

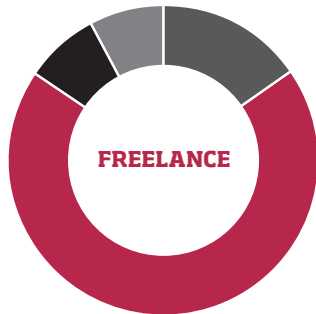
Salary survey 2009

Results from the UPA's annual survey of user experience professionals' salary levels

Salary satisfaction



- Underpaid.....44.2%
- Fairly paid.....43.6%
- Overpaid.....1.2%
- Not sure.....10.9%



- Underpaid.....15.4%
- Fairly paid.....69.2%
- Overpaid.....7.7%
- Not sure.....7.7%

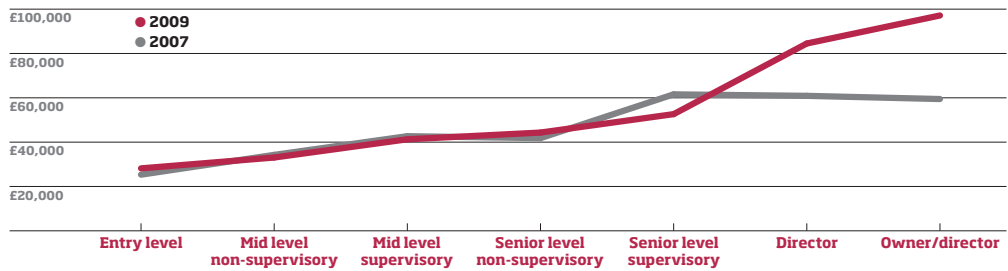
Freelance daily rates

	2009	2007
Min	£120	£140
Max	£1,300	£500
Med	£375	£384
Mean	£400	£362
Base	39	29

Salary according to job level

	Entry level	Mid level non-super	Mid level supervisory	Senior level non-super	Senior level supervisory	Director	Owner/director
Min	£18,000	£12,000	£20,000	£36,000	£132,400	£66,000	£66,000
Max	£70,000	£51,500	£65,000	£62,000	£80,000	£115,000	£173,000
Med	£24,000	£31,500	£37,500	£44,000	£53,000	£80,000	£100,000
Mean	£28,169	£33,057	£41,284	£44,321	£52,633	£84,500	£97,143
Base	13	62	15	29	35	4	7

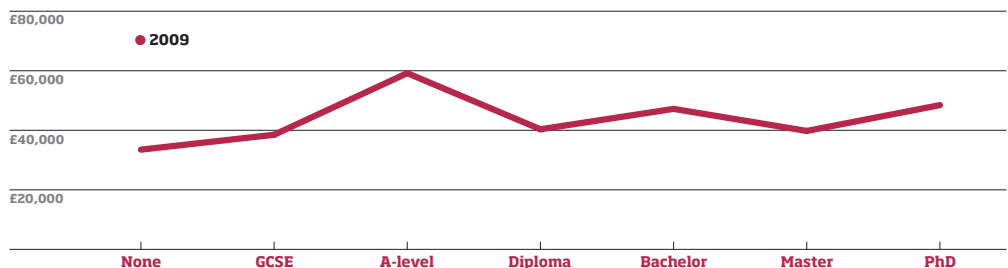
Mean salary levels by job level



Salary according to education

	None	GCSE	A-level	Diploma	Bachelor	Master	PhD
Min	£20,000	£38,500	£292,000	£13,400	£22,000	£12,000	£31,000
Max	£47,000	£38,500	£120,000	£52,000	£173,000	£115,000	£70,000
Med	£33,500	£38,500	£49,000	£42,500	£38,000	£35,150	£50,000
Mean	£33,500	£38,500	£59,200	£40,340	£47,193	£39,783	£48,460
Base	2	1	5	5	54	83	15

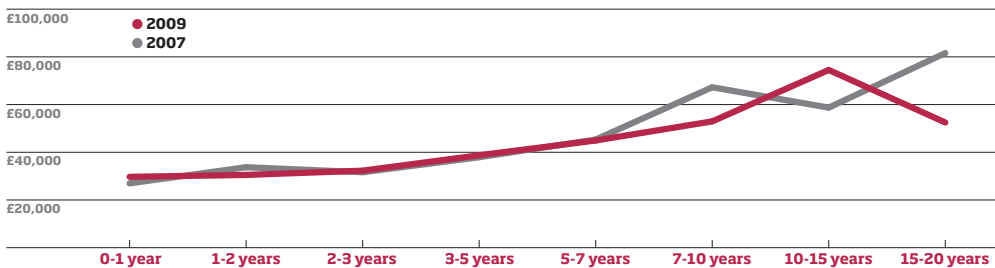
Mean salary levels by education



Salary according to experience

	0-1 yr	1-2 yrs	2-3 yrs	3-5 yrs	5-7 yrs	7-10 yrs	10-15 yrs	15+ yrs
Min	£13,400	£20,000	£20,500	£12,000	£23,449	£30,000	£38,000	£36,000
Max	£49,000	£45,000	£50,000	£70,000	£70,000	£173,000	£120,000	£54,000
Med	£33,000	£30,000	£31,000	£37,000	£45,000	£49,000	£70,000	£47,000
Mean	£29,700	£30,506	£32,280	£38,742	£44,924	£52,950	£74,500	£44,800
Base	12	17	26	38	26	21	20	5

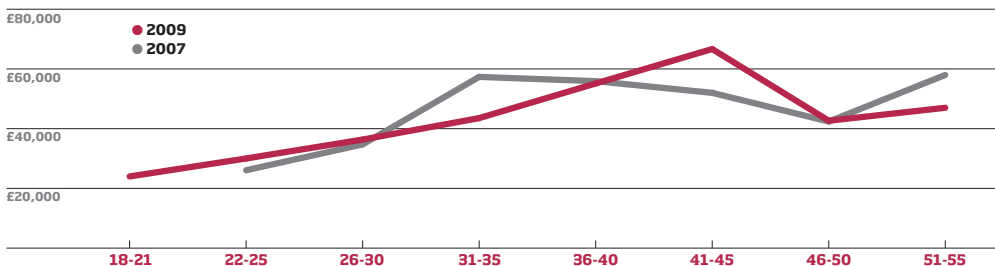
Mean salary levels by experience



Salary according to age

	18-21	22-25	26-30	31-35	36-40	41-45	46-50	51-55
Min	£24,000	£20,500	£12,000	£13,400	£29,000	£40,000	£34,275	£47,000
Max	£24,000	£45,000	£120,000	£80,000	£115,000	£173,000	£67,000	£47,000
Med	£24,000	£31,000	£33,000	£38,000	£50,000	£54,000	£36,000	£47,000
Mean	£24,000	£30,018	£36,352	£43,541	£55,130	£66,667	£42,655	£47,000
Base	1	13	65	38	27	15	5	1

Mean salary levels by age



Demographic overview

Levels of seniority

Entry level	7.9%
Mid-level, non-super	37.6%
Mid-level, supervisory	9.1%
Senior-level, non-super	17.6%
Senior-level, supervisory	21.2%
Director	2.4%
Owner/director	4.2%

Most common education levels

Master's degree	50.0%
Bachelor's degree	33.3%
PhD	8.6%

Most common qualifications

HCI	33.2%
Computer science	9.9%
Interaction design	8.5%
Psychology	7.1%

Level of experience

0-1 year	8.1%
1-2 years	8.1%
2-3 years	13.3%
3-5 years	23.3%
5-7 years	16.7%
7-10 years	13.8%
10-15 years	12.9%
15+ years	3.8%

Most common age groups

26-30	35.2%
31-35	22.4%
36-40	19.1%
41-45	10.9%
22-25	7.6%

Locations of work

London	70.9%
South East England	8.1%
South West England	4.3%
Southern England	3.3%
Scotland	2.9%
Outside UK	2.9%
North East England	2.4%
Midlands	1.9%
North West England	1.9%
East Anglia	0.9%
Republic of Ireland	0.5%

A complete report of the results can be found on the UK UPA website at www.ukupa.org.uk