



STATUTORY INSTRUMENTS.

S.I. No. 506 of 2014



EMPLOYMENT PERMITS (AMENDMENT) REGULATIONS 2014

S.I. No. 506 of 2014

EMPLOYMENT PERMITS (AMENDMENT) REGULATIONS 2014

I, RICHARD BRUTON, Minister for Jobs, Enterprise and Innovation, in exercise of the powers conferred on me by section 14 (as amended by section 17 of the Employment Permits (Amendment) Act 2014 (No. 26 of 2014)) of the Employment Permits Act 2006 (No. 16 of 2006) hereby make the following regulations:

1. These Regulations may be cited as the Employment Permits (Amendment) Regulations 2014.

2. The Employment Permits Regulations 2014 (S.I. No. 432 of 2014) are amended by substituting for Schedules 3 and 4 the following:

“Regulations 15, 26, 27, 40, 61 and 62

Schedule 3

EMPLOYMENTS IN RESPECT OF WHICH THERE IS A SHORTAGE IN RESPECT OF QUALIFICATIONS, EXPERIENCE OR SKILLS WHICH ARE REQUIRED FOR THE PROPER FUNCTIONING OF THE ECONOMY

| SOC-3 | Employment category | SOC-4 | Employments |
|-------|--|-------|--|
| 211 | Natural and Social Science Professionals | 2111 | Chemical scientists in manufacturing (including food & beverages, medical devices), product development, clinical co-vigilance, or biotechnology or related and relevant specialist skills, qualifications or experience |
| | | 2112 | Biological scientists and biochemists in manufacturing (including food & beverages, medical devices), product development, clinical co-vigilance, or biotechnology or related and relevant specialist skills, qualifications or experience |
| | | 2113 | Physical scientists in manufacturing (including food & beverages, medical devices), product development, clinical co-vigilance, or biotechnology or related and relevant specialist skills, qualifications or experience |

Notice of the making of this Statutory Instrument was published in “Iris Oifigiúil” of 14th November, 2014.

| SOC-3 | Employment category | SOC-4 | Employments |
|-------|---------------------------|-------|---|
| 212 | Engineering Professionals | 2122 | Mechanical engineers specialising in: <ul style="list-style-type: none"> • Quality control, or validation and regulation engineering (high tech industry; food and beverages), or • Mechanical engineering (especially polymer engineering skills in the areas of pharmaceuticals, medical devices or green economy), or • Chemical process engineering, or • Process automation engineering, or • Power generation, transmission and distribution, or • Related and relevant specialist skills, qualifications or experience |
| | | 2123 | Electrical engineers specialising in: <ul style="list-style-type: none"> • Chip design, test engineering, or application engineering, or • Process automation engineering, or • Power generation, transmission and distribution, or • Related and relevant specialist skills, qualifications or experience |
| | | 2124 | Electronics engineers specialising in: <ul style="list-style-type: none"> • Chip design, test engineering, or application engineering, or • Process automation engineering, or • Power generation, transmission and distribution, or • Related and relevant specialist skills, qualifications or experience |
| | | 2126 | Design and development engineers specialising in: <ul style="list-style-type: none"> • Quality control, or validation and regulation engineering (high tech industry; food and beverages), or • Chip design, test engineering, or application engineering, or • Process automation engineering, or • Power generation, transmission and distribution, or • Related and relevant specialist skills, qualifications or experience |
| | | 2127 | Production and process engineers specialising in: <ul style="list-style-type: none"> • Quality control, or validation and regulation engineering (high tech industry; food and beverages), or • Chemical process engineering, or • Process automation engineering, or • Power generation, transmission and distribution, or • Related and relevant specialist skills, qualifications or experience |
| 113 | ICT Professionals | 1136 | Information technology and telecommunications directors |
| 213 | | 2133 | IT specialist managers |
| | | 2134 | IT project and programme managers |
| | | 2135 | IT business analysts, architects and systems designers |
| | | 2136 | Programmers and software development professionals |
| | | 2137 | Web design and development professionals |

| SOC-3 | Employment category | SOC-4 | Employments |
|-------|--|-------|---|
| | | 2139 | All other ICT professionals |
| 221 | Health Professionals | 2211 | Medical practitioners |
| | | 2217 | Medical radiographers |
| | | 2217 | Vascular technologists |
| | | 2212 | Medical laboratory scientists |
| | | 2219 | Audiologists |
| 118 | Health and Social Services Managers and Directors | 1181 | Senior health services and public health managers and directors |
| | | 1184 | Senior social services managers and directors |
| 124 | Managers in Health and Care Services | 1241 | Health care practice managers |
| 223 | Nursing and Midwifery Professionals | 2231 | <ul style="list-style-type: none"> • Registered Nurses/Midwives • Specialist Nurses/Midwives • Clinical Nurse/Midwife managers • Advanced Nurse/Midwife practitioners |
| 222 | Therapy Professionals | 2229 | Orthoptists |
| 242 | Business, Research and Administrative Professionals | 2421 | Chartered and certified accountants and taxation experts specialising in tax, compliance, regulation, solvency, or financial management, or related and relevant specialist skills, qualifications or experience |
| | | 2423 | Management consultants and business analysts specialising in big data analytics with skills in IT, data mining, modelling, and advanced maths or related and relevant specialist skills, qualifications or experience |
| | | 2424 | Business and financial project management professionals specialising in finance & investment analytics, risk analytics, credit, fraud analytics or related and relevant specialist skills, qualifications or experience |
| | | 2425 | Actuaries, economists and statisticians specialising in big data analytics with skills in IT, data mining, modelling, and advanced maths or related and relevant specialist skills, qualifications or experience |
| 246 | Quality and Regulatory Professionals | 2461 | Quality control and planning engineers |
| | | 2462 | Quality assurance and regulatory professionals |
| | | 2463 | Environmental health professionals |
| 354 | Sales, Marketing and Related Associate Professionals | 3542 | Business sales executives specialising in International Sales Roles or ITB2B sales roles and with fluency in the official language, apart from English, of a state which is not a Member State of the EEA |

Note: 'SOC-3' and 'SOC-4' refer to applicable levels in the Standard Occupational Classification system (SOC 2010).

Schedule 4

EMPLOYMENTS IN RESPECT OF WHICH AN EMPLOYMENT PERMIT SHALL NOT BE GRANTED

| SOC-3 | Categories of employment | SOC-4 | Employments |
|-------|---|-------|--|
| 122 | Managers in Hospitality and Leisure Services | 1221 | Hotel and accommodation managers |
| | | 1223 | Restaurant and catering establishment managers |
| | | 1224 | Publicans and managers of licensed premises |
| | | 1225 | Leisure and sports facilities managers |
| | | 1226 | Travel agency managers |
| 124 | Managers in Health and Care Services | 1242 | Residential, day and domiciliary care managers |
| 125 | Managers in Other Services | 1252 | Garage managers |
| | | 1253 | Hairdressing and beauty salon managers |
| | | 1254 | Shopkeepers — wholesale and retail |
| | | 1255 | Waste disposal and environmental services managers |
| 222 | Therapy Professional | 2221 | Physiotherapists (with the exception of a physiotherapist affiliated to a particular sporting organisation applying for a Sport and Cultural Employment Permit) |
| | | 2222 | Occupational therapists |
| | | 2223 | Speech and language therapists |
| | | 2229 | Other therapy professionals (with the exception of orthoptists) |
| 244 | Welfare Professionals | 2442 | Social workers |
| | | 2443 | Probation officers |
| | | 2449 | Other welfare professionals |
| 311 | Science, Engineering and Production Technicians | 3114 | Building and civil engineering technicians |
| 312 | Draughtspersons and Related Architectural Technicians | 3121 | Architectural and town planning technicians |
| | | 3122 | Draughtspersons |
| 321 | Health Associate Professionals | 3213 | Paramedics |
| | | 3217 | Pharmaceutical technicians |
| | | 3218 | Dental technicians |
| | | 3219 | Other health associate professionals (includes Acupuncturists, Homeopaths, Hypnotherapists, Massage therapists, Reflexologists, Sports therapists) |

| SOC-3 | Categories of employment | SOC-4 | Employments |
|-------|--|-------|---|
| 323 | Welfare and Housing Associate Professionals | 3231 | Youth and community workers |
| | | 3233 | Child and early years officers |
| | | 3234 | Housing officers |
| | | 3235 | Counsellors |
| | | 3239 | Other welfare and housing associate professionals |
| 331 | Protective Service Occupations | 3311 | NCOs and other ranks |
| | | 3312 | Police officers (sergeant and below) |
| | | 3313 | Fire service officers (watch manager and below) |
| | | 3314 | Prison service officers (below principal officer) |
| | | 3315 | Police community support officers |
| | | 3319 | Other protective service associate professionals |
| 344 | Sports and Fitness Occupations | 3443 | Fitness instructors |
| 352 | Legal Associate Professionals | 3520 | Legal associate professionals |
| 354 | Sales, Marketing and Related Associate Professionals | 3544 | Estate agents and auctioneers |
| | | 3546 | Conference and exhibition managers and organisers |
| 356 | Public Services and Other Associate Professionals | 3561 | Public services associate professionals |
| | | 3563 | Vocational and industrial trainers and instructors |
| | | 3564 | Careers advisers and vocational guidance specialists |
| | | 3565 | Inspectors of standards and regulations |
| | | 3567 | Health and safety officers |
| 411 | Administrative Occupations: Government and Related Organisations | 4112 | National government administrative occupations |
| | | 4113 | Local government administrative occupations |
| 412 | Administrative Occupations: Finance | 4122 | Book-keepers, payroll managers and wages clerks (with the exception of employment of a person fluent in the official language, apart from English, of a state which is not a Member State of the EEA in a role in accounts payable and credit control where the employment is supported by an enterprise development agency) |
| | | 4123 | Bank and post office clerks |
| | | 4124 | Finance officers |
| | | 4129 | Other financial administrative occupations |

| SOC-3 | Categories of employment | SOC-4 | Employments |
|-------|---|-------|---|
| 413 | Administrative Occupations: Records | 4132 | Pensions and insurance clerks and assistants |
| | | 4131 | Records clerks and assistants |
| | | 4135 | Library clerks and assistants |
| | | 4138 | Human resources administrative occupations |
| 415 | Other Administrative Occupations | 4151 | Sales administrators |
| | | 4159 | Other administrative occupations |
| 416 | Administrative Occupations: Office Managers and Supervisors | 4161 | Office managers |
| | | 4162 | Office supervisors |
| 421 | Secretarial and Related Occupations | 4215 | Personal assistants and other secretaries |
| | | 4217 | Typists and related keyboard occupations |
| | | 4216 | Receptionists |
| 511 | Agricultural and Related Trades | 5111 | Farmers |
| | | 5112 | Horticultural trades |
| | | 5113 | Gardeners and landscape gardeners |
| | | 5114 | Groundsmen and greenkeepers |
| | | 5118 | Skilled workers in horse-racing and related industries |
| 521 | Metal Forming, Welding and Related Trades | 5211 | Smiths and forge workers |
| | | 5212 | Moulders, core makers and die casters |
| | | 5213 | Sheet metal workers |
| | | 5214 | Metal plate workers, and riveters |
| | | 5216 | Pipe fitters |
| 522 | Metal Machining, Fitting and Instrument Making Trades | 5225 | Air-conditioning and refrigeration engineers |
| 523 | Vehicle Trades | 5231 | Vehicle technicians, mechanics and electricians (with the exception of vehicle technicians and mechanics affiliated to a particular sporting organisation applying for a Sport and Cultural Employment Permit) |
| | | 5232 | Vehicle body builders and repairers |
| | | 5234 | Vehicle paint technicians |
| | | 5235 | Aircraft maintenance and related trades |
| | | 5236 | Boat and ship builders and repairers |
| | | 5237 | Rail and rolling stock builders and repairers |

| SOC-3 | Categories of employment | SOC-4 | Employments |
|-------|---|-------|---|
| 524 | Electrical and Electronic Trades | 5241 | Electricians and electrical fitters |
| | | 5242 | Telecommunications engineers |
| | | 5244 | TV, video and audio engineers |
| | | 5245 | IT engineers (ie Computer repairer; Computer service engineer; Hardware engineer (computer)) |
| | | 5249 | Other electrical and electronic trades |
| 525 | Skilled Metal, Electrical and Electronic Trades Supervisors | 5250 | Skilled metal, electrical and electronic trades supervisors |
| 531 | Construction and building trades | 5312 | Bricklayers and masons |
| | | 5314 | Plumbers and heating and ventilating engineers |
| | | 5315 | Carpenters and joiners |
| | | 5313 | Roofers, roof tilers and slaters |
| | | 5316 | Glaziers, window fabricators and fitters |
| | | 5319 | Other construction and building trades |
| 532 | Building Finishing Trades | 5321 | Plasterers |
| | | 5322 | Floorers and wall tilers |
| | | 5323 | Painters and decorators |
| 533 | Construction and Building Trades Supervisors | 5330 | Construction and building trades supervisors |
| 542 | Printing Trades | 5421 | Pre-press technicians |
| | | 5422 | Printers |
| | | 5423 | Print finishing and binding workers |
| 543 | Food Preparation and Hospitality Trades | 5431 | Butchers and deboners |
| | | 5433 | Fishmongers and poultry dressers |
| | | 5432 | Bakers and flour confectioners |
| | | 5434 | Chefs (with the exception of— (a) executive chefs, (b) head chefs, (c) sous chefs, and (d) specialist chefs specialising in cuisine originating from a state which is not a Member State of the EEA and working in establishments other than fast food outlets) |
| | | 5435 | Cooks |
| | | 5436 | Catering and bar managers |

| SOC-3 | Categories of employment | SOC-4 | Employments |
|-------|--|-------|---|
| 541 | Textiles and Garments Trades | 5411 | Weavers and knitters |
| | | 5412 | Upholsterers |
| | | 5413 | Footwear and leather working trades |
| | | 5414 | Tailors and dressmakers |
| | | 5419 | Other textiles, garments and related trades |
| 544 | Other Skilled Trades | 5441 | Glass and ceramics makers, decorators and finishers |
| | | 5442 | Furniture makers and other craft woodworkers |
| | | 5443 | Florists |
| | | 5449 | All other skilled trades |
| 612 | Childcare and Related Personal Services | 6121 | Nursery nurses and assistants and play workers |
| | | 6122 | Childminders and related occupations |
| | | 6125 | Teaching assistants |
| | | 6126 | Educational support assistants |
| 613 | Animal Care and Control Services | 6131 | Veterinary nurses |
| | | 6132 | Pest control officers |
| | | 6139 | Other animal care services occupations |
| 614 | Caring Personal Services | 6143 | Dental nurses |
| | | 6141 | Nursing auxiliaries and assistants |
| | | 6142 | Ambulance staff (excluding paramedics) |
| | | 6148 | Undertakers, mortuary and crematorium assistants |
| | | 6144 | Houseparents and residential wardens |
| | | 6145 | Care workers and home carers (with the exception of a carer in a private home) |
| | | 6146 | Senior care workers |
| | | 6147 | Care escorts |
| 621 | Leisure and Travel Services | 6211 | Sports and leisure assistants |
| | | 6212 | Travel agents |
| | | 6214 | Air travel assistants |
| | | 6215 | Rail travel assistants |
| | | 6219 | Other leisure and travel service occupations |
| 622 | Hairdressers and Related Services | 6221 | Hairdressers, barbers, beauticians and related occupations |
| 623 | Housekeeping and Related Services | 6231 | Housekeepers and related occupations |
| | | 6232 | Caretakers |
| 624 | Cleaning and Housekeeping Managers and Supervisors | 6240 | Cleaning and housekeeping managers and supervisors |

| SOC-3 | Categories of employment | SOC-4 | Employments |
|-------|---|-------|---|
| 711 | Sales Assistants and Retail Cashiers | 7111 | Sales and retail assistants, cashiers and check-out operators |
| | | 7113 | Telephone salespersons |
| | | 7114 | Pharmacy and other dispensing assistants |
| | | 7115 | Vehicle and parts salespersons and advisers |
| 712 | Sales Related Occupations | 7121 | Collector salespersons and credit agents |
| | | 7122 | Debt, rent and other cash collectors |
| | | 7123 | Rounds persons and van sales persons |
| | | 7124 | Market and street traders and assistants |
| | | 7125 | Merchandisers and window dressers |
| | | 7129 | Other sales related occupations |
| 713 | Sales Supervisors | 7130 | Sales supervisors |
| 721 | Customer Service Occupations | 7211 | Call and contact centre occupations (with the exception of employment of a person fluent in the official language, apart from English, of a state which is not a Member State of the EEA, where the employment is supported by an enterprise development agency and is in— (i) a customer service and sales role with relevant product knowledge, (ii) a specialist online digital marketing and sales role, or (iii) a specialist language support and technical sales support role) |
| | | 7213 | Telephonists |
| | | 7214 | Communication operators |
| | | 7215 | Market research interviewers |
| | | 7219 | Other customer service occupations |
| 722 | Customer Service Managers and Supervisors | 7220 | Customer service managers and supervisors |
| 811 | Process Operatives | 8111 | Food, drink and tobacco process operatives |
| | | 8114 | Chemical and related process operatives |
| | | 8112 | Glass and ceramics process operatives |
| | | 8113 | Textile process operatives |
| | | 8115 | Rubber process operatives |
| | | 8116 | Plastics process operatives |
| | | 8117 | Metal making and treating process operatives |
| | | 8118 | Electroplaters |
| | | 8119 | Other process operatives |

| SOC-3 | Categories of employment | SOC-4 | Employments |
|-------|---|-------|--|
| 812 | Plant and Machine Operatives | 8121 | Paper and wood machine operatives |
| | | 8122 | Coal mine operatives |
| | | 8123 | Quarry workers and related operatives |
| | | 8124 | Energy plant operatives |
| | | 8125 | Metal working machine operatives |
| | | 8126 | Water and sewerage plant operatives |
| | | 8127 | Printing machine assistants |
| | | 8129 | Other plant and machine operatives |
| 813 | Assemblers and Routine Operatives | 8131 | Assemblers (electrical and electronic products) |
| | | 8132 | Assemblers (vehicles and metal goods) |
| | | 8133 | Routine inspectors and testers |
| | | 8134 | Weighers, graders and sorters |
| | | 8135 | Tyre, exhaust and windscreen fitters |
| | | 8137 | Sewing machinists |
| | | 8139 | Other assemblers and routine operatives |
| 814 | Construction Operatives | 8141 | Scaffolders, staggers and riggers |
| | | 8142 | Road construction operatives |
| | | 8143 | Rail construction and maintenance operatives |
| | | 8149 | Other construction operatives |
| 821 | Transport Drivers, mobile machine Drivers | 8211 | Large goods vehicle drivers |
| | | 8212 | Van drivers |
| | | 8213 | Bus and coach drivers |
| | | 8214 | Taxi and cab drivers and chauffeurs |
| | | 8215 | Driving instructors |
| 822 | Mobile Machine Drivers and Operatives | 8221 | Crane drivers |
| | | 8222 | Fork-lift truck drivers |
| | | 8223 | Agricultural machinery drivers |
| | | 8229 | Other mobile machine drivers and operatives |
| 823 | Other Drivers and Transport Operatives | 8231 | Train and tram drivers |
| | | 8232 | Marine and waterways transport operatives |
| | | 8233 | Air transport operatives |
| | | 8234 | Rail transport operatives |
| | | 8239 | Other drivers and transport operatives |
| 911 | Elementary Agricultural Occupations | 9111 | Farm workers |
| | | 9112 | Forestry workers |
| | | 9118 | General occupations in horse-racing and related industries |
| | | 9119 | Other fishing and other general agriculture occupations |

| SOC-3 | Categories of employment | SOC-4 | Employments |
|-------|---------------------------------------|-------|---|
| 912 | Elementary Construction Occupations | 9120 | Elementary construction occupations |
| 913 | Elementary Process Plant Occupations | 9132 | Industrial cleaning process occupations |
| | | 9134 | Packers, bottlers, canners and fillers |
| | | 9139 | Other elementary process plant occupations |
| 921 | Elementary Administration Occupations | 9211 | Postal workers, mail sorters, messengers and couriers |
| | | 9219 | Other elementary administration occupations |
| 923 | Elementary Cleaning Occupations | 9231 | Window cleaners |
| | | 9232 | Street cleaners |
| | | 9233 | Cleaners and domestics |
| | | 9234 | Launderers, dry cleaners and pressers |
| | | 9235 | Refuse and salvage occupations |
| | | 9236 | Vehicle valeters and cleaners |
| | | 9239 | Other elementary cleaning occupations |
| 924 | Elementary Security Occupations | 9241 | Security guards and related occupations |
| | | 9242 | Parking and civil enforcement occupations |
| | | 9244 | School midday and crossing patrol occupations |
| | | 9249 | Other elementary security occupations |
| 925 | Elementary Sales Occupations | 9251 | Shelf fillers |
| | | 9259 | Other elementary sales occupations |
| 926 | Elementary Storage Occupations | 9260 | General storage occupations |
| 927 | Other Elementary Services Occupations | 9272 | Kitchen and catering assistants |
| | | 9273 | Waiters and waitresses |
| | | 9274 | Bar staff |
| | | 9271 | Hospital porters |
| | | 9275 | Leisure and theme park attendants |
| | | 9279 | Other elementary service occupations |
| All | Work in the private home | All | Domestic operatives |

Note: ‘SOC-3’ and ‘SOC-4’ refer to applicable levels in the Standard Occupational Classification system (SOC 2010).”



GIVEN under my Official Seal,
11 November 2014.

RICHARD BRUTON,
Minister for Jobs, Enterprise and Innovation.

EXPLANATORY NOTE

(This note is not part of the Instrument and does not purport to be a legal interpretation.)

These Regulations amend the Employment Permits Regulations 2014 by replacing Schedule 3, which relates to employments in respect of which there is a shortage in respect of qualifications, experience or skills which are required for the proper functioning of the economy, and Schedule 4, which relates to employments in respect of which an employment permit shall not be granted.

These Regulations may be cited as the Employment Permits (Amendment) Regulations 2014.

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