

IT PAY & COMPENSATION SURVEY 2012/2013

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WE RECEIVED SURVEY RESPONSES FROM IT PROFESSIONALS ABOUT THE BONUSES AND PAY RISES THEY RECEIVED IN 2012 AND THEIR COMPENSATION EXPECTATIONS FOR 2013. THE RESULTS REVEAL THAT JUST OVER HALF HAVE RECEIVED A PAY RISE AND A SIMILAR PROPORTION ARE EXPECTING A SALARY INCREASE AT THEIR NEXT COMPENSATION REVIEW.

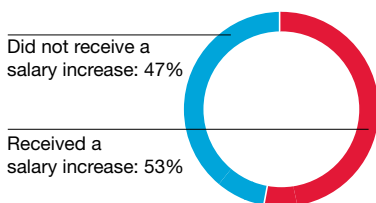
SURVEY RESULTS AT A GLANCE

- 53% of IT professionals received a pay rise in 2012
- The majority of pay rises awarded in 2012 were three per cent of salary or less, although 18% did receive an increase of eleven per cent plus.
- 38% of IT professionals are predicting a bonus in 2013 and 57% are predicting a pay rise
- More than three-quarters are looking to move jobs, with career progression the main motivating factor

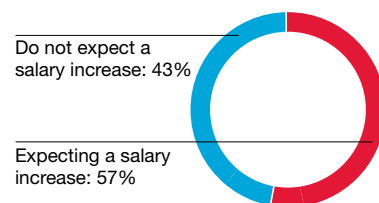
PAY RISES

Our survey reveals that 53% of IT professionals have received a salary increase in 2012, with 57% expecting a pay rise in 2013. 65% of female IT professionals received a pay rise compared to 53% of males in 2012 while 56% of IT professionals from London/South East received a pay rise compared to 50% in the Midlands and 47% in the North.

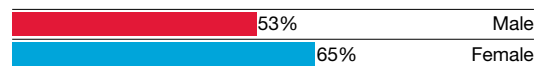
Percentage of respondents who received a salary increase in 2012



Percentage of respondents expecting a salary increase in 2013



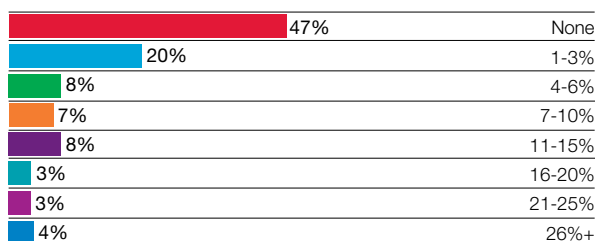
Percentage of respondents who received a salary increase in 2012 (by gender)



Percentage of respondents who received a salary increase in 2012 (by region)

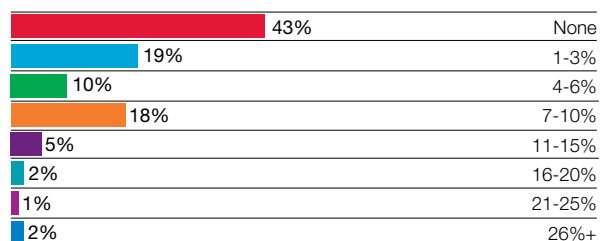
	Midlands	North	London/SE
Did not receive a pay rise	50%	53%	44%
Received a pay rise	50%	47%	56%

Size of salary increase received in 2012*



*As percentage of salary

Size of salary increase expected in 2013*

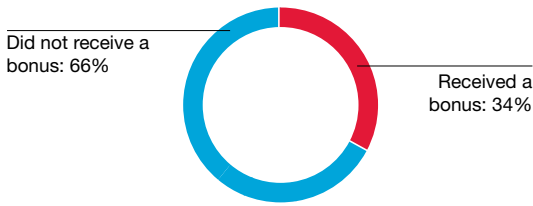


*As percentage of salary

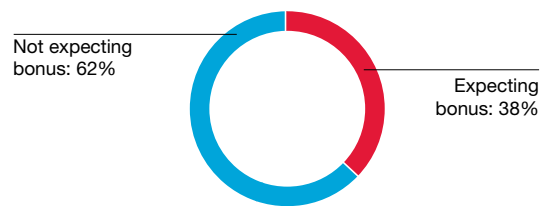
BONUSES

More than six-in-ten IT professionals did not receive a bonus in 2012. Gender had little impact on bonuses received, however, there were differences depending on location. 40% of IT professionals in London/South East received a bonus, compared to 34% in the Midlands and just 23% in the North.

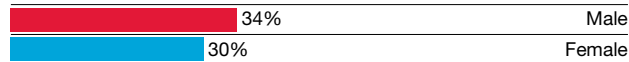
Percentage of respondents who received a bonus in 2012



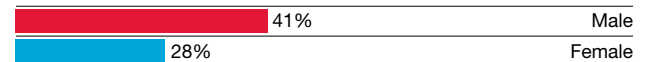
Percentage of respondents expecting a bonus in 2013



Percentage of respondents who received a bonus in 2012 (by gender)



Percentage of respondents expecting a bonus in 2013 (by gender)



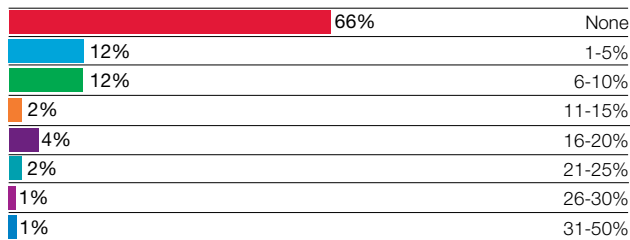
Percentage of respondents who received a bonus in 2012 (by region)

	Midlands	North	London/SE
Did not receive a bonus	64%	77%	60%
Received a bonus	34%	23%	40%

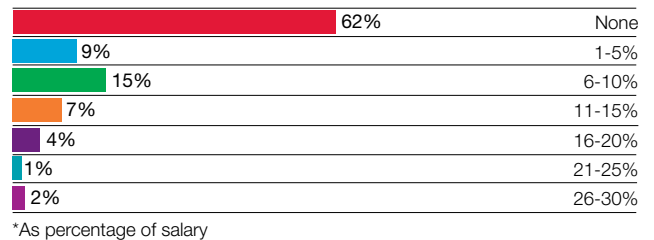
Percentage of respondents expecting a bonus in 2013 (by region)

	Midlands	North	London/SE
Not expecting a bonus	62%	72%	55%
Expecting a bonus	38%	28%	45%

Size of bonus received in 2012*



Size of bonus expected in 2013*



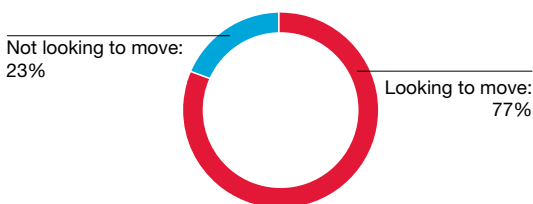
*As percentage of salary

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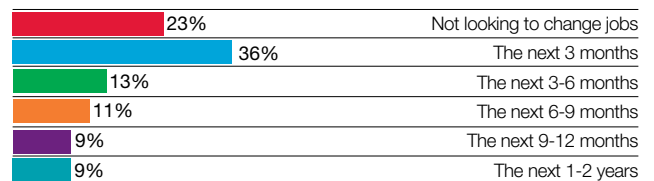
CHANGING JOBS

Over three-quarters of IT professionals are looking to move jobs, with a notable proportion of these hoping to change roles within the next three months. Career progression is the main reason cited, although 32% stated a pay rise or change in compensation package as the main motivation for moving jobs.

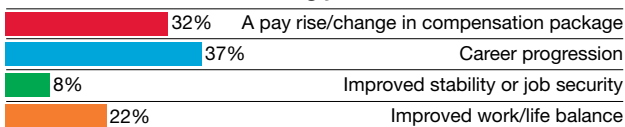
Percentage of professionals looking to move jobs



When are you next looking to change jobs?



Main motivation for moving jobs



CONTACT

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About the survey.

The IT pay survey, conducted in November 2012, is based on the responses of IT professionals working across a variety of sectors to questions about the pay and bonuses they received and their compensation expectations for the future.