

Helpdesk Report:
IT Assistant Director,
Business Change

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):

- IT Assistant Director, Business Change

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 IT Assistant Director, Business Change.

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.

IT Assistant Directors 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. 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.

Technology Leadership, North East England

Job role	Range £pa	Typical £pa
Senior Projects & Change Manager	£50,000 to £60,000	£55,000

Source: Hay Salary Guide 2022.

2.1.3. Other data sources

Project Manager, Rank 1

Selection criteria	Lower quartile	Median	Upper quartile
National Range	£60,766	£71,489	£86,502
Public Administration	£60,158	£70,775	£85,637
North East	£58,335	£68,630	£83,042

Source: Commercial survey.