

IT salaries and incentives improving in NI says survey

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Rewards and incentives for Information Technology professionals showed improvement in 2011 as employers sought to retain top talent, a survey revealed today.

According to the annual Salary Survey from Brightwater Recruitment Specialist, IT along with Accountancy, Legal and Human Resources ranked as the best-performing sectors in terms of payment increases and benefits.

The detailed Salary Survey is based on data gathered from hundreds of employers across a wide range of industries. Its findings suggest a mood of cautious optimism with many respondents reporting plans for slight salary improvements across a number of areas in 2012.

Michelle Kearns, Commercial Manager of Brightwater's Belfast Division, said:

"The results show that top quality individuals are being rewarded by employers who are keen to invest to retain their best people. Though salaries in some sectors remain frozen, remuneration packages as a whole are improving with an emphasis on lifestyle benefits rather than salaries alone.

"The most difficult obstacle in NI was, and continues to be, the finite number of candidates with specific skills sought by employers. Companies planning on hiring in 2012 are placing greater emphasis on finding individuals that are the best possible fit to their unique needs, have commercial focus and can add real value."

Designed to help employers accurately plan for recruiting and rewarding staff, Brightwater's Salary Survey provides detailed market insights and identifies payment trends across a wide range of professions.

Human Resources – often viewed as a market indicator – reflected an increased trend in learning and development roles which, according to Brightwater, indicates that companies are willing to invest in their staff and release budget to do so.

At the top level in IT, a chief technical officer can expect to pull in a salary between £70,000 and £100,000. Lawyers are also well remunerated with an In-House Head of Legal expecting to earn from £48,000 to £120,000.

David Bloch, managing director of Brightwater Group said overseas investment, changing business needs and returning buoyancy had led to increased movement in a number of areas over the last year.

"Restructuring has been prevalent across Northern Ireland in the last 12 months but there have also been exciting new developments in terms of new entrants to the market. New employers like Allen & Overy underline that Northern Ireland remains an attractive place to do business and that's good news for everyone.

"Market forces have also worked in favour of some sectors, notably Accountancy where several firms have discussed expanding their head counts in key areas such as restructuring and corporate tax. It has been very encouraging to see plans for real growth for the coming year."

The findings follow recent figures released by the Department of Enterprise, Trade and Investment that show Northern Ireland full-time weekly private sector earnings increased by 3.5% over the year compared to 0.8% in the UK.

The full report is available online at: http://www.brightwaterni.com/documents/brightwater_salary_survey_ni_2012.pdf