

How to spot ICT abuse

It is difficult to gather evidence on ICT abuse. Many contractors will understandably wish to remain anonymous, others may simply only be in a position to send circumstantial or apocryphal evidence, which is impossible to verify. In order for the Government to act, we need substantial evidence of displacement, replacement, and undercutting. If these have happened to you, we want to hear about it. Written or detailed evidence of active abuse of the immigration rules is welcome. Accordingly, this guide details how to spot abuse.

Evidence should be sent to ictabuse@pcg.org.uk

- If you suspect ICTs at your client are being paid below market rate OR
- If you think an unskilled position is being filled by an ICT worker:

Send PCG the evidence with details of their salary and exact job title or role if possible. We will not be able to act on circumstantial evidence, so the more detail you are able to provide the better. The market rate for various IT jobs can be found overleaf

- If you have been threatened with replacement by an ICT if you do not accept a very low or below market rate OR
- If your client has explicitly stated it will replace contractors with ICT workers

Supply us with any written evidence you have, plus any further details. Note this has to be an explicit statement of replacement.

- If you see a job on a recruitment website, on Jobcentre Plus, or elsewhere for what seems an unreasonably low salary:

Take a screenshot, and compare the salary with the minimum salary requirement listed overleaf. If these do not match, send the evidence to PCG. This would **not** constitute ICT abuse, but it would instead be a breach of the general “skilled worker” immigration rules.

- If you have applied, and been rejected for, a post which you suspect has been advertised solely as a “box-ticking” exercise to meet the rules, where it appears the relevant client had no intention of hiring a UK or EEA (European Economic Area) worker.

Send PCG the evidence with details of the salary and exact job title or role if possible. Send a copy of the advertisement, ideally as a screenshot, if possible. (Sending us the link alone is not enough, as it can expire or be amended.) This would **not** constitute ICT abuse, but it would instead be a breach of the general “skilled worker” immigration rules

PCG does not condone the breaching of any laws to supply this information, and takes no responsibility for any loss that may arise out of gathering evidence of ICT abuse. PCG will keep all details confidential. Anonymised details of what you send in may be passed on to the UK Borders Agency, unless you state otherwise. Whilst we do read every email you send us, a personal reply may not always be possible due to the volume of email received. Data overleaf taken from the UK Borders Agency Section J Code of Practice. Whilst every effort has been made to ensure this information is accurate, PCG accepts no responsibility for any errors or omissions.

	Possible job title(s)	Min. rate
Information and communication technology managers	IT director or IS director	£83,200
	MIS manager or IT manager	£44,700
	Systems development manager	£41,600
	Computer services manager	£43,600
	Software manager or programming manager	£40,500
	Operations manager	£41,600
	Technical support manager	£39,000
	Communications network manager	£41,600
	Office systems manager or helpdesk manager	£34,100
	Senior business analyst	£43,600
	Business analyst	£31,200
	Development director (computer and video games)	£50,000
	Executive producer (computer and video games)	£40,000
	Producer (computer and video games)	£28,000
	QA manager (computer and video games)	£25,000
	Design director (computer and video games)	£50,000
	Lead designer (computer and video games)	£30,000
	Technical director (computer and video games)	£60,000
	Programming manager (computer and video games)	£50,000
	Art director (computer and video games)	£45,000
	Art manager or lead artist (computer and video games)	£35,000
	Outsource manager (computer and video games)	£25,000
	IT strategy and planning professionals	Management consultant or systems consultant
Projects manager		£39,000
Web designer		£26,000
Senior games designer (computer and video games)		£27,000
Games designer (computer and video games)		£20,000
Software professionals	Project leader or senior systems analyst	£41,600
	Systems analyst	£31,200
	Senior test analyst	£33,200
	Test analyst	£28,000
	Systems auditor	£34,600
	Training officer or lecturer	£36,300
	Technical author	£32,200
	Development team leader	£41,600
	Senior systems developer	£37,400
	Systems developer	£31,200
	Analyst programmer	£29,100
	Graduate developer	£22,300
	Senior programmer	£31,200
	Programmer	£26,000
Systems architect or systems planner	£46,800	

List of minimum salaries for IT posts

Software professionals	Systems programmer	£31,200
	Senior software engineer	£37,400
	Software engineer	£30,100
	Software communications engineer	£36,400
	Software test engineer	£31,200
	Operations analyst	£27,000
	Hardware engineer	£20,800
	Engine programmer (computer and video games)	£25,000
	Graphics programmer (computer and video games)	£25,000
	Audio programmer (computer and video games)	£25,000
	Network programmer (computer and video games)	£30,000
	Gameplay programmer (computer and video games)	£25,000
	Special effects programmer (computer and video games)	£25,000
	Senior artist (computer and video games)	£25,000
	Graphic artist (computer and video games)	£20,000
	Special effects artist (computer and video games)	£25,000
	Technical artist (computer and video games)	£25,000
Animator (computer and video games)	£20,000	
IT operations technicians	Senior systems administrator	£33,200
	Systems administrator	£28,000
	Network pre- or post-sales support consultant	£36,400
	Senior network communications analyst or engineer	£41,300
	Network communications analyst or engineer	£29,100
	Network controller or network administrator	£26,000
	Senior network support engineer	£31,200
	Network support engineer	£27,000
	Webmaster or web administrator	£28,000
Asset manager (computer games)	£20,000	
IT user support technicians	Senior PC support analyst	£26,000
	Senior PC support	£24,900
	Technical pre- or post-sales support	£41,600
	Senior DBA or analyst	£41,600
	Database administrator or analyst	£31,200
	Telecommunications engineers	£12.10ph
Computer installation and maintenance engineers	£9.97 ph	

