

The QUICK INFORMATION EXCHANGE

Sometimes you need a quick answer to a quick question, such as:

- Which headhunters do others recommend for CIO positions?
- How do others compensate for week-end working?

If we don't have an up-to-date answer available, the QUICK INFORMATION EXCHANGE allows you to get the answer you need - and all in strictest confidence. We (a) send the question out by email to our client base (b) handle the collection of responses (c) copy everyone who has provided an answer in on the emailed collective response.

Subject: QUICK INFORMATION EXCHANGE: On IT Headhunters ... RESULTS FROM 12 BLUE CHIP COMPANIES

Dear contributing Diaz subscriber,

I reproduce below your and others' contributions regarding headhunters for senior IT jobs. Contributors, in alphabetic order are: An investment bank, AXA, BAA, BP, Experian, HSBC, Irish 'top 5' IT employer, Network Rail, Prudential, Scottish 'top 5' IT employer, Unilever. The responses are listed in order of receipt.

In summary, the senior exception of Boyden

Thank you all very much

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1. "We have recently We engaged them to impressed. We have proposal / benchmark

2. "I have experience in

3. "We haven't done senior recruitment and commissioning them parade' of headhunter helpful support from a (Neil Pu

If I were

4. "We h

Subject: RESULTS OF INFORMATION EXCHANGE: Compensation for weekend working in IT

Dear client,

as yours was one of the companies that supplied information for this (see my email last night) I attach the results (including your own company's

Investment Bank (original enquiry):
 "We have seen an increase in the need for staff to work over weekends and Bank Holidays. Although this is the norm within IT at times, the repeated require be clear - this is not a set shift requirement, nor is it a standby or callout situation.
 "Have you any research on what our peers may be offering as compensation or recognition? For instance we offer a weekend working allowance (£70 to lieu. From ad hoc feedback I have, I do not believe we are alone in our approach, but wanted to see if anyone had any other policies."

Another Investment Bank:
 We regularly need weekend work and we operate a TOIL /Time off in Lieu policy. when the manager asks them to work the day off need weeks of the weekend worked.

Another Investment Bank:
 We, also, have seen an increase in demand for people to "babysit" applications over the weekend and public holidays. This is principally because public holidays are often the only "down time" when other IT groups (Infrastructure) can launch releases of new functionality or new applications. Development teams have to watch their applications over the course of a weekend to ensure that the release has not adversely impacted their approach to this "babysitting" is as follows:
 - where monitoring equates to 3-5 hours/weekend day = a half day holiday or a payment of £150
 - where monitoring equates to 1-2 hours/weekend day = a half day holiday or a payment of £75
 Otherwise, the "standard"
 - One weekend day worked = £150
 - Two weekend days worked = £300
 If people are on-call over a weekend = £150

A financial services provider:
 We offer a day in lieu for each hour worked over the weekend. We have recently had to offer a project bonus payment of £150 per hour worked over the weekend.

QUESTION: What is a typical rate (£/day)

REPLIES

"£475 - £550 per day (difference being Risk IT vs Derivatives IT for example)"

"That is a very broad question as it would depend on what they are developing and the technical skills they have. As a rough estimate we would think between £450 - £500 p/day"

"The average is approx. £500 per day"

"Whilst my clients are Infrastructure biased rather than AD [application development], I have included the information below as I think it would be relevant to the overall survey:

Role	Pay	Bill rate
Senior Storage Architect	650	788
Senior Storage Engineer	450	550
Senior MQ Engineer	560	613
Project Mgr - Storage Skills	515	560
Senior Unix Security SA	600	650"

"We would say in the region of £550 a day"

The Power of the Network
 Diaz Research has the unusual ability to access IT HR specialists in blue chip companies speedily.
 Turnaround for these three examples: 2 days, 1 day, 4 days.