

Remuneration Report

With almost 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 remuneration trends specific to the IT sector, in the past 6-12 months.

OVERVIEW

New Zealand tech pay packages have been on the up since June 2013, rising over 10%. However, this report shows a market correction, the last six months have seen a 2.4% decrease in tech median base salaries and a 6% decline in those receiving additional benefits as part of their pay package.

The earning potential of tech professionals are back to early 2014 levels, with the median base salary currently sitting at \$80,500 and the median hourly rate at \$85/hour.

The biggest decreases were seen in the Public Sector, down 7% and Private Sector (100+ staff), down 6%. While the Private Sector (1-99 staff) saw an increase of 7%, evening out the earning potential of each sector to a median base salary of \$80,500.

These latest figures could be a reflection of the drop in business confidence we have been hearing about in the media,

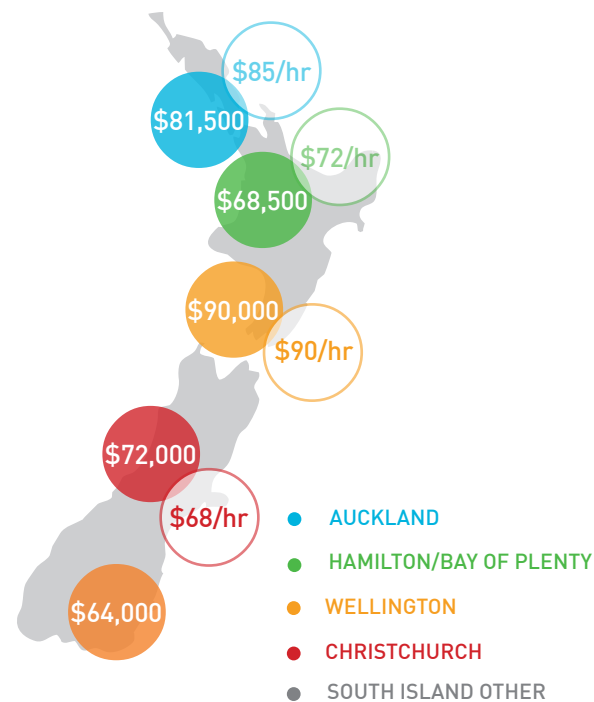
but certainly aren't a reflection of the demand for skilled IT professionals dropping.

Demand for tech professionals is as strong as ever, the Absolute IT Employer Insight Report showed 79% of tech employers are planning to recruit additional staff/contractors throughout the year and 28% are finding it harder to source the talent they need, compare with last year.

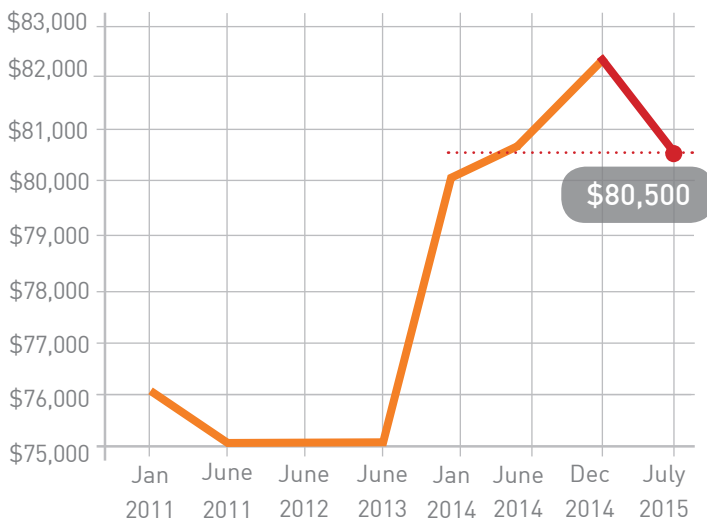
Since April 2015, we have seen an increase of 13% in job vacancies, so while pay levels might be down, the tech sector continues to demand top tech talent.

Regionally, the median base salary in Wellington didn't see any drop and remains at \$90,000, and Auckland saw a slight drop of 1.2%, down to \$81,500. Hamilton/Bay of Plenty and Christchurch took the biggest hit, dropping 2.2% and 4% respectively to \$68,500 and \$72,000.

MEDIAN BASE SALARY & HOURLY RATE



NATIONAL MEDIAN BASE SALARY OVER TIME

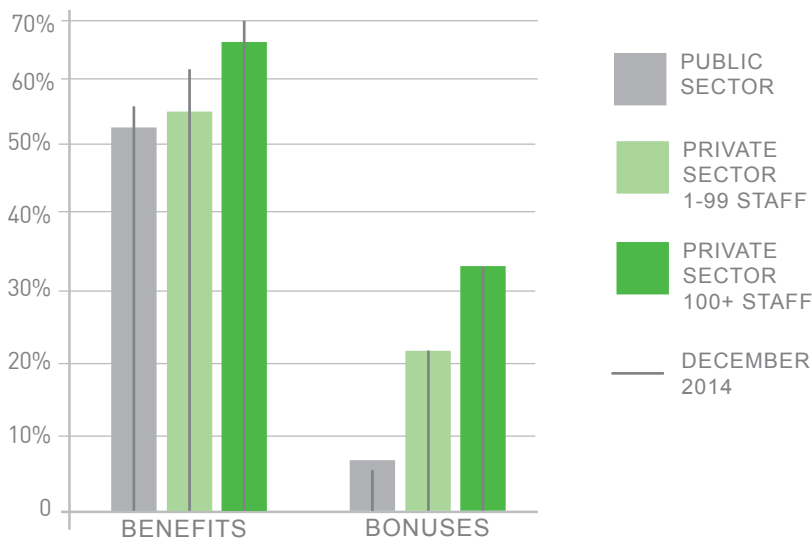


KEY FINDINGS

- The national median base salary for IT professionals has decreased 2.4% since December 2014.
- 6% less IT professionals are receiving additional benefits since December 2014.
- The national median bonus remains at \$6,000.
- Auckland IT professionals are most likely to receive a bonus, while Wellington IT professionals are most likely to receive additional benefits.

PERMANENT STAFF - BONUS AND BENEFITS

Mobile phone/allowance	36%
Flexible working hours	29%
Healthcare	26%
Car Park	22%
Company paid training	24%
Car/car allowance	8%
Paid overtime	11%
Stock options	4%
Extra Annual Leave	9%
Extra Super	7%
Childcare	1%
Gym/Healthclub	6%



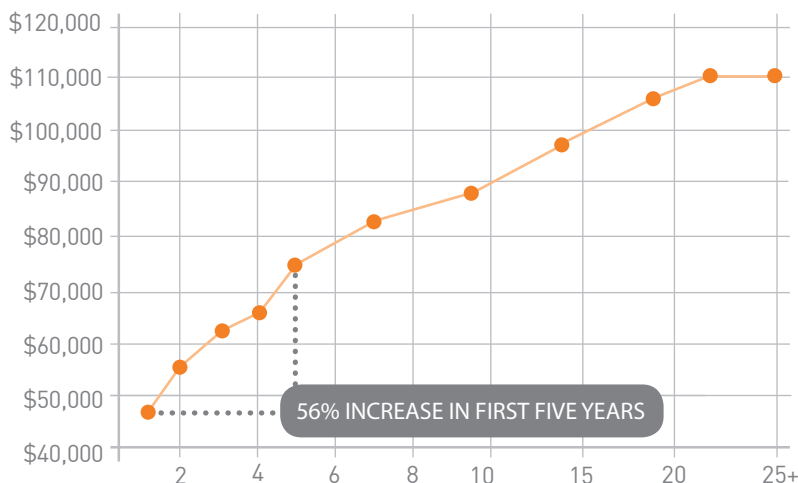
MEDIAN BONUS BY SECTOR



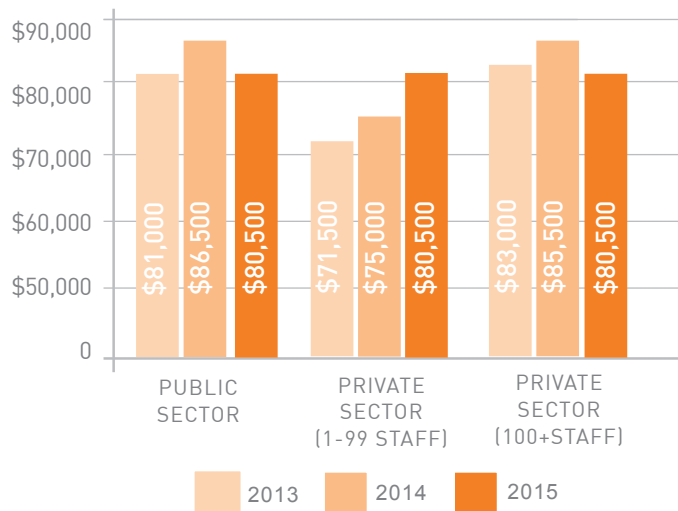
Market Insight

Nationally we have seen a 6% drop in tech professionals receiving additional benefits as part of their pay package. This figure is predominantly reflected in the benefits of healthcare, down 5% and mobile phone/allowances, down 3%. Company paid training and car parking also saw a decrease of 2%.

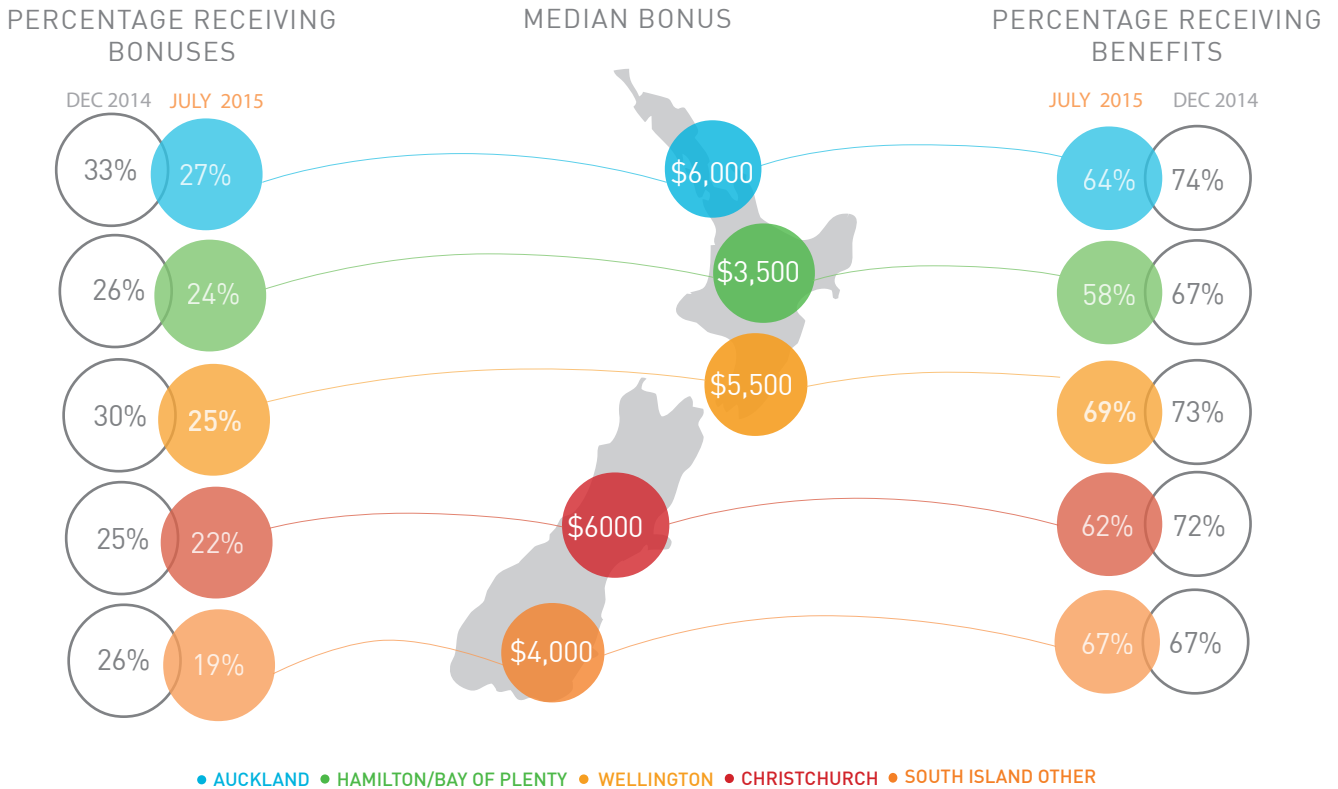
MEDIAN BASE SALARY VS YEARS EXPERIENCE



MEDIAN REMUNERATION BY SECTOR



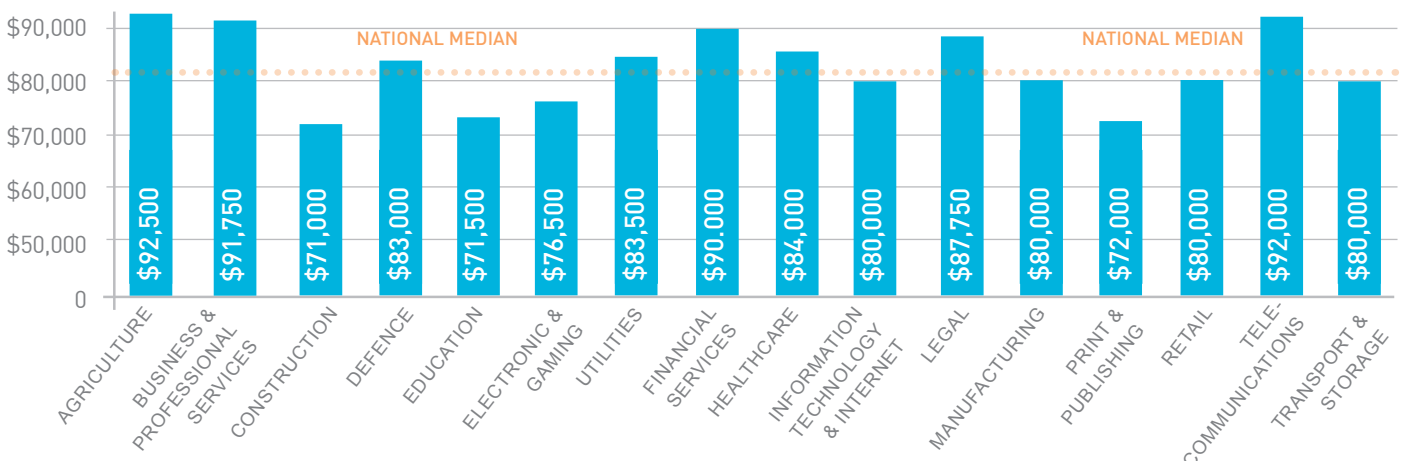
BONUS AND BENEFITS BY REGION



Market Insight

Since December 2014, the number of IT professionals who receive bonuses has dropped. The median bonus paid in Auckland remained strong at \$6,000, while Hamilton/Bay of Plenty saw a decrease from \$5,000 down to \$3,500 and Wellington dropped from being the top bonus earning region at \$7,000, down to \$5,500. Christchurch saw an increase of \$1,000, up to \$6,000, equal to what IT professionals are earning as a bonus in Auckland.

MEDIAN REMUNERATION BY INDUSTRY



PERMANENT SALARY RATES 2015

Job Title - PERMANENT	LOWER QUARTILE \$ salary	MEDIUM QUARTILE \$ salary	UPPER QUARTILE \$ salary
ARCHITECT	110,000	125,000	160,000
BUSINESS ANALYST	70,500	85,000	110,000
CONSULTANT BI/CRM	82,500	100,000	110,000
CONSULTANT ERP/SUPPLY	80,000	100,000	116,000
CONSULTANT	78,000	95,000	117,000
DATA RECORD MANAGEMENT	52,000	67,750	77,000
DBA/DATABASE DEVELOPER	70,500	85,000	96,500
HARDWARE ENGINEER	42,000	52,000	70,000
HELP DESK/SUPPORT	42,500	50,000	59,500
IT SECURITY	76,500	100,000	140,000
MANAGEMENT	96,000	116,500	140,000
NETWORK ADMINISTRATION	49,500	64,250	78,000
NETWORK ENGINEER	49,500	68,000	85,000
PROJECT MANAGER/TEAM LEAD	85,500	103,000	120,000
SALES EXEC/ACCOUNT MANAGER	60,000	70,500	114,500
SOFTWARE - ANALYST PROGRAMMER	66,500	80,000	110,000
SOFTWARE ARCHITECT	102,000	114,250	135,000
SOFTWARE DEVELOPER	60,000	80,000	110,000
SYSTEMS ADMINISTRATOR	50,000	68,000	80,000
SYSTEMS ANALYST	63,500	74,500	90,000
SYSTEMS INTEGRATION	71,000	80,000	100,000
TECHNICAL WRITER/DOCUMENTER	60,000	69,750	95,500
TESTING AND Q.A	60,000	80,000	130,000
TRAINER	56,000	74,250	96,000
WAN/TELECOMMUNICATIONS	70,000	70,000	87,500
WEB/MULTIMEDIA DESIGNER	45,000	55,250	85,000
WEB/MULTIMEDIA DEVELOPER	49,000	60,000	80,000

CONTRACT HOURLY RATES 2015

Job Title - CONTRACTOR	LOWER QUARTILE \$ per hour	MEDIUM QUARTILE \$ per hour	UPPER QUARTILE \$ per hour
ARCHITECT	100	130	180
BUSINESS ANALYST	75	87	95
CONSULTANT BI/CRM	100	100	160
CONSULTANT ERP/SUPPLY	110	115	120
CONSULTANT	100	115	150
DATA RECORD MANAGEMENT	35	45	70
DBA/DATABASE DEVELOPER	50	90	120
HARDWARE ENGINEER	15	40	90
HELP DESK/SUPPORT	23	28	45
IT SECURITY	90	110	120
MANAGEMENT	65	115	140
NETWORK ADMINISTRATION	50	75	95
NETWORK ENGINEER	50	70	90
PROJECT MANAGER/TEAM LEAD	75	100	120
SOFTWARE - ANALYST PROGRAMMER	25	65	95
SOFTWARE ARCHITECT	80	100	130
SOFTWARE DEVELOPER	60	75	100
SYSTEMS ADMINISTRATOR	46	50	80
SYSTEMS ANALYST	30	77	95
SYSTEMS INTEGRATION	70	100	110
TECHNICAL WRITER/DOCUMENTER	60	85	96
TESTING AND Q.A	60	80	120
TRAINER	38	65	100
WEB/MULTIMEDIA DESIGNER	45	55	70
WEB/MULTIMEDIA DEVELOPER	30	62	85

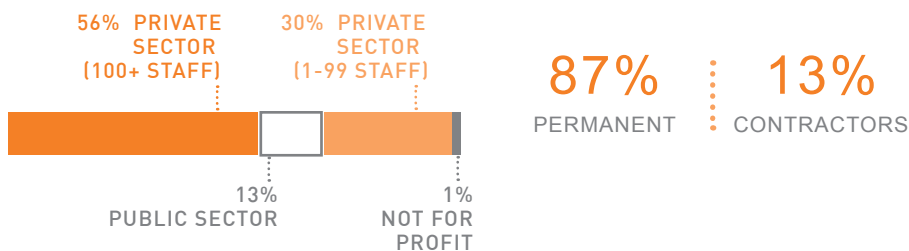
METHODOLOGY

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

Almost 37,000 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



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