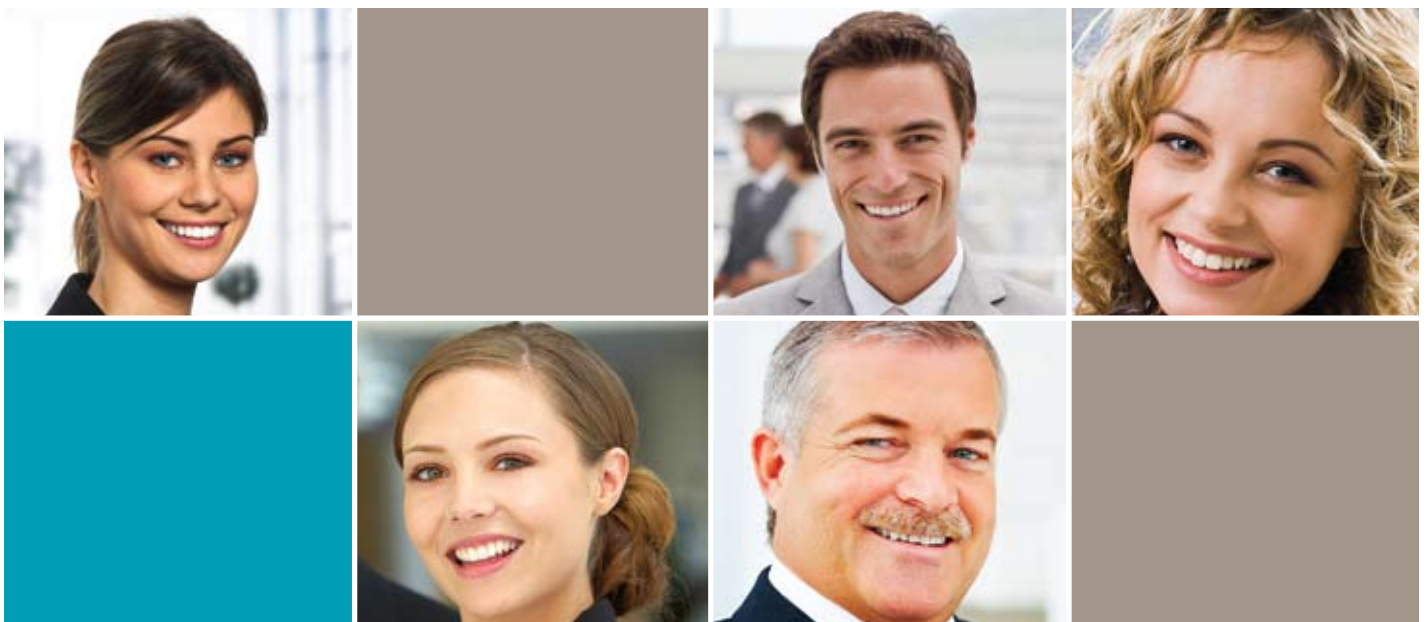




# Canberra IT&T Salary Index

July 2009





## Canberra IT&T Salary Index

### Market Update: July 2009

We are seeing a strengthening in demand (compared to the soft market during April and May) for both contractor and permanent vacancies. The Canberra market however remains relatively flat (in terms of both overall job and salary levels) compared with other markets, notably Sydney.

The impact of the Global Financial Crisis and departmental responses to the Gershon Report's recommendations around the use of **contractors** contributed to an overall reduction in the number of engaged contractors of more than 15% at the end of June.

The contract rates being offered during the 30th of June renewal process were also down. Most Federal Government Agencies offered rate decreases of between 5% and 20% to contractors who were selected for renewal.

Contract rates for Project Managers, Business Analysts and Testers in particular declined significantly, whilst SAP Analysts, Security Specialists (Infrastructure) and Senior J2EE Developers enjoyed modest increases.

These developments will make securing a new contract role substantially more competitive despite the recent slight improvement in vacancies.

Unlike most other markets, **permanent** demand in the Canberra market has been strong, however there has been downward pressure on salary levels.

Sharepoint and .Net are the two **skill-sets** currently in high demand.

**Looking ahead**, we expect the improvement in demand for contract and permanent roles to continue through to the end of August.

From September, there is the possibility of some volatility in the contractor market; however, permanent demand is likely to remain strong, reflecting the mandate for departments to staff their IT teams on a permanent basis.

Finally, we are expecting the downward pressure on salaries to continue in the short term; at least until there is a widespread recovery across the National market.



## 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	\$50,000	\$100,000	\$150,000
BDM/Sales Executive: Hardware/ Infrastructure	\$80,000	\$120,000	\$150,000
BDM/Sales Executive: Software/ Services	\$75,000	<b>\$90,000</b>	\$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	<b>\$92,500</b>	<b>\$120,000</b>

# 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	\$75,000	\$95,000	\$125,000
Infrastructure 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	\$100,000	\$140,000
Security Engineer	\$65,000	\$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	\$90.00	\$80.00
3rd Level Enterprise Support	\$70.00	\$85.00	\$78.00
Analyst Programmer	\$65.00	\$85.00	\$70.60
Apps Development Manager	\$90.00	\$110.00	\$95.00
Billing Systems Analyst	\$60.00	\$75.00	\$73.00
Business Analyst	\$60.00	\$90.00	\$75.00
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	\$85.00	\$75.00
Delphi AP	\$65.00	\$80.00	\$72.00
Disaster Recovery/Business Continuity	\$110.00	\$135.00	\$120.00
Helpdesk Consultant (L1)	\$30.00	\$35.00	\$32.00
Helpdesk Consultant (L2)	\$30.00	\$50.00	\$40.00

**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	<b>\$65.00</b>	<b>\$85.00</b>	<b>\$80.00</b>
Infrastructure Manager	\$80.00	<b>\$110.00</b>	\$95.00
Infrastructure (Firewall)	\$90.00	\$120.00	\$110.00
J2EE Developer	\$65.00	<b>\$90.00</b>	\$75.00
JAVA Developer	\$65.00	\$95.00	\$80.00
Junior Tester	\$40.00	\$55.00	\$48.00
Notes Analyst/Administrator	<b>\$65.00</b>	\$80.00	\$75.00
Notes Developer	\$65.00	\$85.00	\$75.00
Oracle Database Administrator	\$75.00	<b>\$95.00</b>	<b>\$80.00</b>
Project Manager	<b>\$80.00</b>	<b>\$100.00</b>	<b>\$90.00</b>
Records Management Specialist	<b>\$62.00</b>	<b>\$95.00</b>	<b>\$72.00</b>
Remote Desktop	\$28.00	\$38.00	\$33.00
SAP Analyst	<b>\$75.00</b>	<b>\$110.00</b>	<b>\$90.00</b>
Security (Administration)	\$75.00	\$85.00	\$80.00
Security (Infrastructure Specialist)	\$95.00	<b>\$115.00</b>	<b>\$105.00</b>

**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 Business Analyst	\$75.00	\$100.00	\$89.00
Senior Project Manager	\$90.00	\$120.00	\$105.00
Senior Solutions Architect	\$95.00	\$140.00	\$115.00
Senior Tester	\$60.00	\$75.00	\$68.50
Test Manager	\$70.00	\$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	\$85.00	\$78.00
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.**



## 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](mailto:canberra@peoplebank.com.au)