

National Scarce Skills List 2008

Foreword

In publishing this, the third *National Master Scarce Skills List for South Africa*, the Ministry of Labour is able to give a comprehensive account of the skills that lie at the heart of the “binding constraint” on economic growth and development¹. This *List* reflects the skills that are most needed in our country and on which we need to focus efforts on acquiring and developing.

The *National Master Scarce Skills List* brings together a number of labour market demand side identification processes and represents a growing coherence across government and economic sector actors in identifying and forecasting skills demand.

There is a twin foundation for the *Master Scarce Skills List*. The first lies in the adoption of a clear definition for Scarce and Critical Skills, initially drafted and developed between the Department and its skills development sectoral intermediaries, the SETAs. These definitions were then negotiated and amended with relevant line departments in the Skills committee of the government’s economic cluster, i.e. between the Department of Labour and the Departments of Education, Home Affairs, Public Enterprises, Science & Technology, and Trade & Industry.

The second lies in the adoption by the Department of Labour of the Organising Framework of Occupations which SETAs have utilized in the drafting of their 5 Year Sector Skills Plans and the annually submitted Sector Skills Plan Updates. This Framework allows different economic sectors to identify and forecast skills shortages at a sufficiently detailed and meaningful level of the occupation for a variety of strategies to be designed to address the scarcity.

Defining ‘scarce’ and ‘critical’ skills

In respect of the agreed definition refers to an absolute or relative demand: current or in future; for skilled; qualified and experienced people to fill particular roles/professions, occupations or specialisations in the labour market. Scarce skills are usually measured in terms of occupation or qualification. Both ‘occupation’ and ‘qualification’ have the merit of being relatively straightforward to measure and readily understood. while ‘*critical*’ skills refer to particular capabilities needed **within** an occupation, for example, general management skills, communication and customer handling skills, team-work skills, communication technology skills.

The Department of Labour has also included a differentiation between absolute and relative scarcity of skills in the definition:

¹ Deputy President at launch of the JIPSA initiative, March 2006.

- (a) **Absolute scarcity** refers to suitably skilled people who are not available in the labour market. Specific contexts in which absolute scarcities may arise include:
- A new or emerging occupation, i.e. there are few, if any, people in the country with the requisite skills.
 - Firms, sectors and even the national economy are unable to implement planned growth strategies because productivity, service delivery and quality problems are directly attributable to a lack of skilled people.
 - Replacement demand would reflect an absolute scarcity where there are no people enrolled or engaged in the process of acquiring skills that need to be replaced (DoL, 2006c).
- (b) **Relative scarcity** refers, for example, to the context where suitably skilled people are in fact available in the labour market but they do not exhibit other employment criteria, for example:
- High-level work experience, for example project management of large construction sites such as dams or power plants.
 - Geographical location, for example, people are unwilling to work outside of urban areas.
 - Equity considerations, for example, there are few if any candidates with the requisite skills from specific groups available to meet the skills requirements of firms and enterprises (DoL, 2006c).

To accommodate the a focus to the priority areas identified by Joint Initiative for Priority Skills SA (JIPSA); the skills focus agreed that priority skills refer to the scarce and critical skills that are needed at a point in time; and that will be established through the scarce and critical skills identification processes

Process of developing the National Scarce Skills List

The National Scarce Skills List was prepared by the Department of Labour drawing relevant data from SETA Sector Skills Plans. Contributions were received from several other government departments, including Home Affairs and the Departments of Trade and Industry, Public Enterprises, Minerals and Energy, Environment and Tourism, Education and Science and Technology. Additional data obtained from other government departments was used largely to validate the scarcities identified in the SETA Sector Skills Plans that had been highlighted in the *National Scarce Skills List*.

SETAs identify “scarcity” using the above definitions and through a process of research, analysis of workplace skills plans and annual training reports submitted by employers in their sector and stakeholder consultation. The scarce skills information reflected in these Plans and mechanisms for identifying scarcity have been improved through the experience and lessons learnt during the development

of the first and second Lists and it is the intention of the Department to assist SETAs to ensure that the scarce skills signalling processes and data are substantively updated, reliable and serve their sectoral and national purposes.

Given that the purpose of the list is to identify trends and appropriate interventions, the relative “amount” of scarcity is indicated as a rounded, aggregate figure. This method has been used to ensure that the National Scarce Skills List remains a central device reflecting the Department of Labour’s approach to labour market trends analysis for skills development and not a device for uncritical manpower planning.

It must be noted that the rounded, approximate figures reflect an order of magnitude and not the potential negative impact on growth and development. For example, the magnitude of scarcity for economic development policy and planning skills may be less than 50 while the inability to address this scarcity may result in unsustainable local economic development accompanied by increased poverty and unemployment in the particular locality.

It is also important to note that the approximate figures reflected in this National Scarce Skills List cover the period 2008-2010 and include Infrastructure Investment and Build Project demand as well as projected demand for the nuclear energy sector.

Purpose of the National Scarce Skills List

The List is intended to serve several purposes:

1. For the Department of Labour and its statutory skills development intermediaries, the national list provides a set of indicators for skills development interventions
2. For the Department of Education and public education and training institutions, the national list provides a set of indicators for course development and career guidance that should be provided to learners and communities, including schools, FET Colleges, Universities, Universities of Technology and learners across these institutions
3. For the Department of Home Affairs, the national list provides a basis for establishing the Work Permit Quota List and for evaluating employer-sponsored applications for work permits
4. For the national government and national initiatives such as JIPSA, the national list provides a platform for targeted interventions and the development of mechanisms to monitor and evaluate both the success and impact of measures aimed at redressing particular scarcities

NATIONAL SCARCE SKILLS LIST

2008

OCCUPATIONAL GROUPING	SPECIALISATION	DESCRIPTOR	Magnitude of scarcity
MANAGERS			
Chief Executives, General Managers and Legislators	Chief Executives and Managing Directors (Enterprises / Organisations)	CHIEF EXECUTIVES AND MANAGING DIRECTORS (Enterprises / Organisations) determine, formulate and review the general policy programs and the overall direction of organisations within the framework established by boards of directors and similar governing bodies.	200
	General Managers	GENERAL MANAGERS plan, organise, direct, control and review the day-to-day operations and major functions of commercial and industrial organisations through departmental managers and subordinate executives.	1,455
	Senior Government and Local Government Officials	SENIOR GOVERNMENT AND LOCAL GOVERNMENT OFFICIALS plan, organise, direct, control, review and oversee the interpretation and implementation of government and local government policies and legislation.	400
Specialist Managers	Advertising, Marketing and Sales Managers	ADVERTISING, MARKETING AND SALES MANAGERS plan, organise, direct, control and coordinate advertising, public relations, sales and marketing activities within organisations.	4,045
	Corporate (Administration & Business) Services Managers	CORPORATE (ADMINISTRATION & BUSINESS) SERVICES MANAGERS plan, organise, direct, control and coordinate the overall administration of organisations.	800
	Finance Managers Inc Municipal Finance Managers and Audit Managers)	FINANCE MANAGERS plan, organise, direct, control and coordinate the financial and accounting activities within an organisation.	2,530
	Human Resource Managers	HUMAN RESOURCE MANAGERS plan, organise, direct, control and coordinate the human resource and workplace relations activities within organisations.	815
	Policy and Planning Managers	POLICY AND PLANNING MANAGERS plan, develop, organise, direct, control and coordinate policy, advice and strategic planning within organisations.	125
	Research and Development Managers	RESEARCH AND DEVELOPMENT MANAGERS plan, organise, direct, control and coordinate research and development activities within organisations.	750
	Contract, Programme and Project Managers	CONTRACT, PROGRAMME AND PROJECT MANAGERS plan, organise, direct, control and coordinate special projects, programmes and support services.	2,860
Construction, Distribution and Production / Operations Managers	Construction Managers	CONSTRUCTION MANAGERS plan, organise, direct, control and coordinate the construction of civil engineering projects, buildings and dwellings, and the physical and human resources involved in building and construction.	1,825
	Engineering Managers	ENGINEERING PROJECT MANAGERS plan, organise, direct, control and coordinate the engineering and technical operations of organisations. Excluding ICT Engineering Project Managers.	2,770
	Production / Operations Managers	PRODUCTION / OPERATIONS MANAGERS plan, organise, direct, control and coordinate the production activities of forestry, manufacturing and mining organisations including physical and human resources.	3,130
	Supply and Distribution Managers (inc Logistics Managers)	SUPPLY AND DISTRIBUTION MANAGERS plan, organise, direct, control and coordinate the supply, storage and distribution of goods produced by organisations.	2,950
Information and Communication Technology (ICT) Managers	Information and Communication Technology (ICT) Managers	INFORMATION AND COMMUNICATION TECHNOLOGY (ICT) MANAGERS plan, organise, direct, control and coordinate the acquisition, development, maintenance and use of computer and telecommunication systems within organisations.	885

OCCUPATIONAL GROUPING	SPECIALISATION	DESCRIPTOR	Magnitude of scarcity
Miscellaneous Specialist Managers	Safety and Security Managers	SAFETY AND SECURITY MANAGERS provide high level management to support the running of organisational, geographical and operational units and sections within the South African National Defence Force, Fire and Rescue Services and South African Police Services.	350
	Other Specialist Managers (Includes Environmental, Arts and Culture, Office and Quality Managers)	OTHER SPECIALIST MANAGERS perform specialist management tasks not elsewhere classified.	6,955
Events, Hospitality, Retail and Service Managers	Retail Managers	RETAIL MANAGERS organise and control the operations of establishments which provide retail services.	4,830
	Call or Contact Centre and Customer Service Managers	CALL OR CONTACT CENTRE AND CUSTOMER SERVICE MANAGERS organise and control the operations of call or contact centres, review customer services, and maintain sound customer relations.	3,390
	Event and Conference Managers	EVENT AND CONFERENCE MANAGERS organise and coordinate services for events, conferences, functions, banquets and seminars, including researching, planning, organising, implementing, controlling and evaluating an event's design, activities and production.	300
	Transport Services Managers	TRANSPORT SERVICES MANAGERS organise and control the operations of enterprises which lease and hire vehicles, operate a fleet of transport vehicles, and railway stations.	70
	Miscellaneous Hospitality, Retail and Service Managers	This Unit Group covers MISCELLANEOUS RETAIL, HOSPITALITY AND SERVICE MANAGERS not elsewhere classified. It includes Facilities and Cleaning Managers	150
PROFESSIONALS			
Arts and Media Professionals	Actors, Dancers and other Entertainers	ACTORS, DANCERS AND OTHER ENTERTAINERS entertain by portraying roles in productions, performing and composing dances, and performing a variety of other acts.	300
	Music Professionals	MUSIC PROFESSIONALS write, arrange, orchestrate, conduct and perform musical compositions.	1,800
	Photographers	PHOTOGRAPHERS operate a still camera to take photographs.	75
	Visual Arts and Crafts Professionals	VISUAL ARTS AND CRAFTS PROFESSIONALS create visual two- and three-dimensional concepts and forms through painting, drawing, carving, sculpting, modelling, printmaking, video, multimedia, found objects, ephemera, soundscapes and other media to communicate concepts and ideas.	500
	Miscellaneous Arts Professionals (includes Textile and Multimedia Artists)	This Unit Group covers Arts Professionals not elsewhere classified. These occupations require high levels of creative talent or personal commitment and interest as well as, or in place of, formal qualifications or experience.	100
	Artistic Directors and Media Practitioners and Presenters	ARTISTIC DIRECTORS, AND MEDIA PRODUCERS AND PRESENTERS plan, administer and review activities concerned with producing artistic media, determine artistic policies for performing arts organisations, prepare and present news, sports and other information, and conduct interviews and introduce music, performances and special events on radio and television.	500

OCCUPATIONAL GROUPING	SPECIALISATION	DESCRIPTOR	Magnitude of scarcity
	Authors and Book and Script Editors	AUTHORS, AND BOOK AND SCRIPT EDITORS write, edit and evaluate literary works for publication and scripts for film, television, radio and stage productions	260
	Film, Television, Radio and Stage Directors	FILM, TELEVISION, RADIO AND STAGE DIRECTORS direct the artistic and production aspects of film, television, radio and stage productions.	450
	Journalists, Other Writers and Editors	JOURNALISTS, OTHER WRITERS AND EDITORS research and compile news stories, write and edit news reports, commentaries and feature stories for presentation in print and electronic media, and compose written material to advertise products and services.	1,550
Accountants, Auditors and Company Secretaries	Accountants	ACCOUNTANTS plan and provide accounting systems and services relating to taxation and the financial dealings of organisations and individuals, and advise on associated record-keeping and compliance requirements.	2,455
	Auditors, Company Secretaries and Corporate Treasurers	AUDITORS, COMPANY SECRETARIES AND CORPORATE TREASURERS conduct audits of accounting systems, procedures and financial statements, manage corporate funding and financial risk, and administer and review corporate compliance activities.	325
Financial Brokers and Dealers and Investment Advisors	Financial Brokers	FINANCIAL BROKERS and Dealers operate as independent agents to facilitate the trading of commodities and arrange insurance and loans of money on behalf of other persons and organisations.	1005
	Financial Investment Advisers and Managers	FINANCIAL INVESTMENT ADVISORS AND MANAGERS develop financial plans for individuals and organisations, and invest and manage funds on their behalf.	485
Human Resource and Training Professionals	Human Resource Professionals	HUMAN RESOURCE PROFESSIONALS plan, develop, implement and evaluate staff recruitment, assist in resolving disputes by advising on workplace matters, and represent industrial, commercial, union, employer and other parties in negotiations on issues such as enterprise bargaining, rates of pay and conditions of employment.	3,855
	ICT Trainers	ICT TRAINERS analyse and evaluate information-based system training needs and objectives, and develop, schedule and conduct ICT-based system training programs and courses.	155
	Training and Development Professionals	TRAINING AND DEVELOPMENT PROFESSIONALS plan, develop, implement and evaluate training and development programs to ensure management and staff acquire the skills and develop the competencies required by organisations to meet organisational objectives.	9,260
Information and Organisation Professionals	Actuaries, Mathematicians and Statisticians	ACTUARIES, MATHEMATICIANS AND STATISTICIANS develop and apply actuarial, mathematical, statistical and quantitative principles and techniques to solve problems in a range of fields such as business and finance, scientific and social research, and engineering.	100
	Archivists, Curators and Records Managers	ARCHIVISTS, CURATORS AND RECORDS MANAGERS develop, maintain, implement and deliver systems for keeping, updating, accessing and preserving records, files, information, historical documents and artefacts.	265

OCCUPATIONAL GROUPING	SPECIALISATION	DESCRIPTOR	Magnitude of scarcity
	Economists	ECONOMISTS perform economic research and analysis; develop and apply theories about production and distribution of goods and services, and people's spending and financial behaviour; and provide advice to governments and organisations on subjects relating to economic policies.	365
	Land Property and Assets Economists and Valuers	LAND, PROPERTY AND ASSETS ECONOMISTS AND VALUERS provide advice on the administration and use of land and property, and assess the value of land, property and other items such as commercial equipment and objects of art.	450
	Management and Organisation Analysts	MANAGEMENT AND ORGANISATION ANALYSTS assist organisations to achieve greater efficiency and solve organisational problems, and study organisational structures, methods, systems and procedures. Note: the terms Analyst, Advisor, Consultant, Planner and Specialist are used interchangeably.	1,760
	Librarians	LIBRARIANS develop, organise and manage library services such as collections of information, recreational resources and reader information services.	200
	Management and Organisation Analysts	MANAGEMENT AND ORGANISATION ANALYSTS assist organisations to achieve greater efficiency and solve organisational problems, and study organisational structures, methods, systems and procedures.	1,760
	Miscellaneous Information and Organisation Analysts	This Unit Group covers Organisation and Information Professionals not elsewhere classified and includes Local Economic Development Officers	100
Sales, Marketing and Public Relations Professionals	Advertising and Marketing Professionals	ADVERTISING AND MARKETING PROFESSIONALS develop and coordinate advertising strategies and campaigns, determine the market for new goods and services, and identify and develop market opportunities for new and existing goods and services.	3,095
	ICT Sales Professionals	ICT SALES PROFESSIONALS manage client accounts and represent companies in selling a range of computer hardware, software and ICT goods and services to industrial, business, professional and other organisations.	1,245
	Public Relations / Communication Management Professionals	PUBLIC RELATIONS / COMMUNICATION MANAGEMENT PROFESSIONALS plan, develop, implement and evaluate information and communication strategies which create an understanding and a favourable view of organisations, their goods and services, and their role in the community.	610
	Technical Sales Representatives	TECHNICAL SALES REPRESENTATIVES represent companies in selling a range of industrial, medical and pharmaceutical goods and services to industrial, business, professional and other establishments. This Group excludes ICT Sales Professionals.	2,060
Air and Marine Transport Professionals	Air Transport Professionals	AIR TRANSPORT PROFESSIONALS fly aircraft and perform functions such as air traffic control to ensure the safe and efficient operation of aircraft in flight and on the ground.	185
	Marine Transport Professionals	MARINE TRANSPORT PROFESSIONALS control and manage the operation of ships, boats and marine equipment.	435
Architects, Designers, Planners and Surveyors	Architects and Landscape Architects	ARCHITECTS AND LANDSCAPE ARCHITECTS design commercial, industrial, institutional, residential and recreational buildings and landscapes.	950

OCCUPATIONAL GROUPING	SPECIALISATION	DESCRIPTOR	Magnitude of scarcity
	Cartographers and Surveyors	CARTOGRAPHERS AND SURVEYORS apply scientific and mathematical principles to design, prepare and revise maps and charts, and plan, direct and conduct survey work to determine, delineate, plan and precisely position tracts of land, natural and constructed features, coastlines, marine floors and underground works, and manage related information systems.	1,000
	Fashion, Industrial and Jewellery Designers	FASHION, INDUSTRIAL AND JEWELLERY DESIGNERS plan, design, develop and document products for manufacture and prepare them for mass, batch and one-off production.	965
	Graphic and Web Designers, and Illustrators	GRAPHIC AND WEB DESIGNERS, AND ILLUSTRATORS design information for visual and audio communication, publication and display using print, film, electronic, digital and other forms of visual and audio media.	830
	Urban and Regional Planners	URBAN AND REGIONAL PLANNERS develop and implement plans and policies for the controlled use of urban and rural land, and advise on economic, environmental and social factors affecting land use.	640
Engineering Professionals	Chemical and Materials Engineers and Technologists	CHEMICAL ENGINEERS AND TECHNOLOGISTS design and prepare specifications for chemical process systems and the construction and operation of commercial-scale chemical plants, supervise industrial processing and fabrication of products undergoing physical and chemical change, test and develop new materials, analyse and modify new and existing chemical and materials engineering technologies and improve certain qualities of existing materials.	590
	Civil Engineers and Technologists and Quantity Surveyors	CIVIL ENGINEERS AND TECHNOLOGISTS AND QUANTITY SURVEYORS design, plan, organise and oversee the construction of civil engineering projects such as all types of structures, water and gas supply, and transportation systems, assess the impact of large-scale projects on the environment, analyse and modify new and existing civil engineering technologies, and estimate and monitor the construction costs of projects .	2,940
	Electrical Engineers and Technologists	ELECTRICAL ENGINEERS AND TECHNOLOGISTS design, develop and supervise the manufacture, installation, operation and maintenance of equipment, machines and systems for the generation, distribution, utilisation and control of electric power and analyse and modify new and existing electrical engineering technologies.	2,485
	Electronics and Telecommunications Engineers and Technologists	ELECTRONICS AND TELECOMMUNICATIONS ENGINEERS AND TECHNOLOGISTS design, develop, adapt, install, test and maintain electronic components, circuits and systems used for computer systems, communication systems and other industrial applications and analyse and modify new and existing electronic engineering technologies.	925
	Industrial and Mechanical Engineers and Technologists	INDUSTRIAL AND MECHANICAL ENGINEERS AND TECHNOLOGISTS design, organise and oversee the construction, operation and maintenance of mechanical and process plant and installations, establish programs for the coordination of manufacturing activities, analyse and modify new and existing industrial, mechanical and production engineering technologies and ensure usage of resources is cost effective.	12,665

OCCUPATIONAL GROUPING	SPECIALISATION	DESCRIPTOR	Magnitude of scarcity
	Mining Engineers and Technologists	MINING ENGINEERS AND TECHNOLOGISTS plan and direct the engineering aspects of locating and extracting minerals, petroleum and natural gas from the earth and analyse and modify new and existing mining engineering technologies.	295
	Miscellaneous Engineering Professionals including Aeronautical and Avionics Engineers	This Unit Group covers Engineering Professionals not elsewhere classified.	185
Natural and Physical Science Professionals	Agricultural and Forestry Scientists	AGRICULTURAL AND FORESTRY SCIENTISTS advise farmers, rural industries and government on aspects of farming, develop techniques for increasing productivity, and study and develop plans and policies for the management of forest areas.	6,175
	Chemists, and Food and Wine Scientists	CHEMISTS AND FOOD AND BEVERAGES SCIENTISTS study the chemical and physical properties of substances, develop and monitor chemical processes and production, develop new and improve existing food products, and plan and coordinate the production of wine, beer and spirits.	1,250
	Environmental Scientists	ENVIRONMENTAL SCIENTISTS study, develop, implement and advise on policies and plans for managing and protecting the environment, flora, fauna and other natural resources.	740
	Geologists, Geophysicists and Earth Science Technologists	GEOLOGISTS, GEOPHYSICISTS AND EARTH SCIENCE TECHNOLOGISTS study the composition, structure and other physical attributes of the earth and atmosphere, locate and advise on the extraction of minerals, petroleum and ground water, and detect, monitor and forecast seismic, magnetic, electrical, thermal and oceanographic activity.	335
	Medical and Laboratory Scientists and Technologists	MEDICAL LABORATORY SCIENTISTS AND TECHNOLOGISTS conduct medical laboratory tests to assist in the diagnosis, treatment and prevention of disease.	5,000
	Veterinarians	VETERINARIANS diagnose, treat and prevent animal diseases, ailments and injuries.	50
	Miscellaneous Natural and Physical Science Professionals	This Unit Group covers Natural and Physical Science Professionals not elsewhere classified. It includes Conservators, Metallurgists, Meteorologists and Physicists.	210
School Teachers	Early Childhood Development Practitioners	EARLY CHILDHOOD DEVELOPMENT PRACTITIONERS teach the basics of numeracy, literacy, music, art and literature to early childhood (pre-primary) students and promote students' social, emotional, intellectual and physical development.	6,260
	Foundation Phase School Teachers	FOUNDATIONAL PHASE SCHOOL TEACHERS teach a range of subjects within a prescribed curriculum from Grades R - 3 to primary school students and promote students' social, emotional, intellectual and physical development.	4,200
	Intermediate and Senior Phase School Teacher:	INTERMEDIATE PHASE TEACHERS teach specific subjects within a prescribed curriculum from Grades 4 - 9 to Intermediate Phase school students and promote students' social, emotional, intellectual and physical development.	7,155
	Further Education and Training Teachers and Lecturers	FURTHER EDUCATION AND TRAINING TEACHERS AND LECTURERS teach one or more subjects (theoretical and or practical component) within a prescribed curriculum to Further Education and Training students and promote students' social, emotional, intellectual and physical development. Includes Technical College Trainers.	9,365

OCCUPATIONAL GROUPING	SPECIALISATION	DESCRIPTOR	Magnitude of scarcity
	Special Education Teachers	SPECIAL EDUCATION TEACHERS teach primary and Further Education and Training students with learning difficulties or special needs and promote students' social, emotional, intellectual and physical development. This Unit Group include teachers of Adult Basic Education.	13,885
Higher Education Lecturers	Higher Education Lecturers	HIGHER EDUCATION LECTURERS prepare and deliver lectures and conduct tutorials in one or more subjects within a prescribed course of study at a University or University of Technology and conduct research in a particular field of knowledge.	750
Miscellaneous Education and Training Professionals	Education and Training Advisors and Reviewers	EDUCATION AND TRAINING ADVISORS AND REVIEWERS conduct educational and training research, develop course curricula and associated teaching materials for use by educational institutions, and review and examine the work of teachers and the results from curriculum programs.	290
Health Diagnostic and Promotion Professionals	Medical Imaging Professionals	MEDICAL IMAGING PROFESSIONALS operate X-ray and other radiation producing and imaging equipment for diagnostic, monitoring and treatment purposes under the direction of Radiologists and other Medical Practitioners.	5,000
	Occupational and Environmental Health Professionals	OCCUPATIONAL AND ENVIRONMENTAL HEALTH PROFESSIONALS develop, implement and evaluate policies and programs to monitor environmental health and occupational health and safety and related legislation to ensure safe and healthy working conditions, and assist injured staff through the workers' compensation and rehabilitation process.	850
	Pharmacists (inc Pharmacist Assistants)	PHARMACISTS ensure safe and quality use of medicines and optimise health outcomes by contributing to selecting, prescribing, monitoring and evaluating medicine therapy, and researching, testing and developing pharmaceuticals and medical products.	10,030
Health Therapy Professionals	Speech Professionals and Audiologists	SPEECH PROFESSIONALS AND AUDIOLOGISTS provide diagnostic assessment and rehabilitation services related to human hearing defects, and assess and treat people with communication disorders and physical problems associated with eating and swallowing.	450
	Miscellaneous Health Therapy Professionals	This Unit Group covers Health Therapy Professionals not elsewhere classified. This group includes Biokineticists and Movement / Exercise Therapists.	100
Midwifery and Nursing Professionals	Registered Nurses	REGISTERED NURSES provide nursing care to patients in hospitals, aged care and other health care facilities, and in the community.	400
Business and Systems Analysts, and Programmers	ICT Business and Systems Analysts	ICT BUSINESS AND SYSTEMS ANALYSTS work with users to formulate system requirements, develop system plans and documentation, review and evaluate existing systems, and design and modify systems to meet users' business needs.	910
	Multimedia Specialists and Web Developers	MULTIMEDIA SPECIALISTS AND WEB DEVELOPERS create computer animation, audio, video and graphic image files for multimedia presentations, games, motion pictures, CD-ROMs, information kiosks and the web, and plan, produce and maintain web sites and web applications using web programming, scripting, authoring, content management and file transfer software.	105
	Software and Applications Programmers	SOFTWARE AND APPLICATIONS PROGRAMMERS design, develop, test, maintain and document program code in accordance with user requirements, and system and	2,890

OCCUPATIONAL GROUPING	SPECIALISATION	DESCRIPTOR	Magnitude of scarcity
		technical specifications.	
Database and Systems Administrators, and ICT Security Specialists	Database and Systems Administrators, and ICT Security Specialists	DATABASE AND SYSTEMS ADMINISTRATORS, AND ICT SECURITY SPECIALISTS plan, develop, maintain, manage and administer organisations' database management systems, operating systems and security policies and procedures to ensure optimal database and system integrity, security, backup, reliability and performance.	220
ICT Network and Support Professionals	Computer Network Professionals	COMPUTER NETWORK PROFESSIONALS research, analyse and recommend strategies for network architecture and development, implement, manage, maintain and configure network hardware and software, and monitor and optimise performance, troubleshoot and provide user support.	820
	ICT Support and Test Engineers	ICT SUPPORT AND TEST ENGINEERS develop procedures and strategies to support, create, maintain and manage technical quality assurance processes and guidelines and systems infrastructure, investigate, analyse and resolve system problems and performance issues, and test the behaviour, functionality and integrity of systems.	700
	Telecommunications and Engineering Professionals	TELECOMMUNICATIONS ENGINEERING PROFESSIONALS design, construct, install, service and support telecommunications equipment, systems and facilities.	75
Legal Professionals	Solicitors	SOLICITORS provide legal advice, prepare and draft legal documents, and conduct negotiations on behalf of clients on matters associated with the law. Includes Attorneys.	205
	Counsellors	COUNSELLORS provide information on vocational, relationship, social and educational difficulties and issues and work with people to help them to identify and define their emotional issues through talking therapy such as cognitive behaviour therapy and interpersonal therapy.	1,215
Social and Welfare Professionals	Psychologists	PSYCHOLOGISTS investigate, assess and provide treatment and counselling to foster optimal personal, social, educational and occupational adjustment and development.	970
	Social Workers	SOCIAL WORKERS assess the social needs of individuals, families and groups, assist and empower people to develop and use the skills and resources needed to resolve social and other problems, and further human well-being and human rights, social justice and social development.	5,000

OCCUPATIONAL GROUPING	SPECIALISATION	DESCRIPTOR	Magnitude of scarcity
TECHNICIANS AND TRADES WORKERS			
Agricultural, Medical and Science Technicians	Agricultural Technicians	AGRICULTURAL AND FORESTRY TECHNICIANS perform tests and experiments, and provide technical support to assist Agricultural and Forestry Scientists and Technologists in areas such as research, production, servicing and marketing.	200
	Medical Technicians	MEDICAL TECHNICIANS operate anaesthetic, cardiac, operating theatre and medical testing equipment, perform and assist with laboratory tests, and fill prescriptions in support of Health Professionals.	10,000
	Chemistry, Food and Beverage Technicians	CHEMISTRY, FOOD AND BEVERAGES TECHNICIANS perform tests and experiments, and provide technical support functions to assist with research, design, production and teaching in chemistry and the production of food and beverages.	6,145
	Other Miscellaneous Science Technicians	OTHER MISCELLANEOUS SCIENCE TECHNICIANS collects information, records observations and analyses data in support of Scientists and Technologists not elsewhere classified. Includes Earth and Life Science Technicians	660
Building and Engineering Technicians	Architectural, Building and Surveying Technicians	ARCHITECTURAL, BUILDING AND SURVEYING TECHNICIANS perform technical functions to assist Construction Managers, Architects and Surveyors by supervising and inspecting construction sites; estimating time, costs and resources; inspecting plumbing work; and collecting and evaluating survey data and preparing maps and plans.	2,705
	Civil Engineering Draftspersons and Technicians	CIVIL ENGINEERING DRAFTSPERSONS AND TECHNICIANS assist in civil engineering research, design, construction, operations and maintenance.	3,960
	Electrical Engineering Draftspersons and Technicians	ELECTRICAL ENGINEERING DRAFTSPERSONS AND TECHNICIANS assist in electrical engineering research, design, manufacture, assembly, construction, operation and maintenance of equipment, facilities and distribution systems.	5,145
	Electronic Engineering Draftspersons and Technicians (inc Avionics Technicians)	ELECTRONIC ENGINEERING DRAFTSPERSONS AND TECHNICIANS assist in electronic engineering research, design, manufacture, assembly, construction, operation and maintenance of equipment, facilities and distribution systems.	405
	Mechanical Engineering Draftspersons and Technicians	MECHANICAL ENGINEERING DRAFTSPERSONS AND TECHNICIANS assist in mechanical engineering research, design, manufacture, construction, operation and maintenance of machines, manufacturing equipment, mechanical installations and facilities.	255
	Safety Inspectors	SAFETY INSPECTORS inspect machines, equipment, working conditions and public places to ensure compliance with government and industry standards and regulations, in relation to occupational health and safety. This Unit Group excludes Occupational Health and Safety Inspectors. Occupational Health and Safety Inspectors are included in Unit Group 2513 Occupational and Environmental Health Professionals	765
	Miscellaneous Building and Engineering Draftspersons and Technicians	Covers Building and Engineering Draftspersons and Technicians not elsewhere classified. Includes Metallurgical and Mining Technicians & Aeronautical Engineers.	990
ICT and Telecommunications Technicians	ICT Support Technicians	ICT SUPPORT TECHNICIANS provide support for the deployment and maintenance of computer infrastructure and web technology and the diagnosis and resolution of technical problems.	1,630

OCCUPATIONAL GROUPING	SPECIALISATION	DESCRIPTOR	Magnitude of scarcity
	Telecommunications Technical Specialists	TELECOMMUNICATIONS TECHNICAL SPECIALISTS develop, monitor and carry out technical support functions for telecommunications networks and install computer equipment, computer systems and microwave, telemetry, mixing, satellite and electromagnetic wave communication systems.	1,440
Manufacturing and Process Technicians	Power Plant Processing Technicians	POWER PLANT PROCESS TECHNICIANS provides technical support and services in the development of power plant processes, facilities and systems, and in the planning, estimating, measuring and scheduling of operations related to the maintenance of power plant machines, equipment, installations and facilities.	110
Automotive Electricians and Mechanics	Automotive Electricians	AUTOMOTIVE ELECTRICIANS install, maintain and repair electrical wiring and electronic components in motorised vehicles.	1,255
	Motor Mechanics	MOTOR MECHANICS repair, maintain and test motor vehicle and other internal combustion engines and related mechanical components. Motor Vehicle parts and Accessories Fitters are excluded from this Unit Group.	4,205
Fabrication Engineering Trades Workers	Metal Casting, Forging and Finishing Trades Workers	METAL CASTING, FORGING AND FINISHING TRADES WORKERS fabricate mould patterns and form sand moulds and cores for the production of metal castings, heat and hammer metal into shape, and make, repair, coat and polish metal parts and articles.	500
	Sheetmetal Trades Workers	SHEET METAL TRADES WORKERS mark out, shape, form and join sheet metal and other materials to make products or components.	470
	Structural Steel and Welding Trades Workers (inc Boilermakers & Welders)	STRUCTURAL STEEL AND WELDING TRADES WORKERS cut, shape, join and repair metal parts of iron and steelwork structures, pressure pipes, ships, boilers or other vessels	4,045
Mechanical Engineering Trades Workers	Metal Fitters and Machinists (inc Mechanics)	METAL FITTERS AND MACHINISTS fit and assemble the fabricated metal parts into products, and set up machining tools, production machines and textile machines, operate machining tools and machines to shape metal stock and castings.	8,340
	Precision Metal Trades Workers (inc Instrument Mechanics)	PRECISION METAL TRADES WORKERS fabricate, assemble, maintain and repair metal precision instruments.	1,120
	Toolmakers and Engineering Patternmakers (inc Moulders and Tool, Jig and Die Makers)	TOOLMAKERS AND ENGINEERING PATTERNMAKERS make and repair tools, dies, jigs, fixtures and other precision parts and equipment to fine tolerances for machine tools and other production machinery, and construct full-size engineering, visual and experimental models and models for the manufacture of prototype.	340
	Millwrights and Mechatronics Trades Workers	MILLWRIGHTS AND MECHATRONICS TRADES WORKERS repair and maintain mechanical, electrical and electronic industrial equipment and systems.	1,945
Panelbeaters, and Vehicle Body Builders, Trimmers and Painters	Panelbeaters	PANEL BEATERS repair damage to metal, fibreglass and plastic body work on vehicles and form replacement vehicle panels.	1,250
	Vehicle Body Builders and Trimmers	VEHICLE BODY BUILDERS AND TRIMMERS manufacture and repair prototype production units and purpose-built vehicle bodies, and install, repair and replace the interior trim of vehicles.	120
	Vehicle Painters	VEHICLE PAINTERS prepare surfaces of vehicles, match and mix colours and apply paint.	110

OCCUPATIONAL GROUPING	SPECIALISATION	DESCRIPTOR	Magnitude of scarcity
Bricklayers, Carpenters and Joiners	Bricklayers and Stonemasons	BRICKLAYERS AND STONEMASONS lay bricks, pre-cut stones and other types of building blocks in mortar to construct and repair walls, partitions, arches and other structures, and cut and shape hard and soft stone blocks and masonry slabs for the construction and renovation of stone structures and monumental masonry.	7,225
	Carpenters and Joiners	CARPENTERS AND JOINERS construct, erect, install, renovate and repair structures and fixtures made of wood, plywood, wallboard and other materials, and cut, shape and fit timber parts to form structures and fittings.	1,345
Floor Finishers and Painting Trades Workers	Painting Trades Workers	PAINTING TRADES WORKERS apply paint, varnish, wallpaper and other finishes to protect, maintain and decorate surfaces of buildings and structures.	1,360
Glaziers, Plasterers and Tilers	Glaziers	GLAZIERS measure, cut, finish, fit and install flat glass and mirrors.	350
	Plasterers	PLASTERERS apply and fix plasterboard partitions, suspended ceilings, fire rating systems, acoustic tiles, and composite wall linings to buildings, and apply decorative and protective coverings of plaster, cement and similar materials to the interiors and exteriors of structures.	650
	Roof Tilers	ROOF TILLERS cover roofs with tiles, sheets and shingles to form a waterproof surface.	300
	Wall and Floor Tilers	WALL AND FLOOR TILERS lay ceramic, clay, slate, marble and glass tiles on external and internal walls and floors to provide protective and decorative finishes.	450
Plumbers	Plumbers	PLUMBERS install, maintain and repair pipes, drains, guttering and metal roofing, mechanical services and related equipment for water supply, gas, drainage, sewerage, heating, cooling and ventilation systems.	2,930
Electricians	Electricians	ELECTRICIANS design, assemble, install, test, commission, diagnose, maintain and repair electrical networks, systems, circuits, equipment, components, appliances and facilities for industrial, commercial and domestic purposes, and service and repair lifts, escalators and related equipment.	5,315
Electronics and Telecommunications Trades Workers	Airconditioning and Refrigeration Mechanics	AIR-CONDITIONING AND REFRIGERATION MECHANICS assemble, install, maintain and repair industrial, commercial and domestic air-conditioning and refrigeration systems and equipment.	260
	Electrical Distribution Trades Workers	ELECTRICAL DISTRIBUTION TRADES WORKERS prepare, install, repair, maintain and patrol electric power distribution networks.	1,845
	Electronics Trades Workers	ELECTRONICS TRADES WORKERS maintain, adjust and repair electronic equipment such as commercial and office machines, video and audio equipment, and electronic instruments and control systems; and transmit and receive radio messages.	630
	Telecommunications Trades Workers	TELECOMMUNICATIONS TRADES WORKERS install, maintain and repair data transmission equipment, aerial lines, conduits, cables, radio antennae and telecommunications equipment and appliances.	180
Food Trades Workers	Bakers and Pastrycooks	BAKERS AND PASTRY COOKS prepare and bake bread loaves and rolls, buns, cakes, biscuits and pastry goods.	4,490

OCCUPATIONAL GROUPING	SPECIALISATION	DESCRIPTOR	Magnitude of scarcity
	Butchers and Smallgoods Makers	BUTCHERS AND SMALL GOODS MAKERS operate meat and small goods processing machines; select, cut, trim, prepare and arrange meat for sale and supply; and manage the processes in the production of small goods.	2,385
	Chefs	CHEFS plan and organise the preparation and cooking of food in dining and catering establishments. Cooks, Fast Food Cooks and Kitchen Hands are excluded from this Unit Group.	3,800
Animal Attendants and Trainers	Animal Attendants Trainers and Shearers	ANIMAL ATTENDANTS TRAINERS AND SHEARERS care for, groom, train and shear animals, and assist Veterinarians.	110
Printing Trades Workers	Binders, Finishers and Screen Printers	BINDERS, FINISHERS AND SCREEN PRINTERS bind books and other publications, finish printed products by hand and machine, prepare stencils, and set up and operate power-driven and hand-operated screen print equipment.	350
	Graphic Pre-press Trades Workers	GRAPHIC PRE-PRESS TRADES WORKERS manipulate, set and compose text and graphics into a format suitable for printing and other visual media.	300
	Printers	PRINTERS set up and operate letterpress, lithographic, flexographic, gravure, newspaper, instant, digital and offset printing presses.	3,000
Textile, Clothing and Footwear Trades Workers	Clothing Trades Workers	CLOTHING TRADES WORKERS prepare and cut garment patterns and fabric, and make and repair garments.	380
	Upholsterers	UPHOLSTERERS make, rebuild and repair upholstered articles such as chairs, sofas, beds and mattresses.	300
Wood Trades Workers	Cabinet makers	CABINETMAKERS fabricate and repair wooden furniture, and fit and assemble prepared wooden parts to make furniture.	3,100
	Wood Machinists and Other Wood Trades Workers	WOOD MACHINISTS AND OTHER WOOD TRADES WORKERS set up and operate woodworking machines and wood turning lathes to shape wood stock; finish and polish furniture; and make picture frames and frame paintings, photographs and other artwork.	300
Miscellaneous Technicians and Trades Workers	Chemical, Gas, Petroleum, Power Generation Plant Operators	CHEMICAL, GAS, PETROLEUM AND POWER GENERATION PLANT OPERATORS control the operation of chemical production equipment, pump gas and oil from wellheads, refine and process petroleum products, and operate boilers, turbo generators and associated plant to generate electrical power.	540
	Jewellers	JEWELLERS make and repair jewellery such as rings, brooches, chains and bracelets; craft objects out of precious metals; and cut, shape and polish rough gemstones to produce fashion and industrial jewels.	205
	Performing Arts Technicians	PERFORMING ARTS TECHNICIANS provide technical and other assistance for the production, recording and broadcasting of artistic performances.	1,550
	Machine Setters and Minders	MACHINE SETTERS AND MINDERS prepare, set up and run manufacturing machinery and equipment to produce a variety of goods and products.	1,175
	Operational Process Controllers	OPERATIONAL PROCESS CONTROLLERS monitor and control mechanical and operational efficiency of production facilities, equipment, plant and related resources.	100
	Optical Laboratory Assistants	OPTICAL MECHANIC operates machines to grind, polish and surface optical lenses to meet prescription requirements, and fits lenses to spectacle frames.	10,000

OCCUPATIONAL GROUPING	SPECIALISATION	DESCRIPTOR	Magnitude of scarcity
COMMUNITY AND PERSONAL SERVICE WORKERS			
Health and Welfare Support Workers	Ambulance Officers and Paramedics	AMBULANCE OFFICERS AND PARAMEDICS provide emergency health care and transport for injured, sick, infirm and aged persons to medical facilities.	215
	Enrolled and Mother Craft Nurses	ENROLLED AND MOTHER CRAFT NURSES provide nursing care to patients in hospitals, aged care and other health care facilities and in the community, and assist parents in providing care to newborn infants under the supervision of a Registered Nurse or Midwife.	10,110
	Welfare Support Workers (inc Community and Youth Workers)	WELFARE SUPPORT WORKERS provide support, information and advice to clients on emotional, financial, recreational, health, housing and other social welfare matters, and evaluate and coordinate the services of welfare and community service agencies.	19,545
Child Carers and Education Aides	Child Carers	CHILD CARERS provide care and supervision for children in residential homes and non-residential child care centres.	460
	Education Aides	EDUCATION AIDES perform non-teaching duties to assist teaching staff in schools and provide care and supervision for children in preschools and provide assistance students and their teachers.	3,540
Personal Carers and Assistants	Dental Assistants	DENTAL ASSISTANTS prepare patients for dental examination and assist dentists in providing care and treatment.	5,000
Hospitality Workers	Hotel, Hospitality and Service Managers	HOTEL, HOSPITALITY AND SERVICE MANAGERS supervise and coordinate the activities of hotel service workers and other hospitality service workers.	200
Defence Force Members, Fire and Rescue Officials and Police	South African National Defence Force Members	SOUTH AFRICAN NATIONAL DEFENCE FORCE MEMBERS provide specialised military services (of a nature not elsewhere classified) to the South African National Defence Force.	350
	Fire and Rescue Officers	FIRE AND RESCUE OFFICERS attend emergencies to minimise risk to community security and protect life	890
	Police, Detectives and Traffic Officers	POLICE, DETECTIVES AND TRAFFIC OFFICERS protect and preserve property, public order and safety through the enforcement of laws.	200
Prison and Security Officials	Security Officers	SECURITY OFFICERS provide security and investigative services to organisations and individuals.	6,835
Personal Service and Travel Workers	Beauty Therapists	BEAUTY THERAPISTS provide skin analyses, facial therapies, skin-care treatments and bodywork, including massage, to clients.	280
	Funeral Workers (inc Funeral Directors)	FUNERAL WORKERS prepare bodies for viewing and burial, arrange and conduct funerals, and perform other specialist funeral services.	4,250
	Gallery, Museum and Tour Guides	GALLERY, MUSEUM AND TOUR GUIDES direct and guide visitors in galleries and museums, and escort visitors on sightseeing, educational and other tours.	1,500
	Tourism and Travel Advisers	TOURISM AND TRAVEL Advisors plan and organise travel and accommodation for clients, and provide travel and accommodation information to tourists.	300
	Travel Attendants	TRAVEL ATTENDANTS provide services for the safety and comfort of passengers in aircraft, ships and railway sleeping cars.	100
	Miscellaneous Personal Service Workers	This Unit Group covers Personal Service Workers not elsewhere classified. Includes Hair and Beauty Salon Assistants.	500

OCCUPATIONAL GROUPING	SPECIALISATION	DESCRIPTOR	Magnitude of scarcity
Sports and Fitness Workers	Fitness Instructors	FITNESS INSTRUCTORS direct, instruct and guide individuals or groups in the pursuit of physical fitness and well-being.	150
	Sports Coaches, Instructors and Officials, and sportspersons	SPORTS COACHES, INSTRUCTORS AND OFFICIALS coach, train and instruct sporting competitors, and officiate at sporting events.	160
CLERICAL AND ADMINISTRATIVE WORKERS			
Contract, Program, Project and Office Administrators	Contract, Program and Project Administrators	CONTRACT, PROGRAM AND PROJECT ADMINISTRATORS plan and undertake and maintain administration of contracts, organisational programs, special projects and support services.	3,150
	Office Administrators	OFFICE ADMINISTRATORS coordinate the activities of an office including administrative systems and office personnel.	540
Personal Assistants and Secretaries	Personal Assistants	PERSONAL ASSISTANTS perform liaison, coordination and organisational tasks in support of managers and professionals.	3,260
	Secretaries	SECRETARIES perform secretarial, clerical and other administrative tasks in support of managers, legal and other professionals.	665
General Clerical Workers	General Clerks	GENERAL CLERKS perform a range of clerical and administrative tasks.	5,625
	Keyboard Operators	KEYBOARD OPERATORS input and process text and data, and prepare, edit and generate documents for storage, processing, publication or transmission.	80
Call or Contact Centre Information Clerks	Call or Contact Centre Workers	CALL OR CONTACT CENTRE WORKERS respond to telephone, Internet and email inquiries and complaints about an organisation's goods and services, and promote the goods and services.	20,185
Receptionists	Receptionists\	RECEPTIONISTS receive and welcome visitors, patients, guests and clients, and respond to inquiries and requests.	745
Accounting Clerks and Bookkeepers	Accounting Clerks	ACCOUNTING CLERKS monitor creditor and debtor accounts, and undertake related routine documentation, and calculate and investigate the cost of wages, materials, overheads and other operating costs.	195
	Bookkeepers	BOOKKEEPERS maintain and evaluate records of financial transactions in account books and computerised accounting systems.	335
Financial and Insurance Clerks	Bank Workers	BANK WORKERS receive deposits and pay out money in financial and commercial institutions, keep records of transactions, issue receipts and cash cheques.	180
	Credit and Loans Officers	CREDIT AND LOANS OFFICERS analyse, evaluate and process credit and loan applications.	2,325
Clerical and Office Support Workers	Couriers and Postal Deliverers	COURIERS AND POSTAL DELIVERERS deliver small items such as documents, messages, mail and parcels.	2,000
	Mail Sorters	MAIL SORTERS receive, sort and dispatch mail in organisations and postal sorting centres.	800
	Survey Interviewers	SURVEY INTERVIEWERS interview people and record their responses to survey and market research questions on a range of topics	3,020

OCCUPATIONAL GROUPING	SPECIALISATION	DESCRIPTOR	Magnitude of scarcity
Purchasing, Supply, Transport and Despatch Administrators	Purchasing and Supply Logistics Administrators	PURCHASING AND SUPPLY LOGISTICS ADMINISTRATORS prepare and process orders for goods and services, monitor stock levels and supply sources and maintain stock and inventory levels, record and coordinate the flow of materials between departments and prepare production schedules, and administer and coordinate storage and distribution operations within organisations.	9,235
	Transport and Despatch Clerks	TRANSPORT AND DESPATCH CLERKS verify and maintain records of incoming and outgoing goods, prepare goods for dispatch, arrange clearance and collection of imported cargo from customs and bond stores, and arrange shipment of cargo for export.	705
Miscellaneous Administrative Workers	Debt Collectors	DEBT COLLECTORS collect consumer, commercial, insurance and other forms of debt for clients, make arrangements to settle overdue accounts, formalise payment arrangements and follow up until accounts are fully paid.	605
	Other Miscellaneous Clerical and Administrative Workers	This Unit Group covers OTHER MISCELLANEOUS ADMINISTRATIVE WORKERS not elsewhere classified. It includes Coding Clerks, Production Assistants (Film, Television and Radio), Proof Readers, Radio Services Dispatchers and Examination Supervisors.	200
SALES WORKERS			
Insurance Agents and Sales Representatives	Insurance Agents	INSURANCE AGENTS represent insurance companies in selling insurance to clients.	565
	Sales Representatives	SALES REPRESENTATIVES represent companies to sell their goods and business services to wholesale and retail establishments.	360
Real Estate Sales Agents	Real Estate Sales Agents	REAL ESTATE SALES AGENTS sell, lease and manage commercial and private properties, and broker the buying and selling of businesses. Coordinates the activities of real estate representatives in selling and leasing real estate, ensuring compliance with legislative requirements. Registration or licensing is required.	755
	Real Estate Agency Principals	REAL ESTATE SALES AGENCY PRINCIPALS manage the overall activities of a real estate agency.	100
Sales Assistants and Salespersons	Sales Assistants (General)	SALES ASSISTANTS (GENERAL) sell goods and services such as food, clothing, hardware, household appliances, office supplies and cosmetics in retail and wholesale establishments.	4,575
	ICT Sales Assistants	ICT SALES ASSISTANTS sell computing and telecommunications related goods and services in retail and wholesale establishments.	300
	Motor Vehicles and Vehicle Parts Salespersons	MOTOR VEHICLE AND VEHICLE PARTS SALESPERSONS sell motor vehicles, boats, caravans, earthmoving equipment, vehicle accessories and spare parts in retail and wholesale establishments.	270
	Retail Supervisors	RETAIL SUPERVISORS supervise and coordinate the activities of retail sales workers.	4,875
	Checkout Operators and Office Cashiers	CHECKOUT OPERATORS AND OFFICE CASHIERS operate cash registers and receive payments from customers, and issue receipts and return change due.	1,400

OCCUPATIONAL GROUPING	SPECIALISATION	DESCRIPTOR	Magnitude of scarcity
Sales Support Workers	Models and Sales Demonstrators	MODELS AND SALES DEMONSTRATORS wear and display clothing and accessories and pose for art, and demonstrate goods at commercial premises, exhibitions and private homes.	6,300
	Retail Buyers	RETAIL BUYERS select and buy goods for resale in retail establishments.	5,980
	Telemarketers	TELEMARKETERS telephone customers and prospective customers to promote goods and services, and obtain sales and arrange sales visits.	300
MACHINERY OPERATORS AND DRIVERS			
Machine Operators	Clay, Concrete, Glass and Stone Processing Machine Operators	CLAY, CONCRETE, GLASS & STONE PROCESSING MACHINE OPERATORS operate machines to manufacture & finish a variety of clay, concrete, glassware & stone products by extruding, shaping, mixing, grinding, cutting & other processes.	925
	Industrial Spraypainters	INDUSTRIAL SPRAY PAINTERS operate spray painting equipment to paint and apply other industrial coatings to manufactured items.	1,030
	Paper and Wood Processing Machine Operators	PAPER AND WOOD PROCESSING MACHINE OPERATORS operate machines to manufacture paper packaging and other paper products, fibreboard stock, logs, plywood, particleboard, solid laminate and similar timber products.	800
	Plastics and Rubber Production Machine Operators	PLASTICS AND RUBBER PRODUCTION MACHINE OPERATORS operate machines to manufacture and finish plastic and rubber products.	2,610
	Sewing Machinists	SEWING MACHINISTS operate industrial sewing machines to sew and finish garments, curtains and soft furnishings.	390
	Miscellaneous Machine Operators	This Unit Group covers Machine Operators not elsewhere classified. Includes Chemical Plants Operators, Food and Beverage Plant Operators .	655
Stationary Plant Operators	Crane, Hoist and Lift Operators	CRANE, HOIST AND LIFT OPERATORS operate stationary and mobile cranes, hoists, lifts and winches to lift, move and place materials, equipment and people in areas such as building sites, factories, mines, sawmills, wharves and shipyards.	540
	Drillers, Miners and Shot Firers	DRILLERS, MINERS AND SHOT FIRERS assemble, position and operate drilling rigs and mining plant, and detonate explosives to extract materials from the earth.	170
	Engineering Production Systems Workers	ENGINEERING PRODUCTION SYSTEMS WORKERS perform a range of production process tasks to refine and treat metals and mineral ore, fire ceramics, and operate plant to produce and finish metal products such as rods, tubing and structural shapes, and moulds for casting.	6,860
	Other Stationary Plant Operators	This Unit Group covers Stationary Plant Operators not elsewhere classified. Includes Engine and Boiler and Bulk materials handling operators	1,525
Mobile Plant Operators	Earthmoving Plant Operators	EARTHMOVING PLANT OPERATORS operate plant to excavate earth, ore and rock; break up pavement, road, rock and obstructions; move and load earth, rock and debris; and level, smooth and compact surfaces in construction and other projects.	10,355
	Forklift Drivers	FORKLIFT DRIVERS operate forklifts to move bulk materials, containers, crates, palletised goods, cartons and bales.	100

OCCUPATIONAL GROUPING	SPECIALISATION	DESCRIPTOR	Magnitude of scarcity
	Other Mobile Plant Operators	This Unit Group covers Mobile Plant Operators not elsewhere classified. Includes Road Roller and Rail Track Plant Operators	675
Automobile, Bus and Rail Drivers	Automobile Drivers	AUTOMOBILE DRIVERS drive motor cars to transport passengers to destinations.	150
	Bus and Coach Drivers	BUS AND COACH DRIVERS drive buses and coaches to transport passengers over established and special routes.	3,190
	Train Drivers	TRAIN AND TRAM DRIVERS drive trains and trams to transport passengers and freight on rail networks.	800
Delivery Drivers	Delivery Drivers	DELIVERY DRIVERS drive vans and cars to deliver goods.	435
Truck Drivers	Truck Drivers	TRUCK DRIVERS drive heavy trucks, removal vans, tankers and tow trucks to transport bulky goods and liquids.	9,125
Store Persons	Store Persons	STORE PERSONS receive, handle and dispatch goods in stores and warehouses.	2,245

OCCUPATIONAL GROUPING	SPECIALISATION	DESCRIPTOR	Magnitude of scarcity
ELEMENTARY WORKERS			
Cleaners and Laundry Workers	Commercial Cleaners	COMMERCIAL CLEANERS clean offices, residential complexes, industrial machines, construction sites and other commercial premises using heavy duty cleaning equipment. (This group excludes Healthcare Cleaners).	3,815
	Textile and Laundry Workers	TEXTILE AND LAUNDRY WORKERS cleans textiles, sort, clean, fold, iron and package linen, clothing and other items in laundries and dry-cleaning establishments, and private residences.	2,000
Construction and Mining Workers	Building and Plumbing Workers	BUILDING AND PLUMBING Workers perform a variety of routine tasks associated in erecting and repairing structures and facilities, maintaining storm water, drainage and sewerage systems, excavating earth and clearing and levelling sites, and installing and maintaining piping systems, fixtures and water regulations.	1,650
	Concreters	CONCRETTERS pour, spread, smooth and finish concrete for structures such as floors, stairs, ramps, footpaths and bridges.	6,685
	Insulation and Home Improvement Installers	INSULATION AND HOME IMPROVEMENT INSTALLERS install a variety of insulation materials to improve resistance to heat, cold, air, sound and moisture, and install functional and decorative home improvements.	485
	Structural Steel Construction Workers	STRUCTURAL STEEL CONSTRUCTION WORKERS assemble rigging gear to move and position equipment and structural components, erect scaffolding, position and secure steel reinforcing in concrete forms, and erect and dismantle structural steel frames.	3,355
	Other Construction, Mining and Metal Workers	This Unit Group covers Construction and Mining Workers not elsewhere classified. Includes Drillers' Assistants and Mining Support Workers.	2,750
Factory Process Workers	Produce Packers and Handlers	PRODUCE PACKERS and HANDLERS weigh, wrap, seal and label, fruit, vegetables, meat, seafood and other agricultural products.	310
	Product Assemblers	PRODUCT ASSEMBLERS put together components and subassemblies that go into the production of metal products, electrical and electronic equipment, jewellery and precious metal articles, and joinery products.	1,915
Other Factory Process Workers	Manufacturing Engineering Process Workers	METAL ENGINEERING PROCESS WORKERS perform routine tasks in manufacturing metal products.	3,000
	Plastics and Rubber Factory Workers	PLASTICS AND RUBBER FACTORY WORKERS perform routine tasks in manufacturing plastic and rubber products.	785
	Product Quality Controllers	PRODUCT QUALITY CONTROLLERS examine manufactured products and primary produce to ensure conformity to specifications and standards of presentation and quality.	830
	Timber and Wood Process Workers	TIMBER AND WOOD PROCESS WORKERS perform routine tasks in paper and pulp mills, sawmills, timber yards, and wood processing and timber products factories.	250
Farm, Forestry and Garden Workers	Forestry and Logging Workers	FORESTRY AND LOGGING WORKERS perform routine tasks associated in cultivating and maintaining natural and plantation forests, and logging, felling and sawing trees. Tree Surgeons are excluded from this Unit Group.	3,200

OCCUPATIONAL GROUPING	SPECIALISATION	DESCRIPTOR	Magnitude of scarcity
Freight Handlers and Shelf Fillers	Freight and Furniture Handlers	FREIGHT AND FURNITURE HANDLERS load and unload trucks, containers and rail cars, and transfer cargo between ships and other forms of transport and storage facilities.	380
Other Workers	Deck and Fishing Hands	DECK AND FISHING HANDS maintain ships' equipment and structures, and catch fish and shellfish.	510
	Handypersons	HANDYPERSONS clean, paint, repair and maintain buildings, grounds and facilities.	955
	Motor Vehicle Parts and Accessories Fitters	MOTOR VEHICLE PARTS AND ACCESSORIES FITTERS fit and replace parts and accessories on motor vehicles.	120
	Printing Assistants and Table Workers	PRINTING ASSISTANTS AND TABLE WORKERS perform routine printing tasks, operate bindery machines and perform manual binding and finishing of books and printed products.	350