Standard Occupational Classification (SOC) Codes and Thresholds from 22.07.2025

The tables on the following pages highlight the most common SOCs 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 £41,700' 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 £33,400.

The Temporary Shortage List (TSL) has replaced the Immigration Salary List (ISL) and there is no longer a reduction in salaries for roles being included on this list.

Transitional arrangements have been put in place for Skilled Workers already sponsored in the UK. The going rates and thresholds are complex and it depends when they were first sponsored. The Global Mobility team can advise further and will assess this as each request for an extension or sponsorship is made.

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	1
£23,040	£12.66	8			2
£23,040	£12.66	9			3
£23,414	£12.86	10		1	4
£23,881	£13.12	11		2	
£24,344	£13.38	12	2	3	
£24,900	£13.68	13		4	
£25,448	£13.98	14		5	1
£25,733	£14.14	15			2
£26,338	£14.47	16		3	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	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	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	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	7		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	8	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	

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate (SW – option A and D) *Salary only inc TSL £41,700: min GT*	90% of going rate (SW - option B) *Relevant PhD £37,500: min GT*	80% of going rate (SW - options C) *Relevant STEM PhD £33,400: min GT*	70% of going rate (SW - option E) *New Entrant £33,400: min GT*
2111 Chemical scientists	Analytical chemist Chemist Development chemist Industrial chemist Laboratory analyst Research scientist (chemical)	£39,900 (£20.46 per hour)	£35,900 (£18.41 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)
	UoM Salary Based on 35hr Week	**£41,700**	**£37,500**	**STEM PhD: £33,400**	**£33,400**
	Actual UoM Minimum Grade	**£42,882 : Grade 6 (34)**	**£38,249 : Grade 6 (30)**	**£33,482 : Grade 5 (25)**	**£33,482 : Grade 5 (25)**
2112 Biological scientists **IMMIGRATION SALARY LIST (ISL)****	Agricultural consultant Forensic scientist Horticulturist (professional) Microbiologist Pathologist	£40,300 (£20.67 per hour)	£36,300 (£18.62 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)
	UoM Salary Based on 35hr Week	**£41,700**	**£37,500**	**STEM PhD: £33,400**	**£33,400**
	Actual UoM Minimum Grade	**£42,882 : Grade 6 (34)**	**£38,249 : Grade 6 (30)**	**£33,482 : Grade 5 (25)**	**£33,482 : Grade 5 (25)**
2113 Biochemists and biomedical scientists	Clinical technologist Endocrinologist Histopathologist Medical technologist Medical researcher	£45,900 (£23.54 per hour)	£41,300 (£21.18 per hour)	£36,700 (£18.82 per hour)	£33,400 (£17.13 per hour)
	UoM Salary Based on 35hr Week	**£42,850**	**£38,550**	**STEM PhD: £34,260**	**£33,400**
	Actual UoM Minimum Grade	**£42,882 : Grade 6 (34)**	**£39,355 : Grade 6 (31)**	**£35,116 : Grade 5 (27)**	**£33,482 : Grade 5 (25)**
2114 Physical scientists *SOC 2010 code was 2113*	Geologist Geophysicist Medical physicist Meteorologist Oceanographer Physicist Seismologist	£54,600 (£28.00 per hour)	£49,100 (£25.18 per hour)	£43,600 (£22.36 per hour)	£38,200 (£19.59 per hour)
	UoM Salary Based on 35hr Week	**£50,960**	**£45,830**	**STEM PhD: £40,700**	**£35,660**
	Actual UoM Minimum Grade	**£51,039 : Grade 7 (40)**	**£46,735 : Grade 7 (37) V**	**£41,671 : Grade 6 (33)**	**£36,130 : Grade 5 (28) ^**

2115 Social and humanities scientists	Anthropologist Archaeologist Criminologist Epidemiologist Geographer GIS analyst Historian Political researcher Social scientist	£40,400 (£20.72 per hour)	£36,400 (£18.67 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)
	UoM Salary Based on 35hr Week	**£41,700**	**£37,500**	**STEM PhD: £33,400**	**£33,400**
	Actual UoM Minimum Grade	**£42,882 : Grade 6 (34)**	**£38,249 : Grade 6 (30)**	**£33,482 : Grade 5 (25)**	**£33,482 : Grade 5 (25)**
2119 Natural and social science professionals not elsewhere classified *Note: inc researchers in research organisations other than universities*	Operational research scientist Scientific officer Scientist Sports scientist Technical officer (laboratory) University research fellow (sciences)	£41,500 (£21.28 per hour)	£37,300 (£19.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)
	UoM Salary Based on 35hr Week	**£41,700**	**£37,500**	**STEM PhD: £33,400**	**£33,400**
	Actual UoM Minimum Grade	**£42,882 : Grade 6 (34)**	**£38,249 : Grade 6 (30)**	**£33,482 : Grade 5 (25)**	**£33,482 : Grade 5 (25)**
2133 IT business analysts, architects and systems designers	Business analyst (computing) Data communications analyst Change analyst (computing) Systems analyst Systems consultant Technical analyst (computing) Technical architect User experience architect	£54,900 (£28.15 per hour)	£49,400 (£25.33 per hour)	£43,900 (£22.51 per hour)	£38,400 (£19.69 per hour)
	UoM Salary Based on 35hr Week	**£51,240**	**£46,110**	**STEM PhD: £40,970**	**£35,840**
	Actual UoM Minimum Grade	**£52,566 : Grade 7 (41)**	**£46,735 : Grade 7 (37) ˅**	**£41,671 : Grade 6 (33)**	**£36,130 : Grade 5 (28) ^**
2134 Programmers and software development professionals	Analyst-programmer Database developer Games designer Interactive designer Mobile app developer Programmer Software engineer Website builder	£54,700 (£28.05 per hour)	£49,200 (£25.23 per hour)	£43,700 (£22.41 per hour)	£38,300 (£19.64 per hour)
	UoM Salary Based on 35hr Week	**£51,060**	**£45,920**	**STEM PhD: £40,790**	**£35,750**
	Actual UoM Minimum Grade	**£52,566 : Grade 7 (41)**	**£46,735 : Grade 7 (37) ˅**	**£41,671 : Grade 6 (33)**	**£36,130 : Grade 5 (28) ^**

2135 Cyber security professionals	Data security manager Ethical hacker Forensic computer investigator IT security analyst Technical security consultant	£48,500 (£24.87 per hour)	£43,700 (£22.41 per hour)	£38,800 (£19.90 per hour)	£34,000 (£17.44 per hour)
	UoM Salary Based on 35hr Week	**£45,270**	**£40,790**	**STEM PhD: £36,220**	**£31,750**
	Actual UoM Minimum Grade	**£45,413 : Grade 6 (36) ^**	**£41,671 : Grade 6 (33)**	**£37,174 : Grade 6 (29) ᵛ**	**£32,546 : Grade 5 (24)**
2136 IT Quality and testing	IT auditor Quality analyst (computing) Software testing consultant Systems tester (computing) Test analyst (computing) Test engineer (professional software)	£41,200 (£21.13 per hour)	£37,100 (£19.03 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)
	UoM Salary Based on 35hr Week	**£41,700**	**£37,500**	**STEM PhD: £33,400**	**£33,400**
	Actual UoM Minimum Grade	**£42,882 : Grade 6 (34)**	**£38,249 : Grade 6 (30)**	**£33,482 : Grade 5 (25)**	**£33,482 : Grade 5 (25)**
2137 IT network professionals	Network consultant Network designer Network installation engineer Network planner	45,600 (£23.38 per hour)	£41,100 (£21.08 per hour)	£36,500 (£18.72 per hour)	£33,400 (£17.13 per hour)
	UoM Salary Based on 35hr Week	**£42,560**	**£38,370**	**STEM PhD: £34,100**	**£33,400**
	Actual UoM Minimum Grade	**£42,882 : Grade 6 (34)**	**£39,355 : Grade 6 (31)**	**£34,132 : Grade 5 (26)**	**£33,482 : Grade 5 (25)**
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)	£54,400 (£27.90 per hour)	£48,900 (£25.08 per hour)	£43,500 (£22.31 per hour)	£38,100 (£19.54 per hour)
	UoM Salary Based on 35hr Week	**£50,780**	**£45,650**	**STEM PhD: £40,610**	**£35,570**
	Actual UoM Minimum Grade	**£51,039 : Grade 7 (40)**	**£46,735 : Grade 7 (37) ᵛ**	**£41,671 : Grade 6 (33)**	**£36,130 : Grade 5 (28) ^**
2162 Other researchers, unspecified discipline	Postdoctoral researcher Research assistant (university) Research fellow (university) University researcher	£43,600 (£22.36 per hour)	£39,200 (£20.10 per hour)	£34,900 (£17.90 per hour)	£33,400 (£17.13 per hour)
	UoM Salary Based on 35hr Week	**£41,700**	**£37,500**	**STEM PhD: £33,400**	**£33,400**
	Actual UoM Minimum Grade	**£42,882 : Grade 6 (34)**	**£38,249 : Grade 6 (30)**	**£33,482 : Grade 5 (25)**	**£33,482 : Grade 5 (25)**

2311 Higher education teaching professionals	Fellow (university) Lecturer (HE, university) Professor (HE, university) Tutor (HE, university) University lecturer University teaching assistant	**£52,600** **(£26.97 per hour)**	£47,300 (£24.26 per hour)	£42,100 (£21.59 per hour)	£36,800 (£18.87 per hour)
	UoM Salary Based on 35hr Week	**£49,100**	**£44,160**	**STEM PhD: £39,300**	**£34,350**
	Actual UoM Minimum Grade	**£49,559 : Grade 7 (39)**	**£45,413 : Grade 6 (36) ^**	**£39,355 : Grade 6 (31)**	**£35,116 : Grade 5 (27)**
2319 Teaching professionals not elsewhere classified	Adult education tutor Ballet teacher (qualified) Music teacher Private tutor Voice coach	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)
	UoM Salary Based on 35hr Week	**£41,700**	**£37,500**	**STEM PhD: £33,400**	**£33,400**
	Actual UoM Minimum Grade	**£42,882 : Grade 6 (34)**	**£38,249 : Grade 6 (30)**	**£33,482 : Grade 5 (25)**	**£33,482 : Grade 5 (25)**
2440 Business and financial project management professionals	Chief knowledge officer Contracts manager (security services) Project delivery officer Project manager Research support officer Scrum master Work package manager (professional)	£56,500 (£28.97 per hour)	£50,800 (£26.05 per hour)	£45,200 (£23.18 per hour)	£39,500 (£20.26 per hour)
	UoM Salary Based on 35hr Week	**£52,730**	**£47,420**	**STEM PhD: £42,190**	**£36,880**
	Actual UoM Minimum Grade	**£54,136 : Grade 7 (42)**	**£48,149 : Grade 7 (38)**	**£42,882 : Grade 6 (34)**	**£37,174 : Grade 6 (29) ᵛ**
2472 Archivists, conservators and curators	Archivist Conservator Curator Keeper (art gallery) Museum officer	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)
	UoM Salary Based on 35hr Week	**£41,700**	**£37,500**	**STEM PhD: £33,400**	**£33,400**
	Actual UoM Minimum Grade	**£42,882 : Grade 6 (34)**	**£38,249 : Grade 6 (30)**	**£33,482 : Grade 5 (25)**	**£33,482 : Grade 5 (25)**
3111 Laboratory technicians **TEMPORARY SHORTAGE LIST (TSL)***	Assistant scientist (laboratory) Associate practitioner (laboratory) Cytoscreener Hospital technician Laboratory technician Scientific technician	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)	£33,400 (£17.13 per hour)
	UoM Salary Based on 35hr Week	**£41,700**	**£37,500**	**STEM PhD: £33,400**	**£33,400**
	Actual UoM Minimum Grade	**£42,882 : Grade 6 (34)**	**£38,249 : Grade 6 (30)**	**£33,482 : Grade 5 (25)**	**£33,482 : Grade 5 (25)**

3119 Science, engineering and production technicians not elsewhere classified **NO LONGER ELIGIBLE FOR SPONSORSHIP FROM 22.07.2025**	School technician Technical assistant Technician Textile consultant Workshop technician				
3543 Project support officers **NO LONGER ELIGIBLE FOR SPONSORSHIP FROM 22.07.2025**	Planning assistant Project Adminsitrator Project analyst Project coordinator Project officer Service delivery coordinator				
3544 Data analysts **TEMPORARY SHORTAGE LIST (TSL)***	Data analyst Data officer Data quality analyst Information management analyst Organisation and methods analyst	£34,900 (£17.90 per hour)	Not eligible	Not eligible	£33,400 (£17.13 per hour)
	UoM Salary Based on 35hr Week	**£41,700**	**£41,700**	**£41,700**	**£33,400**
	Actual UoM Minimum Grade	**£42,882 : Grade 6 (34)**	**£42,882 : Grade 6 (34)**	**£42,882 : Grade 6 (34)**	**£33,482 : Grade 5 (25)**
3549 Business associate professionals not elsewhere classified **TEMPORARY SHORTAGE LIST (TSL)*** **ONLY IN SPECIFIED AREAS LISTED**	Business support officer Business system analysts Contract administrators Clinical coders Clinical trials administrators Research coordinators	£33,400 (£17.90 per hour)	Not eligible	Not eligible	£33,400 (£17.90 per hour)
	UoM Salary Based on 35hr Week	**£41,700**	**£41,700**	**£41,700**	**£33,400**
	Actual UoM Minimum Grade	**£42,882 : Grade 6 (34)**	**£42,882 : Grade 6 (34)**	**£42,882 : Grade 6 (34)**	**£33,482 : Grade 5 (25)**