



BIA; Shortage Occupation List

By

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The BIA lists specific types of work that have been officially listed as ones for which there are not enough resident workers to fill available jobs. Employers who wish to hire a worker from outside the European Economic Area to fill a vacancy that is on a list of shortage occupations may do so without

carrying out a resident labour market test.

Changes to the national shortage occupational list for work permits happened on the 6 June 2008

The BIA added new occupations to the national shortage occupation list for work permits and amended two occupation titles. From 18 July 2008 we will remove certain occupations from the list. Full details of all these changes are below.

Addition of new occupations

With immediate effect, the BIA have added the following occupations to the

National Shortage Occupation List July 2008

Engineering occupations: Transportation and Highways Engineers:

Engineers who are required to have a transport-related degree, or a degree and at least 2 years relevant experience from a civil background in the following specialisms:

Traffic Engineer or Transport Planner

Highways Design Engineer or Highways Planning Engineer

Ground Engineering:

Ground Engineering occupations relate solely to the construction sector and not to oil/gas extraction:

Geo environmental Engineer
Geotechnical Engineer
Geological Advisor
Geological Analyst
Geological Associate
Geological Engineer
Geologist / Hydro geologist
Geology / Reservoir Engineer
Geo mechanics Engineer
Geophysical Specialist
Geophysicist
Geoscientist
Geo support Engineer
Engineering Geologist
Ground Engineer
Contaminated Land Specialist

Electricity Generation Engineers:

Electricity generation engineering occupations relate solely to the electricity generating industry:

Mechanical Engineer
Senior Project Mechanical Engineer
Project Mechanical Engineer
Electrical Engineer
Senior Project Electrical Engineer
Project Electrical Engineer
Senior Project Civil Engineer
Project Civil Engineer
System Health Engineer (Nuclear)
Design Engineer (Nuclear)
Work Cycle Planner (Nuclear)
Shift or Team Leader
Production Controller
Plant Process Engineer
Network Planners
Network Design Engineers
Senior Project Control and Instrumentation Engineer

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Project Control and Instrumentation Engineer
Senior Project Control Engineer
Central Control Room Supervisor



Assistant Engineer (Shift Operations)
Performance Engineer
System Infrastructure Engineer
Assistant Chemist
Reactor Physicist
Assistant Reactor Physicist
Assistant Physicist
Other Engineering:
Overhead Electricity Lines worker
Quantity Surveyor
High Integrity Pipe Welder

- electricity generation engineers (27 engineering occupations, specific to the electricity generation industry, listed below); and
- high integrity pipe welders.

These changes to the shortage list follow recent research by EU Skills (the Sector Skills Council for Utilities) and the Engineering Construction Industry Training Board (ECITB). The research has been endorsed by the Engineering Sector Advisory Panel.

As a result of these changes, work permit applications for electricity generation engineers and high integrity pipe welders will no longer need to be subject to a full resident labour market test. The electricity generation engineer occupations relate only to the electricity generating industry. They are:

- mechanical engineer;
- senior project mechanical engineer;
- project mechanical engineer;
- electrical engineer;
- senior project electrical engineer;
- project electrical engineer;
- senior project civil engineer;
- project civil engineer;
- system health engineer (nuclear);
- design engineer (nuclear);
- work cycle planner (nuclear);
- shift or team leader;
- production controller;
- plant process engineer;
- network planners;

- network design engineers;
- senior project control and instrumentation engineer;
- project control and instrumentation engineer;
- senior project control engineer;
- central control room supervisor;
- assistant engineer (shift operations);
- performance engineer;
- system infrastructure engineer;
- assistant chemist;
- reactor physicist;
- assistant reactor physicist; and
- assistant physicist.

Amendments to occupation titles on the shortage list

With immediate effect, The BIA has amended the occupation titles for chartered quantity surveyor and pharmacist on the current shortage list to read:

- quantity surveyor; and
- pharmacist (including pre-registration pharmacists).

These amendments follow consultation with the Royal Institution of Chartered Surveyors (RICS) and the NHS workforce review team.

Removal of occupations from the shortage list

With effect from 18 July 2008, we will remove the following occupations from the shortage list:

- CAA licensed aircraft engineers;
- and
- consultant posts in:
 - geriatric medicine; and
 - rehabilitation medicine.

The BIA are removing CAA licensed aircraft engineers because there is no supporting labour market research and there is



evidence that most applications for aircraft engineers are not submitted under the shortage occupation category.

Consultants in geriatric and rehabilitation medicine are being removed following recent research by the NHS workforce review team.

All work permit applications received for the above posts on or after 18 July 2008 will now be subject to a full resident labour market test. Employers will be required to submit evidence that the posts have been advertised, with full details of people who applied and were interviewed, and why resident workers were not considered suitable.

The BIA will still issue work permits for these occupations if, following advertising, an employer has found no suitably qualified resident candidate.

The BIA will publish a revised national shortage occupation list for work permits once these changes have come into effect.

Still unsure? Contact us

If you have any further questions, phone Shabana Shahab 01634 828288 or email: shabana@statusolutionsuk.co.uk.

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