



IT Monitor

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

November 2011



This month Computer People'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.

We saw a dramatic decrease in vacancies in August which set a new (lower) level of vacancies for IT recruitment. This has since stabilised through the autumn months which is a contrast to prior years where September and October saw a bounce back of increased vacancy levels after the summer period. Continued problems in the Euro zone have impacted the market significantly and lower levels of consumer spending have kept hiring managers cautious of staffing-up for the festive season.

There are signs of an increase in the number of IT vacancies on the horizon. The first three markets to usually pick up in permanent recruitment are media, new media & creative, financial, banking & insurance and telecoms which have all increased in the number of vacancies this month. Will other sectors now follow?

While some industries like media, new media & creative seem positive and continue to increase staffing levels, others like retail are highly cautious and are delaying increasing their workforce until signs of increased consumer spending are more prevalent.

IT is still a very buoyant market, despite the uncertain economic outlook. The IT market remains busy as employers begin to accept that the uncertainty of the economy is now the norm. We continue to see employers investing significantly in strategic initiatives that are driving productivity and efficiency. Business-as-usual projects continue to progress, and are underpinned by longer term strategic thinking.

Regards,

Sid Barnes, Executive Director
Computer People

Highlights from October:

- Permanent vacancy numbers remain stable with a marginal decrease this month.
- Contractor vacancy numbers continue to increase steadily month-on-month.
- Permanent vacancies for telecoms, banking, insurance & finance and media, new media & creative roles increased last month, while retail and public sector continued to decline.
- Contractor vacancies for media, new media & creative and the public sector rose last month while all other recorded sectors dropped dramatically.
- The market is struggling to regain the momentum lost during the summer. However some sectors such as media, new media & creative have risen in spite of the cautious outlook of the market.
- Year-on-year salaries have increased for both permanent and contract roles, with contractor pay rising at a higher rate.

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Permanent vacancies drop as contractor vacancies steady

Number of vacancies: all sectors	Permanent		Contract	
	Vacancies	% Change	Vacancies	% Change
	13,896	↓-0.32%	6,061	↑0.15%

In October we saw a slight decrease (down 0.32%) in the number of permanent vacancies and a slight increase (up 0.15%) in the number of contract vacancies. This is very similar to the results we saw in September however the decline in permanent vacancies is greater than that of the increase in contractor vacancies.

It remains to be seen if there will be a month where increases will reinvigorate the market place and the overall number of vacancies begin to recover. Scepticism around the timeframe in which the market will rebuild is causing many companies to postpone hiring. Usually around this time of the year, contractor vacancies begin to rebuild as organisations prepare for the festive season.

The hype around a possible double dip, the impact of Greece, Italy and other European countries potentially defaulting on their debt and a cautious consumer market is having an adverse impact on the IT market. The market is being affected by changes in the economy as we are seeing fewer new projects. In all sectors there is much interest in consumer spending figures as we approach the traditional busy festive season. To date low levels of consumer spending are causing many to delay their recruitment drives.

There are signs of recruitment picking up however. The first three markets to staff up for permanent recruitment are media, new media & creative, financial, banking & insurance and telecoms – this is what we're currently seeing.

Sector breakdowns

Number of vacancies: major sector	Permanent		Contract (per hour)	
	Vacancies	% Change	Vacancies	% Change
Banking, Insurance and Finance	1,462	↑1.39%	766	↓-0.91%
Retail	659	↓-7.05%	51	↓-29.17%
Telecoms	446	↑4.94%	68	↓-25.27%
Media, New Media and Creative	502	↑2.45%	163	↑15.60%
Public Sector	176	↓-11.56%	220	↑0.92%

Retail

Retail took a hard hit this month with advertised vacancy levels decreasing for both permanent (down 7.05%) and contract (down 29.17%). This is a direct correlation to depleting levels of consumer confidence in the UK economy further cemented

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by a lowering level of consumer spending. We'd expect to see a peak in IT recruitment around this time of the year as retailers begin to staff up to ensure they can cope with the influx that the festive season usually brings.

Banking, insurance & finance

In banking, insurance & finance permanent vacancies grew by 1.39% while contract vacancies declined by 0.91%. Overall this shows that the sector grew by 0.48%. Past trends show that the banking, insurance & finance sectors tend to be amongst the first industries to staff up their permanent IT resource and therefore this slight overall rise could be a sign of things to come. However, recent press around job losses in these sectors doesn't bode well.

Media, new media & creative

Media, new media & creative had a very positive month and were the sectors to increase the most in the number of vacancies of those recorded. Permanent vacancies rose by 2.45% and contract vacancies increased by a significant 15.60%. Similar to the situation in banking, finance & insurance, media, new media & creative, are amongst the first sectors to staff up to ensure they get the quality staff required to fulfill their requirements for the new year.

Telecoms

Telecoms had a good month for permanent vacancies (up 4.94%) however contract vacancies declined significantly (down 25.27%). Telecoms usually follow the trend of banking, finance & insurance and media, new media & creative in staffing up first for permanent staff. The sharp downturn in contractor vacancies could potentially be attributed to a transfer from contract employment in the sector to permanent recruitment; however the sector has had two months of decline. What we are seeing in the telecoms sector at present is that most hiring managers have used all their available budgets and are waiting for these to be replenished in the New Year. There are also a number of contracts at bid stage at present which are due to be awarded in the New Year. Many telecoms providers have active hiring freezes, due to economic uncertainty which is impacting vacancy levels. We anticipate the sector to grow in the new year as new contracts are awarded and freezes thaw.

Public sector

As expected, the public sector continues the previous month's trend with permanent recruitment continuing to decline (down 11.56%) and contractor vacancies increasing (up 0.92%). The public sector is more inclined at present to recruit staff in a way that allows hiring managers full flexibility and that don't appear as fixed costs.

Monthly salary trends

Pay levels last month remained steady across both permanent and contract recruitment, with permanent salaries increasing by 0.7% and contractor pay increasing by 1.11%. Overall this demonstrates that IT remains in demand. It is becoming increasingly apparent that hiring managers are snapping up quality candidates that can demonstrate commerciality and strategic vision as well as technical capacity to deliver. This demonstrates that good candidates will always be in demand. A good measure of the level of importance placed on IT as a function is that IT salaries have risen by 5.56% for permanent roles and pay rates have risen by 5.15% for contractors over the past year. Contract vacancies rose by 1.45% in line with high web developer demand and salary increases across the sector. We anticipate that this industry will stabilise towards the end of the year and is likely to increase once new budgets have been set. This industry, like that of telecoms, is now staffing up early in line with new budgets being set in the new year.

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% change in salary/ contract rates	Permanent (Monthly)	Permanent (Yearly)	Contract (Monthly)	Contract (Yearly)
		↑0.07%	↑5.65%	↑1.11%

This month the majority of permanent roles saw a steady increase in salary with the exception of Oracle (down 0.05%), SQL server (down 0.10%), project management (down 0.05%) and testing (down 0.09%). This is surprising considering these are increasingly amongst the most in demand roles within IT. The biggest increases come from business intelligence (up 0.08%) and database developers (up 0.08%). Developers' increase in pay is a good sign, showing that innovation is still occurring in IT departments and business intelligence reinforces the need for MI to make management decisions.

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#	£39,399	↑0.11%	↑6.81%	£38	↑1.02%	↑3.29%
Java	£47,954	↑0.05%	↑0.21%	£47	↑0.40%	↑5.00%
Oracle	£52,322	↓-0.05%	↑8.08%	£49	↑1.60%	↑0.10%
SQL Server	£38,307	↓-0.10%	↑4.63%	£39	↓-1.23%	↑7.29%
Business Intelligence	£53,266	↑0.08%	↑8.71%	£50	↓-0.30%	↑0.61%
Web Developer	£32,622	↑0.07%	↑3.25%	£35	↓-0.45%	↑10.80%
Project Manager	£51,977	↓-0.05%	↑5.36%	£51	↑0.30%	↑7.90%
SAP	£67,277	↑0.04%	↑4.44%	£63	↑2.43%	↑5.45%
Testing	£46,911	↓-0.09%	↑6.67%	£41	↓-1.10%	↑1.38%
Database	£40,890	↑0.08%	↑0.58%	£45	↓-1.20%	↑7.20%
IT Director	£76,549	↑0.06%	↑3.85%	£96	↑3.80%	↑10.10%

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Jobs in demand

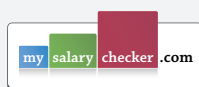
Continuing previous month's trends, developers and project managers are still most in demand in IT. This again reiterates positive signs of new emerging projects and innovation within IT.

	Permanent	Contract
Jobs in demand		
Overall	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

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	Permanent	Contract
Jobs in demand		
Media, New Media & 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



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Salaries by region

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

The North West saw the overall biggest increase in salaries for permanent staff on average, with 2.08% growth in salaries recorded. The smallest increase was in London where salaries only rose by 0.24%. London usually paves the way for salary increases; however it is becoming increasingly common for central London offices to move IT infrastructure out of the capital to save costs.

Yorkshire and Humberside had the biggest increase in pay for contractors on average with an increase of 0.08%. East Midlands had the largest decline for contractor pay with a minor average decrease across pay of 0.03%. Regions outside of London have recognised that, to compete with London for top IT talent, they have to start to pay the same rate and we are seeing a re-alignment of the regions trying to match London pay.

London	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£50,875	↓-0.05%	↑7.34%	£44	↓-0.13%	↑3.05%
Java	£58,360	↑0.09%	↑0.92%	£56	↓-0.28%	↑5.86%
Oracle	£59,522	↑0.18%	↑5.95%	£51	↑0.87%	↑0.21%
SQL Server	£46,974	↑0.77%	↑4.16%	£45	↑0.24%	↑7.69%
Business Intelligence	£64,955	↑0.01%	↑11.61%	£55	↓-0.52%	↑0.59%
Web Developer	£38,647	↑0.21%	↑3.51%	£38	↓-1.30%	↑11.83%
Project Manager	£58,993	↑0.01%	↑5.69%	£55	↓-0.21%	↑8.37%
SAP	£68,134	↑0.43%	↑4.71%	£65	↑0.33%	↑5.55%
Testing	£54,551	↑0.13%	↑6.99%	£46	↑0.94%	↑1.25%
Database	£46,260	↑0.49%	↑1.12%	£46	↓-0.96%	↑7.67%
CIO	£89,556	↑0.01%	↑0.30%	-	-	-
IT Director	£70,796	↑0.56%	↑5.92%	£119	↓-0.09%	↑10.62%

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Salaries by region

South East	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£37,831	↓-0.18%	↑5.41%	£35	↓-0.66%	↑2.59%
Java	£40,599	↑0.13%	↑0.74%	£43	↑0.60%	↑6.20%
Oracle	£46,474	↑0.41%	↑5.55%	£43	↑1.13%	↑1.08%
SQL Server	£37,878	↑0.99%	↑3.47%	£38	↓-0.73%	↑4.89%
Business Intelligence	£49,676	↑0.26%	↑10.43%	£54	↑0.54%	↑1.64%
Web Developer	£33,948	↑1.18%	↑3.71%	£31	↓-1.10%	↑8.26%
Project Manager	£50,090	↑0.02%	↑5.42%	£45	↑1.01%	↑7.93%
SAP	£59,496	↑0.13%	↑5.06%	£57	↓-0.06%	↑5.27%
Testing	£55,791	↓-0.07%	↑7.61%	£31	↑0.06%	↑3.26%
Database	£42,495	↓-0.12%	↑1.81%	£36	↑1.25%	↑4.27%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

South West	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£34,278	↑0.42%	↑5.76%	£34	↑1.24%	↑3.31%
Java	£36,696	↑0.49%	↑1.85%	£37	↓-0.02%	↑3.21%
Oracle	£46,191	↑0.67%	↑5.34%	£52	↑0.58%	↑1.26%
SQL Server	£35,395	↓-0.17%	↑4.11%	£31	↑0.22%	↑4.70%
Business Intelligence	£38,191	↓-0.16%	↑8.34%	£44	↓-0.65%	↑1.27%
Web Developer	£29,683	↑0.75%	↑3.44%	£25	↓-1.63%	↑8.64%
Project Manager	£46,329	↑0.69%	↑5.11%	£48	↓-0.74%	↑6.70%
SAP	£72,747	↑0.47%	↑4.61%	£55	↓-0.23%	↑4.09%
Testing	-	-	-	£34	↓-1.32%	↑2.24%
Database	£33,902	↓-0.14%	↑2.12%	£26	↓-0.78%	↑8.01%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

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Salaries by region

East Midlands	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£32,932	↑0.12%	↑2.69%	£24	↑0.26%	↑3.31%
Java	£36,395	↑0.63%	↑2.20%	£36	↓-0.75%	↑6.23%
Oracle	£44,635	↓-0.12%	↑5.48%	£37	↓-0.77%	↑2.13%
SQL Server	£33,475	↓-0.25%	↑3.81%	£30	↓-0.04%	↑5.64%
Business Intelligence	£30,883	↑1.02%	↑4.43%	£45	↑0.17%	↑1.61%
Web Developer	£29,546	↑1.34%	↑1.83%	£19	↓-1.13%	↑5.05%
Project Manager	£44,140	↓-0.17%	↑5.09%	£50	↓-0.90%	↑6.83%
SAP	£62,826	↓-0.10%	↑4.56%	£50	↑0.79%	↑4.18%
Testing	£39,955	↑0.16%	↑6.08%	£35	↓-1.04%	↑1.32%
Database	£43,816	↑0.67%	↑0.89%	£29	↑0.38%	↑3.45%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

West Midlands	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,860	↑0.05%	↑6.72%	£37	↓-0.79%	↑2.18%
Java	£42,096	↑0.88%	↑1.48%	£38	↓-1.10%	↑6.00%
Oracle	£42,484	↑0.30%	↑6.47%	£38	↑0.80%	↑0.44%
SQL Server	£35,247	↑0.40%	↑6.84%	£38	↑0.23%	↑6.84%
Business Intelligence	£45,991	↑0.79%	↑10.77%	£49	↑0.36%	↑0.65%
Web Developer	£31,264	↓-0.07%	↑3.05%	£35	↑0.15%	↑8.41%
Project Manager	£45,783	↑0.48%	↑6.22%	£40	↓-0.48%	↑7.66%
SAP	-	-	-	£52	↓-0.02%	↑4.13%
Testing	-	-	-	£36	↑0.48%	↑1.41%
Database	£40,895	↑0.25%	↑0.82%	£30	↓-1.16%	↑7.17%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

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Salaries by region

East of England	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£37,272	↑0.23%	↑5.57%	£32	↑0.06%	↑3.47%
Java	£40,116	↑0.13%	↑1.27%	£39	↑1.05%	↑4.92%
Oracle	£45,774	↑0.16%	↑7.57%	£48	↑0.90%	↑0.39%
SQL Server	£37,753	↑0.55%	↑4.62%	£31	↑0.60%	↑7.76%
Business Intelligence	£28,536	↑1.20%	↑9.58%	£45	↑0.07%	↑3.35%
Web Developer	£30,367	↑0.56%	↑4.30%	£25	↑1.16%	↑8.50%
Project Manager	£47,626	↑0.62%	↑5.74%	£44	↑0.92%	↑5.13%
SAP	£68,285	↑0.10%	↑4.22%	£56	↓-0.46%	↑2.25%
Testing	£40,827	↑0.62%	↑5.49%	£31	↓-1.03%	↑1.29%
Database	£40,346	↑0.63%	↑1.77%	£27	↓-0.22%	↑6.31%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

Yorkshire and Humberside	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,140	↑0.34%	↑6.84%	£34	↓-0.31%	↑3.13%
Java	£38,200	↓-0.07%	↑1.65%	£39	↑0.93%	↑4.79%
Oracle	£40,652	↓-0.17%	↑5.85%	£43	↑0.53%	↑2.27%
SQL Server	£35,772	↓-0.09%	↑4.94%	£30	↑1.61%	↑4.88%
Business Intelligence	£36,902	↑0.90%	↑9.13%	£42	↑0.17%	↑0.52%
Web Developer	£29,051	↓-0.31%	↑3.59%	£30	↑1.15%	↑7.74%
Project Manager	£44,537	↑0.23%	↑5.94%	£43	↑1.05%	↑5.92%
SAP	£53,921	↑0.39%	↑3.52%	£55	↑0.59%	↑3.34%
Testing	£31,004	↑0.89%	↑4.84%	£34	↑1.23%	↑2.23%
Database	£37,300	↑0.63%	↑2.97%	£27	↑1.21%	↑5.38%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

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Salaries by region

North West	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,193	↓-0.15%	↑6.95%	£34	↑0.70%	↑2.35%
Java	£37,429	↓-0.26%	↑1.63%	£39	↑0.96%	↑5.92%
Oracle	£41,103	↑0.92%	↑5.97%	£43	↑0.84%	↑0.08%
SQL Server	£36,218	↑0.49%	↑5.02%	£30	↑0.35%	↑6.85%
Business Intelligence	£36,978	↑1.09%	↑9.38%	£42	↓-1.07%	↑0.75%
Web Developer	£29,319	↑1.38%	↑3.50%	£29	↑1.46%	↑8.46%
Project Manager	£44,609	↑0.17%	↑6.17%	£44	↓-1.01%	↑7.85%
SAP	£54,055	↑0.15%	↑3.65%	£55	↓-0.85%	↑4.13%
Testing	£31,024	↑0.41%	↑4.79%	£33	↓-0.84%	↑1.43%
Database	£36,926	↑0.19%	↑3.12%	£26	↓-0.71%	↑7.24%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

North East	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,139	↑0.03%	↑6.80%	£35	↑0.54%	↑3.15%
Java	£38,201	↑0.50%	↑1.71%	£37	↓-0.44%	↑6.11%
Oracle	£41,602	↑0.81%	↑5.83%	£43	↓-0.82%	↑2.24%
SQL Server	£35,836	↑0.11%	↑5.16%	£31	↑1.60%	↑5.66%
Business Intelligence	£36,506	↑0.24%	↑9.18%	£42	↑1.07%	↑1.75%
Web Developer	£29,426	↑0.03%	↑3.60%	£29	↓-0.82%	↑5.26%
Project Manager	£44,590	↑0.26%	↑5.92%	£43	↓-0.09%	↑6.92%
SAP	£53,676	↓-0.04%	↑3.70%	£55	↓-0.03%	↑4.25%
Testing	£31,085	↑0.28%	↑4.76%	£34	↑0.87%	↑1.34%
Database	£36,499	↑0.56%	↑3.21%	£25	↓-0.98%	↑3.16%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

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Salaries by region

Scotland	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,756	↑0.06%	↑4.91%	£34	↓-1.04%	↑3.42%
Java	£36,137	↑0.74%	↑1.44%	£37	↓-1.01%	↑4.92%
Oracle	£41,262	↑0.60%	↑7.51%	£38	↓-0.10%	↑2.32%
SQL Server	£35,830	↑0.02%	↑4.45%	£30	↑1.29%	↑4.83%
Business Intelligence	£50,857	↑0.14%	↑10.64%	£40	↑1.02%	↑0.80%
Web Developer	£33,848	↓-0.15%	↑4.14%	£24	↓-1.75%	↑7.61%
Project Manager	£39,248	↑0.06%	↑5.61%	£43	↑0.47%	↑6.12%
SAP	£46,539	↑0.70%	↑0.35%	£50	↑0.26%	↑3.24%
Testing	-	↑17.86%	↑0.05%	£35	↓-0.59%	↑2.33%
Database	£40,362	↑0.72%	↑4.30%	£30	↓-0.30%	↑5.28%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

Wales	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,057	↑1.10%	↑7.37%	£36	↓-0.15%	↑3.55%
Java	£32,119	↑0.15%	↑0.78%	£38	↓-0.47%	↑4.73%
Oracle	£44,290	↓-0.17%	↑9.02%	£37	↑1.22%	↑2.20%
SQL Server	£34,382	↓-0.05%	↑5.20%	£30	↓-0.74%	↑2.91%
Business Intelligence	-	-	-	£39	↓-0.17%	↑1.62%
Web Developer	£29,577	↑0.61%	↑2.71%	£24	↑1.63%	↑3.63%
Project Manager	£44,705	↑0.75%	↑4.18%	£45	↓-0.88%	↑4.88%
SAP	-	-	-	£50	↓-0.24%	↑2.23%
Testing	-	-	-	£33	↑1.22%	↑2.34%
Database	£30,620	↓-0.09%	↑3.54%	£25	↑1.37%	↑4.08%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

IT Monitor



Salaries by region

We are yet to see the usual increase in demand for IT roles in the lead up to the festive period. However, there are a few positive signs. Month-on-month we have seen permanent salaries and contractor pay rise which, whilst this applies pressure on hiring managers' budgets, shows the increasing importance that organisations are placing on the function. This can be seen in the industries that are staffing up such as banking, insurance & finance, media, new media & creative and telecoms who are all increasing their permanent headcount which could have a knock on effect for other sectors. Those who want to make the most of the quality staff available are getting in quick. What the market is showing at the moment is a cross between short term caution, and longer term optimism through investment in IT projects.

At present hiring managers are finding it easier to talk themselves into stagnation and worry than it is for them proceed to build and shape the businesses they want to be a part of going forward.

Many hiring managers are currently being led by what they read and hear. When a report comes out which points towards market doom and gloom they seem more inclined to pick up on this rather than the positive news. What managers need to do now is lead. They need to have faith and confidence in their plans and go ahead and deliver on them. It's about developing a proactive but informed approach rather than being reactive.

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.