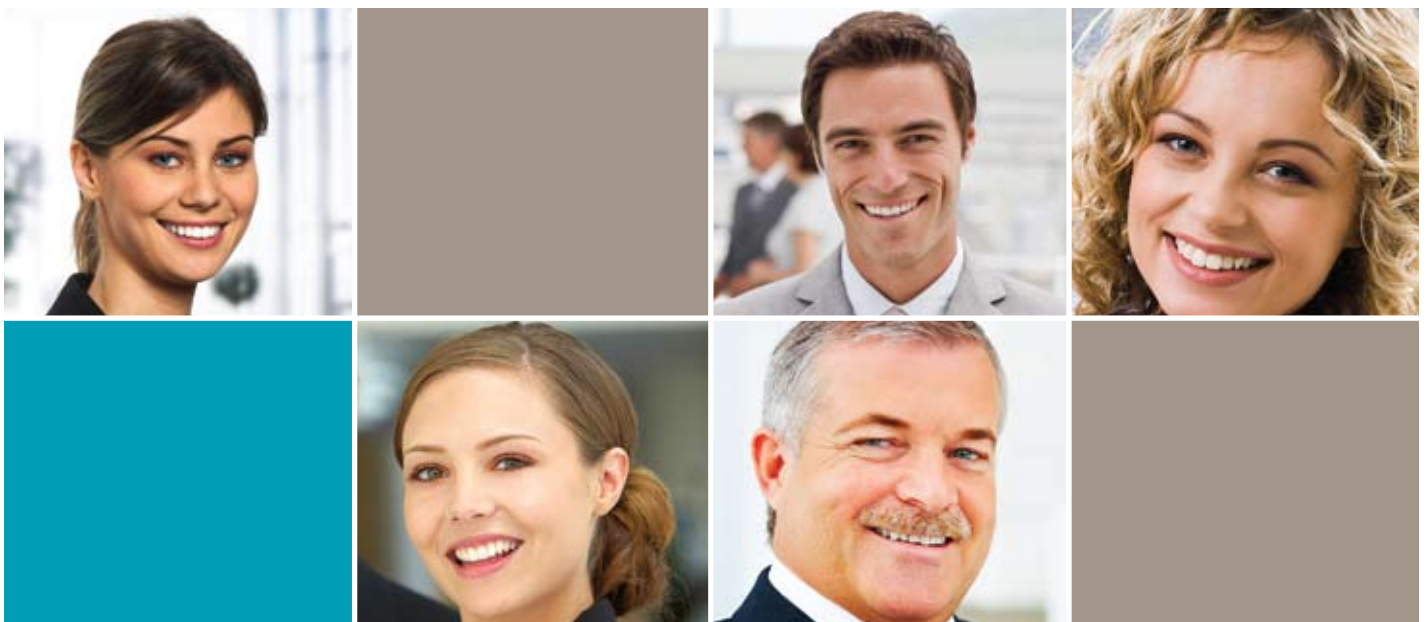




Melbourne IT&T Salary Index

November 2009





Melbourne IT&T Salary Index

Market Update: November 2009

Over the past three months, demand for ICT staff has continued to improve in Melbourne, The general tenor is of cautious optimism as large businesses, especially in the financial services sector, re-engage with projects that had been shelved during the downturn.

Demand has grown during the last three months for both contract and permanent staff. In total, the number of permanent roles available through Peoplebank is around 30 percent higher than in the first quarter of 2009 and the number of contract roles is approximately 20 percent higher than experienced in the first quarter.

At the same time there has been a significant reduction in the **supply of ICT candidates**.

The pool of active jobseekers (either permanent or contract) coming onto the market each month has shrunk by around 75 percent in the past three months, compared with the first half of 2009.

While some contractors have clearly taken refuge in permanent roles as a buffer against the downturn, Peoplebank believes that the key driver for low supply is managers taking care to lock in their 'A' teams and high performers... resulting in fewer qualified ICT professionals actively seeking new roles.

Looking ahead, Peoplebank foresees a return to the 'war for talent' between organisations seeking qualified ICT staff as early as 2010.

In demand skills include Java and .NET programmers; Project Managers; Business Analysts and Business Process re-engineering staff; Testers and Test Managers.



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	\$450	\$600
Developer - C++	\$50,000	\$75,000	\$100,000	\$400	\$600
Developer - Java / J2EE	\$50,000	\$75,000	\$100,000	\$450	\$700
Developer - Visual Basic	\$50,000	\$65,000	\$85,000	\$350	\$600
Enterprise Architect	\$85,000	\$110,000	\$150,000	\$900	\$1,200
IT Consultant - Functional	\$80,000	\$100,000	\$130,000	\$650	\$950
IT Consultant - Technical	\$70,000	\$95,000	\$125,000	\$650	\$900
J2EE Architect	\$85,000	\$110,000	\$140,000	\$850	\$1,000
Oracle Developer	\$55,000	\$75,000	\$100,000	\$550	\$750
Project Manager	\$85,000	\$115,000	\$140,000	\$650	\$1,000
Software Build & Release Manager	\$85,000	\$105,000	\$120,000	\$700	\$950
Solutions Architect	\$85,000	\$110,000	\$140,000	\$750	\$1,000
Systems Architect	\$90,000	\$130,000	\$160,000	\$750	\$1,000
Technical Writer	\$65,000	\$95,000	\$110,000	\$500	\$750
Test Analyst	\$55,000	\$75,000	\$95,000	\$440	\$650
Test Manager	\$85,000	\$105,000	\$120,000	\$700	\$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	\$850
SAP Basis Administrator	\$85,000	\$110,000	\$130,000	\$650	\$850
SAP Functional	\$85,000	\$105,000	\$130,000	\$640	\$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	\$400	\$750
Web Developer - Front End	\$55,000	\$75,000	\$85,000	\$400	\$700
Web Producer	\$55,000	\$75,000	\$85,000	\$480	\$700

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	\$800	\$1,200
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	\$75,000	\$95,000	\$110,000	\$550	\$750
DBA - Sybase	\$75,000	\$85,000	\$110,000	\$550	\$650
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
Network Engineer	\$70,000	\$90,000	\$110,000	\$400	\$680
Project Manager	\$85,000	\$120,000	\$140,000	\$600	\$800
Security Architect	\$90,000	\$130,000	\$180,000	\$800	\$1,300
Security Engineer	\$80,000	\$110,000	\$130,000	\$700	\$900
Trainers	\$50,000	\$60,000	\$70,000	\$400	\$600
Unix Systems Administration	\$65,000	\$95,000	\$115,000	\$500	\$800



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

Adelaide

4/20 King William Street, Adelaide
08 8112 7400
adelaide@peoplebank.com.au

Brisbane

B2/192 Ann Street, Brisbane
07 3319 7555
brisbane@peoplebank.com.au

Canberra

7-9 Moore Street, Canberra
02 6245 1700
canberra@peoplebank.com.au

Melbourne

3/50 Queen Street, Melbourne
03 8080 7200
melbourne@peoplebank.com.au

Perth

8/105 St Georges Terrace, Perth
08 9423 1400
perth@peoplebank.com.au

Sydney

17/15 Blue Street, North Sydney
02 9409 4700
sydney@peoplebank.com.au

Website

www.peoplebank.com.au

people bank