

Tier 2 Shortage Occupation List – Government-approved version – valid from 14 November 2011

The SOC codes used in this document relate to the Standard Occupational Classification (SOC) 2000. For official job descriptions relating to SOC codes, please refer to the [SOC 2000 Structure and descriptions of unit groups](#), published by the Office for National Statistics.

The job must be paid the minimum salary rates shown below, which are derived either from the Annual Survey of Hours and Earnings (ASHE) or, where alternative salary data is available, from an alternative code of practice. Appropriate salary rates are based on a 37½ hour working week, unless otherwise stated. Appropriate rates should be pro-rated for other working patterns, unless otherwise stated.

You cannot sponsor a migrant for a job with a salary below £20,000, unless they are applying to extend leave granted under Tier 2 (General) or the work permit arrangements under the rules in place before 6 April 2011. This includes cases where they are changing employment.

[Note: A minor formatting change to this list was made in February 2012 to clarify which non-consulting, non-training medical staff posts are included on the list.]

UK list:

Related occupation title and SOC code	Job titles and skill levels included on the shortage occupation list (includes additional document-keeping requirements for Sponsors where relevant)	Minimum appropriate salary rate
Directors and chief executives of major organisations (1112)	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • the following jobs in the decommissioning and waste management areas of the nuclear industry: <ul style="list-style-type: none"> - managing director - programme director - site director 	£38.78 per hour [Source: ASHE 2009]
Production, works and maintenance managers (1121)	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • project manager in the electricity transmission and distribution industry 	£13.95 per hour [Source: ASHE 2009]
Managers in mining and energy (1123)	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • site manager in the electricity transmission and distribution industry 	£18.59 per hour [Source: ASHE 2009]
Biological scientists and biochemists (2112)	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • cardiac physiologist • clinical neurophysiologist • clinical vascular scientist 	Non NHS: £13.88 per hour NHS: <ul style="list-style-type: none"> • Posts at Agenda for Change band 5 or equivalent:

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	<ul style="list-style-type: none"> • respiratory physiologist • sleep physiologist <p>A voluntary register for Sleep Physiologists (also known as Respiratory Physiologists) and Clinical Physiologists is held by the Registration Council for Clinical Physiologists (RCCP). If an individual is a member of the RCCP, the sponsor must retain evidence of their registration and provide it to UK Border Agency on Request.</p> <p>Sponsors must retain evidence of the individual's HPC registration and provide this to the UK Border Agency on request. (Registration may need to be done after the individual has entered the United Kingdom but must be done before starting work).</p>	<p>£20,710</p> <ul style="list-style-type: none"> • Posts at Agenda for Change band 6 or equivalent: £24,831 • Posts at Agenda for Change band 7 or equivalent: £29,789 • Posts at Agenda for Change band 8 or equivalent: £37,996 <p>[Sources: NHS Agenda for Change April 2009, ASHE 2009]</p>
<p>Physicists, geologists and meteorologists (2113)</p>	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • hydro geologist • geophysicist • geoscientist • geophysical specialist • engineering geophysicist • engineering geomorphologist • geologist • geochemist • environmental scientist • technical services manager in the decommissioning and waste areas of the nuclear industry • nuclear medicine scientist • radiotherapy physicist • staff working in diagnostic radiology (including magnetic resonance imaging) 	<p>£15.33 per hour [Source: ASHE 2009]</p>

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Civil engineers (2121)	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • geotechnical design engineer • geotechnical specialist • reservoir panel engineer • rock mechanics engineer • soil mechanics engineer • geomechanics engineer • mining geotechnical engineer • mining and coal engineer • wells engineer • tunnelling engineer • petroleum engineer • drilling engineer • completions engineer • fluids engineer • reservoir engineer • offshore and subsea engineer • control and instrument engineer • process safety engineer 	<ul style="list-style-type: none"> • New graduate (1st year after graduation): £20,770 • Civil engineers undertaking on the job training: £22,800 • Participate in project work: £23,000 • Project management: £35,000 • Senior project management: £41,042 • Civil engineering not project based: £39,000 • Manager/Director: £54,000 • Managing director/ Chief executive officer: £70,000 <p>[Source: The Institution of Civil Engineers 2007 salary survey, based on a 40-hour week]</p>
Mechanical engineers (2122)	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • mechanical engineer in the aerospace sector 	<ul style="list-style-type: none"> • New graduate: £23,000 [Source: Engineering UK 2009/10 Report] • Other jobs in this occupation code: £14.52 per hour [Source: ASHE 2009]
Electrical engineers (2123)	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • all electrical engineers in the oil and gas industry • the following jobs in the electricity transmission and distribution industry: <ul style="list-style-type: none"> - power system engineer - control engineer 	<ul style="list-style-type: none"> • New graduate: £23,000 [Source: Engineering UK 2009/10 Report] • Other jobs in this occupation code: £16.27 per hour [Source: ASHE 2009]

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	<ul style="list-style-type: none"> - protection engineer 	
Chemical engineers (2125)	ALL jobs in this occupation code	<ul style="list-style-type: none"> • New Graduate: £25,400 • Non-chartered chemical engineer: £26,500 • Chartered chemical engineer: £36,000 <p>[Source: Institute of Chemical Engineers (IChemE)]</p>
Design and development engineers (2126)	ONLY the following jobs in this occupation code: <ul style="list-style-type: none"> • design engineer in the electricity transmission and distribution industry • simulation development engineer 	£14.40 per hour [Source: ASHE 2009]
Production and process engineers (2127)	ONLY the following jobs in this occupation code: <ul style="list-style-type: none"> • manufacturing engineer (process planning) in the aerospace sector • technical services representative in the aerospace sector 	£12.78 per hour [Source: ASHE 2009]
Planning and quality control engineers (2128)	ONLY the following jobs in this occupation code: <ul style="list-style-type: none"> • the following jobs in the electricity transmission and distribution industry: <ul style="list-style-type: none"> - planning / development engineer - quality, health, safety and environment (QHSE) engineer 	<ul style="list-style-type: none"> • New graduate: £23,000 [Source: Engineering UK 2009/10 Report] • Other jobs in this occupation code: £12.62 per hour [Source: ASHE 2009]
Engineering professionals not elsewhere classified (2129)	ONLY the following jobs in this occupation code: <ul style="list-style-type: none"> • geoenvironmental specialist • geoenvironmental engineer • contaminated land engineer • landfill engineer • metallurgical / mineral processing engineer • the following jobs in the aerospace sector: <ul style="list-style-type: none"> - aerothermal engineer - stress engineer - chief of engineering 	<ul style="list-style-type: none"> • New graduate: £23,000 [Source: Engineering UK 2009/10 Report] • Other jobs in this occupation code: £14.76 per hour [Source: ASHE 2009]

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	<ul style="list-style-type: none"> - advance tool and fixturing engineer • the following jobs in the decommissioning and waste management areas of the nuclear industry: <ul style="list-style-type: none"> - operations manager - decommissioning specialist manager - project / planning engineer - radioactive waste manager - radiological protection advisor • the following jobs in the electricity transmission and distribution industry: <ul style="list-style-type: none"> - project engineer - proposals engineer 	
<p align="center">Software professionals (2132)</p>	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • the following jobs in visual effects and 2D / 3D computer animation for film, television or video games: <ul style="list-style-type: none"> - software developer - systems engineer - shader writer 	<ul style="list-style-type: none"> • Software developer: £31,300 • Systems engineer: £41,800 • Shader Writer: £31,300 <p>[Source: Salary Services IT Salary Survey January 2011, matched using job descriptions from Screen UK]</p>
<p align="center">Medical practitioners (2211)</p>	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • Consultants in the following specialities: <ul style="list-style-type: none"> - clinical neurophysiology - emergency medicine - genito-urinary medicine - haematology - neurology - occupational medicine • Consultants in the following specialities of psychiatry: <ul style="list-style-type: none"> - forensic psychiatry - general psychiatry - learning disabilities psychiatry 	<ul style="list-style-type: none"> • Foundation year 1 (F1): £21,391 • Foundation year 2 (F2): £26,532 • Pre-registration house officer: £21,391 • House officer: £21,391 • Senior house officer: £26,532 • Speciality registrar (StR): £29,411 • Senior registrar: £29,364 • Staff grade practitioner: £32,547 • Associate specialist: £35,977 • Speciality Doctor: £36,443 • Senior Chief Medical officer: £44,059 • Consultant (new contract): £71,822

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	<ul style="list-style-type: none"> - old age psychiatry • Non-consultant, non-training, medical staff posts in the following specialities: <ul style="list-style-type: none"> - anaesthetics - paediatrics - general medicine specialities delivering acute care services (intensive care medicine, general internal medicine (acute)) - emergency medicine - general surgery - obstetrics and gynaecology - trauma and orthopaedic surgery • ST4 level trainees in paediatrics 	<p>[Source: NHS Agenda for Change Pay circular (M&D) April 2009]</p>
<p>Secondary education teaching professionals (2314)</p>	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • secondary education teachers in the subjects of maths or pure sciences (physics and / or chemistry) 	<p>Inner London</p> <ul style="list-style-type: none"> • Unqualified teacher: £19,007 • Qualified teacher: £25,000 • Head teacher, other school leader: £42,559 <p>Outer London</p> <ul style="list-style-type: none"> • Unqualified teacher: £17,953 • Qualified teacher: £24,000 • Head teacher, other school leader: £38,634 <p>London fringe</p> <ul style="list-style-type: none"> • Unqualified teacher: £16,106 • Qualified teacher: £21,619 • Head teacher, other school leader: £36,781 <p>Elsewhere in England and Wales</p> <ul style="list-style-type: none"> • Unqualified teacher: £15,113 • Qualified teacher: £20,627 • Head teacher, other school leader: £35,794

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Related occupation title and SOC code	Job titles and skill levels included on the shortage occupation list (includes additional document-keeping requirements for Sponsors where relevant)	Minimum appropriate salary rate
		<p>Scotland</p> <ul style="list-style-type: none"> • Probationer: £20,427 • Unpromoted teacher: £24,501 • Chartered teacher: £33,588 • Principal teacher: £35,523 • Head teacher, deputy head teacher: £40,290 <p>Northern Ireland</p> <ul style="list-style-type: none"> • Qualified teacher: £20,627 • Leadership Group: £35,794 <p>These salary rates are based the following definitions of a full time teacher:</p> <ul style="list-style-type: none"> • England, Wales and Northern Ireland: Full time teachers are expected to work 195 days a year (190 of these must be working with pupils). • Scotland: Full time teachers are expected to work 35 hours a week, 195 days a year over 39 weeks, with 5 days for in-service training <p>[Source: DCSF and devolved administrations in Scotland, Wales and Northern Ireland]</p>
Special needs education teaching professionals (2316)	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • all teaching posts in special schools 	<p>Inner London</p> <ul style="list-style-type: none"> • Unqualified teacher: £19,007 • Qualified teacher: £25,000 • Head teacher, other school leader: £42,559 <p>Outer London</p> <ul style="list-style-type: none"> • Unqualified teacher: £17,953 • Qualified teacher: £24,000

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		<ul style="list-style-type: none"> • Head teacher, other school leader: £38,634 <p>London fringe</p> <ul style="list-style-type: none"> • Unqualified teacher: £16,106 • Qualified teacher: £21,619 • Head teacher, other school leader: £36,781 <p>Elsewhere in England and Wales</p> <ul style="list-style-type: none"> • Unqualified teacher: £15,113 • Qualified teacher: £20,627 • Head teacher, other school leader: £35,794 <p>Scotland</p> <ul style="list-style-type: none"> • Probationer: £20,427 • Unpromoted teacher: £24,501 • Chartered teacher: £33,588 • Principal teacher: £35,523 • Head teacher, deputy head teacher: £40,290 <p>Northern Ireland</p> <ul style="list-style-type: none"> • Qualified teacher: £20,627 • Leadership Group: £35,794 <p>These salary rates are based the following definitions of a full time teacher:</p> <ul style="list-style-type: none"> • England, Wales and Northern Ireland: Full time teachers are expected to work 195 days a year (190 of these must be working with pupils). • Scotland: Full time teachers are expected to work 35 hours a week, 195 days a year over 39 weeks, with 5 days for in-service training

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		[Source: DCSF and devolved administrations in Scotland, Wales and Northern Ireland]
Management consultants, actuaries, economists and statisticians (2423)	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • qualified actuaries working in the life assurance, general insurance, and health and care sectors 	<p>£42,500 per year</p> <p>[Source: Salary survey of actuaries and actuarial students 2007: Remuneration Economics in association with The Actuarial Profession]</p>
Social workers (2442)	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • social worker in children’s and family services 	<ul style="list-style-type: none"> • Social worker entry level (band 5 or equivalent): £20,710 • Social worker (band 6 or equivalent): £24,831 • Social worker specialist or team manager (band 7 or equivalent): £29,789 <p>[Source: NHS Agenda for Change April 2009]</p>
Engineering Technicians (3113)	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • the following jobs in the electricity transmission and distribution industry: <ul style="list-style-type: none"> - commissioning engineer - substation electrical engineer 	<p>£12.56 per hour</p> <p>[Source: ASHE 2009]</p>
Nurses (3211)	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • specialist nurse working in operating theatres • operating department practitioner • specialist nurse working in neonatal intensive care units <p>Sponsors must retain evidence of the individual’s provisional / full NMC registration and provide this to the UK Border Agency on request.</p> <p>Note: For supervised practice nurses, points will be awarded for the guaranteed annual salary that will be paid when the individual achieves</p>	<ul style="list-style-type: none"> • Supervised practice nurse (band 3 or equivalent): £15,190 • Qualified nurse (band 5 or equivalent): £20,710 • Posts at agenda for change band 6 or equivalent: £24,831 • Posts at agenda for change band 7 or equivalent: £29,789 • Posts at agenda for change band 8 or equivalent: £39,996

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	NMC registration, provided he/she has a guaranteed job offer with the Sponsor on completion of the placement. If the individual has not achieved NMC registration after nine months, we may consider curtailing his/her leave.	[Source: NHS Agenda for Change April 2009]
Medical radiographers (3214)	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • HPC-registered diagnostic radiographer • HPC-registered therapeutic radiographer • sonographer <p>Sponsors must retain evidence of the individual's HPC registration and provide this to the UK Border Agency on request. (Registration may need to be done after the individual has entered the United Kingdom but must be done before starting work).</p>	<ul style="list-style-type: none"> • Radiographer (therapeutic): £20,710 • Radiographer (diagnostic): £20,710 • Radiographer specialist (diagnostic therapeutic): £24,831 • Radiographer advanced: £29,789 • Radiographer specialist (reporting sonographer): £29,789 • Radiographer team manager: £29,789 • Radiographer principal: £37,996 • Radiographer consultant (diagnostic): £44,258 <p>[Source: NHS Agenda for Change April 2009]</p>
Medical and dental technicians (3218)	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • nuclear medicine technologist • radiotherapy technologist 	<ul style="list-style-type: none"> • Posts at agenda for change band 5 or equivalent: £20,710 • Posts at agenda for change band 6 or equivalent: £24,831 • Posts at agenda for change band 7 or equivalent: £29,789 <p>[Source: NHS Agenda for Change April 2009]</p>
Artists (3411)	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • animator in visual effects and 2D / 3D computer animation for film, television or video games 	Payment of animators should be commensurate with the relevant industry standards in the United Kingdom and at least at the level of appropriate rates as on the BECTU website .
Dancers and choreographers (3414)	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • skilled classical ballet dancers who meet the standard required by internationally recognised United Kingdom ballet companies (e.g. 	Payment of migrant dancers should be commensurate with industry standards.

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	<p>Birmingham Royal Ballet, English National Ballet, Northern Ballet Theatre, The Royal Ballet and Scottish Ballet). The company must either:</p> <ul style="list-style-type: none"> - have performed at or been invited to perform at venues of the calibre of the Royal Opera House, Sadler’s Wells or Barbican, either in the United Kingdom or overseas; or - attract dancers and/or choreographers and other artists from other countries; or - be endorsed as being internationally recognised by a United Kingdom industry body such as the Arts Councils (of England, Scotland and/or Wales) <ul style="list-style-type: none"> • skilled contemporary dancers who meet the standard required by internationally recognised United Kingdom contemporary dance companies (e.g. Shobana Jeyasingh Dance Company, Scottish Dance Theatre and Rambert Dance Company). The company must either: <ul style="list-style-type: none"> - have performed at or been invited to perform at venues of the calibre of Sadler’s Wells, the Southbank Centre or The Place, either in the United Kingdom or overseas; or - attract dancers and/or choreographers and other artists from all over the world; or - be endorsed as being internationally recognised by a United Kingdom industry body such as the Arts Councils (of England, Scotland and/or Wales) 	<p>Agreed minimum salaries are set out in Equity’s collective agreements, most of which are negotiated with ITC, SOLT and TMA. The current rates of pay can be found at: www.equity.org.uk; www.itc-arts.org; www.solt.co.uk; and www.tmauk.org.</p>
Musicians (3415)	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • skilled orchestral musicians who meet the standard required by internationally recognised United Kingdom orchestras (e.g. London Symphony Orchestra, London Philharmonic Orchestra, Philharmonia Orchestra, and Royal Philharmonic Orchestra) 	<p>Payment should be commensurate with industry standards, the salary should be at least at the level of appropriate UK rates in this sector as on the Musicians Union website. The salary must also meet National Minimum Wage regulations.</p>

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Arts officers, producers and directors (3416)	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • the following roles within visual effects and 2D / 3D computer animation for film, television or video games: <ul style="list-style-type: none"> - 2D supervisor - 3D supervisor - computer graphics supervisor - producer - production manager - technical director - visual effects supervisor 	<p>Payment of Arts officers, producers and directors should be commensurate with the relevant industry standards in the United Kingdom and at least at the level of appropriate rates as on the relevant website from the following list:</p> <ul style="list-style-type: none"> • Broadcasting entertainment cinematograph and theatre union (BECTU) • Equity • Producers Alliance for Cinema and Television (PACT) • Production Guild
Graphic designers (3421)	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • the following roles within visual effects and 2D / 3D computer animation for film, television or video games: <ul style="list-style-type: none"> - compositing artist - matte painter - modeller - rigger - stereo artist - texture artist 	<p>£9.79 per hour [Source: ASHE]</p> <p>Note: Migrants cannot be sponsored for jobs with salaries below £20,000 unless they are applying to extend leave granted under Tier 2 (General) or the work permit arrangements under the rules in place before 6 April 2011.</p>
Buyers and purchasing officers (3541)	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • manufacturing engineer (purchasing) in the aerospace sector 	<p>£11.44 per hour [Source: ASHE 2009]</p>
Welding trades (5215)	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • high integrity pipe welder where the job requires three or more years relevant experience <p>Sponsors must retain references from the individual's past employer(s) detailing three or more years' relevant experience and provide these to the UK Border Agency on request.</p>	<p>£11.91 per hour [Source: National Agreement for the Engineering Construction Industry 2007-2010]</p>

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	<p>Sponsors must also retain relevant evidence to enable them to justify the following:</p> <p>1) - Why does the job require someone with at least five years' previous experience in a role of at least equivalent status? What elements of the job require this experience and why?</p> <p>2) - Why could the job not be carried out to the required standard by someone with less experience?</p> <p>3) - How would you expect a settled worker to gain this experience before being appointed to the post?</p>	
Metal working production and maintenance fitters (5223)	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • licensed and military certifying engineer / inspector technician 	<p>£9.96 per hour [Source: ASHE 2009]</p>
Line repairers and cable jointers (5243)	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • overhead linesworker in the electricity transmission and distribution industry, working on high voltage lines that carry at least 275,000 volts 	<p>£12.33 per hour [Source: ASHE 2009]</p>
Chefs, cooks (5434)	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • skilled chef where: <ul style="list-style-type: none"> - the pay is at least £28,260 per year after deductions for accommodation, meals etc; and - the job requires five or more years relevant experience in a role of at least equivalent status to the one they are entering; and - the job is not in either a fast food outlet, a standard fare outlet, or an establishment which provides a take-away service; and - the job is in one of the following roles: <ul style="list-style-type: none"> ○ executive chef – limited to one per establishment 	<p>£28,260 per year after deductions for accommodation, meals etc. [Source: Migration Advisory Committee]</p> <p>Note: This salary cannot be pro-rated down for shorter working hours as it forms a key part of the shortage occupation criteria. Sponsors must retain pay records confirming that the individual is earning the appropriate skilled salary and provide these to the UK Border Agency on request.</p>

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	<ul style="list-style-type: none"> ○ head chef – limited to one per establishment ○ sous chef – limited to one for every four kitchen staff per establishment ○ specialist chef – limited to one per speciality per establishment <p>A fast food outlet is one where food is prepared in bulk for speed of service, rather than to individual order.</p> <p>A standard fare outlet is one where the menu is designed centrally for outlets in a chain / franchise, rather than by a chef or chefs in the individual restaurant. Standard fare outlets also include those where dishes and / or cooking sauces are bought in ready-made, rather than prepared from fresh / raw ingredients.</p> <p>Sponsors must retain references from the individual's past employer(s) detailing five or more years' relevant experience in a role of at least equivalent status and provide these to the UK Border Agency on request.</p> <p>Sponsors must also retain relevant evidence to enable them to justify the following:</p> <ol style="list-style-type: none"> 1) - Why does the job require someone with at least five years' previous experience in a role of at least equivalent status? What elements of the job require this experience and why? 2) - Why could the job not be carried out to the required standard by someone with less experience? 3) - How would you expect a settled worker to gain this experience before being appointed to the post? 	

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Scotland list:

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N/A	ALL job titles and occupations on the UK shortage occupation list	See UK list for details
Medical practitioners (2211)	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • ALL jobs on the UK shortage occupation list • ST3, ST5 and ST6 level trainees in paediatrics* • Staff grade and Associate Specialist (SAS) doctors in paediatrics • consultants in paediatrics <p>* ST4 level trainees in paediatrics are included on the UK shortage occupation list</p>	<ul style="list-style-type: none"> • ST3 level trainees in paediatrics: £35,596 • ST4 level trainees in paediatrics: £37,448 • ST5 level trainees in paediatrics: £39,300 • ST6 level trainees in paediatrics: £41,152 • Staff grade doctors in paediatrics: £34,100 • Associate Specialist doctors in paediatrics: £37,694 • Consultants in paediatrics: £74,504 • See UK list for other details <p>[Source: NHS Scotland pay circular May 2010]</p>