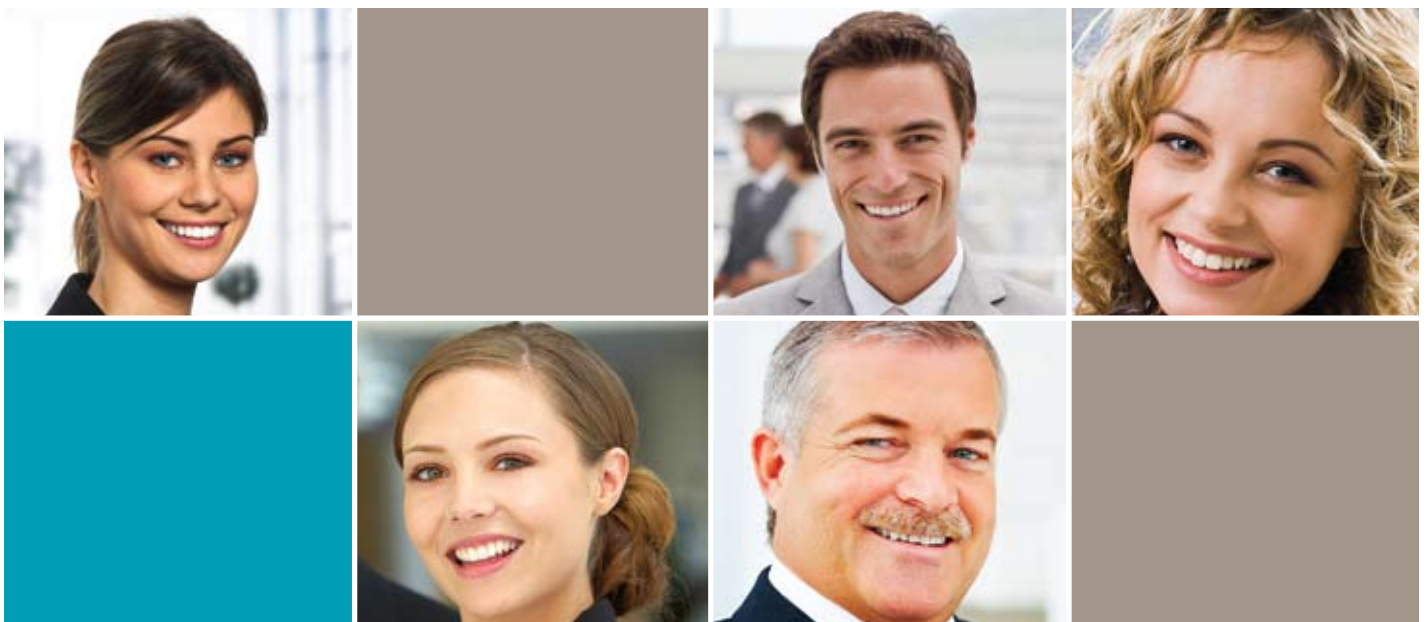




Melbourne IT&T Salary Index

April 2010





Melbourne IT&T Salary Index

Market Update: April 2010

Demand for both permanent and contract ICT staff – which first began strengthening at the end of 2009 – has continued during Q1 of 2010.

In fact, the number of roles available has grown by 100 percent since January 2010 (a total of a 200 percent increase on levels recorded in July 2009).

Additionally, the average number of hours worked by contractors has risen – albeit slightly – as employers push ahead with transformational projects that will enable them to gain competitive advantage as market conditions improve.

Upward salary pressure becoming evident

The upward pressure on salaries and contract rates that is expected to be a major theme of 2010 has already had an impact on contract rates – which have risen by up to 5 percent.

Additionally, average hours worked by contractors are trending upwards – although levels are not significant yet, it is expected that the combination of available work and rising rates will increase the number of candidates seeking contract roles during 2010.

While permanent salaries are yet to record a measurable increase, the strengthening market and growth in the number of jobs available has meant that candidates are in a position to select from several job offers.

In short, candidates are back in the land of opportunity and will navigate toward companies that are responsive during the recruitment process, provided interesting projects are on offer and the pay rates competitive.

The implication of this trend is that companies with a clear recruitment plan and fluid efficient recruitment processes will attract talent and have the edge over companies with a reactive approach to recruitment.

Businesses across-the-board hiring Java, .NET and Project staff

While the core systems upgrade projects in the financial services sector are underway and continue to absorb IT skills – we are seeing broadening demand from across the industry for Business Analysts, Testers, ERP skills (both Oracle and SAP), Java Developers and .NET Developers.



Melbourne IT&T Salary Index

Development Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Applications Architect	\$85,000	\$110,000	\$140,000	\$700	\$1,000
Business Analyst	\$65,000	\$100,000	\$120,000	\$500	\$800
Developer - .Net	\$50,000	\$75,000	\$100,000	\$500	\$700
Developer - C++	\$50,000	\$75,000	\$100,000	\$500	\$700
Developer - Java / J2EE	\$50,000	\$75,000	\$110,000	\$450	\$800
Developer - Visual Basic	\$50,000	\$75,000	\$90,000	\$500	\$700
Enterprise Architect	\$85,000	\$110,000	\$150,000	\$900	\$1,200
J2EE Architect	\$85,000	\$110,000	\$140,000	\$850	\$1,000
Oracle Developer	\$55,000	\$75,000	\$100,000	\$550	\$800
Project Manager	\$85,000	\$115,000	\$150,000	\$700	\$1,200
Software Build & Release Manager	\$85,000	\$105,000	\$120,000	\$700	\$950
Solutions Architect	\$85,000	\$115,000	\$150,000	\$750	\$1,200
Systems Architect	\$90,000	\$130,000	\$160,000	\$750	\$1,200
Technical Writer	\$65,000	\$95,000	\$110,000	\$500	\$750
Test Analyst	\$55,000	\$75,000	\$95,000	\$450	\$700
Test Manager	\$85,000	\$115,000	\$130,000	\$650	\$900



Melbourne IT&T Salary Index

ERP Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Oracle Financials Functional	\$70,000	\$100,000	\$130,000	\$700	\$900
Oracle Financials Technical	\$65,000	\$105,000	\$130,000	\$700	\$900
PeopleSoft Functional	\$70,000	\$110,000	\$140,000	\$700	\$900
PeopleSoft Technical	\$70,000	\$110,000	\$140,000	\$700	\$900
SAP ABAP	\$65,000	\$90,000	\$120,000	\$650	\$800
SAP Basis Administrator	\$85,000	\$110,000	\$130,000	\$650	\$800
SAP Functional	\$85,000	\$105,000	\$130,000	\$650	\$1,000

Web & e-Commerce Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Web Content Manager/Web Master	\$45,000	\$60,000	\$75,000	\$450	\$650
Web Designer	\$55,000	\$70,000	\$90,000	\$500	\$700
Web Developer - Back End	\$60,000	\$75,000	\$90,000	\$450	\$750
Web Developer - Front End	\$55,000	\$80,000	\$100,000	\$450	\$800

Melbourne IT&T Salary Index

Management Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Applications Development Manager - large scale	\$115,000	\$150,000	\$165,000	\$800	\$1,100
Applications Development Manager - small scale	\$95,000	\$110,000	\$135,000	\$700	\$950
CIO/IT Director	\$175,000	\$240,000	\$300,000	\$1,200	\$2,000
Help Desk Manager	\$65,000	\$75,000	\$100,000	\$600	\$800
I.T. Manager	\$90,000	\$120,000	\$150,000	\$600	\$900
Program Manager	\$100,000	\$140,000	\$180,000	\$1,000	\$1,400
Service Delivery Manager	\$95,000	\$110,000	\$125,000	\$600	\$800
Technology & Infrastructure Manager	\$85,000	\$115,000	\$140,000	\$750	\$950



Melbourne IT&T Salary Index

Support Infrastructure Administration Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Data Communications Engineer	\$65,000	\$90,000	\$120,000	\$480	\$750
DBA - DB2	\$65,000	\$90,000	\$115,000	\$500	\$750
DBA - Oracle	\$75,000	\$100,000	\$120,000	\$500	\$750
DBA - SQL Server	\$85,000	\$100,000	\$120,000	\$550	\$800
Desktop/PC Support	\$47,500	\$65,000	\$75,000	\$250	\$350
Help Desk Support	\$35,000	\$45,000	\$55,000	\$200	\$300
Infrastructure Architect	\$90,000	\$120,000	\$150,000	\$700	\$900
Network Designer	\$90,000	\$100,000	\$125,000	\$600	\$800
Project Manager	\$85,000	\$120,000	\$140,000	\$600	\$950
Security Architect	\$90,000	\$130,000	\$180,000	\$800	\$1,300
Security Engineer	\$80,000	\$110,000	\$130,000	\$650	\$900
Trainers	\$50,000	\$60,000	\$70,000	\$400	\$600
Unix Systems Administration	\$65,000	\$95,000	\$115,000	\$500	\$800
Wintel Engineer	\$65,000	\$90,000	\$110,000	\$400	\$680



Melbourne 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 Melbourne 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.

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 03 8080 7200 or email melbourne@peoplebank.com.au

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