

## **Appendix A Skilled Worker Going Rate and Tradeable Point Examples**

**(Effective 4<sup>th</sup> April 2024)**

### **1. Going Rate Examples**

	<b>Current rate</b>	<b>Transitional rate (25<sup>th</sup> percentile)</b>	<b>New rate (50<sup>th</sup> percentile)</b>
General threshold	£26,200	£29,000	£38,700
SOC 2119 (academic research staff)	£34,600	£32,000	£41,200
SOC 2311 (academic teaching)	£41,200	£38,100	£47,700

### **2. Revised Tradeable Point Table**

Please see the table below for an updated list of the various tradeable points options that are available, along with the eligibility requirements. Please note that where a reference is made to an applicant being a "new entrant", there are additional criteria to meet which are detailed on our webpages.

<b>NEW RATES – 50<sup>TH</sup> PERCENTILE</b>		
Applicable to all individuals whose first Certificate of Sponsorship was issued on or after 4 April 2024		
<b>Option</b>	<b>Requirements</b>	<b>Points available</b>
A: salary only	The applicant's salary equals or exceeds both: <ul style="list-style-type: none"> <li>• £38,700 per year; and</li> <li>• the going rate for the SOC 2020 occupation code.</li> </ul>	20 points for salary
B: relevant PhD	The applicant has a PhD in a subject relevant to the job and their salary equals or exceeds both: <ul style="list-style-type: none"> <li>• £34,830 per year; and</li> <li>• 90% of the going rate for the SOC 2020 occupation code.</li> </ul>	10 points for salary 10 points for PhD
C: relevant STEM PhD	The applicant has a PhD in a STEM subject relevant to the job and their salary equals or exceeds both: <ul style="list-style-type: none"> <li>• £30,960 per year; and</li> </ul>	0 points for salary 20 points for STEM PhD

	<ul style="list-style-type: none"> <li>80% of the going rate for the SOC 2020 occupation code.</li> </ul>	
D: listed occupation	<p>The applicant is being sponsored for a job on the Immigration Salary List and their salary equals or exceeds both:</p> <ul style="list-style-type: none"> <li>£30,960 per year; and</li> <li>the going rate for the SOC 2020 occupation code.</li> </ul>	<p>0 points for salary</p> <p>20 points for listed occupation</p>
E: new entrant	<p>The applicant is a new entrant at the start of their career and their salary equals or exceeds both:</p> <ul style="list-style-type: none"> <li>£30,960 per year; and</li> <li>70% of the going rate for the SOC 2020 occupation code.</li> </ul>	<p>0 points for salary</p> <p>20 points for new entrant</p>

### **TRANSITIONARY RATES – 25<sup>TH</sup> PERCENTILE**

Applicable to all individuals where:

- The date of application is before 04 April 2030
- The applicant was granted permission as a Skilled Worker prior to 04 April 2024
- The applicant has retained continuous permission under the Skilled Worker route prior to 04 April 2024

<b>Option</b>	<b>Requirements</b>	<b>Points available</b>
F: salary only	<p>The applicant's salary equals or exceeds both:</p> <ul style="list-style-type: none"> <li>£29,000 per year; and</li> <li>the going rate for the SOC 2020 occupation code.</li> </ul>	<p>20 points for salary</p>
G: relevant PhD	<p>The applicant has a PhD in a subject relevant to the job and their salary equals or exceeds both:</p> <ul style="list-style-type: none"> <li>£26,100 per year; and</li> <li>90% of the going rate for the SOC 2020 occupation code.</li> </ul>	<p>10 points for salary</p> <p>10 points for PhD</p>
H: relevant STEM PhD	<p>The applicant has a PhD in a STEM subject relevant to the job and their salary equals or exceeds both:</p> <ul style="list-style-type: none"> <li>£23,200 per year; and</li> <li>80% of the going rate for the SOC 2020 occupation code.</li> </ul>	<p>0 points for salary</p> <p>20 points for STEM PhD</p>

I: listed occupation	The applicant is being sponsored for a job on the Immigration Salary List and their salary equals or exceeds both: <ul style="list-style-type: none"> <li>£23,200 per year; and</li> <li>the going rate for the SOC 2020 occupation code.</li> </ul>	0 points for salary 20 points for listed occupation
J: new entrant	The applicant is a new entrant at the start of their career and their salary equals or exceeds both: <ul style="list-style-type: none"> <li>£23,200 per year; and</li> <li>70% of the going rate for the SOC 2020 occupation code.</li> </ul>	0 points for salary 20 points for new entrant

### 3. Revised Going Rates and Tradeable Point Examples

#### a. New Applicants

Going rates are per year and based on a 37.5-hour working week. They must be pro-rated for other working patterns, based on the weekly working hours.

SOC 2020 occupation code	Examples of related job titles	Going rate	90% of going rate	80% of going rate	70% of going rate	Eligible for PhD points?
2311 Higher education teaching professionals	<ul style="list-style-type: none"> <li>Lecturer (higher education, university)</li> <li>Tutor (higher education, university)</li> <li>University teaching assistant</li> </ul>	£47,700	£42,930	£38,160	£33,390	Yes
2119 Natural and social science professionals not elsewhere classified	<ul style="list-style-type: none"> <li>Researcher</li> <li>Scientist</li> <li>Sports scientist</li> </ul>	£41,200	£37,080	£32,960	£30,960	Yes

## b. Transitional Arrangements

SOC 2020 occupation code	Examples of related job titles	Going rate	90% of going rate	80% of going rate	70% of going rate	Eligible for PhD points?
2311 Higher education teaching professionals	<ul style="list-style-type: none"> <li>• Lecturer (higher education, university)</li> <li>• Tutor (higher education, university)</li> <li>• University teaching assistant</li> </ul>	£38,100	£34,290	£30,480	£26,670	Yes
2119 Natural and social science professionals not elsewhere classified	<ul style="list-style-type: none"> <li>• Researcher</li> <li>• Scientist</li> <li>• Sports scientist</li> </ul>	£32,000	£28,800	£25,600	£23,200 (general salary threshold)	Yes

*The detail above is for indicative purposes only. All colleagues should ensure they assess eligibility against the government criteria.*