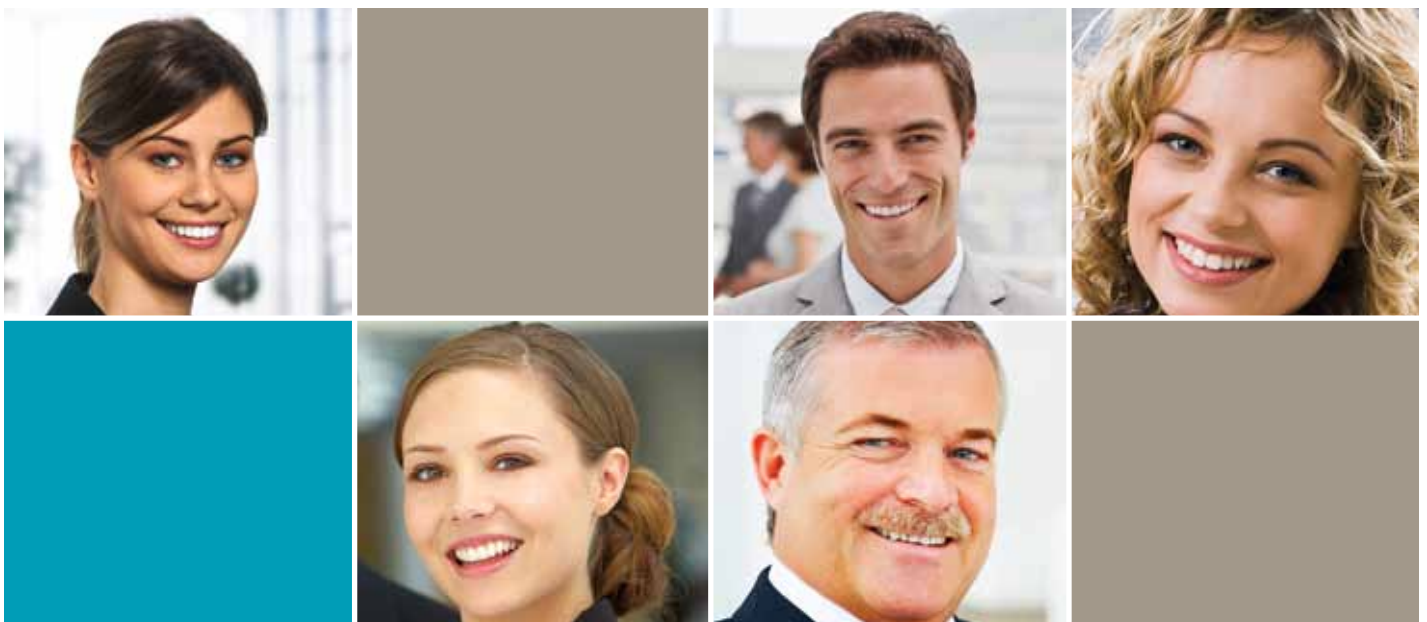




Sydney IT&T Salary Index

September 2011





Sydney IT&T Salary Index

Market Update: September 2011

Demand continues to grow for skilled IT workers in the Sydney market. In the past four months, demand levels have grown by around 10% for contractors and by around 15% for permanent IT staff.

Demand is being underpinned by activity across the market, as government, telecommunications and broader enterprise invests in gaining new capabilities through technology.

Many senior IT workers have enjoyed pay increases in the last quarter, reflecting that pay scales for these IT workers had remained flat over 2011.

Senior roles in the Development, ERP, Support Infrastructure Administration, Web and e-Commerce job groups have achieved pay rises in line with (or slightly above) CPI.

In addition, there have been pockets of demand for particular skillsets – especially Business Analysts, Telecommunications Engineers, Project Managers, Network Engineers and those with Java and .NET expertise. Peoplebank has at times over the past quarter seen concentrated demand for these roles, and in some cases employers have had to offer increased rates to attract skilled candidates.

In short: while Sydney employers are keenly aware of the turmoil unfolding on world markets and are maintaining a disciplined approach to their balance sheets, overall market confidence remains strong and there is continued commitment to investing in technology.

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.



Sydney IT&T Salary Index

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	\$700	\$900
Developer - .Net	\$80,000	\$100,000	\$110,000	\$600	\$800
Developer - Java / J2EE	\$80,000	\$100,000	\$120,000	\$560	\$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	\$160,000	\$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	\$70,000	\$90,000	\$120,000	\$450	\$640
Test Analyst	\$60,000	\$85,000	\$100,000	\$450	\$700
Test Manager	\$80,000	\$120,000	\$150,000	\$650	\$1,000



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ERP Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Oracle Financials Functional	\$80,000	\$110,000	\$140,000	\$800	\$1,000
Oracle Financials Technical	\$65,000	\$110,000	\$140,000	\$700	\$900
PeopleSoft Functional	\$80,000	\$110,000	\$130,000	\$700	\$1,000
PeopleSoft Technical	\$80,000	\$110,000	\$130,000	\$700	\$900

SAP Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
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	\$750	\$1,200
SAP Management	n/a	\$120,000	\$200,000	\$900	\$2,500
SAP Technical	\$70,000	\$100,000	\$130,000	\$700	\$1,200

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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



Sydney IT&T Salary Index

Support Infrastructure Administration Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Change Manager	\$90,000	\$110,000	\$140,000	\$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	\$140,000	\$550	\$800
DBA - SQL Server	\$75,000	\$110,000	\$140,000	\$550	\$800
DBA - Sybase	\$65,000	\$110,000	\$140,000	\$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	\$90,000	\$110,000	\$450	\$600
Infrastructure Architect	n/a	\$110,000	\$150,000	\$600	\$900
Network Designer	\$75,000	\$100,000	\$140,000	\$700	\$1,000
Network Engineer	\$65,000	\$95,000	\$130,000	\$650	\$850
Operator	\$40,000	\$50,000	\$70,000	\$250	\$450
Problem Manager	\$70,000	\$100,000	\$120,000	\$500	\$650
Project Manager	\$90,000	\$120,000	\$160,000	\$650	\$950
Security Administrator	\$60,000	\$80,000	\$100,000	\$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	\$80,000	\$100,000	\$400	\$900
Unix Systems Administration	\$65,000	\$100,000	\$130,000	\$600	\$800
Wintel Server Engineer	\$75,000	\$95,000	\$140,000	\$550	\$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	\$150,000	\$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	\$80,000	\$100,000	\$500	\$600
Web Designer	\$55,000	\$80,000	\$100,000	\$320	\$650
Web Developer - Back End	\$55,000	\$85,000	\$120,000	\$320	\$800
Web Developer - Front End	\$55,000	\$90,000	\$120,000	\$300	\$600
Web Producer	\$55,000	\$80,000	\$100,000	\$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