

Helpdesk Report: Data Scientist

by

Incomes Data Research

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This report has been produced by Incomes Data Research Limited as part of the ECC Labour Market and Pay Data Service.

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1. Introduction

This report has been prepared by Incomes Data Research (IDR) and, as requested, it provides market salary data for the following role(s):

- Data Scientist

2. Market salary data

This section presents the market salary data. We aim to provide a minimum of three sources of information for each job to enable ‘triangulation’ of the results, and thereby provide the widest possible assessment of the market for this role.

2.1. Market data

The tables in the following sections provide the aggregate market salary for a full-time Data Scientist.

2.1.1. NHS data

In this section we provide information on the salary range for the pay band likely to cover comparator jobs in the NHS. The NHS, with 1.2m staff is the largest employer in the UK and as such plays a key role in influencing the market for many non-medical roles, particularly in education, given the links between parts of higher education and the NHS.

Data Scientists in the NHS are typically employed on Band 8a or Band 8b, depending on the level of responsibility. The current salary range is between £47,126 and £53,219 (Band 8a) and between £54,764 and £63,862 a year outside of London and high-cost areas in the South East/South. Roles based in high-cost areas qualify for the following supplements:

- Inner London – 20% of basic salary, subject to a minimum payment of £4,608 and a maximum payment of £7,097;
- Outer London – 15% of basic salary, subject to a minimum payment of £3,898 and a maximum payment of £4,967;

- Fringe – 5% of basic salary, subject to a minimum payment of £1,066 and a maximum payment of £1,845.

2.1.2. IDR data

The following tables contain data from IDR Pay Benchmarker, our online database of salary information. This data has been collected by IDR directly from employers through surveys and bespoke data collection for the IDR Pay Benchmarker service.¹

Data Scientist, whole economy, job level 8

Job level	Company count	Lower quartile	Median	Upper quartile	Average
Level 8	18	£55,286	£65,000	£79,779	£70,798

Source: IDR Pay Benchmarker.

Data Scientist, by sector, job level 8

Sector	Median	Average
Private sector	£75,875	£76,630
Public sector	£55,573	£54,466

Source: IDR Pay Benchmarker.

IT Software Developer, whole economy, job level 8

Job level	Company count	Median	Average
Level 8	9	£58,036	£62,193

Source: IDR Pay Benchmarker.

¹ Refers to the IDR Job Level. These typically cover the following types of roles: 1 and 2, admin, support and manual roles; 3 and 4, secretarial and craft roles; 5 and 6, vocational and supervisory; 7 and 8, professional and managerial; 9, senior management; 10a and 10b, directors; 11, senior directors/chief executives.

2.1.3. Recruitment data

The data in this section is based on analysis of recruitment salaries for a similar role(s). It is a guide to starting pay for these roles, and in some cases also provides a guide to the maximum that might be achieved.

BI and Data Science

Job role	Range £pa	Average £pa
Data Scientist, London	£59,700 to £81,600	£70,700

Source: Reed Salary Guide 2022.