

STATEMENT OF CHANGES IN IMMIGRATION RULES

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

*Ordered by the House of Commons to be printed
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(This document is accompanied by an Explanatory Memorandum)



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¹STATEMENT OF CHANGES IN IMMIGRATION RULES

The Home Secretary has made the changes hereinafter stated in the rules laid down by them 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 (HC 329), 29 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), 7 October 1998 (Cm 4065), 18 November 1999 (HC 22), 28 July 2000 (HC 704), 20 September 2000 (Cm 4851), 28 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 (HC 523), 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

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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), 10 March 2014 (HC 1130), 13 March 2014 (HC 1138), 1 April 2014 (HC 1201), 10 June 2014 (HC 198), 10 July 2014 (HC 532), 16 October 2014 (HC 693), 26 February 2015 (HC 1025), 16 March 2015 (HC1116), 13 July 2015 (HC 297), 17 September 2015 (HC 437), 29 October 2015 (HC535), 11 March 2016 (HC 877), 3 November 2016 (HC 667), 16 March 2017 (HC 1078), 20 July 2017 (HC 290), 7 December 2017 (HC 309), 15 March 2018 (HC 895), 15 June 2018 (HC 1154), 20 July 2018 (Cm 9675), 11 October 2018 (HC 1534), 11 December 2018 (HC 1779), 20 December 2018 (HC 1849), 7 March 2019 (HC 1919), 1 April 2019 (HC 2099), 9 September 2019 (HC 2631), 24 October 2019 (HC 170), 30 January 2020 (HC 56), 12 March 2020 (HC 120), 14 May 2020 (CP 232), 10 September 2020 (HC 707), 22 October 2020 (HC 813), 10 December 2020 (HC 1043), 31 December 2020 (CP 361), 4 March 2021 (HC 1248), 10 September 2021 (HC 617), 11 October 2021 (CP 542), 1 November 2021 (HC 803), 14 December 2021 (HC 913), 24 January 2022 (HC 1019), 17 February 2022 (CP 632), 15 March 2022 (HC 1118), 29 March 2022 (HC 1220), 11 May 2022 (HC 17), 20 July 2022 (HC 511) and 18 October 2022 (HC 719)

Implementation

The following paragraphs shall take effect on 12 April 2023.

- INTRO9
- INTRO13
- 1.1
- 8.1
- 8.2
- 8.4
- 8.5
- 9.1
- 9.12 to 9.14
- 11.4 and 11.5
- 13.1
- APP ECAA1
- APP EU1 to APP EU16
- APP EU(FP)1 to APP EU(FP)9
- APP F1
- APP FM1 and APP FM2
- APP FM4 to APP FM8
- APP FM11 to APP FM14
- APP FM16 and APP FM17
- APP PC1 and APP PC2
- APP SW1

- APP SW6 and APP SW7
- APP GBM1 and APP GBM2
- APP GBM10
- APP GBM17
- APP GBM19
- APP GBM25 and APP GBM26
- APP GBM29 to APP GBM31
- APP MOR1
- APP GT23
- APP HPI1
- APP SCU1 and APP SCU2
- APP ISP1
- APP SAW1
- APP SAW7 and APP SAW8
- APP CRV2
- APP RW1
- APP CW1
- APP IA1 and APP IA2
- APP GAE3
- APP SPS1
- APP ARAP1

The following paragraphs shall take effect on 12 April 2023. In relation to those changes, if an application for entry clearance, leave to enter or leave to remain, has been made before 12 April 2023, such applications will be decided in accordance with the Immigration Rules in force on 11 April 2023.

- INTRO1
- INTRO3
- INTRO10 to INTRO12
- 1.2
- 1.3
- 8.3
- 8.6
- 9.2 to 9.4
- 11.1 to 11.3
- APP AR(EU)1
- APP FM9 and APP FM10
- APP KOLL1
- APP V2
- APP PA1
- APP PFFL1

- APP ETA1
- APP GT1 to APP GT21
- APP GTPP1 to APP GTPP4
- APP SCU11 to APP SCU14
- APP SCU20 and APP SCU21
- APP YMSEN1 to APP YMSEN4
- APP CW2
- APP GAE1 and APP GAE2
- APP GAE4 and APP GAE5
- APP GAES1 to APP GAES9
- APP FRP1
- APP CNP1
- APP EL 3
- APP CR2

The following paragraphs shall take effect on 12 April 2023. In relation to those changes, if an application for entry clearance or leave to remain has been made using a certificate of sponsorship issued before 12 April 2023, such applications will be decided in accordance with the Immigration Rules in force on 11 April 2023:

- APP SW2 to APP SW5
- APP SW8 to APP SW10
- APP SO1
- APP GBM3 to APP GBM7
- APP GBM11 to APP GBM14
- APP GBM18
- APP GBM20 to APP GBM22
- APP SCU3 to APP SCU10
- APP SCU15 to APP SCU17
- APP SAW2 to APP SAW6

The following paragraphs shall take effect on 13 April 2023. In relation to those changes, if an application for entry clearance, leave to enter or leave to remain, has been made before 13 April 2023, such applications will be decided in accordance with the Immigration Rules in force on 12 April 2023.

- INTRO2
- INTRO4
- INTRO6 to INTRO8
- 1.4
- 6A.1
- 7.1
- 9.7

- 9.9 to 9.11
- APP AR3 and APP AR4
- APP AR7 and APP AR8
- APP KOLL2
- APP SW11
- APP MOR2
- APP GT22
- APP SU1 and APP SU2
- APP INN1
- APP INNF1
- APP ISP2
- APP EL1 and APP EL2
- APP KOLUK1
- APP FIN1
- APP CR1
- APP CR3

The following paragraphs shall take effect on 1 June 2023. In relation to those changes, if an application for entry clearance, leave to enter or leave to remain, has been made before 1 June 2023, such applications will be decided in accordance with the Immigration Rules in force on 31 May 2023.

- INTRO5
- 1.5
- 9.5 and 9.6
- APP AR1 and APP AR2
- APP AR5 and APP AR6
- APP FM3
- APP FM15
- APP FMSE1 to APP FMSE7
- APP ADR1

The following paragraphs shall take effect on 29 June 2023. In relation to those changes, if an application for entry clearance, leave to enter or leave to remain, has been made before 29 June 2023, such applications will be decided in accordance with the Immigration Rules in force on 28 June 2023.

- APP YMS1 to APP YMS11

The following paragraphs shall take effect on 25 July 2023. In relation to those changes, if an application for entry clearance, leave to enter or leave to remain, has been made before 25 July 2023, such applications will be decided in accordance with the Immigration Rules in force on 24 July 2023.

- APP ST1 and APP ST2
- APP GR1 and APP GR2
- APP SW13 to APP SW15
- APP GBM8 and APP GBM9
- APP GBM15 and APP GBM16
- APP GBM23 and APP GBM24
- APP GBM27 and APP GBM28
- APP GBM32 and APP GBM33
- APP MOR3 to APP MOR5
- APP ROB1 to APP ROB3
- APP UKA1 to APP UKA4
- APP GT24 to APP GT26
- APP HPI2 and APP HPI3
- APP SCU17 and APP SCU18
- APP SCU22 and APP SCU23
- APP SU3 and APP SU4
- APP ISP3 to APP ISP5
- APP CRV3 and APP CRV4
- APP RW2 and APP RW3
- APP CW3 and APP CW4
- APP IA3 and APP IA4
- APP GAE6 and APP GAE7
- APP RWP1

The following paragraphs shall take effect on 15 November 2023. In relation to those changes, if an application for entry clearance, leave to enter or leave to remain, has been made before 15 November 2023, such applications will be decided in accordance with the Immigration Rules in force on 14 November 2023.

- 9.8
- APP V1
- APP VN3
- APP VN4
- APP VN6
- APP VN8
- APP CRV1
- APP CRV5

The following paragraphs shall take effect on 22 February 2024. In relation to those changes, if an application for entry clearance, leave to enter or leave to remain, has been made before 22 February 2024, such applications will be decided in accordance with the Immigration Rules in force on 21 February 2024.

- APP VN1 and APP VN2
- APP VN5
- APP VN7
- APP VN9 to APP VN11

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 2017; 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:

- (a) imposes requirements, restrictions or conditions, or sets standards, in relation to any activity carried on by a business or voluntary or community body; or
- (b) relates to the securing of compliance with, or the enforcement of, requirements, restrictions, conditions or standards which relate to any activity carried on by a business or voluntary or community body.

Changes to the Introduction

INTRO1. In paragraph 6.2, at the end of the definition of “Cancellation”, insert:

“And in relation to Appendix Temporary Permission to stay for Victims of Human Trafficking or Slavery the term “cancellation” has the same meaning as “revocation” in section 65(8) of the Nationality and Borders Act 2022.”.

INTRO2. In paragraph 6.2, for the definition of “Contact point meeting”, substitute:

“**Contact point meeting**” means, for the purpose of Appendix Innovator Founder, a checkpoint assessment between the applicant and their Endorsing Body to assess progress against the applicant’s business plan.”.

INTRO3. In paragraph 6.2, after the definition of “EEA Regulations” insert:

“**ETA**” means an Electronic Travel Authorisation as defined in section 11C(1) of the Immigration Act 1971.”.

INTRO4. In paragraph 6.2, for the definition of “Endorsing Body”, substitute:

“**Endorsing body**” means an organisation which is currently approved by the Home Office to endorse an individual or business in connection with an application under one or more of the following routes:

- (a) Start-up; or
- (b) Innovator; or
- (c) Innovator Founder; or
- (d) Global Talent; or
- (e) Scale-up.”.

INTRO5. In paragraph 6.2, for the definition of “Grandparent”, substitute:

“**Grandparent**” in Appendix UK Ancestry, Appendix Ukraine Scheme and Appendix Adult Dependent Relative means a biological grandparent or grandparent by reason of an adoption recognised by the laws of the UK relating to adoption.”.

INTRO6. In paragraph 6.2, in the definition of “Innovator”, after “under Appendix Innovator” insert “of the rules in force before 13 April 2023”.

INTRO7. In paragraph 6.2, after the definition of “Innovator”, insert:

“**Innovator Founder**” means a person who has, or had, permission under Appendix Innovator Founder, or as an Innovator under Appendix Innovator of the rules in force before 13 April 2023 or under Appendix W of the rules in force before 1 December 2020.”.

INTRO8. In paragraph 6.2, after the definition of “Lead applicant”, insert:

“**Legacy Endorsing body**” means an organisation which had previously been approved by the Home Office to endorse an individual or business in connection with an application under the Innovator or Start-up routes but is not permitted to endorse a new individual or business under the Innovator Founder route.”.

INTRO9. In paragraph 6.2, after the definition of “National Minimum Wage” insert:

“**National Minimum Wage Regulations**” means the National Minimum Wage Regulations 2015.”.

INTRO10. In paragraph 6.2, after the definition of “Protection claim”, insert:

“**Protection status**” means refugee leave, refugee permission to stay, temporary refugee permission to stay, humanitarian protection and temporary humanitarian protection.”.

INTRO11. In paragraph 6.2, after the definition of “Refugee Convention”, insert:

“**Refugee leave**” means the leave to remain granted to an individual with refugee status, who sought to register an asylum claim before 28 June 2022.”.

INTRO12. In paragraph 6.2, after the definition of “Scale-up Worker”, insert:

“**Seafarer**” has the same meaning as “seafarer” in Regulation 2 of The Merchant Shipping (Maritime Labour Convention) (Minimum Requirements for Seafarers etc.) Regulations 2014.”.

INTRO13. In paragraph 6.2, after the definition of “Working illegally”, insert:

“**Working Time Regulations**” means the Working Time Regulations 1998.”.

Changes to Part 1

1.1. For paragraph 19, substitute:

“19. A person who can demonstrate he has strong ties to the United Kingdom and intends to make the United Kingdom his permanent home but does not benefit from the preceding paragraph by reason only of:

- (a) having been absent from the United Kingdom for more than two consecutive years; or
- (b) having been absent from the United Kingdom for more than two consecutive years and who, after having indefinite leave to remain in the United Kingdom, had permission as a visitor when they last left (providing they have not had temporary permission in another route between the point where their indefinite leave to enter or remain lapsed and their permission as a visitor was granted),

must have applied for, and been granted, indefinite leave to enter by way of entry clearance.”.

1.2. After paragraph 23B insert:

“A24. A person who is a national of a country specified in rule ETA 1.2. must obtain an ETA before travel to the UK unless they have an entry clearance.”.

1.3. For paragraph 34X(5), substitute:

“(5) Subparagraphs (1), (2) and (4) above do not apply to an application for administrative review made under Appendix AR where the decision being reviewed is a decision to do one of the following:

- (a) cancel leave to enter or remain which is in force under paragraph A3.2.(b) of Annex 3 to Appendix EU or paragraph A3.4.(b) of Annex 3 to Appendix EU (Family Permit); or
- (b) cancel permission to enter or permission to stay which is in force under paragraph HV 11.1.(c) of Appendix S2 Healthcare Visitor; or
- (c) cancel permission to enter which is in force under paragraph SPS 9.1.(c) of Appendix Service Providers from Switzerland.

(6) Subparagraphs (1) and (2) above do not apply to an application for administrative review made under Appendix AR (EU).

(7) Subparagraph (4) above does not apply to an application for administrative review made under Appendix AR (EU), unless the application for entry clearance, leave to enter or leave to remain is a valid application made under Appendix EU, Appendix EU (Family Permit), Appendix S2 Healthcare Visitor or Appendix Service Providers from Switzerland.”.

1.4. In paragraph A34, after “Innovator” insert “Founder”.

1.5. Delete paragraph 35.

Changes to Part 6A

- 6A.1. In paragraph 245D(a)(iii), for “the Start-up or Innovator categories, which are set out in Appendix W.”, substitute “Innovator Founder.”.

Changes to Part 7

- 7.1. For paragraph 276A(b), substitute:

“(b) “lawful residence” means residence which is continuous residence pursuant to:

- (i) existing leave to enter or remain, except this cannot include time with entry clearance or permission under Appendix V: Visitor, Appendix Short-term Student (English language), or Appendix Temporary work – Seasonal Worker; or
- (ii) an exemption from immigration control, including where an exemption ceases to apply if it is immediately followed by a grant of leave to enter or remain.

(c) “lawful residence” does not include time spent on immigration bail.”.

Changes to Part 8

- 8.1. In paragraph 284(ix)(c), insert “the British Overseas Territories,” between “Belize;” and “Dominica;”.

- 8.2. In paragraph A279, for “A398-399D”, substitute “13.2.1.- 13.3.2.”.

- 8.3. After paragraph A282, insert:

“A283. From 12 April 2023, an application for a child to join, stay or settle with a non-parent relative with protection status must meet the requirements under Appendix Child joining or staying with a Non-Parent Relative (Protection) and the application will not be considered under this Part of the Immigration Rules.”.

- 8.4. In paragraph 319O(i)(b)(iv), insert “the British Overseas Territories,” between “Belize;” and “Canada;”.

- 8.5. In paragraph 319O(i)(b)(v), insert “the British Overseas Territories,” between “Belize;” and “Dominica;”.

- 8.6. Delete paragraphs 319X to 319XB.

Changes to Part 9

- 9.1. In paragraph 9.1.1.(b), delete “an application on grounds of private life

under”.

9.2. In paragraph 9.1.1(g) delete “and 352A to 352FJ”.

9.3. In paragraph 9.1.1(o), for “ 9.24.1.”, substitute “; and”.

9.4. After paragraph 9.1.1(o), insert,

“(p) Appendix Electronic Travel Authorisation.”.

9.5. In paragraph 9.1.1.(p), for “.” substitute “; and”.

9.6. After paragraph 9.1.1.(p), insert:

“(q) Appendix Adult Dependent Relative, except paragraphs 9.2.2, 9.3.2, 9.4.5, 9.9.2, 9.15.1, 9.15.2, 9.15.3, 9.16.2, 9.19.2, 9.20.1, 9.23.1 and 9.24.1. apply, and paragraph 9.7.3 applies to permission to stay; and paragraph 9.8.2 (a) and (c). applies where the application is for entry clearance.”.

9.7. After paragraph 9.13.1, insert:

“Innovator fit and proper person requirement

9.13A.1 An application for entry clearance, permission to enter or permission to stay as an Innovator Founder may be refused where the decision maker has reason to believe that the applicant:

- (a) is the subject of any serious civil or criminal investigations or proceedings with regard to corruption or other financial crime or financial misconduct; or
- (b) is or has been the subject of non-criminal sanctions, including being disbarred from acting as a director or carrying out regulated financial activities in any country.

9.13A.2 The entry clearance or permission of an Innovator Founder may be cancelled if the decision maker has reason to believe that the applicant is or has been:

- (a) the subject of any serious civil or criminal action with regard to corruption or other financial crime or serious misconduct; or
- (b) disbarred from acting as a director or carrying out regulated financial activities in any country.”.

9.8. After paragraph 9.20.2. insert;

“Electronic Travel Authorisation

9.20A.1. Permission to enter may be refused if the person seeking entry is required under these rules to obtain an Electronic Travel Authorisation before travel to the UK, and the person does not hold the required Electronic Travel Authorisation on arrival in the UK.”.

9.9. In paragraph 9.25.1(k), after “Innovator” insert “Founder”.

9.10. After paragraph 9.25.3, insert:

“9.25.4. Entry Clearance or permission on the Innovator Founder route may be cancelled where that entry clearance or permission was granted on or after 13 April 2023 and where the holder fails to undergo a contact point meeting with their Endorsing Body.”.

9.11. In paragraph 9.32.1, after “Innovator” insert “Founder”.

9.12. In paragraph 9.30.1, for “one of the following”, substitute “one or more of the following”.

9.13. At the end of paragraph 9.30.1(e), for “.”, substitute:

“; or
(f) jury service; or
(g) attending court as a witness.”.

9.14. For paragraph 9.31.2(a), substitute:

“(a) the person is sponsored to undertake a graduate training programme covering multiple roles within the organisation; and”.

Changes to Part 11

11.1. Prior to paragraph 326A., insert:

“Transitional provisions and interaction between Part 11 and Appendix Family Reunion (Protection)

A326. From 12 April 2023 an application for family reunion must meet the requirements under Appendix Family Reunion (Protection) and the application will not be considered under this Part of the Immigration Rules.”.

11.2. For paragraph 344A(iv), substitute:

“(iv) For the purposes of paragraph 344A, a “dependant” refers only to a person who has been treated as a dependant under paragraph 349 of these Rules or a person who has been granted permission to stay or entry clearance in accordance with Appendix Family Reunion (Protection) of these Rules.”.

11.3. Delete paragraphs 352A to 352FJ.

11.4. For paragraph 352, substitute:

“352. Any child aged 12 or over who has made a protection claim in their own right must be given the opportunity to be interviewed about the substance of their claim before a decision is taken.

The opportunity for a personal interview may be omitted for a child aged 12 or over where:

- (a) the child is unfit to be interviewed; or
- (b) the child is unable to be interviewed; or
- (c) protection status can be granted to the child without an interview based on the evidence available; or
- (d) one of the exceptions in paragraph 339NA applies.

Where the personal interview is omitted, the child must be given a reasonable opportunity to submit further information if insufficient information is available to take a decision on protection status. If the interview can be omitted and the child still requests an asylum interview, then this request must be considered.

When an interview takes place:

- (a) it must be conducted in the presence of a parent, guardian, representative or another adult independent of the Secretary of State who has responsibility for the child; and
- (b) the interviewer must have specialist training in the interviewing of children; and
- (c) the child must be allowed to express themselves in their own way and at their own speed and, if they appear tired or distressed, the interview should be suspended, and the interviewer should consider whether it would be appropriate for the interview to be resumed the same day or on another day.”.

11.5. For paragraph 352ZA, substitute:

“352ZA. The Secretary of State must, as soon as possible after an unaccompanied child makes a protection claim, take measures to ensure that the child has a person to represent and/or assist the child with respect to the

examination of their claim and ensure that the representative is given the opportunity to inform the child about the meaning and possible consequences of the interview and, where appropriate, how to prepare themselves for the interview.

The child's representative has the right to be present at the interview and ask questions and make comments in the interview, within the framework set by the interviewer.

For the purposes of paragraph 352 and 352ZA a representative can include a legal representative, social worker, local authority representative, independent child trafficking guardian, Scottish guardianship service representative, Northern Ireland independent guardian service representative, foster carer, relative, a Refugee Council representative or charity worker or other representative permitted to attend by the Secretary of State.”.

Changes to Part 13

13.1. For paragraphs A362 to 400 (Part 13 in its entirety), substitute:

“Deportation

This part of the Rules sets out when a person will be considered for deportation and when a deportation order will be revoked. It also applies where deportation is recommended by a court.

A deportation order is made on the grounds that the deportation of the person is conducive to the public good.

Deportation of EEA citizens and their family members on public policy, public security or public health grounds is set out in the EEA Regulations 2016 (as saved).

Deportation of Frontier Workers is set out in the Citizens' Rights (Frontier Workers) (EU Exit) Regulations 2020.

A deportation order invalidates any permission to enter or stay in the UK and prevents the person from returning to the UK while the deportation order is in force.

Where deportation is being considered and the person has made a claim under Article 8 of the Human Rights Convention, that claim will be considered in line with the provisions under this Part.

Where deportation would be a breach of a person's rights under the Human Rights Act 1998, they may be granted permission to enter or stay in the UK for a temporary period.

Exemptions from deportation are set out at Section 7 and Section 8 of the Immigration Act 1971.

This Part is in four sections:

- 1. Grounds for deportation*
- 2. Article 8 ECHR exceptions to deportation*
- 3. Outcome of an Article 8 decision*
- 4. Revocation of a deportation order*

Section 1: Grounds for deportation

13.1.1. A foreign national, who is not an Irish citizen, is liable for deportation where:

- (a) they have been convicted of a criminal offence for which they have received a custodial sentence of at least 12 months; or
- (b) the Secretary of State otherwise considers that the deportation of the foreign national is conducive to the public good; or
- (c) they are the spouse, civil partner or child aged under 18 of a foreign national who is, or has been ordered to be, deported.

13.1.2. An Irish citizen may only be deported where a court has recommended deportation or where the Secretary of State concludes that, due to the exceptional circumstances of the case, the public interest requires deportation.

13.1.3. A deportation order will not be made if the foreign national's removal from the UK pursuant to the order would be contrary to the UK's obligations under the Refugee Convention or the Human Rights Convention, and, where deportation would not be contrary to these obligations, the presumption is in favour of deportation.

Section 2: Article 8 ECHR exceptions to deportation

13.2.1. Where a foreign national has been convicted in the UK or overseas and received a custodial sentence of at least 12 months; has been convicted of an offence that has caused serious harm; or is a persistent offender, the public interest requires the foreign national's deportation unless:

- (a) the private life exception in paragraph 13.2.3, or the family life exception in paragraph 13.2.4, is met; or

- (b) there are very compelling circumstances such that removal would be contrary to the Human Rights Act 1998.

13.2.2. A foreign national, who has received a custodial sentence of at least 4 years, must show very compelling circumstances over and above the exception in paragraph 13.2.3. or 13.2.4 for deportation to be a breach of Article 8 of the Human Rights Convention.

13.2.3. The Article 8 private life exception is met where:

- (a) the foreign national has been lawfully resident in the UK for most of their life; and
- (b) they are socially and culturally integrated in the UK; and
- (c) there would be very significant obstacles to their integration into the country to which they are to be deported.

13.2.4. The Article 8 family life exception is met where the foreign national has:

- (a) a parental relationship with a child that meets all the requirements of paragraph 13.2.5; or
- (b) a partner relationship that meets all the requirements of paragraph 13.2.6.

13.2.5. The foreign national has a parental relationship with a child and all of the following apply:

- (a) the relationship is genuine and subsisting; and
- (b) the child is either a British citizen or has lived in the UK continuously for at least the 7 years immediately before the date of the decision to make the deportation order; and
- (c) the child is at the date of the decision to make the deportation order resident in the UK; and
- (d) it would be unduly harsh for the child to live in the country to which the foreign national is to be deported; and
- (e) it would be unduly harsh for the child to stay in the UK without the foreign national who is to be deported.

13.2.6. The foreign national has a partner relationship and all of the following apply:

- (a) the foreign national's relationship with the partner is genuine and subsisting; and
- (b) the partner is either a British citizen or is settled in the UK; and
- (c) the partner is resident in the UK; and
- (d) the relationship did not begin when the foreign national to be deported was in the UK unlawfully or when their immigration status was precarious; and
- (e) it would be unduly harsh for that partner to live in the country to which the foreign national is to be deported; and
- (f) it would be unduly harsh for that partner to stay in the UK without the foreign national who is to be deported.

Part 3: Outcome of an Article 8 Decision

13.3.1. If the decision maker is satisfied that the exception in paragraph 13.2.3 or 13.2.4, or both, is met, and the foreign national does not have permission (including where previous permission has been cancelled, invalidated or revoked), the foreign national will be granted temporary permission.

13.3.2. Where temporary permission is granted under paragraph 13.3.1, it will be granted for a period not exceeding 30 months and subject to such conditions the Secretary of State considers to be appropriate.

Section 4: Revocation of a deportation order

13.4.1 Revocation of a deportation order does not entitle the foreign national to re-enter the United Kingdom; it means they may apply for and may be granted entry clearance or permission to enter or stay in the UK.

13.4.2. A deportation order remains in force until either:

- (a) it is revoked; or
- (b) it has been quashed by a court or tribunal.

13.4.3. A foreign national who is subject to a deportation order can apply to the Home Office for revocation of the order and should normally apply from outside the UK after they have been deported.

13.4.4. Where an application for revocation is made, a deportation order will be revoked where:

- (a) in the case of a foreign national who has been convicted of an offence and sentenced to a period of imprisonment of less than 4 years, the Article 8 private or family life exception set out in paragraph 13.2.3 or 13.2.4, or both, is met or where there are very compelling circumstances which would make a decision not to revoke the deportation order a breach of Article 8 of the Human Rights Convention; or
- (b) in the case of a foreign national who has been convicted of an offence and sentenced to a period of imprisonment of 4 years or more, there are very compelling circumstances which would make a decision not to revoke the deportation order a breach of Article 8 of the Human Rights Convention; or
- (c) a decision not to revoke the deportation order would be contrary to the Human Rights Convention or the Refugee Convention.

13.4.5. Where an application for revocation is made, a deportation order made in relation to a foreign national who has not been convicted of an offence for which they received a custodial sentence may be revoked where there has been a material change in circumstances in relation to the factors that resulted in the foreign national's deportation on the ground it was conducive to the public good.

Changes to Appendix AR

APP AR1. In AR3.2(c)(xi), for “.” substitute “;”.

APP AR2. After AR3.2(c)(xi), insert:

“(xii) Appendix Adult Dependent Relative.”.

APP AR3. In AR3.2(e)(xii), after “Appendix Innovator”, insert “and Appendix Innovator Founder”.

APP AR4. In AR3.2(f)(x), after “Appendix Innovator”, insert “and Appendix Innovator Founder”.

APP AR5. In AR5.2(a)(v), for “.” substitute “;”.

APP AR6. After AR5.2(a)(v), insert:

“(vi) Appendix Adult Dependent Relative, in which case the appropriate remedy is an appeal under section 82 of the Nationality, Immigration and Asylum Act 2002 rather than an application for administrative review.”.

APP AR7. In AR5.2(c)(x), after “Appendix Innovator”, insert “and Appendix Innovator Founder”.

APP AR8. In AR5.2(d)(ix), after “Appendix Innovator”, insert “and Appendix Innovator Founder”.

Changes to Appendix AR (EU)

APP AR(EU)1. After AR(EU)1.2(a), insert:

“(aa) Refuse an application under paragraph EU6 of Appendix EU both:

- (i) on suitability grounds as set out in paragraph EU15 or EU16; and
- (ii) because the applicant does not meet the eligibility requirements for indefinite leave to enter or remain under paragraph EU11, EU11A or EU12 or for limited leave to enter or remain under paragraph EU14 or EU14A; or”.

Changes to Appendix ECAA: Extension of stay

APP ECAA1. At the end of ECAA 3.4(f), for “.”, substitute:

“; and
(g) jury service; and
(h) attending court as a witness.”.

Changes to Appendix EU

APP EU1. In EU16.(c)(i)(cc), after “paragraph A3.1.” insert “, A3.1A., A3.1B.”.

APP EU2. In EU16.(c)(ii)(aa), for:

“and “has a right of permanent residence under regulation 15” read “who meets the requirements of paragraph EU11, EU11A or EU12 of Appendix EU to the Immigration Rules”;

substitute:

“and “who has a right of permanent residence under regulation 15” read “who has indefinite leave to enter or remain or who meets the requirements of paragraph EU11, EU11A or EU12 of Appendix EU to the Immigration Rules”;

APP EU3. In EU16.(d), for:

“and “has a right of permanent residence under regulation 15” read “who meets the requirements of paragraph EU11, EU11A or EU12 of Appendix EU to the Immigration Rules”;

substitute:

“and “who has a right of permanent residence under regulation 15” read “who has indefinite leave to enter or remain or who meets the requirements of paragraph EU11, EU11A or EU12 of Appendix EU to the Immigration Rules”;

APP EU4. In Annex 1, for sub-paragraph (b)(ii)(bb) of the definition of ‘durable partner’ in the table, substitute:

“(bb) the person:

(aaa) was not resident in the UK and Islands as the durable partner of a relevant EEA citizen (where that relevant EEA citizen is their relevant sponsor) on a basis which met the entry for ‘family member of a relevant EEA citizen’ in this table, or, as the case may be, as the durable partner of the qualifying British citizen, at (in either case) any time before the specified date, unless (in the former case):

- the reason why they were not so resident is that they did not hold a relevant document as the durable partner of that relevant EEA citizen for that period; and
- they otherwise had a lawful basis of stay in the UK and Islands for that period; or

(bbb) was resident in the UK and Islands before the specified date, and one of the events referred to in sub-paragraph (b)(i) or (b)(ii) of the entry for ‘continuous qualifying period’ in this table has occurred and after that event occurred they were not resident in the UK and Islands again before the specified date; or

(ccc) was resident in the UK and Islands before the specified date, and the event referred to in sub-paragraph (a) of the entry for ‘supervening event’ in this table has occurred and after that event occurred they were not resident in the UK and Islands again before the specified date.”

APP EU5. In Annex 1, for sub-paragraph (a) of the definition of ‘EEA Regulations’ in the table, substitute:

“(a) (where relevant to something done before 2300 GMT on 31

December 2020) the Immigration (European Economic Area) Regulations 2016 (as they had effect immediately before that date and time); or”.

- APP EU6. In Annex 1, in sub-paragraph (b) of the definition of ‘EEA Regulations’ in the table, for “the specified date” substitute “2300 GMT on 31 December 2020”.
- APP EU7. In Annex 1, in sub-paragraph (d) of the definition of ‘exempt person’ in the table, delete “, unless this was granted under this Appendix”.
- APP EU8. In Annex 1, for sub-paragraph (a)(iii)(bb) of the definition of ‘family member of a qualifying British citizen’ in the table, substitute:

“(bb) the partnership remains durable at the date of application (or it did so for the relevant period or immediately before the death of the qualifying British citizen); or”.
- APP EU9. In Annex 1, for sub-paragraph (a)(iv)(bb) of the definition of ‘family member of a qualifying British citizen’ in the table, substitute:

“(bb) the partnership remains durable at the date of application (or it did so for the relevant period or immediately before the death of the qualifying British citizen); or”.
- APP EU10. In Annex 1, for sub-paragraph (d)(v) of the definition of ‘person with a derivative right to reside’ in the table, substitute:

“(v) they do not have leave to enter or remain in the UK, unless this:
(aa) was granted under this Appendix; or
(bb) is in effect by virtue of section 3C of the Immigration Act 1971; or
(cc) is leave to enter granted by virtue of having arrived in the UK with an entry clearance in the form of an EU Settlement Scheme Family Permit granted under Appendix EU (Family Permit) to these Rules on the basis they met sub-paragraph (a)(ii) of the definition of ‘specified EEA family permit case’ in Annex 1 to that Appendix; and”.
- APP EU11. In Annex 1, for sub-paragraph (a)(iv) of the definition of ‘person with a Zambrano right to reside’ in the table, substitute:

“(iv) they do not have leave to enter or remain in the UK, unless this:
(aa) was granted under this Appendix; or
(bb) is in effect by virtue of section 3C of the Immigration Act

1971; or
(cc) is leave to enter granted by virtue of having arrived in the UK with an entry clearance in the form of an EU Settlement Scheme Family Permit granted under Appendix EU (Family Permit) to these Rules on the basis they met sub-paragraph (a)(ii) of the definition of ‘specified EEA family permit case’ in Annex 1 to that Appendix; and”.

APP EU12. In Annex 1, for sub-paragraph (b)(v) of the definition of ‘person with a Zambrano right to reside’ in the table, substitute:

“(v) they do not have leave to enter or remain in the UK, unless this:
(aa) was granted under this Appendix; or
(bb) is in effect by virtue of section 3C of the Immigration Act 1971; or
(cc) is leave to enter granted by virtue of having arrived in the UK with an entry clearance in the form of an EU Settlement Scheme Family Permit granted under Appendix EU (Family Permit) to these Rules on the basis they met sub-paragraph (a)(ii) of the definition of ‘specified EEA family permit case’ in Annex 1 to that Appendix; and”.

APP EU13. In Annex 1, for sub-paragraph (b)(ii) of the definition of ‘primary carer’ in the table, substitute:

“(ii) shares equally the responsibility for AP’s care with one other person, unless that other person had acquired a derivative right to reside in the UK as a result of regulation 16 of the EEA Regulations, or relied on meeting this definition in being granted the indefinite leave to enter or remain or limited leave to enter or remain they hold under this Appendix, before the person assumed equal care responsibility”.

APP EU14. In Annex 1, in sub-paragraph (b)(ii) of the entry for ‘specified date’ in the table, for “returned to” substitute “arrived in”.

APP EU15. In Annex 3, after paragraph A3.1., insert:

“A3.1A. A person’s indefinite leave to enter or remain or limited leave to enter or remain granted under this Appendix must be cancelled where:

(a) The person is an excluded person, as defined by section 8B(4) of the Immigration Act 1971, because of their conduct committed before the specified date, and the person does not

fall within section 8B(5A) or 8B(5B) of that Act; and

(b) The Secretary of State or an Immigration Officer is satisfied that the cancellation is justified on grounds of public policy, public security or public health in accordance with regulation 27 of the Immigration (European Economic Area) Regulations 2016, irrespective of whether the EEA Regulations apply to that person (except that in regulation 27 for “a right of permanent residence under regulation 15” read “indefinite leave to enter or remain or who would be granted indefinite leave to enter or remain if they made a valid application under Appendix EU to the Immigration Rules”; and for “an EEA decision” read “a decision under paragraph A3.1A. of Annex 3 to Appendix EU to the Immigration Rules”).

A3.1B. A person’s indefinite leave to enter or remain or limited leave to enter or remain granted under this Appendix must be cancelled where the person is an excluded person, as defined by section 8B(4) of the Immigration Act 1971, because of conduct committed after the specified date, and the person does not fall within section 8B(5A) or 8B(5B) of that Act.”.

APP EU16. In Annex 3, in paragraph A3.2., for sub-paragraph (a), substitute:

“(a) The cancellation is justified on grounds of public policy, public security or public health in accordance with regulation 27 of the Immigration (European Economic Area) Regulations 2016, irrespective of whether the EEA Regulations apply to that person (except that in regulation 27 for “a right of permanent residence under regulation 15” read “indefinite leave to enter or remain or who would be granted indefinite leave to enter or remain if they made a valid application under Appendix EU to the Immigration Rules”; and for “an EEA decision” read “a decision under paragraph A3.2.(a) of Annex 3 to Appendix EU to the Immigration Rules”); or”.

Changes to Appendix EU (Family Permit)

- APP EU(FP)1. In FP3., for “valid for the **relevant period**” substitute “valid for a period of six months from the date of decision”.
- APP EU(FP)2. In FP6.(1)(e), for “specified date” substitute “**specified date**”.
- APP EU(FP)3. In FP7.(2A)(a)(ii), for “has a right of permanent residence under regulation 15” substitute “who has a right of permanent residence under regulation 15”.

- APP EU(FP)4. In FP7.(4)(b)(i)(cc), after “paragraph A3.1.” insert “, A3.1A., A3.1B.”.
- APP EU(FP)5. In FP7.(4)(b)(ii)(aa), for “**specified date**” substitute “specified date”.
- APP EU(FP)6. In FP7.(4)(b)(ii)(aa), for “has a right of permanent residence under regulation 15” substitute “who has a right of permanent residence under regulation 15”.
- APP EU(FP)7. In Annex 1, in the entry for ‘relevant EEA citizen (where the date of application under this Appendix is before 1 July 2021)’ in the table, below sub-paragraph (f), insert:
- “in addition, references in this entry to indefinite leave to enter or remain or limited leave to enter or remain granted under paragraph EU2 or EU3 of Appendix EU to these Rules (or under its equivalent in the Islands) exclude such leave where it was granted in error”.
- APP EU(FP)8. In Annex 1, in the entry for ‘relevant EEA citizen (where the date of application under this Appendix is on or after 1 July 2021)’ in the table, below sub-paragraph (f), insert:
- “in addition, references in this entry to indefinite leave to enter or remain or limited leave to enter or remain granted under paragraph EU2 or EU3 of Appendix EU to these Rules (or under its equivalent in the Islands) exclude such leave where it was granted in error”.
- APP EU(FP)9. In Annex 1, delete the entry for ‘relevant period’ in the table.

Changes to Appendix F: archived Immigration Rules

- APP F1. Delete Appendix F: archived Immigration Rules.

Changes to Appendix FM

- APP FM1. For GEN.1.1. substitute:

“GEN.1.1. This route is for those seeking to enter or remain in the UK on the basis of their family life with a person who is a British Citizen, is settled in the UK, is in the UK with protection status (and the applicant cannot seek entry clearance or permission as their family

member under Appendix Family Reunion (Protection) of these rules), is in the UK with limited leave under Appendix EU, or is in the UK with limited leave as a worker or business person by virtue of either Appendix ECAA Extension of Stay or under the provisions of the relevant 1973 Immigration Rules (or Decision 1/80) that underpinned the European Community Association Agreement (ECAA) with Turkey prior to 1 January 2021. It sets out the requirements to be met and, in considering applications under this route, it reflects how, under Article 8 of the Human Rights Convention, the balance will be struck between the right to respect for private and family life and the legitimate aims of protecting national security, public safety and the economic well-being of the UK; the prevention of disorder and crime; the protection of health or morals; and the protection of the rights and freedoms of others (and in doing so also reflects the relevant public interest considerations as set out in Part 5A of the Nationality, Immigration and Asylum Act 2002). It also takes into account the need to safeguard and promote the welfare of children in the UK, in line with the Secretary of State’s duty under section 55 of the Borders, Citizenship and Immigration Act 2009.”

APP FM2. For GEN 1.11A substitute:

“GEN.1.11A. Where entry clearance or leave to remain as a partner, child or parent is granted under D-ECP.1.2., D-LTRP.1.2., D-ECC.1.1., D-LTRC.1.1., D-ECPT.1.2. or D-LTRPT.1.2., if the decision maker is satisfied that:

- (a) the applicant is destitute as defined in section 95 of the Immigration and Asylum Act 1999, or is at risk of imminent destitution; or
- (b) there are reasons relating to the welfare of a relevant child which outweigh the considerations for imposing or maintaining the condition (treating the best interests of a relevant child as a primary consideration); or
- (c) the applicant is facing exceptional circumstances affecting their income or expenditure

then the applicant will not be subject to a condition of no access to public funds. If the decision maker is not so satisfied, the applicant will be subject to a condition of no access to public funds.

GEN 1.11B. For the purposes of GEN 1.11A ‘relevant child’ means a person who:

- (a) is under the age of 18 years at the date of application; and

(b) it is clear from the information provided by the applicant, is a child who would be affected by a decision to impose or maintain the no access to public funds condition.”.

APP FM3. For GEN 3.2.(3), substitute:

“(3) Where the exceptional circumstances referred to in sub-paragraph (2) above apply, the applicant will be granted entry clearance or leave to enter or remain under, as appropriate, paragraph D-ECP.1.2., D-LTRP.1.2., D-ECC.1.1., D-LTRC.1.1., D-ECPT.1.2. or D-LTRPT.1.2.”.

APP FM4. In E-ECP.1.1., for “E-ECP.2.1.” substitute “E-ECP.A1.1.”.

APP FM5. After E-ECP.1.1., insert:

“E-ECP.A1.1. The applicant must provide a passport or other document which satisfactorily establishes their identity and nationality.”.

APP FM6. In E-ECP.2.1.(c), for “refugee leave or with humanitarian protection” substitute “protection status”.

APP FM7. In E-LTRP.1.2.(c), for “refugee leave or with humanitarian protection” substitute “protection status”.

APP FM8. In EX.1.(b), for “refugee leave, or humanitarian protection” substitute “protection status”.

APP FM9. In paragraph E-DVILR.1.2, for “paragraph 352A” substitute “Appendix Family Reunion (Protection)”.

APP FM10. In paragraph E-DVILR.1.3, for “during their only period of leave under paragraph 352A”, substitute:

“during their only period of permission under Appendix Family Reunion (Protection)”.

APP FM11. In E-ECC.1.1., for “E-ECC.1.2.” substitute “E-ECC.A1.1.”.

APP FM12. After E-ECC.1.1. insert:

“E-ECC.A1.1. The applicant must provide a passport or other document which satisfactorily establishes their identity and nationality.”.

APP FM13. In E-ECPT.1.1., for “E-ECPT.2.1.” substitute “E-ECPT.A1.1.”.

APP FM14. After E-ECPT.1.1. insert:

“E-ECPT.A1.1. The applicant must provide a passport or other document which satisfactorily establishes their identity and nationality.”.

APP FM15. Delete EC-DR.1.1 to D-ILRDR.1.4.

APP FM16. In E-ECDR.2.3.(b)(iii), for “refugee leave or humanitarian protection” substitute “protection status”

APP FM17. In E-ILRDR.1.3.(b), for “refugee leave or as a person with humanitarian protection” substitute “protection status”.

Changes to Appendix FM-SE

APP FM-SE1. In paragraph A, after “Appendix Armed Forces” insert “and Appendix Adult Dependent Relative”.

APP FM-SE2. In paragraph 1, after “Appendix FM” insert “and Appendix Adult Dependent Relative”.

APP FM-SE3. In paragraph 12A, after “Appendix FM” insert “or under Appendix Adult Dependent Relative”.

APP FM-SE4. In paragraph 12A(g), delete “applying for entry clearance,”.

APP FM-SE5. In paragraph 12B, after “(excluding an applicant who is a family member of a Relevant Points Based System Migrant)” for “or” substitute “,”.

APP FM-SE6. In paragraph 12B, after “Appendix FM” insert “or under Appendix Adult Dependent Relative”.

APP FM-SE7. Delete paragraphs 33 to 37.

Changes to Appendix KOLL

APP KOLL1. In paragraph 3.2(a)(viii), after “319X”, insert “and Appendix Child joining a Non-Parent Relative (Protection)”.

APP KOLL2. In paragraph 3.2(a)(ix), after “Innovator” insert “Founder”.

Changes to Appendix V: Visitor

APP V1. For V 1.4., substitute:

“V.1.4. A person seeking to enter the UK as a Visitor must, where required, under Appendix Electronic Travel Authorisation, obtain an Electronic Travel Authorisation before travelling to the UK.

V 1.5. A child who holds entry clearance as a Visitor on arrival in the UK must either:

- (a) hold a valid entry clearance that states they are accompanied and will be travelling with an adult identified on that entry clearance;
- or
- (b) hold an entry clearance which states they are unaccompanied; otherwise

the child may be refused entry to the UK, unless they meet the requirements of V 5.1. and V 5.2.”.

APP V2. For V 4.6(b) substitute:

“international drivers or Seafarers undertaking activities permitted under PA 9.2 to PA 9.4; or”.

Appendix Visitor: Permitted Activities

APP PA1. After PA 9.3 insert:

“PA 9.4. A Seafarer working on a vessel on a genuine international route between a port in the UK and a port outside the UK may:

- (a) deliver or collect goods or passengers from a port outside the UK to bring to the UK port; and
- (b) call at up to a further 10 UK ports within a 60-day time period to deliver or collect goods or passengers before travelling to a port outside the UK.”.

Changes to Appendix Visitor: Visa national list

APP VN1. In VN 1.1, for “VN 2.1., VN 2.2. (subject to VN 2.3.) or VN 3.1.”, substitute:

“VN2.1 and VN2.2. (subject to VN 2.3.)”.

- APP VN2. In VN 1.1(a), delete “Bahrain*, Jordan, Kuwait*, Oman*, United Arab Emirates* and Saudi Arabia”.
- APP VN3. In VN 1.1(a), delete “Qatar*”.
- APP VN4. Delete VN 2.2(f).
- APP VN5. In VN2.2., delete subparagraphs (e), (g), (i), and (j).
- APP VN6. In the heading “Exception where the applicant holds an Electronic Visa Waiver (EVW) Document (Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and United Arab Emirates nationals or citizens only)” delete “Qatar”.
- APP VN7. Delete VN 3.1., VN 3.2., and VN 3.3.
- APP VN8. In VN 4.1, delete “Qatar,”.
- APP VN9. Delete VN 4.1., 4.2., and 4.3.
- APP VN10. Delete VN 5.1., 5.2., 5.3., 5.4., 5.5., 5.6. and 5.7.
- APP VN11. Delete VN 6.1., 6.2., 6.3., 6.4. and 6.5.

Changes to Appendix Visitor: Permit Free Festival List

- APP PFFL1. For PFF 1. substitute:

“PFF 1. An artist, entertainer or musician visiting the UK to perform at one or more of the following permit free festivals may receive payment to do so:

- (a) Aldeburgh Festival
- (b) American Express presents BST Hyde Park
- (c) Barbican Festivals – Live from the Barbican
- (d) Belfast International Arts Festival
- (e) Belsonic
- (f) Billingham International Folklore Festival of World Dance
- (g) Birmingham, Sandwell & Westside Jazz Festival
- (h) Boomtown Festival
- (i) Brass
- (j) Breakin’ Convention
- (k) Brighton Festival
- (l) Brighton Fringe
- (m) Cambridge Folk Festival

- (n) Camp Bestival Dorset
- (o) Camp Bestival Shropshire
- (p) Celtic Connections
- (q) Cheltenham Festivals (Jazz, Science, Music & Literature Festivals)
- (r) Cornwall International Male Choral Festival
- (s) Creamfields North
- (t) Creamfields South
- (u) C2C: Country to Country Festival
- (v) DaDaFest International
- (w) Dance Umbrella
- (x) Download
- (y) Edinburgh Festival Fringe
- (z) Edinburgh International Book Festival
- (aa) Edinburgh International Children's Festival
- (bb) Edinburgh International Festival
- (cc) Edinburgh International Jazz and Blues Festival
- (dd) Flamenco Festival at Sadler's Wells Theatre
- (ee) Freedom Festival Arts Trust
- (ff) Garsington Opera
- (gg) Glasgow International Jazz Festival
- (hh) Glastonbury Festival
- (ii) Glyndebourne
- (jj) Global Streets
- (kk) Greenbelt
- (ll) Greenwich and Docklands International Festival
- (mm) Green Man
- (nn) Harrogate International Festivals
- (oo) Hay Festival Foundation Ltd
- (pp) Huddersfield Contemporary Music Festival
- (qq) Isle of Wight Festival
- (rr) Latitude
- (ss) Leeds Festival
- (tt) Llangollen International Musical Eisteddfod
- (uu) London International Festival of Theatre (LIFT)
- (vv) Love Supreme
- (ww) Manchester International Festival
- (xx) Meltdown (Southbank Centre)
- (yy) Norfolk & Norwich Festival
- (zz) Out There Festival
- (aaa) Parklife
- (bbb) Reading Festival
- (ccc) Shubbak
- (ddd) Sonica
- (eee) Southbank Centre Festivals

- (fff) SPECTRA Festival of Light
- (ggg) Summer at Snape
- (hhh) Terminal V
- (iii) The EFG London Jazz Festival
- (jjj) The Great Escape Festival
- (kkk) The Royal Edinburgh Military Tattoo
- (lll) The Warehouse Project
- (mmm) VAULT Festival
- (nnn) Wilderness
- (ooo) Wireless Festival
- (ppp) WOMAD
- (qqq) WWE Live.”.

Insertion of Appendix Electronic Travel Authorisations

APP ETA1. After “Appendix Visitor: Transit Without Visa Scheme”, insert:

“Appendix Electronic Travel Authorisation

An Electronic Travel Authorisation (ETA) is required by specified nationals in advance of travel to the UK.

The holder of an ETA will need to obtain permission to enter on arrival in the UK but can be refused entry if they require an ETA and do not have one.

An application for an ETA may be granted through automated processing. A person who is refused an ETA has not been refused permission to enter the UK and will need to apply for a visa if they wish to come to the UK.

The ETA application process will open on 25 October 2023 only for Qatari nationals who intend to travel to the UK on or after 15 November 2023.

The ETA application process will open on 1 February 2024 only for nationals of Bahrain, Jordan, Kuwait, Oman, United Arab Emirate or Saudi Arabia who intend to travel to the UK on or after 22 February 2024.

Validity requirements for an Electronic Travel Authorisation

ETA 1.1. An application for an ETA must meet the following requirements:

- (a) the application must be made in accordance with the application process on the gov.uk website using either the mobile application ‘UK ETA’ or the specified online form: ‘Apply for an ETA to come to the UK’; and
- (b) the applicant must provide an email address which can be used by the Home

Office to contact them; and

- (c) the required fee must be paid; and
- (d) the applicant must provide, in accordance with the application process, a passport which satisfactorily establishes their identity and nationality; and
- (e) the applicant must provide a facial image in accordance with the application process and which complies with the rules for digital photos on ‘<https://www.gov.uk/photos-for-passports>’; and
- (f) the applicant must be seeking permission to enter the UK as either:
 - (i) a Visitor (other than a Marriage/Civil Partnership Visitor), staying in the UK for up to 6 months; or
 - (ii) a Creative Worker who is seeking entry to the UK pursuant to paragraph Appendix Temporary Work - Creative Worker at CRV 3.2.

ETA 1.2. The applicant must be:

- (a) a national of Qatar who intends to travel to the UK on or after 15 November 2023; or
- (b) a national of Bahrain, Jordan, Kuwait, Oman, United Arab Emirates or Saudi Arabia who intends to travel to the UK on or after 22 February 2024.

ETA 1.3. An applicant who is lawfully resident in Ireland and is travelling to the UK from elsewhere in the Common Travel Area does not need to obtain an ETA.

ETA 1.4. For the purposes of ETA 1.3, a person is lawfully resident in Ireland if they are resident in, and entitled to reside in, Ireland under any relevant legislation or rules which apply in Ireland at the time of the ETA application, but a person is not lawfully resident if they may not leave or attempt to leave Ireland without the consent of an Irish Minister.

ETA 1.5. An application which does not meet the validity requirements for an ETA application is invalid and must be rejected and not considered.

Suitability requirements for an ETA

Exclusion or deportation order grounds

ETA 2.1. An application for an ETA must be refused where:

- (a) the Secretary of State has personally directed that the applicant be excluded from the UK; or

- (b) the applicant is the subject of an exclusion order; or
- (c) the applicant is the subject of a deportation order, or a decision to make a deportation order.

Criminality grounds

ETA 2.2. An application for an ETA must be refused where the applicant:

- (a) has been convicted of a criminal offence in the UK or overseas for which they have received a custodial sentence of 12 months or more; or
- (b) has been convicted of a criminal offence in the UK or overseas unless more than 12 months have passed since the date of conviction.

Non-conducive grounds

ETA 2.3. An application for an ETA must be refused where the applicant's presence in the UK is not conducive to the public good because of their conduct, character, associations or other reasons (including convictions which do not fall within the criminality grounds).

Previous breach of immigration laws grounds

ETA 2.4. An application for an ETA must be refused if, when they were aged 18 or over, the applicant:

- (a) overstayed their permission; or
- (b) breached a condition attached to their permission, unless entry clearance or further permission was subsequently granted with knowledge of the breach; or
- (c) were (or still are) an illegal entrant; or
- (d) used deception in relation to an immigration application (whether or not successfully).

False representations, etc. grounds

ETA 2.5. An application for an ETA must be refused where, in relation to the current or a previous ETA application:

- (a) false representations were made, or false documents or false information was submitted (whether or not relevant to the application, and whether or not to the applicant's knowledge); or
- (b) relevant facts were not disclosed.

Debt to the NHS grounds

ETA 2.6. An application for an ETA must be refused where a relevant NHS body has

notified the Secretary of State that the applicant has failed to pay charges under relevant NHS regulations on charges to overseas visitors and the outstanding charges have a total value of at least £500.

Unpaid litigation costs grounds

ETA 2.7. An application for an ETA must be refused where the applicant has failed to pay litigation costs awarded to the Home Office.

Decision on an ETA application

ETA 3.1. If the Secretary of State is satisfied the validity requirements are met and the application is not refused on suitability grounds the applicant will be granted an ETA; otherwise, the application for an ETA will be refused.

Period of grant of an ETA

ETA 4.1. An ETA will be valid for 2 years from the date of grant or until the expiry of the holder's passport used in the ETA application, whichever is sooner.

ETA 4.2. A person holding a valid ETA may make multiple journeys to the UK, for the purpose of seeking permission to enter on arrival as either:

- (a) a Visitor, seeking entry for up to 6 months on each occasion; or
- (b) a Creative Worker who is seeking entry to the UK pursuant to Appendix Temporary Work – Creative Worker at CRV 3.2.

Cancellation of an ETA

Cancellation on exclusion or deportation order grounds

ETA 5.1. An ETA held by a person must be cancelled where:

- (a) the Secretary of State has personally directed that the applicant be excluded from the UK; or
- (b) the applicant is the subject of an exclusion order; or
- (c) the applicant is the subject of a deportation order, or a decision to make a deportation order.

Cancellation on criminality grounds

ETA 5.2. An ETA held by a person must be cancelled where the person:

- (a) has been convicted of a criminal offence in the UK or overseas for which they have received a custodial sentence of 12 months or more; or

- (b) has been convicted of a criminal offence in the UK or overseas unless more than 12 months has passed since the date of conviction

Cancellation on non-conducive grounds

ETA 5.3. An ETA held by a person must be cancelled where the person's presence in the UK is not conducive to the public good because of their conduct, character, associations or other reasons (including convictions which do not fall within the criminality grounds).

Cancellation on breach of immigration laws grounds

ETA 5.4. An ETA held by a person must be cancelled if, when they were aged 18 or over, the holder:

- (a) overstayed their permission; or
- (b) breached a condition attached to their permission and entry clearance or further permission was not subsequently granted with knowledge of the breach; or
- (c) were (or still are) an illegal entrant; or
- (d) used deception in relation to an immigration application (whether or not successfully).

Cancellation on false representations, etc. grounds

ETA 5.5. An ETA held by a person must be cancelled where in relation to an ETA application:

- (a) false representations were made, or false documents or false information submitted (whether or not relevant to the application, and whether or not to the applicant's knowledge); or
- (b) relevant facts were not disclosed.

Cancellation due to debt to the NHS

ETA 5.6. An ETA held by a person must be cancelled where a relevant NHS body has notified the Secretary of State that the holder has failed to pay charges under relevant NHS regulations on charges to overseas visitors and the outstanding charges have a total value of at least £500.

Cancellation due to unpaid litigation costs

ETA 5.7. An ETA held by a person must be cancelled where the holder has failed to pay litigation costs awarded to the Home Office.”.

Changes to Appendix Student

APP ST1. For ST 32.2, substitute:

“ST 32.2. The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP ST2. Delete ST 32.3 to 32.6.

Changes to Appendix Parent of a Child Student

APP PC1. In PC 9.2(c), for “; and”, substitute “.”.

APP PC2. Delete PC 9.2.(d).

Changes to Appendix Graduate

APP GR1. For GR 11.1, substitute:

“GR 11.1. The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP GR2. Delete GR 11.2. and GR 11.3.

Changes to Appendix Skilled Worker

APP SW1. In the introductory text, after “to work in the UK”, insert “, including in UK waters,”.

APP SW2. In SW 4.2 (the table), SW 8.2(a), SW 14.3, SW 24.3 (the table) and SW 24.4(a), for “£25,600”, substitute “£26,200”, in each place it occurs.

APP SW3. In SW 4.2 (the table), SW 9.6(a) and SW 14.3, for “£23,040”, substitute “£23,580”, in each place it occurs.

APP SW4. In SW 4.2 (the table), SW 10.3(a), SW 11.3(a), SW 12.4(a), SW 13.2(a), SW 13.4, SW 14.3, SW 24.3 (the table) and SW 24.4(a), for “£20,480”, substitute “£20,960”, in each place it occurs.

APP SW5. In SW 4.2 (the table), SW 8.2(b), SW 9.6(b), SW 10.3(b), SW 11.3(b), SW 12.4(b), SW 14.4, SW 14.6 and SW 24.3 (the table), for “£10.10 per hour”, substitute “£10.75 per hour”, in each place it occurs.

APP SW6. After SW 5.6, insert:

“SW 5.6A. The decision maker must not have reasonable grounds to believe the job the applicant is being sponsored to do does not comply with the National Minimum Wage Regulations or the Working Time Regulations.”.

APP SW7. In SW 5.7, for “SW 5.1. to SW 5.6”, substitute “SW 5.1. to SW 5.6A”.

APP SW8. In SW 14.3, after “more than 48 hours a week,”, insert “subject to SW 14.3A,”.

APP SW9. After SW 14.3, insert:

“SW 14.3A. If the applicant is being sponsored to work a pattern where the regular hours are not the same each week, resulting in uneven pay:

- (a) work in excess of 48 hours in some weeks can be considered towards the salary thresholds, providing the average over a regular cycle (which can be less than, but not more than, 17 weeks) is not more than 48 hours a week; and
- (b) any unpaid rest weeks will count towards the average when considering whether the salary thresholds are met; and
- (c) any unpaid rest weeks will not count as absences from employment for the purpose of paragraph 9.30.1 in Part 9 of these rules.

For example, an applicant who works a pattern of 60 hours a week for £12 per hour for two weeks, followed by an unpaid rest week, will be considered to work 40 hours a week on average and have a salary of £24,960 (£12 x 40 x 52) per year.”.

APP SW10. In SW 14.4(a), for “39”, substitute “37.5” in each place it occurs.

APP SW11. In SW 21.2(c), after “Innovator” insert “Founder”.

APP SW12. For SW 29.2, substitute:

“SW 29.2. The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP SW13. Delete SW 29.3. and SW 29.4.

APP SW14. For SW 39.3, substitute:

“SW 39.3. If applying as a partner, the applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

Changes to Appendix Skilled Occupations

APP SO1. For Tables 1 to 4, substitute:

“Table 1: Eligible occupation codes where going rates are based on Annual Survey of Hours and Earnings (ASHE) data

Going rates in Table 1 are per year and based on a 37.5-hour working week. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant’s sponsor. Options A to F refer to the tradeable points options set out in Appendix Skilled Worker.

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
1115 Chief executives and senior officials	<ul style="list-style-type: none"> • Chief executive • Chief medical officer • Civil servant (grade 5 and above) • Vice president 	£59,300 (£30.41 per hour)	£53,370 (£27.37 per hour)	£47,440 (£24.33 per hour)	£41,510 (£21.29 per hour)	Yes	Yes
1121 Production managers and directors in manufacturing	<ul style="list-style-type: none"> • Engineering manager • Managing director (engineering) • Operations manager 	£35,000 (£17.95 per hour)	£31,500 (£16.15 per hour)	£28,000 (£14.36 per hour)	£24,500 (£12.56 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	(manufacturing) • Production manager						
1122 Production managers and directors in construction	• Building Services manager • Construction manager • Director (building construction) • Owner (electrical contracting)	£35,700 (£18.31 per hour)	£32,130 (£16.48 per hour)	£28,560 (£14.65 per hour)	£24,990 (£12.82 per hour)	Yes	Yes
1123 Production managers and directors in mining and energy	• Operations manager (mining, water & energy) • Quarry manager	£38,300 (£19.64 per hour)	£34,470 (£17.68 per hour)	£30,640 (£15.71 per hour)	£26,810 (£13.75 per hour)	Yes	Yes
1131 Financial managers and directors	• Investment banker • Treasury manager	£42,800 (£21.95 per hour)	£38,520 (£19.75 per hour)	£34,240 (£17.56 per hour)	£29,960 (£15.36 per hour)	Yes	Yes
1132 Marketing and sales directors	• Marketing director • Sales director	£50,000 (£25.64 per hour)	£45,000 (£23.08 per hour)	£40,000 (£20.51 per hour)	£35,000 (£17.95 per hour)	Yes	Yes
1133 Purchasing managers and directors	• Bid manager • Purchasing manager	£35,400 (£18.15 per hour)	£31,860 (£16.34 per hour)	£28,320 (£14.52 per hour)	£24,780 (£12.71 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
1134 Advertising and public relations directors	<ul style="list-style-type: none"> • Account director (advertising) • Head of public relations 	£51,300 (£26.31 per hour)	£46,170 (£23.68 per hour)	£41,040 (£21.05 per hour)	£35,910 (£18.42 per hour)	Yes	Yes
1135 Human resource managers and directors	<ul style="list-style-type: none"> • Human resources manager • Personnel manager • Recruitment manager 	£36,500 (£18.72 per hour)	£32,850 (£16.85 per hour)	£29,200 (£14.97 per hour)	£25,550 (£13.10 per hour)	Yes	Yes
1136 Information technology and telecommunications directors	<ul style="list-style-type: none"> • IT Director • Technical director (computer services) • Telecommunications director 	£47,900 (£24.56 per hour)	£43,110 (£22.11 per hour)	£38,320 (£19.65 per hour)	£33,530 (£17.19 per hour)	Yes	Yes
1139 Functional managers and directors not elsewhere classified	<ul style="list-style-type: none"> • Manager (charitable organisation) • Research director 	£36,900 (£18.92 per hour)	£33,210 (£17.03 per hour)	£29,520 (£15.14 per hour)	£25,830 (£13.25 per hour)	Yes	Yes
1150 Financial institution managers and directors	<ul style="list-style-type: none"> • Bank manager • Insurance manager 	£33,900 (£17.38 per hour)	£30,510 (£15.65 per hour)	£27,120 (£13.91 per hour)	£23,730 (£12.17 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
1161 Managers and directors in transport and distribution	<ul style="list-style-type: none"> • Fleet manager • Transport manager 	£30,500 (£15.64 per hour)	£27,450 (£14.08 per hour)	£24,400 (£12.51 per hour)	£21,350 (£10.95 per hour)	Yes	Yes
1162 Managers and directors in storage and warehousing	<ul style="list-style-type: none"> • Logistics manager • Warehouse manager 	£25,100 (£12.87 per hour)	£22,590 (£11.58 per hour)	£20,080 (£10.30 per hour)	£17,570 (£9.01 per hour)	Yes	No
1172 Senior police officers	<ul style="list-style-type: none"> • Chief superintendent (police service) • Detective inspector • Police inspector 	£55,400 (£28.41 per hour)	£49,860 (£25.57 per hour)	£44,320 (£22.73 per hour)	£38,780 (£19.89 per hour)	Yes	Yes
1173 Senior officers in fire, ambulance, prison and related services	<ul style="list-style-type: none"> • Fire service officer (government) • Prison governor • Station officer (ambulance service) 	£36,400 (£18.67 per hour)	£32,760 (£16.80 per hour)	£29,120 (£14.93 per hour)	£25,480 (£13.07 per hour)	Yes	Yes
1181 Health services and public health managers and directors	<ul style="list-style-type: none"> • Director of nursing • Health Service manager • Information manager (health authority: hospital service) 	£41,300 (£21.18 per hour)	£37,170 (£19.06 per hour)	£33,040 (£16.94 per hour)	£28,910 (£14.83 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
1184 Social services managers and directors	<ul style="list-style-type: none"> • Care manager (local government: social services) • Service manager (welfare services) 	£31,500 (£16.15 per hour)	£28,350 (£14.54 per hour)	£25,200 (£12.92 per hour)	£22,050 (£11.31 per hour)	Yes	Yes
1190 Managers and directors in retail and wholesale	<ul style="list-style-type: none"> • Managing director (retail trade) • Retail manager • Shop manager (charitable organisation) • Wholesale manager 	£22,400 (£11.49 per hour)	£20,160 (£10.34 per hour)	£17,920 (£9.19 per hour)	£15,680 (£8.04 per hour)	Yes	No
1211 Managers and proprietors in agriculture and horticulture	<ul style="list-style-type: none"> • Farm manager • Farm owner • Nursery manager (horticulture) 	£28,000 (£14.36 per hour)	£25,200 (£12.92 per hour)	£22,400 (£11.49 per hour)	£19,600 (£10.05 per hour)	No	No
1213 Managers and proprietors in forestry, fishing and related services	<ul style="list-style-type: none"> • Cattery owner • Forest manager • Racehorse trainer 	£24,100 (£12.36 per hour)	£21,690 (£11.12 per hour)	£19,280 (£9.89 per hour)	£16,870 (£8.65 per hour)	No	No
1221 Hotel and accommodation managers and proprietors	<ul style="list-style-type: none"> • Caravan park owner • Hotel manager • Landlady 	£21,800 (£11.18 per hour)	£19,620 (£10.06 per hour)	£17,440 (£8.94 per hour)	£15,260 (£7.83 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	(boarding, guest, lodging house)						
1223 Restaurant and catering establishment managers and proprietors	<ul style="list-style-type: none"> • Café owner • Fish & chip shopkeeper • Operations manager (catering) • Restaurant manager • Shop manager (take-away food shop) 	£19,600 (£10.05 per hour)	£17,640 (£9.05 per hour)	£15,680 (£8.04 per hour)	£13,720 (£7.04 per hour)	No	No
1224 Publicans and managers of licensed premises	<ul style="list-style-type: none"> • Landlady (public house) • Licensee • Manager (wine bar) • Publican 	£21,800 (£11.18 per hour)	£19,620 (£10.06 per hour)	£17,440 (£8.94 per hour)	£15,260 (£7.83 per hour)	No	No
1225 Leisure and sports managers	<ul style="list-style-type: none"> • Amusement arcade owner • Leisure centre manager • Social club manager • Theatre manager 	£22,300 (£11.44 per hour)	£20,070 (£10.29 per hour)	£17,840 (£9.15 per hour)	£15,610 (£8.01 per hour)	No	No
1226 Travel agency managers and proprietors	<ul style="list-style-type: none"> • Tourist information manager 	£20,200 (£10.36 per hour)	£18,180 (£9.32 per hour)	£16,160 (£8.29 per hour)	£14,140 (£7.25 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Travel agency owner • Travel manager 						
1241 Health care practice managers	<ul style="list-style-type: none"> • Clinic manager • GP practice manager • Veterinary practice manager 	£28,700 (£14.72 per hour)	£25,830 (£13.25 per hour)	£22,960 (£11.77 per hour)	£20,090 (£10.30 per hour)	No	No
1242 Residential, day and domiciliary care managers and proprietors	<ul style="list-style-type: none"> • Care manager • Day centre manager • Nursing home owner • Residential manager (residential home) 	£28,300 (£14.51 per hour)	£25,470 (£13.06 per hour)	£22,640 (£11.61 per hour)	£19,810 (£10.16 per hour)	No	No
1251 Property, housing and estate managers	<ul style="list-style-type: none"> • Estate manager • Facilities manager • Landlord (property management) • Property manager 	£28,400 (£14.56 per hour)	£25,560 (£13.11 per hour)	£22,720 (£11.65 per hour)	£19,880 (£10.19 per hour)	No	No
1252 Garage managers and proprietors	<ul style="list-style-type: none"> • Garage director • Garage owner • Manager (repairing: motor vehicles) 	£26,900 (£13.79 per hour)	£24,210 (£12.42 per hour)	£21,520 (£11.04 per hour)	£18,830 (£9.66 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
1253 Hairdressing and beauty salon managers and proprietors	<ul style="list-style-type: none"> • Hairdressing salon owner • Health and fitness manager • Manager (beauty salon) 	£20,600 (£10.56 per hour)	£18,540 (£9.51 per hour)	£16,480 (£8.45 per hour)	£14,420 (£7.39 per hour)	No	No
1254 Shopkeepers and proprietors - wholesale and retail	<ul style="list-style-type: none"> • Antiques dealer • Fashion retailer • Newsagent • Shopkeeper 	£26,000 (£13.33 per hour)	£23,400 (£12.00 per hour)	£20,800 (£10.67 per hour)	£18,200 (£9.33 per hour)	No	No
1255 Waste disposal and environmental services managers	<ul style="list-style-type: none"> • Environmental manager (refuse disposal) • Manager (local government: cleansing dept.) • Recycling plant manager • Scrap metal dealer 	£30,700 (£15.74 per hour)	£27,630 (£14.17 per hour)	£24,560 (£12.59 per hour)	£21,490 (£11.02 per hour)	No	No
1259 Managers and proprietors in other services not elsewhere classified	<ul style="list-style-type: none"> • Betting shop manager • Graphic design manager • Library manager • Plant hire manager • Production 	£23,000 (£11.79 per hour)	£20,700 (£10.62 per hour)	£18,400 (£9.44 per hour)	£16,100 (£8.26 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	manager (entertainment)						
2111 Chemical Scientists	<ul style="list-style-type: none"> • Analytical chemist • Chemist • Development chemist • Industrial chemist • Research chemist 	£28,500 (£14.62 per hour)	£25,650 (£13.15 per hour)	£22,800 (£11.69 per hour)	£19,950 (£10.23 per hour)	Yes	Yes
2112 Biological scientists and biochemists	<ul style="list-style-type: none"> • Biomedical scientist • Forensic scientist • Horticulturist • Microbiologist • Pathologist 	£30,600 (£15.69 per hour)	£27,540 (£14.12 per hour)	£24,480 (£12.55 per hour)	£21,420 (£10.98 per hour)	Yes	Yes
2113 Physical scientists	<ul style="list-style-type: none"> • Geologist • Geophysicist • Medical physicist • Meteorologist • Oceanographer • Physicist • Seismologist 	£32,600 (£16.72 per hour)	£29,340 (£15.05 per hour)	£26,080 (£13.37 per hour)	£22,820 (£11.70 per hour)	Yes	Yes
2114 Social and humanities scientists	<ul style="list-style-type: none"> • Anthropologist • Archaeologist • Criminologist • Epidemiologist 	£25,600 (£13.13 per hour)	£23,040 (£11.82 per hour)	£20,480 (£10.50 per hour)	£17,920 (£9.19 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Geographer • Historian • Political scientist • Social scientist 						
2119 Natural and social science professionals not elsewhere classified For Skilled Worker purposes, occupation code 2119 includes researchers in research organisations other than universities.	<ul style="list-style-type: none"> • Operational research scientist • Research associate (medical) • Research fellow • Researcher • Scientific officer • Scientist • Sports scientist • University researcher 	£34,600 (£17.74 per hour)	£31,140 (£15.97 per hour)	£27,680 (£14.19 per hour)	£24,220 (£12.42 per hour)	Yes	Yes
2121 Civil engineers	<ul style="list-style-type: none"> • Building engineer • Civil engineer (professional) • Highways engineer • Petroleum engineer • Public health engineer • Site engineer • Structural 	£34,700 (£17.79 per hour)	£31,230 (£16.02 per hour)	£27,760 (£14.24 per hour)	£24,290 (£12.46 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	engineer						
2122 Mechanical engineers	<ul style="list-style-type: none"> • Aeronautical engineer (professional) • Aerospace engineer • Automotive engineer (professional) • Marine engineer (professional) • Mechanical engineer (professional) 	£33,000 (£16.92 per hour)	£29,700 (£15.23 per hour)	£26,400 (£13.54 per hour)	£23,100 (£11.85 per hour)	Yes	Yes
2123 Electrical engineers	<ul style="list-style-type: none"> • Electrical engineer (professional) • Electrical surveyor • Equipment engineer • Power engineer • Signal engineer (railways) 	£39,300 (£20.15 per hour)	£35,370 (£18.14 per hour)	£31,440 (£16.12 per hour)	£27,510 (£14.11 per hour)	Yes	Yes
2124 Electronics engineers	<ul style="list-style-type: none"> • Avionics engineer • Broadcasting engineer (professional) • Electronics 	£33,900 (£17.38 per hour)	£30,510 (£15.65 per hour)	£27,120 (£13.91 per hour)	£23,730 (£12.17 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	engineer (professional) <ul style="list-style-type: none"> • Microwave engineer • Telecommunications engineer (professional) 						
2126 Design and development engineers	<ul style="list-style-type: none"> • Clinical engineer • Design engineer • Development engineer • Ergonomist • Research and development engineer 	£34,100 (£17.49 per hour)	£30,690 (£15.74 per hour)	£27,280 (£13.99 per hour)	£23,870 (£12.24 per hour)	Yes	Yes
2127 Production and process engineers	<ul style="list-style-type: none"> • Chemical engineer • Industrial engineer • Process engineer • Production consultant • Production engineer 	£32,000 (£16.41 per hour)	£28,800 (£14.77 per hour)	£25,600 (£13.13 per hour)	£22,400 (£11.49 per hour)	Yes	Yes
2129 Engineering professionals not elsewhere	<ul style="list-style-type: none"> • Acoustician (professional) • Ceramicist 	£33,400 (£17.13 per hour)	£30,060 (£15.42 per hour)	£26,720 (£13.70 per hour)	£23,380 (£11.99 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
classified	<ul style="list-style-type: none"> • Food technologist • Metallurgist • Patent agent • Project engineer • Scientific consultant • Technical engineer • Technologist • Traffic engineer 						
2133 IT specialist managers	<ul style="list-style-type: none"> • Data centre manager • IT manager • IT support manager • Network operations manager (computer services) • Service delivery manager 	£37,900 (£19.44 per hour)	£34,110 (£17.49 per hour)	£30,320 (£15.55 per hour)	£26,530 (£13.61 per hour)	Yes	Yes
2134 IT project and programme managers	<ul style="list-style-type: none"> • Implementation manager (computing) • IT project manager • Programme manager (computing) 	£39,100 (£20.05 per hour)	£35,190 (£18.05 per hour)	£31,280 (£16.04 per hour)	£27,370 (£14.04 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Project leader (software design) 						
2135 IT business analysts, architects and systems designers	<ul style="list-style-type: none"> • Business analyst (computing) • Data communications analyst • Systems analyst • Systems consultant • Technical analyst (computing) • Technical architect 	£37,600 (£19.28 per hour)	£33,840 (£17.35 per hour)	£30,080 (£15.43 per hour)	£26,320 (£13.50 per hour)	Yes	Yes
2136 Programmers and software development professionals	<ul style="list-style-type: none"> • Analyst-programmer • Database developer • Games programmer • Programmer • Software engineer 	£34,000 (£17.44 per hour)	£30,600 (£15.69 per hour)	£27,200 (£13.95 per hour)	£23,800 (£12.21 per hour)	Yes	Yes
2137 Web design and development professionals	<ul style="list-style-type: none"> • Internet developer • Multimedia developer • Web design consultant 	£26,800 (£13.74 per hour)	£24,120 (£12.37 per hour)	£21,440 (£10.99 per hour)	£18,760 (£9.62 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Web designer 						
2139 Information technology and telecommunications professionals not elsewhere classified	<ul style="list-style-type: none"> • IT consultant • Quality analyst (computing) • Software tester • Systems tester (computing) • Telecommunications planner 	£32,100 (£16.46 per hour)	£28,890 (£14.82 per hour)	£25,680 (£13.17 per hour)	£22,470 (£11.52 per hour)	Yes	Yes
2141 Conservation professionals	<ul style="list-style-type: none"> • Conservation officer • Ecologist • Energy conservation officer • Heritage manager • Marine conservationist 	£24,900 (£12.77 per hour)	£22,410 (£11.49 per hour)	£19,920 (£10.22 per hour)	£17,430 (£8.94 per hour)	Yes	Yes
2142 Environment professionals	<ul style="list-style-type: none"> • Energy manager • Environmental consultant • Environmental engineer • Environmental protection officer • Environmental scientist • Landfill 	£26,800 (£13.74 per hour)	£24,120 (£12.37 per hour)	£21,440 (£10.99 per hour)	£18,760 (£9.62 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	engineer						
2150 Research and development managers	<ul style="list-style-type: none"> • Creative manager (research and development) • Design manager • Market research manager • Research manager (broadcasting) 	£38,100 (£19.54 per hour)	£34,290 (£17.58 per hour)	£30,480 (£15.63 per hour)	£26,670 (£13.68 per hour)	Yes	Yes
2216 Veterinarians	<ul style="list-style-type: none"> • Veterinarian • Veterinary practitioner • Veterinary surgeon 	£33,700 (£17.28 per hour)	£30,330 (£15.55 per hour)	£26,960 (£13.83 per hour)	£23,590 (£12.10 per hour)	Yes	Yes
2311 Higher education teaching professionals	<ul style="list-style-type: none"> • Fellow (university) • Lecturer (higher education, university) • Professor (higher education, university) • Tutor (higher education, university) • University 	£41,200 (£21.13 per hour)	£37,080 (£19.02 per hour)	£32,960 (£16.90 per hour)	£28,840 (£14.79 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	lecturer						
2317 Senior professionals of educational establishments	<ul style="list-style-type: none"> • Administrator (higher education, university) • Bursar • Head teacher (primary school) • Principal (further education) • Registrar (educational establishments) 	£45,400 (£23.28 per hour)	£40,860 (£20.95 per hour)	£36,320 (£18.63 per hour)	£31,780 (£16.30 per hour)	Yes	Yes
2318 Education advisers and school inspectors	<ul style="list-style-type: none"> • Curriculum adviser • Education adviser • Education officer • School inspector 	£29,600 (£15.18 per hour)	£26,640 (£13.66 per hour)	£23,680 (£12.14 per hour)	£20,720 (£10.63 per hour)	Yes	Yes
2319 Teaching and other educational professionals not elsewhere classified	<ul style="list-style-type: none"> • Adult education tutor • Education consultant • Music teacher • Nursery manager (day nursery) • Owner 	£22,400 (£11.49 per hour)	£20,160 (£10.34 per hour)	£17,920 (£9.19 per hour)	£15,680 (£8.04 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	(nursery: children's) • Private tutor • TEFL						
2412 Barristers and judges	<ul style="list-style-type: none"> • Advocate • Barrister • Chairman (appeals tribunal, inquiry) • Coroner • Crown prosecutor • District judge 	£31,200 (£16.00 per hour)	£28,080 (£14.40 per hour)	£24,960 (£12.80 per hour)	£21,840 (£11.20 per hour)	Yes	Yes
2413 Solicitors	<ul style="list-style-type: none"> • Managing clerk (qualified solicitor) • Solicitor • Solicitor-partner • Solicitor to the council 	£33,700 (£17.28 per hour)	£30,330 (£15.55 per hour)	£26,960 (£13.83 per hour)	£23,590 (£12.10 per hour)	Yes	Yes
2419 Legal professionals not elsewhere classified	<ul style="list-style-type: none"> • Attorney • Justice's clerk • Lawyer • Legal adviser • Legal consultant • Legal counsel • Solicitor's clerk (articled) 	£52,100 (£26.72 per hour)	£46,890 (£24.05 per hour)	£41,680 (£21.37 per hour)	£36,470 (£18.70 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
2421 Chartered and certified accountants	<ul style="list-style-type: none"> • Accountant (qualified) • Auditor (qualified) • Chartered accountant • Company accountant • Cost accountant (qualified) • Financial controller (qualified) • Management accountant (qualified) 	£31,300 (£16.05 per hour)	£28,170 (£14.45 per hour)	£25,040 (£12.84 per hour)	£21,910 (£11.24 per hour)	Yes	Yes
2423 Management consultants and business analysts	<ul style="list-style-type: none"> • Business adviser • Business consultant • Business continuity manager • Financial risk analyst • Management consultant 	£32,000 (£16.41 per hour)	£28,800 (£14.77 per hour)	£25,600 (£13.13 per hour)	£22,400 (£11.49 per hour)	Yes	Yes
2424 Business and financial project management professionals	<ul style="list-style-type: none"> • Chief knowledge officer • Contracts manager 	£39,100 (£20.05 per hour)	£35,190 (£18.05 per hour)	£31,280 (£16.04 per hour)	£27,370 (£14.04 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	(security services) • Project manager • Research support officer						
2425 Actuaries, economists and statisticians	• Actuarial consultant • Actuary • Economist • Statistician • Statistical analyst	£33,600 (£17.23 per hour)	£30,240 (£15.51 per hour)	£26,880 (£13.78 per hour)	£23,520 (£12.06 per hour)	Yes	Yes
2426 Business and related research professionals	• Crime analyst (police force) • Fellow (research) • Games researcher (broadcasting) • Inventor	£31,100 (£15.95 per hour)	£27,990 (£14.35 per hour)	£24,880 (£12.76 per hour)	£21,770 (£11.16 per hour)	Yes	Yes
2429 Business, research and administrative professionals not elsewhere classified	• Civil servant (grade 6, 7) • Company secretary (qualified) • Policy adviser (government) • Registrar (government)	£37,500 (£19.23 per hour)	£33,750 (£17.31 per hour)	£30,000 (£15.38 per hour)	£26,250 (£13.46 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
2431 Architects	<ul style="list-style-type: none"> • Architect • Architectural consultant • Chartered architect • Landscape architect 	£32,900 (£16.87 per hour)	£29,610 (£15.18 per hour)	£26,320 (£13.50 per hour)	£23,030 (£11.81 per hour)	Yes	Yes
2432 Town planning officers	<ul style="list-style-type: none"> • Planning officer (local government: building and contracting) • Town planner • Town planning consultant 	£27,700 (£14.21 per hour)	£24,930 (£12.78 per hour)	£22,160 (£11.36 per hour)	£19,390 (£9.94 per hour)	Yes	Yes
2433 Quantity surveyors	<ul style="list-style-type: none"> • Quantity surveyor • Surveyor (quantity surveying) 	£31,100 (£15.95 per hour)	£27,990 (£14.35 per hour)	£24,880 (£12.76 per hour)	£21,770 (£11.16 per hour)	Yes	Yes
2434 Chartered surveyors	<ul style="list-style-type: none"> • Building surveyor • Chartered surveyor • Hydrographic surveyor • Land surveyor 	£31,400 (£16.10 per hour)	£28,260 (£14.49 per hour)	£25,120 (£12.88 per hour)	£21,980 (£11.27 per hour)	Yes	Yes
2435 Chartered architectural technologists	<ul style="list-style-type: none"> • Architectural technologist 	£30,600 (£15.69 per hour)	£27,540 (£14.12 per hour)	£24,480 (£12.55 per hour)	£21,420 (£10.98 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
2436 Construction project managers and related professionals	<ul style="list-style-type: none"> • Contract manager (building construction) • Project manager (building construction) • Transport planner 	£29,500 (£15.13 per hour)	£26,550 (£13.62 per hour)	£23,600 (£12.10 per hour)	£20,650 (£10.59 per hour)	Yes	Yes
2443 Probation officers	<ul style="list-style-type: none"> • Inspector (National Probation Service) • Probation officer • Youth justice officer 	£33,100 (£16.97 per hour)	£29,790 (£15.28 per hour)	£26,480 (£13.58 per hour)	£23,170 (£11.88 per hour)	Yes	Yes
2449 Welfare professionals not elsewhere classified	<ul style="list-style-type: none"> • Children’s guardian • Rehabilitation officer • Social services officer • Youth worker (professional) 	£26,400 (£13.54 per hour)	£23,760 (£12.18 per hour)	£21,120 (£10.83 per hour)	£18,480 (£9.48 per hour)	Yes	Yes
2451 Librarians	<ul style="list-style-type: none"> • Chartered librarian • Librarian • Technical librarian 	£22,200 (£11.38 per hour)	£19,980 (£10.25 per hour)	£17,760 (£9.11 per hour)	£15,540 (£7.97 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • University librarian 						
2452 Archivists and curators	<ul style="list-style-type: none"> • Archivist • Conservator • Curator • Keeper (art gallery) • Museum officer 	£24,500 (£12.56 per hour)	£22,050 (£11.31 per hour)	£19,600 (£10.05 per hour)	£17,150 (£8.79 per hour)	Yes	Yes
2461 Quality control and planning engineers	<ul style="list-style-type: none"> • Planning engineer • Quality assurance engineer • Quality control officer (professional) • Quality engineer 	£31,600 (£16.21 per hour)	£28,440 (£14.58 per hour)	£25,280 (£12.96 per hour)	£22,120 (£11.34 per hour)	Yes	Yes
2462 Quality assurance and regulatory professionals	<ul style="list-style-type: none"> • Compliance manager • Financial regulator • Patent attorney • Quality assurance manager • Quality manager 	£33,300 (£17.08 per hour)	£29,970 (£15.37 per hour)	£26,640 (£13.66 per hour)	£23,310 (£11.95 per hour)	Yes	Yes
2463 Environmental	<ul style="list-style-type: none"> • Air pollution inspector 	£34,300 (£17.59 per hour)	£30,870 (£15.83 per hour)	£27,440 (£14.07 per hour)	£24,010 (£12.31 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
health professionals	<ul style="list-style-type: none"> • Environmental health officer • Food inspector • Public health inspector • Technical officer (environmental health) 	per hour)	per hour)	per hour)	per hour)		
2471 Journalists, newspaper and periodical editors	<ul style="list-style-type: none"> • Broadcast journalist • Editor • Journalist • Radio journalist • Reporter 	£26,600 (£13.64 per hour)	£23,940 (£12.28 per hour)	£21,280 (£10.91 per hour)	£18,620 (£9.55 per hour)	Yes	Yes
2472 Public relations professionals	<ul style="list-style-type: none"> • Account manager (public relations) • Information officer (public relations) • PR consultant • Press officer • Public relations officer 	£26,300 (£13.49 per hour)	£23,670 (£12.14 per hour)	£21,040 (£10.79 per hour)	£18,410 (£9.44 per hour)	Yes	Yes
2473 Advertising accounts managers and creative directors	<ul style="list-style-type: none"> • Account manager (advertising) • Advertising Manager • Campaign 	£31,500 (£16.15 per hour)	£28,350 (£14.54 per hour)	£25,200 (£12.92 per hour)	£22,050 (£11.31 per hour)	Yes	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	Manager <ul style="list-style-type: none"> • Creative Director • Projects Manager (advertising) 						
3111 Laboratory technicians	<ul style="list-style-type: none"> • Laboratory analyst • Laboratory technician • Medical laboratory assistant • Scientific technician • Water tester 	£18,900 (£9.69 per hour)	£17,010 (£8.72 per hour)	£15,120 (£7.75 per hour)	£13,230 (£6.78 per hour)	Yes	No
3112 Electrical and electronics technicians	<ul style="list-style-type: none"> • Avionics technician • Electrical technician • Electronics technician • Installation engineer (Electricity Supplier) 	£27,800 (£14.26 per hour)	£25,020 (£12.83 per hour)	£22,240 (£11.41 per hour)	£19,460 (£9.98 per hour)	Yes	No
3113 Engineering technicians	<ul style="list-style-type: none"> • Aircraft technician • Commissioning engineer • Engineering 	£29,900 (£15.33 per hour)	£26,910 (£13.80 per hour)	£23,920 (£12.27 per hour)	£20,930 (£10.73 per hour)	Yes	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	technician • Manufacturing engineer • Mechanical technician						
3114 Building and civil engineering technicians	• Building services consultant • Civil engineering technician • Survey technician • Technical assistant (civil engineering)	£23,000 (£11.79 per hour)	£20,700 (£10.62 per hour)	£18,400 (£9.44 per hour)	£16,100 (£8.26 per hour)	Yes	No
3115 Quality assurance technicians	• Quality assurance technician • Quality control technician • Quality officer • Quality technician • Test technician	£24,100 (£12.36 per hour)	£21,690 (£11.12 per hour)	£19,280 (£9.89 per hour)	£16,870 (£8.65 per hour)	Yes	No
3116 Planning, process and production technicians	• Process technician • Production controller • Production planner	£26,000 (£13.33 per hour)	£23,400 (£12.00 per hour)	£20,800 (£10.67 per hour)	£18,200 (£9.33 per hour)	Yes	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Production technician 						
3119 Science, engineering and production technicians not elsewhere classified	<ul style="list-style-type: none"> • School technician • Technical assistant • Technician • Textile consultant • Workshop technician 	£22,300 (£11.44 per hour)	£20,070 (£10.29 per hour)	£17,840 (£9.15 per hour)	£15,610 (£8.01 per hour)	Yes	No
3121 Architectural and town planning technicians	<ul style="list-style-type: none"> • Architectural assistant • Architectural technician • Construction planner • Planning enforcement officer 	£25,300 (£12.97 per hour)	£22,770 (£11.68 per hour)	£20,240 (£10.38 per hour)	£17,710 (£9.08 per hour)	Yes	No
3122 Draughtspersons	<ul style="list-style-type: none"> • CAD operator • Cartographer • Design technician • Draughtsman 	£26,600 (£13.64 per hour)	£23,940 (£12.28 per hour)	£21,280 (£10.91 per hour)	£18,620 (£9.55 per hour)	Yes	No
3131 IT operations technicians	<ul style="list-style-type: none"> • Computer games tester • Database administrator • IT technician 	£24,700 (£12.67 per hour)	£22,230 (£11.40 per hour)	£19,760 (£10.13 per hour)	£17,290 (£8.87 per hour)	Yes	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Network administrator • Systems administrator 						
3132 IT user support technicians	<ul style="list-style-type: none"> • Customer support analyst • Help desk operator • IT support technician • Systems support officer 	£23,800 (£12.21 per hour)	£21,420 (£10.98 per hour)	£19,040 (£9.76 per hour)	£16,660 (£8.54 per hour)	Yes	No
3216 Dispensing opticians	<ul style="list-style-type: none"> • Dispensing optician • Optical dispenser 	£19,200 (£9.85 per hour)	£17,280 (£8.86 per hour)	£15,360 (£7.88 per hour)	£13,440 (£6.89 per hour)	No	No
3217 Pharmaceutical technicians	<ul style="list-style-type: none"> • Dispensing technician • Pharmaceutical technician • Pharmacy technician 	£22,200 (£11.38 per hour)	£19,980 (£10.25 per hour)	£17,760 (£9.11 per hour)	£15,540 (£7.97 per hour)	No	No
3231 Youth and community workers	<ul style="list-style-type: none"> • Community development officer • Youth and community worker • Youth project coordinator 	£23,200 (£11.90 per hour)	£20,880 (£10.71 per hour)	£18,560 (£9.52 per hour)	£16,240 (£8.33 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Youth worker 						
3234 Housing officers	<ul style="list-style-type: none"> • Housing adviser • Housing officer • Homeless prevention officer • Housing support officer 	£24,900 (£12.77 per hour)	£22,410 (£11.49 per hour)	£19,920 (£10.22 per hour)	£17,430 (£8.94 per hour)	No	No
3235 Counsellors	<ul style="list-style-type: none"> • Counsellor (welfare services) • Debt adviser • Drugs and alcohol counsellor • Student counsellor 	£22,700 (£11.64 per hour)	£20,430 (£10.48 per hour)	£18,160 (£9.31 per hour)	£15,890 (£8.15 per hour)	No	No
3239 Welfare and housing associate professionals not elsewhere classified	<ul style="list-style-type: none"> • Day centre officer • Health coordinator • Key worker (welfare services) • Outreach worker (welfare services) • Probation services officer • Project worker 	£21,700 (£11.13 per hour)	£19,530 (£10.02 per hour)	£17,360 (£8.90 per hour)	£15,190 (£7.79 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	(welfare services)						
3312 Police officers (sergeant and below)	<ul style="list-style-type: none"> • Detective (police service) • Police constable • Police officer • Sergeant • Transport police officer 	£34,200 (£17.54 per hour)	£30,780 (£15.78 per hour)	£27,360 (£14.03 per hour)	£23,940 (£12.28 per hour)	No	No
3313 Fire service officers (watch manager and below)	<ul style="list-style-type: none"> • Fire engineer • Fire safety officer • Firefighter • Watch manager (fire service) 	£33,000 (£16.92 per hour)	£29,700 (£15.23 per hour)	£26,400 (£13.54 per hour)	£23,100 (£11.85 per hour)	No	No
3319 Protective service associate professionals not elsewhere classified	<ul style="list-style-type: none"> • Customs officer • Immigration officer • Operations manager (security services) • Scenes of crime officer • Security manager 	£29,500 (£15.13 per hour)	£26,550 (£13.62 per hour)	£23,600 (£12.10 per hour)	£20,650 (£10.59 per hour)	No	No
3411 Artists	<ul style="list-style-type: none"> • Artist • Illustrator • Portrait painter 	£20,500 (£10.51 per hour)	£18,450 (£9.46 per hour)	£16,400 (£8.41 per hour)	£14,350 (£7.36 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Sculptor 						
3412 Authors, writers and translators	<ul style="list-style-type: none"> • Copywriter • Editor (books) • Interpreter • Technical author • Translator • Writer 	£26,000 (£13.33 per hour)	£23,400 (£12.00 per hour)	£20,800 (£10.67 per hour)	£18,200 (£9.33 per hour)	No	No
3413 Actors, entertainers and presenters	<ul style="list-style-type: none"> • Actor • Disc jockey • Entertainer • Presenter (broadcasting) • Singer 	£31,100 (£15.95 per hour)	£27,990 (£14.35 per hour)	£24,880 (£12.76 per hour)	£21,770 (£11.16 per hour)	No	No
3414 Dancers and choreographers	<ul style="list-style-type: none"> • Ballet dancer • Choreographer • Dancer • Dance teacher 	£21,200 (£10.87 per hour)	£19,080 (£9.78 per hour)	£16,960 (£8.70 per hour)	£14,840 (£7.61 per hour)	No	No
3415 Musicians	<ul style="list-style-type: none"> • Composer • Musician • Organist • Pianist • Song writer • Violinist 	£31,200 (£16.00 per hour)	£28,080 (£14.40 per hour)	£24,960 (£12.80 per hour)	£21,840 (£11.20 per hour)	No	Yes
3416 Arts officers, producers and directors	<ul style="list-style-type: none"> • Film editor • Production assistant (broadcasting) • Studio manager 	£29,200 (£14.97 per hour)	£26,280 (£13.48 per hour)	£23,360 (£11.98 per hour)	£20,440 (£10.48 per hour)	No	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Television producer • Theatrical agent 						
3417 Photographers, audio-visual and broadcasting equipment operators	<ul style="list-style-type: none"> • Audio visual technician • Cameraman • Photographer • Projectionist • Sound engineer • Theatre technician (entertainment) 	£20,200 (£10.36 per hour)	£18,180 (£9.32 per hour)	£16,160 (£8.29 per hour)	£14,140 (£7.25 per hour)	No	No
3421 Graphic designers	<ul style="list-style-type: none"> • Commercial artist • Designer (advertising) • Graphic artist • Graphic designer • MAC operator 	£23,000 (£11.79 per hour)	£20,700 (£10.62 per hour)	£18,400 (£9.44 per hour)	£16,100 (£8.26 per hour)	No	No
3422 Product, clothing and related designers	<ul style="list-style-type: none"> • Design consultant • Fashion designer • Furniture designer • Interior designer • Kitchen designer • Textile designer 	£26,800 (£13.74 per hour)	£24,120 (£12.37 per hour)	£21,440 (£10.99 per hour)	£18,760 (£9.62 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
3443 Fitness instructors	<ul style="list-style-type: none"> • Aerobics instructor • Fitness instructor • Gym instructor • Lifestyle consultant • Personal trainer • Pilates instructor 	£15,700 (£8.05 per hour)	£14,130 (£7.25 per hour)	£12,560 (£6.44 per hour)	£10,990 (£5.64 per hour)	No	No
3511 Air traffic controllers	<ul style="list-style-type: none"> • Air traffic control officer • Air traffic controller • Air traffic services assistant • Flight planner 	£60,500 (£31.03 per hour)	£54,450 (£27.92 per hour)	£48,400 (£24.82 per hour)	£42,350 (£21.72 per hour)	No	No
3512 Aircraft pilots and flight engineers	<ul style="list-style-type: none"> • Airline pilot • First officer (airlines) • Flight engineer • Flying instructor • Helicopter pilot 	£50,800 (£26.05 per hour)	£45,720 (£23.45 per hour)	£40,640 (£20.84 per hour)	£35,560 (£18.24 per hour)	No	Yes
3513 Ship and hovercraft officers	<ul style="list-style-type: none"> • Chief engineer (shipping) • Marine engineer (shipping) • Merchant navy officer 	£32,700 (£16.77 per hour)	£29,430 (£15.09 per hour)	£26,160 (£13.42 per hour)	£22,890 (£11.74 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Petty officer • Tug master • Yacht skipper 						
3520 Legal associate professionals	<ul style="list-style-type: none"> • Barrister’s clerk • Compliance officer • Conveyancer • Legal executive • Litigator • Paralegal 	£21,500 (£11.03 per hour)	£19,350 (£9.92 per hour)	£17,200 (£8.82 per hour)	£15,050 (£7.72 per hour)	No	No
3531 Estimators, valuers and assessors	<ul style="list-style-type: none"> • Claims assessor • Claims investigator • Engineering surveyor • Estimator • Loss adjuster • Valuer 	£26,200 (£13.44 per hour)	£23,580 (£12.09 per hour)	£20,960 (£10.75 per hour)	£18,340 (£9.41 per hour)	No	No
3532 Brokers	<ul style="list-style-type: none"> • Foreign exchange dealer • Insurance broker • Investment administrator • Stockbroker • Trader (stock exchange) 	£35,400 (£18.15 per hour)	£31,860 (£16.34 per hour)	£28,320 (£14.52 per hour)	£24,780 (£12.71 per hour)	No	Yes
3533 Insurance underwriters	<ul style="list-style-type: none"> • Account handler (insurance) 	£29,100 (£14.92 per hour)	£26,190 (£13.43 per hour)	£23,280 (£11.94 per hour)	£20,370 (£10.45 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Commercial underwriter • Insurance inspector • Mortgage underwriter • Underwriter 						
3534 Finance and investment analysts and advisers	<ul style="list-style-type: none"> • Financial adviser • Financial analyst • Financial consultant • Mortgage adviser • Pensions consultant 	£28,600 (£14.67 per hour)	£25,740 (£13.20 per hour)	£22,880 (£11.73 per hour)	£20,020 (£10.27 per hour)	No	Yes
3535 Taxation experts	<ul style="list-style-type: none"> • Tax adviser • Tax consultant • Tax inspector • Taxation specialist 	£37,700 (£19.33 per hour)	£33,930 (£17.40 per hour)	£30,160 (£15.47 per hour)	£26,390 (£13.53 per hour)	No	Yes
3536 Importers and exporters	<ul style="list-style-type: none"> • Export controller • Export coordinator • Exporter • Import agent • Importer 	£24,100 (£12.36 per hour)	£21,690 (£11.12 per hour)	£19,280 (£9.89 per hour)	£16,870 (£8.65 per hour)	No	No
3537 Financial	<ul style="list-style-type: none"> • Accounting 	£31,100	£27,990	£24,880	£21,770	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
and accounting technicians	<ul style="list-style-type: none"> • technician • Business associate (banking) • Financial controller • Insolvency administrator • Managing clerk (accountancy) 	(£15.95 per hour)	(£14.35 per hour)	(£12.76 per hour)	(£11.16 per hour)		
3538 Financial accounts managers	<ul style="list-style-type: none"> • Accounts manager • Audit manager • Credit manager • Fund manager • Relationship manager (bank) 	£29,800 (£15.28 per hour)	£26,820 (£13.75 per hour)	£23,840 (£12.23 per hour)	£20,860 (£10.70 per hour)	No	Yes
3539 Business and related associate professionals not elsewhere classified	<ul style="list-style-type: none"> • Business systems analyst • Data analyst • Marine consultant • Planning assistant • Project administrator • Project coordinator 	£24,200 (£12.41 per hour)	£21,780 (£11.17 per hour)	£19,360 (£9.93 per hour)	£16,940 (£8.69 per hour)	No	No
3541 Buyers and procurement officers	<ul style="list-style-type: none"> • Buyer • Procurement officer 	£26,300 (£13.49 per hour)	£23,670 (£12.14 per hour)	£21,040 (£10.79 per hour)	£18,410 (£9.44 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Purchasing consultant 						
3542 Business sales executives	<ul style="list-style-type: none"> • Corporate account executive • Sales agent • Sales consultant • Sales executive • Technical representative 	£26,700 (£13.69 per hour)	£24,030 (£12.32 per hour)	£21,360 (£10.95 per hour)	£18,690 (£9.58 per hour)	No	No
3543 Marketing associate professionals	<ul style="list-style-type: none"> • Business development executive • Fundraiser • Market research analyst • Marketing consultant • Marketing executive 	£23,600 (£12.10 per hour)	£21,240 (£10.89 per hour)	£18,880 (£9.68 per hour)	£16,520 (£8.47 per hour)	No	No
3544 Estate agents and auctioneers	<ul style="list-style-type: none"> • Auctioneer • Auctioneer and valuer • Estate agent • Letting agent • Property consultant 	£21,300 (£10.92 per hour)	£19,170 (£9.83 per hour)	£17,040 (£8.74 per hour)	£14,910 (£7.65 per hour)	No	No
3545 Sales accounts and business	<ul style="list-style-type: none"> • Account manager (sales) • Area sales 	£35,100 (£18.00 per hour)	£31,590 (£16.20 per hour)	£28,080 (£14.40 per hour)	£24,570 (£12.60 per hour)	No	Yes

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
development managers	<ul style="list-style-type: none"> • manager • Business development manager • Product development manager • Sales manager 						
3546 Conference and exhibition managers and organisers	<ul style="list-style-type: none"> • Conference coordinator • Event organiser • Events manager • Exhibition organiser • Hospitality manager 	£21,700 (£11.13 per hour)	£19,530 (£10.02 per hour)	£17,360 (£8.90 per hour)	£15,190 (£7.79 per hour)	No	No
3550 Conservation and environmental associate professionals	<ul style="list-style-type: none"> • Conservation worker • Countryside ranger • National park warden • Park ranger 	£20,900 (£10.72 per hour)	£18,810 (£9.65 per hour)	£16,720 (£8.57 per hour)	£14,630 (£7.50 per hour)	No	No
3561 Public services associate professionals	<ul style="list-style-type: none"> • Higher executive officer (government) • Principal revenue officer (local government) • Senior 	£31,700 (£16.26 per hour)	£28,530 (£14.63 per hour)	£25,360 (£13.01 per hour)	£22,190 (£11.38 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	executive officer (government)						
3562 Human resources and industrial relations officers	<ul style="list-style-type: none"> • Employment adviser • Human resources officer • Personnel officer • Recruitment consultant 	£23,600 (£12.10 per hour)	£21,240 (£10.89 per hour)	£18,880 (£9.68 per hour)	£16,520 (£8.47 per hour)	No	No
3563 Vocational and industrial trainers and instructors	<ul style="list-style-type: none"> • IT trainer • NVQ assessor • Technical instructor • Training consultant • Training manager 	£24,500 (£12.56 per hour)	£22,050 (£11.31 per hour)	£19,600 (£10.05 per hour)	£17,150 (£8.79 per hour)	No	No
3564 Careers advisers and vocational guidance specialists	<ul style="list-style-type: none"> • Careers adviser • Careers consultant • Careers teacher • Placement officer 	£23,100 (£11.85 per hour)	£20,790 (£10.66 per hour)	£18,480 (£9.48 per hour)	£16,170 (£8.29 per hour)	No	No
3565 Inspectors of standards and regulations	<ul style="list-style-type: none"> • Building inspector • Driving examiner • Housing inspector 	£28,600 (£14.67 per hour)	£25,740 (£13.20 per hour)	£22,880 (£11.73 per hour)	£20,020 (£10.27 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Meat hygiene inspector • Trading standards officer 						
3567 Health and safety officers	<ul style="list-style-type: none"> • Fire protection engineer (professional) • Health and safety officer • Occupational hygienist • Safety consultant • Safety officer 	£31,000 (£15.90 per hour)	£27,900 (£14.31 per hour)	£24,800 (£12.72 per hour)	£21,700 (£11.13 per hour)	No	No
4112 National government administrative occupations	<ul style="list-style-type: none"> • Administrative assistant (courts of justice) • Administrative officer (government) • Civil servant (EO) • Clerk (government) • Revenue officer (government) 	£21,800 (£11.18 per hour)	£19,620 (£10.06 per hour)	£17,440 (£8.94 per hour)	£15,260 (£7.83 per hour)	No	No
4114 Officers of non-governmental organisations	<ul style="list-style-type: none"> • Administrator (charitable organisation) • Organiser (trade union) 	£23,900 (£12.26 per hour)	£21,510 (£11.03 per hour)	£19,120 (£9.81 per hour)	£16,730 (£8.58 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Secretary (research association) • Trade union official 						
4134 Transport and distribution clerks and assistants	<ul style="list-style-type: none"> • Export clerk • Logistics controller • Shipping clerk • Transport administrator • Transport clerk • Transport coordinator 	£22,400 (£11.49 per hour)	£20,160 (£10.34 per hour)	£17,920 (£9.19 per hour)	£15,680 (£8.04 per hour)	No	No
4151 Sales administrators	<ul style="list-style-type: none"> • Marketing administrator • Sales administrator • Sales clerk • Sales coordinator 	£19,400 (£9.95 per hour)	£17,460 (£8.95 per hour)	£15,520 (£7.96 per hour)	£13,580 (£6.96 per hour)	No	No
4161 Office managers	<ul style="list-style-type: none"> • Business support manager • Delivery office manager • Office manager • Practice manager • Sales administration manager 	£25,100 (£12.87 per hour)	£22,590 (£11.58 per hour)	£20,080 (£10.30 per hour)	£17,570 (£9.01 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Sales office manager 						
4214 Company secretaries	<ul style="list-style-type: none"> • Assistant secretary • Club secretary • Company secretary 	£23,700 (£12.15 per hour)	£21,330 (£10.94 per hour)	£18,960 (£9.72 per hour)	£16,590 (£8.51 per hour)	No	No
4215 Personal assistants and other secretaries	<ul style="list-style-type: none"> • Executive assistant • PA-secretary • Personal assistant • Personal secretary • Secretary 	£22,300 (£11.44 per hour)	£20,070 (£10.29 per hour)	£17,840 (£9.15 per hour)	£15,610 (£8.01 per hour)	No	No
5111 Farmers	<ul style="list-style-type: none"> • Agricultural contractor • Agricultural technician • Crofter (farming) • Farmer • Herd manager 	£21,100 (£10.82 per hour)	£18,990 (£9.74 per hour)	£16,880 (£8.66 per hour)	£14,770 (£7.57 per hour)	No	No
5112 Horticultural trades	<ul style="list-style-type: none"> • Grower • Horticulturalist (market gardening) • Market Gardener • Nursery 	£19,000 (£9.74 per hour)	£17,100 (£8.77 per hour)	£15,200 (£7.79 per hour)	£13,300 (£6.82 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	Assistant (agriculture) • Nurseryman						
5113 Gardeners and landscape gardeners	• Garden designer • Gardener • Gardener-handyman • Landscape gardener	£19,200 (£9.85 per hour)	£17,280 (£8.86 per hour)	£15,360 (£7.88 per hour)	£13,440 (£6.89 per hour)	No	No
5114 Groundsmen and greenkeepers	• Greenkeeper • Groundsman • Groundsperson	£19,000 (£9.74 per hour)	£17,100 (£8.77 per hour)	£15,200 (£7.79 per hour)	£13,300 (£6.82 per hour)	No	No
5119 Agricultural and fishing trades not elsewhere classified	• Aboricultural consultant • Bee farmer • Gamekeeper • Share fisherman • Trawler skipper • Tree surgeon	£22,000 (£11.28 per hour)	£19,800 (£10.15 per hour)	£17,600 (£9.03 per hour)	£15,400 (£7.90 per hour)	No	No
5211 Smiths and forge workers	• Blacksmith • Chain repairer • Farrier • Pewtersmith • Steel presser	£19,100 (£9.79 per hour)	£17,190 (£8.82 per hour)	£15,280 (£7.84 per hour)	£13,370 (£6.86 per hour)	No	No
5212 Moulders, core makers and die casters	• Core Maker (metal trades) • Die Caster	£17,700 (£9.08 per hour)	£15,930 (£8.17 per hour)	£14,160 (£7.26 per hour)	£12,390 (£6.35 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Moulder (metal trades) • Pipe Maker (foundry) 						
5213 Sheet metal workers	<ul style="list-style-type: none"> • Coppersmith • Panel beater (metal trades) • Sheet metal fabricator • Sheet metal worker 	£20,700 (£10.62 per hour)	£18,630 (£9.55 per hour)	£16,560 (£8.49 per hour)	£14,490 (£7.43 per hour)	No	No
5214 Metal plate workers, and riveters	<ul style="list-style-type: none"> • Boiler maker • Metal plate worker • Plater • Plater-welder 	£27,700 (£14.21 per hour)	£24,930 (£12.78 per hour)	£22,160 (£11.36 per hour)	£19,390 (£9.94 per hour)	No	No
5215 Welding trades	<ul style="list-style-type: none"> • Fabricator-welder • Fitter-welder • Spot welder (metal) • Welder • Welding technician 	£23,100 (£11.85 per hour)	£20,790 (£10.66 per hour)	£18,480 (£9.48 per hour)	£16,170 (£8.29 per hour)	No	No
5216 Pipe fitters	<ul style="list-style-type: none"> • Pipe engineer • Pipe fitter • Pipe welder-fitter 	£31,700 (£16.26 per hour)	£28,530 (£14.63 per hour)	£25,360 (£13.01 per hour)	£22,190 (£11.38 per hour)	No	No
5221 Metal	<ul style="list-style-type: none"> • CNC machinist 	£24,000	£21,600	£19,200	£16,800	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
machining	<ul style="list-style-type: none"> • CNC programmer • Centre lathe turner • Miller (metal trades) • Tool setter • Turner 	(£12.31 per hour)	(£11.08 per hour)	(£9.85 per hour)	(£8.62 per hour)		
5222 Tool makers, tool fitters and markers-out	<ul style="list-style-type: none"> • Die maker • Engineer-toolmaker • Jig maker • Marker-out (engineering) • Tool fitter • Tool maker 	£27,100 (£13.90 per hour)	£24,390 (£12.51 per hour)	£21,680 (£11.12 per hour)	£18,970 (£9.73 per hour)	No	No
5223 Metal working production and maintenance fitters	<ul style="list-style-type: none"> • Agricultural engineer • Bench fitter • Engineering machinist • Fabricator • Installation engineer • Maintenance fitter • Mechanical engineer 	£24,700 (£12.67 per hour)	£22,230 (£11.40 per hour)	£19,760 (£10.13 per hour)	£17,290 (£8.87 per hour)	No	No
5224 Precision instrument makers and	<ul style="list-style-type: none"> • Calibration engineer • Horologist 	£23,300 (£11.95 per hour)	£20,970 (£10.75 per hour)	£18,640 (£9.56 per hour)	£16,310 (£8.36 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
repairers	<ul style="list-style-type: none"> • Instrument maker • Instrument mechanic • Instrument technician • Optical technician • Precision engineer • Watchmaker 						
5225 Air conditioning and refrigeration engineers	<ul style="list-style-type: none"> • Air conditioning engineer • Air conditioning fitter • Refrigeration engineer • Refrigeration technician • Service engineer (refrigeration) 	£28,000 (£14.36 per hour)	£25,200 (£12.92 per hour)	£22,400 (£11.49 per hour)	£19,600 (£10.05 per hour)	No	No
5231 Vehicle technicians, mechanics and electricians	<ul style="list-style-type: none"> • Auto electrician • Car mechanic • HGV mechanic • Mechanic (garage) • MOT tester • Motor mechanic 	£22,800 (£11.69 per hour)	£20,520 (£10.52 per hour)	£18,240 (£9.35 per hour)	£15,960 (£8.18 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Motor vehicle technician • Technician (motor vehicles) • Vehicle technician 						
5232 Vehicle body builders and repairers	<ul style="list-style-type: none"> • Bodyshop technician • Car body repairer • Coach builder • Panel beater • Restoration technician (motor vehicles) • Vehicle builder 	£22,600 (£11.59 per hour)	£20,340 (£10.43 per hour)	£18,080 (£9.27 per hour)	£15,820 (£8.11 per hour)	No	No
5234 Vehicle paint technicians	<ul style="list-style-type: none"> • Car paint sprayer • Coach painter • Paint technician (motor vehicles) • Vehicle refinisher 	£23,300 (£11.95 per hour)	£20,970 (£10.75 per hour)	£18,640 (£9.56 per hour)	£16,310 (£8.36 per hour)	No	No
5235 Aircraft maintenance and related trades	<ul style="list-style-type: none"> • Aeronautical engineer • Aircraft electrician • Aircraft engineer • Aircraft fitter • Aircraft 	£29,500 (£15.13 per hour)	£26,550 (£13.62 per hour)	£23,600 (£12.10 per hour)	£20,650 (£10.59 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	mechanic • Maintenance engineer (aircraft)						
5236 Boat and ship builders and repairers	<ul style="list-style-type: none"> • Boat builder • Fitter (boat building) • Frame turner (ship building) • Marine engineer • Ship's joiner • Shipwright 	£23,800 (£12.21 per hour)	£21,420 (£10.98 per hour)	£19,040 (£9.76 per hour)	£16,660 (£8.54 per hour)	No	No
5237 Rail and rolling stock builders and repairers	<ul style="list-style-type: none"> • Coach repairer (railways) • Mechanical fitter (railway and rolling stock) • Railway engineer • Rolling stock technician 	£37,100 (£19.03 per hour)	£33,390 (£17.12 per hour)	£29,680 (£15.22 per hour)	£25,970 (£13.32 per hour)	No	No
5241 Electricians and electrical fitters	<ul style="list-style-type: none"> • Electrical contractor • Electrical engineer • Electrical fitter • Electrician 	£26,400 (£13.54 per hour)	£23,760 (£12.18 per hour)	£21,120 (£10.83 per hour)	£18,480 (£9.48 per hour)	No	No
5242 Telecommunicati	<ul style="list-style-type: none"> • Cable jointer • Customer 	£28,500 (£14.62 per hour)	£25,650 (£13.15 per hour)	£22,800 (£11.69 per hour)	£19,950 (£10.23 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
ons engineers	<ul style="list-style-type: none"> • service engineer (telecommunications) • Installation engineer (telecommunications) • Network officer (telecommunications) • Telecommunications engineer • Telephone engineer 	per hour)	per hour)	per hour)	per hour)		
5244 TV, video and audio engineers	<ul style="list-style-type: none"> • Installation engineer (radio, television and video) • Satellite engineer • Service engineer (radio, television and video) • Technician (radio, television and video) • Television engineer 	£22,000 (£11.28 per hour)	£19,800 (£10.15 per hour)	£17,600 (£9.03 per hour)	£15,400 (£7.90 per hour)	No	No
5245 IT engineers	<ul style="list-style-type: none"> • Computer repairer 	£21,900 (£11.23)	£19,710 (£10.11)	£17,520 (£8.98)	£15,330 (£7.86)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Computer service engineer • Hardware engineer (computer) • Maintenance engineer (computer servicing) 	per hour)	per hour)	per hour)	per hour)		
5249 Electrical and electronic trades not elsewhere classified	<ul style="list-style-type: none"> • Alarm engineer • Electronics engineer • Field engineer • Linesman • Service engineer 	£28,200 (£14.46 per hour)	£25,380 (£13.02 per hour)	£22,560 (£11.57 per hour)	£19,740 (£10.12 per hour)	No	No
5250 Skilled metal, electrical and electronic trades supervisors	<ul style="list-style-type: none"> • Electrical supervisor • Maintenance supervisor (manufacturing) • Workshop manager 	£31,900 (£16.36 per hour)	£28,710 (£14.72 per hour)	£25,520 (£13.09 per hour)	£22,330 (£11.45 per hour)	No	No
5311 Steel erectors	<ul style="list-style-type: none"> • Steel erector • Steel fabricator • Steel worker (structural engineering) 	£23,900 (£12.26 per hour)	£21,510 (£11.03 per hour)	£19,120 (£9.81 per hour)	£16,730 (£8.58 per hour)	No	No
5312 Bricklayers and masons	<ul style="list-style-type: none"> • Bricklayer • Dry stone 	£23,300 (£11.95 per hour)	£20,970 (£10.75 per hour)	£18,640 (£9.56 per hour)	£16,310 (£8.36 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	waller • Stone mason	per hour)	per hour)	hour)	hour)		
5313 Roofers, roof tilers and slaters	<ul style="list-style-type: none"> • Mastic asphalt spreader • Roof tiler • Roofer • Roofing contractor • Slater • Thatcher 	£20,200 (£10.36 per hour)	£18,180 (£9.32 per hour)	£16,160 (£8.29 per hour)	£14,140 (£7.25 per hour)	No	No
5314 Plumbers and heating and ventilating engineers	<ul style="list-style-type: none"> • Gas engineer • Gas service engineer • Heating and ventilating engineer • Heating engineer • Plumber • Plumbing and heating engineer 	£26,700 (£13.69 per hour)	£24,030 (£12.32 per hour)	£21,360 (£10.95 per hour)	£18,690 (£9.58 per hour)	No	No
5315 Carpenters and joiners	<ul style="list-style-type: none"> • Carpenter • Carpenter and joiner • Joiner • Kitchen fitter • Shop fitter 	£22,500 (£11.54 per hour)	£20,250 (£10.38 per hour)	£18,000 (£9.23 per hour)	£15,750 (£8.08 per hour)	No	No
5316 Glaziers, window fabricators and	<ul style="list-style-type: none"> • Glass Cutter • Glazier • Installer 	£19,200 (£9.85 per hour)	£17,280 (£8.86 per hour)	£15,360 (£7.88 per hour)	£13,440 (£6.89 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
fitters	(double glazing) • Window fabricator • Window fitter						
5319 Construction and building trades not elsewhere classified	• Acoustician • Builder • Building contractor • Fencer • Maintenance manager (buildings and other structures) • Property developer (building construction)	£22,200 (£11.38 per hour)	£19,980 (£10.25 per hour)	£17,760 (£9.11 per hour)	£15,540 (£7.97 per hour)	No	No
5321 Plasterers	• Fibrous plasterer • Plasterer • Plastering contractor	£24,000 (£12.31 per hour)	£21,600 (£11.08 per hour)	£19,200 (£9.85 per hour)	£16,800 (£8.62 per hour)	No	No
5322 Floorers and wall tilers	• Carpet fitter • Ceramic tiler • Flooring contractor • Mosaic floor layer	£23,000 (£11.79 per hour)	£20,700 (£10.62 per hour)	£18,400 (£9.44 per hour)	£16,100 (£8.26 per hour)	No	No
5323 Painters and decorators	• Artexer • French polisher	£21,200 (£10.87)	£19,080 (£9.78)	£16,960 (£8.70)	£14,840 (£7.61)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Paper hanger • Ship sprayer • Wood stainer 	per hour)	per hour)	per hour)	per hour)		
5330 Construction and building trades supervisors	<ul style="list-style-type: none"> • Builder's foreman • Construction foreman • Construction supervisor • Maintenance supervisor • Site foreman 	£32,200 (£16.51 per hour)	£28,980 (£14.86 per hour)	£25,760 (£13.21 per hour)	£22,540 (£11.56 per hour)	No	No
5411 Weavers and knitters	<ul style="list-style-type: none"> • Carpet weaver • Knitter • Knitwear manufacturer • Weaver 	£18,600 (£9.54 per hour)	£16,740 (£8.58 per hour)	£14,880 (£7.63 per hour)	£13,020 (£6.68 per hour)	No	No
5412 Upholsterers	<ul style="list-style-type: none"> • Curtain fitter • Curtain maker • Soft furnisher • Trimmer (furniture mfr) • Upholsterer 	£18,400 (£9.44 per hour)	£16,560 (£8.49 per hour)	£14,720 (£7.55 per hour)	£12,880 (£6.61 per hour)	No	No
5413 Footwear and leather working trades	<ul style="list-style-type: none"> • Cobbler • Leather worker (leather goods mfr) • Machinist (leather goods mfr) 	£17,100 (£8.77 per hour)	£15,390 (£7.89 per hour)	£13,680 (£7.02 per hour)	£11,970 (£6.14 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Shoe machinist • Shoe repairer 						
5414 Tailors and dressmakers	<ul style="list-style-type: none"> • Cutter (hosiery, knitwear mfr) • Dressmaker • Fabric cutter • Tailor • Tailoress 	£18,000 (£9.23 per hour)	£16,200 (£8.31 per hour)	£14,400 (£7.38 per hour)	£12,600 (£6.46 per hour)	No	No
5419 Textiles, garments and related trades not elsewhere classified	<ul style="list-style-type: none"> • Clothing manufacturer • Embroiderer • Hand sewer • Sail maker • Upholstery cutter 	£15,800 (£8.10 per hour)	£14,220 (£7.29 per hour)	£12,640 (£6.48 per hour)	£11,060 (£5.67 per hour)	No	No
5421 Pre-press technicians	<ul style="list-style-type: none"> • Compositor • Plate maker • Pre-press manager • Pre-press technician • Type setter 	£18,800 (£9.64 per hour)	£16,920 (£8.68 per hour)	£15,040 (£7.71 per hour)	£13,160 (£6.75 per hour)	No	No
5422 Printers	<ul style="list-style-type: none"> • Lithographic printer • Machine minder (printing) • Print manager • Screen printer • Wallpaper printer 	£21,800 (£11.18 per hour)	£19,620 (£10.06 per hour)	£17,440 (£8.94 per hour)	£15,260 (£7.83 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
5423 Print finishing and binding workers	<ul style="list-style-type: none"> • Binder’s assistant • Book binder • Finishing supervisor (printing) • Print finisher 	£18,800 (£9.64 per hour)	£16,920 (£8.68 per hour)	£15,040 (£7.71 per hour)	£13,160 (£6.75 per hour)	No	No
5431 Butchers	<ul style="list-style-type: none"> • Butcher • Butcher’s assistant • Butchery manager • Master butcher • Slaughterman 	£20,400 (£10.46 per hour)	£18,360 (£9.42 per hour)	£16,320 (£8.37 per hour)	£14,280 (£7.32 per hour)	No	No
5432 Bakers and flour confectioners	<ul style="list-style-type: none"> • Baker • Baker’s assistant • Bakery manager • Cake decorator • Confectioner 	£18,900 (£9.69 per hour)	£17,010 (£8.72 per hour)	£15,120 (£7.75 per hour)	£13,230 (£6.78 per hour)	No	No
5433 Fishmongers and poultry dressers	<ul style="list-style-type: none"> • Butcher (fish, poultry) • Filleter (fish) • Fish processor • Fishmonger • Poultry processor 	£17,100 (£8.77 per hour)	£15,390 (£7.89 per hour)	£13,680 (£7.02 per hour)	£11,970 (£6.14 per hour)	No	No
5434 Chefs	<ul style="list-style-type: none"> • Chef • Chef-manager 	£17,100 (£8.77 per hour)	£15,390 (£7.89 per hour)	£13,680 (£7.02 per hour)	£11,970 (£6.14 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Head chef • Pastry chef 	per hour)	per hour)	per hour)	per hour)		
5436 Catering and bar managers	<ul style="list-style-type: none"> • Bar manager • Catering manager • Floor manager (restaurant) • Kitchen manager • Steward (club) 	£18,600 (£9.54 per hour)	£16,740 (£8.58 per hour)	£14,880 (£7.63 per hour)	£13,020 (£6.68 per hour)	No	No
5441 Glass and ceramics makers, decorators and finishers	<ul style="list-style-type: none"> • Ceramic artist • Glass blower • Potter (ceramics mfr) • Pottery worker • Sprayer (ceramics mfr) • Stained glass artist 	£19,900 (£10.21 per hour)	£17,910 (£9.18 per hour)	£15,920 (£8.16 per hour)	£13,930 (£7.14 per hour)	No	No
5442 Furniture makers and other craft woodworkers	<ul style="list-style-type: none"> • Antiques restorer • Cabinet maker • Coffin maker • Furniture restorer • Picture framer • Sprayer (furniture mfr) 	£20,000 (£10.26 per hour)	£18,000 (£9.23 per hour)	£16,000 (£8.21 per hour)	£14,000 (£7.18 per hour)	No	No
5443 Florists	<ul style="list-style-type: none"> • Floral assistant • Floral designer 	£14,200 (£7.28)	£12,780 (£6.55)	£11,360 (£5.83)	£9,940 (£5.10)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	<ul style="list-style-type: none"> • Florist • Flower arranger 	per hour)	per hour)	per hour)	per hour)		
5449 Other skilled trades not elsewhere classified	<ul style="list-style-type: none"> • Diamond mounter • Engraver • Goldsmith • Paint sprayer • Piano tuner • Sign maker • Silversmith • Wig maker 	£21,400 (£10.97 per hour)	£19,260 (£9.88 per hour)	£17,120 (£8.78 per hour)	£14,980 (£7.68 per hour)	No	No
6121 Nursery nurses and assistants	<ul style="list-style-type: none"> • Crèche assistant • Crèche worker • Nursery assistant • Nursery nurse 	£15,000 (£7.69 per hour)	£13,500 (£6.92 per hour)	£12,000 (£6.15 per hour)	£10,500 (£5.38 per hour)	No	No
6122 Childminders and related occupations	<ul style="list-style-type: none"> • Au pair • Child care assistant • Child minder • Nanny 	£17,500 (£8.97 per hour)	£15,750 (£8.08 per hour)	£14,000 (£7.18 per hour)	£12,250 (£6.28 per hour)	No	No
6123 Playworkers	<ul style="list-style-type: none"> • Playgroup assistant • Playgroup leader • Playgroup supervisor • Playworker 	£13,300 (£6.82 per hour)	£11,970 (£6.14 per hour)	£10,640 (£5.46 per hour)	£9,310 (£4.77 per hour)	No	No
6125 Teaching	<ul style="list-style-type: none"> • Classroom 	£15,300	£13,770	£12,240	£10,710	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
assistants	assistant <ul style="list-style-type: none"> • School assistant • Teaching assistant 	(£7.85 per hour)	(£7.06 per hour)	(£6.28 per hour)	(£5.49 per hour)		
6126 Educational support assistants	<ul style="list-style-type: none"> • Education support assistant • Learning support assistant • Non-teaching assistant (schools) • Special needs assistant (educational establishments) • Support assistant (educational establishments) 	£14,700 (£7.54 per hour)	£13,230 (£6.78 per hour)	£11,760 (£6.03 per hour)	£10,290 (£5.28 per hour)	No	No
6131 Veterinary nurses	<ul style="list-style-type: none"> • Animal nurse • Veterinary nurse 	£18,100 (£9.28 per hour)	£16,290 (£8.35 per hour)	£14,480 (£7.43 per hour)	£12,670 (£6.50 per hour)	No	No
6139 Animal care services occupations not elsewhere classified	<ul style="list-style-type: none"> • Animal technician • Canine beautician • Groom • Kennel assistant • Kennel maid • Stable hand 	£17,800 (£9.13 per hour)	£16,020 (£8.22 per hour)	£14,240 (£7.30 per hour)	£12,460 (£6.39 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
6144 Houseparents and residential wardens	<ul style="list-style-type: none"> • Foster carer • Matron (residential home) • Resident warden • Team leader (residential care home) • Warden (sheltered housing) 	£18,300 (£9.38 per hour)	£16,470 (£8.45 per hour)	£14,640 (£7.51 per hour)	£12,810 (£6.57 per hour)	No	No
6146 Senior care workers	<ul style="list-style-type: none"> • Senior care assistant • Senior carer • Senior support worker (Local government: welfare services) • Team leader (nursing home) 	£18,600 (£9.54 per hour)	£16,740 (£8.58 per hour)	£14,880 (£7.63 per hour)	£13,020 (£6.68 per hour)	No	No
6214 Air travel assistants	<ul style="list-style-type: none"> • Air hostess • Cabin crew • Customer service agent (travel) • Flight attendant • Passenger service agent 	£16,300 (£8.36 per hour)	£14,670 (£7.52 per hour)	£13,040 (£6.69 per hour)	£11,410 (£5.85 per hour)	No	No
6215 Rail travel assistants	<ul style="list-style-type: none"> • Retail service manager 	£28,700 (£14.72)	£25,830 (£13.25)	£22,960 (£11.77)	£20,090 (£10.30)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
	(railways) • Station assistant (underground railway) • Ticket inspector (railways) • Train conductor • Train manager	per hour)	per hour)	per hour)	per hour)		
7125 Merchandisers and window dressers	• Merchandiser • Sales merchandiser • Visual merchandising manager • Window dresser	£18,300 (£9.38 per hour)	£16,470 (£8.45 per hour)	£14,640 (£7.51 per hour)	£12,810 (£6.57 per hour)	No	No
7130 Sales supervisors	• Sales supervisor (retail trade: delivery round) • Section manager (retail trade) • Shop supervisor (retail trade) • Supervisor (retail, wholesale trade) • Team leader (retail trade)	£19,900 (£10.21 per hour)	£17,910 (£9.18 per hour)	£15,920 (£8.16 per hour)	£13,930 (£7.14 per hour)	No	No
7215 Market	• Interviewer	£10,600	£9,540	£8,480	£7,420	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
research interviewers	(market research) <ul style="list-style-type: none"> • Market researcher (interviewing) • Telephone interviewer • Telephone researcher • Traffic enumerator 	(£5.44 per hour)	(£4.89 per hour)	(£4.35 per hour)	(£3.81 per hour)		
7220 Customer service managers and supervisors	<ul style="list-style-type: none"> • After sales manager • Call centre supervisor • Customer service manager • Customer service supervisor • Team leader (customer care) 	£24,600 (£12.62 per hour)	£22,140 (£11.35 per hour)	£19,680 (£10.09 per hour)	£17,220 (£8.83 per hour)	No	No
8124 Energy plant operatives	<ul style="list-style-type: none"> • Boilerman • Control room operator(electric) • Hydraulic engineman • Plant operator (electricity supplier) • Power station operator 	£27,200 (£13.95 per hour)	£24,480 (£12.55 per hour)	£21,760 (£11.16 per hour)	£19,040 (£9.76 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
8126 Water and sewerage plant operatives	<ul style="list-style-type: none"> • Controller (water treatment) • Plant operator (sewage works) • Pump attendant • Water treatment engineer • Water treatment operator 	£24,200 (£12.41 per hour)	£21,780 (£11.17 per hour)	£19,360 (£9.93 per hour)	£16,940 (£8.69 per hour)	No	No
8215 Driving instructors	<ul style="list-style-type: none"> • Driving instructor • HGV instructor • Instructor (driving school) • Motorcycle instructor 	£23,400 (£12.00 per hour)	£21,060 (£10.80 per hour)	£18,720 (£9.60 per hour)	£16,380 (£8.40 per hour)	No	No
8232 Marine and waterways transport operatives	<ul style="list-style-type: none"> • Engine room attendant (shipping) • Engineer, nos (boat, barge) • Ferryman • Merchant seaman • Seaman (shipping) 	£24,300 (£12.46 per hour)	£21,870 (£11.22 per hour)	£19,440 (£9.97 per hour)	£17,010 (£8.72 per hour)	No	No
9119 Fishing and other elementary agriculture occupations not elsewhere	<ul style="list-style-type: none"> • Vent chick sexer • Deckhand on large fishing vessel (9 metres) 	£18,000 (£9.23 per hour)	£16,200 (£8.31 per hour)	£14,400 (£7.38 per hour)	£12,600 (£6.46 per hour)	No	No

Occupation Code	Related job titles	Going rate (SW – option A, GBM and SCU - minimum rate)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E, GTR - minimum rate)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
classified – ONLY the listed job titles are eligible in this occupation code and ONLY where the job requires the worker to have at least 3 years’ full-time experience in using their skills. This experience must not have been gained through working illegally.	and above)						

Table 2: Eligible health and education occupation codes where going rates are based on national pay scales

Occupation codes in Table 2 are eligible for the Global Business Mobility and Scale-up routes unless otherwise stated.

Occupation code	Related job titles	Going rate (annual)	National pay scale source
2211 Medical practitioners (England)	<ul style="list-style-type: none"> • Anaesthetist • Consultant (Hospital Service) • Doctor 	Medical professionals on the NHS junior doctor contract: <ul style="list-style-type: none"> • Foundation year 1 (F1) and equivalent: 	NHS Employers Pay and Conditions Circular MD-3-2022 (nhsemployers.org)

Occupation code	Related job titles	Going rate (annual)	National pay scale source
	<ul style="list-style-type: none"> • General practitioner • Medical practitioner • Paediatrician • Psychiatrist • Radiologist • Surgeon 	<p>£29,384</p> <ul style="list-style-type: none"> • Foundation year 2 (F2) and equivalent: £34,012 • Specialty registrar (StR) at ST/CT1-2 and equivalent: £40,257 • Specialty registrar (StR) at CT3/ST3-5: £51,017 <p>Other medical professionals:</p> <ul style="list-style-type: none"> • Specialty doctor and equivalent: £50,373 • Salaried General practitioner (GP) and equivalent: £65,070 • Specialist doctor and equivalent: £80,693 • Consultant and equivalent: £88,364 <p>These going rates are per year and based on a 40-hour working week. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.</p>	
2211 Medical practitioners (Scotland)	<ul style="list-style-type: none"> • Anaesthetist • Consultant (Hospital Service) • Doctor • General practitioner 	<p>Medical professionals on the NHS junior doctor contract:</p> <ul style="list-style-type: none"> • Foundation year 1 (F1) and equivalent: £27,653 • Foundation year 2 	<p>NHS Pay and Conditions Circular: PCS(DD)2022/01</p>

Occupation code	Related job titles	Going rate (annual)	National pay scale source
	<ul style="list-style-type: none"> • Medical practitioner • Paediatrician • Psychiatrist • Radiologist • Surgeon 	<p>(F2) and equivalent: £34,299</p> <ul style="list-style-type: none"> • Specialty registrar (StR) at ST/CT1-2 and equivalent: £38,051 • Specialty registrar (StR) at CT/ST3 and above £43,998 <p>Other medical professionals:</p> <ul style="list-style-type: none"> • Specialty doctor and equivalent: £45,978 • Salaried General practitioner (GP) and equivalent: £66,031 • Consultant and equivalent: £91,474 <p>These going rates are per year and based on a 40-hour working week. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.</p>	
2211 Medical practitioners (Wales)	<ul style="list-style-type: none"> • Anaesthetist • Consultant (Hospital Service) • Doctor • General practitioner • Medical practitioner • Paediatrician • Psychiatrist 	<p>Medical professionals on the NHS junior doctor contract:</p> <ul style="list-style-type: none"> • Foundation year 1 (F1) and equivalent: £26,714 • Foundation year 2 (F2) and equivalent: £33,135 • Specialty registrar (StR) at ST/CT1-2 and 	<p>Welsh Government Pay Circular M&D(W) 02/2022</p>

Occupation code	Related job titles	Going rate (annual)	National pay scale source
	<ul style="list-style-type: none"> • Radiologist • Surgeon 	<p>equivalent: £35,408</p> <ul style="list-style-type: none"> • Specialty registrar (StR) at CT/ST3 and above £46,844 <p>Other medical professionals:</p> <ul style="list-style-type: none"> • Specialty doctor and equivalent: £35,408 • Salaried General practitioner (GP) and equivalent: £66,676 • Consultant and equivalent: £86,063 <p>These going rates are per year and based on a 40-hour working week. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.</p>	
2211 Medical practitioners (Northern Ireland)	<ul style="list-style-type: none"> • Anaesthetist • Consultant (Hospital Service) • Doctor • General practitioner • Medical practitioner • Paediatrician • Psychiatrist • Radiologist • Surgeon 	<p>Medical professionals on the HSC Doctors and Dentists in Training contract:</p> <ul style="list-style-type: none"> • Foundation year 1 (F1) and equivalent: £26,713 • Foundation year 2 (F2) and equivalent: £33,133 • Specialty registrar (StR) at ST/CT1-2 and equivalent: £35,405 • Specialty registrar (StR) at CT/ST3 and 	<p>Workforce policy guidance 2022 - HSC Circular (TC8) 03/2022 - Pay and Conditions of Service for Hospital, Medical and Dental Staff - Pay Award 2022/23</p>

Occupation code	Related job titles	Going rate (annual)	National pay scale source
		<p>above £40,597</p> <p>Other medical professionals:</p> <ul style="list-style-type: none"> • Specialty doctor (new 2021 contract) and equivalent: £45,344 • Salaried General practitioner (GP) and equivalent: £66,013 • Specialist (new 2021 contract) and equivalent): £79,894 • Consultant and equivalent: £88,799 <p>These going rates are per year and based on a 40-hour working week. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.</p>	
2212 Psychologists	<ul style="list-style-type: none"> • Clinical psychologist • Educational psychologist • Forensic psychologist • Occupational psychologist • Psychologist • Psychometrist 	See relevant pay band in Table 3	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2213 Pharmacists	<ul style="list-style-type: none"> • Chemist (pharmaceutical) • Dispensary 	See relevant pay band in Table 3	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland

Occupation code	Related job titles	Going rate (annual)	National pay scale source
	manager <ul style="list-style-type: none"> • Pharmaceutical chemist • Pharmacist • Pharmacy manager 		
2214 Ophthalmic opticians	<ul style="list-style-type: none"> • Ophthalmic optician • Optician • Optologist • Optometrist 	See relevant pay band in Table 3	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2215 Dental practitioners (England)	<ul style="list-style-type: none"> • Dental surgeon • Dentist • Orthodontist • Periodontist 	<ul style="list-style-type: none"> • Dental foundation training and equivalent: £34,728 (35-hour week) • Dental core training (hospital dental services) and equivalent: £40,257 (35-hour week) • Dental specialty training and equivalent: £51,017 (35-hour week) • Band A posts (for example, Community practitioner) and equivalent: £44,955 (37.5-hour week) • Band B posts (for example, Senior dental officer) and equivalent: £69,930 (37.5-hour week) • Band C posts (for example, Specialist / managerial posts) and equivalent: £83,666 	NHS Employers Pay and Conditions Circular MD-3-2022 (nhsemployers.org)

Occupation code	Related job titles	Going rate (annual)	National pay scale source
		<p>(37.5-hour week)</p> <ul style="list-style-type: none"> • Consultant and equivalent: £88,364 (40-hour week) <p>These going rates are per year and based on the weekly working hours stated above. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.</p>	
2215 Dental practitioners (Scotland)	<ul style="list-style-type: none"> • Dental surgeon • Dentist • Orthodontist • Periodontist 	<ul style="list-style-type: none"> • Dental foundation training (Hospital dental services) known as Vocational Training in Scotland: £35,246 (based on a 35-hour week) • Dental core training and equivalent: £40,509 • Band A posts (for example, Community practitioner) and equivalent: £46,310 • Band B posts (for example, Senior dental officer) and equivalent: £72,037 • Band C posts (for example, Specialist / managerial posts) and equivalent: £86,187 <p>These going rates are</p>	<p>NHS Pay and Conditions Circular: PCS(DD)2022/01</p>

Occupation code	Related job titles	Going rate (annual)	National pay scale source
		<p>per year and (unless otherwise stated) based on a 40-hour working week. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.</p>	
<p>2215 Dental practitioners (Wales)</p>	<ul style="list-style-type: none"> • Dental surgeon • Dentist • Orthodontist • Periodontist 	<ul style="list-style-type: none"> • Dental foundation training (Hospital dental services) and equivalent: £34,380 • Dental core training and equivalent: £39,958 • Band A posts (for example, Community practitioner) and equivalent: £44,957 • Band B posts (for example, Senior dental officer) and equivalent: £69,932 • Band C posts (for example, Specialist / managerial posts) and equivalent: £83,671 • Consultant and equivalent: £86,063 <p>These going rates are per year and based on a 40-hour working week. They must be pro-rated for other working patterns, based on the weekly working hours</p>	<p>Welsh Government Pay Circular M&D(W) 02/2022</p>

Occupation code	Related job titles	Going rate (annual)	National pay scale source
		stated by the applicant's sponsor.	
2215 Dental practitioners (Northern Ireland)	<ul style="list-style-type: none"> • Dental surgeon • Dentist • Orthodontist • Periodontist 	<ul style="list-style-type: none"> • Dental foundation year two training (Hospital dental services) and equivalent: £33,133 • Dental specialty training and equivalent: £35,405 (40-hour week) • Community Dental Officer and equivalent: £44,957 (37.5-hour week) • Senior community dental officer) and equivalent: £69,933 (37.5-hour week) • Specialist Community Dentist: £83,666 (37.5-hour week) • Assistant Community Clinical Director: £83,666 (37.5-hour week) • Clinical Director: £83,666 (37.5-hour week) • Administrative dentists: Dental Officer: £41,262 (37-hour week) • Senior Dental Officer: £58,962 (37-hour week), • Assistant clinical Director: £78,350 (37- 	Workforce policy guidance 2022 - HSC Circular (TC8) 03/2022 - Pay and Conditions of Service for Hospital, Medical and Dental Staff - Pay Award 2022/23

Occupation code	Related job titles	Going rate (annual)	National pay scale source
		<p>hour week)</p> <ul style="list-style-type: none"> • Clinical Director: £78,350 (37-hour week) • Consultant Northern Ireland: £88,799 (40-hour week) <p>These going rates are per year and based on the weekly working hours stated above. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.</p>	
2217 Medical radiographers	<ul style="list-style-type: none"> • Medical radiographer • Radiographer • Sonographer • Therapeutic radiographer • Vascular technologist 	See relevant pay band in Table 3	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2218 Podiatrists	<ul style="list-style-type: none"> • Chiropodist • Chiropodist-podiatrist • Podiatrist 	See relevant pay band in Table 3	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2219 Health professionals not elsewhere classified	<ul style="list-style-type: none"> • Audiologist • Dental hygiene therapist • Dietician-nutritionist • Family planner • Occupational 	See relevant pay band in Table 3	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland

Occupation code	Related job titles	Going rate (annual)	National pay scale source
	health adviser • Paramedical practitioner		
2221 Physiotherapists	• Electro-therapist • Physiotherapist • Physiotherapy practitioner	See relevant pay band in Table 3	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2222 Occupational therapists	• Occupational therapist	See relevant pay band in Table 3	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2223 Speech and language therapists	• Language therapist • Speech and language therapist • Speech therapist	See relevant pay band in Table 3	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2229 Therapy professionals not elsewhere classified	• Art therapist • Chiropractor • Cognitive behavioural therapist • Dance movement therapist • Family therapist • Nutritionist • Osteopath • Psychotherapist	See relevant pay band in Table 3	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2231 Nurses	• District nurse • Health visitor • Mental health practitioner	See relevant pay band in Table 3	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland

Occupation code	Related job titles	Going rate (annual)	National pay scale source
	<ul style="list-style-type: none"> • Nurse • Practice nurse • Psychiatric nurse • Staff nurse • Student nurse 		
2232 Midwives	<ul style="list-style-type: none"> • Midwife • Midwifery sister 	See relevant pay band in Table 3	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2312 Further education teaching professionals (England)	<ul style="list-style-type: none"> • FE College lecturer • Lecturer (further education) • Teacher (further education) • Tutor (further education) 	<ul style="list-style-type: none"> • Unqualified lecturer: £20,508 • Qualified lecturer: £25,454 • Advanced teaching and training: £38,387 • Leadership & management: £38,387 <p>These going rates are per year and based on the definition of a full-time teaching professional used when determining these pay scales. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.</p>	English FE Pay scales
2312 Further education teaching professionals (Scotland)	<ul style="list-style-type: none"> • FE College lecturer • Lecturer (further education) • Teacher 	<ul style="list-style-type: none"> • Lecturer and equivalent: £23,080 • Senior lecturer and equivalent: £38,387 <p>These going rates are</p>	No national pay scales published – minimum rates taken as the lowest of the other three nations

Occupation code	Related job titles	Going rate (annual)	National pay scale source
	(further education) • Tutor (further education)	per year and based on the definition of a full-time teaching professional used when determining these pay scales. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.	
2312 Further education teaching professionals (Wales)	<ul style="list-style-type: none"> • FE College lecturer • Lecturer (further education) • Teacher (further education) • Tutor (further education) 	<ul style="list-style-type: none"> • Instructor / demonstrator and associate lecturer: £21,505.70 • Main grade lecturer: £27,381.75 • Upper pay spine: £39,356.57 • Management: £42,652.87 <p>These going rates are per year and based on the definition of a full-time teaching professional used when determining these pay scales. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.</p>	Wales FE pay scales
2312 Further education	• FE College lecturer	<ul style="list-style-type: none"> • Lecturer: £23,080 • Principal lecturer: 	Northern Ireland FE pay scales

Occupation code	Related job titles	Going rate (annual)	National pay scale source
teaching professionals (Northern Ireland)	<ul style="list-style-type: none"> • Lecturer (further education) • Teacher (further education) • Tutor (further education) 	<p>£44,644</p> <p>These going rates are per year and based on the definition of a full-time teaching professional used when determining these pay scales. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.</p>	
2314 Secondary education teaching professionals	<ul style="list-style-type: none"> • Deputy head teacher (secondary school) • Secondary school teacher • Sixth form teacher • Teacher (secondary school) 	See relevant pay rate in Table 4	Teachers' national pay scales
2315 Primary and nursery education teaching professionals	<ul style="list-style-type: none"> • Deputy head teacher (primary school) • Infant teacher • Nursery school teacher • Primary school teacher 	See relevant pay rate in Table 4	Teachers' national pay scales
2316 Special needs education teaching	<ul style="list-style-type: none"> • Deputy head teacher (special school) 	See relevant pay rate in Table 4	Teachers' national pay scales

Occupation code	Related job titles	Going rate (annual)	National pay scale source
professionals	<ul style="list-style-type: none"> • Learning support teacher • Special needs coordinator • Special needs teacher 		
2442 Social workers	<ul style="list-style-type: none"> • Psychiatric social worker • Senior practitioner (local government: social services) • Social worker 	See relevant pay band in Table 3	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
3213 Paramedics	<ul style="list-style-type: none"> • Ambulance paramedic • Emergency care practitioner • Paramedic • Paramedic-ECP 	See relevant pay band in Table 3	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
3218 Medical and dental technicians (not eligible for GBM or SCU)	<ul style="list-style-type: none"> • Cardiographer • Dental hygienist • Dental technician • Medical technical officer • Orthopaedic technician 	See relevant pay band in Table 3	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
3219 Health associate professionals not elsewhere classified (not eligible for	<ul style="list-style-type: none"> • Acupuncturist • Homeopath • Hypnotherapist • Massage therapist • Reflexologist 	See relevant pay band in Table 3	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland

Occupation code	Related job titles	Going rate (annual)	National pay scale source
GBM or SCU)	<ul style="list-style-type: none"> • Sports therapist 		
6141 Nursing auxiliaries and assistants (not eligible for GBM or SCU)	<ul style="list-style-type: none"> • Auxiliary nurse • Health care assistant (hospital service) • Health care support worker • Nursing assistant • Nursing auxiliary 	See relevant pay band in Table 3	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
6143 Dental nurses (not eligible for GBM or SCU)	<ul style="list-style-type: none"> • Dental assistant • Dental nurse • Dental nurse-receptionist • Dental surgery assistant 	See relevant pay band in Table 3	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland

Table 3: Going rates for listed healthcare occupation codes by administration and band

Going rates in Table 3 are per year and based on a 37.5-hour week. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.

Band or equivalent	England	Scotland	Wales	Northern Ireland
Band 3	£21,730	£23,914	£21,730	£20,330
Band 4	£23,949	£25,914	£23,949	£22,549
Band 5	£27,055	£28,384	£27,055	£25,645
Band 6	£33,706	£35,522	£33,706	£32,306
Band 7	£41,659	£43,422	£41,659	£40,057

Band or equivalent	England	Scotland	Wales	Northern Ireland
Band 8a	£48,526	£53,513	£48,526	£47,126
Band 8b	£56,164	£63,530	£56,164	£54,764
Band 8c	£67,064	£75,711	£67,064	£65,664
Band 8d	£79,592	£90,590	£79,592	£78,192
Band 9	£95,135	£107,840	£95,135	£93,735

Table 4: Going rates for listed education occupation codes by administration and role

Going rates in Table 4 are per year and based on the definition of a full-time teacher used when determining these pay scales. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.

Role	England (excluding London / Fringe)	London Fringe	Outer London	Inner London	Scotland	Wales	Northern Ireland
Unqualified teachers / Probationers	£19,340	£20,594	£22,924	£24,254	£28,113	£19,412	£15,358
Qualified teachers	£28,000	£29,344	£32,407	£34,502	£33,729	£28,866	£24,137
Chartered teachers	-	-	-	-	£43,650	-	-
Principal teachers	-	-	-	-	£46,158	-	-
Leadership group	£44,305	£45,524	£47,820	£52,676	-	£45,081	£41,884
Lead	£44,523	£45,749	£48,055	£52,936	-	£45,303	-

Role	England (excluding London / Fringe)	London Fringe	Outer London	Inner London	Scotland	Wales	Northern Ireland
practitioner							

”.

Changes to Appendix Global Business Mobility

APP GBM1. After SNR 5.6, insert:

“SNR 5.6A. The decision maker must not have reasonable grounds to believe the job the applicant is being sponsored to do does not comply with the National Minimum Wage Regulations or the Working Time Regulations.”.

APP GBM2. At the end of SNR 5.8(b)(v), for “.”, substitute:

“; or
(vi) jury service; or
(vii) attending court as a witness.”.

APP GBM3. In SNR 8.1, for “£42,400”, substitute “£45,800”.

APP GBM4. In SNR 8.2, after “more than 48 hours a week,”, insert “subject to SNR 8.2A,”.

APP GBM5. After SNR 8.2, insert:

“SNR 8.2A. If the applicant is being sponsored to work a pattern where the regular hours are not the same each week, resulting in uneven pay:

- (a) work in excess of 48 hours in some weeks can be considered towards the salary threshold of £45,800, providing the average over a regular cycle (which can be less than, but not more than, 17 weeks) is not more than 48 hours a week; and
- (b) any unpaid rest weeks will count towards the average when considering whether the salary thresholds are met; and
- (c) any unpaid rest weeks will not count as absences from employment for the purpose of paragraph 9.30.1 in Part 9 of these rules.

For example, an applicant who works a pattern of 60 hours a week for £20 per hour for two weeks, followed by an unpaid rest week, will be considered to work 40 hours a week on average and have a salary of just £41,600 ($£20 \times 40 \times 52$) per year.”.

APP GBM6. In SNR 9.1, GTR 9.1 and UKX 9.1, for “39”, substitute “37.5”, in each place it occurs.

APP GBM7. In SNR 9.3. and UKX 9.3, for:

“For example, an applicant who works 60 hours a week in an occupation code with a going rate of £39,000 must be paid £60,000 ($1 \times £39,000 \times 60 \div 39$) per year, not £48,000 ($1 \times £39,000 \times 48 \div 39$).”

In each place it occurs, substitute:

“For example, an applicant who works 60 hours a week in an occupation code with a going rate of £37,500 must be paid £60,000 ($1 \times £37,500 \times 60 \div 37.5$) per year, not £48,000 ($1 \times £37,500 \times 48 \div 37.5$).”.

APP GBM8. For SNR 17.2, substitute:

“SNR 17.2. The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP GBM9. Delete SNR 17.3. and SNR 17.4.

APP GBM10. After GTR 5.5, insert:

“GTR 5.5A. The decision maker must not have reasonable grounds to believe the job the applicant is being sponsored to do does not comply with the National Minimum Wage Regulations or the Working Time Regulations.”.

APP GBM11. In GTR 8.1, for “£23,100”, substitute “£24,220”.

APP GBM12. In GTR 8.2, after “more than 48 hours a week,”, insert “subject to GTR 8.3,”.

APP GBM13. After GTR 8.2, insert:

“GTR 8.3. If the applicant is being sponsored to work a pattern where

the regular hours are not the same each week, resulting in uneven pay:

- (a) work in excess of 48 hours in some weeks can be considered towards the salary threshold of £24,220, providing the average over a regular cycle (which can be less than, but not more than, 17 weeks) is not more than 48 hours a week; and
- (b) any unpaid rest weeks will count towards the average when considering whether the salary thresholds are met; and
- (c) any unpaid rest weeks will not count as absences from employment for the purpose of paragraph 9.30.1 in Part 9 of these rules.

For example, an applicant who works a pattern of 60 hours a week for £12 per hour for two weeks, followed by an unpaid rest week, will be considered to work 40 hours a week on average and have a salary of £24,960 ($£12 \times 40 \times 52$) per year.”

APP GBM14. In GTR 9.3, for:

“For example, an applicant who works 60 hours a week in an occupation code with a going rate of £39,000 must be paid £42,000 ($0.7 \times £39,000 \times 60 \div 39$) per year, not £33,600 ($0.7 \times £39,000 \times 48 \div 39$).”

substitute:

“For example, an applicant who works 60 hours a week in an occupation code with a going rate of £37,500 must be paid £42,000 ($0.7 \times £37,500 \times 60 \div 37.5$) per year, not £33,600 ($0.7 \times £37,500 \times 48 \div 37.5$).”

APP GBM15. For GTR 17.2, substitute:

“The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”

APP GBM16. Delete GTR 17.3. and GTR 17.4.

APP GBM17. After UKX 5.5, insert:

“UKX 5.5A. The decision maker must not have reasonable grounds to believe the job the applicant is being sponsored to do does not comply with the National Minimum Wage Regulations or the Working Time Regulations.”

APP GBM18. For UKX 5.6(b), substitute:

“(b) have worked outside the UK for the sponsor group for a cumulative period of at least 12 months, unless the applicant is either:

- (i) applying as a high earner; or
- (ii) a Japanese national seeking to establish a UK branch or subsidiary of the sponsor group under the UK-Japan Comprehensive Economic Partnership Agreement; or
- (iii) a national or permanent resident of Australia seeking to establish a UK branch or subsidiary of the sponsor group under the Free Trade Agreement between the United Kingdom of Great Britain and Northern Ireland and Australia (when the agreement comes into force or is provisionally applied).”.

APP GBM19. At the end of UKX 5.7(b)(v), for “.”, substitute:

- “; or
- (vi) jury service; or
 - (vii) attending court as a witness.”.

APP GBM20. In UKX 8.1, for “£42,400”, substitute “£45,800”.

APP GBM21. In UKX 8.2, after “more than 48 hours a week,”, insert “subject to UKX 8.3,”.

APP GBM22. After UKX 8.2, insert:

“UKX 8.3. If the applicant is being sponsored to work a pattern where the regular hours are not the same each week, resulting in uneven pay:

- (a) work in excess of 48 hours in some weeks can be considered towards the salary threshold of £45,800, providing the average over a regular cycle (which can be less than, but not more than, 17 weeks) is not more than 48 hours a week; and
- (b) any unpaid rest weeks will count towards the average when considering whether the salary thresholds are met; and
- (c) any unpaid rest weeks will not count as absences from employment for the purpose of paragraph 9.30.1 in Part 9 of these rules.

For example, an applicant who works a pattern of 60 hours a week for £20 per hour for two weeks, followed by an unpaid rest week, will be considered to work 40 hours a week on average and have a salary of

just £41,600 (£20 x 40 x 52) per year.”.

APP GBM23. For UKX 17.2., substitute:

“UKX 17.2. The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP GBM24. Delete UKX 17.3. and UKX 17.4.

APP GBM25. After SSU 5.6, insert:

“SSU 5.6A. The decision maker must not have reasonable grounds to believe the job the applicant is being sponsored to do does not comply with the National Minimum Wage Regulations or the Working Time Regulations.”.

APP GBM26. At the end of SSU 9.2(b)(v), for “.”, substitute:

“; or
(vi) jury service; or
(vii) attending court as a witness.”.

APP GBM27. For SSU 17.2., substitute:

“SSU 17.2. The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP GBM28. Delete SSU 17.3. and SSU 17.4.

APP GBM29. After SEC 5.6, insert:

“SEC 5.6A. The decision maker must not have reasonable grounds to believe the job the applicant is being sponsored to do does not comply with the National Minimum Wage Regulations or the Working Time Regulations.”.

APP GBM30. At the end of SEC 7.3(b)(v), for “.”, substitute:

“; or
(vi) jury service; or
(vii) attending court as a witness.”.

APP GBM31. For SEC 8.2, substitute:

“SEC 8.2. If the applicant is applying for entry clearance or has been living in the UK for less than 12 months on the date of application either:

- (a) the applicant must have funds of at least £1,270; or
- (b) the applicant’s A-rated sponsor must confirm on the Certificate of Sponsorship that they will, if it is necessary, maintain and accommodate the applicant up to the end of the first month of their employment to an amount of at least £1,270.”.

APP GBM32. For SEC 15.2., substitute:

“SEC 15.2. The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP GBM33. Delete SEC 15.3. and SEC 15.4.

Changes to Appendix T2 Minister of Religion

APP MOR1. After MOR 5.3, insert:

“MOR 5.4. The decision maker must not have reasonable grounds to believe the job the applicant is being sponsored to do does not comply with the National Minimum Wage Regulations or the Working Time Regulations.”.

APP MOR2. In MOR 14.1(f), after “Innovator” insert “Founder”.

APP MOR3. For MOR 21.2., substitute:

“MOR 21.2. The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP MOR4. Delete MOR 21.3. and MOR 21.4.

APP MOR5. For MOR 30.2., substitute:

“MOR 30.2. If applying as a partner, the applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

Changes to Appendix Representative of an Overseas Business

APP ROB1. For ROB 23.2., substitute:

“The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP ROB2. Delete ROB 23.3. and ROB 23.4.

APP ROB3. After ROB 33.2, insert:

“ROB 33.3. If applying as a partner, the applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

Changes to Appendix UK Ancestry

APP UKA1. For UKA 21.2, substitute:

“UKA 21.2. The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP UKA2. Delete UKA 21.3. and UKA 21.4.

APP UKA3. For UKA 30.2, substitute:

“UKA 30.2. If applying as a partner, the applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP UKA4. Delete UKA 30.3. and UKA 30.4.

Changes to Appendix Global Talent

APP GT1. In each place it occurs, for “Science, engineering, humanities”, substitute: “Science, engineering, humanities, social science”.

APP GT2. In GTE 3.1, after “must”, insert:

“satisfy the endorsing body that they have either been recognised as an exceptional talent, or someone with exceptional promise, in the field of arts and culture and”.

APP GT3. For GTE 3.1(c), substitute:

“(c) if evidencing exceptional talent, show a substantial track record in at least 2 countries; and
(d) if evidencing exceptional promise:

- (i) be at an early stage in their career; and
- (ii) show a developing track record in 1 or more countries.”.

APP GT4. For GTE 3.2, substitute:

“GTE 3.2. An applicant must provide all of the following:

- (a) a CV which sets out their professional arts and culture career to date; and
- (b) 3 dated letters of recommendation supporting the Global talent application of which:
 - (i) 2 must be from well-established arts and culture organisations that the applicant has worked with, who are acknowledged as experts in the applicant’s field, and at least one of the organisations must be based in the UK; and
 - (ii) the third must be from another well-established arts and culture organisation, or an individual that the applicant has worked with, who has recognised experience in the applicant’s field.”.

APP GT5. In GTE 3.3(c), after “of proof of”, insert “professional”.

APP GT6. In GTE 3.3(c), for “audiences”, substitute “sales”.

APP GT7. In GTE 3.4(c), after “of proof of”, insert “professional”.

APP GT8. In GTE 3.4(c), for “audiences”, substitute “sales”.

APP GT9. In GTE 4.1, after “must”, insert:

“satisfy the endorsing body that they have either been recognised as an exceptional talent, or someone with exceptional promise, in the field of architecture and”.

APP GT10. In GTE 5.1, after “must”, insert:

“satisfy the endorsing body that they have either been recognised as an exceptional talent, or someone with exceptional promise, in the field of fashion design and”.

- APP GT11. In GTE 5.3(a), after “winning, or significantly contributing to winning,”, insert:
- “or being nominated or shortlisted for, or significantly contributing to being nominated or shortlisted for.”
- APP GT12. In GTE 6.1, after “must”, insert:
- “satisfy the endorsing body that they have been recognised as an exceptional talent in the field of film and television and”.
- APP GT13. In GTE 6.1.(d), for “international sales and a specified combination of awards”, substitute:
- “international distribution sales, media recognition and a specified combination of awards”.
- APP GT14. In GTE 7.2.(b)(iv), after “would”, insert “be expected to”.
- APP GT15. For GTE 7.1, substitute:
- “GTE 7.1. An applicant for endorsement in the field of digital technology must:
- (a) satisfy the endorsing body that they have either been recognised as an exceptional talent, or someone with exceptional promise, in the field of digital technology in the last 5 years; and
 - (b) show one of the following:
 - (i) if they are a technical applicant, that they have proven technical expertise with the latest technologies in building, using, deploying or exploiting a technology stack and building technical infrastructure; or
 - (ii) if they are a business applicant, that they have proven commercial, investment or product expertise in building digital products or leading investments in significant digital product businesses.”.
- APP GT16. For GTE 7.3, substitute:
- “GTE 7.3 An applicant evidencing exceptional talent must provide at least 2 pieces of evidence for 2 of the following:

- (a) a proven track record for innovation as a founder or senior executive of a product-led digital technology company or as an employee working on a new digital field or concept; or
- (b) proof of recognition for work beyond the applicant's occupation that contributes to the advancement of the field; or
- (c) they have made significant technical, commercial or entrepreneurial contributions to the field as a founder, senior executive, board member or employee of a product-led digital technology company; or
- (d) they have demonstrated exceptional ability in the field by academic contributions through research published or endorsed by an expert.”.

APP GT17. For GTE 7.4, substitute:

“GTE 7.4. An applicant evidencing exceptional promise must:

- (a) provide at least 2 pieces of evidence for 2 of the following:
 - (i) innovation as a founder of a product-led digital technology company or as an employee working on a new digital field or concept; or
 - (ii) a proof of recognition for work beyond the applicant's occupation that contributes to the advancement of the field; or
 - (iii) they have made significant technical, commercial or entrepreneurial contributions to the field as a founder or employee of a product-led digital technology company; or
 - (iv) they have demonstrated exceptional ability in the field by academic contributions through research endorsed by an expert; and
- (b) be at an early stage in their career.”.

APP GT18. For GTE 8.8, substitute:

“GTE 8.8. An applicant evidencing exceptional talent under full peer review endorsement must satisfy the endorsing body they have been recognised as an exceptional talent in the field of science, engineering, humanities, social science or medicine; and must:

- (a) be an active researcher in a relevant field, typically in a university, research institute or in industry; and

- (b) have a PhD equivalent research experience (including industrial or clinical research).”.

APP GT19. For GTE 8.9, substitute:

“GTE 8.9. An applicant evidencing exceptional promise under full peer review endorsement must satisfy the endorsing body they have been recognised as having exceptional promise in the field of science, engineering, humanities, social science or medicine; and must:

- (a) be an active researcher in a relevant field, typically in a university, research institute or in industry; and
- (b) have a PhD or equivalent research experience (including industrial or clinical research); and
- (c) be at an early stage in their career.”.

APP GT20. In GTE 8.10(b)(iv), for “would make to UK research excellence”, substitute “would be expected to make to UK research and innovation excellence”.

APP GT21. In GTE 8.10(b)(iv), for “.”, substitute:

“; and

- (c) if evidencing exceptional talent, provide a letter from an additional eminent person in the applicant’s field, which includes all of the following:
 - (i) a statement confirming that the author is a senior member of a reputable UK organisation concerned with research or innovation in the applicant’s field; and
 - (ii) how the author considers the applicant’s work to show exceptional talent; and
 - (iii) the contribution the applicant would be expected to make to UK research or innovation excellence and wider society; and
 - (iv) a statement confirming that the author’s assessment is provided on the basis of their capacity as an objective expert in their field and is an objective assessment of the applicant’s reputation in the field, notwithstanding any personal knowledge they may have of the applicant or any direct involvement they may have (or previously have had) in the applicant’s work.”.

APP GT22. In GT 11.3(b), after “Innovator” insert “Founder”.

APP GT23. In GT 11.3.(g), for “.”, substitute:

“; or
(h) Representative of an Overseas Business.”.

APP GT24. For GT 19.2., substitute;

“GT 19.2. The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP GT25. Delete GT 19.3. and GT 19.4.

APP GT26. After GT 27.3., insert:

“GT 27.4. If applying as a partner, the applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

Changes to Appendix GT: Prestigious prizes

APP GTPP1. In Table 1, for the rows:

“

Olivier Award – Best Play Author	Society of London Theatre
Olivier Award – Best Actor	Society of London Theatre
Olivier Award – Best Actress	Society of London Theatre
Olivier Award – Outstanding Achievement in Dance	Society of London Theatre
Olivier Award – Best Director	Society of London Theatre
Olivier Award – Outstanding Achievement in Opera	Society of London Theatre
Olivier Award – Outstanding Achievement in Music	Society of London Theatre
Olivier Award – Best Theatre Choreographer	Society of London Theatre

”

substitute:

“

Olivier Award – Best Actor	Society of London Theatre
Olivier Award – Best Actress	Society of London Theatre
Olivier Award – Best Director	Society of London Theatre
Olivier Award – Best Original Score or New Orchestrations	Society of London Theatre
Olivier Award – Best Theatre Choreographer	Society of London Theatre
Olivier Award – Outstanding Achievement in Dance	Society of London Theatre

Olivier Award – Outstanding Achievement in Music	Society of London Theatre
Olivier Award – Outstanding Achievement in Opera	Society of London Theatre

”

APP GTPP2. In Table 4, for the rows:

“

Golden Globes – Best Actor in a Motion Picture	Hollywood Foreign Press Association
Golden Globes – Best Actor in a TV Motion Picture	Hollywood Foreign Press Association
Golden Globes – Best Actor Musical/Comedy	Hollywood Foreign Press Association
Golden Globes – Best Actress in a Motion Picture	Hollywood Foreign Press Association
Golden Globes – Best Actress in a TV Motion Picture	Hollywood Foreign Press Association
Golden Globes – Best Actress in a Motion Picture	Hollywood Foreign Press Association
Golden Globes – Best Director of a Motion Picture	Hollywood Foreign Press Association
Golden Globes – Best Screenplay of a Motion Picture	Hollywood Foreign Press Association
Golden Globes – Best Supporting Actor Motion Picture	Hollywood Foreign Press Association
Golden Globes – Best Supporting Actress in a Motion Picture	Hollywood Foreign Press Association
Golden Globes – Best Supporting Actor Television	Hollywood Foreign Press Association
Golden Globes – Best Supporting Actor Television	Hollywood Foreign Press Association
Golden Globes – Best TV Actor Drama	Hollywood Foreign Press Association
Golden Globes – Best TV Actor Musical/Comedy	Hollywood Foreign Press Association
Golden Globes – Best TV Actress Drama	Hollywood Foreign Press Association
Golden Globes – Best TV Actress Musical/Comedy	Hollywood Foreign Press Association

”

substitute:

“

Golden Globes – Best Actor in a Drama (Motion Picture)	Hollywood Foreign Press Association
Golden Globes – Best Actress in a Drama (Motion Picture)	Hollywood Foreign Press Association
Golden Globes – Best Actor in a Musical/Comedy (Motion Picture)	Hollywood Foreign Press Association
Golden Globes – Best Actress in a Musical/Comedy (Motion Picture)	Hollywood Foreign Press Association
Golden Globes – Best Director (Motion Picture)	Hollywood Foreign Press Association
Golden Globes – Best Screenplay (Motion Picture)	Hollywood Foreign Press Association
Golden Globes – Best Supporting Actor (Motion Picture)	Hollywood Foreign Press Association
Golden Globes – Best Supporting Actress (Motion Picture)	Hollywood Foreign Press Association
Golden Globes – Best Actor in a Drama (TV)	Hollywood Foreign Press Association
Golden Globes – Best Actress in a Drama (TV)	Hollywood Foreign Press Association
Golden Globes – Best Actor in a Motion Picture (TV)	Hollywood Foreign Press Association
Golden Globes – Best Actress in a Motion Picture (TV)	Hollywood Foreign Press Association
Golden Globes – Best Actor in a Musical/Comedy (TV)	Hollywood Foreign Press Association
Golden Globes – Best Actress in a Musical/Comedy (TV)	Hollywood Foreign Press Association
Golden Globes – Best Supporting Actor (TV)	Hollywood Foreign Press Association
Golden Globes – Best Supporting Actress (TV)	Hollywood Foreign Press Association

”.

APP GTPP3. In the heading of Table 6, after “humanities”, insert “, social science”.

APP GTPP4. In Table 6, for the rows:

“

Robert Koch Medal and Award	Robert Koch Foundation
Silver Medal	Royal Academy of Engineering

”

substitute:

“

Robert Koch Award	Robert Koch Foundation
Robert Koch Gold Medal	Robert Koch Foundation
Princess Royal Silver Medal	Royal Academy of Engineering

”.

Changes to Appendix High Potential Individual (HPI)

APP HPI1. In HPI 9.1, delete “...from date of decision”.

APP HPI2. For HPI 13.2, substitute:

“HPI 13.2. The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP HPI3. Delete HPI 13.3 and HPI 13.4.

Changes to Appendix Scale-Up

APP SCU1. In the table after SCU 4.3., for “SCU 5.5” substitute “SCU 5.6”.

APP SCU2. After SCU 5.5, insert:

“SCU 5.6. The decision maker must not have reasonable grounds to believe the job the applicant is being sponsored to do does not comply with the National Minimum Wage Regulations or the Working Time Regulations.”.

APP SCU3. In SCU 7.1(a), SCU 8.1, SCU 8.2 and SCU 18.1 to SCU 18.3, for “£33,000”, substitute “£34,600”, in each place it occurs.

APP SCU4. For SCU 7.1(b), substitute:

“(b) the going rate for the occupation code.”.

APP SCU5. Delete SCU 7.1(c).

APP SCU6. In SCU 7.4, after “more than 48 hours a week,”, insert “subject to SCU 7.4A,”.

APP SCU7. After SCU 7.4, insert:

“SCU 7.4A. If the applicant is being sponsored to work a pattern where the regular hours are not the same each week, resulting in uneven pay:

- (a) work in excess of 48 hours in some weeks can be considered towards the salary threshold of £34,600, providing the average over a regular cycle (which can be less than, but not more than, 17 weeks) is not more than 48 hours a week; and
- (b) any unpaid rest weeks will count towards the average when considering whether the salary thresholds are met; and
- (c) any unpaid rest weeks will not count as absences from employment for the purpose of paragraph 9.30.1 in Part 9 of these rules.

For example, an applicant who works a pattern of 60 hours a week for £12 per hour for two weeks, followed by an unpaid rest week, will be considered to work 40 hours a week on average and have a salary of just £24,960 (£12 x 40 x 52) per year.”.

APP SCU8. For SCU 7.5, substitute:

“SCU 7.5. Going rates in Table 1 of Appendix Skilled Occupations are based on a 37.5-hour week and will be pro-rated to the applicant’s working pattern, as follows:

- (a) (the going rate for the occupation code stated in Table 1 of Appendix Skilled Occupations) x (the number of weekly working hours stated by the sponsor ÷ 37.5)
- (b) the applicant’s full weekly hours will be included when checking their salary against the going rate, even if they work more than 48 hours a week.”.

APP SCU9. For SCU 8.1, substitute:

“SCU 8.1. The applicant must, during at least 50% of their most recent permission as a Scale-up Worker (for example, an applicant with 2 years’ permission as a Scale-up Worker must have had this level of earnings during at least 12 months of that permission), have had monthly PAYE earnings in the UK equivalent to at least:

- (a) £34,600 per year; or
- (b) £33,000 per year if their most recent permission on the route was on the basis of a Certificate of Sponsorship assigned on or

before 11 April 2023.”.

APP SCU10. For SCU 8.2, substitute:

“SCU 8.2. For the purpose of meeting the requirement in SCU 8.1, periods of absence from work for any of the following reasons will be treated as periods during which the applicant was paid at the required level:

- (a) statutory maternity, paternity, parental, or shared parental leave; or
- (b) statutory adoption leave; or
- (c) sick leave

Providing at the time the absence starts the applicant’s job had PAYE earnings equivalent to at least:

- (i) £34,600 per year; or
- (ii) £33,000 per year if their most recent permission on the route was granted on the basis of a Certificate of Sponsorship assigned on or before 11 April 2023.

For example, an applicant with 2 years’ permission, who spent 6 months on the above types of leave during a 2-year permission as a Scale-up Worker, must have had PAYE earnings in the UK equivalent to the level stated in SCU 8.1. per year during at least 6 months of the remaining 18 months of that permission.”.

APP SCU11. In SCU 12.2(d), for “; and” substitute “.”

APP SCU12. Delete SCU 12.2(e).

APP SCU13. In SCU 12.4(c), for “; and” substitute “.”

APP SCU14. Delete SCU 12.4(d).

APP SCU15. For SCU 18.1, substitute:

“SCU 18.1. On the date of application, the applicant must be in employment in the UK with a salary paid through PAYE of at least:

- (a) £34,600 per year; or
- (b) £33,000 per year if their most recent permission on the route was granted on the basis of a Certificate of Sponsorship

assigned on or before 11 April 2023.”.

APP SCU16. For SCU 18.2, substitute:

“SCU 18.2. The applicant must, during at least 24 months of the three years immediately before the date of application, have had monthly PAYE earnings in the UK equivalent to at least:

- (a) £34,600 per year; or
- (b) £33,000 per year if their most recent permission on the route was on the basis of a Certificate of Sponsorship assigned on or before 11 April 2023.”.

APP SCU17. For SCU18.3, substitute:

“SCU 18.3. For the purpose of meeting the requirement in SCU 18.2, periods of absence from work, for any of the following reasons will be treated as periods during which the applicant was paid at the required level:

- (a) statutory maternity, paternity, parental, or shared parental leave; or
- (b) statutory adoption leave; or
- (c) sick leave.

Providing at the time the absence starts the applicant’s job had PAYE earnings equivalent to:

- (i) £34,600 per year; or
- (ii) £33,000 per year if their most recent permission on the route was granted on the basis of a Certificate of Sponsorship assigned on or before 11 April 2023.

For example, an applicant, who spent 6 months on the above types of leave during their last 3-year’s permission as a Scale-up Worker, must have had monthly PAYE earnings in the UK equivalent to at least £34,600 per year during at least 18 months of the remaining 30 months of that permission.”.

APP SCU18. For SCU 23.2, substitute:

“SCU 23.2. The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP SCU19. Delete SCU 23.3. and SCU 23.4.

APP SCU20. In SCU 29.3(c), for “; and” substitute “.”

APP SCU21. Delete SCU 29.3(d).

APP SCU22. For SCU 32.2, substitute:

“SCU 32.2. If applying as a partner, the applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP SCU23. Delete SCU 32.3.

Changes to Appendix Start-up

APP SU1. In the introduction, after “The Start-up route is for a person seeking to establish a business in the UK for the first time.” insert:

“From 13 April 2023 this route is only available to those who hold a valid Start-up endorsement issued before the 13 April 2023.

From 13 July 2023 the Start-up route will be closed to all new applications.”.

APP SU2. In SU1.2(d), after “date of application” insert:

“, and issued before the 13 April 2023,”.

APP SU3. For SU 16.2, substitute:

“SU 16.2. The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP SU4. Delete SU 16.3. and GT 16.4.

Changes to Appendix Innovator

APP INN1. Delete Appendix Innovator.

Insertion of Appendix Innovator Founder

APP INN1. After Appendix Innovator, insert:

“Appendix Innovator Founder

The Innovator Founder route is for a person seeking to establish a business in the UK based on an innovative, viable and scalable business idea they have generated, or to which they have significantly contributed.

The application must be supported by an endorsing body.

An applicant must have a key role in the day-to-day management and development of the business.

A partner and dependent children can apply on this route.

The Innovator Founder route is a route to settlement.

Validity requirements for an Innovator Founder

INNF 1.1. A person applying for entry clearance or permission to stay as an Innovator Founder must apply online on the gov.uk website on the specified form as follows:

Applicant	Specified form
EEA national with a chipped passport	Either: <ul style="list-style-type: none">• Innovator using the UK Immigration: ID Check app (when available); or• the forms listed below for applicants outside or inside the UK (as relevant)
Applicants outside the UK	Innovator visa
Applicants inside the UK	Innovator permission to stay

INNF 1.2. An application for entry clearance or permission to stay on the Innovator Founder route must meet all the following validity requirements:

- (a) any fee and Immigration Health Charge must have been paid; and
- (b) the applicant must have provided any required biometrics; and
- (c) the applicant must have provided a passport or other travel document which satisfactorily establishes their identity and nationality; and
- (d) the applicant must have been issued with an endorsement letter by an endorsing body no more than 3 months before the date of application and that endorsement must not have been withdrawn.

INNF 1.3. The applicant must be aged 18 or over on the date of application.

INNF 1.4. If the applicant has in the 12 months before the date of application

received an award from a government or international scholarship agency covering both fees and living costs for study in the UK, they must have provided written consent to the application from that Government or agency.

INNF 1.5. A person applying for permission to stay must be in the UK and must not have, or have last been granted, permission:

- (a) as a Visitor; or
- (b) as a Short-term Student; or
- (c) as a Parent of a Child Student; or
- (d) as a Seasonal Worker; or
- (e) as a domestic worker in a private household; or
- (f) outside the Immigration Rules.

INNF 1.6. An application which does not meet all the validity requirements for an Innovator Founder is invalid and may be rejected and not considered.

Suitability requirements for an Innovator Founder

INNF 2.1. The applicant must not fall for refusal under Part 9: grounds for refusal.

INNF 2.2. If applying for permission to stay the applicant must not be:

- (a) in breach of immigration laws, except that where paragraph 39E applies, that period of overstaying will be disregarded; or
- (b) on immigration bail.

Eligibility requirements for an Innovator Founder

Entry requirements for an Innovator Founder

INNF 3.1. A person seeking to come to the UK as an Innovator Founder must apply for and obtain entry clearance as an Innovator Founder before they arrive in the UK.

INNF 3.2. A person applying for entry clearance as an Innovator Founder must, if paragraph A39 and Appendix T of these rules apply, provide a valid medical certificate confirming that they have undergone screening for active pulmonary tuberculosis and that this tuberculosis is not present in them.

Genuine Innovator Founder requirement

INNF 4.1. The applicant must be a genuine Innovator Founder applicant.

Points requirement for the Innovator Founder route

INNF 5.1. An applicant for entry clearance or permission to stay must be awarded 70 points from the table below, of which 50 must either be under the new business criteria or under the same business criteria, but not both.

Endorsement	New or same business	Requirement	Points
Innovator Founder	New Business	Business plan	30
	New Business	Business venture is innovative, viable and scalable.	20
Innovator Founder	Same Business	Applicant's previous permission was in the Innovator Founder, Innovator, Start-up or Tier 1 (Graduate Entrepreneur) route and they are pursuing a business assessed by a Home Office approved endorsing body either for the previous endorsement or at a contact point.	10

Innovator Founder	Same Business	Business is active, trading and sustainable and demonstrates significant achievements against the business plan	20
Innovator Founder	Same Business	Applicant is active in day-to-day management and development of business	20
All	Mandatory for all applicants	English Language requirement at level B2	10
All	Mandatory for all applicants	Financial requirement	10
Total number of points required			70

Innovator Founder application: general requirements for an endorsement

INNF 6.1. The application must be supported by an endorsement letter from an Endorsing Body or Legacy Endorsing Body which must contain the following information:

- (a) the name of the Endorsing Body or Legacy Endorsing Body; and
- (b) their endorsement reference number; and
- (c) the date of issue, which must be no earlier than 3 months before the date of application; and
- (d) the applicant's name, date of birth, nationality and passport number; and
- (e) the name and contact details (telephone number, email and workplace address of an individual at the Endorsing Body or Legacy Endorsing Body who will verify the contents of the letter to the Home Office if requested.

INNF 6.2. An endorsement letter from a Legacy Endorsing Body must meet the requirements set out in INNF 7.1. and INNF 7.2.

INNF 6.3. An endorsement letter from an Endorsing Body must confirm that:

- (a) the applicant is considered a fit and proper person to receive endorsement under the rules and guidance of the Innovator Founder route; and
- (b) the endorsing body has no concerns over the legitimacy of sources of funds or modes of transfer of funds invested by the applicant into their endorsed business; and
- (c) the endorsing body has identified no reason to believe that the applicant or their endorsed business may be the beneficiary of illicit or otherwise unsatisfactorily explained wealth.

Innovator Founder Legacy Endorsement requirements

INNF 7.1. A letter of endorsement from a Legacy Endorsing Body in support of an application under the new business criteria will only be accepted, and points will only be awarded, if:

- (a) the endorsement letter was issued by the Legacy Endorsing Body before 13 April 2023 for use in the Innovator route; or
- (b) the applicant previously had permission under the Start-up route and the Endorsing Body for that previous permission is the same as the Legacy Endorsing Body supporting the current application.

INNF 7.2. A letter of endorsement from a Legacy Endorsing Body in support of an application under the same business criteria will only be accepted, and points will only be awarded, if:

- (a) the applicant has or, in the 12 months immediately prior to the date of application, had permission as an Innovator Founder; and
- (b) the Legacy Endorsing Body supporting the current application is the same as the Endorsing Body for that previous permission.

Innovator Founder- New Business requirement

INNF 8.1. If the applicant is applying under the new business criteria the letter of endorsement must confirm that the applicant meets the requirements in INNF 8.2. and INNF 8.3.

Business Plan requirement for an Innovator Founder

INNF 8.2. The applicant must:

- (a) have a business plan and have either generated or made a significant contribution to the ideas in that business plan; and
- (b) demonstrate that they will have a day-to-day role in carrying out the business plan; and
- (c) confirm that they will have at least two Contact point meetings with the

- endorsing body at regular intervals during their period of permission; and
(d) be either the sole founder or an instrumental member of the founding team.

Innovative, viable and scalable business requirements for an Innovator Founder

INNF 8.3. The applicant must have an innovative, viable and scalable business venture and they must meet all the following requirements:

- (a) the applicant must have a genuine, original business plan that meets new or existing market needs and/or creates a competitive advantage; and
- (b) the applicant's business plan must be realistic and achievable based on the applicant's available resources; and
- (c) the applicant must have, or be actively developing, the necessary skills, knowledge, experience and market awareness to successfully run the business; and
- (d) there must be evidence of structured planning and of potential for job creation and growth into national and international markets.

Innovator Founder - Same Business

INNF 9.1. If the applicant is applying under the same business criteria:

- (a) the applicant must have or have last had permission as an Innovator Founder or on the Start-up or Tier 1 (Graduate Entrepreneur) route; and
- (b) the letter of endorsement must confirm that the applicant meets the requirements of INNF 9.2 to INNF 10.1.

Innovator Founder - business previously assessed by an endorsing body requirement

INNF 9.2. The applicant's business must be a business that has previously been assessed by an Endorsing Body or Legacy Endorsing Body while the applicant had permission as an Innovator Founder or on the Start-up or Tier 1 (Graduate Entrepreneur) route.

INNF 9.3 The applicant must:

- (a) if they have or have last had permission as an Innovator Founder, demonstrate that they have attended at least 2 Contact point meetings with their Endorsing Body at regular intervals during their period of permission or similar regular checkpoint assessments with their Legacy Endorsing Body; and
- (b) confirm that they will have at least two Contact point meetings with the endorsing body at regular intervals during their period of permission.

Innovator Founder - business is active, trading and sustainable requirement

INNF 9.4. The applicant's business must be active, trading and sustainable and the applicant must have made significant progress against their business plan.

INNF 9.5. The applicant's business must be registered with Companies House and the applicant must be listed as a director or member of that business.

Innovator Founder - day to day management requirement

INNF 10.1. The applicant must be involved in the day-to-day management and development of their business.

English Language requirement for an Innovator Founder

INNF 11.1. Unless an exemption applies, the applicant must show English language ability on the Common European Framework of Reference for Languages in all 4 components (reading, writing, speaking and listening) of at least level B2.

INNF 11.2. The applicant must show they meet the English language requirement as specified in Appendix English Language.

Financial requirement for an Innovator Founder

INNF 12.1. If the applicant is applying for permission to stay and has been in the UK with permission for 12 months or longer on the date of application, they will meet the financial requirement and do not need to show funds.

INNF 12.2. An applicant who is applying for entry clearance, or who is applying for permission to stay and has been in the UK for less than 12 months at the date of application, must have funds of at least £1,270.

INNF 12.3. The applicant must show that they have held the required level of funds for a 28- day period and as set out in Appendix Finance.

Decision on application as Innovator Founder

INNF 13.1. If the decision maker is satisfied that all the suitability and the relevant eligibility requirements for an Innovator Founder are met, the application will be granted; otherwise, the application will be refused.

INNF 13.2. If the application is refused the person may apply for an Administrative Review under Appendix AR: Administrative Review

Period and conditions of grant of Leave as an Innovator Founder

INNF 14.1. The applicant will be granted permission for a maximum period of 3 years.

INNF 14.2. The grant will be subject to the following conditions:

- (a) no access to public funds; and
- (b) no work, other than working for the business(es) the applicant has established or other employment, where that other employment is in a role that requires a skill level of not less than RQF Level 3; and
- (c) study is permitted, subject to the ATAS condition in Appendix ATAS.

INNF 14.3. In INNF 14.2.(b), working for the business(es) does not include any apprenticeship or any work pursuant to a contract of service, whether express or implied and whether oral or written, with another business, (which means successful applicants cannot fill a position or hire their labour to another business, even if the work is undertaken through contracting with the applicant's own business or through a recruitment or employment agency).

Settlement by an Innovator Founder

Validity requirements for settlement by an Innovator Founder

INNF 15.1. A person on the Innovator Founder route who is applying for settlement must apply online on the gov.uk website on the specified form 'Settlement Innovator'.

INNF 15.2. An application for settlement must meet all the following requirements:

- (a) any fee must have been paid; and
- (b) the applicant must have provided any required biometrics; and
- (c) the applicant must have provided a passport or other travel document which satisfactorily establishes their identity and nationality; and
- (d) the applicant must be in the UK; and
- (e) the applicant must have been issued with an endorsement letter by an Endorsing body or Legacy Endorsing Body no more than 3 months before the date of application and that endorsement must not have been withdrawn.

INNF 15.3. The applicant must have, or have last been granted, permission as an Innovator Founder.

INNF 15.4. An application which does not meet all the validity requirements for settlement for an Innovator Founder is invalid and may be rejected and not considered.

Suitability Requirements for settlement by an Innovator Founder

INNF 16.1. The applicant must not fall for refusal under Part 9: grounds for refusal.

INNF 16.2. The applicant must not be:

- (a) in breach of immigration laws, except that where paragraph 39E applies, that period of overstaying will be disregarded; or
- (b) on immigration bail.

Endorsement Requirement: Innovator Founder- Settlement

INNF 17.1. Where the applicant is applying for settlement and their previous permission was as an Innovator Founder, they must provide an endorsement letter issued by an Endorsing Body, or Legacy Endorsing Body which includes all of the following information:

- (a) confirmation that the applicant has shown significant achievements, judged against the business plan assessed in their previous endorsement; and
- (b) confirmation that the applicant's business is registered with Companies House and the applicant is listed as a director or member of that business; and
- (c) confirmation the business is active and trading; and
- (d) confirmation that the business appears to be sustainable for at least the following 12 months, based on its assets and expected income, weighed against its current and planned expenses; and
- (e) confirmation the applicant has demonstrated an active key role in the day-to-day management and development of the business; and
- (f) confirmation the applicant's business venture has met at least two of the following requirements:
 - (i) at least £50,000 has been invested into the business and actively spent furthering the business; or
 - (ii) the number of the business's customers has at least doubled within the most recent 3 years and is currently higher than the mean number of customers for other UK businesses offering comparable main products or services; or
 - (iii) the business has engaged in significant research and development activity and has applied for intellectual property protection in the UK; or
 - (iv) the business has generated a minimum annual gross revenue of £1million in the last full year covered by its accounts; or
 - (v) the business is generating a minimum annual gross revenue of £500,000 in the last full year covered by its accounts, with at least £100,000 from exporting overseas; or
 - (vi) the business has created the equivalent of at least 10 full-time jobs for settled workers; or

- (vii) the business has created the equivalent of at least 5 full-time jobs for settled workers, each of which has a mean salary of at least £25,000 a year (gross pay, excluding any allowances).

INNF 17.2. An applicant cannot meet the requirements at INNF 17.1 by relying on the same criterion twice (for example, an applicant who has invested £100,000 (2 x £50,000) in their business venture, or who has applied for intellectual property protection in respect of more than one innovation, will be considered to have met one criterion, not two).

INNF 17.3. If the business venture has one or more other team members who are applying for, or have been granted, settlement as an Innovator Founder, they cannot share the same means of meeting these criteria (for example, if two applicants are relying on the requirement to have created 10 jobs, 20 jobs must have been created in total).

INNF 17.4. If the applicant is relying on the criteria for creating jobs in INNF 17.1 (vi) or (vii), the following requirements must be met:

- (a) each job must have existed for at least 12 months and comply with all relevant UK legislation, including (but not limited to) the National Minimum Wage Act 1998 and the Working Time Regulations 1998; and
- (b) each job must involve an average of at least 30 hours of paid work per week, but two or more part time jobs held by different employees that when combined add up to 30 hours per week will represent the equivalent of a single full-time job, as long as each of the jobs has existed for at least 12 months; and
- (c) a job will be considered one for a settled worker if the worker met the definition of settled worker in the rules in force at the time they started the job, and they remained employed for the whole claimed 12-month period, even if they ceased to be a settled worker at a later date.

INNF 17.5. A letter of endorsement from a Legacy Endorsing Body will only be accepted if the Legacy Endorsing Body supporting the current application is the same as the Endorsing Body that supported the applicant's last grant of permission.

Qualifying period requirement for settlement by an Innovator Founder

INNF 18.1. The applicant must have spent at least 3 years in the UK with permission as an Innovator Founder.

Continuous requirement for settlement by an Innovator Founder

INNF 19.1. The applicant must prove that they have met the continuous residence requirement as set out in Appendix Continuous Residence for the qualifying period in

INNF 18.1.

Knowledge of life in the UK requirement for settlement by an Innovator Founder

INNF 20.1. The applicant must meet the Knowledge of Life in the UK requirement as set out in Appendix KOL UK.

Decision on an application for settlement by an Innovator Founder

INNF 21.1. If the decision maker is satisfied all the suitability and eligibility requirements are met the applicant will be granted settlement, otherwise the application will be refused.

INNF 21.2. If the requirements for settlement are not met, but the decision maker believes the applicant is likely to meet all the suitability and eligibility requirements for permission to stay as an Innovator Founder, the application will be varied by the Secretary of State and instead be considered as an application for permission to stay on the Innovator Founder route. Where this happens:

- (a) no additional application fee for permission to stay will be required and the settlement application fee will not be refunded; and
- (b) the Secretary of State will write to the applicant informing them of this variation, and, if required, will request the applicant pay the Immigration Health Charge, and if the applicant does not pay the requested Immigration Health Charge, the application for permission to stay will be rejected as invalid.

INNF 21.4. Where an applicant is granted permission to stay, they will be granted for the period in INNF 14.1. subject to the conditions at INNF 14.2.

INNF 21.5. If the decision maker is not satisfied that the applicant meets all the suitability and eligibility requirements for settlement or permission to stay, the application for settlement will be refused.

INNF 21.6. If the application is refused the person may apply for an Administrative Review under Appendix AR: Administrative Review.

Dependants of an Innovator Founder

Validity requirements for a partner or dependent child (“child”) on the Innovator Founder route

INNF 22.1. An application as a partner or child on the Innovator Founder route must be made online on the gov.uk website on the specified form as follows:

Applicant	Specified form
EEA national with a chipped passport	Either (as applicable): <ul style="list-style-type: none"> • Dependent partner or dependent child using the UK Immigration: ID Check app; or • the forms listed below for dependent applicants outside or inside the UK as relevant.
Applicants outside the UK	Dependent partner visa Dependent child visa
Applicants inside the UK	If the dependant is applying at the same time as the Innovator, they can be included in the form “Start-Up or Innovator permission to stay” where the form allows dependants to be added. Otherwise: <ul style="list-style-type: none"> - Dependent partner - Dependent child

INNF 22.2. An application for entry clearance or permission to stay as a partner or child on the Innovator Founder route must meet all the following requirements:

- (a) any fee and Immigration Health Charge must have been paid; and
- (b) the applicant must have provided any required biometrics; and
- (c) the applicant must have provided a passport or other travel document which satisfactorily establishes their identity and nationality; and
- (d) the applicant must be applying as partner or child of a person (P) who:
 - (i) has made a valid application for entry clearance or permission to stay on the Innovator Founder route that has not been decided; or
 - (ii) has entry clearance or permission to stay on the Innovator Founder route; or
 - (iii) is settled or has become a British citizen, providing that P had permission on the Innovator Founder route when they settled and the applicant either had permission as their partner or child at that time, or the applicant is applying as a child of P and the applicant was born in the UK before P settled.

INNF 22.3. A person applying as a partner must be aged 18 or over on the date of application.

INNF 22.4. A person applying for permission to stay must be in the UK and must not

have, or have last been granted, permission:

- (a) as a Visitor; or
- (b) as a Short-term Student; or
- (c) as a Parent of a Child Student; or
- (d) as a Seasonal Worker; or
- (e) as a Domestic Worker in a Private Household; or
- (f) outside the Immigration Rules.

INNF 22.5. An application which does not meet all the validity requirements as a partner or child on the Innovator Founder route is invalid and may be rejected and not considered.

Suitability requirements for partner and child on the Innovator Founder route

INNF 23.1. The applicant must not fall for refusal under Part 9: grounds for refusal.

INNF 23.2. If applying for permission to stay the applicant must not be:

- (a) in breach of immigration laws, except that where paragraph 39E applies, that period of overstaying will be disregarded; or
- (b) on immigration bail.

Eligibility requirements for a partner and child on the Innovator Founder route

INNF 24.1. A person seeking to come to the UK as a partner or child must apply for and obtain entry clearance as a partner or child of an Innovator Founder before they arrive in the UK.

INNF 24.2. A person applying for entry clearance as the partner or child of an Innovator Founder must, if paragraph A39 and Appendix T of these rules apply, provide a valid medical certificate confirming that they have undergone screening for active pulmonary tuberculosis and that this tuberculosis is not present in them.

Relationship requirements for a partner of an Innovator Founder

INNF 25.1. The applicant must be the partner of a person (P) and one of the following must apply:

- (a) P has permission as an Innovator Founder; or
- (b) P is, at the same time, applying for (and is granted) permission as an Innovator Founder.

INNF 25.2. The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.

Relationship requirement for a child on the Innovator Founder route

INNF 26.1. The applicant must be the child of a person (P), or of P's partner, and one of the following must apply:

- (a) P has permission as an Innovator Founder; or
- (b) P is, at the same time, applying for (and is granted) permission as an Innovator Founder.

INNF 26.2. The applicant's parents must each be either applying at the same time as the applicant, or have permission to be in the UK (other than as a visitor) unless:

- (a) the parent applying for or with entry clearance or permission to stay as an Innovator Founder is the sole surviving parent; or
- (b) the parent applying for or with entry clearance or permission to stay as an Innovator Founder has sole responsibility for the child's upbringing; or
- (c) the parent who does not have permission as an Innovator Founder:
 - (i) is a British citizen or a person who has a right to enter or stay in the UK without restriction; and
 - (ii) is, or will be ordinarily resident, in the UK; or
 - (iii) the decision maker is satisfied that there are serious and compelling reasons to grant the child entry clearance or permission to stay with the parent who is applying for or has entry clearance or permission on the Innovator Founder route.

Age requirement for a child on the Innovator Founder route

INNF 27.1. The applicant must be under the age of 18 at the date of application, unless they were last granted permission as the dependent child of their parent or parents.

INNF 27.2. If the applicant is aged 16 or over at the date of application, they must not be leading an independent life.

Care requirement for a child on the Innovator Founder route

INNF 28.1. If the applicant is aged under 18 on the date of application there must be suitable arrangements for the child's care and accommodation in the UK, which must comply with relevant UK legislation and regulations.

Financial requirement for a partner or child on the Innovator Founder route

INNF 29.1. If the applicant is applying for permission to stay and has been living in

the UK with permission for 12 months or longer on the date of application, they will meet the financial requirement and do not need to show funds.

INNF 29.2. If the applicant is applying for entry clearance or has been in the UK for less than 12 months on the date of application, funds of at least the amount required in INNF 29.3 must be held collectively by one or more of the following:

- (a) the applicant; and
- (b) the Innovator Founder (P); and
- (c) if the applicant is applying as a dependent child, their parent who is lawfully present in the UK or being granted entry clearance, or permission to stay, at the same time as the partner of an Innovator Founder.

INNF 29.3. The funds required are:

- (a) £285 for a dependent partner in the UK, or applying for entry clearance; and
- (b) £315 for the first dependent child in the UK, or applying for entry clearance; and
- (c) £200 for any other dependent child in the UK, or applying for entry clearance.

INNF 29.4. The funds held must be in addition to any funds required by the Innovator Founder to meet the financial requirement for any other dependants in the UK or applying at the same time.

INNF 29.5. If INNF 29.3. applies, the required level of funds must have been held for a 28-day period and as specified in Appendix Finance.

Decision on application for a partner or child on the Innovator Founder route

INNF 30.1. If the decision maker is satisfied that all the suitability and eligibility requirements are met for a partner or child on the Innovator Founder route the application will be granted, otherwise the application will be refused.

INNF 30.2. If the application is refused the person may apply for an Administrative Review under Appendix AR: Administrative Review.

Period and conditions of grant for a partner and child on the Innovator Founder route

INNF 31.1. A partner will be granted permission which either:

- (a) ends on the same date as their partner's permission as an Innovator Founder; or
- (b) lasts for 3 years if the partner was (or is being) granted settlement as an Innovator Founder.

INNF 31.2. A child will be granted permission which ends on the same date as whichever of their parents' permission ends first unless both parents have (or are being granted) settlement or British Citizenship, in which case the child will be granted permission for 3 years.

INNF 31.3 The grant will be subject to all the following conditions:

- (a) no access to public funds; and
- (b) work (including self-employment and voluntary work) permitted; except for employment as a professional sports person (including as a sports coach); and
- (c) study is permitted, subject to the ATAS condition in Appendix ATAS.

Settlement for partner and child on the Innovator Founder route

Validity requirements for settlement for partner and child on the Innovator Founder route

INNF 32.1. A partner and child on the Innovator Founder route who is applying for settlement must apply online on the GOV.UK website on the specified form as follows:

- (a) "Partner - Settlement as a partner or parent
- (b) Child – Settlement as a Child (including a child aged over 18 already in the UK as a dependant)"

INNF 32.2. An application for settlement must meet all the following requirements:

- (a) any fee must have been paid; and
- (b) the applicant must have provided any required biometrics; and
- (c) the applicant must have provided either a passport or other travel document which satisfactorily establishes their identity and nationality; and
- (d) the applicant must be in the UK; and
- (e) the applicant must be applying as a partner or child of a person (P) who:
 - (i) has made a valid application for settlement in the UK as an Innovator Founder and that application has not been decided; or
 - (ii) is settled or has become a British citizen, providing they had permission as an Innovator Founder when they settled and the applicant either had permission as their partner or child at that time or is applying as a child of P and was born in the UK before P settled.

INNF 32.3. An application which does not meet all the validity requirements for settlement as a partner or child on the Innovator Founder route is invalid and may be rejected and not considered.

Suitability Requirements for settlement by a partner and child on the Innovator Founder route

INNF 33.1. The applicant must not fall for refusal under Part 9: grounds for refusal.

INNF 33.2. The applicant must not be:

- (a) in breach of immigration laws, except that where paragraph 39E applies, that period of overstaying will be disregarded; or
- (b) on immigration bail.

Eligibility requirements for settlement by a partner and child on the Innovator Founder route

Relationship requirement for settlement for a partner or dependent child on the Innovator Founder route

INNF 34.1. The applicant must be the partner or child of a person (P) where one of the following applies:

- (a) P is, at the same time, being granted settlement as an Innovator Founder; or
- (b) P is settled or has become a British citizen, providing P had permission as an Innovator Founder when they settled and the applicant either:
 - (i) had permission as P's partner or child at that time; or
 - (ii) is applying as a child of P and was born in the UK before P settled.

INNF 34.2. The applicant must either:

- (a) have last been granted permission as a partner or dependent child of the person (P) in INN 34.1; or
- (b) have been born in the UK and be applying as a child of the person (P) in INNF 34.1.

INNF 34.3. If applying as a child, the applicant's other parent must be being granted settlement at the same time, or be settled or a British citizen, unless:

- (a) the person (P) in INNF 34.1. or applying as the partner of the person (P) in INN 34.1 is the applicant's sole surviving parent; or
- (b) the person (P) in INNF 34.1. or the person applying as the partner of person (P) in INNF 341 has sole responsibility for the applicant's upbringing; or
- (c) the decision maker is satisfied that there are serious and compelling reasons to grant the applicant settlement.

INNF 34.4. If applying as a partner, the applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.

Age requirement for settlement as a child on the Innovator Founder route

INNF 35.1. The child must be under the age of 18 at the date of application unless they were last granted permission as the dependent child of their parent or parents.

INNF 35.2. If the applicant is aged 16 or over on the date of application, they must not be leading an independent life.

Care requirement for settlement as a child on the Innovator Founder route

INNF 36.1. If the applicant is under the age of 18 on the date of application there must be suitable arrangements for the child's care and accommodation in the UK, which must comply with relevant UK legislation and regulations.

Qualifying period requirement for settlement as a partner on the Innovator Founder route

INNF 37.1. The applicant must have spent a continuous period of 5 years in the UK with permission as a partner of the person (P) in INNF 34.1.

Continuous residence requirement for settlement as a partner of on the Innovator Founder route

INNF 38.1. The applicant must meet the continuous residence requirement as set out in Appendix Continuous Residence during the period in INNF 37.1.

English language requirement for a partner or child on the Innovator Founder route

INNF 39.1. Unless an exemption applies, the applicant must show English language ability on the Common European Framework of Reference for Languages in speaking and listening to at least level B1.

INNF 39.2. The applicant must show they meet the English language requirement as specified in Appendix English Language.

Knowledge of life in the UK requirement for settlement as a partner or child on the Innovator Founder route

INNF 40.1. Unless an exemption applies, the applicant must meet the Knowledge of Life in the UK requirement as set out in Appendix KOL UK.

Decision on an application for settlement as a dependent partner or dependent child on the Innovator Founder route

INNF 41.1. If the decision maker is satisfied all the suitability and eligibility requirements for settlement as a partner or child of an Innovator Founder are met the applicant will be granted settlement.

INNF 41.2. If the requirements for settlement are not met, but the decision maker believes the applicant is likely to meet all the suitability and eligibility requirements for permission to stay as a partner or child on the Innovator Founder route, the application will be varied by the Secretary of State to an application for permission to stay. Where this happens:

- (a) no additional application fee for permission to stay will be required and the settlement application fee will not be refunded; and
- (b) the Secretary of State will write to the applicant informing them of this variation and if required will request the applicant pay any Immigration Health Charge but if the applicant does not pay the requested Immigration Health Charge, the application for permission to stay will be rejected as invalid.

INNF 41.3. Where an applicant is granted permission to stay, they will be granted for the period in INNF 31.1 (as a partner) or INNF 31.2. (as a child) subject to the conditions at INNF 31.3.

INNF 41.4. If the decision maker is not satisfied that the applicant meets all the suitability and eligibility requirements for settlement or permission to stay, the application for settlement will be refused.

INNF 41.5. If the application is not varied under INNF 41.2. and the application for settlement is refused the applicant may apply for an Administrative Review under Appendix AR: Administrative Review.”.

Changes to Appendix International Sportsperson

APP ISP1. After ISP 5.4, insert:

“ISP 5.5. The decision maker must not have reasonable grounds to believe the job the applicant is being sponsored to do does not comply with the National Minimum Wage Regulations or the Working Time Regulations.”.

APP ISP2. In ISP 14.2(c), after “Innovator” insert “Founder”.

APP ISP3. For ISP 23.2., substitute:

“ISP 23.2. The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP ISP4. Delete ISP 23.3. and ISP 23.4.

APP ISP5. After ISP 32.3., insert:

“ISP 32.4. If applying as a partner, the applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

Changes to Appendix Temporary Work – Seasonal Worker

APP SAW1. In the introductory paragraph, for “18 October”, substitute “2 October”.

APP SAW2. For SAW4.1(g), substitute:

“(g) confirm the applicant will:

- (i) be paid at least £10.42 for each hour worked and
- (ii) if the applicant is being sponsored in the horticulture sector or under occupation code 8111, 9111, 9119 or 9134 in the poultry production sector, receive at least 32 hours paid employment each week; and
- (iii) if the applicant is being sponsored under occupation code 5431 or 5433 in the poultry production sector, be paid at least £26,200 per year.”.

APP SAW3. After SAW4.1(g), insert:

“SAW4.1A. The hourly rate only includes guaranteed basic gross pay (before income tax and including employee pension and national insurance contributions), and does not include other pay and benefits (such as those listed in SW 14.2).

SAW 4.1B. If the applicant is being sponsored to work more than 48 hours a week, only the salary for the first 48 hours a week will be considered towards the salary threshold of £26,200.”.

APP SAW4. In SAW 4.1C, after “more than 48 hours a week,”, insert “subject to SAW 4.1D,”.

APP SAW5. In SAW 4.1C, for “£25,600”, substitute “£26,200”.

APP SAW6. After SAW 4.1C, insert:

“SAW 4.1D. If the applicant is being sponsored to work a pattern where the regular hours are not the same each week, resulting in uneven pay:

- (a) work in excess of 48 hours in some weeks can be considered towards the salary threshold of £26,200, providing the average over a regular cycle (which can be less than, but not more than, 17 weeks) is not more than 48 hours a week; and
- (b) any unpaid rest weeks will count towards the average when considering whether the salary thresholds are met; and
- (c) any unpaid rest weeks will not count as absences from employment for the purpose of paragraph 9.30.1. in Part 9 of these rules.

For example, an applicant who works a pattern of 60 hours a week for £12 per hour for two weeks, followed by an unpaid rest week, will be considered to work 40 hours a week on average and have a salary of £24,960 (£12 x 40 x 52) per year.”.

APP SAW7. After SAW 4.2, insert:

“SAW 4.3. The decision maker must not have reasonable grounds to believe the job the applicant is being sponsored to do does not comply with the National Minimum Wage Regulations or the Working Time Regulations.”.

APP SAW8. In SAW 7.1(b)(i), for “18 October”, substitute “2 October”.

Changes to Appendix Youth Mobility Scheme

APP YMS1. In the introduction section, for:

“The Youth Mobility Scheme provides a cultural exchange programme that allows a person aged between 18 and 30, from participating countries and territories, to experience life in the UK for up to 2 years.”

substitute:

“The Youth Mobility Scheme provides a cultural exchange programme

that allows a person aged between 18 and 30 (or 18-35 for some nationalities), from participating countries and territories, to experience life in the UK for up to 2 years (or 3 years for some nationalities).”.

APP YMS2. After YMS 1.1, insert:

“YMS 1.1.A. A person applying for permission to stay under the Youth Mobility Scheme route must apply online on gov.uk on the specified form: “Temporary Work or Youth Mobility Scheme permission to stay”.”.

APP YMS3. In YMS 1.2, for “on”, substitute “or permission to stay under”.

APP YMS4. For YMS 1.4, substitute:

“YMS 1.4. An applicant for entry clearance must be:

- (a) a New Zealand national aged 35 or under on the date of application; or
- (b) aged 30 or under on the date of application.”.

APP YMS5. After YMS 1.4, insert:

“YMS 1.4.A. An applicant who is applying for permission to stay must:

- (a) be a New Zealand national in the UK;
- (b) have, or have last been granted, permission to enter under the Youth Mobility Scheme route; and
- (c) not previously have been granted permission to stay under the Youth Mobility Scheme route.”.

APP YMS6. After YMS 2.1, insert:

“YMS 2.2. If applying for permission to stay the applicant must not be:

- (a) in breach of immigration laws, except that where paragraph 39E applies, that period of overstaying will be disregarded; or
- (b) on immigration bail.”.

APP YMS7. In YMS 3.3, for “The applicant”, substitute “A person applying for entry clearance”.

APP YMS8. In YMS 4.1, after “but”, insert “if they are applying for entry clearance they”.

APP YMS9. In YMS 4.3, after “places”, insert “for entry clearance applications”.

APP YMS10. After YMS 5.3, insert:

“YMS 5.4. YMS 5.1. to YMS 5.3. do not apply to applications for permission to stay on the Youth Mobility Scheme route.”.

APP YMS11. For YMS 7.1, substitute:

“YMS 7.1. The applicant will be granted either:

- (a) entry clearance for up to 2 years; or
- (b) permission to stay for up to a year, ensuring the total period the person may stay in the UK under the Youth Mobility Scheme does not exceed 3 continuous years.”.

Changes to Appendix Youth Mobility Scheme: eligible nationals

APP YMSEN1. In the heading, for “2022”, substitute “2023”.

APP YMSEN2. In the title “Countries and Territories participating in the Youth Mobility Scheme...”, for “2022”, substitute “2023”.

APP YMSEN3. For paragraph 1, substitute:

“The maximum total allocation of places available for use by nationals or citizens of countries and rightful holders of a passport issued by territories participating in the Youth Mobility Scheme in 2023, are as follows:

- Australia - 35,000 places
- Canada - 8,000 places
- Hong Kong - 1,000 places
- Iceland – 1,000 places
- India – 3,000 places
- Japan - 1,500 places
- Monaco - 1,000 places
- New Zealand - 13,000 places
- Republic of Korea - 1,000 places
- San Marino - 1,000 places
- Taiwan - 1,000 places”.

APP YMSEN4. After paragraph 1A, insert:

“1B. The maximum total allocation of places listed in paragraph 1 does not apply to New Zealand nationals already in the UK with valid permission under the Youth Mobility Scheme and who are applying for permission to stay under the scheme.”.

Changes to Appendix Temporary Work – Creative Worker

APP CRV1. After CRV 3.2(a), insert:

“(aa) the applicant has obtained an Electronic Travel Authorisation; and”.

APP CRV2. After CRV 4.6, insert:

“CRV 4.7. The decision maker must not have reasonable grounds to believe the job the applicant is being sponsored to do does not comply with the National Minimum Wage Regulations or the Working Time Regulations.”.

APP CRV3. For CRV 13.2., substitute:

“CRV 13.2. The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP CRV4. Delete CRV 13.3. and CRV 13.4.

APP CRV5. After CRV 12.2(a), insert:

“(aa) the applicant has obtained an Electronic Travel Authorisation; and”.

Changes to Appendix Temporary Work – Religious Worker

APP RW1. After RW 4.5, insert:

“RW 4.6. The decision maker must not have reasonable grounds to believe the job the applicant is being sponsored to do does not comply with the National Minimum Wage Regulations or the Working Time Regulations.”.

APP RW2. For RW 12.2, substitute:

“RW 12.2. The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP RW3. Delete RW 12.3. and RW 12.4.

Changes to Appendix Temporary Work - Charity Worker

APP CW1. After CW 4.4, insert:

“CW 4.5. The decision maker must not have reasonable grounds to believe the job the applicant is being sponsored to do does not comply with the National Minimum Wage Regulations or the Working Time Regulations.”.

APP CW2. For CW 8.3.(c), substitute:

“(c) voluntary work with another organisation is permitted, providing it is in the same role as the one listed on the Certificate of Sponsorship; and”.

APP CW3. For CW 12.2., substitute:

“The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP CW4. Delete CW 12.3. and CW 12.4.

Changes to Appendix Temporary Work – International Agreement

APP IA1. After IA 4.3, insert:

“IA 4.4. The decision maker must not have reasonable grounds to believe the job the applicant is being sponsored to do does not comply with the National Minimum Wage Regulations or the Working Time Regulations.”.

APP IA2. In IA 7.8, for “Appendix Domestic Worker Terms and Conditions”, substitute “Appendix Domestic Worker Statement”.

APP IA3. For IA 25.2., substitute:

“IA 25.2. The applicant must show that the relationship meets the

relationship requirements as specified in Appendix Relationship with Partner.”.

APP IA4. Delete IA 25.3. and IA 25.4.

Changes to Appendix Temporary Work – Government Authorised Exchange

APP GAE1. For the introduction to the Appendix, substitute:

“The Temporary Work - Government Authorised Exchange route is for a person who wants to come to the UK on an approved scheme for a period of 12 or 24 months (depending on the scheme).

A partner and children can apply as dependants on this route.

The Government Authorised Exchange route is not a route to settlement.”.

APP GAE2. For GAE 5.2., substitute:

“GAE 5.2. The sponsor must be authorised by the Home Office to sponsor individuals in the role specified on the Certificate of Sponsorship and on the particular scheme that the applicant has applied to participate in (as set out in Appendix GAE schemes).”.

APP GAE3. After GAE 5.3, insert:

“GAE 5.4. The decision maker must not have reasonable grounds to believe the job the applicant is being sponsored to do does not comply with the National Minimum Wage Regulations or the Working Time Regulations.”.

APP GAE4. For GAE 11.1, substitute:

“GAE 11.1. If the application is for entry clearance, the applicant will be granted for the period of the role on the Certificate of Sponsorship plus up to 14 days before and 14 days after that period (the end date of the Certificate of Sponsorship may be up to the maximum period of time that a person is permitted to spend in the UK under the terms of the specific scheme on which the applicant has applied to participate in, as set out in Appendix GAE schemes).”.

APP GAE5. For GAE11.2, substitute:

“GAE 11.2. If the application is for permission to stay, the applicant

will be granted for whichever is the shortest of:

- (a) the period of the role on the Certificate of Sponsorship plus 14 days after that period (the end date of the Certificate of Sponsorship may be up to the maximum period of time permitted under the terms of the specific scheme on which the applicant has applied to participate in, as set out in Appendix GAE schemes); or
- (b) where the applicant is applying to continue to participate in the same scheme, a period of 14 days plus the difference between the maximum period of time that a person on the Government Authorised Exchange route is permitted to spend in the UK under the terms of the specific approved scheme on which the applicant had applied to participate in (as set out in Appendix GAE schemes) and the period that they have already been granted permission to participate in that scheme; or
- (c) the difference between 25 months and the duration of the period during which the applicant has already held continuous permission on the Government Authorised Exchange route, including any period where paragraph 39E applied.”.

APP GAE6. For GAE 15.2., substitute:

“GAE 15.2. The applicant must show that the relationship meets the relationship requirements as specified in Appendix Relationship with Partner.”.

APP GAE7. Delete GAE 15.3. and GAE 15.4.

Changes to Appendix Government Authorised Exchange schemes

APP GAES1. In the list of schemes, under the entry for “BUNAC Blue Card Internships – ‘Intern in Britain’” in the “Name of Scheme” column, substitute “BUNAC Blue Card Internships – ‘Intern in Britain’”.

APP GAES2. In the list of schemes, under the entry for “Diplomatic Missions Interns Scheme”, in the “Scheme” column, for “an agreement” substitute “a Memorandum of Understanding currently in place”.

APP GAES3. In the list of schemes, under the entry for “Diplomatic Missions Interns Scheme”, in the “Name of overarching body (sponsor)” column, insert “Diplomatic missions or consular posts that have a Memorandum of Understanding currently in place with the FCDO regarding their participation in this scheme”.

APP GAES4. In the list of schemes, under the entry for “Finance Ministries and Central Banks schemes”, in the “Name of Scheme” column, substitute “Finance Ministries and Central Banks scheme”.

APP GAES5. In the list of schemes, under the entry for “Finance Ministries and Central Banks schemes”, in the “Scheme” column, substitute:

“This scheme accommodates three secondment programmes from finance ministries and central banks. 1) The Central Banks and Finance Ministries Exchange Programme – enabling employees of other central banks, financial institutions and finance ministries to undertake a work placement at the Bank of England or His Majesty’s Treasury; 2) The Bank of England PhD Internships Programme – enabling economists to undertake research placements; 3) the Houlton-Norman and George Fellowships Programme – enabling fellows to undertake research placements on economic or financial topics.”.

APP GAES6. In the list of schemes, delete the entries for “British Council Tech Trainees business internships”, “IAESTE”, “International Defence and Security Scheme (IDSS)”, “International Fire and Rescue Training Scheme”, “Jamaica Nursing Exchange” and “Mathematics Teacher Exchange Programme (England - China)”.

APP GAES7. In the list of schemes, under the entry for “Scottish Government Interchange Scheme”, in the “Type of scheme and maximum period of time permitted” column, substitute “Work experience Maximum 12 months”.

APP GAES8. In the list of schemes, under the entry for “European Voluntary Service (Youth in Action Programme)”, in the “Name of overarching body (sponsor)” column, substitute “British Council and Ecorys”.

APP GAES9. In the list of schemes, under the entry for “Erasmus”, in the “Name of overarching body (sponsor)” column, substitute “British Council and Ecorys”.

Changes to Appendix Service Providers from Switzerland

APP SPS1. After SPS 4.10, insert:

“SPS 4.11. The decision maker must not have reasonable grounds to believe the applicant’s employment in the UK does not comply with the National Minimum Wage Regulations or the Working Time Regulations.”.

Changes to Appendix Afghan Relocation and Assistance Policy (ARAP)

APP ARAP1. For ARAP 12.1., substitute, “The applicant must be under 18 on the date of application.”.

Insertion of Appendix Family Reunion (Protection)

APP FRP1. After “Appendix Temporary Permission to Stay for Victims of Human Trafficking or Slavery”, insert:

“Appendix Family Reunion (Protection)

This Appendix applies to a partner or dependent child of a person who holds protection status in the UK.

Validity requirements for Family Reunion

FRP 1.1. An application for family reunion must meet the following validity requirements:

- (a) the applicant’s sponsor must currently have protection status in the UK; and
- (b) the applicant’s sponsor must not be a British Citizen; and
- (c) the applicant must have made an application for:
 - (i) permission to stay under Appendix FRP while in the UK in writing; or
 - (ii) entry clearance when outside the UK through the gov.uk website on either: ‘Partner of someone in the UK with protection status (family reunion)’ or ‘Child of someone in the UK with protection status (family reunion)’; and
- (d) the applicant must have provided any required biometric information.

FRP 1.2. A family reunion application which does not meet the validity requirements may be rejected as invalid and not considered.

Suitability requirements for Family Reunion

FRP 2.1. An application for family reunion must be refused on suitability grounds where the Secretary of State:

- (a) has at any time decided that paragraph 339AA (exclusion from Refugee Convention), 339AC (danger to the UK), 339D (exclusion from a grant of humanitarian protection) or 339GB (revocation of humanitarian protection on grounds of exclusion) of these rules applies to the applicant; or

- (b) has decided that paragraph 339AA, 339AC, 339D or 339GB of these rules would apply, but for the fact that the person has not made a protection claim in the UK, or that the person has made a protection claim which was finally determined without reference to any of the relevant matters described in paragraphs 339AA, 339AC, 339D or 339GB.

FRP 2.2. The applicant must not fall for refusal under Part 9: grounds for refusal.

Eligibility requirements for Family Reunion

Identity requirement for Family Reunion

FRP 3.1 The applicant must satisfactorily establish their identity and nationality.

Relationship requirements for a partner applying for Family Reunion

FRP 4.1. The applicant must:

- (a) be the partner of a person (P) who has protection status; and
- (b) have formed part of the family unit of P before P left the country of their habitual residence in order to seek protection; and
- (c) where the applicant is not married or in a civil partnership with P they must also have been living with P for at least 2 years before P left the country of their former habitual residence in order to seek protection; and
- (d) be in a genuine and subsisting relationship with P; and
- (e) not be within the prohibited degree of relationship with P which means they could not marry in the UK as set out in Appendix Relationship with Partner.

Relationship requirement for a child applying for Family Reunion

FRP 5.1. The applicant must be the child of a person (P) who has protection status or of P's partner.

Family life requirements for a child applying for Family Reunion

FRP 6.1. The applicant must:

- (a) be under the age of 18 at the date of application or, if they are aged 18 or over, the decision maker must be satisfied there are exceptional circumstances (as set out in FRP 6.2.); and
- (b) have formed part of the family unit of P before P left the country of their habitual residence in order to seek protection; and
- (c) not be married or in a civil partnership; and
- (d) not have formed an independent family unit.

FRP 6.2. Where the applicant is aged 18 or over on the date of application the decision-maker must, when considering whether there are exceptional circumstances, consider all relevant factors including:

- (a) whether the applicant is dependent on the financial and emotional support of P or P's partner; and
- (b) whether the parent or parents the applicant depends on is in the UK, or qualifies for family reunion or resettlement and intends to travel to the UK; and
- (c) whether or not the applicant is leading an independent life, has no other relatives to provide financial or emotional support, and whether they can access support or employment in the country in which they are living and whether they would likely become destitute if left on their own.

Eligibility requirements for Family Reunion based on Article 8 European Convention of Human Rights (ECHR)

FRP 7.1. Where an applicant does not meet the requirements for a partner under FRP.4.1. or for a child under FRP.5.1. to FRP 6.2., the decision maker must consider, on the basis of the information provided by the applicant, whether there are exceptional circumstances which would make a refusal of the application a breach of Article 8 of the ECHR, because such refusal would result in unjustifiably harsh consequences for the applicant or their family member, whose Article 8 rights it is evident from the information provided would be affected by a decision to refuse the application.

FRP 7.2. Where P (in FRP 4.1. and FPR 5.1.) has been granted temporary refugee permission to stay or temporary humanitarian permission to stay under paragraphs 334 and 339C of Part 11 of these Rules, and the applicant for Family Reunion meets the relationship requirements for a partner or child, the application will only be granted where:

- (a) a refusal of the application would breach the UK's obligation under Article 8 of the ECHR; or
- (b) there are insurmountable obstacles to family life continuing elsewhere other than in the UK and if the applicant is a child, and the decision maker is satisfied that family reunion in the UK is in the child's best interests in line with the Secretary of State's duty under section 55 of the Borders, Citizenship and Immigration Act 2009.

Decision on application for Family Reunion

FRP 8.1. If the decision maker is satisfied the applicant meets the suitability requirements and relevant eligibility requirements for Family Reunion, the

application will be granted; otherwise, the application will be refused.

Period and conditions of grant for Family Reunion

FRP 9.1. Where an applicant meets the relevant eligibility requirements in FRP 3.1.to FRP 6.2., the applicant will be granted permission for a period which expires at the same time as the permission granted to P.

FRP 9.2. Where an applicant is granted under FRP 7.1. or FRP.7.2(a) (Article 8 ECHR grounds), the permission will be granted for a period which expires at the same time as the permission granted to P, up to a maximum period of:

- (a) 30 months for permission to stay; or
- (b) 33 months for entry clearance.

FRP 9.3. The grant will be subject to the same conditions on work, study and access to public funds as P.”.

Insertion of Appendix Child staying with or joining a Non-Parent Relative (Protection)

APP CNP1. After “Appendix Family Reunion (Protection)”, insert:

“Appendix Child staying with or joining a Non-Parent Relative (Protection)

This Appendix applies to a child of a non-parent relative who holds protection status in the UK.

Validity requirements for a child to stay with or join a non-parent relative

CNP 1.1. An application for a child to stay with or join a UK based non-parent relative with protection status must meet the following validity requirements:

- (a) the applicant’s UK based relative must currently have protection status; and
- (b) the applicant’s UK based sponsor must not be a British Citizen or settled in the UK; and
- (c) the applicant must have made an application for:
 - (i) permission to stay using the FLR (P) visa application form; or
 - (ii) entry clearance on the gov.uk website under ‘Child of a non-parent relative with protection status in the UK.’
- (d) the applicant must have paid the required application fee and Immigration Health Charge (unless the applicant has been granted a fee waiver in whole or in part); and
- (e) the applicant must have provided any required biometric information.

Suitability requirements for a child to stay with or join a non-parent relative

CNP 2.1. An application for a child to stay with or join a non-parent relative with protection status must be refused on suitability grounds where the Secretary of State:

- (a) has at any time decided that paragraph 339AA (exclusion from Refugee Convention), 339AC (danger to the UK), 339D (exclusion from a grant of humanitarian protection) or 339GB (revocation of humanitarian protection on grounds of exclusion) of these rules applies to the applicant; or
- (b) has decided that paragraph 339AA, 339AC, 339D or 339GB of these rules would apply, but for the fact that the person has not made a protection claim in the UK, or that the person has made a protection claim which was finally determined without reference to any of the relevant matters described in paragraphs 339AA, 339AC, 339D or 339GB.

CNP 2.2. The applicant must not fall for refusal under Part 9: grounds for refusal.

Eligibility requirements for a child to stay with or join a non-parent relative

CNP 3.1. The applicant must:

- (a) be aged under 18 on the date of application; and
- (b) not be married or in a civil partnership; and
- (c) not have formed an independent family unit; and
- (d) have an existing, genuine family relationship with the UK based relative; and
- (e) have satisfactorily established their identity and nationality.

CNP 3.2. The decision maker must be satisfied that:

- (a) the applicant can, and will, be accommodated and maintained adequately by the UK based relative, without access to public funds and in accommodation which the relative owns or occupies exclusively; and
- (b) there are suitable arrangements for the applicant's care and accommodation in the UK, which must comply with relevant UK legislation and regulations; and
- (c) there are serious and compelling family or other considerations which make exclusion of the applicant undesirable.

CNP 3.3. Where an applicant does not meet the eligibility requirements of CNP.3.1. and CNP 3.2., the decision maker must consider whether a grant of permission to stay or entry clearance is appropriate based on exceptional circumstances which include where:

- (a) the applicant has no parent with them; and
- (b) the applicant has no family other than in the UK that could reasonably be expected to support them; and

- (c) there is an existing, genuine family relationship between the applicant and the UK-based relative; and
- (d) the applicant is dependent on the UK based relative.

CNP 3.4. Where the applicant does not meet the requirements in CNP 3.1. and CNP 3.2. and the decision maker is not satisfied that there are exceptional circumstances under CNP 3.3. consideration must be given to whether refusal of the application would be a breach of Article 8 ECHR, because such a refusal would result in unjustifiably harsh consequences for the applicant or their family member, whose Article 8 rights it is evident from the information provided would be affected by a decision to refuse the application.

Decision on applications for a child to stay with or join a non-parent relative

CNP 4.1. Where the decision maker is satisfied that the applicant meets the suitability requirements and the relevant eligibility requirements, the application will be granted permission to stay if in the UK or entry clearance if outside the UK; otherwise, the application will be refused.

Period and conditions of grant for a child to join a non-parent relative

CNP 5.1. Where an applicant is granted permission to stay with, or entry clearance to join, a non-parent relative, the grant will be for a period which expires at the same time as the permission granted to their UK-based relative.

CNP 5.2. The grant will be subject to the following conditions:

- (a) work (including self-employment and voluntary work) permitted; and
- (b) study is permitted (subject to the ARTAS requirement when the person is aged 18 or over); and
- (c) no access to public funds, unless CPN 5.3. applies.

CNP 5.3. Where the applicant is being granted under CNP 3.3. or CNP 3.4. and the decision maker is satisfied that:

- (a) the UK based relative is destitute as defined in section 95 of the Immigration and Asylum Act 1999, or is at risk of imminent destitution; or
- (b) there are reasons relating to the welfare of the applicant which outweigh the considerations for imposing or maintaining the condition (treating the best interests of a relevant child as a primary consideration); or
- (c) the applicant is facing exceptional circumstances affecting their income or expenditure

then the applicant will not be subject to a condition of no access to public funds.

CNP 5.4. For the purposes of CNP 5.3., ‘relevant child’ means a person who:

- (a) is under the age of 18 years at the date of application; and
- (b) it is clear from the information provided by the applicant is a child who would be affected by a decision to impose or maintain the no access to public funds condition.

Requirements for settlement as the child of a UK based non-parent relative

Validity requirements for settlement as the child of a UK based non-parent relative

CNP 6.1. The validity requirements for settlement as the child of a UK based non-parent relative are:

- (a) the application must be made on the gov.uk website under the ‘Indefinite leave to remain (refugee, humanitarian protection or discretionary leave) form; and
- (b) the applicant must have, or have last had, permission as the child of a UK based non-parent relative; and
- (c) the UK based relative must be a British Citizen, having been granted citizenship since the child was originally granted under Appendix CPN, or present and settled in the UK; and
- (d) the applicant must have provided any required biometrics; and
- (e) the applicant must have satisfactorily established their identity and nationality; and
- (f) the applicant must have paid the required application fee.

Suitability requirements for settlement as a child of a UK based non-parent relative

CNP 7.1. An application for settlement as a child of a UK based non-parent relative must be refused on suitability grounds where the Secretary of State:

- (a) has at any time decided that paragraph 339AA (exclusion from Refugee Convention), 339AC (danger to the UK), 339D (exclusion from a grant of humanitarian protection) or 339GB (revocation of humanitarian protection on grounds of exclusion) of Part 11 of the Rules applies to the applicant; or
- (b) has decided that paragraph 339AA, 339AC, 339D or 339GB of Part 11 would apply, but for the fact that the person has not made a protection claim in the UK, or that the person has made a protection claim which was finally determined without reference to any of the relevant matters described in paragraphs 339AA, 339AC, 339D or 339GB.

CNP 7.2. The applicant must not fall for refusal under Part 9: grounds for refusal.

Eligibility requirements for settlement as the child of a UK based non-parent relative

Relationship requirement for settlement as the child of a UK based non-parent relative

CNP 8.1. The applicant's UK based non-parent relative must:

- (a) be granted settlement at the same time as the applicant; or
- (b) must be settled in the UK or have become a British citizen, providing they had protection status when they settled.

Care requirement for settlement as the child of a UK based non-parent relative

CNP 9.1. Where the applicant is under the age of 18 on the date of application for settlement, there must be suitable arrangements for the child's care and accommodation in the UK, which must comply with relevant UK legislation and regulations.

Age requirement for settlement as a child of a UK based non-parent relative

CNP 10.1. The applicant must be under the age of 18 on the date of application for settlement, unless they were last granted permission as the child of a UK based non-parent relative.

CNP 10.2. If the applicant is aged 16 or over on the date of application, they must not be leading an independent life or have formed an independent family life.

English language requirement for settlement as child of a UK based non-parent relative

CNP 11.1. Unless an exemption applies (for example if the applicant is aged under 18), the applicant must show English language ability on the Common European Framework of Reference for Languages in speaking and listening to at least level B1.

CNP 11.2. Unless an exemption applies, the applicant must show they meet the English language requirement as specified in Appendix English Language.

Knowledge of life in the UK requirement for settlement as a child of a UK based non-parent relative

CNP 12.1. Unless an exemption applies (for example, if the applicant is aged under 18), the applicant must meet the Knowledge of Life in the UK requirement as set out in Appendix KOL UK.

Decision on an application for settlement as a child of a UK based non-parent relative

CNP 13.1. If the decision maker is satisfied all the suitability and eligibility requirements are met for settlement as a child of a UK based non-parent relative, the application for settlement will be granted.

CNP 13.2. If the applicant meets the eligibility requirements for settlement but does not meet the suitability requirements for settlement the applicant may be granted a further period of permission to stay which does not exceed 30 months and subject the same conditions as in CNP 5.1. to CPN 5.4; otherwise, the application for settlement will be refused.

CNP 13.3. If the application for settlement is refused the person can apply for an Administrative Review under Appendix AR: Administrative Review.”.

Insertion of Appendix Adult Dependent Relative

APP ADR1. After “Appendix Child joining a Non-Parent Relative (Protection)”, insert:

“Appendix Adult Dependent Relative

The Adult Dependent Relative route is for a person aged 18 or over who is sponsored by a relative in the UK (who must be a British Citizen, settled in the UK, have protection status or be a specified EEA national who has permission under Appendix EU) and where the sponsor is able to maintain, accommodate and care for the applicant without reliance on public funds.

The applicant must require long-term personal care to perform everyday tasks due to age, illness or disability and that care must be either not available or not affordable in the country where the applicant is living.

The applicant must apply for and obtain entry clearance as an Adult Dependent Relative before their arrival in the UK.

An Adult Dependent Relative is granted settlement if their sponsor is settled in the UK or is a British Citizen. In other cases, the Adult Dependent Relative is granted temporary permission which expires on the same date as their sponsor’s temporary permission and once in the UK they can apply for settlement or further permission to stay in line with their sponsor’s permission.

There is a separate route for an Adult Dependent Relative of a BN(O) Status Holder under Appendix Hong Kong British National (Overseas).

Validity requirements for an Adult Dependent Relative

ADR 1.1. A person applying for entry clearance or permission to stay as an Adult Dependent Relative must apply online on the gov.uk website on the specified form as follows:

- (a) for applicants outside the UK, form “Join or accompany a family member”; or
- (b) for applicants in the UK, form “Further leave to remain – Immigration Rules”.

ADR 1.2. An application for entry clearance or permission to stay as an Adult Dependent Relative must meet all the following requirements:

- (a) any fee and Immigration Health Charge must have been paid (unless the applicant has been granted a fee waiver in whole or part); and
- (b) the applicant must have provided any required biometrics; and
- (c) the applicant must have provided a passport or other document which satisfactorily establishes their identity and nationality; and
- (d) the applicant and their sponsor must both be over the age of 18 at the date of application.

ADR 1.3. An applicant applying for permission to stay must be in the UK on the date of application and must have, or have last been granted, entry clearance or permission to stay as an Adult Dependent Relative.

ADR 1.4. An application which does not meet all the validity requirements for the Adult Dependent Relative route may be rejected and not considered.

Suitability requirements for an Adult Dependent Relative

ADR 2.1. The applicant must not fall for refusal under the suitability grounds set out in:

- (a) S-EC.1.2 to S-EC.1.8. and S-EC 2.2 to S-EC 3.2. of Appendix FM if applying for entry clearance; or
- (b) S-LTR.1.2. to S-LTR. 2.1 and S-LTR.3.1 to S-LTR.4.5. of Appendix FM if applying for permission to stay.

ADR 2.2. If applying for permission to stay, the applicant must not be:

- (a) in breach of immigration laws, except that where paragraph 39E applies, that period of overstaying will be disregarded; or
- (b) on immigration bail.

Eligibility requirements for an Adult Dependent Relative

Entry requirements for an Adult Dependent Relative

ADR 3.1. A person seeking to come to the UK as an Adult Dependent Relative must apply for and obtain entry clearance as an Adult Dependent Relative before they arrive in the UK.

ADR 3.2. A person applying for entry clearance as an Adult Dependent Relative must, if paragraph A39 and Appendix T of these rules apply, provide a valid medical certificate confirming that they have undergone screening for active pulmonary tuberculosis and that this tuberculosis is not present in them.

Relationship requirements for an Adult Dependent Relative

ADR 4.1. An applicant applying for entry clearance or permission to stay as an Adult Dependent Relative must be one of the following:

- (a) the parent; or
- (b) the grandparent; or
- (c) the son or daughter; or
- (d) the brother or sister,

of a person in the UK (“the sponsor”).

ADR 4.2. The sponsor of the applicant must be one of the following:

- (a) a British Citizen; or
- (b) settled in the UK; or
- (c) in the UK with protection status; or
- (d) an EEA national with limited leave to enter or remain granted under paragraph EU3 of Appendix EU on the basis of meeting condition 1 in paragraph EU14 of that Appendix.

ADR 4.3. Where the applicant is applying for permission to stay, the sponsor must be the same person who sponsored the applicant when they were last granted entry clearance or permission as an Adult Dependent Relative.

Dependency requirements for an Adult Dependent Relative

ADR 5.1. The applicant must, as a result of age, illness or disability, require long-term personal care to perform everyday tasks.

ADR 5.2. If the applicant is the sponsor’s parent or grandparent, the applicant must not be in a subsisting relationship with a partner, unless that partner is also the

sponsor's parent or grandparent and is applying for entry clearance or permission to stay at the same time as the applicant.

ADR 5.3. Where the application is for entry clearance, the applicant must be unable to obtain the required level of care in the country where they are living, even with the financial help of the sponsor because either:

- (a) the care is not available and there is no person in that country who can reasonably provide it: or
- (b) the care is not affordable.

Financial requirement for an Adult Dependent Relative

ADR 6.1. The sponsor must be able to provide adequate maintenance, accommodation and care for the applicant in the UK without access to public funds.

ADR. 6.2. The sponsor must provide evidence of income or cash savings sufficient to show they can meet the financial requirement and:

- (a) evidence from income (other than self-employment) or savings must cover the 6 month period immediately before the date of application; or
- (b) where the sponsor is receiving maternity, paternity, adoption or sick pay, their income from salaried employment can be shown for either the 6 months immediately before the date of application or the start date of the maternity, paternity, adoption or sick leave; or
- (c) where the income is from self-employment it must be shown for the last full financial year before the date of application, with additional evidence of ongoing employment as in paragraphs 7 or 9 (as relevant) of Appendix FM-SE; or
- (d) where there is non-employment income it must be shown to have been received in the 12 months before the date of application except where specified in paragraph 10 of Appendix FM-SE; or
- (e) where property has been sold and the money received has been converted into cash savings the requirements in paragraph 11A(d) of Appendix FM-SE must be met.

ADR 6.3. The income or cash savings must be evidenced as specified in paragraphs 1, 12A and 12B of Appendix FM-SE.

ADR 6.4. The sponsor must provide a signed maintenance undertaking confirming that the applicant will not have access to public funds, and that the sponsor will be responsible for the maintenance, accommodation and care of the applicant for either:

- (a) a period of 5 years from the date the applicant arrives in the UK if the applicant is to be granted settlement; or

- (b) the duration of the period of permission to be granted if the applicant is being granted temporary permission to stay.

ADR 6.5. If the applicant receives public funds during the period covered by the maintenance undertaking (see ADR 6.4.) the UK Government may seek to recover the public funds from the sponsor who gave the undertaking.

Eligibility under Article 8 ECHR for an Adult Dependent Relative

ADR 7.1. If the applicant does not meet all the suitability requirements (subject to ADR 7.2) or does not meet all of the eligibility requirements in ADR 3.1. to ADR 6.4., but the decision maker is satisfied that refusal of the application would breach Article 8 of the Human Rights Convention, because it would result in unjustifiably harsh consequences for the applicant or their family, the applicant will meet the Article 8 ECHR eligibility requirement.

ADR 7.2. Where ADR 7.1. applies and the applicant falls for refusal on suitability grounds under S-EC.1.2 to S-EC.1.5, or S-LTR.1.2 to S-LTR.1.6. of Appendix FM of these rules the application as an Adult Dependent Relative must be refused.

Decision on an application as an Adult Dependent Relative

ADR 8.1. If the decision maker is satisfied that all the suitability and the relevant eligibility requirements are met, unless paragraph ADR 7.2. applies, the application will be granted as an Adult Dependent Relative; otherwise, the application will be refused.

Period of grant and conditions of permission as an Adult Dependent Relative

ADR 9.1. An applicant applying for entry clearance will, if the sponsor is a British Citizen or settled in the UK, be granted settlement.

ADR 9.2. An applicant applying for entry clearance or permission to stay where an applicant's sponsor has temporary permission to stay in the UK will be granted temporary permission which expires on the same date as their sponsor's temporary permission.

ADR 9.3 Where an applicant is applying for permission to stay and, their sponsor is a British Citizen or settled in the UK, the applicant will be granted permission for 30 months.

ADR 9.4. If the applicant is granted temporary permission, it will be subject to the following conditions:

- (a) no access to public funds; and

- (b) work is permitted (including self-employment and voluntary work); and
- (c) study permitted, subject to the ATAS condition in Appendix ATAS.

Settlement as an Adult Dependent Relative for those with temporary permission to stay as an Adult Dependent Relative

Validity requirements for settlement as an Adult Dependent Relative for those with permission to stay as an Adult Dependent Relative

ADR 10.1. A person in the UK applying for settlement as an Adult Dependent Relative must apply online on the gov.uk website on the specified form as follows: “Settle in the UK in various immigration categories: form SET(O)”.

ADR 10.2. The applicant must be in the UK and must have, or have previously been granted, permission as an Adult Dependent Relative.

ADR 10.3. An application for settlement as an Adult Dependent Relative must meet all the following requirements:

- (a) any fee must have been paid; and
- (b) the applicant must have provided any required biometrics; and
- (c) the applicant must have provided a passport or other document which satisfactorily establishes their identity and nationality.

ADR 10.4. An application which does not meet all the validity requirements for settlement as an Adult Dependent Relative may be rejected and not considered.

Suitability requirements for settlement as an Adult Dependent Relative for those with permission to stay as an Adult Dependent Relative

ADR 11.1. The applicant must not fall for refusal under:

- (a) the suitability grounds for refusal for indefinite leave to remain applications under Appendix FM paragraphs:
 - (i) S-ILR.1.2, S-ILR.1.6 to S-ILR.1.10, S-ILR.3.1; or
 - (ii) S-ILR.2.2, S-ILR.4.2 to S-ILR.4.5 (subject to ADR. 11.5); or
- (b) paragraph 9.6.1. of Part 9 of these rules (subject to ADR 11.5).

ADR 11.2. The applicant must not be:

- (a) in breach of immigration laws, except that where paragraph 39E applies, that period of overstaying will be disregarded; or
- (b) on immigration bail.

ADR 11.3. The applicant must not have been convicted of a criminal offence in the

UK or overseas for which they have received a custodial sentence of 12 months or more.

ADR 11.4. The applicant must not have been convicted of an offence in the UK or overseas for which they have been sentenced to imprisonment for less than 12 months, unless the applicant has completed a qualifying period of 10 years with permission and the applicant has spent at least 5 years with such permission since the end of their sentence.

ADR 11.5. Where any of the following have occurred, the applicant must be refused settlement unless the applicant has completed a continuous qualifying period of 10 years with permission, and has completed 5 years continuous residence with such permission after the date of the first grant of permission after the suitability ground came to the attention of the decision maker:

- (a) involvement in a sham marriage or civil partnership (grounds for refusal under 9.6.1 of Part 9); or
- (b) use of false documents or information or deception (S-ILR.2.2 and S-ILR.4.2 and S-ILR.4.3. of Appendix FM); or
- (c) litigation debt owed to the Home Office, unless the debt has been paid (S-ILR.4.4 of Appendix FM); or
- (d) debt to the NHS, unless the debt has been paid, or the total value of outstanding charges is under £500 (S-ILR.4.5. of Appendix FM); or
- (e) the applicant has breached the conditions of their permission.

Eligibility requirements for settlement as an Adult Dependent Relative for those with permission to stay as an Adult Dependent Relative

Sponsorship requirement for settlement as an Adult Dependent Relative for those with permission to stay as an Adult Dependent Relative

ADR 12.1. The applicant's sponsor must be the same sponsor as when the applicant was last granted permission as an Adult Dependent Relative. The sponsor must be in the UK and must be one of the following:

- (a) a British Citizen; or
- (b) settled; or
- (c) have protection status and have, at the same time as the applicant, applied for settlement which is granted; or
- (d) an EEA national in the UK with limited leave to enter or remain granted under paragraph EU3 of Appendix EU to these rules on the basis of meeting condition 1 in paragraph EU14 of that Appendix and have, at the same time as the applicant, applied for settlement which is granted.

Financial requirement for settlement as an Adult Dependent Relative for those

with permission to stay as an Adult Dependent Relative

ADR 13.1. The sponsor must be able to provide adequate maintenance, accommodation and care for the applicant in the UK without reliance on public funds.

ADR 13.2. The sponsor must provide evidence of income or cash savings sufficient to show they can meet the financial requirement and:

- (a) evidence of income (other than self-employment) or savings must cover the 6 month period immediately before the date of application; or
- (b) where the sponsor is receiving maternity, paternity, adoption or sick pay, their income from salaried employment can be shown for either the 6 months immediately before the date of application or the start date of the maternity, paternity, adoption or sick leave; or
- (c) where the income is from self-employment it must be shown for the last full financial year before the date of application, with additional evidence of ongoing employment as in paragraphs 7 or 9 (as relevant) of Appendix FM-SE; or
- (d) where there is non-employment income it must be shown to have been received in the 12 months before the date of application except where specified in paragraph 10 of Appendix FM-SE; or
- (e) where property has been sold and the money received has been converted into cash savings the requirements in paragraph 11A(d) of Appendix FM-SE must be met.

ADR 13.3. The income or cash savings must be evidenced as specified in paragraphs 1, 12A and 12B of Appendix FM-SE.

ADR 13.4. The sponsor must provide a signed maintenance undertaking confirming that the applicant will not have access to public funds, and that the sponsor will be responsible for the maintenance, accommodation and care of the applicant for a period of 5 years from the date of grant under ADR 14.1. or the duration of the period of permission to be granted under ADR 14.4.

ADR 13.5. If the applicant receives public funds during the periods set out in ADR 13.4., the UK Government may seek to recover public funds from the sponsor who gave the undertaking.

Decision on an application for settlement as an Adult Dependent Relative for those with permission to stay as an Adult Dependent Relative

ADR 14.1. If the decision maker is satisfied that all the suitability and eligibility requirements for settlement as an Adult Dependent Relative are met, the applicant will be granted settlement.

ADR 14.2. If the requirements for settlement are not met, but the decision maker believes the applicant is likely to meet all the suitability and eligibility requirements for permission to stay as an Adult Dependent Relative, the application will be varied by the Secretary of State to an application for temporary permission to stay as an Adult Dependent Relative, and where this happens:

- (a) no additional application fee for the application for permission to stay will be required and the settlement application fee will not be refunded; and
- (b) the Secretary of State will write to the applicant informing them of this variation and will request the applicant pay the required Immigration Health Charge.

ADR 14.3. If the applicant does not pay the requested Immigration Health Charge, the application for permission to stay will be rejected as invalid and the applicant will not be refunded the fee paid for the settlement application.

ADR 14.4. Where an application is varied and the applicant meets the requirements for permission to stay the applicant will be granted permission to stay which expires on the same date as their sponsor's permission, or, if the sponsor is a British Citizen or settled in the UK, the applicant will be granted permission for 30 months.

ADR 14.5. If the applicant is granted permission to stay, it will be subject to the following conditions:

- (a) no access to public funds; and
- (b) work allowed (including self-employment and voluntary work); and
- (c) study allowed subject to the ATAS requirement in Appendix ATAS.

ADR 14.6. If the decision maker is not satisfied that the applicant meets all the suitability and relevant eligibility requirements for settlement or permission to stay the application for settlement will be refused.”.

Changes to Appendix English Language

APP EL1. In the introduction section, after “Innovator” insert “Founder”.

APP EL2. In EL 2.4(b), after “Innovator” insert “Founder”.

APP EL3. In EL 2.4., after “(f) settlement under Appendix Private Life,” insert:
“or
(g) entry clearance or permission to stay on the International Sports person route,”.

Changes to Appendix KOL UK

APP KOLUK1. In the introduction section, after “Innovator” insert “Founder”.

Changes to Appendix Finance

APP FIN1. In the introduction section, after “Innovator” insert “Founder”.

Changes to Appendix Continuous Residence

APP CR1. In the Introduction section, after “Innovator” insert “Founder”.

APP CR2. In the Introduction section, for “Appendix Private Life (settlement only)”, substitute “Appendix Private Life (settlement only, apart from where the applicant is applying to settle as a child born in the UK)”.

APP CR3. In CR 3.2(f), after “Innovator” insert “Founder”.

Changes to Appendix Relationship with Partner

APP RWP1. For the introduction substitute:

“This Appendix sets out the requirements for an application based on a relationship with a partner: spouse, civil partner, or unmarried partner in a durable relationship of at least 2 years.

It applies to applications under Appendix Ukraine Scheme, Appendix Settlement Family Life, Appendix Student, Appendix Graduate, Appendix Skilled Worker, Appendix Global Business Mobility, Appendix Scale-up, Appendix High Potential Individual, Appendix Global Talent, Appendix Start-up, Appendix Innovator Founder, Appendix T2 Minister of Religion, Appendix Representative of an Overseas Business, Appendix UK Ancestry, Appendix International Sportsperson, Appendix Temporary Work - Creative Worker, Appendix Temporary Work - Religious Worker, Appendix Temporary Work - Charity Worker, Appendix Temporary Work - International Agreement, Appendix Temporary Work - Government Authorised Exchange.”.

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