

## Standard Occupational Classification (SOC) Codes and Thresholds from March 2025

The tables on the following pages highlight the most common SOC codes that we use at the University to sponsor an individual for a Skilled Worker visa. The figures in the **YELLOW** rows against each SOC is the actual minimum salaries for UoM to be eligible, this is because the published going rates are based on a 37.5-hour week.

To be eligible for sponsorship as a Skilled Worker, the role must meet **either** the 'Going Rate' for the SOC **or** the 'General Threshold of £38,700' whichever of the two is highest. Where a reduction of the going rate is possible, depending on the role and individuals' personal circumstances, the salary **must never** drop below £30,960.

The Immigration Salary List (ISL) has replaced the Shortage Occupation List and at this stage the full review hasn't taken place, so there are only a small number of SOC codes on this new list.

We should not be appointing new international candidates at higher points of the salary grades just to enable sponsorship, nor should we increase an existing employee's salary to enable sponsorship; all candidates should be treated equally and fairly and appointment higher in the grade should follow the existing process of having relevant experience. We should not create inequity with local appointments, and it will be a failed recruitment if they do not meet the eligible salary thresholds and do not have the required experience to justify entry higher in the salary band.

### For Reference: UoM Salary Bands at March 2025

Annual Salary 1 March 2025	Hourly Salary 1 March 2025	Spinal Point	UoM Grade	
£23,040	£12.66	7		1
£23,040	£12.66	8	1	2
£23,040	£12.66	9		3
£23,414	£12.86	10		4
£23,881	£13.12	11	1	
£24,344	£13.38	12	2	
£24,900	£13.68	13		
£25,448	£13.98	14	5	1
£25,733	£14.14	15		2
£26,338	£14.47	16		3
£26,942	£14.80	17		4
£27,644	£15.19	18	1	5
£28,381	£15.59	19	2	6
£29,179	£16.03	20	3	
£29,959	£16.46	21	4	
£30,805	£16.93	22	5	
£31,637	£17.38	23	6	1
£32,546	£17.88	24	7	2
£33,482	£18.40	25		3
£34,132	£18.75	26		4
£35,116	£19.29	27		5
£36,130	£19.85	28		6
£37,174	£20.43	29	1	7
£38,249	£21.02	30	2	8
£39,355	£21.62	31	3	9
£40,497	£22.25	32	4	
£41,671	£22.90	33	5	
£42,882	£23.56	34	6	
£44,128	£24.25	35	7	
£45,413	£24.95	36	8	
£46,735	£25.68	37	9	1
£48,149	£26.46	38	10	2
£49,559	£27.23	39	11	3
£51,039	£28.04	40		4
£52,566	£28.88	41		5
£54,136	£29.75	42		6
£55,755	£30.63	43		7
£57,422	£31.55	44		8
£59,139	£32.49	45	1	9
£60,907	£33.47	46	2	10
£62,728	£34.47	47	3	11
£64,605	£35.50	48	4	
£66,537	£36.56	49	5	
£68,529	£37.65	50	6	
£70,579	£38.78	51	7	
£72,692	£39.94	52	8	
£74,866	£41.14	53	9	
£77,107	£42.37	54	10	

▼ Indicates that this figure is at the bottom of that UoM pay grade    ^ Indicates that the figure is at the top of that UoM pay grade

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A)	90% of going rate (SW - option B)	80% of going rate (SW - options C and D)	70% of going rate (SW - option E)
		<i>Salary only</i> £38,700: min GT	<i>Relevant PhD</i> £34,830: min GT	<i>Relevant STEM PhD or ISL</i> £30,960: min GT	<i>New Entrant</i> £30,960: min GT
2111 Chemical scientists	Analytical chemist Chemist Development chemist Industrial chemist Laboratory analyst Research scientist (chemical)	£35,200 (£18.05 per hour)	£31,680 (£16.25 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£38,700</b>	<b>£34,830</b>	<b>STEM PhD: £30,960</b>	<b>£30,960</b>
	<b>Actual UoM Minimum Grade</b>	<b>£39,355 : Grade 6 (31)</b>	<b>£35,116 : Grade 5 (27)</b>	<b>£31,637 : Grade 5 (23) ▼</b>	<b>£31,637 : Grade 5 (23) ▼</b>
2112 Biological scientists  <b>IMMIGRATION SALARY LIST (ISL)</b>	Agricultural consultant Forensic scientist Horticulturist (professional) Microbiologist Pathologist	£41,900 (£21.49 per hour)	£37,710 (£19.34 per hour)	£33,520 (£17.19 per hour)	£30,960 (£15.88 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£39,120</b>	<b>£35,200</b>	<b>STEM PhD or ISL: £31,290</b>	<b>£30,960</b>
	<b>Actual UoM Minimum Grade</b>	<b>£39,355 : Grade 6 (31)</b>	<b>£36,130 : Grade 5 (28) ^</b>	<b>£31,637 : Grade 5 (23) ▼</b>	<b>£31,637 : Grade 5 (23) ▼</b>
2113 Biochemists and biomedical scientists	Clinical technologist Endocrinologist Histopathologist Medical technologist Medical researcher	£44,800 (£22.97 per hour)	£40,320 (£20.68 per hour)	£35,840 (£18.38 per hour)	£31,360 (£16.08 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£41,810</b>	<b>£37,640</b>	<b>STEM PhD: £33,460</b>	<b>£30,960</b>
	<b>Actual UoM Minimum Grade</b>	<b>£42,882 : Grade 6 (34)</b>	<b>£38,249 : Grade 6 (30)</b>	<b>£33,482 : Grade 5 (25)</b>	<b>£31,637 : Grade 5 (23) ▼</b>
2114 Physical scientists  <b>SOC 2010 code was 2113</b>	Geologist Geophysicist Medical physicist Meteorologist Oceanographer Physicist Seismologist	£47,300 (£24.26 per hour)	£42,570 (£21.83 per hour)	£37,840 (£19.41 per hour)	£33,110 (£16.98 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£44,160</b>	<b>£39,740</b>	<b>STEM PhD: £35,330</b>	<b>£30,960</b>
	<b>Actual UoM Minimum Grade</b>	<b>£45,413 : Grade 6 (36) ^</b>	<b>£40,497 : Grade 6 (32)</b>	<b>£36,130 : Grade 5 (28) ^</b>	<b>£31,637 : Grade 5 (23) ▼</b>

<b>2115 Social and humanities scientists</b>  <u>IMMIGRATION SALARY LIST (ISL)</u> <u>FOR ARCHAEOLOGIST ONLY</u>	Anthropologist Archaeologist Criminologist Epidemiologist Geographer GIS analyst Historian Political researcher Social scientist	£36,400 (£18.67 per hour)	£32,760 (£16.80 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£38,700</b>	<b>£34,830</b>	<b>STEM PhD or ISL: £30,960</b>	<b>£30,960</b>
	<b>Actual UoM Minimum Grade</b>	<b>£39,355 : Grade 6 (31)</b>	<b>£35,116 : Grade 5 (27)</b>	<b>£31,637 : Grade 5 (23) <sup>v</sup></b>	<b>£31,637 : Grade 5 (23) <sup>v</sup></b>
<b>2119 Natural and social science professionals not elsewhere classified</b>  <i>Note: inc researchers in research organisations other than universities</i>  <b>SOC 2010 Codes was 2119 &amp; 2162</b>	Operational research scientist Scientific officer Scientist Sports scientist Technical officer (laboratory) University research fellow (sciences)	£41,200 (£21.13 per hour)	£37,080 (£19.02 per hour)	£32,960 (£16.90 per hour)	£30,960 (£15.88 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£38,700</b>	<b>£34,620</b>	<b>STEM PhD: £30,960</b>	<b>£30,960</b>
	<b>Actual UoM Minimum Grade</b>	<b>£39,355 : Grade 6 (31)</b>	<b>£35,116 : Grade 5 (27)</b>	<b>£31,637 : Grade 5 (23) <sup>v</sup></b>	<b>£31,637 : Grade 5 (23) <sup>v</sup></b>
<b>2133 IT business analysts, architects and systems designers</b>	Business analyst (computing) Data communications analyst Change analyst (computing) Systems analyst Systems consultant Technical analyst (computing) Technical architect User experience architect	£51,700 (£26.51 per hour)	£46,530 (£23.86 per hour)	£41,360 (£21.21 per hour)	£36,190 (£18.56 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£48,250</b>	<b>£43,430</b>	<b>STEM PhD: £38,610</b>	<b>£33,780</b>
	<b>Actual UoM Minimum Grade</b>	<b>£49,559 : Grade 7 (39)</b>	<b>£44,128 : Grade 6 (35)</b>	<b>£39,355 : Grade 6 (31)</b>	<b>£34,132 : Grade 5 (26)</b>
<b>2134 Programmers and software development professionals</b>	Analyst-programmer Database developer Games designer Interactive designer Mobile app developer Programmer Software engineer Website builder	£49,400 (£25.33 per hour)	£44,460 (£22.80 per hour)	£39,520 (£20.27 per hour)	£34,580 (£17.73 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£46,110</b>	<b>£41,500</b>	<b>STEM PhD: £36,900</b>	<b>£32,270</b>
	<b>Actual UoM Minimum Grade</b>	<b>£46,735 : Grade 7 (37) <sup>v</sup></b>	<b>£41,671 : Grade 6 (33)</b>	<b>£37,174 : Grade 6 (29) <sup>v</sup></b>	<b>£32,546 : Grade 5 (24)</b>

2135 Cyber security professionals <i>*New SOC</i>	Data security manager Ethical hacker Forensic computer investigator IT security analyst Technical security consultant	£45,300 (£23.23 per hour)	£40,770 (£20.91 per hour)	£36,240 (£18.58 per hour)	£31,710 (£16.26 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£42,280</b>	<b>£38,060</b>	<b>STEM PhD: £33,820</b>	<b>£30,960</b>
	<b>Actual UoM Minimum Grade</b>	<b>£42,882 : Grade 6 (34)</b>	<b>£38,249 : Grade 6 (30)</b>	<b>£34,132 : Grade 5 (26)</b>	<b>£31,637 : Grade 5 (23) √</b>
2136 IT Quality and testing	IT auditor Quality analyst (computing) Software testing consultant Systems tester (computing) Test analyst (computing) Test engineer (professional software)	£39,900 (£20.46 per hour)	£35,910 (£18.42 per hour)	£31,920 (£16.37 per hour)	£30,960 (£15.88 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£38,700</b>	<b>£34,830</b>	<b>STEM PhD: £30,960</b>	<b>£30,960</b>
	<b>Actual UoM Minimum Grade</b>	<b>£39,355 : Grade 6 (31)</b>	<b>£35,116 : Grade 5 (27)</b>	<b>£31,637 : Grade 5 (23) √</b>	<b>£31,637 : Grade 5 (23) √</b>
2137 IT network professionals <i>*New SOC</i>	Network consultant Network designer Network installation engineer Network planner	£42,800 (£21.95 per hour)	£38,520 (£19.75 per hour)	£34,240 (£17.56 per hour)	£30,960 (£15.88 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£39,950</b>	<b>£35,950</b>	<b>STEM PhD: £31,960</b>	<b>£30,960</b>
	<b>Actual UoM Minimum Grade</b>	<b>£40,497 : Grade 6 (32)</b>	<b>£36,130 : Grade 5 (28) ^</b>	<b>£32,546 : Grade 5 (24)</b>	<b>£31,637 : Grade 5 (23) √</b>
2161 Research and development (R&D) managers	Clinical trials manager Consumer insights manager Creative manager (R&D) Design manager Market research manager Research manager (broadcasting)	£49,200(£25.23 per hour)	£44,280(£22.71 per hour)	£39,360(£20.18 per hour)	£34,440(£17.66 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£45,920</b>	<b>£41,340</b>	<b>STEM PhD: £36,730</b>	<b>£32,150</b>
	<b>Actual UoM Minimum Grade</b>	<b>£46,735 : Grade 7 (37) √</b>	<b>£41,671 : Grade 6 (33)</b>	<b>£37,174 : Grade 6 (29) √</b>	<b>£32,546 : Grade 5 (24)</b>
2162 Other researchers, unspecified discipline	Postdoctoral researcher Research assistant (university) Research fellow (university) University researcher	£40,800 (£20.92 per hour)	£36,720 (£18.83 per hour)	£32,640 (£16.74 per hour)	£30,960 (£15.88 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£38,700</b>	<b>£34,830</b>	<b>STEM PhD: £30,960</b>	<b>£30,960</b>
	<b>Actual UoM Minimum Grade</b>	<b>£39,355 : Grade 6 (31)</b>	<b>£35,116 : Grade 5 (27)</b>	<b>£31,637 : Grade 5 (23) √</b>	<b>£31,637 : Grade 5 (23) √</b>

<b>2311 Higher education teaching professionals</b>	Fellow (university) Lecturer (HE, university) Professor (HE, university) Tutor (HE, university) University lecturer University teaching assistant	£47,700 (£24.46 per hour)	£42,930 (£22.02 per hour)	£38,160 (£19.57 per hour)	£33,390 (£17.12 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£44,520</b>	<b>£40,080</b>	<b>STEM PhD: £35,620</b>	<b>£31,160</b>
	<b>Actual UoM Minimum Grade</b>	<b>£45,413 : Grade 6 (36) ^</b>	<b>£40,497 : Grade 6 (32)</b>	<b>£36,130 : Grade 5 (28) ^</b>	<b>£31,637 : Grade 5 (23) v</b>
<b>2319 Teaching professionals not elsewhere classified</b>	Adult education tutor Ballet teacher (qualified) Music teacher Private tutor Voice coach	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£38,700</b>	<b>£34,830</b>	<b>STEM PhD: £30,960</b>	<b>£30,960</b>
	<b>Actual UoM Minimum Grade</b>	<b>£39,355 : Grade 6 (31)</b>	<b>£35,116 : Grade 5 (27)</b>	<b>£31,637 : Grade 5 (23) v</b>	<b>£31,637 : Grade 5 (23) v</b>
<b>2440 Business and financial project management professionals</b>	Chief knowledge officer Contracts manager (security services) Project delivery officer Project manager Research support officer Scrum master Work package manager (professional)	£52,900 (£27.13 per hour)	£47,610 (£24.42 per hour)	£42,320 (£21.70 per hour)	£37,030 (£18.99 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£49,380</b>	<b>£44,450</b>	<b>STEM PhD: £39,500</b>	<b>£34,570</b>
	<b>Actual UoM Minimum Grade</b>	<b>£49,559 : Grade 7 (39)</b>	<b>£45,413 : Grade 6 (36) ^</b>	<b>£40,497 : Grade 6 (32)</b>	<b>£35,116 : Grade 5 (27)</b>
<b>2472 Archivists, conservators and curators</b>	Archivist Conservator Curator Keeper (art gallery) Museum officer	£33,600 (£17.23 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£38,700</b>	<b>£34,830</b>	<b>STEM PhD: £30,960</b>	<b>£30,960</b>
	<b>Actual UoM Minimum Grade</b>	<b>£39,355 : Grade 6 (31)</b>	<b>£35,116 : Grade 5 (27)</b>	<b>£31,637 : Grade 5 (23) v</b>	<b>£31,637 : Grade 5 (23) v</b>

<b>3111 Laboratory technicians</b> <b><u>IMMIGRATION SALARY LIST (ISL)</u></b> <b><u>ONLY FOR JOBS REQUIRING 3+ YEARS RELATED ON-THE-JOB EXPERIENCE</u></b>	Assistant scientist (laboratory) Associate practitioner (laboratory) Cytoscreener Hospital technician Laboratory technician Scientific technician	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£38,700</b>	<b>£34,830</b>	<b>STEM PhD or ISL: £30,960</b>	<b>£30,960</b>
	<b>Actual UoM Minimum Grade</b>	<b>£39,355 : Grade 6 (31)</b>	<b>£35,116 : Grade 5 (27)</b>	<b>£31,637 : Grade 5 (23) <sup>v</sup></b>	<b>£31,637 : Grade 5 (23) <sup>v</sup></b>
<b>3119 Science, engineering and production technicians not elsewhere classified</b>	School technician Technical assistant Technician Textile consultant Workshop technician	£32,100 (£16.46 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)	£30,960 (£15.88 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£38,700</b>	<b>£34,830</b>	<b>STEM PhD: £30,960</b>	<b>£30,960</b>
	<b>Actual UoM Minimum Grade</b>	<b>£39,355 : Grade 6 (31)</b>	<b>£35,116 : Grade 5 (27)</b>	<b>£31,637 : Grade 5 (23) <sup>v</sup></b>	<b>£31,637 : Grade 5 (23) <sup>v</sup></b>
<b>3544 Data analysts</b>	Data analyst Data officer Data quality analyst Information management analyst Organisation and methods analyst	£33,200 (£17.03 per hour)	Not eligible	Not eligible	£30,960 (£15.88 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£38,700</b>	<b>£34,830</b>	<b>STEM PhD: £30,960</b>	<b>£30,960</b>
	<b>Actual UoM Minimum Grade</b>	<b>£39,355 : Grade 6 (31)</b>	<b>£35,116 : Grade 5 (27)</b>	<b>£31,637 : Grade 5 (23) <sup>v</sup></b>	<b>£31,637 : Grade 5 (23) <sup>v</sup></b>
<b>3549 Business associate professionals not elsewhere classified</b>	Business support officer Marine consultant Methods engineer O&M consultant Party agent (political party)	£30,960 (£15.88 per hour)	Not eligible	Not eligible	£30,960 (£15.88 per hour)
	<b>UoM Salary Based on 35hr Week</b>	<b>£38,700</b>	<b>£38,700</b>	<b>£38,700</b>	<b>£30,960</b>
	<b>Actual UoM Minimum Grade</b>	<b>£39,355 : Grade 6 (31)</b>	<b>£39,355 : Grade 6 (31)</b>	<b>£39,355 : Grade 6 (31)</b>	<b>£31,637 : Grade 5 (23) <sup>v</sup></b>