



IT Monitor

October 2011

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



In this month's IT monitor we go a step further to provide you with analysis of vacancy, salary and sector trends over the past 6 months.

The highlights from the past 6 months are:

- Vacancies across contract and permanent recruitment have remained steady over the past 6 months with a notable decline in August, which seems to have set a new (lower) level of vacancies
- Almost all sectors in both contract and permanent recruitment have followed wider vacancy trends
- Salaries across the board peaked in June, dropped to 6 month lows in July and recovered to peak heights in August.

It appears we are seeing a steadying in the number of vacancies across IT roles in the UK with all sectors following the same trend. Salaries however appear to be strong, with gradual increases occurring month-on-month in both permanent and contract. The only significant decline was in August which reflects normal seasonal trends.

In Q4 we are anticipating similar levels in demand for contract and permanent staff at present. Contract demand will increase as permanent demand stabilises due to continued caution, based on the current economic outlook. Whilst at present demand remains stable the hiring process is becoming slower and more elongated, which employers need to be mindful of. In order for organisations to get on board the best quality candidates they need to try and shorten the recruitment cycle to ensure they do not lose out on the best candidates to the competition.

We anticipate Q1 of next year will see a spike in demand for candidates across contract and permanent staff as employers spend excess budget before year end.

Highlights from September

- Permanent salaries remain stable with marginal increases month-on-month
- Contractor salaries continue to increase steadily month-on-month
- Year-on-year salaries have increased for both permanent and contract roles
- IT directors, .Net/ C# and Oracle contractors' pay rose last month, whilst that of testing, database development and SQL server, dropped
- Steady month for vacancies with permanent roles reducing by a minimal 0.23% and the number of contractor vacancies increasing by 0.50%
- Telecoms, new media, media & creative were hit hard with significant reductions in the number of permanent vacancies advertised in September
- Retail and telecoms contractor vacancies drop significantly

IT Monitor



What the market will look like in Q2 is the million pound question. Q2 spend will show hiring managers budget levels and confidence levels, in the wider IT community.

2012, like 2011, will be a year defined by uncertainty. There will be two camps; the cautious who wait and see; and those that accept market conditions as the new norm and proceed with business as usual in the execution of their longer term IT strategy.

We saw a dip in permanent vacancies (down 9.81%) to 13,973. Contractor vacancies declined slightly (0.18%) to 6022. This decline appears to have steadied through September. While August saw a substantial decline in the number of vacancies, September failed to recover the prior month's loss. In September we saw the number of permanent vacancies fall slightly to 13,940 (0.23% decrease) and contractor vacancies rise slightly to 6052 (up 0.50%). The good news is that in September we haven't had further decline. The market still appears to be cautious in hiring, particularly in the case of permanent roles. Organisations are still opting to hire contract staff as they are more comfortable in having a variable cost assigned to their project budget than a fixed cost assigned to the main departmental workforce budget.

Regards,

Sid Barnes, Executive Director
Computer People

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- Contractor salaries continue to increase steadily month-on-month
- Public sector regains confidence as the number of contract roles increase sharply
- Permanent staffing in retail gains momentum as the number of advertised vacancies increases dramatically
- Developers top the list of in demand roles in IT, with project managers a close second

IT Monitor



Contents

	Page
Introduction by Sid Barnes, Executive Director, Computer People	1-2
Vacancy trends / April-October 2011	4-5
Sector breakdowns	5-6
Permanent/Contract	6-7
Monthly salary trends	7
Salary trends / April-October 2011	8
Jobs on demand	9-11
Salaries by region	12-17

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Permanent vacancies drop as contractor vacancies steady

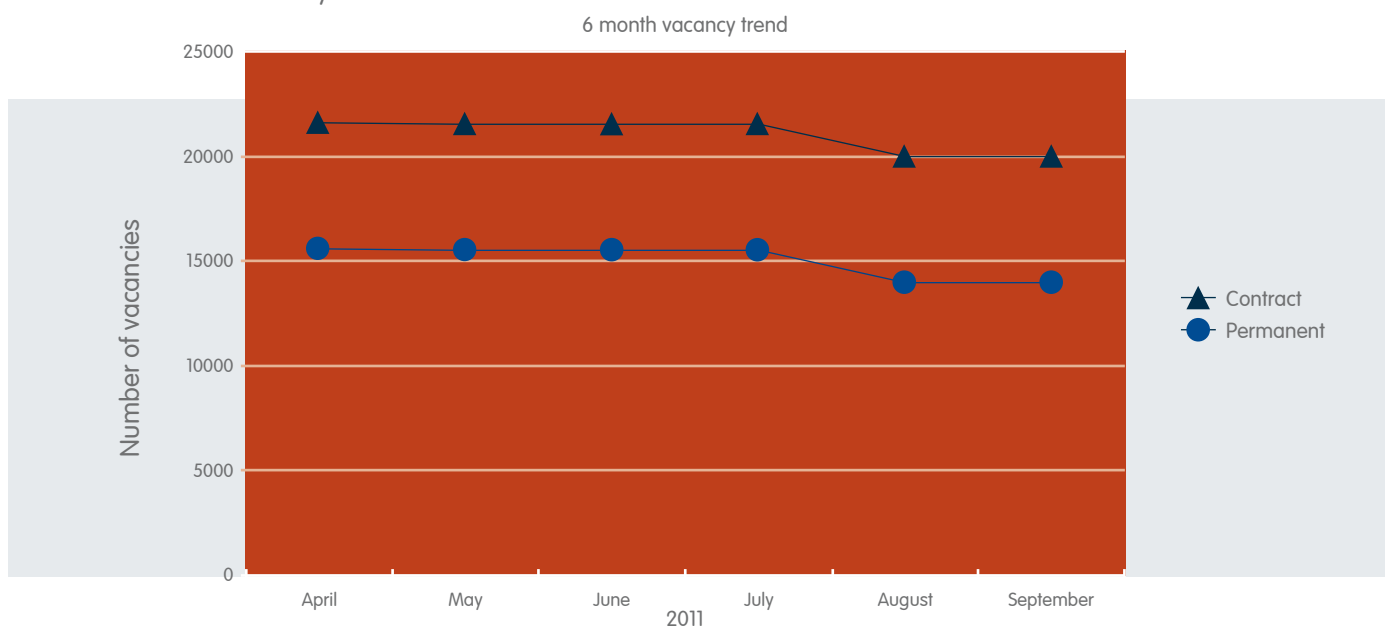
Number of vacancies: all sectors	Permanent		Contract	
	Vacancies	% Change	Vacancies	% Change
	13,940	↓-0.23%	6,052	↑0.50%

In September we saw a slight decrease (0.23%) in the number of permanent vacancies and a slight increase (up 0.50%) in contract vacancies. Whilst we had hoped that we would have seen a larger increase in the number of vacancies in September after the peak summer period ended, this wasn't the case. However the "Indian summer" could have extended the dip we normally expect to see in August and many hiring managers may have taken the opportunity to take some post summer leave. The telling sign will be between now and December and into the New Year, to see if Christmas and the pending 2012 Olympics provide a much needed boost to the number of vacancies across the board.

There are some positives to be drawn from the September figures, with contract vacancies increasing. We are seeing a shift in the employment market at present with a higher percentage of candidates opting for contractor work due to the flexibility and the improved lifestyle benefits it provides. Candidates are also opting for contract work as it enables them to increase their skill set and experience.

Vacancy trend April 2011 – October 2011

The past 6 months seem to have been relatively stable for vacancies across permanent and contract roles. However the number of IT vacancies declined in August as we would expect. What hasn't happened is the usual spike in hiring in September in readiness for year end. This isn't a huge surprise considering the impact the Euro zone and US debt crisis has had on the UK economy.



IT Monitor



The reality setting in is that organisations are being cautious, until positive signs of recovery are more apparent. The recruitment market hasn't had the opportunity to be boosted in the absence of consumer spending, a strong £pound and a turbulent stock market. However there are positive signs on the horizon, as we approach the London 2012 Olympics, an increasing number of projects are coming to fruition and confidence, excitement and anticipation is building. London is set to be on the world stage and, as such, many organisations will expect the influx of tourism to boost business.. As preparation starts for this we anticipate hiring requirements to increase. During the recent recession hiring followed traditional patterns of sacrificing fixed costs (permanent head count) for flexibility (contract staff). With a double dip potentially looming there is more of an appetite this time around for lower cost permanent resources than more expensive contract resources.

The year-on-year figures also show some real positives with permanent vacancies increasing by 5.75% and contract vacancies increasing by 5.25%.

Sector breakdowns

Number of vacancies: major sector	Permanent		Contract (per hour)	
	Vacancies	% Change	Vacancies	% Change
All	13,940	↓-0.23%	6052	↑0.50%
Banking, insurance and finance	1,442	↑0.14%	773	↑2.66%
Retail	709	↑6.46%	72	↓-17.24%
Telecoms	425	↓-8.31%	91	↓-14.15%
Media, new media and creative	490	↓-6.61%	141	↑0.71%
Public Sector	199	↓-1.29%	218	↑4.31%

Retail

Permanent recruitment for the retail sector this month is mixed. On the one hand permanent vacancies have increased significantly (6.46%), whilst contract vacancies have dipped (down 17.24%). We would have thought the opposite would have been the case as retail typically staff up with contractors 3 months prior to seasonal spend spikes (Christmas). However it appears that more permanent resources are required, possibly to cope with the pending 2012 influx.

Banking, insurance and finance

This sector continues to gain momentum despite the bleak outlook of the economy. Whilst permanent recruitment remains stable at 0.14% we have seen a significant increase in the number of vacancies advertised in September (up 2.66% on August).

Media, new media and creative

The number of permanent vacancies in media has fallen significantly (down 6.61%) whilst contract vacancy numbers remain stable (up 0.71%). Media, new media and creative is normally the industry that gets hit first with cuts and an indicator that rebuild within the market is a while off.

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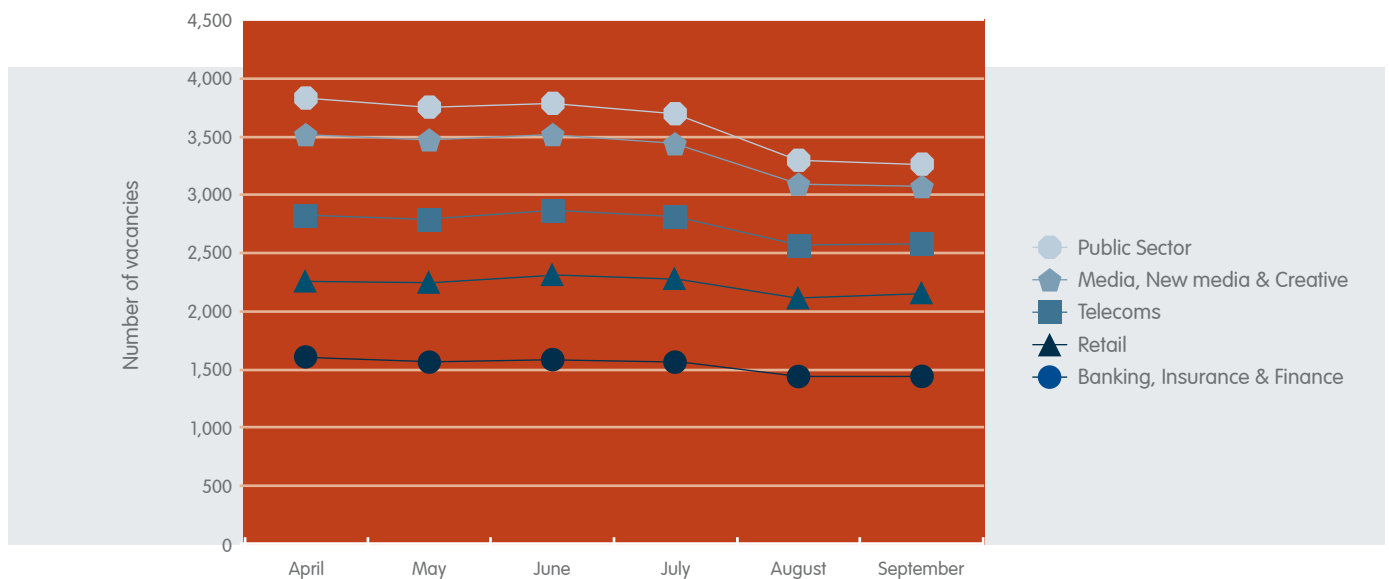
Telecoms

A difficult month for telecoms with a decline of 8.31% in the number of permanent vacancies and a 14.15% decline in the number of contract vacancies advertised in September. This industry staffed up early within the year and also had a large spike in recruitment back in April with new telecoms providers launching into the market place.

Public sector

The public sector saw a slowing in the rate of decline in the number of permanent vacancies (down 1.29% September) and an increase in contractor roles by 4.31%. This indicates that, whilst times may be tough in the public sector, business critical projects are still going ahead and the sector is more inclined to staff up with contract candidates as hiring managers will have more flexibility and can attribute the cost to direct project line budgets rather than incurring a fixed cost.

6 month permanent vacancy trend by sector



Permanent

Permanent recruitment in all key sectors has followed a similar trend over the past 6 month period, with banking, insurance and finance and retail being the most stable sectors.

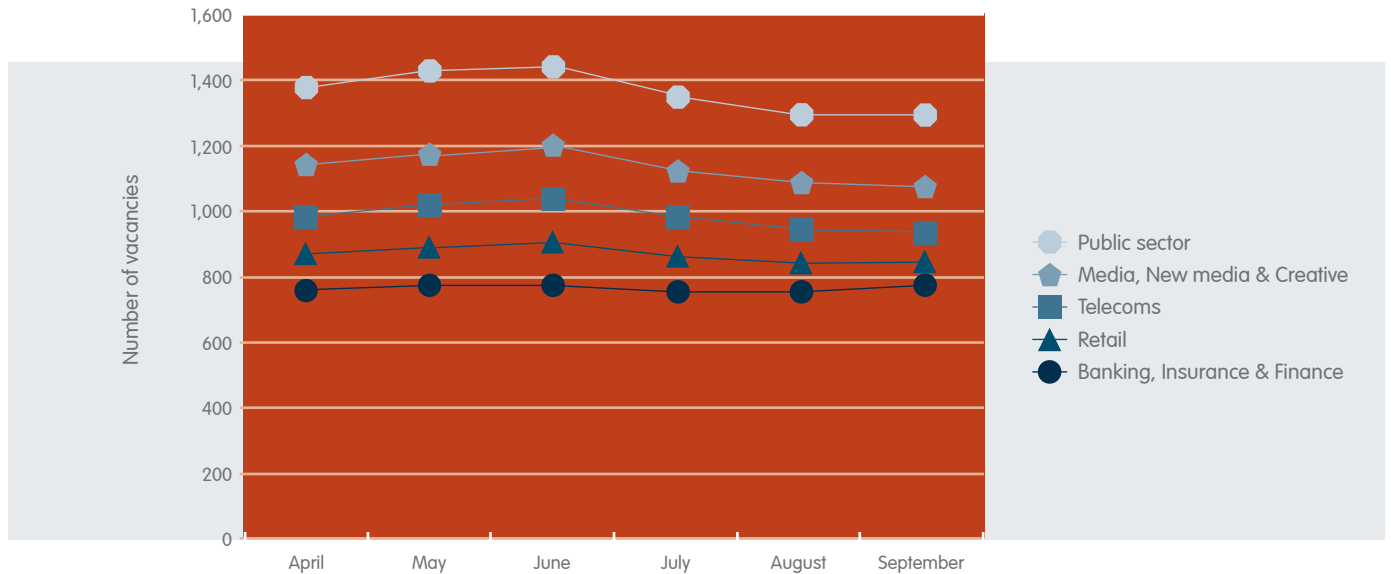
The public sector, as anticipated, has suffered with declining vacancies, particularly in August as we would expect. The market anticipated transfer of vacancies from public to private organisations which hasn't occurred according to our data. This could be fuelling increased unemployment of 8.1% (2.57 million unemployed), which is the highest level in 17 years. However the positive to be obtained from all of this is that it appears the decline of the public sector has some small relief in September with only a minor decline in the number of vacancies reported. The media, new media and creative sector has followed suit with the declines of the public sector. A lot of media spend would be with government and therefore we expect a correlation in the performance results of the public sector and media, new media and creative.

We've seen steady levels of vacancies across the other key industries month-on-month.

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6 month contract vacancy trend by sector



Contract

Over the past 6 months the contract market has fared better than permanent, which could mean that the contract recruitment market is picking up the work that would have been undertaken by permanent staff.

June saw a rise in the number of contract vacancies with organisations seemingly much more optimistic prior to the summer period. There was also a large increase in the number of projects that were taken off the shelf and new projects approved. Hiring managers also had new approved budgets and wanted to staff up early whilst quality contract staff were available.

Monthly salary trends

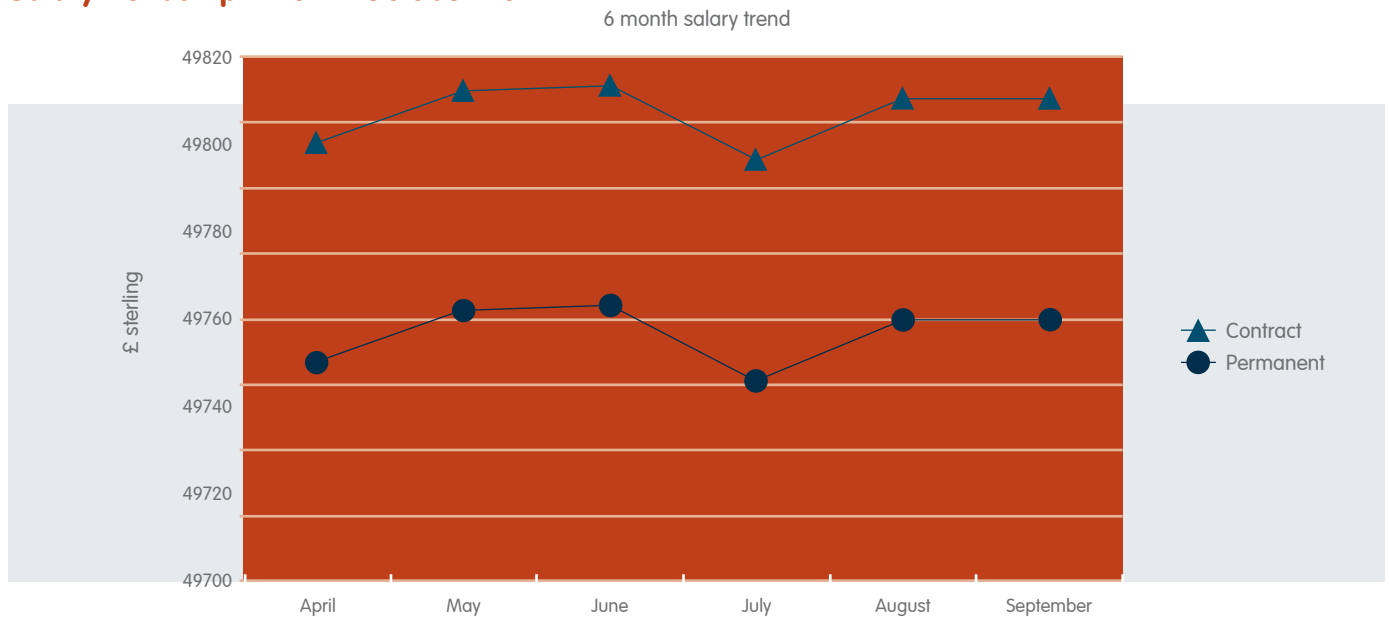
Salaries for permanent staff steadied last month with a minor increase of 0.08% to an average of £49,760. Contractor pay continued to increase month-on-month as more and more critical projects were given the go ahead, increasing contractor demand. Organisations are ensuring that business critical projects continue to go ahead despite the fact that the wider industry is being cautious, due to the continued threat of a double dip recession.

% change in salary/ contract rates	Permanent (Monthly)	Permanent (Yearly)	Contract (Monthly)	Contract (Yearly)
	↑0.08%	↑1.12%	↑5.75%	↑5.25%

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Salary trends April 2011 - October 2011



Over the past 6 months salaries have fluctuated across IT as skilled staff continue to be in high demand. There was a slight waver in momentum over July as hiring managers are less inclined to pay contractors to continue projects during the quieter summer months and pay tends to drop in line with demand. Over the summer months the more senior roles tend to be delayed until September and therefore advertising for these vacancies decreases, hence the bounce back in salaries between July and September. Lower end roles are typically still advertised and therefore by taking out higher end roles the average salary decreases. Managers and directors are on leave in August, so hiring is on hold, contractors usually take the summer months off also in response to a decline in work advertised.

Across permanent IT roles, salaries have remained steady in September with the lowest recorded dip for SQL where we saw a drop of 0.08% recorded, whilst the highest increase was at 0.06% for .Net C#.

Contract salaries were a mixed bag with interim IT directors receiving a 3.80% increase in salary month-on-month, SAP contracts a 2.43% increase and Oracle (1.60%) and .Net C# (1.02%).

The biggest drops in contractor pay were seen in SQL server (1.23%), database (1.20%) and testing (1.10%) roles.

Despite the fluctuations salaries across the board generally remain steady indicating a continued demand for IT staff generally.

IT Monitor



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#	£39,356	↑0.06%	↑6.75%	£38	↑1.02%	↑3.29%
Java	£47,930	↑0.04%	↑0.21%	£47	↑0.40%	↑5.00%
Oracle	£52,350	↑0.06%	↑7.97%	£49	↑1.60%	↑0.10%
SQL Server	£38,344	↓-0.08%	↑4.58%	£39	↓-1.23%	↑7.29%
Business Intelligence	£53,224	↓-0.05%	↑11.70%	£50	↓-0.30%	↑0.61%
Web Developer	£32,599	↓-0.03%	↑3.24%	£35	↓-0.45%	↑10.80%
Project Manager	£52,004	↑0.04%	↑5.28%	£51	↑0.30%	↑7.90%
SAP	£67,248	↓-0.02%	↑4.37%	£63	↑2.43%	↑5.45%
Testing	£46,954	↓-0.07%	↑6.55%	£41	↓-1.10%	↑1.38%
Database	£40,856	↑0.01%	↑0.58%	£45	↓-1.20%	↑7.20%
IT Director	£76,500	↑0.01%	↑3.82%	£96	↑3.80%	↑10.10%

Jobs in demand

This month the demand for capable project managers continues to increase. This is largely due to the number of shelved projects that have been bought back on line and the number of new strategic projects that have now been initiated.

As developers are at the core of any new systems project, they will most likely always be the highest in demand. If times were that bad and organisations were stagnating demand for development roles would drop.

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

IT Monitor



	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
	Software Engineer	Architect

IT Monitor



	Permanent	Contract
Jobs in demand		
Public sector	Manager	Analyst
	Analyst	Developer
	Developer	Manager
	Consultant	Engineer
	Engineer	Consultant
	Architect	Project Manager
	Project Manager	Business Analyst

IT Monitor



Salaries by region

London	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£50,903	↓-0.09%	↑7.30%	£45	↓-0.98%	↑2.99%
Java	£58,308	↑0.02%	↑0.82%	£56	↓-0.34%	↑5.84%
Oracle	£59,416	↑0.41%	↑5.92%	£51	↑0.58%	↑0.22%
SQL Server	£46,617	↑0.76%	↑4.02%	£44	↓-1.04%	↑7.72%
Business Intelligence	£64,949	↓-0.02%	↑11.52%	£55	↑0.79%	↑0.67%
Web Developer	£38,565	↑0.05%	↑3.46%	£38	↑0.03%	↑11.76%
Project Manager	£58,988	↑0.26%	↑5.64%	£55	↑0.53%	↑8.32%
SAP	£67,843	↑0.36%	↑4.68%	£65	0.00%	↑5.50%
Testing	£54,479	↑0.54%	↑6.83%	£46	↑0.76%	↑1.32%
Database	£46,034	↑0.21%	↑1.04%	£47	↓-0.49%	↑7.59%
CIO	£89,550	↑0.16%	↑0.23%	-	-	-
IT Director	£70,404	↓-0.08%	↑5.91%	£119	↑0.27%	↑10.64%

South East	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£37,899	↑0.15%	↑5.25%	£35	↓-0.25%	↑2.64%
Java	£40,547	↑0.52%	↑0.62%	£43	↑1.07%	↑6.18%
Oracle	£46,285	↑0.26%	↑5.40%	£43	↓-0.07%	↑1.09%
SQL Server	£37,507	↓-0.15%	↑3.35%	£39	↓-0.91%	↑4.82%
Business Intelligence	£49,547	↑0.32%	↑10.37%	£53	↑0.44%	↑1.59%
Web Developer	£33,553	↑1.07%	↑3.67%	£31	↓-0.45%	↑8.25%
Project Manager	£50,080	↑0.03%	↑5.37%	£45	↑0.84%	↑7.98%
SAP	£59,417	↓-0.08%	↑5.00%	£57	↓-0.68%	↑5.25%
Testing	£55,830	↓-0.01%	↑7.57%	£31	↓-0.72%	↑3.28%
Database	£42,545	↑0.83%	↑1.67%	£35	↑0.32%	↑4.27%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

IT Monitor



Salaries by region

South West	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£34,133	↑0.73%	↑5.67%	£34	↓-1.12%	↑3.31%
Java	£36,518	↓-0.02%	↑1.75%	£37	↓-1.30%	↑3.29%
Oracle	£45,886	↑0.23%	↑5.27%	£51	↑0.52%	↑1.30%
SQL Server	£35,454	↑0.59%	↑4.02%	£31	↓-1.56%	↑4.77%
Business Intelligence	£38,253	↑0.81%	↑8.22%	£45	↓-0.78%	↑1.28%
Web Developer	£29,463	↓-0.26%	↑3.32%	£25	↑0.06%	↑8.62%
Project Manager	£46,010	↑0.20%	↑5.06%	£48	↑0.12%	↑6.78%
SAP	£72,407	↑0.49%	↑4.52%	£55	↓-0.32%	↑4.16%
Testing	-	-	-	£34	↑0.36%	↑2.18%
Database	£33,948	↑0.97%	↑2.10%	£26	↑0.63%	↑8.08%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

East Midlands	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£32,894	↑0.75%	↑2.59%	£24	↓-0.94%	↑3.33%
Java	£36,166	0.00%	↑2.17%	£37	↓-1.09%	↑6.25%
Oracle	£44,690	↓-0.12%	↑5.33%	£38	↑1.01%	↑2.12%
SQL Server	£33,558	↑0.63%	↑3.75%	£30	↓-0.35%	↑5.66%
Business Intelligence	£30,570	↑0.66%	↑4.33%	£45	↓-0.21%	↑1.67%
Web Developer	£29,157	↓-0.32%	↑1.67%	£19	↑1.51%	↑5.07%
Project Manager	£44,214	↑0.70%	↑5.01%	£51	↑0.41%	↑6.86%
SAP	£62,889	↑0.30%	↑4.54%	£49	↓-0.99%	↑4.20%
Testing	£39,892	↑0.92%	↑5.93%	£35	↓-1.01%	↑1.38%
Database	£43,524	↑0.91%	↑0.75%	£29	↓-1.51%	↑3.39%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

IT Monitor



Salaries by region

West Midlands	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,843	↓-0.18%	↑6.62%	£37	↓-1.12%	↑2.19%
Java	£41,729	↑0.19%	↑1.43%	£39	↓-0.56%	↑5.98%
Oracle	£42,355	↑0.84%	↑6.39%	£38	↓-0.05%	↑0.41%
SQL Server	£35,105	↑0.44%	↑6.70%	£38	↓-1.15%	↑6.75%
Business Intelligence	£45,630	↑0.23%	↑10.70%	£49	↑0.17%	↑0.58%
Web Developer	£31,285	↑0.67%	↑2.93%	£34	↓-0.57%	↑8.40%
Project Manager	£45,564	↑0.37%	↑6.07%	£41	↓-0.79%	↑7.74%
SAP	-	-	-	£52	↑0.72%	↑4.10%
Testing	-	-	-	£36	↑1.39%	↑1.37%
Database	£40,794	↑0.80%	↑0.77%	£30	↓-1.58%	↑7.25%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

East of England	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£37,185	↑0.98%	↑5.47%	£32	↓-0.04%	↑3.44%
Java	£40,062	↑0.28%	↑1.19%	£39	↑0.67%	↑4.86%
Oracle	£45,701	↑0.74%	↑7.56%	£48	↑0.59%	↑0.39%
SQL Server	£37,548	↓-0.10%	↑4.53%	£30	↓-0.50%	↑7.76%
Business Intelligence	£28,199	↓-0.35%	↑9.58%	£45	↓-0.32%	↑3.43%
Web Developer	£30,197	↑0.01%	↑4.23%	£25	↑1.45%	↑8.47%
Project Manager	£47,333	↑0.29%	↑5.70%	£43	↓-0.41%	↑5.05%
SAP	£68,220	↑0.55%	↑4.14%	£57	↑0.17%	↑2.20%
Testing	£40,573	↑0.85%	↑5.41%	£31	↓-0.74%	↑1.36%
Database	£40,093	↑0.34%	↑1.62%	£27	↓-1.67%	↑6.30%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

IT Monitor



Salaries by region

Yorkshire and Humberside	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,022	↑0.85%	↑6.70%	£34	↓-0.05%	↑3.21%
Java	£38,225	↑0.54%	↑1.59%	£39	↑0.04%	↑4.81%
Oracle	£40,724	↑0.26%	↑5.73%	£43	↑0.66%	↑2.33%
SQL Server	£35,804	↑0.60%	↑4.79%	£29	↑0.15%	↑4.81%
Business Intelligence	£36,571	↑0.48%	↑9.13%	£41	↓-1.14%	↑0.49%
Web Developer	£29,142	↓-0.03%	↑3.45%	£30	↓-0.66%	↑7.78%
Project Manager	£44,434	↓-0.20%	↑5.87%	£43	↓-0.15%	↑5.88%
SAP	£53,710	↑0.36%	↑3.49%	£54	↓-0.61%	↑3.33%
Testing	£30,731	↑0.02%	↑4.74%	£33	↑0.46%	↑2.23%
Database	£37,067	↑0.87%	↑2.92%	£27	↑0.80%	↑5.33%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

North West	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,246	↑0.96%	↑6.86%	£34	↓-0.98%	↑2.31%
Java	£37,526	↓-0.03%	↑1.57%	£39	↑0.79%	↑5.89%
Oracle	£40,727	↑0.78%	↑5.81%	£43	↑0.50%	↑0.07%
SQL Server	£36,042	↑0.23%	↑4.97%	£30	↑1.58%	↑6.80%
Business Intelligence	£36,580	↑0.56%	↑9.36%	£43	↑0.72%	↑0.69%
Web Developer	£28,919	↑1.17%	↑3.48%	£29	↑1.56%	↑8.39%
Project Manager	£44,534	↑0.60%	↑6.14%	£45	↑0.11%	↑7.93%
SAP	£53,976	↓-0.09%	↑3.62%	£55	↑0.13%	↑4.12%
Testing	£30,897	↓-0.24%	↑4.70%	£34	↓-1.13%	↑1.44%
Database	£36,858	↑0.75%	↑2.97%	£26	↑0.13%	↑7.19%
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	£35,128	↑0.44%	↑6.72%	£35	↑0.94%	↑3.20%
Java	£38,011	↑0.27%	↑1.55%	£37	↓-0.68%	↑6.18%
Oracle	£41,268	↑0.85%	↑5.70%	£44	↑0.04%	↑2.16%
SQL Server	£35,797	↑0.90%	↑5.07%	£30	↑1.20%	↑5.74%
Business Intelligence	£36,418	↑0.35%	↑9.10%	£42	↑0.22%	↑1.69%
Web Developer	£29,417	↑0.75%	↑3.53%	£29	↓-0.94%	↑5.18%
Project Manager	£44,474	↑0.18%	↑5.91%	£43	↓-0.47%	↑6.91%
SAP	£53,697	↑0.40%	↑3.60%	£55	↓-0.49%	↑4.26%
Testing	£30,997	↑0.51%	↑4.69%	£33	↓-0.72%	↑1.38%
Database	£36,296	↓-0.24%	↑3.13%	£25	↓-0.32%	↑3.22%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

Scotland	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,735	↑0.09%	↑4.84%	£34	↑0.79%	↑3.35%
Java	£35,870	↑0.08%	↑1.34%	£37	↓-0.54%	↑4.88%
Oracle	£41,015	↑0.79%	↑7.39%	£38	↑0.29%	↑2.28%
SQL Server	£35,824	↑0.64%	↑4.44%	£29	↓-0.88%	↑4.91%
Business Intelligence	£50,784	↑0.50%	↑10.58%	£40	↑0.39%	↑0.77%
Web Developer	£33,900	↓-0.16%	↑4.01%	£25	↑0.90%	↑7.62%
Project Manager	£39,224	↑0.34%	↑5.46%	£43	↓-1.12%	↑6.05%
SAP	£46,213	↑0.83%	↑0.20%	£49	↑0.19%	↑3.29%
Testing	£359	-	-	£35	↓-0.27%	↑2.39%
Database	£40,072	↑0.25%	↑4.28%	£30	↓-0.58%	↑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	£34,675	↑0.88%	↑7.28%	£36	↑0.85%	↑3.50%
Java	£32,071	↑0.47%	↑0.67%	£38	↑0.22%	↑4.74%
Oracle	£44,364	↑0.05%	↑8.92%	£37	↓-1.01%	↑2.13%
SQL Server	£34,397	↑0.07%	↑5.07%	£30	↓-1.35%	↑2.91%
Business Intelligence	-	-	-	£39	↓-1.06%	↑1.64%
Web Developer	£29,397	↑0.11%	↑2.69%	£24	↓-1.08%	↑3.65%
Project Manager	£44,370	↑0.62%	↑4.04%	£45	↓-0.21%	↑4.82%
SAP	-	-	-	£50	↑0.45%	↑2.19%
Testing	-	-	-	£32	↑0.37%	↑2.37%
Database	£30,647	↑0.99%	↑3.51%	£25	↓-0.51%	↑4.15%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

Salaries by region

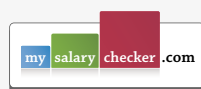
Salaries across UK regions have remained steady, with slight declines and increases across the board.

London and the South East continue to be the best paying regions as you would expect. We anticipate that many organisations (in an effort to reduce costs) will look at moving office locations to areas that typically have lower office space costs.

In Scotland permanent salaries rose last month, with increases in all areas besides web development. In Scotland there has been a tendency to favour permanent recruitment and therefore recruitment hits saturation earlier in the calendar year. We have now seen a stabilisation which we anticipate will continue until Q1 when hiring managers spend excess budget.

Clearly IT is in continued demand nationwide because, year-on-year all areas have seen increases in salaries.

Salaries continue to rise, across permanent and contractor roles which demonstrate that demand for those with the right mix of skills is still high. We are seeing highly qualified candidates receive multiple offers whilst those with gaps in their CV's are being left on the shelf as organisations need people who can hit the ground running as they simply don't have the money and internal resource to up-skill through training. The next three months will tell all. As we approach the festive season we are hopeful that demand will build and be reflected in the number of vacancies leading up to the end of the year. The Olympics is also likely to boost vacancies in the beginning of next year.



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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