Review of the Critical Skills and Ineligible Occupations Lists, Mid Year 2019
Summary Report
February 2020

Prepared by the Department of Business, Enterprise and Innovation
gov.ie
Background

Ireland operates a managed employment permits system maximising the benefits of economic migration and minimising the risk of disrupting Ireland’s labour market. The system is intended to act as a conduit for key skills which are required to develop enterprise in the State for the benefit of our economy, while simultaneously protecting the balance of the labour market.

The employment permits regime is designed to facilitate the entry of appropriately skilled non-EEA migrants to fill skills and/or labour shortages, however, this objective must be balanced by the need to ensure that there are no suitably qualified Irish/EEA nationals available to undertake the work and that the shortage is a genuine one.

Only where specific skills prove difficult to source within the State and wider EEA, may an employment permit be sought by an employer to hire a non-EEA national. To implement this policy, Ireland currently operates an employment permits regime that:

- focuses on key sectors and skills shortages, especially in economically strategic enterprises with potential for jobs growth;
- adheres to the principle of community preference and avoids disrupting the labour market or reducing the employment opportunities for the resident population;
- ensures that employment permit holders are making a positive net contribution to the Irish economy;
- minimises the potential for abusing the employment rights of migrants, is clear and consistent and therefore attractive to migrants and employers;
- is administratively effective and efficient, has a clear legislative basis, and is sufficiently flexible to react quickly to changes in the labour market.

The Occupations Lists for Employment Permits

The system is, by design, vacancy led and driven by the changing needs of the labour market, expanding and contracting in tandem with its inherent fluctuations. In order to ensure that the employment permits schemes are responsive to changes in economic circumstances and labour market conditions, the system is managed through the operation of the Critical Skills Occupations List and the Ineligible Occupations List for the purpose of granting an employment permit. As demand grows or recedes, the level of economic migration adjusts accordingly.

- Occupations included on the Critical Skills Occupations List are highly skilled occupations which are experiencing labour or skill shortages in respect of qualifications, experience or skills and which are required for the proper functioning of the Irish economy.
• Occupations not on either List where an employer cannot find a worker, are considered eligible occupations for an employment permit, subject to criteria, but are not eligible for Critical Skills Employment Permits.

• Occupations included on the Ineligible Occupations List are occupations in respect of which there is evidence that there are more than enough Irish/EEA workers available to fill such vacancies, and therefore an employment permit shall not be granted in Ireland.

The Review Process

It is vital that the employment permits schemes are responsive to changes in economic circumstances and labour market conditions. Therefore, in order to maintain the relevance of these lists of occupations and to ensure the employment permits system is aligned with current labour market conditions and intelligence, it is necessary to review the critically skilled and ineligible lists on a regular basis, in accordance with the changing needs of the economy and the labour market.

The lists are subject to twice-yearly review which examines labour market conditions at occupation level and adjusts access to the Irish labour market for non-EEA nationals on the basis of available evidence. The process involves in-depth examination of the research and labour market intelligence undertaken by the Skills and Labour Market Research Unit (SLMRU) in SOLAS, the Expert Group of Future Skills Needs (EGFSN), the National Skills Council and the public/stakeholder consultation process. Account is also taken of education outputs, sectoral upskilling and training initiatives and known contextual factors such as Project 2040 and Brexit. The views and input of relevant Government Departments are also incorporated and overseen by the Interdepartmental Group on Economic Migration Policy, which is chaired by the Department of Business, Enterprise and Innovation with membership drawn from senior officials of key Government Departments and Solas.

The Report on the Review of Economic Migration Policy, published in September 2018, included the recommendation that in order to make changes to the occupations lists, there would need to be a clear demonstration that recruitment difficulties are solely due to shortages across the EEA and not to other factors such as salary and/or employment conditions.

An occupation may be considered for inclusion on the Critical Skills Occupations List or removal from the Ineligible Occupations List provided that:

• There are no suitable Irish/EEA nationals available to undertake the work;

• Development opportunities for Irish/EEA nationals are not undermined;

• Genuine skills shortage exists and that it is not a recruitment or retention problem;

• The Government’s education, training, employment and economic development policies are supported;
The skill shortage exists across the occupation, despite attempts by industry to train and attract Irish/EEA nationals to available jobs.

The Department of Business, Enterprise and Innovation invited submissions from stakeholders, interested parties or regular users of the permits system, where there is a skills deficit or surplus of individuals holding such skills, or, a shortage of labour or surplus of individuals available to fill those labour needs, in relation to occupations in any sector and the impact of which is adversely affecting industry.

**End Year 2019 Review**

The review commenced with the opening of the public consultation on 31st May 2019, with employers, industry representatives, Government Departments, Agencies, social partners and NGOs invited to provide observations as part of the public consultation phase which closed on 12th July 2019. The Economic Migration Policy Unit of the Department of Business, Enterprise and Innovation received thirty-four submissions from a range of employers, employer representative bodies and NGOs across a number of sectors in the economy.

Based on recommendations, Minister Humphreys approved changes to the Occupations Lists and announced the amendment of the Employment Permits Regulations effective from 12th December 2019.

The Critical Skills Occupations List will now include:

- Site Manager
- Structural / Site Engineer
- Mechanical Engineers for all sectors (previously restricted to certain sectors)
- Electrical Engineers (previously restricted to certain sectors)
- Setting Out Engineer
- Façade Designer
- Architect
- Architectural Technologists

The following occupations will be removed from the Ineligible Occupations List and will be eligible for a General Employment Permit:

- Commis Chef
- Safety Manager
- Building, Civil and Structural Engineering Technicians
- Architectural Technician
- Draughtspersons
- Construction Safety Officers
- Foreman
The following are the Increases to current quota exemptions on the Ineligible Occupations List

- Heavy Goods Vehicle Driver increased by 200
- Meat Processing Operative increased by 1000

Other amendments included in these Regulations apply to the criteria for employment permits for the hospitality and health sectors. In addition to the amendment to extend access to employment permits for the Commis Chef grade with two years’ experience, the additional criteria of a quota of General Employment Permits and the restriction of a cap per establishment is no longer applied. An amendment is also incorporated in the Employment Permits Regulations to facilitate eligibility for Critical Skills Employment Permits to all qualified, registered NMBI Nurses holding either a degree or diploma level relevant qualification.

The revised occupations Lists, effective from 12th December 2019, are attached below at Appendix 2 and through the following link: dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/
### Schedules 3 and 4 of the Employment Permits Regulations

#### Schedule 3 - Critical Skills Eligible List (CSOL)

<table>
<thead>
<tr>
<th>SOC-3</th>
<th>Employment category</th>
<th>SOC-4</th>
<th>Employments</th>
</tr>
</thead>
<tbody>
<tr>
<td>112</td>
<td>Production Managers and Directors</td>
<td>1122</td>
<td>Site Manager</td>
</tr>
<tr>
<td>113</td>
<td>ICT Professionals</td>
<td>1136</td>
<td>Information technology and telecommunications directors</td>
</tr>
<tr>
<td>118</td>
<td>Health and Social Services Managers and Directors</td>
<td>1181</td>
<td>Senior health services and public health managers and directors</td>
</tr>
<tr>
<td>211</td>
<td>Natural and Social Science Professionals</td>
<td>2111</td>
<td>Chemical scientists in manufacturing (including food &amp; beverages, medical devices), product development, analytical development, clinical co-vigilance, or biotechnology or related and relevant specialist skills, qualifications or experience</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2112</td>
<td>Medical laboratory scientists</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Biological scientists and biochemists in manufacturing (including food &amp; beverages, medical devices), product development, analytical development, clinical co-vigilance, or biotechnology or related and relevant specialist skills, qualifications or experience</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2113</td>
<td>Physical scientists in manufacturing (including food &amp; beverages, medical devices), product development, analytical development, clinical co-vigilance, or biotechnology or related and relevant specialist skills, qualifications or experience</td>
</tr>
<tr>
<td>212</td>
<td>Engineering Professionals</td>
<td>2121</td>
<td>Civil Engineers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2122</td>
<td>Structural Engineers and Site Engineers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2123</td>
<td>Mechanical engineers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2124</td>
<td>Electronics engineers specialising in:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>o Chip design, test engineering, or application engineering, or</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>o Process automation engineering, or</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>o Power generation, transmission and distribution, or</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>o Related and relevant specialist skills, qualifications or experience</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2126</td>
<td>Design and development engineers specialising in:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>o Quality control, or validation and regulation engineering (high tech industry; food and beverages), or</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>o Chip design, test engineering, or application engineering, or</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>o Process automation engineering, or</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>o Power generation, transmission and distribution, or</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>o Related and relevant specialist skills, qualifications or experience</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2127</td>
<td>Production and process engineers specialising in:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>o Quality control, or validation and regulation engineering (high tech industry; food and beverages), or</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>o Chemical process engineering, or</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>o Process automation engineering, or</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>o Power generation, transmission and distribution, or</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>o Related and relevant specialist skills, qualifications or experience</td>
</tr>
<tr>
<td>213</td>
<td>Information Technology and Telecommunications Professionals</td>
<td>2133</td>
<td>IT specialist managers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2134</td>
<td>IT project and programme managers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2135</td>
<td>IT business analysts, architects and systems designers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2136</td>
<td>Programmers and software development professionals</td>
</tr>
<tr>
<td>Code</td>
<td>Profession</td>
<td></td>
<td></td>
</tr>
<tr>
<td>------</td>
<td>------------------------------------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2137</td>
<td>Web design and development professionals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2139</td>
<td>All other ICT professionals not elsewhere classified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>221</td>
<td>Health Professionals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2211</td>
<td>Medical practitioners</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2213</td>
<td>Industrial Pharmacists</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2217</td>
<td>- Radiographers</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Radiation therapists</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Vascular technologists/physiologists</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Gastro Intestinal technologists/physiologists</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2219</td>
<td>- Audiologists</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Perfusionists</td>
<td></td>
<td></td>
</tr>
<tr>
<td>222</td>
<td>Therapy Professionals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2229</td>
<td>Orthopists</td>
<td></td>
<td></td>
</tr>
<tr>
<td>223</td>
<td>Nursing and Midwifery Professionals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2231</td>
<td>- Registered Nurses (RGN, MHN, ID and Children’s nurses)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Clinical Nurse Specialists</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Clinical Nurse Managers</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Advanced Nursing Practitioners</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2232</td>
<td>- Registered Midwives</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Clinical Midwife Specialists</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Clinical Midwife Managers</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Advanced Midwife Practitioners</td>
<td></td>
<td></td>
</tr>
<tr>
<td>231</td>
<td>Teaching and Educational Professionals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2311</td>
<td>Academics who hold a qualification equivalent to Level 10 of the National Framework of Qualification in a given discipline awarded no less than two calendar years prior to the date of application for an employment permit, with a minimum of one academic year of relevant teaching experience, and the employment concerned is in a third level institution governed by the Irish Universities Act 1997 (No. 24 of 1997), the Institutes of Technology Act 2006 (No. 25 of 2006) and the Technological Universities Act 2018 (No. 3 of 2018); or involves delivering a programme largely or wholly concerned with information and communications technology, which leads to a major award at QQI level 8 and/or level 9 as validated by Quality and Qualifications Ireland.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>242</td>
<td>Business, Research and Administrative Professionals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2421</td>
<td>- Chartered and certified accountants, and taxation experts specialising in tax, compliance, regulation, solvency or financial management or related and relevant specialist skills, qualifications or experience.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Qualified accountants with at least three years’ auditing experience, who are full members of the American Institute of Certified Public Accountants (AICPA), Philippine Institute of Certified Public Accountants (PICPA) and the Institute of Chartered Accountants of Pakistan (ICAP) and whom have relevant work experience in the areas of US GAAP reporting and Global Audit and Advisory Services and the employment concerned is in MNC Global Audit Services.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Tax consultant specialising in non-EEA tax consultancy and compliance with a professional tax qualification or legal qualification with tax specialism, and has a minimum of three years’ experience of tax consultancy requirements and regulations in the relevant non-EEA market.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2423</td>
<td>Management consultants and business analysts specialising in big data analytics with skills in IT, data mining, modelling, and advanced maths or related and relevant specialist skills, qualifications or experience.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2424</td>
<td>Business and financial project management professionals specialising in finance &amp; investment analytics, risk analytics, credit, fraud analytics or related and relevant specialist skills, qualifications or experience.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2425</td>
<td>Actuaries, economists and statisticians specialising in big data analytics with skills in IT, data mining, modelling, and advanced maths or related and relevant specialist skills, qualifications or experience.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>243</td>
<td>Architect</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Code</td>
<td>Occupation Description</td>
<td>Subcodes</td>
<td></td>
</tr>
<tr>
<td>-------</td>
<td>-------------------------------------------------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>2433</td>
<td>Architects, Town Planners and Surveyors</td>
<td>2433 Quantity surveyors</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>2435 Architectural Technologist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>2436 Construction project managers</td>
<td></td>
</tr>
<tr>
<td>246</td>
<td>Quality and Regulatory Professionals</td>
<td>2461 Quality control and planning engineers</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>2462 Quality assurance and regulatory professionals</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>2463 Environmental health professionals</td>
<td></td>
</tr>
<tr>
<td>247</td>
<td>Media Professionals</td>
<td>2473 Art Director in 2D or 3D animation, with at least one year’s</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>experience in the role</td>
<td></td>
</tr>
<tr>
<td>321</td>
<td>Health Associate Professionals</td>
<td>3213 PHECC registered Paramedics</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>PHECC registered Advanced Paramedic Practitioners</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>3218 • Prosthetists</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Orthotists</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Respiratory physiologist</td>
<td></td>
</tr>
<tr>
<td>341</td>
<td>Artistic, Literary and Media Occupations</td>
<td>3411 Animation Background and Design Artist in 2D or 3D animation, with</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>at least one year’s experience in the role</td>
<td></td>
</tr>
<tr>
<td>342</td>
<td>Design Occupations</td>
<td>3421 Location Designer in 2D or 3D animation, with at least one year’s</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>experience in the role</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Character Designer in 2D or 3D animation, with at least one year’s</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>experience in the role</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Prop Designer in 2D or 3D animation, with at least one year’s</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>experience in the role</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Animation Layout Artist in 2D or 3D animation, with at least one year’s</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>experience in the role</td>
<td></td>
</tr>
<tr>
<td>344</td>
<td>Sports and Fitness Occupations</td>
<td>3442 High performance coaches and directors employed by</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• National sports organisations, or</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• High profile sports organisations engaging in international</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>competition</td>
<td></td>
</tr>
<tr>
<td>354</td>
<td>Sales, Marketing and Related Associate Professionals</td>
<td>3542 Business sales executives specialising in International Sales</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Roles or ITB2B sales roles and with fluency in the official language,</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>apart from English, of a state which is not a Member State of the EEA</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>3543 International marketing experts with required domain knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>specialising in product strategy development and management with</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>technical and product/service knowledge (pharmaceutical, medical</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>devices, Software B2B, SaaS products)</td>
<td></td>
</tr>
</tbody>
</table>
### Schedule 4 - Ineligible Occupations List (IOL)

<table>
<thead>
<tr>
<th>SOC-3</th>
<th>Categories of employment</th>
<th>SOC-4</th>
<th>Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>122</td>
<td>Managers in Hospitality and Leisure Services</td>
<td>1221</td>
<td>Hotel and accommodation managers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1223</td>
<td>Restaurant and catering establishment managers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1224</td>
<td>Publicans and managers of licensed premises</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1225</td>
<td>Leisure and sports facilities managers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1226</td>
<td>Travel agency managers</td>
</tr>
<tr>
<td>124</td>
<td>Managers in Health and Care Services</td>
<td>1242</td>
<td>Residential, day and domiciliary care managers</td>
</tr>
<tr>
<td>125</td>
<td>Managers in Other Services</td>
<td>1251</td>
<td>Property, housing and estate managers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1252</td>
<td>Garage managers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1253</td>
<td>Hairdressing and beauty salon managers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1254</td>
<td>Shopkeepers – wholesale and retail</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1255</td>
<td>Waste disposal and environmental services managers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1259</td>
<td>Other managers in other services not elsewhere classified (includes</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Betting shop manager, Graphic design manager, Library manager, Plant</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>hire manager, Production manager</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(with the exception of Safety Manager)</td>
</tr>
<tr>
<td>222</td>
<td>Therapy Professionals</td>
<td>2221</td>
<td>Physiotherapists (with the exception of a physiotherapist affiliated to</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>a particular sporting organisation applying for a Sport and Cultural</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Employment Permit)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2222</td>
<td>Occupational therapists</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2223</td>
<td>Speech and language therapists</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2229</td>
<td>Other therapy professionals not elsewhere classified (with the exception</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>of orthoptists, and chiropractors who are members of the Chiropractic</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Association of Ireland)</td>
</tr>
<tr>
<td>244</td>
<td>Welfare Professionals</td>
<td>2442</td>
<td>Social workers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2443</td>
<td>Probation officers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2449</td>
<td>Other welfare professionals not elsewhere classified</td>
</tr>
<tr>
<td>312</td>
<td>Draughtspersons and Related Architectural Technicians</td>
<td>3121</td>
<td>Town planning technicians</td>
</tr>
<tr>
<td>321</td>
<td>Health Associate Professionals</td>
<td>3216</td>
<td>Dispensing opticians</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3217</td>
<td>Pharmaceutical technicians</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3218</td>
<td>Dental technicians only</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3219</td>
<td>Other health associate professionals not elsewhere classified (includes</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Acupuncturists, Homeopaths, Hypnotherapists, Massage therapists, Reflexo</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>logists, Sports therapists)</td>
</tr>
<tr>
<td>323</td>
<td>Welfare and Housing Associate Professionals</td>
<td>3231</td>
<td>Youth and community workers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3233</td>
<td>Child and early years officers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3234</td>
<td>Housing officers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3235</td>
<td>Counsellors</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3239</td>
<td>Other welfare and housing associate professionals not elsewhere classified</td>
</tr>
<tr>
<td>331</td>
<td>Protective Service Occupations</td>
<td>3311</td>
<td>NCOs and other ranks</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3312</td>
<td>Police officers (sergeant and below)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3313</td>
<td>Fire service officers (watch manager and below)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3314</td>
<td>Prison service officers (below principal officer)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3315</td>
<td>Police community support officers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3319</td>
<td>Other protective service associate professionals not elsewhere classified</td>
</tr>
<tr>
<td>344</td>
<td>Sports and Fitness Occupations</td>
<td>3443</td>
<td>Fitness instructors</td>
</tr>
<tr>
<td>Code</td>
<td>Occupation</td>
<td>Description</td>
<td></td>
</tr>
<tr>
<td>------</td>
<td>-------------------------------------</td>
<td>------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>352</td>
<td>Legal Associate Professionals</td>
<td>Legal associate professionals (with the exception of employment of a person fluent in the official language, apart from English, of a State which is not a member of the EEA and who has market knowledge of that non-EEA state)</td>
<td></td>
</tr>
<tr>
<td>354</td>
<td>Sales, Marketing and Related</td>
<td>Estate agents and auctioneers</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Associate Professionals</td>
<td>Conference and exhibition managers and organisers</td>
<td></td>
</tr>
<tr>
<td>356</td>
<td>Public Services and Other</td>
<td>Vocational and industrial trainers and instructors (with the exception of mobility instructors for the visually impaired)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Associate Professionals</td>
<td>Careers advisers and vocational guidance specialists (with the exception of career guidance teachers in secondary schools)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Inspectors of standards and regulations</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Health and safety officers (with the exception of Construction Safety Officers)</td>
<td></td>
</tr>
<tr>
<td>411</td>
<td>Administrative Occupations:</td>
<td>National government administrative occupations</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Government and Related</td>
<td>Local government administrative occupations</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Organisations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>412</td>
<td>Administrative Occupations:</td>
<td>Credit controllers (with the exception of employment of a person fluent in the official language, apart from English, of a state which is not a Member State of the EEA, in a role in credit control where the employment is supported by an enterprise development agency)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Finance</td>
<td>Book-keepers, payroll managers and wages clerks (with the exception of employment of a person fluent in the official language, apart from English, of a state which is not a Member State of the EEA in a role in accounts payable where the employment is supported by an enterprise development agency)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Bank and post office clerks</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Finance officers</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Other financial administrative occupations not elsewhere classified</td>
<td></td>
</tr>
<tr>
<td>413</td>
<td>Administrative Occupations:</td>
<td>Records clerks and assistants</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Records</td>
<td>Pensions and insurance clerks and assistants</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Stock control clerks and assistants</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Library clerks and assistants</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Human resources administrative occupations</td>
<td></td>
</tr>
<tr>
<td>415</td>
<td>Other AdministrativeOccupations:</td>
<td>Sales administrators</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Other administrative occupations not elsewhere classified</td>
<td></td>
</tr>
<tr>
<td>416</td>
<td>Administrative Occupations:</td>
<td>Office managers</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Office Managers and Supervisors</td>
<td>Office supervisors</td>
<td></td>
</tr>
<tr>
<td>421</td>
<td>Secretarial and Related</td>
<td>Medical secretaries</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Occupations</td>
<td>Legal secretaries</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>School secretaries</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Company secretaries</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Personal assistants and other secretaries</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Receptionists</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Typists and related keyboard occupations</td>
<td></td>
</tr>
<tr>
<td>511</td>
<td>Agricultural and Related</td>
<td>Farmers</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Trades</td>
<td>Horticultural trades</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Gardeners and landscape gardeners</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Groundsmen and greenkeepers</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Other agricultural and fishing trades not elsewhere classified</td>
<td></td>
</tr>
<tr>
<td>521</td>
<td>Metal Forming, Welding and Related</td>
<td>Smiths and forge workers</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Trades</td>
<td>Moulders, core makers and die casters</td>
<td></td>
</tr>
<tr>
<td>Occupation</td>
<td>Description</td>
<td></td>
<td></td>
</tr>
<tr>
<td>------------</td>
<td>-------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5214</td>
<td>Metal plate workers, and riveters</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5231</td>
<td>Vehicle technicians, mechanics and electricians (with the exception of vehicle technicians and mechanics affiliated to a particular sporting organisation applying for a Sport and Cultural Employment Permit)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5232</td>
<td>Vehicle body builders and repairers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5234</td>
<td>Vehicle paint technicians</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5236</td>
<td>Boat and ship builders and repairers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5237</td>
<td>Rail and rolling stock builders and repairers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>523</td>
<td>Vehicle Trades</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5231</td>
<td>Vehicle technicians, mechanics and electricians (with the exception of vehicle technicians and mechanics affiliated to a particular sporting organisation applying for a Sport and Cultural Employment Permit)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5232</td>
<td>Vehicle body builders and repairers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5234</td>
<td>Vehicle paint technicians</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5236</td>
<td>Boat and ship builders and repairers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5237</td>
<td>Rail and rolling stock builders and repairers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>523</td>
<td>Vehicle Trades</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5231</td>
<td>Vehicle technicians, mechanics and electricians (with the exception of vehicle technicians and mechanics affiliated to a particular sporting organisation applying for a Sport and Cultural Employment Permit)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5232</td>
<td>Vehicle body builders and repairers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5234</td>
<td>Vehicle paint technicians</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5236</td>
<td>Boat and ship builders and repairers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5237</td>
<td>Rail and rolling stock builders and repairers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>524</td>
<td>Electrical and Electronic Trades</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5241</td>
<td>Electricians and electrical fitters</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5244</td>
<td>TV, video and audio engineers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5249</td>
<td>Other electrical and electronic trades not elsewhere classified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>525</td>
<td>Skilled Metal, Electrical and Electronic Trades Supervisors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5250</td>
<td>Skilled metal, electrical and electronic trades supervisors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>531</td>
<td>Construction and building trades</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5312</td>
<td>Masons</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5313</td>
<td>Roofers, roof tilers and slaters</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5314</td>
<td>Plumbers and heating and ventilating engineers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5315</td>
<td>Carpenters and joiners (with the exception of shuttering carpenters)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5319</td>
<td>Other construction and building trades not elsewhere classified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>531</td>
<td>Construction and building trades</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5312</td>
<td>Masons</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5313</td>
<td>Roofers, roof tilers and slaters</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5314</td>
<td>Plumbers and heating and ventilating engineers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5315</td>
<td>Carpenters and joiners (with the exception of shuttering carpenters)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5319</td>
<td>Other construction and building trades not elsewhere classified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>532</td>
<td>Building Finishing Trades</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5322</td>
<td>Floorers and wall tilers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5323</td>
<td>Painters and decorators</td>
<td></td>
<td></td>
</tr>
<tr>
<td>533</td>
<td>Construction and Building Trades Supervisors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5330</td>
<td>Construction and building trades supervisors (with the exception of Foreman)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>541</td>
<td>Textiles and Garments Trades</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5411</td>
<td>Weavers and knitters</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5412</td>
<td>Upholsterers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5413</td>
<td>Footwear and leather working trades</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5414</td>
<td>Tailors and dressmakers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5419</td>
<td>Other textiles, garments and related trades not elsewhere classified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>542</td>
<td>Printing Trades</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5421</td>
<td>Pre-press technicians</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5422</td>
<td>Printers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5423</td>
<td>Print finishing and binding workers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>543</td>
<td>Food Preparation and Hospitality Trades</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5431</td>
<td>Butchers (with the exception of boners (meat))</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5432</td>
<td>Bakers and flour confectioners</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5433</td>
<td>Fishmongers and poultry dressers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5434</td>
<td>Chefs (with the exception of –</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>o Executive Chef with minimum of 5 years’ experience</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>o Head Chef with minimum of 5 years’ experience</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>o Sous Chef with minimum of 5 years’ experience</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>o Chef de Partie with minimum of 2 years’ experience</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>o Commis Chef with minimum of 2 years’ experience who will be employed in establishments other than fast food outlets)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5435</td>
<td>Cooks</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5436</td>
<td>Catering and bar managers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>544</td>
<td>Other Skilled Trades</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5441</td>
<td>Glass and ceramics makers, decorators and finishers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5442</td>
<td>Furniture makers and other craft woodworkers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5443</td>
<td>Florists</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5449</td>
<td>All other skilled trades not elsewhere classified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>612</td>
<td>Childcare and Related Personal Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6121</td>
<td>Nursery nurses and assistants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6122</td>
<td>Childminders and related occupations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6125</td>
<td>Teaching assistants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6126</td>
<td>Educational support assistants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Code</td>
<td>Occupation Description</td>
<td></td>
<td></td>
</tr>
<tr>
<td>------</td>
<td>----------------------------------------------------------------------------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>613</td>
<td>Animal Care and Control Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6131</td>
<td>Veterinary nurses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6132</td>
<td>Pest control officers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6139</td>
<td>Other animal care services occupations not elsewhere classified (includes work riders)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>614</td>
<td>Caring Personal Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6141</td>
<td>Nursing auxiliaries and assistants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6142</td>
<td>Ambulance staff (with the exception of paramedics)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6143</td>
<td>Dental nurses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6144</td>
<td>Houseparents and residential wardens</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6145</td>
<td>Care workers and home carers (with the exception of a carer in a private home)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6146</td>
<td>Senior care workers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6147</td>
<td>Care escorts</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6148</td>
<td>Undertakers, mortuary and crematorium assistants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>621</td>
<td>Leisure and Travel Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6211</td>
<td>Sports and leisure assistants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6212</td>
<td>Travel agents</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6214</td>
<td>Air travel assistants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6215</td>
<td>Rail travel assistants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6219</td>
<td>Other leisure and travel service occupations not elsewhere classified (with the exception of tourist guides fluent in the official language, apart from English, of a state which is not a Member State of the EEA)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>622</td>
<td>Hairdressers and Related Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6221</td>
<td>Hairdressers, barbers, and related occupations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6222</td>
<td>Beauticians and related occupations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>623</td>
<td>Housekeeping and Related Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6231</td>
<td>Housekeepers and related occupations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6232</td>
<td>Caretakers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>624</td>
<td>Cleaning and Housekeeping Managers and Supervisors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6240</td>
<td>Cleaning and housekeeping managers and supervisors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>711</td>
<td>Sales Assistants and Retail Cashiers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7111</td>
<td>Sales and retail assistants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7112</td>
<td>Retail cashiers and check-out operators</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7113</td>
<td>Telephone salespersons</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7114</td>
<td>Pharmacy and other dispensing assistants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7115</td>
<td>Vehicle and parts salespersons and advisers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>712</td>
<td>Sales Related Occupations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7121</td>
<td>Collector salespersons and credit agents</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7122</td>
<td>Debt, rent and other cash collectors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7123</td>
<td>Roundspersons and van salespersons</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7124</td>
<td>Market and street traders and assistants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7125</td>
<td>Merchandisers and window dressers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7129</td>
<td>Other sales related occupations not elsewhere classified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>713</td>
<td>Sales Supervisors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7130</td>
<td>Sales supervisors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>721</td>
<td>Customer Service Occupations</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| 7211 | Call and contact centre occupations (with the exception of employment of a person fluent in the official language, apart from English, of a state which is not a Member State of the EEA, where the employment is supported by an enterprise development agency and is in—
<p>| | o a customer service and sales role with relevant product knowledge, |
| | o a specialist online digital marketing and sales role, or |
| | o a specialist language support and technical sales support role) |</p>
<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>7213</td>
<td>Telephonists</td>
</tr>
<tr>
<td>7214</td>
<td>Communication operators</td>
</tr>
<tr>
<td>7215</td>
<td>Market research interviewers</td>
</tr>
<tr>
<td>7219</td>
<td>Other customer service occupations not elsewhere classified</td>
</tr>
<tr>
<td>7220</td>
<td>Customer service managers and supervisors</td>
</tr>
</tbody>
</table>

**811 Process Operatives**
- 8111 Food, drink and tobacco process operatives (with the exception of Computer Numerical Control Operative and Meat processor operative)
- 8112 Glass and ceramics process operatives (with the exception of Computer Numerical Control Operative)
- 8113 Textile process operatives (with the exception of Computer Numerical Control Operative)
- 8114 Chemical and related process operatives (with the exception of Computer Numerical Control Operative)
- 8115 Rubber process operatives (with the exception of Computer Numerical Control Operative)
- 8116 Plastics process operatives (with the exception of Computer Numerical Control Operative)
- 8117 Metal making and treating process operatives (with the exception of Computer Numerical Control Operative)
- 8118 Electropoliters (with the exception of Computer Numerical Control Operative)
- 8119 Other process operatives not elsewhere classified (with the exception of Computer Numerical Control Operative)

**812 Plant and Machine Operatives**
- 8121 Paper and wood machine operatives (with the exception of Computer Numerical Control Operative)
- 8122 Coal mine operatives (with the exception of Computer Numerical Control Operative)
- 8123 Quarry workers and related operatives (with the exception of Computer Numerical Control Operative)
- 8124 Energy plant operatives (with the exception of Computer Numerical Control Operative)
- 8125 Metal working machine operatives (with the exception of Computer Numerical Control Operative)
- 8126 Water and sewerage plant operatives (with the exception of Computer Numerical Control Operative)
- 8127 Printing machine assistants (with the exception of Computer Numerical Control Operative)
- 8129 Other plant and machine operatives not elsewhere classified (with the exception of Computer Numerical Control Operative)

**813 Assemblers and Routine Operatives**
- 8131 Assemblers (electrical and electronic products)
- 8132 Assemblers (vehicles and metal goods)
- 8133 Routine inspectors and testers
- 8134 Weighers, graders and sorters
- 8135 Tyre, exhaust and windscreen fitters
- 8137 Sewing machinists
- 8139 Other assemblers and routine operatives not elsewhere classified

**814 Construction Operatives**
- 8142 Road construction operatives
- 8143 Rail construction and maintenance operatives
- 8149 Other construction operatives not elsewhere classified

**821 Road Transport Drivers**
- 8211 Large goods vehicle drivers (with the exception of heavy goods vehicle drivers who have-
- a category CE or C1E driving licence, or
- an equivalent category to a category CE or C1E driving licence identified through a mutual recognition agreement between the Road Safety Authority and the appropriate regulatory authority in another jurisdiction).

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>8212</td>
<td>Van drivers</td>
</tr>
<tr>
<td>8213</td>
<td>Bus and coach drivers</td>
</tr>
<tr>
<td>8214</td>
<td>Taxi and cab drivers and chauffeurs</td>
</tr>
<tr>
<td>8215</td>
<td>Driving instructors</td>
</tr>
</tbody>
</table>

**822 Mobile Machine Drivers and Operatives**
- 8222 Fork-lift truck drivers
- 8223 Agricultural machinery drivers
- 8229 Other mobile machine drivers and operatives not elsewhere classified

**823 Other Drivers and Transport Operatives**
- 8231 Train and tram drivers
- 8232 Marine and waterways transport operatives
- 8233 Air transport operatives
- 8234 Rail transport operatives
- 8239 Other drivers and transport operatives not elsewhere classified

**911 Elementary Agricultural Occupations**
- 9111 Farm workers (with the exception of dairy farm assistants)
- 9112 Forestry workers
- 9119 Other fishing and other general agriculture occupations not elsewhere classified (with the exception of horticulture worker)

**912 Elementary Construction Occupations**
- 9120 Elementary construction occupations

**913 Elementary Process Plant Occupations**
- 9132 Industrial cleaning process occupations
- 9134 Packers, bottlers, canners and fillers
- 9139 Other elementary process plant occupations not elsewhere classified

**921 Elementary Administration Occupations**
- 9211 Postal workers, mail sorters, messengers and couriers
- 9219 Other elementary administration occupations not elsewhere classified

**923 Elementary Cleaning Occupations**
- 9231 Window cleaners
- 9232 Street cleaners
- 9233 Cleaners and domestics
- 9234 Launderers, dry cleaners and pressers
- 9235 Refuse and salvage occupations
- 9236 Vehicle valeters and cleaners
- 9239 Other elementary cleaning occupations not elsewhere classified

**924 Elementary Security Occupations**
- 9241 Security guards and related occupations
- 9242 Parking and civil enforcement occupations
- 9244 School midday and crossing patrol occupations
- 9249 Other elementary security occupations not elsewhere classified

**925 Elementary Sales Occupations**
- 9251 Shelf fillers
- 9259 Other elementary sales occupations not elsewhere classified

**926 Elementary Storage Occupations**
- 9260 Elementary storage occupations

**927 Other Elementary Services Occupations**
- 9271 Hospital porters
- 9272 Kitchen and catering assistants
- 9273 Waiters and waitresses
<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
</tr>
</thead>
<tbody>
<tr>
<td>9274</td>
<td>Bar staff</td>
</tr>
<tr>
<td>9275</td>
<td>Leisure and theme park attendants</td>
</tr>
<tr>
<td>9279</td>
<td>Other elementary services occupations not elsewhere classified</td>
</tr>
<tr>
<td>All</td>
<td>Work in the private home</td>
</tr>
<tr>
<td>All</td>
<td>Domestic operatives</td>
</tr>
</tbody>
</table>
## Submissions made to the Review of the Critical Skills and Ineligible Occupations Lists

<table>
<thead>
<tr>
<th>No.</th>
<th>Submitter</th>
<th>Sector</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Club Travel Ltd.</td>
<td>Travel Agent (SOC6212), Air Travel Assistant (SOC8214)</td>
<td>Add to CSL/Remove from IOL</td>
</tr>
<tr>
<td>2</td>
<td>Gunn Lennon Fabrications Ltd.</td>
<td>Façade/Curtain Wall Designer (SOC5319)</td>
<td>Add to CSOL</td>
</tr>
<tr>
<td>3</td>
<td>Group of NMBI Nurses</td>
<td>Nurses (holding Diploma level qualification) (SOC2231)</td>
<td>Add to CSOL</td>
</tr>
<tr>
<td>4</td>
<td>RAI</td>
<td>Hotel and Accommodation Managers (SOC1221); Catering and Bar Managers (SOC5436); Waiters and Waitresses (SOC9273); Bar staff (SOC9274); Commis Chef (SOC5434);</td>
<td>For removal from IOL. Continuation of current exemption to IOL Four Grades of Chef Quota (SOC5434); Extend current exception on IOL of quota of four grades to be available to Food to Go Restaurants; reinstate the specialist cuisine chef as exception on IOL alongside current four grades chef quota; OR add as an exception on IOL Specialist Cuisine Chef exempt from the two per establishment cap on IOL</td>
</tr>
<tr>
<td>5</td>
<td>HSE National Screening Service</td>
<td>Radiographer with post graduate mammography (SOC2217)</td>
<td>Inclusion on CSOL</td>
</tr>
<tr>
<td>6</td>
<td>LVA</td>
<td>Executive Chef, Head Chef, Sous Chef with minimum 5+ years experience; Chef de Partie 2-years experience</td>
<td>Inclusion on CSOL</td>
</tr>
<tr>
<td>7</td>
<td>Home &amp; Community Care Ireland</td>
<td>Carer in a private home (SOC6145) (or Home Help/Home Carer/Healthcare Assistant/Care Worker/Support Worker/Home Care Assistant)</td>
<td>Inclusion on CSOL</td>
</tr>
<tr>
<td>8</td>
<td>NCI</td>
<td>ICT Academics</td>
<td>Access to CSOL permits</td>
</tr>
<tr>
<td>9</td>
<td>RIAI</td>
<td>Architect (SOC2431), Architectural Technologist (SOC2435) Architectural Technician (SOC3121)</td>
<td>Add to CSOL, remove from IOL</td>
</tr>
<tr>
<td>10</td>
<td>O'Connor Sutton Cronin</td>
<td>Building and Civil Engineering Technicians (SOC3114), Draughtspersons (SOC3122)</td>
<td>Add to CSOL</td>
</tr>
<tr>
<td>11</td>
<td>Aidan Doherty Transport Ltd</td>
<td>Articulated Truck Driver with E+C Licence (SOC8211)</td>
<td>Add to CSOL</td>
</tr>
<tr>
<td>12</td>
<td>Juddmonte Farms Ireland Ltd.</td>
<td>Work Rider (SOC6139)</td>
<td>Add to CSL, remove from IOL</td>
</tr>
<tr>
<td>13</td>
<td>CIF</td>
<td>Façade/Curtain Wall Designer (SOC5319), BIM Specialist, BIM Manager (Interface Manager or Project Delivery Manager) (SOC2436), BIM Technicians (Modeller) (SOC5449/3113)</td>
<td>Add to CSOL, remove from IOL</td>
</tr>
<tr>
<td>14</td>
<td>Building Design Partnership Ltd</td>
<td>Architect (SOC2431) and Architectural Technologists (SOC2435)</td>
<td>Add to CSL</td>
</tr>
<tr>
<td>15</td>
<td>Bentel Ltd.</td>
<td>no occupation - delays in processing are of concern - seems to be a misunderstanding also mentions shortages of engineers</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Irish Dental Association</td>
<td>Dental Nurse (SOC6143)</td>
<td>Add to CSL</td>
</tr>
<tr>
<td>17</td>
<td>Global Professional Consultants</td>
<td>Architects, (SOC2431) Architectural Technicians (SOC3121) / Technologists (SOC2435), Interior Architects &amp; Interior Designers (SOC3422), Civil Engineers (SOC2121), Structural Engineers (SOC2121), Mechanical Engineers also called Mechanical Building Services Engineers (SOC2122), Electrical Engineers also called Electrical Building Services</td>
<td>Add to CSL (except technicians and Technologists to be removed from IOL)</td>
</tr>
<tr>
<td>No.</td>
<td>Company/Association/Agency</td>
<td>Occupation List</td>
<td>CSL/IOL Action</td>
</tr>
<tr>
<td>-----</td>
<td>----------------------------</td>
<td>-----------------</td>
<td>----------------</td>
</tr>
<tr>
<td>17</td>
<td>-</td>
<td>Engineers (SOC2123), Civil &amp; / Structural Technicians (SOC3114), Mechanical &amp; / Electrical Technicians (SOC3113), BIM Coordinators / BIM Managers, Quantity Surveyors (SOC2433), Contracts Managers, Project Managers (SOC2436), Site Managers (SOC1122), Site Engineers (SOC2121) / Setting Out Engineers, Safety Managers / Officers, Foremen (SOC3330), Planners (SOC2432), Estimators</td>
<td>Add to CSL</td>
</tr>
<tr>
<td>18</td>
<td>Ernst and Young</td>
<td>Cyber Security Consultant (SOC2319) (SOC2139) or (SOC2423)</td>
<td>Add to CSL</td>
</tr>
<tr>
<td>19</td>
<td>Irish SPA association.</td>
<td>Senior Beauty Therapist (SOC6222)</td>
<td>Add to CSL/Remove from IOL</td>
</tr>
<tr>
<td>20</td>
<td>BeautifulJobs recruitment agency</td>
<td>Senior Beauty Therapist (SOC6222)</td>
<td>Add to CSL, remove from IOL</td>
</tr>
<tr>
<td>21</td>
<td>Deloitte******</td>
<td>Global Support Operations such as Market Specialist (SOC2139) or (SOC2424); Escalations Specialist Risk and Response; Incident Response Team Analyst, Online Safety Caseworker Lead, Data Analyst, Site Integrity Operations; Legal Content Specialist Global Support Operations; Legal Investigations Analyst; Public Policy Associate Content; Developer Software Engineer all with non EEA language.</td>
<td>Inclusion on CSL</td>
</tr>
<tr>
<td>22</td>
<td>Migrant Rights Centre Ireland</td>
<td>Care Worker, Senior Carer, (SOC6145) Domestic Workers (SOC9233) Childminders (SOC6122) and Elder care givers.</td>
<td>Removal from IOL</td>
</tr>
<tr>
<td>23</td>
<td>Fibreglass Solutions &amp; Moulds</td>
<td>Fibreglass Laminator &amp; Mould Maker (SOC8116)?</td>
<td>Inclusion on CSL and removal from IOL</td>
</tr>
<tr>
<td>24</td>
<td>Engineers Ireland</td>
<td>Civil engineering technician, (SOC3114) specialising in BIM</td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>Irish Road Haulage Association</td>
<td>HGV Driver with CE and C1E licence (SOC8211)</td>
<td>Removal from IOL</td>
</tr>
<tr>
<td>26</td>
<td>Irish Guide Dogs for the Blind (IGDB)</td>
<td>Guide Dog Mobility Instructor, Orientation &amp; Mobility Instructor, Assistance Dog Instructor (SOC Therapy Professional 2229 or Teaching Professional – Special Needs 2316)</td>
<td>Inclusion on CSL</td>
</tr>
<tr>
<td>27</td>
<td>Brian Caffrey International Limited</td>
<td>HGV / Artic Driver(SOC8211)</td>
<td>Inclusion on CSL removal from IOL</td>
</tr>
<tr>
<td>28</td>
<td>Irish Hotels Federation</td>
<td>Hotel and Accommodation Managers (SOC1221) Chefs (SOC5434)</td>
<td>Inclusion on CSL removal from IOL</td>
</tr>
<tr>
<td>29</td>
<td>Nursing Homes Ireland</td>
<td>Healthcare Assistants SOC-2010 6145 (SOC6141)</td>
<td>Removal from IOL</td>
</tr>
<tr>
<td>30</td>
<td>IFA</td>
<td>Farm Assistants/Operative for dairy (SOC9111), horticulture (SOC9119), pig and poultry sectors (SOC9111)</td>
<td>Removal from IOL</td>
</tr>
<tr>
<td>31</td>
<td>Atlantic Flight Training Academy (AFTA)</td>
<td>Flight Instructor (SOC 2312) (SOC3512)</td>
<td>Inclusion on CSL</td>
</tr>
<tr>
<td>32</td>
<td>Irish Hairdressers Association</td>
<td>All levels of hairdresser/stylist; (SOC6221) Salon Manager/Owner (SOC1253)</td>
<td>Removal from IOL</td>
</tr>
<tr>
<td>33</td>
<td>SFA/Irish Hairdressers Assoc</td>
<td>All levels of hairdresser/stylist; (SOC6221) Salon Manager/Owner (SOC1253)</td>
<td>Removal from IOL</td>
</tr>
<tr>
<td>34</td>
<td>ICTU</td>
<td>no occupations</td>
<td></td>
</tr>
</tbody>
</table>