New entrant: <b>£23,400</b>  Experienced worker: <b>£43,200</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 6

1121 Production managers and directors in manufacturing	Engineering manager Managing director (engineering) Operations manager (manufacturing) Production manager	New entrant: <b>£13,500</b> Experienced worker: <b>£27,500</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1122 Production managers and directors in construction	Building Services manager Construction manager Director (building construction) Owner (electrical contracting)	New entrant: <b>£18,600</b> Experienced worker: <b>£28,800</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1123 Production managers and directors in mining and energy	Operations manager (mining, water & energy) Quarry manager	New entrant: <b>£15,000</b> Experienced worker: <b>£37,900</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1131 Financial managers and directors	Investment banker Treasury manager	New entrant: <b>£15,300</b> Experienced worker: <b>£32,800</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1132 Marketing and sales directors	Marketing director Sales director	New entrant: <b>£24,000</b> Experienced worker: <b>£40,700</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1133 Purchasing managers and directors	Bid manager Purchasing manager	New entrant: <b>£26,000</b> Experienced worker: <b>£35,900</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6

1134 Advertising and public relations directors	Account director (advertising)  Head of public relations	New entrant: <b>£19,200</b>  Experienced worker: <b>£34,000</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1135 Human resource managers and directors	Human resources manager  Personnel manager  Recruitment manager	New entrant: <b>£22,200</b>  Experienced worker: <b>£31,900</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1136 Information technology and telecommunications directors	IT Director  Technical director (computer services)  Telecommunications director	New entrant: <b>£19,200</b>  [Source: Annual Survey of Hours and Earnings 2013]  Experienced worker: <b>£75,000</b>  [Source: Incomes Data Services]	NQF 6
1139 Functional managers and directors not elsewhere classified	Manager (charitable organisation)  Research director	New entrant: <b>£12,000</b>  Experienced worker: <b>£26,100</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1150 Financial institution managers and directors	Bank manager  Insurance manager	New entrant: <b>£21,500</b>  Experienced worker: <b>£31,200</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1161 Managers and directors in transport and distribution	Fleet manager  Transport manager	New entrant: <b>£21,600</b>  Experienced worker: <b>£27,600</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1172 Senior police officers	Chief superintendent (police service)  Detective inspector	New entrant: <b>£50,800</b>  Experienced worker: <b>£53,800</b>	NQF 6

	Police inspector	[Source: Annual Survey of Hours and Earnings 2013]	
1173 Senior officers in fire, ambulance, prison and related services	Fire service officer (government)  Prison governor  Station officer (ambulance service)	New entrant: <b>£31,100</b>  Experienced worker: <b>£36,400</b>  [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 6
1181 Health services and public health managers and directors	Director of nursing  Health Service manager  Information manager (health authority: hospital service)	New entrant: <b>£21,600</b>  Experienced worker: <b>£32,400</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1184 Social services managers and directors	Care manager (local government: social services)  Service manager (welfare services)	New entrant: <b>£22,900</b>  Experienced worker: <b>£29,700</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2121 Civil engineers	Building engineer  Civil engineer (professional)  Highways engineer  Petroleum engineer  Public health engineer  Site engineer  Structural engineer	New entrant: <b>£21,200</b>  Experienced worker: <b>£28,700</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2122 Mechanical	Aeronautical engineer	New entrant: <b>£24,000</b>  Experienced worker: <b>£31,200</b>	NQF 6



engineers	(professional) Aerospace engineer Automotive engineer (professional) Marine engineer (professional) Mechanical engineer (professional)	[Source: Annual Survey of Hours and Earnings 2013]	
2123 Electrical engineers	Electrical engineer (professional) Electrical surveyor Equipment engineer Power engineer Signal engineer (railways)	Power system engineer, control engineer or protection engineer in the electricity transmission and distribution industry: <b>£32,300</b> [Source: National Grid submission to Migration Advisory Committee in 2011, uplifted based on national changes in earnings] Other electrical engineer (new entrant): <b>£21,100</b> Other electrical engineer (experienced worker): <b>£32,500</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2124 Electronics engineers	Avionics engineer Broadcasting engineer (professional) Electronics engineer (professional) Microwave engineer Telecommunications engineer	New entrant: <b>£23,800</b> [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: <b>£26,400</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 6

	(professional)		
2126 Design and development engineers	Clinical engineer Design engineer Development engineer Ergonomist Research and development engineer	New entrant: <b>£22,600</b> Experienced worker: <b>£29,900</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2127 Production and process engineers	Chemical engineer Industrial engineer Process engineer Production consultant Production engineer	New entrant: <b>£24,000</b> Experienced worker: <b>£29,900</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2129 Engineering professionals not elsewhere classified	Acoustician (professional) Ceramicist Food technologist Metallurgist Patent agent Project engineer Scientific consultant Technical engineer Technologist	New entrant: <b>£24,300</b> Experienced worker: <b>£30,900</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6

	Traffic engineer		
2133 IT specialist managers	Data centre manager IT manager IT support manager Network operations manager (computer services) Service delivery manager	New entrant: <b>£25,000</b> [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: <b>£40,000</b> [Source: Incomes Data Services]	NQF 6
2134 IT project and programme managers	Implementation manager (computing) IT project manager Programme manager (computing) Project leader (software design)	New entrant: <b>£29,000</b> [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: <b>£40,300</b> [Source: Incomes Data Services]	NQF 6
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: <b>£22,500</b> Experienced worker: <b>£31,200</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6

2136 Programmers and software development professionals	Analyst-programmer Database developer Games programmer Programmer Software engineer	New entrant: <b>£22,800</b>  Experienced worker: <b>£29,600</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2137 Web design and development professionals	Internet developer Multimedia developer Web design consultant Web designer	New entrant: <b>£17,400</b>  Experienced worker: <b>£22,000</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2139 Information technology and telecommunicat ions professionals not elsewhere classified	IT consultant Quality analyst (computing) Software tester Systems tester (computing) Telecommunications planner	New entrant: <b>£19,700</b>  [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]  Experienced worker: <b>£27,000</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2141 Conservation professionals	Conservation officer Ecologist Energy conservation officer Heritage manager Marine conservationist	New entrant: <b>£17,500</b>  Experienced worker: <b>£20,700</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2142 Environment professionals	Energy manager Environmental consultant Environmental	New entrant: <b>£19,700</b>  Experienced worker: <b>£24,600</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 6

	<p>engineer</p> <p>Environmental protection officer</p> <p>Environmental scientist</p> <p>Landfill engineer</p>		
2211 Medical practitioners	<p>Anaesthetist</p> <p>Consultant (Hospital Service)</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: <b>£22,636</b></p> <p>Foundation year 2 (F2) and equivalent: <b>£28,076</b></p> <p>Speciality registrar (StR) and equivalent: <b>£30,002</b></p> <p>Speciality doctor and equivalent: <b>£37,176</b></p> <p>Salaried General practitioner (GP) and equivalent: <b>£54,319</b></p> <p>Consultant and equivalent: <b>£75,249</b></p> <p>[Source: NHS Employers Medical and Dental Pay Circular 2013]</p>	NQF 6
2212 Psychologists	<p>Clinical psychologist</p> <p>Educational psychologist</p> <p>Forensic psychologist</p> <p>Occupational psychologist</p> <p>Psychologist</p> <p>Psychometrist</p>	<p>Band 5 and equivalent: <b>£21,388</b></p> <p>Band 6 and equivalent: <b>£25,783</b></p> <p>Band 7 and equivalent: <b>£30,764</b></p> <p>Band 8a and equivalent: <b>£39,239</b></p> <p>Band 8b and equivalent: <b>£45,707</b></p> <p>Band 8c and equivalent: <b>£45,998</b></p> <p>Band 8d and equivalent: <b>£65,922</b></p> <p>Band 9 and equivalent: <b>£77,850</b></p>	NQF 6

		[Source: NHS Agenda for Change 2013]	
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): <b>£20,000</b></p> <p>[Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]</p> <p>Band 5 and equivalent: <b>£21,388</b></p> <p>Band 6 and equivalent: <b>£25,783</b></p> <p>Band 7 and equivalent: <b>£30,764</b></p> <p>Band 8a and equivalent: <b>£39,239</b></p> <p>Band 8b and equivalent: <b>£45,707</b></p> <p>Band 8c and equivalent: <b>£54,998</b></p> <p>Band 8d and equivalent: <b>£65,922</b></p> <p>Band 9 and equivalent: <b>£77,850</b></p> <p>[Source: NHS Agenda for Change 2013]</p>	NQF 6
2214 Ophthalmic opticians	<p>Ophthalmic optician</p> <p>Optician</p> <p>Optologist</p> <p>Optometrist</p>	<p>Band 5 and equivalent: <b>£21,388</b></p> <p>Band 6 and equivalent: <b>£25,783</b></p> <p>Band 7 and equivalent: <b>£30,764</b></p> <p>Band 8a and equivalent: <b>£39,239</b></p> <p>Band 8b and equivalent: <b>£45,707</b></p> <p>Band 8c and equivalent: <b>£54,998</b></p>	NQF 6

		<p>Band 8d and equivalent: <b>£65,922</b></p> <p>Band 9 and equivalent: <b>£77,850</b></p> <p>[Source: NHS Agenda for Change 2013]</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: <b>£30,433</b></p> <p>Foundation year 2 (F2) (Hospital dental services) and equivalent: <b>£29,912</b></p> <p>Speciality registrar (StR) and equivalent: <b>£30,002</b></p> <p>Speciality dentist: <b>£37,176</b></p> <p>Band A posts (e.g. Community practitioner) and equivalent: <b>£38,095</b></p> <p>Band B posts (e.g. Senior dental officer) and equivalent: <b>£59,259</b></p> <p>Band C posts (e.g. Specialist / managerial posts) and equivalent: <b>£70,899</b></p> <p>Consultant (Hospital dental services) and equivalent: <b>£75,249</b></p> <p>[Source: NHS Employers Medical and Dental Pay Circular 2013]</p>	NQF 6
2216 Veterinarians	<p>Veterinarian</p> <p>Veterinary practitioner</p> <p>Veterinary surgeon</p>	<p>New entrant: <b>£17,000</b></p> <p>Experienced worker: <b>£24,700</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 6
2217 Medical radiographers	<p>Medical radiographer</p> <p>Radiographer</p>	<p>Band 5 and equivalent: <b>£21,388</b></p> <p>Band 6 and equivalent: <b>£25,783</b></p>	NQF 6

	<p>Sonographer</p> <p>Therapeutic radiographer</p> <p>Vascular technologist</p>	<p>Band 7 and equivalent: <b>£30,764</b></p> <p>Band 8a and equivalent: <b>£39,239</b></p> <p>Band 8b and equivalent: <b>£45,707</b></p> <p>Band 8c and equivalent: <b>£54,998</b></p> <p>Band 8d and equivalent: <b>£65,922</b></p> <p>Band 9 and equivalent: <b>£77,850</b></p> <p>[Source: NHS Agenda for Change 2013]</p>	
2218 Podiatrists	<p>Chiropodist</p> <p>Chiropodist-podiatrist</p> <p>Podiatrist</p>	<p>Band 5 and equivalent: <b>£21,388</b></p> <p>Band 6 and equivalent: <b>£25,783</b></p> <p>Band 7 and equivalent: <b>£30,764</b></p> <p>Band 8a and equivalent: <b>£39,239</b></p> <p>Band 8b and equivalent: <b>£45,707</b></p> <p>Band 8c and equivalent: <b>£54,998</b></p> <p>Band 8d and equivalent: <b>£65,922</b></p> <p>Band 9 and equivalent: <b>£77,850</b></p> <p>[Source: NHS Agenda for Change 2013]</p>	NQF 6
2219 Health professionals not elsewhere classified	<p>Audiologist</p> <p>Dental hygiene therapist</p>	<p>Band 5 and equivalent: <b>£21,388</b></p> <p>Band 6 and equivalent: <b>£25,783</b></p> <p>Band 7 and equivalent: <b>£30,764</b></p> <p>Band 8a and equivalent:</p>	NQF 6



	<p>Dietician-nutritionist</p> <p>Family planner</p> <p>Occupational health adviser</p> <p>Paramedical practitioner</p>	<p><b>£39,239</b></p> <p>Band 8b and equivalent: <b>£45,707</b></p> <p>Band 8c and equivalent: <b>£54,998</b></p> <p>Band 8d and equivalent: <b>£65,922</b></p> <p>Band 9 and equivalent: <b>£77,850</b></p> <p>[Source: NHS Agenda for Change 2013]</p>	
2221 Physiotherapists	<p>Electro-therapist</p> <p>Physiotherapist</p> <p>Physiotherapy practitioner</p>	<p>Band 5 and equivalent: <b>£21,388</b></p> <p>Band 6 and equivalent: <b>£25,783</b></p> <p>Band 7 and equivalent: <b>£30,764</b></p> <p>Band 8a and equivalent: <b>£39,239</b></p> <p>Band 8b and equivalent: <b>£45,707</b></p> <p>Band 8c and equivalent: <b>£54,998</b></p> <p>Band 8d and equivalent: <b>£65,922</b></p> <p>Band 9 and equivalent: <b>£77,850</b></p> <p>[Source: NHS Agenda for Change 2013]</p>	NQF 6
2222 Occupational therapists	Occupational therapist	<p>Band 5 and equivalent: <b>£21,388</b></p> <p>Band 6 and equivalent: <b>£25,783</b></p> <p>Band 7 and equivalent: <b>£30,764</b></p> <p>Band 8a and equivalent: <b>£39,239</b></p> <p>Band 8b and equivalent: <b>£45,707</b></p>	NQF 6

		<p>Band 8c and equivalent: <b>£54,998</b></p> <p>Band 8d and equivalent: <b>£65,922</b></p> <p>Band 9 and equivalent: <b>£77,850</b></p> <p>[Source: NHS Agenda for Change 2013]</p>	
2223 Speech and language therapists	<p>Language therapist</p> <p>Speech and language therapist</p> <p>Speech therapist</p>	<p>Band 5 and equivalent: <b>£21,388</b></p> <p>Band 6 and equivalent: <b>£25,783</b></p> <p>Band 7 and equivalent: <b>£30,764</b></p> <p>Band 8a and equivalent: <b>£39,239</b></p> <p>Band 8b and equivalent: <b>£45,707</b></p> <p>Band 8c and equivalent: <b>£54,998</b></p> <p>Band 8d and equivalent: <b>£65,922</b></p> <p>Band 9 and equivalent: <b>£77,850</b></p> <p>[Source: NHS Agenda for Change 2013]</p>	NQF 6
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>Band 5 and equivalent: <b>£21,388</b></p> <p>Band 6 and equivalent: <b>£25,783</b></p> <p>Band 7 and equivalent: <b>£30,764</b></p> <p>Band 8a and equivalent: <b>£39,239</b></p> <p>Band 8b and equivalent: <b>£45,707</b></p> <p>Band 8c and equivalent: <b>£54,998</b></p> <p>Band 8d and equivalent:</p>	NQF 6

	Psychotherapist	<b>£65,922</b> Band 9 and equivalent: <b>£77,850</b> [Source: NHS Agenda for Change 2013]	
2231 Nurses	District nurse Health visitor Mental health practitioner Nurse Practice nurse Psychiatric nurse Staff nurse Student nurse	Supervised practice nurses (Band 3 and equivalent): <b>£16,271</b> Band 5 and equivalent: <b>£21,388</b> Band 6 and equivalent: <b>£25,783</b> Band 7 and equivalent: <b>£30,764</b> Band 8a and equivalent: <b>£39,239</b> Band 8b and equivalent: <b>£45,707</b> Band 8c and equivalent: <b>£54,998</b> Band 8d and equivalent: <b>£65,922</b> Band 9 and equivalent: <b>£77,850</b> [Source: NHS Agenda for Change 2013]	NQF 6
2232 Midwives	Midwife Midwifery sister	Supervised practice midwives (Band 3 and equivalent): <b>£16,271</b> Band 5 and equivalent: <b>£21,388</b> Band 6 and equivalent: <b>£25,783</b> Band 7 and equivalent: <b>£30,764</b> Band 8a and equivalent: <b>£39,239</b> Band 8b and equivalent: <b>£45,707</b> Band 8c and equivalent: <b>£54,998</b>	NQF 6

		<p>Band 8d and equivalent: <b>£65,922</b></p> <p>Band 9 and equivalent: <b>£77,850</b></p> <p>[Source: NHS Agenda for Change 2013]</p>	
2312 Further education teaching professionals	<p>FE College lecturer</p> <p>Lecturer (further education)</p> <p>Teacher (further education)</p> <p>Tutor (further education)</p>	<p>Lecturer or equivalent (new entrant): <b>£21,719</b></p> <p>Senior lecturer / advanced teacher and equivalent: <b>£32,421</b></p> <p>Further education management / principal lecturer and equivalent: <b>£35,551</b></p> <p>[Source: Teachers' national pay scales]</p>	NQF 6
2314 Secondary education teaching professionals	<p>Deputy head teacher (secondary school)</p> <p>Secondary school teacher</p> <p>Sixth form teacher</p> <p>Teacher (secondary school)</p>	<p>Unqualified teachers undertaking Overseas Trained Teachers Programme and equivalent: <b>£20,000</b></p> <p>Qualified teachers and equivalent: <b>£21,438</b></p> <p>Post-threshold teachers and equivalent: <b>£34,523</b></p> <p>Leadership group, assistant head teacher, principal teacher and equivalent: <b>£37,284</b></p> <p>[Source: Teachers' national pay scales]</p>	NQF 6
2315 Primary and nursery education teaching professionals	<p>Deputy head teacher (primary school)</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: <b>£20,000</b></p> <p>Qualified teachers and equivalent: <b>£21,438</b></p> <p>Post-threshold teachers and equivalent: <b>£34,523</b></p>	NQF 6

		Leadership group, assistant head teacher, principal teacher and equivalent: <b>£37,284</b>  [Source: Teachers' national pay scales]	
2316 Special needs education teaching professionals	Deputy head teacher (special school)  Learning support teacher  Special needs coordinator  Special needs teacher	Unqualified teachers undertaking Overseas Trained Teachers Programme and equivalent: <b>£20,000</b>  Qualified teachers and equivalent: <b>£21,438</b>  Post-threshold teachers and equivalent: <b>£34,523</b>  Leadership group, assistant head teacher, principal teacher and equivalent: <b>£37,284</b>  [Source: Teachers' national pay scales]	NQF 6
2317 Senior professionals of educational establishments	Administrator (higher education, university)  Bursar  Head teacher (primary school)    Principal (further education)    Registrar (educational establishments)	New entrant: <b>£23,000</b>  Experienced worker: <b>£37,100</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2318 Education advisers and school inspectors	Curriculum adviser  Education adviser  Education officer  School inspector	New entrant: <b>£20,200</b>  [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]  Experienced worker: <b>£20,900</b>	NQF 6

		[Source: Annual Survey of Hours and Earnings 2013]	
2319 Teaching and other educational professionals not elsewhere classified	<p>Adult education tutor</p> <p>Education consultant</p> <p>Music teacher</p> <p>Nursery manager (day nursery)</p> <p>Owner (nursery: children's)</p> <p>Private tutor</p> <p>TEFL</p>	<p>New entrant: <b>£2,100</b></p> <p>Experienced worker: <b>£6,200</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 6
2412 Barristers and judges	<p>Advocate</p> <p>Barrister</p> <p>Chairman (appeals tribunal, inquiry)</p> <p>Coroner</p> <p>Crown prosecutor</p> <p>District judge</p>	<p>New entrant: <b>£20,500</b></p> <p>Pupillage: <b>£20,500</b></p> <p>Experienced worker (not pupillage): <b>£31,700</b></p> <p>[Source: The Bar Council in 2011, uplifted based on national changes in earnings and the Tier 2 (General) minimum salary threshold]</p>	NQF 6
2413 Solicitors	<p>Managing clerk (qualified solicitor)</p> <p>Solicitor</p> <p>Solicitor-partner</p> <p>Solicitor to the council</p>	<p>New entrant: <b>£20,400</b></p> <p>Experienced worker: <b>£28,000</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 6
2419 Legal professionals not elsewhere classified	<p>Attorney</p> <p>Justice's clerk</p> <p>Lawyer</p> <p>Legal adviser</p>	<p>New entrant: <b>£29,200</b></p> <p>Experienced worker: <b>£41,600</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 6

	Legal consultant Legal counsel Solicitor's clerk (articled)		
2421 Chartered and certified accountants	Accountant (qualified) Auditor (qualified) Chartered accountant Company accountant Cost accountant (qualified) Financial controller (qualified) Management accountant (qualified)	New entrant: <b>£15,200</b> Experienced worker: <b>£24,600</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2423 Management consultants and business analysts	Business adviser Business consultant Business continuity manager Financial risk analyst Management consultant	New entrant: <b>£19,100</b> Experienced worker: <b>£27,200</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2424 Business and financial project management professionals	Chief knowledge officer Contracts manager (security services) Project manager Research support officer	New entrant: <b>£24,000</b> Experienced worker: <b>£32,000</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2425 Actuaries, economists and statisticians	Actuarial consultant Actuary	New entrant: <b>£27,600</b> Experienced worker: <b>£32,400</b> [Source: Annual Survey of	NQF 6

	Economist Statistician Statistical analyst	Hours and Earnings 2013]	
2426 Business and related research professionals	Crime analyst (police force) Fellow (research) Games researcher (broadcasting) Inventor	New entrant: <b>£19,500</b> Experienced worker: <b>£23,600</b> [Source: Annual Survey of Hours and Earnings 2013]	
2429 Business, research and administrative professionals not elsewhere classified	Civil servant (grade 6, 7) Company secretary (qualified) Policy adviser (government) Registrar (government)	New entrant: <b>£20,400</b> Experienced worker: <b>£27,800</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2431 Architects	Architect Architectural consultant Chartered architect Landscape architect	Part 1 graduate: <b>£21,000</b> Part 2 graduate: <b>£23,100</b> Part 3 graduate / newly-registered architect: <b>£27,300</b>  Experienced worker: <b>£31,200</b>  [Source: Royal Institute of British Architects in 2011, uplifted based on national changes in earnings]	NQF 6
2432 Town planning officers	Planning officer (local government: building and contracting) Town planner Town planning	New entrant: <b>£19,400</b> Experienced worker: <b>£20,900</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6



	consultant		
2433 Quantity surveyors	Quantity surveyor Surveyor (quantity surveying)	New entrant: <b>£21,600</b> Experienced worker: <b>£27,400</b> [Source: Annual Survey of Hours and Earnings 2013]	
2434 Chartered surveyors	Building surveyor Chartered surveyor Hydrographic surveyor Land surveyor	New entrant: <b>£19,400</b> Experienced worker: <b>£25,000</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2436 Construction project managers and related professionals	Contract manager (building construction) Project manager (building construction) Transport planner	New entrant: <b>£22,700</b> Experienced worker: <b>£27,000</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2442 Social workers	Psychiatric social worker Senior practitioner (local government: social services) Social worker	Band 5 and equivalent: <b>£21,388</b> Band 6 and equivalent: <b>£25,783</b> Band 7 and equivalent: <b>£30,764</b> Band 8a and equivalent: <b>£39,239</b> Band 8b and equivalent: <b>£45,707</b> Band 8c and equivalent: <b>£54,998</b> Band 8d and equivalent: <b>£65,922</b> Band 9 and equivalent: <b>£77,850</b> [Source: NHS Agenda for	NQF 6

		Change 2013]	
2443 Probation officers	Inspector (National Probation Service) Probation officer Youth justice officer	New entrant: <b>£12,500</b> Experienced worker: <b>£24,600</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2449 Welfare professionals not elsewhere classified	Children's guardian Rehabilitation officer Social services officer Youth worker (professional)	New entrant: <b>£12,500</b> Experienced worker: <b>£20,300</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2451 Librarians	Chartered librarian Librarian Technical librarian University librarian	New entrant: <b>£12,800</b> Experienced worker: <b>£17,600</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2452 Archivists and curators	Archivist Conservator Curator Keeper (art galley) Museum officer	All workers: <b>£21,600</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2461 Quality control and planning engineers	Planning engineer Quality assurance engineer Quality control officer (professional) Quality engineer	New entrant: <b>£22,500</b> Experienced worker: <b>£27,200</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2462 Quality assurance and regulatory professionals	Compliance manager Financial regulator	New entrant: <b>£22,500</b> Experienced worker: <b>£27,000</b>	

	Patent attorney Quality assurance manager Quality manager	[Source: Annual Survey of Hours and Earnings 2013]	
2463 Environmental health professionals	Air pollution inspector Environmental health officer Food inspector Public health inspector Technical officer (environmental health)	New entrant: <b>£22,100</b> Experienced worker: <b>£26,000</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2471 Journalists, newspaper and periodical editors	Broadcast journalist Editor Journalist Radio journalist Reporter	New entrant: <b>£19,400</b> Experienced worker: <b>£24,200</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2472 Public relations professionals	Account manager (public relations) Information officer (public relations) PR consultant Press officer Public relations officer	New entrant: <b>£14,200</b> Experienced worker: <b>£21,600</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2473 Advertising accounts managers and creative directors	Account manager (advertising) Advertising Manager Campaign Manager	New entrant: <b>£18,800</b> Experienced worker: <b>£26,000</b> [Source: Annual Survey of	NQF 6

	Creative Director Projects Manager (advertising)	Hours and Earnings 2013]	
3415 Musicians	Composer Musician Organist Pianist Song writer Violinist	All workers: <b>£16,700</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
3416 Arts officers, producers and directors	Film editor Production assistant (broadcasting) Studio manager Television producer Theatrical agent	New entrant: <b>£20,800</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: <b>£25,600</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
3512 Aircraft pilots and flight engineers	Airline pilot First officer (airlines) Flight engineer Flying instructor Helicopter pilot	New entrant: <b>£28,000</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: <b>£56,000</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
3532 Brokers	Foreign exchange dealer Insurance broker Investment administrator Stockbroker Trader (stock exchange)	New entrant: <b>£16,100</b> Experienced worker: <b>£26,600</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 6

3534 Finance and investment analysts and advisers	Financial adviser Financial analyst Financial consultant Mortgage adviser Pensions consultant	New entrant: <b>£19,500</b>  Experienced worker: <b>£26,100</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
3535 Taxation experts	Tax adviser Tax consultant Tax inspector Taxation specialist	New entrant: <b>£24,100</b>  [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]  Experienced worker: <b>£28,900</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
3538 Financial accounts managers	Accounts manager Audit manager Credit manager Fund manager Relationship manager (bank)	New entrant: <b>£18,300</b>  Experienced worker: <b>£24,700</b>  [Source: Annual Survey of Hours and Earnings 2013]	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: <b>£22,000</b>  Experienced worker: <b>£30,600</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 6

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

<b>SOC code and description</b>	<b>Related job titles</b>	<b>Appropriate salary rates</b>	<b>Skill level</b>
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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 (horticulture)	New entrant: <b>£16,000</b> Experienced worker: <b>£22,200</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 4
1213 Managers and proprietors in forestry, fishing and related services	Cattery owner Forest manager Racehorse trainer	New entrant: <b>£16,000</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: <b>£20,500</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
1241 Health care practice managers	Clinic manager GP practice manager Veterinary practice manager	New entrant: <b>£14,500</b> Experienced worker: <b>£22,600</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
1242 Residential, day and domiciliary care managers and proprietors	Care manager Day centre manager Nursing home owner Residential manager (residential home)	New entrant: <b>£14,300</b> Experienced worker: <b>£21,800</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
1251 Property, housing and estate managers	Estate manager Facilities manager Landlord (property management) Property manager	New entrant: <b>£16,600</b> Experienced worker: <b>£23,300</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4

1255 Waste disposal and environmental services managers	<p>Environmental manager (refuse disposal)</p> <p>Manager (local government: cleansing dept.)</p> <p>Recycling plant manager</p> <p>Scrap metal dealer</p>	<p>New entrant: <b>£15,200</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p> <p>Experienced worker: <b>£28,900</b></p> <p>[Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]</p>	NQF 4
1259 Managers and proprietors in other services not elsewhere	<p>Betting shop manager</p> <p>Graphic design classified manager</p> <p>Library manager</p> <p>Plant hire manager</p> <p>Production manager (entertainment)</p>	<p>New entrant: <b>£15,700</b></p> <p>Experienced worker: <b>£20,500</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 4
2435 Chartered architectural technologists	Architectural technologist	<p>New entrant: <b>£19,400</b></p> <p>Experienced worker: <b>£26,600</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 4
3116 Planning, process and production technicians	<p>Process technician</p> <p>Production controller</p> <p>Production planner</p> <p>Production technician</p>	<p>New entrant: <b>£14,100</b></p> <p>[Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]</p> <p>Experienced worker: <b>£22,300</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 4
3121 Architectural and town	<p>Architectural assistant</p> <p>Architectural</p>	<p>New entrant: <b>£17,200</b></p> <p>Experienced worker: <b>£21,600</b></p>	NQF 4

planning technicians	technician Construction planner Planning enforcement officer	[Source: Annual Survey of Hours and Earnings 2013]	
3131 IT operations technicians	Computer games tester Database administrator IT technician Network administrator Systems administrator	New entrant: <b>£14,700</b> Experienced worker: <b>£19,900</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3213 Paramedics	Ambulance paramedic Emergency care practitioner Paramedic Paramedic-ECP	New entrant: <b>£28,400</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: <b>£32,100</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3218 Medical and dental technicians	Cardiographer Dental hygienist Dental technician Medical technical officer Orthopaedic technician	Band 3 and equivalent: <b>£16,271</b> Band 4 and equivalent: <b>£18,838</b> Band 5 and equivalent: <b>£21,388</b> Band 6 and equivalent: <b>£25,783</b> Band 7 and equivalent: <b>£30,764</b> [Source: NHS Agenda for Change 2013]	NQF 4
3219 Health associate professionals not elsewhere classified	Acupuncturist Homeopath Hypnotherapist Massage therapist	Band 3 and equivalent: <b>£16,271</b> Band 4 and equivalent: <b>£18,838</b> Band 5 and equivalent: <b>£21,388</b> Band 6 and equivalent: <b>£25,783</b>	NQF 4



	Reflexologist Sports therapist	Band 7 and equivalent: <b>£30,764</b> [Source: NHS Agenda for Change 2013]	
3319 Protective service associate professionals not elsewhere classified	Customs officer Immigration officer Operations manager (security services) Scenes of crime officer Security manager	New entrant: <b>£22,800</b> Experienced worker: <b>£28,100</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3411 Artists	Artist Illustrator Portrait painter Sculptor	New entrant: <b>£16,700</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: <b>£18,900</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3412 Authors, writers and translators	Copywriter Editor (books) Interpreter Technical author Translator Writer	New entrant: <b>£16,700</b> Experienced worker: <b>£21,100</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 4
3413 Actors, entertainers and presenters	Actor Disc jockey Entertainer Presenter (broadcasting) Singer	All workers: <b>£16,700</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4

3414 Dancers and choreographers	Ballet dancer Choreographer Dancer Dance teacher	All workers: <b>£16,700</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3422 Product, clothing and related designers	Design consultant Fashion designer Furniture designer Interior designer Kitchen designer Textile designer	New entrant: <b>£15,000</b> Experienced worker: <b>£21,000</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3513 Ship and hovercraft officers	Chief engineer (shipping) Marine engineer (shipping) Merchant navy officer Petty officer Tug master Yacht skipper	New entrant: <b>£28,000</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: <b>£42,500</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3531 Estimators, valuers and assessors	Claims assessor Claims investigator Engineering surveyor Estimator Loss adjuster Valuer	New entrant: <b>£14,000</b> Experienced worker: <b>£20,100</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3537 Financial and accounting technicians	Accounting technician Business associate (banking)	New entrant: <b>£16,500</b> Experienced worker: <b>£24,000</b> [Source: Annual Survey of	NQF 4

	Financial controller Insolvency administrator Managing clerk (accountancy)	Hours and Earnings 2013]	
3539 Business and related associate professionals not elsewhere classified	Business systems analyst Data analyst Marine consultant Planning assistant Project administrator Project coordinator	New entrant: <b>£13,600</b> Experienced worker: <b>£19,100</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3541 Buyers and procurement officers	Buyer Procurement officer Purchasing consultant	New entrant: <b>£16,900</b> Experienced worker: <b>£21,700</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3543 Marketing associate professionals	Business development executive Fundraiser Market research analyst Marketing consultant Marketing executive	New entrant: <b>£13,200</b> Experienced worker: <b>£19,700</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3546 Conference and exhibition managers and organisers	Conference coordinator Event organiser Events manager Exhibition organiser Hospitality manager	All workers: <b>£15,700</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4

3561 Public services associate professionals Civil servant (HEO, SEO)	Higher executive officer (government) Principle revenue officer (local government) Senior executive officer (government)	New entrant: <b>£17,600</b> Experienced worker: <b>£22,200</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3563 Vocational and industrial trainers and instructors	IT trainer NVQ assessor Technical instructor Training consultant Training manager	New entrant: <b>£13,000</b> Experienced worker: <b>£19,300</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3564 Careers advisers and vocational guidance specialists	Careers adviser Careers consultant Careers teacher Placement officer	New entrant: <b>£15,100</b> Experienced worker: <b>£17,300</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3565 Inspectors of standards and regulations	Building inspector Driving examiner Housing inspector Meat hygiene inspector Trading standards officer	New entrant: <b>£17,400</b> Experienced worker: <b>£23,600</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3567 Health and safety officers	Fire protection engineer (professional) Health and safety officer Occupational hygienist Safety consultant	New entrant: <b>£17,700</b> [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: <b>£26,400</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 4

	Safety officer		
4161 Office managers	Business support manager Delivery office manager Office manager Practice manager Sales administration manager Sales office manager	New entrant: <b>£12,500</b> Experienced worker: <b>£19,100</b> [Source: Annual Survey of Hours and Earnings 2013]	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: <b>£15,600</b> Experienced worker: <b>£19,700</b> [Source: Annual Survey of Hours and Earnings 2013]	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: <b>£16,900</b> Experienced worker: <b>£21,700</b> [Source: Annual Survey of	NQF 3

		Hours and Earnings 2013]	
1190 Managers and directors in retail and wholesale	Managing director (retail trade) Retail manager Shop manager (charitable organisation) Wholesale manager	New entrant: <b>£12,200</b> Experienced worker: <b>£17,300</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
1221 Hotel and accommodation managers and proprietors	Caravan park owner Hotel manager Landlady (boarding, guest, lodging house)	New entrant: <b>£11,000</b> Experienced worker: <b>£15,900</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
1225 Leisure and sports managers	Amusement arcade owner Leisure centre manager Social club manager Theatre manager	New entrant: <b>£14,800</b> Experienced worker: <b>£19,000</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
1226 Travel agency managers and proprietors	Tourist information manager Travel agency owner Travel manager	New entrant: <b>£11,400</b> [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: <b>£20,600</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3
1252 Garage managers and proprietors	Garage director Garage owner Manager (repairing: motor vehicles)	New entrant: <b>£15,200</b> Experienced worker: <b>£22,800</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
1253 Hairdressing and beauty	Hairdressing salon owner	New entrant: <b>£15,200</b>	NQF 3

salon managers and proprietors	Health and fitness manager Manager (beauty salon)	Experienced worker: <b>£21,400</b> [Source: Annual Survey of Hours and Earnings 2013]	
1254 Shopkeepers and proprietors - wholesale and retail	Antiques dealer Fashion retailer Newsagent Shopkeeper	New entrant: <b>£15,200</b> [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: <b>£16,400</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3
3111 Laboratory technicians	Laboratory analyst Laboratory technician Medical laboratory assistant Scientific technician Water tester	New entrant: <b>£9,100</b> Experienced worker: <b>£14,300</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3112 Electrical and electronics technicians	Avionics technician Electrical technician Electronics technician Installation engineer (Electricity Supplier)	New entrant: <b>£14,100</b> Experienced worker: <b>£22,500</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3113 Engineering technicians	Aircraft technician Commissioning engineer Engineering technician Manufacturing engineer Mechanical technician	New entrant: <b>£18,500</b> Experienced worker: <b>£24,500</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3

3114 Building and civil engineering technicians	Building services consultant Civil engineering technician Survey technician Technical assistant (civil engineering)	New entrant: <b>£14,100</b> Experienced worker: <b>£19,500</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3115 Quality assurance technicians	Quality assurance technician Quality control technician Quality officer Quality technician Test technician	New entrant: <b>£17,600</b> Experienced worker: <b>£20,900</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3119 Science, engineering and production technicians not elsewhere classified	School technician Technical assistant Technician Textile consultant Workshop technician	New entrant: <b>£14,200</b> Experienced worker: <b>£19,000</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3122 Draughtspersons	CAD operator Cartographer Design technician Draughtsman	New entrant: <b>£16,800</b> Experienced worker: <b>£22,200</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3216 Dispensing opticians	Dispensing optician Optical dispenser	New entrant: <b>£12,600</b> Experienced worker: <b>£18,900</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3



3231 Youth and community workers	Community development officer Youth and community worker Youth project coordinator Youth worker	All workers: <b>£13,100</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3234 Housing officers	Housing adviser Housing officer Homeless prevention officer Housing support officer	New entrant: <b>£13,100</b> Experienced worker: <b>£18,300</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3235 Counsellors	Counsellor (welfare services) Debt adviser Drugs and alcohol counsellor Student counsellor	New entrant: <b>£7,000</b> [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: <b>£21,800</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3
3239 Welfare and housing associate professionals not elsewhere classified	Day centre officer Health coordinator Key worker (welfare services) Outreach worker (welfare services) Probation services officer Project worker (welfare services)	New entrant: <b>£6,100</b> Experienced worker: <b>£12,500</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3312 Police officers (sergeant and	Detective (police service)	New entrant: <b>£29,500</b>	NQF 3

below)	Police constable Police officer Sergeant Transport police officer	Experienced worker: <b>£33,600</b> [Source: Annual Survey of Hours and Earnings 2013]	
3313 Fire service officers (watch manager and below)	Fire engineer Fire safety officer Firefighter Watch manager (fire service)	New entrant: <b>£7,300</b> Experienced worker: <b>£26,000</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3421 Graphic designers	Commercial artist Designer (advertising) Graphic artist Graphic designer MAC operator	New entrant: <b>£15,500</b> Experienced worker: <b>£20,400</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3443 Fitness instructors	Aerobics instructor Fitness instructor Gym instructor Lifestyle consultant Personal trainer Pilates instructor	New entrant: <b>£1,100</b> [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: <b>£13,600</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3
3511 Air traffic controllers	Air traffic control officer Air traffic controller Air traffic services assistant Flight planner	New entrant: <b>£28,000</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: <b>£42,500</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3

3520 Legal associate professionals	Barrister's clerk Compliance officer Conveyancer Legal executive Litigator Paralegal	New entrant: <b>£12,900</b> Experienced worker: <b>£18,400</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3533 Insurance underwriters	Account handler (insurance) Commercial underwriter Insurance inspector Mortgage underwriter Underwriter	New entrant: <b>£16,400</b> Experienced worker: <b>£22,400</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3536 Importers and exporters	Export controller Export coordinator Exporter Import agent Importer	New entrant: <b>£16,400</b> Experienced worker: <b>£22,400</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3542 Business sales executives	Corporate account executive Sales agent Sales consultant Sales executive Technical representative	New entrant: <b>£13,700</b> Experienced worker: <b>£21,000</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3544 Estate agents and auctioneers	Auctioneer Auctioneer and valuer Estate agent	New entrant: <b>£13,500</b> Experienced worker: <b>£17,200</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3

	Letting agent Property consultant		
3550 Conservation and environmental associate professionals	Conservation worker Countryside ranger National park warden Park ranger	All workers: <b>£17,100</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3562 Human resources and industrial relations officers	Employment adviser Human resources officer Personnel officer Recruitment consultant	New entrant: <b>£14,600</b> Experienced worker: <b>£20,000</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
4112 National government administrative occupations	Administrative assistant (courts of justice) Administrative officer (government) Civil servant (EO) Clerk (government) Revenue officer (government)	New entrant: <b>£11,500</b> Experienced worker: <b>£15,800</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
4114 Officers of non- governmental organisations	Administrator (charitable organisation) Organiser (trade union) Secretary (research association) Trade union official	New entrant: <b>£10,600</b> Experienced worker: <b>£15,600</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
4134 Transport and distribution clerks and	Export clerk Logistics controller	New entrant: <b>£12,100</b> Experienced worker: <b>£17,900</b>	NQF 3

assistants	Shipping clerk Transport administrator Transport clerk Transport coordinator	[Source: Annual Survey of Hours and Earnings 2013]	
4151 Sales administrators	Marketing administrator Sales administrator Sales clerk Sales coordinator	New entrant: <b>£10,500</b> Experienced worker: <b>£15,100</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
4214 Company secretaries	Assistant secretary Club secretary Compny secretary	New entrant: <b>£6,000</b> Experienced worker: <b>£7,000</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
4215 Personal assistants and other secretaries	Executive assistant PA-secretary Personal assistant Personal secretary Secretary	New entrant: <b>£5,600</b> Experienced worker: <b>£10,300</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5211 Smiths and forge workers	Blacksmith Chain repairer Farrier Pewtersmith Steel presser	New entrant: <b>£17,200</b> Experienced worker: <b>£20,300</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5213 Sheet metal workers	Coppersmith Panel beater (metal trades) Sheet metal fabricator	New entrant: <b>£17,200</b> Experienced worker: <b>£20,000</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3

	Sheet metal worker		
5221 Metal machining setters and setter-operators	CNC machinist CNC programmer Centre lathe turner Miller (metal trades) Tool setter Turner	New entrant: <b>£17,400</b> Experienced worker: <b>£21,000</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5222 Tool makers, tool fitters and markers-out	Die maker Engineer-toolmaker Jig maker Marker-out (engineering) Tool fitter Tool maker	New entrant: <b>£16,000</b> [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: <b>£20,000</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3
5224 Precision instrument makers and repairers	Calibration engineer Horologist Instrument maker Instrument mechanic Instrument technician Optical technician Precision engineer Watchmaker	New entrant: <b>£16,000</b> Experienced worker: <b>£19,700</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5231 Vehicle technicians, mechanics and electricians	Auto electrician Car mechanic HGV mechanic Mechanic (garage) MOT tester	New entrant: <b>£15,000</b> Experienced worker: <b>£19,200</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3

	<p>Motor mechanic</p> <p>Motor vehicle technician</p> <p>Technician (motor vehicles)</p> <p>Vehicle technician</p>		
5232 Vehicle body builders and repairers	<p>Bodyshop technician</p> <p>Car body repairer</p> <p>Coach builder</p> <p>Panel beater</p> <p>Restoration technician (motor vehicles)</p> <p>Vehicle builder</p>	<p>New entrant: <b>£15,500</b></p> <p>Experienced worker: <b>£19,500</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3
5234 Vehicle paint technicians	<p>Car paint sprayer</p> <p>Coach painter</p> <p>Paint technician (motor vehicles)</p> <p>Vehicle refinisher</p>	<p>New entrant: <b>£15,400</b></p> <p>Experienced worker: <b>£19,400</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3
5242 Tele-communication s engineers	<p>Cable jointer</p> <p>Customer service engineer (telecommunications)</p> <p>Installation engineer (telecommunications)</p> <p>Network officer (telecommunications)</p> <p>Telecommunications engineer</p> <p>Telephone engineer</p>	<p>New entrant: <b>£21,100</b></p> <p>Experienced worker: <b>£27,500</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3
5244 TV, video and audio	<p>Installation engineer (radio, television and</p>	<p>New entrant: <b>£18,500</b></p>	NQF 3

engineers	video) Satellite engineer Service engineer (radio, television and video) Technician (radio, television and video) Television engineer	Experienced worker: <b>£22,200</b>  [Source: Annual Survey of Hours and Earnings 2013]	
5245 IT engineers	Computer repairer Computer service engineer Hardware engineer (computer) Maintenance engineer (computer servicing)	New entrant: <b>£18,500</b>  Experienced worker: <b>£19,100</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5311 Steel erectors	Steel erector Steel fabricator Steel worker (structural engineering)	New entrant: <b>£15,200</b>  Experienced worker: <b>£19,600</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5313 Roofers, roof tilers and slaters	Mastic asphalt spreader Roof tiler Roofer Roofing contractor Slater Thatcher	New entrant: <b>£15,200</b>  Experienced worker: <b>£17,900</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5314 Plumbers and heating and ventilating engineers	Gas engineer Gas service engineer Heating and	New entrant: <b>£17,200</b>  Experienced worker: <b>£22,400</b>  [Source: Annual Survey of	NQF 3



	ventilating engineer Heating engineer Plumber Plumbing and heating engineer	Hours and Earnings 2013]	
5319 Construction and building trades not elsewhere classified	Acoustician Builder Building contractor Fencer Maintenance manager (buildings and other structures) Property developer (building construction)	New entrant: <b>£15,100</b> Experienced worker: <b>£19,900</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5411 Weavers and knitters	Carpet weaver Knitter Knitwear manufacturer Weaver	New entrant: <b>£12,200</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: <b>£13,400</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5412 Upholsterers	Curtain fitter Curtain maker Soft furnisher Trimmer (furniture mfr) Upholsterer	New entrant: <b>£12,200</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: <b>£14,900</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5413 Footwear and leather working trades	Cobbler Leather worker (leather goods mfr) Machinist (leather	New entrant: <b>£12,200</b> Experienced worker: <b>£14,900</b> [Source: Annual Survey of Hours and Earnings 2011 (no	NQF 3

	goods mfr) Shoe machinist Shoe repairer	2013 data available)]	
5421 Pre-press technicians	Compositor Plate maker Pre-press manager Pre-press technician Type setter	New entrant: <b>£13,900</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: <b>£17,000</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5422 Printers	Lithographic printer Machine minder (printing) Print manager Screen printer Wallpaper printer	New entrant: <b>£14,500</b> Experienced worker: <b>£18,400</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3
5423 Print finishing and binding workers	Binder's assistant Book binder Finishing supervisor (printing) Print finisher	New entrant: <b>£10,300</b> Experienced worker: <b>£15,700</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5431 Butchers	Butcher Butcher's assistant Butchery manager Master butcher Slaughterman	New entrant: <b>£9,300</b> Experienced worker: <b>£14,300</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5432 Bakers and flour confectioners	Baker Baker's assistant Bakery manager	New entrant: <b>£9,300</b> Experienced worker: <b>£14,600</b> [Source: Annual Survey of	NQF 3

	Cake decorator Confectioner	Hours and Earnings 2013]	
5441 Glass and ceramics makers, decorators and finishers	Ceramic artist Glass blower Potter (ceramics mfr) Pottery worker Sprayer (ceramics mfr) Stained glass artist	New entrant: <b>£8,400</b> Experienced worker: <b>£15,000</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5442 Furniture makers and other craft woodworkers	Antiques restorer Cabinet maker Coffin maker Furniture restorer Picture framer Sprayer (furniture mfr)	New entrant: <b>£8,400</b> Experienced worker: <b>£15,700</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5449 Other skilled trades not elsewhere classified	Diamond moulder Engraver Goldsmith Paint sprayer Piano tuner Sign maker Silversmith Wig maker	New entrant: <b>£8,400</b> Experienced worker: <b>£18,100</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
6131 Veterinary nurses	Animal nurse Veterinary nurse	New entrant: <b>£7,400</b> Experienced worker: <b>£13,000</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3

6144 Houseparents and residential wardens	Foster carer Matron (residential home) Resident warden Team leader (residential care home) Warden (sheltered housing)	New entrant: <b>£6,700</b> Experienced worker: <b>£11,900</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
6214 Air travel assistants	Air hostess Cabin crew Customer service agent (travel) Flight attendant Passenger service agent	New entrant: <b>£8,100</b> Experienced worker: <b>£13,600</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
6215 Rail travel assistants	Retail service manager (railways) Station assistant (underground railway) Ticket inspector (railways) Train conductor Train manager	New entrant: <b>£18,400</b> Experienced worker: <b>£24,400</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
7125 Merchandisers and window dressers	Merchandiser Sales merchandiser Visual merchandising manager Window dresser	New entrant: <b>£13,500</b> Experienced worker: <b>£17,100</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3
7130 Sales	Sales supervisor (retail trade: delivery)	New entrant: <b>£9,300</b>	NQF

supervisors	round) Section manager (retail trade) Shop supervisor (retail trade) Supervisor (retail, wholesale trade) Team leader (retail trade)	Experienced worker: <b>£13,700</b> [Source: Annual Survey of Hours and Earnings 2013]	3
7215 Market research interviewers	Interviewer (market research) Market researcher (interviewing) Telephone interviewer Telephone researcher Traffic enumerator	New entrant: <b>£6,400</b> Experienced worker: <b>£10,900</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
8124 Energy plant operatives	Boilerman Control room operator(electric) Hydraulic engineman Plant operator (electricity supplier) Power station operator	New entrant: <b>£13,200</b> [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: <b>£16,200</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3
8126 Water and sewerage plant operatives	Controller (water treatment) Plant operator (sewage works) Pump attendant Water treatment engineer Water treatment	New entrant: <b>£13,200</b> Experienced worker: <b>£24,500</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3

	operator		
8215 Driving instructors	Driving instructor HGV instructor Instructor (driving school) Motorcycle instructor	New entrant: <b>£8,900</b> Experienced worker: <b>£16,000</b> [Source: Annual Survey of Hours and Earnings 2013]	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 (catering) Restaurant manager Shop manager (take-away food shop)	<ul style="list-style-type: none"> <li>Restaurant manager</li> <li>Fast food restaurant manager</li> <li>Assistant restaurant manager, establishments with 80 or more covers (covers being the maximum number of customers that can be seated at any one time)</li> </ul>	New entrant: <b>£12,500</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: <b>£15,900</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled
1224 Publicans and managers of licensed premises	Landlady (public house) Licensee Manager (wine bar) Publican	<ul style="list-style-type: none"> <li>Publican</li> <li>Licensee or pub manager</li> </ul>	New entrant: <b>£11,400</b> Experienced worker: <b>£15,700</b> [Source: Annual Survey of Hours and Earnings	NQF 3 / Lower-skilled

			2013]	
3132 IT user support technicians	Customer support analyst Help desk operator IT support technician Systems support officer	<ul style="list-style-type: none"> <li>• Senior PC support analyst</li> <li>• Senior PC support</li> <li>• Technical pre- or post-sales support</li> <li>• Senior database administrator or analyst</li> <li>• Database administrator or analyst</li> <li>• Computer engineers, installation and maintenance</li> </ul>	New entrant: <b>£16,600</b> Experienced worker: <b>£21,100</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled
3217 Pharmaceutical technicians	Dispensing technician Pharmaceutical technician Pharmacy technician	<ul style="list-style-type: none"> <li>• Jobs at NHS Agenda for Change band 4 or equivalent or above</li> </ul>	New entrant: <b>£10,700</b> Experienced worker: <b>£15,600</b> [Source: Annual Survey of Hours and Earnings 2013]	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"> <li>• Audio visual technician</li> <li>• Senior audio visual technician</li> <li>• Photographer</li> <li>• Press photographer (regional)</li> <li>• Press photographer (National)</li> </ul>	New entrant: <b>£14,300</b> [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: <b>£15,900</b> [Source: Annual Survey of Hours and Earnings	NQF 3 / Lower-skilled

	)	<ul style="list-style-type: none"> <li>• Film technician</li> <li>• Sound recordist</li> <li>• Camera operator (film, television production)</li> </ul>	2013]	
5111 Farmers	<p>Agricultural contractor</p> <p>Agricultural technician</p> <p>Crofter (farming)</p> <p>Farmer</p> <p>Herd manager</p>	<ul style="list-style-type: none"> <li>• Herd managers</li> <li>• Livestock breeders</li> <li>• Pig breeders</li> <li>• 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</li> </ul>	<p>New entrant: <b>£9,100</b></p> <p>Experienced worker: <b>£14,700</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3 / Lower-skilled
5112 Horticultural trades	<p>Grower</p> <p>Horticulturalist (market gardening)</p> <p>Market Gardener</p> <p>Nursery Assistant (agriculture)</p> <p>Nurseryman</p>	<ul style="list-style-type: none"> <li>• Horticultural foreman</li> <li>• Horticultural nursery supervisor</li> <li>• Horticultural technician</li> <li>• Nursery stock production technician or specialist</li> </ul>	<p>New entrant: <b>£9,100</b></p> <p>Experienced worker: <b>£14,700</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3 / Lower-skilled
5113 Gardeners and landscape gardeners	<p>Garden designer</p> <p>Gardener</p>	<ul style="list-style-type: none"> <li>• Gardening Team Supervisor or Manager</li> <li>• Landscaper</li> </ul>	<p>New entrant: <b>£9,100</b></p> <p>Experienced</p>	NQF 3 / Lower-skilled



	Gardener-handyman Landscape gardener	jobs, where the job requires a Registration of Land-Based Operatives (ROLO) Gold Card  • Garden Designer	worker: <b>£14,100</b>  [Source: Annual Survey of Hours and Earnings 2013]	
5114 Grounds-men and green-keepers	Greenkeeper Groundsman Groundsperson	• Head Greenkeeper  • Ground Manager  • Head Groundsperson	New entrant: <b>£12,100</b>  Experienced worker: <b>£15,200</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled
5119 Agricultural and fishing trades not elsewhere classified	Aboricultural consultant Bee farmer  Gamekeeper Share fisherman Trawler skipper Tree surgeon	• Fishing vessel skippers in inshore areas, and limited and unlimited offshore areas  • Fishing vessel mates in unlimited offshore areas  • Forest officers and forest or woodland managers  • Supervising tree surgeons and supervising arbori-culturists / arborists  • Head gamekeepers, head river keepers and head ghillies	New entrant: <b>£9,100</b>  Experienced worker: <b>£14,700</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled

		<ul style="list-style-type: none"> <li>Managers in animal husbandry, forestry and fishing not elsewhere classified</li> </ul>		
5212 Moulders, core makers and die casters	Core Maker (metal trades) Die Caster Moulder (metal trades) Pipe Maker (foundry)	<ul style="list-style-type: none"> <li>Jobs which require an engineering technician registered with the Engineering Council</li> <li>Jobs which require an NQF level 3 qualification in Materials Processing and Finishing</li> <li>Foundry or casting shop foremen</li> </ul>	New entrant: <b>£17,200</b> Experienced worker: <b>£20,300</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled
5214 Metal plate workers, and riveters	Boiler maker Metal plate worker Plater Plater-welder	<ul style="list-style-type: none"> <li>Jobs which require successful completion of the National Apprenticeship Scheme for Engineering Construction (NASEC)</li> <li>Jobs which require successful completion of an Advanced Modern Apprenticeship in fabrication or welding</li> </ul>	New entrant: <b>£17,200</b> Experienced worker: <b>£24,200</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled

5215 Welding trades	Fabricator-welder Fitter-welder Spot welder (metal) Welder Welding technician	<ul style="list-style-type: none"> <li>• High integrity pipe welders where the job requires three or more years related on-the-job experience</li> <li>• Welding foreman</li> <li>• Welding engineer or consultant</li> <li>• Welding fitter</li> <li>• Welding supervisor</li> <li>• Welding technician</li> <li>• Jobs which require successful completion of an Advanced Modern Apprenticeship in fabrication or welding</li> </ul>	New entrant: <b>£18,000</b> Experienced worker: <b>£20,100</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled
5216 Pipe fitters	Pipe engineer Pipe fitter Pipe welder-fitter	<ul style="list-style-type: none"> <li>• Pipe fitter / welder jobs that require an Engineering Services Gold SKILLcard in Heating and Ventilation Fitting / Welding</li> </ul>	New entrant: <b>£17,200</b> Experienced worker: <b>£28,400</b> [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled
5223 Metal working production and maintenance fitters	Agricultural engineer Bench fitter Engineering	<ul style="list-style-type: none"> <li>• Fitter, turner or millwright jobs that require a completed Engineering Advanced</li> </ul>	New entrant: <b>£15,700</b> Experienced worker: <b>£20,700</b> [Source: Annual	NQF 3 / Lower-skilled

	<p>machinist</p> <p>Fabricator</p> <p>Installation engineer</p> <p>Maintenance fitter</p> <p>Mechanical engineer</p>	<p>Apprenticeship with an NQF level 3 qualification in Engineering Maintenance or Engineering Technology and Maintenance</p>	<p>Survey of Hours and Earnings 2013]</p>	
5235 Aircraft maintenance and related trades	<p>Aeronautical engineer</p> <p>Aircraft electrician</p> <p>Aircraft engineer</p> <p>Aircraft fitter</p> <p>Aircraft mechanic</p> <p>Maintenance engineer (aircraft)</p>	<ul style="list-style-type: none"> <li>• Aircraft engineers</li> <li>• Licensed and military certifying engineer / inspector technician</li> <li>• Airframe fitter</li> </ul>	<p>New entrant: <b>£15,400</b></p> <p>Experienced worker: <b>£27,000</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	<p>NQF 3 / Lower-skilled</p>
5236 Boat and ship builders and repairers	<p>Boat builder</p> <p>Fitter (boat building)</p> <p>Frame turner (ship building)</p> <p>Marine engineer</p> <p>Ship's joiner</p> <p>Shipwright</p>	<ul style="list-style-type: none"> <li>• Jobs which require successful completion of the National Apprenticeship Scheme for Engineering Construction (NASEC)</li> <li>• Jobs which require successful completion of an Advanced Modern Apprenticeship in fabrication or welding</li> </ul>	<p>New entrant: <b>£15,400</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p> <p>Experienced worker: <b>£22,300</b></p> <p>[Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]</p>	<p>NQF 3 / Lower-skilled</p>

5241 Electricians and electrical fitters	Electrical contractor  Electrical engineer  Electrical fitter Electrician	<ul style="list-style-type: none"> <li>• Electricians, as defined by the joint industry board (JIB) or the Scottish joint industry board (SJIB) grading definitions</li> <li>• Approved electricians, as defined by the JIB / SJIB grading definitions</li> <li>• Technicians, as defined by the JIB / SJIB grading definitions</li> </ul>	New entrant: <b>£18,500</b>  Experienced worker: <b>£23,700</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower- skilled
5249 Electrical and electronic trades not elsewhere classified	Alarm engineer  Electronics engineer  Field engineer  Linesman  Service engineer	<ul style="list-style-type: none"> <li>• LE1-equivalent line workers and cable jointers (Chargehands or Leadhands)</li> <li>• Electrical / electronics engineers not elsewhere classified</li> </ul>	New entrant: <b>£18,600</b>  Experienced worker: <b>£23,600</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower- skilled
5312 Bricklayers and masons	Bricklayer  Dry stone waller  Stone mason	<ul style="list-style-type: none"> <li>• Architectural Stone Carver</li> <li>• Stonemason</li> <li>• Bricklayer, where the job requires NQF level 3 in Bricklaying or Trowel Trades</li> </ul>	New entrant: <b>£15,500</b>  Experienced worker: <b>£20,000</b>  [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3 / Lower- skilled
5414 Tailors and dress-	Cutter (hosiery,	<ul style="list-style-type: none"> <li>• Bespoke or handcraft tailor jobs that require</li> </ul>	New entrant: <b>£12,200</b>	NQF 3 / Lower-

makers	knitwear mfr) Dressmaker Fabric cutter Tailor Tailoress	<p>a completed Bespoke Tailoring Apprenticeship leading to an NQF level 3 in Bespoke Cutting and Tailoring</p> <ul style="list-style-type: none"> <li>Jobs that require a completed Modern Apprenticeship in Handicraft Tailoring leading to an NQF level 3 in Apparel Manufacturing Technology</li> </ul>	<p>[Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]</p> <p>Experienced worker: <b>£13,400</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	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"> <li>Jobs that require Licentiate (LTI) or Associateship (Ctext ATI) of the Textile Institute</li> <li>Pattern cutter jobs that require an ABC Level 3 Certificate in Pattern Cutting or an NQF level 3 in Apparel Technology</li> <li>Head pattern graders</li> <li>Pattern grader jobs that require a completed Advanced</li> <li>Apprenticeship in Textiles</li> </ul>	<p>New entrant: <b>£12,200</b></p> <p>[Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]</p> <p>Experienced worker: <b>£13,400</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3 / Lower-skilled
5433 Fish-	Butcher (fish,	<ul style="list-style-type: none"> <li>Manual filleters</li> </ul>	New entrant:	NQF 3

mongers and poultry dressers	poultry) Filleter (fish) Fish processor Fishmonger Poultry processor	of frozen fish, where the job requires an individual with three or more years' related on-the-job paid experience  <ul style="list-style-type: none"> <li>• 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</li> <li>• Quality controllers in the fish processing industry, where the job requires an individual with three or more years' related on-the-job paid experience</li> </ul>	<b>£7,300</b>  Experienced worker: <b>£11,000</b>  [Source: Annual Survey of Hours and Earnings 2013]	/ Lower-skilled
5434 Chefs	Chef Chef-manager Head chef Pastry chef	<ul style="list-style-type: none"> <li>• 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</li> </ul>	All rates apply after deductions for accommodation, meals, etc. Any overtime must also be paid at least at these rates.  Skilled chef as defined in the Shortage Occupation List in Appendix K:	NQF 3 / Lower-skilled

			<p><b>£29,570</b></p> <p>[Source: Migration Advisory Committee]</p> <p>Other chef (new entrant): <b>£8,000</b></p> <p>Other chef (experienced worker): <b>£12,600</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	
5436 Catering and bar managers	<p>Bar manager</p> <p>Catering manager</p> <p>Floor manager (restaurant)</p> <p>Kitchen manager</p> <p>Steward (club)</p>	<ul style="list-style-type: none"> <li>• Catering manager</li> <li>• Banqueting manager</li> <li>• Hotel food and beverage manager</li> </ul>	<p>New entrant: <b>£7,700</b></p> <p>Experienced worker: <b>£12,300</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3 / Lower-skilled
5443 Florists	<p>Floral assistant</p> <p>Floral designer</p> <p>Florist</p> <p>Flower arranger</p>	<ul style="list-style-type: none"> <li>• 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</li> <li>• Senior florists</li> </ul>	<p>New entrant: <b>£8,400</b></p> <p>Experienced worker: <b>£14,600</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3 / Lower-skilled



		and floral designers who manage the production and design of formal displays		
6121 Nursery nurses and assistants	Crèche assistant Crèche worker Nursery assistant Nursery nurse	<ul style="list-style-type: none"> <li>• Nursery nurse / practitioner</li> <li>• Nursery supervisor</li> <li>• Nursery room leader</li> <li>• Montessori teacher</li> <li>• Pre-school assistant</li> </ul>	New entrant: <b>£4,700</b> Experienced worker: <b>£7,400</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled
6123 Play-workers	Playgroup assistant Playgroup leader Playgroup supervisor Playworker	<ul style="list-style-type: none"> <li>• Playgroup leader</li> <li>• Playgroup supervisor</li> </ul>	New entrant: <b>£1,500</b> Experienced worker: <b>£3,200</b>  [Source: Annual Survey of Hours and Earnings 2013]	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"> <li>• Head lad and travelling head lad for horseracing stables</li> <li>• Head groom for horseracing stables and performance horse stud farms</li> <li>• Competition groom</li> <li>• Stud hand, stallion handler, foaling</li> </ul>	New entrant: <b>£7,400</b> Experienced worker: <b>£9,100</b>  [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled

		<p>specialists in performance horse</p> <ul style="list-style-type: none"> <li>• stud farms</li> <li>• Head riding instructor</li> <li>• Work rider</li> </ul>		
6141 Nursing auxiliaries and assistants	<p>Auxiliary nurse</p> <p>Health care assistant (hospital service)</p> <p>Health care support worker</p> <p>Nursing assistant</p> <p>Nursing auxiliary</p>	<ul style="list-style-type: none"> <li>• Jobs at NHS Agenda for Change band 3 or equivalent or above</li> </ul>	<p>Band 3 and equivalent: <b>£16,271</b></p> <p>Band 4 and equivalent: <b>£18,838</b></p> <p>[Source: NHS Agenda for Change 2013]</p>	NQF 3 / Lower-skilled
6143 Dental nurses	<p>Dental assistant</p> <p>Dental nurse</p> <p>Dental nurse-receptionist</p> <p>Dental surgery assistant</p>	<ul style="list-style-type: none"> <li>• Registered dental nursing jobs that require registration with the General Dental Council (GDC) (Dental nurse is a protected title)</li> </ul>	<p>Band 3 and equivalent: <b>£16,271</b></p> <p>Band 4 and equivalent: <b>£18,838</b></p> <p>Band 5 and equivalent: <b>£21,388</b></p> <p>Band 6 and equivalent: <b>£25,783</b></p> <p>[Source: NHS Agenda for Change 2013]</p>	NQF 3 / Lower-skilled
6146 Senior care workers	Senior care assistant	<ul style="list-style-type: none"> <li>• Skilled senior care worker jobs</li> </ul>	All rates apply after deductions	NQF 3 /

	<p>Senior carer</p> <p>Senior support worker (Local government: welfare services)</p> <p>Team leader (nursing home)</p>	<p>in <b>England and Northern Ireland</b> 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</p> <ul style="list-style-type: none"> <li>• Skilled senior care worker jobs in <b>Scotland</b> 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</li> <li>• Skilled senior care worker jobs in <b>Wales</b> which require a relevant NQF level 3 or equivalent qualification in care and registration with the Care</li> </ul>	<p>for accommodation, meals, etc. Any overtime must also be paid at least at these rates.</p> <p>New entrant: <b>£6,700</b></p> <p>Experienced worker: <b>£12,100</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	<p>Lower-skilled</p>
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		<p>Council for Wales as an Assistant Manager, Senior Care Worker, Senior Care Officer or Senior Care Assistant</p> <ul style="list-style-type: none"> <li>• 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</li> </ul>		
8232 Marine and waterways transport operatives	<p>Engine room attendant (shipping)</p> <p>Engineer, nos (boat, barge)</p> <p>Ferryman</p> <p>Merchant seaman</p> <p>Seaman (shipping)</p>	<ul style="list-style-type: none"> <li>• Merchant navy master</li> <li>• Merchant navy chief officer</li> <li>• Merchant navy 2nd officer</li> <li>• Merchant navy 3rd officer</li> <li>• Merchant navy chief engineer officer</li> <li>• Merchant navy 2nd engineer officer</li> <li>• Merchant navy 3rd engineer officer</li> <li>• Merchant navy 4th engineer officer</li> <li>• Officer of the</li> </ul>	<p>New entrant: <b>£18,500</b></p> <p>Experienced worker: <b>£24,800</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	<p>NQF 3 / Lower-skilled</p>

		<ul style="list-style-type: none"> <li>watch</li> <li>Chief mate</li> <li>Ship master</li> </ul>		
9119 Fishing and other elementary agriculture occupations not elsewhere classified	<ul style="list-style-type: none"> <li>Horticultural worker</li> <li>Labourer (landscape gardening)</li> <li>Mushroom picker</li> <li>Nursery worker</li> </ul>	<ul style="list-style-type: none"> <li>Sheep Shearers with a recognised qualification equivalent to British Wool Marketing Board (BWMB) Bronze, Silver or Gold Seal</li> <li>Chick sexers (vent sexers)</li> </ul>	<p>New entrant: <b>£12,300</b></p> <p>Experienced worker: <b>£13,600</b></p> <p>[Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]</p>	NQF 3 / Lower-skilled
9273 Waiters and waitresses	<ul style="list-style-type: none"> <li>Head waiter</li> <li>Silver service waiter</li> <li>Steward (catering)</li> <li>Waiter</li> <li>Waitress</li> </ul>	<ul style="list-style-type: none"> <li>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)</li> <li>Sommelier</li> </ul>	<p>New entrant: <b>£2,200</b></p> <p>Experienced worker: <b>£3,200</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3 / Lower-skilled

237. In Appendix KoLL, amend paragraph 3.2(a), after “indefinite leave to” insert “enter or”
238. In Appendix KoLL, in paragraph 3.2(a), after subsection (xii), insert:
- “or,
- (xiii) paragraph 25 or 31 of Appendix Armed Forces and the applicant has completed, on the date on which the application is made, a continuous period of leave to enter or remain in the United Kingdom for at least 15 years as the partner of a member of HM Forces under that Appendix, or
- (xiv) paragraph 45 or 49 of Appendix Armed Forces and the applicant has completed on the date on which the application is made, a continuous period of leave to enter or remain in the United Kingdom for at least 15 years as the child of a member of HM Forces under that Appendix,”

239. In Appendix L, in paragraph 8(c)(ii), delete:

- Fédération Internationale de la Presse Cinématographique or International
- Film Critics Award given by the International Federation of Film Critics

and substitute:

- Fédération Internationale de la Presse Cinématographique or International Film Critics Award given by the International Federation of Film Critics

240. At the end of Appendix L, after the table at the end of paragraph 9, insert:

**“Criteria for endorsement by Tech City UK**

10. The applicant must satisfy all of the mandatory criteria, and at least two of the qualifying criteria, in the table below:

<b>Exceptional Talent (world leader)</b>
<b>Mandatory</b>
The applicant must have a proven track of innovation working for a digital technology company.  The applicant must provide a dated letter of personal recommendation from a recognised expert resident in the UK who is familiar with his work and his contribution to his field, and is qualified to assess his claim to be a world leader in his field.  The applicant must meet two or more of the following Qualifying Criteria.
<b>Qualifying</b>
The applicant: <ul style="list-style-type: none"><li>• Has led in the development of new or leading-edge technology;</li><li>• Has had significant commercial success in the digital technology sector;</li><li>• Has received or been nominated for a prestigious internationally recognised prize in the digital technology sector;</li><li>• Has been recognised as a world leading talent in the digital technology sector.</li></ul>

11. The applicant must provide the following documents:

- (a) A completed Designated Competent Bodies' Tier 1 (Exceptional Talent) application form;
- (b) A short curriculum vitae outlining his career and publication history (of no more than 3 A4 sides in length).
- (c) Evidence of any active businesses established or businesses that have been dissolved in the last five years or evidence of share ownership through employment in a digital technology sector company.
- (d) A dated letter of recommendation written in support of the application from a recognised expert resident in the UK who is familiar with his work and his contribution to his field, and is qualified to assess his claim to be a world leader in his field. The letter should be dated and include details of how the recognised expert knows the applicant; the applicant's achievements in the specialist field, and how in the opinion of the recognised expert the applicant exhibits exceptional talent; how the applicant would benefit from living in the UK; and the contribution they would make to the UK digital technology sector.
- (e) Evidence in relation to at least two of the qualifying criteria listed above.

12. The documents in paragraph 11 above must be written in English or accompanied by authorised English translations.

13. When assessing applicants Tech City UK will take into consideration the following:

- (a) The applicant's track record/career history (including his international standing, the significance of his work and the impact of his activity in a company or as an individual);
- (b) The strength of the supporting statements in the letter of personal recommendation, and evidence in relation to qualifying criteria; and
- (c) The expected benefits of the applicant's presence in the UK in terms of the contribution to the UK digital technology sector.”

241. In Appendix M, in the table, after the entry for “Table Tennis”, insert new entry:

Taekwondo	GB Taekwondo
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242. In Appendix N, after the entry for “Bar Council”, insert new entry:

BAE Systems Training, Intern and Graduate Programme	Programme designed to allow individuals to train alongside BAE Systems in the UK.	BAE systems	Research and training programme.  Maximum 24 months	UK
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243. In Appendix N, after the entry in the table for “Grundtvig”, insert new entry:

Hanban:  Mandarin teachers scheme	The scheme is part of Hanban’s global exchange programme through which it sponsors volunteer and professional Mandarin teachers to undertake placements at Confucius institutes and classrooms in the UK, and at institutions in the UK which are covered by Hanban UK’s teaching exchange programme. These roles are not filling teaching vacancies.  The scheme aims to build and/or enhance foreign language skills and foster good cultural relations in between the UK and China.	Hanban UK Ltd	Overseas Government language programme.  Maximum 24 months	All UK
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244. In Appendix N, after the entry for “International Science and Innovation Unit”, insert new entry:

International Student Internship Scheme (ISIS)	This internship scheme will offer supernumerary work placements to:	Denning Legal & Overseas Student Service Centre	Work experience programme  Maximum 12	UK
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	<p>Chinese students from the top 211 universities; Chinese graduates from UK universities (who will transfer from Tier 4 to Tier 5 GAE) and Chinese nationals (students and graduates) applying direct from China.</p> <p>Interns will spend time with large UK businesses looking to expand their Chinese presence and to grow their trade links with China.</p>		months	
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245. In Appendix N, after the entry for “Lord Chancellor’s Training Scheme for Young Chinese Lawyers”, insert new entry:

Mandarin Teachers Programme	Mandarin teachers will come to support teaching and learning of Mandarin Chinese at the Confucius Institute in London.	London Southbank University	Work experience programme Maximum 12 months	England
London Southbank University				

246. In Appendix N, after the entry for the “Scottish Government Interchange Scheme”, insert new entry:

Serious Fraud Office	<p>This is an exchange programme between the Serious fraud Office and law enforcement partners in overseas jurisdictions.</p> <p>The programme will help to promote greater co-operation with investigations,</p>	Serious Fraud Office	Work experience Maximum 12 months	UK
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	and to share and develop investigative techniques and approaches in the fight against fraud and corruption in the UK and overseas.			
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247. In Appendix O, at the end of paragraph 1, delete “applies’.” and substitute “applies.”.
248. In Appendix P, in Table 12, insert new entry “Premier Bank Limited”.
249. In Appendix R, replace the list of “Permit Free Festivals” with the following updated list:

Aberdeen International Youth Festival  
Aldeburgh Festival  
Alnwick International Music Festival  
Barbican Festivals (Only Connect; Explorations; The Sound of Nonesuch Records; Summer festival; Autumn 1: Transcender, Autumn 2; Music and Film).  
Belfast Festival at Queens  
Bestival  
Billingham International Folklore Festival  
Birmingham International Jazz Festival  
Breakin' Convention  
Brighton Festival  
Brighton Fringe  
Brouhaha International Festival  
Calling Festival  
Cambridge Folk Festival  
Camp Bestival  
Celtic Connections Festival  
Cheltenham Festivals (Jazz/Science/Music/Literature)  
City of London Festival  
Cornwall International Male Voice Choral Festival  
Dance Umbrella  
Download  
Edinburgh Festival Fringe  
Edinburgh International Festival  
Edinburgh International Jazz and Blues Festival  
Edinburgh Military Tattoo,  
Glasgow International Jazz Festival  
Glastonbury  
Glyndebourne  
Greenbelt Festival  
Harrogate International Festival  
Hay Festival  
Huddersfield Contemporary Music Festival  
Latitude

Leeds Festival  
LIFT  
London Jazz  
Manchester International Festival  
Meltdown  
National Eisteddfod of Wales  
Norfolk and Norwich Festival  
Reading Festival  
Salisbury International Arts Festival  
Snape Festival  
T in the Park  
V Festivals  
Wireless  
WOMAD Festival

250. Delete Appendix S.









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