



Home Office

# Immigration Rules

## Appendix J

Codes of practice for Tier 2 Sponsors, Tier 5 Sponsors and employers of work permit holders

This is a consolidated version of the current Immigration Rules

## Introduction

1. This Appendix sets out the skill level and appropriate salary rate for jobs, as referred to elsewhere in these Rules.
2. The Standard Occupational Classification (SOC) codes are based on the SOC 2010 system designed by the Office for National Statistics, except where otherwise stated. This system is designed to cover all possible jobs. The related job titles listed in Tables 1 to 7 of this Appendix are taken from guidance published by the Office for National Statistics.
3. References to "job" refer to the most appropriate match for the job in question, as it appears in the tables in this Appendix. The job description must correlate with the most appropriate match, according to further guidance on the SOC 2010 system published by the Office for National Statistics, and reproduced in codes of practice for Sponsors published by the UK Border Agency. The most appropriate match may be applied based on the job description in an application, even if this is not the match stated by the applicant or his Sponsor.
4. Table 8 of this Appendix also sets out advertising and evidential requirements for creative sector jobs, as referred to elsewhere in these Rules.

## Tables

5. [Table 1 sets out PhD-level occupation codes.](#)
6. [Table 2 sets out occupations skilled to National Qualifications Framework level 6 or above.](#)
7. [Table 3 sets out occupations skilled to National Qualifications Framework level 4 or above.](#)
8. [Table 4 sets out occupations skilled to National Qualifications Framework level 3 or above.](#)
9. [Table 5 sets out occupations in which some jobs are skilled to National Qualifications Framework level 3 and some jobs are lower-skilled.](#)
10. [Table 6 sets out occupations skilled below National Qualifications Framework level 3.](#)
11. [Table 7 sets out occupations which are ineligible for Sponsorship in Tier 2 \(General\) and Tier 2 \(Intra-Company Transfer\) applications, for reasons other than skill level.](#)
12.
  - (a) [Table 8 sets out the equivalent SOC 2010 codes in comparison to the SOC 2000 system, for all occupations that appear in Tables 1 to 5.](#) This table is provided for applicants and Sponsors who relied on a SOC 2000 code in a previous application, and need to know the equivalent SOC 2010 code if the applicant is applying to continue working in the same occupation.
  - (b) Where Appendix A of these Rules refers to an applicant continuing to work in the same occupation, this means:
    - (i) the same SOC 2010 code as stated in the Certificate of Sponsorship Checking Service entry that led to the applicant's previous grant,

- (ii) a SOC 2010 code which Table 8 shows as being equivalent to the SOC 2000 code stated in the Certificate of Sponsorship Checking Service entry that led to the applicant's previous grant, or
- (iii) any SOC 2010 code, providing the change is due solely to the move from SOC 2000 to SOC2010 and not due to a change in the applicant's job.

13. [Table 9 sets out creative sector codes of practice.](#)

## Appropriate salary rates

14. Where these Rules state that an applicant must be paid the appropriate rate for a job as set out in this Appendix, the rate will be determined as follows:

(a) Where the most appropriate match for the job in question appears in Tables 1 to 5 or Table 9, the appropriate rate is as stated in the relevant Table.

(b) Where the most appropriate match for the job in question appears in one of Tables 1 to 5 and also appears in Table 9, the appropriate rate is as stated in Table 9, and the rates stated in Tables 1 to 5 do not apply.

(c) Table 8 is to be used for identifying the equivalent SOC 2010 code only. The appropriate rate must then be identified for that SOC 2010 code using the other tables, where relevant.

(d) Where both "new entrant" and "experienced worker" rates are stated in Tables 1 to 5, the "new entrant" rate will only apply if:

(i) the applicant:

(1) is applying as a Tier 2 (General) Migrant and scores points from the Post-Study Work provisions of Appendix A,

(2) is applying as a Tier 2 (General) Migrant and scores points from the Resident Labour Market Test provisions of Appendix A, on the basis that his Sponsor has carried out a university milkround,

(3) is applying as a Tier 2 (Intra-Company Transfer) Migrant in the Graduate Trainee sub-category, or

(4) was under the age of 26 on the date the application was made;

and

(ii) the applicant is applying for entry clearance or leave to remain (not for indefinite leave to remain); and

(iii) the applicant is not applying for a grant of leave that would extend his total stay in Tier 2 and/or as a Work Permit Holder beyond 3 years and 1 month.

The "experienced worker" rate will apply in all other cases.

(e) The rates stated are per year and are based on the following weekly hours:

- (i) Where the source is the Annual Survey of Hours and Earnings, a 39-hour week;
- (ii) Where the source is NHS Agenda for Change or the Royal Institute of British Architects, a 37.5-hour week;
- (iii) Where the source is teachers' national pay scales, on the definition of a full-time teacher as used when determining those pay scales;
- (iv) where the source is the National Grid submission to the Migration Advisory Committee, a 37-hour week;
- (v) In all other cases, a 40-hour week.

Where the applicant has contracted weekly hours or is paid an hourly rate, the rates must be pro-rated accordingly. The exception is 'Skilled chef as defined in the Shortage Occupation List in Appendix K', where the appropriate rate cannot be pro-rated down for shorter working hours as it forms a key part of the shortage occupation criteria recommended by the Migration Advisory Committee.

- (f) In all cases, the pay must be compliant with National Minimum Wage regulations.

**Table 1 - Occupational skilled to PhD-level**

SOC code and description	Related job titles	Appropriate salary rates	Skill level
2111 Chemical scientists	Analytical chemist	New entrant: <b>£21,000</b>	PhD
	Chemist	Experienced worker: <b>£27,200</b>	
	Development chemist	[Source: Evidence from partners who responded to Migration Advisory Committee in 2011, uplifted based on national changes in earnings]	
	Industrial chemist		
	Research chemist		
2112 Biological scientists and biochemists	Biomedical scientist	Biomedical scientists working in the health sector:	PhD
	Forensic scientist	Band 5 and equivalent: <b>£21,478</b>	
	Horticulturist	Band 6 and equivalent: <b>£25,783</b>	
	Microbiologist	Band 7 and equivalent: <b>£30,764</b>	
	Pathologist	Band 8a and equivalent: <b>£39,239</b>	
		Band 8b and equivalent: <b>£45,707</b>	
		Band 8c and equivalent:	

SOC code and description	Related job titles	Appropriate salary rates	Skill level
		<p><b>£54,998</b></p> <p>Band 8d and equivalent: <b>£65,922</b></p> <p>Band 9 and equivalent: <b>£77,850</b></p> <p>[Source: NHS Agenda for Change 2014]</p> <p>Other biomedical scientists:</p> <p>New entrant: <b>£21,000</b></p> <p>Experienced worker: <b>£27,200</b></p> <p>[Source: Evidence from partners who responded to Migration Advisory Committee in 2011, uplifted based on national changes in earnings]</p>	
2113 Physical scientists	<p>Geologist</p> <p>Geophysicist</p> <p>Medical physicist</p> <p>Meteorologist</p> <p>Oceanographer</p> <p>Physicist</p> <p>Seismologist</p>	<p>New entrant: <b>£21,000</b></p> <p>Experienced worker: <b>£27,200</b></p> <p>[Source: Evidence from partners who responded to Migration Advisory Committee in 2011, uplifted based on national changes in earnings]</p>	PhD
2114 Social and humanities scientists	<p>Anthropologist</p> <p>Archaeologist</p> <p>Criminologist</p> <p>Epidemiologist</p> <p>Geographer</p> <p>Historian</p> <p>Political scientist</p> <p>Social scientist</p>	<p>New entrant: <b>£21,000</b></p> <p>Experienced worker: <b>£27,200</b></p> <p>[Source: Evidence from partners who responded to Migration Advisory Committee in 2011, uplifted based on national changes in earnings]</p>	PhD

SOC code and description	Related job titles	Appropriate salary rates	Skill level
2119 Natural and social science professionals not elsewhere classified  [Note: For immigration purposes this code includes researchers in research organisations other than universities.]	Operational research scientist Research associate (medical) Research fellow Researcher Scientific officer Scientist Sports scientist University researcher	New entrant: <b>£21,000</b>  Experienced worker: <b>£27,200</b>  [Source: Evidence from partners who responded to Migration Advisory Committee in 2011, uplifted based on national changes in earnings]	PhD
2150 Research and development managers	Creative manager (research and development) Design manager Market research manager Research manager (broadcasting)	New entrant: <b>£27,700</b>  Experienced worker: <b>£34,800</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]	PhD
2311 Higher education teaching professionals	Fellow (university) Lecturer (higher education, university) Professor (higher education, university) Tutor (higher education, university) University lecturer	New entrant: <b>£25,000</b>  Experienced worker: <b>£31,400</b>  [Source: evidence from Universities UK, Universities and Colleges Employers Association and GuildHE in 2011, uplifted based on national changes in earnings]	PhD

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**Table 2: Occupations skilled to National Qualifications Framework (NQF) level 6 and above**

SOC code and description	Related job titles	Appropriate salary rates	Skill level
All occupations in Table 1	As stated in Table 1	As stated in Table 1	PhD

SOC code and description	Related job titles	Appropriate salary rates	Skill level
1115 Chief executives and senior officials	Chief executive Chief medical officer Civil servant (grade 5 & above) Vice President	New entrant: <b>£35,300</b>  Experienced worker: <b>£52,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
1116 Elected officers and representatives	Councillor (local government) Member of Parliament	New entrant: <b>£30,700</b>  Experienced worker: <b>£49,500</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
1121 Production managers and directors in manufacturing	Engineering manager Managing director (engineering) Operations manager (manufacturing) Production manager	New entrant: <b>£20,000</b>  Experienced worker: <b>£31,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
1122 Production managers and directors in construction	Building Services manager Construction manager Director (building construction) Owner (electrical contracting)	New entrant: <b>£20,500</b>  Experienced worker: <b>£30,100</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
1123 Production managers and directors in mining and energy	Operations manager (mining, water & energy) Quarry manager	New entrant: <b>£20,000</b>  [Source: Annual Survey of Hours and Earnings 2014]  Experienced worker: <b>£37,600</b>  [Source: Annual Survey of Hours and Earnings 2012 (no equivalent 2013 or 2014 data available)]	NQF 6
1131 Financial managers and directors	Investment banker Treasury manager	New entrant: <b>£26,700</b>  Experienced worker: <b>£40,400</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
1132 Marketing and sales directors	Marketing director Sales director	New entrant: <b>£33,300</b>  Experienced worker: <b>£47,900</b>	NQF 6

SOC code and description	Related job titles	Appropriate salary rates	Skill level
		[Source: Annual Survey of Hours and Earnings 2014]	
1133 Purchasing managers and directors	Bid manager Purchasing manager	New entrant: <b>£30,000</b>  Experienced worker: <b>£36,600</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
1134 Advertising and public relations directors	Account director (advertising) Head of public relations	New entrant: <b>£28,300</b>  [Source: Annual Survey of Hours and Earnings 2014]  Experienced worker: <b>£46,000</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]	NQF 6
1135 Human resource managers and directors	Human resources manager Personnel manager Recruitment manager	New entrant: <b>£27,000</b>  Experienced worker: <b>£35,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
1136 Information technology and telecommunications directors	IT Director Technical director (computer services) Telecommunications director	New entrant: <b>£32,300</b>  [Source: Annual Survey of Hours and Earnings 2014]  Experienced worker: <b>£75,500</b>  [Source: Incomes Data Services in 2014, uplifted based on national changes in earnings]	NQF 6
1139 Functional managers and directors not elsewhere classified	Manager (charitable organisation) Research director	New entrant: <b>£24,100</b>  Experienced worker: <b>£35,100</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
1150 Financial institution managers and directors	Bank manager Insurance manager	New entrant: <b>£26,600</b>  Experienced worker: <b>£35,800</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6



SOC code and description	Related job titles	Appropriate salary rates	Skill level
1161 Managers and directors in transport and distribution	Fleet manager Transport manager	New entrant: <b>£23,200</b>  Experienced worker: <b>£29,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
1172 Senior police officers	Chief superintendent (police service)  Detective inspector  Police inspector	New entrant: <b>£50,800</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]  Experienced worker: <b>£54,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
1173 Senior officers in fire, ambulance, prison and related services	Fire service officer (government)  Prison governor  Station officer (ambulance service)	All workers: <b>£37,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
1181 Health services and public health managers and directors	Director of nursing  Health Service manager  Information manager (health authority: hospital service)	New entrant: <b>£26,700</b>  Experienced worker: <b>£35,500</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
1184 Social services managers and directors	Care manager (local government: social services)  Service manager (welfare services)	New entrant: <b>£26,400</b>  Experienced worker: <b>£33,000</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]	NQF 6
2121 Civil engineers	Building engineer  Civil engineer (professional)  Highways engineer  Petroleum engineer  Public health engineer  Site engineer  Structural engineer	New entrant: <b>£22,800</b>  Experienced worker: <b>£30,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6

SOC code and description	Related job titles	Appropriate salary rates	Skill level
2122 Mechanical engineers	Aeronautical engineer (professional) Aerospace engineer Automotive engineer (professional) Marine engineer (professional) Mechanical engineer (professional)	New entrant: <b>£27,400</b> Experienced worker: <b>£32,900</b> [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]	NQF 6
2123 Electrical engineers	Electrical engineer (professional) Electrical surveyor Equipment engineer Power engineer Signal engineer (railways)	Power system engineer, control engineer or protection engineer in the electricity transmission and distribution industry: <b>£32,500</b> [Source: National Grid submission to Migration Advisory Committee in 2011, uplifted based on national changes in earnings] Other electrical engineer (new entrant): <b>£24,800</b> Other electrical engineer (experienced worker): <b>£35,600</b> [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2124 Electronics engineers	Avionics engineer Broadcasting engineer (professional) Electronics engineer (professional) Microwave engineer Telecommunications engineer (professional)	New entrant: <b>£25,200</b> Experienced worker: <b>£31,300</b> [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2126 Design and development engineers	Clinical engineer Design engineer Development engineer	New entrant: <b>£25,300</b> Experienced worker: <b>£32,100</b> [Source: Annual Survey of	NQF 6

SOC code and description	Related job titles	Appropriate salary rates	Skill level
	Ergonomist Research and development engineer	Hours and Earnings 2014]	
2127 Production and process engineers	Chemical engineer Industrial engineer Process engineer Production consultant Production engineer	New entrant: <b>£22,900</b>  Experienced worker: <b>£30,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2129 Engineering professionals not elsewhere classified	Acoustician (professional) Ceramicist Food technologist Metallurgist Patent agent Project engineer Scientific consultant Technical engineer Technologist Traffic engineer	New entrant: <b>£26,100</b>  Experienced worker: <b>£32,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2133 IT specialist managers	Data centre manager IT manager IT support manager Network operations manager (computer services) Service delivery manager	New entrant: <b>£26,500</b>  [Source: Annual Survey of Hours and Earnings 2014]  Experienced worker: <b>£40,300</b>  [Source: Incomes Data Services in 2014, uplifted based on national changes in earnings]	NQF 6
2134 IT project and programme managers	Implementation manager (computing) IT project manager Programme manager (computing)	New entrant: <b>£28,200</b>  [Source: Annual Survey of Hours and Earnings 2014]  Experienced worker: <b>£40,600</b>	NQF 6

SOC code and description	Related job titles	Appropriate salary rates	Skill level
	Project leader (software design)	[Source: Incomes Data Services in 2014, uplifted based on national changes in earnings]	
2135 IT business analysts, architects and systems designers	Business analyst (computing) Data communications analyst Systems analyst Systems consultant Technical analyst (computing) Technical architect	New entrant: <b>£25,800</b>  Experienced worker: <b>£33,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2136 Programmers and software development professionals	Analyst-programmer Database developer Games programmer Programmer Software engineer	New entrant: <b>£24,000</b>  Experienced worker: <b>£31,100</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2137 Web design and development professionals	Internet developer Multimedia developer Web design consultant Web designer	New entrant: <b>£17,500</b>  Experienced worker: <b>£23,400</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2139 Information technology and telecommunications professionals not elsewhere classified	IT consultant Quality analyst (computing) Software tester Systems tester (computing) Telecommunications planner	New entrant: <b>£20,000</b>  [Source: Annual Survey of Hours and Earnings 2014]  Experienced worker: <b>£29,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2141 Conservation professionals	Conservation officer Ecologist Energy conservation officer Heritage manager	New entrant: <b>£18,700</b>  Experienced worker: <b>£22,800</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6

SOC code and description	Related job titles	Appropriate salary rates	Skill level
	Marine conservationist		
2142 Environment professionals	Energy manager Environmental consultant Environmental engineer Environmental protection officer Environmental scientist Landfill engineer	New entrant: <b>£19,300</b>  Experienced worker: <b>£24,300</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2211 Medical practitioners	Anaesthetist Consultant (Hospital Service) Doctor General practitioner Medical practitioner Paediatrician Psychiatrist Radiologist Surgeon	Foundation year 1 (F1) and equivalent: <b>£22,636</b>  Foundation year 2 (F2) and equivalent: <b>£28,076</b>  Speciality registrar (StR) and equivalent: <b>£30,002</b>  Speciality doctor and equivalent: <b>£37,176</b>  Salaried General practitioner (GP) and equivalent: <b>£54,863</b>  Consultant and equivalent: <b>£75,249</b>  [Source: NHS Employers Pay and Conditions (M&D) Circular 2/2014]	NQF 6
2212 Psychologists	Clinical psychologist Educational psychologist Forensic psychologist Occupational psychologist Psychologist Psychometrist	Band 5 and equivalent: <b>£21,478</b>  Band 6 and equivalent: <b>£25,783</b>  Band 7 and equivalent: <b>£30,764</b>  Band 8a and equivalent: <b>£39,239</b>  Band 8b and equivalent: <b>£45,707</b>  Band 8c and equivalent: <b>£54,998</b>  Band 8d and equivalent: <b>£65,922</b>	NQF 6

SOC code and description	Related job titles	Appropriate salary rates	Skill level
		Band 9 and equivalent: <b>£77,850</b>  [Source: NHS Agenda for Change 2014]	
2213 Pharmacists	Chemist (pharmaceutical) Dispensary manager Pharmaceutical chemist Pharmacist Pharmacy manager	Pre-registration and Band 5 and equivalent: <b>£21,478</b>  Band 6 and equivalent: <b>£25,783</b>  Band 7 and equivalent: <b>£30,764</b>  Band 8a and equivalent: <b>£39,239</b>  Band 8b and equivalent: <b>£45,707</b>  Band 8c and equivalent: <b>£54,998</b>  Band 8d and equivalent: <b>£65,922</b>  Band 9 and equivalent: <b>£77,850</b>  [Source: NHS Agenda for Change 2014]	NQF 6
2214 Ophthalmic opticians	Ophthalmic optician Optician Optologist Optometrist	Band 5 and equivalent: <b>£21,478</b>  Band 6 and equivalent: <b>£25,783</b>  Band 7 and equivalent: <b>£30,764</b>  Band 8a and equivalent: <b>£39,239</b>  Band 8b and equivalent: <b>£45,707</b>  Band 8c and equivalent: <b>£54,998</b>  Band 8d and equivalent: <b>£65,922</b>  Band 9 and equivalent: <b>£77,850</b>  [Source: NHS Agenda for	NQF 6

SOC code and description	Related job titles	Appropriate salary rates	Skill level
		Change 2014]	
2215 Dental practitioners	Dental surgeon Dentist Orthodontist Periodontist	<p>Foundation year 1 (F1) (Hospital dental services) and equivalent: <b>£30,433</b></p> <p>Foundation year 2 (F2) (Hospital dental services) and equivalent: <b>£29,912</b></p> <p>[Source: Health Education England]</p> <p>Speciality registrar (StR) and equivalent: <b>£30,002</b></p> <p>Speciality dentist: <b>£37,176</b></p> <p>Band A posts (e.g. Community practitioner) and equivalent: <b>£38,095</b></p> <p>Band B posts (e.g. Senior dental officer) and equivalent: <b>£59,259</b></p> <p>Band C posts (e.g. Specialist / managerial posts) and equivalent: <b>£70,899</b></p> <p>Consultant (Hospital dental services) and equivalent: <b>£75,249</b></p> <p>[Source: NHS Employers Pay and Conditions (M&amp;D) Circular 2/2014]</p>	NQF 6
2216 Veterinarians	Veterinarian Veterinary practitioner Veterinary surgeon	<p>New entrant: <b>£25,200</b></p> <p>Experienced worker: <b>£35,800</b></p> <p>[Source: Annual Survey of Hours and Earnings 2014]</p>	NQF 6
2217 Medical radiographers	Medical radiographer Radiographer Sonographer Therapeutic radiographer	<p>Band 5 and equivalent: <b>£21,478</b></p> <p>Band 6 and equivalent: <b>£25,783</b></p> <p>Band 7 and equivalent: <b>£30,764</b></p> <p>Band 8a and equivalent: <b>£39,239</b></p>	NQF 6

SOC code and description	Related job titles	Appropriate salary rates	Skill level
	Vascular technologist	Band 8b and equivalent: <b>£45,707</b>  Band 8c and equivalent: <b>£54,998</b>  Band 8d and equivalent: <b>£65,922</b>  Band 9 and equivalent: <b>£77,850</b>  [Source: NHS Agenda for Change 2014]	
2218 Podiatrists	Chiropodist  Chiropodist-podiatrist  Podiatrist	Band 5 and equivalent: <b>£21,478</b>  Band 6 and equivalent: <b>£25,783</b>  Band 7 and equivalent: <b>£30,764</b>  Band 8a and equivalent: <b>£39,239</b>  Band 8b and equivalent: <b>£45,707</b>  Band 8c and equivalent: <b>£54,998</b>  Band 8d and equivalent: <b>£65,922</b>  Band 9 and equivalent: <b>£77,850</b>  [Source: NHS Agenda for Change 2014]	NQF 6
2219 Health professionals not elsewhere classified	Audiologist  Dental hygiene therapist  Dietician-nutritionist  Family planner  Occupational health adviser  Paramedical practitioner	Band 5 and equivalent: <b>£21,478</b>  Band 6 and equivalent: <b>£25,783</b>  Band 7 and equivalent: <b>£30,764</b>  Band 8a and equivalent: <b>£39,239</b>  Band 8b and equivalent: <b>£45,707</b>  Band 8c and equivalent: <b>£54,998</b>	NQF 6



SOC code and description	Related job titles	Appropriate salary rates	Skill level
		Band 8d and equivalent: <b>£65,922</b>  Band 9 and equivalent: <b>£77,850</b>  [Source: NHS Agenda for Change 2014]	
2221 Physiotherapists	Electro-therapist  Physiotherapist  Physiotherapy practitioner	Band 5 and equivalent: <b>£21,478</b>  Band 6 and equivalent: <b>£25,783</b>  Band 7 and equivalent: <b>£30,764</b>  Band 8a and equivalent: <b>£39,239</b>  Band 8b and equivalent: <b>£45,707</b>  Band 8c and equivalent: <b>£54,998</b>  Band 8d and equivalent: <b>£65,922</b>  Band 9 and equivalent: <b>£77,850</b>  [Source: NHS Agenda for Change 2014]	NQF 6
2222 Occupational therapists	Occupational therapist	Band 5 and equivalent: <b>£21,478</b>  Band 6 and equivalent: <b>£25,783</b>  Band 7 and equivalent: <b>£30,764</b>  Band 8a and equivalent: <b>£39,239</b>  Band 8b and equivalent: <b>£45,707</b>  Band 8c and equivalent: <b>£54,998</b>  Band 8d and equivalent: <b>£65,922</b>  Band 9 and equivalent: <b>£77,850</b>	NQF 6

SOC code and description	Related job titles	Appropriate salary rates	Skill level
		[Source: NHS Agenda for Change 2014]	
2223 Speech and language therapists	Language therapist Speech and language therapist Speech therapist	Band 5 and equivalent: <b>£21,478</b> Band 6 and equivalent: <b>£25,783</b> Band 7 and equivalent: <b>£30,764</b> Band 8a and equivalent: <b>£39,239</b> Band 8b and equivalent: <b>£45,707</b> Band 8c and equivalent: <b>£54,998</b> Band 8d and equivalent: <b>£65,922</b> Band 9 and equivalent: <b>£77,850</b> [Source: NHS Agenda for Change 2014]	NQF 6
2229 Therapy professionals not elsewhere classified	Art therapist Chiropractor Cognitive behavioural therapist Dance movement therapist Family therapist Nutritionist Osteopath Psychotherapist	Band 5 and equivalent: <b>£21,478</b> Band 6 and equivalent: <b>£25,783</b> Band 7 and equivalent: <b>£30,764</b> Band 8a and equivalent: <b>£39,239</b> Band 8b and equivalent: <b>£45,707</b> Band 8c and equivalent: <b>£54,998</b> Band 8d and equivalent: <b>£65,922</b> Band 9 and equivalent: <b>£77,850</b> [Source: NHS Agenda for Change 2014]	NQF 6
2231 Nurses	District nurse Health visitor	Pre-registration candidate nurses who either: <ul style="list-style-type: none"> <li>obtained a Nursing and</li> </ul>	NQF 6

SOC code and description	Related job titles	Appropriate salary rates	Skill level
	Mental health practitioner Nurse Practice nurse Psychiatric nurse Staff nurse Student nurse	<p>Midwifery Council permission before 30 March 2015 to undertake the Overseas Nursing Programme, or</p> <ul style="list-style-type: none"> <li>have arranged to sit an Observed Structured Clinical Examination (OSCE) to obtain Nursing and Midwifery Council registration</li> </ul> <p>(Band 3 and equivalent):  <b>£16,271</b></p> <p>Band 5 and equivalent: <b>£21,478</b></p> <p>Band 6 and equivalent: <b>£25,783</b></p> <p>Band 7 and equivalent: <b>£30,764</b></p> <p>Band 8a and equivalent:  <b>£39,239</b></p> <p>Band 8b and equivalent:  <b>£45,707</b></p> <p>Band 8c and equivalent:  <b>£54,998</b></p> <p>Band 8d and equivalent:  <b>£65,922</b></p> <p>Band 9 and equivalent: <b>£77,850</b></p> <p>[Source: NHS Agenda for Change 2014]</p>	
2232 Midwives	Midwife Midwifery sister	Pre-registration candidate midwives who either: <ul style="list-style-type: none"> <li>obtained a Nursing and Midwifery Council permission before 30 March 2015 to undertake the Adaptation to Midwifery Programme, or</li> <li>have arranged to sit an Observed Structured Clinical Examination (OSCE) to obtain Nursing and Midwifery Council registration</li> </ul>	NQF 6

SOC code and description	Related job titles	Appropriate salary rates	Skill level
		(Band 3 and equivalent): <b>£16,271</b>  Band 5 and equivalent: <b>£21,478</b>  Band 6 and equivalent: <b>£25,783</b>  Band 7 and equivalent: <b>£30,764</b>  Band 8a and equivalent: <b>£39,239</b>  Band 8b and equivalent: <b>£45,707</b>  Band 8c and equivalent: <b>£54,998</b>  Band 8d and equivalent: <b>£65,922</b>  Band 9 and equivalent: <b>£77,850</b>  [Source: NHS Agenda for Change 2014]	
2312 Further education teaching professionals	FE College lecturer  Lecturer (further education)  Teacher (further education)  Tutor (further education)	Lecturer or equivalent (new entrant): <b>£21,936</b>  Senior lecturer / advanced teacher and equivalent: <b>£32,421</b>  Further education management / principal lecturer and equivalent: <b>£36,162</b>  [Source: Teachers' national pay scales]	NQF 6
2314 Secondary education teaching professionals	Deputy head teacher (secondary school)  Secondary school teacher  Sixth form teacher  Teacher (secondary school)	Unqualified teachers undertaking Overseas Trained Teachers Programme and equivalent: <b>£20,800</b>  Qualified teachers and equivalent: <b>£21,804</b>  Post-threshold teachers and equivalent: <b>£34,523</b>  Leadership group, assistant head teacher, principal teacher	NQF 6

SOC code and description	Related job titles	Appropriate salary rates	Skill level
		and equivalent: <b>£37,836</b>  [Source: Teachers' national pay scales]	
2315 Primary and nursery education teaching professionals	Deputy head teacher (primary school)  Infant teacher  Nursery school teacher  Primary school teacher	Unqualified teachers undertaking Overseas Trained Teachers Programme and equivalent: <b>£20,800</b>  Qualified teachers and equivalent: <b>£21,804</b>  Post-threshold teachers and equivalent: <b>£34,523</b>  Leadership group, assistant head teacher, principal teacher and equivalent: <b>£37,836</b>  [Source: Teachers' national pay scales]	NQF 6
2316 Special needs education teaching professionals	Deputy head teacher (special school)  Learning support teacher  Special needs coordinator  Special needs teacher	Unqualified teachers undertaking Overseas Trained Teachers Programme and equivalent: <b>£20,800</b>  Qualified teachers and equivalent: <b>£21,804</b>  Post-threshold teachers and equivalent: <b>£34,523</b>  Leadership group, assistant head teacher, principal teacher and equivalent: <b>£37,836</b>  [Source: Teachers' national pay scales]	NQF 6
2317 Senior professionals of educational establishments	Administrator (higher education, university)  Bursar  Head teacher (primary school)  Principal (further education)  Registrar (educational establishments)	New entrant: <b>£26,600</b>  Experienced worker: <b>£39,500</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6

SOC code and description	Related job titles	Appropriate salary rates	Skill level
2318 Education advisers and school inspectors	Curriculum adviser Education adviser Education officer School inspector	New entrant: <b>£20,000</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]  Experienced worker: <b>£24,600</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2319 Teaching and other educational professionals not elsewhere classified	Adult education tutor Education consultant Music teacher Nursery manager (day nursery) Owner (nursery: children's) Private tutor TEFL	New entrant: <b>£15,900</b>  Experienced worker: <b>£20,600</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2412 Barristers and judges	Advocate Barrister Chairman (appeals tribunal, inquiry) Coroner Crown prosecutor District judge	New entrant: <b>£20,800</b>  Pupillage: <b>£20,800</b>  Experienced worker (not pupillage): <b>£31,900</b>  [Source: The Bar Council in 2011, uplifted based on national changes in earnings and the Tier 2 (General) minimum salary threshold]	NQF 6
2413 Solicitors	Managing clerk (qualified solicitor) Solicitor Solicitor-partner Solicitor to the council	New entrant: <b>£24,700</b>  Experienced worker: <b>£32,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2419 Legal professionals not elsewhere classified	Attorney Justice's clerk Lawyer Legal adviser	New entrant: <b>£33,300</b>  Experienced worker: <b>£44,100</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]	NQF 6

SOC code and description	Related job titles	Appropriate salary rates	Skill level
	Legal consultant Legal counsel Solicitor's clerk (articled)		
2421 Chartered and certified accountants	Accountant (qualified) Auditor (qualified) Chartered accountant Company accountant Cost accountant (qualified) Financial controller (qualified) Management accountant (qualified)	New entrant: <b>£21,600</b>  Experienced worker: <b>£28,600</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2423 Management consultants and business analysts	Business adviser Business consultant Business continuity manager Financial risk analyst Management consultant	New entrant: <b>£23,000</b>  Experienced worker: <b>£30,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2424 Business and financial project management professionals	Chief knowledge officer Contracts manager (security services) Project manager Research support officer	New entrant: <b>£24,100</b>  Experienced worker: <b>£33,300</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2425 Actuaries, economists and statisticians	Actuarial consultant Actuary Economist Statistician Statistical analyst	New entrant: <b>£26,500</b>  Experienced worker: <b>£34,700</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2426 Business and related	Crime analyst (police force)	New entrant: <b>£20,000</b>	NQF 6

SOC code and description	Related job titles	Appropriate salary rates	Skill level
research professionals	Fellow (research) Games researcher (broadcasting) Inventor	[Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]  Experienced worker: <b>£26,500</b>  [Source: Annual Survey of Hours and Earnings 2014]	
2429 Business, research and administrative professionals not elsewhere classified	Civil servant (grade 6, 7) Company secretary (qualified) Policy adviser (government) Registrar (government)	New entrant: <b>£24,300</b>  Experienced worker: <b>£29,400</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2431 Architects	Architect Architectural consultant Chartered architect Landscape architect	Part 1 graduate: <b>£21,000</b>  Part 2 graduate: <b>£23,100</b>  Part 3 graduate / newly-registered architect: <b>£27,300</b>  Experienced worker: <b>£31,400</b>  [Source: Royal Institute of British Architects in 2011, uplifted based on national changes in earnings]	NQF 6
2432 Town planning officers	Planning officer (local government: building and contracting)  Town planner Town planning consultant	New entrant: <b>£22,800</b>  Experienced worker: <b>£26,700</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2433 Quantity surveyors	Quantity surveyor Surveyor (quantity surveying)	New entrant: <b>£23,400</b>  Experienced worker: <b>£30,400</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2434 Chartered surveyors	Building surveyor Chartered surveyor Hydrographic surveyor Land surveyor	New entrant: <b>£22,000</b>  Experienced worker: <b>£28,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6



SOC code and description	Related job titles	Appropriate salary rates	Skill level
2436 Construction project managers and related professionals	Contract manager (building construction) Project manager (building construction) Transport planner	New entrant: <b>£23,900</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]  Experienced worker: <b>£25,500</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2442 Social workers	Psychiatric social worker Senior practitioner (local government: social services) Social worker	Band 5 and equivalent: <b>£21,478</b> Band 6 and equivalent: <b>£25,783</b> Band 7 and equivalent: <b>£30,764</b> Band 8a and equivalent: <b>£39,239</b> Band 8b and equivalent: <b>£45,707</b> Band 8c and equivalent: <b>£54,998</b> Band 8d and equivalent: <b>£65,922</b> Band 9 and equivalent: <b>£77,850</b>  [Source: NHS Agenda for Change 2014]	NQF 6
2443 Probation officers	Inspector (National Probation Service) Probation officer Youth justice officer	New entrant: <b>£20,800</b> Experienced worker: <b>£29,300</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2449 Welfare professionals not elsewhere classified	Children's guardian Rehabilitation officer Social services officer Youth worker (professional)	New entrant: <b>£20,800</b> Experienced worker: <b>£23,100</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2451 Librarians	Chartered librarian Librarian	New entrant: <b>£17,200</b> Experienced worker: <b>£19,200</b>	NQF 6

SOC code and description	Related job titles	Appropriate salary rates	Skill level
	Technical librarian University librarian	[Source: Annual Survey of Hours and Earnings 2014]	
2452 Archivists and curators	Archivist Conservator Curator Keeper (art gallery) Museum officer	New entrant: <b>£17,200</b>  Experienced worker: <b>£20,800</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2461 Quality control and planning engineers	Planning engineer Quality assurance engineer Quality control officer (professional) Quality engineer	New entrant: <b>£23,000</b>  Experienced worker: <b>£29,400</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2462 Quality assurance and regulatory professionals	Compliance manager Financial regulator Patent attorney Quality assurance manager Quality manager	New entrant: <b>£24,300</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]  Experienced worker: <b>£30,400</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2463 Environmental health professionals	Air pollution inspector Environmental health officer Food inspector Public health inspector Technical officer (environmental health)	New entrant: <b>£23,800</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]  Experienced worker: <b>£29,100</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2471 Journalists, newspaper and periodical editors	Broadcast journalist Editor Journalist Radio journalist	New entrant: <b>£20,100</b>  Experienced worker: <b>£25,100</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6

SOC code and description	Related job titles	Appropriate salary rates	Skill level
	Reporter		
2472 Public relations professionals	Account manager (public relations) Information officer (public relations) PR consultant Press officer Public relations officer	New entrant: <b>£17,800</b>  Experienced worker: <b>£23,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
2473 Advertising accounts managers and creative directors	Account manager (advertising) Advertising Manager Campaign Manager Creative Director Projects Manager (advertising)	New entrant: <b>£22,800</b>  Experienced worker: <b>£28,300</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
3213 Paramedics	Ambulance paramedic Emergency care practitioner Paramedic Paramedic-ECP	Band 5 and equivalent: <b>£21,478</b>  Band 6 and equivalent: <b>£25,783</b>  Band 7 and equivalent: <b>£30,764</b>  [Source: NHS Agenda for Change 2014]	NQF 6
3415 Musicians	Composer Musician Organist Pianist Song writer Violinist	New entrant: <b>£18,600</b>  Experienced worker: <b>£24,200</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
3416 Arts officers, producers and directors	Film editor Production assistant (broadcasting) Studio manager Television producer	New entrant: <b>£24,600</b>  Experienced worker: <b>£30,500</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6

SOC code and description	Related job titles	Appropriate salary rates	Skill level
	Theatrical agent		
3512 Aircraft pilots and flight engineers	Airline pilot First officer (airlines) Flight engineer Flying instructor Helicopter pilot	New entrant: <b>£33,100</b>  Experienced worker: <b>£69,600</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
3532 Brokers	Foreign exchange dealer  Insurance broker Investment administrator Stockbroker Trader (stock exchange)	New entrant: <b>£22,200</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]  Experienced worker: <b>£40,500</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
3534 Finance and investment analysts and advisers	Financial adviser Financial analyst Financial consultant Mortgage adviser Pensions consultant	New entrant: <b>£21,400</b>  Experienced worker: <b>£26,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
3535 Taxation experts	Tax adviser Tax consultant Tax inspector Taxation specialist	New entrant: <b>£19,800</b>  Experienced worker: <b>£33,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
3538 Financial accounts managers	Accounts manager Audit manager Credit manager Fund manager Relationship manager (bank)	New entrant: <b>£22,200</b>  Experienced worker: <b>£27,500</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 6
3545 Sales accounts and	Account manager (sales)	New entrant: <b>£25,000</b>	NQF 6

SOC code and description	Related job titles	Appropriate salary rates	Skill level
business development managers	Area sales manager Business development manager Product development manager Sales manager	Experienced worker: <b>£32,500</b>  [Source: Annual Survey of Hours and Earnings 2014]	

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**Table 3 – Occupations skilled to National Qualifications Framework (NQF) level 4 and above**

SOC code and description	Related job titles	Appropriate salary rates	Skill level
All occupations in Table 1	As stated in Table 1	As stated in Table 1	PhD
All occupations in Table 2	As stated in Table 2	As stated in Table 2	NQF 6
1211 Managers and proprietors in agriculture and horticulture	Farm manager Farm owner Nursery manager (horticulture)	New entrant: <b>£15,700</b>  [Source: Annual Survey of Hours and Earnings 2012 (no equivalent 2013 or 2014 data available)]  Experienced worker: <b>£21,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
1213 Managers and proprietors in forestry, fishing and related services	Cattery owner Forest manager Racehorse trainer	New entrant: <b>£15,700</b>  [Source: Annual Survey of Hours and Earnings 2012 (no equivalent 2013 or 2014 data available)]  Experienced worker: <b>£21,400</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]	NQF 4
1241 Health care practice managers	Clinic manager GP practice manager Veterinary practice manager	New entrant: <b>£19,600</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]	NQF 4

SOC code and description	Related job titles	Appropriate salary rates	Skill level
		Experienced worker: <b>£25,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	
1242 Residential, day and domiciliary care managers and proprietors	Care manager  Day centre manager  Nursing home owner  Residential manager (residential home)	New entrant: <b>£19,600</b>  Experienced worker: <b>£23,300</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
1251 Property, housing and estate managers	Estate manager  Facilities manager  Landlord (property management)  Property manager	New entrant: <b>£19,400</b>  Experienced worker: <b>£26,500</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
1255 Waste disposal and environmental services managers	Environmental manager (refuse disposal)  Manager (local government: cleansing dept.)  Recycling plant manager  Scrap metal dealer	New entrant: <b>£18,200</b>  Experienced worker: <b>£28,300</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
1259 Managers and proprietors in other services not elsewhere	Betting shop manager  Graphic design classified manager  Library manager  Plant hire manager  Production manager (entertainment)	New entrant: <b>£17,300</b>  Experienced worker: <b>£22,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
2435 Chartered architectural technologists	Architectural technologist	New entrant: <b>£22,800</b>  Experienced worker: <b>£28,500</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
3116 Planning, process and	Process technician	New entrant: <b>£19,800</b>	NQF 4

<b>SOC code and description</b>	<b>Related job titles</b>	<b>Appropriate salary rates</b>	<b>Skill level</b>
production technicians	Production controller Production planner Production technician	Experienced worker: <b>£23,400</b>  [Source: Annual Survey of Hours and Earnings 2014]	
3121 Architectural and town planning technicians	Architectural assistant Architectural technician Construction planner Planning enforcement officer	New entrant: <b>£19,500</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]  Experienced worker: <b>£23,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
3131 IT operations technicians	Computer games tester Database administrator IT technician Network administrator Systems administrator	New entrant: <b>£17,300</b>  Experienced worker: <b>£21,800</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
3218 Medical and dental technicians	Cardiographer Dental hygienist Dental technician Medical technical officer Orthopaedic technician	Band 3 and equivalent: <b>£16,271</b>  Band 4 and equivalent: <b>£18,838</b>  Band 5 and equivalent: <b>£21,478</b>  Band 6 and equivalent: <b>£25,783</b>  Band 7 and equivalent: <b>£30,764</b>  [Source: NHS Agenda for Change 2014]	NQF 4
3219 Health associate professionals not elsewhere classified	Acupuncturist Homeopath Hypnotherapist Massage therapist Reflexologist Sports therapist	Band 3 and equivalent: <b>£16,271</b>  Band 4 and equivalent: <b>£18,838</b>  Band 5 and equivalent: <b>£21,478</b>  Band 6 and equivalent: <b>£25,783</b>  Band 7 and equivalent: <b>£30,764</b>  [Source: NHS Agenda for Change 2014]	NQF 4

<b>SOC code and description</b>	<b>Related job titles</b>	<b>Appropriate salary rates</b>	<b>Skill level</b>
3319 Protective service associate professionals not elsewhere classified	Customs officer Immigration officer Operations manager (security services) Scenes of crime officer Security manager	New entrant: <b>£24,000</b>  Experienced worker: <b>£27,300</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
3411 Artists	Artist Illustrator Portrait painter Sculptor	New entrant: <b>£18,600</b>  [Source: Annual Survey of Hours and Earnings 2014]  Experienced worker: <b>£21,500</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]	NQF 4
3412 Authors, writers and translators	Copywriter Editor (books) Interpreter Technical author Translator Writer	New entrant: <b>£18,600</b>  Experienced worker: <b>£22,800</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
3413 Actors, entertainers and presenters	Actor Disc jockey Entertainer Presenter (broadcasting) Singer	New entrant: <b>£18,600</b>  Experienced worker: <b>£24,200</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
3414 Dancers and choreographers	Ballet dancer Choreographer Dancer Dance teacher	New entrant: <b>£18,600</b>  Experienced worker: <b>£24,200</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
3422 Product,	Design consultant	New entrant: <b>£19,600</b>	NQF 4



SOC code and description	Related job titles	Appropriate salary rates	Skill level
clothing and related designers	Fashion designer Furniture designer Interior designer Kitchen designer Textile designer	Experienced worker: <b>£23,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	
3513 Ship and hovercraft officers	Chief engineer (shipping) Marine engineer (shipping) Merchant navy officer Petty officer Tug master Yacht skipper	New entrant: <b>£33,100</b>  Experienced worker: <b>£51,500</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
3531 Estimators, valuers and assessors	Claims assessor Claims investigator Engineering surveyor Estimator Loss adjuster Valuer	New entrant: <b>£18,000</b>  Experienced worker: <b>£23,500</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
3537 Financial and accounting technicians	Accounting technician Business associate (banking) Financial controller Insolvency administrator Managing clerk (accountancy)	New entrant: <b>£21,500</b>  Experienced worker: <b>£28,800</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
3539 Business and related associate professionals not elsewhere classified	Business systems analyst Data analyst Marine consultant Planning assistant	New entrant: <b>£17,300</b>  Experienced worker: <b>£21,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4

SOC code and description	Related job titles	Appropriate salary rates	Skill level
	Project administrator Project coordinator		
3541 Buyers and procurement officers	Buyer Procurement officer Purchasing consultant	New entrant: <b>£19,600</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]  Experienced worker: <b>£23,800</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
3543 Marketing associate professionals	Business development executive Fundraiser Market research analyst Marketing consultant Marketing executive	New entrant: <b>£17,600</b>  Experienced worker: <b>£21,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
3546 Conference and exhibition managers and organisers	Conference coordinator Event organiser Events manager Exhibition organiser Hospitality manager	New entrant: <b>£16,600</b>  Experienced worker: <b>£20,300</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]	NQF 4
3561 Public services associate professionals Civil servant (HEO, SEO)	Higher executive officer (government) Principle revenue officer (local government) Senior executive officer (government)	New entrant: <b>£21,800</b>  Experienced worker: <b>£25,100</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
3563 Vocational and industrial trainers and instructors	IT trainer NVQ assessor Technical instructor Training consultant	New entrant: <b>£18,300</b>  Experienced worker: <b>£22,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4

SOC code and description	Related job titles	Appropriate salary rates	Skill level
	Training manager		
3564 Careers advisers and vocational guidance specialists	Careers adviser Careers consultant Careers teacher Placement officer	New entrant: <b>£19,600</b>  [Source: Annual Survey of Hours and Earnings 2014]  Experienced worker: <b>£22,900</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]	NQF 4
3565 Inspectors of standards and regulations	Building inspector Driving examiner Housing inspector Meat hygiene inspector Trading standards officer	New entrant: <b>£22,200</b>  Experienced worker: <b>£25,100</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
3567 Health and safety officers	Fire protection engineer (professional) Health and safety officer Occupational hygienist Safety consultant Safety officer	New entrant: <b>£24,100</b>  Experienced worker: <b>£28,200</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
4161 Office managers	Business support manager Delivery office manager Office manager Practice manager Sales administration manager Sales office manager	New entrant: <b>£18,300</b>  Experienced worker: <b>£23,300</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4
7220 Customer service managers and supervisors	After sales manager Call centre supervisor Customer service manager Customer service supervisor	New entrant: <b>£17,700</b>  Experienced worker: <b>£21,700</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 4

SOC code and description	Related job titles	Appropriate salary rates	Skill level
	Team leader (customer care)		

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**Table 4: Occupations skilled to National Qualifications Framework (NQF) level 3 and above**

SOC code and description	Related job titles	Appropriate salary rates	Skill level
All occupations in Table 1	As stated in Table 1	As stated in Table 1	PhD
All occupations in Table 2	As stated in Table 2	As stated in Table 2	NQF 6
All occupations in Table 3	As stated in Table 3	As stated in Table 3	NQF 4
1162 Managers and directors in storage and warehousing	Logistics manager Warehouse manager	New entrant: <b>£17,800</b>  Experienced worker: <b>£22,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
1190 Managers and directors in retail and wholesale	Managing director (retail trade) Retail manager Shop manager (charitable organisation) Wholesale manager	New entrant: <b>£15,100</b>  Experienced worker: <b>£18,800</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
1221 Hotel and accommodation managers and proprietors	Caravan park owner Hotel manager Landlady (boarding, guest, lodging house)	New entrant: <b>£15,700</b>  Experienced worker: <b>£19,100</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
1225 Leisure and sports managers	Amusement arcade owner Leisure centre manager Social club manager Theatre manager	New entrant: <b>£17,600</b>  [Source: Annual Survey of Hours and Earnings 2014]  Experienced worker: <b>£20,200</b>  [Source: Annual Survey of	NQF 3

SOC code and description	Related job titles	Appropriate salary rates	Skill level
		Hours and Earnings 2013 (no equivalent 2014 data available)]	
1226 Travel agency managers and proprietors	Tourist information manager Travel agency owner Travel manager	New entrant: <b>£15,800</b>  [Source: Annual Survey of Hours and Earnings 2014]  Experienced worker: <b>£17,900</b>  [Source: Annual Survey of Hours and Earnings 2012 (no equivalent 2013 or 2014 data available)]	NQF 3
1252 Garage managers and proprietors	Garage director Garage owner Manager (repairing: motor vehicles)	New entrant: <b>£18,200</b>  Experienced worker: <b>£24,800</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
1253 Hairdressing and beauty salon managers and proprietors	Hairdressing salon owner Health and fitness manager Manager (beauty salon)	New entrant: <b>£18,200</b>  Experienced worker: <b>£24,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
1254 Shopkeepers and proprietors - wholesale and retail	Antiques dealer Fashion retailer Newsagent Shopkeeper	New entrant: <b>£18,200</b>  [Source: Annual Survey of Hours and Earnings 2014]  Experienced worker: <b>£18,800</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]	NQF 3
3111 Laboratory technicians	Laboratory analyst Laboratory technician Medical laboratory assistant Scientific technician Water tester	New entrant: <b>£15,100</b>  Experienced worker: <b>£17,700</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
3112 Electrical and electronics technicians	Avionics technician Electrical technician	New entrant: <b>£17,600</b>  Experienced worker: <b>£24,300</b>	NQF 3

SOC code and description	Related job titles	Appropriate salary rates	Skill level
	Electronics technician Installation engineer (Electricity Supplier)	[Source: Annual Survey of Hours and Earnings 2014]	
3113 Engineering technicians	Aircraft technician Commissioning engineer Engineering technician Manufacturing engineer Mechanical technician	New entrant: <b>£20,400</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]  Experienced worker: <b>£27,600</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
3114 Building and civil engineering technicians	Building services consultant Civil engineering technician Survey technician Technical assistant (civil engineering)	New entrant: <b>£17,600</b>  Experienced worker: <b>£21,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
3115 Quality assurance technicians	Quality assurance technician Quality control technician Quality officer Quality technician Test technician	New entrant: <b>£19,700</b>  Experienced worker: <b>£22,300</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
3119 Science, engineering and production technicians not elsewhere classified	School technician Technical assistant Technician Textile consultant Workshop technician	New entrant: <b>£16,700</b>  Experienced worker: <b>£21,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
3122 Draughtspersons	CAD operator Cartographer Design technician Draughtsman	New entrant: <b>£19,500</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]  Experienced worker: <b>£23,100</b>	NQF 3

SOC code and description	Related job titles	Appropriate salary rates	Skill level
		[Source: Annual Survey of Hours and Earnings 2014]	
3216 Dispensing opticians	Dispensing optician Optical dispenser	New entrant: <b>£18,800</b>  Experienced worker: <b>£22,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
3231 Youth and community workers	Community development officer Youth and community worker Youth project coordinator Youth worker	New entrant: <b>£18,200</b>  Experienced worker: <b>£21,200</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
3234 Housing officers	Housing adviser Housing officer Homeless prevention officer Housing support officer	New entrant: <b>£18,600</b>  Experienced worker: <b>£21,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
3235 Counsellors	Counsellor (welfare services) Debt adviser Drugs and alcohol counsellor Student counsellor	New entrant: <b>£17,900</b>  Experienced worker: <b>£21,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
3239 Welfare and housing associate professionals not elsewhere classified	Day centre officer Health coordinator Key worker (welfare services) Outreach worker (welfare services) Probation services officer Project worker (welfare services)	New entrant: <b>£17,400</b>  Experienced worker: <b>£20,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
3312 Police officers (sergeant and below)	Detective (police service) Police constable Police officer Sergeant	New entrant: <b>£30,200</b>  Experienced worker: <b>£33,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3

SOC code and description	Related job titles	Appropriate salary rates	Skill level
	Transport police officer		
3313 Fire service officers (watch manager and below)	Fire engineer Fire safety officer Firefighter Watch manager (fire service)	New entrant: <b>£27,800</b>  Experienced worker: <b>£29,800</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
3421 Graphic designers	Commercial artist Designer (advertising) Graphic artist Graphic designer MAC operator	New entrant: <b>£18,200</b>  Experienced worker: <b>£21,200</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
3443 Fitness instructors	Aerobics instructor Fitness instructor Gym instructor Lifestyle consultant Personal trainer Pilates instructor	New entrant: <b>£12,500</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]  Experienced worker: <b>£14,300</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
3511 Air traffic controllers	Air traffic control officer Air traffic controller Air traffic services assistant Flight planner	New entrant: <b>£33,100</b>  Experienced worker: <b>£56,200</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
3520 Legal associate professionals	Barrister's clerk Compliance officer Conveyancer Legal executive Litigator Paralegal	New entrant: <b>£17,500</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]  Experienced worker: <b>£21,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
3533 Insurance	Account handler (insurance)	New entrant: <b>£21,100</b>	NQF 3



SOC code and description	Related job titles	Appropriate salary rates	Skill level
underwriters	Commercial underwriter Insurance inspector Mortgage underwriter Underwriter	Experienced worker: <b>£24,700</b>  [Source: Annual Survey of Hours and Earnings 2014]	
3536 Importers and exporters	Export controller Export coordinator Exporter Import agent Importer	New entrant: <b>£19,800</b>  Experienced worker: <b>£25,300</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
3542 Business sales executives	Corporate account executive Sales agent Sales consultant Sales executive Technical representative	New entrant: <b>£17,600</b>  Experienced worker: <b>£22,700</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
3544 Estate agents and auctioneers	Auctioneer Auctioneer and valuer Estate agent Letting agent Property consultant	All workers: <b>£18,800</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
3550 Conservation and environmental associate professionals	Conservation worker Countryside ranger National park warden Park ranger	New entrant: <b>£19,700</b>  Experienced worker: <b>£19,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
3562 Human resources and industrial relations officers	Employment adviser Human resources officer Personnel officer	New entrant: <b>£18,500</b>  [Source: Annual Survey of Hours and Earnings 2014]  Experienced worker: <b>£22,100</b>	NQF 3

SOC code and description	Related job titles	Appropriate salary rates	Skill level
	Recruitment consultant	[Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]	
4112 National government administrative occupations	Administrative assistant (courts of justice) Administrative officer (government) Civil servant (EO) Clerk (government) Revenue officer (government)	New entrant: <b>£17,000</b>  Experienced worker: <b>£19,100</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
4114 Officers of non-governmental organisations	Administrator (charitable organisation) Organiser (trade union) Secretary (research association) Trade union official	New entrant: <b>£17,000</b>  Experienced worker: <b>£20,300</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
4134 Transport and distribution clerks and assistants	Export clerk Logistics controller Shipping clerk Transport administrator Transport clerk Transport coordinator	New entrant: <b>£17,000</b>  Experienced worker: <b>£19,400</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
4151 Sales administrators	Marketing administrator Sales administrator Sales clerk Sales coordinator	New entrant: <b>£14,600</b>  Experienced worker: <b>£16,800</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
4214 Company secretaries	Assistant secretary Club secretary Company secretary	New entrant: <b>£13,500</b>  Experienced worker: <b>£18,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
4215 Personal	Executive assistant	New entrant: <b>£16,100</b>	NQF 3

SOC code and description	Related job titles	Appropriate salary rates	Skill level
assistants and other secretaries	PA-secretary Personal assistant Personal secretary Secretary	Experienced worker: <b>£19,600</b>  [Source: Annual Survey of Hours and Earnings 2014]	
5211 Smiths and forge workers	Blacksmith Chain repairer Farrier Pewtersmith Steel presser	New entrant: <b>£17,400</b>  Experienced worker: <b>£20,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
5213 Sheet metal workers	Coppersmith Panel beater (metal trades) Sheet metal fabricator Sheet metal worker	New entrant: <b>£17,400</b>  Experienced worker: <b>£20,400</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
5221 Metal machining setters and setter-operators	CNC machinist CNC programmer Centre lathe turner Miller (metal trades) Tool setter Turner	New entrant: <b>£18,000</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]  Experienced worker: <b>£21,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
5222 Tool makers, tool fitters and markers-out	Die maker Engineer-toolmaker Jig maker Marker-out (engineering) Tool fitter Tool maker	New entrant: <b>£17,400</b>  Experienced worker: <b>£22,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
5224 Precision instrument	Calibration engineer	New entrant: <b>£17,400</b>	NQF 3

SOC code and description	Related job titles	Appropriate salary rates	Skill level
makers and repairers	Horologist Instrument maker Instrument mechanic Instrument technician Optical technician Precision engineer Watchmaker	Experienced worker: <b>£22,200</b>  [Source: Annual Survey of Hours and Earnings 2014]	
5231 Vehicle technicians, mechanics and electricians	Auto electrician Car mechanic HGV mechanic Mechanic (garage) MOT tester Motor mechanic Motor vehicle technician Technician (motor vehicles) Vehicle technician	New entrant: <b>£15,900</b>  Experienced worker: <b>£20,200</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
5232 Vehicle body builders and repairers	Bodyshop technician Car body repairer Coach builder Panel beater Restoration technician (motor vehicles) Vehicle builder	New entrant: <b>£17,700</b>  Experienced worker: <b>£20,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
5234 Vehicle paint technicians	Car paint sprayer Coach painter Paint technician (motor vehicles) Vehicle refinisher	New entrant: <b>£16,600</b>  Experienced worker: <b>£19,500</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3

SOC code and description	Related job titles	Appropriate salary rates	Skill level
5242 Tele-communications engineers	Cable joiner Customer service engineer (telecommunications) Installation engineer (telecommunications) Network officer (telecommunications) Telecommunications engineer Telephone engineer	New entrant: <b>£24,400</b> Experienced worker: <b>£27,200</b> [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
5244 TV, video and audio engineers	Installation engineer (radio, television and video) Satellite engineer Service engineer (radio, television and video) Technician (radio, television and video) Television engineer	New entrant: <b>£19,900</b> Experienced worker: <b>£23,600</b> [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
5245 IT engineers	Computer repairer Computer service engineer Hardware engineer (computer) Maintenance engineer (computer servicing)	New entrant: <b>£19,900</b> Experienced worker: <b>£20,600</b> [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
5311 Steel erectors	Steel erector Steel fabricator Steel worker (structural engineering)	New entrant: <b>£16,500</b> Experienced worker: <b>£20,900</b> [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
5313 Roofers, roof tilers and slaters	Mastic asphalt spreader Roof tiler Roofer Roofing contractor Slater	New entrant: <b>£16,500</b> [Source: Annual Survey of Hours and Earnings 2014] Experienced worker: <b>£19,000</b> [Source: Annual Survey of Hours and Earnings 2013 (no	NQF 3

SOC code and description	Related job titles	Appropriate salary rates	Skill level
	Thatcher	equivalent 2014 data available)]	
5314 Plumbers and heating and ventilating engineers	Gas engineer Gas service engineer Heating and ventilating engineer Heating engineer Plumber Plumbing and heating engineer	New entrant: <b>£19,800</b>  Experienced worker: <b>£23,400</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
5319 Construction and building trades not elsewhere classified	Acoustician Builder Building contractor Fencer Maintenance manager (buildings and other structures) Property developer (building construction)	New entrant: <b>£17,600</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]  Experienced worker: <b>£20,600</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
5411 Weavers and knitters	Carpet weaver Knitter Knitwear manufacturer Weaver	New entrant: <b>£13,500</b>  Experienced worker: <b>£15,800</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
5412 Upholsterers	Curtain fitter Curtain maker Soft furnisher Trimmer (furniture mfr) Upholsterer	New entrant: <b>£13,500</b>  Experienced worker: <b>£15,700</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
5413 Footwear and leather working trades	Cobbler Leather worker (leather goods mfr) Machinist (leather goods mfr)	New entrant: <b>£13,500</b>  Experienced worker: <b>£15,800</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3

SOC code and description	Related job titles	Appropriate salary rates	Skill level
	Shoe machinist Shoe repairer		
5421 Pre-press technicians	Compositor Plate maker Pre-press manager Pre-press technician Type setter	New entrant: <b>£15,600</b>  Experienced worker: <b>£18,300</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
5422 Printers	Lithographic printer  Machine minder (printing) Print manager Screen printer Wallpaper printer	New entrant: <b>£16,100</b>  [Source: Annual Survey of Hours and Earnings 2014]  Experienced worker: <b>£20,100</b>  [Source: Annual Survey of Hours and Earnings 2012 (no equivalent 2013 or 2014 data available)]	NQF 3
5423 Print finishing and binding workers	Binder's assistant Book binder Finishing supervisor (printing) Print finisher	New entrant: <b>£14,900</b>  Experienced worker: <b>£17,300</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
5431 Butchers	Butcher Butcher's assistant Butchery manager Master butcher Slaughterman	New entrant: <b>£12,700</b>  Experienced worker: <b>£15,600</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
5432 Bakers and flour confectioners	Baker Baker's assistant Bakery manager Cake decorator	New entrant: <b>£14,400</b>  Experienced worker: <b>£16,100</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3

SOC code and description	Related job titles	Appropriate salary rates	Skill level
	Confectioner		
5441 Glass and ceramics makers, decorators and finishers	Ceramic artist Glass blower Potter (ceramics mfr) Pottery worker Sprayer (ceramics mfr) Stained glass artist	All workers: <b>£14,400</b>  [Source: Annual Survey of Hours and Earnings 2012 (no equivalent 2013 or 2014 data available)]	NQF 3
5442 Furniture makers and other craft woodworkers	Antiques restorer Cabinet maker Coffin maker Furniture restorer Picture framer Sprayer (furniture mfr)	New entrant: <b>£14,400</b>  Experienced worker: <b>£17,500</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
5449 Other skilled trades not elsewhere classified	Diamond mounter Engraver Goldsmith Paint sprayer Piano tuner Sign maker Silversmith Wig maker	New entrant: <b>£14,900</b>  Experienced worker: <b>£19,000</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]	NQF 3
6131 Veterinary nurses	Animal nurse Veterinary nurse	New entrant: <b>£12,200</b>  Experienced worker: <b>£14,700</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
6144 Houseparents and residential wardens	Foster carer Matron (residential home)	New entrant: <b>£13,300</b>  Experienced worker: <b>£16,700</b>	NQF 3



SOC code and description	Related job titles	Appropriate salary rates	Skill level
	Resident warden Team leader (residential care home) Warden (sheltered housing)	[Source: Annual Survey of Hours and Earnings 2014]	
6214 Air travel assistants	Air hostess Cabin crew Customer service agent (travel) Flight attendant Passenger service agent	New entrant: <b>£13,100</b>  [Source: Annual Survey of Hours and Earnings 2014]  Experienced worker: <b>£17,900</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]	NQF 3
6215 Rail travel assistants	Retail service manager (railways)  Station assistant (underground railway)  Ticket inspector (railways)  Train conductor  Train manager	New entrant: <b>£21,000</b>  Experienced worker: <b>£26,800</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
7125 Merchandisers and window dressers	Merchandiser Sales merchandiser Visual merchandising manager Window dresser	New entrant: <b>£13,400</b>  Experienced worker: <b>£16,200</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
7130 Sales supervisors	Sales supervisor (retail trade: delivery round)  Section manager (retail trade)  Shop supervisor (retail trade)  Supervisor (retail, wholesale trade)  Team leader (retail trade)	New entrant: <b>£13,900</b>  Experienced worker: <b>£15,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
7215 Market research interviewers	Interviewer (market research) Market researcher	New entrant: <b>£12,500</b>  Experienced worker: <b>£15,600</b>	NQF 3

SOC code and description	Related job titles	Appropriate salary rates	Skill level
	(interviewing) Telephone interviewer Telephone researcher Traffic enumerator	[Source: Annual Survey of Hours and Earnings 2014]	
8124 Energy plant operatives	Boilerman Control room operator(electric) Hydraulic engineman Plant operator (electricity supplier) Power station operator	New entrant: <b>£14,300</b>  Experienced worker: <b>£17,600</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
8126 Water and sewerage plant operatives	Controller (water treatment) Plant operator (sewage works) Pump attendant Water treatment engineer Water treatment operator	New entrant: <b>£14,300</b>  Experienced worker: <b>£23,700</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3
8215 Driving instructors	Driving instructor HGV instructor Instructor (driving school) Motorcycle instructor	New entrant: <b>£14,800</b>  Experienced worker: <b>£18,400</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3

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Table 5: Occupations in which some jobs are skilled to National Qualifications Framework (NQF) level 3 and some jobs are lower-skilled

SOC code and description	Related job titles	Jobs which are skilled to NQF 3 (other jobs are lower-skilled)	Appropriate salary rates	Skill level
1223 Restaurant and catering establishment	Café owner Fish & chip shopkeeper	<ul style="list-style-type: none"> <li>Restaurant manager</li> <li>Fast food restaurant manager</li> <li>Assistant restaurant</li> </ul>	New entrant: <b>£14,300</b>  Experienced	NQF 3 / Lower-skilled

<b>SOC code and description</b>	<b>Related job titles</b>	<b>Jobs which are skilled to NQF 3 (other jobs are lower-skilled)</b>	<b>Appropriate salary rates</b>	<b>Skill level</b>
managers and proprietors	Operations manager (catering)  Restaurant manager  Shop manager (take-away food shop)	manager, establishments with 80 or more covers (covers being the maximum number of customers that can be seated at any one time)	worker: <b>£18,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	
1224 Publicans and managers of licensed premises	Landlady (public house)  Licensee Manager (wine bar)  Publican	<ul style="list-style-type: none"> <li>• Publican</li> <li>• Licensee or pub manager</li> </ul>	New entrant: <b>£15,800</b>  Experienced worker: <b>£16,800</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3 / Lower-skilled
3132 IT user support technicians	Customer support analyst  Help desk operator  IT support technician  Systems support officer	<ul style="list-style-type: none"> <li>• Senior PC support analyst</li> <li>• Senior PC support</li> <li>• Technical pre- or post-sales support</li> <li>• Senior database administrator or analyst</li> <li>• Database administrator or analyst</li> <li>• Computer engineers, installation and maintenance</li> </ul>	New entrant: <b>£18,400</b>  Experienced worker: <b>£22,800</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3 / Lower-skilled
3217 Pharmaceutical technicians	Dispensing technician  Pharmaceutical technician  Pharmacy technician	<ul style="list-style-type: none"> <li>• Jobs at NHS Agenda for Change band 4 or equivalent or above</li> </ul>	New entrant: <b>£18,800</b>  Experienced worker: <b>£19,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3 / Lower-skilled
3417 Photographers, audio-visual and broadcasting	Audio visual technician  Cameraman  Photographer	<ul style="list-style-type: none"> <li>• Audio visual technician</li> <li>• Senior audio visual technician</li> <li>• Photographer</li> </ul>	New entrant: <b>£17,100</b>  Experienced worker: <b>£21,700</b>	NQF 3 / Lower-skilled

SOC code and description	Related job titles	Jobs which are skilled to NQF 3 (other jobs are lower-skilled)	Appropriate salary rates	Skill level
equipment operators	Projectionist Sound engineer Theatre technician (entertainment)	<ul style="list-style-type: none"> <li>• Press photographer (regional)</li> <li>• Press photographer (National)</li> <li>• Film technician</li> <li>• Sound recordist</li> <li>• Camera operator (film, television production)</li> </ul>	[Source: Annual Survey of Hours and Earnings 2014]	
5111 Farmers	Agricultural contractor Agricultural technician Crofter (farming) Farmer Herd manager	<ul style="list-style-type: none"> <li>• Herd managers</li> <li>• Livestock breeders</li> <li>• Pig breeders</li> <li>• Agricultural contractor jobs that require an NQF level 3 in Agricultural Crop Production, Mixed Farming or Livestock Production, or an NPTC Advanced National Certificate in Agriculture</li> </ul>	New entrant: <b>£14,100</b>  Experienced worker: <b>£16,100</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3 / Lower-skilled
5112 Horticultural trades	Grower Horticulturalist (market gardening) Market Gardener Nursery Assistant (agriculture) Nurseryman	<ul style="list-style-type: none"> <li>• Horticultural foreman</li> <li>• Horticultural nursery supervisor</li> <li>• Horticultural technician</li> <li>• Nursery stock production technician or specialist</li> </ul>	New entrant: <b>£14,100</b>  Experienced worker: <b>£16,100</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3 / Lower-skilled
5113 Gardeners and landscape gardeners	Garden designer Gardener Gardener-handyman Landscape gardener	<ul style="list-style-type: none"> <li>• Gardening Team Supervisor or Manager</li> <li>• Landscaper jobs, where the job requires a Registration of Land-Based Operatives (ROLO) Gold Card</li> <li>• Garden Designer</li> </ul>	New entrant: <b>£13,600</b>  Experienced worker: <b>£16,200</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3 / Lower-skilled
5114	Greenkeeper	<ul style="list-style-type: none"> <li>• Head Greenkeeper</li> </ul>	New entrant:	NQF 3 /

SOC code and description	Related job titles	Jobs which are skilled to NQF 3 (other jobs are lower-skilled)	Appropriate salary rates	Skill level
Grounds-men and green-keepers	Groundsman Groundsperson	<ul style="list-style-type: none"> <li>Ground Manager</li> <li>Head Groundsperson</li> </ul>	<b>£14,200</b>  Experienced worker: <b>£15,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	Lower-skilled
5119 Agricultural and fishing trades not elsewhere classified	Aboricultural consultant  Bee farmer  Gamekeeper  Share fisherman  Trawler skipper  Tree surgeon	<ul style="list-style-type: none"> <li>Fishing vessel skippers in inshore areas, and limited and unlimited offshore areas</li> <li>Fishing vessel mates in unlimited offshore areas</li> <li>Forest officers and forest or woodland managers</li> <li>Supervising tree surgeons and supervising arboriculturists / arborists</li> <li>Head gamekeepers, head river keepers and head ghillies</li> <li>Managers in animal husbandry, forestry and fishing not elsewhere classified</li> </ul>	New entrant: <b>£14,100</b>  Experienced worker: <b>£16,100</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3 / Lower-skilled
5212 Moulders, core makers and die casters	Core Maker (metal trades)  Die Caster  Moulder (metal trades)  Pipe Maker (foundry)	<ul style="list-style-type: none"> <li>Jobs which require an engineering technician registered with the Engineering Council</li> <li>Jobs which require an NQF level 3 qualification in Materials Processing and Finishing</li> <li>Foundry or casting shop foremen</li> </ul>	New entrant: <b>£17,400</b>  Experienced worker: <b>£20,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3 / Lower-skilled
5214 Metal plate workers,	Boiler maker	<ul style="list-style-type: none"> <li>Jobs which require successful</li> </ul>	New entrant: <b>£17,400</b>	NQF 3 / Lower-

SOC code and description	Related job titles	Jobs which are skilled to NQF 3 (other jobs are lower-skilled)	Appropriate salary rates	Skill level
and riveters	Metal plate worker  Plater  Plater-welder	completion of the National Apprenticeship Scheme for Engineering Construction (NASEC) • Jobs which require successful completion of an Advanced Modern Apprenticeship in fabrication or welding	Experienced worker: <b>£24,100</b>  [Source: Annual Survey of Hours and Earnings 2014]	skilled
5215 Welding trades	Fabricator-welder  Fitter-welder  Spot welder (metal)  Welder  Welding technician	<ul style="list-style-type: none"> <li>• High integrity pipe welders where the job requires three or more years related on-the-job experience</li> <li>• Welding foreman</li> <li>• Welding engineer or consultant</li> <li>• Welding fitter</li> <li>• Welding supervisor</li> <li>• Welding technician</li> <li>• Jobs which require successful completion of an Advanced Modern Apprenticeship in fabrication or welding</li> </ul>	New entrant: <b>£18,400</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]  Experienced worker: <b>£20,400</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3 / Lower-skilled
5216 Pipe fitters	Pipe engineer  Pipe fitter  Pipe welder-fitter	<ul style="list-style-type: none"> <li>• Pipe fitter / welder jobs that require an Engineering Services Gold SKILLcard in Heating and Ventilation Fitting / Welding</li> </ul>	New entrant: <b>£17,400</b>  [Source: Annual Survey of Hours and Earnings 2014]  Experienced worker: <b>£28,900</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data)]	NQF 3 / Lower-skilled

SOC code and description	Related job titles	Jobs which are skilled to NQF 3 (other jobs are lower-skilled)	Appropriate salary rates	Skill level
			available)]	
5223 Metal working production and maintenance fitters	Agricultural engineer Bench fitter Engineering machinist Fabricator Installation engineer Maintenance fitter Mechanical engineer	<ul style="list-style-type: none"> <li>Fitter, turner or millwright jobs that require a completed Engineering Advanced Apprenticeship with an NQF level 3 qualification in Engineering Maintenance or Engineering Technology and Maintenance</li> </ul>	New entrant: <b>£17,200</b>  Experienced worker: <b>£22,300</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3 / Lower-skilled
5235 Aircraft maintenance and related trades	Aeronautical engineer Aircraft electrician Aircraft engineer Aircraft fitter Aircraft mechanic Maintenance engineer (aircraft)	<ul style="list-style-type: none"> <li>Aircraft engineers</li> <li>Licensed and military certifying engineer / inspector technician</li> <li>Airframe fitter</li> </ul>	New entrant: <b>£21,900</b>  [Source: Annual Survey of Hours and Earnings 2014]  Experienced worker: <b>£27,100</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]	NQF 3 / Lower-skilled
5236 Boat and ship builders and repairers	Boat builder Fitter (boat building) Frame turner (ship building) Marine engineer Ship's joiner Shipwright	<ul style="list-style-type: none"> <li>Jobs which require successful completion of the National Apprenticeship Scheme for Engineering Construction (NASEC)</li> <li>Jobs which require successful completion of an Advanced Modern Apprenticeship in fabrication or welding</li> </ul>	New entrant: <b>£16,600</b>  [Source: Annual Survey of Hours and Earnings 2014]  Experienced worker: <b>£22,300</b>  [Source: Annual Survey of Hours and Earnings 2012 (no equivalent 2013 or 2014 data available)]	NQF 3 / Lower-skilled



SOC code and description	Related job titles	Jobs which are skilled to NQF 3 (other jobs are lower-skilled)	Appropriate salary rates	Skill level
5241 Electricians and electrical fitters	Electrical contractor  Electrical engineer  Electrical fitter Electrician	<ul style="list-style-type: none"> <li>Electricians, as defined by the joint industry board (JIB) or the Scottish joint industry board (SJIB) grading definitions</li> <li>Approved electricians, as defined by the JIB / SJIB grading definitions</li> <li>Technicians, as defined by the JIB / SJIB grading definitions</li> </ul>	New entrant: <b>£19,800</b>  Experienced worker: <b>£24,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3 / Lower-skilled
5249 Electrical and electronic trades not elsewhere classified	Alarm engineer  Electronics engineer  Field engineer  Linesman  Service engineer	<ul style="list-style-type: none"> <li>LE1-equivalent line workers and cable jointers (Chargehands or Leadhands)</li> <li>Electrical / electronics engineers not elsewhere classified</li> </ul>	New entrant: <b>£19,100</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]  Experienced worker: <b>£24,400</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3 / Lower-skilled
5312 Bricklayers and masons	Bricklayer  Dry stone waller  Stone mason	<ul style="list-style-type: none"> <li>Architectural Stone Carver</li> <li>Stonemason</li> <li>Bricklayer, where the job requires NQF level 3 in Bricklaying or Trowel Trades</li> </ul>	New entrant: <b>£16,900</b>  Experienced worker: <b>£21,800</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3 / Lower-skilled
5414 Tailors and dress-makers	Cutter (hosiery, knitwear mfr)  Dressmaker	<ul style="list-style-type: none"> <li>Bespoke or handcraft tailor jobs that require a completed Bespoke Tailoring</li> </ul>	New entrant: <b>£13,500</b>  Experienced worker: <b>£15,800</b>	NQF 3 / Lower-skilled



SOC code and description	Related job titles	Jobs which are skilled to NQF 3 (other jobs are lower-skilled)	Appropriate salary rates	Skill level
	Fabric cutter Tailor Tailoress	<p>Apprenticeship leading to an NQF level 3 in Bespoke Cutting and Tailoring</p> <ul style="list-style-type: none"> <li>Jobs that require a completed Modern Apprenticeship in Handicraft Tailoring leading to an NQF level 3 in Apparel Manufacturing Technology</li> </ul>	[Source: Annual Survey of Hours and Earnings 2014]	
5419 Textiles, garments and related trades not elsewhere classified	Clothing manufacturer Embroiderer Hand sewer Sail maker Upholstery cutter	<ul style="list-style-type: none"> <li>Jobs that require Licentiateship (LTI) or Associateship (Ctext ATI) of the Textile Institute</li> <li>Pattern cutter jobs that require an ABC Level 3 Certificate in Pattern Cutting or an NQF level 3 in Apparel Technology</li> <li>Head pattern graders</li> <li>Pattern grader jobs that require a completed Advanced</li> <li>Apprenticeship in Textiles</li> </ul>	<p>New entrant: <b>£13,500</b></p> <p>Experienced worker: <b>£15,800</b></p> <p>[Source: Annual Survey of Hours and Earnings 2014]</p>	NQF 3 / Lower-skilled
5433 Fish-mongers and poultry dressers	Butcher (fish, poultry) Filleter (fish) Fish processor Fishmonger Poultry processor	<ul style="list-style-type: none"> <li>Manual filleters of frozen fish, where the job requires an individual with three or more years' related on-the-job paid experience</li> <li>Machine-trained operatives in the fish processing industry, where the job requires an individual with</li> </ul>	<p>New entrant: <b>£12,500</b></p> <p>Experienced worker: <b>£15,200</b></p> <p>[Source: Annual Survey of Hours and Earnings 2014]</p>	NQF 3 / Lower-skilled

SOC code and description	Related job titles	Jobs which are skilled to NQF 3 (other jobs are lower-skilled)	Appropriate salary rates	Skill level
		<p>three or more years' related on-the-job paid experience</p> <ul style="list-style-type: none"> <li>Quality controllers in the fish processing industry, where the job requires an individual with three or more years' related on-the-job paid experience</li> </ul>		
5434 Chefs	<p>Chef</p> <p>Chef-manager</p> <p>Head chef</p> <p>Pastry chef</p>	<ul style="list-style-type: none"> <li>Skilled chef jobs where the pay is at least equal to the appropriate salary rates shown and the job requires three or more years relevant experience</li> </ul>	<p>All rates apply after deductions for accommodation, meals, etc. Any overtime must also be paid at least at these rates.</p> <p>Skilled chef as defined in the Shortage Occupation List in Appendix K: <b>£29,570</b></p> <p>[Source: Migration Advisory Committee]</p> <p>Other chef (new entrant): <b>£12,400</b></p> <p>Other chef (experienced worker): <b>£15,300</b></p> <p>[Source: Annual Survey of Hours and Earnings 2014]</p>	NQF 3 / Lower-skilled
5436 Catering and bar managers	<p>Bar manager</p> <p>Catering manager</p> <p>Floor manager</p>	<ul style="list-style-type: none"> <li>Catering manager</li> <li>Banqueting manager</li> <li>Hotel food and beverage manager</li> </ul>	<p>New entrant: <b>£13,200</b></p> <p>Experienced worker: <b>£15,500</b></p>	NQF 3 / Lower-skilled

SOC code and description	Related job titles	Jobs which are skilled to NQF 3 (other jobs are lower-skilled)	Appropriate salary rates	Skill level
	(restaurant) Kitchen manager Steward (club)		[Source: Annual Survey of Hours and Earnings 2014]	
5443 Florists	Floral assistant Floral designer Florist Flower arranger	<ul style="list-style-type: none"> <li>Florist managers and shop managers who manage purchasing and relationships with suppliers, manage and develop staff, and ensure that the business meets health and safety standards and other legal requirements</li> <li>Senior florists and floral designers who manage the production and design of formal displays</li> </ul>	New entrant: <b>£14,400</b>  Experienced worker: <b>£16,900</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3 / Lower-skilled
6121 Nursery nurses and assistants	Crèche assistant Crèche worker Nursery assistant Nursery nurse	<ul style="list-style-type: none"> <li>Nursery nurse / practitioner</li> <li>Nursery supervisor</li> <li>Nursery room leader</li> <li>Montessori teacher</li> <li>Pre-school assistant</li> </ul>	New entrant: <b>£10,400</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]  Experienced worker: <b>£12,600</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3 / Lower-skilled
6123 Play-workers	Playgroup assistant Playgroup leader Playgroup supervisor	<ul style="list-style-type: none"> <li>Playgroup leader</li> <li>Playgroup supervisor</li> </ul>	New entrant: <b>£11,000</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3 / Lower-skilled

SOC code and description	Related job titles	Jobs which are skilled to NQF 3 (other jobs are lower-skilled)	Appropriate salary rates	Skill level
	Playworker		Experienced worker: <b>£10,500</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]	
6139 Animal care services occupations not elsewhere classified	Animal technician Canine beautician Groom Kennel assistant Kennel maid Stable hand	<ul style="list-style-type: none"> <li>• Head lad and travelling head lad for horseracing stables</li> <li>• Head groom for horseracing stables and performance horse stud farms</li> <li>• Competition groom</li> <li>• Stud hand, stallion handler, foaling specialists in performance horse stud farms</li> <li>• Head riding instructor</li> <li>• Work rider</li> </ul>	New entrant: <b>£12,700</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]  Experienced worker: <b>£14,300</b>  [Source: Annual Survey of Hours and Earnings 2014]	NQF 3 / Lower-skilled
6141 Nursing auxiliaries and assistants	Auxiliary nurse Health care assistant (hospital service) Health care support worker Nursing assistant Nursing auxiliary	<ul style="list-style-type: none"> <li>• Jobs at NHS Agenda for Change band 3 or equivalent or above</li> </ul>	Band 3 and equivalent: <b>£16,271</b>  Band 4 and equivalent: <b>£18,838</b>  [Source: NHS Agenda for Change 2014]	NQF 3 / Lower-skilled
6143 Dental nurses	Dental assistant Dental nurse Dental nurse-receptionist Dental surgery	<ul style="list-style-type: none"> <li>• Registered dental nursing jobs that require registration with the General Dental Council (GDC) (Dental nurse is a protected title)</li> </ul>	Band 3 and equivalent: <b>£16,271</b>  Band 4 and equivalent: <b>£18,838</b>  Band 5 and equivalent: <b>£21,478</b>	NQF 3 / Lower-skilled

SOC code and description	Related job titles	Jobs which are skilled to NQF 3 (other jobs are lower-skilled)	Appropriate salary rates	Skill level
	assistant		Band 6 and equivalent: <b>£25,783</b>  [Source: NHS Agenda for Change 2014]	
6146 Senior care workers	Senior care assistant  Senior carer  Senior support worker (Local government: welfare services)  Team leader (nursing home)	<ul style="list-style-type: none"> <li>• Skilled senior care worker jobs in <b>England and Northern Ireland</b> which include responsibility for supervising staff, and require a relevant NQF level 2 or equivalent qualification in care and two or more years relevant experience</li> <li>• Skilled senior care worker jobs in <b>Scotland</b> which include responsibility for supervising staff, and require a relevant Scottish Credit and Qualifications Framework level 6 or equivalent qualification in care and registration with the Scottish Social Services Council as a Supervisor</li> <li>• Skilled senior care worker jobs in <b>Wales</b> which require a relevant NQF level 3 or equivalent qualification in care and registration with the Care Council for Wales</li> </ul>	<p>All rates apply after deductions for accommodation, meals, etc. Any overtime must also be paid at least at these rates.</p> <p>New entrant: <b>£12,000</b></p> <p>Experienced worker: <b>£14,600</b></p> <p>[Source: Annual Survey of Hours and Earnings 2014]</p>	NQF 3 / Lower-skilled

SOC code and description	Related job titles	Jobs which are skilled to NQF 3 (other jobs are lower-skilled)	Appropriate salary rates	Skill level
		<p>as an Assistant Manager, Senior Care Worker, Senior Care Officer or Senior Care Assistant</p> <ul style="list-style-type: none"> <li>• Senior care worker jobs where the individual has (or previously had) leave as a work permit holder which was granted for them to do the job</li> </ul>		
8232 Marine and waterways transport operatives	<p>Engine room attendant (shipping)</p> <p>Engineer, nos (boat, barge)</p> <p>Ferryman</p> <p>Merchant seaman</p> <p>Seaman (shipping)</p>	<ul style="list-style-type: none"> <li>• Merchant navy master</li> <li>• Merchant navy chief officer</li> <li>• Merchant navy 2nd officer</li> <li>• Merchant navy 3rd officer</li> <li>• Merchant navy chief engineer officer</li> <li>• Merchant navy 2nd engineer officer</li> <li>• Merchant navy 3rd engineer officer</li> <li>• Merchant navy 4th engineer officer</li> <li>• Officer of the watch</li> <li>• Chief mate</li> <li>• Ship master</li> </ul>	<p>New entrant: <b>£20,800</b></p> <p>Experienced worker: <b>£28,800</b></p> <p>[Source: Annual Survey of Hours and Earnings 2014]</p>	NQF 3 / Lower-skilled
9119 Fishing and other elementary agriculture occupations not elsewhere classified	<p>Horticultural worker</p> <p>Labourer (landscape gardening)</p> <p>Mushroom picker</p> <p>Nursery worker</p>	<ul style="list-style-type: none"> <li>• Sheep Shearers with a recognised qualification equivalent to British Wool Marketing Board (BWMB) Bronze, Silver or Gold Seal</li> <li>• Chick sexers (vent sexers)</li> </ul>	<p>New entrant: <b>£12,800</b></p> <p>[Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]</p> <p>Experienced worker: <b>£14,300</b></p> <p>[Source: Annual Survey of Hours</p>	NQF 3 / Lower-skilled

SOC code and description	Related job titles	Jobs which are skilled to NQF 3 (other jobs are lower-skilled)	Appropriate salary rates	Skill level
			and Earnings 2014]	
9273 Waiters and waitresses	Head waiter Silver service waiter Steward (catering) Waiter Waitress	<ul style="list-style-type: none"> <li>Head waiter or waitress, establishments with 80 or more covers (covers being the maximum number of customers that can be seated at any one time)</li> <li>Sommelier</li> </ul>	New entrant: <b>£8,300</b>  [Source: Annual Survey of Hours and Earnings 2014]  Experienced worker: <b>£10,600</b>  [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]	NQF 3 / Lower-skilled

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Table 6: Lower-skilled occupations

SOC code and description	Related job titles	Skill level
3233 Child and early years officers	Child protection officer  Education welfare officer  Portage worker (educational establishments)	Lower-skilled
3315 Police community support officers	Civilian support officer (police service)  Community support officer (police service)  Police community	Lower-skilled

SOC code and description	Related job titles	Skill level
	support officer	
4113 Local government administrative occupations	Administrative assistant (local government) Administrative officer (police service) Benefits assistant (local government) Clerical officer (local government) Local government officer nos	Lower-skilled
4121 Credit controllers	Credit control clerk Credit controller Debt management associate Loans administrator	Lower-skilled
4122 Book-keepers, payroll managers and wages clerks	Accounts administrator Accounts assistant Accounts clerk Auditor Bookkeeper Payroll clerk	Lower-skilled
4123 Bank and post office clerks	Bank clerk Cashier (bank) Customer adviser (building society)	Lower-skilled



SOC code and description	Related job titles	Skill level
	Customer service officer (bank) Post office clerk	
4124 Finance officers	Deputy finance officer Finance officer Regional finance officer (PO)	Lower-skilled
4129 Financial administrative occupations not elsewhere classified	Cashier Finance administrator Finance assistant Finance clerk Tax assistant Treasurer Valuation assistant	Lower-skilled
4131 Records clerks and assistants	Admissions officer Clerical officer (hospital service) Filing clerk Records clerk Ward clerk	Lower-skilled
4132 Pensions and insurance clerks and assistants	Administrator (insurance) Claims handler Clerical assistant (insurance) Insurance clerk	Lower-skilled

SOC code and description	Related job titles	Skill level
	Pensions administrator	
4133 Stock control clerks and assistants	Despatch clerk Material controller Stock control clerk Stock controller Stores administrator	Lower-skilled
4135 Library clerks and assistants	Information assistant (library) Learning resource assistant Library assistant Library clerk Library supervisor	Lower-skilled
4138 Human resources administrative occupations	Course administrator Human resources administrator Personnel administrator Personnel clerk	Lower-skilled
4159 Other administrative occupations not elsewhere classified	Administrative assistant Clerical assistant Clerical officer Clerk Office administrator	Lower-skilled
4162 Office supervisors	Administration	Lower-skilled

SOC code and description	Related job titles	Skill level
	supervisor Clerical supervisor Facilities supervisor Office supervisor	
4211 Medical secretaries	Clinic coordinator Clinic administrator Medical administrator Medical secretary Secretary (medical practice)	Lower-skilled
4212 Legal secretaries	Legal administrator Legal clerk Legal secretary Secretary (legal services)	Lower-skilled
4213 School secretaries	Clerical assistant (schools) School administrator School secretary Secretary (schools)	Lower-skilled
4216 Receptionists	Dental receptionist Doctor's receptionist Medical receptionist Receptionist Receptionist-secretary	Lower-skilled

SOC code and description	Related job titles	Skill level
4217 Typists and related keyboard occupations	Audio typist Computer operator Typist Typist-clerk Word processor	Lower-skilled
5225 Air-conditioning and refrigeration engineers	Air conditioning engineer Air conditioning fitter Refrigeration engineer Refrigeration technician Service engineer (refrigeration)	Lower-skilled
5237 Rail and rolling stock builders and repairers	Coach repairer (railways) Mechanical fitter (railway and rolling stock) Railway engineer Rolling stock technician	Lower-skilled
5250 Skilled metal, electrical and electronic trades supervisors	Electrical supervisor Maintenance supervisor (manufacturing) Workshop manager	Lower-skilled
5315 Carpenters and joiners	Carpenter Carpenter and	Lower-skilled

SOC code and description	Related job titles	Skill level
	joiner Joiner Kitchen fitter Shop fitter	
5316 Glaziers, window fabricators and fitters	Glass Cutter Glazier Installer (double glazing) Window fabricator Window fitter	Lower-skilled
5321 Plasterers	Fibrous plasterer Plasterer Plastering contractor	Lower-skilled
5322 Floorers and wall tilers	Carpet fitter Ceramic tiler Flooring contractor Mosaic floor layer	Lower-skilled
5323 Painters and decorators	Artexer French polisher Paper hanger Ship sprayer Wood stainer	Lower-skilled
5330 Construction and building trades supervisors	Builder's foreman Construction foreman Construction	Lower-skilled

SOC code and description	Related job titles	Skill level
	supervisor Maintenance supervisor Site foreman	
5435 Cooks	Cook Cook-supervisor Head cook	Lower-skilled
6122 Childminders and related occupations	Au pair Child care assistant Child minder Nanny	Lower-skilled
6125 Teaching assistants	Classroom assistant School assistant Teaching assistant	Lower-skilled
6126 Educational support assistants	Education support assistant Learning support assistant Non-teaching assistant (schools) Special needs assistant (educational establishments) Support assistant (educational establishments)	Lower-skilled

SOC code and description	Related job titles	Skill level
6132 Pest control officers	Fumigator Pest control officer Pest control technician Pest controller	Lower-skilled
6142 Ambulance staff (excluding paramedics)	Ambulance care assistant Ambulance driver Ambulance technician Emergency medical technician	Lower-skilled
6145 Care workers and home carers	Care assistant Care worker Carer Home care assistant Home carer Support worker (nursing home)	Lower-skilled
6147 Care escorts	Bus escort Escort Escort-driver School escort	Lower-skilled
6148 Undertakers, mortuary and crematorium assistants	Crematorium technician Funeral director Pall bearer	Lower-skilled

SOC code and description	Related job titles	Skill level
	Undertaker	
6211 Sports and leisure assistants	Croupier Leisure attendant Lifeguard Sports assistant	Lower-skilled
6212 Travel agents	Reservations clerk (travel) Sales consultant (travel agents) Travel adviser Travel agent Travel consultant	Lower-skilled
6219 Leisure and travel service occupations not elsewhere classified	Bus conductor Holiday representative Information assistant (tourism) Steward (shipping) Tour guide	Lower-skilled
6221 Hairdressers and barbers	Barber Colourist (hairdressing) Hair stylist Hairdresser	Lower-skilled
6222 Beauticians and related occupations	Beautician Beauty therapist Nail technician	Lower-skilled



SOC code and description	Related job titles	Skill level
	Tattooist	
6231 Housekeepers and related occupations	Cook-housekeeper House keeper Lifestyle manager	Lower-skilled
6232 Caretakers	Caretaker Janitor Porter (college) Site manager (educational establishments)	Lower-skilled
6240 Cleaning and housekeeping managers and supervisors	Butler Cleaner-in-charge Cleaning supervisor Domestic supervisor Head house keeper Supervisor (cleaning)	Lower-skilled
7111 Sales and retail assistants	Retail assistant Sales adviser Sales assistant Sales consultant (retail trade) Shop assistant	Lower-skilled
7112 Retail cashiers and check-out operators	Check-out operator Forecourt attendant General assistant (retail trade: check-	Lower-skilled

SOC code and description	Related job titles	Skill level
	out) Till operator	
7113 Telephone salespersons	Sales adviser (telephone sales) Telesales executive Telesales operator	Lower-skilled
7114 Pharmacy and other dispensing assistants	Dispenser Health care assistant (retail chemist) Optical assistant Pharmacy assistant	Lower-skilled
7115 Vehicle and parts salespersons and advisers	Car sales executive Car salesman Parts adviser (retail trade) Parts salesman (motor vehicle repair)	Lower-skilled
7121 Collector salespersons and credit agents	Agent (insurance) Canvasser Collector (insurance) Distributor (door-to-door sales) Insurance agent	Lower-skilled
7122 Debt, rent and other cash collectors	Collecting agent Collector (gas	Lower-skilled

SOC code and description	Related job titles	Skill level
	supplier) Debt collector Meter reader Vending operator	
7123 Roundspersons and van salespersons	Dairyman (retail trade: delivery round) Ice-cream salesman Milkman (milk retailing) Roundsman Van salesman	Lower-skilled
7124 Market and street traders and assistants	Market assistant Market trader Owner (market stall) Stall holder Street trader	Lower-skilled
7129 Sales related occupations not elsewhere classified	Demonstrator Hire controller Sales representative (retail trade)	Lower-skilled
7211 Call and contact centre occupations	Call centre agent Call centre operator Customer service adviser (call centre) Customer service operator	Lower-skilled

SOC code and description	Related job titles	Skill level
7213 Telephonists	Call handler (motoring organisation)  Operator (telephone)  Switchboard operator (telephone)  Telephonist  Telephonist- receptionist	Lower-skilled
7214 Communication operators	Call handler (emergency services)  Communications operator  Control room operator (emergency services)  Controller (taxi service)	Lower-skilled
7219 Customer service occupations not elsewhere classified	Customer adviser  Customer service administrator  Customer service adviser  Customer service assistant  Customer services representative	Lower-skilled
8111 Food, drink and	Baker (food	Lower-skilled

SOC code and description	Related job titles	Skill level
tobacco process operatives	products mfr) Bakery assistant Factory worker (food products mfr) Meat processor Process worker (brewery) Process worker (dairy)	
8112 Glass and ceramics process operatives	Glass worker Kiln man (glass mfr) Process worker (fibre glass mfr)	Lower-skilled
8113 Textile process operatives	Hosiery worker Machinist (rope, twine mfr) Process worker (textile mfr) Spinner (paper twine mfr)	Lower-skilled
8114 Chemical and related process operatives	Gas producer operator Process technician (chemical mfr) Process worker (cement mfr) Process worker (nuclear fuel production)	Lower-skilled
8115 Rubber process	Disc cutter (rubber	Lower-skilled

SOC code and description	Related job titles	Skill level
operatives	mfr) Moulder (rubber goods mfr) Process worker (rubber reclamation) Tyre builder	
8116 Plastics process operatives	Extrusion operator (plastics mfr) Fabricator (plastics mfr) Injection moulder Laminator (fibreglass) Process worker (plastic goods mfr)	Lower-skilled
8117 Metal making and treating process operatives	Degreaser (metal trades) Foreman (metal refining) Furnaceman (metal trades) Process worker (nickel mfr) Wire drawer	Lower-skilled
8118 Electroplaters	Electroplater Galvaniser Metal sprayer Powder coater	Lower-skilled
8119 Process operatives not	Melting pot assistant (electric	Lower-skilled

SOC code and description	Related job titles	Skill level
elsewhere classified	cable) Mixing plant foreman (asphalt mfr) Process worker (electrical engineering) Stone finisher (cast concrete products mfr)	
8121 Paper and wood machine operatives	Box maker (cardboard) Guillotine operator (printing) Machinist (paper goods mfr) Sawyer Wood machinist	Lower-skilled
8122 Coal mine operatives	Coal miner Colliery worker Driller (coal mine)	Lower-skilled
8123 Quarry workers and related operatives	Derrickman (oil wells) Diamond driller (well sinking) Plant operator (quarry) Quarry operative	Lower-skilled
8125 Metal working machine operatives	Engineer, nos Machinist (metal	Lower-skilled

SOC code and description	Related job titles	Skill level
	trades) Metal polisher Process worker (metal trades)	
8127 Printing machine assistants	Finishing operative (printing) Lithographer (printing) Machinist (printing) Print operator Printer's assistant	Lower-skilled
8129 Plant and machine operatives not elsewhere classified	Bench hand (metal trades) Cable maker (spring mfr) Laser operator Manufacturer (metal goods mfr) Saw doctor	Lower-skilled
8131 Assemblers (electrical and electronic products)	Assembler (electrical, electronic equipment mfr) Line operator (electrical) Solderer Team leader (electrical, electronic equipment mfr: assembly)	Lower-skilled



SOC code and description	Related job titles	Skill level
	Technical operator (circuit board mfr)	
8132 Assemblers (vehicles and metal goods)	Assembler (metal trades)  Lineworker (vehicle mfr)  Manufacturing operator (metal trades)  Process worker (metal trades: assembly)  Team leader (motor vehicle mfr: assembly)	Lower-skilled
8133 Routine inspectors and testers	Quality assurance inspector  Quality auditor  Quality controller  Quality inspector  Test engineer	Lower-skilled
8134 Weighers, graders and sorters	Grader (food products mfr)  Metal sorter  Selector (ceramics mfr)  Weighbridge clerk  Weighbridge operator	Lower-skilled
8135 Tyre, exhaust and	Tyre and exhaust	Lower-skilled

SOC code and description	Related job titles	Skill level
windscreen fitters	fitter Tyre fitter Tyre technician Windscreen fitter	
8137 Sewing machinists	Overlocker Seamstress Sewing machinist Stitcher Upholstery machinist	Lower-skilled
8139 Assemblers and routine operatives not elsewhere classified	Assembler Gluer (furniture mfr) Paint line operator Production assistant Riveter (soft toy mfr)	Lower-skilled
8141 Scaffolders, staggers and riggers	Bell hanger (church bells) Stage rigger (shipbuilding) Tackleman (steelworks)	Lower-skilled
8142 Road construction operatives	Asphalter Concrete finisher (building construction) Highways maintenance hand	Lower-skilled

SOC code and description	Related job titles	Skill level
	Paver Road worker	
8143 Rail construction and maintenance operatives	Line Inspector (railways) Maintenance man (railway maintenance and repair) Relayer (railways) Trackman (railways) Ultrasonic engineer (railway maintenance and repair)	Lower-skilled
8149 Construction operatives not elsewhere classified	Asbestos remover Cable layer Demolition worker Dry liner General handyman Maintenance man Thermal insulation engineer	Lower-skilled
8211 Large goods vehicle drivers	Haulage contractor HGV driver Lorry driver Owner (heavy goods vehicle) Tanker driver	Lower-skilled
8212 Van drivers	Courier driver	Lower-skilled

SOC code and description	Related job titles	Skill level
	Delivery driver Driver Parcel delivery driver Van driver	
8213 Bus and coach drivers	Bus driver Coach driver Coach operator Minibus driver PSV driver	Lower-skilled
8214 Taxi and cab drivers and chauffeurs	Chauffeur Mini cab driver Taxi driver Taxi owner	Lower-skilled
8221 Crane drivers	Crane driver Crane operator Haulage engine driver Winchman	Lower-skilled
8222 Fork-lift truck drivers	Fork lift driver Fork lift truck driver Fork truck operator Stacker-driver	Lower-skilled
8223 Agricultural machinery drivers	Agricultural machinist Attendant (agricultural	Lower-skilled

SOC code and description	Related job titles	Skill level
	machinery) Operator (agricultural machinery) Tractor driver (agriculture)	
8229 Mobile machine drivers and operatives not elsewhere classified	Digger driver Dredger Excavator driver JCB driver Plant operator Rig operator	Lower-skilled
8231 Train and tram drivers	Train driver Train operator Tram driver	Lower-skilled
8233 Air transport operatives	Aircraft dispatcher Baggage handler Cargo handler (airport) Ramp agent Refueller (airport)	Lower-skilled
8234 Rail transport operatives	Railway worker Shunter Signaller (railways) Transport supervisor (railways)	Lower-skilled

SOC code and description	Related job titles	Skill level
8239 Other drivers and transport operatives not elsewhere classified	Bus inspector Operations assistant (freight handling) Test driver (motor vehicle mfr) Transport supervisor Yard foreman (road transport)	Lower-skilled
9111 Farm workers	Agricultural worker Farm labourer Farm worker Herdsman Shepherd	Lower-skilled
9112 Forestry workers	Forestry contractor Forestry worker Lumberjack	Lower-skilled
9120 Elementary construction occupations	Electrician's mate (building construction) Ground worker (building construction) Hod carrier Labourer (building construction)	Lower-skilled
9132 Industrial cleaning process occupations	Cleaner and greaser	Lower-skilled

SOC code and description	Related job titles	Skill level
	Factory cleaner Hygiene operator Industrial cleaner	
9134 Packers, bottlers, canners and fillers	Factory worker (packing) Packaging operator Packer Paint filler	Lower-skilled
9139 Elementary process plant occupations not elsewhere classified	Factory worker Fitter's mate Labourer (engineering) Material handler	Lower-skilled
9211 Postal workers, mail sorters, messengers and couriers	Courier Leaflet distributor Mail sorter Messenger Postman	Lower-skilled
9219 Elementary administration occupations not elsewhere classified	General assistant Office junior Office worker Reprographic technician	Lower-skilled
9231 Window cleaners	Window cleaner Window cleaning contractor	Lower-skilled

SOC code and description	Related job titles	Skill level
9232 Street cleaners	Cleansing operative (street cleaning) Road sweeper Street cleaner	Lower-skilled
9233 Cleaners and domestics	Chambermaid Cleaner Domestic Home help School cleaner	Lower-skilled
9234 Launderers, dry cleaners and pressers	Carpet cleaner Dry cleaner Garment presser Laundry assistant Laundry worker	Lower-skilled
9235 Refuse and salvage occupations	Binman (local government: cleansing department) Hopper attendant (refuse destruction) Refuse disposal operative Salvage worker	Lower-skilled
9236 Vehicle valeters and cleaners	Car wash assistant Carriage service man (railways) Motor car polisher (garage)	Lower-skilled



SOC code and description	Related job titles	Skill level
	Vehicle valet	
9239 Elementary cleaning occupations not elsewhere classified	Amenity block attendant Chimney cleaner Sweep (chimney) Toilet attendant	Lower-skilled
9241 Security guards and related occupations	CCTV operator Park keeper Private investigator Security guard Security officer	Lower-skilled
9242 Parking and civil enforcement occupations	Car park attendant Community warden Parking attendant Traffic warden	Lower-skilled
9244 School midday and crossing patrol occupations	Dinner lady (schools) Lollipop man Lunchtime supervisor Midday supervisor School crossing patrol	Lower-skilled
9249 Elementary security occupations not elsewhere classified	Bailiff Commissionaire Court usher Door supervisor	Lower-skilled

SOC code and description	Related job titles	Skill level
	Doorman	
9251 Shelf fillers	General assistant (retail trade) Grocery assistant Shelf filler Shelf stacker	Lower-skilled
9259 Elementary sales occupations not elsewhere classified	Code controller (wholesale, retail trade) Home shopper Order picker (retail trade) Trolley assistant (wholesale, retail trade)	Lower-skilled
9260 Elementary storage occupations	Labourer (haulage contractor) Order picker Warehouse assistant Warehouse operator Warehouse supervisor Warehouseman	Lower-skilled
9271 Hospital porters	Hospital porter Porter (hospital service) Portering supervisor (hospital services)	Lower-skilled

SOC code and description	Related job titles	Skill level
9272 Kitchen and catering assistants	Catering assistant Crew member (fast food outlet) Kitchen assistant Kitchen porter	Lower-skilled
9274 Bar staff	Bar supervisor Barmaid Barperson Bartender Glass collector (public house)	Lower-skilled
9275 Leisure and theme park attendants	Arcade assistant Cinema attendant Ride operator Steward (sports ground) Usher Usherette	Lower-skilled
9279 Other elementary services occupations not elsewhere classified	Bingo caller Hotel assistant Night porter Porter (residential buildings) Stage hand (entertainment)	Lower-skilled

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**Table 7: Occupations which are ineligible for Tier 2 (General) and Tier 2 (Intra-Company Transfer) applications for reasons other than skill level**

SOC code and description	Related job titles	Reason for ineligibility
1116 Elected officers and representatives	Councillor (local government) Member of Parliament	Those subject to immigration control cannot stand for elections.
1171 Officers in armed forces	Army officer Flight-lieutenant Squadron-leader	Those subject to immigration control cannot apply for jobs in this occupation.
2444 Clergy	Chaplain Minister (religious organisation) Pastor Priest Vicar	Tier 2 applicants for this occupation must apply in the Tier 2 (Minister of Religion) category.
3311 NCOs and other ranks	Aircraftman Aircraft technician (armed forces) Lance-corporal Sergeant (armed forces) Soldier Weapons engineer (armed forces)	Those subject to immigration control cannot apply for jobs in this occupation.
3314 Prison service officers (below principal officer)	Prison custodial officer Prison escort officer Prison officer Prison warden	Those subject to immigration control cannot apply for jobs in this occupation.
3441 Sports players	Cricketer	Tier 2 applicants for this occupation must apply in the Tier 2

SOC code and description	Related job titles	Reason for ineligibility
	Footballer Golfer	(Sportsperson) category.
3442 Sports coaches, instructors and officials	Referee Riding instructor Sports development officer Swimming teacher	Tier 2 applicants for this occupation must apply in the Tier 2 (Sportsperson) category.

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**Table 8: Transition from SOC 2000 to SOC 2010 for applicants continuing to work in the same occupation**

SOC 2000 code and description, as stated on previous Certificate of Sponsorship	Skill level (SOC 2000)	SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship	Skill level (SOC 2010)
1111 Senior officials in national government	NQF 6	1115 Chief executives and senior officials	NQF 6
1112 Directors and chief executives of major organisations	NQF 6	1115 Chief executives and senior officials  1131 Financial managers and directors	NQF 6
1113 Senior officials in local government	NQF 6	1139 Functional managers and directors not elsewhere classified  2424 Business and financial project management professionals	NQF 6
1114 Senior officials of	NQF 6	1139 Functional managers and	NQF 6

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
special interest organisations		directors not elsewhere classified 2424 Business and financial project management professionals	
1121 Production, works and maintenance managers	NQF 6	1121 Production managers and directors in manufacturing	NQF 6
1122 Managers in construction	NQF 6	1122 Production managers and directors in construction  2436 Construction project managers and related professionals	NQF 6
1123 Managers in mining and energy	NQF 6	1123 Production managers and directors in mining and energy  2424 Business and financial project management professionals	NQF 6
1131 Financial managers and chartered secretaries	NQF 6	1131 Financial managers and directors	NQF 6
1132 Marketing and sales managers	NQF 6	1132 Marketing and sales directors	NQF 6
1132 Marketing and sales managers	NQF 6	3545 Sales accounts and business development managers	NQF 6
1133 Purchasing managers	NQF 6	1133 Purchasing managers and directors	NQF 6
1134 Advertising and public relations directors	NQF 6	1134 Advertising and public relations managers	NQF 6

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
		2473 Advertising accounts managers and creative directors	
1135 Personnel, training and industrial relations managers	NQF 6	1135 Human resource managers and directors	NQF 6
1135 Personnel, training and industrial relations managers	NQF 6	3563 Vocational and industrial trainers and instructors	NQF 4
1136 Information technology and telecommunications directors	NQF 6	1136 Information and communication technology managers 2133 IT specialist managers 2134 IT project and programme managers	NQF 6
1137 Research and development managers	PhD	1139 Functional managers and directors not elsewhere classified	NQF 6
1137 Research and development managers	PhD	2150 Research and development managers	PhD
1141 Quality assurance managers	NQF 6	2462 Quality assurance and regulatory professionals	NQF 6
1142 Customer care managers	NQF 4	7220 Customer service managers and supervisors	NQF 6
1151 Financial institution managers	NQF 6	1150 Financial institution managers and directors 2424 Business and financial project management professionals	NQF 6

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
		3538 Financial accounts managers	
1152 Office managers	NQF 4	3538 Financial accounts managers	NQF 6
1152 Office managers	NQF 4	4161 Office managers	NQF 4
1161 Transport and distribution managers	NQF 6	1161 Managers and directors in transport and distribution	NQF 6
1162 Storage and warehouse managers	NQF 3	1162 Managers and directors in storage and warehousing	NQF 3
1163 Retail and wholesale managers	NQF 3	1190 Managers and directors in retail and wholesale 7130 Sales supervisors	NQF 3
1172 Police officers (inspectors and above)	NQF 6	1172 Senior police officers	NQF 6
1173 Senior officers in fire, ambulance, prison and related services	NQF 6	1173 Senior officers in fire, ambulance, prison and related services	NQF 6
1174 Security managers	NQF 4	3319 Protective service associate professionals not elsewhere classified	NQF 4
1181 Health services and public health managers and directors	NQF 6	1181 Hospital and health service managers 2231 Nurses	NQF 6
1182 Pharmacy managers	NQF 6	2213 Pharmacists	NQF 6
1183 Healthcare practice	NQF 4	1241 Health care practice managers	NQF 4



<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
managers			
1184 Social services managers and directors	NQF 6	1184 Social services managers 2424 Business and financial project management professionals	NQF 6
1185 Residential and day care managers	NQF 4	1242 Residential, day and domiciliary care managers and proprietors	NQF 4
1211 Farm managers	NQF 3	1211 Managers and proprietors in agriculture and horticulture	NQF 4
1212 Natural environment and conservation managers	NQF 6	2141 Conservation professionals 2142 Environment professionals	NQF 6
1219 Managers in animal husbandry, forestry and fishing not elsewhere classified	NQF 4	1211 Managers and proprietors in agriculture and horticulture 1213 Managers and proprietors in forestry, fishing and related services	NQF 4
1219 Managers in animal husbandry, forestry and fishing not elsewhere classified	NQF 4	5119 Agricultural and fishing trades not elsewhere classified	NQF 3 / Lower-skilled
1221 Hotel and accommodation managers	NQF 3	1221 Hotel and accommodation managers and proprietors	NQF 3
1222 Conference and exhibition managers	NQF 4	3546 Conference and exhibition managers and organisers	NQF 4
1223 Restaurant and catering managers	NQF 3 / Lower-	1223 Restaurant and catering establishment managers and	NQF 3 / Lower-

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
	skilled	proprietors 5436 Catering and bar managers	skilled
1224 Publicans and managers of licensed premises	NQF 3 / Lower-skilled	1224 Publicans and managers of licensed premises	NQF 3 / Lower-skilled
1225 Leisure and sports managers	NQF 3	1225 Leisure and sports managers	NQF 3
1226 Travel agency managers	NQF 3	1226 Travel agency managers and proprietors	NQF 3
1231 Property, housing and land managers	NQF 4	1251 Property, housing and estate managers	NQF 4
1232 Garage managers and proprietors	NQF 3	1252 Garage managers and proprietors	NQF 3
1233 Hairdressing and beauty salon managers and proprietors	NQF 3	1253 Hairdressing and beauty salon managers and proprietors	NQF 3
1234 Shopkeepers and wholesale / retail dealers	NQF 3	1254 Shopkeepers and proprietors - wholesale and retail	NQF 3
1235 Recycling and refuse disposal managers	NQF 4	1255 Waste disposal and environmental services managers	NQF 4
1239 Managers and proprietors in other services not elsewhere classified	NQF 4	1259 Managers and proprietors in other services not elsewhere classified	NQF 4

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
2111 Chemists	PhD	2111 Chemical scientists	PhD
2112 Biological scientists and research chemists	PhD	2112 Biological scientists and biochemists	PhD
2113 Physicists, geologists and meteorologists	PhD	2113 Physical scientists	PhD
2121 Civil engineers	NQF 6	2121 Civil engineers	NQF 6
2122 Mechanical engineers	NQF 6	2122 Mechanical engineers	NQF 6
2123 Electrical engineers	NQF 6	2123 Electrical engineers	NQF 6
2124 Electronics engineers	NQF 6	2124 Electronics engineers	NQF 6
2125 Chemical engineers	NQF 6	2127 Production and process engineers	NQF 6
2126 Design and development engineers	NQF 6	2126 Design and development engineers	NQF 6
2127 Production and process engineers	NQF 6	2127 Production and process engineers	NQF 6
2128 Planning and quality control engineers	NQF 6	2127 Production and process engineers 2461 Quality control and planning engineers	NQF 6
2128 Planning and quality control engineers	NQF 6	3116 Planning, process and production technicians	NQF 4
2129 Engineering	NQF 6	2129 Engineering professionals not	NQF 6

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
professionals not elsewhere classified		elsewhere classified	
2131 IT strategy and planning professionals	NQF 6	2139 Information technology and telecommunications professionals not elsewhere classified	NQF 6
2132 Software professionals	NQF 6	2135 IT business analysts, architects and systems designers 2136 Programmers and software development professionals 2139 Information technology and telecommunications professionals not elsewhere classified	NQF 6
2211 Medical practitioners	NQF 6	2211 Medical practitioners	NQF 6
2212 Psychologists	NQF 6	2212 Psychologists	NQF 6
2213 Pharmacists / pharmacologists	NQF 6	2213 Pharmacists	NQF 6
2214 Ophthalmic opticians	NQF 6	2214 Ophthalmic opticians	NQF 6
2215 Dental practitioners	NQF 6	2215 Dental practitioners	NQF 6
2216 Veterinarians	NQF 6	2216 Veterinarians	NQF 6
2311 Higher education teaching professionals	PhD	2311 Higher education teaching professionals	PhD
2312 Further education teaching professionals	NQF 6	2312 Further education teaching professionals	NQF 6

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
2313 Education officers, school inspectors	NQF 6	2318 Education advisers and school inspectors	NQF 6
2314 Secondary education teaching professionals	NQF 6	2314 Secondary education teaching professionals	NQF 6
2315 Primary and nursery education teaching professionals	NQF 6	2315 Primary and nursery education teaching professionals	NQF 6
2316 Special needs education teaching professionals	NQF 6	2316 Special needs education teaching professionals	NQF 6
2317 Registrars and senior administrators of educational establishments	NQF 6	2317 Senior professionals of educational establishments	NQF 6
2319 Teaching professionals not elsewhere classified	NQF 6	2319 Teaching and other educational professionals not elsewhere classified	NQF 6
2321 Scientific researchers	PhD	2119 Natural and social science professionals not elsewhere classified	PhD
2322 Social science researchers	PhD	2114 Social and humanities scientists	PhD
2329 Researchers not elsewhere classified	PhD	2119 Natural and social science professionals not elsewhere classified	PhD
2329 Researchers not elsewhere classified	PhD	2426 Business and related research professionals	NQF 6

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
2411 Solicitors and lawyers, judges and coroners	NQF 6	2412 Barristers and judges 2413 Solicitors 2419 Legal professionals not elsewhere classified	NQF 6
2419 Legal professionals not elsewhere classified	NQF 6	2419 Legal professionals not elsewhere classified	NQF 6
2421 Chartered and certified accountants	NQF 6	2421 Chartered and certified accountants	NQF 6
2422 Management accountants	NQF 6	2421 Chartered and certified accountants	NQF 6
2423 Management consultants, actuaries, economists and statisticians	NQF 6	2423 Management consultants and business analysts 2425 Actuaries, economists and statisticians	NQF 6
2431 Architects	NQF 6	2431 Architects	NQF 6
2432 Town planners	NQF 6	2432 Town planning officers	NQF 6
2433 Quantity surveyors	NQF 6	2433 Quantity surveyors	NQF 6
2434 Chartered surveyors (not quantity surveyors)	NQF 6	2434 Chartered surveyors	NQF 6
2441 Public service administrative professionals	NQF 6	2429 Business, research and administrative professionals not elsewhere classified	NQF 6

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
2442 Social workers	NQF 6	2442 Social workers	NQF 6
2443 Probation officers	NQF 6	2443 Probation officers	NQF 6
2451 Librarians	NQF 6	2451 Librarians	NQF 6
2452 Archivists and curators	NQF 6	2452 Archivists and curators	NQF 6
3111 Laboratory technicians	NQF 3	3111 Laboratory technicians	NQF 3
3112 Electrical / electronics technicians	NQF 3	3112 Electrical and electronics technicians	NQF 3
3113 Engineering technicians	NQF 3	3113 Engineering technicians	NQF 3
3114 Building and civil engineering technicians	NQF 3	3114 Building and civil engineering technicians	NQF 3
3115 Quality assurance technicians	NQF 3	3115 Quality assurance technicians	NQF 3
3119 Science, engineering and production technicians not elsewhere classified	NQF 3	3116 Planning, process and production technicians	NQF 4
3119 Science, engineering and production technicians not elsewhere classified	NQF 3	3119 Science and engineering technicians not elsewhere classified	NQF 3
3121 Architectural and town planning technicians	NQF 4	2435 Chartered architectural technologists	NQF 4

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
		3121 Architectural technologists and town planning technicians	
3122 Draughtspersons	NQF 3	3122 Draughtspersons	NQF 3
3123 Building inspectors	NQF 4	3565 Inspectors of standards and regulations	NQF 4
3131 IT operations technicians	NQF 4	3131 IT operations technicians	NQF 4
3132 IT user support technicians	NQF 3 / Lower-skilled	3132 IT user support technicians	NQF 3 / Lower-skilled
3211 Nurses	NQF 6	2231 Nurses	NQF 6
3212 Midwives	NQF 6	2232 Midwives	NQF 6
3213 Paramedics	NQF 4	3213 Paramedics	NQF 6
3214 Medical radiographers	NQF 6	2217 Medical radiographers	NQF 6
3215 Chiropodists	NQF 6	2218 Podiatrists	NQF 6
3216 Dispensing opticians	NQF 3	3216 Dispensing opticians	NQF 3
3217 Pharmaceutical dispensers	NQF 3 / Lower-skilled	3217 Pharmaceutical technicians	NQF 3 / Lower-skilled
3218 Medical and dental technicians	NQF 4	2219 Health professionals not elsewhere classified	NQF 6



<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
3218 Medical and dental technicians	NQF 4	3218 Medical and dental technicians	NQF 4
3221 Physiotherapists	NQF 6	2221 Physiotherapists	NQF 6
3222 Occupational therapists	NQF 6	2222 Occupational therapists	NQF 6
3223 Speech and language therapists	NQF 6	2223 Speech and language therapists	NQF 6
3229 Therapists not elsewhere classified	NQF 6	2229 Therapy professionals not elsewhere classified	NQF 6
3229 Therapists not elsewhere classified	NQF 6	3219 Health associate professionals not elsewhere classified	NQF 4
3231 Youth and community workers	NQF 3	2449 Welfare professionals not elsewhere classified	NQF 6
3231 Youth and community workers	NQF 3	3231 Youth and community workers 3239 Welfare and housing associate professionals not elsewhere classified	NQF 3
3232 Housing and welfare officers	NQF 3	3234 Housing officers 3235 Counsellors 3239 Welfare and housing associate professionals not elsewhere classified	NQF 3
3312 Police officers (sergeant and below)	NQF 3	3312 Police officers (sergeant and below)	NQF 3
3313 Fire service officers	NQF 3	3313 Fire service officers (watch	NQF 3

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
(leading fire officer and below)		manager and below)	
3319 Protective service associate professionals not elsewhere classified	NQF 4	3319 Protective service associate professionals not elsewhere classified	NQF 4
3411 Artists	NQF 4	3411 Artists	NQF 4
3412 Authors, writers	NQF 4	3412 Authors, writers and translators	NQF 4
3413 Actors, entertainers	NQF 4	3413 Actors, entertainers and presenters	NQF 4
3414 Dancers and choreographers	NQF 4	3414 Dancers and choreographers	NQF 4
3415 Musicians	NQF 6	3415 Musicians	NQF 6
3416 Arts officers, producers and directors	NQF 6	3416 Arts officers, producers and directors	NQF 6
3421 Graphic designers	NQF 3	2137 Web design and development professionals	NQF 6
3421 Graphic designers	NQF 3	3421 Graphic designers	NQF 3
3422 Product, clothing and related designers	NQF 4	3422 Product, clothing and related designers	NQF 4
3431 Journalists, newspaper and periodical editors	NQF 6	2471 Journalists, newspaper and periodical editors	NQF 6

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
3432 Broadcasting associate	NQF 6	3416 Arts officers, producers and professionals directors	NQF 6
3433 Public relations officers	NQF 6	2472 Public relations professionals	NQF 6
3434 Photographers and audio-visual equipment operators	NQF 3 / Lower-skilled	3417 Photographers, audio-visual and broadcasting equipment operators	NQF 3 / Lower-skilled
3443 Fitness instructors	NQF 3	3443 Fitness instructors	NQF 3
3511 Air traffic controllers	NQF 3	3511 Air traffic controllers	NQF 3
3512 Aircraft pilots and flight engineers	NQF 6	3512 Aircraft pilots and flight engineers	NQF 6
3513 Ship and hovercraft officers	NQF 4	3513 Ship and hovercraft officers	NQF 4
3520 Legal associate professionals	NQF 3	3520 Legal associate professionals	NQF 3
3531 Estimators, valuers and assessors	NQF 4	3531 Estimators, valuers and assessors	NQF 4
3532 Brokers	NQF 6	3532 Brokers	NQF 6
3533 Insurance underwriters	NQF 3	3533 Insurance underwriters	NQF 3
3534 Finance and	NQF 6	3534 Finance and investment	NQF 6

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
investment analysts / advisers		analysts and advisers	
3535 Taxation experts	NQF 6	3535 Taxation experts	NQF 6
3536 Importers, exporters	NQF 3	3536 Importers and exporters	NQF 3
3537 Financial and accounting technicians	NQF 4	3537 Financial and accounting technicians	NQF 4
3539 Business and related associate professionals not elsewhere classified	NQF 4	3539 Business and related associate professionals not elsewhere classified 3546 Conference and exhibition managers and organisers	NQF 4
3541 Buyers and purchasing officers	NQF 4	3541 Buyers and procurement officers	NQF 4
3542 Sales representatives	NQF 3	3542 Business sales executives 4151 Sales administrators	NQF 3
3543 Marketing associate professionals	NQF 4	3543 Marketing associate professionals	NQF 4
3544 Estate agents, auctioneers	NQF 3	3544 Estate agents and auctioneers	NQF 3
3551 Conservation and environmental protection officers	NQF 4	2141 Conservation professionals 2142 Environment professionals	NQF 6
3552 Countryside and park rangers	NQF 3	3550 Conservation and environmental associate professionals	NQF 3

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
3561 Public services associate professionals	NQF 4	2429 Business, research and administrative professionals not elsewhere classified	NQF 6
3561 Public services associate professionals	NQF 4	3561 Public service associate professionals	NQF 4
3562 Personnel and industrial relations officers	NQF 3	3562 Human resources and industrial relations officers	NQF 3
3563 Vocational and industrial trainers and instructors	NQF 3	3563 Vocational and industrial trainers and instructors	NQF 4
3564 Careers advisers and vocational guidance specialists	NQF 4	3564 Careers advisers and vocational guidance specialists	NQF 4
3565 Inspectors of factories, utilities and trading standards	NQF 6	3565 Inspectors of standards and regulations	NQF 4
3566 Statutory examiners	NQF 4	3565 Inspectors of standards and regulations	NQF 4
3567 Occupational hygienists and safety officers (health and safety)	NQF 4	2219 Health professionals not elsewhere classified	NQF 6
3567 Occupational hygienists and safety officers (health and safety)	NQF 4	3567 Health and safety officers	NQF 4
3568 Environmental health	NQF6	2463 Environmental health	NQF 6

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
officers		professionals 3565 Inspectors of standards and regulations	
4111 Civil Service executive officers	NQF 3	3561 Public services associate professionals	NQF 4
4111 Civil Service executive officers	NQF 3	4112 National government administrative occupations	NQF 3
4114 Officers of non-governmental organisations	NQF 3	4114 Officers of non-governmental organisations	NQF 3
4134 Transport and distribution clerks	NQF 3	4134 Transport and distribution clerks and assistants	NQF 3
4137 Market research interviewers	NQF 3	7215 Market research interviewers	NQF 3
4214 Company secretaries	NQF 3	4214 Company secretaries	NQF 3
4215 Personal assistants and other secretaries	NQF 3	4215 Personal assistants and other secretaries	NQF 3
5111 Farmers	NQF 3 / Lower-skilled	5111 Farmers	NQF 3 / Lower-skilled
5112 Horticultural trades	NQF 3 / Lower-skilled	5112 Horticultural trades	NQF 3 / Lower-skilled
5113 Gardeners and	NQF 3 /	5113 Gardeners and groundsmen /	NQF 3 /

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
landscape gardeners	Lower-skilled	groundswomen  5114 Groundsmen and greenkeepers	Lower-skilled
5119 Agricultural and fishing trades not elsewhere classified	NQF 3 / Lower-skilled	5119 Agricultural and fishing trades not elsewhere classified  6139 Animal care services occupations not elsewhere classified	NQF 3 / Lower-skilled
5211 Smiths and forge workers	NQF 3	5211 Smiths and forge workers	NQF 3
5212 Moulders, core makers, die casters	NQF 3 / Lower-skilled	5212 Moulders, core makers and die casters	NQF 3 / Lower-skilled
5213 Sheet metal workers	NQF 3	5213 Sheet metal workers	NQF 3
5214 Metal plate workers, and riveters	NQF 3 / Lower-skilled	5214 Metal plate workers, shipwrights, riveters  5236 Boat and ship builders and repairers	NQF 3 / Lower-skilled
5215 Welding trades	NQF 3 / Lower-skilled	5215 Welding trades	NQF 3 / Lower-skilled
5216 Pipe fitters	NQF 3 / Lower-skilled	5216 Pipe fitters	NQF 3 / Lower-skilled
5221 Metal machining setters and setter-	NQF 3	5221 Metal machining setters and	NQF 3

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
operators		setter-operators	
5222 Tool makers, tool fitters and markers-out	NQF 3	5222 Tool makers, tool fitters and markers-out	NQF 3
5223 Metal working production and maintenance fitters	NQF 3 / Lower-skilled	5223 Metal working production and maintenance fitters 5235 Aircraft maintenance and related trades	NQF 3 / Lower-skilled
5224 Precision instrument makers and repairers	NQF 3	5224 Precision instrument makers and repairers	NQF 3
5231 Motor mechanics, auto engineers	NQF 3	5231 Vehicle technicians, mechanics and electricians	NQF 3
5232 Vehicle body builders and repairers	NQF 3	5232 Skilled metal, electrical and electronic trades supervisors	NQF 3
5233 Auto electricians	NQF 3	5231 Vehicle technicians, mechanics and electricians	NQF 3
5234 Vehicle spray painters	NQF 3	5234 Vehicle paint technicians	NQF 3
5241 Electricians, electrical fitters	NQF 3 / Lower-skilled	5241 Electricians and electrical fitters	NQF 3 / Lower-skilled
5242 Telecommunications engineers	NQF 3	5242 Telecommunications engineers	NQF 3
5243 Lines repairers and cable jointers	NQF 3 / Lower-	5249 Electrical and electronic trades not elsewhere classified	NQF 3 / Lower-



<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
	skilled		skilled
5244 TV, video and audio engineers	NQF 3	5244 TV, video and audio engineers	NQF 3
5245 Computer engineers, installation and maintenance	NQF 3	3132 IT user support technicians	NQF 3
5245 Computer engineers, installation and maintenance	NQF 3	5245 IT engineers	NQF 3 / Lower-skilled
5249 Electrical / electronics engineers not elsewhere classified	NQF 3	5249 Electrical and electronic trades not elsewhere classified	NQF 3 / Lower-skilled
5311 Steel erectors	NQF 3	5311 Steel erectors	NQF 3
5312 Bricklayers, masons	NQF 3 / Lower-skilled	5312 Bricklayers and masons	NQF 3 / Lower-skilled
5313 Roofers, roof tilers and slaters	NQF 3	5313 Roofers, roof tilers and slaters	NQF 3
5314 Plumbers, heating and ventilating engineers	NQF 3	5314 Plumbers and heating and ventilating engineers	NQF 3
5319 Construction trades not elsewhere classified	NQF 3	5319 Construction and building trades not elsewhere classified	NQF 3
5411 Weavers and knitters	NQF 3	5411 Weavers and knitters	NQF 3

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
5412 Upholsterers	NQF 3	5412 Upholsterers	NQF 3
5413 Leather and related trades	NQF 3	5413 Footwear and leather working trades	NQF 3
5414 Tailors and dressmakers	NQF 3 / Lower-skilled	5414 Tailors and dressmakers	NQF 3 / Lower-skilled
5419 Textiles, garments and related trades not elsewhere classified	NQF 3 / Lower-skilled	5419 Textiles, garments and related trades not elsewhere classified	NQF 3 / Lower-skilled
5421 Originators, compositors and print preparers	NQF 3	5421 Pre-press technicians	NQF 3
5422 Printers	NQF 3	5422 Printers	NQF 3
5423 Bookbinders and print finishers	NQF 3	5423 Print finishing and binding workers	NQF 3
5424 Screen printers	NQF 3	5422 Printers	NQF 3
5431 Butchers, meat cutters	NQF 3	5431 Butchers	NQF 3
5432 Bakers, flour confectioners	NQF 3	5432 Bakers and flour confectioners	NQF 3
5433 Fishmongers, poultry dressers	NQF 3 / Lower-skilled	5433 Fishmongers and poultry dressers	NQF 3 / Lower-skilled

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
5434 Chefs, cooks	NQF 3 / Lower-skilled	5434 Chefs	NQF 3 / Lower-skilled
5491 Glass and ceramics makers, decorators and finishers	NQF 3	5441 Glass and ceramics makers, decorators and finishers	NQF 3
5492 Furniture makers, other craft woodworkers	NQF 3	5442 Furniture makers and other craft woodworkers	NQF 3
5493 Pattern makers (moulds)	NQF 3	5449 Other skilled trades not elsewhere classified	NQF 3
5494 Musical instrument makers and tuners	NQF 3	5449 Other skilled trades not elsewhere classified	NQF 3
5495 Goldsmiths, silversmiths, precious stone workers	NQF 3	5449 Other skilled trades not elsewhere classified	NQF 3
5496 Floral arrangers, florists	NQF 3 / Lower-skilled	5443 Florists	NQF 3 / Lower-skilled
5499 Hand craft occupations not elsewhere classified	NQF 3	5449 Other skilled trades not elsewhere classified	NQF 3
6111 Nursing auxiliaries and assistants	NQF 3 / Lower-skilled	6141 Nursing auxiliaries and assistants	NQF 3 / Lower-skilled
6113 Dental nurses	NQF 3 / Lower-	6143 Dental nurses	NQF 3 / Lower-

<b>SOC 2000 code and description, as stated on previous Certificate of Sponsorship</b>	<b>Skill level (SOC 2000)</b>	<b>SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship</b>	<b>Skill level (SOC 2010)</b>
	skilled		skilled
6114 Houseparents and residential wardens	NQF 3	6144 Houseparents and residential wardens	NQF 3
6115 Care assistants and home carers	NQF 3 / Lower-skilled	6146 Senior care workers	NQF 3 / Lower-skilled
6121 Nursery nurses	NQF 3 / Lower-skilled	6121 Nursery nurses and assistants	NQF 3 / Lower-skilled
6123 Playgroup leaders / assistants	NQF 3 / Lower-skilled	6123 Playworkers	NQF 3 / Lower-skilled
6131 Veterinary nurses	NQF 3	6131 Veterinary nurses	NQF 3
6131 Veterinary nurses	NQF 3	6139 Animal care services occupations not elsewhere classified	NQF 3 / Lower-skilled
6214 Air travel assistants	NQF 3	6214 Air travel assistants	NQF 3
6215 Rail travel assistants	NQF 3	6215 Rail travel assistants	NQF 3
7125 Merchandisers and window dressers	NQF 3	7125 Merchandisers and window dressers	NQF 3
8124 Energy plant operatives	NQF 3	8124 Energy plant operatives	NQF 3
8126 Water and sewerage	NQF 3	8126 Water and sewerage plant	NQF 3

SOC 2000 code and description, as stated on previous Certificate of Sponsorship	Skill level (SOC 2000)	SOC 2010 code(s) and description(s), the most relevant of which must be stated on new Certificate of Sponsorship	Skill level (SOC 2010)
plant operatives		operatives	
8215 Driving instructors	NQF 3	8215 Driving instructors	NQF 3
8217 Seafarers (merchant navy); barge, lighter and boat operatives	NQF 3 / Lower-skilled	8232 Marine and waterways transport operatives	NQF 3 / Lower-skilled
9119 Fishing and agriculture related occupations not elsewhere classified	NQF 3 / Lower-skilled	9119 Fishing and other elementary agriculture occupations not elsewhere classified	NQF 3 / Lower-skilled
9224 Waiters, Waitresses	NQF 3 / Lower-skilled	9273 Waiters and waitresses	NQF 3 / Lower-skilled

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**Table 9: Creative sector codes of practice**

Ballet	
<b>Appropriate salary rate</b>	Payment should be commensurate with industry standards set out at: <a href="http://www.equity.org.uk">www.equity.org.uk</a> ; <a href="http://www.itc-arts.org">www.itc-arts.org</a> ; <a href="http://www.solt.co.uk">www.solt.co.uk</a> ; and <a href="http://www.tmauk.org">www.tmauk.org</a> .
<b>Exemptions from advertising for those deemed to be making an additional contribution to the UK labour market</b>	<p><b>1. The dancer is required for continuity</b></p> <p>The applicant has worked for a period of one month or more during the past year on the same production outside the EEA prior to coming to the UK. The "same production" means one which is largely the same in terms of direction and design as the production outside the EEA. The Sponsor must be able to supply proof that the dancer is currently working, or has worked, on the</p>

Ballet	
	<p>same production outside the EEA and has done so, or did so, for at least one month during the past year, e.g. contract of employment, press cuttings, cast list.</p> <p><b>2. The dancer has international status</b></p> <p>The applicant is internationally famous in their field. (This is different to being well-known only in one country.). The Sponsor must be able to supply proof that the dancer has international status, e.g. press cuttings, awards, publicity material, television/radio interviews, programmes.</p> <p><b>3. The dancer is engaged by a unit company</b></p> <p>A unit company is a ballet company which exists in a country outside the EEA and has put on at least one production in that country. The Sponsor must be able to supply proof that the company has put on at least one production in its home country, e.g. press cuttings, awards, publicity material, television/radio interviews, programmes; and proof that the applicant is engaged by the unit company for the production in the UK, e.g. contract of employment.</p> <p><b>4. The dancer is recruited from a specified school for a specified company</b></p> <p>The applicant is recruited from:</p> <p>(a) the English National Ballet School for English National Ballet;</p> <p>(b) the Royal Ballet School for the Royal Ballet; or</p> <p>(c) the Royal Ballet School or Elmhurst School for Dance for Birmingham Royal Ballet.</p> <p>The Sponsor must be able to supply proof that, at the time of recruitment, the applicant was or recently had been a student at the school concerned, e.g. a letter of confirmation from the school, and proof that the applicant has been engaged by the company concerned, e.g. contract of employment, letter of confirmation from the company.</p>
<b>Required advertising media for other posts</b>	At least one of:

Ballet	
	<ul style="list-style-type: none"> <li>• The Stage</li> <li>• Dance Europe</li> <li>• The Spotlight Link</li> <li>• Dancing Times</li> <li>• Equity's Job Information Service</li> </ul>

Dancers (in dance forms other than ballet)	
Appropriate salary rate	Payment should be commensurate with industry standards set out at: <a href="http://www.equity.org.uk">www.equity.org.uk</a> ; <a href="http://www.itc-arts.org">www.itc-arts.org</a> ; <a href="http://www.solt.co.uk">www.solt.co.uk</a> ; and <a href="http://www.tmauk.org">www.tmauk.org</a> .
Exemptions from advertising for those deemed to be making an additional contribution to the UK labour market	<p><b>1. The dancer is required for continuity</b></p> <p>The applicant has worked for a period of one month or more during the past year on the same production outside the EEA prior to it coming to the UK. The "same production" means one which is largely the same in terms of direction and design as the production outside the EEA. The Sponsor must be able to supply proof that the dancer is currently working or has worked on the same production outside the EEA and has done so, or did so, for at least one month during the past year, e.g. contract of employment, press cuttings, cast list.</p> <p><b>2. The dancer has international status</b></p> <p>The applicant is internationally famous in their field. (This is different to being well-known only in one country.) The Sponsor must be able to supply proof that the dancer has international status, e.g. press cuttings, awards, publicity material, television/radio interviews, programmes.</p> <p><b>3. The dancer is engaged by a unit company</b></p> <p>A unit company is a dance company which exists in a country outside the EEA and has put on at least one production in that country. The Sponsor must be able to supply proof that the company has put on at least one production in its home country,</p>

Dancers (in dance forms other than ballet)	
	<p>e.g. press cuttings, awards, publicity material, television/radio interviews, programmes; and proof that the individual is engaged by the unit company for the production in the UK, e.g. contract of employment.</p> <p><b>4. The dancer performs in a certain style unlikely to be available in the EEA</b></p> <p>It would not be reasonable to expect the sponsor to engage an EEA national because a style is required which would be unlikely to be available in the EEA labour force. The Sponsor must be able to supply proof that:</p> <p>(a) a certain style is required; and</p> <p>(b) the individual performs in that style, e.g. press cuttings, awards, publicity material, proof of training.</p>
<p><b>Required advertising media for other posts</b>  <b>At least one of:</b></p>	<ul style="list-style-type: none"> <li>• Dance agencies</li> <li>• The Stage</li> <li>• Dance Europe</li> <li>• Juice</li> <li>• The Spotlight Link</li> <li>• Equity's Job Information Service</li> </ul>

Performers in film and television	
<p><b>Appropriate salary rate</b></p>	<p>Payment should be at least at the level of the appropriate UK market rates, which can be obtained from Equity at <a href="http://www.equity.org.uk">www.equity.org.uk</a> or from 020 767 00246. No worker may be paid less than the national minimum wage.</p>
<p><b>Exemptions from advertising for those deemed to be making an additional contribution to the UK labour market</b></p>	<p><b>1. The work is for continuity</b></p> <p>The Sponsor must be able to supply proof that the overseas national has worked on, or will be working on the same production overseas for at least one month. Where a Sponsor wishes to issue a Certificate of Sponsorship for reasons of continuity involving a performer that has worked on the same piece of work</p>



Performers in film and television	
	<p>overseas for less than one month, the Sponsor must notify Equity at least 5 working days prior to the issuing of the certificate with details of the filming schedules. This is in order to verify that the migrant is being genuinely engaged for reasons of continuity. Sponsors may issue Certificates of Sponsorship for performers to enter the UK to undertake post-production work only and provided that such post-production work solely relates to their own role in the film or TV production. For such Certificate of Sponsorship, neither the one month requirement nor prior notice to Equity procedure applies. The Sponsor must be able to supply documentary proof that the performer has worked on, or will be working on, the same production outside the UK for at least a month e.g. contracts, press cuttings, cast lists, etc.</p> <p><b>2. The performer has international status</b></p> <p>The Sponsor must be able to provide proof the applicant is known internationally, or they has demonstrable international box-office appeal e.g. press cuttings, awards, accolades, publicity material, television/radio interviews, film and TV credits; or documentary proof that the performer has demonstrable international box-office appeal through international box office figures for films they have starred in or led as a principal performer.</p> <p><b>3. Highly specialist or unusual roles</b></p> <p>For certain highly specialist or unusual roles, it may not be possible or reasonable to recruit from the EEA because the role requires specific or specialist attributes, including but not limited to: physical appearance; physical talent and linguistic or vocal skills. In such circumstances, where appropriate, Sponsors should first attempt to conduct searches in the EEA as set out in category 3 to a reasonable degree. However, it is recognised that the extent of such searches within the EEA shall be proportionate to the rarity and specialty of the attributes of the role. The Sponsor must be able to provide proof:</p> <ul style="list-style-type: none"> <li>• that the role requires certain highly specialist attributes; and</li> <li>• that the performer possesses those attributes; and</li> </ul>

Performers in film and television	
	<ul style="list-style-type: none"> <li>• of the casting process and casting considerations; and</li> <li>• of reasonable and appropriate searches in the EEA (if applicable); and</li> <li>• a list of any EEA candidates who were unavailable at the required time.</li> </ul> <p><b>4. Featured guest in an entertainment programme, or subject of a factual programme</b></p> <p>The applicant must be a featured guest on an entertainment programme or subject of a factual programme. For example, actors, comedians or other performers booked to appear on a chat show or a professional variety show, or scheduled to be subject of an arts programme or documentary. The Sponsor must be able to provide:</p> <ul style="list-style-type: none"> <li>• A formal letter from the broadcaster or producer or copy of the relevant section of the commissioning agreement confirming the reason the migrant is required (e.g. to feature in an entertainment programme); and</li> <li>• The name of the programme concerned; and</li> <li>• Details of any recording or filming schedules.</li> </ul> <p><b>5. Performers who are tied to the finance of the production</b></p> <p>The applicant must be necessary to a production because the finance is contingent on the particular performer being cast in the film or TV production. The Sponsor must be able to provide a formal letter of confirmation from the production's principal financier.</p> <p><b>6. Performers who do not meet the key criteria but who are commercially important</b></p> <p>The applicant must be commercially important to the production. This may be demonstrated by a formal letter in support from a principal financier, or distributor. The Sponsor must give prior notice to Equity providing supporting evidence detailing:</p>

<b>Performers in film and television</b>	<p>description of the role and film, and the reasons why advertising was not appropriate and a letter in support. The sponsor must provide Equity with:</p> <ul style="list-style-type: none"> <li>• the details of the performer(s) required, role, description of the production; and</li> <li>• the reasons why the role has not been advertised; and,</li> <li>• a formal letter in support of the migrant from a financier or distributor; and</li> <li>• if the performer is an up-and-coming performer, or cast to appeal to a particular overseas audience, then evidence of their CV, reviews, previous work, awards/accolades, and/or evidence of audience appeal would be required.</li> </ul> <p><b>7. International Co-productions</b></p> <p>Sponsors issuing CoSs to performers taking part in international co-productions structured under one of the UK's bilateral co-production treaties, or under the European Convention on Cinematographic Co-Production, need to provide the following evidence:</p> <ul style="list-style-type: none"> <li>• Provisional approval from the UK Film Council certification department that the film is being structured as an official co-production; or</li> <li>• Interim certification from the UK Film Council Certification Department.</li> </ul>
<b>Required advertising media for other posts</b>	<ul style="list-style-type: none"> <li>• A resident labour search in accordance with standard industry practice, which will normally involve engagement of casting agents within the EEA and contacting performers' agents, and may include advertising on Equity's job information service or Spotlight magazine.</li> </ul>
<b>Additional evidence required for stunt performers</b>	<p>The sponsor must also demonstrate that the applicant possesses the equivalent qualifications, skills and competence to UK industry standards. This may be demonstrated by either 1) a reference in support from a UK-based expert with demonstrable knowledge of</p>

<b>Performers in film and television</b>	
	the UK stunt industry; or 2) evidence of competence at a level equivalent to UK industry standards.

<b>Performers in theatre or opera</b>	
<b>Appropriate salary rate</b>	Payment should be commensurate with industry standards set out at: <a href="http://www.equity.org.uk">www.equity.org.uk</a> ; <a href="http://www.itc-arts.org">www.itc-arts.org</a> ; <a href="http://www.solt.co.uk">www.solt.co.uk</a> ; and <a href="http://www.tmauk.org">www.tmauk.org</a> .
<b>Exemptions from advertising for those deemed to be making an additional contribution to the UK labour market</b>	<p><b>1. The performer is required for continuity</b></p> <p>The applicant has worked for a period of one month or more during the past year, on the same production outside the EEA prior to it coming to the UK. The "same production" means one which is largely the same in terms of direction and design as the production outside the EEA. The Sponsor must be able to provide proof that the performer is currently working, or has worked, on the same production outside the EEA and has done so, or did so, for at least one month during the past year, e.g. contract of employment, press cuttings, cast list.</p> <p><b>2. The performer has international status</b></p> <p>The applicant is internationally famous in his field. (This is different to being well-known only in one country.) The Sponsor must be able to provide proof that the performer has international status, e.g. press cuttings, awards, publicity material, television/radio interviews, programmes.</p> <p><b>3. The performer is engaged by a unit company</b></p> <p>A unit company is a theatre or opera company which exists in a country outside the EEA and has put on at least one production in that country. The Sponsor must be able to provide proof that the company has put on at least one production in its home country, e.g. press cuttings, awards, publicity material, television/radio interviews, programmes; and proof that the individual is engaged by the unit company for the production in the UK, e.g. contract of</p>

<b>Performers in theatre or opera</b>	
	<p>employment.</p> <p>4. The performer has a certain attribute unlikely to be available in the EEA</p> <p>The role requires an attribute which would be unlikely to be available in the EEA labour force, e.g. a certain physical appearance, physical talent, or linguistic or vocal skill. The Sponsor must be able to provide proof that</p> <p>(a) the role requires a certain attribute; and</p> <p>(b) the individual has that attribute.</p> <p>5. The performer is the subject of an exchange under one of the UK theatre industry's exchange programmes</p> <p>The applicant satisfies the requirements of either of the exchange programmes with the United States and Australia operated by the theatre industry. Sponsors wishing to use this category must contact Equity in the first instance: Stephen Spence at <a href="mailto:sspence@equity.org.uk">sspence@equity.org.uk</a> or on 020 76700233.</p>
<b>Required advertising media for other posts</b>	<p>At least one of:</p> <p>The Stage</p> <p>PCR</p> <p>Spotlight</p> <p>agents</p> <p>Equity's Job Information Service</p>

<b>Workers in film and television</b>	
Appropriate salary rate	<p>Payment of migrant workers in all cases must not be below the UK market rates found on the PACT and BECTU websites at <a href="http://www.pact.co.uk">www.pact.co.uk</a> and <a href="http://www.bectu.org.uk">www.bectu.org.uk</a>. No worker may be paid less than the national minimum wage.</p>

Workers in film and television	
<p><b>Exemptions from advertising for those deemed to be making an additional contribution to the UK labour market</b></p>	<p><b>1. The worker is a Senior Creative Grade</b></p> <p>The applicant must possess the skills and experience of a Senior Creative Grade for the following roles:</p> <ul style="list-style-type: none"> <li>• Producer</li> <li>• Director</li> <li>• Director of Photography (Cinematographer)</li> <li>• Production Designer</li> <li>• Costumer Designer</li> <li>• Hair/Make Up Supervisor</li> <li>• Editor</li> <li>• Composer</li> <li>• Visual Effects Supervisor</li> <li>• Sound Designer</li> <li>• Script Writer</li> </ul> <p>The Sponsor must be able to provide documentary proof that the worker has the skills and experience in that role e.g. film and TV credits, qualifications, CV, press cuttings, awards, accolades, publicity material, television/radio interviews.</p> <p><b>2. The worker is required for production continuity</b></p> <p>The applicant must be providing significant creative input and have worked on or will be working in a post involving creative input on the same piece of work overseas for at least one month. The sponsor must demonstrate that the applicant has a direct working relationship with a Senior Creative Grade as listed in Category 1. For example, a first assistant editor might work directly with an Editor on the same piece of work overseas. No more than one additional worker may be sponsored in addition to a Senior Creative Grade, other than in exceptional circumstances, where there is a case based on production continuity. Sponsors must be able to provide:</p> <ul style="list-style-type: none"> <li>• Evidence that the role involves creative input and the worker possesses the skills and qualifications for the role,</li> </ul>

Workers in film and television	
	<p>e.g. copies of qualifications, CV, credits, press cuttings, awards, accolades; and</p> <ul style="list-style-type: none"> <li>• Evidence that the worker is currently, or has worked on, or will be working on the same production outside the UK for at least a month and evidence of current working relationship with a key Creative grade in Category 1 i.e. contracts, letters of engagement, casting lists, CV, references in support, credits, press cuttings; and</li> <li>• In the circumstances where more than one additional worker is sponsored, the case must be set out in supporting documentation from the Sponsor.</li> </ul> <p><b>3. Other key creative workers</b></p> <p>The applicant must be providing key creative input and has a significant previous working relationship with a Senior Creative Grade as listed in Category 1. A "significant" previous working relationship entails an established pattern of joint working on a number of previous productions rather than isolated or random examples. No more than one additional worker may be sponsored in addition to a Senior Creative Grade, other than in exceptional circumstances, where there is a creative case.</p> <p>The UK Border Agency will notify BECTU promptly of the issuing of certificates of sponsorship for camera, editing and grip grades, and 1st Assistant Directors and BECTU may request sight of the evidence in support for such grades.</p> <p>The UK Border Agency will notify the Production Guild promptly of the issuing of certificates of sponsorship for the following grades: Executive Producer (when providing the functions of a Line Producer or Financial Controller/Production Accountant), Line Producer, Co-Producer, 1st Assistant Director, Unit Production Manager, Production Supervisor, Financial Controller, Production Accountant and the Production Guild may request sight of the evidence in support for such roles.</p>

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	<p>Sponsors must be able to provide:</p> <ul style="list-style-type: none"> <li>• Evidence that the applicant is in a creative or technical role and possesses the skills and qualifications for the role, e.g. copies of qualifications, CV, credits, press cuttings, awards, accolades etc; and</li> <li>• Evidence of the applicant's previous working relationship with a key Creative Grade in category 1 e.g. CV, references in support, credits, press cuttings; and</li> <li>• In the circumstances where more than one additional worker is sponsored per Department head, the case must be set out in a supporting documentation from the Sponsor.</li> </ul> <p><b>4. The role is highly specialist, where advertising is demonstrably not appropriate</b></p> <p>For certain highly specialist roles, it would not be reasonable to expect an employer to undertake a resident labour market search. One example would be a role which requires particular attributes considered unlikely to be available from the resident labour force, for example where the role involves the application of highly specialist skills or new technology or proprietary technology or special effect, or unique knowledge. The Sponsor must be able to provide documentary proof that it would not be reasonable to expect the sponsor to undertake a resident labour market search e.g. in relation to above example, proof that the role requires certain highly specialised skills e.g. job description; and that the applicant possesses those skills e.g. qualifications, CV, credits. For all roles under this category, UKBA will notify BECTU promptly of the issuing of certificates of sponsorship and BECTU may request sight of the evidence in support for such grades.</p> <p><b>5. International Co-productions</b></p> <p>Sponsors issuing certificates of sponsorship to workers taking part in international co-productions structured under one of the UK's bilateral co-production treaties, or under the European Convention on Cinematographic Co-Production, need to provide</p>



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	<p>the following evidence:</p> <ul style="list-style-type: none"> <li>• Provisional approval from the UK Film Council certification department that the film is being structured as an official co-production; or</li> <li>• Interim certification from the UK Film Council Certification Department.</li> </ul>
<p><b>Required advertising media for other posts</b></p>	<ul style="list-style-type: none"> <li>• <b>For roles where formal advertising is not the usual industry practice for recruiting for a particular role:</b></li> </ul> <p>For these roles, the sponsor must carry out suitable and reasonable searches of the resident labour market, such as contacting agents, organisations, diary services or semi-formal worker networks. Where such informal recruitment methods are used, the sponsor must demonstrate a reasonable period within which it has searched the resident labour market, this should be for a least a period of two weeks.</p> <ul style="list-style-type: none"> <li>• <b>Where formal advertising is usual for a role:</b></li> </ul> <p>For these roles, the sponsor must advertise the role to suitably qualified resident workers in an appropriate journal, newspaper, website or online directory. The choice of advertising medium should be appropriate for the particular role. The following advertising media may be appropriate: searching relevant online directories such as the Knowledge Online, Production Base, or through industry organisations such as the Production Guild. Other forms of advertising may be appropriate depending on the type of role. For longer terms contracts advertisements in Guardian Media, Broadcast, Screen International, Marketing Week would be appropriate.</p> <p>Under this category, in the case of camera, editing and grip grades, and 1st Assistant Directors, the UK Border Agency shall promptly notify BECTU of the issuing of certificates of sponsorship and BECTU may request sight of the evidence of the steps to search for resident labour for these roles.</p> <p>Under this category, in the case of Executive Producer (when</p>

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	<p>providing the functions of a Line Producer or Financial Controller/Production Accountant) Line Producer, Co-Producer, 1st Assistant Director, Unit Production Manager, Production Supervisor, Financial Controller, Production Accountant grades, the UK Border Agency will promptly notify the Production Guild of the issuing of a certificate of sponsorship and the Production Guild may request sight of the evidence in support for such roles.</p>
<b>Additional evidence required for Personal Assistants to Directors and Producers of international status</b>	<p>Sponsors may issue a Certificate of Sponsorship to a single, non-technical, non-creative personal assistant who supports a Director or Producer under category 1, who have demonstrable international status i.e. are known worldwide for international box office success.</p> <p>The Sponsor must notify BECTU promptly of the issuing of a certificate under this category for a PA to a Director and must notify the Production Guild promptly of the issuing of a certificate for a PA to a Producer. They may request sight of the evidence in support for such roles. Sponsors issuing certificates to migrants under this category must be able to supply proof that:</p> <ul style="list-style-type: none"> <li>• the migrant has a significant previous working relationship with the Director or Producer (a "significant" previous working relationship entails an established pattern of joint working on a number of previous productions rather than isolated or random examples); and</li> <li>• the migrant works only as a personal assistant to the Director/Producer and does not undertake creative or technical duties; and</li> <li>• the Director or Producer is of international status i.e. known worldwide , or they have demonstrable box-office appeal worldwide.</li> <li>• the worker has the skills and experience in that role e.g. a reference in support from the Director or Producer, film and TV credits, qualifications, and CV</li> <li>• the Director or Producer has international status e.g. press cuttings, awards, accolades, publicity material,</li> </ul>

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	<p>television/radio interviews, film and TV credits; or, documentary proof that they have demonstrable worldwide box-office appeal through box office figures for films they have led.</p>

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