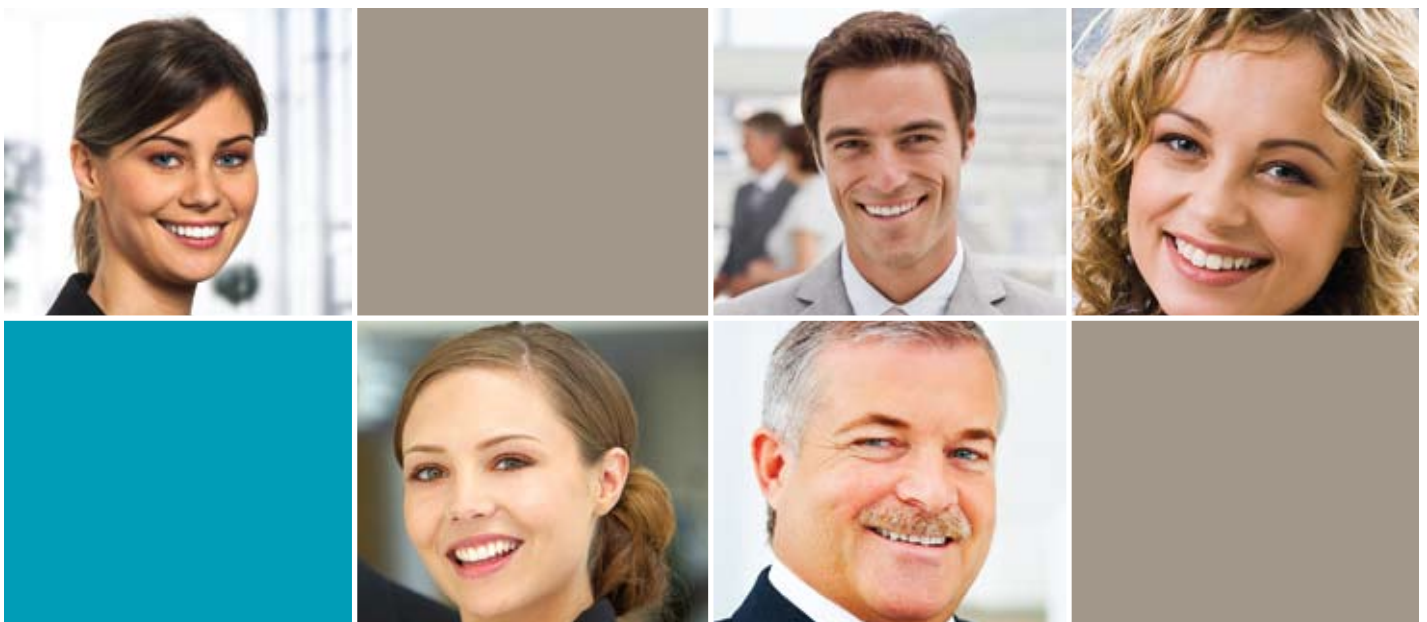




Perth IT&T Salary Index

November 2009





Perth IT&T Salary Index

Market Update: November 2009

Over the past three months the Perth market has sustained the gradual firming in demand experienced in the second quarter of calendar 2009, particularly for permanent ICT staff.

Demand for **permanent ICT staff** is rising – especially for sales roles, a sign that employers are looking forward to increasing commercial opportunities in the short to medium term.

Despite the recent lift in permanent demand, the ICT **contract sector** remains stronger than the permanent sector. Demand is being driven by employers gearing up for a recovery (while retaining flexibility in their workplace structure).

Employers are increasingly concerned that the personnel requirements of scheduled, large-scale projects will cause a massive upheaval in the ICT employment market. Several companies are already working on employee attraction and retention strategies to protect their IT capabilities for 2010 and beyond.

Looking ahead, Peoplebank believes that the current period of steady and small growth will be replaced by a major and sustained lift in demand for ICT staff especially on major projects such as the Gorgon gas development.

Over the past three months the **strongest skill-set demand** has been for .Net, Business Analysis, Oracle and Telecommunications skills.

In the past month there has been an upsurge in demand for Project Managers, signalling that employers are beginning to secure project management talent in anticipation of driving results on new projects commencing in early 2010.



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Development Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Business Analyst	\$60,000	\$75,000	\$90,000	\$60	\$75
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
Developer - Visual Basic	\$40,000	\$50,000	\$65,000	\$40	\$75
Enterprise Architect	n/a	\$100,000	\$135,000	\$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	\$100
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	\$85,000	\$110,000	\$75	\$95



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ERP Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Oracle Financials Functional	\$65,000	\$80,000	\$120,000	\$90	\$140
Oracle Financials Technical	\$65,000	\$80,000	\$120,000	\$90	\$140
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	\$110

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

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Management Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Applications Development Manager - Large Scale	n/a	\$110,000	\$140,000	\$80	\$120
Applications Development Manager - Small Scale	n/a	\$100,000	\$125,000	\$80	\$100
CIO/IT Director	n/a	\$150,000	\$200,000	\$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	\$70,000	\$85,000	\$110,000	\$70	\$100
Program Manager	n/a	\$140,000	\$160,000	\$100	\$150
Service Delivery Manager	\$75,000	\$90,000	\$120,000	\$70	\$110
Technology & Infrastructure Manager	n/a	\$100,000	\$120,000	\$90	\$130



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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	\$75,000	\$90,000	\$60	\$90
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	\$65,000	\$80,000	\$100,000	\$60	\$80
Network/System Engineer	\$65,000	\$75,000	\$90,000	\$50	\$70
Operator	\$40,000	\$50,000	\$60,000	\$25	\$40
Project Manager	\$75,000	\$90,000	\$130,000	\$75	\$110
Security Administrator	\$55,000	\$75,000	\$90,000	\$50	\$70
Security Architect	n/a	\$100,000	\$120,000	\$70	\$100
Security Engineer	\$70,000	\$85,000	\$100,000	\$60	\$90
Trainers	\$50,000	\$60,000	\$75,000	\$45	\$70
Unix Systems Administration	\$60,000	\$75,000	\$90,000	\$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