Occupation codes of practice for Tier 2

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

Section R: Arts, entertainment and recreation

This page gives the SOC codes for the arts, entertainment and recreation sector.

The following occupations are not appropriate to Tier 2 (general) applications. If you wish to sponsor someone under Tier 2 in these occupations, you should do so under the Tier 2 (sportsperson) category:

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>SOC code description</th>
<th>Related job titles</th>
<th>Examples of job tasks</th>
</tr>
</thead>
</table>
| 3441     | Sports players       | Cricketer, Footballer, Golfer, Jockey | • participates in exhibitions, pre-qualifying events, tournaments and competitions  
• attends training sessions to develop skills and practice individual or team moves and tactics  
• builds stamina, physical strength, agility through running, fitness exercises and weight training  
• maintains clothing and other specialised sporting equipment  
• discusses performance problems with coaches, physiotherapists, dieticians and doctors |
| 3442     | Sports coaches, instructors and officials | Referee, Sports coach, Instructor, Team Managers | • coaches teams or individuals by demonstrating techniques and directing training and exercise sessions  
• controls team selection and discipline and recruits ancillary staff such as coaches or physiotherapists  
• monitors / analyses technique and performance, determines how future improvements can be made |

Jobs in the two occupations above are for elite sportspeople and coaches who are internationally recognised at the highest level and will make a significant contribution to the development of their sport. They will need to meet the specific requirements of the individual sport’s governing body. A governing body endorsement is mandatory before a Certificate of Sponsorship can be issued. For more information on Tier 2 (sportsperson)
applications, the governing bodies, and endorsement requirements for individual sports, please see the Tier 2 (sportsperson) sponsor guidance.

Please see below for other SOC codes for the arts, entertainment and recreation sector. Choose the SOC code that is most relevant to the job you are looking to fill, and then you will be taken to a page giving you more information on the skill level, appropriate salary rate and how to meet the resident labour market test.

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

From 31 March 2009 all jobs in this sector must be advertised in Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland) and at least one other listed method to pass the resident labour market test. This does not apply to creative sector jobs where the code of practice states that advertising is not required because the migrant will be making an additional contribution to the United Kingdom labour market.

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

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>SOC code description</th>
<th>Related job titles</th>
<th>Examples of job tasks</th>
</tr>
</thead>
<tbody>
<tr>
<td>1225</td>
<td>Leisure and sports managers</td>
<td>Leisure centre manager, Manager (snooker, billiards hall), Riding school owner, Sports centre manager</td>
<td>• recruits, supervises and trains box office staff, cashiers, gardeners, coaches, groundsmen/women &lt;br&gt;• ensures that facilities are kept clean and in good condition &lt;br&gt;• keeps abreast of new trends and developments in the creative arts and arranges exhibitions, theatrical productions, bands, orchestras, etc &lt;br&gt;• advises on the facilities available and promotes publicity in relation to shows, games, races, new theme parks, etc &lt;br&gt;• checks and keeps custody of all cash receipts, d makes regular stock checks</td>
</tr>
<tr>
<td>3415</td>
<td>Musicians</td>
<td>Cellist, Composer (music), Musician, Organist, Pianist, Violinist</td>
<td>• conceives and writes original music &lt;br&gt;• tunes instrument and studies and rehearses score &lt;br&gt;• plays instrument as a soloist or as a member of a group or orchestra &lt;br&gt;• scores music for different combinations of voices and instruments to produce desired effect &lt;br&gt;• auditions and selects performers and rehearses and conducts them in the performance of the composition</td>
</tr>
<tr>
<td>3431</td>
<td>Journalists, newspaper and periodical editors</td>
<td>Journalist, News editor (newspaper), Reporter (newspaper), Sports writer, Sub-editor</td>
<td>• determines subject matter and undertakes research by interviewing, attending public events, seeking out records, reviewing written work, attending film and stage performances etc &lt;br&gt;• writes articles and features, submits draft manuscripts to newspaper, magazine or</td>
</tr>
</tbody>
</table>

Tier 2 occupational codes of practice - version 03/10: valid from 01/03/2010
### Periodical Editor
- Selects material for publication, checks style, grammar, accuracy and legality of content and arranges for any necessary revisions.
- Liaises with production staff in checking final proof copies immediately prior to printing.

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>Related job titles</th>
<th>Examples of job tasks</th>
</tr>
</thead>
<tbody>
<tr>
<td>3442</td>
<td>Sports coaches, instructors and officials</td>
<td>Sports development officer, Steward (horse racing), Swimming teacher, Umpire</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Monitors / analyses technique and performance, determines how future improvements can be made. Deals with administrative aspects such as arranging matches, contests, or appearances for athlete or team, and organising required transport and accommodation. Provides information and develops facilities to encourage greater participation in sport, and to enhance standards of participants. Starts race, competition or match and controls its progress according to established rules.</td>
</tr>
<tr>
<td>3443</td>
<td>Fitness instructors</td>
<td>Aerobics instructor, Fitness consultant, Keep fit teacher</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Assesses the fitness levels of clients. Devises programmes of training appropriate to the needs of clients with varying levels of strength, fitness and ability. Ensures that clients do not injure themselves through over exertion or using incorrect training techniques. Plans and monitors personal fitness schedules. Understands the health and safety aspects of different forms of exercise and ensures that any statutory requirements are met.</td>
</tr>
<tr>
<td>3449</td>
<td>Sports and fitness occupations not elsewhere classified</td>
<td>Outdoor pursuits instructor, Outward bound tutor, Riding instructor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Devises programmes of activities to suit the needs of clients with varying levels of strength, fitness and ability. Understands the health and safety aspects of different forms of recreational activity and ensures that any statutory requirements are met. Inspects and maintains specialised clothing and other sporting equipment. Arranges transportation and accommodation for participants.</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>SOC code description</th>
<th>Related job titles</th>
<th>Examples of job tasks</th>
</tr>
</thead>
<tbody>
<tr>
<td>3411</td>
<td>Artists</td>
<td>Animator (cartoon)</td>
<td>Conceives and develops ideas for</td>
</tr>
</tbody>
</table>
### 3412 Authors, writers

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Duties</th>
</tr>
</thead>
<tbody>
<tr>
<td>3412</td>
<td>Author</td>
<td>Determines subject matter and researches as necessary by interviewing, attending public events, seeking out records, etc.</td>
</tr>
<tr>
<td></td>
<td>Author (technical)</td>
<td>noktası</td>
</tr>
<tr>
<td></td>
<td>Editor</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Freelance writer</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Interpreter</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Script writer</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Translator</td>
<td></td>
</tr>
</tbody>
</table>

### 3413 Actors, entertainers

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Duties</th>
</tr>
</thead>
<tbody>
<tr>
<td>3413</td>
<td>Actor</td>
<td>Studies script, play or book and prepares and rehearses interpretation.</td>
</tr>
<tr>
<td></td>
<td>Disc jockey</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Entertainer</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Singer</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(entertainment)</td>
<td></td>
</tr>
</tbody>
</table>

### 3414 Dancers and choreographers

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Duties</th>
</tr>
</thead>
<tbody>
<tr>
<td>3414</td>
<td>Ballet dancer</td>
<td>Builds and maintains stamina, physical strength, agility and general health through fitness exercises and healthy eating.</td>
</tr>
<tr>
<td></td>
<td>Ballet teacher</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Choreographer</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Dance instructor</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Dancer</td>
<td></td>
</tr>
</tbody>
</table>

### 3416 Arts officers, producers and directors

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Duties</th>
</tr>
</thead>
<tbody>
<tr>
<td>3416</td>
<td>Arts development officer</td>
<td>Chooses writers, scripts, technical staff and performers, and assumes overall responsibility for completion of project on time and within budget.</td>
</tr>
<tr>
<td></td>
<td>Arts officer</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Entertainment agent</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Producer</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(entertainment)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Stage manager</td>
<td></td>
</tr>
</tbody>
</table>
### (entertainment)

**Studio manager**

- breaks script into scenes and formulates a shooting schedule that will be most economical in terms of time, location and sets
- prepares rehearsal and production schedule for main events, design of sets and costumes, technical rehearsals and dress rehearsals
- ensures necessary equipment, props, performers and technical staff are on set when required
- selects, contracts, markets and arranges for the presentation of performance, visual and heritage arts

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>Related job titles</th>
<th>Examples of job tasks</th>
</tr>
</thead>
<tbody>
<tr>
<td>3432</td>
<td>Broadcaster, News reporter, Production assistant, Radio journalist, Television producer, Video editor</td>
<td>introduces radio and television programmes, reads news bulletins and makes announcements, conducts interviews and prepares reports for news broadcasts, current affairs programmes and documentaries, directs actors and briefs designers, camera operators, sound recordists and editors on the effect to be achieved, assumes financial and organisational responsibility for the completion of television programmes on time and within budget, edits film and videotape to assemble shots in the required sequence</td>
</tr>
</tbody>
</table>

### 3. Lower-skilled jobs

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

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>SOC code description</th>
<th>Related job titles</th>
<th>Examples of job tasks</th>
</tr>
</thead>
<tbody>
<tr>
<td>6211</td>
<td>Sports and leisure assistants</td>
<td>Croupier, Lifeguard, Recreation assistant, Turf accountant, Wardrobe mistress</td>
<td>assesses likely outcome of event and establishes odds, accepts and records bets, issues receipts and pays out on winning bets, controls progress of games of cards, roulette and other gambling activities according to established rules, maintains sports and leisure equipment and prepares equipment for use, supervises the use of swimming pools, gymnasium apparatus, fitness machines and other recreational equipment, maintains hygienic operation of swimming pools and associated facilities such as jacuzzis, showers and changing areas, carries clubs for golfers, advises on the layout and distance of golf courses and appropriate choice of golf club, announces acts, makes introductions, proposes toasts and maintains the continuity of entertainment events and</td>
</tr>
<tr>
<td>6213</td>
<td>Travel and tour guides</td>
<td>Coach guide Courier (tour operator) Escort Guide Representative (tour operator)</td>
<td>social functions</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
</tbody>
</table>
|  |  |  | • receives passengers, checks tickets, conducts them to seats  
|  |  |  | • makes announcements to passengers regarding travel arrangement details and deals with any queries  
|  |  |  | • assists with the booking and transfer of luggage and other items  
|  |  |  | • comments on places of interest during the journey  
|  |  |  | • makes local arrangements for food and accommodation at stop over points  
|  |  |  | • responds to enquiries and complaints, makes arrangements and takes bookings for excursions and other entertainment, and provides assistance and advice to holidaymakers |

<table>
<thead>
<tr>
<th>6219</th>
<th>Leisure and travel service occupations not elsewhere classified</th>
<th>Bus conductor Ship’s steward</th>
</tr>
</thead>
</table>
|  |  |  | • observes regulations concerning the carrying capacity of vehicles and controls the boarding of passengers accordingly  
|  |  |  | • signals to driver when to stop and start bus, collects fares from passengers and issues tickets and changes destination indicators as necessary  
|  |  |  | • completes way-bill at scheduled points on route and balances cash taken with tickets issued  
|  |  |  | • receives passengers on ship, examines tickets and other documentation, directs them to their cabin and assists with any luggage  
|  |  |  | • makes announcements to passengers and deals with enquiries  
|  |  |  | • serves food and beverages to passengers |

<table>
<thead>
<tr>
<th>9226</th>
<th>Leisure and theme park attendants</th>
<th>Arcade attendant Fairground worker Funfair attendant Usher/usherette</th>
</tr>
</thead>
</table>
|  |  |  | • checks tickets of people entering cinemas and theatres, and directs people to their seats  
|  |  |  | • operates rides and supervises stalls at fairgrounds and amusement parks  
|  |  |  | • issues change at amusement arcades, monitors the operation of arcade machines and empties coins from machines  
|  |  |  | • welcomes holidaymakers, provides information about holiday camp, organises and participates in entertainment and activities for guests |
1225 Leisure and sports managers

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

1. Skill level

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

2. Appropriate salary rate

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

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

Minimum rates:
- Leisure centre manager or sports centre manager £25,000
- Riding school manager £20,000

[Sources: Planitplus.net, learndirect, Reed]

3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes
National newspapers: Yes
Professional journals: Yes, in the following publication:
- Horse and Hound (Riding school managers only)
Milkround: No
Internet: Yes, on any one of the following websites:
- www.leisureopportunities.co.uk
- British Horse Society (Riding school managers only)
- Horse and Hound (Riding school managers only)
- Leisure Jobs
- Leisure Opportunities equinetourism.co.uk (Riding school managers only)
Head-hunters (without national advertising): No

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.
3411 Artists

The guidance for this SOC code is in two sections:

- Artists
- Animators

Artists

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

1. Skill level

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

2. Appropriate salary rate

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

- Annual Survey of Hours and Earnings: Yes
- Other code of practice: No
- Minimum rate: £9.98 per hour

3. Resident labour market test

- Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes
- National newspapers: Yes
- Professional journals: No
- Milkround: No
- Internet: Yes, on any one of the following websites:
  - www.reed.co.uk
  - www.totaljobs.com
  - www.monster.co.uk
  - www.jobserve.com
  - www.jobsite.co.uk
  - www.fish4.co.uk/iad/jobs
  - jobs.guardian.co.uk
  - jobs.independent.co.uk
  - jobs.telegraph.co.uk
  - jobs.timesonline.co.uk
Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

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

Animators

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

1. Skill level

Animators in the film and television industry are covered by the Tiers 2 and 5 creative code of practice for workers in film & television.

The minimum level required for the job of animator in film and television is that he/she has to be established in the industry at the highest level and meets the requirement of the Tiers 2 and 5 creative code of practice for workers in film and television.

2. Appropriate salary rate

Payment of animators should be commensurate with the relevant industry standards in the United Kingdom and at least at the level of appropriate rates as on the BECTU website.

3. Resident labour market test

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

For details of the advertising requirements for animators within film and television, please see the Tiers 2 and 5 creative code of practice for workers in film and television.

Advertising is not needed where the job is in one of the exempt categories described in the above creative code of practice. Where the job is not exempt, a resident labour market search must be carried out as set out in the code.

Go back to the main page
3412 Authors, writers

The guidance for this SOC code is in two sections:
- Authors and writers
- Scriptwriters

Authors and writers

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

1. Skill level

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

2. Appropriate salary rate

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

<table>
<thead>
<tr>
<th>Annual Survey of Hours and Earnings:</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other code of practice:</td>
<td>No</td>
</tr>
<tr>
<td>Minimum rate:</td>
<td>£11.21 per hour</td>
</tr>
</tbody>
</table>

3. Resident labour market test

<table>
<thead>
<tr>
<th>Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland):</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>National newspapers:</td>
<td>Yes</td>
</tr>
<tr>
<td>Professional journals:</td>
<td>No</td>
</tr>
<tr>
<td>Milkround:</td>
<td>No</td>
</tr>
</tbody>
</table>
| Internet:                                                         | Yes, on any one of the following websites:  
  - [www.reed.co.uk](http://www.reed.co.uk)  
  - [www.totaljobs.com](http://www.totaljobs.com)  
  - [www.monster.co.uk](http://www.monster.co.uk)  
  - [www.observe.com](http://www.observe.com)  
  - [www.jobserve.co.uk](http://www.jobserve.co.uk)  
  - [www.jobsite.co.uk](http://www.jobsite.co.uk)  
  - [www.fish4.co.uk/idad/jobs](http://www.fish4.co.uk/idad/jobs)  
  - [jobs.guardian.co.uk](http://jobs.guardian.co.uk)  
  - [jobs.independent.co.uk](http://jobs.independent.co.uk) |
Scriptwriters

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

1. Skill level

Scriptwriters in the film and television industry are covered by the Tiers 2 and 5 creative code of practice for workers in film and television.

The minimum level required for the job of scriptwriter in film and television is that he/she has to be established at the highest level in the industry and meets the requirement of the Tiers 2 and 5 creative code of practice for workers in film and television.

For jobs not covered by the above creative code of practice, whether the level of the job is appropriate should be determined by the sponsor following consultation with the relevant representatives of the industry in the United Kingdom. Evidence of this consultation must be retained by the sponsor. Examples may include, but are not limited to scriptwriters in theatre and radio.

Representatives are:
- The writers’ guild of Great Britain

2. Appropriate salary rate

Payment of scriptwriters should be commensurate with the relevant industry standards in the United Kingdom and at least at the level of appropriate rates as on the writers’ guild of Great Britain website.

3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes
For details of the advertising requirements for scriptwriters, see the [Tiers 2 and 5 creative code of practice for workers in film and television](#).

Advertising is not needed where the job is in one of the exempt categories described in the above creative code of practice. Where the job is neither exempt nor specifically covered by the code, a resident labour market search must be carried out.

The choice of advertising media should be appropriate for the particular role and in accordance with standard industry practice. Employers should consult the [Tiers 2 and 5 creative code of practice for workers in film and television](#) for guidance on suitable advertising media.

[Go back to the main page](#)
3413 Actors, entertainers

The guidance for this SOC code is in two sections:

- **Actors**
- **Entertainers**

**Actors**

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

1. **Skill level**

Actors working in theatre, opera, film and television are covered by the Tiers 2 and 5 creative codes of practice for performers in theatre or opera and performers in film and television. Jobs which fall into one of the exempt categories set out in the relevant creative code of practice are considered to be at NVQ or SVQ level 3 or above.

For jobs which do not fall into an exempt category, or are not specifically covered by either of the above Tiers 2 and 5 creative codes of practice, the minimum level required for the job of an actor is that he/she has to be established in the industry as an actor.

Whether the level of the job is appropriate should be determined by the sponsor by consulting with the relevant representatives of the industry in the United Kingdom. Evidence of this consultation must be retained by the sponsor.

Recognised representatives are:

**Theatre**

- [Equity](#)
- Independent Theatre Council (ITC)
- National Campaign for the Arts (NCA)
- Society of London Theatre (SOLT)
- Theatrical Management Association (TMA)

**Film and television**

- [Equity](#)
- Producers Alliance for Cinema and Television (PACT)
2. Appropriate salary rate

Payment should be commensurate with industry standards. For more details on the agreed minimum salaries for actors in the theatre, please see the Tiers 2 and 5 creative code of practice for performers in theatre or opera.

For details on the agreed minimum salaries for actors in film and TV, please see the Tiers 2 and 5 creative code of practice for performers in film and television.

3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes (except where exempt as described below)

For details of the advertising requirements for actors in the theatre and opera, please see the Tiers 2 and 5 creative code of practice for performers in theatre or opera.

For details of the advertising requirements for actors in film and television, please see the Tiers 2 and 5 creative code of practice for performers in film and television.

Advertising is not needed where the job is in one of the exempt categories described in the above creative codes of practice.

Where the job is neither exempt nor specifically covered by the code, a resident labour market search must still be carried out.

The choice of advertising media, in addition to Jobcentre Plus, should be appropriate for the particular role and in accordance with standard industry practice. Employers should consult the Tiers 2 and 5 creative codes of practice for guidance on suitable advertising media.

Entertainers

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

1. Skill level

Entertainers that may come under this category include, among others:

- Singers
- Circus artists
- Comedians
- Commentators
- Ice dancers
- Models
- Magicians

Some of these jobs will be covered by the Tiers 2 and 5 creative codes of practice for performers in theatre or opera and performers in film and television. Jobs which fall into one of the exempt categories set out in the relevant creative code of practice are considered to be at NVQ or SVQ level 3 or above.

For jobs which do not fall into an exempt category or are not specifically covered by either of the above Tiers 2 and 5 creative codes of practice, the minimum level for the job of entertainer is that he/she should either have performed at the highest level and have established a reputation in their profession or be engaged to perform or do work which only he/she can do.

Whether the level of the job is appropriate should be determined by the sponsor in consultation with relevant representatives of the industry in the United Kingdom. Evidence of this consultation must be retained by the sponsor.

Recognised representatives are:

**Theatre**
- Equity
- Independent Theatre Council (ITC)
- National Campaign for the Arts (NCA)
- Society of London Theatre (SOLT)
- Theatrical Management Association (TMA)

**Film and television**
- Equity
- Producers Alliance for Cinema and Television (PACT)

### 2. Appropriate salary rate

Payment should be commensurate with industry standards. For jobs which are covered by the Tiers 2 and 5 creative codes of practice for performers in theatre or opera or performers in film and television, please refer to the relevant creative code of practice for details on the agreed minimum salaries.

For other entertainers, the salary should be at least at the level of appropriate UK rates in this sector as on the Equity website. The salary must also meet the National Minimum Wage Regulations.

Tier 2 occupational codes of practice - version 03/10: valid from 01/03/2010
3. Resident labour market test

<table>
<thead>
<tr>
<th>Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland):</th>
<th>Yes (except where exempt as described below)</th>
</tr>
</thead>
</table>

For details of the advertising requirements for entertainers in film and television, see the Tiers 2 and 5 creative code of practice for [performers in film and television](#).

For details of the advertising requirements for entertainers in the theatre and opera, see the Tiers 2 and 5 creative code of practice for [performers in theatre or opera](#).

Advertising is not needed where the job is in one of the exempt categories described in the above creative codes of practice.

Where the job is neither exempt nor specifically covered by the code, a resident labour market search must still be carried out.

The choice of advertising media, in addition to Jobcentre Plus, should be appropriate for the particular role and in accordance with standard industry practice. Employers should consult the Tiers 2 and 5 creative codes of practice for guidance on suitable advertising media.

Go back to the main page
3414 Dancers and choreographers

The guidance for this SOC code is in two sections:
- Dancers
- Choreographers

Dancers

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

1. Skill level

Dancers working in ballet, in dance forms other than ballet or in theatre or opera, are covered by the following Tiers 2 and 5 creative codes of practice (as applicable):
- Dancer – ballet
- Dancer – dance forms other than ballet
- Performer – theatre and opera

Jobs which fall into one of the exempt categories set out in the relevant creative code of practice are considered to be at NVQ or SVQ level 3 or above.

For jobs which do not fall into an exempt category, or are not specifically covered by any of the above Tiers 2 and 5 creative codes of practice, the minimum level required for the job of a dancer is that he/she must be established at the highest level in the relevant industry as a dancer.

Whether the level of the job is appropriate should be determined by the sponsor in consultation with relevant representatives of the industry in the UK. Evidence of this consultation must be retained by the sponsor.

Recognised representatives are:
- Equity
- Independent Theatre Council (ITC)
- National Campaign for the Arts (NCA)
- Society of London Theatre (SOLT)
- Theatrical Management Association (TMA)

2. Appropriate salary rate

Payment of dancers should be commensurate with the relevant industry standards. For more details on the agreed minimum salaries for dancers in ballet, dance forms other than ballet, and in theatre or opera, please see the relevant Tiers 2 and 5 creative code of practice:
3. Shortage occupation details

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

- 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 The Scottish Ballet). For operational purposes the types of factors to be taken into account may include whether the company:
  - has performed at or has been invited to perform at venues of the calibre of the Royal Opera House, Sadler’s Wells or the Barbican, either in the United Kingdom or overseas;
  - attracts dancers and/or choreographers and other artists from other countries; and
  - is 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). For operational purposes the type of factors to be taken into account may include whether the company:
  - has performed at or has been invited to perform at venues of the calibre of Sadler’s Wells, either in the United Kingdom or overseas;
  - attracts dancers and/or choreographers and other artists from all over the world; and
  - is endorsed as being internationally recognised by a United Kingdom industry body such as the Arts Councils (of England, Scotland and/or Wales)

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

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

4. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes (except where exempt as described below)
For details of the industry advertising requirements for dancers, please see the relevant Tiers 2 and 5 creative code of practice:

- Dancer – ballet
- Dancer – dance forms other than ballet
- Performer – theatre or opera

Advertising is not needed where the job is in one of the exempt categories described in the above creative codes of practice, or is a job on the shortage occupation list as described above.

Where the job is neither exempt nor specifically covered by the codes, nor a shortage occupation, a resident labour market search must still be carried out. The choice of advertising media, in addition to Jobcentre Plus, should be appropriate for the particular role and in accordance with standard industry practice. Employers should consult the Tiers 2 and 5 creative codes of practice for guidance on suitable advertising media.

Choreographers

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

1. Skill level

Choreographers are not covered by any of the Tiers 2 and 5 creative codes of practice. The minimum level required for the job of a choreographer is that he/she must be established at the highest level in the relevant industry as a choreographer.

To determine whether the level of the job is appropriate, the sponsor should consult with representatives of the relevant industry in the United Kingdom. Evidence of this consultation must be retained by the sponsor.

Recognised representatives are:

- Equity
- Independent Theatre Council (ITC)
- National Campaign for the Arts (NCA)
- Society of London Theatre (SOLT)
- Theatrical Management Association (TMA)

2. Appropriate salary rate

Payment should be commensurate with industry standards. This should be at
least at the level of appropriate United Kingdom rates in this sector as stated on the [Equity website](#).

### 3. Resident labour market test

<table>
<thead>
<tr>
<th>Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland):</th>
<th>Yes</th>
</tr>
</thead>
</table>

The role must also be advertised to suitably qualified EEA-resident choreographers in accordance with standard industry practice through at least one of the following:

- Dance agencies
- The Stage
- Dance Europe
- Juice
- The Spotlight Link
- Equity’s Job Information Service

[Go back to the main page](#)
3415 Musicians

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

1. Skill level

The minimum level required for a musician is that he/she has to be established in the industry as a musician. Whether the level of the musician is appropriate should be determined by the sponsor in consultation with relevant representatives of the industry in the UK. Evidence of this consultation must be retained by the sponsor.

Recognised representatives are:

- Musicians Union
- Association of British Orchestras
- The Society of London Theatre
- Theatrical Management Association

2. Appropriate salary rate

Payment should be commensurate with industry standards, the salary should be at least at the level of appropriate UK rates in this sector as on the Musicians Union website. The salary must also meet National Minimum Wage regulations.

3. Shortage occupation details

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

- Skilled orchestral musicians who meet the standard required by internationally recognised companies (e.g. London Symphony Orchestra, London Philharmonic Orchestra, Philharmonia Orchestra and Royal Philharmonic Orchestra)

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

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

<table>
<thead>
<tr>
<th>Activity</th>
<th>Required</th>
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</thead>
<tbody>
<tr>
<td>Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland)</td>
<td>Yes</td>
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<tr>
<td>National newspapers</td>
<td>Yes</td>
</tr>
<tr>
<td>Professional journals</td>
<td>No</td>
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<tr>
<td>Milkround</td>
<td>No</td>
</tr>
<tr>
<td>Internet</td>
<td>Yes, on any one of the following websites:</td>
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<td></td>
<td><a href="http://www.abo.org.uk">www.abo.org.uk</a></td>
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<td></td>
<td><a href="http://www.musicalchairs.info">www.musicalchairs.info</a></td>
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<td><a href="http://www.thestage.co.uk">www.thestage.co.uk</a></td>
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<td><a href="http://www.reed.co.uk">www.reed.co.uk</a></td>
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<td><a href="http://www.observe.com">www.observe.com</a></td>
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<td><a href="http://www.jobsite.co.uk">www.jobsite.co.uk</a></td>
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<td><a href="http://www.fish4.co.uk/iad/jobs">www.fish4.co.uk/iad/jobs</a></td>
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<td></td>
<td>jobs.guardian.co.uk</td>
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<td></td>
<td>jobs.independent.co.uk</td>
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<tr>
<td></td>
<td>jobs.telegraph.co.uk</td>
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<td></td>
<td>jobs.timesonline.co.uk</td>
</tr>
<tr>
<td>Head-hunters (without national advertising)</td>
<td>Yes, for jobs where the annual salary is at least £40,000</td>
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</tbody>
</table>

You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.
3416 Arts officers, producers and directors

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

1. Skill level

Arts officers, producers and directors working in the film industry are covered by the Tiers 2 and 5 creative code of practice for workers in film & television. Jobs which fall into one of the exempt categories set out in the above code of practice are considered to be at NVQ or SVQ level 3 or above.

For jobs which do not fall into an exempt category, or are not specifically covered by the Tiers 2 and 5 creative code of practice for workers in film & television, the minimum level required for the job of arts officer, producer or director is that he / she has to be established in the relevant industry at the highest level. Examples include producers and directors in theatre or opera.

Whether the level of the job is appropriate should be determined by the sponsor in consultation with relevant representatives of the industry in the United Kingdom. Evidence of this consultation must be retained by the sponsor.

Recognised representatives are:

- Broadcasting entertainment cinematograph and theatre union (BECTU)
- Equity
- Independent Theatre Council (ITC)
- National Campaign for the Arts (NCA)
- Producers alliance for cinema and television (PACT)
- Production Guild
- Society of London Theatre (SOLT)
- Theatrical Management Association (TMA)

2. Appropriate salary rate

Payment of Arts officers, producers and directors should be commensurate with the relevant industry standards in the United Kingdom and at least at the level of appropriate rates as on the relevant website from the following list:

- Broadcasting entertainment cinematograph and theatre union (BECTU)
- Equity
- Producers Alliance for Cinema and Television (PACT)
- Production Guild
3. Resident labour market test

<table>
<thead>
<tr>
<th>Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland):</th>
<th>Yes (except where exempt as described below)</th>
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</table>

For details of the advertising requirements for arts officers, producers and directors in the film industry, please see the [Tiers 2 and 5 creative code of practice for workers in film and television](#).

Advertising is not needed where the job is in one of the exempt categories described in the above creative code of practice. Where the job is neither exempt nor specifically covered by the code, a resident labour market search must still be carried out.

The choice of advertising media, in addition to Jobcentre Plus, should be appropriate for the particular role and in accordance with standard industry practice. Employers should consult the [Tiers 2 and 5 creative code of practice for workers in film and television](#) for guidance on suitable advertising media.

For arts officers, producers/directors in theatre and opera, the job must be advertised to suitably qualified resident workers in accordance with standard industry practice in at least one of the following:

- [Arts Professional](#)
- [Gig incorporating International Arts Manager](#)
- [The Stage](#)
- [www.artsjobsonline.com](#)
- [www.jobs.guardian.co.uk](#)
3431 Journalists, newspaper and periodical editors

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

1. Skill level

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

2. Appropriate salary rate

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

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

Minimum rates:
- Journalist with 1-2 years’ experience £18,000
- Journalist with 3-5 years’ experience £24,000
- Journalist with 5-10 years’ experience £30,000
- Journalist with more than 10 years’ experience £40,000

[Sources: Workhound, Journalist salaries, Hold the front page, Prospects]

3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes
National newspapers: Yes
Professional journals: Yes, in any one of the following publications:
  - Press Gazette
  - Haymarket Publishing (Media Week)
Milkround: No
Internet: Yes, on any one of the following websites:
  - Benn's Media Directory
  - Hold the Front Page
  - Media UK - internet directory
  - Newspaper Society (lists groups with in-company training schemes)
Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000

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

Go back to the main page
3432 Broadcasting associate professionals

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

1. Skill level

Broadcasting associate professionals who work in the television industry are covered by the [Tiers 2 and 5 creative code of practice for workers in film & television](#).

The minimum level required for these jobs is that he/she has to be established at the highest level in the television industry and meets the requirement of the [Tiers 2 and 5 creative code of practice for workers in film and television](#).

For jobs not covered by the above creative code of practice, whether the level of the job is appropriate should be determined by the sponsor following consultation with the relevant representatives of the industry in the UK. Evidence of this consultation must be retained by the sponsor. Examples may include, but are not limited to, broadcast journalists and broadcasting associate professionals working in radio.

Representatives are:

- Broadcasting entertainment cinematograph and theatre union (BECTU)
- Producers alliance for cinema and television (PACT)
- The Production Guild

2. Appropriate salary rate

Payment of broadcasting associate professionals should be commensurate with the relevant industry standards in the United Kingdom and at least at the level of appropriate rates as on the relevant website from the following list:

- Broadcasting entertainment cinematograph and theatre union (BECTU)
- Producers alliance for cinema and television (PACT)
- The Production Guild

3. Resident labour market test

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

For details of the advertising requirements for broadcasting associate professionals who work in the television industry, please see the [Tiers 2 and 5 creative code of practice for workers in film and television](#).
Advertising is not needed where the job is in one of the exempt categories described in the above creative code of practice. Where the job is neither exempt nor specifically covered by the code, a resident labour market search must be carried out.

The choice of advertising media should be appropriate for the particular role and in accordance with standard industry practice. Employers should consult the Tiers 2 and 5 creative code of practice for workers in film and television for guidance on suitable advertising media.
3442 Sports officials

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

1. Skill level

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

2. Appropriate salary rate

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

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

Minimum rate: £9.11 per hour

3. Resident labour market test

| Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): | Yes |
| National newspapers: | Yes |
| Professional journals: | No |
| Milkround: | No |

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

- www.reed.co.uk
- www.totaljobs.com
- www.monster.co.uk
- www.jobserve.com
- www.jobsite.co.uk
- www.fish4.co.uk/iad/jobs
- jobs.guardian.co.uk
- jobs.independent.co.uk
- jobs.telegraph.co.uk
- jobs.timesonline.co.uk

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000
You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.

Go back to the main page
3443 Fitness instructors

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

1. Skill level

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

2. Appropriate salary rate

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

Annual Survey of Hours and Earnings: Yes
Other code of practice: No
Minimum rate: £6.83 per hour

3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes
National newspapers: Yes
Professional journals: No
Milkround: No
Internet: Yes, on any one of the following websites:
- www.reed.co.uk
- www.totaljobs.com
- www.monster.co.uk
- www.jobserve.com
- www.jobsite.co.uk
- www.fish4.co.uk/idad/jobs
- jobs.guardian.co.uk
- jobs.independent.co.uk
- jobs.telegraph.co.uk
- jobs.timesonline.co.uk

Head-hunters (without national advertising): Yes, for jobs where the annual salary is at least £40,000
You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.
3449 Sports and fitness occupations not elsewhere classified

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

1. Skill level

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

2. Appropriate salary rate

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

Annual Survey of Hours and Earnings: Yes
Other code of practice: No
Minimum rate: No data available, appropriate rate test considered to have been passed where the application passes the Tier 2 points test

3. Resident labour market test

<table>
<thead>
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<td>• <a href="http://www.fish4.co.uk/iaj/jobs">www.fish4.co.uk/iaj/jobs</a></td>
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You can use recruitment agencies and head-hunters to help you. The agency or headhunter may carry out a resident labour market test on your behalf, as specified in this code of practice.