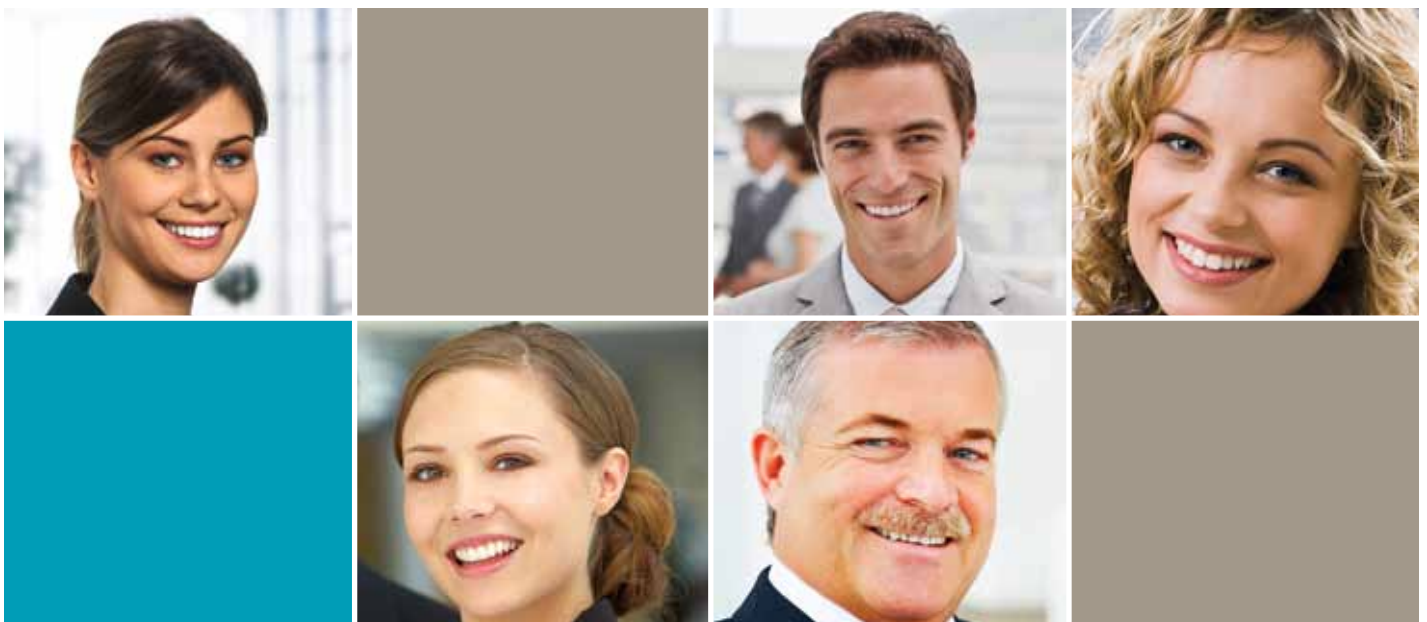




Melbourne IT&T Salary Index

March 2011





Melbourne IT&T Salary Index

Market Update: March 2011

While Victoria's economic growth has been just below the national average through the past decade, the Victorian IT market is well-positioned for continued growth in 2011.

The market experienced a slow start to 2011 with lower than normal IT hiring levels in the banking and utilities sectors largely due to company restructures within several large organisations and consequent freezes on new projects.

Peoplebank predicts that the hiring peak traditionally experienced annually in January will instead occur in March/April 2011, driven by renewed hiring in the banking sector.

Demand for contract roles in the Victorian market is strengthening ahead of permanent roles – this is reflected in the overall number of roles available in addition to employers retaining contractors for longer periods (turnover in IT contract staff has fallen by around 5% during the past quarter).

Pay increases during the past quarter have been enjoyed by Enterprise Architects, Applications Architects, Service Delivery Managers and across a wide range of Support Infrastructure Administration roles.

National update

Australia's IT hiring market was characterised by slower-than usual hiring activity in both of the major eastern states (NSW and VIC), while major issues (such as the Queensland floods) have given rise to large regional variations in hiring patterns in the other states.

As a result pay increases have been evident in only a select few of the 50 IT roles we track.

Peoplebank is predicting that during 2011 the market will continue to tilt in favour of candidates, particularly in specialist skill sets.



Melbourne IT&T Salary Index

Development Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Applications Architect	\$85,000	\$110,000	\$150,000	\$700	\$1,000
Business Analyst	\$70,000	\$100,000	\$130,000	\$500	\$900
Change Manager/Analyst - Applications	\$85,000	\$100,000	\$130,000	\$450	\$750
Developer - .Net	\$50,000	\$75,000	\$110,000	\$500	\$750
Developer - C++	\$50,000	\$75,000	\$100,000	\$500	\$700
Developer - Java / J2EE	\$50,000	\$75,000	\$110,000	\$500	\$800
Developer - Visual Basic	\$50,000	\$75,000	\$90,000	\$500	\$700
Enterprise Architect	\$85,000	\$110,000	\$160,000	\$900	\$1,200
J2EE Architect	\$85,000	\$110,000	\$140,000	\$850	\$1,000
Oracle Developer	\$55,000	\$75,000	\$100,000	\$550	\$800
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	\$65,000	\$75,000	\$95,000	\$450	\$750
Test Manager	\$90,000	\$115,000	\$130,000	\$700	\$1,000



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

Project Management Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Project Manager - Infrastructure	\$85,000	\$120,000	\$140,000	\$700	\$950
Project Coordinator	\$55,000	\$70,000	\$85,000	\$400	\$600
Project Analyst	\$60,000	\$75,000	\$90,000	\$450	\$750
PMO Manager	\$100,000	\$125,000	\$150,000	\$750	\$900
Change Manager - Organisational	\$120,000	\$150,000	\$200,000	\$1,000	\$1,500
Project Manager - Applications	\$85,000	\$115,000	\$150,000	\$700	\$1,200
Program Manager	\$100,000	\$140,000	\$180,000	\$1,000	\$1,400

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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	\$1,200
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
Service Delivery Manager	\$95,000	\$115,000	\$135,000	\$600	\$800
Technology & Infrastructure Manager	\$85,000	\$115,000	\$140,000	\$750	\$950

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



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Support Infrastructure Administration Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Change Manager/Analyst - Infrastructure	\$85,000	\$100,000	\$130,000	\$450	\$750
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	\$110,000	\$130,000	\$600	\$900
DBA - SQL Server	\$85,000	\$100,000	\$120,000	\$550	\$800
Desktop/PC Support	\$47,500	\$65,000	\$75,000	\$250	\$350
Environment Manager	\$75,000	\$110,000	\$130,000	\$600	\$900
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	\$115,000	\$130,000	\$700	\$900
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	\$120,000	\$500	\$800
Wintel Engineer	\$65,000	\$90,000	\$110,000	\$400	\$700



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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