

## Minimum Salary – Tradeable points

### Tradeable Points

To qualify for a Skilled Worker Visa, the individual must score a minimum of 70 points from the following attributes:

<b>*Offer of a job by an approved sponsor</b>	20 Points
<b>* Job offer at an appropriate skill level (RQF level 3 and above) supported by a certificate of sponsorship</b>	20 Points
<b>*<a href="#">English language at level B1</a></b>	10 Points
<b>**Minimum Salary requirements met</b>	20 points

\* These elements are all mandatory requirements and there is no option to “trade points”; all candidates applying for a Skilled Worker Visa will need these in order to be eligible to apply.

In order to meet the Minimum Salary requirements \*\* and score the 20 points the individual must be paid the higher of either £25,600 or the going rate for the role. The “Going rate” rate depends on the applicable SOC code for the role. Please see the following link for further [information](#).

If the salary level offered is below the “minimum salary requirements” then it might be possible to trade points providing that the individual is earning the higher of either £20,480 **Or** a minimum 70% of going rate for the role.

The following are the different ways in which you could trade points, providing that the conditions are met:

#### **New Entrant**

- Must be paid the higher of either £20,480 or minimum 70% of going rate for role

There are certain conditions that need to be met in order to be classified as a “new entrant” please contact an immigration lead for further information.

Certain roles can benefit from a lower salary due to the individual holding a STEM or non-STEM PhD relevant to the job or where a role is in the [shortage occupation list](#). This is only relevant for jobs in certain SOC Codes. Where this is applicable, **it is for the recruiting manager to determine if the PhD is relevant to the job**, by way of the recruitment process.

**Shortage Occupation**

- Must be paid the higher of either £20,480 or minimum 80% of going rate for role

**Person holds non-STEM PhD**

PhD must be relevant to the job

- Must be paid the higher of either £23,040 or minimum 90% of going rate for role

**Person holds STEM PhD**

PhD must be relevant to the job

- Must be paid the higher of either £20,480 or minimum 80% of going rate for role

If none of the above apply:

**None of the above apply**

- Must be paid the higher of either £25,600 or the going rate for role

**Example**

Please see examples below for two SOC codes which are eligible for PhD points.

SOC Code	Going rate at 'standard' 39 hours	The higher of going rate at our contractual hours (36.5 hrs) (or £25,600) – 20 points	New Entrant Rate (70%) (20 points – only on certain SOC codes – 2119 and 2311 included)	£20,480 & at least 80% of the going rate (0 points – minimum) or If also holds STEM phd relevant to role (20 points)	£23,040 at least 90% of going rate (10 points) or if also holds PHD relevant to role (20 points)
2119	£33,000	£30,885	£21,620	£24,708	£27,796
2311	£40,700	£38,091	£26,664	£30,473	£34,282

2119 - Natural and social science professionals not elsewhere classified

2311 - Higher education teaching professionals