

Remuneration Report - Six Monthly

With 33,900 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 ICT sector in the past 6 to 12 months.

OVERVIEW 2014

SUMMARY OF KEY FINDINGS

There have been notable improvements since our January 2014 report, including a 0.6% increase in the national base median salary, which now sits at \$80,500; a rise of 7.3% since our June 2013 report. The increase in the median ICT salary is in contrast with the wider economy, where pay increases have risen, but not as strongly as the IT sector in the past year.*

Aucklanders are receiving the most benefits & bonuses while Christchurch have had the largest increase in median base salary (6.4%) since our Jan 2014 report. However Wellington still holds the highest median base remuneration at \$87,500. The Waikato/BOP are still seeing steady increases in base remuneration at 1.4%

The positive shift in confidence is clear in this report, which highlights the key areas of change as salary increases and additional benefits being offered to employees.

The Absolute IT Job Seeker Intentions report 2014 shows the number of ICT professionals who consider their place of work to be a good one has also held steady at 85%. Nevertheless a more lucrative salary remains the top motivator for most ICT professionals when they are considering a change of job; with career development opportunities and more challenging work follow close behind.

While the national median remuneration rates have improved and our reports show a significant number of employees are happy in their workplace, 67% of employees are still considering a move to a new work place in the next 12 months. Our reports show that with the

*Mercer's Total Remuneration Survey states NZ salaries rose by an average of 3.2% in the past 12mths.

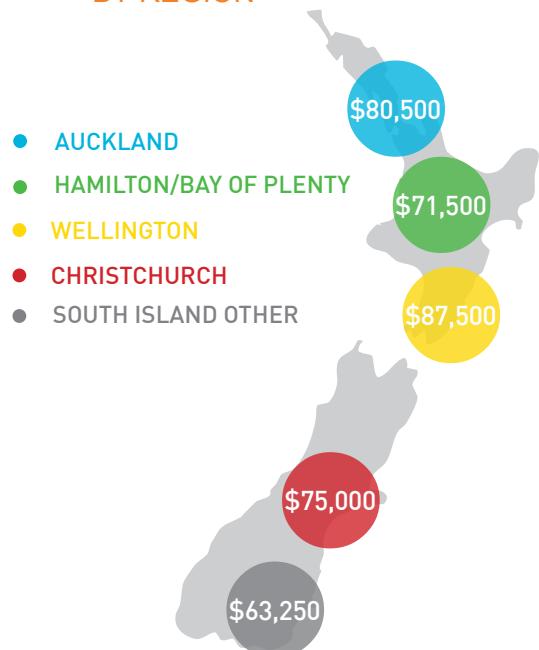
improving economy, employers can afford to pay their staff more and staff have more options to consider

With the improving economy meaning there are more and more opportunities opening up in the ICT industry, allowing staff more room and training to grow can make all the difference when it comes to attracting and retaining talent.

KEY FINDINGS

- Wellington still offers the highest median base remuneration at \$87,500
- The national median remuneration for IT workers since June 2013 has risen 7.3%
- More ICT professionals are receiving additional benefits as part of their remuneration package
- The national median bonus has remained at \$6,000 since June 2013
- The median remuneration for ICT workers in the private sector (1-99 staff) has risen 9% in the last year
- The national median rate/hr has risen 5% to \$90

BASE MEDIAN SALARY BY REGION



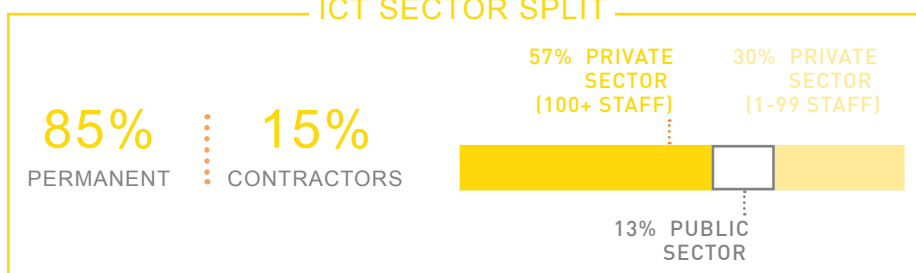
ACROSS THE BOARD **INCREASE** IN THE NATIONAL BASE MEDIAN SALARY OF LESS THAN 1% OVER THE LAST 6 MONTHS

56% OF IT PROFESSIONALS IN NZ RECEIVE SOME ADDITIONAL BENEFITS AS PART OF THEIR REMUNERATION PACKAGE

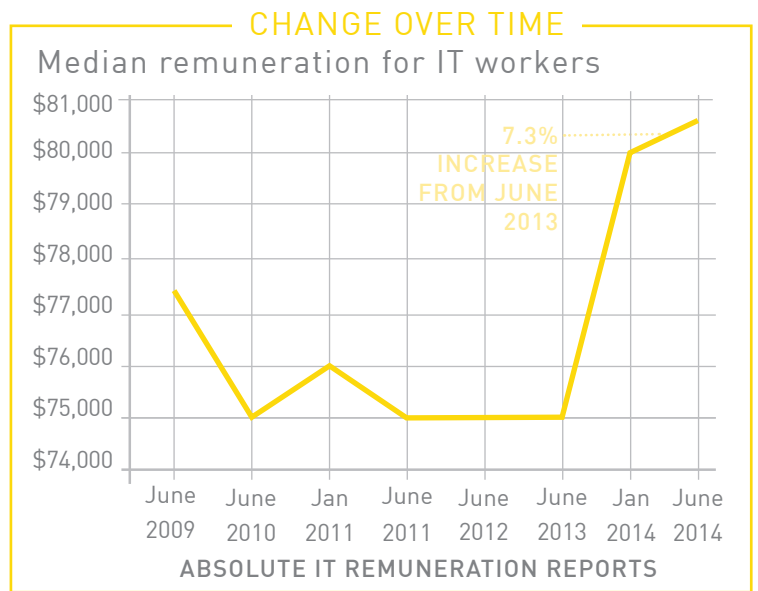
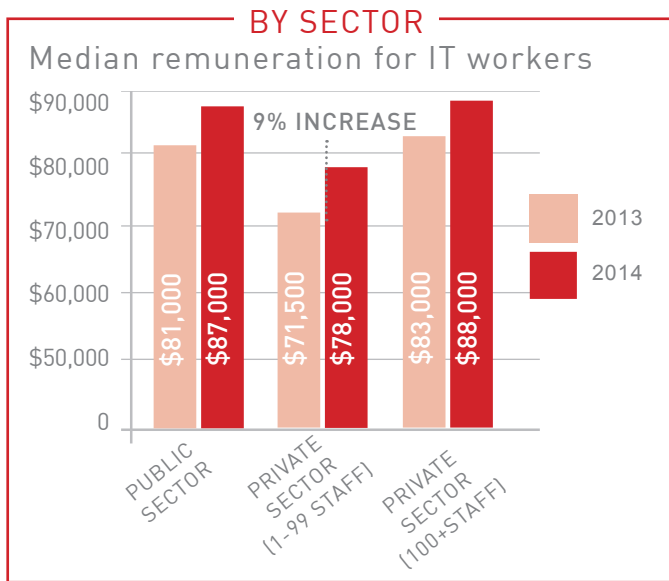
NATIONAL FIGURES

MEDIAN SALARY	\$80,500
MEDIAN RATE/HR	\$90.00
MEDIAN BONUS	\$6,000

ICT SECTOR SPLIT



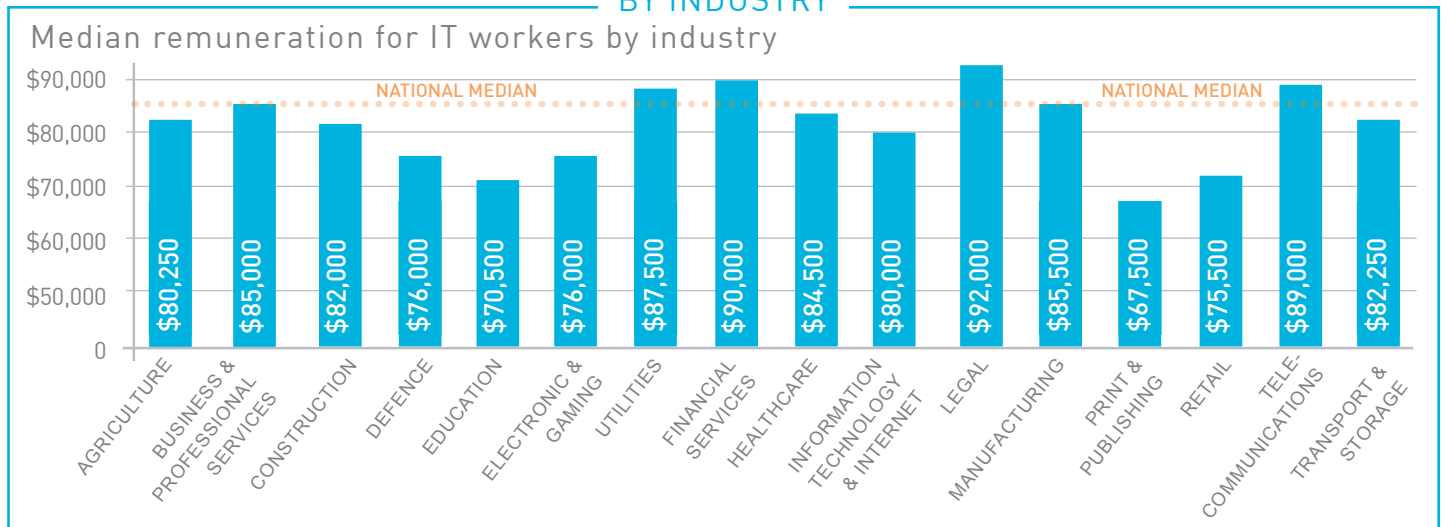
NATIONAL MEDIAN REMMUNERATION



Market Insight

The Public sector median salary has increased by 7% to sit on \$87,000 just shy of the top spot held by the Private sector (100+ staff) at \$88,000. However the smaller Private Sector (1-99 Staff) has seen the largest increase up 9% to \$78,000. Perhaps due to the boom in NZ ICT start ups.

BY INDUSTRY



Market Insight

Business and Professional Services saw the highest increase in median remuneration of 9%. The highest increases for permanent salaries occurred across various rates of pay. IT security topped the list with a 16% increase for 2014 highlighting the demand for this sought after skill set.

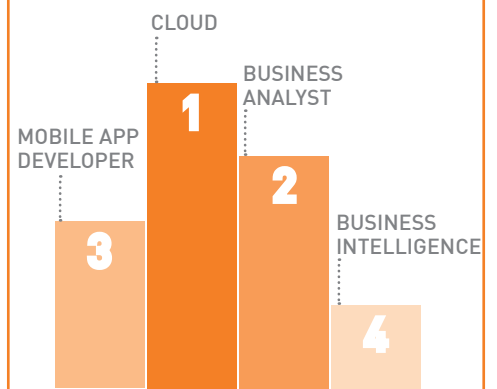
HIGHEST SALARY INCREASES



EDUCATION

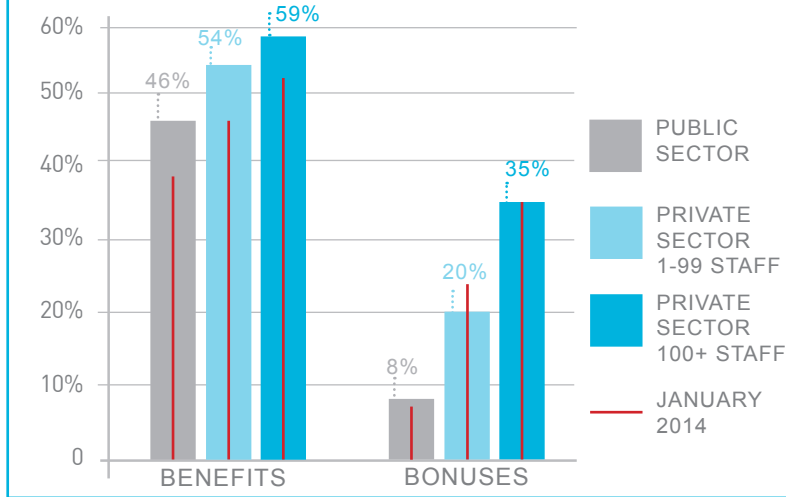
THINKING OF UP-SKILLING?

Below are the top four skills employers say will be 'Hot' in 2014/15



BONUSES AND BENEFITS RECEIVED

RECEIVE BONUSES/ BENEFITS BY SECTOR



Market Insight

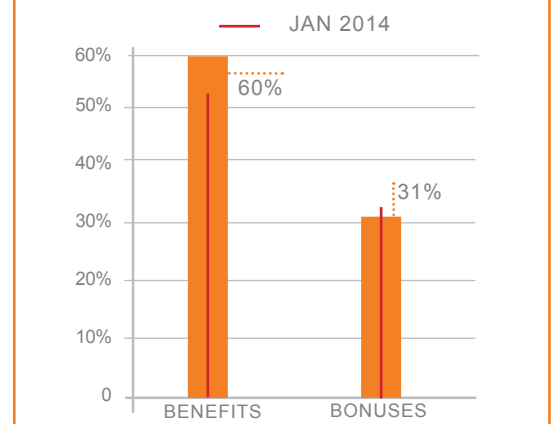
Alongside salary increases we have seen noteworthy increases in the number of employees receiving benefits across all sectors.

Companies are thinking progressively and finding ways to invest in their teams when they cannot offer higher remuneration. There have been boosts for most benefit packages, the main increases have been in mobile phone allowance, flexible working hours, car park and healthcare.

PERMANENT STAFF BENEFITS RECEIVED

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

PERMANENT STAFF THAT RECEIVE BONUSES/ BENEFITS



Market Insight

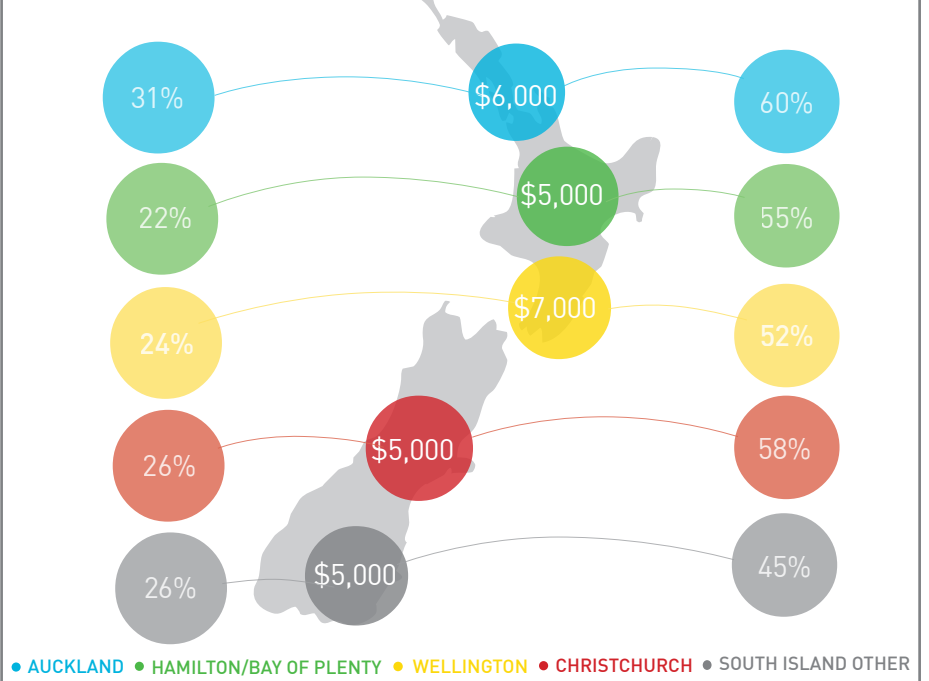
Although benefits have risen we have seen a drop in employees receiving bonuses. Permanent staff have seen a decrease of 3%. However the national median bonus has remained at \$6,000 since our January 2014 and June 2013 report.

MEDIAN BONUS BY SECTOR



56% OF IT PROFESSIONALS IN NZ RECEIVE SOME ADDITIONAL BENEFITS AS PART OF THEIR REMUNERATION PACKAGE

PERCENTAGE RECEIVING BONUSES BY REGION — MEDIAN BONUS BY REGION — PERCENTAGE RECEIVING BENEFITS BY REGION



PERMANENT SALARY RATES 2014

Job Title - PERMANENT	LOWER QUARTILE \$ salary	MEDIUM QUARTILE \$ salary	UPPER QUARTILE \$ salary
ARCHITECT	110,000	125,000	140,000
BUSINESS ANALYST	70,000	85,000	98,000
CONSULTANT BI/CRM	80,000	100,000	110,000
CONSULTANT ERP/SUPPLY	80,000	100,500	120,000
CONSULTANT	78,000	96,000	117,000
DATA RECORD MANAGEMENT	53,500	67,750	75,500
DBA DATABASE DEVELOPER	71,000	85,000	96,000
HARDWARE ENGINEER	41,000	50,000	67,500
HELP DESK/SUPPORT	42,000	49,000	58,000
IT SECURITY	75,000	95,000	125,000
MANAGEMENT	95,000	117,500	140,000
NETWORK ADMINISTRATION	49,500	60,000	80,000
NETWORK ENGINEER	56,500	70,000	85,500
PROJECT MANAGER/TEAM LEAD	86,000	104,250	120,000
SALES EXEC/ACCOUNT MANAGER	65,000	99,500	120,000
SOFTWARE - ANALYST PROGRAMMER	67,500	77,000	94,000
SOFTWARE ARCHITECT	100,000	113,500	129,000
SOFTWARE DEVELOPER	60,000	78,000	91,000
SYSTEMS ADMINISTRATOR	60,000	70,000	80,000
SYSTEMS ANALYST	64,000	77,000	87,500
SYSTEMS INTEGRATION	70,000	80,000	105,000
TECHNICAL WRITER/DOCUMENTER	53,000	65,500	83,000
TESTING AND Q.A	61,500	75,500	90,000
TRAINER	56,000	70,000	78,500
WAN/TELECOMMUNICATIONS	59,000	68,500	96,000
WEB/MULTIMEDIA DESIGNER	40,000	56,000	75,000
WEB/MULTIMEDIA DEVELOPER	49,000	60,000	75,000

CONTRACT HOURLY RATES 2014

Job Title - CONTRACTOR	LOWER QUARTILE \$ per hour	MEDIUM QUARTILE \$ per hour	UPPER QUARTILE \$ per hour
ARCHITECT	110	130	150
BUSINESS ANALYST	80	90	100
CONSULTANT BI/CRM	80	100	130
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	20	29	35
IT SECURITY	100	120	130
MANAGEMENT	85	95	120
NETWORK ADMINISTRATION	50	75	95
NETWORK ENGINEER	50	70	75
PROJECT MANAGER/TEAM LEAD	90	100	120
SOFTWARE - ANALYST PROGRAMMER	25	55	75
SOFTWARE ARCHITECT	95	110	130
SOFTWARE DEVELOPER	70	85	95
SYSTEMS ADMINISTRATOR	30	52	70
SYSTEMS ANALYST	30	75	100
SYSTEMS INTEGRATION	70	95	95
TECHNICAL WRITER/DOCUMENTER	45	65	85
TESTING AND Q.A	65	80	95
TRAINER	38	65	65
WEB/MULTIMEDIA DESIGNER	45	55	100
WEB/MULTIMEDIA DEVELOPER	24	62	70

ABOUT ABSOLUTE IT

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

We provide unrivalled service throughout the country. Our service is exceptional because our team is. We are innovative specialists who are industry savvy, well-connected and committed.

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.

For more information, please contact:

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METHODOLOGY

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

More than 33,900 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 in IT Salaries.

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