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## End year 2018 employment permit occupation lists review report

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Rialtas na hÉireann  
Government of Ireland

# End Year 2018 Employment Permit Occupation Lists Review Report

Prepared by the Department of Business, Enterprise and Innovation  
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## Economic Migration Policy

Ireland operates a managed employment permits system maximising the benefits of economic migration and minimising the risk of disrupting Ireland's labour market. The system is intended to act as a conduit for key skills which are required to develop enterprise in the State for the benefit of our economy, while simultaneously protecting the balance of the labour market.

The system is, by design, vacancy led and driven by the changing needs of the labour market, expanding and contracting in tandem with its inherent fluctuations. In order to ensure that the employment permits schemes are responsive to changes in economic circumstances and labour market conditions, the system is managed through the operation of the Critical Skills Occupations List and the Ineligible Occupations List for the purpose of granting an employment permit. As demand grows or recedes, the level of economic migration adjusts accordingly.

It is vital that the employment permits schemes are responsive to changes in economic circumstances and labour market conditions. Therefore, in order to maintain the relevance of these lists of occupations and to ensure the employment permits system is aligned with current labour market conditions and intelligence, it is necessary to review the highly skilled and ineligible lists on a regular basis, in accordance with the changing needs of the economy and the labour market.

The lists are subject to twice-yearly review which examines labour market conditions at occupation level and adjusts access to the Irish labour market for non-EEA nationals on the basis of available evidence. The process involves indepth examination of the research and labour market intelligence undertaken by the Skills and Labour Market Research Unit (Solas), the Expert Group of Future Skills Needs, and the National Skills Council, review of relevant Reports, education outputs and initiatives, sectoral upskilling and training initiatives and any known contextual factors (e.g., planned expansions in sectors, if known). The observations and input of relevant Government Departments are also incorporated in addition to the public consultation process. Submissions to the review process are also considered by the Economic Migration Policy Interdepartmental Group chaired by the Department of Business, Enterprise and Innovation with membership drawn from senior officials of key Government Departments and Solas.

The Quarter 4 2018 review commenced at the end of October 2018 and employers, industry representatives, Government Departments, Agencies, social partners and NGOs were invited to provide observations as part of the public consultation phase which closed on 2 November 2018. The Economic Migration Policy Unit of the Department of Business, Enterprise and Innovation received 48 submissions to the review, of which 11 sectors in the economy were covered as follows:

- Governance
- Agri/Food
- Construction
- Health
- IT
- Pharma
- Sport
- Education
- Tailoring
- Tourism
- Transport

Proposals for change of status of occupations was submitted to Minister Humphreys for consideration and approval. Minister Humphreys approved changes to the occupations lists and announced amendment to Regulations on 22<sup>nd</sup> April 2019 for the following occupations:

- **add to the critical skills list:**
  - Civil engineers
  - Quantity surveyors
  - Construction project managers
  - Mechanical and electrical engineers with BIM capabilities
  - High Performance Directors and Coaches for high-level sports organisations
- **remove from the ineligible list:**
  - Sheet metal workers
  - Welding trades
  - Pipefitters
  - Air-Conditioning & Refrigeration Engineers
  - Shuttering Carpenters
  - Glaziers, window fabricators & fitters
  - Scaffolders, staggers & riggers
  - Crane drivers
  - Career guidance teachers (secondary schools)
- **remove from the ineligible list by quota:**
  - Transport and Distribution Clerks and Assistants (Freight Forwarders; Cargo & Freight Agents; Brokerage Clerks) subject to a quota of 300,
  - Plasterers subject to a quota of 250
  - Bricklayers subject to a quota of 250

The revised occupations Lists, effective from 22<sup>nd</sup> April, are attached below at Appendix 2 and through the following link: [dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/](https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/).

Other amendments included in these Regulations apply to the criteria for employment permits for chefs which will allow employers to replace permit holder employees who leave their employment prior to the expiry of a permit; plus to recognise the total years' experience gained by an applicant in any grade of chef rather than limiting to their experience in one specific chef grade.

The Regulations have also been changed to update references to Revenue Commissioners documentation that may be required when processing an application such as P60, P35, P30 etc. Since January this year, Revenue introduced a new PAYE Modernisation initiative which means that employers are required to report employees' pay and deductions to Revenue in real time. The new method eliminates these traditional revenue documents, replaced by more accurate, live information relating to payroll and statutory deductions.

#### Submissions made to the Review of the Critical Skills and Ineligible Occupations Lists Q4 2018

No.	Submitter	Sector	Occupation	Proposed change
1	Dechert	Administrative (governance)	Company Secretary	Remove from INELIGIBLE LIST
2	Executive Connections	Administrative (governance)	Company Secretary	Remove from INELIGIBLE LIST, add to CRITICAL SKILLS LIST

3	ICSA : The Governance Institute	Administrative (governance)	Company Secretary)	Add to CRITICAL SKILLS LIST
4	Horticulture Industry Forum	Agriculture	Horticulture industry workers	Remove from INELIGIBLE LIST
5	Irish Farmers Association	Agriculture	Farmers, Horticultural Workers, Other Agricultural & Fishing Trades, Farm workers (except dairy)	Remove from INELIGIBLE LIST
6	Coillte	Agriculture	Specialist Forestry Professionals; non hort)/Contractor Infrastructure and Harvesting Machine operators	Remove from INELIGIBLE LIST
7	Irish Forestry and Forest Products Association/IBEC	Agriculture	Paper and Wood Machine Operatives	Remove from INELIGIBLE LIST
8	Prepared Consumer Foods (Food Drink Ireland, Ibec)	Agriculture	Food and drink process operatives	Remove from INELIGIBLE LIST
9	Horse Racing Ireland/Irish Racehorse Trainers Association	Agriculture	Work Rider, Horse Groom	Add to CRITICAL SKILLS LIST
10	Irish Congress of Trade Unions	All sectors	All occupations	No change to either list
11	Alucraft Ltd	Construction	Façade Designer/Architect	Add to CRITICAL SKILLS LIST
12	Association of Consulting Engineers of Ireland	Construction	Civil Engineering Structural Engineering Building Services Engineering Mechanical Engineering Electrical engineering and skills in construction and infrastructure design, water provision/treatment and geotechnical projects.	Add to CRITICAL SKILLS LIST
13	CIF	Construction	Building technicians, Health & Safety Officers, Sheet metal workers, Welding trades, Pipefitters, AirCon & Refrigeration Engineers, Electricians & Electrical Fitters, Skilled metal, electrical & electronic trade supervisors, Bricklayers & Masons, Roofers, roof tilers & slaters, Plumbers heating & ventilating engineers, Carpenters & joiners, Glaziers, window fabricators & Fitters, Other building trades NEC, Plasterers, Floor & wall tilers, Painters & decorators, Scaffolders staggers & riggers, Road construction operatives, Other construction operatives NEC, Crane drivers, (Other mobile machine drivers NEC, Elementary construction operatives	Add to CRITICAL SKILLS LIST/ Remove from INELIGIBLE LIST

14	Global Professional Consultants	Construction	Architects, architectural technicians/technologists, interior architects, interior designers, civil engineers, structural engineers, mechanical engineers/building services engineers, electrical engineers/building services engineers, civil technicians, structural technicians, mechanical technicians, electrical technicians, quantity surveyors, contracts managers, project managers, site managers, site engineers, setting out engineers, safety managers/officers, foremen, planners, estimators	Add to CRITICAL SKILLS LIST
15	Property Industry Ireland (IBEC)	Construction	Building and civil engineering technicians, bricklayers and masons, roofers/tilers/slaters, plumber and heat/ventilating engineers, carpenter/joiner, glazier/fabricator/fitter, other construction trade, plasterer, floorer/wall tiler, painter/decorator, construction/building trades supervisor, scaffolder/stager/rigger, road construction operative, rail construction/maintenance operative, other construction operative	Remove from INELIGIBLE LIST
16	Confidential Submitter	Health/Medical	Chiropractor	Add to CRITICAL SKILLS LIST
17	Bloomfield Mental Health Services and New Lodge Nursing Home	Health/Medical	Healthcare Assistant	Remove from INELIGIBLE LIST
18	Boynevalley Nursing Home	Health/Medical	Healthcare Assistants	Remove from INELIGIBLE LIST
19	Castlemanor Nursing Home	Health/Medical	Healthcare Assistants	Remove from INELIGIBLE LIST
20	Chiropractic Association of Ireland	Health/Medical	Doctor of Chiropractic	Add to CRITICAL SKILLS LIST
21	Dealgan House Nursing Home LTd.	Health/Medical	Healthcare Assistants	Remove from INELIGIBLE LIST
22	Esker Lodge NH Cavan	Health/Medical	Healthcare Assistants	Remove from INELIGIBLE LIST
23	Greystones Nursing Home	Health/Medical	Healthcare Assistants	Remove from INELIGIBLE LIST
24	Home and Community Care Ireland	Health/Medical	Carers in Private Homes	Remove from INELIGIBLE LIST
25	Home Care Coalition Representative Body/MRCI	Health/Medical	Care workers, home carers, senior care workers	Remove from INELIGIBLE LIST

26	Migrant Rights Centre Ireland	Health/Medical	Care workers and home carers, senior care workers, housekeepers, Cleaners/domestics, Work in the private home, domestic operatives	Remove from INELIGIBLE LIST
27	Mount Tabor Nursing Home	Health/Medical	Healthcare Assistants	Remove from INELIGIBLE LIST
28	Mullinahinch House Private Nursing Home	Health/Medical	Healthcare Assistants	Remove from INELIGIBLE LIST
29	Nursing Homes Ireland	Health/Medical	Healthcare Assistants	Remove from INELIGIBLE LIST
30	Oakfield Nursing Home	Health/Medical	Healthcare Assistants	Add to CRITICAL SKILLS LIST
31	Parke House Nursing Home	Health/Medical	Healthcare Assistants	Remove from INELIGIBLE LIST
32	Sunhill Nursing Home	Health/Medical	Healthcare Assistants	Remove from INELIGIBLE LIST
33	Woodland Nursing Home	Health/Medical	Healthcare Assistants	Remove from INELIGIBLE LIST
34	DIGIT Game Studios	ICT	All roles which are related to the Games industry	Add to CRITICAL SKILLS LIST
35	Confidential Submitter	ICT	Confidential Submitter	Add to CRITICAL SKILLS LIST
36	Eli Lilly Cork Limited	Pharma	Clinical Trial Professional (with non-EEA language/regulatory expertise)	Add to CRITICAL SKILLS LIST
37	DTTAS/Sport Ireland	Sport	High Performance Director, High Performance Coach (3442)	Add to CRITICAL SKILLS LIST
38	DES/Trinity College, Dublin	Teaching/academia	Russian language teacher	Add to CRITICAL SKILLS LIST
39	Trinity College Dublin	Teaching/academia	Foreign Language Teachers/Lecturers/Assistants in Russian, Turkish, Chinese/Mandarin, Turkish	Add to CRITICAL SKILLS LIST
40	The Zip Yard Franchising Ireland Ltd	Textiles	Tailors and Dressmakers	Remove from INELIGIBLE LIST
41	Licensed Vintners Association	Tourism	Qualified Chef	Add to CRITICAL SKILLS LIST
42	Restaurants Association of Ireland	Tourism	Hotel and accommodation managers; Catering and Bar Managers; Waiters and waitresses; Bar staff; Specialist (Non-EEA) chefs	Remove from INELIGIBLE LIST
43	Coach Tourism and Transport Council of Ireland	Transport	Bus and coach drivers	Add to CRITICAL SKILLS LIST
44	DTTAS/Bus Eireann	Transport	Heavy Vehicle Mechanic	Remove from INELIGIBLE LIST
45	Freight Transport Association Ireland	Transport	HGV Driver; Warehouse & Logistics operatives	Add to CRITICAL SKILLS LIST/ Remove from INELIGIBLE LIST

46	HRBP – Kuehne & Nagel Ireland	Transport	Freight Forwarders	Add to CRITICAL SKILLS LIST
47	Irish International Freight Association	Transport	Logisticians, Project Management Specialists; Cargo & Freight Agents; Brokerage Clerks	Add to CRITICAL SKILLS LIST
48	National Vehicle Distribution Ltd	Transport	Vehicle body builders & repairers, vehicle paint technicians	Remove from INELIGIBLE LIST

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