



## Occupation codes of practice for Tier 2

This section has the codes of practice for skilled occupations under Tier 2 of the points-based system. The information on related job titles and examples of job tasks is taken from Standard Occupational Classification (SOC) 2000 and may not be fully up-to-date.

### Section M: Professional, scientific and technical activities

This page gives the SOC codes for the professional, scientific and technical activities sector.

Choose the SOC code that is most relevant to the job you are looking to fill, and then you will be taken to a page giving you more information on the skill level, appropriate salary rate and how to meet the resident labour market test.

Appropriate salary rates are based on a 37½ hour working week, unless otherwise stated. Salaries should be pro-rated for other working patterns.

From 31 March 2009 all jobs in this sector **must** be advertised in Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland) and **at least one other** listed method to pass the resident labour market test. This does not apply to named researchers (see the codes of practice for [scientific researchers](#), [social science researchers](#) and [researchers not elsewhere classified](#) for more information).

#### 1. Skilled jobs

All jobs in these occupations are at NVQ or SVQ level 3 or above. Sponsors can issue certificates of sponsorship for any jobs in these occupations:

SOC Code	SOC code description	Related job titles	Examples of job tasks
<a href="#">1137</a>	<a href="#">Research and development managers</a>	Director of research Laboratory manager Research manager	<ul style="list-style-type: none"> <li>establishes product design and performance objectives in consultation with other business functions</li> <li>liaises with production departments to investigate manufacturing problems and investigations</li> <li>develops research methodology, implements and reports upon research investigations undertaken</li> <li>plans work schedules, assigns tasks and</li> </ul>

			<p>delegates responsibilities of the research and development team</p> <ul style="list-style-type: none"> <li>• monitors the standards of scientific and technical research undertaken by research team</li> </ul>
<a href="#">2111</a>	<a href="#">Chemists</a>	<p>Analytical chemist Chemist Development chemist Industrial chemist Physical chemist Research chemist</p>	<ul style="list-style-type: none"> <li>• develops experimental procedures, instruments and recording and testing systems</li> <li>• conducts experiments to identify chemical composition, energy and chemical changes in natural substances and processed materials</li> <li>• analyses results and experimental data</li> <li>• tests techniques and processes for reliability under a variety of conditions</li> <li>• develops procedures for quality control of manufactured products</li> </ul>
<a href="#">2113</a>	<a href="#">Physicists, geologists and meteorologists</a>	<p>Geologist Geophysicist Mathematician Meteorologist Physicist Seismologist</p>	<ul style="list-style-type: none"> <li>• conducts experiments and tests and uses mathematical models and theories to investigate the structure and properties of matter, transformations and propagations of energy, the behaviour of macro-molecules and living cells and their interaction with various forms of energy</li> <li>• uses surveys, seismology and other methods to determine the earth's mantle, crust, rock structure and type, and to analyse and predict the occurrence of seismological activity</li> <li>• observes, records and collates data on atmospheric conditions from weather stations, satellites, and observation vessels to plot and forecast weather conditions</li> <li>• applies mathematical models and techniques to assist in the solution of scientific problems in industry and commerce and seeks out new applications of mathematical analysis</li> </ul>
<a href="#">2122</a>	<a href="#">Mechanical engineers</a>	<p>Aeronautical engineer (professional) Automobile engineer (professional) Hydraulic engineer (professional) Marine engineer (professional) Mechanical engineer (professional) Welding engineer (professional)</p>	<ul style="list-style-type: none"> <li>• undertakes research and advises on energy use, materials handling, thermodynamic processes, fluid mechanics, vehicles and environmental controls</li> <li>• determines materials, equipment, piping, capacities, layout of plant or system and specification for manufacture</li> <li>• designs mechanical equipment, such as steam, internal combustion and other non-electrical motors for railway locomotives, road vehicles, aeroplanes and other machinery</li> <li>• ensures that equipment, operation and maintenance comply with design specifications and safety standards</li> <li>• organises and establishes control systems to monitor operational efficiency and performance of materials and systems</li> </ul>
<a href="#">2123</a>	<a href="#">Electrical engineers</a>	<p>Electrical engineer (professional)</p>	<ul style="list-style-type: none"> <li>• supervises, controls and monitors the operation of electrical generation, transmission and distribution systems</li> </ul>

		Generating engineer ( <i>electricity supplier</i> ) Power engineer Power transmission engineer	<ul style="list-style-type: none"> <li>determines and specifies manufacturing methods of electrical systems</li> <li>ensures that manufacture, operation and maintenance comply with design specifications and contractual arrangements</li> <li>organises and establishes control systems to monitor the performance and safety of electrical assemblies and systems</li> </ul>
<a href="#">2124</a>	<a href="#">Electronics engineers</a>	Broadcasting engineer (professional) Electronics engineer (professional) Microwave engineer Radar engineer (research) Radio engineer (professional)	<ul style="list-style-type: none"> <li>undertakes research and advises on all aspects of telecommunications equipment, radar, telemetry and remote control systems, data processing equipment, microwaves and other electronic equipment</li> <li>determines and specifies appropriate production and/or installation methods and quality and safety standards</li> <li>organises and establishes control systems to monitor performance and evaluate designs</li> <li>tests, diagnoses faults and undertakes repair of electronic equipment</li> </ul>
<a href="#">2125</a>	<a href="#">Chemical engineers</a>	Chemical engineer Plastics engineer (professional)	<ul style="list-style-type: none"> <li>undertakes research and develops processes to achieve physical and/or chemical change for oil, pharmaceutical, synthetic, plastic, food and other products</li> <li>designs, controls and constructs process plants to manufacture products</li> <li>ensures that production methods, materials and quality standards conform to specifications and safety requirements</li> <li>manages the safe and efficient operation, maintenance and control of processing plant</li> <li>prepares reports, feasibility studies and costings for major investments in processing facilities for increased capacity and novel product manufacture</li> </ul>
<a href="#">2128</a>	<a href="#">Planning and quality control engineers</a>	Industrial engineer Planning engineer Production planner Quality control engineer Quality engineer	<ul style="list-style-type: none"> <li>analyses plans, drawings, specifications and safety, quality, accuracy, reliability and contractual requirements</li> <li>prepares plan of sequence of operations and completion dates for each phase of production or processing</li> <li>advises on existing plant machinery/layout and any modifications required</li> <li>devises inspection, testing and evaluation methods for bought-in materials, components, semi-finished and finished products</li> <li>ensures accuracy of machines, jigs, fixtures, gauges and other manufacturing and testing equipment</li> <li>prepares work flow charts for individual departments and compiles detailed instructions on processes, work methods and quality and safety standards for workers</li> </ul>

2129	<a href="#">Engineering professionals not elsewhere classified</a>	Agricultural engineer Ceramics engineer Food technologist Fuel engineer Materials scientist Metallurgist Patent agent Project engineer Traffic engineer	<ul style="list-style-type: none"> <li>researches into problem areas to advance basic knowledge, evaluate new theories and techniques and to solve specific problems</li> <li>establishes principles and techniques to improve the quality, durability and performance of materials such as textiles, glass, rubber, plastics, ceramics, metals and alloys</li> <li>designs new systems and equipment with regard to cost, market requirements and feasibility of manufacture</li> <li>devises and implements control systems to monitor operational efficiency and performance of system and materials</li> <li>prepare sketches, drawings and specifications showing materials to be used, construction and finishing methods and other details</li> <li>examines and advises on patent applications</li> <li>provides technical consultancy services</li> </ul>
2321	<a href="#">Scientific researchers</a>	Research associate (medical) Research scientist Scientific officer Scientist	<ul style="list-style-type: none"> <li>plans, directs and undertakes research into natural phenomena</li> <li>provides technical advisory and consulting services</li> <li>designs tests and experiments to address research objective and find solutions</li> <li>applies models and techniques to medical, industrial, agricultural, military and similar applications</li> <li>analyses results and writes up results of tests and experiments undertaken</li> <li>presents results of scientific research to sponsors, addresses conferences and publishes articles outlining the methodology and results of research undertaken</li> </ul>
2322	<a href="#">Social science researchers</a>	Anthropologist Archaeologist Geographer Historian Philologist Sociologist	<ul style="list-style-type: none"> <li>traces the evolution of word and language forms, compares grammatical structures and analyses the relationships between ancient parent and modern languages</li> <li>compiles and analyses economic, demographic, legal, political, social and other data to address research objective</li> <li>administers questionnaires, carries out interviews, organises focus groups and implements other social research tools</li> <li>undertakes analysis of data, presents results of research to sponsors, the media and other interested organisations, addresses conferences and publishes articles outlining the methodology and results of research undertaken</li> </ul>
2329	<a href="#">Researchers not elsewhere classified</a>	Research assistant ( <i>university</i> ) Research associate ( <i>university</i> ) Researcher ( <i>broadcasting</i> )	<ul style="list-style-type: none"> <li>design and develop an appropriate research methodology in order to address the research objective</li> <li>compiles and analyses quantitative and qualitative data</li> <li>prepare reports and present results to summarise main findings and conclusions</li> </ul>

		University research fellow	<ul style="list-style-type: none"> <li>• advise government, private organisations and special interest groups on policy issues</li> <li>• writes journal articles, books, and addresses conferences, seminars and the media to reveal research findings</li> <li>• undertakes research on people, incidents and other topics of interest for news, current affairs programmes, documentaries and entertainment broadcasts</li> </ul>
<a href="#">2411</a>	<a href="#">Solicitors and lawyers, judges and coroners</a>	Articled clerk Barrister Coroner Judge Solicitor	<ul style="list-style-type: none"> <li>• becomes acquainted with the facts of a case through reading statements, law reports, and consulting with clients or other professionals</li> <li>• advises client on the basis of legal knowledge, research and past precedent as to whether to proceed with legal action</li> <li>• drafts pleadings and questions in preparation for court cases, appears in court to present evidence to the judge and jury, cross examine witnesses and sum up why the court should decide in their clients favour</li> <li>• undertakes legal business on behalf of client in areas of business law, probate, conveyancing and litigation and acts as trustee or executor if required</li> <li>• instructs counsel in higher and lower courts and pleads cases in lower courts as appropriate</li> <li>• hears, reads and evaluates evidence, and instructs or advises the jury on points of law or procedure</li> <li>• conducts trials according to rules of procedure, announces the verdict and passes sentence and/ or awards costs and damages</li> </ul>
<a href="#">2419</a>	<a href="#">Legal professionals not elsewhere classified</a>	Clerk of the court Clerk to the justices Legal advisor Legal officer	<ul style="list-style-type: none"> <li>• co-ordinates the activities of magistrates courts and advises magistrates on law and legal procedure</li> <li>• provides legal advice to individuals within Citizens Advice Bureaux, Law Centres and other such establishments</li> <li>• drafts and negotiates contracts on behalf of employers</li> <li>• advises employers, local and national government and other organisations on aspects of law and legislative implications of decisions made</li> <li>• represents public and private organisations in court as necessary</li> </ul>
<a href="#">2433</a>	<a href="#">Quantity surveyors</a>	Quantity surveyor Quantity surveyor's assistant Survey technician ( <i>quantity surveying</i> )	<ul style="list-style-type: none"> <li>• liaises with client on project costs, formulates detailed cost plan and advises contractors and engineers to ensure that they remain within cost limit</li> <li>• examines plans and specifications and prepares details of the material and labour required for the project</li> <li>• prepares bills of quantities for use by contractors when tendering for work</li> <li>• examines tenders received, advises client</li> </ul>

			<p>on the most acceptable and assists with preparation of a contract document</p> <ul style="list-style-type: none"> <li>measures and values work in progress and examines any deviations from original contract</li> <li>measures and values completed contract for authorisation of payment</li> </ul>
<a href="#">2452</a>	<a href="#">Archivists and curators</a>	Archivist Conservator Curator	<ul style="list-style-type: none"> <li>examines, appraises and advises on acquisition of exhibits, government papers and other material</li> <li>classifies material and arranges for its safe keeping and preservation</li> <li>maintains indexes, bibliographies and descriptive details of archive material and arranges for reproductions of items where necessary</li> <li>liaises with school and other groups or individuals, publicises exhibits and arranges special displays for general, specialised or educational interest</li> <li>allows access to original material or material not on display for researchers</li> <li>answers verbal or written enquiries and gives advice on exhibits or other material</li> </ul>
<a href="#">3111</a>	<a href="#">Laboratory technicians</a>	Cytology screener Health physics monitor Laboratory technician Scientific assistant	<ul style="list-style-type: none"> <li>sets up and assists with the construction and the development of scientific apparatus for experimental, demonstration or other purposes</li> <li>prepares and analyses body fluids, secretions and/or tissue to detect infections or to examine the effects of different drugs</li> <li>grows cultures of bacteria and viruses, prepares tissue sections and other organic and inorganic material for examination and stains and fixes slides for microscope work</li> <li>operates and services specialised scientific equipment, undertakes prescribed measurements and analyses and ensures that sterile conditions necessary for some equipment are maintained</li> <li>records and collates data obtained from experimental work and documents all work carried out</li> </ul>
<a href="#">3112</a>	<a href="#">Electrical / electronics technicians</a>	Electrical technician Electronics technician Signals officer (MOD)	<ul style="list-style-type: none"> <li>plans and prepares work and test schedules based on specifications and drawings</li> <li>sets up equipment, undertakes tests, takes readings, performs calculations and records and interprets data</li> <li>plans installation methods, checks completed installation for safety and controls or undertakes the initial running of the new electrical or electronic equipment or system</li> <li>diagnoses and detects faults and implements procedures to maintain efficient operation of systems and equipment</li> <li>visits and advises clients on the use and</li> </ul>

			servicing of electrical and electronic systems and equipment
<a href="#">3113</a>	<a href="#">Engineering technicians</a>	Commissioning engineer Contracts engineer Engineering technician Engineer's assistant Technician engineer	<ul style="list-style-type: none"> <li>plans and prepares work and test schedules based on specifications and drawings</li> <li>sets up equipment, undertakes tests, takes readings, performs calculations and records and interprets data</li> <li>prepares estimates of materials, equipment and labour required for engineering projects</li> <li>diagnoses and detects faults and implements procedures to maintain efficient operation of systems and equipment</li> <li>visits and advises clients on the use and servicing of mechanical and chemical engineering products and services</li> </ul>
<a href="#">3119</a>	<a href="#">Science and engineering technicians not elsewhere classified</a>	Materials technician Technical assistant Technical officer Technician	<ul style="list-style-type: none"> <li>sets up apparatus for experimental, demonstration or other purposes</li> <li>undertakes tests and takes measurements and readings</li> <li>performs calculations and records and interprets data</li> <li>otherwise assists technologists as directed</li> </ul>
<a href="#">3122</a>	<a href="#">Draughtspersons</a>	Cartographer Designer-draughtsman Draughtsman/woman Draughtsman-engineer Engineering draughtsman	<ul style="list-style-type: none"> <li>examines design specification to determine general requirements</li> <li>considers the suitability of different materials with regard to the dimensions and weight and calculates the likely fatigue, stresses, tolerances, bonds and threads</li> <li>prepares design drawings, plans or sketches and checks feasibility of construction and compliance with safety regulations</li> <li>prepares detailed drawings, plans, charts or maps that include natural features, desired surface finish, elevations, electrical circuitry and other details as required</li> <li>arranges for completed drawings to be reproduced for use as working drawings</li> </ul>
<a href="#">3520</a>	<a href="#">Legal associate professionals</a>	Barrister's clerk Conveyancer Data protection officer Legal assistant Legal executive	<ul style="list-style-type: none"> <li>runs chambers on behalf of principals, develops the practice, manages the flow of work, decides which cases to accept, arranges appropriate fees and prepares financial records</li> <li>collates information, drafts briefs and other documents</li> <li>interviews and advises clients, undertakes preparatory work for court cases</li> <li>attends court to assist barristers and solicitors in the presentation of a case</li> <li>assists in all aspects of property conveyancing and probate and common law practice</li> </ul>
<a href="#">3539</a>	<a href="#">Business and related</a>	Conference co-ordinator	<ul style="list-style-type: none"> <li>studies particular department or problem area and assesses its interrelationships</li> </ul>

	<a href="#">associate professionals not elsewhere classified</a>	Exhibition officer Management information officer Work study engineer Work study officer	with other activities <ul style="list-style-type: none"> <li>studies work methods and procedures by measuring work involved and computing standard times for specified activities, and produces report detailing suggestions for increasing efficiency and lowering costs</li> <li>analyses project components, organises them into a logical sequence and establishes the minimum time required for the project</li> <li>purchases services, receives payment from clients, processes contracts and deals with contractual arrangements</li> <li>canvasses political opinion, writes and distributes leaflets, writes and distributes press releases and other such material to promote the image and policies of a political party or election candidate, arranges fund raising activities, and organises and participates in election campaigns</li> <li>discusses requirements for conferences, exhibitions, functions or similar events, advises on the facilities available, makes booking arrangements and undertakes and makes any further preparations required</li> </ul>
5249	<a href="#">Electrical / electronics engineers not elsewhere classified</a>	Alarm engineer Customer engineer (office machinery) Electronic engineer (maintenance) Office machinery mechanic Service engineer Signal technician (railways)	<ul style="list-style-type: none"> <li>examines drawings, wiring diagrams and specifications to determine appropriate methods and sequence of operations</li> <li>places prepared parts and sub-assemblies in position, checks their alignment and secures with hand tools to install x-ray and medical equipment, aircraft instruments and other electronic equipment not elsewhere classified</li> <li>connects wire or cable to specified terminals or connectors by crimping, brazing, bolting or soldering</li> <li>examines for defect and repairs, x-ray equipment, aircraft and ground control electronic equipment, teleprinters, accounting machines, dictating machines, electronic test equipment, railway electrical signalling equipment, sound and television transmission equipment, radar equipment, microwave ovens, metal detectors, medical equipment, office equipment such as printers, photocopiers and fax machines, and other electronic and related equipment not elsewhere classified</li> <li>tests for correct functioning and makes any further necessary adjustments</li> <li>performs routine servicing tasks, such as cleaning and insulation testing</li> </ul>
5421	<a href="#">Originators, compositors and print preparers</a>	Compositor Lithographic planner Lithographic plate maker Paste-up artist	<ul style="list-style-type: none"> <li>lays sheet of plastic, rubber, wax or pulp board on former and passes under hydraulic press to form mould</li> <li>determines from specification the kind and size of type to be used and prepares page layout, and operates keyboard of</li> </ul>

		Stereotyper Type setter	<p>perforating, composing, or filmsetting machine</p> <ul style="list-style-type: none"> <li>• inputs original copy into computer and manipulates text, illustrations and layout using desktop publishing software to produce desired image</li> <li>• examines proof copies and makes any necessary alterations to type</li> <li>• processes filmsetting or desktop publishing output to produce image on film or sensitised paper</li> <li>• treats plates and cylinders with ultraviolet light and chemicals to produce film positives</li> <li>• arranges and pastes printing material onto paper ready for photographing</li> </ul>
--	--	----------------------------	--

## 2. Borderline jobs

The following occupations are borderline. This means that some jobs in each occupation are at NVQ or SVQ level 3 or above, and some jobs are below this level. The codes of practice explain which jobs in the occupations are at NVQ or SVQ level 3 or above, and which sponsors can issue certificates of sponsorship for. Sponsors cannot issue certificates of sponsorship for any other jobs in these occupations:

SOC Code	SOC code description	Related job titles	Examples of job tasks
<a href="#">3434</a>	<a href="#">Photographers and audio-visual equipment operators</a>	Audio visual technician Camera operator ( <i>film, television production</i> ) Film technician Photographer Press photographer Projectionist Sound recordist	<ul style="list-style-type: none"> <li>• selects subject and conceives composition of picture or discusses composition with colleagues</li> <li>• arranges subject, lighting, camera equipment and any microphones</li> <li>• checks that camera is loaded, inserts lenses and adjusts aperture and speed settings as necessary</li> <li>• photographs subject or follows action by moving camera</li> <li>• checks operation and positioning of projectors, videotape machines, mobile microphones and mixing and dubbing equipment</li> <li>• operates telecine, projection and video equipment to record and play back films and television programmes</li> <li>• operates sound mixing and dubbing equipment to obtain desired mix, level and balance of sound</li> </ul>
<a href="#">5244</a>	<a href="#">TV, video and audio engineers</a>	Radio and television engineer Service engineer (radio and television) Television engineer Television service engineer Video engineer (service and repair)	<ul style="list-style-type: none"> <li>• examines equipment and observes reception to determine nature of defect</li> <li>• uses electronic testing equipment to diagnose faults and check voltages and resistance</li> <li>• dismantles equipment and repairs or replaces faulty components or wiring</li> <li>• re-assembles equipment, tests for correct functioning and makes any necessary further adjustments</li> <li>• carries out service tasks such as cleaning and insulation testing according to</li> </ul>

			schedule
--	--	--	----------

### 3. Lower-skilled jobs

The following occupations do not contain any jobs at NVQ or SVQ level 3 or above. There are no codes of practice for these occupations. Sponsors cannot issue certificates of sponsorship for any jobs in these occupations:

SOC Code	SOC code description	Related job titles	Examples of job tasks
4212	Legal secretaries	Legal secretary Litigation secretary	<ul style="list-style-type: none"> <li>• sorts and files correspondence</li> <li>• writes down dictated matter into shorthand and transcribes it into typewritten form</li> <li>• transcribes audio dictation into typewritten form</li> <li>• maintains court and clients' records and arranges appointments</li> <li>• answers enquiries and directs clients to appropriate experts</li> <li>• attends meetings and keeps records of proceedings</li> </ul>
8114	Chemical and related process operatives	Colour mixer Dye house operative ( <i>textile mfr</i> ) Nylon spinner Paint maker Process worker ( <i>chemical mfr</i> )	<ul style="list-style-type: none"> <li>• loads prescribed quantities of ingredients into plant equipment, starts operational cycle, monitors instruments and gauges indicating conditions affecting the operation of the plant and adjusts controls as necessary</li> <li>• prepares dye, bleaching, water repellent, fixing salt and other chemical solutions to finish and treat textiles</li> <li>• regulates input of polymer into melting unit, extrudes polymer, gathers extruded filaments and feeds strands through rolling, cutting and treatment units to produce synthetic fibre</li> <li>• operates kilns, furnaces and ovens to produce charcoal, coke and other carbon products</li> <li>• operates machines to coat film and tape with sensitising material and otherwise impregnate materials by immersion, split and mould mica and produce asbestos pipes and sheets</li> <li>• cuts and trims skins, hides and pelts, removes wool, hair, flesh and other waste material, and washes, limes, tans, dyes and otherwise treats hides for making into leather, skin and fur products</li> <li>• withdraws samples for quality control testing, removes and regulates discharge of batch material upon completion of processing</li> </ul>

## 1137 Research and development managers

This page explains the skill level and appropriate salary rate for research and development managers, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: Yes

Other code of practice: No

Minimum rate: £17.32 per hour

### 3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in any one of the following publications:

- Nature
- New Scientist

Milkround: Yes, for jobs for new graduates or internships only

Internet: Yes, on any one of the following websites:

- [www.jobs.ac.uk](http://www.jobs.ac.uk)
- [www.naturejobs.com](http://www.naturejobs.com)
- [www.newscientistjobs.com](http://www.newscientistjobs.com)
- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)

- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 2111 Chemists

This page explains the skill level and appropriate salary rate for chemists, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: Yes

Other code of practice: No

Minimum rate: £12.78 per hour

### 3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in any one of the following publications:

- Nature
- New Scientist

Milkround: Yes, for jobs for new graduates or internships only

Internet: Yes, on any one of the following websites:

- [www.jobs.ac.uk](http://www.jobs.ac.uk)
- [www.naturejobs.com](http://www.naturejobs.com)
- [www.newscientistjobs.com](http://www.newscientistjobs.com)
- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)

- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 2113 Physicists, geologists and meteorologists

This page explains the skill level and appropriate salary rate for physicists, geologists and meteorologists, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: Yes

Other code of practice: No

Minimum rate: £15.21 per hour

### 3. Shortage occupation details

**Only the following** jobs in this occupation code are currently on the United Kingdom shortage occupation list:

- Geologist
- Geological engineer
- Hydrogeologist
- Geophysical specialist
- Geological adviser
- Geological analyst
- Geological associate
- Geophysicist
- Geoscientist
- Geosupport engineer
- Contaminated land engineer
- Geoenvironmental engineer
- Reservoir panel engineer
- Rock mechanics engineer
- Soil mechanics engineer
- Geomechanics engineer
- Landfill engineer
- Contaminated land specialist
- Geoenvironmentalist
- Nuclear medicine scientist
- Radiotherapy physicist

- Posts in diagnostic radiology (including magnetic resonance imaging)

A resident labour market test is not mandatory for shortage occupations.

**All other jobs in this occupation code are not currently on the shortage occupation list and a resident labour market test may be required.**

#### 4. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in any one of the following publications:

- Nature
- New Scientist
- Geology Today

Milkround: Yes, for jobs for new graduates or internships only

Internet: Yes, on any one of the following websites:

- [www.acenetrecruit.co.uk](http://www.acenetrecruit.co.uk)
- [www.jobs.ac.uk](http://www.jobs.ac.uk)
- [www.naturejobs.com](http://www.naturejobs.com)
- [www.newscientistjobs.com](http://www.newscientistjobs.com)
- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 2122 Mechanical engineers

This page explains the skill level and appropriate salary rate for mechanical engineers, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: Yes

Other code of practice: No

Minimum rate: £14.24 per hour

### 3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in the following publication:

- Engineering magazine

Milkround: Yes, for jobs for new graduates or internships only

Internet: Yes, on any one of the following websites:

- [www.acenetrecruit.co.uk](http://www.acenetrecruit.co.uk)
- [www.thecareerengineer.com](http://www.thecareerengineer.com)
- [www.engineersonthenet.com](http://www.engineersonthenet.com)
- [www.jimfinder.com](http://www.jimfinder.com)
- [www.oilandgasjobsearch.com](http://www.oilandgasjobsearch.com)
- [www.oilcareers.com](http://www.oilcareers.com)
- [www.scenta.co.uk](http://www.scenta.co.uk)
- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)

- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 2123 Electrical engineers

This page explains the skill level and appropriate salary rate for electrical engineers, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: Yes

Other code of practice: No

Minimum rate: £14.87 per hour

### 3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in the following publication:

- Electronics Weekly
- Engineering magazine
- Engineering Technology

Milkround: Yes, for jobs for new graduates or internships only

Internet: Yes, on any one of the following websites:

- [www.acenetrecruit.co.uk](http://www.acenetrecruit.co.uk)
- [www.thecareerengineer.com](http://www.thecareerengineer.com)
- [www.electronicweekly.com/jobs](http://www.electronicweekly.com/jobs)
- [www.engineersonthenet.com](http://www.engineersonthenet.com)
- [www.hays.com/buildingservices](http://www.hays.com/buildingservices)
- [www.theiet.org/jobs](http://www.theiet.org/jobs)
- [www.jimfinder.com](http://www.jimfinder.com)
- [www.oilandgasjobsearch.com](http://www.oilandgasjobsearch.com)
- [www.oilcareers.com](http://www.oilcareers.com)
- [www.scenta.co.uk](http://www.scenta.co.uk)
- [www.reed.co.uk](http://www.reed.co.uk)

- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 2124 Electronics engineers

This page explains the skill level and appropriate salary rate for electronics engineers, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: Yes

Other code of practice: No

Minimum rate: £18.43 per hour

### 3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in any one of the following publications:

- Engineering Magazine
- Electronics Weekly
- Engineering and Technology

Milkround: Yes, for jobs for new graduates or internships only

Internet: Yes, on any one of the following websites:

- [www.thecareerengineer.com](http://www.thecareerengineer.com)
- [www.electronicweekly.com/jobs](http://www.electronicweekly.com/jobs)
- [www.engineeringnet.co.uk](http://www.engineeringnet.co.uk)
- [www.engineersonthenet.com](http://www.engineersonthenet.com)
- [www.theiet.org/jobs](http://www.theiet.org/jobs)
- [www.jimfinder.com](http://www.jimfinder.com)
- [www.scenta.co.uk](http://www.scenta.co.uk)
- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)

- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 2125 Chemical engineers

This page explains the skill level and appropriate salary rate for chemical engineers, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: No  
Other code of practice: Yes

Minimum rates:

- Non-chartered chemical engineer £26,500
- Chartered chemical engineer £36,000

[Source: IChemE salary survey]

### 3. Shortage occupation details

**All** jobs in this occupation code are currently on the United Kingdom shortage occupation list.

A resident labour market test is not mandatory for shortage occupations.

### 4. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in any one of the following publications:

- The Chemical Engineer (TCE)
- Engineering magazine
- Nature
- New Scientist

Milkround: Yes, for jobs for new graduates or internships only

Tier 2 occupational codes of practice - version 06/09: valid from 15/06/2009

Internet:

Yes, on any one of the following websites:

- [www.chempeople.com](http://www.chempeople.com)
- [www.engineeringnet.co.uk](http://www.engineeringnet.co.uk)
- [www.thecareerengineer.com](http://www.thecareerengineer.com)
- [www.engineersonthenet.com](http://www.engineersonthenet.com)
- [www.gradcracker.com](http://www.gradcracker.com)
- [www.jimfinder.com](http://www.jimfinder.com)
- [www.naturejobs.com](http://www.naturejobs.com)
- [www.newscientistjobs.com](http://www.newscientistjobs.com)
- [www.scenta.co.uk](http://www.scenta.co.uk)
- [www.tcetoday.com](http://www.tcetoday.com)
- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 2128 Planning and quality control engineers

This page explains the skill level and appropriate salary rate for planning and quality control engineers, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: Yes

Other code of practice: No

Minimum rate: £12.46 per hour

### 3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in any one of the following publications:

- Nature
- New Scientist

Milkround: Yes, for jobs for new graduates or internships only

Internet: Yes, on any one of the following websites:

- [www.naturejobs.com](http://www.naturejobs.com)
- [www.newscientistjobs.com](http://www.newscientistjobs.com)
- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)

- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 2129 Engineering professionals not elsewhere classified

This page explains the skill level and appropriate salary rate for engineering professionals not elsewhere classified, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: Yes

Other code of practice: No

Minimum rate: £13.88 per hour

### 3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in any one of the following publications:

- Nature
- New Scientist

Milkround: Yes, for jobs for new graduates or internships only

Internet: Yes, on any one of the following websites:

- [www.naturejobs.com](http://www.naturejobs.com)
- [www.newscientistjobs.com](http://www.newscientistjobs.com)
- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)

- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 2321 Scientific researchers

This page explains the skill level and appropriate salary rate for scientific researchers, and tells you how to meet the resident labour market test.

Sponsors should select the most appropriate SOC code for the job they are offering. Please see [Section P – education](#) to view the code of practice for the following occupation:

- 2311 Higher education teaching professionals

There are also further researcher codes of practice in this section for the following occupations:

- [2322 Social science researchers](#)
- [2329 Researchers not elsewhere classified](#)

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: No  
Other code of practice: Yes

Minimum rate: £15,641

[Source: Universities Colleges Employers Association (UCEA) Pay Spine]

### 3. Resident labour market test

'Named researchers' pass the resident labour market test as they will not be filling established posts or displacing resident workers.

'Named researchers' are defined as those whose employment is linked to specific research grants awarded to Higher Education Institutions or Research Institutes by external organisations. They will be named specifically on the research grant because their knowledge and expertise in the relevant field means they are the only person able to undertake the research. If they are unable to come to the UK the research grant would be cancelled.

You must, on request, provide a copy of the grant papers naming the individual to demonstrate that the resident labour market test has been met.

Please see below for information on how to meet the resident labour market test for other scientific researcher posts.

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in the following publication:

- Nature
- New Scientist
- Times Higher Education Supplement

Milkround: Yes, for jobs for new graduates or internships only

Internet: Yes, on any one of the following websites:

- [www.jobs.ac.uk](http://www.jobs.ac.uk)
- [www.naturejobs.com](http://www.naturejobs.com)
- [www.newscientistjobs.com](http://www.newscientistjobs.com)
- [www.timeshighereducation.co.uk](http://www.timeshighereducation.co.uk)
- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 2322 Social science researchers

This page explains the skill level and appropriate salary rate for social science researchers, and tells you how to meet the resident labour market test.

Sponsors should select the most appropriate SOC code for the job they are offering. Please see [Section P – education](#) to view the code of practice for the following occupation:

- 2311 Higher education teaching professionals

There are also further researcher codes of practice in this section for the following occupations:

- [2321 Scientific researchers](#)
- [2329 Researchers not elsewhere classified](#)

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: No  
Other code of practice: Yes

Minimum rate: £15,641

[Source: Universities Colleges Employers Association (UCEA) Pay Spine]

### 3. Resident labour market test

'Named researchers' pass the resident labour market test as they will not be filling established posts or displacing resident workers.

'Named researchers' are defined as those whose employment is linked to specific research grants awarded to Higher Education Institutions or Research Institutes by external organisations. They will be named specifically on the research grant because their knowledge and expertise in the relevant field means they are the only person able to undertake the research. If they are unable to come to the UK the research grant would be cancelled.

You must, on request, provide a copy of the grant papers naming the individual to demonstrate that the resident labour market test has been met.

Please see below for information on how to meet the resident labour market test for other social science researcher posts.

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in the following publication:

- Times Higher Education Supplement

Milkround: Yes, for jobs for new graduates or internships only

Internet: Yes, on any one of the following websites:

- [www.jobs.ac.uk](http://www.jobs.ac.uk)
- [www.timeshighereducation.co.uk](http://www.timeshighereducation.co.uk)
- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 2329 Researchers not elsewhere classified

This page explains the skill level and appropriate salary rate for researchers not elsewhere classified, and tells you how to meet the resident labour market test.

Sponsors should select the most appropriate SOC code for the job they are offering. Please see [Section P – education](#) to view the code of practice for the following occupation:

- 2311 Higher education teaching professionals

There are also further researcher codes of practice in this section for the following occupations:

- [2321 Scientific researchers](#)
- [2322 Social science researchers](#)

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: No  
Other code of practice: Yes

Minimum rate: £15,641

[Source: Universities Colleges Employers Association (UCEA) Pay Spine]

### 3. Resident labour market test

'Named researchers' pass the resident labour market test as they will not be filling established posts or displacing resident workers.

'Named researchers' are defined as those whose employment is linked to specific research grants awarded to Higher Education Institutions or Research Institutes by external organisations. They will be named specifically on the research grant because their knowledge and expertise in the relevant field means they are the only person able to undertake the research. If they are unable to come to the UK the research grant would be cancelled.

You must, on request, provide a copy of the grant papers naming the individual to demonstrate that the resident labour market test has been met.

Please see below for information on how to meet the resident labour market test for other researcher posts not elsewhere classified.

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in any one of the following publications:

- Nature
- Times Higher Education Supplement

Milkround: Yes, for jobs for new graduates or internships only

Internet: Yes, on any one of the following websites:

- [www.jobs.ac.uk](http://www.jobs.ac.uk)
- [www.naturejobs.com](http://www.naturejobs.com)
- [www.timeshighereducation.co.uk](http://www.timeshighereducation.co.uk)
- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 2411 Solicitors and lawyers, judges and coroners

This page explains the skill level and appropriate salary rate for solicitors and lawyers, judges and coroners, and tells you how to meet the resident labour market test.

### 1. Skill level

Applicants intending to practice as solicitors in the United Kingdom require a practicing certificate. Overseas practitioners are frequently engaged to advise on the law in foreign jurisdictions, rather than United Kingdom law. There is no need to hold a practicing certificate in order to do this. Lawyers should check if registration with a professional body is required for their job before applying.

To become a coroner in the United Kingdom, you must be a qualified barrister, solicitor or doctor with at least five years' post-qualifying experience.

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: No  
Other code of practice: Yes

Minimum rates:

#### Solicitors and Lawyers (Greater London)

- |   |         |
|---|---------|
| • Trainee solicitor                               | £24,663 |
| • Newly qualified solicitor or lawyer             | £39,000 |
| • Solicitor or lawyer with 3 years' experience    | £47,000 |
| • Newly qualified in-house solicitor or lawyer    | £45,000 |
| • In-house solicitor or lawyer with 3 years' exp. | £65,000 |

#### Solicitors and Lawyers (Scotland)

- |                                      |          |
|--------------------------------------|----------|
| • Trainee solicitor                  | £14,000  |
| • Qualified solicitor                | £20,000  |
| • Qualified solicitor                | £20,000  |
| • Equity partner                     | £114,000 |
| • Trainee, Crown Prosecution Service | £17,888  |
| • Qualified Crown prosecutor         | £30,138  |
| • Principal prosecutor               | £37,522  |

#### Solicitors and Lawyers (elsewhere in the UK)

- |  |         |
|--|---------|
| • Trainee solicitor (England outside Greater London) | £18,121 |
| • Trainee solicitor (Wales)                          | £17,171 |
| • Newly qualified solicitor or lawyer                | £23,000 |

Tier 2 occupational codes of practice - version 06/09: valid from 15/06/2009

- |   |         |
|---|---------|
| • Solicitor or lawyer with 3 years' experience          | £28,000 |
| • Newly qualified in-house solicitor or lawyer          | £25,000 |
| • In-house solicitor or lawyer with 3 years' experience | £35,000 |

**Coroners and Judges (throughout the UK)**

- |                  |          |
|------------------|----------|
| • Coroners       | £68,000  |
| • Group 7 judges | £88,109  |
| • Group 6 judges | £106,812 |
| • Group 5 judges | £133,100 |
| • Group 4 judges | £140,875 |
| • Group 3 judges | £188,900 |
| • Group 2 judges | £198,700 |
| • Group 1 judges | £205,700 |

[Sources: HAYS Legal Salary Guide 2006, Solicitors Regulation Authority salaries 2007/08. Judges' salaries are controlled by the Ministry of Justice.]

**3. Resident labour market test**

The advancement from trainee solicitor to qualified solicitor is a natural progression. It does not require a fresh resident labour market test or a change of employment application.

However, when carrying out the initial resident labour market test for trainee positions, sponsors should give an indication of both the trainee salary and the newly-qualified salary. Sponsors should also state both salaries when issuing certificates of sponsorship for trainee solicitors.

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in any one of the following publications:

- The Law Society Gazette
- Legal Week
- The Lawyer
- Scottish Law Gazette
- The Scots Law Times

Milkround: Yes, for jobs for new graduates or internships only

Internet: Yes, on any one of the following websites:

- [www.lawgazette.co.uk](http://www.lawgazette.co.uk)
- [www.legalweek.co.uk](http://www.legalweek.co.uk)
- [www.thelawyer.com](http://www.thelawyer.com)
- [www.lawsociety.org.uk](http://www.lawsociety.org.uk)
- [www.journalonline.co.uk](http://www.journalonline.co.uk)
- [www.lawscot.org.uk](http://www.lawscot.org.uk)
- [www.totallylegal.com](http://www.totallylegal.com)

- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 2419 Legal professionals not elsewhere classified

This page explains the skill level and appropriate salary rate for legal professionals not elsewhere classified, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: Yes

Other code of practice: No

Minimum rate: £14.31 per hour

### 3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: No

Milkround: Yes, for jobs for new graduates or internships only

Internet: Yes, on any one of the following websites:

- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 2433 Quantity surveyors

This page explains the skill level and appropriate salary rate for quantity surveyors, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: No  
Other code of practice: Yes

#### Minimum rates

- New graduate £17,000
- Senior surveyor £25,000

(annual salaries, based on an average of 40 hours per week)

[Source: CITB – Construction Skills]

### 3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in any one of the following publications:

- Building
- Construction News
- Contract Journal
- Estates Gazette
- GET Engineering
- Inside Careers: Engineering & Technology
- TARGETjobs Construction & Building Services
- TARGETjobs Engineering
- TARGETjobs Quantity Surveying & Building Surveying including Commercial Management
- Local Government Jobs
- Opportunities: the Public Sector Recruitment Weekly

- Property Week
- QS Week
- RICS Business
- RICS Directory
- RICS Construction Journal

Milkround: Yes, for jobs for new graduates or internships only

Internet: Yes, on any one of the following websites:

- Websites of the professional journals above
- [www.ricsrecruit.com](http://www.ricsrecruit.com)
- [www.careersinconstruction.com](http://www.careersinconstruction.com)
- [www.surveyorjobs.net](http://www.surveyorjobs.net)
- [www.building4jobs.co.uk](http://www.building4jobs.co.uk)
- [www.lgjobs.com](http://www.lgjobs.com)
- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 2452 Archivists and curators

This page explains the skill level and appropriate salary rate for archivists and curators, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: Yes

Other code of practice: No

Minimum rate: £10.81 per hour

### 3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in the following publication:  
• ARC Recruitment / ARC Recruitment Plus

Milkround: Yes, for jobs for new graduates or internships only

Internet: Yes, on any one of the following websites:

- [www.archives.org.uk](http://www.archives.org.uk)
- [www.mla.gov.uk/aboutus/jobs](http://www.mla.gov.uk/aboutus/jobs)
- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 3111 Laboratory technicians

This page explains the skill level and appropriate salary rate for laboratory technicians, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: Yes

Other code of practice: No

Minimum rate: £7.97 per hour

### 3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in any one of the following publications:

- Nature
- New Scientist

Milkround: No

Internet: Yes, on any one of the following websites:

- [www.jobs.ac.uk](http://www.jobs.ac.uk)
- [www.naturejobs.com](http://www.naturejobs.com)
- [www.newscientistjobs.com](http://www.newscientistjobs.com)
- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)

- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): No

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 3112 Electrical / electronics technicians

This page explains the skill level and appropriate salary rate for electrical and electronics technicians, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: Yes

Other code of practice: No

Minimum rate: £9.94 per hour

### 3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: No

Milkround: No

Internet: Yes, on any one of the following websites:

- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): No

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 3113 Engineering technicians

This page explains the skill level and appropriate salary rate for engineering technicians, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: Yes

Other code of practice: No

Minimum rate: £11.82 per hour

### 3. Shortage occupation details

**Only the following** job in this occupation code is currently on the United Kingdom shortage occupation list:

- Aircraft component manufacturing engineer

A resident labour market test is not mandatory for shortage occupations.

**All other jobs in this occupation code are not currently on the shortage occupation list and a resident labour market test may be required.**

### 4. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in the following publication:

- The Engineer

Milkround: No

Internet: Yes, on any one of the following websites:

- [www.acenetrecruit.co.uk](http://www.acenetrecruit.co.uk)

- [www.theengineer.co.uk](http://www.theengineer.co.uk)
- [www.engineeringjobsnet.co.uk](http://www.engineeringjobsnet.co.uk)
- [www.scenta.co.uk](http://www.scenta.co.uk)
- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): No

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 3119 Science and engineering technicians not elsewhere classified

This page explains the skill level and appropriate salary rate for science and engineering technicians not elsewhere classified, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: Yes

Other code of practice: No

Minimum rate: £9.50 per hour

### 3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in any one of the following publications:

- Nature
- New Scientist

Milkround: No

Internet: Yes, on any one of the following websites:

- [www.naturejobs.com](http://www.naturejobs.com)
- [www.newscientistjobs.com](http://www.newscientistjobs.com)
- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)

- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): No

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 3122 Draughtspersons

This page explains the skill level and appropriate salary rate for draughtspersons, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: Yes

Other code of practice: No

Minimum rate: £10.27 per hour

### 3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in any one of the following publications:

- Architects Journal
- Contracts Journal

Milkround: No

Internet: Yes, on any one of the following websites:

- [www.acenetrecruit.co.uk](http://www.acenetrecruit.co.uk)
- [info.architectsjournal.co.uk](http://info.architectsjournal.co.uk)
- [www.contractjournal.com](http://www.contractjournal.com)
- [www.engineeringjobs.co.uk](http://www.engineeringjobs.co.uk)
- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)

- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): No

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 3434 Photographers and audio-visual equipment operators

This page explains the skill level and appropriate salary rate for photographers and audio-visual equipment operators, and tells you how to meet the resident labour market test.

### 1. Skill level

The following jobs in this occupation code are **at or above** NVQ or SVQ level 3:

- Audio visual technician
- Senior audio visual technician
- Photographer
- Press photographer (regional)
- Press photographer (National)
- Film technician
- Sound recordist
- Camera operator (film, television production)

The following jobs in this occupation code are **below** NVQ or SVQ level 3:

- Projectionist
- Assistant photographer

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: No  
Other code of practice: Yes

Minimum rates:

- |   |         |
|---|---------|
| • Audio visual technician                       | £16,000 |
| • Senior audio visual technician                | £20,000 |
| • Photographer                                  | £20,000 |
| • Press photographer (regional)                 | £15,000 |
| • Press photographer (national)                 | £20,000 |
| • Film technician                               | £16,000 |
| • Sound recordist                               | £18,000 |
| • Camera operator (film, television production) | £14,000 |

[Sources: Recruitni.com, Prospects, Careers Scotland, Hold the front page]

### 3. Shortage occupation details

**Only the following** jobs in this occupation code are currently on the United Kingdom shortage occupation list, and **only** where those jobs relate to visual effects and 2D/3D computer animation for film, television or video games:

- Animation supervisor
- Animator
- Computer graphics supervisor
- Technical director
- VFX supervisor
- Modeller
- Rigging supervisor
- Rigger
- Matte painter
- Texture artist
- Compositing artist
- Producer
- Production manager
- Editor
- R&D tools
- R&D software
- Software engineer
- System engineer

A resident labour market test is not mandatory for shortage occupations.

**All other jobs in this occupation code are not currently on the shortage occupation list and a resident labour market test may be required.**

### 4. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: Yes, in any one of the following publications:

- Ariel - BBC
- Broadcast
- Zerb - Guild of Television Cameramen
- Press Gazette
- British Journal of Photography

Milkround: No

Internet: Yes, on any one of the following websites:

- [BBC Jobs](#)

- [Grapevine Jobs](#)
- [Ariel](#) (BBC internal publication)
- [Press Gazette](#)
- [British Journal of Photography](#)
- [Freelance Photographer's Market Handbook](#)
- [Benn's Media Directory](#)
- [Hold the Front Page](#)
- [Creative Opportunities](#)
- [PACT Directory of Independent Producers](#)
- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 3520 Legal associate professionals

This page explains the skill level and appropriate salary rate for legal associate professionals, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: Yes

Other code of practice: No

Minimum rate: £10.51 per hour

### 3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: No

Milkround: Yes, for jobs for new graduates or internships only

Internet: Yes, on any one of the following websites:

- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 3539 Business and related associate professionals not elsewhere classified

This page explains the skill level and appropriate salary rate for business and related associate professionals not elsewhere classified, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: Yes

Other code of practice: No

Minimum rate: £10.67 per hour

### 3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: No

Milkround: Yes, for jobs for new graduates or internships only

Internet: Yes, on any one of the following websites:

- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): Yes, for jobs where the annual

salary is at least £40,000

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 5244 TV, video and audio engineers

This page explains the skill level and appropriate salary rate for television, video and audio engineers, and tells you how to meet the resident labour market test.

### 1. Skill level

This occupation code is classed as **borderline**.

We will provide more information at a later date on which jobs in this occupation are above NVQ or SVQ level 3, and on which jobs are below this level. In the meantime, all jobs will be assumed to be above NVQ or SVQ level 3 where the migrant you wish to sponsor scores enough points to enter under the skilled migrant tier. You should check this page again for updates before issuing any certificates of sponsorship.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings:	Yes
Other code of practice:	No
Minimum rate:	£7.30 per hour

### 3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: No

Milkround: No

Internet: Yes, on any one of the following websites:

- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)

- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): No

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 5249 Electrical / electronics engineers not elsewhere classified

This page explains the skill level and appropriate salary rate for electrical and electronics engineers not elsewhere classified, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings:	Yes
Other code of practice:	No
Minimum rate:	£9.83 per hour

### 3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: No

Milkround: No

Internet: Yes, on any one of the following websites:

- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): No

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)

## 5421 Originators, composers and print preparers

This page explains the skill level and appropriate salary rate for originators, composers and print preparers, and tells you how to meet the resident labour market test.

### 1. Skill level

All jobs in this occupation code are at or above NVQ or SVQ level 3.

### 2. Appropriate salary rate

The job must be paid the minimum salary below, which is derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice.

Annual Survey of Hours and Earnings: Yes

Other code of practice: No

Minimum rate: £9.12 per hour

### 3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes

National newspapers: Yes

Professional journals: No

Milkround: No

Internet: Yes, on any one of the following websites:

- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.jobserve.com](http://www.jobserve.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://jobs.timesonline.co.uk)

Head-hunters (without national advertising): No

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

[Go back to the main page](#)