



# IT Monitor

## June 2011

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



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

The contractor market had a strong month last month as salaries continue to increase along with the number of vacancies. As expected, the demand for contractors has not wavered but continues to gain steady pace. We are seeing a shift in the market from permanent vacancies to contract vacancies - approximately 50% of permanent jobs are turning to contractor opportunities after six to eight weeks of being vacant. There is a greater confidence in the market to resource vacancies with contractors as this doesn't impact employers fixed costs going forward. We are also noticing that clients prefer to resource new projects with people who already have the skills and track record, without the commitment associated with permanent hiring and having to engage in a lengthy recruitment process. Because of this movement we are noticing that permanent candidates are receiving multiple offers, counter offers and are also declining roles because they can afford to be selective.

What the market needs to do at this stage to ensure that the positive steps towards recovery are continued is to gain more confidence. It's about organisations concentrating on performance improvement rather than cost cutting. This means that increasing resources to drive business strategy forward is the best chance many organisations have at returning to pre recession performance levels.

Regards,

Sid Barnes, Executive Director  
Computer People

[sidbarnes@computerpeople.co.uk](mailto:sidbarnes@computerpeople.co.uk)

### Highlights from this month's results:

- Across the board increases in salaries for both permanent and contractors.
- The number of permanent vacancies dropped slightly whilst contractor vacancies rose.
- Increases in salaries for permanent staff are slowing whilst contractors' rates appear to still be rising.
- The number of permanent retail vacancies increased dramatically.
- Developers remained the most "in demand" role across all sectors, whilst a clear focus on project managers and business analysts is evident.

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## Vacancy pattern continues

We continue to see similar patterns to previous month's results as there has been little change in the overall number of vacancies across all sectors, maintaining a stabilisation of the IT employment market for the interim. There were 15,543 unique permanent IT vacancies in April compared to 15,497 in May and 6,031 unique contractor vacancies reported in April and 6,053 recorded in May.

A slight decline in the number of permanent vacancies of 0.30% compared to a 0.36% rise in contractor vacancies shows a minor shift from the prior month, and a consistency in results over the past four months. The two month consistent fall in the number of permanent vacancies is a point of focus, if this does continue it may represent a decline in demand for permanent staff. This emerging trend isn't far off where we thought the economy would be at this stage of recovery. As uncertainty remains hiring managers will continue to fill vacancies with contractors, rather than making long term commitments to the employment of permanent staff. The good news here is that qualified candidates are more likely to find themselves in a position where they have options for their next career move and, in some cases, may find themselves with multiple job offers.

	Permanent		Contract	
	Vacancies	% Change	Vacancies	% Change
Number of vacancies: all sectors	15,497	↓0.30%	6,053	↑0.36%

We expect the number of contract vacancies to remain strong, but we continue to be mindful that consistent decreases in the number of permanent vacancies across all sectors may increase pressure on organisations to hold onto existing permanent staff with the right skill sets.

## Sector breakdowns

### Retail

In May the retail sector showed the highest level of demand for IT staff as it was the only industry to grow in the number of vacancies of permanent staff. The sector experienced growth of 5.08% in the number of permanent vacancies month-on-month and 0.90% increase in the number of contractor vacancies month-on-month. Buoyancy in the sector is in line with seasonal trends. As the summer months approach retail organisations tend to see higher levels of consumer spending and therefore a high demand is placed on their IT systems and support staff to maintain service levels. Also as the London 2012 Olympics is only a year away, many organisations are looking to upgrade systems and implement IT projects to ensure they can cope with and capitalise on the influx of tourism associated with the games. Another key driver of increases in the number of retail vacancies is that whilst many people are looking forward to summer holidays, most retailers are preparing for Christmas and planning to make the most of seasonal promotion.

Within the retail sector we are seeing organisations cotton on to the fact that at some point they have to stop cost cutting and start investing for growth. Over the past 18 months we have seen many organisations cut costs to artificially inflate their business results; however there comes a time when all organisations realise that there is simply no more to cut. It appears retail has reached this stage and is beginning to focus on sales strategy to increase performance.

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## Public Sector

It has been an interesting couple of months for public sector recruitment. In April we saw unanticipated growth in permanent vacancies. This month the sector has taken a sharp dive with a 13.79% drop in the number of permanent vacancies. However an 8.94% increase in the number of contractor vacancies was recorded in May. Last month's vacancy trends showed that when we offset the fall in public sector permanent vacancies by the increase in contractor vacancies we're seeing a percentage decrease of approximately 4.85% overall. Permanent vacancies in the public sector have become difficult to fill as candidates grow increasingly uncertain about staying in or entering the sector due to recent cuts. Therefore a conversion of roles from permanent to contract accounts for a large portion of the shift. Traditionally the public sector has always been wary of increasing the number of permanent staff as this adds to fixed costs. This is why contractors are a preferred IT resource. The public sector seems willing to compromise on higher costs of contractors in the interim as they provide flexibility. The benefit of hiring contractors is that they can be used for specific contracts and at the end of the contract they can move on. Permanent recruitment in the public sector by contrast is a long process often involving lengthy periods of justification.

In April we saw a sharp rise in the number of permanent vacancies within the sector. This is largely attributed to 2011 budgets going live, and many hiring managers advertising any critical vacancies early in the hopes of filling them quickly with the best available talent. Going forward we predict that there will be fewer permanent vacancies and a steady stream of contract vacancies as hiring managers choose to recruit flexible resources.

## Telecoms

In May we saw the number of permanent telecoms vacancies increase significantly. However last month permanent vacancies appear to have dropped whilst contractor vacancies continue to rise sharply. Telecoms permanent vacancies dropped by 3.18% whilst contractor vacancies rose with a 12.39% surge. This decrease in the number of permanent vacancies is in line with our predictions as the sector is amongst the first to market when recruiting talent. Whilst the number of vacancies should begin to steady over the coming months as roles are filled, there is an expectation that contractors will remain high in demand for new and emerging projects as new technologies emerge.

## Banking, finance and insurance

It is much the same scenario in the banking, finance and insurance sector. The number of permanent vacancies reduced this month by 2.86% whilst the number of contractor vacancies has increased by 2.37%. This sector still has the highest number of vacancies for both permanent and contractor candidates. Recovery in banking, finance and insurance typically starts first. The sector is the first to cut resources and the first to staff up. Many companies have already filled key permanent positions and are now switching to contractors, to get the flexibility in staffing required to implement key projects. As the sector is at the forefront of resourcing they would have anticipated that supply and demand would get to a point where it would become more difficult to hire permanent staff so they recruited permanent staff early.

## Media, new media and creative

Media, new media and creative vacancies continue to decrease this month with an overall decrease in permanent vacancies of 0.88% and 1.90% for contractor vacancies. Again we see that demand within the sector is still high compared to other sectors. In terms of the number of vacancies the sector has stabilised in requirements for permanent staff as they had an early recruitment surge. The sector varies month-on-month in terms of contractor vacancies simply due to the short term contracts that are available. Typically contract positions and projects within this industry only last for a few weeks compared to other sectors and therefore there are very different requirements month on month. This is less of a trend and more an anticipated set of fluctuations in requirements due to project durations.

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Number of vacancies: major sector	Permanent		Contract (per hour)	
	Vacancies	% Change	Vacancies	% Change
Banking, Insurance and Finance	1,565	↓-2.86%	776	↑2.37%
Retail	683	↑5.08%	112	↑0.90%
Telecoms	548	↓-3.18%	131	↑12.93%
Media, New Media and Creative	679	↓-0.88%	155	↓-1.90%
Public Sector	275	↓-13.79%	256	↑8.94%

## Monthly salary trends

Salaries maintain an upward momentum, but at a slower rate of growth in May. We saw a fifth consecutive month of consistent increases across the industry. This shows us that employers are raising salaries in line with demand. We are seeing permanent salaries slowing, with only a 0.08% increase in May. Contractor pay rates have slowed but less than permanent at an increase of 1.17% month-on-month. A slowing of salary increases may mean that we will see the war for talent cool off in the coming months. The average salary across all monitored roles (.Net / C#, Java, Oracle, SQL server, business intelligence, web developer, project manager, SAP, testing, database, IT director) equates to an industry wide average of £49,762 and an average industry wide hourly rate of £50/hr.

The market remains candidate dominated despite a small shift in the number of vacancies. What we are seeing is that employers are coming to the table willing to pay for candidates who have the right skills fit, cultural values, strategic mentality and commercial focus.

% change in permanent/contract rates	Permanent (Monthly)	Permanent (Yearly)	Contract (Monthly)	Contract (Yearly)
		↑0.08%	↑6.10%	↑1.17%

We are seeing salaries for permanent staff slow month-on-month across the IT industry. The biggest increases are for .NET / C# and SQL Server at 0.10%. In comparison to year-on-year increases the month-on-month changes are insignificant. Business intelligence has particularly slowed this month with only a slight rise of 0.8%, compared to an increase of 11.28% for the year. Whilst salaries continue to increase for those specialising in Oracle, Java, and .Net/C #, we have seen a slight month-on-month salary decline for web developers (0.04%), testing staff (0.09%) and database developers (0.05%).

The permanent salary movements are contrary to rises on the contractor side with month-on-month salaries for interim IT directors rising by 3.80% and SAP practitioners rising by 2.43%. This is a significant rise considering over the past year the total rise in SAP was 5.45%. The most significant monthly rise is for Oracle practitioners, salaries rose by 1.60% compared to an annual rise of only 0.10%. Other notable decreases month-on-month for the contractor side are testing (1.10%) and database developers (1.20%).

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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#	£39,338	↑0.10%	↑6.63%	£38	↑1.02%	↑3.29%
Java	£47,887	↑0.04%	↑0.20%	£47	↑0.40%	↑5.00%
Oracle	£52,312	↑0.03%	↑7.66%	£49	↑1.60%	↑0.10%
SQL Server	£38,384	↑0.10%	↑4.32%	£39	↓-1.23%	↑7.29%
Business Intelligence	£53,214	↑0.08%	↑11.28%	£50	↓-0.30%	↑0.61%
Web Developer	£32,647	↓-0.04%	↑3.13%	£35	↓-0.45%	↑10.80%
Project Manager	£52,036	↑0.01%	↑5.11%	£51	↑0.30%	↑7.90%
SAP	£67,299	↑0.05%	↑4.16%	£63	↑2.43%	↑5.45%
Testing	£47,109	↓-0.09%	↑6.22%	£41	↓-1.10%	↑1.38%
Database	£40,764	↓-0.05%	↑0.55%	£45	↓-1.20%	↑7.20%
IT Director	£76,400	↑0.02%	↑3.68%	£96	↑3.80%	↑10.10%

## Jobs in demand

Developers, engineers, analysts and managers top the "in demand" table for permanent and contract across sectors. We are seeing a clear increase in the supply of skills outside of core development. Fewer people are getting into development and are going down the track of business and commercially focused IT roles such as project management and solutions architecture. Twenty years ago we saw a base IT skill boom. There was an abundance of programmers, who spent their days coding and were paid well for their efforts. These people are now retiring and not being replaced. This will eventually cause a skill shortage. This is why we are seeing an increasing number of organisations engaging in large scale graduate recruitment initiatives to try and plan longer term for their work force. This new generation of programmer will be the application developers of the future.

The public sector appears to be reeling from a shortage of managers and business analysts as a result of the cuts. This supports the theory that short term cuts do not necessarily mean long term relief. The hard and fast fact is that, in order for organisations to continue to drive strategy forward, they need managers and commercially focused IT staff.

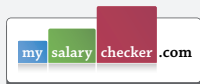
Project managers continue to be in demand, as they are needed to drive a new generation of projects forward. Consultants appear to be making their way up the in demand list; this is interesting considering that many organisations cut expenditure on consultants in the wake of the recession. Consultants are now being re-engaged as businesses look for someone outside of the business to analyse internal operations and help improve efficiency by revising strategy. The use of consultants is usually aligned with new project implementations, and we are seeing a lot of internal efficiency projects emerging in line with business intelligence.

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We're seeing continued focus on the core development languages as well as project managers and analysts. Candidates are best positioned if they focus their skill development on new technologies as well as commercial skills.

	Permanent	Contract
<b>Jobs in demand</b>		
IT Industry	Developer	Developer
	Project Manager	Analyst
	Architect	Business Analyst
	Business Analyst	Project Manager
	Web Developer	Software Engineer
	Senior Developer	Consultant
	Software Engineer	Architect
	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



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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	Permanent	Contract
<b>Jobs in demand</b>		
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
Telecommunications	Developer	Engineer
	Consultant	Analyst
	Project Manager	Developer
	Architect	Project Manager
	Project Manager	Consultant
	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

Permanent and contractor pay year-on-year seems to be maintaining momentum across the UK as all roles across all regions has increased. However it appears that rises are much less monthly which indicates an overall slowing in the rate of salaries rises. Pay continued to increase for both permanent and contractor roles last month and annually on average for the majority of regions maintaining that there is still a high demand for developers across the UK. Pay has also

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increased for permanent project managers in all regions.

In London SQL permanent pay has increased month-on-month by 0.68% whilst business intelligence pay continues to increase but at a slowing rate for permanent by 0.26% last month and 11.31% in comparison to last year. Project management pay has also risen substantially of late, with a month-on-month increase of 0.56% for permanent staff and 0.17% for contractors. We have seen a decrease in web development pay month-on-month for permanent staff of 0.12% compared to an annual increase of 3.17%. These results, consistent with last month, are painting a picture about what skills hiring managers are looking for in the capital. Java, SQL server and IT Directors salaries have all decreased month-on-month for permanent staff, where annual salaries have increased.

In the South East pay for Oracle has decreased by 0.2% month-on-month compared to a 5.02% rise annually. Java, testing and database coding have all dropped month-on-month despite annual increases, which signifies a slowing in demand in these disciplines within the South East.

In the South West contract salaries for Java have decreased month-on-month despite 3.19% increase annually. The same pattern has emerged for web development where a significant dip in salaries month-on-month of 1.98% compared to a 8.73% annual increase.

In the East Midlands contractor salaries have dropped month-on-month besides a couple of disciplines, those disciplines that have increased have been by small amounts, showing that contractor demand is slipping in the region.

In the West Midlands, contractor salaries overall are on the rise, with core coding languages appearing to be in high demand positively impacting salaries within the region. Despite this, on the permanent side Oracle has decreased monthly by 0.5% compared to an annual rise of 6.40%. Web development on the contractor side has decreased by 0.1% month-on-month despite an 8.39% annual increase.

In contrast to the Midlands, in the East of England contractor salaries have decreased for testing (1.54%), database (1.01%) and SQL (1.39%).

Whilst BI roles in Yorkshire and Humberside have increased YOY (8.76%) they have dropped in the last month, signalling, in that organisations need to focus on selling themselves, the culture of their organisation and their overall brand. Yorkshire and Humberside have seen a surge in business intelligence on the permanent side with an 8.76% rise compared to last year. However like other regions, contractor salaries month-on-month have decreased in most compared to across the board salary increases YOY.

In the North West contractor salaries have decreased month-on-month compared to overall increases in annual salaries. Web development dropped by 1.76% last month whilst annually they increased at 5.16%. Typically demand for contractors in the region is not high and there is not a great deal of opportunity, especially on the contractor side. Therefore the lack of demand impacts on pay for those seeking contract employment.

In the North East, salaries have risen for contractors overall with project managers salaries increasing by 0.93%, .Net 0.87% and Java 0.81%.

In Scotland demand is shifting from contract to permanent roles for web developers with contract roles decreasing by 0.1% and permanent increasing by 1.00%

In Wales contractor pay for .Net has risen by 1.27% to £34 per hour and Java has similarly increased by 1.26% to £38.

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## Salaries by region

London	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£50,575	↑0.26%	↑6.95%	£44	↑0.76%	↑3.26%
Java	£58,155	↑0.42%	↑0.31%	£56	↓-0.33%	↑5.96%
Oracle	£58,443	↑0.16%	↑5.47%	£50	↑0.38%	↑0.17%
SQL Server	£45,638	↑0.64%	↑3.83%	£45	↓-0.33%	↑7.73%
Business Intelligence	£64,298	↑0.26%	↑11.31%	£55	↓-0.44%	↑0.60%
Web Developer	£38,109	↓-0.12%	↑3.17%	£38	↑0.30%	↑11.65%
Project Manager	£58,511	↑0.56%	↑5.38%	£55	↑0.17%	↑8.18%
SAP	£67,475	↑0.48%	↑4.31%	£65	↓-0.48%	↑5.59%
Testing	£53,802	↑0.16%	↑6.43%	£44	↑0.94%	↑1.36%
Database	£45,883	↑0.77%	↑0.77%	£47	↑0.53%	↑7.55%
CIO	£88,627	↑0.03%	↑0.04%	-	-	-
IT Director	£70,137	↑0.28%	↑5.63%	£120	↓-0.37%	↑10.76%

South East	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£37,404	↑0.48%	↑4.92%	£36	↓-1.04%	↑2.74%
Java	£40,133	↑0.81%	↑0.25%	£43	↓-0.83%	↑6.27%
Oracle	£45,611	↓-0.02%	↑5.02%	£43	↑0.51%	↑1.17%
SQL Server	£36,725	↑1.02%	↑3.05%	£38	↑0.98%	↑4.86%
Business Intelligence	£48,797	↑0.27%	↑9.98%	£53	↑0.59%	↑1.60%
Web Developer	£32,793	↑1.18%	↑3.38%	£31	↑1.19%	↑8.31%
Project Manager	£49,785	↑0.64%	↑5.06%	£44	↑0.83%	↑7.76%
SAP	£58,968	↑0.32%	↑4.59%	£56	↑0.87%	↑5.17%
Testing	£55,272	↑0.49%	↑7.24%	£31	↓-1.23%	↑3.14%
Database	£41,556	↑0.91%	↑1.44%	£35	↓-1.09%	↑4.24%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

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South West	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£33,699	↑0.17%	↑5.35%	£34	↑0.39%	↑3.23%
Java	£36,016	↑0.41%	↑1.35%	£37	↓-0.59%	↑3.19%
Oracle	£45,399	↑0.39%	↑4.96%	£50	↑0.57%	↑1.27%
SQL Server	£34,886	↑0.63%	↑3.82%	£31	↑0.39%	↑4.74%
Business Intelligence	£37,703	↑0.35%	↑7.94%	£45	↓-0.11%	↑1.19%
Web Developer	£29,345	↑0.58%	↑3.03%	£25	↓-1.98%	↑8.73%
Project Manager	£45,481	↑0.24%	↑4.67%	£47	↑0.89%	↑6.73%
SAP	£71,123	↑0.19%	↑4.14%	£55	↓-0.25%	↑4.13%
Testing	-	-	-	£35	↑0.51%	↑2.21%
Database	£33,117	↓-0.01%	↑1.66%	£25	↑1.00%	↑8.17%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

East Midlands	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£32,552	0.00%	↑2.20%	£25	↓-1.63%	↑3.28%
Java	£35,426	↑1.10%	↑1.88%	£38	↓-0.94%	↑6.17%
Oracle	£44,476	↑0.79%	↑5.08%	£38	↓-0.94%	↑2.05%
SQL Server	£32,650	↓-0.16%	↑3.45%	£31	↑0.30%	↑5.73%
Business Intelligence	£29,887	↑1.12%	↑4.03%	£45	↑0.39%	↑1.64%
Web Developer	£28,881	↑0.80%	↑1.43%	£20	↓-1.76%	↑5.16%
Project Manager	£43,503	↑0.11%	↑4.70%	£50	0.00%	↑6.88%
SAP	£62,671	↑0.50%	↑4.35%	£50	↓-0.71%	↑4.12%
Testing	£39,123	↑0.31%	↑5.45%	£35	↓-0.46%	↑1.39%
Database	£42,541	↓-0.23%	↑0.32%	£30	↓-0.83%	↑3.33%
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	£41,130	↑0.62%	↑1.12%	£38	↑0.87%	↑2.25%
Java	£41,666	↑0.49%	↑6.04%	£38	↑0.81%	↑5.96%
Oracle	£34,850	↓-0.05%	↑6.40%	£38	↑0.84%	↑0.24%
SQL Server	£45,287	↑0.47%	↑10.30%	£38	↑0.12%	↑6.79%
Business Intelligence	£30,175	↑0.82%	↑2.52%	£48	↑0.96%	↑0.72%
Web Developer	£44,907	↑0.85%	↑5.85%	£35	↓-0.01%	↑8.39%
Project Manager	-	-	-	£41	↑0.93%	↑7.87%
SAP	-	-	-	£50	↑0.61%	↑4.16%
Testing	£39,651	↓-0.14%	↑0.32%	£35	↑0.40%	↑1.45%
Database	£41,130	↑0.62%	↑1.12%	£30	↑1.64%	↑7.32%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

East of England	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£36,383	↑0.74%	↑5.22%	£31	↑0.96%	↑3.27%
Java	£39,479	↑0.69%	↑0.83%	£38	↑0.74%	↑4.83%
Oracle	£45,149	↑0.89%	↑7.20%	£47	↑0.48%	↑0.31%
SQL Server	£37,227	↑0.07%	↑4.18%	£31	↓-1.39%	↑7.73%
Business Intelligence	£27,853	↑0.39%	↑9.16%	£45	↓-0.83%	↑3.68%
Web Developer	£29,961	↓-0.14%	↑3.74%	£25	↑0.58%	↑8.51%
Project Manager	£46,870	↑0.22%	↑5.38%	£44	↑0.14%	↑4.97%
SAP	£67,362	↑0.17%	↑3.91%	£56	↓-0.19%	↑2.22%
Testing	£39,914	↑0.82%	↑5.14%	£32	↓-1.54%	↑1.38%
Database	£39,682	↑0.43%	↑1.32%	£28	↓-1.01%	↑6.27%
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	£34,231	↑0.21%	↑6.37%	£34	↑0.83%	↑3.31%
Java	£37,064	↓-0.26%	↑1.19%	£38	↑0.16%	↑4.86%
Oracle	£40,164	↑0.14%	↑5.34%	£43	↓-0.33%	↑2.14%
SQL Server	£34,980	↑0.49%	↑4.52%	£30	↓-0.32%	↑4.74%
Business Intelligence	£35,766	↓-0.13%	↑8.76%	£42	↓-0.68%	↑0.62%
Web Developer	£28,312	↑0.90%	↑3.03%	£29	↓-1.43%	↑7.72%
Project Manager	£43,994	↑0.86%	↑5.57%	£44	↑0.61%	↑5.91%
SAP	£53,245	↓-0.10%	↑3.21%	£55	↓-0.48%	↑3.20%
Testing	£30,513	↑0.69%	↑4.38%	£34	↓-0.74%	↑2.35%
Database	£35,945	↓-0.11%	↑2.64%	£25	↑1.61%	↑5.25%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

North West	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£34,320	↑0.25%	↑6.41%	£34	↓-1.63%	↑3.28%
Java	£37,119	↓-0.25%	↑1.24%	£38	↓-0.94%	↑6.17%
Oracle	£40,215	↑0.14%	↑5.41%	£43	↓-0.94%	↑2.05%
SQL Server	£35,065	↑0.49%	↑4.57%	£30	↑0.30%	↑5.73%
Business Intelligence	£35,821	↓-0.10%	↑8.82%	£42	↑0.39%	↑1.64%
Web Developer	£28,383	↑0.91%	↑3.13%	£29	↓-1.76%	↑5.16%
Project Manager	£44,059	↑0.88%	↑5.66%	£44	0.00%	↑6.88%
SAP	£53,317	↓-0.09%	↑3.26%	£55	↓-0.71%	↑4.12%
Testing	£30,591	↑0.70%	↑4.40%	£34	↓-0.46%	↑1.39%
Database	£36,000	↓-0.06%	↑2.74%	£25	↓-0.83%	↑3.33%
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	£34,284	↑0.25%	↑6.42%	£34	↑0.87%	↑2.25%
Java	£37,118	↓-0.22%	↑1.23%	£38	↑0.81%	↑5.96%
Oracle	£40,217	↑0.16%	↑5.37%	£43	↑0.84%	↑0.24%
SQL Server	£35,057	↑0.53%	↑4.52%	£30	↑0.12%	↑6.79%
Business Intelligence	£35,823	↓-0.12%	↑8.82%	£42	↑0.96%	↑0.72%
Web Developer	£28,407	↑0.93%	↑3.10%	£29	↓-0.01%	↑8.39%
Project Manager	£44,090	↑0.88%	↑5.65%	£44	↑0.93%	↑7.87%
SAP	£53,315	↓-0.07%	↑3.26%	£55	↑0.61%	↑4.16%
Testing	£30,584	↑0.73%	↑4.42%	£34	↑0.40%	↑1.45%
Database	£36,005	↓-0.10%	↑2.69%	£25	↑1.64%	↑7.32%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

Scotland	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,009	↑0.25%	↑4.40%	£34	↓-0.25%	↑3.26%
Java	£35,121	↑0.07%	↑1.03%	£38	↓-0.17%	↑4.89%
Oracle	£40,159	↑0.12%	↑6.98%	£38	↑0.18%	↑2.23%
SQL Server	£35,017	↑0.34%	↑4.07%	£30	↓-1.54%	↑4.87%
Business Intelligence	£50,224	↓-0.02%	↑10.32%	£40	↓-0.91%	↑0.64%
Web Developer	£33,696	↑1.00%	↑3.65%	£25	↑1.19%	↑7.64%
Project Manager	£38,379	↑0.22%	↑5.27%	£44	↓-1.11%	↑5.93%
SAP	£45,361	↑0.29%	↑4.45%	£50	↓-0.52%	↑3.24%
Testing	-	-	-	£34	↑0.15%	↑2.36%
Database	£39,422	↓-0.23%	↑4.19%	£30	↑0.03%	↑5.20%
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	£33,948	↓-0.12%	↑6.95%	£34	↑1.27%	↑3.36%
Java	£31,578	↑0.31%	↑0.28%	£38	↑1.26%	↑4.57%
Oracle	£44,202	↑0.01%	↑8.56%	£38	↑0.71%	↑2.13%
SQL Server	£33,368	↓-0.23%	↑4.69%	£30	↓-1.26%	↑2.79%
Business Intelligence	-	-	-	£40	↑0.26%	↑1.66%
Web Developer	£29,240	↑1.00%	↑2.21%	£25	↓-0.25%	↑3.63%
Project Manager	£43,389	↑0.49%	↑3.61%	£44	↑0.87%	↑4.85%
SAP	-	-	-	£50	↑0.09%	↑2.23%
Testing	-	-	-	£32	↑0.50%	↑2.44%
Database	£30,113	↓-0.16%	↑3.25%	£25	↓-1.02%	↑4.20%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

Candidates will benefit from salary increases overall this month. However increased salaries will have an adverse effect on hiring managers as they continue to look for ways to tighten their belts to satisfy budget cuts.

We are seeing definite changes in the skill sets that employers are looking for, in particular, business intelligence and project management.

What we are noticing is that hiring managers have to change their mentality in workforce planning; organisations that are taking too long to recruit are missing out on the best talent. There is an industry wide "shift in mindset" that needs to occur. With candidates having the upper hand in the current market, it's not about who is paying the highest salary, it's about who takes the recruitment process to offer stage quickest and reassures the candidate that they are making the right decision for their lifestyle. Over the last two to five years staff retention has not been a problem for organisations as economic uncertainty was enough to keep most employees faithful. However a shift in the market means employers need to step up to the plate and take a two pronged approach to recruitment: winning the right candidate and retaining them.

### It's all about you

Work with Computer People and you will be working with genuine people dedicated to helping you achieve your career heights and realise your full potential. Help us understand your real career goals and we'll use our energy, commitment and know-how to seek out career opportunities on your behalf. As an employer, you'll find that we get a real buzz from helping businesses thrive and prosper by sourcing the right people with the right skills and attitude to propel your business to new heights. And because we focus on building strong relationships with jobseekers, we can move quickly to help you find the right talent. We understand fully the dramatic effect we can have on your future, your life and your business. Because you really matter to us.