

Helpdesk Report: Systems Architect

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):

- Systems Architect

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 Systems Architect.

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.

Systems/Infrastructure Architect roles in the NHS are typically employed on Band 7 or 8a depending on the size of the trust. The current salary range for is between £41,659 and £47,672 (band 7) and between £48,526 and £54,619 (band 8a) 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 £4,888 and a maximum payment of £7,377;

- Outer London – 15% of basic salary, subject to a minimum payment of £4,108 and a maximum payment of £5,177;
- Fringe – 5% of basic salary, subject to a minimum payment of £1,136 and a maximum payment of £1,915.

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 Manager, public sector, job level 7

Job level	Description	Lower quartile	Median	Upper quartile	Average
Level 7	Public sector, upper quartile adjustment	£42,701	£43,357	£46,315	£44,151

Source: IDR Pay Benchmarker.

Note: the data has been adjusted since the role sits at the upper range for an IDR Job level 7

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.

3. Job advertisements

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

3.1.Data and summary

Systems Architect - job advertisements

Reference ID	Organisation	Job title	Min £pa	Max £pa	Location
ID763	Welsh Government	Senior Technical Architect	£41,700	£49,370	Wales

3.2.Job advertisements

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

Vacancy -- Senior IT Service Roles (SEO) - Multiple Roles

Working for the Civil Service

The Welsh Government's recruitment processes are underpinned by the principle of selection for appointment on merit on the basis of fair and open competition as outlined in the **Civil Service Commission's Recruitment Principles** (https://civilservicecommission.independent.gov.uk/wp-content/uploads/2019/03/02a_RECRUITMENT-PRINCIPLES-April-2018-FINAL-.pdf).

The **Civil Service Code** (<http://civilservicecommission.independent.gov.uk/code/>) sets out the standards of behaviour expected of civil servants.

Vacancy Details

Group	Chief Operating Officer's Group
Branch	DDaT – IT Services
Salary range	SEO - £41,700 - £49,370
Actual starting salary	£41,700
Work pattern	Full time (applications are welcome from people who work part time, as part of a job share or who work full time)
Type of opportunity	Loan
Duration	Up to 2 years
Location of Post	Pan Wales

'Pan Wales' means that the location in which the vacancy can be based is flexible, subject to the needs of the business. Please note it may not always be possible to accommodate a preference for a specific office location, but requests will be taken into consideration.

Interview dates	TBC
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Purpose of Post:

The Welsh Government has made significant improvements to its IT technology portfolio over the last few years and is considered to be one of the leading UK public sector organisations in terms of Digital and IT capability.

The Welsh Government has recently completed a number of IT projects such as transitioning away from the Government Secure Intranet (GSI) email to Office 365 and Teams-based telephony, rolling out new laptops and home-working equipment to staff, refitting meeting rooms and collaboration suites to support hybrid working and completing a significant set of application migrations to Microsoft Azure. With a new organisational strategy, WG2025, setting ambitious goals for internal and external improvements, we're embarking on new programmes aimed at removing legacy applications and making the most of our cloud-based services. These initiatives will move more functionality into Dynamics 365, refresh the wired and wireless network, develop and implement automated Windows 11 deployment across the estate, improve our collaboration platforms and retire numerous legacy platforms, while improving the information and guidance about our existing services available to our users and customers.

The IT Services Division is a cornerstone of the Welsh Government's functions. The work that our staff have delivered during the COVID-19 pandemic was recognised with a special Permanent Secretary's Award in the 2021 Welsh Government Awards.

The type of posts that may be available for matching include:

- Senior Developers
- Senior Network Engineers
- Senior Technical Architects
- Senior Infrastructure Engineers
- Senior Service Transition Managers

These are varied and critical roles providing vital support and service to over 5500 users.

Key tasks:

The indicative key tasks outlined below may not all necessarily be required within a single post and other tasks may also be undertaken. There will be a greater emphasis technical knowledge and ability for a developer, architect, or engineer role.

What your organisation will expect?

- Contribute to the delivery of the IT Service Strategy by providing compliant, secure and effective IT services.
- Keep abreast of relevant technologies and service principles to enhance existing and new services.
- To be an expert in your field providing advice, guidance and support

What your team will expect?

- Lead and/or manage the development and delivery of new and existing services.
- Support and encourage IT Service colleagues to develop their understanding of service and existing technologies across the Welsh Government Estate
- Provide day to day line management support to your team
- Advise and support internal colleagues on technical and service related issues.
- Ensure any line managed staff are developed through the provision of direction, advice and support for training and professional development.

What your stakeholders will expect?

Ensure that operational processes are communicated effectively aiding service and solution design

- Ensure that operational processes are communicated effectively aiding service and solution design, implementation, and ongoing support.
- Develop and maintain strategic links with the wider DDaT community.
- Work with other public sector organisations where common areas of interest are identified.

Development opportunities:

These roles will form part of Welsh Government's Digital, Data and Technology (DDaT) profession. This is a growing profession, and you will have the opportunity to be part of shaping and growing it. The posts will provide opportunity to understand how Welsh Government uses and supports technology to deliver to its customers.

Closing Date:

03/04/2023, 16:00

Disability Confident

The Welsh Government has adopted the social definition of disability, in which it is recognised that barriers in society act to disable people who have impairments or health conditions, who are neurodivergent or who use British Sign Language. We are committed to removing barriers so that all (or potential new) staff can perform at their best.

We guarantee to interview any disabled person who meets the minimum criteria for the post. By 'minimum criteria' we mean that you must provide us with evidence, at each stage of the assessment process before interview, which demonstrates you generally meet the job description requirements. We are committed to the employment and career development of disabled people.

If you have an impairment or health condition, if you are neurodivergent or use British Sign Language and need to discuss reasonable adjustments for any part of this recruitment process, or wish to discuss how we will put in place any adjustments if you were to be successful, please email sharedservicehelpdesk@gov.wales (<mailto:sharedservicehelpdesk@gov.wales>) as soon as possible and a member of the team will contact you to discuss requirements and any questions you may have.

Welsh Language Requirements

The Welsh Government is a bilingual organisation and Welsh language skills are considered an asset to the organisation. We encourage and support staff to learn, develop and use their Welsh language skills in the workplace.

The following list of language requirements represents an objective assessment by the line manager on behalf of the Welsh Government of the Welsh language skills required to undertake the duties of this particular post.

Welsh language skills	Desirable
Reading	Can read some basic words and phrases with understanding
Spoken	Can hold a basic conversation in Welsh
Understanding	