



IT Monitor

December 2011

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



This month we take a look back at 2011 and provide insight into the IT recruitment industry in 2012.

This month's IT Monitor continues to equip candidates and hiring managers with the IT industry's most up-to-date and comprehensive salary and vacancy trends and analysis.

2011 highlights:

- We saw permanent recruitment vacancies peak in April at 15,543 unique advertised vacancies as new budgets were released; hiring managers used the opportunity to on board permanent staff
- In October we saw contractor vacancies peak at 6061 unique advertised vacancies as usual 3 months before Christmas as contractor staff were hired to help cope with seasonal spikes seen in December
- For permanent salaries last month (November) the highest average salary across permanent staff was recorded for the year at £49,773
- Contractor pay has remained marginally steady throughout the year at an aggregated rate of £50.36 per hour
- Vacancy numbers across both permanent and contract remained steady from March through to July however they dropped in August and have not since recovered.
- On average salaries have been steady across the year but have spiked towards year end as it becomes harder for organisations to spot quality staff from a large candidate pool
- Whilst most industries have seen increased unemployment, for the most part IT demand remains higher than suppliers, leading us to believe we are approaching a skill shortage for skilled IT staff in the coming years
- Project managers, interim CIO's, business analysts, consultants and core developers remained in demand throughout the year

Highlights from November

- Vacancy numbers remained steady with a slight increase in permanent roles and a minor decrease in contractor roles.
- Salaries for permanent remained steady with a marginal increase in November from the previous month, whilst contract pay rose in November.
- Telecoms booms this month as vacancies rise sharply for both permanent and contract recruitment.
- We continue to see public sector hiring managers opt for contract hires as opposed to permanent. Contractor vacancies peaked while permanent vacancies declined.
- Banking, finance and insurance and retail vacancies remain steady in the number of vacancies across permanent and contract, while media, new media and creative sees an influx of contract vacancies and decline in permanent roles.

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- As predicted the public sector fared the worst this year as many government and health organisations recruited fewer new hires
- Private sector failed to compensate the lower rate of employment in the public sector, although towards the end of 2011, large UK organisations have banded together to boost the economy through job creation
- Public sector vacancies dropped significantly in 2011 and we didn't see a corresponding rise in private sector vacancies as we had hoped.

2011 has been categorised by long term uncertainty and the realisation that there will be no real clarity in terms of the economic outlook for a considerable time to come. The hopes of a recovery in the first half of the year came and went and in the second half of the year the realisation that uncertainty had now become long term normality lead to a wholesale shift in mindset across the industry. As organisations realise that they can no longer wait to make decisions based on ever changing economic outlooks, they have continued to recruit tactically and strategically in order to deliver business-as-usual projects and longer term streamlining of business processes that will create internal efficiencies and best practice effectiveness for their organisations. Good IT candidates are and will always be in high demand, as they are critical to the success of any business. 2012 will be about maximising tangible returns and value. With ever advancing technology and innovations in products and services, the IT sector will always remain resilient to extreme downturns. Demand remains high from a candidate and client perspective and this will continue through 2012.

Regards,

Sid Barnes, Executive Director
Computer People

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Permanent vacancies steady with contract vacancies experiencing a slight decline

Number of vacancies: all sectors	Permanent		Contract	
	Vacancies	% Change	Vacancies	% Change
	13,916	↑0.14%	6,046	↓-0.25%

The number of permanent vacancies rose this month by 0.14% (up from 13,896 in October to 13,916 in November) as some organisations begin to onboard new staff in readiness for delivering their 2012 strategies. Vacancies for contractors slid this month by 0.25% as many contracts are not renewed towards the end of year.

Between July and August this year we saw a drop of 1520 permanent vacancies advertised which, put simply, the market has not recovered from. This significant drop has created a new, albeit lower level of hiring in permanent which was significantly lower in Q3 and Q4 compared to Q1 and Q2.

Contract employment saw its lowest levels of decline between July and August and October and November with an average decline of 20 vacancies. That said, contract employment has fared better in 2011. We have seen this pattern for two main reasons. Firstly there has been an increase in the number of candidates opting to contract as a lifestyle choice providing them with flexibility in the hopes of gaining better work life balance. Secondly hiring managers are more inclined to bring on contractors as they are not a fixed cost and are usually budgeted for within project line budgets. The other benefit to employers is contractors bring with them high experience in change and project management which are both in high demand at present.

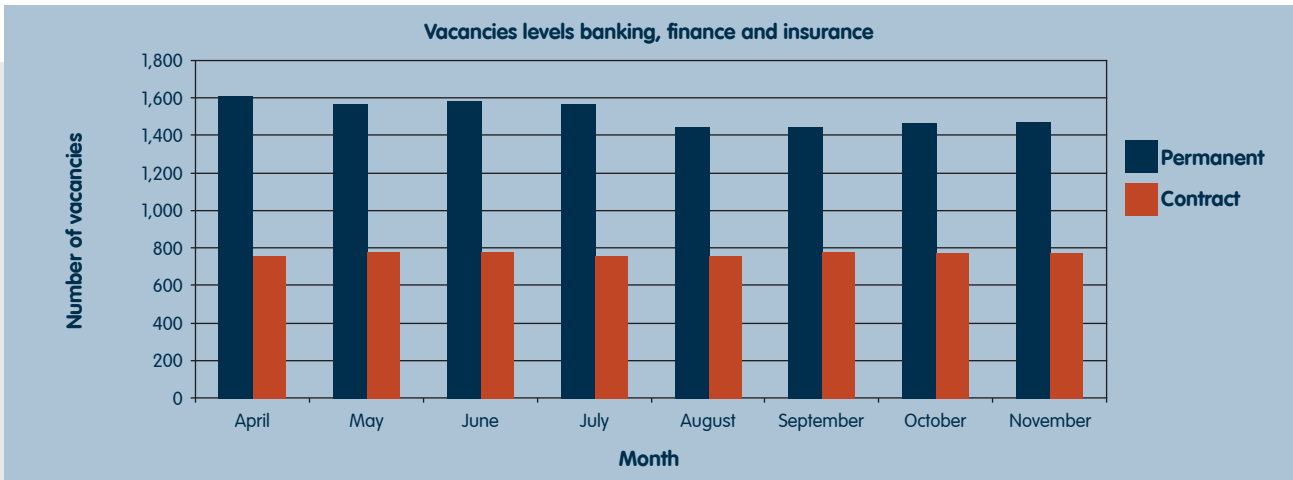
Sector breakdown

Number of vacancies: major sector	Permanent		Contract (per hour)	
	Vacancies	% Change	Vacancies	% Change
Banking, insurance and finance	1,465	↑0.21%	771	↑0.65%
Retail	662	↑0.46%	49	↓-3.92%
Telecoms	456	↑2.24%	91	↑33.82%
Media, new media and creative	485	↓-3.39%	178	↑9.20%
Public Sector	157	↓-10.80%	233	↑5.91%

Banking, insurance and finance

We saw banking, insurance & finance again this month rise in the number of permanent vacancies by 0.21%. While this month contract vacancies regained vacancies lost last month with a 0.64% increase in vacancies advertised (last month dropped by 0.91%).

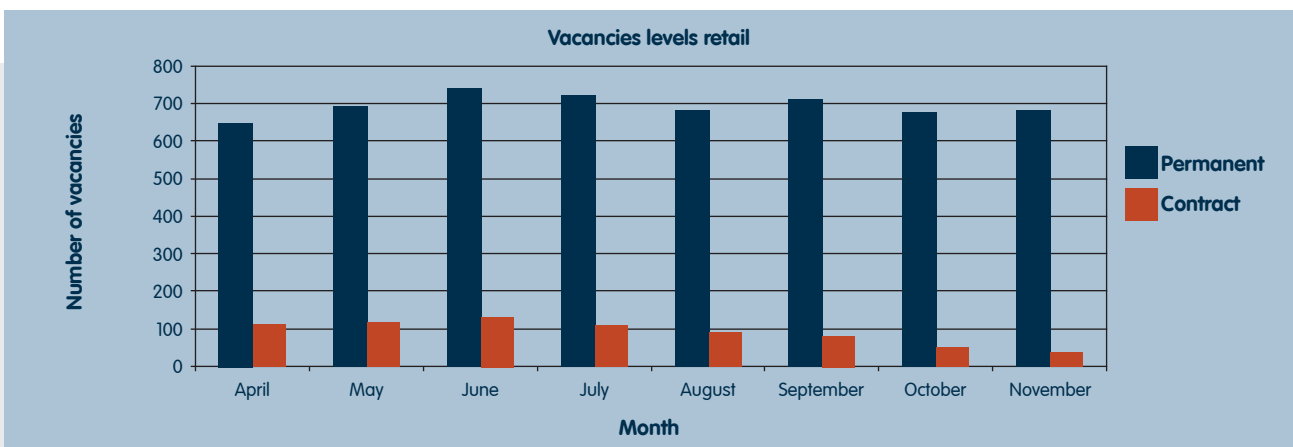
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The number of banking, insurance & finance vacancies peaked in April, remaining relatively steady until August where the sector took a slight decline. Since August this sector has steadily been regaining vacancy levels. This pattern is not that different to how the sector usually operates, hiring permanent staff early in the financial year and steadying towards the middle with inclines towards the end of the financial year where the sector typically then spends excess budget.

Retail

The sector has failed to regain vacancy levels after October's significant drop. While permanent vacancies rose by 0.46% this does not make up for the prior months' decline. We continue to see significant declines in contractor recruitment with a 3.92% drop in the number of contract vacancies advertised. With consumer spending still failing to lift so close to Christmas and inflation (whilst dropping) still remaining at higher than anticipated levels retail is set for a few hard months. This has been further cemented by the announcement that many more iconic high street chains are set for dark days as the dreaded fear of company administration hangs over their heads.



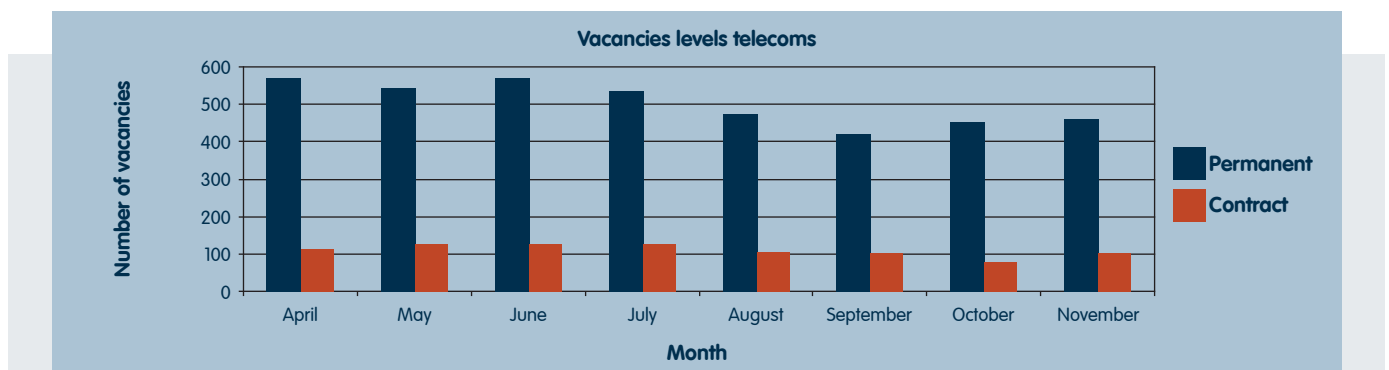
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Retail has had a turbulent year, with holiday season spending in the summer and approaching festive season failing to reach anticipated peak levels. It is hoped that last minute high street Christmas shopping and influx of tourism for the London 2012 Olympic Games can help the industry recover along with consumer spending levels.

Telecoms

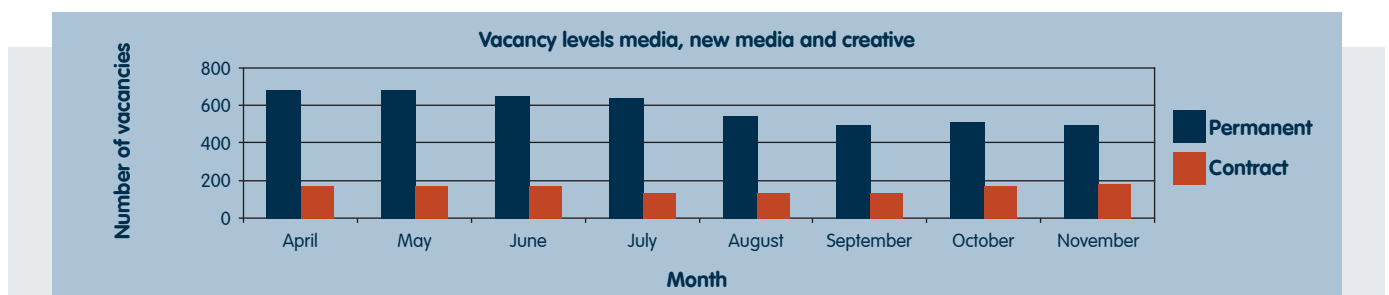
The telecoms market continues to gain momentum this month with permanent vacancies again rising by 2.24%. In October we saw a large decline in the number of vacancies (down -25.27%), while this month we have seen the reverse of telecoms vacancies sharply rising (33.82%). Over the two month period we have seen contractor vacancies rise by 8.55%. As mentioned last month new contracts set to be awarded in the new year and the waiting on budgets to be thawed in the new year had a negative impact on vacancy levels. However it appears that contracts have been awarded early along with budgets being released prematurely has reversed the impact of prior months.



As a pattern both permanent and contract vacancies were at their peak at the beginning of the year, and then began to decline, they appear to be back on the incline however at a slower rate compared to the level in which they declined mid year.

Media, new media and creative

Last month media, new media & creative continues to bring on contract staff, with the number of vacancies increasing sharply by 9.80%. In October we saw an increase of 15.60%, therefore the industry appears to be on a surge for contract recruitment, signifying an end of year budget surge, and staffing up on quality contract staff for new year projects. The sector however couldn't maintain the increase of prior months permanent vacancy levels with a 3.39% decline.



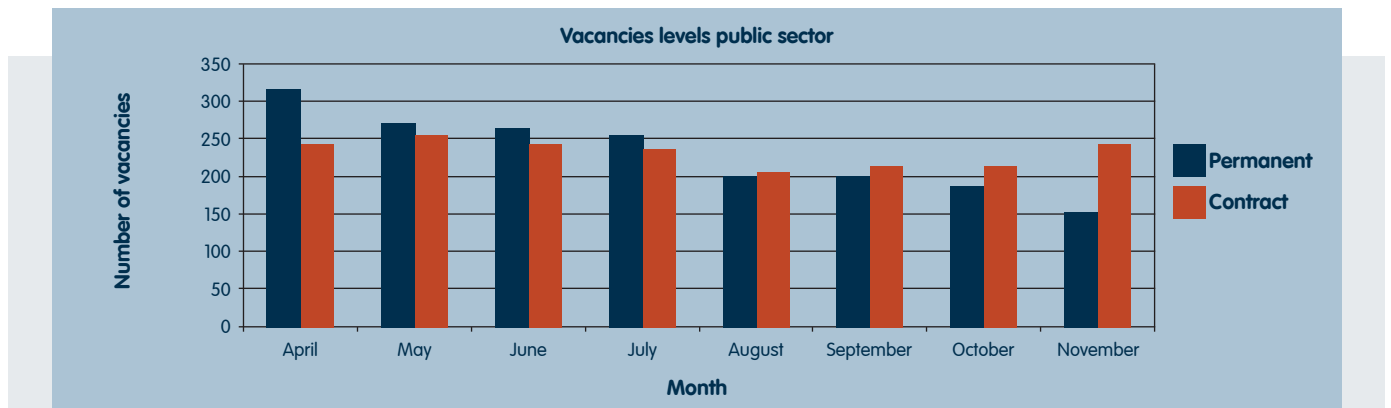
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Bucking the trend for contract recruitment, media, new media & creative vacancy levels peaked in November while in April vacancy levels was at its lowest. Permanent recruitment has seen the opposite trend with vacancy levels at their highest in April and lowest in November. This is showing a shift with hiring managers preferring to recruit contract staff as they are flexible and align better with non fixed budgets. There is also a stigma associated with the creative industry, with flexible working being the norm which appeals more to those seeking contract employment.

Public sector

The decline in permanent recruitment in the public sector continues with the number of unique advertised vacancies decreasing last month by 10.80%. Some relief as contract recruitment rises sharply (up 5.91%). We continue to see a pattern of decline in permanent recruitment for the sector in lieu of flexible resources of contractors.



Steep cuts have led to the average number of vacancies advertised on a monthly basis halving since the beginning of the financial year (April). However contractor recruitment remains relatively strong and consistent, rising to almost peak levels for the year in November.

Monthly salary trends

This month salary for permanent staff remained steady with a marginal increase of 0.7%. Contractor pay rose by 0.75%. This continues to reinforce the message that whilst the economy may be doom and gloom and unemployment high, the IT recruitment industry is still buoyant and is likely to remain that way. The reality is that IT as a function, is now so critical to business that it can withstand the downturn (which it proved in the previous recession) better than other functional roles.

	Permanent		Contract	
	Vacancies	% Change	Vacancies	% Change
Number of vacancies: all sectors	↑0.07%	↑4.45%	↑0.75%	↑4.65%

From April through to November salaries for permanent staff have continued to rise apart from a small blip in July where we saw a slight decrease. Contract pay has remained steady through the year with average pay hovering at £50.36 per hour.

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Project managers' and CIO/ directors' salaries continue to grow month-on-month as good leaders become increasingly in demand to implement organisational change. This is reflected in contractor pay where interim IT Directors pay continues to build.

Job title	Permanent (per annum)			Contract (per hour)		
	Average salary	% Average change (Monthly)	% Average change (Year-on-year)	Average salary	% Average change (Monthly)	% Average change (Year-on-year)
.Net/C#				£38	↑1.02%	↑3.29%
Java	£39,397	↓-0.01%	↑6.90%	£47	↑0.40%	↑5.00%
Oracle	£47,909	↓-0.09%	↑0.21%	£49	↑1.60%	↑0.10%
SQL Server	£52,320	↑0.00%	↑8.11%	£39	↓-1.23%	↑7.29%
Business Intelligence	£38,342	↑0.09%	↑4.63%	£50	↓-0.30%	↑0.61%
Web Developer	£53,217	↓-0.09%	↑8.82%	£35	↓-0.45%	↑10.80%
Project Manager	£32,651	↑0.09%	↑3.31%	£51	↑0.30%	↑7.90%
SAP	£52,011	↑0.07%	↑5.37%	£63	↑2.43%	↑5.45%
Testing	£67,252	↓-0.04%	↑4.49%	£41	↓-1.10%	↑1.38%
Database	£46,886	↓-0.05%	↑6.69%	£45	↓-1.20%	↑7.20%
IT Director	£40,922	↑0.08%	↑0.59%	£96	↑3.80%	↑10.10%

Jobs in demand

Below are the latest in demand jobs from November

Jobs in demand	Permanent	Contract
Overall	Developer	Developer
	Project Manager	Analyst
	Architect	Business Analyst
	Business Analyst	Project Manager
	Web Developer	Software Engineer
	Senior Developer	Consultant
	Software Engineer	Architect

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	Permanent	Contract
	Administrator	Designer
	Java Developer	Administrator
	Designer	Java Developer
	Support Analyst	Test Analyst
Banking, insurance and finance	Developer	Analyst
	Analyst	Business Analyst
	Business Analyst	Developer
	Project Manager	Project Manager
	Consultant	Java Developer
	Java Developer	Test Analyst
	Senior Developer	Architect
	Support Analyst	Engineer
	C# Developer	Consultant
	Senior Analyst	Senior Analyst
Media, new media and creative	Developer	Developer
	Web Developer	Analyst
	Project Manager	Project Manager
	Designer	Engineer
	PHP Developer	Designer
	Consultant	Business Analyst
	Architect	Web Developer
	Business Analyst	Architect
	Senior Developer	PHP Developer
	Administrator	Flash Developer
Telecomms	Developer	Engineer
	Consultant	Analyst
	Project Manager	Developer
	Architect	Project Manager
	Project Manager	Consultant

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	Permanent	Contract
	Software Engineer	Architect
	Development Manager	Business Analyst
Public sector	Manager	Analyst
	Analyst	Developer
	Developer	Manager
	Consultant	Engineer
	Engineer	Consultant
	Architect	Project Manager
	Project Manager	Business Analyst

Salaries by region

On the whole salaries across the UK remain relatively steady with only minor increases and decreases in some areas.

For permanent salaries on an aggregated level, Wales had the largest percentage increase in salary with 5% growth month-on-month. Recently awarded large scale contracts have had a positive impact on the employment market in Wales with an additional 270 roles announced this month for various disciplines and sectors and IT is one that will benefit.

Last month the South East contractor pay was the highest in the UK with an overall 6% rise pay. After London this region usually has the highest levels of recruitment and pay. What's interesting is that pay for testing and web development has risen significantly this month (1.24 and 1.13% respectively).

What next year holds for IT is not clear. The governments' pledge to invest £75 million into SME IT has boosted industry confidence, along with the private sectors' commitment to job creation. If the public and private sectors continue to unite and industry bodies maintain their commitment to the UK technology industry, we may well just weather the storm and come out better for it.

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Salaries by region

London	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£50,778	↓-0.19%	↑7.36%	£44	↓-0.18%	↑3.02%
Java	£58,633	↑0.47%	↑0.92%	£56	↓-0.69%	↑5.81%
Oracle	£59,852	↑0.55%	↑5.96%	£52	↑0.84%	↑0.17%
SQL Server	£46,935	↓-0.08%	↑4.25%	£45	↑1.02%	↑7.69%
Business Intelligence	£64,858	↓-0.15%	↑11.63%	£55	↑0.09%	↑0.64%
Web Developer	£38,954	↑0.79%	↑3.57%	£38	↓-0.20%	↑11.82%
Project Manager	£59,275	↑0.48%	↑5.84%	£55	↓-0.51%	↑8.37%
SAP	£68,177	↑0.06%	↑4.84%	£66	↑0.47%	↑5.53%
Testing	£54,678	↑0.23%	↑7.03%	£46	↓-0.56%	↑1.31%
Database	£46,562	↑0.65%	↑1.15%	£47	↑0.65%	↑7.68%
CIO	£89,699	↑0.16%	↑0.36%	-	-	-
IT Director	£70,835	↑0.06%	↑6.03%	£119	↑0.19%	↑10.57%

South East	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£38,183	↑0.93%	↑5.50%	£35	↓-0.53%	↑2.59%
Java	£40,539	↓-0.15%	↑0.88%	£44	↑1.06%	↑6.16%
Oracle	£46,747	↑0.59%	↑5.63%	£44	↑0.99%	↑1.09%
SQL Server	£37,897	↑0.05%	↑3.49%	£39	↑0.70%	↑4.92%
Business Intelligence	£49,880	↑0.41%	↑10.48%	£54	↓-0.29%	↑1.59%
Web Developer	£34,020	↑0.21%	↑3.74%	£31	↑1.13%	↑8.21%
Project Manager	£49,990	↓-0.20%	↑5.51%	£46	↑0.60%	↑7.98%
SAP	£59,775	↑0.47%	↑5.14%	£57	↑0.31%	↑5.34%
Testing	£55,925	-	-	£32	↑1.24%	↑3.22%
Database	£42,506	↑0.02%	↑1.87%	£36	↑0.80%	↑4.29%
CIO	£386	-	-	-	-	-
IT Director	£272	-	-	-	-	-

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Salaries by region

South West	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£34,354	↑0.22%	↑5.85%	£34	↑0.05%	↑3.38%
Java	£36,796	↑0.27%	↑1.91%	£37	↑0.72%	↑3.20%
Oracle	£46,358	↑0.36%	↑5.47%	£52	↑0.78%	↑1.27%
SQL Server	£35,298	↓-0.28%	↑4.16%	£31	↑0.04%	↑4.75%
Business Intelligence	£38,296	↑0.28%	↑8.35%	£45	↑0.19%	↑1.26%
Web Developer	£29,932	↑0.84%	↑3.52%	£24	↓-1.67%	↑8.57%
Project Manager	£46,626	↑0.64%	↑5.25%	£47	↓-0.50%	↑6.67%
SAP	£73,131	↑0.53%	↑4.76%	£55	↑0.88%	↑4.17%
Testing	-	-	↑0.02%	£34	↓-1.34%	↑2.26%
Database	£33,859	↓-0.13%	↑2.15%	£26	↓-0.29%	↑8.03%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

East Midlands	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£32,942	↑0.03%	↑2.73%	£24	↑0.04%	↑3.34%
Java	£36,465	↑0.19%	↑2.31%	£36	↓-1.24%	↑6.20%
Oracle	£44,668	↑0.07%	↑5.62%	£37	↑0.33%	↑2.20%
SQL Server	£33,586	↑0.33%	↑3.96%	£30	↓-0.80%	↑5.62%
Business Intelligence	£30,832	↓-0.16%	↑4.52%	£45	↓-0.08%	↑1.65%
Web Developer	£29,779	↑0.79%	↑1.90%	£20	↑2.49%	↑5.04%
Project Manager	£44,040	↓-0.23%	↑5.13%	£50	↑0.18%	↑6.86%
SAP	£62,819	↓-0.01%	-	£49	↓-0.80%	↑4.15%
Testing	£40,168	↑0.53%	-	£34	↓-0.92%	↑1.37%
Database	£44,009	↑0.44%	↑0.98%	£29	↓-0.66%	↑3.39%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

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Salaries by region

West Midlands	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,935	↑0.21%	↑6.88%	£37	↓-0.83%	↑2.09%
Java	£42,084	↓-0.03%	↑1.56%	£39	↑0.45%	↑5.94%
Oracle	£42,694	↑0.50%	↑6.58%	£38	↓-1.08%	↑0.45%
SQL Server	£35,348	↑0.29%	↑6.85%	£38	↓-0.37%	↑6.89%
Business Intelligence	£46,368	↑0.82%	↑10.90%	£49	↑0.38%	↑0.63%
Web Developer	£31,556	↑0.93%	↑3.21%	£34	↓-1.13%	↑8.36%
Project Manager	£46,129	↑0.75%	↑6.35%	£40	↓-0.25%	↑7.65%
SAP	-	-	↑0.02%	£52	↑0.56%	↑4.09%
Testing	-	-	↑0.01%	£36	↑0.09%	↑1.39%
Database	£41,058	↑0.40%	↑0.91%	£30	↑0.68%	↑7.17%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

East of England	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£37,381	↑0.29%	↑5.69%	£32	↓-0.21%	↑3.44%
Java	£40,141	↑0.06%	↑1.31%	£40	↑1.21%	↑4.94%
Oracle	£45,680	↓-0.21%	↑7.73%	£48	↓-0.61%	↑0.37%
SQL Server	£38,103	↑0.93%	↑4.69%	£31	↓-0.48%	↑7.77%
Business Intelligence	£28,817	↑0.98%	↑9.68%	£45	↓-0.07%	↑3.31%
Web Developer	£30,727	↑1.19%	↑4.43%	£26	↑1.58%	↑8.43%
Project Manager	£47,828	↑0.42%	↑5.88%	£43	↓-0.78%	↑5.20%
SAP	£68,394	↑0.16%	↑4.24%	£56	↓-0.07%	↑2.22%
Testing	£40,969	↑0.35%	↑5.56%	£30	↓-1.58%	↑1.33%
Database	£40,716	↑0.92%	↑1.89%	£27	↑0.78%	↑6.29%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

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Salaries by region

Yorkshire and Humberside	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,519	↑1.08%	↑7.01%	£34	↓-0.45%	↑3.16%
Java	£38,531	↑0.86%	↑1.65%	£39	↓-0.85%	↑4.83%
Oracle	£40,788	↑0.33%	↑5.92%	£43	↑0.31%	↑2.25%
SQL Server	£35,685	↓-0.24%	↑5.04%	£29	↓-0.78%	↑4.91%
Business Intelligence	£36,893	↓-0.02%	↑9.22%	£41	↓-0.82%	↑0.45%
Web Developer	£29,370	↑1.10%	↑3.66%	£30	↓-0.85%	↑7.69%
Project Manager	£44,852	↑0.71%	↑6.01%	£44	↑1.12%	↑5.89%
SAP	£54,007	↑0.16%	↑3.64%	£55	↑0.20%	↑3.34%
Testing	£31,015	↑0.04%	↑4.99%	£34	↑1.37%	↑2.22%
Database	£37,284	↓-0.04%	↑3.08%	£27	↓-0.58%	↑5.40%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

North West	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,376	↑0.52%	↑7.07%	£34	↓-0.53%	↑2.36%
Java	£37,654	↑0.60%	↑1.73%	£40	↑1.27%	↑5.91%
Oracle	£41,479	↑0.91%	↑6.09%	£43	↑0.79%	↑0.04%
SQL Server	£36,216	0.00%	↑5.13%	£30	↓-0.95%	↑6.85%
Business Intelligence	£37,275	↑0.80%	↑9.46%	£42	↑0.36%	↑0.81%
Web Developer	£29,427	↑0.37%	↑3.56%	£29	↑0.99%	↑8.40%
Project Manager	£44,750	↑0.32%	↑6.26%	£45	↑1.09%	↑7.83%
SAP	£53,970	↓-0.16%	↑3.67%	£54	↓-0.52%	↑4.10%
Testing	£31,232	↑0.67%	↑4.94%	£34	↑0.90%	↑1.42%
Database	£37,007	↑0.22%	↑3.16%	£26	↑1.70%	↑7.24%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

IT Monitor



Salaries by region

North East	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,189	↑0.14%	↑6.92%	£35	↑1.11%	↑3.16%
Java	£38,568	↑0.96%	↑1.84%	£37	↑0.58%	↑6.16%
Oracle	£41,729	↑0.30%	↑5.84%	£43	↓-0.19%	↑2.28%
SQL Server	£36,020	↑0.51%	↑5.25%	£30	↓-1.42%	↑5.58%
Business Intelligence	£36,451	↓-0.15%	↑9.19%	£43	↑1.16%	↑1.81%
Web Developer	£29,332	↓-0.32%	↑3.62%	£29	↓-0.68%	↑5.27%
Project Manager	£44,766	↑0.39%	↑5.98%	£43	↓-0.81%	↑6.94%
SAP	£53,879	↑0.38%	↑3.73%	£55	↑0.82%	↑4.25%
Testing	£31,455	↑1.19%	↑4.80%	£34	↓-0.28%	↑1.36%
Database	£36,635	↑0.38%	↑3.26%	£24	↓-0.99%	↑3.22%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

Scotland	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,939	↑0.51%	↑5.03%	£34	↑0.72%	↑3.43%
Java	£36,377	↑0.67%	↑1.47%	£37	↑0.21%	↑4.86%
Oracle	£41,316	↑0.13%	↑7.62%	£38	↓-1.11%	↑2.31%
SQL Server	£36,053	↑0.62%	↑4.54%	£30	↓-0.49%	↑4.88%
Business Intelligence	£51,171	↑0.62%	↑10.66%	£40	↓-0.80%	↑0.74%
Web Developer	£33,865	↑0.05%	↑4.19%	£24	↓-2.04%	↑7.63%
Project Manager	£39,168	↓-0.20%	↑5.66%	£43	↓-0.69%	↑6.19%
SAP	£46,443	↓-0.21%	↑0.42%	£49	↓-0.14%	↑3.31%
Testing	-	-	-	£35	↑0.50%	↑2.35%
Database	£40,639	↑0.69%	↑4.44%	£31	↑1.40%	↑5.21%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

IT Monitor

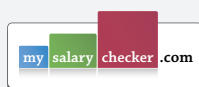


Salaries by region

Wales	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,372	↑0.90%	↑7.49%	£35	↓-1.36%	↑3.54%
Java	£32,384	↑0.83%	↑0.92%	£38	↓-0.07%	↑4.66%
Oracle	£44,513	↑0.50%	↑9.11%	£37	↓-1.01%	↑2.16%
SQL Server	£34,646	↑0.77%	↑5.31%	£29	↓-1.41%	↑2.96%
Business Intelligence	-	-	-	£39	↑1.04%	↑1.64%
Web Developer	£29,956	↑1.28%	↑2.78%	£25	↑0.41%	↑3.63%
Project Manager	£44,728	↑0.05%	↑4.34%	£45	↑0.53%	↑4.91%
SAP	-	-	↑0.07%	£50	↓-0.80%	↑2.25%
Testing	-	-	↑0.06%	£32	↓-1.32%	↑2.28%
Database	£30,878	↑0.84%	↑3.55%	£25	↓-0.11%	↑4.10%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

There is no doubt that the Euro zones' impact on the UKs ability to regain economic stability is a key factor, however the recent veto by the prime minister could see international confidence return to the UK economy and positively impact the employment market as a whole.

The one thing that eludes the economy is consumer confidence. If we can 'spend' our way out of a double dip we could see 2012 a be reasonable year if silly season spending gathers pace and the influx of tourism expected to be generated by the London 2012 games starts to impact positively on the high street.



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)

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