



nigel wright recruitment salary survey
2009

NIGEL WRIGHT 
RECRUITMENT



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Welcome to the 2009 edition of the Nigel Wright Recruitment Salary Survey. As a company at the core of recruitment across the UK, it is essential that we acknowledge market movements and understand the effects these changes have on employment and the overall business environment. Due to the effect that these fluctuations will ultimately have on any company's recruitment strategy, we see it as essential to provide our clients with the most up-to-date information available.

The information in this survey has been gathered from over 1,000 respondents who completed our online survey, providing a large data-set allowing us to understand in more depth the average salary and the type of benefits people receive within the UK. Other factors covered include the benefits regarded as important in a remuneration package, the reasons why people move jobs internally or externally, as well as the methods utilised to search for a new job. We hope that the results presented will be of interest.

For further information and advice please contact one of our consultants specialising in your specific discipline on 0191 222 0770 or on 0207 405 3921.

IAN SCOTT-BELL

HEAD OF MARKETING AND BUSINESS DEVELOPMENT,
NIGEL WRIGHT RECRUITMENT

ABOUT NIGEL WRIGHT RECRUITMENT

Since its formation in the 1980s, Nigel Wright Recruitment has become a leading name in the recruitment industry across Europe.

We specialise in a range of industry sectors and professionally qualified disciplines and can provide search, selection and database solutions to meet your recruitment needs, nationally and internationally. The teams are able to handle executive and senior management roles, through to junior and entry level for permanent, temporary, interim and contract roles. Nigel Wright Recruitment are structured around four key industry sectors; consumer, industrial and manufacturing, business support and professional services and public and third sector; covering the following disciplines; sales, marketing, operations, finance and accountancy, information technology and human resources.

Nigel Wright Recruitment's specialist consultants are committed to delivering a quality service; most have an industry background and will have experience of dealing with key companies in your sector. This depth of knowledge and expertise ensures that the professional and unique service offered to our clients and candidates is second to none.

CONTACT INFORMATION

For more information on the UK Salary Survey 2009, please contact the Marketing department at Nigel Wright Recruitment on the details below:

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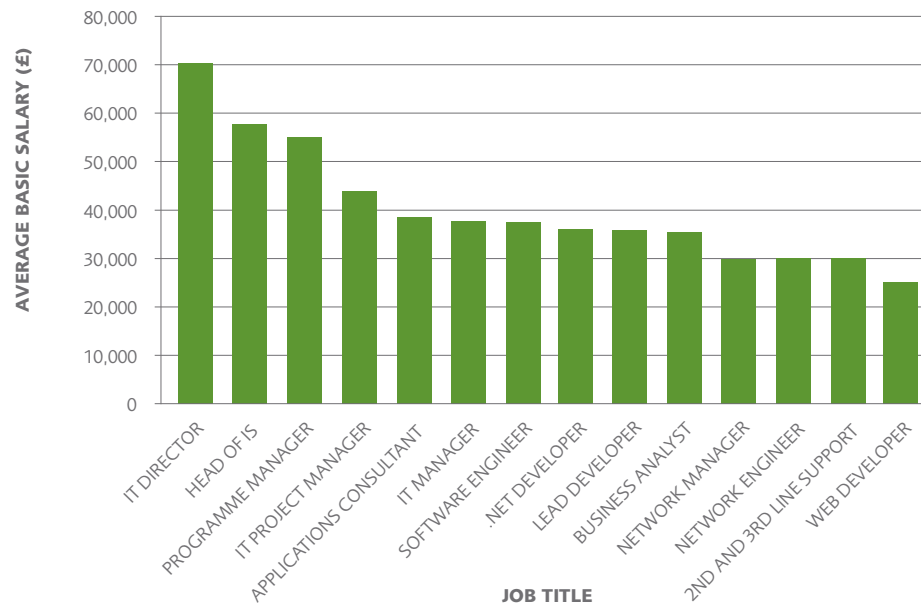
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6.4 graphical analysis – information technology



6.41 - AVERAGE BASIC SALARY, EXCLUDING BENEFITS OR BONUSES, BY JOB TITLE



JOB TITLE	RANGE (£)	AVERAGE BASIC SALARY (£)
IT DIRECTOR	40,000-99,999	69,999
HEAD OF IS	40,000-89,999	56,428
PROGRAMME MANAGER	50,000-59,999	54,999
IT PROJECT MANAGER	30,000-59,999	43,570
APPLICATIONS CONSULTANT	30,000-49,999	38,332
IT MANAGER	30,000-59,999	37,154
SOFTWARE ENGINEER	20,000-39,999	36,999
.NET DEVELOPER	30,000-39,999	34,999
LEAD DEVELOPER	30,000-39,999	34,999
BUSINESS ANALYST	30,000-39,999	34,999
NETWORK MANAGER	20,000-39,999	29,999
NETWORK ENGINEER	20,000-39,999	29,999
2ND AND 3RD LINE SUPPORT	20,000-39,999	29,999
WEB DEVELOPER	14,999-39,999	24,999

When looking at basic salary, the ranges are quite broad, reflecting the wide range of companies within the UK and therefore it should only be used as a guide.

For further information on your recruitment needs or on a particular role/s within this discipline please contact one of our consultants on 0191 222 0770.



Basic salary, excluding benefits or bonuses

From all the respondents surveyed the average basic salary for respondents within information technology was £38,027, with the average daily rate for a non permanent employee being £267.

Within information technology, just over 38% of respondents are moderately satisfied within their current job, with 15% being very satisfied.

Salary increase received and expected at last and next review

Based on all respondents just over 81% of people within information technology received between 0-5% increase as part of their last salary review, with over 79% expecting to receive the same percentage value as part of their next review.

BENEFITS

Within the information technology discipline, just under 66% of respondents receive some form of company benefit or bonus as part of their remuneration package. Below provides a more in-depth look at each form of benefit or bonus that respondents receive within this discipline.

Car allowance

Of all respondents surveyed, 36% are entitled to a car allowance or loan. From these respondents under 15% of people receive between £4,000 and £5,999, with 11% receiving between £6,000 and £7,999.

Childcare allowance

Out of the 15% of respondents who are entitled to a childcare allowance, 13% respondents receive less than £99, followed by 11% who are entitled to receive between £100 and £399.

Annual holiday allowance

Just over 65% of information technology respondents receive between 21-25 days as part of their holiday allowance, followed closely by 24% who are entitled to between 26-30 days.

Healthcare

65% of the respondents are entitled to healthcare cover, with 60% of these policies covering themselves only.

Pension

83% of information technology respondents are entitled to join a company pension scheme. Of these, over 24% have been members of the scheme between one to two years, with 21% for up to a year. Of the 83% of respondents, 27% receive between 4-5% from their employer, with 23% jointly contributing between either 2-3% or 6-7%. 29% of respondents personally contribute 4-5%, with the same percentage contributing 6-7% towards their pension, followed by 23% contributing between 2-3%.

Importance of benefits

The top three benefits that people within information technology felt were most important was flexible working with just over 61%, followed by holiday entitlement at 59% and employer contribution to their pension, just over 51%.

BONUSES

Guaranteed bonus

Just under 14% of respondents surveyed receive a guaranteed bonus within information technology. Unfortunately due to insufficient numbers we can't comment on the value of respondents' last and next expected guaranteed bonus.

Company performance related bonus

47% of respondents receive a company performance related bonus. Of these, just under 59% received between 0-5% as part of their last company bonus, followed by just under 21% receiving between 11-20%. 62% of respondents are expecting to receive between 0-5% for their next company performance bonus, with just under 21% expecting to receive 6-10%.

Personal performance related bonus

As part of their remuneration package, 38% of respondents receive a personal performance related bonus. Of these respondents, 47% received a value between 0-5% as part of their last personal bonus and 26% received between 6-10%. As part of their next personal bonus, 52% are expecting to receive a value between 0-5%, followed by 26% expecting to receive between 6-10%.

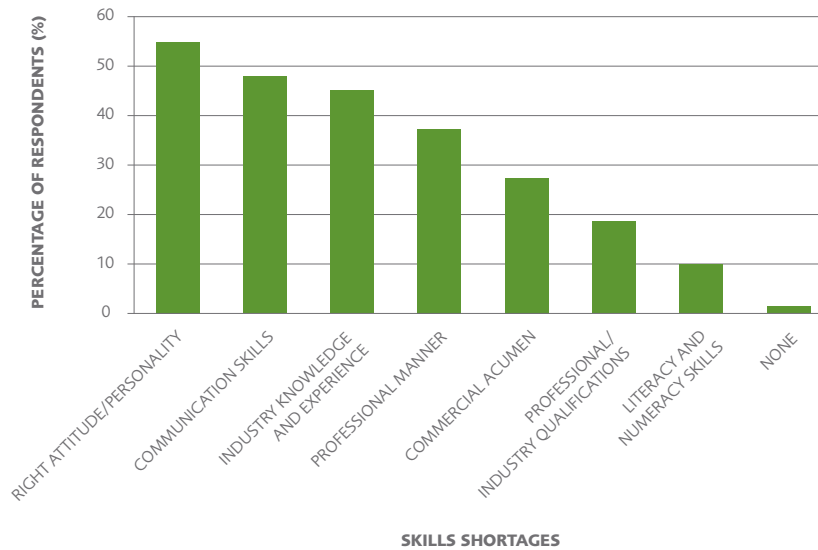


Within information technology, the top type of skill perceived to be lacking is the right attitude or personality, with just under 55%. Communication skills were second highest at 48%, followed by industry knowledge and experience, just over 45%. Just 1% believed that there are no skill shortages within information technology.

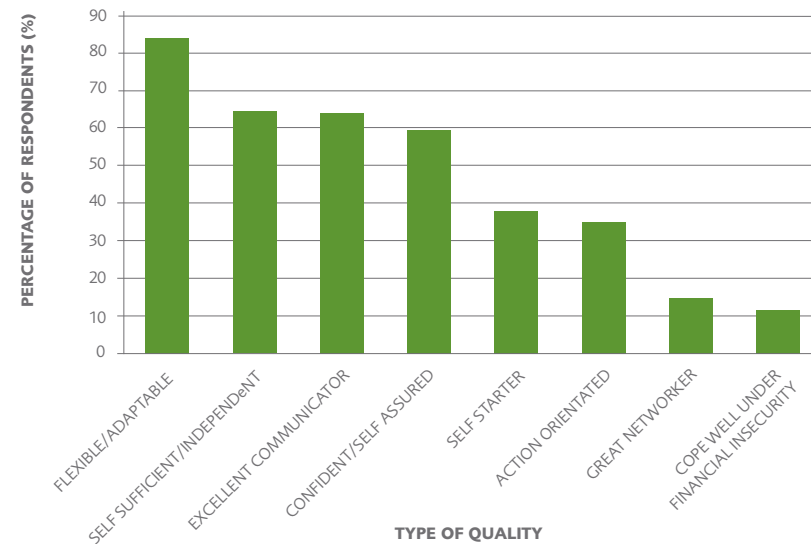
The top three qualities that people believed are required to be successful within this discipline are to be flexible or adaptable at 84%, with being self sufficient/independent and an excellent communicator both at 64%. Being flexible and adaptable is clearly an important factor within information technology as a company's or client's requirement must be catered for to meet the continually changing needs of their business. The quality that people believed was least important was to cope well under financial insecurity at 11%.

Base – All respondents within information technology and were able to provide multiple answers to 6.42 + 6.43

6.42 - SKILLS SHORTAGES WITHIN INFORMATION TECHNOLOGY



6.43 - QUALITIES REQUIRED TO BE SUCCESSFUL WITHIN INFORMATION TECHNOLOGY



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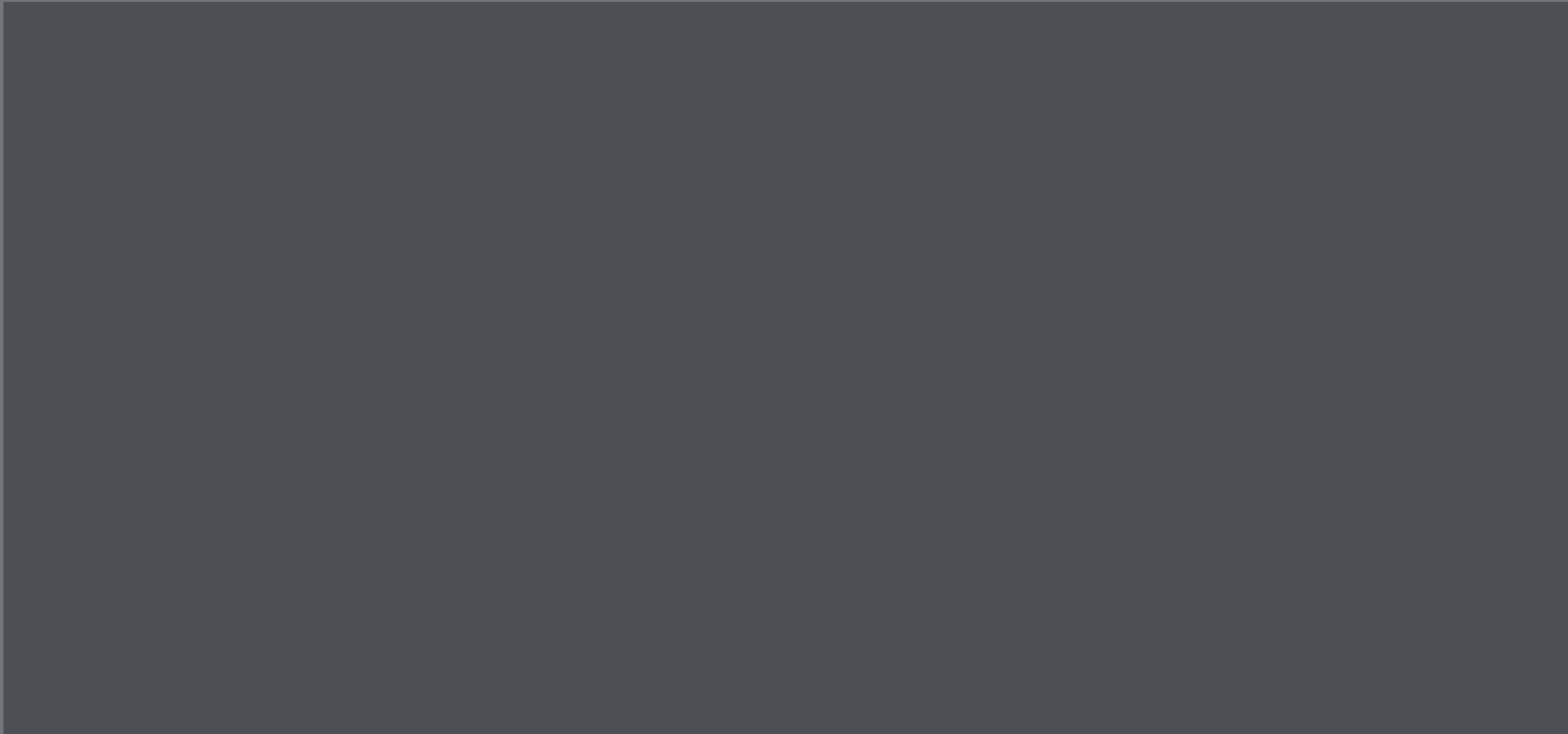
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