

The Danish IT Salary Survey **2019**

IT-Branchens Lønstatistik **2019**



Indberetningsvejledning

Indholdsfortegnelse

1. Velkommen til IT-Branchens Lønstatistik.....	3
2. Om undersøgelsen	4
3. Sådan udfylder du indberetningsarket	4
Medarbejdere der ikke skal indberettes	4
Indberetningsfrist og udgivelse	4
Fuld anonymitet	4
4. Disse data skal indberettes.....	5
Medarbejder ID.....	5
Intern jobtitel	5
Fødselsår	5
Postnummer	5
Jobkode.....	5
Ugentlig arbejdstid	5
Fast månedsløn	5
Faste tillæg	5
Udbetalt bonus	5
Pensionsprocent, virksomhedsbidrag	6
Skattepligtig værdi af firmabil	6
Biltillæg.....	6
5. Hvordan vælger jeg den rigtige jobtitel?	6
6. Jobkatalog (jobtitler, jobbeskrivelser, jobkoder)	7
IT Management	8
IT Operations.....	8
Software Development & IT Architecture	9
Testing.....	10
Project Management.....	10
Consultancy.....	10
Customer Service	11
Sales	11
User Experience	12

1. Velkommen til IT-Branchens Lønstatistik

Velkommen til IT-Branchens Lønstatistik 2019, en lønstatistik over IT-stillinger i Danmark.

Hvorfor laver IT-Branchen en lønstatistik?

Det gør vi, fordi de fleste IT-virksomheder i Danmark har udfordringer med at skaffe arbejdskraft.

- Ved du, om I betaler for lidt eller for meget i løn til jeres ansatte?
- Ved du om I følger eller springer normen for løn, pension, bonus og øvrige lønelementer?
- Ved du om jeres samlede lønpakke er konkurrencedygtig?

IT-Branchen vil gerne give vores medlemmer bedre mulighed for at svare på disse spørgsmål. Derfor har vi udviklet dette ledelsesværktøj, skræddersyet til vores branche.

Vi håber I får glæde af rapporten.

Med venlig hilsen

IT-Branchen

Eventuelle spørgsmål rettes til

Direktør Bjørn Borre, IT-Branchen, tlf. 2752 2524, e-mail bjb@itb.dk

Analytiker Stine Normann, tlf. 4255 2000, e-mail stine@stinenormann.dk.

2. Om undersøgelsen

Undersøgelsen beskriver de aktuelle lønforhold i den danske IT-branche. Deltagelse er forbeholdt medlemmer af brancheforeningen IT-Branchen.

Lønstatistikken produceres i samarbejde med Stine Normann Lønanalyse.

Gratis deltagelse

Produktionsomkostningerne dækkes af IT-Branchen. Bidrager I med data til lønstatistikken, får I således den færdige rapport gratis.

3. Sådan udfylder du indberetningsarket

Brug vejledningen når du udfylder excel-arket og bemærk at

- Data-fanebladet udfyldes med én linje pr. medarbejder
- Data skal være gældende pr. 1. maj 2019
- Husk også at udfylde fanebladet Virksomhedsoplysninger.

Medarbejdere der ikke skal indberettes

Følgende medarbejdertyper skal ikke indberettes:

- Udstationerede og indstationerede medarbejdere
- Trainees/elever
- Medarbejdere under 18 år
- Opsagte medarbejdere
- Fratrådte medarbejdere
- Ejere og medejere af virksomheden
- Medarbejdere i fleksjob
- Medarbejdere, der ikke kan matches til en jobtitel fra undersøgelsens jobkatalog, skal ikke indberettes.

Indberetningsfrist og udgivelse

Det udfyldte indberetningsark sendes til stine@stinenormann.dk via <https://filboks.dk/send/> senest **d. 30. april 2019**.

Lønstatistikken udkommer som pdf-rapport medio juni 2019.

Fuld anonymitet

Alle data behandles fuldt fortroligt og anonymt. I den færdige rapport vil det ikke være muligt at identificere data fra enkelte virksomheder. Kun din virksomheds navn vil fremgå af deltagerlisten.

IT-Branchens sekretariat har ikke adgang til din virksomheds specifikke indberetning, men kun til den samlede anonymiserede lønstatistik.

4. Disse data skal indberettes

Medarbejder ID

ID kan være et medarbejder-nummer, lønnummer eller lignende. Brug ikke navn, initialer eller CPR-nummer.

Intern jobtitel

Medarbejderens interne jobtitel i virksomheden.

Fødselsår

Her angives medarbejderens fødselsår i formatet åååå, fx 1955.

Postnummer

Her angives postnummeret på arbejdspladsen eller der hvor medarbejderen primært refererer til.

Jobkode

Se jobtitler og de tilhørende jobkoder i Jobkataloget (kapitel 6).

Ugentlig arbejdstid

Her anføres medarbejderens kontraktmæssige ugentlige arbejdstid, eksklusiv frokost. Eventuelle overarbejdstimer medtages ikke.

Fast månedsløn

I dette felt angives 'det øverste tal på lønsedlen', dvs. den nuværende faste månedlige grundløn **før** fradrag af nogen art, såsom medarbejderens eget bidrag til ATP og pension.

Virksomhedens bidrag til ATP og pension medtages ikke.

Faste tillæg

Ved det månedlige faste tillæg forstås de garanterede løndele, der ligger udover den aftalte månedsløn, og som ikke er direkte præstationsafhængige. Det kan være anciennitetstillæg, personlige tillæg, vagttillæg, funktionstillæg, projektledertillæg og kvalifikationstillæg.

Tillæg der ikke skal medtages er biltillæg, befordringsgodtgørelse, overarbejde, ferietillæg og alle former for præstationsbonuser.

I indberetningsskemaet angives pensionsgivende og ikke-pensionsgivende tillæg i hver deres kolonne. Modtager en medarbejder ikke tillæg, angives 0 i felterne.

Udbetalt bonus

Udbetalt bonus beregnes som 1/12 af det i de 12 forudgående måneder totalt udbetalte bonusbeløb. Ved bonus forstås alle de løndele, der ligger udover den aftalte faste månedsløn, og som er knyttet til et aftalt præstationsmål eller en skønsmæssig vurdering af medarbejderens performance. Det kan fx være præstationsløn, provision og tantième.

Modtager en medarbejder ikke bonus, angives 0 i feltet.

Pensionsprocent, virksomhedsbidrag

Her angives virksomhedens bidrag til medarbejderens pensionsordning i procent af grundlønningen. Virksomhedens bidrag til ATP skal ikke medregnes.

Er medarbejderen ikke omfattet af en pensionsordning, som virksomheden indbetaler til, angives 0% i feltet.

Skattepligtig værdi af firmabil

Hvis medarbejderen har firmabil, anføres her det årlige beløb, medarbejderen beskattes med for at have firmabilen stillet til rådighed.

Biltillæg

Her anføres et evt. månedligt beløb medarbejderen modtager til selv at holde bil for.

Biltillæg skal ikke forveksles med, at en medarbejder får udbetalt kørselsgodtgørelse for erhvervsmæssig kørsel i egen bil.

5. Hvordan vælger jeg den rigtige jobtitel?

Når du indberetter, skal du vælge en jobtitel fra lønstatistikens jobkatalog til hver af jeres IT-medarbejdere. Hertil bruges følgende retningslinjer:

- Match jeres medarbejdere ind efter jobbeskrivelserne i jobkataloget, ikke efter jobtitlerne.
- Vælg den jobbeskrivelse, som bedst matcher den pågældende medarbejders job i jeres virksomhed, også selvom beskrivelsen ikke er en fuldstændig beskrivelse af jobindholdet hos jer.
- Har du svært ved at finde en jobbeskrivelse, som i rimelig grad matcher medarbejderens opgaver og ansvar, så udelad denne medarbejder. Udeladelser er bedre end forkerte match.

6. Jobkatalog (jobtitler, jobbeskrivelser, jobkoder)

I lønstatistikens jobkatalog indgår 37 jobtitler og på de næste sider følger en kort jobbeskrivelse af hver. I parentes er den trecifrede jobkode angivet, som er den, der skal anføres i indberetningsarket. Beskrivelserne er på engelsk, som også er det sprog, der anvendes i rapporten. Jobtitlerne er grupperet i ni funktionsområder:

1. IT Management

- IT Director (100)
- IT Manager (101)
- IT Team Supervisor (102)

2. IT Operations

- System Administrator (210)
- Database Administrator (220)
- Data Security Specialist (230)
- Internal IT Consultant (240)
- IT Technician (250)
- IT Supporter (260)

3. Software Development & IT Architecture

- Frontend Software Developer (310)
- Frontend Software Developer SENIOR (311)
- Backend Software Developer (312)
- Backend Software Developer SENIOR (313)
- IT Architect (320)
- IT Architect SENIOR (321)
- Enterprise Architect (322)
- Enterprise Architect SENIOR (323)

4. Testing

- Test Manager (401)
- Tester (402)

5. Project Management

- Senior Project Manager (501)
- Project Manager (502)
- Project Co-ordinator (503)

6. Consultancy

- Director of Business Consultants (600)
- Business Consultant (601)
- Director of Technical Consultants (650)
- Technical Consultant (651)

7. Customer Service

- Customer Service Manager (701)
- Customer Service Team Supervisor (702)
- Customer Service Representative (703)

8. Sales

- Sales Director (800)
- Sales Manager (801)
- Key Account Manager (802)
- Sales Representative (803)
- Bid Manager (804)

9. User Experience

- UX Director (900)
- UX Consultant (910)
- UX Designer (911)

IT Management

IT Director (100)

Responsible for setting overall strategy for IT within the organization and coordinate the design, implementation and operation of information systems and applications.

IT Manager (101)

Responsible for the development and delivery of IT solutions to business problems as directed by corporate IT strategy. Most often leads a team of specialists.

IT Team Supervisor (102)

Responsible for a team of IT professionals.

IT Operations

System Administrator (210)

Responsible for ensuring the availability and day-to-day operation, scheduling and technical support of the company's technical infrastructure and computer systems.

Database Administrator (220)

Designs, creates and maintains databases.

Data Security Specialist (230)

Works to ensure the safety of information systems and establishes routines and procedures to protect systems from intentional or un-intentional access or destruction.

Internal IT Consultant (240)

Provides consultancy and support for the company's internal IT-systems.

IT Technician (250)

Responsible for the technical installation and maintenance of the company's network and network elements.

IT Supporter (260)

An assistant-level position that provides first line support (help-desk) and training for users. The more complex technical problems are referred to a more senior level. Installs systems following standard procedures and under broad supervision.

Software Development & IT Architecture

Frontend Software Developer (310)

Develops, maintains and documents frontend applications. Participate in analysis, design, estimation, programming, test and implementation, and ensure that work is done in accordance with agreed standards. Works under general direction.
Typically 1-4 years of experience.

SENIOR Frontend Software Developer (311)

Develop, maintain and document frontend applications. Participate in analysis, design, estimation, programming, test and implementation, and ensure that work is done in accordance with agreed standards. Works independently with occasional direction.
Typically 5+ years of experience.

Backend Software Developer (312)

Develops, maintains and documents backend applications. Participate in analysis, design, estimation, programming, test and implementation, and ensure that work is done in accordance with agreed standards. Works under general direction.
Typically 1-4 years of experience.

SENIOR Backend Software Developer (313)

Develop, maintain and document backend applications. Participate in analysis, design, estimation, programming, test and implementation, and ensure that work is done in accordance with agreed standards. Works independently with occasional direction.
Typically 5+ years of experience.

IT Architect (320)

Develops and manages IT-solutions and projects to fulfill the business goals and secures the overall technical integrity of the solution in alignment with the overall IT-strategy.
Typically 1-4 years of experience.

SENIOR IT Architect (321)

Develops and manages IT-solutions and projects to fulfill the business goals and secures the overall technical integrity of the solution in alignment with the overall IT-strategy.
Typically 5+ years of experience.

Enterprise Architect (322)

An Enterprise Architect works across the entire organization, and could be compared to a city developer. Develops overall IT strategies to implement the organization's business goals and ensures the individual IT-project works in alignment with each other and the overall strategy.
Typically 1-4 years of experience.

SENIOR Enterprise Architect (323)

An Enterprise Architect works across the entire organization, and could be compared to a city developer. Develops overall IT strategies to implement the organization's business goals and ensures the individual IT-project works in alignment with each other and the overall strategy.
Typically 5+ years of experience.

Testing

Test Manager (401)

Manager with the overall responsibility for the testing processes.

Tester (402)

Tests and verifies IT-systems.

Project Management

Senior Project Manager (501)

Has overall responsibility for planning and managing the organization's most important projects, either alone or together with other project managers. Will take a lead role for the entire project or sections thereof. Typically reports to Management.

Project Manager (502)

Has responsibility for planning and managing small/medium sized projects or sections of large projects. Works under general direction from either Management or Senior Project Manager.

Might direct the work of less experienced project staff and/or external consultants.

Project Co-ordinator (503)

Co-ordinates small projects or parts of larger projects. May liaise with external consultants. Working within well-defined guidelines and reports to Project Managers.

Consultancy

Director of Business Consultants (600)

High level professional recognized as an expert in a particular consulting area, evaluating the customer's business strategies, objectives and requirements. Leads a team of Business Consultants.

Business Consultant (601)

Professional with an advanced knowledge of strategic business solution systems, responsible for the implementation and management of the identified solution. May lead a project team.

Director of Technical Consultants (650)

High level professional, responsible for managing a consultancy team which develops and executes technical strategies for systems and processes. Leads a team of Technical Consultants.

Technical Consultant (651)

Professional responsible for designing and implementing large information systems according to clients' needs. Will have an advanced knowledge of strategic systems and technologies. May lead a project team.

Customer Service

Customer Service Manager (701)

Responsible for the overall management of the customer support function, either for the whole company or a significant product-line or activity.

Customer Service Team Supervisor (702)

Responsible for the day-to-day operations and supervision of one or several smaller customer support teams.

Customer Service Representative (703)

Responds to customer inquiries and provides immediate support and problem resolution in accordance with company standards.

Sales

Sales Director (800)

Responsible for all the sales activities of a company or a division of a company. Sets sales goals in accordance with company strategy and develops tactics and strategies for achieving those goals. Can be involved directly on major accounts. Typically manages through managers.

Sales Manager (801)

Responsible for managing sales activity within a specified geography, business unit or market segment. Directs sales force in reaching sales quota. Would be involved directly on major accounts and prospects. Typically reports to Sales Director.

Key Account Manager (802)

Manages customers of special importance to the company. Is responsible for the realization of sales objectives within the assigned group. Coordinates the activities of all functions with whom the customer has direct contact in order to provide a consistent service. Typically reports to Sales Manager or Sales Director.

Sales Representative (803)

Responsible for promoting the company's products within a specified geography, business unit or market segment to achieve the sales goals issued by Sales Management. Would often not deal with major clients/prospects, but may get involved in coaching new recruits.

Bid Manager (804)

The Bid & Proposal Manager is responsible for managing the entire proposal process, pre and post sales bid, ensuring compliance with customer requirements.

User Experience

UX Director (900)

The UX Director is responsible for making sure the user experience is tested and improved in accordance with the needs of the actual users. The UX Director makes sure both the users' needs and the business goals are met in any IT-solution according to the company strategy.

UX Consultant (910)

The UX Consultant addresses business strategy, with tools like user research, user centered design, human computer interaction, psychology, quantitative and qualitative analysis, information architecture, cooperative inquiry and strategy.

UX Designer (911)

The UX Designer conducts a wide range of the following: User research, user testing, ideation, prototyping, human computer interaction research, psychology, quantitative and qualitative analysis, information architecture, cooperative inquiry, strategy.