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 F: Construction

This page gives the SOC codes for the construction 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.

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>1122</td>
<td>Managers in construction</td>
<td>Clerk of works Construction manager Contracts manager (building and contracting) Site manager</td>
<td>• receives invitations to tender, arranges for estimates and liaises with client, architect and engineers to prepare contract documents&lt;br&gt;• plans site layout and access routes, advises on technical problems and staffing, oversees implementation of site security and safety procedures&lt;br&gt;• plans, directs and co-ordinates the construction and maintenance of civil and structural engineering works, including demolition contracts, open-cast mining works and pipeline and piling contracts&lt;br&gt;• examines designs, drawings and specifications, confirms programme of</td>
</tr>
<tr>
<td>Code</td>
<td>Group</td>
<td>Occupation</td>
<td>Responsibilities</td>
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</tr>
</tbody>
</table>
| 2121 | Civil engineers | City engineer, Civil engineer, Mining engineer, Municipal engineer, Petroleum engineer, Structural engineer | - Undertakes research and advises on mineral deposits, soil mechanics, concrete technology, hydraulics, water and waste water treatment processes and other civil engineering matters  
- Determines and specifies construction methods, materials, quality and safety standards and ensures that equipment operation and maintenance comply with design specifications  
- Designs structures such as roads, dams, bridges, railways, hydraulic systems, sewerage systems, industrial and other buildings and plans the layout of tunnels, wells and construction shafts  
- Organises and plans projects, arranges work schedules, carries out inspection work and plans maintenance control  
- Organises and establishes control systems to monitor operational efficiency and performance of materials and systems |
| 2431 | Architects | Architect, Architectural consultant, Chartered architect, Landscape architect | - Liaises with client and other professionals to establish building type, style, cost limitations and landscaping requirements  
- Studies condition and characteristics of site, taking into account drainage, topsoil, trees, rock formations, etc  
- Analyses site survey and advises client on development and construction details and ensures that proposed design blends in with the surrounding area  
- Prepares detailed scale drawings and specifications for design and construction and submits these for planning approval  
- Monitors construction work in progress to ensure compliance with specifications |
| 2434 | Chartered surveyors (not quantity surveyors) | Building surveyor, Chartered surveyor, Land surveyor, Mining surveyor, Surveyor, Surveyor and estimator | - Surveys, measures and describes land surfaces to establish property boundaries and to aid with construction or cartographic work  
- Surveys mines, prepares drawings of surfaces, hazards and other features to control the extent and direction of mining  
- Surveys buildings to determine necessary alterations and repairs  
- Measures shore lines, elevations and underwater contours, establishes high and low water marks, plots shore features and defines navigable channels |
| 3114 | Building and civil engineering technicians | Building technician, Civil engineering technician, Structural technician | - Sets up apparatus and equipment and undertakes field and laboratory tests of soil and work materials  
- Performs calculations and collects, records and interprets data  
- Sets out construction site, supervises
<table>
<thead>
<tr>
<th>Tier 2</th>
<th>Occupation</th>
<th>Description</th>
</tr>
</thead>
</table>
| 3121  | Architectural technologists and town planning technicians | - Investigates proposed design with regard to practicality, cost and use  
- Prepares building plans, drawings and specifications for use by contractors  
- Liaises with engineers and building contractors regarding technical construction problems and attends site meetings on behalf of architect  
- Surveys land and property uses and prepares report for planning authority  
- Issues development permits as authorised  
- Checks that completed work conforms to specifications |
| 3123  | Building inspectors                              | - Examines building plans to ensure compliance with local, statutory and other requirements  
- Inspects building structure, sanitation, lighting, ventilation and fire precautions to determine suitability for habitation  
- Visits building sites, examines foundations and inspects drains to ensure compliance with regulations  
- Inspects structural condition of buildings for insurance and mortgage purposes  
- Prepares reports and recommendations on all inspections made |
| 5314  | Plumbers, heating and ventilating engineers     | - Examines drawings and specifications to determine layout of system  
- Measures and cuts required lengths of copper, lead, steel, iron, aluminium or plastic using hand or machine tools  
- Installs fittings such as storage tanks, cookers, baths, toilets, taps and valves, refrigerators, boilers, radiators and fires  
- Tests completed installation for leaks and makes any necessary adjustments  
- Attaches fittings and joins piping by welding, soldering, cementing, fusing, screwing or other methods  
- Repairs burst pipes and mechanical and combustion faults and replaces faulty taps, washers, valves, etc |
| 5319  | Construction trades not elsewhere classified    | - Selects, measures and cuts steel bars, rods and wire to required lengths, positions and fixes reinforcements into position and tensions as required using hydraulic jacks  
- Lays bricks, tiles and building blocks to construct, repair and decorate buildings  
- Pours and levels concrete, prepares surfaces for painting and plastering, and mixes and applies plaster and paint  
- Installs plumbing fixtures, woodwork structures and fittings, and sets glass in frames |
<table>
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</table>
| 5216     | Pipe fitters         | Advanced pipe fitter Pipe fitter | • examines drawings and specifications to determine layout of piping  
• measures and cuts required lengths of copper, lead, steel, iron, aluminium or plastic piping using hand or machine tools  
• installs pipes for heating, ventilating, fire prevention, water and similar systems in domestic, commercial and industrial properties  
• fits piping into position and joins sections by welding, soldering, cementing, fusing, screwing or by other methods  
• tests pipe work for leaks and makes necessary adjustments |
| 5311     | Steel erectors       | Steel erector Steel fabricator Structural erector | • examines drawings and specifications to assess job requirements  
• erects ladders, scaffolding or working cage  
• directs hoisting and positioning of girders and other metal parts and checks alignment  
• arranges for or undertakes bolting and welding of metal parts  
• checks alignment of metal parts using spirit level and plumb-rule |
| 5312     | Bricklayers, masons  | Bricklayer Mason Monumental mason Stone mason | • examines drawings, photographs and specifications to determine job requirements  
• marks and cuts stone using hammers, mallet and hand or pneumatic chisels  
• spreads mortar on foundations and bricks; places, levels and aligns bricks in mortar bed  
• uses hand and power tools to shape, trim, carve, cut letters in and polish stone  
• levels, aligns and embeds stone in mortar and faces brick, concrete or steel frame with stone to make and repair structures |
| 5313     | Roofers, roof tilers and slaters | Felt roofer Roof sheeter Roof tiler Roofer Roofing contractor Slater Slater and tile Thatcher | • measures roof or exterior wall and calculates required amounts of underfelt, tiles, slates or thatching material  
• cuts wooden battens, felt and underfelt to required size  
• lays and secures underfelt and covers with hot bitumen or other adhesive compound  
• lays, aligns and secures successive overlapping layers of roofing material  
• seals edges of roof with mortar and ensures that joints are watertight |
### 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>
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</tr>
</thead>
</table>
| 5315     | Carpenters and joiners | Boat builder, Builder’s joiner, Carpenter, Carpenter and joiner, Shop fitter | • examines drawings and specifications to determine job requirements  
• selects and measures appropriate wood and cuts, shapes and drills to specification using saws, planes, chisels and other power or hand tools  
• aligns and fixes prepared wood pieces by screwing, nailing, gluing and dowelling to form frames, shop fronts, counter units, decking, theatrical sets, furniture, small wooden craft, scale models and wooden templates  
• checks accuracy of work with square, rule and spirit level  
• maintains and repairs woodwork and fittings |
| 5321     | Plasterers | Plasterer, Plastering contractor | • mixes, or directs the mixing of, plaster to desired consistency  
• applies and smooths one or more coats of plaster and produces a finished surface, using hand tools or mechanical spray  
• pours liquid plaster into mould to cast ornamental plaster work  
• measures, cuts, installs and secures plaster board and/or ornamental plasterwork to walls and ceilings  
• covers and seals joints between boards and finishes surface  
• checks surface level using line, spirit level and straight edge |
| 5322     | Floorers and wall tilers | Carpet fitter, Carpet planner, Floor layer, Floor tiler, Tile fixer, Wall tiler | • examines drawings and specifications to determine job requirements  
• cleans floor surface, fixes wooden laying guides and mixes, pours and levels granite and terrazzo mixtures, bitumen, synthetic resin or other composition mixtures to form flooring  
• examines premises to plan suitable layout and cuts, lays and secures underlay, carpet and linoleum  
• finishes covering by rolling, smoothing, grouting or polishing  
• mixes cement screed or other adhesive, cuts and positions floor and wall tiles and checks alignment of tiling with spirit level |
| 5323     | Painters and decorators | Decorator, French polisher, House painter, Painter, Painter and decorator, Sign writer | • erects working platform or scaffolding up to five metres in height  
• prepares surfaces by cleaning, sanding and filling cracks and holes with appropriate filler  
• applies primer, undercoat and finishing coat(s) using brush, roller, or spray equipment  
• mixes adhesive or removes self-adhesive |
backing and positions covering material on wall, matching up patterns where appropriate and removing wrinkles and air bubbles by hand or brush
  • sketches outline of lettering or design onto surface and paints, or presses gold or similar leaf onto adhesive, as required to reproduce design
  • stains, waxes and french polishes wood surfaces by hand

| 8141 | Scaffolders, stagers, riggers | Rigger Scaffolder Stager (shipbuilding) Rigger Scaffolder Stager (shipbuilding) | examines drawings and specifications to determine job requirements
  • examines scaffold tubing and couplings for defects and selects, fits and bolts scaffold tubes until scaffolding reaches required height
  • lays and secures wooden planking to form working platforms and fixes guard rails, ladders, cradles and awnings as required
  • erects jib, derrick and similar hoisting equipment and installs ropes, pulleys and other lifting tackle
  • forms rope slings, ladders, netting and other rigging and measures, cuts and repairs wire or fibre rope

| 8142 | Road construction operatives | Asphalter Paviour Road worker | inspects road surfaces for hazards or signs of deterioration, clears mud, weeds and debris from road and spreads grit or salt as required
  • cuts away broken road surface with pick or pneumatic drill
  • heats bitumen in bucket, applies it to newly laid asphalt and beats or draws tamper head on asphalt to close joints
  • spreads bitumen, tar or asphalt and compacts surface using roller
  • spreads aggregate over road surfaces using shovel and lays markings on road surface
  • removes damaged paving slabs and kerb stones, lays bedding of sand, concrete or mortar on prepared foundation, lays new slabs or stones and fills joints with mortar

| 8143 | Rail construction and maintenance operatives | Leading trackman/woman (railways) Plate layer Trackman/woman (railways) | patrols length of track and visually inspects rails, bolts, fishplates and chairs for distortion or fracture
  • checks tightness of bolts and wedges, replaces damaged rail chairs and repacks ballast under sleepers if necessary
  • lubricates points, examines fences, drains, culverts and embankments and carries out any necessary maintenance
  • spreads ballast and lays sleepers or metal plates at specified intervals
  • positions lengths of rail, sets of points and crossovers and secures rail with bolts, wooden wedges or clips
  • fastens together sections of rail by bolting fishplates to rails

| 8149 | Construction operatives not | Building site foreman Ceiling fixer | fills machine with insulating mixture, positions hose, drills access hole and fills cavities or coats surfaces to prevent loss or
| Tier 2 occupational codes of practice - version 03/10: valid from 01/03/2010 |
|---|---|---|
| **elsewhere classified** | **Pipe layer**  
**Thermal insulation engineer** | absorption of heat and provide fire protection  
- selects appropriate plasterboard or dry lining panels, cuts them to required size and fixes them to ceilings and walls  
- cuts, shapes and fits wood, lays bricks and tiles, cleans exterior surfaces of buildings and resurfaces eroded stone or brickwork, and performs other tasks in the construction, alteration, repair and demolition of buildings  
- selects appropriate asbestos, clay, concrete, plastic or metal pipe sections and lowers them into prepared trenches using hoisting equipment  
- joints pipe by sealing with rubber, cement, lead, etc, connects piping to manholes and attaches pipe junctions as required  
- tests joints with electronic test equipment or by filling piping with water, smoke or compressed air |
| | **8221 Crane drivers**  
**Banksman**  
**Crane driver/operator**  
**Winding engine operator** |  
- gives signals for movement of cage carrying workers/equipment  
- starts crane or engine motor and checks that cables run freely and that brakes and drum(s) are working  
- manipulates levers, switches and pedals to rotate jibs into position and turns winding drum to raise or lower hook, bucket or other holding equipment  
- lifts load or cage, or hauls object into required position and lowers or positions for ground workers to detach, unload or load  
- watches control panel for warning lights and indications of wind speed and direction and carrying capacity of crane  
- oils and greases machine and checks ropes |
| | **9121 Labourers in building and woodworking trades**  
**Builder’s labourer**  
**Building worker**  
**Handyman**  
**Hod carrier** |  
- conveys blocks, bricks, stone, mortar, roofing, felt, slates, wood and other building materials to the work area  
- assists with the erection of ladders, scaffolding and work platforms, the rigging of cradles of hoisting equipment and the attaching of slings, hooks and guide ropes  
- mixes mortar, grouting material, cement screed, and plaster, and prepares adhesive, primer and paints and similar construction material  
- cleans equipment and tools, clears work area and otherwise assists building and woodworking trades workers as directed  
- performs general labouring tasks such as digging trenches and foundations, removing wall coverings, and preparing surfaces by cleaning, sanding, filling, etc  
- undertakes basic decorating, painting, plumbing, joinery, and other maintenance and repair tasks |
| | **9129 Labourers in other construction trades not elsewhere**  
**Drainage worker**  
**Fence erector**  
**Grave digger**  
**Marquee erector** |  
- covers ceilings, floors, walls and exposed surfaces of boilers, pipes and plant with insulating material  
- lights oil, coal or other heating vessel and breaks up blocks of asphalt, bitumen or tar |
<table>
<thead>
<tr>
<th>Reservoir attendant</th>
</tr>
</thead>
<tbody>
<tr>
<td>• stirs melting mixture, adds aggregate if required, pours mixture into buckets and turns off heating</td>
</tr>
<tr>
<td>• measures and fixes timber and other structures to support excavations, cables or other rail, signal and telecommunications equipment</td>
</tr>
<tr>
<td>• erects and repairs fencing, excavates, constructs and maintains land drainage systems and prepares graves for burial</td>
</tr>
<tr>
<td>• operates, cleans and lubricates valves and sluices, removes weeds, dead animals and other debris from water and carries out minor repairs to banks and footbridges</td>
</tr>
</tbody>
</table>
1122 Managers in construction

This page explains the skill level and appropriate salary rate for managers in construction, 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:
- Starting salary £21,000 (for a 40 hour week)
- Managers with 2 to 5 years’ experience £27,000 (for a 40 hour week)

[Source: CITB Construction Skills]

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:
- Construction Manager
- Building
- Building Services Journal
- Construction New
- Contracts Journal

Milkround: Yes, for jobs for new graduates or internships only.

You do not need to advertise the post in Jobcentre Plus if you have carried out a milkround provided you have also used at least one other method in the code and you have advertised on one of the following specific websites:
- www.jobs.ac.uk
- www.milkround.com
- www.prospects.ac.uk
Internet:  Yes, on any one of the following websites:

- www.acenetrecruit.co.uk
- www.careerstructure.com
- www.constructionjobsnet.co.uk
- www.justconstruction.net
- www.construction-manager.co.uk
- www.icwgb.org (Clerk Of Works jobs only)
- 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
2121 Civil engineers

This page explains the skill level and appropriate salary rate for civil engineers, 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:
- New graduate (1st year after graduation) £20,770
- Civil engineers undertaking on the job training £22,800
- Participate in project work £23,000
- Project management £35,000
- Senior project management £41,042
- Civil engineering not project based £39,000
- Manager/Director £54,000
- Managing director/ Chief executive officer £70,000

[Source: The Institution of Civil Engineers 2007 salary survey, based on a 40-hour week]

3. Shortage occupation details

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

- geotechnical engineer
- geotechnical design engineer
- geotechnical specialist
- reservoir panel engineer
- rock mechanics engineer
- soil mechanics engineer
- geomechanics engineer
- tunnelling engineer
- petroleum engineer
- geoenvironmental engineer
- contaminated land engineer
- drilling engineer
- completions engineer
- fluids engineer
- reservoir engineer
- status resource engineer
- offshore and subsea engineer
- control and instrument engineer
- process safety engineer
- planning drilling engineer
- subsurface engineer
- project civil engineer in the electricity generation industry
- contaminated land engineer

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>Method</th>
<th>Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland):</td>
<td>Yes</td>
</tr>
<tr>
<td>National newspapers:</td>
<td>Yes</td>
</tr>
<tr>
<td>Professional journals:</td>
<td>Yes, in any one of the following publications:</td>
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<tr>
<td></td>
<td>- Building magazine</td>
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<td>- The Engineer</td>
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<td></td>
<td>- New Civil Engineer</td>
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<td></td>
<td>- The Structural Engineer – IstructE:</td>
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<td></td>
<td>- Transportation Professional</td>
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<tr>
<td></td>
<td>- Construction News</td>
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<td></td>
<td>- Contract Journal</td>
</tr>
<tr>
<td>Milkround:</td>
<td>Yes, for jobs for new graduates or internships only.</td>
</tr>
</tbody>
</table>

You do not need to advertise the post in Jobcentre Plus if you have carried out a milkround provided you have also used at least one other method in the code and you have advertised on one of the following specific websites:

- [www.jobs.ac.uk](http://www.jobs.ac.uk)
- [www.milkround.com](http://www.milkround.com)
- [www.prospects.ac.uk](http://www.prospects.ac.uk)

| Internet:                          | Yes, on any one of the following websites: |
|                                   | - [www.acenetrecruit.co.uk](http://www.acenetrecruit.co.uk) |
|                                   | - [www.building.co.uk](http://www.building.co.uk) |
|                                   | - [www.thecareerengineer.com](http://www.thecareerengineer.com) |
|                                   | - [www.careersinconstruction.com](http://www.careersinconstruction.com) |
|                                   | - [www.cnplus.co.uk](http://www.cnplus.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
2431 Architects

This page explains the skill level and appropriate salary rate for architects, 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:
- Part 1 £17,000 (for a 35 hour week)
- Part 2 £21,000 (for a 35 hour week)
- Part 3 £27,000 (for a 35 hour week)
- New graduate (newly registered) £29,000 (for a 35 hour week)
- Architect with 3-5 years’ experience £34,000 (for a 35 hour week)
- Senior architect £36,000 (for a 35 hour week)

[Source: CITB – Construction Skills]

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: |
| Architects (RIBA Directory of Practise) |
| Architects Journal |
| Architectural Review |
| Building |
| Building Design |
| Perspective |
| RIBA Journal |
| The Chartered Architect (Scotland) |
| TARGETjobs Construction & Building Services |
| TARGETjobs Property |
| Touchstone (Wales) |
Milkround: Yes, for Part I and Part II architects only. You do not need to advertise these posts in Jobcentre Plus if you have carried out a milkround provided you have also used at least one other method in the code and you have advertised on one of the following specific websites:

- www.jobs.ac.uk
- www.milkround.com
- www.prospects.ac.uk

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

- www.arb.org.uk
- www.archaos.org
- www.architecturecentre.net
- www.arplus.com
- www.aiplus.co.uk
- www.building.co.uk
- www.bd4jobs.co.uk
- www.careersinconstruction.com
- www.diversecity-architects.com
- www.ribajournal.com
- www.riba-jobs.com
- 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.
2434 Chartered surveyors (not quantity surveyors)

This page explains the skill level and appropriate salary rate for chartered surveyors (not quantity surveyors), and tells you how to meet the resident labour market test.

1. Skill level

This occupation code refers to chartered surveyors who are a full member of the Royal Institute of Chartered Surveyors or the Chartered Institute of Building.

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
- New graduate £18,500
- Fully qualified £35,000

(annual salaries, based on an average of 40 hours per week)

[Source: CITB – Construction Skills]

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:
- Building
- Construction News
- Surveyor
- Property Week
- Estates Gazette
- Building Engineer
- Town & Country Planning
- New Builder
- RICS Journals
### Milkround:
Yes, for jobs for new graduates or internships only.

You do not need to advertise the post in Jobcentre Plus if you have carried out a milkround provided you have also used at least one other method in the code and you have advertised on one of the following specific websites:

- [www.jobs.ac.uk](http://www.jobs.ac.uk)
- [www.milkround.com](http://www.milkround.com)
- [www.prospects.ac.uk](http://www.prospects.ac.uk)

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

- Websites of the professional journals above
- [www.englishpartnerships.co.uk](http://www.englishpartnerships.co.uk)
- [www.lgjobs.com](http://www.lgjobs.com)
- [www.macdonaldandcompany.com](http://www.macdonaldandcompany.com)
- [www.planningresource.co.uk](http://www.planningresource.co.uk)
- [www.matchtech.com](http://www.matchtech.com)
- [www.tedrecruitment.com](http://www.tedrecruitment.com)
- [www.ricsrecruit.com](http://www.ricsrecruit.com)
- [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.jobservce.com](http://www.jobservce.com)
- [www.jobsite.co.uk](http://www.jobsite.co.uk)
- [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
- [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
- [jobs.independent.co.uk](http://jobs.independent.co.uk)
- [jobs.telegraph.co.uk](http://jobs.telegraph.co.uk)
- [jobs.timesonline.co.uk](http://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.
3114 Building and civil engineering technicians

This page explains the skill level and appropriate salary rate for building and civil engineering technicians, 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
- New entrant civil engineering technician £17,000
- New entrant building technician £14,500
- Civil engineering technician with 3-5 years experience £20,000
- Building technician with 3-5 years experience £17,000
- Senior building or civil engineering technician £25,000

(annual salaries, based on an average of 40 hours per week)

[Source: CITB – Construction Skills]

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:
- Building
- Building Design
- Civic and Public Building Specifier
- Construction News
- Contract Journal
- Forum for the Built Environment.
- New Civil Engineer
- Public Sector Building
- RIBA Journal

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• The Builder
• The Builder Magazine
• The Engineer
• The Structural Engineer

Milkround: No

Internet: Yes, on any one of the following websites:
  • www.acenetrecruit.co.uk
  • www.engineeringjobsnet.co.uk
  • www.icerecruit.com
  • www.theengineer.co.uk
  • 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): 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.
3121 Architectural technologists and town planning technicians

This page explains the skill level and appropriate salary rate for architectural technologists and town planning technicians, 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 (town planning technicians)
Other code of practice: Yes (architectural technologists)

Minimum rates
- Town planning technicians £10.99 per hour
- Junior architectural technologist £14,000
- Technologist with 3-5 years experience £20,500
- Senior technologist £29,000

(annual salaries, based on an average of 40 hours per week)

[Source: CITB – Construction Skills]

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: 
- Architects (RIBA Directory of Practices)
- Architectural Review
- Architectural Technology
- The Architectural Technology Careers Handbook
- Building Design Magazine
- Management Today
Internet: Yes, on any one of the following websites:
- Websites of the professional journals above
  - www.ribapointments.com (architectural technologists)
  - info.architectsjournal.co.uk (architectural technologists)
  - www.ciat.org.uk/en/careers/ (architectural technologists)
  - www.ciob.org.uk/topics/foaas (architectural technologists)
  - www.biat.org.uk (architectural technologists)
  - www.rias.org.uk (architectural technologists)
  - www.lgjobs.com (town planning technicians)
  - jobs.planningresource.co.uk (town planning technicians)
  - www.acenrecruit.co.uk
  - 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): 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.
3123 Building inspectors

This page explains the skill level and appropriate salary rate for building inspectors, 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

<table>
<thead>
<tr>
<th>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.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Annual Survey of Hours and Earnings:</strong> Yes</td>
</tr>
<tr>
<td><strong>Other code of practice:</strong> No</td>
</tr>
<tr>
<td><strong>Minimum rate:</strong> £13.31 per hour</td>
</tr>
</tbody>
</table>

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: |
| • Building |
| • Building Control Journal |
| • Building Engineer |
| • Construction News |
| **Milkround:** No |
| **Internet:** Yes, on any one of the following websites: |
| • [www.building4jobs.com](http://www.building4jobs.com) |
| • [www.careersinconstruction.com](http://www.careersinconstruction.com) |
| • [www.contractjournal.com/jobs/default.aspx](http://www.contractjournal.com/jobs/default.aspx) |
| • [www.propertyweek.com](http://www.propertyweek.com) |
| • [www.propertyjobs.co.uk/jobs/default.aspx](http://www.propertyjobs.co.uk/jobs/default.aspx) |
| • [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.jobserve.com](http://www.jobserve.com) |
| • [www.jobsite.co.uk](http://www.jobsite.co.uk) |
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.
5216 Pipe fitters

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

1. Skill level

The following jobs in this occupation code are **at or above** NVQ or SVQ level 3:
- All Pipe fitter/welder jobs that require an Engineering Services Gold SKILLcard in Heating and Ventilation Fitting/Welding

All other jobs in this occupation code are **below** 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: **£11.61** 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.apexes.co.uk](http://www.apexes.co.uk) |
| | • [www.buildingservicesjobs.co.uk](http://www.buildingservicesjobs.co.uk) |
| | • [www.careersinconstruction.com](http://www.careersinconstruction.com) |
| | • [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.jobserve.com](http://www.jobserve.com) |
| | • [www.jobsite.co.uk](http://www.jobsite.co.uk) |
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.
5311 Steel erectors

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

1. Skill level

This occupation code is classed as **borderline**.

We will provide more information at a later date on which jobs in this occupation are above NVQ or SVQ level 3, and on which jobs are below this level. In the meantime, all jobs will be assumed to be above NVQ or SVQ level 3 where the migrant you wish to sponsor scores enough points to enter under the skilled migrant tier. You should check this page again for updates before issuing any certificates of sponsorship.

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: £8.79 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](http://www.reed.co.uk)
  - [www.totaljobs.com](http://www.totaljobs.com)
  - [www.monster.co.uk](http://www.monster.co.uk)
  - [www.jobserve.com](http://www.jobserve.com)
  - [www.jobsite.co.uk](http://www.jobsite.co.uk)
  - [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
  - [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
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.
5312 Bricklayers, masons

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

1. Skill level

The following jobs within this occupation code are at or above NVQ or SVQ level 3:

- Architectural Stone Carver
- Stonemason
- Bricklayer, where the job requires NVQ or SVQ level 3 in Bricklaying or Trowel Trades

All other jobs within this occupation code are below 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 rate: £23,000 (for a 39 hour week)

[Source: CITB – Construction Skills]

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:
- Architects Journal
- The Builder Magazine
- The Builder
- Building
- Building Design
- Civic and Public Building Specifier
- Contract Journal
- Construction Management

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Milkround: No

Internet: Yes, on any one of the following websites:
- Websites of the professional journals above
- www.constructionjobsnet.co.uk
- www.namm.org.uk
- www.reed.co.uk
- www.totaljobs.com
- www.monster.co.uk
- www.jobserve.com
- www.jobsite.co.uk
- www.fish4.co.uk/lad/jobs
- jobs.guardian.co.uk
- jobs.independent.co.uk
- jobs.telegraph.co.uk
- jobs.timesonline.co.uk

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.
**5313 Roofers, roof tilers and slaters**

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

### 1. Skill level

This occupation code is classed as **borderline**.

We will provide more information at a later date on which jobs in this occupation are above NVQ or SVQ level 3, and on which jobs are below this level. In the meantime, all jobs will be assumed to be above NVQ or SVQ level 3 where the migrant you wish to sponsor scores enough points to enter under the skilled migrant tier. You should check this page again for updates before issuing any certificates of sponsorship.

### 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**: £8.36 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](http://www.reed.co.uk)
  - [www.totaljobs.com](http://www.totaljobs.com)
  - [www.monster.co.uk](http://www.monster.co.uk)
  - [www.jobserve.com](http://www.jobserve.com)
  - [www.jobsite.co.uk](http://www.jobsite.co.uk)
  - [www.fish4.co.uk/iad/jobs](http://www.fish4.co.uk/iad/jobs)
  - [jobs.guardian.co.uk](http://jobs.guardian.co.uk)
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.

Go back to the main page
5314 Plumbers, heating and ventilation engineers

This page explains the skill level and appropriate salary rate for plumbers, heating and ventilation engineers, 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:                       | £10.51 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 |
| - www.reed.co.uk                                             |
| - www.totaljobs.com                                          |
| - www.monster.co.uk                                          |
| - www.observe.com                                            |
| - www.jobsite.co.uk                                          |
| - www.fish4.co.uk/lsad/jobs                                  |
| - jobs.guardian.co.uk                                        |
| - jobs.independent.co.uk                                     |
| - jobs.telegraph.co.uk                                       |
| - jobs.timesonline.co.uk                                     |
| 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.
5319 Construction trades not elsewhere classified

This page explains the skill level and appropriate salary rate for construction trades 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.

<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>£9.39 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>
<tr>
<td>Internet:</td>
<td>Yes</td>
</tr>
<tr>
<td>- <a href="http://www.reed.co.uk">www.reed.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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<tr>
<td>- jobs.timesonline.co.uk</td>
<td></td>
</tr>
<tr>
<td>Head-hunters (without national advertising):</td>
<td>No</td>
</tr>
</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.