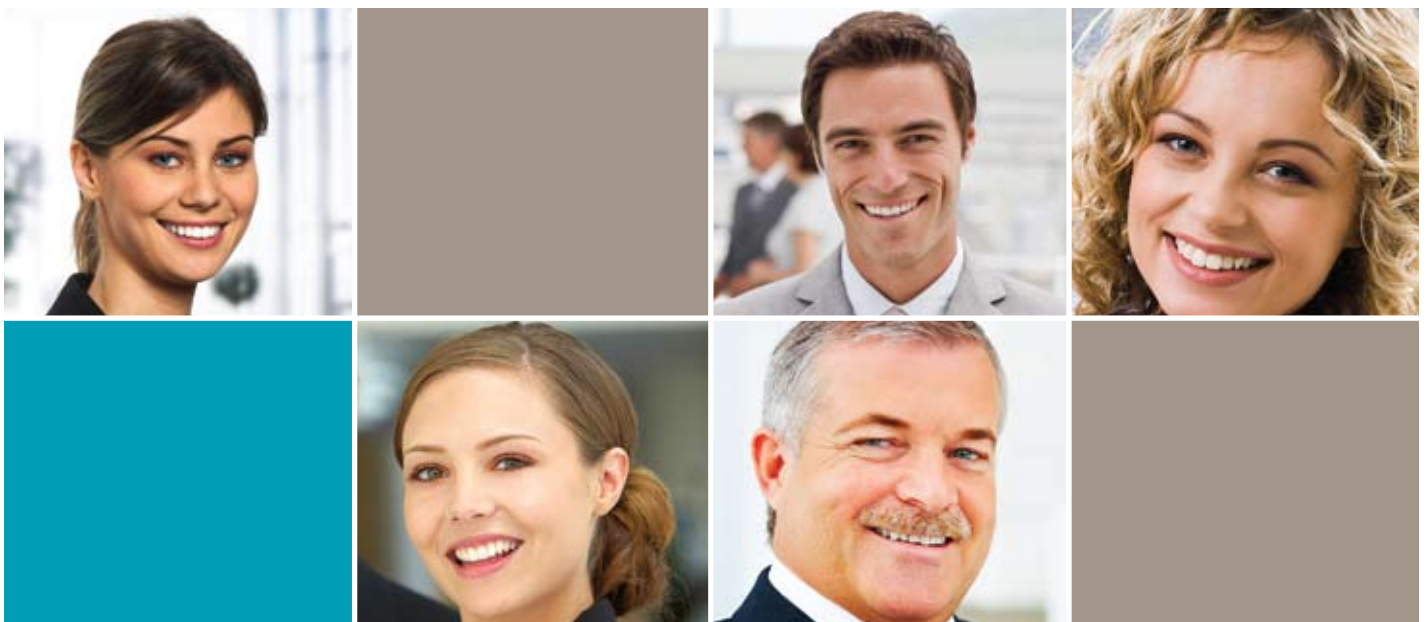




Canberra IT&T Salary Index

April 2010





Canberra IT&T Salary Index

Market Update: April 2010

The Treasury budget forecast of 2.25 percent growth in 2010-11, rising to 4.5 percent from 2011-12 and beyond indicates a very strong recovery - meaning demand for a range of skills will likely surge.

The impact of rising demand for ICT skills is already being felt across Australia, including in the ACT which has experienced increased demand for contract ICT workers over the past three months.

As a consequence of this rising demand, which follows a prolonged period of contractor oversupply (which saw numbers of contractors pursue project work in the other state capitals), the ACT's IT skills pool is becoming tight.

In demand skills currently include Project Managers, .NET Developers, Java Developers and Architects.

While paycales remain flat in the ACT, they are growing in other states, notably NSW and VIC, where the impact of large scale projects such as core systems upgrades at the four major banks are already resulting in a slight but clear rise in ICT contractor rates.

This means that the local market is at further risk of losing contract workers to higher-paying roles in other capital cities.

While there may be some additional contractors becoming available in July (as short-term contracts conclude), the ACT market is likely to face a deepening skills shortage during 2010.



Canberra IT&T Salary Index

Development Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Business Analyst	\$70,000	\$90,000	\$95,000
Developer - .Net	\$60,000	\$75,000	\$90,000
Developer - C++	\$60,000	\$70,000	\$90,000
Developer - Java / J2EE	\$65,000	\$77,500	\$92,500
IT Consultant - Functional	\$70,000	\$90,000	\$110,000
IT Consultant - Technical	\$70,000	\$90,000	\$110,000
J2EE Architect	\$75,000	\$100,000	\$125,000
Project Manager	\$80,000	\$90,000	\$130,000
Solutions Architect	\$90,000	\$110,000	\$140,000
Systems Architect	\$75,000	\$110,000	\$140,000
Technical Writer	\$60,000	\$75,000	\$87,500
Test Analyst	\$55,000	\$65,000	\$75,000
Test Manager	n/a	\$70,000	\$90,000



Canberra IT&T Salary Index

ERP Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Oracle Financials Functional	\$55,000	\$78,000	\$100,000
Oracle Financials Technical	\$58,000	\$80,000	\$102,000
PeopleSoft Functional	\$72,000	\$89,000	\$107,000
PeopleSoft Technical	\$77,000	\$95,000	\$114,000
SAP ABAP	\$70,000	\$85,000	\$110,000
SAP Basis Administrator	\$70,000	\$80,000	\$95,000
SAP Functional	\$68,000	\$90,000	\$113,000

Sales & Marketing Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Account Manager	\$55,000	\$100,000	\$150,000
BDM/Sales Executive: Hardware/ Infrastructure	\$80,000	\$120,000	\$150,000
BDM/Sales Executive: Software/ Services	\$75,000	\$90,000	\$130,000
Channel/Product Manager	\$70,000	\$90,000	\$120,000
Pre/Post Sales Support	\$55,000	\$75,000	\$95,000
Sales - Internal	\$40,000	\$55,000	\$70,000
Sales and Marketing Manager	n/a	\$92,500	\$120,000

Canberra IT&T Salary Index

Management Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Applications Development Manager - Large scale	\$80,000	\$100,000	\$120,000
Applications Development Manager - Small scale	\$70,000	\$90,000	\$100,000
CIO/IT Director	\$120,000	\$170,000	\$205,000
Operations Manager	n/a	\$80,000	\$110,000
Help Desk Manager	\$60,000	\$75,000	\$90,000
I.T. Manager	\$80,000	\$95,000	\$120,000
Program Manager	n/a	\$110,000	\$150,000
Service Delivery Manager	\$70,000	\$90,000	\$125,000
Technology & Infrastructure Manager	n/a	\$90,000	\$125,000

Web & e-Commerce Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Web Content Manager/Web Master	\$60,000	\$75,000	\$90,000
Web Designer	\$50,000	\$65,000	\$80,000
Web Developer - Back End	\$66,000	\$78,000	\$90,000
Web Developer - Front End	\$45,000	\$55,000	\$75,000
Web Producer	\$55,000	\$70,000	\$85,000



Canberra IT&T Salary Index /

Support Infrastructure Administration Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Data Communications Engineer	\$65,000	\$80,000	\$100,000
DBA - DB2	\$70,000	\$90,000	\$110,000
DBA - Oracle	\$70,000	\$85,000	\$100,000
DBA - SQL Server	\$65,000	\$80,000	\$95,000
DBA - Sybase	\$63,000	\$80,000	\$100,000
Desktop/PC Support	\$37,000	\$43,000	\$53,000
Help Desk Support	\$42,000	\$50,000	\$55,000
Infrastructure Architect	\$80,000	\$95,000	\$125,000
Infrastrucutre Engineer	\$65,000	\$95,000	\$112,000
Network Designer	\$65,000	\$80,000	\$110,000
Network Engineer	\$70,000	\$80,000	\$110,000
Operator	\$35,000	\$40,000	\$45,000
Project Manager	\$85,000	\$100,000	\$130,000
Security Administrator	\$60,000	\$75,000	\$90,000
Security Architect	n/a	\$120,000	\$150,000
Security Engineer	\$70,000	\$90,000	\$120,000
Trainers	\$60,000	\$75,000	\$90,000
Unix Systems Administration	\$65,000	\$85,000	\$100,000



Canberra IT&T Salary Index

Contract Rates

Position Titles	Contract Rates		
	Junior	Senior	Average
.NET Developer	\$60.00	\$110.00	\$85.00
3rd Level Enterprise Support	\$70.00	\$85.00	\$78.00
Analyst Programmer	\$65.00	\$105.00	\$85.00
Apps Development Manager	\$90.00	\$110.00	\$95.00
Billing Systems Analyst	\$60.00	\$75.00	\$70.00
Business Analyst	\$60.00	\$95.00	\$77.50
C++ Programmer	\$60.00	\$75.00	\$72.00
Change Manager	\$80.00	\$110.00	\$90.00
Citrix (Application)	\$70.00	\$85.00	\$78.00
Citrix (Infrastructure)	\$70.00	\$85.00	\$78.00
Cold Fusion Developer	\$65.00	\$80.00	\$67.00
COOLGEN Developer	\$70.00	\$90.00	\$88.00
Data Design Analyst	\$72.50	\$85.00	\$80.83
Database Developer	\$67.00	\$95.00	\$81.00
Delphi AP	\$65.00	\$80.00	\$72.00
Disaster Recovery/Business Continuity	\$110.00	\$135.00	\$120.00
Helpdesk Consultant (L1)	\$25.00	\$35.00	\$30.00
Helpdesk Consultant (L2)	\$35.00	\$55.00	\$45.00

Please note the quoted rates reflect the hourly rate paid directly to the Contractor.

The rates DO NOT include any management fees (paid to recruitment agencies), statutory charges such as payroll tax, insurance or workers compensation. These rates are determined based on actual averages achieved in the Canberra Market over the proceeding three month period.

Canberra IT&T Salary Index

Contract Rates Continued

Position Titles	Contract Rates		
	Junior	Senior	Average
HTML Editor	\$40.00	\$60.00	\$50.00
Incident Analyst	\$23.00	\$25.00	\$23.50
Information Analyst	\$65.00	\$85.00	\$80.00
Infrastructure Manager	\$80.00	\$110.00	\$95.00
Infrastructure (Firewall)	\$90.00	\$120.00	\$110.00
Project Manager	\$80.00	\$100.00	\$90.00
JAVA Developer	\$65.00	\$95.00	\$80.00
Junior Tester	\$40.00	\$55.00	\$48.00
Notes Analyst/Admin	\$65.00	\$80.00	\$75.00
Notes Developer	\$65.00	\$85.00	\$75.00
Oracle Database Administrator	\$75.00	\$95.00	\$80.00
Records Management Specialist	\$62.00	\$95.00	\$72.00
Remote Desktop	\$28.00	\$38.00	\$33.00
SAP Analyst	\$75.00	\$120.00	\$90.00
Security (Administration)	\$75.00	\$85.00	\$80.00
Security (Infrastructure Specialist)	\$95.00	\$115.00	\$105.00
Senior Business Analyst: > 5yrs BA experience	\$75.00	\$110.00	\$89.00

Please note the quoted rates reflect the hourly rate paid directly to the Contractor.

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Canberra IT&T Salary Index

Contract Rates Continued

Position Titles	Contract Rates		
	Junior	Senior	Average
Senior Project Manager: > 5yrs PM experience	\$90.00	\$125.00	\$107.50
Senior Solutions Architect	\$95.00	\$140.00	\$115.00
Senior Tester	\$60.00	\$75.00	\$68.50
Test Manager	\$75.00	\$90.00	\$80.00
Server Support	\$70.00	\$95.00	\$120.00
Service Desk Manager	\$70.00	\$85.00	\$80.00
Service Desk Operator	\$21.80	\$25.60	\$23.00
SQL Database Administrator	\$80.00	\$100.00	\$90.00
SQL Server Specialist	\$85.00	\$100.00	\$95.00
System Analyst	\$65.00	\$85.00	\$78.00
System Engineer	\$70.00	\$85.00	\$78.00
Team Leader	\$70.00	\$100.00	\$90.00
Technical Manager	\$95.00	\$120.00	\$110.00
Technical Writer	\$60.00	\$80.00	\$72.00
Test Analyst	\$50.00	\$65.00	\$60.00
Test Engineer (Script writer)	\$70.00	\$90.00	\$80.00
VB Developer	\$65.00	\$80.00	\$75.00
Web Developer	\$65.00	\$80.00	\$75.00

Please note the quoted rates reflect the hourly rate paid directly to the Contractor.

The rates DO NOT include any management fees (paid to recruitment agencies), statutory charges such as payroll tax, insurance or workers compensation. These rates are determined based on actual averages achieved in the Canberra Market over the proceeding three month period.



Canberra IT&T Salary Index

About The Peoplebank IT&T Salary Index

The Peoplebank IT&T Salary Index is based upon IT&T job offers and employment activity in Canberra during the past three months.

Permanent Salaries

All permanent salaries listed are **base salaries only** and do not include bonuses, superannuation, commissions or other benefits.

When formulating salary ranges, as a general rule...

Junior: Less than three years of experience in the role

Intermediate: Three to five years in the role

Senior: More than five years in the role

Contract Rates

Please note that all rates listed are the **'Rate to the Contractor'** only and do not include management fees, superannuation, bonus, commissions or any other benefits or fees.

When formulating Contractor ranges, as a general rule...

From: the average minimum hourly rate achieved

To: the average maximum hourly rate achieved

Contract rates are generally determined by the skills and experience of the individual contractor combined with the market demand for those particular skills at the time the contract was offered.

The figures provided are based on aggregate averages, some rates may fall slightly below the minimum or slightly over the maximum, however these were generally considered as exceptions.

Salary and Rate Movements

Salaries and rates shown in **green** indicate an increase over the past three months whilst those shown in **red** indicate a decrease.

More Information

To learn more about the Peoplebank IT&T Salary Index, please feel free to contact one of our recruitment specialists on 02 6245 1700 or email canberra@peoplebank.com.au

people bank

www.peoplebank.com.au