

Advanced Resource Managers  
**IT Salary Survey 09/10**

## Foreword

We live and work in challenging and uncertain times.

Today's economy may mean that the power to pick and choose their next job has swung away from some jobseekers, yet if businesses of any size are to flourish they must still attract the best talent, and then invest in that talent in order to retain it.

IT professionals have been in a commanding position for many years, but the economic downturn has forced a lot of organisations to adapt their resource strategy. Cost-cutting exercises have resulted in a slowing of salary increases in line with inflation, yet professionals with in-demand skills see an opportunity to demand a higher salary, even if the same people are expected to broaden their range of skills, often by undertaking training courses.

As Managing Director of an organisation that is in the business of finding the best skilled resources for our clients, I firmly believe that any organisation without good people in it will never be a good organisation. There is a huge pool of talent available to the IT market, and Advanced Resource Managers has been identifying and supplying that talent since 1996.

With the market in such a state of flux, it is more difficult than ever to identify definitive salary bandings for different job titles and skills. This report is our attempt to do that, but it should be treated as a guide rather than "the last word" on an area that has become subjective and ever more responsive to the vagaries of the market.

Should you require any further information, or if you have any queries about this report, please contact my colleague Paul Martin (Client Relationship Director) on [paulm@arm.co.uk](mailto:paulm@arm.co.uk) or 023 92 228 241.

**Mike Gawthorne**  
Managing Director  
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# Introduction

## Background

The purpose of this report is to provide an insight into IT salaries and trends around the UK. All salaries have been divided by geographical regions namely: North, South, Midlands and London, and we have examined both permanent salaries and contract rates.

We have categorised jobs and skills as below to ensure that a broad selection of roles are represented. IT is, after all, a very diverse resource market.

### *Sectors*

- IT/Telecoms Management
- Systems Design
- Systems Development
- PC Support
- Technical Support
- Software Engineering
- Databases
- Networking
- Operations
- Internet
- Programming
- Security Cleared

In employment or “resourcing” parlance the IT Industry, such as it is, incorporates a range of industry sectors and skills. The report carries out an in-depth analysis of particular skills and job roles across different sectors and examines geographical and industry-specific difference in salary.

The specific jobs chosen to feature in this survey were those found to be the most prevalent within each relevant vertical market or skill-set by the recruitment professionals at Advanced Resource Managers. In such a broad market, no list can ever be exhaustive.

## Methodology

The material was gathered from a number of recognised sources including online job boards and specialist IT recruitment sites as well as our own database and in-house expertise. All these sources are directly involved in the resource market and are an accurate barometer of the fluctuations of the IT market.

### Sources cited here:

Jobserve  
IT Job Watch  
Work Digital/Salary Track  
ARM  
Computer Weekly

Where we cite "ARM" (Advanced Resource Managers) as a source, we have used our in-house expertise to determine the average salary or rate.

An asterisk next to a salary denotes that the figure is the average salary or daily rate for the 3 months leading to 24<sup>th</sup> September 2009, unless otherwise stated.

The figures cited in brackets are the most commonly occurring salaries or rates from Jobserve. All salaries and rates from Jobserve were taken for the months of September and October 2009.

We have used a number of abbreviations and notations throughout the report, which are explained below:

Pa = Per annum  
Pd = Per day  
Avg = Average  
Perm = Permanent  
- = Means there was no data available  
IT Job Watch - IT JW  
ARM = Advanced Resource Managers

An incomplete regional analysis means that complete data was not available in the source material when the report was compiled.

## Findings

### IT/Telecoms Management Sector

Job title	Type	North	South	Midlands	London	Source
<b>IT/IS Director</b>	Perm	£93,533 pa (avg)	£93,533 pa (avg)	£93,533 pa (avg)	£93,599 pa (avg)	Computer Weekly
	Perm	£60,000-£95,000 pa	£50,000-£75,000 pa (40)	£60,000-£95,000 pa	£92,500 pa*	Jobserve ARM IT JW
	Contract	£500-£1000 pd	£500-£1000 pd	£500-£1000 pd	£600-£1000 pd	ARM
<b>MIS/IT Manager</b>	Perm	£43,500 pa	£40,000 pa	£35,000 pa	£45,000 pa	Salary Track
	Contract	£500 pd *	£275 pd *	£250 pd	£250 pd *	IT JW ARM
<b>System Development Manager</b>	Perm	£30,000 - £40,000 pa (69)	£30,000 – £40,000 pa (299)	£40,000 – £50,000 pa (66)	£50,000-£75,000 pa (354)	Jobserve
	Contract	£500 pd *	£365 pd *	£400-£500 pd (40)	£488 pd *	IT JW Jobserve
<b>Computer Services Manager</b>	Perm	£30,000 – £40,000 pa (77)	£30,000 – £40,000 pa (200)	£30,000 – £40,000 pa (57)	£50,000-£75,000 pa (305)	Jobserve
	Contract	£500 pd *	£314 pd *	£300 pd	£425 pd *	IT JW ARM
<b>Software Programming Manager</b>	Perm	£40,000 - £50,000 pa (64)	£40,000 – £50,000 pa (344)	£30,000 – £40,000 pa (83)	£50,000-£75,000 pa (342)	Jobserve
	Contract	£413 pd *	£500 pd *	£475 pd *	£600 pd *	IT JW

## IT/Telecoms Management sector

Job title	Type	North	South	Midlands	London	Source
<b>Operations Manager</b>	Perm	£40,000 pa	£50,000 pa	£30,000 pa	£50,000-£75,000 pa	Salary Track Jobserve ARM
	Contract	£438 pd *	£362 pd *	£430 pd *	£525 pd *	IT JW
<b>Technical Support Manager</b>	Perm	£30,000 - £40,000 pa (91)	£30,000 – £40,000 pa (382)	£30,000-£40,000 pa (73)	£50,000-£75,000 pa (434)	Jobserve
	Contract	£300 pd	£400 pd *	£350 pd *	£325 pd *	ARM IT JW
<b>Communication Network Manager</b>	Perm	£55,000 pa *	£45,000 pa *	£45,000 pa *	£55,000 pa*	IT JW
	Contract	£300 pd	£325 pd *	£300 pd	£325 pd *	ARM IT JW
<b>Office Systems/Help desk Manager</b>	Perm	£30,000 - £40,000 pa (648)	£30,000 – £40,000 pa (633)	£30,000 - £40,000 pa (134)	£50,000-£75,000 pa (660)	Jobserve
	Contract	£115 pd *	£180 pd *	£150 pd *	£150 pd *	IT JW
<b>Management/ Systems Consultant</b>	Perm	£45,000 pa	£35,000 pa	£45,000 pa	£45,000 pa	Salary Track
	Contract	£330 pd *	£400 pd *	£404 pd *	£425 pd *	IT JW

## IT/Telecoms Management Sector

Job title	Type	North	South	Midlands	London	Source
<b>Project Manager</b>	Perm	£41,000 pa *	£47,000 pa *	£50,000 pa *	£57,500 pa *	IT JW
	Contract	£438 pd *	£375 pd *	£430 pd *	£475 pd *	IT JW
<b>Project Leader/ Senior Systems Analyst</b>	Perm	£50,000 - £75,000 pa (982)	£40,000- £50,000 pa (435)	£30,000- £40,000 pa (88)	£50,000- £75,000 pa (527)	Jobserve
	Contract	£438 pd *	£325 pd *	£430 pd *	£450 pd *	IT JW
<b>Systems Analyst</b>	Perm	£44,000 pa	£35,000 pa	£26,000 pa *	£45,000 pa *	Salary Tracker IT JW
	Contract	£170 pd *	£375 pd *	£225 pd *	£385 pd *	IT JW
<b>Senior Business Analyst</b>	Perm	£50,000- £75,000 pa (2323)	£40,000 - £50,000 pa (768)	£42,500 pa *	£49,750 pa *	Jobserve IT JW
	Contract	£400 pd *	£400 pd	£400 pd *	£425 pd	ARM IT JW
<b>Business Analyst</b>	Perm	£35,000 pa	£40,000 pa	£35,000 pa	£50,000 pa	Salary Tracker
	Contract	£200 – £400 pd (65)	£300 – £400 pd (129)	£300 - £400 pd (16)	£400 - £600 pd (331)	Jobserve

### IT/Telecoms Management Sector

Job Title	Type	North	South	Midlands	London	Source
<b>Senior Test Analyst</b>	Perm	£25,000 pa *	£34,000 pa *	£42,000 pa *	£45,000 pa *	IT JW
<b>Senior Test Analyst</b>	Contract	£250 – £400 pd (68)	£320- £400 pd (72)	£300- £400 pd (81)	£400- £550 pd (54)	Jobserve
<b>System Auditor</b>	Perm	£30,000- £40,000 pa (117)	£30,000- £40,000 pa (488)	£30,000- £40,000 pa (84)	£50,000- £75,000 pa (567)	Jobserve
	Contract	£200- £350 pd (27)	£240- £320 pd (74)	£320- £400 pd (20)	£400- £550 pd (180)	Jobserve
<b>Technical Auditor</b>	Perm	£40,000 – £50,000 pa (10)	£40,000 - £50,000 pa (10)	£30,000 - £40,000 pa (2)	£50,000- £75,000 pa (36)	Jobserve
	Contract	£240- £320 pd	£240- £320 pd	£350 pd *	£320- £400 pd	Jobserve IT JW

## Systems Development Sector

Title	Type	North	South	Midlands	London	Source
<b>Development Team Leader</b>	Perm	£58,652 pa (avg)	£58,952 pa (avg)	£58,952 pa (avg)	£58,952 pa (avg)	Computer Weekly
	Perm	£34,500 pa *	£50,000 pa *	£50,000 pa	£58,570 pa *	IT JW ARM
	Contract	£240-£320 pd (81)	£240-£320 pd (117)	£240-£320 pd (15)	£400-£520 pd (54)	Jobserve
<b>Senior System Developer</b>	Perm	£30,000-£40,000 pa (194)	£30,000-£40,000 pa (848)	£30,000 - £40,000 pa (159)	£50,000 £75,000 pa (950)	Jobserve
	Contract	£250-£400 pd (18)	£240-£320 pd (114)	£313 pd *	£600 pd *	Jobserve IT JW
<b>Systems Analyst/ Programmer</b>	Perm	£26,750 pa *	£50,000 pa *	£40,000 pa *	£45,000 pa *	IT JW
	Contract	£170 pd *	£375 pd *	£225 pd *	£385 pd *	IT JW
<b>Graduate Developer/ Analyst Programmer</b>	Perm	£24,024 pa (avg)	£24,024 pa (avg)	£24,024 pa (avg)	£24,024 pa (avg)	Computer Weekly
	Contract	£240-£320 pd (62)	£240 – £320 pd (85)	£160-£240 pd (17)	£400-£520 pd (168)	Jobserve

## PC Support Sector

Job Role	Type	North	South	Midlands	London	Source
Senior PC Support Analyst	Perm	£30,000 - £40,000 pa (133)	£30,000 – £40,000 pa (835)	£30,000 – £40,000 pa (156)	£50,000 – £75,000 pa (968)	Jobserve
	Contract	£80-£160 pd (38)	£320-£400 pd (110)	£240-£320 pd (13)	£400-£520 pd (270)	Jobserve
Senior PC Support	Perm	£30,000 - £40,000 pa (140)	£30,000 - £40,000 pa (685)	£30,000 - £40,000 pa (124)	£50,000 - £75,000 pa (745)	Jobserve
	Contract	£240 – £320 pd (12)	£320-£400 pd (65)	£240-£320 pd (9)	£320-£400 pd (161)	Jobserve
PC Support	Perm	£20,000 - £30,000 pa	£20,000 - £30,000 pa	£20,000 - £30,000 pa	£25,000 – £35,000 pa	ARM
	Contract	£80-£160 pd (22)	£240-£320 pd (40)	£240 – £320 pd (7)	£320-£400 pd (7)	Jobserve

## Technical Support Sector

Job Title	Type	North	South	Midlands	London	Source
Systems Architect Planner	Perm	£57,500 pa *	£60,000 pa *	£50,000 pa *	£67,500 pa *	IT JW
	Contract	£520 pd *	£425 pd *	£400 pd *	£464 pd *	IT JW
Systems Programmer	Perm	£30,000 – £40,000 pa (116)	£30,000 – £40,000 pa (513)	£30,000 – £40,000 pa (94)	£50,000 – £75,000 pa (582)	Jobserve
	Contract	£160-£240 pd (12)	£320-£400 pd (72)	£320-£400 pd (13)	£400-£520 pd (168)	Jobserve
Senior Systems Administrator	Perm	£30,000 – £40,000 pa (154)	£30,000-£40,000 pa (668)	£30,000-£40,000 pa (126)	£50,000-£75,000 pa (833)	Jobserve
	Contract	£240-£320 pd (14)	£320-£400 pd (97)	£320-3400 pd (17)	£400-£520 pd (218)	Jobserve
Technical Pre-Post Sales Support	Perm	£30,000 – £40,000 pa	£35,000 – £40,000 pa	£30,000-£40,000 pa	£35,000-£45,000 pa	ARM
	Contract	£240-£320 pd (18)	£320-£400 pd (74)	£320-£400 pd (12)	£320-£400 pd (153)	Jobserve

## Software Engineering Sector

Job Title	Type	North	South	Midlands	London	Source
Senior Software Engineer	Perm	£39,500 pa *	£46,000 pa *	£40,000 pa *	£55,000 pa *	IT Job Watch
	Contract	£240-£320 pd (9)	£320-£400 pd (67)	£320-£400 pd (8)	£425 pd *	Jobserve IT JW
Software Engineer	Perm	£35,000 pa *	£37,500 pa *	£30,000 pa *	£47,500 pa *	ARM/ IT JW
	Contract	£240-£320 pd (9)	£240-£320 pd (56)	£240-£320 pd (6)	£335 pd *	IT JW
Software Communication Engineer	Perm	£30,000-£40,000 pa (158)	£30,000-£40,000 pa (729)	£30,000-£40,000 pa (129)	£50,000-£75,000 pa (595)	Jobserve
	Contract	£240-£320 pd (16)	£240-£320 pd (77)	£320-£400 pd (16)	£320-£420 pd (90)	Jobserve
Software Test Engineer	Perm	£30,000-£40,000 pa (135)	£30,000-£40,000 pa (643)	£30,000-£40,000 pa (114)	£50,000-£75,000 pa (542)	Jobserve
	Contract	£240-£320 pd (12)	£240-£320 pd (77)	£240-£320 pd (9)	£320-£400 pd (102)	Jobserve
Software Developer	Perm	£25,500 pa *	£34,000 pa *	£37,500 pa *	£40,000 pa *	IT Jobserve
	Contract	£80-£160 pd (19)	£240-£320 pd (81)	£240-£320 pd (6)	£378 pd *	Jobserve IT JW

## Database Sector

Job Title	Type	North	South	Midlands	London	Source
Senior Database Administrator/Analyst	Perm	£30,000-£40,000 pa (108)	£30,000-£40,000 pa (481)	£30,000-£40,000 pa (80)	£50,000-£75,000 pa (588)	Jobserve
	Contract	£425 pd *	£350 pd *	£425 pd *	£513 pd *	IT JW
Database Administrator	Perm	£30,000 pa	£30,000 pa	£40,000 pa	£40,000	ARM Salary Track
	Contract	£215 pd *	£325 pd *	£250 pd *	£359 pd *	IT JW

## Networking sector

Job Title	Type	North	South	Midlands	London	Source
Network Pre-Post Sales Support Consultant	Perm	£30,000-£40,000 pa (74)	£30,000-£40,000 pa (368)	£30,000-£40,000 pa (66)	£30,000-£40,000 pa (369)	Jobserve
	Contract	£160-£240 pd (13)	£320-£400 pd (48)	£320-£400 pd (8)	£320-£400 pd (68)	Jobserve
Senior Network-Communication Analyst/Engineer	Perm	£40,000 pa *	£35,000 pa	£45,000 pa	£45,000 pa	ARM
	Contract	£160-£240 pd (18)	£320-£400 pd (110)	£320-£400 pd (13)	£400-£520 pd (232)	Jobserve

## Network Sector

Job Title	Type	North	South	Midlands	London	Source
Network Communications Analyst/ Engineer	Perm	£32,000 pa *	£33,500 pa *	£40,000 pa *	£40,000 pa *	IT JW
	Contract	£160-£240 pd (18)	£320-£400 pd (110)	£320-£400 pd (13)	£400-£520 pd (65)	Jobserve
Network Controller/ Administrator	Perm	£25,000 pa	£28,000 pa	£25,000 pa	£32,000 pa	Salary Track
	Contract	£160-£240 pd (11)	£240-£320 pd (40)	£160-£240 pd (3)	£320-£400 pd (49)	Jobserve
Network Support Engineer	Perm	£24,500 pa *	£30,000 pa *	£25,000 pa *	£32,500 pa *	IT Jobserve
	Contract	£205 pd *	£300 pd *	£205 pd	£325 pd *	IT JW ARM

## Operations Sector

Job Title	Type	North	South	Midlands	London	Source
Operations Analyst	Perm	£30,000-£40,000 pa (78)	£30,000-£40,000 pa (429)	£30,000-£40,000 pa (87)	£50,000-£75,000 pa (525)	Jobserve
	Contract	£80-£160 pd (22)	£320-£400 pd (82)	£240-£320 pd (11)	£400-£520 pd (187)	Jobserve
Hardware Engineer	Perm	£31,000 pa	£30,000 pa	£35,000 pa	£32,000 pa	Salary Track
	Contract	£80-£160 pd (13)	£240-£320 pd (46)	£160-£240 pd (3)	£320-£400 pd (26)	Jobserve
Operator	Perm	£25,000-£30,000 pa (3)	£30,000-£40,000 pa (7)	£20,000-£30,000 pa (8)	£40,000-£50,000 pa (7)	Jobserve
	Contract	£80-£160 pd (3)	£240-£320 pd (7)	£240-£320 pd (2)	£320-£400 pd (12)	Jobserve

## Internet Sector

Job Title	Type	North	South	Midlands	London	Source
Web Master/ Administrator	Perm	£30,000 pa	£30,000 pa *	£30,000 pa *	£32,500 pa *	ARM IT JW
	Contract	£240- £320 pd (18)	£320- £400 pd (50)	£240- £320 pd (9)	£320- £400 pd (99)	Jobserve
Web Designer	Perm	£18,000 pa *	£30,000 pa *	£30,000- £40,000 pa (72)	£40,000- £50,000 pa (411)	IT JW Jobserve
	Contract	£240- £320 pd (19)	£320- £400 pd (47)	£400- £520 pd (11)	£320- £400 pd (102)	Jobserve

## Programming

Location	Rank change on same period last year	Matching Permanent IT jobs ads	Average salary last 3 months to 5 <sup>th</sup> Oct 2009	Average salary % change on same period last year
<b>England</b>	-13	1454	£35,000	-
<b>London</b>	-6	499	£47,500	+18.75 %
<b>South East</b>	-30	285	£36,500	+4.28 %
<b>City of London</b>	+31	177	£53,500	+18.88 %
<b>South West</b>	-5	173	£30,000	-9.09 %
<b>East of England</b>	-17	121	£34,000	-2.85 %
<b>East Midlands</b>	+24	106	£33,000	+3.12 %
<b>North West</b>	-19	98	£30,000	-4.76 %
<b>Surrey</b>	+9	87	£40,000	+14.28 %
<b>West Midlands</b>	-19	79	£32,750	+9.16 %
<b>Cambridgeshire</b>	+5	65	£32,500	-0.76 %
<b>Bristol</b>	+34	60	£30,000	-6.25 %
<b>Yorkshire</b>	-32	56	£34,000	+9.67 %
<b>Hertfordshire</b>	+28	44	£35,000	+11.11 %
<b>Manchester</b>	-6	43	£30,000	-
<b>Nottinghamshire</b>	+29	42	£32,250	+5.73 %
<b>Hampshire</b>	-13	42	£33,000	-8.33 %
<b>Berkshire</b>	-38	42	£34,000	-2.85 %
<b>Nottingham</b>	+29	40	£32,250	+5.73 %
<b>Cambridge</b>	+2	38	£32,500	+16.07 %
<b>West Sussex</b>	-15	34	£35,000	+7.69 %
<b>Cheshire</b>	+3	31	£25,000	-23.07 %
<b>Leicestershire</b>	+8	30	£33,000	+10.00 %
<b>North East</b>	-5	29	£31,500	+5.00 %
<b>Somerset</b>	+16	26	£30,000	+5.26 %
<b>Northamptonshire</b>	+31	23	£27,500	-21.42 %
<b>Wales</b>	+7	23	£28,500	-5.00 %
<b>South Yorkshire</b>	+18	22	£35,000	+16.66 %
<b>West Yorkshire</b>	-26	22	£35,000	+7.69 %
<b>Tyne and Wear</b>	-4	21	£35,000	+33.92 %

Source: IT Job Watch

For the 6 months to 5th October 2009, IT jobs citing the term "programmer" in the title also mentioned the following skills ranked in descending order of frequency below.

The figures indicate the number of jobs shown in each case and their proportion against the total sample.

1 <b>1046 (34.77%) .NET</b>	<b>16 346 (11.50 %) UNIX</b>
2 <b>979 (32.55 %) SQL</b>	<b>17 319 (10.61 %) OO</b>
3 <b>877 (29.16 %) C#</b>	<b>18 318 (10.57 %) Microsoft</b>
4 <b>818 (27.19 %) SQL Server</b>	<b>19 311 (10.34 %) JavaScript</b>
5 <b>756 (25.13 %) C++</b>	<b>20 301 (10.01 %) C</b>
6 <b>580 (19.28 %) Java</b>	<b>21 275 (9.142 %) VB</b>
7 <b>578 (19.22 %) Degree</b>	<b>22 253 (8.411 %) PHP</b>
8 <b>528 (17.55 %) ASP.NET</b>	<b>23 248 (8.245 %) Linux</b>
9 <b>479 (15.92 %) Finance</b>	<b>24 205 (6.815 %) Computer Science</b>
10 <b>445 (14.79 %) XML</b>	<b>25 200 (6.649 %) UML</b>
11 <b>411 (13.66 %) HTML</b>	<b>26 197 (6.549 %) J2EE</b>
12 <b>395 (13.13 %) Games</b>	<b>27 191 (6.350 %) AJAX</b>
13 <b>389 (12.93 %) Oracle</b>	<b>28 187 (6.217 %) CSS</b>
14 <b>374 (12.43 %) Windows</b>	<b>29 181 (6.017 %) WebServices</b>
15 <b>352 (11.70 %) VB.NET</b>	<b>29 181 (6.017 %) WebServices</b>

## Trend Analysis

In this section of the survey we analyse jobs and skills across different regions to examine geographical and industry-specific differences in salary. We have looked at the highest and lowest-paying regions in order to provide a balanced view of the market.

### Job title – Systems Development Manager

Source - IT Job Watch

Sector – IT/Telecommunications Management

Figures in **bold** are current salaries

North East	3 Months to 29 Sep 2009	Same period last year
Salaries quoted	6	3
Average salaries	<b>£52,500</b>	£50,000
Average salaries % change on same period last year	+5%	
90% of jobs offered a salary of more than	£46,250	£36,639
10% of jobs offered a salary of more than	£77,500	£50,000

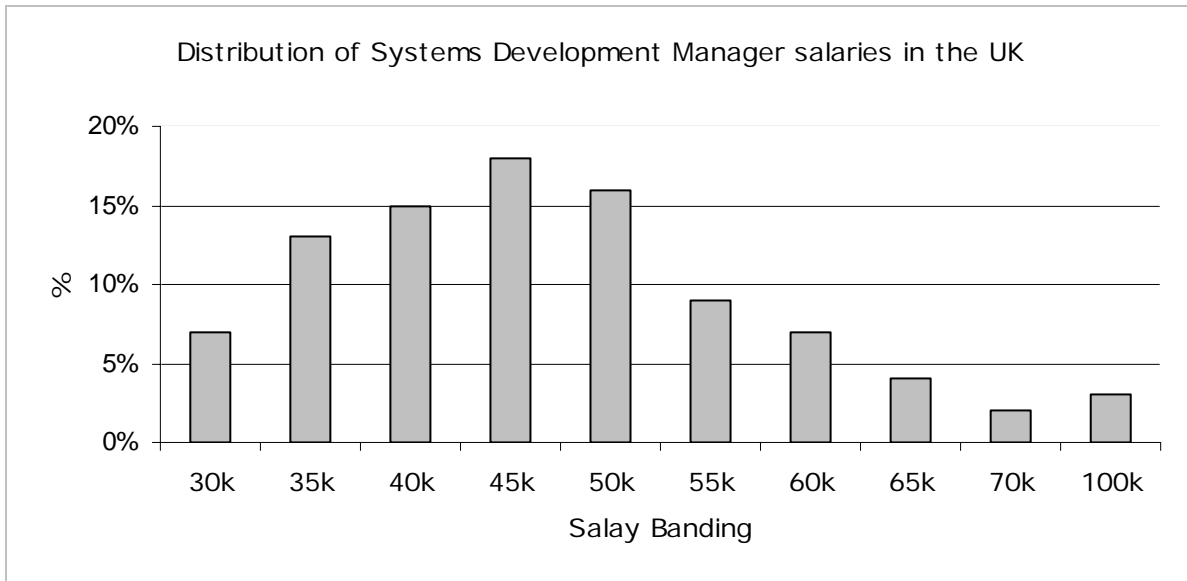
North West	3 Months to 29 Sep 2009	Same period last year
Salaries quoted	23	21
Average salaries	<b>£36,500</b>	£53,000
Average salaries % change on same period last year	-31%	
90% of jobs offered a salary of more than	£30,000	£32,500
10% of jobs offered a salary of more than	£52,500	£53,000

South	3 Months to 29 Sep 2009	Same period last year
Salaries quoted	53	90
Average salaries	<b>£49,250</b>	£45,000
Average salaries % change on same period last year	+9%	
90% of jobs offered a salary of more than	£31,517	£31,000
10% of jobs offered a salary of more than	£70,000	£59,000

Midlands	3 Months to 29 Sep 2009	Same period last year
Salaries quoted	6	27
Average salaries	<b>£44,750</b>	£37,500
Average salaries % change on same period last year	+19%	
90% of jobs offered a salary of more than	£36,250	£31,450
10% of jobs offered a salary of more than	£73,761	£52,750

London	3 Months to 29 Sep 2009	Same period last year
Salaries quoted	110	195
Average salaries	<b>£50,000</b>	£60,000
Average salaries % change on same period last year	-16%	
90% of jobs offered a salary of more than	£37,725	£45,000
10% of jobs offered a salary of more than	£77,500	£85,000

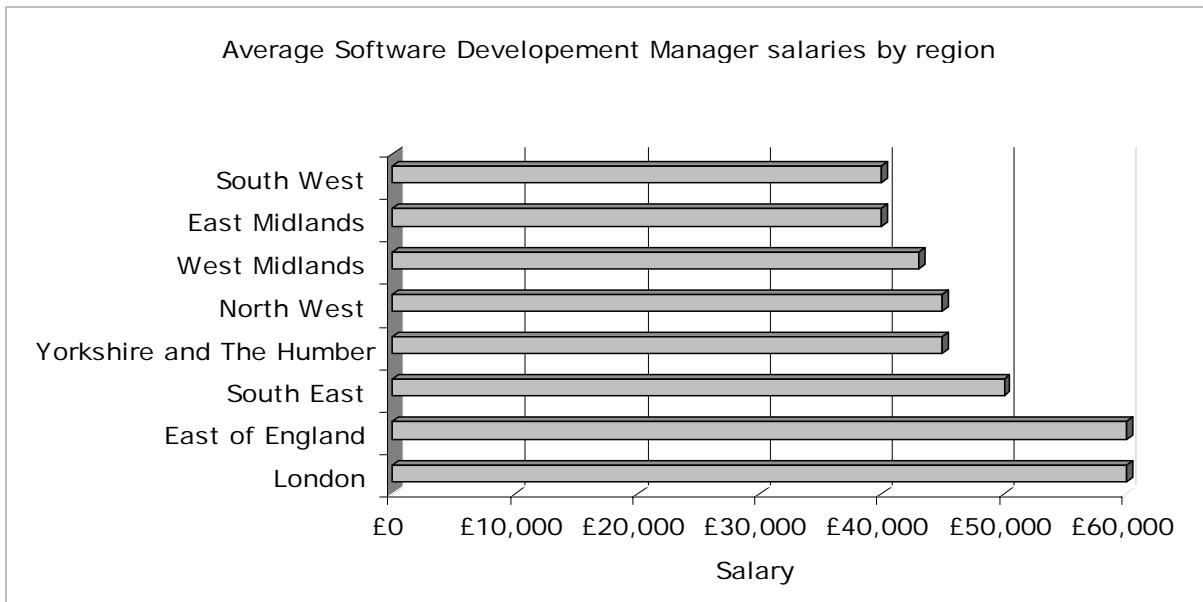
Fig 1



Source: Work Digital

Figure 1 shows the range of salaries a Systems Development Manager in the UK. It shows that £45,000 per annum is the commonest salary for this role. However, the salaries range from £30,000 to £100,000 per annum.

Fig 2



Source: Work Digital

Figure 2 reiterates the findings from IT Job Watch and shows the highest average salaries are offered in the East and England and London.

*Regional Salary Comparison*

London offered the highest salary, averaging £50,000 per annum. However, the salary has dropped 16% from the same period last year. Findings also revealed that 90% of jobs offered a salary of more than £37,725, while only 10% offered more than £77,500.

The North East offered a salary of £52,500; this is the highest paying region but there aren't a sufficient number of salaries quoted to draw definitive conclusions from this.

The Midlands averaged £44,750 with a more than 19% increase for the same period last year, while the South region averaged £49,250.

The UK average for this job was £43,000 in the 3 months to 29 September 2009. There has been a more than 25% decline on the same period last year.

**Job Title – Software Programming Manager**

Source – IT Job Watch

Sector – IT/Telecommunication Management

North East	3 Months to 30 Sep 2009	Same period last year
Salaries quoted	4	0
Average salaries	<b>£48,750</b>	-
Average salaries % change on same period last year	-	-
90% of jobs offered a salary of more than	£42,500	-
10% of jobs offered a salary of more than	£55,000	-

North West	3 Months to 30 Sep 2009	Same period last year
Salaries quoted	7	21
Average salaries	<b>£43,000</b>	£55,000
Average salaries % change on same period last year	-21%	
90% of jobs offered a salary of more than	£36,500	£40,000
10% of jobs offered a salary of more than	£46,800	£65,000

South East	3 Months to 30 Sep 2009	Same period last year
Salaries quoted	27	51
Average salaries	<b>£77,500</b>	£50,000
Average salaries % change on same period last year	+55%	
90% of jobs offered a salary of more than	£36,500	£43,500
10% of jobs offered a salary of more than	£90,000	£55,000

South West	3 Months to 30 Sep 2009	Same period last year
Salaries quoted	14	25
Average salaries	<b>£45,000</b>	£44,000
Average salaries % change on same period last year	+2%	
90% of jobs offered a salary of more than	£32,500	£32,900
10% of jobs offered a salary of more than	£55,000	£54,000

Midlands	3 Months to 30 Sep 2009	Same period last year
Salaries quoted	18	6
Average salaries	<b>£50,000</b>	£55,000
Average salaries % change on same period last year	-9%	
90% of jobs offered a salary of more than	£42,500	£42,000
10% of jobs offered a salary of more than	£60,150	£70,000

London	3 Months to 30 Sep 2009	Same period last year
Salaries quoted	26	46
Average salaries	<b>£60,000</b>	£60,000
Average salaries % change on same period last year	-	-
90% of jobs offered a salary of more than	£43,000	£49,250
10% of jobs offered a salary of more than	£77,500	£75,000

*Regional Salary Comparison*

The South East offered the highest salary of £77,500 from 27 salaries quoted. This was a 55% increase on the same period last year. The South West region averaged £45,000 per annum.

The North region follows a similar trend to the South. The North East averaged £47,750, while the North West offered a lower average of £43,000. Evidence suggests employees are likely to average a higher salary working in the Eastern regions of the UK.

The Midlands averaged a £50,000 salary but experienced a decline on the same period last year. London averaged £60,000, with 90% of jobs offering a salary of more than £43,000 and 10% of jobs offering a salary of more than £77,500. In the same period last year 90% of the sample earned more than £49,250.

**Job Title – Systems Analyst**

Source – IT Job Watch

Sector – Systems Development Sector

North East	3 Months to 30 Sep 2009	Same period last year
Salaries quoted	5	11
Average salaries	<b>£26,750</b>	£28,750
Average salaries % change on same period last year	-6%	
90% of jobs offered a salary of more than	£26,650	£22,000
10% of jobs offered a salary of more than	£29,700	£36,000

North West	3 Months to 30 Sep 2009	Same period last year
Salaries quoted	67	80
Average salaries	<b>£36,500</b>	£32,500
Average salaries % change on same period last year	+12%	
90% of jobs offered a salary of more than	£20,650	£22,100
10% of jobs offered a salary of more than	£45,000	£42,000

South East	3 Months to 30 Sep 2009	Same period last year
Salaries quoted	92	461
Average salaries	<b>£48,250</b>	£37,000
Average salaries % change on same period last year	+30%	
90% of jobs offered a salary of more than	£31,000	£27,500
10% of jobs offered a salary of more than	£52,500	£52,500

South West	3 Months to 30 Sep 2009	Same period last year
Salaries quoted	86	160
Average salaries	<b>£35,500</b>	£34,500
Average salaries % change on same period last year	+2%	
90% of jobs offered a salary of more than	£30,000	£27,700
10% of jobs offered a salary of more than	£39,000	£49,200

Midlands	3 Months to 30 Sep 2009	Same period last year
Salaries quoted	23	78
Average salaries	<b>£32,500</b>	£30,000
Average salaries % change on same period last year	+8%	
90% of jobs offered a salary of more than	£19,500	£24,350
10% of jobs offered a salary of more than	£38,950	£38,950

London	3 Months to 30 Sep 2009	Same period last year
Salaries quoted	148	776
Average salaries	<b>£45,000</b>	£45,000
Average salaries % change on same period last year	-	
90% of jobs offered a salary of more than	£29,991	£30,000
10% of jobs offered a salary of more than	£60,000	£62,500

*Regional Comparison*

The South East averaged the highest salary outside of London. Findings also revealed that 90% of Systems Analyst jobs offered a salary of more than £31,000, an increase on the previous year. The South West averaged £35,500.

London averaged £45,000; there was no change in this region from the same period last year. The North East offered the lowest average salary of £26,750, while the North West offered £36,500. The Midlands saw an 8% average salary increase on the same period last year.

Figure 3 (*below*) shows the salaries of Systems Analysts. Overall there has been a more than 3% decline in the average salary for a Systems Analyst in the UK. However, there are positive signs that many regions are paying more than they were for the same period last year. Surrey increased its average salary by over 70% while Berkshire and the South East show an increase of over 30%.

West Yorkshire (-25.00 %) and Gloucestershire (-23.52 %) were the two regions showing the greatest decrease in average salary.

Fig 3

Location	Rank Change on same Period Last Year	Matching Permanent IT Jobs Ads	Average Salary Last 3 Months to 30 <sup>th</sup> September	Average Salary % Change on Same Period Last Year
England	 -50	640	£39,000	-3.75
London	 -74	211	£45,000	-
South East	 -69	111	£50,000	+30.40 %
South West	 +1	93	£35,500	+2.89 %
North West	 +62	72	£36,500	+10.00 %
East of England	 +4	58	£42,500	+7.45 %
City of London	 -62	54	£45,000	-5.26 %
Yorkshire	 +17	44	£35,600	+14.46 %
Manchester	 +55	41	£34,500	+4.61 %
Hertfordshire	 +26	40	£47,500	-
Surrey	 +10	36	£52,500	+70.73 %
Berkshire	 +2	36	£50,000	+38.88 %
Wiltshire	 +30	35	£38,000	+13.43 %
West Midlands	 +6	32	£32,500	+8.33 %
South Yorkshire	 +38	24	£40,000	+33.33 %
Hampshire	 +25	21	£42,000	-1.77 %
Scotland	 +31	19	£31,250	-2.34 %
Chippenham	 +7	17	£39,000	-25.00 %
West Yorkshire	 +33	16	£24,000	+16.41 %
Wales	 +52	15	£26,250	-9.72 %
Sheffield	 +36	15	£40,000	-11.76 %
Reading	 +33	15	£42,750	-9.48 %
East Midlands	 +21	15	£35,000	+24.03 %
Leeds	 +57	14	£27,000	+6.87 %
Gloucestershire	 +3	14	£32,500	-23.52 %
Home Counties	 +14	13	£52,500	+40.00 %
Essex	 +32	12	£40,000	+20.93 %
West Sussex	 -6	9	£45,000	+20.00 %
Cheshire	 +32	8	£36,500	+27.27 %
Birmingham	 +31	8	£35,000	+12.30 %

Source: IT Jobs Watch

## Job Title – Development Team Leader

Source – IT Job Watch

Sector – Systems Development Sector

North East	3 Months to 30 Sep 2009	Same period last year
Salaries quoted	4	5
Average salaries	<b>£34,500</b>	£42,000
Average salaries % change on same period last year	-17%	
90% of jobs offered a salary of more than	-	-
10% of jobs offered a salary of more than	-	-

North West	3 Months to 30 Sep 2009	Same period last year
Salaries quoted	20	33
Average salaries	<b>£42,000</b>	£40,000
Average salaries % change on same period last year	+5%	
90% of jobs offered a salary of more than	£33,000	£35,857
10% of jobs offered a salary of more than	£43,000	£45,000

South East	3 Months to 30 Sep 2009	Same period last year
Salaries quoted	39	86
Average salaries	<b>£47,500</b>	£46,000
Average salaries % change on same period last year	+3%	
90% of jobs offered a salary of more than	£35,250	£40,000
10% of jobs offered a salary of more than	£60,000	£55,000

South West	3 Months to 30 Sep 2009	Same period last year
Salaries quoted	11	25
Average salaries	<b>£42,500</b>	£37,000
Average salaries % change on same period last year	+14%	
90% of jobs offered a salary of more than	£39,000	£32,500
10% of jobs offered a salary of more than	£60,000	£59,500

Midlands	3 Months to 30 Sep 2009	Same period last year
Salaries quoted	7	7
Average salaries	<b>£43,225</b>	£37,500
Average salaries % change on same period last year	+15%	
90% of jobs offered a salary of more than	£37,500	£35,100
10% of jobs offered a salary of more than	£45,535	£41,300

London	3 Months to 30 Sep 2009	Same period last year
Salaries quoted	53	259
Average salaries	<b>£60,000</b>	£62,500
Average salaries % change on same period last year	-4%	
90% of jobs offered a salary of more than	£47,600	£45,000
10% of jobs offered a salary of more than	£81,500	£85,000

*Regional Comparison*

The North East region offered an average salary of £34,500, a 17% decline on the same period last year. However, the North West offered an average salary of £42,000 - a 5% increase on the same period last year.

The South East averaged £47,500, a more than 3% increase on the same period last year. 90% of jobs offered a salary of more than £35,250, while 10% of jobs offered a salary of more than £60,000.

The average salary in the Midlands region was £43,225, a more than 15% increase for the same period last year. 90% of jobs offered a salary of more than £37,500, while 10% of jobs offered a salary of more than £45,535.

London averaged the highest salary for a Development Team Leader. Professionals are expected to earn £60,000, but this is a 4% decline on the same period last year.

**Job Title – PC Support Analyst**

Source – IT Job Watch

Sector – PC Support Sector

UK	3 Months to 5 Oct 09	Same period last year
Salaries quoted	5	5
Average salaries	<b>£25,000</b>	£22,000
Average salaries % change on same period last year	+13%	
90% of jobs offered a salary of more than	£21,600	£19,575
10% of jobs offered a salary of more than	£29,400	£28,850

*UK Review*

The national average wage for a PC Support Analyst in the 3 months to 5<sup>th</sup> October 09 was £25,000. This is an increase of 13% on the same period last year. 90% of jobs offered a salary of more than £21,600 and 10% of jobs offered a salary of more than £29,400.

## Job Title – IT Architect

Source – IT Job Watch

Sector – Technical Support Sector

North East	3 Months to 5 Oct 09	Same period last year
Salaries quoted	13	21
Average salaries	<b>£57,500</b>	£51,000
Average salaries % change on same period last year	+12%	
90% of jobs offered a salary of more than	£45,000	£30,000
10% of jobs offered a salary of more than	£64,250	£62,000

North West	3 Months to 5 Oct 09	Same period last year
Salaries quoted	229	285
Average salaries	<b>£50,000</b>	£57,500
Average salaries % change on same period last year	-13%	
90% of jobs offered a salary of more than	£40,146	£45,000
10% of jobs offered a salary of more than	£65,000	£85,000

South East	3 Months to 5 Oct 09	Same period last year
Salaries quoted	672	1059
Average salaries	<b>£60,000</b>	£60,000
Average salaries % change on same period last year	-	
90% of jobs offered a salary of more than	£45,000	£45,625
10% of jobs offered a salary of more than	£85,000	£80,000

South West	3 Months to 5 Oct 09	Same period last year
Salaries quoted	137	249
Average salaries	<b>£51,500</b>	£50,000
Average salaries % change on same period last year	+3%	
90% of jobs offered a salary of more than	£45,000	£28,500
10% of jobs offered a salary of more than	£80,000	£70,000

Midlands	3 Months to 5 Oct 09	Same period last year
Salaries quoted	20	67
Average salaries	<b>£50,000</b>	£70,000
Average salaries % change on same period last year	-28%	
90% of jobs offered a salary of more than	£47,800	£50,000
10% of jobs offered a salary of more than	£95,000	£100,000

London	3 Months to 5 Oct 09	Same period last year
Salaries quoted	1264	2565
Average salaries	<b>£67,500</b>	£67,500
Average salaries % change on same period last year	-	
90% of jobs offered a salary of more than	£50,000	£50,000
10% of jobs offered a salary of more than	£92,500	£90,000

*Regional Comparison*

Outside of London, the South East averaged the highest salary. Based on a sample of 672 salaries, an IT Architect is expected to average about £60,000. There was no change in the average salary on the same period last year. 90% of jobs offered a salary of more than £45,000 and 10% of jobs offered a salary of more than £85,000. The South West averaged £51,500 with a slight increase on the previous year.

The North West and Midlands averaged the lowest salary of £50,000. Both sets of regions saw a salary decline from the same period last year. The North East average salary is £57,500, increasing by 12% on the same period last year.

90% of jobs offered a salary of more than £45,000, while 10% of jobs offered a salary of more than £64,250. 1264 salaries were quoted for the London region and average salary was £67,500, with no change from the same period last year.

**Job Title – Software Engineer**

Source – IT Job Watch

Sector – Software Engineering Sector

North East	3 Months to 5 Oct 09	Same period last year
Salaries quoted	4	18
Average salaries	<b>£43,000</b>	£32,500
Average salaries % change on same period last year	+32%	
90% of jobs offered a salary of more than	-	-
10% of jobs offered a salary of more than	-	-

North West	3 Months to 5 Oct 09	Same period last year
Salaries quoted	80	186
Average salaries	<b>£32,500</b>	£32,500
Average salaries % change on same period last year	-	
90% of jobs offered a salary of more than	£22,350	£26,500
10% of jobs offered a salary of more than	£37,000	£37,000

South East	3 Months to 5 Oct 09	Same period last year
Salaries quoted	384	1291
Average salaries	<b>£37,500</b>	£37,500
Average salaries % change on same period last year	-	
90% of jobs offered a salary of more than	£25,000	£26,500
10% of jobs offered a salary of more than	£50,000	£45,000

South West	3 Months to 5 Oct 09	Same period last year
Salaries quoted	182	654
Average salaries	<b>£35,000</b>	£35,000
Average salaries % change on same period last year	-	
90% of jobs offered a salary of more than	£27,500	£25,500
10% of jobs offered a salary of more than	£40,000	£45,000

Midlands	3 Months to 5 Oct 09	Same period last year
Salaries quoted	2	6
Average salaries	<b>£37,500</b>	£37,500
Average salaries % change on same period last year	-	
90% of jobs offered a salary of more than	£31,500	£35,000
10% of jobs offered a salary of more than	£43,500	£38,250

London	3 Months to 5 Oct 09	Same period last year
Salaries quoted	294	587
Average salaries	<b>£46,500</b>	£40,500
Average salaries % change on same period last year	+14%	
90% of jobs offered a salary of more than	£30,500	£27,600
10% of jobs offered a salary of more than	£70,000	£60,000

*Regional comparison*

London averaged the highest salary of £46,500. 294 salaries were quoted, with a 14% increase on the same period last year.

The North East averaged £43,000, with a 32% increase on the same period last year. The North West averaged £32,500 with no change. 90% of jobs offered a salary of more than £22,350, while 10% offered more than £37,000.

The South East average salary is £37,500, while the average salary for the South West is £35,000. There has been no salary change for either region. The Midlands averaged the same salary as the South East, again with no salary change.

**Job Title – Database Administrator**

Source – IT Job Watch

Sector – Database

North East	3 Months to 5 Oct 09	Same period last year
Salaries quoted	5	22
Average salaries	<b>£32,500</b>	£30,000
Average salaries % change on same period last year	+8%	
90% of jobs offered a salary of more than	-	-
10% of jobs offered a salary of more than	-	-

North West	3 Months to 5 Oct 09	Same period last year
Salaries quoted	98	194
Average salaries	<b>£35,000</b>	£35,000
Average salaries % change on same period last year	-	
90% of jobs offered a salary of more than	£24,950	£26,600
10% of jobs offered a salary of more than	£46,000	£48,000

South East	3 Months to 5 Oct 09	Same period last year
Salaries quoted	167	620
Average salaries	<b>£37,500</b>	£42,500
Average salaries % change on same period last year	-11%	
90% of jobs offered a salary of more than	£28,200	£30,000
10% of jobs offered a salary of more than	£52,500	£55,000

South West	3 Months to 5 Oct 09	Same period last year
Salaries quoted	93	219
Average salaries	<b>£35,000</b>	£35,000
Average salaries % change on same period last year	-	-
90% of jobs offered a salary of more than	£28,900	£28,000
10% of jobs offered a salary of more than	£42,500	£55,000

Midlands	3 Months to 5 Oct 09	Same period last year
Salaries quoted	5	2
Average salaries	<b>£40,000</b>	£75,000
Average salaries % change on same period last year	-46%	
90% of jobs offered a salary of more than	-	-
10% of jobs offered a salary of more than	-	-

London	3 Months to 5 Oct 09	Same period last year
Salaries quoted	462	1401
Average salaries	<b>£50,000</b>	£50,000
Average salaries % change on same period last year	-	
90% of jobs offered a salary of more than	£35,000	£35,000
10% of jobs offered a salary of more than	£80,000	£70,000

#### *Regional Comparison*

The average salary for a Database administrator in London is £50,000. There was no change from the same period last year. The Midlands averaged £40,000, while the South East averaged £37,500 from the 167 salaries quoted. North West and South West both averaged £35,000 with no change from the same period last year. Finally North East averaged £32,500. 90% of jobs in the North East offered a salary of more than £35,000, while 10% of jobs offered a salary of more than £80,000.

## Job Title – Network Support Engineer

Source – IT Job Watch

Sector – Networking

North	3 Months to 5 Oct 09	Same period last year
Salaries quoted	10	5
Average salaries	<b>£28,250</b>	£32,500
Average salaries % change on same period last year	-13%	
90% of jobs offered a salary of more than	£22,350	£28,600
10% of jobs offered a salary of more than	£30,500	£32,500

South East	3 Months to 5 Oct 09	Same period last year
Salaries quoted	28	85
Average salaries	<b>£37,750</b>	£35,000
Average salaries % change on same period last year	+7%	
90% of jobs offered a salary of more than	£21,000	£26,100
10% of jobs offered a salary of more than	£40,500	£40,000

South West	3 Months to 5 Oct 09	Same period last year
Salaries quoted	4	49
Average salaries	<b>£29,000</b>	£32,500
Average salaries % change on same period last year	-10%	-
90% of jobs offered a salary of more than	£28,300	£24,100
10% of jobs offered a salary of more than	£31,450	£44,000

Midlands	3 Months to 5 Oct 09	Same period last year
Salaries quoted	5	26
Average salaries	<b>£25,000</b>	£36,250
Average salaries % change on same period last year	-31%	
90% of jobs offered a salary of more than	-	-
10% of jobs offered a salary of more than	-	-

London	3 Months to 5 Oct 09	Same period last year
Salaries quoted	17	125
Average salaries	<b>£32,500</b>	£38,000
Average salaries % change on same period last year	-14%	
90% of jobs offered a salary of more than	£22,000	£27,500
10% of jobs offered a salary of more than	£48,500	£80,500

#### *Regional Comparison*

The Midlands offered the lowest salary for a Network Support Engineer (£25,000). The South East averaged the highest salary (£37,750). There was a more than 7% increase in average salary on the same period last year. The South West average salary was considerably lower at £29,000.

The North averaged £28,250 and saw a more than 13% decrease on the same period last year. London averaged £32,500 with a more than 14% decrease from the previous year.

## Job Title – Operations Analyst

Source – IT Job Watch

Sector – Operations

North	3 Months to 5 Oct 09	Same period last year
Salaries quoted	16	26
Average salaries	<b>£30,000</b>	£25,500
Average salaries % change on same period last year	+17%	
90% of jobs offered a salary of more than	-	-
10% of jobs offered a salary of more than	-	-

South East	3 Months to 5 Oct 09	Same period last year
Salaries quoted	15	25
Average salaries	<b>£27,500</b>	£34,000
Average salaries % change on same period last year	-19%	
90% of jobs offered a salary of more than	£25,000	£22,200
10% of jobs offered a salary of more than	£36,500	£45,000

South West	3 Months to 5 Oct 09	Same period last year
Salaries quoted	6	2
Average salaries	<b>£31,000</b>	£20,250
Average salaries % change on same period last year	+53%	
90% of jobs offered a salary of more than	-	-
10% of jobs offered a salary of more than	-	-

Midlands	3 Months to 5 Oct 09	Same period last year
Salaries quoted	1	0
Average salaries	<b>£25,000</b>	-
Average salaries % change on same period last year	-	-
90% of jobs offered a salary of more than	-	-
10% of jobs offered a salary of more than	-	-

London	3 Months to 5 Oct 09	Same period last year
Salaries quoted	32	120
Average salaries	<b>£37,500</b>	£40,000
Average salaries % change on same period last year	-6%	
90% of jobs offered a salary of more than	£25,000	£25,000
10% of jobs offered a salary of more than	£59,500	£57,500

#### *Regional Comparison*

London averaged the highest salary (£37,500) with a 6% decrease on the same period last year. 90% of jobs offered a salary of more than £25,000 while 10% offered more than £59,500. The South West averaged £31,000 and the South East £27,500.

The North's average salary is £30,000 and has increased by 17% on the same period last year. The Midland's average salary for an Operations Analyst is £25,000.

## Job Title – Web Designer

Source – IT Job Watch

Sector – Internet Sector

North East	3 Months to 5 Oct 09	Same period last year
Salaries quoted	1	3
Average salaries	<b>£18,000</b>	£32,000
Average salaries % change on same period last year	-44%	
90% of jobs offered a salary of more than	-	-
10% of jobs offered a salary of more than	-	-

North West	3 Months to 5 Oct 09	Same period last year
Salaries quoted	84	84
Average salaries	<b>£25,000</b>	£27,000
Average salaries % change on same period last year	-7%	
90% of jobs offered a salary of more than	£19,900	£18,000
10% of jobs offered a salary of more than	£30,000	£40,000

South East	3 Months to 5 Oct 09	Same period last year
Salaries quoted	135	191
Average salaries	<b>£30,000</b>	£27,500
Average salaries % change on same period last year	+9%	
90% of jobs offered a salary of more than	£22,500	£22,500
10% of jobs offered a salary of more than	£39,400	£39,000

South West	3 Months to 5 Oct 09	Same period last year
Salaries quoted	46	41
Average salaries	<b>£30,000</b>	£24,000
Average salaries % change on same period last year	+25%	
90% of jobs offered a salary of more than	£18,750	£20,000
10% of jobs offered a salary of more than	£45,000	£39,000

Midlands	3 Months to 5 Oct 09	Same period last year
Salaries quoted	17	112
Average salaries	<b>£23,500</b>	£26,500
Average salaries % change on same period last year	-11%	
90% of jobs offered a salary of more than	£21,500	£20,000
10% of jobs offered a salary of more than	£30,000	£30,600

London	3 Months to 5 Oct 09	Same period last year
Salaries quoted	130	343
Average salaries	<b>£30,000</b>	£32,000
Average salaries % change on same period last year	-6%	-
90% of jobs offered a salary of more than	£25,000	£21,500
10% of jobs offered a salary of more than	£38,000	£38,000

*Regional Comparison*

The South East, South West and London all offered an average salary of £30,000. The Midlands offered £23,500, with a decrease in salary from the same period last year. The average salary for a Web Designer in the North West is £25,000. 90% of jobs within this region offered a salary of more than £19,900, while only 10% offered a salary of more than £30,000.

**Job Title – Programmer**

Source – IT Job Watch

Sector – Programming

North East	3 Months to 6 Oct 09	Same period last year
Salaries quoted	28	73
Average salaries	<b>£31,500</b>	£30,000
Average salaries % change on same period last year	+5%	
90% of jobs offered a salary of more than	£26,850	£20,460
10% of jobs offered a salary of more than	£43,250	£40,000

North West	3 Months to 6 Oct 09	Same period last year
Salaries quoted	85	266
Average salaries	<b>£30,000</b>	£31,500
Average salaries % change on same period last year	-4%	
90% of jobs offered a salary of more than	£23,700	£24,000
10% of jobs offered a salary of more than	£40,000	£41,500

South East	3 Months to 6 Oct 09	Same period last year
Salaries quoted	221	862
Average salaries	<b>£36,500</b>	£35,000
Average salaries % change on same period last year	+4%	
90% of jobs offered a salary of more than	£26,500	£26,250
10% of jobs offered a salary of more than	£47,500	£45,000

South West	3 Months to 6 Oct 09	Same period last year
Salaries quoted	163	353
Average salaries	<b>£30,000</b>	£33,000
Average salaries % change on same period last year	-9%	
90% of jobs offered a salary of more than	£23,500	£25,000
10% of jobs offered a salary of more than	£38,300	£40,000

Midlands	3 Months to 6 Oct 09	Same period last year
Salaries quoted	6	32
Average salaries	<b>£32,500</b>	£35,000
Average salaries % change on same period last year	-7%	
90% of jobs offered a salary of more than	£31,750	£32,000
10% of jobs offered a salary of more than	£36,250	£40,000

London	3 Months to 6 Oct 09	Same period last year
Salaries quoted	429	1104
Average salaries	<b>£47,500</b>	£40,000
Average salaries % change on same period last year	+ 18%	
90% of jobs offered a salary of more than	£30,000	£26,000
10% of jobs offered a salary of more than	£85,000	£62,500

*Regional Comparison*

The average salary for London was £47,500 (from 429 salaries quoted) with an 18% increase on the same period last year. 90% of jobs paid more than £30,000, while 10% offered more than £85,000.

The South East was the second highest-paying region, averaging £37,500 from 221 salaries quoted. The Midlands average salary was £32,500, with a 7% decrease on the same period last year.

There was little salary difference between the North regions. The North East average salary was £31,500, while the North West averaged £30,000.

## Security cleared roles in the defence industry

### Types of clearance

There are ten commonly recognised levels of security check in the UK. These are Developed Vetting (DV), Security Check (SC), Counter Terrorist Check (CTC), Enhanced Baseline Standard (EBS), Basic Personnel Security Standard (BPSS), NATO Cleared, Metropolitan Police Service (MPS), Security Industry Authority (SIA), Enhanced Criminal Records Bureau and Criminal Records Bureau (CRB). The level required depends upon the classification of material to be accessed or the personnel with whom individuals work within close proximity.  
*Source: ARM*

For the **6 months** to 5 October 2009, IT jobs within the UK requiring **DV Clearance** also mentioned the following skills or associated keywords in order of popularity. The figures indicate the number of jobs and their proportion against the total number of IT job ads sampled that cited DV Clearance.

1	141 (25.78 %)	Windows
2	93 (17.00 %)	Information Security
3	78 (14.26 %)	ISO27001
4	73 (13.35 %)	Windows Server 2003
5	72 (13.16 %)	Risk Management
6	69 (12.61 %)	UML
7	61 (11.15 %)	Java
8	60 (10.97 %)	Oracle
9	60 (10.97 %)	Microsoft
10	59 (10.79 %)	Linux
11	53 (9.689 %)	Degree
12	52 (9.506 %)	.NET
13	51 (9.324 %)	HP
14	50 (9.141 %)	UNIX
15	49 (8.958 %)	C
16	45 (8.227 %)	CISSP
17	43 (7.861 %)	Cisco
18	41 (7.495 %)	J2EE
19	40 (7.313 %)	SQL
20	39 (7.130 %)	C++
21	38 (6.947 %)	VMware
22	38 (6.947 %)	Pensions
23	36 (6.581 %)	Cisco Certification
24	34 (6.216 %)	ITIL
25	34 (6.216 %)	Active Directory
26	33 (6.033 %)	Windows 2000
27	31 (5.667 %)	C#

### Developed Vetting (DV) Clearance

UK	3 Months to 6 Oct 09	Same period last year
Salaries quoted	241	277
Average salaries	<b>£40,000</b>	£40,000
Average salaries % change on same period last year	-	
90% of jobs offered a salary of more than	£27,500	£28,150
10% of jobs offered a salary of more than	£70,500	£65,000

### Security Check

UK	3 Months to 7 Oct 09	Same period last year 2008
Salaries quoted	699	1101
Average salaries	<b>£37,750</b>	£40,000
Average salaries % change on same period last year	-5%	
90% of jobs offered a salary of more than	£25,000	£24,000
10% of jobs offered a salary of more than	£65,000	£65,000

### Basic Personnel Security Standard (BPSS)

UK	3 Months to 7 Oct 09	Same period last year 2008
Salaries quoted	13	36
Average salaries	<b>£40,000</b>	£37,500
Average salaries % change on same period last year	+6%	
90% of jobs offered a salary of more than	£22,000	£20,500
10% of jobs offered a salary of more than	£63,500	£63,500

### *Comparison*

DV Clearance and Basic personnel security Standard (BPSS) averaged £40,000 across all disciplines. The national average for Security Check is £37,750, with a 5% decrease on the same period last year. 90% of jobs offered a salary of more than £25,000, while 10% of jobs offered a salary of more than £65,000.

## Industry Overview

### Key Findings on the IT Industry for the UK

- Spending on IT will reach £50.2 billion in 2009 and between now and 2013 is expected to grow 1.8% a year, compared to GDP growth of -0.1% a year.
- The IT market will drive the creation of nearly 2500 new businesses and 78,200 new jobs between the end of 2009 and the end of 2013. Most of the new companies will be small and locally-owned organisations and the jobs will be highly skilled, high-quality jobs. That represents growth of 1% a year from now through 2013, while total employment will shrink by -0.7%.
- In 2009, local partners in the Microsoft ecosystem will generate more than £17.8 billion in revenues for themselves. To generate these revenues, they will invest £6 billion in development, marketing, training and sales in the UK economy.
- The Microsoft ecosystem, defined as local companies that develop and/or sell products that run with or on Microsoft software, or that service and distribute Microsoft software, is a critical economic catalyst in every country where Microsoft operates. For every pound that Microsoft generates in 2009, local companies in this ecosystem will generate £8.84.

<http://microsoft.com/economicgrowth>

## Conclusion

This report has examined IT salaries across a number of regions and sectors in the UK. Due to the diversity of the industry we have limited our study to certain job titles, skills and markets.

It is important to note that the findings are not exhaustive and are subject to change. For this reason, the report should be used as a guide rather than a definitive overview. The consultants at Advanced Resource Managers have excellent knowledge of the IT market and can assist you in distinguishing between real salaries and what may be used as a negotiation ploy.

Naturally, the IT industry has been affected by the recession, but regions such as London and the South East still offer attractive salaries across a number of sectors, job titles and skill sets. This salary survey, like our previous one, was compiled whilst the economy was in a state of flux. However, there are signs of recovery within the industry, and the demand for skilled IT personnel will continue to increase, with the need for contractors demonstrably on the rise.

## Sources

1. Advanced Resource Managers
2. [www.computerweekly.co.uk](http://www.computerweekly.co.uk)
3. [www.ITjobwatch.co.uk](http://www.ITjobwatch.co.uk)
4. <http://microsoft.com/economicgrowth>
5. [www.salarytrack.co.uk](http://www.salarytrack.co.uk)



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