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Information Paper



ANZSCO – Australian and New Zealand Standard Classification of Occupations

2005



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Information Paper

**ANZSCO – Australian and
New Zealand Standard
Classification of
Occupations**

2005

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AUSTRALIAN BUREAU OF STATISTICS

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ABBREVIATIONS

ABS	Australian Bureau of Statistics
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
AQF	Australian Qualifications Framework
ASCO	Australian Standard Classification of Occupations
Aus	Australia
DEWR	Australian Government Department of Employment and Workplace Relations
HLFS	Household Labour Force Survey (New Zealand)
ICT	information and communication technology
ILO	International Labour Organization
ISCO	International Standard Classification of Occupations
LFS	Labour Force Survey (Australia)
LPI	labour price index (Australia)
nec	not elsewhere classified
NZ	New Zealand
NZ Register	New Zealand Register of Quality Assured Qualifications
NZSCO	New Zealand Standard Classification of Occupations
Statistics NZ	Statistics New Zealand

INTRODUCTION

OVERVIEW

The purpose of this paper is to provide information about the development of a new standard classification of occupations, the Australian and New Zealand Standard Classification of Occupations (ANZSCO), and to make the final structure of the new classification available to the public in advance of the release of the full ANZSCO publication scheduled for July 2006.

ANZSCO will replace the existing Australian Standard Classification of Occupations (ASCO) Second Edition and the New Zealand Standard Classification of Occupations (NZSCO) 1999 used in Australia and New Zealand, respectively. ANZSCO is intended to provide an integrated framework for storing, organising and reporting occupation-related information in both statistical and client-oriented applications, such as matching job seekers to job vacancies and providing career information.

This paper provides an introduction to ANZSCO, broadly describes the conceptual basis of ANZSCO, and provides details of the classification structure. The relationship between ANZSCO, ASCO Second Edition and NZSCO 1999 is discussed, as is the relationship to the International Standard Classification of Occupations (ISCO). The paper also outlines plans for implementing ANZSCO in Australian Bureau of Statistics (ABS) and Statistics New Zealand (Statistics NZ) collections.

BACKGROUND TO THE DEVELOPMENT OF ANZSCO

The ABS and Statistics NZ have a long-standing policy of harmonising major statistical classifications, wherever possible, as part of the Closer Economic Relations Agreement between the two countries.

Discussions were held between the ABS and Statistics NZ in the early 1990s on the feasibility of developing a joint occupation classification. It was agreed that the time available did not allow for a joint development at that time, but that the two countries would aim to develop a joint classification of occupations when ASCO was next reviewed prior to the 2006 Australian Census.

In March 2001 a workshop between the ABS and Statistics NZ was held in New Zealand to discuss the possibility of developing a joint or harmonised classification of occupations in time for the 2006 Censuses in Australia and New Zealand. The workshop also involved other relevant New Zealand agencies.

The benefits of developing a joint occupation classification were noted as being the ability to produce a more up-to-date, relevant and conceptually sound classification, and the improved capacity for analysis of trans-Tasman labour market data. Following this workshop the ABS and Statistics NZ agreed to proceed with a joint development.

The development of ANZSCO commenced in 2002 as a joint project between the ABS, Statistics NZ and the Australian Government Department of Employment and Workplace Relations (DEWR). The project was oversighted by a Project Board comprising senior management of ABS, Statistics NZ and DEWR. Reference groups were set up in Australia and New Zealand to provide advice and guidance on the structure and content of the classification.

The project team conducted formal consultations with stakeholders in Australia and New Zealand in 2002, 2003 and 2004. The purpose of these consultations was to inform stakeholders of progress and to seek their views on a number of key issues affecting the overall design and structure of ANZSCO. The views of stakeholders were canvassed on a

INTRODUCTION *continued*

BACKGROUND TO THE DEVELOPMENT OF ANZSCO *continued*

wide range of issues including the level of detail required, the appropriateness of the criteria used to organise occupations into groups, and their preferences with respect to three different possible models developed for the ANZSCO structure.

Early in the development of ANZSCO, a conscious decision was made to maintain comparability, as far as practical, with ASCO Second Edition at the unit group level. This was achieved by minimising the extent to which ASCO Second Edition unit groups were split and re-aggregated when designing ANZSCO unit groups. It was acknowledged that doing so would result in a major time series break from NZSCO 1999 for New Zealand users at all levels of the classification.

ANZSCO

THE CLASSIFICATION STRUCTURE

The structure of ANZSCO has five hierarchical levels - major group, sub-major group, minor group, unit group and occupation. These are the same hierarchical levels as are used in ASCO Second Edition and NZSCO 1999.

A profile of the ANZSCO structure and a listing of the major, sub-major, minor and unit groups and occupations are shown in Appendixes 1, 4 and 5.

UNDERLYING CONCEPTS

ANZSCO is a skill-based classification used to classify all occupations and jobs in the Australian and New Zealand labour markets.

To do this, ANZSCO identifies a set of occupations covering all jobs in the Australian and New Zealand labour markets, defines these occupations according to their attributes and groups them on the basis of their similarity into successively broader categories for statistical and other types of analysis. The individual objects classified in ANZSCO are jobs.

The concepts of 'job' and 'occupation', therefore, are fundamental to an understanding of ANZSCO.

The concept of job

A 'job' is defined as a set of tasks designed to be performed by one person for an employer (including self-employment) in return for payment or profit. Individual persons are classified by occupation through their relationship to a past, present or future job.

Any particular job will typically involve an individual working for a particular employer and undertaking a particular set of tasks. People working for themselves are considered as having a job and belonging to the labour force.

People undertaking work without pay or profit, for example, voluntary work, are excluded from the concept of job. However, this is not to say that the classification cannot be used to describe the activities of persons not working for pay or profit.

The concept of occupation

The categories at the most detailed level of the ANZSCO structure are called 'occupations'. An 'occupation' is defined as a set of jobs that require the performance of similar or identical sets of tasks. As it is rare for two actual jobs to have identical sets of tasks, in practical terms, an 'occupation' is a set of jobs whose main tasks are characterised by a high degree of similarity.

The similarity of tasks is defined in ANZSCO as a function of the level and specialisation of skill required to perform those tasks. Skill is defined as the ability to competently perform the tasks associated with an occupation.

It follows that ANZSCO classifies occupations according to two criteria - skill level and skill specialisation.

The concept of skill level

In ANZSCO, skill level is defined as a function of the range and complexity of the set of tasks performed in a particular occupation. The greater the range and complexity of the set of tasks, the greater the skill level of an occupation.

*The concept of skill level
continued*

Skill level is measured operationally by:

- the level or amount of formal education and training
- the amount of previous experience in a related occupation and
- the amount of on-the-job training

required to competently perform the set of tasks required for that occupation.

In general, the greater the range and complexity of the set of tasks involved, the greater the amount of formal education and training, previous experience and on-the-job training that are required to competently perform the set of tasks for that occupation.

Formal education and training refers to the level and amount of education and training required for competent performance of the tasks required in an occupation. It is measured in terms of educational qualifications as set out in the Australian Qualifications Framework (AQF) or the New Zealand Register of Quality Assured Qualifications (NZ Register).

Previous experience refers to the time spent gaining work experience in related occupations or activities required for the competent performance of the tasks in an occupation. It is measured in months or years.

On-the-job training refers to the amount of training required after commencing work in an occupation for competent performance of the tasks in an occupation. It is measured in months or years, and may be undertaken at the same time as formal training.

ANZSCO does not measure the skill level of an individual, rather it refers to the level of skill that is typically required to competently perform the tasks of a particular occupation. Skill level is an attribute of occupations, not of individuals in the labour force or of particular jobs. It is irrelevant whether a particular individual working in a job in a particular occupation has a certain amount of training or a particular level of competence or not.

For example, a person who spreads mortar and lays bricks for a living has the occupation Bricklayer, regardless of whether he or she is an exceptionally competent bricklayer with many years of experience and post-trade qualifications, or an inexperienced bricklayer with no formal qualifications and a low level of competence. The skill level of the occupation Bricklayer is determined on the basis of that typically required for competent performance.

ANZSCO assigns occupations to one of five skill levels. In determining the skill level of each occupation in ANZSCO, advice was sought from employers, industry training bodies, professional organisations and others to ensure that the information is as accurate and meaningful as possible. The five skill levels are outlined in Appendix 2.

*The concept of skill
specialisation*

Skill specialisation is defined as a function of:

- field of knowledge required
- tools and equipment used
- materials worked on and
- goods or services produced or provided.

Employability skills

Internationally there has been much interest in the development and use of 'employability skills' as a means of developing a more highly skilled work force. The Australian Government Department of Education, Science and Training published a report *Employability Skills for the Future* in May 2002. This report identified two facets of employability skills. These are 'personal attributes' such as loyalty, commitment and motivation; and 'generic skills'. The eight key generic skills identified in the report are: communication; team work; problem-solving; initiative/enterprise; planning and organisation; self-management; learning; and technology.

In recognition of the importance of these skills to employers, the project team considered using this set of generic skills as a possible additional dimension of skill specialisation. It was determined, however, that since they are applicable to most occupations, they had limited value as classification criteria.

It is understood that DEWR is supporting the development and application of employability skills for individual occupations, to assist in the matching of job seekers to job vacancies. Information about employability skills as they relate to specific occupations, defined in ANZSCO terms, may become available as a result of this work.

THE CONCEPTUAL MODEL

In ANZSCO occupations are organised into progressively larger groups on the basis of their similarities in terms of both skill level and skill specialisation.

The conceptual model adopted for ANZSCO uses a combination of skill level and skill specialisation as criteria to design major groups which are meaningful and useful for most purposes. The eight major groups are formed by grouping together sub-major groups using aspects of both skill level and skill specialisation. In designing the major groups, intuitive appeal and usefulness in both statistical and administrative applications were also important considerations.

The skill level criterion is applied as rigorously as possible at the second level of the classification, the sub-major group level, together with a finer application of skill specialisation than that applied at the major group level. Each sub-major group is made up of a number of minor groups.

Minor groups are distinguished from each other mainly on the basis of a finer application of skill specialisation than that applied at the sub-major group level. Within minor groups, unit groups are distinguished from each other on the basis of skill specialisation and, where necessary, skill level.

Virtually all unit groups are at one skill level. There are only eight unit groups which contain occupations at more than one skill level. In all but two of these unit groups, the vast majority of jobs classified to the unit group are at only one skill level. Data stored at unit group level can therefore be aggregated by skill level with a high degree of validity.

Within unit groups, the distinction between occupations amounts to differences between tasks performed in occupations. All occupations are at one skill level.

As a result, data classified at the major group level will provide only a broad indication of skill level. Data at the sub-major group level will provide a satisfactory indication of skill level for many analytical purposes. Data classified at the unit group level will provide an accurate indication of skill level and will be able to be aggregated by skill level only.

STATISTICAL BALANCE

As a general principle, a classification used for the dissemination of statistics should not have categories at the same level in its hierarchy which are too disparate in their population size. That is, similar numbers of 'real-world' entities should be classified to each category at a particular level. This approach serves to minimise large variations in standard errors and the suppression of cells in statistical tables at particular levels of the structure when using output from sample surveys. It also allows the classification to be used effectively for the cross-tabulation of aggregate data.

Categories which have been defined to reflect the real world, however, will not always be statistically balanced. To force categories to conform to size limitations would mean that the categories would not always be meaningful or useful.

In the development of ANZSCO a balance between these competing requirements was sought. The following minimum and maximum size guidelines were considered in designing the categories at each level of ANZSCO. For inclusion in ANZSCO, a category ideally fitted within the range listed below for either Australia or New Zealand. Some exceptions, however, were made for occupations (or groups of occupations) of particular strategic or labour market significance.

	<i>Australia</i>	<i>New Zealand</i>
Major Group	500,000 to 1,500,000	100,000 to 300,000
Sub-Major Group	100,000 to 300,000	30,000 to 100,000
Minor Group	50,000 to 150,000	10,000 to 30,000
Unit Group	5,000 to 30,000	3,000 to 10,000
Occupation	300 to 10,000	100 to 5,000

COMPARISON BETWEEN ANZSCO, ASCO SECOND EDITION AND NZSCO 1999

This section provides a broad comparison between ANZSCO and ASCO Second Edition and NZSCO 1999. The detailed relationship between ANZSCO, ASCO Second Edition and NZSCO 1999 will be explored in the correspondence tables (concordances) between ANZSCO and ASCO Second Edition, and ANZSCO and NZSCO 1999. See *Relationship between ANZSCO and ASCO Second Edition and NZSCO 1999*.

Number of categories in classification structures

The following table indicates the number of categories at each level for the respective classifications:

<i>Hierarchical Level</i>	<i>ANZSCO</i>	<i>ASCO Second Edition</i>	<i>NZSCO 1999</i>
Major Group	8	9	9
Sub-Major Group	43	35	25
Minor Group	97	81	99
Unit Group	358	340	260
Occupation	998	986	565

ANZSCO *continued*

Comparison between ANZSCO, ASCO Second Edition and NZSCO 1999 Major Groups

The following table compares the major group titles for ANZSCO, ASCO Second Edition and NZSCO 1999. Note that this table does not provide a correspondence between the three classifications.

ANZSCO	ASCO Second Edition	NZSCO 1999
1 Managers	1 Managers and Administrators	1 Legislators, Administrators and Managers
2 Professionals	2 Professionals	2 Professionals
3 Technicians and Trades Workers	3 Associate Professionals	3 Technicians and Associate Professionals
4 Community and Personal Service Workers	4 Tradespersons and Related Workers	4 Clerks
5 Clerical and Administrative Workers	5 Advanced Clerical and Service Workers	5 Service and Sales Workers
6 Sales Workers	6 Intermediate Clerical, Sales and Service Workers	6 Agriculture and Fishery Workers
7 Machinery Operators and Drivers	7 Intermediate Production and Transport Workers	7 Trades Workers
8 Labourers	8 Elementary Clerical, Sales and Service Workers	8 Plant and Machine Operators and Assemblers
	9 Labourers and Related Workers	9 Elementary Occupations

The full list of codes and titles for all groups in ASCO Second Edition can be found at <<http://www.abs.gov.au>>.

Select 'Methods, Classifications, Concepts & Standards' then 'ABS concepts, classifications and statistical standards' then 'ABS classifications'.

The full list of codes and titles for all groups in NZSCO 1999 can be found at <<http://www.stats.govt.nz>>.

Select 'Statistical Methods' then 'Classifications & Standards' then 'View Classifications'.

RELATIONSHIP BETWEEN ANZSCO AND ASCO SECOND EDITION AND NZSCO 1999

Detailed correspondence tables (concordances) will be developed between ANZSCO and ASCO Second Edition, and ANZSCO and NZSCO 1999. The correspondence tables will show where one-to-one relationships exist between the occupations in ASCO Second Edition or NZSCO 1999 and ANZSCO, and where they do not.

A summary correspondence table will be included in the publication *ANZSCO – Australian and New Zealand Standard Classification of Occupations* (ABS cat. no. 1220.0) which is expected to be released in July 2006. Electronic versions of the correspondence tables will be available earlier to assist users in their transition to ANZSCO.

Following completion of data processing of the 2006 (Australian) Census, a link file will be produced which shows the numerical/proportional relationship between the categories of ASCO Second Edition and ANZSCO. A number of other collections, including the Australian Labour Force Survey will be dual-coded to both old and new classifications to assist in maintaining time series.

ALTERNATIVE VIEWS

Alternative (or thematic) views are ways of looking at specific subsets of occupations on the basis of the main goods and services produced or provided by an employee. In other words, alternative views are a means of outputting data about a range of related occupations which span different parts of ANZSCO.

ALTERNATIVE VIEWS
continued

The consensus from discussions with stakeholders was that alternative views would be a useful adjunct to the main ANZSCO structure. Therefore, a standard set of alternative views will be developed to facilitate meaningful and consistent comparison of employment in various 'industry' sectors between different data sources and across time.

At this stage there are plans to develop standard alternative views for agriculture, health, culture and leisure, hospitality and tourism, and information and communication technology (ICT).

INTERPRETING ANZSCO
OCCUPATION DEFINITIONS

ANZSCO is primarily a statistical classification designed to aggregate and organise data collected about jobs or individuals. The classification definitions are based on the skill level and specialisation *usually* necessary to perform the tasks of the specific occupation, or of most occupations in the group. The definitions and skill level statements apply to the occupation and not persons working in the occupation. The allocation of a particular occupation to a particular skill level should be seen as indicative and not be used prescriptively.

ANZSCO PUBLICATION

This information paper provides an overview of the conceptual basis of ANZSCO and details of the final classification structure. The complete classification will be published in *ANZSCO – Australian and New Zealand Standard Classification of Occupations* (ABS cat. no. 1220.0) which is expected to be released in July 2006.

This publication will include detailed information about the conceptual basis of ANZSCO; definitions for the 8 major groups, 43 sub-major groups, 97 minor groups, 358 unit groups and 998 occupations which comprise ANZSCO; a summary correspondence table (concordance) between ANZSCO, ASCO Second Edition and NZSCO 1999; and the alternative views.

This publication will assist users who wish to understand the detailed structure and content of ANZSCO, and will aid in interpreting statistics classified to ANZSCO. A range of supporting materials, including detailed correspondence tables, will be released on the ABS and Statistics NZ web sites.

COMPARABILITY WITH
ISCO

ISCO was developed by the International Labour Organization (ILO). ISCO was first issued in 1958 and revised versions were produced in 1968 and 1988. The main aims of ISCO are to provide a basis for international comparisons of occupation statistics between member countries and to provide a conceptual model for the development of national occupation classifications.

The current edition, ISCO-88, uses skill level and skill specialisation as criteria in the conceptual framework for the classification. Four broad skill levels are used, defined in terms of the educational categories and levels which appear in the International Standard Classification of Education 1976, published by the United Nations Educational, Scientific and Cultural Organization.

ISCO-88 consists of 10 major groups, 28 sub-major groups, 116 minor groups and 390 unit groups. The occupation level is not defined in ISCO-88, as it is expected that individual countries will develop this level of detail to suit their requirements.

COMPARABILITY WITH
ISCO *continued*

The 10 major groups in ISCO-88 are broadly similar to the 8 ANZSCO major groups. The most significant differences at major group level are:

- ISCO-88 identifies Skilled Agricultural and Fishery Workers as a separate major group (Major Group 6), whereas ANZSCO includes Farmers and Farm Managers as a sub-major group in Major Group 1 Managers; Skilled Animal and Horticultural Workers as a sub-major group in Major Group 3 Technicians and Trades Workers; and Farm, Forestry and Garden Workers as a sub-major group in Major Group 8 Labourers.
- ISCO-88 Major Group 3 Technicians and Associate Professionals (and equivalent major groups in ASCO Second Edition and NZSCO 1999) has no equivalent in ANZSCO.
- A major group of Community and Personal Service Workers has been introduced for ANZSCO and has no equivalent in ISCO-88.
- In ISCO-88, jobs held by members of the armed forces are included in Major Group 0 Armed Forces. In ANZSCO, jobs held by members of the armed forces are classified with their civilian equivalents, where these exist, or to a number of defence force specific occupations.

ISCO-88 is currently being reviewed by the ILO with an updated classification, ISCO-08, expected to be finalised in time for the 2010 round of international censuses.

IMPLEMENTATION OF ANZSCO

IMPLEMENTATION IN MAJOR ABS COLLECTIONS

There will be a phased introduction of ANZSCO into ABS collections from early 2006 onwards. In 2006 this will include the Census of Population and Housing, the Labour Force Survey, the Survey of Employee Earnings and Hours, the General Social Survey, the Multi-Purpose Household Survey, the Time Use Survey, and the Adult Literacy and Life Skills Survey. The following is a guide to implementation of the classification in some ABS collections where occupation is of particular interest.

2006 Census of Population and Housing

All occupation information reported in the 2006 Census will be dual-coded to ANZSCO and ASCO Second Edition. Standard output data on occupations will be published at the unit group (4-digit) level on an ANZSCO basis. Occupation (6-digit) level data, also on an ANZSCO basis, will be available as a special request. An electronic file linking ASCO Second Edition and ANZSCO at the occupation level will be available in early 2008 after processing of the 2006 Census has been completed.

Labour Force Survey (LFS)

ANZSCO will be introduced into the LFS in the August 2006 survey. Between August 2006 and November 2008, information supplied by survey respondents on occupation will be dual-coded to ANZSCO and ASCO Second Edition.

LFS data on an ANZSCO basis is expected to be released with the results of the August 2006 survey in September 2006. ASCO Second Edition data will continue to be available from the LFS up to the November 2008 survey.

It is the intention of the ABS to backcast data on an ANZSCO basis for periods prior to August 2006. Details of the backcasting strategy will be determined by the end of 2007, following analysis of dual-coded data from both the LFS and the Census. The LFS backcasting strategy will contain details on the period of backcasting, and the method to be used.

At this stage it is expected that backcast data (for periods prior to August 2006) will be released with the results of the February 2009 survey in March 2009. Backcast industry data based on the Australian and New Zealand Standard Industrial Classification (ANZSIC) 2006 is expected to be released at the same time. This would coincide with the regular five-yearly unit record revision of LFS data incorporating revised population benchmarks.

Further details on the implementation of ANZSCO in the LFS can be obtained by contacting Marilyn Henden on Canberra (02) 6252 5489.

Survey of Employee Earnings and Hours

All occupation data reported in the May 2006 Survey of Employee Earnings and Hours will be dual-coded to ANZSCO and ASCO Second Edition. Data available from the survey will reflect ANZSCO major, sub-major, minor and unit groups. A limited amount of data will be published according to ASCO Second Edition.

Further information regarding times series for this collection can be obtained by contacting Valerie Pearson on Perth (08) 9360 5374.

Labour Price Index (LPI)

The LPI will be produced on an ASCO Second Edition basis up to and including the September quarter 2008. The LPI will be produced on an ANZSCO basis from the December quarter 2008 (to be released in February 2009). This timing coincides with the introduction of ANZSIC 2006. The full time series (i.e. back to the commencement of the

IMPLEMENTATION OF ANZSCO *continued*

Labour Price Index (LPI) continued

index in the September quarter 1997) will be backcast to reflect ANZSCO, and will be available electronically.

Further details on the implementation of ANZSCO in the LPI can be obtained by contacting Robin Ashburn on Perth (08) 9360 5936.

IMPLEMENTATION IN STATISTICS NZ COLLECTIONS

Most Statistics NZ collections expect to implement ANZSCO in their first cycle for 2006.

2006 Census of Population and Dwellings

All occupation information reported in the 2006 Census will be coded to ANZSCO. Occupation responses will be dual-coded to ANZSCO and NZSCO 1999 to provide time series continuity.

Household Labour Force Survey (HLFS)

The HLFS will commence using ANZSCO from early April 2006 for June quarter 2006 processing to ensure compatibility with Census data. Coding will be done at the occupation (6-digit) level and dual-coding will be done for some quarters from 2006.

Labour Cost Index

ANZSCO will be introduced into the Salary and Wage Rates component of the Labour Cost Index from the September quarter 2007 and into the All Labour Costs component from the June quarter 2008.

Longitudinal Immigration Survey

This survey will commence using ANZSCO from October/November 2005 if circumstances permit. Otherwise ANZSCO will be implemented in the October 2006 cycle. This survey will not be dual-coded.

Survey of Family, Incomes and Employment

This longitudinal survey will commence using ANZSCO in early 2006 if circumstances permit. This survey will not dual-code as it is already in the field.

Household Disability Survey

This survey will use the 2006 Census of Population and Dwellings as a frame and as a data source. The survey output will also carry the dual codes.

Household Expenditure Survey

The Household Expenditure Survey will commence coding to ANZSCO in September 2006.

New Zealand Income Survey

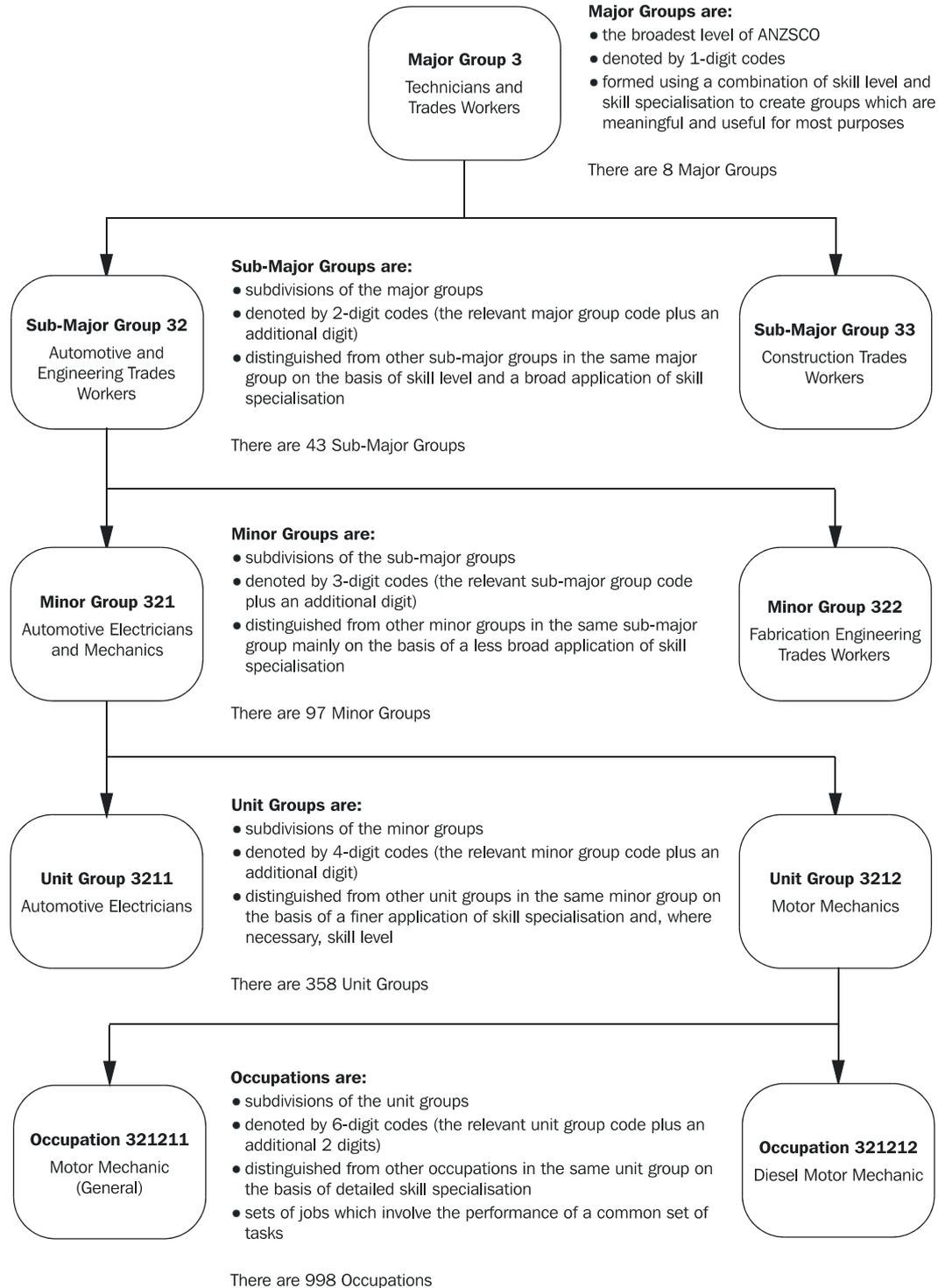
This survey is a supplement to the June quarter 2006 HLFS and will commence using ANZSCO from July 2006. This survey will dual-code.

APPENDIX 1 PROFILE OF THE ANZSCO STRUCTURE

The structure of ANZSCO has five levels:

- major group
- sub-major group
- minor group
- unit group
- occupation.

The following is an illustration of a representative part of the ANZSCO structure:



APPENDIX 2 ANZSCO SKILL LEVELS

The five skill levels in ANZSCO are defined in terms of formal education and training, previous experience and on-the-job training. The determination of boundaries between skill levels is based on the following definitions.

- SKILL LEVEL 1** Occupations at Skill Level 1 have a level of skill commensurate with a bachelor degree or higher qualification. At least five years of relevant experience may substitute for the formal qualification. In some instances relevant experience and/or on-the-job-training may be required in addition to the formal qualification.
- SKILL LEVEL 2** Occupations at Skill Level 2 have a level of skill commensurate with one of the following:
- NZ Register Diploma or
 - AQF Associate Degree, Advanced Diploma or Diploma.
- At least three years of relevant experience may substitute for the formal qualifications listed above. In some instances relevant experience and/or on-the-job-training may be required in addition to the formal qualification.
- SKILL LEVEL 3** Occupations at Skill Level 3 have a level of skill commensurate with one of the following:
- NZ Register Level 4 qualification
 - AQF Certificate IV or
 - AQF Certificate III including at least two years of on-the job training.
- At least three years of relevant experience may substitute for the formal qualifications listed above. In some instances relevant experience and/or on-the-job-training may be required in addition to the formal qualification.
- SKILL LEVEL 4** Occupations at Skill Level 4 have a level of skill commensurate with one of the following:
- NZ Register Level 2 or 3 qualification or
 - AQF Certificate II or III.
- At least one year of relevant experience may substitute for the formal qualifications listed above. In some instances relevant experience may be required in addition to the formal qualification.
- SKILL LEVEL 5** Occupations at Skill Level 5 have a level of skill commensurate with one of the following:
- NZ Register Level 1 qualification
 - AQF Certificate I or
 - compulsory secondary education.
- For some occupations a short period of on-the-job training may be required in addition to or instead of the formal qualification.
- In some instances, no formal qualification or on-the-job training may be required.

APPENDIX 3 ANZSCO MAJOR GROUPS AND SKILL LEVELS

The following table indicates the relationship between ANZSCO major groups and skill levels. It shows the predominant skill levels which are associated with the occupations in each major group.

<i>Major Group</i>	<i>Predominant Skill Levels</i>
1 Managers	1,2
2 Professionals	1
3 Technicians and Trades Workers	2,3
4 Community and Personal Service Workers	2,3,4,5
5 Clerical and Administrative Workers	2,3,4,5
6 Sales Workers	2,3,4,5
7 Machinery Operators and Drivers	4
8 Labourers	4,5

APPENDIX 4 ANZSCO MAJOR AND SUB-MAJOR GROUPS

The following table shows the major and sub-major groups of ANZSCO, and indicates the predominant skill level(s) of each sub-major group.

	<i>Predominant Skill Level(s)</i>
1 MANAGERS	
11 Chief Executives, General Managers and Legislators	1
12 Farmers and Farm Managers	1
13 Specialist Managers	1
14 Hospitality, Retail and Service Managers	2
2 PROFESSIONALS	
21 Arts and Media Professionals	1
22 Business, Human Resource and Marketing Professionals	1
23 Design, Engineering, Science and Transport Professionals	1
24 Education Professionals	1
25 Health Professionals	1
26 ICT Professionals	1
27 Legal, Social and Welfare Professionals	1
3 TECHNICIANS AND TRADES WORKERS	
31 Engineering, ICT and Science Technicians	2
32 Automotive and Engineering Trades Workers	3
33 Construction Trades Workers	3
34 Electrotechnology and Telecommunications Trades Workers	3
35 Food Trades Workers	2,3
36 Skilled Animal and Horticultural Workers	3
39 Other Technicians and Trades Workers	3
4 COMMUNITY AND PERSONAL SERVICE WORKERS	
41 Health and Welfare Support Workers	2
42 Carers and Aides	4
43 Hospitality Workers	4,5
44 Protective Service Workers	2,3,4,5
45 Sports and Personal Service Workers	3,4
5 CLERICAL AND ADMINISTRATIVE WORKERS	
51 Office Managers and Program Administrators	2
52 Personal Assistants and Secretaries	3
53 General Clerical Workers	4
54 Inquiry Clerks and Receptionists	4
55 Numerical Clerks	4
56 Clerical and Office Support Workers	5
59 Other Clerical and Administrative Workers	3,4
6 SALES WORKERS	
61 Sales Representatives and Agents	3,4
62 Sales Assistants and Salespersons	5
63 Sales Support Workers	5
7 MACHINERY OPERATORS AND DRIVERS	
71 Machine and Stationary Plant Operators	4
72 Mobile Plant Operators	4
73 Road and Rail Drivers	4
74 Storepersons	4
8 LABOURERS	
81 Cleaners and Laundry Workers	5
82 Construction and Mining Labourers	4,5
83 Factory Process Workers	4,5
84 Farm, Forestry and Garden Workers	5
85 Food Preparation Assistants	5
89 Other Labourers	5

APPENDIX 5 DETAILED ANZSCO STRUCTURE

The following table shows the structure of ANZSCO, and indicates the skill level of each occupation.

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS

		<i>Skill Level</i>
1	MANAGERS	
11	Chief Executives, General Managers and Legislators	
111	Chief Executives, General Managers and Legislators	
1111	Chief Executives and Managing Directors	
111111	Chief Executive or Managing Director	1
1112	General Managers	
111211	Corporate General Manager	1
111212	Defence Force Senior Officer	1
1113	Legislators	
111311	Local Government Legislator	1
111312	Member of Parliament	1
111399	Legislators nec	1
12	Farmers and Farm Managers	
121	Farmers and Farm Managers	
1211	Aquaculture Farmers	
121111	Aquaculture Farmer	1
1212	Crop Farmers	
121211	Cotton Grower	1
121212	Flower Grower	1
121213	Fruit or Nut Grower	1
121214	Grain, Oilseed or Pasture Grower (Aus) / Field Crop Grower (NZ)	1
121215	Grape Grower	1
121216	Mixed Crop Farmer	1
121217	Sugar Cane Grower	1
121218	Turf Grower	1
121221	Vegetable Grower (Aus) / Market Gardener (NZ)	1
121299	Crop Farmers nec	1
1213	Livestock Farmers	
121311	Apiarist	1
121312	Beef Cattle Farmer	1
121313	Dairy Cattle Farmer	1
121314	Deer Farmer	1
121315	Goat Farmer	1
121316	Horse Breeder	1
121317	Mixed Livestock Farmer	1
121318	Pig Farmer	1
121321	Poultry Farmer	1
121322	Sheep Farmer	1
121399	Livestock Farmers nec	1
1214	Mixed Crop and Livestock Farmers	
121411	Mixed Crop and Livestock Farmer	1
13	Specialist Managers	
131	Advertising and Sales Managers	
1311	Advertising and Sales Managers	
131111	Advertising and Public Relations Manager	1
131112	Sales and Marketing Manager	1
132	Business Administration Managers	
1321	Corporate Services Managers	
132111	Corporate Services Manager	1
1322	Finance Managers	
132211	Finance Manager	1
1323	Human Resource Managers	
132311	Human Resource Manager	1
1324	Policy and Planning Managers	
132411	Policy and Planning Manager	1
1325	Research and Development Managers	
132511	Research and Development Manager	1

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
1	MANAGERS <i>cont.</i>	
13	Specialist Managers <i>cont.</i>	
133	Construction, Distribution and Production Managers	
1331	Construction Managers	
133111	Construction Project Manager	1
133112	Project Builder	1
1332	Engineering Managers	
133211	Engineering Manager	1
1333	Importers, Exporters and Wholesalers	
133311	Importer or Exporter	1
133312	Wholesaler	1
1334	Manufacturers	
133411	Manufacturer	1
1335	Production Managers	
133511	Production Manager (Forestry)	1
133512	Production Manager (Manufacturing)	1
133513	Production Manager (Mining)	1
1336	Supply and Distribution Managers	
133611	Supply and Distribution Manager	1
134	Education, Health and Welfare Services Managers	
1341	Child Care Centre Managers	
134111	Child Care Centre Manager	1
1342	Health and Welfare Services Managers	
134211	Medical Administrator (Aus) / Medical Superintendent (NZ)	1
134212	Nursing Clinical Director	1
134213	Primary Health Organisation Manager	1
134214	Welfare Centre Manager	1
134299	Health and Welfare Services Managers nec	1
1343	School Principals	
134311	School Principal	1
1344	Other Education Managers	
134411	Faculty Head	1
134412	Regional Education Manager	1
134499	Education Managers nec	1
135	ICT Managers	
1351	ICT Managers	
135111	Chief Information Officer	1
135112	ICT Project Manager	1
135199	ICT Managers nec	1
139	Miscellaneous Specialist Managers	
1391	Commissioned Officers (Management)	
139111	Commissioned Defence Force Officer	1
139112	Commissioned Fire Officer	1
139113	Commissioned Police Officer	1
1392	Senior Non-commissioned Defence Force Members	
139211	Senior Non-commissioned Defence Force Member	1
1399	Other Specialist Managers	
139911	Arts Administrator or Manager	1
139912	Environmental Manager	1
139913	Laboratory Manager	1
139914	Quality Assurance Manager	1
139915	Sports Administrator	1
139999	Specialist Managers nec	1

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
1	MANAGERS <i>cont.</i>	
14	Hospitality, Retail and Service Managers	
141	Accommodation and Hospitality Managers	
1411	Cafe and Restaurant Managers	
141111	Cafe or Restaurant Manager	2
1412	Caravan Park and Camping Ground Managers	
141211	Caravan Park and Camping Ground Manager	2
1413	Hotel and Motel Managers	
141311	Hotel or Motel Manager	2
1414	Licensed Club Managers	
141411	Licensed Club Manager	2
1419	Other Accommodation and Hospitality Managers	
141911	Bed and Breakfast Operator	2
141999	Accommodation and Hospitality Managers nec	2
142	Retail Managers	
1421	Retail Managers	
142111	Retail Manager (General)	2
142112	Antique Dealer	2
142113	Betting Agency Manager	2
142114	Hair or Beauty Salon Manager	2
142115	Post Office Manager	2
142116	Travel Agency Manager	2
149	Miscellaneous Hospitality, Retail and Service Managers	
1491	Amusement, Fitness and Sports Centre Managers	
149111	Amusement Centre Manager	2
149112	Fitness Centre Manager	2
149113	Sports Centre Manager	2
1492	Call or Contact Centre and Customer Service Managers	
149211	Call or Contact Centre Manager	2
149212	Customer Service Manager	2
1493	Conference and Event Organisers	
149311	Conference and Event Organiser	2
1494	Transport Services Managers	
149411	Fleet Manager	2
149412	Railway Station Manager	2
149413	Transport Company Manager	2
1499	Other Hospitality, Retail and Service Managers	
149911	Boarding Kennel or Cattery Operator	2
149912	Cinema or Theatre Manager	2
149913	Facilities Manager	2
149914	Financial Institution Branch Manager	2
149999	Hospitality, Retail and Service Managers nec	2
2	PROFESSIONALS	
21	Arts and Media Professionals	
211	Arts Professionals	
2111	Actors, Dancers and Other Entertainers	
211111	Actor	1
211112	Dancer or Choreographer	1
211113	Entertainer or Variety Artist	1
211199	Actors, Dancers and Other Entertainers nec	1
2112	Music Professionals	
211211	Composer	1
211212	Music Director	1
211213	Musician (Instrumental)	1
211214	Singer	1
211299	Music Professionals nec	1

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
2	PROFESSIONALS <i>cont.</i>	
21	Arts and Media Professionals <i>cont.</i>	
211	Arts Professionals <i>cont.</i>	
2113	Photographers	
211311	Photographer	1
2114	Visual Arts and Crafts Professionals	
211411	Painter (Visual Arts)	1
211412	Potter or Ceramic Artist	1
211413	Sculptor	1
211499	Visual Arts and Crafts Professionals nec	1
212	Media Professionals	
2121	Artistic Directors, and Media Producers and Presenters	
212111	Artistic Director	1
212112	Media Producer (excluding Video)	1
212113	Radio Presenter	1
212114	Television Presenter	1
2122	Authors, and Book and Script Editors	
212211	Author	1
212212	Book or Script Editor	1
2123	Film, Television, Radio and Stage Directors	
212311	Art Director (Film, Television or Stage)	1
212312	Director (Film, Television, Radio or Stage)	1
212313	Director of Photography	1
212314	Film and Video Editor	1
212315	Program Director (Television or Radio)	1
212316	Stage Manager	1
212317	Technical Director	1
212318	Video Producer	1
212399	Film, Television, Radio and Stage Directors nec	1
2124	Journalists and Other Writers	
212411	Copywriter	1
212412	Newspaper or Periodical Editor	1
212413	Print Journalist	1
212414	Radio Journalist	1
212415	Technical Writer	1
212416	Television Journalist	1
212499	Journalists and Other Writers nec	1
22	Business, Human Resource and Marketing Professionals	
221	Accountants, Auditors and Company Secretaries	
2211	Accountants	
221111	Accountant (General)	1
221112	Management Accountant	1
221113	Taxation Accountant	1
2212	Auditors, Company Secretaries and Corporate Treasurers	
221211	Company Secretary	1
221212	Corporate Treasurer	1
221213	External Auditor	1
221214	Internal Auditor	1
222	Financial Brokers and Dealers, and Investment Advisers	
2221	Financial Brokers	
222111	Commodities Trader	2
222112	Finance Broker	2
222113	Insurance Broker	2
222199	Financial Brokers nec	2

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
2	PROFESSIONALS <i>cont.</i>	
22	Business, Human Resource and Marketing Professionals <i>cont.</i>	
222	Financial Brokers and Dealers, and Investment Advisers <i>cont.</i>	
2222	Financial Dealers	
222211	Financial Market Dealer	1
222212	Futures Trader	1
222213	Stockbroking Dealer	1
222299	Financial Dealers nec	1
2223	Financial Investment Advisers and Managers	
222311	Financial Investment Adviser	1
222312	Financial Investment Manager	1
223	Human Resource and Training Professionals	
2231	Human Resource Professionals	
223111	Human Resource Adviser	1
223112	Recruitment Consultant	1
223113	Workplace Relations Adviser	1
2232	ICT Trainers	
223211	ICT Trainer	1
2233	Training and Development Professionals	
223311	Training and Development Professional	1
224	Information and Organisation Professionals	
2241	Actuaries, Mathematicians and Statisticians	
224111	Actuary	1
224112	Mathematician	1
224113	Statistician	1
2242	Archivists, Curators and Records Managers	
224211	Archivist	1
224212	Gallery or Museum Curator	1
224213	Health Information Manager	1
224214	Records Manager	1
2243	Economists	
224311	Economist	1
2244	Intelligence and Policy Analysts	
224411	Intelligence Officer	1
224412	Policy Analyst	1
2245	Land Economists and Valuers	
224511	Land Economist	1
224512	Valuer	1
2246	Librarians	
224611	Librarian	1
2247	Management and Organisation Analysts	
224711	Management Consultant	1
224712	Organisation and Methods Analyst	1
2249	Other Information and Organisation Professionals	
224911	Electorate Officer	1
224912	Liaison Officer	1
224913	Migration Agent (Aus) / Immigration Consultant (NZ)	1
224914	Patents Examiner	1
224999	Information and Organisation Professionals nec	1
225	Sales, Marketing and Public Relations Professionals	
2251	Advertising and Marketing Professionals	
225111	Advertising Specialist	1
225112	Market Research Analyst	1
225113	Marketing Specialist	1

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
2	PROFESSIONALS <i>cont.</i>	
22	Business, Human Resource and Marketing Professionals <i>cont.</i>	
225	Sales, Marketing and Public Relations Professionals <i>cont.</i>	
2252	ICT Sales Professionals	
225211	ICT Account Manager	1
225212	ICT Business Development Manager	1
225213	ICT Sales Representative	1
2253	Public Relations Professionals	
225311	Public Relations Professional	1
2254	Technical Sales Representatives	
225411	Sales Representative (Industrial Products)	1
225412	Sales Representative (Medical and Pharmaceutical Products)	1
225499	Technical Sales Representatives nec	1
23	Design, Engineering, Science and Transport Professionals	
231	Air and Marine Transport Professionals	
2311	Air Transport Professionals	
231111	Aeroplane Pilot	1
231112	Air Traffic Controller	1
231113	Flying Instructor	1
231114	Helicopter Pilot	1
231199	Air Transport Professionals nec	1
2312	Marine Transport Professionals	
231211	Master Fisher	1
231212	Ship's Engineer	1
231213	Ship's Master	1
231214	Ship's Officer	1
231215	Ship's Surveyor	1
231299	Marine Transport Professionals nec	1
232	Architects, Designers, Planners and Surveyors	
2321	Architects and Landscape Architects	
232111	Architect	1
232112	Landscape Architect	1
2322	Cartographers and Surveyors	
232211	Cartographer	1
232212	Surveyor	1
2323	Fashion, Industrial and Jewellery Designers	
232311	Fashion Designer	1
232312	Industrial Designer	1
232313	Jewellery Designer	1
2324	Graphic and Web Designers, and Illustrators	
232411	Graphic Designer	1
232412	Illustrator	1
232413	Multimedia Designer	1
232414	Web Designer	1
2325	Interior Designers	
232511	Interior Designer	1
2326	Urban and Regional Planners	
232611	Urban and Regional Planner	1
233	Engineering Professionals	
2331	Chemical and Materials Engineers	
233111	Chemical Engineer	1
233112	Materials Engineer	1

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
2	PROFESSIONALS <i>cont.</i>	
23	Design, Engineering, Science and Transport Professionals <i>cont.</i>	
233	Engineering Professionals <i>cont.</i>	
2332	Civil Engineering Professionals	
233211	Civil Engineer	1
233212	Geotechnical Engineer	1
233213	Quantity Surveyor	1
233214	Structural Engineer	1
233215	Transport Engineer	1
2333	Electrical Engineers	
233311	Electrical Engineer	1
2334	Electronics Engineers	
233411	Electronics Engineer	1
2335	Industrial, Mechanical and Production Engineers	
233511	Industrial Engineer	1
233512	Mechanical Engineer	1
233513	Production or Plant Engineer	1
2336	Mining Engineers	
233611	Mining Engineer (excluding Petroleum)	1
233612	Petroleum Engineer	1
2339	Other Engineering Professionals	
233911	Aeronautical Engineer	1
233912	Agricultural Engineer	1
233913	Biomedical Engineer	1
233914	Engineering Technologist	1
233915	Environmental Engineer	1
233916	Naval Architect (Aus) / Marine Designer (NZ)	1
233999	Engineering Professionals nec	1
234	Natural and Physical Science Professionals	
2341	Agricultural and Forestry Scientists	
234111	Agricultural Consultant	1
234112	Agricultural Scientist	1
234113	Forester (Aus) / Forest Scientist (NZ)	1
2342	Chemists, and Food and Wine Scientists	
234211	Chemist	1
234212	Food Technologist	1
234213	Wine Maker	1
2343	Environmental Scientists	
234311	Conservation Officer	1
234312	Environmental Consultant	1
234313	Environmental Research Scientist	1
234314	Park Ranger	1
234399	Environmental Scientists nec	1
2344	Geologists and Geophysicists	
234411	Geologist	1
234412	Geophysicist	1
2345	Life Scientists	
234511	Life Scientist (General)	1
234512	Anatomist or Physiologist	1
234513	Biochemist	1
234514	Biotechnologist	1
234515	Botanist	1
234516	Marine Biologist	1
234517	Microbiologist	1
234518	Zoologist	1
234599	Life Scientists nec	1
2346	Medical Laboratory Scientists	
234611	Medical Laboratory Scientist	1

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
2	PROFESSIONALS <i>cont.</i>	
23	Design, Engineering, Science and Transport Professionals <i>cont.</i>	
234	Natural and Physical Science Professionals <i>cont.</i>	
2347	Veterinarians	
234711	Veterinarian	1
2349	Other Natural and Physical Science Professionals	
234911	Conservator	1
234912	Metallurgist	1
234913	Meteorologist	1
234914	Physicist	1
234999	Natural and Physical Science Professionals nec	1
24	Education Professionals	
241	School Teachers	
2411	Early Childhood (Pre-primary School) Teachers	
241111	Early Childhood (Pre-primary School) Teacher	1
241112	Kaiako Kohanga Reo (Māori Language Nest Teacher)	1
2412	Primary School Teachers	
241211	Kaiako Kura Kaupapa Māori (Māori-medium Primary School Teacher)	1
241212	Pouako Kura Kaupapa Māori (Māori-medium Primary School Senior Teacher)	1
241213	Primary School Teacher	1
2413	Middle School Teachers (Aus) / Intermediate School Teachers (NZ)	
241311	Middle School Teacher (Aus) / Intermediate School Teacher (NZ)	1
2414	Secondary School Teachers	
241411	Secondary School Teacher	1
2415	Special Education Teachers	
241511	Special Needs Teacher	1
241512	Teacher of the Hearing Impaired	1
241513	Teacher of the Sight Impaired	1
241599	Special Education Teachers nec	1
242	Tertiary Education Teachers	
2421	University Lecturers and Tutors	
242111	University Lecturer	1
242112	University Tutor	1
2422	Vocational Education Teachers (Aus) / Polytechnic Teachers (NZ)	
242211	Vocational Education Teacher (Aus) / Polytechnic Teacher (NZ)	1
249	Miscellaneous Education Professionals	
2491	Education Advisers and Reviewers	
249111	Education Adviser	1
249112	Education Reviewer	1
2492	Private Tutors and Teachers	
249211	Art Teacher (Private Tuition)	1
249212	Dance Teacher (Private Tuition)	1
249213	Drama Teacher (Private Tuition)	1
249214	Music Teacher (Private Tuition)	1
249299	Private Tutors and Teachers nec	1
2493	Teachers of English to Speakers of Other Languages	
249311	Teacher of English to Speakers of Other Languages	1
25	Health Professionals	
251	Health Diagnostic and Promotion Professionals	
2511	Dietitians	
251111	Dietitian	1
2512	Medical Imaging Professionals	
251211	Medical Diagnostic Radiographer	1
251212	Medical Radiation Therapist	1
251213	Nuclear Medicine Technologist	1
251214	Sonographer	1

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
2	PROFESSIONALS <i>cont.</i>	
25	Health Professionals <i>cont.</i>	
251	Health Diagnostic and Promotion Professionals <i>cont.</i>	
2513	Occupational and Environmental Health Professionals	
251311	Environmental Health Officer	1
251312	Occupational Health and Safety Adviser	1
2514	Optometrists and Orthoptists	
251411	Optometrist	1
251412	Orthoptist	1
2515	Pharmacists	
251511	Hospital Pharmacist	1
251512	Industrial Pharmacist	1
251513	Retail Pharmacist	1
2519	Other Health Diagnostic and Promotion Professionals	
251911	Health Promotion Officer	1
251912	Orthotist or Prosthetist	1
251999	Health Diagnostic and Promotion Professionals nec	1
252	Health Therapy Professionals	
2521	Chiropractors and Osteopaths	
252111	Chiropractor	1
252112	Osteopath	1
2522	Complementary Health Therapists	
252211	Acupuncturist	1
252212	Homoeopath	1
252213	Naturopath	1
252214	Traditional Chinese Medicine Practitioner	1
252215	Traditional Māori Health Practitioner	1
252299	Complementary Health Therapists nec	1
2523	Dental Practitioners	
252311	Dental Specialist	1
252312	Dentist	1
2524	Occupational Therapists	
252411	Occupational Therapist	1
2525	Physiotherapists	
252511	Physiotherapist	1
2526	Podiatrists	
252611	Podiatrist	1
2527	Speech Professionals and Audiologists	
252711	Audiologist	1
252712	Speech Pathologist (Aus) / Speech Language Therapist (NZ)	1
253	Medical Practitioners	
2531	Generalist Medical Practitioners	
253111	General Medical Practitioner	1
253112	Resident Medical Officer	1
2532	Anaesthetists	
253211	Anaesthetist	1

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
2	PROFESSIONALS <i>cont.</i>	
25	Health Professionals <i>cont.</i>	
253	Medical Practitioners <i>cont.</i>	
2533	Internal Medicine Specialists	
253311	Specialist Physician (General Medicine)	1
253312	Cardiologist	1
253313	Clinical Haematologist	1
253314	Clinical Oncologist	1
253315	Endocrinologist	1
253316	Gastroenterologist	1
253317	Intensive Care Specialist	1
253318	Neurologist	1
253321	Paediatrician	1
253322	Renal Medicine Specialist	1
253323	Rheumatologist	1
253324	Thoracic Medicine Specialist	1
253399	Internal Medicine Specialists nec	1
2534	Psychiatrists	
253411	Psychiatrist	1
2535	Surgeons	
253511	Surgeon (General)	1
253512	Cardiothoracic Surgeon	1
253513	Neurosurgeon	1
253514	Orthopaedic Surgeon	1
253515	Otorhinolaryngologist	1
253516	Paediatric Surgeon	1
253517	Plastic and Reconstructive Surgeon	1
253518	Urologist	1
253521	Vascular Surgeon	1
2539	Other Medical Practitioners	
253911	Dermatologist	1
253912	Emergency Medicine Specialist	1
253913	Obstetrician and Gynaecologist	1
253914	Ophthalmologist	1
253915	Pathologist	1
253916	Radiologist	1
253999	Medical Practitioners nec	1
254	Midwifery and Nursing Professionals	
2541	Midwives	
254111	Midwife	1
2542	Nurse Educators and Researchers	
254211	Nurse Educator	1
254212	Nurse Researcher	1
2543	Nurse Managers	
254311	Nurse Manager	1
2544	Registered Nurses	
254411	Nurse Practitioner	1
254412	Registered Nurse (Aged Care)	1
254413	Registered Nurse (Child and Family Health)	1
254414	Registered Nurse (Community Health)	1
254415	Registered Nurse (Critical Care and Emergency)	1
254416	Registered Nurse (Developmental Disability)	1
254417	Registered Nurse (Disability and Rehabilitation)	1
254418	Registered Nurse (Medical)	1
254421	Registered Nurse (Medical Practice)	1
254422	Registered Nurse (Mental Health)	1
254423	Registered Nurse (Perioperative)	1
254424	Registered Nurse (Surgical)	1
254499	Registered Nurses nec	1

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
2	PROFESSIONALS <i>cont.</i>	
26	ICT Professionals	
261	Business and Systems Analysts, and Programmers	
2611	ICT Business and Systems Analysts	
261111	ICT Business Analyst	1
261112	Systems Analyst	1
2612	Multimedia Specialists and Web Developers	
261211	Multimedia Specialist	1
261212	Web Developer	1
2613	Software and Applications Programmers	
261311	Analyst Programmer	1
261312	Developer Programmer	1
261313	Software Engineer	1
261399	Software and Applications Programmers nec	1
262	Database and Systems Administrators, and ICT Security Specialists	
2621	Database and Systems Administrators, and ICT Security Specialists	
262111	Database Administrator	1
262112	ICT Security Specialist	1
262113	Systems Administrator	1
263	ICT Network and Support Professionals	
2631	Computer Network Professionals	
263111	Computer Network and Systems Engineer	1
263112	Network Administrator	1
263113	Network Analyst	1
2632	ICT Support and Test Engineers	
263211	ICT Quality Assurance Engineer	1
263212	ICT Support Engineer	1
263213	ICT Systems Test Engineer	1
263299	ICT Support and Test Engineers nec	1
2633	Telecommunications Engineering Professionals	
263311	Telecommunications Engineer	1
263312	Telecommunications Network Engineer	1
27	Legal, Social and Welfare Professionals	
271	Legal Professionals	
2711	Barristers	
271111	Barrister	1
2712	Judicial and Other Legal Professionals	
271211	Judge	1
271212	Magistrate	1
271213	Tribunal Member	1
271299	Judicial and Other Legal Professionals nec	1
2713	Solicitors	
271311	Solicitor	1
272	Social and Welfare Professionals	
2721	Counsellors	
272111	Careers Counsellor	1
272112	Drug and Alcohol Counsellor	1
272113	Family and Marriage Counsellor	1
272114	Rehabilitation Counsellor	1
272115	Student Counsellor	1
272199	Counsellors nec	1
2722	Ministers of Religion	
272211	Minister of Religion	1

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
2	PROFESSIONALS <i>cont.</i>	
27	Legal, Social and Welfare Professionals <i>cont.</i>	
272	Social and Welfare Professionals <i>cont.</i>	
2723	Psychologists	
272311	Clinical Psychologist	1
272312	Educational Psychologist	1
272313	Organisational Psychologist	1
272314	Psychotherapist	1
272399	Psychologists nec	1
2724	Social Professionals	
272411	Historian	1
272412	Interpreter	1
272413	Translator	1
272499	Social Professionals nec	1
2725	Social Workers	
272511	Social Worker	1
2726	Welfare, Recreation and Community Arts Workers	
272611	Community Arts Worker	1
272612	Recreation Officer (Aus) / Recreation Coordinator (NZ)	1
272613	Welfare Worker	1
3	TECHNICIANS AND TRADES WORKERS	
31	Engineering, ICT and Science Technicians	
311	Agricultural, Medical and Science Technicians	
3111	Agricultural Technicians	
311111	Agricultural Technician	2
3112	Medical Technicians	
311211	Anaesthetic Technician	2
311212	Cardiac Technician	2
311213	Medical Laboratory Technician	2
311214	Operating Theatre Technician	2
311215	Pharmacy Technician	2
311299	Medical Technicians nec	2
3113	Primary Products Inspectors	
311311	Fisheries Officer	2
311312	Meat Inspector	2
311313	Quarantine Officer	2
311399	Primary Products Inspectors nec	2
3114	Science Technicians	
311411	Chemistry Technician	2
311412	Earth Science Technician	2
311413	Life Science Technician	2
311414	School Laboratory Technician	2
311499	Science Technicians nec	2
312	Building and Engineering Technicians	
3121	Architectural, Building and Surveying Technicians	
312111	Architectural Draftsperson	2
312112	Building Associate	2
312113	Building Inspector	2
312114	Construction Estimator	2
312115	Plumbing Inspector	2
312116	Surveying or Cartographic Technician	2
3122	Civil Engineering Draftspersons and Technicians	
312211	Civil Engineering Draftsperson	2
312212	Civil Engineering Technician	2
3123	Electrical Engineering Draftspersons and Technicians	
312311	Electrical Engineering Draftsperson	2
312312	Electrical Engineering Technician	2

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
3	TECHNICIANS AND TRADES WORKERS <i>cont.</i>	
31	Engineering, ICT and Science Technicians <i>cont.</i>	
312	Building and Engineering Technicians <i>cont.</i>	
3124	Electronic Engineering Draftspersons and Technicians	
312411	Electronic Engineering Draftsperson	2
312412	Electronic Engineering Technician	2
3125	Mechanical Engineering Draftspersons and Technicians	
312511	Mechanical Engineering Draftsperson	2
312512	Mechanical Engineering Technician	2
3126	Safety Inspectors	
312611	Safety Inspector	2
3129	Other Building and Engineering Technicians	
312911	Maintenance Planner	2
312912	Metallurgical or Materials Technician	2
312913	Mine Deputy	2
312999	Building and Engineering Technicians nec	2
313	ICT and Telecommunications Technicians	
3131	ICT Support Technicians	
313111	Hardware Technician	2
313112	ICT Customer Support Officer	2
313113	Web Administrator	2
313199	ICT Support Technicians nec	2
3132	Telecommunications Technical Specialists	
313211	Radiocommunications Technician	2
313212	Telecommunications Field Engineer	2
313213	Telecommunications Network Planner	2
313214	Telecommunications Technical Officer or Technologist	2
32	Automotive and Engineering Trades Workers	
321	Automotive Electricians and Mechanics	
3211	Automotive Electricians	
321111	Automotive Electrician	3
3212	Motor Mechanics	
321211	Motor Mechanic (General)	3
321212	Diesel Motor Mechanic	3
321213	Motorcycle Mechanic	3
321214	Small Engine Mechanic	3
322	Fabrication Engineering Trades Workers	
3221	Metal Casting, Forging and Finishing Trades Workers	
322111	Blacksmith	3
322112	Electroplater	3
322113	Farrier	3
322114	Metal Casting Trades Worker	3
322115	Metal Polisher	3
3222	Sheetmetal Trades Workers	
322211	Sheetmetal Trades Worker	3
3223	Structural Steel and Welding Trades Workers	
322311	Metal Fabricator	3
322312	Pressure Welder	3
322313	Welder (First Class) (Aus) / Welder (NZ)	3
323	Mechanical Engineering Trades Workers	
3231	Aircraft Maintenance Engineers	
323111	Aircraft Maintenance Engineer (Avionics)	3
323112	Aircraft Maintenance Engineer (Mechanical)	3
323113	Aircraft Maintenance Engineer (Structures)	3

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
3	TECHNICIANS AND TRADES WORKERS <i>cont.</i>	
32	Automotive and Engineering Trades Workers <i>cont.</i>	
323	Mechanical Engineering Trades Workers <i>cont.</i>	
3232	Metal Fitters and Machinists	
323211	Fitter (General)	3
323212	Fitter and Turner	3
323213	Fitter-Welder	3
323214	Metal Machinist (First Class)	3
323215	Textile, Clothing and Footwear Mechanic	3
323299	Metal Fitters and Machinists nec	3
3233	Precision Metal Trades Workers	
323311	Engraver	3
323312	Gunsmith	3
323313	Locksmith	3
323314	Precision Instrument Maker and Repairer	3
323315	Saw Maker and Repairer	3
323316	Watch and Clock Maker and Repairer	3
3234	Toolmakers and Engineering Patternmakers	
323411	Engineering Patternmaker	3
323412	Toolmaker	3
324	Panelbeaters, and Vehicle Body Builders, Trimmers and Painters	
3241	Panelbeaters	
324111	Panelbeater	3
3242	Vehicle Body Builders and Trimmers	
324211	Vehicle Body Builder	3
324212	Vehicle Trimmer	3
3243	Vehicle Painters	
324311	Vehicle Painter	3
33	Construction Trades Workers	
331	Bricklayers, and Carpenters and Joiners	
3311	Bricklayers and Stonemasons	
331111	Bricklayer	3
331112	Stonemason	3
3312	Carpenters and Joiners	
331211	Carpenter and Joiner	3
331212	Carpenter	3
331213	Joiner	3
332	Floor Finishers and Painting Trades Workers	
3321	Floor Finishers	
332111	Floor Finisher	3
3322	Painting Trades Workers	
332211	Painting Trades Worker	3
333	Glaziers, Plasterers and Tilers	
3331	Glaziers	
333111	Glazier	3
3332	Plasterers	
333211	Fibrous Plasterer	3
333212	Solid Plasterer	3
3333	Roof Tilers	
333311	Roof Tiler	3
3334	Wall and Floor Tilers	
333411	Wall and Floor Tiler	3

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
3	TECHNICIANS AND TRADES WORKERS <i>cont.</i>	
33	Construction Trades Workers <i>cont.</i>	
334	Plumbers	
3341	Plumbers	
334111	Plumber (General)	3
334112	Airconditioning and Mechanical Services Plumber	3
334113	Drainer (Aus) / Drainlayer (NZ)	3
334114	Gasfitter	3
334115	Roof Plumber	3
34	Electrotechnology and Telecommunications Trades Workers	
341	Electricians	
3411	Electricians	
341111	Electrician (General)	3
341112	Electrician (Special Class)	3
341113	Lift Mechanic	3
342	Electronics and Telecommunications Trades Workers	
3421	Airconditioning and Refrigeration Mechanics	
342111	Airconditioning and Refrigeration Mechanic	3
3422	Electrical Distribution Trades Workers	
342211	Electrical Linesworker (Aus) / Electrical Line Mechanic (NZ)	3
342212	Technical Cable Jointer	3
3423	Electronics Trades Workers	
342311	Business Machine Mechanic	3
342312	Communications Operator	3
342313	Electronic Equipment Trades Worker	3
342314	Electronic Instrument Trades Worker (General)	3
342315	Electronic Instrument Trades Worker (Special Class)	3
3424	Telecommunications Trades Workers	
342411	Cabler (Data and Telecommunications)	3
342412	Telecommunications Cable Jointer	3
342413	Telecommunications Linesworker (Aus) / Telecommunications Line Mechanic (NZ)	3
342414	Telecommunications Technician	3
35	Food Trades Workers	
351	Food Trades Workers	
3511	Bakers and Pastrycooks	
351111	Baker	3
351112	Pastrycook	3
3512	Butchers and Smallgoods Makers	
351211	Butcher or Smallgoods Maker	3
3513	Chefs	
351311	Chef	2
3514	Cooks	
351411	Cook	3
36	Skilled Animal and Horticultural Workers	
361	Animal Attendants and Trainers, and Shearers	
3611	Animal Attendants and Trainers	
361111	Dog Handler or Trainer	3
361112	Horse Trainer	3
361113	Pet Groomer	3
361114	Zookeeper	3
361199	Animal Attendants and Trainers nec	3
3612	Shearers	
361211	Shearer	3
3613	Veterinary Nurses	
361311	Veterinary Nurse	3

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
3	TECHNICIANS AND TRADES WORKERS <i>cont.</i>	
36	Skilled Animal and Horticultural Workers <i>cont.</i>	
362	Horticultural Trades Workers	
3621	Florists	
362111	Florist	3
3622	Gardeners	
362211	Gardener (General)	3
362212	Arborist	3
362213	Landscape Gardener	3
3623	Greenkeepers	
362311	Greenkeeper	3
3624	Nurserypersons	
362411	Nurseryperson	3
39	Other Technicians and Trades Workers	
391	Hairdressers	
3911	Hairdressers	
391111	Hairdresser	3
392	Printing Trades Workers	
3921	Binders, Finishers and Screen Printers	
392111	Binder and Finisher	3
392112	Screen Printer	3
3922	Graphic Pre-press Trades Workers	
392211	Graphic Pre-press Trades Worker	3
3923	Printers	
392311	Printing Machinist	3
392312	Small Offset Printer	3
393	Textile, Clothing and Footwear Trades Workers	
3931	Canvas and Leather Goods Makers	
393111	Canvas Goods Maker	3
393112	Leather Goods Maker	3
393113	Sail Maker	3
393114	Shoemaker	3
3932	Clothing Trades Workers	
393211	Apparel Cutter	3
393212	Clothing Patternmaker	3
393213	Dressmaker or Tailor	3
393299	Clothing Trades Workers nec	3
3933	Upholsterers	
393311	Upholsterer	3
394	Wood Trades Workers	
3941	Cabinetmakers	
394111	Cabinetmaker	3
3942	Wood Machinists and Other Wood Trades Workers	
394211	Furniture Finisher	3
394212	Picture Framer	3
394213	Wood Machinist	3
394214	Wood Turner	3
394299	Wood Machinists and Other Wood Trades Workers nec	3
399	Miscellaneous Technicians and Trades Workers	
3991	Boat Builders and Shipwrights	
399111	Boat Builder and Repairer	3
399112	Shipwright	3
3992	Chemical, Gas, Petroleum and Power Generation Plant Operators	
399211	Chemical Plant Operator	3
399212	Gas or Petroleum Operator	3
399213	Power Generation Plant Operator	3

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
3	TECHNICIANS AND TRADES WORKERS <i>cont.</i>	
39	Other Technicians and Trades Workers <i>cont.</i>	
399	Miscellaneous Technicians and Trades Workers <i>cont.</i>	
3993	Gallery, Library and Museum Technicians	
399311	Gallery or Museum Technician	2
399312	Library Technician	2
3994	Jewellers	
399411	Jeweller	3
3995	Performing Arts Technicians	
399511	Broadcast Transmitter Operator	3
399512	Camera Operator (Film, Television or Video)	3
399513	Light Technician	3
399514	Make Up Artist	3
399515	Musical Instrument Maker or Repairer	3
399516	Sound Technician	3
399517	Television Equipment Operator	3
399599	Performing Arts Technicians nec	3
3996	Signwriters	
399611	Signwriter	3
3999	Other Miscellaneous Technicians and Trades Workers	
399911	Diver	3
399912	Interior Decorator	2
399913	Optical Dispenser (Aus) / Dispensing Optician (NZ)	3
399914	Optical Mechanic	3
399915	Photographer's Assistant	3
399916	Plastics Technician	3
399917	Wool Classer	3
399999	Technicians and Trades Workers nec	3
4	COMMUNITY AND PERSONAL SERVICE WORKERS	
41	Health and Welfare Support Workers	
411	Health and Welfare Support Workers	
4111	Ambulance Officers and Paramedics	
411111	Ambulance Officer	2
411112	Intensive Care Ambulance Paramedic (Aus) / Ambulance Paramedic (NZ)	2
4112	Dental Hygienists, Technicians and Therapists	
411211	Dental Hygienist	2
411212	Dental Prosthetist	2
411213	Dental Technician	2
411214	Dental Therapist	2
4113	Diversional Therapists	
411311	Diversional Therapist	3
4114	Enrolled and Mothercraft Nurses	
411411	Enrolled Nurse	2
411412	Mothercraft Nurse	2
4115	Indigenous Health Workers	
411511	Aboriginal and Torres Strait Islander Health Worker	2
411512	Kaiāwhina (Hauora) (Māori Health Assistant)	2
4116	Massage Therapists	
411611	Massage Therapist	2
4117	Welfare Support Workers	
411711	Community Worker	2
411712	Disabilities Services Officer	2
411713	Family Support Worker	2
411714	Parole or Probation Officer	2
411715	Residential Care Officer	2
411716	Youth Worker	2

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
4	COMMUNITY AND PERSONAL SERVICE WORKERS <i>cont.</i>	
42	Carers and Aides	
421	Child Carers	
4211	Child Carers	
421111	Child Care Worker	4
421112	Family Day Care Worker	4
421113	Nanny	4
421114	Out of School Hours Care Worker	4
422	Education Aides	
4221	Education Aides	
422111	Aboriginal and Torres Strait Islander Education Worker	4
422112	Integration Aide	4
422113	Kaiāwhina Kohanga Reo (Māori Language Nest Assistant)	4
422114	Kaiāwhina Kura Kaupapa Māori (Māori-medium School Assistant)	4
422115	Preschool Aide	4
422116	Teachers' Aide	4
423	Personal Carers and Assistants	
4231	Aged and Disabled Carers	
423111	Aged or Disabled Carer	4
4232	Dental Assistants	
423211	Dental Assistant	4
4233	Nursing Support and Personal Care Workers	
423311	Hospital Orderly	4
423312	Nursing Support Worker	4
423313	Personal Care Assistant	4
423314	Therapy Aide	4
4234	Special Care Workers	
423411	Child or Youth Residential Care Assistant	4
423412	Hostel Parent	4
423413	Refuge Worker	4
43	Hospitality Workers	
431	Hospitality Workers	
4311	Bar Attendants and Baristas	
431111	Bar Attendant	4
431112	Barista	4
4312	Cafe Workers	
431211	Cafe Worker	5
4313	Gaming Workers	
431311	Gaming Worker	4
4314	Hotel Service Managers	
431411	Hotel Service Manager	3
4315	Waiters	
431511	Waiter	4
4319	Other Hospitality Workers	
431911	Bar Useful or Busser	5
431912	Doorperson or Luggage Porter	5
431999	Hospitality Workers nec	5
44	Protective Service Workers	
441	Defence Force Members, Fire Fighters and Police	
4411	Defence Force Members - Other Ranks	
441111	Defence Force Member - Other Ranks	3
4412	Fire and Emergency Workers	
441211	Emergency Service Worker	3
441212	Fire Fighter	3

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
4	COMMUNITY AND PERSONAL SERVICE WORKERS <i>cont.</i>	
44	Protective Service Workers <i>cont.</i>	
441	Defence Force Members, Fire Fighters and Police <i>cont.</i>	
4413	Police	
441311	Detective	2
441312	Police Officer	2
442	Prison and Security Officers	
4421	Prison Officers	
442111	Prison Officer	4
4422	Security Officers and Guards	
442211	Alarm, Security or Surveillance Monitor	5
442212	Armoured Car Escort	5
442213	Crowd Controller	4
442214	Private Investigator	4
442215	Retail Loss Prevention Officer	5
442216	Security Consultant	3
442217	Security Officer	5
442299	Security Officers and Guards nec	5
45	Sports and Personal Service Workers	
451	Personal Service and Travel Workers	
4511	Beauty Therapists	
451111	Beauty Therapist	4
4512	Driving Instructors	
451211	Driving Instructor	3
4513	Funeral Workers	
451311	Funeral Director	2
451399	Funeral Workers nec	3
4514	Gallery, Museum and Tour Guides	
451411	Gallery or Museum Guide	4
451412	Tour Guide	4
4515	Personal Care Consultants	
451511	Natural Remedy Consultant	4
451512	Weight Loss Consultant	4
4516	Tourism and Travel Advisers	
451611	Tourist Information Officer	4
451612	Travel Consultant	4
4517	Travel Attendants	
451711	Flight Attendant	3
451799	Travel Attendants nec	3
4518	Other Personal Service Workers	
451811	Civil Celebrant	4
451812	Hair or Beauty Salon Assistant	5
451813	Sex Worker or Escort	5
451899	Personal Service Workers nec	4
452	Sports and Fitness Workers	
4521	Fitness Instructors	
452111	Fitness Instructor	4
4522	Outdoor Adventure Guides	
452211	Bungy Jump Master	4
452212	Fishing Guide	4
452213	Hunting Guide	4
452214	Mountain or Glacier Guide	4
452215	Outdoor Adventure Instructor	4
452216	Trekking Guide	4
452217	Whitewater Rafting Guide	4
452299	Outdoor Adventure Guides nec	4

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
4	COMMUNITY AND PERSONAL SERVICE WORKERS <i>cont.</i>	
45	Sports and Personal Service Workers <i>cont.</i>	
452	Sports and Fitness Workers <i>cont.</i>	
4523	Sports Coaches, Instructors and Officials	
452311	Diving Instructor (Open Water)	3
452312	Gymnastics Coach or Instructor	3
452313	Horse Riding Coach or Instructor	3
452314	Snowsport Instructor	3
452315	Swimming Coach or Instructor	3
452316	Tennis Coach	3
452317	Other Sports Coach or Instructor	3
452318	Dog or Horse Racing Official	3
452321	Sports Development Officer	2
452322	Sports Umpire	3
452323	Other Sports Official	3
4524	Sportspersons	
452411	Footballer	3
452412	Golfer	3
452413	Jockey	3
452414	Lifeguard	3
452499	Sportspersons nec	3
5	CLERICAL AND ADMINISTRATIVE WORKERS	
51	Office Managers and Program Administrators	
511	Contract, Program and Project Administrators	
5111	Contract, Program and Project Administrators	
511111	Contract Administrator	2
511112	Program or Project Administrator	2
512	Office and Practice Managers	
5121	Office Managers	
512111	Office Manager	2
5122	Practice Managers	
512211	Health Practice Manager	2
512299	Practice Managers nec	2
52	Personal Assistants and Secretaries	
521	Personal Assistants and Secretaries	
5211	Personal Assistants	
521111	Personal Assistant	3
5212	Secretaries	
521211	Secretary (General)	3
521212	Legal Secretary	3
53	General Clerical Workers	
531	General Clerks	
5311	General Clerks	
531111	General Clerk	4
532	Keyboard Operators	
5321	Keyboard Operators	
532111	Data Entry Operator	4
532112	Machine Shorthand Reporter	4
532113	Word Processing Operator	4
54	Inquiry Clerks and Receptionists	
541	Call or Contact Centre Information Clerks	
5411	Call or Contact Centre Workers	
541111	Call or Contact Centre Team Leader	3
541112	Call or Contact Centre Operator	4
5412	Inquiry Clerks	
541211	Inquiry Clerk	4

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		Skill Level
5	CLERICAL AND ADMINISTRATIVE WORKERS <i>cont.</i>	
54	Inquiry Clerks and Receptionists <i>cont.</i>	
542	Receptionists	
5421	Receptionists	
542111	Receptionist (General)	4
542112	Admissions Clerk	4
542113	Hotel or Motel Receptionist	4
542114	Medical Receptionist	4
55	Numerical Clerks	
551	Accounting Clerks and Bookkeepers	
5511	Accounting Clerks	
551111	Accounts Clerk	4
551112	Cost Clerk	4
5512	Bookkeepers	
551211	Bookkeeper	4
5513	Payroll Clerks	
551311	Payroll Clerk	4
552	Financial and Insurance Clerks	
5521	Bank Workers	
552111	Bank Worker	4
5522	Credit and Loans Officers	
552211	Credit or Loans Officer	4
5523	Insurance, Money Market and Statistical Clerks	
552311	Bookmaker	4
552312	Insurance Consultant	4
552313	Money Market Clerk	4
552314	Statistical Clerk	4
56	Clerical and Office Support Workers	
561	Clerical and Office Support Workers	
5611	Betting Clerks	
561111	Betting Agency Counter Clerk	5
561112	Bookmaker's Clerk	5
561113	Telephone Betting Clerk	5
561199	Betting Clerks nec	5
5612	Couriers and Postal Deliverers	
561211	Courier	5
561212	Postal Delivery Officer	5
5613	Filing and Registry Clerks	
561311	Filing or Registry Clerk	5
5614	Mail Sorters	
561411	Mail Clerk	5
561412	Postal Sorting Officer	5
5615	Survey Interviewers	
561511	Survey Interviewer	5
5616	Switchboard Operators	
561611	Switchboard Operator	5
5619	Other Clerical and Office Support Workers	
561911	Classified Advertising Clerk	5
561912	Meter Reader	5
561913	Parking Inspector	5
561999	Clerical and Office Support Workers nec	5
59	Other Clerical and Administrative Workers	
591	Logistics Clerks	
5911	Purchasing and Supply Logistics Clerks	
591111	Order Clerk	4
591112	Production Clerk	4
591113	Purchasing Officer	4
591114	Sales Clerk	4
591115	Stock Clerk	4
591116	Warehouse Administrator	4

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
5	CLERICAL AND ADMINISTRATIVE WORKERS <i>cont.</i>	
59	Other Clerical and Administrative Workers <i>cont.</i>	
591	Logistics Clerks <i>cont.</i>	
5912	Transport and Despatch Clerks	
591211	Despatching and Receiving Clerk	4
591212	Import-Export Clerk	4
599	Miscellaneous Clerical and Administrative Workers	
5991	Conveyancers and Legal Executives	
599111	Conveyancer	2
599112	Legal Executive	2
5992	Court and Legal Clerks	
599211	Clerk of Court	3
599212	Court Bailiff or Sheriff (Aus) / Court Collections Officer (NZ)	3
599213	Court Orderly (Aus) / Court Registry Officer (NZ)	3
599214	Law Clerk	3
599215	Trust Officer	3
5993	Debt Collectors	
599311	Debt Collector	4
5994	Human Resource Clerks	
599411	Human Resource Clerk	4
5995	Inspectors and Regulatory Officers	
599511	Customs Officer	4
599512	Immigration Officer	4
599513	Motor Vehicle Licence Examiner	4
599514	Noxious Weeds and Pest Inspector	4
599515	Social Security Assessor	4
599516	Taxation Inspector	4
599517	Train Examiner	4
599518	Transport Operations Inspector	4
599521	Water Inspector	4
599599	Inspectors and Regulatory Officers nec	4
5996	Insurance Investigators, Loss Adjusters and Risk Surveyors	
599611	Insurance Investigator	3
599612	Insurance Loss Adjuster	3
599613	Insurance Risk Surveyor	3
5997	Library Assistants	
599711	Library Assistant	4
5999	Other Miscellaneous Clerical and Administrative Workers	
599911	Coding Clerk	4
599912	Production Assistant (Film, Television, Radio or Stage)	4
599913	Proof Reader	4
599914	Radio Despatcher	4
599999	Clerical and Administrative Workers nec	4
6	SALES WORKERS	
61	Sales Representatives and Agents	
611	Insurance Agents and Sales Representatives	
6111	Auctioneers, and Stock and Station Agents	
611111	Auctioneer	3
611112	Stock and Station Agent	3
6112	Insurance Agents	
611211	Insurance Agent	3
6113	Sales Representatives	
611311	Sales Representative (Building and Plumbing Supplies)	4
611312	Sales Representative (Business Services)	4
611313	Sales Representative (Motor Vehicle Parts and Accessories)	4
611314	Sales Representative (Personal and Household Goods)	4
611399	Sales Representatives nec	4

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
6	SALES WORKERS <i>cont</i>	
61	Sales Representatives and Agents <i>cont</i>	
612	Real Estate Sales Agents	
6121	Real Estate Sales Agents	
612111	Business Broker	3
612112	Property Manager	3
612113	Real Estate Agency Principal (Aus) / Real Estate Agency Licensee (NZ)	2
612114	Real Estate Agent	3
612115	Real Estate Representative	3
62	Sales Assistants and Salespersons	
621	Sales Assistants and Salespersons	
6211	Sales Assistants (General)	
621111	Sales Assistant (General)	5
6212	ICT Sales Assistants	
621211	ICT Sales Assistant	5
6213	Motor Vehicle and Vehicle Parts Salespersons	
621311	Motor Vehicle or Caravan Salesperson	4
621312	Motor Vehicle Parts Interpreter (Aus) / Automotive Parts Salesperson (NZ)	4
6214	Pharmacy Sales Assistants	
621411	Pharmacy Sales Assistant	5
6215	Retail Supervisors	
621511	Retail Supervisor	4
6216	Service Station Attendants	
621611	Service Station Attendant	5
6217	Street Vendors and Related Salespersons	
621711	Cash Van Salesperson	5
621712	Door-to-door Salesperson	5
621713	Street Vendor	5
6219	Other Sales Assistants and Salespersons	
621911	Materials Recycler	5
621912	Rental Salesperson	5
621999	Sales Assistants and Salespersons nec	5
63	Sales Support Workers	
631	Checkout Operators and Office Cashiers	
6311	Checkout Operators and Office Cashiers	
631111	Checkout Operator	5
631112	Office Cashier	5
639	Miscellaneous Sales Support Workers	
6391	Models and Sales Demonstrators	
639111	Model	5
639112	Sales Demonstrator	5
6392	Retail and Wool Buyers	
639211	Retail Buyer	3
639212	Wool Buyer	3
6393	Telemarketers	
639311	Telemarketer	5
6394	Ticket Salespersons	
639411	Ticket Seller	5
639412	Transport Conductor	5
6395	Visual Merchandisers	
639511	Visual Merchandiser	4
6399	Other Sales Support Workers	
639911	Other Sales Support Worker	5

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
7	MACHINERY OPERATORS AND DRIVERS	
71	Machine and Stationary Plant Operators	
711	Machine Operators	
7111	Clay, Concrete, Glass and Stone Processing Machine Operators	
711111	Clay Products Machine Operator	4
711112	Concrete Products Machine Operator	4
711113	Glass Production Machine Operator	4
711114	Stone Processing Machine Operator	4
711199	Clay, Concrete, Glass and Stone Processing Machine Operators nec	4
7112	Industrial Spraypainters	
711211	Industrial Spraypainter	4
7113	Paper and Wood Processing Machine Operators	
711311	Paper Products Machine Operator	4
711312	Wood Processing Machine Operator	4
7114	Photographic Developers and Printers	
711411	Photographic Developer and Printer	4
7115	Plastics and Rubber Production Machine Operators	
711511	Plastic Cabling Machine Operator	4
711512	Plastic Compounding and Reclamation Machine Operator	4
711513	Plastics Fabricator or Welder	4
711514	Plastics Production Machine Operator (General)	4
711515	Reinforced Plastic and Composite Production Worker	4
711516	Rubber Production Machine Operator	4
711599	Plastics and Rubber Production Machine Operators nec	4
7116	Sewing Machinists	
711611	Sewing Machinist	4
7117	Textile and Footwear Production Machine Operators	
711711	Footwear Production Machine Operator	4
711712	Hide and Skin Processing Machine Operator	4
711713	Knitting Machine Operator	4
711714	Textile Dyeing and Finishing Machine Operator	4
711715	Weaving Machine Operator	4
711716	Yarn Carding and Spinning Machine Operator	4
711799	Textile and Footwear Production Machine Operators nec	4
7119	Other Machine Operators	
711911	Chemical Production Machine Operator	4
711912	Motion Picture Projectionist	4
711913	Sand Blaster	4
711914	Sterilisation Technician	4
711999	Machine Operators nec	4
712	Stationary Plant Operators	
7121	Crane, Hoist and Lift Operators	
712111	Crane, Hoist or Lift Operator	4
7122	Drillers, Miners and Shot Firers	
712211	Driller	4
712212	Miner	4
712213	Shot Firer	4
7123	Engineering Production Systems Workers	
712311	Engineering Production Systems Worker	4

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
7	MACHINERY OPERATORS AND DRIVERS <i>cont.</i>	
71	Machine and Stationary Plant Operators <i>cont.</i>	
712	Stationary Plant Operators <i>cont.</i>	
7129	Other Stationary Plant Operators	
712911	Boiler or Engine Operator	4
712912	Bulk Materials Handling Plant Operator	4
712913	Cement Production Plant Operator	4
712914	Concrete Batching Plant Operator	4
712915	Concrete Pump Operator	4
712916	Paper and Pulp Mill Operator	4
712917	Railway Signal Operator	4
712918	Train Controller	4
712921	Waste Water or Water Plant Operator	4
712922	Weighbridge Operator	4
712999	Stationary Plant Operators nec	4
72	Mobile Plant Operators	
721	Mobile Plant Operators	
7211	Agricultural, Forestry and Horticultural Plant Operators	
721111	Agricultural and Horticultural Mobile Plant Operator	4
721112	Logging Plant Operator	4
7212	Earthmoving Plant Operators	
721211	Earthmoving Plant Operator (General)	4
721212	Backhoe Operator	4
721213	Bulldozer Operator	4
721214	Excavator Operator	4
721215	Grader Operator	4
721216	Loader Operator	4
7213	Forklift Drivers	
721311	Forklift Driver	4
7219	Other Mobile Plant Operators	
721911	Aircraft Baggage Handler and Airline Ground Crew	4
721912	Linemarker	4
721913	Paving Plant Operator	4
721914	Railway Track Plant Operator	4
721915	Road Roller Operator	4
721916	Streetsweeper Operator	4
721999	Mobile Plant Operators nec	4
73	Road and Rail Drivers	
731	Automobile, Bus and Rail Drivers	
7311	Automobile Drivers	
731111	Chauffeur	4
731112	Taxi Driver	4
731199	Automobile Drivers nec	4
7312	Bus and Coach Drivers	
731211	Bus Driver	4
731212	Charter and Tour Bus Driver	4
731213	Passenger Coach Driver	4
7313	Train and Tram Drivers	
731311	Train Driver	4
731312	Tram Driver	4
732	Delivery Drivers	
7321	Delivery Drivers	
732111	Delivery Driver	4

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		Skill Level
7	MACHINERY OPERATORS AND DRIVERS <i>cont.</i>	
73	Road and Rail Drivers <i>cont.</i>	
733	Truck Drivers	
7331	Truck Drivers	
733111	Truck Driver (General)	4
733112	Aircraft Refueller	4
733113	Furniture Removalist	4
733114	Tanker Driver	4
733115	Tow Truck Driver	4
74	Storepersons	
741	Storepersons	
7411	Storepersons	
741111	Storeperson	4
8	LABOURERS	
81	Cleaners and Laundry Workers	
811	Cleaners and Laundry Workers	
8111	Car Detailers	
811111	Car Detailer	5
8112	Commercial Cleaners	
811211	Commercial Cleaner	5
8113	Domestic Cleaners	
811311	Domestic Cleaner	5
8114	Housekeepers	
811411	Commercial Housekeeper	5
811412	Domestic Housekeeper	5
8115	Laundry Workers	
811511	Laundry Worker (General)	5
811512	Drycleaner	5
811513	Ironer or Presser	5
8116	Other Cleaners	
811611	Carpet Cleaner	5
811612	Window Cleaner	5
811699	Cleaners nec	5
82	Construction and Mining Labourers	
821	Construction and Mining Labourers	
8211	Building and Plumbing Labourers	
821111	Builder's Labourer	5
821112	Drainage, Sewerage and Stormwater Labourer	5
821113	Earthmoving Labourer	5
821114	Plumber's Assistant	5
8212	Concreters	
821211	Concreter	5
8213	Fencers	
821311	Fencer	4
8214	Insulation and Home Improvement Installers	
821411	Building Insulation Installer	4
821412	Home Improvement Installer	4
8215	Paving and Surfacing Labourers	
821511	Paving and Surfacing Labourer	5
8216	Railway Track Workers	
821611	Railway Track Worker	4
8217	Structural Steel Construction Workers	
821711	Construction Rigger	4
821712	Scaffolder	4
821713	Steel Fixer	4
821714	Structural Steel Erector	4
8219	Other Construction and Mining Labourers	
821911	Crane Chaser	5
821912	Driller's Assistant	5
821913	Lagger	5
821914	Mining Support Worker	5
821915	Surveyor's Assistant	5

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
8	LABOURERS <i>cont.</i>	
83	Factory Process Workers	
831	Food Process Workers	
8311	Food and Drink Factory Workers	
831111	Baking Factory Worker	5
831112	Brewery Worker	5
831113	Confectionery Maker	5
831114	Dairy Products Maker	5
831115	Fruit and Vegetable Factory Worker	5
831116	Grain Mill Worker	5
831117	Sugar Mill Worker	5
831118	Winery Cellar Hand	5
831199	Food and Drink Factory Workers nec	5
8312	Meat Boners and Slicers, and Slaughterers	
831211	Meat Boner and Slicer	4
831212	Slaughterer	4
8313	Meat, Poultry and Seafood Process Workers	
831311	Meat Process Worker	5
831312	Poultry Process Worker	5
831313	Seafood Process Worker	5
832	Packers and Product Assemblers	
8321	Packers	
832111	Chocolate Packer	5
832112	Container Filler	5
832113	Fruit and Vegetable Packer	5
832114	Meat Packer	5
832115	Seafood Packer	5
832199	Packers nec	5
8322	Product Assemblers	
832211	Product Assembler	5
839	Miscellaneous Factory Process Workers	
8391	Metal Engineering Process Workers	
839111	Metal Engineering Process Worker	5
8392	Plastics and Rubber Factory Workers	
839211	Plastics Factory Worker	5
839212	Rubber Factory Worker	5
8393	Product Quality Controllers	
839311	Product Examiner	4
839312	Product Grader	4
839313	Product Tester	4
8394	Timber and Wood Process Workers	
839411	Paper and Pulp Mill Worker	5
839412	Sawmill or Timber Yard Worker	5
839413	Wood and Wood Products Factory Worker	5
8399	Other Factory Process Workers	
839911	Cement and Concrete Plant Worker	5
839912	Chemical Plant Worker	5
839913	Clay Processing Factory Worker	5
839914	Fabric and Textile Factory Worker	5
839915	Footwear Factory Worker	5
839916	Glass Processing Worker	5
839917	Hide and Skin Processing Worker	5
839999	Factory Process Workers nec	5
84	Farm, Forestry and Garden Workers	
841	Farm, Forestry and Garden Workers	
8411	Aquaculture Workers	
841111	Aquaculture Worker	5

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
8	LABOURERS <i>cont.</i>	
84	Farm, Forestry and Garden Workers <i>cont.</i>	
841	Farm, Forestry and Garden Workers <i>cont.</i>	
8412	Crop Farm Workers	
841211	Fruit or Nut Farm Worker	5
841212	Fruit or Nut Picker	5
841213	Grain, Oilseed or Pasture Farm Worker (Aus) / Field Crop Farm Worker (NZ)	5
841214	Vegetable Farm Worker (Aus) / Market Garden Worker (NZ)	5
841215	Vegetable Picker	5
841216	Vineyard Worker	5
841299	Crop Farm Workers nec	5
8413	Forestry and Logging Workers	
841311	Forestry Worker	4
841312	Logging Assistant	4
841313	Tree Faller	4
8414	Garden and Nursery Labourers	
841411	Garden Labourer	5
841412	Horticultural Nursery Assistant	5
8415	Livestock Farm Workers	
841511	Beef Cattle Farm Worker	5
841512	Dairy Cattle Farm Worker	5
841513	Mixed Livestock Farm Worker	5
841514	Poultry Farm Worker	5
841515	Sheep Farm Worker	5
841516	Stablehand	5
841517	Wool Handler	5
841599	Livestock Farm Workers nec	5
8416	Mixed Crop and Livestock Farm Workers	
841611	Mixed Crop and Livestock Farm Worker	5
8419	Other Farm, Forestry and Garden Workers	
841911	Hunter-Trapper	5
841912	Pest or Weed Controller	4
841999	Farm, Forestry and Garden Workers nec	5
85	Food Preparation Assistants	
851	Food Preparation Assistants	
8511	Fast Food Cooks	
851111	Fast Food Cook	5
8512	Food Trades Assistants	
851211	Pastrycook's Assistant	5
851299	Food Trades Assistants nec	5
8513	Kitchenhands	
851311	Kitchenhand	5
89	Other Labourers	
891	Freight Handlers and Shelf Fillers	
8911	Freight and Furniture Handlers	
891111	Freight Handler (Rail or Road)	5
891112	Truck Driver's Offsider	5
891113	Waterside Worker	5
8912	Shelf Fillers	
891211	Shelf Filler	5
899	Miscellaneous Labourers	
8991	Caretakers	
899111	Caretaker	5

APPENDIX 5 DETAILED ANZSCO STRUCTURE *continued*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS AND OCCUPATIONS *continued*

		<i>Skill Level</i>
8	LABOURERS <i>cont.</i>	
89	Other Labourers <i>cont.</i>	
899	Miscellaneous Labourers <i>cont.</i>	
8992	Deck and Fishing Hands	
899211	Deck Hand	4
899212	Fishing Hand	4
8993	Handypersons	
899311	Handyperson	5
8994	Motor Vehicle Parts and Accessories Fitters	
899411	Motor Vehicle Parts and Accessories Fitter (General)	4
899412	Autoglazier	4
899413	Exhaust and Muffler Fitter	4
899414	Radiator Fitter	4
899415	Tyre Fitter	4
8995	Printing Assistants and Table Workers	
899511	Printer's Assistant	4
899512	Printing Table Worker	4
8996	Recycling and Rubbish Collectors	
899611	Recycling or Rubbish Collector	5
8997	Vending Machine Attendants	
899711	Vending Machine Attendant	5
8999	Other Miscellaneous Labourers	
899911	Bicycle Mechanic	5
899912	Car Park Attendant	5
899913	Crossing Supervisor	5
899914	Electrical or Telecommunications Trades Assistant	5
899915	Leaflet or Newspaper Deliverer	5
899916	Mechanic's Assistant	5
899917	Railways Assistant	5
899918	Sign Erector	5
899921	Ticket Collector or Usher	5
899922	Trolley Collector	5
899999	Labourers nec	5

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