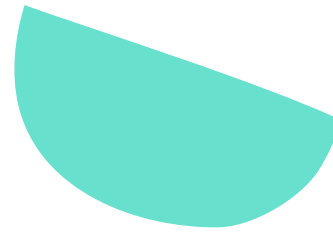




Salary and Benefits
Survey 2022

Salary Survey 2022



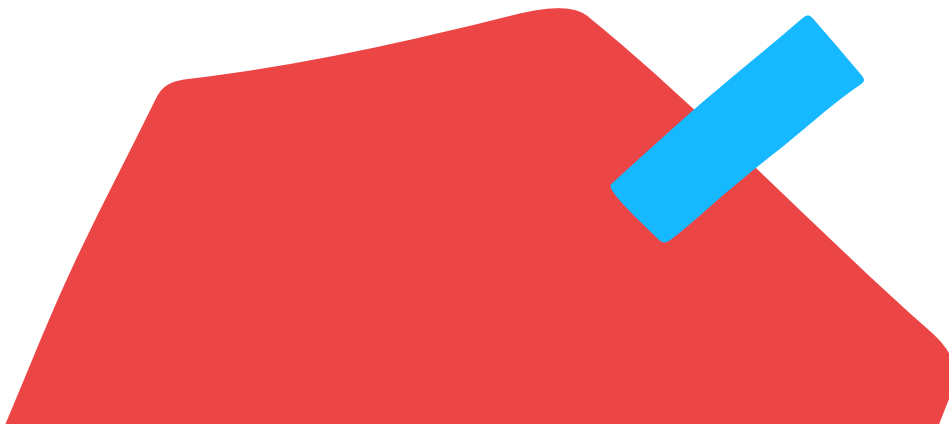
Data from ONS has showed that job vacancies across the UK hit a fresh record in the later part of 2021, with the number of vacancies hitting over a million up from 959,000 up from the half year point in 2021. This marked the first time that vacancies have exceeded 1 million.

The number of job vacancies in April to June 2022 was 1,294,000- an increase of 498,400 from before the coronavirus (COVID-19) pandemic in January to March 2020.

In 2022, the number of vacancies for jobs is slightly higher than the number of unemployed people, making the current job landscape one that is candidate-led.

Key takeaways

- ✔ Remote working has driven an increase in salaries across the UK
- ✔ Hybrid working has become increasingly important in a candidate's decision to take a new job
- ✔ The estimated number of job vacancies sits at 1,294,000, meaning companies are becoming increasingly competitive for top talent.



Legal Salary Survey 2022



What's happening in the market

Law firms have been steadily introducing additional benefits post-COVID to remain competitive.

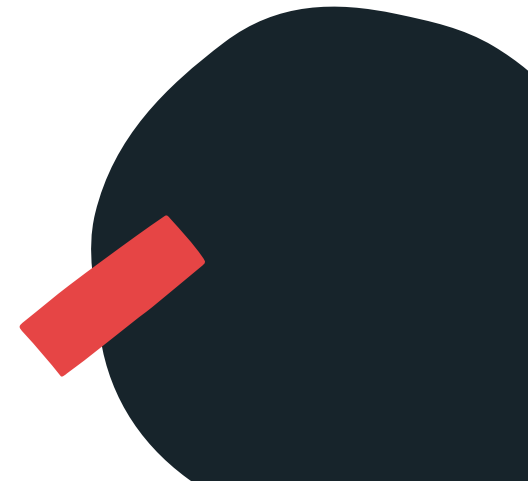
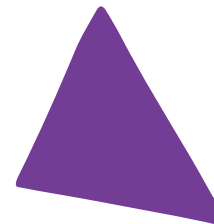
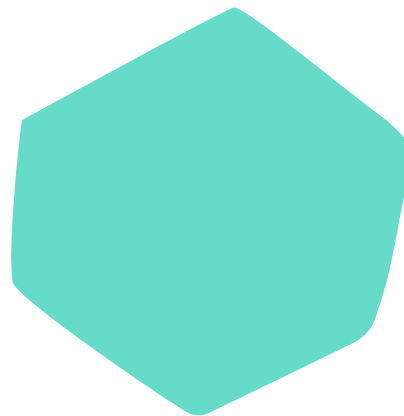
The largest, and most important change to the industry has seen firms introduce hybrid working, or a formal flexible working policy, which has become increasingly important to candidates across the industry. Other benefits that law firms have introduced include CSR days, mental health days, free gym memberships, annual holidays and reviewing holidays to include a Christmas shut-down.

Typical benefits within a law firm include 25 days annual leave + bank holidays, annual bonuses, life cover, income protection, free or heavily discounted legal services, and private healthcare for senior fee earners.

Candidates are currently prioritising above market salaries above all else when deciding where to make their next move, but have also stated home/hybrid working and flexible working of their core hours as their second and third top priorities, respectively.

Other benefits candidates would like to see include increased holidays, enhanced maternity/paternity and sick leave, private health care, shares and free or discounted legal services.

Job Title	Commercial	Private	Residential	Family
Legal Secretary	£23,000	£20-22,000	£24,000	£18-24,000
Paralegal	£22 - 25,000	£19-23,000	£22-28,000	£18-25,000
Senior Paralegal	£25 - 27,000	£23,000	£28,000	£23 - 28,000
Newly Qualified	£37-52,000	£25-28,000	£30-35,000	£35,000
Junior Solicitor	£42-45,000	£36-40,000	£30-40,000	£33-44,000
Associate	£50-55,000	£45-50,000	£40-50,000	£40-50,000
Senior Associate	£60-65,000	£50-60,000	£50-60,000	£50,000
Partner	£80,000	£60-70,000	£75,000	£60,000+



IT Salary Survey 2022



At a Glance

With remote roles becoming commonplace across the UK, some roles in tech have seen a huge increase in salary to help attract the best talent across the country.

The companies seeing the most success in their recruitment efforts are taking a flexible approach to required skills and are looking at transferable skills.

The most in-demand skills currently are:

- ✔ Cloud hosted server design, build & maintenance (Azure, AWS & GCP) + certs e.g. AZ fundamentals, AWS Architect.
- ✔ Infrastructure as Code: Terraform / CloudFormation.
- ✔ ITIL certifications for 1st / 2nd line support.
- ✔ Docker / Kubernetes.
- ✔ Linux certifications e.g. RedHat
- ✔ Cisco Certifications, CCNA / CCNP

Job Title	Average Salary
Tester (Automation)	£52,000
PMO Analyst	£28,500
QA Analyst	£41,500
Junior Digital Project Manager	£28,000 - £30,000
Mid Level Digital Project Manager	£32,000 - £38,000
Senior Digital Project Manager	£40,000 - £45,000
Scrum Master	£57,000
Junior PHP Developer	£28,000 - £35,000
Mid Level PHP Developer	£40,000 - £45,000
Senior PHP Developer	£55,000+
Junior Microsoft Stack Developer	£29,500
Mid Level Microsoft Stack Developer	£41,500
Senior Microsoft Stack Developer	£56,000
Junior Javascript Developer	£30,000-£35,000
Mid Level Javascript Developer	£40,000 - £60,000
Senior Javascript Developer	£65,000+
Junior Angular/React Developer	£35,000-£40,000
Mid Level Angular/React Developer	£45,000 - £55,000
Senior Angular/React Developer	£70,000+
Solutions Architect	£65,000+

Job Title	Average Salary
Junior Project Designer	£25,000-£30,000
Mid Level Project Designer	£30,000 - £35,000
Senior Project Designer	£40,000
Junior User Experience Designer	£20,000-£25,000
Mid Level User Experience Designer	£26,000 - £35,000
Senior User Experience Designer	£40,000
Junior DevOps	£45,000 - £55,000
Mid Level DevOps	£55,000 - £70,000
Senior DevOps	£70,000 +
DevOps Manager	£85,000+
Network Engineer	£40,000 - £50,000
Senior Network Engineer	£50,000+
Linux Engineer	£50,000 - £60,000
Senior Linux Engineer	£65,000+
1st Line Support	£20,000 - £25,000
2nd Line Support	£25,000 - £35,000
3rd Line Support	£35,000 - £45,000
Mid Level Angular/React Developer	£45,000 - £55,000
Senior Angular/React Developer	£70,000+
Solutions Architect	£65,000+

Marketing Salary Survey 2022



In-House

Job Title	Min Salary	Max Salary
Marketing Assistant	£18,000	£24,000
Marketing Executive	£24,000	£28,000
Digital Marketing Executive	£24,000	£30,000
Marketing Manager	£35,000	£55,000
Digital Marketing Manager	£35,000	£60,000
Head of Marketing	£60,000	£80,000
Marketing Director	£80,000+	

Agency

Job Title	Min Salary	Max Salary
PR Account Exec	£24,000	£28,000
PR Account Manager / SAM	£30,000	£45,000
PR Account Director	£45,000+	
SEO Account Exec	£24,000	£30,000
SEO Account Manager	£30,000	£45,000
SEO Account Director	£45,000+	
PPC/Paid Media Account Exec	£24,000	£30,000
PPC/Paid Media Account Manager	£30,000	£50,000
PPC/Paid Media Account Director	£50,000+	

At a Glance

- ✓ 46% of media/marketing/advertising, PR & sales companies increased their recruitment in Q3 of 2021.
- ✓ 72.2% of marketers reported that the importance of marketing in their companies increased during the last year
- ✓ The average starting salary for marketing and advertising jobs is expected to increase by 3.6%

As the UK bounces back from the effects of COVID-19, employers across every sector are all looking to recruit the marketing talent needed to achieve their new business objectives.

The disruption caused by the pandemic has brought marketing to the forefront of companies' minds, allowing brands to tell stories of how they have adapted, overcome and triumphed in the past two years. As marketing allows businesses to reach their desired customers and create structure in the way they acquire new leads, it's no wonder that marketing professionals are finding themselves a key component in a plan to thrive in 2022.

The figures shown in this salary survey are taken from the South Wales area.



Marketing Salary Survey 2022



Marketing	Min Salary	Max Salary
SEO Specialist	£28,000	£40,000
PPC Specialist	£28,000	£40,000
E-commerce Manager	£35,000	£60,000
CRM Manager	£40,000	£60,000
PR/ Communications Executive	£24,000	£28,000
PR/ Communications Manager	£35,000	£55,000
PR/ Communications Director	£70,000+	
Copywriter	£25,000	£35,000
Senior Copywriter	£35,000	
Events Coordinator	£20,000	£25,000
Events Manager	£25,000	£40,000
Head of Events	£40,000+	
Customer Experience Manager	£40,000	£60,000
Head of Customer Experience	£60,000+	

Design	Min Salary	Max Salary
Graphic Designer	£25,000	£35,000
Senior Graphic Designer	£28,000	£40,000
UX Designer	£35,000	£55,000
Senior UX Designer	£50,000	£60,000
UI Designer	£30,000	£40,000
Senior UI Designer	£40,000	£45,000
User Researcher	£40,000	£70,000
Digital Designer	£28,000	£35,000
Senior Digital Designer	£35,000	£40,000
Service Designer	£50,000	£70,000
Product Designer	£40,000	£50,000
Motion Designer	£20,000	£25,000
Video Editor	£22,000	£25,000

Engineering Salary Survey 2022



Job Title	Min Salary	Max Salary
Fire & Security Engineer	£27,000	£40,000
Fire Alarm Engineer	£28,000	£38,000
Security Engineer	£25,000	£34,000
Commissioning Engineer	£30,000	£50,000
Project Engineer	£32,000	£42,000
Project Manager	£38,000	£65,000
Estimator	£32,000	£45,000
BDM	£23,000	£42,000
Designer	£35,000	£50,000
PPM Engineer	£22,000	£30,000
Service Manager	£34,000	£45,000
Installation Manager	£35,000	£46,000
Supervisor	£33,000	£37,000

What we're seeing in the industry

When we asked what the most important factor in deciding to change jobs was, an overwhelming majority told us they would be looking for a better salary, regardless of their seniority, shift pattern or expertise.

Among those that worked shifts, 31% told us that a better shift pattern would be the most important factor.

Interestingly, those who felt they were well compensated compared to others in the industry, work life balance and commutes became far more important factors.

Engineering in numbers

- ✓ Engineering contributes **26%** of the UK's Gross Domestic Products, its contribution is more than that of the retail and wholesale and financial and insurance sectors combined.
- ✓ Engineering employees make up **19%** of total UK employment
- ✓ Engineering activity has a particularly high wider employment multiplier effect: every extra person employed in engineering supports another **1.74** other jobs



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