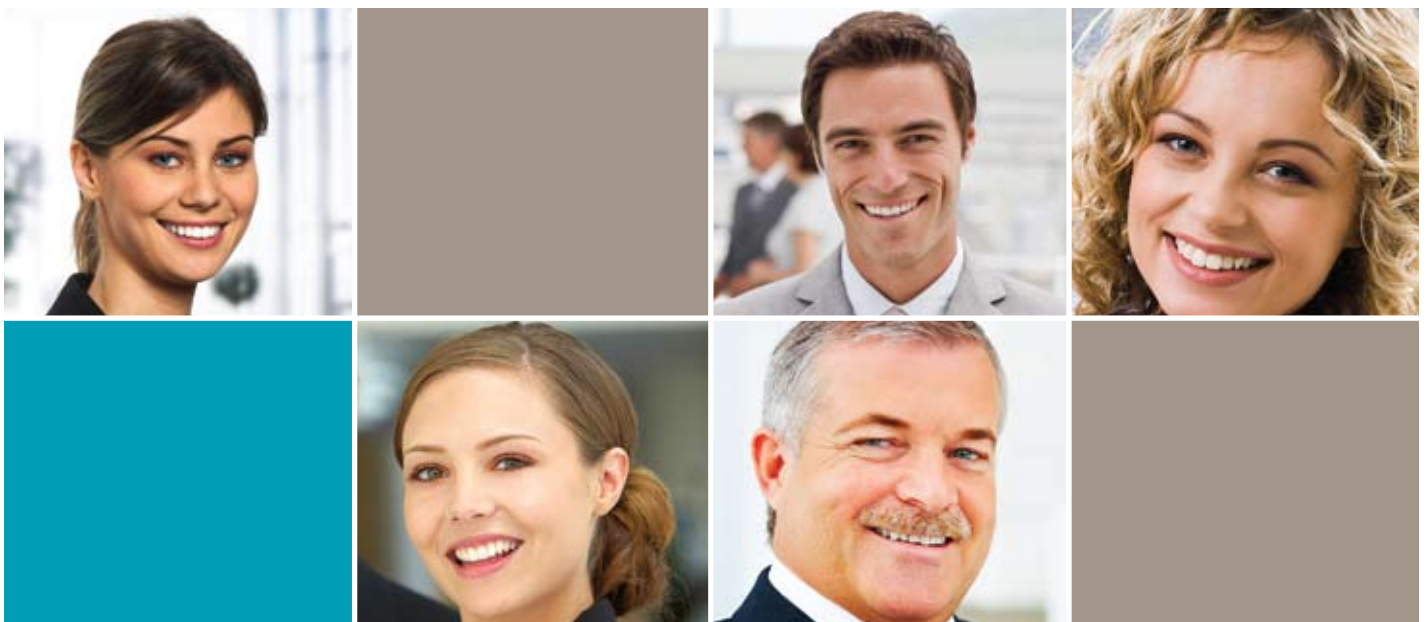




Canberra IT&T Salary Index

November 2009





Canberra IT&T Salary Index

Market Update: November 2009

Over the past three months there has been a general constriction in both project and business-as-usual funding, which is creating a backlog of projects and infrastructure upgrade requirements in the Canberra market.

Overall demand has remained static, with a slight increase in the availability of permanent roles being offset by a continued decrease in contract roles.

Demand for permanent staff increased slightly over the past three months (the first time in 2009). While the public sector is hiring permanent ICT staff as part of their response to the Gershon Review's recommendation to reduce reliance on ICT contractors, overall hiring levels remain lower than they have been over the past three years.

There was a minor spike in demand in July – August, on the back of a small number of new ICT projects being announced in the Federal Budget.

Overall however, **demand for ICT contractors** has remained at relatively low levels (focused on contractors with specialist IT skills).

As a consequence, there is an oversupply of contractors in the market, many of whom will relocate or accept permanent roles – which will serve to shrink the pool of available contractors in Canberra. This trend is likely to be sustained through the medium term.

Skills in demand include Java, SharePoint, SAP, Unix and Data Warehouse related skills.



Canberra IT&T Salary Index

Development Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Business Analyst	\$70,000	\$90,000	\$95,000
Developer - .Net	\$60,000	\$75,000	\$90,000
Developer - C++	\$60,000	\$70,000	\$90,000
Developer - Java / J2EE	\$65,000	\$77,500	\$92,500
IT Consultant - Functional	\$70,000	\$90,000	\$110,000
IT Consultant - Technical	\$70,000	\$90,000	\$110,000
J2EE Architect	\$75,000	\$100,000	\$125,000
Project Manager	\$80,000	\$90,000	\$130,000
Solutions Architect	\$90,000	\$110,000	\$140,000
Systems Architect	\$75,000	\$110,000	\$140,000
Technical Writer	\$60,000	\$75,000	\$87,500
Test Analyst	\$55,000	\$65,000	\$75,000
Test Manager	n/a	\$70,000	\$90,000



Canberra IT&T Salary Index

ERP Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Oracle Financials Functional	\$55,000	\$78,000	\$100,000
Oracle Financials Technical	\$58,000	\$80,000	\$102,000
PeopleSoft Functional	\$72,000	\$89,000	\$107,000
PeopleSoft Technical	\$77,000	\$95,000	\$114,000
SAP ABAP	\$70,000	\$85,000	\$110,000
SAP Basis Administrator	\$70,000	\$80,000	\$95,000
SAP Functional	\$68,000	\$90,000	\$113,000

Sales & Marketing Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Account Manager	\$50,000	\$100,000	\$150,000
BDM/Sales Executive: Hardware/ Infrastructure	\$80,000	\$120,000	\$150,000
BDM/Sales Executive: Software/ Services	\$75,000	\$90,000	\$130,000
Channel/Product Manager	\$70,000	\$90,000	\$120,000
Pre/Post Sales Support	\$55,000	\$75,000	\$95,000
Sales - Internal	\$40,000	\$55,000	\$70,000
Sales and Marketing Manager	n/a	\$92,500	\$120,000

Canberra IT&T Salary Index

Management Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Applications Development Manager - large scale	\$80,000	\$100,000	\$120,000
Applications Development Manager - small scale	\$70,000	\$90,000	\$100,000
CIO/IT Director	\$120,000	\$170,000	\$205,000
Operations Manager	n/a	\$80,000	\$110,000
Help Desk Manager	\$60,000	\$75,000	\$90,000
I.T. Manager	\$80,000	\$95,000	\$120,000
Program Manager	n/a	\$110,000	\$150,000
Service Delivery Manager	\$70,000	\$90,000	\$125,000
Technology & Infrastructure Manager	n/a	\$90,000	\$125,000

Web & e-Commerce Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Web Content Manager/Web Master	\$60,000	\$75,000	\$90,000
Web Designer	\$50,000	\$65,000	\$80,000
Web Developer - Back End	\$66,000	\$78,000	\$90,000
Web Developer - Front End	\$45,000	\$55,000	\$75,000
Web Producer	\$55,000	\$70,000	\$85,000



Canberra IT&T Salary Index /

Support Infrastructure Administration Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Data Communications Engineer	\$65,000	\$80,000	\$100,000
DBA - DB2	\$70,000	\$90,000	\$110,000
DBA - Oracle	\$70,000	\$85,000	\$100,000
DBA - SQL Server	\$65,000	\$80,000	\$95,000
DBA - Sybase	\$63,000	\$80,000	\$100,000
Desktop/PC Support	\$37,000	\$43,000	\$53,000
Help Desk Support	\$42,000	\$50,000	\$55,000
Infrastructure Architect	\$80,000	\$95,000	\$125,000
Infrastructure Engineer	\$65,000	\$95,000	\$112,000
Network Designer	\$65,000	\$80,000	\$110,000
Network Engineer	\$70,000	\$80,000	\$110,000
Operator	\$35,000	\$40,000	\$45,000
Project Manager	\$85,000	\$100,000	\$130,000
Security Administrator	\$60,000	\$75,000	\$90,000
Security Architect	n/a	\$120,000	\$150,000
Security Engineer	\$70,000	\$90,000	\$120,000
Trainers	\$60,000	\$75,000	\$90,000
Unix Systems Administration	\$65,000	\$85,000	\$100,000



Canberra IT&T Salary Index

Contract Rates

Position Titles	Contract Rates		
	Junior	Senior	Average
.NET Developer	\$60.00	\$90.00	\$75.00
3rd Level Enterprise Support	\$70.00	\$85.00	\$78.00
Analyst Programmer	\$65.00	\$85.00	\$70.60
Apps Development Manager	\$90.00	\$110.00	\$95.00
Billing Systems Analyst	\$60.00	\$75.00	\$70.00
Business Analyst	\$60.00	\$90.00	\$75.00
C++ Programmer	\$60.00	\$75.00	\$72.00
Change Manager	\$80.00	\$110.00	\$90.00
Citrix (Application)	\$70.00	\$85.00	\$78.00
Citrix (Infrastructure)	\$70.00	\$85.00	\$78.00
Cold Fusion Developer	\$65.00	\$80.00	\$67.00
COOLGEN Developer	\$70.00	\$90.00	\$88.00
Data Design Analyst	\$72.50	\$85.00	\$80.83
Database Developer	\$67.00	\$85.00	\$75.00
Delphi AP	\$65.00	\$80.00	\$72.00
Disaster Recovery/Business Continuity	\$110.00	\$135.00	\$120.00
Helpdesk Consultant (L1)	\$25.00	\$35.00	\$30.00
Helpdesk Consultant (L2)	\$35.00	\$50.00	\$40.00

Please note the quoted rates reflect the hourly rate paid directly to the Contractor.

The rates DO NOT include any management fees (paid to recruitment agencies), statutory charges such as payroll tax, insurance or workers compensation. These rates are determined based on actual averages achieved in the Canberra Market over the proceeding three month period.

Canberra IT&T Salary Index

Contract Rates Continued

Position Titles	Contract Rates		
	Junior	Senior	Average
HTML Editor	\$40.00	\$60.00	\$50.00
Incident Analyst	\$23.00	\$25.00	\$23.50
Information Analyst	\$65.00	\$85.00	\$80.00
Infrastructure Manager	\$80.00	\$110.00	\$95.00
Infrastructure (Firewall)	\$90.00	\$120.00	\$110.00
Project Manager	\$80.00	\$100.00	\$90.00
JAVA Developer	\$65.00	\$95.00	\$80.00
Junior Tester	\$40.00	\$55.00	\$48.00
Notes Analyst/Admin	\$65.00	\$80.00	\$75.00
Notes Developer	\$65.00	\$85.00	\$75.00
Oracle Database Administrator	\$75.00	\$95.00	\$80.00
Records Management Specialist	\$62.00	\$95.00	\$72.00
Remote Desktop	\$28.00	\$38.00	\$33.00
SAP Analyst	\$75.00	\$120.00	\$90.00
Security (Administration)	\$75.00	\$85.00	\$80.00
Security (Infrastructure Specialist)	\$95.00	\$115.00	\$105.00
Senior Business Analyst (> 5yrs BA experience)	\$75.00	\$110.00	\$89.00

Please note the quoted rates reflect the hourly rate paid directly to the Contractor.

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Canberra IT&T Salary Index

Contract Rates Continued

Position Titles	Contract Rates		
	Junior	Senior	Average
Senior Project Manager (> 5yrs PM experience)	\$90.00	\$120.00	\$105.00
Senior Solutions Architect	\$95.00	\$140.00	\$115.00
Senior Tester	\$60.00	\$75.00	\$68.50
Test Manager	\$75.00	\$90.00	\$80.00
Server Support	\$70.00	\$95.00	\$120.00
Service Desk Manager	\$70.00	\$85.00	\$80.00
Service Desk Operator	\$21.80	\$25.60	\$23.00
SQL Database Administrator	\$80.00	\$100.00	\$90.00
SQL Server Specialist	\$85.00	\$100.00	\$95.00
System Analyst	\$65.00	\$85.00	\$78.00
System Engineer	\$70.00	\$85.00	\$78.00
Team Leader	\$70.00	\$100.00	\$90.00
Technical Manager	\$95.00	\$120.00	\$110.00
Technical Writer	\$60.00	\$80.00	\$72.00
Test Analyst	\$50.00	\$65.00	\$60.00
Test Engineer (Script writer)	\$70.00	\$90.00	\$80.00
VB Developer	\$65.00	\$80.00	\$75.00
Web Developer	\$65.00	\$80.00	\$75.00

Please note the quoted rates reflect the hourly rate paid directly to the Contractor.

The rates DO NOT include any management fees (paid to recruitment agencies), statutory charges such as payroll tax, insurance or workers compensation. These rates are determined based on actual averages achieved in the Canberra Market over the proceeding three month period.



Canberra 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 Canberra 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 three years of experience in the role

Intermediate: Three to five years in the role

Senior: More than five 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 02 6245 1700 or email canberra@peoplebank.com.au

people bank

www.peoplebank.com.au