

HAYS

Information Technology

Market changes in the last 12 months

Optimism is once again permeating the IT employment market. So long in the doldrums, the market experienced strong and steady growth over the past 12 months in both the contract and permanent areas and vacancy activity for IT professionals is now strong.

In general terms, the previously static salaries have started to rise nationally for both contract and permanent roles, however they are still short of the highs reached between the 1999 and 2001 dot-com boom. Employers have also been slow to offer the level of benefits seen during this period with bonuses and non-financial incentives remaining relatively unchanged.

Having become jaded with the amount of investment put into systems over the internet boom, companies were reticent to spend on their IT capabilities during 2002 and 2003. The last year saw a turnaround, with renewed investment for a number of reasons. Firstly, companies have undertaken major refreshes of systems, which is largely a cyclical trend, last seen pre-Y2K. Secondly, companies have once again realised that systems, and their capabilities, are able to gain them serious competitive advantage. Lastly and by no means least, the global picture and general macro-economic conditions have allowed confidence to invest the big dollars required within IT overall.

Candidate shortages are once again numerous across many sectors of the industry, however a solid intake of IT undergraduates during the last boom should take the steam out of most of these.

Positions in Demand

There are few areas currently in IT that enjoy an over-abundance of candidates, however those in strongest demand are Project Managers with solid experience and understanding of methodologies, MS.Net and Java architects and developers, technically strong network engineers and Business Development staff.

Whilst salaries have moved we are yet to see the big increases experienced through the last up turn, although 2005/6 may see this change.

Changes to employer recruitment practices

As mentioned last year, the most notable trend is the requirement for IT staff to have good communication skills in addition to technical expertise. People in helpdesk and support roles have always needed these skills, but the ability for IT people to communicate effectively, as well as explaining technical concepts to non-technical colleagues, has become increasingly important. Related to this is the increase of employers requesting and utilising behavioural interview techniques during the recruitment process.

In the current market, counter offers are occurring regularly and employers need to become accustomed to their preferred candidate receiving several job offers. In light of this, we expect more of a focus will be placed on salary packages and incentives in the future.

Advice for candidates

Communication skills continue to be essential for success in the job market, while the combination of experience and certification is considered essential by many IT employers. From a recruiters view, we can get inundated by applications, many of which do not have relevant skills for the advertised vacancy. It does not present a good impression to apply for every and any job you see advertised. Instead, select the roles that suit your skill set and experience and demonstrate these accordingly in a personalised and focused application. By doing this, you will make a good first impression, and successfully make your way to the next level in the process.



INFORMATION TECHNOLOGY | INFRASTRUCTURE

LAN support	Operators	Helpdesk Support (Level 1)	Desktop Support (Level 2)	Network Engineer (Level 3)
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	50,000 45,000 - 55,000	45,000 40,000 - 50,000	55,000 45,000 - 65,000	70,000 65,000 - 85,000
Melbourne (Salary Range)	50,000 45,000 - 55,000	45,000 40,000 - 50,000	55,000 45,000 - 60,000	60,000 45,000 - 70,000
Brisbane (Salary Range)	37,000 30,000 - 45,000	35,000 30,000 - 38,000	45,000 35,000 - 50,000	55,000 45,000 - 60,000
Adelaide (Salary Range)	37,000 30,000 - 45,000	37,000 30,000 - 45,000	43,000 35,000 - 50,000	57,000 45,000 - 70,000
Canberra (Salary Range)	35,000 30,000 - 40,000	40,000 35,000 - 45,000	50,000 45,000 - 55,000	70,000 60,000 - 80,000
Perth (Salary Range)	43,000 35,000 - 50,000	32,000 28,000 - 40,000	40,000 35,000 - 42,000	55,000 45,000 - 60,000
New Zealand (Salary Range)	40,000 37,000 - 45,000	36,000 35,000 - 38,000	45,000 38,000 - 48,000	65,000 60,000 - 85,000

WAN	Cisco Engineer	Voice / Comms Engineer	Network Designer
	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	70,000 55,000 - 80,000	85,000 60,000 - 95,000	95,000 75,000 - 100,000
Melbourne (Salary Range)	70,000 55,000 - 75,000	80,000 60,000 - 90,000	90,000 75,000 - 95,000
Brisbane (Salary Range)	70,000 50,000 - 80,000	75,000 55,000 - 80,000	80,000 60,000 - 100,000
Adelaide (Salary Range)	65,000 50,000 - 70,000	65,000 50,000 - 75,000	80,000 70,000 - 100,000
Canberra (Salary Range)	80,000 60,000 - 100,000	65,000 55,000 - 85,000	85,000 70,000 - 100,000
Perth (Salary Range)	60,000 50,000 - 80,000	70,000 60,000 - 80,000	70,000 55,000 - 80,000
New Zealand (Salary Range)	60,000 55,000 - 65,000	65,000 50,000 - 70,000	85,000 75,000 - 140,000

Senior	Technical Architect	Solutions & Enterprise Architect
	Typical Salary	Typical Salary
Sydney (Salary Range)	110,000 105,000 - 125,000	120,000 110,000 - 140,000
Melbourne (Salary Range)	110,000 100,000 - 120,000	120,000 110,000 - 130,000
Brisbane (Salary Range)	100,000 80,000 - 120,000	100,000 80,000 - 120,000
Adelaide (Salary Range)	90,000 80,000 - 110,000	140,000 90,000 - 150,000
Canberra (Salary Range)	90,000 70,000 - 110,000	95,000 80,000 - 110,000
Perth (Salary Range)	80,000 70,000 - 90,000	100,000 90,000 - 110,000
New Zealand (Salary Range)	95,000 85,000 - 110,000	120,000 100,000 - 140,000

□ All Salaries are representative of the cash component only □ New Zealand Salaries are represented in New Zealand Dollars

Technical specialists	Security Engineer	Security Consultant	Messaging Specialist
	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	85,000 70,000 - 95,000	95,000 80,000 - 110,000	90,000 75,000 - 100,000
Melbourne (Salary Range)	70,000 60,000 - 90,000	85,000 70,000 - 90,000	80,000 70,000 - 90,000
Brisbane (Salary Range)	65,000 50,000 - 80,000	85,000 70,000 - 100,000	70,000 50,000 - 80,000
Adelaide (Salary Range)	65,000 50,000 - 70,000	75,000 65,000 - 85,000	62,000 50,000 - 70,000
Canberra (Salary Range)	60,000 55,000 - 85,000	80,000 70,000 - 100,000	70,000 60,000 - 90,000
Perth (Salary Range)	60,000 55,000 - 65,000	80,000 70,000 - 90,000	65,000 55,000 - 70,000
New Zealand (Salary Range)	75,000 65,000 - 85,000	95,000 80,000 - 130,000	75,000 65,000 - 85,000

Technical specialists	Citrix Engineer	Unix Administrator	Unix Consultant
	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	85,000 65,000 - 95,000	80,000 65,000 - 90,000	90,000 80,000 - 100,000
Melbourne (Salary Range)	80,000 65,000 - 100,000	75,000 65,000 - 90,000	85,000 70,000 - 100,000
Brisbane (Salary Range)	70,000 50,000 - 80,000	70,000 45,000 - 80,000	80,000 75,000 - 110,000
Adelaide (Salary Range)	70,000 60,000 - 80,000	65,000 55,000 - 80,000	80,000 75,000 - 110,000
Canberra (Salary Range)	60,000 50,000 - 70,000	70,000 55,000 - 85,000	75,000 70,000 - 100,000
Perth (Salary Range)	60,000 50,000 - 70,000	60,000 50,000 - 65,000	80,000 70,000 - 90,000
New Zealand (Salary Range)	75,000 70,000 - 80,000	75,000 70,000 - 80,000	85,000 75,000 - 120,000

Management roles	Helpdesk Manager	Network Manager	IT Manager
	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	80,000 70,000 - 100,000	120,000 80,000 - 130,000	120,000 80,000 - 130,000
Melbourne (Salary Range)	75,000 65,000 - 85,000	110,000 90,000 - 130,000	100,000 85,000 - 150,000
Brisbane (Salary Range)	68,000 55,000 - 75,000	100,000 75,000 - 110,000	100,000 80,000 - 110,000
Adelaide (Salary Range)	60,000 50,000 - 65,000	95,000 70,000 - 100,000	90,000 65,000 - 100,000
Canberra (Salary Range)	80,000 60,000 - 90,000	80,000 70,000 - 90,000	95,000 85,000 - 110,000
Perth (Salary Range)	60,000 50,000 - 70,000	80,000 60,000 - 90,000	80,000 70,000 - 90,000
New Zealand (Salary Range)	75,000 70,000 - 85,000	80,000 75,000 - 85,000	95,000 85,000 - 130,000

□ All Salaries are representative of the cash component only □ New Zealand Salaries are represented in New Zealand Dollars

INFORMATION TECHNOLOGY | DEVELOPMENT

MS.Net/J2EE	Programmer	Analyst Programmer	Senior A/P	Architect
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	50,000 45,000 - 60,000	75,000 60,000 - 85,000	90,000 80,000 - 100,000	120,000 100,000 - 135,000
Melbourne (Salary Range)	50,000 45,000 - 65,000	75,000 65,000 - 85,000	90,000 80,000 - 95,000	110,000 95,000 - 120,000
Brisbane (Salary Range)	50,000 40,000 - 60,000	70,000 50,000 - 80,000	85,000 70,000 - 100,000	100,000 90,000 - 120,000
Adelaide (Salary Range)	50,000 38,000 - 55,000	65,000 50,000 - 70,000	80,000 75,000 - 90,000	95,000 90,000 - 110,000
Canberra (Salary Range)	55,000 45,000 - 65,000	65,000 50,000 - 80,000	80,000 60,000 - 100,000	90,000 70,000 - 120,000
Perth (Salary Range)	45,000 40,000 - 50,000	60,000 50,000 - 70,000	70,000 60,000 - 80,000	90,000 80,000 - 110,000
New Zealand (Salary Range)	47,000 35,000 - 55,000	60,000 50,000 - 70,000	75,000 70,000 - 80,000	90,000 85,000 - 100,000

Web and client server developers (VB6/ASP/SQL Server/Delphi/C++)	Programmer	Analyst Programmer	Senior A/P	Architect
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	50,000 45,000 - 75,000	70,000 60,000 - 80,000	85,000 70,000 - 90,000	100,000 90,000 - 110,000
Melbourne (Salary Range)	50,000 45,000 - 65,000	65,000 55,000 - 70,000	80,000 70,000 - 90,000	100,000 90,000 - 110,000
Brisbane (Salary Range)	50,000 45,000 - 60,000	55,000 40,000 - 65,000	70,000 60,000 - 85,000	90,000 80,000 - 100,000
Adelaide (Salary Range)	45,000 35,000 - 50,000	58,000 50,000 - 65,000	65,000 60,000 - 75,000	85,000 80,000 - 90,000
Canberra (Salary Range)	55,000 45,000 - 65,000	65,000 50,000 - 80,000	80,000 60,000 - 100,000	90,000 70,000 - 120,000
Perth (Salary Range)	45,000 35,000 - 55,000	55,000 50,000 - 60,000	65,000 60,000 - 80,000	80,000 75,000 - 90,000
New Zealand (Salary Range)	47,000 35,000 - 55,000	62,000 55,000 - 70,000	70,000 65,000 - 75,000	95,000 85,000 - 120,000

ORACLE (Forms / Reports / SQL etc)	Programmer	Analyst Programmer	Senior A/P
	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	60,000 50,000 - 70,000	80,000 70,000 - 90,000	90,000 70,000 - 100,000
Melbourne (Salary Range)	60,000 50,000 - 65,000	75,000 65,000 - 85,000	85,000 75,000 - 95,000
Brisbane (Salary Range)	60,000 45,000 - 70,000	75,000 55,000 - 85,000	85,000 70,000 - 90,000
Adelaide (Salary Range)	55,000 45,000 - 62,000	70,000 60,000 - 80,000	85,000 75,000 - 100,000
Canberra (Salary Range)	60,000 50,000 - 70,000	70,000 60,000 - 80,000	85,000 70,000 - 100,000
Perth (Salary Range)	45,000 40,000 - 50,000	60,000 55,000 - 70,000	75,000 65,000 - 80,000
New Zealand (Salary Range)	45,000 40,000 - 60,000	70,000 65,000 - 75,000	80,000 75,000 - 85,000

Data specialists	ETL Developer	Data Architect	DBA
	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	90,000 80,000 - 100,000	110,000 90,000 - 130,000	90,000 80,000 - 100,000
Melbourne (Salary Range)	80,000 75,000 - 90,000	90,000 80,000 - 100,000	85,000 70,000 - 100,000
Brisbane (Salary Range)	80,000 60,000 - 90,000	100,000 80,000 - 120,000	72,000 60,000 - 90,000
Adelaide (Salary Range)	70,000 50,000 - 75,000	80,000 60,000 - 100,000	70,000 60,000 - 90,000
Canberra (Salary Range)	75,000 60,000 - 80,000	80,000 60,000 - 100,000	75,000 55,000 - 95,000
Perth (Salary Range)	75,000 50,000 - 80,000	70,000 60,000 - 90,000	70,000 50,000 - 90,000
New Zealand (Salary Range)	70,000 65,000 - 75,000	85,000 80,000 - 90,000	75,000 65,000 - 85,000

Data specialists	Data Modeller	Data Warehouse Consultant
	Typical Salary	Typical Salary
Sydney (Salary Range)	80,000 75,000 - 95,000	95,000 90,000 - 130,000
Melbourne (Salary Range)	80,000 75,000 - 95,000	100,000 80,000 - 110,000
Brisbane (Salary Range)	80,000 70,000 - 90,000	95,000 80,000 - 110,000
Adelaide (Salary Range)	70,000 60,000 - 80,000	68,000 55,000 - 75,000
Canberra (Salary Range)	75,000 60,000 - 90,000	80,000 70,000 - 90,000
Perth (Salary Range)	70,000 60,000 - 80,000	80,000 65,000 - 85,000
New Zealand (Salary Range)	78,000 70,000 - 85,000	100,000 85,000 - 120,000

Management roles	Development Team Leader	Development Manager
	Typical Salary	Typical Salary
Sydney (Salary Range)	90,000 80,000 - 100,000	110,000 80,000 - 130,000
Melbourne (Salary Range)	90,000 80,000 - 95,000	110,000 100,000 - 130,000
Brisbane (Salary Range)	90,000 85,000 - 110,000	110,000 90,000 - 125,000
Adelaide (Salary Range)	80,000 70,000 - 100,000	100,000 80,000 - 110,000
Canberra (Salary Range)	75,000 60,000 - 100,000	95,000 80,000 - 110,000
Perth (Salary Range)	75,000 50,000 - 90,000	90,000 65,000 - 100,000
New Zealand (Salary Range)	85,000 80,000 - 100,000	100,000 95,000 - 140,000

Analysis	Technical BA	Business / Process Analyst	Process Analyst	Systems Analyst
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	80,000 70,000 - 100,000	80,000 50,000 - 90,000	80,000 70,000 - 100,000	95,000 80,000 - 110,000
Melbourne (Salary Range)	80,000 70,000 - 100,000	80,000 70,000 - 100,000	80,000 60,000 - 90,000	80,000 70,000 - 85,000
Brisbane (Salary Range)	80,000 65,000 - 90,000	80,000 65,000 - 100,000	75,000 70,000 - 100,000	90,000 80,000 - 100,000
Adelaide (Salary Range)	72,000 65,000 - 80,000	75,000 65,000 - 85,000	75,000 65,000 - 85,000	80,000 70,000 - 90,000
Canberra (Salary Range)	72,000 65,000 - 80,000	80,000 60,000 - 90,000	80,000 60,000 - 90,000	80,000 60,000 - 90,000
Perth (Salary Range)	70,000 65,000 - 75,000	70,000 60,000 - 80,000	65,000 60,000 - 75,000	75,000 60,000 - 85,000
New Zealand (Salary Range)	75,000 65,000 - 90,000	75,000 70,000 - 90,000	80,000 75,000 - 85,000	85,000 70,000 - 90,000

Analytics	Statistical Modeller	Market Analyst	Consultant
	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	90,000 80,000 - 100,000	60,000 50,000 - 70,000	95,000 85,000 - 130,000
Melbourne (Salary Range)	80,000 60,000 - 100,000	55,000 45,000 - 65,000	90,000 80,000 - 120,000
Brisbane (Salary Range)	65,000 55,000 - 70,000	50,000 40,000 - 60,000	90,000 80,000 - 120,000
Adelaide (Salary Range)	60,000 38,000 - 70,000	50,000 40,000 - 60,000	75,000 60,000 - 90,000
Canberra (Salary Range)	60,000 50,000 - 80,000	60,000 50,000 - 70,000	70,000 60,000 - 80,000
Perth (Salary Range)	60,000 45,000 - 65,000	55,000 45,000 - 65,000	75,000 65,000 - 85,000
New Zealand (Salary Range)	60,000 50,000 - 70,000	55,000 55,000+	90,000 85,000 - 120,000

Project roles	Project Officer / Admin	Project Manager	Project / Program Director
	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	55,000 45,000 - 80,000	100,000 77,000 - 120,000	130,000 100,000 - 150,000
Melbourne (Salary Range)	55,000 50,000 - 70,000	95,000 80,000 - 120,000	120,000 100,000 - 145,000
Brisbane (Salary Range)	50,000 40,000 - 60,000	95,000 80,000 - 140,000	115,000 100,000 - 130,000
Adelaide (Salary Range)	52,000 40,000 - 65,000	85,000 70,000 - 120,000	110,000 95,000 - 130,000
Canberra (Salary Range)	50,000 40,000 - 60,000	90,000 60,000 - 110,000	110,000 80,000 - 130,000
Perth (Salary Range)	45,000 35,000 - 50,000	90,000 65,000 - 120,000	110,000 90,000 - 140,000
New Zealand (Salary Range)	55,000 50,000 - 65,000	95,000 85,000 - 120,000	130,000 100,000 - 150,000

ERP / CRM	PeopleSoft - Technical	PeopleSoft - Functional
	Typical Salary	Typical Salary
Sydney (Salary Range)	95,000 75,000 - 110,000	120,000 100,000 - 130,000
Melbourne (Salary Range)	90,000 80,000 - 110,000	100,000 90,000 - 120,000
Brisbane (Salary Range)	80,000 70,000 - 90,000	90,000 70,000 - 110,000
Adelaide (Salary Range)	80,000 65,000 - 90,000	85,000 60,000 - 100,000
Canberra (Salary Range)	80,000 65,000 - 90,000	85,000 60,000 - 100,000
Perth (Salary Range)	75,000 60,000 - 90,000	80,000 60,000 - 90,000
New Zealand (Salary Range)	75,000 70,000 - 80,000	80,000 75,000 - 85,000

ERP / CRM	Siebel Architect	Siebel Functional
	Typical Salary	Typical Salary
Sydney (Salary Range)	110,000 90,000 - 130,000	110,000 90,000 - 140,000
Melbourne (Salary Range)	110,000 90,000 - 120,000	110,000 100,000 - 120,000
Brisbane (Salary Range)	100,000 85,000 - 110,000	90,000 70,000 - 110,000
Adelaide (Salary Range)	85,000 70,000 - 100,000	95,000 80,000 - 110,000
Canberra (Salary Range)	85,000 70,000 - 100,000	95,000 80,000 - 100,000
Perth (Salary Range)	80,000 75,000 - 100,000	95,000 85,000 - 100,000
New Zealand (Salary Range)	85,000 85,000+	80,000 75,000 - 85,000

ERP / CRM	ABAP Developer	Basis Administrator	SAP Analyst	SAP Functional Consultant
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	75,000 65,000 - 95,000	80,000 70,000 - 110,000	100,000 80,000 - 120,000	120,000 100,000 - 150,000
Melbourne (Salary Range)	70,000 50,000 - 80,000	80,000 70,000 - 95,000	90,000 80,000 - 100,000	100,000 90,000 - 120,000
Brisbane (Salary Range)	70,000 60,000 - 90,000	75,000 60,000 - 90,000	90,000 70,000 - 110,000	80,000 70,000 - 100,000
Adelaide (Salary Range)	65,000 60,000 - 75,000	75,000 65,000 - 90,000	75,000 65,000 - 85,000	80,000 65,000 - 95,000
Canberra (Salary Range)	60,000 50,000 - 80,000	85,000 75,000 - 105,000	85,000 70,000 - 100,000	85,000 70,000 - 110,000
Perth (Salary Range)	65,000 60,000 - 80,000	70,000 50,000 - 80,000	85,000 70,000 - 95,000	80,000 70,000 - 95,000
New Zealand (Salary Range)	80,000 70,000 - 85,000	70,000 65,000 - 75,000	80,000 75,000 - 85,000	85,000 80,000 - 90,000

INFORMATION TECHNOLOGY | BUSINESS EXECUTIVE

Management roles	Service Delivery Manager	Client Relationship Manager	Outsourcing Manager
	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	120,000 100,000 - 140,000	120,000 100,000 - 150,000	120,000 100,000 - 150,000
Melbourne (Salary Range)	120,000 100,000 - 140,000	110,000 100,000 - 120,000	110,000 100,000 - 120,000
Brisbane (Salary Range)	110,000 90,000 - 125,000	110,000 90,000 - 125,000	110,000 90,000 - 125,000
Adelaide (Salary Range)	90,000 70,000 - 100,000	100,000 85,000 - 115,000	100,000 85,000 - 115,000
Canberra (Salary Range)	85,000 70,000 - 100,000	85,000 70,000 - 100,000	90,000 80,000 - 110,000
Perth (Salary Range)	90,000 75,000 - 110,000	80,000 65,000 - 90,000	80,000 70,000 - 100,000
New Zealand (Salary Range)	110,000 90,000 - 130,000	100,000 80,000 - 120,000	110,000 90,000 - 130,000

Management roles	Professional Services Manager	CTO	CIO
	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	140,000 100,000 - 160,000	175,000 120,000 - 250,000	200,000 120,000 - 300,000
Melbourne (Salary Range)	120,000 100,000 - 140,000	150,000 125,000 - 180,000	175,000 150,000 - 200,000
Brisbane (Salary Range)	115,000 95,000 - 135,000	150,000 120,000 - 200,000	160,000 120,000 - 200,000
Adelaide (Salary Range)	120,000 90,000 - 150,000	140,000 110,000 - 160,000	145,000 125,000 - 165,000
Canberra (Salary Range)	110,000 100,000 - 160,000	130,000 100,000 - 175,000	160,000 120,000 - 190,000
Perth (Salary Range)	90,000 80,000 - 120,000	120,000 100,000 - 150,000	120,000 100,000 - 150,000
New Zealand (Salary Range)	100,000 90,000 - 140,000	120,000 100,000 - 170,000	120,000 110,000 - 180,000

Business development	BDM	Senior BDM	Sales Director	Account Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	80,000 70,000 - 100,000	110,000 100,000 - 130,000	150,000 100,000 - 170,000	90,000 75,000 - 125,000
Melbourne (Salary Range)	75,000 60,000 - 90,000	105,000 100,000 - 130,000	150,000 100,000 - 170,000	90,000 80,000 - 120,000
Brisbane (Salary Range)	65,000 50,000 - 75,000	90,000 60,000 - 100,000	120,000 100,000 - 150,000	85,000 75,000 - 100,000
Adelaide (Salary Range)	70,000 60,000 - 75,000	80,000 60,000 - 100,000	100,000 80,000 - 120,000	80,000 60,000 - 90,000
Canberra (Salary Range)	65,000 60,000 - 90,000	90,000 80,000 - 100,000	110,000 80,000 - 130,000	120,000 80,000 - 150,000
Perth (Salary Range)	65,000 55,000 - 80,000	85,000 70,000 - 90,000	120,000 80,000 - 140,000	75,000 60,000 - 80,000