

Helpdesk Report: HR Business Analyst

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):

- HR Business Analyst

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 HR Business Analyst.

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.

Analysts in the NHS are typically employed on Band 6 and the current salary range is between £33,706 and £40,588 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 Business/Systems Analyst, whole economy, job level 6

Job level	Company count	Lower quartile	Median	Upper quartile	Average
Level 6	14	£32,868	£33,175	£40,714	£36,239

Source: IDR Pay Benchmarker.

IT Business/Systems Analyst, public sector, job level 6

Job level	Median	Average
Level 6	£32,881	£32,719

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.

Human Resources

Job role	Range £pa	Typical £pa
Analyst, North West	£35,500 - £43,500	£39,500

Source: Reed Salary Guide 2022.

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

HR Business Analyst - job advertisements

Reference ID	Organisation	Job title	Min	Max	Location
ID685	University of Exeter	Business Analyst	£37,474	-	South West
ID686	University of Edinburgh	Business Intelligence & Reporting Analyst	£29,619	£34,308	Scotland
ID687	University of Hull	Strategic Data Analyst	£36,386	£42,155	Yorkshire & the Humber

3.2.Job advertisements

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



Business Analyst

University of Exeter - University Corporate Services (Strategic Delivery Unit)

Location:	Exeter, Penryn	Placed On:	25th October 2022
Salary:	The starting salary will be from £37,474 on Grade F, depending on qualifications and experience.	Closes:	8th November 2022
Hours:	Full Time	Job Ref:	P85622
Contract Type:	Fixed-Term/Contract		

Apply

This full-time post is available immediately on a fixed-term basis. This role offers the opportunity for hybrid working – some time on campus and some from home.

Please apply by 8 November 2022.

Summary of the role

The Strategic Delivery Unit sits within University Corporate Services, at the heart of the University's strategic transformation activities. We deliver the University's highest profile projects and programmes that change organisational structures, processes, technology, buildings and culture. In joining us, you would helping to bring our future vision to life.

We are looking for an experienced business transformation professional to join our team as a Business Analyst on a 1 year Fixed Term contract. With a strong skills in bringing analytical insight to feasibility studies and projects, the successful candidates will be experienced in working at all levels within and across an organisation, eliciting data and evidence to identify and shape critical interventions.

The role is full time and would be hybrid working based from either our Exeter or Penryn campuses.

Please ensure you read the Job Description and Person Specification on our website for full details of this role.

Further information

Please contact Gill Preston, g.l.preston@exeter.ac.uk

Advert information

Type / Role:

Professional / Managerial / Support Services



THE UNIVERSITY
of EDINBURGH

Business Intelligence & Reporting Analyst

The University of Edinburgh - CSG/HR/HR Services

Location:	Edinburgh	Placed On:	21st October 2022
Salary:	£29,619 to £34,308 (Grade 6)	Closes:	3rd November 2022
Hours:	Full Time	Job Ref:	5547
Contract Type:	Permanent		

[View Employer Profile](#)

[Apply](#)

Permanent - 35 hours per week

The Opportunity:

At a time when the University is significantly investing in the HR data and reporting landscape, this is an exciting opportunity to play a pivotal role in both leveraging the new tools and also supporting continued development.

Your skills and attributes for success:

- Demonstrable complex data manipulation and transformation experience
- Experience summarising and presenting data, both written and oral
- Proven analytical and problem solving abilities
- Understanding of data quality and integrity issues

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Advert information

Type / Role:

[Professional / Managerial / Support Services](#)

Subject Area(s):

[Administrative](#)

[IT](#)

[Library Services & Information Management](#)



UNIVERSITY OF HULL

Strategic Data Analyst

University of Hull - Strategic Planning and Business Intelligence Service

Location:	Kingston upon Hull	Placed On:	25th October 2022
Salary:	£36,386 to £42,155 per annum	Closes:	9th November 2022
Hours:	Full Time	Job Ref:	SP0002
Contract Type:	Permanent		

Apply

Applicants are required to submit a current CV and covering letter outlining how their qualifications and experience meet the Person Specification in the Job Description below.

Are you highly numerate, a self starter and love working in a constantly changing environment? Do you thrive on working to provide best practice business intelligence to meet external requirements and internal business need? If you are, this could be the role for you. We are a newly established small Directorate with big ambitions for our future service provision to the University of Hull. We are seeking a new member of staff for the Planning and Strategic Analysis team within the Directorate of Strategic Planning and Business Intelligence. We are looking for a highly motivated team player to join us and make an immediate difference to our data analysis and strategic insight workstreams.

The successful candidate will be joining The University as we start to implement our new Strategy 2030, with its central ambitions around people, place and partnerships to drive a fairer, brighter, carbon neutral future for all. Our new agile working policy means we can accommodate flexible working and blend being on campus with working from home in line with business need.

Interested? Informal enquiries welcome to Liz Nicholson, Head of Planning and Strategic Analysis (elizabeth.nicholson@hull.ac.uk) before the application closure date.

Further details:

At Hull we are committed to equality of opportunity, diversity and inclusion at every level, because we believe a diverse workforce brings broader expertise, improved innovation and greater success for all.

Please note that we are unable to respond to enquiries, accept CVs or applications from Recruitment Agencies.

Advert information

Type / Role:

Professional / Managerial / Support Services

Subject Area(s):