

Helpdesk Report: Head of IT

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):

- Head of IT

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 Head of IT.

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.

Department Heads in the NHS are typically employed on Band 8c or Band 8d, depending on the size of the trust. The current salary range is between £65,664 and £75,874 (Band 8c) and between £78,192 and £90,387 (Band 8d) 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

IT Function Head, public sector

Level	Company count	Lower quartile	Median	Upper quartile	Average
Level 9	19	£64,512	£69,753	£80,000	£72,191

Source: IDR Pay Benchmarker.

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.

SLT and Support Function Roles

Job role	Range £pa	Typical £pa
IT Director, South	£48,000 - £68,000	£58,000

Source: Reed Salary Guide 2022, Further Education.

Strategy and Leadership, Public Sector

Job role	Salary £pa
Head of IT, South (under 1k employees)	£61,200

Source: Reed Salary Guide 2022, Technology.

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.

2.1.4. Other data sources

Head of IT, Rank 1

Selection criteria	Lower quartile	Median	Upper quartile
National Range	£67,621	£79,555	£96,261
Public Administration	£66,945	£78,759	£95,298
Buckinghamshire	£64,764	£76,193	£92,194

Source: Commercial survey.

3. Job advertisements

This section details current comparable vacancies from our database of advertised positions.

3.1.Data and summary

Head of IT - job advertisements

Reference ID	Organisation	Job title	Min	Max	Location
ID568	Department of Health & Social Care	Head of IT Business Systems	£49,529	£49,529	Leeds
ID569	Office For Students	Head of IT Security	£59,463	£65,952	Bristol/Remote
ID570	H&R Talent*	Head of IT	£65,000	£65,000	Buckinghamshire

*Recruiter for a historical estate.

3.2.Job advertisements

The following pages present the job advertisements for the above vacancies.