Salary & Employment Guide

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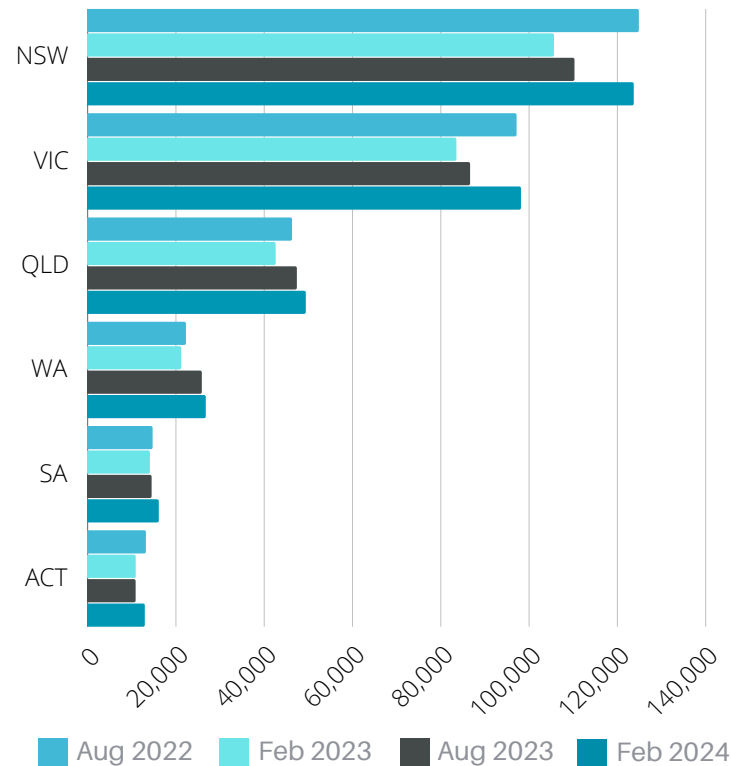
February 2024

IT Talent Pool - National Overview
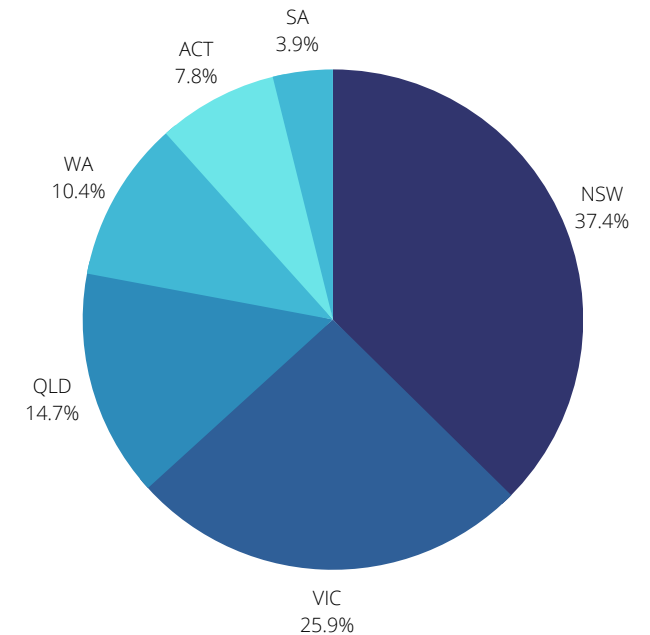
TALENT ATTRACTION

1. **Flexible work arrangements**

2. **Compensation & benefits**

3. **Opportunities for growth**

4. **Learning new & desired skills**

5. **Work-life balance**

6. **Connection with values**

7. **Supportive direct manager**

8. **Challenging & impactful work**

9. **Job security**

10. **Work on innovative projects**

NO. OF IT PROFESSIONALS WITHIN INDUSTRY

Legend: Aug 2022, Feb 2023, Aug 2023, Feb 2024

RATIO OF IT JOBS POSTED

- NSW 37.4%
- VIC 25.9%
- QLD 14.7%
- WA 10.4%
- ACT 7.8%
- SA 3.9%

GENDER RATIO

Information Technology & Services Industry Janurary 2024
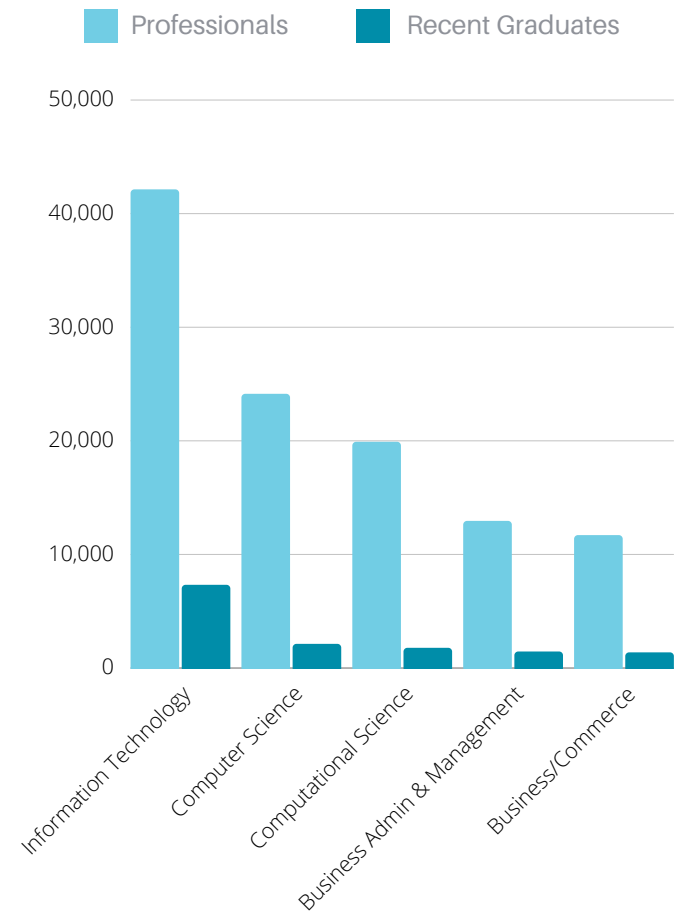
**Source: LinkedIn Talent Insights*

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IT Talent Pool - National Overview

MOST IN-DEMAND ROLES

1. Senior Solutions Architect
2. Cloud Engineer
3. Account Executive
4. Sales Director

FIELDS OF STUDY

Professionals Recent Graduates

(Bar chart — values approx: Information Technology ~42,000 / ~7,000; Computer Science ~24,000 / ~2,000; Computational Science ~20,000 / ~1,500; Business Admin & Management ~13,000 / ~1,000; Business/Commerce ~11,500 / ~1,000)
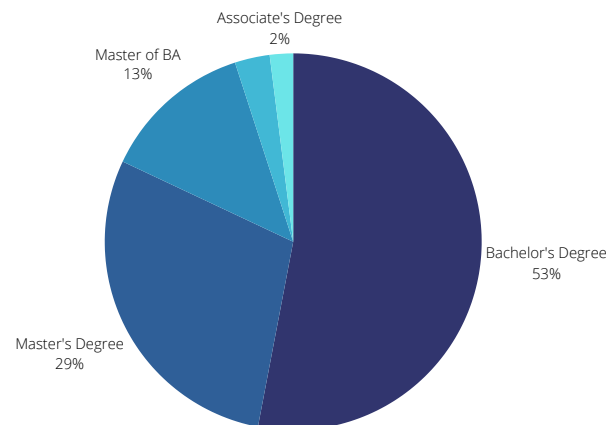
POPULAR EDUCATORS
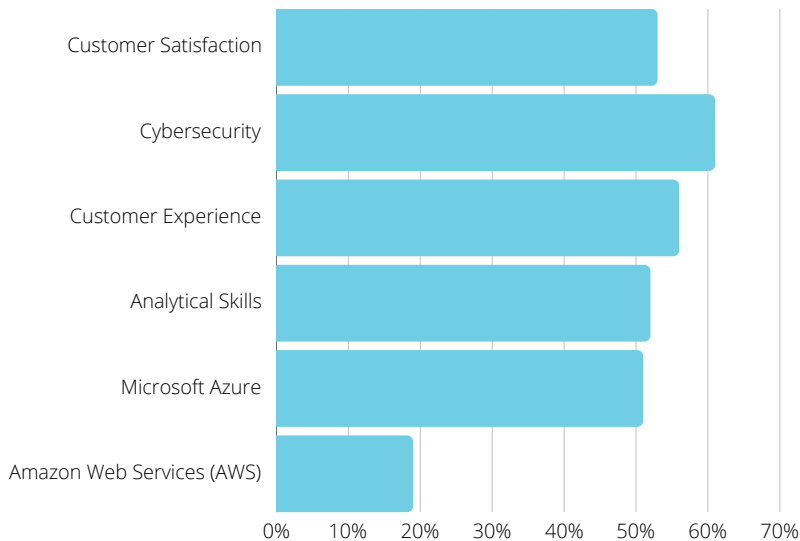
1. RMIT University
2. Monash University
3. UNSW
4. TAFE NSW
5. University of Technology Sydney

DEGREES ATTAINED

- Associate's Degree 2%
- Master of BA 13%
- Bachelor's Degree 53%
- Master's Degree 29%

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IT Talent Pool - National Overview

FASTEST GROWING SKILLS*

(Horizontal bar chart, axis from 0% to 70%)
- Customer Satisfaction
- Cybersecurity
- Customer Experience
- Analytical Skills
- Microsoft Azure
- Amazon Web Services (AWS)

1.7 year Median Tenure

13 % Changed Jobs

LARGEST IT PROFESSIONAL GROWTH OUTSIDE OF IT INDUSTRY*

(Horizontal bar chart, axis from 0% to 80%)
- Computer Games
- Human Resources
- Venture Capital & Private Equity
- Environmental Services
- Industrial Automation
- Consumer Services
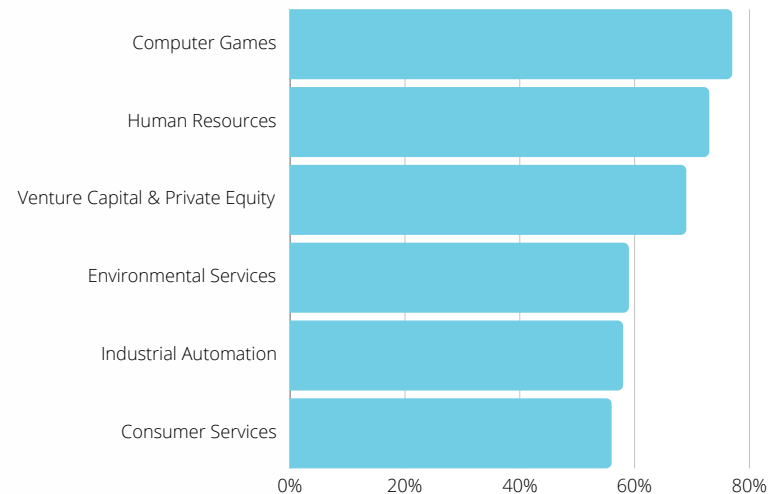
MOST COMMON IT SKILLS

1. Business Analysis
2. Software Development
3. Cloud Computing
4. SQL
5. Technical Support
6. Engineering
7. Requirements Analysis
8. CRM
9. Stakeholder Management
10. Agile Methodologies

*Comparing Year on Year growth

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Peoplebank Insights - National Overview

In the past six months, we have experienced new challenges and new opportunities across Australia. As we confront staff shortages, navigate shifting government agendas, and meet increased demand for diverse hiring strategies, adaptability and innovation remain priorities. We've observed a slight easing in contract rates, yet with interest rates stabilising, we step into 2024 with renewed confidence. Permanent positions have shown more stability, attributed to the commitment of a steady and reliable salary, that has led to heightened interest from candidates in our permanent roles.

TIM MORAN - EXECUTIVE GENERAL MANAGER

DEMAND FOR TALENT*

NSW, ACT

VIC, QLD

WA, SA

VIEW OUR JOBS

*Source: Peoplebank Data

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Great Place To Work®

Certified

SEP 2022-SEP 2023 AUS

APSCo Australia awards for excellence 2023 WINNER Innovation

APSCo Australia awards for excellence 2022 WINNER Large teams of 40+

APSCo Australia awards for excellence 2022 FINALIST Excellence in Client Service

APSCo Australia awards for excellence 2021 WINNER Performance

WINNER 2023

TIARA RECRUITMENT AWARDS ANZ FINALIST

Workplace Gender Equality Agency

Leadership Team Industry Insights

"A new report from the tech sector launched at the Digital Employment Forum in Canberra in August stated that by 2030 Australia will need to employ 653,000 tech workers. Currently, the percentage of people working in IT is expected to rise from around the 6.7% that it was in 2022 to 8.5% by 2027 and rise to 10% by 2030.

This aligns with the current trends observed in the NSW market, where the demand for jobs continues to surge, while the pool of highly-skilled talent is progressively dwindling. In light of these challenges, we have proactively addressed the situation by tapping into overseas talent pools, initiating our Leaders IT mentorship program to enhance the skills of our tech personnel, and deploying strategic sourcing methods to overcome barriers to employment for promising candidates."

DARREN FARMEARY - COMMERCIAL MANAGER NSW

After a soft finish to 2023, the market has rebounded strongly here in Victoria, clients are back from annual leave, hoping to secure great talent before their competitors.

The staff shortages continue to provide challenges across all IT & Digital verticals and Peoplebank is expecting this to continue to drive competition throughout 2024 as clients lean into new and innovative ways to develop their own talent with the support of programs like our awarding-winning Capacity Uplift Solutions Program.

DOMINIC GLASS - GENERAL MANAGER, NATIONAL KEY ACCOUNTS

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Leadership Team Industry Insights

"In 2023, South East Queensland IT experienced a steady decline in vacancies, and low candidate activity until a late surge in November and December, resulting in a 30% increase in applicants searching for new roles. This surge aligned with a dampening of IT wage growth due to the heightened competition.

Despite overall optimism among customers regarding headcount growth in 2024, any changes in Government post our Local and State elections will likely lead to program reviews or cuts in the Public Sector, and an increase in the availability of IT contractors in the job market. Cyber Security remains crucial for local Tech leaders, and growing pressure from business stakeholders on AI adoption and data utilisation is expected to sustain demand in these high-priority areas."

NATHAN COLETZ - GENERAL MANAGER QLD
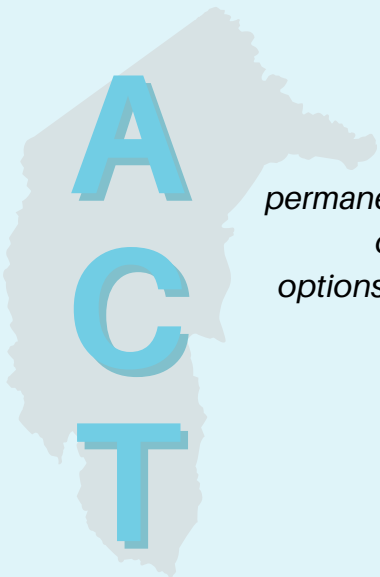
"Between July and November, the ACT saw supply and demand equalise, with good competition for all roles. The Federal Government has since completed a number of permanent IT recruitment campaigns, and with the end-of-year renewals finalised, the volume of quality candidates on the market has now reduced. This has created slightly limited options for some job types (e.g. Cyber, Cloud), for projects looking to increase headcount for 2024. All in all the market should remain steady until March-April."

NICOLE SHEPHERD - GENERAL MANAGER ACT

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Leadership Team Industry Insights

"WA has seen a period of consolidation in rates and salaries since the last salary index was compiled. The most notable areas where drops have been seen are in the Project Management and Developer areas of the market as projects have come to completion and resources in those spaces have hit the market increasing competition for the available opportunities on offer from clients.

2024 looks like it's shaping up to be a period of further contraction in rates and salaries as competition for opportunities heats up in WA and clients rebalance their spending against their budgets."

HAYDN BELL - GENERAL MANAGER WA
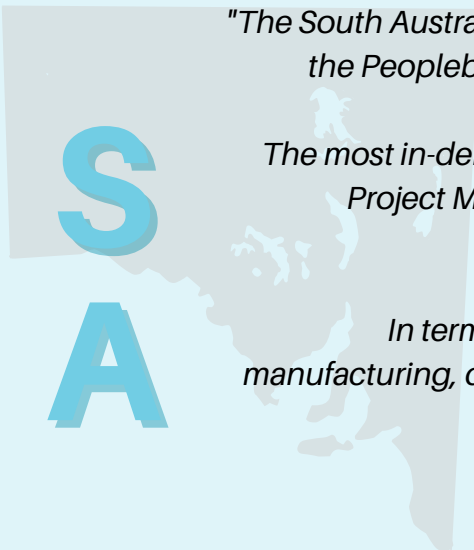
"The South Australian market saw a very positive uplift for both permanent and contract roles, with the Peoplebank Adelaide office having an exceptionally busy October to December quarter.

The most in-demand needs we had from our clients during this time were for Business Analysts, Project Managers, Software Developers/Engineers, Service Desk, Architects, and Systems Analysts.

In terms of industry, we saw increased needs from the Federal and State Governments, manufacturing, defence, construction, and the not-for-profit sectors. Both clients and candidates seem very optimistic and 2024 is shaping up to be a busy year."

CRAIG SALMON - GENERAL MANAGER SA

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About the Salary Guide

The Peoplebank salary tables are based upon IT & Digital job offers and employment activity in each location Peoplebank operates in during the past six 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:

Low: The lowest salary expectation. Usually candidates will have less than 3 years of experience in the role.

Median: The middle salary expectation. This will tend to be the predominant expectation with most candidates having 3 to 5 years experience in the role.

High: The highest salary expectation. The best candidates available with most candidates having more than 5 years experience in the role.

Specialist Tables

Some of the roles listed within our specialist tables are emerging and Peoplebank have not yet experienced demand across all states for them yet. Where values have been set to zero (-) it indicates we do not have sufficient data for that role / location to provide a reliable estimate.

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:

Low: the minimum daily rate achieved for that position **to**

High: the maximum daily rate achieved for that position.

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Digital & Digital Transformation	NSW			ACT			VIC			QLD			WA			SA		
Contract Rates are Daily / Permanent Salaries are expressed in $'000	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Web Developer	600	-	900	750	-	1000	600	-	900	750	-	1200	600	-	800	400	-	800
	90	120	140	75	100	120	90	120	140	100	120	140	75	95	120	65	90	115
Digital / Product Designer	700	-	1000	750	-	1200	700	-	1000	750	-	1000	500	-	1000	500	-	1000
	100	125	175	75	100	145	100	125	175	110	130	150	90	110	130	75	100	150
UX / UI Designer	700	-	1000	750	-	1200	700	-	1000	900	-	1100	640	-	900	550	-	1000
	100	125	175	100	120	145	100	125	175	120	130	150	100	120	140	95	110	150
UX Researcher	700	-	1000	640	-	1100	700	-	1000	800	-	1000	500	-	700	500	-	800
	90	125	150	75	95	130	90	125	150	100	115	130	85	100	115	80	100	120
Digital Producer	500	-	800	500	-	820	500	-	800	650	-	800	450	-	750	400	-	1000
	90	120	150	75	85	120	90	120	150	100	110	130	70	95	120	65	85	120
Digital Strategist	700	-	900	700	-	1200	700	-	900	800	-	1100	575	-	900	500	-	1000
	90	120	160	90	110	145	90	120	160	95	120	150	90	110	140	85	105	150
Content Manager	650	-	900	650	-	1000	650	-	900	700	-	850	550	-	750	500	-	800
	90	110	140	90	110	140	90	110	140	90	110	135	80	100	120	65	90	120
SEO Consultant	600	-	900	600	-	1100	600	-	900	600	-	800	550	-	750	420	-	780
	80	95	140	75	95	140	80	95	140	90	105	110	80	100	120	60	80	110
Digital Marketer	550	-	750	600	-	1100	550	-	750	75	-	100	480	-	640	400	-	725
	80	100	120	75	95	120	80	100	120	90	105	120	75	90	100	70	85	100
Content Writer	500	-	800	550	-	950	500	-	800	600	-	800	450	-	750	400	-	850
	80	-	140	80	-	115	70	-	140	85	100	110	80	-	100	70	-	95

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Digital & Digital Transformation

Contract Rates are Daily

Permanent Salaries are expressed in $'000

	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Agile Coach	950	-	1300	1200	-	1300	950	-	1150	1000	-	1300	950	-	1200	800	-	1100
	150	200	280	160	-	180	150	200	250	130	155	220	140	175	200	100	140	160
Scrum Master	900	-	1200	1040	-	1150	900	-	1100	900	-	1200	900	-	1100	650	-	1100
	140	180	220	140	-	165	140	180	220	120	150	180	140	175	200	100	120	150
Iteration Manager	900	-	1200	1040	-	1300	900	-	1100	900	-	1200	1000	-	1200	860	-	1300
	140	180	220	140	-	180	140	180	220	120	150	200	140	-	175	120	-	170
Release Train Engineer	1100	-	1300	1100	-	1280	900	-	1300	900	-	1250	-	-	-	-	-	-
	180	200	220	160	180	220	160	190	220	140	180	200	-	--	-	-	-	-

Business Intelligence / Data Analytics Contract Rates are Daily Permanent Salaries are expressed in $'000	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Business Intelligence Manager	900	-	1200	960	-	1150	900	-	1200	900	-	1200	900	-	1200	800	-	1200
	160	180	200	140	160	180	160	180	200	120	145	200	130	160	185	110	140	180
Data Warehouse Manager	900	-	1200	960	-	1150	900	-	1200	800	-	1050	900	-	1100	800	-	1200
	150	180	200	140	160	180	150	180	200	125	150	190	135	150	185	110	140	175
Data Modeller	800	-	1000	960	-	1150	800	-	1000	700	-	1050	750	-	1000	700	-	950
	120	140	170	110	130	160	120	140	170	100	125	145	100	120	150	90	120	140
Data Architect	950	-	1300	1040	-	1360	950	-	1300	1000	-	1250	1000	-	1250	850	-	1200
	160	180	220	160	180	250	160	180	220	140	150	180	150	175	200	120	150	180
Developer - Datawarehouse / ETL	800	-	1000	800	-	1150	800	-	1000	700	-	1050	700	-	950	700	-	950
	110	140	180	100	125	150	110	140	180	90	110	130	90	120	150	90	110	140
Report Developer	650	-	900	750	-	1000	650	-	900	550	-	750	500	-	950	500	-	750
	90	120	140	85	110	130	90	120	140	85	100	115	90	110	130	90	100	120
Data Analyst	600	-	950	800	-	1150	600	-	950	700	-	900	550	-	900	600	-	850
	90	130	150	100	125	150	90	130	150	90	115	130	90	120	150	85	115	140
Data Engineer	800	-	1100	960	-	1150	800	-	1100	800	-	1050	700	-	900	800	-	1000
	120	150	200	110	130	160	120	150	200	110	125	150	90	120	150	95	115	150
BI Developer	800	-	1000	850	-	1150	800	-	1000	700		1000	750	-	1000	700	-	900
	120	170	190	120	-	160	120	170	190	100	125	150	100	125	150	95	110	140
Data Scientist	900	-	1150	850	-	1200	900	-	1150	850	-	1250	850	-	1200	600	-	1200
	125	175	220	120	140	160	125	175	220	120	150	200	120	150	200	100	120	150

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SAP / ERP / CRM	NSW			ACT			VIC			QLD			WA			SA		
Contract Rates are Daily / Permanent Salaries are expressed in $'000	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Oracle Financials Functional	800	-	1000	900	-	1300	800	-	1000	725		1100	720	-	1050	600	-	950
	80	110	150	105	110	160	105	110	150	100	110	140	90	125	140	75	100	140
Oracle Financials Technical	700	-	1000	900	-	1300	700	-	1000	725		1100	850	-	1100	650	-	950
	105	130	150	105	110	180	105	130	150	100	110	140	120	140	150	70	95	140
Microsoft Dynamics GP	850	-	1200	900	-	1350	800	-	1200	850		1300	640	-	1100	680	-	950
	100	140	180	100	110	185	100	140	180	115	145	200	100	125	150	80	105	150
SAP ABAP	700	-	950	900	-	1200	840	-	1300	800		1200	700	-	1000	640	-	950
	100	125	150	100	125	170	100	125	170	115	135	150	100	120	150	80	90	120
SAP Basis Administrator	700	-	950	900	-	1140	840	-	1200	800		1100	640	-	1000	600	-	950
	100	120	140	100	120	160	100	120	160	115	135	150	80	90	110	85	95	120
SAP Functional	750	-	1200	900	-	1200	900	-	1200	900		1200	900	-	1200	750	-	1000
	100	125	150	85	100	160	85	100	160	115	140	165	120	140	160	85	120	140
SAP Management	900	-	2500	900	-	1600	900	-	1900	1000		1500	1000	-	1400	800	-	1100
	140	170	200	140	150	220	140	150	220	145	155	200	140	160	180	100	120	150
SAP Technical	700	-	1200	900	-	1300	900	-	1300	900		1200	1000	-	1400	800	-	1100
	100	130	180	100	140	200	100	140	200	110	140	180	140	160	200	100	120	150

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Security / Cyber Security

Contract Rates are Daily

Permanent Salaries are expressed in $'000

Security / Cyber Security	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Security Administrator	600	-	900	920	-	1200	600	-	900	750		1000	600	-	800	560	-	800
	90	120	150	100	120	140	90	120	150	110	135	150	100	115	130	85	100	125
Security Architect	1000	-	1300	1040	-	1400	1000	-	1300	1050		1500	900	-	1250	750	-	1000
	180	200	240	130	150	220	180	200	240	150	160	230	150	180	220	110	130	180
Security Engineer	800	-	1100	1000	-	1320	800	-	1100	800		1300	800	-	950	700	-	1000
	110	150	190	110	140	170	110	150	190	110	140	160	130	145	170	95	100	160
Security Consultant	950	-	1200	1050	-	1350	950	-	1200	1050		1350	1000	-	1250	850	-	1200
	160	-	200	140	160	200	160	-	200	120	160	200	160	180	200	110	130	200
Chief Information Security Officer (CISO)	1350	-	2000	1350	-	2000	1350	-	2000	1100		1800	1000	-	1400	1000	-	1800
	220	-	350	200	220	250	220	-	350	200	230	250	200	245	290	140	175	250

IT Management

Contract Rates are Daily

Permanent Salaries are expressed in $'000

IT Management	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Applications Development Mgr - large scale	900	-	1200	1000	-	1360	900	-	1200	800	-	1200	800	-	1000	650	-	1200
	140	170	200	140	170	200	140	170	200	120	155	180	130	150	180	110	130	170
Applications Development Mgr - small scale	800	-	1000	900	-	1100	800	-	1000	650	-	1100	700	-	900	600	-	900
	120	140	180	120	150	180	120	140	180	110	135	150	120	140	160	85	100	120
CIO / IT Director	2000	-	2500	1800	-	2200	2000	-	2500	1800	-	2200	1200	-	1600	1000	-	2000
	250	350	500	150	180	270	250	350	500	180	250	350	180	240	300	130	150	250
Help Desk Manager	650	-	850	800	-	1100	650	-	850	750	-	850	500	-	750	500	-	850
	110	125	140	90	110	130	110	125	140	100	110	130	90	110	130	75	90	120
I.T. Manager	900	-	1200	1000	-	1300	900	-	1200	800	-	100	750	-	1000	600	-	1000
	120	150	200	95	120	180	120	150	200	110	130	160	120	150	190	85	90	150
Service Delivery Manager	850	-	1200	800	-	1300	850	-	1200	750	-	980	650	-	900	800	-	1000
	120	150	200	100	130	200	120	150	200	110	150	190	120	145	180	90	110	150
Technology & Infrastructure Mgr - large scale	900	-	1200	1000	-	1300	900	-	1200	800	-	1100	880	-	1100	800	-	1200
	140	175	200	120	140	200	140	175	200	135	150	190	120	150	190	110	120	160
Incident Manager	800	-	1100	1000	-	1200	800	-	1100	600	-	950	520	-	750	480	-	900
	110	130	180	100	140	180	110	130	180	100	130	140	100	115	130	80	95	150
Engineering Manager	950	-	1200	1000	-	1200	950	-	1200	800	-	1000	700	-	900	650	-	1000
	150	170	200	120	-	200	150	170	200	125	-	170	120	-	180	100	125	160

Transformation / Change

Contract Rates are Daily

Permanent Salaries are expressed in $'000

Role	NSW Low	NSW Median	NSW High	ACT Low	ACT Median	ACT High	VIC Low	VIC Median	VIC High	QLD Low	QLD Median	QLD High	WA Low	WA Median	WA High	SA Low	SA Median	SA High
Change Manager - Organisational	900	-	1200	1100	-	1350	900	-	1200	900	-	1300	800	-	1000	650	-	1000
	140	170	200	100	120	160	140	170	220	155	180	220	120	150	200	95	120	150
Change Lead	900	-	1200	900	-	1200	900	-	1200	850	-	1100	800	-	1100	600	-	850
	140	170	190	110	120	150	140	170	220	125	140	180	120	150	200	85	100	140
Change Consultant	900	-	1200	900	-	1200	900	-	1200	900	-	1300	800	-	1000	650	-	900
	140	170	220	100	120	140	140	170	220	135	145	190	120	150	220	90	120	150
Change Analyst	600	-	900	650	-	1000	600	-	900	800	-	1000	600	-	850	550	-	800
	90	120	150	80	-	125	90	120	150	115	130	150	100	120	140	80	100	130
Communications Analyst	600	-	900	650	-	1000	600	-	900	700	-	1000	600	-	750	450	-	750
	90	-	150	80	-	125	90	-	150	95	125	140	90	-	120	75	85	100
Communications Manager	800	-	1100	800	-	1200	800	-	1100	800	-	1200	700	-	900	650	-	1000
	140	170	200	130	-	170	140	170	200	120	155	185	130	-	200	90	115	170
Instructional Designer	600	-	1050	800	-	1100	600	-	1000	750	-	1000	700	-	850	600	-	900
	90	155	180	130	-	150	90	155	180	120	140	160	130	-	175	90	110	150
Technical Writer	600	-	1000	800	-	1100	600	-	950	725	-	950	550	-	750	400	-	800
	90	120	160	75	90	140	90	120	160	90	110	120	75	85	95	65	90	110
Trainer	600	-	1100	800	-	1100	600	-	1050	750	-	1000	450	-	750	400	-	800
	90	130	200	75	90	140	90	130	180	90	110	120	80	110	140	60	80	110

BA / Systems Analysts

Contract Rates are Daily

Permanent Salaries are expressed in $'000

	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Business Analyst	650	-	1100	750	-	1120	650	-	1100	900	-	1200	600	-	950	450	-	1000
	100	150	180	85	120	150	100	150	180	115	130	150	100	140	180	75	110	150
IT Consultant - Functional	850	-	1300	750	-	1120	850	-	1200	800	-	1200	700	-	1000	560	-	950
	120	180	220	85	110	130	120	180	220	110	125	150	80	100	140	75	95	130
IT Consultant - Technical	850	-	1300	750	-	1120	850	-	1200	800	-	1200	650	-	1000	560	-	960
	120	180	220	85	110	130	120	180	220	110	125	140	80	100	140	80	100	140
Product Owner	750	-	1100	1040	-	1200	750	-	1100	900	-	1300	900	-	1200	800	-	1200
	120	150	200	120	-	170	120	150	200	130	150	180	130	160	190	110	140	180
Principal/ Lead BA	900	-	1300	1000	-	1200	900	-	1200	1000	-	1400	900	-	1100	850	-	1100
	160	190	220	120	-	170	160	190	210	120	140	160	150	180	200	100	110	180

Developers

Contract Rates are Daily

Permanent Salaries are expressed in $'000

	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Developer - .Net	600	-	1000	800	-	1100	600	-	1000	900	-	1200	550	-	900	500	-	900
	80	130	180	75	110	140	80	130	180	110	130	165	100	130	170	65	90	140
Developer - Java	600	-	1100	800	-	1100	600	-	1000	850	-	1200	550	750	900	550	-	1000
	90	130	180	75	110	140	90	130	180	110	130	150	100	130	170	70	110	150

Developers	NSW			ACT			VIC			QLD			WA			SA		
Contract Rates are Daily Permanent Salaries are expressed in $'000	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Oracle Developer	600	-	900	800	-	1200	600	-	900	850	-	1200	550	-	900	400	-	750
	90	130	150	75	110	140	90	130	150	110	130	150	100	130	170	65	100	125
Sharepoint Developer	700	-	1100	800	-	1200	700	-	1100	850	-	1200	600	-	900	600	-	900
	90	140	180	75	110	140	90	140	180	110	130	150	100	130	170	70	105	140
IOS Developer	700	-	1000	800	-	1200	700	-	1000	900	-	1300	650	-	900	450	-	850
	100	130	180	75	110	140	100	130	180	110	130	160	90	130	170	65	95	130
Android Developer	700	-	1000	800	-	1200	700	-	1000	900	-	1250	650	-	900	450	-	900
	100	130	180	75	110	140	100	130	180	110	130	160	90	130	170	65	110	135
Full Stack Dev	700	-	1050	960	-	1100	700	-	1050	900	-	1250	600	-	900	500	-	1000
	130	150	190	120	-	160	130	150	190	110	130	160	100	130	170	70	110	150
Front End Dev	900	-	1100	960	-	1100	900	-	1100	900	-	1250	550	-	900	500	-	1000
	140	170	190	120	-	160	140	170	190	120	135	160	90	120	140	70	110	140
Back End Dev	800	-	1050	960	-	1100	800	-	1050	900	-	1250	600	-	900	500	-	1000
	140	170	190	120	-	160	140	-	180	120	135	160	90	120	150	80	120	145
Salesforce Developer	800	-	1100	1100	-	1200	800	-	1100	900	-	1250	800	-	1100	600	-	1100
	150	170	190	140	-	160	150	170	190	120	135	160	130	-	175	110	120	170
Technical Lead	900	-	1200	1100	-	1240	900	-	1200	1000	-	1300	925	-	1000	800	-	1100
	170	190	210	140	-	180	150	180	210	120	140	170	140	160	180	100	120	150

Testers

Contract Rates are Daily

Permanent Salaries are expressed in $'000

Testers	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Test Analyst	500	-	850	560	-	900	500	-	850	800	-	1100	500	-	750	410	-	650
	90	130	150	70	90	110	90	130	150	100	120	135	75	90	110	65	90	105
Test Manager	900	-	1100	800	-	1120	900	-	1100	950	-	1200	750	-	900	600	-	1000
	150	165	180	110	125	140	150	165	180	120	130	150	120	-	150	90	110	150
Test Analyst - Manual	500	-	700	560	-	900	500	-	700	750	-	850	500	-	750	480	-	750
	90	-	120	70	90	110	90	-	120	90	110	125	75	90	110	70	85	100
Test Analyst - Automation	700	-	950	800	-	1040	700	-	950	800	-	1200	600	-	900	480	-	850
	130	-	180	110	-	140	130	-	180	90	125	150	85	100	120	80	100	120
Test Lead	750	-	1000	800	-	1040	750	-	1000	950	-	1200	700	-	900	650	-	900
	145	-	170	110	-	130	145	-	170	110	125	150	90	120	140	90	100	140
Quality Engineer / Analyst	700	-	950	800	-	1040	700	-	950	800	-	1100	500	-	800	480	-	800
	100	120	160	110	-	130	100	120	160	100	115	140	75	90	110	70	90	115

Infrastructure / Dev Ops

Contract Rates are Daily

Permanent Salaries are expressed in $'000

Role	NSW Low	NSW Median	NSW High	ACT Low	ACT Median	ACT High	VIC Low	VIC Median	VIC High	QLD Low	QLD Median	QLD High	WA Low	WA Median	WA High	SA Low	SA Median	SA High
Desktop / PC Support	400	-	600	350	-	550	400	-	600	315	-	410	280	-	400	250	-	400
	65	-	90	65	70	85	65	-	90	75	85	95	70	80	90	55	65	80
Help Desk Support	350	-	500	350	-	550	350	-	500	310	-	340	240	-	320	165	-	300
	60	-	80	65	70	85	60	-	80	65	75	85	60	65	75	50		75
Software Build & Release Manager	850	-	1100	800	-	1200	850	-	1100	800	-	1200	560	-	800	600	-	850
	120	140	180	95	100	150	120	140	180	100	120	150	100	125	150	80	95	130
Unix Systems Administration	650	-	900	800	-	1100	650	-	900	750	-	1000	440	-	800	450	-	750
	110	-	140	100	115	135	110	-	140	100	115	125	75	110	130	75	100	120
Cloud Architect	1000	-	1200	1200	-	1400	1000	-	1200	1000	-	1300	900	-	1100	800	-	1000
	160	190	220	170	-	225	160	190	220	145	160	210	140	175	200	105	120	165
DevOPs Engineer	800	-	1200	1040	-	1300	800	-	1200	900	-	1200	750	-	1000	700	-	1000
	120	150	200	150	-	200	120	150	200	110	160	200	120	140	170	95	120	160
Cloud Engineer	800	-	1100	1120	-	1300	800	-	1100	800	-	1150	750	-	900	600	-	800
	120	150	200	130	-	200	120	150	200	130	150	185	110	145	170	90	110	130
System Engineer	700	-	950	1000	-	1200	700	-	950	680	-	880	500	-	900	480	-	800
	110	-	170	140	-	180	110	-	170	95	110	130	100	115	140	80	100	120
Network Designer	850	-	1100	880	-	1200	850	-	1100	700	-	900	800	-	1200	500	-	880
	140	-	180	120	140	160	140	-	180	115	130	160	130	150	200	75	110	130
Network Engineer	650	-	1000	880	-	1200	650	-	1000	680	-	800	700	-	1000	500	-	880
	100	140	170	120	140	160	100	140	170	95	110	140	100	140	160	75	95	120

Infrastructure / Dev Ops

Contract Rates are Daily

Permanent Salaries are expressed in $'000

	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
DBA - Oracle	700	-	900	720	-	1150	700	-	900	650	-	900	520	-	760	500	-	800
	80	110	140	80	110	140	80	110	140	85	110	130	70	90	135	70	95	120
DBA - SQL Server	700	-	900	720	-	1120	700	-	900	700	-	950	520	-	760	500	-	800
	85	120	140	80	110	140	80	120	140	85	110	140	70	90	135	70	90	115
Wintel Server Engineer	650	-	900	800	-	1200	650	-	850	800	-	950	600	-	800	500	-	750
	90	-	150	100	130	160	90	-	140	100	120	150	100	125	140	80	90	130

Architects

Contract Rates are Daily

Permanent Salaries are expressed in $'000

Architects	NSW Low	NSW Median	NSW High	ACT Low	ACT Median	ACT High	VIC Low	VIC Median	VIC High	QLD Low	QLD Median	QLD High	WA Low	WA Median	WA High	SA Low	SA Median	SA High
Applications Architect	900	-	1100	1000	-	1360	900	-	1100	950	-	1200	900	-	1100	650	-	1000
	170	190	220	140	180	220	170	190	220	130	150	220	130	155	200	95	110	150
Enterprise Architect	1150	-	1500	1000	-	1400	1150	-	1500	1000	-	1400	1000	-	1200	650	-	1120
	180	220	250	200	220	250	180	220	250	145	160	250	140	165	220	100	120	155
Infrastructure Architect	900	-	1100	1000	-	1360	900	-	1100	850	-	1200	900	-	1100	650	-	1100
	150	180	200	140	180	220	150	180	200	130	150	220	130	150	200	95	120	150
Solutions Architect	1000	-	1250	1000		1280	1000	-	1250	1000	-	1300	900	-	1100	800	-	1100
	170	190	220	140	180	220	170	190	220	120	150	200	130	160	200	100	120	160
Solution Designer	800	-	1100	900	-	1200	800	-	1100	750	-	1000	875	-	950	800	-	1000
	150	170	190	120	150	180	150	170	190	110	130	180	120	130	150	100	125	150
Technical Architect	950	-	1100	900	-	1360	950	-	1100	950	-	1200	900	-	1100	800	-	1100
	170	190	220	140	180	200	170	190	220	150	170	210	130	150	200	95	105	150

Telco

Contract Rates are Daily

Permanent Salaries are expressed in $'000

Telco	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
CS Core Engineer	650	-	900	800	-	1200	700	-	900	700	-	850	700	-	900	450	-	700
	100	120	150	100	130	160	90	115	140	85	105	130	90	115	140	80	100	120
Data Communications Engineer	700	-	950	800	-	1200	650	-	850	700	-	900	480	-	720	500	-	750
	100	130	160	100	130	160	80	110	130	80	100	130	70	90	100	75	95	120
OSS Engineer	700	-	950	800	-	1200	700	-	900	700	-	900	700	-	900	450	-	750
	100	130	160	100	130	160	90	115	140	80	100	130	90	115	140	75	85	130
PS Core Engineer	600	-	900	800	-	1200	700	-	900	700	-	900	700	-	900	410	-	690
	100	120	150	100	130	160	90	115	140	90	100	130	90	115	140	85	-	130
RAN Engineer	600	-	900	800	-	1200	700	-	900	700	-	900	700	-	900	450	-	700
	100	120	150	100	130	160	90	115	140	90	100	130	90	115	140	85	95	125
RF Engineer	650	-	900	800	-	1200	700	-	900	700	-	900	700	-	900	480	-	750
	100	120	150	100	130	160	90	115	140	90	110	130	90	115	140	90	100	130
Transmission Engineer	600	-	900	800	-	1200	700	-	900	700	-	900	700	-	900	400	-	690
	100	120	150	100	130	160	90	115	140	90	110	130	90	115	140	70	90	125

Project Management

Contract Rates are Daily

Permanent Salaries are expressed in $'000

	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
PMO Manager	800	-	1200	800	-	1200	800	-	1200	1000	-	1300	1000	-	1200	650	-	1200
	150	175	200	100	120	200	150	175	200	150	165	220	150	175	200	100	130	185
Program Manager	1100	-	1400	1050	-	1400	1100	-	1400	1100	-	1400	950	-	1100	700	-	1200
	170	180	220	120	150	200	170	180	220	150	200	250	140	170	200	110	120	185
Project Analyst	650	-	850	700	-	800	650	-	850	650	-	810	480	-	640	350	-	620
	90	115	140	80	100	120	90	115	140	90	110	130	70	85	120	65	85	105
Project Administrator	400	-	650	600	-	700	400	-	600	500	-	700	440	-	650	300	-	600
	70	90	110	80	90	110	70	90	110	85	100	120	70	85	110	60	75	90
Project Co-ordinator	550	-	850	600	-	960	550	-	800	630	-	810	480	-	800	350	-	700
	75	90	120	85	100	120	75	90	120	100	110	130	70	85	130	70	80	95
Project Scheduler	700	-	1200	800	-	1200	700	-	1200	720	-	990	480	-	900	300	-	800
	85	150	200	100	125	160	90	150	200	90	110	160	75	110	150	70	90	130
Project Manager - Applications	800	-	1100	800	-	1200	800	-	1100	810	-	1080	700	-	1000	650	-	1200
	130	150	180	115	125	180	130	150	180	110	150	185	140	160	180	90	115	180
Project Manager - Infrastructure	800	-	1100	800	-	1200	800	-	1100	810	-	1080	700	-	1000	650	-	1200
	130	150	180	115	125	180	130	150	180	110	150	185	140	160	180	90	120	180
Telco Project Manager	800	-	1100	800	-	1200	700	-	1000	630	-	855	700	-	1100	550	-	1000
	130	150	180	100	120	180	120	140	160	110	125	160	140	160	180	85	105	155

For More Information

To learn more about the Peoplebank Salary and Employment Guide, please feel free to contact one of our recruitment specialists in the following locations:

NSW
phone: 02 9409 4700
email: sydney@peoplebank.com.au

ACT
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VIC
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QLD
phone: 07 3003 7777
email: brisbane@peoplebank.com.au

WA
phone: 08 9423 1400
email: perth@peoplebank.com.au

SA
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