

TECHNOLOGY 08/09

Salary

SALARY & EMPLOYMENT FORECAST

Michael Page
INTERNATIONAL

WELCOME

Welcome to the 08/09 Michael Page International Technology Salary & Employment Forecast.

Michael Page International is a world-leading specialist recruitment consultancy. Growing entirely organically, rather than by mergers or acquisitions, we now have over 5,000 people in 149 offices in 25 countries worldwide. Coming from all industry sectors, our clients range from market-leading multi-nationals to small and medium sized enterprises.

Our consistent organic growth strategy of investment through cycles is driving our growth in the specialist recruitment market in Australia. In just 23 years, we have grown to become one of the best-known and most respected recruitment consultancies and are proud to set the standard within our profession for specialist service, with a personal touch.

This year, the format of our Salary Survey has changed to reflect our growing business in Australia and make it easier for employers and candidates to stay abreast of current employment market and salary trends.

While a number of current industry surveys provide qualitative insight on hiring intentions and salary levels, the Michael Page International Salary & Employment Forecast combines both quantitative and qualitative research derived from our national survey of employers and job seekers and our extensive involvement in the professional labour market.

The national survey, completed by approximately 1,500 employers and 5,500 employees, covers a range of issues and trends relevant to today's corporate sector and establishes the Salary & Employment Forecast as a highly reputable report, based on in-depth national research.

The Technology Salary & Employment Forecast provides employers and candidates with useful insights into the hiring expectations, recruitment challenges and wage forecasts of key hiring managers in the technology profession over the coming year. You can also view the Salary & Employment Forecasts for the following key professions on our website:

- Finance
- Financial Services
- Legal
- Marketing
- Sales
- Human Resources
- Engineering & Manufacturing
- Procurement & Supply Chain
- Property & Construction
- Mining & Resources

I wish to thank everyone who contributed to this year's Salary & Employment Forecast and trust you find the new report helpful and informative. We welcome your feedback and encourage you to contact us for further information or market specific advice at www.michaelpage.com.au/contact-us.



Phillip Guest
Managing Director, Australia

MARKET OVERVIEW

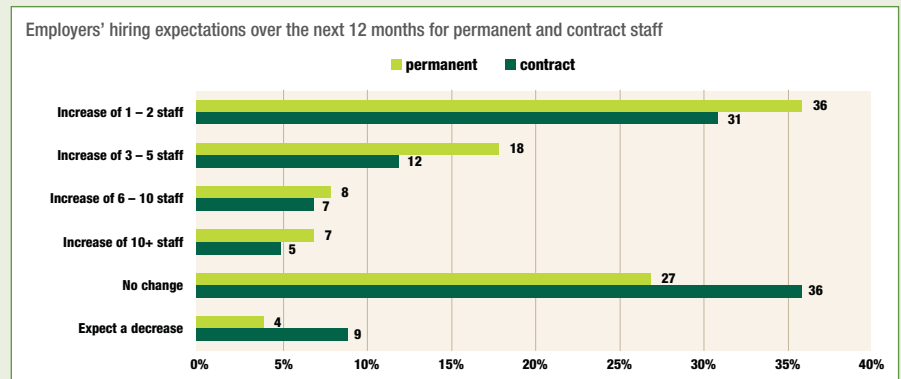
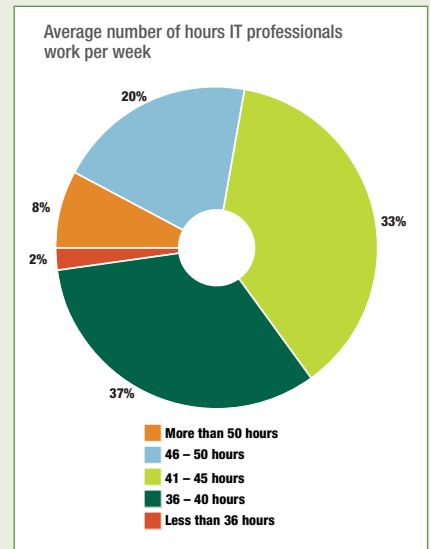
The employment outlook for technology professionals is positive following widespread investment by companies in information technology, as seen by the numerous transformation projects occurring across the industry. The tight labour market is expected to continue as we see another year of solid growth in job creation through IT investment. Of the employers surveyed, 69% expect to increase their permanent headcount over the next 12 months. The ongoing decline in IT graduates continues to keep the supply of candidates low, despite consistently high demand.

There has been a trend for businesses to move away from large outsourcing deals in favour of smaller specialist arrangements, with business critical functions being retained in-house. Due to intense competition for professionals with specialist skill sets, outsourcing functions such as infrastructure and support are the preferred alternatives.

The employment market in Queensland and Western Australia continues to be particularly strong due to the mining and resources boom. As a result, we are seeing a continuing flow of professionals from New South Wales and Victoria to these states which are starting to become more attractive due to the range of interesting and rewarding projects on offer. However as projects conclude, we are also seeing candidates return to New South Wales and Victoria. Salary is no longer a stumbling block for interstate

candidates as IT professionals can now command competitive salaries nationally.

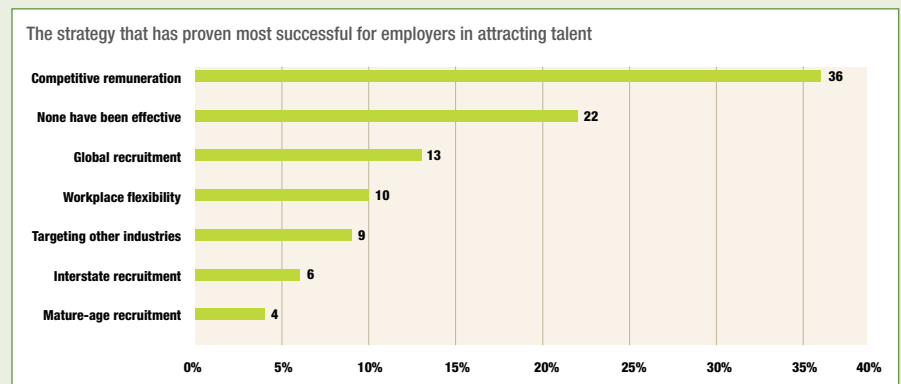
In another trend, we are seeing growing demand for technically-skilled people who also have a strong commercial understanding. Internal IT teams cannot afford to operate in isolation from the broader business because of the accountability that comes with an increased IT spend. Communication between technical specialists and business stakeholders is critical for a shared understanding of requirements which enables people to prioritise efforts towards common goals. Candidates who combine technical proficiency with strong communication and project management skills are in highest demand.



SKILLS IN DEMAND

Many financial institutions are under pressure to justify permanent headcount and are using contractors to bring specific skill sets on board, particularly for business critical project-based work. Recruitment activity is strongest in the professional services, commercial, not-for-profit and IT&T industries as this is where the majority of IT spend is taking place. On the other hand, many US and other international companies affected by global financial market volatility are experiencing headcount freezes.

The transformation and consolidation of IT programs is increasing demand for high quality infrastructure candidates, particularly network engineers and designers. Project managers and business analysts are also highly sought after due to business growth and continued investment in IT projects.



There is a strong focus on IT fields such as unified communications and a limited supply of skilled professionals to fill positions within these emerging technologies. Experience in Voice over Internet Protocol

(VoIP) is highly sought after within the telecommunications industry. Other skills in strong demand nationally are MS SharePoint, .NET, Java/J2EE and SAP.

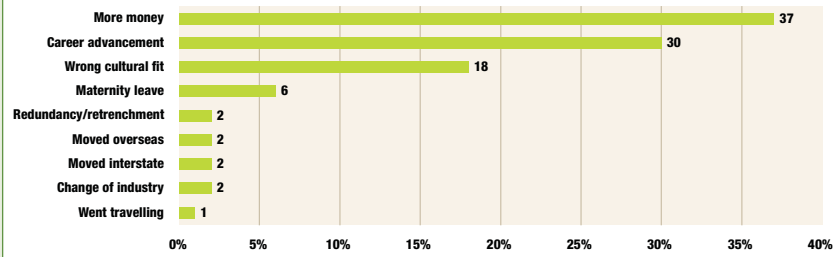
RECRUITMENT CHALLENGES

Finding and retaining the talent needed for sustained business growth without creating unsustainable labour costs will be the main challenge facing employers in the coming year. Our survey results show that over 50% of employers do not think wages growth over the past 12 months is in line with increased productivity. The challenge for employers will be to extend their strategy beyond financial incentives and understand the other needs of candidates, such as workplace flexibility and career progression.

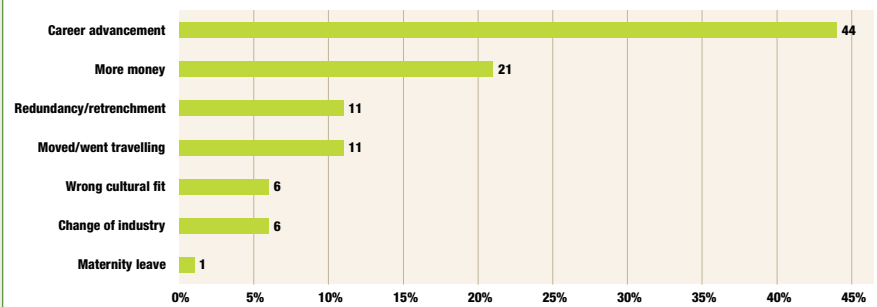
Employers in tune with the developmental needs and career goals of their staff will reap the rewards and enjoy greater staff retention. IT professionals tend to demand stimulating, dynamic work environments that allow them to be constantly learning and applying new skills with cutting edge technologies. Our survey results reinforce this viewpoint with 44% of candidates citing career advancement as the main reason for their last job change, followed by more money at 21%. Career development and training are therefore critical in supporting staff requirements and retaining quality employees.

In terms of attraction, employer branding is increasingly important as is the ability to provide employees with non-traditional incentives and benefits. It is an intensely competitive market and IT professionals tend to look around before changing jobs, making it essential for employers to differentiate their brand and employment offering in the marketplace. Flexible work hours and the opportunity to work from home are just some of the benefits being offered by employers.

Employers' perceptions of the major contributing factors for people leaving



Employees' main reason for changing jobs



As the demand for skilled IT professionals continues to grow, another significant challenge facing the profession will be the limited supply of graduates. Despite today's graduates enjoying a higher median salary and excellent job prospects, the disparity between the number of people studying IT and the level of demand from employers is contributing to the current skills crisis. Employers need to promote the range of exciting career opportunities on offer in this sector to help boost graduate numbers, so that this situation does not pose a significant

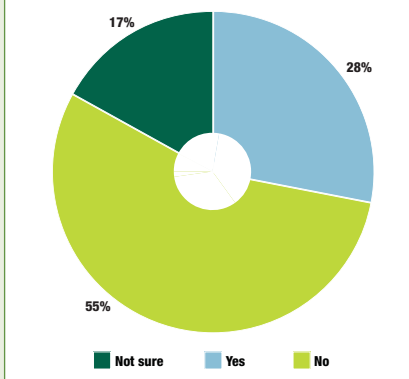
threat to the supply of IT professionals in the future. The number of people completing IT courses is just starting to recover after a five year slump following the dotcom bust.

WAGES INFLATION

We anticipate moderate salary increases of 5–8% across the board over the next 12 months, with increases of up to 15% for specialist skill sets. Employment growth for IT professionals in the financial services market is likely to moderate over the short-term as a result of volatility in global financial markets.

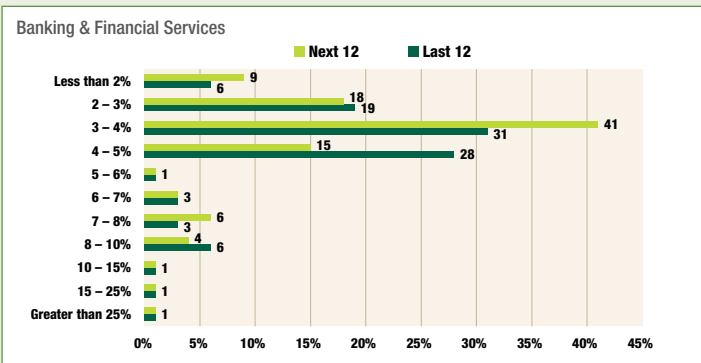
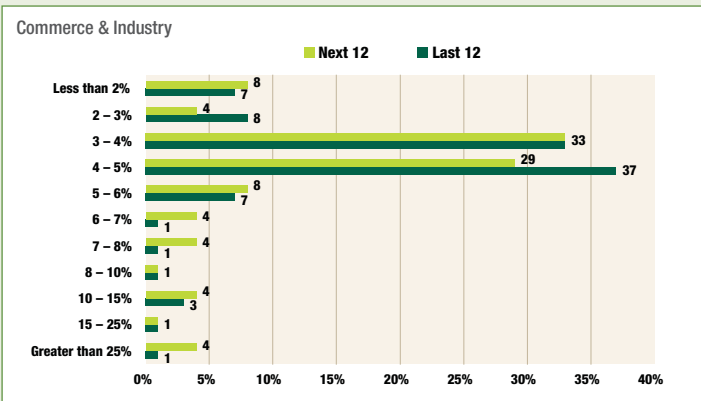
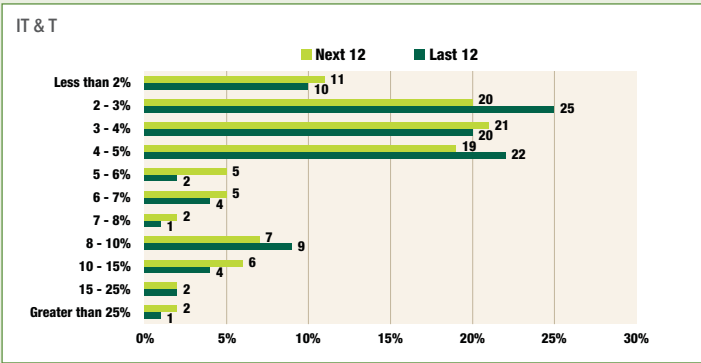
Contractors will remain in high demand and we expect retention incentives such as completion and contract milestone bonuses to be increasingly used by employers.

Employers' perceptions on whether wages growth over the past 12 months is in line with increased employee productivity



EMPLOYER SALARY PREDICTIONS

Percentage increase next 12 months VS last 12 months



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	60-75	75-90
Analyst Programmer – Client Server Technologies	65-90	90-115	60-80	75-110
Analyst Programmer – Web Technologies	60-85	85-115	60-80	75-110
Lead Analyst Programmer	80-100	100-125	75-95	90-120
Systems Analyst	75-90	85-110	70-85	80-110
Technical Writer	65-75	75-90	65-75	70-90
Enterprise Architect	120-140	140-200	120-140	140-180
Architect – Applications, Solutions, Systems, Data	120-140	140-180	110-140	140-160
Application Development Manager	110-130	130-180	110-130	130-170
TESTING				
Test Analyst	60-80	80-95	50-75	70-85
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	120-160
DATABASE MANAGEMENT				
Database Administrator	70-90	90-115	60-80	80-120
Data Analyst	75-90	90-110	65-80	75-90
Database Designer	80-100	100-130	75-90	90-120
Data Warehousing/Modelling Specialist	95-115	115-140	90-110	120-160
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	90-120
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	70-100	90-150
Network Team Leader	85-105	105-125	90-100	100-120
Network/Infrastructure Manager	110-130	130-160	100-130	130-160
Pre-sales/Post-sales	100-130	130-180	90-120	120-180
PROJECT & GENERAL MANAGEMENT				
Project Co-ordinator	70-85	85-105	60-80	75-95
Project Manager	90-125	125-150	100-120	120-150
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	60-80	80-100
Change Manager	95-115	115-140	90-110	110-130
Client Relationship Manager	120-150	150-200	110-140	140-180
IT Manager	120-140	140-200	120-150	150-180
IT Director/CIO†	150-200	200-400	130-180	180-300
SUPPORT/ADMINISTRATION				
1st Level Helpdesk Analyst	45-60	60-70	40-50	45-60
2nd Level Desktop Support Analyst	50-65	60-80	45-60	50-65
3rd Level Support Analyst	75-95	90-110	55-70	65-85
Systems Administrator	65-90	90-110	65-80	80-100
Network Administrator	65-90	90-115	65-85	85-100
Unix Administrator	75-95	95-120	65-85	85-110
Helpdesk Team Leader	70-85	85-105	70-80	75-100
Helpdesk Manager	100-120	100-120	80-100	100-120
User Interface Developer	60-80	80-100	75-90	85-110
User Interface Designer	60-80	80-100	50-70	75-100
Design Manager	100-120	100-130	100-120	110-160
Usability Consultant	65-80	75-110	50-80	80-100
Information Architect	85-110	100-150	90-110	100-140

Please note:

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

† 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.

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	65–90	90–115	65–80	80–105
Analyst Programmer – Client Server Technologies	60–80	80–110	55–75	75–105
Analyst Programmer – Web Technologies	60–70	70–90	55–70	70–90
Lead Analyst Programmer	80–100	100–125	75–95	95–120
Systems Programmer	70–85	85–110	60–75	75–100
Systems Analyst	75–90	90–110	65–80	80–100
Technical Writer	65–75	75–90	60–70	70–85
Enterprise Architect	120–140	140–200	110–140	140–200
Architect – Applications, Solutions, Systems, Data	120–140	140–180	110–140	140–170
Application Development Manager	110–130	130–180	95–130	130–175
TESTING				
Test Analyst	60–85	85–95	55–70	70–85
Test Team Leader	75–95	95–115	75–90	85–110
Test Manager	100–120	120–135	95–115	115–140
QA Manager	110–130	130–150	110–120	120–140
DATABASE MANAGEMENT				
Data Analyst	65–85	80–95	55–70	70–85
Database Administrator	75–100	100–135	65–85	85–110
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	90–120	120–140
Data Architect	110–130	130–165	100–120	120–160
INFRASTRUCTURE/NETWORK				
Network Support – 1st/2nd Level	65–75	75–95	50–60	60–75
Network Engineer	75–90	90–110	70–80	80–105
Network Architect	110–130	130–160	90–100	100–130
Communications Engineer – Voice & Data	75–110	110–140	60–85	85–125
Security Consultant	90–110	110–160	70–90	90–130
Storage Consultant	80–110	110–160	70–100	100–140
Network Team Leader	85–100	100–125	85–95	95–120
Infrastructure/Operations Manager	105–130	130–150	100–120	120–160
Pre-sales/Post-sales	90–120	120–180	90–110	110–180
PROJECT & GENERAL MANAGEMENT				
Project Coordinator	70–85	85–105	60–80	80–100
Project Manager	90–125	125–150	90–110	110–150
Programme Manager	125–145	145–200	125–145	145–190
Business Analyst	75–90	90–110	70–90	90–110
Senior Business Analyst	90–110	110–130	80–100	100–125
Release/Process Consultant	75–100	100–120	70–90	90–115
Change Manager	95–120	120–140	85–110	110–130
Client Relationship Manager	120–150	150–180	110–135	135–170
E-Business Manager	90–110	120–140	80–100	100–130
IT Manager	110–135	135–165	110–125	125–155
IT Director/CIO†	140–185	185–350	170–210	210–350
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	40–60	65–70	40–50	50–60
2nd Level Desktop Support Analyst	50–65	65–80	50–60	60–75
3rd Level Support Analyst	75–95	90–110	65–80	80–105
Systems Administrator	65–90	90–110	65–80	80–105
Network Administrator	65–90	90–115	65–80	80–100
ERP Support Analyst	60–70	70–95	60–70	70–90
Unix Administrator	75–95	95–120	70–90	90–110
Helpdesk Team Leader	70–85	85–105	70–80	80–100
Helpdesk Manager	80–100	92–120	80–100	100–120

Please note:
Salaries indicated are cash components plus superannuation, including other benefits.

† 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.

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	70–80	80–105	65–75	75–100
Analyst Programmer – Client Server Technologies	75–95	90–115	70–90	85–110
Analyst Programmer – Web Technologies	70–90	90–125	70–90	90–120
Lead Analyst Programmer	90–110	110–135	85–105	105–125
Systems Analyst	70–85	85–115	65–80	80–110
Technical Writer	65–80	80–95	60–75	75–90
Enterprise Architect	140–170	170–200	130–165	165–180
Architect – Applications, Solutions, Systems, Data	125–145	145–185	120–140	140–180
Application Development Manager	110–145	145–180	110–140	140–175
TESTING				
Test Analyst	70–80	80–100	60–75	75–95
Test Team Leader	85–95	95–120	80–90	90–115
Test Manager	115–125	120–145	115–125	120–145
QA Manager	115–135	135–155	115–130	130–145
DATABASE MANAGEMENT				
Database Administrator	75–85	85–135	70–80	80–130
Data Analyst	70–85	75–95	65–80	75–90
Database Designer	90–100	100–130	85–95	95–125
Data Warehousing/Modelling Specialist	100–120	120–145	95–115	115–140
Data Architect	115–135	135–165	110–130	130–160
INFRASTRUCTURE/NETWORK				
Network Support – 1st/2nd Level	65–75	75–90	60–70	70–85
Network Engineer	70–85	85–105	65–80	80–110
Network Architect	120–130	130–160	115–125	125–155
Communications Engineer – Voice & Data	85–105	105–145	80–100	100–140
Security Analyst/Consultant	85–105	105–145	80–100	100–140
Network Team Leader	95–105	105–125	90–100	100–120
Network/Infrastructure Manager	105–135	135–165	100–130	130–160
PROJECT & GENERAL MANAGEMENT				
Project Coordinator	75–85	85–105	70–80	80–100
Project Manager	120–140	140–160	115–135	130–155
Programme Manager	125–145	145–185	120–140	140–180
Business Analyst	65–95	95–115	65–95	95–115
Senior Business Analyst	95–115	115–135	90–110	110–130
IT Manager	120–160	160–200	115–155	155–195
IT Director/CIO†	200–240	240–360	180–230	230–350
SUPPORT/ADMINISTRATION				
1st Level Helpdesk Analyst	50–65	65–75	45–60	60–70
2nd Level Desktop Support Analyst	65–75	75–85	60–70	70–80
3rd Level Support Analyst	80–90	90–105	75–85	85–100
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	90–105	65–85	85–100
Helpdesk Manager	80–95	95–115	75–90	90–110
Dealing Room Support	70–90	90–115	65–85	85–110

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