



# IT Monitor

## April 2011

Your monthly guide to salary and recruitment trends in the UK IT market

Computer People has always endeavoured to equip hiring managers with the most up to date market information needed to build their resourcing strategies and make well informed hiring decisions. It is equally important to give candidates the same market information to help them make educated decisions to enable them to make the right move at the right time.

With this in mind we've taken the time to go into much more detail than you might expect from a monthly market update and provide you with a comprehensive set of data from the whole of the market.

What has emerged is a positive picture:

- contractor hiring is on the rise;
- permanent hiring is on the rise;
- the banking, insurance & finance sector is hiring more permanent staff;
- salaries in both the permanent and contractor markets have risen; and
- developers top the list of job titles most in demand

You'll see from this report that you'll be able to keep abreast of both permanent and contractor salary trends by industry sector, by functional area and by region.

Marking the start of what will be a monthly review of the market, IT Monitor is a reflection of our promise to customers to add value by really delivering in depth market information on a regular basis.

Your feedback is welcomed.

A positive trend	p2
Sector breakdowns	p2
Salary trends	p2
Jobs in demand	p3
Salaries by region	p5

# IT Monitor



## A positive trend

The first sign we are coming out of recession is typically illustrated by an increase in permanent roles and it seems we've definitely seen signs of that over the last month. We've seen 15,500 unique permanent IT roles compared to 6,000 unique contract roles. Contractor demand is definitely on the up though and we've seen an increase of 1.5% compared to a 0.5% increase in permanent recruitment.

Number of vacancies: all sectors	Permanent		Contract	
	Vacancies	% Change	Vacancies	% Change
	15,592	↑0.50%	6,033	↑1.80%

## Sector breakdowns

There is definitely a sea change happening across the banking sector with demand moving from contract to permanent. Over the last month we've seen permanent vacancies within banking rise by 1.30%, but contract vacancies dropping by a quarter per cent.

There is a higher level of permanent activity in the retail sector with a 0.8% increase over the previous month. Contract demand in this sector is still reasonably buoyant, with a 0.02% increase over the same period.

Permanent demand has reduced within the telecoms and the public sectors, however we've seen a slight increase in contract demand for the telecoms industry.

Number of vacancies: major sector	Permanent		Contract (per hour)	
	Vacancies	% Change	Vacancies	% Change
Banking, Insurance and Finance	1,610	↑1.30%	768	↓0.25%
Retail	634	↑0.80%	114	↑0.20%
Telecoms	525	↓0.43%	111	↑0.10%
Media, New Media and Creative	735	↑0.10%	159	↑0.02%
Public Sector	301	↓0.03%	226	↓0.17%

## Salary trends

Over the last month we've seen salaries and contract rates move in the right direction. Across the whole of the IT industry contract rates have gone up by over half a per cent while permanent salaries have gone up by a third of a per cent.

Over the last 12 months though, the change has been much more significant, with permanent salaries increasing by over 6% year-on-year and contract rates increasing by over 5%.

Permanent (Monthly) ↑0.32%	Permanent (Yearly) ↑6.06%	Contract (Monthly) ↑0.58%	Contract (Yearly) ↑5.32%
-------------------------------	------------------------------	------------------------------	-----------------------------

# IT Monitor



## Salary trends by key functions

The biggest monthly salary increases have been across oracle and database roles on the permanent and contract side but IT Directors have been the real beneficiaries of the surge in contract demand with hourly rates increasing by almost 4% (3.8%) to £96, compared to a drop in permanent salaries of 1.74%.

The biggest beneficiary over the year though has been Business intelligence on the permanent side, with a 10.9% increase year-on-year. On the contract side Web Developers have seen the largest rate increase over the last year, jumping 11% to £35 per hour on average.

Job types	Permanent			Contract (per hour)		
	Average Salary	% Average change (Monthly)	% Average change (Year-on-year)	Average hourly rate	% Average change (Monthly)	% Average change (Year-on-year)
.Net / C#	£39,258	↑0.19%	↑6.5%	£38	↑1.02%	↑3.3%
Java	£47,859	↓0.01%	↑0.2%	£47	↑0.4%	↑5.1%
Oracle	£52,254	↑0.97%	↑7.51%	£49	↑1.6%	↑0.2%
SQL Server	£38,345	↑0.27%	↑4.2%	£39	↓1.23%	↑7.27%
Business Intelligence	£53,157	↓1.02%	↑10.9%	£50	↓0.3%	↑0.6%
Web Developer	£32,666	↑0.47%	↑3.04%	£35	↓0.45%	↑11%
Project Manager	£51,983	↑0.66%	↑5%	£51	↑0.3%	↑8.03%
SAP	£67,312	↑0.56%	↑4.09%	£63	↑2.43%	↑5.5%
Testing	£47,194	↓0.51%	↑6.1%	£41	↓1.1%	↑1.32%
Database	£40,802	↑0.94%	↑0.54%	£45	↓1.2%	↑7.5%
IT Director	£76,428	↓1.74%	↑3.54%	£96	↑2.43%	↑10.2%

## Jobs in demand

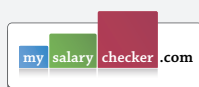
Developers are topping the demand table across the whole of the IT industry on both a permanent and contract basis, although contract business analysts within banking and finance are topping the table.

The rationalisation of supply chains and infrastructure across all organisations appears to be driving hiring patterns with at least a Project Manager, Consultant or Architect featuring in the top 5 of all our key sectors.

# IT Monitor



	Permanent	Contract
<b>Jobs in demand</b>		
IT Industry	Developer	Developer
	Project Manager	Business Analyst
	Architect	Project Manager
	Business Analyst	Software Engineer
	Web Developer	Consultant
Banking, Insurance and Finance	Developer	Business Analyst
	Business Analyst	Developer
	Project Manager	Project Manager
	Consultant	Java Developer
	Java Developer	Test Developer
Media, New Media and Creative	Developer	Developer
	Web Developer	Project Manager
	Project Manager	Engineer
	Designer	Designer
	PHP Developer	Business Analyst
Telecommunications	Developer	Engineer
	Consultant	Developer
	Project Manager	Project Manager
	Architect	Consultant
	Project Manager	Architect
Public Sector	IT Manager	Developer
	Analyst	IT Manager
	Developer	Engineer
	Consultant	Consultant
	Engineer	Project Manager



IT Monitor is developed using market intelligence from major job boards, data from all brands within the Adecco Group UK & Ireland, company websites, social networking sites, SalaryTrack, the market's leading earnings information service and mysalarychecker.com ([www.mysalarychecker.com](http://www.mysalarychecker.com))

# IT Monitor



## Salaries by region

London	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£50,088	↑0.42%	↑6.73%	£44	↑1.12%	↑3.3%
Java	£57,837	↑0.32%	↑0.1%	£56	↑0.5%	↑5.9%
Oracle	£58,445	↑0.301%	↑5.21%	£50	↑1.4%	↑0.25%
SQL Server	£45,418	↓0.24%	↑3.6%	£45	↓1.33%	↑7.8%
Business Intelligence	£64,175	↓0.05%	↑11.1%	£55	↓0.33%	↑0.65%
Web Developer	£37,976	↑0.625%	↑3.01%	£38	↓0.55%	↑11.65%
Project Manager	£57,876	↑0.45%	↑5.2%	£55	↑0.31%	↑8.1%
SAP	£67,168	↓0.255%	↑4.11%	£65	↑1.98%	↑5.6%
Testing	£53,579	↓1.7%	↑6.3%	£44	↓1.1%	↑1.38%
Database	£45,173	↑0.42%	↑0.61%	£47	↓1.22%	↑7.55%

South East	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£36,892	↓0.58%	↑4.7%	£36	↑0.15%	↑2.8%
Java	£39,803	↑0.68%	↑0.11%	£43	↑0.8%	↑6.2%
Oracle	£45,541	↑0.5%	↑4.76%	£43	↑1.4%	↑1.22%
SQL Server	£36,198	↓0.38%	↑2.8%	£38	↓0.38%	↑4.8%
Business Intelligence	£48,571	↑0.387%	↑9.8%	£53	↓0.33%	↑1.65%
Web Developer	£32,200	↑0.5%	↑3.21%	£31	↑0.2%	↑8.25%
Project Manager	£49,512	↓0.85%	↑4.84%	£44	↑0.31%	↑7.7%
SAP	£58,750	↑0.15%	↑4.33%	£56	↑2.98%	↑5.1%
Testing	£54,722	↑1.15%	↑7.1%	£31	↓1.8%	↑3.2%
Database	£41,222	↑2.15%	↑1.2%	£35	↓1.65%	↑4.26%

# IT Monitor



## Salaries by region

South West	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£33,351	↑0.02%	↑5.1%	£34	↑1.12%	↑3.3%
Java	£35,725	↑0.13%	↑1.2%	£37	↑0.7%	↑3.2%
Oracle	£44,937	↑2.63%	↑4.71%	£50	↑0.4%	↑1.25%
SQL Server	£34,322	↑0.68%	↑3.8%	£31	↓1%	↑4.8%
Business Intelligence	£37,272	↓4.03%	↑7.8%	£45	↑0.53%	↑1.24%
Web Developer	£28,983	↓1.3%	↑2.86%	£25	↑0.6%	↑8.65%
Project Manager	£45,418	↑0.3%	↑4.54%	£47	↑0.4%	↑6.7%
SAP	£71,059	↑3.23%	↑3.98%	£55	↑0.25%	↑4.2%
Testing	*	*	↑7.1%	£35	↓1.15%	↑2.28%
Database	£33,140	↓1.7%	↑1.54%	£25	↓1.42%	↑8.1%

East Midlands	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£32,305	↓0.31%	↑2.1%	£25	↑0.78%	↑3.3%
Java	£34,672	↓1.6%	↑1.6%	£38	↓0.5%	↑6.1%
Oracle	£43,947	↑0.2%	↑4.86%	£38	↓0.1%	↑2.1%
SQL Server	£32,670	↓0.35%	↑3.21%	£31	↑0.45%	↑5.8%
Business Intelligence	£29,591	↓4.1%	↑3.8%	£45	↓1.33%	↑1.65%
Web Developer	£28,369	↑0.76%	↑1.25%	£20	↓0.52%	↑5.1%
Project Manager	£43,326	↑0.71%	↑4.54%	£50	↑0.41%	↑6.9%
SAP	£62,277	↑3.1%	↑4.11%	£50	↑0.12%	↑4.2%
Testing	£38,843	↓0.4%	↑5.23%	£35	↑1.1%	↑1.45%
Database	£42,272	↑6.8%	↑0.11%	£30	↑1.28%	↑3.33%

\* There are not enough roles within this region to be statistically valid

# IT Monitor



## Salaries by region

West Midlands	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,030	↑1.72%	↑6.2%	£38	↑0.1%	↑2.3%
Java	£40,938	↑1.78%	↑1%	£38	↓0.52%	↑5.9%
Oracle	£41,189	↑0.135%	↑5.86%	£38	↑1%	↑0.25%
SQL Server	£34,766	↑1.83%	↑6.21%	£38	↓1.35%	↑6.8%
Business Intelligence	£45,000	↓0.329%	↑10.1%	£48	↓0.23%	↑0.65%
Web Developer	£29,807	↑1.33%	↑2.25%	£35	↑0.45%	↑8.45%
Project Manager	£44,153	↓0.06%	↑5.54%	£41	↑0.48%	↑7.9%
SAP	£61,011	↑2.1%	↑3.99%	£50	↑1.9%	↑4.2%
Testing	*	*	↑6.23%	£35	↓0.1%	↑1.38%
Database	£39,490	↑2.12%	↑0.15%	£30	↑0.22%	↑7.26%

East of England	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,991	↓0.21%	↑4.98%	£31	↑0.1%	↑3.3%
Java	£39,011	↑1.39%	↑0.8%	£38	↑0.12%	↑4.9%
Oracle	£44,602	↑0.01%	↑7.01%	£47	↑1%	↑0.25%
SQL Server	£36,863	↑0.393%	↑4%	£31	↓0.35%	↑7.8%
Business Intelligence	£27,500	↓5.54%	↑8.9%	£45	↓0.23%	↑3.65%
Web Developer	£29,733	↓0.157%	↑3.54%	£25	↑0.46%	↑8.45%
Project Manager	£46,722	↓0.048%	↑5.2%	£44	↑0.48%	↑4.9%
SAP	£66,910	↑1.44%	↑3.9%	£56	↑1.9%	↑2.2%
Testing	£39,355	↑2.8%	↑5.1%	£32	↑0.1%	↑1.38%
Database	£39,506	↑3.09%	↑1.2%	£28	↑0.2%	↑6.26%

\* There are not enough roles within this region to be statistically valid

# IT Monitor



## Salaries by region

Yorkshire and Humberside	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£34,078	↑1.49%	↑6.1%	£34	↑1%	↑3.3%
Java	£37,119	↓0.71%	↑1%	£38	↑0.5%	↑4.9%
Oracle	£39,899	↓0.69%	↑5.2%	£43	↓1.5%	↑2.2%
SQL Server	£34,478	↑1.93%	↑4.2%	£30	↓1.33%	↑4.8%
Business Intelligence	£35,800	↓6.6%	↑8.6%	£42	↑0%	↑0.65%
Web Developer	£28,143	↓0.25%	↑2.8%	£29	↓0.55%	↑7.65%
Project Manager	£43,254	↑0.8%	↑5.34%	£44	↑0.31%	↑5.9%
SAP	£53,043	↓0.99%	↑2.9%	£55	↑0.2%	↑3.2%
Testing	£30,000	↓1.9%	↑4.1%	£34	↓1.1%	↑2.38%
Database	£35,673	↓0.5%	↑2.5%	£25	↓1.2%	↑5.26%

Scotland	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£34,799	↓0.36%	↑4.2%	£34	↑0.9%	↑3.3%
Java	£34,711	↓0.43%	↑0.9%	£38	↓0.5%	↑4.9%
Oracle	£39,891	↓0.55%	↑6.8%	£38	↓0.6%	↑2.2%
SQL Server	£34,714	↑2.8%	↑3.9%	£30	↑0.23%	↑4.8%
Business Intelligence	£50,000	↑2.2%	↑10.1%	£40	↑0.12%	↑0.65%
Web Developer	£33,210	↑1.5%	↑3.6%	£25	↑0.25%	↑7.65%
Project Manager	£37,981	↓1.79%	↑5.1%	£44	↑1.1%	↑5.9%
SAP	£45,085	↓0.74%	↑4.2%	£50	↑0.22%	↑3.2%
Testing	*	*	*	£34	↓0.5%	↑2.38%
Database	£39,249	↑3.2%	↑4.1%	£30	↑1.02%	↑5.26%

\* There are not enough roles within this region to be statistically valid

# IT Monitor



## Salaries by region

Wales	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£33,598	↑1.4%	↑6.9%	£34	↓0.1%	↑3.35%
Java	£31,555	↑1.3%	↑0.15%	£38	↑0.1%	↑4.65%
Oracle	£43,800	↓1.2%	↑8.4%	£38	↑0.5%	↑2.1%
SQL Server	£33,214	↓0.2%	↑4.6%	£30	↑0.25%	↑2.8%
Business Intelligence	*	*	*	£40	↑0.7%	↑1.6%
Web Developer	£28,562	↑0.19%	↑2.1%	£25	↓0.15%	↑3.7%
Project Manager	£42,982	↑1.5%	↑3.4%	£44	↑0.31%	↑4.9%
SAP	*	*	*	£50	↑0.2%	↑2.25%
Testing	*	*	*	£32	↑0.9%	↑2.45%
Database	£30,000	↑5.6%	↑3.1%	£25	↓1.1%	↑4.26%

\* There are not enough roles within this region to be statistically valid

## About Computer People

As one of the UK's most trusted and dynamic IT recruitment consultancies Computer People is a key partner for companies looking to recruit permanent and contract IT professionals. Through their network of 16 UK offices Computer People provides localised and expert IT recruitment services across a range of specialist disciplines, including business analysis, Oracle, Microsoft dynamics, business intelligence, development, security & audit and infrastructure. It is this approach, specialist knowledge and accessibility that has earned Computer People a reputation as one of the leading suppliers of professional IT talent.