



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 There is a need to update the Codes of Practice as SOC 2000 has now been superseded by the new SOC 2010 system.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 |

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| 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 |

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| 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 | | |

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| 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 |

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| 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.) |
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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |
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| 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 |
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| 1253 Hairdressing and beauty salon managers and proprietors | New entrant: £17,100 Experienced worker: £23,500 | Annual Survey of Hours and Earnings 2011 |

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| 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 |
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| 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 |

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| 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 |

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| 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 |

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|--|---|---|
| 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 |

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|--|-------|--|-----------------------|
| 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 |

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| 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 |

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| 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 |

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|---|-----------------------|---|-----------------------|
| 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 |

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| 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 |

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| 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 |

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|---|-----------------------|--|-----------------------|
| 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 groundsman / 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 |

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| 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 |

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| 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 |

