

The costs of losing IT employees in SA

Close to 3 400 IT professionals participated in the ITWeb/CareerWeb 2007 IT Salary Survey in February and March, ensuring a good cross-industry sample.

21st Century Business and Pay Solutions helped compile the questionnaire and performed data cleansing and salary data analysis. Further analysis was done by the ITWeb database analysis team.

The sample statistics in this year's survey do not differ greatly from last year, with 82% of respondents being male, 85% permanently employed and 49% under the age of 35.

Importantly more than 50% of employees are looking around at new employment - and there has been a 25% increase in compensation year on year.

The top earner spot among contractors was shared by a disaster recovery specialist and a software architect, who both earn a total of R1 440 000 a year. But the best-paid jobs in the ICT industry are those of systems and enterprise architects.

If your employees are looking at moving - how do you retain them? The two most important things says Mark Anderson CEO of one of SA's top and established Compensation structuring outfits, Anderson Whittle, in Cape Town, is to have market related compensation with devolved Employee Benefits to maximise employee choice in a carefully structured tax package.

"When you run this type of structure "(such as Anderson Whittle's industry standard Executive Compensation System tm)says Anderson "alongside really good employee positioning, performance pay, and excellent employee relationships you can reduce your ICT employee turnover by 30% plus within a year."

There are big costs in losing employees - especially in particularly well-paid specialist areas of IT, such as enterprise architecture with a median salary of R38 000 p/m, as well as outsourcing, ERP, IT governance and project management.