



FEBRUARY 2022

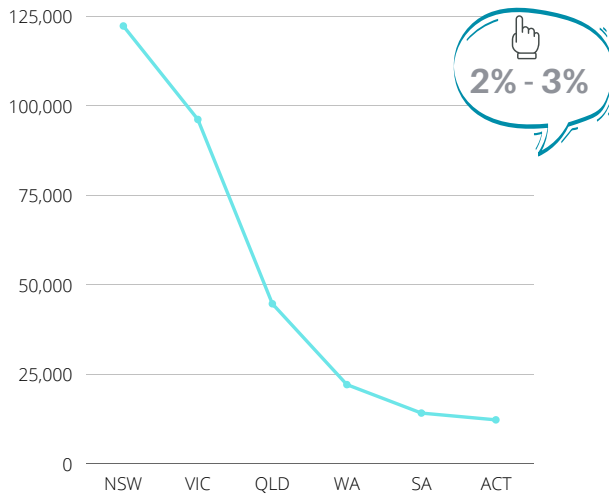
Peoplebank Salary & Employment Index

The Peoplebank Salary & Employment Index tracks salaries and rates being paid in the technology and digital sectors across Australia.



IT Talent Pool - National Overview

NO. OF PROFESSIONALS



DEMAND VS. SUPPLY



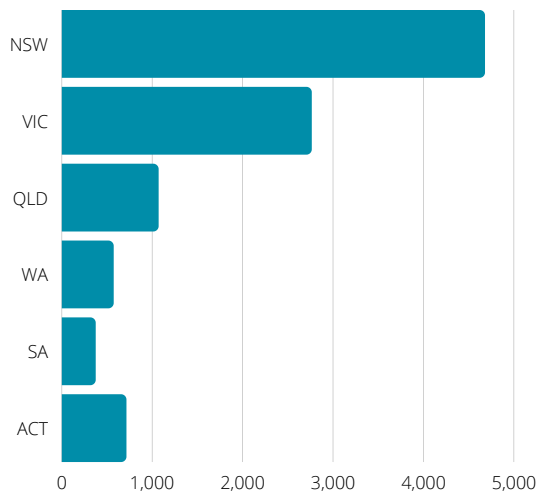
GENDER RATIO



TALENT ATTRACTION

1. Work-life balance
2. Compensation & benefits
3. Flexible work arrangements
4. Culture that inspires
5. Open & effective management
6. Job security
7. Challenging work
8. Impact on company's success
9. Employees influence over tasks
10. Convenient commute

IT JOBS POSTED



*Information Technology & Services Industry Jan 2022

**Source: LinkedIn Talent Insights

IT Talent Pool - National Overview

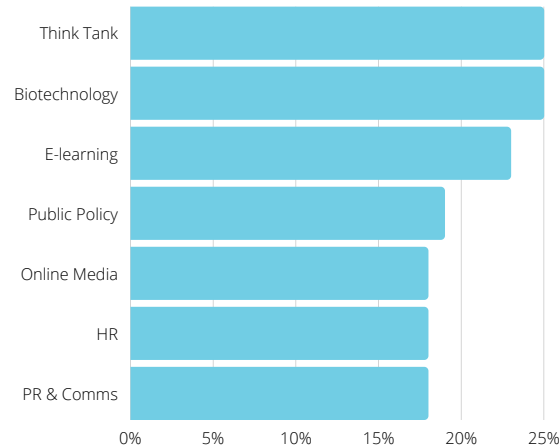
FASTEST GROWING TITLES

1. Associate Consultant
2. Customer Success Manager
3. Cloud Engineer
4. Senior Manager

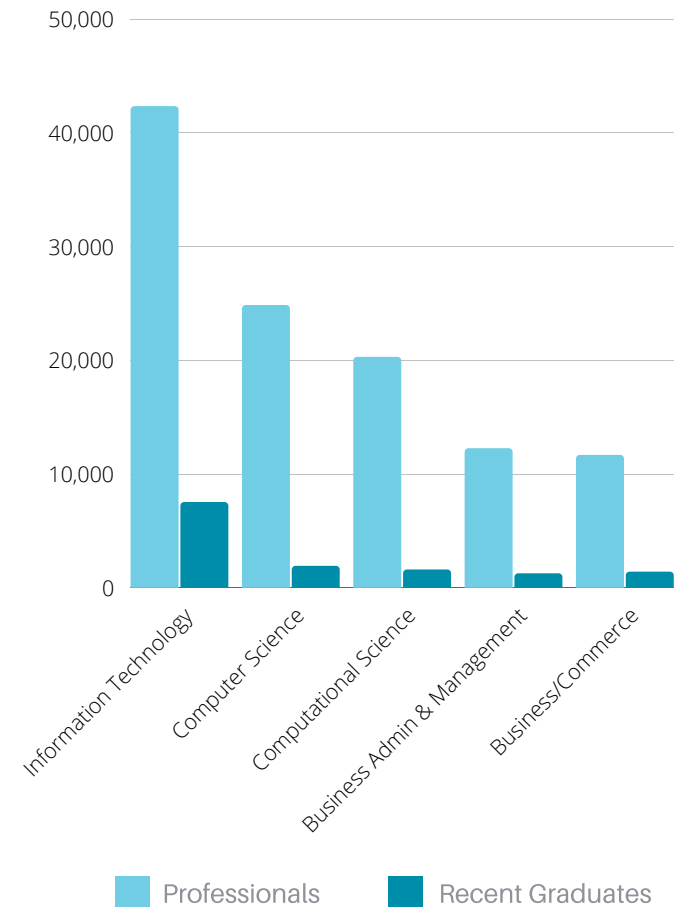
POPULAR EDUCATORS

1. TAFE NSW
2. RMIT University
3. Monash University
4. UNSW
5. University of Technology Sydney

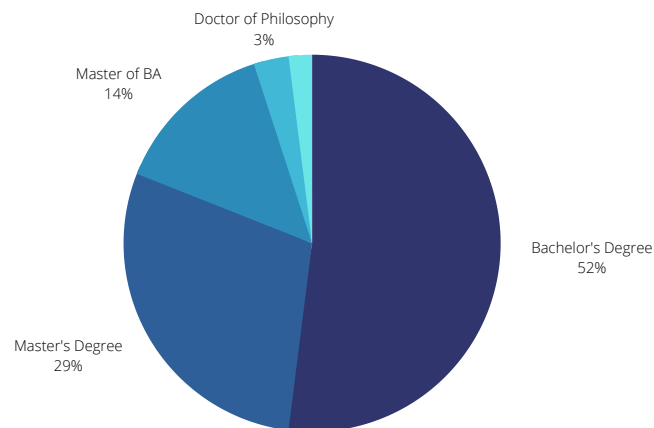
IT GROWTH BY INDUSTRY



FIELDS OF STUDY

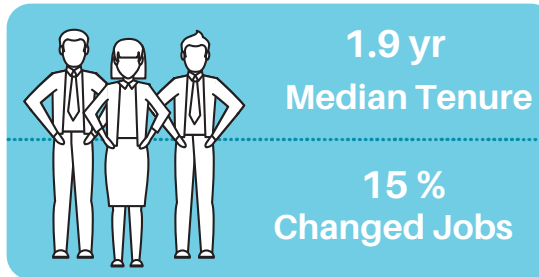
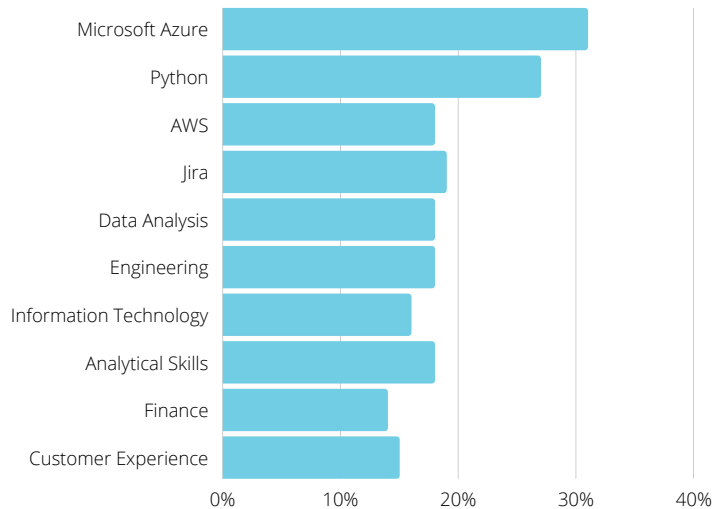


DEGREES ATTAINED

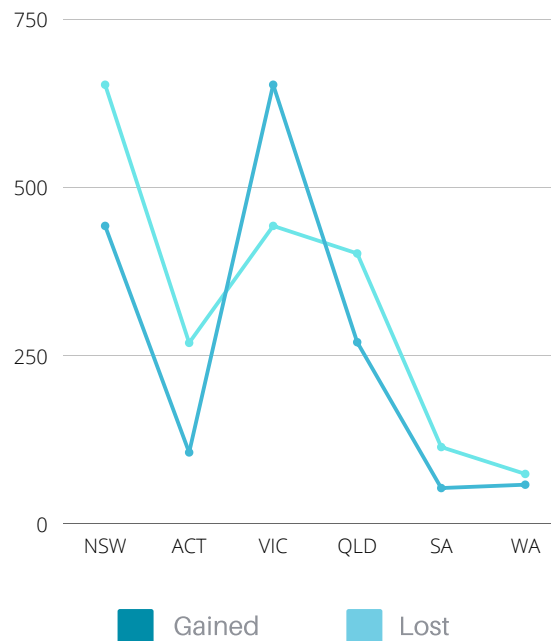


IT Talent Pool - National Overview

FASTEST GROWING SKILLS



TALENT GAINED VS LOST



LARGEST EMPLOYERS

1. IBM
2. Accenture
3. Infosys
4. Tata Consultancy Services
5. DXC Technology

MOST COMMON SKILLS

1. Business Analysis
2. Cloud Computing
3. Software Development
4. Information Technology
5. SQL
6. Technical Support
7. Requirements Analysis
8. Solution Architecture
9. ITIL
10. Business Process

Leadership Team Industry Insights



"There is a supply and demand issue in NSW, as there has been a marked drop in the flow of overseas talent exacerbated by the existing workforce hunkered down in their current roles due to uncertainty with the market as well as the hesitancy to take on a new job working remotely. The quickening rate of digital transformation across many departments combined with the expansion of remote and hybrid work practices means that the development, use, and maintenance of hardware, software and cloud-based platforms (as examples) are increasingly no longer solely the preserve of dedicated IT departments. Cyber Security continues to be one of the most rapidly expanding sectors in Australia and worldwide. The pandemic has accelerated digitisation trends and driven unprecedented domestic demand for cyber security. This year alone, Australians spent approximately A\$5.6 billion on cyber security from both local and international providers, a figure that is expected to increase to A\$7.6 billion by 2024."

DARREN FARMEARY - COMMERCIAL MANAGER NSW

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"A severe shortage of technical and niche skills, has pushed hourly rates and salaries up by as much as 20%. Openings in Canberra are predominantly for Australia Citizens, however some now offer the opportunity to obtain a security clearance. A number of our Federal Government clients now prefer workers to spend time onsite, with hybrid work arrangements only as appropriate."

NICOLE SHEPHERD - GENERAL MANAGER ACT



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Leadership Team Industry Insights



"The market has rebounded strongly, post-Christmas in Victoria, with all clients back early from annual leave, hoping to secure great talent before their competitors. The staff shortages continue to provide challenges across all IT & Digital verticals, which in turn is pushing up both permanent salaries and contractors' daily rates. Peoplebank is expecting this skills shortage to continue to drive competition throughout 2022. This dynamic has seen a shift to a candidate-led market where it is beholden that our clients speed up the recruitment process and ensure thought has been given to the benefits of the role beyond salary alone. The employer value proposition (EVP) needs to align with the candidate's aspiration to ensure success in filling the role."

DOMINIC GLASS - GENERAL MANAGER, NATIONAL KEY ACCOUNTS

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The last few months have been some of the most difficult in recent times. It is clearly a job-seekers market, clients are struggling to fill their vacancies. There have been many roles available but candidate availability has dried up. Two factors have contributed to this, firstly candidate reluctance to move during uncertain times but on the flip side for those candidates who are prepared to move, they often get multiple offers. As a consequence, it is not uncommon for us to have to rework roles as offers are being frequently rejected. This applies to both contracting and permanent.

JOHN EGAN - GENERAL MANAGER QLD



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Leadership Team Industry Insights



"The last quarter of 2021 saw a slight slowing in demand for IT resources after Melbourne Cup. Moving into more of a traditional WA market for that time of the year as opposed to the frenetic pace it was at since January."

Hourly Rates started to see increases across numerous role types, whilst salary increases were restricted to those roles in most demand. Counteroffers to hold onto current staff and those looking to take advantage of the restricted candidate pools being the biggest drivers in 2021."

HAYDN BELL - GENERAL MANAGER WA

WA



"The South Australian market continues to grow across most IT portfolios. The Adelaide branch has been incredibly busy supporting Federal and State Government departments, SME's and enterprise clients across a range of roles. Permanent positions have seen increased growth during the last 12 months from both clients and candidates as people are looking for increased stability while COVID continues to impact our lives."

CRAIG SALMON - GENERAL MANAGER SA

SA

Salary Table - Specialisations

Digital & Digital Transformation

Contract Rates are Daily

Permanent Salaries are expressed in \$'000

	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	600 90	- 120	1000 165	700 70	- 87	1000 110	600 90	- 120	1000 165	450 65	- 90	850 125	520 70	- 95	720 120	360 50	- 70	650 100
Digital/Product Designers	700 100	- 125	1000 165	700 70	- 85	1000 100	700 100	- 125	1000 165	450 70	- 95	900 125	360 75	- 95	750 115	500 75	- 100	1000 150
UX/ UI Designers	700 100	- 125	1000 165	700 100	- 120	1100 140	700 100	- 125	1000 165	600 80	- 95	1000 135	640 80	- 95	900 125	500 80	- 110	1000 150
UX Researchers	600 90	- 100	900 130	640 100	- 120	1100 140	600 90	- 100	900 130	500 70	- 90	630 115	500 85	- 100	700 115	460 70	- 95	800 120
Digital Producers	500 90	- 120	800 150	390 60	- 85	820 135	500 90	- 120	800 140	500 55	- 80	850 115	450 70	- 95	750 120	400 65	- 80	1000 120
Digital Strategists	700 90	- 120	1000 160	550 90	- 110	1150 165	700 90	- 120	1000 150	550 80	- 105	1000 145	575 90	- 110	900 140	500 85	- 105	1000 150
Content Managers	650 90	- 110	900 140	440 70	- 85	1000 120	650 90	- 140	900 140	550 60	- 80	850 110	550 80	- 100	750 120	500 65	- 90	800 120
SEO Consultants	600 80	- 95	900 140	440 70	- 85	1100 120	600 80	- 95	900 140	550 60	- 80	850 110	480 75	- 90	640 100	420 60	- 80	780 110
Digital Marketers	550 80	- 100	750 120	440 70	- 85	710 110	550 80	- 100	750 120	465 65	- 85	740 105	480 75	- 90	640 100	390 60	- 80	725 100
Content Writer	500 80	- 150	800 150	480 80	- 100	900 100	500 70	- 120	750 120	485 70	- 100	880 100	450 80	- 100	750 100	400 70	- 100	850 95
Agile Coach	950 150	- 200	1200 220	1200 160	- 180	1300 180	950 140	- 180	1200 220	800 110	- 150	1100 165	850 120	- 150	1000 180	560 80	- 120	1000 120
Scrum Master/Iteration Manager	900 170	- 190	1200 220	1040 140	- 180	1300 180	900 140	- 220	1200 220	800 110	- 145	1100 160	1000 140	- 160	1200 180	560 80	- 120	1000 120
Iteration Manager	900 170	- 190	1200 220	1040 140	- 180	1300 180	900 140	- 220	1200 220	800 120	- 170	1100 170	1000 140	- 175	1200 175	860 120	- 170	1300 170

Salary Table - Specialisations

Business Intelligence / Data Analytics

Contract Rates are Daily

Permanent Salaries are expressed in \$'000

	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Business Intelligence Manager	900 160	- 180	1400 210	960 140	- 160	1120 220	850 130	- 180	1100	900 120	- 145	1200 200	900 130	- 160	1200 185	800 100	- 180	1200
Data Warehouse Manager	900 155	- 180	1400 210	960 140	- 160	1120 220	800 130	- 160	1000	900 115	- 145	1200 200	900 125	- 150	1100 175	800 100	- 180	1200
Data Modeller	800 140	- 150	950 160	800 100	- 120	1000 140	800 140	- 160	950	925 95	- 115	1250 145	750 95	- 120	1000 140	620 85	- 140	950
Data Architect	950 160	- 180	1400 200	1040 140	- 160	1300 250	950 160	- 200	1200	850 115	- 130	1200 190	1000 120	- 150	1200 180	800 100	- 150	1200
Developer - Datawarehouse / ETL	800 90	- 120	1000 180	800 85	- 90	1200 140	750 90	- 110	950	650 90	- 110	1070 145	700 90	- 120	950 140	480 80	- 140	880
Report Developer	500 90	- 105	750 120	750 85	- 110	950 140	500 90	- 115	750	500 80	- 100	800 115	640 90	- 115	800 130	450 70	- 115	750
Data Analyst	600 90	- 130	950 160	800 85	- 110	1100 145	600 90	- 160	950	600 80	- 100	850 130	640 90	- 110	850 130	640 80	- 140	840
Data Engineer	800 150	- 170	1100 200	880 120	- 160	1120	800 120	- 140	1000 160	800 100	- 120	1000 150	800 110	- 130	1000 150	800 80	- 140	1000
BI Developer	800 150	- 170	1000 190	720 120	- 160	1100	700 120	- 160	1000	750 100	0 110	1000 140	750 100	- 120	1000 140	700 90	- 140	900
Data Scientist	900 125	- 175	1400 250	800 90	- 110	1200 250	800 120	- 140	1100 180	600 90	- 105	1000 135	750 100	- 125	1100 150	410 80	- 150	1000

Salary Table - Specialisations

Transformation / Change

Contract Rates are Daily

Permanent Salaries are expressed in \$'000

	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 - Organisational	1000 120	- 160	1200 200	1100 100	- 120	1350 140	800 120	- 160	1200 200	800 120	- 160	1200 180	900 120	- 160	1200 200	600 110	- -	960 150
Change Lead	800 135	- 150	1100 190	850 110	- 120	1200 130	750 120	- 135	1100 190	750 100	- 130	900 150	750 110	- 135	1000 160	500 80	- -	840 130
Change Consultant	1000 160	- 190	1400 220	900 90	- 100	1200 110	1000 160	- 190	1300 220	1000 100	- 145	1300 160	900 100	- 125	1100 150	480 60	- -	720 100
Change Analyst	800 150	- 170	1000 190	560 80	- -	900 100	650 100	- 120	900 160	650 90	- 130	900 135	700 100	- 120	900 140	560 70	- -	800 130
Communications Analyst	800 150	- 170	1000 190	560 70	- -	900 90	650 90	- -	850 130	500 65	- -	750 100	500 70	- -	625 105	450 70	- -	640 90
Communications Manager	900 170	- 190	1100 200	720 130	- -	1040 170	800 120	- -	1000 180	610 115	- -	1000 185	650 130	- -	900 200	575 125	- -	920 170
Instructional Designer	700 130	- 155	1000 180	800 130	- -	1000 150	600 90	- -	950 160	680 115	- -	970 160	700 130	- -	850 175	640 120	- -	880 150
Technical Writer	700 100	- 120	900 140	600 75	- 90	1050 110	700 100	- 120	900 140	550 55	- 75	800 90	550 55	- 70	750 90	400 60	- -	640 90
Trainer	600 80	- 95	900 130	600 70	- 85	1100 100	600 80	- 95	800 130	400 55	- 75	800 110	450 60	- 85	750 100	480 70	- -	720 90

Salary Table - Specialisations

IT Management

Contract Rates are Daily

Permanent Salaries are expressed in \$'000

	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 Development Mgr - large scale	900 140	- 170	1200 200	900 125	- 150	1360 200	800 140	- 170	1200 200	800 90	- 105	1100 135	800 120	- 150	1000 170	600 90	- -	1200 140
Applications Development Mgr - small scale	800 120	- 140	1000 160	800 110	- 120	1100 200	750 120	- 140	1000 160	650 85	- 95	850 110	700 110	- 130	900 150	600 85	- -	900 100
CIO/IT Director	2000 250	- 350	2500 500	1800 120	- 170	2500 250	1300 200	- 300	2500 400	1180 125	- 155	1580 190	1100 150	- 180	1300 250	960 130	- -	2000 250
Help Desk Manager	600 100	- 125	900 150	800 85	- 100	1100 120	600 100	- 125	900 150	600 70	- 90	750 110	500 90	- 100	750 120	560 80	- -	880 120
I.T. Manager	1000 110	- 140	1200 220	1000 95	- 120	1500 180	600 90	- 120	950 160	680 90	- 100	800 110	650 90	- 120	900 170	640 85	- -	1000 150
Service Delivery Manager	850 120	- 150	1200 200	800 90	- 130	1300 180	850 120	- 150	1200 200	680 85	- 95	825 125	650 100	- 140	900 180	800 90	- -	1000 150
Technology & Infrastructure Mgr - large scale	900 150	- 175	1200 220	900 120	- 140	1300 200	800 140	- 170	1200 200	800 95	- 105	1100 135	880 100	- 140	1100 170	800 130	- -	1200 160
Incident Manager	800 110	- 120	1200 200	900 70	- 85	1100 125	600 90	- 120	950 160	600 55	- 90	950 120	500 80	- 100	800 120	480 80	- -	900 150
Engineering Manager	950 150	- 170	1200 200	900 120	- -	1100 200	950 150	- -	1200 180	710 90	- -	900 140	650 110	- -	800 175	640 100	- -	1000 160

Specialist Tables Note - Where no values have been stated it indicates we do not have sufficient data for that role / location to provide a reliable estimate.

Salary Table - Specialisations

SAP/ERP/CRM

Contract Rates are Daily

Permanent Salaries are expressed in \$'000

	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Oracle Financials Functional	800 80	- 110	1000 140	840 105	- 110	1300 160	700 70	- 100	950 130	690 70	- 90	1020 120	720 90	- 125	1050 140	560 80	- -	1080 150
Oracle Financials Technical	700 65	- 110	1000 140	840 105	- 110	1300 180	700 65	- 105	950 130	710 70	- 90	950 115	720 90	- 125	1000 140	480 80	- -	1040 150
Microsoft Dynamics GP	850 100	- 140	1200 180	800 100	- 110	1350 160	850 100	- 140	1200 180	680 70	- 95	930 120	640 100	- 125	1000 150	680 80	- -	850 150
SAP ABAP	700 100	- 125	950 150	840 100	- 110	1300 170	700 100	- 125	950 150	650 75	- 105	1000 120	640 80	- 90	1000 100	640 80	- -	1040 150
SAP Basis Administrator	700 100	- 120	950 140	840 100	- 110	1300 160	700 100	- 120	950 140	500 60	- 86	800 110	640 80	- 90	1000 110	560 80	- -	900 120
SAP Functional	750 100	- 125	1200 150	900 70	- 100	1300 160	700 100	- 125	950 150	800 80	- 105	1100 130	640 80	- 110	1000 140	520 80	- -	1000 150
SAP Management	900 140	- 170	2500 200	900 70	- 120	1900 200	900 140	- 170	1400 200	880 70	- 120	1500 180	820 90	- 130	1400 155	520 80	- -	1100 150
SAP Technical	700 100	- 130	1200 180	900 70	- 100	1300 200	700 100	- 130	1200 180	770 75	- 105	1050 120	750 70	- 90	1080 115	520 80	- -	1100 140

Security / Cyber Security

Contract Rates are Daily

Permanent Salaries are expressed in \$'000

	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Security Administrator	700 100	- 135	900 160	720 90	- 100	1150 125	600 80	- 100	800 130	500 60	- 80	680 95	540 90	- 110	720 120	560 80	- -	800 120
Security Architect	1000 160	- 200	1500 280	1040 130	- 145	1350 180	1000 150	- 180	1300 220	800 90	- 100	1100 150	800 120	- 150	1100 180	560 100	- -	1000 150
Security Engineer	800 110	- 150	1000 190	800 80	- 100	1200 150	700 100	- 125	1000 160	570 70	- 90	900 130	720 100	- 125	950 150	560 90	- -	1000 180
Security Consultant	1000 160	- -	1400 250	1050 125	- 145	1350 180	1000 160	- 180	1200 200	900 90	- 110	1200 150	800 100	- 130	1000 160	720 115	- -	1150 180
Chief Information Security Officer (CISO)	1500 220	- -	2000 500	1350 180	- 200	2000 220	1000 200	- 250	1500 300	1000 130	- 175	1500 240	1000 175	- 225	1400 275	910 170	- -	1550 295

Salary Table - General IT

BA / Systems Analysts

Contract Rates are Daily

Permanent Salaries are expressed in \$'000

	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Business Analyst	750 100	- 130	1000 170	750 85	- 95	1200 130	750 100	- 130	1000 160	650 70	- 95	1000 125	700 100	- 130	100 160	400 60	- -	840 120
IT Consultant - Functional	850 100	- 130	1500 160	750 70	- 80	1200 110	750 100	- 130	1000 160	650 70	- 95	1050 125	700 80	- 100	100 140	560 70	- -	940 130
IT Consultant - Technical	850 100	- 130	1300 160	750 70	- 85	1200 115	750 100	- 130	1000 160	650 57	- 76	1050 95	650 80	- 100	1000 140	560 80	- -	960 140
Product Owner	900 180	- 200	1200 220	1040 120	- -	1350 160	750 100	- -	1000 160	1000 105	- -	1300 160	950 130	- 0	1250 190	800 110	- -	1200 170
Principal/ Lead BA	900 180	- 190	1200 210	960 120	- -	1350 160	900 140	- -	1200 200	1000 100	- 110	1200 135	900 120	- 135	1100 150	800 100	- -	1000 140

Testers

Contract Rates are Daily

Permanent Salaries are expressed in \$'000

	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Test Analyst	700 100	- 120	950 140	560 65	- 80	880 115	700 100	- 120	950 140	450 65	- 90	800 105	480 75	- 90	750 110	400 60	- -	640 90
Test Manager	800 120	- 140	1100 180	800 90	- 105	1200 120	800 120	- 140	1100 180	650 80	- 100	1000 125	750 100	- 125	900 150	600 90	- -	850 130
Test Analyst - Manual	600 90	- 120	900 150	800 120	- -	960 140	600 90	- 120	900 150	570 85	- 100	950 120	600 85	- 100	900 120	480 70	- -	750 100
Test Analyst - Automation	800 130	- -	1150 180	880 130	- -	1150 150	800 130	- -	1150 180	570 85	- 100	950 120	600 85	- 100	900 120	480 70	- -	750 110
Test Lead	750 145	- 160	950 170	880 140	- -	1120 160	700 120	- 135	900 150	665 95	- 105	1020 135	700 90	- 120	1000 140	640 80	- -	800 120
Quality Engineer/ Analyst	700 100	- 120	1050 160	700 100	- -	1100 130	700 100	- 120	1050 160	485 70	- 85	1000 110	480 75	- 90	800 110	480 70	- -	800 110

Salary Table - General IT

Developers

Contract Rates are Daily.

Permanent Salaries are expressed in \$'000

	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Developer - .Net	600 90	- 130	1100 180	800 75	- 85	1100 110	600 90	- 130	1100 180	600 60	- 90	800 120	600 90	- 125	1000 150	400 60	- -	800 140
Developer - Java	600 90	- 130	1100 180	800 75	- 95	1200 130	600 90	- 130	1100 180	650 70	- 90	880 120	600 90	- 125	1000 150	400 60	- -	800 140
Oracle Developer	600 70	- 120	900 150	800 75	- 85	1100 140	500 70	- 120	900 150	500 60	- 90	800 115	520 80	- 100	800 125	390 60	- -	740 120
Sharepoint Developer	700 90	- 120	950 150	800 75	- 90	1100 115	700 90	- 120	900 150	600 75	- 110	950 140	560 85	- 115	800 140	540 65	- -	800 130
IOS Developer	700 100	- 130	1000 180	700 55	- 85	1150 100	700 100	- 130	1100 180	450 60	- 90	900 125	650 80	- 110	900 140	400 60	- -	800 120
Android Developer	700 100	- 130	1100 180	700 55	- 85	1150 100	700 100	- 130	1100 180	450 60	- 90	900 130	650 80	- 110	900 140	400 60	- -	800 120
Full Stack Dev	800 150	- 170	1100 190	960 120	- -	1120 160	800 120	- -	1100 180	800 85	- 100	1100 140	600 90	- 120	1000 140	500 60	- -	1000 130
Front End Dev	900 150	- 170	1100 190	960 120	- -	1120 160	900 140	- -	1100 180	725 85	- 110	1050 145	600 90	- 120	1000 140	500 60	- -	1000 130
Back End Dev	800 150	- 170	1100 190	960 120	- -	1120 160	800 120	- -	1100 180	700 85	- 110	1050 145	600 90	- 120	1000 140	500 60	- -	1000 130
Salesforce Developer	800 150	- 170	1100 190	1120 140	- -	1280 180	750 120	- -	1100 180	800 110	- -	1100 170	825 130	- -	1100 175	600 105	- -	1050 165
Technical Lead	900 170	- 190	1200 210	1040 140	- -	1300 160	900 150	- 180	1200 200	930 115	- 125	1100 155	925 140	- 150	1100 160	800 100	- -	1000 140

Salary Table - General IT

Infrastructure / Dev Ops

Contract Rates are Daily

Permanent Salaries are expressed in \$'000

	NSW			ACT			VIC			QLD			WA			SA		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
DBA - Oracle	600 80	- 110	900 140	720 70	- 85	1100 110	650 80	- 110	850 140	550 65	- 90	800 110	520 70	- 90	760 110	500 70	- -	800 120
DBA - SQL Server	700 85	- 120	900 140	720 65	- 80	1100 110	650 80	- 110	850 140	550 65	- 90	800 110	520 70	- 90	760 110	500 70	- -	800 110
Desktop/PC Support	500 70	- 80	600 90	400 40	- 45	600 65	500 70	- 80	600 90	310 57	- 70	440 76	280 60	- 65	360 75	250 55	- -	400 80
Help Desk Support	350 60	- -	500 70	400 45	- 55	600 65	350 60	- -	500 70	240 50	- 60	330 70	240 50	- 55	320 60	165 45	- -	280 75
Software Build & Release Manager	800 140	- -	1000 170	800 95	- 100	1200 110	800 140	- -	1000 170	550 65	- 110	900 140	560 75	- 100	880 125	600 75	- -	800 110
Unix Systems Administration	800 80	- 100	1100 130	800 100	- 115	1100 125	500 80	- 100	800 130	500 55	- 75	750 100	440 70	- 90	640 110	480 75	- -	640 100
Cloud Architect	1000 160	- 190	1300 220	1200 180	- -	1400 220	1000 160	- 190	1300 220	900 130	- 160	1300 190	900 120	- 150	1000 180	800 100	- -	1000 160
DevOP Engineer	900 110	- 160	1200 200	1040 150	- -	1280 180	750 110	- 160	1200 200	800 110	- -	1100 200	750 120	- 140	1000 160	700 100	- -	1000 150
Cloud Engineer	900 140	- 160	1100 180	1120 140	- -	1280 180	750 120	- 140	1100 180	750 105	- 125	1000 155	750 100	- 120	800 140	600 90	- -	800 130
System Engineer	800 150	- 160	1000 170	1000 140	- -	1200 180	650 110	- 125	950 150	670 90	- 110	915 140	640 100	- 115	800 130	480 70	- -	720 120
Network Designer	700 120	- -	1000 160	880 110	- 130	1200 150	700 120	- -	1000 160	600 70	- 95	875 120	640 80	- 100	720 125	500 70	- -	880 120
Network Engineer	600 100	- 125	950 150	800 90	- 100	1200 125	600 100	- 125	950 150	500 65	- 90	800 110	600 90	- 115	800 140	500 70	- -	880 120

Salary Table - General IT

Architects

Contract Rates are Daily.

Permanent Salaries are expressed in \$'000

	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	900 160	- 180	1300 200	960 100	- 125	1200 220	900 160	- 180	1300 200	800 100	- 115	1000 150	900 130	- 145	1100 160	640 90	- -	960 140
Enterprise Architect	1000 180	- 220	1600 250	1000 125	- 130	1400 250	1000 180	- 220	1400 250	800 95	- 120	1200 180	900 140	- 165	1200 200	640 90	- -	1120 140
Infrastructure Architect	900 160	- 180	1300 200	900 100	- 125	1200 220	900 160	- 180	1300 200	800 90	- 115	1000 135	900 120	- 150	1100 180	640 90	- -	1040 150
J2EE Architect	800 120	- 140	1100 170	900 95	- 100	1200 200	800 120	- 140	1100 165	775 90	- 105	970 140	850 105	- 140	900 155	675 85	- -	910 130
Solutions Architect	1000 110	- 180	1300 200	900 120	- 140	1200 200	900 160	- 180	1300 200	700 85	- 110	1100 180	900 120	- 150	1100 180	640 90	- -	1040 150
Solution Designer	850 160	- 180	1100 210	880 120	- -	1120 200	850 130	- 145	1050 160	800 90	- 110	985 145	875 115	- -	950 150	800 100	- -	1000 150
Technical Architect	1000 200	- 210	1200 220	1040 180	- -	1200 200	900 140	- 155	1100 170	825 100	- 120	1100 155	900 120	- 135	1100 150	800 100	- -	1000 140

Salary Table - General IT

Telco	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			Permanent Salaries are expressed in \$'000														
CS Core Engineer	600 80	- 100	750 120	560 70	- 100	750 110	600 80	- 100	750 120	525 70	- 100	740 115	550 85	- 100	700 125	450 85	- -	650 120
Data Communications Engineer	650 80	- 110	850 130	640 65	- 80	1000 100	500 70	- 100	750 115	600 53	- 81	850 110	480 70	- 90	720 100	530 75	- -	750 115
OSS Engineer	500 80	- 110	800 130	500 80	- 110	800 105	500 70	- 110	800 130	500 80	- 100	800 130	550 95	- 115	750 135	450 90	- -	700 130
PS Core Engineer	450 70	- 100	800 130	450 70	- 100	800 110	450 70	- 100	800 130	450 70	- 100	800 130	475 85	- 110	750 135	400 85	- -	680 130
RAN Engineer	450 70	- 100	750 130	450 70	- 100	750 100	450 70	- 100	750 120	450 70	- 100	750 120	600 90	- 115	800 140	450 85	- -	700 125
RF Engineer	500 70	- 100	800 130	500 70	- 100	800 110	500 70	- 100	800 120	460 70	- 100	720 120	600 90	- 115	800 140	450 85	- -	700 130
Transmission Engineer	450 70	- 100	750 120	450 70	- 100	900 120	450 70	- 100	750 120	450 70	- 100	750 120	475 85	- 110	750 130	390 85	- -	690 125
Wintel Server Engineer	550 90	- 110	800 140	800 80	- 90	1100 130	500 70	- 90	750 120	500 65	- 90	800 110	500 100	- 125	750 140	500 90	- -	700 130

Salary Table - General IT

Project Management	NSW			ACT			VIC			QLD			WA			SA		
	Contract Rates are <u>Daily</u>																	
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Permanent Salaries are expressed in \$'000																		
PMO Manager	900 150	- 200	1200 250	800 100	- 120	1200 200	900 120	- 160	1200 200	730 120	- 135	1000 185	800 120	- 145	1100 175	600 120	- -	1200 180
Program Manager	1000 150	- 180	1500 220	1050 115	- 125	1300 200	1000 140	- 180	1400 220	900 100	- 120	1300 150	1000 120	- 150	1200 180	700 120	- -	1200 180
Project Analyst	500 70	- 100	900 140	550 60	- 70	720 90	500 70	- 100	800 140	450 60	- 75	750 95	480 70	- 85	640 100	350 60	- -	600 100
Project Administrator	350 70	- 80	600 110	450 50	- 60	650 100	350 70	- 80	600 110	320 60	- 70	475 80	440 60	- 70	520 80	280 60	- -	600 85
Project Co-ordinator	550 80	- 90	800 130	500 60	- 70	600 120	500 80	- 90	800 130	500 70	- 75	630 90	480 65	- 80	700 90	300 70	- -	650 90
Project Scheduler	700 85	- 140	1100 180	800 90	- 100	1200 160	600 85	- 140	1100 180	600 80	- 100	830 130	480 70	- 90	720 120	300 70	- -	800 140
Project Manager - Applications	800 120	- 150	1150 190	800 115	- 125	1200 200	800 120	- 150	1100 180	800 95	- 115	1000 150	800 100	- 125	1100 150	600 100	- -	1200 180
Project Manager - Infrastructure	800 130	- 150	1100 180	800 115	- 125	1200 200	800 120	- 150	1100 180	800 95	- 115	1000 150	800 100	- 125	1100 150	600 100	- -	1200 180
Telco Project Manager	700 120	- 140	1000 160	800 100	- 120	1200 200	600 100	- 120	1000 160	600 100	- 120	800 150	800 100	- 125	1000 150	550 100	- -	1000 155

About the Peoplebank Salary Tables

The Peoplebank Salary Tables are based upon IT & Digital job offers and employment activity in each location Peoplebank operates in during the past six 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 candidates will have 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 experience in the role
- [High](#): The highest salary expectation. The best candidates available with most candidates having more than 5 years experience in the role.

Specialist Tables

Some of the roles listed within our specialist tables are emerging and Peoplebank have not yet experienced demand across all states 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.

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 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