

The IT Job Board
Salary Survey
2009

THE 
JOB BOARD

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Salary Survey 2009

The IT Job Board's 2009 salary survey has been created to assist IT professionals and hiring managers to benchmark salaries in the industry. The guide has been compiled through primary candidate research conducted by The IT Job Board from February to April 2009. The final report combines over 6,000 responses into a comprehensive guide that encompasses both contract and permanent IT salaries across the main regions of the UK.

Contents of the Guide

This guide contains a detailed overview of 15 of the most popular job titles. For each position, the guide details;

- Minimum, average and maximum salaries
- Ancillary remuneration offerings including bonuses / health insurance and additional perks.

The guide covers the following job titles;

- Helpdesk
- IT Support
- Database Administrator
- Systems Administrator
- Business Analyst
- Test Analyst
- Architect
- Systems Engineer
- Network Engineer
- Software Developer
- Web Developer
- Consultant
- Software Engineer
- Project Manager
- IT Manager
- IT Director / CIO

Methodology

Data Collection

On average each position and location combination received 13 responses. This information has been used to calculate the average, low and high salary figures contained in the report.

Salary Figures

Each position in the guide contains an average salary as well as detailing both the highest and lowest salary amounts received by respondents.

Wales & Northern Ireland

Due to insufficient data collection, salary information for both Wales & Northern Ireland is not available for some of the job titles contained within the report.

About The IT Job Board

The IT Job Board was launched in April 2002 and is a leading IT recruitment specialist in across Europe. We advertise over 18,000 IT specific jobs in The UK and have a database of over 820,000 IT Professionals in The UK.

Helpdesk

Permanent Salary per Year

Location	High	Average	Low
London	£36,000	£26,900	£18,000
South East	£33,000	£24,900	£18,000
South West	£34,000	£27,600	£22,000
North East	£35,000	£23,700	£18,000
North West	£33,000	£25,600	£18,000
East Anglia	£32,000	£22,600	£18,000
East Midlands	£36,000	£26,250	£20,000
West Midlands	£25,000	£20,300	£18,000
Scotland	£32,000	£22,200	£18,000

Contract Rate per Hour

Location	High	Average	Low
London	£31	£17.50	£7
South East	£25	£14	£7
South West	£25	£18.50	£12
North East	N/A	N/A	N/A
North West	£25	£16.50	£13
East Anglia	£30	£21	£10
East Midlands	£30	£19	£13
West Midlands	£30	£19	£10
Scotland	£29	£13	£6

Additional Benefits

The additional benefits included in the salary package of a permanent helpdesk role are; bonus (34%), private medical insurance (24%) and pension (34%).

These differ when working in a contractor role; where flexible hours (10%) and daily food allowance (10%) are the key benefits.

IT Support

Permanent Salary per Year

Location	High	Average	Low
London	£37,000	£26,600	£18,000
South East	£34,000	£28,200	£19,400
South West	£32,000	£27,600	£18,000
North East	£26,000	£23,400	£22,000
North West	£28,500	£21,800	£20,000
East Anglia	£31,000	£24,000	£18,000
East Midlands	£28,000	£22,600	£18,000
West Midlands	£35,000	£22,800	£18,000
Scotland	£35,000	£23,900	£18,000
Wales	£22,500	£19,300	£18,000

Contract Rate per Hour

Location	High	Average	Low
London	£34	£23	£17.50
South East	£35	£26.50	£10
South West	£29	£20	£10
North East	£32	£21	£7
North West	£25	£15.30	£6
East Anglia	£28	£20	£12
East Midlands	£28	£22	£6.50
West Midlands	£20	£13.50	£8
Scotland	£29	£19	£8.50
Wales	£21.3	£17	£8

Additional Benefits

44% of permanent IT Support roles have a pension scheme included in their package. Other key benefits in this role include; bonus, depending on their personal or company performance (33%) and private medical insurance (23%).

Additional benefits to a salary package for an IT Support contract role are; flexible working hours (8%), daily food allowance (8%) and petrol allowance (8%).

Database Administrator

Permanent Salary per Year

Location	High	Average	Low
London	£52,000	£40,450	£22,000
South East	£43,000	£37,850	£25,700
South West	£40,000	£32,300	£25,000
North East	£45,000	£35,000	£18,000
North West	£45,000	£35,000	£26,300
East Anglia	£52,000	£40,460	£22,000
East Midlands	£48,000	£34,250	£18,000
West Midlands	£45,000	£36,300	£20,000
Scotland	£40,000	£24,660	£18,000

Contract Rate per Hour

Location	High	Average	Low
London	£72	£50	£10
South East	£57	£42	£9
South West	£47	£39	£10
North East	N/A	N/A	N/A
North West	£52	£40	£8
East Anglia	£55	£40	£12
East Midlands	£52	£37.50	£10
West Midlands	£53	£32	£9
Scotland	£49	£37	£11

Additional Benefits

On top of their salary 44% of permanent Database Administrators receive bonuses due to personal or company performance as well as a pension (43%) and flexible working hours (34%). The other additional benefit included in their package is private medical insurance.

For contractors the main benefits are; flexible working hours (25%) followed by bonus (8%).

System Administrator

Permanent Salary per Year

Location	High	Average	Low
London	£58,000	£31,700	£18,000
South East	£51,200	£31,600	£19,000
South West	£40,000	£26,800	£21,000
North East	£36,234	£25,600	£19,000
North West	£45,000	£27,500	£18,800
East Anglia	£41,000	£29,700	£19,000
East Midlands	£44,000	£28,200	£19,500
West Midlands	£54,000	£29,650	£20,000
Scotland	£41,000	£28,100	£20,000
Wales	£32,000	£23,990	£20,000

Contract Rate per Hour

Location	High	Average	Low
London	£55	£30	£7
South East	£60	£36.50	£13
South West	£65	£29	£10
North East	£30	£18	£9
North West	£28	£15	£8
East Anglia	£23	£15	£7.50
East Midlands	£45	£29	£13
West Midlands	N/A	N/A	N/A
Scotland	£33	£25	£18

Additional Benefits

The additional benefits included in the salary package of a permanent System Administrator are; pension scheme (42%), bonus (38%) and private medical insurance (32%).

These differ when working in a contractor role; where daily food allowance (25%) and flexible working hours (15%) are the key benefits.

Business Analyst

Permanent Salary per Year

Location	High	Average	Low
London	£58,000	£43,000	£19,000
South East	£52,250	£39,700	£19,000
South West	£43,000	£35,000	£25,000
North East	£48,000	£30,000	£25,000
North West	£50,000	£31,500	£23,000
East Anglia	£40,000	£30,000	£21,600
East Midlands	£50,000	£34,700	£24,000
West Midlands	£55,000	£33,950	£22,000
Scotland	£43,000	£28,250	£21,000
Wales	£42,000	£34,000	£25,000

Contract Rate per Hour

Location	High	Average	Low
London	£59	£34	£17
South East	£42.50	£32	£12.50
South West	£49	£36	£13
North East	N/A	N/A	N/A
North West	£57	£35	£12
East Anglia	£55	£47	£37
East Midlands	£45	£36	£26
West Midlands	£45	£36	£8.50
Scotland	£40	£29	£16
Wales	£29.50	£19	£10

Additional Benefits

For a permanent Business Analyst the main benefits on top of their salary are; bonus due to personal or company performance (59%), company pension scheme (52%) and private medical insurance (47%).

As a Business Analyst contractor the additional benefits are flexible working hours (14%) and bonus (7%).

Test Analyst

Permanent Salary per Year

Location	High	Average	Low
London	£48,000	£37,500	£24,000
South East	£41,000	£30,150	£21,000
South West	£45,000	£33,500	£25,000
North East	£45,000	£32,000	£21,000
North West	£32,000	£28,550	£22,000
East Anglia	£35,000	£32,800	£27,000
East Midlands	£40,000	£29,400	£21,000
West Midlands	£35,000	£25,670	£22,000
Scotland	£31,045	£24,875	£20,000
Wales	£40,000	£28,500	£22,000

Contract Rate per Hour

Location	High	Average	Low
London	£43	£26	£9
South East	£37	£23	£9
South West	£40	£24	£12.50
North East	N/A	N/A	N/A
North West	£37	£23.50	£10
East Anglia	£50	£33	£18
East Midlands	£31	£22	£6
West Midlands	£33	£24	£19
Scotland	£53	£26	£10

Additional Benefits

On top of their salary 52% of permanent Test Analysts receive bonuses due to personal or company performance as well as a pension (49%) and private medical insurance (39%) from the company. Other additional benefits included in their package are flexible working hours (33%) and life insurance (25%).

For contractors the main benefits are flexible working hours (13%) followed by bonus (10%).

Architect

Permanent Salary per Year

Location	High	Average	Low
London	£90,000	£55,350	£25,000
South East	£72,000	£51,100	£35,000
South West	£62,500	£48,800	£37,000
North East	£76,000	£52,200	£23,000
North West	£66,000	£50,250	£38,000
East Anglia	£75,000	£50,850	£31,400
East Midlands	£80,000	£38,000	£28,000
West Midlands	£77,000	£40,000	£28,000
Scotland	£40,000	£34,500	£30,500

Contract Rate per Hour

Location	High	Average	Low
London	£68	£45	£37.50
South East	£67	£44	£28
South West	£68	£43	£35
North East	£62.50	£43	£25
North West	£56	£35	£25
East Anglia	£65	£44	£27
East Midlands	£58	£39	£26
West Midlands	£73	£58	£31
Scotland	£68	£50	£31

Additional Benefits

61% of permanent Architects receive a bonus on top of their salary, depending on their personal or company performance. Other key benefits in this role are; pension (59%) and private medical insurance (55%).

Additional benefits to a salary package for an Architect in a contract position are; flexible working hours (13%) and bonus (7%).

Systems Engineer

Permanent Salary per Year

Location	High	Average	Low
London	£50,000	£34,200	£19,000
South East	£47,000	£32,600	£21,400
South West	£42,000	£31,500	£25,000
North East	£30,000	£27,300	£22,000
North West	£41,000	£26,500	£19,200
East Anglia	£45,000	£34,000	£23,000
East Midlands	£48,000	£29,800	£18,600
West Midlands	£32,000	£26,300	£18,000
Scotland	£46,000	£32,350	£18,000
Wales	£35,000	£31,500	£25,000

Contract Rate per Hour

Location	High	Average	Low
London	£55	£29	£15
South East	£60	£30	£15
South West	£43	£36	£18
North East	£45	£36	£15
North West	£38	£19	£13
East Anglia	£35	£27	£20
East Midlands	£40	£25	£10
West Midlands	£34	£22	£9
Scotland	N/A	N/A	N/A

Additional Benefits

The additional benefits included in the salary package of a permanent Systems Engineer role are; pension scheme (49%), bonus (37%) and private medical insurance (39%).

These differ when working in a contractor role; where flexible working hours (15%) and petrol allowance (8%) are the key benefits.

Network Engineer

Permanent Salary per Year

Location	High	Average	Low
London	£60,000	£33,900	£21,000
South East	£45,000	£31,800	£20,000
South West	£70,000	£36,500	£26,000
North East	£45,000	£35,000	£20,000
North West	£38,500	£27,700	£21,000
East Anglia	£45,000	£33,000	£23,000
East Midlands	£32,300	£25,800	£20,000
West Midlands	£30,000	£25,900	£23,000
Scotland	£44,000	£26,500	£20,000
Wales	£50,000	£33,900	£20,000

Contract Rate per Hour

Location	High	Average	Low
London	£60	£33	£9
South East	£60	£33	£17
South West	£57	£32	£11
North East	£42.50	£25	£8.80
North West	£43	£34	£10
East Anglia	£47	£33	£16
East Midlands	£42	£28	£17
West Midlands	£50	£31	£12.50
Scotland	£42	£35	£15
Wales	£45	£33	£20

Additional Benefits

On top of their salary 40% of permanent Network Engineers have a company bonus scheme, 37% receive bonuses due to personal or company performances as well as a pension and private medical insurance (25%) from the company.

For contractors the main benefit is flexible working hours (12%) followed by petrol allowance (10%) and company car (10%).

Software Developer

Permanent Salary per Year

Location	High	Average	Low
London	£52,000	£35,500	£18,000
South East	£53,000	£35,800	£18,500
South West	£55,000	£34,580	£20,000
North East	£44,000	£28,500	£20,000
North West	£52,000	£31,850	£19,200
East Anglia	£45,000	£36,400	£24,000
East Midlands	£41,000	£32,100	£18,000
West Midlands	£42,000	£30,900	£19,000
Scotland	£45,000	£28,200	£18,000
Wales	£35,000	£24,750	£20,000
Northern Ireland	£40,000	£32,800	£25,000

Contract Rate per Hour

Location	High	Average	Low
London	£59	£33	£13
South East	£44	£29	£8
South West	£40	£32.50	£20
North East	£40	£32	£13
North West	£57	£34	£15
East Anglia	£37	£25	£15
East Midlands	£53	£42	£20
West Midlands	£45	£35	£15
Scotland	£40	£30	£16

Additional Benefits

The additional benefits included in the salary package of a permanent Software Developer are; bonus (45%), company pension scheme (42%) and private medical insurance (31%).

These differ when working in a contractor role; where flexible hours (11%) and daily food allowance (6%) are the key benefits.

Web Developer

Permanent Salary per Year

Location	High	Average	Low
London	£64,000	£33,700	£20,000
South East	£51,500	£39,550	£27,000
South West	£47,000	£31,800	£24,000
North East	£30,000	£25,700	£19,600
North West	£27,500	£23,800	£20,000
East Anglia	N/A	N/A	N/A
East Midlands	£35,700	£29,600	£20,000
West Midlands	£39,000	£29,000	£18,000
Scotland	£34,000	£31,750	£30,000

Contract Rate per Hour

Location	High	Average	Low
London	£56	£37	£10
South East	£30	£22	£12
South West	£35	£26	£13
North East	£40	£26	£7
North West	£31	£21	£8
East Anglia	£42	£27	£9
East Midlands	£42	£27	£10
West Midlands	£39	£23	£8
Scotland	£38	£26	£10

Additional Benefits

30% of permanent Web Developers receive a bonus on top of their salary, depending on their personal or company performance. Other key benefits in this role are; pension (30%) and flexible working hours (27%).

Additional benefits to a salary package for a Web Developer in a contract position are; flexible working hours (17%) and bonus (10%).

Consultant

Permanent Salary per Year

Location	High	Average	Low
London	£66,000	£46,200	£22,300
South East	£65,000	£49,300	£23,000
South West	£55,000	£38,500	£22,000
North East	£47,000	£35,600	£24,000
North West	£65,000	£41,900	£25,000
East Anglia	£60,000	£42,400	£35,000
East Midlands	£63,000	£47,300	£27,000
West Midlands	£58,000	£44,100	£25,800
Scotland	£38,000	£30,800	£23,000
Wales	£40,000	£32,000	£24,000

Contract Rate per Hour

Location	High	Average	Low
London	£65	£50	£20
South East	£67	£50	£15.50
South West	£64	£48	£28
North East	£69	£54	£35
North West	£63	£45	£16
East Anglia	£63	£50	£10
East Midlands	£73	£46	£25
West Midlands	£63	£38	£27
Scotland	£65	£38	£10
Wales	£58	£40	£10

Additional Benefits

For a permanent Consultant role the main benefits on top of their salary are; bonus due to personal or company performance (75%), company pension scheme (54%) and private medical insurance (48%).

As a Consultant contractor the additional benefits are flexible working hours (15%) and daily food allowance (8%).

Software Engineer

Permanent Salary per Year

Location	High	Average	Low
London	£65,000	£39,300	£18,500
South East	£64,000	£36,100	£18,000
South West	£55,000	£34,600	£21,000
North East	£41,000	£28,000	£21,000
North West	£57,000	£31,100	£21,000
East Anglia	£47,000	£33,200	£21,000
East Midlands	£45,000	£30,500	£22,000
West Midlands	£50,000	£33,400	£19,000
Scotland	£45,000	£29,900	£24,800
Wales	£42,000	£30,100	£20,400

Contract Rate per Hour

Location	High	Average	Low
London	£71	£46	£20
South East	£67	£43	£25
South West	£41	£32	£18
North East	£51	£43	£26
North West	£50	£40	£25
East Anglia	£46	£31	£24
East Midlands	£49	£33	£26
West Midlands	N/A	N/A	N/A
Scotland	£45	£30	£25

Additional Benefits

The additional benefits included in the salary package of a permanent Software Engineer are; bonus (51%), private medical insurance (33%) and pension (44%).

These differ when working in a contractor role; where flexible hours (13%) and petrol allowance (8%) are the key benefits.

Project Manager

Permanent Salary per Year

Location	High	Average	Low
London	£75,000	£51,600	£25,000
South East	£75,000	£51,450	£28,500
South West	£50,000	£39,900	£26,000
North East	£55,000	£32,000	£22,000
North West	£56,000	£45,200	£25,000
East Anglia	£50,000	£43,380	£34,140
East Midlands	£52,000	£45,500	£30,000
West Midlands	£64,000	£45,200	£28,000
Scotland	£65,000	£43,500	£30,000
Wales	£40,200	£36,700	£32,400

Contract Rate per Hour

Location	High	Average	Low
London	£69	£56	£22
South East	£56	£46	£25
South West	£58	£47	£25
North East	£59	£44	£20
North West	£54	£37	£23
East Anglia	£63	£45	£26
East Midlands	£58	£38	£25
West Midlands	£62	£42	£19
Scotland	£59	£41	£26

Additional Benefits

62% of permanent Project Managers receive a bonus on top of their salary, depending on their personal or company performance. Other key benefits in this role are; pension (55%) and private medical insurance (44%).

Additional benefits to a salary package for a Project Manager in a contract position are; flexible working hours (12%) and bonus (9%).

IT Manager

Permanent Salary per Year

Location	High	Average	Low
London	£94,000	£51,500	£24,000
South East	£92,000	£46,300	£21,000
South West	£75,000	£45,700	£24,000
North East	£57,000	£45,500	£25,000
North West	£93,000	£47,500	£24,500
East Anglia	£93,000	£47,600	£33,000
East Midlands	£70,000	£46,700	£27,000
West Midlands	£60,000	£42,900	£25,000
Scotland	£62,500	£40,200	£25,000
Wales	£57,000	£34,500	£28,000

Contract Rate per Hour

Location	High	Average	Low
London	£69	£57	£25
South East	£61	£43	£35
South West	£66	£56	£26
North East	£59	£47	£25
North West	£55	£41	£25
East Anglia	£45	£37	£25
East Midlands	£56	£35	£22
West Midlands	£44	£33	£22.50
Scotland	£62	£54	£25

Additional Benefits

On top of their salary 72% of permanent IT Managers receive bonuses due to personal or company performances as well as a pension (53%) and private medical insurance (57%) from the company. Other additional benefits included in their package are flexible working hours (40%) and company car (32%).

For contractors the main benefit is flexible working hours (18%) followed by bonus (10%).

IT Director / CIO

Permanent Salary per Year

Location	High	Average	Low
London	£170,000	£103,700	£42,000
South East	£90,000	£81,300	£42,300
South West	£80,000	£65,300	£31,500
North East	N/A	N/A	N/A
North West	£115,000	£71,600	£43,000
East Anglia	£145,000	£87,500	£30,000
East Midlands	£75,000	£61,300	£43,700
West Midlands	£120,000	£78,500	£55,000
Scotland	£100,000	£52,000	£41,000

Contract Rate per Hour

Location	High	Average	Low
London	£125	£57	£25
South East	£123	£68	£40
South West	£112	£57	£41
North East	£109	£61	£25
North West	£100	£54	£20
East Anglia	£180	£55	£25
East Midlands	£75	£67	£39
West Midlands	£106	£64	£25
Scotland	N/A	N/A	N/A

Additional Benefits

For a permanent IT Director / CIO the main benefits on top of their salary are; bonus due to personal or company performance (75%), private medical insurance (61%) and company pension scheme (56%).

As an IT Director contractor the additional benefits are flexible working hours (25%) and bonus (8%).