

---

**GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS**

---

**DEPARTMENT OF HOME AFFAIRS****NO. 96****18 February 2021****INVITATION TO COMMENT ON THE DRAFT CRITICAL SKILLS LIST (2020)**

The Preamble of the Immigration Act, 2002 (Act No. 13 of 2002) (“the Immigration Act”) states that in providing for the regulation of admission of foreigners to, their residence in, and their departure from the Republic and for matters connected therewith, the Department of Home Affairs must ensure that the South African economy has access at all times to the full measure of needed contributions by foreigners and that the contribution of foreigners in the South African labour market does not adversely impact on existing labour standards and the rights and expectations of South African workers.

Section 19(4) of the Immigration Act stipulates that subject to any prescribed requirements, a critical skills work visa may be issued by the Director-General to an individual possessing such skills or qualifications determined to be critical for the Republic from time to time by the Minister by notice in the Gazette and to those members of his or her immediate family determined by the Director-General under the circumstances or as may be prescribed.

In view of the above, Notice is hereby given that after a thorough process led by the Department of Higher Education and Training, through its Labour Market Intelligence Research Programme and backed by an extensive scientific methodology, the Minister of Home Affairs intends to publish the new Critical Skills List of 2021.

Interested persons, communities, organizations and institutions are invited to submit written comments on the Technical Report for the 2021 Critical Skills List by 16h00 on 31 March 2021. Comments received after the closing date will not be considered.

The Technical Report on how the Critical Skills List was compiled is available on [www.dha.gov.za](http://www.dha.gov.za)

Kindly direct all enquiries and written submissions to the following address:

By email: [cswv@dha.gov.za](mailto:cswv@dha.gov.za)

By post/hand delivered: Attention: **Mr Phindiwe Mbhele**  
**Department of Home Affairs (Hallmark Building)**  
**17<sup>th</sup> Floor**  
**236 Johannes Ramokhoase Street**  
**Pretoria**  
**0001**

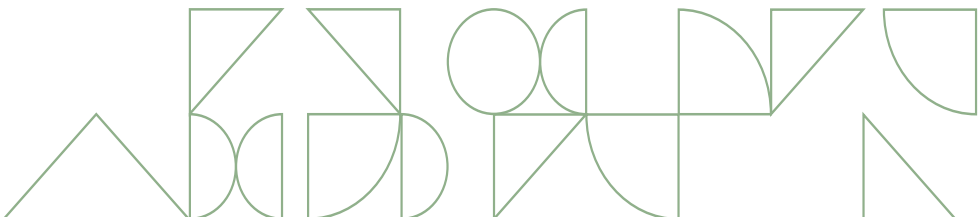
Enquiries by telephone : (012) 406-7068 / 4572

**DIRECTOR-GENERAL**  
**DEPARTMENT OF HOME AFFAIRS**

**TABLE 20:** Preliminary Critical Skills List (CSL) for finalisation by the DHA

6-DIGIT OFO CODE	6-DIGIT OFO DESCRIPTION	MINIMUM QUALIFICATION REQUIRED	PROFESSIONAL OR LICENSE-TO-PRACTICE REQUIREMENTS	PROFESSIONAL BODY
2019-121301	Policy and planning manager	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Institute of Directors in South Africa will be preferable
2019-122101	Sales and marketing manager	Bachelor's degree or advanced diploma (NQF Level 7)	No	
2019-122301	Research and development manager	Diploma or advanced certificate (NQF Level 6)	No	
2019-131101	Agricultural farm manager	Bachelor's degree or advanced diploma (NQF Level 7)	No	
2019-132101	Manufacturer	Diploma or advanced certificate (NQF Level 6)	No	
2019-132102	Manufacturing operations manager	Bachelor's degree or advanced diploma (NQF Level 7)	No	
2019-132104	Engineering manager*	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	Yes	Engineering Council of South Africa
2019-132301	Construction project manager	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	Yes	South African Council for Project and Construction Management Professions
2019-132407	Airport or harbour manager	Diploma or advanced certificate (NQF Level 6)	No	
2019-133101	Chief information officer	Bachelor's degree or advanced diploma (NQF Level 7)	No	
2019-133102	ICT project manager	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Institute of Information Technology Professionals South Africa will be preferable
2019-133103	Data management manager	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Institute of Information Technology Professionals South Africa will be preferable
2019-133104	Application development manager	Bachelor's degree or advanced diploma (NQF Level 7)	No	Membership in the Institute of Information Technology Professionals South Africa will be preferable

6-DIGIT OFO CODE	6-DIGIT OFO DESCRIPTION	MINIMUM QUALIFICATION REQUIRED	PROFESSIONAL OR LICENSE-TO-PRACTICE REQUIREMENTS	PROFESSIONAL BODY
2019-133105	Information technology manager	Bachelor's degree or advanced diploma (NQF Level 7)	No	Membership in the Institute of Information Technology Professionals South Africa will be preferable
2019-133106	Information systems director*	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	No	Membership in the Institute of Information Technology Professionals South Africa will be preferable
2019-134502	FET college principal*	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	South African Council for Educators
2019-143905	Call or contact centre manager	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Contact Centre Management Group will be preferable
2019-143906	Caravan park and camping ground manager	Diploma or advanced certificate (NQF Level 6)	No	
2019-143907	Dockmaster	Diploma or advanced certificate (NQF Level 6)	No	
2019-143908	Travel accommodation inspector	Diploma or advanced certificate (NQF Level 6)	No	
2019-143909	Travel agency manager	Higher certificate (NQF Level 5)	No	Membership in the Association of Southern African Travel Agents will be preferable
2019-211401	Geologist	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	South African Council for Natural Scientific Professions
2019-211402	Geophysicist	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	South African Council for Natural Scientific Professions
2019-211403	Materials scientist	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	Yes	South African Council for Natural Scientific Professions
2019-211405	Mineralogist	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	Yes	South African Council for Natural Scientific Professions
2019-211406	Hydrologist	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	Yes	South African Council for Natural Scientific Professions

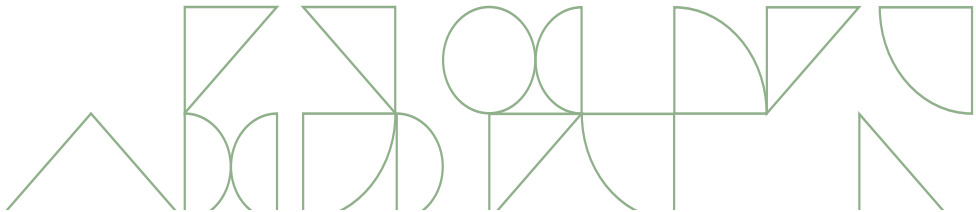


**PART 6**

6-DIGIT OFO CODE	6-DIGIT OFO DESCRIPTION	MINIMUM QUALIFICATION REQUIRED	PROFESSIONAL OR LICENSE-TO-PRACTICE REQUIREMENTS	PROFESSIONAL BODY
2019-211407	Oceanographer	Diploma or advanced certificate (NQF Level 6)	Yes	South African Council for Natural Scientific Professions
2019-212101	Actuary*	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	Actuarial Society of South Africa
2019-213205	Food and beverage scientist*	Bachelor's degree or advanced diploma (NQF Level 7)	No	
2019-214101	Industrial engineer*	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	Engineering Council of South Africa
2019-214102	Industrial engineering technologist*	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	Engineering Council of South Africa
2019-214201	Civil engineer	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	Engineering Council of South Africa
2019-214202	Civil engineering technologist	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	Engineering Council of South Africa
2019-214401	Mechanical engineer*	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	Yes	Engineering Council of South Africa
2019-214402	Mechanical engineering technologist*	Diploma or advanced certificate (NQF Level 6)	Yes	Engineering Council of South Africa
2019-214403	Aeronautical engineer	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	Yes	Engineering Council of South Africa
2019-214404	Aeronautical engineering technologist	Diploma or advanced certificate (NQF Level 6)	Yes	Engineering Council of South Africa
2019-214405	Naval architect	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	No	
2019-214904	Quantity surveyor*	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	South African Council for the Quantity Surveying Profession
2019-214905	Agricultural engineer	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	No	
2019-214906	Agricultural engineering technologist*	Diploma or advanced certificate (NQF Level 6)	No	

6-DIGIT OFO CODE	6-DIGIT OFO DESCRIPTION	MINIMUM QUALIFICATION REQUIRED	PROFESSIONAL OR LICENSE-TO-PRACTICE REQUIREMENTS	PROFESSIONAL BODY
2019-216101	Architect	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	South African Council for the Quantity Surveying Profession
2019-216601	Digital artist	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	No	
2019-216603	Multimedia designer	Bachelor's degree or advanced diploma (NQF Level 7)	No	
2019-216604	Web designer	Bachelor's degree or advanced diploma (NQF Level 7)	No	
2019-221101	General medical practitioner*	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	Yes	Health Professions Council of South Africa
2019-222103	Registered nurse (child and family health)*	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	Yes	South African Nursing Council
2019-222104	Registered nurse (community health)	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	Yes	South African Nursing Council
2019-222108	Registered nurse (medical)	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	Yes	South African Nursing Council
2019-222109	Registered nurse (medical practice)	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	Yes	South African Nursing Council
2019-222110	Registered nurse (mental health)*	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	Yes	South African Nursing Council
2019-222114	Nurse educator	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	Yes	South African Nursing Council
2019-226201	Hospital pharmacist	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	South African Pharmacy Council
2019-226202	Industrial pharmacist	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	South African Pharmacy Council
2019-226203	Retail pharmacist	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	South African Pharmacy Council

PART 6



6-DIGIT OFO CODE	6-DIGIT OFO DESCRIPTION	MINIMUM QUALIFICATION REQUIRED	PROFESSIONAL OR LICENSE-TO-PRACTICE REQUIREMENTS	PROFESSIONAL BODY
2019-231101	University lecturer <sup>15</sup>	Master's degree (NQF Level 9)	No	
2019-241101	General accountant	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	There are a number of professional bodies dealing with accounting; the person needs to register with one of those many bodies
2019-241102	Management accountant	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	Chartered Institute of Management Accountants
2019-241103	Tax professional	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	South African Institute of Tax Practitioners
2019-241104	External auditor	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	Independent Regulatory Board for Auditors
2019-241106	Accountant in practice	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	There are a number of professional bodies dealing with accounting; the person needs to register with one of those many bodies
2019-241107	Financial accountant	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	Institute of Accounting and Commerce
2019-241108	Forensic accountant*	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	There are a number of professional bodies dealing with accounting; the person needs to register with one of those many bodies
2019-241201	Investment analyst	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Financial Planning Institute of Southern Africa will be preferable
2019-241202	Investment manager*	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Financial Planning Institute of Southern Africa will be preferable

<sup>15</sup> See Appendix 3 for the list of academic fields included.

6-DIGIT OFO CODE	6-DIGIT OFO DESCRIPTION	MINIMUM QUALIFICATION REQUIRED	PROFESSIONAL OR LICENSE-TO-PRACTICE REQUIREMENTS	PROFESSIONAL BODY
2019-241203	Investment advisor	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Financial Planning Institute of Southern Africa will be preferable
2019-241301	Financial investment advisor	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Financial Planning Institute of Southern Africa will be preferable
2019-242101	Management consultant	Bachelor's degree or advanced diploma (NQF Level 7)	No	Membership in the Institute of Management Consultants and Master Coaches of South Africa will be preferable
2019-242102	Organisation and methods analyst	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	No	
2019-242103	Business development officer	Diploma or advanced certificate (NQF Level 6)	No	
2019-242202	Policy analyst*	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	No	
2019-242203	Company secretary	Occupational certificate (NQF Level 8)	No	Membership in the Institute of Management Consultants and Master Coaches of South Africa will be preferable
2019-242208	Organisational risk manager	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	No	
2019-242209	Accounting officer	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	There are a number of professional bodies dealing with accounting; the person needs to register with one of those many bodies
2019-242210	Business administrator*	Bachelor's degree or advanced diploma (NQF Level 7)	No	Membership in the Institute of Management Consultants and Master Coaches of South Africa will be preferable

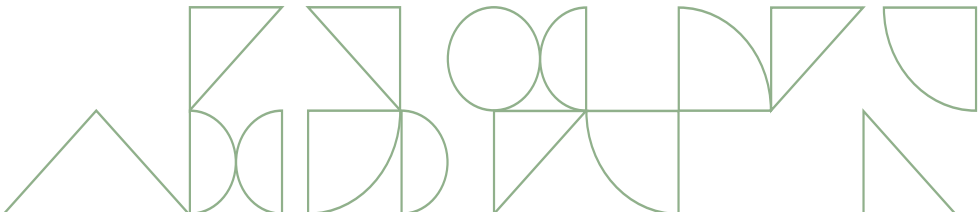
6-DIGIT OFO CODE	6-DIGIT OFO DESCRIPTION	MINIMUM QUALIFICATION REQUIRED	PROFESSIONAL OR LICENSE-TO-PRACTICE REQUIREMENTS	PROFESSIONAL BODY
2019-242211	Internal auditor	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	Independent Regulatory Board for Auditors
2019-242213	Regulatory affairs officer	Diploma or advanced certificate (NQF Level 6)	No	
2019-242214	Intellectual property special advisor	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	No	
2019-242215	Fraud examiner	Bachelor honours degree, postgraduate diploma, occupational certificate or bachelor's degree (NQF Level 8)	No	Membership in the Association of Certified Fraud Examiners South Africa will be preferable
2019-243101	Advertising specialist	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Marketing Association of South Africa will be preferable
2019-243102	Market research analyst	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Southern African Marketing Research Association will be preferable
2019-243103	Marketing practitioner	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Marketing Association of South Africa will be preferable
2019-243104	Market campaign analyst*	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Marketing Association of South Africa will be preferable
2019-243201	Communication coordinator	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Marketing Association of South Africa will be preferable
2019-243202	Communication strategist	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Marketing Association of South Africa will be preferable

A TECHNICAL REPORT FOR THE 2020 CRITICAL SKILLS LIST

108



6-DIGIT OFO CODE	6-DIGIT OFO DESCRIPTION	MINIMUM QUALIFICATION REQUIRED	PROFESSIONAL OR LICENSE-TO-PRACTICE REQUIREMENTS	PROFESSIONAL BODY
2019-243203	Corporate communication manager	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	No	
2019-251101	ICT systems analyst	Bachelor's degree or advanced diploma (NQF Level 7)	No	Membership in the Institute of Information Technology Professionals South Africa will be preferable
2019-251102	Data scientist	Bachelor's degree or advanced diploma (NQF Level 7)	No	
2019-251201	Software developer	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Institute of Information Technology Professionals South Africa will be preferable
2019-251202	Programmer analyst	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Institute of Information Technology Professionals South Africa will be preferable
2019-251203	Developer programmer	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Institute of Information Technology Professionals South Africa will be preferable
2019-251301	Multimedia specialist	Bachelor's degree or advanced Diploma (NQF Level 7)	No	Membership in the Institute of Information Technology Professionals South Africa will be preferable
2019-251302	Web developer	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Institute of Information Technology Professionals South Africa will be preferable
2019-251401	Applications programmer	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Institute of Information Technology Professionals South Africa will be preferable
2019-251901	Computers quality assurance analyst*	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Institute of Information Technology Professionals South Africa will be preferable



**PART 6**

6-DIGIT OFO CODE	6-DIGIT OFO DESCRIPTION	MINIMUM QUALIFICATION REQUIRED	PROFESSIONAL OR LICENSE-TO-PRACTICE REQUIREMENTS	PROFESSIONAL BODY
2019-252101	Database designer and administrator	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Institute of Information Technology Professionals South Africa will be preferable
2019-252302	Network analyst	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Institute of Information Technology Professionals South Africa will be preferable
2019-252901	ICT security specialist	Diploma or advanced certificate (NQF Level 6)	No	Membership in the Institute of Information Technology Professionals South Africa will be preferable
2019-262202	Information services manager	Bachelor's degree or advanced diploma (NQF Level 7)	Yes	Professional Librarian Library Association of South Africa
2019-311501	Mechanical engineering technician	Diploma or advanced certificate (NQF Level 6)	Yes	
2019-311502	Pressure equipment inspector	Diploma or advanced certificate (NQF Level 6)	Yes	
2019-311503	Aeronautical engineering technician	Diploma or advanced certificate (NQF Level 6)	Yes	Engineering Council of South Africa
2019-311801	Draughtsperson	Higher certificate (NQF Level 5)	Yes	South African Council for the Architectural Profession
2019-312201	Production/operations supervisor (manufacturing)	Bachelor's degree or advanced diploma (NQF Level 7)	No	
2019-331401	Statistical and Mathematical Assistant	Bachelor honours degree, postgraduate diploma, or bachelor's degree (NQF Level 8)	No	
2019-333401	Property manager	Bachelor's degree or advanced diploma (NQF Level 7)	No	
2019-343401	Chef	National certificate or occupational certificate (NQF Level 4)	Yes	South African Chefs Association

110

A TECHNICAL REPORT FOR THE 2020 CRITICAL SKILLS LIST

6-DIGIT OFO CODE	6-DIGIT OFO DESCRIPTION	MINIMUM QUALIFICATION REQUIRED	PROFESSIONAL OR LICENSE-TO-PRACTICE REQUIREMENTS	PROFESSIONAL BODY
2019-351201	ICT communications assistant	Diploma or advanced certificate (NQF Level 6)	No	
2019-351301	Computer network technician	Diploma or advanced certificate (NQF Level 6)	No	
2019-351303	Marine GIS technician	Higher certificate (NQF Level 5)	No	
2019-422204	Contact centre resource planner	Diploma or advanced certificate (NQF Level 6)	No	
2019-422205	Contact centre forecast analyst	National certificate (NQF Level 4)	No	
2019-641501	Carpenter and joiner	National certificate or occupational certificate (NQF Level 4)	No	
2019-641502	Carpenter	National certificate or occupational certificate (NQF Level 4)	No	
2019-641503	Joiner	National certificate or occupational certificate (NQF Level 4)	No	
2019-652301	Metal machinist*	National certificate or occupational certificate (NQF Level 4)	No	
2019-652302	Fitter and turner*	National certificate or occupational certificate (NQF Level 4)	No	
2019-653301	Industrial machinery mechanic	National certificate or occupational certificate (NQF Level 4)	No	
2019-653306	Diesel mechanic	National certificate or occupational certificate (NQF Level 4)	No	
2019-671203	Mechatronics technician	National certificate or occupational certificate (NQF Level 4)	No	
2019-671204	Lift mechanic	National certificate or occupational certificate (NQF Level 4)	No	

6-DIGIT OFO CODE	6-DIGIT OFO DESCRIPTION	MINIMUM QUALIFICATION REQUIRED	PROFESSIONAL OR LICENSE-TO-PRACTICE REQUIREMENTS	PROFESSIONAL BODY
2019-671205	Weapon systems mechanic	National certificate or occupational certificate (NQF Level 4)	No	
2019-671206	Electrical equipment mechanic*	National certificate or occupational certificate (NQF Level 4)	No	
2019-671207	Armature winder	National certificate or occupational certificate (NQF Level 4)	No	
2019-671208	Transportation electrician	National certificate or occupational certificate (NQF Level 4)	No	
2019-684305	Quality controller (manufacturing)	Higher certificate (NQF Level 5)	No	

Note:

Asterisks (\*) indicates that an occupation has more than 500 unemployed graduates across the country, according to the ESSA database, as of 14 September 2020.

112

A TECHNICAL REPORT FOR THE 2020 CRITICAL SKILLS LIST