

Call for Evidence

Review of Tier 2

Migration Advisory Committee

July 2015



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1.Introduction

- 1.1** Tier 2 of the Points Based System is the primary route for economic migration to the UK. Broadly, the route is for skilled workers from outside the European Economic Area (EEA) who have an offer of skilled employment in the UK.
- 1.2** There are four routes within Tier 2: Tier 2 (General), Tier 2 (Intra-Company Transfers), Tier 2 (Minister of Religion) and Tier 2 (Sportsperson). The Government has commissioned the Migration Advisory Committee (MAC) to review Tier 2 with a view to making recommendations about significantly reducing economic migration to the UK. This commission is split into two parts:
- I. early advice on Tier 2 salary thresholds by 21 July 2015;
 - II. a wider review of Tier 2 by mid-December 2015.
- 1.3** The call for evidence on Tier 2 salary thresholds was published on 18 June. **This call for evidence relates to the wider review of Tier 2. It is important to note that Tier 2 (Minister of Religion) and Tier 2 (Sportsperson) are out of scope for this review.**
- 1.4** The call for evidence sets out the Government commission, highlights previous MAC reports that relate to this commission and the key questions on which the MAC is inviting evidence. Annex A sets out the policy and data context for Tier 2.

Wider Tier 2 review

- 1.5** The Government commission on the wider review of Tier 2 is as follows:

“The MAC is asked to advise on changes to Tier 2 to address concerns about the rising number of migrants in that route and reliance on them to fill shortages. This should include advice on the following:

- (i) restricting Tier 2 (General) recruitment, compared with the current rules, to genuine skills shortages and highly specialist experts only. The MAC should consider how Tier 2 (General) and the shortage occupation list should be reformed to achieve this objective but with flexibility to include high value roles, key public service workers and those which require specialist skills. The MAC should advise on selection criteria such as, but not limited to, salaries, points for particular attributes, economic need and skills level, and whether such an approach should also operate in respect of intra-company transfers, and the position of those switching from Tier 4;*
- (ii) how to limit the length of time occupations can be classed as*

having shortages: what would be an appropriate maximum duration and should there be exceptions?

- (iii) applying a skills levy to businesses recruiting from outside the EEA, the proceeds from which would fund apprenticeships in the UK. This should consider which businesses the levy should apply to and the impact of different levels of levy, balancing the need to maximise the incentive for employers to recruit and train UK workers with the ability of businesses to access the skilled migrants they need;*
- (iv) the impact, on Tier 2 numbers, the economy and the public finances, of restricting the automatic right of the dependants of Tier 2 visa holders to work on their Tier 2 dependant visa;*
- (v) the scope to tighten the Tier 2 intra-company transfer (ICT) provisions and the impact this would have on business and the economy. The MAC is asked to review any aspects of the rules and operation of the ICT route, including its usage by companies to service business process outsourcing contracts with third parties. In addition, the MAC is asked to consider the case for applying the immigration health surcharge to ICTs.”*

1.6 The Government has asked that the MAC report on the wider Tier 2 review by **mid-December 2015**.

Salary thresholds advice

1.7 The Government has also requested early advice on Tier 2 salary thresholds. The MAC is asked to respond on salary thresholds by **21 July 2015** – before summer recess.

1.8 The deadline for submitting evidence to the MAC in response to the salary threshold call for evidence is **3 July 2015**. Evidence submitted beyond this date could still be considered in the wider Tier 2 report to be delivered by mid-December 2015.

“The MAC has also been asked to provide early advice on the economic rationale for and the impact on net migration of setting new minimum salary thresholds to ensure that Tier 2 migrants are not undercutting the resident labour force. The MAC is asked to consider the impact of:

- (i) increasing the Tier 2 (General) minimum salary threshold of £20,800 and the Tier 2 (ICT) minimum salary thresholds of £24,800 for the short-term category and £41,500 for the long-term category to a level that better aligns with the salaries paid to highly specialised experts or individuals filling skills shortages skilled to NQF level 6 or higher;*
- (ii) increasing the Tier 2 minimum salaries per occupation for experienced workers from the 25th percentile to the 50th or 75th percentiles, or other appropriate measure;*

(iii) increasing the Tier 2 minimum salaries per occupation for new entrant workers from the 10th percentile to the 25th or 50th percentiles, or other appropriate measure.”

- 1.9** For both the salary thresholds and wider Tier 2 review, the MAC is asked to consider the regional impact of its recommendations.

2.Call for evidence

- 2.1** **This call for evidence seeks the views and evidence from partners to help inform its response to the wider Tier 2 review.** This document sets out the questions and the type of information the MAC would find most helpful to receive and provides details of where to submit evidence. We would like to hear from any interested party. Please circulate this document to anyone you think may have an interest. It is also available on the [MAC website](#).
- 2.2** We are keen to discuss the questions set out in this document and hear your views. A meeting to discuss the evidence partners could provide and to hear partners' views will be hosted by the MAC in London on **13 July 2015**.
- 2.3** Partners who would like to attend this meeting should contact the MAC secretariat at mac@homeoffice.gsi.gov.uk and they will be notified of the details of the meeting. All partners must notify the MAC in advance of attending the event and must bring photo ID with them to obtain entry to the conference centre.
- 2.4** If partners would like to meet with the MAC or its secretariat or can offer to host an event at which the MAC could engage with a number of partners, both within and outside of London, please contact the secretariat at mac@homeoffice.gsi.gov.uk. The MAC would also be interested to hear about any upcoming meetings, conferences or forums which would provide good opportunities to engage with wider groups.
- 2.5** The deadline for submitting evidence to the MAC in response to this call for evidence is **25 September 2015**.

3.Previous MAC Reports

- 3.1** The MAC have previously looked in detail at Tier 2 in a number of reports. This section highlights the main reports looking at aspects of Tier 2 and interested readers are directed to the relevant reports to learn more.
- In 2008, we developed a methodology to identify which occupations are skilled and experiencing labour shortages that are sensible to address using migrant labour. We have periodically carried out full or partial reviews of the shortage occupation lists, most recently in February 2015.
 - We made a number of recommendations about the design and enforcement of some routes under Tier 2 in August 2009 and in November 2010, we

made recommendations concerning a limit on the number of people from outside the EEA that could come to work in the UK under Tier 2 (General).

- In February 2011, we identified occupations skilled to National Qualifications Framework level 4 and above (NQF4+) for Tier 2 and in March 2011 we assessed which of the job titles on the then shortage occupation list, but not in NQF4+ occupations, were nevertheless skilled to that level.
- In November 2011, we looked at the economic effects of removing or restricting settlement rights for such migrants, and potential criteria for identifying the most economically important migrants.
- In February 2012, we advised the Government on the policy package for Tier 2, including the level of the limit on Tier 2 (General) and whether further changes were needed to Tier 2 in light of the impact of the current limit and associated policies. Then, in October 2012, we looked at potential ways to streamline and update the codes of practice and reported on the recommended pay thresholds for occupations and job titles skilled at National Qualifications Framework level 6 and above within the Tier 2 codes of practice.

4. Questions

4.1 The questions below identify some key issues we will be considering in regard to the review of Tier 2 and we will be grateful for all responses that consider these. You do not have to answer all the questions and you can, of course, provide us with other relevant information.

4.2 **The deadline for submission of evidence is 25 September 2015.**

Focusing on particular skills shortages

1. What impact, if any, will reducing the level of Tier 2 migration have on the economy? What are the reasons for your answer?
2. How well does the Resident Labour Market Test provide evidence that no domestic labour is available? How could the test be improved?
3. Does the points mechanism operating in respect of the limit on Tier 2 certificates of sponsorship prioritise those migrants of greatest benefit to the UK? How could its efficiency at doing this be improved?
4. What criteria should be used to select jobs and occupations that are genuine skills shortages and people that are highly specialist experts? What use should be made of selection criteria such as salaries, points for particular attributes, economic need, number and length of vacancies and skills level? What other criteria should be considered?
5. What will be the impact of restricting Tier 2 (General) to genuine skills shortages and highly specialist experts?

6. How could a restricted Tier 2 (General) route maintain flexibility to include: a) high value roles; b) key public service workers?
7. What evidence is there of significant regional differences in skills shortages?
8. What evidence is there of the need to recruit highly specialist experts?
9. What would be the impact on business and the economy of restricting recruitment to genuine skills shortages and highly specialised experts for:
 - I. migrants switching from the Tier 4 student route;
 - II. all other in-country applications?

4.3 The Shortage Occupation List is designed to capture occupations and job titles that are currently experiencing a labour shortage that would be sensibly filled using non-EEA labour. One potential way to restrict Tier 2 (General) to genuine skills shortages would be to have one route based on an expanded Shortage Occupation list which replaces the current Resident Labour Market Test route.

4.4 Table B.3 summarises the current indicators used to assess whether an occupation is sufficiently skilled, in shortage, and sensibly filled by non-EEA migrant labour. For the more detailed methodology, please refer to the February 2013 MAC report *“Skilled, Shortage, Sensible: Full review of the recommended shortage occupation lists for the UK and Scotland, a sunset clause and the creative occupations”*.

10. How could the methodology to set the Shortage Occupation List be expanded to develop a revised Tier 2 (General) which restricts the route to genuine skills shortages and highly specialised experts only?
11. What occupations would you expect to see on an expanded shortage occupation list? How does the occupation or job title you are suggesting satisfy each of our criteria in relation to “skilled”, “shortage” and “sensible”? Alternatively, what other criteria does the occupation or job title satisfy that meets the requirement of being in a genuine skills shortage or for highly specialised experts?
12. What would be the impact of an expanded Shortage Occupation List on business and the economy?
13. How far in advance can your organisation, sector or local area anticipate a potential shortage in skilled labour?
14. Alternatively, is it sensible to leave the present Tier 2 (General) route intact and achieve any reduction in economic migration by raising the pay thresholds only?

Sunsetting

15. The MAC has been asked how to limit the length of time occupations can be classed as having shortages:
 - a. How long should any maximum duration be?
 - b. What, if any, exceptions should there be to this and why? Please provide evidence to support your answer.

Intra-company transfers

16. The Tier 2 (Intra-Company Transfer) category is the most used route under Tier 2. The Government has asked that the MAC consider the scope for action to tighten the intra-company transfer provisions:
 - a. What criteria should be used to determine eligibility for the intra-company transfer route?
 - b. Subject to legal requirements, how can the Government tighten the Tier 2 (Intra-Company Transfer) provisions? Should this route be limited to genuine skills shortages and highly specialised experts only?
 - c. What will be the impact on businesses and the economy of tightening the intra-company transfer provisions?
 - d. What will be the impact of a cap on the number of migrants a sponsor can employ based on the percentage of each organisation's UK workforce?
 - e. What impact does the Tier 2 (Intra-Company Transfer) route have on the domestic labour market?
 - f. Should allowances continue to be included in the salary threshold for the Tier 2 (Intra-Company Transfer) route? If allowances were excluded from the salary threshold, what would be the impact?
 - g. What is the impact on existing UK companies and UK resident workers of the current intra-company transfer provisions in relation to companies outsourcing contracts with third parties?
 - h. What would be the impact of putting tighter intra-company transfer restrictions on companies which outsource contracts with third parties?
 - i. What is the impact on existing UK companies and UK resident workers of the use of the current intra-company transfer provisions in relation to the IT sector?
 - j. What would be the impact of putting tighter intra-company transfer restrictions on the IT sector specifically?

- k. Is there a case for requiring intra-company transfer migrants to pay the immigration healthcare surcharge? What are your reasons for or against this? What would be the impact of making these migrants pay this surcharge?
- l. Would restrictions to the intra-company transfer route have specific regional impacts?

Skills levy

17. The Government has asked that the MAC consider to which businesses a skills levy should apply and the impact this may have, balancing the need to maximise the incentive for employers to recruit and train UK workers with the ability of businesses to access the skilled migrants they need. The proceeds of the levy would fund apprenticeships in the UK.
- a. What would be the impact of different levels of levy on your occupation or sector? Would a skills levy affect the way you recruit?
 - b. Should a skills levy apply to all businesses recruiting from outside the EEA? If not, to which businesses should a skills levy apply and why? Why should other businesses be exempt from the levy?
 - c. Should a skills levy be a one-off payment at the point of recruitment of a Tier 2 migrant or should it be on an annual basis for the duration of the migrant's stay under their initial Tier 2 visa?
 - d. Would a skills levy have specific regional impacts?

Tier 2 Dependants

18. Dependants of Tier 2 migrants, such as partners, spouses and adult minors, presently have the unrestricted right to work in the UK. The MAC is asked to consider the impact of removing this automatic right:
- a. How would removing the automatic right of dependants to work affect main applicants' decision of whether to come to work in the UK?
 - b. How many of your Tier 2 employees bring dependants? If so, do they work whilst in the UK? Are they qualified to degree level? What occupations do they work in? If possible, please specify occupations or job titles according to the SOC 2010 classification.
 - c. How would removing the automatic right of dependants to work impact on:
 - i. the economy;
 - ii. public finances?
 - d. Would removing the automatic right of dependants to work have social impacts?

- e. Would removing the automatic right of dependants to work have specific regional impacts?

Overall Tier 2 design

4.5 As part of the review of Tier 2, the MAC would be interested to hear wider views about ways in which the design of Tier 2 can be changed to allow businesses to hire the skilled migrants they require in order to fill skills shortages.

19. To what extent do the existing Tier 2 mechanisms and framework work optimally to enable business to bring in the skilled workers that they require?

20. What changes would you make to the design of the route that would address the issues identified and are not reflected in the changes discussed elsewhere in this call for evidence?

4.6 The Government has asked that the MAC provide early advice on Tier 2 salary thresholds. A call for evidence was published on salary thresholds, seeking views by the **3 July 2015**. However, further evidence received beyond this date could still be considered in the wider Tier 2 report to be delivered by mid-December 2015.

21. How do the existing salary thresholds for Tier 2 compare to, and impact on, the overall wage distribution for each occupation?

22. What types of jobs and occupations are done by highly specialised and/or highly skilled experts, and is pay a good proxy for this high level of specialisation or skill?

23. What would be the impact of increasing the thresholds to a level that better aligns with the salaries of highly specialised and/or highly skilled experts?

24. What would be the impact of increasing the thresholds to a level that restricts the route to occupations which are experiencing skills shortages skilled to NQF level 6 or higher?

25. What would be the impact of increasing the Tier 2 minimum thresholds from the 10th to the 25th percentile for each occupation for new entrant workers?

26. What would be the impact of increasing the Tier 2 minimum thresholds from the 25th to the 50th or 75th percentiles for each occupation for experienced workers?

27. As an employer, what would be the impact of increasing the Tier 2 minimum thresholds on: a) hiring migrant workers from outside the EU; b) hiring migrant workers from within the EU; c) hiring natives.

28. Are there additional national pay scales or sources of salary data that should be used to set the thresholds?
29. What other appropriate measures would you like to see for determining the minimum salary thresholds?
30. Should the minimum salary threshold take account of variations in regional pay? If so, how?

4.7 Please see the MAC's October 2012 report, "*Analysis of the Points Based System: Tier 2 at NQF6 level*", for further detail on the previous methodology for setting the salary thresholds.

5. Contact details

5.1 Please send your responses to the MAC Secretariat at:

mac@homeoffice.gsi.gov.uk

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Seacole Building
2 Marsham Street
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Telephone: 020 7035 8117/ 1764

Please submit your evidence by 25 September 2015.

Please note that we may quote evidence received, attributed to the individual or organisation that supplied it, in our published report unless we are explicitly asked not to.

Annex A Annex A Policy and Data Context

Overview of the Points Based System and Tier 2

A.1 The Points Based System (PBS) for migration to the UK from outside the European Economic Area was introduced in 2008 and currently consists of five tiers as set out in Table A.1.

Name of tier	Immigrant groups covered by tier
Tier 1	Investors, entrepreneurs, graduate entrepreneurs and exceptionally talented migrants.
Tier 2	Skilled workers with a job offer in the UK.
Tier 3	Low-skilled workers needed to fill specific temporary labour shortages. Tier 3 has never been opened.
Tier 4	Students.
Tier 5	Youth mobility and temporary workers. This route is for those allowed to work in the UK for a limited period of time to satisfy primarily non-economic objectives.

Source: Migration Advisory Committee analysis, 2015

A.2 Tier 2, as stated above, consists of four different routes. Migrants can apply under these routes both from within (in-country) and from outside (out-of-country) of the UK. They can switch into any of these routes from other migration routes and they can apply to extend their stay in the UK under each of these routes. They can also bring their dependants to the UK with them. There are a number of requirements associated with each route and these are set out below for each route in turn.

Tier 2 (General)

A.3 The Tier 2 (General) visa is for migrants from outside the EEA (and Switzerland) who wish to be **employed in the UK in a skilled job**. Migrants must be sponsored (i.e. have a certificate of sponsorship (CoS) from a licensed sponsor) and the work they do in the UK must be for the sponsor organisation. Since April 2011, Tier 2 (General) has been subject to an annual **limit** of 20,700 places for out-of-country main applicants. The limit operates by restricting the number of CoS that are available to an annual total of 20,700. In addition, there is a limit on the number of CoS that can be issued each month.

A.4 Until recently, the route has been undersubscribed and therefore the limit was not reached. The cap was hit for the first time in June 2015. Table A.2 outlines how applications are prioritised when the monthly cap is reached. The application must score points from both columns but can only score

points for one entry in the first column. For example, if a job is a shortage occupation but the employer has carried out a resident labour market test, the application will score 75 points from the first column, not 105. A further score is then added for the salary paid for the job. For example, if the job is a shortage occupation and the salary payable is £26,500 the application will score 75 points plus a further 8 points for salary, giving 83 points in total. Points for salary will not be awarded if it is not at or above the appropriate rate for the job.

Table A.2: Criteria for prioritisation of restricted CoS			
Type of job	Points	Salary	Points
Shortage occupation	75	£100,000 - £155,299.99	30
		£75,000 - £99,999.99	25
PhD-level occupation code and job passes RLMT or an exception applies	50	£46,000 - £74,999.99	20
		£32,000 - £45,999.99	15
		£28,000 - £31,999.99	10
		£27,000 - £27,999.99	9
Job passes RLMT or an exception applies	30	£26,000 - £26,999.99	8
		£25,000 - £25,999.99	7
		£24,000 - £24,999.99	6
		£23,000 - £23,999.99	5
		£22,000 - £22,999.99	4
		£21,000 - £21,999.99	3
		£20,800 - £20,999.99	2

- A.5 The resident labour market test enables an employer to bring in a worker from outside the EEA if there is no suitably qualified worker within the UK or the EEA available to fill the specific skilled vacancy. Employers are required to advertise the relevant vacancy through Jobcentre Plus and at least one other medium for 28 calendar days or, for new graduate posts, by visiting at least three UK universities and advertising on a listed graduate recruitment website and at least one other medium. Additionally, following Government acceptance and implementation of our recommendations, jobs that are paid more than £71,600 and specified PhD-level occupations do not have to be advertised through Jobcentre Plus. Very highly-paid jobs (£155,300 or above) are exempt from the resident labour market test altogether.
- A.6 Employers can apply to bring in workers from outside of the EEA without going through the RLMT if the vacancy to be filled is for a job title on the Tier 2 **shortage occupation list** (SOL). This details the occupations and job titles presently held to be experiencing a labour shortage that would be sensibly filled using non-EEA labour either across the UK as a whole or in Scotland only. The content of the list is recommended by the Migration Advisory Committee and those recommendations are revised periodically. The current Tier 2 shortage occupation list has been operational since **6 April 2015**.
- A.7 For an occupation or job title to be recommended for inclusion on the shortage occupation list it must be:

- **Skilled** to the required skill level for Tier 2 (currently National Qualifications Framework level 6 and above, which is broadly equivalent to degree level, with some exceptions);
- Experiencing a national **shortage** of labour; and
- Demonstrably **sensible** to fill these shortages using labour from outside the EEA.

A.8 The **fees** for the Tier 2 (General) route vary according to where and how the migrant applies and the length of visa applied for. There is also a premium service available. Table A.3 sets out the various fees.

Table A.3: Tier 2 (General) fees			
Migrant	Out-of-country application	Extend or switch in the UK	Extend or switch in person in the UK (premium service)
Tier 2 General (up to 3 years)			
Non-EEA applicant	£564	£651	£1,051
Citizen of Turkey or Macedonia	£509	£596	£996
Dependant	£564 each	£651 each	£1,051 each
Tier 2 General (up to 3 years) - shortage occupation			
Non-EEA applicant	£428	£428	£828
Citizen of Turkey or Macedonia	£373	£373	£773
Dependant	£428 each	£428 each	£828 each
Tier 2 General (more than 3 years)			
Non-EEA applicant	£1,128	£1,302	£1,702
Citizen of Turkey or Macedonia	£1,073	£1,247	£1,647
Dependants	£1,128 each	£1,302 each	£1,702 each
Tier 2 General (more than 3 years) - shortage occupation			
Non-EEA applicant	£856	£856	£1,256
Citizen of Turkey or Macedonia	£801	£801	£1,201
Dependant	£856 each	£856 each	£1,256 each

Source: UK Visas and Immigration website, 2015

A.9 From 6 April 2015, migrants have to pay a **healthcare surcharge** as part of their Tier 2 application. The surcharge is designed to ensure that those coming to the UK make an appropriate financial contribution to the cost of their healthcare. The current amount is £200 per year and is payable at the time of the visa application and applicants need to pay up-front for the total period of their UK visa. Introducing the surcharge, the Government said that it considered the wide range of free health services available to migrants coming to live in the UK, alongside the valuable contribution they make to the economy. Having paid the surcharge, those coming to live in the UK have the same access to the NHS as a UK permanent resident for the duration of their visa. The money generated by the health surcharge is intended to go directly to funding the NHS. Upon payment, an immigration healthcare surcharge (IHS) reference number is issued to the applicant.

Migrants using the Tier 2 (Intra-Company Transfer)) route are exempt from the surcharge. Applicants need to obtain an IHS reference number to confirm that they are exempt but do not have to pay for it. Some other groups are also exempt from the surcharge.

A.10 The **length of stay** allowed to migrants under the Tier 2 (General) route is a maximum of 5 years and 14 days or the time given on the CoS plus one month, whichever is shorter. Migrants can apply to extend this visa for up to another 5 years, as long as the total stay under this route is not more than 6 years.

A.11 Under this route, migrants **can**:

- work for the sponsor in the job described in the certificate of sponsorship;
- do a second job in the same sector and at the same level as the main job for up to 20 hours per week;
- do a job which has a shortage of workers in the UK for up to 20 hours per week;
- do voluntary work;
- study as long as it does not interfere with the job they are sponsored for;
- travel abroad and return to the UK; and,
- bring family members to the UK.

A.12 Under this route, migrants **cannot**:

- own more than 10 per cent of the sponsor's shares (unless they earn more than £155,300 a year);
- access public funds;
- start working before they get the visa; and,
- apply for a second job until they have started working for the sponsor. They need to make a new application if they want to do a second job that is not in the same sector as the main job.

Salary thresholds

A.13 All Tier 2 (General) migrants must be employed in a job that pays at least £20,800 or more. There are some exceptions to this, which are set out in the Immigration Rules. The appropriate salary thresholds are set out in codes of practice.

A.14 In addition to the minimum salary, migrants must also be in receipt of an appropriate salary depending on the job they are doing. There are two types of thresholds, one for new entrant employees, and one for experienced workers. We discuss each threshold in turn below.

A.15 The lower pay thresholds for **new entrant** employees are set at the 10th percentile of the pay distribution for full-time employees in that occupation. The new entrant thresholds apply to:

- Graduates switching into Tier 2 (General) under the post-study provisions;
 - Graduate recruits where the organisation used a university “milkround” to satisfy the Resident Labour Market Test;
 - Graduates sponsored in the Tier 2 (Intra-Company Transfer) Graduate Trainee route; and
 - Any workers making an initial application who are aged 25 or under on the date they apply.
- A.16 The pay thresholds for **experienced workers** are set at the 25th percentile for full-time employees in each occupation. These pay thresholds apply to all other Tier 2 (General) migrants, including those who were previously classed as new entrants when they apply to extend their total stay in Tier 2 and/or as a work permit holder beyond 3 years and 1 month. The experienced worker pay thresholds also apply to work permit holders who are applying to switch into Tier 2 or to settle in the UK.
- A.17 The rates of pay used to determine the salary thresholds are based on a 39-hour working week for all occupations where the salary source used is the Annual Survey of Hours and Earnings (ASHE). Where other salary sources are used, the rates are based on the following weekly hours:
- Where the source is NHS Agenda for Change or the Royal Institute of British Architects, a 37.5-hour week;
 - Where the source is teachers’ national pay scales, the definition of a full-time teacher is used when determining those pay scales;
 - Where the source is the National Grid submission to the Migration Advisory Committee, a 37-hour week;
 - In all other cases, a 40-hour week.
- A.18 If the job has contracted weekly hours or is paid an hourly rate, the rates must be pro-rated accordingly, but otherwise they do not need to be pro-rated.
- A.19 Table B.2 in Annex B sets out the current salary thresholds within the Home Office Codes of Practice. For a number of occupations, the salary thresholds are not based on the ASHE data but are instead based on data provided to the MAC as part of the review into the Codes of Practice in 2012. These are highlighted in the table. For example, the salary threshold for *Barristers and Judges* (SOC Code: 2412) is based on evidence provided by the Bar Council in 2011 and uplifted using the 2013 national rate of pay inflation. A number of occupations within the IT sector are based on data provided at the time by Income Data Services.
- A.20 In addition, for the majority of occupations within the health and education sector, the salary thresholds are based on nationally-set pay scales rather than earnings data. For example, the salary threshold for *Psychologists* (SOC Code: 2212) is based on the minimum salary for each pay band based on the NHS Agenda for Change. The 10th and 25th percentile thresholds therefore do not apply to these occupations.

English Language requirements

A.21 Additionally, migrants under this route must have the **required level of English**. They may need to prove their knowledge of English when they apply by either:

- passing an approved English language test with at least a Common European Framework of Reference (CEFR) level B1 in reading, writing, speaking and listening; or
- having an academic qualification that was taught in English and is recognised by the UK National Recognition Information Centre (NARIC) as being equivalent to a UK bachelor's degree.

A.22 They are deemed to meet the English language requirement if they have met it at the same level or higher in a previous application, or if they are nationals of predominantly English speaking countries.

Maintenance requirements

A.23 They must also have £945 in savings to fulfil the **requirement to maintain themselves** in the UK and must have had this in their bank account for 90 days before applying, unless their sponsor is fully approved and the sponsor has stated on the certificate of sponsorship that the migrant will not claim benefits during their stay.

Extensions and switching

A.24 Migrants can apply in the UK for an **extension** to their stay in Tier 2 if they meet the following conditions:

- they have the same job as when they were issued their previous permission to enter or stay in the UK;
- they are still working for the employer who assigned the certificate of sponsorship; and
- they are still earning an appropriate salary.

A.25 Migrants may need to apply to extend their Tier 2 (General) visa if:

- they want to change job and the new job is with a different employer;
- their job changes to a different standard occupation classification (SOC) code;
- their job is taken off the shortage occupation list; or
- changes of job means the migrant is paid less than the amount stated on the CoS or work permit.

A.26 Migrants can apply to **switch** from another visa to a Tier 2 (General) visa. They must already be in the UK under a prescribed list of visas or schemes set out in the Immigration Rules. For example, migrants can apply to **switch from Tier 4** to Tier 2 (General) if they have, during their current stay in the

UK, obtained one of these qualifications from a UK recognised body or an institution that has a Tier 4 sponsor licence:

- a UK bachelors degree;
- a UK masters degree;
- a postgraduate certificate in education; or,
- a professional graduate diploma of education.

A.27 PhD students must have completed at least 12 months’ study for their PhD during their most recent stay in the UK and had permission to take the qualification before applying to switch to a Tier 2 (General) visa.

Dependants

A.28 Migrants can bring their **dependants** to the UK on a Tier 2 (General) visa. A dependant is any of the following:

- a husband, wife or partner;
- a child under 18; and.
- a child over 18 if currently in the UK as a dependant.

A.29 Successful applicants must demonstrate that their dependants can be supported while in the UK. Each dependant must have £630 available to them whether they apply with the main migrant or separately. This is in addition to the £945 the principal migrant must have to support themselves. The money must have been in the migrant’s bank account or the dependant’s bank account for at least 90 days before applying.

Intra-Company Transfer

A.30 The Tier 2 (Intra-Company Transfer) visa is for migrants coming to work in a UK branch of their employer. There are four types of intra-company transfer visa as set out in Table A.4.

Table A.4: Types of intra-company transfer visa	
Name of visa	Description
Long-term staff	This visa is for transfers of more than 12 months into a role that cannot be filled by a UK recruit. Migrants need to have worked for their employer overseas for at least 12 months

Short-term Staff	This visa is for transfers up to and including 12 months into a role that cannot be filled by a new UK recruit. Migrants need to have worked for their employer overseas for at least 12 months.
Graduate Trainee	This visa is for transfers into graduate trainee programmes for specialist roles. Migrants need to be a recent graduate with at least 3 months' experience with their employer overseas.
Skills Transfer	This visa is for transfers that allow people to gain skills and knowledge needed to perform their role overseas, or to pass on their skills to UK colleagues. Migrants do not need to have been with their employer overseas for a set period of time.
Source: UK Visas and Immigration website, 2015	

A.31 The **fees** for a Tier 2 (Intra-Company Transfer) visa depend on the type of visa, and where and how the application is made. The fees for long-term (up to three years) are the same as those for a Tier 2 (General) (up to three years) application. Those for long-term staff (more than three years) are the same as those for Tier 2 (General) (more than three years). Table A.5 sets out the fees for short-term staff, graduate trainee and skills transfer applications.

Table A.5: Tier 2 (Intra-Company Transfer) fees			
Migrant	Out-of-country application	Extend or switch in the UK	Extend or switch in person in the UK (premium service)
Short-term staff, Graduate Trainee, Skills Transfer			
Non-EEA applicant	£445	£445	£845
Citizen of Turkey or Macedonia	£390	£390	£790
Dependants	£445 each	£445 each	£845 each
Source: UK Visas and Immigration website, 2015			

A.32 The maximum **length of stay** for each type of Tier 2 (Intra-Company Transfer) visa is:

- Long-term Staff (if earn more than £155,300 per year): 9 years;
- Long-term Staff (if earn less than £155,300 per year): 5 years, 1 month;
- Graduate Trainee: 12 months;
- Short-term Staff: 12 months; and,
- Skills Transfer: 6 months.

A.33 The **maintenance requirements** for a Tier 2 (Intra-Company Transfer) visa are the same as for Tier 2 (General) (i.e. £945 in savings). Migrants need to show that they are being paid the **appropriate salary**. The appropriate salaries for each type of Tier 2 (Intra-Company Transfer) visa are as follows:

- Long-term Staff applicants - at least £41,500 or the appropriate rate for the role (whichever is higher);
- Short-term Staff, Graduate Trainee or Skills Transfer applicants - at least £24,800 or the appropriate rate (whichever is higher); and,
- staff already in the UK on a Tier 2 (Intra-Company Transfer) visa or work permit issued before 6 April 2011 - at least the appropriate rate.

A.34 In addition, the salary is set at the 10th and 25th percentile for new entrants and experienced workers respectively, as set out in section **3.15**.

A.35 Migrants can apply for an **extension** to their stay under the Tier 2 (Intra-Company Transfer – Long-term staff) visa for the time given on the CoS plus 14 days, the time needed to extend their stay to the maximum time allowed in the category or 5 years (whichever is shorter). Migrants cannot extend their stay in the UK beyond 5 years, nor re-apply to re-enter the UK under an intra-company transfer visa until 12 months after they have left the UK. However, these rules are different for migrants earning £155,300 or more.

Tier 2 (Intra-Company Transfer) migrants can bring **dependants** to the UK with the same **maintenance requirements** as for the Tier 2 (General) visa.

The Tier 2 codes of practice

A.36 The Home Office uses codes of practice to detail further conditions that must be met by migrants and their sponsors for applications under Tier 2. Following the Supreme Court judgment of 18 July 2012 in the case of *Alvi v Secretary of State for the Home Department*, the codes of practice must be included in the Immigration Rules in order to have legal effect. They were added to the Rules on 20 July 2012 and are set out in Appendix J of the Immigration Rules.

A.37 The codes have been set up and maintained by relevant authority since their introduction in 2008 and they list:

- the skill level for each occupation;
- the minimum appropriate rates of pay for each occupation; and
- example job tasks and titles to help migrants accurately match up a job to the corresponding Standard Occupational Classification code.

Data context

Table A.6: Entry clearance visas issued and granted extensions of stay for Tier 2, 2009 to 2014

	2009	2010	2011	2012	2013	2014
Entry clearance visas						
Main applicants	36,287	39,922	38,088	39,171	45,636	52,478
<i>Tier 2: General</i>	8,556	9,914	7,764	9,420	11,779	15,255
<i>Intra company transfers</i>	22,029	29,170	29,708	29,255	33,240	36,635
<i>Other</i>	5,661	835	614	496	617	588
Dependants	26,982	28,268	28,344	28,933	34,346	38,247
Granted extensions of stay						
Main applicants	27,851	21,269	18,205	29,524	37,656	35,266
<i>Tier 2: General</i>	12,900	14,306	11,295	20,185	28,377	26,700
<i>Intra company transfers</i>	6,624	6,149	6,377	8,656	8,546	8,045
<i>Other</i>	7,898	789	531	681	733	521
Dependants	23,007	16,194	13,525	20,668	25,499	25,668
Total	114,127	105,653	98,162	118,296	143,137	151,659

Source: Home Office Immigration Statistics, May 2015. "Other" includes Ministers of Religion, Sportspersons and a few legacy applications under the Work Permit scheme.

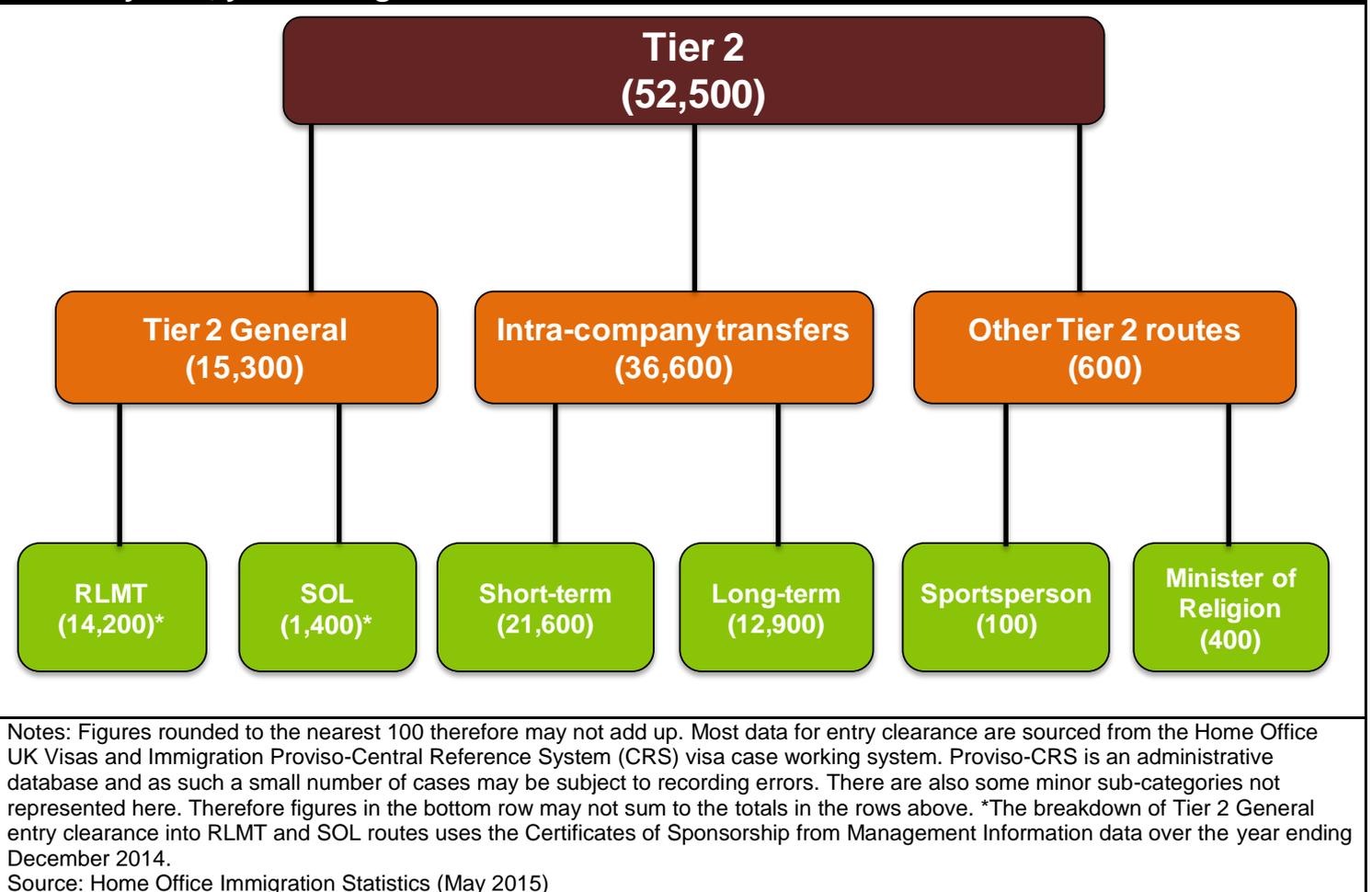
Use of Tier 2 in 2014

- A.38 In 2014 there were 52,478 Tier 2 entry clearance visas issued to main applicants, accounting for 18% of all entry clearance visas issued, including dependants but excluding visitors and transit (Table A.6). In addition 35,266 in-country extensions were issued to Tier 2 main applicants in 2014. By comparison, 200,359 Tier 4 entry clearance visas and 68,231 Tier 4 in-country extensions were issued to main applicants in the same year.
- A.39 Of the 52,478 entry clearance visas issued to main applicants under Tier 2 in 2014, 15,255 were through Tier 2 (General) (approximately 14,200 of which were through the RLMT and 1,400 through the shortage occupation route) and 36,635 through the Tier 2 (Intra-Company Transfer) route (Figure A.1). Of the 35,266 in-country extensions, 26,700 were through Tier 2 (General) and 8,045 through the Tier 2 (Intra-Company Transfer) route.
- A.40 In 2014, 67 per cent of grants of extension of stay under the Tier 2 route were to existing Tier 2 migrants. A further 16 per cent of grants were to individuals switching from a Tier 4 (General Student) visa.

Trends over time

- A.41 The number of entry clearance and extension visas granted remained relatively stable between 2009 and 2012, rising from 36,287 to 39,171 and 27,851 to 29,524 for main applicants respectively.
- A.42 Since 2012 there has been a significant increase in both entry clearance and extension visas. For main applicants, entry clearance visas under Tier 2 increased by 34 per cent from 2012 to 2014.
- A.43 Within Tier 2, the Tier 2 (General) route experienced the most significant increase in this time period, from 9,420 entry clearance visas in 2012 to 15,255 in 2014, showing an increase of 62 per cent. Extensions of stay granted to main applicants under Tier 2 increased by 19 per cent in the same period, again driven by an increase within the Tier 2 (General) route.
- A.44 Tier 2 entry clearance dependant visas have followed a broadly similar trend to the main applicants, rising moderately from 2009 to 2012, then significantly increasing by 32 per cent from 2012 to 2014, hitting a peak of 38,247 in 2014.

Figure A.1 Entry clearance visa allocation breakdown within the Tier 2 route of the Points Based System, year ending December 2014.



A.45 Table B.1 in Annex B presents the median salaries for the top 5 occupations under each route. Of the 3,123 applications for CoS used under the shortage occupation route, 20 per cent were accounted for by *medical practitioners*. The top 5 occupations under the RLMT route accounted for just under 40 per cent of applications and included occupations such as *natural and social science professionals, medical practitioners, programmers and software development professionals and nurses*. 75 per cent of CoS applications under the short-term intra-company transfer route were accounted for by the top 5 occupations, which were predominately IT related. Similarly, under the long-term intra-company transfer route, just over 40 per cent of jobs were accounted for by four IT related occupations.

A.46 Table B.2 in Annex B presents the existing 10th and 25th percentiles for each occupation skilled to NQF 6 and above, taken from the Home Office's *Codes of Practice for Skilled Workers: Standard Occupational Classification (SOC) codes*, 6 April 2015. In these current codes of practice, 30 out of the 95 occupations skilled to NQF6+ use alternative sources of data to ASHE to set the salary thresholds. For example, salaries in a number of occupations in

the IT sector are based on data from Incomes Data Services whilst a number of salaries in occupations in the health sector are based on pay bands within the NHS Agenda for Change pay scales.

Annex B

Table B.1: Top five SOC 2010 occupations by used Certificates of Sponsorship (CoS) for the shortage occupation, RLMT, short term intra-company transfer and long term intra-company transfer routes, year ending March 2015

Shortage occupation route						
Occupation	CoS used	In country	Out of country	Percentage of total CoS used	Median annual pay (£)	
2211	Medical practitioners	637	349	288	20	60,000
2126	Design and development engineers	323	179	144	10	35,000
5434	Chefs	228	169	59	7	30,000
2121	Civil Engineers	221	117	104	7	55,000
2314	Secondary education teaching professionals	199	76	123	6	29,000
Total for all occupations		3,123	1,736	1,387	100	37,000
Resident labour market test route						
Occupation	CoS used	In country	Out of country	Percentage of total CoS used	Median annual pay (£)	
2119	Natural and social science professionals n.e.c.	3,550	2,176	1,374	10	32,000
2211	Medical practitioners	2,824	1,924	900	8	52,000
2136	Programmers and software development professionals	2,618	1,323	1,295	7	37,000
2231	Nurses	2,499	1,201	1,298	7	25,000
2423	Management consultants and business analysts	2,416	1,331	1,085	7	46,000
Total for all occupations		35,277	20,593	14,684	100	35,000
Short term intra-company transfer route						
Occupation	CoS used	In country	Out of country	Percentage of total CoS used	Median annual pay (£)	
2136	Programmers and software development professionals	7,546	272	7,274	31	33,000
2135	IT business analysts, architects and systems designers	5,358	181	5,177	22	36,000
2139	Information technology and telecommunications professionals	3,713	134	3,579	15	32,000
2423	Management consultants and business analysts	1,299	70	1,229	5	63,000
2134	IT project and programme managers	578	54	524	2	65,000
Total for all occupations		24,257	1,010	23,247	100	38,000

Long term intra-company transfer route						
Occupation		CoS used	In country	Out of country	Percentage of total CoS used	Median annual pay (£)
2135	IT business analysts, architects and systems designers	2,886	1,069	1,817	17	51,000
2134	IT project and programme managers	1,733	647	1,086	10	54,000
2136	Programmers and software development professionals	1,590	618	972	9	52,000
2423	Management consultants and business analysts	1,017	298	719	6	71,000
2139	Information technology and telecommunications professionals	981	326	655	6	49,000
Total for all occupations		17,010	5,860	11,150	100	67,000

Note: All of the figures quoted are management information which have been subject to internal quality checks, but have not been quality assured to the same standard as National Statistics. As much of the input data (for example, salary levels) is itself declared by the sponsor, it is not possible to validate the quality of the source information, and we are advised that data quality anomalies could impact on the findings. These data are provisional and subject to change. Median annual pay rounded to the nearest thousand. Median annual pay includes salaries and allowances and are calculated using both in and out-of-country CoS used and as such may double count some individuals.

Applicants are required to meet the criteria for Tier 2 at the point of being allocated a certificate of sponsorship. Therefore, these data have been filtered to exclude those individuals who would not meet the current visa rules when considering median annual pay.

First, a main applicant to the RLMT route has been excluded if the occupation is not skilled to National Qualifications Framework level 6 or above (NQF6+) (unless the occupation is one of the creative occupations exempt from this: 3411, 3412, 3413, 3414 and 3422) and/or earnings on the job are less than £20,500 per year and/or they are clergy (who would use the Tier 2 minister of religion route).

Second, a main applicant to the shortage occupation route has been excluded if the occupation is not on the shortage occupation list as at 12 December 2014 and/or earnings in the job are less than £20,500 per year and/or they are chefs earning less than £29,570 per year.

Third, a main applicant to the long-term intra-company transfer route has been excluded if their occupation is not skilled to NQF6+ (or is one of the creative occupations) and/or earnings in the job are less than £41,000 per year.

Finally, a main applicant to the short-term intra-company route has been excluded if their occupation is not skilled to NQF6+ (or is one of the creative occupations) and/or earnings in the job are less than £24,500 per year. Further, data is excluded if the salary reported is not annual or we were unable to distinguish between in/out of country applicants. Not all the individuals using CoS may be granted visas since some may have their visa applications rejected. Furthermore, even when a visa is granted, a person might not travel to the UK and on arrival they might also not be admitted.

Source: Home Office management information, year ending March 31 2015

Table B.2. Salary thresholds for occupations skilled to NQF6+ taken from the Codes of Practice for Skilled Workers, Home Office, 2015.

SOC 2010 Occupation		10th	25th	Source
1115	Chief executives and senior officials	35,300	52,900	
1116	Elected officers and representatives	30,700	49,500	Based on 3 digit SOC Code
1121	Production managers and directors in manufacturing	20,800	31,000	
1122	Production managers and directors in construction	20,800	30,100	
1123	Production managers and directors in mining and energy	20,800	37,600	
1131	Financial managers and directors	26,700	40,400	
1132	Marketing and sales directors	33,300	47,900	
1133	Purchasing managers and directors	30,000	36,600	
1134	Advertising and public relations directors	28,300	46,000	Based on 3 digit SOC Code and 2013 ASHE
1135	Human resource managers and directors	27,000	35,000	
1136	Information technology and telecommunications directors	32,300	75,500	Income Data Services
1139	Functional managers and directors n.e.c.	24,100	35,100	
1150	Financial institution managers and directors	26,600	35,800	
1161	Managers and directors in transport and distribution	23,200	29,000	
1172	Senior police officers	50,800	54,000	Based on 2013 ASHE
1173	Senior officers in fire, ambulance, prison and related services	37,900	37,900	
1181	Health services and public health managers and directors	26,700	35,500	
1184	Social services managers and directors	26,700	35,500	
2111	Chemical scientists	21,000	27,200	Evidence from partners who responded to the Migration Advisory Committee in 2011 uplifted based on national changes in earnings.
2112	Biological scientists and biochemists	21,000	27,200	
2113	Physical scientists	21,000	27,200	
2114	Social and humanities scientists	21,000	27,200	
2119	Natural and social science professionals n.e.c.	21,000	27,200	
2121	Civil engineers	22,800	30,000	
2122	Mechanical engineers	27,400	32,900	ASHE 2013

2123	Electrical engineers	24,800	35,600	* Apart from power system engineer, control engineer or protection engineer in the electricity transmission and distribution industry which is set at £32,500 based on the National Grid Submission to MAC in 2011
2124	Electronics engineers	25,200	31,300	Based on 3 digit SOC Code
2126	Design and development engineers	25,300	32,100	
2127	Production and process engineers	22,900	30,000	
2129	Engineering professionals n.e.c.	26,100	32,000	
2133	IT specialist managers	26,500	40,300	Incomes Data Services
2134	IT project and programme managers	28,200	40,600	
2135	IT business analysts, architects and systems designers	25,800	33,000	
2136	Programmers and software development professionals	24,000	31,100	
2137	Web design and development professionals	20,800	23,400	
2139	Information technology and telecommunications professionals	20,800	29,900	
2141	Conservation professionals	20,800	22,800	
2142	Environment professionals	20,800	24,300	
2150	Research and development managers	27,700	34,800	2013 ASHE
2211	Medical practitioners			NHS Agenda for Change 2013
2212	Psychologists			
2213	Pharmacists			
2214	Ophthalmic opticians			
2215	Dental practitioners			
2216	Veterinarians	25,200	35,800	
2217	Medical radiographers			NHS Agenda for Change 2013
2218	Podiatrists			
2219	Health professionals n.e.c.			
2221	Physiotherapists			
2222	Occupational therapists			
2223	Speech and language therapists			
2229	Therapy professionals n.e.c.			
2231	Nurses			

2232	Midwives			
2311	Higher education teaching professionals			Teachers' national pay scales
2312	Further education teaching professionals			
2314	Secondary education teaching professionals			
2315	Primary and nursery education teaching professionals			
2316	Special needs education teaching professionals			
2317	Senior professionals of educational establishments	26,600	39,500	
2318	Education advisers and school inspectors	20,800	24,600	
2319	Teaching and other educational professionals n.e.c.	20,800	20,800	
2412	Barristers and judges	20,800	31,900	Evidence provided by the Bar Council in 2011 uplifted based on national changes in earnings.
2413	Solicitors	24,700	32,000	
2419	Legal professionals n.e.c.	33,300	44,100	
2421	Chartered and certified accountants	21,600	28,600	
2423	Management consultants and business analysts	23,000	30,000	
2424	Business and financial project management professionals	24,100	33,300	
2425	Actuaries, economists and statisticians	26,500	34,700	
2426	Business and related research professionals	20,800	26,500	
2429	Business, research and administrative professionals n.e.c.	24,300	29,400	
2431	Architects			Evidence provided by the Royal Institute of British Architects in 2011 uplifted based on national changes in earnings.
2432	Town planning officers	22,800	26,700	
2433	Quantity surveyors	23,400	30,400	
2434	Chartered surveyors	22,000	28,000	
2436	Construction project managers and related professionals	23,900	25,500	ASHE 2013
2442	Social workers			NHS Agenda for Change 2013
2443	Probation officers	20,800	29,300	
2449	Welfare professionals n.e.c.	20,800	23,100	
2451	Librarians	20,800	20,800	
2452	Archivists and curators	20,800	20,800	

2461	Quality control and planning engineers	23,000	29,400	
2462	Quality assurance and regulatory professionals	24,300	30,400	
2463	Environmental health professionals	23,800	29,100	ASHE 2013
2471	Journalists, newspaper and periodical editors	20,800	25,100	
2472	Public relations professionals	20,800	23,000	
2473	Advertising accounts managers and creative directors	22,800	28,300	
3213	<i>Paramedics</i>			NHS Agenda for Change 2013
3411*	Artists	20,800	21,500	ASHE 2013
3412*	Authors, writers	20,800	22,800	
3413*	Actors, entertainers	20,800	24,200	
3414*	Dancers and choreographers	20,800	24,200	
3422*	Product, clothing and related designers	20,800	23,000	
3415	Musicians	20,800	24,200	Based on 3 digit SOC code
3416	Arts officers, producers and directors	24,600	30,500	
3512	Aircraft pilots and flight engineers	33,100	69,600	
3532	Brokers	22,200	40,500	ASHE 2013
3534	Finance and investment analysts and advisers	21,400	26,900	
3535	Taxation experts	20,800	33,900	
3538	Financial accounts managers	22,200	27,500	
3545	Sales accounts and business development managers	25,000	32,500	
5249*	Electrical and electronic trades not elsewhere classified	32,000	32,000	LE2-equivalent line workers only. Evidence provided to the MAC in 2014 through the partial review of the shortage occupation list
5434*	Chefs	15,300	15,300	£29,570 for skilled chefs on Shortage Occupation List

Notes: Those in bold and italics reflect occupations that are not currently based on the Annual Survey of Hours and Earnings. *- reflects occupations not skilled to NQF6. See [Home Office Codes of Practice](#) for other sources used. X= unreliable.

Source: Gross Annual Pay for Full Time Employee Jobs, UK. Annual Survey of Hours and Earnings, Office for National Statistics, 2014 provisional results. Available here: <http://www.ons.gov.uk/ons/publications/re-reference-tables.html?edition=tcm%3A77-337425> Table 14.7a.

Table B.3: Current methodology for Shortage Occupation List

	Top-down indicators	Bottom-up indicators
Skilled	<ul style="list-style-type: none"> Earnings- median hourly earnings for full-time employees within an occupation must be £14.75 per hour or more (2011 ASHE). Formal qualifications- 36.4 per cent or more of the workforce within an occupation must be qualified to NQF6+ (LFS). SOC skill level- the occupation must be classified at level 4 in the SOC 2010 hierarchy. 	<ul style="list-style-type: none"> Typical earnings or ranges of earnings in the job title. Information on the proportion of individuals qualified at various levels (particularly at NQF6+). Minimum qualifications required (either informally or on a regulatory basis) to be a skilled practitioner in a particular job title. Evidence of the required or compulsory level or duration of one-the-job training or experience to become a skilled practitioner. Evidence that innate ability, of a level or rarity which exceeds such requirements in a typical NQF4+ job title, is required.
Shortage	<ul style="list-style-type: none"> Percentage change of median real pay. Return to occupation. Change in median vacancy duration. Vacancies/claimant count. Percentage change of claimant count. Percentage change of employment level. Percentage change of median paid hours worked. Change in new hires. Skill-shortage vacancies/total vacancies. Skill-shortage vacancies/hard-to-fill vacancies. Skill-shortage vacancies/employment. 	<ul style="list-style-type: none"> Numbers, rates and typical durations of vacancies. Typical earnings growth over recent months or years. The extent to which newly qualified workers are being recruited and how this has changed over time. Normal number of hours worked and how this has changed over time. Growth in expenditure on training and recruitment by employers. Information on past or projected future trends in the demand for, and supply of, workers within an occupation: this may include information on the age profile of the workforce, expected retirement patterns, and the number of newly qualified workers expected to come on stream.
Sensible	<ul style="list-style-type: none"> The share of non-EEA immigrants already employed in an occupation Percentage of workforce in receipt of training within the last 13 weeks. Change in earnings. Proportion of unemployed workers associated with an occupation. Change in hours worked for full-time employees. 	<ul style="list-style-type: none"> Alternatives to employing migrants- any evidence on recruitment efforts, attractiveness of employment package, increased working hours, capital substitution, changing production methods, outsourcing or off-shoring and current use of immigrants. Skills acquisition- investment in training, training length and availability of training or qualifications. Productivity, innovation and international competitiveness. Wider economic and labour market effects- impacts on wages and employment rates, business failure, public service impacts and other regulatory and economic context.

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