



Remuneration Report

More than half of the ICT professionals currently working in New Zealand participated in our Remuneration Report. It draws on data from the more than 27,500 anonymous entries into the IT salary website itsalaries.co.nz and explores remuneration by skill-set, industry and sector.

The report reflects no change in the national base median salary, which remains at \$75k, and national base rate per hour at \$80, despite the fact that a more lucrative salary would be the thing that most ICT professionals would appreciate from their employer. Yet, 86% of ICT professionals already consider their place of work to be a good one.

The national median remuneration rates reflects the state we already know the economy to be in, it's stabilising itself after the GFC.

The fact that the national median remuneration rates remains unchanged, yet a significant amount of employees are happy in their place of work can be put down to the fact that companies are thinking progressively and finding new ways to invest in their teams when they cannot offer higher remuneration.

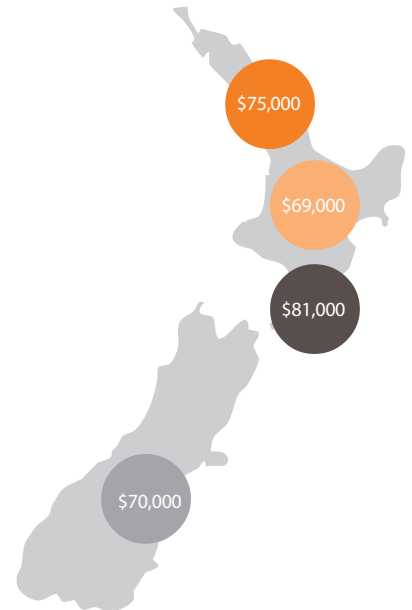
This shift in thinking is clear in this report, which shows the key areas where change can be seen is in the additional benefits offered to employees.

There have been increases in flexible working hours, company paid training, extra annual leave, health care subsidies, phone allowances, car allowances and stock options. 55% of all ICT staff now receive additional benefits as part of their remuneration package.

Previous reports compiled by Absolute IT show that although your average ICT professional places the most value on remuneration, additional benefits follows at a close second. Allowing staff more freedom with working hours, annual leave and other benefits, can make all the difference when it comes to attracting and retaining talent.



BASE MEDIAN SALARY BY REGION



- AUCKLAND
- HAMILTON/BAY OF PLENTY
- WELLINGTON
- CHRISTCHURCH & SOUTH ISLAND OTHER



KEY FINDINGS

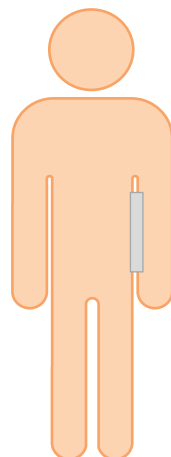
- Wellington still offers the highest median base remuneration, \$81,000 against Auckland's \$75,000 with both Hamilton/Bay of Plenty and the Christchurch/South Island regions lower than this again (\$69,000 and \$70,000 respectively).
- More ICT professionals are receiving additional benefits as part of their remuneration package.
- ICT professionals who receive additional bonus/commissions as part of their remuneration package has decreased 2% since June 2012.

NEW ZEALAND ICT PROFESSIONAL

MEDIAN SALARY	MEDIAN RATE/HR
\$ 75,000	\$ 80

MEDIAN BONUS/COMMISSION
\$ 6,000

55%
RECEIVE ADDITIONAL BENEFITS AS PART OF THEIR
REMUNERATION PACKAGE

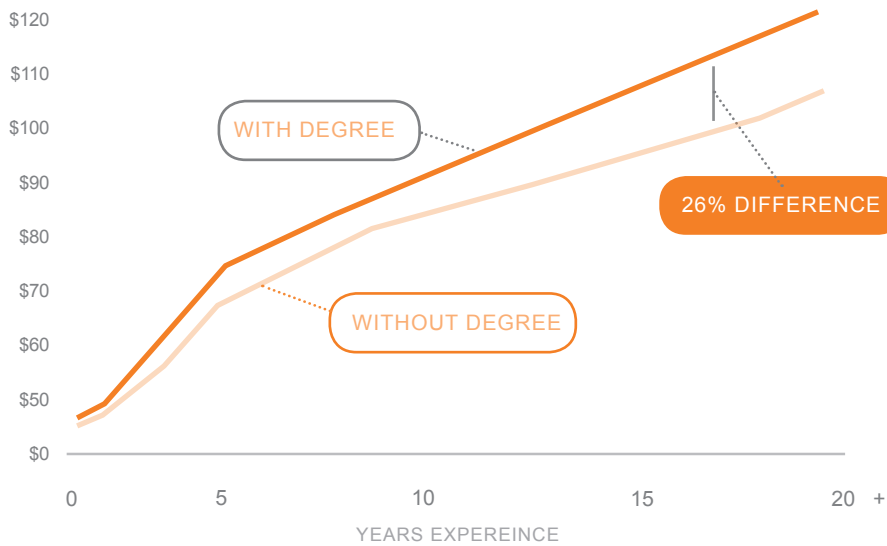


ICT SECTOR SPLIT

- 13% PUBLIC SECTOR
- 2% NOT-FOR-PROFIT
- 30% PRIVATE SECTOR (1-99 STAFF)
- 55% PRIVATE SECTOR (100+ STAFF)



MEDIAN REMUNERATION - DEGREE V NO DEGREE

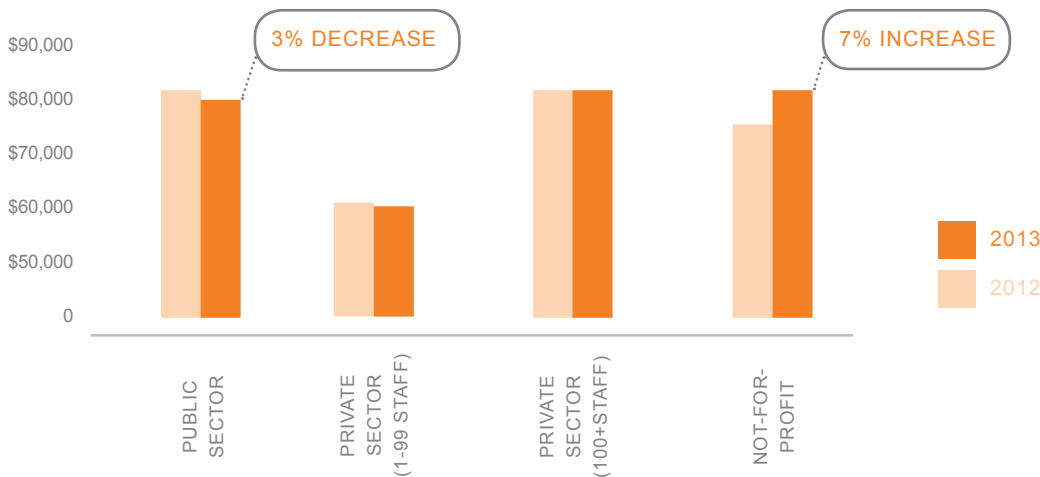


THINKING OF UP-SKILLING?

SKILLS EMPLOYERS SAY THEY'LL WANT IN 2015

- CLOUD
- MOBILE APP DEVELOPER
- INTEGRATION
- BUSINESS INTELLIGENCE
- SECURITY
- BUSINESS ANALYSIS

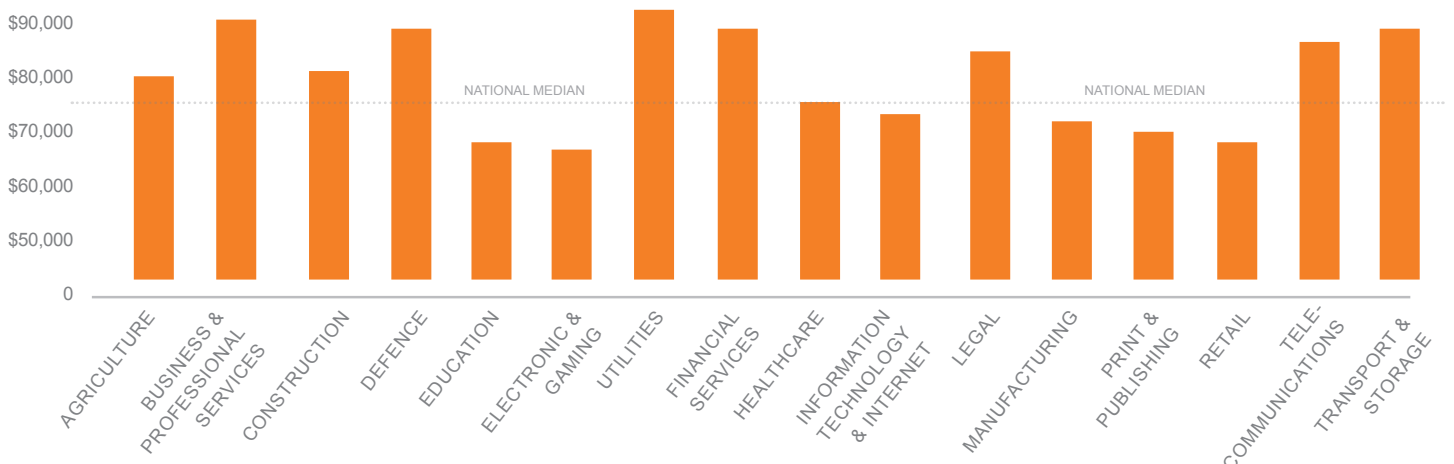
MEDIAN REMUNERATION BY SECTOR



MARKET INSIGHT

Smaller businesses are often unable to compete with larger private companies and the public sector remuneration offers. However, it is easier for small companies to adopt and compete with additional benefits (flexible working hours, additional annual leave, stock options).

MEDIAN REMUNERATION BY INDUSTRY





JUNE
2013

absoluteIT
RECRUITMENT SPECIALISTS

55% OF ICT PROFESSIONALS IN NZ RECEIVE SOME ADDITIONAL BENEFITS AS PART OF THEIR REMUNERATION PACKAGE

PERMANENT STAFF BENEFITS



MOBILE PHONE/ALLOWANCE



FLEXIBLE WORKING HOURS



COMPANY PAID TRAINING



GYM/HEALTHCLUB MEMBERSHIP



CAR AND/OR CAR ALLOWANCE



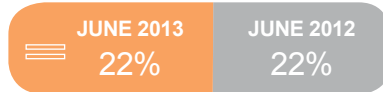
EXTRA ANNUAL LEAVE



HEALTH CARE SUBSIDIES



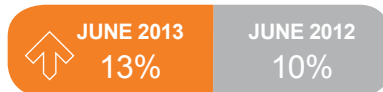
CAR PARK



ADDITIONAL SUPERANNUATION



OVERTIME PAYMENTS



STOCK OPTIONS



CHILD DAYCARE



ICT employees may place the most value on remuneration, however additional benefits follows at a close second. Allowing your staff more freedom with working hours, annual leave and other benefits, can make all the difference when it comes to retaining and attracting talent.

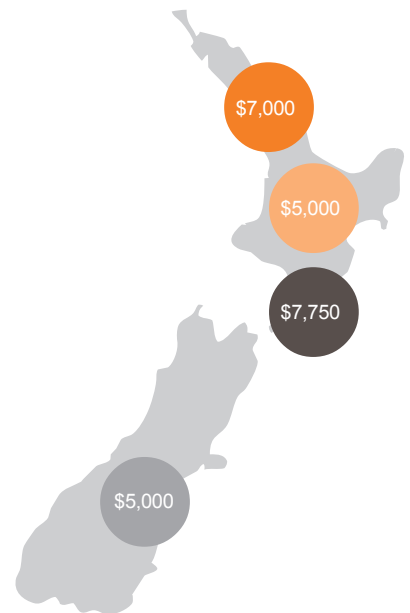


RECEIVE BONUSES/ COMMISSIONS

AUCKLAND	31%
HAMILTON/BAY OF PLENTY	22%
WELLINGTON	23%
CHRISTCHURCH AND SI OTHER	23%



MEDIAN BONUS/ COMMISSIONS BY REGION



- AUCKLAND
- HAMILTON/BAY OF PLENTY
- WELLINGTON
- CHRISTCHURCH & SOUTH ISLAND OTHER



PERMANENT SALARY RATES 2013

Job Title	LOWER Quartile \$	MEDIUM Quartile \$	UPPER Quartile \$
ARCHITECT	97,500	120,000	130,000
BUSINESS ANALYST	65,000	82,000	95,000
CONSULTANT BI/CRM	84,000	91,500	110,500
CONSULTANT ERP/SUPPLY	85,000	100,000	120,000
CONSULTANT	70,000	86,250	107,500
DATA RECORD MANAGEMENT	57,000	61,500	80,000
DBA DATABASE DEVELOPER	65,500	80,000	95,000
HARDWARE ENGINEER	39,000	48,000	75,000
HELP DESK/SUPPORT	40,000	48,000	56,000
IT SECURITY	77,500	85,500	100,000
MANAGEMENT	89,000	109,500	130,000
NETWORK ADMINISTRATION	45,000	60,000	72,000
NETWORK ENGINEER	60,000	69,000	85,500
PROJECT MANAGER/TEAM LEAD	76,000	100,000	120,000
SALES EXEC/ACCOUNT MANAGER	65,000	80,000	125,000
SOFTWARE - ANALYST PROGRAMMER	60,000	80,000	90,000
SOFTWARE ARCHITECT	90,000	107,000	127,500
SOFTWARE DEVELOPER	55,500	70,000	86,000
SYSTEMS ADMINISTRATOR	56,500	68,000	78,000
SYSTEMS ANALYST	55,000	75,000	87,000
SYSTEMS INTEGRATION	75,500	80,000	90,000
TECHNICAL WRITER/DOCUMENTER	50,000	62,250	73,000
TESTING AND Q.A	56,500	68,250	90,000
TRAINER	54,000	60,000	73,000
WAN/TELECOMMUNICATIONS	55,000	70,000	100,000
WEB/MULTIMEDIA DESIGNER	40,000	57,000	68,500
WEB/MULTIMEDIA DEVELOPER	43,000	58,000	68,000



CONTRACT HOURLY RATES 2013

Job Title	LOWER Quartile \$	MEDIUM Quartile \$	UPPER Quartile \$
ARCHITECT	90	110	140
BUSINESS ANALYST	75	85	95
CONSULTANT BI/CRM	70	90	150
CONSULTANT ERP/SUPPLY	65	105	120
CONSULTANT	80	100	120
DATA RECORD MANAGEMENT	20	34	95
DBA DATABASE DEVELOPER	55	90	110
HARDWARE ENGINEER	18	35	50
HELP DESK/SUPPORT	21	27	34
IT SECURITY	85	90	120
MANAGEMENT	75	100	120
NETWORK ADMINISTRATION	25	36	60
NETWORK ENGINEER	38	50	70
PROJECT MANAGER/TEAM LEAD	80	100	110
SALES EXEC/ACCOUNT MANAGER	40	50	90
SOFTWARE - ANALYST PROGRAMMER	45	65	90
SOFTWARE ARCHITECT	85	100	120
SOFTWARE DEVELOPER	50	75	90
SYSTEMS ADMINISTRATOR	42	52	70
SYSTEMS ANALYST	34	60	80
SYSTEMS INTEGRATION	60	75	90
TECHNICAL WRITER/DOCUMENTER	48	60	75
TESTING AND Q.A	65	80	90
TRAINER	39	60	75
WEB/MULTIMEDIA DESIGNER	25	42	60
WEB/MULTIMEDIA DEVELOPER	30	40	60

METHODOLOGY

The Absolute IT Remuneration Report captures real-time contract and permanent employees' remuneration details as entered into www.itsalaries.co.nz. Of the estimated 45,000 ICT workers in New Zealand, more than 27,500 have entered their remuneration details anonymously into www.itsalaries.co.nz.