

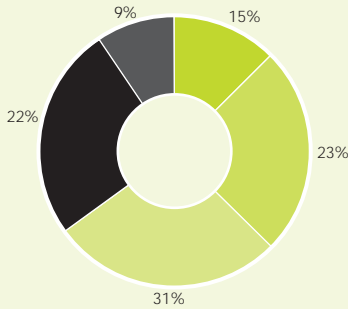
06/07

SALARY SURVEY

TECHNOLOGY

WHAT PERCENTAGE OF YOUR SALARY WAS GIVEN FOR YOUR MOST RECENT BONUS?

31% of awarded bonuses were between 6% and 10% of annual salary, with 23% of bonuses between 2% and 5%.



- 15% – Less than 2%
- 23% – 2% to 5%
- 31% – 6% to 10%
- 22% – 11% to 25%
- 9% – Greater than 25%

WELCOME

The Michael Page Technology Salary Survey 06/07 provides a detailed insight into employment trends, salary levels and business expectations across the technology sector in Australia. Our data has been gathered from our extensive market exposure, client surveys across a broad spectrum of leading corporations, as well as an analysis of placements over the last 12 months.

The survey covers the New South Wales and Victorian markets across the following key industry groups:

- Banking & Financial Services
- Commerce & Industry
- IT&T

The survey should be used as a guide only. If you require any specific or personalised advice please contact us directly.

I wish to thank everyone who contributed to this year's publication and to those who have worked with us throughout the year. I encourage your feedback and invite you to contact us for further information or specific market advice.

Phillip Guest

Managing Director, Australia

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INTRODUCTION

Recruitment activity in the technology sector gained momentum during the first half of 2006 and our forecast is for continued jobs growth over the next 12 months.

Strong company performances and a positive business outlook have boosted IT budgets across industry sectors. Companies are investing in large scale technology programs and upgrading systems to facilitate business growth.

The banking and finance sector is performing strongly with significant recruitment activity to support expansion plans. Candidate shortages are intensifying and as a result, technology professionals from industries outside of banking and financial services are being considered.

Activity is also strong across commerce and industry with companies recruiting technology professionals for in-house functions, thereby reducing their reliance on vendors and consulting firms. The public sector is another area of jobs growth and is proving an attractive proposition for candidates because of competitive salaries and the opportunity to work with leading edge technologies.

The IT&T sector is in a state of flux because of the ongoing activity around consolidations and acquisitions. The employment market is positive for IT vendors and consulting firms although moderate in telecommunications as profit margins diminish following an increasingly commoditised core telecommunications market.

The year ahead will offer exciting opportunities for high calibre technology candidates while becoming more challenging for employers seeking to secure skills in short supply. This will place inflationary pressures on salary levels across the board with 15%–20% increases likely for the roles in highest demand.

NATIONAL EMPLOYMENT SURVEY 2006

The Michael Page National Employment Survey looks at recruitment trends and expectations in the Australian labour market. The survey provides employers and employees with an insight into market conditions and expectations.

In March 2006 the survey was sent to over 35,000 employers via email. Respondents were in middle to senior management positions from a variety of industry sectors throughout Australia. All respondents had previously sourced temporary or permanent staff through Michael Page.

We also sent the survey to 25,000 Australian employees via email. Respondents were from all industry sectors and have either been placed or are still looking for a role through Michael Page.

When reading the survey please bear in mind the commentary relates to white-collar employment across the industries in which we operate.

KEY FINDINGS FROM THIS STUDY:

Employer Trends

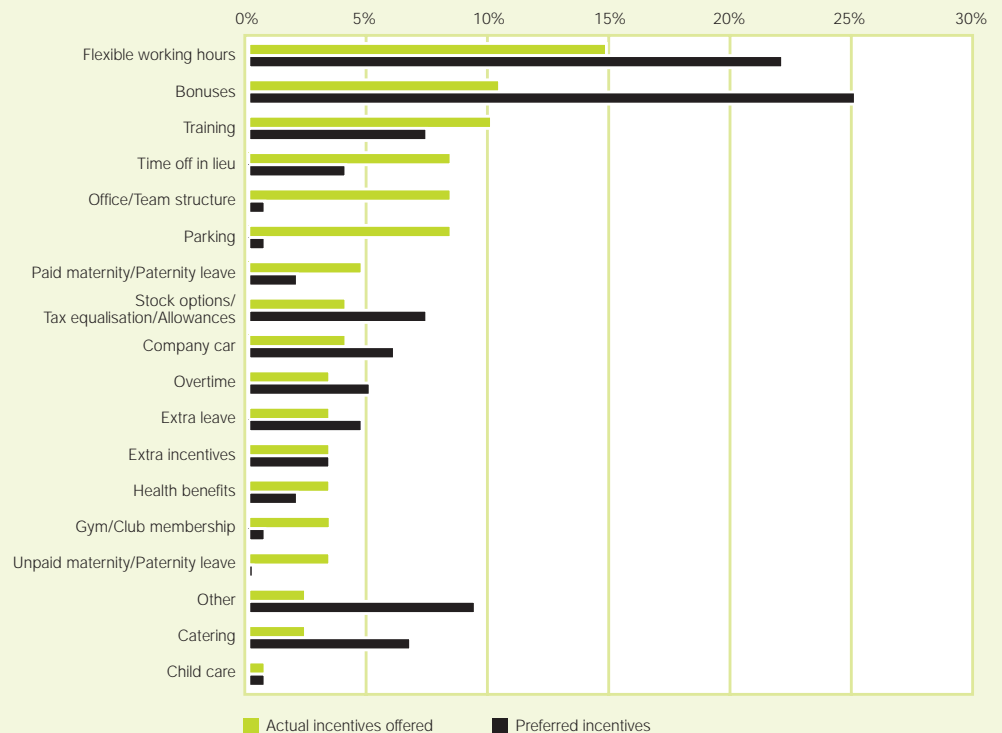
- 24% of employers listed new projects as the main business focus for the year ahead, with 23% highlighting organic growth.
- Over the next 12 months, 88% of employers expect staff numbers to remain the same or increase. The main reasons for growth are business expansion and additional project work.
- When asked for the main reasons for staff turnover in the last year, 40% reported either career advancement or increased salary.
- 80% of respondents stated staff retention was a key focus for their company this year.
- 74% of employers surveyed acknowledged that bonuses were important in retaining staff. However, only 17% reported their company had adopted this as a strategy, preferring to invest in training and development and flexible working arrangements.
- 71% of employers acknowledged that they have used or would use a temporary resource or contractor as part of their workforce. The major reason for using contractors was for special projects.
- 30% of employers thought that flexible work hours would be the most important incentive for staff, whereas 25% of employees said it was receiving bonuses.

Employee Trends

- When asked to nominate the main reason for their last job change, 30% of respondents listed career advancement, 15% listed redundancy and 12% highlighted travel.
- 52% of respondents have worked overseas and of this group 74% said they would consider working overseas again.
- Of those who said they would work overseas, 35% listed their biggest motivator would be career advancement and 22% said life/cultural change.
- 56% of respondents said they would be likely to use a career change as a way to increase their salary rather than progressing in the same role.
- 31% of awarded bonuses were between 6% and 10% of annual salary, with 23% of bonuses between 2% and 5%.
- The majority of bonuses were discretionary as opposed to a fixed percentage of salary.
- Over 65% of respondents felt they were being adequately rewarded for hard work and loyalty, with only 10% feeling they were rewarded well below average.
- As in previous years, flexible working hours and bonuses are the most popular incentives.
- 70% of all surveyed are using the Internet at some point in their job search.
- 63% of respondents expected salary increases between 2% and 10%.

ACTUAL INCENTIVES VS. PREFERRED INCENTIVES

As in previous years, bonuses and flexible working hours are the preferred incentives for employees. Whilst employers are responding to this, the actual levels of incentives being offered are still falling below expectations.



BANKING & FINANCIAL SERVICES

MARKET OVERVIEW

A strong sharemarket and record bank profits have led to high levels of business confidence within the banking and financial services sector. Organisations are investing in large scale technology programs and giving the green light to many projects that were put on hold during the downturn in recent years.

Global investment banks and Australian based retail banks are seeking to consolidate systems and applications through upgrades and enterprise-wide infrastructure replacement initiatives. The objective is to use technology as a competitive advantage by streamlining systems and increasing business efficiencies.

The areas of risk management and IT security are becoming increasingly important with significant levels of investment in business process and technology solutions. There is also a stronger focus on the customer experience, particularly within retail banking. Large scale technology programs are being implemented to provide a 'single view' of customer data and information.

High levels of investment and recruitment activity have exacerbated the candidate shortages that emerged in 2005. The majority of financial services organisations are locked in a war for high calibre candidates. Technology professionals from outside the financial services sector are now being considered – a very rare event in previous years.

Our forecast for technology recruitment is positive for the year ahead. Significant expansion is planned for many banking and financial services organisations, with investment in technology viewed as a key requirement for business growth. We expect to see increased movement at the senior level as IT managers, IT directors and CIOs take advantage of positive market conditions and seek new challenges.

PERMANENT RECRUITMENT

The permanent recruitment market is buoyant and being driven by IT projects and business re-engineering programs. Competition is fierce for the top industry professionals, with many local and global organisations seeking to leverage the skills base in Australia. Entry and growth plans for a number of international financial services organisations are placing added pressure on an already diminished labour force.

The shortage of quality professionals at the senior and executive level is being intensified by growth in the Asia Pacific region. A number of executives have moved from Sydney to locations such as Singapore and Hong Kong to facilitate growth in China and other developing markets.

There is strong demand for candidates with experience in IT architecture (infrastructure and applications) as companies consolidate and streamline technologies to develop platforms for future growth. There is strong demand for .Net developers with financial services product experience for large scale projects and integration work.

Security experts are being recruited to support risk management strategies and the increasing online nature of financial services. With many organisations moving towards a converged communications model, the uptake of IP technology is gaining momentum and increasing demand for network and communications experts.

CONTRACT RECRUITMENT

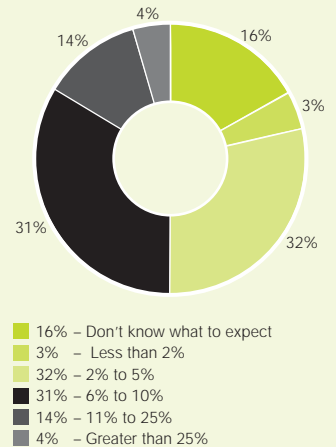
There has been steady growth in the contracting market over the last year with major initiatives driving demand for contractors, particularly for developers with .Net and Java skills.

Business process re-engineering projects have created opportunities for contractors with experience in consulting or previous re-engineering initiatives. There is consistent demand for project managers and engineers to support relocations and greenfield developments.

The outlook for contracting over the next 12 months is very positive. As the shortage of permanent candidates worsens, employers will increasingly turn to contingent workers with specialist skills while searching for a permanent hire. If candidates prove themselves during the course of the contract then an offer of full-time employment is likely.

WHAT PERCENTAGE INCREASE WOULD YOU EXPECT WITH YOUR NEXT SALARY REVIEW?

63% of respondents expected salary increases between 2% and 10%, with over 50% of those surveyed believing they were being adequately rewarded.



KEY MARKET TRENDS

Banking & Financial Services

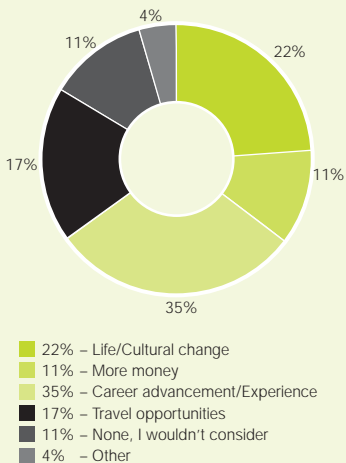
- High levels of investment in large scale technology programs and initiatives
- Systems consolidation initiatives in retail and investment banks
- Expansion plans for this sector will lead to continued jobs growth

BANKING & FINANCIAL SERVICES SALARY TABLE 2006				
State	NSW	NSW	VIC	VIC
Experience	1-2 years	3 years+	1-2 years	3 years+
Salary	\$'000	\$'000	\$'000	\$'000
DEVELOPMENT, DESIGN & ARCHITECTURE				
Analyst Programmer – Mainframe	65-75	75-100	50-60	65-75
Analyst Programmer – Client Server Technologies	70-85	95-120	60-65	65-80
Analyst Programmer – Web Technologies	65-85	85-120	55-70	70-90
Lead Analyst Programmer	85-105	105-130	75-85	85-100
Systems Analyst	65-80	80-100	65-80	80-95
Technical Writer	60-75	75-90	60-65	65-75
Enterprise Architect	130-150	150-190	90-110	120-140
Architect – Applications, Solutions, Systems, Data	120-140	140-180	80-100	100-135
Application Development Manager	100-130	130-160	90-110	120-140
TESTING				
Test Analyst	65-75	75-95	50-60	60-85
Test Team Leader	80-90	90-105	80-85	85-105
Test Manager	100-120	115-130	85-100	100-130
DATABASE MANAGEMENT				
Database Administrator	70-80	80-120	55-65	70-120
Data Analyst	65-80	80-90	45-60	60-80
Database Designer	85-95	95-125	75-90	90-105
Data Warehousing/Modelling Specialist	80-100	100-140	75-90	90-115
INFRASTRUCTURE/NETWORK				
Network Support – 1st/2nd Level	60-70	70-85	45-55	55-70
Network Engineer	65-80	80-90	50-65	65-85
Network Architect	110-120	120-150	75-100	105-125
Communications Engineer – Voice & Data	80-95	90-130	60-70	90-120
Security Analyst/Consultant	80-100	100-120	65-80	80-100
Network Team Leader	90-100	100-110	75-85	85-105
Infrastructure/Network Manager	100-120	120-150	95-105	105-150
PROJECT & GENERAL MANAGEMENT				
Project Co-ordinator	70-80	80-90	55-65	65-75
Project Manager	100-120	120-150	85-100	100-140
Programme Manager	120-140	140-180	120-130	140-180
Business Analyst	65-85	85-100	65-85	85-100
Senior Business Analyst	90-110	95-110	85-110	90-110
IT Manager	100-120	120-160	85-105	120-160
IT Director/CIO	140-160	160-300	110-150	150-300
SUPPORT/ADMINISTRATION				
1st Level Helpdesk Analyst	50-60	60-75	40-50	50-65
2nd Level Desktop Support Analyst	60-70	70-80	50-60	60-70
3rd Level Support Analyst	75-85	85-100	65-75	75-90
Unix Administrator	65-80	75-110	60-80	80-100
Network Administrator	65-75	75-90	50-65	65-80
Helpdesk Team Leader	65-85	85-95	65-80	80-95
Helpdesk Manager	75-90	90-105	75-85	85-105
Dealing Room Support	65-85	85-105	60-80	80-100

Salaries indicated are cash components plus superannuation, excluding other benefits.

WHAT WOULD BE YOUR MAIN REASON TO WORK OVERSEAS?

Of those who said they would work overseas, 35% listed their biggest motivator would be career advancement and 22% said life/cultural change.



KEY MARKET TRENDS

Commerce & Industry

- Increased recruitment for in-house positions to reduce reliance on vendors and consulting firms
- Security a key focus following increased volume of B2B and B2C transactions
- Public sector targeting commercial candidates with improved salaries and chance to work on latest technologies

COMMERCE & INDUSTRY

MARKET OVERVIEW

There is widespread business growth in areas that include retail, media/publishing, professional services and the public sector. The positive economic outlook has given organisations the confidence to recruit specialist business and technology professionals in-house, rather than relying on vendors and consulting firms for expertise.

The value of customer data has become a central theme across industries. Organisations are embracing the power, capability and depth of business intelligence tools and realising the business benefits of improved customer understanding. There is significant investment in these technologies and strengthening demand for professionals with the skills to support implementation.

Security is a hot topic across both commercial organisations and the public sector as the volume of online B2B and B2C transactions continues to escalate. The public sector is investing heavily in new technologies at the departmental level and offering salaries on par with the private sector. This is attracting professionals from the private sector who are keen to work on large scale projects with exposure to the latest technologies.

The tightening labour market will force employers to offer competitive salary packages to secure talent but with multiple employment opportunities for the industry's best candidates, the added incentive of working on new and leading edge technologies is critical.

PERMANENT RECRUITMENT

The resurgence of major technology programs with two year plus lifecycles has driven increases in permanent recruitment.

In New South Wales there is significant activity at the senior level with opportunities arising for IT managers and IT directors as companies focus on technology as a business enabler.

The recruitment focus in Victoria is now on technical specialists after a high number of senior positions were filled in 2005.

Areas of strong demand at mid-level include business intelligence, security, ERP and CRM. Data warehousing remains a key focus and organisations are investing substantial funds in sourcing, recording and managing their data at an enterprise level.

Another trend impacting recruitment activity is the in-house development of technology applications. In an effort to improve levels of control and accountability, companies are hiring .Net and Java developers to create applications in-house or customise and support off-the-shelf products.

Our forecast is for the permanent recruitment market to remain buoyant for the year ahead. Employers will need to entice high calibre candidates with the opportunity to work with leading edge technologies and offer salary increases in the 10%-15% range to attract and retain hard to find skill sets.

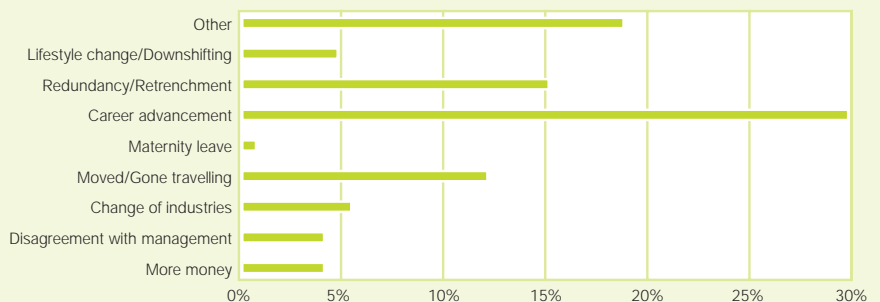
CONTRACT RECRUITMENT

The last 12 months have been very strong for contracting and we anticipate continued growth. There are numerous opportunities available in business intelligence, data warehousing, application support and integration.

Public sector demand for contractors is continuing at high levels with a particular requirement for specialised technical and project management skills for enterprise programs.

WHAT WAS THE MAIN REASON FOR YOUR LAST JOB CHANGE?

When asked to nominate the main reason for their last job change, 30% of employees listed career advancement, 15% listed redundancy and 12% highlighted travel.

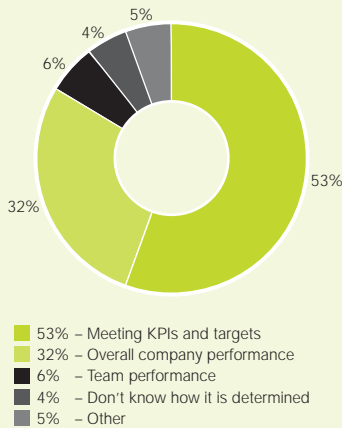


COMMERCE & INDUSTRY SALARY TABLE 2006				
State	NSW	NSW	VIC	VIC
Experience	1-2 years	3 years+	1-2 years	3 years+
Salary	\$'000	\$'000	\$'000	\$'000
DEVELOPMENT, DESIGN & ARCHITECTURE				
Analyst Programmer – Mainframe	55-70	70-80	50-60	65-80
Analyst Programmer – Client Server Technologies	55-70	80-100	50-65	75-95
Analyst Programmer – Web Technologies	55-75	80-120	50-65	80-110
Lead Analyst Programmer	80-100	120-130	80-100	100-120
Systems Programmer	70-85	90-110	60-75	75-90
Systems Analyst	70-80	80-100	65-80	80-100
Technical Writer	55-70	75-95	55-70	70-80
Enterprise Architect	120-130	140-170	110-130	130-160
Architect – Applications, Solutions, Systems, Data	110-140	140-180	110-130	130-150
Application Development Manager	100-130	120-150	90-115	120-150
TESTING				
Test Analyst	50-70	70-90	50-65	60-85
Test Team Leader	70-90	90-120	70-90	80-100
Test Manager	90-110	120-150	90-110	100-130
DATABASE MANAGEMENT				
Database Administrator	65-90	90-120	60-90	90-120
Data Analyst	55-75	70-90	55-75	65-80
Database Designer	70-90	90-120	70-90	90-120
Data Warehousing/Modelling Specialist	80-100	90-120	80-100	90-120
Data Architect	90-110	110-140	90-110	110-140
INFRASTRUCTURE/NETWORK				
Network Support – 1st/2nd Level	55-70	70-85	50-60	60-70
Network Engineer	60-75	75-90	55-70	70-90
Network Architect	80-110	110-120	80-110	110-120
Communications Engineer – Voice & Data	60-80	75-110	60-80	75-100
Security Analyst/Consultant	90-110	120-150	70-90	100-130
Network Team Leader	85-100	100-120	75-90	100-120
Infrastructure/Network Manager	100-120	120-140	90-110	100-130
Pre-sales/Post-sales	70-90	100-130	70-90	100-130
PROJECT & GENERAL MANAGEMENT				
Project Co-ordinator	55-70	70-80	55-65	65-80
Project Manager	90-100	110-130	80-100	110-130
Programme Manager	100-130	140-180	100-130	140-180
Business Analyst	75-85	80-100	65-80	80-100
Senior Business Analyst	80-95	95-115	75-95	90-115
E-Business Manager	90-110	120-140	80-100	100-130
IT Manager	130-140	140-160	100-120	120-150
IT Director/CIO	150-180	180-300	140-180	175-300
OPERATIONS				
Operator	45-55	55-65	45-55	55-65
Operations Team Leader	70-85	85-95	65-80	75-95
Operations Manager	85-100	100-130	85-100	100-130
SUPPORT/ADMINISTRATION				
1st Level Helpdesk Analyst	40-50	50-60	40-50	50-60
2nd Level Desktop Support Analyst	50-65	65-75	50-60	60-70
3rd Level Support Analyst	65-75	75-85	60-75	70-85
ERP Support Analyst	60-70	70-95	60-70	65-85
Unix Administrator	70-90	100-120	60-70	80-100
Helpdesk Team Leader	65-75	80-95	65-75	75-95
Helpdesk Manager	85-95	95-115	80-90	90-110

Salaries indicated are cash components plus superannuation, excluding other benefits.

WHAT WAS THE MAIN FACTOR CONTRIBUTING TO THE PAYMENT OF YOUR BONUS?

The majority of bonuses were discretionary as opposed to a fixed percentage of salary. Where bonuses were a fixed percentage, company performance and achieving individual KPIs were the main determining factors.



KEY MARKET TRENDS

IT&T

- Consolidations and acquisitions have dominated the IT&T market
- Vendor and consulting sectors are performing well
- Moderate activity in telecommunications because of consolidation

IT&T

MARKET OVERVIEW

The last 12 months have seen the most significant changes in the IT&T sector since the downturn in 2001. We have witnessed a year of consolidation and acquisition across the industry as organisations fight for position as the IT&T 'Superpowers'.

It has been a strong year of growth for IT vendors in both hardware and software, with consolidation in the ERP software market causing significant labour movement. Corporate demand for business enhancing technologies and data warehousing has seen both large and SME vendors increasing staff numbers in Australia.

The consulting market is performing well across both large global consulting organisations and domestic management and technology consulting firms. Consulting activity is being driven primarily by complex projects in the financial services and enterprise commercial markets.

Recruitment activity in telecommunications is moderate as organisations struggle to return profit margins in an increasingly commoditised core market. We expect to see further consolidation of staffing levels in the telecommunications sector for the remainder of 2006. Growth in telecommunications and media will be driven by the increasing demand for high speed access to digital content, as well as provision of applications to personal mobility devices and 3G mobile phones.

The consulting market looks positive for the year ahead with the continued investment in new technology providing opportunities for consulting and systems integration organisations. Tier 1 and tier 2 vendors will identify opportunities in the software market arising from the consolidation and integration of the global players. Conditions will however be more challenging for large scale outsourcing organisations with potential and current customers re-evaluating their outsourcing strategies.

PERMANENT RECRUITMENT

The permanent recruitment market is buoyant with activity at the highest levels since 2000. Global organisations have relaxed their headcount restrictions and are implementing talent acquisition and retention strategies for the next five years. Business forecasts are positive and organisations are increasing staff numbers to support expansion strategies.

Vendors and consulting organisations are recruiting heavily for security consultants, as well as project managers and consultants with ERP and CRM product knowledge. The pre-sales market is also experiencing growth with strong demand for candidates who combine a passion for technology with an ability to sell and develop close relationships with organisations.

Our forecast is for permanent recruitment levels to remain positive in both the IT vendor and consulting markets. Expansion into the Asia Pacific region will continue and this will drive significant headcount investment in Australia. The telecommunications industry will not be as positive because of ongoing consolidation for the year ahead.

CONTRACT RECRUITMENT

The contracting market has slowed because an increasing number of employers are able to hire on a permanent basis. Headcount constraints are less of a factor and the clear preference is to hire full-time employees and build teams for the long-term.

Opportunities still exist for specialist technology consultants in areas such as IP telephony, security, data storage, ERP and technology integration.

As the permanent talent base contracts further, employers will be forced to utilise contractors for their specialist skills and experience. Consequently we predict the contracting market will strengthen over the next 12 months.

IT&T SALARY TABLE 2006				
State	NSW	NSW	VIC	VIC
Experience	1-2 years	3 years+	1-2 years	3 years+
Salary	\$'000	\$'000	\$'000	\$'000
DEVELOPMENT, DESIGN & ARCHITECTURE				
Analyst Programmer – Mainframe	60-70	70-90	55-65	65-85
Analyst Programmer – Client Server Technologies	70-85	85-110	65-80	85-110
Analyst Programmer – Web Technologies	60-75	80-110	55-75	80-110
Lead Analyst Programmer	70-90	90-120	70-90	90-120
System Analyst	70-85	80-100	65-75	80-100
Technical Writer	60-75	70-90	60-70	70-85
Enterprise Architect	110-130	130-200	110-130	130-200
Architect – Applications, Solutions, Systems, Data	110-130	130-180	110-130	140-170
Application Development Manager	100-120	120-170	100-120	130-170
TESTING				
Test Analyst	60-80	80-95	55-70	70-85
Test Team Leader	75-90	90-110	75-90	85-105
Test Manager	100-120	120-130	95-115	115-130
DATABASE MANAGEMENT				
Database Administrator	65-85	90-120	65-85	90-120
Data Analyst	70-80	80-90	65-75	75-80
Database Designer	80-90	100-120	80-90	100-120
Data Warehousing/Modelling Specialist	90-110	120-140	90-110	120-140
Data Architect	100-120	130-160	100-120	130-160
INFRASTRUCTURE/NETWORK				
Network Support – 1st/2nd Level	55-65	65-75	50-60	60-75
Network Engineer	70-80	80-100	65-75	75-90
Network Architect	110-120	130-160	110-120	120-150
Communications Engineer – Voice & Data	70-90	100-140	65-80	100-130
Security Analyst/Consultant	75-90	90-140	70-90	100-130
Network Team Leader	80-90	90-120	80-90	95-120
Infrastructure/Network Manager	100-120	120-150	100-120	130-150
Pre-sales/Post-sales	80-100	100-140	75-85	100-140
PROJECT & GENERAL MANAGEMENT				
Project Co-ordinator	70-85	85-95	60-75	75-90
Project Manager	90-110	100-140	90-110	110-140
Programme Manager	120-140	140-180	120-140	140-180
Business Analyst	75-90	90-110	70-90	90-110
Senior Business Analyst	80-95	100-120	80-95	100-120
IT Manager	90-120	120-150	90-120	120-150
IT Director/CIO	130-150	180-350	130-150	180-350
SUPPORT/ADMINISTRATION				
1st Level Helpdesk Analyst	45-55	65-75	40-50	50-60
2nd Level Desktop Support Analyst	50-60	60-80	50-60	60-80
3rd Level Support Analyst	75-90	90-110	65-80	85-105
Network Administrator	65-80	85-100	65-80	80-100
Unix Administrator	75-90	90-120	70-85	90-110
Helpdesk Team Leader	75-90	80-110	70-80	80-100
Helpdesk Manager	80-100	100-120	80-100	100-120

Salaries indicated are cash components plus superannuation, excluding other benefits.

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