

Tier 2 Shortage Occupation List – Government-approved version – valid from 6 April 2013

This document sets out the official Shortage Occupation List for Tier 2 of the Points-Based System. There is one list covering the whole of the UK and [an additional list for Scotland](#). To qualify under the Scotland list, the job must be based in Scotland.

The SOC codes used in this document relate to the Standard Occupational Classification (SOC) 2010. For further information relating to SOC codes, please refer to the [Codes of Practice for Skilled Workers](#).

The job must be paid the minimum salary rates shown below, which are taken from the Codes of Practice. Appropriate salary rates are based on a 39 hour working week. If the job has contracted weekly hours or is paid an hourly rate, the rates must be pro-rated accordingly, but otherwise they do not need to be pro-rated. If you are sponsoring a migrant worker in a shortage occupation, the job must be for at least 30 hours a week.

You cannot sponsor a migrant for a job with a salary below £20,300, 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.

UK list:

SOC code and description	Job titles included on the UK Shortage Occupation List and further criteria	Minimum appropriate salary rate
Production managers and directors in mining and energy (1123)	<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 • The following jobs in the electricity transmission and distribution industry: <ul style="list-style-type: none"> - project manager - site manager 	<p>New entrant: £20,000 Experienced worker: £35,300</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>
2112 Biological scientists and biochemists	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • clinical neurophysiologist 	<p>New entrant: £20,000 Experienced worker: £26,000</p> <p>[Source: Evidence from partners who responded to Migration Advisory Committee]</p>

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SOC code and description	Job titles included on the UK Shortage Occupation List and further criteria	Minimum appropriate salary rate
2113 Physical Scientists	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • the following jobs in the construction-related ground engineering industry: <ul style="list-style-type: none"> - engineering geologist - hydrogeologist - geophysicist • the following jobs in the oil and gas industry: <ul style="list-style-type: none"> - geophysicist - geoscientist - geologist - geochemist • technical services manager in the decommissioning and waste areas of the nuclear industry • nuclear medicine scientist • radiotherapy physicist • senior resource geologist and staff geologist in the mining sector 	<p>New entrant: £20,000 Experienced worker: £26,000</p> <p>[Source: Evidence from partners who responded to Migration Advisory Committee]</p>
2119 Natural and social science professionals not elsewhere classified	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • informatician • bio-informatician 	<p>New entrant: £20,000 Experienced worker: £26,000</p> <p>[Source: Evidence from partners who responded to Migration Advisory Committee]</p>
2121 Civil engineers	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • the following jobs in the construction-related ground engineering industry: <ul style="list-style-type: none"> - geotechnical engineer - tunnelling engineer • the following jobs in the oil and gas industry: 	<p>New entrant: £20,700 Experienced worker: £27,900</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>

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	<ul style="list-style-type: none"> - petroleum engineer - drilling engineer - completions engineer - fluids engineer - reservoir engineer - offshore and subsea engineer - control and instrument engineer - process safety engineer - wells engineer • senior mining engineer in the mining sector 	
2122 Mechanical engineers	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • mechanical engineer in the oil and gas industry 	<p>New entrant: £24,100 Experienced worker: £29,100</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>
2123 Electrical engineers	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • electrical engineer 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 - protection engineer • the following jobs in the aerospace industry: <ul style="list-style-type: none"> - electrical machine design engineer - power electronics engineer 	<p>Power system engineer, control engineer or protection engineer in the electricity transmission and distribution industry: £31,085</p> <p>[Source: National Grid submission to Migration Advisory Committee]</p> <p>Other electrical engineer (new entrant): £23,600 Other electrical engineer (experienced worker): £34,000</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>
2124	<p>ONLY the following jobs in this occupation code:</p>	<p>New entrant: £23,600</p>

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Electronics Engineers	<ul style="list-style-type: none"> • the following jobs in the railway industry: <ul style="list-style-type: none"> - signalling design manager - signalling design engineer - signalling principles designer - senior signalling design checker - signalling design checker - signalling systems engineer • specialist electronics engineer in the automotive manufacturing and design industry 	Experienced worker: £26,400 [Source: Annual Survey of Hours and Earnings 2011]
2126 Design and development engineers	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • design engineer in the electricity transmission and distribution industry • the following jobs in the automotive design and manufacturing industry: <ul style="list-style-type: none"> - product development engineer - product design engineer • the following jobs in the electronics system industry: <ul style="list-style-type: none"> - integrated circuit design engineer - integrated circuit test engineer 	New entrant: £24,800 Experienced worker: £29,100 [Source: Annual Survey of Hours and Earnings 2011]
2127 Production and process engineers	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • chemical engineer • manufacturing engineer (process planning) in the aerospace industry • technical services representative in the decommissioning and waste areas of the nuclear industry 	New entrant: £23,600 Experienced worker: £27,400 [Source: Annual Survey of Hours and Earnings 2011]

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<p>2129 Engineering professionals not elsewhere classified</p>	<p>ONLY the following jobs 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"> - project engineer - proposals engineer • the following jobs in the aerospace industry: <ul style="list-style-type: none"> - aerothermal engineer - stress engineer - chief of engineering - advance tool and fixturing engineer • the following jobs in the decommissioning and waste management areas of the civil 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 civil nuclear industry: <ul style="list-style-type: none"> - nuclear safety case engineer - mechanical design engineer (pressure vessels) - piping design engineer - mechanical design engineer (stress) - thermofluids/process engineer 	<p>New entrant: £23,600 Experienced worker: £30,000</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>
<p>2135 IT Business analysts, architects and systems</p>	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • systems engineer in visual effects and 2D/3D computer animation for the film, television or video games sectors 	<p>New entrant: £24,900 Experienced worker: £30,600</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>

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designers		
2136 Programmers and software development professionals	<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 the film, television or video games sectors: <ul style="list-style-type: none"> - software developer - shader writer - games designer • the following jobs in the electronics system industry: <ul style="list-style-type: none"> - driver developer - embedded communications engineer 	<p>New entrant: £24,000 Experienced worker: £29,800</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>
2142 Environmental Professionals	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • the following jobs in the construction-related ground engineering industry: <ul style="list-style-type: none"> - contaminated land specialist - geoenvironmental specialist - landfill engineer 	<p>New entrant: £21,400 Experienced worker: £25,500</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>
2211 Medical practitioners	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • consultant in the following specialities: <ul style="list-style-type: none"> - emergency medicine - haematology - old age psychiatry • non-consultant, non-training, medical staff post in the following specialities: <ul style="list-style-type: none"> - anaesthetics - general medicine specialities delivering acute care services (intensive 	<p>Speciality doctor and equivalent: £36,807 Consultant and equivalent: £74,504</p> <p>[Source: NHS Employers Medical and Dental Pay Circular 2012]</p>

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	<p>care medicine, general internal medicine (acute), emergency medicine (including specialist doctors working in accident and emergency))</p> <ul style="list-style-type: none"> - rehabilitation medicine - psychiatry 	
2217 Medical Radiographers	<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>	<p>Band 5 and equivalent: £21,176 Band 6 and equivalent: £25,528 Band 7 and equivalent: £30,460 Band 8a and equivalent: £38,851 Band 8b and equivalent: £45,254 Band 8c and equivalent: £54,454 Band 8d and equivalent: £65,270 Band 9 and equivalent: £77,079</p> <p>[Source: NHS Agenda for Change 2012]</p>
2231 Nurses	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • 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>Supervised practice nurses (Band 3 and equivalent): £16,110 Band 5 and equivalent: £21,176 Band 6 and equivalent: £25,528 Band 7 and equivalent: £30,460 Band 8a and equivalent: £38,851 Band 8b and equivalent: £45,254 Band 8c and equivalent: £54,454 Band 8d and equivalent: £65,270 Band 9 and equivalent: £77,079</p> <p>[Source: NHS Agenda for Change 2012]</p>
2314 Secondary education teaching	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • secondary education teachers in the subjects of maths and science 	<p>Unqualified teachers undertaking Overseas Trained Teachers Programme and equivalent: £20,000</p>

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professionals	(chemistry and physics only)	Qualified teachers and equivalent: £21,438 Post-threshold teachers and equivalent: £34,181 Leadership group, assistant head teacher, principal teacher and equivalent: £37,284 [Source: Teachers' national pay scales]
2442 Social workers	ONLY the following jobs in this occupation code: <ul style="list-style-type: none"> • social worker working in children's and family services 	Band 5 and equivalent: £21,176 Band 6 and equivalent: £25,528 Band 7 and equivalent: £30,460 Band 8a and equivalent: £38,851 Band 8b and equivalent: £45,254 Band 8c and equivalent: £54,454 Band 8d and equivalent: £65,270 Band 9 and equivalent: £77,079 [Source: NHS Agenda for Change 2012]
2461 Quality control and planning engineers	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 	New entrant: £23,500 Experienced worker: £27,700 [Source: Annual Survey of Hours and Earnings 2011]
3113 Engineering technicians	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"> - commissioning engineer - substation electrical engineer 	New entrant: £18,900 Experienced worker: £24,900 [Source: Annual Survey of Hours and Earnings 2011]
3218 Medical and dental	ONLY the following jobs in this occupation code:	Band 3 and equivalent: £16,110 Band 4 and equivalent: £18,652

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technicians	<ul style="list-style-type: none"> • nuclear medicine technologist • radiotherapy technologist 	Band 5 and equivalent: £21,176 Band 6 and equivalent: £25,528 Band 7 and equivalent: £30,460 [Source: NHS Agenda for Change 2012]
3411 Artist	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • Animator in visual effects and 2D/3D computer animation for the film, television or video games sectors 	New entrant: £16,700 Experienced worker: £21,700 [Source: Annual Survey of Hours and Earnings 2011]
3414 Dancers and choreographers	<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. Birmingham Royal Ballet, English National Ballet, Northern Ballet Theatre, The Royal Ballet and Scottish Ballet). The company must either: <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) • 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 	New entrant: £16,700 Experienced worker: £21,700 [Source: Annual Survey of Hours and Earnings 2011]

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	<ul style="list-style-type: none"> - 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) 	
3415 Musicians	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • skilled orchestral musicians who are leaders, principals, sub-principals or numbered string positions, and who meet the standard required by internationally recognised UK orchestras (including London Symphony Orchestra, London Philharmonic Orchestra, Philharmonia Orchestra and Royal Philharmonic Orchestra) 	<p>New entrant: £16,700 Experienced worker: £21,700</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>
3416 Arts officers, producers and directors	<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 the film, television or video games sectors: <ul style="list-style-type: none"> - 2D supervisor - 3D supervisor - computer graphics supervisor - producer - production manager - technical director - visual effects supervisor 	<p>New entrant: £20,800 Experienced worker: £27,000</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>

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3421 Graphic designers	<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 the film, television or video games sectors: <ul style="list-style-type: none"> - compositing artist - matte painter - modeller - rigger - stereo artist - texture artist 	<p>New entrant: £17,000 Experienced worker: £19,400</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>
3541 Buyers and purchasing officers	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • manufacturing engineer (purchasing) in the aerospace industry 	<p>New entrant: £18,400 Experienced worker: £22,500</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>
5215 Welding trades	<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' related on-the-job experience <p>Sponsors must retain references from the individual's past employer(s) detailing three or more years' related on-the-job experience 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> <p>1) - Why does the job require someone with three or more years' related on-the-job experience? 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>New entrant: £16,900 Experienced worker: £20,000</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>

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	3) - How would you expect a settled worker to gain this experience before being appointed to the post?	
5235 Aircraft maintenance and related trades	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • licensed and military certifying engineer/inspector technician 	<p>New entrant: £15,400 Experienced worker: £20,600</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>
5249 Line repairers and cable jointers	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • overhead linesworker, working on high voltage lines that carry at least 275,000 volts 	<p>New entrant: £18,100 Experienced worker: £22,800</p> <p>[Source: Annual Survey of Hours and Earnings 2011]</p>
5434 Chefs	<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 £29,570 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 ○ 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>£29,570 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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	<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> <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>	

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Scotland list:

SOC code and description	Job titles included on the Scotland Shortage Occupation List and further criteria	Minimum appropriate salary rate
N/A	ALL job titles and occupations on the UK shortage occupation list	See UK list for details
2113 Physical scientists	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • jobs on the UK Shortage Occupation List • staff working in diagnostics radiology (including magnetic resonance imaging) 	<p>New entrant: £20,000 Experienced worker: £26,000</p> <p>[Source: Evidence from partners who responded to Migration Advisory Committee]</p>
2211 Medical practitioners	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • jobs on the UK Shortage Occupation List • ST3, ST4, ST5 and ST6 trainees in paediatrics or anaesthetics • SAS staff doctors in paediatrics or anaesthetics • consultants in paediatrics or anaesthetics • non-consultant, non-training doctors in the specialty obstetrics and gynaecology 	<p>Speciality registrar (StR) and equivalent: £29,705 Speciality doctor and equivalent: £36,807 Salaried General practitioner (GP) and equivalent: £53,781 Consultant and equivalent: £74,504</p> <p>[Source: NHS Employers Medical and Dental Pay Circular 2012]</p>