

TECHNOLOGY INDUSTRY SURVEY 2014



ABOUT MORTIMER SPINKS

Mortimer Spinks is the UK's leading innovator in technology recruitment. Our people are genuine experts in what they do and have naturally become market leaders when it comes to technology talent.

Being part of the Harvey Nash Group, we offer the scale, infrastructure and quality of a major plc. Our clients benefit from access to our unique portfolio of services including technology skills in Vietnam, recruitment solutions from managed service provision, contractor payrolling and business process outsourcing.

We work with the most innovative companies in the world. The majority of our customers are defined as entrepreneurial technology organisations, where technology is core to the growth of their business.

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ABOUT COMPUTER WEEKLY

ComputerWeekly.com is the leading provider of news, analysis, opinion, information and services for the UK IT community.

As well as being an advocate for UK IT professionals, we also champion the role of technology in improving organisation in all sectors of business and public life. On the web, on mobile and through face-to-face events, Computer Weekly aims to help senior IT professionals:

- make better IT strategy and technology purchasing decisions
- improve their knowledge and skills, and develop their careers
- connect with the people and information they need to be successful in their jobs

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HELLO

Welcome to the third edition of the Technology Industry Survey by Mortimer Spinks and Computer Weekly.



James Hallahan
Managing Director
Mortimer Spinks

When we first published the survey in 2011, 650 technology professionals took part. Last year that number almost doubled to over 1200 and now, in its third year, that number has doubled again to 2628 across the UK. Nearly quadrupling participation over three years is fantastic news and makes this one of the most authoritative studies on what you – the UK technology industry – are thinking and doing and what underlying themes govern your actions.

2013 has been a year of innovation, duality and dichotomy for the sector. The industry is evolving at such a rapid pace that society – and often technologists – are struggling to keep up. That said, there is an overtly positive feeling about what the future holds for technology. If the community can harness this whilst dealing with the concerns it raises, 2014 looks bright for the UK technology industry.

These are the themes that emerged this year:

Technology: A New Paradigm of Governance and Morality

There's an uncertainty around the new paradigm of morality and governance created by the evolution of technology (the internet in particular).

Happy but Restless

Seventy five per cent of technology professionals are happy in their job. So why are nearly 80% of you keeping an eye on the market? People in the technology industry are happy but restless, the solution to which is less obvious than you might think.

Twenty eight per cent of Respondents are Female – Twice the Industry Average

Gender imbalance in the industry persists but progress is being made. It's all about engagement and the message you portray. Interestingly, 736 of the respondents to this survey (28%) were female - nearly twice the industry average of 15.3% - which is a great sign of engagement for us at Mortimer Spinks.

The Next Big Thing in Technology

Convergence, the internet of things, wearable devices and augmented reality – the industry has its eyes set on some revolutionary and game changing concepts. Although year to year the specific technologies may change, we've found a general undercurrent persists that could be pointing towards a new definition of how the role of technology is defined in society.

Innovation: Your New Talent Management Strategy

The impact that allowing time for innovation has on people in the industry is undeniable. The more time you are allowed for innovation the longer you plan on staying with your employer. Additionally, the more time you are allowed for innovation the more opportunities you believe there are to progress your career at your current employer. These ground-breaking facts explain why allowing time for innovation should be at the top of your new talent management strategy.

All in all, lots of change, lots of innovation and lots of optimism for 2014. We hope you enjoy reading the 2014 Technology Survey as much as we did researching and writing it.

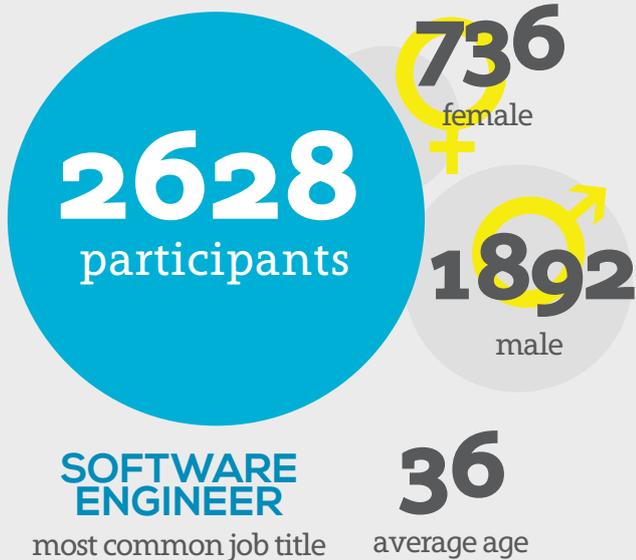
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WHAT YOU NEED TO KNOW



Women make up **15.3%** of the technology workforce



Digital Marketing is the **only job category** that has a **50-50 split** between men and women



91% of people working in tech say the **average person does not understand** the implications of **sharing content online**

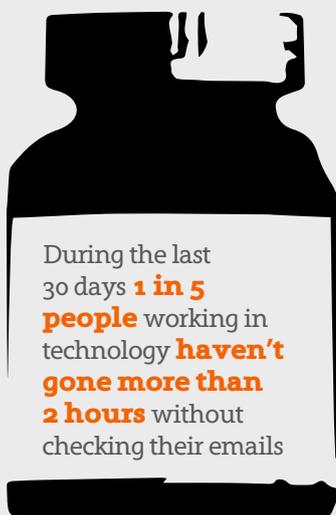
1 in 4 people working in technology are **only offline** when they're **asleep**



47% of people working in technology think that "**cryptocurrencies**" like bitcoin will become a **realistic alternative** to traditional currencies



48% of people in tech **do not think** any form of **regulation** of the internet **is a good thing**



More than half of the technology industry **checks their emails during face-to-face meetings** and **78%** of you read emails **while watching TV**



46% of **18-24 year olds** changed their **behaviours online** following the release of information on **PRISM**

TECHNOLOGY LEADERSHIP "CHEAT SHEET"

WHAT YOU REALLY NEED TO KNOW

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THE BAD NEWS

- In the last 12 months more than a third of your technology workforce have moved jobs.
- In the next 12 months 45% of your workforce plan on leaving your business. Assuming 50% achieve their aims, almost a quarter of your team will change.
- One in three members of your technology team are currently actively looking for a new role.
- Eighty per cent of them will answer the phone and listen to what a headhunter has to say.
- Seventy two per cent of your team believe that they need to leave your business in order to progress their careers.
- Paying your teams more won't make a difference. Only 32% of people who had a pay rise last year believe there is opportunity to progress within your organisation.
- Just under a quarter (22%) of your team have felt let down by the business in the last week.
- Just under half (47%) of your team work 5 hours more than their contractual hours per week. Twenty two per cent of your team work 10 hours or more above their contractual hours.

But it's not all bad...

THE GOOD NEWS

- Keeping your staff happy is not about money.
- The three most important factors to keeping employees happy and productive at work have stayed the same for the last three years:
 1. Giving your staff interesting and challenging projects to work on.
 2. Making sure your staff are surrounded by good people.
 3. Ensuring there's open, honest and regular internal communication in the technology department.
- Innovation is the most important factor in keeping your staff *your* staff.
- Twenty per cent of the technology workforce aren't allowed time in their working week for innovation. Allow them time to innovate and they will want to stay. Simple.
- Eighty seven per cent of people who aren't allowed time for innovation believe they need to leave your business in order to progress their career. Allow them 10-20% of their week to innovate and you reduce that number to two thirds (66%). Allow them 30% of their week and you bring it down to just over half (57%).





THOUGHTS FROM COMPUTERWEEKLY

By **Bill Goodwin**

This may be a time of austerity but if our latest technology industry survey is anything to go by, life is looking good for technology professionals.

Most of you have received pay rises over the last 12 months, with some of you adding 10% or more to your pay packets. If you are a freelance contractor, the chances are your day rate has also risen over the past year. Permanent employees are now earning an average of £52,000 a year (up from £44,000 in last year's survey) while freelancers can expect to earn an average of around £380 a day.

Over 2,600 technology professionals took part in this year's survey – double the number of last year. It shows that you enjoy what you do. The vast majority of you say that you are either happy or very happy in your current roles.

And you are highly dedicated to your work. Most of you regularly work more than your allotted hours. A fifth of you put in at least an extra two hours of work a day beyond your official working hours. Even when you are at home the chances are you are checking your work emails. In fact, email appears something of an addiction for technology professionals.

Most of you check your emails throughout the evening and just before you go to bed. You check them again when you wake up and as you travel into work. And checking emails while watching TV, eating - and even while using the bathroom - has become a socially acceptable norm for most technology workers.

All of these should please employers in the technology sector no end. But it would be a mistake for your bosses to be complacent.

You might be on a good salary and happy in your role, but that is no guarantee you are going to stay with your current employer.

Over 70% of you say your next job is likely to be outside your current organisation and a third of you say you are actively looking for new work.

Employers will clearly need to work harder if they want to keep you. And our research shows that offering a good salary is not enough.

In fact, for most of you, job satisfaction is far more important. Having interesting and challenging projects, being surrounded by good people and having an inspirational leader feature top of the list of attributes that make a job most worthwhile for you. Excellent pay and rewards comes in only at 12th place.

Mortimer Spinks and ComputerWeekly's research shows that employers who regularly surprise their employees for the better are more likely to keep them.

On the positive side, nearly half of you have been surprised in a positive way by your employer within the past month. But a similar proportion feel let down. Offering employees the chance to work on innovative projects - Google style - is one way of helping to retain and motivate staff. But if employers have to work harder to retain their staff that might be no bad thing.

It shows that despite austerity elsewhere, there is still a healthy demand for technical specialists.

Social
Media

100ml

WAS IT YOUR YEAR?

2013 A GREAT YEAR TO BE...

A SOFTWARE ENGINEER

- Seventy eight per cent of Software Engineers are happy in their current job.
- Just under two thirds (65%) got a pay rise last year.
- Sixty per cent have truly flexible working hours.
- Software Engineers work less overtime than the rest of the industry.
- Thirty one per cent believe there's scope to progress their careers internally (14% more than the industry average).
- They're allowed more time for innovation during the working week than the industry norm.
- More than half have worked in a start-up.

2013 A DIFFICULT YEAR TO BE...

A CTO

- The most imbalanced role the industry (97% are male).
- Only 7% had a pay rise of 5% or more.
- Seven per cent have had a pay cut of 5% or more.
- Just under half (48%) are working 10 hours or more per week beyond their contractual hours.
- More than two thirds (67%) feel they should be earning more.
- Fifty seven per cent of a CTO's working life occurs online and not face-to-face.
- In the last month 64% haven't gone more than half a day without checking their emails.
- Seventy one per cent don't believe there's scope in their current company to progress their career.

Results

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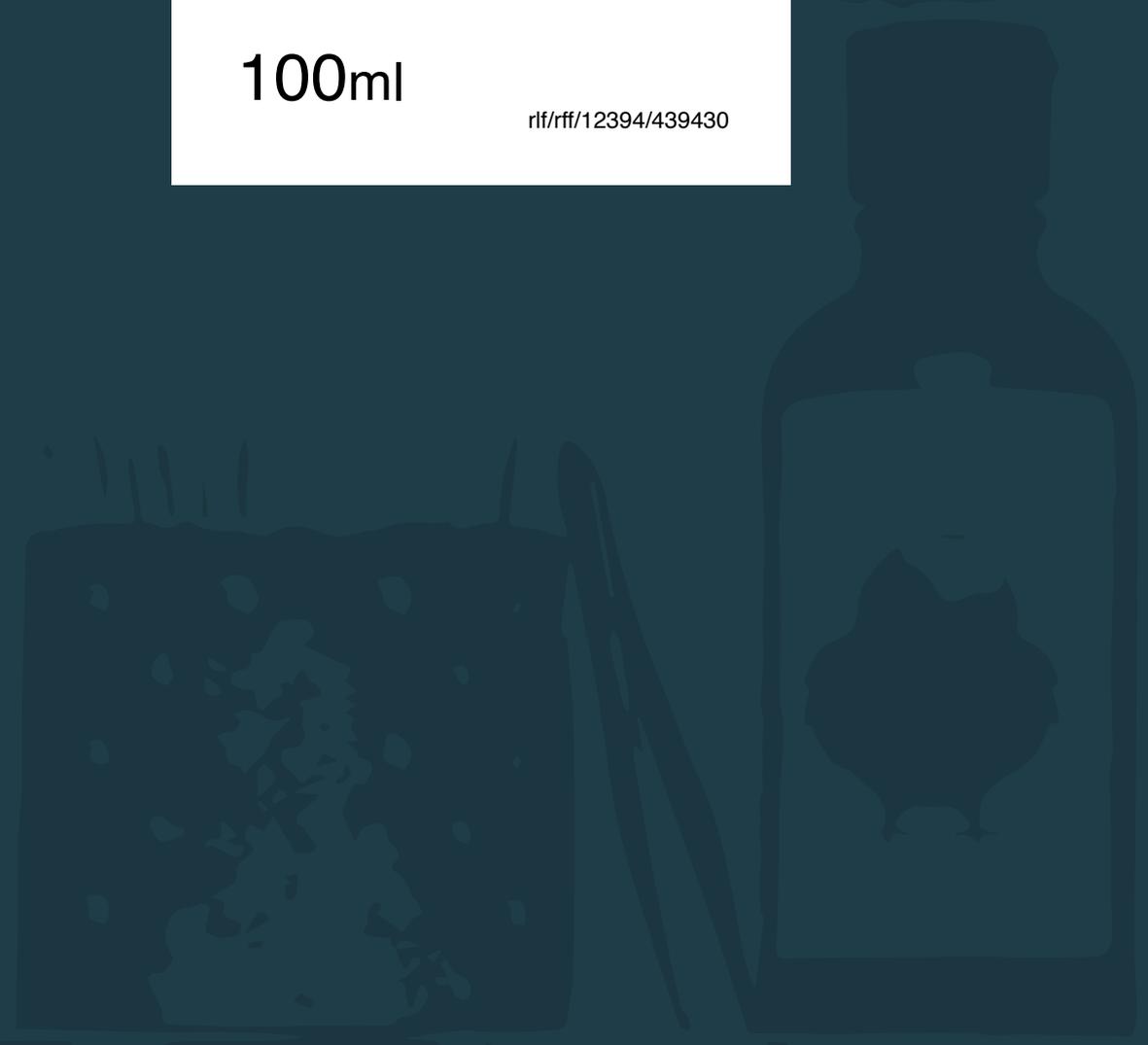
Take one tablet daily

This bottle contains 200mg of ground-breaking reseach. Each 5ml contains information 10mg

Do not exceed stated dose

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TECHNOLOGY

FORCES FOR GOOD OR ORGANISATIONS FAILING TO INSPIRE?

FIG 1 - ARE THESE ORGANISATIONS GOOD FOR THE WORLD?

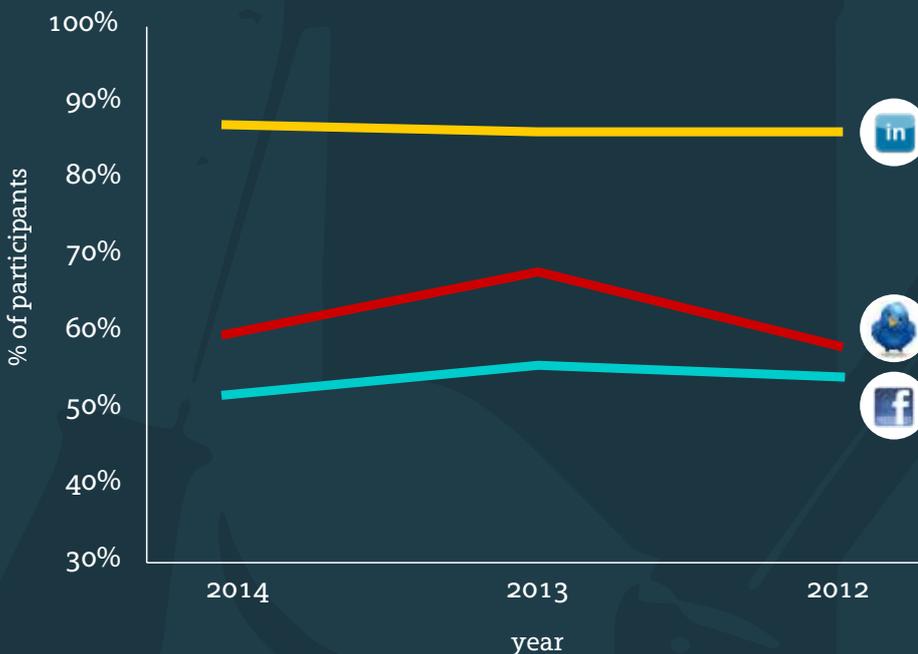
	2014	2013	2012
 Linux	92%	88%	92%
 Google	87%	88%	93%
 LinkedIn	86%	85%	85%
 Samsung	77%	-	-
 Microsoft	76%	78%	80%
 Apple	74%	73%	77%
 Twitter	60%	67%	59%
 WikiLeaks	60%	61%	59%
 GCHQ / NSA	59%	-	-
 Facebook	52%	55%	53%
 Hacking organisations like "Anonymous"	41%	41%	30%

A year-on-year comparison of the tech community's opinion on some of the biggest technology organisations/movements on the planet reveals very few have improved their standing in the last three years.

Samsung - a new entry into the list - has come in above Microsoft and Apple, its two most obvious competitors. This is perhaps indicative that Samsung is yet to reach its peak popularity or suffer from the fatigue that many Apple and Microsoft users have experienced.

SOCIAL STAGNATION. DOES SOCIAL MEDIA NEED TO EVOLVE TO STAY RELEVANT?

FIG 2 - ARE THESE SOCIAL MEDIA SITES GOOD FOR THE WORLD?



Most strikingly from fig 2 is the stagnation of the three major social media organisations in the list: Facebook, LinkedIn and Twitter. A vote of no confidence from the technology industry perhaps? Or a sign that the technology world is ready for the next big thing in social media?

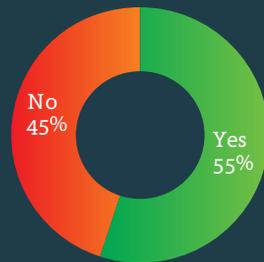
Interestingly, of the three, LinkedIn has the highest approval rating. Perhaps because it provides a much more explicit and useful service to technology professionals than either Facebook or Twitter.

TECHNOLOGY

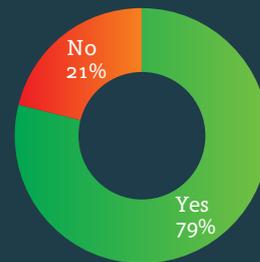
BY AGREEING TO USE THIS SITE WE ASSUME YOU WON'T UNDERSTAND THE IMPLICATIONS.

FIG 3 - UNDERSTANDING OF OWNERSHIP AGREEMENTS AND PEOPLE'S GRASP OF THE RISKS OF SHARING CONTENT ONLINE.

Do you feel you fully understand the privacy/ownership agreements on the social media sites that you use?



Do you feel you have a full grasp of the potential risks (privacy, inability to delete, identity theft etc.) of sharing content online?



Seventy nine per cent of technology professionals feel they understand the inherent risks involved with sharing content online whilst only 55% feel they understand the privacy/ownership agreements of the social media sites they use regularly.

This discrepancy could be due to a trust in the social media sites people use. Although if fig 3 is anything to go by, it's much more likely a lack of willingness to trawl through the often deliberately long-winded and overly complex terms of usage for such sites. Is a perceived lack of transparency a cause of this "social stagnation"?

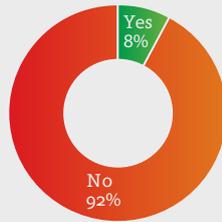
"Most non-techie people haven't got the slightest clue how dangerous the internet actually is. It's a frontier and should remain untamed and allowed to evolve naturally without government intervention." Software developer and survey participant



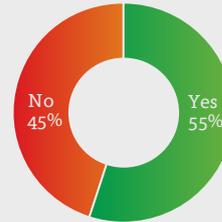
THE "ONLINE UNDERSTANDING" VOID BETWEEN TECHNOLOGISTS AND THE PUBLIC.

FIG 4 – TECHNOLOGY PROFESSIONALS UNDERSTANDING OF SOCIAL MEDIA PRIVACY AGREEMENTS AND THE POTENTIAL RISKS OF SHARING CONTENT ONLINE COMPARED WITH PERCEIVED PUBLIC KNOWLEDGE.

Do you feel people who don't work in the technology industry fully understand the privacy/ownership agreements on the social media sites that they use?

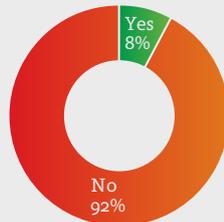


Do you feel you fully understand the privacy/ownership agreements on the social media sites that you use?

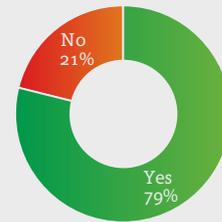


"People outside of technology don't seem to understand or care too much about what happens with their content, which can be very dangerous, so we as technologists should take responsibility for ensuring its safety and security." CTO and survey participant

Do you feel people not involved in the technology industry have a full grasp of the potential risks (privacy, inability to delete, identity theft etc) of sharing content online?



Do you feel you have a full grasp of the potential risks (privacy, inability to delete, identity theft etc) of sharing content online?



The perceived gap between technologists and the wider public in understanding of online/social media risks and ownership issues is huge - a 43% difference in social media and a staggering 71% in online content risks.

As our lives become increasingly online this potential divide has several major implications. It could see a rise in the premium of technological knowledge, a potential public backlash, people "going offline" against particular social media sites, or going offline completely in extreme cases.

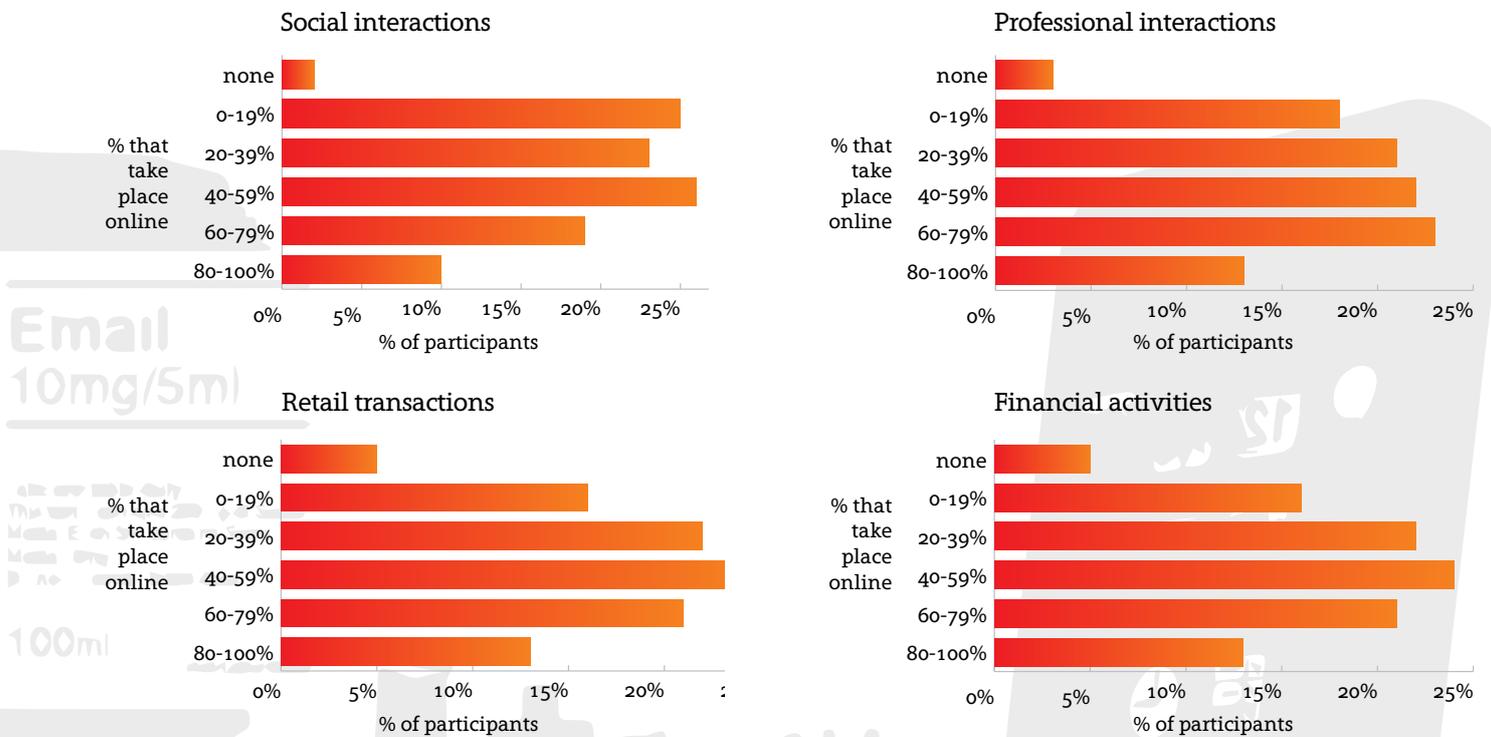
TECHNOLOGY

HOW ONLINE IS YOUR LIFE? IS TECHNOLOGY INTRINSIC TO OUR DAILY EXISTENCE?

Advances in technology may create uncertainty, but it hasn't stopped technology becoming so intertwined in our daily habits that we now take work home and vice versa. Just how online our lives are varies. People tend to do more financial transactions online than retail, for example.

Interestingly the internet has created a purely online element to our social life – interactions that only occur through the web. Additionally, the amount of time we spend online during the working week can in some cases be described as a dependency. For better or worse, technology is now so ingrained in our daily existence that as a trend it's more than likely to increase in prevalence.

FIG 5 - WHAT PERCENTAGE OF YOUR INTERACTIONS AND TRANSACTIONS OCCUR ONLINE?



Technologists carry out on average 76% of their financial and 50% of their retail transactions online. Unsurprising, given the ease and convenience these online services provide to our daily lives.

It's also perhaps unsurprising, given that so much of our working life is spent online, that 41% of the average technology professionals' work interactions occur online.

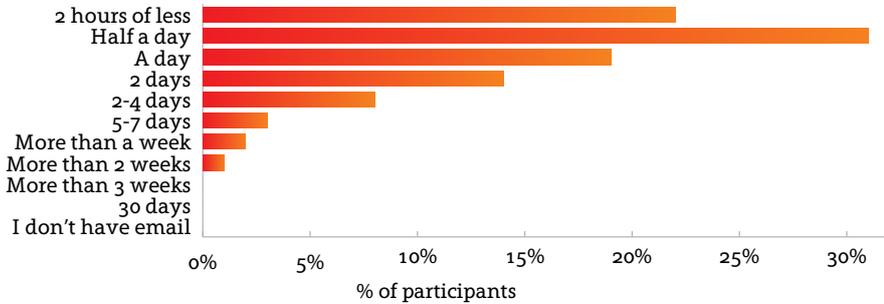
It is, however, surprising that a similar amount (40%) of non-professional social interactions outside of work are online, and on average 10% of the people you interact with, you only do so only through online channels.

When these figures are viewed as a whole, it shows how close people are to reaching an online tipping point where the majority of someone's transactions and interactions – professional, retail, personal, financial – will be done through online channels.

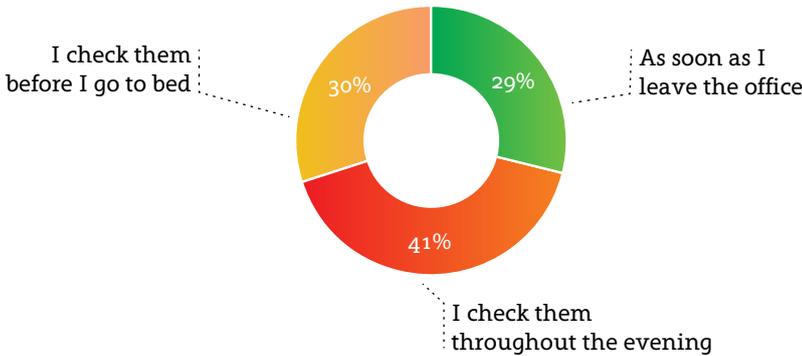
IS EMAIL THE OPIATE OF THE DIGITAL MASSES?

FIG 6 - HOW REGULARLY DO YOU CHECK YOUR EMAILS?

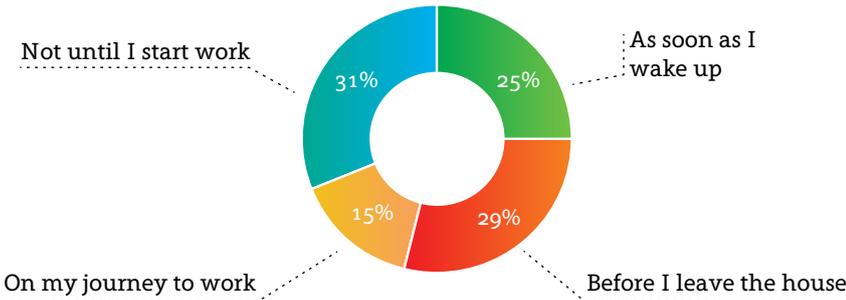
What's the longest period of time in the last 30 days that you haven't checked your email for?



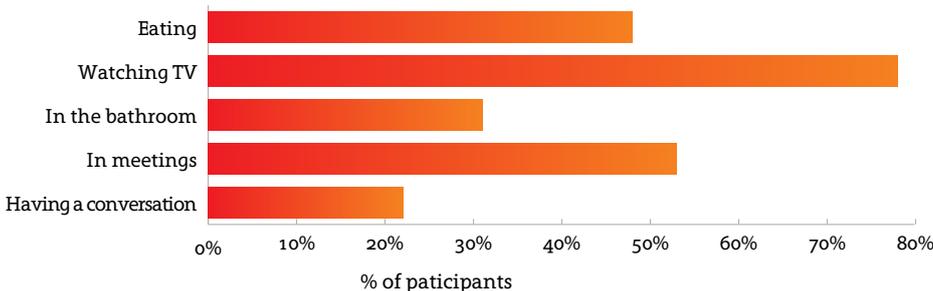
During the working week at what point on an average day do you stop checking your emails?



How soon after waking up do you check your emails?



Do you check your emails in the following scenarios?



On average, a technology professional won't go more than half a day without checking their emails and during the average working week, only one third of people stop reading their work emails once they leave work. In fact for a quarter of you, the only time you're off the grid is when you're asleep. No doubt the last thing you do at night and the first thing you do in the morning is a habit. But is email becoming a dependency?

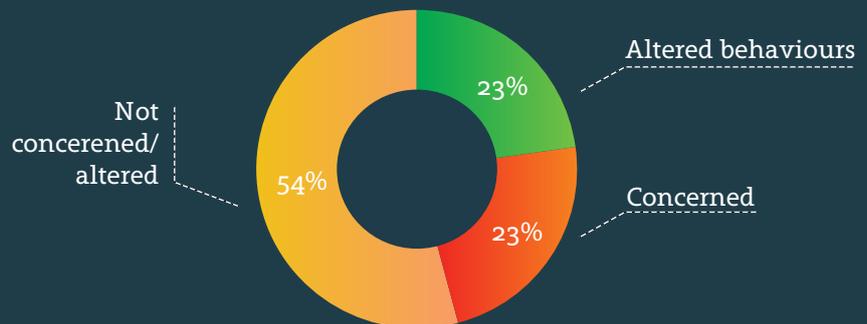
Over 50% of people check their emails during a meeting. Over 30% will do so whilst on the toilet. And a fifth of people will check their emails during a conversation. When you compare how much of our life is moving online with the amount we check our emails, it would appear there are few activities that can escape our desire to be up to date.

TECHNOLOGY

IS PRISM A CONCERN OR EVEN A SURPRISE?

The pace of current technological advancement has gone beyond anything previously seen. While technologists are at the forefront of this change, this has still created a new paradigm of online morality and governance – of which there are many uncertainties. While there is great optimism around cutting-edge techs and concepts such as convergence, the internet of things, near field communications etc., this new paradigm has created questions which the technology community doesn't yet have a clear answer to.

FIG 7 – WAS THE RELEASE OF INFORMATION ON PRISM A SURPRISE AND HAVE YOU ALTERED YOUR ONLINE BEHAVIOURS AS A RESULT?



The leaking of information about the NSA's PRISM mass electronic surveillance programme earlier in the year proved hugely controversial and provocative in the media. But just how shocked was the technology industry about it?

Less than a quarter of respondents have altered their behaviours since the release of information on PRISM. Fifty four per cent of people weren't surprised by the revelations. Thirty six per cent of those people haven't altered their behaviours, living by the mantra that you should only post things online that you don't mind the world knowing about.

This is strongly supported by fig 3, where 79% of technology professionals feel they understand the risks of posting online.

"Better hardware, infrastructure and software would preclude the government feeling the need to interfere."

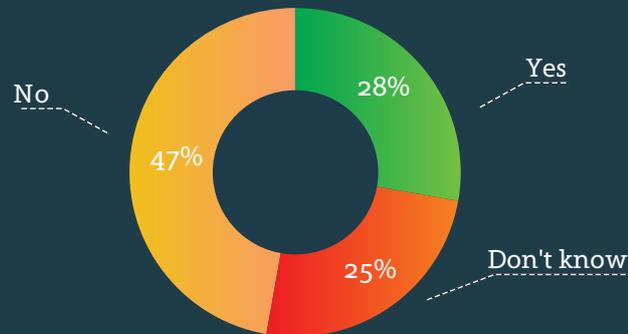
Technical Architect and survey participant

"It's an invasion of personal space, albeit virtual space. It's still wrong, aggressive and invasive."

Digital analyst and survey participant

ARE WE ENTERING NEW PARADIGM OF GOVERNANCE AND MORALITY ON THE INTERNET?

FIG 8 - IS GOVERNMENT/INSTITUTIONAL REGULATION OF THE INTERNET A GOOD THING?



"Who watches the watchers or polices the police? On balance I'm broadly in favour. I think more good than harm comes from the instant nature of news. Otherwise you get propaganda and scandals go unnoticed."

Network Engineer and survey participant

Although for many the practical implications of PRISM have been few, there's much less certainty around government/institutional regulation and whether it's a good thing. A quarter of people are unsure on the subject.

Support of government institutions and hacktivist/fifth estate organisations aren't mutually exclusive. Two fifths of people who are against government/institutional regulation see GCHQ and the NSA as being good for the world. Conversely, over half of people who are in favour of government/institutional regulation also see WikiLeaks as a force for good in the world.

And although a quarter of people surveyed were unsure about government/institutional regulation of the internet, nearly 70% of those people still thought that GCHQ and the NSA were good for the world.

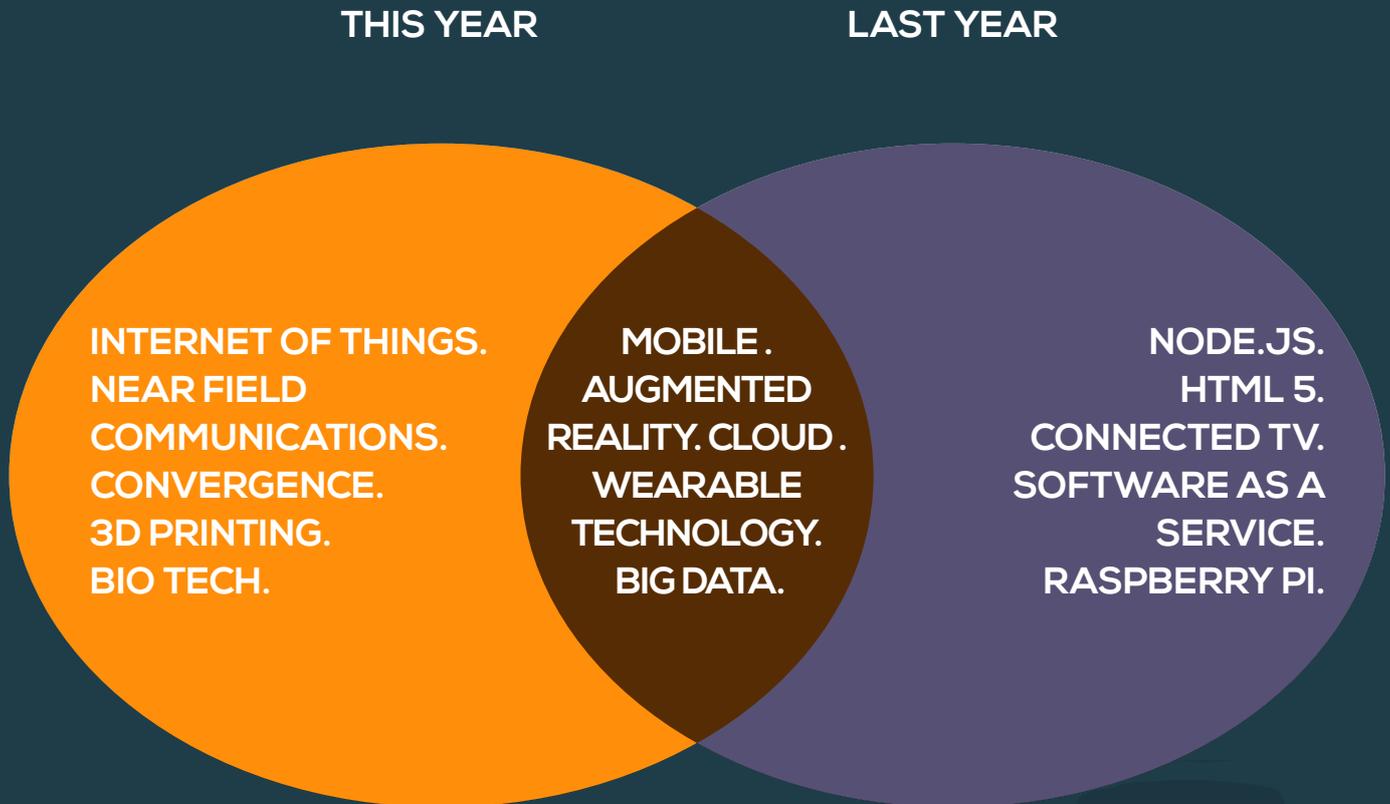
This suggests that there's a large amount of uncertainty and insecurity about who, if anyone, should be monitoring /regulating the internet. The PRISM scandal may not have altered everyone's behaviours but it seems to have opened up debate on a new paradigm of regulation and morality of the internet.

"We live in a democracy, and as much as I'm appalled by some internet content and I understand how much damage it can cause, it's up to the individual to make the informed choice."

SEO specialist and survey participant

TRENDS IN TECH

FIG 9 - THE NEXT BIG THING IN TECH? YEAR ON YEAR COMPARISON.



Perhaps the hardest opinions to measure are often the most thought-provoking. When comparing sentiment from previous years, some interesting comparisons emerged.

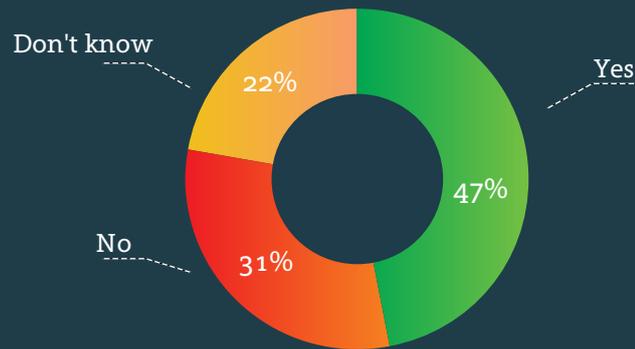
A theme that seems to be running through the years and becoming more explicit is increasing interest in getting closer to a time when the internet of things is a reality.

The topics that seem to be coming up again and again are near field communications, wearable technology, augmented reality, cloud computing, mobile computing, convergence and big data. All these topics seem to be moving towards this reality.

The possibilities of such a truly interconnected and online world appear to be something the technology industry sees as a real possibility in the near future with the current trends in technology.

SUBVERTING THE SYSTEM: THE FUTURE OF CRYPTOCURRENCIES.

FIG 10 – DO YOU THINK CRYPTOCURRENCIES SUCH AS BITCOIN WILL BECOME A REALISTIC MAINSTREAM ALTERNATIVE TO TRADITIONAL REGULATED CURRENCIES?



When asked what the next big thing in tech was last year, Bitcoin and cryptocurrencies came up frequently. In the twelve months since, there has been a huge increase in publicity around the topic, attempts at regulation and even outlawing of Bitcoin in Thailand.

When asked if Bitcoin would become a realistic alternative to traditional regulated currencies, 47% of people said yes, with 22% unsure and 31% saying no. Although these aren't definitive statistics, it suggests the days of Cryptocurrencies aren't numbered. At least not yet.

UNCERTAINTY AND OPTIMISM

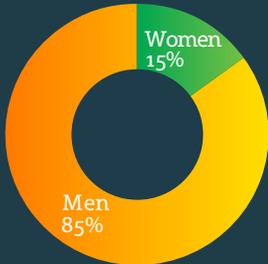
The findings of this section suggest that technology is growing in scale, reach and complexity, reaching a stage where technology professionals as well as the wider public are unable to fully comprehend all of the complex legal, social and moral issues it creates. While such changes bring exponential new opportunities for innovation, social good and discovery they also bring uncertainty around the complexities of the new paradigm of technology.

PEOPLE IN THE INDUSTRY

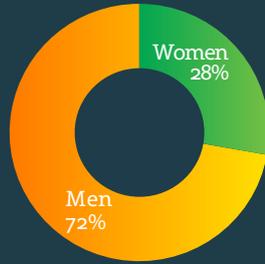
BUILDING A COMMUNITY IS ALL ABOUT ENGAGEMENT

FIG 11 – GENDER BREAKDOWN OF INDUSTRY AND PARTICIPANTS

Average technology team



Our participants



Engagement, engagement, engagement. So important we said it three times. Addressing the gender imbalance has to be done from the inside – and not just by men in the industry. Female technologists are key to getting more engagement from women outside of technology. That's why we're so happy we have almost double the industry average participating in this survey. Seven hundred and thirty six of the 2628 respondents to this survey were female (28%).

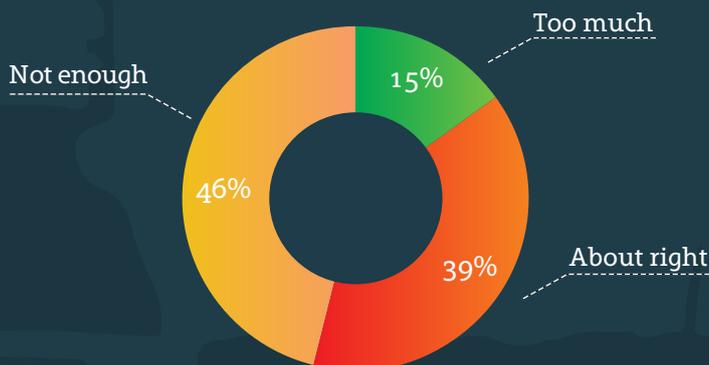
Through lots of different research pieces, we've found that one of the key stumbling blocks to delivering results on women in tech is about engaging women in the industry. One of the most common complaints of women in the technology community is that they feel like outsiders or that careers, groups and environments cater predominantly for their male counterparts.

"It's not about shouting louder; it's about saying the right and positive things that can act to undo negative and false gender stereotypes about the industry."

Project Manager and survey participant

WOMEN IN THE MEDIA: GENDER FATIGUE?

FIG 12 – IS THERE ENOUGH COVERAGE IN THE MEDIA ON WOMEN IN TECH?



Many are claiming that the gender imbalance issue is suffering from "media fatigue" – getting a disproportionate amount of attention to the problem. fig 13 debunks this, with only 15% of people thinking it gets more attention than it deserves.

In fact, from Mortimer Spinks' experiences, the amount of coverage isn't the issue: it's all about the content. Too much coverage that highlights the male dominated culture of the industry and how hard it is for women to progress is turning women away from technology, compounding the problem.

IT'S NOT ALL DOOM AND GLOOM...

FIG 13 -HAPPINESS AT WORK BY GENDER



Women are as happy, well paid and in as diverse a range of management and leadership positions as their male counterparts. The only thing different is that there are less women in the industry!

Aside from whether or not media coverage is too great or too little, there's a fear that discussion of the issue of women in tech can be construed as female members of the tech sector being unhappy. Yet findings show that there's no significant difference between men and women- both are as happy as each other in their jobs.

While there may not be anywhere near an equal weighting of women to men in the technology industry, the good news is - despite this - women are as happy as their male counterparts.



WORKING IN THE TECHNOLOGY INDUSTRY

WHICH SECTORS ARE INVESTING IN THEIR TECHNOLOGY WORKFORCE.

FIG 14 SALARY CHANGE BY SECTOR

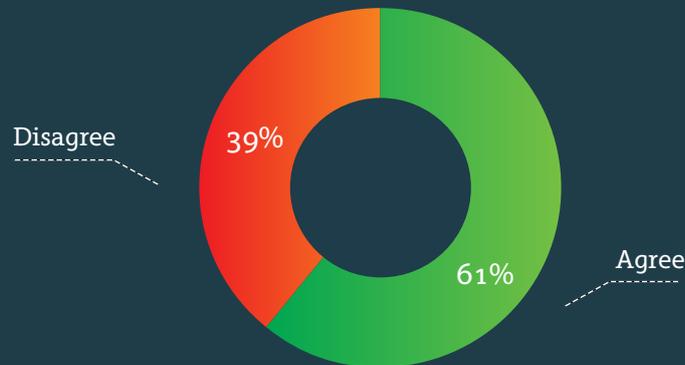
SECTOR	NUMBER OF PARTICIPANTS	SALARY		
		INCREASE	SAME	DECREASE
Pharmaceuticals	26	100%	0%	0%
Energy	26	77%	33%	0%
Broadcast / Media	184	72%	18%	10%
Financial Services	289	69%	30%	1%
Manufacturing	105	65%	31%	4%
Charity / Non Profit	79	65%	35%	0%
Advertising / PR	105	64%	21%	15%
Education	105	64%	36%	0%
Retail / Leisure	237	61%	34%	5%
Technology / Telecoms	841	58%	35%	7%
Utilities	79	55%	27%	18%
Business / Professional Services	237	51%	43%	6%
Construction / Engineering	79	50%	38%	12%
Healthcare	79	47%	53%	0%
Government	158	35%	59%	6%

Only 1% of participants class themselves as working in Pharmaceuticals and Energy. In general, technology is viewed more as a support function than a business driver in these industries. This increases the chance that the tech department is outsourced to external suppliers or consultancies rather than kept in-house, which explains the low numbers.

Broadcasting and Media, Financial Services, FMCG and Manufacturing have seen significant investment in technology over the last 12 months. Seventy two per cent and 69% of the technology workforce respectively have seen increases in their permanent basic salary. In both these sectors technology is becoming an increasingly significant business enabler so increased investment in technology is no surprise.

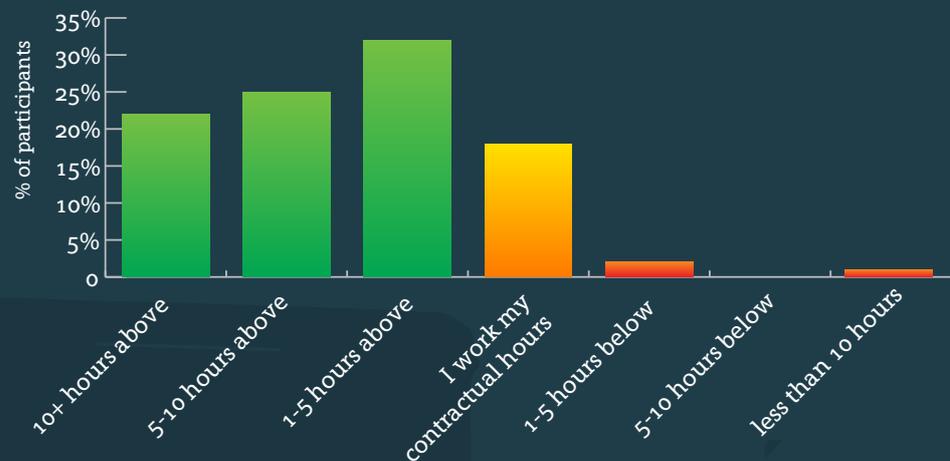
HOW LONG ARE WE ALL ACTUALLY WORKING?

FIG 15 IS YOUR BUSINESS TRULY FLEXIBLE ON WORKING HOURS IF YOU DELIVER YOUR WORK?



Sixty one per cent of people in technology truly feel delivery, not hours worked, is the metric of their productivity used by their employers. As long as they deliver the required work, they can be flexible on hours worked. Does this mean that people in technology are working fewer hours than other industries?

FIG 16 HOW MANY HOURS ABOVE OR BELOW YOUR CONTRACTUAL HOURS ARE YOU WORKING ON AVERAGE?

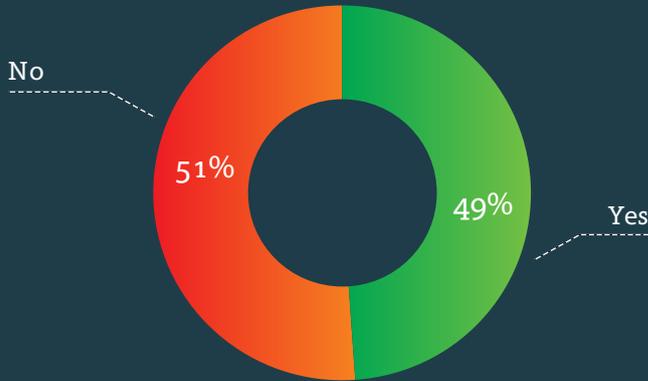


Just under a quarter of the technology industry is working more than 10 hours extra per week and 25% are working 5-10 hours more per week. Only 18% of the technology industry work their contractual hours and only 3% are working less than their contractual hours.

It's interesting to compare that while just under two thirds of people in the industry believe that their employer is truly flexible on the hours they work, 79% of the industry work more than their contractual hours.

ARE START-UPS WHERE WE WANT TO BE?

FIG 17 HAVE YOU EVER WORKED IN A START-UP?

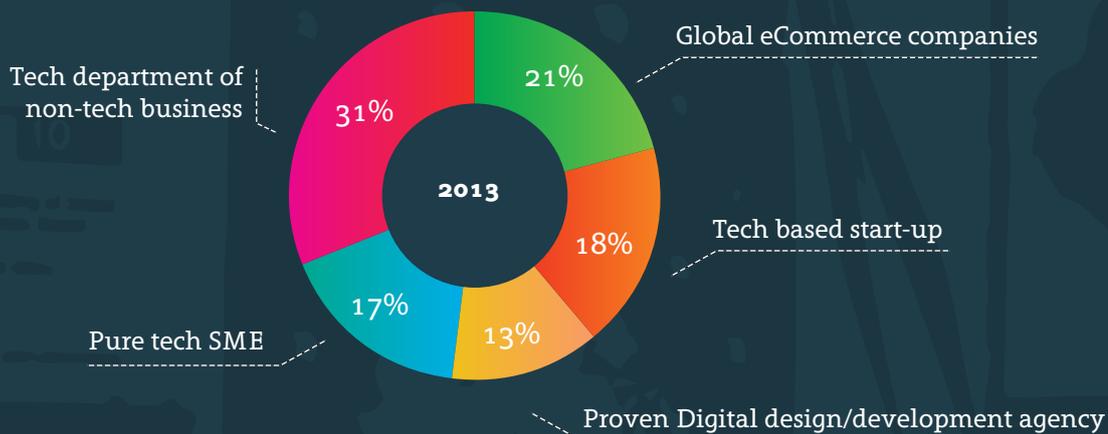
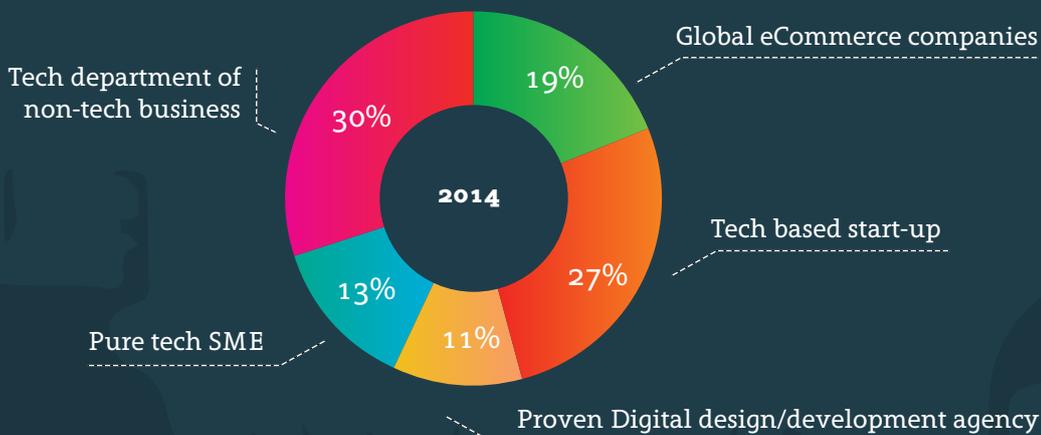


*"I'm really very agnostic about the type of business I work in - other factors are far more important."
Database Developer and survey participant*

Almost half of the industry has at some point been involved in a start-up business, higher than you might expect. Last year 48% of people had worked in a start-up, while 52% had not. Interestingly, it is people that have worked in start-ups before that would most like to go back.

FIG 18 WHERE DO YOU MOST WANT TO WORK?

If you were to move jobs which of the following sorts of businesses would you prefer to work in?



As was the case last year, the majority of people want to work in the tech department of a non-tech business (30%) for their next role.

The big change from last year is the amount of people wanting to work in tech based start-ups. Perhaps having seen their salaries increase year on year for several years, people feel secure enough financially to take a risk? Or perhaps it's because start-ups are where some of the most advanced and innovative products are being created?

Later in the survey we examine what keeps people happy and productive at work and it could be argued that the top three factors people identified can all be found in abundance in a start-up environment.

INTERNAL CAREER PROGRESSION IN TECHNOLOGY IS NOT SOMETHING WE ALL UNDERSTAND.

FIG 19 HOW LONG HAVE YOU WORKED AT YOUR CURRENT EMPLOYER AND HOW LONG DO YOU PLAN ON STAYING?



Last year, 35% of the technology workforce moved companies. While this may not shock in itself, when you consider a third of all team members in tech teams across the country as being new to their role and the business, this is shocking.

It would be hard to argue that this is a one off. When participants were asked "How long do you plan on staying at your current employer?", 45% said they planned to move on within the next 12 months. When you consider that a third of people have only been at their current employer for 12 months or less and 45% plan on leaving within the next twelve months, we have to ask why?

IS THERE A PROBLEM WITH INTERNAL PROGRESSION?

FIG 20 IN ORDER TO PROGRESS YOUR CAREER IS YOUR NEXT JOB LIKELY TO BE INSIDE OR OUTSIDE YOUR CURRENT COMPANY?

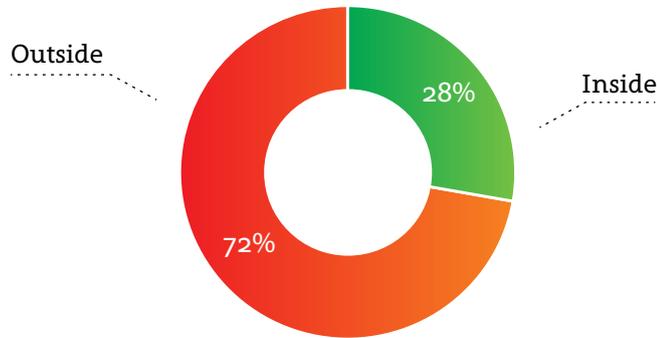


Fig 20 begins to explain why the industry has such a high turnover of staff – 72% of people feel they need to move jobs in order to progress their career. A worrying statistic for technology leaders considering the impact this can have on projects, deadlines and expectations of the team. So what can be done - is it a case of investing more money into teams?

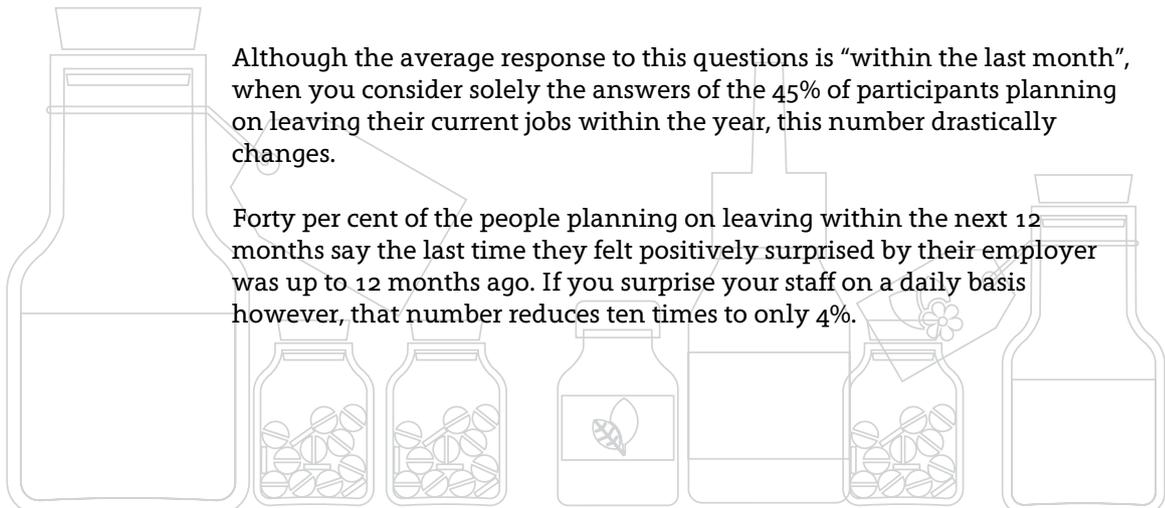
NO, IT'S NOT ABOUT MONEY. IT CAN BE ABOUT SURPRISING YOUR STAFF.

FIG 21 THE LAST TIME PEOPLE PLANNING ON LEAVING THEIR ORGANISATION IN THE NEXT 12 MONTHS WERE SURPRISED BY THEIR EMPLOYER FOR THE BETTER?



Although the average response to this questions is “within the last month”, when you consider solely the answers of the 45% of participants planning on leaving their current jobs within the year, this number drastically changes.

Forty per cent of the people planning on leaving within the next 12 months say the last time they felt positively surprised by their employer was up to 12 months ago. If you surprise your staff on a daily basis however, that number reduces ten times to only 4%.



INNOVATION IS MORE THAN A BUZZWORD. IT SHOULD BE YOUR NEW TALENT MANAGEMENT STRATEGY.

FIG 22 HOW MUCH TIME ARE YOU ALLOWED FOR INNOVATION IN YOUR WORKING WEEK?

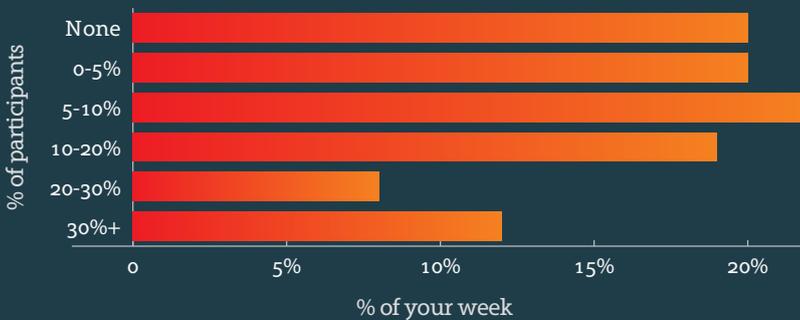


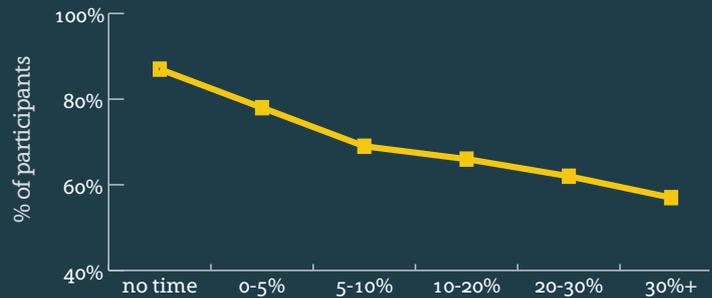
Fig 22 shows the amount of time people working in the technology industry are allowed for innovation during an average working week.

If you aren't allowed any time in your week for innovation, you are in the minority (only a fifth). Compared to the top fifth of the industry who are allowed 20% or more of their working week to innovate. How does this affect people's attitude towards their job?

CAN YOU PROGRESS AT YOUR CURRENT COMPANY? THAT DEPENDS ON YOUR EMPLOYER'S ATTITUDE TO INNOVATION.

FIG 23 THE RELATIONSHIP BETWEEN WHETHER YOU THINK YOU NEED TO LEAVE YOUR CURRENT ORGANISATION TO PROGRESS AND TIME ALLOWED FOR INNOVATION.

Increasing time for innovation makes people less likely to move outside their current employer to progress. Why? With no inherent links between the two, should there be a correlation? Arguably having time to work on personal projects can create a better working atmosphere and culture which in turn makes people more optimistic of internal progression.



Time allowed for innovation in working week

IT'S NOT JUST "CAN I PROGRESS?" THAT DEPENDS ON INNOVATION, IT'S HOW LONG YOU PLAN ON STAYING.

FIG 24 RELATIONSHIP BETWEEN HOW LONG YOU PLAN ON STAYING DEPENDS ON HOW MUCH TIME SPENT ON INNOVATION

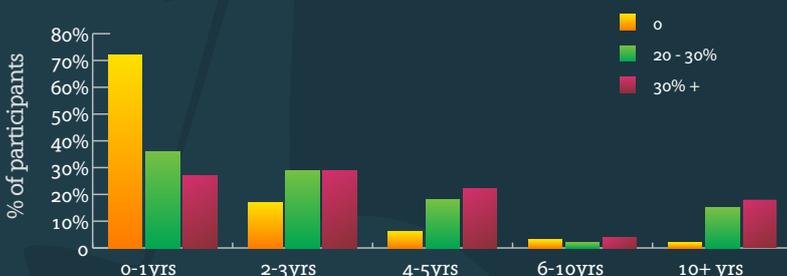


Fig 24 shows a very strong correlation. 72% of people that have no time allotted for innovation each week plan on leaving within 12 months. Thirty six per cent of people allowed 20-30% of their time for innovation plan on leaving and of those allowed 30% or more that number is reduced even further to 27%.

There was a time when innovation was all about dreaming up new product lines and services, new ways of doing business and new processes. Is it now time to realise the true value of allowing time for innovation? The culture it can create is undeniable and from a staff turnover point of view, something employers can't afford not to do.

"While happy in my current role, the hype about it being a great place to work is not reflected by the realities of working there."

DevOps Engineer and survey participant

"I've had a couple of exploratory conversations with head hunters and potential employers, so I'm very keen to find a new role."

Business Analyst and survey participant

WE'RE ALL HAPPY, BUT CONTENT IS VERY DIFFERENT.

Overall, technologists appear to have it pretty good. You're happy, challenged and interested in your projects at work, with open and intelligent colleagues. You're happy your remuneration reflects your worth and your employer is flexible. Great! Yet despite this 80% of you have got an eye on the market and would entertain a call from a head hunter. This lack of satisfaction or "grass is always greener" approach appears to be a particular endemic in technology due to the nature of the sector. There's a desire to always be involved in the next game-changing, paradigm-shifting organisation that'll enhance your daily existence. For employers, there are some non-conventional ways to combat this and keep your employees satisfied.

FIG 25, HOW HAPPY ARE YOU IN YOUR CURRENT ROLE?



More than 75% of the technology workforce are "quite happy" or "very happy" in their current role. Across 2628 people in the industry that's an impressive finding. The vast majority of the people that identified themselves as happy put themselves in the "quite happy" category. Do we need to be asking what's stopping these people from moving up to "very happy"?

FIG 26 HOW HAPPY ARE YOU WITH YOUR REMUNERATION?



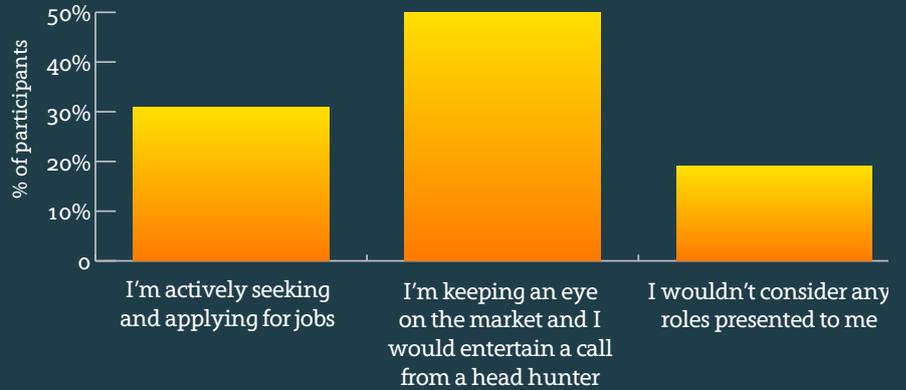
Seventy five per cent of the technology workforce is happy with their remuneration. Good news. Dig a little deeper though and a tension between happiness and contentment exists. Eighty two per cent of the people who said they're happy with their remuneration actually said "most elements reflect my worth but there's room for improvement". Could this be the reason why people say they're "quite happy" but not satisfied?

FIG 27 HOW ACTIVE ARE YOU IN LOOKING FOR NEW ROLES AT THE MOMENT?

Fig 27 shows that the majority of the technology workforce would be open to considering new roles at the moment. And just under one third are actively looking for a new role. The reality of these figures to technology leaders across the UK is that one in three of their team is currently looking for and applying to new jobs.

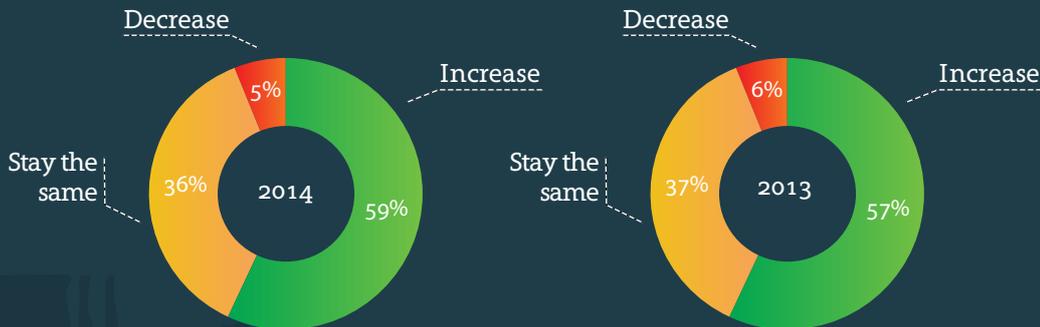
So just under two thirds of you are quite happy, the same number of you feel you're almost paid what you're worth, and the vast majority of you are open to looking for new roles.

Happy? Yes. But are you content?



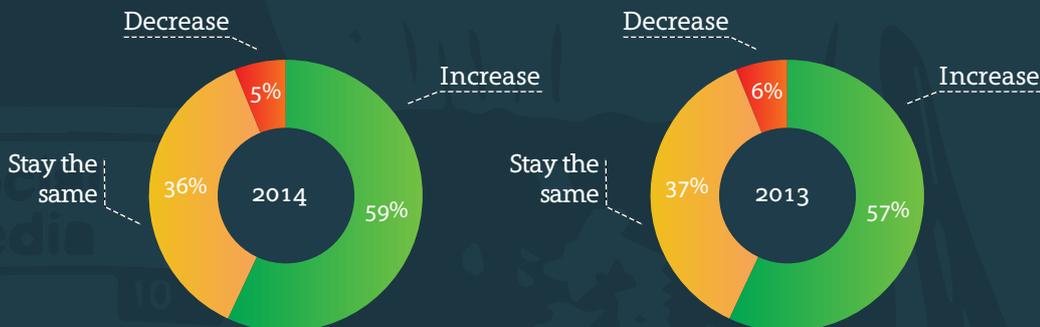
SO WHAT ABOUT MONEY?

FIG 28 - PERMANENT SALARY CHANGE OVER THE LAST 12 MONTHS



Looking at figs 28 and 29 you can see that investment in the technology workforce has continued to increase. This year 59% of people working in technology saw an increase in their basic salary, up from 57% last year. In terms of the average tech team, two out of three got a pay rise.

FIG 29 - CONTRACTOR DAILY RATE CHANGE OVER THE LAST 12 MONTHS



Considering the current economic climate in the UK, it speaks volumes for technology that it has continued to gain investment (regardless of sector) over the last three years of us conducting this research.

WHAT REALLY MATTERS TO YOU?

FIG 30 - WHAT KEEPS YOU HAPPY AND PRODUCTIVE AT WORK?

	POSITION CHANGE SINCE LAST YEAR	2014	2013	2012
Interesting / challenging projects	—	77%	74%	81%
Being surrounded by good people	—	75%	72%	74%
Open, honest and regular internal communications within the IT department	—	64%	65%	71%
Excellent pay and rewards	↑	56%	51%	60%
Being part of a company that has an interesting product or service	↑	52%	42%	39%
Up-to-date software and hardware	↓	49%	52%	50%
Flexible working time	↑	48%	41%	50%
A career development programme with good career prospects	↓	48%	49%	51%
Strong role models elsewhere in the IT team who people can learn from	↓	44%	47%	49%
A fun environment	↓	42%	43%	37%
Ability to work from home	↑	34%	30%	36%
An inspirational C-level technology leader with a strong, positive 'personal brand'	↓	30%	34%	38%
Strong emphasis on formal training	—	22%	27%	28%
Having time set aside on a regular basis to pursue personal technology projects	↑	22%	16%	16%
No need to wear a suit	↓	19%	19%	22%
Physically interesting work environment (designer interiors etc)	↑	14%	11%	10%
Regular team building activities / away days	↓	13%	15%	12%

Three years in a row the three most important things keeping you happy and productive at work have been: interesting and challenging projects, being surrounded by good people and open, honest and regular internal communications.

Three years' worth of data has seen "excellent pay and rewards" be consistently missing from the top three factors, but also considerably lower in terms of score (21% from the top of the table).

This is good news. Why? Because the three most important factors in keeping tech teams happy and motivated (and not moving jobs) are cultural – in that they can be influenced by leaders – and don't cost a penny! In our experience at Mortimer Spinks the top two factors can both be explained by the fact that people who work in technology are always on the lookout for ways to improve their skills. "Interesting, challenging projects" and "being surrounded by good people" can both be put down to a real appetite for improvement among people who work in technology. Earlier this survey discussed happiness and satisfaction being very different things. It could be argued that this productive dissatisfaction is what causes them to seek out the factors presented in fig 30.

THE APATHY FOR PRIVACY. PEOPLE WILL FORGET THAT THE INTERNET DOES NOT FORGET, SEARCH JUST GETS BETTER

WEARABLE SMARTPHONES

100% JAVASCRIPT DEVELOPMENT STACKS

BIG FAST DATA WITH PREDICTIVE DATA ANALYTICS

SMART HOMES

3D GAMING

4D COMPUTERS

NANITES

3D AND VIRTUAL WORLD TECHNOLOGIES THROUGH USE OF LARGE SCREENS OR LED GLASSES.

BIG CHANGES ARISING FROM ACCUMULATIONS OF INCREMENTAL CHANGES.

A.I.

FOLDABLE SCREENS

MORE MONGO/NOSQL TECHNOLOGIES BEING ROLLED OUT IN AN UNDERSTANDABLE WAY

CHEAP, AFFORDABLE 3D PRINTERS

SO WHAT'S NEXT IN IT

CARBON TECHNOLOGY

CISCO NEXUS

ORGANIC COMPUTING DEVICES

CLOUD SECURITY

NOKIA CHALLENGING THE MOBILE PHONE ARENA POST RIM BUYOUT BY TAKING OVER BLACKBERRY ENTERPRISE SERVERS

CORDLESS RECHARGING AND WEARABLE IT

CLOUD AUTOMATION

EXTRA-SENSORIAL TECHNOLOGY

TOTAL MOBILITY

THE INTERNET OF EVERYTHING

A CONTINUED SHIFT TO MOBILITY IN COMPUTING

CORPORATE SECURE NETWORKS

WHAT'S THE NEXT BIG TECH?

ANGRY BIRDS - THE NEXT SCENARIO

IN HOUSE APPS IN THE BUSINESS ENVIRONMENT

INCREASED VOICE RECOGNITION OR FLEXIS

BIO TECH

3D PRINTING

CONVERGENCE

BODY ADD-ONS (I.E GOOGLE GLASS, TECHY TATTOOS...)

LESS DEVICES, MORE MULTI-PURPOSE DEVICES.

EXTRA SENSORIAL TECHNOLOGY!

THE MIGRATION OF EVERYTHING ONLINE

INTERNET OF THINGS

PHYSICAL LOCATIONS WILL BECOME DEFUNCT; BIG CORPORATIONS WILL SHED EXCESS OFFICE BUILDING ASSETS IN FAVOUR OF HOME WORKING AND VIRTUAL OFFICES.

CONTACTLESS PAYMENT WILL BE THE NORM, WITH A MATRIX STYLE VR LINKING TO THE BRAIN.

NANO CARBON COMPUTING

GRAPHENE

HYPER DENSE WIFI

AUGMENTED REALITY

MICRO SERVICE INTEGRATIONS

100% JAVASCRIPT DEVELOPMENT STACKS.

10XHD

REMOVING BARRIERS TO BIG DATA

BYO IDENTITY

NEAR FIELD COMMUNICATIONS

THE PEAK OF INFLATED EXPECTATIONS IN THE CLOUD, FOLLOWED BY MASS REJECTION, BEFORE EVENTUAL ACCEPTANCE

MAJOR SECURITY/OPERATIONAL FAILURES OF INFRASTRUCTURE SYSTEMS THAT'LL LED TO A NEW CULTURE OF RISK MANAGEMENT

A CONTINUED SHIFT TO MOBILITY IN COMPUTING

CLOUD AUTOMATION



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