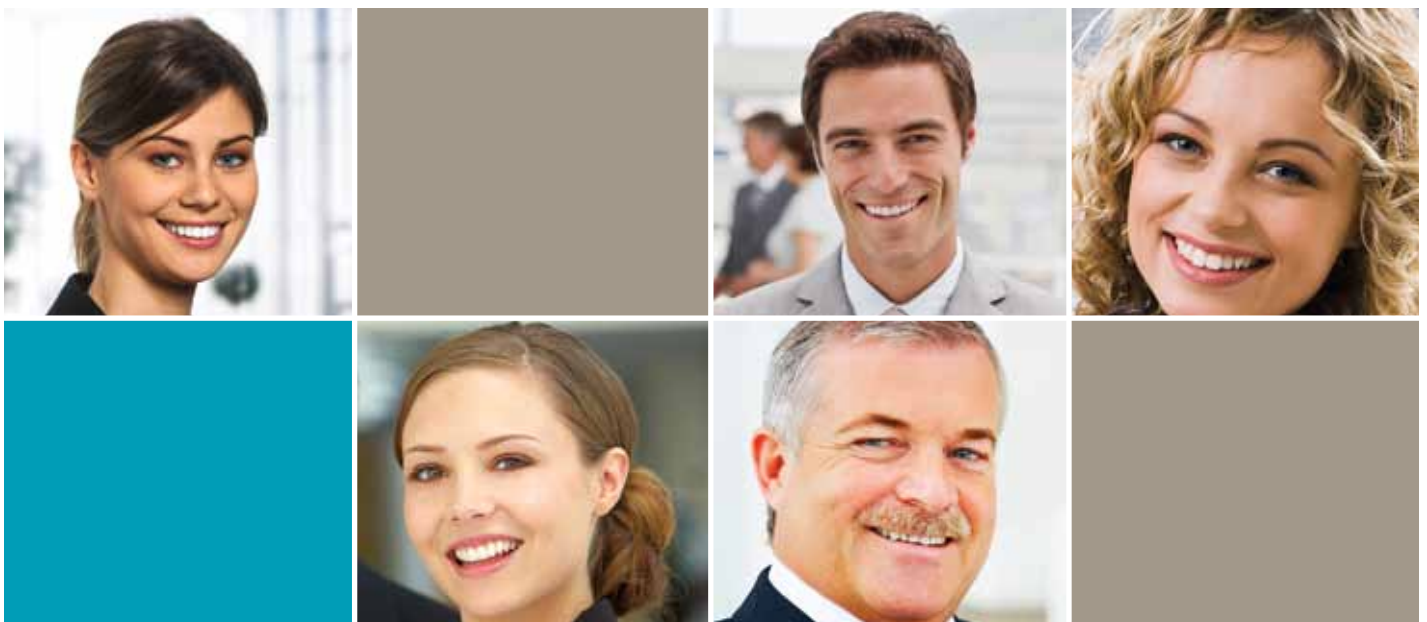




Perth IT&T Salary Index

September 2011





Perth IT&T Salary Index

Market Update: September 2011

2011 has seen steady growth in the demand for IT workers (especially for permanent roles) in Perth. In fact, the number of jobs available in July 2011 was double that of the previous year, and the highest level seen in recent times.

If the current trend continues, demand levels will grow to equal those of the IT skills peak of late 2008.

This strong demand is being driven by overall confidence in the market, as much as by the large resources sector projects underway in Western Australia.

In particular, some of the larger resources sector projects have already had large capital outlays, and so are most likely to continue so as to realise returns on the investments. This situation is helping underpin confidence in the market, regardless of uncertainties in the global economy.

WA employers, generally speaking, are hunting for good IT staff - and the rise in availability of permanent roles reflects employer enthusiasm for holding on to skilled workers.

In addition, many employers who had been supplementing their existing IT teams with contract staff now see a continuing need that justifies boosting their FTE headcount.

However, despite the continuing increase in demand, permanent salaries and contract rates have been fairly consistent in the last quarter.

As a consequence, there is a wealth of opportunity for IT candidates – especially those with Project Office, Project Management, Business Analysts, Architects (Technical & Solutions), .Net & Java Developers, Sharepoint Developers, Systems Engineers, Business Development/Sales.

National Update

Demand for IT workers is continuing to grow in Sydney, Canberra and Perth, while Melbourne, Adelaide and Brisbane remain steady.

Even while they are watching with concern the current global financial crisis, employers are continuing to upgrade their business capabilities through technology – reflecting a broader national mood of facing the challenges ahead from a position of strength.



Perth IT&T Salary Index

Development Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Business Analyst	\$70,000	\$90,000	\$120,000	\$75	\$110
Developer - .Net	\$65,000	\$90,000	\$110,000	\$40	\$75
Developer - C++	\$45,000	\$65,000	\$85,000	\$40	\$75
Developer - Java / J2EE	\$55,000	\$80,000	\$100,000	\$45	\$80
Enterprise Architect	n/a	\$120,000	\$180,000	\$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	\$90,000	\$110,000	\$140,000	\$75	\$120
Solutions Architect	n/a	\$100,000	\$150,000	\$85	\$110
Systems Architect	n/a	\$100,000	\$125,000	\$85	\$110
Technical Writer	\$50,000	\$65,000	\$80,000	\$50	\$80
Test Analyst	\$60,000	\$80,000	\$100,000	\$50	\$80
Test Manager	n/a	\$90,000	\$120,000	\$75	\$100



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	\$90,000	\$55	\$70
I.T. Manager	\$90,000	\$120,000	\$170,000	\$70	\$100
Program Manager	n/a	\$160,000	\$200,000	\$100	\$150
Service Delivery Manager	\$75,000	\$100,000	\$130,000	\$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	\$50,000	\$60,000	\$70,000	\$30	\$50
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	\$100,000	\$120,000	\$60	\$80
Network/System Engineer	\$70,000	\$90,000	\$110,000	\$50	\$70
Operator	\$40,000	\$50,000	\$60,000	\$25	\$40
Project Manager	\$75,000	\$90,000	\$130,000	\$75	\$120
Security Administrator	\$70,000	\$85,000	\$100,000	\$60	\$90
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