



Skilled Worker Visa

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Staff Immigration
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Background

The Skilled Worker Visa (SWV) replaces Tier 2 (General) in the Immigration Rules from 1 January 2021. Anyone who isn't a UK or Republic of Ireland national and who doesn't have another means of proving their right to work in the UK must, along with the job they're offered, meet the criteria. As part of this points-based system, each criterion has a number of points attached to it. **The candidate/job must obtain 70 points to be eligible for sponsorship.**

Points

Mandatory criteria

1. 20 points are gained from having a **job offer from the University** which is a Home Office-approved, A-rated sponsor.
2. 20 points are gained by the job being at the **appropriate skill level** - all of the jobs listed in this document meet this criterion.
3. The successful applicant must accrue the final 10 mandatory points by being able to prove they can speak **English to the required level**, which can be [evidenced in a number of ways](#).

Tradeable criteria

The remaining points can be obtained through a combination of the following:

4. Salary

- The full 20 points required from the tradeable criteria are gained if salary equals or exceeds both the general salary threshold of £25,600 and the 'going rate' for the job.
- If it doesn't, salary concessions may allow sponsorship (see 5-7 below).
- If the salary is less than £20,480, sponsorship is not possible.

5. New Entrant to the labour market

- If a candidate meets one or more of several criteria, they may be eligible as a New Entrant.

6. Shortage occupation role

- Some roles are classed as shortage occupations in the UK, ie they're difficult to recruit to from the domestic labour market.

7. Educational qualification

- For most roles, a candidate can gain points for having a PhD which is relevant to the job (note: the candidate must have evidence of their PhD being granted when we assign a CoS to them).
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What to do now

STEP ONE: check the table on the next page to see if a candidate will be eligible for a reduced salary rate

STEP TWO: find the job/SOC code you're looking for and check the relevant minimum salary

Will a candidate qualify for a reduced minimum salary?

If you prefer something more visual, [check the flowcharts](#).

1. Will the contract (new or extended) be for more than 4 years?	Yes	They're not a New Entrant, go to question 13	No	Go to question 2
2. Are they in the UK already?	Yes	Go to question 3	No	Go to question 5
3. Do they already hold a Tier 2, Skilled Worker (SWV) or Graduate Immigration Route (GIR) visa?	Yes	Go to question 4	No	Go to question 5
4. Will this SWV visa take their total combined time on Tier 2/SWV/GIR over 4 years?	Yes	They're not a New Entrant, go to question 13	No	Go to question 5
5. Are they 25 or under?	Yes	They're eligible for a reduced salary rate as a New Entrant	No	Go to question 6
6. Is the job a research or academic (teaching) postdoc role (SOC codes 2111-2119 or 2311) ¹ ?	Yes	They're eligible for a reduced salary rate as a New Entrant	No	Go to question 7
7. Was their most recent permission (not including as a Visitor) granted under the Tier 4/Student visa/GIR route?	Yes	Go to question 8	No	Go to question 10
8. Is that permission current, or expired within the last 2 years?	Yes	Go to question 9	No	Go to question 10
9. Under that permission or any previous permission as a student, have they been sponsored to study an eligible qualification ² ?	Yes	They're eligible for a reduced salary rate as a New Entrant	No	Go to question 10
10. Are they working towards a recognised professional qualification in a regulated profession?	Yes	They're eligible for a reduced salary rate as a New Entrant	No	Go to question 11
11. Are they working towards full registration or chartered status with the relevant professional body for the job they are being sponsored for?	Yes	They're eligible for a reduced salary rate as a New Entrant	No	Go to question 12
12. Are they switching in the UK from a Tier 1 (Graduate Entrepreneur) visa?	Yes	They're eligible for a reduced salary rate as a New Entrant	No	They're not a New Entrant – go to question 13
13. Is the job on the Shortage Occupation List	Yes	They're eligible for points with a SOL job	No	Go to question 14
14. Is the role eligible for PhD points?	Yes	Go to question 15	No	They're not eligible for a reduced salary rate
15. Do they hold a STEM PhD which is relevant to their role?	Yes	They're eligible for a reduced salary rate as a STEM PhD holder	No	Go to question 16
16. Do they hold a non-STEM PhD which is relevant to their role?	Yes	They're eligible for a reduced salary rate as a PhD holder	No	They're not eligible for a reduced salary rate

¹ If this SWV visa is an extension of existing permission to stay in the UK, bear in mind they can only be classed as a New Entrant for up to 4 years.

² A UK bachelor's degree, a UK master's degree, a UK PhD or other doctoral qualification, a Postgraduate Certificate in Education or a Professional Graduate Diploma of Education.

If you know what SOC code you're looking for

Click on the SOC code description to be taken to the relevant page.

Academic/research roles

- Table A **2119 Natural and social science professionals not elsewhere classified**
- Table B **2311 Higher education teaching professionals**
- Table C **2111 Chemical Scientists**
- Table D **2112 Biological scientists and biochemists**
- Table E **2113 Physical scientists**
- Table F **2114 Social and humanities scientists**
- Table G **2129 Engineering professionals not elsewhere classified**
- Table H **2150 Research and development managers**
- Table I **2319 Teaching and other educational professionals not elsewhere classified**

Professional & Managerial and Support/Technical roles

Business/management

- Table J **1115 Chief executives and senior officials**
- Table Q **1139 Functional managers and directors not elsewhere classified**
- Table R **1225 Leisure and sports managers**
- Table Z **2317 Senior professionals of educational establishments**
- Table DD **2423 Management consultants and business analysts**
- Table FF **2426 Business and related research professionals**
- Table GG **2429 Business, research and administrative professionals not elsewhere classified**
- Table RR **3539 Business and related associate professionals not elsewhere classified**

Finance

- Table K **1131 Financial managers and directors**
- Table M **1133 Purchasing managers and directors**
- Table CC **2421 Chartered and certified accountants**
- Table EE **2424 Business and financial project management professionals**
- Table JJ **3535 Taxation experts**

Marketing

- Table L **1132 Marketing and sales directors**
- Table N **1134 Advertising and public relations directors**
- Table LL **2472 Public relations professionals**
- Table SS **3543 Marketing associate professionals**

Human Resources

- Table O **1135 Human resource managers and directors**
- Table II **3235 Counsellors**
- Table UU **3562 Human resources and industrial relations officers**

IT

- Table P **1136 Information technology and telecommunications directors**
- Table S **2133 IT specialist managers**
- Table T **2134 IT project and programme managers**
- Table U **2135 IT business analysts, architects and systems designers**
- Table V **2136 Programmers and software development professionals**

- Table W **2137 Web design and development professionals**
- Table X **2139 Information technology and telecommunications professionals not elsewhere classified**
- Table PP **3131 IT operations technicians**
- Table QQ **3132 IT user support technicians**

Legal

- Table AA **2413 Solicitors**
- Table BB **2419 Legal professionals not elsewhere classified**

Library services

- Table HH **2451 Librarians**
- Table KK **2452 Archivists and curators**

Technical

- Table Y **2216 Veterinarians**
- Table MM **3111 Laboratory technicians**
- Table NN **3119 Science, engineering and production technicians not elsewhere classified**
- Table OO **3122 Draughtspersons**
- Table WW **6139 Animal care services occupations not elsewhere classified**

Administration

- Table TT **3546 Conference and exhibition managers and organisers**
- Table VV **4215 Personal assistants and other secretaries**
- Table XX **7220 Customer Service Managers and Supervisors**

If you don't know which SOC code you need

In addition to its SOC code description, each table has example job titles. Try entering key words into the search function (click CTRL+f).

If the job you want to sponsor isn't here

The SOC codes listed here relate to jobs which are common at the University. If the job you want to sponsor isn't here, please check [Immigration Rules Appendix Skilled Occupations](#) (bear in mind that the amounts quoted are based on a 39 hour week) and speak to Staff Immigration.

Relevant salary rates

Academic roles

Table A 2119 Natural and social science professionals not elsewhere classified

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Researcher, Research Fellow, Research Assistant, Research Associate, Scientific officer, Scientist, Senior Research Associate, any postdoc holding an individual fellowship (e.g. Marie Curie)*					£31,731	
					<i>Example 1 Research Assistant, FMH G6 (£30,942)</i>	<i>Example 2 Research Fellow G7 (£33,797)</i>
1. Is the actual salary less than £31,731 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.	Yes: Go to 2.1.	No: Great, we can sponsor someone in this role based on salary alone.
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.	Yes: Go to 2.2.	
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £22,212 .	No: Actual salary must be at least £22,212 .	
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £25,385 even if the role's part time.	No	Go to 3.2.		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £28,558 even if the role's part time.	No	Candidate cannot be sponsored		

* It is also possible to use SOC Codes 2111-2114 for postdoc roles according to research discipline/field, as below

Table B 2311 Higher education teaching professionals

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Lecturer, Senior Lecturer, Associate Professor, Reader, Professor					£39,135	
					<i>Example 1 Lecturer, AHC G7 (£34,804)</i>	<i>Example 2 Professor, FMH Z1 (£60,905)</i>
1. Is the actual salary less than £39,135 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.	Yes: Go to 2.1.	No: Great, we can sponsor someone in this role based on salary alone.
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.	Yes: Go to 2.2.	
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £27,395 .	No: Actual salary must be at least £27,395 .	
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £31,308 even if the role's part time.	No	Go to 3.2.		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £35,222 even if the role's part time.	No	Candidate cannot be sponsored.		

Table C 2111 Chemical Scientists

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Analytical chemist, Chemist, Development chemist, Industrial chemist, Research chemist					£25,674	
					<i>Example 1 Research Chemist, EPS G7 (£33,797)</i>	<i>Example 2 Chemist, EPS G5 (£23,067)</i>
1. Is the actual salary less than £26,500 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.	<i>No: Great, we can sponsor someone in this role based on salary alone.</i>	<i>Yes: Go to 2.1.</i>
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.		<i>Yes: Go to 2.2.</i>
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		<i>Yes: Actual salary must be at least £20,480 regardless of hours worked.</i>
3. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £20,539 even if the role's part time.	No	Candidate cannot be sponsored.		

Table D 2112 Biological scientists and biochemists

Relevant job titles					All roles defined under this SOC code are classified as shortage occupation	
Biomedical scientist, Microbiologist					£22,847	
					<i>Example 1</i> Biomedical Scientist, FBS G7 (£36,914)	<i>Example 2</i> Microbiologist, FBS G5 (£23,067)
1. Is the actual salary less than £22,847 ?	Yes	Go to 2.	No	Great, we can sponsor someone in this role based on salary alone.	No: Great, we can sponsor someone in this role based on salary alone.	Yes: Go to 2.
2. Is the role part time?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Candidate cannot be sponsored.		No: Candidate cannot be sponsored.

Note:

Because all roles under this SOC code are classed as shortage occupation, candidates cannot benefit from further minimum salary discounts for New Entrant eligibility or having a PhD.

Table E 2113 Physical scientists

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Geologist, Geophysicist, Medical physicist, Physicist					£35,097	
					<i>Example 1 Geologist, SEE G7 (£33,797)</i>	<i>Example 2 Senior Physicist, Physics & Astronomy G8 (£41,526)</i>
1. Is the actual salary less than £35,097 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.	Yes: Go to 2.1.	No: Great, we can sponsor someone in this role based on salary alone.
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.	Yes: Go to 2.2.	
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £24,568 .	No: Actual salary must be at least £24,568 .	
3. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £28,077 even if the role's part time	No	Candidate cannot be sponsored		

Table F 2114 Social and humanities scientists

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Anthropologist, Epidemiologist, Geographer, Historian, Political scientist, Social scientist					£24,904	
					<i>Example 1</i>	<i>Example 2</i>
					<i>Social scientist, FoSS G5 (£24,461)</i>	<i>Epidemiologist, Env G9 (£52,560)</i>
1. Is the actual salary less than £25,600 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.	Yes: Go to 2.1.	No: Great, we can sponsor someone in this role based on salary alone.
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.	No: Go to 3.1.	
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £20,480 even if the role's part time.	No	Go to 3.2.		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £23,040 even if the role's part time.	No	Candidate cannot be sponsored.	Yes: Actual salary must be at least £23,040 even if the role's part time.	

Table G 2129 Engineering professionals not elsewhere classified

Relevant job titles				All roles defined under this SOC code are classified as shortage occupation	
Food technologist, Project engineer, Technical engineer, Technologist				£25,154	
				<i>Example 1</i> Project Engineer, FBS G6 (£27,511)	<i>Example 2</i> Food Technologist, Env G5 (£25,217)
1. Is the actual salary less than £25,154 ?	Yes	Go to 2.	No	Great, we can sponsor someone in this role based on salary alone.	No: Great, we can sponsor someone in this role based on salary alone.
2. Is the role part time?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Candidate cannot be sponsored.	No: Candidate cannot be sponsored.

Note:

Because all roles under this SOC code are classed as shortage occupation, candidates cannot benefit from further minimum salary discounts for New Entrant eligibility or having a PhD.

Table H 2150 Research and development managers

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Research and development manager					£36,731	
					<i>Example 1 Research and Innovation Development Manager G7 (£35,845)</i>	<i>Example 2 Faculty Research Manager G8 (£51,034)</i>
1. Is the actual salary less than £36,731 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.	Yes: Go to 2.1.	No: Great, we can sponsor someone in this role based on salary alone.
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.	No: Go to 3.1.	
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £25,712 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £29,385 even if the role's part time.	No	Go to 3.2.		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £33,058 even if the role's part time.	No	Candidate cannot be sponsored.	Yes: Actual salary must be at least £33,058 even if the role's part time.	

Table I 2319 Teaching and other educational professionals not elsewhere classified

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Language assistant, language tutor					£20,481	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £25,600 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £20,480 even if the role's part time.	No	Go to 3.2.		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £23,040 even if the role's part time.	No	Candidate cannot be sponsored.		

Professional & Managerial roles

Table J 1115 Chief executives and senior officials

Relevant job titles	Going rate for the job based on 37.5 hours a week
Vice-Chancellor, Deputy Vice-Chancellor, Chief Executive, Director of HR, Director of Marketing, Faculty Dean	£64,712

					<i>Example 1 Faculty Dean, FoSS G10 (£64,604)</i>	<i>Example 2 Vice-Chancellor £246,000</i>
1. Is the actual salary less than £64,712 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.	Yes: Go to 2.1.	No: Great, we can sponsor someone in this role based on salary alone.
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.	No: Go to 3.1.	
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £45,299 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £51,770 even if the role's part time.	No	Go to 3.2.		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £58,241 even if the role's part time.	No	Candidate cannot be sponsored.	Yes: Actual salary must be at least £58,241 even if the role's part time.	

Table K 1131 Financial managers and directors

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Finance Director, Faculty Finance Manager, Deputy Faculty Finance Manager					£41,924	
					<i>Example 1 Deputy Faculty Finance Manager G8 (£41,526)</i>	<i>Example 2 Finance Director G10 (£81,791)</i>
1. Is the actual salary less than £41,924 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.	<i>Yes: Go to 2.1.</i>	<i>No: Great, we can sponsor someone in this role based on salary alone.</i>
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.	<i>No: Go to 3.1.</i>	
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £29,347 .		
3.1. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £37,731 even if the role's part time.	No	Candidate cannot be sponsored.	<i>No: Candidate cannot be sponsored.</i>	

Table L 1132 Marketing and sales directors

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Marketing Manager, Faculty Marketing Manager					£52,789	
					<i>Example 1</i> Faculty Marketing Manager G9 (£51,034)	<i>Example 2</i> Senior Marketing Executive G8 (£45,361)
1. Is the actual salary less than £52,789 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.	Yes: Go to 2.1.	Yes: Go to 2.1.
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.	No: Go to 3.1.	Yes: Go to 2.2.
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £36,952 .		Yes: Actual salary must be at least £20,480 regardless of hours worked.
3.1. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £47,510 even if the role's part time.	No	Candidate cannot be sponsored.	Yes: Actual salary must be at least £47,510 even if the role's part time.	

Table M 1133 Purchasing managers and directors

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Purchasing Manager					£37,789	
					<i>Example 1 Purchasing Manager G8 (£41,526)</i>	<i>Example 2 Faculty Procurement Manager G8 (£28,868 0.6fte)</i>
1. Is the actual salary less than £37,789 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.	<i>No: Great, we can sponsor someone in this role based on salary alone.</i>	<i>Yes: Go to 2.1.</i>
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		<i>No: Go to 3.1.</i>
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £26,452 .		
3.1. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £34,010 even if the role's part time.	No	Candidate cannot be sponsored.		<i>Yes: Actual salary must be at least £34,010 even if the role's part time – this candidate would not be sponsorable unless FTE was increased to at least 0.7fte (£33,680).</i>

Table N 1134 Advertising and public relations directors

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Head of public relations					£43,654	
					<i>Example 1</i>	<i>Example 2</i> xxxx
1. Is the actual salary less than £43,654 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £30,558 .		
3.1. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £39,289 even if the role's part time.	No	Candidate cannot be sponsored.		

Table O 1135 Human resource managers and directors

Relevant job titles					Going rate for the job based on 37.5 hours a week	
HR Manager, Recruitment Manager					£35,000	
					<i>Example 1</i> Human Resources Manager G8 (£41,526)	<i>Example 2</i> Human Resources Manager G8 (£33,221 0.8 FTE)
1. Is the actual salary less than £35,000 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.	No: Great, we can sponsor someone in this role based on salary alone.	Go to 2.1.
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		No Go to 3.1. (depends on circumstances)
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £24,500 .		
3.1. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £31,500 even if the role's part time.	No	Candidate cannot be sponsored.		NO Candidate cannot be sponsored.

Table P 1136 Information technology and telecommunications directors

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Director of IT					£53,943	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £53,943 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £37,760 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £43,154 even if the role's part time.	No	Go to 3.2.		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £48,549 even if the role's part time.	No	Candidate cannot be sponsored.		

Table Q 1139 Functional managers and directors not elsewhere classified

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Director of Research					£39,039	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £39,039 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £27,327 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £31,231 even if the role's part time.	No	Go to 3.2.		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £35,135 even if the role's part time.	No	Candidate cannot be sponsored.		

Table R 1225 Leisure and sports managers

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Sports centre manager					£23,270	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £25,600 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Candidate is not sponsorable.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		

Note:

PhD points are not available for this role.

Table S 2133 IT specialist managers

Relevant job titles					Going rate for the job based on 37.5 hours a week	
IT manager, IT support manager, Network operations manager (computer services), Service delivery manager					£36,539	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £36,539 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £25,577 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £29,231 even if the role's part time.	No	Go to 3.2.		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £32,885 even if the role's part time.	No	Candidate cannot be sponsored		

Table T 2134 IT project and programme managers

Relevant job titles					Going rate for the job based on 37.5 hours a week	
IT project manager, Programme manager (computing), Project leader (software design)					£38,462	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £38,462 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £26,924 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £30,770 even if the role's part time.	No	Go to 3.2.		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £34,616 even if the role's part time.	No	Candidate cannot be sponsored		

Table U 2135 IT business analysts, architects and systems designers

Relevant job titles					All roles defined under this SOC code are classified as shortage occupation	
Business analyst (computing), Data communications analyst, Systems analyst, Systems consultant, Technical analyst (computing), Technical architect					£28,154	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £28,154 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Candidate cannot be sponsored.		

Note:

Because all roles under this SOC code are classed as shortage occupation, candidates cannot benefit from further minimum salary discounts for New Entrant eligibility or having a PhD.

Table V 2136 Programmers and software development professionals

Relevant job titles					All roles defined under this SOC code are classified as shortage occupation	
Analyst-programmer, Database developer, Programmer, Software engineer					£25,616	
					Example 1 xxxx	Example 2 xxxx
1. Is the actual salary less than £25,616 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Candidate cannot be sponsored.		

Note:

Because all roles under this SOC code are classed as shortage occupation, candidates cannot benefit from further minimum salary discounts for New Entrant eligibility or having a PhD.

Table W 2137 Web design and development professionals

Relevant job titles				All roles defined under this SOC code are classified as shortage occupation	
Internet developer, Multimedia developer, Web design consultant, Web designer				£20,480	
				Example 1 xxxx	Example 2 xxxx
1. Is the actual salary less than £20,480 ?	Yes	Candidate cannot be sponsored.	No	Great, we can sponsor someone in this role based on salary alone.	

Note:

Because all roles under this SOC code are classed as shortage occupation, candidates cannot benefit from further minimum salary discounts for New Entrant eligibility or having a PhD.

Table X 2139 Information technology and telecommunications professionals not elsewhere classified

Relevant job titles – shortage occupation only					Role classified as shortage occupation
Cyber security specialist only					£24,462
					<i>Example</i> xxxx
1. Is the actual salary less than £24,462 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.	
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Candidate cannot be sponsored.	

Note:

Because cyber security specialist roles under this SOC code are classed as shortage occupation, candidates cannot benefit from further minimum salary discounts for New Entrant eligibility or having a PhD.

Relevant job titles – all other roles					Going rate for the job based on 37.5 hours a week	
IT consultant, Quality analyst (computing), Software tester, Systems tester (computing)					£30,577	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £30,577 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £21,404 .		

3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £24,462 even if the role's part time.	No	Candidate cannot be sponsored		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £27,520 even if the role's part time.	No	Candidate cannot be sponsored		

Table Y 2216 Veterinarians

Relevant job titles					All roles defined under this SOC code are classified as shortage occupation	
Veterinarian, Veterinary practitioner, Veterinary surgeon					£25,000	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £25,000 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Candidate cannot be sponsored.		

Note:

Because all roles under this SOC code are classed as shortage occupation, candidates cannot benefit from further minimum salary discounts for New Entrant eligibility or having a PhD.

Table Z 2317 Senior professionals of educational establishments

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Registrar (educational establishments)					£37,500	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £37,500 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £26,250 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £30,000 even if the role's part time.	No	Candidate cannot be sponsored		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £33,750 even if the role's part time.	No	Candidate cannot be sponsored		

Table AA 2413 Solicitors

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Solicitor					£32,981	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £32,981 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £23,087 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £26,385 even if the role's part time.	No	Candidate cannot be sponsored		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £29,683 even if the role's part time.	No	Candidate cannot be sponsored		

Table BB 2419 Legal professionals not elsewhere classified

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Lawyer, Legal adviser, Legal consultant, Legal counsel					£47,789	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £47,789 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £33,452 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £38,231 even if the role's part time.	No	Candidate cannot be sponsored		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £43,010 even if the role's part time.	No	Candidate cannot be sponsored		

Table CC 2421 Chartered and certified accountants

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Accountant (qualified), Auditor (qualified), Chartered accountant, Financial controller (qualified), Management accountant (qualified)					£28,847	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £28,847 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £23,077 even if the role's part time.	No	Candidate cannot be sponsored		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £25,962 even if the role's part time.	No	Candidate cannot be sponsored		

Table DD 2423 Management consultants and business analysts

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Business adviser, Business consultant, Business continuity manager, Financial risk analyst, Management consultant					£29,712	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £29,712 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,799 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £23,770 even if the role's part time.	No	Candidate cannot be sponsored		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £26,741 even if the role's part time.	No	Candidate cannot be sponsored		

Table EE 2424 Business and financial project management professionals

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Project manager, Research support officer					£35,866	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £35,866 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £25,106 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £28,693 even if the role's part time.	No	Candidate cannot be sponsored		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £32,279 even if the role's part time.	No	Candidate cannot be sponsored		

Table FF 2426 Business and related research professionals

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Fellow (research)					£28,558	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £28,558 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £22,847 even if the role's part time.	No	Candidate cannot be sponsored		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £25,702 even if the role's part time.	No	Candidate cannot be sponsored		

Table GG 2429 Business, research and administrative professionals not elsewhere classified

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Company secretary (qualified), Research Manager, other managerial roles					£32,404	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £32,404 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £22,683 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £25,924 even if the role's part time.	No	Candidate cannot be sponsored		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £29,164 even if the role's part time.	No	Candidate cannot be sponsored		

Table HH 2451 Librarians

Relevant job titles					Going rate for the job based on 37.5 hours a week	
Librarian, Technical librarian, University librarian					£20,962	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £25,600 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £20,480 even if the role's part time.	No	Candidate cannot be sponsored		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £23,040 even if the role's part time.	No	Candidate cannot be sponsored		

Table II 3235 Counsellors

Relevant job titles					Going rate for the job based on 35 hours a week	
Counsellor (welfare services), Student counsellor					£20,480	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £25,600 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		

Note:

PhD points are not available for this role.

Table JJ 3535 Taxation experts

Relevant job titles					Going rate for the job based on 35 hours a week	
Tax adviser, Tax consultant, Taxation specialist					£36,539	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £36,539 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £25,577 .		

Note:

PhD points are not available for this role.

Support/Technical roles

Table KK 2452 Archivists and curators

Relevant job titles					Going rate for the job based on 35 hours a week	
Archivist, Conservator, Curator, Keeper (art gallery)					£21,180	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £25,600 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £20,480 even if the role's part time.	No	Candidate cannot be sponsored		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £23,040 even if the role's part time.	No	Candidate cannot be sponsored		

Table LL 2472 Public relations professionals

Relevant job titles					Going rate for the job based on 35 hours a week	
Account manager (public relations), Information officer (public relations), PR consultant, Press officer, Public relations officer					£23,065	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £25,600 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £20,480 even if the role's part time.	No	Candidate cannot be sponsored		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £23,040 even if the role's part time.	No	Candidate cannot be sponsored		

Table MM 3111 Laboratory technicians

UNTIL 31 MARCH 2021

Relevant job titles					Going rate for the job based on 35 hours a week
Lab technician, lab assistant					£20,480
					<i>Example 1 Lab technician G6 (£27,511)</i>
					<i>Example 2 Lab assistant G3 (£17,682)</i>
1. Is the actual salary less than £25,600 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.	<i>No: Great, we can sponsor someone in this role based on salary alone.</i>
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.	<i>No: Go to 3.1.</i>
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .	
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £20,480 even if the role's part time.	No	Candidate cannot be sponsored	<i>Yes: Actual salary must be at least £20,480 even if the role's part time, so this role wouldn't be sponsorable.</i>
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £23,040 even if the role's part time.	No	Candidate cannot be sponsored	

FROM 1 APRIL 2021

Relevant job titles	All roles defined under this SOC code are classified as shortage occupation
Lab technician, lab assistant	£20,480

					<i>Example 1</i> Lab technician G6 (£27,511)	<i>Example 2</i> Lab assistant G3 (£17,682)
1. Is the actual salary less than £20,480 ?	Yes	Go to 2.	No	Great, we can sponsor someone in this role based on salary alone.	<i>No: Great, we can sponsor someone in this role based on salary alone.</i>	<i>Yes: Go to 2.</i>
2. Is the role part time?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Candidate cannot be sponsored.		<i>No: Candidate cannot be sponsored.</i>

Note:

Because all roles under this SOC code are classed as shortage occupation, candidates cannot benefit from further minimum salary discounts for New Entrant eligibility or having a PhD.

Table NN 3119 Science, engineering and production technicians not elsewhere classified

Relevant job titles					Going rate for the job based on 35 hours a week	
Technical assistant, Technician, Workshop technician					£20,480	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £25,600 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £20,480 even if the role's part time.	No	Candidate cannot be sponsored		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £23,040 even if the role's part time.	No	Candidate cannot be sponsored		

Table OO 3122 Draughtspersons

Relevant job titles					Going rate for the job based on 35 hours a week	
CAD operator, Design technician, Draughtsman					£23,154	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £25,600 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £20,480 even if the role's part time.	No	Candidate cannot be sponsored		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £23,040 even if the role's part time.	No	Candidate cannot be sponsored		

Table PP 3131 IT operations technicians

Relevant job titles					Going rate for the job based on 35 hours a week	
Database administrator, IT technician, Network administrator, Systems administrator					£21,988	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £25,600 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £20,480 even if the role's part time.	No	Candidate cannot be sponsored		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £23,040 even if the role's part time.	No	Candidate cannot be sponsored		

Table QQ 3132 IT user support technicians

Relevant job titles					Going rate for the job based on 35 hours a week	
Customer support analyst, Help desk operator, IT support technician, Systems support officer					£21,898	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £25,600 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Go to 3.1.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		
3.1. Does the candidate have a STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £20,480 even if the role's part time.	No	Candidate cannot be sponsored		
3.2. Does the candidate have a non-STEM PhD which is relevant to the role?	Yes	Actual salary must be at least £23,040 even if the role's part time.	No	Candidate cannot be sponsored		

Table RR 3539 Business and related associate professionals not elsewhere classified

Relevant job titles					Going rate for the job based on 35 hours a week	
Business systems analyst, Data analyst, Planning assistant, Project administrator, Project coordinator					£20,911	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £25,600 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Candidate cannot be sponsored.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		

Note:

PhD points are not available for this role.

Table SS 3543 Marketing associate professionals

Relevant job titles					Going rate for the job based on 35 hours a week	
Business development executive, Marketing consultant, Marketing executive					£21,898	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £25,600 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Candidate cannot be sponsored.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		

Note:

PhD points are not available for this role.

Table TT 3546 Conference and exhibition managers and organisers

Relevant job titles					Going rate for the job based on 35 hours a week	
Conference coordinator, Event organiser, Events manager, Exhibition organiser, Hospitality manager					£20,552	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £25,600 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Candidate cannot be sponsored.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		

Note:

PhD points are not available for this role.

Table UU 3562 Human resources and industrial relations officers

Relevant job titles	Going rate for the job based on 35 hours a week
Human Resources Officer, Employment Advisor, Recruitment Consultant	£21,090

					<i>Example 1</i>	<i>Human Resources Administrator G5 (£18,453 0.8 FTE)</i>
1. Is the actual salary less than £25,600 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.	<i>No: Great, we can sponsor someone in this role based on salary alone.</i>	<i>Yes: go to 2.1</i>
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Candidate cannot be sponsored.		<i>Yes: go to 2.2</i>
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 regardless of hours worked.		<i>Yes: Actual salary must be at least £20,480 regardless of hours worked. This person would not be eligible as the salary is too low.</i>

Note:

PhD points are not available for this role.

Table VV 4215 Personal assistants and other secretaries

Relevant job titles					Going rate for the job based on 35 hours a week	
Executive assistant, PA-secretary, Personal assistant, Personal secretary, Secretary					£20,480	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £25,600 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Candidate cannot be sponsored.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		

Note:

PhD points are not available for this role.

Table WW 6139 Animal care services occupations not elsewhere classified

Relevant job titles					Going rate for the job based on 35 hours a week	
Animal technician					£20,480	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £25,600 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Candidate cannot be sponsored.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		

Note:

PhD points are not available for this role.

Table XX 7220 Customer Service Managers and Supervisors

Relevant job titles					Going rate for the job based on 35 hours a week	
Student Education Service Manager, Student Education Service Assistant Manager, Customer service manager					£20,552	
					<i>Example 1</i> xxxx	<i>Example 2</i> xxxx
1. Is the actual salary less than £25,600 ?	Yes	Go to 2.1.	No	Great, we can sponsor someone in this role based on salary alone.		
2.1. Does the candidate qualify as a New Entrant ?	Yes	Go to 2.2.	No	Candidate cannot be sponsored.		
2.2. Is the role part time ?	Yes	Actual salary must be at least £20,480 regardless of hours worked.	No	Actual salary must be at least £20,480 .		

Note:

PhD points are not available for this role.