



ICT Salary & Employment Index

people bank

NATIONAL

Australia's ICT jobs market bounced into gear after the seasonal January lull, reflecting predictions that 2015 will be another big year for technology investments.

Peoplebank's clients - Australia's leading government and enterprise organisations - are expressing strong levels of business confidence as they push ahead with key projects, especially around their continued digital transformation.

This confidence contrasts with the broader business outlook - which is reportedly moderate at best - suggesting that businesses are prioritising technology investments. A surprising number of employers in NSW, VIC and even SA have further commented that, in their view, the business economy is "stronger than it looks."

As a result, demand is outstripping supply for ICT professionals with skills in digital technologies, and - while there is not yet pressure for salary and rate increases - those with in-demand skills have a lot of choice in where they decide to work.

NSW

As NSW's gross state product nears the \$500 billion pa mark, there is buoyant demand for ICT skills across Government and industry sectors. There are permanent roles and even stronger numbers of contract opportunities available.

Demand is especially strong from the Financial Services, Telecommunications and Government sectors, and from organisations looking for digital capabilities - in particular, mobile apps and front end Web capabilities.

Notably, Peoplebank is seeing larger enterprises establish stand-alone digital hiring panels - separate to their regular IT panels - to ensure they bring a specialised view to new hires.

Peoplebank is sourcing candidates from the local skills pool, and from Australian expatriate ICT professionals who are returning home with skills and experience drawn from major projects for international brands.

Hottest demand is for digital developers - as mentioned above - as well as for SAP, project managers and business analysts with experience in the digital space.

ACT

Despite the prospect of real economic growth in the ACT slowing to 1.3 per cent, organisations are continuing to invest in technology, resulting in strong demand for ICT professionals at present.

In fact, Peoplebank has seen a year-on-year rise of 40% in both permanent and contract roles available, and feedback from Peoplebank's clients is that demand should continue to the end of the financial year.

There has been an apparent pay rise as contractors recover the pay 'hit' sustained by payroll tax changes that had reduced their effective rates. Beyond this, the market has not seen rate rises, although a rising tide of opportunities means many contractors can choose between available roles.

Demand is strongest for Business Analysts, Project Managers, Software Developers and Architects, for projects around web functionality, digital web services, systems integration and Government agency mergers.

VIC

Demand for ICT skills in Victoria is strong indeed: in fact, current levels are around 30% higher than at this point in 2014.

The number of roles available includes both permanent and contract roles - at a healthy mix of around 80% contract to 20% permanent roles - and is spread across the spectrum of Government and business organisations, with a particular emphasis on buoyant demand for ICT skills in the SME sector.

Interestingly, Peoplebank has recently secured new clients who have commented that they're too busy to self-manage the recruitment process: which is good news on several levels.

Business' ongoing digital transformation is the engine driving current skills requirements, and demand is strongest for Cloud, Data Analytics and Data Management professionals, as well as for those with Project Management and Business Analyst skills.

QLD

The recent State election was fought in a relatively weak economy: with Queensland having now the highest unemployment rate on mainland Australia as the State continues to struggle to replace mining sector investment.

The business economy remains subdued: a fact reflected in lower than normal job volumes, employer caution in confirming new hires, and the fact that 95% of new hires are for contract rather than permanent roles (vs business-as-usual ratios of around 80% contract to 20% permanent).

Many businesses are looking to the new State Government for programs that will provide a boost to the economy.

In the meantime, demand is strongest for Project Managers and Business Analysts, as well as for those with ERP - especially SAP - skills.

WA

Demand for ICT skills in Western Australia has been climbing slowly in 2015, as organisations balance market nervousness with the need to build up capacity for key projects commencing in coming months.

However, it is still a hirer's market as the business economy recovers from the macroeconomic shock of lower prices in the resources sector. There is a pool of good candidates available, organisations are being very selective to ensure they make the perfect hire for their teams.

Demand is evenly spread across Government and industry sectors, and is strongest from organisations who are looking for digital capabilities - in particular, mobile apps and front end Web capabilities - to give them a competitive edge.

Peoplebank has seen an unusual decline in the number of Project Manager roles in recent months. Demand remains stronger for Business Analysts, Support roles and those who bridge technology and business, as well as for .Net and Java developers, and for Infrastructure and Engineer roles.

SA

Demand for ICT skills in South Australia is at its strongest point for the past 18 months, with major projects underway across industry and Government sectors, especially in Communications, Health and Financial Services organisations.

While the State's economy has been held back by contractions in the defence, car manufacturing and resources sectors, the macroeconomic environment - especially record-low interest rates and the falling exchange rate - is becoming more favourable for SA's key industries.

Furthermore, SA business leaders are expressing confidence in the prospects for their organisations, and even those who are forced into issuing redundancies - such as in the resources sector - are being careful to ease the impact on ex-employees who they hope to re-hire in the future.

Within the ICT sector, demand is strongest for Developers (especially those with iOS and Android mobile development skills), Helpdesk, Business Analysts, Project Managers and Project Coordinators.

Salary Table

Development	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Applications Architect	800 95	- 130	<i>1200</i> 150	800 100	- 115	<i>1120</i> 140	780 95	- 120	<i>1100</i> 160	700 100	- 115	<i>1000</i> 150	800 85	- 100	<i>960</i> 140	640 90	- 100	<i>960</i> 140
Business Analyst	600 75	- 100	<i>850</i> 120	600 75	- 85	<i>900</i> 120	550 80	- 110	<i>850</i> 130	470 60	- 95	<i>800</i> 120	550 80	- 100	<i>680</i> 130	400 60	- 80	<i>720</i> 120
Developer - .Net	600 70	- 100	<i>800</i> 130	600 75	- 85	<i>800</i> 110	500 55	- 80	<i>750</i> 120	420 60	- 90	<i>800</i> 120	400 65	- 90	<i>640</i> 110	400 60	- 85	<i>760</i> 100
Developer - Java / J2EE	560 70	- 90	<i>800</i> 120	600 75	- 85	<i>800</i> 100	500 60	- 85	<i>750</i> 120	410 70	- 90	<i>720</i> 110	400 65	- 85	<i>640</i> 100	400 60	- 85	<i>760</i> 110
Developer - Datawarehouse / ETL	650 80	- 110	<i>850</i> 130	680 85	- 90	<i>880</i> 110	660 90	- 110	<i>970</i> 135	560 90	- 110	<i>1070</i> 145	640 80	- 90	<i>860</i> 110	480 80	- 100	<i>880</i> 130
Enterprise Architect	900 120	- 150	<i>1500</i> 170	1000 125	- 130	<i>1300</i> 150	900 120	- 150	<i>1300</i> 190	720 95	- 120	<i>1180</i> 180	960 90	- 180	<i>960</i> 220	560 85	- 100	<i>960</i> 130
IT Consultant - Functional	800 60	- 110	<i>1500</i> 150	560 70	- 80	<i>1000</i> 110	650 85	- 120	<i>1000</i> 140	600 62	- 91	<i>1050</i> 119	620 60	- 100	<i>960</i> 125	560 70	- 85	<i>960</i> 120
IT Consultant - Technical	800 90	- 120	<i>1200</i> 150	560 70	- 85	<i>920</i> 115	650 85	- 120	<i>1000</i> 140	600 57	- 76	<i>840</i> 95	620 65	- 95	<i>960</i> 115	560 85	- 90	<i>960</i> 120
J2EE Architect	800 110	- 140	<i>1000</i> 150	760 95	- 100	<i>1000</i> 120	900 95	- 120	<i>1100</i> 150	630 90	- 115	<i>960</i> 145	800 85	- 100	<i>960</i> 140	400 85	- 100	<i>960</i> 120
Oracle Developer	600 60	- 80	<i>800</i> 110	520 65	- 85	<i>850</i> 115	500 55	- 80	<i>750</i> 115	450 60	- 90	<i>860</i> 115	400 65	- 75	<i>720</i> 100	440 70	- 90	<i>880</i> 120
Sharepoint Developer	600 80	- 100	<i>950</i> 120	600 75	- 90	<i>920</i> 115	550 85	- 110	<i>1000</i> 140	460 75	- 110	<i>930</i> 140	560 70	- 90	<i>800</i> 120	400 70	- 90	<i>800</i> 120
IOS Developer	600 65	- 85	<i>950</i> 120	440 55	- 85	<i>800</i> 100	500 80	- 110	<i>800</i> 140	450 60	- 90	<i>870</i> 125	500 60	- 90	<i>850</i> 115	400 65	- 85	<i>800</i> 110
Android Developer	600 65	- 85	<i>950</i> 120	440 55	- 85	<i>800</i> 100	500 80	- 110	<i>800</i> 140	450 60	- 90	<i>900</i> 130	480 60	- 90	<i>800</i> 115	400 65	- 80	<i>700</i> 100
Software Build & Release Manager	700 60	- 90	<i>900</i> 125	760 95	- 100	<i>880</i> 110	700 95	- 110	<i>900</i> 130	550 65	- 110	<i>980</i> 140	560 70	- 100	<i>880</i> 120	560 75	- 90	<i>800</i> 110
Solutions Architect	700 110	- 130	<i>1100</i> 170	760 95	- 115	<i>1040</i> 130	800 110	- 140	<i>1100</i> 160	660 85	- 110	<i>1100</i> 180	800 85	- 150	<i>960</i> 200	640 85	- 100	<i>1040</i> 130
Technical Writer	450 70	- 90	<i>640</i> 120	600 75	- 90	<i>720</i> 100	550 70	- 100	<i>800</i> 120	430 55	- 75	<i>640</i> 90	480 55	- 65	<i>560</i> 80	480 60	- 60	<i>640</i> 90
Test Analyst	450 60	- 85	<i>700</i> 100	400 50	- 60	<i>600</i> 65	500 60	- 80	<i>700</i> 110	370 62	- 90	<i>690</i> 105	400 60	- 80	<i>600</i> 100	400 60	- 70	<i>600</i> 90
Test Manager	650 80	- 120	<i>900</i> 150	680 85	- 95	<i>840</i> 100	750 120	- 140	<i>900</i> 160	560 80	- 100	<i>860</i> 125	600 85	- 90	<i>800</i> 120	600 85	- 100	<i>800</i> 120

Salary Table

ERP	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
	Contract Rates are Daily and in Italics Permanent Salaries are expressed in \$'000 and in bold																	
Oracle Financials Functional	800	-	1000	840	-	1000	700	-	950	690	-	1020	720	-	1050	560	-	1080
	80	110	140	105	110	125	70	100	130	67	90	120	65	80	120	75	90	130
Oracle Financials Technical	700	-	900	840	-	1000	700	-	950	710	-	950	720	-	1050	480	-	1040
	65	110	140	105	110	125	65	105	130	72	90	115	65	80	120	75	90	120
Microsoft Dymanics GP	400	-	700	800	-	1000	750	-	1200	680	-	930	630	-	850	680	-	850
	85	100	120	100	110	125	70	100	130	70	95	120	80	100	130	70	100	120
SAP ABAP	600	-	800	800	-	1040	650	-	900	630	-	840	480	-	800	640	-	1040
	65	95	120	100	110	130	75	110	140	72	105	120	65	75	100	80	100	150
SAP Basis Administrator	600	-	800	800	-	1000	650	-	850	500	-	740	480	-	800	560	-	800
	60	100	120	100	110	125	80	120	140	57	86	110	65	80	110	70	95	120
SAP Functional	750	-	1200	750	-	1200	650	-	1000	720	-	1010	640	-	1000	520	-	1120
	70	100	130	70	100	130	85	120	140	80	105	130	80	110	140	70	120	150
SAP Management	900	-	2500	900	-	2500	900	-	1400	880	-	1920	820	-	1650	520	-	960
	70	120	200	70	120	200	75	120	200	70	120	180	65	100	155	70	120	130
SAP Technical	700	-	1200	700	-	1200	700	-	1200	770	-	1130	750	-	1080	520	-	880
	70	100	130	70	100	130	80	100	130	72	105	120	70	90	115	70	120	140

Management	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
	Contract Rates are Daily and in Italics Permanent Salaries are expressed in \$'000 and in bold																	
Applications Development Mgr - large scale	900	-	1200	900	-	1360	800	-	950	780	-	980	960	-	1280	600	-	1200
	125	150	200	125	150	175	120	140	160	90	105	135	120	150	190	90	100	140
Applications Development Mgr - small scale	700	-	900	700	-	900	750	-	900	650	-	770	800	-	1120	600	-	720
	110	120	150	110	120	150	110	130	140	85	95	110	110	130	170	85	95	100
CIO/IT Director	2000	-	2500	1130	-	1700	1300	-	2500	1180	-	1580	1100	-	1500	960	-	2000
	200	250	350	120	170	205	180	240	300	125	152	190	150	180	250	130	150	240
Computer Operations Manager	600	-	700	600	-	880	600	-	800	540	-	820	560	-	780	640	-	960
	80	80	110	80	80	110	90	120	150	80	95	119	100	110	135	120	130	140
Help Desk Manager	600	-	700	600	-	700	500	-	700	540	-	750	440	-	560	560	-	880
	85	100	110	85	100	110	70	80	95	70	90	110	60	75	90	80	95	120
I.T. Manager	1000	-	1200	1000	-	1200	600	-	800	680	-	710	560	-	800	640	-	960
	95	120	180	95	120	180	90	120	150	86	100	110	90	120	170	85	120	150
Service Delivery Manager	650	-	950	650	-	950	650	-	950	640	-	800	560	-	880	800	-	960
	90	150	220	90	130	160	90	110	160	85	95	124	95	120	150	90	120	150
Technology & Infrastructure Mgr - large scale	900	-	1200	900	-	1200	700	-	950	720	-	950	720	-	1040	800	-	1120
	120	140	200	120	140	200	90	120	150	95	105	135	100	120	150	130	140	160

Salary Table

Support/Infrastructure	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Change Manager	700	-	900	680	-	900	550	-	1000	550	-	850	640	-	880	560	-	800
	90	120	150	85	95	110	90	105	140	70	95	130	70	90	125	90	120	150
Data Communications Engineer	650	-	850	640	-	1000	500	-	750	450	-	790	480	-	720	480	-	640
	70	100	130	65	80	100	70	90	115	53	81	110	55	75	100	70	80	110
DBA - Oracle	600	-	850	720	-	880	600	-	850	510	-	750	520	-	760	480	-	800
	80	110	140	70	85	110	80	110	155	62	91	110	65	80	100	70	80	120
DBA - SQL Server	600	-	850	720	-	880	650	-	850	510	-	720	520	-	760	400	-	640
	85	120	140	65	80	110	90	110	155	62	91	110	60	83	105	70	80	110
Desktop/PC Support	240	-	450	240	-	440	300	-	400	310	-	440	240	-	360	320	-	480
	50	65	80	40	45	55	50	65	85	57	67	76	50	60	70	55	70	80
Help Desk Support	200	-	300	240	-	360	200	-	300	240	-	330	200	-	280	165	-	280
	45	60	70	45	55	60	40	50	60	53	62	72	40	48	55	45	60	75
Incident Manager	450	-	600	560	-	800	450	-	750	420	-	620	420	-	570	480	-	640
	60	90	130	70	85	100	60	90	130	55	90	120	60	80	110	80	90	110
Infrastructure Architect	700	-	1000	800	-	960	800	-	1000	690	-	880	800	-	960	640	-	1040
	110	130	160	100	110	120	110	140	180	90	115	135	85	110	130	90	110	150
Network Designer	600	-	900	880	-	1200	800	-	900	550	-	840	640	-	800	600	-	880
	75	100	140	110	130	150	100	125	140	67	95	120	80	100	125	85	100	120
Network Engineer	450	-	750	720	-	880	550	-	850	450	-	730	480	-	680	480	-	720
	65	95	130	90	95	110	80	110	140	62	90	110	80	100	120	75	90	100
Operator	280	-	450	310	-	480	300	-	500	280	-	400	310	-	450	400	-	560
	50	60	70	50	65	75	50	80	95	45	53	62	50	60	70	60	75	85
Security Administrator	500	-	800	720	-	1000	700	-	850	500	-	680	540	-	720	560	-	760
	60	100	120	90	100	125	85	116	130	60	80	95	65	85	100	80	90	110
Security Architect	800	-	1200	1040	-	1280	800	-	1100	630	-	960	670	-	960	560	-	760
	100	130	180	130	145	160	110	150	190	90	100	150	95	115	150	100	110	130
Security Engineer	650	-	900	600	-	880	700	-	850	570	-	900	640	-	800	560	-	880
	80	110	130	75	90	110	90	110	130	70	90	130	70	90	110	90	100	140
Trainers	400	-	900	560	-	800	400	-	800	370	-	860	400	-	640	480	-	720
	60	80	100	70	85	100	60	75	90	53	72	110	60	70	85	70	85	90
Unix Systems Administration	600	-	800	800	-	1000	500	-	800	420	-	650	440	-	640	480	-	640
	65	100	130	100	115	125	70	100	125	53	76	100	70	90	110	75	85	100
Wintel Server Engineer	550	-	800	640	-	800	450	-	750	450	-	700	480	-	680	440	-	640
	75	95	140	80	90	100	70	90	120	62	90	110	70	90	110	80	90	110

Salary Table

Telecommunications	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
	Contract Rates are Daily and in Italics Permanent Salaries are expressed in \$'000 and in bold																	
CS Core Engineer	400	-	750	560	-	750	450	-	750	450	-	750	435	-	705	450	-	750
	70	100	120	70	100	110	70	100	120	70	100	120	65	95	115	70	100	120
OSS Engineer	400	-	750	500	-	800	500	-	800	500	-	800	485	-	750	500	-	800
	80	110	130	80	110	105	80	110	130	80	100	130	75	105	125	80	110	130
PS Core Engineer	400	-	750	450	-	800	450	-	800	450	-	800	435	-	750	450	-	800
	70	100	130	70	100	110	70	100	130	70	100	130	65	95	125	70	100	130
RAN Engineer	370	-	750	450	-	750	450	-	750	450	-	750	435	-	705	450	-	750
	70	100	120	70	100	100	70	100	120	70	100	120	65	95	115	70	100	120
RF Engineer	370	-	750	500	-	800	500	-	800	460	-	720	384	-	600	500	-	800
	70	100	120	70	100	110	70	100	120	70	100	120	70	100	120	80	120	150
Telco Project Manager	600	-	950	760	-	950	600	-	850	640	-	870	620	-	815	600	-	900
	100	120	150	100	120	125	100	120	150	100	120	150	95	115	145	100	120	150
Transmission Engineer	370	-	750	450	-	900	450	-	750	450	-	750	435	-	705	450	-	750
	70	100	120	70	100	120	70	100	120	70	100	120	65	95	115	70	100	120

IT Project Office	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
	Contract Rates are Daily and in Italics Permanent Salaries are expressed in \$'000 and in bold																	
Change Manager - Organisational	800	-	1200	760	-	1000	800	-	1200	770	-	1100	560	-	1040	600	-	800
	120	160	200	90	95	105	120	160	180	120	160	180	80	120	150	110	150	180
PMO Manager	700	-	950	800	-	1000	700	-	950	730	-	1000	720	-	1000	600	-	800
	120	130	200	100	110	115	120	130	200	120	135	185	100	130	150	120	130	180
Program Manager	1000	-	1500	1050	-	1300	900	-	1200	800	-	1200	1000	-	1240	700	-	1120
	150	130	200	115	125	140	130	150	200	100	120	150	120	140	180	100	130	150
Project Analyst	400	-	700	450	-	600	400	-	750	390	-	660	480	-	640	350	-	600
	60	75	95	50	60	70	60	75	95	60	75	95	70	85	100	60	75	95
Project Administrator	300	-	450	450	-	560	350	-	550	300	-	450	440	-	520	280	-	600
	60	75	85	50	60	70	50	65	80	60	70	80	50	60	75	60	70	85
Project Co-ordinator	400	-	650	450	-	560	400	-	650	410	-	610	320	-	520	300	-	650
	70	75	90	50	60	70	70	75	90	70	75	90	55	70	90	70	75	90
Project Scheduler	700	-	1000	750	-	880	600	-	1100	570	-	830	480	-	640	450	-	700
	85	120	160	85	95	110	85	120	160	80	100	130	70	85	100	75	85	120
Project Manager - Applications	750	-	1000	720	-	920	700	-	900	650	-	850	680	-	1000	600	-	900
	95	115	150	95	115	120	95	115	150	95	115	150	100	120	140	90	110	150
Project Manager - Infrastructure	700	-	1000	680	-	900	700	-	900	650	-	850	680	-	1000	600	-	900
	95	115	150	95	105	115	95	115	150	95	115	150	100	120	140	90	110	150

Salary Table

Digital Roles (NEW)

Contract Rates are *Daily* and in *italics*
Permanent Salaries are expressed in \$'000 and in **bold**

	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Web Developers	400	-	900	480	-	640	500	-	800	0	-	0	55	-	80	360	-	650
	75	100	140	70	85	100	85	100	120	0	0	0	360	0	640	50	70	100
Web Designers	500	-	800	480	-	640	500	-	800	0	-	0	55	-	80	400	-	800
	80	100	120	70	85	100	85	100	120	0	0	0	360	0	640	65	90	120
Digital Designers	400	-	900	480	-	640	450	-	800	0	-	0	0	-	0	0	-	0
	80	110	140	70	85	100	0	0	0	0	0	0	0	0	0	0	0	0
UX Designers	500	-	900	560	-	800	450	-	800	0	-	0	0	-	0	0	-	0
	80	110	140	100	120	140	90	115	130	0	0	0	0	0	0	0	0	0
UX Researchers	400	-	700	560	-	800	0	-	0	0	-	0	0	-	0	0	-	0
	80	100	120	100	120	140	0	0	0	0	0	0	0	0	0	0	0	0
UX Architects	600	-	1000	800	-	1120	600	-	900	0	-	0	0	-	0	0	-	0
	100	130	160	100	115	140	0	0	0	0	0	0	0	0	0	0	0	0
UX Strategists	500	-	1000	800	-	1120	0	-	0	0	-	0	0	-	0	0	-	0
	90	120	160	100	115	140	0	0	0	0	0	0	0	0	0	0	0	0
UI Designers	500	-	900	560	-	800	450	-	800	0	-	0	0	-	0	0	-	0
	80	110	140	100	120	140	90	115	130	0	0	0	0	0	0	0	0	0
Digital Producers	350	-	800	0	-	0	600	-	900	0	-	0	0	-	0	0	-	0
	60	90	130	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Digital Strategists	500	-	1000	0	-	0	600	-	900	0	-	0	0	-	0	0	-	0
	90	120	160	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Content Managers	400	-	700	0	-	0	450	-	800	0	-	0	0	-	0	0	-	0
	70	90	120	0	0	0	85	0	120	0	0	0	0	0	0	0	0	0
SEO Consultants	400	-	700	0	-	0	700	-	1000	0	-	0	0	-	0	0	-	0
	70	90	120	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Digital Marketers	400	-	700	0	-	0	0	-	0	0	-	0	0	-	0	0	-	0
	70	90	110	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Scientists	500	-	900	0	-	0	650	-	800	0	-	0	0	-	0	0	-	0
	90	120	150	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Note on the above Table

The roles listed above are emerging and Peoplebank have not yet experienced demand across the board for them yet. Where values have been set to zero (0) it indicates we do not have sufficient data for that role / location to provide a reliable estimate.

About the Peoplebank ICT Salary Tables

The Peoplebank ICT Salary Tables are based upon ICT job offers and employment activity in each location Peoplebank operates in 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...

Low: The lowest salary expectation. Usually less than 3 years of experience in the role

Median: The middle salary expectation. This will tend to be the predominant expectation with most candidates having 3 to 5 years in the role

High: The highest salary expectation. The best candidates available with most candidates having more than 5 years in the role.

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.

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...

Low: the minimum daily rate achieved for that position
to

High: the maximum daily rate achieved for that position

More Information

To learn more about the Peoplebank ICT Salary and Employment Index, please feel free to contact one of our recruitment specialists in the following locations:

NSW

phone: 02 9409 4700

email: sydney@peoplebank.com.au

ACT

phone: 02 6245 1700

email: canberra@peoplebank.com.au

VIC

phone: 03 8080 7200

email: melbourne@peoplebank.com.au

QLD

phone: 07 3319 7555

email: brisbane@peoplebank.com.au

WA

phone: 08 9423 1400

email: perth@peoplebank.com.au

SA

phone: 08 8112 7400

email: adelaide@peoplebank.com.au