

Christchurch Remuneration Snapshot

With over 37,000 anonymous entries into our IT salary website itsalaries.co.nz we can explore remuneration data by skill-set, industry, region and sector.

This report identifies trends specific to the Christchurch IT sector, in the past 6-12 months.

OVERVIEW

Since June 2013 Christchurch median base salaries have seen significant increases. However, figures from July 2015 show a 4% decrease since December 2014. These figures are in-line with national trends, which show drops across New Zealand.

These figures should not however be interpreted as a decrease in demand for tech talent in the region. Our latest Employer Insight Survey showed 78% of Christchurch tech employers saw accessing suitably qualified staff as the biggest challenge for the region this year and unsurprisingly, the biggest internal challenge for employers is holding onto the talent they already have.

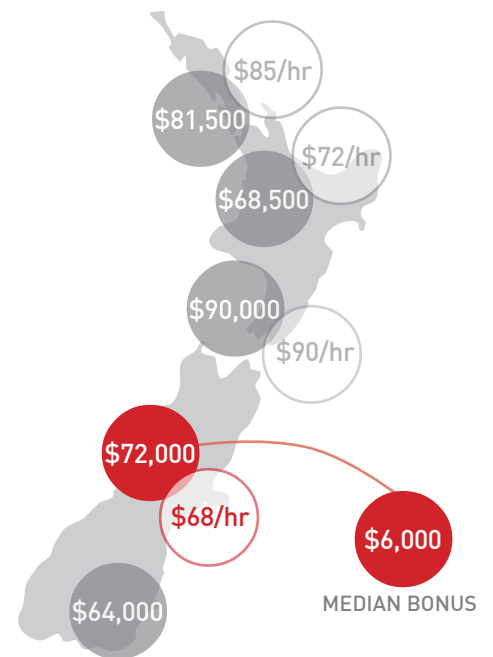
The median base salary for Christchurch tech professionals is currently at \$72,000, with a healthy median bonus of \$6,000. This bonus is the highest

across the country and equal to what tech professionals in Auckland are receiving. 62% of Christchurch tech professionals can also expect some form of additional benefit in their pay package this year. Interestingly, compared with national figures, Christchurch tech professionals are more likely to receive extra annual leave, a mobile phone/allowance and additional super.

The top paid skill-sets in Christchurch follow national trends with business intelligence, project management/team lead, business analyst and management taking out the top spots.

The sector split in Christchurch is also different than our other main centres, with a significantly higher proportion of permanent staff than contractors. 92% are permanent in Christchurch, compared with a national figure of 87%.

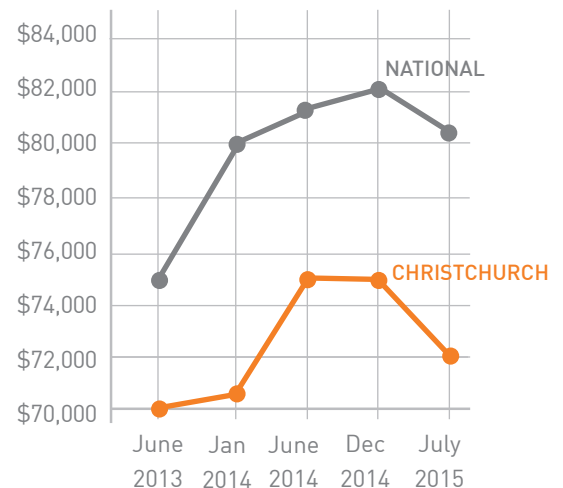
MEDIAN BASE SALARY & HOURLY RATE



PERMANENT STAFF BENEFITS CHRISTCHURCH

Mobile phone/allowance	44%	Paid overtime	8%
Flexible working hours	29%	Stock options	4%
Healthcare	25%	Extra Annual Leave	12%
Car Park	23%	Extra Super	9%
Company paid training	21%	Childcare	5%
Car/car allowance	6%	Gym/Healthclub	4%

MEDIAN BASE SALARY OVER TIME CHRISTCHURCH



Job Title - PERMANENT	LOWER QUARTILE \$ salary	MEDIUM QUARTILE \$ salary	UPPER QUARTILE \$ salary
BUSINESS ANALYST	70,500	85,000	100,000
CONSULTANT BI/CRM	82,500	98,000	130,000
CONSULTANT	55,000	91,000	120,000
DBA/DATABASE DEVELOPER	55,000	63,500	98,000
HELPDESK/SUPPORT	40,500	45,500	55,000
MANAGEMENT	95,000	100,000	190,000
NETWORK ADMINISTRATION	40,000	51,750	70,000
PROJECT MANAGER/TEAM LEAD	75,000	95,000	115,000
SOFTWARE - ANALYST PROGRAMMER	70,000	80,000	86,500
SOFTWARE DEVELOPER	52,000	70,000	98,500
SYSTEMS ADMINISTRATOR	47,000	62,000	70,000
TESING & Q.A	56,000	70,000	96,500

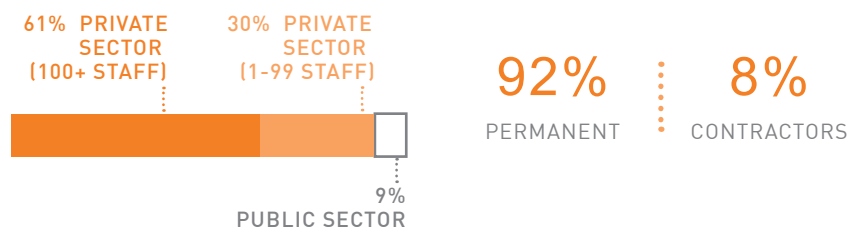
METHODOLOGY

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

37,000 ICT workers in New Zealand (2871 in Christchurch) 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.

CHRISTCHURCH 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.