

## A guide to the Shortage Occupation List (SOL)

Companion to 2020 SOL Call for Evidence 27<sup>th</sup> May 2020

## What is the Shortage Occupation List?

- 1. The Shortage Occupation List (SOL) is a feature of the existing Tier 2 work migration route. It lists occupations where employers face a shortage of suitable labour and where it is sensible to fill those shortages with migrant workers.
- 2. The occupations on the list are given some special dispensations within the immigration rules designed to make it easier for employers to access migrant labour to fill vacancies in those areas of identified shortage.
- 3. The Government periodically commissions the Migration Advisory Committee (MAC) to recommend which occupations should be placed on the SOL. Ultimately it is for the Government to decide which occupations are selected.

## How does the Shortage Occupation List affect me as an employer?

- 4. The Government has started the legislative process that will result in the end of free movement between the UK and EU member states on the 1<sup>st</sup> of January 2021<sup>1</sup>. From this date onwards the skilled worker route of the proposed points-based system will be an important way employers can access new inflows of migrant workers.
- 5. The SOL will play an important role within the new system. The Government's immigration policy statement<sup>2</sup> sets out that an application will have to meet a total of 70 points to be eligible. A total of 20 points are allocated for a job being in a shortage occupation. An occupation on the SOL lowers the salary threshold employers must meet by 20 per cent. For example, this would mean the general salary threshold of £25,600 would be reduced to £20,480<sup>3</sup>.
- 6. SOL applications currently also face lower visa fees and migrants sponsored in SOL roles are exempt from having to meet a higher salary threshold before being able to apply for settlement. The nature and extent of these additional benefits under the future points-based system have not been confirmed.

How does the Migration Advisory Committee decide which occupations are placed on the Shortage Occupation List?

- 7. The MAC has three main considerations when assessing whether an occupation should be placed on the SOL:
  - i. Does the occupation meet the required skill level?
  - ii. Is the occupation in shortage?
  - iii. Is it sensible to fill those shortages with migrant workers?
- 8. The skill level of occupations has been established through several previous MAC reports; skill classifications for all occupations can be found in Appendix J of the

<sup>1</sup>https://services.parliament.uk/Bills/2019-

<sup>21/</sup>immigrationandsocialsecuritycoordinationeuwithdrawal.html

<sup>&</sup>lt;sup>2</sup>https://www.gov.uk/government/publications/the-uks-points-based-immigration-system-policy-statement/the-uks-points-based-immigration-system-policy-statement

<sup>&</sup>lt;sup>3</sup>The occupation specific threshold is also reduced by 20 per cent.

- immigration rules<sup>4</sup>. The skill level of occupations has historically been assessed through a combination of reviewing statistical indicators alongside stakeholder evidence.
- 9. To assess whether an occupation is in shortage, nine data driven indicators of labour market conditions are used, derived from national representative datasets. These are again combined with consideration of stakeholder evidence submitted to the Call for Evidence and through meetings with stakeholders.
- 10. Finally, several questions are posed to help guide an assessment of whether it would be sensible to try and overcome any identified shortage through migration; these are listed below.
  - i. What are the alternatives to employing immigrants in response to perceived staff shortages? Are these alternatives feasible, and have employers explored them fully? If not, what are the actual or perceived obstacles?
  - ii. How would bringing in immigrants relate to skills acquisition of the UK workforce? Are there enough UK resident workers in training/education to fill shortages? Will bringing in immigrants reduce employers' incentives to invest in training and upskilling of UK workers?
  - iii. How will the employment of immigrants affect investment, innovation and productivity growth? Is there a case for employing immigrants to support and maintain the UK's international competitiveness in certain sectors?
  - iv. How will our decision affect the wider UK labour market and economy? How, if at all, will access to immigrant labour affect employment opportunities and conditions for the UK workforce?
  - v. What are the likely impacts of shortage in this occupation?
  - vi. Is this an occupation of high public value?
- 11. For more detail on the "skilled" or "shortage" indicators please refer to Annex B of the MAC 2019 review of the SOL<sup>5</sup>.

## Which occupations are eligible to be placed on the Shortage Occupation List?

12. All occupations eligible for the future skilled-worker route of the points-based system will be eligible to be placed on the SOL. In line with MAC recommendations, the Home Office has indicated that all occupations skilled to RQF level 3 and above will be eligible for sponsorship through the points-based system<sup>6</sup>. Table 1 overleaf lists the occupations and associated job titles that meet this requirement.

<sup>&</sup>lt;sup>4</sup><u>https://www.gov.uk/guidance/immigration-rules/immigration-rules-appendix-j-codes-of-practice-for-skilled-work</u>

<sup>&</sup>lt;sup>5</sup>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\_data/file/80 6331/28 05 2019 Full Review SOL Final Report 1159.pdf

<sup>&</sup>lt;sup>6</sup>https://www.gov.uk/government/publications/the-uks-points-based-immigration-system-policy-statement/the-uks-points-based-immigration-system-policy-statement

<u>Table 1: Occupations and associated jobs that meet RQF3 skills threshold for proposed skilled worker route of future points-based system</u>

Occu	pation	Skill level**	Eligible for skilled worker route?	Jobs that meet the RQF3 skills threshold
2111	Chemical scientists	PhD	Yes	All
2112	Biological scientists and biochemists	PhD	Yes	All
2113	Physical scientists	PhD	Yes	All
2114	Social and humanities scientists	PhD	Yes	All
2119	Natural and social science professionals n.e.c.	PhD	Yes	All
2150	Research and development managers	PhD	Yes	All
2311	Higher education teaching professionals	PhD	Yes	All
1115	Chief executives and senior officials	RQF 6	Yes	All
1121	Production managers and directors in manufacturing	RQF 6	Yes	All
1122	Production managers and directors in construction	RQF 6	Yes	All
1123	Production managers and directors in mining and energy	RQF 6	Yes	All
1131	Financial managers and directors	RQF 6	Yes	All
1132	Marketing and sales directors	RQF 6	Yes	All
1133	Purchasing managers and directors	RQF 6	Yes	All
1134	Advertising and public relations directors	RQF 6	Yes	All
1135	Human resource managers and directors	RQF 6	Yes	All
1136	Information technology and telecommunications directors	RQF 6	Yes	All
1139	Functional managers and directors n.e.c.	RQF 6	Yes	All
1150	Financial institution managers and directors	RQF 6	Yes	All
1161	Managers and directors in transport and distribution	RQF 6	Yes	All
1172	Senior police officers	RQF 6	Yes	All
1173	Senior officers in fire, ambulance, prison and related services	RQF 6	Yes	All
1181	Health services and public health managers and directors	RQF 6	Yes	All
1184	Social services managers and directors	RQF 6	Yes	All
2121	Civil engineers	RQF 6	Yes	All
2122	Mechanical engineers	RQF 6	Yes	All
2123	Electrical engineers	RQF 6	Yes	All
2124	Electronics engineers	RQF 6	Yes	All
2126	Design and development engineers	RQF 6	Yes	All
2127	Production and process engineers	RQF 6	Yes	All
2129	Engineering professionals n.e.c.	RQF 6	Yes	All
2133 2134	IT specialist managers IT project and programme managers	RQF 6	Yes Yes	All
2135	IT business analysts, architects and systems designers	RQF 6	Yes	All

2136	Programmers and software development professionals	RQF 6	Yes	All
2137	Web design and development	RQF 6	Yes	All
	professionals Information technology and			
2139	telecommunications professionals n.e.c.	RQF 6	Yes	All
2141	Conservation professionals	RQF 6	Yes	All
2142	Environment professionals	RQF 6	Yes	All
2211	Medical practitioners	RQF 6	Yes	All
2212	Psychologists	RQF 6	Yes	All
2213	Pharmacists	RQF 6	Yes	All
2214	Ophthalmic opticians	RQF 6	Yes	All
2215	Dental practitioners	RQF 6	Yes	All
2216	Veterinarians	RQF 6	Yes	All
2217	Medical radiographers	RQF 6	Yes	All
2218	Podiatrists	RQF 6	Yes	All
2219	Health professionals n.e.c.	RQF 6	Yes	All
2221	Physiotherapists	RQF 6	Yes	All
2222	Occupational therapists	RQF 6	Yes	All
2223	Speech and language therapists	RQF 6	Yes	All
2229	Therapy professionals n.e.c.	RQF 6	Yes	All
2231	Nurses	RQF 6	Yes	All
2232	Midwives	RQF 6	Yes	All
2312	Further education teaching professionals	RQF 6	Yes	All
2314	Secondary education teaching professionals	RQF 6	Yes	All
2315	Primary and nursery education teaching professionals	RQF 6	Yes	All
2316	Special needs education teaching professionals	RQF 6	Yes	All
2317	Senior professionals of educational establishments	RQF 6	Yes	All
2318	Education advisers and school inspectors	RQF 6	Yes	All
2319	Teaching and other educational professionals n.e.c.	RQF 6	Yes	All
2412	Barristers and judges	RQF 6	Yes	All
2413	Solicitors	RQF 6	Yes	All
2419	Legal professionals n.e.c.	RQF 6	Yes	All
2421	Chartered and certified accountants	RQF 6	Yes	All
2423	Management consultants and business analysts	RQF 6	Yes	All
2424	Business and financial project management professionals	RQF 6	Yes	All
2425	Actuaries, economists and statisticians	RQF 6	Yes	All
2426	Business and related research professionals	RQF 6	Yes	All
2429	Business, research and administrative professionals n.e.c.	RQF 6	Yes	All
2431	Architects	RQF 6	Yes	All
2432	Town planning officers	RQF 6	Yes	All
2433	Quantity surveyors	RQF 6	Yes	All
2434	Chartered surveyors	RQF 6	Yes	All
2435	Chartered architectural technologists	RQF 6	Yes	All
2436	Construction project managers and related professionals	RQF 6	Yes	All
2442	Social workers	RQF 6	Yes	All
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2443	Probation officers	RQF 6	Yes	All
2449	Welfare professionals n.e.c.	RQF 6	Yes	All
2451	Librarians	RQF 6	Yes	All
2451		RQF 6	Yes	All
	Archivists and curators			L
2461	Quality control and planning engineers	RQF 6	Yes	All
2462	Quality assurance and regulatory professionals	RQF 6	Yes	All
2463	Environmental health professionals	RQF 6	Yes	All
2471	Journalists, newspaper and periodical editors	RQF 6	Yes	All
2472	Public relations professionals	RQF 6	Yes	All
2473	Advertising accounts managers and creative directors	RQF 6	Yes	All
3213	Paramedics	RQF 6	Yes	All
3415	Musicians	RQF 6	Yes	All
3416	Arts officers, producers and directors	RQF 6	Yes	All
3512	Aircraft pilots and flight engineers	RQF 6	Yes	All
3532	Brokers	RQF 6	Yes	All
	Finance and investment analysts and		100	7 (1)
3534	advisers	RQF 6	Yes	All
3535	Taxation experts	RQF 6	Yes	All
3538	Financial accounts managers	RQF 6	Yes	All
3545	Sales accounts and business development managers	RQF 6	Yes	All
1211	Managers and proprietors in agriculture and horticulture	RQF 4	Yes	All
1213	Managers and proprietors in forestry, fishing and related services	RQF 4	Yes	All
1241	Health care practice managers	RQF 4	Yes	All
1242	Residential, day and domiciliary care	RQF 4	Yes	All
1251	managers and proprietors Property, housing and estate	RQF 4	Yes	All
	managers Waste disposal and environmental			
1255	services managers	RQF 4	Yes	All
1259	Managers and proprietors in other services n.e.c.	RQF 4	Yes	All
3116	Planning, process and production technicians	RQF 4	Yes	All
3121	Architectural and town planning technicians	RQF 4	Yes	All
3131	IT operations technicians	RQF 4	Yes	All
3218	Medical and dental technicians	RQF 4	Yes	All
3219	Health associate professionals n.e.c.	RQF 4	Yes	All
3319	Protective service associate professionals n.e.c.	RQF 4	Yes	All
2/11	*	RQF 4	Voc	All
3411	Artists	L	Yes	L
3412	Authors, writers and translators	RQF 4	Yes	All
3413	Actors, entertainers and presenters	RQF 4	Yes	All
3414	Dancers and choreographers	RQF 4	Yes	All
3422	Product, clothing and related designers	RQF 4	Yes	All
3513	Ship and hovercraft officers	RQF 4	Yes	All
3531	Estimators, valuers and assessors	RQF 4	Yes	All
3537	Financial and accounting technicians	RQF 4	Yes	All
3539	Business and related associate professionals n.e.c.	RQF 4	Yes	All
3541	Buyers and procurement officers	RQF 4	Yes	All
3543	Marketing associate professionals	RQF 4	Yes	All
<del>5545</del>	marketing associate professionals	11/41 4	1 69	<i> </i>

100   100	3546	Conference and exhibition managers and organisers	RQF 4	Yes	All
Vocational and industrial trainers and solutions   RQF 4   Yes   All	3561	<del>-</del>	RQF 4	Yes	All
guidance specialists   RQF 4   Yes   All		Vocational and industrial trainers and			
Inspectors of standards and regulations   RQF 4   Yes   All	3564		RQF 4	Yes	All
All   Office managers   RQF 4   Yes   All	3565	Inspectors of standards and	RQF 4	Yes	All
Customer service managers and supervisors  Managers and directors in storage and warehousing  Managers and directors in retail and warehousing  Managers and directors in retail and wholesale  Hotel and accommodation managers  ARGF 3 Yes All  Managers and proprietors  RQF 3 Yes All  Leisure and sports managers RQF 3 Yes All  Managers and proprietors  RQF 3 Yes All  Marcha agency managers and RQF 3 Yes All  Marcha agency managers and Proprietors  RQF 3 Yes All  Marcha agency managers and Proprietors  RQF 3 Yes All  Marcha agency managers and Proprietors  RQF 3 Yes All  Marcha and proprietors  RQF 3 Yes All  Marcha and proprietors  RQF 3 Yes All  Marcha and proprietors  Marcha and proprietors  Managers and proprietors  RQF 3 Yes All  Marcha and retail  Marcha and re	3567		RQF 4	Yes	All
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### All ### Al	7220	Customer service managers and	RQF 4	Yes	All
Hotel and accommodation managers   RQF 3   Yes   All	1162	warehousing	RQF 3	Yes	All
All	1190	wholesale	RQF 3	Yes	All
Travel agency managers and proprietors  RQF 3 Yes All  1252 Garage managers and proprietors  RQF 3 Yes All  1253 Hairdressing and beauty salon managers and proprietors  RQF 3 Yes All  1254 Shopkeepers and proprietors RQF 3 Yes All  1254 Shopkeepers and proprietors RQF 3 Yes All  111 Laboratory technicians  RQF 3 Yes All  111 Laboratory technicians  RQF 3 Yes All  111 Electrical and electronics technicians  RQF 3 Yes All  111 Electrical and electronics RQF 3 Yes All  112 Electrical and electronics RQF 3 Yes All  113 Engineering technicians  RQF 3 Yes All  114 Edonicians RQF 3 Yes All  115 Quality assurance technicians  RQF 3 Yes All  116 Electrical and covid engineering RQF 3 Yes All  117 Electrical and electronics RQF 3 Yes All  118 Electrical and covid engineering RQF 3 Yes All  119 Electrical and covid engineering RQF 3 Yes All  120 Draughtspersons  RQF 3 Yes All  121 Draughtspersons  RQF 3 Yes All  122 Draughtspersons  RQF 3 Yes All  123 Youth and community workers  RQF 3 Yes All  123 Youth and community workers  RQF 3 Yes All  123 Youth and community workers  RQF 3 Yes All  123 Youth and community workers  RQF 3 Yes All  124 Graphic designers  RQF 3 Yes All  125 Police officers (sergeant and below)  RQF 3 Yes All  126 Disposing opticians  RQF 3 Yes All  127 Yes All  128 Yes All  129 Youth and community RQF Yes All  131 Youth and community RQF Yes All  132 Youth and community RQF Yes All  133 Yes All  141 Youth and community RQF Yes All  151 Yes All  161 Yes All  171 Yes All  172 Yes All  173 Yes All  174 Yes All  175 Yes All  176 Yes All  177 Yes All  177 Yes All  177 Yes All  177 Yes All  178 Yes All  178 Yes All  179 Yes All  17		and proprietors			
proprietors   Ruf 3   Fes	1225		RQF 3	Yes	All
Hairdressing and beauty salon managers and proprietors  ROF 3 Yes All  1254 Shopkeepers and proprietors — RQF 3 Yes All  3111 Laboratory technicians RQF 3 Yes All  3112 Electrical and electronics technicians RQF 3 Yes All  3113 Engineering technicians RQF 3 Yes All  3114 Building and civil engineering technicians RQF 3 Yes All  3115 Quality assurance technicians RQF 3 Yes All  3116 Quality assurance technicians RQF 3 Yes All  3117 Science, engineering and production technicians n.e.c.  3120 Draughtspersons RQF 3 Yes All  3121 Dispensing opticians RQF 3 Yes All  3221 Dispensing opticians RQF 3 Yes All  3231 Youth and community workers RQF 3 Yes All  3232 Voursellors RQF 3 Yes All  3233 Voursellors RQF 3 Yes All  3234 Housing officers RQF 3 Yes All  3235 Counsellors RQF 3 Yes All  3236 Velfare and housing associate professionals n.e.c.  3312 Police officers (sergeant and below) RQF 3 Yes All  3313 Increase (sergeant and below) RQF 3 Yes All  3421 Graphic designers RQF 3 Yes All  3422 Graphic designers RQF 3 Yes All  3434 Fitness instructors RQF 3 Yes All  3435 Legal associate professionals RQF 3 Yes All  3520 Legal associate professionals RQF 3 Yes All  3521 Legal associate professionals RQF 3 Yes All  3522 Legal associate professionals RQF 3 Yes All  3534 Estate agents and auctioneers RQF 3 Yes All  3545 Dusiness sales executives RQF 3 Yes All  3546 Importers and exporters RQF 3 Yes All  3547 Business sales executives RQF 3 Yes All  3548 Estate agents and auctioneers RQF 3 Yes All  3550 Conservation and environmental associate professionals RQF 3 Yes All  3560 Professionals RQF 3 Yes All  3561 Human resources and industrial relations officers  3570 Ves All  3580 Human resources and industrial relations officers  3580 Human resources and industrial relations officers  3590 Ves All  3590 Ves Al		proprietors			
managers and proprietors  Shopkeepers and proprietors – wholesale and retail  3111 Laboratory technicians  RQF 3 Yes All  3112 Electrical and electronics technicians RQF 3 Yes All  3113 Engineering technicians  RQF 3 Yes All  3114 Building and civil engineering technicians RQF 3 Yes All  3115 Quality assurance technicians  RQF 3 Yes All  3116 Quality assurance technicians  RQF 3 Yes All  3117 Science, engineering and production technicians n.e.c.  RQF 3 Yes All  3120 Draughtspersons RQF 3 Yes All  3121 Draughtspersons RQF 3 Yes All  3222 Draughtspersons RQF 3 Yes All  3223 Youth and community workers RQF 3 Yes All  3224 Housing officers RQF 3 Yes All  3225 Counsellors RQF 3 Yes All  3230 Welfare and housing associate professionals n.e.c.  RQF 3 Yes All  3231 Police officers (sergeant and below) RQF 3 Yes All  3312 Fire service officers (watch manager and below)  RQF 3 Yes All  3421 Graphic designers RQF 3 Yes All  3421 Graphic designers RQF 3 Yes All  3520 Legal associate professionals RQF 3 Yes All  3531 Air traffic controllers RQF 3 Yes All  3532 Importers and exporters RQF 3 Yes All  3533 Insurance underwriters RQF 3 Yes All  3542 Business sales executives RQF 3 Yes All  3550 Importers and exporters RQF 3 Yes All  3562 Human resources and industrial relations officers  National government administrative RQF 3 Yes All  National government administrative RQF 3 Yes All  National government administrative RQF 3 Yes All	1252		RQF 3	Yes	All
Molesale and retail   RCF 3   Yes   All	1253	managers and proprietors	RQF 3	Yes	All
State   Stat		wholesale and retail			
3113       Engineering technicians       RQF 3       Yes       All         3114       Building and civil engineering technicians       RQF 3       Yes       All         3115       Quality assurance technicians       RQF 3       Yes       All         3119       Science, engineering and production technicians n.e.c.       RQF 3       Yes       All         3122       Draughtspersons       RQF 3       Yes       All         3216       Dispensing opticians       RQF 3       Yes       All         3231       Youth and community workers       RQF 3       Yes       All         3234       Housing officers       RQF 3       Yes       All         3235       Counsellors       RQF 3       Yes       All         3239       Welfare and housing associate professionals n.e.c.       RQF 3       Yes       All         3312       Police officers (sergeant and below)       RQF 3       Yes       All         3313       Fire service officers (watch manager and below)       RQF 3       Yes       All         3421       Graphic designers       RQF 3       Yes       All         3421       Graphic designers       RQF 3       Yes       All         3520					
Building and civil engineering technicians  RQF 3 Yes All  Science, engineering and production technicians n.e.c.  RQF 3 Yes All  Science, engineering and production technicians n.e.c.  RQF 3 Yes All  Science, engineering and production technicians n.e.c.  RQF 3 Yes All  Science, engineering and production technicians n.e.c.  RQF 3 Yes All  Science, engineering and production technicians n.e.c.  RQF 3 Yes All  Science, engineering and production technicians n.e.c.  RQF 3 Yes All  Science, engineering and production technicians n.e.c.  RQF 3 Yes All  Science, engineering and production technicians n.e.c.  RQF 3 Yes All  Science, engineering and production technicians n.e.c.  RQF 3 Yes All  Science, engineering and production technicians n.e.c.  RQF 3 Yes All  Science, engineering and production technicians n.e.c.  RQF 3 Yes All  Science, engineering and production technicians n.e.c.  RQF 3 Yes All  Science, engineering and production technicians n.e.c.  RQF 3 Yes All  Science, engineering and production technicians n.e.c.  RQF 3 Yes All  Science, engineering and production technicians n.e.c.  RQF 3 Yes All  Science, engineering and production technicians n.e.c.  RQF 3 Yes All  Science, engineering and production n.e.c.  RQF 3 Yes All  Science, engineering n.e.c.  All  Science, engineering n.e.c.  All  Science, engineering n.e.c.  RQF 3 Yes All  Science, engineering n.e.c.  All  Science, engine n.e.c.  All  Science n.e.c.  Al				Yes	All
technicians  RQF 3 Yes All  Science, engineering and production technicians n.e.c.  RQF 3 Yes All  Science, engineering and production technicians n.e.c.  RQF 3 Yes All  State and production technicians n.e.c.  RQF 3 Yes All  State and production technicians n.e.c.  RQF 3 Yes All  State and possible and production technicians n.e.c.  RQF 3 Yes All  State and possible and production technicians n.e.c.  RQF 3 Yes All  State and housing opticians RQF 3 Yes All  State and housing associate professionals n.e.c.  RQF 3 Yes All  State and housing associate professionals n.e.c.  RQF 3 Yes All  State and housing associate professionals n.e.c.  RQF 3 Yes All  State and below)  RQF 3 Yes All  State and below near and near near and below near and below near and near near near	3113	Engineering technicians	RQF 3	Yes	All
Science, engineering and production technicians n.e.c.  RQF 3 Yes All  Dispensing opticians RQF 3 Yes All  Youth and community workers RQF 3 Yes All  Counsellors RQF 3 Yes All  RQF 3 Yes	3114			Yes	All
State   Stat	3115	Quality assurance technicians	RQF 3	Yes	All
3216     Dispensing opticians     RQF 3     Yes     All       3231     Youth and community workers     RQF 3     Yes     All       3234     Housing officers     RQF 3     Yes     All       3235     Counsellors     RQF 3     Yes     All       3239     Welfare and housing associate professionals n.e.c.     RQF 3     Yes     All       3312     Police officers (sergeant and below)     RQF 3     Yes     All       3313     Fire service officers (watch manager and below)     RQF 3     Yes     All       3421     Graphic designers     RQF 3     Yes     All       3443     Fitness instructors     RQF 3     Yes     All       3511     Air traffic controllers     RQF 3     Yes     All       3520     Legal associate professionals     RQF 3     Yes     All       3533     Insurance underwriters     RQF 3     Yes     All       3542     Business sales executives     RQF 3     Yes     All       3543     Estate agents and auctioneers     RQF 3     Yes     All       3550     Conservation and environmental associate professionals     RQF 3     Yes     All       4112     National government administrative     RQF 3     Yes     Al	3119		RQF 3	Yes	All
3231 Youth and community workers   RQF 3   Yes   All     3234 Housing officers   RQF 3   Yes   All     3235 Counsellors   RQF 3   Yes   All     3239 Welfare and housing associate professionals n.e.c.     3312 Police officers (sergeant and below)   RQF 3   Yes   All     3313 Fire service officers (watch manager and below)   RQF 3   Yes   All     3421 Graphic designers   RQF 3   Yes   All     3443 Fitness instructors   RQF 3   Yes   All     3511 Air traffic controllers   RQF 3   Yes   All     3520 Legal associate professionals   RQF 3   Yes   All     3533 Insurance underwriters   RQF 3   Yes   All     3536 Importers and exporters   RQF 3   Yes   All     3542 Business sales executives   RQF 3   Yes   All     3543 Estate agents and auctioneers   RQF 3   Yes   All     3544 Estate agents and auctioneers   RQF 3   Yes   All     3550 Conservation and environmental associate professionals   RQF 3   Yes   All     3562 Human resources and industrial relations officers   RQF 3   Yes   All     3562 Human resources and industrial relations officers   RQF 3   Yes   All     3570 National government administrative   RQF 3   Yes   All     3562 National government administrative   RQF 3   Yes   All     3564 National government administrative   RQF 3   Yes   All	3122	Draughtspersons	RQF 3	Yes	All
3234 Housing officers RQF 3 Yes All 3235 Counsellors RQF 3 Yes All 3239 Welfare and housing associate professionals n.e.c. RQF 3 Yes All 3312 Police officers (sergeant and below) RQF 3 Yes All 3313 Fire service officers (watch manager and below) RQF 3 Yes All 3421 Graphic designers RQF 3 Yes All 3421 Graphic designers RQF 3 Yes All 3443 Fitness instructors RQF 3 Yes All 3511 Air traffic controllers RQF 3 Yes All 3520 Legal associate professionals RQF 3 Yes All 3533 Insurance underwriters RQF 3 Yes All 3536 Importers and exporters RQF 3 Yes All 3542 Business sales executives RQF 3 Yes All 3543 Estate agents and auctioneers RQF 3 Yes All 3550 Conservation and environmental associate professionals RQF 3 Yes All 3550 Human resources and industrial relations officers RQF 3 Yes All 3562 Human resources and industrial relations officers RQF 3 Yes All	3216	Dispensing opticians	RQF 3	Yes	All
3234 Housing officers RQF 3 Yes All 3235 Counsellors RQF 3 Yes All 3239 Welfare and housing associate professionals n.e.c. RQF 3 Yes All 3312 Police officers (sergeant and below) RQF 3 Yes All 3313 Fire service officers (watch manager and below) RQF 3 Yes All 3421 Graphic designers RQF 3 Yes All 3421 Graphic designers RQF 3 Yes All 3443 Fitness instructors RQF 3 Yes All 3511 Air traffic controllers RQF 3 Yes All 3520 Legal associate professionals RQF 3 Yes All 3533 Insurance underwriters RQF 3 Yes All 3536 Importers and exporters RQF 3 Yes All 3542 Business sales executives RQF 3 Yes All 3543 Estate agents and auctioneers RQF 3 Yes All 3550 Conservation and environmental associate professionals RQF 3 Yes All 3550 Human resources and industrial relations officers RQF 3 Yes All 3562 Human resources and industrial relations officers RQF 3 Yes All	3231	Youth and community workers	RQF 3	Yes	All
Welfare and housing associate professionals n.e.c.  RQF 3 Yes All  Police officers (sergeant and below) RQF 3 Yes All	3234		RQF 3	Yes	All
Welfare and housing associate professionals n.e.c.  RQF 3 Yes All  Police officers (sergeant and below) RQF 3 Yes All	3235	Counsellors	RQF 3	Yes	All
Fire service officers (watch manager and below)  3421 Graphic designers RQF 3 Yes All  3443 Fitness instructors RQF 3 Yes All  3511 Air traffic controllers RQF 3 Yes All  3520 Legal associate professionals RQF 3 Yes All  3533 Insurance underwriters RQF 3 Yes All  3536 Importers and exporters RQF 3 Yes All  3542 Business sales executives RQF 3 Yes All  3550 Conservation and environmental associate professionals RQF 3 Yes All  3562 Human resources and industrial relations officers RQF 3 Yes All  National government administrative RQF 3 Yes All		Welfare and housing associate		Yes	All
and below)  3421 Graphic designers  RQF 3 Yes  All  3443 Fitness instructors  RQF 3 Yes  All  3511 Air traffic controllers  RQF 3 Yes  All  3520 Legal associate professionals  RQF 3 Yes  All  3533 Insurance underwriters  RQF 3 Yes  All  3536 Importers and exporters  RQF 3 Yes  All  3542 Business sales executives  RQF 3 Yes  All  3544 Estate agents and auctioneers  RQF 3 Yes  All  3550 Conservation and environmental associate professionals  Human resources and industrial relations officers  RQF 3 Yes  All	3312	Police officers (sergeant and below)	RQF 3	Yes	All
3443 Fitness instructors  3511 Air traffic controllers  RQF 3 Yes All  3520 Legal associate professionals RQF 3 Yes All  3533 Insurance underwriters RQF 3 Yes All  3536 Importers and exporters RQF 3 Yes All  3542 Business sales executives RQF 3 Yes All  3544 Estate agents and auctioneers RQF 3 Yes All  3550 Conservation and environmental associate professionals  4562 Human resources and industrial relations officers  RQF 3 Yes All	3313	· · ·	RQF 3	Yes	All
3443 Fitness instructors  3511 Air traffic controllers  3520 Legal associate professionals  RQF 3 Yes All  3520 Legal associate professionals  RQF 3 Yes All  3533 Insurance underwriters  RQF 3 Yes All  3536 Importers and exporters  RQF 3 Yes All  3542 Business sales executives  RQF 3 Yes All  3544 Estate agents and auctioneers  RQF 3 Yes All  3550 Conservation and environmental associate professionals  RQF 3 Yes All  All  All  All  All  All  All  All	3421		RQF 3	Yes	All
3511 Air traffic controllers 3520 Legal associate professionals RQF 3 Yes All 3533 Insurance underwriters RQF 3 Yes All 3536 Importers and exporters RQF 3 Yes All 3542 Business sales executives RQF 3 Yes All 3544 Estate agents and auctioneers RQF 3 Yes All 3550 Conservation and environmental associate professionals Human resources and industrial relations officers National government administrative  RQF 3 Yes All  RQF 3 Yes All  RQF 3 Yes All  RQF 3 Yes All				Yes	All
3520 Legal associate professionals RQF 3 Yes All 3533 Insurance underwriters RQF 3 Yes All 3536 Importers and exporters RQF 3 Yes All 3542 Business sales executives RQF 3 Yes All 3544 Estate agents and auctioneers RQF 3 Yes All 3550 Conservation and environmental associate professionals RQF 3 Yes All 3562 Human resources and industrial relations officers RQF 3 Yes All 3562 National government administrative RQF 3 Yes All					
3533 Insurance underwriters RQF 3 Yes All 3536 Importers and exporters RQF 3 Yes All 3542 Business sales executives RQF 3 Yes All 3544 Estate agents and auctioneers RQF 3 Yes All 3550 Conservation and environmental associate professionals RQF 3 Yes All 3562 Human resources and industrial relations officers RQF 3 Yes All  All  National government administrative RQF 3 Yes All					
3536 Importers and exporters  3542 Business sales executives 3544 Estate agents and auctioneers RQF 3 Yes All  3540 Conservation and environmental associate professionals  Human resources and industrial relations officers  RQF 3 Yes All					
3542 Business sales executives RQF 3 Yes All 3544 Estate agents and auctioneers RQF 3 Yes All  3550 Conservation and environmental associate professionals RQF 3 Yes All  3562 Human resources and industrial relations officers RQF 3 Yes All  A112 National government administrative RQF 3 Yes All					
3544 Estate agents and auctioneers RQF 3 Yes All  3550 Conservation and environmental associate professionals RQF 3 Yes All  362 Human resources and industrial relations officers RQF 3 Yes All  All  All  All  All  All  All  All					
Conservation and environmental associate professionals  Human resources and industrial relations officers  RQF 3 Yes All  RQF 3 Yes All					
Human resources and industrial relations officers  RQF 3 Yes All  All  All  All  ROF 3 Ves		Conservation and environmental			
National government administrative ROF 3 Ves All	3562	Human resources and industrial	RQF 3	Yes	All
	4112	National government administrative	RQF 3	Yes	All

4134 assistants 4151 Sales administrators 4151 Sales administrators 4151 Sales administrators 4151 Sales administrators 4151 Personal assistants and other secretaries 5212 Foresonal assistants and other secretaries 5213 Sheet metal workers 5214 Smits and forge workers 5215 Smits and forge workers 5216 RoF 3 5217 Smits and forge workers 5218 RoF 3 5219 Metal machining setters and setter-operators 5220 Tool makers, tool fitters and markers-operators 5221 Tool makers, tool fitters and markers-operators 5222 Tool makers, tool fitters and markers-operators 5223 Vehicle technicians, mechanics and electricians 5234 Vehicle body builders and repairers 5235 Vehicle body builders and repairers 5236 Vehicle body builders and repairers 5237 Vehicle body builders and repairers 5238 Vehicle paint technicians 5239 Vehicle paint technicians 5230 Vehicle paint technicians 5231 RoF 3 5234 Telecommunications engineers 5240 Telecommunications engineers 5241 Telecommunications engineers 5242 Telecommunications engineers 5244 TV, video and audio engineers 5245 ROF 3 5254 Telecommunications engineers 5255 All 5265 Telecommunications engineers 5256 ROF 3 5257 Yes 5258 All 5258 All 5259 Settle enectors 5259 All 5250 Settle enectors 5250 All 5251 Dembers and heating and ventilating engineers 5251 Perpersant kenters 5251 Perpersant ferminishing and binding workers 5251 Dembers 5252 Pintlers 5253 ROF 3 5254 Telecommunications 5264 Perpersant ferminishing engineers 5265 All 527 Pintlers 527 Pintlers 528 All 528 Pintlers 529 Pintlers 529 Pintlers 520	
A214   Company secretaries   RQF 3   Yes   All	
A214   Company secretaries   RQF 3   Yes   All	
Personal assistants and other secretaries   RQF 3   Yes   All	
September   Sept	
Section   Sect	
Metal machining setters and setter- operators	
operators out free process out free process out free process out out free process out free	
out Precision instrument makers and repairers Position instrument makers and repairers Position instrument makers and repairers Position instrument makers and Propairers Position Propairers Propairers Position Propairers Propairers Position Propairers Propairers Propairers Propairers Propairers Position Propairers Propairers Propairers Propairers Propairers Position Propairers	
repairers  Vehicle technicians, mechanics and electricians  5232 Vehicle body builders and repairers  RQF 3 Yes All  5232 Vehicle body builders and repairers  RQF 3 Yes All  5242 Telecommunications engineers  RQF 3 Yes All  5244 TV, video and audio engineers  RQF 3 Yes All  5245 IT engineers  RQF 3 Yes All  5246 Telecommunications engineers  RQF 3 Yes All  5247 Telecommunications engineers  RQF 3 Yes All  5248 TV, video and audio engineers  RQF 3 Yes All  5249 Telecommunications engineers  RQF 3 Yes All  5311 Steel erectors  RQF 3 Yes All  5312 Roofers, roof tilers and slaters  RQF 3 Yes All  5313 Roofers, roof tilers and slaters  RQF 3 Yes All  5314 Plumbers and heating and ventilating engineers  RQF 3 Yes All  5319 Construction and building trades n.e.c.  RQF 3 Yes All  5411 Weavers and knitters  RQF 3 Yes All  5412 Upholsterers  RQF 3 Yes All  5413 Footwear and leather working trades  RQF 3 Yes All  5421 Pre-press technicians  RQF 3 Yes All  5422 Printers  RQF 3 Yes All  5423 Print finishing and binding workers  RQF 3 Yes All  5431 Butchers  RQF 3 Yes All  5432 Bakers and flour confectioners  RQF 3 Yes All  5432 Bakers and flour confectioners  RQF 3 Yes All  5441 Glass and ceramics makers, decorators and finishers  RQF 3 Yes All  5442 Furniture makers and other craft woodworkers  RQF 3 Yes All  5443 Veterinary nurses  RQF 3 Yes All  6131 Veterinary nurses  RQF 3 Yes All  6144 Houseparents and residential wardens  RQF 3 Yes All  6154 Houseparents and residential wardens  RQF 3 Yes All  6164 Houseparents and residential wardens  RQF 3 Yes All  61725 Merchandisers and window dressers  RQF 3 Yes All  6184 Houseparents and residential wardens  RQF 3 Yes All  6195 All  6196 All  6197 All  6198 All  6	
Section   Sect	
5234       Vehicle paint technicians       RQF 3       Yes       All         5242       Telecommunications engineers       RQF 3       Yes       All         5242       Tely, video and audio engineers       RQF 3       Yes       All         5245       IT engineers       RQF 3       Yes       All         5311       Steel erectors       RQF 3       Yes       All         5312       Roofers, roof tilers and slaters       RQF 3       Yes       All         5313       Roofers, roof tilers and slaters       RQF 3       Yes       All         5314       Plumbers and heating and ventilating engineers       RQF 3       Yes       All         5319       Construction and building trades n.e.c.       RQF 3       Yes       All         5411       Weavers and knitters       RQF 3       Yes       All         5412       Upholsterers       RQF 3       Yes       All         5413       Footwear and leather working trades       RQF 3       Yes       All         5421       Pre-press technicians       RQF 3       Yes       All         5422       Printers       RQF 3       Yes       All         5423       Print finishing and binding workers	
5234       Vehicle paint technicians       RQF 3       Yes       All         5242       Telecommunications engineers       RQF 3       Yes       All         5242       Tely, video and audio engineers       RQF 3       Yes       All         5245       IT engineers       RQF 3       Yes       All         5311       Steel erectors       RQF 3       Yes       All         5312       Roofers, roof tilers and slaters       RQF 3       Yes       All         5313       Roofers, roof tilers and slaters       RQF 3       Yes       All         5314       Plumbers and heating and ventilating engineers       RQF 3       Yes       All         5319       Construction and building trades n.e.c.       RQF 3       Yes       All         5411       Weavers and knitters       RQF 3       Yes       All         5412       Upholsterers       RQF 3       Yes       All         5413       Footwear and leather working trades       RQF 3       Yes       All         5421       Pre-press technicians       RQF 3       Yes       All         5422       Printers       RQF 3       Yes       All         5423       Print finishing and binding workers	
5242       Telecommunications engineers       RQF 3       Yes       All         5244       TV, video and audio engineers       RQF 3       Yes       All         5245       IT engineers       RQF 3       Yes       All         5311       Steel erectors       RQF 3       Yes       All         5313       Roofers, roof tilers and slaters       RQF 3       Yes       All         5314       Plumbers and heating and ventilating engineers       RQF 3       Yes       All         5319       Construction and building trades n.e.c.       RQF 3       Yes       All         5411       Weavers and knitters       RQF 3       Yes       All         5412       Upholsterers       RQF 3       Yes       All         5412       Upholsterers       RQF 3       Yes       All         5421       Pre-press technicians       RQF 3       Yes       All         5422       Printers       RQF 3       Yes       All         5422       Printers       RQF 3       Yes       All         5431       Butchers       RQF 3       Yes       All         5432       Bakers and flour confectioners       RQF 3       Yes       All      <	
5244 TV, video and audio engineers RQF 3 Yes All 5245 IT engineers RQF 3 Yes All 5311 Steel erectors RQF 3 Yes All 5313 Roofers, roof tilers and slaters RQF 3 Yes All 5314 Plumbers and heating and ventilating engineers 5319 Construction and building trades n.e.c. RQF 3 Yes All 5411 Weavers and knitters RQF 3 Yes All 5412 Upholsterers RQF 3 Yes All 5413 Footwear and leather working trades RQF 3 Yes All 5414 Pre-press technicians RQF 3 Yes All 5415 Printers RQF 3 Yes All 5416 Printers RQF 3 Yes All 5417 Pre-press technicians RQF 3 Yes All 5418 Printers RQF 3 Yes All 5419 Printers RQF 3 Yes All 5420 Printers RQF 3 Yes All 5421 Printers RQF 3 Yes All 5422 Printers RQF 3 Yes All 5423 Print finishing and binding workers RQF 3 Yes All 5424 Printers RQF 3 Yes All 5425 Bakers and flour confectioners RQF 3 Yes All 5432 Bakers and flour confectioners RQF 3 Yes All 5441 Glass and ceramics makers, decorators and finishers 5442 Furniture makers and other craft woodworkers 5443 Veterinary nurses RQF 3 Yes All 6444 Houseparents and residential wardens RQF 3 Yes All 6544 Air travel assistants RQF 3 Yes All 6545 Rail travel assistants RQF 3 Yes All 6675 Rail travel assistants RQF 3 Yes All 67715 Merchandisers and window dressers RQF 3 Yes All 67715 Market research interviewers RQF 3 Yes All 67715 Market research interviewers RQF 3 Yes All 6781 Pre-press Press RQF 3 Yes All 6792 RQF 3 Yes All 6793 Pre-press Press RQF 3 Yes All 6716 Market research interviewers RQF 3 Yes All 6717 Market research interviewers RQF 3 Yes All 6718 Pre-press RQF 3 Yes All 6719 Market research interviewers RQF 3 Yes All 6710 Market research interviewers RQF 3 Yes All 6711 RQF 3 Yes All 6712 RQF 3 Yes All 6713 RQF 3 Yes All 6714 RQF 3 Yes All 6715 Market research interviewers RQF 3 Yes All 6716 RQF 3 Yes All 6717 RQF 3 Yes All 6718 RQF 3 Yes All 6719 RQF 3 Yes All 6720 RQF 3 Yes All 6731 RQF 3 Yes All 6732 RQF 3 Yes All 6733 RQF 3 Yes All 6733 RQF 3 Yes All 6744 RQF 3 Yes All 6745 RQF 3 Yes All 6754 RQF 3 Yes All 6755 RQF 3 Yes All 6756 RQF 3 Yes All 675	
S245 IT engineers	
5311       Steel erectors       RQF 3       Yes       All         5313       Roofers, roof tilers and slaters       RQF 3       Yes       All         5314       Plumbers and heating and ventilating engineers       RQF 3       Yes       All         5319       Construction and building trades n.e.c.       RQF 3       Yes       All         5411       Weavers and knitters       RQF 3       Yes       All         5412       Upholsterers       RQF 3       Yes       All         5413       Footwear and leather working trades       RQF 3       Yes       All         5421       Pre-press technicians       RQF 3       Yes       All         5422       Printers       RQF 3       Yes       All         5423       Print finishing and binding workers       RQF 3       Yes       All         5431       Butchers       RQF 3       Yes       All         5442       Print finishing and binding workers       RQF 3       Yes       All         54431       Butchers       RQF 3       Yes       All         54442       Bakers and flour confectioners       RQF 3       Yes       All         54441       Glass and ceramics makers, decorators and finishers </td <td></td>	
Sala   Roofers, roof tilers and slaters   RQF 3   Yes   All	
Flumbers and heating and ventilating engineers  Construction and building trades n.e.c.  RQF 3 Yes All  Weavers and knitters  RQF 3 Yes All  S411 Weavers and knitters  RQF 3 Yes All  S412 Upholsterers  RQF 3 Yes All  S413 Footwear and leather working trades  RQF 3 Yes All  S414 Pre-press technicians  RQF 3 Yes All  S422 Printers  RQF 3 Yes All  S423 Print finishing and binding workers  RQF 3 Yes All  S431 Butchers  RQF 3 Yes All  S432 Bakers and flour confectioners  RQF 3 Yes All  S431 Butchers  RQF 3 Yes All  S432 Bakers and flour confectioners  RQF 3 Yes All  S431 Butchers  RQF 3 Yes All  S432 Bakers and flour confectioners  RQF 3 Yes All  S444 Glass and ceramics makers, decorators and finishers  RQF 3 Yes All  S445 Furniture makers and other craft woodworkers  RQF 3 Yes All  S446 Other skilled trades n.e.c.  RQF 3 Yes All  S447 Houseparents and residential wardens  RQF 3 Yes All  S448 Other skilled trades n.e.c.  RQF 3 Yes All  S449 Other skilled trades n.e.c.  RQF 3 Yes All  S441 Houseparents and residential wardens  RQF 3 Yes All  S442 Air travel assistants  RQF 3 Yes All  S444 Air travel assistants  RQF 3 Yes All  S445 Merchandisers and window dressers  RQF 3 Yes All  S446 Water and sewerage plant operatives  RQF 3 Yes All  RQF 3 Yes All  RRF 3 Yes All  R	
Solid   Engineers   RQF 3   Yes   All	
5411       Weavers and knitters       RQF 3       Yes       All         5412       Upholsterers       RQF 3       Yes       All         5413       Footwear and leather working trades       RQF 3       Yes       All         5421       Pre-press technicians       RQF 3       Yes       All         5422       Printers       RQF 3       Yes       All         5422       Print finishing and binding workers       RQF 3       Yes       All         5423       Print finishing and binding workers       RQF 3       Yes       All         5431       Butchers       RQF 3       Yes       All         5432       Bakers and flour confectioners       RQF 3       Yes       All         5443       Butchers       RQF 3       Yes       All         5444       Glass and ceramics makers, decorators and finishers       RQF 3       Yes       All         5442       Furniture makers and other craft woodworkers       RQF 3       Yes       All         5442       Other skilled trades n.e.c.       RQF 3       Yes       All         6131       Veterinary nurses       RQF 3       Yes       All         6144       Houseparents and residential wardens	
S412 Upholsterers	
5413       Footwear and leather working trades       RQF 3       Yes       All         5421       Pre-press technicians       RQF 3       Yes       All         5422       Print finishing and binding workers       RQF 3       Yes       All         5423       Print finishing and binding workers       RQF 3       Yes       All         5431       Butchers       RQF 3       Yes       All         5432       Bakers and flour confectioners       RQF 3       Yes       All         5441       Glass and ceramics makers, decorators and finishers       RQF 3       Yes       All         5442       Furniture makers and other craft woodworkers       RQF 3       Yes       All         5449       Other skilled trades n.e.c.       RQF 3       Yes       All         6131       Veterinary nurses       RQF 3       Yes       All         6144       Houseparents and residential wardens       RQF 3       Yes       All         6214       Air travel assistants       RQF 3       Yes       All         6215       Rail travel assistants       RQF 3       Yes       All         7125       Merchandisers and window dressers       RQF 3       Yes       All         7215	
5421       Pre-press technicians       RQF 3       Yes       All         5422       Printers       RQF 3       Yes       All         5423       Print finishing and binding workers       RQF 3       Yes       All         5431       Butchers       RQF 3       Yes       All         5432       Bakers and flour confectioners       RQF 3       Yes       All         5441       Glass and ceramics makers, decorators and finishers       RQF 3       Yes       All         5442       Furniture makers and other craft woodworkers       RQF 3       Yes       All         5442       Furniture makers and other craft woodworkers       RQF 3       Yes       All         5449       Other skilled trades n.e.c.       RQF 3       Yes       All         6131       Veterinary nurses       RQF 3       Yes       All         6144       Houseparents and residential wardens       RQF 3       Yes       All         6214       Air travel assistants       RQF 3       Yes       All         6215       Rail travel assistants       RQF 3       Yes       All         7125       Merchandisers and window dressers       RQF 3       Yes       All         7215       Ma	
5422       Printers       RQF 3       Yes       All         5423       Print finishing and binding workers       RQF 3       Yes       All         5431       Butchers       RQF 3       Yes       All         5432       Bakers and flour confectioners       RQF 3       Yes       All         5441       Glass and ceramics makers, decorators and finishers       RQF 3       Yes       All         5442       Furniture makers and other craft woodworkers       RQF 3       Yes       All         5442       Other skilled trades n.e.c.       RQF 3       Yes       All         6131       Veterinary nurses       RQF 3       Yes       All         6131       Veterinary nurses       RQF 3       Yes       All         6214       Houseparents and residential wardens       RQF 3       Yes       All         6215       Rail travel assistants       RQF 3       Yes       All         6215       Rail travel assistants       RQF 3       Yes       All         7125       Merchandisers and window dressers       RQF 3       Yes       All         7130       Sales supervisors       RQF 3       Yes       All         8124       Energy plant operatives	
5422       Printers       RQF 3       Yes       All         5423       Print finishing and binding workers       RQF 3       Yes       All         5431       Butchers       RQF 3       Yes       All         5432       Bakers and flour confectioners       RQF 3       Yes       All         5441       Glass and ceramics makers, decorators and finishers       RQF 3       Yes       All         5442       Furniture makers and other craft woodworkers       RQF 3       Yes       All         5442       Other skilled trades n.e.c.       RQF 3       Yes       All         6131       Veterinary nurses       RQF 3       Yes       All         6131       Veterinary nurses       RQF 3       Yes       All         6214       Houseparents and residential wardens       RQF 3       Yes       All         6215       Rail travel assistants       RQF 3       Yes       All         6215       Rail travel assistants       RQF 3       Yes       All         7130       Sales supervisors       RQF 3       Yes       All         7215       Market research interviewers       RQF 3       Yes       All         8124       Energy plant operatives <t< td=""><td></td></t<>	
First finishing and binding workers RQF 3 Yes All  S431 Butchers RQF 3 Yes All  S442 Bakers and flour confectioners RQF 3 Yes All  S441 Glass and ceramics makers, decorators and finishers  Furniture makers and other craft woodworkers  S442 Furniture makers and other craft woodworkers  S449 Other skilled trades n.e.c. RQF 3 Yes All  6131 Veterinary nurses RQF 3 Yes All  6144 Houseparents and residential wardens RQF 3 Yes All  6214 Air travel assistants RQF 3 Yes All  6215 Rail travel assistants RQF 3 Yes All  7125 Merchandisers and window dressers RQF 3 Yes All  7130 Sales supervisors RQF 3 Yes All  7130 Sales supervisors RQF 3 Yes All  8124 Energy plant operatives RQF 3 Yes All  8126 Water and sewerage plant operatives RQF 3 Yes All  8215 Driving instructors RQF 3 Yes All  Restaurant manager; Fas restaurant manager; Fas restaurant manager; Fas restaurant manager; Ass restaurant man	
5431       Butchers       RQF 3       Yes       All         5432       Bakers and flour confectioners       RQF 3       Yes       All         5441       Glass and ceramics makers, decorators and finishers       RQF 3       Yes       All         5442       Furniture makers and other craft woodworkers       RQF 3       Yes       All         5449       Other skilled trades n.e.c.       RQF 3       Yes       All         6131       Veterinary nurses       RQF 3       Yes       All         6144       Houseparents and residential wardens       RQF 3       Yes       All         6214       Air travel assistants       RQF 3       Yes       All         6215       Rail travel assistants       RQF 3       Yes       All         7125       Merchandisers and window dressers       RQF 3       Yes       All         7130       Sales supervisors       RQF 3       Yes       All         7215       Market research interviewers       RQF 3       Yes       All         8124       Energy plant operatives       RQF 3       Yes       All         8215       Driving instructors       RQF 3       Yes       All         Restaurant manager; Fast restaurant manager	
5432Bakers and flour confectionersRQF 3YesAll5441Glass and ceramics makers, decorators and finishersRQF 3YesAll5442Furniture makers and other craft woodworkersRQF 3YesAll5449Other skilled trades n.e.c.RQF 3YesAll6131Veterinary nursesRQF 3YesAll6144Houseparents and residential wardensRQF 3YesAll6214Air travel assistantsRQF 3YesAll6215Rail travel assistantsRQF 3YesAll7125Merchandisers and window dressersRQF 3YesAll7130Sales supervisorsRQF 3YesAll7215Market research interviewersRQF 3YesAll8124Energy plant operativesRQF 3YesAll8126Water and sewerage plant operativesRQF 3YesAll8215Driving instructorsRQF 3YesAllRestaurant manager; Fast restaurant manager; Past restaurant manager; Ass restaurant	
Glass and ceramics makers, decorators and finishers  Furniture makers and other craft woodworkers  Furniture makers and other craft RQF 3 Yes All  Furniture makers and catering establishment RQF 3 Yes All	
decorators and finishers  Furniture makers and other craft woodworkers  S442  Furniture makers and other craft woodworkers  S449  Other skilled trades n.e.c.  RQF 3  Yes  All  S489  Other skilled trades n.e.c.  RQF 3  Yes  All  S490	
woodworkers  5449 Other skilled trades n.e.c. RQF 3 Yes All  6131 Veterinary nurses RQF 3 Yes All  6144 Houseparents and residential wardens RQF 3 Yes All  6214 Air travel assistants RQF 3 Yes All  6215 Rail travel assistants RQF 3 Yes All  7125 Merchandisers and window dressers RQF 3 Yes All  7130 Sales supervisors RQF 3 Yes All  7215 Market research interviewers RQF 3 Yes All  8124 Energy plant operatives RQF 3 Yes All  8126 Water and sewerage plant operatives RQF 3 Yes All  8215 Driving instructors RQF 3 Yes All  8216 Restaurant manager; Fast restaurant manager; Past restaurant manager;	
6131 Veterinary nurses 6144 Houseparents and residential wardens 6214 Air travel assistants 6215 Rail travel assistants 6216 Merchandisers and window dressers 7126 Merchandisers and window dressers 7130 Sales supervisors 7215 Market research interviewers 7215 Market research interviewers 7215 Market research interviewers 7216 Water and sewerage plant operatives 7217 Restaurant manager; Assirestaurant manager; Assirestaurant manager, establishments with 80 or	
6144 Houseparents and residential wardens 6214 Air travel assistants RQF 3 Yes All 6215 Rail travel assistants RQF 3 Yes All 7125 Merchandisers and window dressers RQF 3 Yes All 7130 Sales supervisors RQF 3 Yes All 7215 Market research interviewers RQF 3 Yes All 8124 Energy plant operatives RQF 3 Yes All 8126 Water and sewerage plant operatives RQF 3 Yes All 8215 Driving instructors RQF 3 Yes All Restaurant manager; Faster staurant manager; Assistant manager, establishments with 80 or	
6214 Air travel assistants  6215 Rail travel assistants  7125 Merchandisers and window dressers  7130 Sales supervisors  7215 Market research interviewers  8124 Energy plant operatives  8126 Water and sewerage plant operatives  8215 Driving instructors  RQF 3  Restaurant manager; Fast restaurant manager; Fast restaurant manager; Fast restaurant manager, establishment  RQF 3  RQF 3  Yes  All  RQF 3  Yes  All  RQF 3  Yes  All  Restaurant manager; Fast restaurant manager; Fast restaurant manager; Fast restaurant manager, establishments with 80 or establishments	·
RQF 3 Yes All  T125 Merchandisers and window dressers RQF 3 Yes All  T130 Sales supervisors RQF 3 Yes All  T215 Market research interviewers RQF 3 Yes All  R124 Energy plant operatives RQF 3 Yes All  R126 Water and sewerage plant operatives RQF 3 Yes All  R27 Yes All  RQF 3 Yes All  Restaurant manager; Fast restaurant manager; Fast restaurant manager; Assi restaurant manager, establishments with 80 or	
7125 Merchandisers and window dressers RQF 3 Yes All 7130 Sales supervisors RQF 3 Yes All 7215 Market research interviewers RQF 3 Yes All 8124 Energy plant operatives RQF 3 Yes All 8126 Water and sewerage plant operatives RQF 3 Yes All 8215 Driving instructors RQF 3 Yes All 8216 Restaurant manager; Fast restaurant manager; Fast restaurant manager; Fast restaurant manager; Assi restaurant manager, establishments with 80 or	
7130 Sales supervisors  7215 Market research interviewers  8124 Energy plant operatives  8126 Water and sewerage plant operatives  8215 Driving instructors  RQF 3 Yes  RQF 3 Yes  All  RQF 3 Yes  All  RQF 3 Yes  All  Restaurant manager; Fast restaurant manager; Assi restaurant manager; Assi restaurant manager, establishments with 80 or establishments with	
7215 Market research interviewers RQF 3 Yes All 8124 Energy plant operatives RQF 3 Yes All 8126 Water and sewerage plant operatives RQF 3 Yes All 8215 Driving instructors RQF 3 Yes All Restaurant manager; Fast restaurant manager; Assistaurant manager; Assistaurant manager, establishments with 80 or	
7215 Market research interviewers RQF 3 Yes All 8124 Energy plant operatives RQF 3 Yes All 8126 Water and sewerage plant operatives RQF 3 Yes All 8215 Driving instructors RQF 3 Yes All Restaurant manager; Fast restaurant manager; Assi restaurant manager; Assi restaurant manager, establishments with 80 or	
8124 Energy plant operatives RQF 3 Yes All 8126 Water and sewerage plant operatives RQF 3 Yes All 8215 Driving instructors RQF 3 Yes All Restaurant manager; Fast restaurant manager; Assi restaurant manager, establishment RQF3/Lower Staurant manager, establishments with 80 or	
8126 Water and sewerage plant operatives RQF 3 Yes All 8215 Driving instructors RQF 3 Yes All Restaurant manager; Fast restaurant manager; Assite restaurant manager; Assite restaurant manager, establishments with 80 or	
RQF 3 Yes All Restaurant manager; Fast restaurant manager; Assistant m	
Restaurant manager; Fastrestaurant manager; Assirestaurant manager; Assirestaurant manager, restaurant manager, establishment suith 80 or	
managers and proprietors  skilled  covers (covers being the maximum number of cust that can be seated at any time)	ger; Assistant ger, with 80 or more being the er of customers

1224	Publicans and managers of licensed premises	RQF3/ Lower- skilled	In part	Publican; Licensee or pub manager
3132	IT user support technicians	RQF3/ Lower- skilled	In part	Senior PC support analyst; Senior PC support; Technical pre- or post-sales support; Senior database administrator or analyst; Database administrator or analyst; Computer engineers, installation and maintenance
3217	Pharmaceutical technicians	RQF3/ Lower- skilled	In part	Jobs at NHS Agenda for Change band 4 or equivalent or above
3417	Photographers, audio-visual and broadcasting equipment operators	RQF3/ Lower- skilled	In part	Audio visual technician; Senior audio visual technician; Photographer; Press photographer (regional); Press photographer (National); Film technician; Sound recordist; Camera operator (film, television production)
5111	Farmers	RQF3/ Lower- skilled	In part	Herd managers; Livestock breeders; Pig breeders; Agricultural contractor jobs that require an RQF level 3 in Agricultural Crop Production, Mixed Farming or Livestock Production, or an NPTC Advanced National Certificate in Agriculture
5112	Horticultural trades	RQF3/ Lower- skilled	In part	Horticultural foreman; Horticultural nursery supervisor; Horticultural technician; Nursery stock production technician or specialist
5113	Gardeners and landscape gardeners	RQF3/ Lower- skilled	In part	Gardening Team Supervisor or Manager; Landscaper jobs, where the job requires a Registration of Land-Based Operatives (ROLO) Gold Card; Garden Designer
5114	Groundsmen and greenkeepers	RQF3/ Lower- skilled	In part	Head Greenkeeper; Ground Manager; Head Groundsperson
5119	Agricultural and fishing trades n.e.c.	RQF3/ Lower- skilled	In part	Fishing vessel skippers in inshore areas, and limited and unlimited offshore areas; Fishing vessel mates in unlimited offshore areas; Forest officers and forest or woodland managers; Supervising tree surgeons and supervising arbori-culturists / arborists; Head gamekeepers, head river keepers and head ghillies; Managers in animal husbandry, forestry and fishing not elsewhere classified

5212	Moulders, core makers and die casters	RQF3/ Lower- skilled	In part	Jobs which require an engineering technician registered with the Engineering Council; Jobs which require an RQF level 3 qualification in Materials Processing and Finishing; Foundry or casting shop foremen
5214	Metal plate workers, and riveters	RQF3/ Lower- skilled	In part	Jobs which require successful completion of the National Apprenticeship Scheme for Engineering Construction (NASEC); Jobs which require successful completion of an Advanced Modern Apprenticeship in fabrication or welding
5215	Welding trades	RQF3/ Lower- skilled	In part	High integrity pipe welders where the job requires three or more years' related on-the-job experience; Welding foreman; Welding engineer or consultant; Welding fitter; Welding supervisor; Welding technician; Jobs which require successful completion of an Advanced Modern Apprenticeship in fabrication or welding
5216	Pipe fitters	RQF3/ Lower- skilled	In part	Pipe fitter / welder jobs that require an Engineering Services Gold SKILLcard in Heating and Ventilation Fitting / Welding
5223	Metal working production and maintenance fitters	RQF3/ Lower- skilled	In part	Fitter, turner or millwright jobs that require a completed Engineering Advanced Apprenticeship with an RQF level 3 qualification in Engineering Maintenance or Engineering Technology and Maintenance
5235	Aircraft maintenance and related trades	RQF3/ Lower- skilled	In part	Licensed and military certifying engineer / inspector technician; Airframe fitter
5236	Boat and ship builders and repairers	RQF3/ Lower- skilled	In part	Jobs which require successful completion of the National Apprenticeship Scheme for Engineering Construction (NASEC); Jobs which require successful completion of an Advanced Modern Apprenticeship in fabrication or welding

5241	Electricians and electrical fitters	RQF3/ Lower- skilled	In part	Electricians, as defined by the joint industry board (JIB) or the Scottish joint industry board (SJIB) grading definitions; Approved electricians, as defined by the JIB / SJIB grading definitions Technicians, as defined by the JIB / SJIB grating definitions
5249	Electrical and electronic trades n.e.c.	RQF3/ Lower- skilled	In part	LE1-equivalent line workers and cable jointers (Chargehands or Leadhands); Electrical / electronics engineers not elsewhere classified
5312	Bricklayers and masons	RQF3/ Lower- skilled	In part	Architectural Stone Carver; Stonemason; Bricklayer, where the job requires RQF level 3 in Bricklaying or Trowel Trades
5414	Tailors and dressmakers	RQF3/ Lower- skilled	In part	Bespoke or handcraft tailor jobs that require a completed Bespoke Tailoring Apprenticeship leading to an RQF level 3 in Bespoke Cutting and Tailoring; Jobs that require a completed Modern Apprenticeship in Handicraft Tailoring leading to an RQF level 3 in Apparel Manufacturing Technology
5419	Textiles, garments and related trades n.e.c.	RQF3/ Lower- skilled	In part	Jobs that require Licentiateship (LTI) or Associateship (Ctext ATI) of the Textile Institute; Pattern cutter jobs that require an ABC Level 3 Certificate in Pattern Cutting or an RQF level 3 in Apparel Technology; Head pattern graders; Pattern grader jobs that require a completed Advanced; Apprenticeship in Textiles
5433	Fishmongers and poultry dressers	RQF3/ Lower- skilled	In part	Manual filleters of frozen fish, where the job requires an individual with three or more years' related on-the-job paid experience; Machine-trained operatives in the fish processing industry, where the job requires an individual with three or more years' related on-the-job paid experience; Quality controllers in the fish processing industry, where the job requires an individual with three or more years' related on-the-job paid experience
5434	Chefs	RQF3/ Lower- skilled	In part	Skilled chefs where the job requires three or more years relevant experience

5436	Catering and bar managers	RQF3/ Lower- skilled	In part	Catering manager; Banqueting manager; Hotel food and beverage manager
5443	Florists	RQF3/ Lower- skilled	In part	Florist managers and shop managers who manage purchasing and relationships with suppliers, manage and develop staff, and ensure that the business meets health and safety standards and other legal requirements; Senior florists and floral designers who manage the production and design of formal displays
6121	Nursery nurses and assistants	RQF3/ Lower- skilled	In part	Nursery nurse / practitioner; Nursery supervisor; Nursery room leader; Montessori teacher; Pre-school assistant
6123	Playworkers	RQF3/ Lower- skilled	In part	Playgroup leader; Playgroup supervisor
6139	Animal care services occupations n.e.c.	RQF3/ Lower- skilled	In part	Head lad and travelling head lad for horseracing stables; Head groom for horseracing stables and performance horse stud farms; Competition groom; Stud hand, stallion handler, foaling specialists in performance horse stud farms; Head riding instructor; Work rider
6141	Nursing auxiliaries and assistants	RQF3/ Lower- skilled	In part	Jobs at NHS Agenda for Change band 3 or equivalent or above
6143	Dental nurses	RQF3/ Lower- skilled	In part	Registered dental nursing jobs that require registration with the General Dental Council (GDC) (Dental nurse is a protected title)

6146	Senior care workers	RQF3/ Lower- skilled	In part	Skilled senior care worker jobs in England and Northern Ireland which include responsibility for supervising staff, and require a relevant RQF level 2 or equivalent qualification in care and two or more years relevant experience; Skilled senior care worker jobs in Scotland which include responsibility for supervising staff, and require a relevant Scottish Credit and Qualifications Framework level 6 or equivalent qualification in care and registration with the Scottish Social Services Council as a Supervisor; Skilled senior care worker jobs in Wales which require a relevant RQF level 3 or equivalent qualification in care and registration with the Care Council for Wales as an Assistant Manager, Senior Care Worker, Senior Care Officer or Senior Care Assistant; Senior care worker jobs where the individual has (or previously had) leave as a work permit holder which was granted for them to do the job
8232	Marine and waterways transport operatives	RQF3/ Lower- skilled	In part	Merchant navy master/chief officer/ 2nd officer/3rd officer/chief engineer officer/2nd engineer officer/3rd engineer officer/4th engineer officer; Officer of the watch; Chief mate; Ship master
9119	Fishing and other elementary agriculture occupations n.e.c.	RQF3/ Lower- skilled	MAC recommended occupation be made ineligible*	Sheep Shearers with a recognised qualification equivalent to British Wool Marketing Board (BWMB) Bronze, Silver or Gold Seal; Chick sexers (vent sexers)
9273	Waiters and waitresses	RQF3/ Lower- skilled	MAC recommended occupation be made ineligible*	Head waiter or waitress, establishments with 80 or more covers (covers being the maximum number of customers that can be seated at any one time); Sommelier
5225	Air-conditioning and refrigeration engineers	Lower- skilled	MAC recommended occupation be made eligible*	All
5237	Rail and rolling stock builders and repairers	Lower- skilled	MAC recommended occupation be	All

			made eligible*	
5250	Skilled metal, electrical and electronic trades supervisors	Lower- skilled	MAC recommended occupation be made eligible*	All
5315	Carpenters and joiners	Lower- skilled	MAC recommended occupation be made eligible*	All
5316	Glaziers, window fabricators and fitters	Lower- skilled	MAC recommended occupation be made eligible*	All
5321	Plasterers	Lower- skilled	MAC recommended occupation be made eligible*	All
5322	Floorers and wall tilers	Lower- skilled	MAC recommended occupation be made eligible*	All
5323	Painters and decorators	Lower- skilled	MAC recommended occupation be made eligible*	All
5330	Construction and building trades supervisors	Lower- skilled	MAC recommended occupation be made eligible*	All
6122	Childminders and related occupations	Lower- skilled	MAC recommended occupation be made eligible*	All
6125	Teaching assistants	Lower- skilled	MAC recommended occupation be made eligible*	All
6126	Educational support assistants	Lower- skilled	MAC recommended occupation be made eligible*	All

<sup>\*</sup>The Migration Advisory Committee (MAC) in its report on a points-based system and salary thresholds recommended making 12 occupations eligible for the future system despite currently being classified as "Lower-skilled" and also recommended making two occupations ineligible despite currently being classified as "RQF3/Lower-skilled". It will be for the Home Office to choose whether, and how, to implement these recommendations.

<sup>\*\*</sup>Skill levels taken from Appnedix J of the immigration rules. They are designed to reflect how much training and experience is required for someone to do a job and are not a reflection of the value of the work being done.