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 Q: Human health and social work activities

This page gives the SOC codes for the human health and social work activities 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>
</table>
| 1181     | Hospital and health service managers | Clinical manager Health service manager Manager (hospital service) | - the day-to-day management of a service or unit  
- liaises with health care professionals to determine short and long term needs and how to meet these objectives within budgetary constraints  
- negotiates contracts with providers and purchasers of health care services  
- monitor and report upon the effectiveness of services with a view to improving the efficiency of health care provision |
<p>| 1182     | Pharmacy             | Pharmacist’s manager | - prepare and dispense medicines to hospital patients and on prescription to |</p>
<table>
<thead>
<tr>
<th>managers</th>
<th>Shop manager (retail trade, pharmacists)</th>
<th>the general public</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>• advise customers on how to use prescribed medicines and provide information on the sale of over the counter medicines</td>
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<tr>
<td></td>
<td></td>
<td>• responsible for stock control, ordering, labelling, maintaining prescription files and recording the issue of narcotics, poisons and other habit forming drugs</td>
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<td></td>
<td></td>
<td>• liaises with other health care professionals with regards to the supply and form of appropriate medications</td>
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<td></td>
<td></td>
<td>• research, develop, test and manufacture new pharmaceutical products</td>
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<thead>
<tr>
<th>1183</th>
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</thead>
<tbody>
<tr>
<td>Healthcare practice managers</td>
</tr>
<tr>
<td>Medical practice manager (health services)</td>
</tr>
<tr>
<td>plans work schedules, assigns tasks and delegates responsibilities of practice staff</td>
</tr>
<tr>
<td>negotiates contracts for services with other health care providers and purchasers</td>
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<tr>
<td>maintains patient files on medical history, consultations made and treatment undertaken and/or drugs prescribed</td>
</tr>
<tr>
<td>responsible for budgeting, pricing and accounting activities within the practice</td>
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</tbody>
</table>

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<thead>
<tr>
<th>Social services managers</th>
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</thead>
<tbody>
<tr>
<td>Social services manager</td>
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<tr>
<td>Team manager (social services)</td>
</tr>
<tr>
<td>responsibility for meeting the statutory requirements of local authority social services departments</td>
</tr>
<tr>
<td>determines staffing, financial, material and other short and long term needs</td>
</tr>
<tr>
<td>plans work schedules, assigns tasks and delegates responsibilities of social services staff</td>
</tr>
<tr>
<td>monitors and evaluates departmental performance with a view to improving social service provision</td>
</tr>
<tr>
<td>studies and advises upon changes in legislation that will impact upon social service provision</td>
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<tr>
<td>liaises with representatives of other relevant agencies</td>
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</table>

<table>
<thead>
<tr>
<th>1185 Residential and day care managers</th>
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</thead>
<tbody>
<tr>
<td>Care manager Manager (nursing home)</td>
</tr>
<tr>
<td>Owner (retirement home)</td>
</tr>
<tr>
<td>Residential manager</td>
</tr>
<tr>
<td>determines staffing, financial, material and other short and long term requirements</td>
</tr>
<tr>
<td>plans work schedules, assigns tasks and delegates responsibilities of staff</td>
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<tr>
<td>arranges for payment of bills, keeps accounts and adheres to health, safety and other statutory requirements</td>
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<tr>
<td>maintains contact between residents and the local community and/or family and friends</td>
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<tr>
<td>ensures that residents have access to health and social care services as required</td>
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<tr>
<td>creates a friendly secure atmosphere to gain the trust and confidence of those in the home or under supervision</td>
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<tr>
<td>ensures that the physical comfort and</td>
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<tr>
<td>Tier 2 Occupational Groups</td>
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<tr>
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<tr>
<td><strong>2112</strong> Biological scientists and biochemists</td>
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<tr>
<td><strong>2211</strong> Medical practitioners</td>
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<td><strong>2212</strong> Psychologists</td>
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<td><strong>2212</strong> Psychologists</td>
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<td>Code</td>
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</table>
| 2214 | Ophthalmic opticians (now known as optometrists) | - examines eyes and tests vision of patient  
- prescribes, supplies and fits appropriate spectacle lenses, contact lenses or other aids  
- advises patient on proper use of glasses, contact lenses and other aids, and on appropriate lighting conditions for reading and working  
- refers patient to a specialist, where necessary  
- carries out research with glass and lens manufacturers |
| 2215 | Dental practitioners                      | - examines patient's teeth, gums and jaw, using dental and x-ray equipment  
- administers local or general anaesthetics  
- drills, prepares and fills cavities in teeth  
- constructs and fits braces, inlays, dentures and other appliances  
- supervises patient's progress and advises on preventative action  
- refers patient to specialist, where necessary  
- prepares and delivers lectures, undertakes research, and conducts and participates in clinical trials |
| 2442 | Social workers                            | - liaises with other health and social care professionals to identify those in need and at risk within the local community  
- interviews individuals and groups to assess the nature and extent of difficulties  
- arranges for further counselling or assistance in the form of financial or material help  
- attempts to resolve family problems and, if necessary, arranges for children to be resettled with foster parents or in a children’s home  
- keeps case records and prepares reports |
| 3211 | Nurses                                   | - assists medical doctors, deals with emergencies and prepares patients for examination  
- monitors patient’s progress, administers drugs and medicines, applies surgical dressings and gives other forms of treatment  
- participates in the preparation for physical and psychological treatment of mentally ill patients  
- plans duty rotas and organises and directs the work and training of ward and theatre nursing staff  
- advises on nursing care, disease prevention, nutrition, etc and liaises with hospital board/management on issues |
<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>3212</td>
<td>Midwives</td>
<td>Midwife, Midwifery sister - monitors condition and progress of patient during pregnancy, delivers babies in normal births and assists doctors with difficult deliveries, monitors recovery of mother in postnatal period and supervises the nursing of premature and other babies requiring special attention, advises on baby care, exercise, diet and family planning issues.</td>
</tr>
<tr>
<td>3213</td>
<td>Paramedics</td>
<td>Ambulance paramedic, Paramedic - drives ambulance or accompanies driver to respond to calls for assistance at accidents, emergencies and other incidents, ascertains nature of injuries, provides first aid treatment and assesses appropriate method of conveying patients, completes patient report forms describing patients condition and any treatment undertaken for the use of medical staff, transports and accompanies patients who either require or potentially require skilled treatment whilst travelling.</td>
</tr>
<tr>
<td>3214</td>
<td>Medical radiographers</td>
<td>Diagnostic radiographer (medical services), Medical radiographer, X-ray operator - verifies identity of patient and ensures that necessary preparations have been made for the examination/treatment, decides length and intensity of exposure or strength of dosage of isotope, positions patient and operates x-ray, scanning or fluoroscopic equipment, maintains records of all radiographic/therapeutic work undertaken.</td>
</tr>
<tr>
<td>3216</td>
<td>Dispensing opticians</td>
<td>Dispensing optician - interprets prescription and measures patient’s face to determine distance between pupil centres, height of bridge of nose, etc, advises patient on lens type and choice of spectacle frames, prepares detailed instructions for workshop, ensures that completed spectacles conform to specification and fit the patient correctly and comfortably, fits spectacles and advises patient on lens care and any other difficulties likely to be experienced.</td>
</tr>
<tr>
<td>3222</td>
<td>Occupational therapists</td>
<td>Occupational therapist - considers the physical, psychological and social needs of a patient, designs, initiates and monitors carefully selected and graded activities as part of the assessment and intervention process, makes home visits to clients, families and carers to assist them to deal and cope with disability, counsels clients in ways to promote a healthy lifestyle, prevention of illness.</td>
</tr>
<tr>
<td>Code</td>
<td>Occupation</td>
<td>Responsibilities</td>
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</tbody>
</table>
| 3223   | **Speech and language therapists**  | • assesses and diagnoses a clients condition  
• designs and initiates an appropriate remedial programme of treatment  
• treats speech and language disorders by coaching clients or through the use of artificial communication devices  
• attends case conferences and liaises with other specialists such as doctors, teachers, social workers and psychologists  
• counsels relatives to help cope with the problems created by a patients disability  
• writes reports and maintains client caseloads                                                                 |
| 3229   | **Therapists not elsewhere classified** | • prescribes diet therapy and gives advice to patients, health care professionals and the public on dietetic and nutritional matters for those with special dietary requirements or to prevent illness amongst the general population  
• diagnoses and treats disorders of vision and eye movements, monitors subsequent progress and recommends further optical, pharmacological or surgical treatment as required  
• manipulates and massages patient to discover the cause of pain, relieve discomfort, restore function and mobility and to correct irregularities in body structure  
• inserts needles under the skin, administers aromatic herbs and oils and massages body to relieve pain and restore health  
• assesses and provides treatment for people with mental disabilities, or those suffering with mental illness                                                                 |
| 3567   | **Occupational hygienists and safety officers (health and safety)** | • assists employees in need of accommodation and maintains contact with those off work due to illness  
• counsels individuals on any personal or domestic problems affecting their work  
• inspects factory and other work areas to ensure compliance with health and safety legislation  
• instructs workers in the proper use of protective clothing and safety devices  
• compiles statistics on accidents and injuries, analyses their causes and makes recommendations to management accordingly  
• gives talks and distributes information on accident prevention  
• carries out routine tests on safety devices and protective clothing                                                                 |
### 2. Borderline jobs

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

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>SOC code description</th>
<th>Related job titles</th>
<th>Examples of job tasks</th>
</tr>
</thead>
</table>
| 2213     | Pharmacists / pharmacologists | Chemist (pharmaceutical / retail) Druggist Pharmaceutical chemist Pharmacist Pharmacologist | - prepares or directs the preparation of prescribed medicaments in liquid, powder, tablet, ointment or other form  
- checks that recommended doses are not being exceeded and that instructions are understood by patients  
- maintains prescription files and records issue of narcotics, poisons and other habit-forming drugs  
- liaises with other professionals regarding the development, manufacturing and testing of drugs  
- tests and analyses drugs to determine their identity, purity and strength  
- ensures that drugs and medicaments are in good supply and are stored properly |
| 3215     | Chiropodists | Chiropodist Chiropodist-podiatrist | - examines patient’s feet to determine the nature and extent of disorder  
- treats conditions of the skin, nails and soft tissues of feet by minor surgery, massage and heat treatment, padding and strapping or drugs  
- prescribes, makes and fits pads and other appliances to correct and/or protect foot disorders  
- advises patient on aspects of foot care to avoid recurrence of foot problems  
- refers patients who require further medical or surgical attention |
| 3217     | Pharmaceutical dispensers | Dispenser Dispensing assistant Pharmacy technician | - checks received prescriptions for legality and accuracy  
- prepares drugs and medicines under the supervision of pharmacist  
- maintains records of prescriptions received and drugs issued  
- advises patients or customers on the use of drugs prescribed or medication purchased  
- checks stock levels, orders new stock from pharmaceutical companies and ensures that drugs are stored appropriately |
<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
<th>Role</th>
<th>Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>3218</td>
<td>Medical and dental technicians</td>
<td>Audiologist</td>
<td>• operates equipment to diagnose and record or treat hearing, heart, brain, lung and kidney ailments</td>
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<tr>
<td></td>
<td></td>
<td>Cardiographer</td>
<td>• undertakes scaling and polishing of teeth, applies medicaments, carries out post-operative hygiene</td>
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<tr>
<td></td>
<td></td>
<td>Dental hygienist</td>
<td>work and advises on preventative dentistry</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Dental technician</td>
<td>• makes dentures, crowns, bridges, orthodontic and other dental appliances according to individual</td>
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<tr>
<td></td>
<td></td>
<td>Medical technical officer</td>
<td>patient requirements</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• measures patient’s for, and fits them with, surgical appliances, hearing aids and artificial limbs</td>
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<td></td>
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<td></td>
<td>• performs related medical tasks including treating hair and scalp disorders and conducting tests on</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>glaucoma patients</td>
</tr>
<tr>
<td>3221</td>
<td>Physiotherapists</td>
<td>Chartered physiotherapist</td>
<td>• examines medical reports and assesses patient to determine the condition of muscles, nerves or</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Physiotherapist</td>
<td>joints in need of treatment</td>
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<td></td>
<td></td>
<td>Superintendent physiotherapist</td>
<td>• plans and undertakes therapy to improve circulation, restore joint mobility, strengthen muscles and</td>
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<td></td>
<td></td>
<td>reduce pain</td>
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<td>• explains treatment to and instructs patient in posture and other exercises and adapts treatment as</td>
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<td></td>
<td></td>
<td>necessary</td>
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<td>• monitors patient’s progress and liaises with others concerned with the treatment and rehabilitation</td>
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<td></td>
<td></td>
<td>of patient</td>
</tr>
<tr>
<td>6111</td>
<td>Nursing auxiliaries and assistants</td>
<td>Assistant nurse</td>
<td>• performs basic clinical tasks such as taking patients’ temperature and pulse, weighing and</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Nursing assistant</td>
<td>measuring, performing urine tests and extracting blood samples</td>
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<tr>
<td></td>
<td></td>
<td>Nursing auxiliary</td>
<td>• prepares patient for examination and treatment</td>
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<tr>
<td></td>
<td></td>
<td>Occupational therapy helper</td>
<td>• distributes and serves food, assists patients in feeding and prepares snacks and hot drinks</td>
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<tr>
<td></td>
<td></td>
<td>Operating department assistant</td>
<td>• assists patients in washing, dressing, toiletry activities and general mobility</td>
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<tr>
<td></td>
<td></td>
<td>Phlebotomist</td>
<td>• changes bed linen, makes beds and tidies wards</td>
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<td></td>
<td></td>
<td>Physiotherapy helper</td>
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<tr>
<td></td>
<td></td>
<td>Ward assistant</td>
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<tr>
<td></td>
<td></td>
<td>Ward orderly</td>
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</tr>
<tr>
<td>6113</td>
<td>Dental nurses</td>
<td>Dental nurse</td>
<td>• prepares patient for examination</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Dental surgery assistant</td>
<td>• prepares and sterilises instruments</td>
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<td></td>
<td></td>
<td></td>
<td>• hands required equipment and medication to dentist during examination</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• assists with minor treatment, such as preparing materials for fillings</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• maintains records, processes and mounts x-ray films and undertakes reception duties</td>
</tr>
<tr>
<td>6115</td>
<td>Care assistants</td>
<td>Care assistant</td>
<td>• assists residents to dress, undress,</td>
</tr>
</tbody>
</table>
3. Lower-skilled jobs
The following occupations do not contain any jobs at NVQ or SVQ level 3 or above. There are no codes of practice for these occupations. Sponsors cannot issue certificates of sponsorship for any jobs in these occupations:

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>SOC code description</th>
<th>Related job titles</th>
<th>Examples of job tasks</th>
</tr>
</thead>
</table>
| 4211     | Medical secretaries  | Doctor’s secretary Medical secretary | • sorts and files correspondence  
• writes down dictated matter in shorthand and transcribes it into typewritten form  
• transcribes audio dictation into typewritten form  
• maintain patients’ records and arranges appointments  
• answers enquiries and refers patient to appropriate experts  
• organises and attends meetings and keeps records of proceedings |
| 6112     | Ambulance staff (excluding paramedics) | Ambulance driver Ambulance technician Ambulanceman / woman | • drives ambulance or accompanies driver to transport patients to hospitals or other treatment centres and homes  
• ascertains nature of injuries and provides first aid treatment  
• cleans and disinfects ambulance after use  
• replenishes medical supplies in ambulance as necessary |
| 9221     | Hospital porters     | Domestic porter (hospital service) Hospital porter | • lifts, escorts and wheels patients between hospital wards  
• assists with the delivery of meals, laundry, medical supplies and post to the wards or theatres  
• collects and disposes of refuse from wards and other departments  
• assists with unloading and delivery of supplies |
**1181 Hospital and health service managers**

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

1. **Skill level**

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

2. **Appropriate salary rate**

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

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

   **Minimum rate:** £17.64 per hour

3. **Resident labour market test**

   **Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland):** Yes
   **National newspapers:** Yes
   **Professional journals:** Yes, in the following publication:
   - Health Service 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](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.jobs.nhs.uk](http://www.jobs.nhs.uk)
   - [www.wales.nhs.uk/jobs/](http://www.wales.nhs.uk/jobs/)
   - [www.jobs.scot.nhs.uk](http://www.jobs.scot.nhs.uk)
   - [www.n-i.nhs.uk/index/.php?link=jobs](http://www.n-i.nhs.uk/index/.php?link=jobs)
   - [www.hsj.co.uk](http://www.hsj.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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**
1182 Pharmacy managers

This page explains the skill level and appropriate salary rate for pharmacy 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

Minimum rates:
- Pharmacy technician team manager (band 7 or equivalent) £29,789
- Pharmacist team manager (band 8 or equivalent) £37,996

[Source: NHS Agenda for Change April 2009]

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:
- The Pharmaceutical Journal
- Chemist & Druggist
- New Scientist

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:
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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**
1183 Healthcare practice managers

This page explains the skill level and appropriate salary rate for healthcare practice 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

Minimum rates:

Practice Management (small practice) £20,710
Practice Manager (group practice) £24,831

[Source: NHS Agenda for Change April 2009]

3. Resident labour market test

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

National newspapers: Yes
Professional journals: Yes, in the following publication:
  • Health Service 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.jobs.nhs.uk
  • www.jobs.scot.nhs.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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**
1184 Social service managers

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

1. Skill level

This occupation code refers to social service manager posts that require registration with the General Social Care Council (GSCC) in England, the Care Council for Wales, the Northern Ireland Social Care Council or with the Scottish Social Services Council. These posts will be at NHS Agenda for Change band 7 or equivalent or above.

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:
- Social worker team manager (band 7 or equivalent) £29,789
- Senior practitioner (band 7 or equivalent) £29,789
- Principle practitioner (band 8a or equivalent) £37,996
- Social work locality service manager (band 8a or equivalent) £37,996
- Social care programme manager (band 8b or equivalent) £44,258
- Assistant director social services (band 8b or equivalent) £44,258
- Director of social work (band 8c or equivalent) £53,256

[Source: NHS Agenda for Change April 2009]

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:
- Community Care Magazine
- Professional Social Work
- Social Work Today

Tier 2 occupational codes of practice - version 03/10: valid from 01/03/2010
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:

- [www.baswjobs.com](http://www.baswjobs.com)
- [www.communitycare.co.uk/jobs](http://www.communitycare.co.uk/jobs)
- [www.ecarers.com](http://www.ecarers.com)
- [www.jobs.nhs.uk](http://www.jobs.nhs.uk)
- [www.wales.nhs.uk/jobs/](http://www.wales.nhs.uk/jobs/)
- [www.jobs.scot.nhs.uk](http://www.jobs.scot.nhs.uk)
- [www.hpssjobs.com](http://www.hpssjobs.com)
- [www.lgjobs.com](http://www.lgjobs.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)
- [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)
- [www.healthjobs.com](http://www.healthjobs.com)

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](#)
1185 Residential and day care managers

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

1. Skill level

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

2. Appropriate salary rate

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

Annual Survey of Hours and Earnings: Yes
Other code of practice: No
Minimum rate: £11.43 per hour

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:
- Community Care
- Opportunities
- Professional Social Work
- Social Work Today
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.baswjobs.com
- www.communitycare.co.uk/jobs
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.
2112 Biological scientists and biochemists

This page explains the skill level and appropriate salary rate for biological scientists and biochemists, 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:
- Posts at Agenda for Change band 5 or equivalent £20,710
- Posts at Agenda for Change band 6 or equivalent £24,831
- Posts at Agenda for Change band 7 or equivalent £29,789
- Posts at Agenda for Change band 8 or equivalent £37,996

[Source: NHS Agenda for Change April 2009]

3. Shortage occupation details

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

- Cardiac physiologist
- Clinical neurophysiologist
- Clinical vascular scientist
- Respiratory physiologist
- Sleep physiologist

A voluntary register for Sleep Physiologists (also known as Respiratory Physiologists) and Clinical Physiologists is held by the Registration Council for Clinical Physiologists (RCCP). If an individual is a member of the RCCP, the sponsor must retain evidence of their registration and provide it to UK Border Agency on Request.

Sponsors must retain evidence of the individual's HPC registration and provide this to the UK Border Agency on request. (Registration may need to be done after the individual has entered the United Kingdom but must be done before starting work).
A resident labour market test is not mandatory for shortage occupations.

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

4. Resident labour market test

| Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): | Yes |
| National newspapers: | Yes |
| Professional journals: | Yes, in any one of the following publications: |
| | • The Biomedical Scientist |
| | • Nature |
| | • New Scientist |
| 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: |
| | • [www.jobs.nhs.uk](http://www.jobs.nhs.uk) |
| | • [www.wales.nhs.uk/jobs/](http://www.wales.nhs.uk/jobs/) |
| | • [www.jobs.scot.nhs.uk](http://www.jobs.scot.nhs.uk) |
| | • [www.n-i.nhs.uk/index.php?link=jobs](http://www.n-i.nhs.uk/index.php?link=jobs) |
| | • [www.careerscene.com](http://www.careerscene.com) |
| | • [www.naturejobs.com](http://www.naturejobs.com) |
| | • [www.newscientistjobs.com](http://www.newscientistjobs.com) |
| | • [www.nhsclinicalscientists.info/](http://www.nhsclinicalscientists.info/) |
| | • [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) |
| | • [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) |
| | • [www.healthjobs.com](http://www.healthjobs.com) |

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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**

[Go back to the main page]
2211 Medical practitioners

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

1. Skill level

This occupation code refers to medical practitioners who are required to register with the General Medical Council (GMC) to practice in the United Kingdom.

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. Salaries under this code are based on a 40 hour working week.

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

Minimum rates:
- Foundation year 1 (F1) £21,391
- Foundation year 2 (F2) £26,532
- Pre-registration house officer £21,391
- House officer £21,391
- Senior house officer £26,532
- Speciality registrar (StR) £29,411
- Senior registrar £29,364
- Speciality Doctor £36,443
- Senior chief medical officer £44,059
- Staff grade practitioner £32,547
- Associate specialist £35,977
- Consultant (new contract) £71,822

[Source: NHS (M&D) Pay circular]

3. Shortage occupation details

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

- Consultants within the following specialities:
  - Audiological medicine
- Genito-Urinary medicine
- Haematology
- Medical microbiology and virology
- Neurology
- Nuclear medicine
- Obstetrics and gynaecology
- Occupational medicine
- Paediatric surgery

- Consultants within the following specialities of psychiatry:
  - Forensic psychiatry
  - General psychiatry
  - Learning disabilities psychiatry
  - Old age psychiatry

- Non-consultant, non-training, medical staff posts in the following specialities:
  - Anaesthetics
  - Paediatrics and general medicine specialities delivering acute care services (intensive care medicine, general internal medicine (acute), emergency medicine, general surgery, obstetrics and gynaecology, and trauma and orthopaedic surgery)

- ST4 level trainees in paediatrics

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

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

4. Resident labour market test

| Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): | Yes |
| National newspapers: | Yes |
| Professional journals: | Yes, in any one of the following publications: |
| - British Medical Journal |
| - GMC News |
| - Hospital Doctor |
| - The Lancet |
| Milkround: | No |
| Internet: | Yes, on any one of the following websites: |
| - www.jobs.nhs.uk |
| - www.wales.nhs.uk/jobs/ |
| - www.jobs.scot.nhs.uk |
| - www.n-i.nhs.uk/index.php?link=jobs |
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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**
2212 Psychologists

This page explains the skill level and appropriate salary rate for psychologists, 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:
- Posts at Agenda for Change band 4 or equivalent: £17,732
- Posts at Agenda for Change band 5 or equivalent: £20,710
- Posts at Agenda for Change band 6 or equivalent: £24,831
- Posts at Agenda for Change band 7 or equivalent: £29,789
- Posts at Agenda for Change band 8 or equivalent: £37,996

[Source: NHS Agenda for Change April 2009]

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:
- British Medical Journal
- The Psychologist
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.jobs.nhs.uk
  - www.wales.nhs.uk/jobs/
  - www.jobs.scot.nhs.uk
  - www.n-i.nhs.uk/index.php?link=jobs
  - www.psychapp.co.uk/
  - www.mentalhealthjobs.co.uk/
  - www.reed.co.uk
  - www.totaljobs.com
  - www.monster.co.uk
  - www.observe.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
  - www.healthjobs.com

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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**
2213 Pharmacists / pharmacologists

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

1. Skill level

Pharmacists in the United Kingdom must be registered with the Royal Pharmaceutical Society of Great Britain (RPSGB) on Northern Ireland) with the Pharmaceutical Association of Northern Ireland (PSNI).

The following jobs in this occupation code are at or above NVQ or SVQ level 3:
- Pharmacy technician
- Pharmacy technician higher level
- Pharmacy technician specialist
- Pre-registration pharmacist
- Pharmacist entry level
- Pharmacist
- Pharmacist specialist

The following jobs in this occupation code are below NVQ or SVQ level 3:
- Pharmacy support workers
- Pharmacy support workers higher level

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:
- Pharmacy technician (band 4 or equivalent) £17,732
- Pre-registration pharmacists (band 5 or equivalent) £20,710
- Pharmacist entry level (band 5 or equivalent) £20,710
- Pharmacist (Band 6 or equivalent) £24,831
- Pharmacist specialist (Band 7 or equivalent) £29,789
- Pharmacist advanced (Band 8a-b or equivalent) £37,996
- Pharmacist consultant (Band 8b-d or equivalent) £44,258

[Source: NHS Agenda for Change April 2009]

3. Shortage occupation details

Tier 2 occupational codes of practice - version 03/10: valid from 01/03/2010
Only the following jobs in this occupation code are currently on the United Kingdom shortage occupation list:
- Pre-registered Pharmacists working in the NHS or hospitals
- Registered Pharmacists working in the NHS or hospitals

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

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

4. Resident labour market test

| Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): | Yes |
| National newspapers: | Yes |
| Professional journals: Yes, in any one of the following publications: |
  - The Pharmaceutical Journal
  - Chemist & Druggist
  - The New Scientist
| 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:
- [www.jobs.nhs.uk](http://www.jobs.nhs.uk)
- [www.wales.nhs.uk/jobs/](http://www.wales.nhs.uk/jobs/)
- [www.jobs.scot.nhs.uk](http://www.jobs.scot.nhs.uk)
- [www.n-i.nhs.uk/index/.php?link=jobs](http://www.n-i.nhs.uk/index/.php?link=jobs)
- [www.reed.co.uk](http://www.reed.co.uk)
- [www.totaljobs.com](http://www.totaljobs.com)
- [www.monster.co.uk](http://www.monster.co.uk)
- [www.observe.com](http://www.observe.com)
- [www.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)
- [www.healthjobs.com](http://www.healthjobs.com)
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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**

Go back to the main page
2214 Ophthalmic opticians (now known as optometrists)

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

1. Skill level

Optometrists must be registered with the General Optical Council (GOC) to practise in the United Kingdom.

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>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other code of practice:</td>
<td>Yes</td>
</tr>
</tbody>
</table>

Minimum rates:

Private sector:
- Pre-registration: £11,500
- Registered optometrists (starting salary): £26,000
- Registered optometrists with five years experience: £39,000

[Source: Federation of Ophthalmic and Dispensing Opticians (FODO)]

Public sector:
- Optometrist pre-registration (band 4): £17,732
- Optometrist (band 6): £24,831
- Optometrist specialist (band 7): £29,789
- Optometrist principal (band 8A): £37,996
- Optometrist consultant, head of service (band 8C): £53,256

[Source: NHS Agenda for Change April 2009]

3. Resident labour market test

<table>
<thead>
<tr>
<th>Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland):</th>
<th>Yes</th>
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</thead>
<tbody>
<tr>
<td>National newspapers:</td>
<td>Yes</td>
</tr>
<tr>
<td>Professional journals:</td>
<td>Yes, in any one of the following publications:</td>
</tr>
</tbody>
</table>

Tier 2 occupational codes of practice - version 03/10: valid from 01/03/2010
Milkround: Yes, for jobs for pre-registration optometrists 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.jobs.nhs.uk
- www.wales.nhs.uk/jobs/
- www.jobs.scot.nhs.uk
- www.n-i.nhs.uk/index.php?link=jobs
- www.opticianjobs.net
- 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
- www.healthjobs.com

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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**
2215 Dental practitioners

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

1. Skill level

Dental practitioners must be registered with the General Dental Council (GDC) in order to practice in the United Kingdom.

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:
- Vocational dental practitioner £28,752
- Community dental officer band 1 £33,768
- Senior dental officer £47,215
- Assistant clinical director £64,122
- Clinical director £62,741
- Senior house officer (SHO), hospital dental services £27,116
- Specialist Registrar (SpR), hospital dental services £30,231
- Consultant, hospital dental services £82,590

[Source: NHS (M&D) pay circular]

3. Shortage occupation details

Only the following job in this occupation code is currently on the United Kingdom shortage occupation list:
- Consultant in paediatric dentistry

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

Tier 2 occupational codes of practice - version 03/10: valid from 01/03/2010
<table>
<thead>
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<th>Service</th>
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<tbody>
<tr>
<td>Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland)</td>
<td>Yes</td>
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<tr>
<td>National newspapers</td>
<td>Yes</td>
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<td>Professional journals</td>
<td>Yes, in the following publication:</td>
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<td>• British Dental Journal (BDJ)</td>
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<td>Milkround</td>
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<td>Internet</td>
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<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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**

[Go back to the main page](#)
2442 Social workers

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

1. Skill level

This occupation code refers to social worker posts that require registration with the General Social Care Council (GSCC) in England, the Care Council for Wales, the Northern Ireland Social Care Council or with the Scottish Social Services Council. These posts will be at NHS Agenda for Change band 5 or equivalent or above.

Private sector employers can view the national profiles to assess which level a job is equivalent to by viewing the job profiles on the NHS Employers website (external link, opens in new window).

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:
- Social worker entry level (band 5 or equivalent) £20,710
- Social worker (band 6 or equivalent) £24,831
- Social worker specialist or team manager (band 7 or equivalent) £29,789

[Source: NHS Agenda for Change April 2009]

3. Shortage occupation details

Only the following job in this occupation code is currently on the United Kingdom shortage occupation list:
- Social worker in children’s and family services

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></th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Jobcentre Plus</strong></td>
<td></td>
</tr>
<tr>
<td><strong>National newspapers</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Professional journals</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Milkround</strong></td>
<td></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:**

- [www.baswjobs.com](http://www.baswjobs.com)
- [www.communitycare.co.uk/jobs](http://www.communitycare.co.uk/jobs)
- [www.ecarers.com](http://www.ecarers.com)
- [www.lgjobs.com](http://www.lgjobs.com)
- [www.jobs.nhs.uk](http://www.jobs.nhs.uk)
- [www.jobs.scot.nhs.uk](http://www.jobs.scot.nhs.uk)
- [www.wales.nhs.uk/jobs/](http://www.wales.nhs.uk/jobs/)
- [www.n-i.nhs.uk/index/.php?link=jobs](http://www.n-i.nhs.uk/index/.php?link=jobs)
- [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)
- [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)
- [www.healthjobs.com](http://www.healthjobs.com)

**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.
3211 Nurses (registered)

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

1. Skill level

This occupation code refers to registered nursing posts that require registration with the Nursing and midwifery council (NMC).

Individuals undertaking 20 days protected learning and/or a longer period of supervised practice to gain NMC registration may be sponsored under Tier 2, provided they meet the full points requirements.

Points will be awarded for the guaranteed annual salary that will be paid when the individual achieves NMC registration, provided he/she has a guaranteed job offer. If the individual has not achieved NMC registration after nine months, we may consider curtailing his/her leave.

Where the applicant will be undertaking a supervised practice placement, the sponsor must be the business making an offer of employment on completion of the placement. The sponsor must also be able to meet all their duties as a sponsor throughout the period of the placement itself. This will only be possible where the supervised practice takes place within the sponsor’s own organisation.

Posts, other than supervised practice placements, will be at NHS Agenda for Change band 5 (newly qualified nurse) or equivalent or above.

Private sector employers can view the national profiles to assess which level a job is equivalent to by viewing the national job profiles on the NHS Employers website (external link, opens in new window).

All jobs with 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 should state the salary that will be paid on achieving NMC registration on the Certificate of Sponsorship, and explain in the free text field what the salary will be before registration. The salary at each stage must be at least equal to the minimum rates below.
### Minimum rates:

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervised practice nurse (band 3 or equivalent)</td>
<td>£15,190</td>
</tr>
<tr>
<td>Qualified nurse (band 5 or equivalent)</td>
<td>£20,710</td>
</tr>
<tr>
<td>District nurse (band 6 or equivalent)</td>
<td>£24,831</td>
</tr>
<tr>
<td>Community psychiatric nurse (band 6 or equivalent)</td>
<td>£24,831</td>
</tr>
<tr>
<td>Community mental nurse (band 6 or equivalent)</td>
<td>£24,831</td>
</tr>
<tr>
<td>Nurse specialist (band 6 or equivalent)</td>
<td>£24,831</td>
</tr>
<tr>
<td>Nurse team leader (band 6 or equivalent)</td>
<td>£24,831</td>
</tr>
<tr>
<td>Specialist theatre nurse (band 6 or equivalent)</td>
<td>£24,831</td>
</tr>
<tr>
<td>Nurse team manager (band 7 or equivalent)</td>
<td>£29,789</td>
</tr>
<tr>
<td>Nurse advanced (band 7 or equivalent)</td>
<td>£29,789</td>
</tr>
<tr>
<td>Nurse consultant (band 8 or equivalent)</td>
<td>£37,996</td>
</tr>
<tr>
<td>Modern matron (band 8 or equivalent)</td>
<td>£37,996</td>
</tr>
</tbody>
</table>

[Source: NHS Agenda for Change April 2009]

### 3. Shortage occupation details

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

- Operating department practitioner
- Specialist nurse working in operating theatres
- Specialist nurse working in neonatal intensive care units

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>Source</th>
<th>Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland)</td>
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<tr>
<td>National newspapers</td>
<td>Yes</td>
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<tr>
<td>Professional journals</td>
<td>Yes, in any one of the following publications:</td>
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<tr>
<td></td>
<td>Nursing Times</td>
</tr>
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<td></td>
<td>Nursing Standard</td>
</tr>
<tr>
<td>Milkround</td>
<td>No</td>
</tr>
<tr>
<td>Internet</td>
<td>Yes, on any one of the following websites:</td>
</tr>
<tr>
<td></td>
<td><a href="http://www.jobs.nhs.uk">www.jobs.nhs.uk</a></td>
</tr>
<tr>
<td></td>
<td><a href="http://www.wales.nhs.uk/jobs/">www.wales.nhs.uk/jobs/</a></td>
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<tr>
<td></td>
<td><a href="http://www.jobs.scot.nhs.uk">www.jobs.scot.nhs.uk</a></td>
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<td><a href="http://www.n-i.nhs.uk/index/.php?link=jobs">www.n-i.nhs.uk/index/.php?link=jobs</a></td>
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<tr>
<td></td>
<td><a href="http://www.nurses.co.uk">www.nurses.co.uk</a></td>
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<tr>
<td></td>
<td><a href="http://www.staffnurse.com">www.staffnurse.com</a></td>
</tr>
</tbody>
</table>
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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**
3212 Midwives

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

1. Skill level

This occupation code refers to registered midwife posts that require registration with the Nursing and midwifery council (NMC).

Individuals undertaking an adaptation course to gain NMC registration as a midwife may be sponsored under Tier 2, provided they meet the full points requirements.

Points will be awarded for the guaranteed annual salary that will be paid when the individual achieves NMC registration, provided he/she has a guaranteed job offer. If the individual has not achieved NMC registration after nine months, we may consider curtailing his/her leave.

Where the applicant will be undertaking a supervised practice placement, the sponsor must be the business making an offer of employment on completion of the placement. The sponsor must also be able to meet all their duties as a sponsor throughout the period of the placement itself. This will only be possible where the supervised practice takes place within the sponsor’s own organisation.

Posts, other than supervised practice placements, will be at NHS Agenda for Change band 5 (midwife entry level) or equivalent or above.

Private sector employers can view the national profiles to assess which level a job is equivalent to by viewing the national job profiles on the NHS Employers website (external link, opens in new window).

All jobs with 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:

- Supervised practice midwife (band 3 or equivalent) £15,190
- Midwife entry level (band 5 or equivalent) £20,710
- Community, hospital, integrated midwife (band 6 or equivalent) £24,831
• Midwife higher level or team manager (band 7 or equivalent) £29,789
• Midwife consultant (band 8 or equivalent) £37,996

[Source: NHS Agenda for Change April 2009]

3. Resident labour market test

<table>
<thead>
<tr>
<th>National newspapers:</th>
<th>Yes</th>
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<tbody>
<tr>
<td>Professional journals:</td>
<td>Yes, in any one of the following publications:</td>
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<tr>
<td></td>
<td>• Nursing Times</td>
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<td></td>
<td>• Nursing Standard</td>
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<td>Milkround:</td>
<td>No</td>
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<tr>
<td>Internet:</td>
<td>Yes, on any one of the following websites:</td>
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<td></td>
<td>• <a href="http://www.jobs.nhs.uk">www.jobs.nhs.uk</a></td>
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<td>• <a href="http://www.wales.nhs.uk/jobs/">www.wales.nhs.uk/jobs/</a></td>
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<td>• <a href="http://www.jobs.scot.nhs.uk">www.jobs.scot.nhs.uk</a></td>
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<td>• <a href="http://www.n-i.nhs.uk/index/.php?link=jobs">www.n-i.nhs.uk/index/.php?link=jobs</a></td>
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<td>• <a href="http://www.reed.co.uk">www.reed.co.uk</a></td>
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<td>• <a href="http://www.totaljobs.com">www.totaljobs.com</a></td>
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<td>• <a href="http://www.monster.co.uk">www.monster.co.uk</a></td>
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<td>• <a href="http://www.jobserve.com">www.jobserve.com</a></td>
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<td>• <a href="http://www.fish4.co.uk/iad/jobs">www.fish4.co.uk/iad/jobs</a></td>
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<td>• jobs.guardian.co.uk</td>
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<td>• jobs.independent.co.uk</td>
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<td>• jobs.telegraph.co.uk</td>
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<td>• jobs.timesonline.co.uk</td>
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<td></td>
<td>• <a href="http://www.healthjobs.com">www.healthjobs.com</a></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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**
3213 Paramedics

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

1. Skill level

Paramedics working in the United Kingdom must be registered with the Health Professions Council (HPC).

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:
- Posts at Agenda for Change band 5 or equivalent £20,710
- Posts at Agenda for Change band 6 or equivalent £24,831

[Source: NHS Agenda for Change April 2009]

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:
- Ambulance UK
- British Paramedic Association
MilKround: No
Internet: Yes, on any one of the following websites:
- www.jobs.nhs.uk
- www.wales.nhs.uk/jobs/
- www.jobs.scot.nhs.uk
- www.n-i.nhs.uk/index.php?link=jobs
- www.reed.co.uk

Tier 2 occupational codes of practice - version 03/10: valid from 01/03/2010
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3214 Medical radiographers

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

1. Skill level

Radiographers at NHS Agenda for Change band 5 or equivalent or above require registration with the Health Professions Council (HPC) to practice in the United Kingdom. This occupation code also includes clinical support workers higher level and assistant practitioners (radiography) who do not require registration with the HPC.

Private sector employers can view the national profiles to assess which level a job is equivalent to by viewing the job profiles on the NHS Employers website (external link, opens the new window).

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:
• Clinical support worker higher level (radiography)  £15,190
• Assistant practitioner (radiography)  £17,732
• Radiographer (therapeutic)  £20,710
• Radiographer (diagnostic)  £20,710
• Radiographer specialist (diagnostic therapeutic)  £24,831
• Radiographer advanced  £29,789
• Radiographer specialist (reporting sonographer)  £29,789
• Radiographer team manager  £29,789
• Radiographer principal  £37,996
• Radiographer consultant (therapy)  £37,996
• Radiographer consultant (diagnostic)  £44,258

[Source: NHS Agenda for Change April 2009]

3. Shortage occupation details

Only the following jobs in this occupation code are currently on the United Kingdom shortage occupation list:
• HPC-registered diagnostic radiographer
• HPC-registered therapeutic radiographer
Sonographer

Sponsors must retain evidence of the individual's HPC registration and provide this to the UK Border Agency on request. (Registration may need to be done after the individual has entered the United Kingdom but must be done before starting work).

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>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>
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<tr>
<td>Professional journals:</td>
<td>Yes, in any one of the following publications:</td>
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<tr>
<td></td>
<td>• Synergy news</td>
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<td></td>
<td>• RAD Magazine</td>
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<tr>
<td>Milkround:</td>
<td>No</td>
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<tr>
<td>Internet:</td>
<td>Yes, on any one of the following websites:</td>
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<tr>
<td></td>
<td>• <a href="http://www.jobs.nhs.uk">www.jobs.nhs.uk</a></td>
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<td>• <a href="http://jobs.timesonline.co.uk">jobs.timesonline.co.uk</a></td>
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<td>• <a href="http://www.healthjobs.com">www.healthjobs.com</a></td>
</tr>
<tr>
<td>Head-hunters (without national advertising):</td>
<td>No</td>
</tr>
</tbody>
</table>

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Go back to the main page
3215 Chiropodists

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

1. Skill level

This occupation code refers to chiropodists and podiatrists who require registration with the Health Professionals Council (HPC). These posts will be at NHS agenda for change band 5 or equivalent or above. This occupation code also refers to clinical support workers, technicians and assistant practitioners at lower grades.

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

- Posts at NHS Agenda for Change band 3 (clinical support worker higher level) or equivalent or above

Private sector employers can view the national profiles to assess which level a job is equivalent to by viewing the job profiles on the NHS Employers website (external link, opens in new window).

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

- Posts at NHS Agenda for Change band 2 (clinical support worker) or equivalent or below

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:

- Clinical support worker higher level (band 3 or equivalent) £15,190
- Technician or assistant practitioner (band 4 or equivalent) £17,732
- Podiatrist (band 5 or equivalent) £20,710
- Podiatrist specialist (band 6 or equivalent) £24,831
- Principal podiatrist or head of service (band 7 or equivalent) £29,789
- Registrar or consultant surgeon (band 7 or equivalent) £29,789
- Consultant surgeon head of service (band 8 or equivalent) £37,996

[Source: NHS Agenda for Change April 2009]
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: |
| | • Podiatry Now |
| | • The Chiropody Review |
| Milkround: | No |
| Internet: | Yes, on any one of the following websites: |
| | • [www.jobs.nhs.uk](http://www.jobs.nhs.uk) |
| | • [www.wales.nhs.uk/jobs/](http://www.wales.nhs.uk/jobs/) |
| | • [www.jobs.scot.nhs.uk](http://www.jobs.scot.nhs.uk) |
| | • [www.n-i.nhs.uk/index/.php?link=jobs](http://www.n-i.nhs.uk/index/.php?link=jobs) |
| | • [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) |
| | • [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) |
| | • [www.healthjobs.com](http://www.healthjobs.com) |

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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**
3216 Dispensing opticians

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

1. Skill level

This occupation code refers to pre-registration and registered dispensing optician jobs that require registration with the General Optical Council (GOC).

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:
• Qualified dispensing optician     £18,000
• Practice managers      £30,000
• Dispensing opticians with a specialist qualification  £30,000
  in contact lens fitting

[Source: Association of British Dispensing Opticians]

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:
  • Optician
  • Optometry Today
Milkround:    No
Internet:    Yes, on any one of the following websites:
  • www.jobs.nhs.uk
  • www.wales.nhs.uk/jobs/
  • www.jobs.scot.nhs.uk

Tier 2 occupational codes of practice - version 03/10: valid from 01/03/2010
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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**
3217 Pharmaceutical dispensers (now known as pharmacy technicians)

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

1. Skill level

This occupation code refers to dispensers, dispensing assistants and pharmacy technician posts.

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

- Pharmacy technician posts at NHS Agenda for Change band 4 or equivalent or above

Private sector employers can view the national profiles to assess which level a job is equivalent to by viewing the job profiles on the NHS Employers website (external link, opens the new window).

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

- Posts at NHS Agenda for Change band 3 (pharmacy support worker or dispensing assistant)

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:
- Pharmacy technician (band 4 or equivalent) £17,732
- Pharmacy technician higher level (band 5 or equivalent) £20,710

[Source: NHS Agenda for Change April 2009]

3. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes
<table>
<thead>
<tr>
<th>National newspapers:</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional journals:</td>
<td>Yes, in the following publication:</td>
</tr>
<tr>
<td></td>
<td>• Pharmaceutical Journal</td>
</tr>
<tr>
<td>Milkround:</td>
<td>No</td>
</tr>
<tr>
<td>Internet:</td>
<td>Yes, on any one of the following websites:</td>
</tr>
<tr>
<td></td>
<td>• <a href="http://www.pjonline.com">www.pjonline.com</a></td>
</tr>
<tr>
<td></td>
<td>• <a href="http://www.jobs.nhs.uk">www.jobs.nhs.uk</a></td>
</tr>
<tr>
<td></td>
<td>• <a href="http://www.wales.nhs.uk/jobs/">www.wales.nhs.uk/jobs/</a></td>
</tr>
<tr>
<td></td>
<td>• <a href="http://www.jobs.scot.nhs.uk">www.jobs.scot.nhs.uk</a></td>
</tr>
<tr>
<td></td>
<td>• <a href="http://www.n-i.nhs.uk/index/.php?link=jobs">www.n-i.nhs.uk/index/.php?link=jobs</a></td>
</tr>
<tr>
<td></td>
<td>• <a href="http://www.reed.co.uk">www.reed.co.uk</a></td>
</tr>
<tr>
<td></td>
<td>• <a href="http://www.totaljobs.com">www.totaljobs.com</a></td>
</tr>
<tr>
<td></td>
<td>• <a href="http://www.monster.co.uk">www.monster.co.uk</a></td>
</tr>
<tr>
<td></td>
<td>• <a href="http://www.observe.com">www.observe.com</a></td>
</tr>
<tr>
<td></td>
<td>• <a href="http://www.jobsite.co.uk">www.jobsite.co.uk</a></td>
</tr>
<tr>
<td></td>
<td>• <a href="http://www.fish4.co.uk/iad/jobs">www.fish4.co.uk/iad/jobs</a></td>
</tr>
<tr>
<td></td>
<td>• jobs.guardian.co.uk</td>
</tr>
<tr>
<td></td>
<td>• jobs.independent.co.uk</td>
</tr>
<tr>
<td></td>
<td>• jobs.telegraph.co.uk</td>
</tr>
<tr>
<td></td>
<td>• jobs.timesonline.co.uk</td>
</tr>
<tr>
<td></td>
<td>• <a href="http://www.healthjobs.com">www.healthjobs.com</a></td>
</tr>
</tbody>
</table>

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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**
3218 Medical and dental technicians

This page explains the skill level and appropriate salary rate for medical and dental 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:

- Posts at NHS Agenda for Change band 4 or equivalent or above

Private sector employers can view the national profiles to assess which level a job is equivalent to by viewing the job profiles on the NHS Employers website (external link, opens in new window).

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

- Posts at NHS Agenda for Change band 3 or equivalent or below

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:

- Posts at agenda for change band 3 or equivalent £15,190
- Posts at agenda for change band 4 or equivalent £17,732
- Posts at agenda for change band 5 or equivalent £20,710
- Posts at agenda for change band 6 or equivalent £24,831
- Posts at agenda for change band 7 or equivalent £29,789

[Source: NHS Agenda for Change April 2009]

3. Shortage occupation details

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

- Nuclear medicine technologist
- Radiotherapy technologist
A resident labour market test is not mandatory for shortage occupations.

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

4. Resident labour market test

| Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): | Yes |
| National newspapers: | Yes |
| Professional journals: | Yes, in any one of the following publications: |
| | • The Dental Technician |
| | • Dental Guide |
| | • Medical Laboratory World |
| Milkround: | No |
| Internet: | Yes, on any one of the following websites: |
| | • www.jobs.nhs.uk |
| | • www.wales.nhs.uk/jobs/ |
| | • www.jobs.scot.nhs.uk |
| | • www.n-i.nhs.uk/index/.php?link=jobs |
| | • www.reed.co.uk |
| | • www.totaljobs.com |
| | • www.monster.co.uk |
| | • www.observe.com |
| | • www.jobsite.co.uk |
| | • www.fish4.co.uk/idad/jobs |
| | • jobs.guardian.co.uk |
| | • jobs.independent.co.uk |
| | • jobs.telegraph.co.uk |
| | • jobs.timesonline.co.uk |
| | • www.healthjobs.com |
| 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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**
3221 Physiotherapists

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

1. Skill level

Physiotherapists must be registered with the Health Professions Council (HPC) to practice in the United Kingdom.

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

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

- Assistant practitioners
- Physiotherapists
- Senior physiotherapists

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

- Physiotherapy assistants
- Technical instructors

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:

- Assistant practitioner (band 4 or equivalent) £17,732
- Physiotherapist (band 5 or equivalent) £20,710
- Physiotherapist specialist (band 6 or equivalent) £24,831
- Physiotherapist team manager (band 7 or equivalent) £29,789
- Consultant or principal physiotherapist (band 8 or equivalent) £36,996

[Source: NHS Agenda for Change April 2009]

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:
- Frontline
- Therapy Weekly

Milkround: No

Internet: Yes, on any one of the following websites:
- www.jobs.nhs.uk
- www.wales.nhs.uk/jobs/
- www.jobs.scot.nhs.uk
- www.n-i.nhs.uk/index/.php?link=jobs
- www.healthjobsuk.com
- www.csp.org.uk/jobs.cfm
- 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
- www.healthjobs.com

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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**
3222 Occupational therapists

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

1. Skill level

Occupational therapists are required to hold Health Professions Council (HPC) registration.

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:
- Occupational therapist (band 5 or equivalent) £20,710
- Occupational therapist specialist (band 6 or equivalent) £24,831
- Occupational therapist advanced (band 7 or equivalent) £29,789
- Principal or consultant occupational therapist (band 8 or equivalent) £37,996

[Source: NHS Agenda for Change April 2009]

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:
- British Journal of Occupational Therapy
- Occupational Therapy News
Milkround: No
Internet: Yes, on any one of the following websites:
- www.jobs.nhs.uk
- www.wales.nhs.uk/jobs/
- www.jobs.scot.nhs.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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**

Go back to the main page
3223 Speech and language therapists

This page explains the skill level and appropriate salary rate for speech and language therapists, 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:
- Posts at Agenda for Change band 5 or equivalent £20,710
- Posts at Agenda for Change band 6 or equivalent £24,831
- Posts at Agenda for Change band 7 or equivalent £29,789
- Posts at Agenda for Change band 8 or equivalent £37,996

[Source: NHS Agenda for Change April 2009]

3. Shortage occupation details

Only the following jobs in this occupation code are currently on the United Kingdom shortage occupation list:
- Posts at Agenda for Change bands 7 or 8 or equivalent

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

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

4. Resident labour market test

Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland): Yes
National newspapers: Yes
### Professional journals:
Yes, in the following publication:
- Royal College of Speech and Language Therapists Bulletin

### Milkround:
No

### Internet:
Yes, on any one of the following websites:
- [www.jobs.nhs.uk](http://www.jobs.nhs.uk)
- [www.wales.nhs.uk/jobs/](http://www.wales.nhs.uk/jobs/)
- [www.jobs.scot.nhs.uk](http://www.jobs.scot.nhs.uk)
- [www.n-i.nhs.uk/index/.php?link=jobs](http://www.n-i.nhs.uk/index/.php?link=jobs)
- [www.rcslt.org](http://www.rcslt.org)
- [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/iald/jobs](http://www.fish4.co.uk/iald/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)
- [www.healthjobs.com](http://www.healthjobs.com)

### 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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**
3229 Therapists not elsewhere classified

This page explains the skill level and appropriate salary rate for therapists 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>Source</th>
<th>Yes/No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Survey of Hours and Earnings:</td>
<td>Yes</td>
</tr>
<tr>
<td>Other code of practice:</td>
<td>No</td>
</tr>
</tbody>
</table>

Minimum rate: £13.38 per hour

3. Shortage occupation details

Only the following job in this occupation code is currently on the United Kingdom shortage occupation list:
- HPC-registered orthoptist

Sponsors must retain evidence of the individual's HPC registration and provide this to the UK Border Agency on request. (Registration may need to be done after the individual has entered the United Kingdom but must be done before starting work).

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>Source</th>
<th>Yes/No</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>No</td>
</tr>
</tbody>
</table>
Milkround: No

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

- www.jobs.nhs.uk
- www.wales.nhs.uk/jobs/
- www.jobs.scot.nhs.uk
- www.n-i.nhs.uk/index.php?link=jobs
- www.reed.co.uk
- www.totaljobs.com
- www.monster.co.uk
- www.jobserve.com
- www.jobsite.co.uk
- www.fish4.co.uk/iaj/jobs
- jobs.guardian.co.uk
- jobs.independent.co.uk
- jobs.telegraph.co.uk
- jobs.timesonline.co.uk
- www.healthjobs.com

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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**

Go back to the main page
3567 Occupational hygienists and safety officers (health and safety)

This page explains the skill level and appropriate salary rate for occupational hygienists and safety officers (health and safety), 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: £12.57 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: 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.jobs.nhs.uk
- www.wales.nhs.uk/jobs/
- www.jobs.scot.nhs.uk
- www.n-i.nhs.uk/index/.php?link=jobs
- www.reed.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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**
6111 Nursing auxiliaries and assistants

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

1. Skill level

<table>
<thead>
<tr>
<th>This occupation code refers includes clinical support workers working in a number of different settings, and not just nursing.</th>
</tr>
</thead>
<tbody>
<tr>
<td>The following jobs in this occupation code are <strong>at or above</strong> NVQ or SVQ level 3:</td>
</tr>
<tr>
<td>• Posts at NHS Agenda for Change band 3 or equivalent or above</td>
</tr>
<tr>
<td>Private sector employers can view the national profiles to assess which level a job is equivalent to by viewing the <a href="http://www.nhschoice.com">job profiles on the NHS Employers website</a> (external link, opens in new window).</td>
</tr>
<tr>
<td>The following jobs in this occupation code are <strong>below</strong> NVQ or SVQ level 3:</td>
</tr>
<tr>
<td>• Posts at NHS Agenda for Change band 2 or equivalent or below</td>
</tr>
</tbody>
</table>

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: |
| • Posts at Agenda for Change band 3 or equivalent | £15,190 |
| • Posts at Agenda for Change band 4 or equivalent | £17,732 |

[Source: NHS Agenda for Change April 2009 (band 3)]

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: |

Tier 2 occupational codes of practice - version 03/10: valid from 01/03/2010
• Nursing Times
• Nursing Standard

Milkround: No

Internet: Yes, on any one of the following websites:
• nursingstandard.rcnpublishing.co.uk
• www.jobs.nhs.uk
• www.wales.nhs.uk/jobs/
• www.jobs.scot.nhs.uk
• www.n-i.nhs.uk/index/.php?link=jobs
• 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
• www.healthjobs.com

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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**
### 6113 Dental nurses

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

#### 1. Skill level

<table>
<thead>
<tr>
<th>The following jobs in this occupation code are <strong>at or above</strong> NVQ or SVQ level 3:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Registered dental nursing posts that require registration with the General Dental Council (GDC). Dental nurse is a protected title.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>The following jobs in this occupation code are <strong>below</strong> NVQ or SVQ level 3:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Posts at NHS Agenda for Change band 2 (clinical support worker dentistry). These posts are often used for trainee dental nurses in the NHS.</td>
</tr>
<tr>
<td>• Student or trainee dental nurses working towards a level 3 qualification in general practices.</td>
</tr>
</tbody>
</table>

#### 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:

<table>
<thead>
<tr>
<th>Job title</th>
<th>Salary (£)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dental Nurse Entry level (band 3 or equivalent)</td>
<td>£15,190</td>
</tr>
<tr>
<td>Dental Nurse (band 4 or equivalent)</td>
<td>£17,732</td>
</tr>
<tr>
<td>Dental Nurse Team Leader (band 5 or equivalent)</td>
<td>£20,710</td>
</tr>
<tr>
<td>Dental Nurse specialist (band 5 or equivalent)</td>
<td>£20,710</td>
</tr>
<tr>
<td>Dental Nurse Team Manager (band 6 or equivalent)</td>
<td>£24,831</td>
</tr>
<tr>
<td>Dental Nurse Tutor (band 6 or equivalent)</td>
<td>£24,831</td>
</tr>
</tbody>
</table>

[Source: NHS Agenda for Change April 2009]

#### 3. Resident labour market test

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

Tier 2 occupational codes of practice - version 03/10: valid from 01/03/2010
National newspapers:  Yes

Professional journals:  Yes, in any of the following publications:
- British Dental Nurses Journal
- Dental Nursing
- Dental Practice
- The Probe

Milkround:  No

Internet:  Yes, on any one of the following websites:
- www.jobs.nhs.uk
- www.wales.nhs.uk/jobs/
- www.jobs.scot.nhs.uk
- www.n-i.nhs.uk/index.php?link=jobs
- www.badn.org.uk/
- www.reed.co.uk
- www.totaljobs.com
- www.monster.co.uk
- www.observe.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
- www.healthjobs.com

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. **NHS employers may only use recruitment agencies that have signed up to the NHS code of practice for the international recruitment of healthcare professionals (2004).**
6115 Care assistants and home carers

This page explains the skill level and appropriate salary rate for care assistants and home carers, 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:

In **England** and **Northern Ireland**, skilled senior care worker positions where the job:
- includes supervisory responsibilities (see below); and
- requires at least a relevant S/NVQ level 2 or equivalent qualification in care; and
- requires two or more years relevant experience.

Please note that the two years experience does not include experience gained whilst on a work placement studying for a qualification.

In **Scotland**, skilled senior care worker positions where the job:
- includes supervisory responsibilities (see below); and
- requires at least a relevant S/NVQ level 3 or equivalent qualification in care; and
- requires registration with the Scottish Social Services Council as a Supervisor (This may need to be done after entry to the United Kingdom but must be done before starting work).

In **England**, **Northern Ireland** and **Scotland**, “supervisory responsibilities” requires that, as part of their regular daily duties, the individual will have responsibility for front line supervision and monitoring of care workers and care assistants, be in charge of a shift of workers and take responsibility for the smooth running of the service whilst they are on duty. They will respond to emergencies and provide guidance and support to care workers.

In **Wales**, skilled senior care worker positions where the job:
- requires working at S/NVQ level 3 (Functions and job responsibilities will depend on the size of provision and the staffing structure and must be established by the sponsor.); and
- requires at least a relevant S/NVQ level 3 or equivalent qualification in care; and
- requires registration with the Care Council for Wales as an Assistant Manager / Senior Care Worker / Senior Care Officer / Senior Care Assistant (This may need to be done after entry to the United Kingdom but must be done before starting work).

All other jobs in this occupation code are below NVQ or SVQ level 3.

**Under the transitional arrangements**, you can issue a certificate of sponsorship for this occupation for someone who has a work permit as

Tier 2 occupational codes of practice - version 03/10: valid from 01/03/2010
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 applications under Tier 2: £7.80 per hour
- Applications under the transitional arrangements: £7.02 per hour

The above rates apply after any deductions for accommodation, meals etc. Any overtime must also be paid at the above rates.

[Sources: Migration Advisory Committee (new applications), Skills for Care National Minimum Data Set – Social Care (transitional arrangements)]

3. Shortage occupation details

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

- Skilled senior care worker jobs where the job meets the skill level above for the relevant part of the United Kingdom, and the pay is at least equal to the appropriate salary rate for new applications shown above.

Sponsors must retain pay records confirming that the individual is earning the appropriate skilled salary.

In addition, sponsors must retain the following:

In England and Northern Ireland:
- References from the individual’s past employer(s) detailing two or more years relevant experience before taking up the post this experience must not include time spent on a work placement as part of a qualification; and
- A copy of the individual’s relevant S/NVQ level 2 or equivalent (or above) qualification in care; and
- Copies of staff rotas showing that the individual has had supervisory responsibilities as described above, whilst working for the sponsor.

Sponsors in England and Northern Ireland must also retain relevant evidence to enable them to justify the following:

1) Why does the job require someone with at least two years' previous experience? What elements of the job require this experience and why?
2) - Why could the job not be carried out to the required standard by someone with less experience?

3) - How would you expect a settled worker to gain this experience before being appointed to the post?

In **Scotland**:
- A copy of the individual’s certificate of registration with the Scottish Social Services Council; and
- A copy of the individual’s relevant S/NVQ level 3 or equivalent (or above) qualification in care; and
- Copies of staff rotas showing that the individual has had supervisory responsibilities as described above, whilst working for the sponsor.

In **Wales**:
- Documentary records which show how the sponsor has mapped the functions and responsibilities of the post to the appropriate National Occupational Standards to identify that S/NVQ level 3 is the most relevant qualification for the post; and
- A copy of the individual’s certificate of registration with the Care Council for Wales; and
- A copy of the individual’s relevant S/NVQ level 3 or equivalent (or above) qualification in care.

Sponsors must provide any of the above evidence to the UK Border Agency on request.

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

### 4. Resident labour market test

<table>
<thead>
<tr>
<th>Jobcentre Plus (or JobCentre Online for jobs in Northern Ireland):</th>
<th>Yes</th>
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<tbody>
<tr>
<td>National newspapers:</td>
<td>Yes</td>
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<tr>
<td>Professional journals:</td>
<td>No</td>
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<tr>
<td>Milkround:</td>
<td>No</td>
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<tr>
<td>Internet:</td>
<td>Yes, on any one of the following websites:</td>
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<td></td>
<td>- <a href="http://www.reed.co.uk">www.reed.co.uk</a></td>
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<td>- <a href="http://www.totaljobs.com">www.totaljobs.com</a></td>
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<td>- <a href="http://www.monster.co.uk">www.monster.co.uk</a></td>
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<td>- <a href="http://www.fish4.co.uk/idad/jobs">www.fish4.co.uk/idad/jobs</a></td>
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<td>- <a href="http://jobs.guardian.co.uk">jobs.guardian.co.uk</a></td>
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<td>- <a href="http://jobs.telegraph.co.uk">jobs.telegraph.co.uk</a></td>
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<td>- <a href="http://jobs.timesonline.co.uk">jobs.timesonline.co.uk</a></td>
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<td>- <a href="http://www.healthjobs.com">www.healthjobs.com</a></td>
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<tr>
<td>Head-hunters (without national advertising):</td>
<td>No</td>
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</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.

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