

Copy of Diaz Research's IT HR Newsletter, as sent out on May 2008.

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Are CIOs happy with their pay? Do they like their jobs?

Harvey Nash's annual survey of CIOs in the US reports that 79% find their job 'very fulfilling' (31%) or 'fulfilling' (48%). And 80% are either 'extremely satisfied' (14%) or 'satisfied' (66%) with their compensation. That's a rosy picture! We compared these results with those from similar Harvey Nash surveys in our archives. In 2001 and 2002 fulfilment was not measured but satisfaction with compensation was: it was uniformly low. Those 'very satisfied' with their remuneration in 2001 and 2002 was a steady 4%. Those 'satisfied' with their remuneration in those years were just 54% and 61% respectively. The situation improved further in 2003, we suspect because of changing expectations, not higher pay. Conclusions: IT has matured in recent years, and if your IT leaders are very dissatisfied don't dismiss it as 'just the IT lot'!

www.harveynash.com/pdf/HN_CIO_survey08.pdf

IT earnings in the finance sector

Watersonline reported recently on its survey of IT pay in the securities sector. One CIO/CTO from the Midwest region of the US reportedly has a total compensation package of more than \$12.5 million, including a base salary of more than \$5 million. The next best paid is based in the Northeast region of the US and gets more than \$1.65 million. And the next-highest earner comes in at \$1.6 million and works in London. More details of pay for CIO and other jobs:

www.watsonline.com/public/showPage.html?page=788663

The IT freelance contractors ... on the decline?

According to Salary Services Ltd, the UK provider of surveys of advertised IT salaries, Q1 2008 was not good for IT freelance people looking for new contracts. The number of contract jobs being advertised suffered the largest fall for over three years, with the number of jobs advertised going down by 11.5%. Payment rates however remained robust with annual increases averaging 5.5%.

There's no need for freelancers to panic, however: our private research, conducted among a score of big blue chips, show that though most companies are indeed aiming to cut contractor headcount, few are actually doing so. And those who do cut headcount do it partly through having a strong central contractor control function. (See our Snapshot Research report 6025.)

www.salaryservices.co.uk/commentary

Online access to technical books

In March we published a comparison of the two leading on-line services, Books24x7 and Safari. In that note we pointed out that Books24x7 is available at favourable rates to members of US-based IEEE's Computer Section, the professional body for IT people. Now the ACM, a rival US IT professional society, has announced that it will be providing its members with access to Safari at a 20% discount. US companies wanting to evaluate these offerings might consider collecting the views of any IT employees who already have access to them.

www.acm.org

www.ieee.org/web/membership/societies/C016.html

News about Diaz

On the job market? Or looking for an IT HR professional?

We sometimes become aware that among our client base there are experienced IT HR candidates who are 'on the market' while at the same time other clients have IT HR vacancies. We are happy to put these two sets of people in touch with each other informally. But it is not something that we do as a business activity - that would introduce a worrying conflict of interest - so our ground rules are:

- We only help candidates who are already available (between jobs or already due to leave jobs)
- We charge nothing of anyone for anything we do like this
- We play no part in selection or in recommendation
- We drop out the process once parties have been put in touch

If you are a client company with a vacancy, or have left (or are about to leave) a client company and are open to offers of work, and are interested in pursuing this further, email us by return and we will see if we can help you.

The New Onshore Workforce in IT

There has, for some time, been confusion about IT careers. What IT careers are now on offer in the offshoring era? Why does this impact those who do not offshore? What do people actually want from IT careers? And what about older workers? What will the new IT people 'ecosystem' look like for IT employers and employees, young and old, men and women? And above all **what should IT employers be doing to stay ahead in this complex game?**

Thanks to clients who have already given us access to some of their IT people for this research. Other remember: as with Snapshot Research, the full results of this work will only be available to those who provide some data.

Direct any questions regarding scope or participation to i.smith@diazresearch.com

Research Update

Recently sent out:

IT Standby Pay: IT standby pay, or on-call pay, has gone through major change in the last ten years. This Note gives a brief update, with some up-to-date data to let companies see where they stand in relation to others.

Science and engineering degrees: relevant to IT? This research exposes the extent to which the assumptions made by graduate recruiters are no longer valid in today's world. It will be useful in improving your recruitment strategy.

Snapshot Research on IT contractors: This exposes the realities of how freelance IT contractors are deployed in IT functions today, including daily rates, the use of agencies and agency margins. (Sent only to those who answered our online or Excel questionnaire.)

Due shortly:

Why graduates don't want to join your IT department: This Analyst Note gives some results from our survey of college seniors/ final year undergraduates and reveals how they see jobs and careers in IT. Some beliefs about their perceptions are exposed as myths, with interesting implications for those seeking to enlist talented graduates into their IT functions.

Client Corner: Teleconference dates to note

10am Thursday 22 May 2008: IT training providers

**** Register interest for these with Susan Soper on s.soper@diazresearch.com.

Client Corner: Meeting dates to note

Landscape Research Programme:

Thursday 17th July 2008: OpenExchange meeting for all members.

Executive Update Programme:

Thursday 12th June 2008: IT HR Executive Update Forum on careers and succession planning (AXA, Barclays, Diageo, Thomson Reuters, Unilever)

Thursday 25th September 2008: The big IT HR challenges and how to meet them

Thursday 27th November 2008: Reward, recognition and employee engagement

Big City IT HR Programme:

Wednesday 16th July 2008: Big City IT HR Forum

Wednesday 15th October 2008: Big City IT HR Forum

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