



AUGUST 2022

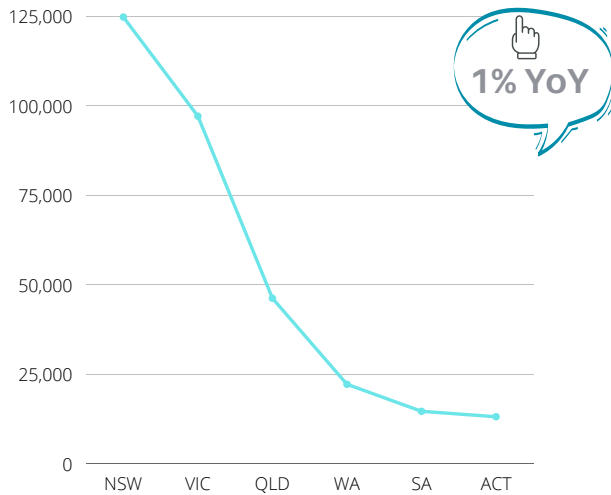
Peoplebank Salary & Employment Index

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

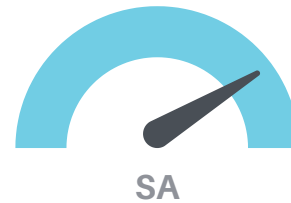


IT Talent Pool - National Overview

NO. OF PROFESSIONALS



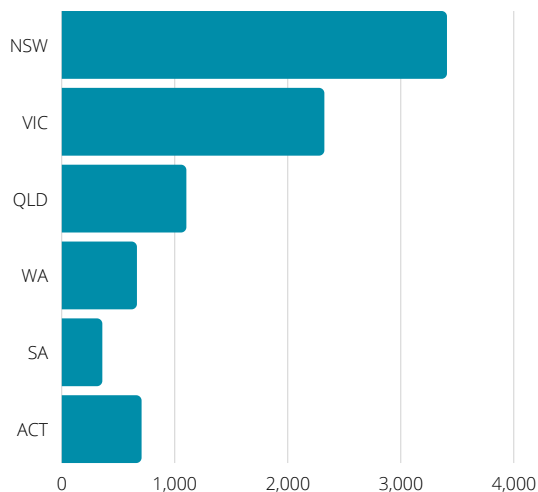
DEMAND VS. SUPPLY



GENDER RATIO



IT JOBS POSTED



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

*Information Technology & Services Industry Aug 2022

**Source: LinkedIn Talent Insights

IT Talent Pool - National Overview

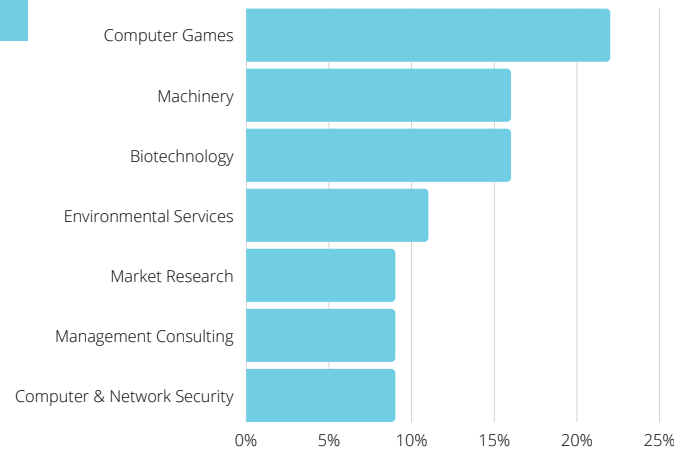
FASTEST GROWING TITLES

1. Associate Consultant
2. Associate
3. Data Engineer
4. Cloud Engineer

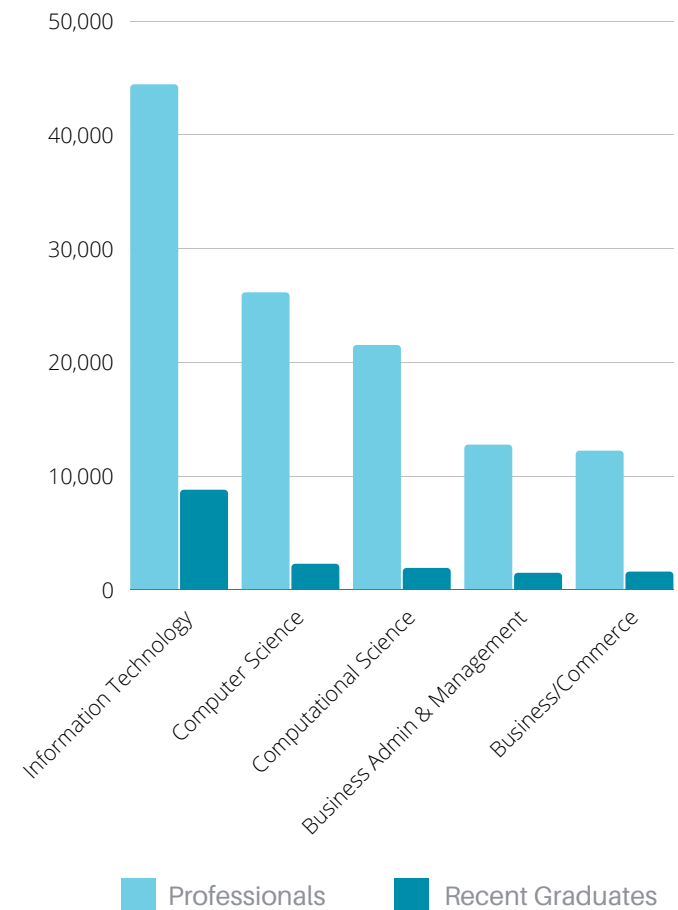
POPULAR EDUCATORS

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

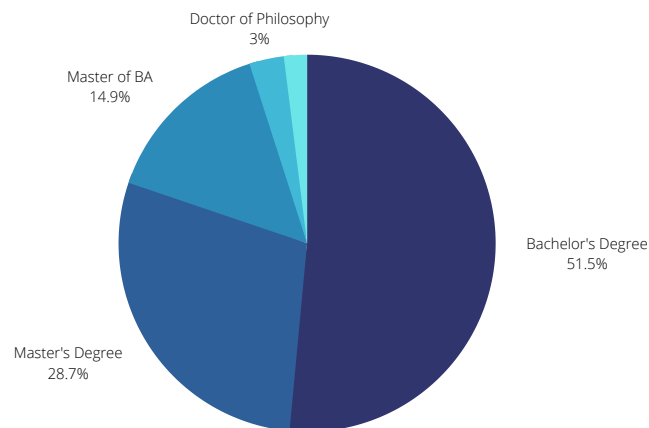
IT GROWTH BY INDUSTRY



FIELDS OF STUDY

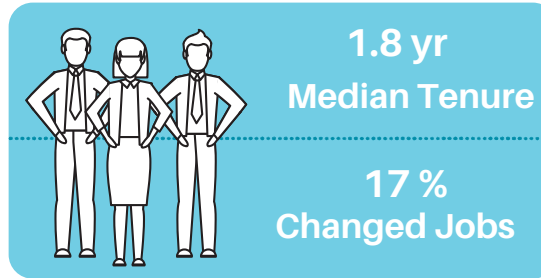
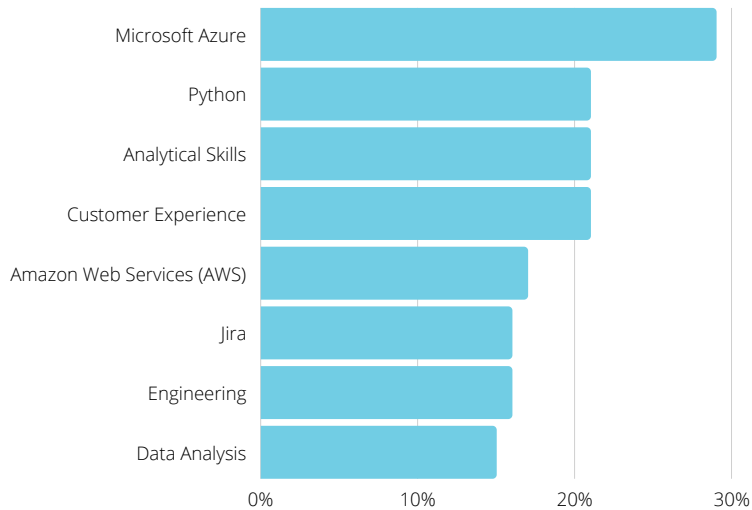


DEGREES ATTAINED

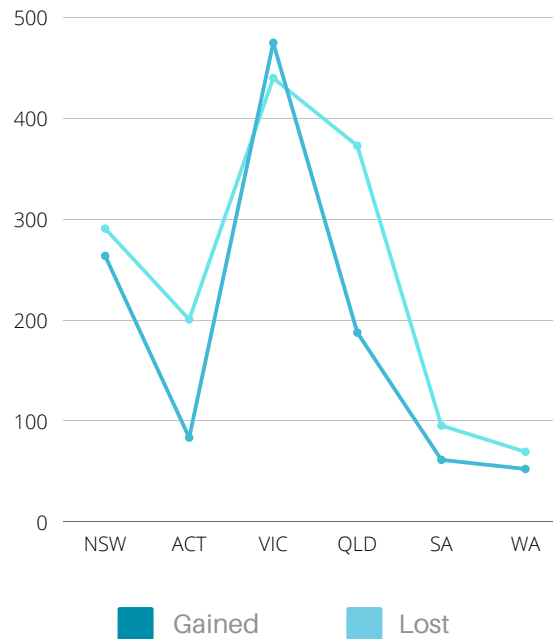


IT Talent Pool - National Overview

FASTEST GROWING SKILLS



TALENT GAINED VS LOST



LARGEST EMPLOYERS

1. IBM
2. Accenture
3. Infosys
4. Tata Consultancy Services
5. Amazon Web Services

MOST COMMON IT SKILLS

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

Leadership Team Industry Insights



"The NSW IT / Digital job market is still 'going gangbusters'. Huge demand for workers and record numbers of job vacancies have created a boom. With all this demand, we're also seeing salaries on the rise, according to recent salary data, average salaries for lots of IT roles have grown by 20% or more, compared to pre-pandemic times.

Within the IT industry there's been a "new focus on digital streamlining / business transformation" and this has led to an increased demand for talented IT professionals. When this is coupled with the effects of the pandemic (specifically border restrictions), which has seen a curb in talent coming from overseas, we are faced with an unprecedented supply and demand problem."

DARREN FARMEARY - COMMERCIAL MANAGER NSW

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"Experienced candidates with security clearances remain somewhat scarce across all skill sets. In general, rates and salaries have stabilised, albeit at high values. Clients have shifted to prefer Canberra-based workers, and we are yet to see the typical slowing of demand under the new Labor Government."

NICOLE SHEPHERD - GENERAL MANAGER ACT



Leadership Team Industry Insights



"Peoplebank noticed the market soften across Victoria last quarter, as clients tightened their belts and companies applied headcount freezes approaching the traditional End of Financial Year. Contract roles are still in high demand, with the rules of supply and demand, we have seen contractor rates rise between 10% and 20% across all IT and Digital job categories.

To allow us to continue to deliver great quality shortlists in this candidate short market, Peoplebank has developed new solutions, providing clients access to a greater talent pool and satisfying our growing customer needs with our very own Capacity Uplift and Sponsorship programs.

Peoplebank is expecting the IT and Digital market to remain incredibly buoyant for the remainder of the calendar year."

JAMES NICHOLAS - GENERAL MANAGER VIC

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"Tech recruitment isn't quite as frenetic as it was earlier in the year, but whether this is due to the gathering clouds around global economic outlook or the seasonal slowdown in recruitment following the start of the new financial year is yet to be seen.

Skills in demand still centre on project services, security and data, but there is increasing demand at entry-level as inexperienced candidates and those in lower-level roles rise through the ranks to fill gaps created by the skills shortages in technology."

NATHAN COLETZ - GENERAL MANAGER QLD



peoplebank

Leadership Team Industry Insights



"WA has continued to see strong demand from all sectors of the economy, which came into play when Covid first hit in 2020 and has been constant ever since. This excess demand along with candidate shortages is driving rates and salaries to ever-higher levels."

"Until there is some balancing in the demand and supply chain, the current scenario of over-demand and under-supply will continue this trend of higher IT Labour costs for employers into the near future."

HAYDN BELL - GENERAL MANAGER WA



"South Australia has seen unprecedented demand for IT staff for the last 12 months. With the state experiencing its lowest unemployment rates in history, demand is high among junior to senior-level IT professionals. We are seeing more of a trend for remote work with SA-based candidates working for interstate-based clients, and interstate candidates working for SA-based clients. Candidates remain driven by the actual opportunity and are highly selective as to which company they join based on their alliance with the organisation's values and goals - they are not just chasing dollars."

CRAIG SALMON - GENERAL MANAGER 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 Developer	600 90	- 120	1000 165	750 75	- 100	1200 120	600 90	- 120	1000 165	550 80	- 90	850 125	600 70	- 95	800 120	400 65	- 90	800 115
Digital / Product Designer	700 100	- 125	1000 165	750 75	- 100	1200 120	700 100	- 125	1000 165	600 95	- 125	900 140	360 75	- 95	750 115	500 75	- 100	1000 150
UX / UI Designer	700 100	- 125	1000 165	750 100	- 120	1150 145	700 100	- 125	1000 165	700 100	- 125	1050 155	640 100	- 120	900 140	550 95	- 110	1000 150
UX Researcher	600 90	- 100	900 130	640 75	- 95	1050 120	600 90	- 100	900 130	550 90	- 105	1000 130	500 85	- 100	700 115	500 80	- 100	800 120
Digital Producer	500 90	- 120	800 150	500 75	- 85	820 120	500 90	- 120	800 140	500 85	- 95	850 125	450 70	- 95	750 120	400 65	- 85	1000 120
Digital Strategist	700 90	- 120	1000 160	700 90	- 110	1150 140	700 90	- 120	1000 150	700 90	- 115	1050 145	575 90	- 110	900 140	500 85	- 105	1000 150
Content Manager	650 90	- 110	900 140	650 90	- 110	1000 140	650 90	- -	900 140	600 80	- 100	850 130	550 80	- 100	750 120	500 65	- 90	800 120
SEO Consultant	600 80	- 95	900 140	600 75	- 95	1100 140	600 80	- 95	900 140	600 75	- 95	900 135	550 80	- 100	750 120	420 60	- 80	780 110
Digital Marketer	550 80	- 100	750 120	600 75	- 95	1100 120	550 80	- 100	750 120	500 75	- 90	1000 110	480 75	- 90	640 100	400 70	- 85	725 100
Content Writer	500 80	- -	800 150	550 80	- -	900 100	500 70	- -	750 120	500 70	- -	880 130	450 80	- -	750 100	400 70	- -	850 95
Agile Coach	950 150	- 200	1200 220	1200 160	- -	1300 180	950 140	- 180	1200 220	850 150	- 150	1150 180	900 120	- 150	1200 180	800 100	- 140	1100 160
Scrum Master / Iteration Manager	900 170	- 190	1200 220	1040 140	- -	1300 180	900 140	- -	1200 220	800 150	- 160	1100 190	950 140	- 160	1150 180	650 100	- 120	1100 150
Iteration Manager	900 170	- 190	1200 220	1040 140	- -	1300 180	900 140	- -	1200 220	800 150	- 160	1100 190	1000 140	- -	1200 175	860 120	- -	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	-	1400	960	-	1150	850	-	1100	900	-	1200	900	-	1200	800	-	1200
	160	180	210	140	160	180	130	-	180	130	145	200	130	160	185	110	140	180
Data Warehouse Manager	900	-	1400	960	-	1150	800	-	1000	900	-	1200	900	-	1100	800	-	1200
	155	180	210	140	160	180	130	-	160	125	150	200	125	150	175	110	140	175
Data Modeller	800	-	950	800	-	1000	800	-	950	925	-	1250	750	-	1000	700	-	950
	140	150	160	100	120	140	140	-	160	110	125	145	95	120	140	90	120	140
Data Architect	950	-	1400	1040	-	1300	950	-	1200	1000	-	1250	1000	-	1250	850	-	1200
	160	180	200	140	160	250	160	-	200	140	150	200	150	175	200	120	150	180
Developer - Datawarehouse / ETL	800	-	1000	800	-	1200	750	-	950	800	-	1100	700	-	950	700	-	950
	90	120	180	85	90	140	90	110	150	90	110	150	90	120	140	90	110	140
Report Developer	500	-	750	750	-	1000	500	-	750	500	-	800	700	-	950	500	-	750
	90	105	120	85	110	130	90	-	115	85	110	130	100	115	130	90	100	120
Data Analyst	600	-	950	800	-	1100	600	-	950	750	-	1000	750	-	1000	600	-	850
	90	130	160	85	110	145	90	-	160	100	125	150	100	125	150	85	115	140
Data Engineer	800	-	1100	880	-	1150	800	-	1000	800	-	1050	800	-	1000	800	-	1000
	150	170	200	120	-	160	120	140	160	120	140	160	120	140	160	95	115	150
BI Developer	800	-	1000	850	-	1150	700	-	1000	750	0	1000	750	-	1000	700	-	900
	150	170	190	120	-	160	120	-	160	115	140	160	100	125	150	95	110	140
Data Scientist	900	-	1400	850	-	1200	800	-	1100	850	-	1400	850	-	1200	600	-	1200
	125	175	250	120	140	160	120	140	180	120	150	250	150	175	200	100	120	150

Salary Table - Specialisations

Transformation / Change	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 <u>Daily</u>																		
Permanent Salaries are expressed in \$'000																		
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	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																		
Applications Development Mgr - large scale	900	-	1200	1000	-	1360	800	-	1200	800	-	1200	800	-	1000	650	-	1200
	140	170	200	140	170	200	140	170	200	120	155	180	120	150	170	110	130	170
Applications Development Mgr - small scale	800	-	1000	900	-	1100	750	-	1000	650	-	1100	700	-	900	600	-	900
	120	140	160	120	150	180	120	140	160	110	135	150	110	130	150	85	100	120
CIO / IT Director	2000	-	2500	1800	-	2200	1300	-	2500	1180	-	1580	1200	-	1600	1000	-	2000
	250	350	500	150	180	270	200	300	400	140	200	300	150	180	250	130	150	250
Help Desk Manager	600	-	900	800	-	1100	600	-	900	750	-	850	500	-	750	500	-	850
	100	125	150	90	110	130	100	125	150	90	110	130	90	100	120	75	90	120
I.T. Manager	1000	-	1200	1000	-	1300	600	-	950	680	-	800	750	-	1000	600	-	1000
	110	140	220	95	120	180	90	120	160	90	120	160	100	140	185	85	90	150
Service Delivery Manager	850	-	1200	800	-	1300	850	-	1200	680	-	825	650	-	900	800	-	1000
	120	150	200	100	130	180	120	150	200	100	145	170	110	145	165	90	110	150
Technology & Infrastructure Mgr - large scale	900	-	1200	1000	-	1300	800	-	1200	800	-	1100	880	-	1100	800	-	1200
	150	175	220	120	140	200	140	170	200	135	150	190	100	140	170	110	120	160
Incident Manager	800	-	1200	1000	-	1100	600	-	950	600	-	950	700	-	850	480	-	900
	110	120	200	100	110	140	90	120	160	100	130	140	100	115	130	80	95	150
Engineering Manager	950	-	1200	1000	-	1100	950	-	1200	800	-	1000	650	-	800	650	-	1000
	150	170	200	120	-	180	150	-	180	125	-	170	110	-	175	100	125	160

Salary Table - Specialisations

SAP / ERP/CRM	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 <u>Daily</u>																		
Permanent Salaries are expressed in \$'000																		
Oracle Financials Functional	800	-	1000	840	-	1300	700	-	950	690	-	1020	720	-	1050	600	-	950
	80	110	140	105	110	160	70	100	130	95	110	140	90	125	140	75	100	140
Oracle Financials Technical	700	-	1000	840	-	1300	700	-	950	710	-	950	850	-	1100	650	-	950
	65	110	140	105	110	180	65	105	130	95	110	140	120	140	150	70	95	140
Microsoft Dynamics GP	850	-	1200	800	-	1350	850	-	1200	850	-	1300	640	-	1000	680	-	950
	100	140	180	100	110	160	100	140	180	110	145	200	100	125	150	80	105	150
SAP ABAP	700	-	950	840	-	1300	700	-	950	750	-	1050	640	-	1000	640	-	950
	100	125	150	100	125	170	100	125	150	100	120	150	80	90	100	80	90	120
SAP Basis Administrator	700	-	950	840	-	1200	700	-	950	700	-	1050	640	-	1000	600	-	950
	100	120	140	100	120	160	100	120	140	110	130	150	80	90	110	85	95	120
SAP Functional	750	-	1200	900	-	1200	700	-	950	850	-	1200	1000	-	1200	750	-	1000
	100	125	150	85	100	160	100	125	150	110	135	160	140	160	180	85	120	140
SAP Management	900	-	2500	900	-	1900	900	-	1400	880	-	1500	1000	-	1400	800	-	1100
	140	170	200	140	150	220	140	170	200	140	150	200	140	160	180	100	120	150
SAP Technical	700	-	1200	900	-	1300	700	-	1200	800	-	1100	1000	-	1200	800	-	1100
	100	130	180	100	140	200	100	130	180	110	140	180	140	160	180	100	120	150

Salary Table - Specialisations

Security / Cyber Security	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																		
Security Administrator	700	-	900	800	-	1200	600	-	800	700	-	900	600	-	800	560	-	800
	100	135	160	100	120	140	80	100	130	100	135	150	100	115	130	85	100	125
Security Architect	1000	-	1500	1040	-	1400	1000	-	1300	1000	-	1500	900	-	1100	750	-	1000
	160	200	280	130	150	220	150	180	220	150	160	230	150	170	190	110	130	180
Security Engineer	800	-	1000	900	-	1250	700	-	1000	750	-	1200	800	-	950	700	-	1000
	110	150	190	110	140	170	100	125	160	110	130	160	130	145	160	95	100	160
Security Consultant	1000	-	1400	1050	-	1350	1000	-	1200	1000	-	1350	1000	-	1200	850	-	1200
	160	-	250	140	160	200	160	180	200	120	160	200	180	190	200	110	130	200
Chief Information Security Officer (CISO)	1500	-	2000	1350	-	2000	1000	-	1500	1000	-	1800	1000	-	1400	1000	-	1800
	220	-	500	200	220	250	200	250	300	200	230	250	200	245	290	140	175	250

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	-	1000	750	-	1200	750	-	1000	750	-	1100	600	-	1000	450	-	1000
	100	130	170	85	120	160	100	130	160	100	125	150	100	140	180	75	110	150
IT Consultant - Functional	850	-	1500	750	-	1200	750	-	1000	750	-	1200	700	-	1000	560	-	950
	100	130	160	85	110	130	100	130	160	100	125	150	80	100	140	75	95	130
IT Consultant - Technical	850	-	1300	750	-	1200	750	-	1000	750	-	1200	650	-	1000	560	-	960
	100	130	160	85	110	130	100	130	160	100	125	140	80	100	140	80	100	140
Product Owner	900	-	1200	1040	-	1350	750	-	1000	1000	-	1300	950	-	1250	800	-	1200
	180	200	220	120	-	180	100	-	160	130	-	180	130	160	190	110	140	180
Principal/ Lead BA	900	-	1200	1000	-	1350	900	-	1200	1000	-	1200	900	-	1100	850	-	1100
	180	190	210	120	-	170	140	-	200	100	130	160	160	180	200	100	110	180

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	-	950	560	-	900	700	-	950	650	-	1100	480	-	750	410	-	650
	100	120	140	70	90	115	100	120	140	100	115	140	75	90	110	65	90	105
Test Manager	800	-	1100	800	-	1200	800	-	1100	800	-	1200	750	-	900	600	-	1000
	120	140	180	90	110	140	120	140	180	100	125	150	100	125	150	90	110	150
Test Analyst - Manual	600	-	900	700	-	920	600	-	900	570	-	950	480	-	750	480	-	750
	90	120	150	90	100	110	90	120	150	85	110	125	75	90	110	70	85	100
Test Analyst - Automation	800	-	1150	800	-	1150	800	-	1150	700	-	1100	600	-	900	480	-	850
	130	-	180	110	-	135	130	-	180	90	110	150	85	100	120	80	100	120
Test Lead	750	-	950	800	-	1150	700	-	900	750	-	1200	700	-	900	650	-	900
	145	160	170	110	-	135	120	135	150	100	125	150	90	120	140	90	100	140
Quality Engineer / Analyst	700	-	1050	800	-	1150	700	-	1050	650	-	1100	480	-	800	480	-	800
	100	120	160	110	-	135	100	120	160	100	115	140	75	90	110	70	90	115

Salary Table - General IT

Developers	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																		
Developer - .Net	600	-	1100	800	-	1200	600	-	1100	750	-	1200	600	-	1000	500	-	900
	90	130	180	75	110	140	90	130	180	90	130	180	100	130	160	65	90	140
Developer - Java	600	-	1100	800	-	1200	600	-	1100	750	-	1200	600	-	1000	550	-	1000
	90	130	180	75	110	140	90	130	180	90	130	180	100	130	160	70	110	150
Oracle Developer	600	-	900	800	-	1200	500	-	900	700	-	1100	520	-	800	400	-	750
	70	120	150	75	110	140	70	120	150	90	130	170	100	130	160	65	100	125
Sharepoint Developer	700	-	950	800	-	1200	700	-	900	800	-	1200	600	-	1000	600	-	900
	90	120	150	75	110	140	90	120	150	85	120	150	100	130	160	70	105	140
IOS Developer	700	-	1000	800	-	1200	700	-	1100	800	-	1200	650	-	900	450	-	850
	100	130	180	75	110	140	100	130	180	75	110	140	90	120	150	65	95	130
Android Developer	700	-	1100	800	-	1200	700	-	1100	800	-	1200	650	-	900	450	-	900
	100	130	180	75	110	140	100	130	180	75	110	140	90	120	150	65	110	135
Full Stack Dev	800	-	1100	960	-	1200	800	-	1100	900	-	1150	600	-	1000	500	-	1000
	150	170	190	120	-	160	120	-	180	120	135	160	100	120	160	70	110	150
Front End Dev	900	-	1100	960	-	1200	900	-	1100	900	-	1150	600	-	1000	500	-	1000
	150	170	190	120	-	160	140	-	180	120	135	160	90	120	140	70	110	140
Back End Dev	800	-	1100	960	-	1200	800	-	1100	850	-	1150	600	-	1000	500	-	1000
	150	170	190	120	-	160	120	-	180	120	135	160	90	120	140	80	120	145
Salesforce Developer	800	-	1100	1100	-	1300	750	-	1100	800	-	1200	825	-	1100	600	-	1100
	150	170	190	140	-	180	120	-	180	110	-	170	130	-	175	110	120	170
Technical Lead	900	-	1200	1100	-	1300	900	-	1200	930	-	1200	925	-	1100	800	-	1100
	170	190	210	140	-	180	150	180	200	115	135	170	140	160	180	100	120	150

Salary Table - General IT

Infrastructure / Dev Ops	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																		
DBA - Oracle	600	-	900	720	-	1150	650	-	850	650	-	900	520	-	760	500	-	800
	80	110	140	80	110	140	80	110	140	85	110	130	70	90	110	70	95	120
DBA - SQL Server	700	-	900	720	-	1100	650	-	850	700	-	950	520	-	760	500	-	800
	85	120	140	80	110	140	80	110	140	85	110	140	70	90	110	70	90	115
Desktop / PC Support	500	-	600	350	-	500	500	-	600	350	-	550	280	-	360	250	-	400
	70	80	90	60	70	80	70	80	90	60	70	80	70	80	90	55	65	80
Help Desk Support	350	-	500	350	-	500	350	-	500	350	-	550	240	-	320	165	-	300
	60	-	70	60	70	80	60	-	70	60	70	80	50	55	65	50	0	75
Software Build & Release Manager	800	-	1000	800	-	1200	800	-	1000	800	-	1200	560	-	880	600	-	850
	140	-	170	95	100	120	140	-	170	95	100	120	75	100	125	80	95	130
Unix Systems Administration	800	-	1100	800	-	1100	500	-	800	750	-	1000	440	-	800	450	-	750
	80	100	130	100	115	125	80	100	130	100	115	125	75	110	130	75	100	120
Cloud Architect	1000	-	1300	1200	-	1400	1000	-	1300	1000	-	1300	900	-	1100	800	-	1000
	160	190	220	180	-	220	160	190	220	145	160	210	140	175	200	105	120	165
DevOP Engineer	900	-	1200	1040	-	1300	750	-	1200	900	-	1200	750	-	1000	700	-	1000
	110	160	200	150	-	200	110	160	200	110	160	200	120	140	160	95	120	160
Cloud Engineer	900	-	1100	1120	-	1300	750	-	1100	900	-	1050	750	-	900	600	-	800
	140	160	180	140	-	200	120	140	180	130	150	170	100	125	150	90	110	130
System Engineer	800	-	1000	1000	-	1200	650	-	950	720	-	1000	640	-	800	480	-	800
	150	160	170	140	-	180	110	125	150	125	140	180	100	115	130	80	100	120
Network Designer	700	-	1000	880	-	1200	700	-	1000	700	-	1000	800	-	1000	500	-	880
	120	-	160	120	140	160	120	-	160	115	130	155	100	120	140	75	110	130
Network Engineer	600	-	950	880	-	1200	600	-	950	600	-	1000	700	-	950	500	-	880
	100	125	150	120	140	160	100	125	150	85	100	140	100	120	140	75	95	120

Salary Table - General IT

Architects	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 <u>Daily</u>																		
Permanent Salaries are expressed in \$'000																		
Applications Architect	900	-	1300	1000	-	1300	900	-	1300	800	-	1200	900	-	1100	650	-	1000
	160	180	200	110	140	220	160	180	200	110	135	180	130	155	180	95	110	150
Enterprise Architect	1000	-	1600	1000	-	1400	1000	-	1400	800	-	1400	900	-	1200	650	-	1120
	180	220	250	125	140	250	180	220	250	130	160	220	140	165	200	100	120	155
Infrastructure Architect	900	-	1300	1000	-	1300	900	-	1300	800	-	1200	900	-	1100	650	-	1100
	160	180	200	110	140	220	160	180	200	130	155	200	130	150	180	95	120	150
J2EE Architect	800	-	1100	1000	-	1300	800	-	1100	800	-	1150	850	-	1000	680	-	950
	120	140	170	110	140	220	120	140	165	120	140	180	110	150	180	85	100	135
Solutions Architect	1000	-	1300	1000	0	1300	900	-	1300	1000	-	1200	900	-	1100	800	-	1100
	110	180	200	120	140	220	160	180	200	115	150	200	130	160	180	100	120	160
Solution Designer	850	-	1100	900	-	1200	850	-	1050	800	-	1100	875	-	950	800	-	1000
	160	180	210	110	-	180	130	145	160	120	150	200	115	130	150	100	125	150
Technical Architect	1000	-	1200	900	-	1300	900	-	1100	825	-	1150	900	-	1100	800	-	1100
	200	210	220	110	-	200	140	155	170	150	170	210	130	160	180	95	105	150

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 <u>Daily</u>																		
Permanent Salaries are expressed in \$'000																		
CS Core Engineer	600	-	750	560	-	1000	600	-	750	600	-	850	700	-	900	450	-	700
	80	100	120	75	100	140	80	100	120	85	105	130	90	115	140	80	100	120
Data Communications Engineer	650	-	850	640	-	1000	500	-	750	500	-	900	480	-	720	500	-	750
	80	110	130	75	100	140	70	100	115	80	100	130	70	90	100	75	95	120
OSS Engineer	500	-	800	640	-	1000	500	-	800	500	-	900	700	-	900	450	-	750
	80	110	130	80	110	140	70	110	130	80	100	130	90	115	140	75	85	130
PS Core Engineer	450	-	800	640	-	1000	450	-	800	500	-	900	700	-	900	410	-	690
	70	100	130	80	110	140	70	100	130	80	100	130	90	115	140	85	-	130
RAN Engineer	450	-	750	640	-	1000	450	-	750	500	-	750	700	-	900	450	-	700
	70	100	130	80	110	140	70	100	120	80	90	130	90	115	140	85	95	125
RF Engineer	500	-	800	640	-	1000	500	-	800	500	-	750	700	-	900	480	-	750
	70	100	130	75	100	140	70	100	120	80	90	130	90	115	140	90	100	130
Transmission Engineer	450	-	750	640	-	1000	450	-	750	500	-	750	700	-	900	400	-	690
	70	100	120	75	110	140	70	100	120	80	90	130	90	115	140	70	90	125
Wintel Server Engineer	550	-	800	800	-	1200	500	-	750	500	-	750	600	-	800	500	-	750
	90	110	140	80	120	140	70	90	120	80	90	130	100	125	140	80	90	130

Salary Table - General IT

Project 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 <u>Daily</u>																		
Permanent Salaries are expressed in \$'000																		
PMO Manager	900	-	1200	800	-	1200	900	-	1200	1000	-	1300	1000	-	1300	650	-	1200
	150	200	250	100	120	200	120	160	200	150	165	220	150	175	200	100	130	185
Program Manager	1000	-	1500	1050	-	1400	1000	-	1400	1100	-	1400	900	-	1200	700	-	1200
	150	180	220	120	150	210	140	180	220	150	200	220	140	170	200	110	120	185
Project Analyst	500	-	900	700	-	800	500	-	800	600	-	900	480	-	640	350	-	620
	70	100	140	80	100	120	70	100	140	70	95	125	70	85	100	65	85	105
Project Administrator	350	-	600	600	-	700	350	-	600	650	-	750	440	-	520	300	-	600
	70	80	110	75	85	110	70	80	110	75	90	110	60	70	80	60	75	90
Project Co-ordinator	550	-	800	600	-	750	500	-	800	700	-	800	480	-	800	350	-	700
	80	90	130	75	85	120	80	90	130	75	90	125	70	85	100	70	80	95
Project Scheduler	700	-	1100	800	-	1200	600	-	1100	750	-	1050	480	-	800	300	-	800
	85	140	180	100	125	160	85	140	180	80	130	150	70	90	120	70	90	130
Project Manager - Applications	800	-	1150	800	-	1200	800	-	1100	800	-	1100	800	-	1100	650	-	1200
	120	150	190	115	125	200	120	150	180	100	150	180	140	160	180	90	115	180
Project Manager - Infrastructure	800	-	1100	800	-	1200	800	-	1100	800	-	1100	800	-	1100	650	-	1200
	130	150	180	115	125	200	120	150	180	125	145	190	140	160	180	90	120	180
Telco Project Manager	700	-	1000	800	-	1200	600	-	1000	750	-	1200	800	-	1000	550	-	1000
	120	140	160	100	120	200	100	120	160	110	125	160	140	160	180	85	105	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.

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

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.

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

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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