

MARKET UPDATE

So how did 2012 finish up?

It was a sluggish finish to the 2012 in recruitment circles, with “austerity measures” rivalling “gangnam style” for the most oft used phrase of the year. There was plenty of economic uncertainty at both the domestic and international levels, which bled into business confidence and thus appetite for recruitment. It wasn’t just the big corporates feeling the pinch either, with both state and federal governments also pruning back their recruitment.

New hires weren’t the only area affected - we also saw a lot of people being let go or having their contracts wound up. Telstra, CBA, QBE, Vodafone, Westpac, Macquarie Bank, IBM, Woolworths and Queensland Government all went through some high profile waves of job cuts.

The bulk of the recruitment activity which did occur was led by the small to medium scale enterprises.

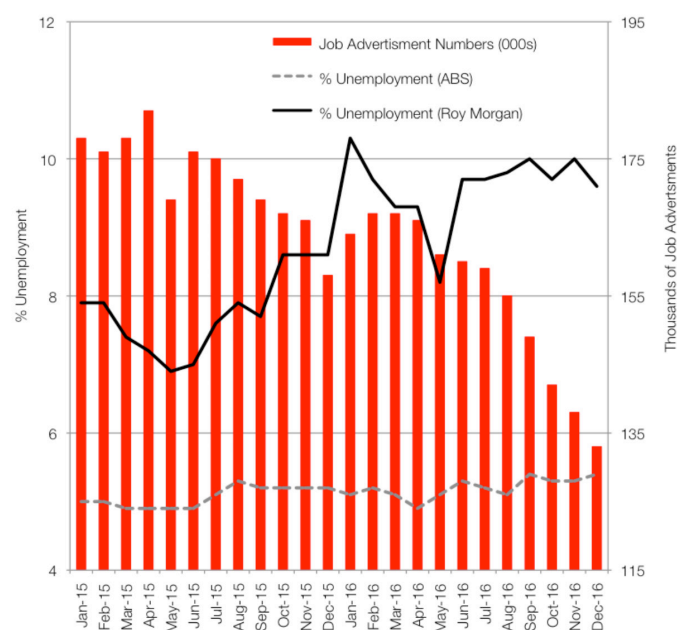
Low appetite to hire, wholesale retrenchments ...so why aren’t the unemployment levels skyrocketing?

Probably the thing that has surprised us most is that the low levels of hiring activity combined with the cutbacks haven’t had a more marked impact on the official unemployment rates (which as of January, sits at 5.4%, marginally up on the 5.0% recorded in January 2011). It has been said by a number of prominent market commentators (including ACOSS & the ABC) that the Australian Bureau of Statistics’ definition of unemployment is incredibly narrow, and thus is very slow to capture any changes in the market. Indeed well-known pollster Roy Morgan have been publishing their own statistics on unemployment and underemployment for over a decade, and it must be said that their numbers (which currently sit at 9.6% unemployment) are far more in keeping with what we are seeing in the marketplace. They also make sense given the drop in job numbers over the last 12-18 months (ANZ job advertisement index).

So what does this all mean for 2013?

It’s hard to see all of the uncertainty disappearing anytime soon. Europe is still flat, the fiscal cliff in the US will again loom large in a couple of months and we’ll also have the federal election to deal with. That said, we’ve now got some political certainty in the US, coal prices have stabilised and even rallied somewhat and the China growth machine rumbles onward. And while anecdotal, Balance has also seen something of a flurry of recruitment activity to start the year.

So if you’re an employer, it means it’s a good time to hire. You can generally drive quite a hard bargain with candidates currently not employed, as their pool of potential suitors is limited. However these are perhaps the first suggestions that the market is bottoming out, and the back end of 2013 might prove a far more competitive recruitment landscape.



the balance

SALARY SNAPSHOT

FEBRUARY 2013

BALANCE
RECRUITMENT
 SUCCESSFUL PEOPLE

Job Titles	PERMANENT			CONTRACT	
	1-3 years	3-5 years	5+	Mid Range	Top End
Scrum Master	\$115K	\$135K	\$145K	\$800-900	\$1100-1250
Application Architect	\$120K	\$130K	\$145K	\$800-950	\$950-1100
Business Analyst	\$70K	\$95K	\$115K	\$600-800	\$800-1000
Software Developer (Java, .NET)	\$75K	\$90K	\$115K	\$600-750	\$750-950
BI Analyst	\$85K	\$105K	\$120K	\$750-900	\$900-1050
Web Developer - Front End (HTML, CSS, JavaScript, Flash)	\$55K	\$70K	\$90K	\$500-640	\$650-750
Web Developer - Back End (PHP, RoR)	\$60K	\$75K	\$100K	\$500-640	\$650-750
Phone Developers (iPhone, Android)	\$70K	\$95K	N/A	\$500-640	\$650-750
Test Analyst	\$60K	\$80K	\$100K	\$550-700	\$700-850
DBA	\$70K	\$100K	\$130K	\$750-875	\$900-1050
Program Manager	\$130K	\$145K	\$155K	\$1000-1100	\$1100-1300
Project Manager	\$95K	\$110K	\$135K	\$700-800	\$850-1000
Test Manager	\$95K	\$110K	\$120K	\$750-850	\$850-1000
Development Manager	\$115K	\$130K	\$145K	\$900-1000	\$1050-1200
IT Manager (5-10 headcount)	\$110K	\$130K	\$150K	\$800-1000	\$1050-1200
CIO	\$170K	\$200K	\$250K	\$1200-1500	\$1500-1800
ERP Consultant (Oracle, Peoplesoft, SAP)	\$85K	\$115K	\$140K	\$950-1100	\$1100-1300
Help Desk Manager	\$75K	\$85K	\$100K	\$550-650	\$650-750
Desktop/PC Support	\$50K	\$65K	\$75K	\$380-440	\$450-500
Help Desk Support	\$45K	\$55K	\$65K	\$300-350	\$360-420
Infrastructure Architect	\$110K	\$120K	\$135K	\$850-950	\$950-1100
Network Engineer	\$80K	\$100K	\$120K	\$650-750	\$800-900
Security Engineer	\$85K	\$110K	\$130K	\$750-900	\$950-1100
Unix Systems Engineer	\$70K	\$90K	\$120K	\$650-750	\$750-900
Windows Systems Engineer	\$70K	\$90K	\$115K	\$650-750	\$750-900
Pre-Sales Consultant	\$90K	\$120K	\$145K	N/A	N/A
Account Manager	\$60K	\$80K	\$120K	N/A	N/A
Business Development Manager	\$70K	\$90K	\$130K	N/A	N/A

*Years of experience refers to the number of years in that particular role

*The salaries quoted are base salaries (exclusive of super).

*The contract rates quoted are charge rates (inclusive of superannuation, payroll tax, workers comp, professional indemnity and public liability insurances and agency margin) exclusive of GST

*Red figures denote a decrease.