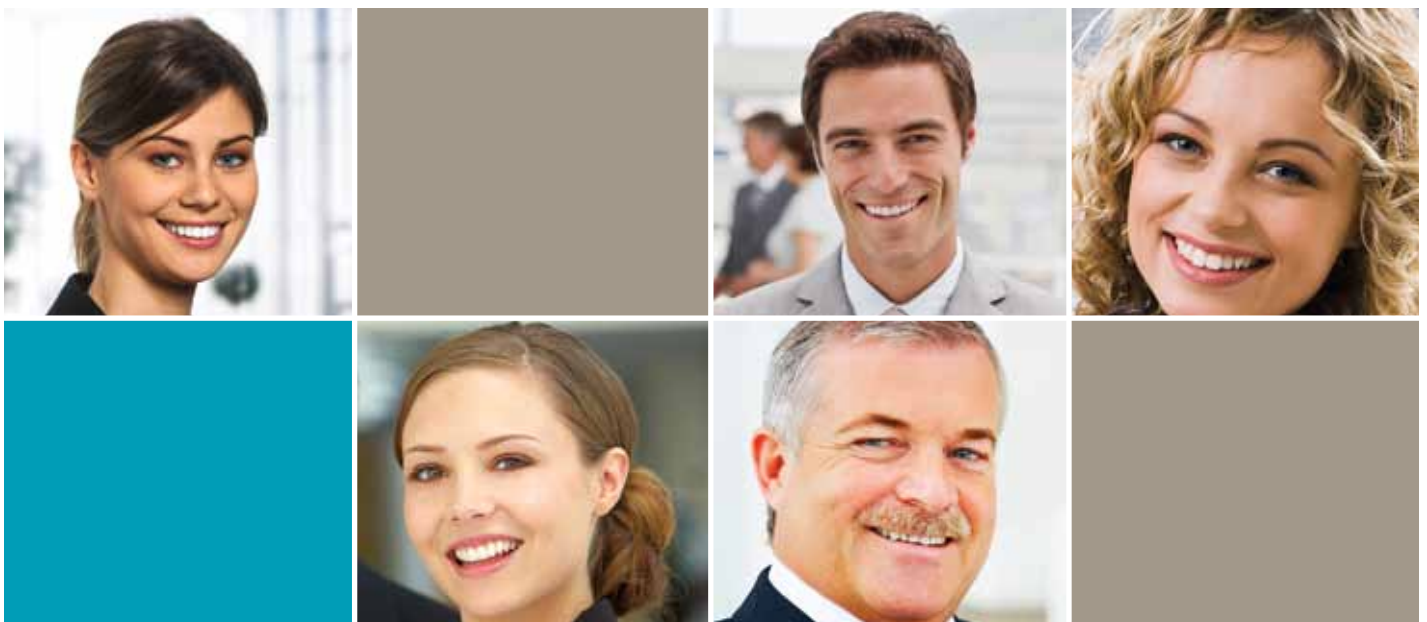




Melbourne IT&T Salary Index

August 2010





Melbourne IT&T Salary Index

Market Update: August 2010

In the Melbourne market, permanent salaries have remained flat for two quarters, while contract rates - which remained flat this quarter – increased by up to 5% earlier in 2010.

In terms of skills, financial services and broader business hiring has underpinned continuing strong demand for IT&T skills in Victoria which on average remain 200% up on July 2009 levels.

Current in-demand skills include Business Analysts, Testers, Java Developers, Business Process Analysts, .NET Developers and ERP skills (both Oracle and SAP).

National IT&T market update

We are currently observing strong demand for a range of IT&T skills, as businesses across Australia, along with the major banks and WA's mining sector undertake transformational projects designed to help them gain ground in the recovering global marketplace.

The recent significant growth in IT&T jobs available – such as the 200% rise in Victoria and 30% in both New South Wales and Queensland – have been sustained in most states since April 2010.

As a consequence of the strong growth in the majority of states, the Australian IT&T skills pool is becoming stretched.

Many IT&T professionals (especially those with .NET, and Project Management skills) are weighing up several prospective roles concurrently and candidates are being secured up by the organisations who can move most quickly from shortlist to making firm job offers.



Melbourne IT&T Salary Index

Development Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Applications Architect	\$85,000	\$110,000	\$140,000	\$700	\$1,000
Business Analyst	\$70,000	\$100,000	\$130,000	\$500	\$800
Developer - .Net	\$50,000	\$75,000	\$110,000	\$500	\$700
Developer - C++	\$50,000	\$75,000	\$100,000	\$500	\$700
Developer - Java / J2EE	\$50,000	\$75,000	\$110,000	\$450	\$800
Developer - Visual Basic	\$50,000	\$75,000	\$90,000	\$500	\$700
Enterprise Architect	\$85,000	\$110,000	\$150,000	\$900	\$1,200
J2EE Architect	\$85,000	\$110,000	\$140,000	\$850	\$1,000
Oracle Developer	\$55,000	\$75,000	\$100,000	\$550	\$800
Project Manager	\$85,000	\$115,000	\$150,000	\$700	\$1,200
Software Build & Release Manager	\$85,000	\$105,000	\$120,000	\$700	\$950
Solutions Architect	\$85,000	\$115,000	\$150,000	\$750	\$1,200
Systems Architect	\$90,000	\$130,000	\$160,000	\$750	\$1,200
Technical Writer	\$65,000	\$95,000	\$110,000	\$500	\$750
Test Analyst	\$65,000	\$75,000	\$95,000	\$450	\$700
Test Manager	\$90,000	\$115,000	\$130,000	\$650	\$900



Melbourne IT&T Salary Index

ERP Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Oracle Financials Functional	\$70,000	\$100,000	\$130,000	\$700	\$900
Oracle Financials Technical	\$65,000	\$105,000	\$130,000	\$700	\$900
PeopleSoft Functional	\$70,000	\$110,000	\$140,000	\$700	\$900
PeopleSoft Technical	\$70,000	\$110,000	\$140,000	\$700	\$900
SAP ABAP	\$65,000	\$90,000	\$120,000	\$650	\$800
SAP Basis Administrator	\$85,000	\$110,000	\$130,000	\$650	\$800
SAP Functional	\$85,000	\$105,000	\$130,000	\$650	\$1,000

Web & e-Commerce Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Web Content Manager/Web Master	\$45,000	\$60,000	\$75,000	\$450	\$650
Web Designer	\$55,000	\$70,000	\$90,000	\$500	\$700
Web Developer - Back End	\$60,000	\$75,000	\$90,000	\$450	\$750
Web Developer - Front End	\$55,000	\$80,000	\$100,000	\$450	\$800

Melbourne IT&T Salary Index

Management Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Applications Development Manager - large scale	\$115,000	\$150,000	\$165,000	\$800	\$1,100
Applications Development Manager - small scale	\$95,000	\$110,000	\$135,000	\$700	\$950
CIO/IT Director	\$175,000	\$240,000	\$300,000	\$1,200	\$2,000
Help Desk Manager	\$65,000	\$75,000	\$100,000	\$600	\$800
I.T. Manager	\$90,000	\$120,000	\$150,000	\$600	\$900
Program Manager	\$100,000	\$140,000	\$180,000	\$1,000	\$1,400
Service Delivery Manager	\$95,000	\$110,000	\$125,000	\$600	\$800
Technology & Infrastructure Manager	\$85,000	\$115,000	\$140,000	\$750	\$950



Melbourne IT&T Salary Index

Support Infrastructure Administration Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Data Communications Engineer	\$65,000	\$90,000	\$120,000	\$480	\$750
DBA - DB2	\$65,000	\$90,000	\$115,000	\$500	\$750
DBA - Oracle	\$75,000	\$100,000	\$120,000	\$500	\$750
DBA - SQL Server	\$85,000	\$100,000	\$120,000	\$550	\$800
Desktop/PC Support	\$47,500	\$65,000	\$75,000	\$250	\$350
Help Desk Support	\$35,000	\$45,000	\$55,000	\$200	\$300
Infrastructure Architect	\$90,000	\$120,000	\$150,000	\$700	\$900
Network Designer	\$90,000	\$100,000	\$125,000	\$600	\$800
Project Manager	\$85,000	\$120,000	\$140,000	\$600	\$950
Security Architect	\$90,000	\$130,000	\$180,000	\$800	\$1,300
Security Engineer	\$80,000	\$110,000	\$130,000	\$650	\$900
Trainers	\$50,000	\$60,000	\$70,000	\$400	\$600
Unix Systems Administration	\$65,000	\$95,000	\$115,000	\$500	\$800
Wintel Engineer	\$65,000	\$90,000	\$110,000	\$400	\$680



Melbourne 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 Melbourne during the past 3 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 3 years of experience in the role

Intermediate: 3 to 5 years in the role

Senior: More than 5 years in the role

Contract Rates

Please note that all rates listed are the '**Rate to the Contractor**' only.

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

From: the average minimum daily rate achieved

To: the average maximum daily 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 03 8080 7200 or email melbourne@peoplebank.com.au

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