

SALARY & EMPLOYMENT INSIGHTS 2013

ICT



AUSTRALIA/NEW ZEALAND

FROM GREAT PEOPLE TO GREAT PERFORMANCE®

Hudson | ICT



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INTRODUCTION



Welcome to the Hudson Information, Communication & Technology (ICT) Salary & Employment Insights for 2013.

We conducted a comprehensive study of 4,921 employers and 5,853 employees in Australia and New Zealand. We analysed their responses and cross-referenced them with our own data to provide a salary guide for the ICT profession that offers rich data, industry perspective and fresh insights.¹

This guide is set in the context of the economically challenging times that have become the norm around the globe. Market conditions continue to be tough in both Australia and New Zealand.

Over the next 12 months, the challenge for all companies is to attract and hold on to the people who can help them thrive in uncertain times. For this best-in-class talent there will always be job opportunities and companies must equip themselves to compete for these highly prized employees as best they can.

We undertook research to understand what kind of impact the economic environment is having on Australian and New Zealand workplaces and how it is affecting work practices, compensation and benefits and, importantly, employee engagement, morale, loyalty and job seeking behaviour.

In this year's Salary & Employment Insights, we explore the push and pull factors for those seeking new roles and evaluate the salary expectations of today's employee.

We hope you will find our Salary & Employment Insights valuable. As always, we welcome your feedback.

Martin Retschko

National Practice Director — Hudson Information, Communication & Technology

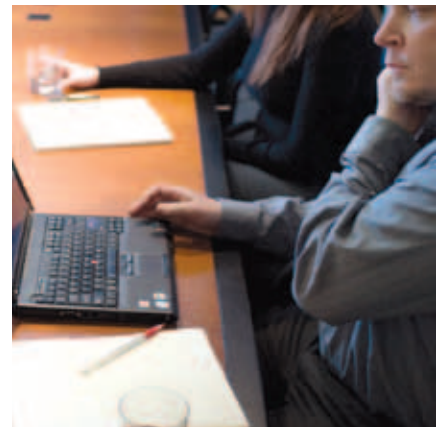
ABOUT HUDSON ICT

ICT is a specialist practice within Hudson. A recognised leader in recruitment, talent management services and RPO solutions internationally, Hudson understands the complexities and challenges of recruiting, hiring and managing IT professionals or project teams in a fast moving and diverse industry.

Hudson ICT's team of dedicated specialist consultants is trained to accurately assess your organisation's needs and help you discover exactly what you require for current and future growth. Drawing on personal and online networks, our consultants directly engage with a pool of top talent and many are active members of industry and professional bodies including the Australian Information Industry

Association and Australian Computer Society. Many have qualifications and experience in the profession, bringing a deep understanding of the qualities needed to succeed. In addition, our range of proprietary assessment tools, specialist talent management and recruitment expertise enables us to match IT professionals with the right culture and role, to ensure you are always building a team geared towards high performance.

Working with many of Australia's and New Zealand's leading organisations, our strong brand enables us to attract and select the right people to help you grow your business.



UNDER PRESSURE: DOING MORE WITH LESS IS THE NEW COMMERCIAL REALITY

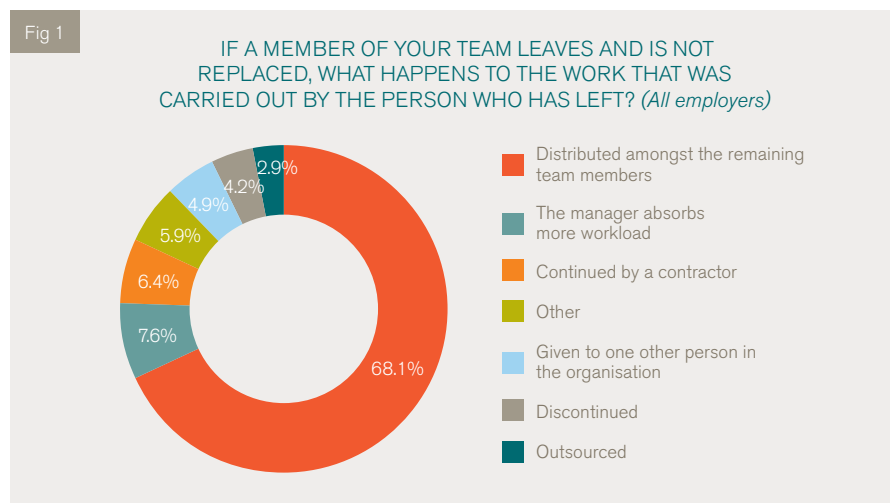
The past few years have been defined by talk of global uncertainty — and the crisis is still evolving. Dark clouds remain over the euro zone, GDP growth has slowed in major economies including those of Japan and India² and the US has, so far, narrowly avoided the 'fiscal cliff'.³ The global financial markets remain fragile⁴ and the IMF has cut its global economic growth forecast to 3.6% for 2013.⁵ Market conditions are tough all over the world and for many it feels as though they are getting tougher.

The IMF forecasts the Australian economy will grow by 3.0% this year, a decline of half a percentage point since its April 2012 forecast.⁶ The downward revision is primarily due to caution in light of a slowing demand for resources. Nevertheless, Australia is now the world's 12th largest economy.⁷ Its economic outlook remains positive, growth is expected to be solid and the unemployment rate is forecast to remain fairly low⁸ at around 5.4%.⁹ Inflation is expected to remain in the RBA target range of 2.9% in 2013.¹⁰

The New Zealand economy is expected to grow at 3.1% this year, according to the IMF.¹¹ This growth in economic performance is underpinned by the rebuild in Canterbury, which is driving up wages in construction and associated industries.¹² However, unemployment was at a new high of 7.3% for the 2012 September quarter (up from 6.8% for the June quarter) according to Statistics New Zealand.¹³

WORKPLACES UNDER STRESS

These challenging conditions are having a marked effect on the workplace. Employers are experiencing increased pressure on budgets (78.9%), greater workloads (69.4%) and more stringent headcount approval processes (62.5%).



Four out of five (80.2%) employers say their teams have to do more with less and only one in five (20.2%) employers say they always replace roles if a member of their team leaves. When roles are not replaced, the majority of employers (68.1%) distribute the work amongst the remaining team members, with some managers absorbing the workload (7.6%) or employing contractors (6.4%) (Fig 1). As expected, IT hiring managers had a greater reliance on contractors, with one in 10 (10.1%) giving the work to a contractor and a similar proportion (8.7%) needing to discontinue work, no doubt due to a loss of specialist skills.

75.1% OF ICT PROFESSIONALS HAVE TAKEN ON GREATER OR NEW RESPONSIBILITIES COMPARED TO A YEAR AGO, YET 56.1% SAID THEY WERE NOT FINANCIALLY REWARDED FOR THIS.



As employers strive to succeed in this difficult business environment, employees are also taking on more: most people (87.4% in Australia and 90.3% in New Zealand) now report working more than 40 hours per week.¹⁴

Three-quarters (75.1%) of all ICT employees surveyed reported that they had taken on greater or new responsibilities compared to a year ago and more than half (56.1%) said they were not financially rewarded for this.

ICT professionals also reported increased levels of stress; 40.1% of employees said they were more stressed at work than a year ago. According to the Q4 2012 Hudson Report, a quarter (24.7%) of employers in Australia and 29.6% in New Zealand are seeing increased levels of burnout in their employees.

More than half (56.7%) of all surveyed employees are actively or passively looking for a new role. Of those looking to make a move, nearly two-thirds (63.9%) said they expected to move within the next six months. Of those who were currently out of work, almost a quarter (22.7%) cited burnout or fatigue as a trigger and almost a third (29.6%) cited work/life balance considerations as reasons for leaving their previous positions.

EMPLOYEE SENTIMENT

The number one thing all active and passive job seekers surveyed are looking for is an increase in pay — 22.3% cited this as the most important consideration when moving jobs. This figure has gone up 5.3 percentage points since 2011 when just 17% of those surveyed said it was most important.¹⁵ This was particularly true for ICT professionals; an increase in salary was a priority for them too (24.6%).

ICT employees were keen to find a role they were more interested in — 21.0% said this was key for them.

Fig 2

WHICH OF THE FOLLOWING ASPECTS WILL BE MOST IMPORTANT TO YOU WHEN LOOKING FOR YOUR NEXT JOB?



ICT PROFESSIONALS IN FOCUS

- + 45.6% say they are more positive
- + 49.2% say they are more engaged than this time a year ago
- 40.1% say they are more stressed
- 22.7% say they feel less loyal to their employer than 12 months ago

Work culture (13.0%) and better career opportunities (12.5%) were also among the most important considerations when seeking a new employer (*Fig 2*).

Salary is a motivator to stay on in an organisation too: 44.3% of all respondents who were actively or passively looking for roles said that an increase in salary would make them more likely to stay.

Interestingly, in spite of the current environment and significant employee stress levels, morale is high.

Just 24.5% of all employers report that their team members have lower morale than a year ago, while 70.0% of employees report feeling the same or higher levels of optimism over the same period. Almost half (47.1%) of all employees say they are more engaged at work than they were 12 months ago; only around half this figure (24.7%) say they are less engaged. ICT professionals reported similarly strong levels of optimism and engagement at work.



So, while employees are working longer and harder and feeling more stressed, this is not having a negative effect on their morale. This may be explained by the fact that when organisations clearly communicate their strategies and plans to employees in difficult times, those employees are more likely to be engaged and put in discretionary effort to help achieve business objectives. Where people have chosen to take on more work, and may be feeling more stressed, they are also more likely to feel engaged and optimistic.

SALARY OUTLOOK: HIGH PERFORMANCE COMMANDS A PREMIUM

So will employees be recognised and rewarded for their hard work in 2013? The majority of employers in Australia and New Zealand (65.1%) plan to award modest pay increases of 2–3% in 2013. The main reason cited for giving a pay rise was to retain high performers (57.9%). Just over two-thirds (69.6%) said they would reward all their high performers with pay rises. Of those that would not be doing so, just under half (48.6%) were understandably worried about losing them.

Hudson's research shows 44.0% of employees surveyed believed they deserved a pay rise simply to keep up with the cost of living. More than half (55.4%) felt they were either not adequately rewarded for their contribution to the business, or that their high level of performance warranted a pay rise in recognition of this.

ICT professionals are particularly concerned about the cost of living — 47.2% cited this as the reason they deserved a salary increase. Over a third (35.4%) said they deserved one because of their own high performance. A slightly lower figure (32.8%) said an increase was warranted because their skills and experience were in high demand outside



the organisation and a similar number (32.7%) felt they had earned it by taking on greater or new responsibilities.

Despite the tough environment, 59.1% of all surveyed employers plan to award bonuses in 2013 and the majority will link this to individual (51.9%) or company (40.9%) performance. Employers are also offering a range of benefits as part of the package. After base annual salary, the top three staff benefits and rewards offered by employers are flexible working arrangements (63.0%), bonuses (54.8%) and subsidised health benefits (34.6%) (Fig 3).

RECOGNITION IS REWARDING

Formal reward and recognition programs plus informal feedback from managers show employees that their contributions are valued and promote staff satisfaction and loyalty.

When rewards are not an option, companies should focus on recognition. This includes acknowledging when a member of staff has faced particular challenges or worked especially hard to complete a project.

It makes commercial sense to let employees know they are valued.

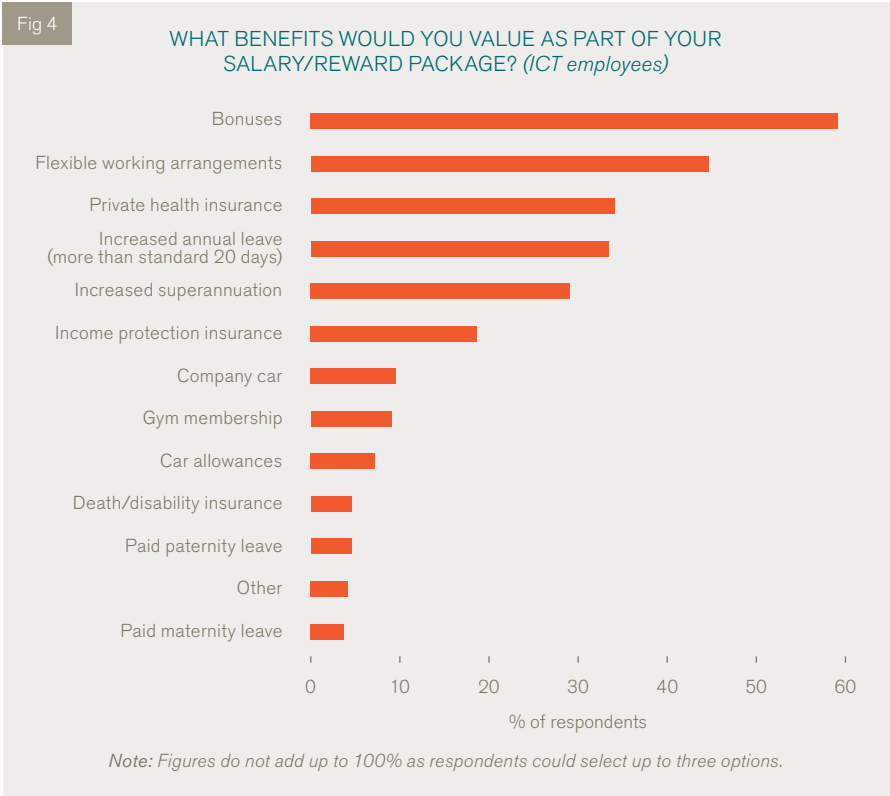


The most valuable benefits for ICT employees are:

- | bonuses (59.1%),
- | flexible working arrangements (44.6%),
- | private health insurance (34.1%),
- | increased annual leave of more than the standard 20 days (33.4%) (Fig 4).

BLUE-SKY BENEFITS

Survey respondents made a number of suggestions when asked to name a benefit that would appeal to them. Ideas included: company car parking spot, company discounts, domestic flying allowance, technology/phone/device allowance, paid birthday or study leave, time in lieu and public transport allowance. Evidently one size does not fit all.



MARKET COMMENTARY

ICT is a dynamic and fast-evolving profession attracting some of Australia and New Zealand's best talent. It is a core function for every world-class organisation: innovation in this profession now drives business transformation rather than simply responding to it.

| Opportunity abounds: by 2013, Australia's total spend on ICT is projected to be USD 66 billion¹⁶ and its digital economy is set to surge as the government pushes ahead with the National Broadband Network (NBN). This initiative will drive demand for services including online banking and shopping.¹⁷

| ICT professionals are in demand in New Zealand: the ICT industry contributes around NZD 19.3 billion to the economy each year.¹⁸ Growth in wireless infrastructure, health IT, digital content, payments, geospatial, telecommunications and agricultural technology has resulted in the New Zealand government declaring there is a long term skills shortage in the profession.¹⁹



| Salaries are rising — but modestly: the majority of ICT employers (91.7%) have given employees a salary increase in the last 12 months.

| Government-driven growth: government tenders will promote investment and future growth in areas including education, e-government, transport, and healthcare.²⁰

| Digital skills are driving demand: there is an increase in strategic, creative and technical roles in this category.

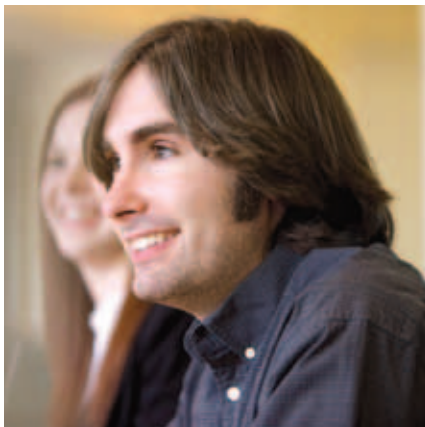
| Rise of relationship management: relationship and supplier management roles are on the increase.

| Selective salary increases: many organisations are taking extra care to reward their most talented individuals along with those in high value or high risk roles. Keeping salaries for these roles high can mean that there is not enough budget to reward other staff.

| Rewards are less tangible: the IT industry has been notably progressive in offering benefits such as training, flexible working arrangements, project milestone bonuses and tech devices. Now employers are paying more attention to workplace culture and the effect it has on employee engagement. They are also hiring to suit their company environment.

| BYOD is here to stay: half (52.0%) of employees now bring their own smart phone to work, and around a quarter (24.0%) bring their own tablet.²¹

| The rise and rise of social media: as the business world embraces this medium, as a marketplace and for communicating in the work environment, social media skills are becoming valued corporate currency.



- | Cloud is still king: cloud technology specialists are highly sought after; commercial, market-specific expertise is particularly prized.
- | Big data is big: technology is advancing rapidly and demand for professionals with expertise in this field far outstrips supply. As a result, companies that cannot source talent externally must try to invest in staff training and development in this rapidly growing area. At senior levels, the most sought-after candidates are excellent communicators who have the commercial acumen to deliver solutions that drive business outcomes.²³
- | Health informatics is growing fast: the healthcare industry is becoming increasingly reliant on ICT professionals to collect, analyse and deliver patient data to support healthcare professionals.
- | Protection is a priority: security is a consistent concern for organisations and enterprises in every sector. The proliferation of BYOD has contributed to caution as employees use them to access corporate information.

- | Enabling is the key: success in this profession is about far more than technical skills. For example, CIOs are now more likely to be high-level generalists with excellent communication and project management skills plus technological expertise; this is the skill-set most likely to achieve the best commercial outcome.
- | Reigning in resources: enterprises in this sector are now turning to technology to deliver solutions to industry challenges including the need to achieve greater efficiency and productivity plus the deployment of mobile applications, remote application delivery, business intelligence, predictive analytics and cloud computing.²²

MOST IN DEMAND ROLES/SKILLS

- | Enterprise architects
- | Cloud computing experts
- | Relationship/supplier manager/business partners
- | Mobile app developers
- | Change specialists
- | Health informatics professionals
- | Digital specialists

EASING DEMAND FOR

- | Operations managers
- | Back room roles



CONCLUSIONS

MARKET CONDITIONS ARE TOUGH

2013 will be another difficult year. As global economic uncertainty continues, Australia and New Zealand remain relatively sheltered but the challenges of doing business in such an environment change daily.

MAKING THE RIGHT HIRE

It's clear that companies are cautious about recruiting right now. For businesses that are hiring it's vital to maximise return on investment by choosing the best candidate with the right motivational and cultural fit for the organisation. People who are committed to the company's vision and who fit the culture are those most likely to thrive and help achieve business goals.

A COMPELLING ATTRACTION PROPOSITION

It's imperative to develop a clear and effective attraction strategy to ensure a pool of quality candidates for roles. This includes creating an authentic and persuasive Employee Value Proposition.

REWARDING POSITIVE BEHAVIOUR

If employees understand that their efforts will be recognised and rewarded they are more likely to be engaged, work productively and contribute to a positive company culture that can survive a slowdown.



It's also important to remember that while a competitive base salary is important, most people take other things into account when choosing an employer. Our survey highlighted that company culture, flexible working arrangements, increased annual leave and meaningful employee reward and recognition programs, along with other factors, can all contribute to making a particular employer desirable.

REMUNERATION AND BEYOND

Our research shows that most people remain motivated by pay. So when budgets are tight it makes sense to prioritise spending and ensure that reward and recognition programs incentivise high performance. Employers should look at their overall remuneration strategy. Does it focus on a combination of the value of a role to a company, internal and external relativities and individual performance and potential?

With pressure on remuneration budgets, there should be a focus on rewarding those employees in critical roles which may be hard to replace, and roles which may have fallen behind in the market.

Hudson recommends that employers review other benefits regularly to ensure that employees value them.

Employers should bear in mind that, when times are tough, it may be better to increase base salaries, scale back benefits that are not always highly valued and look at lower-cost ways of boosting staff morale and engagement. It's also important to include regular and honest communication with managers and positive feedback on work or projects as appropriate, to ensure that people are aware of business challenges and objectives.

In developing this guide, we aim to provide intelligence to help clients invest their salary dollars effectively. Attending to the needs and wants of your people is always important; in uncertain times it is critical.

Please contact us if you would like to know more. Local office contact details are on the back page of this guide.



SALARY TABLES AUSTRALIA





PERMANENT ROLES

SYDNEY	NEWCASTLE	MELBOURNE	CANBERRA	BRISBANE	ADELAIDE	PERTH
ANNUAL BASE SALARY 2013 AUD '000						

DEVELOPMENT

Graduate (Applications/Technical Support)	45–50	45–55	45–55	40–55	40–55	45–55	45–55
Analyst Programmer (Web)	70–90	65–80	70–90	60–80	60–80	50–70	70–90
Senior Analyst Programmer (Web)	100–120	80–95	90–130	80–100	80–105	75–95	85–110
Analyst Programmer (Client Server)	70–90	65–80	70–90	70–90	70–90	55–80	70–90
Senior Analyst Programmer (Client Server)	90–120	75–90	90–110	80–120	80–105	70–95	80–100
Analyst Programmer (.Net/Java)	80–100	70–90	70–90	60–80	70–100	55–80	80–110
Senior Analyst Programmer (.Net/Java)	100–120	90–110	85–120	90–120	90–110	75–100	80–110
iOS Developer	90–110	n/a	90–110	n/a	n/a	60–80	85–110
Analyst Programmer (Legacy)	70–95	65–85	75–85	70–90	70–100	55–80	60–85
Senior Analyst Programmer (Legacy)	95–110	80–95	80–105	80–120	85–110	70–95	75–95
SharePoint Developer	100–130	110–130	85–120	80–120	80–120	80–100	90–140
Development Team Leader	120–140	100–120	110–135	100–130	100–130	90–120	90–125

INFRASTRUCTURE AND NETWORK

Network Administrator	60–95	65–85	60–90	60–85	60–85	75–95	65–90
Unix Administrator (All Flavours)	75–100	75–95	75–100	70–90	70–90	75–95	70–110
Senior Unix Administrator (All Flavours)	100–140	75–110	100–135	90–120	90–110	85–105	90–110
Communications Engineer (Certified)	90–120	80–100	90–110	80–120	85–110	80–110	90–110
Network Engineer/Consultant	80–120	75–115	80–130	70–110	75–100	85–115	75–120
Senior Network Engineer (Certified)	120–135	85–125	105–135	90–130	80–120	90–120	100–130
SharePoint Administrator	70–95	70–90	70–95	70–110	70–90	55–65	70–100
Network Manager	90–140	85–120	90–140	90–130	90–130	90–120	100–130

PERMANENT ROLES (cont.)

SYDNEY	NEWCASTLE	MELBOURNE	CANBERRA	BRISBANE	ADELAIDE	PERTH
ANNUAL BASE SALARY 2013 AUD '000						

INFRASTRUCTURE AND NETWORK (cont.)

Communications Manager	110–150	90–125	110–150	90–140	95–140	90–120	80–150
Pre Sales/Post Sales	130–200	n/a	130–180	120–160	n/a	n/a	110–150
DRP Specialist	80–140	90–125	100–130	90–120	80–120	65–95	90–120

DATABASE, BI, CRM AND SAP

Business Intelligence Consultant	95–145	90–130	90–140	100–140	100–120	85–120	80–150
ERP Consultant Technical (Tier 1 Product)	120–145	110–130	100–120	110–150	100–140	110–130	80–150
ERP Consultant Functional (Tier 1 Product)	120–160	110–130	105–150	90–130	110–150	120–140	80–150
Data Modelling/Data Warehouse Consultant	90–125	90–130	100–135	90–140	90–110	80–105	110–130
Database Developer	80–130	80–110	75–110	70–100	70–100	70–90	80–110
DBA	85–150	80–120	75–130	70–110	70–110	75–105	70–120

ANALYSIS, ARCHITECTURE AND PROJECT MANAGEMENT

Project Administrator	50–70	45–60	60–75	45–65	50–60	45–55	60–70
Project Coordinator	70–100	65–90	70–100	60–90	60–90	50–65	75–85
Systems Analyst	75–110	75–95	80–120	70–100	80–110	65–85	80–100
Functional Business Analyst	90–140	80–100	80–120	80–110	85–110	75–100	75–120
Technical Business Analyst	90–140	80–100	80–120	90–120	85–115	75–105	75–120
Project Manager	110–150	90–120	95–150	100–140	100–180	95–130	100–180
Project Office Manager	140–180	110–150	120–180	120–175	140–180	120–150	120–150
Programme Manager	150–220	110–140	130–200	130–180	150–200	100–140	150–200
Change Analyst	90–120	85–110	75–95	70–100	85–120	75–95	80–110



SYDNEY	NEWCASTLE	MELBOURNE	CANBERRA	BRISBANE	ADELAIDE	PERTH
ANNUAL BASE SALARY 2013 AUD '000						

ANALYSIS, ARCHITECTURE AND PROJECT MANAGEMENT *(cont.)*

Change Manager	120–165	100–150	90–150	90–120	110–150	100–140	110–130
Solutions Architect	120–170	120–150	110–150	120–150	110–150	110–140	120–180
Enterprise Architect	140–200	120–150	130–180	130–175	120–200	110–140	120–200

TESTING

Technical Writer	75–100	65–90	70–95	65–100	70–90	65–90	70–90
Performance Tester	100–150	n/a	80–100	70–90	75–100	75–95	70–90
Test Analyst	65–100	65–85	70–95	55–90	70–110	60–90	70–90
Test Team Lead	85–110	85–95	90–115	90–110	80–120	75–100	80–90
Test Manager	120–160	90–115	120–150	90–120	100–150	85–110	90–120
Test Director	140–200	n/a	140–190	90–120	90–130	110–150	n/a
Trainer	75–110	60–90	80–120	60–100	60–90	55–80	70–100

OPERATIONS AND SUPPORT

Helpdesk Level 1	45–55	40–45	40–50	40–50	40–50	40–55	40–50
Helpdesk Level 1–2	50–60	45–55	45–65	45–65	45–60	45–65	45–65
Desktop Support	60–75	40–55	60–80	50–75	50–65	50–70	60–75
Helpdesk Team Leader	60–90	55–75	60–100	65–80	65–80	60–80	70–90
Third Level Support	70–90	55–75	75–95	70–85	75–95	70–90	70–90
Systems Engineer (Certified)	80–120	85–110	85–130	75–100	75–100	70–90	70–100
Database Administrator (Large RDMBS)	100–130	85–100	75–100	75–110	70–110	80–100	70–90
Senior Database Administrator (Large RDMBS)	120–150	85–110	100–130	90–120	90–125	90–110	90–110

PERMANENT ROLES (cont.)

SYDNEY	NEWCASTLE	MELBOURNE	CANBERRA	BRISBANE	ADELAIDE	PERTH
ANNUAL BASE SALARY 2013 AUD '000						

OPERATIONS AND SUPPORT (cont.)

Systems Architect	120–150	120–150	100–150	100–150	100–150	100–120	100–150
Data Centre Manager	100–140	120–140	90–130	100–150	80–120	110–130	100–125
Operations Manager	90–130	110–140	90–130	90–130	90–140	100–150	100–125

SECURITY

Security Administrator	80–110	85–110	70–95	65–95	75–90	80–100	60–90
Security Consultant	100–140	n/a	90–140	120–175	100–150	100–140	100–160
Security Engineer (Certified)	100–130	85–110	100–140	90–140	90–130	80–120	90–140

SENIOR MANAGEMENT

IT Manager	100–170	90–150	100–170	100–150	90–150	90–150	90–150
Development Manager	120–150	110–150	110–180	100–140	100–150	105–130	100–140
Infrastructure Manager	100–160	90–160	120–160	100–140	100–150	100–130	90–120
Business Systems Manager	120–160	110–140	120–160	100–140	110–150	100–120	120–140
IT General Manager	150+	120–200	150–250	100–180	130–200	120–200	150+
CIO	180–370	180–250	170–350	150–250	180–300	150–300	170+

Please note: Salary ranges are based on information provided by Hudson clients, candidates and other sources and as a result are approximate guides only. They relate to base salaries only and exclude superannuation/bonuses/incentive schemes/stock options. Further they incorporate placements across both small to medium companies (defined as having a turnover of less than \$100 million) and large companies (defined as having a turnover of more than \$100 million). Roles marked n/a indicate insufficient placement data to represent the market adequately.



CONTRACT ROLES

SYDNEY	NEWCASTLE	MELBOURNE	CANBERRA	BRISBANE	ADELAIDE	PERTH
HOURLY RATE 2013 AUD						

DEVELOPMENT

Graduate (Applications/Technical Support)	n/a	25–30	25–30	25–40	25–30	30–40	25–40
Analyst Programmer (Web)	50–75	40–65	55–80	35–70	43–65	45–65	50–70
Senior Analyst Programmer (Web)	85–100	60–80	65–100	70–100	75–100	55–75	55–80
Analyst Programmer (Client Server)	50–70	40–65	55–75	35–70	44–65	45–65	45–55
Senior Analyst Programmer (Client Server)	80–100	50–75	60–100	60–120	75–100	55–75	55–80
Analyst Programmer (.Net/Java)	60–75	45–70	55–75	40–70	60–80	45–70	60–75
Senior Analyst Programmer (.Net/Java)	75–100	70–90	65–100	70–110	60–100	55–80	60–100
iOS Developer	70–100	n/a	70–95	n/a	n/a	45–65	60–90
Analyst Programmer (Legacy)	65–80	40–65	45–65	40–75	46–65	45–65	45–55
Senior Analyst Programmer (Legacy)	80–100	50–75	65–90	70–120	75–100	55–75	55–80
SharePoint Developer	70–100	70–90	70–110	75–125	75–90	60–75	70–110
Development Team Leader	80–120	75–100	80–110	85–120	80–100	65–90	70–100

INFRASTRUCTURE AND NETWORK

Network Administrator	55–80	55–85	55–70	40–65	40–60	45–65	40–55
Unix Administrator (All Flavours)	75–95	65–90	60–85	45–80	55–85	40–60	50–75
Senior Unix Administrator (All Flavours)	90–110	85–100	85–100	65–110	70–95	55–70	60–80
Communications Engineer (Certified)	85–110	40–60	55–100	70–100	55–85	40–60	55–65
Network Engineer/Consultant	70–100	65–90	70–95	70–100	70–100	60–80	50–75
Senior Network Engineer (Certified)	90–110	75–100	90–110	80–120	70–95	60–80	70–100
SharePoint Administrator	70–85	65–85	40–70	70–100	65–85	40–50	50–80
Network Manager	90–120	75–100	60–120	80–120	90–120	60–80	80–120

CONTRACT ROLES (cont.)

	SYDNEY	NEWCASTLE	MELBOURNE	CANBERRA	BRISBANE	ADELAIDE	PERTH
	HOURLY RATE 2013 AUD						
INFRASTRUCTURE AND NETWORK <i>(cont.)</i>							
Communications Manager	120–135	75–110	75–120	70–100	70–100	55–75	80–120
Pre Sales/Post Sales	n/a	n/a	n/a	80–110	n/a	n/a	75–120
DRP Specialist	80–100	85–100	85–110	70–100	50–75	45–65	50–65
DATABASES, BI, CRM AND SAP							
Business Intelligence Consultant	100–120	70–100	80–120	80–120	85–120	70–105	70–125
ERP Consultant Technical (Tier 1 Product)	100–130	80–120	80–110	80–160	80–120	100–140	80–125
ERP Consultant Functional (Tier 1 Product)	105–160	80–120	90–140	80–160	80–120	100–140	80–125
Data Modelling/Data Warehouse Consultant	100–130	70–100	80–120	70–110	70–100	65–95	80–125
Database Developer	70–110	70–90	60–90	60–100	70–90	60–85	70–90
DBA	70–120	70–100	70–100	60–110	65–90	65–85	60–100
ANALYSIS, ARCHITECTURE AND PROJECT MANAGEMENT							
Project Administrator	50–60	30–40	40–65	30–65	35–55	35–45	45–60
Project Coordinator	50–80	45–65	60–90	35–80	45–80	40–65	50–65
Systems Analyst	80–90	55–75	80–110	50–90	55–75	55–65	60–70
Functional Business Analyst	80–110	65–90	75–100	65–110	80–110	65–85	80–100
Technical Business Analyst	80–100	65–90	80–110	65–110	80–110	65–85	80–100
Project Manager	95–110	70–110	80–150	80–130	90–125	80–120	80–120
Project Office Manager	100–120	100–130	100–150	100–150	100–150	100–130	90–120
Programme Manager	140–200	100–130	115–180	115–200	100–150	100–130	100–150
Change Analyst	75–90	60–80	60–85	65–85	50–80	60–85	60–70



SYDNEY	NEWCASTLE	MELBOURNE	CANBERRA	BRISBANE	ADELAIDE	PERTH
HOURLY RATE 2013 AUD						

ANALYSIS, ARCHITECTURE AND PROJECT MANAGEMENT *(cont.)*

Change Manager	90–115	90–140	90–140	70–100	65–100	80–120	80–110
Solutions Architect	95–140	80–120	90–125	90–120	80–125	90–150	100–120
Enterprise Architect	140–200	80–120	110–160	100–150	80–135	90–150	100–150

TESTING

Technical Writer	60–70	50–80	60–75	50–95	60–80	50–75	70–80
Performance Tester	80–125	n/a	60–85	50–80	60–80	50–65	50–70
Test Analyst	60–75	45–70	55–80	35–80	55–85	45–65	40–70
Test Team Lead	75–95	55–80	75–85	65–95	65–95	55–80	70–90
Test Manager	90–125	60–85	90–110	80–110	80–110	75–95	90–110
Test Director	125–150	n/a	110–140	100–120	90–110	60–75	60–70
Trainer	50–75	40–75	60–80	60–100	50–80	50–75	70–100

OPERATIONS AND SUPPORT

Helpdesk Level 1	20–30	23–28	20–30	25–35	25–30	25–30	22–27
Helpdesk Level 1–2	25–35	25–35	25–35	30–40	35–45	25–35	25–35
Desktop Support	25–40	35–45	30–40	30–50	30–40	25–35	30–40
Helpdesk Team Leader	35–45	35–45	35–50	35–55	50–60	35–45	45–55
Third Level Support	40–55	45–55	40–55	50–70	50–60	40–60	45–55
Systems Engineer (Certified)	70–100	40–55	62–100	65–95	65–90	40–55	45–70
Database Administrator (Large RDMBS)	70–100	55–75	65–85	60–90	55–75	55–70	50–70
Senior Database Administrator (Large RDMBS)	100–140	85–100	80–100	70–110	65–90	55–75	70–90
Systems Architect	90–120	55–75	95–120	80–120	80–120	55–75	80–120

CONTRACT ROLES (cont.)

	SYDNEY	NEWCASTLE	MELBOURNE	CANBERRA	BRISBANE	ADELAIDE	PERTH
	HOURLY RATE 2013 AUD						
OPERATIONS AND SUPPORT <i>(cont.)</i>							
Data Centre Manager	85–120	70–80	85–100	80–110	80–100	70–80	70–100
Operations Manager	80–100	80–95	80–100	60–110	70–100	60–90	80–120
SECURITY							
Security Administrator	70–100	60–90	45–70	50–80	55–65	45–65	50–65
Security Consultant	90–120	65–95	70–100	80–150	70–120	65–95	70–100
Security Engineer (Certified)	90–125	75–100	90–110	70–110	70–100	55–75	70–100
SENIOR MANAGEMENT							
IT Manager	80–130	65–90	80–110	70–110	80–120	75–100	80–120
Development Manager	90–120	65–95	80–110	80–120	75–110	75–110	80–100
Infrastructure Manager	90–120	65–90	85–110	80–120	75–110	80–105	80–100
Business Systems Manager	110–130	85–95	90–130	80–130	75–125	80–105	75–95
IT General Manager	140–200	90–125	120–180	100–150	125–150	90–110	125–150
CIO	200–400	125–160	150–310	150–220	100–200	100–150	100–200

Please note: Salary ranges are based on information provided by Hudson clients, candidates and other sources and as a result are approximate guides only. They relate to base salaries only and exclude superannuation/bonuses/incentive schemes/stock options. Further they incorporate placements across both small to medium companies (defined as having a turnover of less than \$100 million) and large companies (defined as having a turnover of more than \$100 million). Roles marked n/a indicate insufficient placement data to represent the market adequately.

Contract rates represent the contractor hourly rate, a client hourly rate is based on a per contract basis and will include all add ons like statutory cost margins.
Please call us for further information.



SALARY TABLES
NEW ZEALAND



WELLINGTON		AUCKLAND		CHRISTCHURCH	
ANNUAL BASE SALARY NZD '000	HOURLY RATE 2013 NZD	ANNUAL BASE SALARY NZD '000	HOURLY RATE 2013 NZD	ANNUAL BASE SALARY NZD '000	HOURLY RATE 2013 NZD

ANALYSTS AND OPERATIONS

Test Analyst — Junior (0–2 years)	50–60	n/a	50–60	n/a	50–60	30–45
Test Analyst — Intermediate (2–4 years)	60–75	50–65	60–75	50–60	60–75	50–60
Test Analyst — Senior; Test Engineers (4 years+)	75–90	75–85	75–90	65–85	80–100	75–95
Test Manager/Test Lead	90–125	90–115	90–120	85–110	90–120	90–110
Business Analyst — Junior (0–2 years)	60–70	n/a	60–70	n/a	60–70	40–60
Business Analyst — Intermediate (2–5 years in pure BA roles)	70–80	60–75	70–85	60–75	70–85	60–80
Business Analyst — Senior	80–100	80–100	85–100	80–95	90–105	80–100
Technical Business Analyst/ Systems Analyst (2–5 years)	75–90	60–75	70–80	60–75	75–90	60–80
Senior Technical Business Analyst/Systems Analyst	85–105	80–100	85–100	85–95	85–100	80–100
Lead Business Analyst/ Team Leader	85–115	n/a	95–115	85–105	90–110	90–120
Business Intelligence Analyst/ Team Leader	85–105	75–100	95–115	85–105	90–110	90–120
Report Writer/Analyst — eg SQL	70–90	75–90	65–75	65–80	80–95	75–95
Technical Writer	55–80	60–75	55–75	60–70	55–75	60–80
Project Administrator	45–60	40–50	45–60	40–50	45–60	40–50
Project Coordinator	55–75	50–70	60–75	50–70	55–75	50–70
IT Trainer	50–80	50–65	60–80	60–70	50–80	60–75

SYSTEMS DEVELOPMENT

Java Developer — Junior (6 months to 2 years)	45–60	45–50	45–60	n/a	45–60	30–60
Java Developer — Intermediate (2–3 years)	60–80	65–80	60–75	n/a	60–80	60–80
Java Developer — Senior (3 years+)	80–100	85–110	75–100	70–100	80–100	80–100
Java Technical Lead	95–120	100–120	100–115	100–110	95–115	100–110



WELLINGTON		AUCKLAND		CHRISTCHURCH	
ANNUAL BASE SALARY NZD '000	HOURLY RATE 2013 NZD	ANNUAL BASE SALARY NZD '000	HOURLY RATE 2013 NZD	ANNUAL BASE SALARY NZD '000	HOURLY RATE 2013 NZD

SYSTEMS DEVELOPMENT (cont.)

Oracle Developer — Intermediate	70–80	55–75	70–80	55–70	70–80	55–70
Oracle Developer — Senior	75–90	75–100	75–90	70–90	75–90	70–90
SQL Server Developer — Intermediate	60–75	60–80	60–75	50–70	60–75	50–70
SQL Server Developer — Senior	75–90	80–100	75–90	70–90	75–90	70–90
Web Front End Developer — Junior	40–55	40–65	40–55	40–60	40–55	40–60
Web Front End Developer — Senior	55–80	80–100	70–80	n/a	60–75	60–80
Web Developer — Junior	45–55	40–65	45–55	50–60	45–55	50–70
Web Developer — Senior	55–80	75–100	70–90	60–80	60–75	60–80
Content Developer/Management	60–80	40–65	60–80	40–65	60–80	40–60
.Net Developer — Junior	50–60	n/a	50–60	n/a	50–60	50–70
.Net Developer — Intermediate	60–80	60–75	60–80	60–80	60–80	70–90
.Net Developer — Senior	80–100	80–100	80–100	80–90	80–105	90–110
Solutions Architect	100–140	100–120	100–140	100–115	100–140	100–120
Enterprise Architect	120–140	110–130	120–140	110–130	120–150	110–130
Data Warehouse Developer	80–100	80–110	80–110	80–110	80–100	80–110
SharePoint/CRM Developer	90–110	n/a	90–110	n/a	90–110	80–110
Oracle DBA — Junior (0–2 years)	50–70	n/a	50–70	n/a	50–70	50–70
Oracle DBA — Intermediate (2–4 years)	70–90	70–85	70–90	70–85	70–90	70–85
Oracle DBA — Senior (5 years+)	85–120	85–95	85–120	85–95	85–120	85–95
SQL Server DBA — Junior	50–70	n/a	50–70	n/a	50–70	50–70



WELLINGTON		AUCKLAND		CHRISTCHURCH	
ANNUAL BASE SALARY NZD '000	HOURLY RATE 2013 NZD	ANNUAL BASE SALARY NZD '000	HOURLY RATE 2013 NZD	ANNUAL BASE SALARY NZD '000	HOURLY RATE 2013 NZD

SYSTEMS DEVELOPMENT (cont.)

SQL Server DBA — Intermediate	70–85	70–85	70–85	70–85	70–85	70–85
SQL Server DBA — Senior	85–120	85–95	85–120	85–95	85–120	85–95
Sybase DBA — Junior	60–70	n/a	60–70	n/a	60–70	50–70
Sybase DBA — Intermediate	70–85	n/a	70–85	n/a	70–85	70–85
Sybase DBA — Senior	85–100	85–95	85–100	80–95	85–100	85–95
CICS/Cobol/DB2 Analyst Programmer — Senior (4 years+)	75–90	75–85	75–90	75–85	75–90	60–80
C/C++ Developer — Intermediate (2–4 years)	60–80	55–65	55–75	55–65	55–75	50–60
C/C++ Developer — Senior (4 years+)	80–100	65–90	75–90	55–65	75–90	60–70

MANAGEMENT

Project Manager — Intermediate (2–5 years)	80–100	85–100	80–95	85–95	80–100	90–105
Project Manager — Senior (5 years+)	100–130	100–120	100–130	95–110	100–130	105–130
Programme Manager	120–170	120–150	120–170	110–140	120–170	120–150
Service Delivery Manager	95–130	n/a	95–130	80–100	95–130	85–105
Infrastructure/Technical/ IT Manager	90–125	n/a	90–120	70–90	90–120	90–110
Applications/Development Manager	95–130	n/a	100–130	n/a	95–130	90–110
Release Manager	90–110	75–100	90–120	75–100	90–110	75–100
Change Management — Business	130+	100+	120+	90–100	110–120	90–100
Change Management — Release/ Problem/Incident	80–100	80–100	80–110	80–100	80–100	90–100
Security Information Manager	100–130	n/a	100–130	n/a	100–130	90–100
Business Continuity Manager	100–125	n/a	100–125	n/a	100–125	90–100



WELLINGTON		AUCKLAND		CHRISTCHURCH	
ANNUAL BASE SALARY NZD '000	HOURLY RATE 2013 NZD	ANNUAL BASE SALARY NZD '000	HOURLY RATE 2013 NZD	ANNUAL BASE SALARY NZD '000	HOURLY RATE 2013 NZD

MANAGEMENT (cont.)

Operations Manager	120–185	n/a	120–140	n/a	100–140	90–110
Chief Information Officer — Operational	100–200	n/a	100–200	n/a	140–200	100–130
Chief Information Officer — Executive	175–190	n/a	175+	n/a	150–200	120–170

INFRASTRUCTURE AND NETWORK

Service Desk/Helpdesk Level 1	40–45	30–35	45–50	25–35	45–50	35–50
Service Desk/Helpdesk Level 2	45–60	35–50	50–60	35–45	50–60	40–60
Service Desk/Helpdesk Team Leader	60–75	n/a	60–75	n/a	65–80	60–80
Service Desk Manager	75–100	n/a	75–95	n/a	80–100	70–100
Desktop Support — Intermediate (2–4 years)	50–65	40–50	50–65	35–55	50–65	40–55
Systems Administrator — Microsoft	55–70	55–60	55–65	55–60	55–65	50–60
Senior Systems Administrator — Microsoft	65–80	60–70	65–80	60–70	65–75	60–70
Systems Engineer — Microsoft	75–85	70–90	80–95	70–85	75–85	70–90
System Administrator — Unix	60–80	60–70	60–75	60–70	60–75	60–70
Senior System Administrator — Unix	75–95	70–80	75–95	70–80	75–95	60–70
Unix Engineer	80–100	75–95	80–105	75–95	80–100	75–90
Security Engineer	70–90	n/a	70–90	n/a	70–90	60–70
Security Specialist	100–140	65–90	100–140	65–90	90–120	60–80
Infrastructure — Team Leader	70–100	n/a	85–100	n/a	70–95	60–80
Infrastructure — Architect	100–140	90–110	100–140	90–110	100–130	90–110
Network Engineer — Intermediate (CCNA)	75–85	65–75	75–85	60–70	75–85	65–75



WELLINGTON		AUCKLAND		CHRISTCHURCH	
ANNUAL BASE SALARY NZD '000	HOURLY RATE 2013 NZD	ANNUAL BASE SALARY NZD '000	HOURLY RATE 2013 NZD	ANNUAL BASE SALARY NZD '000	HOURLY RATE 2013 NZD

INFRASTRUCTURE AND NETWORK (cont.)

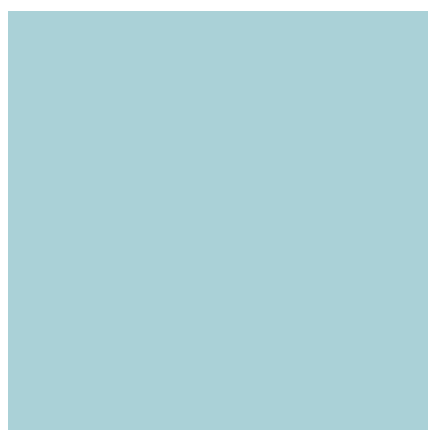
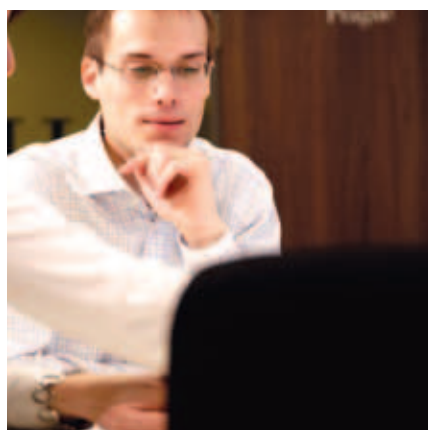
Network Engineer — Senior (CCNP, CCVP)	85–100	80–95	85–100	70–85	85–100	80–100
Network Architect/Consultant (CCIE)	100–160	95–120	100–160	85–115	100–140	90–110

SALES EXECUTIVE

Junior Account Manager	Base 60–80 +Bonus	n/a	Base 60–80 +Bonus	n/a	n/a	n/a
Account Manager	Base 80–120 +Bonus	n/a	Base 80–120 +Bonus	n/a	n/a	n/a
Business Development Manager	Base 80–120 +Bonus	n/a	Base 80–120 +Bonus	n/a	n/a	n/a
Client Relationship Manager	Base 90–120 +Bonus	n/a	Base 90–120 +Bonus	n/a	n/a	n/a
Vendor Manager	Base 100–130 +Bonus	n/a	Base 100–130 +Bonus	n/a	n/a	n/a
Pre Sales Consultant	Base 80–120 +Bonus	n/a	Base 80–120 +Bonus	n/a	n/a	n/a
Sales Executive	Base 80–120 +Bonus	n/a	Base 80–120 +Bonus	n/a	n/a	n/a
Channel Manager/Business Partner Manager	Base 100–180 +Bonus	n/a	Base 100–180 +Bonus	n/a	n/a	n/a

Please note: Salary ranges are based on information provided by Hudson clients, candidates and other sources and as a result are approximate guides only. They relate to base salaries only and exclude superannuation/bonuses/incentive schemes/stock options. Further they incorporate placements across both small to medium companies (defined as having a turnover of less than \$100 million) and large companies (defined as having a turnover of more than \$100 million). Roles marked n/a indicate insufficient placement data to represent the market adequately.

Rates given are contractor rates. Please call us for further information about client rates.





RESEARCH METHODOLOGY

Hudson conducted quantitative research into salary and employment insights of employers and employees across Australia and New Zealand. Qualitative information was gathered by our specialist recruitment consultants through conversations with their clients, and by drawing on their extensive knowledge of placements made across the following Hudson specialist practice groups: Accounting & Finance; Financial Services; Human Resources; ICT; Legal;

Office Support; Public Sector; Sales, Marketing & Communications; and Technical & Engineering.

A total of 4,921 employers and 5,853 employees (with 823 employers and 1,025 employees specifically targeted for the ICT report) across Australia and New Zealand were sourced from the Hudson database, and interviewed regarding their experiences and views on salary and employment expectations and key issues. Employers and employees each received distinct survey questions.

Percentages don't always total 100% as respondents could select more than one option for certain questions.

The questionnaire responses were collected across October and November 2012. Respondents were incentivised by a prize draw carried out internally by Hudson.

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- ¹ Figures quoted are sourced from the following professions: Accounting & Finance; Financial Services; Human Resources; ICT; Legal; Office Support; Public Sector; Sales, Marketing & Communications; and Technical & Engineering. Where specified, data has been sourced from ICT hiring managers or employees. All figures are for Australia and New Zealand combined unless stated otherwise.
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All URLs referenced in footnotes were viewed on 17 January 2013.

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