



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 J: Information and communication

This page gives the SOC codes for the information and communication 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:

SOC Code	SOC code description	Related job titles	Examples of job tasks
1136	Information and communication technology managers	Computer manager Computer operations manager Data processing manager IT manager Systems manager Telecom manager	<ul style="list-style-type: none"> plans, organises and directs the information and communication technology resources of an organisation liaises with user group representatives to clarify requirements and development needs implements feasibility studies to guide the development and direction of Information and Communication Technology (ICT) systems plans work schedules and

			<ul style="list-style-type: none"> • assigns tasks to ICT staff • advises on the uses and capabilities of ICT services • co-ordinates the introduction of new ICT systems or the modification of existing systems
2131	IT strategy and planning professionals	Computer consultant Software consultant	<ul style="list-style-type: none"> • liaises with clients in order to analyse business procedure, clarify customer requirements and to define the scope of existing software, hardware and network arrangements • undertakes feasibility studies incorporating costs, benefits, staffing implications and training needs, and presents proposals to clients to introduce new IT solutions or to modify existing systems • communicates the impact of emerging technologies to clients and advises upon the potential introduction of such technology • provides advice and assistance in the procurement, provision, delivery, installation, maintenance and use of information systems and their environments
2132	Software professionals	Analyst programmer Computer programmer Software engineer Systems analyst Systems designer	<ul style="list-style-type: none"> • examines existing software and determines requirements for new/modified systems through consultation with clients and staff • undertakes feasibility studies of software solutions through specifying and costing functional details, equipment, staffing and operational procedures • investigates, plans, designs and develops software solutions within stated constraints • installs, implements and maintains the reliability and security of software systems as business functions • writes operational documentation and provides subsequent support and training for users
5242	Telecommunications engineers	Technical officer (<i>telecommunications</i>) Telecom engineer Telecommunications engineer Telephone engineer Telephone installation engineer Telephone technician	<ul style="list-style-type: none"> • installs internal cabling and wiring for telephone systems and fits and wires junction and distribution boxes • fixes connecting wires from underground and aerial lines to premises and connects cable terminals to inside wiring • installs telephones, switchboards and coin operated phone boxes • uses testing equipment to locate defective components of circuitry and makes any necessary repairs • tests installation and makes any further necessary adjustments

5245	Computer engineers, installation and maintenance	Computer engineer Computer maintenance engineer Computer service engineer Computer service technician	<ul style="list-style-type: none"> • maintains documentation to track and log system components and identify system upgrades, enhancements and conversions of infrastructure • examines drawings, specifications and wiring diagrams to determine appropriate method and sequence of operations • installs and maintains hardware incorporating PCs and mainframe, and installs optical fibre, copper cable and other appropriate links • places prepared parts and sub-assemblies in position, checks alignment and secures with hand tools • carries out preventative servicing tasks, monitors the operation of computer equipment, and advises on hardware requirements and acquisition
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2. Borderline jobs

The following occupation is borderline. This means that some jobs in this occupation are at NVQ or SVQ level 3 or above, and some jobs are below this level. The code of practice explains which jobs in the 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 this occupation:

SOC Code	SOC code description	Related job titles	Examples of job tasks
3131	IT operations technicians	Computer operator Database manager IT technician Network technician Systems administrator Web master	<ul style="list-style-type: none"> • installs, monitors and supports area networks and accompanying hardware and software • analyses performance and makes recommendations to enhance reliability, usability, security and other aspects of system performance • provides guidance to users on hardware, software and network operations • identifies problems, agrees remedial action and undertakes emergency network maintenance if required • acts as a liaison between users, outside suppliers, engineers and other technical groups • develops and maintains site administration documentation and configuration records
3132	IT user support technicians	Help desk operator Helpline operator (computing) IT helpline support	<ul style="list-style-type: none"> • addresses IT queries and problems from customers or IT users within an organisation • discusses problem with IT user

		officer Support technician (computing) Systems support officer	and asks questions in order to determine the likely cause <ul style="list-style-type: none"> • advises users remotely on the sequence of actions that are likely to remedy the problem • arranges for support staff or field engineers to visit the user, or arrange for the return of equipment for inspection where problems cannot be solved remotely • maintains records of the queries received, the action taken to remedy the problem and the final outcome
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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:

SOC Code	SOC code description	Related job titles	Examples of job tasks
4136	Database assistants/clerks	Computer clerk Data entry clerk Data processor VDU operator	<ul style="list-style-type: none"> • receives, checks, prioritises and assembles information for inputting • operates keyboard to edit, update and create files, to enter data and to retrieve data or produce output • checks accuracy through validation of information inputted and monitoring the consistency of any output • reports failures to systems programmers and engineers • enters database to search for information and answer enquiries • performs general clerical duties including maintaining records and completing worksheets
4141	Telephonists	Switchboard operator (telephone) Telephone operator Telephonist	<ul style="list-style-type: none"> • receives callers and directs them to appropriate person or department • operates switchboard to connect outgoing calls or to relay incoming or internal calls • reports any faults on telephone operating system • gives advice on dialling and other special features available • provides directory information, dialling codes and details of charges • alerts emergency services in cases of fire, crime or accident
4142	Communication operators	Communications operator Control room operator (emergency services) Radio operator	<ul style="list-style-type: none"> • receives messages, weather reports and other material to transmit • tunes transmitter to required channel or wavelength and relays

		Telecommunications officer Telex operator	<p>or receives message to/ from person or vehicle</p> <ul style="list-style-type: none"> • uses a teleprinter or telex keyboard to transmit messages to other teleprinters or telexes • keeps record of messages sent and received • performs routine tests and maintenance on equipment and reports faults
7113	Telephone salespersons	Telephone canvasser Telephone salesperson	<ul style="list-style-type: none"> • assesses the characteristics of product/service being sold and decides on its main selling points • telephones potential customers, explains purpose of call, discusses their requirements and advises on the goods/services being offered • quotes prices, credit terms and delivery conditions and records details of orders agreed • receives orders for goods/services by telephone and records relevant details • stays abreast of advances in product/services field
7211	Call centre agents / operators	Answer line operator Sales order clerk Telephone adviser	<ul style="list-style-type: none"> • answers incoming telephone calls from existing or prospective customers • interviews caller to establish the nature of any complaint or the requirements of the client • informs existing and potential customers on any immediate action to be taken, advises on services available and sells additional products or services • maintains details of calls received, the action taken as a result of a call and updates customer records as required • arranges for field staff to visit the caller if further assistance is required

1136 Information and communication technology managers

This page explains the skill level and appropriate salary rate for information and communication technology 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: No
Other code of practice: Yes

Sponsors must select the most appropriate job description from the table below. The job title need not be an exact match:

Possible job title(s)	Job description	Minimum rate
IT director or IS director	Board level function carrying responsibility for all aspects of IT infrastructure, application and operation. Primarily covers appointments in large companies with a significant investment in IT plus internet based businesses where a Chief technical officer at director level is required.	£83,200
MIS manager or IT manager	Plans and co-ordinates the organisation's information technology services within agreed budget levels.	£44,700
Systems development manager	Plans, organises and controls the development of new and revised systems and procedures.	£41,600
Computer services manager	Responsible for operations, technical support and network services within medium to large installations.	£43,600
Software manager or programming manager	Plans, organises and controls the writing of programmes (software) to defined standards. Provides programming resources to both operations (maintenance) and systems (development). This group also includes software managers engaged in defence and real time systems.	£40,500
Operations manager	Responsible for the day-to-day operation of the computer installation together with associated functions such as data control and data preparation.	£41,600
Technical support manager	Responsible for all aspects of systems software, network and hardware configurations. Incorporates technical planning across these functions.	£39,000
Communications network manager	Responsible for the installation and maintenance of all local and wide area networks. Advises on all technical aspects regarding communications.	£41,600
Office systems	With substantial experience of network micro systems, the office systems manager would have responsibility for the	£34,100

manager or helpdesk manager	operations, training, development and support of all office based systems such as word-processor, spreadsheets and data base applications. PC programmer technicians, support analysts and network technicians would normally report to this manager.	
Senior business analyst	Responsible for defining the commercial requirements and objectives for a significant part of the business system within an organisation. Liases with senior management and systems management to determine the effectiveness of systems.	£43,600
Business analyst	Responsible for defining the commercial objectives of computer systems. May action some prototyping within user services functions.	£31,200
Development director (computer and video games)	Responsible for ensuring successful delivery of all projects within a development studio on time and budget. Controls financial and other resources needed for all projects and co-ordinates work of all production teams.	£50,000
Executive producer (computer and video games)	Responsible for ensuring successful delivery of multiple projects within a game franchise, on time and budget. Controls financial and other resources needed for a project and co-ordinates work of several production teams, making sure that the quality and vision of the game is maintained across different formats.	£40,000
Producer (computer and video games)	Responsible for ensuring the successful delivery of a game, on time and within budget. Controls financial and other resources needed for a project and co-ordinates work of the production team, making sure that the quality and vision of the game is maintained. Keeps an overview of the entire process from start to finish.	£28,000
QA manager (computer and video games)	Manages testers and lead testers. Responsible for handling personnel issues, equipment needs, and costs incurred by their teams.	£25,000
Design director (computer and video games)	Manages the Game Designer team responsible for devising what a game consists of and how it plays across multiple projects.	£50,000
Lead designer (computer and video games)	Leads the Games Design team responsible for devising what a game consists of and how it plays.	£30,000
Technical director (computer and video games)	Responsible for the programming team across multiple projects and all technology across the development company.	£60,000
Programming manager (computer and video games)	In conjunction with the Producer, puts together and manages the team of game programmers responsible for creating all the computer code which runs and controls a game. Manages the software engineering of a game from start to finish.	£50,000
Art director (computer and video games)	Responsible for the overall look and feel of the game. Devises the game's visual style and directs the production of all visual material throughout the game's development. May produce much of the initial artwork themselves, setting creative and technical standards and also determining the best tools and techniques to deploy.	£45,000
Art manager or lead artist (computer and video games)	Manages Graphic Artists that create the visual elements of a game, such as characters, scenery, objects, vehicles, surface textures, clothing, props, and even user interface components. Ensures art and animation team work to schedule and budget. Works closely with the	£35,000

	programming team to ensure all art and animation assets produced can be easily imported into the game engine.	
Outsource manager (computer and video games)	Responsible for ensuring successful delivery of elements of a game that have been subcontracted, on time and budget. Controls financial and other resources needed for outsourced elements of a project and co-ordinates the work of the sub contracted developer, making sure that the quality and vision of the game is maintained.	£25,000
[Sources: Salary Services Ltd IT Salary Survey, The Independent Game Developers Association - TIGA]		

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: <ul style="list-style-type: none"> • Computer Weekly • Computing Magazine • PC Pro • Develop Magazine (games jobs only) • Edge Magazine (games jobs only) 	
Milkround:	Yes, for jobs for new graduates or internships only.	
<p>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:</p> <ul style="list-style-type: none"> • www.jobs.ac.uk • www.milkround.com • www.prospects.ac.uk 		
Internet:	Yes, on any one of the following websites: <ul style="list-style-type: none"> • www.cwjjobs.co.uk • www.developmag.com (games jobs only) • www.edge-online.com (games jobs only) • www.gamesindustry.biz (games 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.

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2131 IT strategy and planning professionals

This page explains the skill level and appropriate salary rate for IT strategy and planning professionals, 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

Sponsors must select the most appropriate job description from the table below. The job title need not be an exact match:

Possible job title(s)	Job description	Minimum rate
Management consultant or systems consultant	Jobs predominantly advertised by management and major IT system consultancies. The main function is one of high level consultancy at board level and would cover the selection and assessment of business systems being employed by an organisation. Individual areas could include an auditing of systems, staffing structures, etc.	£67,600
Projects manager	Responsible for the design, development and implementation of systems covering one or more business functions. Would typically have budgetary control over the delivery of projects.	£39,000
Web designer	Responsible for the design and implementation of internet products. This would include page design, database design and software structure, together with the system processes involved for updating and maintaining the web content. Would normally have at least twelve months to two years service of structuring and designing web products with a background in development / programming of relevant object oriented software.	£26,000
Senior games designer (computer and video games)	Responsible for devising what a game consists of and how it plays. Plans and defines all the elements and components of a game: its setting; structure; rules; story flow; characters; the objects, props, vehicles, and devices available to the characters; interface design; and modes of play. May supervise other games designers as part of a project team.	£27,000
Games designer (computer and video games)	Responsible for devising what a game consists of and how it plays. Plans and define all the elements and components of a game: its setting; structure; rules; story flow; characters; the objects, props, vehicles, and devices available to the characters; interface design; and modes of play. May be the originator of the game's concept or	£20,000

	premise. More often, most of the core ingredients are already defined and the Game Designer must decide how to create the best game using these elements, within the constraints of budget and timescale. The design process might be shared between a number of different designers.	
[Sources: Salary Services Ltd IT Salary Survey, The Independent Game Developers Association - TIGA]		

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: <ul style="list-style-type: none"> • Computer Weekly • Computing Magazine • PC Pro • Develop Magazine (games jobs only) • Edge Magazine (games jobs only) 	
Milkround:	Yes, for jobs for new graduates or internships only.	
<p>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:</p> <ul style="list-style-type: none"> • www.jobs.ac.uk • www.milkround.com • www.prospects.ac.uk 		
Internet:	Yes, on any one of the following websites: <ul style="list-style-type: none"> • www.cwjjobs.co.uk • www.developmag.com (games jobs only) • www.edge-online.com (games jobs only) • www.gamesindustry.biz (games 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.

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2132 Software professionals

This page explains the skill level and appropriate salary rate for software professionals, 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

Sponsors must select the most appropriate job description from the table below. The job title need not be an exact match:

Possible job title(s)	Job description	Minimum rate
Project leader or senior systems analyst	Responsible for the design, development and maintenance of a significant part of a major system, or as a project leader with control of one project. For the duration of the project, may have analysts, programmers, developers or analyst programmers reporting to this function.	£41,600
Systems analyst	Responsible for the technical design, functional processes and implementation of a system or part of a system. Some control of development and maintenance functions will be evident.	£31,200
Senior test analyst	Responsible for testing the overall functionality of systems. Would liaise with system and development groups to determine the business and technical functions that need to be tested. In order to achieve this it may be necessary to manage the setting up of business models, databases, volume input / output and simulated maximum transaction rates. It may also be necessary to simulate system failures in order to assess system resilience.	£33,200
Test analyst	Responsible for testing the functionality of systems. This would involve testing that the business and technical functions work as specified. In order to achieve this it may be necessary to set up business models, databases, volume input / output and simulated maximum transaction rates. It may also be necessary to simulate system failures in order to assess system resilience.	£28,000
Systems auditor	Responsible for the implementation and verification of procedures designed to ensure that the integrity of access to computer systems and associated data is maintained. This includes assessing risk factors in relation to system modifications and the procedures used in using and operating the systems.	£34,600

Training officer or lecturer	Training functions cover both applications, software training and lecturers employed in both the private and public sector.	£36,300
Technical author	Responsible for liaising with all areas of system design and development in order to collect information to produce user documentation. Users may be application or software users. This role also includes the generation of on line help forms.	£32,200
Development team leader	With in-depth experience of programming and development functions, this function would have overall control of the technical aspects of delivering the complete systems as defined by the business. Would normally have other developers, analyst programmers or programmers reporting to this position during the life of a project.	£41,600
Senior systems developer	This position requires in-depth expertise and experience in a combination of database design, programme structure and underlying system architecture in order to develop systems using software skills such as C/C++, Visual Basic, Oracle, Ingres, Sybase etc. Web developers require a similar background but with related software skills such as Java, Perl etc.	£37,400
Systems developer	This position requires expertise in a combination of database design, programme structure and underlying system architecture in order to develop systems using software skills such as C/C++, Visual Basic, Oracle, Ingres, Sybase etc. Web developers require a similar background but with related software skills such as Java, Perl etc.	£31,200
Analyst programmer	Responsible for the system design and programming of individual modules within a project. Detailed programming work would be evident at this level. In general this job refers to general legacy mainframe skills, but it is still used in a number of public sector organisations to encompass all development that involves a design and programming element.	£29,100
Graduate developer	This job function is used to classify all programmers and developers who essentially have less than six months commercial experience of programming. This includes new graduates in IT or related technology degrees.	£22,300
Senior programmer	Responsible for the detailed programming from specifications of major modules within a project. Testing of the logical accuracy and correct interfaces to other modules is part of this process. Would have a detailed knowledge of at least one programming language and operating system. May supervise other programmers as part of a project team.	£31,200
Programmer	Responsible for the detailed programming and testing of individual programmes or routines within an overall project.	£26,000
Systems architect or systems planner	Responsible for the detailed design and sizing of the installation architecture with regards to hardware, software and networks. Would have knowledge of design methods and be capable of directing system programmers. Would be expected to have several years in depth experience of specific operating systems, databases and network.	£46,800
Systems programmer	With a detailed knowledge of specified software products, would provide support and technical expertise to systems, programming and operations groups. Would be responsible for system performance within designated areas. In general this job title applies to mainframe operating systems and related database and network software.	£31,200
Senior software	With an in depth knowledge of real time or embedded software and associated hardware this position would be responsible for the design and programming of related	£37,400

engineer	operating software. Would liaise with Electronic Design Engineers to ensure that the functionality met specifications. Employed mainly in the electronics, computer, aviation and defence industries. May be responsible for other Software Engineers within a project team. Would typically have expertise in software such as Ada, C/C++, Pascal etc.	
Software engineer	With experience of real time or embedded software and associated hardware this position would be responsible for the design and programming of related operating software. Would liaise with Electronic Design Engineers to ensure that the functionality met specifications. Employed mainly in the electronics, computer, aviation and defence industries. May be responsible for other Software Engineers within a project team. Would typically have expertise in software such as Ada, C/C++, Pascal etc.	£30,100
Software communications engineer	With an in depth knowledge of real time embedded software and communications hardware this position would be responsible for the design and programming of related operating software. Would liaise with communication Design Engineers to ensure that the functionality met specifications. Employed predominantly in the communications industry.	£36,400
Software test engineer	With a full understanding of specific operating systems, application software and network configurations, this position is responsible for ensuring adequate testing of software products or services prior to release for general use. Would document and agree any deviations from originally agreed specifications.	£31,200
Operations analyst	Responsible for defining and supporting operational procedures to ensure the correct operation and recovery of hardware/software systems. Liaises between operations and systems to define system testing and implementation procedures. Would normally have had experience as a senior operator within a specific hardware/software configuration. The jobs included in this grade cover all levels of Operations Analyst.	£27,000
Hardware engineer	This job function primarily covers personnel employed by hardware vendors and computer maintenance companies. Responsibilities include identification of hardware failures and subsequent correction by repair or replacement.	£20,800
Engine programmer (computer and video games)	Writes the code for a game engine or parts of a game engine that can potentially be used in multiple games. May also work on R&D or Technology to improve engines for future games.	£25,000
Graphics programmer (computer and video games)	Specialises in the design and writing of computer code that runs and controls the graphics of a game on screen.	£25,000
Audio programmer (computer and video games)	Designs and writes the computer code that runs and controls the sound in a game.	£25,000
Network programmer (computer)	Specialises in the design and writing of computer code that runs and controls an online game or the online elements of a multiplayer game.	£30,000

and video games)		
Gameplay programmer (computer and video games)	Specialises in the design and writing of computer code that runs and controls the gameplay elements of a game including the reactions of enemies and team mates to the actions of player (artificial intelligence) and managing the reactions of objects in the game to abide by the laws of physics.	£25,000
Special effects programmer (computer and video games)	Specialises in the design and writing of computer code that runs and controls the visual effects of a game, such as explosions, smoke, wind and water.	£25,000
Senior artist (computer and video games)	Creates the visual elements of a game, such as characters, scenery, objects, vehicles, surface textures, clothing, props, and even user interface components. Creates concept art and storyboards which help communicate the proposed visual elements during the pre-production phase. May supervise other artists as part of a project team.	£25,000
Graphic artist (computer and video games)	Creates the visual elements of a game, such as characters, scenery, objects, vehicles, surface textures, clothing, props, and even user interface components. Creates concept art and storyboards which help communicate the proposed visual elements during the pre-production phase. Creates art assets for the game according to the specification and is responsible for managing those assets. Must be aware of the technical constraints and capabilities of the platform that the game will be played on.	£20,000
Special effects artist (computer and video games)	Specialises in the visual elements of a game, such as explosions, smoke and water.	£25,000
Technical artist (computer and video games)	Acts as a bridge between the artists and programmers working on a game. Ensures art assets can be easily integrated into a game without sacrificing either the overall artistic vision or exceeding the technical limits of the chosen platform. Creates custom tools to improve the efficiency of their team using the scripting languages included in the main modelling and animation packages. Oversees feedback or debugging complex assets such as character skeleton rigs and skinning systems.	£25,000
Animator (computer and video games)	Responsible for the portrayal of movement and behaviour to game characters and creatures, and other elements such as objects, scenery, vegetation and environmental effects. Specialist software packages are used to create the animations, which are used for both automated or 'in game' behaviours and predefined sequences or 'cut scenes'.	£20,000
[Sources: Salary Services Ltd IT Salary Survey, The Independent Game Developers Association - TIGA]		

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:

- Computer Weekly
- Computing Magazine
- PC Pro
- Develop Magazine (games jobs only)
- Edge Magazine (games jobs only)

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.cwjjobs.co.uk
- www.developmag.com (games jobs only)
- www.edge-online.com (games jobs only)
- www.gamesindustry.biz (games 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): 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.

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3131 IT operations technicians

This page explains the skill level and appropriate salary rate for IT operations technicians, 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:

- Senior systems administrator
- Systems administrator
- Network pre- or post-sales support consultant
- Senior network communications analyst or engineer
- Network communications analyst or engineer
- Network controller or network administrator
- Senior network support engineer
- Network support engineer
- Webmaster or web administrator
- Asset manager (computer and video games)

The following jobs in this occupation code are **below** NVQ or SVQ level 3:

- Operator
- Web author
- Web editor

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

Sponsors must select the most appropriate job description from the table below. The job title need not be an exact match:

Possible job title(s)	Job description	Minimum rate
Senior systems administrator	Responsible for the overall management of operating systems, network and database software. Would be expected to have a major impact on how best the resources can be used for optimum performance and access. Assists management in hardware planning and the maintenance of systems upgrades and corrections and the setting of agreed service level agreements.	£33,200

	Would have an in depth knowledge of products such as Unix, Windows, network and database software.	
Systems administrator	Responsible for the administration of operating systems, network and database software. Maintains access to the systems for both users and development personnel. Carries out updates and corrections to the software as required in order to maintain agreed levels of service. Would have experience of products such as Unix, VMS, Lans, Wans and database products.	£28,000
Network pre- or post-sales support consultant	Covers all aspects of pre and post sales network support and consultancy. In a pre-sales role would advise companies on the selection, assessment and effectiveness of both data and voice communications. Would provide expertise in technical design of overall networks and advise sales personnel accordingly. In a post sales role includes support for telecommunications equipment such as routers, switches, etc, together with related software. Refers to the technical consultancy / support role and not account management.	£36,400
Senior network communications analyst or engineer	This job function covers high level design, planning and installation of networks including provision of hardware and software. Includes responsibility for upgrading and changing networks. Advises on overall security of corporate networks and associated operating and recovery procedures.	£41,300
Network communications analyst or engineer	This job function covers the design, planning and installation of networks including provision of hardware and software. Advises on overall security of corporate networks and associated operating and recovery procedures. In large installations would report to a senior network analyst. In smaller installations may form part of the overall system administration / support function.	£29,100
Network controller or network administrator	Responsible for the general operation and administration of communications within a company including both hardware and software elements. Monitors overall performance and directs recovery procedures.	£26,000
Senior network support engineer	With an in-depth knowledge of network hardware and associated cabling, this job would cover the installation and maintenance of networks. Related operating and software expertise is also required in order to integrate networks into a system environment. May supervise other network engineers on larger projects.	£31,200
Network support engineer	With experience of network hardware and associated cabling, this job would cover the installation and maintenance of networks. Related operating and software expertise is also required in order to integrate networks into a system environment.	£27,000
Webmaster or web administrator	Responsible for the updating and maintenance of the web service. This includes updating of content, access methods, operating software and network performance.	£28,000
Asset manager (computer and video games)	Responsible for managing the collection of graphic files, movie files, sound files, music files that are used to make a game.	£20,000
[Sources: Salary Services Ltd IT Salary Survey, The Independent Game Developers Association - TIGA]		

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:

- Computer Weekly
- Computing Magazine
- PC Pro
- Develop Magazine (games jobs only)
- Edge Magazine (games jobs only)

Milkround: No

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

- www.cwjjobs.co.uk
- www.developmag.com (games jobs only)
- www.edge-online.com (games jobs only)
- www.gamesindustry.biz (games 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): 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.

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3132 IT user support technicians

This page explains the skill level and appropriate salary rate for IT user support technicians, 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:

- Senior PC support analyst
- Senior PC support
- Technical pre- or post-sales support
- Senior database administrator or analyst
- Database administrator or analyst

The following jobs in this occupation code are **below** NVQ or SVQ level 3:

- PC support analyst
- PC support
- PC helpdesk support

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

Sponsors must select the most appropriate job description from the table below. The job title need not be an exact match:

Possible job title(s)	Job description	Minimum rate
Senior PC support analyst	Responsible for the implementation, training and development of PC configurations. Would have a detailed knowledge of applications such as word processors, spreadsheets, databases and networks, with regard to an organisation's use of these systems. May supervise other PC support personnel.	£26,000
Senior PC support	Responsible for the maintenance and support of PC configurations. Would include both hardware and software maintenance, providing support for applications such as databases, spreadsheets, word processors and LANs. An in depth knowledge of various operating systems and PC based office systems would be expected.	£24,900
Technical pre- or post-sales support	Covers all aspects of pre and post sales support. This may be for a specific software product or in the case of a consultancy application support. Would provide expertise in technical design of systems and advise sales personnel accordingly. May assist sales by presenting solutions to clients. Refers to systems and software support but not account management.	£41,600

Senior database administrator or analyst	Responsible for control and development of all corporate databases. Includes database design methods, operational implementation of new databases, and maintaining operational efficiency of databases. Responsible for ensuring proper recovery practices are observed in the event of failure. Controls security measures to ensure authorised access to databases is maintained. Liaises with system administration and management to agree upgrades and changes. In large installations may supervise other database administrators.	£41,600
Database administrator or analyst	Responsible for control and development of all corporate databases. Includes database design methods, operational implementation of new databases, and maintaining operational efficiency of databases. Responsible for ensuring proper recovery practices are observed in the event of failure. Controls security measures to ensure authorised access to databases is maintained. Actions upgrades and changes.	£31,200
[Source: Salary Services Ltd IT Salary Survey]		

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: <ul style="list-style-type: none"> • Computer Weekly • Computing Magazine • PC Pro 	
Milkround:	No	
Internet:	Yes, on any one of the following websites: <ul style="list-style-type: none"> • www.cwjobs.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.		

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5242 Telecommunications engineers

This page explains the skill level and appropriate salary rate for telecommunications 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: £12.10 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): 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.

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5245 Computer engineers, installation and maintenance

This page explains the skill level and appropriate salary rate for computer engineers, installation and maintenance, 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: £9.97 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): 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.

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