

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
1 July 2025*

(This document is accompanied by an Explanatory Memorandum)

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
1 July 2025*

(This document is accompanied by an Explanatory Memorandum)



© Crown copyright 2025

This publication is licensed under the terms of the Open Government Licence v3.0 except where otherwise stated. To view this licence, visit nationalarchives.gov.uk/doc/open-government-licence/version/3

Where we have identified any third party copyright information you will need to obtain permission from the copyright holders concerned.

Queries should be directed to the Home Office as per the 'Contact UKVI' section on the visas and immigration pages of the GOV.UK website at <https://www.gov.uk/government/organisations/uk-visas-and-immigration>.

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

A copy of this Statement of Changes can be found at www.gov.uk/official-documents and also on the visas and immigration pages of the GOV.UK website at www.gov.uk/government/collections/immigration-rules-statement-of-changes

ISBN 978-1-5286-5864-5

E03394848 07/25

Printed on paper containing 40% recycled fibre content minimum

Printed in the UK by HH Associates Ltd. on behalf of the Controller of His Majesty's Stationery Office

STATEMENT OF CHANGES IN IMMIGRATION RULES¹

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

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

(Cm 8599), 10 June 2013 (HC 244), 31 July 2013 (Cm 8690), 6 September 2013 (HC 628), 9 October 2013 (HC 686), 8 November 2013 (HC 803), 9 December 2013 (HC 887), 10 December 2013 (HC 901), 18 December 2013 (HC 938), 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), 15 February 2024 (HC 556), 14 March 2024 (HC 590), 10 September 2024 (HC 217), 26 November 2024 (HC 344), 12 March 2025 (HC 733), and 24 June 2025 (HC 836).

Implementation

The following paragraphs shall take effect at 1500 BST on 1 July 2025:

- APP ARAP 1 to APP ARAP6

All other changes in this Statement shall take effect on 22 July 2025. In relation to those changes, (i) if an application has been made using a certificate of sponsorship issued by a sponsor to an applicant before 22 July 2025; or (ii) if an application which does not require a certificate of sponsorship has been made before 22 July 2025; such applications will be decided in accordance with the Immigration Rules in force on 21 July 2025.

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 Introduction

INTRO1. In paragraph 6.2, for the definition of “Government Authorised Exchange Scheme”, substitute:

“**“Government Authorised Exchange Scheme”** means a scheme under the Government Authorised Exchange route which is endorsed by a Government Department in support of Government objectives, and provides temporary supernumerary work in an occupation which appears in Tables 1, 1a, 2, 2aa, 3 or 3a of Appendix Skilled Occupations.”.

INTRO2. In paragraph 6.2, in the definition of “Supplementary employment”, after sub-paragraph (c), insert:

“or

- (d) if the person was granted permission as a Skilled Worker under the rules in place before 22 July 2025, and they have had

continuous permission as a Skilled Worker since then, is in an eligible SOC 2020 occupation code listed in Tables 1a, 2aa or 3a of Appendix Skilled Occupations;”.

Changes to Part 9

9.1. For paragraph 9.30.1(a), substitute:

“(a) statutory maternity leave, paternity leave, shared parental leave, neonatal care leave, or parental leave; or”.

Changes to Appendix Skilled Worker

APP SW1. In SW 4.2(c), for “Table 3”, substitute “Table 3 or Table 3a”.

APP SW2. In row A of the table following SW 4.4, for “£38,700”, substitute “£41,700”.

APP SW3. In row B of the table following SW 4.4, for “£34,830”, substitute “£37,500”.

APP SW4. In rows C, D and E of the table following SW 4.4, for each instance of “£30,960”, substitute “£33,400”.

APP SW5. In row F of the table following SW 4.4, for “£29,000”, substitute “£31,300”.

APP SW6. In row G of the table following SW 4.4, for “£26,100”, substitute “£28,200”.

APP SW7. For SW 6.1 to SW 6.1C, substitute:

“SW 6.1. Subject to SW 6.1A to SW 6.3A, 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 as eligible in:

- (a) Table 1, Table 2 or Table 3 of Appendix Skilled Occupations; or
- (b) the Immigration Salary List in Appendix Immigration Salary List; or
- (c) the Temporary Shortage List in SW 6.1A; or

- (d) Table 1a, Table 2aa or Table 3a of Appendix Skilled Occupations if:
- (i) the applicant is being awarded points under options F to J in the table following SW 4.4 and meets the requirement in SW 4.2(b)(ii); or
 - (ii) the applicant was granted permission as a Skilled Worker under the rules in place before 22 July 2025, 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); or
- (e) Table 2a of Appendix Skilled Occupations, if the applicant is being awarded points under options F to J in the table following SW 4.4, meets the requirement in SW 4.2(b)(ii), and is applying to work for the same sponsor as in their most recent permission.

SW 6.1A. A SOC 2020 occupation code (or, where relevant, an eligible job within a SOC 2020 occupation code) is only included on the Temporary Shortage List where:

- (a) it appears in the list below; and
- (b) an application has been made using a certificate of sponsorship issued by a sponsor to an applicant before 31 December 2026.

Temporary Shortage List

- 1243 Managers in logistics
- 1258 Directors in consultancy services
- 3111 Laboratory technicians
- 3112 Electrical and electronics technicians
- 3113 Engineering technicians
- 3114 Building and civil engineering technicians
- 3115 Quality assurance technicians
- 3116 Planning, process and production technicians
- 3120 CAD, drawing and architectural technicians
- 3131 IT operations technicians

- 3132 IT user support technicians
- 3133 Database administrators and web content technicians
- 3412 Authors, writers and translators
- 3414 Dancers and choreographers
- 3417 Photographers, audio-visual and broadcasting equipment operators
- 3422 Clothing, fashion and accessories designers
- 3429 Design occupations not elsewhere classified – only the following job types:
 - Industrial and product designers
 - Packaging designers
 - Performance make-up artists
 - Set designers
 - Visual merchandising managers and designers
- 3512 Ship and hovercraft officers
- 3520 Legal associate professionals
- 3532 Insurance underwriters
- 3533 Financial and accounting technicians
- 3541 Estimators, valuers and assessors
- 3544 Data analysts
- 3549 Business associate professionals not elsewhere classified – only the following job types:
 - Business support officers
 - Business systems analysts
 - Contract administrators
 - Clinical coders
 - Clinical trials administrators
 - Research coordinators
- 3552 Business sales executives
- 3554 Advertising and marketing associate professionals
- 3571 Human resources and industrial relations officers
- 3573 Information technology trainers
- 4121 Credit controllers
- 4122 Book-keepers, payroll managers and wages clerks
- 4129 Financial administrative occupations not elsewhere classified – only the following job types:
 - Box office assistants
 - Grants officers
 - Mortgage administrators
 - Revenue assistants (excludes National and Local government revenue occupations)
 - Treasury assistants

- 4132 Pensions and insurance clerks and assistants
- 5213 Welding trades
- 5214 Pipe fitters
- 5223 Metal working production and maintenance fitters
- 5225 Air-conditioning and refrigeration installers and repairers
- 5231 Vehicle technicians, mechanics and electricians
- 5232 Vehicle body builders and repairers
- 5233 Vehicle paint technicians
- 5235 Boat and ship builders and repairers
- 5241 Electricians and electrical fitters
- 5242 Telecoms and related network installers and repairers
- 5244 Computer system and equipment installers and servicers
- 5245 Security system installers and repairers
- 5249 Electrical and electronic trades not elsewhere classified
- 5311 Steel erectors
- 5315 Plumbers and heating and ventilating installers and repairers
- 5319 Construction and building trades not elsewhere classified – only the following job types:
 - Builders
 - Divers
 - Fence erectors
 - Industrial climbers
 - Remotely Operated Vehicle (ROV) operators
 - Steel fixers and underpinners
- 5322 Floorers and wall tilers
- 5323 Painters and decorators
- 5330 Construction and building trades supervisors
- 8133 Energy plant operatives

SW 6.1B. If the applicant is being sponsored in the SOC 2020 occupation code “6135 Care workers and home carers” or “6136 Senior care workers”, the application must be for permission to stay, and either:

- (a) (i) the applicant must have been legally working for the sponsor in one of these SOC 2020 occupation codes for at least the three months ending on the date the

certificate of sponsorship was issued by the sponsor to the applicant; and

(ii) the date of application must be before 22 July 2028; or

(b) the applicant must have permission as a Skilled Worker, sponsored in either of these SOC 2020 occupation codes (or the SOC 2010 occupation codes “6145 Care workers and home carers” or “6146 Senior care workers”) (except that where paragraph 39E applies, that period of overstaying will be disregarded).

SW 6.1C. If SW 6.1B applies and the applicant:

(a) was previously granted 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

(b) since then, has continuously had permission as a Skilled Worker, sponsored in either or both these SOC 2010 occupation codes, or SOC 2020 occupation codes “6135 Care workers and home carers” or “6136 Senior care workers” (except that where paragraph 39E applies, that period of overstaying will be disregarded); and

(c) is applying to continue working with the same sponsor as in their most recent grant of permission,

the Care Quality Commission regulation requirement for these occupation codes does not apply.”.

APP SW8. For SW 8.1., substitute:

“SW 8.1. The applicant must meet the going rate salary requirement for the SOC 2020 occupation code they are being sponsored for a job in, as shown for the relevant

option in:

- (a) Table 1 or Table 1a of Appendix Skilled Occupations, if being awarded points under option A; or
- (b) Table 2, Table 2aa or Table 2a of Appendix Skilled Occupations, if being awarded points under option F.”.

APP SW9. For SW 9.1., substitute:

“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 or Table 1a of Appendix Skilled Occupations, if being awarded points under option B; or
- (b) Table 2, Table 2aa or Table 2a of Appendix Skilled Occupations, if being awarded points under option G;

and the applicant must meet the relevant going rate salary requirement for the SOC 2020 occupation code shown for the relevant option in that table.”.

APP SW10. For SW 10.1., substitute:

“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 or Table 1a of Appendix Skilled Occupations, if being awarded points under option C; or
- (b) Table 2, Table 2aa or Table 2a of Appendix Skilled Occupations, if being awarded points under option H;

and the applicant must meet the relevant going rate salary requirement for the SOC 2020 occupation code shown for the relevant option in that table.”.

APP SW11. For SW 11.3., substitute:

- “SW 11.3. The applicant must meet the going rate salary requirement for the SOC 2020 occupation code they are being sponsored for a job in, as shown for the relevant option in:
- (a) Table 1 or Table 1a of Appendix Skilled Occupations, if being awarded points under option D; or
 - (b) Table 2, Table 2aa or Table 2a of Appendix Skilled Occupations, if being awarded points under option I.”.

APP SW12. For SW 12.1., substitute:

- “SW 12.1. The applicant must meet the going rate salary requirement for the SOC 2020 occupation code they are being sponsored for a job in, as shown for the relevant option in:
- (a) Table 1 or Table 1a of Appendix Skilled Occupations, if being awarded points under option E; or
 - (b) Table 2, Table 2aa or Table 2a of Appendix Skilled Occupations, if being awarded points under option J.”.

APP SW13. For SW 13.1., substitute:

- “SW 13.1. The applicant must meet the going rate salary requirement for the SOC 2020 occupation code they are being sponsored for a job in (or, where relevant, the job within that SOC 2020 occupation code), as shown in Table 3, 3a, 4 or 5 of Appendix Skilled Occupations.”.

APP SW14. For SW 14.3., substitute:

- “SW 14.3. If the applicant is being sponsored to work more than 48 hours a week, subject to SW 14.3A, only the salary for the first 48 hours a week will be considered towards the salary thresholds referred to in the table following SW 4.4.

For example, an applicant who works 60 hours a week for £15 per hour will be considered to have a salary of

£37,440 (£15 x 48 x 52) per year and not £46,800 (£15 x 60 x 52).”.

- APP SW15. In row A in the table following SW 24.3, for “£38,700”, substitute “£41,700”.
- APP SW16. In rows A and B in the table following SW 24.3, for “Table 1”, substitute “Table 1 or Table 1a” in both instances.
- APP SW17. In row B in the table following SW 24.3, for “£30,960”, substitute “£33,400”.
- APP SW18. In row C in the table following SW 24.3, for “£29,000”, substitute “£31,300”.
- APP SW19. In SW 24.4(a), for “£38,700, £30,960, £29,000”, substitute “£41,700, £33,400, £31,300”.
- APP SW20. For SW 29.1A., substitute:
- “SW 29.1A. In SW 29.1(a) and (b), P must have (or be applying for) entry clearance or permission as a Skilled Worker sponsored for a job in Table 1, Table 2 or Table 3 of Appendix Skilled Occupations, unless P:
- (a) was (or is being) granted entry clearance or permission as a Skilled Worker, sponsored in:
 - (i) 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; or
 - (ii) a SOC 2020 occupation code listed in Table 1a, Table 2aa, Table 2a or Table 3a (or an equivalent SOC 2010 occupation code listed in any of those tables), other than “6135 Care workers and home carers” or “6136 Senior care workers”, under the Rules in force before 22 July 2025;
- and
- (b) 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 SW21. 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 be a Skilled Worker sponsored for a job in Table 1, Table 2 or Table 3 of Appendix Skilled Occupations, unless:

- (a) P was (or is being) granted entry clearance or permission as a Skilled Worker, sponsored in:
 - (i) 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; or
 - (ii) a SOC 2020 occupation code listed in Table 1a, Table 2aa, Table 2a or Table 3a (or an equivalent SOC 2010 occupation code listed in any of those tables), other than “6135 Care workers and home carers” or “6136 Senior care workers”, under the Rules in force before 22 July 2025;

and since that grant of entry clearance or permission, 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

- (b) the applicant was born in the UK; or
- (c) P is the sole surviving parent or has sole responsibility for the applicant and this is an application for permission to stay; or
- (d) P has joint responsibility for the applicant with

another Skilled Worker who is also sponsored for a job in one of the occupation codes referred to in (a) and this is an application for permission to stay.”.

Changes to Appendix Skilled Occupations

APP SO1. For Table 1 to Table 2b, including the table headings and opening text, substitute:

“Table 1: Eligible SOC 2020 occupation codes and related going rates based on median Annual Survey of Hours and Earnings (ASHE) data

These SOC 2020 occupation codes are considered to be skilled to Regulated Qualifications Framework (RQF) level 6 or above, and are eligible for the Skilled Worker route.

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
- £17.13 per hour

For the avoidance of doubt, where £17.13 per hour calculates as more than 70%, 80% or 90% of the stated going rate, £17.13 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-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
1111 Chief executives and senior officials	<ul style="list-style-type: none"> • Chairpersons • Chief executives • Diplomats and foreign office officials • Senior public service officials 	£88,100 (£45.18 per hour)	£79,300 (£40.67 per hour)	£70,400 (£36.10 per hour)	£61,600 (£31.59 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	• Chief executives and senior officials not elsewhere classified					
1121 Production managers and directors in manufacturing	• Production managers and directors in manufacturing	£55,000 (£28.21 per hour)	£49,500 (£25.38 per hour)	£44,000 (£22.56 per hour)	£38,500 (£19.74 per hour)	Yes
1122 Production managers and directors in construction	• Production managers and directors in construction	£53,400 (£27.38 per hour)	£48,100 (£24.67 per hour)	£42,700 (£21.90 per hour)	£37,400 (£19.18 per hour)	Yes
1123 Production managers and directors in mining and energy	• Managers and directors in the extraction of fossil fuels • Managers and directors in the production of energy • Production managers and directors in mining and energy not elsewhere classified	£54,000 (£27.69 per hour)	£48,600 (£24.92 per hour)	£43,200 (£22.15 per hour)	£37,800 (£19.38 per hour)	Yes
1131 Financial managers and directors	• Bank, building society and post office managers • Company secretaries and finance managers and directors • Investment bankers and directors • Financial managers and directors not elsewhere classified	£75,100 (£38.51 per hour)	£67,600 (£34.67 per hour)	£60,100 (£30.82 per hour)	£52,600 (£26.97 per hour)	Yes
1132 Marketing, sales and advertising directors	• Advertising and marketing directors • Sales directors • Marketing, sales and advertising directors not elsewhere classified	£87,300 (£44.77 per hour)	£78,600 (£40.31 per hour)	£69,800 (£35.79 per hour)	£61,100 (£31.33 per hour)	Yes
1133 Public relations and communications directors	• Public relations and communications directors	£77,200 (£39.59 per hour)	£69,500 (£35.64 per hour)	£61,700 (£31.64 per hour)	£54,000 (£27.69 per hour)	Yes
1134 Purchasing managers and directors	• Estimating managers and directors • Procurement and purchasing managers and directors • Purchasing managers and	£54,700 (£28.05 per hour)	£49,300 (£25.28 per hour)	£43,800 (£22.46 per hour)	£38,300 (£19.64 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	directors not elsewhere classified					
1135 Charitable organisation managers and directors	<ul style="list-style-type: none"> • Charitable organisation managers and directors 	£44,300 (£22.72 per hour)	£39,900 (£20.46 per hour)	£35,500 (£18.21 per hour)	£33,400 (£17.13 per hour)	Yes
1136 Human resource managers and directors	<ul style="list-style-type: none"> • Employee relations managers • Equality, diversity and inclusion managers • Learning and development managers and directors • Recruitment managers and directors • Human resources managers and directors not elsewhere classified 	£52,900 (£27.13 per hour)	£47,600 (£24.41 per hour)	£42,300 (£21.69 per hour)	£37,100 (£19.03 per hour)	Yes
1137 Information technology directors	<ul style="list-style-type: none"> • Information security directors • Information technology operations directors • Information technology programme managers and directors • Information technology technical directors • Information technology directors not elsewhere classified 	£86,000 (£44.10 per hour)	£77,400 (£39.69 per hour)	£68,800 (£35.28 per hour)	£60,200 (£30.87 per hour)	Yes
1139 Functional managers and directors not elsewhere classified	<ul style="list-style-type: none"> • Accounts directors • Administration directors • Complaints and customer service directors • Events directors • Intellectual property managers and directors • Municipal clerks • Research and development (R&D) directors • Functional managers and directors not elsewhere classified 	£74,700 (£38.31 per hour)	£67,200 (£34.46 per hour)	£59,700 (£30.62 per hour)	£52,300 (£26.82 per hour)	Yes
1140 Directors in logistics, warehousing	<ul style="list-style-type: none"> • Supply chain directors • Directors in logistics, 	£81,400 (£41.74 per hour)	£73,300 (£37.59 per hour)	£65,100 (£33.38 per hour)	£57,000 (£29.23 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
and transport	warehousing and transport not elsewhere classified	per hour)	hour)	hour)	per hour)	
1162 Senior police officers	<ul style="list-style-type: none"> • Chief, deputy chief and assistant chief constables • Chief inspectors • Chief superintendents • Senior police officers not elsewhere classified 	£64,000 (£32.82 per hour)	£57,600 (£29.54 per hour)	£51,200 (£26.26 per hour)	£44,800 (£22.97 per hour)	Yes
1163 Senior officers in fire, ambulance, prison and related services	<ul style="list-style-type: none"> • Senior officers in ambulance services • Senior officers in fire services • Senior officers in immigration services • Senior officers in prison services • Senior officers in revenue and customs 	£61,600 (£31.59 per hour)	£55,400 (£28.41 per hour)	£49,200 (£25.23 per hour)	£43,100 (£22.10 per hour)	Yes
1171 Health services and public health managers and directors	<ul style="list-style-type: none"> • Clinical governance and information managers • Healthcare service managers and directors • Health services and public health managers and directors not elsewhere classified 	£50,300 (£25.79 per hour)	£45,300 (£23.23 per hour)	£40,300 (£20.67 per hour)	£35,200 (£18.05 per hour)	Yes
1172 Social services managers and directors	<ul style="list-style-type: none"> • Social services managers and directors 	£43,000 (£22.05 per hour)	£38,700 (£19.85 per hour)	£34,400 (£17.64 per hour)	£33,400 (£17.13 per hour)	Yes
1241 Managers in transport and distribution	<ul style="list-style-type: none"> • Airport managers • Depot and fleet managers • Dispatch and distribution managers • Harbour and port managers • Road traffic managers • Managers in transport and distribution not elsewhere classified 	£44,900 (£23.03 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
1254 Waste disposal and environmental services managers	<ul style="list-style-type: none"> • Landfill site managers • Recycling managers • Scrap yard managers 	£48,300 (£24.77 per hour)	Not applicable	Not applicable	£33,800 (£17.33 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Sewage works and water treatment managers • Waste disposal and environmental services managers not elsewhere classified 					
1255 Managers and directors in the creative industries	<ul style="list-style-type: none"> • Art gallery managers and directors • Film and television production managers • Publishing managers and directors • Radio production managers • Sport and talent agents • Theatre production managers • Managers and directors in the creative industries not elsewhere classified 	£44,900 (£23.03 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
2111 Chemical scientists	<ul style="list-style-type: none"> • Analytical chemists • Industrial chemists • Nuclear and radiochemists • Research and development chemists • Chemical scientists not elsewhere classified 	£39,900 (£20.46 per hour)	£35,900 (£18.41 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2112 Biological scientists	<ul style="list-style-type: none"> • Agricultural scientists • Biologists • Botanical and horticultural scientists • Microbiologists and bacteriologists • Pathologists • Pharmacologists • Zoological scientists • Biological scientists not elsewhere classified 	£40,300 (£20.67 per hour)	£36,300 (£18.62 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2113 Biochemists and biomedical scientists	<ul style="list-style-type: none"> • Biochemists • Biomedical scientists • Biotechnologists • Clinical scientists 	£45,900 (£23.54 per hour)	£41,300 (£21.18 per hour)	£36,700 (£18.82 per hour)	£33,400 (£17.13 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	• Biochemists and biomedical scientists not elsewhere classified					
2114 Physical scientists	• Geologists • Geophysicists • Hydrogeologists and hydrologists • Meteorologists • Physical scientists not elsewhere classified	£54,600 (£28.00 per hour)	£49,100 (£25.18 per hour)	£43,600 (£22.36 per hour)	£38,200 (£19.59 per hour)	Yes
2115 Social and humanities scientists	• Anthropologists • Archaeologists • Behavioural scientists • Epidemiologists • Genealogists • Geographic information systems (GIS) analysts • Historians • Political scientists • Public health analysts • Social and humanities scientists not elsewhere classified	£40,400 (£20.72 per hour)	£36,400 (£18.67 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2119 Natural and social science professionals not elsewhere classified	• Sports scientists • Natural and social science professionals not elsewhere classified	£41,500 (£21.28 per hour)	£37,300 (£19.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
Note: For Skilled Worker purposes, SOC 2020 occupation code 2119 includes researchers in research organisations other than universities.						
2121 Civil engineers	• Building and building services engineers • Geotechnical engineers	£50,400 (£25.85 per hour)	£45,300 (£23.23 per hour)	£40,300 (£20.67 per hour)	£35,200 (£18.05 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Mining engineers • Structural engineers • Transportation engineers • Water engineers (professional) • Civil engineers not elsewhere classified 					
2122 Mechanical engineers	<ul style="list-style-type: none"> • Automotive engineers (professional) • Marine engineers and naval architects • Mechanical design engineers • Mechanical engineers not elsewhere classified 	£46,800 (£24.00 per hour)	£42,100 (£21.59 per hour)	£37,400 (£19.18 per hour)	£33,400 (£17.13 per hour)	Yes
2123 Electrical engineers	<ul style="list-style-type: none"> • Laser engineers • Power systems engineers • Railway signalling engineers • Electrical engineers not elsewhere classified 	£58,700 (£30.10 per hour)	£52,900 (£27.13 per hour)	£47,000 (£24.10 per hour)	£41,100 (£21.08 per hour)	Yes
2124 Electronics engineers	<ul style="list-style-type: none"> • Broadcast engineers (professional) • Telecommunications engineers (professional) • Electronics engineers not elsewhere classified 	£52,000 (£26.67 per hour)	£46,800 (£24.00 per hour)	£41,600 (£21.33 per hour)	£36,400 (£18.67 per hour)	Yes
2125 Production and process engineers	<ul style="list-style-type: none"> • Chemical engineers • Control and instrumentation engineers • Industrial and production engineers • Production and process engineers not elsewhere classified 	£45,000 (£23.08 per hour)	£40,500 (£20.77 per hour)	£36,000 (£18.46 per hour)	£33,400 (£17.13 per hour)	Yes
2126 Aerospace engineers	<ul style="list-style-type: none"> • Aeronautical engineers (professional) • Aircraft engineers (professional) • Avionics engineers • Aerospace engineers not elsewhere classified 	£52,400 (£26.87 per hour)	£47,200 (£24.21 per hour)	£41,900 (£21.49 per hour)	£36,700 (£18.82 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
2127 Engineering project managers and project engineers	<ul style="list-style-type: none"> • Engineering project managers and project engineers 	£51,900 (£26.62 per hour)	£46,700 (£23.95 per hour)	£41,500 (£21.28 per hour)	£36,300 (£18.62 per hour)	Yes
2129 Engineering professionals not elsewhere classified	<ul style="list-style-type: none"> • Acoustic engineers • Biomedical engineers • Brewers (qualified) • Clinical Engineers • Energy engineers • Food technologists • Gas engineers (professional) • Heating and ventilating engineers (professional) • Materials engineers • Mechatronic engineers • Nuclear engineers • Patent engineers • Robotics engineers • Traffic engineers • Engineering professionals not elsewhere classified 	£46,100 (£23.64 per hour)	£41,500 (£21.28 per hour)	£36,900 (£18.92 per hour)	£33,400 (£17.13 per hour)	Yes
2131 IT project managers	<ul style="list-style-type: none"> • IT project managers 	£58,200 (£29.85 per hour)	£52,400 (£26.87 per hour)	£46,600 (£23.90 per hour)	£40,700 (£20.87 per hour)	Yes
2132 IT managers	<ul style="list-style-type: none"> • IT information managers • IT product managers • IT service delivery managers • IT systems managers • IT test managers • Network managers • Software development managers • Technical support managers • IT managers not elsewhere classified 	£55,000 (£28.21 per hour)	£49,500 (£25.38 per hour)	£44,000 (£22.56 per hour)	£38,500 (£19.74 per hour)	Yes
2133 IT business analysts, architects and systems designers	<ul style="list-style-type: none"> • Computer analysts and scientists • Data architects • Data engineers • IT systems architects 	£54,900 (£28.15 per hour)	£49,400 (£25.33 per hour)	£43,900 (£22.51 per hour)	£38,400 (£19.69 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • IT business analysts • IT solutions architects and designers • IT business analysts, architects and systems designers not elsewhere classified 					
2134 Programmers and software development professionals	<ul style="list-style-type: none"> • Computer games designers • Computer programmers • Software developers • Programmers and software development professionals not elsewhere classified 	£54,700 (£28.05 per hour)	£49,200 (£25.23 per hour)	£43,700 (£22.41 per hour)	£38,300 (£19.64 per hour)	Yes
2135 Cyber security professionals	<ul style="list-style-type: none"> • Cyber operational defence specialists • Cyber security management and governance specialists • Forensic computer specialists • Secure system development specialists • Cyber security professionals not elsewhere classified 	£48,500 (£24.87 per hour)	£43,700 (£22.41 per hour)	£38,800 (£19.90 per hour)	£34,000 (£17.44 per hour)	Yes
2136 IT quality and testing professionals	<ul style="list-style-type: none"> • IT quality and testing professionals 	£41,200 (£21.13 per hour)	£37,100 (£19.03 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2137 IT network professionals	<ul style="list-style-type: none"> • IT network professionals 	£45,600 (£23.38 per hour)	£41,100 (£21.08 per hour)	£36,500 (£18.72 per hour)	£33,400 (£17.13 per hour)	Yes
2139 Information technology professionals not elsewhere classified	<ul style="list-style-type: none"> • DevOps engineers • IT consultants • Webmasters and website managers • Information technology professionals not elsewhere classified 	£52,300 (£26.82 per hour)	£47,100 (£24.15 per hour)	£41,800 (£21.44 per hour)	£36,600 (£18.77 per hour)	Yes
2141 Web design professionals	<ul style="list-style-type: none"> • Application designers • UI and UX designers and researchers • Web designers • Web design professionals not 	£43,800 (£22.46 per hour)	£39,400 (£20.21 per hour)	£35,100 (£18.00 per hour)	£33,400 (£17.13 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	elsewhere classified					
2142 Graphic and multimedia designers	<ul style="list-style-type: none"> • Multimedia animators • Graphic and multimedia designers not elsewhere classified 	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2151 Conservation professionals	<ul style="list-style-type: none"> • Conservationists • Ecologists • Heritage officers • Conservation professionals not elsewhere classified 	£36,000 (£18.46 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2152 Environment professionals	<ul style="list-style-type: none"> • Energy managers • Environmental and geo-environmental engineers • Environmental consultants • Environmental scientists • Sustainability officers • Environmental professionals not elsewhere classified 	£37,200 (£19.08 per hour)	£33,500 (£17.18 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2161 Research and development (R&D) managers	<ul style="list-style-type: none"> • Laboratory managers • Research and development (R&D) design managers • Research and development (R&D) managers not elsewhere classified 	£54,400 (£27.90 per hour)	£48,900 (£25.08 per hour)	£43,500 (£22.31 per hour)	£38,100 (£19.54 per hour)	Yes
2162 Other researchers, unspecified discipline	<ul style="list-style-type: none"> • Other researchers, unspecified discipline 	£43,600 (£22.36 per hour)	£39,200 (£20.10 per hour)	£34,900 (£17.90 per hour)	£33,400 (£17.13 per hour)	Yes
2240 Veterinarians	<ul style="list-style-type: none"> • Veterinarians 	£49,500 (£25.38 per hour)	£44,500 (£22.82 per hour)	£39,600 (£20.31 per hour)	£34,600 (£17.74 per hour)	Yes
2311 Higher education teaching professionals	<ul style="list-style-type: none"> • Higher education teaching professionals 	£52,600 (£26.97 per hour)	£47,300 (£24.26 per hour)	£42,100 (£21.59 per hour)	£36,800 (£18.87 per hour)	Yes
2317 Teachers of English as a foreign language	<ul style="list-style-type: none"> • Teachers of English as a Foreign Language 	£36,200 (£18.56 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2319 Teaching professionals not elsewhere classified	<ul style="list-style-type: none"> • Adult education tutors • Dance and drama school principals and owners 	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Private music and singing teachers • Private tutors • Teaching professionals not elsewhere classified 					
2322 Education managers	<ul style="list-style-type: none"> • Education managers 	£43,900 (£22.51 per hour)	£39,500 (£20.26 per hour)	£35,100 (£18.00 per hour)	£33,400 (£17.13 per hour)	Yes
2323 Education advisers and school inspectors	<ul style="list-style-type: none"> • Educational advisers • School inspectors 	£42,200 (£21.64 per hour)	£37,900 (£19.44 per hour)	£33,700 (£17.28 per hour)	£33,400 (£17.13 per hour)	Yes
2329 Other educational professionals not elsewhere classified	<ul style="list-style-type: none"> • Bursars • Educational administrators • Examiners and markers • Other educational professionals not elsewhere classified 	£40,600 (£20.82 per hour)	£36,600 (£18.77 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2411 Barristers and judges	<ul style="list-style-type: none"> • Barristers and advocates • Judges • Barristers and judges not elsewhere classified 	£59,400 (£30.46 per hour)	£53,500 (£27.44 per hour)	£47,500 (£24.36 per hour)	£41,600 (£21.33 per hour)	Yes
2412 Solicitors and lawyers	<ul style="list-style-type: none"> • Commercial solicitors and lawyers • Criminal solicitors and lawyers • Family solicitors and lawyers • Property solicitors and lawyers • Solicitors and lawyers not elsewhere classified 	£51,600 (£26.46 per hour)	£46,500 (£23.85 per hour)	£41,300 (£21.18 per hour)	£36,100 (£18.51 per hour)	Yes
2419 Legal professionals not elsewhere classified	<ul style="list-style-type: none"> • Conveyancers • Litigation executives • Paralegals • Patent and trademark attorneys • Legal professionals not elsewhere classified 	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2421 Chartered and certified accountants	<ul style="list-style-type: none"> • Auditors (qualified accountant) • Financial accountants (qualified) • Forensic accountants 	£49,200 (£25.23 per hour)	£44,300 (£22.72 per hour)	£39,400 (£20.21 per hour)	£34,500 (£17.69 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Fund accountants • Insolvency practitioners • Chartered and certified accountants not elsewhere classified 					
2422 Finance and investment analysts and advisers	<ul style="list-style-type: none"> • Credit analysts • Financial advisers and planners • Financial analysts • Mortgage advisers • Finance and investment analysts and advisers not elsewhere classified 	£45,800 (£23.49 per hour)	£41,200 (£21.13 per hour)	£36,700 (£18.82 per hour)	£33,400 (£17.13 per hour)	Yes
2423 Taxation experts	<ul style="list-style-type: none"> • Taxation experts 	£48,500 (£24.87 per hour)	£43,700 (£22.41 per hour)	£38,800 (£19.90 per hour)	£34,000 (£17.44 per hour)	Yes
2431 Management consultants and business analysts	<ul style="list-style-type: none"> • Business analysts and consultants • Management advisers and consultants • Risk analysts • Management consultants and business analysts not elsewhere classified 	£50,200 (£25.74 per hour)	£45,200 (£23.18 per hour)	£40,200 (£20.62 per hour)	£35,100 (£18.00 per hour)	Yes
2432 Marketing and commercial managers	<ul style="list-style-type: none"> • Commercial managers • Marketing managers • Marketing and commercial managers not elsewhere classified 	£50,100 (£25.69 per hour)	£45,100 (£23.13 per hour)	£40,000 (£20.51 per hour)	£35,000 (£17.95 per hour)	Yes
2433 Actuaries, economists and statisticians	<ul style="list-style-type: none"> • Actuaries and actuarial analysts • Economists • Mathematicians • Statistical data scientists • Statisticians • Actuaries, economists and statisticians not elsewhere classified 	£55,100 (£28.26 per hour)	£49,600 (£25.44 per hour)	£44,100 (£22.62 per hour)	£38,600 (£19.79 per hour)	Yes
2434 Business and	<ul style="list-style-type: none"> • Intelligence analysts 	£38,800	£35,000	£33,400	£33,400	Yes

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
related research professionals	<ul style="list-style-type: none"> • Researchers in media and entertainment • Business and related research professionals not elsewhere classified 	(£19.90 per hour)	(£17.95 per hour)	(£17.13 per hour)	(£17.13 per hour)	
2435 Professional/chartered company secretaries	<ul style="list-style-type: none"> • Professional/chartered company secretaries 	£58,200 (£29.85 per hour)	£52,300 (£26.82 per hour)	£46,500 (£23.85 per hour)	£40,700 (£20.87 per hour)	Yes
2439 Business, research and administrative professionals not elsewhere classified	<ul style="list-style-type: none"> • Policy officers • Business, research and administrative professionals not elsewhere classified 	£56,600 (£29.03 per hour)	£50,900 (£26.10 per hour)	£45,300 (£23.23 per hour)	£39,600 (£20.31 per hour)	Yes
2440 Business and financial project management professionals	<ul style="list-style-type: none"> • Business change managers • Clinical trials coordinators • Risk managers • Business and financial project management professionals not elsewhere classified 	£56,500 (£28.97 per hour)	£50,800 (£26.05 per hour)	£45,200 (£23.18 per hour)	£39,500 (£20.26 per hour)	Yes
2451 Architects	<ul style="list-style-type: none"> • Architects • Landscape architects and designers 	£47,600 (£24.41 per hour)	£42,800 (£21.95 per hour)	£38,100 (£19.54 per hour)	£33,400 (£17.13 per hour)	Yes
2452 Chartered architectural technologists, planning officers and consultants	<ul style="list-style-type: none"> • Chartered architectural technologists • Town planning officers • Urban designers • Chartered architectural technologists, planning officers and consultants not elsewhere classified 	£35,800 (£18.36 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2453 Quantity surveyors	<ul style="list-style-type: none"> • Quantity surveyors 	£48,600 (£24.92 per hour)	£43,800 (£22.46 per hour)	£38,900 (£19.95 per hour)	£34,100 (£17.49 per hour)	Yes
2454 Chartered surveyors	<ul style="list-style-type: none"> • Building control surveyors • Hydrographic surveyors • Land surveyors • Property surveyors • Chartered surveyors not elsewhere classified 	£43,800 (£22.46 per hour)	£39,400 (£20.21 per hour)	£35,000 (£17.95 per hour)	£33,400 (£17.13 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
2455 Construction project managers and related professionals	<ul style="list-style-type: none"> • Construction project and contract managers • Transport planners • Construction project managers and related professionals not elsewhere classified 	£44,300 (£22.72 per hour)	£39,900 (£20.46 per hour)	£35,400 (£18.15 per hour)	£33,400 (£17.13 per hour)	Yes
2462 Probation officers	<ul style="list-style-type: none"> • Probation officers 	£35,700 (£18.31 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2464 Youth work professionals	<ul style="list-style-type: none"> • Youth work professionals 	£38,000 (£19.49 per hour)	£34,200 (£17.54 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2469 Welfare professionals not elsewhere classified	<ul style="list-style-type: none"> • Adoption officers • Children and family services professionals • Mediators and restorative practice professionals • Welfare professionals not elsewhere classified 	£39,700 (£20.36 per hour)	£35,700 (£18.31 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2471 Librarians	<ul style="list-style-type: none"> • Librarians 	£34,800 (£17.85 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2472 Archivists, conservators and curators	<ul style="list-style-type: none"> • Archivists • Collection managers and curators • Conservators • Museum education officers • Archivists and curators not elsewhere classified 	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2481 Quality control and planning engineers	<ul style="list-style-type: none"> • Garment technologists • Planning engineers • Quality control engineers • Quality control and planning engineers not elsewhere classified 	£41,300 (£21.18 per hour)	£37,100 (£19.03 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2482 Quality assurance and regulatory professionals	<ul style="list-style-type: none"> • Compliance and regulatory professionals • Quality assurance professionals 	£48,200 (£24.72 per hour)	£43,400 (£22.26 per hour)	£38,600 (£19.79 per hour)	£33,800 (£17.33 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
2483 Environmental health professionals	• Environmental health professionals	£40,900 (£20.97 per hour)	£36,800 (£18.87 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2491 Newspaper, periodical and broadcast editors	• Newspaper, periodical and broadcast editors	£39,600 (£20.31 per hour)	£35,600 (£18.26 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2492 Newspaper and periodical broadcast journalists and reporters	• Broadcast journalists • Newspaper journalists and reporters • Newspaper and periodical journalists and reporters not elsewhere classified	£34,000 (£17.44 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2493 Public relations professionals	• Press officers • Public relations officers • Social media managers • Public relations professionals not elsewhere classified	£37,000 (£18.97 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
2494 Advertising accounts managers and creative directors	• Advertising account managers • Creative directors • Fundraising managers	£46,000 (£23.59 per hour)	£41,400 (£21.23 per hour)	£36,800 (£18.87 per hour)	£33,400 (£17.13 per hour)	Yes
3415 Musicians	• Composers and musical arrangers • Music conductors • Instrumentalists • Musicians not elsewhere classified	£37,500 (£19.23 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3416 Arts officers, producers and directors	• Art consultants • Broadcasting and entertainment directors • Broadcasting and entertainment editors • Broadcasting and entertainment producers • Studio and stage managers • Arts officers, producers and directors not elsewhere classified	£38,100 (£19.54 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3511 Aircraft pilots and air traffic controllers	• Airline pilots • Air traffic controllers • Flying instructors	£80,400 (£41.23 per hour)	Not applicable	Not applicable	£56,300 (£28.87 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Helicopter pilots • Aircraft pilots and air traffic controllers not elsewhere classified 					
3531 Brokers	<ul style="list-style-type: none"> • Commodity brokers and traders • Insurance and mortgage brokers • Shipbrokers • Stockbrokers • Brokers not elsewhere classified 	£52,400 (£26.87 per hour)	Not applicable	Not applicable	£36,700 (£18.82 per hour)	No
3534 Financial accounts managers	<ul style="list-style-type: none"> • Claims managers • Credit managers • Investment managers • Relationship managers • Financial accounts managers not elsewhere classified 	£44,700 (£22.92 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3556 Sales accounts and business development managers	<ul style="list-style-type: none"> • Brand managers • Business development managers • Sales account managers • Sales accounts and business development managers not elsewhere classified 	£55,200 (£28.31 per hour)	Not applicable	Not applicable	£38,600 (£19.79 per hour)	No

Table 1a: Additional eligible SOC 2020 occupation codes and related going rates for Skilled Worker applicants granted permission under the rules in place before 22 July 2025

These SOC 2020 occupation codes are considered to be skilled to Regulated Qualifications Framework (RQF) level 3-5, other than “6135 Care workers and home carers”, which is considered to be skilled to RQF level 2.

Except where option D or the Temporary Shortage List in SW 6.1A applies, sponsors may **ONLY** sponsor Skilled Worker applicants in these SOC2020 occupation codes if the applicant was granted permission as a Skilled Worker under the rules in place before 22 July 2025, and they have had continuous permission as a Skilled Worker since then.

Other than skill level, the notes accompanying Table 1 also apply to this table.

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
1150 Managers and directors in retail and wholesale	• Managers and directors in retail and wholesale	£36,400 (£18.67 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
1211 Managers and proprietors in agriculture and horticulture	• Managers and proprietors in agriculture and horticulture	£35,900 (£18.41 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
1212 Managers and proprietors in forestry, fishing and related services	• Cattery and kennel managers and proprietors • Fisheries managers and proprietors • Forestry managers • Livery yard and stud farm managers and proprietors • Racehorse trainers • Managers and proprietors in forestry, fishing and related services not elsewhere classified	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
1221 Hotel and accommodation managers and proprietors	• Hotel and accommodation managers and proprietors	£38,300 (£19.64 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
1222 Restaurant and catering establishment managers and proprietors	• Café and restaurant managers and proprietors • Catering operations managers • Takeaway managers and proprietors • Restaurant and catering establishment managers and proprietors not elsewhere classified	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
1223 Publicans and managers of licensed premises	• Publicans and managers of licensed premises	£36,300 (£18.62 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
1224 Leisure and sports managers and proprietors	• Cinema managers and proprietors	£34,100 (£17.49 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
proprietors	<ul style="list-style-type: none"> • Golf course managers • Gym, fitness and leisure services managers and proprietors • Marina managers • Museum managers and proprietors • Parks and gardens managers • Theatre managers (excludes hospital service) • Leisure and sports managers and proprietors not elsewhere classified 	hour)			per hour)	
1225 Travel agency managers and proprietors	• Travel agency managers and proprietors	£36,000 (£18.46 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
1231 Health care practice managers	<ul style="list-style-type: none"> • Dental practice managers • Medical practice managers • Opticians managers • Veterinary practice managers • Health care practice managers not elsewhere classified 	£40,400 (£20.72 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
1232 Residential, day and domiciliary care managers and proprietors	<ul style="list-style-type: none"> • Day care managers • Home care managers • Residential care managers and proprietors • Residential, day and domiciliary care managers and proprietors not elsewhere classified 	£40,400 (£20.72 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
1233 Early education and childcare services proprietors	• Early education and childcare services proprietors	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
1242 Managers in storage and warehousing	• Managers in storage and warehousing	£35,100 (£18.00 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
1243 Managers in logistics	• Managers in logistics	£44,900 (£23.03 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
1251 Property, housing and estate managers	<ul style="list-style-type: none"> • Facilities managers • Landlords, property and housing managers • Property investors and developers • Sales and lettings managers • Shopping centre managers • Property, housing and estate managers not elsewhere classified 	£42,600 (£21.85 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
1252 Garage managers and proprietors	<ul style="list-style-type: none"> • Garage managers and proprietors 	£45,600 (£23.38 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
1253 Hairdressing and beauty salon managers and proprietors	<ul style="list-style-type: none"> • Beauty salon managers and proprietors • Hairdressing managers and proprietors • Hairdressing and beauty salon managers and proprietors not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
1256 Betting shop and gambling establishment managers	<ul style="list-style-type: none"> • Betting shop managers • Bingo hall managers • Casino managers • Betting shop and gambling establishment managers not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
1257 Hire services managers and proprietors	<ul style="list-style-type: none"> • Hire services managers and proprietors 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
1258 Directors in consultancy services	<ul style="list-style-type: none"> • Design consultancy directors • Environmental consultancy directors • Management consultancy directors • Surveying consultancy directors • Directors in consultancy services not elsewhere classified 	£70,100 (£35.95 per hour)	Not applicable	Not applicable	£49,100 (£25.18 per hour)	No
1259 Managers and	<ul style="list-style-type: none"> • Cleaning and hygiene services 	£41,700	Not	Not	£33,400	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
proprietors in other services not elsewhere classified	managers and proprietors <ul style="list-style-type: none"> • Educational establishment managers and proprietors • Funeral services and crematorium managers and proprietors • Library managers • Recruitment agency managers and proprietors • Security services managers and proprietors • Managers and proprietors in other services not elsewhere classified 	(£21.38 per hour)	applicable	applicable	(£17.13 per hour)	
2324 Early education and childcare services managers	• Early education and childcare services managers	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
3111 Laboratory technicians	• Biological laboratory technicians • Chemical laboratory technicians • Health physics monitors • Laboratory food technicians • Medical laboratory technicians • Laboratory technicians not elsewhere classified	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
3112 Electrical and electronics technicians	• Avionics technicians • Electrical and electronics technicians not elsewhere classified	£39,300 (£20.15 per hour)	£35,400 (£18.15 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
3113 Engineering technicians	• Aerospace technicians • Wind turbine technicians • Engineering technicians not elsewhere classified	£42,500 (£21.79 per hour)	£38,300 (£19.64 per hour)	£34,000 (£17.44 per hour)	£33,400 (£17.13 per hour)	Yes
3114 Building and civil engineering technicians	• Building technicians • Civil engineering technicians • Surveying technicians • Building and civil engineering technicians not elsewhere	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	classified					
3115 Quality assurance technicians	• Quality assurance technicians	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
3116 Planning, process and production technicians	• Planning, process and production technicians	£34,800 (£17.85 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
3119 Science, engineering and production technicians not elsewhere classified	• School technicians • Textile consultants • Science, engineering and production technicians not elsewhere classified	£34,600 (£17.74 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
3120 CAD, drawing and architectural technicians	• Architectural technicians • BIM and CAD technicians • Cartographers • CAD, drawing and architectural technicians not elsewhere classified	£33,800 (£17.33 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
3131 IT operations technicians	• Games testers • Network and systems administrators • Quality assurance testers • Software technicians • IT operations technicians not elsewhere classified	£35,200 (£18.05 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
3132 IT user support technicians	• IT user support technicians	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
3133 Database administrators and web content technicians	• Database administrators • Web content technicians • Database administrators and web content technicians not elsewhere classified	£34,600 (£17.74 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	Yes
3211 Dispensing opticians	• Dispensing opticians	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3212 Pharmaceutical technicians	• Pharmaceutical technicians	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
3221 Youth and community workers	<ul style="list-style-type: none"> • Community workers • Family support workers • Youth workers (excludes youth work professionals) • Youth and community workers not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3222 Child and early years officers	<ul style="list-style-type: none"> • Child protection officers • Learning and behaviour mentors • Welfare and attendance officers • Child and early years officers not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3223 Housing officers	<ul style="list-style-type: none"> • Housing officers 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3224 Counsellors	<ul style="list-style-type: none"> • Bereavement counsellors • Debt advisers • Life coaches • Relationship counsellors • Substance misuse workers • Counsellors not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3229 Welfare and housing associate professionals not elsewhere classified	<ul style="list-style-type: none"> • Advocates (excludes solicitor advocates) • Celebrants • Charity workers • Day care officers • Health advisers • Homelessness and housing advice support workers • Mental health project workers • Probation service workers • Student support workers • Victim support workers • Welfare and housing associate professionals not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3232 Early education	<ul style="list-style-type: none"> • Early education and childcare 	£33,400	Not	Not	£33,400	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
and childcare practitioners	practitioners	(£17.13 per hour)	applicable	applicable	(£17.13 per hour)	
3240 Veterinary nurses	• Veterinary nurses	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3312 Police officers (sergeant and below)	• Police constable • Police sergeant • Police officers (sergeant and below) not elsewhere classified	£46,900 (£24.05 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3313 Fire service officers (watch manager and below)	• Firefighters • Fire service crew managers • Watch managers • Fire service officers (watch manager and below) not elsewhere classified	£42,100 (£21.59 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3314 Prison service officers (below principal officer)	• Operational support grades • Prison officers • Prison service officers (below principal officer) not elsewhere classified	£38,800 (£19.90 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3319 Protective service associate professionals not elsewhere classified	• Coastguard • Customs and border control officers • Fraud investigators (excludes benefit fraud) • Immigration officers • Private investigators • Security consultants and managers (excludes cyber security) • Protective service associate professionals not elsewhere classified	£41,100 (£21.08 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3411 Artists	• Art technicians (excludes education) • Drawing and painting artists • Hand drawn animators • Illustrators (excludes medical and scientific)	£38,200 (£19.59 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Medical and scientific illustrators • Picture restorers • Sculptors • Tattoo and henna artists • Artists not elsewhere classified 					
3412 Authors, writers and translators	<ul style="list-style-type: none"> • Authors • Bloggers • Copywriters • Literary editors • Poets • Script writers • Technical writers (excludes computing) • Translators and interpreters • Authors, writers and translators not elsewhere classified 	£36,100 (£18.51 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3413 Actors, entertainers and presenters	<ul style="list-style-type: none"> • Actors • Broadcasters, podcasters and presenters • Children's entertainers • Comedians • Disc jockeys • Magicians • Models • Singers • Social media influencers • Actors, entertainers and presenters not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3414 Dancers and choreographers	<ul style="list-style-type: none"> • Choreographers • Dance teachers (excludes educational establishments) • Dancers 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3417 Photographers, audio-visual and broadcasting equipment operators	<ul style="list-style-type: none"> • Camera operators and videographers • Lighting designers • Photographers • Sound designers 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Sound engineers • Theatre technicians (excludes hospitals) • Photographers, audio-visual and broadcasting equipment operators not elsewhere classified 					
3421 Interior designers	<ul style="list-style-type: none"> • Interior designers 	£35,200 (£18.05 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3422 Clothing, fashion and accessories designers	<ul style="list-style-type: none"> • Clothing and fashion consultants • Clothing and fashion designers • Footwear designers • Jewellery designers • Textile designers • Clothing, fashion and accessories designers not elsewhere classified 	£36,500 (£18.72 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3429 Design occupations not elsewhere classified	<ul style="list-style-type: none"> • Industrial and product designers • Packaging designers • Performance make-up artists • Set designers • Visual merchandising managers and designers • Design occupations not elsewhere classified 	£39,300 (£20.15 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3433 Fitness and wellbeing instructors	<ul style="list-style-type: none"> • Group fitness instructors and personal trainers • Pilates teachers • Yoga teachers • Fitness and wellbeing instructors not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3512 Ship and hovercraft officers	<ul style="list-style-type: none"> • Ship and hovercraft captains and deck officers (excludes armed forces and fishing) • Marine engineers 	£58,300 (£29.90 per hour)	Not applicable	Not applicable	£40,800 (£20.92 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	• Ship and hovercraft officers not elsewhere classified					
3520 Legal associate professionals	• Conveyancing professionals • Cost lawyers • Barrister's and judge's clerks • Litigation officers • Probate managers • Will writers • Legal associate professionals not elsewhere classified	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3532 Insurance underwriters	• Insurance underwriters	£36,500 (£18.72 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3533 Financial and accounting technicians	• Accounting technicians • Financial control technicians • Financial and accounting technicians not elsewhere classified	£48,700 (£24.97 per hour)	Not applicable	Not applicable	£34,100 (£17.49 per hour)	No
3541 Estimators, valuers and assessors	• Energy advisers and assessors • Estimators • Loss adjusters • Valuers • Vehicle damage assessors • Estimators, valuers and assessors not elsewhere classified	£35,300 (£18.10 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3542 Importers and exporters	• Importers and exporters	£35,700 (£18.31 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3543 Project support officers	• Project support officers	£33,900 (£17.38 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3544 Data analysts	• Data analysts	£34,900 (£17.90 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3549 Business associate professionals not elsewhere classified	• Business support officers • Business systems analysts • Contract administrators • Clinical coders • Clinical trials administrators	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Research coordinators • Business associate professionals not elsewhere classified 					
3551 Buyers and procurement officers	<ul style="list-style-type: none"> • Buyers and procurement officers 	£35,500 (£18.21 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3552 Business sales executives	<ul style="list-style-type: none"> • Business sales executives 	£36,700 (£18.82 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3553 Merchandisers	<ul style="list-style-type: none"> • Merchandisers 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3554 Advertising and marketing associate professionals	<ul style="list-style-type: none"> • Advertising and marketing executives • Fundraisers • Market researchers (excludes interviewers) • Marketing associate professionals not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3555 Estate agents and auctioneers	<ul style="list-style-type: none"> • Estate agents • Land and property auctioneers and valuers • Letting agents • Estate agents and auctioneers not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3557 Events managers and organisers	<ul style="list-style-type: none"> • Conference managers and organisers • Exhibition managers and organisers • Festival managers and organisers • Hospitality managers • Wedding planners and organisers • Event managers and organisers not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3560 Public services	<ul style="list-style-type: none"> • Electoral services officers 	£39,500	Not applicable	Not applicable	£33,400	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
associate professionals	<ul style="list-style-type: none"> • Health service administrators • Job Centre officers • Waste management officers • Public services associate professionals not elsewhere classified 	(£20.26 per hour)	applicable	applicable	(£17.13 per hour)	
3571 Human resources and industrial relations officers	<ul style="list-style-type: none"> • Equality and diversity officers • Human resources advisers • Recruitment consultants • Human resources and industrial relations officers not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3572 Careers advisers and vocational guidance specialists	<ul style="list-style-type: none"> • Careers advisers and coaches • Work placement officers • Careers advisers and vocational guidance specialists not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3573 Information technology trainers	<ul style="list-style-type: none"> • Information technology trainers 	£40,000 (£20.51 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3574 Other vocational and industrial trainers	<ul style="list-style-type: none"> • Business coaches • Retail and store trainers • Training assessors • Other vocational and industrial trainers not elsewhere classified 	£34,500 (£17.69 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
3581 Inspectors of standards and regulations	<ul style="list-style-type: none"> • Animal health inspectors and officers • Building control officers • Driving examiners • Health and safety inspectors • Housing and planning inspectors • Licensing officers • Meat hygiene inspectors • Nuclear safety inspectors • Trading standards officers • Traffic and vehicle examiners and inspectors • Inspectors of standards and 	£34,400 (£17.64 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	regulations not elsewhere classified					
3582 Health and safety managers and officers	<ul style="list-style-type: none"> • Asbestos safety officers • Fire safety managers and officers • Occupational health and safety managers and officers • Road traffic and transport safety officers • Occupational hygienists • Health and safety managers and officers not elsewhere classified 	£42,500 (£21.79 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
4111 National government administrative occupations	<ul style="list-style-type: none"> • National government benefits officers • National government revenue officers • Passport officers • National government administrative occupations not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
4112 Local government administrative occupations	<ul style="list-style-type: none"> • Local government benefits officers • Local government housing assistants • Local government revenue officers • Parish clerks • Local government administrative occupations not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
4113 Officers of non-governmental organisations	<ul style="list-style-type: none"> • Charity administrators • Clerks to governors • Union officials • Officers of non-governmental organisations not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
4121 Credit controllers	<ul style="list-style-type: none"> • Credit controllers 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
		hour)			per hour)	
4122 Book-keepers, payroll managers and wages clerks	<ul style="list-style-type: none"> Accounting clerks and bookkeepers Payroll officers and wages clerks Bookkeepers, payroll managers and wage clerks not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
4124 Finance officers	<ul style="list-style-type: none"> Finance officers 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
4129 Financial administrative occupations not elsewhere classified	<ul style="list-style-type: none"> Box office assistants Grants officers Mortgage administrators Revenue assistants (excludes National and Local government revenue occupations) Treasury assistants Finance administrative occupations not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
4132 Pensions and insurance clerks and assistants	<ul style="list-style-type: none"> Claims handlers Insurance administrators Pensions administrators Pensions and insurance clerks and assistants not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
4134 Transport and distribution clerks and assistants	<ul style="list-style-type: none"> Transport and distribution clerks and assistants 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
4141 Office managers	<ul style="list-style-type: none"> Office managers 	£37,400 (£19.18 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
4143 Customer service managers	<ul style="list-style-type: none"> Call centre managers Customer service managers not elsewhere classified 	£35,200 (£18.05 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
4151 Sales administrators	<ul style="list-style-type: none"> Sales administrators 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
4159 Other administrative occupations not elsewhere classified	<ul style="list-style-type: none"> • Business administrators • Church administrators • Facilities coordinators • Proofreaders • Property administrators • Warranty administrators • Other administrative occupations not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
4214 Company secretaries and administrators	<ul style="list-style-type: none"> • Company secretaries and administrators 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
4215 Personal assistants and other secretaries	<ul style="list-style-type: none"> • Farm secretaries • Personal assistants (excludes care workers) • Personal assistants and other secretaries not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5111 Farmers	<ul style="list-style-type: none"> • Agricultural contractors • Aquaculture farmers • Arable farmers • Dairy farmers • Livestock farmers • Poultry farmers • Farmers not elsewhere classified 	£34,100 (£17.49 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5112 Horticultural trades	<ul style="list-style-type: none"> • Horticultural trades 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5113 Gardeners and landscape gardeners	<ul style="list-style-type: none"> • Garden designers • Gardeners (excludes horticultural/market gardening) • Green roof installers • Landscape gardeners • Gardeners and landscape gardeners not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5114 Groundsmen and greenkeepers	<ul style="list-style-type: none"> • Groundsmen and greenkeepers 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
		hour)			per hour)	
5119 Agricultural and fishing trades not elsewhere classified	<ul style="list-style-type: none"> • Arborists • Beekeepers • Countryside and park officers and rangers • Falconers • Fish and river keepers • Fishers • Gamekeepers • Agricultural and fishing trades not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5211 Sheet metal workers	<ul style="list-style-type: none"> • Metal fabricators and finishers • Panel beaters (excludes vehicles) • Whitesmiths • Sheet metal workers not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5212 Metal plate workers, smiths, moulders and related occupations	<ul style="list-style-type: none"> • Die casters • Farriers • Moulders, mould makers and core makers • Smiths • Metal plate workers, smiths, moulders and related occupations not elsewhere classified 	£36,700 (£18.82 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5213 Welding trades	<ul style="list-style-type: none"> • Braziers and solderers • Pipe welders • Plate welders • Welding trades not elsewhere classified 	£34,900 (£17.90 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5214 Pipe fitters	<ul style="list-style-type: none"> • Pipe fitters 	£46,000 (£23.59 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5221 Metal machining setters and setter-operators	<ul style="list-style-type: none"> • Computer numerical control (CNC) machine setters and setter-operators • Metal machining setters and setter-operators not elsewhere classified 	£34,600 (£17.74 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
5222 Tool makers, tool fitters and markers-out	<ul style="list-style-type: none"> • Tool fitters • Tool makers • Tool makers, tool fitters and markers-out not elsewhere classified 	£38,400 (£19.69 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5223 Metal working production and maintenance fitters	<ul style="list-style-type: none"> • Automation maintenance technicians • Bicycle mechanics • Catering equipment technicians • Door fitters and makers • Gunsmiths • Heavy plant maintenance technicians • Hydraulic technicians • Lift technicians • Locksmiths • Pump technicians • Textile machine technicians • Turbine fitters • Metal working production and maintenance fitters not elsewhere classified 	£39,300 (£20.15 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5224 Precision instrument makers and repairers	<ul style="list-style-type: none"> • Calibration and precision instrument technicians • Camera and photographic equipment technicians • Horologists, watch makers and repairers • Optical technicians • Precision instrument makers and repairers not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5225 Air-conditioning and refrigeration installers and repairers	<ul style="list-style-type: none"> • Air-conditioning and refrigeration installers and repairers 	£41,100 (£21.08 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5231 Vehicle technicians, mechanics and electricians	<ul style="list-style-type: none"> • Auto electricians • Car/light vehicle technicians • Heavy and large vehicle 	£35,500 (£18.21 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	technicians <ul style="list-style-type: none"> • Motorcycle technicians • Motorsport technicians • MOT testers • Roadside assistance technicians • Vehicle technicians, mechanics and electricians not elsewhere classified 					
5232 Vehicle body builders and repairers	• Vehicle body builders and repairers	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5233 Vehicle paint technicians	• Vehicle paint technicians	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5234 Aircraft maintenance and related trades	• Aircraft maintenance and related trades	£45,000 (£23.08 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5235 Boat and ship builders and repairers	• Boat and ship builders and repairers	£33,700 (£17.28 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5236 Rail and rolling stock builders and repairers	• Rail and rolling stock builders and repairers	£57,000 (£29.23 per hour)	Not applicable	Not applicable	£39,900 (£20.46 per hour)	No
5241 Electricians and electrical fitters	• Electric vehicle charging point installers • Electro-mechanical technicians • Installation and maintenance electricians • Smart energy experts • Solar panel installers • Street lighting electrician • Electricians and electrical fitters not elsewhere classified	£38,800 (£19.90 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5242 Telecoms and related network installers and repairers	• Telecoms and related network installers and repairers	£36,700 (£18.82 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5243 TV, video and audio servicers and	• TV, video and audio servicers and repairers	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
repairers		hour)			per hour)	
5244 Computer system and equipment installers and servicers	• Computer system and equipment installers and servicers	£35,100 (£18.00 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5245 Security system installers and repairers	• Security system installers and repairers	£36,300 (£18.62 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5246 Electrical service and maintenance mechanics and repairers	• Electrical service and maintenance mechanics and repairers	£39,700 (£20.36 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5249 Electrical and electronic trades not elsewhere classified	• Broadcast and communications technicians • Overhead line workers • Signal workers • Electrical and electronic trades not elsewhere classified	£45,800 (£23.49 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5250 Skilled metal, electrical and electronic trades supervisors	• Skilled metal, electrical and electronic trades supervisors	£42,400 (£21.74 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5311 Steel erectors	• Steel erectors	£35,000 (£17.95 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5312 Stonemasons and related trades	• Dry stone wallers • Monumental masons • Stonemasons • Stonemasons and related trades not elsewhere classified	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5313 Bricklayers	• Bricklayers	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5314 Roofers, roof tilers and slaters	• Felt and flat roofers • Sheeters and cladders • Thatchers • Tilers and slaters • Roofers, roof tilers and slaters not elsewhere classified	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5315 Plumbers and	• Plumbers and heating and	£38,100	Not	Not	£33,400	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
heating and ventilating installers and repairers	ventilation installers and repairers	(£19.54 per hour)	applicable	applicable	(£17.13 per hour)	
5316 Carpenters and joiners	<ul style="list-style-type: none"> • Bedroom and kitchen fitters • Carpenters • Joiners • Carpenters and joiners not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5317 Glaziers, window fabricators and fitters	<ul style="list-style-type: none"> • Glass cutters and glaziers • Window fabricators • Window fitters • Glaziers, window fabricators and fitters not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5319 Construction and building trades not elsewhere classified	<ul style="list-style-type: none"> • Builders • Divers • Fence erectors • Industrial climbers • Remotely Operated Vehicle (ROV) operators • Steel fixers and underpinners • Construction and building trades not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5321 Plasterers	<ul style="list-style-type: none"> • Dry liners • Plasterers (wall and decorative) 	£34,200 (£17.54 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5322 Floorers and wall tilers	<ul style="list-style-type: none"> • Carpet and linoleum fitters • Floor layers • Tilers • Floorers and wall tilers not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5323 Painters and decorators	<ul style="list-style-type: none"> • Painters and decorators 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5330 Construction and building trades supervisors	<ul style="list-style-type: none"> • Carpenter and joinery supervisors • Demolition supervisors • Painting supervisors • Plumbing supervisors • Road construction supervisors 	£41,800 (£21.44 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Roofing supervisors • Scaffolding supervisors • Construction and building trade supervisors not elsewhere classified 					
5411 Upholsterers	<ul style="list-style-type: none"> • Curtain makers • Trimmers and upholsterers • Upholsterers not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5412 Footwear and leather working trades	<ul style="list-style-type: none"> • Footwear makers and repairers • Leather workers (excludes leather dressing) • Footwear and leather working trades not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5413 Tailors and dressmakers	<ul style="list-style-type: none"> • Costume makers • Dressmakers • Fitters and alterations assistants • Kilt makers • Milliners (excludes wholesale, retail trade) • Tailors • Tailors and dressmakers not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5419 Textiles, garments and related trades not elsewhere classified	<ul style="list-style-type: none"> • Embroiderers and sewers • Knitters • Sail makers • Weavers (excludes basket, wig and wire goods mfr) • Textiles, garments and related trades not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5421 Pre-press technicians	<ul style="list-style-type: none"> • Pre-press technicians 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5422 Printers	<ul style="list-style-type: none"> • Digital printers • Flexographic printers • Lithographic printers • Screen printers • Printers not elsewhere 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	classified					
5423 Print finishing and binding workers	• Print finishing and binding workers	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5431 Butchers	• Butchers • Slaughterers	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5432 Bakers and flour confectioners	• Bakers (excludes food process bakery workers and textile manufacturing) • Cake decorators and designers • Bakers and flour confectioners not elsewhere classified	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5433 Fishmongers and poultry dressers	• Fishmongers • Poultry dressers • Fishmongers and poultry dressers not elsewhere classified	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5434 Chefs	• Chefs	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5436 Catering and bar managers	• Catering and bar managers	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5441 Glass and ceramics makers, decorators and finishers	• Ceramic makers, decorators and finishers • Ceramic potters • Glass blowers • Glass makers, decorators and finishers • Optical glass makers • Glass and ceramics makers, decorators and finishers not elsewhere classified	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5442 Furniture makers and other craft woodworkers	• Cabinet makers (excludes metal) • Furniture makers and fitters • Furniture restorers • Furniture sprayers and finishers	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Picture framers • Shed makers • Furniture makers and other craft woodworkers not elsewhere classified 					
5443 Florists	<ul style="list-style-type: none"> • Florists 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
5449 Other skilled trades not elsewhere classified	<ul style="list-style-type: none"> • Basket makers (excludes wire goods mfr) • Candle makers • Goldsmiths, silversmiths, jewellers and precious stone workers • Hairpiece and wig makers • Metal engravers • Craft model makers • Musical instrument repairers, makers and tuners • Sign makers and writers • Toy makers and repairers • Other skilled trades not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
6111 Early education and childcare assistants	<ul style="list-style-type: none"> • Early education and childcare assistants 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
6114 Childminders	<ul style="list-style-type: none"> • Childminders 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
6117 Playworkers	<ul style="list-style-type: none"> • Playworkers 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
6129 Animal care services occupations not elsewhere classified	<ul style="list-style-type: none"> • Animal boarding assistants • Animal breeders • Animal groomers • Animal trainers (excludes performing animals) • Animal walkers • Animal welfare workers 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Stable workers • Veterinary assistants • Zookeepers • Animal care services occupations not elsewhere classified					
6134 Houseparents and residential wardens	<ul style="list-style-type: none"> • Foster carers • Residential childcare practitioners • School matrons and houseparents • Residential housing wardens • Houseparents and residential wardens not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	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 Care Quality Commission and is currently carrying on a regulated activity. Eligibility for Skilled Worker applicants to be sponsored in this SOC 2020 occupation code is restricted, as set out in SW 6.1B of Appendix Skilled Worker. Note: private households or	<ul style="list-style-type: none"> • Community support workers • Home care workers • Residential care workers • Care workers and home carers not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
individuals (other than sole traders sponsoring someone to work for their business) cannot sponsor Skilled Worker applicants.						
6136 Senior care workers – 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. Eligibility for Skilled Worker applicants to be sponsored in this SOC 2020 occupation code is restricted, as set out in SW 6.1B of Appendix Skilled Worker.	<ul style="list-style-type: none"> • Senior community support workers • Senior home care workers • Senior residential care workers • Senior care workers not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
6213 Air travel assistants	<ul style="list-style-type: none"> • Flight attendants • Passenger services assistants • Air travel assistants not elsewhere classified 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
6214 Rail travel assistants	<ul style="list-style-type: none"> • Railway station assistants • Revenue protection officers • Train conductors and guards • Rail travel assistants not elsewhere classified 	£41,300 (£21.18 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
6311 Police community support officers	<ul style="list-style-type: none"> • Police community support officers 	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
7124 Market and street traders and assistants	• Market and street traders and assistants	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
7131 Shopkeepers and owners - retail and wholesale	• Antique dealers • Art dealers • Car traders • Newsagents • Retail jewellers • Wholesalers • Wine merchants • Shopkeepers and owners - retail and wholesale not elsewhere classified	£33,700 (£17.28 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
7132 Sales supervisors - retail and wholesale	• Sales supervisors - retail and wholesale	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
7214 Market research interviewers	• Field and telephone interviewers • Mystery shoppers • Political canvassers • Traffic enumerators	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
7220 Customer service supervisors	• Customer service supervisors	£34,200 (£17.54 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
8113 Chemical and related process operatives	• Chemical and related process operatives	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
8133 Energy plant operatives	• Boiler operatives • Compressor operatives • Nuclear decommissioning operatives • Energy plant operatives not elsewhere classified	£41,500 (£21.28 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
8134 Water and sewerage plant operatives	• Water and sewerage distribution operatives • Water treatment operatives • Water and sewerage plant operatives not elsewhere classified	£38,000 (£19.49 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exclusive)	Going rate (SW – options A and D)	90% of going rate (SW – option B)	80% of going rate (SW – option C)	70% of going rate (SW – option E)	Eligible for PhD points (SW)?
8143 Routine inspectors and testers	• Routine inspectors and testers	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
8215 Driving instructors	• Cycling instructors • Forklift instructors • Heavy and large vehicle driving instructors • Motorcycle instructors • Passenger carrying vehicle (PCV) and car driving instructors • Driving instructors not elsewhere classified	£39,500 (£20.26 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
8232 Marine and waterways transport operatives	• Marine and waterways transport operatives	£38,300 (£19.64 per hour)	Not applicable	Not applicable	£33,400 (£17.13 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 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.	• Vent chick sexer • Deckhand on large fishing vessel (9 metres and above)	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 per hour)	No
9249 Elementary sales occupations not elsewhere classified	• Retail order pickers • Trolley collectors • Elementary sales occupations not elsewhere classified	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£33,400 (£17.13 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

These SOC 2020 occupation codes are considered to be skilled to Regulated Qualifications Framework (RQF) level 6 or above, and are eligible for the Skilled Worker, Global Business Mobility and Scale-up routes.

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
- £12.82 per hour

For the avoidance of doubt, where £12.82 per hour calculates as more than 70%, 80% or 90% of the stated going rate, £12.82 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-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
1111 Chief executives and senior officials	1115, 1172	<ul style="list-style-type: none"> • Chairpersons • Chief executives • Diplomats and foreign office officials • Senior public service officials • Chief executives and senior officials not elsewhere classified 	£60,000 (£30.77 per hour)	£54,000 (£27.69 per hour)	£48,000 (£24.62 per hour)	£42,000 (£21.54 per hour)	Yes
1121 Production managers and directors in	1121	<ul style="list-style-type: none"> • Production managers and directors in manufacturing 	£40,000 (£20.51 per hour)	£36,000 (£18.46 per hour)	£32,000 (£16.41 per hour)	£28,000 (£14.36 per hour)	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
manufacturing							
1122 Production managers and directors in construction	1122	<ul style="list-style-type: none"> • Production managers and directors in construction 	£41,400 (£21.23 per hour)	£37,200 (£19.08 per hour)	£33,100 (£16.97 per hour)	£29,000 (£14.87 per hour)	Yes
1123 Production managers and directors in mining and energy	1123	<ul style="list-style-type: none"> • Managers and directors in the extraction of fossil fuels • Managers and directors in the production of energy • Production managers and directors in mining and energy not elsewhere classified 	£47,100 (£24.15 per hour)	£42,400 (£21.74 per hour)	£37,700 (£19.33 per hour)	£33,000 (£16.92 per hour)	Yes
1131 Financial managers and directors	1131, 1150	<ul style="list-style-type: none"> • Bank, building society and post office managers • Company secretaries and finance managers and directors • Investment bankers and directors • Financial managers and directors not elsewhere classified 	£49,700 (£25.49 per hour)	£44,700 (£22.92 per hour)	£39,700 (£20.36 per hour)	£34,800 (£17.85 per hour)	Yes
1132 Marketing, sales and advertising directors	1132, 1134	<ul style="list-style-type: none"> • Advertising and marketing directors • Sales directors • Marketing, sales and advertising directors not elsewhere classified 	£60,000 (£30.77 per hour)	£54,000 (£27.69 per hour)	£48,000 (£24.62 per hour)	£42,000 (£21.54 per hour)	Yes
1133 Public relations and communications directors	1132, 1134	<ul style="list-style-type: none"> • Public relations and communications directors 	£59,700 (£30.62 per hour)	£53,800 (£27.59 per hour)	£47,800 (£24.51 per hour)	£41,800 (£21.44 per hour)	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
1134 Purchasing managers and directors	1133	<ul style="list-style-type: none"> • Estimating managers and directors • Procurement and purchasing managers and directors • Purchasing managers and directors not elsewhere classified 	£42,500 (£21.79 per hour)	£38,300 (£19.64 per hour)	£34,000 (£17.44 per hour)	£29,800 (£15.28 per hour)	Yes
1135 Charitable organisation managers and directors	1139, 1184	<ul style="list-style-type: none"> • Charitable organisation managers and directors 	£35,900 (£18.41 per hour)	£32,300 (£16.56 per hour)	£28,700 (£14.72 per hour)	£25,100 (£12.87 per hour)	Yes
1136 Human resource managers and directors	1135	<ul style="list-style-type: none"> • Employee relations managers • Equality, diversity and inclusion managers • Learning and development managers and directors • Recruitment managers and directors • Human resources managers and directors not elsewhere classified 	£41,200 (£21.13 per hour)	£37,100 (£19.03 per hour)	£32,900 (£16.87 per hour)	£28,800 (£14.77 per hour)	Yes
1137 Information technology directors	1136, 2134, 3561	<ul style="list-style-type: none"> • Information security directors • Information technology operations directors • Information technology programme managers and directors • Information technology technical directors • Information 	£61,200 (£31.38 per hour)	£55,000 (£28.21 per hour)	£48,900 (£25.08 per hour)	£42,800 (£21.95 per hour)	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		technology directors not elsewhere classified					
1139 Functional managers and directors not elsewhere classified	1139, 1223, 2424	<ul style="list-style-type: none"> • Accounts directors • Administration directors • Complaints and customer service directors • Events directors • Intellectual property managers and directors • Municipal clerks • Research and development (R&D) directors • Functional managers and directors not elsewhere classified 	£52,300 (£26.82 per hour)	£47,100 (£24.15 per hour)	£41,800 (£21.44 per hour)	£36,600 (£18.77 per hour)	Yes
1140 Directors in logistics, warehousing and transport	1133, 1161, 1162	<ul style="list-style-type: none"> • Supply chain directors • Directors in logistics, warehousing and transport not elsewhere classified 	£53,600 (£27.49 per hour)	£48,200 (£24.72 per hour)	£42,900 (£22.00 per hour)	£37,500 (£19.23 per hour)	Yes
1162 Senior police officers	1172	<ul style="list-style-type: none"> • Chief, deputy chief and assistant chief constables • Chief inspectors • Chief superintendents • Senior police officers not elsewhere classified 	£60,800 (£31.18 per hour)	£54,700 (£28.05 per hour)	£48,700 (£24.97 per hour)	£42,600 (£21.85 per hour)	Yes
1163 Senior officers in fire, ambulance, prison and	1173	<ul style="list-style-type: none"> • Senior officers in ambulance services • Senior officers in fire services 	£50,000 (£25.64 per hour)	£45,000 (£23.08 per hour)	£40,000 (£20.51 per hour)	£35,000 (£17.95 per hour)	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
related services		<ul style="list-style-type: none"> • Senior officers in immigration services • Senior officers in prison services • Senior officers in revenue and customs 					
1171 Health services and public health managers and directors	1181	<ul style="list-style-type: none"> • Clinical governance and information managers • Healthcare service managers and directors • Health services and public health managers and directors not elsewhere classified 	£41,600 (£21.33 per hour)	£37,400 (£19.18 per hour)	£33,300 (£17.08 per hour)	£29,100 (£14.92 per hour)	Yes
1172 Social services managers and directors	1184, 1242	<ul style="list-style-type: none"> • Social services managers and directors 	£33,100 (£16.97 per hour)	£29,800 (£15.28 per hour)	£26,500 (£13.59 per hour)	£25,000 (£12.82 per hour)	Yes
1241 Managers in transport and distribution	1139, 1150, 1161, 1162, 4161	<ul style="list-style-type: none"> • Airport managers • Depot and fleet managers • Dispatch and distribution managers • Harbour and port managers • Road traffic managers • Managers in transport and distribution not elsewhere classified 	£35,200 (£18.05 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
1254 Waste disposal and environmental services managers	1255	<ul style="list-style-type: none"> • Landfill site managers • Recycling managers • Scrap yard managers • Sewage works and water treatment 	£39,700 (£20.36 per hour)	Not applicable	Not applicable	£27,800 (£14.26 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		managers • Waste disposal and environmental services managers not elsewhere classified					
1255 Managers and directors in the creative industries	1121, 1134, 1139, 1225, 1259, 2435, 3416	<ul style="list-style-type: none"> • Art gallery managers and directors • Film and television production managers • Publishing managers and directors • Radio production managers • Sport and talent agents • Theatre production managers • Managers and directors in the creative industries not elsewhere classified 	£37,000 (£18.97 per hour)	Not applicable	Not applicable	£25,900 (£13.28 per hour)	No
2111 Chemical scientists	2111, 3111	<ul style="list-style-type: none"> • Analytical chemists • Industrial chemists • Nuclear and radiochemists • Research and development chemists • Chemical scientists not elsewhere classified 	£31,300 (£16.05 per hour)	£28,200 (£14.46 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
2112 Biological scientists	2112	<ul style="list-style-type: none"> • Agricultural scientists • Biologists • Botanical and horticultural scientists • Microbiologists and bacteriologists • Pathologists 	£30,700 (£15.74 per hour)	£27,600 (£14.15 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		<ul style="list-style-type: none"> • Pharmacologists • Zoological scientists • Biological scientists not elsewhere classified 					
2113 Biochemists and biomedical scientists	2112, 3111, 3319	<ul style="list-style-type: none"> • Biochemists • Biomedical scientists • Biotechnologists • Clinical scientists • Biochemists and biomedical scientists not elsewhere classified 	£35,100 (£18.00 per hour)	£31,600 (£16.21 per hour)	£28,100 (£14.41 per hour)	£25,000 (£12.82 per hour)	Yes
2114 Physical scientists	2113	<ul style="list-style-type: none"> • Geologists • Geophysicists • Hydrogeologists and hydrologists • Meteorologists • Physical scientists not elsewhere classified 	£41,500 (£21.28 per hour)	£37,300 (£19.13 per hour)	£33,200 (£17.03 per hour)	£29,000 (£14.87 per hour)	Yes
2115 Social and humanities scientists	2114	<ul style="list-style-type: none"> • Anthropologists • Archaeologists • Behavioural scientists • Epidemiologists • Genealogists • Geographic information systems (GIS) analysts • Historians • Political scientists • Public health analysts • Social and humanities scientists not elsewhere classified 	£28,000 (£14.36 per hour)	£25,200 (£12.92 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
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.	2119, 2426, 3111	<ul style="list-style-type: none"> • Sports scientists • Natural and social science professionals not elsewhere classified 	£33,700 (£17.28 per hour)	£30,300 (£15.54 per hour)	£26,900 (£13.79 per hour)	£25,000 (£12.82 per hour)	Yes
2121 Civil engineers	2121, 2122, 2126	<ul style="list-style-type: none"> • Building and building services engineers • Geotechnical engineers • Mining engineers • Structural engineers • Transportation engineers • Water engineers (professional) • Civil engineers not elsewhere classified 	£39,200 (£20.10 per hour)	£35,300 (£18.10 per hour)	£31,300 (£16.05 per hour)	£27,400 (£14.05 per hour)	Yes
2122 Mechanical engineers	2122, 2126	<ul style="list-style-type: none"> • Automotive engineers (professional) • Marine engineers and naval architects • Mechanical design engineers 	£38,400 (£19.69 per hour)	£34,600 (£17.74 per hour)	£30,700 (£15.74 per hour)	£26,900 (£13.79 per hour)	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		• Mechanical engineers not elsewhere classified					
2123 Electrical engineers	2123, 2126	• Laser engineers • Power systems engineers • Railway signalling engineers • Electrical engineers not elsewhere classified	£47,100 (£24.15 per hour)	£42,400 (£21.74 per hour)	£37,700 (£19.33 per hour)	£33,000 (£16.92 per hour)	Yes
2124 Electronics engineers	2124, 2126, 5242	• Broadcast engineers (professional) • Telecommunications engineers (professional) • Electronics engineers not elsewhere classified	£41,200 (£21.13 per hour)	£37,100 (£19.03 per hour)	£33,000 (£16.92 per hour)	£28,900 (£14.82 per hour)	Yes
2125 Production and process engineers	2127, 5224	• Chemical engineers • Control and instrumentation engineers • Industrial and production engineers • Production and process engineers not elsewhere classified	£36,500 (£18.72 per hour)	£32,900 (£16.87 per hour)	£29,200 (£14.97 per hour)	£25,600 (£13.13 per hour)	Yes
2126 Aerospace engineers	2122, 2124, 2126, 2129, 5223	• Aeronautical engineers (professional) • Aircraft engineers (professional) • Avionics engineers • Aerospace engineers not elsewhere classified	£43,400 (£22.26 per hour)	£39,000 (£20.00 per hour)	£34,700 (£17.79 per hour)	£30,400 (£15.59 per hour)	Yes
2127	2129	• Engineering project	£40,600	£36,500	£32,500	£28,400	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
Engineering project managers and project engineers		managers and project engineers	(£20.82 per hour)	(£18.72 per hour)	(£16.67 per hour)	(£14.56 per hour)	
2129 Engineering professionals not elsewhere classified	2126, 2129, 2135	<ul style="list-style-type: none"> • Acoustic engineers • Biomedical engineers • Brewers (qualified) • Clinical Engineers • Energy engineers • Food technologists • Gas engineers (professional) • Heating and ventilating engineers (professional) • Materials engineers • Mechatronic engineers • Nuclear engineers • Patent engineers • Robotics engineers • Traffic engineers • Engineering professionals not elsewhere classified 	£37,500 (£19.23 per hour)	£33,700 (£17.28 per hour)	£30,000 (£15.38 per hour)	£26,200 (£13.44 per hour)	Yes
2131 IT project managers	2134	<ul style="list-style-type: none"> • IT project managers 	£42,600 (£21.85 per hour)	£38,300 (£19.64 per hour)	£34,100 (£17.49 per hour)	£29,800 (£15.28 per hour)	Yes
2132 IT managers	2133	<ul style="list-style-type: none"> • IT information managers • IT product managers • IT service delivery managers • IT systems managers • IT test managers • Network managers • Software 	£43,000 (£22.05 per hour)	£38,700 (£19.85 per hour)	£34,400 (£17.64 per hour)	£30,100 (£15.44 per hour)	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		development managers • Technical support managers • IT managers not elsewhere classified					
2133 IT business analysts, architects and systems designers	2135, 2137	• Computer analysts and scientists • Data architects • Data engineers • IT systems architects • IT business analysts • IT solutions architects and designers • IT business analysts, architects and systems designers not elsewhere classified	£42,400 (£21.74 per hour)	£38,100 (£19.54 per hour)	£33,900 (£17.38 per hour)	£29,600 (£15.18 per hour)	Yes
2134 Programmers and software development professionals	2135, 2136, 2137, 2139, 3422	• Computer games designers • Computer programmers • Software developers • Programmers and software development professionals not elsewhere classified	£40,000 (£20.51 per hour)	£36,000 (£18.46 per hour)	£32,000 (£16.41 per hour)	£28,000 (£14.36 per hour)	Yes
2135 Cyber security professionals	2139, 2426	• Cyber operational defence specialists • Cyber security management and governance specialists • Forensic computer specialists • Secure system development specialists • Cyber security	£35,300 (£18.10 per hour)	£31,800 (£16.31 per hour)	£28,200 (£14.46 per hour)	£25,000 (£12.82 per hour)	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		professionals not elsewhere classified					
2136 IT quality and testing professionals	2139, 2461	• IT quality and testing professionals	£34,500 (£17.69 per hour)	£31,000 (£15.90 per hour)	£27,600 (£14.15 per hour)	£25,000 (£12.82 per hour)	Yes
2137 IT network professionals	2139	• IT network professionals	£38,100 (£19.54 per hour)	£34,300 (£17.59 per hour)	£30,500 (£15.64 per hour)	£26,700 (£13.69 per hour)	Yes
2139 Information technology professionals not elsewhere classified	2137, 2139	• DevOps engineers • IT consultants • Webmasters and website managers • Information technology professionals not elsewhere classified	£38,700 (£19.85 per hour)	£34,800 (£17.85 per hour)	£31,000 (£15.90 per hour)	£27,100 (£13.90 per hour)	Yes
2141 Web design professionals	2136, 2137	• Application designers • UI and UX designers and researchers • Web designers • Web design professionals not elsewhere classified	£31,300 (£16.05 per hour)	£28,200 (£14.46 per hour)	£25,100 (£12.87 per hour)	£25,000 (£12.82 per hour)	Yes
2142 Graphic and multimedia designers	2431, 3411, 3421, 3422, 3550, 5421	• Multimedia animators • Graphic and multimedia designers not elsewhere classified	£26,200 (£13.44 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
2151 Conservation professionals	2141	• Conservationists • Ecologists • Heritage officers • Conservation professionals not elsewhere classified	£29,800 (£15.28 per hour)	£26,800 (£13.74 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
2152 Environment	2142, 3550	• Energy managers • Environmental and	£31,400 (£16.10 per hour)	£28,300 (£14.51 per hour)	£25,200 (£12.92 per hour)	£25,000 (£12.82 per hour)	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
professionals		geo-environmental engineers • Environmental consultants • Environmental scientists • Sustainability officers • Environmental professionals not elsewhere classified	hour)	hour)	hour)	per hour)	
2161 Research and development (R&D) managers	1139, 2150	• Laboratory managers • Research and development (R&D) design managers • Research and development (R&D) managers not elsewhere classified	£40,000 (£20.51 per hour)	£36,000 (£18.46 per hour)	£32,000 (£16.41 per hour)	£28,000 (£14.36 per hour)	Yes
2162 Other researchers, unspecified discipline	2119, 2426	• Other researchers, unspecified discipline	£37,400 (£19.18 per hour)	£33,700 (£17.28 per hour)	£30,000 (£15.38 per hour)	£26,200 (£13.44 per hour)	Yes
2240 Veterinarians	2216	• Veterinarians	£38,000 (£19.49 per hour)	£34,200 (£17.54 per hour)	£30,400 (£15.59 per hour)	£26,600 (£13.64 per hour)	Yes
2311 Higher education teaching professionals	2311, 2312	• Higher education teaching professionals	£40,600 (£20.82 per hour)	£36,500 (£18.72 per hour)	£32,500 (£16.67 per hour)	£28,400 (£14.56 per hour)	Yes
2317 Teachers of English as a foreign language	2319	• Teachers of English as a Foreign Language	£30,100 (£15.44 per hour)	£27,100 (£13.90 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
2319 Teaching professionals not elsewhere classified	2319, 3413, 3414	• Adult education tutors • Dance and drama school principals and owners	£27,100 (£13.90 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		<ul style="list-style-type: none"> • Private music and singing teachers • Private tutors • Teaching professionals not elsewhere classified 					
2322 Education managers	1259, 2317, 2319	<ul style="list-style-type: none"> • Education managers 	£34,900 (£17.90 per hour)	£31,400 (£16.10 per hour)	£27,900 (£14.31 per hour)	£25,000 (£12.82 per hour)	Yes
2323 Education advisers and school inspectors	2318, 2319	<ul style="list-style-type: none"> • Educational advisers • School inspectors 	£35,700 (£18.31 per hour)	£32,100 (£16.46 per hour)	£28,500 (£14.62 per hour)	£25,000 (£12.82 per hour)	Yes
2329 Other educational professionals not elsewhere classified	2317, 2319	<ul style="list-style-type: none"> • Bursars • Educational administrators • Examiners and markers • Other educational professionals not elsewhere classified 	£30,000 (£15.38 per hour)	£27,000 (£13.85 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
2411 Barristers and judges	2412	<ul style="list-style-type: none"> • Barristers and advocates • Judges • Barristers and judges not elsewhere classified 	£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
2412 Solicitors and lawyers	2413, 2419	<ul style="list-style-type: none"> • Commercial solicitors and lawyers • Criminal solicitors and lawyers • Family solicitors and lawyers • Property solicitors and lawyers • Solicitors and lawyers not elsewhere classified 	£39,000 (£20.00 per hour)	£35,100 (£18.00 per hour)	£31,200 (£16.00 per hour)	£27,300 (£14.00 per hour)	Yes
2419 Legal	2419, 3520	<ul style="list-style-type: none"> • Conveyancers 	£25,100	£25,000	£25,000	£25,000	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
professionals not elsewhere classified		<ul style="list-style-type: none"> • Litigation executives • Paralegals • Patent and trademark attorneys • Legal professionals not elsewhere classified 	(£12.87 per hour)	(£12.82 per hour)	(£12.82 per hour)	(£12.82 per hour)	
2421 Chartered and certified accountants	2421	<ul style="list-style-type: none"> • Auditors (qualified accountant) • Financial accountants (qualified) • Forensic accountants • Fund accountants • Insolvency practitioners • Chartered and certified accountants not elsewhere classified 	£36,900 (£18.92 per hour)	£33,200 (£17.03 per hour)	£29,500 (£15.13 per hour)	£25,800 (£13.23 per hour)	Yes
2422 Finance and investment analysts and advisers	3534, 3537	<ul style="list-style-type: none"> • Credit analysts • Financial advisers and planners • Financial analysts • Mortgage advisers • Finance and investment analysts and advisers not elsewhere classified 	£34,200 (£17.54 per hour)	£30,800 (£15.79 per hour)	£27,300 (£14.00 per hour)	£25,000 (£12.82 per hour)	Yes
2423 Taxation experts	3535	<ul style="list-style-type: none"> • Taxation experts 	£35,400 (£18.15 per hour)	£31,900 (£16.36 per hour)	£28,300 (£14.51 per hour)	£25,000 (£12.82 per hour)	Yes
2431 Management consultants and business analysts	1255, 2423	<ul style="list-style-type: none"> • Business analysts and consultants • Management advisers and consultants • Risk analysts • Management 	£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

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		consultants and business analysts not elsewhere classified					
2432 Marketing and commercial managers	3545	<ul style="list-style-type: none"> • Commercial managers • Marketing managers • Marketing and commercial managers not elsewhere classified 	£39,900 (£20.46 per hour)	£35,900 (£18.41 per hour)	£31,900 (£16.36 per hour)	£28,000 (£14.36 per hour)	Yes
2433 Actuaries, economists and statisticians	2425	<ul style="list-style-type: none"> • Actuaries and actuarial analysts • Economists • Mathematicians • Statistical data scientists • Statisticians • Actuaries, economists and statisticians not elsewhere classified 	£40,700 (£20.87 per hour)	£36,600 (£18.77 per hour)	£32,500 (£16.67 per hour)	£28,500 (£14.62 per hour)	Yes
2434 Business and related research professionals	2426, 3319, 3543	<ul style="list-style-type: none"> • Intelligence analysts • Researchers in media and entertainment • Business and related research professionals not elsewhere classified 	£31,500 (£16.15 per hour)	£28,400 (£14.56 per hour)	£25,200 (£12.92 per hour)	£25,000 (£12.82 per hour)	Yes
2435 Professional/chartered company secretaries	2429, 4214	<ul style="list-style-type: none"> • Professional/chartered company secretaries 	£38,600 (£19.79 per hour)	£34,700 (£17.79 per hour)	£30,900 (£15.85 per hour)	£27,000 (£13.85 per hour)	Yes
2439 Business, research and administrative professionals not elsewhere	2429, 4215	<ul style="list-style-type: none"> • Policy officers • Business, research and administrative professionals not elsewhere classified 	£43,200 (£22.15 per hour)	£38,900 (£19.95 per hour)	£34,500 (£17.69 per hour)	£30,200 (£15.49 per hour)	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
classified							
2440 Business and financial project management professionals	2424, 3545	<ul style="list-style-type: none"> • Business change managers • Clinical trials coordinators • Risk managers • Business and financial project management professionals not elsewhere classified 	£43,300 (£22.21 per hour)	£39,000 (£20.00 per hour)	£34,700 (£17.79 per hour)	£30,300 (£15.54 per hour)	Yes
2451 Architects	2431	<ul style="list-style-type: none"> • Architects • Landscape architects and designers 	£37,800 (£19.38 per hour)	£34,000 (£17.44 per hour)	£30,200 (£15.49 per hour)	£26,400 (£13.54 per hour)	Yes
2452 Chartered architectural technologists, planning officers and consultants	2431, 2432, 2435, 3121, 3122	<ul style="list-style-type: none"> • Chartered architectural technologists • Town planning officers • Urban designers • Chartered architectural technologists, planning officers and consultants not elsewhere classified 	£28,200 (£14.46 per hour)	£25,300 (£12.97 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
2453 Quantity surveyors	2433	<ul style="list-style-type: none"> • Quantity surveyors 	£38,500 (£19.74 per hour)	£34,600 (£17.74 per hour)	£30,800 (£15.79 per hour)	£26,900 (£13.79 per hour)	Yes
2454 Chartered surveyors	2434, 2435, 3565	<ul style="list-style-type: none"> • Building control surveyors • Hydrographic surveyors • Land surveyors • Property surveyors • Chartered surveyors not elsewhere classified 	£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

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
2455 Construction project managers and related professionals	2432, 2436	<ul style="list-style-type: none"> • Construction project and contract managers • Transport planners • Construction project managers and related professionals not elsewhere classified 	£36,600 (£18.77 per hour)	£32,900 (£16.87 per hour)	£29,300 (£15.03 per hour)	£25,600 (£13.13 per hour)	Yes
2462 Probation officers	2443	<ul style="list-style-type: none"> • Probation officers 	£29,400 (£15.08 per hour)	£26,400 (£13.54 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
2464 Youth work professionals	2449	<ul style="list-style-type: none"> • Youth work professionals 	£34,500 (£17.69 per hour)	£31,000 (£15.90 per hour)	£27,600 (£14.15 per hour)	£25,000 (£12.82 per hour)	Yes
2469 Welfare professionals not elsewhere classified	2449	<ul style="list-style-type: none"> • Adoption officers • Children and family services professionals • Mediators and restorative practice professionals • Welfare professionals not elsewhere classified 	£33,500 (£17.18 per hour)	£30,200 (£15.49 per hour)	£26,800 (£13.74 per hour)	£25,000 (£12.82 per hour)	Yes
2471 Librarians	2451	<ul style="list-style-type: none"> • Librarians 	£26,400 (£13.54 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
2472 Archivists, conservators and curators	2452	<ul style="list-style-type: none"> • Archivists • Collection managers and curators • Conservators • Museum education officers • Archivists and curators not elsewhere classified 	£29,600 (£15.18 per hour)	£26,700 (£13.69 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
2481 Quality control and planning engineers	2461, 3115	<ul style="list-style-type: none"> • Garment technologists • Planning engineers • Quality control 	£34,100 (£17.49 per hour)	£30,700 (£15.74 per hour)	£27,300 (£14.00 per hour)	£25,000 (£12.82 per hour)	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		engineers • Quality control and planning engineers not elsewhere classified					
2482 Quality assurance and regulatory professionals	2462, 3567	• Compliance and regulatory professionals • Quality assurance professionals	£38,100 (£19.54 per hour)	£34,300 (£17.59 per hour)	£30,500 (£15.64 per hour)	£26,700 (£13.69 per hour)	Yes
2483 Environmental health professionals	2463	• Environmental health professionals	£34,100 (£17.49 per hour)	£30,700 (£15.74 per hour)	£27,300 (£14.00 per hour)	£25,000 (£12.82 per hour)	Yes
2491 Newspaper, periodical and broadcast editors	2471	• Newspaper, periodical and broadcast editors	£32,200 (£16.51 per hour)	£28,900 (£14.82 per hour)	£25,700 (£13.18 per hour)	£25,000 (£12.82 per hour)	Yes
2492 Newspaper and periodical broadcast journalists and reporters	2471	• Broadcast journalists • Newspaper journalists and reporters • Newspaper and periodical journalists and reporters not elsewhere classified	£25,500 (£13.08 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
2493 Public relations professionals	2472	• Press officers • Public relations officers • Social media managers • Public relations professionals not elsewhere classified	£30,100 (£15.44 per hour)	£27,100 (£13.90 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
2494 Advertising accounts managers and creative directors	2473	• Advertising account managers • Creative directors • Fundraising managers	£37,200 (£19.08 per hour)	£33,500 (£17.18 per hour)	£29,700 (£15.23 per hour)	£26,000 (£13.33 per hour)	Yes
3415 Musicians	3415	• Composers and	£30,100	Not	Not	£25,000	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		musical arrangers • Music conductors • Instrumentalists • Musicians not elsewhere classified	(£15.44 per hour)	applicable	applicable	(£12.82 per hour)	
3416 Arts officers, producers and directors	2471, 3412, 3416	• Art consultants • Broadcasting and entertainment directors • Broadcasting and entertainment editors • Broadcasting and entertainment producers • Studio and stage managers • Arts officers, producers and directors not elsewhere classified	£28,800 (£14.77 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3511 Aircraft pilots and air traffic controllers	3511, 3512	• Airline pilots • Air traffic controllers • Flying instructors • Helicopter pilots • Aircraft pilots and air traffic controllers not elsewhere classified	£64,100 (£32.87 per hour)	Not applicable	Not applicable	£44,900 (£23.03 per hour)	No
3531 Brokers	3532	• Commodity brokers and traders • Insurance and mortgage brokers • Shipbrokers • Stockbrokers • Brokers not elsewhere classified	£40,000 (£20.51 per hour)	Not applicable	Not applicable	£28,000 (£14.36 per hour)	No
3534 Financial accounts	1150, 3538	• Claims managers • Credit managers	£34,800 (£17.85 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
managers		<ul style="list-style-type: none"> • Investment managers • Relationship managers • Financial accounts managers not elsewhere classified 	hour)			per hour)	
3556 Sales accounts and business development managers	1121, 1133, 3538, 3545	<ul style="list-style-type: none"> • Brand managers • Business development managers • Sales account managers • Sales accounts and business development managers not elsewhere classified 	£40,500 (£20.77 per hour)	Not applicable	Not applicable	£28,300 (£14.51 per hour)	No

Table 2aa: Additional eligible SOC 2020 occupation codes and related going rates for Skilled Worker applicants granted permission under the rules in place before 22 July 2025

These SOC 2020 occupation codes are considered to be skilled to Regulated Qualifications Framework (RQF) level 3-5, other than “6135 Care workers and home carers”, which is considered to be skilled to RQF level 2.

Except where option I or the Temporary Shortage List in SW 6.1A applies, sponsors may **ONLY** sponsor Skilled Worker applicants in these SOC2020 occupation codes if the applicant was granted permission as a Skilled Worker under the rules in place before 22 July 2025, and they have had continuous permission as a Skilled Worker since then.

These SOC 2020 occupation codes are not eligible for the Global Business Mobility or Scale-up routes.

Other than skill level, 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-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
1150 Managers and directors in retail and wholesale	1121, 1190, 3545	• Managers and directors in retail and wholesale	£29,400 (£15.08 per hour)	£26,400 (£13.54 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
1211 Managers and proprietors in agriculture and horticulture	1211	• Managers and proprietors in agriculture and horticulture	£29,100 (£14.92 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
1212 Managers and proprietors in forestry, fishing and related services	1213, 5223	• Cattery and kennel managers and proprietors • Fisheries managers and proprietors • Forestry managers • Livery yard and stud farm managers and proprietors • Racehorse trainers • Managers and proprietors in forestry, fishing and related services not elsewhere classified	£25,800 (£13.23 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
1221 Hotel and accommodation managers and proprietors	1221	• Hotel and accommodation managers and proprietors	£29,800 (£15.28 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
1222 Restaurant and catering establishment managers and proprietors	1223	• Café and restaurant managers and proprietors • Catering operations managers • Takeaway managers and proprietors • Restaurant and catering establishment managers and proprietors not	£26,100 (£13.38 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		elsewhere classified					
1223 Publicans and managers of licensed premises	1224	• Publicans and managers of licensed premises	£30,900 (£15.85 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
1224 Leisure and sports managers and proprietors	1225, 1253	<ul style="list-style-type: none"> • Cinema managers and proprietors • Golf course managers • Gym, fitness and leisure services managers and proprietors • Marina managers • Museum managers and proprietors • Parks and gardens managers • Theatre managers (excludes hospital service) • Leisure and sports managers and proprietors not elsewhere classified 	£26,600 (£13.64 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
1225 Travel agency managers and proprietors	1226	• Travel agency managers and proprietors	£30,000 (£15.38 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
1231 Health care practice managers	1241	<ul style="list-style-type: none"> • Dental practice managers • Medical practice managers • Opticians managers • Veterinary practice managers • Health care practice managers not elsewhere classified 	£32,600 (£16.72 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
1232 Residential, day and domiciliary care managers and proprietors	1121, 1184, 1242, 1259	<ul style="list-style-type: none"> • Day care managers • Home care managers • Residential care managers and proprietors • Residential, day and domiciliary care managers and proprietors not elsewhere classified 	£32,000 (£16.41 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
1233 Early education and childcare services proprietors	1259, 2319, 6121	<ul style="list-style-type: none"> • Early education and childcare services proprietors 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
1242 Managers in storage and warehousing	1162	<ul style="list-style-type: none"> • Managers in storage and warehousing 	£29,100 (£14.92 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
1243 Managers in logistics	1133, 1161, 1162	<ul style="list-style-type: none"> • Managers in logistics 	£37,300 (£19.13 per hour)	Not applicable	Not applicable	£26,100 (£13.38 per hour)	No
1251 Property, housing and estate managers	1251	<ul style="list-style-type: none"> • Facilities managers • Landlords, property and housing managers • Property investors and developers • Sales and lettings managers • Shopping centre managers • Property, housing and estate managers not elsewhere classified 	£32,500 (£16.67 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
1252 Garage managers and proprietors	1252	<ul style="list-style-type: none"> • Garage managers and proprietors 	£36,300 (£18.62 per hour)	Not applicable	Not applicable	£25,400 (£13.03 per hour)	No
1253	1253	<ul style="list-style-type: none"> • Beauty salon 	£27,000	Not	Not	£25,000	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
Hairdressing and beauty salon managers and proprietors		managers and proprietors • Hairdressing managers and proprietors • Hairdressing and beauty salon managers and proprietors not elsewhere classified	(£13.85 per hour)	applicable	applicable	(£12.82 per hour)	
1256 Betting shop and gambling establishment managers	1225, 1259	• Betting shop managers • Bingo hall managers • Casino managers • Betting shop and gambling establishment managers not elsewhere classified	£27,100 (£13.90 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
1257 Hire services managers and proprietors	1255, 1259	• Hire services managers and proprietors	£28,200 (£14.46 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
1258 Directors in consultancy services	1259	• Design consultancy directors • Environmental consultancy directors • Management consultancy directors • Surveying consultancy directors • Directors in consultancy services not elsewhere classified	£44,600 (£22.87 per hour)	Not applicable	Not applicable	£31,300 (£16.05 per hour)	No
1259 Managers and proprietors in other services not elsewhere	1139, 1259	• Cleaning and hygiene services managers and proprietors	£33,100 (£16.97 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
classified		<ul style="list-style-type: none"> • Educational establishment managers and proprietors • Funeral services and crematorium managers and proprietors • Library managers • Recruitment agency managers and proprietors • Security services managers and proprietors • Managers and proprietors in other services not elsewhere classified 					
2324 Early education and childcare services managers	1225, 1242, 1259, 2319, 6121	• Early education and childcare services managers	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
3111 Laboratory technicians	3111	<ul style="list-style-type: none"> • Biological laboratory technicians • Chemical laboratory technicians • Health physics monitors • Laboratory food technicians • Medical laboratory technicians • Laboratory technicians not elsewhere classified 	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
3112 Electrical and electronics	3112	<ul style="list-style-type: none"> • Avionics technicians • Electrical and 	£30,800 (£15.79 per hour)	£27,800 (£14.26 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
technicians		electronics technicians not elsewhere classified	hour)	hour)	hour)	per hour)	
3113 Engineering technicians	3113	<ul style="list-style-type: none"> • Aerospace technicians • Wind turbine technicians • Engineering technicians not elsewhere classified 	£34,700 (£17.79 per hour)	£31,200 (£16.00 per hour)	£27,700 (£14.21 per hour)	£25,000 (£12.82 per hour)	Yes
3114 Building and civil engineering technicians	3114	<ul style="list-style-type: none"> • Building technicians • Civil engineering technicians • Surveying technicians • Building and civil engineering technicians not elsewhere classified 	£27,900 (£14.31 per hour)	£25,100 (£12.87 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
3115 Quality assurance technicians	3115	<ul style="list-style-type: none"> • Quality assurance technicians 	£26,500 (£13.59 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
3116 Planning, process and production technicians	3116	<ul style="list-style-type: none"> • Planning, process and production technicians 	£28,700 (£14.72 per hour)	£25,900 (£13.28 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
3119 Science, engineering and production technicians not elsewhere classified	3111, 3119, 3411	<ul style="list-style-type: none"> • School technicians • Textile consultants • Science, engineering and production technicians not elsewhere classified 	£28,000 (£14.36 per hour)	£25,200 (£12.92 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
3120 CAD, drawing and architectural technicians	2435, 3121, 3122	<ul style="list-style-type: none"> • Architectural technicians • BIM and CAD technicians • Cartographers • CAD, drawing and 	£28,700 (£14.72 per hour)	£25,800 (£13.23 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		architectural technicians not elsewhere classified					
3131 IT operations technicians	3131, 5245	<ul style="list-style-type: none"> • Games testers • Network and systems administrators • Quality assurance testers • Software technicians • IT operations technicians not elsewhere classified 	£27,700 (£14.21 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
3132 IT user support technicians	3132, 5245	<ul style="list-style-type: none"> • IT user support technicians 	£27,700 (£14.21 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
3133 Database administrators and web content technicians	2137, 3131, 7220	<ul style="list-style-type: none"> • Database administrators • Web content technicians • Database administrators and web content technicians not elsewhere classified 	£29,200 (£14.97 per hour)	£26,200 (£13.44 per hour)	£25,000 (£12.82 per hour)	£25,000 (£12.82 per hour)	Yes
3211 Dispensing opticians	2214, 3216	<ul style="list-style-type: none"> • Dispensing opticians 	£25,100 (£12.87 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3212 Pharmaceutical technicians	3217	<ul style="list-style-type: none"> • Pharmaceutical technicians 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3221 Youth and community workers	3231, 3239, 3531	<ul style="list-style-type: none"> • Community workers • Family support workers • Youth workers (excludes youth work professionals) • Youth and community workers not elsewhere 	£26,500 (£13.59 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		classified					
3222 Child and early years officers	3239	<ul style="list-style-type: none"> • Child protection officers • Learning and behaviour mentors • Welfare and attendance officers • Child and early years officers not elsewhere classified 	£25,400 (£13.03 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3223 Housing officers	3234	<ul style="list-style-type: none"> • Housing officers 	£27,800 (£14.26 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3224 Counsellors	3235, 3239	<ul style="list-style-type: none"> • Bereavement counsellors • Debt advisers • Life coaches • Relationship counsellors • Substance misuse workers • Counsellors not elsewhere classified 	£26,200 (£13.44 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3229 Welfare and housing associate professionals not elsewhere classified	2129, 2318, 2412, 3239	<ul style="list-style-type: none"> • Advocates (excludes solicitor advocates) • Celebrants • Charity workers • Day care officers • Health advisers • Homelessness and housing advice support workers • Mental health project workers • Probation service workers • Student support workers 	£25,400 (£13.03 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		<ul style="list-style-type: none"> • Victim support workers • Welfare and housing associate professionals not elsewhere classified 					
3232 Early education and childcare practitioners	6121, 6126	• Early education and childcare practitioners	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3240 Veterinary nurses	6131	• Veterinary nurses	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3312 Police officers (sergeant and below)	3312	<ul style="list-style-type: none"> • Police constable • Police sergeant • Police officers (sergeant and below) not elsewhere classified 	£36,700 (£18.82 per hour)	Not applicable	Not applicable	£25,700 (£13.18 per hour)	No
3313 Fire service officers (watch manager and below)	1173, 3313	<ul style="list-style-type: none"> • Firefighters • Fire service crew managers • Watch managers • Fire service officers (watch manager and below) not elsewhere classified 	£37,600 (£19.28 per hour)	Not applicable	Not applicable	£26,300 (£13.49 per hour)	No
3314 Prison service officers (below principal officer)	3314	<ul style="list-style-type: none"> • Operational support grades • Prison officers • Prison service officers (below principal officer) not elsewhere classified 	£31,600 (£16.21 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3319 Protective service associate professionals not elsewhere	3319	<ul style="list-style-type: none"> • Coastguard • Customs and border control officers • Fraud investigators 	£33,200 (£17.03 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non- exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
classified		(excludes benefit fraud) • Immigration officers • Private investigators • Security consultants and managers (excludes cyber security) • Protective service associate professionals not elsewhere classified					
3411 Artists	3411	• Art technicians (excludes education) • Drawing and painting artists • Hand drawn animators • Illustrators (excludes medical and scientific) • Medical and scientific illustrators • Picture restorers • Sculptors • Tattoo and henna artists • Artists not elsewhere classified	£26,600 (£13.64 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3412 Authors, writers and translators	3412	• Authors • Bloggers • Copywriters • Literary editors • Poets • Script writers • Technical writers (excludes computing) • Translators and interpreters	£29,800 (£15.28 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		• Authors, writers and translators not elsewhere classified					
3413 Actors, entertainers and presenters	3413, 3415, 3416	<ul style="list-style-type: none"> • Actors • Broadcasters, podcasters and presenters • Children's entertainers • Comedians • Disc jockeys • Magicians • Models • Singers • Social media influencers • Actors, entertainers and presenters not elsewhere classified 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3414 Dancers and choreographers	3414	<ul style="list-style-type: none"> • Choreographers • Dance teachers (excludes educational establishments) • Dancers 	£28,500 (£14.62 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3417 Photographers, audio-visual and broadcasting equipment operators	3417	<ul style="list-style-type: none"> • Camera operators and videographers • Lighting designers • Photographers • Sound designers • Sound engineers • Theatre technicians (excludes hospitals) • Photographers, audio-visual and broadcasting equipment operators not elsewhere classified 	£25,400 (£13.03 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
3421 Interior designers	2431, 3422	<ul style="list-style-type: none"> • Interior designers 	£29,600 (£15.18 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3422 Clothing, fashion and accessories designers	3122, 3422	<ul style="list-style-type: none"> • Clothing and fashion consultants • Clothing and fashion designers • Footwear designers • Jewellery designers • Textile designers • Clothing, fashion and accessories designers not elsewhere classified 	£29,100 (£14.92 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3429 Design occupations not elsewhere classified	2431, 3122, 3422, 7125	<ul style="list-style-type: none"> • Industrial and product designers • Packaging designers • Performance make-up artists • Set designers • Visual merchandising managers and designers • Design occupations not elsewhere classified 	£29,800 (£15.28 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3433 Fitness and wellbeing instructors	3443	<ul style="list-style-type: none"> • Group fitness instructors and personal trainers • Pilates teachers • Yoga teachers • Fitness and wellbeing instructors not elsewhere classified 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3512 Ship and hovercraft	3513	<ul style="list-style-type: none"> • Ship and hovercraft captains and deck 	£39,100 (£20.05 per hour)	Not applicable	Not applicable	£27,300 (£14.00 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
officers		officers (excludes armed forces and fishing) • Marine engineers • Ship and hovercraft officers not elsewhere classified	hour)			per hour)	
3520 Legal associate professionals	2419, 3520	• Conveyancing professionals • Cost lawyers • Barrister's and judge's clerks • Litigation officers • Probate managers • Will writers • Legal associate professionals not elsewhere classified	£26,400 (£13.54 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3532 Insurance underwriters	3533	• Insurance underwriters	£29,800 (£15.28 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3533 Financial and accounting technicians	3537	• Accounting technicians • Financial control technicians • Financial and accounting technicians not elsewhere classified	£32,900 (£16.87 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3541 Estimators, valuers and assessors	3531	• Energy advisers and assessors • Estimators • Loss adjusters • Valuers • Vehicle damage assessors • Estimators, valuers and assessors not	£28,600 (£14.67 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		elsewhere classified					
3542 Importers and exporters	3536	• Importers and exporters	£29,800 (£15.28 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3543 Project support officers	2136, 3113, 3534, 3539	• Project support officers	£28,900 (£14.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3544 Data analysts	3539	• Data analysts	£28,600 (£14.67 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3549 Business associate professionals not elsewhere classified	3539	• Business support officers • Business systems analysts • Contract administrators • Clinical coders • Clinical trials administrators • Research coordinators • Business associate professionals not elsewhere classified	£25,500 (£13.08 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3551 Buyers and procurement officers	3541	• Buyers and procurement officers	£29,300 (£15.03 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3552 Business sales executives	3542, 4151	• Business sales executives	£29,300 (£15.03 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3553 Merchandisers	3539, 3541, 3543, 7125	• Merchandisers	£25,200 (£12.92 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3554 Advertising and marketing associate professionals	3412, 3416, 3543, 4151, 7215	• Advertising and marketing executives • Fundraisers • Market researchers (excludes interviewers)	£26,300 (£13.49 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		• Marketing associate professionals not elsewhere classified					
3555 Estate agents and auctioneers	3542, 3544, 3565, 5319	<ul style="list-style-type: none"> • Estate agents • Land and property auctioneers and valuers • Letting agents • Estate agents and auctioneers not elsewhere classified 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3557 Events managers and organisers	3546	<ul style="list-style-type: none"> • Conference managers and organisers • Exhibition managers and organisers • Festival managers and organisers • Hospitality managers • Wedding planners and organisers • Event managers and organisers not elsewhere classified 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3560 Public services associate professionals	3561	<ul style="list-style-type: none"> • Electoral services officers • Health service administrators • Job Centre officers • Waste management officers • Public services associate professionals not elsewhere classified 	£34,000 (£17.44 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3571 Human resources and industrial relations officers	3562	<ul style="list-style-type: none"> • Equality and diversity officers • Human resources advisers 	£27,100 (£13.90 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		<ul style="list-style-type: none"> • Recruitment consultants • Human resources and industrial relations officers not elsewhere classified 					
3572 Careers advisers and vocational guidance specialists	3564	<ul style="list-style-type: none"> • Careers advisers and coaches • Work placement officers • Careers advisers and vocational guidance specialists not elsewhere classified 	£26,700 (£13.69 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3573 Information technology trainers	3563	<ul style="list-style-type: none"> • Information technology trainers 	£32,100 (£16.46 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3574 Other vocational and industrial trainers	3531, 3563	<ul style="list-style-type: none"> • Business coaches • Retail and store trainers • Training assessors • Other vocational and industrial trainers not elsewhere classified 	£28,200 (£14.46 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
3581 Inspectors of standards and regulations	3565	<ul style="list-style-type: none"> • Animal health inspectors and officers • Building control officers • Driving examiners • Health and safety inspectors • Housing and planning inspectors • Licensing officers • Meat hygiene inspectors • Nuclear safety inspectors 	£30,000 (£15.38 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		<ul style="list-style-type: none"> • Trading standards officers • Traffic and vehicle examiners and inspectors • Inspectors of standards and regulations not elsewhere classified 					
3582 Health and safety managers and officers	1259, 2434, 3567	<ul style="list-style-type: none"> • Asbestos safety officers • Fire safety managers and officers • Occupational health and safety managers and officers • Road traffic and transport safety officers • Occupational hygienists • Health and safety managers and officers not elsewhere classified 	£34,800 (£17.85 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
4111 National government administrative occupations	3531, 3564, 4112	<ul style="list-style-type: none"> • National government benefits officers • National government revenue officers • Passport officers • National government administrative occupations not elsewhere classified 	£25,900 (£13.28 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
4112 Local government administrative occupations	3119, 3550	<ul style="list-style-type: none"> • Local government benefits officers • Local government housing assistants 	£26,000 (£13.33 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		<ul style="list-style-type: none"> • Local government revenue officers • Parish clerks • Local government administrative occupations not elsewhere classified 					
4113 Officers of non-governmental organisations	4114	<ul style="list-style-type: none"> • Charity administrators • Clerks to governors • Union officials • Officers of non-governmental organisations not elsewhere classified 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
4121 Credit controllers		<ul style="list-style-type: none"> • Credit controllers 	£25,200 (£12.92 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
4122 Book-keepers, payroll managers and wages clerks		<ul style="list-style-type: none"> • Accounting clerks and bookkeepers • Payroll officers and wages clerks • Bookkeepers, payroll managers and wage clerks not elsewhere classified 	£25,400 (£13.03 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
4124 Finance officers		<ul style="list-style-type: none"> • Finance officers 	£25,600 (£13.13 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
4129 Financial administrative occupations not elsewhere classified		<ul style="list-style-type: none"> • Box office assistants • Grants officers • Mortgage administrators • Revenue assistants (excludes National and Local government revenue occupations) • Treasury assistants 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		• Finance administrative occupations not elsewhere classified					
4132 Pensions and insurance clerks and assistants		• Claims handlers • Insurance administrators • Pensions administrators • Pensions and insurance clerks and assistants not elsewhere classified	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
4134 Transport and distribution clerks and assistants	4134	• Transport and distribution clerks and assistants	£25,900 (£13.28 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
4141 Office managers	1241, 4161	• Office managers	£30,000 (£15.38 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
4143 Customer service managers	7220	• Call centre managers • Customer service managers not elsewhere classified	£27,600 (£14.15 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
4151 Sales administrators	4151	• Sales administrators	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
4159 Other administrative occupations not elsewhere classified		• Business administrators • Church administrators • Facilities coordinators • Proofreaders • Property administrators • Warranty administrators	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		• Other administrative occupations not elsewhere classified					
4214 Company secretaries and administrators	4214	• Company secretaries and administrators	£27,100 (£13.90 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
4215 Personal assistants and other secretaries	4215	• Farm secretaries • Personal assistants (excludes care workers) • Personal assistants and other secretaries not elsewhere classified	£27,400 (£14.05 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5111 Farmers	5111	• Agricultural contractors • Aquaculture farmers • Arable farmers • Dairy farmers • Livestock farmers • Poultry farmers • Farmers not elsewhere classified	£28,200 (£14.46 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5112 Horticultural trades	5112	• Horticultural trades	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5113 Gardeners and landscape gardeners	5113, 9119	• Garden designers • Gardeners (excludes horticultural/market gardening) • Green roof installers • Landscape gardeners • Gardeners and landscape gardeners not elsewhere classified	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5114 Groundsmen and	5114	• Groundsmen and greenkeepers	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
greenkeepers			hour)			per hour)	
5119 Agricultural and fishing trades not elsewhere classified	3550, 5119	<ul style="list-style-type: none"> • Arborists • Beekeepers • Countryside and park officers and rangers • Falconers • Fish and river keepers • Fishers • Gamekeepers • Agricultural and fishing trades not elsewhere classified 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5211 Sheet metal workers	5213	<ul style="list-style-type: none"> • Metal fabricators and finishers • Panel beaters (excludes vehicles) • Whitesmiths • Sheet metal workers not elsewhere classified 	£26,800 (£13.74 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5212 Metal plate workers, smiths, moulders and related occupations	5211, 5212, 5214	<ul style="list-style-type: none"> • Die casters • Farriers • Moulders, mould makers and core makers • Smiths • Metal plate workers, smiths, moulders and related occupations not elsewhere classified 	£29,200 (£14.97 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5213 Welding trades	5215	<ul style="list-style-type: none"> • Braziers and solderers • Pipe welders • Plate welders • Welding trades not elsewhere classified 	£29,500 (£15.13 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
5214 Pipe fitters	5216	• Pipe fitters	£40,400 (£20.72 per hour)	Not applicable	Not applicable	£28,300 (£14.51 per hour)	No
5221 Metal machining setters and setter-operators	5221	• Computer numerical control (CNC) machine setters and setter-operators • Metal machining setters and setter-operators not elsewhere classified	£28,500 (£14.62 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5222 Tool makers, tool fitters and markers-out	5222	• Tool fitters • Tool makers • Tool makers, tool fitters and markers-out not elsewhere classified	£33,400 (£17.13 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5223 Metal working production and maintenance fitters	5223, 5225, 5237	• Automation maintenance technicians • Bicycle mechanics • Catering equipment technicians • Door fitters and makers • Gunsmiths • Heavy plant maintenance technicians • Hydraulic technicians • Lift technicians • Locksmiths • Pump technicians • Textile machine technicians • Turbine fitters • Metal working	£29,900 (£15.33 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non- exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		production and maintenance fitters not elsewhere classified					
5224 Precision instrument makers and repairers	5224	<ul style="list-style-type: none"> • Calibration and precision instrument technicians • Camera and photographic equipment technicians • Horologists, watch makers and repairers • Optical technicians • Precision instrument makers and repairers not elsewhere classified 	£28,300 (£14.51 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5225 Air-conditioning and refrigeration installers and repairers	5225	<ul style="list-style-type: none"> • Air-conditioning and refrigeration installers and repairers 	£35,500 (£18.21 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5231 Vehicle technicians, mechanics and electricians	5231	<ul style="list-style-type: none"> • Auto electricians • Car/light vehicle technicians • Heavy and large vehicle technicians • Motorcycle technicians • Motorsport technicians • MOT testers • Roadside assistance technicians • Vehicle technicians, mechanics and electricians not elsewhere classified 	£27,900 (£14.31 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5232 Vehicle	5232	<ul style="list-style-type: none"> • Vehicle body 	£27,600	Not	Not	£25,000	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
body builders and repairers		builders and repairers	(£14.15 per hour)	applicable	applicable	(£12.82 per hour)	
5233 Vehicle paint technicians	5232, 5234	• Vehicle paint technicians	£29,600 (£15.18 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5234 Aircraft maintenance and related trades	5235	• Aircraft maintenance and related trades	£34,800 (£17.85 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5235 Boat and ship builders and repairers	5236	• Boat and ship builders and repairers	£29,600 (£15.18 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5236 Rail and rolling stock builders and repairers	5237	• Rail and rolling stock builders and repairers	£38,800 (£19.90 per hour)	Not applicable	Not applicable	£27,100 (£13.90 per hour)	No
5241 Electricians and electrical fitters	5241	<ul style="list-style-type: none"> • Electric vehicle charging point installers • Electro-mechanical technicians • Installation and maintenance electricians • Smart energy experts • Solar panel installers • Street lighting electrician • Electricians and electrical fitters not elsewhere classified 	£31,500 (£16.15 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5242 Telecoms and related network installers and repairers	5242, 5249	• Telecoms and related network installers and repairers	£31,700 (£16.26 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5243 TV, video and audio servicers and	5244	• TV, video and audio servicers and repairers	£25,100 (£12.87 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
repairers							
5244 Computer system and equipment installers and servicers	5245, 5249	• Computer system and equipment installers and servicers	£26,700 (£13.69 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5245 Security system installers and repairers	5249	• Security system installers and repairers	£28,800 (£14.77 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5246 Electrical service and maintenance mechanics and repairers	5241, 5249	• Electrical service and maintenance mechanics and repairers	£33,800 (£17.33 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5249 Electrical and electronic trades not elsewhere classified	5249	• Broadcast and communications technicians • Overhead line workers • Signal workers • Electrical and electronic trades not elsewhere classified	£35,600 (£18.26 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5250 Skilled metal, electrical and electronic trades supervisors	1252, 5250	• Skilled metal, electrical and electronic trades supervisors	£36,500 (£18.72 per hour)	Not applicable	Not applicable	£25,600 (£13.13 per hour)	No
5311 Steel erectors	5311	• Steel erectors	£29,500 (£15.13 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5312 Stonemasons and related trades	5312	• Dry stone wallers • Monumental masons • Stonemasons • Stonemasons and related trades not elsewhere classified	£28,500 (£14.62 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5313 Bricklayers	5312	• Bricklayers	£25,000	Not	Not	£25,000	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
			(£12.82 per hour)	applicable	applicable	(£12.82 per hour)	
5314 Roofers, roof tilers and slaters	5313	<ul style="list-style-type: none"> • Felt and flat roofers • Sheeters and cladders • Thatchers • Tilers and slaters • Roofers, roof tilers and slaters not elsewhere classified 	£25,300 (£12.97 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5315 Plumbers and heating and ventilating installers and repairers	5314	<ul style="list-style-type: none"> • Plumbers and heating and ventilation installers and repairers 	£31,400 (£16.10 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5316 Carpenters and joiners	5315	<ul style="list-style-type: none"> • Bedroom and kitchen fitters • Carpenters • Joiners • Carpenters and joiners not elsewhere classified 	£27,800 (£14.26 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5317 Glaziers, window fabricators and fitters	5249, 5316	<ul style="list-style-type: none"> • Glass cutters and glaziers • Window fabricators • Window fitters • Glaziers, window fabricators and fitters not elsewhere classified 	£25,800 (£13.23 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5319 Construction and building trades not elsewhere classified	5319	<ul style="list-style-type: none"> • Builders • Divers • Fence erectors • Industrial climbers • Remotely Operated Vehicle (ROV) operators • Steel fixers and 	£27,300 (£14.00 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		underpinners • Construction and building trades not elsewhere classified					
5321 Plasterers	5321	• Dry liners • Plasterers (wall and decorative)	£29,500 (£15.13 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5322 Floorers and wall tilers	5313, 5322	• Carpet and linoleum fitters • Floor layers • Tilers • Floorers and wall tilers not elsewhere classified	£25,400 (£13.03 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5323 Painters and decorators	5323	• Painters and decorators	£27,800 (£14.26 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5330 Construction and building trades supervisors	5330	• Carpenter and joinery supervisors • Demolition supervisors • Painting supervisors • Plumbing supervisors • Road construction supervisors • Roofing supervisors • Scaffolding supervisors • Construction and building trade supervisors not elsewhere classified	£34,600 (£17.74 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5411 Upholsterers	5412	• Curtain makers • Trimmers and upholsterers • Upholsterers not elsewhere classified	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
5412 Footwear and leather working trades	5413	<ul style="list-style-type: none"> • Footwear makers and repairers • Leather workers (excludes leather dressing) • Footwear and leather working trades not elsewhere classified 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5413 Tailors and dressmakers	5414	<ul style="list-style-type: none"> • Costume makers • Dressmakers • Fitters and alterations assistants • Kilt makers • Milliners (excludes wholesale, retail trade) • Tailors • Tailors and dressmakers not elsewhere classified 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5419 Textiles, garments and related trades not elsewhere classified	5411, 5419	<ul style="list-style-type: none"> • Embroiderers and sewers • Knitters • Sail makers • Weavers (excludes basket, wig and wire goods mfr) • Textiles, garments and related trades not elsewhere classified 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5421 Pre-press technicians	5421	<ul style="list-style-type: none"> • Pre-press technicians 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5422 Printers	5422	<ul style="list-style-type: none"> • Digital printers • Flexographic printers • Lithographic printers • Screen printers • Printers not 	£26,200 (£13.44 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		elsewhere classified					
5423 Print finishing and binding workers	5423	• Print finishing and binding workers	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5431 Butchers	5431	• Butchers • Slaughterers	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5432 Bakers and flour confectioners	5432	• Bakers (excludes food process bakery workers and textile manufacturing) • Cake decorators and designers • Bakers and flour confectioners not elsewhere classified	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5433 Fishmongers and poultry dressers	5433	• Fishmongers • Poultry dressers • Fishmongers and poultry dressers not elsewhere classified	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5434 Chefs	5434	• Chefs	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5436 Catering and bar managers	5436	• Catering and bar managers	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5441 Glass and ceramics makers, decorators and finishers	5441	• Ceramic makers, decorators and finishers • Ceramic potters • Glass blowers • Glass makers, decorators and finishers • Optical glass makers • Glass and ceramics makers, decorators and	£25,400 (£13.03 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		finishers not elsewhere classified					
5442 Furniture makers and other craft woodworkers	5442	<ul style="list-style-type: none"> • Cabinet makers (excludes metal) • Furniture makers and fitters • Furniture restorers • Furniture sprayers and finishers • Picture framers • Shed makers • Furniture makers and other craft woodworkers not elsewhere classified 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5443 Florists	5443	<ul style="list-style-type: none"> • Florists 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
5449 Other skilled trades not elsewhere classified	5449	<ul style="list-style-type: none"> • Basket makers (excludes wire goods mfr) • Candle makers • Goldsmiths, silversmiths, jewellers and precious stone workers • Hairpiece and wig makers • Metal engravers • Craft model makers • Musical instrument repairers, makers and tuners • Sign makers and writers • Toy makers and repairers • Other skilled trades 	£25,800 (£13.23 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		not elsewhere classified					
6111 Early education and childcare assistants	6121, 6122, 6123	• Early education and childcare assistants	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
6114 Childminders	6122	• Childminders	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
6117 Playworkers	3550, 6123	• Playworkers	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
6129 Animal care services occupations not elsewhere classified	6139	<ul style="list-style-type: none"> • Animal boarding assistants • Animal breeders • Animal groomers • Animal trainers (excludes performing animals) • Animal walkers • Animal welfare workers • Stable workers • Veterinary assistants • Zookeepers • Animal care services occupations not elsewhere classified 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
6134 Houseparents and residential wardens	6144	<ul style="list-style-type: none"> • Foster carers • Residential childcare practitioners • School matrons and houseparents • Residential housing wardens • Houseparents and residential wardens not elsewhere classified 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
<p>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 Care Quality Commission and is currently carrying on a regulated activity.</p> <p>Eligibility for Skilled Worker applicants to be sponsored in this SOC 2020 occupation code is restricted, as set out in SW 6.1B of Appendix Skilled Worker.</p> <p>Note: private households or individuals (other than sole traders sponsoring someone to work</p>	2442, 3231, 3239, 6141, 6144, 6145	<ul style="list-style-type: none"> • Community support workers • Home care workers • Residential care workers • Care workers and home carers not elsewhere classified 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
for their business) cannot sponsor Skilled Worker applicants.							
6136 Senior care workers – 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. Eligibility for Skilled Worker applicants to be sponsored in this SOC 2020 occupation code is restricted, as set out in SW 6.1B of Appendix Skilled Worker.	6144, 6146	<ul style="list-style-type: none"> • Senior community support workers • Senior home care workers • Senior residential care workers • Senior care workers not elsewhere classified 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
6213 Air travel assistants	6214	<ul style="list-style-type: none"> • Flight attendants • Passenger services assistants • Air travel assistants 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
		not elsewhere classified					
6214 Rail travel assistants	6215	<ul style="list-style-type: none"> • Railway station assistants • Revenue protection officers • Train conductors and guards • Rail travel assistants not elsewhere classified 	£35,400 (£18.15 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
6311 Police community support officers		<ul style="list-style-type: none"> • Police community support officers 	£31,600 (£16.21 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
7124 Market and street traders and assistants		<ul style="list-style-type: none"> • Market and street traders and assistants 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
7131 Shopkeepers and owners - retail and wholesale	1223, 1253, 1254	<ul style="list-style-type: none"> • Antique dealers • Art dealers • Car traders • Newsagents • Retail jewellers • Wholesalers • Wine merchants • Shopkeepers and owners - retail and wholesale not elsewhere classified 	£27,200 (£13.95 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
7132 Sales supervisors - retail and wholesale	7130	<ul style="list-style-type: none"> • Sales supervisors - retail and wholesale 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
7214 Market research interviewers	7215	<ul style="list-style-type: none"> • Field and telephone interviewers • Mystery shoppers • Political canvassers • Traffic enumerators 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
7220 Customer	7220	<ul style="list-style-type: none"> • Customer service 	£28,900	Not	Not	£25,000	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
service supervisors		supervisors	(£14.82 per hour)	applicable	applicable	(£12.82 per hour)	
8113 Chemical and related process operatives		• Chemical and related process operatives	£26,700 (£13.69 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
8133 Energy plant operatives	8124	• Boiler operatives • Compressor operatives • Nuclear decommissioning operatives • Energy plant operatives not elsewhere classified	£30,100 (£15.44 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
8134 Water and sewerage plant operatives	8126	• Water and sewerage distribution operatives • Water treatment operatives • Water and sewerage plant operatives not elsewhere classified	£31,300 (£16.05 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
8143 Routine inspectors and testers		• Routine inspectors and testers	£26,600 (£13.64 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
8215 Driving instructors	8215	• Cycling instructors • Forklift instructors • Heavy and large vehicle driving instructors • Motorcycle instructors • Passenger carrying vehicle (PCV) and car driving instructors • Driving instructors not elsewhere classified	£33,300 (£17.08 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – options F and I, GBM and SCU)	90% of going rate (SW – option G)	80% of going rate (SW – option H)	70% of going rate (SW – option J, GTR)	Eligible for PhD points (SW)?
8232 Marine and waterways transport operatives	8232	<ul style="list-style-type: none"> • Marine and waterways transport operatives 	£26,300 (£13.49 per hour)	Not applicable	Not applicable	£25,000 (£12.82 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 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.	9119	<ul style="list-style-type: none"> • Vent chick sexer • Deckhand on large fishing vessel (9 metres and above) 	£25,000 (£12.82 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No
9249 Elementary sales occupations not elsewhere classified		<ul style="list-style-type: none"> • Retail order pickers • Trolley collectors • Elementary sales occupations not elsewhere classified 	£27,500 (£14.10 per hour)	Not applicable	Not applicable	£25,000 (£12.82 per hour)	No

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

These SOC 2020 occupation codes were previously considered to be skilled to Regulated Qualifications Framework (RQF) level 3-5, but have been reassessed as being below RQF level 3.

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, has had continuous permission as a Skilled Worker since then, and is applying to work for the same sponsor as in their most recent permission.

These SOC 2020 occupation codes are not eligible for the Global Business Mobility or Scale-up routes.

Other than skill level, 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-exclusive)	Going rate (SW – option F)	70% of going rate (SW – option J)	Eligible for PhD points (SW)?
3214 Complementary health associate professionals	3219	<ul style="list-style-type: none"> • Alexander technique teachers • Aromatherapists • Homeopaths (excludes medically qualified) • Hospital play specialists • Hypnotherapists • Massage therapists • Reflexologists • Reiki healers • Complementary health associate professionals not elsewhere classified 	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)	No
6116 Nannies and au pairs	6122	<ul style="list-style-type: none"> • Au pairs • Nannies 	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)	No
6232 Caretakers	1251, 6144	<ul style="list-style-type: none"> • Caretakers 	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)	No
6250 Bed and breakfast and guest house owners and proprietors	1221	<ul style="list-style-type: none"> • Bed and breakfast and guest house owners and proprietors 	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)	No
7115 Vehicle	3542	<ul style="list-style-type: none"> • Vehicle parts advisers 	£31,300	£25,000	No

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (SW – option F)	70% of going rate (SW – option J)	Eligible for PhD points (SW)?
and parts salespersons and advisers		• Vehicle sales executives	(£16.05 per hour)	(£12.82 per hour)	
7125 Visual merchandisers and related occupations	7125	• Fashion stylists • Visual merchandisers and window dressers • Visual merchandisers and related occupations not elsewhere classified	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)	No
7129 Sales related occupations not elsewhere classified	3542	• Demonstrators and product promoters • Hire desk controllers • Sales energy consultants • Sales related occupations not elsewhere classified	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)	No
8115 Metal making and treating process operatives	5234, 5449	• Galvanisers and platers • Metal sprayers and powder coaters • Metal making and treating process operatives not elsewhere classified	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)	No
9252 Warehouse operatives	4134	• Warehouse operatives	£31,300 (£16.05 per hour)	£25,000 (£12.82 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

These SOC 2020 occupation codes were previously considered to be skilled to Regulated Qualifications Framework (RQF) level 6 or above, but have been reassessed as being below RQF level 6.

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.

Other than skill level, 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-exclusive)	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"> • Day care managers • Home care managers • Residential care managers and proprietors • Residential, day and domiciliary care managers and proprietors not elsewhere classified 	£32,000 (£16.41 per hour)	£25,000 (£12.82 per hour)
1233 Early education and childcare services proprietors	2319	<ul style="list-style-type: none"> • Early education and childcare services proprietors 	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)
1243 Managers in logistics	1133, 1161	<ul style="list-style-type: none"> • Managers in logistics 	£37,300 (£19.13 per hour)	£26,100 (£13.38 per hour)
1259 Managers and proprietors in other services not elsewhere classified	1139	<ul style="list-style-type: none"> • Cleaning and hygiene services managers and proprietors • Educational establishment managers and proprietors • Funeral services and crematorium managers and proprietors • Library managers • Recruitment agency managers and proprietors • Security services managers and proprietors • Managers and proprietors in other services not elsewhere classified 	£33,100 (£16.97 per hour)	£25,000 (£12.82 per hour)
2324 Early education and childcare services managers	2319	<ul style="list-style-type: none"> • Early education and childcare services managers 	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)
3119 Science, engineering	3411	<ul style="list-style-type: none"> • School technicians • Textile consultants 	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (GBM – minimum rate)	70% of going rate (GTR – minimum rate)
and production technicians not elsewhere classified		<ul style="list-style-type: none"> • Science, engineering and production technicians not elsewhere classified 	hour)	hour)
3120 CAD, drawing and architectural technicians	2435	<ul style="list-style-type: none"> • Architectural technicians • BIM and CAD technicians • Cartographers • CAD, drawing and architectural technicians not elsewhere classified 	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)
3133 Database administrators and web content technicians	2137	<ul style="list-style-type: none"> • Database administrators • Web content technicians • Database administrators and web content technicians not elsewhere classified 	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)
3229 Welfare and housing associate professionals not elsewhere classified	2129, 2318, 2412	<ul style="list-style-type: none"> • Advocates (excludes solicitor advocates) • Celebrants • Charity workers • Day care officers • Health advisers • Homelessness and housing advice support workers • Mental health project workers • Probation service workers • Student support workers • Victim support workers • Welfare and housing associate professionals not elsewhere classified 	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)
3411 Artists	3411	<ul style="list-style-type: none"> • Art technicians (excludes education) • Drawing and painting artists • Hand drawn animators • Illustrators (excludes medical and scientific) • Medical and scientific illustrators • Picture restorers • Sculptors • Tattoo and henna artists 	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (GBM – minimum rate)	70% of going rate (GTR – minimum rate)
		• Artists not elsewhere classified		
3412 Authors, writers and translators	3412	<ul style="list-style-type: none"> • Authors • Bloggers • Copywriters • Literary editors • Poets • Script writers • Technical writers (excludes computing) • Translators and interpreters • Authors, writers and translators not elsewhere classified 	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)
3413 Actors, entertainers and presenters	3413, 3415, 3416	<ul style="list-style-type: none"> • Actors • Broadcasters, podcasters and presenters • Children's entertainers • Comedians • Disc jockeys • Magicians • Models • Singers • Social media influencers • Actors, entertainers and presenters not elsewhere classified 	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)
3414 Dancers and choreographers	3414	<ul style="list-style-type: none"> • Choreographers • Dance teachers (excludes educational establishments) • Dancers 	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)
3421 Interior designers	2431, 3422	<ul style="list-style-type: none"> • Interior designers 	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)
3422 Clothing, fashion and accessories designers	3422	<ul style="list-style-type: none"> • Clothing and fashion consultants • Clothing and fashion designers • Footwear designers • Jewellery designers • Textile designers • Clothing, fashion and accessories designers not elsewhere classified 	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)
3429 Design	2431, 3422	<ul style="list-style-type: none"> • Industrial and product designers 	£31,300	£25,000

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (GBM – minimum rate)	70% of going rate (GTR – minimum rate)
occupations not elsewhere classified		<ul style="list-style-type: none"> • Packaging designers • Performance make-up artists • Set designers • Visual merchandising managers and designers • Design occupations not elsewhere classified 	(£16.05 per hour)	(£12.82 per hour)
3543 Project support officers	2136, 3534	<ul style="list-style-type: none"> • Project support officers 	£31,300 (£16.05 per hour)	£25,000 (£12.82 per hour)

”.

APP SO2. Below the heading and at the start of the opening text above Table 3, insert as a new paragraph:

“These SOC 2020 occupation codes are considered to be skilled to Regulated Qualifications Framework (RQF) level 6 or above, and are eligible for the Skilled Worker, Global Business Mobility and Scale-up routes, other than roles below Agenda for Change band 5, which are ineligible for the Global Business Mobility and Scale-up routes, and are only eligible for the Skilled Worker route if the conditions specified in Table 4 are met.”.

APP SO3. In the opening text above Table 3, delete “unless otherwise stated”.

APP SO4. In Table 3, delete the rows containing the following:

- 3213 Medical and dental technicians
- 3219 Health associate professionals not elsewhere classified
- 3231 Higher level teaching assistants
- 6112 Teaching assistants
- 6113 Educational support assistants
- 6131 Nursing auxiliaries and assistants
- 6132 Ambulance staff (excluding paramedics)
- 6133 Dental nurses

APP SO5. After Table 3, insert:

“Table 3a: Additional health and education SOC 2020 occupation codes where

going rates are based on national pay scales, for Skilled Worker applicants granted permission under the rules in place before 22 July 2025

These SOC 2020 occupation codes are considered to be skilled to Regulated Qualifications Framework (RQF) level 3-5.

Except where option D, option I or the Temporary Shortage List in SW 6.1A applies, sponsors may **ONLY** sponsor Skilled Worker applicants in these SOC2020 occupation codes if the applicant was granted permission as a Skilled Worker under the rules in place before 22 July 2025, and they have had continuous permission as a Skilled Worker since then. In these circumstances, they are eligible under points option K in Appendix Skilled Worker.

These SOC 2020 occupation codes are not eligible for the Global Business Mobility or Scale-up routes.

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-exclusive)	Going rate (annual)	National pay scale source
3213 Medical and dental technicians	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	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 /	NJC pay scales 2024 No available data

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (annual)	National pay scale source
assistants		<ul style="list-style-type: none"> • Learning support practitioner • Teaching assistant (qualified) 	Classroom Assistants: £23,656 (FTE £12.26 per hour) Classroom Assistant SEN: £25,147 p.a. (FTE £13.03 per hour)	for Scotland so matching the value of other nations
6112 Teaching assistants	3111, 6125	<ul style="list-style-type: none"> • Classroom assistant • School assistant • Teaching assistant 	£23,656 (FTE £12.26 per hour)	NJC pay scales 2024 No available data for Scotland so matching the value of other nations
6113 Educational support assistants	6126	<ul style="list-style-type: none"> • Education support assistant • Learning support assistant • Non-teaching assistant (schools) • Special needs assistant • Support assistant (educational establishments) 	£23,656 (FTE £12.26 per hour)	NJC pay scales 2024 No available data for Scotland so matching the value of other nations
6131 Nursing auxiliaries and assistants Note: For Skilled Worker purposes, SOC 2020	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: England , Scotland , Wales , Northern Ireland

SOC 2020 occupation code	Equivalent SOC 2010 occupation code(s)	Examples of related job titles (non-exclusive)	Going rate (annual)	National pay scale source
occupation code 6131 only applies to roles in environments where registered nurse roles also exist.				
6132 Ambulance staff (excluding paramedics)		<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: England , Scotland , Wales , Northern Ireland
6133 Dental nurses	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: England , Scotland , Wales , Northern Ireland

”.

APP SO6. In the text above Table 4, after “Band 1 and band 2 jobs are not eligible to be sponsored.” insert new paragraphs:

“Except where option D or the Temporary Shortage List in SW 6.1A applies, sponsors may **ONLY** sponsor Skilled Worker applicants in band 3 and band 4 jobs if the applicant was granted permission as a Skilled Worker under the rules in place before 22 July 2025, and they have had continuous permission as a Skilled Worker since then.

Band 1 to band 4 jobs are not eligible for the Global Business Mobility or Scale-up routes.”.

APP SO7. For Table 4, substitute:

“

Band or equivalent	England	Scotland	Wales	Northern Ireland
Band 3	£24,071	£26,869	£24,433	£22,816
Band 4	£26,530	£29,116	£26,928	£25,147
Band 5	£29,970	£31,892	£30,420	£28,407
Band 6	£37,338	£39,912	£37,898	£35,392
Band 7	£46,148	£48,788	£46,840	£43,742
Band 8a	£53,755	£60,126	£54,550	£50,952
Band 8b	£62,215	£70,986	£63,150	£58,972
Band 8c	£74,290	£83,837	£75,405	£70,417
Band 8d	£88,168	£99,534	£89,491	£83,571
Band 9	£105,385	£117,732	£106,967	£99,891

”

APP SO8. In the text above Table 6, for:

“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.”

substitute:

“SOC 2020 occupation codes in Tables 1a, 2aa, 2a, 2b and 3a are also not eligible for these routes, except where otherwise indicated.”.

Changes to Appendix Immigration Salary List

APP ISL1. For Appendix Immigration Salary List, substitute:

“Appendix Immigration Salary List

Occupations where a reduced skills and salary threshold applies in the Skilled Worker

route.

An occupation is only included on the list where an application has been made using a certificate of sponsorship issued by a sponsor to an applicant before the removal date stated in the table.

SOC 2020 occupation code and any further criteria	Included on the Immigration Salary List in:				Removal date
	England	Scotland	Wales	Northern Ireland	
1212 Managers and proprietors in forestry, fishing and related services – only “fishing boat masters”	-	Yes	-	-	31 December 2026
1232 Residential, day and domiciliary care managers and proprietors – all jobs	Yes	Yes	Yes	Yes	31 December 2026
2111 Chemical scientists – only jobs in the nuclear industry	-	Yes	-	-	31 December 2026
2112 Biological scientists – all jobs	Yes	Yes	Yes	Yes	31 December 2026
2115 Social and humanities scientists – only archaeologists	Yes	Yes	Yes	Yes	31 December 2026
2142 Graphic and multimedia designers – all jobs	Yes	Yes	Yes	Yes	31 December 2026
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	31 December 2026
3212 Pharmaceutical technicians – all jobs	Yes	Yes	Yes	Yes	31 December 2026
3411 Artists – all jobs	Yes	Yes	Yes	Yes	31 December

SOC 2020 occupation code and any further criteria	Included on the Immigration Salary List in:				Removal date
	England	Scotland	Wales	Northern Ireland	
					2026
<p>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.</p> <p>The company must be endorsed as being internationally recognised by a UK industry body such as the Arts Councils (of England, Scotland or Wales).</p>	Yes	Yes	Yes	Yes	31 December 2026
<p>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.</p> <p>The orchestra must be a full member of the Association of British Orchestras.</p>	Yes	Yes	Yes	Yes	31 December 2026
3416 Arts officers, producers and directors – all jobs	Yes	Yes	Yes	Yes	31 December 2026
5119 Agriculture and fishing trades not elsewhere classified – only jobs in the fishing industry	Yes	Yes	Yes	Yes	31 December 2026
5213 Welding trades – only high integrity pipe welders, where the job requires 3 or more years' related on-the-job experience. This	Yes	Yes	Yes	Yes	31 December 2026

SOC 2020 occupation code and any further criteria	Included on the Immigration Salary List in:				Removal date
	England	Scotland	Wales	Northern Ireland	
experience must not have been gained through working illegally.					
5235 Boat and ship builders and repairers – all jobs	-	Yes	-	-	31 December 2026
5312 Stonemasons and related trades – all jobs	Yes	Yes	Yes	Yes	31 December 2026
5313 Bricklayers – all jobs	Yes	Yes	Yes	Yes	31 December 2026
5314 Roofers, roof tilers and slaters – all jobs	Yes	Yes	Yes	Yes	31 December 2026
5316 Carpenters and joiners – all jobs	Yes	Yes	Yes	Yes	31 December 2026
5319 Construction and building trades not elsewhere classified – only retrofitters	Yes	Yes	Yes	Yes	31 December 2026
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	31 December 2026
6131 Nursing auxiliaries and assistants – all jobs Note: For Skilled Worker purposes, SOC 2020 occupation code 6131 only applies to roles in environments where registered nurse roles also exist.	Yes	Yes	Yes	Yes	31 December 2026

SOC 2020 occupation code and any further criteria	Included on the Immigration Salary List in:				Removal date
	England	Scotland	Wales	Northern Ireland	
<p>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.</p> <p>Eligibility for Skilled Worker applicants to be sponsored in this SOC 2020 occupation code is restricted, as set out in SW 6.1B of Appendix Skilled Worker.</p> <p>Private households or individuals (other than sole traders sponsoring someone to work for their business) cannot sponsor Skilled Worker applicants.</p>	Yes	Yes	Yes	Yes	22 July 2028
<p>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.</p> <p>Eligibility for Skilled Worker applicants to be sponsored in this SOC 2020 occupation code is restricted, as set out in SW 6.1B of Appendix Skilled Worker.</p>	Yes	Yes	Yes	Yes	22 July 2028

SOC 2020 occupation code and any further criteria	Included on the Immigration Salary List in:				Removal date
	England	Scotland	Wales	Northern Ireland	
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	31 December 2026

”.

Changes to Appendix Global Business Mobility routes

- APP GBM1. In SNR 6.1, delete “that is identified as eligible for the Global Business Mobility routes”.
- APP GBM2. In SNR 8.1, for “£48,500”, substitute “£52,500”.
- APP GBM3. In SNR 8.2, for:
- “For example, an applicant who works 60 hours a week for £15 per hour will be considered to have a salary of £37,440 (£15 x 48 x 52) per year and not £46,800 (£15 x 60 x 52).”.
- substitute:
- “For example, an applicant who works 60 hours a week for £20 per hour will be considered to have a salary of £49,920 (£20 x 48 x 52) per year and not £62,400 (£20 x 60 x 52).”.
- APP GBM4. In SNR 8.2A(a), for “£45,800”, substitute “£52,500”.
- APP GBM5. In SNR 9.3, for:
- “For example, an applicant who works 60 hours a week in a SOC 2020 occupation code with a going rate of £37,500 must be paid

£60,000 (1 x £37,500 x 60 ÷ 37.5) per year, not £48,000 (1 x £37,500 x 48 ÷ 37.5).”.

substitute:

“For example, an applicant who works 60 hours a week in a SOC 2020 occupation code with a going rate of £75,000 must be paid £120,000 (1 x £75,000 x 60 ÷ 37.5) per year, not £96,000 (1 x £75,000 x 48 ÷ 37.5).”.

APP GBM6. In GTR 6.1, delete “that is identified as eligible for the Global Business Mobility routes”.

APP GBM7. In GTR 8.1, for “£25,410”, substitute “£27,300”.

APP GBM8. In GTR 8.3(a), for “£24,220”, substitute “£27,300”.

APP GBM9. In GTR 8.3, in the text following (c), for:

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

substitute:

“For example, an applicant who works a pattern of 45 hours a week for £15 per hour for two weeks, followed by an unpaid rest week, will be considered to work 30 hours a week on average and have a salary of just £23,400 (£15 x 30 x 52) per year.”.

APP GBM10. In UKX 6.1, delete “that is identified as eligible for the Global Business Mobility routes”.

APP GBM11. In UKX 8.1, for “£48,500”, substitute “£52,500”.

APP GBM12. In UKX 8.2, for:

“For example, an applicant who works 60 hours a week for £15 per hour will be considered to have a salary of £37,440 (£15 x 48 x 52) per year and not £46,800 (£15 x 60 x 52).”.

substitute:

“For example, an applicant who works 60 hours a week for £20 per

hour will be considered to have a salary of £49,920 (£20 x 48 x 52) per year and not £62,400 (£20 x 60 x 52).”.

APP GBM13. In UKX 8.3(a), for “£45,800”, substitute “£52,500”.

APP GBM14. In UKX 9.3, for:

“For example, an applicant who works 60 hours a week in an SOC 2020 occupation code with a going rate of £37,500 must be paid £60,000 ($1 \times £37,500 \times 60 \div 37.5$) per year, not £48,000 ($1 \times £37,500 \times 48 \div 37.5$).”.

substitute:

“For example, an applicant who works 60 hours a week in a SOC 2020 occupation code with a going rate of £75,000 must be paid £120,000 ($1 \times £75,000 \times 60 \div 37.5$) per year, not £96,000 ($1 \times £75,000 \times 48 \div 37.5$).”.

APP GBM15. In SSU 6.1, delete “that is identified as eligible for the Global Business Mobility routes”.

APP GBM16. In SEC 6.1, delete “that is identified as eligible for the Global Business Mobility routes”.

Changes to Appendix Scale-Up

APP SCU1. In SCU 6.1, delete “that is identified as eligible for the Scale-up route”.

APP SCU2. In SCU 7.1(a), for “£36,300”, substitute “£39,100”.

APP SCU3. In SCU 7.4, for:

“For example, an applicant who works 60 hours a week for £12.50 per hour will be considered to have a salary of £31,200 ($£12.50 \times 48 \times 52$) per year and not £39,000 ($£12.50 \times 60 \times 52$).”.

substitute:

“For example, an applicant who works 60 hours a week for £15 per hour will be considered to have a salary of £37,440 ($£15 \times 48 \times 52$) per year and not £46,800 ($£15 \times 60 \times 52$).”.

APP SCU4. In SCU 7.4A(a), for “£36,300”, substitute “£39,100”.

APP SCU5. In SCU 7.4A, in the text following (c), for:

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

substitute:

“For example, an applicant who works a pattern of 60 hours a week for £15 per hour for two weeks, followed by an unpaid rest week, will be considered to work 40 hours a week on average and have a salary of just £31,200 (£15 x 40 x 52) per year.”.

APP SCU6. In SCU 8.1, for (a) to (c), substitute:

- “(a) £39,100 per year; or
- (b) £36,300 per year if their most recent permission on the route was on the basis of a Certificate of Sponsorship assigned between 4 April 2024 and 21 July 2025; or
- (c) £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
- (d) £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 SCU7. In SCU 8.2, for (i) to (iii), substitute:

- “(i) £39,100 per year; or
- (ii) £36,300 per year if their most recent permission on the route was on the basis of a Certificate of Sponsorship assigned between 4 April 2024 and 21 July 2025; or
- (iii) £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
- (iv) £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 SCU8. In SCU 18.1, for (a) to (c), substitute:

- “(a) £39,100 per year; or
- (b) £36,300 per year if their most recent permission on the route

- was on the basis of a Certificate of Sponsorship assigned between 4 April 2024 and 21 July 2025; or
- (c) £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
 - (d) £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 18.2, for (a) to (c), substitute:

- “(a) £39,100 per year; or
- (b) £36,300 per year if their most recent permission on the route was on the basis of a Certificate of Sponsorship assigned between 4 April 2024 and 21 July 2025; or
- (c) £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
- (d) £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. In SCU 18.3, for (i) to (iii), substitute:

- “(i) £39,100 per year; or
- (ii) £36,300 per year if their most recent permission on the route was on the basis of a Certificate of Sponsorship assigned between 4 April 2024 and 21 July 2025; or
- (iii) £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
- (iv) £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 SCU11. In SCU 18.3, in the text following (iii), for “£36,300”, substitute “£39,100”.

Changes to Appendix Temporary Work – Government Authorised Exchange

APP GAE1. For GAE 5.1(g), substitute:

- “(g) confirm that the role appears in Tables 1, 1a, 2, 2aa, 3 or 3a of Appendix Skilled Occupations; and”.

Changes to Appendix Afghan Relocation and Assistance Policy (ARAP)

- APP ARAP 1. In the Introduction, after “make an application”, insert “to the Home Office”.
- APP ARAP 2. In the Introduction, for “(if they are in the UK)”, substitute “(if they are in the UK).”.
- APP ARAP 3. In the Introduction, after “(if they are in the UK).”, delete “on behalf of the applicant”.
- APP ARAP 4. In the Introduction, for:
- “Where an applicant is eligible for relocation to the UK, the ARAP leads to a grant of settlement in the UK.”,
- substitute:
- “Where an applicant satisfies the requirements for entry clearance or settlement under Appendix ARAP, they will be granted settlement in the UK.”.
- APP ARAP 5. In the Introduction, after:
- “Where an applicant is eligible for relocation to the UK, the ARAP leads to a grant of settlement in the UK.”,
- insert:
- “Applications by an Afghan citizen must have been submitted to the Ministry of Defence before 15:00 BST on 01 July 2025.”.
- APP ARAP 6. For ARAP 3.3(a), substitute:
- “(a) they submit an application to the Ministry of Defence on or after 1 April 2021 and before 15:00 BST on 01 July 2025; and”.

E03394848

ISBN 978-1-5286-5864-5