



The voice of freelancing

Minimum Salaries for Skilled IT posts offered to non-EEA migrants or advertised as part of the Resident Labour Market Test

The table overleaf lists the minimum salaries which must be paid by firms to non-EEA workers engaged by them.

With the exception of ICTs, these posts must also have been advertised at this rate for at least two weeks, as part of the “Resident Labour Market Test”, in set locations including at Jobcentre Plus. This is to ensure that there is no UK or EEA candidate available to fill a post that a firm intends to fill with a non EEA worker.

If you:

- See/apply for a job advertised at a rate below that listed below OR
- Have evidence that ICTs or migrant workers at your firm are being paid below the rate listed for their post

You should let PCG know by emailing policy@pcg.org.uk and provide as many details as possible.

This data is taken from the UK Borders Agency Section J Code of Practice, which details the requirements of the Resident Labour Market Test in more detail for each job title. It can be found at

<http://www.ukba.homeoffice.gov.uk/sitecontent/documents/employersandsponsors/pointsbasedsystem/sectionjcodeofpractice.pdf>

SOC Code	Description	Job title	Min Salary
1136	ICT 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
2131	IT strategy and planning professionals	Management consultant or systems consultant	£67,600
		Projects Manager	£39,000
		Web Designer	£26,000
2132	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
		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		
3131	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		
3132	IT user support technicians	Senior PC support analyst	£26,000
		Senior PC support	£24,900
		Senior systems administrator	£33,200
		Systems administrator	£28,000
		Technical pre- or post-sales support	£41,600
		Senior database administrator or analyst	£41,600
		Database administrator or analyst	£31,200
Webmaster or web administrator	£28,000		
5242	Telecommunications engineers	Telecommunications Engineers - all jobs	£11.36 ph
5245	Computer engineers, installation and maintenance	Computer engineers, installation and maintenance	£9.98 ph