Guidance on Tier 2 minimum salary requirements

There are a variety of factors which determine if a Tier 2 applicant will be a ‘new entrant’ or ‘experienced’ for minimum salary purposes.

The flowchart below will assist you in determining which minimum salary will apply:

- **New Entrant rate** applies
  - Must be paid the minimum of either £20,800 or the SOC Code 'new entrant rate', whichever is higher.
  - The £30k 'absolute minimum rate' does not apply in these circumstances

- **Experienced rate** applies
  - Must be paid minimum of either £30,000 or the SOC Code 'experienced rate', whichever is higher.

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START

Is individual 26 or over?  
No

Are you assigning the individual a CoS of more than 3 years?  
No

Switching from Tier 4 to Tier 2?  
Yes

Was their first Tier 2 CoS (with any employer) assigned to them before 24 November 2016?  
Yes

Including the Tier 2 visa they are about to apply for (using the latest CoS you have assigned them), will they cumulatively hold Tier 2 visas of more than 3 years and 1 month in length?  
Yes

'New Entrant rate' applies

No

Yes

'Experienced rate' applies

No

Yes

'Experienced rate' applies

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