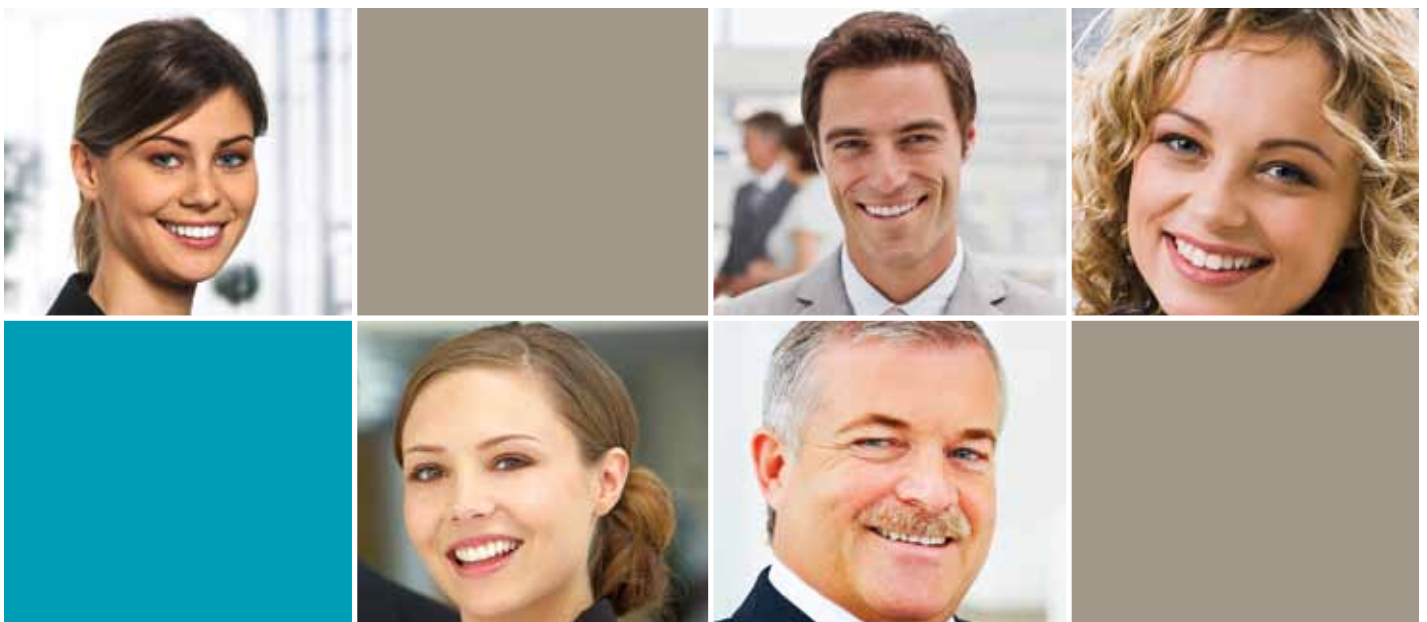




Perth IT&T Salary Index

March 2011





Perth IT&T Salary Index

Market Update: March 2011

Western Australia continues to be Australia's boom state, with continued investment in major resource projects driving IT jobs and economic growth.

The continued strength of WA's IT market has led to a significant increase in the number of available roles during the first months of 2011. The strongest growth has been experienced in IT contract placements, growing by around 20% in the past quarter.

Particularly notable was that demand for IT skills was strong in the WA market from the second week of January – well ahead of the traditional late-January spike in demand.

During the past quarter in-demand skills including Business Analysts, Enterprise Architects, Solutions Architects, Program Managers, Help Desk Managers and PC/Desktop Support professionals have enjoyed pay increases of up to 15%.

National update

Australia's IT hiring market was characterised by slower-than-usual hiring activity early in the year in New South Wales and Victoria, while major issues (such as the Queensland floods) have given rise to large regional variations in hiring patterns in the other states.

As a result pay increases have been evident in only a select few of the 50 IT roles we track.

Peoplebank is predicting that during 2011 the market will continue to tilt in favour of candidates, particularly in specialist skill sets.



Perth IT&T Salary Index

Development Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Business Analyst	\$70,000	\$90,000	\$120,000	\$65	\$90
Developer - .Net	\$50,000	\$65,000	\$90,000	\$40	\$75
Developer - C++	\$45,000	\$65,000	\$85,000	\$40	\$75
Developer - Java / J2EE	\$45,000	\$65,000	\$90,000	\$45	\$80
Enterprise Architect	n/a	\$120,000	\$180,000	\$80	\$130
IT Consultant - Functional	n/a	\$85,000	\$120,000	\$80	\$120
IT Consultant - Technical	n/a	\$85,000	\$120,000	\$80	\$120
J2EE Architect	n/a	\$100,000	\$120,000	\$90	\$120
Oracle Developer	\$65,000	\$75,000	\$100,000	\$60	\$100
Project Manager	\$75,000	\$90,000	\$130,000	\$75	\$115
Solutions Architect	n/a	\$100,000	\$150,000	\$85	\$110
Systems Architect	n/a	\$100,000	\$125,000	\$85	\$110
Technical Writer	\$50,000	\$65,000	\$80,000	\$50	\$80
Test Analyst	\$50,000	\$70,000	\$90,000	\$50	\$80
Test Manager	n/a	\$90,000	\$120,000	\$75	\$100



Perth IT&T Salary Index

ERP Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Oracle Financials Functional	\$65,000	\$80,000	\$120,000	\$90	\$150
Oracle Financials Technical	\$65,000	\$80,000	\$120,000	\$90	\$150
SAP ABAP	\$65,000	\$75,000	\$100,000	\$60	\$100
SAP Basis Administrator	\$65,000	\$80,000	\$110,000	\$60	\$100
SAP Functional	\$80,000	\$110,000	\$140,000	\$80	\$125

Web & e-Commerce Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Web Content Manager/ Web Master	\$35,000	\$50,000	\$60,000	\$30	\$45
Web Designer	\$50,000	\$65,000	\$80,000	\$40	\$65
Web Developer - Back End	\$50,000	\$75,000	\$85,000	\$55	\$70
Web Developer - Front End	\$40,000	\$50,000	\$65,000	\$45	\$65
Web Producer	\$40,000	\$55,000	\$65,000	\$40	\$60

Perth IT&T Salary Index

Management Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Applications Development Manager - large scale	n/a	\$120,000	\$150,000	\$90	\$120
Applications Development Manager - small scale	n/a	\$100,000	\$125,000	\$80	\$100
CIO/IT Director	n/a	\$170,000	\$240,000	\$100	\$150
Computer Operations Manager	n/a	\$90,000	\$100,000	\$70	\$90
Help Desk Manager	\$60,000	\$70,000	\$90,000	\$55	\$70
I.T. Manager	\$80,000	\$100,000	\$120,000	\$70	\$100
Program Manager	n/a	\$150,000	\$190,000	\$100	\$150
Service Delivery Manager	\$75,000	\$90,000	\$120,000	\$70	\$110
Technology & Infrastructure Manager	n/a	\$100,000	\$120,000	\$90	\$130



Perth IT&T Salary Index

Support Infrastructure Administration Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Data Communications Engineer	\$55,000	\$75,000	\$100,000	\$60	\$90
DBA - DB2	\$65,000	\$80,000	\$100,000	\$65	\$95
DBA - Oracle	\$65,000	\$80,000	\$100,000	\$65	\$95
DBA - SQL Server	\$60,000	\$82,500	\$105,000	\$65	\$95
Desktop/PC Support	\$50,000	\$60,000	\$70,000	\$30	\$50
Help Desk Support	\$40,000	\$48,000	\$55,000	\$25	\$35
Infrastructure Architect	n/a	\$100,000	\$120,000	\$70	\$110
Network Designer	\$70,000	\$85,000	\$110,000	\$60	\$80
Network/System Engineer	\$70,000	\$80,000	\$100,000	\$50	\$70
Operator	\$40,000	\$50,000	\$60,000	\$25	\$40
Project Manager	\$75,000	\$90,000	\$130,000	\$75	\$120
Security Administrator	\$70,000	\$85,000	\$100,000	\$60	\$90
Security Architect	n/a	\$100,000	\$120,000	\$70	\$100
Security Engineer	\$70,000	\$85,000	\$100,000	\$60	\$90
Trainers	\$60,000	\$70,000	\$85,000	\$50	\$80
Unix Systems Administration	\$65,000	\$80,000	\$100,000	\$55	\$80



Perth 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 Perth 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 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 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 08 9423 1400 or email perth@peoplebank.com.au