



Immigration update - July 2025

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Skilled Workers – the changes to take effect from 22/07/2025

On Tuesday 1st July 2025 the Government published a “Statement of Changes” to the Immigration Rules, bringing into effect major changes to the Skilled Worker visa route. The changes will have a major impact on employers who currently sponsor Skilled Workers. The changes will come into effect from 22 July.

Reduced Skilled Worker list applies to sponsoring new Skilled Workers from 22/07/2025

Almost 170 occupations currently on the Skilled Worker list and below RQF6 (degree level) are to be removed from the main Skilled Worker List from 22/07/2025.

The reduced Skilled Worker List to take effect from 22/07/2025 only includes occupations with a minimum skills threshold of RQF6 (degree level).

However, 52 of the soon to be removed occupations the Government has decided are in critical shortage and have been placed on a new Temporary Shortage List.

The Government has also retained and expanded the Immigration Salary List, also for occupations decided to be in critical shortage but where lower salary thresholds will continue to apply. This list is set to be phased out and only the Temporary Shortage List will remain alongside the main Skilled Worker List.

URGENT ACTION FOR SPONSORS - Assigning Certificates of Sponsorship

To sponsor a new Skilled Worker in occupations below degree level and on the Skilled Worker List until 22/07/2025, sponsors MUST assign a Certificate of Sponsorship before 22/07/2025.

To sponsor a new Skilled Worker on current salary thresholds in any occupation on the current Skilled Worker List sponsors MUST assign a Certificate of Sponsorship before 22/07/2025.

If a Certificate of Sponsorship is assigned before 22/07/2025, the “start date” can be after 22/07/2025 and the Skilled Worker visa application can be made after 22/07/2025.



Status of existing Skilled Workers currently sponsored in occupations to be removed from 22/07/2025

The changes do not affect their status entitlements. They can stay, change employer, extend and settle if they continue to meet the Skilled Worker visa requirements.

Two sets of salary thresholds apply depending on whether existing Skilled Workers:

- Were first granted a Certificate of Sponsorship before 04/04/2024
- Were first granted a Certificate of Sponsorship from 04/04/2024 and before 22/07/2025

New Salary Thresholds from 22/07/2025

New Skilled Workers assigned COS from 22/07/25 onwards in respect new (reduced) Skilled Worker List:

Salary must meet or exceed all of:

- £41,700 (general threshold)
- the full going rate for the occupation code
- £17.13 per hour

For “new entrants” salary must meet or exceed all of:

- £33,400 (general threshold)
- 70% of the going rate for the occupation code
- £17.13 per hour



New Skilled Worker assigned COS from 22/07/25 onwards in respect of Temporary Shortage List:

Salary must meet or exceed all of:

- £41,700 (general threshold)
- the full going rate for the occupation code
- £17.13 per hour

Restrictions on this route:

- COS can only be issued up to 31 December 2026
- No discounts apply – e.g. “new entrant”
- No dependants can apply

Existing Skilled Worker initially assigned COS from 04/04/24 until 21/07/2025 applying to extend or settle:

Salary must meet or exceed all of:

- £41,700 (general threshold)
- the full going rate for the occupation code
- £17.13 per hour

Discounts, if relevant, will continue to apply

Existing Skilled Worker initially assigned COS before 04/04/2024 applying to extend or settle:

Salary must meet or exceed all of:

- £31,300 (general threshold)
- the full going rate for the occupation code
- £12.82 per hour

Discounts, if relevant will continue to apply



Immigration Salary List from 22/07/2025

Salary must meet or exceed all of:

- £33,400 (general threshold)
- the full going rate for the occupation code
- £17.13 per hour

Care Workers

For applications with a CoS issued on or after 22 July 2025, it will no longer be possible to sponsor carers from outside the UK.

In-country applications will be possible until 22/07/2028 for applicants who meet the following conditions:

- extending their stay in either occupation, or
- are switching into the route and have been legally working for the sponsor as a carer at least three months before CoS is assigned.

Attached to this Update:

- [New Immigration Salary List](#)
- [New Skilled Worker List – the degree only occupations](#)
- [Occupations removed from the Skilled Worker List](#)
- [Temporary Shortage List](#)

Next Steps

- Employers should assess existing sponsored roles and potential roles against the various salary thresholds to assess the viability of future sponsorship
- Temporary Shortage List:

The Home Secretary has asked the MAC (Migration Advisory Committee) to report to her within 12 months on roles below degree level which should be removed or included on the Temporary Salary List. In the request she has indicated roles will only be considered for retention or inclusion on the list if they are related to the Government's Industrial Strategy or critical infrastructure projects.



Attached lists

New Immigration Salary List

- 1212 Managers and proprietors in forestry, fishing and related services
- only “fishing boat masters” (only in Scotland)
- 1232 Residential, day and domiciliary care managers and proprietors
- 2111 Chemical scientists – only jobs in the nuclear industry (only in Scotland)
- 2112 Biological scientists – all jobs
- 2115 Social and humanities scientists – only archaeologists
- 2142 Graphic and multimedia designers – all jobs
- 3111 Laboratory technicians
- only jobs requiring three or more years’ related on-the-job experience which was not gained illegally.
- 3212 Pharmaceutical technicians – all jobs
- 3411 Artists – all jobs
- 3414 Dancers and choreographers
- – only skilled classical ballet dancers or skilled contemporary dancers who meet the standard required by UK ballet or contemporary dance company that is endorsed as being internationally recognised by a UK industry body such as the Arts Councils.
- 3415 Musicians
- only skilled orchestral musicians who are leaders, principals, sub-principals or numbered string positions, and who meet the standard required by internationally recognised UK orchestras that are full members of the Association of British Orchestras.
- 3416 Arts officers, producers and directors – all jobs
- 5119 Agriculture and fishing trades not elsewhere classified – only jobs in the fishing industry
- 5213 Welding trades – only high integrity pipe welders, where the job requires three or more years’ related on-the-job experience obtained through working legally.
- 5235 Boat and ship builders and repairers – all jobs (only Scotland)
- 5312 Stonemasons and related trades – all jobs
- 5313 Bricklayers – all jobs
- 5314 Roofers, roof tilers and slaters – all jobs
- 5316 Carpenters and joiners – all jobs
- 5319 Construction and building trades not elsewhere classified – only retrofitters
- 6129 Animal care services occupations not elsewhere classified – only racing grooms, stallion handlers, stud grooms, stud hands, stud handlers and work riders
- 6131 Nursing auxiliaries and assistants – all jobs (only applies to roles in environments where registered nurse roles also exist.)
- 6135 Care workers and home carers – for transitional sponsoring of those already working legally in these roles in the UK until 2028
- 6136 Senior care workers – for transitional sponsoring of those already working legally in these roles in the UK until 2028
- 9119 Fishing and other elementary agriculture occupations not elsewhere classified – only deckhands on large fishing vessels (9 metres and above) where the job requires at least three years’ full-time legally-obtained experience.

New Skilled Worker List from 22/07/2025 onwards

- 1111 Chief executives and senior officials
- 1121 Production managers and directors in manufacturing
- 1122 Production managers and directors in construction
- 1123 Production managers and directors in mining and energy
- 1131 Financial managers and directors
- 1132 Marketing, sales and advertising directors
- 1133 Public relations and communications directors
- 1134 Purchasing managers and directors
- 1135 Charitable organisation managers and directors
- 1136 Human resource managers and directors
- 1137 Information technology directors
- 1139 Functional managers and directors not elsewhere classified (for example, Accounts directors, Complaints and customer service directors, Events directors, Municipal clerks.)
- 1140 Directors in logistics, warehousing
- 1162 Senior police officers
- 1163 Senior officers in fire, ambulance, prison and related services
- 1171 Health services and public health managers and directors
- 1172 Social services managers and directors
- 1241 Managers in transport and distribution
- 1254 Waste disposal and environmental services managers
- 1255 Managers and directors in the creative industries
- 2111 Chemical scientists
- 2112 Biological scientists
- 2113 Biochemists and biomedical scientists
- 2114 Physical scientists
- 2115 Social and humanities scientists
- 2119 Natural and social science professionals not elsewhere classified
- 2121 Civil engineers
- 2122 Mechanical engineers
- 2123 Electrical engineers
- 2124 Electronics engineers
- 2125 Production and process engineers
- 2126 Aerospace engineers
- 2127 Engineering project managers and project engineers
- 2129 Engineering professionals not elsewhere classified (such as Acoustic engineers, Brewers (qualified), Food technologists, Gas engineers)
- 2131 IT project managers
- 2132 IT managers
- 2133 IT business analysts, architects and systems designers
- 2134 Programmers and software development professionals
- 2135 Cyber security professionals
- 2136 IT quality and testing professionals
- 2137 IT network professionals
- 2139 Information technology professionals not elsewhere classified
- 2141 Web design professionals
- 2142 Graphic and multimedia designers
- 2151 Conservation professionals
- 2152 Environment professionals
- 2161 Research and development (R&D) managers

- 2162 Other researchers, unspecified discipline
- 2240 Veterinarians
- 2311 Higher education teaching professionals
- 2317 Teachers of English as a foreign language
- 2319 Teaching professionals not elsewhere classified
- 2322 Education managers
- 2323 Education advisers and school inspectors
- 2329 Other educational professionals not elsewhere classified
- 2411 Barristers and judges
- 2412 Solicitors and lawyers
- 2419 Legal professionals not elsewhere classified
- 2421 Chartered and certified accountants
- 2422 Finance and investment analysts and advisers
- 2423 Taxation experts
- 2431 Management consultants and business analysts
- 2432 Marketing and commercial managers
- 2433 Actuaries, economists and statisticians
- 2434 Business and related research professionals
- 2435 Professional/chartered company secretaries
- 2439 Business, research and administrative professionals not elsewhere classified
- 2440 Business and financial project management professionals
- 2451 Architects
- 2452 Chartered architectural technologists, planning officers and consultants
- 2453 Quantity surveyors
- 2454 Chartered surveyors
- 2455 Construction project managers and related professionals
- 2462 Probation officers
- 2464 Youth work professionals
- 2469 Welfare professionals not elsewhere classified
- 2471 Librarians
- 2472 Archivists, conservators and curators
- 2481 Quality control and planning engineers
- 2482 Quality assurance and regulatory professionals
- 2483 Environmental health professionals
- 2491 Newspaper, periodical and broadcast editors
- 2492 Newspaper and periodical broadcast journalists and reporters
- 2493 Public relations professionals
- 2494 Advertising accounts managers and creative directors
- 3415 Musicians
- 3416 Arts officers, producers and directors
- 3511 Aircraft pilots and air traffic controllers
- 3531 Brokers
- 3534 Financial accounts managers
- 3556 Sales accounts and business development managers

Occupations removed from Skilled Worker list from 22nd July 2025

Highlighted in RED are occupations which have been included on the Temporary Shortage List (TSL) and in BLUE where included on the Immigration Salary List (ISL)

- 1211 Managers and proprietors in agriculture and horticulture
- 1212 Managers and proprietors in forestry, fishing and related services (only “fishing boat masters” (only in Scotland))
- 1221 Hotel and accommodation managers and proprietors
- 1222 Restaurant and catering establishment managers and proprietors
- 1223 Publicans and managers of licensed premises
- 1224 Leisure and sports managers and proprietors
- 1225 Travel agency managers and proprietors
- 1231 Health care practice managers
- 1232 Residential, day and domiciliary care managers and proprietors
- 1232 Residential, day and domiciliary care managers and proprietors
- 1242 Managers in storage and warehousing
- 1243 Managers in logistics
- 1251 Property, housing and estate managers
- 1252 Garage managers and proprietors
- 1253 Hairdressing and beauty salon managers and proprietors
- 1256 Betting shop and gambling establishment managers
- 1257 Hire services managers and proprietors
- 1258 Directors in consultancy services
- 2324 Early education and childcare services managers
- 3111 Laboratory technicians and ISL
- 3112 Electrical and electronics technicians
- 3113 Engineering technicians
- 3114 Building and civil engineering technicians
- 3115 Quality assurance technicians
- 3116 Planning, process and production technicians
- 3119 Science, engineering and production technicians not elsewhere classified
- 3120 CAD, drawing and architectural technicians
- 3131 IT operations technicians
- 3132 IT user support technicians
- 3133 Database administrators and web content technicians
- 3211 Dispensing opticians
- 3212 Pharmaceutical technicians
- 3221 Youth and community worker
- 3222 Child and early years officers
- 3223 Housing officers
- 3224 Counsellors
- 3229 Welfare and housing associate professionals not elsewhere classified
- 3232 Early education and childcare practitioners
- 3240 Veterinary nurses
- 3312 Police officers (sergeant and below)
- 3313 Fire service officers (watch manager and below)
- 3314 Prison service officers (below principal officer)
- 3319 Protective service associate professionals not elsewhere classified
- 3411 Artists
- 3412 Authors, writers and translators
- 3413 Actors, entertainers and presenters

- 3414 Dancers and choreographers and ISL
- 3417 Photographers, audio-visual and broadcasting equipment operators
- 3421 Interior designers
- 3422 Clothing, fashion and accessories designers
- 3429 Design occupations not elsewhere classified
- 3433 Fitness and wellbeing instructor
- 3512 Ship and hovercraft officers
- 3520 Legal associate professionals
- 3532 Insurance underwriters
- 3533 Financial and accounting technicians
- 3541 Estimators, valuers and assessor
- 3542 Importers and exporters
- 3543 Project support officers
- 3544 Data analysts
- 3549 Business associate professionals not elsewhere classified
- 3551 Buyers and procurement officers
- 3552 Business sales executives
- 3553 Merchandisers
- 3554 Advertising and marketing associate professionals
- 3555 Estate agents and auctioneers
- 3557 Events managers and organisers
- 3560 Public services associate professionals
- 3571 Human resources and industrial relations officers
- 3572 Careers advisers and vocational guidance specialists
- 3573 Information technology trainers
- 3574 Other vocational and industrial trainers
- 3581 Inspectors of standards and regulations
- 3582 Health and safety managers and officers
- 4111 National government administrative occupations
- 4112 Local government administrative occupations
- 4113 Officers of non-governmental organisations
- 4121 Credit controllers
- 4122 Book-keepers, payroll managers and wages clerks
- 4124 Finance officers
- 4129 Financial administrative occupations not elsewhere classified
- 4132 Pensions and insurance clerks and assistants
- 4134 Transport and distribution clerks and assistants
- 4141 Office managers
- 4143 Customer service managers
- 4151 Sales administrators
- 4159 Other administrative occupations not elsewhere classified
- 4214 Company secretaries and administrators
- 4215 Personal assistants and other secretaries
- 5111 Farmers
- 5112 Horticultural trades
- 5113 Gardeners and landscape gardeners
- 5114 Groundsmen and greenkeepers
- 5119 Agricultural and fishing trades not elsewhere classified (only jobs in the fishing industry)
- 5211 Sheet metal workers
- 5212 Metal plate workers, smiths, moulders and related occupations
- 5213 Welding trades and ISL
- 5214 Pipe fitters
- 5221 Metal machining setters and setter-operators
- 5222 Tool makers, tool fitters and markers-out
- 5223 Metal working production and maintenance fitters
- 5224 Precision instrument makers and repairers

- 5225 Air-conditioning and refrigeration installers and repairers
- 5231 Vehicle technicians, mechanics and electricians
- 5232 Vehicle body builders and repairers
- 5233 Vehicle paint technicians
- 5234 Aircraft maintenance and related trades
- 5235 Boat and ship builders and repairers (ISL – all jobs (only Scotland))
- 5236 Rail and rolling stock builders and repairers
- 5241 Electricians and electrical fitters
- 5242 Telecoms and related network installers and repairers
- 5243 Tv, video and audio servicers and repairers
- 5244 Computer system and equipment installers and servicers
- 5245 Security system installers and repairers
- 5246 Electrical service and maintenance mechanics and repairers
- 5249 Electrical and electronic trades not elsewhere classified
- 5250 Skilled metal, electrical and electronic trades supervisors
- 5311 Steel erectors
- 5312 Stonemasons and related trades
- 5313 Bricklayers
- 5314 Roofers, roof tilers and slaters
- 5315 Plumbers and heating and ventilating installers and repairers
- 5316 Carpenters and joiners
- 5317 Glaziers, window fabricators and fitters
- 5319 Construction and building trades not elsewhere classified (ISL – only retrofitters)
- 5321 Plasterers
- 5322 Floorers and wall tilers
- 5323 Painters and decorators
- 5330 Construction and building trades supervisors
- 5411 Upholsterers
- 5412 Footwear and leather working trades
- 5413 Tailors and dressmakers
- 5419 Textiles, garments and related trades not elsewhere classified
- 5421 Pre-press technicians
- 5422 Printers
- 5423 Print finishing and binding workers
- 5431 Butchers
- 5432 Bakers and flour confectioners
- 5433 Fishmongers and poultry dressers
- 5434 Chefs
- 5436 Catering and bar managers
- 5441 Glass and ceramics makers, decorators and finishers
- 5441 Glass and ceramics makers, decorators and finishers
- 5443 Florists
- 5449 Other skilled trades not elsewhere classified
- 6111 Early education and childcare assistants
- 6114 Childminders
- 6117 Playworkers
- 6129 Animal care services occupations not elsewhere classified (ISL - only racing grooms, stallion handlers, stud grooms, stud hands, stud handlers and work riders)
- 6134 Houseparents and residential wardens
- 6135 Care workers and home carers (ISL - for transitional sponsoring of those already working legally in these roles in the UK until 2028)
- 6136 Senior care workers (ISL - for transitional sponsoring of those already working legally in these roles in the UK until 2028)

- 6213 Air travel assistants
- 6214 Rail travel assistants
- 6311 Police community support officers
- 7124 Market and street traders and assistants
- 7131 Shopkeepers and owners - retail and wholesale
- 7132 Sales supervisors - retail and wholesale
- 7214 Market research interviewers
- 7220 Customer service supervisors
- 8113 Chemical and related process operatives
- **8133 Energy plant operatives**
- 8134 Water and sewerage plant operatives
- 8143 Routine inspectors and testers
- 8215 Driving instructors
- 8232 Marine and waterways transport operatives
- 9119 Fishing and other elementary agriculture occupations not elsewhere classified (ISL - – only deckhands on large fishing vessels (9 metres and above) where the job requires at least three years' full-time legally-obtained experience.)
- 9249 Elementary sales occupations not elsewhere classified

Temporary Shortage List

These occupations are on the current list, though there will be a review within the next 12 months.

- 1243 Managers in logistics
- 1258 Directors in consultancy services
- 3111 Laboratory technicians
- 3112 Electrical and electronics technicians
- 3113 Engineering technicians
- 114 Building and civil engineering technicians
- 115 Quality assurance technicians
- 3116 Planning, process and production technicians
- 3120 CAD, drawing and architectural technicians
- 3131 IT operations technicians
- 3132 IT user support technicians
- 3133 Database administrators and web content technicians
- 3412 Authors, writers and translators
- 3414 Dancers and choreographers
- 3417 Photographers, audio-visual and broadcasting equipment operators
- 3422 Clothing, fashion and accessories designers
- 3429 Design occupations not elsewhere classified – only the following job types:
 - Industrial and product designers
 - Packaging designers
 - Performance make-up artists
 - Set designers
 - Visual merchandising managers and designers
- 3512 Ship and hovercraft officers
- 3520 Legal associate professionals
- 3532 Insurance underwriters
- 3533 Financial and accounting technicians
- 3541 Estimators, valuers and assessors
- 3544 Data analysts
- 3549 Business associate professionals not elsewhere classified – only the following job types:
 - Business support officers
 - Business systems analysts
 - Contract administrators
 - Clinical coders
 - Clinical trials administrators
 - Research coordinators
- 3552 Business sales executives
- 3554 Advertising and marketing associate professionals
- 3571 Human resources and industrial relations officers
- 3573 Information technology trainers
- 4121 Credit controllers
- 4122 Book-keepers, payroll managers and wages clerks
- 4129 Financial administrative occupations not elsewhere classified – only the following job types:
 - Box office assistants
 - Grants officers
 - Mortgage administrators
 - Revenue assistants (excludes National and Local government revenue occupations)
 - Treasury assistants
- 4132 Pensions and insurance clerks and assistants
- 5213 Welding trades
- 5214 Pipe fitters
- 5223 Metal working production and maintenance fitters
- 5225 Air-conditioning and refrigeration installers and repairers

- 5231 Vehicle technicians, mechanics and electricians
- 5232 Vehicle body builders and repairers
- 5233 Vehicle paint technicians
- 5235 Boat and ship builders and repairers
- 5241 Electricians and electrical fitters
- 5242 Telecoms and related network installers and repairers
- 5244 Computer system and equipment installers and servicers
- 5245 Security system installers and repairers
- 5249 Electrical and electronic trades not elsewhere classified
- 5311 Steel erectors
- 5315 Plumbers and heating and ventilating installers and repairers
- 5319 Construction and building trades not elsewhere classified – only the following job types:
 - Builders
 - Divers
 - Fence erectors
 - Industrial climbers
 - Remotely Operated Vehicle (ROV) operators
 - Steel fixers and underpinners
- 5322 Floorers and wall tilers
- 5323 Painters and decorators
- 5330 Construction and building trades supervisors
- 8133 Energy plant operatives