



**STATEMENT OF
CHANGES
IN IMMIGRATION RULES**

Laid before Tynwald on 18th November 2014 under section 3(2) of the
Immigration Act 1971 (an Act of Parliament as extended to the Isle of Man by the
Immigration (Isle of Man) Order 2008 (SI 2008 no. 680))

STATEMENT OF CHANGES IN IMMIGRATION RULES

The Council of Ministers has made the following changes to the Rules laid down by it as to the practice to be followed in the administration of the Immigration Act 1971¹ (of Parliament) as it has effect in the Isle of Man² for regulating entry into and the stay of persons in the Isle of Man and contained in the Statement laid before Tynwald on 17th May 2005³.

These changes take effect on 20 October 2014. However; if an applicant has made an application for entry clearance or leave before 20 October 2014 and the application has not been decided before that date, it will be decided in accordance with the rules in force on 19 October 2014.

Changes

1. In paragraph 6, delete:

“Under Part 6A and Appendix A of these Rules, "**working for the same employer**" includes working for the business or concern in respect of which employment the earlier grant of leave was granted where that business or concern has, since that date, merged with, or been taken over by, another entity.”.

and substitute:

“Under Part 6A and Appendix A of these Rules, working for "**the same employer**" or "**the same Sponsor**" includes working for a different employer or Sponsor in circumstances which constitute a “relevant transfer” under arrangements approved by the Department of Economic Development for transferring business ownership, provided the worker’s duties remain unchanged.”.

¹ 1971 c. 77

² See the Immigration (Isle of Man) Order 2008 (S.I. 2008 No 680)

³ S.D. 62/05 amended by S.D.692/05, S.D. 442/06, S.D. 547/06, S.D. 781/06, S.D. 871/06, S.D. 124/07, S.D. 303/07, S.D. 534/07, S.D. 02/08, S.D. 500/08, GC 32/09, GC 35/09, GC 14/10, GC 26/10, GC 02/11, SD 518/11, SD 40/12, SD 0288/12, SD 0625/12, SD 0657/12, SD250/13, SD 302/13, SD 345/13, SD 2014/0004, SD 2014/0082, SD 2014/0241 and SD 2014/0314.

2. In paragraph 6, after the definition of “Training Programme”, insert:
“Under Part 6A of these Rules “Overseas Government Language Programme” means an overseas Government sponsored professional language development programme under the Government Authorised Exchange Scheme where the migrant delivers language training and participates in a cultural exchange programme that is fully or partially paid for by the overseas government or an organisation affiliated to an overseas government.”.
3. In paragraph 6:
In the definition of ‘**Certificate of Sponsorship Checking Service**’, delete “Part 6A” and insert “Parts 6A and 9”.
4. After the definition of ‘**conviction**’ insert:
““**curtailment**”, in relation to the curtailment of a person’s leave to enter or remain in the Isle of Man, means curtailing their leave such that they will have a shorter period of, or no, leave remaining.”.
5. In paragraph 6 after the definition of “**present and settled**” insert:
“For the purposes of an application as a fiancé(e) or proposed civil partner under paragraphs 290-295 or Appendix FM, an EEA national who holds a document certifying permanent residence issued under the 2006 EEA Regulations in the UK or the 2009 EEA Regulations in the Isle of Man is to be regarded as present and settled in the Isle of Man.”.
6. At the end of paragraph 6 delete:
“For the purposes of an application as a fiancé(e) or proposed civil partner under Appendix FM, an EEA national who holds a registration certificate or a document certifying permanent residence issued under the 2006 EEA Regulations in the UK or 2009 EEA Regulations in the Isle of Man (including an EEA national who holds a residence permit issued under the Immigration (European Economic Area) Regulations 2000 which is treated as if it were such a certificate or document by virtue of Schedule 4 to the 2006 EEA Regulations) is to be regarded as present and settled in the Isle of Man.”.
7. Delete paragraph 135G and substitute:
“Requirements for indefinite leave to remain as a highly skilled migrant
135G. The requirements for indefinite leave to remain for a person who has been granted leave as a highly skilled migrant are that the applicant:
(a) has spent a continuous period of 5 years lawfully in the Isle of Man; and

(b) on the date that the continuous period of 5 years ends, has leave as a highly skilled migrant, and has spent the remainder of the period with leave as a highly skilled migrant or a work permit holder; and

(c) throughout the 5 years spent in the Isle of Man, has maintained and accommodated himself and any dependants adequately without recourse to public funds; and

(d) is lawfully economically active in the Isle of Man in employment, self-employment or a combination of both; and

(e) has demonstrated sufficient knowledge of the English language and sufficient knowledge about life in the United Kingdom and Islands, in accordance with Appendix KoLL; and

(f) does not fall for refusal under the general grounds for refusal; and

(g) must not be in the Isle of Man in breach of immigration laws except that any period of overstaying for a period of 28 days or less will be disregarded; and

(h) has made the application for indefinite leave to remain before 6 April 2018.”.

8. After paragraph 245CA(g), insert:

“(h) The application for leave to remain must have been made before 6 April 2015.”.

9. Delete paragraph 245CD(d)-(j) and substitute:

“(d) The continuous period is 5 years,

(e) If the applicant has or has had leave as a Highly Skilled Migrant, a Writer, Composer or artist, a self-employed lawyer or as a Tier 1 (General) Migrant under the Rules in place before 26 July 2010, and has not been granted leave in any categories other than these under the Rules in place since 26 July 2010, the applicant must have 75 points under paragraphs 7 to 34 of Appendix A.

(f) not used

(g) in all cases other than those referred to in (e) or (f) above, the applicant must have 80 points under paragraphs 7 to 34 of Appendix A.

(h) The applicant must have sufficient knowledge of the English language and sufficient knowledge about life in the United Kingdom, in accordance with Appendix KoLL of these Rules,

(i) The applicant must not be in the Isle of Man in breach of immigration laws except that any period of overstaying for a period of 28 days or less will be disregarded

(j) The applicant must provide the specified documents in paragraph 245CD-SD to evidence the reason for the absences set out in paragraph 245AAA,”.

10. After paragraph 245D(b), insert:

“(c) Where paragraphs 245D to 245DF and paragraphs 35 to 53 of Appendix A, refer to money remaining available to the applicant until such time as it is spent for the purposes of his business or businesses:

(i) ‘Available’ means that the funds are:

- (1) in the applicant’s own possession,
- (2) in the financial accounts of a Isle of Man incorporated business of which he is the director, or
- (3) available from the third party or parties named in the application under the terms of the declaration(s) referred to in paragraph 41-SD(b) of Appendix A.

(ii) ‘Spent’ excludes spending on:

- (1) the applicant’s own remuneration,
- (2) buying the business from a previous owner, where the money goes to that previous owner rather than into the business,
- (3) investing in other businesses, and
- (4) any spending which is not directly for the purpose of establishing or running the applicant’s own business or businesses.”.

11. Delete paragraph 245DB(f)(iii) and substitute:

“(iii) that the money referred to in Table 4 of Appendix A is genuinely available to the applicant, and will remain available to him until such time as it is spent for the purposes of his business or businesses.”.

12. After paragraph 245DB(j), insert:

“(k) The applicant must be at least 16 years old.

(l) Where the applicant is under 18 years of age, the application must be supported by the applicant's parents or legal guardian or by one parent if that parent has sole legal responsibility for the child.

(m) Where the applicant is under 18 years of age, the applicant's parents or legal guardian, or one parent if that parent has sole legal responsibility for the child, must confirm that they consent to the arrangements for the applicant's care in the Isle of Man.”.

13. Delete paragraph 245DD(h)(iii) and substitute:

“(iii) the money referred to in Table 4 of Appendix A is genuinely available to the applicant, and will remain available to him until such time as it is spent for the purposes of his business or businesses.”.

14. After paragraph 245DD(m), insert:

“(n) The applicant must be at least 16 years old.

(o) Where the applicant is under 18 years of age, the application must be supported by the applicant's parents or legal guardian or by one parent if that parent has sole legal responsibility for the child.

(p) Where the applicant is under 18 years of age, the applicant's parents or legal guardian, or one parent if that parent has sole legal responsibility for the child, must confirm that they consent to the arrangements for the applicant's care in the Isle of Man.”.

15. Delete paragraph 245DE(c)(ii) and substitute:

“(ii) the funds referred to in the relevant sections of Appendix A cease to be available to him, except where they have been spent for the purposes of his business or businesses.”.

16. After paragraph 245EB(c), insert:

“(d) The applicant must be at least 16 years old and the assets and investment he is claiming points for must be wholly under his control.

(e) Where the applicant is under 18 years of age, the application must be supported by the applicant's parents or legal guardian or by one parent if that parent has sole legal responsibility for the child.

(f) Where the applicant is under 18 years of age, the applicant's parents or legal guardian, or one parent if that parent has sole legal responsibility for the child, must confirm that they consent to the arrangements for the applicant's care in the Isle of Man.”.

17. After paragraph 245ED(d), insert:

“(e) The applicant must be at least 16 years old and the assets and investment he is claiming points for must be wholly under his control.

(f) Where the applicant is under 18 years of age, the application must be supported by the applicant's parents or legal guardian or by one parent if that parent has sole legal responsibility for the child.

(g) Where the applicant is under 18 years of age, the applicant's parents or legal guardian, or one parent if that parent has sole legal responsibility for the child, must confirm that they consent to the arrangements for the applicant's care in the Isle of Man.”.

18. After new paragraph 245ED(g), renumber following sub-paragraph (e) as (h).
19. Delete paragraph 245FB(f) and substitute:
“(f) An applicant who is applying for leave to remain and has, or was last granted, entry clearance or leave to remain as a Tier 2 (General) Migrant must have been granted leave to work as a post-doctoral researcher for the same institution which is endorsing his application as a Tier 1 (Graduate Entrepreneur) Migrant.”.
20. In paragraph 245GB(e)(iii), delete “£152,100” and substitute “£153,500”.
21. Delete paragraph 245GC(a) to (c) and substitute:
“245GC. Period and conditions of grant
(a) Entry clearance will be granted for whichever is the shorter of:
(i) a period equal to the length of the period of engagement plus 1 month, or
(ii) the maximum time, as set out in (b).
(b) The maximum time referred to in (a)(ii) is:
(i) 6 months, if the applicant is applying in the Skills Transfer subcategory,
(ii) 12 months, if the applicant is applying in either of the Graduate Trainee or Short Term Staff sub-categories, or
(iii) 5 years and 1 month, if the applicant is applying in the Long Term Staff sub-category.”.
22. In paragraph 245GC, renumber following sub-paragraphs (d) and (e) as (c) and (d) respectively.
23. Delete paragraph 245GE and substitute:
“245GE. Period and conditions of grant
(a) Leave to remain will be granted for whichever of the following is the shortest:
(i) the length of the period of engagement plus 14 days,
(ii) 5 years, or
(iii) the difference between the continuous period of leave that the applicant has already been granted (notwithstanding any breaks between periods of leave of up to 28 days) as a Tier 2 (Intra- Company Transfer) Migrant, and the maximum time, as set out in (b). If the calculation of period of leave comes to zero or a negative number, leave to remain will be refused.
(b) The maximum time referred to in (a)(iii) is:
(i) 6 months, if the applicant is applying in the Skills Transfer subcategory,

(ii) 12 months, if the applicant is applying in either of the Graduate Trainee or Short Term Staff sub-categories,

(iii) 5 years, if:

(1) the applicant is applying in the Long Term Staff subcategory,

(2) the Certificate of Sponsorship Checking Service entry records that the applicant's gross annual salary (including such allowances as are specified as acceptable for this purpose in paragraph 75 of Appendix A) to be paid by the Sponsor is less than £153,500, (or £152,100 if the Certificate of Sponsorship used in support of the application was assigned to him before 20 October 2014) and

(3) Paragraph (v) below does not apply,

(iv) 9 years, if:

(1) the applicant is applying in the Long Term Staff subcategory,

(2) the Certificate of Sponsorship Checking Service entry records that the applicant's gross annual salary (including such allowances as are specified as acceptable for this purpose in paragraph 75 of Appendix A) to be paid by the Sponsor is £153,500, (or £152,100 if the Certificate of Sponsorship used in support of the application was assigned to him before 20 October 2014) or higher, and

(3) Paragraph (v) below does not apply, or

(v) No limit, if the applicant:

(1) is applying in the Long Term Staff sub-category,

(2) previously had leave as a Tier 2 (Intra-Company Transfer) Migrant under the Rules in place before 1st March 2012 or as a Qualifying Work Permit Holder, and

(3) has not been granted entry clearance in this or any other route since the grant of leave referred to in (2) above.

(c) In addition to the period in (a), leave to remain will be granted for the period between the date that the application is decided and the date that the Certificate of Sponsorship Checking Service records as the start date of employment in the Isle of Man, provided this is not a negative value.

(d) Leave to remain will be granted subject to the following conditions:

(i) no recourse to public funds,

(ii) registration with the police, if this is required by paragraph 326, and

(iii) no employment except:

(1) working for the sponsor in the employment that the Certificate of Sponsorship Checking Service records that the migrant is being sponsored to do, subject to any notification of a change to the details of that employment, other than prohibited changes as defined in paragraph 323AA,

(2) supplementary employment, and

(3) voluntary work.”.

24. In paragraph 245HB(g)(ii), delete “£152,100” and substitute “£153,500”.

25. In paragraph 245HB(l), delete “£152,100” and substitute “£153,500”.

26. Delete paragraph 245HC (a) – (c) and substitute:

“245HC. Period and conditions of grant

(a) Entry clearance will be granted for whichever of the following is the shorter:

(i) a period equal to the length of the period of engagement plus 1 month, or

(ii) the maximum time, as set out in (b).

(b) The maximum time referred to in (a)(ii) is:

(i) 5 years and 1 month, if the applicant is applying as a Tier 2 (General) Migrant; or

(ii) 3 years and 1 month, if the applicant is applying as a Tier 2 (Minister of Religion) Migrant or a Tier 2 (Sportsperson) Migrant.”.

27. In paragraph 245HC, renumber following sub-paragraphs (d) to (f) as (c) to (e) respectively.

28. In paragraph 245HD(k)(iii), delete “£152,100” and substitute “£153,500”.

29. In paragraph 245HD(o), delete “£152,100” and substitute “£153,500”.

30. Delete paragraph 245HE(a)-(f) and substitute:

“245HE. Period and conditions of grant

(a) Leave to remain will be granted for whichever of the following is the shortest:

(i) the length of the period of engagement plus 14 days,

(ii) 5 years if the applicant is applying as a Tier 2 (General) Migrant, or

(iii) 3 years if the applicant is applying as a Tier 2 (Minister of Religion) Migrant or a Tier 2 (Sportsperson) Migrant, or

(iv) except where (b) applies, the difference between the continuous period of leave that the applicant has already been granted (notwithstanding any breaks between periods of leave of up to 28 days) as a Tier 2 Migrant, and 6

years. If the calculation of period of leave comes to zero or a negative number, leave to remain will be refused.

(b) The 6 year restriction set out in (a)(iv) will not apply if the applicant:

(i) previously had leave under the Rules in place before 6 June 2011 as:

- (1) a Tier 2 (General) Migrant,
- (2) a Tier 2 (Minister of Religion) Migrant,
- (3) a Tier 2 (Sportsperson) Migrant,
- (4) a Jewish Agency Employee,
- (5) a Member of the Operational Ground Staff of an Overseas-owned Airline,
- (6) a Minister of Religion, Missionary or Member of a Religious Order,
- (7) a Qualifying Work Permit Holder, or
- (8) a Representative of an Overseas Newspaper, News Agency or Broadcasting Organisation, and

(ii) has not been granted entry clearance as a Tier 2 (General) Migrant, Tier 2 (Minister of Religion) Migrant or Tier 2 (Sportsperson) Migrant under the Rules in place from 6 June 2011, and

(iii) has not been granted entry clearance, leave to enter or leave to remain in any other category since the grant of leave referred to in (i) above.

(c) In addition to the period in (a), leave to remain will be granted for the period between the date that the application is decided and the date that the Certificate of Sponsorship Checking Service records as the start date of employment in the Isle of Man, provided this is not a negative value.”.

31. In paragraph 245HE, renumber following sub-paragraphs (g) and (h) as (d) and (e) respectively.
32. In paragraph 245ZP (d), delete “for a Research Programme or Training Programme” and substitute “for a Research Programme, Training Programme or Overseas Government Language Programme”.
33. In paragraph 245ZR(b)(ii) delete “or Training Programme” and substitute “ , Training Programme or Overseas Government Language Programme”.
34. At paragraph 245ZV(k) delete “245ZV(k) will not be applied to a national or the rightful holder of a qualifying passport issued by one of the relevant competent authorities listed in Appendix H.”.

35. At paragraph 245ZX(o) delete “245ZX(o) will not be applied to a national or the rightful holder of a qualifying passport issued by one of the relevant competent authorities listed in Appendix H.”.
36. At paragraph 245ZZE (ii) (4), delete “lawfully allowed to be” and substitute “settled”.
37. After paragraph A277B(c) insert:
“(d) Except sub-paragraph (c) does not apply to a person last granted leave as the family member of a Relevant Points Based System Migrant.”.
38. In paragraph A280(b), amend the table entry for 309A-316F, as follows:
(i) for “Where the applicant” on the first occasion it occurs substitute: “Where: (1) the applicant:”.
(ii) after the third bullet point (“is applying on or after 9 July 2012”) in that paragraph insert: “; and (2) the “other parent” mentioned in paragraph 314(i)(a), or one of the prospective parents mentioned in paragraph 316A(i)(d) or (e), has or is applying for entry clearance or limited leave to remain as a partner under Appendix FM,”; and (iii) after “is seeking admission” insert “, but otherwise has or is applying for entry clearance or limited leave to remain as a partner under Appendix FM,”.
39. Delete paragraph 284(i) and substitute:
“(i) the applicant has or was last granted limited leave to enter or remain in the Isle of Man which meets the following requirements:
(a) The leave was given in accordance with any of the provisions of these Rules; and
(b) The leave was granted for a period of 6 months or more, unless it was granted as a fiancé(e) or proposed civil partner; and
(c) The leave was not as the spouse, civil partner, unmarried or same-sex partner of a Relevant Points Based System Migrant; and”.
40. Delete paragraph 290A.
41. Delete paragraph 295D(i) and substitute:
“(i) the applicant has or was last granted limited leave to enter or remain in the Isle of Man which was given in accordance with any of the provisions of these Rules, unless:
(a) as a result of that leave he would not have been in the Isle of Man beyond 6 months from the date on which he was admitted to the Isle of Man; or
(b) the leave was granted as the unmarried or same-sex partner of a Relevant Points Based System Migrant; and”.

42. At the end of paragraph 298(ii)(b) insert: “; or (e) was last given limited leave to remain under paragraph 298A; and”.
43. At the end of paragraph 298(vi) insert “; and.”
44. After paragraph 298 insert:
“298A. If an applicant does not meet the requirements of paragraph 298 only because:
(a) the applicant does not meet the requirement in paragraph 298(vi) by reason of a sentence or disposal of a type mentioned in paragraph 322(1C)(iii) or (iv); or
(b) an applicant aged 18 or over does not meet the requirement in paragraph 298(vii); or
(c) the applicant would otherwise be refused indefinite leave to remain under paragraph 322(1C)(iii) or (iv), the applicant may be granted limited leave to remain for a period not exceeding 30 months and subject to a condition of no recourse to public funds.”.
45. After paragraph 319D(b)(iv), insert:
“(v) no employment as a professional sportsperson (including as a sports coach).”.
46. Delete paragraph 319H(b) and substitute:
“(b) The applicant must be the child of a parent who has, or is at the same time being granted, valid entry clearance, leave to enter or remain, or indefinite leave to remain, as:
(i) a Relevant Points Based System Migrant, or
(ii) the partner of a Relevant Points Based System Migrant, or who has obtained British citizenship having previously held indefinite leave to remain as above.”.
47. Delete paragraph 319I(a) and substitute:
“(a) Entry clearance and leave to remain will be granted for:
(i) a period which expires on the same day as the leave granted to the parent whose leave expires first, or
(ii) where both parents have, or are at the same time being granted, indefinite leave to remain, or have since become British citizens, leave to remain will be granted to the applicant for a period of 3 years.”.
48. After paragraph 322(2) insert:
“(2A) the making of false representations or the failure to disclose any material fact for the purpose of obtaining a document from the Lieutenant Governor that indicates the person has a right to reside in the Isle of Man.”.

49. After paragraph 323(i) insert:
“(ia) if he uses deception in seeking (whether successfully or not) leave to remain or a variation of leave to remain; or”.
50. After paragraph 323(v) insert:
“, or (vi) if he was granted his current period of leave as the dependent of a person (“P”) and P’s leave to enter or remain is being, or has been, curtailed”.
51. At the end of paragraph 323AA(b)(i), delete “or”.
52. At the end of paragraph 323AA(b)(ii), delete “.” and substitute “, or”.
53. After paragraph 323AA(b)(ii), insert:
“(iii) the migrant is a Tier 2 (Sportsperson) Migrant or a Tier 5 (Temporary Worker) Migrant in the creative and sporting sub-category and the following conditions are met:
- (1) The migrant's sponsor is a sports club;
 - (2) The migrant is sponsored as a player only and is being temporarily loaned as a player to another sports club;
 - (3) Player loans are specifically permitted in rules set down by the relevant sports governing body listed in Appendix M;
 - (4) The migrant's sponsor has made arrangements with the loan club to enable the sponsor to continue to meet its sponsor duties; and
 - (5) The migrant will return to working for the sponsor at the end of the loan.”.
54. At the end of paragraph 323AA(h)(iv), delete “or”.
55. After paragraph 323AA(h)(iv), insert:
“(v) working for the sponsor's organisation while the migrant is not physically present in the Isle of Man, if the migrant is a Tier 2 (Intra-Company Transfer) Migrant, or”.
56. In paragraph 323AA(h), renumber following sub-paragraph (v) as (vi).
57. In Appendix 1 paragraph 1 (a) after “Bahrain” insert “(except those referred to in sub-paragraph 2(p) of this Appendix).”.
58. In Appendix 1 after paragraph 2(o) insert:
(p) “ those nationals or citizens of Bahrain who hold diplomatic and special passports issued by Bahrain when travelling to the UK for the purpose of a general visit in accordance with paragraph 41.”.
59. In Appendix 1 paragraph 1(a) after “Venezuela” omit “(except those referred to in sub paragraph 2(i) of this Appendix).”.

60. In Appendix 1 paragraph 2, delete paragraph (i).
61. In Appendix A, in paragraph 14-SD(e), delete
“UK Border Agency” and substitute “visas and immigration pages of the gov.uk”.
62. In Appendix A, at the end of paragraph 19(g)(ii)(6), delete “or”.
63. In Appendix A, at the end of paragraph 19(g)(ii)(7), delete “.” and substitute “,or”.
64. In Appendix A, after paragraph 19(g)(ii)(7), insert:
“(8) The Association of International Accountants (AIA).”.
65. In Appendix A, delete paragraph 41(d) and substitute:
“(d) The money will remain available to the applicant until such time as it is spent for the purposes of the applicant’s business or businesses. The Lieutenant Governor reserves the right to request further evidence or otherwise verify that the money will remain available, and to refuse the application if this evidence is not provided or it is unable to satisfactorily verify.”.
66. In Appendix A, in paragraph 41-SD(c), after “available to invest”, insert “, whether from the applicant’s own funds or from one or more third parties,”.
67. In Appendix A, delete paragraph 41-SD(c)(i)(10) and substitute:
“(10) for money available from any third party (if applicable) that is held in that institution, confirm that the third party has informed the institution of the amount of money it intends to make available, and that the institution is not aware of the third party having promised to make that money available to any other person,”.
68. In Appendix A, in paragraph 41-SD(d), after “all of the following specified documents” insert “, in addition to the specified documents in (c) above.”.
69. In Appendix A, in paragraph 41-SD(d)(ii), after “a legal representative” insert “who is independent from the third party or third parties,”.
70. In Appendix A, delete paragraph 41-SD(d)(ii)(5) and substitute:
“(5) the third party's name (which cannot be the legal representative themselves or their client),”.
71. In Appendix A, in paragraph 45, after “no more than 12 months”, insert “(or 24 months if the applicant was last granted leave as a Tier 1 (Graduate Entrepreneur) Migrant).”.
72. In Appendix A, in paragraph 46, after “no more than 12 months”, insert “(or 24 months if the applicant was last granted leave as a Tier 1 (Graduate Entrepreneur) Migrant).”.
73. In Appendix A, delete paragraph 46-SD(a)(ii) and substitute:

“(ii) If the applicant's business is not required to produce audited accounts, unaudited accounts and an accounts compilation report must be provided from an accountant who is a member of a Recognised Supervisory Body.”.

74. In Appendix A, at the end of paragraph 46-SD(b), insert “The accounts must be prepared and signed off in accordance with statutory requirements,”.

75. In Appendix A, delete paragraph 53 and substitute:

“53. (a) No points will be awarded for funds that are made available to any individual other than the applicant, except:

(i) under the terms of paragraph 52 above; or

(ii) where the money is held in a joint account with the applicant’s spouse, civil partner or partner (defined as a person who has been living together with the applicant in a relationship akin to marriage or civil partnership for at least two years prior to the date of the application), and that spouse or partner is not (or is not applying to be) another Tier 1 (Entrepreneur) Migrant.

(b) No points will be awarded for investment and business activity shared with another Tier 1 (Entrepreneur) applicant, except under the terms of paragraph 52 above.

(c) If the applicant is not the sole partner or director in the business, he must state:

(i) the names of the other partners or directors,

(ii) whether any of the other partners or directors are also Tier 1 (Entrepreneur) Migrants, and

(iii) if so:

(1) the dates they became partners or directors,

(2) whether they are applying under the provisions in paragraph 52 above, and

(3) if they have made (or are making at the same time) an application in which they claimed points for creating jobs, the names of the jobholders in question.”.

76. In Appendix A, delete the last row of Table 8 and substitute:

(i) The investment referred to above was made:

(1) within 3 months of the applicant’s entry to the Isle of Man, if he was granted entry clearance as a Tier 1 (Investor) Migrant and there is evidence to establish his date of entry to the Isle of Man, unless there are exceptionally compelling reasons for the delay in investing, or

(2) within 3 months of the date of the grant of entry clearance or leave to remain as a Tier 1 (Investor) Migrant, unless there are exceptionally compelling reasons for the delay in investing, or

(3) no earlier than 12 months before the date of the application which led to the first grant of leave as a Tier 1(Investor) Migrant, and in each case the investment has been maintained for the whole of the remaining period of that leave; or

(ii) The migrant has, or was last granted, entry clearance, leave to enter or leave to remain as an Investor. Reasons for delay in investing must be unforeseeable and outside the applicant’s control. Delays caused by the applicant failing to take timely action will not be accepted.”.

77. In Appendix A, in paragraph 65-SD(a)(vii), delete “accountant’s certificate” and substitute “accounts compilation report”.

78. In Appendix A, in paragraph 65-SD(b)(iii), delete “which clearly show” and substitute “which have been prepared and signed off in accordance with statutory requirements, and clearly show”.

79. In Appendix A, delete Table 10 and substitute:

“Table 10

Criterion	Points
<p>(a) The applicant has been endorsed by an Isle of Man Higher Education Institution which:</p> <p>(i) has Highly Trusted Sponsor status under Tier 4 of the Points- Based System,</p> <p>(ii) is an A-rated Sponsor under Tier 2 of the Points-Based System if a Tier 2 licence is held,</p> <p>(iii) is an A-rated Sponsor under Tier 5 of the Points-Based System if a Tier 5 licence is held,</p> <p>(iv) has degree-awarding powers, and</p> <p>(v) has established processes and competence for identifying, nurturing and developing entrepreneurs among its undergraduate and postgraduate population;</p> <p>or</p> <p>(b) not used”.</p>	<p>25</p>

<p>The endorsement must confirm that the endorsing body has assessed the applicant and considers that:</p> <ul style="list-style-type: none"> (a) the applicant has a genuine and credible business idea, and (b) the applicant will spend the majority of his working time on developing business ventures, and (c) if the applicant is applying for leave to remain and his last grant of leave was as a Tier 1 (Graduate Entrepreneur), he has made satisfactory progress in developing his business since that leave was granted.”. 	25
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80. In Appendix A, in paragraph 70(b), delete “the UK Border Agency” and substitute “the entry clearance officer or the Lieutenant Governor”.
81. In Appendix A, delete paragraph 70(c)(x) and substitute:
“(x) the name, level and date of award of the applicant's qualification, unless this was shown in a previous successful Tier 1 (Graduate Entrepreneur) application,”.
82. In Appendix A, delete paragraph 71 and substitute:
“71. Points will be awarded for a degree qualification if the endorsement:
(a) is by the UK Higher Education Institution which awarded the qualification; and
(b) contains the specified details of the qualification, as set out in paragraph 70(c).”.
83. In Appendix A, at the end of paragraph 74B(b), delete “or”.
84. In Appendix A, at the end of paragraph 74B(c), delete “.” and substitute “, or”.
85. In Appendix A, delete paragraph 74C and substitute:
“74C. (a) if the applicant is applying as a Tier 2 (Intra-Company Transfer) Migrant in either the Short Term Staff or Long Term Staff subcategories, no points will be awarded for a Certificate of Sponsorship unless:
(i) the Certificate of Sponsorship Checking Service entry confirms that the applicant has been working for the Sponsor for at least 12 months as specified in paragraphs (b) and (c) below and,
(ii) the applicant provides, if requested to do so, the specified documents as set out in paragraph 74C-SD(a) below, unless he was last granted leave to work for the same Sponsor in the same sub-category as he is currently applying under. The application may be granted without these specified documents, but the Isle of Man Immigration office reserves the right to request the specified documents, and to refuse applications if these

documents are not received at the address specified in the request within 7 working days of the date of the request.

(b) Throughout the 12 months referred to in paragraph (a)(i) above, the applicant must have been working for the Sponsor:

(i) outside the Isle of Man, or

(ii) in the Isle of Man, provided he had leave to work for the Sponsor as:

(1) a Tier 2 (Intra-Company Transfer) Migrant in either of the Short Term Staff or Long Term Staff sub-categories,

(2) a Tier 2 (Intra-Company Transfer) Migrant in the established staff sub-category under the rules in place before 6 June 2011,

(3) a Tier 2 (Intra-Company Transfer) Migrant under the rules in place before 6 June 2011,

(4) a Qualifying Work Permit Holder (provided that the work permit was granted because the holder was the subject of an Intra-Company Transfer), and/or

(5) a representative of an Overseas Business, and

(c) The 12 months referred to in paragraph (a)(i) above is:

(i) a continuous period of 12 months immediately prior to the date of application, or

(ii) an aggregated period of at least 12 months within the 24 month period immediately prior to the date of application, if at some point within the 12 months preceding the date of application, the applicant has been:

(1) on maternity, paternity or adoption leave,

(2) on long-term sick leave lasting one month or longer, or

(3) working for the Sponsor in the Isle of Man as a Tier 2 (Intra-Company Transfer) Migrant in either of the Graduate Trainee or Skills Transfer sub-categories, and if requested to provide the specified documents set out in paragraph 74C-SD(a) below, also provides, at the same time, the specified documents as set out in paragraph 74C-SD(c) below, or

(iii) an aggregated period of at least 12 months during the time the applicant has been continuously working for the Sponsor, if at some point within the 12 months preceding the date of application, the applicant has been working in the Isle of Man for the Sponsor lawfully under any other category of these Rules not listed in paragraph (b)(ii) above.”.

86. In Appendix A, in paragraph 75A, delete “£40,600” and substitute “£41,000”.

87. In Appendix A, in paragraph 75B, delete “£24,300” and substitute “£24,500”.
88. In Appendix A, in the fourth row of Table 11B, delete “at least £71,000 per year (or £70,000 per year if the job was advertised before 6 April 2013)” and substitute “at least £71,600 per year (or £71,000 per year if the job was advertised before 20 October.2014)”.
89. In Appendix A, in the penultimate row of Table 11B, delete “1 October 2013” and substitute “1 October 2014”.
90. In Appendix A, in paragraph 78C(a), delete “£152,100 (or £150,000, if the recruitment took place before 6 April 2013)” and substitute “£153,500 (or £152,100, if the recruitment took place before 20 October 2014)”.
91. In Appendix A, at the end of paragraph 78C(d), delete “;” and substitute “; or”.
92. In Appendix A, after paragraph 78C(d), insert:
“(e) the job offer must be to resume a post in a Higher Education Institution, working for the same Sponsor as in a previous grant of entry clearance or leave to remain as a Tier 2 (General) Migrant, where the break in employment is due solely to a period of academic leave;”.
93. In Appendix A, in paragraph 79A, delete “£20,300” and substitute “£20,500”.
94. In Appendix A, in paragraph 79A(b), delete “£20,300” and substitute “£20,500”.
95. In Appendix A, in the third column of Table 11D, delete “£20,300” and substitute “£20,500”.
96. In Appendix B, delete paragraph 9 and substitute:
“9. An applicant for entry clearance or leave to remain as a Tier 1 (Graduate Entrepreneur) Migrant does not need to provide evidence of a qualification taught in English if:
(a) the applicant scores points from Appendix A for an endorsement by the UK Higher Education Institution which awarded the qualification; and
(b) the endorsement letter contains the specified details of the qualification, as set out in paragraph 70(c) of Appendix A.”.
97. In Appendix B, delete paragraph 11(i) and substitute:
“(i) has ever been granted leave as a Tier 1 (General) Migrant, a Tier 1 (Entrepreneur) Migrant or Business person, or a Tier 1 (Post-Study Work) Migrant, or”.
98. In Appendix B, after paragraph 13(a), insert:
“(b) as a Tier 1 (Graduate Entrepreneur) Migrant,”.
99. In Appendix B, after new paragraph 13(b), renumber following subparagraphs (b) and (c) as (c) and (d) respectively.

100. In Appendix C, in paragraph 1A(j), after “bonds,” insert “credit cards,”.
101. In Appendix C, in the table in paragraph 2(a), delete “£3,100” and substitute “£3,310”.
102. In Appendix C, in the table in paragraph 2(a), delete “£1,800” and substitute “£1,890”.
103. In Appendix C, in the table in paragraph 2(b), delete “£900” and substitute “£945”.
104. In Appendix C, in the table in paragraph 5(a), delete “£900” and substitute “£945”.
105. In Appendix C, in paragraph 5(c), delete “£900” and substitute “£945”.
106. In Appendix C, in paragraph 7, delete “£1,800” and substitute “£1,890”.
107. In Appendix C, in the table in paragraph 9, delete “£900” and substitute “£945”.
108. In Appendix C, paragraph 11, delete both instances of “£800” and substitute “£820” in both cases.
109. In Appendix C, in paragraph 13A, delete “£1,000” and substitute “£1,020”.
110. In Appendix C, in the second row of the table in paragraph 16, delete “£550” and substitute “£560”.
111. In Appendix C, in the third row of the table in paragraph 16, delete both instances of “£1500” and substitute “£1,535” in both cases.
112. In Appendix C, in the third row of the table in paragraph 16, delete “£600” and substitute “£615”.
113. In Appendix C, in paragraph 16, delete both instances of “£700” and substitute “£715” in both cases.
114. In Appendix C, in paragraph 19(b)(i)(6), delete “£550” and substitute “£560”.
115. In Appendix C, in paragraph 21A, delete “£1,000” and substitute “£1,020”.
116. In Appendix E, in paragraph (a)(i), delete “£1,200” and substitute “£1,260”.
117. In Appendix E, in paragraph (a)(ii), delete “£1,800” and substitute “£1,890”.
118. In Appendix E, in paragraph (b)(ii), delete “£600” and substitute “£630”.
119. In Appendix E, in paragraph (ba)(i)(1), delete “£600” and substitute “£615”.
120. In Appendix E, in paragraph (ba)(i)(1), delete “£5,400” and substitute “£5,535”.
121. In Appendix E, in paragraph (ba)(i)(1), delete “£450” and substitute “£460”.
122. In Appendix E, in paragraph (ba)(i)(1), delete “£4,050” and substitute “£4,140”.
123. In Appendix E, in paragraph (i)(3), delete “£533” and substitute “£630”.

124. In Appendix FM paragraph GEN.1.2 delete “unless the context otherwise requires” and substitute “unless a different meaning of partner applies elsewhere in this Appendix.”.
125. In Appendix FM paragraph E-LTRP.4.1. after “previous application for leave as a partner” insert “or parent”.
126. In Appendix FM paragraph E-LTRPT.5.1. delete “The applicant” and substitute:
“If the applicant has not met the requirement in a previous application for leave as a parent or partner, the applicant”.
127. In Appendix FM paragraph D-LTRPT.1.1. before “LTRPT.1.1.(a) to (c)” insert “R-”.
128. In Appendix FM paragraph D-LTRPT.1.2. before “LTRPT.1.1.(a), (b) and (d)” insert “R-”.
129. In Appendix FM-SE delete paragraph 1(b)(i) and substitute:
“(i) payments from a former partner of the applicant for the maintenance of the applicant or any children of the applicant and the former partner, and payments from a former partner of the applicant’s partner for the maintenance of that partner.”.
130. In Appendix FM-SE after paragraph 1(m) insert:
“(n) The gross amount of any cash income may be counted where the person’s specified bank statements show the net amount which relates to the gross amount shown on their payslips (or in the relevant specified evidence provided in addition to the specified bank statements in relation to non-employment income). Otherwise, only the net amount shown on the specified bank statements may be counted.”.
131. In Appendix FM-SE renumber paragraph 1(n) as paragraph 1(o).
132. In Appendix FM-SE paragraph 5 after “adoption pay” delete “in the Isle of Man”.
133. In Appendix FM-SE paragraph 7(a) before “financial year” insert “full”.
134. In Appendix FM-SE delete paragraph 7(b) and substitute:
“(b) The following documents for the last full financial year, or for the last two such years (where those documents show the necessary level of gross income as an average of those two years):
(i) annual self-assessment tax return to Isle of Man Treasury (a copy or print-out); and
(ii) Statement of Account.”
135. In Appendix FM-SE paragraph 7(h)(i)(aa) delete “the latest such accounts” and substitute “such accounts for the last full financial year”.

136. In Appendix FM-SE paragraph 7(h)(i)(bb) delete “the latest unaudited accounts” and substitute “unaudited accounts for the last full financial year”.
137. In Appendix FM-SE paragraph 7(h)(ii) delete “latest” and after “VAT return” insert “for the last full financial year”.
138. In Appendix FM-SE paragraph 7(h)(ii) delete “£73,000” and substitute “£79,000 or was in excess of the threshold which applied during the last full financial year”.
139. In Appendix FM-SE paragraph 9(b)(iii) delete “the latest such accounts” and substitute “such accounts for the last full financial year.”.
140. In Appendix FM-SE paragraph 9(b)(iv) delete “the latest unaudited accounts” and substitute “unaudited accounts for the last full financial year”.
141. In Appendix FM-SE paragraph 9(b)(vii)(1) delete “latest” and after “VAT return” insert “for the last full financial year”.
142. In Appendix FM-SE paragraph 10(d) after “a former partner” insert “of the applicant”.
143. In Appendix FM-SE paragraph 10(d) after “or the applicant” insert “, or from a former partner of the applicant’s partner to maintain the applicant’s partner”.
144. In Appendix FM-SE after paragraph 10(g) insert:
- “(h) To evidence ongoing insurance payments (such as, but not exclusively, payments received under an income protection policy):
- (i) documentation from the insurance company confirming:
 - (a) that in the 12 months prior to the date of application the person has been in receipt of insurance payments and the amount and frequency of the payments.
 - (b) the reason for the payments and their expected duration.
 - (c) that, provided any relevant terms and conditions continue to be met, the payment(s) will continue for at least the 12 months following the date of application.
 - (ii) personal bank statements for the 12-month period prior to the date of application showing the insurance payments were paid into the person's account.
- (i) To evidence ongoing payments (other than maintenance payments under paragraph 10(d)) arising from a structured legal settlement (such as, but not exclusively, one arising from settlement of a personal injury claim):
- (i) documentation from a court or the person’s legal representative confirming:

(a) that in the 12 months prior to the date of application the person has been in receipt of structured legal settlement payments and the amount and frequency of those payments.

(b) the reason for the payments and their expected duration.

(c) that the payment(s) will continue for at least the 12 months following the date of application.

(ii) personal bank statements for the 12-month period prior to the date of application showing the payments were paid into the person's account, either directly or via the person's legal representative."

145. In Appendix FM-SE paragraph 13(e) delete "from any salaried employment they have had," and substitute "from any salaried or non-salaried employment they have had or their partner has had (if their partner is in the Isle of Man with permission to work),".

146. In Appendix FM-SE paragraph 34(a) insert "Independent" before "medical evidence".

147. In Appendix FM-SE paragraph 35 insert "Independent" before "evidence".

148. In Appendix H after New Zealand insert "Oman".

149. In Appendix H after Oman insert "Qatar".

150. In Appendix H after Trinidad and Tobago insert "United Arab Emirates".

151. In Appendix I, delete paragraph 245HF(d)(ii)(2) and substitute:

"(2) a gross annual salary of at least:

(a) £35,000 if applying on or after 6 April 2016,

(b) £35,500 if applying on or after 6 April 2018,

(c) £35,800 if applying on or after 6 April 2019,".

152. In Appendix I, in paragraph 79E, delete "a gross annual salary of £35,000 (or £35,500 if applying on or after 6 April 2018) per annum" and substitute "a gross annual salary as set out in paragraph 245HF(d)(ii)(2)".

153. In Appendix I, in paragraph 79E, delete "or £35,000 (or £35,500 if applying on or after 6 April 2018) per annum" and substitute "or gross annual salary as set out in paragraph 245HF(d)(ii)(2)".

154. In Appendix I, in paragraph 100A, delete "a gross annual salary of £35,000 (or £35,500 if applying on or after 6 April 2018) per annum" and substitute "a gross annual salary as set out in paragraph 245HF(d)(ii)(2)".

155. In Appendix I, in paragraph 100A, delete “or £35,000 (or £35,500 if applying on or after 6 April 2018) per annum” and substitute “or gross annual salary as set out in paragraph 245HF(d)(ii)(2)”.

156. In Appendix J, at the end of paragraph 12(b)(i), delete “or”.

157. In Appendix J, at the end of paragraph 12(b)(ii), delete “.” and substitute “, or”.

158. In Appendix J, after paragraph 12(b)(ii), insert:

“(iii) any SOC 2010 code, providing the change is due solely to the move from SOC 2000 to SOC 2010 and not due to a change in the applicant's job.”.

159. In Appendix J, at the end of paragraph 14(e), after “the rates must be pro-rated accordingly.” insert: “The exception is ‘Skilled chef as defined in the Shortage Occupation List in Appendix K’, where the appropriate rate cannot be prorated down for shorter working hours as it forms a key part of the shortage occupation criteria recommended by the Migration Advisory Committee.”.

160. In Appendix J, delete Tables 1-5 and substitute:

“Table 1: Occupations skilled to PhD-level

SOC code and description	Related job titles	Appropriate salary rates	Skill level
2111 Chemical scientists	Analytical chemist Chemist Development chemist Industrial chemist Research chemist	New entrant: £21,000 Experienced worker: £27,000 [Source: Evidence from partners who responded to Migration Advisory Committee]	PhD
2112 Biological scientists and biochemists	Biomedical scientist Forensic	New entrant: £21,000 Experienced	PhD

	<p>scientist</p> <p>Horticulturist</p> <p>Microbiologist</p> <p>Pathologist</p>	<p>worker: £27,000</p> <p>[Source: Evidence from partners who responded to Migration Advisory Committee]</p>	
2113 Physical scientists	<p>Geologist</p> <p>Geophysicist</p> <p>Medical physicist</p> <p>Meteorologist</p> <p>Oceanographer</p> <p>Physicist</p> <p>Seismologist</p>	<p>New entrant: £21,000</p> <p>Experienced worker: £27,000</p> <p>[Source: Evidence from partners who responded to Migration Advisory Committee]</p>	PhD
2114 Social and humanities scientists	<p>Anthropologist</p> <p>Archaeologist</p> <p>Criminologist</p> <p>Epidemiologist</p> <p>Geographer</p> <p>Historian</p> <p>Political scientist</p> <p>Social scientist</p>	<p>New entrant: £21,000</p> <p>Experienced worker: £27,000</p> <p>[Source: Evidence from partners who responded to Migration Advisory Committee]</p>	PhD

<p>2119 Natural and social science professionals not elsewhere classified</p> <p>[Note: For immigration purposes this code includes researchers in research organisations other than universities.]</p>	<p>Operational research scientist</p> <p>Research associate (medical)</p> <p>Research fellow</p> <p>Researcher</p> <p>Scientific officer</p> <p>Scientist</p> <p>Sports scientist</p> <p>University researcher</p>	<p>New entrant: £21,000</p> <p>Experienced worker: £27,000</p> <p>[Source: Evidence from partners who responded to Migration Advisory Committee]</p>	<p>PhD</p>
<p>2150 Research and development managers</p>	<p>Creative manager (research and development)</p> <p>Design manager</p> <p>Market research manager</p> <p>Research manager (broadcasting)</p>	<p>New entrant: £24,000</p> <p>Experienced worker: £32,700</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	<p>PhD</p>
<p>2311 Higher education teaching professionals</p>	<p>Fellow (university)</p> <p>Lecturer (higher education, university)</p> <p>Professor (higher</p>	<p>New entrant: £25,000</p> <p>Experienced worker: £31,200</p> <p>[Source: evidence from Universities UK,</p>	<p>PhD</p>

	education, university) Tutor (higher education, university) University lecturer	Universities and Colleges Employers Association and GuildHE]	
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Table 2: Occupations skilled to National Qualifications Framework (NQF) level 6 and above SOC code and above.

SOC code and description	Related job titles	Appropriate salary rates	Skill level
All occupations in Table 1	As stated in Table 1	As stated in Table 1	PhD
1115 Chief executives and senior officials	Chief executive Chief medical officer Civil servant (grade 5 & above) Vice President	New entrant: £28,700 Experienced worker: £47,500 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1116 Elected officers and representatives	Councillor (local government) Member of Parliament	New entrant: £23,400 Experienced worker: £43,200 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1121 Production managers and directors in manufacturing	Engineering manager Managing director (engineering) Operations manager (manufacturing)	New entrant: £13,500 Experienced worker: £27,500 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6

	Production manager		
1122 Production managers and directors in construction	Building Services manager Construction manager Director (building construction) Owner (electrical contracting)	New entrant: £18,600 Experienced worker: £28,800 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1123 Production managers and directors in mining and energy	Operations manager (mining, water & energy) Quarry manager	New entrant: £15,000 Experienced worker: £37,900 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1131 Financial managers and directors	Investment banker Treasury manager	New entrant: £15,300 Experienced worker: £32,800 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1132 Marketing and sales directors	Marketing director Sales director	New entrant: £24,000 Experienced worker: £40,700 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1133 Purchasing managers and directors	Bid manager Purchasing manager	New entrant: £26,000 Experienced worker: £35,900 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6

1134 Advertising and public relations directors	Account director (advertising) Head of public relations	New entrant: £19,200 Experienced worker: £34,000 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1135 Human resource managers and directors	Human resources manager Personnel manager Recruitment manager	New entrant: £22,200 Experienced worker: £31,900 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1136 Information technology and telecommunications directors	IT Director Technical director (computer services) Telecommunications director	New entrant: £19,200 [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: £75,000 [Source: Incomes Data Services]	NQF 6
1139 Functional managers and directors not elsewhere classified	Manager (charitable organisation) Research director	New entrant: £12,000 Experienced worker: £26,100 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1150 Financial institution managers and directors	Bank manager Insurance manager	New entrant: £21,500 Experienced worker: £31,200 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1161 Managers and directors in transport and distribution	Fleet manager Transport manager	New entrant: £21,600 Experienced worker: £27,600 [Source: Annual Survey of Hours and earnings 2013]	NQF 6
1172 Senior police officers	Chief superintendent (police service)	New entrant: £50,800 Experienced worker: £53,800	NQF 6

	Detective inspector Police inspector	[Source: Annual Survey of Hours and Earnings 2013]	
1173 Senior officers in fire, ambulance, prison and related services	Fire service officer (government) Prison governor Station officer (ambulance service)	New entrant: £31,100 Experienced worker: £36,400 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
1181 Health services and public health managers and directors	Director of nursing Health Service manager Information manager (health authority: hospital service)	New entrant: £21,600 Experienced worker: £32,400 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
1184 Social services managers and directors	Care manager (local government: social services) Service manager (welfare services)	New entrant: £22,900 Experienced worker: £29,900 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2121 Civil engineers	Building engineer Civil engineer (professional) Highways engineer Petroleum engineer Public health engineer Site engineer Structural engineer	New entrant: £21,200 Experienced worker: £28,700 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2122 Mechanical engineers	Aeronautical engineer (professional)	New entrant: £24,000 Experienced worker: £31,200	NQF 6

	<p>Aerospace engineer</p> <p>Automotive engineer (professional)</p> <p>Marine engineer (professional)</p> <p>Mechanical engineer (professional)</p>	[Source: Annual Survey of Hours and Earnings 2013]	
2123 Electrical engineers	<p>Electrical engineer (professional)</p> <p>Electrical surveyor</p> <p>Equipment engineer</p> <p>Power engineer</p> <p>Signal engineer (railways)</p>	<p>Power system engineer, control engineer or protection engineer in the electricity transmission and distribution industry: £32,300</p> <p>[Source: National Grid submission to Migration Advisory Committee]</p> <p>Other electrical engineer (new entrant): £21,100</p> <p>Other electrical engineer (experienced worker): £32,500</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 6
2124 Electronics engineers	<p>Avionics engineer</p> <p>Broadcasting engineer (professional)</p> <p>Electronics engineer (professional)</p> <p>Microwave engineer</p> <p>Telecommunications engineer (professional)</p>	<p>New entrant: £23,800</p> <p>Experienced worker: £26,400</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 6
2126 Design and	Clinical engineer	New entrant: £22,600	NQF 6

development engineers	Design engineer Development engineer Ergonomist Research and development engineer	Experienced worker: £29,900 [Source: Annual Survey of Hours and Earnings 2013]	
2127 Production and process engineers	Chemical engineer Industrial engineer Process engineer Production consultant Production engineer	New entrant: £24,000 Experienced worker: £29,900 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2129 Engineering professionals not elsewhere classified	Acoustician (professional) Ceramicist Food technologist Metallurgist Patent agent Project engineer Scientific consultant Technical engineer Technologist Traffic engineer	New entrant: £24,300 Experienced worker: £30,900 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2133 IT specialist managers	Data centre manager IT manager IT support manager Network operations manager (computer services)	New entrant: £25,000 [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: £40,000 [Source: Incomes Data Services]	NQF 6

	Service delivery manager		
2134 IT project and programme managers	Implementation manager (computing) IT project manager Programme manager (computing) Project leader (software design)	New entrant: £29,000 [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: £40,300 [Source: Incomes Data Services]	NQF 6
2135 IT business analysts, architects and systems designers	Business analyst (computing) Data communications analyst Systems analyst Systems consultant Technical analyst (computing) Technical architect	New entrant: £22,500 Experienced worker: £31,200 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2136 Programmers and software development professionals	Analyst-programmer Database developer Games programmer Programmer Software engineer	New entrant: £22,800 Experienced worker: £29,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2137 Web design and development professionals	Internet developer Multimedia developer Web design consultant Web designer	New entrant: £20,000 Experienced worker: £25,200 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6

2139 Information technology and telecommunications professionals not elsewhere classified	IT consultant Quality analyst (computing) Software tester Systems tester (computing) Telecommunications planner	New entrant: £19,700 Experienced worker: £27,000 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2141 Conservation professionals	Conservation officer Ecologist Energy conservation officer Heritage manager Marine conservationist	New entrant: £17,500 Experienced worker: £20,700 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2142 Environment professionals	Energy manager Environmental consultant Environmental engineer Environmental protection officer Environmental scientist Landfill engineer	New entrant: £19,700 Experienced worker: £24,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2211 Medical practitioners	Anaesthetist Consultant (Hospital Service)	Foundation year 1 (F1) and equivalent: £22,636 Foundation year 2 (F2) and equivalent: £28,076	NQF 6

	<p>Doctor</p> <p>General practitioner</p> <p>Medical practitioner</p> <p>Paediatrician</p> <p>Psychiatrist</p> <p>Radiologist</p> <p>Surgeon</p>	<p>Speciality registrar (StR) and equivalent: £30,002</p> <p>Speciality doctor and equivalent: £37,176</p> <p>Salaried General practitioner (GP) and equivalent: £54,319</p> <p>Consultant and equivalent: £75,249</p> <p>[Source: NHS Employers Medical and Dental Pay Circular 2013]</p>	
2212 Psychologists	<p>Clinical psychologist</p> <p>Educational psychologist</p> <p>Forensic psychologist</p> <p>Occupational psychologist</p> <p>Psychologist</p> <p>Psychometrist</p>	<p>Band 5 and equivalent: £21,388</p> <p>Band 6 and equivalent: £25,783</p> <p>Band 7 and equivalent: £30,764</p> <p>Band 8a and equivalent: £39,239</p> <p>Band 8b and equivalent: £45,707</p> <p>Band 8c and equivalent: £45,988</p> <p>Band 8d and equivalent: £65,922</p> <p>Band 9 and equivalent: £77,850</p> <p>[Source: NHS Agenda for Change 2013]</p>	NQF 6
2213 Pharmacists	<p>Chemist (pharmaceutical)</p> <p>Dispensary manager</p> <p>Pharmaceutical chemist</p> <p>Pharmacist</p> <p>Pharmacy manager</p>	<p>Pre-registration pharmacists (non-NHS): £20,000</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p> <p>Band 5 and equivalent: £21,388</p> <p>Band 6 and equivalent: £25,783</p> <p>Band 7 and equivalent: £30,784</p> <p>Band 8a and equivalent: £39,239</p>	NQF 6

		<p>Band 8b and equivalent: £45,707</p> <p>Band 8c and equivalent: £54,998</p> <p>Band 8d and equivalent: £65,922</p> <p>Band 9 and equivalent: £77,850</p> <p>[Source: NHS Agenda for Change 2013]</p>	
2214 Ophthalmic opticians	<p>Ophthalmic optician</p> <p>Optician</p> <p>Optologist</p> <p>Optometrist</p>	<p>Band 5 and equivalent: £21,388</p> <p>Band 6 and equivalent: £25,783</p> <p>Band 7 and equivalent: £30,764</p> <p>Band 8a and equivalent: £39,239</p> <p>Band 8b and equivalent: £45,707</p> <p>Band 8c and equivalent: £54,998</p> <p>Band 8d and equivalent: £65,270</p> <p>Band 9 and equivalent: £77,850</p> <p>[Source: NHS Agenda for Change 2013]</p>	NQF 6
2215 Dental practitioners	<p>Dental surgeon</p> <p>Dentist</p> <p>Orthodontist</p> <p>Periodontist</p>	<p>Foundation year 1 (F1) (Hospital dental services) and equivalent: £30,433</p> <p>Foundation year 2 (F2) (Hospital dental services) and equivalent: £29,912</p> <p>Speciality registrar (StR) and equivalent: £30,002</p> <p>Speciality dentist: £37,176</p> <p>Band A posts (e.g. Community practitioner) and equivalent: £38,095</p> <p>Band B posts (e.g. Senior dental</p>	NQF 6

		<p>officer) and equivalent: £59,259</p> <p>Band C posts (e.g. Specialist / managerial posts) and equivalent: £70,899</p> <p>Consultant (Hospital dental services) and equivalent: £75,249</p> <p>[Source: NHS Employers Medical and Dental Pay Circular 2013]</p>	
2216 Veterinarians	<p>Veterinarian</p> <p>Veterinary practitioner</p> <p>Veterinary surgeon</p>	<p>New entrant: £17,000</p> <p>Experienced worker: £24,700</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 6
2217 Medical radiographers	<p>Medical radiographer</p> <p>Radiographer</p> <p>Sonographer</p> <p>Therapeutic radiographer</p> <p>Vascular technologist</p>	<p>Band 5 and equivalent: £21,388</p> <p>Band 6 and equivalent: £25,783</p> <p>Band 7 and equivalent: £30,764</p> <p>Band 8a and equivalent: £39,239</p> <p>Band 8b and equivalent: £45,707</p> <p>Band 8c and equivalent: £54,998</p> <p>Band 8d and equivalent: £65,922</p> <p>Band 9 and equivalent: £77,850</p> <p>[Source: NHS Agenda for Change 2013]</p>	NQF 6
2218 Podiatrists	<p>Chiropodist</p> <p>Chiropodist-podiatrist</p> <p>Podiatrist</p>	<p>Band 5 and equivalent: £21,388</p> <p>Band 6 and equivalent: £25,783</p> <p>Band 7 and equivalent: £30,764</p> <p>Band 8a and equivalent: £39,239</p> <p>Band 8b and equivalent: £45,707</p> <p>Band 8c and equivalent: £54,988</p>	NQF 6

		Band 8d and equivalent: £65,922 Band 9 and equivalent: £77,850 [Source: NHS Agenda for Change 2013]	
2219 Health professionals not elsewhere classified	Audiologist Dental hygiene therapist Dietician-nutritionist Family planner Occupational health adviser Paramedical practitioner	Band 5 and equivalent: £21,388 Band 6 and equivalent: £25,738 Band 7 and equivalent: £30,764 Band 8a and equivalent: £39,239 Band 8b and equivalent: £45,707 Band 8c and equivalent: £54,998 Band 8d and equivalent: £65,922 Band 9 and equivalent: £77,850 [Source: NHS Agenda for Change 2013]	NQF6
2221 Physiotherapists	Electro –therapist Physiotherapist Physiotherapist practitioner	Band 5 and equivalent: £21,388 Band 6 and equivalent: £25,738 Band 7 and equivalent: £30,764 Band 8a and equivalent: £39,239 Band 8b and equivalent: £45,707 Band 8c and equivalent: £54,998 Band 8d and equivalent: £65,922 Band 9 and equivalent: £77,850 [Source: NHS Agenda for Change 2013]	NQF 6

<p>2222 Occupational Therapists</p>	<p>Occupational Therapists</p>	<p>Band 5 and equivalent: £21,388 Band 6 and equivalent: £25,738 Band 7 and equivalent: £30,764 Band 8a and equivalent: £39,239 Band 8b and equivalent: £45,707 Band 8c and equivalent: £54,998 Band 8d and equivalent: £65,922 Band 9 and equivalent: £77,850 [Source: NHS Agenda for Change 2013]</p>	<p>NQF6</p>
<p>2223 Speech and Language therapists</p>	<p>Language therapist Speech and language therapist Speech therapist</p>	<p>Band 5 and equivalent: £21,388 Band 6 and equivalent: £25,738 Band 7 and equivalent: £30,764 Band 8a and equivalent: £39,239 Band 8b and equivalent: £45,707 Band 8c and equivalent: £54,998 Band 8d and equivalent: £65,922 Band 9 and equivalent: £77,850 [Source: NHS Agenda for Change 2013]</p>	<p>NQF6</p>
<p>2229 Therapy professionals not elsewhere classified</p>	<p>Art therapist Chiropractor Cognitive behavioural therapist Dance movement therapist Family therapist</p>	<p>Band 5 and equivalent: £21,388 Band 6 and equivalent: £25,738 Band 7 and equivalent: £30,764 Band 8a and equivalent: £39,239 Band 8b and equivalent: £45,707 Band 8c and equivalent: £54,998 Band 8d and equivalent: £65,922</p>	<p>NQF6</p>

	Nutritionalist Osteopath Psychotherapist	Band 9 and equivalent: £77,850 [Source: NHS Agenda for Change 2013]	
2231 Nurses	District nurse Health visitor Mental health practitioner Nurse Practice nurse Psychiatric nurse Staff nurse Student nurse	Supervised practice nurses (Band 3 and equivalent): £16,271 Band 5 and equivalent: £21,388 Band 6 and equivalent: £25,738 Band 7 and equivalent: £30,764 Band 8a and equivalent: £39,239 Band 8b and equivalent: £45,707 Band 8c and equivalent: £54,998 Band 8d and equivalent: £65,922 Band 9 and equivalent: £77,850 [Source: NHS Agenda for Change 2013]	NQF6
2232 Midwives	Midwife Midwifery sister	Supervised practice nurses (Band 3 and equivalent): £16,271 Band 5 and equivalent: £21,388 Band 6 and equivalent: £25,738 Band 7 and equivalent: £30,764 Band 8a and equivalent: £39,239 Band 8b and equivalent: £45,707 Band 8c and equivalent: £54,998 Band 8d and equivalent: £65,922 Band 9 and equivalent: £77,850 [Source: NHS Agenda for Change 2013]	NQF 6

2312 Further education teaching professionals	FE College lecturer Lecturer (further education) Teacher (further education) Tutor (further education)	Lecturer or equivalent (new entrant): £21,719 Senior lecturer / advanced teacher and equivalent: £32,421 Further education management / principal lecturer and equivalent: £35,551 [Source: Teachers' national pay scales]	NQF 6
2314 Secondary education teaching professionals	Deputy head teacher (secondary school) Secondary school teacher Sixth form teacher Teacher (secondary school)	Unqualified teachers undertaking Overseas Trained Teachers Programme and equivalent: £20,000 Qualified teachers and equivalent: £21,438 Post-threshold teachers and equivalent: £34,523 Leadership group, assistant head teacher, principal teacher and equivalent: £37,284 [Source: Teachers' national pay scales]	NQF 6
2315 Primary and nursery education teaching professionals	Deputy head teacher (primary school) Infant teacher Nursery school teacher Primary school teacher	Unqualified teachers undertaking Overseas Trained Teachers Programme and equivalent: £20,000 Qualified teachers and equivalent: £21,438 Post-threshold teachers and equivalent: £34,523 Leadership group, assistant head	NQF 6

		teacher, principal teacher and equivalent: £37,284 [Source: Teachers' national pay scales]	
2316 Special needs education teaching professionals	Deputy head teacher (special school) Learning support teacher Special needs coordinator Special needs teacher	Unqualified teachers undertaking Overseas Trained Teachers Programme and equivalent: £20,000 Qualified teachers and equivalent: £21,438 Post-threshold teachers and equivalent: £34,523 Leadership group, assistant head teacher, principal teacher and equivalent: £37,284 [Source: Teachers' national pay scales]	NQF 6
2317 Senior professionals of educational establishments	Administrator (higher education, university) Bursar Head teacher (primary school) Principal (further education) Registrar (educational establishments)	New entrant: £23,000 Experienced worker: £37,100 [Source: Annual Survey of Hours and Earnings 2011]	NQF 6
2318 Education advisers and school inspectors	Curriculum adviser Education adviser Education officer School inspector	New entrant: £20,200 Experienced worker: £20,900 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6

2319 Teaching and other educational professionals not elsewhere classified	Adult education tutor Education consultant Music teacher Nursery manager (day nursery) Owner (nursery: children's) Private tutor TEFL	New entrant: £2,100 Experienced worker: £6,200 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2412 Barristers and judges	Advocate Barrister Chairman (appeals tribunal, inquiry) Coroner Crown prosecutor District judge	New entrant: £20,500 Pupillage: £20,500 Experienced worker (not pupillage): £31,700 [Source: The Bar Council]	NQF 6
2413 Solicitors	Managing clerk (qualified solicitor) Solicitor Solicitor-partner Solicitor to the council	New entrant: £20,400 Experienced worker: £28,000 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2419 Legal professionals not elsewhere classified	Attorney Justice's clerk Lawyer Legal adviser Legal consultant Legal counsel	New entrant: £29,200 Experienced worker: £41,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6

	Solicitor's clerk (articled)		
2421 Chartered and certified accountants	Accountant (qualified) Auditor (qualified) Chartered accountant Company accountant Cost accountant (qualified) Financial controller (qualified) Management accountant (qualified)	New entrant: £15,200 Experienced worker: £24,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2423 Management consultants and business analysts	Business adviser Business consultant Business continuity manager Financial risk analyst Management consultant	New entrant: £19,100 Experienced worker: £27,200 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2424 Business and financial project management professionals	Chief knowledge officer Contracts manager (security services) Project manager Research support officer	New entrant: £24,000 Experienced worker: £32,000 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2425 Actuaries, economists and statisticians	Actuarial consultant Actuary	New entrant: £27,600 Experienced worker: £32,400	NQF 6

	Economist Statistician Statistical analyst	[Source: Annual Survey of Hours and Earnings 2013]	
2426 Business and related research professionals	Crime analyst (police force) Fellow (research) Games researcher (broadcasting) Inventor	New entrant: £19,500 Experienced worker: £23,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2429 Business, research and administrative professionals not elsewhere classified	Civil servant (grade 6, 7) Company secretary (qualified) Policy adviser (government) Registrar (government)	New entrant: £20,400 Experienced worker: £27,800 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2431 Architects	Architect Architectural consultant Chartered architect Landscape architect	Part 1 graduate: £21,000 Part 2 graduate: £23,100 Part 3 graduate / newly-registered architect: £27,300 Experienced worker: £31,200 [Source: Royal Institute of British Architects 2013]	NQF 6
2432 Town planning officers	Planning officer (local government: building and contracting) Town planner Town planning	New entrant: £19,400 Experienced worker: £20,900 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6

	consultant		
2433 Quantity surveyors	Quantity surveyor Surveyor (quantity surveying)	New entrant: £21,600 Experienced worker: £27,400 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2434 Chartered surveyors	Building surveyor Chartered surveyor Hydrographic surveyor Land surveyor	New entrant: £19,400 Experienced worker: £25,000 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2436 Construction project managers and related professionals	Contract manager (building construction) Project manager (building construction) Transport planner	New entrant: £22,700 Experienced worker: £27,000 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2442 Social workers	Psychiatric social worker Senior practitioner (local government: social services) Social worker	Band 5 and equivalent: £21,388 Band 6 and equivalent: £25,783 Band 7 and equivalent: £30,764 Band 8a and equivalent: £39,239 Band 8b and equivalent: £45,707 Band 8c and equivalent: £54,998 Band 8d and equivalent: £65,922 Band 9 and equivalent: £77,850 [Source: NHS Agenda for Change 2013]	NQF 6

2443 Probation officers	Inspector (National Probation Service) Probation officer Youth justice officer	New entrant: £12,500 Experienced worker: £24,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2449 Welfare professionals not elsewhere classified	Children's guardian Rehabilitation officer Social services officer Youth worker (professional)	New entrant: £12,500 Experienced worker: £20,300 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2451 Librarians	Chartered librarian Librarian Technical librarian University librarian	New entrant: £12,800 Experienced worker: £17,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2452 Archivists and curators	Archivist Conservator Curator Keeper (art gallery) Museum officer	All workers: £21,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2461 Quality control and planning engineers	Planning engineer Quality assurance engineer Quality control officer (professional) Quality engineer	New entrant: £22,500 Experienced worker: £27,200 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2462 Quality assurance and regulatory professionals	Compliance manager Financial regulator	New entrant: £22,500 Experienced worker: £27,000 [Source: Annual Survey of Hours	NQF 6

	Patent attorney Quality assurance manager Quality manager	and Earnings 2013]	
2463 Environmental health professionals	Air pollution inspector Environmental health officer Food inspector Public health inspector Technical officer (environmental health)	New entrant: £22,100 Experienced worker: £26,000 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2471 Journalists, newspaper and periodical editors	Broadcast journalist Editor Journalist Radio journalist Reporter	New entrant: £19,400 Experienced worker: £24,200 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2472 Public relations professionals	Account manager (public relations) Information officer (public relations) PR consultant Press officer Public relations officer	New entrant: £14,200 Experienced worker: £21,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
2473 Advertising accounts managers and creative	Account manager (advertising)	New entrant: £18,800 Experienced worker: £26,000	NQF 6

directors	Advertising Manager Campaign Manager Creative Director Projects Manager (advertising)	[Source: Annual Survey of Hours and Earnings 2013]	
3415 Musicians	Composer Musician Organist Pianist Song writer Violinist	All workers: £16,700 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
3416 Arts officers, producers and directors	Film editor Production assistant (broadcasting) Studio manager Television producer Theatrical agent	New entrant: £20,800 Experienced worker: £25,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
3512 Aircraft pilots and flight engineers	Airline pilot First officer (airlines) Flight engineer Flying instructor Helicopter pilot	New entrant: £28,000 Experienced worker: £56,000 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
3532 Brokers	Foreign exchange dealer Insurance broker Investment administrator	New entrant: £16,100 Experienced worker: £26,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6

	Stockbroker Trader (stock exchange)		
3534 Finance and investment analysts and advisers	Financial adviser Financial analyst Financial consultant Mortgage adviser Pensions consultant	New entrant: £19,500 Experienced worker: £26,100 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
3535 Taxation experts	Tax adviser Tax consultant Tax inspector Taxation specialist	New entrant: £24,100 Experienced worker: £28,900 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
3538 Financial accounts managers	Accounts manager Audit manager Credit manager Fund manager Relationship manager (bank)	New entrant: £18,300 Experienced worker: £24,700 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6
3545 Sales accounts and business development managers	Account manager (sales) Area sales manager Business development manager Product development manager Sales manager	New entrant: £22,000 Experienced worker: £30,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 6

Table 3: Occupations skilled to National Qualifications Framework (NQF) level 4 and above

SOC code and description	Related job titles	Appropriate salary rates	Skill level
All occupations in Table 1	As stated in Table 1	As stated in Table 1	PhD
All occupations in Table 2	As stated in Table 2	As stated in Table 2	NQF 6
1211 Managers and proprietors in agriculture and horticulture	Farm manager Farm owner Nursery manager (horticulture)	New entrant: £16,000 Experienced worker: £22,200 [Source: Annual Survey of Hours and Earnings 2011] (no data available for 2013)	NQF 4
1213 Managers and proprietors in forestry, fishing and related services	Cattery owner Forest manager Racehorse trainer	New entrant: £16,000 [Source: Annual Survey of Hours and Earnings 2011] (no data available for 2013) Experienced worker: £20,500 [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
1241 Health care practice managers	Clinic manager GP practice manager Veterinary practice manager	New entrant: £14,500 Experienced worker: £22,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
1242 Residential, day and domiciliary care managers and proprietors	Care manager Day centre manager Nursing home owner Residential manager	New entrant: £14,300 Experienced worker: £21,800 [Source: Annual Survey of Hours and Earnings 2013]	NQF 4

	(residential home)		
1251 Property, housing and estate managers	Estate manager Facilities manager Landlord (property management) Property manager	New entrant: £16,600 Experienced worker: £23,300 [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
1255 Waste disposal and environmental services managers	Environmental manager (refuse disposal) Manager (local government: cleansing dept.) Recycling plant manager Scrap metal dealer	New entrant: £15,200 Experienced worker: £28,900 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 4
1259 Managers and proprietors in other services not elsewhere classified	Betting shop manager Graphic design manager Library manager Plant hire manager Production manager (entertainment)	New entrant: £15,700 Experienced worker: £20,500 [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
2435 Chartered architectural technologists	Architectural technologist	New entrant: £19,400 Experienced worker: £26,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3116 Planning, process and	Process technician	New entrant: £14,100	NQF 4

production technicians	Production controller Production planner Production technician	[Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: £23,300 [Source: Annual Survey of Hours and Earnings 2013]	
3121 Architectural and town planning technicians	Architectural assistant Architectural technician Construction planner Planning enforcement officer	New entrant: £17,200 Experienced worker: £21,600 [Source: Annual Survey of Hours and Earnings 2013]	
3131 IT operations technicians	Computer games tester Database administrator IT technician Network administrator Systems administrator	New entrant: £14,700 Experienced worker: £19,900 [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3213 Paramedics	Ambulance paramedic Emergency care practitioner Paramedic Paramedic-ECP	New entrant: £28,400 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: £32,100 [Source: Annual Survey of Hours and Earnings 2013]	NQF 4

3218 Medical and dental technicians	Cardiographer Dental hygienist Dental technician Medical technical officer Orthopaedic technician	Band 3 and equivalent: £16,271 Band 4 and equivalent: £18,838 Band 5 and equivalent: £21,388 Band 6 and equivalent: £25,783 Band 7 and equivalent: £30,764 [Source: NHS Agenda for Change 2013]	NQF 4
3219 Health associate professionals not elsewhere classified	Acupuncturist Homeopath Hypnotherapist Massage therapist Reflexologist Sports therapist	Band 3 and equivalent: £16,271 Band 4 and equivalent: £18,838 Band 5 and equivalent: £21,388 Band 6 and equivalent: £25,783 Band 7 and equivalent: £30,764 [Source: NHS Agenda for Change 2013]	NQF 4
3319 Protective service associate professionals not elsewhere classified	Customs officer Immigration officer Operations manager (security services) Scenes of crime officer Security manager	New entrant: £22,800 Experienced worker: £28,100 [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3411 Artists	Artist Illustrator Portrait Painter Sculptor	New entrant: £16,700 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: £18,900 [Source: Annual Survey of Hours and Earnings 2013]	NQF 4

3412 Authors, writers and translators	Copywriter Editor (books) Interpreter Technical author Translator Writer	New entrant: £16,700 Experienced worker: £21,100 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 4
3413 Actors, entertainers and presenters	Actor Disc jockey Entertainer Presenter (broadcasting) Singer	New entrant: £16,700 [Source: Annual Survey of Hours and Earnings 2031]	NQF 4
3414 Dancers and choreographers	Ballet dancer Choreographer Dancer Dance teacher	New entrant: £16,700 [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3422 Product, clothing and related designers	Design consultant Fashion designer Furniture designer Interior designer Kitchen designer Textile designer	New entrant: £15,000 Experienced worker: £21,000 [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3513 Ship and hovercraft officers	Chief engineer (shipping) Marine engineer	New entrant: £28,000 [Source: Annual Survey of Hours and Earnings 2011 (no	NQF 4

	(shipping) Merchant navy officer Petty officer Tug master Yacht skipper	2013 data available)] Experienced worker: £42,500 [Source: Annual Survey of Hours and Earnings 2011]	
3531 Estimators, valuers and assessors	Claims assessor Claims investigator Engineering surveyor Estimator Loss adjuster Valuer	New entrant: £14,000 Experienced worker: £20,100 [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3537 Financial and accounting technicians	Accounting technician Business associate (banking) Financial controller Insolvency administrator Managing clerk (accountancy)	New entrant: £16,500 Experienced worker: £24,000 [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3539 Business and related associate professionals not elsewhere classified	Business systems analyst Data analyst Marine consultant Planning assistant Project	New entrant: £13,600 Experienced worker: £19,100 [Source: Annual Survey of Hours and Earnings 2013]	NQF 4

	<p>administrator</p> <p>Project coordinator</p>		
3541 Buyers and procurement officers	<p>Buyer</p> <p>Procurement officer</p> <p>Purchasing consultant</p>	<p>New entrant: £16,900</p> <p>Experienced worker: £21,700</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 4
3543 Marketing associate professionals	<p>Business development executive</p> <p>Fundraiser</p> <p>Market research analyst</p> <p>Marketing consultant</p> <p>Marketing executive</p>	<p>New entrant: £13,200</p> <p>Experienced worker: £19,700</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 4
3546 Conference and exhibition managers and organisers	<p>Conference coordinator</p> <p>Event organiser</p> <p>Events manager</p> <p>Exhibition organiser</p> <p>Hospitality manager</p>	<p>New entrant: £15,700</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 4
3561 Public services associate professionals Civil servant (HEO, SEO)	<p>Higher executive officer (government)</p> <p>Principle revenue officer (local government)</p> <p>Senior executive officer (government)</p>	<p>New entrant: £17,600</p> <p>Experienced worker: £22,200</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 4

3563 Vocational and industrial trainers and instructors	IT trainer NVQ assessor Technical instructor Training consultant Training manager	New entrant: £13,00 Experienced worker: £19,300 [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3564 Careers advisers and vocational guidance specialists	Careers adviser Careers consultant Careers teacher Placement officer	New entrant: £15,100 Experienced worker: £17,300 [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3565 Inspectors of standards and regulations	Building inspector Driving examiner Housing inspector Meat hygiene inspector Trading standards officer	New entrant: £17,400 Experienced worker: £23,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 4
3567 Health and safety officers	Fire protection engineer (professional) Health and safety officer Occupational hygienist Safety consultant Safety officer	New entrant: £17,700 [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: £26,400 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 4
4161 Office managers	Business support manager Delivery office	New entrant: £12,500 Experienced worker: £19,100	NQF 4

	manager Office manager Practice manager Sales administration manager Sales office manager	[Source: Annual Survey of Hours and Earnings 2013]	
7220 Customer service managers and supervisors	After sales manager Call centre supervisor Customer service manager Customer service supervisor Team leader (customer care)	New entrant: £15,600 Experienced worker: £19,700 [Source: Annual Survey of Hours and Earnings 2013]	NQF 4

Table 4: Occupations skilled to National Qualifications Framework (NQF) level 3 and above

SOC code and description	Related job titles	Appropriate salary rates	Skill level
All occupations in Table 1	As stated in Table 1	As stated in Table 1	PhD
All occupations in Table 2	As stated in Table 2	As stated in Table 2	NQF 6
All occupations in Table 3	As stated in Table 3	As stated in Table 3	NQF 4
1162 Managers and directors in storage and warehousing	Logistics manager Warehouse manager	New entrant: £16,900 Experienced worker: £21,700 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3

1190 Managers and directors in retail and wholesale	Managing director (retail trade) Retail manager Shop manager (charitable organisation) Wholesale manager	New entrant: £12,200 Experienced worker: £17,300 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
1221 Hotel and accommodation managers and proprietors	Caravan park owner Hotel manager Landlady (boarding, guest, lodging house)	New entrant: £11,000 Experienced worker: £15,900 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
1225 Leisure and sports managers	Amusement arcade owner Leisure centre manager Social club manager Theatre manager	New entrant: £14,800 Experienced worker: £19,000 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
1226 Travel agency managers and proprietors	Tourist information manager Travel agency owner Travel manager	New entrant: £11,400 [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: £20,600 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3
1252 Garage managers and proprietors	Garage director Garage owner Manager (repairing:	New entrant: £15,200 Experienced worker: £22,800 [Source: Annual Survey of	NQF 3

	motor vehicles)	Hours and Earnings 2013]	
1253 Hairdressing and beauty salon managers and proprietors	Hairdressing salon owner Health and fitness manager Manager (beauty salon)	New entrant: £15,200 Experienced worker: £21,400 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
1254 Shopkeepers and proprietors – wholesale and retail	Antiques dealer Fashion retailer Newsagent Shopkeeper	All workers: £15,200 [Source: Annual Survey of Hours and Earnings 2013] Experienced worker £16,400 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3
3111 Laboratory technicians	Laboratory analyst Laboratory technician Medical laboratory assistant Scientific technician Water tester	New entrant: £9,100 Experienced worker: £14,300 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3112 Electrical and electronics technicians	Avionics technician Electrical technician Electronics technician Installation engineer (Electricity Supplier)	New entrant: £14,100 Experienced worker: £22,500 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3

3113 Engineering technicians	Aircraft technician Commissioning engineer Engineering technician Manufacturing engineer Mechanical technician	New entrant: £18,500 Experienced worker: £24,500 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3114 Building and civil engineering technicians	Building services consultant Civil engineering technician Survey technician Technical assistant (civil engineering)	New entrant: £14,100 Experienced worker: £19,500 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3115 Quality assurance technicians	Quality assurance technician Quality control technician Quality officer Quality technician Test technician	New entrant: £17,600 Experienced worker: £20,900 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3119 Science, engineering and production technicians not elsewhere classified	School technician Technical assistant Technician Textile consultant Workshop	New entrant: £14,200 Experienced worker: £19,000 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3

	technician		
3122 Draughtspersons	CAD operator Cartographer Design technician Draughtsman	New entrant: £16,800 Experienced worker: £22,200 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3216 Dispensing opticians	Dispensing optician Optical dispenser	New entrant: £12,600 Experienced worker: £18,900 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3231 Youth and community workers	Community development officer Youth and community worker Youth project coordinator Youth worker	All workers: £13,100 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3234 Housing officers	Housing adviser Housing officer Homeless prevention officer Housing support officer	New entrant: £13,100 Experienced worker: £18,300 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3235 Counsellors	Counsellor (welfare services) Debt adviser Drugs and alcohol	New entrant: £7,000 [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: £21,800	NQF 3

	counsellor Student counsellor	[Source: Annual Survey of Hours and Earnings 2011(no 2013 data available)]	
3239 Welfare and housing associate professionals not elsewhere classified	Day centre officer Health coordinator Key worker (welfare services) Outreach worker (welfare services) Probation services officer Project worker (welfare services)	New entrant: £6,100 Experienced worker: £12,500 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3312 Police officers (sergeant and below)	Detective (police service) Police constable Police officer Sergeant Transport police officer	New entrant: £29,500 Experienced worker: £33,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3313 Fire service officers (watch manager and below)	Fire engineer Fire safety officer Firefighter Watch manager (fire service)	New entrant: £7,300 Experienced worker: £26,00 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3421 Graphic designers	Commercial artist Designer (advertising)	New entrant: £15,500 Experienced worker: £20,400 [Source: Annual Survey of	NQF 3

	Graphic artist Graphic designer MAC operator	Hours and Earnings 2013]	
3443 Fitness instructors	Aerobics instructor Fitness instructor Gym instructor Lifestyle consultant Personal trainer Pilates instructor	New entrant: £1,100 [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: £13,600 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3
3511 Air traffic controllers	Air traffic control officer Air traffic controller Air traffic services assistant Flight planner	New entrant: £28,000 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: £42,500 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3520 Legal associate professionals	Barrister's clerk Compliance officer Conveyancer Legal executive Litigator Paralegal	New entrant: £12,900 Experienced worker: £18,400 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3533 Insurance underwriters	Account handler (insurance) Commercial underwriter Insurance inspector	New entrant: £16,400 Experienced worker: £22,400 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3

	Mortgage underwriter Underwriter		
3536 Importers and exporters	Export controller Export coordinator Exporter Import agent Importer	New entrant: £16,400 Experienced worker: £22,400 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3542 Business sales executives	Corporate account executive Sales agent Sales consultant Sales executive Technical representative	New entrant: £13,700 Experienced worker: £21,000 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
3544 Estate agents and auctioneers	Auctioneer Auctioneer and valuer Estate agent Letting agent Property consultant	New entrant: £13,500 Experienced worker: £17,200 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3
3550 Conservation and environmental associate professionals	Conservation worker Countryside ranger National park warden Park ranger	All workers: £17,100 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3

3562 Human resources and industrial relations officers	<p>Employment adviser</p> <p>Human resources officer</p> <p>Personnel officer</p> <p>Recruitment consultant</p>	<p>New entrant: £14,600</p> <p>Experienced worker: £20,000</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3
4112 National government administrative occupations	<p>Administrative assistant (courts of justice)</p> <p>Administrative officer (government)</p> <p>Civil servant (EO)</p> <p>Clerk (government)</p> <p>Revenue officer (government)</p>	<p>New entrant: £11,500</p> <p>Experienced worker: £15,800</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3
4114 Officers of non-governmental organisations	<p>Administrator (charitable organisation)</p> <p>Organiser (trade union)</p> <p>Secretary (research association)</p> <p>Trade union official</p>	<p>New entrant: £10,600</p> <p>Experienced worker: £15,600</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3
4134 Transport and distribution clerks and assistants	<p>Export clerk</p> <p>Logistics controller</p> <p>Shipping clerk</p> <p>Transport administrator</p>	<p>New entrant: £12,100</p> <p>Experienced worker: £17,900</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3

	Transport clerk Transport coordinator		
4151 Sales administrators	Marketing administrator Sales administrator Sales clerk Sales coordinator	New entrant: £10,500 Experienced worker: £15,100 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
4214 Company secretaries	Assistant secretary Club secretary Company secretary	New entrant: £6,000 Experienced worker: £7,000 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
4215 Personal assistants and other secretaries	Executive assistant PA-secretary Personal assistant Personal secretary Secretary	New entrant: £5,600 Experienced worker: £10,300 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5211 Smiths and forge workers	Blacksmith Chain repairer Farrier Pewtersmith Steel presser	New entrant: £17,200 Experienced worker: £20,300 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5213 Sheet metal workers	Coppersmith Panel beater (metal trades) Sheet metal fabricator	New entrant: £17,200 Experienced worker: £20,000 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3

	Sheet metal worker		
5221 Metal machining setters and setter-operators	CNC machinist CNC programmer Centre lathe turner Miller (metal trades) Tool setter Turner	New entrant: £17,400 Experienced worker: £21,000 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5222 Tool makers, tool fitters and markers-out	Die maker Engineer-toolmaker Jig maker Marker-out (engineering) Tool fitter Tool Maker	New entrant: £16,000 [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: £20,000 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3
5224 Precision instrument makers and repairers	Calibration engineer Horologist Instrument maker Instrument mechanic Instrument technician Optical technician Precision engineer Watchmaker	New entrant: £16,000 Experienced worker: £19,700 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3

5231 Vehicle technicians, mechanics and electricians	Auto electrician Car mechanic HGV mechanic Mechanic (garage) MOT tester Motor mechanic Motor vehicle technician Technician (motor vehicles) Vehicle technician	New entrant: £15,000 Experienced worker: £19,200 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5232 Vehicle body builders and repairers	Bodyshop technician Car body repairer Coach builder Panel beater Restoration technician (motor vehicles) Vehicle builder	New entrant: £15,500 Experienced worker: £19,500 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5234 Vehicle paint technicians	Car paint sprayer Coach painter Paint technician (motor vehicles) Vehicle refinisher	New entrant: £15,400 Experienced worker: £19,400 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5242 Tele-communications engineers	Cable jointer Customer service engineer	New entrant: £21,100 Experienced worker: £27,500 [Source: Annual Survey of	NQF 3

	<p>(telecommunications)</p> <p>Installation engineer (telecommunications)</p> <p>Network officer (telecommunications)</p> <p>Telecommunications engineer</p> <p>Telephone engineer</p>	Hours and Earnings 2013]	
5244 TV, video and audio engineers	<p>Installation engineer (radio, television and video)</p> <p>Satellite engineer</p> <p>Service engineer (radio, television and video)</p> <p>Technician (radio, television and video)</p> <p>Television engineer</p>	<p>New entrant: £18,500</p> <p>Experienced worker: £22,200</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3
5245 IT engineers	<p>Computer repairer</p> <p>Computer service engineer</p> <p>Hardware engineer (computer)</p> <p>Maintenance engineer (computer servicing)</p>	<p>New entrant: £18,500</p> <p>Experienced worker: £19,100</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3

5311 Steel erectors	Steel erector Steel fabricator Steel worker (structural engineering)	New entrant: £15,200 Experienced worker: £19,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5313 Roofers, roof tilers and slaters	Mastic asphalt spreader Roof tiler Roofer Roofing contractor Slater Thatcher	New entrant: £15,200 Experienced worker: £17,900 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5314 Plumbers and heating and ventilating engineers	Gas engineer Gas service engineer Heating and ventilating engineer Heating engineer Plumber Plumbing and heating engineer	New entrant: £17,200 Experienced worker: £22,400 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5319 Construction and building trades not elsewhere classified	Acoustician Builder Building contractor Fencer Maintenance manager (buildings and other structures)	New entrant: £15,100 Experienced worker: £19,900 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3

	Property developer (building construction)		
5411 Weavers and knitters	Carpet weaver Knitter Knitwear manufacturer Weaver	New entrant: £12,200 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: £13,400 [Source: Annual Survey of Hours and Earnings 2013]	NQF
5412 Upholsterers	Curtain fitter Curtain maker Soft furnisher Trimmer (furniture mfr) Upholsterer	New entrant: £12,200 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: £14,900 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5413 Footwear and leather working trades	Cobbler Leather worker (leather goods mfr) Machinist (leather goods mfr) Shoe machinist Shoe repairer	New entrant: £12,200 Experienced worker: £14,900 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3
5421 Pre-press technicians	Compositor Plate maker Pre-press manager Pre-press technician	New entrant: £13,900 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: £17,000	NQF 3

	Type setter	[Source: Annual Survey of Hours and Earnings 2013]	
5422 Printers	Lithographic printer Machine minder (printing) Print manager Screen printer Wallpaper printer	New entrant: £14,500 Experienced worker: £18,400 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3
5423 Print finishing and binding workers	Binder's assistant Book binder Finishing supervisor (printing) Print finisher	New entrant: £10,300 Experienced worker: £15,700 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5431 Butchers	Butcher Butcher's assistant Butchery manager Master butcher Slaughterman	New entrant: £9,300 Experienced worker: £14,300 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5432 Bakers and flour confectioners	Baker Baker's assistant Bakery manager Cake decorator Confectioner	New entrant: £9,300 Experienced worker: £14,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
5441 Glass and ceramics makers, decorators and finishers	Ceramic artist Glass blower Potter (ceramics	New entrant: £8,400 Experienced worker: £15,000 [Source: Annual Survey of	NQF 3

	<p>mfr)</p> <p>Pottery worker</p> <p>Sprayer (ceramics mfr)</p> <p>Stained glass artist</p>	Hours and Earnings 2013]	
5442 Furniture makers and other craft woodworkers	<p>Antiques restorer</p> <p>Cabinet maker</p> <p>Coffin maker</p> <p>Furniture restorer</p> <p>Picture framer</p> <p>Sprayer (furniture mfr)</p>	<p>New entrant: £8,400</p> <p>Experienced worker: £15,000</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3
5449 Other skilled trades not elsewhere classified	<p>Diamond mounter</p> <p>Engraver</p> <p>Goldsmith</p> <p>Paint sprayer</p> <p>Piano tuner</p> <p>Sign maker</p> <p>Silversmith</p> <p>Wig maker</p>	<p>New entrant: £8,400</p> <p>Experienced worker: £18,100</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3
6131 Veterinary nurses	<p>Animal nurse</p> <p>Veterinary nurse</p>	<p>New entrant: £7,400</p> <p>Experienced worker: £13,000</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3
6144 Houseparents and residential wardens	<p>Foster carer</p> <p>Matron (residential home)</p>	<p>New entrant: £6,700</p> <p>Experienced worker: £11,900</p> <p>[Source: Annual Survey of</p>	NQF 3

	Resident warden Team leader (residential care home) Warden (sheltered housing)	Hours and Earnings 2013]	
6214 Air travel assistants	Air hostess Cabin crew Customer service agent (travel) Flight attendant Passenger service agent	New entrant: £8,100 Experienced worker: £13,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
6215 Rail travel assistants	Retail service manager (railways) Station assistant (underground railway) Ticket inspector (railways) Train conductor Train manager	New entrant: £18,400 Experienced worker: £24,400 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
7125 Merchandisers and window dressers	Merchandiser Sales merchandiser Visual merchandising manager Window dresser	New entrant: £13,500 Experienced worker: £17,100 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3

7130 Sales supervisors	Sales supervisor(retail trade: delivery round) Section manager (retail trade) Shop supervisor (retail trade) Supervisor (retail, wholesale trade) Team leader (retail trade)	New entrant: £9,300 Experienced worker: £13,700 [Source: Annual Survey of Hours and Earnings 2013]	
7215 Market research interviewers	Interviewer (market research) Market researcher (interviewing) Telephone interviewer Telephone researcher Traffic enumerator	New entrant: £6,400 Experienced worker: £10,900 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
8124 Energy plant operatives	Boilerman Control room operator (electric) Hydraulic engineman Plant operator (electricity supplier) Power station operator	New entrant: £13,200 [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: £16,200 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3

8126 Water and sewerage plant operatives	Controller (water treatment) Plant operator (sewage works) Pump attendant Water treatment engineer Water treatment operator	New entrant: £13,200 Experienced worker: £24,500 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3
8215 Driving instructors	Driving instructor HGV instructor Instructor (driving school) Motorcycle instructor	New entrant: £8,900 Experienced worker: £16,000 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3

Table 5: Occupations in which some jobs are skilled to National Qualifications Framework (NQF) level 3 and some jobs are lower-skilled

SOC code and description	Related job titles	Jobs which are skilled to NQF 3 (other jobs are lower-skilled)	Appropriate salary rates	Skill level
1223 Restaurant and catering establishment managers and proprietors	Café owner Fish & chip shopkeeper Operations manager (catering) Restaurant	Restaurant manager Fast food restaurant manager Assistant restaurant manager,	New entrant: £12,500 [Source: Annual Survey of Hours and Earnings 2011 (no	NQF 3 / Lower-skilled

	<p>manager</p> <p>Shop manager (take-away food shop)</p>	<p>establishments with 80 or more covers (covers being the maximum number of customers that can be seated at any one time)</p>	<p>2013 data available]</p> <p>Experienced worker: £15,900</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	
<p>1224 Publicans and managers of licensed premises</p>	<p>Landlady (public house)</p> <p>Licensee</p> <p>Manager (wine bar)</p> <p>Publican</p>	<p>Publican</p> <p>Licensee or pub manager</p>	<p>New entrant: £11,400</p> <p>Experienced worker: £15,700</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	<p>NQF 3 / Lower-skilled</p>
<p>3132 IT user support technicians</p>	<p>Customer support analyst</p> <p>Help desk operator</p> <p>IT support technician</p> <p>Systems support officer</p>	<p>Senior PC support analyst</p> <p>Senior PC support</p> <p>Technical pre- or post-sales support</p> <p>Senior database</p>	<p>New entrant: £16,600</p> <p>Experienced worker: £21,100</p> <p>[Source: Annual Survey of Hours and Earnings</p>	<p>NQF 3 / Lower-skilled</p>

		<p>administrator or analyst</p> <p>Database administrator or analyst</p> <p>Computer engineers, installation and maintenance</p>	2013]	
3217 Pharmaceutical technicians	<p>Dispensing technician</p> <p>Pharmaceutical technician</p> <p>Pharmacy technician</p>	Jobs at NHS Agenda for Change band 4 or equivalent or above	<p>New entrant: £10,700</p> <p>Experienced worker: £15,600</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3 / Lower-skilled
3417 Photographers, audio-visual and broad-casting equipment operators	<p>Audio visual technician</p> <p>Cameraman</p> <p>Photographer</p> <p>Projectionist</p> <p>Sound engineer</p> <p>Theatre technician</p>	<p>Audio visual technician</p> <p>Senior audio visual technician</p> <p>Photographer</p>	<p>New entrant: £14,300</p> <p>[Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]</p>	NQF 3 / Lower-skilled

	(entertainment)	<p>Press photographer (regional)</p> <p>Press photographer (National)</p> <p>Film technician</p> <p>Sound recordist</p> <p>Camera operator (film, television production)</p>	<p>Experienced worker: £15,900</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	
5111 Farmers	<p>Agricultural contractor</p> <p>Agricultural technician</p> <p>Crofter (farming)</p> <p>Farmer</p> <p>Herd manager</p>	<p>Herd managers</p> <p>Livestock breeders</p> <p>Pig breeders</p> <p>Agricultural contractor jobs that require an NQF level 3 in Agricultural Crop Production, Mixed Farming or Livestock Production, or an NPTC Advanced National Certificate in</p>	<p>New entrant: £9,100</p> <p>Experienced worker: £14,700</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	<p>NQF 3 / Lower-skilled</p>

		Agriculture		
5112 Horticultural trades	<p>Grower</p> <p>Horticulturalist (market gardening)</p> <p>Market Gardener</p> <p>Nursery Assistant (agriculture)</p> <p>Nurseryman</p>	<p>Horticultural foreman</p> <p>Horticultural nursery supervisor</p> <p>Horticultural technician</p> <p>Nursery stock production technician or specialist</p>	<p>New entrant: £9,100</p> <p>Experienced worker: £14,700</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3 / Lower-skilled
5113 Gardeners and landscape gardeners	<p>Garden designer</p> <p>Gardener</p> <p>Gardener-handyman</p> <p>Landscape gardener</p>	<p>Gardening Team Supervisor or Manager</p> <p>Landscape jobs, where the job requires a Registration of Land-Based Operatives (ROLO) Gold Card</p> <p>Garden Designer</p>	<p>New entrant: £9,100</p> <p>Experienced worker: £14,100</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	NQF 3 / Lower-skilled

5114 Grounds-men and green-keepers	Greenkeeper Groundsman Groundsperson	Head Greenkeeper Ground Manager Head Groundsperson	New entrant: £12,100 Experienced worker: £15,200 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled
5119 Agricultural and fishing trades not elsewhere classified	Aboricultural consultant Bee farmer Gamekeeper Share fisherman Trawler skipper Tree surgeon	Fishing vessel skippers in inshore areas, and limited and unlimited offshore areas Fishing vessel mates in unlimited offshore areas Forest officers and forest or woodland managers Supervising tree surgeons and supervising arboriculturists / arborists Head gamekeepers, head river keepers	New entrant: £9,100 Experienced worker: £14,700 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled

		and head ghillies Managers in animal husbandry, forestry and fishing not elsewhere classified		
5212 Moulders, core makers and die casters	Core Maker (metal trades) Die Caster Moulder (metal trades) Pipe Maker (foundry)	Jobs which require an engineering technician registered with the Engineering Council Jobs which require an NQF level 3 qualification in Materials Processing and Finishing Foundry or casting shop foremen	New entrant: £17,200 Experienced worker: £20,300 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled
5214 Metal plate workers, and riveters	Boiler maker Metal plate worker Plater Plater-welder	Jobs which require successful completion of the National Apprenticeship Scheme for Engineering Construction (NASEC)	New entrant: £17,200 Experienced worker: £24,200 [Source: Annual Survey of Hours and	NQF 3 / Lower-skilled

		Jobs which require successful completion of an Advanced Modern Apprenticeship in fabrication or welding	Earnings 2013]	
5215 Welding trades	Fabricator-welder Fitter-welder Spot welder (metal) Welder Welding technician	High integrity pipe welders where the job requires three or more years related on-the-job experience Welding foreman Welding engineer or consultant Welding fitter Welding supervisor Welding technician Jobs which require successful completion of an Advanced Modern Apprenticeship in fabrication or welding	New entrant: £18,000 Experienced worker: £20,100 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-

5216 Pipe fitters	Pipe engineer Pipe fitter Pipe welder-fitter	Pipe fitter / welder jobs that require an Engineering Services Gold SKILLcard in Heating and Ventilation Fitting / Welding	New entrant: £17,200 Experienced worker: £28,400 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled
5223 Metal working production and maintenance fitters	Agricultural engineer Bench fitter Engineering machinist Fabricator Installation engineer Maintenance fitter Mechanical engineer	Fitter, turner or millwright jobs that require a completed Engineering Advanced Apprenticeship with an NQF level 3 qualification in Engineering Maintenance or Engineering Technology and Maintenance	New entrant: £15,700 Experienced worker: £20,700 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled
5235 Aircraft maintenance and related trades	Aeronautical engineer Aircraft electrician Aircraft engineer Aircraft fitter	Aircraft engineers Licensed and military certifying engineer / inspector technician	New entrant: £15,400 Experienced worker: £27,000 [Source: Annual	NQF 3 / Lower

	Aircraft mechanic Maintenance engineer (aircraft)	Airframe fitter	Survey of Hours and Earnings 2013]	
5236 Boat and ship builders and repairers	Boat builder Fitter (boat building) Frame turner (ship building) Marine engineer Ship's joiner Shipwright	Jobs which require successful completion of the National Apprenticeship Scheme for Engineering Construction (NASEC) Jobs which require successful completion of an Advanced Modern Apprenticeship in fabrication or welding	New entrant: £15,400 [Source: Annual Survey of Hours and Earnings 2013] Experienced worker: £22,300 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3 / Lower- skilled
5241 Electricians and electrical fitters	Electrical contractor Electrical engineer Electrical fitter Electrician	Electricians, as defined by the joint industry board (JIB) or the Scottish joint industry board (SJIB) grading definitions Approved electricians, as defined by the JIB /	New entrant: £18,500 Experienced worker: £23,700 [Source: Annual Survey of Hours and Earnings	NQF 3 / Lower- skilled

		SJIB grading definitions Technicians, as defined by the JIB / SJIB grading definitions	2013]	
5249 Electrical and electronic trades not elsewhere classified	Alarm engineer Electronics engineer Field engineer Linesman Service Engineer	LE1-equivalent line workers and cable jointers (Chargehands or Leadhands) Electrical / electronics engineers not elsewhere classified	New entrant: £18,600 Experienced worker: £23,600 [Source: Annual Survey of Hours and earnings 2013)	NQF 3 / Lower-skilled
5312 Bricklayers and masons	Bricklayer Dry stone waller Stone mason	Architectural Stone Carver Stonemason Bricklayer, where the job requires NQF level 3 in Bricklaying or Trowel Trades	New entrant: £15,500 Experienced worker: £20,000 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)]	NQF 3 / Lower-skilled

5414 Tailors and dress-makers	Cutter (hosiery, knitwear mfr) Dressmaker Fabric Cutter Tailor Tailoress	Bespoke or handcraft tailor jobs that require a completed Bespoke Tailoring Apprenticeship leading to an NQF level 3 in Bespoke Cutting and Tailoring Jobs that require a completed Modern Apprenticeship in Handicraft Tailoring leading to an NQF level 3 in Apparel Manufacturing Technology	New entrant: £12,200 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: £13,400 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled
5419 Textiles, garments and related trades not elsewhere classified	Clothing manufacturer Embroiderer Hand sewer Sail maker Upholstery cutter	Jobs that require Licentiatehip (LTI) or Associateship (Ctext ATI) of the Textile Institute Pattern cutter jobs that require an ABC Level 3 Certificate in Pattern Cutting or an NQF level 3 in Apparel Technology	New entrant: £12,200 [Source: Annual Survey of Hours and Earnings 2011 (no 2013 data available)] Experienced worker: £13,400	NQF 3 / Lower-skilled

		<p>Head pattern graders</p> <p>Pattern grader jobs that require a completed Advanced Apprenticeship in Textiles</p>	<p>[Source: Annual Survey of Hours and Earnings 2013]</p>	
<p>5433 Fish-mongers and poultry dressers</p>	<p>Butcher (fish, poultry)</p> <p>Filleter (fish)</p> <p>Fish processor</p> <p>Fishmonger</p> <p>Poultry processor</p>	<p>Manual filleters of frozen fish, where the job requires an individual with three or more years' related on-the-job paid experience</p> <p>Machine-trained operatives in the fish processing industry, where the job requires an individual with three or more years' related on-the-job paid experience</p> <p>Quality controllers in the fish processing industry, where the job requires an individual with three or more years' related on-the-job</p>	<p>New entrant: £7,300</p> <p>Experienced worker: £11,000</p> <p>[Source: Annual Survey of Hours and Earnings 2013]</p>	<p>NQF 3 / Lower-skilled</p>

		paid experience		
5434 Chefs	Chef Chef-manager Head chef Pastry chef	Skilled chef jobs where the pay is at least equal to the appropriate salary rates shown and the job requires three or more years relevant experience	All rates apply after deductions for accommodation, meals, etc. Any overtime must also be paid at least at these rates. Skilled chef as defined in the Shortage Occupation List in Appendix K: £29,570 [Source: Migration Advisory Committee] Other chef (new entrant): £8,000 Other chef (experienced worker):	NQF 3 / Lower-skilled

			£12,600 [Source: Annual Survey of Hours and Earnings 2013]	
5436 Catering and bar managers	Bar manager Catering manager Floor manager (restaurant) Kitchen manager Steward (club)	Catering manager Banqueting manager Hotel food and beverage manager	New entrant: £7,700 Experienced worker: £12,300 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled
5443 Florists	Floral assistant Floral designer Florist Flower arranger	Florist managers and shop managers who manage purchasing and relationships with suppliers, manage and develop staff, and ensure that the business meets health and safety standards and other legal requirements Senior florists and floral designers who manage the	New entrant: £8,400 Experienced worker: £14,600 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled

		production and design of formal displays		
6121 Nursery nurses and assistants	Crèche assistant Crèche worker Nursery assistant Nursery nurse	Nursery nurse / practitioner Nursery supervisor Nursery room leader Montessori teacher Pre-school assistant	New entrant: £4,700 Experienced worker: £7,400 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled
6123 Play-workers	Playgroup assistant Playgroup leader Playgroup supervisor Playworker	Playgroup leader Playgroup supervisor	New entrant: £1,500 Experienced worker: £3,200 [Source: Annual Survey of Hours and Earnings 2013]	NQF 3 / Lower-skilled
6139 Animal care services occupations not elsewhere classified	Animal technician Canine beautician Groom	Head lad and travelling head lad for horseracing stables Head groom for	New entrant: £7,400 Experienced worker: £9,100 [Source:	NQF 3 / Lower-skilled

	<p>Kennel assistant</p> <p>Kennel maid</p> <p>Stable hand</p>	<p>horseracing stables and performance horse stud farms</p> <p>Competition groom</p> <p>Stud hand, stallion handler, foaling specialists in performance horse stud farms</p> <p>Head riding instructor</p> <p>Work rider</p>	<p>Annual Survey of Hours and Earnings 2013]</p>	
6141 Nursing auxiliaries and assistants	<p>Auxiliary nurse</p> <p>Health care assistant (hospital service)</p> <p>Health care support worker</p> <p>Nursing assistant</p> <p>Nursing auxiliary</p>	<p>Jobs at NHS Agenda for Change band 3 or equivalent or above</p>	<p>Band 3 and equivalent: £16,271</p> <p>Band 4 and equivalent: £18,838</p> <p>[Source: NHS Agenda for Change 2013]</p>	<p>NQF 3 / Lower-skilled</p>

6143 Dental Nurses	Dental assistant Dental nurse Dental nurse-receptionist Dental surgery assistant	Registered dental nursing jobs that require registration with the General Dental Council (GDC) (Dental nurse is a protected title)	Band 3 and equivalent: £16,271 Band 4 and equivalent: £18,838 Band 5 and equivalent: £21,388 Band 6 and equivalent: £25,783 [Source: NHS Agenda for Change 2013]	NQF 3 / Lower Skilled
6146 Senior care workers	Senior care assistant Senior carer Senior support worker (Local government: welfare services) Team leader (nursing home)	Skilled senior care worker jobs in England and Northern Ireland which include responsibility for supervising staff, and require a relevant NQF level 2 or equivalent qualification in care and two or more years relevant experience Skilled senior care worker jobs in	All rates apply after deductions for accommodation, meals, etc. Any overtime must also be paid at least at these rates. New entrant: £11,400 Experienced worker: £15,800	NQF 3 / Lower-skilled

		<p>Scotland which include responsibility for supervising staff, and require a relevant Scottish Credit and Qualifications Framework level 6 or equivalent qualification in care and registration with the Scottish Social Services Council as a Supervisor</p> <p>Skilled senior care worker jobs in Wales which require a relevant NQF level 3 or equivalent qualification in care and registration with the Care Council for Wales as an Assistant Manager, Senior Care Worker, Senior Care Officer or Senior Care Assistant</p> <p>Senior care worker jobs where the individual has (or previously had) leave</p>	<p>[Source: Annual Survey of Hours and Earnings 2011]</p>	
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		as a work permit holder which was granted for them to do the job		
8232 Marine and waterways transport operatives	<p>Engine room attendant (shipping)</p> <p>Engineer, nos (boat, barge)</p> <p>Ferryman</p> <p>Merchant seaman</p> <p>Seaman (shipping)</p>	<p>Merchant navy master</p> <p>Merchant navy chief officer</p> <p>Merchant navy 2nd officer</p> <p>Merchant navy 3rd officer</p> <p>Merchant navy chief engineer officer</p> <p>Merchant navy 2nd engineer officer</p> <p>Merchant navy 3rd engineer officer</p> <p>Merchant navy 4th engineer officer</p>	<p>New entrant: £19,900</p> <p>Experienced worker: £25,700</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>	NQF 3 / Lower-skilled

		Officer of the watch Chief mate Ship master		
9119 Fishing and other elementary agriculture occupations not elsewhere classified	Horticultural worker Labourer (landscape gardening) Mushroom picker Nursery worker	Sheep Shearers with a recognised qualification equivalent to British Wool Marketing Board (BWMB) Bronze, Silver or Gold Seal Chick sexers (vent sexers)	New entrant: £12,300 Experienced worker: £13,600 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3 / Lower-skilled
9273 Waiters and waitresses	Head waiter Silver service waiter Steward (catering) Waiter Waitress	Head waiter or waitress, establishments with 80 or more covers (covers being the maximum number of customers that can be seated at any one time) Sommelier	New entrant: £7,300 Experienced worker: £9,700 [Source: Annual Survey of Hours and Earnings 2011]	NQF 3 / Lower-skilled

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161. In Appendix KoLL, amend paragraph 3.2(a), after “indefinite leave to” insert “enter or”.

162. In Appendix M, in the table, after the entry for “Table Tennis”, insert new entry:

Taekwondo	GB Taekwondo
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163. In Appendix N, after the entry for “Bar Council”, insert new entry:

BAE Systems Training, Intern and Graduate Programme	Programme designed to allow individuals to train alongside BAE Systems in the UK.	BAE systems	Research and training programme. Maximum 24 months	UK
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164. In Appendix N, after the entry in the table for “Grundtvig”, insert new entry:
Hanban:

Mandarin teachers scheme	<p>The scheme is part of Hanban’s global exchange programme through which it sponsors volunteer and professional Mandarin teachers to undertake placements at Confucius institutes and classrooms in the UK, and at institutions in the UK which are covered by Hanban UK’s teaching exchange programme. These roles are not filling teaching vacancies.</p> <p>The scheme aims to build and/or enhance foreign language skills and foster good cultural relations in between the UK and China.</p>	Hanban UK Ltd	<p>Overseas Government language programme.</p> <p>Maximum 24 months</p>	All UK
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165. In Appendix N, after the entry for “International Science and Innovation Unit”, insert new entry:

International Student Internship Scheme (ISIS)	This internship scheme will offer supernumerary work placements to:	Denning Legal & Overseas Student Service Centre	Work experience programme Maximum 12	UK
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	<p>Chinese students from the top 211 universities; Chinese graduates from UK universities (who will transfer from Tier 4 to Tier 5 GAE) and Chinese nationals (students and graduates) applying direct from China.</p> <p>Interns will spend time with large UK businesses looking to expand their Chinese presence and to grow their trade links with China.</p>		months	
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166. In Appendix N, after the entry for “Lord Chancellor’s Training Scheme for Young Chinese Lawyers”, insert new entry:

Mandarin Teachers Programme London Southbank University	Mandarin teachers will come to support teaching and learning of Mandarin Chinese at the Confucius Institute in London.	London Southbank University	Work experience programme Maximum 12 months	England
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167. In Appendix N, after the entry for the “Scottish Government Interchange Scheme”, insert new entry:

Serious Fraud Office	<p>This is an exchange programme between the Serious fraud Office and law enforcement partners in overseas jurisdictions.</p> <p>The programme will help to promote greater co-operation with investigations, and to share and develop investigative techniques and approaches in the fight against fraud and corruption in the UK and overseas.</p>	Serious Fraud Office	<p>Work experience</p> <p>Maximum 12 months</p>	UK
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168. In Appendix O, at the end of paragraph 1, delete “applies’.” and substitute “applies.”.
169. In Appendix P, in Table 12, insert new entry “Premier Bank Limited”.
170. In Appendix T Part 1 – applicable countries after “Afghanistan” insert “Algeria”.
171. In Appendix T Part 1 – applicable countries after “Bangladesh” insert “Belarus”.
172. In Appendix T Part 1 – applicable countries after “Benin” insert “Bhutan”.
173. In Appendix T Part 1 – applicable countries after “Burkina Faso” insert “Burma”.
174. Democratic Republic of”.
175. In Appendix T Part 1 – applicable countries after “Cote D’Ivoire” insert “Democratic People’s Republic of Korea”.
176. In Appendix T Part 1 – applicable countries after “Indonesia” insert “Iraq”.
174. In Appendix T Part 1 – applicable countries after “South Sudan” insert “Sri Lanka”.

175. In Appendix T Part1 – applicable countries after “Uganda” insert “Ukraine”.

EXPLANATORY NOTE

1. Purpose of the Instrument

1.1 The United Kingdom has made changes to the Immigration Rules applicable to the United Kingdom Rules in 3 sets of changes which were laid before Parliament in March (2) and April 2014. The purpose of this instrument is to bring the Immigration rules for the Isle of Man into line with those of the United Kingdom in those categories which apply in both jurisdictions.

2. Policy Background

What is being done and why

Changes relating to the Points Based System

Tier 1

2.1. Tier 1 of the Points-Based System caters for high value migrants, and currently consists of four categories: Tier 1 (General) – closed except for extension applications, Tier 1 (Entrepreneur), Tier 1 (Investor) and Tier 1 (Graduate Entrepreneur). The Tier 1 (General) category was closed to new applicants in July 2011.

The Tier 1 (General) category, in which applicants scored points for their qualifications, previous earnings, age and UK experience, was closed to new applicants in July 2011 but remains open for extension and settlement applications. The following changes are being made to this category:

- Changes are being made to signal the UK Government's intention to close the category for extension applications on 6 April 2015, and for settlement applications on 6 April 2018. This should give enough time for applicants who entered the category before its closure to apply for settlement if they can meet the requirements to qualify. The Isle of Man has this Immigration category and is maintaining parity with the UK.
- The Association of International Accountants is being added to the list of recognised supervisory bodies for accountants from whose members evidence of Isle of Man earnings is accepted;
- Redundant transitional arrangements linked to the opening of the category in 2009 are being deleted.

2.2. The Tier 1 (Entrepreneur) category caters for applicants coming to the Isle of Man to set up, take over, or otherwise be involved in the running of a business in the Isle of Man. This category has the potential to benefit the Isle of Man economy but has been heavily abused in the UK in recent years. The following changes are being made to this category:

- Applicants may qualify for this category on the basis of funds invested in their businesses up to 12 months before they apply. This is being widened to 24 months for applicants switching from the Tier 1 (Graduate Entrepreneur) category, which is designed to feed into Tier 1 (Entrepreneur) and in which leave may be granted for up to two years in total;
- Minor changes are being made to refine the rules around funds being spent by the business and provisions for entrepreneurial teams;
- Minor updates are being made to evidential requirements. These include removing the need for third party declarations to be provided when funds are held in a joint account with the applicant's spouse or partner, requiring lawyers providing declarations to be independent of those providing investment funds, changing the contents of third party funding declarations from banks to better reflect banking practice, and requiring business accounts produced as evidence of investment to meet statutory requirements;
- Wording is being added to emphasise more explicitly that applicants must provide all the relevant specified evidence, following attempts by some representatives to re-interpret parts of Appendix A differently;
- A minimum age requirement of 16, and child protection rules for applicants under the age of 18, are being added, mirroring the requirements in other categories.

2.3. The Tier 1 (Investor) category caters for high net worth individuals making a substantial financial investment to the Isle of Man. The following changes are being made to this category:

- Investors are required to invest their funds within three months of entering the Isle of Man in this category. At present, if they fail to do so they cannot be granted extensions. A change is being made to allow extensions to be granted if there are exceptionally compelling reasons for the delay in investing, providing the reasons were unforeseeable and outside the investor's control. Investors who do not invest within the first three months may still have their leave curtailed and will have to wait for longer before they become eligible to apply for settlement;

- As with Tier 1 (Entrepreneur), a minimum age requirement of 16, and child protection rules for applicants under the age of 18, are being added, mirroring the requirements in other categories. Applicants aged 16 will still be required to be in control of their investments, as at present.

2.4. The Tier 1 (Graduate Entrepreneur) category caters for graduates who have been endorsed by Isle of Man Higher Education Institutions to establish one or more businesses in the Isle of Man. The following changes are being made to this category:

- The requirement for applicants to have obtained their degrees within the last 12 months or from a particular institution is being removed. This will be of particular benefit to overseas applicants, but will also benefit those who have been undertaking research in the Isle of Man since graduating. It will enable institutions to endorse graduates from other institutions;
- Consequential changes are being made to the evidence required, so that evidence of qualifications is needed where the endorsement is from a different institution to that which awarded the qualification;
- Applicants can have a maximum of two grants of leave in this category. A change is being made to allow the second grant to be with a different endorsing body than the first, to increase flexibility for applicants.

Changes relating to Tier 2 of the Points-Based System

2.5. Tier 2 of the Points-Based System caters for migrant workers with an offer of a skilled job from a licensed employer. There are four overall categories: Intra Company Transfer (ICT), General, Minister of Religion, and Sportsperson. The following changes are being made to Tier 2:

- A change is being made to allow Tier 2 (Intra-Company Transfer) and Tier 2 (General) applicants to be granted up to 5 years' leave (rather than up to 3 years) on payment of a higher fee. This will increase flexibility for applicants and their Sponsors. At the same time, the rules relating to grant periods are being reworded to make them clearer for applicants and caseworkers;
- Annual updates are being made to the minimum salary thresholds and appropriate salary rates for individual occupations (as set out in codes of practice). These updates are in line with changes in average weekly earnings for resident workers (a 0.9% annual increase based on the 3 months ending November 2013), rounded to the

nearest £100. The appropriate salary rates also apply to settlement applications by work permit holders. The revised salary thresholds are as follows:

Category	Criteria	Current threshold	New threshold
Tier 2 (General)	Jobs which qualify for Tier 2 (General)	£20,300	£20,500
Tier 2 (General)	Jobs which are exempt from advertising in Jobcentre Plus (or Jobcentre Online if the job is based in Northern Ireland)	£71,000	£71,600
Tier 2 (General)	Jobs which are exempt from the annual limit and the Resident Labour Market Test	£152,100	£153,500
Tier 2 (Intra-Company Transfer)	Jobs which qualify for the Short Term Staff, Skills Transfer or Graduate Trainee categories (maximum stay either six months or one year)	£24,300	£24,500
Tier 2 (Intra-Company Transfer)	Jobs which qualify for the Long Term Staff category (maximum stay five years)	£40,600	£41,000
Tier 2 (Intra-Company Transfer)	Jobs which qualify for transfers of up to nine years	£152,100	£153,500

Tier 2 (General) and Tier 2 (Sportsperson)	Earnings which qualify for settlement (those working in PhD- level or shortage occupations are exempt)	£35,500 (for settlement applications made on or after 6th April 2018)	£35,800 (for settlement applications made on or after 6th April 2019)
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- An exemption from the Resident Labour Market Test in Tier 2 (General) is being added for continuing employees of Higher Education Institutions returning from a period of academic leave;
- A flexibility is being added to ease the transition from the Standard Occupational Classification (SOC) 2000 system to the SOC 2010 system. This will allow extension applications with no Resident Labour Market Test, where the applicant is moving from any SOC 2000 code to any SOC 2010 code, providing the change is due solely to the change between the two systems and not due to a change in the applicant's job. Currently, such transitions are restricted to a prescribed table. The table will remain for cases where the applicant's job changes but remains within the same occupation;
- Confirmation is being added that salaries for skilled chefs applying using the Shortage Occupation List cannot be pro-rated downwards for different working patterns. This is in line with the Migration Advisory Committee's recommendations and is currently stated in published guidance.

Changes relating to Tier 4 of the Points-Based System

2.6. The Tier 4 category is for overseas students wishing to study in the Isle of Man.

- Appendix H of the Immigration Rules lists the countries and regions from which applicants are subject to different documentary requirements under Tier 4 of the Points Based System. The Home Office has reviewed the list, reassessing countries against a range of risk and compliance criteria, and concluded that three additional countries merit addition to the list on the basis of the high levels of compliance of their students: Oman, Qatar and United Arab Emirates (UAE). At the same time the Home Office is removing the exemption from the genuineness test that exists for applicants from countries and regions listed in Appendix H so that UK Visas and Immigration officials can assess whether an applicant is a genuine student regardless of the nationality of the applicant. The Isle of Man is following the UK's policy.

Changes relating to Tier 5 of the Points-Based System

- 2.7. Tier 5 of the Points-Based System caters for youth mobility and temporary workers coming for primarily non-economic purposes, and consists of two categories: Tier 5 (Youth Mobility Scheme) and Tier 5 (Temporary Workers). The Temporary Workers category consists of five sub-categories: Creative and Sporting, Charity Workers, Religious Workers, Government Authorised Exchange, and International Agreement. Applicants must have a Tier 5 Sponsor, which is usually their Isle of Man employer. The Government Authorised Exchange route enables people to come to the Isle of Man to share knowledge, skills and gain work experience through individual schemes.
- A new 24 month category is being created under the Government Authorised Exchange route for overseas government language placements. This category will enable language teachers who are sponsored by their overseas government to carry out teaching placements at Isle of Man institutions through established government to government partnership agreements arranged by the UK..
 - Routine updates are being made to the list of Tier 5 Government Authorised Exchange Schemes.

Other miscellaneous changes to the Points Based System

- 2.8. The maintenance funds thresholds for Points-Based System Migrants and their dependants are being updated in line with changes to the cost of living since they were last updated in 2012. The updates for work routes (Tiers 1, 2 and 5) are based on Consumer Price Index inflation since 2012, and the updates for the student route (Tier 4) are based on the rise in the maximum package of grants and loans available to home students since 2012.
- “Premier Bank Limited” is being added to the list of financial institutions in Bangladesh from which statements are accepted. This is a routine change which reflects the Home Office’s current intelligence on which institutions satisfactorily verify such statements.
 - A reference to credit cards, currently stated in published guidance is being added. This states that credit cards are not acceptable as evidence of available maintenance funds.
 - A minor change is being made to the definition of “working for the same employer” to cover all cases where a Tier 2 or Tier 5 Migrant’s employment has transferred

under arrangements approved by the Department for Economic Development to similar protection to continue in the same job.

- A handful of minor drafting errors are being corrected.

Changes relating to dependants in the Points-Based System and other work routes

2.9. A change is being made to restrict dependants of Points-Based System Migrants from employment as a professional sports player or coach. This reflects restrictions in other categories of the Immigration Rules. The restrictions are designed to prevent applicants from circumventing the requirement to be endorsed by the relevant UK sports governing body in the dedicated Tier 2 and Tier 5 categories.

- Corrections are being made to enforce the intention that only dependants of individuals who qualified for settlement under the Points-Based System can apply for settlement as dependants of Points-Based System Migrants. Previously the Immigration Rules allowed dependents of those who qualified for settlement on the basis of long residence to also apply. The change will mean such dependants will need to apply for leave to remain under the rules for family members in Appendix FM before they can qualify for settlement.
- An omission is being corrected to allow dependent children of settled Points Based System Migrants to apply for further temporary leave if they cannot qualify for settlement themselves (for example, if they have turned 18 while they have been in the UK and have not passed the knowledge of language and life requirement).

Change relating to Appendix 1 – Visa Requirements

2.10. The United Kingdom has made changes to Visa requirements in respect of Bahrain Diplomatic and Special passport holders and of Venezuelan nationals. In order to maintain the integrity of the Common Travel Area the Visa requirements for the Isle of Man are changed accordingly.

Changes to the Immigration Rules relating to family life

2.11. The following minor changes and clarifications are being made to the Immigration Rules relating to family life:

- To make clear that non-EEA national fiancé(e)s and proposed civil partners of EEA nationals who do not have a right of permanent residence in the UK cannot apply for entry clearance as a partner under Appendix FM to the Immigration Rules. Such persons cannot enter the UK under the EEA Regulations unless they have been in a durable relationship with the EEA national for at least 2 years, which is comparable

to the requirement for entry clearance as an unmarried or same sex partner under Appendix FM;

- To clarify that an applicant for Indefinite Leave to Remain under paragraph 298 of the Immigration Rules can be granted a period of limited leave if they fail to qualify for Indefinite Leave to Remain because they are unable to meet the Knowledge of Language and Life in the UK requirement or because of minor criminality;
- To clarify which children applying under the adoption rules in Part 8 of the Immigration Rules are subject to the minimum income threshold requirement;
- To make clear that an applicant applying for limited leave to remain under the 5-year partner or parent route in Appendix FM only needs to meet the English language requirement once and does not need to demonstrate they meet the requirement every time they apply for limited leave under those routes;
- In respect of the minimum income threshold requirement under Appendix FM and Appendix FM-SE:
 - To count maintenance payments from a former partner of the sponsor, as well as of the applicant;
 - To clarify the manner in which cash income can be counted;
 - To provide that tips and gratuities distributed by an employer via a tronc scheme can be counted as employment income;
 - To provide for overseas maternity pay, paternity pay and adoption pay to be counted;
 - To update references to the VAT registration threshold to reflect the current HMRC threshold of £79,000;
 - To provide for ongoing payments from insurance companies and legal settlements to be count as non-employment income.
- To require that the specified medical evidence to be provided by an adult dependent relative applicant under Appendix FM come from an independent source;
- Other minor technical changes to Appendix FM and Appendix FM-SE.

3. Consultation with Migration Policy Group

3.1 As the effect of these changes does not impact directly on employment in the Isle of Man they have not been subject to consultation with the Migration Policy Group.