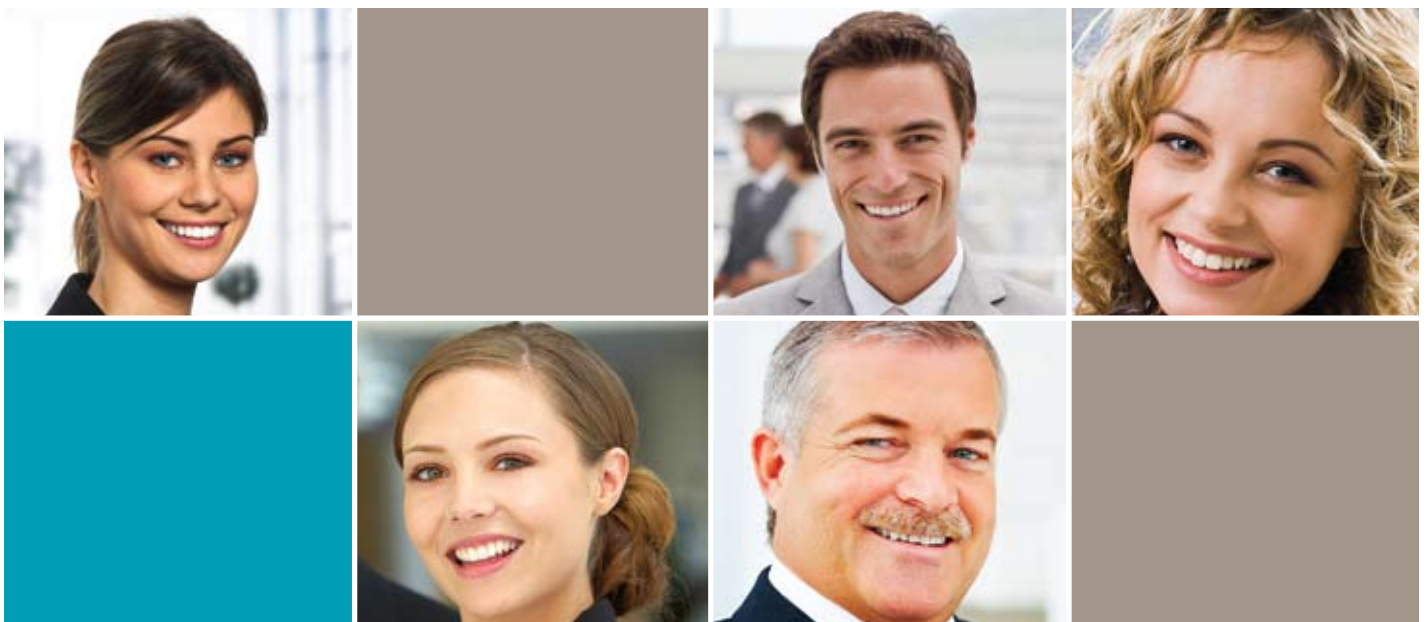




Melbourne IT&T Salary Index

July 2009





Melbourne IT&T Salary Index

Market Update: July 2009

Over the last few months we have seen a decline in contract and permanent demand across the Melbourne market as hiring decisions slowed and projects came under the spotlight with some departments reprioritising major projects to minimise spend.

We are now seeing demand stabilise in both contract and permanent requirements entering July. Contracting is still the preferred option for most clients due to its flexible and scalable nature, while permanent hiring has increased slightly in the last few months.

We expect demand will continue to increase as IT departments receive approval for new projects as a result of the new financial year. There is also a continuing commitment and willingness among our clients to invest in technology that improves business efficiency.

Contract rates continue to be heavily scrutinised and we expect this will continue throughout 2009.

In Demand Skills

The top 5 in demand skills for the Melbourne market are...

- SAP - HR, CRM, BI, DW, FICO
- Senior Storage Engineers
- Security Solution Architects
- Project Managers, Business Analysts and Testers (with Banking and Finance industry knowledge)
- Desktop Support - Levels 1 and 2



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	\$65,000	\$100,000	\$120,000	\$450	\$900
Developer - .Net	\$50,000	\$75,000	\$100,000	\$400	\$600
Developer - C++	\$50,000	\$75,000	\$100,000	\$400	\$600
Developer - Java / J2EE	\$50,000	\$75,000	\$100,000	\$350	\$650
Developer - Visual Basic	\$50,000	\$65,000	\$85,000	\$350	\$650
Enterprise Architect	\$85,000	\$110,000	\$150,000	\$800	\$1,200
IT Consultant - Functional	\$80,000	\$100,000	\$130,000	\$650	\$950
IT Consultant - Technical	\$70,000	\$95,000	\$125,000	\$650	\$900
J2EE Architect	\$85,000	\$110,000	\$140,000	\$650	\$800
Oracle Developer	\$55,000	\$75,000	\$100,000	\$600	\$800
Project Manager	\$85,000	\$115,000	\$140,000	\$600	\$900
Software Build & Release Manager	\$80,000	\$105,000	\$110,000	\$600	\$900
Solutions Architect	\$85,000	\$110,000	\$140,000	\$650	\$950
Systems Architect	\$90,000	\$110,000	\$140,000	\$650	\$950
Technical Writer	\$65,000	\$95,000	\$110,000	\$500	\$750
Test Analyst	\$55,000	\$75,000	\$95,000	\$350	\$600
Test Manager	\$85,000	\$105,000	\$120,000	\$700	\$900



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ERP Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Oracle Financials Functional	\$70,000	\$100,000	\$130,000	\$600	\$900
Oracle Financials Technical	\$65,000	\$105,000	\$130,000	\$600	\$900
PeopleSoft Functional	\$70,000	\$110,000	\$140,000	\$600	\$900
PeopleSoft Technical	\$70,000	\$110,000	\$140,000	\$600	\$900
SAP ABAP	\$65,000	\$90,000	\$120,000	\$500	\$750
SAP Basis Administrator	\$75,000	\$100,000	\$130,000	\$600	\$800
SAP Functional	\$65,000	\$100,000	\$130,000	\$640	\$1,000

Sales & Marketing Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Account Manager	\$55,000	\$85,000	\$120,000	\$450	\$700
BDM/Sales Executive: Hardware/Infrastructure	\$70,000	\$95,000	\$140,000	\$500	\$900
BDM/Sales Executive: Software/Services	\$75,000	\$100,000	\$140,000	\$500	\$900
Channel/Product Manager	\$70,000	\$90,000	\$125,000	\$500	\$800
Pre/Post Sales Support	\$65,000	\$80,000	\$100,000	\$500	\$750
Sales - Internal	\$50,000	\$60,000	\$75,000	\$400	\$500
Sales and Marketing Manager	\$70,000	\$90,000	\$110,000	\$500	\$800

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Management Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Applications Development Manager - Large Scale	\$110,000	\$130,000	\$150,000	\$700	\$900
Applications Development Manager - Small Scale	\$95,000	\$110,000	\$125,000	\$600	\$900
CIO/IT Director	\$150,000	\$200,000	\$280,000	\$1,200	\$2,000
Help Desk Manager	\$65,000	\$75,000	\$100,000	\$450	\$600
I.T. Manager	\$90,000	\$120,000	\$150,000	\$600	\$900
Program Manager	\$100,000	\$140,000	\$160,000	\$900	\$1,300
Service Delivery Manager	\$85,000	\$110,000	\$125,000	\$600	\$750
Technology & Infrastructure Manager	\$85,000	\$115,000	\$140,000	\$750	\$950

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	\$360	\$540
Web Designer	\$55,000	\$70,000	\$90,000	\$500	\$700
Web Developer - Back End	\$60,000	\$75,000	\$90,000	\$400	\$750
Web Developer - Front End	\$55,000	\$75,000	\$85,000	\$400	\$640
Web Producer	\$55,000	\$75,000	\$85,000	\$480	\$700



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Support Infrastructure Administration Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
CRM Infrastructure Support	\$45,000	\$75,000	\$95,000	\$300	\$650
Data Communications Engineer	\$65,000	\$90,000	\$120,000	\$480	\$750
DBA - DB2	\$65,000	\$90,000	\$115,000	\$400	\$600
DBA - Oracle	\$75,000	\$100,000	\$120,000	\$500	\$750
DBA - SQL Server	\$70,000	\$95,000	\$110,000	\$550	\$800
DBA - Sybase	\$75,000	\$85,000	\$110,000	\$550	\$650
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
Network Engineer	\$55,000	\$75,000	\$90,000	\$400	\$650
Project Manager	\$85,000	\$120,000	\$140,000	\$600	\$800
Security Architect	\$90,000	\$130,000	\$180,000	\$800	\$1,300
Security Engineer	\$80,000	\$110,000	\$130,000	\$700	\$900
Trainers	\$50,000	\$60,000	\$70,000	\$400	\$600
Unix Systems Administration	\$65,000	\$95,000	\$115,000	\$560	\$850



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 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 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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