

Table 1 – applicable SOC Codes and going rates for new applicants under the Skilled Worker route relying on a Certificate of Sponsorship assigned on or after 4 April 2024

Note: Going rates 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.

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 mining and energy	<ul style="list-style-type: none"> • Operations manager (mining, water & energy) • Quarry manager • Service manager (public utilities) 	£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
1131 Financial managers and directors	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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

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)?
1133 Public relations and communications directors	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Chief Information officer • IT Director • Managing director (computer services) • Programme manager (computing) • Technical director (computer services) 	£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
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

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)?
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
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) 	£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

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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 • Travel manager 	£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
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

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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
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

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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) • Owner (management 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
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

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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 • Geographer • GIS analyst • Historian • Political researcher • Social scientist 	£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
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

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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 engineers	<ul style="list-style-type: none"> • Electrical design engineer • Electrical engineer (professional) • Electrical surveyor • Equipment engineer • Power engineer • Signal engineer (professional, railways) 	£53,500 (£27.44 per hour)	£48,150 (£24.69 per hour)	£42,800 (£21.95 per hour)	£37,450 (£19.21 per hour)	Yes

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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

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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

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2136 IT quality and testing professionals	<ul style="list-style-type: none"> • IT auditor • Quality analyst (computing) • Software testing consultant • Systems tester (computing) • Test analyst (computing) • Test engineer (professional, software) 	£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
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

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2152 Environment professionals	<ul style="list-style-type: none"> • Energy manager • Environmental consultant • Environmental engineer • Environmental protection officer • Environmental technician • Flood risk manager • Water quality scientist 	£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
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 classified	<ul style="list-style-type: none"> • Adult education tutor • Ballet teacher (qualified) • Music teacher • Private tutor • Voice coach 	£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

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)?
2322 Education managers	<ul style="list-style-type: none"> • Business school manager • Dean (further education) • Provost (higher education, university) • Registrar (educational establishments) • Vice chancellor (university) 	£40,700 (£20.87 per hour)	£36,630 (£18.78 per hour)	£32,560 (£16.70 per hour)	£30,960 (£15.88 per hour)	Yes
2323 Education advisers and school inspectors	<ul style="list-style-type: none"> • Advisory teacher • Assessor (further, higher education) • Curriculum adviser • Early years adviser • Education officer • School inspector 	£37,500 (£19.23 per hour)	£33,750 (£17.31 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
2324 Early education and childcare services managers	<ul style="list-style-type: none"> • After school club manager • Childcare manager (day nursery) • Nursery manager (day nursery) • Pre-school manager 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	Yes
2329 Other educational professionals not elsewhere classified	<ul style="list-style-type: none"> • Active schools coordinator • Education administrator (further, higher education) • Exam marker • International recruitment officer (university) 	£43,100 (£22.10 per hour)	£38,790 (£19.89 per hour)	£34,480 (£17.68 per hour)	£30,960 (£15.88 per hour)	Yes
2411 Barristers and judges	<ul style="list-style-type: none"> • Advocate • Barrister • Chairman (appeals tribunal, inquiry) • Coroner • Crown prosecutor • District judge • Legal advocate • Sherriff (Scottish Courts) 	£52,400 (£26.87 per hour)	£47,160 (£24.18 per hour)	£41,920 (£21.50 per hour)	£36,680 (£18.81 per hour)	Yes
2412 Solicitors and lawyers	<ul style="list-style-type: none"> • Lawyer • Managing clerk (qualified solicitor) • Solicitor • Solicitor-partner • Solicitor to the council 	£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)?
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 consultants and business analysts	<ul style="list-style-type: none"> • Business adviser • Business consultant • Business continuity manager • Digital business analyst • Financial risk analyst • Management 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)?
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/chart ered 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) • Service manager (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)?
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 officers	<ul style="list-style-type: none"> • Inspector (National Probation Service) • Probation officer • Youth justice officer 	£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

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)?
2464 Youth work professionals	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> • 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 • Housing officer • Housing support officer 	£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)?
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 officer)	<ul style="list-style-type: none"> • Custodial manager • Prison custodial officer • Prison escort officer • Prison officer • Prison warden 	£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)?
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 • Musician • Organist • Pianist • Song writer • Violinist 	£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

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)?
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

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)?
3549 Business associate professionals not elsewhere classified	<ul style="list-style-type: none"> • Business support officer • Marine consultant • Methods engineer • O&M consultant • Party agent (political party) 	£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
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 • Exhibition organiser • Hospitality manager • Production manager (corporate hospitality) 	£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)?
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 and officers	<ul style="list-style-type: none"> • Asbestos surveyor • Health and safety officer • Occupational hygienist • Safety consultant • 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)?
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) • Tool engineer • Tool fitter • Tool maker 	£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)?
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) • Vehicle builder 	£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)?
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 and electronic trades supervisors	<ul style="list-style-type: none"> • Electrical supervisor • Maintenance supervisor (manufacturing) • Service manager (garage) • Workshop manager 	£38,400 (£19.69 per hour)	£34,560 (£17.72 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
5311 Steel erectors	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Gas engineer • Heating and ventilating engineer • Heat pump installer • Meter installer (water) • Plumber • Plumbing and heating engineer • Stove repairer (gas stoves) • Ventilation fitter 	£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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Glass Cutter • Glazier 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)	Eligible for PhD points (SW)?
fabricators and fitters	<ul style="list-style-type: none"> • Installer (double glazing) • Service engineer (windows) • Window fabricator • Window fitter 	per hour)	per hour)	per hour)	per hour)	
5319 Construction and building trades not elsewhere classified	<ul style="list-style-type: none"> • Builder • Building contractor • Fencer • Fireplace fitter • Maintenance manager (buildings and other structures) • Property developer (building construction) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5321 Plasterers	<ul style="list-style-type: none"> • Dry liner • Fibrous plasterer • Plasterer • Plastering contractor 	£32,400 (£16.62 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5322 Floorers and wall tilers	<ul style="list-style-type: none"> • Carpet fitter • Ceramic tiler • Flooring contractor • Mosaic floor layer 	£32,600 (£16.72 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5323 Painters and decorators	<ul style="list-style-type: none"> • Artexer • French polisher • Paper hanger • Ship sprayer • Wood stainer 	£38,100 (£19.54 per hour)	£34,290 (£17.58 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5330 Construction and building trades supervisors	<ul style="list-style-type: none"> • Builder’s foreman • Construction foreman • Construction supervisor • Maintenance supervisor • Site foreman 	£38,100 (£19.54 per hour)	£34,290 (£17.58 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5411 Upholsterers	<ul style="list-style-type: none"> • Curtain fitter • Curtain maker • Soft furnisher • Trimmer (furniture mfr) • Upholsterer 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
5412 Footwear and leather	<ul style="list-style-type: none"> • Cobbler • Leather worker (leather goods 	£30,960 (£15.88	£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 • Slaughterman	£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)?
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 • Florist • Flower arranger 	£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)?
5449 Other skilled trades not elsewhere classified	<ul style="list-style-type: none"> • Diamond mounter • Engraver • Goldsmith • Paint sprayer • Piano tuner • Sign maker (electric signs) • Silversmith • Wig maker 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
6111 Early education and childcare assistants	<ul style="list-style-type: none"> • Child care assistant • Crèche assistant • Nursery assistant • Nursery nurse • Playgroup assistant • Pre-school assistant 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
6114 Childminders	<ul style="list-style-type: none"> • Baby sitter • Childminder • Mother’s help • Nurse maid 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
6117 Playworkers	<ul style="list-style-type: none"> • Afterschool club coordinator • Play leader • Playworker • School club leader 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
6129 Animal care services occupations not elsewhere classified	<ul style="list-style-type: none"> • Animal technician • Canine beautician • Dog walker • Groom • Kennel assistant • Stable hand • Veterinary nursing assistant 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No
6134 Houseparents and residential wardens	<ul style="list-style-type: none"> • Foster carer • House matron • House parent • Residential care officer • Warden (care/residential home) 	£31,200 (£16.00 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	No

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>6135 Care workers and home carers – Jobs with a working location in England are only eligible in this SOC 2020 occupation code where the sponsor holds registration with the Care Quality Commission and is currently carrying on a regulated activity.</p> <p>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"> • Care assistant • Carer • Child care worker • Home care assistant • Home carer • Support worker (nursing home) 	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	
<p>6136 Senior care workers – Jobs with a working location in England are only eligible in this SOC 2020 occupation code where the sponsor holds registration with the Care Quality Commission and is currently carrying on a regulated activity.</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) 	£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)?
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 inspectors and testers	<ul style="list-style-type: none"> • Quality assurance inspector • Quality auditor • Quality controller • Quality inspector • Test engineer 	£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)?
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 not have been gained through working illegally.	<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
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