

SALARY SURVEY – I.T. SALARIES FALL IN LINE

Friday, 31 January 2003: IT professionals received only modest salary increases over the year to January, bringing their remuneration in line with colleagues in other professional areas, according to a new survey.

Research by remuneration specialists Classified Salary Information Services (CSi) shows that the average annual salary increase for IT incumbents was 3.2 per cent; a rate marginally higher than the December quarter CPI of 3.0 per cent.

“Our same incumbent move, like the current CPI, is retrospective,” says CSi remuneration and benefits specialist Nick Woodward. “That means there’s a bit of a lag effect. The current low figures just emphasise what we already knew about 2002 – it was a bad year for IT employees! The fact that the base salary incumbent moves are in line with inflation means, in real terms, IT salaries are neutral.”

The January 2003 *Australian Computer Specialists Salaries and Benefits Survey* of over 13,000 salaried employees from more than 100 companies, found that the average total remuneration package of IT professionals increased by 4.7 per cent, while the median figure was 3.6 per cent. This compares to the average total package increases of 6.1 per cent reported in the January 2001 survey.

The average remuneration package of Australian professionals in all industries increased by 5.6 per cent over the 12 months to November 2002, a higher rate than that awarded to computing professionals, according to CSi’s *General/Combined Industries Survey*. This

demonstrates the rationalisation of IT salaries that has taken place in Australian companies over the past 12 months:

"The decreased pressure on pay for IT staff has allowed corporate IT departments to examine remuneration policies and procedures that may have been neglected over recent times. There has been a huge demand for information on Shift Allowances, Oncall/Standby Allowances and Disturbance payments, suggesting this has been an area of great interest over the past six months," says Woodward.

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Note: For further information on the *Australian Computer Specialists Salary Survey* please see CSI's website (<http://www.classalinfo.com.au/Products/default.htm>).

CSI's *Computer Specialists Salary Survey* scientifically examines the salaries and benefits of approximately 13,000 employees in more than 100 companies from a variety of industries.

CSI are Australia's remuneration specialists. We provide information and advice about all remuneration issues, from executive pay to global pay practices, to more than 600 Australian clients.

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