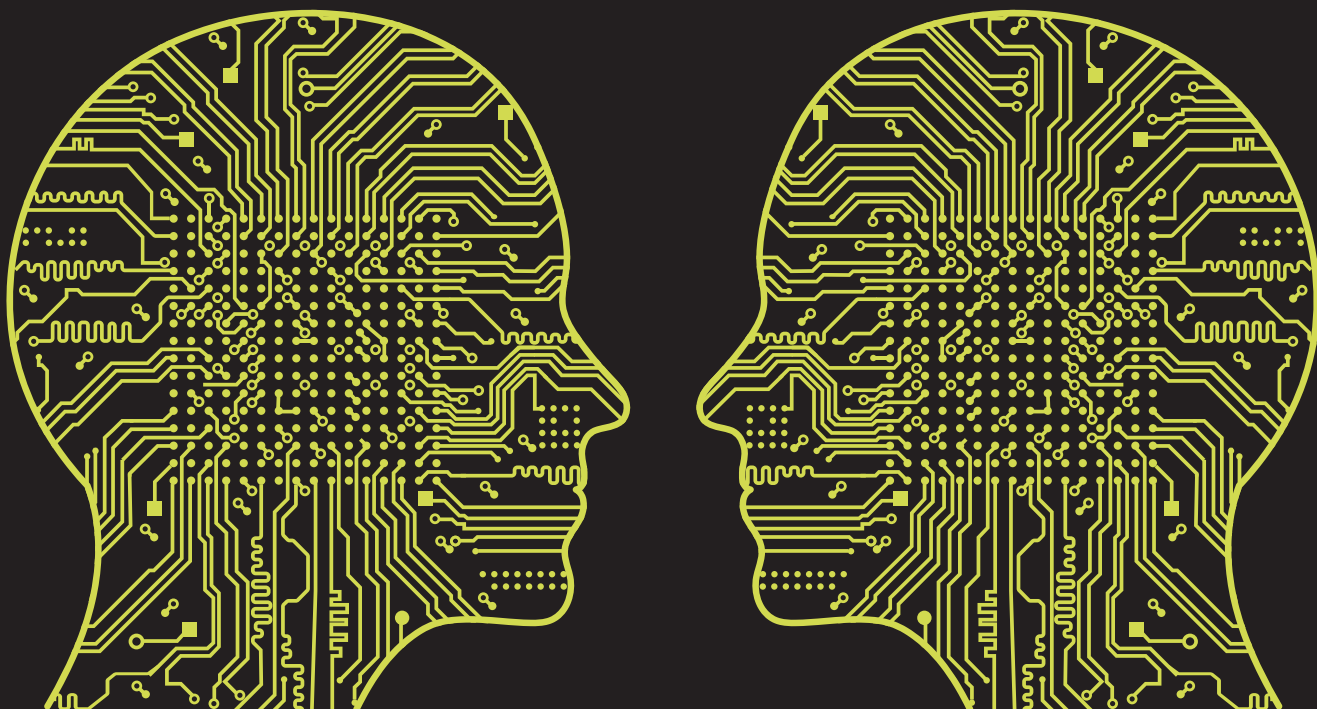


# **CRN** **ESSENTIAL**

## **Staff and Salaries Report**



# Staff and Salaries Report

Recruitment and pay is a red-hot topic in the channel thanks to the continuing IT skills shortage and increased scrutiny over gender pay gaps.

*CRN's Staff & Salaries Report* provides a snapshot of pay and headcount trends across the largest 300 resellers, MSPs and consultancies on our radar.

According to our data, average salaries in reseller land rose by an inflation-busting four per cent in their last financial years to £47,000, meaning a job in the channel pays more on average than a job in IT, where average salaries currently sit at £44,000.

Meanwhile, their combined headcount growth of 12 per cent confirms that the IT channel is an industry very much in growth mode.

This report examines what is happening to staff and pay levels across the frontline tech providers featured in *CRN's VAR 300* report, or at least the 257 which disclosed both their headcount and wage bills in their last set of annual accounts.

We have used this data to draw up a list of the channel's top

employers by staff and top payers, examine what is happening to pay and headcount at a macro level, and analyse pay across UK regions and by company size and specialism. Using data disclosed by 30 firms large enough to have to file gender pay gap reports last April, this report also looks at the differences top firms in our sector pay men and women.

## Plentiful pay packets

Of the 300 firms featured in *VAR 300*, 257 disclosed both their wage bills and their average monthly headcount in their last sets of annual accounts, which covered periods whose year ends ranged from 30 September 2016 to 31 July 2018.

We divided the first figure by the second to arrive at the average (mean) pay for each firm. One obvious flaw is that this tells you nothing of the distribution of pay across each organisation, but unfortunately, outside pay surveys, such data is unobtainable.

The average (mean) salary across the 257 firms stood at £46,799 in their last financial years, an inflation-busting 3.6

per cent rise on the £45,169 average salary of a year earlier (see *figure 1, below*).

This means average pay at tech providers tops that of IT workers. According to job site CV-Library, IT workers saw average salaries rise by 4.3 per cent to £44,100 in 2018, with the number of jobs emerging in the industry also rising by 19.7 per cent.

This is hardly a surprise given the IT skills shortage, particularly in cybersecurity, where analyst Cybersecurity Ventures predicts there will be a gap of 3.5 million posts to fill by 2021.

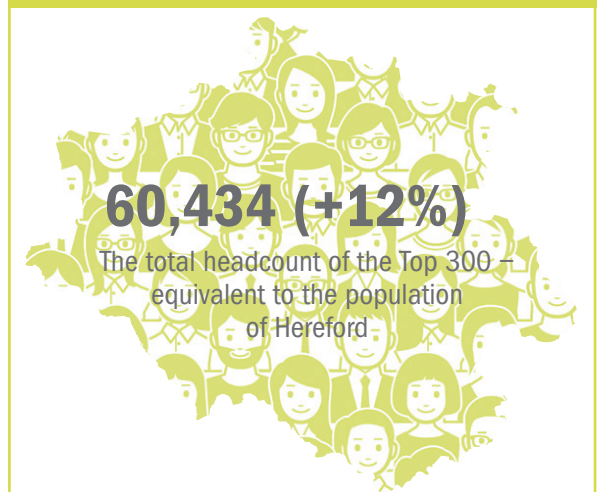
Although this suggests IT salaries are growing at a faster rate than in the channel, it must be noted that our data is based on historical results: the highest number of financial data we looked at covered the financial year ending 31 December 2017, a period when general UK wage growth was slower than it was now or even last year (average UK salaries rose 2.2 per cent in 2017, according to ONS).

We shared our data with Marc Sumner, managing director of recruitment firm Robertson

## 1. Average salaries



## 2. Top 300 headcount



Sumner, which specialises in placing sales staff at resellers, distributors and vendors.

In IT sales, at least, salaries are currently increasing at a rate well above our figures, he said.

"From senior account management level and above we're seeing an upwards trend of maybe 12 per cent," he explained.

"If you're an experienced reseller candidate in the market, there has never been a better time to earn big money or go and get a higher-paid job. There's such a shortage of demand, people can name their salaries. There's an opportunity for them to earn more money than they've ever earned before."

When it comes to headcount, the channel continues to thrive, with the 287 firms that disclosed the figure employing a total of 60,434 staff in their most recent financial years, up 12.1 per cent year on year and roughly equivalent to the population of Hereford (see figure 2, p2).

This figure would have been substantially higher but for the fact that we were unable to obtain relevant data on some of the industry's largest firms, including the reseller businesses of BT and Capita.

Of the 287 firms included in our analysis, nine boast a

headcount of over 1,000, 20 over 500 staff, 80 over 200 employees and 154 over 100 employees. (see figure 3, below).

Sumner said resellers are continuing to expand their teams and launch new branch offices.

"I can only see [total headcount] going up again this year," he said.

"We're seeing lots of demand for new offices, new divisions, new teams, additional headcount and so on. I would see it going up another 10 to 12 per cent this year. If you're a reseller candidate and you're even reasonable, you'll get a job somewhere as the demand is there.

"I think it will be a brilliant year for the channel. Forget Brexit, we're going to see companies having record years and I think 2019 is going to be the best year yet for the channel." (See p4 for five trends to look out for).

### Regional recompense

Our salary map on p7 shows the average salary of VARs in each major region of the UK.

As you would expect, VARs whose HQ is in London or the South-East, where the cost of living is highest, both have an average salary exceeding £50,000. Those based in the Thames Valley also have to contend with

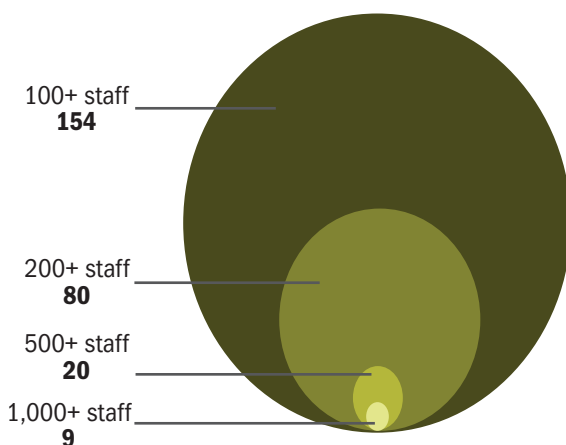
the threat of their staff being poached by high-paying IT manufacturers based nearby, including Microsoft UK, which pays an average wage of £121,000 (see p8 for tables indicating how much selected vendors and SIs pay their UK staff).

It may come as a surprise, however, that the East of England tops the pile when it comes to pay, with the 16 VARs that are based in the region paying an average salary of £52,867. The East of England is home to the UK's largest VAR/services outfit, in the shape of Hatfield-based Computacenter, which has a relatively high average wage of £57,000, as well as two high-paying VARs based headquartered in the region: Watford in CAE (£65,000) and Storm (£63,000). But it also includes Cambridgeshire, where wages are inflated by highly skilled graduates.

The East of England also had the highest wage growth of any region, at nine per cent, compared with three per cent each for the South-East and London.

Average reseller wages outside of the South-East, London and the East tend to be in the early to mid £40,000s, with the West Midlands (£44,953), the North West (£43,781), Scotland

### 3. Number of firms with...



### 4. Pay by size



## Five recruitment trends to watch out for

*We asked channel recruitment guru Marc Sumner to pick out five trends that hiring bosses will need to get to grips with in 2019. Here are his picks:*

### Increasing appetite for graduate and apprentice model

The graduate and apprentice model pioneered by Softcat will be adopted by more resellers looking to 'grow their own' talent in 2019, Sumner predicted.

"I'm surprised that the average salary is not massively higher [than the £47k logged in our analysis], but I think because so many people are thinking 'let's breed our own or bring people into the market' – and they're getting people in on £20,000 to £25,000 basic and double OTE – it's bringing that average down."

### Rise of new attraction methods

Sumner said that his firm is also seeing the emergence of new methods to hire candidates.

"Something we've invested in is a video solution so that we can do bespoke videos with candidates," he said. "You want to work for Softcat? Softcat can give me five questions specifically to ask that candidate and they can see me live video them, and then we send the footage to them. So it's more about the personality than the CV. Before it was 'send us CVs', but now they're saying 'I'd like to see a live video for three or four minutes on this candidate before I get them in'."

### More focus on benefits

"Candidates are focusing on benefits packages, which we never saw before," Sumner said. [They're saying] 'Yes, I want the £25,000 basic salary, but is there flexibility, is there an opportunity to work from home, work in global offices, buy additional holiday or sell holiday' – loads of strange questions you wouldn't have heard with my generation."

### More focus on what technology firms are selling

Candidates are increasingly scrutinising what type of technology resellers specialise in, and will pass over firms lacking a services pedigree, Sumner said.

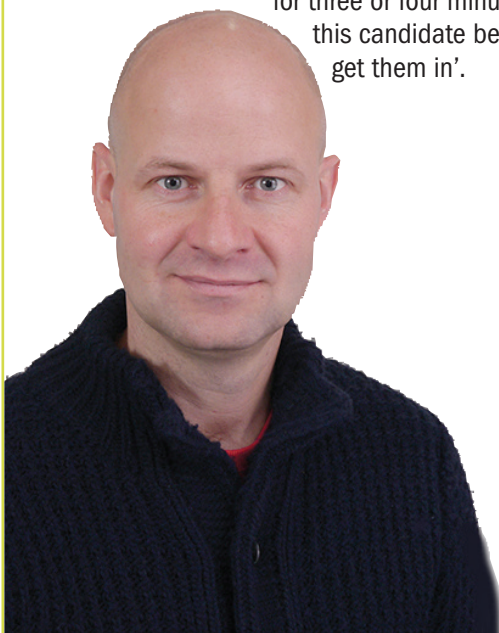
"They're really focused on 'right, what's the offering this company has: is it just a tin shifter or are they selling services? Are they in new technology? Is it in cybersecurity?' Three or four years ago, candidates were happy to sell anything; now they're being very fussy. The talent shortage is well publicised and any candidate in the channel who is pretty good has a load of choices – and they know that now, so they're being ultra-fussy. If you're not a company that is selling services or new technology, or something that is in demand, and haven't got a great hiring package, you won't even get them to the table."

### Social media and online branding is all important

Millennials only want to work for firms boasting a strong brand online and on social media, meaning many resellers are ruling themselves out from attracting a new generation of talent, Sumner said.

"If the leaders of the company – and the company in general – don't have a good personal brand, it puts them off. They are looking at Glassdoor reviews and at their online presence and social brand. Even though we're in IT, there are a lot of antiquated companies dealing technology out there that aren't on Twitter. Unfortunately, millennials are like consumers and they know more about a company than the recruiter does."

**"If you're not a company that is selling services or new technology, or something that's in demand, and don't have a great hiring package, you won't even get [candidates] to the table"**



(£42,423) and the East Midlands (£42,227) leading the way. One outlier is Yorkshire & the Humber, which has an average wage of £33,314. Although wages are also lower in the North-East, Wales and Northern Ireland (£38,381, £31,451 and £31,465), the small tally of VARs based renders averages fairly meaningless.

To critique these figures further, this data does not account for branch offices, and there may be instances where, for instance, a reseller based in London employs more staff in Manchester, and vice versa.

### Size and specialism

When it comes to company size, large resellers tend to pay more than their smaller counterparts.

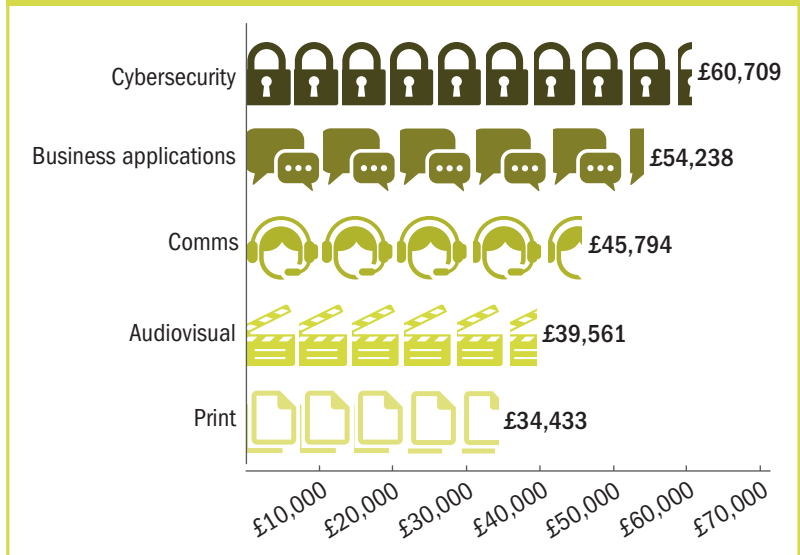
The top 100 resellers by revenue, which turned over between £40m and £1.5bn in their latest years, paid their staff an average wage of £49,339, compared with £47,201 for those positioned from 101 to 200 (revenues of £16m to £40m) and £42,356 for those ranked 201 to 300 (revenues of £3m to £16m) (*see figure 4, p3*).

Pay is also rising at a faster rate among larger firms, with average wages up 5.1 per cent year on year across the top 100, compared with a 2.9 and 2.6 per cent uplift for the second and third tiers, respectively.

Only one firm issued an average pay packet of above £100,000 in its most recent financial year in the form of cybersecurity VAR Caretower.

Caretower is one of five cybersecurity specialists in the top 25 highest payers, alongside Securelink, NTT Security, Bytes Security Partnership and NCC Group. Software resellers also feature heavily in the top 25, with global Microsoft specialists Comparex, Avanade and SoftwareOne all paying their staff an average of over £85,000 and ServiceNow partner TESM also ranking in the top five. Several

## 5. Pay by specialism



IBM partners, namely Meridian IT, Northdoor and Tectrade, are also high up in the pay pecking order. A ranking list of all the 257 firms can be found at the end of this report (*see p10*).

Through the course of the year, *CRN Essential* will look at what is happening to pay in our five sector-specific reports on cybersecurity, comms, audiovisual, print and business applications. Analysis of last year's data, however, shows that salaries are far higher among cybersecurity specialists than any of their counterparts, standing at £60,709 (*see figure 5, above*). This compares with £54,238 for business applications, £45,794 for comms, £39,561 for audiovisual and £34,433 for print.

### Gender pay

The 5 April 2019 will be etched into the calendars of tech suppliers with more than 250 staff, and not just because it is the end of another tax year.

This is the date by which they will be compelled to publish their second annual pay gap reports, and show the progress they have made on boosting gender diversity in the intervening 12 months.

The first batch of pay reports published last year sparked a wave of negative headlines for organisations where female staff are paid less than their male counterparts, including Ryanair and the BBC.

But they also made chilling reading for the tech industry, where the pay delta is particularly pronounced.

In fact, according to *CRN* analysis, the median pay gap among UK resellers with 300 or more employees stood at an average of 23 per cent, well above the 18.4 per cent national average.

We were able to locate pay gap data for 35 of the 36 firms in *CRN Top VARs 2017* that have 300 or more staff (we drew the line at 300 to avoid cases where headcount may have shrunk below 250).

Among these firms, the average median pay gap – ie how much less the middle-earning female employee is paid than their middle-earning male counterpart on an hourly basis (as at 4 April 2017) – stood at 23.0 per cent, and ranged from 7.3 per cent to 50 per cent. Only two Top VARs – RM Education and AVMI – had a median pay gap in single digits (*see p9*).



It was a similar story when looking at the mean pay gap, which stood at an average of 23.5 per cent, and ranged from 9.4 per cent to 39 per cent.

If the IT channel is lagging behind UK averages, this is not being helped by the dearth of females in higher-paid executive posts in the industry (recent *CRN* research suggests just 14 per cent of top executive roles at the UK's top 50 resellers are held by women). Men are also disproportionately represented in sales roles, which often have a higher earning capacity through uncapped commissions.

But the resellers we looked at roundly rejected any suggestion of gender pay inequality.

Telent, for instance, said there "is no pattern of men and women being paid differently for doing the same jobs at the same level" across its organisation, while Chess said it "delivers equal pay for men and women doing equal jobs".

Instead, many of the firms we looked at presented their pay gaps as a function of the lack of female staff in executive, technical and sales roles, which tend to pay the most.

The mere act of publishing this data has, however, prompted action in the area of gender pay and gender diversity, with many firms pledging to close their pay gap by boosting their focus on diversity.

To take a few examples, RM said it was introducing an unconscious bias training module for its managers as part of its efforts to ensure a balanced workforce and support a reduction in its gender pay gap, which was actually the lowest of all 35 firms looked at.

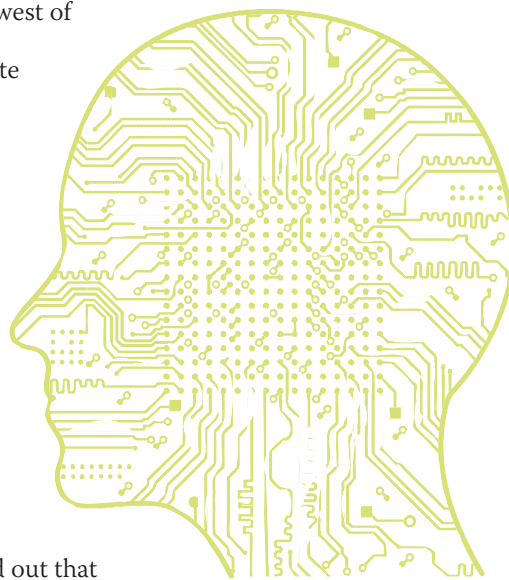
Insight said it will initiate a 'Career Break Returner' programme, as well as ensuring diversity on appointment panels.

Redcentric said it is currently finalising an apprenticeship programme designed to make technical apprenticeships more attractive to females.

The UK's largest reseller, Computacenter, meanwhile, unveiled a raft of ways in which it is aiming to improve its gender balance. It pointed out that

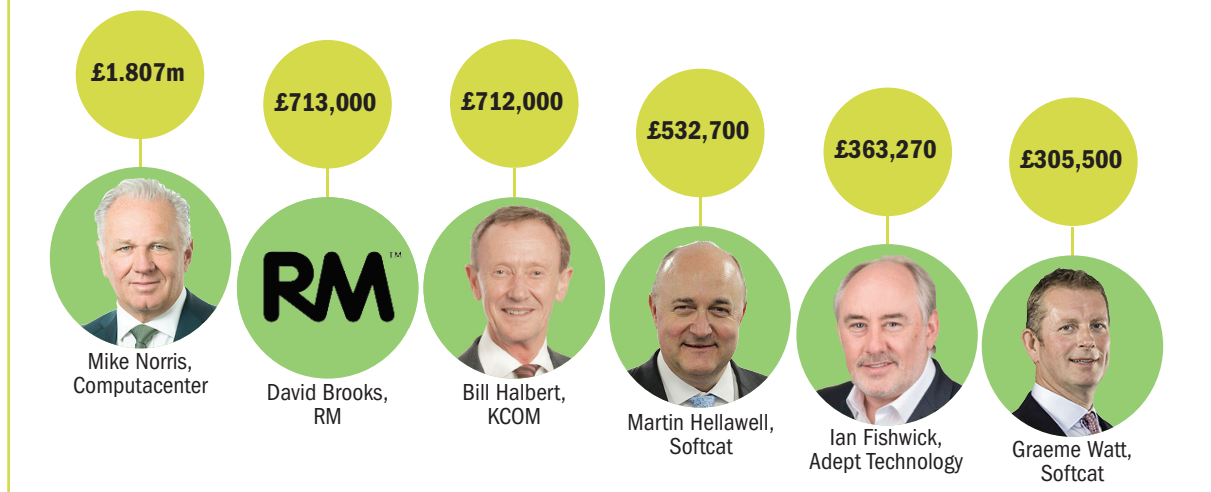
its median gender pay gap – at 13.6 per cent – is better than the national median as well as that of the technology industry as a whole, but added "we want our gap to reduce".

Though the government's Gender Pay Gap legislation has been criticised in some circles, it is clear that the act of reporting these numbers has galvanised firms in our industry to up their game on diversity. Roll on 5 April 2019.

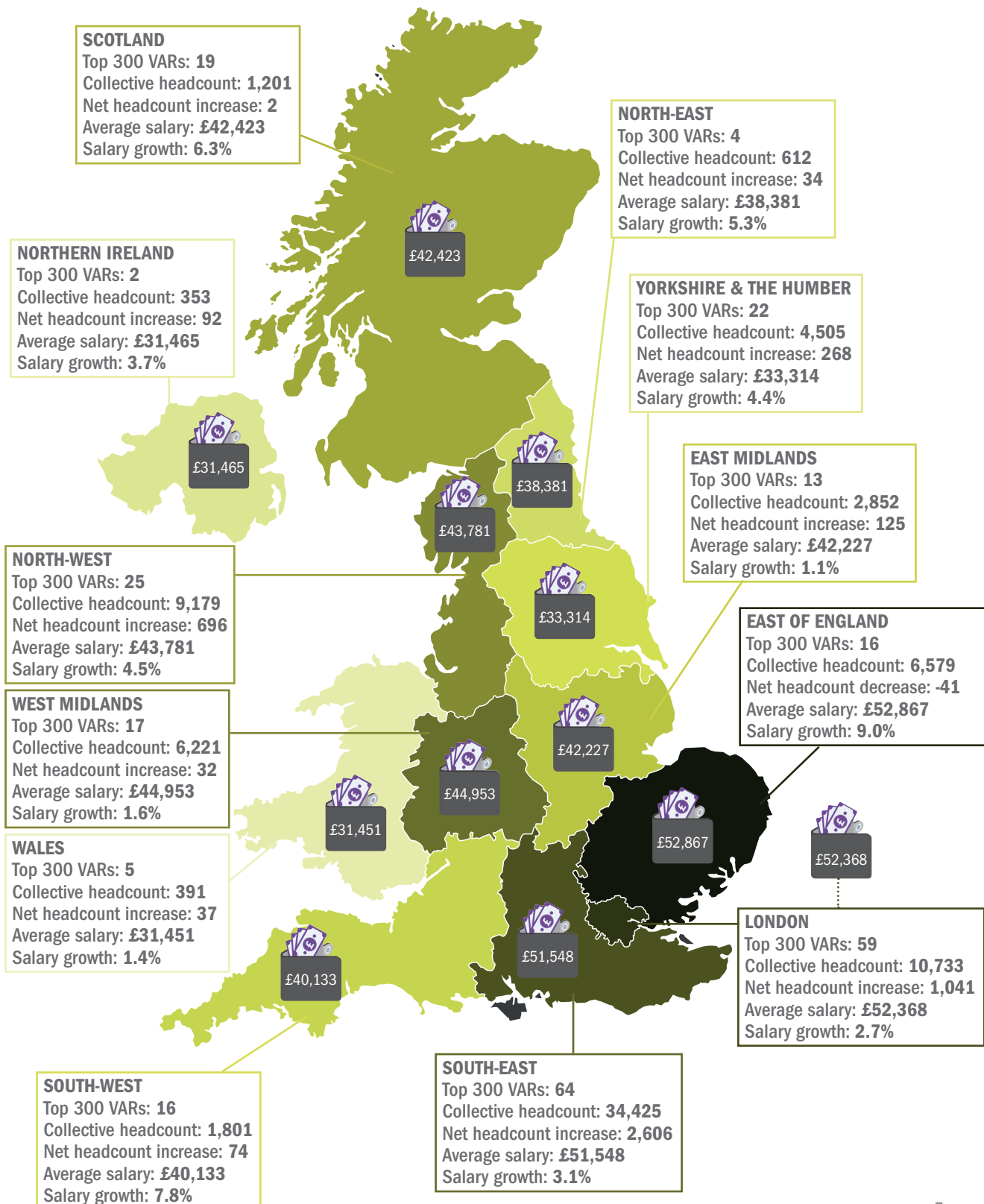


## How much do top reseller CEOs earn?

*Total remuneration in latest annual reports (including salary, bonuses, pension and performance share plans)*



## Average UK VAR salary by region



## Top payers: large firms

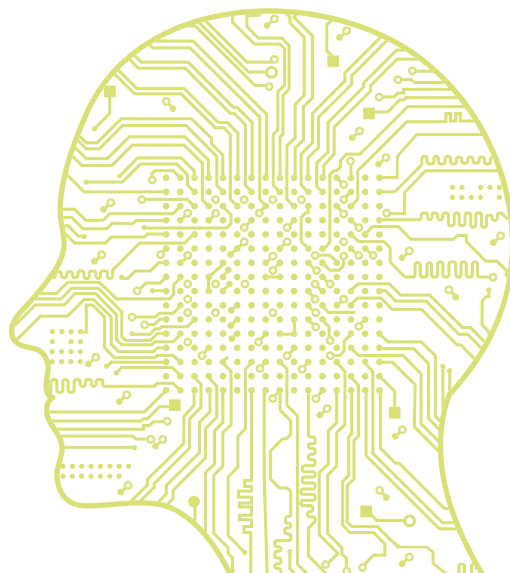
	Average pay	Staff
Avanade	£87,751	377
Itelligence	£78,500	254
Cloudreach	£75,800	265
NTT Security	£75,537	270
Bytes Software Services	£74,030	266
NCC Group	£73,911	1,813
BJSS	£69,066	775
Logicalis	£68,117	435
MTI	£65,255	106
Softcat	£65,004	1,128
CACI	£62,469	752
CDW	£60,847	1,086
Dimension Data	£58,254	621
Computacenter	£57,645	4,210
NTT Data	£57,411	472
eBECS	£55,704	311
Claranet	£52,505	459
Maintel	£51,383	652
Edenhouse Solutions	£51,105	258
Advanced 365	£49,917	314
K3	£49,130	765
PCMS	£48,990	314
Ultima Business Solutions	£48,891	396
GCI	£46,799	398
Apogee	£46,608	1,125

## Top 25 payers

	Average pay	Staff
Caretower	£108,389	54
Meridian IT Limited	£94,000	29
Comparex	£92,438	48
High Point Solutions	£89,540	28
TESM	£88,643	42
Avanade	£87,751	377
SoftwareONE	£85,177	141
Northdoor	£84,435	62
Majenta Solutions	£83,545	33
Tectrade	£83,393	56
Cisilion	£81,061	98
Itelligence	£78,500	254
TET	£78,159	44
Q Associates	£77,182	55
Securelink	£76,765	51
Axians	£76,506	83
Cloudreach	£75,800	265
NTT Security	£75,537	270
QuantiQ	£74,926	121
Bytes Security Partnership	£74,638	47
Bytes Software Services	£74,030	266
NCC Group	£73,911	1,813
I.P. Integration	£73,747	99
OCSL	£72,935	217
Celerity	£72,639	36
JT (Global) Limited	£71,069	58

## Large vendor/SI pay (UK entities) – data based on wages and headcount data in latest annual accounts

	Average pay	Headcount
Microsoft	£120,761.33	3,046
Lenovo	£92,977.14	350
Oracle	£90,382.30	4,622
Dell	£86,523.74	1,369
Accenture	£74,527.60	10,868
HP Inc	£74,238.56	721
Capgemini	£63,667.90	7,838
CSC (DXC Technology)	£52,094.61	3,562
Fujitsu Services	£49,278.99	8,391
Sopra Steria	£47,731.42	3,444





## Gender pay

	Median pay gap	Mean pay gap	Females %
Computacenter	13.6%	20.1%	
Capita (Managed IT Solutions)	21.2%	18.7%	
Daisy (IT Services)	22.8%	18.3%	15.1%
Telent	21.0%	14.0%	
RM (Education)	7.3%	9.4%	27.5%
SCC	16.1%	12.3%	
KCOM	38.1%	29.0%	
NCC Group	34.4%	30.3%	10.0%
CDW UK	14.3%	37.3%	25.0%
Softcat	19.0%	34.0%	29.0%
Insight	29.0%	29.8%	
Dimension Data	50.0%	42.0%	
Maintel	39.0%	31.0%	28.3%
Redcentric	19.0%	23.0%	20.0%
Chess	22.6%	19.2%	32.0%
Getronics	17.6%	19.7%	
XMA	31.0%	34.0%	31.6%
NTT Data	24.7%	19.5%	
Trustmarque	20.3%	18.1%	
Altodigital	23.7%	27.7%	31.5%
Claranet	28.1%	17.9%	
Logicalis	36.5%	24.8%	24.0%
Apogee	19.3%	32.1%	23.0%
IDE Group	10.7%	11.2%	
NG Bailey IT Services	18.0%	10.8%	
AVMI Group	8.6%	10.0%	
CCS Media	20.8%	25.9%	
TSG	36.7%	39.0%	25.0%
Timico Technology Group	34.0%	27.0%	34.0%
Avanade	10.8%	16.4%	
Ultima	29.0%	18.4%	
OneCom Limited	16.7%	21.1%	
RedstoneConnect	16.0%	26.0%	
Annodata	21.8%	30.0%	
IT Lab	14.5%	24.7%	
<b>AVERAGE</b>	<b>23.0%</b>	<b>23.5%</b>	<b>25.4%</b>

## Average pay and headcount: all firms

	Average pay	Staff
Caretower	£108,389	54
Meridian IT Limited	£94,000	29
Comparex	£92,438	48
High Point Solutions	£89,540	28
TESM	£88,643	42
Avanade	£87,751	377
SoftwareONE	£85,177	141
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I.P. Integration	£73,747	99
OCSL	£72,935	217
Celerity	£72,639	36
JT (Global) Limited	£71,069	58
Zones	£69,718	71
Trams	£69,711	45
Modality Systems	£69,267	101
Exception Ltd	£69,194	36
BJSS	£69,066	775
Acuma Solutions	£68,250	16
Logicalis	£68,117	435
Vohkus	£66,908	130
Niu Solutions	£66,882	85
Red Stack Technology	£66,860	121
Version 1	£65,457	223
CAE	£65,289	242
MTI	£65,255	106

Natilik	£65,148	128
Sabio	£65,094	234
Softcat	£65,004	1,128
ECS Europe	£64,480	152
Blue Chip Customer Engineering	£63,219	242
Sapphire Systems	£63,169	231
Storm Technologies	£62,841	138
CACI	£62,469	752
Axial Systems	£62,211	57
Teneo	£61,354	48
Options IT	£61,215	172
Nine Telecom Group	£60,847	107
CDW	£60,847	1,086
ITC Global Security	£60,556	102
Britannic Technologies	£60,253	79
Columbus	£59,992	127
NSC Global	£59,961	232
Wavenet	£59,810	42
ONI PLC	£59,027	73
Dimension Data	£58,254	621
Connect Managed Services	£57,916	107
Computacenter	£57,645	4,210
Solid Solutions Management	£57,568	182
NTT Data	£57,411	472
D4t4 Solutions	£57,230	122
4NET Technologies	£56,958	48
Phoenix Software	£56,701	163
Inoapps	£56,480	175
Roc Technologies	£55,775	89
eBECS	£55,704	311
Tangible Benefit	£55,556	36
CSI	£55,107	168
Amicus ITS	£54,930	86
Olive Communications	£54,728	125
m-hance	£54,448	125
Cadline	£52,650	88
Codestone Group	£52,570	100
Claranet	£52,505	459

## STAFF AND SALARIES REPORT

Total Computers	£52,306	111
AVI-SPL	£51,838	148
ECS Security	£51,620	129
Maintel	£51,383	652
Edenhouse Solutions	£51,105	258
MCSA	£50,962	133
Bechtle	£50,491	57
SecureData	£50,454	205
Xeretec	£50,328	198
Prodec Networks	£50,258	62
Man and Machine	£50,207	29
Computerworld	£50,152	46
Block Solutions	£50,028	107
York Telecom	£50,013	75
Advanced 365	£49,917	314
Jade Solutions	£49,634	41
MBA Information Technology	£49,577	26
Brookcourt Solutions	£49,483	29
Datel	£49,403	176
Pythagoras Communications	£49,263	118
Zensar Technologies	£49,188	207
K3	£49,130	765
PCMS	£48,990	314
Ultima Business Solutions	£48,891	396
Hardware UK	£48,628	137
Excitech	£48,415	118
SysGroup PLC	£47,946	74
Castleton Technology	£47,751	169
Kinly	£47,388	152
Prolinx	£47,188	69
Frontline Consulting and Business Services	£47,186	86
ExcelRedstone	£46,907	129
GCI	£46,799	398
Solar Communications	£46,722	97
Vetasi	£46,699	83
Apogee	£46,608	1,125
Smartcomm	£46,588	80
Adept Technology Group	£46,346	179

Intercity Technology	£46,082	219
EACS	£46,056	89
SCC	£46,030	1,622
PCS Business Systems	£45,950	60
Novosco	£45,804	138
OnePLM	£45,656	32
Nolan Business Solutions	£45,020	50
Six Degrees	£44,985	539
Annodata	£44,943	311
Communicate Technology	£44,931	29
GV Multimedia	£44,865	89
Civica Services	£44,763	38
CSPI	£44,091	11
IDN Supplies	£43,986	74
Centerprise	£43,796	162
XMA	£43,513	470
Excell Group	£43,287	178
Graitec	£43,169	77
Acora	£42,954	165
Reflex Limited	£42,926	54
M2 Digital	£42,880	249
Viadex	£42,825	57
Academia	£42,631	103
AVMI	£42,601	414
Concept Group	£42,429	191
ProAV	£42,296	304
Pure Technology Group	£42,165	79
Telent Technology Services	£42,161	1,888
Esteem	£42,142	247
Ampito Group	£42,056	36
Daisy	£41,880	3,479
Redcentric	£41,228	501
Proact	£41,130	230
Castle Computer Services	£41,130	77
Perfect Colours	£41,000	59
Risual	£40,915	164
IDE Group	£40,829	519
IT Professional Services	£40,827	110
DTP	£40,743	101

## STAFF AND SALARIES REPORT

Charterhouse Voice & Data	£40,582	122
Elite Telecom	£40,260	146
Electrosonic	£40,036	279
Node4	£39,990	204
Focus 21 Visual Communications	£39,958	89
Bistech Group	£39,792	72
ASL (Automated Systems Group)	£39,454	108
South West Communications Group	£39,444	142
Utilize PLC	£39,376	93
ANS	£39,108	260
Timico	£38,627	357
Vysiion	£38,544	90
DMC Canotec	£38,497	151
Software Box	£38,484	126
CommsWorld	£38,413	75
Principal	£38,216	88
TSG	£37,799	348
Circle IT	£37,792	72
ACS Systems	£37,602	103
Jigsaw24	£37,380	229
Insight	£37,249	816
The I.T. Lab	£37,218	349
Transputec	£37,164	61
NG Bailey IT Services	£36,846	415
G3 Comms	£36,726	73
Jarvis Tech	£36,375	32
Getronics	£36,285	512
Altodigital	£36,205	492
CCE	£36,184	179
Probrand	£35,695	131
Form IT Solutions (Premier 1983)	£35,400	35
Pennine Telecom	£35,370	73
The Saville Group	£35,360	228
Millgate	£35,155	116
Arrow Business Communications	£35,084	154

Excalibur Unified Communications	£34,966	58
Commercial Limited	£34,855	283
CCS Media	£34,831	420
zenoffice	£34,829	76
Printerland	£34,553	47
Stanford Marsh	£34,505	101
Adept4	£34,400	105
Involve Visual Collaboration	£33,938	129
Pinacl Solutions	£33,859	99
Gaia Technologies	£33,821	140
Retail Assist	£33,781	210
Highlander Business Solutions	£33,570	79
Vodat Communications Group	£33,541	98
Bell Integration	£33,491	328
Vision Group	£33,451	113
Complete I.T.	£33,428	145
Mirus IT	£33,393	89
Pinewood Technologies PLC	£32,973	182
OGL Computer Services	£32,898	255
Capital Document Solutions	£32,687	201
Reynolds and Reynolds	£32,573	248
European Electronique	£32,357	140
Grey Matter	£32,011	94
Chess	£31,867	528
Dacoll	£31,831	236
Stone Computers	£31,142	197
ACS Business Supplies	£31,110	100
Complete IT Systems	£30,963	54
Bamboo Technology	£30,455	55
OCF	£30,372	43
Hobs Group	£30,292	452
Pugh Computers	£30,118	17
Pure Genius Holdings	£30,101	109
Compu b	£30,032	158
Midshire Business Systems	£30,005	220
Aspire Technology	£29,968	125
Banner Group	£29,815	243

OneCom	£29,739	356
Open Systems Technologies	£29,674	1
RM	£29,282	1734
KRCS	£28,700	20
Technoworld	£28,455	11
Novatech	£28,447	114
European Office Products	£27,842	19
Lynx Networks	£27,250	48
Capito	£26,780	41
GBM	£26,509	55
Focus Group	£25,937	239
Microtech Group	£25,667	63
Roche Audio Visual	£24,826	46
eBuyer	£23,504	228
Buy IT Direct	£23,230	322
Microlink PC	£22,744	78
Ethos Group Holdings	£22,299	144
Comcen Computer Supplies	£21,667	63
Scan Computers	£21,605	228
Deans Computer Services	£20,783	46
PC Specialist	£20,558	86
Western Computer	£20,453	64
Solutions Inc	£19,627	75
Spectrum Computer Supplies	£18,926	54
Albion Computers	£18,587	104
CCL Computers	£17,200	60
EOS IT Solutions	£17,126	215
Invenio Business Solutions	£17,077	468
Akhter Group	£16,374	41
Stormfront (Professional Reseller Group)	£15,500	316
A2C Services	£14,103	116

## Top 25 firms by headcount

	Staff
Computacenter	4,210
Daisy	3,479
Telent Technology Services	1,888
NCC Group	1,813
RM	1,734
SCC	1,622
Softcat	1,128
Apogee	1,125
CDW	1,086
Insight	816
BJSS	775
K3	765
CACI	752
Maintel	652
Dimension Data	621
Six Degrees	539
Chess	528
IDE Group	519
Getronics	512
Redcentric	501
Altodigital	492
NTT Data	472
XMA	470
Invenio Business Solutions	468
Claranet	459

