



# 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. Official earnings data

The data provided below is based on the Government’s latest Annual Survey of Hours and Earnings (ASHE), for April 2017. This survey, conducted by the Office for National Statistics, provides a snapshot of earnings each April and is based on a 1% sample of National Insurance numbers. ASHE is considered a reliable source of official earnings data.

The following table details the median and average UK gross annual pay for full time employees in the closest-matched occupational category. It also provides information on the annual percentage change which can be an indicator of labour market pressures.

## Annual pay - Gross (£)<sup>1</sup> - For full-time employee jobs: United Kingdom, 2017

Description	Code	No. of jobs (000s)	Median £	Annual percentage change %	Average £	Annual percentage change %
Information technology and telecommunications directors	1136	29	69,577	-0.6	78,637	2.7
Information technology and telecommunications professionals	213	522	42,720	0.7	47,584	3.5

Source: Table 14.7a, ASHE 2017.

### 2.1.2. Recruitment data

The data in this section is based on analysis of recruitment salaries for a similar role(s), mainly in the private sector. 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.

### IT Management

	Range £pa	Typical £pa
IT Change Manager, London	61,000-77,000	66,000
Head of IT Projects/Change, London	70,000-95,000	86,000
Head of IT, London	60,000-90,000	85,000

Source: Hay Salary and Recruiting Guide 2018.

<sup>1</sup> Gross pay excludes bonuses but includes basic pay, shift premium payments, overtime pay, paid leave, maternity pay, sick pay and other pay.

### 2.1.3. 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 market for many non-medical roles, particularly in education, given the links between parts of higher education and the NHS.

Heads of IT in the NHS are typically employed on Band 8c and the current salary range is between £59,090 and £71,243 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 £4,326 and a maximum payment of £6,663;
- Outer London – 15% of basic salary, subject to a minimum payment of £3,659 and a maximum payment of £4,664;
- Fringe – 5% of basic salary, subject to a minimum payment of £1,000 and a maximum payment of £1,733.

### 2.1.4. IDR data

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

#### IT job family, whole economy, job level 8<sup>2</sup>

Job level	Company count	Lower quartile	Median	Upper quartile	Average
Level 8	209	£52,850	£65,056	£84,000	£68,914

Source: IDR Pay Benchmarker.

<sup>2</sup> Refers to the IDR Job Level. These typically cover the following: 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 director/chief executive.

### IT job family, whole economy, job level 8 - regional breakdown

Region	Salary count	Company count	Lower quartile	Median	Upper quartile	Average
National Rate	209	141	£52,850	£65,056	£84,000	£68,914
London	112	76	£54,936	£66,952	£78,172	£69,027

Source: IDR Pay Benchmarker.

### IT job family, job level 8 – sector breakdown

Sector/industry	Salary count	Company count	Lower quartile	Median	Upper quartile	Average
Whole UK Economy	209	141	£50,736	£61,300	£75,000	£64,702
Manufacturing & primary	39	29	£58,846	£71,876	£91,988	£75,318
Private sector services	107	67	£52,409	£64,477	£77,987	£66,745
Public sector	44	31	£50,501	£53,820	£62,071	£57,393
Not-for-profit & related services	19	14	£46,054	£49,600	£51,694	£48,328

Source: IDR Pay Benchmarker.

#### 2.1.5. Other sources

There was no further data in this instance.

### 3. Job advertisements

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

#### 3.1. Data and summary

##### Project officer/manager, higher education – advertised positions summary

Minimum		Maximum	
Average	£27,526		£30,454

##### Project officer/manager job advertisements

Reference ID	Organisation	Job title	Min	Max	Hours	Location	Extras
AC491	Barking & Dagenham College	Director of Advance Technologies in STEAM	£62,118	£78,668	Full Time	Romford	
	Oxford Brookes University	Head of Information Security Management	£61,618	£67,317	Full Time	London	

#### 3.2. Job advertisements

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