

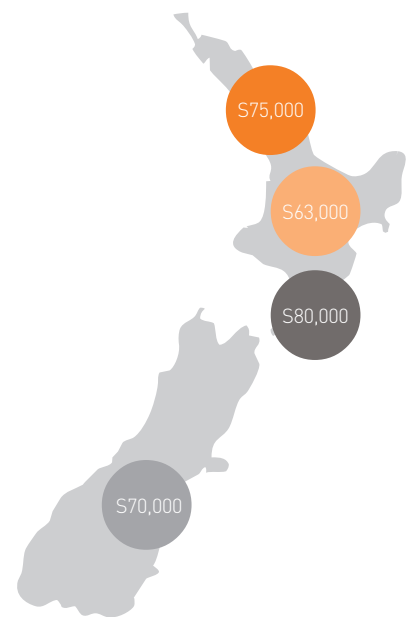


# Remuneration Report...

The Absolute IT 6 monthly Remuneration Report provides comprehensive insight into real-time salary and contract rates paid in New Zealand's ICT industry. It draws on data from the more than 24,100 anonymous entries into the IT Salaries website [www.itsalaries.co.nz](http://www.itsalaries.co.nz).



## BASE MEDIAN SALARY BY REGION



## KEY FINDINGS

- The base median salary has remained the same at \$75,000.
- The median base rate per hour has remained the same at \$80.00.
- Wellington again heads the regional base median salary (\$80,000) compared with Auckland (\$75,000), Christchurch and South Island Other (\$70,000) and Hamilton and North Island Other (\$63,000).
- Median total salary package, which includes cash bonuses, has remained the same at \$77,500.
- Software architects and developers have reported significant increases in remuneration.
- In contrast, business analysts, technical writers, testers, systems administrators and web/multimedia designers have all seen a drop.
- An additional 1,420 permanent employees and 417 contractors participated in the survey during the last six months.

## MARKET SYNOPSIS

The conservative approach to IT spending noted in the last report was still in evidence during the last six months with organisations seeking cost savings, efficiencies and to reduce their fixed head count. There has been little movement in permanent or contract remuneration.

With Wellington still leading the regional median salary rate, the changes in the government sector hiring practices have been the main drivers of the shift from permanent roles to contract over this period.

While the base median salary has remained the same at \$75,000, this is largely accounted for by the higher than average activity levels being experienced in Auckland.

There has been a decrease in the number of permanent employees receiving benefits as part of their employment packages. In most cases all benefits on offer have been reduced, car/car allowance by 3%, flexible working hours and gym memberships by 2%. We see this as a clear indicator that trading conditions in most regions remain tough and employers continue cutting costs where they can.

For the remainder of the year, the outlook remains "steady as she goes". Of note is the increasing trend away from IT simply as a support function to that of an enabler and an integral contributor to growth. While this is not new thinking, it is encouraging to see IT becoming progressively embedded in strategic planning as organisations understand the opportunities of investing in technology to gain competitive edge and develop new markets.

- AUCKLAND
- HAMILTON & NORTH ISLAND OTHER
- WELLINGTON
- CHRISTCHURCH & SOUTH ISLAND OTHER



## TOTAL MEDIAN SALARY PACKAGE BY REGION





## Remuneration Report...

### PERMANENT SALARY DATA

Job Title	Date	LOWER Quartile \$	% Change	MEDIUM Quartile \$	% Change	UPPER Quartile \$	% Change
ARCHITECT	Jun-11	100,000	2.5%	115,000	0.4%	131,250	4.0%
	<b>Jun-12</b>	<b>102,500</b>		<b>115,500</b>		<b>136,500</b>	
BUSINESS ANALYST	Jun-11	65,250	-8.0%	80,000	-6.3%	90,000	-5.6%
	<b>Jun-12</b>	<b>60,000</b>		<b>75,000</b>		<b>85,000</b>	
CONSULTANT BI/CRM	Jun-11	80,875	3.9%	100,500	-7.0%	120,000	-8.3%
	<b>Jun-12</b>	<b>84,000</b>		<b>93,500</b>		<b>110,000</b>	
CONSULTANT ERP/SUPPLY	Jun-11	89,250	-4.8%	97,500	2.6%	116,625	2.9%
	<b>Jun-12</b>	<b>85,000</b>		<b>100,000</b>		<b>120,000</b>	
CONSULTANT	Jun-11	66,000	6.1%	83,500	3.3%	103,500	3.9%
	<b>Jun-12</b>	<b>70,000</b>		<b>86,250</b>		<b>107,500</b>	
DATA RECORD MANAGEMENT	Jun-11	58,750	-3.0%	62,000	-0.8%	66,250	20.8%
	<b>Jun-12</b>	<b>57,000</b>		<b>61,500</b>		<b>80,000</b>	
DBA DATABASE DEVELOPER	Jun-11	65,000	-7.7%	80,000	-6.3%	96,250	3.9%
	<b>Jun-12</b>	<b>60,000</b>		<b>75,000</b>		<b>100,000</b>	
HARDWARE ENGINEER	Jun-11	36,375	10.0%	48,750	6.7%	63,750	20.8%
	<b>Jun-12</b>	<b>40,000</b>		<b>52,000</b>		<b>77,000</b>	
HELP DESK/SUPPORT	Jun-11	41,000	-2.4%	48,250	-4.1%	56,500	1.8%
	<b>Jun-12</b>	<b>40,000</b>		<b>46,250</b>		<b>57,500</b>	
IT SECURITY	Jun-11	65,500	18.3%	79,000	7.6%	115,875	-9.4%
	<b>Jun-12</b>	<b>77,500</b>		<b>85,000</b>		<b>105,000</b>	
MANAGEMENT	Jun-11	90,000	0%	110,000	-4.5%	133,000	-6%
	<b>Jun-12</b>	<b>90,000</b>		<b>105,000</b>		<b>125,000</b>	
NETWORK ADMINISTRATION	Jun-11	40,500	18.50%	56,000	5.7%	66,000	15.90%
	<b>Jun-12</b>	<b>48,000</b>		<b>70,000</b>		<b>76,500</b>	
NETWORK ENGINEER	Jun-11	55,250	8.60%	70,500	-0.40%	82,000	4.30%
	<b>Jun-12</b>	<b>60,000</b>		<b>70,250</b>		<b>85,500</b>	
PROJECT MANAGER/TEAM LEAD	Jun-11	80,000	-6.30%	95,000	-1.10%	115,500	3.90%
	<b>Jun-12</b>	<b>75,000</b>		<b>94,000</b>		<b>120,000</b>	
SALES EXEC/ACCOUNT MANAGER	Jun-11	55,000	9.10%	85,000	6.3%	105,000	23.80%
	<b>Jun-12</b>	<b>60,000</b>		<b>75,000</b>		<b>130,000</b>	
SOFTWARE - ANALYST PROGRAMMER	Jun-11	59,375	2.70%	75,000	6.70%	86,125	4.50%
	<b>Jun-12</b>	<b>61,000</b>		<b>80,000</b>		<b>90,000</b>	
SOFTWARE ARCHITECT	Jun-11	87,500	14.30%	95,000	14.70%	108,250	15.50%
	<b>Jun-12</b>	<b>100,000</b>		<b>109,000</b>		<b>125,000</b>	
SOFTWARE DEVELOPER	Jun-11	55,000	0%	68,000	5.50%	85,500	1.80%
	<b>Jun-12</b>	<b>55,000</b>		<b>71,750</b>		<b>87,000</b>	
SYSTEMS ADMINISTRATOR	Jun-11	56,750	-4.80%	65,500	-4.7%	80,000	-8.75%
	<b>Jun-12</b>	<b>54,000</b>		<b>70,000</b>		<b>73,000</b>	
SYSTEMS ANALYST	Jun-11	58,000	-2.60%	70,000	2.50%	76,125	22.80%
	<b>Jun-12</b>	<b>56,500</b>		<b>71,750</b>		<b>93,500</b>	
SYSTEMS INTEGRATION	Jun-11	65,000	15.40%	73,500	4.80%	102,000	-11.80%
	<b>Jun-12</b>	<b>75,000</b>		<b>77,000</b>		<b>90,000</b>	
TECHNICAL WRITER/ DOCUMENTER	Jun-11	50,000	-4%	80,000	-25%	84,000	-10.70%
	<b>Jun-12</b>	<b>48,000</b>		<b>60,000</b>		<b>75,000</b>	
TESTING AND Q.A	Jun-11	58,250	3%	70,000	2.90%	83,250	8.10%
	<b>Jun-12</b>	<b>60,000</b>		<b>72,000</b>		<b>90,000</b>	
TRAINER	Jun-11	52,375	5%	60,250	-0.40%	67,625	15.30%
	<b>Jun-12</b>	<b>55,000</b>		<b>60,000</b>		<b>78,000</b>	
WAN/TELECOMMUNICATIONS	Jun-11	51,500	10.70%	79,500	-6.90%	96,000	4.20%
	<b>Jun-12</b>	<b>57,000</b>		<b>74,000</b>		<b>100,000</b>	
WEB/MULTIMEDIA DESIGNER	Jun-11	44,250	-9.60%	58,500	-6.00%	67,125	-2.40%
	<b>Jun-12</b>	<b>40,000</b>		<b>55,000</b>		<b>65,500</b>	
WEB/MULTIMEDIA DEVELOPER	Jun-11	50,000	-10%	59,500	0%	70,000	0%
	<b>Jun-12</b>	<b>45,000</b>		<b>59,500</b>		<b>70,000</b>	



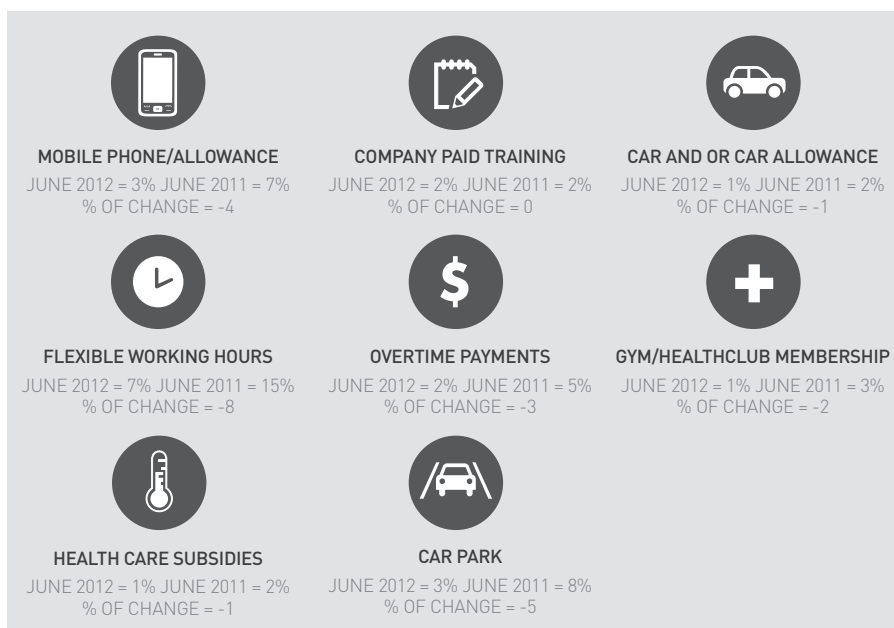
# Remuneration Report...

## 2011 VS 2012 COMPARISON OF BENEFITS RECEIVED

### ● PERMANENT STAFF BENEFITS RECEIVED



### ● CONTRACT STAFF BENEFITS RECEIVED



### RECEIVE BONUSES/ COMMISSIONS

<b>AUCKLAND</b>	<b>33%</b>
<b>HAMILTON AND NI OTHER</b>	<b>23%</b>
<b>WELLINGTON</b>	<b>26%</b>
<b>CHRISTCHURCH AND SI OTHER</b>	<b>25%</b>



### SHRINKING BENEFITS

Overall reduction across most benefits for permanent staff and contractors:

- Flexible working hours is the biggest loser for contracting - down 8%
- Car parks and other car allowances also cut back notably this period
- Child day care unchanged but only available to 1% of salaried workers.

**ON AVERAGE, 100 NEW  
REMUNERATION PROFILES  
ARE POSTED TO THE  
WWW.IT SALARIES.CO.NZ  
BY NZ IT PROFESSIONALS  
EACH WEEK.**

**SINCE THE ABSOLUTE IT  
SALARY SURVEY BEGAN  
IN SEPTEMBER 2008,  
MORE THAN HALF OF THE  
ESTIMATED IT WORKFORCE  
HAS PARTICIPATED.**



# Remuneration Report...

## CONTRACTOR HOURLY RATE DATA | JUNE 2012

Job Title	LOWER Quartile \$	% Change	MEDIUM Quartile \$	% Change	UPPER Quartile \$	% Change
ARCHITECT	90	5.9%	105	-4.5%	160	23.1%
BUSINESS ANALYST	75	7.1%	85	-5.6%	95	0.0%
CONSULTANT BI/CRM	60	-7.7%	85	6.3%	140	27.3%
CONSULTANT ERP/SUPPLY	65	0.0%	115	15.0%	120	0.0%
CONSULTANT	80	6.7%	100	17.6%	120	9.1%
DATA RECORD MANAGEMENT	14	7.7%	26	44.4%	90	5.9%
DBA DATABASE DEVELOPER	50	0%	85	10.4%	90	-9.1%
HARDWARE ENGINEER	18	-28.0%	25	-16.7%	35	16.7%
HELP DESK/SUPPORT	20	5.3%	25	0.0%	35	0.0%
IT SECURITY	70	27.3%	80	6.7%	120	0.0%
MANAGEMENT	80	14.3%	100	11.1%	120	9.1%
NETWORK ENGINEER	40	-20.0%	60	-20.0%	85	-22.7%
PROJECT MANAGER/TEAM LEAD	60	-25.0%	100	0.0%	110	0.0%
SOFTWARE - ANALYST PROGRAMMER	45	-10.0%	65	-13.3%	85	-15.0%
SOFTWARE ARCHITECT	85	-15.0%	100	-9.1%	130	8.3%
SOFTWARE DEVELOPER	65	30.0%	80	0.0%	90	0.0%
SYSTEMS ADMINISTRATOR	40	33.3%	50	0.0%	70	0.0%
SYSTEMS ANALYST	30	0.0%	55	10.0%	80	-27.3%
SYSTEMS INTEGRATION	60	-7.7%	75	0.0%	100	-9.1%
TECHNICAL WRITER/DOCUMENTER	50	11.1%	60	25.0%	75	8.3%
TESTING AND Q.A	65	0.0%	80	6.7%	90	5.9%
TRAINER	25	0.0%	38	0.0%	70	7.7%
WEB/MULTIMEDIA DESIGNER	22	-12.0%	32	-20.0%	65	-7.1%
WEB/MULTIMEDIA DEVELOPER	25	0.0%	60	50.0%	80	23.1%

### METHODOLOGY

The Absolute IT Remuneration Report captures real-time contract and permanent employees' remuneration details as entered into [www.itsalaries.co.nz](http://www.itsalaries.co.nz)

Of the estimated 43,000 ICT workers in New Zealand, more than 24,100 have entered their remuneration details anonymously into IT Salaries since September 2008.

On average 100 new remuneration profiles are posted by New Zealand IT professionals each week. The survey asks 15 anonymous questions. To ensure accuracy and a direct comparison against industry peers, there are no 'free text' variables other than when confirming one's exact job title. All other questions are answered by selecting from the multiple choice drop down menus. The site is monitored daily and any fictitious or dubious entries are deleted.

Of the 24,100 plus participants of the survey, there were seven levels of education, 75 industry groups, and seven types and sizes of current employer. In addition, participants were also asked to confirm their gender, years experience and the number of people managed or supervised.



### ABOUT ABSOLUTE IT

Absolute IT is a specialist IT recruitment solutions company, employing more than 40 staff with offices in Auckland, Hamilton, Wellington and London. Absolute IT was established in 2000 and over this time has established an excellent reputation in recruitment services in the New Zealand Government and Corporate sectors. Using some of the latest international recruitment practices, together with smart ideas, has enabled Absolute IT to position itself as a leader in the delivery of ICT recruitment solutions.

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