

PAYPRECISE VACANCY SALARY BENCHMARK

Software developer

London · Business and domestic software development

Prepared for **Example employer**

RECOMMENDED ADVERT RANGE

£65,500–£79,500

Balanced market position · Evidence quality **Medium**

This is a gross-earnings planning range, not a verified base-salary band. This example uses 37.5 paid hours a week across 52 paid weeks. For roles with substantial bonus or commission, benchmark base pay separately and show guaranteed salary and variable pay separately in the advert.

Experience and seniority. This benchmark reflects pay across the selected occupation and region. It is not separately adjusted for this vacancy's experience or seniority. The range is not a junior-to-senior pay scale. Consider responsibilities, qualifications and your existing pay structure when setting the final advert salary.

PAYPRECISE DECISION

£72,500

REPRESENTATIVE SALARY

01 HIRING ECONOMICS

What the recommendation means in pounds

Planning figures at the representative salary for your selected hiring position.

REPRESENTATIVE SALARY

£72,500

Midpoint used for this comparison.

BASELINE EMPLOYER COST

£83,946

Salary + standard employer NI + workplace-pension planning baseline.

CANDIDATE TAKE-HOME

£4,384/mo

Illustrative monthly PAYE estimate.

02 HIRING POSITIONS

Compare three hiring positions

Choose the balance between salary cost and a more competitive offer.

HIRING POSITION

Control budget

£55,500–£67,500

Representative salary	£61,500
Baseline employer cost / year	£71,296
Candidate take-home	£3,852/mo

YOUR SELECTED POSITION

HIRING POSITION

Balanced market position

£65,500–£79,500

Representative salary	£72,500
Baseline employer cost / year	£83,946
Candidate take-home	£4,384/mo

HIRING POSITION

Higher market position

£74,000–£90,000

Representative salary	£82,000
Baseline employer cost / year	£94,871
Candidate take-home	£4,843/mo

How your salary range is formed

Official pay data, an industry update, then your hiring approach.

OFFICIAL SALARY BENCHMARK

£63,500–£79,500

ONS ASHE · Gross annual earnings · 2025 provisional

→

UPDATED PAY ESTIMATE

£65,500–£82,000

Industry pay movement: +3.1% · 15 September 2026

→

YOUR ADVERT RANGE

£65,500–£79,500

Balanced market position

Why these figures differ

Official occupation pay is updated by +3.1% for industry pay movement. These figures show Balanced market position. Each hiring option stays within its own updated evidence span.

Industry pay movement is an indicative update, not a new official salary benchmark. It is not seasonally adjusted. The comparison uses different months: May–Jul 2026 versus Mar–May 2025.

What is happening in the wider market

Broad signals for your industry and region.

PAYROLL PAY GROWTH

+5.0%

Information and communication

London +4.2% · June–August 2026 vs a year earlier

INDUSTRY HIRING DEMAND

Softening

Information and communication

+0.0% year-on-year · -7.7% vs previous quarter · 36k vacancies · June–August 2026

Payroll checks include bonuses and differ from the regular-pay update. They do not change your salary range. Figures may be revised.

Why the evidence quality is Medium

Evidence quality describes the official sources. It does not measure how closely the range fits this vacancy.

EVIDENCE QUALITY

Medium

STRENGTH AND SPECIFICITY OF SOURCE EVIDENCE

✓ The London pay adjustment for this exact occupation was unusually large (+32.3% against the UK occupation benchmark), so we used the broader occupation group's adjustment instead (+24.2% against the UK occupation benchmark).

✓ The current industry wage-movement update passed PayPrecise quality checks.

Things to keep in mind

✓ The broader regional factor reduces false precision, but the London software market remains fragmented by sector, stack and role scope.

What this means for your decision

Some official evidence is broader or less precise. The rating does not measure how closely the range fits this vacancy. Check duties, hours, base pay and internal pay position.

Sources and assumptions

Baseline employer cost

Salary plus standard employer Class 1 NI and a 3% qualifying-earnings workplace-pension planning baseline. Figures treat the selected earnings amount as annual salary; they do not add a separate bonus or commission budget. Employment Allowance, special NI reliefs, levy, benefits and other organisation-specific costs are excluded.

Candidate take-home

Standard employee PAYE estimate using the PayPrecise shared 2026/27 tax/NI engine, with no pension or student loan. Figures treat the selected earnings amount as annual salary; separate bonus or commission timing is not modelled. Scotland uses a Scottish-taxpayer illustration but actual status depends on residence.

Evidence used

OCCUPATION

Programmers and software development professionals · SOC 2134

EMPLOYER INDUSTRY

Business and domestic software development · SIC 62012

WORK REGION

London

ASHE EVIDENCE

2025 provisional

AWE UPDATE

15 September 2026

METHODOLOGY

PayPrecise Employer Methodology v1.2.3

Report reference: Public sample benchmark · Report format v84.9.30.2

Detailed calculations and supporting data are available in your online report.

Before you publish the vacancy

- Confirm the duties match the occupation used.
- Check experience, responsibilities and internal pay.
- Check contracted hours, applicable minimum wage and base pay; confirm extras separately.
- For roles with substantial bonus or commission, benchmark base pay separately; show guaranteed salary and variable pay separately in the advert.
- Record why you choose a salary outside the suggested range.

Sample benchmark · Example data. PayPrecise · Vacancy Salary Benchmark · payprecision.co.uk

Baseline employer cost is a planning estimate and candidate take-home is illustrative. Check organisation-specific reward policy, internal equity and role scope before publishing.

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