

Remuneration Report

With over 35,000 anonymous entries into our IT salary website www.itsalaries.co.nz we can explore remuneration data by skill-set, industry, region and sector.

This report identifies the trends around remuneration in the IT sector in the past 6 to 12 months.

OVERVIEW

Up 18% an impressive 66% of IT professionals are receiving some form of additional benefits as part of their remuneration package, compared with this time last year. There has also been a 3% increase in the national base median salary, up to \$82,500.

Due to New Zealand's IT talent shortage and employers struggling to compete internationally with base salaries, most IT jobs now provide a total package. It's becoming increasingly important to provide staff with not only a secure job, but a healthy work/life balance.

In Absolute IT's 2014 Job Seeker Survey, 41% of IT job seekers stated flexible working hours as the top non-financial benefit they would appreciate from their employer. The good news is, it would appear employers are listening! 33% of IT professionals are now receiving flexible working hours as part of their salary package, a 6% increase on figures taken six months ago.

Regionally Auckland takes out the top spot for IT professionals to nab themselves some additional benefits and a bonus as part of your salary package, and Wellington is offering the highest median base salary and bonus at \$90K and \$7K respectively.

When it comes to working in the public vs. private sector, it's no surprise that private companies are in a better position to provide IT professionals with additional bonuses and added benefits.

56% of IT professionals in the public sector receive benefits, compared to a slightly larger 70% of IT professionals receiving benefits, if working for a private company over 100+ staff. The biggest difference is when it comes to annual bonuses - only 5% of public sector staff receive a bonus compared to 33% of IT professionals working for a large private business.

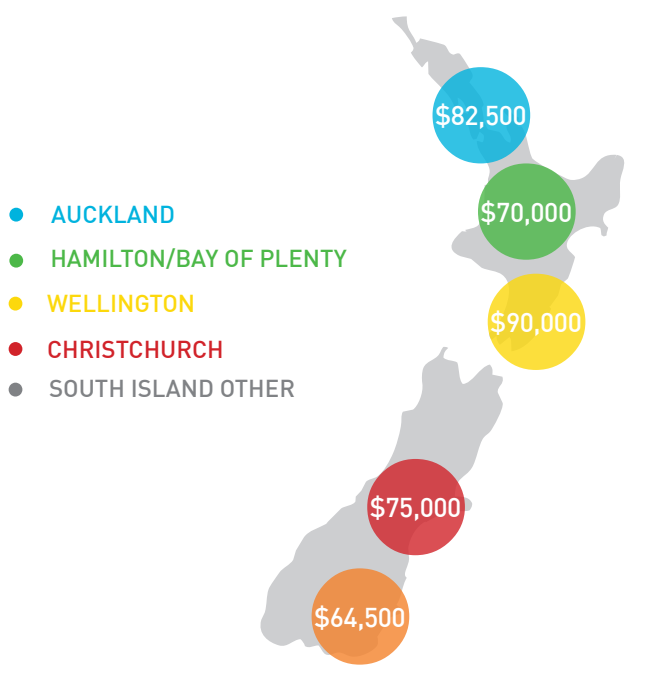
NATIONAL FIGURES

MEDIAN SALARY	\$82,500
MEDIAN RATE/HR	\$85.00
MEDIAN BONUS	\$6,000

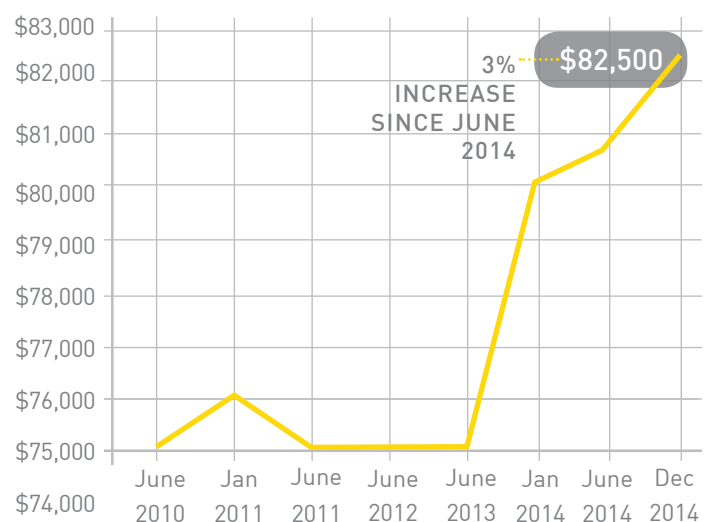
KEY FINDINGS

- The national median base salary for IT professionals has risen 3%
- 18% more IT professionals are receiving additional benefits
- The national median bonus remains at \$6,000
- Auckland IT professionals are most likely to receive a bonus and additional benefits
- Wellington continues to offer the highest median base salary at \$90K

MEDIAN BASE SALARY BY REGION

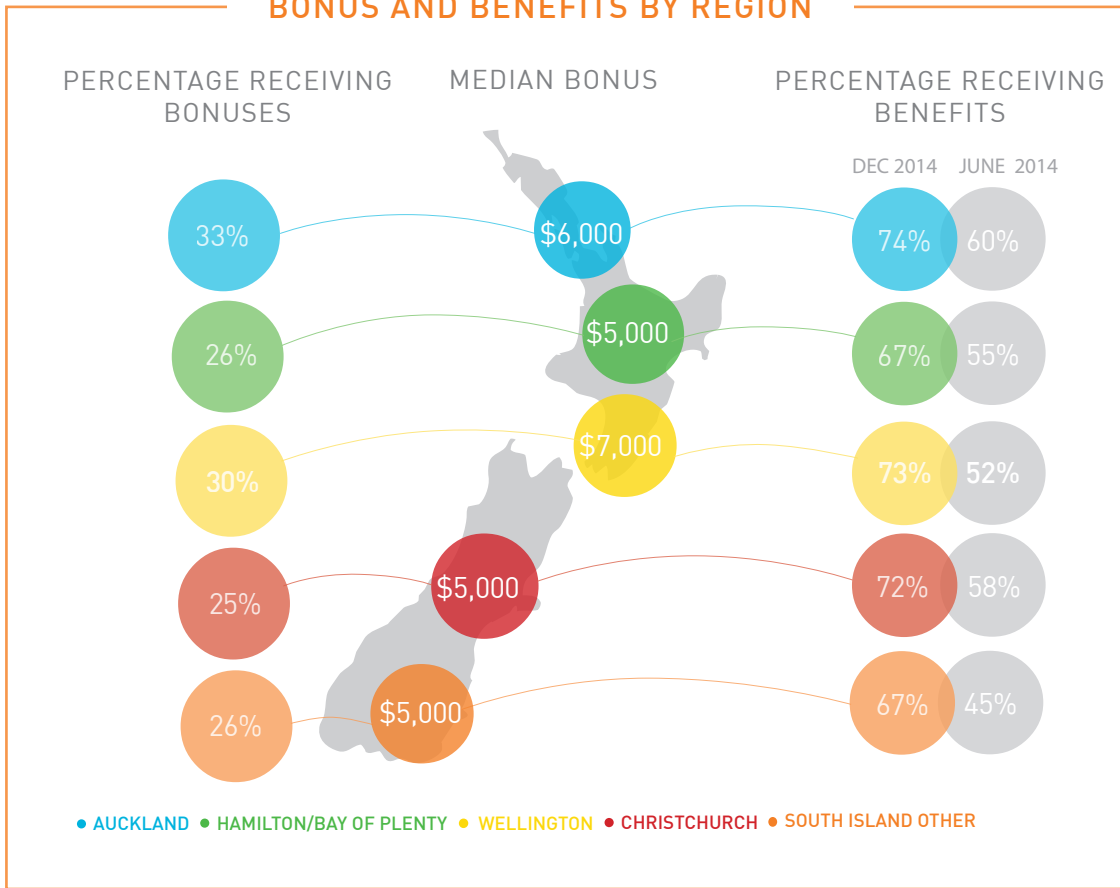


NATIONAL MEDIAN BASE SALARY OVER TIME



ABSOLUTE IT REMUNERATION REPORTS

BONUS AND BENEFITS BY REGION

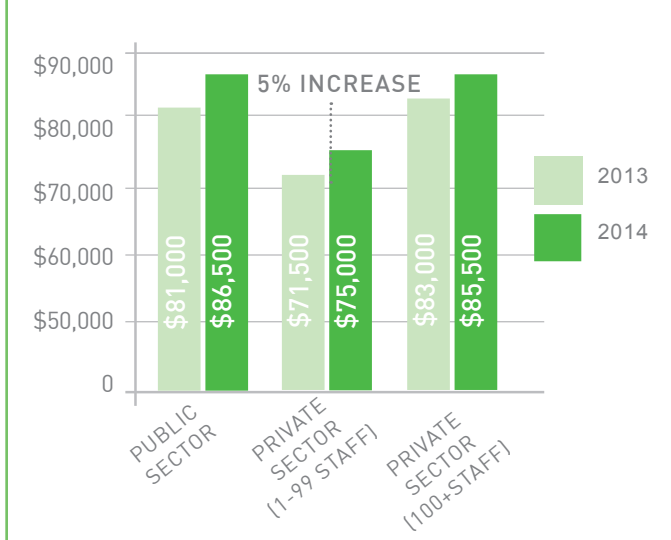


Market Insight

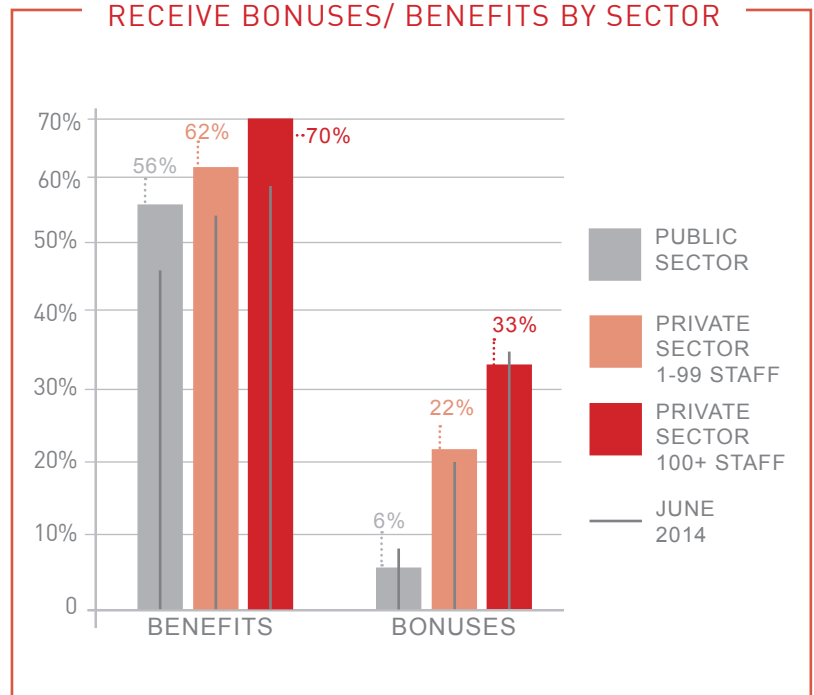
Across New Zealand, every region has seen an increase in the number of IT jobs that include both additional benefits and bonuses. With Auckland taking out the top spot for IT professionals to nab themselves some additional benefits and a bonus as part of your salary package, and Wellington offering the highest median base salary and bonus at \$90,000 and \$7000 respectively.

30% OF IT CONTRACTORS RECEIVE ADDITIONAL BENEFITS AS PART OF THEIR REMMUNERATION PACKAGE

MEDIAN REMUNERATION BY SECTOR



RECEIVE BONUSES/ BENEFITS BY SECTOR



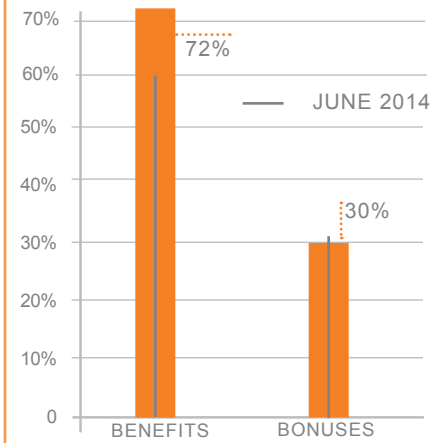
MEDIAN BONUS BY SECTOR



PERMANENT STAFF BENEFITS RECEIVED

	JUNE 2014	DEC 2014		JUNE 2014	DEC 2014
Mobile phone/allowance	33%	39%	Paid overtime	11%	12%
Flexible working hours	27%	33%	Stock options	4%	4%
Healthcare	24%	31%	Extra Annual Leave	8%	10%
Car Park	20%	25%	Extra Super	7%	8%
Company paid training	23%	26%	Childcare	1%	1%
Car/car allowance	6%	6%	Gym/Healthclub	6%	7%

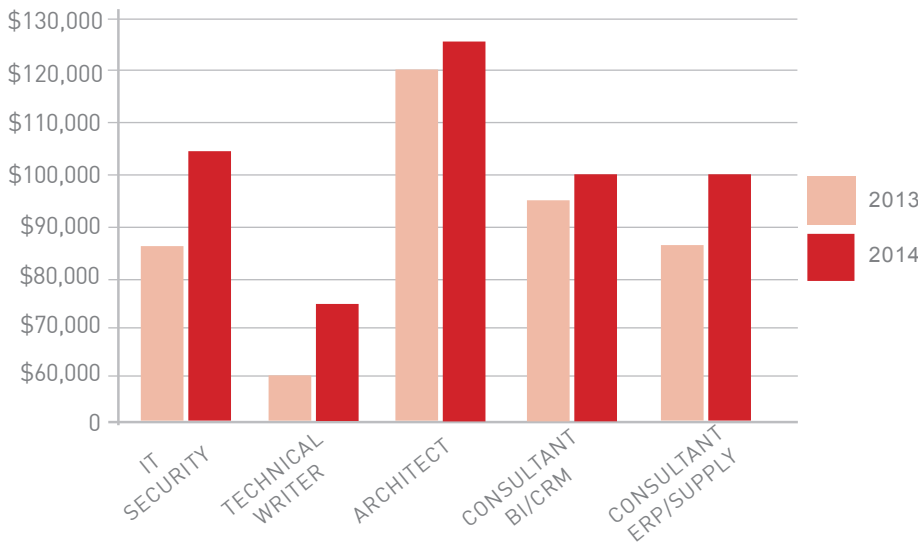
PERMANENT STAFF BONUSES/ BENEFITS



Market Insight

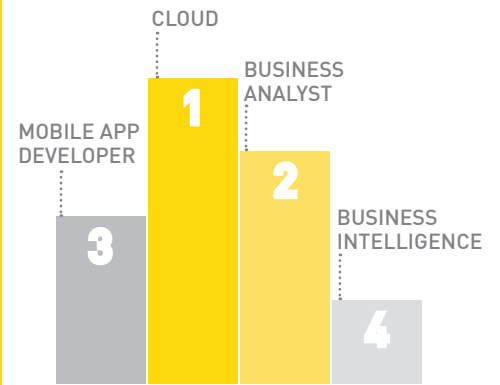
Due to NZ's IT talent shortage and employers struggling to compete internationally with base salary, most IT jobs now provide a total package. Employers are finding other ways to entice talent; mainly through additional benefits such as health care plans, company paid training and additional annual leave.

HIGHEST SALARY INCREASES

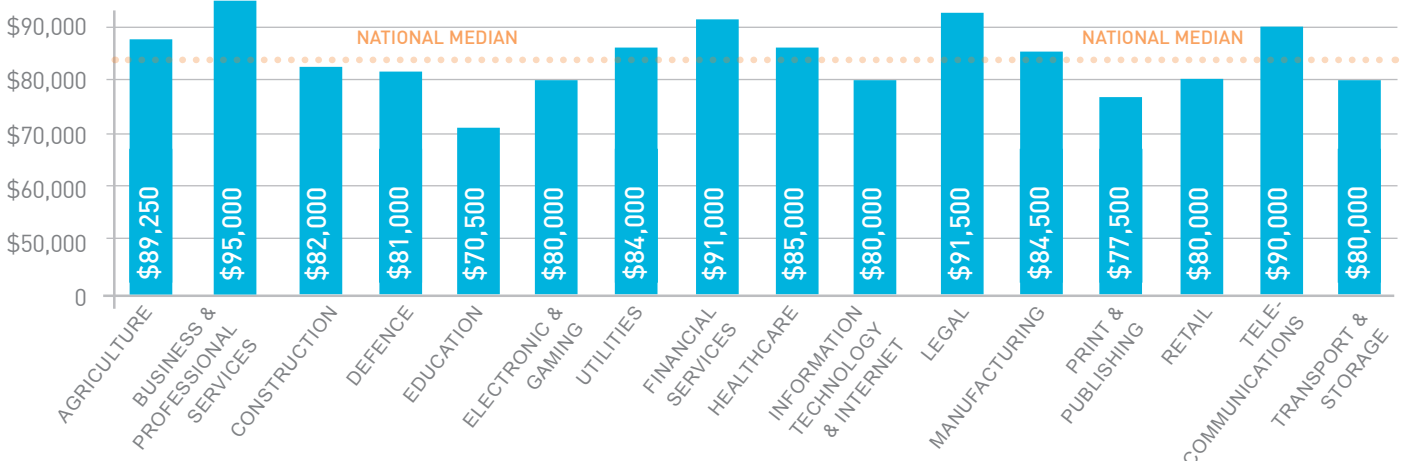


THINKING OF UP-SKILLING?

Below are the top four skills employers say will be 'Hot' in 2015



MEDIAN BASE SALARY BY INDUSTRY



PERMANENT SALARY RATES 2014

Job Title - PERMANENT	LOWER QUARTILE \$ salary	MEDIUM QUARTILE \$ salary	UPPER QUARTILE \$ salary
ARCHITECT	114,000	124,500	150,000
BUSINESS ANALYST	72,000	86,000	120,000
CONSULTANT BI/CRM	84,500	100,000	110,000
CONSULTANT ERP/SUPPLY	83,500	100,000	120,000
CONSULTANT	70,000	95,000	120,000
DATA RECORD MANAGEMENT	53,500	67,000	75,500
DBA/DATABASE DEVELOPER	75,000	88,500	98,000
HARDWARE ENGINEER	41,000	56,000	75,000
HELP DESK/SUPPORT	42,500	49,500	59,000
IT SECURITY	80,000	105,000	130,000
MANAGEMENT	96,000	117,500	140,000
NETWORK ADMINISTRATION	48,500	62,000	78,000
NETWORK ENGINEER	56,500	70,000	90,000
PROJECT MANAGER/TEAM LEAD	86,000	104,250	120,000
SALES EXEC/ACCOUNT MANAGER	65,000	100,000	127,500
SOFTWARE - ANALYST PROGRAMMER	68,000	80,000	90,000
SOFTWARE ARCHITECT	100,000	115,000	129,000
SOFTWARE DEVELOPER	62,000	80,000	100,000
SYSTEMS ADMINISTRATOR	60,000	70,000	80,000
SYSTEMS ANALYST	66,000	75,000	92,500
SYSTEMS INTEGRATION	65,000	80,000	99,500
TECHNICAL WRITER/DOCUMENTER	56,000	76,250	95,500
TESTING AND Q.A	62,500	76,000	92,000
TRAINER	56,000	64,500	77,000
WAN/TELECOMMUNICATIONS	64,000	78,500	110,000
WEB/MULTIMEDIA DESIGNER	45,000	57,000	68,000
WEB/MULTIMEDIA DEVELOPER	49,000	60,000	85,000

CONTRACT HOURLY RATES 2014

Job Title - CONTRACTOR	LOWER QUARTILE \$ per hour	MEDIUM QUARTILE \$ per hour	UPPER QUARTILE \$ per hour
ARCHITECT	110	120	150
BUSINESS ANALYST	80	90	100
CONSULTANT BI/CRM	100	100	140
CONSULTANT ERP/SUPPLY	90	110	120
CONSULTANT	80	100	150
DATA RECORD MANAGEMENT	30	40	70
DBA/DATABASE DEVELOPER	65	85	110
HARDWARE ENGINEER	15	24	60
HELP DESK/SUPPORT	23	28	45
IT SECURITY	90	110	120
MANAGEMENT	90	105	120
NETWORK ADMINISTRATION	50	75	95
NETWORK ENGINEER	50	70	75
PROJECT MANAGER/TEAM LEAD	75	100	120
SOFTWARE - ANALYST PROGRAMMER	25	65	95
SOFTWARE ARCHITECT	80	110	130
SOFTWARE DEVELOPER	60	85	95
SYSTEMS ADMINISTRATOR	40	50	80
SYSTEMS ANALYST	30	77	90
SYSTEMS INTEGRATION	70	100	110
TECHNICAL WRITER/DOCUMENTER	55	65	85
TESTING AND Q.A	65	80	90
TRAINER	38	65	100
WEB/MULTIMEDIA DESIGNER	45	55	70
WEB/MULTIMEDIA DEVELOPER	24	62	70

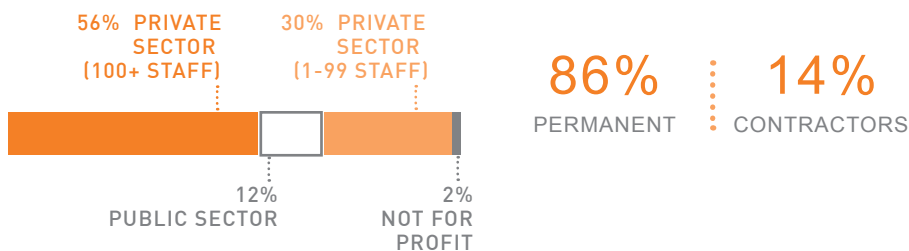
METHODOLOGY

The Absolute IT Remuneration Report captures real-time contract and permanent employees' remuneration details as entered into www.itsalaries.co.nz

More than 35,000 ICT workers in New Zealand have entered their remuneration details anonymously into IT Salaries.

This report is renewed every six months and pulls on the past 12 month's data.

DATA SECTOR SPLIT



ABOUT ABSOLUTE IT

Absolute IT delivers New Zealand's best IT recruitment solutions.

Since our launch in 2000 we've been proud to be New Zealand owned, our track record speaks for itself: 96% of job seekers would recommend us to others.

STAY IN TOUCH



All data and imagery in this report is the property of Absolute IT