

Call for Evidence

Partial review of the Shortage
Occupation Lists for the UK
and for Scotland

Migration Advisory Committee

September 2014



Migration Advisory Committee,
3rd Floor, Seacole Building,
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London,
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<https://www.gov.uk/government/organisations/migration-advisory-committee>
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Call for Evidence:

**Partial review of the Shortage
Occupation Lists for the UK and for
Scotland**

Migration Advisory Committee

September 2014

1. Introduction

- 1.1 The Government periodically asks the Migration Advisory Committee (MAC) to review occupations and job titles for inclusion on the shortage occupation list. The MAC last conducted a review of all occupations and job titles in 2012/2013. Since then, the Government has been made aware of a small number of occupations and job titles where there may be a case for inclusion on or removal from the shortage list. The Government has now asked the MAC to conduct a **partial review of a small number of occupations and job titles**.
- 1.2 The Government has chosen the occupations for inclusion on the basis of information it has received over the past two years. The Government has received evidence to suggest that there are some issues with the supply of suitably skilled workers into a limited number of areas; namely:
- in some parts of the health sector;
 - some of the information and communications technology (ICT) sector in the area of digital technology; and,
 - of overhead linesworkers within the electricity generating sector.
- 1.3 The MAC has therefore been asked to review all suitably qualified occupations within the health sector, including consultant roles, nurses and also training grades. It is also asked to look at occupations in digital technology and at overhead linesworkers.
- 1.4 The Government's commission to the MAC said:

“Following the MAC’s comprehensive review of the SOL, published in February 2013, the Government has been made aware of a small number of occupations where there may be a case for inclusion on or removal from the SOL. These occupations are:

- *graduate occupations within the health sector including consultant roles, nurses and training grades;*
- *graduate occupations in the digital technology sector; and*
- *linesworkers in the energy industry.*

The MAC is asked to review the above occupations to determine whether there is a shortage of labour in the occupation, or in relation to specific jobs within that occupation, that it would be sensible to fill using labour from outside the EEA, and which therefore merits inclusion on the SOL for the UK or the additional SOL for Scotland.

Call for evidence

In doing so, the MAC is asked to have regard to the Government's policy that Tier 2 is now reserved for occupations skilled to at least NQF level 6 and in general the SOL should be aligned with that policy.

If there are further occupations (or job titles) where the MAC considers the labour market has changed since 2013, such that those roles now merit inclusion on or removal from the SOL, the Government would welcome the MAC's advice on those occupations also.

The Government would be grateful to receive the MAC's advice and recommendations by 30 January 2015."

2. Call for evidence

- 2.1 In support of its review, the MAC has issued this call for evidence. This describes the evidence the MAC would like to gather in order to formulate its recommendations to the Government. This section provides information on ways in which evidence can be submitted to the MAC. Section 3 outlines the shortage occupation route and section 4 sets out the sort of evidence the MAC will find useful in considering occupations and job titles. Although the Government has asked that the MAC focus on a limited number of occupations, the **MAC will consider information about other occupations and/or job titles that it may receive during the course of this review**. The timescale may mean that the MAC is unable to fully consider this additional evidence during this review but will reflect on this in its report and may suggest jobs and occupations to the Government for future review.
- 2.2 The closing date for receipt of evidence is **5 December 2014**.
- 2.3 This document refers to "corporate partners" or just "partners" in relation to the submission of evidence. This term is used to cover all parties with an interest in the MAC's work or its outcomes, so private and public sector employers, trade unions, representative bodies and private individuals are included within this term.
- 2.4 This call for evidence document has been placed on the MAC's website at <https://www.gov.uk/government/organisations/migration-advisory-committee> and has also been sent to those partners in the health, ICT and electricity generating sectors whose contact details are recorded on the MAC's database, and recipients are encouraged to circulate this document further to any interested party. Hard copies of this document are available by contacting the MAC at mac@homeoffice.gsi.gov.uk.
- 2.5 The MAC will look to meet with as many partners with an interest in the three sectors as possible during the course of its review. The commission to the MAC highlights that there is an additional shortage occupation list for Scotland and asks that the MAC also consider whether any of the occupations or job titles being reviewed are candidates for inclusion on the Scotland list. The MAC therefore welcomes engagement with partners in Scotland. If you would like to meet with the MAC or host a meeting at

which the MAC could hear from a number of interested parties, you are invited to contact the MAC secretariat at mac@homeoffice.gsi.gov.uk. Notification of relevant upcoming events will be placed on the MAC website at <https://www.gov.uk/government/organisations/migration-advisory-committee>.

2.6 In addition, the MAC will host three sessions with representatives from each of the sectors as follows:

- Linesworkers 3 October 2014 10.30 to 12.30
- Digital technology 17 October 2014 10.30 to 12.30
- Health sector 7 November 2014 2.00 to 4.00

2.7 Each of these sessions will be held in London at 2 Marsham Street, London SW1P 4DF. If you would like to attend one of these sessions, please contact the MAC secretariat (contact details below) who will provide you with instructions on how to attend. Further sessions may be arranged as necessary.

3. Context

3.1 Tier 2

3.1 The Points Based System (PBS) for migration to the UK from outside the European Economic Area (EEA) was introduced in 2008. It consists of five tiers:

- Tier 1: investors, entrepreneurs, and exceptionally talented migrants.
- Tier 2: skilled workers with a job offer in the UK.
- Tier 3: low-skilled workers needed to fill specific temporary labour shortages. Tier 3 has never been opened.
- Tier 4: students.
- Tier 5: Youth mobility and temporary workers. This route is for those allowed to work in the UK for a limited period of time to satisfy primarily non-economic objectives.

3.2 Tier 2 comprises Tier 2 (General), which is made up of the resident labour market test (RLMT) route (which enables employers to bring in a worker from outside the European Economic Area (EEA) once they have shown that there is no suitably qualified worker from within the UK or the EEA available to fill a specific vacancy) and the shortage occupation route;

- the intra-company transfer route; and

Call for evidence

- the ministers of religion and sportsperson routes.
- 3.3 The shortage occupation route enables employers to apply to bring in workers from the outside of the EEA without going through the RLMT if the occupation is on the Tier 2 shortage occupation list. The shortage occupation list details the occupations and job titles held to be experiencing a labour shortage that could be sensibly filled using non-EEA labour.
- 3.4 Since 6 April 2011, Tier 2 (General) has been subject to an annual limit of 20,700 places. Following analysis from the MAC in early 2012, the limit has been kept at the same level of 20,700 in 2012/13 and 2013/14.
- 3.5 The skill level required to qualify under the Tier 2 RLMT and intra-company transfer routes is NQF6+, raised from NQF4 in June 2012. Persons applying to work in certain creative occupations were exempt from this change. Tier 2 is also subject to a minimum pay threshold of £20,500 with a higher threshold for the intra-company transfer route.

3.2 The shortage occupation list route

- 3.6 Employers can apply to bring in workers from the outside of the EEA without going through the RLMT if the occupation is on the Tier 2 shortage occupation list. The Government periodically asks the MAC to review the content of the list. The current shortage occupation list comprises occupations and jobs employing under 1 per cent of the workforce (both migrants and British workers).
- 3.7 Certificates of sponsorship (CoS) issued under the shortage occupation route of Tier 2 constitute a relatively small proportion of the total. Table 1 below details the number of CoS applications made from within the UK (extending an existing CoS or switching from another route also called in-country applications) and from outside the UK (new applications also called out-of-country applications) from 1 July 2013 - 30 June 2014.

Table 1: Number of certificates of sponsorship (CoS) granted under the shortage, RLMT and ICT routes from 1 July 2013 - 30 June 2014

	Shortage	RLMT	ICT (long and short term)	Total
In-country	1,774	6,860	6,256	14,890
Out-of -country	1,283	3,562	29,595	34,440
Total	3,057	10,422	35,851	49,330

Proportion of total CoS granted under the shortage, RLMT and ICT routes (per cent)				
	Shortage	RLMT	ICT (long and short term)	
In-country	3.6	13.9		12.7
Out-of -country	2.6	7.2		60.0
Total	6.2	21.1		72.7

Note: Applicants are required to meet the criteria for Tier 2 at the point of being allocated a certificate of sponsorship. Therefore, these data have been filtered to exclude those individuals who would not meet the current visa rules.

First, a main applicant to the RLMT route has been excluded if the occupation is not skilled to National Qualifications Framework level 6 or above (NQF6+) and/or earnings on the job are less than £20,500 per year and/or they are clergy (who would use the Tier 2 minister of religion route).

Second, a main applicant to the shortage occupation route has been excluded if the occupation is not on the shortage occupation list as at 6 April 2014 and/or earnings in the job are less than £20,500 per year and/or they are chefs earning less than £29,570 per year.

Third, a main applicant to the long-term intra-company transfer route has been excluded if their occupation is not skilled to NQF6+ and/or earnings in the job are less than £41,000 per year.

Finally, a main applicant to the short-term intra-company route has been excluded if their occupation is not skilled to NQF6+ and/or earnings in the job are less than £24,500 per year.

Not all the individuals using CoS may be granted visas since some may have their visa applications rejected. Furthermore, even when a visa is granted, a person may not travel to the UK and on arrival they may also not be admitted.

All of the figures quoted have been provided from local management information and have been subject to internal quality checks, but have not been quality assured to the same standard as National Statistics. As such, they should be treated as provisional and therefore subject to change. As much of the input data (for example, salary levels) is self declared by the sponsor, UK Border Agency is not able to validate the quality of the source information, and we are advised by the UK Border Agency that data quality anomalies could impact on the findings.

Source: Management information July 2013 - June 2014.

4. The review of the shortage occupation list

- 4.1 The current shortage occupation lists for the UK and for Scotland are set out at Tables A.1 and A.2 in the annex to this call for evidence and use occupational classifications taken from the Standard Occupation Classification (SOC) 2010 produced by the Office for National Statistics (ONS). The list is based on recommendations made by the MAC following its previous review of shortage occupations as reflected in its 2013 shortage report (*“Skilled, Shortage, Sensible: Full review of the recommended shortage occupation lists for the UK and Scotland, a sunset clause and the creative occupations”* Migration Advisory Committee, February 2013 available at <https://www.gov.uk/government/publications/recommended-shortage-occupation-lists-for-the-uk-and-scotland-full-review-with-sunset-clause-feb-2013>).
- 4.2 The methodology developed by the MAC for determining whether to recommend an occupation or job title be placed or retained on the shortage list requires that the occupation or job pass three tests:
- first, is the individual occupation or job title sufficiently **skilled** to be included on the list;
 - second, is there a **shortage** of labour within each skilled occupation or job title sufficient to merit inclusion or retention on the list; and
 - third, is it **sensible** for immigrant labour from outside the EEA to be used to fill this shortage.
- 4.3 Reports providing further detail on the MAC’s methodology and previous MAC reviews of the shortage occupation lists can be accessed at <https://www.gov.uk/government/collections/migration-advisory-committee-research>.
- 4.1 Skilled**
- 4.4 As stated earlier, the skill level required to qualify under Tier 2 of the Points Based System is, with some exceptions, NQF6+ (that is, graduate level). Appendix J to the Immigration Rules lists the occupations regarded as being skilled to this level and this is available here https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/302699/20140410_Immigration_Rules_-_Appendix_J_MASTER.pdf.
- 4.5 To be considered for inclusion on the shortage occupation list, jobs need to be under one of the skilled occupations listed in the document above.
- 4.6 Where an occupation is not skilled to NQF6+ but partners consider that a job title within that occupation is skilled to that level (and is in shortage) then partners must provide evidence to the MAC of the skill level of the job in line with the criteria identified in this call for evidence. When assessing job titles, evidence on qualifications and earnings is taken into account

alongside two other indicators of the skill required to carry out the job at the appropriate level, namely:

- on the job training or experience; and
- innate ability.

4.2 What partners can tell the MAC about skilled

4.7 Information on as much as possible of the following is required:

- Typical earnings, or ranges of earnings, in the job title.
- Information on the proportion of individuals qualified to various levels (particularly to NQF6+).
- Minimum qualifications required (either informally or on a regulatory basis) to be a skilled practitioner in a particular job title.
- Evidence on the required or compulsory level or duration of on-the-job training or experience required to become a skilled practitioner.
- Evidence that innate ability, of a level or rarity which exceeds such requirements in a typical NQF6+ job title, is required.
- Opinion on the applicability of the MAC's skill indicators to particular job titles (e.g. "qualifications are a good indicator of skill because...").

4.3 Shortage

4.8 The MAC carries out the top-down analysis using twelve labour market indicators of shortage. This national-level analysis aims at assessing shortage at the occupational level. Due to recent changes in the collection of JobcentrePlus/Nomis data, it may not be possible to estimate two out of the twelve shortage indicators for this review, although a review of the current methodology may be required in the medium term. As usual, the MAC will rely on partners' evidence on shortage in specific job titles.

4.4 What partners can tell the MAC about Shortage

4.9 Evidence of labour shortages is required in support of all proposals for occupations and job titles to be included on the MAC's recommended shortage occupation list. Information on as much as possible of the following is required:

- Vacancy numbers, rates and typical durations.
- Typical earnings growth over recent months or years.
- The extent to which newly qualified workers are being recruited and how this has changed over time.

Call for evidence

- Normal number of hours worked and how this has changed over time.
- Growth in expenditure on training and recruitment by employers.
- Information on past or projected future trends in the demand for, and supply of, workers within an occupation: this may include information on the age profile of the workforce, expected retirement patterns, and the number of newly qualified workers expected to come on stream.
- Opinion on the applicability of the MAC's shortage indicators to particular occupations or job titles.
- Suggestions of additional shortage indicators for particular job titles or occupations, with an explanation of their relevance.

4.5 Sensible

4.10 The MAC considers four indicators of whether it is sensible to employ migrants from outside the EEA:

- What are the alternatives to employing migrants?
- How would bringing in migrants relate to skills acquisition of the UK workforce? Are there enough UK resident workers in training and education to fill shortages? Will bringing in migrants reduce employers' incentives to invest in training and up-skilling of UK workers?
- How will the employment of migrants affect investment, innovation and productivity growth?
- How will a decision to add an occupation to the Tier 2 shortage occupation list affect the wider UK labour market and economy? How, if at all, will access to migrant labour affect employment opportunities and conditions of the UK workforce?

4.6 What partners can tell the MAC about Sensible

4.11 All proposals to include occupations and job titles on the recommended shortage occupation list must discuss the MAC's sensible criteria. It is important that partners provide information on and examples of as many as possible of the following:

- Whether and how employers are considering using alternatives to non-EEA migrants, including investment in technology and machinery, and efforts to recruit employees from within the EEA labour market.
- Current actions to train and upskill the resident labour force, including timings, likely volumes of trained individuals who will exit such programmes and enter the occupation, and estimates of how this is likely to help meet demand.

- Whether migrants are likely to take jobs that would otherwise have been filled by resident workers or, conversely, whether employment of migrants will help to create employment conditions that also allow additional recruitment of resident workers.
 - Opinion on the applicability of the MAC's sensible indicators to particular occupations or job titles.
 - Suggestions of additional sensible indicators for particular job titles or occupations, with an explanation of their relevance.
- 4.12 The MAC and its secretariat will be happy to offer advice to partners on the type and quality of evidence partners intend to submit. It is important that the MAC have the best possible evidence available on which to base any recommendations to the Government. Weak or incomplete evidence will lead to occupations under review not being included on or being removed from the shortage occupation list.
- 4.13 Responses to this call for evidence can be sent direct to the MAC at either: mac@homeoffice.gsi.gov.uk or

Migration Advisory Committee
3rd Floor
Seacole Building
2 Marsham Street
London
SW1P 4DF

To contact the secretariat, please call 020 7035 1764.

- 4.14 The closing date for this call for evidence is **5 December 2014**, though partners are strongly encouraged to submit their evidence earlier if they can. **Submissions received after the closing date will not be considered.**
- 4.15 This call for evidence document can be downloaded from the MAC website at <https://www.gov.uk/government/organisations/migration-advisory-committee>.
- 4.16 **Please note that the MAC may quote evidence received, attributed to the individual or organisation that supplied it, in their published report unless they are explicitly asked not to do so.**

Call for evidence

Annex A

- A.1** Table A.1 below contains a list of occupations and job-titles currently on the UK shortage occupation list with an indication of those that fall within this partial review. Table A.2 contains the occupations and job-titles on the shortage occupation list for Scotland.

Table A.1: The Government's shortage occupation list for the UK

Occupation or job-title	SOC 2010
Managing director within the decommissioning and waste management areas of the nuclear industry	1123 Production managers and directors in mining and energy
Programme director within the decommissioning and waste management areas of the nuclear industry	
Site director within the decommissioning and waste management areas of the nuclear industry	
Project manager within the electricity transmission and distribution industry	
Site manager within the electricity transmission and distribution industry	
Clinical neurophysiologist	2112 Biological scientists and biochemists
Engineering geologist in the construction-related ground engineering industry	2113 Physical scientists
Hydrogeologist in the construction-related ground engineering industry	
Geophysicist in the construction-related ground engineering industry	
Geophysicist within the oil and gas industry	
Geoscientist within the oil and gas industry	
Geologist within the oil and gas industry	
Geochemist within the oil and gas industry	
Technical services manager in the decommissioning and waste areas of the nuclear industry	
Nuclear medicine scientist	
Radiotherapy physicist	
Senior resource geologist and staff geologist in the mining sector	2119 Natural and social science professionals not elsewhere classified
Informatician	
Bio-informatician	2121 Civil engineers
Geotechnical engineer in the construction-related ground engineering industry	

Call for evidence

Table A.1: The Government's shortage occupation list for the UK

Occupation or job-title	SOC 2010
Tunnelling engineer in the construction-related ground engineering industry	
Completion engineer within the oil and gas industry	
Control and instrument engineer within the oil and gas industry	
Drilling engineer within the oil and gas industry	
Fluids engineer within the oil and gas industry	
Offshore and subsea engineer within the oil and gas industry	
Petroleum engineer within the oil and gas industry	
Process safety engineer within the oil and gas industry	
Reservoir engineer within the oil and gas industry	
Senior mining engineer in the mining sector	
Wells engineer within the oil and gas industry	
Mechanical engineer in the oil and gas industry	2122 Mechanical engineers
All electrical engineers within the oil and gas industry	2123 Electrical engineers
Power system engineer within the electricity transmission and distribution industry	
Control engineer within the electricity transmission and distribution industry	
Protection engineer within the electricity transmission and distribution industry	
Electrical machine design engineer within the aerospace industry	
Power electronics engineer within the aerospace industry	2124 Electronics engineers
Signalling design manager within the railway industry	
Signalling design engineer within the railway industry	

Table A.1: The Government's shortage occupation list for the UK

Occupation or job-title	SOC 2010
Signalling principles designer within the railway industry	
Senior signalling design checker within the railway industry	
Signalling design checker within the railway industry	
Signalling systems engineer within the railway industry	
Specialist electronics engineer in the automotive manufacturing and design industry	
Design engineer within the electricity transmission and distribution industry	2126 Design and development engineers
Product development engineer in the automotive transmission and distribution industry	
Product design engineer in the automotive transmission design and manufacturing industry.	
Integrated circuit design engineer in the electronics system industry	
Integrated circuit test engineer in the electronics system industry	
Chemical engineer	2127 Production and process engineers
Manufacturing engineer (process planning) within the aerospace industry	
Technical services representative within the decommissioning and waste areas of the nuclear industry	
Proposal engineer within the electricity transmission and distribution industry	2129 Engineering professionals n.e.c.
Project engineer within the electricity transmission and distribution industry	
Aerothermal engineer within the aerospace industry	
Stress engineer within the aerospace industry	
Chief of engineering within the aerospace industry	
Advance tool and fixturing engineer within the aerospace industry	
Operations manager within the decommissioning and waste management areas of the nuclear industry	

Call for evidence

Table A.1: The Government's shortage occupation list for the UK

Occupation or job-title	SOC 2010
Decommissioning specialist manager within the decommissioning and waste management areas of the nuclear industry	
Project/planning engineer within the decommissioning and waste management areas of the nuclear industry	
Radioactive waste manager within the decommissioning and waste management areas of the nuclear industry	
Radiological protection advisor within the decommissioning and waste management areas of the nuclear industry	
Nuclear safety case engineer in the civil nuclear industry	
Mechanical design engineer (pressure vessels) in the civil nuclear industry	
Piping design engineer in the civil nuclear industry	
Mechanical design engineer (stress) in the civil nuclear industry	
Thermofluids/process engineer in the civil nuclear industry	
Systems engineer within visual effects and 2D/3D computer animation for film, television or video games	
Software developer within visual effects and 2D/3D computer animation for film, television or video games	2136 Programmers and software development professionals
Shader writer within visual effects and 2D/3D computer animation for film, television or video games	
Games designer within visual effects and 2D/3D computer animation for film, television or video games	
Driver developer in the electronics system industry	
Embedded communications engineer in the electronics system industry	
Contaminated land specialist in the construction-related ground engineering industry	2142 Environment professionals
Geoenvironmental specialist in the construction-related ground engineering industry	

Table A.1: The Government's shortage occupation list for the UK

Occupation or job-title	SOC 2010
Landfill engineer in the construction-related ground engineering industry	
Consultant within: haematology	2211 Medical practitioners
Consultant within: emergency medicine	
Consultant within: old age psychiatry	
Non-consultant, non-training, medical staff post in the following specialty: anaesthetics	
Non-consultant, non-training, medical staff post in the following specialty: general medicine specialities delivering acute care services (intensive care medicine)	
Non-consultant, non-training, medical staff post in the following specialty: general medicine specialities delivering acute care services (general internal medicine (acute))	
Non-consultant, non-training, medical staff post in the following specialty: emergency medicine (including specialist doctors working in accident and emergency)	
Non-consultant, non-training, medical staff post in the following specialty: rehabilitation medicine	
Non-consultant, non-training, medical staff post in the following specialty: psychiatry	
HPC registered diagnostic radiographer	2217 Medical radiographers
HPC registered therapeutic radiographer and sonographer	
Sonographer	
Specialist nurse working in neonatal intensive care units	2231 Nurses
Secondary education teaching professional in the subjects of maths, chemistry or physics	2314 Secondary education teaching professionals
Social worker working in children's and family services	2442 Social workers
Planning/development engineer within the electricity transmission and distribution industry	2461 Quality control and planning engineers

Call for evidence

Table A.1: The Government's shortage occupation list for the UK

Occupation or job-title	SOC 2010
Quality, health, safety and environment engineer within the electricity transmission and distribution industry	
Commissioning engineer in the electricity transmission and distribution industry	3113 Engineering technicians
Substation electrical engineer in the electricity transmission and distribution industry	
Nuclear medicine technologist	3218 Medical and dental technicians
Radiotherapy technologist	
Animator within visual effects and 2D/3D computer animation for film, television or video games	3411 Artists
Skilled classical ballet dancers who meet the standard required by internationally recognised United Kingdom ballet companies (e.g. Birmingham Royal Ballet, English National Ballet, Northern Ballet Theatre, The Royal Ballet and Scottish Ballet). The company must either: <ul style="list-style-type: none"> - have performed at or been invited to perform at venues of the calibre of the Royal Opera House, Sadler's Wells or Barbican, either in the United Kingdom or overseas; or - attract dancers and/or choreographers and other artists from other countries; or - be endorsed as being internationally recognised by a United Kingdom industry body such as the Arts Councils (of England, Scotland and/or Wales) 	3414 Dancers and choreographers
Skilled contemporary dancers who meet the standard required by internationally recognised United Kingdom contemporary dance companies (e.g. Shobana Jeyasingh Dance Company, Scottish Dance Theatre and Rambert Dance Company). The company must either: <ul style="list-style-type: none"> - have performed at or been invited to perform at venues of the calibre of Sadler's Wells, the Southbank Centre or The Place, either in the United Kingdom or overseas; or - attract dancers and/or choreographers and other artists from all over the world; 	

Table A.1: The Government's shortage occupation list for the UK

Occupation or job-title	SOC 2010
<p>or - be endorsed as being internationally recognised by a United Kingdom industry body such as the Arts Councils (of England, Scotland and/or Wales)</p>	
<p>Skilled orchestral musician who is a leader or principal or sub-principal or numbered string position and meets the standard required by internationally recognised orchestras (e.g. London Symphony Orchestra, London Philharmonic Orchestra, Philharmonia Orchestra, and Royal Philharmonic Orchestra)</p>	3415 Musicians
<p>2D supervisor within visual effects and 2D/3D computer animation for film, television or video games</p>	3416 Arts officers, producers and directors
<p>3D supervisor within visual effects and 2D/3D computer animation for film, television or video games</p>	
<p>Computer graphics supervisor within visual effects and 2D/3D computer animation for film, television or video games</p>	
<p>Producer within visual effects and 2D/3D computer animation for film, television or video games</p>	
<p>Production manager within visual effects and 2D/3D computer animation for film, television or video games</p>	
<p>Technical director within visual effects and 2D/3D computer animation for film, television or video games</p>	
<p>Visual effects supervisor within visual effects and 2D/3D computer animation for film, television or video games</p>	3421 Graphic designers
<p>Compositing artist within visual effects and 2D/3D animation for film, television or video games</p>	
<p>Matte painter within visual effects and 2D/3D animation for film, television or video games</p>	

Call for evidence

Table A.1: The Government's shortage occupation list for the UK

Occupation or job-title	SOC 2010
Modeller within visual effects and 2D/3D animation for film, television or video games	
Rigger within visual effects and 2D/3D animation for film, television or video games	
Stereo artist within visual effects and 2D/3D animation for film, television or video games	
Texture artist within visual effects and 2D/3D animation for film, television or video games	
Manufacturing engineer (purchasing) within the aerospace industry	3541 Buyers and purchasing officers
High integrity pipe welder where the job requires three or more years' related on-the-job experience Sponsors must retain references from the individual's past employer(s) detailing three or more years' related on-the-job experience and provide these to the UK Border Agency on request. Sponsors must also retain relevant evidence to enable them to justify the following: 1) - Why does the job require someone with three or more years' related on-the-job experience? What elements of the job require this experience and why? 2) - Why could the job not be carried out to the required standard by someone with less experience? 3) – How would you expect a settled worker to gain this experience before being appointed to the post?	5215 Welding trades
Licensed and military certifying engineer/inspector technician	5235 Aircraft maintenance and related trades
Overhead linesworker working on high voltage lines that carry at least 275,000 volts	5249 Line repairers and cable jointers
Skilled chef where: - the pay is at least £29,570 per year after deductions for accommodation, meals etc; and - the job requires five or more years relevant experience in a role of at least equivalent status to the one they are entering; and	5434 Chefs

Table A.1: The Government's shortage occupation list for the UK

Occupation or job-title	SOC 2010
<p>- the job is not in either a fast food outlet, a standard fare outlet, or an establishment which provides a take-away service; and</p> <p>- the job is in one of the following roles:</p> <ul style="list-style-type: none"> ○ executive chef – limited to one per establishment ○ head chef – limited to one per establishment ○ sous chef – limited to one for every four kitchen staff per establishment ○ specialist chef – limited to one per speciality per establishment <p>A fast food outlet is one where food is prepared in bulk for speed of service, rather than to individual order.</p> <p>A standard fare outlet is one where the menu is designed centrally for outlets in a chain/franchise, rather than by a chef or chefs in the individual restaurant. Standard fare outlets also include those where dishes and/or cooking sauces are bought in ready-made, rather than prepared from fresh/raw ingredients</p> <p>Sponsors must retain references from the individual's past employer(s) detailing five or more years' relevant experience in a role of at least equivalent status and provide these to the UK Border Agency on request</p> <p>Sponsors must also retain relevant evidence to enable them to justify the following:</p> <ul style="list-style-type: none"> – Why does the job require someone with at least five years' previous experience in a role of at least equivalent status? What elements of the job require this experience and why? – Why could the job not be carried out to the required standard by someone with less experience? – How would you expect a settled worker to gain this experience before being appointed to the post? 	

Source: Home Office, 2014

Call for evidence

Table A.2: The Government's shortage occupation list for Scotland

Occupation or job title	SOC 2010
ALL job titles and occupations on the UK Shortage Occupation List	N/A
<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • jobs on the UK Shortage Occupation List; • staff working in diagnostics radiology (including magnetic resonance imaging). 	2113 Physical scientists
<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • jobs on the UK Shortage Occupation List; • ST3, ST4, ST5 and ST6 trainees in paediatrics or anaesthetics; • SAS staff doctors in paediatrics or anaesthetics; • consultants in paediatrics or anaesthetics; • non-consultant, non-training doctors in the specialty obstetrics and gynaecology. 	2211 Medical practitioners

Source: Home Office, 2014

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