

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

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

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

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

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

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

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

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

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

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

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1252 Garage managers and proprietors	<ul style="list-style-type: none"> • Bodyshop manager (vehicle trades) • Garage director • Garage owner • Tyre depot manager 	£38,400 (£19.69 per hour)	£34,560 (£17.72 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
1253 Hairdressing and beauty salon managers and proprietors	<ul style="list-style-type: none"> • Hairdressing salon owner • Manager (beauty salon) • Manager (nail salon) • Owner (pet grooming salon) • Owner (tanning studio) • Spa manager 	£38,400 (£19.69 per hour)	£34,560 (£17.72 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
1254 Waste disposal and environmental services managers	<ul style="list-style-type: none"> • Environmental manager (refuse disposal) • Manager (local government: cleansing dept.) • Recycling plant manager • Scrap metal dealer 	£48,800 (£25.03 per hour)	£43,920 (£22.52 per hour)	£39,040 (£20.02 per hour)	£34,160 (£17.52 per hour)	No
1255 Managers and directors in the creative industries	<ul style="list-style-type: none"> • Art gallery owner • Artist manager • Director (architectural service) • Graphic design manager • Gallery Manager • Production manager (entertainment) • Publisher • Radio station manager 	£42,000 (£21.54 per hour)	£37,800 (£19.38 per hour)	£33,600 (£17.23 per hour)	£30,960 (£15.88 per hour)	No
1256 Betting shop and gambling establishment managers	<ul style="list-style-type: none"> • Betting shop manager • Bingo hall manager • Casino manager 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
1257 Hire services managers and proprietors	<ul style="list-style-type: none"> • Hire manager • Plant hire manager • Rental service manager • Tool hire manager 	£38,400 (£19.69 per hour)	£34,560 (£17.72 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
1258 Directors in consultancy services	<ul style="list-style-type: none"> • Director (environmental consultancy) • Owner (design consultancy) 	£38,400 (£19.69 per hour)	£34,560 (£17.72 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

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

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

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engineers	<ul style="list-style-type: none"> • Electrical engineer (professional) • Electrical surveyor • Equipment engineer • Power engineer • Signal engineer (professional, railways) 	(£27.44 per hour)	(£24.69 per hour)	(£21.95 per hour)	(£19.21 per hour)	
2124 Electronics engineers	<ul style="list-style-type: none"> • Broadcasting engineer (professional) • Electronics designer • Electronics engineer (professional) • Microwave engineer (professional) 	£49,900 (£25.59 per hour)	£44,910 (£23.03 per hour)	£39,920 (£20.47 per hour)	£34,930 (£17.91 per hour)	Yes
2125 Production and process engineers	<ul style="list-style-type: none"> • Chemical engineer • Industrial engineer • Pharmaceutical engineer • Process engineer • Production consultant • Production engineer 	£43,700 (£22.41 per hour)	£39,330 (£20.17 per hour)	£34,960 (£17.93 per hour)	£30,960 (£15.88 per hour)	Yes
2126 Aerospace engineers	<ul style="list-style-type: none"> • Aeronautical engineer (professional) • Aerospace engineer • Aircraft designer • Avionics engineer 	£46,400 (£23.79 per hour)	£41,760 (£21.42 per hour)	£37,120 (£19.04 per hour)	£32,480 (£16.66 per hour)	Yes
2127 Engineering project managers and project engineers	<ul style="list-style-type: none"> • Contracts manager (manufacturing) • Project engineer • Project manager (manufacturing) 	£48,800 (£25.03 per hour)	£43,920 (£22.52 per hour)	£39,040 (£20.02 per hour)	£34,160 (£17.52 per hour)	Yes
2129 Engineering professionals not elsewhere classified	<ul style="list-style-type: none"> • Acoustician (professional) • Food technologist • Metallurgist • Scientific consultant • Technical engineer • Technologist • Traffic engineer 	£42,900 (£22.00 per hour)	£38,610 (£19.80 per hour)	£34,320 (£17.60 per hour)	£30,960 (£15.88 per hour)	Yes

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

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professionals	<ul style="list-style-type: none"> • Software testing consultant • Systems tester (computing) • Test analyst (computing) • Test engineer (professional, software) 	per hour)	per hour)	per hour)	per hour)	
2137 IT network professionals	<ul style="list-style-type: none"> • Network consultant • Network designer • Network installation engineer • Network planner 	£42,800 (£21.95 per hour)	£38,520 (£19.75 per hour)	£34,240 (£17.56 per hour)	£30,960 (£15.88 per hour)	Yes
2139 Information technology professionals not elsewhere classified	<ul style="list-style-type: none"> • Account manager (computing) • Internet engineer (professional) • IT planner • IT consultant • Technical evangelist • Webmaster • Web manager 	£44,200 (£22.67 per hour)	£39,780 (£20.40 per hour)	£35,360 (£18.13 per hour)	£30,960 (£15.88 per hour)	Yes
2141 Web design professionals	<ul style="list-style-type: none"> • Desktop publisher • User interface designer • UX designer (computing) • Web designer • Web producer 	£41,300 (£21.18 per hour)	£37,170 (£19.06 per hour)	£33,040 (£16.94 per hour)	£30,960 (£15.88 per hour)	Yes
2142 Graphic and multimedia designers	<ul style="list-style-type: none"> • 3D artist • Animator (computing) • Composer (special effects) • Creative design assistant • Graphic artist • Graphic designer • Visual effects supervisor 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
2151 Conservation professionals	<ul style="list-style-type: none"> • Conservation officer • Countryside officer • Ecologist • Heritage manager • Land management adviser • Landscape scientist • Marine conservationist 	£36,600 (£18.77 per hour)	£32,940 (£16.89 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
2152 Environment	<ul style="list-style-type: none"> • Energy manager • Environmental consultant 	£36,100 (£18.51 per hour)	£32,490 (£16.66 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes

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

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

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> solicitor) • Solicitor • Solicitor-partner • Solicitor to the council 	per hour)	per hour)	per hour)	per hour)	
2419 Legal professionals not elsewhere classified	<ul style="list-style-type: none"> • Attorney • Conveyancer • Justice’s clerk • Legal adviser • Legal consultant • Legal counsel • Paralegal • Patent agent • Patent attorney • Solicitor’s clerk (articled) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
2421 Chartered and certified accountants	<ul style="list-style-type: none"> • Accountant (qualified) • Auditor (qualified) • Chartered accountant • Company accountant • Cost accountant (qualified) • Financial controller (qualified accountant) • Management accountant (qualified) 	£46,800 (£24.00 per hour)	£42,120 (£21.60 per hour)	£37,440 (£19.20 per hour)	£32,760 (£16.80 per hour)	Yes
2422 Finance and investment analysts and advisers	<ul style="list-style-type: none"> • Credit risk analyst • Financial adviser • Financial consultant • Mortgage adviser • Pensions consultant 	£40,600 (£20.82 per hour)	£36,540 (£18.74 per hour)	£32,480 (£16.66 per hour)	£30,960 (£15.88 per hour)	Yes
2423 Taxation experts	<ul style="list-style-type: none"> • Investigator (HM Revenue and Customs) • Tax adviser • Tax consultant • Tax inspector • Tax manager • Taxation specialist 	£46,300 (£23.74 per hour)	£41,670 (£21.37 per hour)	£37,040 (£18.99 per hour)	£32,410 (£16.62 per hour)	Yes
2431 Management	<ul style="list-style-type: none"> • Business adviser • Business consultant 	£48,000 (£24.62 per hour)	£43,200 (£22.15 per hour)	£38,400 (£19.69 per hour)	£33,600 (£17.23 per hour)	Yes

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

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

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

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

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

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

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Housing officer • Housing support officer 	per hour)	per hour)	per hour)	per hour)	
3224 Counsellors	<ul style="list-style-type: none"> • Counsellor (welfare services) • Debt adviser • Drugs and alcohol worker • Life coach • Stop smoking counsellor 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3229 Welfare and housing associate professionals not elsewhere classified	<ul style="list-style-type: none"> • Advocacy worker • Health coordinator • Homeless prevention officer • Key worker (welfare services) • Outreach worker (welfare services) • Probation services officer • Project worker (welfare services) • Student support officer 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3232 Early education and childcare practitioners	<ul style="list-style-type: none"> • Childcare practitioner • Early years practitioner • Pre-school practitioner 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3240 Veterinary nurses	<ul style="list-style-type: none"> • Animal nurse • Veterinary nurse 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
3312 Police officers (sergeant and below)	<ul style="list-style-type: none"> • Detective (police service) • Police constable • Police officer • Sergeant • Transport police officer 	£44,800 (£22.97 per hour)	£40,320 (£20.68 per hour)	£35,840 (£18.38 per hour)	£31,360 (£16.08 per hour)	No
3313 Fire service officers (watch manager and below)	<ul style="list-style-type: none"> • Fire engineer • Fire safety officer • Firefighter • Watch manager (fire service) 	£39,500 (£20.26 per hour)	£35,550 (£18.23 per hour)	£31,600 (£16.21 per hour)	£30,960 (£15.88 per hour)	No
3314 Prison service officers (below principal)	<ul style="list-style-type: none"> • Custodial manager • Prison custodial officer • Prison escort officer 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

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

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

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

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

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

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

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

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

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

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

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Tool engineer • Tool fitter • Tool maker 					
5223 Metal working production and maintenance fitters	<ul style="list-style-type: none"> • Agricultural engineer • Bench fitter • Engineering machinist • Fabricator • Installation engineer • Maintenance fitter • Mechanical engineer 	£36,400 (£18.67 per hour)	£32,760 (£16.80 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5224 Precision instrument makers and repairers	<ul style="list-style-type: none"> • Calibration engineer • Horologist • Instrument maker • Instrument mechanic • Instrument technician • Optical technician • Precision engineer • Watchmaker 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5225 Air-conditioning and refrigeration installers and repairers	<ul style="list-style-type: none"> • Air conditioning engineer • Air conditioning fitter • Refrigeration engineer • Refrigeration technician • Service engineer (refrigeration) 	£39,800 (£20.41 per hour)	£35,820 (£18.37 per hour)	£31,840 (£16.33 per hour)	£30,960 (£15.88 per hour)	No
5231 Vehicle technicians, mechanics and electricians	<ul style="list-style-type: none"> • Auto electrician • Car mechanic • HGV mechanic • Mechanic (garage) • MOT tester • Motor mechanic • Motor vehicle technician • Technician (vehicles) • Vehicle technician 	£32,000 (£16.41 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5232 Vehicle body builders and repairers	<ul style="list-style-type: none"> • Bodyshop technician • Car body repairer • Coach builder • Panel beater • Restoration technician (vehicles) 	£32,400 (£16.62 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

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

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

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

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

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

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Slaughterman 					
5432 Bakers and flour confectioners	<ul style="list-style-type: none"> • Baker • Baker’s assistant • Bakery manager • Cake decorator • Confectioner 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5433 Fishmongers and poultry dressers	<ul style="list-style-type: none"> • Butcher (fish, poultry) • Filleter (fish) • Fish processor • Fishmonger • Poultry processor • Process worker (fish, poultry) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5434 Chefs	<ul style="list-style-type: none"> • Chef • Chef-manager • Food stylist • Head chef • Pastry chef 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5436 Catering and bar managers	<ul style="list-style-type: none"> • Bar manager • Catering manager • Floor manager (restaurant) • Kitchen manager • Steward (club) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5441 Glass and ceramics makers, decorators and finishers	<ul style="list-style-type: none"> • Ceramic artist • Glass blower • Potter (ceramics mfr) • Pottery worker • Sprayer (ceramics mfr) • Stained glass artist 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5442 Furniture makers and other craft woodworkers	<ul style="list-style-type: none"> • Antiques restorer • Cabinet maker • Coffin maker • Furniture restorer • Joiner (cabinet making) • Picture framer • Sprayer (furniture mfr) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5443 Florists	<ul style="list-style-type: none"> • Floral assistant • Floral designer 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
	<ul style="list-style-type: none"> • Florist • Flower arranger 	per hour)	per hour)	per hour)	per hour)	
5449 Other skilled trades not elsewhere classified	<ul style="list-style-type: none"> • Diamond moulder • Engraver • Goldsmith • Paint sprayer • Piano tuner • Sign maker (electric signs) • Silversmith • Wig maker 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
6111 Early education and childcare assistants	<ul style="list-style-type: none"> • Child care assistant • Crèche assistant • Nursery assistant • Nursery nurse • Playgroup assistant • Pre-school assistant 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
6114 Childminders	<ul style="list-style-type: none"> • Baby sitter • Childminder • Mother’s help • Nurse maid 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
6117 Playworkers	<ul style="list-style-type: none"> • Afterschool club coordinator • Play leader • Playworker • School club leader 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
6129 Animal care services occupations not elsewhere classified	<ul style="list-style-type: none"> • Animal technician • Canine beautician • Dog walker • Groom • Kennel assistant • Stable hand • Veterinary nursing assistant 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
6134 Houseparents and residential wardens	<ul style="list-style-type: none"> • Foster carer • House matron • House parent • Residential care officer • Warden (care/residential home) 	£31,200 (£16.00 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
6135 Care	<ul style="list-style-type: none"> • Care assistant 	£30,960	£30,960	£30,960	£30,960	No

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

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

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

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

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

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

Going rates in Table 2 are per year and based on a 37.5-hour working week. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant’s sponsor. Options F to J refer to the points options set out in Appendix Skilled Worker.

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

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

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

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

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