

Call for Evidence

Minimum Salary Thresholds for Tier 2

Migration Advisory Committee

June 2015



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1. Introduction

- 1.1 Tier 2 of the Points Based System is the primary route for economic migration to the UK. Broadly, the route is for skilled workers from outside the European Economic Area (EEA) who have an offer of skilled employment in the UK.
- 1.2 There are four routes within Tier 2: Tier 2 (General), intra-company transfers, Tier 2 (Minister of Religion) and Tier 2 (Sportsperson). The Government has commissioned the Migration Advisory Committee (MAC) to review Tier 2 with a view to making recommendations about reducing migration to the UK. This commission is split into two parts:
 - i. early advice on Tier 2 salary thresholds by 21 July 2015;
 - ii. a wider review of Tier 2 by mid-December 2015.
- 1.3 This call for evidence relates to the salary thresholds advice. A separate call for evidence in relation to the wider Tier 2 review will be published by the MAC shortly. However, in order to allow partners additional time to prepare for this, the terms of the wider review are set out here.

Wider Tier 2 review

- 1.4 The MAC is asked to advise on changes to Tier 2 to address concerns about the rising number of migrants in that route and reliance on them to fill shortages. This should include advice on the following:
 - (i) restricting Tier 2 (General) recruitment, compared with the current rules, to genuine skills shortages and highly specialist experts only. The MAC should consider how Tier 2 (General) and the shortage occupation list should be reformed to achieve this objective but with flexibility to include high value roles, key public service workers and those which require specialist skills. The MAC should advise on selection criteria such as, but not limited to, salaries, points for particular attributes, economic need and skills level, and whether such an approach should also operate in respect of intra-company transfers, and the position of those switching from Tier 4;
 - (ii) how to limit the length of time occupations can be classed as having shortages: what would be an appropriate maximum duration and should there be exceptions?
 - (iii) applying a skills levy to businesses recruiting from outside the EEA, the proceeds from which would fund apprenticeships in the UK. This should consider which businesses the levy should apply to and the impact of different levels of levy, balancing the need to maximise the incentive for employers to recruit and train UK

workers with the ability of businesses to access the skilled migrants they need;

- (iv) the impact, on Tier 2 numbers, the economy and the public finances, of restricting the automatic right of the dependants of Tier 2 visa holders to work on their Tier 2 dependant visa;
- (v) the scope to tighten the Tier 2 intra-company transfer (ICT) provisions and the impact this would have on business and the economy. The MAC is asked to review any aspects of the rules and operation of the ICT route, including its usage by companies to service business process outsourcing contracts with third parties. In addition, the MAC is asked to consider the case for applying the immigration health surcharge to ICTs.

Salary thresholds advice

- 1.5 The MAC has also been asked to provide early advice on the economic rationale for and the impact on net migration of setting new minimum salary thresholds to ensure that Tier 2 migrants are not undercutting the resident labour force. The MAC is asked to consider the impact of:
- I. increasing the Tier 2 (General) minimum salary threshold of £20,800 and the Tier 2 (ICT) minimum salary thresholds of £24,800 for the short-term category and £41,500 for the long-term category to a level that better aligns with the salaries paid to highly-specialised experts or individuals filling skills shortages skilled to NQF level 6 or higher;*
 - II. increasing the Tier 2 minimum salaries per occupation for experienced workers from the 25th percentile to the 50th or 75th percentiles, or other appropriate measure;*
 - III. increasing the Tier 2 minimum salaries per occupation for new entrant workers from the 10th percentile to the 25th or 50th percentiles, or other appropriate measure.*
- 1.6 The MAC is asked to respond on salary thresholds in a separate piece of advice by **21 July 2015** – before summer recess. For both the salary thresholds and wider Tier 2 review, the MAC is asked to consider the regional impact of its recommendations.

2. Call for evidence

- 2.1 This call for evidence seeks the views and evidence from partners to help inform its response to the salary thresholds questions. This document sets out the type of information the MAC would find most helpful to receive and provides details of where to submit evidence. We would like to hear from any interested party. Please circulate this document to anyone you think may have an interest. It is also available on the MAC [website](#).

- 2.2 We are keen to discuss the questions set out in this document and hear your views.
- 2.3 If partners would like to meet with the MAC or its secretariat or can offer to host an event at which the MAC could engage with a number of partners, please contact the secretariat at mac@homeoffice.gsi.gov.uk. The MAC would also be interested to hear about any upcoming meetings, conferences or forums which would provide good opportunities to engage with wider groups, notwithstanding the very short timescale we have in which to complete this work.
- 2.4 The deadline for submitting evidence to the MAC in response to this call for evidence is **3 July 2015**. Evidence submitted beyond this date could still be considered in the wider Tier 2 report to be delivered by mid-December 2015.

3. Context

Tier 2 (General)

- 3.1 The Tier 2 (General) visa is for migrants from outside the EEA (and Switzerland) who wish to be **employed in the UK in a skilled job**. Migrants must be sponsored (i.e. have a certificate of sponsorship (COS) from a licensed sponsor) and the work they do in the UK must relate to the work of the sponsor organisation. There is a **limit** on the number of COS that will be issued each year of 20,700.
- 3.2 All Tier 2 (General) migrants must be employed in a job that pays £20,800 or more. They must also be in receipt of an **appropriate salary** depending on the job they are doing. There are some exceptions to this, which are set out in the Immigration Rules. The appropriate salary thresholds are set out in codes of practice.
- 3.3 There are lower pay thresholds for **new entrant** employees which are set at the 10th percentile of the pay distribution for full-time employees in that occupation. The new entrant thresholds apply to:
- Graduates switching into Tier 2 (General) under the post-study provisions;
 - Graduate recruits where the organisation used a university “milkround” to satisfy the Resident Labour Market Test;
 - Graduates sponsored in the Intra-company Transfer Graduate Trainee route; and
 - Any workers making an initial application who are aged 25 or under on the date they apply.
- 3.4 The rates of pay used to determine the salary thresholds are based on a 39-hour working week for all occupations where the salary source used is the Annual Survey of Hours and Earnings (ASHE). Where other salary sources are used, the rates are based on the following weekly hours:

- Where the source is NHS Agenda for Change or the Royal Institute of British Architects, a 37.5-hour week;
 - Where the source is teachers' national pay scales, the definition of a full-time teacher is used when determining those pay scales;
 - Where the source is the National Grid submission to the Migration Advisory Committee, a 37-hour week;
 - In all other cases, a 40-hour week.
- 3.5 If the job has contracted weekly hours or is paid an hourly rate, the rates must be pro-rated accordingly, but otherwise they do not need to be pro-rated.
- 3.6 The pay thresholds for experienced workers are set at the 25th percentile for full-time employees in each occupation, using ASHE. These pay thresholds apply to all other Tier 2 (General) migrants, including those who were previously classed as new entrants when they apply to extend their total stay in Tier 2 and/or as a work permit holder beyond 3 years and 1 month (the maximum grant for initial Tier 2 applications). The experienced worker pay thresholds also apply to work permit holders who are applying to switch into Tier 2 or to settle in the UK.
- 3.7 Migrants using the Tier 2 (Intra-company Transfer) route also need to show that they are being paid the **appropriate salary**. The **appropriate rate** varies by sector and the rate for each sector is set out in the Home Office codes of practice. The appropriate salaries for each type of Tier 2 (Intra-company Transfer) visa are as follows:
- Long-term Staff applicants - at least £41,500 or the appropriate rate for the role (whichever is higher);
 - Short-term Staff, Graduate Trainee or Skills Transfer applicants - at least £24,800 or the appropriate rate (whichever is higher); and,
 - staff already in the UK on a Tier 2 (Intra-company Transfer) visa or work permit issued before 6 April 2011 - at least the appropriate rate.
- 3.8 Table A.2 in the Annex sets out the current salary thresholds within the Home Office codes of practice. For a number of occupations, the salary thresholds are not based on the ASHE data but are instead based on data provided to the MAC as part of the review into the codes in 2012. These are highlighted in the table. For example, the salary threshold for *Barristers and Judges* (SOC Code: 2412) is based on evidence provided by the Bar Council in 2011 and uplifted using the 2013 national rate of pay inflation. A number of occupations within the IT sector are based on data provided by Income Data Services.
- 3.9 For the majority of occupations within the health and education sector, the salary thresholds are based on nationally-set pay scales rather than earnings data. For example, the salary threshold for *Psychologists* (SOC

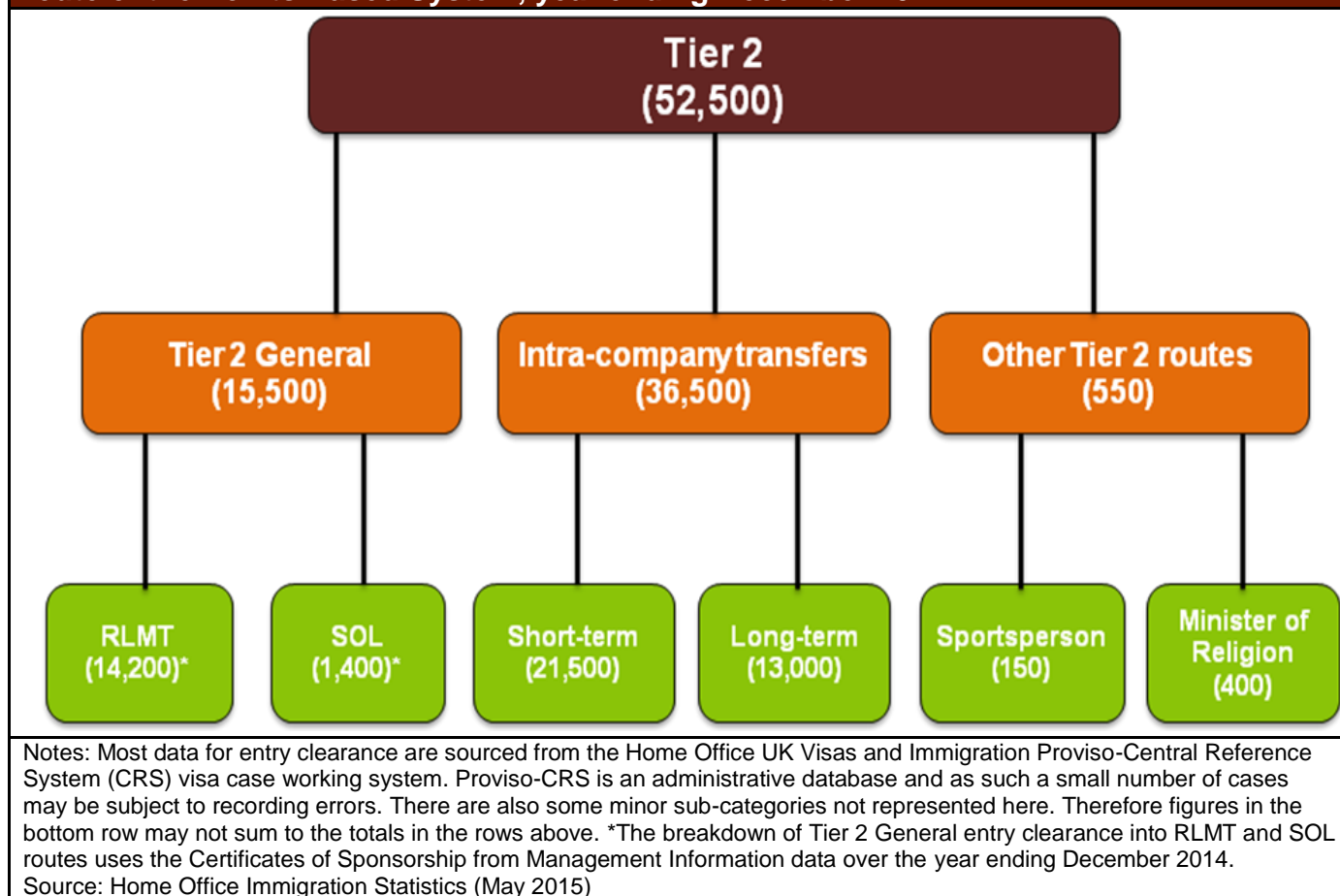
Code: 2212) is based on the minimum salary for each pay band. The 10th and 25th percentile thresholds therefore do not apply to these occupations.

- 3.10 In October 2012, we published a report, *“Analysis of the Points Based System: List of occupations skilled at NQF level 6 and above and review of the Tier 2 codes of practice”*, which, among other things, looked at potential ways to streamline and update the codes of practice and reported on the recommended pay thresholds for occupations and job titles skilled at NQF6+ within the Tier 2 codes of practice.
- 3.11 Our 2012 report recommended:
- pay thresholds for experienced employees should normally be set at the 25th percentile of the pay distribution for full-time employees in that occupation;
 - pay thresholds for new entrant employees should be set at the 10th percentile of the pay distribution for full-time employees in that occupation.
- 3.12 We recommended that the number of years since left full-time education be used to define new entrants for the purpose of setting lower pay thresholds within a given occupation or job title and that:
- new entrant employees be defined as full-time employees who have left full-time education less than 3 years ago;
 - all entrants to graduate recruitment schemes be classified as new entrant employees for the purpose of setting pay thresholds; and
 - trainee barristers entering pupillages be classified as new entrant employees for the purpose of setting pay thresholds.
- 3.13 We recommended that a Tier 2 main applicant who joined a UK-based establishment as a new entrant, when applying for further leave to remain after three years should face the default experienced pay threshold. Where the recommended pay threshold(s) for an occupation are not set using distinct “new entrant” and “experienced” worker categories, i.e. in health and education-related occupations, we recommended that the applicant for further leave to remain should face the most relevant pay threshold to their current employment status. We did, however, recognise that there may be circumstances where such pay progression may not be possible and caseworkers should be able to make exceptions in these cases. One example of such an exceptional circumstance may be during an economic downturn, when some people may experience very low, or no pay progression despite gaining experience.
- 3.14 All of our recommendations were accepted by the Government.

4. Data context

- 4.1 In the year ending March 2015, the total number of Tier 2 entry clearance visas issued to main applicants was 53,627, accounting for 10% of all entry clearance visas issued excluding visitors and transit. In addition, 34,464 in-country extensions were issued to Tier 2 main applicants in the same year.

Figure 4.1 Entry clearance main applicant visa allocation breakdown within the Tier 2 route of the Points Based System, year ending December 2014.



- 4.2 In the year ending March 2015, the total number of applications for Certificates of Sponsorship (CoS), both in and out-of-country, under the Shortage Occupation List (SOL), Resident Labour Market Test (RLMT), short-term intra-company transfers (ICT) and long-term ICT Tier 2 routes were 3,200, 39,900, 24,400 and 20,200 respectively.
- 4.3 Table A.1 in the Annex presents the median salaries for the top 5 occupations under each route. Of the 3,200 applications for CoS used under the shortage occupation route, just under a third were accounted for by medical practitioners and design and development engineers. The top 5 occupations under the RLMT route accounted for just under 40 per cent of applications and included occupations such as natural and social

science professionals, nurses, medical practitioners and programmers and software development professionals. 75 per cent of CoS applications under the short-term intra-company transfer route were accounted for by the top 5 occupations, which were predominately IT related. Similarly, under the long-term intra-company transfer route, just over 40 per cent of jobs were accounted for by four IT related occupations.

- 4.4 Table A.2 in the Annex presents the existing 10th and 25th percentiles for each occupation skilled to NQF 6 and above, taken from the Home Office's *Codes of Practice for Skilled Workers: Standard Occupational Classification (SOC) codes*, 6 April 2015. In these current codes of practice, 31 out of the 96 occupations skilled to NQF6+ use alternative sources of data to ASHE to set the salary thresholds. For example, salaries in a number of occupations in the IT sector are based on data from Incomes Data Services whilst a number of salaries in occupations in the health sector are based on pay bands within the NHS Agenda for Change pay scales.

5. Questions

- 5.1 The questions below identify some key issues we will be considering in regard to the salary thresholds for the Tier 2 routes and we will be grateful for all responses that consider these. You do not have to answer all the questions and you can, of course, provide us with other relevant information.
- 5.2 The Government has asked that the MAC provide early advice on Tier 2 salary thresholds. It will be helpful to have your views on these by **3 July 2015**. However, evidence received beyond this date could still be considered in the wider Tier 2 report to be delivered by mid-December 2015.
1. How do the existing salary thresholds for Tier 2 compare to, and impact on, the overall wage distribution for each occupation?
 2. What types of jobs and occupations are done by highly-specialised and/or highly-skilled experts, and is pay a good proxy for this high level of specialisation or skill?
 3. What would be the impact of increasing the thresholds to a level that better aligns with the salaries of highly-specialised and/or highly-skilled experts?
 4. What would be the impact of increasing the thresholds to a level that restricts the route to occupations which are experiencing skills shortages skilled to NQF level 6 or higher?
 5. What would be the impact of increasing the Tier 2 minimum thresholds from the 10th to the 25th percentile for each occupation for new entrant workers?

6. What would be the impact of increasing the Tier 2 minimum thresholds from the 25th to the 50th or 75th percentiles for each occupation for experienced workers?
 7. As an employer, what would be the impact of increasing the Tier 2 minimum thresholds on: a) hiring migrant workers from outside the EU; b) hiring migrant workers from within the EU; c) hiring natives.
 8. Are there additional national pay scales or sources of salary data that should be used to set the thresholds?
 9. What other appropriate measures would you like to see for determining the minimum salary thresholds?
 10. Should the minimum salary threshold take account of variations in regional pay? If so, how?
- 5.3 Please see the MAC's 2012 report, *Analysis of the Points Based System*, for further detail on the previous methodology for setting the salary thresholds.

6. Contact details

- 6.1 Please send your responses to the MAC Secretariat at:

mac@homeoffice.gsi.gov.uk

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Please submit your evidence by 3 July 2015.

Please note that we may quote evidence received, attributed to the individual or organisation that supplied it, in our published report unless we are explicitly asked not to.

References

MAC, February, 2012, *Limits on Migration: Limit on Tier 2 (General) for 2012/13 and associated policies*, Available at:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/257252/tier2-limit-report.pdf

MAC, October 2012, *Analysis of the Points Based System: List of occupations skilled at NQF level 6 and above and review of the Tier 2 codes of practice*, Available at:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/257273/Tier2-codesofpractise.pdf

Annex

Table A.1: Top five SOC 2010 occupations by used Certificates of Sponsorship (CoS) for the shortage occupation, RLMT, short term intra-company transfer and long term intra-company transfer routes, year ending March 2015

Shortage occupation route						
Occupation		CoS used	In country	Out of country	Percentage of total CoS used	Median annual pay (£)
2211	Medical practitioners	637	349	288	20	58,000
2126	Design and development engineers	323	179	144	10	36,000
5434	Chefs	263	204	59	8	30,000
2121	Civil Engineers	221	117	104	7	48,000
2314	Secondary education teaching professionals	206	81	125	6	31,000
Total for all occupations		3,191	1,798	1,393	100	37,000
Resident labour market test route						
Occupation		CoS used	In country	Out of country	Percentage of total CoS used	Median annual pay (£)
2119	Natural and social science professionals n.e.c.	3,557	2,181	1,376	9	32,000
2231	Nurses	2,842	1,543	1,299	7	25,000
2211	Medical practitioners	2,832	1,931	901	7	52,000
2136	Programmers and software development professionals	2,625	1,328	1,297	7	37,000
2423	Management consultants and business analysts	2,491	1,406	1,085	6	45,000
Total for all occupations		39,868	24,635	15,233	100	35,000
Short term intra-company transfer route						
Occupation		CoS used	In country	Out of country	Percentage of total CoS used	Median annual pay (£)
2136	Programmers and software development professionals	7,585	272	7,313	31	33,000
2135	IT business analysts, architects and systems designers	5,361	181	5,180	22	35,000
2139	Information technology and telecommunications professionals	3,714	134	3,580	15	32,000
2423	Management consultants and business analysts	1,301	70	1,231	5	60,000
2126	IT project and programme managers	586	8	578	2	38,000
Total for all occupations		24,445	1,016	23,429	100	36,000

Long term intra-company transfer route						
Occupation		CoS used	In country	Out of country	Percentage of total CoS used	Median annual pay (£)
2135	IT business analysts, architects and systems designers	3,871	1,345	2,526	19	47,000
2136	Programmers and software development professionals	2,154	882	1,272	11	48,000
2134	IT project and programme managers	2,086	683	1,403	10	51,000
2139	Information technology and telecommunications professionals not elsewhere classified	1,256	463	793	6	48,000
2423	Management consultants and business analysts	1,080	305	775	5	68,000
Total for all occupations		20,172	6,909	13,263	100	60,000

Note: All of the figures quoted are management information which have been subject to internal quality checks, but have not been quality assured to the same standard as National Statistics. As much of the input data (for example, salary levels) is itself declared by the sponsor, it is not possible to validate the quality of the source information, and we are advised that data quality anomalies could impact on the findings. These data are provisional and subject to change. Median annual pay rounded to the nearest thousand. Median annual pay includes salaries and allowances and are calculated using both in and out-of-country CoS used and as such may double count some individuals.

Applicants are required to meet the criteria for Tier 2 at the point of being allocated a certificate of sponsorship. Therefore, these data have been filtered to exclude those individuals who would not meet the current visa rules when considering median annual pay.

First, a main applicant to the RLMT route has been excluded if the occupation is not skilled to National Qualifications Framework level 6 or above (NQF6+) (unless the occupation is one of the creative occupations exempt from this: 3411, 3412, 3413, 3414 and 3422) and/or earnings on the job are less than £20,500 per year and/or they are clergy (who would use the Tier 2 minister of religion route).

Second, a main applicant to the shortage occupation route has been excluded if the occupation is not on the shortage occupation list as at 12 December 2014 and/or earnings in the job are less than £20,500 per year and/or they are chefs earning less than £29,570 per year.

Third, a main applicant to the long-term intra-company transfer route has been excluded if their occupation is not skilled to NQF6+ (or is one of the creative occupations) and/or earnings in the job are less than £41,000 per year.

Finally, a main applicant to the short-term intra-company route has been excluded if their occupation is not skilled to NQF6+ (or is one of the creative occupations) and/or earnings in the job are less than £24,500 per year. Further, data is excluded if the salary reported is not annual or we were unable to distinguish between in/out of country applicants. Not all the individuals using CoS may be granted visas since some may have their visa applications rejected. Furthermore, even when a visa is granted, a person might not travel to the UK and on arrival they might also not be admitted.

Source: Home Office management information, year ending March 31 2015

Table A.2. Salary thresholds for occupations skilled to NQF6+ taken from the Codes of Practice for Skilled Workers, Home Office, 2015.

SOC 2010 Occupation	10th	25th	Source
1115 Chief executives and senior officials	35,300	52,900	Based on 3 digit SOC Code
1116 Elected officers and representatives	30,700	49,500	
1121 Production managers and directors in manufacturing	20,800	31,000	
1122 Production managers and directors in construction	20,800	30,100	
1123 Production managers and directors in mining and energy	20,800	37,600	
1131 Financial managers and directors	26,700	40,400	Based on 3 digit SOC Code and 2013 ASHE
1132 Marketing and sales directors	33,300	47,900	
1133 Purchasing managers and directors	30,000	36,600	
1134 Advertising and public relations directors	28,300	46,000	
1135 Human resource managers and directors	27,000	35,000	
1136 Information technology and telecommunications directors	32,300	75,500	Income Data Services
1139 Functional managers and directors n.e.c.	24,100	35,100	Based on 2013 ASHE
1150 Financial institution managers and directors	26,600	35,800	
1161 Managers and directors in transport and distribution	23,200	29,000	
1172 Senior police officers	50,800	54,000	
1173 Senior officers in fire, ambulance, prison and related services	37,900	37,900	
1181 Health services and public health managers and directors	26,700	35,500	Evidence from partners who responded to the Migration Advisory Committee in 2011 uplifted using the 2014 national rate of pay inflation.
1184 Social services managers and directors	26,700	35,500	
2111 Chemical scientists	21,000	27,200	
2112 Biological scientists and biochemists	21,000	27,200	
2113 Physical scientists	21,000	27,200	
2114 Social and humanities scientists	21,000	27,200	ASHE 2013
2119 Natural and social science professionals n.e.c.	21,000	27,200	
2121 Civil engineers	22,800	30,000	
2122 Mechanical engineers	27,400	32,900	

2123	Electrical engineers	24,800	35,600	* Apart from power system engineer, control engineer or protection engineer in the electricity transmission and distribution industry which is set at £32,500 based on the National Grid Submission to MAC in 2011
2124	Electronics engineers	25,200	31,300	Based on 3 digit SOC Code
2126	Design and development engineers	25,300	32,100	
2127	Production and process engineers	22,900	30,000	
2129	Engineering professionals n.e.c.	26,100	32,000	
2133	IT specialist managers	26,500	40,300	Incomes Data Services
2134	IT project and programme managers	28,200	40,600	
2135	IT business analysts, architects and systems designers	25,800	33,000	
2136	Programmers and software development professionals	24,000	31,100	
2137	Web design and development professionals	20,800	23,400	
2139	Information technology and telecommunications professionals	20,800	29,900	
2141	Conservation professionals	20,800	22,800	
2142	Environment professionals	20,800	24,300	
2150	Research and development managers	27,700	34,800	2013 ASHE
2211	Medical practitioners			NHS Agenda for Change 2013
2212	Psychologists			
2213	Pharmacists			
2214	Ophthalmic opticians			
2215	Dental practitioners			
2216	Veterinarians	25,200	35,800	
2217	Medical radiographers			NHS Agenda for Change 2013
2218	Podiatrists			
2219	Health professionals n.e.c.			
2221	Physiotherapists			
2222	Occupational therapists			
2223	Speech and language therapists			
2229	Therapy professionals n.e.c.			
2231	Nurses			

2232	Midwives			
2311	Higher education teaching professionals			Teachers' national pay scales
2312	Further education teaching professionals			
2314	Secondary education teaching professionals			
2315	Primary and nursery education teaching professionals			
2316	Special needs education teaching professionals			
2317	Senior professionals of educational establishments	26,600	39,500	
2318	Education advisers and school inspectors	20,800	24,600	
2319	Teaching and other educational professionals n.e.c.	20,800	20,800	
2412	Barristers and judges	20,800	31,900	Evidence provided by the Bar Council in 2011 uplifted using the 2013 national rate of pay inflation
2413	Solicitors	24,700	32,000	
2419	Legal professionals n.e.c.	33,300	44,100	
2421	Chartered and certified accountants	21,600	28,600	
2423	Management consultants and business analysts	23,000	30,000	
2424	Business and financial project management professionals	24,100	33,300	
2425	Actuaries, economists and statisticians	26,500	34,700	
2426	Business and related research professionals	20,800	26,500	
2429	Business, research and administrative professionals n.e.c.	24,300	29,400	
2431	Architects			Evidence provided by the Royal Institute of British Architects in 2011 uplifted using the 2013 national rate of pay inflation
2432	Town planning officers	22,800	26,700	
2433	Quantity surveyors	23,400	30,400	
2434	Chartered surveyors	22,000	28,000	
2436	Construction project managers and related professionals	23,900	25,500	ASHE 2013
2442	Social workers			NHS Agenda for Change 2013
2443	Probation officers	20,800	29,300	
2449	Welfare professionals n.e.c.	20,800	23,100	
2451	Librarians	20,800	20,800	
2452	Archivists and curators	20,800	20,800	

2461	Quality control and planning engineers	23,000	29,400	
2462	Quality assurance and regulatory professionals	24,300	30,400	
2463	Environmental health professionals	23,800	29,100	ASHE 2013
2471	Journalists, newspaper and periodical editors	20,800	25,100	
2472	Public relations professionals	20,800	23,000	
2473	Advertising accounts managers and creative directors	22,800	28,300	
3213	<i>Paramedics</i>			NHS Agenda for Change 2013
3415	Musicians	20,800	24,200	Based on 3 digit SOC code
3416	Arts officers, producers and directors	24,600	30,500	
3512	Aircraft pilots and flight engineers	33,100	69,600	
3532	Brokers	22,200	40,500	ASHE 2013
3534	Finance and investment analysts and advisers	21,400	26,900	
3535	Taxation experts	20,800	33,900	
3538	Financial accounts managers	22,200	27,500	
3545	Sales accounts and business development managers	25,000	32,500	

Notes: Those in bold and italics reflect occupations that are not currently based on the Annual Survey of Hours and Earnings. See Home Office Codes of Practice for other sources used. X= unreliable.

Source: Gross Annual Pay for Full Time Employee Jobs, UK. Annual Survey of Hours and Earnings, Office for National Statistics, 2014 provisional results. Available here: <http://www.ons.gov.uk/ons/publications/re-reference-tables.html?edition=tcm%3A77-337425> Table 14.7a.