



EMPLOYMENT MARKET OVERVIEW

The white-collar employment market is beginning to stabilise but this is not translating into new job creation. Our annual employment survey, which this year includes responses from over 400 senior managers from Australia's corporate sector, reveals 51% of respondents believe their headcount will not be reduced further over the next 12 months. This suggests employment levels are stabilising after the sharp cuts that occurred in sectors such as financial services during the second half of 2008.

While this is an encouraging sign it points to employment market stabilisation rather than recovery. For a recovery to occur new jobs must be created and only 16% of respondents believe this will happen over the year ahead. Business confidence levels are still too low for employers to invest in new job creation. Only 49% of respondents predict improved conditions by the end of 2009, with 27% forecasting no improvement and 24% still unsure.

The permanent recruitment market has been most heavily impacted by the fall in business confidence. Contracting has proved

more resilient, particularly in the professions where permanent employment has been hardest hit by the economic downturn. We are starting to see an increase in contract roles within financial services in Australia and more broadly across the UK and US markets. These are encouraging signs because in previous downturns the sectors that led us out the downturn were the ones to lead us out.

Events over the last 12 months have temporarily obscured the skills shortage but employers still recognise the importance of staff retention. To avoid staff cuts many companies have pursued alternative strategies of payroll cost reduction. Our employment survey reveals 35% of companies have frozen salaries, 18% have implemented forced paid leave and 9% have reduced working hours.

The focus of staff retention strategies must change to reflect the economic downturn. In contrast to previous years in which financial incentives rated highly, employees are now looking for leadership and direction during uncertain times. Of our survey respondents, 51% rated leadership as the

most effective staff engagement strategy in the current environment, followed by transparent communication at 31%.

Our advice to employers is that staff retention is even more important during a downturn. Companies should not operate on the assumption that the skills lost will be readily available when they are required again. Commercial and business development capabilities, as well as sales and marketing functions, need to be established ahead of the next market upturn. Our experience of previous downturns shows the companies that continue to invest in these business critical functions gain market share in the first stage of the upturn.

Hiring activity will remain cautionary for the second half of 2009 and this will be reflected in reduced salary pressure. Permanent salaries are remaining constant but we anticipate any increases to be 1% - 3% with bonus components typically being reduced. Contracting rates are proving to be more resilient and will increase before permanent salaries when market conditions improve.

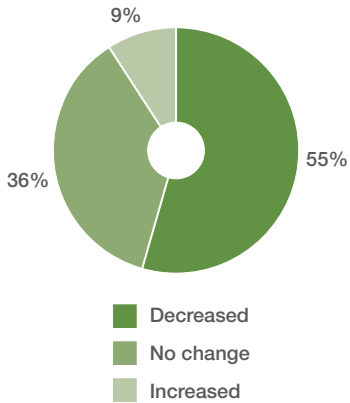
SECTOR TRENDS – TECHNOLOGY

- Demand for Technology professionals has been subdued for the first half of 2009. The global economic downturn has resulted in new IT projects being cancelled or put on hold and this has eroded demand for project managers and business analysts. New job creation is limited and in many instances employees who leave positions are not being replaced unless the position is regarded as business critical.
- On a positive side, companies are continuing to recruit technical specialists in areas such as SAS, PHP and ERP because they recognise these skills will be absorbed quickly when the market turns. Employment is stable in business critical areas such as helpdesk and server infrastructure support.
- Permanent salaries at junior employee and middle management levels are fairly stable, but employers are being specific about the skills and industry experience they require from candidates. Executive salaries are holding steady but the shortage of senior management opportunities is forcing unemployed senior professionals to consider alternate positions with lower salaries. Contracting rates have fallen from the heights of previous years because of the drop in project-based work that has occurred over the last 12 months. We do however predict an early upturn in contract activity when business conditions improve and this will translate into improved contracting rates.
- Sign-on bonuses are a rarity in the current market and job seekers are being realistic about these sorts of demands because of economic uncertainty. Bonus incentives that form part of remuneration packages are typically linked to company performance and profit levels, and are likely to be less than previous years as a consequence.

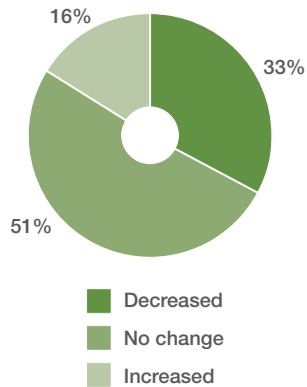


MARKET RESEARCH RESULTS

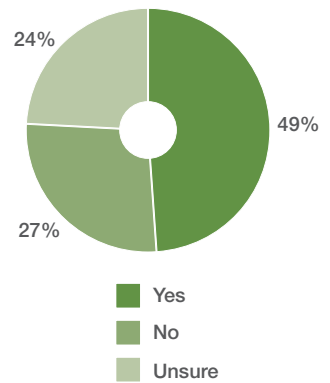
Over the last six months, how has your headcount been impacted by the global economic downturn?



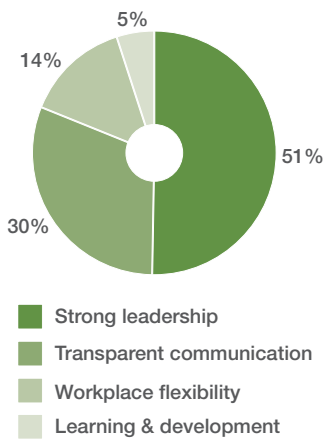
In the next 12 months, how do you see your headcount being impacted?



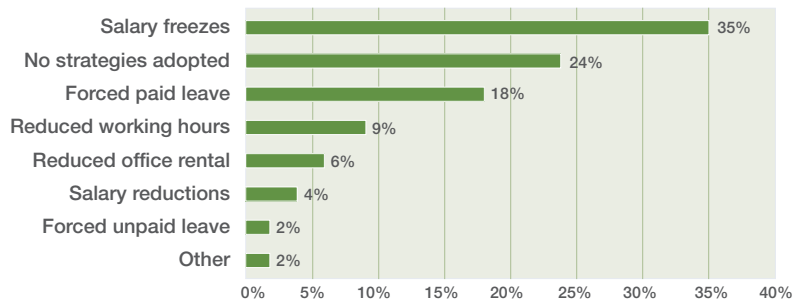
Do you anticipate business conditions will start to improve by the end of 2009?



What employee engagement strategies are proving most effective in the current environment?



What strategies has your organisation implemented to avoid job cuts?





SALARY TABLES

IT&T

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	60-75	75-95	60-80	80-90
Analyst Programmer – Client Server Technologies	65-90	90-115	70-80	70-90
Analyst Programmer – Web Technologies	60-85	85-115	60-70	70-90
Lead Analyst Programmer	80-100	100-125	80-90	90-110
Systems Analyst	75-90	85-110	70-90	90-110
Technical Writer	65-75	75-90	65-75	70-90
Enterprise Architect	120-140	140-200	120-140	140-160
Architect – Applications, Solutions, Systems, Data	120-140	140-180	110-120	120-140
Application Development Manager	110-130	130-180	110-130	130-160
TESTING				
Test Analyst	60-80	80-95	50-75	70-90
Test Team Leader	75-95	95-115	80-95	85-100
Test Manager	110-125	125-140	100-120	120-150
QA Manager	110-130	130-150	100-120	120-150
DATABASE MANAGEMENT				
Database Administrator	70-90	90-115	60-80	80-110
Data Analyst	75-90	90-110	65-80	75-90
Database Designer	80-100	100-130	80-100	100-120
Data Warehousing/Modelling Specialist	95-115	115-140	90-110	120-140
Data Architect	110-130	130-160	90-110	110-150
INFRASTRUCTURE/NETWORK				
Network Support – 1st/2nd Level	55-65	65-80	55-65	60-75
Network Engineer	70-90	90-110	70-90	90-110
Network Architect	110-130	130-160	90-120	100-130
Communications Engineer – Voice & Data	75-110	110-140	65-85	90-120
Security Analyst/Consultant	80-110	110-150	70-90	90-120
Network Team Leader	85-105	105-125	90-100	100-120
Network/Infrastructure Manager	110-130	130-160	100-130	130-150
Pre-Sales/Post-Sales	100-130	130-180	90-120	120-160
PROJECT & GENERAL MANAGEMENT				
Project Coordinator	70-85	85-105	60-80	70-90
Project Manager	90-125	125-150	100-120	120-130
Programme Manager	125-150	150-200	120-140	130-160
Business Analyst	75-90	90-110	60-80	80-100
Senior Business Analyst	90-110	110-130	70-90	90-110
Release/Process Consultant	75-100	100-120	70-90	90-110
Change Manager	95-115	115-140	90-110	100-120
Client Relationship Manager	120-150	150-200	120-140	140-160
IT Manager	120-140	140-200	120-150	150-180
IT Director/CIO ¹	150-200	200-400	150-180	170-280
SUPPORT/ADMINISTRATION				
1st Level Helpdesk Analyst	45-60	60-70	40-50	45-55
2nd Level Desktop Support Analyst	50-65	60-80	45-55	50-65
3rd Level Support Analyst	75-95	90-110	55-70	65-80
Systems Administrator	65-90	90-110	65-80	80-100
Network Administrator	65-90	90-115	65-80	80-100
Unix Administrator	75-95	95-120	65-85	85-100
Helpdesk Team Leader	70-85	85-105	70-80	75-100
Helpdesk Manager	100-120	100-120	80-100	90-110

Please note:

These figures represent total remuneration (ie cash, statutory superannuation component and benefits), excluding bonus/incentive schemes.

¹ Salaries at this level can vary widely depending on the individual's background and experience and the scope of the role. Please contact our Executive Search team for specific advice regarding salaries at the executive level.



TECHNOLOGY SALARY & EMPLOYMENT FORECAST

Michael Page
TECHNOLOGY

COMMERCE & INDUSTRY

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	60-85	80-110	60-75	75-100
Analyst Programmer – Client Server Technologies	55-75	70-100	60-75	75-110
Analyst Programmer – Web Technologies	55-65	65-90	60-75	75-100
Lead Analyst Programmer	80-100	95-120	80-90	90-120
Systems Programmer	70-85	90-110	60-75	75-110
Systems Analyst	70-90	85-110	65-80	80-100
Technical Writer	60-75	70-90	65-75	75-90
Enterprise Architect	115-140	130-190	120-140	140-180
Architect – Applications, Solutions, Systems, Data	115-140	130-170	110-130	120-150
Application Development Manager	110-130	120-170	110-130	130-170
TESTING				
Test Analyst	60-80	80-95	55-70	70-85
Test Team Leader	75-90	90-110	80-90	85-100
Test Manager	100-120	120-135	100-120	120-150
QA Manager	110-130	120-150	100-110	110-140
DATABASE MANAGEMENT				
Data Analyst	60-85	75-90	55-70	70-90
Database Administrator	70-95	95-125	65-80	80-110
Business Intelligence Specialist	70-100	100-130	70-90	90-120
Database Designer	85-95	95-130	80-100	100-120
Data Warehousing/Modelling Specialist	90-115	115-150	90-110	110-130
Data Architect	110-130	130-165	100-120	120-150
INFRASTRUCTURE/NETWORK				
Network Support – 1st/2nd Level	65-75	75-95	50-65	65-75
Network Engineer	75-90	90-110	70-85	85-110
Network Architect	105-125	120-150	90-110	110-130
Communications Engineer – Voice & Data	75-110	110-140	70-85	85-120
Security Consultant	90-110	110-160	80-95	95-130
Storage Consultant	80-110	110-160	70-90	90-120
Network Team Leader	85-100	100-125	90-100	100-120
Infrastructure/Operations Manager	105-130	130-150	100-120	120-150
Pre-Sales/Post-Sales	90-120	120-180	90-120	120-160
PROJECT & GENERAL MANAGEMENT				
Project Coordinator	70-85	85-105	60-75	70-90
Project Manager	90-125	125-150	90-110	110-130
Programme Manager	120-140	140-200	125-140	140-160
Business Analyst	70-90	90-110	65-85	85-100
Senior Business Analyst	90-110	110-130	80-100	100-115
Release/Process Consultant	75-100	100-120	70-90	90-110
Change Manager	95-120	120-140	90-110	110-130
Client Relationship Manager	120-150	150-180	110-130	130-150
E-Business Manager	90-110	120-140	85-100	100-130
IT Manager	110-135	135-165	105-125	125-155
IT Director/CIO [†]	140-185	185-350	150-180	170-280
OPERATIONS				
Operator	45-55	55-65	45-55	55-65
Operations Team Leader	70-85	85-95	70-90	90-110
Operations Manager	85-100	100-130	110-120	120-140
SUPPORT/ADMINISTRATION				
1st Level Helpdesk Analyst	40-60	60-70	40-50	50-55
2nd Level Desktop Support Analyst	50-65	65-80	50-60	55-65
3rd Level Support Analyst	75-95	90-110	65-75	75-80
Systems Administrator	65-85	85-110	65-80	80-100
Network Administrator	65-85	85-110	65-80	80-100
ERP Support Analyst	60-70	70-95	60-70	70-90
Unix Administrator	75-95	90-110	70-85	85-110
Helpdesk Team Leader	70-85	85-100	70-80	80-95
Helpdesk Manager	80-100	90-105	80-100	90-120

Please note:

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[†] Salaries at this level can vary widely depending on the individual's background and experience and the scope of the role. Please contact our Executive Search team for specific advice regarding salaries at the executive level.



TECHNOLOGY SALARY & EMPLOYMENT FORECAST

Michael Page
TECHNOLOGY

BANKING & FINANCE

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	65-75	75-90
Analyst Programmer – Client Server Technologies	70-95	90-110	65-85	85-100
Analyst Programmer – Web Technologies	65-90	85-120	70-80	80-100
Lead Analyst Programmer	80-110	110-135	90-100	100-120
Systems Analyst	65-85	80-115	65-80	80-110
Technical Writer	60-80	80-95	60-75	75-90
Enterprise Architect	130-170	160-200	130-160	160-180
Architect – Applications, Solutions, Systems, Data	125-145	145-185	120-140	140-170
Application Development Manager	110-135	140-180	110-140	140-180
TESTING				
Test Analyst	65-80	75-100	60-75	75-95
Test Team Leader	80-95	90-120	90-100	100-120
Test Manager	110-125	120-145	110-130	130-160
QA Manager	115-135	130-165	100-120	120-140
DATABASE MANAGEMENT				
Database Administrator	65-85	90-135	70-90	90-115
Data Analyst	65-85	70-95	65-80	80-90
Database Designer	90-100	100-130	85-95	95-125
Data Warehousing/Modelling Specialist	100-120	115-145	85-100	100-120
Data Architect	115-135	130-170	100-120	120-150
INFRASTRUCTURE/NETWORK				
Network Support – 1st/2nd Level	60-75	70-90	60-70	70-85
Network Engineer	70-85	80-105	65-80	80-110
Network Architect	115-130	130-160	100-120	120-140
Communications Engineer – Voice & Data	80-105	105-145	80-100	100-130
Security Analyst/Consultant	80-105	105-145	80-100	100-130
Network Team Leader	85-105	105-125	90-100	100-120
Network/Infrastructure Manager	105-130	130-165	110-130	130-150
PROJECT & GENERAL MANAGEMENT				
Project Coordinator	70-85	85-105	70-80	80-90
Project Manager	110-140	135-160	100-120	120-140
Programme Manager	125-145	150-190	130-140	140-165
Business Analyst	65-90	90-115	65-85	90-100
Senior Business Analyst	90-115	110-135	90-100	100-120
IT Manager	110-160	150-200	120-150	150-200
IT Director/CIO [†]	200-240	240-360	160-180	180-300
SUPPORT/ADMINISTRATION				
1st Level Helpdesk Analyst	45-60	60-70	45-55	55-65
2nd Level Desktop Support Analyst	60-70	70-85	50-60	60-70
3rd Level Support Analyst	75-90	90-110	70-80	80-90
Unix Administrator	70-85	85-125	65-85	85-120
Network Administrator	65-80	80-95	60-75	75-90
Helpdesk Team Leader	70-90	90-115	65-85	85-100
Helpdesk Manager	80-95	95-120	75-90	90-120
Dealing Room Support	70-90	90-125	65-85	85-100

Please note:

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