



STATUTORY INSTRUMENTS.

S.I. No. 33 of 2016



EMPLOYMENT PERMITS (AMENDMENT) REGULATIONS 2016

EMPLOYMENT PERMITS (AMENDMENT) REGULATIONS 2016

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. (1) These Regulations may be cited as the Employment Permits (Amendment) Regulations 2016.

(2) The Principal Regulations, the Employment Permits (Trusted Partner) Regulations 2015 (S.I. No. 172 of 2015), the Employment Permits (Amendment) Regulations 2015 (S.I. No. 349 of 2015), the Employment Permits (Amendment) (No. 2) Regulations 2015 (S.I. No. 602 of 2015) and these Regulations may be cited together as the Employment Permits Regulations 2014 to 2016 and shall be construed together as one.

2. These Regulations come into operation on 1 February 2016.

3. In these Regulations “Principal Regulations” means the Employment Permits Regulations 2014 (S.I. No. 432 of 2014).

4. The Principal Regulations are amended by substituting for Schedules 3 and 4 (as amended by Regulation 9 of the Employment Permits (Amendment) Regulations 2015) 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, analytical 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 29th January, 2016.

SOC-3	Employment category	SOC-4	Employments
		2112	<ul style="list-style-type: none"> • Medical laboratory scientists • Biological scientists and biochemists in manufacturing (including food & beverages, medical devices), product development, analytical 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, analytical development, clinical co-vigilance, or biotechnology or related and relevant specialist skills, qualifications or experience
212	Engineering Professionals	2122	<p>Mechanical engineers specialising in:</p> <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	<p>Electrical engineers specialising in:</p> <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	<p>Electronics engineers specialising in:</p> <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	<p>Design and development engineers specialising in:</p> <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

SOC-3	Employment category	SOC-4	Employments
		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
		2129	Material scientists
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
		2139	All other ICT professionals
221	Health Professionals	2211	Medical practitioners
		2213	Industrial Pharmacists
		2217	<ul style="list-style-type: none"> • Radiographers • Radiation therapists • Vascular technologists/physiologists • Gastro Intestinal technologists/physiologists
		2219	<ul style="list-style-type: none"> • Audiologists • Perfusionists
118	Health and Social Services Managers and Directors	1181	Senior health services and public health managers and directors
223	Nursing and Midwifery Professionals	2231	<ul style="list-style-type: none"> • Registered Nurses (RGN, MHN, ID and Children's nurses) • Clinical Nurse Specialists • Clinical Nurse Managers • Advanced Nursing Practitioners
		2232	<ul style="list-style-type: none"> • Registered Midwives • Clinical Midwife Specialists • Clinical Midwife Managers • Advanced Midwife Practitioners
222	Therapy Professionals	2229	Orthoptists
321	Health Associate Professionals	3218	<ul style="list-style-type: none"> • Prosthetists • Orthotists
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

SOC-3	Employment category	SOC-4	Employments
		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
		3543	International marketing experts with required domain knowledge specialising in product strategy development and management with technical and product/service knowledge (pharmaceutical, medical devices, Software B2B, SaaS products)

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

Regulations 15, 26, 27, 32, 39, 57

Schedule 4

Employments in respect of which an employment permit shall not be granted

SOC-3	Categories of employment	SOC-4	Employment
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

SOC-3	Categories of employment	SOC-4	Employment
125	Managers in Other Services	1251	Property, housing and estate managers
		1252	Garage managers
		1253	Hairdressing and beauty salon managers
		1254	Shopkeepers — wholesale and retail
		1255	Waste disposal and environmental services managers
		1259	Other managers in other services (includes Betting shop manager, Graphic design manager, Library manager, Plant hire manager, Production manager)
222	Therapy Professionals	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, and chiropractors who are members of the Chiropractic Association of Ireland)
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	3216	Dispensing opticians
		3217	Pharmaceutical technicians
		3218	Dental technicians
		3219	Other health associate professionals (includes Acupuncturists, Homeopaths, Hypnotherapists, Massage therapists, Reflexologists, Sports therapists)
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

SOC-3	Categories of employment	SOC-4	Employment
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 (with the exception of mobility instructors for the visually impaired)
		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	4121	Credit controllers (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 credit control where the employment is supported by an enterprise development agency)
		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 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	Employment
413	Administrative Occupations: Records	4131	Records clerks and assistants
		4132	Pensions and insurance clerks and assistants
		4133	Stock control clerks and assistants
		4134	Transport and distribution 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	4211	Medical secretaries
		4212	Legal secretaries
		4213	School secretaries
		4214	Company secretaries
		4215	Personal assistants and other secretaries
		4216	Receptionists
		4217	Typists and related keyboard occupations
511	Agricultural and Related Trades	5111	Farmers
		5112	Horticultural trades
		5113	Gardeners and landscape gardeners
		5114	Groundsmen and greenkeepers
		5119	Other agricultural and fishing trades
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
		5215	Welding trades (with the exception of TIG and MIG welders)
		5216	Pipe fitters
522	Metal Machining, Fitting and Instrument Making Trades	5225	Air-conditioning and refrigeration engineers

SOC-3	Categories of employment	SOC-4	Employment
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
		5236	Boat and ship builders and repairers
		5237	Rail and rolling stock builders and repairers
524	Electrical and Electronic Trades	5241	Electricians and electrical fitters
		5244	TV, video and audio engineers
		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
		5313	Roofers, roof tilers and slaters
		5314	Plumbers and heating and ventilating engineers
		5315	Carpenters and joiners
		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
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
542	Printing Trades	5421	Pre-press technicians
		5422	Printers
		5423	Print finishing and binding workers

SOC-3	Categories of employment	SOC-4	Employment
543	Food Preparation and Hospitality Trades	5431	Butchers (with the exception of boners (meat))
		5432	Bakers and flour confectioners
		5433	Fishmongers and poultry dressers
		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
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
		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 (includes work riders)
614	Caring Personal Services	6141	Nursing auxiliaries and assistants
		6142	Ambulance staff (with the exception of paramedics)
		6143	Dental nurses
		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
		6148	Undertakers, mortuary and crematorium assistants

SOC-3	Categories of employment	SOC-4	Employment
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 (with the exception of tourist guides fluent in the official language, apart from English, of a state which is not a Member State of the EEA)
622	Hairdressers and Related Services	6221	Hairdressers, barbers, and related occupations
		6222	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
711	Sales Assistants and Retail Cashiers	7111	Sales and retail assistants
		7112	Retail 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	Roundspersons and van salespersons
		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— <ul style="list-style-type: none"> • a customer service and sales role with relevant product knowledge, • a specialist online digital marketing and sales role, or • a specialist language support and technical sales support role)
		7213	Telephonists
		7214	Communication operators
		7215	Market research interviewers
		7219	Other customer service occupations

SOC-3	Categories of employment	SOC-4	Employment
722	Customer Service Managers and Supervisors	7220	Customer service managers and supervisors
811	Process Operatives	8111	Food, drink and tobacco process operatives (with exception of Computer Numerical Control Operative)
		8112	Glass and ceramics process operatives (with exception of Computer Numerical Control Operative)
		8113	Textile process operatives (with exception of Computer Numerical Control Operative)
		8114	Chemical and related process operatives (with exception of Computer Numerical Control Operative)
		8115	Rubber process operatives (with exception of Computer Numerical Control Operative)
		8116	Plastics process operatives (with exception of Computer Numerical Control Operative)
		8117	Metal making and treating process operatives (with exception of Computer Numerical Control Operative)
		8118	Electroplaters (with exception of Computer Numerical Control Operative)
		8119	Other process operatives (with exception of Computer Numerical Control Operative)
812	Plant and Machine Operatives	8121	Paper and wood machine operatives (with exception of Computer Numerical Control Operative)
		8122	Coal mine operatives (with exception of Computer Numerical Control Operative)
		8123	Quarry workers and related operatives (with exception of Computer Numerical Control Operative)
		8124	Energy plant operatives (with exception of Computer Numerical Control Operative)
		8125	Metal working machine operatives (with exception of Computer Numerical Control Operative)
		8126	Water and sewerage plant operatives (with exception of Computer Numerical Control Operative)
		8127	Printing machine assistants (with exception of Computer Numerical Control Operative)
		8129	Other plant and machine operatives (with exception of Computer Numerical Control Operative)

SOC-3	Categories of employment	SOC-4	Employment
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	Road Transport 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
		9119	Other fishing and other general agriculture occupations
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

SOC-3	Categories of employment	SOC-4	Employment
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	Elementary storage occupations
927	Other Elementary Services Occupations	9271	Hospital porters
		9272	Kitchen and catering assistants
		9273	Waiters and waitresses
		9274	Bar staff
		9275	Leisure and theme park attendants
		9279	Other elementary services 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,
25 January 2016.

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 to provide for the following:

Schedule 3 — changes to the list of 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.

Schedule 4 — changes to the list of employments in respect of which an employment permit shall not be granted.

These Regulations may be cited as the Employment Permits (Amendment) Regulations 2016.

These Regulations come into operation on 1 February 2016.

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