

# Datasheet: Earnings of tech specialists

## Introduction

This data sheet provides an analysis of earnings data for tech specialists drawing upon published and bespoke data provided by the Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) survey for 2014.

## Key findings

- The median gross annual earnings for tech specialists working as full-time employees was £36,600 in 2014 - more than one third (35%) higher than the level for all full-time employees at that time (£27,200).
- Tech specialists working in London were earning the most, with reported median earnings of £43,600pa i.e. 19% above the overall UK figure.
- The highest paid tech specialists were those working as IT or Telecoms Directors – these roles associated with median gross annual earnings of £64,500 per annum.
- Tech specialists were generally found to be earning more than those working in non-tech roles of an equivalent level though the median earnings of Operations/IT User Support Technicians were 9% less than others employed in 'Associate/professional/technical' occupations.
- The median annual earnings for tech specialists working in tech companies was higher than for those employed in other types of businesses.
- The annual earnings of female tech specialists were 15% lower than that recorded for men employed in such roles (i.e. £32,000 and £37,700 respectively) though the shortfall in female earnings was less than that for female employees as a whole (20%).
- Earnings for tech specialists rise with age from £20,500pa for those aged 16-24 to a peak of £40,700pa for those aged 45-54.

## About the Tech Partnership

The Tech Partnership is a growing network of employers, collaborating to create the skills for the digital economy. It acts for the good of the sector by inspiring young people about technology, accelerating the flow of talented people of all backgrounds into technology careers, and helping companies to develop the technology skills they need for the future.

For further information please visit [www.thetechpartnership.com](http://www.thetechpartnership.com)

# Datasheet: Earnings of tech specialists

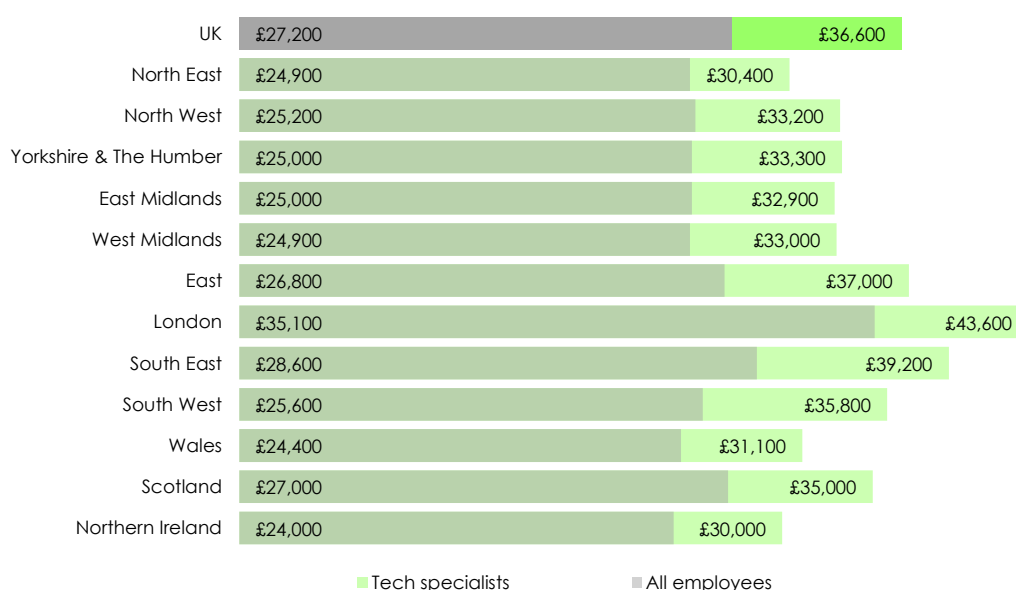
## 1. Remuneration for tech specialists: overview

Latest estimates from the ONS Annual Survey of Hours and Earnings (ASHE) show the gross median earnings for tech specialists<sup>1</sup> working<sup>2</sup> as full-time employees in the UK during 2014 was £36,600 i.e. more than one third (35%) higher than the equivalent figure spanning all full-time employees working in the UK at that time (£27,200pa).

## 2. Remuneration for tech specialists: geographical variations

The highest earning tech specialists (and employees from other occupations) were found to be working in London (£43,600), the South East (£39,200) and the East of England (£37,000) and these were the only parts of the UK associated with median earnings above the UK norm for those employed in such occupations (119%, 107% and 101% respectively). For most other areas of the UK the earnings of tech specialists ranged from 90% to 98% of the UK figure though for those working Wales and the North East of England the median earnings recorded were just 85% and 83% respectively (£31,100 and £30,400 respectively).

**Figure 1: Median earnings for tech specialists/all employees by UK nation/region, 2014**



Source: Analysis of data from the ONS Annual Survey of Hours and Earnings undertaken by The Tech Partnership

As illustrated in the chart above, the median earnings for tech specialists were found to be higher than those of other employees in all nations/regions of the UK – this pay ‘premium’ ranging from 40% or more in Northern Ireland (44%) and the South West of England (40%) to 24% in London and 22% in the North East of England.

<sup>1</sup> See notes for definition  
<sup>2</sup> Employees

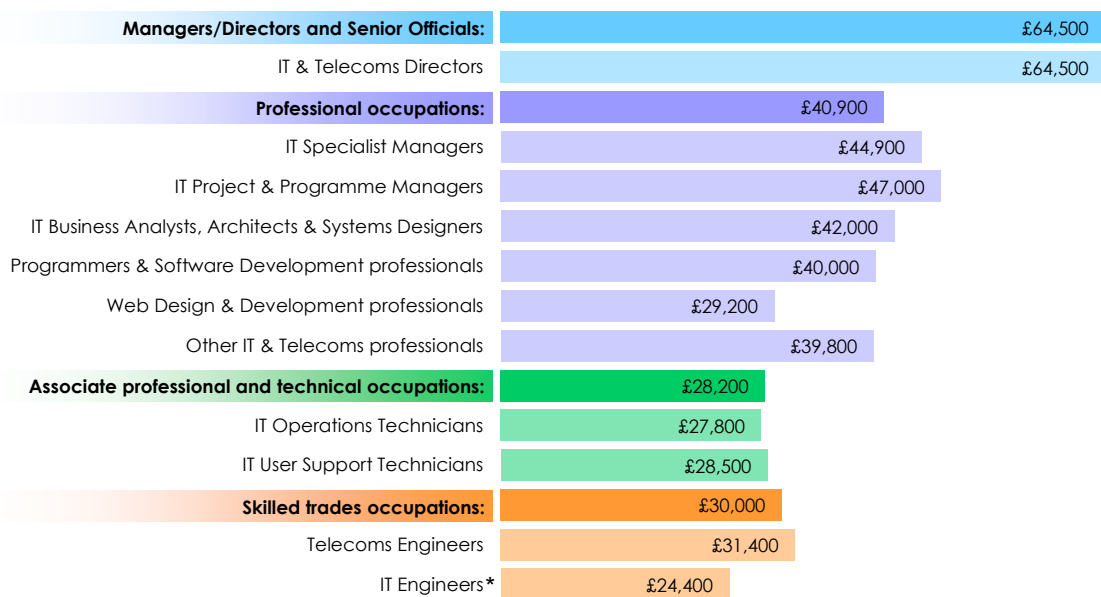
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### 3. Remuneration for tech specialists: occupation

Director level positions are the highest paid for tech specialists, and in 2014 the median annual earnings for full-time employees working in such roles was £64,500 – 74% higher than the level recorded for tech specialists as a whole.

IT Project and Programme Managers were the next best paid with median earnings of £47,000pa (28% above the figure for all tech specialists) followed by IT Specialist Managers (£44,900/23%) IT Business Analysts/Architects/Systems Designers (£42,000/15%), Programmers/Software Developers (£40,000/9%) and 'Other IT & Telecoms professionals' (£39,800/9%) – all of these occupations falling within the wider group of 'professional' grade occupations as illustrated within the chart below.

**Figure 2: Median earnings for tech specialists by occupational group, 2014**



Source: Analysis of data from the ONS Annual Survey of Hours and Earnings undertaken by The Tech Partnership<sup>3</sup>

Nearly all groups of tech specialists were associated with a level of earnings higher than that for UK employees as a whole (i.e. £27,700) – the one exception being IT Engineers where reported earnings were around 10% below this figure. This said, when looking at the data in more detail it appears that when comparing 'like with like' - Tech engineers collectively at least were still earning 19% more than employees in 'skilled trades occupations' overall whereas tech specialists employed in 'Associate Professional and Technical' occupations (i.e. IT Technicians) were being paid 9% less than the norm for people working in positions of this nature.

<sup>3</sup> Figure shown is for males only

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**Table 1: Median earnings for tech specialists/others by broad occupational group, 2014**

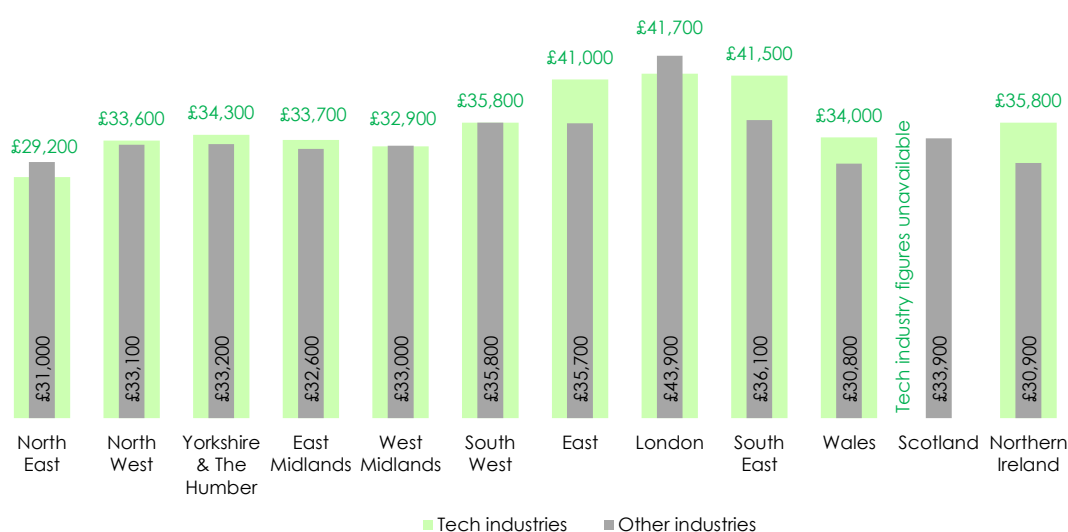
Occupational group	SOC level	tech specialists	All employees	Tech premium/shortfall
Managers, Directors and Senior Officials	1	£64,500	£40,400	60%
Professional occupations	2	£40,900	£36,700	11%
Associate professional & technical occupations	3	£28,200	£31,200	-9%
Skilled trades occupations	5	£30,000	£25,300	19%
<b>All groups</b>		<b>£36,600</b>	<b>£27,200</b>	<b>35%</b>

Source: Analysis of data from the ONS Annual Survey of Hours and Earnings undertaken by The Tech Partnership

## 4. Remuneration for tech specialists: industry

At £38,000 pa, the median annual earnings for full-time tech specialists employed in tech companies were 6% higher than those employed in other industries. The premium enjoyed by those working in tech firms was most pronounced in Northern Ireland (16%), the East and South East of England (15%) and Wales (10%) whilst for tech specialists working in the North East, London and the West Midlands, non-tech employers were found to be better payers (i.e. respectively, median earnings for tech specialists in tech firms in these areas were 6%, 5% and 0.3% lower than in non tech businesses).

**Figure 3: Median earnings for tech specialists by industry of employment, 2014**



Source: Analysis of data from the ONS Annual Survey of Hours and Earnings undertaken by The Tech Partnership

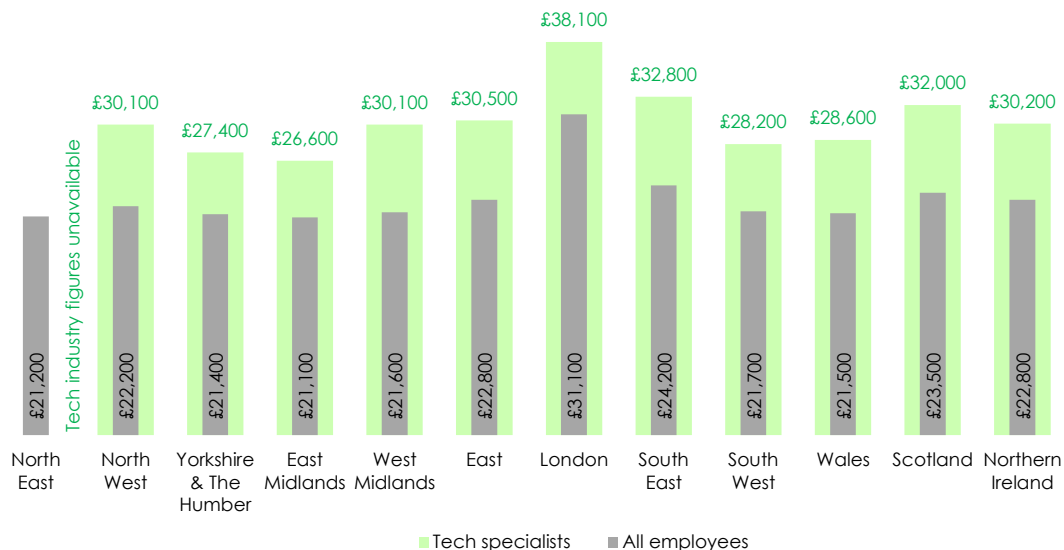
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## 5. Remuneration for tech specialists: gender

The median annual earnings for female tech specialists employed in the UK on a full-time basis in 2014 was 15% lower than that recorded for their male counterparts (i.e. £32,000 pa and £37,700 pa respectively). The pay differential was lowest in the West Midlands and Wales (where female tech specialists were earning 91% and 90% respectively of male earnings) and highest in the East Midlands and the South West of England (with female earnings at 77% of those for males).

In all regions/nations however, female tech specialists, as a group, were associated with a level of annual earnings well above that for female employees as a whole – this pay premium ranging from 22% extra for those working in London, to 40% more in the West Midlands region.

**Figure 4: Median earnings of female tech specialists/all employees, 2014**

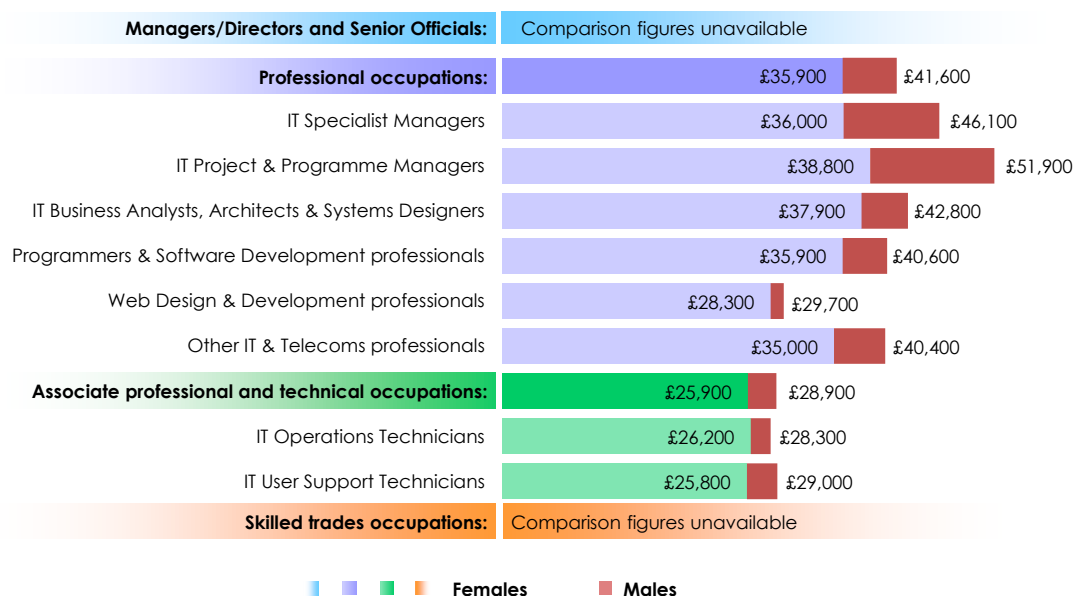


Source: Analysis of data from the ONS Annual Survey of Hours and Earnings undertaken by The Tech Partnership

Comparison of earnings data by occupation shows female tech specialists to be earning less than their male counterparts seemingly irrespective of the type of role held, with the pay differential ranging in this case from just 7% for IT Operations Technicians up to 25% for those working as IT Project/Programme Managers (where median figures of £38,800 and £51,900 respectively were recorded).

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**Figure 5: Median earnings of full-time tech specialists by gender, 2014**



Source: Analysis of data from the ONS Annual Survey of Hours and Earnings undertaken by The Tech Partnership

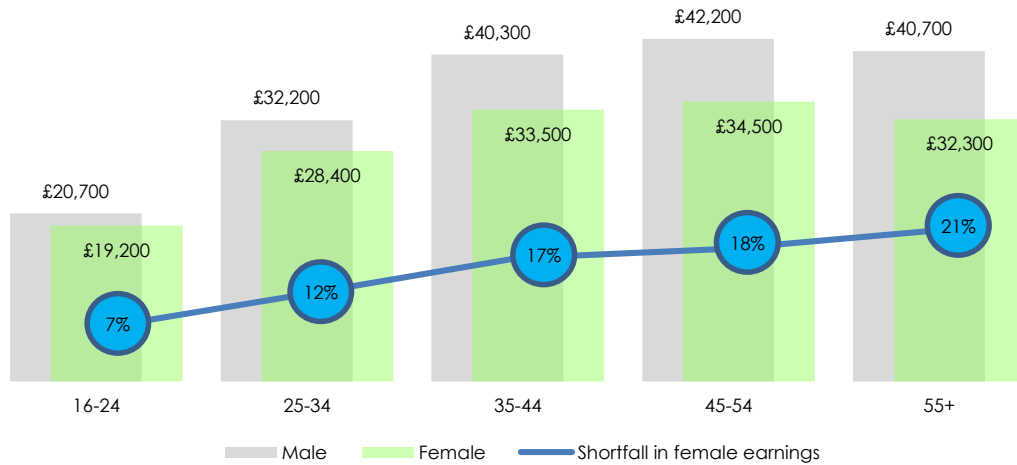
Though in 2014 the earnings of female tech specialists were consistently below that of males employed in such roles, the shortfall in earnings was at least, smaller than that observed for female employees as a whole amongst whom earnings were found to be 20% lower than that for males at that time (with comparative figures of £23,600 and £29,400 respectively).

## 6. Remuneration for tech specialists: age

The reported median earnings for tech specialists are seen to increase with age from £20,500 pa for those aged 16-24 to a peak of £40,700 for those aged 45-54 before declining slightly for those aged 55 or over (associated with median earnings of £39,500 pa).

The pattern of earnings increasing with age is apparent for both male and female tech specialists, though for females employed in such roles the increases are less pronounced and as such the pay differential between men and women can be seen to increase with age from just 7% amongst those aged 16-24 to a figure of 21% for those aged 55 and above.

**Figure 5: Median earnings for tech specialists by age and gender, 2014**



Source: Analysis of data from the ONS Annual Survey of Hours and Earnings undertaken by The Tech Partnership

The trend in earnings increasing with age was also apparent for those working within/outside of the tech industries though in this case the increases recorded were much more closely aligned and as such the premium enjoyed by those working within tech businesses was seen to vary little with age – from a minimum of 5% for those aged 45-54 to a maximum of 7% amongst those aged 25-34 and 35-49.

**Table 2: Median earnings for tech specialists employed in tech/other businesses by age, 2014**

Age Group	Tech businesses	Other businesses	All tech specialists	Sector premium
16-24	£21,100	£19,900	£20,500	6%
25-34	£33,200	£31,000	£31,500	7%
35-44	£41,000	£38,300	£39,300	7%
45-54	£42,000	£40,000	£40,700	5%
55+	£41,000	£38,500	£39,500	6%
<b>All ages</b>	<b>£38,000</b>	<b>£36,000</b>	<b>£36,600</b>	<b>6%</b>

Source: Analysis of data from the ONS Annual Survey of Hours and Earnings undertaken by The Tech Partnership

# Datasheet: Earnings of tech specialists

## Notes on data presentation

1. All figures presented in this datasheet have been rounded to the nearest £100 unless otherwise stated
2. All references to earnings data relate to the median gross annual earnings for full-time employees who had been in the same job for at least 12 months.
3. 'tech specialists' is the collective term given to occupations listed under the following ONS Standard Occupational Classification (SOC2010) codes: 1136 (Information Technology and Telecommunications Directors), 2133 (IT Specialist Managers), 2134 (IT Project and Programme Managers), 2135 (IT Business Analysts, Architects and Systems Designers), 2136 (Programmers and Software Development professionals), 2137 (Web Design and Development professionals), 2139 (Information Technology and Telecommunications professionals n.e.c.), 3131 (IT Operations Technicians), 3132 (IT User Support Technicians), 5242 (Telecommunications Engineers) and 5245 (IT Engineers).
4. 'Tech industries'/businesses/firms is the collective term given to occupations listed under the following ONS Standard Industrial Classification (SIC2007) codes: 18.20/3 (Reproduction of computer media), 26.2 (Manufacture of computers & peripheral equipment), 26.30/1 (Manufacture of telegraph & telephone apparatus & equipment), 26.30/9 (Manufacture of communication equipment (other than telegraph & telephone apparatus & equipment)), 27.31 (Manufacture of fibre optic cables), 46.51 (Wholesale of computers, computer peripheral equipment & software), 46.52 (Wholesale of electronic & telecommunications equipment & parts), 47.41 (Retail sale of computers, peripheral units & software in specialised stores), 47.42/1 (Retail sale of mobile telephones in specialised stores), 47.42/9 (Retail sale of telecommunications equipment (other than mobile telephones) n.e.c., in specialised stores), 58.21 (Publishing of computer games), 58.29 (Other software publishing), 61.1 (Wired telecommunications activities), 61.2 (Wireless telecommunications activities), 61.3 (Satellite telecommunications activities), 61.9 (Other telecommunications activities), 62.01/1 (Ready-made interactive leisure & entertainment software development), 62.01/2 (Business & domestic software development), 62.02 (Computer consultancy activities), 62.03 (Computer facilities management activities), 62.09 (Other information technology & computed service activities), 63.11 (Data processing, hosting & related activities), 63.12 (Web portals), 95.11 (Repair of computers & peripheral equipment) and 95.12 (Repair of communication equipment).
5. 'The Annual Survey of Hours and Earnings (ASHE) is based on a 1% sample of employee jobs taken from HM Revenue and Customs PAYE records. ASHE does not cover the self-employed nor does it cover employees not paid during the reference period. In 2014 information related to the pay period which included 09 April.'

The headline statistics for ASHE are based on the median rather than the mean. The median is the value below which 50% of employees fall. It is ONS's preferred measure of average earnings as it is less affected by a relatively small number of very high earners and the skewed distribution of earnings. It therefore gives a better indication of typical pay than the mean.' (ONS)

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