



Home Office

Statement of Intent: Codes of Practice for skilled workers

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Introduction

Codes of Practice are an integral part of the immigration system relating to migrant workers. They identify which jobs are skilled to the necessary level, minimum appropriate rates of pay which are needed to qualify, and how employers should carry out a Resident Labour Market Test to determine whether suitable settled workers are available before they can offer a job to a migrant worker.

The Codes of Practice apply mainly to the Tier 2 (General) and Tier 2 (Intra-Company Transfer) categories. However, they also apply to some parts of Tier 5, to post-study workers switching into Tier 1 (Entrepreneur) and to work permit holders applying for settlement.

The current Codes of Practice are set out using the Standard Occupational Classification (SOC) 2000 system developed by the Office for National Statistics. There is a need to update the Codes of Practice as SOC 2000 has now been superseded by the new SOC 2010 system. In addition, many of the salary rates used have not kept pace with changes in pay for settled workers. There are also other areas where the Codes of Practice can be improved and/or made more user-friendly.

Last year, the Government commissioned the Migration Advisory Committee (MAC) to review the Codes of Practice. The MAC published a detailed report on 17th October 2012, which is available at the following link: www.ukba.homeoffice.gov.uk/sitecontent/documents/aboutus/workingwithus/mac/Tier2-codesofpractise.pdf

This Statement of Intent sets out the Government's response to the MAC's recommendations and other related changes we are making. In general we have accepted the MAC's recommendations, although there are some additional details which have resulted from developing the proposals. Taken as a whole, the changes are intended to update the system and make it more user-friendly, rather than significantly change the policy.

The changes will be implemented on 6th April and we will lay changes to the Immigration Rules nearer the time to bring them into effect. We are publishing this Statement of Intent now as we are mindful that there is a lot of information being updated and employers and applicants will want to have time to review the changes we are making and prepare for them coming into effect.

Although this Statement of Intent represents our current intentions, it should not be seen as a definitive account of the Codes of Practice that will apply from 6th April. The definitive version will be set out in the Immigration Rules and in the final Codes of Practice which will be published separately on the UK Border Agency website. All Immigration Rules are subject to review and change and, in the absence of alternative transitional arrangements, applicants must meet the rules in place at the time of decision. Our intended transitional arrangements are set out in this Statement of Intent.

Changes to lists of skilled occupations

The MAC has updated the list of occupations skilled to National Qualifications Framework (NQF) level 6 – roughly graduate level – using the new SOC 2010 system. The list is simply an update using the new coding system. It does not make any changes to the skills threshold for Tier 2, which remains at NQF level 6. The Government has accepted the MAC's new list in its entirety.

The full list is set out in Annex A of this Statement of Intent.

The MAC recommended that the Government release an updated list of SOC 2010 PhD-level occupations. Workers in these extremely high-skilled occupations have a higher priority under the Tier 2 limit, a lighter touch Resident Labour Market Test, and are exempt from the £35,000 earnings threshold for settlement applications, which will apply from April 2016. We intend to apply the following updated list, which simply updates the current list to the SOC 2010 coding system:

- 2111 Chemical Scientists
- 2112 Biological Scientists and Biochemists
- 2113 Physical Scientists
- 2114 Social and Humanities Scientists
- 2119 Natural and Social Science Professionals not elsewhere classified
- 2150 Research and Development Managers
- 2311 Higher Education Teaching Professionals

For immigration purposes, we will allow the code “2119 Natural and Social Science Professionals not elsewhere classified” to be used for research posts in research organisations other than universities. This will allow such posts to be classed as being in a PhD-level occupation without the list becoming too broad.

We have also updated the lists of occupations skilled to NQF level 4 and NQF level 3 to the new SOC 2010 system. These lists apply to skilled workers who entered Tier 2 before the skills threshold was raised to NQF level 6 in June 2012. They also apply to skilled workers in the other categories mentioned in the introduction. These updated lists are set out in **Annex B**.

We will present the Codes of Practice for occupations at each skill level as a single document, and abolish the current split into alphabetical sections by industry. This will reduce the number of guidance documents for Sponsors and will make it easier for Sponsors to search for the Code of Practice for any particular job.

Changes to appropriate salary rates for occupations

The Government has accepted the MAC's recommendations that:

- As now, pay thresholds for experienced workers should be set at the 25th percentile (which allows for regional and industry variation in salaries without over-complicating the system) for full-time employees in each occupation, using the Annual Survey of Hours and Earnings (ASHE);
- A new, lower pay threshold for new entrant employees should be set at the 10th percentile of the pay distribution for full-time employees in that occupation;
- New entrants should be subject to the 25th percentile threshold when applying for leave to remain after three years. (In practice this will mean any extension applications which take the migrant's stay in Tier 2 and/or the work permit arrangements beyond three years, including settlement applications.); and
- For some occupations (such as those in the health and education sectors, part-qualified architects, and barristers undertaking pupillages) the appropriate rates should use bespoke pay scales rather than 'new entrant' and 'experienced' rates. These occupations will not be subject to the above rules on pay progression.

We will define new entrant employees as:

- graduates switching from Tier 4 into Tier 2 under our post-study provisions;
- graduate recruits where the employer has used a university "milkround" to satisfy the Resident Labour Market Test;
- those sponsored in the Intra-Company Transfer Graduate Trainee route; and
- anyone aged 25 or under on the date of their initial Tier 2 application (analysis shows that workers normally reach the 25th percentile by age 26).

In all cases, applicants will not be classed as new entrant employees if they are applying to extend their total stay in Tier 2 and/or as a work permit holder beyond 3 years and 1 month (the maximum grant for initial Tier 2 applications).

This is a slight change from the definition proposed by the MAC, which referred to the number of years since leaving full-time education. This would have required employers and the UK Border Agency to see and verify an applicant's educational history. It may also not always be clear when an applicant left full-time education. We believe the above definition is clearer and simpler for employers and the UK Border Agency to operate.

We are aware that some employers expressed concerns to the MAC that new entrants' pay may not have progressed by the time they apply for extensions after three years. However, the rules will be clear to employers from the start. They should not be offering permanent jobs to migrants if they do not anticipate paying them at the 25th percentile after three years. We cannot support employers paying skilled workers in Tier 2 a rate less than that which 90% of UK workers in the same occupation are earning for anything other than a strictly limited period of time. The UK Border Agency will not consider individual representations on pay progression.

The updated appropriate salary rates for each occupation are included in the tables in Annexes A and B of this Statement of Intent.

(The rates for three occupations – 2123 Electrical engineers, 2211 Medical practitioners, and 2215 Dental practitioners – have been updated from the rates stated in the MAC’s report, as a result of further evidence being provided to the MAC by the relevant sectors after the report was finalised.)

Changes to minimum salary thresholds

As well as the appropriate rates for each occupation, there are minimum salary thresholds which apply across Tier 2. These have been unchanged since April 2011 and we propose to increase them from April 2013 in line with wage inflation, as recorded by the Average Weekly Earnings Index (AWEI).

The most recent AWEI figures available record annual wage inflation as being 1.4% for the three month average ending in November 2012. We will therefore apply the following uplifts to Tier 2 from 6th April 2013 (where appropriate, figures have been rounded to the nearest £100):

Category	Criteria	Current threshold	New threshold
Tier 2 (General)	Jobs which qualify for Tier 2 (General)	£20,000	£20,300
Tier 2 (General)	Jobs which are exempt from advertising in Jobcentre Plus (or JobCentre Online if the job is based in Northern Ireland)	£70,000	£71,000
Tier 2 (General)	Jobs which are exempt from the annual limit and the Resident Labour Market Test	£150,000	£152,100
Tier 2 (Intra-Company Transfer)	Jobs which qualify for the Short Term Staff, Skills Transfer or Graduate Trainee categories (maximum stay either six months or one year)	£24,000	£24,300
Tier 2 (Intra-Company Transfer)	Jobs which qualify for the Long Term Staff category (maximum stay five years)	£40,000	£40,600
Tier 2 (Intra-Company Transfer)	Workers who can extend their stay in the UK for up to nine years	£150,000	£152,100
Tier 2 (General) and Tier 2 (Sportsperson)	Earnings which qualify for settlement (those working in PhD-level or shortage occupations are exempt)	£35,000 (for settlement applications made on or after 6th April 2016)	£35,500 (for settlement applications made on or after 6th April 2018)

Applicants' pay must meet the relevant minimum salary threshold, as well as the appropriate rate. If, for example, the appropriate rate for an applicant's occupation is £19,000 and they are applying as a new entrant in Tier 2 (General), they must be paid at least £20,300.

Changes to the Resident Labour Market Test

The Government has accepted the MAC's recommendations that:

- the current rules on the content of job advertisements should remain unchanged;
- advertisements should be written in English (or Welsh for appropriate vacancies in Wales) and the current 28 day duration for the Resident Labour Market Test be retained;
- the current prescriptive lists of specific publications and websites where vacancies can be advertised should be replaced with a set of simple criteria for identifying suitable media.

The MAC made no recommendation about the mandatory requirement to advertise most vacancies using a Jobcentre Plus online service or JobCentre Online (for jobs based in Northern Ireland). However, in light of employer comments, the MAC suggested that the Government may wish to review the requirement, although the MAC also said that if the Jobcentre Plus requirement was dropped, employers should still advertise in two different media.

Under the criteria from April, the requirement will remain mandatory for most jobs in Tier 2 (General) unless they are in shortage occupations or the salary is over £71,000. The Government intends to keep this requirement under review, in light of the recent introduction of the Universal Jobmatch service, which aims to better match the skills held by jobseekers with those required for advertised vacancies.

The new criteria will allow the Resident Labour Market Test to be carried out by advertising in any of the following media in addition to a Jobcentre Plus online service or JobCentre Online:

Type of medium	Criteria for suitable media
Newspaper	Must be: <ul style="list-style-type: none"> • marketed throughout the UK or throughout the whole of the devolved nation in which the job is located, and • published at least once a week
Professional journal	Must be: <ul style="list-style-type: none"> • available nationally through retail outlets or through subscription, • published at least once a month, and • related to the nature of the job i.e. a relevant trade journal, official journal of a professional occupational body, or subject-specific publication
Website	Must be one of the following: <ul style="list-style-type: none"> • an online version of a newspaper or professional journal which would satisfy the criteria above, • the website of a prominent professional or recruitment organisation, which does not charge a fee to jobseekers to view job advertisements or to apply for jobs via those advertisements, or • if the Sponsor is a multinational organisation or has over 250 permanent employees in the UK, the Sponsor's own website

If a Resident Labour Market Test is required, the job must always be advertised in at least two different media, including in cases where Jobcentre Plus or JobCentre Online advertising is not mandatory (such as where the salary on offer is £71,000 or more). This means that if the sponsoring employer is not required to use Jobcentre Plus or JobCentre Online, they will need to advertise the vacancy in at least two other media (although they can use Jobcentre Plus or JobCentre Online if they choose). This does not need to be two different types of media and can include, for example, two different websites.

We will keep the provision for university “milkround” recruitment for new graduate recruitment and internships. If a Sponsor carries out the Resident Labour Market Test in this way, they will need to do the following:

- “Milkround” visits to at least three UK universities (or all UK universities which provide the relevant course, whichever is the lower number),
- Advertise on at least one of the following websites:
 - www.jobs.ac.uk,
 - www.milkround.com,
 - www.prospects.ac.uk, or
 - www.targetjobs.co.uk

and

- Advertise in at least one other medium listed in the table above.

We will also clarify the guidance regarding research posts, to confirm that the Resident Labour Market Test does not apply to supernumerary research positions where the applicant has been issued a scientific research Award or Fellowship (meaning that the role is over and above the Sponsor’s normal requirements and if the applicant was not there, the role would not be filled by anyone else).

These changes will simplify the current rules and make them more flexible for sponsoring employers. They will have more freedom to advertise in the media they think are most likely to be successful for their sector, which will mean settled workers looking for jobs in that sector will be better targeted and will have more opportunities to apply for skilled jobs.

In addition, the volume of guidance which Sponsors need to refer to will be drastically reduced. From 6th April, the guidance on how and where to carry out a Resident Labour Market Test will all be set out in the Sponsor Guidance, and employers will no longer need to refer to the Codes of Practice for this information.

Transitional arrangements

If a Sponsor assigns a Certificate of Sponsorship before 6th April 2013, the old Codes of Practice, salary thresholds and advertising criteria will continue to apply. This is the case whether or not the individual Tier 2 applicant makes their application before, on or after 6th April.

The new Codes of Practice, salary thresholds and advertising criteria will apply to all applications relying on Certificates of Sponsorship assigned by Sponsors on or after 6th April.

Sponsors who have been allocated Restricted Certificates of Sponsorship before this date will be unable to change the details from SOC 2000 to SOC 2010. They must assign those Restricted Certificates of Sponsorship to migrants before 6th April or they will be lost, in which case Sponsors will need to re-apply for new Restricted Certificates of Sponsorship.

Due to the changeover, the UK Border Agency will adjust the timing of the monthly allocation of Restricted Certificates of Sponsorship for April. Rather than accepting applications from 6th March to 5th April, the Agency will accept applications for Restricted Certificates of Sponsorship from 6th April to 17th April. Applications will be decided on 19th April.

If a Sponsor urgently needs to assign a Restricted Certificate of Sponsorship before 18th April, they should apply using the exceptional consideration process. Please note that Restricted Certificates of Sponsorship requested before 6th April using the exceptional consideration process must also be assigned to migrants before 6th April. Those requested from 6th April may be assigned at any time within the following three months, as normal.

The following monthly allocation will return to the usual timetable. Applications for Restricted Certificates of Sponsorship made between 18th April and 5th May will be decided on 11th May.

The new criteria will apply to Tier 2 migrants who were already in the route before 6th April (and to work permit holders) if they make extension or change of employment applications relying on Certificates of Sponsorship assigned on or after 6th April, or if they make applications for settlement. The updated salary thresholds and appropriate rates reflect changes in UK earnings and we expect migrant workers' pay to have risen in line with that of settled workers. However, the new rates will only apply at the point they make their next application, not during any leave they have currently.

Those applicants who were previously exempt from the minimum £20,000 salary threshold for Tier 2 (General), and the related thresholds for Tier 2 (Intra-Company Transfer) will continue to be exempt from the updated £20,300 and other thresholds. This includes work permit holders applying to switch into Tier 2, and any Tier 2 migrants who were in the route before 6 April 2011. However, although they are exempt from the overall thresholds, they will still need to be paid the updated appropriate rate for their occupation when they apply to extend their stay or change employment.

If a Sponsor has carried out a Resident Labour Market Test before 6th April 2013, and the salary stated in the job advertisement(s) is below the new appropriate rate or salary threshold, the job will not need to be re-advertised at the new rate. The rate stated in the advertisement will still need

to have satisfied the previous salary requirements. However, if the Sponsor assigns a Certificate of Sponsorship on or after 6th April, the migrant will need to be paid in line with the new salary requirements, regardless of what was stated in the advertisement.

In addition, if a RLMT previously only required advertising in one medium, the Sponsor will not need to re-advertise the post in a second medium providing the original advertisement was placed before 6th April 2013. To avoid Sponsors having to repeat recruitment exercises, the uplifted £71,000 threshold for exemption from Jobcentre Plus (or JobCentre Online) advertising, and the uplifted £152,100 threshold for exemption from the Resident Labour Market Test (and the limit) will not apply if the recruitment took place before 6th April 2013.

Tier 2 migrants whose Certificates of Sponsorship were assigned using the old SOC 2000 system will need new Certificates of Sponsorship using the SOC 2010 system when they make their extension application.

Annex C of this Statement of Intent sets out a table showing the SOC 2010 occupation codes which most closely match the previous SOC 2000 occupation codes. This table will be published as part of the new Codes of Practice and will be included in the Immigration Rules. Sponsors should use this table to help them identify the SOC 2010 equivalents to the SOC 2000 occupation codes which they used previously.

Where a Tier 2 migrant applies for an extension with the same Sponsor, and the table shows that the SOC 2010 occupation code matches their previous SOC 2000 occupation code, a Resident Labour Market Test will not be required.

If the new SOC 2010 occupation code is classed as a lower skill level, this will not lead to an extension application being refused, providing the migrant is applying to extend their stay in the same occupation and with the same Sponsor. However, if the migrant was subject to either the NQF level 6 or level 4 thresholds in their initial Tier 2 application, they will not be able to change occupation or change Sponsor to a job at a lower skill level.

For example, a trading standards inspector under SOC code 3565 was previously classed as being at NQF level 6 but is now classed as NQF level 4. A Tier 2 migrant in this occupation who entered the route after 14th June 2012 (when the skills threshold was raised to NQF level 6) would be able to extend their stay in the same occupation and with the same Sponsor, but would not be able to change employment to work as a trading standards inspector for another Sponsor, or to take up any other type of job at NQF level 4.

The new £35,500 earnings threshold for settlement will apply to settlement applications made on or after 6th April 2018. Those working in PhD-level occupations or shortage occupations will continue to be exempt. Those applying for settlement between 6th April 2016 and 5th April 2018 will be subject to a threshold of £35,000, as we have previously announced. Those applying before 6th April 2016 will continue to be exempt from an overall settlement threshold but must be earning at least the appropriate rate for their occupation at the time of their settlement application.

Future Updates

We recognise employers' desire for a period of stability in the immigration system, and we do not plan to carry out another wholesale review of the Codes of Practice in the near future. There will be no need to change the lists of SOC codes for some years, as the SOC code system is only updated once every ten years.

We intend to update the appropriate salary rates for occupations and the overall minimum salary thresholds annually, to ensure they remain up to date and are responsive to changes in pay in the economy generally. These updates will take effect from 6th April each year and will use the same sources as in this review:

- for appropriate salary rates, the gross annual pay for full-time employees for each occupation, according to the most recent Annual Survey of Hours and Earnings (ASHE) (usually published in November of each year), except where the MAC has recommended an alternative source;
- for overall minimum salary thresholds, the most recently available three month average figure for annual changes in weekly regular pay across the whole economy, according to the three month average for the Average Weekly Earnings Index (AWEI) ending in the previous November.

Because of the timing of the MAC's review, the appropriate salary rates in this update are based on the data in ASHE 2011. The next update in April 2014 will base its appropriate salary rates on the data in ASHE 2013, reflecting two years of changes to pay for settled workers. The update to overall minimum salary thresholds will be based on a single year's changes to pay for settled workers.

We intend to commission the MAC to review the policy of setting the pay thresholds at the 25th and 10th percentiles, and the advertising criteria, in three to five years time. We will keep the requirement to advertise via a Jobcentre Plus online service or JobCentre Online under review.

Annex A: New tables of occupations skilled to PhD level and NQF level 6, and appropriate salary rates

NQF level 6 is the skills threshold which must be met for all new Tier 2 applications.

Please note that those who entered Tier 2 under the rules in place from 6 April 2011 are subject to the £20,300 salary threshold for Tier 2 (General) or the related £24,300 or £40,600 thresholds for Tier 2 (Intra-Company Transfer). Therefore they will need to be earning at least the relevant threshold amount when they make their next application, even if the appropriate salary rate stated in the relevant table is lower.

Only those who entered Tier 2 (or the work permit arrangements) before 6 April 2011 may be paid below these thresholds, when they apply to extend their stay, change employment, or settle in the UK. However, in most of these cases, the “experienced worker” rate will apply; the “new entrant” rate will only be relevant to those applicants who have been in Tier 2 and/or the work permit arrangements for less than 3 years and 1 month in total when they make their next application.

The appropriate salary rates stated are per year and are based on a 39-hour week (the mean weekly hours for full-time workers in ASHE 2011). Where a Tier 2 migrant has contracted weekly hours or is paid an hourly rate, the rates will be pro-rated accordingly. In all cases, the pay must comply with National Minimum Wage regulations.

Occupations skilled to PhD-level

SOC code and description	Appropriate salary rates	Salary source
2111 Chemical scientists	New entrant: £20,300* Experienced worker: £26,000	Evidence from partners who responded to MAC
2112 Biological scientists and biochemists	New entrant: £20,300* Experienced worker: £26,000	Evidence from partners who responded to MAC
2113 Physical scientists	New entrant: £20,300* Experienced worker: £26,000	Evidence from partners who responded to MAC
2114 Social and humanities scientists	New entrant: £20,300* Experienced worker: £26,000	Evidence from partners who responded to MAC
2119 Natural and social science professionals not elsewhere classified	New entrant: £20,300* Experienced worker: £26,000	Evidence from partners who responded to MAC
2150 Research and development managers	New entrant: £27,200 Experienced worker: £33,100	Annual Survey of Hours and Earnings 2011
2311 Higher education teaching professionals	New entrant: £23,800 Experienced worker: £30,000	Evidence from Universities UK, Universities and Colleges Employers Association and GuildHE

* (or £20,000 for applicants who entered Tier 2 under the Rules in place before 6 April 2011 and are not subject to the experienced worker rate)

Occupations skilled to NQF level 6

SOC code and description	Appropriate salary rates	Salary source
1115 Chief executives and senior officials	New entrant: £25,100 Experienced worker: £41,100	Annual Survey of Hours and Earnings 2011
1116 Elected officers and representatives	New entrant: £23,500 Experienced worker: £39,500	Annual Survey of Hours and Earnings 2011
1121 Production managers and directors in manufacturing	New entrant: £20,500 Experienced worker: £29,800	Annual Survey of Hours and Earnings 2011
1122 Production managers and directors in construction	New entrant: £20,300 (or £18,800 for applicants who entered Tier 2 under the Rules in place before 6 April 2011 and are not subject to the experienced worker rate) Experienced worker: £27,900	Annual Survey of Hours and Earnings 2011
1123 Production managers and directors in mining and energy	New entrant: £20,300* Experienced worker: £35,300	Annual Survey of Hours and Earnings 2011
1131 Financial managers and directors	New entrant: £25,600 Experienced worker: £37,500	Annual Survey of Hours and Earnings 2011
1132 Marketing and sales directors	New entrant: £28,500 Experienced worker: £44,200	Annual Survey of Hours and Earnings 2011
1133 Purchasing managers and directors	New entrant: £26,400 Experienced worker: £33,400	Annual Survey of Hours and Earnings 2011
1134 Advertising and public relations directors	New entrant: £25,300 Experienced worker: £36,500	Annual Survey of Hours and Earnings 2011
1135 Human resource managers and directors	New entrant: £25,300 Experienced worker: £33,500	Annual Survey of Hours and Earnings 2011
1136 Information technology and telecommunications directors	New entrant: £25,300 Experienced worker: £78,600	Annual Survey of Hours and Earnings 2011 (new entrant), Incomes Data Services (experienced worker)
1139 Functional managers and directors not elsewhere classified	New entrant: £20,400 Experienced worker: £29,200	Annual Survey of Hours and Earnings 2011
1150 Financial institution managers and directors	New entrant: £21,700 Experienced worker: £30,600	Annual Survey of Hours and Earnings 2011
1161 Managers and directors in transport and distribution	New entrant: £21,000 Experienced worker: £27,000	Annual Survey of Hours and Earnings 2011
1172 Senior police officers	New entrant: £51,400 Experienced worker: £53,500	Annual Survey of Hours and Earnings 2011
1173 Senior officers in fire, ambulance, prison and related services	New entrant: £31,100 Experienced worker: £36,400	Annual Survey of Hours and Earnings 2011
1181 Health services and public health managers and directors	New entrant: £25,400 Experienced worker: £34,000	Annual Survey of Hours and Earnings 2011

1184 Social services managers and directors	New entrant: £25,400 Experienced worker: £31,000	Annual Survey of Hours and Earnings 2011
2121 Civil engineers	New entrant: £20,700 Experienced worker: £27,900	Annual Survey of Hours and Earnings 2011
2122 Mechanical engineers	New entrant: £24,100 Experienced worker: £29,100	Annual Survey of Hours and Earnings 2011
2123 Electrical engineers	Power system engineer, control engineer or protection engineer in the electricity transmission and distribution industry: £31,085 Other electrical engineer (new entrant): £23,600 Other electrical engineer (experienced worker): £34,000	National Grid submission to MAC (jobs in the electricity transmission and distribution industry), Annual Survey of Hours and Earnings 2011 (other electrical engineers)
2124 Electronics engineers	New entrant: £23,600 Experienced worker: £26,400	Annual Survey of Hours and Earnings 2011
2126 Design and development engineers	New entrant: £24,800 Experienced worker: £29,100	Annual Survey of Hours and Earnings 2011
2127 Production and process engineers	New entrant: £23,600 Experienced worker: £27,400	Annual Survey of Hours and Earnings 2011
2129 Engineering professionals not elsewhere classified	New entrant: £23,600 Experienced worker: £30,000	Annual Survey of Hours and Earnings 2011
2133 IT specialist managers	New entrant: £25,500 Experienced worker: £40,000	Annual Survey of Hours and Earnings 2011 (new entrant), Incomes Data Services (experienced worker)
2134 IT project and programme managers	New entrant: £26,700 Experienced worker: £36,400	Annual Survey of Hours and Earnings 2011 (new entrant), Incomes Data Services (experienced worker)
2135 IT business analysts, architects and systems designers	New entrant: £24,900 Experienced worker: £30,600	Annual Survey of Hours and Earnings 2011
2136 Programmers and software development professionals	New entrant: £24,000 Experienced worker: £29,800	Annual Survey of Hours and Earnings 2011
2137 Web design and development professionals	New entrant: £20,300* Experienced worker: £25,200	Annual Survey of Hours and Earnings 2011
2139 Information technology and telecommunications professionals not elsewhere classified	New entrant: £20,300 (or £19,700 for applicants who entered Tier 2 under the Rules in place before 6 April 2011 and are not subject to the experienced worker rate) Experienced worker: £28,400	Annual Survey of Hours and Earnings 2011
2141 Conservation professionals	New entrant: £21,100 Experienced worker: £25,000	Annual Survey of Hours and Earnings 2011
2142 Environment professionals	New entrant: £21,400 Experienced worker: £25,500	Annual Survey of Hours and Earnings 2011

2211 Medical practitioners	Foundation year 1 (F1) and equivalent: £22,412	NHS Employers Medical and Dental Pay Circular 2012
	Foundation year 2 (F2) and equivalent: £27,798	
	Speciality registrar (StR) and equivalent: £29,705	
	Speciality doctor and equivalent: £36,807	
	Salaried General practitioner (GP) and equivalent: £53,781	
	Consultant and equivalent: £74,504	
2212 Psychologists	Band 5 and equivalent: £21,176	NHS Agenda for Change 2012
	Band 6 and equivalent: £25,528	
	Band 7 and equivalent: £30,460	
	Band 8a and equivalent: £38,851	
	Band 8b and equivalent: £45,254	
	Band 8c and equivalent: £54,454	
	Band 8d and equivalent: £65,270	
Band 9 and equivalent: £77,079		
2213 Pharmacists	Pre-registration pharmacists (non-NHS): £20,300*	Annual Survey of Hours and Earnings 2011 (pre-registration pharmacists (non-NHS)), NHS Agenda for Change 2012 (other pharmacists)
	Band 5 and equivalent: £21,176	
	Band 6 and equivalent: £25,528	
	Band 7 and equivalent: £30,460	
	Band 8a and equivalent: £38,851	
	Band 8b and equivalent: £45,254	
	Band 8c and equivalent: £54,454	
Band 8d and equivalent: £65,270		
Band 9 and equivalent: £77,079		
2214 Ophthalmic opticians	Band 5 and equivalent: £21,176	NHS Agenda for Change 2012
	Band 6 and equivalent: £25,528	
	Band 7 and equivalent: £30,460	
	Band 8a and equivalent: £38,851	
	Band 8b and equivalent: £45,254	
	Band 8c and equivalent: £54,454	
	Band 8d and equivalent: £65,270	
Band 9 and equivalent: £77,079		

2215 Dental practitioners	<p>Foundation year 1 (F1) (Hospital dental services) and equivalent: £30,132</p> <p>Foundation year 2 (F2) Hospital dental services) and equivalent: £29,616</p> <p>Speciality registrar (StR) and equivalent: £29,705</p> <p>Speciality dentist: £36,807</p> <p>Band A posts (e.g. Community practitioner) and equivalent: £37,718</p> <p>Band B posts (e.g. Senior dental officer) and equivalent: £58,672</p> <p>Band C posts (e.g. Specialist / managerial posts) and equivalent: £70,197</p> <p>Consultant (Hospital dental services) and equivalent: £74,504</p>	NHS Employers Medical and Dental Pay Circular 2012
2216 Veterinarians	<p>New entrant: £23,200</p> <p>Experienced worker: £32,400</p>	Annual Survey of Hours and Earnings 2011
2217 Medical radiographers	<p>Band 5 and equivalent: £21,176</p> <p>Band 6 and equivalent: £25,528</p> <p>Band 7 and equivalent: £30,460</p> <p>Band 8a and equivalent: £38,851</p> <p>Band 8b and equivalent: £45,254</p> <p>Band 8c and equivalent: £54,454</p> <p>Band 8d and equivalent: £65,270</p> <p>Band 9 and equivalent: £77,079</p>	NHS Agenda for Change 2012
2218 Podiatrists	<p>Band 5 and equivalent: £21,176</p> <p>Band 6 and equivalent: £25,528</p> <p>Band 7 and equivalent: £30,460</p> <p>Band 8a and equivalent: £38,851</p> <p>Band 8b and equivalent: £45,254</p> <p>Band 8c and equivalent: £54,454</p> <p>Band 8d and equivalent: £65,270</p> <p>Band 9 and equivalent: £77,079</p>	NHS Agenda for Change 2012
2219 Health professionals not elsewhere classified	<p>Band 5 and equivalent: £21,176</p> <p>Band 6 and equivalent: £25,528</p> <p>Band 7 and equivalent: £30,460</p> <p>Band 8a and equivalent: £38,851</p> <p>Band 8b and equivalent: £45,254</p> <p>Band 8c and equivalent: £54,454</p> <p>Band 8d and equivalent: £65,270</p> <p>Band 9 and equivalent: £77,079</p>	NHS Agenda for Change 2012

2221 Physiotherapists	Band 5 and equivalent: £21,176 Band 6 and equivalent: £25,528 Band 7 and equivalent: £30,460 Band 8a and equivalent: £38,851 Band 8b and equivalent: £45,254 Band 8c and equivalent: £54,454 Band 8d and equivalent: £65,270 Band 9 and equivalent: £77,079	NHS Agenda for Change 2012
2222 Occupational therapists	Band 5 and equivalent: £21,176 Band 6 and equivalent: £25,528 Band 7 and equivalent: £30,460 Band 8a and equivalent: £38,851 Band 8b and equivalent: £45,254 Band 8c and equivalent: £54,454 Band 8d and equivalent: £65,270 Band 9 and equivalent: £77,079	NHS Agenda for Change 2012
2223 Speech and language therapists	Band 5 and equivalent: £21,176 Band 6 and equivalent: £25,528 Band 7 and equivalent: £30,460 Band 8a and equivalent: £38,851 Band 8b and equivalent: £45,254 Band 8c and equivalent: £54,454 Band 8d and equivalent: £65,270 Band 9 and equivalent: £77,079	NHS Agenda for Change 2012
2229 Therapy professionals not elsewhere classified	Band 5 and equivalent: £21,176 Band 6 and equivalent: £25,528 Band 7 and equivalent: £30,460 Band 8a and equivalent: £38,851 Band 8b and equivalent: £45,254 Band 8c and equivalent: £54,454 Band 8d and equivalent: £65,270 Band 9 and equivalent: £77,079	NHS Agenda for Change 2012
2231 Nurses	Supervised practice nurses (Band 3 and equivalent): £16,110 Band 5 and equivalent: £21,176 Band 6 and equivalent: £25,528 Band 7 and equivalent: £30,460 Band 8a and equivalent: £38,851 Band 8b and equivalent: £45,254 Band 8c and equivalent: £54,454 Band 8d and equivalent: £65,270 Band 9 and equivalent: £77,079	NHS Agenda for Change 2012 (Note: Nurses who enter Tier 2 (General) can be paid at the Band 3 rate until they achieve full Nursing and Midwifery Council registration, even though this is below the minimum threshold of £20,300. They must be sponsored to do a job as a fully qualified nurse and be paid Band 5 rate on achieving full registration.)

2232 Midwives	Supervised practice midwives (Band 3 and equivalent): £16,110 Band 5 and equivalent: £21,176 Band 6 and equivalent: £25,528 Band 7 and equivalent: £30,460 Band 8a and equivalent: £38,851 Band 8b and equivalent: £45,254 Band 8c and equivalent: £54,454 Band 8d and equivalent: £65,270 Band 9 and equivalent: £77,079	NHS Agenda for Change 2012 (Note: Midwives who enter Tier 2 (General) can be paid at the Band 3 rate until they achieve full Nursing and Midwifery Council registration, even though this is below the minimum threshold of £20,300. They must be sponsored to do a job as a fully qualified midwife and be paid Band 5 rate on achieving full registration.)
2312 Further education teaching professionals	Lecturer or equivalent (new entrant): £21,719 Senior lecturer / advanced teacher and equivalent: £32,421 Further education management / principal lecturer and equivalent: £35,304	Teachers' national pay scales
2314 Secondary education teaching professionals	Unqualified teachers undertaking Overseas Trained Teachers Programme and equivalent: £20,300* Qualified teachers and equivalent: £21,438 Post-threshold teachers and equivalent: £34,181 Leadership group, assistant head teacher, principal teacher and equivalent: £37,284	Teachers' national pay scales
2315 Primary and nursery education teaching professionals	Unqualified teachers undertaking Overseas Trained Teachers Programme and equivalent: £20,300* Qualified teachers and equivalent: £21,438 Post-threshold teachers and equivalent: £34,181 Leadership group, assistant head teacher, principal teacher and equivalent: £37,284	Teachers' national pay scales
2316 Special needs education teaching professionals	Unqualified teachers undertaking Overseas Trained Teachers Programme and equivalent: £20,300* Qualified teachers and equivalent: £21,438 Post-threshold teachers and equivalent: £34,181 Leadership group, assistant head teacher, principal teacher and equivalent: £37,284	Teachers' national pay scales
2317 Senior professionals of educational establishments	New entrant: £22,400 Experienced worker: £31,000	Annual Survey of Hours and Earnings 2011
2318 Education advisers and school inspectors	New entrant: £20,300 (or £20,200 for applicants who entered Tier 2 under the Rules in place before 6 April 2011 and are not subject to the experienced worker rate) Experienced worker: £26,900	Annual Survey of Hours and Earnings 2011

2319 Teaching and other educational professionals not elsewhere classified	New entrant: £20,300 (or £14,000 for applicants who entered Tier 2 under the Rules in place before 6 April 2011 and are not subject to the experienced worker rate) Experienced worker: £20,300 (or £18,400 for applicants who are work permit holders or entered Tier 2 under the Rules in place before 6 April 2011)	Annual Survey of Hours and Earnings 2011
2412 Barristers and judges	New entrant: £20,300* Pupillage: £20,300 Experienced worker (not pupillage): £30,500	The Bar Council
2413 Solicitors	New entrant: £23,000 Experienced worker: £30,500	Annual Survey of Hours and Earnings 2011
2419 Legal professionals not elsewhere classified	New entrant: £21,900 Experienced worker: £37,600	Annual Survey of Hours and Earnings 2011
2421 Chartered and certified accountants	New entrant: £20,300 (or £19,900 for applicants who entered Tier 2 under the Rules in place before 6 April 2011 and are not subject to the experienced worker rate) Experienced worker: £23,600	Annual Survey of Hours and Earnings 2011
2423 Management consultants and business analysts	New entrant: £22,300 Experienced worker: £29,500	Annual Survey of Hours and Earnings 2011
2424 Business and financial project management professionals	New entrant: £24,000 Experienced worker: £31,900	Annual Survey of Hours and Earnings 2011
2425 Actuaries, economists and statisticians	New entrant: £22,000 Experienced worker: £33,600	Annual Survey of Hours and Earnings 2011
2426 Business and related research professionals	New entrant: £22,000 Experienced worker: £25,600	Annual Survey of Hours and Earnings 2011
2429 Business, research and administrative professionals not elsewhere classified	New entrant: £22,500 Experienced worker: £28,400	Annual Survey of Hours and Earnings 2011
2431 Architects	Part 1 graduate: £20,300 Part 2 graduate: £22,000 Part 3 graduate / newly-registered architect: £26,000 Experienced worker: £30,000	Royal Institute of British Architects
2432 Town planning officers	New entrant: £21,400 Experienced worker: £27,200	Annual Survey of Hours and Earnings 2011
2433 Quantity surveyors	New entrant: £20,300 (or £17,600 for applicants who entered Tier 2 under the Rules in place before 6 April 2011 and are not subject to the experienced worker rate) Experienced worker: £26,400	Annual Survey of Hours and Earnings 2011
2434 Chartered surveyors	New entrant: £21,400 Experienced worker: £25,300	Annual Survey of Hours and Earnings 2011

2436 Construction project managers and related professionals	New entrant: £22,300 Experienced worker: £26,000	Annual Survey of Hours and Earnings 2011
2442 Social workers	Band 5 and equivalent: £21,176 Band 6 and equivalent: £25,528 Band 7 and equivalent: £30,460 Band 8a and equivalent: £38,851 Band 8b and equivalent: £45,254 Band 8c and equivalent: £54,454 Band 8d and equivalent: £65,270 Band 9 and equivalent: £77,079	NHS Agenda for Change 2012
2443 Probation officers	New entrant: £20,300 (or £19,500 for applicants who entered Tier 2 under the Rules in place before 6 April 2011 and are not subject to the experienced worker rate) Experienced worker: £29,500	Annual Survey of Hours and Earnings 2011
2449 Welfare professionals not elsewhere classified	New entrant: £20,300 (or £19,500 for applicants who entered Tier 2 under the Rules in place before 6 April 2011 and are not subject to the experienced worker rate) Experienced worker: £21,600	Annual Survey of Hours and Earnings 2011
2451 Librarians	New entrant: £21,500 Experienced worker: £27,300	Annual Survey of Hours and Earnings 2011
2452 Archivists and curators	New entrant: £21,500 Experienced worker: £24,500	Annual Survey of Hours and Earnings 2011
2461 Quality control and planning engineers	New entrant: £23,500 Experienced worker: £27,700	Annual Survey of Hours and Earnings 2011
2462 Quality assurance and regulatory professionals	New entrant: £23,200 Experienced worker: £29,000	Annual Survey of Hours and Earnings 2011
2463 Environmental health professionals	New entrant: £23,100 Experienced worker: £28,100	Annual Survey of Hours and Earnings 2011
2471 Journalists, newspaper and periodical editors	New entrant: £20,700 Experienced worker: £25,000	Annual Survey of Hours and Earnings 2011
2472 Public relations professionals	New entrant: £20,600 Experienced worker: £25,700	Annual Survey of Hours and Earnings 2011
2473 Advertising accounts managers and creative directors	New entrant: £21,900 Experienced worker: £27,400	Annual Survey of Hours and Earnings 2011
3415 Musicians	New entrant: £20,300 (or £16,700 for applicants who entered Tier 2 under the Rules in place before 6 April 2011 and are not subject to the experienced worker rate) Experienced worker: £21,700	Annual Survey of Hours and Earnings 2011
3416 Arts officers, producers and directors	New entrant: £20,800 Experienced worker: £27,000	Annual Survey of Hours and Earnings 2011
3512 Aircraft pilots and flight engineers	New entrant: £28,000 Experienced worker: £49,500	Annual Survey of Hours and Earnings 2011

3532 Brokers	New entrant: £22,400 Experienced worker: £33,900	Annual Survey of Hours and Earnings 2011
3534 Finance and investment analysts and advisers	New entrant: £20,800 Experienced worker: £25,800	Annual Survey of Hours and Earnings 2011
3535 Taxation experts	New entrant: £24,100 Experienced worker: £29,000	Annual Survey of Hours and Earnings 2011
3538 Financial accounts managers	New entrant: £21,300 Experienced worker: £27,600	Annual Survey of Hours and Earnings 2011
3545 Sales accounts and business development managers	New entrant: £21,700 Experienced worker: £29,500	Annual Survey of Hours and Earnings 2011

* (or £20,000 for applicants who entered Tier 2 under the Rules in place before 6 April 2011 and are not subject to the experienced worker rate)

Annex B: New tables of occupations skilled to NQF levels 3 and 4, and appropriate salary rates

New entrants to Tier 2 cannot be sponsored to work in jobs in these occupations.

The table of occupations skilled to NQF level 4 only applies to:

- Tier 2 migrants who entered the route under the rules in place before 14 June 2012, who are applying to extend their stay, change employment, or settle in the UK;
- Work permit holders applying to switch into Tier 2 or settle in the UK;
- Tier 1 (Post-Study Work) migrant applying to switch into Tier 1 (Entrepreneur); and
- Tier 5 (Government Authorised Exchange) migrants – although the appropriate salary rates do not apply to this category.

Please note that those who entered Tier 2 under the rules in place from 6 April 2011 are subject to the £20,300 salary threshold for Tier 2 (General) or the related £24,300 or £40,600 thresholds for Tier 2 (Intra-Company Transfer). Therefore they will need to be earning at least the relevant threshold amount when they make their next application, even if the appropriate salary rate stated in the relevant table is lower.

Only those who entered Tier 2 (or the work permit arrangements) before 6 April 2011 may be paid below these thresholds, when they apply to extend their stay, change employment, or settle in the UK. In most of these cases, the “experienced worker” rate will apply. The “new entrant” rate will only be relevant to those applicants who have been in Tier 2 and/or the work permit arrangements for less than 3 years and 1 month in total when they make their next application.

The table of occupations skilled to NQF level 3 only applies to:

- Tier 2 migrants who entered the route under the rules in place before 6 April 2011, who are applying to extend their stay, change employment, or settle in the UK;
- Work permit holders applying to switch into Tier 2 or settle in the UK; and
- Tier 5 (Government Authorised Exchange) migrants – although the appropriate salary rates do not apply to this category.

The appropriate salary rates stated are per year and are based on a 39-hour week (the mean weekly hours for full-time workers in ASHE 2011). Where a Tier 2 migrant has contracted weekly hours or is paid an hourly rate, the rates will be pro-rated accordingly. In all cases, the pay must comply with National Minimum Wage regulations.

Occupations skilled to NQF 4

SOC code and description	Appropriate salary rates	Salary source
1211 Managers and proprietors in agriculture and horticulture	New entrant: £16,000 Experienced worker: £22,200	Annual Survey of Hours and Earnings 2011
1213 Managers and proprietors in forestry, fishing and related services	New entrant: £16,000 Experienced worker: £22,100	Annual Survey of Hours and Earnings 2011
1241 Health care practice managers	New entrant: £18,300 Experienced worker: £24,600	Annual Survey of Hours and Earnings 2011
1242 Residential, day and domiciliary care managers and proprietors	New entrant: £17,300 Experienced worker: £22,200	Annual Survey of Hours and Earnings 2011
1251 Property, housing and estate managers	New entrant: £18,000 Experienced worker: £25,700	Annual Survey of Hours and Earnings 2011
1255 Waste disposal and environmental services managers	New entrant: £17,100 Experienced worker: £28,900	Annual Survey of Hours and Earnings 2011
1259 Managers and proprietors in other services not elsewhere classified	New entrant: £17,000 Experienced worker: £22,300	Annual Survey of Hours and Earnings 2011
2435 Chartered architectural technologists	New entrant: £21,400 Experienced worker: £26,500	Annual Survey of Hours and Earnings 2011
3116 Planning, process and production technicians	New entrant: £17,700 Experienced worker: £21,500	Annual Survey of Hours and Earnings 2011
3121 Architectural and town planning technicians	New entrant: £17,300 Experienced worker: £21,500	Annual Survey of Hours and Earnings 2011
3131 IT operations technicians	New entrant: £16,900 Experienced worker: £21,400	Annual Survey of Hours and Earnings 2011
3213 Paramedics	New entrant: £28,400 Experienced worker: £32,200	Annual Survey of Hours and Earnings 2011
3218 Medical and dental technicians	Band 3 and equivalent: £16,110 Band 4 and equivalent: £18,652 Band 5 and equivalent: £21,176 Band 6 and equivalent: £25,528 Band 7 and equivalent: £30,460	NHS Agenda for Change 2012
3219 Health associate professionals not elsewhere classified	Band 3 and equivalent: £16,110 Band 4 and equivalent: £18,652 Band 5 and equivalent: £21,176 Band 6 and equivalent: £25,528 Band 7 and equivalent: £30,460	NHS Agenda for Change 2012
3319 Protective service associate professionals not elsewhere classified	New entrant: £22,400 Experienced worker: £27,400	Annual Survey of Hours and Earnings 2011
3411 Artists	New entrant: £16,700 Experienced worker: £21,700	Annual Survey of Hours and Earnings 2011
3412 Authors, writers and translators	New entrant: £16,700 Experienced worker: £21,100	Annual Survey of Hours and Earnings 2011
3413 Actors, entertainers and presenters	New entrant: £16,700 Experienced worker: £21,700	Annual Survey of Hours and Earnings 2011
3414 Dancers and choreographers	New entrant: £16,700 Experienced worker: £21,700	Annual Survey of Hours and Earnings 2011
3422 Product, clothing and related designers	New entrant: £17,100 Experienced worker: £22,200	Annual Survey of Hours and Earnings 2011
3513 Ship and hovercraft officers	New entrant: £28,000 Experienced worker: £40,500	Annual Survey of Hours and Earnings 2011

3531 Estimators, valuers and assessors	New entrant: £17,000 Experienced worker: £22,000	Annual Survey of Hours and Earnings 2011
3537 Financial and accounting technicians	New entrant: £19,700 Experienced worker: £26,700	Annual Survey of Hours and Earnings 2011
3539 Business and related associate professionals not elsewhere classified	New entrant: £16,600 Experienced worker: £20,700	Annual Survey of Hours and Earnings 2011
3541 Buyers and procurement officers	New entrant: £18,400 Experienced worker: £22,500	Annual Survey of Hours and Earnings 2011
3543 Marketing associate professionals	New entrant: £17,400 Experienced worker: £21,000	Annual Survey of Hours and Earnings 2011
3546 Conference and exhibition managers and organisers	New entrant: £17,800 Experienced worker: £21,200	Annual Survey of Hours and Earnings 2011
3561 Public services associate professionals	New entrant: £20,800 Experienced worker: £24,300	Annual Survey of Hours and Earnings 2011
3563 Vocational and industrial trainers and instructors	New entrant: £17,100 Experienced worker: £21,100	Annual Survey of Hours and Earnings 2011
3564 Careers advisers and vocational guidance specialists	New entrant: £18,000 Experienced worker: £21,800	Annual Survey of Hours and Earnings 2011
3565 Inspectors of standards and regulations	New entrant: £18,700 Experienced worker: £22,100	Annual Survey of Hours and Earnings 2011
3567 Health and safety officers	New entrant: £18,000 Experienced worker: £26,400	Annual Survey of Hours and Earnings 2011
4161 Office managers	New entrant: £16,900 Experienced worker: £21,800	Annual Survey of Hours and Earnings 2011
7220 Customer service managers and supervisors	New entrant: £16,800 Experienced worker: £21,100	Annual Survey of Hours and Earnings 2011

Occupations skilled to NQF 3

SOC code and description	Appropriate salary rates	Salary source
1162 Managers and directors in storage and warehousing	New entrant: £16,800 Experienced worker: £22,100	Annual Survey of Hours and Earnings 2011
1190 Managers and directors in retail and wholesale	New entrant: £14,300 Experienced worker: £17,800	Annual Survey of Hours and Earnings 2011
1221 Hotel and accommodation managers and proprietors	New entrant: £15,000 Experienced worker: £19,000	Annual Survey of Hours and Earnings 2011
1225 Leisure and sports managers	New entrant: £16,300 Experienced worker: £19,000	Annual Survey of Hours and Earnings 2011
1226 Travel agency managers and proprietors	New entrant: £14,600 Experienced worker: £20,600	Annual Survey of Hours and Earnings 2011
1252 Garage managers and proprietors	New entrant: £17,100 Experienced worker: £23,500	Annual Survey of Hours and Earnings 2011
1253 Hairdressing and beauty salon managers and proprietors	New entrant: £17,100 Experienced worker: £23,500	Annual Survey of Hours and Earnings 2011

1254 Shopkeepers and proprietors – wholesale and retail	All workers: £16,400	Annual Survey of Hours and Earnings 2011 (The data do not enable a split between new entrants and experienced workers)
3111 Laboratory technicians	New entrant: £13,700 Experienced worker: £17,100	Annual Survey of Hours and Earnings 2011
3112 Electrical and electronics technicians	New entrant: £16,400 Experienced worker: £24,600	Annual Survey of Hours and Earnings 2011
3113 Engineering technicians	New entrant: £18,900 Experienced worker: £24,900	Annual Survey of Hours and Earnings 2011
3114 Building and civil engineering technicians	New entrant: £16,400 Experienced worker: £20,000	Annual Survey of Hours and Earnings 2011
3115 Quality assurance technicians	New entrant: £16,400 Experienced worker: £21,300	Annual Survey of Hours and Earnings 2011
3119 Science, engineering and production technicians not elsewhere classified	New entrant: £15,900 Experienced worker: £19,200	Annual Survey of Hours and Earnings 2011
3122 Draughtspersons	New entrant: £17,200 Experienced worker: £22,200	Annual Survey of Hours and Earnings 2011
3216 Dispensing opticians	New entrant: £17,100 Experienced worker: £21,700	Annual Survey of Hours and Earnings 2011
3231 Youth and community workers	New entrant: £17,300 Experienced worker: £20,500	Annual Survey of Hours and Earnings 2011
3234 Housing officers	New entrant: £17,100 Experienced worker: £20,300	Annual Survey of Hours and Earnings 2011
3235 Counsellors	New entrant: £16,500 Experienced worker: £21,800	Annual Survey of Hours and Earnings 2011
3239 Welfare and housing associate professionals not elsewhere classified	New entrant: £15,900 Experienced worker: £19,100	Annual Survey of Hours and Earnings 2011
3312 Police officers (sergeant and below)	New entrant: £28,100 Experienced worker: £33,300	Annual Survey of Hours and Earnings 2011
3313 Fire service officers (watch manager and below)	New entrant: £24,500 Experienced worker: £28,800	Annual Survey of Hours and Earnings 2011
3421 Graphic designers	New entrant: £17,000 Experienced worker: £19,400	Annual Survey of Hours and Earnings 2011
3443 Fitness instructors	New entrant: £11,900 Experienced worker: £13,600	Annual Survey of Hours and Earnings 2011
3511 Air traffic controllers	New entrant: £28,000 Experienced worker: £40,500	Annual Survey of Hours and Earnings 2011
3520 Legal associate professionals	New entrant: £16,500 Experienced worker: £20,300	Annual Survey of Hours and Earnings 2011
3533 Insurance underwriters	New entrant: £18,100 Experienced worker: £22,200	Annual Survey of Hours and Earnings 2011
3536 Importers and exporters	New entrant: £18,800 Experienced worker: £24,100	Annual Survey of Hours and Earnings 2011
3542 Business sales executives	New entrant: £16,300 Experienced worker: £20,800	Annual Survey of Hours and Earnings 2011
3544 Estate agents and auctioneers	New entrant: £13,500 Experienced worker: £17,200	Annual Survey of Hours and Earnings 2011

3550 Conservation and environmental associate professionals	New entrant: £17,600 Experienced worker: £19,000	Annual Survey of Hours and Earnings 2011
3562 Human resources and industrial relations officers	New entrant: £16,800 Experienced worker: £20,600	Annual Survey of Hours and Earnings 2011
4112 National government administrative occupations	New entrant: £16,300 Experienced worker: £18,400	Annual Survey of Hours and Earnings 2011
4114 Officers of non-governmental organisations	New entrant: £16,300 Experienced worker: £18,500	Annual Survey of Hours and Earnings 2011
4134 Transport and distribution clerks and assistants	New entrant: £16,200 Experienced worker: £19,000	Annual Survey of Hours and Earnings 2011
4151 Sales administrators	New entrant: £14,100 Experienced worker: £16,500	Annual Survey of Hours and Earnings 2011
4214 Company secretaries	New entrant: £13,200 Experienced worker: £20,300	Annual Survey of Hours and Earnings 2011
4215 Personal assistants and other secretaries	New entrant: £15,600 Experienced worker: £18,800	Annual Survey of Hours and Earnings 2011
5211 Smiths and forge workers	New entrant: £16,500 Experienced worker: £20,400	Annual Survey of Hours and Earnings 2011
5213 Sheet metal workers	New entrant: £16,500 Experienced worker: £19,500	Annual Survey of Hours and Earnings 2011
5221 Metal machining setters and setter-operators	New entrant: £16,300 Experienced worker: £20,000	Annual Survey of Hours and Earnings 2011
5222 Tool makers, tool fitters and markers-out	New entrant: £15,700 Experienced worker: £20,000	Annual Survey of Hours and Earnings 2011
5224 Precision instrument makers and repairers	New entrant: £15,700 Experienced worker: £22,300	Annual Survey of Hours and Earnings 2011
5231 Vehicle technicians, mechanics and electricians	New entrant: £14,900 Experienced worker: £18,800	Annual Survey of Hours and Earnings 2011
5232 Vehicle body builders and repairers	New entrant: £16,600 Experienced worker: £19,200	Annual Survey of Hours and Earnings 2011
5234 Vehicle paint technicians	New entrant: £15,600 Experienced worker: £19,900	Annual Survey of Hours and Earnings 2011

5242 Tele-communications engineers	New entrant: £22,500 Experienced worker: £25,000	Annual Survey of Hours and Earnings 2011
5244 TV, video and audio engineers	New entrant: £18,700 Experienced worker: £23,400	Annual Survey of Hours and Earnings 2011
5245 IT engineers	New entrant: £18,700 Experienced worker: £19,400	Annual Survey of Hours and Earnings 2011
5311 Steel erectors	New entrant: £15,300 Experienced worker: £19,300	Annual Survey of Hours and Earnings 2011
5313 Roofers, roof tilers and slaters	New entrant: £15,300 Experienced worker: £19,100	Annual Survey of Hours and Earnings 2011
5314 Plumbers and heating and ventilating engineers	New entrant: £17,100 Experienced worker: £22,200	Annual Survey of Hours and Earnings 2011
5319 Construction and building trades not elsewhere classified	New entrant: £15,100 Experienced worker: £20,000	Annual Survey of Hours and Earnings 2011
5411 Weavers and knitters	New entrant: £12,200 Experienced worker: £14,500	Annual Survey of Hours and Earnings 2011
5412 Upholsterers	New entrant: £12,200 Experienced worker: £15,600	Annual Survey of Hours and Earnings 2011
5413 Footwear and leather working trades	New entrant: £12,200 Experienced worker: £14,900	Annual Survey of Hours and Earnings 2011
5421 Pre-press technicians	New entrant: £13,900 Experienced worker: £17,200	Annual Survey of Hours and Earnings 2011
5422 Printers	New entrant: £14,500 Experienced worker: £18,400	Annual Survey of Hours and Earnings 2011
5423 Print finishing and binding workers	New entrant: £13,600 Experienced worker: £16,400	Annual Survey of Hours and Earnings 2011
5431 Butchers	New entrant: £12,600 Experienced worker: £15,000	Annual Survey of Hours and Earnings 2011
5432 Bakers and flour confectioners	New entrant: £13,000 Experienced worker: £14,600	Annual Survey of Hours and Earnings 2011
5441 Glass and ceramics makers, decorators and finishers	New entrant: £13,100 Experienced worker: £14,100	Annual Survey of Hours and Earnings 2011
5442 Furniture makers and other craft woodworkers	New entrant: £13,100 Experienced worker: £16,600	Annual Survey of Hours and Earnings 2011
5449 Other skilled trades not elsewhere classified	New entrant: £13,100 Experienced worker: £14,900	Annual Survey of Hours and Earnings 2011
6131 Veterinary nurses	New entrant: £11,300 Experienced worker: £14,700	Annual Survey of Hours and Earnings 2011
6144 Houseparents and residential wardens	New entrant: £13,400 Experienced worker: £17,500	Annual Survey of Hours and Earnings 2011
6214 Air travel assistants	New entrant: £15,000 Experienced worker: £16,100	Annual Survey of Hours and Earnings 2011
6215 Rail travel assistants	New entrant: £21,700 Experienced worker: £25,400	Annual Survey of Hours and Earnings 2011
7125 Merchandisers and window dressers	New entrant: £13,500 Experienced worker: £17,100	Annual Survey of Hours and Earnings 2011
7130 Sales supervisors	New entrant: £12,000 Experienced worker: £13,800	Annual Survey of Hours and Earnings 2011
7215 Market research interviewers	New entrant: £12,000 Experienced worker: £14,900	Annual Survey of Hours and Earnings 2011

8124 Energy plant operatives	New entrant: £13,600 Experienced worker: £16,200	Annual Survey of Hours and Earnings 2011
8126 Water and sewerage plant operatives	New entrant: £13,600 Experienced worker: £17,300	Annual Survey of Hours and Earnings 2011
8215 Driving instructors	New entrant: £14,300 Experienced worker: £17,600	Annual Survey of Hours and Earnings 2011

Occupations in which some jobs are skilled to NQF level 3 and some jobs are lower-skilled (Please refer to the equivalent occupations in the current Codes of Practice for more details)

SOC code and description	Appropriate salary rates	Salary source
1223 Restaurant and catering establishment managers and proprietors	New entrant: £12,500 Experienced worker: £19,000	Annual Survey of Hours and Earnings 2011
1224 Publicans and managers of licensed premises	New entrant: £14,600 Experienced worker: £17,600	Annual Survey of Hours and Earnings 2011
3132 IT user support technicians	New entrant: £17,000 Experienced worker: £22,100	Annual Survey of Hours and Earnings 2011
3217 Pharmaceutical technicians	New entrant: £17,100 Experienced worker: £17,800	Annual Survey of Hours and Earnings 2011
3417 Photographers, audio-visual and broad-casting equipment operators	New entrant: £14,300 Experienced worker: £18,000	Annual Survey of Hours and Earnings 2011
5111 Farmers	New entrant: £13,200 Experienced worker: £15,400	Annual Survey of Hours and Earnings 2011
5112 Horticultural trades	New entrant: £13,200 Experienced worker: £15,400	Annual Survey of Hours and Earnings 2011
5113 Gardeners and landscape gardeners	New entrant: £13,200 Experienced worker: £15,700	Annual Survey of Hours and Earnings 2011
5114 Groundsmen and green-keepers	New entrant: £13,700 Experienced worker: £15,300	Annual Survey of Hours and Earnings 2011
5119 Agricultural and fishing trades not elsewhere classified	New entrant: £13,200 Experienced worker: £15,400	Annual Survey of Hours and Earnings 2011
5212 Moulders, core makers and die casters	New entrant: £16,500 Experienced worker: £20,400	Annual Survey of Hours and Earnings 2011
5214 Metal plate workers, and riveters	New entrant: £16,500 Experienced worker: £22,800	Annual Survey of Hours and Earnings 2011
5215 Welding trades	New entrant: £16,900 Experienced worker: £20,000	Annual Survey of Hours and Earnings 2011
5216 Pipe fitters	New entrant: £16,500 Experienced worker: £20,400	Annual Survey of Hours and Earnings 2011
5223 Metal working production and maintenance fitters	New entrant: £15,400 Experienced worker: £20,600	Annual Survey of Hours and Earnings 2011
5235 Aircraft maintenance and related trades	New entrant: £15,600 Experienced worker: £25,700	Annual Survey of Hours and Earnings 2011
5236 Boat and ship builders and repairers	New entrant: £15,600 Experienced worker: £22,300	Annual Survey of Hours and Earnings 2011
5241 Electricians and electrical fitters	New entrant: £19,000 Experienced worker: £23,400	Annual Survey of Hours and Earnings 2011

5249 Electrical and electronic trades not elsewhere classified	New entrant: £18,100 Experienced worker: £22,800	Annual Survey of Hours and Earnings 2011
5312 Bricklayers and masons	New entrant: £15,500 Experienced worker: £20,000	Annual Survey of Hours and Earnings 2011
5414 Tailors and dress-makers	New entrant: £12,200 Experienced worker: £14,500	Annual Survey of Hours and Earnings 2011
5419 Textiles, garments and related trades not elsewhere classified	New entrant: £12,200 Experienced worker: £14,500	Annual Survey of Hours and Earnings 2011
5433 Fish-mongers and poultry dressers	New entrant: £12,000 Experienced worker: £14,700	Annual Survey of Hours and Earnings 2011
5434 Chefs	Skilled chef as defined in the Shortage Occupation List £28,260 (On 15 March 2013 the MAC recommended this rate be increased to £29,570. At the time of publishing, the Government has not yet announced its decision on this recommendation.) Other chef (new entrant): £11,500 Other chef (experienced): £15,000	MAC (Skilled chef as defined in the Shortage Occupation List), Annual Survey of Hours and Earnings 2011 (other chefs)
5436 Catering and bar managers	New entrant: £12,700 Experienced worker: £15,800	Annual Survey of Hours and Earnings 2011
5443 Florists	New entrant: £13,100 Experienced worker: £14,900	Annual Survey of Hours and Earnings 2011
6121 Nursery nurses and assistants	New entrant: £10,000 Experienced worker: £12,200	Annual Survey of Hours and Earnings 2011
6123 Play-workers	New entrant: £10,700 Experienced worker: £12,500	Annual Survey of Hours and Earnings 2011
6139 Animal care services occupations not elsewhere classified	New entrant: £11,300 Experienced worker: £13,000	Annual Survey of Hours and Earnings 2011
6141 Nursing auxiliaries and assistants	Band 3 and equivalent: £16,110 Band 4 and equivalent: £18,652	NHS Agenda for Change 2012
6143 Dental nurses	Band 3 and equivalent: £16,110 Band 4 and equivalent: £18,652 Band 5 and equivalent: £21,176 Band 6 and equivalent: £25,528	NHS Agenda for Change 2012
6146 Senior care workers	New entrant: £11,400 Experienced worker: £15,800	Annual Survey of Hours and Earnings 2011
8232 Marine and waterways transport operatives	New entrant: £19,900 Experienced worker: £25,700	Annual Survey of Hours and Earnings 2011
9119 Fishing and other elementary agriculture occupations not elsewhere classified	New entrant: £12,300 Experienced worker: £13,600	Annual Survey of Hours and Earnings 2011
9273 Waiters and waitresses	New entrant: £7,300 Experienced worker: £9,700	Annual Survey of Hours and Earnings 2011

Annex C: Transition from SOC 2000 to SOC 2010

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	NQF 6
		1131 Financial managers and directors	NQF 6
1113 Senior officials in local government	NQF 6	1139 Functional managers and directors not elsewhere classified	NQF 6
		2424 Business and financial project management professionals	NQF 6
1114 Senior officials of special interest organisations	NQF 6	1139 Functional managers and directors not elsewhere classified	NQF 6
		2424 Business and financial project management professionals	NQF 6
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	NQF 6
		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	NQF 6
		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
1133 Purchasing managers	NQF 6	1133 Purchasing managers and directors	NQF 6
1134 Advertising and public relations managers	NQF 6	1134 Advertising and public relations directors	NQF 6
		2473 Advertising accounts managers and creative directors	NQF 6
1135 Personnel, training and industrial relations managers	NQF 6	1135 Human resource managers and directors	NQF 6
		3563 Vocational and industrial trainers and instructors	NQF 4
1136 Information and communication technology managers	NQF 6	1136 Information technology and telecommunications directors	NQF 6
		2133 IT specialist managers	NQF 6
		2134 IT project and programme managers	NQF 6

1137 Research and development managers	PhD	1139 Functional managers and directors not elsewhere classified	NQF 6
		2150 Research and development managers	PhD
1141 Quality assurance managers	NQF6	2462 Quality assurance and regulatory professionals	NQF 6
1142 Customer care managers	NQF 4	7220 Customer service managers and supervisors	NQF 4
1151 Financial institution managers	NQF 6	1150 Financial institution managers and directors	NQF 6
		2424 Business and financial project management professionals	NQF 6
		3538 Financial accounts managers	NQF 6
1152 Office managers	NQF 4	3538 Financial accounts managers	NQF 6
		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	NQF 3
		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 Hospital and health service managers	NQF 6	1181 Health services and public health managers and directors	NQF 6
		2231 Nurses	NQF 6
1182 Pharmacy managers	NQF 6	2213 Pharmacists	NQF 6
1183 Healthcare practice managers	NQF 4	1241 Health care practice managers	NQF 4
1184 Social services managers	NQF 6	1184 Social services managers and directors	NQF 6
		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	NQF 6
		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	NQF 4
		1213 Managers and proprietors in forestry, fishing and related services	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-skilled	1223 Restaurant and catering establishment managers and proprietors	NQF 3 / lower-skilled
		5436 Catering and bar managers	NQF 3 / lower-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
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	NQF 6
		2461 Quality control and planning engineers	NQF 6
		3116 Planning, process and production technicians	NQF 4
2129 Engineering professionals not elsewhere classified	NQF 6	2129 Engineering professionals not elsewhere classified	NQF 6
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	NQF 6
		2136 Programmers and software development professionals	NQF 6
		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
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
		2426 Business and related research professionals	NQF 6
2411 Solicitors and lawyers, judges and coroners	NQF 6	2412 Barristers and judges	NQF 6
		2413 Solicitors	NQF 6
		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	NQF 6
		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
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 and engineering 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
3121 Architectural technologists and town planning technicians	NQF 4	2435 Chartered architectural technologists	NQF 4
		3121 Architectural and town planning technicians	NQF 4
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 4
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
		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
		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
		3239 Welfare and housing associate professionals not elsewhere classified	NQF 3
3232 Housing and welfare officers	NQF 3	3234 Housing officers	NQF 3
		3235 Counsellors	NQF 3
		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 (leading fire officer and below)	NQF 3	3313 Fire service officers (watch manager and below)	NQF 3
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
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
3432 Broadcasting associate professionals	NQF 6	3416 Arts officers, producers and 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 investment analysts / advisers	NQF 6	3534 Finance and investment analysts and advisers	NQF 6
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	NQF 4
		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	NQF 3
		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	NQF 6
		2142 Environment professionals	NQF 6
3552 Countryside and park rangers	NQF 3	3550 Conservation and environmental associate professionals	NQF 3
3561 Public service associate professionals	NQF 4	2429 Business, research and administrative professionals not elsewhere classified	NQF 6
		3561 Public services 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 Health and safety officers	NQF 4
3568 Environmental health officers	NQF6	2463 Environmental health professionals	NQF 6
		3565 Inspectors of standards and regulations	NQF 6
4111 Civil Service executive officers	NQF 3	3561 Public services associate professionals	NQF 4
		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 groundsmen / groundswomen	NQF 3 / lower-skilled	5113 Gardeners and landscape gardeners	NQF 3 / lower-skilled
		5114 Groundsmen and greenkeepers	NQF 3 / lower-skilled
5119 Agricultural and fishing trades not elsewhere classified	NQF 3 / lower-skilled	5119 Agricultural and fishing trades not elsewhere classified	NQF 3 / lower-skilled
		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, shipwrights, riveters	NQF 3 / lower-skilled	5214 Metal plate workers, and riveters	NQF 3 / lower-skilled
		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-operators	NQF 3	5221 Metal machining setters and setter-operators	NQF 3
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	NQF 3 / lower-skilled
		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-skilled	5249 Electrical and electronic trades not elsewhere classified	NQF 3 / lower-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 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
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, composers 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
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-skilled	6143 Dental nurses	NQF 3 / lower-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
		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 plant operatives	NQF 3	8126 Water and sewerage plant operatives	NQF 3
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

