

Technology

Opinions you can count on.
Information you can trust.

Technology

Over the last 12 months, business activity in the technology sector has increased in line with strengthening market conditions. This positive growth is fuelling employment opportunities for technology professionals.

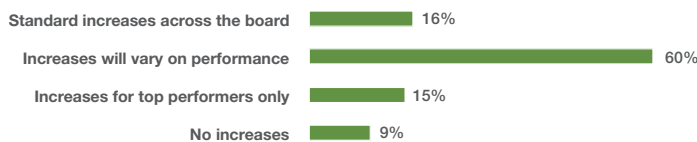
There is a high demand for Project Managers and IT Managers within the banking and finance sector to manage core business data systems. There is also particularly strong demand for Senior Business Analysts in retail banks, insurance companies and superannuation providers to streamline business applications and customer databases. Another area of demand is for .NET Developers within the commerce and industry sector, as

companies shift toward Microsoft platforms to develop web based applications.

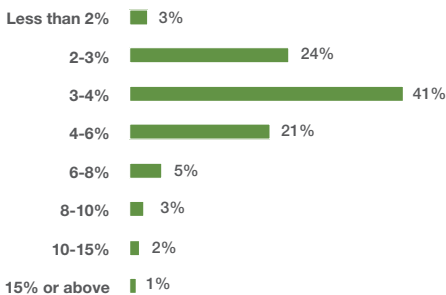
With the demand for skilled technology professionals exceeding supply, employers will be reviewing salaries to attract and retain top talent. Average salary increases of 3–4% will be awarded to retain top talent. For employees with skills in higher demand, including business intelligence reporting and business analysis, increases of up to 10% can be expected. Above average salaries will also be offered to attract professionals with highly sought after skills in .NET and application development, as well as customer resource management.

If the economy continues to strengthen, hiring activity in the technology sector will also increase over the next 12 months. Business growth in the commerce and industry sector will drive demand for experienced Project Managers and Business Analysts to manage new projects and customer data. There will also be a demand for skills in enterprise resource planning and customer resource management, to facilitate standard operating environments in the case of company mergers. In general terms, the requirement for technology professionals across all areas will increase, as projects that require technical support recommence operation after the economic downturn.

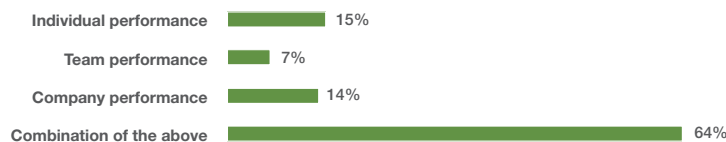
Salary increases over the next 12 months



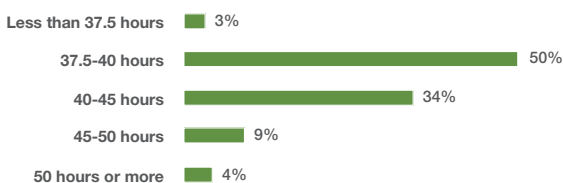
Average percentage salary increases



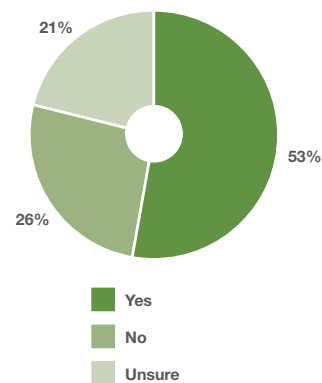
Basis for bonuses over the next 12 months



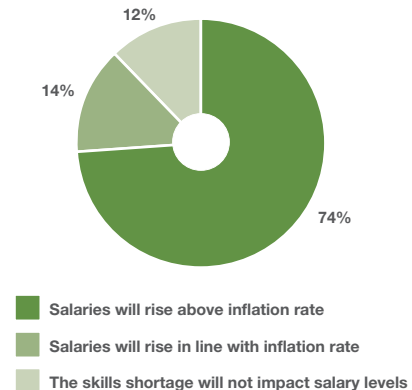
Average weekly working hours



Professional skills shortage in the next 12 months



Skills shortage placing upwards pressure on salaries



Technology

COMMERCE & INDUSTRY

State	NSW		VIC		WA		QLD	
Experience	1-2 Years	3+ Years	1-2 Years	3+ Years	1-2 Years	3+ Years	1-2 Years	3+ Years
Salary	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
DEVELOPMENT, DESIGN & ARCHITECTURE								
Analyst Programmer – Mainframe	65-85	85-110	65-85	85-110	65-80	80-95	65-85	85-105
Analyst Programmer – Client Server Technologies	65-85	85-120	65-85	85-120	65-85	85-100	65-80	85-105
Analyst Programmer – Web Technologies	60-70	85-110	65-85	85-110	65-80	85-100	60-75	80-105
Lead Analyst Programmer	90-110	100-130	90-100	100-130	95-110	110-120	85-100	100-130
Systems Programmer	70-90	85-120	65-85	85-120	70-85	85-110	70-92	95-121
Systems Analyst	70-80	87-108	70-87	87-108	70-85	85-110	60-73	71-88
Technical Writer	70-80	81-98	70-81	81-98	70-80	80-95	125-150	157-176
Enterprise Architect	120-150	160-180	140-160	160-180	120-140	140-160	117-138	141-166
Architect – Applications, Solutions, Systems, Data	120-140	150-180	120-140	140-170	120-140	140-160	120-150	150-180
Application Development Manager	120-140	140-180	120-140	140-180	120-140	140-160	120-140	140-180
TESTING								
Test Analyst	65-85	85-105	60-80	80-100	60-70	70-90	52-74	76.22-95
Test Team Leader	80-100	100-110	85-98	95-110	70-90	90-120	77-103	100-118
Test Manager	120-130	130-150	120-130	130-150	110-120	120-140	111-127	127-155
QA Manager	120-130	130-150	120-130	130-150	110-120	120-140	120-130	130-150
DATABASE MANAGEMENT								
Data Analyst	65-75	75-100	65-75	75-98	65-75	75-85	65-77	80-120
Database Administrator	75-85	85-110	75-85	85-120	75-85	85-110	60-75	77-98
Business Intelligence Specialist	75-110	110-130	75-98	98-130	80-95	95-120	82-99	110-130
Database Designer	85-100	105-130	85-108	108-130	75-95	95-120	85-100	110-134
Data Warehousing/Modelling Specialist	95-120	120-150	98-120	120-140	95-110	110-125	115-136	137-161
Data Architect	110-130	130-160	108-130	130-160	110-120	120-130	108-130	130-160
INFRASTRUCTURE/NETWORK								
Network Support – 1st/2nd Level	60-80	80-90	52-67	67-77	60-65	65-75	50-64	70-80
Network Engineer	75-90	90-120	75-90	90-120	75-85	85-110	73-98	100-120
Network Architect	110-120	130-150	98-120	120-140	95-110	110-120	95-127	110-140
Communications Engineer – Voice & Data	80-110	120-140	75-90	90-130	90-100	110-120	75-95	95-122
Security Consultant	85-100	110-150	87-103	103-140	80-90	90-120	75-94	97-131
Storage Consultant	70-90	100-120	76-98	98-130	75-90	95-120	89-110	111-133
Network Team Leader	90-110	110-140	98-108	108-130	90-110	110-125	110-140	140-160
Infrastructure/Operations Manager	110-140	140-170	108-130	130-163	110-120	120-140	92-126	130-180
Pre-Sales/Post-Sales	90-110	120-180	98-130	130-180	95-115	115-130	98-130	130-180
PROJECT & GENERAL MANAGEMENT								
Project Coordinator	65-85	74-90	65-85	85-98	65-80	80-95	65-85	77-100
Project Manager	100-110	110-120	98-120	124-140	100-120	120-140	90-117	121-144
Programme Manager	130-140	140-160	135-160	160-180	140-170	170-200	128-148	150-180
Business Analyst	75-95	95-110	75-95	95-110	70-90	90-120	75-100	100-110
Senior Business Analyst	90-110	110-130	90-110	110-125	90-110	120-140	98-107	106-130
Release/Process Consultant	75-90	95-120	75-100	100-120	75-85	90-100	75-100	100-120
Change Manager	110-130	130-160	100-120	125-155	95-110	120-140	100-120	118-150
Client Relationship Manager	120-140	140-160	120-140	140-160	120-140	140-160	137-156	155-191
E-Business Manager	95-110	120-150	95-110	110-150	95-110	110-120	97-132	147-180
IT Manager	110-120	140-175	120-140	140-175	120-140	180-200	155-195	200-300
IT Director/CIO	150-200	200-350	160-200	200-350	180-200	220-370	160-200	200-350

Please note:

1. Salaries indicated are based on annual basic salary, excluding bonus/incentive schemes. 2. Small to medium companies are defined as having a turnover of less than \$100 million. Large companies are defined as having a turnover of more than \$100 million. 3. Market rates are becoming much less uniform. While we have taken great care, these salary ranges can only be approximate guides, as there are often specific circumstances relating to individual companies. Please call us for additional information. 4. Roles marked N/A in this report are not commonly found in the area specified.

Technology

COMMERCE & INDUSTRY

State	NSW		VIC		WA		QLD	
Experience	1-2 Years	3+ Years	1-2 Years	3+ Years	1-2 Years	3+ Years	1-2 Years	3+ Years
Salary	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
OPERATIONS								
Operator	50-60	60-65	48-60	60-70	50-60	60-70	48-60	60-70
Operations Team Leader	70-80	90-110	75-100	100-120	75-95	95-115	75-100	100-120
Operations Manager	80-110	110-130	120-130	130-140	120-130	130-145	120-130	130-140
SUPPORT/ADMINISTRATION								
1st Level Helpdesk Analyst	50-55	55-65	45-55	55-58	45-55	55-58	43-52	53-61
2nd Level Desktop Support Analyst	55-65	65-70	55-65	65-70	55-65	65-70	55-65	65-75
3rd Level Support Analyst	65-70	80-90	70-80	80-85	65-70	75-80	62-77	76-85
Systems Administrator	70-85	90-110	70-85	85-110	70-85	85-105	73-82	81-98
Network Administrator	70-85	85-110	70-85	85-110	70-85	85-105	70-85	85-108
ERP Support Analyst	65-75	75-95	65-75	75-100	60-70	70-90	73-88	90-110
Unix Administrator	75-90	90-120	75-90	90-120	70-90	90-110	73-88	80-110
Helpdesk Team Leader	80-90	90-110	80-90	90-110	85-95	95-115	82-101	103-127
Helpdesk Manager	90-110	110-120	90-110	110-130	110-115	120-130	90-110	110-130

BANKING & FINANCE

State	NSW		VIC		WA		QLD	
Experience	1-2 Years	3+ Years	1-2 Years	3+ Years	1-2 Years	3+ Years	1-2 Years	3+ Years
Salary	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
DEVELOPMENT, DESIGN & ARCHITECTURE								
Analyst Programmer – Mainframe	70-80	80-90	70-75	75-90	70-75	75-90	65-85	85-105
Analyst Programmer – Client Server Technologies	75-85	85-90	70-75	85-100	70-75	85-100	65-80	85-105
Analyst Programmer – Web Technologies	70-80	90-110	70-75	85-100	70-75	85-100	60-75	80-105
Lead Analyst Programmer	95-120	120-135	95-105	100-135	95-105	100-135	85-100	100-130
Systems Analyst	70-90	90-120	70-85	85-115	70-85	85-115	70-92	95-121
Technical Writer	65-85	85-105	60-70	70-90	60-70	70-90	60-73	71-88
Enterprise Architect	140-190	175-200	140-170	170-190	140-170	170-190	125-150	157-176
Architect – Applications, Solutions, Systems, Data	140-160	160-200	130-151	151-184	130-151	151-184	117-138	141-166
Application Development Manager	120-140	150-200	130-150	150-190	130-150	150-190	120-150	150-180
TESTING								
Test Analyst	70-85	85-95	60-75	80-95	60-75	80-95	52-74	76-95
Test Team Leader	85-105	100-120	110-120	120-130	110-120	120-130	77-103	100-118
Test Manager	120-135	135-140	130-150	150-170	130-150	150-170	111-127	127-155
QA Manager	120-135	135-150	108-130	130-150	108-130	130-150	120-130	130-150
DATABASE MANAGEMENT								
Database Administrator	70-90	90-115	65-80	75-110	65-80	75-110	65-77	80-120
Data Analyst	60-80	80-90	60-80	80-90	60-80	80-90	60-75	77-98
Database Designer	85-95	95-120	85-95	95-120	85-95	95-120	82-99	110-130
Data Warehousing/Modelling Specialist	100-120	130-150	85-95	95-120	85-95	95-120	85-100	110-134
Data Architect	130-150	150-180	120-140	140-170	120-140	140-170	115-136	137-161

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Technology

BANKING & FINANCE

State	NSW		VIC		WA		QLD	
Experience	1-2 Years	3+ Years	1-2 Years	3+ Years	1-2 Years	3+ Years	1-2 Years	3+ Years
Salary	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
INFRASTRUCTURE/NETWORK								
Network Support – 1st/2nd Level	65-75	80-90	65-75	70-85	65-75	70-85	50-64	70-80
Network Engineer	75-85	85-120	70-85	85-120	70-85	85-120	73-98	100-120
Network Architect	120-140	140-160	108-130	130-150	108-130	130-150	95-127	110-140
Communications Engineer – Voice & Data	85-90	100-130	75-90	90-120	75-90	90-120	75-95	95-122
Security Analyst/Consultant	85-120	120-160	100-130	130-150	100-130	130-150	75-94	97-131
Network Team Leader	90-110	110-140	105-120	110-140	105-120	110-140	89-110	111-133
Network/Infrastructure Manager	110-140	140-180	125-140	140-170	125-140	140-170	110-140	140-160
PROJECT & GENERAL MANAGEMENT								
Project Coordinator	65-80	80-95	65-80	80-95	65-80	80-95	65-85	77-100
Project Manager	120-130	150-180	110-130	130-150	110-130	130-150	90-117	121-144
Programme Manager	136-158	164-208	150-160	160-180	150-160	160-180	128-148	150-180
Business Analyst	80-100	100-120	80-100	100-120	80-100	100-120	75-100	100-110
Senior Business Analyst	100-120	120-140	100-110	110-130	100-110	110-130	98-107	106-130
IT Manager	120-140	150-220	150-180	180-210	150-180	180-210	97-132	147-180
IT Director/CIO	220-250	250-400	200-250	250-350	200-250	250-350	155-195	200-300
SUPPORT/ADMINISTRATION								
1st Level Helpdesk Analyst	50-60	60-70	45-55	50-65	45-55	50-65	43-52	53-61
2nd Level Desktop Support Analyst	55-65	65-70	50-65	60-70	50-65	60-70	55-65	65-75
3rd Level Support Analyst	65-80	80-90	65-80	80-90	65-80	80-90	62-77	76-85
Unix Administrator	60-75	75-100	60-78	75-100	60-78	75-100	73-82	81-98
Network Administrator	60-75	75-100	65-80	80-90	65-80	80-90	70-85	85-108
Helpdesk Team Leader	65-85	100-110	65-80	85-105	65-80	85-105	73-88	90-110
Helpdesk Manager	80-100	110-130	80-96	95-120	80-96	95-120	73-88	80-110
Dealing Room Support	70-85	85-95	70-85	85-95	70-85	85-95	82-101	103-127

IT&T

State	NSW		VIC		WA		QLD	
Experience	1-2 Years	3 Years+	1-2 Years	3 Years+	1-2 Years	3 Years+	1-2 Years	3 Years+
Salary	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
DEVELOPMENT, DESIGN & ARCHITECTURE								
Analyst Programmer – Mainframe	65-85	85-105	65-85	85-105	65-85	85-105	65-85	85-105
Analyst Programmer – Client Server Technologies	75-100	100-120	75-85	85-105	75-85	85-105	65-80	85-105
Analyst Programmer – Web Technologies	65-90	90-120	65-80	80-105	65-80	80-105	60-75	80-105
Lead Analyst Programmer	85-110	110-130	85-100	100-130	85-100	100-130	85-100	100-130
Systems Analyst	80-100	90-120	76-98	98-119	76-98	98-119	70-92	95-121
Technical Writer	70-85	80-100	70-81	76-98	70-81	76-98	60-73	71-88
Enterprise Architect	130-150	150-200	140-160	160-180	140-160	160-180	125-150	157-176
Architect – Applications, Solutions, Systems, Data	130-150	150-200	120-140	140-170	120-140	140-170	117-138	141-166
Application Development Manager	120-140	140-200	120-150	150-180	120-150	150-180	120-150	150-180
TESTING								
Test Analyst	65-90	90-100	55-81	76-98	55-81	76-98	52-74	76-95
Test Team Leader	85-105	105-130	90-110	100-120	90-110	100-120	77-103	100-118
Test Manager	120-140	140-150	120-130	130-160	120-130	130-160	111-127	127-155
QA Manager	120-140	140-150	120-130	130-150	120-130	130-150	120-130	130-150

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Technology

IT&T

State	NSW		VIC		WA		QLD	
Experience	1-2 Years	3+ Years	1-2 Years	3+ Years	1-2 Years	3+ Years	1-2 Years	3+ Years
Salary	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
DATABASE MANAGEMENT								
Database Administrator	80-100	100-130	75-85	85-120	75-85	85-120	65-77	80-120
Data Analyst	80-100	100-110	70-85	85-100	70-85	85-100	60-75	77-98
Database Designer	80-110	110-140	85-110	110-130	85-110	110-130	82-99	110-130
Data Warehousing/Modelling Specialist	105-130	130-155	100-120	130-150	100-120	130-150	85-100	110-134
Data Architect	120-140	140-175	120-140	140-170	120-140	140-170	115-136	137-161
INFRASTRUCTURE/NETWORK								
Network Support – 1st/2nd Level	60-70	70-80	60-70	70-80	60-70	70-80	50-64	70-80
Network Engineer	75-100	100-120	75-100	100-120	75-100	100-120	73-98	100-120
Network Architect	120-140	140-175	98-130	110-140	98-130	110-140	95-127	110-140
Communications Engineer – Voice & Data	80-120	120-150	75-95	95-135	75-95	95-135	75-95	95-122
Security Analyst/Consultant	90-120	120-150	80-100	100-135	80-100	100-135	75-94	97-131
Network Team Leader	90-115	115-135	100-110	110-130	100-110	110-130	89-110	111-133
Network/Infrastructure Manager	120-140	140-175	110-140	140-160	110-140	140-160	110-140	140-160
Pre-Sales/Post-Sales	110-140	140-200	100-130	130-180	100-130	130-180	92-126	130-180
PROJECT & GENERAL MANAGEMENT								
Project Coordinator	75-90	90-115	65-85	80-100	65-85	80-100	65-85	77-100
Project Manager	90-140	140-160	115-130	130-150	115-130	130-150	90-117	121-144
Programme Manager	135-165	165-220	140-150	150-180	140-150	150-180	128-148	150-180
Business Analyst	80-100	100-120	75-100	100-110	75-100	100-110	75-100	100-110
Senior Business Analyst	100-120	120-140	100-110	110-120	100-110	110-120	98-107	106-130
Release/Process Consultant	80-110	110-130	75-100	100-120	75-100	100-120	75-100	100-120
Change Manager	105-130	130-150	100-120	110-130	100-120	110-130	100-120	118-150
Client Relationship Manager	130-165	165-220	140-150	150-180	140-150	150-180	137-156	155-191
IT Manager	130-155	155-220	130-160	160-200	130-160	160-200	97-132	147-180
IT Director/CIO	160-220	220-450	180-200	220-350	180-200	220-350	155-195	200-300
SUPPORT/ADMINISTRATION								
1st Level Helpdesk Analyst	50-60	60-65	45-55	55-65	45-55	55-65	43-52	53-61
2nd Level Desktop Support Analyst	55-70	70-90	55-65	65-75	55-65	65-75	55-65	65-75
3rd Level Support Analyst	70-80	80-90	65-80	80-90	65-80	80-90	62-77	76-85
Systems Administrator	70-100	100-120	75-85	85-110	75-85	85-110	73-82	81-98
Network Administrator	70-100	100-130	70-85	85-108	70-85	85-108	70-85	85-108
Unix Administrator	80-105	105-120	75-90	90-110	75-90	90-110	73-88	90-110
Helpdesk Team Leader	70-90	90-110	75-90	80-110	75-90	80-110	73-88	80-110
Helpdesk Manager	110-120	120-120	90-105	105-130	90-105	105-130	82-101	103-127

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