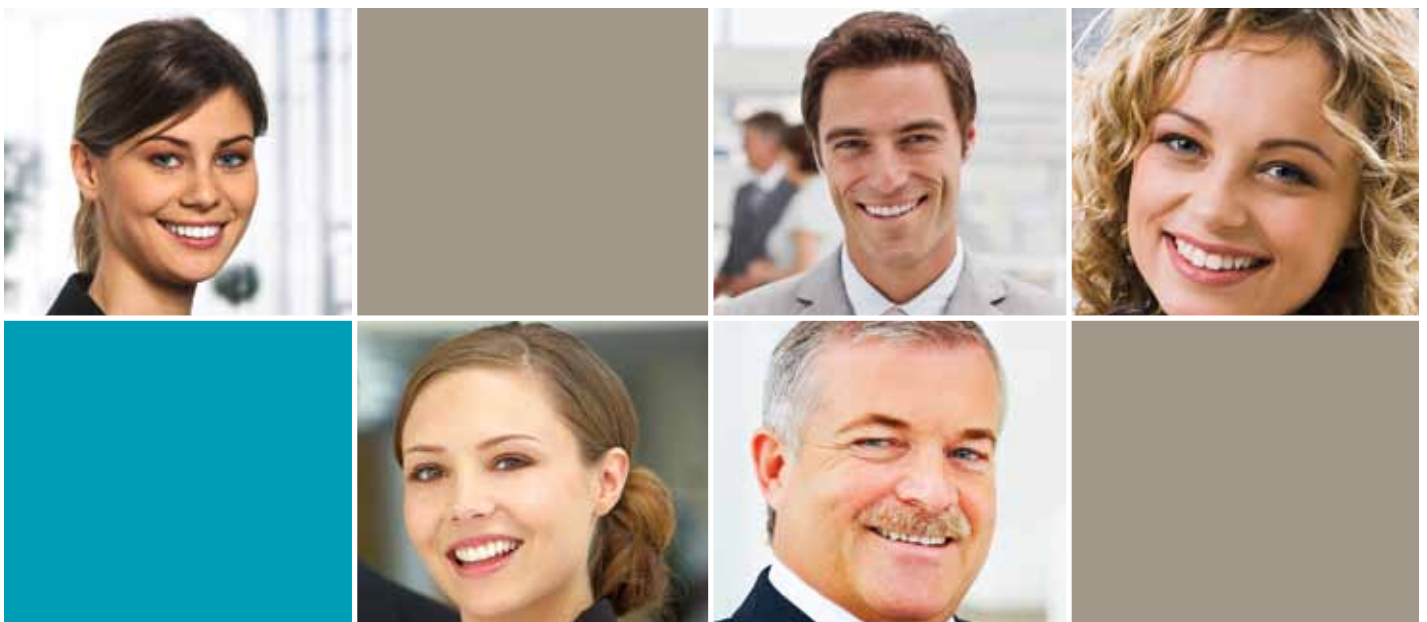




Sydney IT&T Salary Index

March 2011





Sydney IT&T Salary Index

Market Update: March 2011

Despite an initially slow start to 2011, the NSW IT jobs market has since grown strongly with improved confidence and firming investment intentions.

The past quarter has seen slow hiring levels in the banking sector, which was somewhat balanced by strong hiring in the Telecommunications and SME sectors.

Peoplebank predicts that the annual hiring peak traditionally experienced in January, will occur instead in March/April 2011, driven by renewed hiring in the banking sector.

Skills shortages are currently being experienced in key skill-sets such as .NET Developers and Business Analysts which is leading to some pressure on rates and salaries. Employers however have been able to largely contain pay increases to new hires with in-demand skills and through rewarding high-performing and loyal existing staff.

Overall during the past quarter the market has seen pay rises of less than 10% for .Net and Java Developers, Business Analysts, Testing Specialists, Infrastructure Architect contractors and Security Architects.

National update

Australia's IT hiring market was characterised by slower-than usual hiring activity in both of the major eastern states (NSW and VIC), 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.



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Development Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Applications Architect	n/a	\$130,000	\$150,000	\$800	\$1,000
Business Analyst	\$75,000	\$100,000	\$120,000	\$650	\$800
Developer - .Net	\$80,000	\$100,000	\$110,000	\$600	\$800
Developer - Java / J2EE	\$80,000	\$100,000	\$120,000	\$550	\$750
Developer - Datawarehouse / ETL	\$80,000	\$95,000	\$110,000	\$650	\$850
Enterprise Architect	\$110,000	\$135,000	\$160,000	\$900	\$1,500
IT Consultant - Functional	\$60,000	\$90,000	\$120,000	\$800	\$1,500
IT Consultant - Technical	\$70,000	\$95,000	\$130,000	\$800	\$1,200
J2EE Architect	\$110,000	\$140,000	\$150,000	\$800	\$1,000
Oracle Developer	\$60,000	\$80,000	\$110,000	\$600	\$800
Project Manager	\$90,000	\$120,000	\$140,000	\$700	\$1,200
Project Coordinator	\$60,000	\$70,000	\$80,000	\$450	\$600
Software Build & Release Manager	\$60,000	\$90,000	\$125,000	\$700	\$900
Solutions Architect	n/a	\$125,000	\$150,000	\$700	\$1,150
Technical Writer	\$55,000	\$70,000	\$90,000	\$450	\$550
Test Analyst	\$60,000	\$85,000	\$90,000	\$450	\$700
Test Manager	\$80,000	\$110,000	\$120,000	\$650	\$1,000



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ERP Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Oracle Financials Functional	\$65,000	\$100,000	\$120,000	\$800	\$1,000
Oracle Financials Technical	\$65,000	\$100,000	\$120,000	\$700	\$900
PeopleSoft Functional	\$65,000	\$100,000	\$120,000	\$700	\$1,000
PeopleSoft Technical	\$65,000	\$100,000	\$120,000	\$700	\$900
SAP ABAP	\$65,000	\$95,000	\$120,000	\$600	\$800
SAP Basis Administrator	\$60,000	\$100,000	\$120,000	\$600	\$800
SAP Functional	\$70,000	\$100,000	\$130,000	\$700	\$1,000

Sales & Marketing Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Account Manager	\$45,000	\$70,000	\$90,000
BDM/Sales Executive: Hardware/Infrastructure	n/a	\$100,000	\$120,000
BDM/Sales Executive: Software/Services	n/a	\$100,000	\$140,000
Channel/Product Manager	\$60,000	\$80,000	\$120,000
Pre/Post Sales Support	\$65,000	\$88,000	\$120,000
Sales - Internal	\$44,000	\$55,000	\$65,000
Sales and Marketing Manager	n/a	\$130,000	\$150,000

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Management Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Applications Development Manager - large scale	n/a	\$150,000	\$200,000	\$900	\$1,200
Applications Development Manager - small scale	n/a	\$120,000	\$150,000	\$700	\$900
CIO/IT Director	n/a	\$250,000	\$350,000	\$2,000	\$2,500
Computer Operations Manager	\$80,000	\$80,000	\$110,000	\$600	\$700
Help Desk Manager	\$75,000	\$90,000	\$100,000	\$600	\$700
I.T. Manager	n/a	\$120,000	\$180,000	\$1,000	\$1,200
Organisational Change Manager	\$100,000	\$120,000	\$140,000	\$800	\$1,300
Program Manager	n/a	\$130,000	\$180,000	\$1,000	\$2,000
Service Delivery Manager	\$90,000	\$130,000	\$160,000	\$650	\$950
Technology & Infrastructure Manager - large scale	n/a	\$140,000	\$200,000	\$900	\$1,200



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Support Infrastructure Administration Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Change Manager	\$90,000	\$110,000	\$120,000	\$560	\$700
Data Communications Engineer	\$70,000	\$100,000	\$130,000	\$650	\$850
DBA - DB2	\$80,000	\$100,000	\$120,000	\$600	\$700
DBA - Oracle	\$80,000	\$110,000	\$130,000	\$550	\$800
DBA - SQL Server	\$75,000	\$110,000	\$140,000	\$550	\$800
DBA - Sybase	\$65,000	\$90,000	\$120,000	\$600	\$800
Desktop/PC Support	\$50,000	\$70,000	\$80,000	\$240	\$450
Help Desk Support	\$45,000	\$60,000	\$70,000	\$200	\$300
Incident Manager	\$60,000	\$75,000	\$90,000	\$450	\$600
Infrastructure Architect	n/a	\$110,000	\$150,000	\$600	\$900
Network Designer	\$75,000	\$100,000	\$130,000	\$700	\$1,000
Network Engineer	\$65,000	\$95,000	\$120,000	\$650	\$850
Operator	\$40,000	\$50,000	\$70,000	\$250	\$450
Problem Manager	\$70,000	\$80,000	\$90,000	\$500	\$650
Project Manager	\$90,000	\$120,000	\$160,000	\$650	\$950
Security Administrator	\$60,000	\$70,000	\$80,000	\$450	\$650
Security Architect	n/a	\$130,000	\$180,000	\$800	\$1,100
Security Engineer	\$80,000	\$110,000	\$130,000	\$650	\$850
Trainers	\$60,000	\$70,000	\$100,000	\$400	\$900
Unix Systems Administration	\$65,000	\$100,000	\$120,000	\$600	\$800

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Telecommunications Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
CS Core Engineer	\$70,000	\$100,000	\$120,000	\$450	\$750
OSS Engineer	\$80,000	\$110,000	\$130,000	\$500	\$800
PS Core Engineer	\$70,000	\$100,000	\$120,000	\$450	\$750
RAN Engineer	\$70,000	\$100,000	\$120,000	\$450	\$750
RF Engineer	\$70,000	\$100,000	\$120,000	\$500	\$800
Telco Project Manager	\$100,000	\$120,000	\$140,000	\$600	\$850
Transmission Engineer	\$70,000	\$100,000	\$120,000	\$450	\$750

Web & e-Commerce Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Web Content Manager/Web Master	\$60,000	\$70,000	\$90,000	\$500	\$600
Web Designer	\$55,000	\$70,000	\$90,000	\$320	\$650
Web Developer - Back End	\$55,000	\$85,000	\$100,000	\$320	\$800
Web Developer - Front End	\$55,000	\$80,000	\$95,000	\$300	\$600
Web Producer	\$55,000	\$70,000	\$85,000	\$400	\$600



Sydney 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 Sydney 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 02 9409 4700 or email sydney@peoplebank.com.au