



Helpdesk Report:  
Information Systems Project  
Director  
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):

- Information Systems Project Director

## 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 Information Systems Project Director.

#### 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 and incentive 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                        |

Source: Table 14.7a, ASHE 2017.

### 2.1.2. Recruitment data

The data in this section is based on analysis of recruitment salaries for the role(s) in question. 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, Scotland

|                                       | Range £pa        | Typical £pa |
|---------------------------------------|------------------|-------------|
| Project Manager, Cloud infrastructure | £50,000-£60,000  | £52,000     |
| IT Director                           | £65,000-£100,000 | £85,000     |
| Head of Infrastructure                | £50,000-£90,000  | £65,000     |

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.

Director of Communications in the NHS are typically employed on Band 8c and the current salary range is between £56,665 and £67,247 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, Scotland – by job level<sup>2</sup>,

| Job level | Typical job role                | Company count | Lower quartile | Median  | Upper quartile | Average |
|-----------|---------------------------------|---------------|----------------|---------|----------------|---------|
| Level 8   | Middle manager                  | 39            | £55,773        | £68,705 | £84,560        | £70,913 |
| Level 9   | Head of function/senior manager | 31            | £68,696        | £78,768 | £120,626       | £91,316 |

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, job level 8, Scotland – sector breakdown

| Sector/industry                   | Salary count | Company count | Lower quartile | Median   | Upper quartile | Average  |
|-----------------------------------|--------------|---------------|----------------|----------|----------------|----------|
| Whole UK Economy                  | 32           | 31            | £68,696        | £78,767  | £120,626       | £91,315  |
| Manufacturing & primary           | 6            | 6             | -              | £125,138 | -              | £109,127 |
| Private sector services           | 17           | 17            | £68,705        | £88,788  | £108,871       | £91,310  |
| Public sector                     | 4            | 4             | -              | -        | -              | £88,648  |
| Not-for-profit & related services | 5            | 4             | -              | £75,176  | -              | £72,094  |

Source: IDR Pay Benchmarker.

### IT job family, job level 9, Scotland – sector breakdown

| Sector/industry                   | Salary count | Company count | Lower quartile | Median  | Upper quartile | Average |
|-----------------------------------|--------------|---------------|----------------|---------|----------------|---------|
| Whole UK Economy                  | 49           | 39            | £55,773        | £68,705 | £84,560        | £70,913 |
| Manufacturing & primary           | 12           | 10            | £64,688        | £71,612 | £85,655        | £75,091 |
| Private sector services           | 27           | 20            | £57,989        | £69,392 | £87,202        | £71,905 |
| Public sector                     | 7            | 7             | -              | £52,665 | -              | £67,500 |
| Not-for-profit & related services | 3            | 2             | -              | -       | -              | £53,245 |

Source: IDR Pay Benchmarker.

## 2.2. Commentary

There are higher demands for skilled technology professionals at present, driven by regulatory changes, digital transformation projects and a continued emphasis on cyber security.

### 3. Job advertisements

There are currently no matches in our job advertisements database.