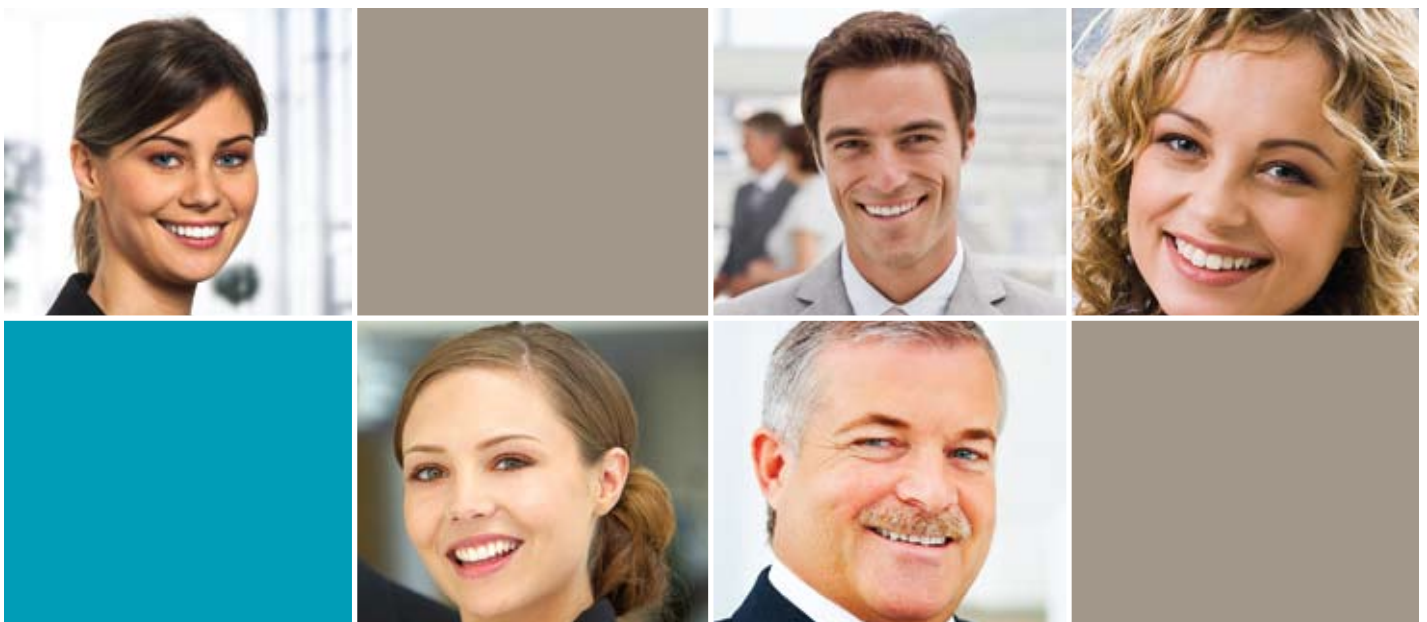




Perth IT&T Salary Index

April 2010





Perth IT&T Salary Index

Market Update: April 2010

Demand for both permanent and contract ICT staff has risen strongly during Q1 of 2010.

In fact, the Perth market is beginning to experience a skills shortage in key areas, from both the resources sector and from the broader spectrum of financial services, manufacturing and other sectors that support WA's resources industry.

There is particularly strong demand for roles including IT Managers, Program Managers, Engineers and Application Development Managers.

In response, salaries and contract rates for these roles are rising. For example, paycales for Senior IT Managers have risen by almost 10 percent to \$120,000 in the past six months since November 2009, while salaries for Senior Business Analysts have risen by more than 15 percent to \$105,000 in the same period.

Skills shortage forecast

As industry wide demand for IT skills continues to grow, Peoplebank expects that the WA market will shortly begin showing signs of a widespread skills shortage.

The consequences of a skills shortage are likely to include further upward pressure on salaries and contract rates, as well as rising staff turnover as employees pursue contract and higher-paying roles.



Perth IT&T Salary Index

Development Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Business Analyst	\$60,000	\$75,000	\$105,000	\$60	\$80
Developer - .Net	\$50,000	\$65,000	\$90,000	\$40	\$75
Developer - C++	\$45,000	\$65,000	\$85,000	\$40	\$75
Developer - Java / J2EE	\$45,000	\$65,000	\$90,000	\$45	\$80
Enterprise Architect	n/a	\$120,000	\$150,000	\$80	\$130
IT Consultant - Functional	n/a	\$85,000	\$120,000	\$80	\$120
IT Consultant - Technical	n/a	\$85,000	\$120,000	\$80	\$120
J2EE Architect	n/a	\$100,000	\$120,000	\$90	\$120
Oracle Developer	\$65,000	\$75,000	\$100,000	\$60	\$100
Project Manager	\$75,000	\$90,000	\$130,000	\$75	\$110
Solutions Architect	n/a	\$100,000	\$125,000	\$85	\$110
Systems Architect	n/a	\$100,000	\$125,000	\$85	\$110
Technical Writer	\$50,000	\$65,000	\$80,000	\$50	\$80
Test Analyst	\$50,000	\$70,000	\$90,000	\$50	\$75
Test Manager	n/a	\$90,000	\$120,000	\$75	\$95



Perth IT&T Salary Index

ERP Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Oracle Financials Functional	\$65,000	\$80,000	\$120,000	\$90	\$150
Oracle Financials Technical	\$65,000	\$80,000	\$120,000	\$90	\$150
SAP ABAP	\$65,000	\$75,000	\$100,000	\$60	\$100
SAP Basis Administrator	\$65,000	\$80,000	\$110,000	\$60	\$100
SAP Functional	\$80,000	\$110,000	\$140,000	\$80	\$125

Web & e-Commerce Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Web Content Manager/Web Master	\$35,000	\$50,000	\$60,000	\$30	\$45
Web Designer	\$50,000	\$65,000	\$80,000	\$40	\$65
Web Developer - Back End	\$50,000	\$75,000	\$85,000	\$55	\$70
Web Developer - Front End	\$40,000	\$50,000	\$65,000	\$45	\$65
Web Producer	\$40,000	\$55,000	\$65,000	\$40	\$60

Perth IT&T Salary Index

Management Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Applications Development Manager - large scale	n/a	\$120,000	\$150,000	\$90	\$120
Applications Development Manager - small scale	n/a	\$100,000	\$125,000	\$80	\$100
CIO/IT Director	n/a	\$170,000	\$240,000	\$100	\$150
Computer Operations Manager	n/a	\$90,000	\$100,000	\$70	\$90
Help Desk Manager	\$60,000	\$70,000	\$85,000	\$55	\$70
I.T. Manager	\$80,000	\$100,000	\$120,000	\$70	\$100
Program Manager	n/a	\$150,000	\$180,000	\$100	\$150
Service Delivery Manager	\$75,000	\$90,000	\$120,000	\$70	\$110
Technology & Infrastructure Manager	n/a	\$100,000	\$120,000	\$90	\$130



Perth IT&T Salary Index

Support Infrastructure Administration Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Data Communications Engineer	\$55,000	\$75,000	\$100,000	\$60	\$90
DBA - DB2	\$65,000	\$80,000	\$100,000	\$65	\$95
DBA - Oracle	\$65,000	\$80,000	\$100,000	\$65	\$95
DBA - SQL Server	\$60,000	\$82,500	\$105,000	\$65	\$95
Desktop/PC Support	\$45,000	\$55,000	\$65,000	\$30	\$45
Help Desk Support	\$40,000	\$48,000	\$55,000	\$25	\$35
Infrastructure Architect	n/a	\$100,000	\$120,000	\$70	\$110
Network Designer	\$70,000	\$85,000	\$110,000	\$60	\$80
Network/System Engineer	\$70,000	\$80,000	\$100,000	\$50	\$70
Operator	\$40,000	\$50,000	\$60,000	\$25	\$40
Project Manager	\$75,000	\$90,000	\$130,000	\$75	\$110
Security Administrator	\$70,000	\$85,000	\$100,000	\$60	\$85
Security Architect	n/a	\$100,000	\$120,000	\$70	\$100
Security Engineer	\$70,000	\$85,000	\$100,000	\$60	\$90
Trainers	\$60,000	\$70,000	\$85,000	\$50	\$80
Unix Systems Administration	\$65,000	\$80,000	\$100,000	\$55	\$80



Perth 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 Perth 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 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 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.

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 08 9423 1400 or email perth@peoplebank.com.au