

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
14 March 2024*

(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), 18 October 2022 (HC 719), 9 March 2023 (HC 1160), 17 July 2023 (HC 1496), 19 July 2023 (HC 1715), 7 September 2023 (HC 1780), 7 December 2023 (HC 246) and 15 February 2024 (HC 556).

Implementation

The following paragraphs shall take effect on 4 April 2024.

- INTRO2 to INTRO4
- 1.2 and 1.3
- 13.1
- APP AR1
- APP AR(EU)1 to APP AR(EU)6
- APP EU1
- APP PFFL1
- APP GBM25
- APP GBM30 to APP GBM34
- APP GT1
- APP SCU10 and APP SCU11
- APP INNF1
- APP YMSEN1 to APP YMSEN9
- APP VDA1
- APP EL4
- APP EL8
- APP KOLUK1

The following paragraphs shall take effect on 4 April 2024. In relation to those changes, if an application for entry clearance, for an Electronic Travel Authorisation, for permission to enter or for permission to stay, has been made before 4 April 2024, such applications will be decided in accordance with the Immigration Rules in force on 3 April 2024.

- 1.1
- APP A1 and APP A2
- APP C1
- APP FMSE5
- APP STP1 to APP STP5
- APP ETA1 to APP ETA5
- APP ST1
- APP SGB1 and APP SGB2
- APP GAE1
- APP GAES1 and APP GAES2
- APP HK2 to APP HK4
- APP HK6 to APP HK23
- APP HK25 to APP HK27
- APP HK29 to APP HK37
- APP HK39 to APP HK51
- APP FRP1 and APP FRP2
- APP CNP1 to APP CNP6
- APP FIN1 and APP FIN2
- APP RWP1
- APP CHI1
- APP CHI4 to APP CHI6
- APP CHI10

The following paragraphs shall take effect on 4 April 2024. In relation to those changes, if an application for entry clearance or permission to stay has been made using a certificate of sponsorship issued by a sponsor to an applicant before 4 April 2024 (or is an application as a partner or dependent child of a person who has made such an application), such applications will be decided in accordance with the Immigration Rules in force on 3 April 2024:

- INTRO5 and INTRO6
- INTRO8 and INTRO9
- 6A.1
- 9.4 and 9.5
- APP SW1 to APP SW28
- APP SO1
- APP SOL1

- APP ISL1
- APP GBM1 to APP GBM24
- APP GBM26 to APP GBM29
- APP GBM35 to APP GBM37
- APP SCU1 to APP SCU9
- APP SCU12 to APP SCU15
- APP TWSW1 to APP TWSW6
- APP GAE2
- APP ATAS1
- APP CR7 and APP CR8

The following paragraph shall take effect on 4 April 2024. In relation to those changes, if an application for permission to work has been made before 4 April 2024, such applications will be decided in accordance with the Immigration Rules in force on 3 April 2024.

- 11B.1 to 11B.2

The following paragraphs shall take effect on 10 April 2024. In relation to those changes, if an application for entry clearance, permission to enter or permission to stay, has been made before 10 April 2024, such applications will be decided in accordance with the Immigration Rules in force on 9 April 2024.

- APP HK1
- APP HK5
- APP HK24
- APP HK28
- APP HK38

The following paragraphs shall take effect on 11 April 2024.

- 7.1 to 7.10
- 8.5
- 9.1 and 9.2
- APP AF1
- APP HMAF1
- APP AFI1
- APP FM-SE1
- APP FM-SE4
- APP FM-SE6
- APP FM-SE8
- APP FM-SE18

- APP PL1
- APP BP1 to APP BP4
- APP EL1
- APP EL3
- APP EL5 and APP EL6
- APP CR1 to APP CR6
- APP CR9 to APP CR21
- APP CHI2
- APP CHI7

The following paragraphs shall take effect on 11 April 2024. In relation to those changes, if an application for entry clearance, permission to enter or permission to stay, has been made before 11 April 2024, such applications will be decided in accordance with the Immigration Rules in force on 10 April 2024.

- 8.1 to 8.4
- APP FM1 to APPFM2
- APP FM4 to APP FM22
- APP FM-SE3
- APP FM-SE10 to APP FM-SE17
- APP LR1

The following paragraphs shall take effect on 6 June 2024. In relation to those changes, if an application for entry clearance, permission to enter or permission to stay, has been made before 6 June 2024, such applications will be decided in accordance with the Immigration Rules in force on 5 June 2024.

- INTRO1
- INTRO7
- 8.6 to 8.9
- 9.3
- APP FM3
- APP FM-SE2
- APP FM-SE7
- APP FM-SE9
- APP UKR1 and APP UKR2
- APP CHI3
- APP CHI8 and APP CHI9
- APP AD1

The following paragraphs shall take effect on 16 May 2024. In relation to those changes, if an application for entry clearance, permission to enter or permission to

stay, has been made before 16 May 2024, such applications will be decided in accordance with the Immigration Rules in force on 15 May 2024.

- APP CRV1 to APP CRV3
- APP IA1 and APP IA4
- APP EL2
- APP EL7

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:

imposes requirements, restrictions or conditions, or sets standards, in relation to any activity carried on by a business or voluntary or community body; or

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(b), for the definition of “Adoption”, substitute:
- “**Adoption**” means an adoption in accordance with the requirements of Appendix Adoption, and “adopted” and “adoptive parent” shall be construed accordingly.”.
- INTRO2. In paragraph 6.2(b), for the definition of “Certificate of Sponsorship”, substitute:
- “**Certificate of Sponsorship**” means either:
- (a) an electronic document, with a unique reference, issued by a sponsor using the Sponsorship Management System; or
 - (b) the record linked to a Sponsorship Reference Number, given by a sponsor to an applicant through an invitation to apply, using the “Sponsor a Worker” scheme operated by the Secretary of State,
- that confirms the details of the job for which the sponsor is sponsoring the applicant.”.
- INTRO3. In paragraph 6.2, for the definition of “Decision maker”, substitute:
- “**Decision maker**” means an entry clearance officer, immigration officer, the Secretary of State or such other person as is authorised by the Secretary of State to make the decision in question, as the case may be. And in Part 11 references to the Secretary of State as the decision maker include such other person as is authorised by the Secretary of State to make the decision in question.”.
- INTRO4. In paragraph 6.2(b), in the definition of “employment”, after “local or devolved government”, insert “or legislatures”.
- INTRO5. In paragraph 6.2(b), in the definition of “Government Authorised Exchange Scheme”, for “Table 1 or Table 2 of Appendix Skilled Occupations”, substitute “Tables 1, 2 or 3 of Appendix Skilled Occupations”.
- INTRO6. In paragraph 6.2(b), delete the definition of “Occupation code”.
- INTRO7. In paragraph 6.2, for definition of “Parent”, substitute:
- “**Parent**” means:
- (a) biological parent; and
 - (b) legal parent, including birth mother where the child is not genetically related, spouse or civil partner of the birth mother at

the time of the child's birth, and person with a parental order under section 54 Human Fertilisation and Embryology Act 2008; and

(c) adoptive parent:

- (i) who, when habitually resident outside the UK, adopted a child in accordance with a decision taken by the competent administrative authority or court in a country whose adoption orders are recognised by the UK; or
- (ii) whose adopted child has been granted permission under Appendix Adoption, and, if applicable, the adoption has been formally completed in the UK.”.

INTRO8. In paragraph 6.2(b), for the definition of “Skilled Worker”, substitute:

“**“Skilled Worker”** means a person who has, or had, permission as a Skilled Worker under Appendix Skilled Worker, or as a Tier 2 (General) migrant under the rules in force before 1 December 2020.

“**SOC 2010 occupation code**” means the relevant 4-digit code in the Standard Occupational Classification (SOC) 2010 system, published by the Office for National Statistics at:
<https://www.ons.gov.uk/methodology/classificationsandstandards/standardoccupationalclassification/soc/soc2010>.

“**SOC 2020 occupation code**” means the relevant 4-digit code in the Standard Occupational Classification (SOC) 2020 system, published by the Office for National Statistics at:
<https://www.ons.gov.uk/methodology/classificationsandstandards/standardoccupationalclassification/soc/soc2020>.”.

INTRO9. In paragraph 6.2(b), for the definition of “Supplementary employment”, substitute:

“**“Supplementary employment”** means employment in a job (other than the job for which the person is being sponsored) which either:

- (a) appears in Appendix Immigration Salary List; or
- (b) is in the same profession and at the same professional level as the job for which the person is being sponsored; or
- (c) if the person has permission as a Skilled Worker, is in an eligible SOC 2020 occupation code listed in Tables 1, 2 or 3 of Appendix Skilled Occupations;

provided in all cases that:

- (i) the person remains working for the sponsor in the job for which the Certificate of Sponsorship records the person is being sponsored (except where the other employment takes place during the 4-month period referred to in SW 18.1A of Appendix Skilled Worker, where that provision applies); and
- (ii) the other employment does not exceed 20 hours per week and takes place outside of the hours when the person is contracted to work for the sponsor in the job for which the person is being sponsored.”.

Changes to Part 1

- 1.1. Delete paragraphs 34M to 34X.
- 1.2. At the end of paragraph 39E(4), for “.” substitute “; or”.
- 1.3. After paragraph 39E(4), insert:

“(5) the period of overstaying:

- (a) is between 1 September 2020 and 28 February 2023; and
- (b) is covered by an exceptional assurance.

39F. For the purpose of paragraph 39E(5), “exceptional assurance” means a written notice given to a person by the Home Office stating that they would not be considered an overstayer for the period specified in the notice.”.

Changes to Part 6A

- 6A.1. In paragraph 245AAA.(za), for “occupation codes”, substitute “SOC 2010 occupation codes”.

Changes to Part 7

- 7.1. Delete paragraph 276A.
- 7.2. Delete paragraph 276A03.
- 7.3. Delete paragraph 276A04.
- 7.4. Delete paragraph 276A1.
- 7.5. Delete paragraph 276A2.

- 7.6. Delete paragraph 276A3.
- 7.7. Delete paragraph 276A4.
- 7.8. Delete paragraph 276B.
- 7.9. Delete paragraph 276C.
- 7.10. Delete paragraph 276D.

Changes to Part 8

- 8.1 In A280(b), in row 4 of the table, after “E-ECC.2.1-2.3” insert “or E-ECC.2.5.-2.6”.
- 8.2 In A280(b) in row 4 of the table, after “E-LTRC.2.1-2.3” insert “or E-LTRC.2.5.-2.6”.
- 8.3 In A280(b) in row 5 of the table, after “E-ECC.2.1-2.3” insert “or E-ECC.2.5.-2.6”.
- 8.4 In A280(b) in row 5 of the table, after “E-LTRC.2.1-2.3” insert “or E-LTRC.2.5.-2.6”.
- 8.5 After paragraph A284, insert:

“A285. From 11 April 2024, an application for a partner or child to join a member of HM Armed Forces or an HM Armed Forces service leaver must meet the requirements under Appendix HM Armed Forces and will not be considered under this Part of the Immigration Rules.”.
- 8.6 After paragraph A285, insert:

“A286. From 6 June 2024, an application by a child to join an adoptive parent or parents in the UK must meet the requirements under Appendix Adoption and the application will not be considered under this Part of the Immigration Rules.”.
- 8.7 For paragraph 298(ii)(e) substitute:

“(e) was last given limited leave to remain under paragraph 298A; or”
- 8.8 After paragraph 298(ii)(e) insert:

“(f) was last given entry clearance or permission to stay under Appendix

Adoption or the adopted children rules in this Part; and”.

8.9 Delete paragraphs 309A to 316F.

Changes to Part 9

9.1. Delete paragraph 9.1.1(c).

9.2. At the end of paragraph 9.1.2(b), delete “.” and insert:

“(c) Appendix HM Armed Forces
(d) Appendix International Armed Forces and International Civilian Employees.”.

9.3. At the end of paragraph 9.1.2(d), delete “.” and insert:

“(e) Appendix Adoption.”.

9.4. For paragraph 9.31.1(a) to (c), substitute:

“(a) they are a person on the Intra-Company, Global Business Mobility, or Skilled Worker or Scale-up Worker routes and have changed to a different job in the same SOC 2020 occupation code but the salary rate for the new job is lower than the salary rate for the old job as set out in Appendix Skilled Occupation; or

(b) they are a Skilled Worker and scored points for a job in Appendix Immigration Salary List (or the previous Appendix Shortage Occupation List) and the new job does not appear in Appendix Immigration Salary List; or

(c) they have changed jobs and the new job has a different SOC 2020 occupation code to that recorded by the Certificate of Sponsorship (unless paragraph 9.31.2. applies), or unless they are sponsored in a SOC 2010 occupation code and the change is a result of switching to a SOC 2020 occupation code; or”.

9.5. In paragraph 9.31.2(b), for “occupation code”, substitute “SOC 2020 occupation code”.

Changes to 11B

11B1. For paragraph 360A(i), substitute:

“(i) employment may only be taken up in a post which is, at the time an offer of employment is accepted, included in Appendix Immigration Salary List;”.

11B2. For paragraph 360D(i), substitute:

“(i) employment may only be taken up in a post which is, at the time an offer of employment is accepted, included in Appendix Immigration Salary List;”.

Changes to Part 13

13.1. For paragraph 13.3.1., substitute:

“13.3.1. If the decision maker is satisfied that the foreign national satisfies the requirements of paragraph 13.2.1. or 13.2.2. 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.”.

Changes to Appendix A: Attributes

APP A1. In paragraph 40(g), for “the spot exchange rate which appeared on www.oanda.com on the date of application”, substitute “the exchange rate specified in FIN 1.1, FIN 1.2. or FIN 1.3.”.

APP A2. In paragraph 60, for:

“funds in a foreign currency will be converted to pounds sterling (£) using the spot exchange rate which appeared on www.oanda.com on the date on which the application was made.”,

substitute:

“Funds in a foreign currency will be converted to pounds sterling (£) using the exchange rate specified in FIN 1.1, FIN 1.2. or FIN 1.3.”.

Changes to Appendix AR

APP AR1. For Appendix AR, substitute:

“Appendix Administrative Review

Administrative review is the review of an eligible decision, the purpose of which is to decide whether the decision was wrong due to a case working error.

This appendix sets out which decisions are eligible for administrative review, and the requirements to be met where a person applies for administrative review of an eligible decision.

Eligibility requirements for administrative review

Specified route requirements for administrative review in relation to applications for entry clearance or permission to stay

AR 1.1. The decisions eligible for administrative review are those under the following routes (“specified route”):

- Appendix ECAA: Extension of Stay
- Appendix Student
- Appendix Short-term Student (English Language)
- Appendix Child Student
- Appendix Parent of a Child Student
- Appendix Graduate
- Appendix Skilled Worker
- Appendix Global Business Mobility Routes
- Appendix T2 Minister of Religion
- Appendix Representative of an Overseas Business
- Appendix UK Ancestry
- Appendix Global Talent
- Appendix High Potential Individual
- Appendix Scale-up
- Appendix Start-up
- Appendix Innovator
- Appendix International Sportsperson
- Appendix Overseas Domestic Worker
- Appendix Domestic Workers in a Private Household
- Appendix Domestic Worker who is a Victim of Modern Slavery
- Appendix Temporary Work – Seasonal Worker
- 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
- Appendix Youth Mobility Scheme
- Appendix Hong Kong British National (Overseas)
- Appendix Bereaved Partner
- Appendix Victim of Domestic Abuse
- Appendix Returning Resident
- Appendix Statelessness
- Tier 1 Migrants under Part 6A of the Points Based System

- Appendix HM Armed Forces, except where the applicant is a partner or child under Appendix HM Armed Forces and the Armed Forces sponsor is a British citizen, or has 4 years reckonable service
- Appendix International Armed Forces and International Civilian Employees

AR 1.2. Where a person made a valid application on a specified route eligible for administrative review before 4 April 2024, the requirements of Appendix AR: administrative review in force on 3 April 2024 will apply, apart from applications under Appendix Armed forces where the requirements in force on 10 April 2024 will apply.

Validity requirements for administrative review

AR 2.1. An application for administrative review must relate to one of the following decisions (“the eligible decision”):

- (a) a decision to refuse an application for entry clearance; or
- (b) a decision to refuse an application for permission to enter; or
- (c) a decision to refuse an application for permission to stay; or
- (d) a decision to cancel permission to enter or remain made on the person’s arrival in the UK, where the result of the cancellation is the person has no permission, and where the reason for the cancellation is:
 - (i) there has been a change of circumstances since permission was granted which means that permission should be cancelled; or
 - (ii) permission was obtained as a result of false representations by the person or by their failure to disclose material facts; or
- (e) the period of grant or conditions attached to the person’s grant of permission.

AR 2.2. An application for administrative review must relate to a decision on a specified route (see AR 1.1.).

AR 2.3. An application for administrative review must not relate to an eligible decision taken under Appendix EU, Appendix EU (Family Permit), Appendix S2 Healthcare Visitor or Appendix Service Providers from Switzerland, unless the decision was made before 5 October 2023 to:

- (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 stay which is in force under paragraph HV11.1 (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.

AR 2.4. A person applying for administrative review must apply online on the Administrative Review form on the gov.uk website.

AR 2.5. An application for administrative review must meet all the following requirements:

- (a) any fee must have been paid; and
- (b) the application must have been made within the relevant time period set out in AR 2.6, unless AR 2.14. applies.

AR 2.6. The time limit for making an application for administrative review is

- (a) where the eligible decision is a refusal of an application for permission to stay or a decision to cancel permission to enter or stay in the UK, and on the date of the decision the person was detained under the Immigration Acts, 7 calendar days from the date they receive notice of the eligible decision; and
- (b) where the eligible decision is a refusal of an application for entry clearance, 28 calendar days from the date the person receives the notice of the eligible decision; and
- (c) where the eligible decision is a refusal of an application for permission to stay, and the person is not detained, 14 calendar days from the date in which the person receives notice of the eligible decision; and
- (d) where the eligible decision is a decision to cancel permission to enter or stay in the UK, and the person is not detained, 14 calendar days from the date on which the person received notice of the eligible decision; and
- (e) where the administrative review relates to the period of grant or conditions of grant, 14 calendar days after the person receives notice of the grant of permission specifying the length and conditions of their permission.

AR 2.7. An application for administrative review is made on the date on which it is submitted online.

AR 2.8. There must not previously have been an application for administrative review in relation to the eligible decision, unless on a previous application for administrative review the eligible decision was maintained for different or additional reasons, in which case an application for administrative review can be made in relation to the maintained decision.

AR 2.9. Where the eligible decision is a refusal of an application for entry clearance, a person can only apply for administrative review if they are outside the UK.

AR 2.10. Where the eligible decision is made in the Control Zone, a person cannot apply for administrative review until they have left, or been removed from, the Control Zone.

AR 2.11. A person may only include an eligible decision for a partner, dependent child or other family member in their application for administrative review where that family member:

- (a) was a dependent in the application which resulted in the eligible decision; or
- (b) was previously granted permission to enter or stay as a dependent of the applicant for administrative review and that permission is being cancelled at the same time the applicant's permission is being cancelled.

AR 2.12. An application for administrative review of an eligible decision under Appendix AR may not be made if the applicant has previously signed an administrative review waiver form in respect of the eligible decision.

AR 2.13. An application for administrative review which does not meet all the validity requirements for administrative review must be rejected as invalid and not considered, unless AR 2.14. applies.

AR 2.14. The application for administrative review may be accepted outside the relevant time limit in AR 2.6. if the decision maker is satisfied that it would be unjust not to waive the time limit and that the application was made as soon as reasonably practicable.

Consideration of application for administrative review

AR 3.1. The decision maker conducting the administrative review ("the reviewer") will decide whether the eligible decision is incorrect because:

- (a) the decision maker of the eligible decision failed to apply, or incorrectly applied, the relevant Immigration Rules; or
- (b) the decision maker of the eligible decision failed to apply, or incorrectly applied, published guidance.

AR 3.2. The reviewer will consider whether the applicant for administrative review is entitled to entry clearance or permission on the basis of the original application and will not consider whether the applicant is entitled to entry clearance or permission on any other basis.

AR 3.3. Where evidence which was not before the original decision maker is submitted with the application for administrative review, the reviewer will only consider that evidence where the eligible decision was:

- (a) a decision under Part 9 of these rules to refuse an application on the grounds of false representations or deception; or
- (b) a decision under Part 9 of these rules, to cancel entry clearance, permission to enter or permission to stay on the grounds of false representations or deception; or;
- (c) a decision to refuse an application for entry clearance under Part 9 of these rules on the grounds of a previous breach of immigration laws; or
- (d) a decision not to request specified documents under paragraph 245AA of these rules; or
- (e) a failure to follow the evidential flexibility policy published on gov.uk.

AR 3.4. Where evidence would be admissible under AR 3.3, the reviewer may contact the applicant to request further information and specify a reasonable timeframe for receipt of that information.

AR 3.5. Where the requested information is not provided within the timeframe specified, the reviewer may consider the administrative review on the available information.

Effect of an administrative review

AR 4.1. Where an administrative review is pending in relation to a decision made while the person was in the UK the applicant for administrative review will not be removed from the UK.

AR 4.2. Subject to AR 4.3, an administrative review is pending where:

- (a) the relevant time limit for applying for an administrative review has not passed; or
- (b) an application for administrative review has been made and has not been rejected as invalid, decided or withdrawn.

AR 4.3. An administrative review will be treated as withdrawn:

- (a) where the applicant has waived their right to apply for administrative review by signing an administrative review waiver form; or
- (b) the applicant leaves the UK; or
- (c) the applicant requests the return of their passport because they want to travel outside the UK.

AR 4.4. Where a person has a pending administrative review and they make a new application for entry clearance or permission to enter or stay, the administrative review is treated as withdrawn the day before the new application was made.

AR 4.5. Where an applicant signs an administrative review waiver form and notifies the Home Office that they wish to withdraw their administrative review, the

administrative review will be treated as withdrawn on the date the notification is received.

Decision on an administrative review

AR 5.1. The outcome of an administrative review will be one of the following:

- (a) the administrative review succeeds, and the eligible decision is withdrawn (and will be reconsidered); or
- (b) the administrative review does not succeed, and the eligible decision remains in force for all of the reasons given in that decision; or
- (c) the administrative review does not succeed, and the eligible decision remains in force, but one or more of the reasons given for that decision are withdrawn; or
- (d) the administrative review does not succeed, and the eligible decision remains in force, but with different or additional reasons to those given for that decision.

Service of notices

AR 6.1. A decision on an administrative review is to be served in accordance with Appendix SN of these Rules.”.

Changes to Appendix AR (EU)

APP AR(EU)1. For AR(EU)1.5., substitute:

“Validity requirements

AR(EU)1.5. An applicant may not apply for an administrative review of an eligible decision, as defined in AR(EU)1.1.(j), made in the Control Zone, until the applicant has left, or been removed from, the Control Zone.

AR(EU)1.6. A person applying for administrative review (EU) must apply online on the Administrative Review form on the gov.uk website.

AR(EU)1.7. An application for administrative review (EU) must meet all the following requirements:

- (a) any fee must have been paid; and
- (b) documents specified as mandatory on the online application form must be submitted in the specified manner no more

- than 7 calendar days after the day on which the online application form is submitted; and
- (c) the application must have been made within the relevant time period set out in AR(EU)1.8., unless AR(EU)1.11. applies.

AR(EU)1.8. The time limit for making an application for administrative review (EU) is:

- (a) where the applicant is in the UK and not detained, no more than 28 calendar days after receipt by the applicant of the notice of the eligible decision.
- (b) where the applicant is in detention in the UK under the Immigration Acts, no more than 7 calendar days after receipt by the applicant of the notice of the eligible decision.
- (c) where the applicant is overseas, no more than 28 calendar days after receipt by the applicant of notice of the eligible decision.

AR(EU)1.9. An application for administrative review (EU) is made on the date which it is submitted.

AR(EU)1.10. An application for administrative review (EU) which does not meet all the validity requirements for administrative review must be rejected as invalid and not considered, unless AR(EU)1.11. applies.

AR(EU)1.11. An application for administrative review (EU) of an eligible decision as defined in AR(EU)1.1.(i) or (j) may be accepted out of time if the Secretary of State is satisfied that it would be unjust not to waive the time limit and that the application was made as soon as reasonably practicable.

AR(EU)1.12. Where a person has a pending administrative review under this appendix, it may be withdrawn by the applicant. A request to withdraw an application must be made in writing to the Home Office at the address provided for that purpose on the visa and immigration pages of the gov.uk website and in accordance with the guidance provided at Administrative Review on the gov.uk website. The application will be treated as withdrawn on the date when the request is received.

AR(EU)1.13. An application for administrative review under this appendix will be withdrawn if a valid application is made under Appendix EU, Appendix EU (Family Permit), Appendix S2

Healthcare Visitor or Appendix Service Providers from Switzerland.

AR(EU)1.14. Where an application for administrative review of an eligible decision as defined in AR(EU)1.1. was made before 4 April 2024, the requirements of Appendix AR (EU) in force on 3 April 2024 will be applied.”.

APP AR(EU)2. Delete AR(EU)3.1.

APP AR(EU)3. For AR(EU)3.2.(a), substitute:

“(a) It is rejected as invalid because it does not meet the requirements of AR(EU)1.5. to AR(EU)1.9. of these Rules;”.

APP AR(EU)4. For AR(EU)3.2.(b), substitute:

“(b) It is withdrawn in accordance with AR(EU)1.12. or AR(EU)1.13. of these Rules; or”.

APP AR(EU)5. For AR(EU)4.2.(a), substitute:

“(a) An application for administrative review can be made in accordance with these Rules, ignoring any possibility of an administrative review out-of-time under AR(EU)1.11.;”.

APP AR(EU)6. For AR(EU)4.2.(b), substitute:

“(b) A further application for administrative review can be made in respect of an eligible decision under AR(EU)1.1.(i) or (j) where the decision is withdrawn, and a new decision made, in accordance with AR(EU)2.2.; or”.

Changes to Appendix Armed Forces

APP AF1. Delete “Appendix Armed Forces”

Insertion of Appendix HM Armed Forces

APP HMAF1. After deleted “Appendix Armed Forces”, insert:

“Appendix HM Armed Forces

This route is for members of His Majesty's (HM) Armed Forces discharging from service ('service leavers') who wish to come to or stay in the UK. Applications can be made up to 18 weeks prior to discharge.

Reference to a member of HM Armed Forces or a service leaver includes an applicant who was a member of HM Armed Forces but was discharged within the period of 2 years before the date of the application.

A partner or dependent child of a current member of HM Armed forces or of a service leaver can also apply on this route.

An application can be made from in the UK or overseas.

The HM Armed Forces route is a route to settlement.

Those serving in the Reserve Forces cannot apply on this route.

Requirements for an HM Armed Forces service leaver

Validity requirements for an application as an HM Armed Forces service leaver

AF 1.1. If applying from outside the UK, the applicant must apply online on the gov.uk website on the specified form "VAF AF".

AF 1.2. If applying from in the UK, the applicant must apply online on the gov.uk website on the specified form "SET(AF)".

AF 1.3. An application must meet all the following requirements:

- (a) any required fee must have been paid; and
- (b) the applicant must have provided biometrics, when required; and
- (c) the applicant must have provided a passport or other document which satisfactorily establishes their identity and nationality.

AF 1.4. The applicant must be aged 18 or over on the date of application.

AF 1.5. An applicant applying for permission to stay must be in the UK on the date of application.

AF 1.6. An application which does not meet all the validity requirements for an HM Armed Forces service leaver may be rejected as invalid and not considered.

Suitability requirements for an HM Armed Forces service leaver

AF 2.1. The decision maker must be satisfied that the applicant should not be refused under Part 9: grounds for refusal.

AF 2.2. If the applicant is in the UK on the date of application, they 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 HM Armed Forces

AF 3.1. For the purpose of this Appendix, “HM Armed Forces” means Regular service personnel in the Royal Navy, the Royal Marines, the Army (including the Brigade of Gurkhas) and the Royal Air Force, and does not include the Reserve forces.

Entry requirements for an HM Armed Forces service leaver

AF 4.1. An applicant seeking to come to the UK must apply for and obtain entry clearance as a HM Armed Forces service leaver before they arrive in the UK.

AF 4.2. An applicant must, if Appendix Tuberculosis applies, provide a valid medical certificate confirming that they have undergone screening for active pulmonary tuberculosis and that this tuberculosis is not present in them.

Military Service requirements for an HM Armed Forces service leaver

AF 5.1. The applicant must have:

- (a) completed at least 4 years’ reckonable service in HM Armed Forces; or
- (b) met the medical discharge requirement in AF 6.1. or AF 6.2.

AF 5.2. “Reckonable service” means service which counts towards an applicant's pension, and it starts from the first day of paid service in HM Armed Forces, if over 18 on that date, or from their 18th birthday, but does not include time when the applicant is:

- (a) absent without leave (AWOL); or
- (b) detained in military detention; or
- (c) detained and serving a sentence in one of His Majesty’s Prisons (HMP), Young Offenders Institutions (YOI) or Youth Justice Board establishments (YJB); or
- (d) on a career break; or
- (e) on special unpaid leave, or
- (f) on a career intermission; or
- (g) on secondment; or

- (h) on additional maternity leave or adoption leave over 40 weeks; or
- (i) on additional shared parental leave over 40 weeks; or
- (j) on unpaid parental leave.

AF 5.3. On the date of application:

- (a) the applicant must be within 18 weeks of their discharge date; or
- (b) the applicant must have been discharged from HM Armed Forces for less than 2 years; or
- (c) in the case of an applicant who was medically discharged more than 2 years before the date of application, new information regarding their medical prognosis is being considered by the decision maker; or
- (d) the applicant must have last been granted entry clearance or permission to stay as an HM Armed Forces service leaver.

Medical discharge requirement for a HM Armed Forces service leaver

AF 6.1. The medical discharge requirement for settlement as an HM Armed Forces service leaver is met if the applicant has been medically discharged from HM Armed Forces and either:

- (a) the cause of the medical discharge was attributable to deployment on operations; or
- (b) the cause of medical discharge was attributable to service and it is appropriate to grant settlement following consideration of:
 - (i) the seriousness of the illness or injury; and
 - (ii) the need for further medical treatment in relation to the illness or injury and the availability of such medical treatment in the applicant's country of origin; and
 - (iii) the prognosis for recovery, including whether the injury or illness will affect the applicant's ability to support themselves in their country of origin; and
 - (iv) the length of reckonable service in HM Armed Forces at the time of the applicant's medical discharge.

AF 6.2. The medical discharge requirement for permission to stay as an HM Armed Forces service leaver is met if AF 6.1. does not apply, but the applicant has been medically discharged from service in HM Armed Forces, and:

- (a) the cause of the medical discharge was attributable to service in HM Armed Forces; and
- (b) before they can return to their country of origin it is appropriate to grant permission to stay to facilitate:
 - (i) further medical treatment; or
 - (ii) a period of recovery before they can travel.

Decision on an application as an HM Armed Forces service leaver

AF 7.1. If the decision maker is satisfied that the validity, suitability and eligibility requirements for settlement as an HM Armed Forces service leaver are met, the applicant will be granted settlement.

AF 7.2. If the decision maker is satisfied that the validity, suitability, and eligibility requirements for permission to stay, but not settlement, as an Armed Forces service leaver, are met, the applicant will be granted permission to stay.

AF 7.3. If the decision maker is not satisfied that the applicant meets the suitability and eligibility requirements for settlement or permission to stay the application will be refused.

AF 7.4. If the application is refused the applicant can apply for an Administrative Review under Appendix Administrative Review.

Period and conditions of grant for HM Armed Forces service leaver

AF 8.1. Where the decision is to grant permission to stay, the applicant will be granted permission to stay for a period not exceeding 30 months and will be subject to such conditions as to work, study and access to public funds as the decision maker considers appropriate.

Partner or dependent child (“child”) of a member of HM Armed Forces or an HM Armed Forces service leaver

Validity requirements for a partner or child of a member of HM Armed Forces or of an HM Armed Forces service leaver

AF 9.1. If applying from outside the UK for entry clearance as a partner or child of a member of HM Armed Forces or of an HM Armed Forces service leaver, the applicant must apply online on the gov.uk website on the specified form “VAF AF”.

AF 9.2. If applying from in the UK for permission to stay as a partner or child of a member of HM Armed Forces or of an HM Armed Forces service leaver, the applicant must apply on the gov.uk website on the specified form: “Further leave to remain – Armed Forces”.

AF 9.3. An application as a partner or child of a member of HM Armed Forces or of an HM Armed Forces service leaver must meet all the following requirements:

- (a) any required fee must have been paid; and
- (b) the applicant must have provided biometrics when required; and

- (c) the applicant must have provided a passport or other document that satisfactorily establishes their identity and nationality.

AF 9.4. An applicant applying for permission to stay must be in the UK on the date of application.

AF 9.5. An application which does not meet all the validity requirements for a partner or child of a member of HM Armed Forces or of an HM Armed Forces service leaver may be rejected as invalid and not considered.

Suitability requirements for a partner or child of a member of HM Armed Forces or of an HM Armed Forces service leaver

AF 10.1. The decision maker must be satisfied that the applicant should not be refused under Part 9: grounds for refusal.

AF 10.2. If the applicant is in the UK on the date of application, they 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 or child of a member of HM Armed Forces or an HM Armed Forces service leaver.

Entry requirements for a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver

AF 11.1. If applying from outside the UK, the applicant must apply for and obtain entry clearance as a partner or child of a member of HM Armed Forces or of an HM Armed Forces service leaver before they arrive in the UK.

AF 11.2. An applicant must, if Appendix Tuberculosis applies, 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 a member of HM Armed Forces or an HM Armed Forces service leaver

AF 12.1. The applicant must be the partner of a person (P) where:

- (a) P is a member of HM Armed Forces who is exempt from immigration control; or
- (b) P is, at the same time applying for (and is being granted) permission to stay or settlement as a HM Armed Forces service leaver; or

- (c) P has permission under this Appendix; or
- (d) P is settled or is a British citizen and P had permission (or exemption from control) as a member of HM Armed Forces before they were granted settlement or citizenship.

AF 12.2. The requirements of Appendix Relationship with Partner must be met.

Relationship requirements for a fiancé(e) or proposed civil partner of a member of HM Armed Forces or an HM Armed Forces service leaver

AF 13.1. If the application is for entry clearance and the applicant is a fiancé(e) or proposed civil partner:

- (a) the applicant and their fiancé(e) or proposed civil partner must be aged 18 or over on the date of application; and
- (b) the applicant and their fiancé(e) or proposed civil partner must have met in person; and
- (c) the relationship between the applicant and their fiancé(e) or proposed civil partner must be genuine; and
- (d) the applicant and their fiancé(e) or proposed civil partner must not be so closely related that they would be prohibited from marrying, or entering into a civil partnership with, each other as defined in the Marriage Acts 1949 to 1986, the Marriage (Scotland) Act 1977 and 1986, the Marriage (Northern Ireland) Order 2003, the Civil Partnership Act 2004 and the Marriage and Civil Partnership (Scotland) Act 2014; and
- (e) neither the applicant nor their fiancé(e) or proposed civil partner can be married to, or in a civil partnership with, another person at the date of application; and
- (f) the applicant must be seeking entry clearance to enable their marriage or civil partnership to take place in the UK within 6 months of the date of entry to the UK.

AF 13.2. If the application is for permission to stay as a fiancé(e) or proposed civil partner:

- (a) the applicant must have been granted entry clearance as a fiancé(e) or proposed civil partner; and
- (b) the marriage or civil partnership must not have taken place; and
- (c) the decision maker must be satisfied there is a good reason for the delay; and
- (d) the decision maker must be satisfied the marriage or civil partnership will take place in the UK within 6 months of the date of application for permission to stay.

Requirements as a child of a member of HM Armed Forces or an HM Armed Forces service leaver

AF 14.1. The applicant must meet the following requirements for a dependent child in Appendix Children:

- (a) age requirement; and
- (b) independent life requirement; and
- (c) care requirement; and
- (d) relationship requirement: entry clearance and permission to stay.

English language requirement for entry clearance or permission to stay as a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver

AF 15.1. Unless an exemption applies, the applicant must show English language ability on the Common European Framework of Reference for Languages in speaking and listening of at least level A1.

AF 15.2. The applicant must show they meet the English language requirement, or are exempt, as set out in Appendix English Language.

Financial requirements for a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver applying for entry clearance or permission to stay on or after 11 April 2024

AF 16.1. Unless AF 17.1 applies, the applicant must provide specified (where “specified” means as specified in Appendix FM-SE to these Rules) evidence from sources listed in AF 16.3. that:

- (a) where the applicant is a partner, or where the applicant is a dependent child whose parent is also applying for or has entry clearance or permission as a partner of a member of HM Armed Forces or an HM Armed Forces service leaver, the applicant meets the financial requirement in AF 16.2; or
- (b) where the HM Armed Forces member or HM Armed Forces service leaver, in relation to whom the applicant is applying as a partner or dependent child, is receiving any of the benefits or funds listed in AF 16.4, the applicant’s partner, or in the case of an applicant child, the child’s parents can adequately maintain themselves, the applicant and any other children in the UK, without recourse to public funds; or
- (c) where the applicant is a child of a member of HM Armed Forces, or an HM Armed Forces service leaver parent, who has sole parental responsibility for them, the parent can adequately maintain themselves, the applicant and any other children in the UK without recourse to public funds.

AF 16.2. The financial requirement is:

- (a) a gross annual income of at least £23,496, alone or in combination with
- (b) savings of:
 - (i) £16,000; and
 - (ii) additional savings of an amount equivalent to the difference between the gross annual income at AF 16.2. (a), from the sources listed in AF 16.3. (a) to (d), and the total amount required under AF 16.2 (a), multiplied by the length in years of the period of temporary permission to stay for which the applicant has applied (or by the part-year equivalent if the applicant has applied for less than 12 months) from the sources listed in AF 16.3.

AF 16.3. When determining whether the financial requirement in AF 16.2. is met only the following sources will be taken into account:

- (a) income of the member of HM Armed Forces or HM Armed Forces service leaver from employment or self-employment, which, in respect of a person returning to the UK with the applicant, can include employment or self-employment overseas and in the UK; or
- (b) (where the applicant is a dependent child) income of the applicant's parent who is also applying for or has entry clearance or permission as a dependent partner of a member of HM Armed Forces or an HM Armed Forces service leaver from specified employment or self-employment if they are in the UK unless they are working illegally; or
- (c) specified pension income of the applicant and their partner; or
- (d) any specified maternity allowance or bereavement benefit received by the partner in the UK or any specified payment relating to service in HM Armed Forces received by the applicant or their partner; or
- (e) Specified income from the sources at sub-paragraphs (b) and (d) of a dependent child aged 18 or over, of a member of HM Armed Forces or an HM Armed Forces service leaver; or
- (f) specified savings of the member of HM Armed Forces or the HM Armed Forces service leaver, their partner or dependent child aged 18 or over.

AF 16.4. For the purpose of AF 16.1. (b), or AF 17.3. (b), the member of HM Armed Forces, or the HM Armed Forces service leaver, must be in receipt of one of the following:

- (a) disability living allowance; or
- (b) severe disablement allowance; or
- (c) industrial injury disablement benefit; or
- (d) attendance allowance; or
- (e) carer's allowance; or
- (f) personal independence payment; or
- (g) adult disability payment (Scotland); or
- (h) Armed Forces Independence Payment or Guaranteed Income Payment under the Armed Forces Compensation Scheme; or

- (i) Constant Attendance Allowance, Mobility Supplement or War Disablement Pension under the War Pensions Scheme; or Police Injury Pension;
- (j) Police Injury Pension; or
- (k) Child Disability Payment; or
- (l) Adult Disability Payment.

AF 16.5. The applicant must show they meet the financial requirement as specified in Appendix FM-SE.

Pre-11 April 2024 Transitional financial requirements

AF 17.1. An applicant need not meet the requirements in AF 16.1 and instead must provide specified (where “specified” means as specified in Appendix FM-SE to these Rules) evidence from the sources listed in AF 17.5 that they meet the transitional financial requirement at AF 17.3 if:

- (a) (in the case of dependant partner applications) they have permission as a dependant partner (including as a fiancé(e) or proposed civil partner) of a member of HM Armed Forces or HM Armed Services leaver at the date of application, if they made an application for entry clearance or permission as such a partner, before 11 April 2024, which was successful;
- (b) Where the applicant is a dependent child, the parent of the applicant has applied, or is applying for, entry clearance or permission as a dependant partner of a member of HM Armed Forces or and HM Armed Forces service leaver and they meet the requirements of (a) above;
- (c) the application for entry clearance, permission to enter or permission to stay, as a dependant partner or child has been made before 11 April 2024..

AF 17.2. Where the applicant is a partner, AF 17.1(a) only applies if the applicant is applying for permission to stay with the same partner as when they were last granted permission (and if applying for permission with a new partner, the applicant must meet the financial requirement at AF 16.2).

AF 17.3. The applicant must provide specified (where “specified” means as specified in Appendix FM-SE to these Rules) evidence from sources listed in AF 17.5. that:

- (a) the financial requirement in AF 17.4. is met: or
- (b) where the member of HM Armed Forces or HM Armed Forces service leaver in relation to whom the applicant is applying as a dependant is receiving any of the benefits or funds listed in AF 16.4., the applicant partner, or in the case of an applicant child, either or both of the child’s parents can adequately maintain themselves, the applicant and any children in the UK, without recourse to public funds; or

- (c) where the applicant is a child of a member of HM Armed Forces, or an HM Armed Forces service leaver parent, who has sole parental responsibility for them, the parent can adequately maintain themselves, the applicant and any other children in the UK without recourse to public funds.

AF 17.4. The financial requirement is:

- (a) a gross annual income of at least:
 - (i) £18,600; and
 - (ii) an additional £3,800 for the first child; and
 - (iii) an additional £2,400 for each additional child; alone or in combination with
- (b) savings of
 - (i) £16,000; and
 - (ii) additional savings or an amount equivalent to the difference between the gross annual income from the sources listed in AF 17.3.(a) to (d) and the total amount required under paragraph AF 17.2 multiplied by the length in years of the period of limited leave for which the applicant has applied (or by the part-year equivalent if the applicant has applied for less than 12 months' limited leave) - between the gross annual income from the sources listed in paragraph.

AF 17.5. When determining whether the financial requirement in AF 17.3. or AF 17.4. is met only the following sources will be taken into account:

- (a) income of the member of HM Armed Forces or HM Armed Forces service leaver from specified employment or self-employment, which, in respect of a person returning to the UK with the applicant, can include specified employment or self-employment overseas and in the UK; or
- (b) the dependant partner applicant's (or, where the applicant is a dependent child, income of the applicant's parent who is also applying for or has entry clearance or permission as a dependent partner of a member of HM Armed Forces or an HM Armed Forces service leaver) income from specified employment or self-employment if they are in the UK unless they are working illegally;
- (c) specified pension income of the applicant and partner; or
- (d) any specified maternity allowance or bereavement benefit received by the partner in the UK or any specified payment relating to service in HM Armed Forces received by the applicant or partner; or
- (e) income from the sources at AF 17.6.(b) and (d) of a dependent child of the applicant or the applicant's parent who is aged 18 or over; and
- (f) specified savings of the applicant and their partner; or of the applicant's parent and that parent's partner; or of a dependent child of the applicant or the applicant's parent who is aged 18 or over.

AF 17.6. In AF 17.4. “child” means a dependent child of the applicant or the applicant’s partner who is:

- (a) under the age of 18 years, or who was under the age of 18 years when they were first granted entry under this route; and
- (b) applying for entry clearance or leave to remain as a dependant of the applicant or the applicant’s partner, or is in the UK with leave as their dependant; and
- (c) not a British Citizen, settled in the UK, or in the UK with valid limited leave to enter or remain granted under EU3 or EU3A of Appendix EU to these Rules; and
- (d) not an EEA national with a right to be admitted to or reside in the UK under the Immigration (European Economic Area) Regulations 2016.

AF 17.7. Where the financial requirement at AF 16.4. exceeds £23,496 due to the number of children in the family, the applicant will only need to provide evidence of a gross annual income of £23,496.

Accommodation requirement for a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver

AF 18.1. The applicant’s accommodation in the UK must not be overcrowded or contravene public health regulations.

Eligibility requirement for entry clearance or permission to stay as a partner or child of a member of HM Armed Forces or an Armed Forces service leaver relying on Article 8 of the European Convention on Human Rights.

AF 19.1. Where the applicant does not meet all the suitability requirements or eligibility requirements for a partner or child of a member of HM Armed Forces or an Armed Forces service leaver, the decision maker must be 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.

AF 19.2. Where AF 19.1. applies, and the applicant falls for refusal under paragraph 9.2.1., 9.2.3., 9.4.1., 9.5.1., of Part 9 General Grounds for Refusal, the application as a partner or child of a member of HM Armed Forces or an Armed Forces Service leaver, will be refused.

Decision on an application as a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver

AF 20.1. If the decision maker is satisfied that the validity, suitability and eligibility requirements are met, or the applicant meets AF 19.1. (unless AF 19.2. applies), the application will be granted, otherwise the application will be refused.

Period and conditions of grant for entry clearance or permission to stay for partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver

AF 21.1. Entry clearance or permission to stay as a partner will be granted for whichever is shorter of:

- (a) 5 years; or
- (b) the remaining duration of the applicant's partner's enlistment; or
- (c) the remaining duration of the applicant's partner's extant permission; or
- (d) 6 months if the applicant is being granted entry clearance or permission to stay as a fiancé(e) or proposed civil partner.

AF 21.2. Entry clearance or permission to stay as a dependent child will be granted to end on the same date as whichever of their parents' permission ends first, unless one parent is a British citizen or a person who has a right to enter or stay in the UK without restriction and is, or will be, ordinarily resident in the UK, in such case, the applicant will be granted permission to stay which ends on the same date as the parent who is granted as the partner of a member of HM Armed Forces or an HM Armed Forces service leaver.

AF 21.3. The grant will be subject to the following conditions:

- (a) no access to public funds; and
- (b) work permitted (including self-employment and voluntary work) (unless granted as a fiancé(e) or proposed civil partner where no work is permitted); and
- (c) study permitted, subject to the ATAS condition in Appendix ATAS (unless granted as a fiancé(e) or proposed civil partner where no study is permitted).

Settlement as a partner or child of a member of HM Armed Forces or an HM Armed Forces Service leaver

Validity requirements for settlement as a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver

AF 22.1. If applying from outside the UK, a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver must apply online on the gov.uk website on the specified form: "VAF: AF".

AF 22.2. If applying from in the UK, a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver must apply for settlement on the gov.uk website on the specified form: "SET: Armed Forces".

AF 22.3. An application for settlement as a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver 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 that satisfactorily establishes their identity and nationality.

AF 22.4. An application which does not meet all the validity requirements for a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver may be rejected as invalid and not considered.

Suitability requirements for settlement as a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver

AF 23.1. The decision maker must be satisfied that the applicant should not be refused under Part 9: grounds for refusal.

AF 23.2. If the applicant is in the UK on the date of application, they 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 as a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver

Entry requirements for settlement as a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver

AF 24.1. If applying from outside the UK as a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver the applicant must apply for and obtain entry clearance for settlement as a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver before they arrive in the UK.

AF 24.2. If Appendix Tuberculosis applies, the applicant must 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 settlement as a partner of a member of HM Armed Forces or an HM Armed Forces service leaver

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

- (a) P is a member of HM Armed Forces exempt from immigration control with at least 5 years' reckonable service; or
- (b) P has been granted or, is at the same time applying for (and is being granted) settlement as a HM Armed Forces service leaver; or
- (c) P has leave to enter or remain under this Appendix or Part 7 paragraphs 276E-QA of these Rules or under the concession which existed outside these Rules whereby the Secretary of State exercised discretion to grant leave to enter or remain to a member of HM Forces who has been medically discharged; or
- (d) P is settled or is a British citizen and P had permission (or exemption) as a member of HM Armed Forces before they were granted settlement or citizenship.

AF 25.2. The requirements of Appendix Relationship with Partner must be met.

Relationship requirements for settlement as a child of a member of HM Armed Forces or an HM Armed Forces service leaver

AF 26.1. The applicant must meet the following requirements for a dependent child in Appendix Children:

- (a) age requirement; and
- (b) independent life requirement; and
- (c) care requirement; and
- (d) relationship requirement: settlement.

Qualifying period for settlement as partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver

AF 27.1. The applicant must have completed a continuous period of 60 months with permission under this Appendix as the partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver (excluding any period of entry clearance or permission to stay as a fiancé(e) or proposed civil partner).

AF 27.2. If the applicant does not meet AF 27.1, the qualifying period of 60 months can be met by including periods of time spent with continuous residence on any other route to settlement, if the applicant:

- (a) did not enter the UK illegally; and
- (b) has permission as a partner of a member of HM Armed Forces or an HM Armed Forces service leaver for at least one year immediately before the date of application.

Continuous residence requirement for settlement as partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver

AF 28.1. The applicant must meet the continuous residence requirement as set out in Appendix Continuous Residence for the qualifying period.

English language requirement for settlement for a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver

AF 29.1. Unless an exemption applies, the applicant must show English language ability on the Common European Framework of Reference for Languages in speaking and listening of at least level B1.

AF 29.2. The applicant must show they meet the English language requirement, or are exempt, as set out in Appendix English Language.

Knowledge of life in the UK requirements for settlement as partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver

AF 30.1. Unless an exemption applies, the applicant must meet the Knowledge of Life in the UK requirement as set out in Appendix KOLL UK.

Financial requirements for settlement as a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver

AF 31.1. Unless AF 32.1. applies, the applicant must provide specified (where “specified” means as specified in Appendix FM-SE to these Rules) evidence from sources listed in AF 31.3. that:

- (a) where the applicant is a partner, or where the applicant is a dependent child whose parent is also applying for or has entry clearance or permission as a partner of a member of HM Armed Forces or an HM Armed Forces service leaver, the applicant meets the financial requirement in AF 31.2.; or
- (b) where the HM Armed Forces member or HM Armed Forces service leaver in relation to whom the applicant is applying as a partner or dependent child is receiving any of the benefits or funds listed in AF 31.4., the applicant’s partner, or in the case of an applicant child, the child’s parents, can adequately maintain themselves, the applicant and any other children in the UK, without recourse to public funds; or
- (c) where the applicant is a child of a member of HM Armed Forces, or an HM Armed Forces service leaver, parent who has sole parental responsibility for them, the parent can adequately maintain themselves, the applicant and any other children in the UK without recourse to public funds.

AF 31.2. The financial requirement is:

- (a) a gross annual income of at least £23,496, alone or in combination with
- (b) savings of
 - (i) £16,000; and
 - (ii) additional savings of an amount equivalent to the amount which is the difference between the gross annual income at AF 31.2 (a), from the sources listed in AF 31.3. (a) to (d), and the total amount required under AF 31.2 (a); or
- (c) the requirements in AF 31.4. being met.

AF 31.3. When determining whether the financial requirement in AF 31.2 is met only the following sources will be taken into account:

- (a) income of the member of HM Armed Forces or HM Armed Forces service leaver in the UK with permission to work , which, in respect of a person returning to the UK with the applicant, can include employment or self-employment overseas and in the UK; or
- (b) the dependant partner applicant's (or, where the applicant is a dependent child, income of the applicant's parent who is also applying for or has entry clearance or permission as a dependent partner of a member of HM Armed Forces or an HM Armed Forces service leaver) income from specified employment or self-employment if they are in the UK unless they are working illegally; or
- (c) pension income of the applicant and their partner; or
- (d) any maternity allowance or bereavement benefit received by the partner in the UK or any specified payment relating to service in HM Armed Forces received by the applicant or their partner; or
- (e) income from the sources at sub-paragraphs (b) and (d) of a dependent child aged 18 or over, of a member of HM Armed Forces or an HM Armed Forces service leaver; or
- (f) savings of the applicant and partner, or child where the child is over 18 at the date of application.

AF 31.4. For the purpose of AF 31.2. (c), or AF 32.3 (c), the member of HM Armed Forces, or the HM Armed Forces service leaver, must be in receipt of one of the following:

- (a) disability living allowance; or
- (b) severe disablement allowance; or
- (c) industrial injury disablement benefit; or
- (d) attendance allowance; or
- (e) carer's allowance; or
- (f) personal independence payment; or
- (g) adult disability payment (Scotland); or

- (h) Armed Forces Independence Payment or Guaranteed Income Payment under the Armed Forces Compensation Scheme; or
- (i) Constant Attendance Allowance, Mobility Supplement or War Disablement Pension under the War Pensions Scheme; or Police Injury Pension;
- (j) Police Injury Pension; or
- (k) Child Disability Payment; or
- (l) Adult Disability Payment.

AF 31.5. The applicant must show they meet the financial requirement as specified in Appendix FM-SE.

Transitional financial requirements for a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver

AF 32.1. An applicant need not meet the requirements in AF 31.1. and instead must provide specified evidence from the sources listed in AF 31.3 that they meet the transitional financial requirement at AF 32.3. if:

- (a) (in the case of dependant partner applications) they have permission as a dependant partner (including as a fiancé(e) or proposed civil partner) of a member of HM Armed Forces or HM Armed Services leaver at the date of application if they made an application for entry clearance or permission as such a partner before 11 April 2024, which was successful (and that application did not rely on Article 8 of the European Convention on Human Rights following consideration of AF 19.1); or
- (b) Where the applicant is a dependent child, the parent of the applicant has applied, or is applying for, entry clearance or permission as a dependant partner of a member of HM Armed Forces or an HM Armed Forces service leaver and meets the requirements of (a) above; or
- (c) the application for settlement has been made before 11 April 2024.

AF 32.2. Where the applicant is a partner, AF 32.1(a) only applies if the applicant is applying for settlement with the same partner as when they were last granted permission (and if applying for settlement with a new partner, the applicant must meet the financial requirement at AF 31.2.).

AF 32.3. The financial requirement is:

- (a) a gross annual income of at least:
 - (i) £18,600;
 - (ii) an additional £3,800 for the first child; and
 - (iii) an additional £2,400 for each additional child; alone or in combination with:
- (b) specified savings of:
 - (i) £16,000; and

- (ii) additional savings or an amount equivalent to the amount which is the difference between the gross annual income from the sources listed in AF 30.3.(a) to (d) and the total amount required under AF 31.3(a).; or
- (c) £23,496, where the requirements of AF 32.4. are met.

AF 32.4. Where the financial requirement at AF 32.3.(a) exceeds £23,496 due to the number of children in the family, the applicant will only need to provide evidence of a gross annual income of £23,496.

AF 32.5. In AF 32.3. “child” means a dependent child of the applicant or the applicant’s partner who is:

- (a) under the age of 18 years, or who was under the age of 18 years when they were first granted entry under this route; and
- (b) applying for entry clearance or leave to remain as a dependant of the applicant or the applicant’s partner, or is in the UK with leave as their dependant; and
- (c) not a British Citizen, settled in the UK, or in the UK with valid limited leave to enter or remain granted under EU3 or EU3A of Appendix EU to these Rules; and
- (d) not an EEA national with a right to be admitted to or reside in the UK under the Immigration (European Economic Area) Regulations 2016.

Decision on an application for settlement as a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver

AF 33.1. If the decision maker is satisfied that all the suitability and eligibility requirements for settlement as a partner or child of a member of HM Armed Forces or an HM Armed Forces service leaver are met, the applicant will be granted entry clearance for settlement (where the applicant is outside the UK) or settlement.

AF 33.2. If the requirements for settlement are not met, but the decision maker believes the applicant is likely to meet the requirements for permission to stay as a partner or child of a member of HM Armed Forces or HM Armed Forces service leaver under this Appendix, the application will be varied by the Secretary of State to an application for permission to stay as a partner or child of a member of HM Armed Forces or HM Armed Forces Service leaver. Where this happens no additional application fee for entry clearance or permission to stay will be required and the settlement application fee will not be refunded.

AF 33.3. Where AF 33.2. applies, and the outcome of the consideration is to grant permission to stay as a partner, it will be for whichever is shorter of:

- (a) 5 years; or
- (b) the remaining duration of the applicant’s partners enlistment; or
- (c) the remaining duration of the applicant's partners extant permission or

- (d) 6 months if the applicant is being granted entry clearance, permission to enter or stay as a fiancé(e) or proposed civil partner.

AF 33.4. Where AF 33.2. applies, permission to stay as a child will be granted to end on the same day as whichever of their parents' permission ends first unless the other parent is a British citizen who has a right to enter or stay in the UK without restriction and is, or will be, ordinarily resident in the UK, in which case the applicant will be granted permission which ends on the same date as the parent who is granted as the partner of a member of HM Armed Forces or HM Armed Forces service leaver.

AF 33.5. The grant under AF 33.2. will be subject to the following conditions:

- (a) no access to public funds; and
- (b) work permitted (including self-employment and voluntary work) (unless granted as a fiancé(e) or proposed civil partner in which case work is permitted); and
- (c) study permitted, subject to the ATAS condition in Appendix ATAS (unless granted as a fiancé or proposed civil partner in which case no study is allowed).

AF 33.6. If the decision maker is not satisfied that the applicant meets the requirements for settlement or permission to stay, the application for settlement will be refused.”.

Insertion of Appendix International Armed Forces and International Civilian Employees

APP AFI1. After “Appendix HM Armed Forces”, insert:

“Appendix International Armed Forces and International Civilian Employees

This route is for members of International Armed Forces and for International Civilian Employees of either a North Atlantic Treaty Organisation (NATO) force or the Australian Department of Defence.

A partner or child of a member of an International Armed Force or International Civilian Employees of either a North Atlantic Treaty Organisation (NATO) or the Australian Department of Defence can also apply on this route.

This route is also for a partner or child of a member of an International Armed Force who is exempt from immigration control:

- *under the 1971 Immigration Act; or*
- *under the Visiting Forces Act 1952,*

where the partner or child is listed as a dependant on the sponsor's military movement orders or equivalent civilian posting letter.

An application can be made from in the UK or overseas.

The International Armed Forces and International Civilian Employees route is not a route to settlement.

Those serving in International Reserve Forces or in a civilian capacity with a reserve force, cannot apply on this route.

Members of International Armed Forces and International Civilian Employees

Validity requirements for member of International Armed Forces and International Civilian Employees

AFI 1.1. A person applying for entry clearance or permission to stay as a member of International Armed Forces or an International Civilian Employee must apply on the gov.uk website on the specified forms as follows:

- (a) for applicants outside the UK, form “Armed Forces” on the “Find and apply for other visas from outside the UK” form; or
- (b) for applicants in the UK, form “Further leave to remain – Immigration Rules - Armed Forces”.

AFI 1.2. An application must meet all the following requirements:

- (a) any fee and the 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 aged 18 or over on the date of application.

AFI 1.4. An application which does not meet all the validity requirements for the International Armed Forces and International Civilian Employees route may be rejected as invalid and not considered.

Suitability requirements for members of International Armed Forces and International Civilian Employees

AFI 2.1. The decision maker must be satisfied that the applicant should not be refused under Part 9: grounds for refusal.

AFI 2.2. If the applicant is in the UK, they 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 members of International Armed Forces and International Civilian Employees

Entry requirements for members of International Armed Forces and International Civilian Employees

AFI 3.1. A person seeking to come to the UK must apply for and obtain entry clearance as a member of International Armed Forces or an International Civilian Employee before they arrive in the UK.

AFI 3.2. A person applying for entry clearance as a member of International Armed Forces or an International Civilian Employee must, if Appendix Tuberculosis applies, provide a valid medical certificate confirming that they have undergone screening for active pulmonary tuberculosis and that this tuberculosis is not present in them.

Service requirements for members of International Armed Forces and International Civilian Employees

AFI 4.1. A member of an International Armed Force must show they:

- (a) are a serving member of an International armed force; and
- (b) have been invited by HM Armed Forces to undergo training in the UK provided by HM Armed Forces; or by the Ministry of Defence to study or become familiar with military equipment being supplied by a firm in the UK; and
- (c) will leave the UK at the end of their period of training or familiarisation.

AFI 4.2. An International Civilian Employee must: show they

- (a) are a civilian who is being employed to work in the UK by:
 - (i) a NATO force (which includes an employee of the American Red Cross working with US Forces in the UK); or
 - (ii) a company under contract to a NATO force; or
 - (iii) the Australian Department of Defence; and
- (b) will leave the UK at the end of their period of employment.

Financial requirements for members of International Armed Forces and International Civilian Employees

AFI 5.1. The applicant must be able to adequately maintain themselves and any dependants in the UK without access to public funds.

AFI 5.2. The applicant must show they meet the financial requirement as specified in Appendix FM-SE.

Accommodation requirements for members of International Armed Forces and International Civilian Employees

AFI 6.1. The applicant's accommodation in the UK must not be overcrowded or contravene public health regulations.

Decision on an application from members of International Armed Forces and International Civilian Employees.

AFI 7.1. If the decision maker is satisfied that the validity, suitability and relevant eligibility requirements for a member of International Armed Forces or International Civilian Employees are met, the application will be granted, otherwise, the application will be refused.

AFI 7.2. If the application is refused the person can apply for an Administrative Review under Appendix Administrative Review.

Period of grant for a member of International Armed Forces

AFI 8.1. Period of grant for a member of International Armed Forces is the shorter period of:

- (a) 4 years; or
- (b) the duration of the training, study or familiarisation.

AFI 8.2. An additional period of 3 months may be granted beyond the end of the training, study or familiarisation where the total period of permission granted does not exceed 4 years, if:

- (a) permission to stay is required to enable the applicant to meet third country transit regulations which require passengers to have 3 months' extant leave in the UK; and
- (b) travel to the third country forms part of the training, study or familiarisation.

Conditions of grant for a member of International Armed Forces

AFI 9.1. The grant for a member of International Armed Forces will be subject to the following conditions:

- (a) no access to public funds; and
- (b) no work, other than as a member of the International Armed Force; and
- (c) study permitted, subject to the ATAS condition in Appendix ATAS.

Period of grant for an International Civilian Employee

AFI 10.1. Period of grant for an International Civilian Employee of a NATO force or the Australian Department of Defence is either:

- (a) 6 months, where the duration of their period of employment in the UK does not exceed 6 months; or
- (b) five years, where the duration of their period of employment in the UK exceeds 6 months.

AFI 10.2. Period of grant for an International Civilian Employee of a company under contract to a NATO force, is the shorter period of:

- (a) 4 years; or
- (b) the duration of the period of employment of the civilian employee.

Conditions of grant for an International Civilian Employee

AFI 11.1. The grant for a member of the International Civilian Employee will be subject to the following conditions:

- (a) no access to public funds; and
- (b) no work other than as an International Civilian Employee; and
- (c) study permitted, subject to the ATAS condition in Appendix ATAS

Partner or child of a member of International Armed Forces and International Civilian Employees

Validity requirements for a partner or child of a member of International Armed Forces and International Civilian Employees

AFI 12.1. A person applying for entry clearance or permission to stay as a partner or child of a member of International Armed Forces or an International Civilian Employee must apply on the gov.uk website, on the specified forms as follows:

- (a) for applicants outside the UK, form “Armed Forces” on the “Find and apply for other visas from outside the UK” form; or
- (b) for applicants in the UK, form “Further leave to remain – Immigration Rules -Armed Forces.”

AFI 12.2. An application must meet all the following requirements:

- (a) any fee and the 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.

AFI 12.3. An applicant applying for permission to stay must be in the UK on the date of application.

AFI 12.4. An application which does not meet all the validity requirements as a partner or child of a member of the International Armed Forces or an International Civilian Employee may be rejected as invalid and not considered.

Suitability requirements for a partner or child of a member of International Armed Forces and International Civilian Employees

AFI 13.1. The decision maker must be satisfied that the applicant should not be refused under Part 9: grounds for refusal.

AFI 13.2. If the applicant is in the UK, they 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 or child of member of an International Armed Force and International Civilian Employees

Entry requirements for a partner or child of a member of International Armed Forces and International Civilian Employees

AFI 14.1. A person seeking to come to the UK must apply for and obtain entry clearance as a partner or child of a member of International Armed Forces and International Civilian Employee before they arrive in the UK.

AFI 14.2. A person applying for entry clearance as a partner or child of a member of International Armed Forces or an International Civilian Employee must, if Appendix Tuberculosis applies, 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 a member of an International Armed Force, International Civilian Employees or members of an International Armed Force exempt from control.

AFI 15.1. The applicant must:

- (a) be the partner of a member of an International Armed Force, or an International Civilian Employee who meets the service requirements of AFI 4.1. or AFI 4.2, who has permission or is at the same time applying for (and is being granted) permission under this Appendix; or
- (b) be the partner of a member of an International Armed Force exempt from control where the applicant is listed as a partner on the International Armed Forces member's military movement orders or equivalent civilian posting letter.

AFI 15.2. The requirements of Appendix Relationship with Partner must be met.

Relationship requirements for a child of a member of International Armed Forces, International Civilian Employees or members of an International Armed Force exempt from control.

AFI 16.1. The applicant must meet the following requirements for a dependent child in Appendix Children:

- (a) age requirement; and
- (b) independent life requirement; and
- (c) care requirement; and
- (d) relationship requirement: entry clearance and permission to stay.

Financial requirements for a partner or child of members of International Armed Forces, International Civilian Employees or members of an International Armed Force exempt from immigration control.

AFI 17.1 The applicant must show that the member of International Armed Forces or International Civilian Employee is able to adequately maintain themselves and their partner and any child in the UK without access to public funds.

AFI 17.2. The applicant' must show they meet the financial requirement as specified in Appendix FM-SE.

Accommodation requirements for partner or child of members of International Armed Forces and International Civilian Employees

AFI 18.1. The applicant's accommodation in the UK must not be overcrowded or contravene public health regulations.

Decision on an application from a partner or child of member of International Armed Forces or International Civilian Employees

AFI 19.1. If the decision maker is satisfied that the validity, suitability and relevant eligibility requirements for a partner or child of International Armed Forces or

International Civilian Employees are met, the application will be granted, otherwise the application will be refused.

AFI 19.2. If the application is refused the person can apply for an Administrative Review under Appendix Administrative Review.

Period of a grant for a partner or child of a member of International Armed Forces

AFI 20.1. Period of grant for a partner of a member of International Armed Forces is the shorter period of:

- (a) 4 years; or
- (b) the duration of the member of International Armed Forces period of posting.

AFI 20.2 A child will be granted entry clearance or permission to stay which ends on the same date as whichever of their parents' permission ends first.

Conditions of a grant for a partner or child of a member of International Armed Forces

AFI 21.2. The grant for a partner or child of a member of International Armed Forces will be subject to all the following conditions:

- (a) no access to public funds; and
- (b) no work if permission is being granted for less than 6 months; and
- (c) work permitted if period of grant is for 6 months or more; and
- (d) study is permitted, subject to the ATAS conditions in Appendix ATAS.

Period of grant for a partner or child of an International Civilian Employee

AFI 22.1. Period of grant for a partner of a civilian employee of a NATO force or the Australian Department of Defence are:

- (a) 6 months, where the duration of the civilian employee of a NATO force or the Australian Department of Defence's period of employment in the UK is less than 6 months; or
- (b) 5 years, where the duration of the civilian employee of a NATO force or the Australian Department of Defence's period of employment in the UK is for 6 months or more; or
- (c) where the grant is as a partner of a Civilian Employee under contract to a NATO force, the shorter period of 4 years or the duration of the period of the civilian employee's employment.

AFI 22.2. A child will be granted entry clearance or permission to stay which ends on the same date as whichever of their parents' permission ends first.

Conditions of grant for a partner or child of an International Civilian Employee

AFI 23.1. The grant for a partner or child of an International Civilian Employee will be subject to the following conditions:

- (a) no access to public funds; and
- (b) no work if granted is for less than 6 months; and
- (c) work permitted if grant is for 6 months or more; and
- (d) study is permitted; subject to the ATAS conditions in Appendix ATAS.”.

Changes to Appendix C: maintenance (funds) Tier 1 (Entrepreneur)

APP C1. In paragraph 1A.(e), for “the spot exchange rate which appears on www.oanda.com for the date of the application”, substitute:

“the exchange rate specified in FIN 1.1, FIN 1.2 or FIN 1.3”.

Changes to Appendix EU

APP EU1. In Annex 1, for the entry for ‘valid evidence of their indefinite leave to enter or remain’ in the table, substitute:

“

valid evidence of their indefinite leave to enter or remain	(a) a valid biometric immigration document (as defined in section 5 of the UK Borders Act 2007), a valid stamp or endorsement in a passport (whether or not the passport has expired) or other valid document issued by the Home Office, confirming that, at 2300 GMT on 31 December 2020, the applicant had indefinite leave to enter or remain in the UK, which has not since lapsed or been revoked or invalidated; or (b) the Secretary of State is otherwise satisfied from the evidence or information available to them that, at 2300 GMT on 31 December 2020, the applicant had indefinite leave to enter or remain in the UK or the Islands, which has not since lapsed or been revoked or invalidated
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Changes to Appendix FM

APP FM1. For GEN.3.1.(1)(a) substitute:

“(a) the financial requirement in paragraph E-ECP.3.1., E-LTRP.3.1., E-LTRP.3.7. (in the context of an application for limited leave to remain as a partner), E-ECC.2.1., E-ECC.2.5., E-LTRC.2.1., or E-LTRC.2.5. applies, and is not met from the specified sources referred to in the relevant paragraph; and”.

APP FM2. For GEN.3.1.(2) substitute:

“(2) Where the financial requirement in paragraph E-ECP.3.1., E-LTRP.3.1., E-LTRP.3.7 (in the context of an application for limited leave to remain as a partner), E-ECC.2.1., E-ECC.2.5., E-LTRC.2.1., or E-LTRC.2.5. is met following consideration under sub-paragraph (1) (and provided that the other relevant requirements of the Immigration Rules are also met), the applicant will be granted entry clearance or leave to remain under, as appropriate, paragraph D-ECP.1.2., D-LTRP.1.2., D-ECC.1.1., D-LTRC.1.1., paragraph 315, or 316B of the Immigration Rules”.

APP FM3. In GEN 3.1.(2), for “paragraph 315 or 316B”, substitute: “Appendix Adoption”.

APP FM4. For E-ECP.3.1. substitute:

“E-ECP.3.1. The applicant must provide specified evidence, from the sources listed in paragraph E-ECP.3.2., of:

- (a) a specified gross annual income of at least £29,000
- (b) specified savings of:
 - (i) £16,000; and
 - (ii) additional savings of an amount equivalent to 2.5 times the amount which is the difference between the gross annual income from the sources listed in paragraph E-ECP.3.2.(a)-(d) and the total amount required under paragraph E-ECP.3.1.(a); or
- (c) the requirements in paragraph E-ECP.3.3. being met.”.

APP FM5. For E-LTRP.3.1. substitute:

“Financial requirements for an applicant who is making their first application on the partner route on or after 11 April 2024

E-LTRP.3.1. The applicant must provide specified evidence, from the sources listed in paragraph E-LTRP.3.2., of:

- (a) a specified gross annual income of at least £29,000
- (b) specified savings of:
 - (i) £16,000; and
 - (ii) additional savings of an amount equivalent to 2.5 times the amount which is the difference between the gross annual income from the sources listed in paragraph E-LTRP.3.2.(a)-(f) and the total amount required under paragraph E-LTRP.3.1.(a); or
- (c) the requirements in paragraph E-LTRP.3.3. being met, unless paragraph EX.1. applies.”.

APP FM6. In E-LTRP.3.2. after “paragraph E-LTRP.3.1”, insert “or E-LTRP.3.7.”.

APP FM7. In E-LTRP.3.2.(f) after “paragraph E-LTRP.3.1”, insert “or E-LTRP.3.7.”.

APP FM8. In E-LTRP.3.2.(g) after “paragraph E-LTRP.3.1”, insert “or E-LTRP.3.7.”.

APP FM9. After E-LTRP.3.4. insert:

“Transitional financial requirements for an applicant who made their first application as a fiancé(e), proposed civil partner or as a partner before 11 April 2024 and who was granted permission as a fiancé(e), proposed civil partner or as a partner on the five-year route to settlement as a result of that application

E-LTRP.3.5. A person who has permission as a partner on the five-year route to settlement, or as a fiancé(e) or proposed civil partner, at the date of application, must meet the transitional financial requirement at E-LTRP.3.7. if they made an application for entry clearance or permission to stay as a fiancé(e), proposed civil partner or partner under Appendix FM before 11 April 2024, which was successful.

E-LTRP.3.6. To fall within E-LTRP.3.5. the applicant must be applying for permission to stay with the same partner for which they were last granted permission. Those applying for permission to stay with a new partner must meet the financial requirement at E-LTRP.3.1. to E-LTRP.3.4.

E-LTRP.3.7. The applicant must provide specified evidence, from the sources listed in paragraph E-LTRP.3.2., of:

- (a) a specified gross annual income of at least:
 - (i) £18,600;
 - (ii) an additional £3,800 for the first child; and
 - (iii) an additional £2,400 for each additional child; alone or in combination with
- (b) specified savings of:
 - (i) £16,000; and
 - (ii) additional savings of an amount equivalent to 2.5 times the amount which is the difference between the gross annual income from the sources listed in paragraph E-LTRP.3.2.(a)-(f) and the total amount required under paragraph E-LTRP.3.7.(a); or
- (c) the requirements in paragraph E-LTRP.3.3. being met, unless paragraph EX.1. applies.

In this paragraph “child” means a dependent child of the applicant or the applicant’s partner who is:

- (a) under the age of 18 years, or who was under the age of 18 years when they were first granted entry under this route;
- (b) applying for entry clearance or leave to remain as a dependant of the applicant or the applicant’s partner, or is in the UK with leave as their dependant;
- (c) not a British Citizen, settled in the UK, or in the UK with valid limited leave to enter or remain granted under paragraph EU3 or EU3A of Appendix EU to these Rules; and
- (d) not an EEA national with a right to be admitted to or reside in the UK under the Immigration (European Economic Area) Regulations 2016.

E-LTRP.3.8. Where the financial requirement at E-LTRP.3.7. exceeds £29,000 due to the number of children in the family, the applicant will only need to provide evidence of a gross annual income of £29,000.

E-LTRP.3.9. The applicant must meet the accommodation requirement at E-LTRP.3.4.”.

APP FM10. In E-ILRP.1.3.(1A) after “paragraph E-LTRP.3.1.(b)(ii)” insert “or E-LTRP.3.7.(b)(ii)”.

APP FM11. In E-ECC.1.1. for “2.4.” substitute “2.7.”.

APP FM12. For E-ECC.2.1., substitute:

“Financial requirement for applicants where the transitional

requirements at E-ECC.2.5 to E-ECC.2.7. do not apply

E-ECC.2.1. Where a parent of the applicant has, or is applying or has applied for, entry clearance or limited leave to enter or remain as a partner under this Appendix, the applicant must provide specified evidence, from the sources listed in paragraph E-ECC.2.2., of:

- (a) a specified gross annual income of at least £29,000
- (b) specified savings of:
 - (i) £16,000; and
 - (ii) additional savings of an amount equivalent to 2.5 times the amount which is the difference between the gross annual income from the sources listed in paragraph E-ECC.2.2.(a)-(f) and the total amount required under paragraph E-ECC.2.1.(a); or
- (c) the requirements in paragraph E-ECC.2.3. being met.”.

APP FM13. In E-ECC.2.2. after “paragraph E-ECC.2.1.”, insert “or E-ECC.2.5.”.

APP FM14. In E-ECC.2.2.(f) after “paragraph E-ECC.2.1.”, insert “or E-ECC.2.5.”.

APP FM15. In E-ECC.2.2.(g) after “paragraph E-ECC.2.1.”, insert “or E-ECC.2.5.”

APP FM16. After E-ECC.2.4., insert:

“Transitional financial requirements

E-ECC.2.5. Where a parent of the applicant has, or is applying or has applied for, entry clearance or limited leave to enter or limited leave to remain as a partner under this Appendix, and that parent meets the requirements of E-LTRP.3.5. the applicant must provide specified evidence, from the sources listed in paragraph E-ECC.2.2., of:

- (a) a specified gross annual income of at least
 - (i) £18,600;
 - (ii) an additional £3,800 for the first child; and
 - (iii) an additional £2,400 for each additional child; alone or in combination with
- (b) specified savings of
 - (i) £16,000; and
 - (ii) additional savings of an amount equivalent to 2.5 times the amount which is the difference between the gross annual income from the sources listed in paragraph E-ECC.2.2.(a)-

- (f) and the total amount required under paragraph E-ECC.2.5.(a); or
- (c) the requirements in paragraph E-ECC.2.3. being met.

In this paragraph “child” means the applicant and any other dependent child of the applicant’s parent or the applicant’s parent’s partner who is:

- (a) under the age of 18 years, or who was under the age of 18 years when they were first granted entry under this route;
- (b) applying for entry clearance as a dependant of the applicant’s parent or of the applicant’s parent’s partner, or is in the UK with leave as their dependant;
- (c) not a British Citizen, settled in the UK, or in the UK with valid limited leave to enter or remain granted under paragraph EU3 or EU3A of Appendix EU to these Rules; and
- (d) not an EEA national with a right to be admitted to or reside in the UK under the Immigration (European Economic Area) Regulations 2016.

E-ECC.2.6. Where the financial requirement at E-ECC.2.5. exceeds £29,000 due to the number of children in the family, the applicant will only need to provide evidence of a gross annual income of £29,000.

E-ECC.2.7. The applicant must meet the accommodation requirement at E-ECC.2.4.”.

APP FM17. In E-LTRC.1.1. for “2.4.” substitute “2.7.”.

APP FM18. For E-LTRC.2.1. substitute:

“Financial requirements for applicants where the transitional requirements at E-LTRC.2.5. to E-LTRC.2.7. do not apply

E-LTRC.2.1. Where a parent of the applicant has, or is applying or has applied for, limited leave to remain as a partner under this Appendix, the applicant must provide specified evidence, from the sources listed in paragraph E-LTRC.2.2., of:

- (a) a specified gross annual income of at least £29,000
- (b) specified savings of:
 - (i) £16,000; and
 - (ii) additional savings of an amount equivalent to 2.5 times (or if the parent is applying for indefinite leave to remain 1 times) the amount which is the difference between the gross

annual income from the sources listed in paragraph E-LTRC.2.2.(a)-(f) and the total amount required under paragraph E-LTRC.2.1.(a); or
(c) the requirements in paragraph E-LTRC.2.3. being met.”.

APP FM19. In E-LTRC.2.2. after paragraph “E-LTRC.2.1.” insert “or E-LTRC.2.5.”.

APP FM20. In E-LTRC.2.2.(f) after paragraph “E-LTRC.2.1.” insert “or E-LTRC.2.5.”.

APP FM21. In E-LTRC.2.2.(g) after paragraph “E-LTRC.2.1.” insert “or E-LTRC.2.5.”.

APP FM22. After E-LTRC.2.4. insert:

“Transitional financial requirements

E-LTRC.2.5. Where a parent of the applicant has, or is applying or has applied for, entry clearance or leave to enter or limited leave to remain as a partner under this Appendix, and that parent meets the requirements of E-LTRP.3.5. the applicant must provide specified evidence, from the sources listed in paragraph E-LTRC.2.2., of:

- (a) a specified gross annual income of at least:
 - (i) £18,600;
 - (ii) an additional £3,800 for the first child; and
 - (iii) an additional £2,400 for each additional child; alone or in combination with
- (b) specified savings of:
 - (i) £16,000; and
 - (ii) additional savings of an amount equivalent to 2.5 times (or if the parent is applying for indefinite leave to remain 1 times) the amount which is the difference between the gross annual income from the sources listed in paragraph E-LTRC.2.2.(a)-(f) and the total amount required under paragraph E-LTRC.2.5.(a); or
- (c) the requirements in paragraph E-LTRC.2.3. being met.

In this paragraph “child” means the applicant and any other dependent child of the applicant’s parent or the applicant’s parent’s partner who is:

- (a) under the age of 18 years, or who was under the age of 18 years when they were first granted entry under this route;
- (b) applying for entry clearance as a dependant of the applicant’s

- parent or of the applicant's parent's partner, or is in the UK with leave as their dependant;
- (c) not a British Citizen, settled in the UK, or in the UK with valid limited leave to enter or remain granted under paragraph EU3 or EU3A of Appendix EU to these Rules; and
- (d) not an EEA national with a right to be admitted to or reside in the UK under the Immigration (European Economic Area) Regulations 2016.

E-LTRC.2.6. Where the financial requirement at E-LTRC.2.5. exceeds £29,000 due to the number of children in the family, the applicant will only need to provide evidence of a gross annual income of £29,000.

E-LTRC.2.7. The applicant must meet the accommodation requirement at E-LTRC.2.4.”.

Changes to Appendix FM-SE

APP FM-SE1. In paragraph A, for “Appendix Armed Forces”, substitute:

“Appendix HM Armed Forces, Appendix International Armed Forces and International Civilian Employees”.

APP FM-SE2. In paragraph A, for “and Appendix Adult Dependent Relative”, substitute:

“, Appendix Adult Dependent Relative and Appendix Adoption”.

APP FM-SE3. For paragraph A1 substitute:

“A1. To meet the financial requirement under paragraphs E-ECP.3.1., E-LTRP.3.1., E-LTRP.3.7., E-ECC.2.1., E-ECC.2.5., E-LTRC.2.1. and E-LTRC.2.5. of Appendix FM, the applicant must meet:

- (a) The level of financial requirement applicable to the application under Appendix FM; and
- (b) The requirements specified in Appendix FM and this Appendix as to:
 - (i) The permitted sources of income and savings;
 - (ii) The time periods and permitted combinations of sources applicable to each permitted source relied upon; and
 - (iii) The evidence required for each permitted source relied upon.”.

- APP FM-SE4. In paragraph 1, after “Appendix FM”, insert:
- “Appendix HM Armed Forces, Appendix International Armed Forces and International Civilian Employees”.
- APP FM-SE5. For paragraph 1(f), substitute:
- “(f) Income or cash savings in a foreign currency will be converted to pounds sterling using the exchange rate specified in FIN 1.1, FIN 1.2 or FIN 1.3.”.
- APP FM-SE6. In paragraph 12A, after “under Appendix Adult Dependent Relative”, insert:
- “, Appendix HM Armed Forces, or Appendix International Armed Forces and International Civilian Employees,”.
- APP FM-SE7. In paragraph 12A, for “or Appendix International Armed Forces and International Civilian Employees”, substitute:
- “Appendix International Armed Forces and International Civilian Employees, or Appendix Adoption”.
- APP FM-SE8. In paragraph 12B, after “under Appendix Adult Dependent Relative”, insert:
- “Appendix HM Armed Forces, or Appendix International Armed Forces and International Civilian Employees”.
- APP FM-SE9. In paragraph 12B, for “or Appendix International Armed Forces and International Civilian Employees”, substitute:
- “, Appendix International Armed Forces and International Civilian Employees, or Appendix Adoption”.
- APP FM-SE10. In paragraph 13 after “E-LTRP.3.1.”, insert “E-LTRP.3.7.”.
- APP FM-SE11. In paragraph 13 after “E-ECC.2.1.”, delete “and”.
- APP FM-SE12. In paragraph 13 after “E-ECC.2.1.”, insert “E-ECC.2.5.”.
- APP FM-SE13. In paragraph 13 after “E-LTRC.2.1.” insert “and E-LTRC.2.5.”.
- APP FM-SE14. For paragraph 21A(7) substitute:

“(7) Any cash savings relied upon by the applicant must enable the financial requirement in paragraph E-ECP.3.1.(b), E-LTRP.3.1.(b), E-LTRP.3.7.(b), E-ECC.2.1.(b), E-ECC.2.5.(b), E-LTRC.2.1.(b) or E-LTRC.2.5.(b) of Appendix FM (as applicable) to be met, except that the criteria in sub-paragraph (8)(c) apply in place of the requirements in paragraphs 11 and 11A of this Appendix.”.

APP FM-SE15. For paragraph 21A(8)(a)(v) substitute:

“(v) the extent to which this source of financial support is relied upon by the applicant to meet the financial requirement in paragraph E-ECP.3.1., E-LTRP.3.1., E-LTRP.3.7., E-ECC.2.1., E-ECC.2.5., E-LTRC.2.1. or E-LTRC.2.5. of Appendix FM (as applicable); and”.

APP FM-SE16. For paragraph 21A(8)(b)(vii) substitute:

“(vii) the extent to which this source of income is relied upon by the applicant to meet the financial requirement in paragraph E-ECP.3.1., E-LTRP.3.1., E-LTRP.3.7., E-ECC.2.1., E-ECC.2.5., E-LTRC.2.1. or E-LTRC.2.5. of Appendix FM (as applicable); and”.

APP FM-SE17. For paragraph 21A(8)(c)(v) substitute:

“(v) the extent to which this source of income or funds is relied upon by the applicant to meet the financial requirement in paragraph E-ECP.3.1., E-LTRP.3.1., E-LTRP.3.7., E-ECC.2.1., E-ECC.2.5., E-LTRC.2.1. or E-LTRC.2.5. of Appendix FM (as applicable).”.

APP FM-SE18. In paragraph 31, after “Part 8”, insert:

“, Appendix HM Armed Forces,”.

Changes to Appendix Settlement Protection

APP STP1. For STP 8.2, substitute:

“STP 8.2. The requirements of Appendix Relationship with Partner must be met.”.

APP STP2. Delete STP 8.3.

APP STP3. After deleted STP 8.3. insert:

“Requirements for settlement as a child of a person on a protection route

STP 8A.1. The applicant must meet the following requirements for a dependent child in Appendix Children:

- (a) age requirement; and
- (b) care requirement; and
- (c) relationship requirement: settlement.”.

APP STP4. Delete STP 9.1. and 9.2.

APP STP5. Delete STP 10.1.

Changes to Appendix Visitor: Permit Free Festival List

APP PFFL1. For PFF1. substitute:

“PFF1. 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:

- Africa Oyé
- Aldeburgh Festival
- All Points East
- American Express presents BST Hyde Park
- Barbican Festivals – Live from the Barbican
- Belfast International Arts Festival
- Belsonic
- Billingham International Folklore Festival of World Dance
- Birmingham Jazz & Blues Festival
- Boomtown Festival
- Bradford Literature Festival
- Brass
- Breakin’ Convention
- Brighton Festival
- Brighton Fringe
- Cambridge Folk Festival
- Camp Bestival Dorset
- Camp Bestival Shropshire
- Celtic Connections

- Cheltenham Festivals (Jazz, Science, Music & Literature Festivals)
- Cornwall International Male Choral Festival
- Creamfields North
- Creamfields South
- C2C: Country to Country Festival
- DaDaFest International
- Dance Umbrella
- Download
- Edinburgh Festival Fringe
- Edinburgh International Book Festival
- Edinburgh International Children's Festival
- Edinburgh International Festival
- Edinburgh International Jazz and Blues Festival
- Fierce Festival Ltd
- Flamenco Festival at Sadler's Wells Theatre
- Freedom Festival Arts Trust
- Garsington Opera
- Glasgow International Jazz Festival
- Glastonbury Festival
- Global Streets
- Glyndebourne
- Greenbelt
- Greenwich and Docklands International Festival
- Green Man
- Harrogate International Festivals
- Hay Festival Foundation Ltd
- Huddersfield Contemporary Music Festival
- Isle of Wight Festival
- Latitude
- Leeds Festival
- Llangollen International Musical Eisteddfod
- London International Festival of Theatre (LIFT)
- Love Supreme
- Manchester International Festival
- Meltdown (Southbank Centre)
- Norfolk & Norwich Festival
- Out There Festival
- Parklife
- Reading Festival
- Shubbak
- Sonica

- Southbank Centre Festivals
- SPECTRA Festival of Light
- Summer at Snape
- Terminal V
- The EFG London Jazz Festival
- The Great Escape Festival
- The Royal Edinburgh Military Tattoo
- The Warehouse Project
- VAULT Festival
- Wilderness
- Wireless Festival
- WOMAD
- WWE Live.”.

Changes to Appendix Electronic Travel Authorisation

APP ETA1. After ETA 1.6, insert:

“ETA 1.7. A person who is a British Overseas Territory Citizen does not require an ETA.”.

APP ETA2. For ETA 2.4, substitute:

“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, unless;
 - (i) the Home Office holds a record that permission was subsequently granted with knowledge of the overstaying; or
 - (ii) the person left the UK voluntarily, not at the expense (directly or indirectly) of the Secretary of State; or
 - (iii) the person overstayed for 90 days or less, where the overstaying began before 6 April 2017; or
 - (iv) the person overstayed for 30 days or less, where the overstaying began on or after 6 April 2017; or
 - (v) paragraph 39E applies to the period of overstaying.
- 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) was (or still is) an illegal entrant; or
- (d) used deception in relation to an immigration application (whether or not successfully).”.

APP ETA3. After ETA 4.2, insert:

“ETA 4.3. An ETA will be valid and confer permission to travel only where the holder travels using the passport specified in the ETA application.”.

APP ETA4. For ETA 5.4, substitute:

“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, unless;
 - (i) the Home Office holds a record that permission was subsequently granted with knowledge of the overstaying; or
 - (ii) the person left the UK voluntarily, not at the expense (directly or indirectly) of the Secretary of State; or
 - (iii) the person overstayed for 90 days or less, where the overstaying began before 6 April 2017; or
 - (iv) the person overstayed for 30 days or less, where the overstaying began on or after 6 April 2017; or
 - (v) paragraph 39E applies to the period of overstaying;
- or
- (b) breached a condition attached to their permission and entry clearance unless entry clearance or further permission was subsequently granted with knowledge of the breach; or
- (c) was (or still is) an illegal entrant; or
- (d) used deception in relation to an immigration application (whether or not successfully).”.

APP ETA5. After ETA 5.7, insert:

“Cancellation of an ETA where validity requirements are not met

ETA 5.8. An ETA held by a person may be cancelled where it has been issued and one or more of the requirements of ETA 1.1. and ETA 1.2. were not met either at the time of the application or subsequently.”.

Changes to Appendix Student

APP ST1. For ST 31.1.(a), substitute:

“(a) a Student who has received a scholarship or sponsorship from a Government for study in the UK and has, or is applying for, permission to study on a full-time course of 6 months or longer; or”.

Changes to Appendix Skilled Worker

APP SW1. After the introductory text and before the title “Validity requirements for a Skilled Worker”, insert:

“SW A1.1. For the purpose of this Appendix “Health and Care ASHE salary job” means a job in one of the following SOC 2020 occupation codes:

- 1171 Health services and public health managers and directors
- 1231 Health care practice managers
- 1232 Residential, day and domiciliary care managers and proprietors
- 2113 Biochemists and biomedical scientists
- 2114 Physical scientists
- 3111 Laboratory technicians
- 3211 Dispensing opticians
- 3212 Pharmaceutical technicians
- 6135 Care workers and home carers
- 6136 Senior care workers;

where the applicant is sponsored, employed or engaged:

(a) by one of the following:

England

- an NHS Foundation Trust
- an NHS Trust
- the Care Quality Commission
- Health Education England
- Health Research Authority
- Human Fertilization and Embryology Authority
- Human Tissue Authority
- Medicines and Healthcare products Regulatory Agency
- National Institute for Health and Care Excellence
- NHS Blood and Transplant
- NHS Business Services Authority

- NHS Digital (the Health and Social Care Information Centre)
- NHS England (the NHS Commissioning Board)
- NHS Improvement (Monitor and the NHS Trust Development Authority)
- NHS Resolution (the NHS Litigation Authority)
- UK Health Security Agency
- a Local Authority or Clinical Commissioning Group

Wales

- a local Health Board
- Health Education & Improvement Wales
- Public Health Wales
- The Welsh Ambulance Service
- Velindre NHS Trust

Scotland

- A Health Board or Special Health Board constituted under section 2 of the National Health Service (Scotland) Act 1978
- Common Services Agency for the Scottish Health Service (established under Section 10 of that Act)
- Social Care and Social Work Improvement Scotland (known as the Care Inspectorate) established under Section 44 of the Public Services (reform) (Scotland) Act 2010
- Scottish Social Services Council established under section 43 of the Regulation of Care (Scotland) Act 2001

Northern Ireland

- A Health and Social Care Trust in Northern Ireland
- Northern Ireland Blood Transfusion Service
- Northern Ireland Guardian Ad Litem Agency
- Northern Ireland Medical and Dental Training Agency
- Northern Ireland Practice and Education Committee
- Northern Ireland Social Care Council, Patient and Client Council
- Regional Agency for Public Health and Social Well-Being (the Public Health Agency)
- Regional Business Services Organisation
- Regional Health and Social Care Board
- Regulation and Quality Improvement Authority

or

- (b) to provide, or to support the provision of, regulated activities as prescribed in Schedule 1 (read with Schedule 2) to the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 (S.I. 2014/2936), and who is also employed or engaged by an institution or organisation registered with the Care Quality Commission; or
- (c) for the purposes of an establishment or agency in Wales regulated under Part 2 of the Care Standards Act 2000; or
- (d) for the purposes of a service regulated under Part 1 of the Regulation and Inspection of Social Care (Wales) Act 2016; or
- (e) on a general medical services contract to provide primary medical services, or an agreement for the provision of primary medical services under section 50 of the NHS (Wales) Act 2006; or
- (f) on a general dental services contract to provide primary dental services, or an agreement for the provision of primary dental services under section 64 of the NHS (Wales) Act 2006; or
- (g) to provide care services as defined in section 47(1) of the Public Services Reform (Scotland) Act 2010 and registered under that Act; or
- (h) by an organisation registered with Social Care and Social Work Improvement Scotland; or
- (i) in connection with the provision of services under the National Health Service (Scotland) Act 1978 by, a party (other than a Health Board) to one of the following:
 - an arrangement to provide services under section 2C of that Act
 - an agreement to provide services under section 17C of that Act
 - a contract to provide services under section 17J of that Act
 - an arrangement to provide services under section 25, 26 or 27 of that Act; or

- (j) by a General Practitioner Federation or by any entity with which the Northern Ireland Regional Health and Social Care Board has a contract or an arrangement under the Health and Personal Social Services (Northern Ireland) Order 1972 to provide Family Practitioner Services; or
- (k) by a body registered with, or monitored or inspected by, the Regulation and Quality Improvement Authority; or
- (l) or registered with, one of the following organisations:
 - General Chiropractic Council
 - General Dental Council
 - General Medical Council
 - General Optical Council
 - General Osteopathic Council
 - General Pharmaceutical Council
 - Health and Care Professions Council
 - Northern Ireland Social Care Council
 - Nursing and Midwifery Council
 - Pharmaceutical Society of Northern Ireland
 - Scottish Social Services Council (under the Regulation of Care (Scotland) Act 2001)
 - Social Care Wales; or
- (m) an organisation providing adult social care services, meaning any services which an English Local Authority must or may provide or arrange to be provided under:
 - (i) section 117 of the Mental Health Act 1983 – (After-care); or
 - (ii) Part 1 of the Care Act 2014 (Care and Support).”.

APP SW2. For SW 4.2, substitute:

“SW 4.2. The applicant must be awarded 20 points from one of the options in the table below and for the purpose of meeting these points:

- (a) an applicant can only be awarded points from options A to E, unless they meet the requirements in (b) or (c).
- (b) An applicant can only be awarded points from options F to J if:
 - (i) they are being sponsored for a Health and Care ASHE

salary job; or

(ii) the date of application is before 4 April 2030, they were granted permission as a Skilled Worker under the rules in place before 4 April 2024, and they have had continuous permission as a Skilled Worker since then (except that where paragraph 39E applies, that period of overstaying will be disregarded).

(c) An applicant can only be awarded points from option K if they are being sponsored for a job in an appropriate eligible SOC 2020 occupation code listed in Table 3 of Appendix Skilled Occupations.

SW 4.3. Details of how these points are awarded are set out in the table and in SW 8.1. to SW 13.3. The salary for each option will be considered as set out in SW 14.1. to SW 14.5.

SW 4.4. If the requirements for the relevant option are met, the applicant will be awarded 20 points. However, no points will be awarded if the applicant is not also being awarded the 20 points for sponsorship under SW 5.7. and the 20 points for a job at the appropriate skill level under SW 6.4.

Option	Requirements	Relevant further rules	Points
A	The applicant's salary equals or exceeds both: <ul style="list-style-type: none">£38,700 per year; andthe going rate for the SOC 2020 occupation code.	SW 8.1.	20
B	The applicant has a PhD in a subject relevant to the job and their salary equals or exceeds both: <ul style="list-style-type: none">£34,830 per year; and90% of the going rate for the SOC 2020 occupation code.	SW 9.1. to SW 9.4.	20
C	The applicant has a PhD in a STEM subject relevant to the job and their salary equals or exceeds both: <ul style="list-style-type: none">£30,960 per year; and	SW 10.1. to SW 10.3.	20

Option	Requirements	Relevant further rules	Points
	<ul style="list-style-type: none"> 80% of the going rate for the SOC 2020 occupation code. 		
D	<p>The applicant is being sponsored for a job on the Immigration Salary List and their salary equals or exceeds both:</p> <ul style="list-style-type: none"> £30,960 per year; and the going rate for the SOC 2020 occupation code. 	SW 11.1. to SW 11.3.	20
E	<p>The applicant is a new entrant at the start of their career and their salary equals or exceeds both:</p> <ul style="list-style-type: none"> £30,960 per year; and 70% of the going rate for the SOC 2020 occupation code. 	SW 12.1. to SW12.3.	20
F	<p>The applicant's salary equals or exceeds both:</p> <ul style="list-style-type: none"> £29,000 per year; and the going rate for the SOC 2020 occupation code. 	SW 8.1.	20
G	<p>The applicant has a PhD in a subject relevant to the job and their salary equals or exceeds both:</p> <ul style="list-style-type: none"> £26,100 per year; and 90% of the going rate for the SOC 2020 occupation code. 	SW 9.1. to SW 9.4.	20
H	<p>The applicant has a PhD in a STEM subject relevant to the job and their salary equals or exceeds both:</p> <ul style="list-style-type: none"> £23,200 per year; and 80% of the going rate for the SOC 2020 occupation code. 	SW 10.1. to SW 10.3.	20
I	<p>The applicant is being sponsored for a job on the Immigration Salary List and their salary equals or exceeds both:</p> <ul style="list-style-type: none"> £23,200 per year; and 	SW 11.1. to SW 11.3.	20

Option	Requirements	Relevant further rules	Points
	<ul style="list-style-type: none"> the going rate for the SOC 2020 occupation code. 		
J	<p>The applicant is a new entrant at the start of their career and their salary equals or exceeds both:</p> <ul style="list-style-type: none"> £23,200 per year; and 70% of the going rate for the SOC 2020 occupation code. 	SW 12.1. to SW 12.3.	20
K	<p>The applicant is being sponsored for a job in a listed health or education occupation and their salary equals or exceeds both:</p> <ul style="list-style-type: none"> £23,200 per year; and the going rate for the SOC 2020 occupation code. 	SW 13.1. to SW 13.3.	20

”.

APP SW3. In SW 6.1, for “an eligible occupation code (or, where relevant, an eligible job within an occupation code) listed as eligible in Appendix Skilled Occupations or Appendix Shortage Occupation List”, substitute “an eligible SOC 2020 occupation code (or, where relevant, an eligible job within a SOC 2020 occupation code) listed as eligible in Appendix Skilled Occupations or Appendix Immigration Salary List”.

APP SW4. In SW 6.1A(b), for “occupation code”, substitute “SOC 2010 occupation code”.

APP SW5. In SW 6.1A(c), for “these occupation codes”, substitute “these SOC 2010 occupation codes, or SOC 2020 occupation codes “6135 Care workers and home carers” or “6136 Senior care workers””.

APP SW6. In SW 6.2, for the six instances of “occupation code”, substitute “SOC 2020 occupation code” in each case.

APP SW7. For SW 6.2(c), substitute:

“(c) the most appropriate SOC 2020 occupation code is not on the Immigration Salary List and the applicant is claiming points for a

job on the Immigration Salary List; or”.

APP SW8. For SW 8.1. to SW 13.7, substitute:

“Points options A and F

SW 8.1. The applicant must be sponsored for a job in an eligible SOC 2020 occupation code (or, where relevant, an eligible job within a SOC 2020 occupation code) listed in:

- (a) Table 1 of Appendix Skilled Occupations, if being awarded points under option A; or
- (b) Table 2 of Appendix Skilled Occupations, if being awarded points under option F; or
- (c) Tables 2 or 2a of Appendix Skilled Occupations, if being awarded points under option F, and the applicant meets the requirement in SW 4.2(b)(ii), and is applying to work for the same sponsor as in their most recent permission;

and the applicant must meet the relevant going rate salary requirement shown for the relevant option in that table.

Points options B and G

SW 9.1. The applicant must be sponsored for a job in a SOC 2020 occupation code listed as being “eligible for PhD points” in:

- (a) Table 1 of Appendix Skilled Occupations, if being awarded points under option B; or
- (b) Table 2 of Appendix Skilled Occupations, if being awarded points under option G; or
- (c) Tables 2 or 2a of Appendix Skilled Occupations, if being awarded points under option G, and the applicant meets the requirement in SW 4.2(b)(ii) and is applying to work for the same sponsor as in their most recent permission,

and the applicant must meet the relevant going rate salary requirement shown for the relevant option in that table.

SW 9.2. The applicant must have a UK PhD or other academic doctoral qualification, or an overseas academic qualification which

Ecctis confirms meets the recognised standard of a UK PhD.

SW 9.3. The applicant's sponsor must have provided a credible explanation of how the qualification is relevant to the job for which the applicant is being sponsored.

SW 9.4. If the applicant has been correctly awarded points for an educational qualification in a previous grant of permission as a Skilled Worker, the applicant does not need to provide evidence of the qualification again, but the sponsor must still have provided the explanation of how the qualification is relevant to the job for which the applicant is being sponsored.

Points options C and H

SW 10.1. The applicant must be sponsored for a job in a SOC 2020 occupation code listed as being "eligible for PhD points" in:

- (a) Table 1 of Appendix Skilled Occupations, if being awarded points under option C; or
- (b) Table 2 of Appendix Skilled Occupations, if being awarded points under option H; or
- (c) Tables 2 or 2a of Appendix Skilled Occupations, if being awarded points under option H, and the applicant meets the requirement in SW 4.2(b)(ii) and is applying to work for the same sponsor as in their most recent permission,

and the applicant must meet the relevant going rate salary requirement shown for the relevant option in that table.

SW 10.2. The applicant must meet the requirements in SW 9.2. to SW 9.4.

SW 10.3. The applicant's sponsor must have provided a credible explanation that the qualification in question is in a Science, Technology, Engineering or Mathematics (STEM) subject.

Points options D and I

SW 11.1. The applicant must be sponsored for a job in an eligible SOC 2020 occupation code (or, where relevant, an eligible job within a SOC 2020 occupation code) listed in Appendix Immigration Salary List for

the nation of the UK where that job is based, unless SW 11.2. applies.

SW 11.2. If, on or before the date the sponsor assigned the Certificate of Sponsorship to the applicant, the applicant's job was removed from Appendix Immigration Salary List (or the previous Appendix Shortage Occupation List), both of the following conditions must be met:

- (a) the applicant's most recent permission was as a Skilled Worker in which they were sponsored to work in a job listed in Appendix Immigration Salary List (or the previous Appendix Shortage Occupation List) under the applicable rules at that time; and
- (b) the applicant is being sponsored to continue working in the same job for the same sponsor as in their previous permission.

SW 11.3. The applicant must meet the relevant going rate salary requirement shown in Table 1 (if being awarded points under option D) or Table 2 (if being awarded points under option I) of Appendix Skilled Occupations.

Points options E and J

SW 12.1. The applicant must be sponsored for a job in an eligible SOC 2020 occupation code (or, where relevant, an eligible job within a SOC 2020 occupation code) listed in:

- (a) Table 1 of Appendix Skilled Occupations, if being awarded points under option E; or
- (b) Table 2 of Appendix Skilled Occupations, if being awarded points under option J; or
- (c) Tables 2 or 2a of Appendix Skilled Occupations, if being awarded points under option J, and the applicant meets the requirement in SW 4.2(b)(ii) and is applying to work for the same sponsor as in their most recent permission,

and the applicant must meet the relevant going rate salary requirement shown for the relevant option in that table.

SW 12.2. The applicant must meet one or more of the following requirements:

- (a) the applicant must be under the age of 26 on the date of

application; or

(b) the job for which the applicant is being sponsored must be a postdoctoral position in any of the following SOC 2020 occupation codes:

- 2111 Chemical scientists
- 2112 Biological scientists
- 2113 Biochemists and biomedical scientists
- 2114 Physical scientists
- 2115 Social and humanities scientists
- 2119 Natural and social science professionals not elsewhere classified
- 2162 Other researchers, unspecified discipline
- 2311 Higher education teaching professionals; or

(c) the job for which the applicant is being sponsored must be in a UK Regulated Profession and the applicant must be working towards a recognised professional qualification for that profession; or

(d) the applicant must be working towards full registration or chartered status with the relevant professional body for the job for which they are being sponsored; or

(e) all of the following conditions apply:

- (i) the applicant's most recent permission (disregarding any permission as a visitor) was as a Student; and
- (ii) if that Student permission has expired, it must have expired less than 2 years before the date of application; and
- (iii) in that Student permission or any previous permission as a Student, the applicant was sponsored to study one of the following courses (not any other qualifications of an equivalent level):
 - a UK bachelor's degree; or
 - a UK master's degree; or
 - a UK PhD or other doctoral qualification; or
 - a Postgraduate Certificate in Education; or
 - a Professional Graduate Diploma of Education; and
- (iv) the applicant has completed (or is applying no more than 3 months before they are expected to complete) the course in SW 12.2(e)(iii) above, or the applicant is currently studying for a PhD for which they have completed at least 12 months

study in the UK, or

- (f) the applicant's most recent permission (disregarding any permission as a visitor) was as a Graduate, and if that permission has expired, it must have expired less than 2 years before the date of application.

SW 12.3. Granting the application must not mean the applicant's combined permission as a Skilled Worker, Graduate and/or Tier 2 Migrant would be more than 4 years in total, whether or not the permission is for a continuous period.

Points option K

SW 13.1. The applicant must be sponsored for a job in an eligible SOC 2020 occupation code (or, where relevant, an eligible job within a SOC 2020 occupation code) listed in Table 3 of Appendix Skilled Occupations and meet the relevant going rate salary requirement shown in Table 3, 4 or 5 of that Appendix.

SW 13.2. If the applicant is being sponsored for a job in one of the following SOC 2020 occupation codes:

- 2231 Midwifery nurses
- 2232 Community nurses
- 2233 Specialist nurses
- 2234 Nurse practitioners
- 2235 Mental health nurses
- 2236 Children's nurses
- 2237 Other nursing professionals

their salary may be temporarily (for up to 8 months) less than the £23,200 per year required under points option K in either of the following circumstances:

- (a) the applicant has previously held Nursing and Midwifery Council (NMC) registration and is undertaking an NMC-approved programme with a view to returning to practice; or
- (b) the applicant is working towards NMC registration, and both of the following apply:
 - (i) the applicant has passed the NMC's English language requirements and Computer Based Test of competence, before the date of application; and

- (ii) the applicant will sit an Objective Structured Clinical Examination (OSCE) to obtain NMC registration no later than 3 months after the stated job start date.

SW 13.3. Where SW 13.2. applies:

- (a) the sponsor must have confirmed that the applicant will stop being sponsored if they do not achieve full NMC registration within 8 months of the job start date (if the applicant was last granted permission to work in one of the SOC 2020 occupation codes in SW 13.2, or either of the SOC 2010 occupation codes “2231 Nurses” or “2232 Midwives”, on the Skilled Worker route, the 8 months is counted from the start date of the job they were sponsored to do in their most recent permission); and
- (b) during the 8 months in (a), or until the applicant achieves NMC registration (if sooner), the applicant’s salary must be at least equal to the appropriate Agenda for Change Band 3 rate, as stated in Table 4 of Appendix Skilled Occupations.”.

- APP SW9. In SW 14.3, for “£26,200, £23,580 or £20,960”, substitute “£38,700, £34,830, £30,960, £29,000, £26,100 or £23,200”.
- APP SW10. In SW 14.4, delete “, and the £10.75 per hour salary requirement will be calculated,”.
- APP SW11. In SW 14.4, for “occupation codes”, substitute “SOC 2020 occupation codes” in each place it occurs.
- APP SW12. In SW 14.4, for “occupation code”, substitute “SOC 2020 occupation code”.
- APP SW13. In SW 14.4(a), for both references to “Table 1”, substitute “Tables 1 to 2a” in each case.
- APP SW14. In SW 14.4(c), for “Table 2”, substitute “Tables 3 to 5”.
- APP SW15. In SW 14.4(d), delete “and the £10.75 per hour salary requirement”.
- APP SW16. Delete SW 14.5(b).
- APP SW17. For SW 14.5(c), including the table, substitute:
- “(c) if the applicant:

- (i) was sponsored to work in one of the SOC 2010 occupation codes in the table below at the time they applied for their last permission as a Tier 2 (General) Migrant; and
- (ii) has continued to be sponsored in that SOC 2010 occupation code or an equivalent SOC 2020 occupation code ever since (whether as a Tier 2 (General) Migrant and/or as a Skilled Worker); and
- (iii) the date of application is before 1 December 2026;

the going rates in the table below apply, instead of the going rates listed in Table 2 of Appendix Skilled Occupations. These going rates are based on a 40-hour working week and must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor:

SOC 2010 occupation code	Equivalent SOC 2020 occupation code(s)	Going rate – option F	90% of going rate – option G	80% of going rate – options H and I	70% of going rate – option J
2113 Physical scientists	• 2114 Physical scientists	£29,000 (£13.94 per hour)	£26,100 (£12.55 per hour)	£24,750 (£11.90 per hour)	£24,750 (£11.90 per hour)
2119 Natural and social science professionals not elsewhere classified	• 2119 Natural and social science professionals not elsewhere classified • 2162 Other researchers, unspecified discipline	£29,000 (£13.94 per hour)	£26,100 (£12.55 per hour)	£24,750 (£11.90 per hour)	£24,750 (£11.90 per hour)
2311 Higher education teaching professionals	• 2162 Other researchers, unspecified discipline • 2311 Higher education teaching professionals • 2322 Education managers	£33,000 (£15.87 per hour)	£29,700 (£14.28 per hour)	£26,400 (£12.69 per hour)	£24,750 (£11.90 per hour)

”.

APP SW18. Delete SW 14.6.

APP SW19. In SW 16.1, for “occupation codes”, substitute “SOC 2020 occupation codes”.

APP SW20. In SW 16.1, for the list of occupation codes, substitute:

“

- 1171 Health services and public health managers and directors

- 1172 Social services managers and directors
- 1231 Health care practice managers
- 1232 Residential, day and domiciliary care managers and proprietors
- 1233 Early education and childcare services proprietors
- 2211 Generalist medical practitioners
- 2212 Specialist medical practitioners
- 2221 Physiotherapists
- 2222 Occupational therapists
- 2223 Speech and language therapists
- 2224 Psychotherapists and cognitive behaviour therapists
- 2225 Clinical psychologists
- 2226 Other psychologists
- 2229 Therapy professionals not elsewhere classified
- 2231 Midwifery nurses
- 2232 Community nurses
- 2233 Specialist nurses
- 2234 Nurse practitioners
- 2235 Mental health nurses
- 2236 Children's nurses
- 2237 Other nursing professionals
- 2251 Pharmacists
- 2252 Optometrists
- 2253 Dental practitioners
- 2254 Medical radiographers
- 2255 Paramedics
- 2256 Podiatrists
- 2259 Other health professionals not elsewhere classified
- 2312 Further education teaching professionals
- 2313 Secondary education teaching professionals
- 2314 Primary education teaching professionals
- 2315 Nursery education teaching professionals
- 2316 Special needs education teaching professionals
- 2317 Teachers of English as a foreign language
- 2319 Teaching professionals not elsewhere classified
- 2321 Head teachers and principals
- 2322 Education managers
- 2323 Education advisers and school inspectors
- 2324 Early education and childcare services managers
- 2329 Other educational professionals not elsewhere classified
- 2461 Social workers
- 2462 Probation officers

- 2464 Youth work professionals
- 2469 Welfare professionals not elsewhere classified
- 3211 Dispensing opticians
- 3212 Pharmaceutical technicians
- 3213 Medical and dental technicians
- 3214 Complementary health associate professionals
- 3219 Health associate professionals not elsewhere classified
- 3221 Youth and community workers
- 3222 Child and early years officers
- 3223 Housing officers
- 3224 Counsellors
- 3229 Welfare and housing associate professionals not elsewhere classified
- 3231 Higher level teaching assistants
- 3232 Early education and childcare practitioners
- 3433 Fitness and wellbeing instructors
- 3571 Human resources and industrial relations officers
- 6111 Early education and childcare assistants
- 6112 Teaching assistants
- 6113 Educational support assistants
- 6114 Childminders
- 6117 Playworkers
- 6131 Nursing auxiliaries and assistants
- 6133 Dental nurses
- 6134 Houseparents and residential wardens
- 6135 Care workers and home carers
- 6136 Senior care workers

”.

APP SW21. In SW 18.1A, for “the occupation code “2211 Medical practitioners””, substitute “the SOC 2020 occupation code “2211 Generalist medical practitioners””.

APP SW22. For the table in SW 24.3, substitute:

“

	Applicant’s circumstances	General salary	Going rate
A	All cases where rows B to D do not apply.	Salary of at least £38,700 per year	At least the relevant going rate listed in Table 1 of Appendix Skilled Occupations
B	The applicant was sponsored in their	Salary of at	At least the relevant

	Applicant's circumstances	General salary	Going rate
	most recent permission for a job in Appendix Immigration Salary List, and rows C to E do not apply.	least £30,960 per year	going rate listed in Table 1 of Appendix Skilled Occupations
C	The applicant meets the requirements of SW 4.2(b), save that references to being sponsored should be read as meeting the requirements in SW 24.1. to SW 24.2, and rows D and E do not apply.	Salary of at least £29,000 per year	At least the relevant going rate listed in Tables 2 to 2a of Appendix Skilled Occupations
D	<p>The applicant was sponsored in their most recent permission for a job in either:</p> <ul style="list-style-type: none"> • Appendix Immigration Salary List (or the previous Appendix Shortage Occupation List); or • a health or education SOC 2020 occupation code listed in Table 3 of Appendix Skilled Occupations (or a related SOC 2010 occupation code shown in that table); <p>and, in either case, row E does not apply.</p>	Salary of at least £23,200 per year	At least the relevant going rate listed in Tables 2 to 5 of Appendix Skilled Occupations
E	<p>The 5-year qualifying period for settlement includes time as a Tier 2 (General) Migrant in which the applicant was sponsored for a job in one of the following SOC 2010 occupation codes:</p> <ul style="list-style-type: none"> • 2111 Chemical scientists • 2112 Biological scientists and biochemists • 2113 Physical scientists • 2114 Social and humanities scientists • 2119 Natural and social science professionals not elsewhere classified • 2150 Research and development managers • 2311 Higher education teaching professionals 	Salary of at least £23,200 per year	<p>At least the going rate in the table at SW 14.5(c), if the applicant has continued to be sponsored in that SOC 2010 occupation code, or the equivalent SOC 2020 occupation code shown in Table 2 of Appendix Skilled Occupations, ever since.</p> <p>At least the relevant going rate in Tables 2 to 5 of Appendix Skilled Occupations, in</p>

	Applicant's circumstances	General salary	Going rate
			other cases.

”.

APP SW23. In SW 24.4(a), for “SW 14.6”, substitute “SW 14.5”.

APP SW24. In SW 24.4(a), for “£26,200 or £20,960”, substitute “£38,700, £29,000 or £23,200”.

APP SW25. For SW 29.1A, substitute:

“SW 29.1A. In SW 29.1(a) and (b), P must not have (or be applying for) entry clearance or permission as a Skilled Worker sponsored for a job in:

- (a) the SOC 2020 occupation code “6135 Care workers and home carers” or “6136 Senior care workers”, or
- (b) the SOC 2010 occupation code “6145 Care workers and home carers” or “6146 Senior care workers”,

unless P:

- (i) was (or is being) granted entry clearance or permission as a Skilled Worker, sponsored in the SOC 2010 occupation code “6145 Care workers and home carers” or “6146 Senior care workers”, under the Rules in force before 11 March 2024; and
- (ii) since the grant of entry clearance or permission in (a), P has continuously had permission as a Skilled Worker, sponsored in one or more of these SOC 2010 occupation codes or SOC 2020 occupation codes (except that where paragraph 39E applies, that period of overstaying will be disregarded).”.

APP SW26. In SW 34.1, for “occupation code”, substitute “SOC 2020 occupation code”.

APP SW27. For SW 32A.2, substitute:

“SW 32A.2. In Appendix Children, where CHI 3.1 (a) or (b) refer to the applicant applying as the child of a person (P), P must not be a Skilled Worker sponsored for a job in:

- (a) the SOC 2020 occupation code “6135 Care workers and home carers” or “6136 Senior care workers”, or
- (b) the SOC 2010 occupation code “6145 Care workers and home carers” or “6146 Senior care workers”,

Unless either:

(i) P:

- 1) was (or is being) granted entry clearance or permission as a Skilled Worker, sponsored in the SOC 2010 occupation code “6145 Care workers and home carers” or “6146 Senior care workers”, under the Rules in force before 11 March 2024; and
- 2) since the grant of entry clearance or permission in (i), P has continuously had permission as a Skilled Worker, sponsored in one or more of these SOC 2010 occupation codes or SOC 2020 occupation codes (except that where paragraph 39E applies, that period of overstaying will be disregarded); or

(ii) the applicant was born in the UK.”.

APP SW28. In SW 34.1, for “occupation code”, substitute “SOC 2020 occupation code”.

Changes to Appendix Skilled Occupations

APP SO1. For Appendix Skilled Occupations, substitute:

“Appendix Skilled Occupations

Eligible SOC 2020 occupation codes and going rates for Skilled Worker, Global Business Mobility and Scale-up routes

In this Appendix:

- “SW” refers to the Skilled Worker route
- “GBM” refers to the Global Business Mobility routes
- “GTR” refers to the Global Business Mobility - Graduate Trainee route
- “SCU” refers to the Scale-up route

Table 1: Eligible SOC 2020 occupation codes and related going rates based on median 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 E refer to the points options set out in Appendix Skilled Worker.

The going rates and associated reductions which apply are whichever is the higher of:

- the rate shown by the median ASHE data for that occupation; or
- £15.88 per hour

For the avoidance of doubt, where £15.88 per hour calculates as more than 70%, 80% or 90% of the stated going rate, £15.88 will nevertheless be taken to be 70%, 80% or 90% of the going rate, as applicable.

Only the going rate column applies to Skilled Worker settlement applications; the columns setting out 70%, 80% and 90% of the going rate do not apply.

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
1111 Chief executives and senior officials	<ul style="list-style-type: none"> • Chairman • Chief executive • Civil servant (grade 5 & above) • Diplomat • Vice President 	£84,100 (£43.13 per hour)	£75,690 (£38.82 per hour)	£67,280 (£34.50 per hour)	£58,870 (£30.19 per hour)	Yes
1121 Production managers and directors in manufacturing	<ul style="list-style-type: none"> • Engineering manager • Managing director (engineering) • Operations manager (manufacturing) • Production manager • Technical manager 	£51,500 (£26.41 per hour)	£46,350 (£23.77 per hour)	£41,200 (£21.13 per hour)	£36,050 (£18.49 per hour)	Yes
1122 Production managers and directors in construction	<ul style="list-style-type: none"> • Building services manager • Construction manager • Director (building construction) • Owner (electrical contracting) • Site manager 	£50,100 (£25.69 per hour)	£45,090 (£23.12 per hour)	£40,080 (£20.55 per hour)	£35,070 (£17.98 per hour)	Yes
1123 Production managers and directors in	<ul style="list-style-type: none"> • Operations manager (mining, water & energy) • Quarry manager 	£51,600 (£26.46 per	£46,440 (£23.82 per hour)	£41,280 (£21.17 per	£36,120 (£18.52 per	Yes

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
mining and energy	• Service manager (public utilities)	hour)		hour)	hour)	
1131 Financial managers and directors	• Bank Manager • Finance Director • Insurance Manager • Investment banker • Treasury manager	£70,000 (£35.90 per hour)	£63,000 (£32.31 per hour)	£56,000 (£28.72 per hour)	£49,000 (£25.13 per hour)	Yes
1132 Marketing, sales and advertising directors	• Account director (advertising) • Commercial director • Marketing director • Media director • Sales director	£83,000 (£42.56 per hour)	£74,700 (£38.31 per hour)	£66,400 (£34.05 per hour)	£58,100 (£29.79 per hour)	Yes
1133 Public relations and communications directors	• Head of communications • Head of public relations	£79,900 (£40.97 per hour)	£71,910 (£36.88 per hour)	£63,920 (£32.78 per hour)	£55,930 (£28.68 per hour)	Yes
1134 Purchasing managers and directors	• Bid production manager • Director of contracts • Head of buying • Purchasing manager	£50,300 (£25.79 per hour)	£45,270 (£23.22 per hour)	£40,240 (£20.64 per hour)	£35,210 (£18.06 per hour)	Yes
1135 Charitable organisation managers and directors	• Charity director • Manager (charitable organisation)	£40,900 (£20.97 per hour)	£36,810 (£18.88 per hour)	£32,720 (£16.78 per hour)	£30,960 (£15.88 per hour)	Yes
1136 Human resource managers and directors	• Human resources business partner • Human resources director • Personnel manager • Recruitment manager • Training director	£49,400 (£25.33 per hour)	£44,460 (£22.80 per hour)	£39,520 (£20.27 per hour)	£34,580 (£17.73 per hour)	Yes
1137 Information technology directors	• Chief Information officer • IT Director • Managing director (computer services) • Programme manager (computing) • Technical director (computer	£80,000 (£41.03 per hour)	£72,000 (£36.92 per hour)	£64,000 (£32.82 per hour)	£56,000 (£28.72 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	services)					
1139 Functional managers and directors not elsewhere classified	<ul style="list-style-type: none"> • Area secretary (trade association) • Chief officer (local government) • Clerk to the county council • General Secretary (trade union) • Town Clerk 	£69,900 (£35.85 per hour)	£62,910 (£32.26 per hour)	£55,920 (£28.68 per hour)	£48,930 (£25.09 per hour)	Yes
1140 Directors in logistics, warehousing and transport	<ul style="list-style-type: none"> • Airport director • Head of logistics • Owner (delivery service) • Supply chain director • Traffic director (transport) 	£72,200 (£37.03 per hour)	£64,980 (£33.32 per hour)	£57,760 (£29.62 per hour)	£50,540 (£25.92 per hour)	Yes
1150 Managers and directors in retail and wholesale	<ul style="list-style-type: none"> • Car sales manager • Manager (garden centre) • Managing director (wholesale, retail trade) • Retail manager • Shop manager (charitable organisation) • Wholesale manager 	£33,100 (£16.97 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
1162 Senior police officers	<ul style="list-style-type: none"> • Chief superintendent (police service) • CID officer • Detective inspector • Police inspector 	£59,100 (£30.31 per hour)	£53,190 (£27.28 per hour)	£47,280 (£24.25 per hour)	£41,370 (£21.22 per hour)	Yes
1163 Senior officers in fire, ambulance, prison and related services	<ul style="list-style-type: none"> • Chief immigration officer (HM Revenue and Customs) • Fire service officer (government) • Prison governor • Station officer (ambulance service) 	£59,900 (£30.72 per hour)	£53,910 (£27.65 per hour)	£47,920 (£24.57 per hour)	£41,930 (£21.50 per hour)	Yes
1171 Health services and public health managers and directors	<ul style="list-style-type: none"> • Clinical manager • Director of nursing • Health service manager • Information manager (health authority: hospital service) 	£43,900 (£22.51 per hour)	£39,510 (£20.26 per hour)	£35,120 (£18.01 per hour)	£30,960 (£15.88 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
1172 Social services managers and directors	<ul style="list-style-type: none"> • Children's centre manager • Commissioner (local government: social services) • Community services manager • Service manager (welfare services) • Social work manager 	£41,000 (£21.03 per hour)	£36,900 (£18.92 per hour)	£32,800 (£16.82 per hour)	£30,960 (£15.88 per hour)	Yes
1211 Managers and proprietors in agriculture and horticulture	<ul style="list-style-type: none"> • Farm manager • Farm owner • Nursery manager (horticulture) • Stock manager (farming) 	£36,000 (£18.46 per hour)	£32,400 (£16.62 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
1212 Managers and proprietors in forestry, fishing and related services	<ul style="list-style-type: none"> • Cattery owner • Fish farm owner • Forest manager • Owner (landscape gardening) • Racehorse trainer 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
1221 Hotel and accommodation managers and proprietors	<ul style="list-style-type: none"> • Caravan park owner • Hotel manager • Manager (passenger ships) • Service flats manager 	£32,700 (£16.77 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
1222 Restaurant and catering establishment managers and proprietors	<ul style="list-style-type: none"> • Café owner • Operations manager (catering) • Restaurant manager • Shop manager (take-away food shop) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
1223 Publicans and managers of licensed premises	<ul style="list-style-type: none"> • Landlady (public house) • Licensee • Manager (wine bar) • Publican 	£33,500 (£17.18 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
1224 Leisure and sports managers and proprietors	<ul style="list-style-type: none"> • Amusement arcade owner • Cinema manager • Football ground manager • Leisure centre manager • Theatre manager 	£33,100 (£16.97 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
1225 Travel agency managers and proprietors	<ul style="list-style-type: none"> • Branch manager (travel agents) • Tourist information manager • Travel agency owner 	£32,500 (£16.67 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	• Travel manager	hour)		hour)	hour)	
1231 Health care practice managers	<ul style="list-style-type: none"> • Clinic manager • Dental practice manager • GP practice manager • Patient services manager • Veterinary practice manager 	£43,000 (£22.05 per hour)	£38,700 (£19.85 per hour)	£34,400 (£17.64 per hour)	£30,960 (£15.88 per hour)	No
1232 Residential, day and domiciliary care managers and proprietors	<ul style="list-style-type: none"> • Care manager • Community centre manager • Day centre manager • Nursing home owner • Manager (sheltered housing) • Residential manager (care/residential home) 	£36,400 (£18.67 per hour)	£32,760 (£16.80 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
1233 Early education and childcare services proprietors	<ul style="list-style-type: none"> • Director (children's nursery) • Owner (nursery: children's) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
1241 Managers in transport and distribution	<ul style="list-style-type: none"> • Distribution service manager • Fleet manager • Operations manager (transport) • Shipping manager • Transport manager 	£41,500 (£21.28 per hour)	£37,350 (£19.15 per hour)	£33,200 (£17.03 per hour)	£30,960 (£15.88 per hour)	No
1242 Managers in storage and warehousing	<ul style="list-style-type: none"> • Cellar manager (brewery) • Inventory manager • Operations manager • Stock manager • Warehouse manager 	£32,000 (£16.41 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
1243 Managers in logistics	<ul style="list-style-type: none"> • Logistics manager • Supply chain manager 	£42,400 (£21.74 per hour)	£38,160 (£19.57 per hour)	£33,920 (£17.39 per hour)	£30,960 (£15.88 per hour)	No
1251 Property, housing and estate managers	<ul style="list-style-type: none"> • Estate manager • Facilities manager • Housing manager • Landlord (property management) • Property manager 	£38,400 (£19.69 per hour)	£34,560 (£17.72 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
1252 Garage managers and proprietors	<ul style="list-style-type: none"> • Bodyshop manager (vehicle trades) • Garage director • Garage owner • Tyre depot manager 	£38,400 (£19.69 per hour)	£34,560 (£17.72 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
1253 Hairdressing and beauty salon managers and proprietors	<ul style="list-style-type: none"> • Hairdressing salon owner • Manager (beauty salon) • Manager (nail salon) • Owner (pet grooming salon) • Owner (tanning studio) • Spa manager 	£38,400 (£19.69 per hour)	£34,560 (£17.72 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
1254 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 	£48,800 (£25.03 per hour)	£43,920 (£22.52 per hour)	£39,040 (£20.02 per hour)	£34,160 (£17.52 per hour)	No
1255 Managers and directors in the creative industries	<ul style="list-style-type: none"> • Art gallery owner • Artist manager • Director (architectural service) • Graphic design manager • Gallery Manager • Production manager (entertainment) • Publisher • Radio station manager 	£42,000 (£21.54 per hour)	£37,800 (£19.38 per hour)	£33,600 (£17.23 per hour)	£30,960 (£15.88 per hour)	No
1256 Betting shop and gambling establishment managers	<ul style="list-style-type: none"> • Betting shop manager • Bingo hall manager • Casino manager 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
1257 Hire services managers and proprietors	<ul style="list-style-type: none"> • Hire manager • Plant hire manager • Rental service manager • Tool hire manager 	£38,400 (£19.69 per hour)	£34,560 (£17.72 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
1258 Directors in consultancy services	<ul style="list-style-type: none"> • Director (environmental consultancy) • Owner (design consultancy) 	£38,400 (£19.69 per hour)	£34,560 (£17.72 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	• Owner (management consultancy)	hour)		hour)	hour)	
1259 Managers and proprietors in other services not elsewhere classified	<ul style="list-style-type: none"> • Director (private detective agency) • Car park manager • Cemetery Manager • Library manager • Owner (cleaning services) • Training centre manager • Driving school owner 	£34,400 (£17.64 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
2111 Chemical scientists	<ul style="list-style-type: none"> • Analytical chemist • Chemist • Development chemist • Industrial chemist • Laboratory analyst • Research scientist (chemical) 	£35,200 (£18.05 per hour)	£31,680 (£16.25 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
2112 Biological scientists	<ul style="list-style-type: none"> • Agricultural consultant • Forensic scientist • Horticulturist (professional) • Microbiologist • Pathologist 	£41,900 (£21.49 per hour)	£37,710 (£19.34 per hour)	£33,520 (£17.19 per hour)	£30,960 (£15.88 per hour)	Yes
2113 Biochemists and biomedical scientists	<ul style="list-style-type: none"> • Clinical technologist • Endocrinologist • Histopathologist • Medical technologist • Medical researcher 	£44,800 (£22.97 per hour)	£40,320 (£20.68 per hour)	£35,840 (£18.38 per hour)	£31,360 (£16.08 per hour)	Yes
2114 Physical scientists	<ul style="list-style-type: none"> • Geologist • Geophysicist • Medical physicist • Meteorologist • Oceanographer • Physicist • Seismologist 	£47,300 (£24.26 per hour)	£42,570 (£21.83 per hour)	£37,840 (£19.41 per hour)	£33,110 (£16.98 per hour)	Yes
2115 Social and humanities scientists	<ul style="list-style-type: none"> • Anthropologist • Archaeologist • Criminologist • Epidemiologist 	£36,400 (£18.67 per hour)	£32,760 (£16.80 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Geographer • GIS analyst • Historian • Political researcher • Social scientist 					
2119 Natural and social science professionals not elsewhere classified Note: For Skilled Worker purposes, SOC 2020 occupation code 2119 includes researchers in research organisations other than universities.	<ul style="list-style-type: none"> • Operational research scientist • Scientific officer • Scientist • Sports scientist • Technical officer (laboratory) • University research fellow (sciences) 	£41,200 (£21.13 per hour)	£37,080 (£19.02 per hour)	£32,960 (£16.90 per hour)	£30,960 (£15.88 per hour)	Yes
2121 Civil engineers	<ul style="list-style-type: none"> • Building engineer • Civil engineer (professional) • Highways engineer • Petroleum engineer • Public health engineer • Site engineer (building construction) • Structural engineer 	£45,500 (£23.33 per hour)	£40,950 (£21.00 per hour)	£36,400 (£18.67 per hour)	£31,850 (£16.33 per hour)	Yes
2122 Mechanical engineers	<ul style="list-style-type: none"> • Automotive engineer (professional) • Design engineer (mechanical) • Marine engineer (professional) • Mechanical engineer (professional) 	£42,500 (£21.79 per hour)	£38,250 (£19.62 per hour)	£34,000 (£17.44 per hour)	£30,960 (£15.88 per hour)	Yes
2123 Electrical	<ul style="list-style-type: none"> • Electrical design engineer 	£53,500	£48,150	£42,800	£37,450	Yes

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
engineers	<ul style="list-style-type: none"> • Electrical engineer (professional) • Electrical surveyor • Equipment engineer • Power engineer • Signal engineer (professional, railways) 	(£27.44 per hour)	(£24.69 per hour)	(£21.95 per hour)	(£19.21 per hour)	
2124 Electronics engineers	<ul style="list-style-type: none"> • Broadcasting engineer (professional) • Electronics designer • Electronics engineer (professional) • Microwave engineer (professional) 	£49,900 (£25.59 per hour)	£44,910 (£23.03 per hour)	£39,920 (£20.47 per hour)	£34,930 (£17.91 per hour)	Yes
2125 Production and process engineers	<ul style="list-style-type: none"> • Chemical engineer • Industrial engineer • Pharmaceutical engineer • Process engineer • Production consultant • Production engineer 	£43,700 (£22.41 per hour)	£39,330 (£20.17 per hour)	£34,960 (£17.93 per hour)	£30,960 (£15.88 per hour)	Yes
2126 Aerospace engineers	<ul style="list-style-type: none"> • Aeronautical engineer (professional) • Aerospace engineer • Aircraft designer • Avionics engineer 	£46,400 (£23.79 per hour)	£41,760 (£21.42 per hour)	£37,120 (£19.04 per hour)	£32,480 (£16.66 per hour)	Yes
2127 Engineering project managers and project engineers	<ul style="list-style-type: none"> • Contracts manager (manufacturing) • Project engineer • Project manager (manufacturing) 	£48,800 (£25.03 per hour)	£43,920 (£22.52 per hour)	£39,040 (£20.02 per hour)	£34,160 (£17.52 per hour)	Yes
2129 Engineering professionals not elsewhere classified	<ul style="list-style-type: none"> • Acoustician (professional) • Food technologist • Metallurgist • Scientific consultant • Technical engineer • Technologist • Traffic engineer 	£42,900 (£22.00 per hour)	£38,610 (£19.80 per hour)	£34,320 (£17.60 per hour)	£30,960 (£15.88 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
2131 IT project managers	<ul style="list-style-type: none"> • Change manager (computing) • Implementation manager (computing) • IT project manager • Project leader (software design) 	£51,900 (£26.62 per hour)	£46,710 (£23.95 per hour)	£41,520 (£21.29 per hour)	£36,330 (£18.63 per hour)	Yes
2132 IT managers	<ul style="list-style-type: none"> • Data centre manager • Data visualisation manager • IT manager • Network operations manager (computer services) • Product manager • Service delivery manager • Telecoms manager • UX manager 	£50,900 (£26.10 per hour)	£45,810 (£23.49 per hour)	£40,720 (£20.88 per hour)	£35,630 (£18.27 per hour)	Yes
2133 IT business analysts, architects and systems designers	<ul style="list-style-type: none"> • Business analyst (computing) • Data communications analyst • Change analyst (computing) • Systems analyst • Systems consultant • Technical analyst (computing) • Technical architect • User experience architect 	£51,700 (£26.51 per hour)	£46,530 (£23.86 per hour)	£41,360 (£21.21 per hour)	£36,190 (£18.56 per hour)	Yes
2134 Programmers and software development professionals	<ul style="list-style-type: none"> • Analyst-programmer • Database developer • Games designer • Interactive designer • Mobile app developer • Programmer • Software engineer • Website builder 	£49,400 (£25.33 per hour)	£44,460 (£22.80 per hour)	£39,520 (£20.27 per hour)	£34,580 (£17.73 per hour)	Yes
2135 Cyber security professionals	<ul style="list-style-type: none"> • Data security manager • Ethical hacker • Forensic computer investigator • IT security analyst • Technical security consultant 	£45,300 (£23.23 per hour)	£40,770 (£20.91 per hour)	£36,240 (£18.58 per hour)	£31,710 (£16.26 per hour)	Yes
2136 IT quality and testing	<ul style="list-style-type: none"> • IT auditor • Quality analyst (computing) 	£39,900 (£20.46 per hour)	£35,910 (£18.42 per hour)	£31,920 (£16.37 per hour)	£30,960 (£15.88 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
professionals	<ul style="list-style-type: none"> • Software testing consultant • Systems tester (computing) • Test analyst (computing) • Test engineer (professional, software) 	per hour)	per hour)	per hour)	per hour)	
2137 IT network professionals	<ul style="list-style-type: none"> • Network consultant • Network designer • Network installation engineer • Network planner 	£42,800 (£21.95 per hour)	£38,520 (£19.75 per hour)	£34,240 (£17.56 per hour)	£30,960 (£15.88 per hour)	Yes
2139 Information technology professionals not elsewhere classified	<ul style="list-style-type: none"> • Account manager (computing) • Internet engineer (professional) • IT planner • IT consultant • Technical evangelist • Webmaster • Web manager 	£44,200 (£22.67 per hour)	£39,780 (£20.40 per hour)	£35,360 (£18.13 per hour)	£30,960 (£15.88 per hour)	Yes
2141 Web design professionals	<ul style="list-style-type: none"> • Desktop publisher • User interface designer • UX designer (computing) • Web designer • Web producer 	£41,300 (£21.18 per hour)	£37,170 (£19.06 per hour)	£33,040 (£16.94 per hour)	£30,960 (£15.88 per hour)	Yes
2142 Graphic and multimedia designers	<ul style="list-style-type: none"> • 3D artist • Animator (computing) • Compositor (special effects) • Creative design assistant • Graphic artist • Graphic designer • Visual effects supervisor 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
2151 Conservation professionals	<ul style="list-style-type: none"> • Conservation officer • Countryside officer • Ecologist • Heritage manager • Land management adviser • Landscape scientist • Marine conservationist 	£36,600 (£18.77 per hour)	£32,940 (£16.89 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
2152 Environment	<ul style="list-style-type: none"> • Energy manager • Environmental consultant 	£36,100 (£18.51 per hour)	£32,490 (£16.66 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
professionals	<ul style="list-style-type: none"> • Environmental engineer • Environmental protection officer • Environmental technician • Flood risk manager • Water quality scientist 	per hour)	per hour)	per hour)	per hour)	
2161 Research and development (R&D) managers	<ul style="list-style-type: none"> • Clinical trials manager • Consumer insights manager • Creative manager (research and development) • Design manager • Market research manager • Research manager (broadcasting) 	£49,200 (£25.23 per hour)	£44,280 (£22.71 per hour)	£39,360 (£20.18 per hour)	£34,440 (£17.66 per hour)	Yes
2162 Other researchers, unspecified discipline	<ul style="list-style-type: none"> • Postdoctoral researcher • Research assistant (university) • Research fellow (university) • University researcher 	£40,800 (£20.92 per hour)	£36,720 (£18.83 per hour)	£32,640 (£16.74 per hour)	£30,960 (£15.88 per hour)	Yes
2240 Veterinarians	<ul style="list-style-type: none"> • Veterinarian • Veterinary practitioner • Veterinary surgeon 	£48,100 (£24.67 per hour)	£43,290 (£22.20 per hour)	£38,480 (£19.73 per hour)	£33,670 (£17.27 per hour)	Yes
2311 Higher education teaching professionals	<ul style="list-style-type: none"> • Fellow (university) • Lecturer (higher education, university) • Professor (higher education, university) • Tutor (higher education, university) • University lecturer • University teaching assistant 	£47,700 (£24.46 per hour)	£42,930 (£22.02 per hour)	£38,160 (£19.57 per hour)	£33,390 (£17.12 per hour)	Yes
2317 Teachers of English as a foreign language	<ul style="list-style-type: none"> • TEFL • English as a second language teacher • ESOL tutor 	£36,600 (£18.77 per hour)	£32,940 (£16.89 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
2319 Teaching professionals not elsewhere	<ul style="list-style-type: none"> • Adult education tutor • Ballet teacher (qualified) • Music teacher 	£30,960 (£15.88 per	£30,960 (£15.88 per hour)	£30,960 (£15.88 per	£30,960 (£15.88 per	Yes

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligibl e for PhD points (SW)?
classified	<ul style="list-style-type: none"> • Private tutor • Voice coach 	hour)		hour)	hour)	
2322 Education managers	<ul style="list-style-type: none"> • Business school manager • Dean (further education) • Provost (higher education, university) • Registrar (educational establishments) • Vice chancellor (university) 	£40,700 (£20.87 per hour)	£36,630 (£18.78 per hour)	£32,560 (£16.70 per hour)	£30,960 (£15.88 per hour)	Yes
2323 Education advisers and school inspectors	<ul style="list-style-type: none"> • Advisory teacher • Assessor (further, higher education) • Curriculum adviser • Early years adviser • Education officer • School inspector 	£37,500 (£19.23 per hour)	£33,750 (£17.31 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
2324 Early education and childcare services managers	<ul style="list-style-type: none"> • After school club manager • Childcare manager (day nursery) • Nursery manager (day nursery) • Pre-school manager 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
2329 Other educational professionals not elsewhere classified	<ul style="list-style-type: none"> • Active schools coordinator • Education administrator (further, higher education) • Exam marker • International recruitment officer (university) 	£43,100 (£22.10 per hour)	£38,790 (£19.89 per hour)	£34,480 (£17.68 per hour)	£30,960 (£15.88 per hour)	Yes
2411 Barristers and judges	<ul style="list-style-type: none"> • Advocate • Barrister • Chairman (appeals tribunal, inquiry) • Coroner • Crown prosecutor • District judge • Legal advocate • Sherriff (Scottish Courts) 	£52,400 (£26.87 per hour)	£47,160 (£24.18 per hour)	£41,920 (£21.50 per hour)	£36,680 (£18.81 per hour)	Yes
2412 Solicitors and lawyers	<ul style="list-style-type: none"> • Lawyer • Managing clerk (qualified 	£52,300 (£26.82	£47,070 (£24.14	£41,840 (£21.46	£36,610 (£18.77	Yes

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	solicitor) • Solicitor • Solicitor-partner • Solicitor to the council	per hour)	per hour)	per hour)	per hour)	
2419 Legal professionals not elsewhere classified	• Attorney • Conveyancer • Justice’s clerk • Legal adviser • Legal consultant • Legal counsel • Paralegal • Patent agent • Patent attorney • Solicitor’s clerk (articled)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
2421 Chartered and certified accountants	• Accountant (qualified) • Auditor (qualified) • Chartered accountant • Company accountant • Cost accountant (qualified) • Financial controller (qualified accountant) • Management accountant (qualified)	£46,800 (£24.00 per hour)	£42,120 (£21.60 per hour)	£37,440 (£19.20 per hour)	£32,760 (£16.80 per hour)	Yes
2422 Finance and investment analysts and advisers	• Credit risk analyst • Financial adviser • Financial consultant • Mortgage adviser • Pensions consultant	£40,600 (£20.82 per hour)	£36,540 (£18.74 per hour)	£32,480 (£16.66 per hour)	£30,960 (£15.88 per hour)	Yes
2423 Taxation experts	• Investigator (HM Revenue and Customs) • Tax adviser • Tax consultant • Tax inspector • Tax manager • Taxation specialist	£46,300 (£23.74 per hour)	£41,670 (£21.37 per hour)	£37,040 (£18.99 per hour)	£32,410 (£16.62 per hour)	Yes
2431 Management	• Business adviser • Business consultant	£48,000 (£24.62 per hour)	£43,200 (£22.15 per hour)	£38,400 (£19.69 per hour)	£33,600 (£17.23 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
consultants and business analysts	<ul style="list-style-type: none"> • Business continuity manager • Digital business analyst • Financial risk analyst • Management consultant 	per hour)	per hour)	per hour)	per hour)	
2432 Marketing and commercial managers	<ul style="list-style-type: none"> • Commercial manager • Client services manager (marketing) • Marketing development manager • Online marketing manager • Production manager (marketing) 	£46,500 (£23.85 per hour)	£41,850 (£21.46 per hour)	£37,200 (£19.08 per hour)	£32,550 (£16.69 per hour)	Yes
2433 Actuaries, economists and statisticians	<ul style="list-style-type: none"> • Actuarial consultant • Actuary • Bioinformatician • Economist • Financial engineer • Statistician • Statistical analyst • Web analyst 	£48,000 (£24.62 per hour)	£43,200 (£22.15 per hour)	£38,400 (£19.69 per hour)	£33,600 (£17.23 per hour)	Yes
2434 Business and related research professionals	<ul style="list-style-type: none"> • Crime analyst • Fellow (research) • Games researcher (broadcasting) • Inventor • Digital marketing analyst • Market research analyst • Social media analyst 	£36,500 (£18.72 per hour)	£32,850 (£16.85 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
2435 Professional/chartered company secretaries	<ul style="list-style-type: none"> • Assistant company secretary (qualified) • Chartered secretary • Company secretary (qualified) 	£45,800 (£23.49 per hour)	£41,220 (£21.14 per hour)	£36,640 (£18.79 per hour)	£32,060 (£16.44 per hour)	Yes
2439 Business, research and administrative professionals not elsewhere classified	<ul style="list-style-type: none"> • Civil servant (grade 6, 7) • Governance officer • Information compliance officer • Parliamentary assistant • Policy adviser (government) • Private secretary (government) • Registrar (government) 	£52,200 (£26.77 per hour)	£46,980 (£24.09 per hour)	£41,760 (£21.42 per hour)	£36,540 (£18.74 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	• Service manager (government)					
2440 Business and financial project management professionals	<ul style="list-style-type: none"> • Chief knowledge officer • Contracts manager (security services) • Project delivery officer • Project manager • Research support officer • Scrum master • Work package manager (professional) 	£52,900 (£27.13 per hour)	£47,610 (£24.42 per hour)	£42,320 (£21.70 per hour)	£37,030 (£18.99 per hour)	Yes
2451 Architects	<ul style="list-style-type: none"> • Architect • Chartered architect • Landscape architect 	£45,900 (£23.54 per hour)	£41,310 (£21.18 per hour)	£36,720 (£18.83 per hour)	£32,130 (£16.48 per hour)	Yes
2452 Chartered architectural technologists, planning officers and consultants	<ul style="list-style-type: none"> • Architectural consultant • Chartered architectural technologist • Construction planner • Planning officer (building construction) • Town planner 	£36,600 (£18.77 per hour)	£32,940 (£16.89 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
2453 Quantity surveyors	<ul style="list-style-type: none"> • Quantity surveyor • Survey technician • Surveyor (quantity surveying) 	£45,500 (£23.33 per hour)	£40,950 (£21.00 per hour)	£36,400 (£18.67 per hour)	£31,850 (£16.33 per hour)	Yes
2454 Chartered surveyors	<ul style="list-style-type: none"> • Building surveyor • Chartered surveyor • Hydrographic surveyor • Land surveyor • Topographer 	£41,600 (£21.33 per hour)	£37,440 (£19.20 per hour)	£33,280 (£17.07 per hour)	£30,960 (£15.88 per hour)	Yes
2455 Construction project managers and related professionals	<ul style="list-style-type: none"> • Contract manager (building construction) • Project manager (building construction) • Transport modeller • Transport planner 	£40,500 (£20.77 per hour)	£36,450 (£18.69 per hour)	£32,400 (£16.62 per hour)	£30,960 (£15.88 per hour)	Yes
2462 Probation	• Inspector (National Probation	£37,400	£33,660	£30,960	£30,960	Yes

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
officers	Service) • Probation officer • Youth justice officer	(£19.18 per hour)	(£17.26 per hour)	(£15.88 per hour)	(£15.88 per hour)	
2464 Youth work professionals	• Youth and community officer • Youth worker (professional)	£37,400 (£19.18 per hour)	£33,660 (£17.26 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
2469 Welfare professionals not elsewhere classified	• Child protection adviser • Children’s guardian • Family court adviser • Rehabilitation officer • Restorative justice manager • Social services officer	£33,400 (£17.13 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
2471 Librarians	• Chartered librarian • Librarian • Technical librarian • University librarian	£31,700 (£16.26 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
2472 Archivists, conservators and curators	• Archivist • Conservator • Curator • Keeper (art gallery) • Museum officer	£33,600 (£17.23 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
2481 Quality control and planning engineers	• Planning engineer • Quality assurance engineer • Quality control officer (professional) • Quality engineer	£40,000 (£20.51 per hour)	£36,000 (£18.46 per hour)	£32,000 (£16.41 per hour)	£30,960 (£15.88 per hour)	Yes
2482 Quality assurance and regulatory professionals	• Compliance manager • Financial regulator • Quality assurance manager • Quality manager	£42,500 (£21.79 per hour)	£38,250 (£19.62 per hour)	£34,000 (£17.44 per hour)	£30,960 (£15.88 per hour)	Yes
2483 Environmental health professionals	• Air pollution inspector • Environmental health officer • Food inspector • Public health inspector • Technical officer (environmental health)	£38,900 (£19.95 per hour)	£35,010 (£17.95 per hour)	£31,120 (£15.96 per hour)	£30,960 (£15.88 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
2491 Newspaper, periodical and broadcast editors	<ul style="list-style-type: none"> • Editor • Content editor (newspapers, magazines) • Digital editor • Online editor 	£40,400 (£20.72 per hour)	£36,360 (£18.65 per hour)	£32,320 (£16.57 per hour)	£30,960 (£15.88 per hour)	Yes
2492 Newspaper and periodical broadcast journalists and reporters	<ul style="list-style-type: none"> • Broadcast journalist • Digital journalist • Journalist • Online journalist • Radio journalist • Reporter • Writer (newspaper publishing) 	£40,800 (£20.92 per hour)	£36,720 (£18.83 per hour)	£32,640 (£16.74 per hour)	£30,960 (£15.88 per hour)	Yes
2493 Public relations professionals	<ul style="list-style-type: none"> • Account manager (public relations) • Communications manager (public relations) • Public relations consultant • Press officer • Public relations officer • Social media manager 	£35,400 (£18.15 per hour)	£31,860 (£16.34 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
2494 Advertising accounts managers and creative directors	<ul style="list-style-type: none"> • Account manager (advertising) • Advertising Manager • Campaign Manager • Creative Director • Projects Manager (advertising) 	£40,000 (£20.51 per hour)	£36,000 (£18.46 per hour)	£32,000 (£16.41 per hour)	£30,960 (£15.88 per hour)	Yes
3111 Laboratory technicians	<ul style="list-style-type: none"> • Assistant scientist (laboratory) • Associate practitioner (laboratory) • Cytoscreener • Hospital technician • Laboratory technician • Scientific technician 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
3112 Electrical and electronics technicians	<ul style="list-style-type: none"> • Avionics technician • Electrical technician • Electronics technician • Installation engineer (electricity supplier) 	£34,300 (£17.59 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
3113 Engineering technicians	<ul style="list-style-type: none"> • Aircraft engineer (licensed) • Aircraft technician • Commissioning engineer • Engineering technician • Manufacturing engineer • Mechanical technician • Wind turbine technician (construction) 	£39,800 (£20.41 per hour)	£35,820 (£18.37 per hour)	£31,840 (£16.33 per hour)	£30,960 (£15.88 per hour)	Yes
3114 Building and civil engineering technicians	<ul style="list-style-type: none"> • Building services consultant • Civil engineering technician • Survey technician • Technical assistant (civil engineering) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
3115 Quality assurance technicians	<ul style="list-style-type: none"> • Quality analyst • Quality assurance coordinator • Quality control technician • Quality officer • Quality technician • Test technician 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
3116 Planning, process and production technicians	<ul style="list-style-type: none"> • Process technician • Production controller • Production planner • Production technician 	£33,700 (£17.28 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
3119 Science, engineering and production technicians not elsewhere classified	<ul style="list-style-type: none"> • School technician • Technical assistant • Technician • Textile consultant • Workshop technician 	£32,100 (£16.46 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
3120 CAD, drawing and architectural technicians	<ul style="list-style-type: none"> • 3D Printing Technician • Architect's assistant • Architectural design assistant • Architectural technician • CAD designer • Cartographer • Design technician • Draughtsman 	£31,200 (£16.00 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligibl e for PhD points (SW)?
3131 IT operations technicians	<ul style="list-style-type: none"> • Computer games tester • Digital administrator • IT technician • Network administrator • Systems administrator 	£31,100 (£15.95 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
3132 IT user support technicians	<ul style="list-style-type: none"> • Business support analyst (computing) • Customer support analyst • Help desk operator (computing) • IT support technician • Systems support officer 	£32,400 (£16.62 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
3133 Database administrators and web content technicians	<ul style="list-style-type: none"> • Database administrator • Digital content editor • Intranet coordinator • Website moderator 	£31,500 (£16.15 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
3211 Dispensing opticians	<ul style="list-style-type: none"> • Dispensing optician • Optical dispenser 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3212 Pharmaceutical technicians	<ul style="list-style-type: none"> • Dispensing technician • Pharmaceutical technician • Pharmacy technician 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3221 Youth and community workers	<ul style="list-style-type: none"> • Community development officer • Family support worker • Youth and community worker • Youth project coordinator • Youth worker 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3222 Child and early years officers	<ul style="list-style-type: none"> • Child protection officer • Education welfare officer • Family liaison officer • Learning mentor (early years) • Parent support adviser • Portage worker (educational establishments) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3223 Housing officers	<ul style="list-style-type: none"> • Accommodation officer • Housing adviser 	£31,400 (£16.10 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Housing officer • Housing support officer 	per hour)	per hour)	per hour)	per hour)	
3224 Counsellors	<ul style="list-style-type: none"> • Counsellor (welfare services) • Debt adviser • Drugs and alcohol worker • Life coach • Stop smoking counsellor 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3229 Welfare and housing associate professionals not elsewhere classified	<ul style="list-style-type: none"> • Advocacy worker • Health coordinator • Homeless prevention officer • Key worker (welfare services) • Outreach worker (welfare services) • Probation services officer • Project worker (welfare services) • Student support officer 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3232 Early education and childcare practitioners	<ul style="list-style-type: none"> • Childcare practitioner • Early years practitioner • Pre-school practitioner 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3240 Veterinary nurses	<ul style="list-style-type: none"> • Animal nurse • Veterinary nurse 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3312 Police officers (sergeant and below)	<ul style="list-style-type: none"> • Detective (police service) • Police constable • Police officer • Sergeant • Transport police officer 	£44,800 (£22.97 per hour)	£40,320 (£20.68 per hour)	£35,840 (£18.38 per hour)	£31,360 (£16.08 per hour)	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) 	£39,500 (£20.26 per hour)	£35,550 (£18.23 per hour)	£31,600 (£16.21 per hour)	£30,960 (£15.88 per hour)	No
3314 Prison service officers (below principal	<ul style="list-style-type: none"> • Custodial manager • Prison custodial officer • Prison escort officer 	£30,960 (£15.88 per	£30,960 (£15.88 per hour)	£30,960 (£15.88 per	£30,960 (£15.88 per	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
officer)	<ul style="list-style-type: none"> • Prison officer • Prison warden 	hour)		hour)	hour)	
3319 Protective service associate professionals not elsewhere classified	<ul style="list-style-type: none"> • Crime scene investigator • Customs officer • Immigration officer • Investigation officer (police service) • Fingerprint expert • Fraud analyst • Operations manager (security services) • Private investigator • Security manager 	£39,200 (£20.10 per hour)	£35,280 (£18.09 per hour)	£31,360 (£16.08 per hour)	£30,960 (£15.88 per hour)	No
3411 Artists	<ul style="list-style-type: none"> • Animator (hand drawn) • Artist • Illustrator • Portrait painter • Sculptor 	£32,900 (£16.87 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3412 Authors, writers and translators	<ul style="list-style-type: none"> • Copywriter • Editor (books) • Interpreter • Technical author • Translator • Writer 	£33,800 (£17.33 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3413 Actors, entertainers and presenters	<ul style="list-style-type: none"> • Actor • Commentator (broadcasting) • Costumed interpreter • Disc jockey • Entertainer • Presenter (broadcasting) • Singer 	£32,900 (£16.87 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3414 Dancers and choreographers	<ul style="list-style-type: none"> • Ballet dancer • Choreographer • Dance coach • Dancer • Dance teacher 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3415 Musicians	<ul style="list-style-type: none"> • Composer 	£32,900	£30,960	£30,960	£30,960	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Musician • Organist • Pianist • Song writer • Violinist 	(£16.87 per hour)	(£15.88 per hour)	(£15.88 per hour)	(£15.88 per hour)	
3416 Arts officers, producers and directors	<ul style="list-style-type: none"> • Broadcast editor • Film editor • Production assistant (broadcasting) • Studio manager • Television producer • Video production assistant 	£37,500 (£19.23 per hour)	£33,750 (£17.31 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3417 Photographers, audio-visual and broadcasting equipment operators	<ul style="list-style-type: none"> • Audio visual technician • Cameraman • Commercial drone pilot • Digital imaging technician • Lighting designer • Photographer • Projectionist • Sound engineer • Theatre technician (entertainment) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3421 Interior designers	<ul style="list-style-type: none"> • Design consultant (interior design) • Interior decorator • Interior stylist • Kitchen designer 	£33,300 (£17.08 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3422 Clothing, fashion and accessories designers	<ul style="list-style-type: none"> • Bridalwear designer • Fashion designer • Footwear designer • Jewellery designer 	£40,500 (£20.77 per hour)	£36,450 (£18.69 per hour)	£32,400 (£16.62 per hour)	£30,960 (£15.88 per hour)	No
3429 Design occupations not elsewhere classified	<ul style="list-style-type: none"> • Design consultant • Craft designer • Make-up artist (films) • Production designer (film, television production) • Visual merchandiser (design) 	£32,000 (£16.41 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
3433 Fitness and wellbeing instructors	<ul style="list-style-type: none"> • Aerobics instructor • Fitness instructor • Gym instructor • Lifestyle consultant • Personal trainer • Pilates instructor • Yoga teacher 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3511 Aircraft pilots and air traffic controllers	<ul style="list-style-type: none"> • Airline pilot • Air traffic controller • First officer (airlines) • Flight engineer • Flight planner • Flying instructor • Helicopter pilot 	£71,700 (£36.77 per hour)	£64,530 (£33.09 per hour)	£57,360 (£29.42 per hour)	£50,190 (£25.74 per hour)	No
3512 Ship and hovercraft officers	<ul style="list-style-type: none"> • Chief engineer (shipping) • Marine engineer (shipping) • Merchant navy officer • Petty officer • Tug master • Yacht skipper 	£66,300 (£34.00 per hour)	£59,670 (£30.60 per hour)	£53,040 (£27.20 per hour)	£46,410 (£23.80 per hour)	No
3520 Legal associate professionals	<ul style="list-style-type: none"> • Barrister's clerk • Compliance officer (legal services) • Law costs draftsman • Legal assistant • Litigator • Paralegal assistant 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3531 Brokers	<ul style="list-style-type: none"> • Foreign exchange dealer • Insurance broker • Investment administrator • Stockbroker • Trader (stock exchange) 	£41,700 (£21.38 per hour)	£37,530 (£19.25 per hour)	£33,360 (£17.11 per hour)	£30,960 (£15.88 per hour)	No
3532 Insurance underwriters	<ul style="list-style-type: none"> • Account handler (insurance) • Commercial underwriter • Insurance inspector • Mortgage underwriter • Underwriter 	£35,200 (£18.05 per hour)	£31,680 (£16.25 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
3533 Financial and accounting technicians	<ul style="list-style-type: none"> • Accounting technician • Business associate (banking) • Financial controller • Fund administrator • Insolvency administrator • Managing clerk (accountancy) 	£47,700 (£24.46 per hour)	£42,930 (£22.02 per hour)	£38,160 (£19.57 per hour)	£33,390 (£17.12 per hour)	No
3534 Financial accounts managers	<ul style="list-style-type: none"> • Accounts manager • Audit manager • Credit manager • Fund manager • Mortgage unit manager • Relationship manager (bank) 	£41,600 (£21.33 per hour)	£37,440 (£19.20 per hour)	£33,280 (£17.07 per hour)	£30,960 (£15.88 per hour)	No
3541 Estimators, valuers and assessors	<ul style="list-style-type: none"> • Claims assessor • Claims investigator • Engineering surveyor • Estimator • Loss adjuster • PPI case handler • Valuer 	£34,900 (£17.90 per hour)	£31,410 (£16.11 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3542 Importers and exporters	<ul style="list-style-type: none"> • Export coordinator • Exporter • Import agent • Importer • Shipping agent 	£31,300 (£16.05 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3543 Project support officers	<ul style="list-style-type: none"> • Planning assistant • Project administrator • Project analyst • Project coordinator • Project officer • Service delivery coordinator 	£32,000 (£16.41 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3544 Data analysts	<ul style="list-style-type: none"> • Data analyst • Data officer • Data quality analyst • Information management analyst • Organisation and methods analyst 	£33,200 (£17.03 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3549 Business	<ul style="list-style-type: none"> • Business support officer 	£30,960	£30,960	£30,960	£30,960	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
associate professionals not elsewhere classified	<ul style="list-style-type: none"> • Marine consultant • Methods engineer • O&M consultant • Party agent (political party) 	(£15.88 per hour)	(£15.88 per hour)	(£15.88 per hour)	(£15.88 per hour)	
3551 Buyers and procurement officers	<ul style="list-style-type: none"> • Bid writer • Buyer • Procurement officer • Purchasing consultant • Supply planner 	£33,000 (£16.92 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3552 Business sales executives	<ul style="list-style-type: none"> • Corporate account executive • Sales agent • Sales consultant • Sales executive • Technical representative 	£34,500 (£17.69 per hour)	£31,050 (£15.92 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3553 Merchandisers	<ul style="list-style-type: none"> • Demand planner • Merchandiser • Sales merchandiser • Supply chain analyst 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3554 Advertising and marketing associate professionals	<ul style="list-style-type: none"> • Brand ambassador • Business development executive • Fundraiser • Marketing consultant • Marketing executive 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3555 Estate agents and auctioneers	<ul style="list-style-type: none"> • Auctioneer • Auctioneer and valuer • Estate agent • Letting agent • Property consultant • Sales negotiator 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3556 Sales accounts and business development managers	<ul style="list-style-type: none"> • Account manager (sales) • Area sales manager • Business development manager • Product development manager • Sales manager 	£52,500 (£26.92 per hour)	£47,250 (£24.23 per hour)	£42,000 (£21.54 per hour)	£36,750 (£18.85 per hour)	No
3557 Events managers and organisers	<ul style="list-style-type: none"> • Conference coordinator • Event organiser • Events manager 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Exhibition organiser • Hospitality manager • Production manager (corporate hospitality) 	hour)		hour)	hour)	
3560 Public services associate professionals	<ul style="list-style-type: none"> • Civil servant (HEO, SEO) • Higher executive officer (government) • Principle revenue officer (local government) • Senior executive officer (government) • Team leader (local government) 	£38,000 (£19.49 per hour)	£34,200 (£17.54 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3571 Human resources and industrial relations officers	<ul style="list-style-type: none"> • Employment consultant • Human resources advisor • Human resources analyst • Recruitment consultant • Talent attraction consultant 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3572 Careers advisers and vocational guidance specialists	<ul style="list-style-type: none"> • Careers adviser • Careers consultant • Careers teacher • Personal advisor • Placement officer 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3573 Information technology trainers	<ul style="list-style-type: none"> • E-learning manager • IT trainer • IT tutor • Software trainer 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3574 Other vocational and industrial trainers	<ul style="list-style-type: none"> • NVQ assessor • Technical instructor • Training consultant • Training manager 	£32,000 (£16.41 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3581 Inspectors of standards and regulations	<ul style="list-style-type: none"> • Building inspector • Driving examiner • Housing inspector • Meat hygiene inspector • Trading standards officer 	£35,300 (£18.10 per hour)	£31,770 (£16.29 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3582 Health and safety managers	<ul style="list-style-type: none"> • Asbestos surveyor • Health and safety officer 	£40,900 (£20.97 per hour)	£36,810 (£18.88 per hour)	£32,720 (£16.78 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
and officers	<ul style="list-style-type: none"> • Occupational hygienist • Safety consultant • Safety officer 	per hour)	per hour)	per hour)	per hour)	
4111 National government administrative occupations	<ul style="list-style-type: none"> • Administrative assistant (courts of justice) • Administrative officer (government) • Civil servant (grades AA, AO & EO) • Clerk (government) • Revenue officer (government) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
4112 Local government administrative occupations	<ul style="list-style-type: none"> • Administrative assistant (local government) • Administrative officer (police service) • Benefits assistant (local government) • Clerical officer (local government) • Local government officer • Parish clerk 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
4113 Officers of non-governmental organisations	<ul style="list-style-type: none"> • Administrator (charitable organisation) • Clerk to school governors • Organiser (trade union) • Secretary (research association) • Trade union official 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
4121 Credit controllers	<ul style="list-style-type: none"> • Credit control clerk • Credit controller • Debt management associate • Loans administrator 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
4122 Book-keepers, payroll managers and wages clerks	<ul style="list-style-type: none"> • Accounts administrator • Accounts assistant • Accounts clerk • Auditor • Bookkeeper • Payroll manager 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
4124 Finance officers	<ul style="list-style-type: none"> • Finance officer • Financial officer (local government) • Regional finance officer (PO) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
4129 Financial administrative occupations not elsewhere classified	<ul style="list-style-type: none"> • Cashier • Finance administrator • Finance assistant • Legal cashier • Tax assistant • Treasurer • Valuation assistant 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
4132 Pensions and insurance clerks and assistants	<ul style="list-style-type: none"> • Administrator (insurance) • Claims handler • Clerical assistant (insurance) • Insurance clerk • Pensions administrator 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
4134 Transport and distribution clerks and assistants	<ul style="list-style-type: none"> • Cargo agent • Export clerk • Freight administrator • Logistics coordinator • Shipping clerk • Transport clerk 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
4141 Office managers	<ul style="list-style-type: none"> • Business support manager • Office manager • Practice manager • Sales administration manager • Sales office manager 	£35,000 (£17.95 per hour)	£31,500 (£16.15 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
4143 Customer service managers	<ul style="list-style-type: none"> • After sales manager • Call centre manager • Customer care manager • Customer service manager 	£33,400 (£17.13 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
4151 Sales administrators	<ul style="list-style-type: none"> • Online sales assistant • Marketing administrator • Sales administrator • Sales coordinator 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
4159 Other administrative	<ul style="list-style-type: none"> • Administrator • Administrative assistant 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
occupations not elsewhere classified	<ul style="list-style-type: none"> • Clerical assistant • Clerk • Facilities coordinator • Office assistant • Proof reader 	per hour)	per hour)	per hour)	per hour)	
4214 Company secretaries and administrators	<ul style="list-style-type: none"> • Assistant secretary • Club secretary • Company administrator • Company secretary 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
4215 Personal assistants and other secretaries	<ul style="list-style-type: none"> • Executive assistant • PA-secretary • Personal assistant • Personal secretary • Secretary 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5111 Farmers	<ul style="list-style-type: none"> • Agricultural contractor • Agricultural technician (farming) • Crofter (farming) • Farmer • Herd manager 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5112 Horticultural trades	<ul style="list-style-type: none"> • Grower • Horticulturalist • Market Gardener • Nursery Assistant (agriculture) • Nurseryman 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5113 Gardeners and landscape gardeners	<ul style="list-style-type: none"> • Garden designer • Gardener • Gardener-handyman • Landscape gardener 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5114 Groundsmen and greenkeepers	<ul style="list-style-type: none"> • Greenkeeper • Groundsman • Groundsperson 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5119 Agricultural and fishing trades not elsewhere classified	<ul style="list-style-type: none"> • Arboricultural consultant • Bee farmer • Countryside ranger • Gamekeeper 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • National park warden • Share fisherman • Trawler skipper • Tree surgeon 					
5211 Sheet metal workers	<ul style="list-style-type: none"> • Coppersmith • Metal fabricator • Panel beater (metal trades) • Sheet metal fabricator • Sheet metal worker 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5212 Metal plate workers, smiths, moulders and related occupations	<ul style="list-style-type: none"> • Boiler maker • Core Maker (metal trades) • Die Caster • Chain repairer • Farrier • Moulder and coremaker • Pewtersmith • Pipe Maker (foundry) • Steel presser 	£31,200 (£16.00 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5213 Welding trades	<ul style="list-style-type: none"> • Fabricator-welder • Fitter-welder • Spot welder • Welder • Welding technician 	£31,700 (£16.26 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5214 Pipe fitters	<ul style="list-style-type: none"> • Pipe engineer • Pipe fitter • Pipe welder-fitter 	£31,200 (£16.00 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5221 Metal machining setters and setter-operators	<ul style="list-style-type: none"> • CNC machinist • CNC programmer • Centre lathe turner • Miller (metal trades) • Tool setter • Turner 	£32,600 (£16.72 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5222 Tool makers, tool fitters and markers-out	<ul style="list-style-type: none"> • Die maker • Engineer-toolmaker • Jig maker • Marker-out (engineering) 	£36,400 (£18.67 per hour)	£32,760 (£16.80 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Tool engineer • Tool fitter • Tool maker 					
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 	£36,400 (£18.67 per hour)	£32,760 (£16.80 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5224 Precision instrument makers and repairers	<ul style="list-style-type: none"> • Calibration engineer • Horologist • Instrument maker • Instrument mechanic • Instrument technician • Optical technician • Precision engineer • Watchmaker 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5225 Air-conditioning and refrigeration installers and repairers	<ul style="list-style-type: none"> • Air conditioning engineer • Air conditioning fitter • Refrigeration engineer • Refrigeration technician • Service engineer (refrigeration) 	£39,800 (£20.41 per hour)	£35,820 (£18.37 per hour)	£31,840 (£16.33 per hour)	£30,960 (£15.88 per hour)	No
5231 Vehicle technicians, mechanics and electricians	<ul style="list-style-type: none"> • Auto electrician • Car mechanic • HGV mechanic • Mechanic (garage) • MOT tester • Motor mechanic • Motor vehicle technician • Technician (vehicles) • Vehicle technician 	£32,000 (£16.41 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5232 Vehicle body builders and repairers	<ul style="list-style-type: none"> • Bodyshop technician • Car body repairer • Coach builder • Panel beater • Restoration technician (vehicles) 	£32,400 (£16.62 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	• Vehicle builder					
5233 Vehicle paint technicians	<ul style="list-style-type: none"> • Car paint sprayer • Coach painter • Graphic applicator (vehicles) • Paint technician (vehicles) • Sprayer (vehicle trades) • Vehicle refinisher • Vehicle wrapper 	£31,100 (£15.95 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5234 Aircraft maintenance and related trades	<ul style="list-style-type: none"> • Aeronautical engineer • Aircraft electrician • Aircraft engineer • Aircraft fitter • Aircraft mechanic • Maintenance engineer (aircraft) 	£44,500 (£22.82 per hour)	£40,050 (£20.54 per hour)	£35,600 (£18.26 per hour)	£31,150 (£15.97 per hour)	No
5235 Boat and ship builders and repairers	<ul style="list-style-type: none"> • Boat builder • Fitter (boat building) • Frame turner (ship building) • Laminator (boat building and repairing) • Marine engineer • Ship's joiner • Shipwright 	£32,400 (£16.62 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5236 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 • Service engineer (railway, rolling stock maintenance) 	£32,400 (£16.62 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5241 Electricians and electrical fitters	<ul style="list-style-type: none"> • Electrical contractor • Electrical engineer • Electrical fitter • Electrician 	£35,500 (£18.21 per hour)	£31,950 (£16.38 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5242 Telecoms and related network installers and repairers	<ul style="list-style-type: none"> • Cable jointer • Customer service engineer (telecoms) • Installation engineer (telecoms) 	£35,000 (£17.95 per hour)	£31,500 (£16.15 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Network officer (telecoms) • Telecom engineer • Telephone engineer 					
5243 Tv, video and audio servicers and repairers	<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 servicing) • Television engineer 	£35,800 (£18.36 per hour)	£32,220 (£16.52 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5244 Computer system and equipment installers and servicers	<ul style="list-style-type: none"> • Computer repairer • Computer service engineer • Hardware engineer (computer) • IT engineer • Maintenance engineer (computer servicing) 	£31,000 (£15.90 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5245 Security system installers and repairers	<ul style="list-style-type: none"> • Alarm engineer • CCTV engineer • Installation engineer (alarms) • Service engineer (alarms) • Security engineer 	£35,800 (£18.36 per hour)	£32,220 (£16.52 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5246 Electrical service and maintenance mechanics and repairers	<ul style="list-style-type: none"> • Domestic appliance engineer • Maintenance man (electricity supplier) • Machine repairer (office machinery) • Repairer (electrical machinery) • Service engineer (domestic electrical appliances) 	£36,100 (£18.51 per hour)	£32,490 (£16.66 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5249 Electrical and electronic trades not elsewhere classified	<ul style="list-style-type: none"> • Communication engineer • Electronics engineer • Field engineer • Linesman 	£40,400 (£20.72 per hour)	£36,360 (£18.65 per hour)	£32,320 (£16.57 per hour)	£30,960 (£15.88 per hour)	No
5250 Skilled metal, electrical	<ul style="list-style-type: none"> • Electrical supervisor • Maintenance supervisor 	£38,400 (£19.69 per hour)	£34,560 (£17.72 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
and electronic trades supervisors	(manufacturing) • Service manager (garage) • Workshop manager	per hour)	per hour)	per hour)	per hour)	
5311 Steel erectors	• Steel erector • Steel fabricator • Steel worker (structural engineering)	£34,800 (£17.85 per hour)	£31,320 (£16.06 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5312 Stonemasons and related trades	• Dry stone waller • Monumental mason • Stone mason	£31,000 (£15.90 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5313 Bricklayers	• Bricklayer • Block setter • Chimney builder • Floor stone Layer • Kiln repairer	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5314 Roofers, roof tilers and slaters	• Mastic asphalt spreader • Roof tiler • Roofer • Roofing contractor • Slater • Thatcher	£31,000 (£15.90 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5315 Plumbers and heating and ventilating installers and repairers	• Gas engineer • Heating and ventilating engineer • Heat pump installer • Meter installer (water) • Plumber • Plumbing and heating engineer • Stove repairer (gas stoves) • Ventilation fitter	£35,200 (£18.05 per hour)	£31,680 (£16.25 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5316 Carpenters and joiners	• Carpenter • Carpenter and joiner • Joiner • Kitchen fitter • Shop fitter	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5317 Glaziers, window	• Glass Cutter • Glazier	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
fabricators and fitters	<ul style="list-style-type: none"> • Installer (double glazing) • Service engineer (windows) • Window fabricator • Window fitter 	per hour)	per hour)	per hour)	per hour)	
5319 Construction and building trades not elsewhere classified	<ul style="list-style-type: none"> • Builder • Building contractor • Fencer • Fireplace fitter • Maintenance manager (buildings and other structures) • Property developer (building construction) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5321 Plasterers	<ul style="list-style-type: none"> • Dry liner • Fibrous plasterer • Plasterer • Plastering contractor 	£32,400 (£16.62 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5322 Floorers and wall tilers	<ul style="list-style-type: none"> • Carpet fitter • Ceramic tiler • Flooring contractor • Mosaic floor layer 	£32,600 (£16.72 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5323 Painters and decorators	<ul style="list-style-type: none"> • Artexer • French polisher • Paper hanger • Ship sprayer • Wood stainer 	£38,100 (£19.54 per hour)	£34,290 (£17.58 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5330 Construction and building trades supervisors	<ul style="list-style-type: none"> • Builder's foreman • Construction foreman • Construction supervisor • Maintenance supervisor • Site foreman 	£38,100 (£19.54 per hour)	£34,290 (£17.58 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5411 Upholsterers	<ul style="list-style-type: none"> • Curtain fitter • Curtain maker • Soft furnisher • Trimmer (furniture mfr) • Upholsterer 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5412 Footwear and leather	<ul style="list-style-type: none"> • Cobbler • Leather worker (leather goods) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
working trades	mfr) • Machinist (leather goods mfr) • Shoe machinist • Shoe repairer	per hour)	per hour)	per hour)	per hour)	
5413 Tailors and dressmakers	• Costume maker • Cutter (hosiery, knitwear mfr) • Dressmaker • Pattern Cutter • Tailor • Tailoress	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5419 Textiles, garments and related trades not elsewhere classified	• Clothing manufacturer • Embroiderer • Hand sewer • Knitter • Sail maker • Weaver • Upholstery cutter	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5421 Pre-press technicians	• Compositor • Plate maker • Pre-press manager • Pre-press technician • Type setter	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5422 Printers	• Digital printer • Lithographic printer • Machine minder (printing) • Print technician • Screen printer • Wallpaper printer	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5423 Print finishing and binding workers	• Binder's assistant • Book binder • Finishing supervisor (printing) • Print finisher • Retoucher (film processing)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5431 Butchers	• Butcher • Butcher's assistant • Butchery manager • Master butcher	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	• Slaughterman					
5432 Bakers and flour confectioners	<ul style="list-style-type: none"> • Baker • Baker’s assistant • Bakery manager • Cake decorator • Confectioner 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5433 Fishmongers and poultry dressers	<ul style="list-style-type: none"> • Butcher (fish, poultry) • Filleter (fish) • Fish processor • Fishmonger • Poultry processor • Process worker (fish, poultry) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5434 Chefs	<ul style="list-style-type: none"> • Chef • Chef-manager • Food stylist • Head chef • Pastry chef 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5436 Catering and bar managers	<ul style="list-style-type: none"> • Bar manager • Catering manager • Floor manager (restaurant) • Kitchen manager • Steward (club) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	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 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5442 Furniture makers and other craft woodworkers	<ul style="list-style-type: none"> • Antiques restorer • Cabinet maker • Coffin maker • Furniture restorer • Joiner (cabinet making) • Picture framer • Sprayer (furniture mfr) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5443 Florists	<ul style="list-style-type: none"> • Floral assistant • Floral designer 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	<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 (electric signs) • Silversmith • Wig maker 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
6111 Early education and childcare assistants	<ul style="list-style-type: none"> • Child care assistant • Crèche assistant • Nursery assistant • Nursery nurse • Playgroup assistant • Pre-school assistant 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
6114 Childminders	<ul style="list-style-type: none"> • Baby sitter • Childminder • Mother's help • Nurse maid 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
6117 Playworkers	<ul style="list-style-type: none"> • Afterschool club coordinator • Play leader • Playworker • School club leader 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
6129 Animal care services occupations not elsewhere classified	<ul style="list-style-type: none"> • Animal technician • Canine beautician • Dog walker • Groom • Kennel assistant • Stable hand • Veterinary nursing assistant 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
6134 Houseparents and residential wardens	<ul style="list-style-type: none"> • Foster carer • House matron • House parent • Residential care officer • Warden (care/residential home) 	£31,200 (£16.00 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
6135 Care	<ul style="list-style-type: none"> • Care assistant 	£30,960	£30,960	£30,960	£30,960	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
workers and home carers – Jobs with a working location in England are only eligible in this SOC 2020 occupation code where the sponsor holds registration with the Care Quality Commission and is currently carrying on a regulated activity. Note: private households or individuals (other than sole traders sponsoring someone to work for their business) cannot sponsor Skilled Worker applicants.	<ul style="list-style-type: none"> • Carer • Child care worker • Home care assistant • Home carer • Support worker (nursing home) 	(£15.88 per hour)	(£15.88 per hour)	(£15.88 per hour)	(£15.88 per hour)	
6136 Senior care workers – Jobs with a working location in England are only eligible in this SOC 2020 occupation code where the sponsor	<ul style="list-style-type: none"> • Care coordinator (care/residential home) • Senior care assistant • Senior carer • Senior support worker (local government: welfare services) • Team leader (nursing home) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
holds registration with the Care Quality Commission and is currently carrying on a regulated activity.						
6213 Air travel assistants	<ul style="list-style-type: none"> • Air hostess • Cabin crew • Customer service agent (travel) • Flight attendant • Passenger service agent 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
6214 Rail travel assistants	<ul style="list-style-type: none"> • Conductor (railways) • Station assistant (underground railway) • Station supervisor • Ticket inspector (railways) • Train conductor • Train manager 	£36,100 (£18.51 per hour)	£32,490 (£16.66 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
6311 Police community support officers	<ul style="list-style-type: none"> • Civilian support officer (police service) • Community support officer (police service) • Police community support officer 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
7124 Market and street traders and assistants	<ul style="list-style-type: none"> • Market assistant • Market trader • Owner (market stall) • Stall holder • Street trader 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
7131 Shopkeepers and owners - retail and wholesale	<ul style="list-style-type: none"> • Antiques dealer • Fashion retailer • Greengrocer • Jeweller (retail trade) • Newsagent • Shopkeeper 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
7132 Sales supervisors - retail and wholesale	<ul style="list-style-type: none"> • Bakery manager (retail trade) • Check-out supervisor • Section manager (retail trade) • Shop supervisor (retail trade) • Supervisor (retail, wholesale trade) • Team leader (retail trade) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
7214 Market research interviewers	<ul style="list-style-type: none"> • Interviewer (market research) • Market researcher (interviewing) • Mystery shopper • Telephone interviewer • Telephone researcher • Traffic enumerator 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
7220 Customer service supervisors	<ul style="list-style-type: none"> • Call centre supervisor • Communications supervisor (air transport) • Customer service supervisor • Team leader (call centre) 	£31,800 (£16.31 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
8113 Chemical and related process operatives	<ul style="list-style-type: none"> • Chemical process operator • Gas producer operator • Process technician (chemical mfr) • Process worker (cement mfr) • Process worker (nuclear fuel production) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
8133 Energy plant operatives	<ul style="list-style-type: none"> • Boilerman • Control room operator (electric) • Hydraulic engineman • Plant operator (electricity supplier) • Power station operator 	£35,100 (£18.00 per hour)	£31,590 (£16.20 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
8134 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 	£32,400 (£16.62 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
8143 Routine	<ul style="list-style-type: none"> • Quality assurance inspector 	£30,960	£30,960	£30,960	£30,960	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
inspectors and testers	<ul style="list-style-type: none"> • Quality auditor • Quality controller • Quality inspector • Test engineer 	(£15.88 per hour)	(£15.88 per hour)	(£15.88 per hour)	(£15.88 per hour)	
8215 Driving instructors	<ul style="list-style-type: none"> • Cycling instructor • Driving instructor • HGV instructor • Instructor (driving school) • Motorcycle instructor 	£32,100 (£16.46 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
8232 Marine and waterways transport operatives	<ul style="list-style-type: none"> • Deck hand (shipping) • Engine room attendant (shipping) • Engineer (nos: boat, barge) • Ferryman • Merchant seaman • Seaman (shipping) 	£53,200 (£27.28 per hour)	£47,880 (£24.55 per hour)	£42,560 (£21.83 per hour)	£37,240 (£19.10 per hour)	No
9119 Fishing and other elementary agriculture occupations not elsewhere classified - ONLY the listed job titles are eligible in this SOC 2020 occupation code and ONLY where the job Only where the job requires the worker to have at least 3 years' full-time experience in using their skills. This experience must	<ul style="list-style-type: none"> • Vent chick sexer • Deckhand on large fishing vessel (9 metres and above) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
not have been gained through working illegally.						
9249 Elementary sales occupations not elsewhere classified	<ul style="list-style-type: none"> • Code controller (wholesale, retail trade) • Home shopper • Internet shopper (retail trade) • Order picker (retail trade) • Porter (retail trade) • Trolley assistant 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

Table 2: Eligible SOC 2020 occupation codes and related going rates based on 25th percentile Annual Survey of Hours and Earnings (ASHE) data

Going rates in Table 2 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 F to J refer to the points options set out in Appendix Skilled Worker.

The going rates and associated reductions which apply are whichever is the higher of:

- the rate shown by the 25th percentile ASHE data for that occupation; or
- £11.90 per hour

For the avoidance of doubt, where £11.90 per hour calculates as more than 70%, 80% or 90% of the stated going rate, £11.90 will nevertheless be taken to be 70%, 80% or 90% of the going rate, as applicable.

Only the going rate column applies to Skilled Worker settlement applications; the columns setting out 70%, 80% and 90% of the going rate do not apply.

Equivalent SOC 2010 occupation codes are included where they were previously eligible for the Skilled Worker route, for ease of matching to the relevant SOC 2020 occupation codes for applicants being sponsored to continue working in the same occupation.

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
1111 Chief executives and senior officials	1115, 1172	<ul style="list-style-type: none"> • Chairman • Chief executive • Civil servant (grade 5 & above) • Diplomat • Vice President 	£54,700 (£28.05 per hour)	£49,230 (£25.25 per hour)	£43,760 (£22.44 per hour)	£38,290 (£19.64 per hour)	Yes	Yes
1121 Production managers and directors in manufacturing	1121	<ul style="list-style-type: none"> • Engineering manager • Managing director (engineering) • Operations manager (manufacturing) • Production manager • Technical manager 	£37,100 (£19.03 per hour)	£33,390 (£17.12 per hour)	£29,680 (£15.22 per hour)	£25,970 (£13.32 per hour)	Yes	Yes
1122 Production managers and directors in construction	1122	<ul style="list-style-type: none"> • Building services manager • Construction manager • Director (building construction) • Owner (electrical contracting) • Site manager 	£38,200 (£19.59 per hour)	£34,380 (£17.63 per hour)	£30,560 (£15.67 per hour)	£26,740 (£13.71 per hour)	Yes	Yes
1123 Production managers and directors in mining and energy	1123	<ul style="list-style-type: none"> • Operations manager (mining, water & energy) • Quarry manager • Service manager (public utilities) 	£40,900 (£20.97 per hour)	£36,810 (£18.88 per hour)	£32,720 (£16.78 per hour)	£28,630 (£14.68 per hour)	Yes	Yes
1131 Financial	1131, 1150	<ul style="list-style-type: none"> • Bank Manager • Finance Director 	£45,000 (£23.08 per hour)	£40,500 (£20.77 per hour)	£36,000 (£18.46 per hour)	£31,500 (£16.15 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
managers and directors		<ul style="list-style-type: none"> • Insurance Manager • Investment banker • Treasury manager 	per hour)	per hour)	per hour)	per hour)		
1132 Marketing, sales and advertising directors	1132, 1134	<ul style="list-style-type: none"> • Account director (advertising) • Commercial director • Marketing director • Media director • Sales director 	£55,600 (£28.51 per hour)	£50,040 (£25.66 per hour)	£44,480 (£22.81 per hour)	£38,920 (£19.96 per hour)	Yes	Yes
1133 Public relations and communications directors	1132, 1134	<ul style="list-style-type: none"> • Head of communications • Head of public relations 	£62,800 (£32.21 per hour)	£56,520 (£28.98 per hour)	£50,240 (£25.76 per hour)	£43,960 (£22.54 per hour)	Yes	Yes
1134 Purchasing managers and directors	1133	<ul style="list-style-type: none"> • Bid production manager • Director of contracts • Head of buying • Purchasing manager 	£45,500 (£23.33 per hour)	£40,950 (£21.00 per hour)	£36,400 (£18.67 per hour)	£31,850 (£16.33 per hour)	Yes	Yes
1135 Charitable organisation managers and directors	1139, 1184	<ul style="list-style-type: none"> • Charity director • Manager (charitable organisation) 	£45,500 (£23.33 per hour)	£40,950 (£21.00 per hour)	£36,400 (£18.67 per hour)	£31,850 (£16.33 per hour)	Yes	Yes
1136 Human resource managers	1135	<ul style="list-style-type: none"> • Human resources business partner • Human resources director 	£39,400 (£20.21 per hour)	£35,460 (£18.18 per hour)	£31,520 (£16.16 per hour)	£27,580 (£14.14 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
and directors		<ul style="list-style-type: none"> • Personnel manager • Recruitment manager • Training director 						
1137 Information technology directors	1136, 2134, 3561	<ul style="list-style-type: none"> • Chief Information officer • IT Director • Managing director (computer services) • Programme manager (computing) • Technical director (computer services) 	£58,800 (£30.15 per hour)	£52,920 (£27.14 per hour)	£47,040 (£24.12 per hour)	£41,160 (£21.11 per hour)	Yes	Yes
1139 Functional managers and directors not elsewhere classified	1139, 1223, 2424	<ul style="list-style-type: none"> • Area secretary (trade association) • Chief officer (local government) • Clerk to the county council • General Secretary (trade union) • Town Clerk 	£48,800 (£25.03 per hour)	£43,920 (£22.52 per hour)	£39,040 (£20.02 per hour)	£34,160 (£17.52 per hour)	Yes	Yes
1140 Directors in logistics, warehousing and transport	1133, 1161, 1162	<ul style="list-style-type: none"> • Airport director • Head of logistics • Owner (delivery service) • Supply chain director • Traffic director (transport) 	£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 Managers and	1121, 1190, 3545	<ul style="list-style-type: none"> • Car sales manager • Manager (garden centre) 	£26,200 (£13.44 per	£23,580 (£12.09 per	£23,200 (£11.90 per	£23,200 (£11.90 per	Yes	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
directors in retail and wholesale		<ul style="list-style-type: none"> • Managing director (wholesale, retail trade) • Retail manager • Shop manager (charitable organisation) • Wholesale manager 	hour)	hour)	hour)	hour)		
1162 Senior police officers	1172	<ul style="list-style-type: none"> • Chief superintendent (police service) • CID officer • Detective inspector • Police inspector 	£55,500 (£28.46 per hour)	£49,950 (£25.62 per hour)	£44,400 (£22.77 per hour)	£38,850 (£19.92 per hour)	Yes	Yes
1163 Senior officers in fire, ambulance, prison and related services	1173	<ul style="list-style-type: none"> • Chief immigration officer (HM Revenue and Customs) • Fire service officer (government) • Prison governor • Station officer (ambulance service) 	£55,500 (£28.46 per hour)	£49,950 (£25.62 per hour)	£44,400 (£22.77 per hour)	£38,850 (£19.92 per hour)	Yes	Yes
1171 Health services and public health managers and directors	1181	<ul style="list-style-type: none"> • Clinical manager • Director of nursing • Health service manager • Information manager (health authority: hospital service) 	£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

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
1172 Social services managers and directors	1184, 1242	<ul style="list-style-type: none"> • Children's centre manager • Commissioner (local government: social services) • Community services manager • Service manager (welfare services) • Social work manager 	£33,500 (£17.18 per hour)	£30,150 (£15.46 per hour)	£26,800 (£13.74 per hour)	£23,450 (£12.03 per hour)	Yes	Yes
1211 Managers and proprietors in agriculture and horticulture	1211	<ul style="list-style-type: none"> • Farm manager • Farm owner • Nursery manager (horticulture) • Stock manager (farming) 	£28,700 (£14.72 per hour)	£25,830 (£13.25 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
1212 Managers and proprietors in forestry, fishing and related services	1213, 5223	<ul style="list-style-type: none"> • Cattery owner • Fish farm owner • Forest manager • Owner (landscape gardening) • Racehorse trainer 	£27,000 (£13.85 per hour)	£24,300 (£12.46 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
1221 Hotel and accommodation managers and proprietors	1221	<ul style="list-style-type: none"> • Caravan park owner • Hotel manager • Manager (passenger ships) • Service flats manager 	£27,000 (£13.85 per hour)	£24,300 (£12.46 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
1222 Restaurant	1223	<ul style="list-style-type: none"> • Café owner • Operations 	£24,700 (£12.67 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
and catering establishment managers and proprietors		manager (catering) • Restaurant manager • Shop manager (take-away food shop)	per hour)	per hour)	per hour)	per hour)		
1223 Publicans and managers of licensed premises	1224	• Landlady (public house) • Licensee • Manager (wine bar) • Publican	£28,000 (£14.36 per hour)	£25,200 (£12.92 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
1224 Leisure and sports managers and proprietors	1225, 1253	• Amusement arcade owner • Cinema manager • Football ground manager • Leisure centre manager • Theatre manager	£26,400 (£13.54 per hour)	£23,760 (£12.18 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
1225 Travel agency managers and proprietors	1226	• Branch manager (travel agents) • Tourist information manager • Travel agency owner • Travel manager	£26,700 (£13.69 per hour)	£24,030 (£12.32 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
1231 Health care practice managers	1241	• Clinic manager • Dental practice manager • GP practice manager • Patient services manager • Veterinary	£31,300 (£16.05 per hour)	£28,170 (£14.45 per hour)	£25,040 (£12.84 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		practice manager						
1232 Residential, day and domiciliary care managers and proprietors	1121, 1184, 1242, 1259	<ul style="list-style-type: none"> • Care manager • Community centre manager • Day centre manager • Nursing home owner • Manager (sheltered housing) • Residential manager (care/residential home) 	£28,700 (£14.72 per hour)	£25,830 (£13.25 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
1233 Early education and childcare services proprietors	1259, 2319, 6121	<ul style="list-style-type: none"> • Director (children's nursery) • Owner (nursery: children's) 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
1241 Managers in transport and distribution	1139, 1150, 1161, 1162, 4161	<ul style="list-style-type: none"> • Distribution service manager • Fleet manager • Operations manager (transport) • Shipping manager • Transport manager 	£31,900 (£16.36 per hour)	£28,710 (£14.72 per hour)	£25,520 (£13.09 per hour)	£23,200 (£11.90 per hour)	No	No
1242 Managers in storage and warehousing	1162	<ul style="list-style-type: none"> • Cellar manager (brewery) • Inventory manager • Operations manager • Stock manager • Warehouse 	£26,800 (£13.74 per hour)	£24,120 (£12.37 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		manager						
1243 Managers in logistics	1133, 1161, 1162	<ul style="list-style-type: none"> • Logistics manager • Supply chain manager 	£34,500 (£17.69 per hour)	£31,050 (£15.92 per hour)	£27,600 (£14.15 per hour)	£24,150 (£12.38 per hour)	No	No
1251 Property, housing and estate managers	1251	<ul style="list-style-type: none"> • Estate manager • Facilities manager • Housing manager • Landlord (property management) • Property manager 	£29,500 (£15.13 per hour)	£26,550 (£13.62 per hour)	£23,600 (£12.10 per hour)	£23,200 (£11.90 per hour)	No	No
1252 Garage managers and proprietors	1252	<ul style="list-style-type: none"> • Bodyshop manager (vehicle trades) • Garage director • Garage owner • Tyre depot manager 	£28,900 (£14.82 per hour)	£26,010 (£13.34 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
1253 Hairdressing and beauty salon managers and proprietors	1253	<ul style="list-style-type: none"> • Hairdressing salon owner • Manager (beauty salon) • Manager (nail salon) • Owner (pet grooming salon) • Owner (tanning studio) • Spa manager 	£28,900 (£14.82 per hour)	£26,010 (£13.34 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
1254 Waste disposal and environmental services managers	1255	<ul style="list-style-type: none"> • Environmental manager (refuse disposal) • Manager (local government: 	£28,900 (£14.82 per hour)	£26,010 (£13.34 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		cleansing dept.) • Recycling plant manager • Scrap metal dealer						
1255 Managers and directors in the creative industries	1121, 1134, 1139, 1225, 1259, 2435, 3416	• Art gallery owner • Artist manager • Director (architectural service) • Graphic design manager • Gallery Manager • Production manager (entertainment) • Publisher • Radio station manager	£28,900 (£14.82 per hour)	£26,010 (£13.34 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	Yes
1256 Betting shop and gambling establishment managers	1225, 1259	• Betting shop manager • Bingo hall manager • Casino manager	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
1257 Hire services managers and proprietors	1255, 1259	• Hire manager • Plant hire manager • Rental service manager • Tool hire manager	£28,900 (£14.82 per hour)	£26,010 (£13.34 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
1258 Directors in consultancy services	1259	• Director (environmental consultancy) • Owner (design	£28,900 (£14.82 per hour)	£26,010 (£13.34 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		consultancy) • Owner (management consultancy)						
1259 Managers and proprietors in other services not elsewhere classified	1139, 1259	• Director (private detective agency) • Car park manager • Cemetery Manager • Library manager • Owner (cleaning services) • Training centre manager • Driving school owner	£26,700 (£13.69 per hour)	£24,030 (£12.32 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
2111 Chemical scientists	2111, 3111	• Analytical chemist • Chemist • Development chemist • Industrial chemist • Laboratory analyst • Research scientist (chemical)	£29,600 (£15.18 per hour)	£26,640 (£13.66 per hour)	£23,680 (£12.14 per hour)	£23,200 (£11.90 per hour)	Yes	Yes
2112 Biological scientists	2112	• Agricultural consultant • Forensic scientist • Horticulturist (professional) • Microbiologist • Pathologist	£32,100 (£16.46 per hour)	£28,890 (£14.82 per hour)	£25,680 (£13.17 per hour)	£23,200 (£11.90 per hour)	Yes	Yes
2113 Biochemists and	2112, 3111, 3319	• Clinical technologist • Endocrinologist	£36,700 (£18.82 per	£33,030 (£16.94 per	£29,360 (£15.06 per	£25,690 (£13.17 per	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
biomedical scientists		<ul style="list-style-type: none"> • Histopathologist • Medical technologist • Medical researcher 	hour)	hour)	hour)	hour)		
2114 Physical scientists	2113	<ul style="list-style-type: none"> • Geologist • Geophysicist • Medical physicist • Meteorologist • Oceanographer • Physicist • Seismologist 	£32,100 (£16.46 per hour)	£28,890 (£14.82 per hour)	£25,680 (£13.17 per hour)	£23,200 (£11.90 per hour)	Yes	Yes
2115 Social and humanities scientists	2114	<ul style="list-style-type: none"> • Anthropologist • Archaeologist • Criminologist • Epidemiologist • Geographer • GIS analyst • Historian • Political researcher • Social scientist 	£25,200 (£12.92 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	Yes	Yes
2119 Natural and social science professionals not elsewhere classified Note: For Skilled Worker purposes, SOC 2020	2119, 2426, 3111	<ul style="list-style-type: none"> • Operational research scientist • Scientific officer • Scientist • Sports scientist • Technical officer (laboratory) • University research fellow (sciences) 	£32,000 (£16.41 per hour)	£28,800 (£14.77 per hour)	£25,600 (£13.13 per hour)	£23,200 (£11.90 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
occupation code 2119 includes researchers in research organisations other than universities.								
2121 Civil engineers	2121, 2122, 2126	<ul style="list-style-type: none"> • Building engineer • Civil engineer (professional) • Highways engineer • Petroleum engineer • Public health engineer • Site engineer (building construction) • Structural engineer 	£35,300 (£18.10 per hour)	£31,770 (£16.29 per hour)	£28,240 (£14.48 per hour)	£24,710 (£12.67 per hour)	Yes	Yes
2122 Mechanical engineers	2122, 2126	<ul style="list-style-type: none"> • Automotive engineer (professional) • Design engineer (mechanical) • Marine engineer (professional) • Mechanical engineer (professional) 	£35,600 (£18.26 per hour)	£32,040 (£16.43 per hour)	£28,480 (£14.61 per hour)	£24,920 (£12.78 per hour)	Yes	Yes
2123 Electrical engineers	2123, 2126	<ul style="list-style-type: none"> • Electrical design engineer • Electrical 	£43,900 (£22.51 per	£39,510 (£20.26 per	£35,120 (£18.01 per	£30,730 (£15.76 per	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		engineer (professional) • Electrical surveyor • Equipment engineer • Power engineer • Signal engineer (professional, railways)	hour)	hour)	hour)	hour)		
2124 Electronics engineers	2124, 2126, 5242	• Broadcasting engineer (professional) • Electronics designer • Electronics engineer (professional) • Microwave engineer (professional)	£41,900 (£21.49 per hour)	£37,710 (£19.34 per hour)	£33,520 (£17.19 per hour)	£29,330 (£15.04 per hour)	Yes	Yes
2125 Production and process engineers	2127, 5224	• Chemical engineer • Industrial engineer • Pharmaceutical engineer • Process engineer • Production consultant • Production engineer	£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
2126 Aerospace engineers	2122, 2124, 2126, 2129, 5223	• Aeronautical engineer (professional) • Aerospace	£38,400 (£19.69 per hour)	£34,560 (£17.72 per hour)	£30,720 (£15.75 per hour)	£26,880 (£13.78 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		engineer • Aircraft designer • Avionics engineer						
2127 Engineering project managers and project engineers	2129	• Contracts manager (manufacturing) • Project engineer • Project manager (manufacturing)	£39,400 (£20.21 per hour)	£35,460 (£18.18 per hour)	£31,520 (£16.16 per hour)	£27,580 (£14.14 per hour)	Yes	Yes
2129 Engineering professionals not elsewhere classified	2126, 2129, 2135	• Acoustician (professional) • Food technologist • Metallurgist • Scientific consultant • Technical engineer • Technologist • Traffic engineer	£34,400 (£17.64 per hour)	£30,960 (£15.88 per hour)	£27,520 (£14.11 per hour)	£24,080 (£12.35 per hour)	Yes	Yes
2131 IT project managers	2134	• Change manager (computing) • Implementation manager (computing) • IT project manager • Project leader (software design)	£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
2132 IT managers	2133	• Data centre manager • Data visualisation manager • IT manager • Network operations manager (computer services)	£40,900 (£20.97 per hour)	£36,810 (£18.88 per hour)	£32,720 (£16.78 per hour)	£28,630 (£14.68 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		<ul style="list-style-type: none"> • Product manager • Service delivery manager • Telecoms manager • UX manager 						
2133 IT business analysts, architects and systems designers	2135, 2137	<ul style="list-style-type: none"> • Business analyst (computing) • Data communications analyst • Change analyst (computing) • Systems analyst • Systems consultant • Technical analyst (computing) • Technical architect • User experience architect 	£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
2134 Programmers and software development professionals	2135, 2136, 2137, 2139, 3422	<ul style="list-style-type: none"> • Analyst-programmer • Database developer • Games designer • Interactive designer • Mobile app developer • Programmer • Software engineer • Website builder 	£36,300 (£18.62 per hour)	£32,670 (£16.75 per hour)	£29,040 (£14.89 per hour)	£25,410 (£13.03 per hour)	Yes	Yes
2135 Cyber security	2139, 2426	<ul style="list-style-type: none"> • Data security manager 	£35,100 (£18.00)	£31,590 (£16.20)	£28,080 (£14.40)	£24,570 (£12.60)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
professionals		<ul style="list-style-type: none"> • Ethical hacker • Forensic computer investigator • IT security analyst • Technical security consultant 	per hour)	per hour)	per hour)	per hour)		
2136 IT quality and testing professionals	2139, 2461	<ul style="list-style-type: none"> • IT auditor • Quality analyst (computing) • Software testing consultant • Systems tester (computing) • Test analyst (computing) • Test engineer (professional, software) 	£31,100 (£15.95 per hour)	£27,990 (£14.35 per hour)	£24,880 (£12.76 per hour)	£23,200 (£11.90 per hour)	Yes	Yes
2137 IT network professionals	2139	<ul style="list-style-type: none"> • Network consultant • Network designer • Network installation engineer • Network planner 	£36,000 (£18.46 per hour)	£32,400 (£16.62 per hour)	£28,800 (£14.77 per hour)	£25,200 (£12.92 per hour)	Yes	Yes
2139 Information technology professionals not elsewhere classified	2137, 2139	<ul style="list-style-type: none"> • Account manager (computing) • Internet engineer (professional) • IT planner • IT consultant • Technical evangelist • Webmaster 	£31,600 (£16.21 per hour)	£28,440 (£14.58 per hour)	£25,280 (£12.96 per hour)	£23,200 (£11.90 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		• Web manager						
2141 Web design professionals	2136, 2137	<ul style="list-style-type: none"> • Desktop publisher • User interface designer • UX designer (computing) • Web designer • Web producer 	£35,800 (£18.36 per hour)	£32,220 (£16.52 per hour)	£28,640 (£14.69 per hour)	£25,060 (£12.85 per hour)	Yes	Yes
2142 Graphic and multimedia designers	2431, 3411, 3421, 3422, 3550, 5421	<ul style="list-style-type: none"> • 3D artist • Animator (computing) • Compositor (special effects) • Creative design assistant • Graphic artist • Graphic designer • Visual effects supervisor 	£35,800 (£18.36 per hour)	£32,220 (£16.52 per hour)	£28,640 (£14.69 per hour)	£25,060 (£12.85 per hour)	Yes	Yes
2151 Conservation professionals	2141	<ul style="list-style-type: none"> • Conservation officer • Countryside officer • Ecologist • Heritage manager • Land management adviser • Landscape scientist • Marine conservationist 	£30,600 (£15.69 per hour)	£27,540 (£14.12 per hour)	£24,480 (£12.55 per hour)	£23,200 (£11.90 per hour)	Yes	Yes
2152 Environment professionals	2142, 3550	<ul style="list-style-type: none"> • Energy manager • Environmental consultant • Environmental 	£30,300 (£15.54 per hour)	£27,270 (£13.98 per hour)	£24,240 (£12.43 per hour)	£23,200 (£11.90 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
s		engineer <ul style="list-style-type: none"> • Environmental protection officer • Environmental technician • Flood risk manager • Water quality scientist 						
2161 Research and development (R&D) managers	1139, 2150	<ul style="list-style-type: none"> • Clinical trials manager • Consumer insights manager • Creative manager (research and development) • Design manager • Market research manager • Research manager (broadcasting) 	£37,800 (£19.38 per hour)	£34,020 (£17.45 per hour)	£30,240 (£15.51 per hour)	£26,460 (£13.57 per hour)	Yes	Yes
2162 Other researchers, unspecified discipline	2119, 2426	<ul style="list-style-type: none"> • Postdoctoral researcher • Research assistant (university) • Research fellow (university) • University researcher 	£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
2240 Veterinarians	2216	<ul style="list-style-type: none"> • Veterinarian • Veterinary practitioner • Veterinary surgeon 	£39,600 (£20.31 per hour)	£35,640 (£18.28 per hour)	£31,680 (£16.25 per hour)	£27,720 (£14.22 per hour)	Yes	Yes
2311 Higher	2311, 2312	<ul style="list-style-type: none"> • Fellow (university) 	£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

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
education teaching professionals		<ul style="list-style-type: none"> • Lecturer (higher education, university) • Professor (higher education, university) • Tutor (higher education, university) • University lecturer • University teaching assistant 	per hour)	per hour)	per hour)	per hour)		
2317 Teachers of English as a foreign language	2319	<ul style="list-style-type: none"> • TEFL • English as a second language teacher • ESOL tutor 	£34,200 (£17.54 per hour)	£30,780 (£15.78 per hour)	£27,360 (£14.03 per hour)	£23,940 (£12.28 per hour)	Yes	Yes
2319 Teaching professionals not elsewhere classified	2319, 3413, 3414	<ul style="list-style-type: none"> • Adult education tutor • Ballet teacher (qualified) • Music teacher • Private tutor • Voice coach 	£24,500 (£12.56 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	Yes	Yes
2322 Education managers	1259, 2317, 2319	<ul style="list-style-type: none"> • Business school manager • Dean (further education) • Provost (higher education, university) • Registrar (educational establishments) • Vice chancellor 	£33,200 (£17.03 per hour)	£29,880 (£15.32 per hour)	£26,560 (£13.62 per hour)	£23,240 (£11.92 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		(university)						
2323 Education advisers and school inspectors	2318, 2319	<ul style="list-style-type: none"> • Advisory teacher • Assessor (further, higher education) • Curriculum adviser • Early years adviser • Education officer • School inspector 	£30,700 (£15.74 per hour)	£27,630 (£14.17 per hour)	£24,560 (£12.59 per hour)	£23,200 (£11.90 per hour)	Yes	Yes
2324 Early education and childcare services managers	1225, 1242, 1259, 2319, 6121	<ul style="list-style-type: none"> • After school club manager • Childcare manager (day nursery) • Nursery manager (day nursery) • Pre-school manager 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	Yes	No
2329 Other educational professionals not elsewhere classified	2317, 2319	<ul style="list-style-type: none"> • Active schools coordinator • Education administrator (further, higher education) • Exam marker • International recruitment officer (university) 	£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
2411 Barristers and judges	2412	<ul style="list-style-type: none"> • Advocate • Barrister • Chairman (appeals tribunal, inquiry) • Coroner • Crown prosecutor 	£30,100 (£15.44 per hour)	£27,090 (£13.89 per hour)	£24,080 (£12.35 per hour)	£23,200 (£11.90 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		<ul style="list-style-type: none"> • District judge • Legal advocate • Sherriff (Scottish Courts) 						
2412 Solicitors and lawyers	2413, 2419	<ul style="list-style-type: none"> • Lawyer • Managing clerk (qualified solicitor) • Solicitor • Solicitor-partner • Solicitor to the council 	£37,700 (£19.33 per hour)	£33,930 (£17.40 per hour)	£30,160 (£15.47 per hour)	£26,390 (£13.53 per hour)	Yes	Yes
2419 Legal professionals not elsewhere classified	2419, 3520	<ul style="list-style-type: none"> • Attorney • Conveyancer • Justice's clerk • Legal adviser • Legal consultant • Legal counsel • Paralegal • Patent agent • Patent attorney • Solicitor's clerk (articled) 	£23,500 (£12.05 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	Yes	Yes
2421 Chartered and certified accountants	2421	<ul style="list-style-type: none"> • Accountant (qualified) • Auditor (qualified) • Chartered accountant • Company accountant • Cost accountant (qualified) • Financial controller (qualified accountant) 	£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

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		• Management accountant (qualified)						
2422 Finance and investment analysts and advisers	3534, 3537	• Credit risk analyst • Financial adviser • Financial consultant • Mortgage adviser • Pensions consultant	£32,100 (£16.46 per hour)	£28,890 (£14.82 per hour)	£25,680 (£13.17 per hour)	£23,200 (£11.90 per hour)	Yes	Yes
2423 Taxation experts	3535	• Investigator (HM Revenue and Customs) • Tax adviser • Tax consultant • Tax inspector • Tax manager • Taxation specialist	£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
2431 Management consultants and business analysts	1255, 2423	• Business adviser • Business consultant • Business continuity manager • Digital business analyst • Financial risk analyst • Management consultant	£36,200 (£18.56 per hour)	£32,580 (£16.71 per hour)	£28,960 (£14.85 per hour)	£25,340 (£12.99 per hour)	Yes	Yes
2432 Marketing and commercial managers	3545	• Commercial manager • Client services manager (marketing) • Marketing	£37,000 (£18.97 per hour)	£33,300 (£17.08 per hour)	£29,600 (£15.18 per hour)	£25,900 (£13.28 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		development manager • Online marketing manager • Production manager (marketing)						
2433 Actuaries, economists and statisticians	2425	• Actuarial consultant • Actuary • Bioinformatician • Economist • Financial engineer • Statistician • Statistical analyst • Web analyst	£37,300 (£19.13 per hour)	£33,570 (£17.22 per hour)	£29,840 (£15.30 per hour)	£26,110 (£13.39 per hour)	Yes	Yes
2434 Business and related research professionals	2426, 3319, 3543	• Crime analyst • Fellow (research) • Games researcher (broadcasting) • Inventor • Digital marketing analyst • Market research analyst • Social media analyst	£30,600 (£15.69 per hour)	£27,540 (£14.12 per hour)	£24,480 (£12.55 per hour)	£23,200 (£11.90 per hour)	Yes	Yes
2435 Professional /chartered company secretaries	2429, 4214	• Assistant company secretary (qualified) • Chartered secretary • Company secretary (qualified)	£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

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
2439 Business, research and administrative professionals not elsewhere classified	2429, 4215	<ul style="list-style-type: none"> • Civil servant (grade 6, 7) • Governance officer • Information compliance officer • Parliamentary assistant • Policy adviser (government) • Private secretary (government) • Registrar (government) • Service manager (government) 	£41,000 (£21.03 per hour)	£36,900 (£18.92 per hour)	£32,800 (£16.82 per hour)	£28,700 (£14.72 per hour)	Yes	Yes
2440 Business and financial project management professionals	2424, 3545	<ul style="list-style-type: none"> • Chief knowledge officer • Contracts manager (security services) • Project delivery officer • Project manager • Research support officer • Scrum master • Work package manager (professional) 	£41,100 (£21.08 per hour)	£36,990 (£18.97 per hour)	£32,880 (£16.86 per hour)	£28,770 (£14.75 per hour)	Yes	Yes
2451 Architects	2431	<ul style="list-style-type: none"> • Architect • Chartered architect • Landscape architect 	£38,800 (£19.90 per hour)	£34,920 (£17.91 per hour)	£31,040 (£15.92 per hour)	£27,160 (£13.93 per hour)	Yes	Yes
2452	2431, 2432,	• Architectural	£27,200	£24,480	£23,200	£23,200	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
Chartered architectural technologists, planning officers and consultants	2435, 3121, 3122	<ul style="list-style-type: none"> consultant Chartered architectural technologist Construction planner Planning officer (building construction) Town planner 	(£13.95 per hour)	(£12.55 per hour)	(£11.90 per hour)	(£11.90 per hour)		
2453 Quantity surveyors	2433	<ul style="list-style-type: none"> Quantity surveyor Survey technician Surveyor (quantity surveying) 	£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
2454 Chartered surveyors	2434, 2435, 3565	<ul style="list-style-type: none"> Building surveyor Chartered surveyor Hydrographic surveyor Land surveyor Topographer 	£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
2455 Construction project managers and related professionals	2432, 2436	<ul style="list-style-type: none"> Contract manager (building construction) Project manager (building construction) Transport modeller Transport planner 	£34,200 (£17.54 per hour)	£30,780 (£15.78 per hour)	£27,360 (£14.03 per hour)	£23,940 (£12.28 per hour)	Yes	No
2462 Probation officers	2443	<ul style="list-style-type: none"> Inspector (National Probation Service) Probation officer Youth justice 	£28,200 (£14.46 per hour)	£25,380 (£13.02 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		officer						
2464 Youth work professionals	2449	<ul style="list-style-type: none"> • Youth and community officer • Youth worker (professional) 	£28,200 (£14.46 per hour)	£25,380 (£13.02 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	Yes	Yes
2469 Welfare professionals not elsewhere classified	2449	<ul style="list-style-type: none"> • Child protection adviser • Children’s guardian • Family court adviser • Rehabilitation officer • Restorative justice manager • Social services officer 	£27,900 (£14.31 per hour)	£25,110 (£12.88 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	Yes	Yes
2471 Librarians	2451	<ul style="list-style-type: none"> • Chartered librarian • Librarian • Technical librarian • University librarian 	£26,500 (£13.59 per hour)	£23,850 (£12.23 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	Yes	Yes
2472 Archivists, conservators and curators	2452	<ul style="list-style-type: none"> • Archivist • Conservator • Curator • Keeper (art gallery) • Museum officer 	£26,500 (£13.59 per hour)	£23,850 (£12.23 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	Yes	Yes
2481 Quality control and planning engineers	2461, 3115	<ul style="list-style-type: none"> • Planning engineer • Quality assurance engineer • Quality control officer (professional) 	£33,100 (£16.97 per hour)	£29,790 (£15.28 per hour)	£26,480 (£13.58 per hour)	£23,200 (£11.90 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		• Quality engineer						
2482 Quality assurance and regulatory professionals	2462, 3567	<ul style="list-style-type: none"> • Compliance manager • Financial regulator • Quality assurance manager • Quality 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
2483 Environmental health professionals	2463	<ul style="list-style-type: none"> • Air pollution inspector • Environmental health officer • Food inspector • Public health inspector • Technical officer (environmental health) 	£32,000 (£16.41 per hour)	£28,800 (£14.77 per hour)	£25,600 (£13.13 per hour)	£23,200 (£11.90 per hour)	Yes	Yes
2491 Newspaper, periodical and broadcast editors	2471	<ul style="list-style-type: none"> • Editor • Content editor (newspapers, magazines) • Digital editor • Online editor 	£32,900 (£16.87 per hour)	£29,610 (£15.18 per hour)	£26,320 (£13.50 per hour)	£23,200 (£11.90 per hour)	Yes	Yes
2492 Newspaper and periodical broadcast journalists and reporters	2471	<ul style="list-style-type: none"> • Broadcast journalist • Digital journalist • Journalist • Online journalist • Radio journalist • Reporter • Writer (newspaper publishing) 	£31,800 (£16.31 per hour)	£28,620 (£14.68 per hour)	£25,440 (£13.05 per hour)	£23,200 (£11.90 per hour)	Yes	Yes
2493 Public relations	2472	<ul style="list-style-type: none"> • Account manager (public relations) 	£29,100 (£14.92 per hour)	£26,190 (£13.43 per hour)	£23,280 (£11.94 per hour)	£23,200 (£11.90 per hour)	Yes	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
professional s		<ul style="list-style-type: none"> • Communications manager (public relations) • Public relations consultant • Press officer • Public relations officer • Social media manager 	per hour)	per hour)	per hour)	per hour)		
2494 Advertising accounts managers and creative directors	2473	<ul style="list-style-type: none"> • Account manager (advertising) • Advertising Manager • Campaign Manager • Creative Director • Projects Manager (advertising) 	£32,600 (£16.72 per hour)	£29,340 (£15.05 per hour)	£26,080 (£13.37 per hour)	£23,200 (£11.90 per hour)	Yes	Yes
3111 Laboratory technicians	3111	<ul style="list-style-type: none"> • Assistant scientist (laboratory) • Associate practitioner (laboratory) • Cytoscreener • Hospital technician • Laboratory technician • Scientific technician 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	Yes	No
3112 Electrical and electronics technicians	3112	<ul style="list-style-type: none"> • Avionics technician • Electrical technician • Electronics 	£29,500 (£15.13 per hour)	£26,550 (£13.62 per hour)	£23,600 (£12.10 per hour)	£23,200 (£11.90 per hour)	Yes	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		technician • Installation engineer (electricity supplier)						
3113 Engineering technicians	3113	<ul style="list-style-type: none"> • Aircraft engineer (licensed) • Aircraft technician • Commissioning engineer • Engineering technician • Manufacturing engineer • Mechanical technician • Wind turbine technician (construction) 	£32,900 (£16.87 per hour)	£29,610 (£15.18 per hour)	£26,320 (£13.50 per hour)	£23,200 (£11.90 per hour)	Yes	No
3114 Building and civil engineering technicians	3114	<ul style="list-style-type: none"> • Building services consultant • Civil engineering technician • Survey technician • Technical assistant (civil engineering) 	£26,500 (£13.59 per hour)	£23,850 (£12.23 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	Yes	No
3115 Quality assurance technicians	3115	<ul style="list-style-type: none"> • Quality analyst • Quality assurance coordinator • Quality control technician • Quality officer • Quality technician 	£24,500 (£12.56 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	Yes	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		• Test technician						
3116 Planning, process and production technicians	3116	<ul style="list-style-type: none"> • Process technician • Production controller • Production planner • Production technician 	£28,000 (£14.36 per hour)	£25,200 (£12.92 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	Yes	No
3119 Science, engineering and production technicians not elsewhere classified	3111, 3119, 3411	<ul style="list-style-type: none"> • School technician • Technical assistant • Technician • Textile consultant • Workshop technician 	£26,400 (£13.54 per hour)	£23,760 (£12.18 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	Yes	No
3120 CAD, drawing and architectural technicians	2435, 3121, 3122	<ul style="list-style-type: none"> • 3D Printing Technician • Architect's assistant • Architectural design assistant • Architectural technician • CAD designer • Cartographer • Design technician • Draughtsman 	£27,400 (£14.05 per hour)	£24,660 (£12.65 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	Yes	No
3131 IT operations technicians	3131, 5245	<ul style="list-style-type: none"> • Computer games tester • Digital administrator • IT technician • Network 	£25,200 (£12.92 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	Yes	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		administrator • Systems administrator						
3132 IT user support technicians	3132, 5245	• Business support analyst (computing) • Customer support analyst • Help desk operator (computing) • IT support technician • Systems support officer	£26,300 (£13.49 per hour)	£23,670 (£12.14 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	Yes	No
3133 Database administrators and web content technicians	2137, 3131, 7220	• Database administrator • Digital content editor • Intranet coordinator • Website moderator	£27,000 (£13.85 per hour)	£24,300 (£12.46 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	Yes	No
3211 Dispensing opticians	2214, 3216	• Dispensing optician • Optical dispenser	£23,400 (£12.00 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3212 Pharmaceutical technicians	3217	• Dispensing technician • Pharmaceutical technician • Pharmacy technician	£23,400 (£12.00 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3221 Youth and community	3231, 3239, 3531	• Community development officer	£24,900 (£12.77 per	£23,200 (£11.90 per	£23,200 (£11.90 per	£23,200 (£11.90 per	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
workers		<ul style="list-style-type: none"> • Family support worker • Youth and community worker • Youth project coordinator • Youth worker 	hour)	hour)	hour)	hour)		
3222 Child and early years officers	3239	<ul style="list-style-type: none"> • Child protection officer • Education welfare officer • Family liaison officer • Learning mentor (early years) • Parent support adviser • Portage worker (educational establishments) 	£24,500 (£12.56 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3223 Housing officers	3234	<ul style="list-style-type: none"> • Accommodation officer • Housing adviser • Housing officer • Housing support officer 	£26,700 (£13.69 per hour)	£24,030 (£12.32 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3224 Counsellors	3235, 3239	<ul style="list-style-type: none"> • Counsellor (welfare services) • Debt adviser • Drugs and alcohol worker • Life coach • Stop smoking counsellor 	£24,200 (£12.41 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3229 Welfare and	2129, 2318, 2412, 3239	<ul style="list-style-type: none"> • Advocacy worker • Health 	£23,300 (£11.95)	£23,200 (£11.90)	£23,200 (£11.90)	£23,200 (£11.90)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
housing associate professionals not elsewhere classified		<ul style="list-style-type: none"> • coordinator • Homeless prevention officer • Key worker (welfare services) • Outreach worker (welfare services) • Probation services officer • Project worker (welfare services) • Student support officer 	per hour)	per hour)	per hour)	per hour)		
3232 Early education and childcare practitioners	6121, 6126	<ul style="list-style-type: none"> • Childcare practitioner • Early years practitioner • Pre-school practitioner 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3240 Veterinary nurses	6131	<ul style="list-style-type: none"> • Animal nurse • Veterinary nurse 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3312 Police officers (sergeant and below)	3312	<ul style="list-style-type: none"> • Detective (police service) • Police constable • Police officer • Sergeant • Transport police officer 	£36,400 (£18.67 per hour)	£32,760 (£16.80 per hour)	£29,120 (£14.93 per hour)	£25,480 (£13.07 per hour)	No	No
3313 Fire service officers (watch manager and below)	1173, 3313	<ul style="list-style-type: none"> • Fire engineer • Fire safety officer • Firefighter • Watch manager (fire service) 	£35,200 (£18.05 per hour)	£31,680 (£16.25 per hour)	£28,160 (£14.44 per hour)	£24,640 (£12.64 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
3314 Prison service officers (below principal officer)	3314	<ul style="list-style-type: none"> • Custodial manager • Prison custodial officer • Prison escort officer • Prison officer • Prison warden 	£35,000 (£17.95 per hour)	£31,500 (£16.15 per hour)	£28,000 (£14.36 per hour)	£24,500 (£12.56 per hour)	No	No
3319 Protective service associates not elsewhere classified	3319	<ul style="list-style-type: none"> • Crime scene investigator • Customs officer • Immigration officer • Investigation officer (police service) • Fingerprint expert • Fraud analyst • Operations manager (security services) • Private investigator • Security 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)	No	No
3411 Artists	3411	<ul style="list-style-type: none"> • Animator (hand drawn) • Artist • Illustrator • Portrait painter • Sculptor 	£27,300 (£14.00 per hour)	£24,570 (£12.60 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3412 Authors, writers and translators	3412	<ul style="list-style-type: none"> • Copywriter • Editor (books) • Interpreter • Technical author • Translator • Writer 	£28,700 (£14.72 per hour)	£25,830 (£13.25 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
3413 Actors, entertainers and presenters	3413, 3415, 3416	<ul style="list-style-type: none"> • Actor • Commentator (broadcasting) • Costumed interpreter • Disc jockey • Entertainer • Presenter (broadcasting) • Singer 	£27,300 (£14.00 per hour)	£24,570 (£12.60 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3414 Dancers and choreographers	3414	<ul style="list-style-type: none"> • Ballet dancer • Choreographer • Dance coach • Dancer • Dance teacher 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3415 Musicians	3415	<ul style="list-style-type: none"> • Composer • Musician • Organist • Pianist • Song writer • Violinist 	£27,300 (£14.00 per hour)	£24,570 (£12.60 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3416 Arts officers, producers and directors	2471, 3412, 3416	<ul style="list-style-type: none"> • Broadcast editor • Film editor • Production assistant (broadcasting) • Studio manager • Television producer • Video production assistant 	£31,300 (£16.05 per hour)	£28,170 (£14.45 per hour)	£25,040 (£12.84 per hour)	£23,200 (£11.90 per hour)	No	Yes
3417 Photographers, audio-visual and broadcastin	3417	<ul style="list-style-type: none"> • Audio visual technician • Cameraman • Commercial drone pilot 	£25,500 (£13.08 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
g equipment operators		<ul style="list-style-type: none"> • Digital imaging technician • Lighting designer • Photographer • Projectionist • Sound engineer • Theatre technician (entertainment) 						
3421 Interior designers	2431, 3422	<ul style="list-style-type: none"> • Design consultant (interior design) • Interior decorator • Interior stylist • Kitchen designer 	£25,600 (£13.13 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3422 Clothing, fashion and accessories designers	3122, 3422	<ul style="list-style-type: none"> • Bridalwear designer • Fashion designer • Footwear designer • Jewellery designer 	£27,700 (£14.21 per hour)	£24,930 (£12.78 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3429 Design occupations not elsewhere classified	2431, 3122, 3422, 7125	<ul style="list-style-type: none"> • Design consultant • Craft designer • Make-up artist (films) • Production designer (film, television production) • Visual merchandiser (design) 	£27,700 (£14.21 per hour)	£24,930 (£12.78 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3433 Fitness and wellbeing instructors	3443	<ul style="list-style-type: none"> • Aerobics instructor • Fitness instructor • Gym instructor 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		<ul style="list-style-type: none"> • Lifestyle consultant • Personal trainer • Pilates instructor • Yoga teacher 						
3511 Aircraft pilots and air traffic controllers	3511, 3512	<ul style="list-style-type: none"> • Airline pilot • Air traffic controller • First officer (airlines) • Flight engineer • Flight planner • Flying instructor • Helicopter pilot 	£28,900 (£14.82 per hour)	£26,010 (£13.34 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	Yes
3512 Ship and hovercraft officers	3513	<ul style="list-style-type: none"> • Chief engineer (shipping) • Marine engineer (shipping) • Merchant navy officer • Petty officer • Tug master • Yacht skipper 	£28,900 (£14.82 per hour)	£26,010 (£13.34 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3520 Legal associate professionals	2419, 3520	<ul style="list-style-type: none"> • Barrister's clerk • Compliance officer (legal services) • Law costs draftsman • Legal assistant • Litigator • Paralegal assistant 	£24,300 (£12.46 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3531 Brokers	3532	<ul style="list-style-type: none"> • Foreign exchange dealer • Insurance broker 	£32,200 (£16.51 per hour)	£28,980 (£14.86 per hour)	£25,760 (£13.21 per hour)	£23,200 (£11.90 per hour)	No	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		<ul style="list-style-type: none"> • Investment administrator • Stockbroker • Trader (stock exchange) 	hour)	hour)	hour)	hour)		
3532 Insurance underwriters	3533	<ul style="list-style-type: none"> • Account handler (insurance) • Commercial underwriter • Insurance inspector • Mortgage underwriter • Underwriter 	£29,300 (£15.03 per hour)	£26,370 (£13.52 per hour)	£23,440 (£12.02 per hour)	£23,200 (£11.90 per hour)	No	No
3533 Financial and accounting technicians	3537	<ul style="list-style-type: none"> • Accounting technician • Business associate (banking) • Financial controller • Fund administrator • Insolvency administrator • Managing clerk (accountancy) 	£36,000 (£18.46 per hour)	£32,400 (£16.62 per hour)	£28,800 (£14.77 per hour)	£25,200 (£12.92 per hour)	No	No
3534 Financial accounts managers	1150, 3538	<ul style="list-style-type: none"> • Accounts manager • Audit manager • Credit manager • Fund manager • Mortgage unit manager • Relationship manager (bank) 	£32,500 (£16.67 per hour)	£29,250 (£15.00 per hour)	£26,000 (£13.33 per hour)	£23,200 (£11.90 per hour)	No	No
3541	3531	<ul style="list-style-type: none"> • Claims assessor 	£29,000	£26,100	£23,200	£23,200	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
Estimators, valuers and assessors		<ul style="list-style-type: none"> • Claims investigator • Engineering surveyor • Estimator • Loss adjuster • PPI case handler • Valuer 	(£14.87 per hour)	(£13.38 per hour)	(£11.90 per hour)	(£11.90 per hour)		
3542 Importers and exporters	3536	<ul style="list-style-type: none"> • Export coordinator • Exporter • Import agent • Importer • Shipping agent 	£26,400 (£13.54 per hour)	£23,760 (£12.18 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3543 Project support officers	2136, 3113, 3534, 3539	<ul style="list-style-type: none"> • Planning assistant • Project administrator • Project analyst • Project coordinator • Project officer • Service delivery coordinator 	£27,000 (£13.85 per hour)	£24,300 (£12.46 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3544 Data analysts	3539	<ul style="list-style-type: none"> • Data analyst • Data officer • Data quality analyst • Information management analyst • Organisation and methods analyst 	£28,600 (£14.67 per hour)	£25,740 (£13.20 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3549 Business associate professional	3539	<ul style="list-style-type: none"> • Business support officer • Marine consultant • Methods engineer 	£23,500 (£12.05 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
s not elsewhere classified		<ul style="list-style-type: none"> • O&M consultant • Party agent (political party) 						
3551 Buyers and procurement officers	3541	<ul style="list-style-type: none"> • Bid writer • Buyer • Procurement officer • Purchasing consultant • Supply planner 	£27,500 (£14.10 per hour)	£24,750 (£12.69 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3552 Business sales executives	3542, 4151	<ul style="list-style-type: none"> • Corporate account executive • Sales agent • Sales consultant • Sales executive • Technical representative 	£27,800 (£14.26 per hour)	£25,020 (£12.83 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3553 Merchandisers	3539, 3541, 3543, 7125	<ul style="list-style-type: none"> • Demand planner • Merchandiser • Sales merchandiser • Supply chain analyst 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3554 Advertising and marketing associates	3412, 3416, 3543, 4151, 7215	<ul style="list-style-type: none"> • Brand ambassador • Business development executive • Fundraiser • Marketing consultant • Marketing executive 	£25,900 (£13.28 per hour)	£23,310 (£11.95 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3555 Estate agents and auctioneers	3542, 3544, 3565, 5319	<ul style="list-style-type: none"> • Auctioneer • Auctioneer and valuer 	£23,600 (£12.10 per	£23,200 (£11.90 per	£23,200 (£11.90 per	£23,200 (£11.90 per	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		<ul style="list-style-type: none"> • Estate agent • Letting agent • Property consultant • Sales negotiator 	hour)	hour)	hour)	hour)		
3556 Sales accounts and business development managers	1121, 1133, 3538, 3545	<ul style="list-style-type: none"> • Account manager (sales) • Area sales manager • Business development manager • Product development manager • Sales 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)	No	No
3557 Events managers and organisers	3546	<ul style="list-style-type: none"> • Conference coordinator • Event organiser • Events manager • Exhibition organiser • Hospitality manager • Production manager (corporate hospitality) 	£25,500 (£13.08 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3560 Public services associate professionals	3561	<ul style="list-style-type: none"> • Civil servant (HEO, SEO) • Higher executive officer (government) • Principle revenue officer (local government) • Senior executive 	£33,300 (£17.08 per hour)	£29,970 (£15.37 per hour)	£26,640 (£13.66 per hour)	£23,310 (£11.95 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		officer (government) • Team leader (local government)						
3571 Human resources and industrial relations officers	3562	• Employment consultant • Human resources advisor • Human resources analyst • Recruitment consultant • Talent attraction consultant	£25,300 (£12.97 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3572 Careers advisers and vocational guidance specialists	3564	• Careers adviser • Careers consultant • Careers teacher • Personal advisor • Placement officer	£25,800 (£13.23 per hour)	£23,220 (£11.91 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3573 Information technology trainers	3563	• E-learning manager • IT trainer • IT tutor • Software trainer	£25,800 (£13.23 per hour)	£23,220 (£11.91 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3574 Other vocational and industrial trainers	3531, 3563	• NVQ assessor • Technical instructor • Training consultant • Training manager	£27,000 (£13.85 per hour)	£24,300 (£12.46 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
3581 Inspectors of standards and regulations	3565	• Building inspector • Driving examiner • Housing inspector • Meat hygiene	£29,300 (£15.03 per hour)	£26,370 (£13.52 per hour)	£23,440 (£12.02 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		inspector • Trading standards officer						
3582 Health and safety managers and officers	1259, 2434, 3567	<ul style="list-style-type: none"> • Asbestos surveyor • Health and safety officer • Occupational hygienist • Safety consultant • Safety officer 	£34,500 (£17.69 per hour)	£31,050 (£15.92 per hour)	£27,600 (£14.15 per hour)	£24,150 (£12.38 per hour)	No	No
4111 National government administrative occupations	3531, 3564, 4112	<ul style="list-style-type: none"> • Administrative assistant (courts of justice) • Administrative officer (government) • Civil servant (grades AA, AO & EO) • Clerk (government) • Revenue officer (government) 	£24,100 (£12.36 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
4112 Local government administrative occupations	3119, 3550	<ul style="list-style-type: none"> • Administrative assistant (local government) • Administrative officer (police service) • Benefits assistant (local government) • Clerical officer (local government) • Local government officer 	£24,100 (£12.36 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		• Parish clerk						
4113 Officers of non-governmental organisations	4114	<ul style="list-style-type: none"> • Administrator (charitable organisation) • Clerk to school governors • Organiser (trade union) • Secretary (research association) • Trade union official 	£24,100 (£12.36 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
4121 Credit controllers		<ul style="list-style-type: none"> • Credit control clerk • Credit controller • Debt management associate • Loans administrator 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
4122 Book-keepers, payroll managers and wages clerks		<ul style="list-style-type: none"> • Accounts administrator • Accounts assistant • Accounts clerk • Auditor • Bookkeeper • Payroll manager 	£23,700 (£12.15 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
4124 Finance officers		<ul style="list-style-type: none"> • Finance officer • Financial officer (local government) • Regional finance officer (PO) 	£25,000 (£12.82 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
4129 Financial administrators		<ul style="list-style-type: none"> • Cashier • Finance administrator 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
ve occupations not elsewhere classified		<ul style="list-style-type: none"> • Finance assistant • Legal cashier • Tax assistant • Treasurer • Valuation assistant 	hour)	hour)	hour)	hour)		
4132 Pensions and insurance clerks and assistants		<ul style="list-style-type: none"> • Administrator (insurance) • Claims handler • Clerical assistant (insurance) • Insurance clerk • Pensions administrator 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
4134 Transport and distribution clerks and assistants	4134	<ul style="list-style-type: none"> • Cargo agent • Export clerk • Freight administrator • Logistics coordinator • Shipping clerk • Transport clerk 	£25,000 (£12.82 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
4141 Office managers	1241, 4161	<ul style="list-style-type: none"> • Business support manager • Office manager • Practice manager • Sales administration manager • Sales office manager 	£28,100 (£14.41 per hour)	£25,290 (£12.97 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
4143 Customer service managers	7220	<ul style="list-style-type: none"> • After sales manager • Call centre manager • Customer care 	£28,600 (£14.67 per hour)	£25,740 (£13.20 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		manager • Customer service manager						
4151 Sales administrators	4151	<ul style="list-style-type: none"> • Online sales assistant • Marketing administrator • Sales administrator • Sales coordinator 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
4159 Other administrative occupations not elsewhere classified		<ul style="list-style-type: none"> • Administrator • Administrative assistant • Clerical assistant • Clerk • Facilities coordinator • Office assistant • Proof reader 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
4214 Company secretaries and administrators	4214	<ul style="list-style-type: none"> • Assistant secretary • Club secretary • Company administrator • Company secretary 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
4215 Personal assistants and other secretaries	4215	<ul style="list-style-type: none"> • Executive assistant • PA-secretary • Personal assistant • Personal secretary • Secretary 	£24,400 (£12.51 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5111 Farmers	5111	<ul style="list-style-type: none"> • Agricultural contractor • Agricultural technician 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		(farming) • Crofter (farming) • Farmer • Herd manager						
5112 Horticultural trades	5112	• Grower • Horticulturalist • Market Gardener • Nursery Assistant (agriculture) • Nurseryman	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5113 Gardeners and landscape gardeners	5113, 9119	• Garden designer • Gardener • Gardener-handyman • Landscape gardener	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5114 Groundsmen and greenkeepers	5114	• Greenkeeper • Groundsman • Groundsperson	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5119 Agricultural and fishing trades not elsewhere classified	3550, 5119	• Arboricultural consultant • Bee farmer • Countryside ranger • Gamekeeper • National park warden • Share fisherman • Trawler skipper • Tree surgeon	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5211 Sheet metal workers	5213	• Coppersmith • Metal fabricator • Panel beater (metal trades)	£24,100 (£12.36 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		<ul style="list-style-type: none"> • Sheet metal fabricator • Sheet metal worker 						
5212 Metal plate workers, smiths, moulders and related occupations	5211, 5212, 5214	<ul style="list-style-type: none"> • Boiler maker • Core Maker (metal trades) • Die Caster • Chain repairer • Farrier • Moulder and coremaker • Pewtersmith • Pipe Maker (foundry) • Steel presser 	£25,800 (£13.23 per hour)	£23,220 (£11.91 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5213 Welding trades	5215	<ul style="list-style-type: none"> • Fabricator-welder • Fitter-welder • Spot welder • Welder • Welding technician 	£26,400 (£13.54 per hour)	£23,760 (£12.18 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5214 Pipe fitters	5216	<ul style="list-style-type: none"> • Pipe engineer • Pipe fitter • Pipe welder-fitter 	£25,800 (£13.23 per hour)	£23,220 (£11.91 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5221 Metal machining setters and setter-operators	5221	<ul style="list-style-type: none"> • CNC machinist • CNC programmer • Centre lathe turner • Miller (metal trades) • Tool setter • Turner 	£27,800 (£14.26 per hour)	£25,020 (£12.83 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5222 Tool makers, tool	5222	<ul style="list-style-type: none"> • Die maker • Engineer- 	£31,900 (£16.36 per hour)	£28,710 (£14.72 per hour)	£25,520 (£13.09 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
fitters and markers-out		toolmaker • Jig maker • Marker-out (engineering) • Tool engineer • Tool fitter • Tool maker	per hour)	per hour)	per hour)	per hour)		
5223 Metal working production and maintenance fitters	5223, 5225, 5237	• Agricultural engineer • Bench fitter • Engineering machinist • Fabricator • Installation engineer • Maintenance fitter • Mechanical engineer	£27,900 (£14.31 per hour)	£25,110 (£12.88 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5224 Precision instrument makers and repairers	5224	• Calibration engineer • Horologist • Instrument maker • Instrument mechanic • Instrument technician • Optical technician • Precision engineer • Watchmaker	£25,900 (£13.28 per hour)	£23,310 (£11.95 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5225 Air-conditioning and refrigeration installers and	5225	• Air conditioning engineer • Air conditioning fitter • Refrigeration engineer	£27,800 (£14.26 per hour)	£25,020 (£12.83 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
repairers		<ul style="list-style-type: none"> • Refrigeration technician • Service engineer (refrigeration) 						
5231 Vehicle technicians, mechanics and electricians	5231	<ul style="list-style-type: none"> • Auto electrician • Car mechanic • HGV mechanic • Mechanic (garage) • MOT tester • Motor mechanic • Motor vehicle technician • Technician (vehicles) • Vehicle technician 	£25,900 (£13.28 per hour)	£23,310 (£11.95 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5232 Vehicle body builders and repairers	5232	<ul style="list-style-type: none"> • Bodyshop technician • Car body repairer • Coach builder • Panel beater • Restoration technician (vehicles) • Vehicle builder 	£28,100 (£14.41 per hour)	£25,290 (£12.97 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5233 Vehicle paint technicians	5232, 5234	<ul style="list-style-type: none"> • Car paint sprayer • Coach painter • Graphic applicator (vehicles) • Paint technician (vehicles) • Sprayer (vehicle trades) • Vehicle refinisher 	£28,100 (£14.41 per hour)	£25,290 (£12.97 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		• Vehicle wrapper						
5234 Aircraft maintenance and related trades	5235	<ul style="list-style-type: none"> • Aeronautical engineer • Aircraft electrician • Aircraft engineer • Aircraft fitter • Aircraft mechanic • Maintenance engineer (aircraft) 	£28,100 (£14.41 per hour)	£25,290 (£12.97 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5235 Boat and ship builders and repairers	5236	<ul style="list-style-type: none"> • Boat builder • Fitter (boat building) • Frame turner (ship building) • Laminator (boat building and repairing) • Marine engineer • Ship's joiner • Shipwright 	£28,100 (£14.41 per hour)	£25,290 (£12.97 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5236 Rail and rolling stock builders and repairers	5237	<ul style="list-style-type: none"> • Coach repairer (railways) • Mechanical fitter (railway and rolling stock) • Railway engineer • Rolling stock technician • Service engineer (railway, rolling stock maintenance) 	£28,100 (£14.41 per hour)	£25,290 (£12.97 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5241 Electricians and electrical	5241	<ul style="list-style-type: none"> • Electrical contractor • Electrical engineer 	£29,600 (£15.18 per hour)	£26,640 (£13.66 per hour)	£23,680 (£12.14 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
fitters		<ul style="list-style-type: none"> • Electrical fitter • Electrician 						
5242 Telecoms and related network installers and repairers	5242, 5249	<ul style="list-style-type: none"> • Cable jointer • Customer service engineer (telecoms) • Installation engineer (telecoms) • Network officer (telecoms) • Telecom engineer • Telephone engineer 	£28,200 (£14.46 per hour)	£25,380 (£13.02 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5243 Tv, video and audio servicers and repairers	5244	<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 servicing) • Television engineer 	£29,800 (£15.28 per hour)	£26,820 (£13.75 per hour)	£23,840 (£12.23 per hour)	£23,200 (£11.90 per hour)	No	No
5244 Computer system and equipment installers and servicers	5245, 5249	<ul style="list-style-type: none"> • Computer repairer • Computer service engineer • Hardware engineer (computer) • IT engineer • Maintenance engineer (computer servicing) 	£25,000 (£12.82 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5245	5249	<ul style="list-style-type: none"> • Alarm engineer 	£29,800	£26,820	£23,840	£23,200	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
Security system installers and repairers		<ul style="list-style-type: none"> • CCTV engineer • Installation engineer (alarms) • Service engineer (alarms) • Security engineer 	(£15.28 per hour)	(£13.75 per hour)	(£12.23 per hour)	(£11.90 per hour)		
5246 Electrical service and maintenance mechanics and repairers	5241, 5249	<ul style="list-style-type: none"> • Domestic appliance engineer • Maintenance man (electricity supplier) • Machine repairer (office machinery) • Repairer (electrical machinery) • Service engineer (domestic electrical appliances) 	£31,700 (£16.26 per hour)	£28,530 (£14.63 per hour)	£25,360 (£13.01 per hour)	£23,200 (£11.90 per hour)	No	No
5249 Electrical and electronic trades not elsewhere classified	5249	<ul style="list-style-type: none"> • Communication engineer • Electronics engineer • Field engineer • Linesman 	£33,200 (£17.03 per hour)	£29,880 (£15.32 per hour)	£26,560 (£13.62 per hour)	£23,240 (£11.92 per hour)	No	No
5250 Skilled metal, electrical and electronic trades supervisors	1252, 5250	<ul style="list-style-type: none"> • Electrical supervisor • Maintenance supervisor (manufacturing) • Service manager (garage) • Workshop manager 	£28,100 (£14.41 per hour)	£25,290 (£12.97 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5311 Steel	5311	<ul style="list-style-type: none"> • Steel erector 	£25,800	£23,220	£23,200	£23,200	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
erectors		<ul style="list-style-type: none"> • Steel fabricator • Steel worker (structural engineering) 	(£13.23 per hour)	(£11.91 per hour)	(£11.90 per hour)	(£11.90 per hour)		
5312 Stonemasons and related trades	5312	<ul style="list-style-type: none"> • Dry stone waller • Monumental mason • Stone mason 	£25,800 (£13.23 per hour)	£23,220 (£11.91 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5313 Bricklayers	5312	<ul style="list-style-type: none"> • Bricklayer • Block setter • Chimney builder • Floor stone Layer • Kiln repairer 	£25,800 (£13.23 per hour)	£23,220 (£11.91 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5314 Roofers, roof tilers and slaters	5313	<ul style="list-style-type: none"> • Mastic asphalt spreader • Roof tiler • Roofer • Roofing contractor • Slater • Thatcher 	£25,800 (£13.23 per hour)	£23,220 (£11.91 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5315 Plumbers and heating and ventilating installers and repairers	5314	<ul style="list-style-type: none"> • Gas engineer • Heating and ventilating engineer • Heat pump installer • Meter installer (water) • Plumber • Plumbing and heating engineer • Stove repairer (gas stoves) • Ventilation fitter 	£28,800 (£14.77 per hour)	£25,920 (£13.29 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
5316 Carpenters and joiners	5315	<ul style="list-style-type: none"> • Carpenter • Carpenter and joiner • Joiner • Kitchen fitter • Shop fitter 	£25,200 (£12.92 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5317 Glaziers, window fabricators and fitters	5249, 5316	<ul style="list-style-type: none"> • Glass Cutter • Glazier • Installer (double glazing) • Service engineer (windows) • Window fabricator • Window fitter 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5319 Construction and building trades not elsewhere classified	5319	<ul style="list-style-type: none"> • Builder • Building contractor • Fencer • Fireplace fitter • Maintenance manager (buildings and other structures) • Property developer (building construction) 	£25,500 (£13.08 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5321 Plasterers	5321	<ul style="list-style-type: none"> • Dry liner • Fibrous plasterer • Plasterer • Plastering contractor 	£26,100 (£13.38 per hour)	£23,490 (£12.05 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5322 Floorers and wall tilers	5313, 5322	<ul style="list-style-type: none"> • Carpet fitter • Ceramic tiler • Flooring contractor 	£26,300 (£13.49 per hour)	£23,670 (£12.14 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		• Mosaic floor layer						
5323 Painters and decorators	5323	• Artexer • French polisher • Paper hanger • Ship sprayer • Wood stainer	£24,500 (£12.56 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5330 Construction and building trades supervisors	5330	• Builder's foreman • Construction foreman • Construction supervisor • Maintenance supervisor • Site foreman	£32,000 (£16.41 per hour)	£28,800 (£14.77 per hour)	£25,600 (£13.13 per hour)	£23,200 (£11.90 per hour)	No	No
5411 Upholsterers	5412	• Curtain fitter • Curtain maker • Soft furnisher • Trimmer (furniture mfr) • Upholsterer	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5412 Footwear and leather working trades	5413	• Cobbler • Leather worker (leather goods mfr) • Machinist (leather goods mfr) • Shoe machinist • Shoe repairer	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5413 Tailors and dressmakers	5414	• Costume maker • Cutter (hosiery, knitwear mfr) • Dressmaker • Pattern Cutter • Tailor • Tailoress	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5419	5411, 5419	• Clothing	£23,200	£23,200	£23,200	£23,200	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
Textiles, garments and related trades not elsewhere classified		<ul style="list-style-type: none"> • manufacturer • Embroiderer • Hand sewer • Knitter • Sail maker • Weaver • Upholstery cutter 	(£11.90 per hour)	(£11.90 per hour)	(£11.90 per hour)	(£11.90 per hour)		
5421 Pre-press technicians	5421	<ul style="list-style-type: none"> • Compositor • Plate maker • Pre-press manager • Pre-press technician • Type setter 	£23,500 (£12.05 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5422 Printers	5422	<ul style="list-style-type: none"> • Digital printer • Lithographic printer • Machine minder (printing) • Print technician • Screen printer • Wallpaper printer 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5423 Print finishing and binding workers	5423	<ul style="list-style-type: none"> • Binder's assistant • Book binder • Finishing supervisor (printing) • Print finisher • Retoucher (film processing) 	£23,500 (£12.05 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5431 Butchers	5431	<ul style="list-style-type: none"> • Butcher • Butcher's assistant • Butchery manager • Master butcher • Slaughterman 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
5432 Bakers and flour confectioners	5432	<ul style="list-style-type: none"> • Baker • Baker’s assistant • Bakery manager • Cake decorator • Confectioner 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5433 Fishmongers and poultry dressers	5433	<ul style="list-style-type: none"> • Butcher (fish, poultry) • Filleter (fish) • Fish processor • Fishmonger • Poultry processor • Process worker (fish, poultry) 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5434 Chefs	5434	<ul style="list-style-type: none"> • Chef • Chef-manager • Food stylist • Head chef • Pastry chef 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5436 Catering and bar managers	5436	<ul style="list-style-type: none"> • Bar manager • Catering manager • Floor manager (restaurant) • Kitchen manager • Steward (club) 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5441 Glass and ceramics makers, decorators and finishers	5441	<ul style="list-style-type: none"> • Ceramic artist • Glass blower • Potter (ceramics mfr) • Pottery worker • Sprayer (ceramics mfr) • Stained glass artist 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5442 Furniture makers and	5442	<ul style="list-style-type: none"> • Antiques restorer • Cabinet maker • Coffin maker 	£23,200 (£11.90 per	£23,200 (£11.90 per	£23,200 (£11.90 per	£23,200 (£11.90 per	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
other craft woodworkers		<ul style="list-style-type: none"> • Furniture restorer • Joiner (cabinet making) • Picture framer • Sprayer (furniture mfr) 	hour)	hour)	hour)	hour)		
5443 Florists	5443	<ul style="list-style-type: none"> • Floral assistant • Floral designer • Florist • Flower arranger 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
5449 Other skilled trades not elsewhere classified	5449	<ul style="list-style-type: none"> • Diamond mounter • Engraver • Goldsmith • Paint sprayer • Piano tuner • Sign maker (electric signs) • Silversmith • Wig maker 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
6111 Early education and childcare assistants	6121, 6122, 6123	<ul style="list-style-type: none"> • Child care assistant • Crèche assistant • Nursery assistant • Nursery nurse • Playgroup assistant • Pre-school assistant 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
6114 Childminders	6122	<ul style="list-style-type: none"> • Baby sitter • Childminder • Mother's help • Nurse maid 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
6117 Playworkers	3550, 6123	<ul style="list-style-type: none"> • Afterschool club coordinator • Play leader • Playworker 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		• School club leader						
6129 Animal care services occupations not elsewhere classified	6139	<ul style="list-style-type: none"> • Animal technician • Canine beautician • Dog walker • Groom • Kennel assistant • Stable hand • Veterinary nursing assistant 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
6134 Houseparents and residential wardens	6144	<ul style="list-style-type: none"> • Foster carer • House matron • House parent • Residential care officer • Warden (care/residential home) 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
6135 Care workers and home carers – Jobs with a working location in England are only eligible in this SOC 2020 occupation code where the sponsor holds registration with the	2442, 3231, 3239, 6141, 6144, 6145	<ul style="list-style-type: none"> • Care assistant • Carer • Child care worker • Home care assistant • Home carer • Support worker (nursing home) 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
<p>Care Quality Commission and is currently carrying on a regulated activity.</p> <p>Note: private households or individuals (other than sole traders sponsoring someone to work for their business) cannot sponsor Skilled Worker applicants.</p>								
6136 Senior care workers – Jobs with a working location in England are only eligible in	6144, 6146	<ul style="list-style-type: none"> • Care coordinator (care/residential home) • Senior care assistant • Senior carer • Senior support worker (local government: 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
this SOC 2020 occupation code where the sponsor holds registration with the Care Quality Commission and is currently carrying on a regulated activity.		welfare services) • Team leader (nursing home)						
6213 Air travel assistants	6214	<ul style="list-style-type: none"> • Air hostess • Cabin crew • Customer service agent (travel) • Flight attendant • Passenger service agent 	£23,600 (£12.10 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
6214 Rail travel assistants	6215	<ul style="list-style-type: none"> • Conductor (railways) • Station assistant (underground railway) • Station supervisor • Ticket inspector (railways) • Train conductor • Train manager 	£29,900 (£15.33 per hour)	£26,910 (£13.80 per hour)	£23,920 (£12.27 per hour)	£23,200 (£11.90 per hour)	No	No
6311 Police community		<ul style="list-style-type: none"> • Civilian support officer (police) 	£23,200 (£11.90)	£23,200 (£11.90)	£23,200 (£11.90)	£23,200 (£11.90)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
support officers		service) • Community support officer (police service) • Police community support officer	per hour)	per hour)	per hour)	per hour)		
7124 Market and street traders and assistants		• Market assistant • Market trader • Owner (market stall) • Stall holder • Street trader	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
7131 Shopkeepers and owners - retail and wholesale	1223, 1253, 1254	• Antiques dealer • Fashion retailer • Greengrocer • Jeweller (retail trade) • Newsagent • Shopkeeper	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
7132 Sales supervisors - retail and wholesale	7130	• Bakery manager (retail trade) • Check-out supervisor • Section manager (retail trade) • Shop supervisor (retail trade) • Supervisor (retail, wholesale trade) • Team leader (retail trade)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
7214 Market research interviewers	7215	• Interviewer (market research) • Market researcher (interviewing) • Mystery shopper	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		<ul style="list-style-type: none"> • Telephone interviewer • Telephone researcher • Traffic enumerator 						
7220 Customer service supervisors	7220	<ul style="list-style-type: none"> • Call centre supervisor • Communications supervisor (air transport) • Customer service supervisor • Team leader (call centre) 	£27,600 (£14.15 per hour)	£24,840 (£12.74 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
8113 Chemical and related process operatives		<ul style="list-style-type: none"> • Chemical process operator • Gas producer operator • Process technician (chemical mfr) • Process worker (cement mfr) • Process worker (nuclear fuel production) 	£24,100 (£12.36 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
8133 Energy plant operatives	8124	<ul style="list-style-type: none"> • Boilerman • Control room operator (electric) • Hydraulic engineman • Plant operator (electricity supplier) • Power station 	£23,600 (£12.10 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
		operator						
8134 Water and sewerage plant operatives	8126	<ul style="list-style-type: none"> • Controller (water treatment) • Plant operator (sewage works) • Pump attendant • Water treatment engineer • Water treatment operator 	£27,700 (£14.21 per hour)	£24,930 (£12.78 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
8143 Routine inspectors and testers		<ul style="list-style-type: none"> • Quality assurance inspector • Quality auditor • Quality controller • Quality inspector • Test engineer 	£25,200 (£12.92 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
8215 Driving instructors	8215	<ul style="list-style-type: none"> • Cycling instructor • Driving instructor • HGV instructor • Instructor (driving school) • Motorcycle instructor 	£25,700 (£13.18 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No	No
8232 Marine and waterways transport operatives	8232	<ul style="list-style-type: none"> • Deck hand (shipping) • Engine room attendant (shipping) • Engineer (nos: boat, barge) • Ferryman • Merchant seaman • Seaman (shipping) 	£36,700 (£18.82 per hour)	£33,030 (£16.94 per hour)	£29,360 (£15.06 per hour)	£25,690 (£13.17 per hour)	No	No
9119 Fishing and	9119	<ul style="list-style-type: none"> • Vent chick sexer • Deckhand on 	£23,200 (£11.90)	£23,200 (£11.90)	£23,200 (£11.90)	£23,200 (£11.90)	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
other elementary agriculture occupations not elsewhere classified - ONLY the listed job titles are eligible in this SOC 2020 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.		large fishing vessel (9 metres and above)	per hour)	per hour)	per hour)	per hour)		
9249 Elementary		• Code controller (wholesale, retail	£23,200 (£11.90	£23,200 (£11.90	£23,200 (£11.90	£23,200 (£11.90	No	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F, GBM and SCU)	90% of going rate (SW - option G)	80% of going rate (SW - options H and I)	70% of going rate (SW - option J, GTR)	Eligible for PhD points (SW)?	Eligible for GBM and SCU?
sales occupations not elsewhere classified		trade) • Home shopper • Internet shopper (retail trade) • Order picker (retail trade) • Porter (retail trade) • Trolley assistant	per hour)	per hour)	per hour)	per hour)		

Table 2a: Additional eligible SOC 2020 occupation codes and related going rates for Skilled Worker applicants granted permission under the rules in place before 4 April 2024

Sponsors may **ONLY** sponsor Skilled Worker applicants in these SOC2020 occupation codes if the date of application is before 4 April 2030, the applicant was granted permission as a Skilled Worker under the rules in place before 4 April 2024, and they have had continuous permission as a Skilled Worker since then.

The notes accompanying Table 2 also apply to this table.

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F)	80% of going rate (SW - option I)	70% of going rate (SW - option J)	Eligible for PhD points (SW)?
3214 Complementary health associate professionals	3219	• Colour therapist • Holistic therapist • Homeopath • Hypnotherapist • Massage therapist • Reflexologist	£23,400 (£12.00 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No
6116 Nannies and au pairs	6122	• Au pair • Nanny	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (SW – option F)	80% of going rate (SW - option I)	70% of going rate (SW - option J)	Eligible for PhD points (SW)?
6232 Caretakers	1251, 6144	<ul style="list-style-type: none"> • Caretaker • Concierge • Janitor • Porter (college) • School premises manager • Site manager (educational establishments) 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No
6250 Bed and breakfast and guest house owners and proprietors	1221	<ul style="list-style-type: none"> • Guest house owner • Landlady (guest house) 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No
7115 Vehicle and parts salespersons and advisers	3542	<ul style="list-style-type: none"> • Car sales executive • Car salesman • Parts adviser (retail trade) • Parts technician 	£24,200 (£12.41 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No
7125 Visual merchandisers and related occupations	7125	<ul style="list-style-type: none"> • Display representative • Fashion stylist • Visual merchandising assistant • Window dresser 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No
7129 Sales related occupations not elsewhere classified	3542	<ul style="list-style-type: none"> • Demonstrator • Hire controller • Insurance salesman • Promoter (wholesale, retail trade) • Sales representative (retail trade) 	£23,800 (£12.21 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No
8115 Metal making and treating process operatives	5234, 5449	<ul style="list-style-type: none"> • Degreaser (metal trades) • Electroplater • Furnaceman (metal trades) • Process worker (nickel mfr) • Wire drawer 	£24,200 (£12.41 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No
9252 Warehouse operatives	4134	<ul style="list-style-type: none"> • Order picker • Storeman • Team member (warehousing) • Warehouse operative • Warehouseman 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)	No

Table 2b: Additional eligible SOC 2020 occupation codes and related going rates for Global Business Mobility applicants granted permission under the rules in place before 4 April 2024

Sponsors may **ONLY** sponsor Global Business Mobility applicants in these SOC 2020 occupation codes if the date of application is before 4 April 2030, the applicant was granted permission as a lead applicant on a Global Business Mobility route under the Rules in place before 4 April 2024, and they have had continuous permission as a lead applicant on the Global Business Mobility route since then.

The notes accompanying Table 2 also apply to this table, except that equivalent SOC 2010 occupation codes are only included where they were previously eligible for the Global Business Mobility routes.

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (GBM - minimum rate)	70% of going rate (GTR - minimum rate)
1232 Residential, day and domiciliary care managers and proprietors	1221, 1184	<ul style="list-style-type: none"> • Care manager • Community centre manager • Day centre manager • Nursing home owner • Manager (sheltered housing) • Residential manager (care/residential home) 	£28,700 (£14.72 per hour)	£23,200 (£11.90 per hour)
1233 Early education and childcare services proprietors	2319	<ul style="list-style-type: none"> • Director (children's nursery) • Owner (nursery: children's) 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)
1243 Managers in logistics	1133, 1161	<ul style="list-style-type: none"> • Logistics manager • Supply chain manager 	£34,500 (£17.69 per hour)	£24,150 (£12.38 per hour)
1259 Managers and proprietors in other services not elsewhere classified	1139	<ul style="list-style-type: none"> • Director (private detective agency) • Car park manager • Cemetery Manager • Library manager • Owner (cleaning services) • Training centre manager • Driving school owner 	£26,700 (£13.69 per hour)	£23,200 (£11.90 per hour)
2324 Early education and childcare services managers	2319	<ul style="list-style-type: none"> • After school club manager • Childcare manager (day nursery) • Nursery manager (day nursery) 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (GBM - minimum rate)	70% of going rate (GTR - minimum rate)
		<ul style="list-style-type: none"> • Pre-school manager 		
3119 Science, engineering and production technicians not elsewhere classified	3411	<ul style="list-style-type: none"> • School technician • Technical assistant • Technician • Textile consultant • Workshop technician 	£26,400 (£13.54 per hour)	£23,200 (£11.90 per hour)
3120 CAD, drawing and architectural technicians	2435	<ul style="list-style-type: none"> • 3D Printing Technician • Architect's assistant • Architectural design assistant • Architectural technician • CAD designer • Cartographer • Design technician • Draughtsman 	£27,400 (£14.05 per hour)	£23,200 (£11.90 per hour)
3133 Database administrators and web content technicians	2137	<ul style="list-style-type: none"> • Database administrator • Digital content editor • Intranet coordinator • Website moderator 	£27,000 (£13.85 per hour)	£23,200 (£11.90 per hour)
3229 Welfare and housing associate professionals not elsewhere classified	2129, 2318, 2412	<ul style="list-style-type: none"> • Advocacy worker • Health coordinator • Homeless prevention officer • Key worker (welfare services) • Outreach worker (welfare services) • Probation services officer • Project worker (welfare services) • Student support officer 	£24,200 (£12.41 per hour)	£23,200 (£11.90 per hour)
3411 Artists	3411	<ul style="list-style-type: none"> • Animator (hand drawn) • Artist • Illustrator • Portrait painter • Sculptor 	£27,300 (£14.00 per hour)	£23,200 (£11.90 per hour)
3412 Authors, writers and translators	3412	<ul style="list-style-type: none"> • Copywriter • Editor (books) • Interpreter • Technical author • Translator • Writer 	£28,700 (£14.72 per hour)	£23,200 (£11.90 per hour)

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (GBM - minimum rate)	70% of going rate (GTR - minimum rate)
3413 Actors, entertainers and presenters	3413, 3415, 3416	<ul style="list-style-type: none"> • Actor • Commentator (broadcasting) • Costumed interpreter • Disc jockey • Entertainer • Presenter (broadcasting) • Singer 	£27,300 (£14.00 per hour)	£23,200 (£11.90 per hour)
3414 Dancers and choreographers	3414	<ul style="list-style-type: none"> • Ballet dancer • Choreographer • Dance coach • Dancer • Dance teacher 	£23,200 (£11.90 per hour)	£23,200 (£11.90 per hour)
3421 Interior designers	2431, 3422	<ul style="list-style-type: none"> • Design consultant (interior design) • Interior decorator • Interior stylist • Kitchen designer 	£25,600 (£13.13 per hour)	£23,200 (£11.90 per hour)
3422 Clothing, fashion and accessories designers	3422	<ul style="list-style-type: none"> • Bridalwear designer • Fashion designer • Footwear designer • Jewellery designer 	£27,700 (£14.21 per hour)	£23,200 (£11.90 per hour)
3429 Design occupations not elsewhere classified	2431, 3422	<ul style="list-style-type: none"> • Design consultant • Craft designer • Make-up artist (films) • Production designer (film, television production) • Visual merchandiser (design) 	£27,700 (£14.21 per hour)	£23,200 (£11.90 per hour)
3543 Project support officers	2136, 3534	<ul style="list-style-type: none"> • Planning assistant • Project administrator • Project analyst • Project coordinator • Project officer • Service delivery coordinator 	£27,000 (£13.85 per hour)	£23,200 (£11.90 per hour)

Table 3: Eligible health and education SOC 2020 occupation codes where going rates are based on national pay scales

SOC 2020 occupation codes in Table 3 are eligible for points option K set out in Appendix Skilled Worker. They are also eligible for the Global Business Mobility and Scale-up routes unless otherwise stated.

Equivalent SOC 2010 occupation codes are included where they were previously eligible for the Skilled Worker route, for ease of matching to the relevant SOC 2020 occupation codes for applicants being sponsored to continue working in the same occupation.

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
2211 Generalist medical practitioners (England)	2211	<ul style="list-style-type: none"> • Doctor • General practitioner • House officer (hospital service) • Medical practitioner • Physician 	<p>Medical professionals - NHS doctors in post graduate training:</p> <ul style="list-style-type: none"> • Foundation year 1 (F1) and equivalent: £32,398 • Foundation year 2 (F2) and equivalent: £37,303 • Specialty registrar (StR) at ST/CT1-2 and equivalent: £43,923 • Specialty registrar (StR) at CT3/ST3-5: £55,329 <p>Other medical professionals:</p> <ul style="list-style-type: none"> • Specialty doctor and equivalent: £52,530 • Salaried General practitioner (GP) and equivalent: 	NHS Employers Pay and Conditions Circular MD-4-2023 (nhsemployers.org)

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
			<p>£68,975</p> <ul style="list-style-type: none"> • Specialist doctor and equivalent: £83,945 • Consultant and equivalent: £93,666 <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 Generalist medical practitioners (Scotland)	2211	<ul style="list-style-type: none"> • Doctor • General practitioner • House officer (hospital service) • Medical practitioner • Physician 	<p>Medical professionals - NHS doctors in post graduate training:</p> <ul style="list-style-type: none"> • Foundation year 1 (F1) and equivalent: £31,082 • Foundation year 2 (F2) and equivalent: £38,553 • Specialty registrar (StR): £40,995 	<p>NHS Pay and Conditions Circular: PCS(DD)2023/01</p>

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
			<p>Other medical professionals:</p> <ul style="list-style-type: none"> • Specialty doctor and equivalent: £47,905 • Salaried General practitioner (GP) and equivalent: £69,993 • Consultant and equivalent: £96,963 <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 Generalist medical practitioners (Wales)	2211	<ul style="list-style-type: none"> • Doctor • General practitioner • House officer (hospital service) • Medical practitioner • Physician 	<p>Medical professionals - NHS doctors in post graduate training:</p> <ul style="list-style-type: none"> • Foundation year 1 (F1) and equivalent: 	Welsh Government Pay Circular M&D(W) 06/2023 Pay Circular (v4)

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
			<p>£28,471</p> <ul style="list-style-type: none"> • Foundation year 2 (F2) and equivalent: £35,315 • Specialty registrar (StR) at ST/CT1-2 and equivalent: £37,737 • Specialty registrar (StR) at CT/ST3 and above £47,571 <p>Other medical professionals:</p> <ul style="list-style-type: none"> • Specialty doctor and equivalent: £37,737 • Salaried General practitioner (GP) and equivalent: £71,061 • Consultant and equivalent: £91,722 (37.5 hour week) <p>These going rates are per year and based on a 40-hour working week unless noted. They must be pro-rated for</p>	

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
			other working patterns, based on the weekly working hours stated by the applicant's sponsor.	
2211 Generalist medical practitioners (Northern Ireland)	2211	<ul style="list-style-type: none"> • Doctor • General practitioner • House officer (hospital service) • Medical practitioner • Physician 	<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 above £40,597 <p>Other medical professionals:</p> <ul style="list-style-type: none"> • Specialty doctor (new 2021 contract) and equivalent: £45,344 	<u>Workforce policy guidance 2022 - HSC Circular (TC8) 03/2022 - Pay and Conditions of Service for Hospital, Medical and Dental Staff - Pay Award 2022/23</u>

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
			<ul style="list-style-type: none"> • 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 Specialist medical practitioners	2111, 3111	<ul style="list-style-type: none"> • Anaesthetist • Consultant (hospital service) • Homeopath (medically qualified) • Medical acupuncturist • Paediatrician • Psychiatrist • Radiologist • Surgeon 	As SOC 2020 occupation code 2211	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2221 Physiotherapists	2221	<ul style="list-style-type: none"> • Electro-therapist • Physiotherapist • Physiotherapy practitioner 	See relevant pay band in Table 4	NHS Agenda for Change: England , Scotland , Wales ,

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
				<u>Northern Ireland</u>
2222 Occupational therapists	2222	<ul style="list-style-type: none"> • Community occupational therapist • Occupational therapist • Paediatric occupational therapist 	See relevant pay band in Table 4	NHS Agenda for Change: <u>England</u> , <u>Scotland</u> , <u>Wales</u> , <u>Northern Ireland</u>
2223 Speech and language therapists	2223	<ul style="list-style-type: none"> • Communication therapist • Language therapist • Speech and language therapist • Speech therapist 	See relevant pay band in Table 4	NHS Agenda for Change: <u>England</u> , <u>Scotland</u> , <u>Wales</u> , <u>Northern Ireland</u>
2224 Psychotherapists and cognitive behaviour therapists	2229, 3219, 3235	<ul style="list-style-type: none"> • Cognitive behavioural therapist • Psycho-analyst • Psychological counsellor • Psychotherapist 	See relevant pay band in Table 4	NHS Agenda for Change: <u>England</u> , <u>Scotland</u> , <u>Wales</u> , <u>Northern Ireland</u>
2225 Clinical psychologists	2212	<ul style="list-style-type: none"> • Clinical psychologist • Consultant clinical psychologist 	See relevant pay band in Table 4	NHS Agenda for Change: <u>England</u> , <u>Scotland</u> , <u>Wales</u> , <u>Northern Ireland</u>
2226 Other psychologists	2212	<ul style="list-style-type: none"> • Educational psychologist • Forensic psychologist • Occupational psychologist • Psychologist • Psychometrist 	See relevant pay band in Table 4	NHS Agenda for Change: <u>England</u> , <u>Scotland</u> , <u>Wales</u> , <u>Northern Ireland</u>
2229 Therapy professionals not elsewhere classified	2212, 2229, 3219	<ul style="list-style-type: none"> • Acupuncturist • Art therapist • Chiropractor • Dance movement therapist • Family therapist • Genetic counsellor • Nutritionist • Osteopath • Sports massage therapist • Sports therapist 	See relevant pay band in Table 4	NHS Agenda for Change: <u>England</u> , <u>Scotland</u> , <u>Wales</u> , <u>Northern Ireland</u>
2231 Midwifery nurses	2232	<ul style="list-style-type: none"> • Delivery suite manager • Midwife • Midwifery manager 	See relevant pay band in Table 4	NHS Agenda for Change: <u>England</u> , <u>Scotland</u> , <u>Wales</u> , <u>Northern Ireland</u>
2232 Registered community nurses	2231	<ul style="list-style-type: none"> • Community care nurse • District nurse • Health visitor 	See relevant pay band in Table 4	NHS Agenda for Change: <u>England</u> , <u>Scotland</u> , <u>Wales</u> , <u>Northern Ireland</u>

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
		<ul style="list-style-type: none"> • Practice nurse 		Northern Ireland
2233 Registered specialist nurses	2231	<ul style="list-style-type: none"> • Advanced primary care nurse • Intensive care nurse • Clinical nurse specialist • Theatre manager (hospital service) 	See relevant pay band in Table 4	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2234 Registered nurse practitioners	2231	<ul style="list-style-type: none"> • Health care practitioner • Mental health practitioner • Practitioner (nursing) 	See relevant pay band in Table 4	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2235 Registered mental health nurses	2231	<ul style="list-style-type: none"> • Community mental health nurse • Psychiatric nurse 	See relevant pay band in Table 4	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2236 Registered children's nurses	2231	<ul style="list-style-type: none"> • Community children's nurse • Neonatal nurse • Paediatric nurse • School nurse 	See relevant pay band in Table 4	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2237 Other registered nursing professionals	2231, 6144	<ul style="list-style-type: none"> • Clinical lead nurse • Matron (care/residential home) • Nurse • Nurse educator • Occupational health nurse • Staff nurse • Team leader (nursing) • Ward manager 	See relevant pay band in Table 4	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2251 Pharmacists	2213	<ul style="list-style-type: none"> • Chemist (pharmaceutical) • Dispensary manager • Pharmaceutical chemist • Pharmacist • Pharmacy manager 	See relevant pay band in Table 4	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2252 Optometrists	2214	<ul style="list-style-type: none"> • Doctor of optometry • Ophthalmic optician • Optician 	See relevant pay band in Table 4	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2253 Dental practitioners (England)	2215	<ul style="list-style-type: none"> • Dental surgeon • Dentist • Orthodontist • Periodontist 	<ul style="list-style-type: none"> • Dental foundation training and equivalent: £38,472 (35- 	NHS Employers Pay and Conditions Circular MD-4-2023

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
			<p>hour week)</p> <ul style="list-style-type: none"> • Dental core training (hospital dental services) and equivalent: £43,923 (35-hour week) • Dental specialty training and equivalent: £55,329 (35-hour week) • Band A posts (for example, Community practitioner) and equivalent: £47,653 (37.5-hour week) • Band B posts (for example, Senior dental officer) and equivalent: £74,126 (37.5-hour week) • Band C posts (for example, Specialist / managerial posts) and equivalent: £88,686 (37.5-hour week) • Consultant and equivalent: £93,666 (40-hour week) 	nhsemployers.org

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
			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.	
2253 Dental practitioners (Scotland)	2215	<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: £38,553 (based on a 35-hour week) • Dental core training and equivalent: £45,532 • Band A posts (for example, Community practitioner) and equivalent: £49,089 • Band B posts (for example, 	NHS Pay and Conditions Circular: PCS(DD)2023/01

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
			<p>Senior dental officer) and equivalent: £76,360</p> <ul style="list-style-type: none"> • Band C posts (for example, Specialist / managerial posts) and equivalent: £91,359 <p>These going rates are 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>	
2253 Dental practitioners (Wales)	2215	<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: £38,292 • Dental core training and equivalent: £37,810 	Welsh Government Pay Circular M&D(W) 06/2023 Pay Circular (v4)

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
			<ul style="list-style-type: none"> • Band A posts (for example, Community practitioner) and equivalent: £47,914 • Band B posts (for example, Senior dental officer) and equivalent: £74,531 • Band C posts (for example, Specialist / managerial posts) and equivalent: £89,174 • Consultant and equivalent: £91,722 (37.5 hour week) <p>These going rates are per year and based on a 40 hour working week unless noted. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.</p>	

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
2253 Dental practitioners (Northern Ireland)	2215	<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 	<u>Workforce policy guidance 2022 - HSC Circular (TC8) 03/2022 - Pay and Conditions of Service for Hospital, Medical and Dental Staff - Pay Award 2022/23</u>

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
			<p>dentists: Dental Officer: £41,262 (37- hour week)</p> <ul style="list-style-type: none"> • Senior Dental Officer: £58,962 (37-hour week), • Assistant clinical Director: £78,350 (37- hour week) • 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>	
2254 Medical radiographers	2217	<ul style="list-style-type: none"> • Medical photographer • Nuclear medicine practitioner • Radiographer • Sonographer 	See relevant pay band in Table 4	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
		<ul style="list-style-type: none"> • Therapeutic radiographer • Vascular technologist 		
2255 Paramedics	3213	<ul style="list-style-type: none"> • Ambulance paramedic • Emergency care practitioner • Paramedic • Paramedic-ECP 	See relevant pay band in Table 4	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2256 Podiatrists	2218	<ul style="list-style-type: none"> • Chiropodist • Foot health practitioner (qualified) • Podiatrist 	See relevant pay band in Table 4	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2259 Other health professionals not elsewhere classified	2112, 2219, 3218, 3219	<ul style="list-style-type: none"> • Audiologist • Clinical physiologist • Dietician-nutritionist • Family planner • Occupational health adviser • Operating theatre practitioner • Physiologist 	See relevant pay band in Table 4	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
2312 Further education teaching professionals (England)	2312	<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: £22,387 • Qualified lecturer: £27,786 • Advanced teaching and training: £41,905 • Leadership & management: £41,905 <p>These going rates are per year and based on the definition of a full-time teaching professional used when determining</p>	General Further Education Colleges 2023 national pay scales Sixth Form Colleges 2023 national pay scales

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
			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 (Scotland)	2312	<ul style="list-style-type: none"> • FE College lecturer • Lecturer (further education) • Teacher (further education) • Tutor (further education) 	<ul style="list-style-type: none"> • Lecturer and equivalent: £24,496 • Senior lecturer and equivalent: £41,905 <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>	No national pay scales published – minimum rates taken as the lowest of the other three nations
2312 Further education	2312	<ul style="list-style-type: none"> • FE College lecturer • Lecturer (further education) 	<ul style="list-style-type: none"> • Instructor / demonstrator 	<u>Wales FE pay scales</u>

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
teaching professionals (Wales)		<ul style="list-style-type: none"> • Teacher (further education) • Tutor (further education) 	<p>and associate lecturer: £ 24,048.75</p> <ul style="list-style-type: none"> • Main grade lecturer: £ 30,619.64 • Upper pay spine: £ 44,010.49 • Management: £ 47,696.57 <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>	
2312 Further education teaching professionals (Northern Ireland)	2312	<ul style="list-style-type: none"> • FE College lecturer • Lecturer (further education) • Teacher (further education) • Tutor (further education) 	<ul style="list-style-type: none"> • Lecturer: £24,496 • Principal lecturer: £47,381 <p>These going rates are per</p>	<u>Northern Ireland FE pay scales – pay offer from College Employers' Forum</u>

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
			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.	
2313 Secondary education teaching professionals	2314	<ul style="list-style-type: none"> • Curriculum leader (secondary school) • Deputy head teacher (secondary school) • Head of year (secondary school) • Secondary school teacher • Sixth form teacher • Teacher (secondary school) 	See relevant pay band in Table 5	Teachers' national pay scales: England Northern Ireland Scotland Wales
2314 Primary education teaching professionals	2315	<ul style="list-style-type: none"> • Deputy head teacher (primary school) • Infant teacher • Junior school teacher • Primary school teacher 	See relevant pay band in Table 5	Teachers' national pay scales: England Northern Ireland Scotland Wales
2315 Nursery education teaching professionals	2315	<ul style="list-style-type: none"> • Kindergarten teacher (professional) • Nursery school teacher • Pre-school teacher 	See relevant pay band in Table 5	Teachers' national pay scales: England Northern Ireland Scotland Wales

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
2316 Special and additional needs education teaching professionals	2316	<ul style="list-style-type: none"> • Behaviour support teacher • Deputy head teacher (special/additional needs school) • Learning support teacher • Special educational needs coordinator • Special needs teacher 	See relevant pay band in Table 5	Teachers' national pay scales: England Northern Ireland Scotland Wales
2321 Head teachers and principals	2317	<ul style="list-style-type: none"> • Head master (secondary school) • Head teacher (primary school) • Principal (further education) • Rector (university) 	See relevant pay band in Table 5	Teachers' national pay scales: England Northern Ireland Scotland Wales
2461 Social workers	2442	<ul style="list-style-type: none"> • Independent review officer (social worker) • Mental health social worker • Senior practitioner (local government: social services) • Social worker • Team leader (local government: social services) 	See relevant pay band in Table 4	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
3213 Medical and dental technicians (Not eligible for GBM or SCU)	3218, 5224	<ul style="list-style-type: none"> • Cardiographer • Dental hygienist • Dental technician • Medical technical officer • Ocularist • Orthopaedic technician • Radiography assistant practitioner 	See relevant pay band in Table 4	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
3219 Health associate professionals not elsewhere classified (Not eligible for GBM or SCU)	3218, 3219	<ul style="list-style-type: none"> • Antenatal teacher • Diet adviser • Health trainer • Therapist 	See relevant pay band in Table 4	NHS Agenda for Change: England , Scotland , Wales , Northern Ireland
3231 Higher level teaching	6125, 6126	<ul style="list-style-type: none"> • Advanced teaching assistant • HLTA 	General Assistants /	England and Wales

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
assistants (Not eligible for GBM or SCU)		<ul style="list-style-type: none"> • Learning support practitioner • Teaching assistant (qualified) 	<p>Classroom Assistants: England and Wales: £23,500 Northern Ireland and Scotland: £22,366 p.a. (FTE £11.91 per hour)</p> <p>Classroom Assistant SEN: All nations: £23,500 p.a. (FTE £12.52 per hour)</p> <p>Classroom Assistant ASEN: England, Wales and Scotland: £23,500 Northern Ireland: £24,294 p.a. (FTE £12.94 per hour)</p>	<u>Northern Ireland</u> No available data for Scotland so matching the lower value of all nations
6112 Teaching assistants (Not eligible for GBM or SCU)	3111, 6125	<ul style="list-style-type: none"> • Classroom assistant • School assistant • Teaching assistant 	<p>England and Wales £23,500</p> <p>Northern Ireland and Scotland General Assistants / Classroom Assistants £22,366 p.a. (FTE £11.91 per hour)</p>	<u>England and Wales</u> <u>Northern Ireland</u> No available data for Scotland so matching the lower value of all nations
6113 Educational	6126	<ul style="list-style-type: none"> • Education support assistant 	England, Wales	<u>England and</u>

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exhaustive)	Going rate (annual)	National pay scale source
support assistants (Not eligible for GBM or SCU)		<ul style="list-style-type: none"> • Learning support assistant • Non-teaching assistant (schools) • Special needs assistant • Support assistant (educational establishments) 	<p>and Scotland £23,500</p> <p>Northern Ireland Classroom Assistant SEN £23,500 p.a. (FTE £12.52 per hour) Classroom Assistant ASEN £24,294 p.a. (FTE £12.94 per hour)</p>	<p><u>Wales</u> <u>Northern Ireland</u> No available data for Scotland so matching the lower value of all nations</p>
6131 Nursing auxiliaries and assistants (Not eligible for GBM or SCU)	5431, 6141	<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 4	NHS Agenda for Change: <u>England</u> , <u>Scotland</u> , <u>Wales</u> , <u>Northern Ireland</u>
6132 Ambulance staff (excluding paramedics) (Not eligible for GBM or SCU)		<ul style="list-style-type: none"> • Ambulance care assistant • Ambulance driver • Ambulance service preparation operative • Ambulance technician • Emergency medical technician 	See relevant pay band in Table 4	NHS Agenda for Change: <u>England</u> , <u>Scotland</u> , <u>Wales</u> , <u>Northern Ireland</u>
6133 Dental nurses (Not eligible for GBM or SCU)	6143	<ul style="list-style-type: none"> • Dental assistant • Dental nurse • Dental nurse-receptionist • Dental surgery assistant 	See relevant pay band in Table 4	NHS Agenda for Change: <u>England</u> , <u>Scotland</u> , <u>Wales</u> , <u>Northern Ireland</u>

Table 4: Going rates for listed healthcare SOC 2020 occupation codes by administration and band

Going rates in Table 4 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 1 and band 2 jobs are not eligible to be sponsored.

Band or equivalent	England	Scotland	Wales	Northern Ireland
Band 3	£22,816	£25,468	£23,159	£20,330
Band 4	£25,147	£27,598	£25,524	£22,549
Band 5	£28,407	£30,229	£28,834	£25,645
Band 6	£35,392	£37,831	£35,922	£32,306
Band 7	£43,742	£46,244	£44,398	£40,057
Band 8a	£50,952	£56,992	£51,706	£47,126
Band 8b	£58,972	£67,285	£59,857	£54,764
Band 8c	£70,417	£79,466	£71,473	£65,664
Band 8d	£83,571	£94,345	£84,825	£78,192
Band 9	£99,891	£111,595	£101,390	£93,735

Table 5: Going rates for listed education SOC 2020 occupation codes by administration and role

Going rates in Table 5 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	£20,598	£21,933	£24,415	£25,831	£32,217	£20,674	-
Qualified teachers	£30,000	£31,350	£34,514	£36,745	£38,655	£30,742	£24,137
Chartered teachers	-	-	-	-	£50,022	-	-
Principal teachers	-	-	-	-	£52,896	-	-
Leadership group	£47,185	£48,484	£50,929	£56,100	-	£48,012	£41,884
Leading practitioner	£47,417	£48,723	£51,179	£56,377	-	£48,248	-
Head teacher	£53,380	£54,685	£57,124	£62,304	£59,994	£54,316	£47,381

Table 6: SOC 2020 occupation codes which are not eligible for the Skilled Worker, Global Business Mobility or Scale-up routes

These occupations are ineligible for the Skilled Worker, Global Business Mobility or Scale-up routes because:

- they do not meet the required skill level; or
- applicants must be sponsored in another route for jobs in

- these occupations; or
- those subject to immigration control cannot apply for jobs in these occupations.

Where indicated, some SOC 2020 occupation codes in Tables 1, 2 and 3 are also not eligible for the Global Business Mobility or Scale-up routes.

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)
1112 Elected officers and representatives	<ul style="list-style-type: none"> • Councillor (local government) • Member of Parliament
1161 Officers in armed forces	<ul style="list-style-type: none"> • Army officer • Commander (armed forces) • Flight-lieutenant • Royal Navy officer • Squadron-leader
2463 Clergy	<ul style="list-style-type: none"> • Chaplain • Clergyman • Minister of religion • Nun • Pastor • Priest • Vicar
3214 Complementary health associate professionals	<ul style="list-style-type: none"> • Colour therapist • Holistic therapist • Homeopath • Hypnotherapist • Massage therapist • Reflexologist
3311 Non-commissioned officers and other ranks	<ul style="list-style-type: none"> • Aircraftman • Aircraft technician (armed forces) • Lance-corporal • Sergeant (armed forces) • Soldier • Weapons engineer (armed forces)
3431 Sports players	<ul style="list-style-type: none"> • Cricketer • Footballer • Jockey • Golfer
3432 Sports coaches, instructors and officials	<ul style="list-style-type: none"> • Referee • Riding instructor • Sports coach • Sports development officer • Swimming teacher

4123 Bank and post office clerks	<ul style="list-style-type: none"> • Bank clerk • Cashier (banking) • Customer service adviser (building society) • Customer service officer (banking) • Post office clerk
4131 Records clerks and assistants	<ul style="list-style-type: none"> • Admissions officer • Clerical officer (hospital service) • Examinations officer (education) • Filing clerk • Records clerk • Ward clerk
4133 Stock control clerks and assistants	<ul style="list-style-type: none"> • Auditor (stock control) • Despatch clerk • Material controller • Stock controller • Stores administrator • Supply chain coordinator
4135 Library clerks and assistants	<ul style="list-style-type: none"> • Archives assistant (library) • Information assistant (library) • Learning resource assistant • Library assistant • Library clerk • Library supervisor
4136 Human resources administrative occupations	<ul style="list-style-type: none"> • Course administrator • Human resources administrator • Personnel administrator • Personnel clerk • Training administrator
4142 Office supervisors	<ul style="list-style-type: none"> • Administration supervisor • Clerical supervisor • Facilities supervisor • Office supervisor
4152 Data entry administrators	<ul style="list-style-type: none"> • Data administrator • Database assistant • Data entry clerk • Database inputter
4211 Medical secretaries	<ul style="list-style-type: none"> • Clinic coordinator • Clinic administrator • Medical administrator • Medical secretary • Secretary (medical practice)
4212 Legal secretaries	<ul style="list-style-type: none"> • Legal administrator • Legal clerk • Legal secretary

	<ul style="list-style-type: none"> • Secretary (legal services)
4213 School secretaries	<ul style="list-style-type: none"> • Administration assistant (schools) • Clerical assistant (schools) • School administrator • School secretary • Secretary (schools)
4216 Receptionists	<ul style="list-style-type: none"> • Dental receptionist • Doctor's receptionist • Medical receptionist • Reception manager • Receptionist • Receptionist-administrator
4217 Typists and related keyboard occupations	<ul style="list-style-type: none"> • Audio typist • Transcriber • Typist • Typist-clerk
5435 Cooks	<ul style="list-style-type: none"> • Cook • Cook-supervisor • Fish fryer • Head cook
6116 Nannies and au pairs	<ul style="list-style-type: none"> • Au pair • Nanny
6121 Pest control officers	<ul style="list-style-type: none"> • Fumigator • Pest control officer • Pest control technician • Pest controller
6137 Care escorts	<ul style="list-style-type: none"> • Bus escort • Escort • Passenger assistant • School escort
6138 Undertakers, mortuary and crematorium assistants	<ul style="list-style-type: none"> • Crematorium technician • Embalmer • Funeral director • Pall bearer • Undertaker
6211 Sports and leisure assistants	<ul style="list-style-type: none"> • Croupier • Leisure attendant • Lifeguard • Runner (broadcasting) • Sports assistant
6212 Travel agents	<ul style="list-style-type: none"> • Reservations agent • Sales consultant (travel agents) • Travel adviser • Travel agent

	<ul style="list-style-type: none"> • Travel consultant
6219 Leisure and travel service occupations not elsewhere classified	<ul style="list-style-type: none"> • Bus conductor • Holiday representative • Information assistant (tourism) • Steward (shipping) • Tour guide
6221 Hairdressers and barbers	<ul style="list-style-type: none"> • Artistic director (hairdressing) • Barber • Colourist (hairdressing) • Hair designer • Hair stylist • Hairdresser
6222 Beauticians and related occupations	<ul style="list-style-type: none"> • Beautician • Beauty therapist • Nail technician • Spa therapist • Tattoo artist
6231 Housekeepers and related occupations	<ul style="list-style-type: none"> • Chalet host • House keeper • Lifestyle manager • Valet
6232 Caretakers	<ul style="list-style-type: none"> • Caretaker • Concierge • Janitor • Porter (college) • School premises manager • Site manager (educational establishments)
6240 Cleaning and housekeeping managers and supervisors	<ul style="list-style-type: none"> • Butler • Cleaner-in-charge • Cleaning supervisor • Guest service manager • Hotel services supervisor • House keeper (hotel)
6250 Bed and breakfast and guest house owners and proprietors	<ul style="list-style-type: none"> • Guest house owner • Landlady (guest house)
6312 Parking and civil enforcement occupations	<ul style="list-style-type: none"> • Car park attendant • Civil enforcement officer • Community warden • Parking attendant • Traffic warden
7111 Sales and retail assistants	<ul style="list-style-type: none"> • Retail assistant • Sales adviser • Sales assistant • Sales consultant (retail trade)

	<ul style="list-style-type: none"> • Shop assistant
7112 Retail cashiers and check-out operators	<ul style="list-style-type: none"> • Cashier (wholesale trade) • Check-out operator • Customer team member (retail trade) • Forecourt attendant • General assistant (check-out: retail trade) • Till operator
7113 Telephone salespersons	<ul style="list-style-type: none"> • Inbound sales adviser • Sales adviser (telephone sales) • Telesales executive • Telesales operative
7114 Pharmacy and optical dispensing assistants	<ul style="list-style-type: none"> • Dispenser • Health care assistant (retail pharmacy) • Optical assistant • Pharmacy assistant
7115 Vehicle and parts salespersons and advisers	<ul style="list-style-type: none"> • Car sales executive • Car salesman • Parts adviser (retail trade) • Parts technician
7121 Collector salespersons and credit agents	<ul style="list-style-type: none"> • Agent (insurance) • Canvasser • Distributor (door-to-door sales) • Insurance agent
7122 Debt, rent and other cash collectors	<ul style="list-style-type: none"> • Bailiff • Collecting agent • Debt collector • Meter reader • Pawn broker • Vending operator
7123 Roundspersons and van salespersons	<ul style="list-style-type: none"> • Dairyman (retail trade: delivery round) • Ice-cream salesman • Milkman (milk retailing) • Roundsman • Van salesman
7125 Visual merchandisers and related occupations	<ul style="list-style-type: none"> • Display representative • Fashion stylist • Visual merchandising assistant • Window dresser
7129 Sales related occupations not elsewhere classified	<ul style="list-style-type: none"> • Demonstrator • Hire controller • Insurance salesman • Promoter (wholesale, retail trade) • Sales representative (retail trade)
7211 Call and contact centre occupations	<ul style="list-style-type: none"> • Call centre agent

	<ul style="list-style-type: none"> • Call centre operator • Customer service adviser (call centre) • Customer service operator
7212 Telephonists	<ul style="list-style-type: none"> • Call handler (motoring organisation) • Operator (telephone) • Switchboard operator (telephone) • Telephonist • Telephonist-receptionist
7213 Communication operators	<ul style="list-style-type: none"> • Call handler (emergency services) • Communications officer • Control room operator (emergency services) • Controller (taxi service) • Emergency medical despatcher • Radio operator
7219 Customer service occupations not elsewhere classified	<ul style="list-style-type: none"> • Complaints officer • Customer adviser • Customer service administrator • Customer service adviser • Customer service assistant • Customer services representative
8111 Food, drink and tobacco process operatives	<ul style="list-style-type: none"> • Baker (food products mfr) • Bakery assistant • Factory worker (food products mfr) • Meat processor (meat packing) • Process worker (brewery) • Process worker (dairy)
8112 Textile process operatives	<ul style="list-style-type: none"> • Factory worker (clothing mfr) • Hosiery worker • Machinist (rope, twine mfr) • Process worker (textile mfr) • Spinner (paper twine mfr)
8114 Plastics process operatives	<ul style="list-style-type: none"> • Extrusion operator (plastics mfr) • Fabricator (plastics mfr) • Injection moulder • Laminator (fibreglass) • Process worker (plastic goods mfr)
8115 Metal making and treating process operatives	<ul style="list-style-type: none"> • Degreaser (metal trades) • Electroplater • Furnaceman (metal trades) • Process worker (nickel mfr) • Wire drawer
8119 Process operatives not elsewhere classified	<ul style="list-style-type: none"> • Glass worker • Moulder (rubber goods mfr) • Melting pot assistant (electric cable)

	<ul style="list-style-type: none"> • Process worker (fibreglass mfr) • Stone finisher (cast concrete products mfr)
8120 Metal working machine operatives	<ul style="list-style-type: none"> • Engineer (nos) • Machinist (metal trades) • Metal polisher • Process worker (metal trades) • Shot blaster
8131 Paper and wood machine operatives	<ul style="list-style-type: none"> • Box maker (cardboard) • Guillotine operator (printing) • Machinist (paper goods mfr) • Sawyer • Wood machinist
8132 Mining and quarry workers and related operatives	<ul style="list-style-type: none"> • Coal miner • Derrickman (oil wells) • Diamond driller (well sinking) • Plant operator (quarry) • Quarry operative
8135 Printing machine assistants	<ul style="list-style-type: none"> • Finishing operative (printing) • Lithographer (printing) • Machinist (printing) • Print operator • Printer's assistant
8139 Plant and machine operatives not elsewhere classified	<ul style="list-style-type: none"> • Bench hand (metal trades) • Cable maker (spring mfr) • Laser operator • Manufacturer (metal goods mfr) • Saw doctor
8141 Assemblers (electrical and electronic products)	<ul style="list-style-type: none"> • Assembler (electrical, electronic equipment mfr) • Line operator (electrical) • Panel wirer • Solderer • Technical operator (circuit board mfr)
8142 Assemblers (vehicles and metal goods)	<ul style="list-style-type: none"> • Assembler (metal trades) • Car worker • Lineworker (vehicle mfr) • Manufacturing operator (metal trades) • Process worker (metal trades: assembly)
8144 Weighers, graders and sorters	<ul style="list-style-type: none"> • Grader (food products mfr) • Metal sorter • Selector (ceramics mfr) • Weighbridge clerk • Weighbridge operator
8145 Tyre, exhaust and windscreen fitters	<ul style="list-style-type: none"> • Tyre and exhaust fitter

	<ul style="list-style-type: none"> • Tyre fitter • Tyre technician • Windscreen fitter
8146 Sewing machinists	<ul style="list-style-type: none"> • Overlocker • Seamstress • Sewing machinist • Stitcher • Upholstery machinist
8149 Assemblers and routine operatives not elsewhere classified	<ul style="list-style-type: none"> • Assembler • Gluer (furniture mfr) • Paint line operator • Production assistant • Riveter (soft toy mfr)
8151 Scaffolders, staggers and riggers	<ul style="list-style-type: none"> • Bell hanger (church bells) • Rigger (film, television production) • Stage rigger (shipbuilding) • Tackleman (steelworks)
8152 Road construction operatives	<ul style="list-style-type: none"> • Asphalter • Concrete finisher (building construction) • Highways operative • Paver • Road worker • Tarmacer
8153 Rail construction and maintenance operatives	<ul style="list-style-type: none"> • Line Inspector (railways) • Maintenance man (railway maintenance and repair) • Relayer (railways) • Track maintenance engineer • Trackman (railways) • Ultrasonic engineer (railway maintenance and repair)
8159 Construction operatives not elsewhere classified	<ul style="list-style-type: none"> • Asbestos remover • Cable layer • Demolition worker • General handyman • Maintenance man • Public lighting operative • Thermal insulation engineer
8160 Production, factory and assembly supervisors	<ul style="list-style-type: none"> • Foreman (plasterboard mfr) • Leading hand (textile mfr) • Mill foreman (food products mfr) • Print room supervisor • Process supervisor (chemical mfr) • Production team leader (vehicle mfr)

8211 Heavy and large goods vehicle drivers	<ul style="list-style-type: none"> • Haulage contractor • LGV/HGV driver • Lorry driver • Owner (HGV/LGV) • Tanker driver
8212 Bus and coach drivers	<ul style="list-style-type: none"> • Bus driver • Coach driver • Coach operator • Minibus driver • PSV driver
8213 Taxi and cab drivers and chauffeurs	<ul style="list-style-type: none"> • Carriage driver • Chauffeur • Mini cab driver • Taxi driver • Taxi owner
8214 Delivery drivers and couriers	<ul style="list-style-type: none"> • Courier-driver • Cash in transit driver • Customer service team member (delivery service) • Delivery driver • Meals on wheels driver • Parcel delivery driver • Van driver
8219 Road transport drivers not elsewhere classified	<ul style="list-style-type: none"> • Driver • Driver-cleaner • Driver-valeter • Recovery driver • Test driver (vehicle mfr)
8221 Crane drivers	<ul style="list-style-type: none"> • Crane driver • Crane operator • Haulage engine driver • Grab driver • Winchman
8222 Fork-lift truck drivers	<ul style="list-style-type: none"> • Fork lift driver • Fork lift truck driver • Fork truck operator • Stacker-driver
8229 Mobile machine drivers and operatives not elsewhere classified	<ul style="list-style-type: none"> • Agricultural machinist • Digger driver • Dredger • Excavator driver • JCB driver • Plant operator • Rig operator

	<ul style="list-style-type: none"> • Tractor driver (agriculture)
8231 Train and tram drivers	<ul style="list-style-type: none"> • Diesel driver (railways) • Train driver • Train operator • Tram driver • Shunter driver
8233 Air transport operatives	<ul style="list-style-type: none"> • Aircraft dispatcher • Baggage handler • Cargo handler (airport) • Controller, airfield • Ground staff (airport) • Ramp agent • Refueller (airport)
8234 Rail transport operatives	<ul style="list-style-type: none"> • Protection master • Railway worker • Shunter • Signaller (railways) • Transport supervisor (railways)
8239 Other drivers and transport operatives not elsewhere classified	<ul style="list-style-type: none"> • Bus inspector • Marshal (transport) • Operations assistant (freight handling) • Test driver (motor vehicle mfr) • Transport supervisor • Yard foreman (road transport)
9111 Farm workers	<ul style="list-style-type: none"> • Agricultural worker • Farm labourer • Farm worker • Herdsman • Poultry catcher • Shepherd
9112 Forestry and related workers	<ul style="list-style-type: none"> • Arboricultural worker • Forestry contractor • Forestry worker • Lumberjack • Park keeper
9119 Fishing and other elementary agriculture occupations not elsewhere classified - all jobs not listed in Table 1 and Table 2	<ul style="list-style-type: none"> • Grass cutter • Hatchery worker (fishing) • Horticultural worker • Labourer (landscape gardening) • Mushroom picker • Nursery worker
9121 Groundworkers	<ul style="list-style-type: none"> • Drainage worker • Ground worker (building construction) • Trench digger

9129 Elementary construction occupations not elsewhere classified	<ul style="list-style-type: none"> • Building worker • Electrician's mate (building construction) • Hod carrier • Labourer (building construction) • Odd job man • Sea diver's assistant
9131 Industrial cleaning process occupations	<ul style="list-style-type: none"> • Cleaner and greaser • Factory cleaner • Hygiene operative • Industrial cleaner • Pot washer
9132 Packers, bottlers, canners and fillers	<ul style="list-style-type: none"> • Factory worker (packing) • Packaging operator • Packer • Paint filler
9139 Elementary process plant occupations not elsewhere classified	<ul style="list-style-type: none"> • Factory worker • Fitter's mate • Labourer (engineering) • Material handler
9211 Postal workers, mail sorters and messengers	<ul style="list-style-type: none"> • Leaflet distributor • Mail sorter • Messenger • Paper boy • Paper girl • Postman • Postwoman
9219 Elementary administration occupations not elsewhere classified	<ul style="list-style-type: none"> • General assistant • Office junior • Office worker • Reprographic technician
9221 Window cleaners	<ul style="list-style-type: none"> • Window cleaner • Window cleaning contractor
9222 Street cleaners	<ul style="list-style-type: none"> • Cleansing operative (street cleaning) • Litter picker • Road sweeper • Street cleaner
9223 Cleaners and domestics	<ul style="list-style-type: none"> • Chambermaid • Cleaner • Domestic • Home help • School cleaner
9224 Launderers, dry cleaners and pressers	<ul style="list-style-type: none"> • Carpet cleaner • Dry cleaner • Garment presser

	<ul style="list-style-type: none"> • Laundry assistant • Laundry worker • Presser (laundry, launderette, dry cleaning)
9225 Refuse and salvage occupations	<ul style="list-style-type: none"> • Binman (local government: cleansing department) • Dustman • Hopper attendant (refuse destruction) • Recycling operative • Refuse collector • Salvage worker
9226 Vehicle valeters and cleaners	<ul style="list-style-type: none"> • Car washer • Carriage cleaner • Motor car polisher (garage) • Vehicle valeter
9229 Elementary cleaning occupations not elsewhere classified	<ul style="list-style-type: none"> • Amenity block attendant • Bin cleaner • Chimney sweep • Toilet cleaner
9231 Security guards and related occupations	<ul style="list-style-type: none"> • CCTV operator • Court usher • Door supervisor • Enforcement officer • Security guard • Security officer
9232 School midday and crossing patrol occupations	<ul style="list-style-type: none"> • Dinner lady (schools) • Lunchtime supervisor • Midday assistant • School crossing patrol officer
9233 Exam invigilators	<ul style="list-style-type: none"> • Invigilator
9241 Shelf fillers	<ul style="list-style-type: none"> • Customer team member (shelf filling) • Evening merchandiser • General assistant (retail trade) • Grocery assistant • Shelf filler • Shelf stacker
9251 Elementary storage supervisors	<ul style="list-style-type: none"> • Despatch supervisor • Foreman (docks) • Warehouse supervisor • Yard foreman (auctioneers)
9252 Warehouse operatives	<ul style="list-style-type: none"> • Order picker • Storeman • Team member (warehousing) • Warehouse operative • Warehouseman

9253 Delivery operatives	<ul style="list-style-type: none"> • Driver's mate • Delivery assistant • Furniture remover • Porter
9259 Elementary storage occupations not elsewhere classified	<ul style="list-style-type: none"> • Art handler • Dock worker • General assistant (wholesale trade) • Labourer (haulage contractor)
9261 Bar and catering supervisors	<ul style="list-style-type: none"> • Bar supervisor • Catering supervisor • Foreman (catering)Head waiter • Restaurant supervisor
9262 Hospital porters	<ul style="list-style-type: none"> • Hospital porter • Porter (hospital service) • Portering supervisor (hospital services)
9263 Kitchen and catering assistants	<ul style="list-style-type: none"> • Catering assistant • Crew member (fast food outlet) • Kitchen assistant • Kitchen porter • Sandwich artist
9264 Waiters and waitresses	<ul style="list-style-type: none"> • Food and beverage assistant • Silver service waiter • Steward (catering) • Waiter • Waitress
9265 Bar staff	<ul style="list-style-type: none"> • Barmaid • Bar staff • Bartender • Glass collector (public house) • Mixologist (beverages)
9266 Coffee shop workers	<ul style="list-style-type: none"> • Barista • Coffee shop assistant
9267 Leisure and theme park attendants	<ul style="list-style-type: none"> • Arcade assistant • Art gallery assistant • Cinema attendant • Museum attendant • Ride operator • Steward (sports ground) • Usher
9269 Other elementary services occupations not elsewhere classified	<ul style="list-style-type: none"> • Bingo caller • Cloak room attendant • Hotel assistant • Night porter • Porter (residential buildings)

Changes to Appendix Shortage Occupation List

APP SOL1. Delete Appendix Shortage Occupation List.

Insertion of Appendix Immigration Salary List

APP ISL1. After “Appendix Shortage Occupation List”, insert:

“Appendix Immigration Salary List

Occupations where a reduced salary threshold applies in the Skilled Worker route.

SOC 2020 occupation code and any further criteria	Included on the Immigration Salary List in			
	England	Scotland	Wales	Northern Ireland
1212 Managers and proprietors in forestry, fishing and related services – only “fishing boat masters”	-	Yes	-	-
2111 Chemical scientists – only jobs in the nuclear industry	-	Yes	-	-
2112 Biological scientists and biochemists – all jobs	Yes	Yes	Yes	Yes
2115 Social and humanities scientists – only archaeologists	Yes	Yes	Yes	Yes
2142 Graphic and multimedia designers – all jobs	Yes	Yes	Yes	Yes
3111 Laboratory technicians – only jobs requiring 3 or more years’ related on-the-job experience. This experience must not have been gained through working illegally.	Yes	Yes	Yes	Yes
3212 Pharmaceutical technicians – all jobs	Yes	Yes	Yes	Yes
3411 Artists – all jobs	Yes	Yes	Yes	Yes
3414 Dancers and choreographers – only skilled classical ballet dancers or skilled contemporary dancers who meet the standard required by internationally recognised UK ballet or contemporary dance companies. The company must be endorsed as being internationally	Yes	Yes	Yes	Yes

SOC 2020 occupation code and any further criteria	Included on the Immigration Salary List in			
	England	Scotland	Wales	Northern Ireland
recognised by a UK industry body such as the Arts Councils (of England, Scotland or Wales).				
3415 Musicians – only skilled orchestral musicians who are leaders, principals, sub-principals or numbered string positions, and who meet the standard required by internationally recognised UK orchestras. The orchestra must be a full member of the Association of British Orchestras.	Yes	Yes	Yes	Yes
3416 Arts officers, producers and directors – all jobs	Yes	Yes	Yes	Yes
5119 Agriculture and fishing trades not elsewhere classified – only jobs in the fishing industry	Yes	Yes	Yes	Yes
5213 Welding trades – only high integrity pipe welders, where the job requires 3 or more years’ related on-the-job experience. This experience must not have been gained through working illegally.	Yes	Yes	Yes	Yes
5235 Boat and shop builders and repairers – all jobs	-	Yes	-	-
5312 Stonemasons and related trades – all jobs	Yes	Yes	Yes	Yes
5313 Bricklayers – all jobs	Yes	Yes	Yes	Yes
5314 Roofers, roof tilers and slaters – all jobs	Yes	Yes	Yes	Yes
5316 Carpenters and joiners – all jobs	Yes	Yes	Yes	Yes
5319 Construction and building trades not elsewhere classified – only retrofitters	Yes	Yes	Yes	Yes
6135 Care workers and home carers – all jobs, except jobs with a working location in England are only eligible in this SOC 2020 occupation code where the sponsor holds registration with the Care Quality Commission and is currently carrying on a regulated activity.	Yes	Yes	Yes	Yes

SOC 2020 occupation code and any further criteria	Included on the Immigration Salary List in			
	England	Scotland	Wales	Northern Ireland
Private households or individuals (other than sole traders sponsoring someone to work for their business) cannot sponsor Skilled Worker applicants.				
6136 Senior care workers – all jobs, except jobs with a working location in England are only eligible in this SOC 2020 occupation code where the sponsor holds registration with the Care Quality Commission and is currently carrying on a regulated activity.	Yes	Yes	Yes	Yes
6129 Animal care services occupations not elsewhere classified – only racing grooms, stallion handlers, stud grooms, stud hands, stud handlers and work riders	Yes	Yes	Yes	Yes
9119 Fishing and other elementary agriculture occupations not elsewhere classified – only deckhands on large fishing vessels (9 metres and above) 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.	Yes	Yes	Yes	Yes

”.

Changes to Appendix Global Business Mobility

- APP GBM1. In SNR 6.1, for “an occupation code listed in Appendix Skilled Occupations”, substitute “a SOC 2020 occupation code listed in Table 2 or Table 3 of Appendix Skilled Occupations”.
- APP GBM2. In SNR 6.2, for all four instances of “occupation code”, substitute “SOC 2020 occupation code” in each instance.
- APP GBM3. For SNR 6.7. to SNR 6.8, substitute:
- “SNR 6.7. If the date of application is before 4 April 2030, the applicant was granted permission as a Senior or Specialist Worker under the Rules in place before 4 April 2024, and they have had continuous permission as a Senior or Specialist Worker since then (except that where paragraph 39E applies, that period of

overstaying will be disregarded), they may be sponsored for a job in a SOC 2020 occupation code listed in Table 2b of Appendix Skilled Occupations.”.

- APP GBM4. In SNR 6.8, for “occupation code”, substitute “SOC 2020 occupation code”.
- APP GBM5. For SNR 8.1, substitute:

“SNR 8.1. The general salary requirement is £48,500 per year, unless SNR 8.3 applies”.
- APP GBM6. For SNR 9.1, substitute:

“SNR 9.1. If the applicant is being sponsored for a job in one of the SOC 2020 occupation codes listed in Table 2 or Table 2b of Appendix Skilled Occupations, the going rate requirement is 100% of the pro-rated going rate, which will be calculated as follows:

 $1 \times (\text{the going rate for the SOC 2020 occupation code stated in Table 2 or Table 2b of Appendix Skilled Occupations}) \times (\text{the number of weekly working hours stated by the sponsor} \div 37.5)$.”.
- APP GBM7. In SNR 9.2, for “occupation codes listed in Table 2”, substitute “SOC 2020 occupation codes listed in Table 3”.
- APP GBM8. In SNR 9.3, for “an occupation code”, substitute “ a SOC 2020 occupation code”.
- APP GBM9. In GTR 6.1, for “an occupation code listed in Appendix Skilled Occupations”, substitute “a SOC 2020 occupation code listed in Table 2 or Table 3 of Appendix Skilled Occupations”.
- APP GBM10. After GTR 6.1, insert:

“GTR 6.1A. If the date of application is before 4 April 2030, the applicant was granted permission as a Graduate Trainee under the Rules in place before 4 April 2024, and they have had continuous permission as a Graduate Trainee since then (except that where paragraph 39E applies, that period of overstaying will be disregarded), they may be sponsored for a job in a SOC 2020 occupation code listed in Table 2b of Appendix Skilled Occupations.”.
- APP GBM11. In GTR 6.2, for all four instances of “occupation code”, substitute

- “SOC 2020 occupation code”.
- APP GBM12. For GTR 8.1, substitute:
- “GTR 8.1. The general salary requirement is £25,410 per year.”.
- APP GBM13. In GTR 9.1, for “occupation codes listed in Table 1”, substitute “SOC 2020 occupation codes listed in Table 2 or Table 2b”.
- APP GBM14. In GTR 9.1, for “stated in Table 1”, substitute “stated in Table 2 or Table 2b”.
- APP GBM15. In GTR 9.2, for “occupation codes listed in Table 2”, substitute “SOC 2020 occupation codes listed in Table 3”.
- APP GBM16. In GTR 9.3, for “an occupation code”, substitute “a SOC 2020 occupation code”.
- APP GBM17. In UKX 5.5, for “an occupation code”, substitute “a SOC 2020 occupation code”.
- APP GBM18. In UKX 6.1, for “an occupation code listed in Appendix Skilled Occupations”, substitute “a SOC 2020 occupation code listed in Table 2 or Table 3 of Appendix Skilled Occupations”.
- APP GBM19. After UKX 6.1, insert:
- “UKX 6.1A. If the date of application is before 4 April 2030, the applicant was granted permission as a UK Expansion Worker under the rules in place before 4 April 2024, and they have had continuous permission as a UK Expansion Worker since then (except that where paragraph 39E applies, that period of overstaying will be disregarded), they may be sponsored for a job in a SOC 2020 occupation code listed in Table 2b of Appendix Skilled Occupations.”.
- APP GBM20. In UKX 6.2, for all three instances of “occupation code”, substitute “SOC 2020 occupation code” in each instance.
- APP GBM21. For UKX 8.1, substitute:
- “UKX 8.1. The general salary requirement is £48,500 per year.”.
- APP GBM22. For UKX 9.1, substitute:

“UKX 9.1. If the applicant is being sponsored for a job in one of the SOC 2020 occupation codes listed in Table 2 or Table 2b of Appendix Skilled Occupations, the going rate requirement is 100% of the pro-rated going rate, which will be calculated as follows:

1 x (the going rate for the SOC 2020 occupation code stated in Table 2 or Table 2b of Appendix Skilled Occupations) x (the number of weekly working hours stated by the sponsor ÷ 37.5).”.

APP GBM23. In UKX 9.2, for “occupation codes listed in Table 2”, substitute “SOC 2020 occupation codes listed in Table 3”.

APP GBM24. In UKX9.3, for “occupation code”, substitute “SOC 2020 occupation code”.

APP GBM25. For SSU 5.4(b), substitute:

“(b) is for a service covered by:

(i) one of the UK’s international trade agreements (other than the Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP)) where that agreement is currently in force or provisionally applied; or;

(ii) the Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP), where the Protocol on the Accession of the United Kingdom of Great Britain and Northern Ireland to that agreement has entered into force for the UK, and both the country where the overseas service provider is located, and the country of which the service supplier is a national, have ratified the UK’s accession to the agreement.”.

APP GBM26. In SSU 6.1, for “Appendix Skilled Occupations”, substitute “Table 2 or Table 3 of Appendix Skilled Occupations”.

APP GBM27. In SSU 6.1, for “occupation code”, substitute “SOC 2020 occupation code”.

APP GBM28. After SSU 6.1, insert:

“SSU 6.1A. If the date of application is before 4 April 2030, the applicant was granted permission as a Service Supplier under the rules in place before 4 April 2024, and they have had continuous permission as a Service Supplier since then (except that where

paragraph 39E applies, that period of overstaying will be disregarded), they may be sponsored for a job in a SOC 2020 occupation code listed in Table 2b of Appendix Skilled Occupations.”.

APP GBM29. In SSU 6.2, for all three instances of “occupation code”, substitute “SOC 2020 occupation code” in each instance.

APP GBM30. For SSU 7.4, substitute:

“SSU 7.4. If the requirements in SSU 7.1. to SSU 7.3. are met, the applicant will be awarded 20 points for a job at the appropriate skill level, subject to SSU 7.5.”.

APP GBM31. In SSU 8.1(g), for “.”, substitute “; or”.

APP GBM32. After SSU 8.1(g), insert:

“

(h) where the service that the applicant will provide is covered by a commitment in the Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP), a national of a party to that agreement or a permanent resident of Australia, Canada or New Zealand, subject to the provisions of paragraph (i);

(i) Where the commitment in the Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP) falls into a category in the first column of the table, the applicant must be a national of a country in the second column of the table below (or to the extent that Australia, Canada or New Zealand is listed in that column, a permanent resident of that country):

Category	CPTPP Parties with access
Contractual Service Suppliers	Australia, Brunei, Canada, Chile, Japan, Malaysia, Mexico, Peru, Vietnam
Independent Professionals	Australia, Brunei, Canada, Chile, Japan, Malaysia, Mexico, Peru, New Zealand

”.

APP GBM33. After SSU 13.2(c)(ia), insert:

“(iib) if the applicant is covered by a relevant commitment in the Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP), and is a person included in the definition of

“business person” under Article 12.1 of that agreement, 12 months, or;”.

APP GBM34. After SSU 13.3(c)(ia), insert:

“(iib) if the applicant is covered by a relevant commitment in the Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP), the difference between the period the applicant has already spent in the UK since their last grant of permission as a Service Supplier and 12 months; or”.

APP GBM35. In SEC 6.1, for “an occupation code listed in Appendix Skilled Occupations”, substitute “a SOC 2020 occupation code listed in Table 2 or Table 3 of Appendix Skilled Occupations”.

APP GBM36. After SEC 6.1, insert:

“SEC 6.1A. If the date of application is before 4 April 2030, the applicant was granted permission as a Secondment Worker under the Rules in place before 4 April 2024, and they have had continuous permission as a Secondment Worker since then (except that where paragraph 39E applies, that period of overstaying will be disregarded), they may be sponsored for a job in a SOC 2020 occupation code listed in Table 2b of Appendix Skilled Occupations.”.

APP GBM37. In SEC 6.2, for all three instances of “occupation code”, substitute “SOC 2020 occupation code” in each instance.

Changes to Appendix Global Talent

APP GT1. For GTE 1.3, substitute:

“GTE 1.3. An application which does not meet all the validity requirements for a Global Talent endorsement may be rejected as invalid and not considered.”.

Changes to Appendix Scale-Up

APP SCU1. In SCU 6.1, for “an occupation code listed in Appendix Skilled Occupations”, substitute “a SOC 2020 occupation code listed in Table 2 or Table 3 of Appendix Skilled Occupations”.

APP SCU2. In SCU 6.2, for all four instances of “occupation code”, substitute “SOC 2020 occupation code” in each instance.

- APP SCU3. In SCU 7.1(a), for “£34,600 per year”, substitute “£36,300 per year”.
- APP SCU4. In SCU 7.1(b), for “occupation code”, substitute “SOC 2020 occupation code”.
- APP SCU5. In SCU 7.4A(a), for “£34,600”, substitute “£36,300”.
- APP SCU6. In SCU 7.5, for both instances of “Table 1”, substitute “Table 2” in each instance.
- APP SCU7. In SCU 7.5(a), for “occupation code”, substitute “SOC 2020 occupation code”.
- APP SCU8. In SCU 8.1, for sub-paragraphs (a) and (b), substitute:
- “
- (a) £36,300 per year; or
 - (b) £34,600 per year if their most recent permission on the route was on the basis of a Certificate of Sponsorship assigned between 12 April 2023 and 3 April 2024; or
 - (c) £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 SCU9. In SCU 8.2, for (i) and (ii), substitute:
- “
- (i) £36,300 per year; or
 - (ii) £34,600 per year if their most recent permission on the route was on the basis of a Certificate of Sponsorship assigned between 12 April 2023 and 3 April 2024; or
 - (iii) £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 10.2, substitute:
- “SCU 10.2. If the applicant is applying for entry clearance, or has been in the UK for less than 12 months on the date of application, either:

- (a) the applicant must have funds of at least £1,270; or
- (b) if the applicant is applying as a sponsored applicant, the applicant's A-rated sponsor must confirm on the Certificate of Sponsorship that they will, if 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 SCU11. For SCU 13.4, substitute:

“SCU 13.4. An application which does not meet all the validity requirements for settlement as a Scale-up Worker may be rejected as invalid and not considered.”.

APP SCU12. In SCU 18.1, for (a) and (b), substitute:

“

- (a) £36,300 per year; or
- (b) £34,600 per year if their most recent permission on the route was on the basis of a Certificate of Sponsorship assigned between 12 April 2023 and 3 April 2024; or
- (c) £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 SCU13. In SCU 18.2, for (a) and (b), substitute:

“

- (a) £36,300 per year; or
- (b) £34,600 per year if their most recent permission on the route was on the basis of a Certificate of Sponsorship assigned between 12 April 2023 and 3 April 2024; or
- (c) £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 SCU14. In SCU 18.3, for paragraphs (i) and (ii), substitute:

“

- (i) £36,300 per year; or
- (ii) £34,600 per year if their most recent permission on the route

was on the basis of a Certificate of Sponsorship assigned between 12 April 2023 and 3 April 2024; or

(iii) £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 SCU15. In the final part of SCU 18.3, for “£34,600 per year”, substitute “£36,300 per year”.

Changes to Appendix Innovator Founder

APP INFF1. For INNF 32.3, substitute:

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

Changes to Appendix Sports Governing Bodies

APP SGB1. In the list of governing bodies, under the entry for Canoeing, substitute:

“

Canoeing (England, Wales, Northern Ireland)	British Canoeing
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”.

APP SGB2. In the list of governing bodies, after “Canoeing (England, Wales, Northern Ireland)”, insert new entry:

“

Canoeing (Scotland)	Scottish Canoe Association
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”.

Changes to Appendix Temporary Work – Seasonal Worker

APP TWSW1. In SAW 4.1(f), for all 12 instances of “occupation code”, substitute “SOC 2020 occupation code” in each instance.

APP TWSW2. In SAW 4.1(f), in entry (xii) of the list of poultry production roles, for “9134”, substitute “9132”.

APP TWSW3. For SAW 4.1(g), substitute:

“(g) confirm either:

- (i) if the applicant is being sponsored in the horticulture sector or under SOC 2020 occupation code 8111, 9111, 9119 or 9132 in the poultry production sector, they will be paid at least £11.44 for each hour worked and receive at least 32 hours pay each week; or
- (ii) if the applicant is being sponsored under SOC 2020 occupation code 5431 or 5433 in the poultry production sector, they will be paid at least £15.88 for each hour worked and £38,700 per year.”.

APP TWSW4. In SAW 4.1D, for “£26,200”, substitute “£38,700”.

APP TWSW5. In the example at the end of SAW 4.1D, for “£12 per hour”, substitute “£20 per hour”.

APP TWSW6. In the example at the end of SAW 4.1D, for “£24,960 (£12 x 40 x 52) per year”, substitute “£41,600 (£20 x 40 x 52) per year”.

Changes to Appendix Youth Mobility Scheme: eligible nationals

APP YMSEN1. In the heading, for “2023”, substitute “2024”.

APP YMSEN2. For paragraph 1, substitute:

“1. 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 2024, are as follows:

- Andorra - 100 places
- Australia – 45,000 places
- Canada – 8,000 places
- Hong Kong - 1,000 places
- Iceland – 1,000 places
- India - 3,000 places
- Japan - 6,000 places
- Monaco – 1,000 places
- New Zealand – 8,500 places
- Republic of Korea - 5,000 places
- San Marino – 1,000 places
- Taiwan – 1,000 places

- Uruguay - 500 places”.

APP YMSEN3. For paragraph 1.A, substitute:

“1.A. In order to ensure the continuity of the scheme in subsequent years, where the annual available places are yet to be updated the following number of places will be made available:

- (a) for countries whose quota is less than 1000, the same number of places as the previous year; and
- (b) for all other countries, either 1000 or 50% of the previous year’s places, whichever is the greater.”.

APP YMSEN4. Delete paragraph 1.C.

APP YMSEN5. Delete paragraph 1.D.

APP YMSEN6. Delete paragraph 1.E.

APP YMSEN7. Delete paragraph 1.F.

APP YMSEN8. For paragraph 3(e), substitute:

“(e) a prospective applicant must only submit an expression of interest for a country or territory that they are a national or citizen of, or the rightful holder of a passport for; and”.

APP YMSEN9. For paragraph 3(f), substitute:

“(f) the Home Office will:

- (i) select at random those to whom an invitation to apply for entry clearance under the Youth Mobility Scheme relevant allocation is to be issued from the pool of those who have submitted an expression of interest; and
- (ii) keep a record of those individuals to whom an invitation to apply is issued; and

(g) the Home Office may:

- (i) place a time limit on the period during which an expression of interest is to be submitted; and
- (ii) determine the number of invitations to apply that may be issued in any calendar month; and place a time limit on the

validity of an invitation to apply.”.

Changes to Appendix Temporary Work – Creative Worker

APP CRV1. For CRV 4.2, substitute:

“CRV 4.2. The sponsor must ensure that:

- (a) the applicant complies with their relevant Code of Practice under Appendix Creative Workers Codes of Practice, where one exists for their occupation; or
- (b) where there is no relevant Code of Practice under Appendix Creative Workers Codes of Practice for the occupation the applicant will be doing, the applicant must:
 - (i) be performing a role in the creative industries that appears in Appendix Skilled Occupations; and
 - (ii) be able to demonstrate that they can make a unique contribution to creative life in the UK.”.

APP CRV2. For CRV 4.5, substitute:

“CRV 4.5. The sponsor must operate or intend to operate within the creative sector and be authorised by the Home Office to sponsor the job in question under the Creative Worker route.”.

APP CRV3. After CRV 4.7, insert:

“CRV 4.8. The applicant must provide details of any transport, living allowances and other expenses paid by the sponsor to the applicant and whether the sponsor will seek to recoup these costs, either through payroll deductions or any other means.

CRV 4.9. If the Certificate of Sponsorship associated with the application is declared part of a group by the sponsor and the work of the applicant is directly related to the employment of an entertainer or a cultural artist whose application has been refused, all applications within the group will be refused.”.

Changes to Appendix Temporary Work – International Agreement

APP IA1. Delete IA 7.6.

APP IA2. After IA 7.9, insert:

“IA 7.10. Where the application is for permission to stay, they must

provide evidence of payment of salary for no less than 3 months prior to the date of application. Evidence must be submitted in accordance with Appendix Finance.

English language requirement for a private servant in a diplomatic household

IA 7.11. Where the application is for entry clearance, 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 B1 (intermediate).

IA 7.12. The applicant must show they meet the English language requirement as specified in Appendix English Language.”.

APP IA3. After IA 8.1, insert:

“IA 8.1A. Where the applicant is, or will be, working on a contract basis (being supplied as labour from one organisation to another), the decision maker must be satisfied that the applicant will not be filling a permanent position, including on a temporary basis.”.

APP IA4. After IA 8.2, insert:

“IA 8.3. The applicant must not be working as a private servant in a diplomatic household or as a domestic worker in a private household.”.

Changes to Appendix Government Authorised Exchange

APP GAE1. For GAE 5.1(f), substitute:

“(f) confirm that the role is supernumerary, such that it is in addition to the sponsor's regular, required, or standard number of staff that does not fill a permanent position or ongoing vacancy in the sponsor's workforce, even on a temporary basis (with a full explanation of why it is supernumerary); and”.

APP GAE2. In GAE 5.1(g), for “Table 1 or Table 2 of Appendix Skilled Occupations”, substitute “Tables 1, 2 or 3 of Appendix Skilled Occupations”.

Changes to Appendix Government Authorised Exchange Schemes

APP GAES1. In the list of schemes, delete the entries for “Erasmus”, “European Voluntary Service (Youth in Action Programme)” and “Lord

Chancellor’s Training Scheme for Young Chinese Lawyers”.

APP GAES2. In the list of schemes, below the entry for “Foreign Language Assistants Programme”, insert:

“

Future technology research and innovation scheme	<p>Supporting the development of the critical technologies specified in the UK’s Science & Technology Framework and delivery of the AI Futures programme, this scheme allows research interns and sponsored researchers to come to the UK to work on artificial intelligence, quantum technologies, engineering biology, semiconductors, or future telecommunications in eligible organisations.</p> <p>The scheme covers both the research and training and the work experience programmes – the programme type must be specified by the licenced organisation as part of the visa application.</p>	UK Research and Innovation (UKRI) and the organisations that meet UKRI’s eligibility criteria	<p>Research and training programme. Maximum 24 months</p> <p>Work experience programme Maximum 12 months</p>	All UK
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”.

Changes to Appendix Hong Kong British National (Overseas)

APP HK1. For HK 1.2(a), substitute:

“(a) any fee and Immigration Health Charge must have been paid, unless the applicant has been granted a fee waiver; and”.

APP HK2. For HK 2.1(b), substitute:

“(b) on immigration bail, except where they have been placed on such bail after making an asylum claim in the UK.”.

APP HK3. In HK 7.1(b), for “T” substitute “Tuberculosis (TB)”.

APP HK4. For HK 9.1(b), substitute:

“(b) a period of 30 months (plus, where the applicant has extant permission on the Hong Kong BN(O) route, the remaining period of that permission, up to a maximum of 28 days) where the applicant has applied for a period of 30 months.”.

APP HK5. For HK 10.2(a), substitute:

“(a) any fee and Immigration Health Charge must have been paid, unless the applicant has been granted a fee waiver; and”.

APP HK6. For HK 10.2(d), substitute:

“(d) when applying as a partner on the BN(O) Status Holder route, where the applicant does not currently hold, or did not last hold, permission as a partner on the BN(O) Status Holder route the applicant must be applying as a partner of a BN(O) Status Holder who:

- (i) has made a valid application for entry clearance or permission to stay in the UK as a BN(O) Status Holder that has not been decided; or
- (ii) has entry clearance or permission as a BN(O) status holder; or
- (iii) is both a British citizen and a BN(O) status holder.”.

APP HK7. For HK 10.2(e), substitute:

“(e) when applying as a BN(O) Household Child on the BN(O) Status Holder route, the applicant must be applying as a child or grandchild of a BN(O) Status Holder or of the partner of a BN(O) Status Holder who:

- (i) has made a valid application for entry clearance or permission to stay in the UK as a BN(O) Status Holder or as the partner of a BN(O) status Holder that has not been decided; or
- (ii) has entry clearance or permission as a BN(O) Status Holder or as the partner of a BN(O) Status Holder; or
- (iii) is both a British Citizen and a BN(O) status holder”.

APP HK8. For HK 11.2(b), substitute:

“(b) on immigration bail, except where they have been placed on such bail after making an asylum claim in the UK.”.

APP HK9. For HK 12.2, substitute:

“HK 12.2. A person applying for entry clearance on the BN(O) Status Holder route must, if Appendix Tuberculosis applies, provide a valid medical certificate confirming that they have undergone screening for active pulmonary tuberculosis and that this tuberculosis is not present in them.”.

APP HK10. In HK 13.3(a), after “has” insert “entry clearance or”.

APP HK11. For HK13.3(c), substitute:

“(c) P has settlement under the Hong Kong BN(O) Route and when they obtained settlement, the applicant had permission as P’s partner at that time; or”.

APP HK12. After HK 13.3(c), insert:

“(d) P is both a British citizen and a BN(O) Status Holder.”.

APP HK13. For HK13.4, substitute:

“HK 13.4. The requirements of Appendix Relationship with Partner must be met.”.

APP HK14. Delete HK 13.5., 13.6. and 13.7.

APP HK15. For HK 15.1, substitute:

“HK 15.1. The applicant must be:

- (a) the child of a parent who:

- (i) has, or is at the same time being granted, entry clearance or permission as either a BN(O) Status Holder or the partner of a BN(O) Status Holder; or
 - (ii) has settlement under the Hong Kong BN(O) route and when they obtained settlement the applicant had permission as their dependent child; or
 - (iii) is both a British citizen and a BN(O) Status Holder; or
- (b) The grandchild of a grandparent who:
- (i) has, or is at the same time being granted, entry clearance or permission as either a BN(O) Status Holder or the partner of a BN(O) Status Holder; or
 - (ii) has settlement under the Hong Kong BN(O) route and when they obtained settlement the applicant had permission as their dependent grandchild; or
 - (iii) is both a British citizen and a BN(O) Status Holder.”.

APP HK16. In HK 15.2(a), for “grandparent” substitute “BN(O) Status Holder”.

APP HK17. For HK 16.2, substitute:

“HK 16.2. The applicant must meet the Care Requirement for a dependent child in Appendix Children.”.

APP HK18. In HK 19.1, for “dependant”, substitute “dependent”.

APP HK19. In HK 20.1(b), for “T”, substitute “Tuberculosis (TB)”.

APP HK20. For HK 22.1, substitute:

“HK 22.1. The partner will be granted permission for either:

- (a) a period of 30 months (plus, where the partner has extant permission on the Hong Kong BN(O) route, the remaining period of that permission, up to a maximum of 28 days) where they have applied for a period of 30 months; or
- (b) 5 years, if they applied for a period of 5 years.”.

APP HK21. Delete HK 22.2.

APP HK22. Delete HK 22.3.

APP HK23. For HK 22.4, substitute:

“HK 22.4. A BN(O) Household Child will be granted either:

- (a) where the BN(O) Household Child is applying as the dependant of one parent or grandparent with permission as a BN(O) Status Holder or the partner of a BN(O) Status Holder, permission that ends on the same date as that parent or grandparent; or
- (b) where the BN(O) Household Child is applying as the dependant of both parents or grandparents with permission as a BN(O) Status Holder or the partner of a BN(O) Status Holder, permission that ends on the same date as those parents or grandparents or, if different, the same date as the parent or grandparent whose permission ends latest.”.

APP HK24. For HK 23.2, substitute:

“HK 23.2. An application for entry clearance or permission to stay on the BN(O) Household Member route 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; 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) when applying for the first time as a BN(O) Household member, if the applicant is applying as a child of the partner of a BN(O) Status Holder and does not have, or did not last hold, permission as a dependent child on the BN(O) Status Holder route, the BN(O) Status Holder must have made a valid application for entry clearance or permission to stay in the UK on the BN(O) Status Holder route at the same time as the applicant.”.

APP HK25. For HK 24.2(b), substitute:

“(b) on immigration bail, except where they have been placed on such bail after making an asylum claim in the UK.”.

APP HK26. In HK 29.1(b), for “T”, substitute “Tuberculosis”.

APP HK27. For HK 31.1(b), substitute:

“b) a period of 30 months (plus, where the applicant has remaining

permission under the Hong Kong BN(O) route, the remaining period of that permission, up to a maximum of 28 days) where the applicant has applied for a period of 30 months.”.

APP HK28. For HK 32.2(a), substitute;

“(a) any fee and Immigration Health Charge must have been paid, unless the applicant has been granted a fee waiver; and”.

APP HK29. For HK 33.2(b), substitute:

“(b) on immigration bail, except where they have been placed on such bail after making an asylum claim in the UK.”.

APP HK30. For HK35.4, substitute:

“HK 35.4. The requirements of Appendix Relationship with Partner must be met”.

APP HK31. Delete HK 35.5., HK 35.6. and HK 35.9.

APP HK32. For HK 38.2, substitute:

“HK 38.2. The applicant must meet the Care Requirement for a dependent child in Appendix Children.”.

APP HK33. In HK 42.1(b), for “T”, substitute “Tuberculosis”.

APP HK34. For HK 44.1, substitute:

“HK 44.1. The partner will be granted permission for either:

- (a) a period of 30 months (plus, where the partner has extant permission on the Hong Kong BN(O) route, the remaining period of that permission, up to a maximum of 28 days) where they have applied for a period of 30 months; or
- (b) 5 years, if they applied for a period of 5 years.”

APP HK35. Delete HK 44.2.

APP HK36. Delete HK 44.3.

APP HK37. For HK 44.4, substitute:

“HK 44.4. A child on the BN(O) Household Member route will be

granted either:

- (a) where the child is applying as the dependant of one parent with permission as a BN(O) Household Member or the partner of a BN(O) Household Member, permission that ends on the same date as that parent; or
- (b) where the child is applying as the dependant of both parents with permission on the BN(O) Household Member route, permission that ends on the same date as those parents or, if different, the same date as the parent whose permission ends latest.”.

APP HK38. For HK 45.2(a), substitute:

“(a) any fee and Immigration Health Charge must have been paid, unless the applicant has been granted a fee waiver; and”.

APP HK39. For HK 45.4, substitute:

“HK 45.4. The applicant must be the parent, grandparent, brother, sister, son or daughter of a person who is:

- (a) a BN(O) status holder who has entry clearance or permission to stay under the BN(O) Status Holder route or who has made a valid application for such entry clearance or permission to stay; or
- (b) the dependent partner (“DP”) of a BN(O) Status Holder, where the DP has entry clearance or permission to stay under the BN(O) Status Holder route or has made a valid application for such entry clearance or permission to stay; or
- (c) the child of a BN(O) status holder who has entry clearance or permission to stay under the BN(O) Household Member route or who has made a valid application for such entry clearance or permission to stay; or
- (d) the dependent partner (“DP”) of a child of a BN(O) status holder, where the DP has entry clearance or permission under the BN(O) Household Member route or has made a valid application for such entry clearance or permission to stay; or
- (e) both a British citizen and a BN(O) status holder.”.

APP HK40. For HK 46.2(b), substitute:

“(b) on immigration bail, except where they have been placed on such bail after making an asylum claim in the UK.”.

APP HK41. For HK 48.2, substitute:

“HK 48.2. Where the applicant is applying for entry clearance or permission to stay, and they have not previously had permission on the Hong Kong BN(O) route they must be the parent, grandparent, brother, sister, son, or daughter of a person who is:

- (a) a BN(O) status holder who has entry clearance or permission to stay under the BN(O) Status Holder route or who has made a valid application for such entry clearance or permission to stay; or
- (b) the dependent partner (“DP”) of a BN(O) status holder, where the DP has entry clearance or permission to stay under the BN(O) Status Holder route or has made a valid application for such entry clearance or permission to stay; or
- (c) the child of a BN(O) status holder who has entry clearance or permission to stay under the BN(O) Household Member route or who has made a valid application for such entry clearance or permission to stay; or
- (d) the dependent partner (“DP”) of a child of a BN(O) status holder, where the DP has entry clearance or permission under the BN(O) Household Member route or has made a valid application for such entry clearance or permission to stay; or
- (e) both a British citizen and a BN(O) status holder.”.

APP HK42. Delete HK 49.2(b).

APP HK43. In HK 49.2(c), after “partner of the BN(O) Household Member” delete “depending on who they applied with,”.

APP HK44. Delete HK 49.3.

APP HK45. In HK 49.4(b), after “partner of the BN(O) Household Member” delete “depending on who they applied with,”.

APP HK46. In HK 52.1, for “T”, substitute “Tuberculosis”.

APP HK47. For HK 54.1, substitute:

“HK 54.1. The BN(O) Adult Dependent Relative will be granted permission for either:

- (a) a period of 30 months (plus, where the applicant has extant permission under the Hong Kong BN(O) Route, the remaining

period of that permission, up to a maximum of 28 days) where they have applied for a period of 30 months; or
(b) 5 years, if they have applied for a period of 5 years.”.

APP HK48. Delete HK 54.2.

APP HK49. For HK 56.2(b), substitute:

“(b) on immigration bail, except where they have been placed on such bail after making an asylum claim in the UK.”.

APP HK50. For HK 58.1, substitute:

“HK 58.1. The applicant must meet the Care Requirement for a dependent child in Appendix Children.”.

APP HK51. After HK 65.2, insert:

“HK 65.3. Where an applicant is applying for further permission on the Hong Kong BN(O) route for 30 months and has previously had their permission varied to remove a no access to public funds condition under HK65.1, the decision maker may grant further permission without such a condition where they are satisfied that the applicant continues to meet the requirements set out in HK 65.1.”.

Changes to Appendix Ukraine Scheme

APP UKR1 After UKR 14.1. insert:

“UKR 14A.1. For the purpose of this Appendix “parent” includes a step-parent.”.

APP UKR2 After UKR 23.1. insert:

“UKR 23A.1. For the purpose of this Appendix “parent” includes a step-parent.”.

Changes to Appendix Family Reunion (Protection)

APP FRP1. For FRP 6.1.(c), substitute:

“(c) must meet the independent life requirement for a dependent child in Appendix Children.”.

APP FRP2. Delete FRP 6.1.(d).

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

APP CNP1. For CNP 3.1.(b), substitute:

“(b) meet the independent life requirement for dependent children in Appendix Children; and”.

APP CNP2. Delete CNP 3.1.(c).

APP CNP3. For CNP 3.2.(b), substitute:

“(b) the application meets the care requirement for dependent children in Appendix Children; and”.

APP CNP4. After CNP 8.1, insert:

Requirements for settlement as the child of a UK based non-parent relative

CNP 9.1. The applicant must meet the following requirements for a dependent child in Appendix Children:

- (a) independent life requirement; and
- (b) care requirement.”.

APP CNP5. Delete CNP 9.1.

APP CNP6. Delete CNP 10.2.

Insertion of new Appendix Long Residence

APP LR1. After Appendix Adult Dependent Relative, insert:

“Appendix Long Residence

The Long Residence route is for a person who has lived in the UK lawfully and continuously for 10 years or more. The person can count time with permission on most routes towards the 10 year qualifying period.

There is no provision for dependents of a person on the Long Residence route to apply on this route.

A person may apply for immediate settlement if they meet all the requirements for settlement or may apply for temporary permission to stay if they meet the suitability and qualifying period and continuous residence requirements but do not meet the English language or Knowledge of life in the UK requirements.

A person who has lived in the UK for a long period but has not been lawfully and continuously resident for 10 years may be eligible to apply under Appendix Private Life.

Permission to stay on the Long Residence route

Validity requirements for permission to stay on the Long Residence route

LR 1.1. A person applying for permission to stay on the Long Residence route must apply online on the gov.uk website on the specified form “Application to extend your stay in the UK on the basis of long residence”.

LR 1.2. An application for permission to stay on the Long Residence 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 biometrics when required; and
- (c) the applicant must have provided a passport or other document which satisfactorily establishes their identity and nationality.

LR 1.3. The applicant must be in the UK on the date of application.

LR 1.4. An application which does not meet all the validity requirements for permission to stay on the Long Residence route may be rejected as invalid and not considered.

Suitability requirements for permission to stay on the Long Residence route

LR 2.1. The decision maker must be satisfied that the applicant should not be refused under Part 9: grounds for refusal.

LR 2.2. The applicant must not be:

- (a) in breach of immigration laws, except that where paragraph 39E applies, that period of overstaying will be disregarded (although it will not count towards the qualifying period); or
- (b) on immigration bail.

Eligibility requirements for permission to stay on the Long Residence route

Qualifying period requirement for permission to stay on the Long Residence route

LR 3.1. The applicant must have spent a qualifying period of 10 years lawfully in the UK, for the entirety of which one or more of the following applied:

- (a) the applicant had permission, except permission as a Visitor, Short-term Student (English language) or Seasonal Worker (or under any of their predecessor routes); or
- (b) the applicant was exempt from immigration control; or
- (c) the applicant was in the UK as an EEA national, or the family member of an EEA national, exercising a right to reside under the Immigration (European Economic Area) Regulations 2016 prior to 11pm on 31 December 2020 (and until 30 June 2021 or the final determination of an application under Appendix EU made by them by that date).

LR 3.2. The following periods will not count towards the qualifying period for Long Residence:

- (a) time spent on immigration bail, temporary admission or temporary release; and
- (b) any period of overstaying between periods of permission before 24 November 2016, even if a further application was made within 28 days of the expiry of the previous permission; and
- (c) any period of overstaying between periods of permission on or after 24 November 2016 even if paragraph 39E applies to that period of overstaying; and
- (d) any current period of overstaying where paragraph 39E applies.

Continuous residence requirement for permission to stay on the Long Residence route

LR 4.1. The applicant must have met the continuous residence requirement set out in Appendix Continuous Residence for the entirety of the qualifying period.

Transitional arrangements for the Long Residence route

LR 5.1. A person granted an extension of stay on the basis of long residence following an application made on or before 8 July 2012 will remain subject to the rules in force on 8 July 2012.

Decision on an application for permission to stay on the Long Residence route

LR 6.1. If the decision maker is satisfied the suitability and eligibility requirements for permission to stay on the Long Residence route are met, the application will be granted.

LR 6.2. If the decision maker is not satisfied the requirements for permission to stay on the Long Residence route are met, the applicant will be considered under the leave to remain rules for a partner, parent or child under Appendix FM (family life) and the permission to stay requirements of Appendix Private Life, and where those requirements are met, the applicant will be granted leave to remain under the relevant rules in Appendix FM (family life) or granted permission to stay under Appendix Private Life.

LR 6.3. Subject to LR 6.2, if the decision maker is not satisfied that the applicant meets the suitability and eligibility requirements for permission to stay on the Long Residence route, the application will be refused.

Period of grant for permission to stay on the Long Residence route

LR 7.1. The applicant will be granted permission to stay for a period of 24 months.

Conditions of grant for permission to stay on the Long Residence route

LR 8.1. The grant will be subject to the following conditions:

- (a) no access to public funds; and
- (b) work (including self-employment and voluntary work) is permitted; and
- (c) study is permitted, subject to the Academic Technology Approval Scheme (ATAS) condition in Appendix ATAS.

Settlement on the Long Residence route

Validity requirements for settlement on the Long Residence route

LR 9.1. A person applying for settlement on the Long Residence route must apply online on the gov.uk website on the specified form “Apply to settle in the UK – long residence”.

LR 9.2. An application for settlement on the Long Residence route must meet all the following requirements:

- (a) any fee must have been paid; and
- (b) the applicant must have provided biometrics when required; and
- (c) the applicant must have provided a passport or other document which satisfactorily establishes their identity and nationality.

LR 9.3. The applicant must be in the UK on the date of application.

LR 9.4. An application which does not meet all the validity requirements for settlement on the Long Residence route may be rejected as invalid and not considered.

Suitability requirements for settlement on the Long Residence route

LR 10.1. The decision maker must be satisfied that the applicant should not be refused under Part 9: grounds for refusal.

LR 10.2. The applicant must not be:

- (a) in breach of immigration laws, except that where paragraph 39E applies, that period of overstaying will be disregarded (although it will not count towards the qualifying period); or
- (b) on immigration bail.

Eligibility requirements for settlement on the Long Residence route

Qualifying period requirement for settlement on the Long Residence route

LR 11.1. The applicant must have spent a qualifying period of 10 years lawfully in the UK, for the entirety of which one or more of the following applied:

- (a) the applicant had permission, except permission as a Visitor, Short-term Student (English language) or Seasonal Worker (or under any of their predecessor routes); or
- (b) the applicant was exempt from immigration control; or
- (c) the applicant was in the UK as an EEA national, or the family member of an EEA national, exercising a right to reside under the Immigration (European Economic Area) Regulations 2016 prior to 11pm on 31 December 2020 (and until 30 June 2021 or the final determination of an application under Appendix EU made by them by that date).

LR 11.2. The following periods will not count towards the qualifying period for Long Residence:

- (a) time spent on immigration bail, temporary admission or temporary release; and
- (b) any period of overstaying between periods of permission before 24 November 2016 even if a further application was made within 28 days of the expiry of the previous permission; and

- (c) any period of overstaying between periods of permission on or after 24 November 2016 even if paragraph 39E applies to that period of overstaying; and
- (d) any current period of overstaying where paragraph 39E applies.

LR 11.3. Subject to LR 11.4, the applicant must have had permission on their current immigration route for at least 12 months on the date of application, or have been exempt from immigration control in the 12 months immediately before the date of application.

LR 11.4. If the applicant's current permission was granted before 11 April 2024, LR 11.3. does not apply.

Continuous residence requirement for settlement on the Long Residence route

LR 12.1. The applicant must have met the continuous residence requirement set out in Appendix Continuous Residence for the entirety of the qualifying period.

English Language requirement for settlement on the Long Residence route

LR 13.1. Unless an exemption applies, the applicant must show English language ability on the Common European Framework of Reference for Languages in speaking and listening of at least level B1.

LR 13.2. The applicant must show they meet the English language requirement, or that an exemption applies, as set out in Appendix English Language.

Knowledge of life in the UK requirement for settlement on the Long Residence route

LR 14.1. Unless an exemption applies, the applicant must meet the Knowledge of life in the UK requirement as set out in Appendix KOL UK.

LR 14.2. The applicant must show they meet the Knowledge of life in the UK requirement, or that they are exempt, as set out in Appendix KOL UK.

Decision on an application for settlement on the Long Residence route

LR 15.1. If the decision maker is satisfied that the suitability and eligibility requirements for settlement on the Long Residence route are met, the applicant will be granted settlement.

LR 15.2. If the decision maker is not satisfied the suitability and eligibility requirements for settlement on the Long Residence route are met, but thinks the applicant may meet requirements for permission to stay on the Long Residence route

or one of the following routes, the application will be varied by the Secretary of State to an application for permission to stay:

- (a) as a partner, parent or child under Appendix FM (family life); or
- (b) under Appendix Private Life.

LR 15.3. If the application is varied as set out in LR 15.2, the Secretary of State will contact the applicant informing them of this variation and:

- (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 applicant must pay any required Immigration Health Charge.

LR 15.4. If LR 15.2. applies and the applicant does not pay the required Immigration Health Charge, or does not request a waiver for the Immigration Health Charge, which is then granted, 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.

LR 15.5. If the application is varied to an application for permission to stay and the decision maker is satisfied the suitability and eligibility requirements for permission to stay on the Long Residence route are met, the applicant will be granted permission to stay on the Long Residence route.

LR 15.6. If the decision maker is not satisfied the requirements for permission to stay on the Long Residence route are met, the applicant will be considered under the leave to remain rules for a partner, parent or child under Appendix FM (family life) and the permission to stay requirements of Appendix Private Life, and where the relevant requirements are met, the applicant will be granted under those rules.

LR 15.7. If the decision maker is not satisfied the requirements for settlement or permission to stay on the Long Residence route are met, and the applicant is not granted permission to stay under Appendix FM (family life) or Appendix Private Life, the applicant will be refused settlement on the Long Residence route.”.

Changes to Appendix Victim of Domestic Abuse

APP VDA1. After VDA 4.1.(a), insert:

“(aa) a spouse, civil partner or durable partner under Appendix EU with limited leave to enter or remain as a family member of a relevant EEA citizen (or of a qualifying British citizen), as a joining family member of a relevant sponsor or as a family member who has retained the right of residence, granted under paragraph EU3 or EU3A of that Appendix; or”.

Changes to Appendix Private Life

APP PL1. In the introduction, for “paragraphs 276A to 276D” substitute “Appendix Long Residence”.

Changes to Appendix Bereaved Partner

APP BP1. In the introduction section, for “Armed Forces”, substitute “HM Armed Forces”.

APP BP2. In BP 1.2, in each place that it occurs, for “Armed Forces”, substitute “HM Armed Forces”.

APP BP3. In BP 4.1(d), in each place that it occurs, for “Armed Forces”, substitute “HM Armed Forces”.

APP BP4. In BP 5.1(a), in each place that it occurs, for “Armed Forces”, substitute “HM Armed Forces”.

Changes to Appendix ATAS: Academic Technology Approval Scheme (ATAS)

APP ATAS1. For ATAS 1.2(a), substitute:

“(a) is in one of the following SOC 2020 occupation codes:

- 2111 Chemical scientists
- 2112 Biological scientists
- 2113 Biochemists and biomedical scientists
- 2114 Physical scientists
- 2115 Social and humanities scientists
- 2119 Natural and social science professionals not elsewhere classified
- 2122 Mechanical engineers
- 2123 Electrical engineers
- 2124 Electronics engineers
- 2125 Production and process engineers
- 2126 Aerospace engineers
- 2127 Engineering project managers and project engineers
- 2129 Engineering professionals not elsewhere classified
- 2161 Research and development (R&D) managers
- 2162 Other researchers, unspecified discipline
- 2311 Higher education teaching professionals
- 3111 Laboratory technicians

- 3112 Electrical and electronics technicians
- 3113 Engineering technicians
- 3114 Building and civil engineering technicians
- 5234 Aircraft maintenance and related trades”.

Changes to Appendix English Language

- APP EL1. In the introduction to Appendix English Language, after “Appendix Victim of Domestic Abuse,” insert “Appendix HM Armed Forces, Appendix Long Residence”.
- APP EL2. In the introduction to Appendix English Language, after “Appendix Victim of Domestic Abuse,” insert “Appendix Temporary Work-International Agreement,”.
- APP EL3. After EL 1.1. insert:
- “EL1.2. An applicant for entry clearance or permission to stay under Appendix HM Armed Forces is exempt from the English language requirement if at the date of application any of the following apply:
- (a) they are aged 65 or over; or
 - (b) they are aged under 18; or
 - (c) they have a disability (physical or mental condition) which prevents them from meeting the requirement; or
 - (d) there are exceptional circumstances which prevent the applicant from meeting the English language requirement.”.
- APP EL4. For EL 2.1. substitute:
- “EL 2.1. An applicant will meet the English language requirement if any of the requirements in EL 3.1. to EL 7.2 are met.”.
- APP EL5. For EL 2.4(p), substitute:
- “(p) entry clearance or settlement under Appendix Victim of Domestic Abuse; or”.
- APP EL6. After EL 2.4(p) insert:
- “(q) entry clearance, permission to stay or settlement under Appendix HM Armed Forces; or
- (r) settlement under Appendix Long Residence.”.

APP EL7. After EL 2.4(r), insert:

“; or

(s) entry clearance under Appendix Temporary Work – International Agreement.”.

APP EL8. For EL 7.1. substitute:

“EL 7.1. An applicant will meet the English language requirement if they have a GCSE, an International GCSE, an A level, a Scottish National Qualification at level 4 or 5 or a Scottish Higher or Advanced Higher in English (language or literature) that was awarded:

- (a) by an Ofqual (or SQA, Qualifications Wales or CCEA) regulated awarding body; and
- (b) following education undertaken in a UK based school which began while they were aged under 18.”.

Changes to Appendix KOL UK

APP KOLUK1. For the introductory paragraph, substitute:

“This Appendix sets out how the Knowledge of Life in the UK requirement is met by a person applying for settlement.

It applies only to applications for settlement under Appendix Student, Appendix Skilled Worker, Appendix Representatives of an Overseas Business, Appendix T2 Minister of Religion, Appendix International Sportsperson, Appendix UK Ancestry, Appendix Global Talent, Appendix Innovator Founder, Appendix T5 (Temporary Worker) International Agreement Worker, Appendix Domestic Worker in a Private Household, Appendix Scale-up, Appendix Private Life, Appendix Settlement Family Life, Appendix Hong Kong British National (Overseas) and Appendix Long Residence.

Applications for settlement under other routes must continue to meet Appendix KOLL.”.

Changes to Appendix Finance

APP FIN1. In FIN 1.1., after “application” insert “unless FIN 1.2. or FIN 1.3. applies”.

APP FIN2. After FIN 1.1., insert:

“FIN 1.2. Where money is held in one or more foreign currencies and the exchange rate for a foreign currency does not appear on www.oanda.com, this will be converted into pound sterling (£), using the monthly FCDO Consular Exchange Rate (“CER”) rate published at www.gov.uk/government/publications/fco-consular-services-abroad-exchange-rates on the date of application. The following currencies do not appear on www.oanda.com:

- Syrian Pounds

FIN 1.3. The following currencies will also be converted into pound sterling (£) using the monthly FCDO CER rate published at www.gov.uk/government/publications/fco-consular-services-abroad-exchange-rates applicable on the date of application:

- Iranian Rials.”.

Changes to Appendix Continuous Residence

APP CR1. In the introduction, before “Appendix Skilled Worker”, insert:

“Appendix HM Armed Forces (only settlement as a Partner or Child),”.

APP CR2. In the introduction, for “and Appendix Hong Kong National (Overseas).”, substitute:

“, Appendix Hong Kong National (Overseas), and Appendix Long Residence.”.

APP CR3. In CR 2.1. for “(unless CR2.2. or CR 2.3 applies)”, substitute “(unless CR 2.2, CR 2.2A, CR 3.1. or CR 3.2. applies, subject to CR 2.3.)”.

APP CR4. In CR 2.2. for “date of the year as the date of their application for settlement”, substitute “date of their current application unless CR 2.2A applies, and subject to CR 2.3.”.

APP CR5. After CR 2.2, insert:

“CR 2.2A. Where the application is under Appendix Long Residence, for any qualifying period before 11 April 2024, the applicant must not have been outside the UK for more than 184 days at any one time, and

must not have spent a total of more than 548 days outside the UK during that qualifying period, subject to CR 2.3.”.

APP CR6. In CR 2.3., for:

“When calculating the 180 days in CR 2.1. or CR 2.2. any period spent outside the UK for reasons (a) to (h) below will not count towards the 180-day limit, if the absence was for any of the following reasons:”

substitute:

“When calculating the period of absence in CR 2.1, CR 2.2. or CR 2.2A, any period spent outside the UK will not count towards the period of absence where the absence was for any of the following reasons:”.

APP CR7. In CR 2.3(d), for “occupation codes”, substitute “SOC 2020 occupation codes”.

APP CR8. In CR 2.3(d), for the list of occupation codes, substitute:

“

- 2111 Chemical scientists
- 2112 Biological scientists
- 2113 Biochemists and biomedical scientists
- 2114 Physical scientists
- 2115 Social and humanities scientists
- 2119 Natural and social science professionals not elsewhere classified
- 2161 Research and development (R&D) managers
- 2162 Other researchers, unspecified discipline
- 2311 Higher education teaching professionals”.

APP CR9. For CR 2.3(h)(i), substitute:

“(i) a regular member of HM Armed Forces (the Royal Navy, the Royal Marines, the Army (including the Brigade of Gurkhas) and the Royal Air Force); or”.

APP CR10. In CR 2.4., for “Any”, substitute:

“Unless applying under Appendix Long Residence, any”.

APP CR11. For CR 3.1, substitute;

“CR 3.1. Where the applicant is applying as a partner or child, and the person on whom they are dependent, was absent for a reason in CR 2.3, that period of absence will not count towards the 180 day limit in CR 2.1. or CR 2.2. when calculating the applicant’s continuous residence period.”

APP CR12. For CR 3.2, substitute:

“CR 3.2. Where the applicant is applying as a partner or child and the person on whom they are dependent was absent during a period of permission granted before 11 January 2018, that period of absence will not count towards the 180 day absence in CR 2.1. or CR 2.2 when calculating the applicant’s continuous residence period if the person on whom they were dependent was on one of the following routes:

- (a) Tier 1; or
- (b) Tier 2; or
- (c) Tier 5 (Temporary Worker); or
- (d) Global Talent; or
- (e) Start Up; or
- (f) Innovator Founder.”.

APP CR13. In CR 4.1(d), for

“(d) the applicant does not, or did not have permission, unless:”

substitute:

“(d) the applicant does not currently have, or did not have, permission, unless:”.

APP CR14. For CR 4.1(c) substitute:

“(c) the applicant is subject to removal directions, or in the case of an application under Appendix Long Residence removed from the UK, under section 10 of the Immigration and Asylum Act 1999; or”.

APP CR15. For CR4.1 (d) (i), substitute:

“(i) the applicant was granted permission following a successful application where paragraph 39E of these rules applied; or”

APP CR16. In CR 4.1(d)(ii), at the start before “the” insert:

“(except for applications under Appendix Long Residence),”.

APP CR17. For CR4.1(d) (iii), substitute:

“(iii) the application is under Appendix Long Residence, and the applicant had permission when they left the UK and returned to the UK with a valid permission (on the same or another route) provided they do not exceed the absence period in CR 2.1, CR 2.2. or CR 2.2A; or”

(iv) CR 4.2. applies; or”.

APP CR18. For CR 4.1(e), substitute:

“(e) the applicant is absent from the UK for longer than the periods permitted under CR 2.1, CR 2.2., and CR 2.2A, and none of the exceptions in CR 2.3, CR 2.5, CR 3.1. and CR 3.2. apply; or

(f) the applicant is removed from the UK, is deported or leaves the UK having been refused permission to enter, permission to stay or settlement, and any permission held at the time of that voluntary departure has expired, unless CR 4.2. applies.”.

APP CR19. For CR 5.1, substitute:

“The applicant will not be regarded as lawfully present in the UK under CR 1.1. (and these periods will not count towards the qualifying period for continuous residence):

- (a) during any period of imprisonment or detention under CR 4.1.(a) or CR 4.4.; and
- (b) during any period, the applicant is subject to a deportation order, exclusion order, or exclusion direction; and
- (c) during any period the applicant is subject to removal directions under section 10 of the Immigration and Asylum Act 1999 (except where the application is under Appendix Long Residence); and
- (d) during any period where they required permission and did not have it unless:

- (i) the applicant was in the UK without permission between 1 and 31 August 2020; and
- (ii) the applicant had permission immediately before that date,

in which case the applicant will be treated as lawfully present between 1 and 31 August 2020.”.

APP CR20. Delete CR 5.2.

APP CR21. In CR 6.1., for “CR 2.1 and CR 2.2”, substitute “CR 2.1, CR 2.2. and CR 2.2A.”.

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 HM Armed Forces
- Appendix International Armed Forces and International Civilian Employees
- Appendix Settlement Protection
- Appendix Student
- Appendix Graduate
- Appendix Skilled Worker
- Appendix Global Business Mobility – Senior or Specialist Worker
- Appendix Global Business Mobility – Graduate Trainee
- Appendix Global Business Mobility – UK Expansion Worker
- Appendix Global Business Mobility – Service Supplier
- Appendix Global Business Mobility – Secondment Worker
- Appendix T2 Minister of Religion
- Appendix Representative of an Overseas Business
- Appendix UK Ancestry
- Appendix Global Talent
- Appendix High Potential Individual
- Appendix Scale-up
- Appendix Start-up
- Appendix Innovator Founder
- 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
- Appendix Hong Kong British National (Overseas)
- Appendix Ukraine Scheme
- Appendix Family Reunion (Protection)
- Appendix Settlement Family Life
- Appendix Gurkhas and Hong Kong military unit veteran discharged before 1 July 1997”.”

Changes to Appendix Children

APP CH11. In the introduction to ‘Applicant applying as a dependent child’, substitute:

“This section applies to the following routes (to the extent set out in the route), where the applicant is applying as a dependent child:

- Appendix Settlement Protection
- Appendix Student
- Appendix Graduate
- Appendix Skilled Worker
- Appendix Global Business Mobility – Senior or Specialist Worker
- Appendix Global Business Mobility – Graduate Trainee
- Appendix Global Business Mobility – UK Expansion Worker
- Appendix Global Business Mobility – Service Supplier
- Appendix Global Business Mobility – Secondment Worker
- Appendix T2 Minister of Religion
- Appendix Representative of an Overseas Business
- Appendix UK Ancestry
- Appendix Global Talent
- Appendix High Potential Individual
- Appendix Scale-up
- Appendix Start-up
- Appendix Innovator Founder
- Appendix International Sports person
- Appendix Domestic Workers in a Private Household
- 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

- Appendix Hong Kong British National (Overseas)
- Appendix Family Reunion (Protection)
- Appendix Child staying with or joining a Non-Parent Relative (Protection)
- Appendix Victim of Domestic Abuse
- Appendix Bereaved Partner
- Appendix Gurkha and Hong Kong military unit veteran discharged before 1 July 1997.”.

APP CHI2. In the introduction to “Applicant applying as a dependent child”, prior to “Appendix Settlement Protection”, insert:

“

- Appendix HM Armed Forces
- Appendix International Armed Forces and International Civilian Employees”.

APP CHI3. In the introduction to “Applicant applying as a dependent child”, after “Appendix Bereaved Partner”, insert “Appendix Adoption”.

APP CHI4. For “Age and Independent Life Requirement”, substitute:

“Age Requirement

CHI 1.1. The applicant must be under the age of 18 on the date of application unless CHI 1.2 applies.

CHI 1.2. The applicant may be aged 18 or over on the date of application if the applicant was last granted entry clearance or permission to stay as the dependent child of their parent or parents.

Independent Life Requirement

CHI 1A.1. The applicant must not be leading an independent life.”.

APP CHI5. For CHI 3.1, substitute:

“CHI 3.1. Where the application is for entry clearance or permission to stay, the applicant must be the child of a parent (P) where one of the following applies:

- (a) P has entry clearance or permission to stay on the same route the applicant is applying for; or

- (b) P is, at the same time, applying for (and is granted) entry clearance or permission to stay on the same route the applicant is applying for; or
- (c) P is settled or has become a British citizen, providing P previously had permission to stay on the same route the applicant is applying for and the applicant had permission as P's child at that time or was born since P's last grant of permission and before P settled; or
- (d) P is settled or has become a British citizen, providing P had permission on the UK Ancestry route when they settled and the applicant is applying on the UK Ancestry route; or
- (e) the applicant is applying under Appendix HM Armed Forces and P is:
 - (i) a member of HM Armed Forces who is exempt from immigration control; or
 - (ii) at the same time applying for (and is being granted) settlement as a HM Armed Forces service leaver; or
 - (iii) settled or is a British citizen and P had permission (or exemption) as a member of HM Armed Forces before they were granted citizenship; or
- (f) the applicant is applying under Appendix International Armed Forces and P is a member of an International Armed Forces exempt from immigration control.”.

APP CHI6. For CHI 3.2, substitute:

“CHI 3.2. 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 is the sole surviving parent or has sole responsibility for the child’s upbringing; or
- (b) the parent who does not have permission:
 - (i) is a British citizen or a person who has a right to enter or stay in the UK without restriction; and
 - (ii) lives, or intends to live, in the UK; or
- (c) the decision maker is satisfied that there are serious and compelling reasons to grant the applicant entry clearance or permission to stay with the parent who is applying for or has entry clearance or permission to stay or who is covered by CHI 3.2.(b).”.

APP CHI7. After CHI 4.1.(b) insert:

“or;

(c) the applicant is applying under Appendix HM Armed Forces and P:

- (i) is a member of HM Armed Forces exempt from immigration control with at least 5 years’ reckonable service; or
- (ii) has been granted or, is at the same time applying for (and is being granted) settlement as a HM Armed Forces service leaver; or
- (iii) has leave to enter or remain under this Appendix or Part 7 paragraphs 276E-QA of these Rules or under the concession which existed outside these Rules whereby the Secretary of State exercised their discretion to grant leave to enter or remain to a member of HM Forces who has been medically discharged; or
- (iv) is settled or is a British citizen and P had permission (or exemption) as a member of HM Armed Forces before they were granted citizenship.”.

APP CHI8. For CHI 4.2. (d) substitute:

“(d) have last been granted permission under Appendix Adoption as the child of P in CHI 4.1; or”.

APP CHI9. After CHI 4.2. (d) insert:

“(e) where (a), (b), (c) and (d) do not apply and the application is under Appendix Bereaved Partner or Appendix Victim of Domestic Abuse, the applicant must have been born overseas after P’s grant of permission as a partner and be applying as a child of P in CHI 4.1.”.

APP CHI10. After CHI 4.3, insert:

“CHI 4.4. If the applicant was born in the UK and is the child of a person with permission, or their partner, the applicant must provide a full UK birth certificate showing the names of their parent(s).”.

Insertion of Appendix Adoption

APP AD1. After Appendix Bereaved Partner, insert:

“Appendix Adoption

The adoption routes are for a child under the age of 18 to apply to come to the UK either to be adopted or having been adopted overseas.

If a child is granted temporary permission under Appendix Adoption, they would need to apply for settlement under paragraph 298 in Part 8; or for settlement on the route their adoptive parent is on.

Where an adoption has taken place in a country where the adoption is recognised under UK law and the adoptive parent(s) were resident in that country at the time of the adoption, the adopted child may make an application as a dependent child on the same route as their parent(s).

There are four adoption routes:

Hague Convention: *this route applies where the adoption is via an adoption agency under the Hague Convention on Protection of Children and Co-operation in Respect of Intercountry Adoption. Most Hague Convention adoptions will be completed overseas, however for some countries the adoption is completed in the UK and the child must apply for entry clearance to come to the UK for the adoption to be completed.*

Recognised Overseas Adoptions: *this route allows a child to apply for entry clearance to come to the UK where they have been adopted overseas in a country where the adoption is recognised under UK law, or where the adoption has been recognised by order of the High Court in the UK.*

De facto Adoption: *this route is for a child to apply for entry clearance where the child has been living with their adoptive parent(s) overseas for at least 12 months and there has been a genuine transfer of parental responsibility.*

Coming to the UK for adoption: *this route is for a child to apply for entry clearance where they are in a country whose adoptions are not recognised in the UK and the child is coming to the UK to be adopted under UK law. Where applicable the relevant UK authority must have issued the adopters with a certificate of eligibility to adopt.*

Adoption: Hague Convention

Entry clearance for the Adoption: Hague Convention route

Validity requirements for the Adoption: Hague Convention route

AD 1.1. A child applying for entry clearance on the Adoption: Hague Convention route must apply online on the gov.uk website on the specified form: 'Non-British

adopted child or child coming to the UK for adoption of a parent or parents who are British citizens or settled in the UK’.

AD 1.2. An application for entry clearance must meet all the following requirements:

- (a) any fee and the Immigration Health Charge must have been paid; and
- (b) the applicant must have provided biometrics when required; and
- (c) the applicant must have provided a passport or other document which satisfactorily establishes their identity and nationality.

AD 1.3. An application which does not meet all the validity requirements of the Adoption: Hague Convention route may be rejected as invalid and not considered.

Suitability requirements for Adoption: Hague Convention route

AD 2.1. The decision maker must be satisfied that the applicant should not be refused under Part 9: grounds for refusal.

Eligibility requirements for Adoption: Hague Convention route

Entry requirement for Adoption: Hague Convention route

AD 3.1. A child seeking to come to the UK under the Adoption: Hague Convention route must apply for and obtain entry clearance on the Adoption: Hague Convention route before they arrive in the UK.

AD 3.2. A child applying for entry clearance on the Adoption: Hague Convention route must, if Appendix Tuberculosis applies, provide a valid medical certificate confirming they have undergone screening for active pulmonary tuberculosis and that this tuberculosis is not present in them.

Adoption Requirements for Adoption: Hague Convention route

AD 4.1. The adoptive parents or, if there is sole responsibility, the adoptive parent, must be habitually resident in the UK.

AD 4.2. The adoption must be the subject of an agreement made under Article 17(c) of the Hague Convention.

AD 4.3. The applicant must have been entrusted to the adoptive parent(s) by the competent administrative authority of the child’s country of origin the purpose of adoption under the Hague Convention.

AD 4.4. The decision maker must be satisfied that the adoption is not one of convenience arranged to facilitate the admission of the child to the UK.

Dependent child requirements for Adoption: Hague Convention route

AD 5.1. The applicant must meet the following requirements for a dependent child in Appendix Children:

- (a) age; and
- (b) independent life requirement; and
- (c) care requirement.

Immigration status requirements of parents for Adoption: Hague Convention route

AD 6.1. The applicant must be joining an adoptive parent(s) where one of the following applies:

- (a) both parents are British Citizens, settled in the UK, or are in the UK and have a right to stay in the UK without restriction; or
- (b) the adoptive parent has sole responsibility for the applicant and is a British Citizen, settled in the UK or is in the UK and has a right to stay in the UK without restriction.

Financial requirement for Adoption: Hague Convention route

AD 7.1. The applicant must show that they will be adequately maintained in the UK by the adoptive parent(s), without access to public funds.

AD 7.2. The applicant must provide evidence from the adoptive parent(s) of income or cash savings sufficient to show the financial requirement is met, 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 adoptive parent(s) 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 self-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.

AD 7.3. The applicant must show they meet the financial requirement as set out in Appendix FM-SE.

Accommodation requirement for Adoption: Hague Convention route

AD 8.1. The applicant's accommodation in the UK must not be overcrowded or contravene public health regulations.

Eligibility under Article 8 of the Human Rights Convention for the Adoption: Hague Convention route

AD 9.1. If the applicant meets the Requirements for Adoption, but does not meet the suitability or other eligibility requirements (subject to AD 9.2.), the decision maker must be 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 adoptive family.

AD 9.2. Where AD 9.1. applies and the applicant falls for refusal under 9.2.1, 9.2.3, 9.3.1., 9.4.1., 9.5.1. of Part 9: General Grounds for Refusal, the application on the Adoption: Hague Convention route must be refused.

Decision on an application on the Adoption: Hague Convention route

AD 10.1. If the decision maker is satisfied that the validity, suitability and eligibility requirements are met, or the applicant meets the eligibility requirements at AD 4.1. to AD 4.4. and AD 9.1. (unless paragraph AD 9.2. applies), the applicant will be granted permission to stay on the Adoption: Hague Convention route, otherwise the application will be refused.

Period of grant on the Adoption: Hague Convention route

AD 11.1. The applicant will be granted entry clearance for 24 months, which is to allow the Hague adoption to be completed in the UK.

Conditions of grant on the Adoption: Hague Convention route

AD 12.2. The grant will be subject to the following conditions:

- (a) work is permitted; and
- (b) study is permitted; and
- (c) no access to public funds.

Adoption: Recognised Overseas Adoption

Entry clearance for the Adoption: Recognised Overseas Adoption route

Validity requirements for the Adoption: Recognised Overseas Adoption route

AD 13.1. A child applying for entry clearance on the Adoption: Recognised Overseas Adoption route must apply online on gov.uk on the specified form: 'Non-British adopted child or child coming to the UK for adoption of a parent or parents who are British citizens or settled in the UK'.

AD 13.2. An application for entry clearance on the Adoption: Recognised Overseas Adoption 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 biometrics when required; and
- (c) the applicant must have provided a passport or other document which satisfactorily establishes their identity and nationality.

AD 13.3. An application which does not meet all the validity requirements for the Adoption: Recognised Overseas Adoption route may be rejected as invalid and not considered.

Suitability requirements for the Adoption: Recognised Overseas Adoption route

AD 14.1. The decision maker must be satisfied that the applicant should not be refused under Part 9: grounds for refusal.

Eligibility requirements for Adoption: Recognised Overseas Adoption route

Entry requirements for Adoption: Recognised Overseas Adoption route

AD 15.1. A child seeking to come to the UK on the Recognised Overseas Adoption route must apply for and obtain entry clearance on the Adoption: Overseas Adoption route before they arrive in the UK.

AD 15.2. A child applying for entry clearance on the Recognised Overseas Adoption route must, if Appendix Tuberculosis applies, provide a valid medical certificate confirming they have undergone screening for active pulmonary tuberculosis and that this tuberculosis is not present in them.

Adoption requirements for Adoption: Recognised Overseas Adoption route

AD 16.1. The applicant must have been legally adopted in a country whose adoption orders are, or at the time of the applicant's adoption were, recognised under UK law.

AD 16.2. The overseas adoption must have been in accordance with a decision taken by the competent Central Authority or court in the child's country of origin, or the country in which they are resident, unless AD 16.4. applies.

AD 16.3. The applicant must provide evidence from the relevant Central Authority to confirm a Certificate of Eligibility has been issued if the adoption engages the requirements in:

- (a) section 83 of the Adoption and Children Act 2002; or
- (b) articles 58ZA and 58ZB of the Adoption (Northern Ireland) Order 1987; or
- (c) section 58 of the Adoption and Children (Scotland) Act 2007.

AD 16.4. For the purpose of this Appendix "Central Authority" depends on the country of habitual residence for the adoptive parent: for residents in England, the Central Authority for an adoption under the Hague Convention is the Department for Education and the Devolved Administrations in Wales, Scotland and Northern Ireland and the Isle of Man Government are Central Authorities in their respective regions.

AD 16.5. Where the requirement in AD 16.1. and AD 16.2. is not met, the adoption must have been recognised by order of the High Court in the UK.

AD 16.6. The decision maker must be satisfied that the adoption is not one of convenience arranged to facilitate the admission of the child to the UK.

Dependent child requirements for Adoption: Recognised Overseas Adoption route

AD 17.1. The applicant must meet the following requirements for a dependent child in Appendix Children:

- (a) age; and
- (b) independent life requirement; and
- (c) care requirement.

Immigration status requirements of parents for Adoption: Recognised Overseas Adoption route

AD 18.1. The applicant must be joining or accompanying their adoptive parent(s) where one of the following applies:

- (a) both adoptive parents are British Citizens, are settled in the UK or live in the UK and have a right to stay without restriction; or
- (b) the adoptive parent has sole responsibility for the applicant and is a British Citizen, is settled in the UK or lives in the UK and has a right to stay without restriction; or
- (c) one adoptive parent is a British Citizen, or is settled in the UK, or lives in the UK and has a right to stay without restriction and the other adoptive parent has, or is applying for (and is granted), entry clearance or permission to stay on a route to settlement; or
- (d) the adoptive parent has sole parental responsibility, and is applying for (and is granted), entry clearance or permission on a route to settlement; or
- (e) one adoptive parent is a British Citizen, is settled, or lives in the UK and has a right to stay without restriction and the decision maker is satisfied there are serious and compelling reasons to grant the applicant entry clearance; or
- (f) one adoptive parent has, or is applying for (and is granted), entry clearance or permission to stay on a route to settlement and the decision maker is satisfied there are serious and compelling reasons to grant the applicant entry clearance.

Financial requirements for Adoption: Recognised Overseas Adoption route

AD 19.1. The applicant must show that they will be adequately maintained in the UK by their adoptive parent(s) without access to public funds, unless AD 19.2. applies.

AD 19.2. Where the adoptive parent(s) of the applicant has, or is applying for (and is granted), entry clearance or permission to stay on a route to settlement, the applicant must meet the financial requirement for a dependent child under that route.

AD 19.3. The applicant must provide evidence from the adoptive parent(s) of income or cash savings sufficient to show the financial requirement is met, 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 self-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.

AD 19.4. The applicant must show they meet the financial requirement as set out in Appendix FM-SE.

Accommodation requirement for Adoption: Recognised Overseas Adoption route

AD 20.1. The applicant's accommodation in the UK must not be overcrowded or contravene public health regulations.

Eligibility under Article 8 of the Human Rights Convention for Adoption: Recognised Overseas Adoption route

AD 21.1. If the applicant meets the Requirements for Adoption, but does not meet the suitability or other eligibility requirements (subject to AD 21.2.), the decision maker must be 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 adoptive family.

AD 21.2. Where AD 21.1. applies and the applicant falls for refusal under 9.2.1, 9.2.3, 9.3.1., 9.4.1., 9.5.1. of Part 9 of these rules the application on the Adoption: Recognised Overseas Adoption route, must be refused.

Decision on the Adoption: Recognised Overseas Adoption route

AD 22.1. If the decision maker is satisfied that the validity, suitability and the relevant eligibility requirements are met, or the applicant meets the eligibility requirements at AD16.1. to AD 16.6 and AD21.1. (unless paragraph AD 21.2. applies), the applicant will be granted permission to stay on the Adoption: Recognised Overseas Adoption route, otherwise the application will be refused.

Period of grant on the Adoption: Recognised Overseas Adoption route

AD 23.1. The applicant will be granted settlement, if either:

- (a) both adoptive parents are a British Citizen, settled or live in the UK and have a right to stay without restriction; or
- (b) in the case of sole parental responsibility, the adoptive parent is a British Citizen, settled or lives in the UK and has a right to stay without restriction,

AD 23.2. If the adoptive parent(s) is not a British Citizen, settled or living in the UK with a right to stay without restriction, the applicant will be granted permission which ends on the same date as the permission granted to their adoptive parent(s).

Conditions of grant on the Adoption: Recognised Overseas Adoption route

AD 24.1. The grant will be subject to the following conditions:

- (a) work is permitted; and
- (b) study is permitted; and
- (c) no access to public funds.

De Facto Adoption

Entry clearance for the Adoption: De Facto route

Validity requirements for Adoption: De Facto route

AD 25.1. A child applying for entry clearance on the Adoption: de facto route must apply online on gov.uk on the specified form 'Non-British adopted child or child coming to the UK for adoption of a parent or parents who are British citizens or settled in the UK'.

AD 25.2. An application for entry clearance on the Adoption: de facto route must meet all the following requirements:

- (a) any fee and the Immigration Health Charge must have been paid; and
- (b) the applicant must have provided biometrics when required; and
- (c) the applicant must have provided a passport or other document which satisfactorily establishes their identity and nationality.

AD 25.3. An application which does not meet all the validity requirements for the Adoption: de facto route may be rejected as invalid and not considered.

Suitability requirements for Adoption: De Facto route

AD 26.1. The decision maker must be satisfied that the applicant should not be refused under Part 9: grounds for refusal.

Eligibility requirements for Adoption: De Facto route

Entry requirements for the Adoption: De Facto route

AD 27.1. A child seeking to come to the UK under the Adoption: De Facto route must apply for and obtain entry clearance on the Adoption: de facto route before they arrive in the UK.

AD 27.2. A person applying for entry clearance on the Adoption: De Facto route must, if Appendix Tuberculosis applies, provide a valid medical certificate confirming they have undergone screening for active pulmonary tuberculosis and that this tuberculosis is not present in them.

Adoption requirements for Adoption: De Facto route

AD 28.1. At the date of application, the adoptive parents must both have:

- (a) been resident together overseas for at least 18 months; and
- (b) lived with the applicant for the 12 months immediately before the date of application; and
- (c) assumed the role of the applicant's parent(s) since the beginning of the 18-month period, so that there has been a genuine transfer of parental responsibility.

AD 28.2. Where the adoptive parent has sole responsibility, at the date of application they must have:

- (a) been resident overseas for at least 18 months; and
- (b) lived with the applicant for the 12 months immediately before the date of application; and
- (c) assumed the role of the applicant's parent since the beginning of the 18-month period, so that there has been a genuine transfer of parental responsibility.

AD 28.3. The applicant must provide evidence that:

- (a) the de facto adoption is not one of convenience arranged to facilitate the applicant's admission to the UK; and
- (b) they will have the same rights and obligations as any other child of the de facto adoptive parent(s)'s family; and
- (c) the birth parent(s) or those looking after the applicant immediately before they were physically transferred to the care of their de facto adoptive parent(s) are unable to care for the applicant; and
- (d) the applicant has broken or lost ties with their biological family.

Dependent child requirements for the Adoption: De Facto route

AD 29.1. The applicant must meet the following requirements for a dependent child in Appendix Children:

- (a) age; and

- (b) independent life requirement; and
- (c) care requirement.

Immigration status requirement of parents for the Adoption: De Facto route

AD 30.1. The applicant must be accompanying an adoptive parent(s) and one of the following applies:

- (a) both adoptive parents are British Citizens, or has settled status, or have a right to stay in the UK without restriction or are being admitted to the UK for settlement; or
- (b) one adoptive parent is a British Citizen, or has settled status, or has a right to stay in the UK without restriction, or is being admitted to the UK for settlement and they have sole responsibility for the child's upbringing; or
- (c) one adoptive parent is a British Citizen, or has settled status, or has a right to stay in the UK without restriction, or is being admitted to the UK for settlement and the other prospective adoptive parent has or is being given permission to come to the UK on a route to settlement; or
- (d) one adoptive parent is a British Citizen, or has settled status, or has a right to stay in the UK without restriction, or is being admitted to the UK for settlement, and the decision maker is satisfied there are serious and compelling reasons to grant the applicant entry clearance.

Financial requirement for the Adoption: De Facto route

AD 31.1. The applicant must show that they will be adequately maintained in the UK by the adoptive parent(s) without access to public funds, unless AD 31.2. applies.

AD 31.2. Where an adoptive parent of the applicant has, or is applying for, permission on a route to settlement, the applicant must meet the financial requirement as a dependent child under that route.

AD 31.3. The applicant must provide evidence from the adoptive parent(s) of income or cash savings sufficient to show the financial requirement is met, 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 self-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.

AD 31.4. The applicant must show they meet the financial requirement as set out in Appendix FM-SE.

Accommodation requirement for Adoption: De Facto route

AD 34.1. The applicant's accommodation in the UK must not be overcrowded or contravene public health regulations.

Eligibility under Article 8 of the Human Rights Convention for Adoption: De Facto route

AD 35.1. If the applicant meets the Adoption requirements for Adoption but does not meet the suitability or other eligibility requirements (subject to AD 35.2.), the decision maker must be 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 adoptive family.

AD 35.2. Where AD 35.1. applies and the applicant falls for refusal under 9.2.1, 9.2.3, 9.3.1., 9.4.1., 9.5.1. of Part 9 of these rules the application on the Adoption: De Facto route, must be refused.

Decision for Adoption: De Facto route

AD 36.1. If the decision maker is satisfied that the validity, suitability and the relevant eligibility requirements are met, or the applicant meets the eligibility requirements at AD 28.1. to AD 28.3. and AD 35.1. (unless paragraph AD 35.2. applies), the applicant will be granted permission to stay on the Adoption: De Facto route, otherwise the application will be refused.

Period of grant for Adoption: De Facto route

AD 37.1. The applicant will be granted settlement, if either:

- (a) both adoptive parents are a British Citizen, settled or have a right to stay in the UK without restriction; or
- (b) in the case of sole parental responsibility, the adoptive parent is a British Citizen, settled or has a right to stay in the UK without restriction.

AD 37.2. In all other cases the applicant will be granted permission which ends on the same date as the permission granted to their de facto adoptive parent.

Condition of grant for Adoption: De Facto route

AD 38.3. The grant will be subject to the following conditions:

- (a) work is permitted; and
- (b) study is permitted, and
- (c) no access to public funds.

Adoption: coming to the UK for adoption

Entry clearance for the Adoption: coming to the UK for adoption route

Validity requirements for Adoption: coming to the UK for adoption route

AD 39.1. A child applying for entry clearance or permission to stay on the Adoption: coming to the UK for adoption route must apply online on gov.uk on the specified form: 'Non-British adopted child or child coming to the UK for adoption of a parent or parents who are British citizens or settled in the UK'.

AD 39.2. An application for entry clearance on the Adoption: coming to the UK for adoption route must meet all of the following requirements:

- (a) any fee and Immigration Health Charge must have been paid; and
- (b) the applicant must have provided biometrics when required; and
- (c) the applicant must have provided a passport or other document which satisfactorily establishes their identity and nationality.

AD 39.3. An application which does not meet all the requirements for Adoption: coming to the UK for adoption route may be rejected as invalid and not considered.

Suitability requirements for Adoption: coming to the UK for adoption route

AD 40.1. The decision maker must be satisfied that the applicant should not be refused under Part 9: grounds for refusal.

Eligibility requirements for Adoption: coming to the UK for adoption route

Entry requirement for Adoption: coming to the UK for adoption route

AD 41.1. A child seeking to come to the UK under the Adoption: coming to the UK for adoption route must apply for and obtain entry clearance on the Adoption: coming to the UK for adoption route before they arrive in the UK.

AD 41.2. A child applying for entry clearance under the Adoption: coming to the UK for adoption must, if Appendix Tuberculosis of these rules applies, provide a valid medical certificate confirming they have undergone screening for active pulmonary tuberculosis and that this tuberculosis is not present in them.

Dependent child requirements for Adoption: coming to the UK for adoption route

AD 42.1. The applicant must meet the following requirements for a dependent child in Appendix Children:

- (a) age; and
- (b) independent life requirement; and
- (c) care requirement.

Adoption requirements for Adoption: coming to the UK for adoption route

AD 43.1. The applicant must:

- (a) be coming to the UK for adoption by an adoptive parent(s), in accordance with the laws relating to adoption in the UK; and
- (b) demonstrate that the adoption is not one of convenience arranged to facilitate the applicant's admission to the UK; and
- (c) demonstrate they will have the same rights and obligations as any other child of the adoptive parent(s)'s family; and
- (d) be being adopted due to the inability of the applicant's birth parent(s) or current carer(s) (or those looking after the applicant immediately before they were physically transferred to the care of their adoptive parent(s)) to care for the applicant and there has been a genuine transfer of parental responsibility to the adoptive parent(s).

AD 43.2. The applicant must provide evidence from the relevant Central Authority (see AD 16.4) to confirm a Certificate of Eligibility has been issued if the adoption engages the requirements in:

- (a) section 83 of the Adoption and Children Act 2002; or
- (b) articles 58ZA and 58ZB of the Adoption (Northern Ireland) order 1987; or
- (c) section 58 of Adoption and Children (Scotland) Act 2007.

Financial requirement for Adoption: coming to the UK for adoption route

AD 44.1. The applicant must show that they will be adequately maintained in the UK by the adoptive parent(s), without access to public funds, unless AD 44.2. applies.

AD 44.2. Where an adoptive parent of the applicant has, or is applying for (and is granted), permission on a route to settlement, the applicant must meet the financial requirement as a dependent under that route.

AD 44.3. The adoptive parent(s) 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 self-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.

AD 44.4. The applicant must show they meet the financial requirement as set out in Appendix FM-SE.

Accommodation requirement for Adoption: coming to the UK for adoption route

AD 45.1. The applicant's accommodation in the UK must not be overcrowded or contravene public health regulations.

Adoptive parent's immigration status requirements for Adoption: coming to the UK for adoption

AD 46.1. The applicant must be accompanying or joining an adoptive parent(s) where one of the following applies:

- (a) both adoptive parents are either British Citizens, or have settled status, or live in the UK and have a right to stay without restriction; or
- (b) one adoptive parent is a British citizen, or has settled status, or lives in the UK and has a right to stay without restriction and they have sole responsibility for the applicant's upbringing; or

- (c) one adoptive parent is a British citizen, or has settled status, or lives in the UK and has a right to stay without restriction and the other parent has, or is seeking (and is granted), entry clearance or permission to stay on a route to settlement; or
- (d) one adoptive parent has, or is seeking (and is granted), permission to come to the UK on a route to settlement and has sole responsibility for the child's upbringing; or
- (e) one adoptive parent is a British Citizen, or has settled status, or lives in the UK and has a right to stay without restriction and the decision maker is satisfied there are serious and compelling reasons to grant the applicant entry clearance; or
- (f) one adoptive parent has, or is seeking (and is granted), permission to come to the UK on a route to settlement and the decision maker is satisfied there are serious and compelling reasons to grant the applicant entry clearance.

Eligibility under Article 8 of the Human Rights Convention for Adoption: coming to the UK for adoption route

AD 47.1. If the applicant meets the Requirements for Adoption, but does not meet the suitability or other eligibility requirements (subject to AD 47.2.), the decision maker must be 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 adoptive family.

AD 47.2. Where AD 47.1. applies and the applicant falls for refusal under 9.2.1, 9.2.3, 9.3.1., 9.4.1., 9.5.1. of Part 9 of these rules the application on the Adoption: coming to the UK for adoption route, must be refused.

Decision on application for Adoption: coming to the UK for adoption route

AD 48.1. If the decision maker is satisfied that the validity, suitability and the relevant eligibility requirements are met, or the applicant meets the eligibility requirements at AD 43.1. to AD 43.2. and AD 47.1. (unless paragraph AD 47.2 applies) the applicant will be granted permission to stay on the Adoption: coming to the UK for adoption route, otherwise the application will be refused.

Period of grant for the Adoption: coming to the UK for adoption route

AD 49.1. An applicant applying for entry clearance to come to the UK for adoption will be granted permission for 24 months.

Conditions of grant for the Adoption: coming to the UK for adoption route

AD 49.2. The grant will be subject to the following conditions:

- (a) work is permitted; and
- (b) study is permitted; and

(c) no access to public funds.”.

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