14 UX GUIDE
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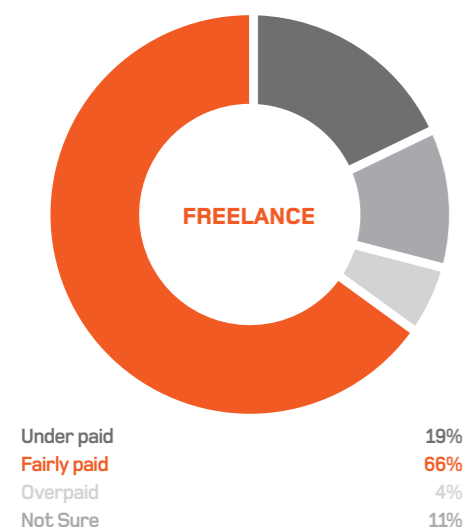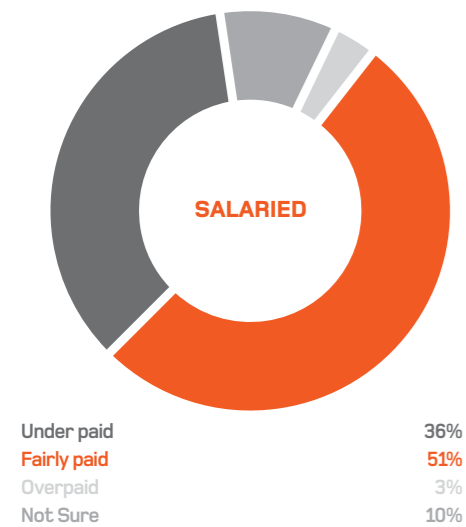THE DRUM UX GUIDE   www.thedrum.com
UX GUIDE 15

Foolproof   Futureheads

2012 SALARY SURVEY

The Drum presents the highlights and results from the UXPA's annual survey of UK user experience professionals' salary levels.

SALARY SATISFACTION

SALARIED

Under paid	36%
Fairly paid	51%
Overpaid	3%
Not Sure	10%

FREELANCE

Under paid	19%
Fairly paid	66%
Overpaid	4%
Not Sure	11%

FREELANCE RATES

DAY RATE	2009	2011	2012
MIN	120	200	220
MAX	1300	700	650
MEAN	400	443	434
MEDIAN	375	425	420
N=	39	71	84

SALARY BY LEVEL OF SENIORITY

	ENTRY LEVEL	MID-LEVEL, NON-SUPER	MID-LEVEL, SUPERVISOR	SENIOR LEVEL, NON-SUPER	SENIOR LEVEL, SUPERVISOR	DIRECTOR	OWNER/ DIRECTOR
MIN	18000	24000	32000	27000	10000	65000	37000
MEDIAN	26000	37000	45000	50000	63000	85000	58000
MAX	48000	55000	76000	95000	110000	125000	74000
MEAN	27680	37950	48278	55092	62815	93427	56600
N=	31	64	15	50	42	11	5

MEAN SALARY BY LEVEL OF SENIORITY   2009 2011 2012
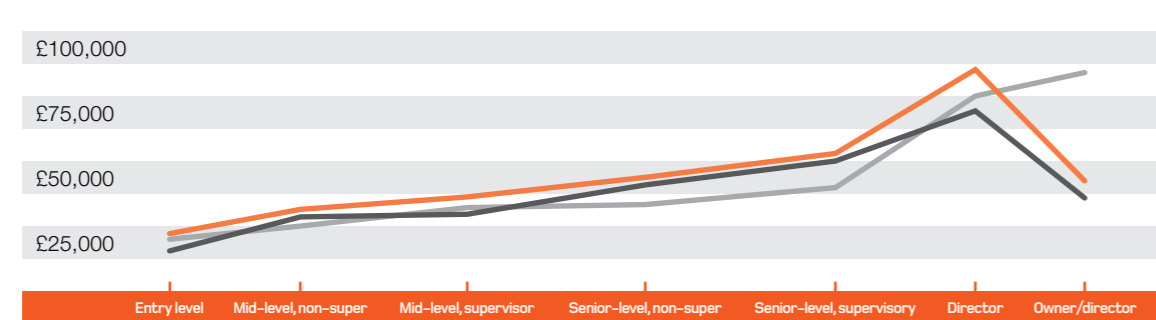
SALARY BY LEVEL OF EDUCATION

	GCSE	A LEVEL	DIPLOMA	BACHELOR	MASTER	PHD	NONE
MIN	70000	19500	27000	10000	18000	27000	35000
MEDIAN	70000	48000	53500	47800	45000	41000	44500
MAX	70000	70000	80000	125000	110000	110000	54000
MEAN	70000	47167	53500	53424	46177	51458	44500
N=	1	6	2	75	120	12	2

MEAN SALARY BY LEVEL OF EDUCATION   2009 2011 2012
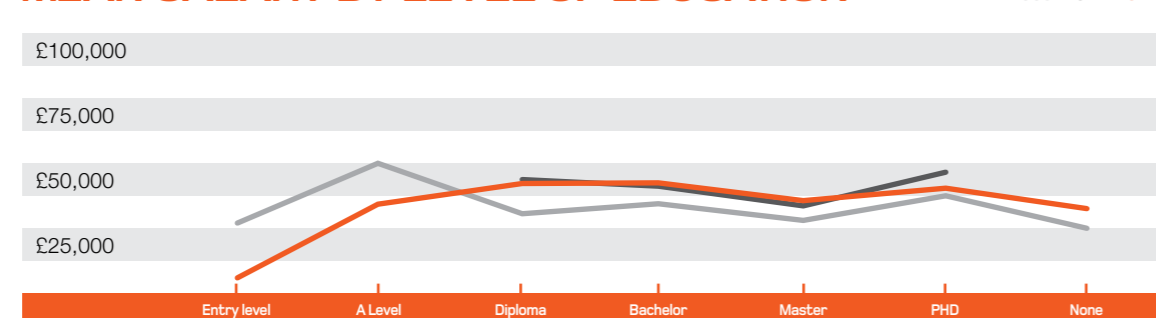
SALARY BY LEVEL OF EXPERIENCE

	0-1 YEAR	1-2 YEARS	2-3 YEARS	3-5 YEARS	5-7 YEARS	7-10 YEARS	10-15 YEARS	15-20 YEARS	20+ YEARS
MIN	18000	22000	25000	25000	10000	27000	36000	42000	37000
MEDIAN	25500	33000	37500	43500	50000	52000	70000	63330	80000
MAX	36000	50000	60000	80000	80000	110000	125000	125000	102700
MEAN	26025	33398	39135	44885	50368	55957	66050	77376	74171
N=	20	29	26	32	27	27	43	7	7

MEAN SALARY LEVEL BY EXPERIENCE   2009 2011 2012
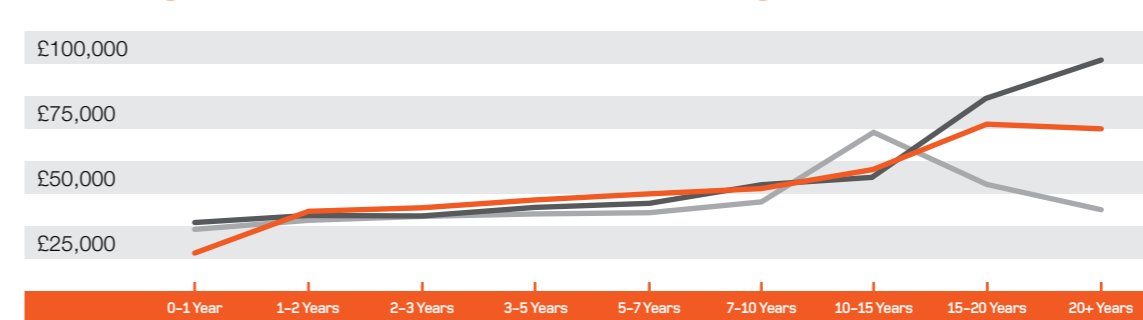
SALARY BY AGE

	18-21	22-25	26-30	31-35	36-40	41-45	46-50	51-55	56-65
MIN		18000	24000	10000	30000	25000	25000	41300	45000
MEDIAN		27000	37000	45000	50500	61000	53665	51000	59500
MAX		55000	69000	125000	11000	102700	125000	81300	70000
MEAN		29425	38600	51176	56346	60873	59983	58729	58500
N=		16	49	76	33	22	10	7	4

MEAN SALARY BY AGE   2009 2011 2012
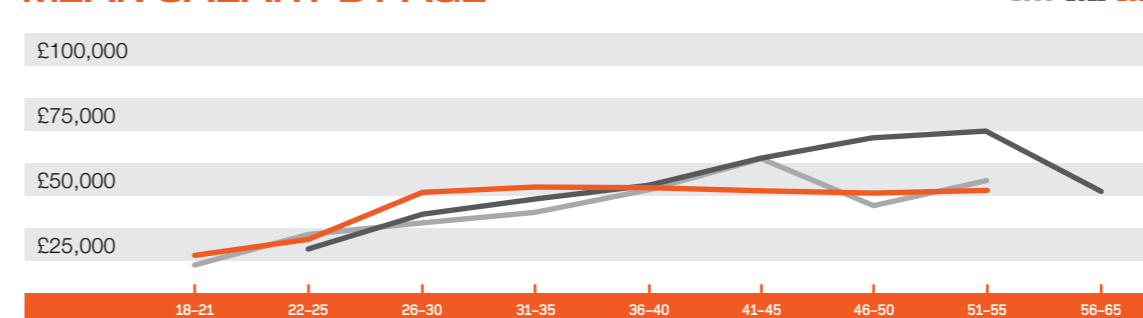
DEMOGRAPHIC OVERVIEW

LEVELS OF SENIORITY

ENTRY LEVEL	14%
MID-LEVEL, NON-SUPER	29%
MID-LEVEL, SUPERVISORY	6%
SENIOR-LEVEL, NON-SUPER	24%
SENIOR-LEVEL, SUPERVISORY	20%
DIRECTOR	5%
OWNER/DIRECTOR	2%

MOST COMMON EDUCATION LEVELS

MASTERS DEGREE	54%
BACHELOR'S DEGREE	35%
PHD	5%

MOST COMMON QUALIFICATIONS

HCI	28%
INTERACTION DESIGN	10%
COMPUTER SCIENCE	7%
PSYCHOLOGY	5%

LEVELS OF EXPERIENCE

0-1 YEAR	8%
1-2 YEARS	11%
2-3 YEARS	11%
3-5 YEARS	14%
5-7 YEARS	14%
7-10 YEARS	13%
10-15 YEARS	21%
15-20 YEARS	5%
20+	3%

MOST COMMON AGE GROUPS

31-35	32%
26-30	21%
36-40	18%
41-45	12%

MOST COMMON LOCATION OF WORK

LONDON	76%
SOUTH EAST ENGLAND	6%
INTERNATIONAL	6%
NORTH WEST ENGLAND	2%
SOUTHERN ENGLAND	2%