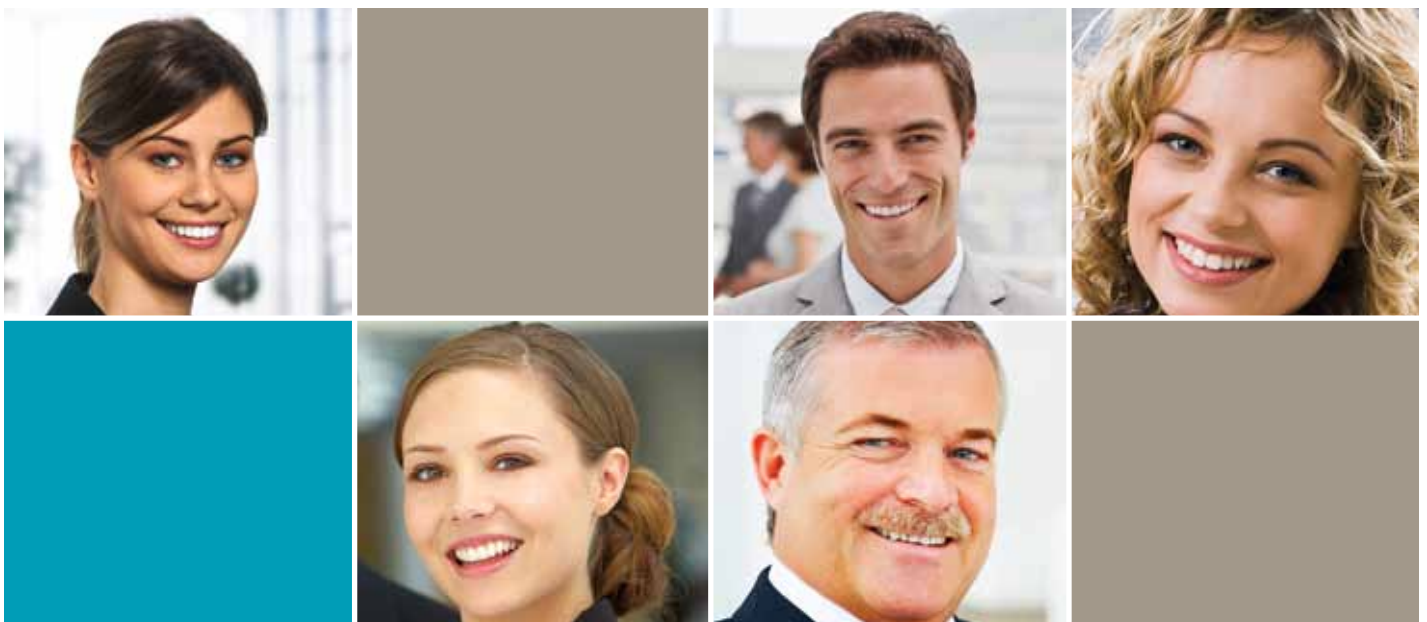




Canberra IT&T Salary Index

September 2011





Canberra IT&T Salary Index

Market Update: September 2011

In the first quarter of 2011, Peoplebank's Canberra offices tracked a sharp rise in demand for skilled IT workers, along with some pay rises especially in the contract sector.

The surge has steadied somewhat in the last three months, leaving overall demand levels at a solid level, comparable to those of a year ago.

Demand is being underpinned by numerous projects in the government sector, while vendors are strengthening their consultancy capabilities. Government agencies are refreshing infrastructure and upgrading applications after having budget and projects cut in the previous few years.

There have been some pay increases in the sector, notably at the senior end as well as for contractors with Citrix, Business Intelligence and 3rd Level Enterprise Support skills.

Pay rises have been generally in line with CPI or up to 5%, most particularly for employees who have not had a pay rise since the GFC of 2009.

Overall demand is strongest for those with Business Analysis, Project Management and .NET skills.

In general, there is a good balance of candidates for the numbers of roles available.

The numbers and types of roles available – as well as pay rises – has helped attract interstate candidates (from Sydney, Melbourne and even Adelaide) back to the Canberra market, especially for permanent roles.

National Update

Demand for IT workers is continuing to grow in Sydney, Canberra and Perth, while Melbourne, Adelaide and Brisbane remain steady.

Even while they are watching with concern the current global financial crisis, employers are continuing to upgrade their business capabilities through technology – reflecting a broader national mood of facing the challenges ahead from a position of strength.



Canberra IT&T Salary Index

Development Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Business Analyst	\$70,000	\$90,000	\$110,000
Developer - .Net	\$60,000	\$75,000	\$90,000
Developer - C++	\$60,000	\$70,000	\$90,000
Developer - Java / J2EE	\$65,000	\$82,000	\$105,000
IT Consultant - Functional	\$70,000	\$95,000	\$120,000
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	\$90,000
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	\$90,000	\$125,000
SAP Basis Administrator	\$70,000	\$80,000	\$95,000
SAP Functional	\$68,000	\$90,000	\$120,000

Sales & Marketing Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Account Manager	\$55,000	\$100,000	\$150,000
BDM/Sales Executive: Hardware/ Infrastructure	\$80,000	\$120,000	\$150,000
BDM/Sales Executive: Software/ Services	\$75,000	\$90,000	\$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	\$92,500	\$120,000

Canberra IT&T Salary Index

Management Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Applications Development Manager - Large scale	\$80,000	\$100,000	\$125,000
Applications Development Manager - Small scale	\$70,000	\$90,000	\$110,000
CIO/IT Director	\$120,000	\$170,000	\$205,000
Operations Manager	n/a	\$80,000	\$110,000
Help Desk Manager	\$60,000	\$75,000	\$95,000
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	\$130,000

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



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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
Desktop/PC Support	\$37,000	\$43,000	\$53,000
Help Desk Support	\$42,000	\$50,000	\$60,000
Infrastructure Architect	\$80,000	\$95,000	\$125,000
Infrastructure Engineer	\$65,000	\$95,000	\$112,000
Network Designer	\$65,000	\$80,000	\$110,000
Network Engineer	\$70,000	\$90,000	\$115,000
Project Manager	\$85,000	\$100,000	\$130,000
Security Administrator	\$60,000	\$75,000	\$90,000
Security Architect	n/a	\$120,000	\$150,000
Security Engineer	\$70,000	\$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	\$65	\$110	\$85
3rd Level Enterprise Support	\$70	\$90	\$80
Analyst Programmer	\$65	\$105	\$90
Apps Development Manager	\$90	\$110	\$105
Billing Systems Analyst	\$60	\$75	\$70
Business Analyst	\$60	\$110	\$85
C++ Programmer	\$60	\$90	\$85
Change Manager	\$80	\$110	\$90
Citrix (Application)	\$70	\$110	\$78
Citrix (Infrastructure)	\$80	\$120	\$100
Cold Fusion Developer	\$65	\$80	\$67
COOLGEN Developer	\$70	\$95	\$88
Data Design Analyst	\$73	\$85	\$81
Data Warehouse/BI Specialist	\$90	\$130	\$110
Database Developer	\$67	\$100	\$85
Delphi AP	\$65	\$80	\$72
Disaster Recovery/Business Continuity	\$110	\$135	\$120
Enterprise Architect	\$100	\$140	\$120

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
Helpdesk Consultant (L1)	\$28	\$35	\$32
Helpdesk Consultant (L2)	\$35	\$55	\$45
HTML Editor	\$40	\$60	\$50
Information Analyst	\$65	\$85	\$80
Information Architect	\$100	\$140	\$120
Infrastructure (Firewall)	\$90	\$120	\$110
Infrastructure Manager	\$80	\$110	\$95
JAVA Developer	\$65	\$110	\$90
Junior Tester	\$40	\$55	\$48
Notes Analyst/Admin	\$65	\$80	\$75
Notes Developer	\$65	\$85	\$75
Oracle Database Administrator	\$75	\$100	\$90
Project Manager	\$90	\$120	\$100
Project Manager - Senior (> 5yrs PM exp.)	\$100	\$130	\$120
Records Management Specialist	\$62	\$95	\$72
Remote Desktop	\$28	\$45	\$40
SAP Analyst	\$90	\$160	\$120
Security (Administration)	\$75	\$85	\$80
Security (Infrastructure Specialist)	\$95	\$140	\$115



Canberra IT&T Salary Index

Contract Rates Continued

Position Titles	Contract Rates		
	Junior	Senior	Average
Server Support	\$75	\$120	\$85
Service Desk Manager	\$70	\$85	\$80
Sharepoint/MOSS Developer	\$75	\$120	\$98
Solutions Architect - Senior	\$95	\$140	\$120
SQL Database Administrator	\$80	\$100	\$95
SQL Server Specialist	\$85	\$100	\$95
System Analyst	\$65	\$85	\$78
System Engineer	\$70	\$95	\$90
Team Leader	\$70	\$100	\$90
Technical Manager	\$95	\$120	\$110
Technical Writer	\$60	\$100	\$85
Test Analyst	\$50	\$75	\$70
Test Engineer (Script Writer)	\$70	\$90	\$80
Test Manager	\$75	\$110	\$90
Tester - Senior	\$70	\$95	\$82
User Interface Design/Usability	\$70	\$100	\$85
VB Developer	\$65	\$85	\$80
Web Developer	\$65	\$85	\$75



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.

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