

Remuneration Report

Our latest Remuneration Report draws on data from more than 30,500 anonymous entries into our IT salary website www.itsalaries.co.nz and explores remuneration by skill-set, industry, region and sector.

This report identifies the trends around remuneration in the ICT sector and provides insight into what 2014 has in store.

SUMMARY OF KEY FINDINGS

There have been notable improvements since our June 2013 report, including a 6.7% increase in the national base median salary, which now sits at \$80,000 - the first notable increase we've seen since 2011 and the highest median salary we've recorded since 2009. The national median hourly rate has also increased 6.3% to \$85.00.

However 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.*

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.

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

Alongside salary increases we have seen increases in the number of employees receiving bonuses, while the median bonus has remained at \$6,000. However in contrast to this, less staff are receiving benefits as part of their remuneration

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

package, down from 55% to 48% - perhaps in response to increased base salaries.

The Public sector median salary has increased by 2.5% to sit on \$82,000 just shy of the top spot held by the Private sector (100+ staff) at \$83,000. However the smaller Private Sector (1-99 Staff) has seen the largest increase up 7% to \$70,000. Perhaps due to the recent boom in NZ ICT start ups making waves internationally

Aucklanders are receiving the most benefits & bonuses and have had the largest increase in median base salary (6.7%) while Wellington still holds the highest median base remuneration at \$85,000. Christchurch and Waikato/BOP are seeing steady increases in base remuneration at 1% & 2% respectively.

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

The Absolute IT Job Seeker Intentions report 2014 shows that although your average ICT professional places the most value on remuneration; career development opportunities and more challenging work follow close behind.

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.

NATIONAL FIGURES

MEDIAN SALARY \$80,000

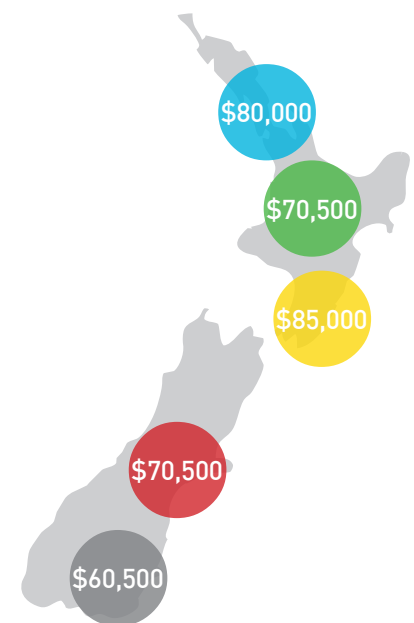
MEDIAN RATE/HR \$85.00

MEDIAN BONUS \$6,000

6.7% INCREASE IN THE NATIONAL BASE MEDIAN SALARY. THE FIRST NOTABLE INCREASE WE'VE SEEN SINCE 2011 AND THE HIGHEST MEDIAN SALARY WE'VE RECORDED SINCE 2009.

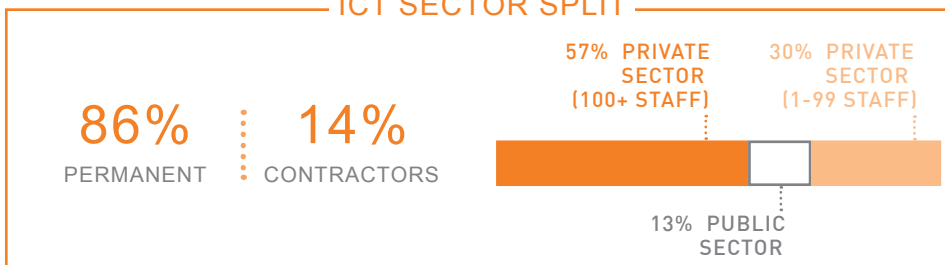
48% OF IT PROFESSIONALS IN NZ RECEIVE SOME ADDITIONAL BENEFITS AS PART OF THEIR REMUNERATION PACKAGE

BASE MEDIAN SALARY BY REGION



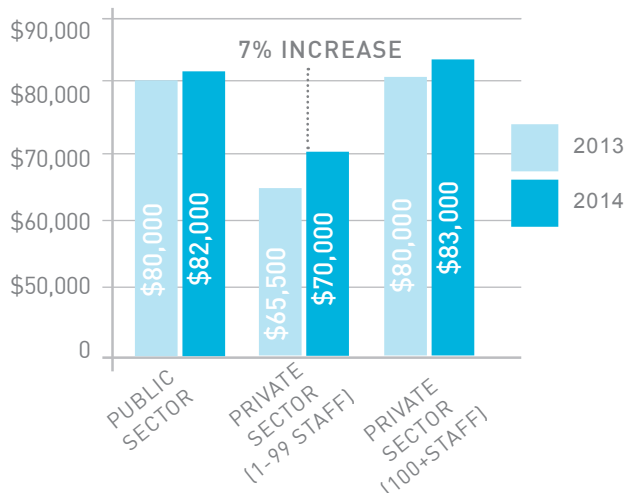
- AUCKLAND
- HAMILTON/BAY OF PLENTY
- WELLINGTON
- CHRISTCHURCH
- SOUTH ISLAND OTHER

ICT SECTOR SPLIT



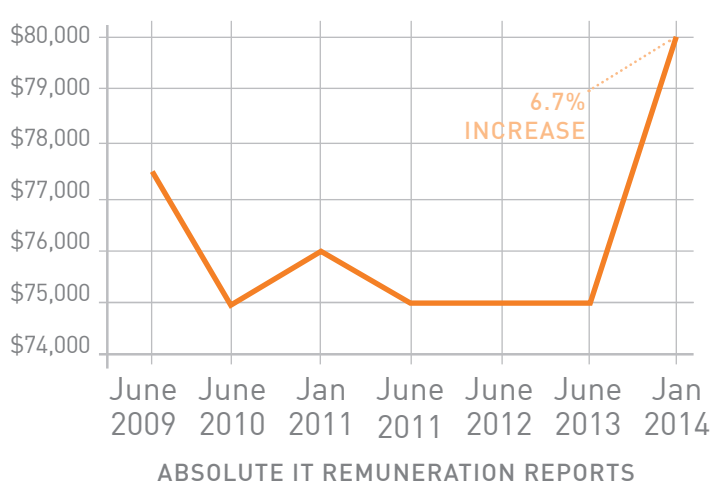
BY SECTOR

Median remuneration for IT workers



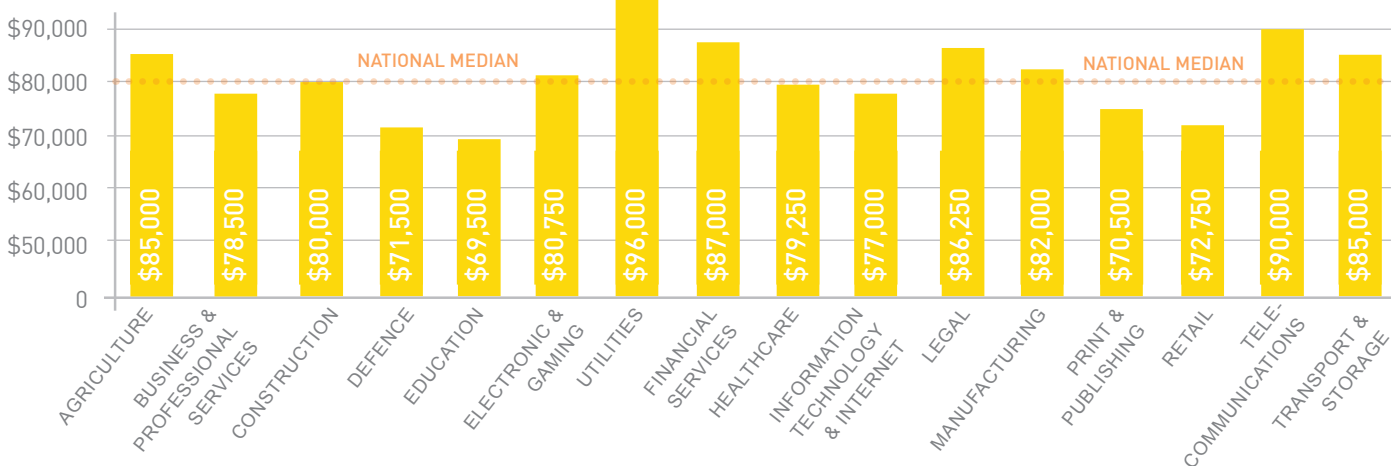
CHANGE OVER TIME

Median remuneration for IT workers



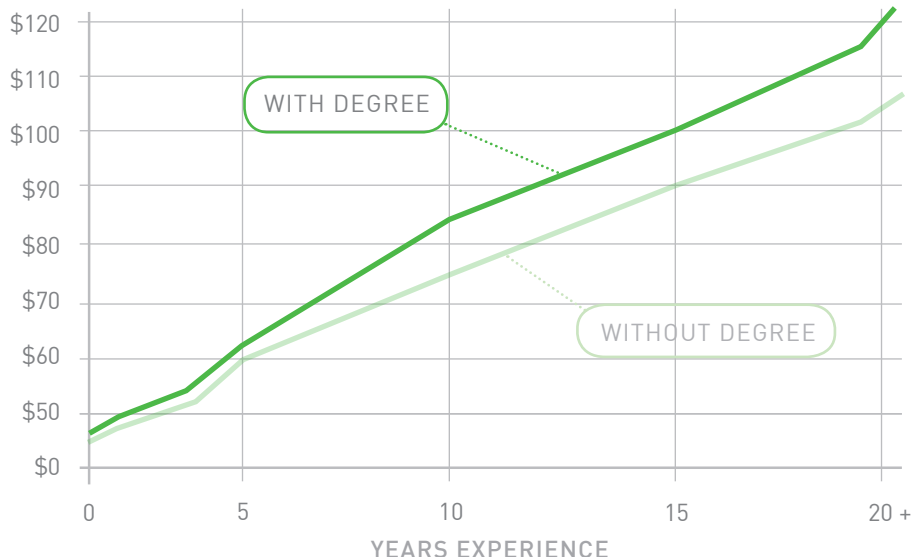
BY INDUSTRY

Median remuneration for IT workers by industry



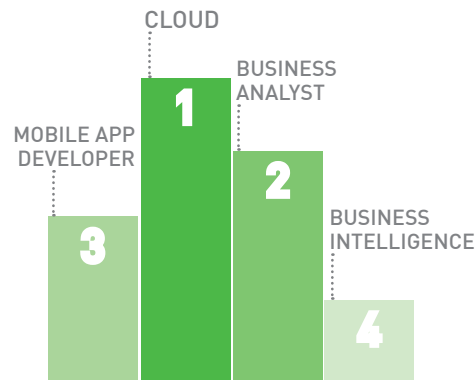
EDUCATION

Median remuneration degree vs no degree



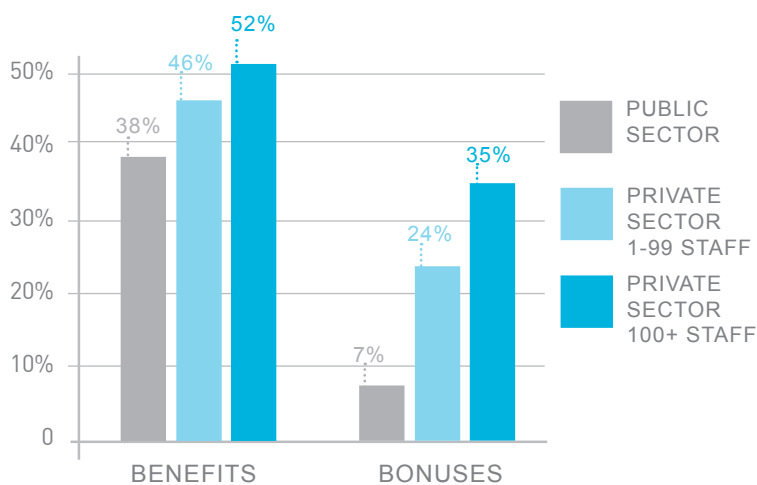
THINKING OF UP-SKILLING?

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



BONUSES AND BENEFITS RECEIVED

RECEIVE BONUSES/ BENEFITS BY SECTOR



MEDIAN BONUS BY SECTOR

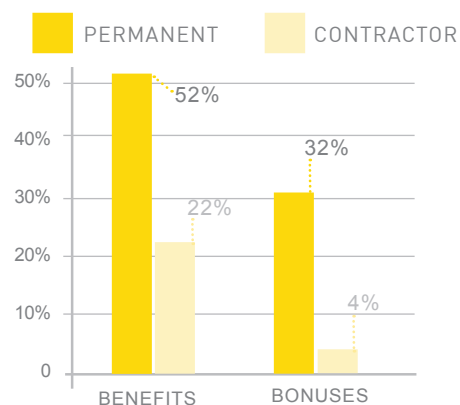


48% OF IT PROFESSIONALS IN NZ RECEIVE SOME ADDITIONAL BENEFITS AS PART OF THEIR REMUNERATION PACKAGE
- DOWN FROM 55% IN 2013

PERMANENT STAFF BENEFITS RECEIVED

Mobile phone/allowance 29%	Paid overtime 11%
Flexible working hours 23%	Stock options 3%
Healthcare 21%	Extra Annual Leave 7%
Car Park 17%	Extra Super 6%
Company paid training 19%	Childcare 1%
Car/car allowance 6%	Gym/Healthclub 5%

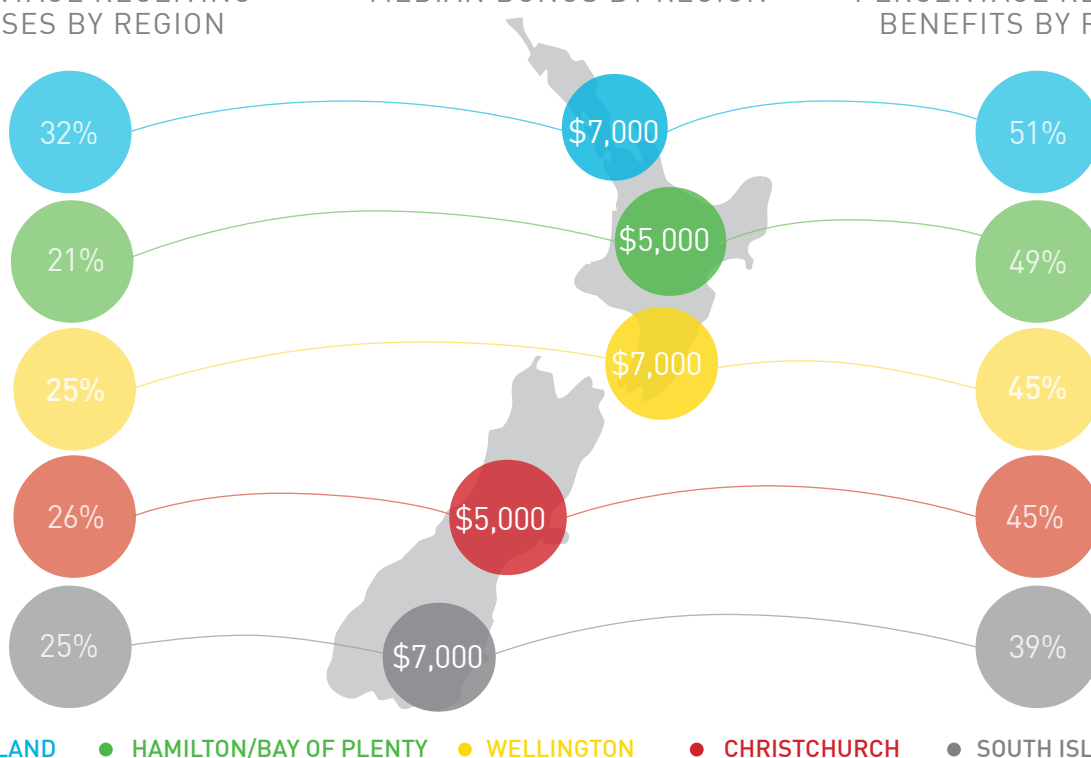
RECEIVE BONUSES/ BENEFITS CONTRACTOR VS PERMANENT



PERCENTAGE RECEIVING BONUSES BY REGION

MEDIAN BONUS BY REGION

PERCENTAGE RECEIVING BENEFITS BY REGION



Job Title - PERMANENT	LOWER QUARTILE \$ salary	MEDIUM QUARTILE \$ salary	UPPER QUARTILE \$ salary
ARCHITECT	106,500	120,000	137,000
BUSINESS ANALYST	69,500	84,000	95,000
CONSULTANT BI/CRM	72,000	95,000	110,500
CONSULTANT ERP/SUPPLY	70,000	86,500	115,000
CONSULTANT	78,000	95,500	113,000
DATA RECORD MANAGEMENT	55,000	67,000	76,000
DBA DATABASE DEVELOPER	70,000	82,250	96,500
HARDWARE ENGINEER	42,000	50,000	66,500
HELP DESK/SUPPORT	41,500	48,750	56,000
IT SECURITY	67,000	86,000	115,000
MANAGEMENT	93,500	115,000	136,500
NETWORK ADMINISTRATION	50,000	60,000	77,000
NETWORK ENGINEER	55,000	70,000	87,500
PROJECT MANAGER/TEAM LEAD	83,500	101,000	120,000
SALES EXEC/ACCOUNT MANAGER	64,500	97,750	120,000
SOFTWARE - ANALYST PROGRAMMER	64,500	75,000	90,000
SOFTWARE ARCHITECT	100,000	113,500	127,500
SOFTWARE DEVELOPER	57,000	75,000	90,000
SYSTEMS ADMINISTRATOR	60,000	70,000	80,000
SYSTEMS ANALYST	60,000	75,000	82,500
SYSTEMS INTEGRATION	70,000	83,000	105,000
TECHNICAL WRITER/DOCUMENTER	53,000	60,000	83,000
TESTING AND Q.A	58,000	71,500	88,500
TRAINER	58,500	67,000	82,000
WAN/TELECOMMUNICATIONS	54,000	65,000	87,500
WEB/MULTIMEDIA DESIGNER	40,000	52,500	77,000
WEB/MULTIMEDIA DEVELOPER	45,000	57,000	70,000

Job Title - CONTRACTOR	LOWER QUARTILE \$ per hour	MEDIUM QUARTILE \$ per hour	UPPER QUARTILE \$ per hour
ARCHITECT	100	115	140
BUSINESS ANALYST	80	90	100
CONSULTANT BI/CRM	80	100	130
CONSULTANT ERP/SUPPLY	80	110	120
CONSULTANT	85	97	140
DATA RECORD MANAGEMENT	50	75	100
DBA DATABASE DEVELOPER	85	85	110
HARDWARE ENGINEER	30	35	35
HELP DESK/SUPPORT	20	28	35
IT SECURITY	100	110	140
MANAGEMENT	80	90	150
NETWORK ADMINISTRATION	50	75	95
NETWORK ENGINEER	50	70	90
PROJECT MANAGER/TEAM LEAD	90	105	120
SOFTWARE - ANALYST PROGRAMMER	50	60	80
SOFTWARE ARCHITECT	90	110	200
SOFTWARE DEVELOPER	50	80	100
SYSTEMS ADMINISTRATOR	40	65	80
SYSTEMS ANALYST	65	95	110
SYSTEMS INTEGRATION	75	80	100
TECHNICAL WRITER/DOCUMENTER	50	60	70
TESTING AND Q.A	65	80	95
TRAINER	38	80	80
WEB/MULTIMEDIA DESIGNER	20	40	80
WEB/MULTIMEDIA DEVELOPER	30	40	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: 95% 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 30,500 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.

All data and imagery in this report is the property of Absolute Recruitment Group Ltd

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