

Tier 2 Shortage Occupation List
Government-approved version valid from 19 November 2015

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. [Notes on additional requirements](#) for certain jobs appear at the end of this document.

The SOC codes used in this document relate to the Standard Occupational Classification (SOC) 2010. For further information about 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. If you are sponsoring a migrant worker in a shortage occupation, the job must be for at least 30 hours a week.

UK list:

SOC code and description	Job titles included on the UK Shortage Occupation List and further criteria	Minimum appropriate salary rate
1123 Production managers and directors in mining and energy	<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: £20,800</p> <p>[Source: Annual Survey of Hours and Earnings 2014. The Tier 2 minimum threshold is higher than the rate shown by the ASHE data.]</p> <p>Experienced worker: £37,600</p> <p>[Source: Annual Survey of Hours and Earnings 2012 (no equivalent 2013 or 2014 data available)]</p>
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 	<p>New entrant: £21,000 Experienced worker: £27,200</p> <p>[Source: Evidence from partners who responded to Migration Advisory Committee in 2011, uplifted based on national changes in earnings]</p>

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	<ul style="list-style-type: none"> • senior resource geologist and staff geologist in the mining sector 	
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: <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 	<p>New entrant: £22,800 Experienced worker: £30,000</p> <p>[Source: Annual Survey of Hours and Earnings 2014]</p>
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: £27,400 Experienced worker: £32,900</p> <p>[Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]</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: £32,500</p> <p>[Source: National Grid submission to Migration Advisory Committee in 2011, uplifted based on national changes in earnings]</p> <p>Other electrical</p>

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		<p>engineer (new entrant): £24,800</p> <p>Other electrical engineer (experienced worker): £35,600</p> <p>[Source: Annual Survey of Hours and Earnings 2014]</p>
2124 Electronics Engineers	<p>ONLY the following jobs in this occupation code:</p> <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 	<p>New entrant: £25,200</p> <p>Experienced worker: £31,300</p> <p>[Source: Annual Survey of Hours and Earnings 2014]</p>
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 	<p>New entrant: £25,300</p> <p>Experienced worker: £32,100</p> <p>[Source: Annual Survey of Hours and Earnings 2014]</p>
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 	<p>New entrant: £22,900</p> <p>Experienced worker: £30,000</p> <p>[Source: Annual Survey of Hours and Earnings 2014]</p>
2129	<p>ONLY the following jobs in this occupation code:</p>	<p>New entrant: £26,100</p>

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Engineering professionals not elsewhere classified	<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>Experienced worker: £32,000</p> <p>[Source: Annual Survey of Hours and Earnings 2014]</p>
2133 IT specialist managers	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • IT product manager employed by a qualifying company, where the job requires a person with a minimum of five years' relevant experience and demonstrable experience of having led a team – see notes below 	<p>New entrant: £26,500</p> <p>[Source: Annual Survey of Hours and Earnings 2014]</p> <p>Experienced worker: £40,300</p> <p>[Source: Incomes Data Services in 2014, uplifted based on national changes in earnings]</p>
2135 IT business analysts, architects and system designers	<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: £25,800 Experienced worker: £33,000</p> <p>[Source: Annual Survey of Hours and Earnings 2014]</p>

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	<ul style="list-style-type: none"> • data scientist employed by a qualifying company, where the job requires a person with a minimum of five years' relevant experience and demonstrable experience of having led a team – see notes below 	
2136 Programmers and software development professionals	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • Senior developer employed by a qualifying company, where the job requires a person with a minimum of five years' relevant experience and demonstrable experience of having led a team – see notes below <p>The following jobs in visual effects and 2D/3D computer animation for the film, television or video games sectors:</p> <ul style="list-style-type: none"> • software developer • shader writer • games designer <p>The following jobs in the electronics system industry:</p> <ul style="list-style-type: none"> • driver developer • embedded communications engineer 	New entrant: £24,000 Experienced worker: £31,100 [Source: Annual Survey of Hours and Earnings 2014]
2139 Information technology and communications professionals not elsewhere classified	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • Cyber security specialist employed by a qualifying company, where the job requires a person with a minimum of five years' relevant experience and demonstrable experience of having led a team – see notes below 	New entrant: £20,800 Experienced worker: £29,900 [Source: Annual Survey of Hours and Earnings 2014. The Tier 2 minimum threshold is higher than the rate shown by the ASHE data for new entrants.]
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 	New entrant: £20,800 Experienced worker: £24,300 [Source: Annual Survey of Hours and Earnings 2014. The Tier 2 minimum threshold is higher than the rate shown by the ASHE data for new entrants.]

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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"> - clinical radiology - emergency medicine - old age psychiatry • CT3 trainee and ST4 to ST7 trainee in emergency medicine • core trainee in psychiatry • non-consultant, non-training, medical staff post in the following specialities: <ul style="list-style-type: none"> - emergency medicine (including specialist doctors working in accident and emergency) - old age psychiatry - paediatrics 	<p>Speciality registrar (StR) and equivalent: £30,002 Speciality doctor and equivalent: £37,176 Consultant and equivalent: £75,249</p> <p>[Source: NHS Employers Pay and Conditions (M&D) Circular 2/2014]</p>
2217 Medical Radiographers	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • HPC registered diagnostic radiographer • nuclear medicine practitioner • radiotherapy physics practitioner • radiotherapy physics scientist • sonographer <p>Sponsors must retain evidence of the individual's HPC registration and provide this to the Home Office 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: £21,478 Band 6 and equivalent: £25,783 Band 7 and equivalent: £30,764 Band 8a and equivalent: £39,239 Band 8b and equivalent: £45,707 Band 8c and equivalent: £54,998 Band 8d and equivalent: £65,922 Band 9 and equivalent: £77,850</p> <p>[Source: NHS Agenda for Change 2014]</p>
2219 Health professionals not elsewhere classified	<p>ONLY the following jobs in this occupation code:</p> <ul style="list-style-type: none"> • neurophysiology healthcare scientist • neurophysiology practitioner • nuclear medicine scientist • orthotist • prosthetist 	<p>Band 5 and equivalent: £21,478 Band 6 and equivalent: £25,783 Band 7 and equivalent: £30,764 Band 8a and equivalent: £39,239 Band 8b and equivalent: £45,707</p>

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		Band 8c and equivalent: £54,998 Band 8d and equivalent: £65,922 Band 9 and equivalent: £77,850 [Source: NHS Agenda for Change 2014]
2231 Nurses	<p>ALL jobs in this occupation code</p> <p>The migrant being sponsored must either:</p> <p>(1) have obtained full registration with the Nursing and Midwifery Council; or</p> <p>(2) have passed the Nursing and Midwifery Council's Computer Based Test (CBT) of competence; or</p> <p>(3) have obtained a Nursing and Midwifery Council permission before 30 April 2015 to undertake the Overseas Nursing Programme, and be sponsored to undertake a supervised practice placement as part of the programme, which has been approved by the Nursing and Midwifery Council.</p> <p>Sponsors must retain evidence of the above and provide it to the Home Office on request. This evidence must be provided in any applications for Restricted Certificates of Sponsorship.</p>	Pre-registration candidate nurses (Band 3 and equivalent): £16,271 Band 5 and equivalent: £21,478 Band 6 and equivalent: £25,783 Band 7 and equivalent: £30,764 Band 8a and equivalent: £39,239 Band 8b and equivalent: £45,707 Band 8c and equivalent: £54,998 Band 8d and equivalent: £65,922 Band 9 and equivalent: £77,850 [Source: NHS Agenda for Change 2014]
2314 Secondary education teaching professionals	<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 (chemistry and physics only) 	Unqualified teachers undertaking Overseas Trained Teachers Programme and equivalent: £20,800 Qualified teachers and equivalent: £21,804 Post-threshold teachers and equivalent: £34,523 Leadership group, assistant head

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		teacher, principal teacher and equivalent: £37,836 [Source: Teachers' national pay scales]
2425 Actuaries, economists and statisticians	ONLY the following jobs in this occupation code: <ul style="list-style-type: none"> • bio-informatician • informatician 	New entrant: £26,500 Experienced worker: £34,700 [Source: Annual Survey of Hours and Earnings 2014]
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: £21,478 Band 6 and equivalent: £25,783 Band 7 and equivalent: £30,764 Band 8a and equivalent: £39,239 Band 8b and equivalent: £45,707 Band 8c and equivalent: £54,998 Band 8d and equivalent: £65,922 Band 9 and equivalent: £77,850 [Source: NHS Agenda for Change 2014]
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: £23,000 Experienced worker: £29,400 [Source: Annual Survey of Hours and Earnings 2014]
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: £20,800 [Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available). The Tier 2 minimum threshold is higher than the rate shown by the ASHE data.]

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		<p>Experienced worker: £27,600</p> <p>[Source: Annual Survey of Hours and Earnings 2014]</p>
<p>3213 Paramedics</p>	<p>ALL jobs in this occupation code</p>	<p>Band 5 and equivalent: £21,478 Band 6 and equivalent: £25,783 Band 7 and equivalent: £30,764</p> <p>[Source: NHS Agenda for Change 2014]</p>
<p>3411 Artist</p>	<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 	<p>New entrant: £20,800</p> <p>[Source: Annual Survey of Hours and Earnings 2014. The Tier 2 minimum threshold is higher than the rate shown by the ASHE data.]</p> <p>Experienced worker: £21,500</p> <p>[Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available)]</p>
<p>3414 Dancers and choreographers</p>	<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). <p>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 	<p>New entrant: £20,800 Experienced worker: £24,200</p> <p>[Source: Annual Survey of Hours and Earnings 2014. The Tier 2 minimum threshold is higher than the rate shown by the ASHE data for new entrants.]</p>

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	<ul style="list-style-type: none"> - 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). <p>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 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) 	
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: £20,800 Experienced worker: £24,200</p> <p>[Source: Annual Survey of Hours and Earnings 2014. The Tier 2 minimum threshold is higher than the rate shown by the ASHE data for new entrants.]</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 	<p>New entrant: £24,600 Experienced worker: £30,500</p> <p>[Source: Annual Survey of Hours and Earnings 2014]</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
	<ul style="list-style-type: none"> - producer - production manager - technical director - visual effects supervisor 	
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: £20,800 Experienced worker: £21,200</p> <p>[Source: Annual Survey of Hours and Earnings 2014. The Tier 2 minimum threshold is higher than the rate shown by the ASHE data for new entrants.]</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: £20,800</p> <p>[Source: Annual Survey of Hours and Earnings 2013 (no equivalent 2014 data available). The Tier 2 minimum threshold is higher than the rate shown by the ASHE data.]</p> <p>Experienced worker: £23,800</p> <p>[Source: Annual Survey of Hours and Earnings 2014]</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 – see notes below 	<p>All workers: £20,800</p> <p>[Source: Annual Survey of Hours and Earnings 2013/14 (no equivalent 2014 data available for new entrants). The Tier 2 minimum threshold is higher than the rates shown by the ASHE data.]</p>
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: £21,900</p> <p>[Source: Annual Survey of Hours and Earnings 2014]</p> <p>Experienced worker: £27,100</p> <p>[Source: Annual Survey of</p>

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		Hours and Earnings 2013 (no equivalent 2014 data available)]
5249 Line repairers and cable jointers	<p>ONLY the following job in this occupation code:</p> <ul style="list-style-type: none"> • overhead linesworker at Linesman Erector 2 (LE2) level and above, where the pay is at least £32,000 per year 	<p>£32,000</p> <p>[Source: Migration Advisory Committee]</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 – see notes below; 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>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>£29,570 per year after deductions for accommodation, meals etc.</p> <p>[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 Home Office on request.</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 • medical physicist • staff working in diagnostics radiology (including magnetic resonance imaging) 	<p>New entrant: £21,000 Experienced worker: £27,200</p> <p>[Source: Evidence from partners who responded to Migration Advisory Committee in 2011, uplifted based on national changes in earnings]</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 • consultant in clinical oncology • non-consultant, non-training, medical staff post in clinical radiology • CT3 trainee and ST4 to ST7 trainee in clinical radiology • all grades except CPT1 in psychiatry • all grades in anaesthetics, paediatrics, obstetrics and gynaecology 	<p>Speciality registrar (StR) and equivalent: £30,002 Speciality doctor and equivalent: £37,176 Consultant and equivalent: £75,249</p> <p>[Source: NHS Employers Pay and Conditions (M&D) Circular 2/2014]</p>

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Notes – additional requirements:

1. Qualifying companies:

These requirements apply to the following jobs:

- IT product manager (SOC code 2333)
- Data scientist (SOC code 2135)
- Senior developer (SOC code 2136)
- Cyber security specialist (SOC code 2139)

Sponsors must apply to be considered as a “qualifying company”. New sponsors can do so by completing an additional 1-page form when applying for a Tier 2 sponsor licence.

Existing sponsors can apply using the “Sponsor Change of Circumstances” form.

The sponsor must:

- (a) have between 20 and 250 employees (or have fewer than 20 employees and have included the letter from UK Trade and Investment (UKTI) confirming that UKTI have been working with the company and support the application in relation to the company’s trade or investment activity); and,
- (b) not be more than 25% owned by a company which has one or more other establishments in the UK, and one or more of those establishments employing more than 250 employees; and,
- (c) not have been established in the UK for the purpose of supplying services exclusively to a single company or company group in the UK.

Qualifying companies can only sponsor a maximum of ten migrants at any one time in these shortage occupation roles across all four occupations.

2. Specified experience:

These requirements apply to the following jobs:

- IT product manager (SOC code 2333)
- Systems engineer (SOC code 2135)
- Senior developer (SOC code 2136)
- Cyber security specialist (SOC code 2139)
- High integrity pipe welder (SOC code 5215)
- Skilled chef (SOC code 5434)

The sponsor must retain:

- (a) references from the individual's past employer(s) detailing the required experience and provide these to the Home Office on request
- (b) relevant evidence enabling the sponsor to demonstrate:
 - (i) why the job requires someone with the required experience – what elements of the job require this experience and why;
 - (ii) why the job could not be carried out to the required standard by someone with less experience; and
 - (iii) how the sponsor would expect a settled worker to gain this experience before being appointed to the post.