



# Enterprise Architect

## Architecture • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market         | Observed years   | Earliest typical | Latest typical | Movement |
|----------------|------------------|------------------|----------------|----------|
| Adelaide, SA   | 2022/23, 2023/24 | \$130,000        | \$130,000      | +0.0%    |
| Brisbane, QLD  | 2022/23, 2023/24 | \$140,000        | \$140,000      | +0.0%    |
| Canberra, ACT  | 2022/23, 2023/24 | \$145,000        | \$145,000      | +0.0%    |
| Melbourne, VIC | 2022/23, 2023/24 | \$165,000        | \$165,000      | +0.0%    |
| Perth, WA      | 2022/23, 2023/24 | \$150,000        | \$150,000      | +0.0%    |
| Sydney, NSW    | 2022/23, 2023/24 | \$170,000        | \$170,000      | +0.0%    |

Coverage note: No directly comparable published data is available for FY2020/21, FY2021/22; the gap is shown rather than estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Business Analyst

## Business Analysis & Change • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market         | Observed years                     | Earliest typical | Latest typical | Movement |
|----------------|------------------------------------|------------------|----------------|----------|
| Adelaide, SA   | 2020/21, 2021/22, 2022/23, 2023/24 | \$95,000         | \$105,000      | +10.5%   |
| Brisbane, QLD  | 2020/21, 2021/22, 2022/23, 2023/24 | \$102,000        | \$110,000      | +7.8%    |
| Canberra, ACT  | 2020/21, 2021/22, 2022/23, 2023/24 | \$102,000        | \$130,000      | +27.5%   |
| Darwin, NT     | 2020/21, 2021/22, 2022/23, 2023/24 | \$112,000        | \$112,000      | +0.0%    |
| Hobart, TAS    | 2020/21, 2021/22, 2022/23, 2023/24 | \$87,000         | \$100,000      | +14.9%   |
| Melbourne, VIC | 2020/21, 2021/22, 2022/23, 2023/24 | \$117,000        | \$130,000      | +11.1%   |
| Perth, WA      | 2020/21, 2021/22, 2022/23, 2023/24 | \$102,000        | \$125,000      | +22.5%   |
| Sydney, NSW    | 2020/21, 2021/22, 2022/23, 2023/24 | \$122,000        | \$140,000      | +14.8%   |

Coverage note: All shown years are directly comparable published observations. Missing years are not estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Change Analyst

## Business Analysis & Change • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market         | Observed years                     | Earliest typical | Latest typical | Movement |
|----------------|------------------------------------|------------------|----------------|----------|
| Adelaide, SA   | 2020/21, 2021/22, 2022/23, 2023/24 | \$90,000         | \$100,000      | +11.1%   |
| Brisbane, QLD  | 2020/21, 2021/22, 2022/23, 2023/24 | \$92,000         | \$100,000      | +8.7%    |
| Canberra, ACT  | 2020/21, 2021/22, 2022/23, 2023/24 | \$112,000        | \$125,000      | +11.6%   |
| Darwin, NT     | 2020/21, 2021/22, 2022/23, 2023/24 | \$102,000        | \$102,000      | +0.0%    |
| Hobart, TAS    | 2020/21, 2021/22, 2022/23, 2023/24 | \$92,000         | \$95,000       | +3.3%    |
| Melbourne, VIC | 2020/21, 2021/22, 2022/23, 2023/24 | \$122,000        | \$125,000      | +2.5%    |
| Perth, WA      | 2020/21, 2021/22, 2022/23, 2023/24 | \$112,000        | \$115,000      | +2.7%    |
| Sydney, NSW    | 2020/21, 2021/22, 2022/23, 2023/24 | \$125,000        | \$140,000      | +12.0%   |

Coverage note: All shown years are directly comparable published observations. Missing years are not estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Change Manager

## Business Analysis & Change • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market         | Observed years                     | Earliest typical | Latest typical | Movement |
|----------------|------------------------------------|------------------|----------------|----------|
| Adelaide, SA   | 2020/21, 2021/22, 2022/23, 2023/24 | \$122,000        | \$130,000      | +6.6%    |
| Brisbane, QLD  | 2020/21, 2021/22, 2022/23, 2023/24 | \$143,000        | \$140,000      | -2.1%    |
| Canberra, ACT  | 2020/21, 2021/22, 2022/23, 2023/24 | \$133,000        | \$145,000      | +9.0%    |
| Darwin, NT     | 2020/21, 2021/22, 2022/23, 2023/24 | \$122,000        | \$122,000      | +0.0%    |
| Hobart, TAS    | 2020/21, 2021/22, 2022/23, 2023/24 | \$112,000        | \$120,000      | +7.1%    |
| Melbourne, VIC | 2020/21, 2021/22, 2022/23, 2023/24 | \$153,000        | \$165,000      | +7.8%    |
| Perth, WA      | 2020/21, 2021/22, 2022/23, 2023/24 | \$133,000        | \$150,000      | +12.8%   |
| Sydney, NSW    | 2020/21, 2021/22, 2022/23, 2023/24 | \$160,000        | \$180,000      | +12.5%   |

Coverage note: All shown years are directly comparable published observations. Missing years are not estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Senior Business Analyst

## Business Analysis & Change • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market         | Observed years                     | Earliest typical | Latest typical | Movement |
|----------------|------------------------------------|------------------|----------------|----------|
| Adelaide, SA   | 2020/21, 2021/22, 2022/23, 2023/24 | \$125,000        | \$130,000      | +4.0%    |
| Brisbane, QLD  | 2020/21, 2021/22, 2022/23, 2023/24 | \$122,000        | \$125,000      | +2.5%    |
| Canberra, ACT  | 2020/21, 2021/22, 2022/23, 2023/24 | \$122,000        | \$150,000      | +23.0%   |
| Darwin, NT     | 2020/21, 2021/22, 2022/23, 2023/24 | \$138,000        | \$138,000      | +0.0%    |
| Hobart, TAS    | 2020/21, 2021/22, 2022/23, 2023/24 | \$102,000        | \$120,000      | +17.6%   |
| Melbourne, VIC | 2020/21, 2021/22, 2022/23, 2023/24 | \$138,000        | \$140,000      | +1.4%    |
| Perth, WA      | 2020/21, 2021/22, 2022/23, 2023/24 | \$117,000        | \$150,000      | +28.2%   |
| Sydney, NSW    | 2020/21, 2021/22, 2022/23, 2023/24 | \$138,000        | \$160,000      | +15.9%   |

Coverage note: All shown years are directly comparable published observations. Missing years are not estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Senior Change Manager

## Business Analysis & Change • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market         | Observed years                     | Earliest typical | Latest typical | Movement |
|----------------|------------------------------------|------------------|----------------|----------|
| Adelaide, SA   | 2020/21, 2021/22, 2022/23, 2023/24 | \$135,000        | \$145,000      | +7.4%    |
| Brisbane, QLD  | 2020/21, 2021/22, 2022/23, 2023/24 | \$153,000        | \$150,000      | -2.0%    |
| Canberra, ACT  | 2020/21, 2021/22, 2022/23, 2023/24 | \$153,000        | \$200,000      | +30.7%   |
| Darwin, NT     | 2020/21, 2021/22, 2022/23, 2023/24 | \$148,000        | \$148,000      | +0.0%    |
| Hobart, TAS    | 2020/21, 2021/22, 2022/23, 2023/24 | \$138,000        | \$135,000      | -2.2%    |
| Melbourne, VIC | 2020/21, 2021/22, 2022/23, 2023/24 | \$179,000        | \$190,000      | +6.1%    |
| Perth, WA      | 2020/21, 2021/22, 2022/23, 2023/24 | \$143,000        | \$180,000      | +25.9%   |
| Sydney, NSW    | 2020/21, 2021/22, 2022/23, 2023/24 | \$185,000        | \$200,000      | +8.1%    |

Coverage note: All shown years are directly comparable published observations. Missing years are not estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Cloud Architect

## Cloud & DevOps • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market         | Observed years            | Earliest typical | Latest typical | Movement |
|----------------|---------------------------|------------------|----------------|----------|
| Adelaide, SA   | 2021/22, 2022/23, 2023/24 | \$160,000        | \$160,000      | +0.0%    |
| Brisbane, QLD  | 2021/22, 2022/23, 2023/24 | \$180,000        | \$180,000      | +0.0%    |
| Canberra, ACT  | 2021/22, 2022/23, 2023/24 | \$180,000        | \$240,000      | +33.3%   |
| Darwin, NT     | 2021/22, 2022/23, 2023/24 | \$150,000        | \$150,000      | +0.0%    |
| Hobart, TAS    | 2021/22, 2022/23, 2023/24 | \$150,000        | \$150,000      | +0.0%    |
| Melbourne, VIC | 2021/22, 2022/23, 2023/24 | \$180,000        | \$190,000      | +5.6%    |
| Perth, WA      | 2022/23, 2023/24          | \$180,000        | \$180,000      | +0.0%    |
| Sydney, NSW    | 2021/22, 2022/23, 2023/24 | \$180,000        | \$190,000      | +5.6%    |

Coverage note: No directly comparable published data is available for FY2020/21; the gap is shown rather than estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Cloud Engineer

## Cloud & DevOps • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market         | Observed years                     | Earliest typical | Latest typical | Movement |
|----------------|------------------------------------|------------------|----------------|----------|
| Adelaide, SA   | 2020/21, 2021/22, 2022/23, 2023/24 | \$110,000        | \$120,000      | +9.1%    |
| Brisbane, QLD  | 2020/21, 2021/22, 2022/23, 2023/24 | \$122,000        | \$130,000      | +6.6%    |
| Canberra, ACT  | 2020/21, 2021/22, 2022/23, 2023/24 | \$133,000        | \$160,000      | +20.3%   |
| Darwin, NT     | 2020/21, 2021/22, 2022/23, 2023/24 | \$112,000        | \$112,000      | +0.0%    |
| Hobart, TAS    | 2020/21, 2021/22, 2022/23, 2023/24 | \$102,000        | \$130,000      | +27.5%   |
| Melbourne, VIC | 2020/21, 2021/22, 2022/23, 2023/24 | \$122,000        | \$170,000      | +39.3%   |
| Perth, WA      | 2020/21, 2021/22, 2022/23, 2023/24 | \$107,000        | \$160,000      | +49.5%   |
| Sydney, NSW    | 2020/21, 2021/22, 2022/23, 2023/24 | \$128,000        | \$160,000      | +25.0%   |

Coverage note: All shown years are directly comparable published observations. Missing years are not estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# DevOps Engineer

## Cloud & DevOps • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market         | Observed years                     | Earliest typical | Latest typical | Movement |
|----------------|------------------------------------|------------------|----------------|----------|
| Adelaide, SA   | 2020/21, 2021/22, 2022/23, 2023/24 | \$100,000        | \$110,000      | +10.0%   |
| Brisbane, QLD  | 2020/21, 2021/22, 2022/23, 2023/24 | \$112,000        | \$140,000      | +25.0%   |
| Canberra, ACT  | 2020/21, 2021/22, 2022/23, 2023/24 | \$133,000        | \$150,000      | +12.8%   |
| Darwin, NT     | 2020/21, 2021/22, 2022/23, 2023/24 | \$102,000        | \$105,000      | +2.9%    |
| Hobart, TAS    | 2020/21, 2021/22, 2022/23, 2023/24 | \$92,000         | \$120,000      | +30.4%   |
| Melbourne, VIC | 2020/21, 2021/22, 2022/23, 2023/24 | \$133,000        | \$170,000      | +27.8%   |
| Perth, WA      | 2020/21, 2021/22, 2022/23, 2023/24 | \$122,000        | \$150,000      | +23.0%   |
| Sydney, NSW    | 2020/21, 2021/22, 2022/23, 2023/24 | \$102,000        | \$170,000      | +66.7%   |

Coverage note: All shown years are directly comparable published observations. Missing years are not estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Platform Engineer

## Cloud & DevOps • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market         | Observed years            | Earliest typical | Latest typical | Movement |
|----------------|---------------------------|------------------|----------------|----------|
| Adelaide, SA   | 2021/22, 2022/23, 2023/24 | \$140,000        | \$140,000      | +0.0%    |
| Brisbane, QLD  | 2021/22, 2022/23, 2023/24 | \$150,000        | \$150,000      | +0.0%    |
| Canberra, ACT  | 2021/22, 2022/23, 2023/24 | \$150,000        | \$150,000      | +0.0%    |
| Darwin, NT     | 2021/22, 2022/23, 2023/24 | \$125,000        | \$125,000      | +0.0%    |
| Hobart, TAS    | 2021/22, 2022/23, 2023/24 | \$125,000        | \$125,000      | +0.0%    |
| Melbourne, VIC | 2021/22, 2022/23, 2023/24 | \$150,000        | \$160,000      | +6.7%    |
| Perth, WA      | 2021/22, 2022/23, 2023/24 | \$130,000        | \$140,000      | +7.7%    |
| Sydney, NSW    | 2021/22, 2022/23, 2023/24 | \$150,000        | \$160,000      | +6.7%    |

Coverage note: No directly comparable published data is available for FY2020/21; the gap is shown rather than estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Site Reliability Engineer

## Cloud & DevOps • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market         | Observed years            | Earliest typical | Latest typical | Movement |
|----------------|---------------------------|------------------|----------------|----------|
| Adelaide, SA   | 2021/22, 2022/23, 2023/24 | \$140,000        | \$140,000      | +0.0%    |
| Brisbane, QLD  | 2021/22, 2022/23, 2023/24 | \$150,000        | \$150,000      | +0.0%    |
| Canberra, ACT  | 2021/22, 2022/23, 2023/24 | \$160,000        | \$160,000      | +0.0%    |
| Darwin, NT     | 2021/22, 2022/23, 2023/24 | \$140,000        | \$140,000      | +0.0%    |
| Hobart, TAS    | 2021/22, 2022/23, 2023/24 | \$140,000        | \$140,000      | +0.0%    |
| Melbourne, VIC | 2021/22, 2022/23, 2023/24 | \$160,000        | \$165,000      | +3.1%    |
| Perth, WA      | 2021/22, 2022/23, 2023/24 | \$145,000        | \$150,000      | +3.4%    |
| Sydney, NSW    | 2021/22, 2022/23, 2023/24 | \$160,000        | \$165,000      | +3.1%    |

Coverage note: No directly comparable published data is available for FY2020/21; the gap is shown rather than estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# BI Developer

## Data & Analytics • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market      | Observed years   | Earliest typical | Latest typical | Movement |
|-------------|------------------|------------------|----------------|----------|
| Sydney, NSW | 2022/23, 2023/24 | \$125,000        | \$125,000      | +0.0%    |

Coverage note: No directly comparable published data is available for FY2020/21, FY2021/22; the gap is shown rather than estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# BI/DW Developer

## Data & Analytics • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market      | Observed years   | Earliest typical | Latest typical | Movement |
|-------------|------------------|------------------|----------------|----------|
| Sydney, NSW | 2020/21, 2021/22 | \$117,000        | \$125,000      | +6.8%    |

Coverage note: No directly comparable published data is available for FY2022/23, FY2023/24; the gap is shown rather than estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Data Analyst

## Data & Analytics • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market      | Observed years                     | Earliest typical | Latest typical | Movement |
|-------------|------------------------------------|------------------|----------------|----------|
| Sydney, NSW | 2020/21, 2021/22, 2022/23, 2023/24 | \$102,000        | \$105,000      | +2.9%    |

Coverage note: All shown years are directly comparable published observations. Missing years are not estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Data Engineer

## Data & Analytics • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market      | Observed years                     | Earliest typical | Latest typical | Movement |
|-------------|------------------------------------|------------------|----------------|----------|
| Sydney, NSW | 2020/21, 2021/22, 2022/23, 2023/24 | \$140,000        | \$145,000      | +3.6%    |

Coverage note: All shown years are directly comparable published observations. Missing years are not estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Data Scientist

## Data & Analytics • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market      | Observed years                     | Earliest typical | Latest typical | Movement |
|-------------|------------------------------------|------------------|----------------|----------|
| Sydney, NSW | 2020/21, 2021/22, 2022/23, 2023/24 | \$153,000        | \$165,000      | +7.8%    |

Coverage note: All shown years are directly comparable published observations. Missing years are not estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Desktop Support - Level 2

## Infrastructure & Support • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market      | Observed years   | Earliest typical | Latest typical | Movement |
|-------------|------------------|------------------|----------------|----------|
| Sydney, NSW | 2022/23, 2023/24 | \$78,000         | \$88,000       | +12.8%   |

Coverage note: No directly comparable published data is available for FY2020/21, FY2021/22; the gap is shown rather than estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Network Administration/Engineer

## Infrastructure & Support • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market      | Observed years   | Earliest typical | Latest typical | Movement |
|-------------|------------------|------------------|----------------|----------|
| Sydney, NSW | 2021/22, 2022/23 | \$110,000        | \$120,000      | +9.1%    |

Coverage note: No directly comparable published data is available for FY2020/21, FY2023/24; the gap is shown rather than estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Network Engineer

## Infrastructure & Support • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market      | Observed years   | Earliest typical | Latest typical | Movement |
|-------------|------------------|------------------|----------------|----------|
| Sydney, NSW | 2020/21, 2023/24 | \$115,000        | \$135,000      | +17.4%   |

Coverage note: No directly comparable published data is available for FY2021/22, FY2022/23; the gap is shown rather than estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Systems Administration/Engineer

## Infrastructure & Support • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market      | Observed years   | Earliest typical | Latest typical | Movement |
|-------------|------------------|------------------|----------------|----------|
| Sydney, NSW | 2021/22, 2022/23 | \$105,000        | \$125,000      | +19.0%   |

Coverage note: No directly comparable published data is available for FY2020/21, FY2023/24; the gap is shown rather than estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Systems Administrator / Engineer

## Infrastructure & Support • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market      | Observed years   | Earliest typical | Latest typical | Movement |
|-------------|------------------|------------------|----------------|----------|
| Sydney, NSW | 2020/21, 2023/24 | \$110,000        | \$140,000      | +27.3%   |

Coverage note: No directly comparable published data is available for FY2021/22, FY2022/23; the gap is shown rather than estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# UX/UI Designer

## Product & UX • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market         | Observed years   | Earliest typical | Latest typical | Movement |
|----------------|------------------|------------------|----------------|----------|
| Adelaide, SA   | 2022/23, 2023/24 | \$95,000         | \$100,000      | +5.3%    |
| Brisbane, QLD  | 2022/23, 2023/24 | \$110,000        | \$110,000      | +0.0%    |
| Canberra, ACT  | 2022/23, 2023/24 | \$120,000        | \$130,000      | +8.3%    |
| Darwin, NT     | 2022/23, 2023/24 | \$97,000         | \$95,000       | -2.1%    |
| Hobart, TAS    | 2022/23, 2023/24 | \$95,000         | \$95,000       | +0.0%    |
| Melbourne, VIC | 2022/23, 2023/24 | \$125,000        | \$125,000      | +0.0%    |
| Perth, WA      | 2022/23, 2023/24 | \$125,000        | \$125,000      | +0.0%    |
| Sydney, NSW    | 2022/23, 2023/24 | \$159,000        | \$150,000      | -5.7%    |

Coverage note: No directly comparable published data is available for FY2020/21, FY2021/22; the gap is shown rather than estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Program Manager

## Project & Program Delivery • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market         | Observed years                     | Earliest typical | Latest typical | Movement |
|----------------|------------------------------------|------------------|----------------|----------|
| Adelaide, SA   | 2020/21, 2021/22, 2022/23, 2023/24 | \$163,000        | \$185,000      | +13.5%   |
| Brisbane, QLD  | 2020/21, 2021/22, 2022/23, 2023/24 | \$173,000        | \$190,000      | +9.8%    |
| Canberra, ACT  | 2020/21, 2021/22, 2022/23, 2023/24 | \$194,000        | \$200,000      | +3.1%    |
| Darwin, NT     | 2020/21, 2021/22, 2022/23, 2023/24 | \$179,000        | \$170,000      | -5.0%    |
| Hobart, TAS    | 2020/21, 2021/22, 2022/23, 2023/24 | \$133,000        | \$133,000      | +0.0%    |
| Melbourne, VIC | 2020/21, 2021/22, 2022/23, 2023/24 | \$204,000        | \$220,000      | +7.8%    |
| Perth, WA      | 2020/21, 2021/22, 2022/23, 2023/24 | \$184,000        | \$200,000      | +8.7%    |
| Sydney, NSW    | 2020/21, 2021/22, 2022/23, 2023/24 | \$235,000        | \$260,000      | +10.6%   |

Coverage note: All shown years are directly comparable published observations. Missing years are not estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Project Manager

## Project & Program Delivery • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market         | Observed years                     | Earliest typical | Latest typical | Movement |
|----------------|------------------------------------|------------------|----------------|----------|
| Adelaide, SA   | 2020/21, 2021/22, 2022/23, 2023/24 | \$120,000        | \$135,000      | +12.5%   |
| Brisbane, QLD  | 2020/21, 2021/22, 2022/23, 2023/24 | \$122,000        | \$122,000      | +0.0%    |
| Canberra, ACT  | 2020/21, 2021/22, 2022/23, 2023/24 | \$133,000        | \$150,000      | +12.8%   |
| Darwin, NT     | 2020/21, 2021/22, 2022/23, 2023/24 | \$122,000        | \$122,000      | +0.0%    |
| Hobart, TAS    | 2020/21, 2021/22, 2022/23, 2023/24 | \$107,000        | \$130,000      | +21.5%   |
| Melbourne, VIC | 2020/21, 2021/22, 2022/23, 2023/24 | \$148,000        | \$150,000      | +1.4%    |
| Perth, WA      | 2020/21, 2021/22, 2022/23, 2023/24 | \$128,000        | \$150,000      | +17.2%   |
| Sydney, NSW    | 2020/21, 2021/22, 2022/23, 2023/24 | \$150,000        | \$180,000      | +20.0%   |

Coverage note: All shown years are directly comparable published observations. Missing years are not estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Senior Project Manager

## Project & Program Delivery • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market         | Observed years                     | Earliest typical | Latest typical | Movement |
|----------------|------------------------------------|------------------|----------------|----------|
| Adelaide, SA   | 2020/21, 2021/22, 2022/23, 2023/24 | \$135,000        | \$150,000      | +11.1%   |
| Brisbane, QLD  | 2020/21, 2021/22, 2022/23, 2023/24 | \$143,000        | \$150,000      | +4.9%    |
| Canberra, ACT  | 2020/21, 2021/22, 2022/23, 2023/24 | \$153,000        | \$180,000      | +17.6%   |
| Darwin, NT     | 2020/21, 2021/22, 2022/23, 2023/24 | \$143,000        | \$145,000      | +1.4%    |
| Hobart, TAS    | 2020/21, 2021/22, 2022/23, 2023/24 | \$122,000        | \$135,000      | +10.7%   |
| Melbourne, VIC | 2020/21, 2021/22, 2022/23, 2023/24 | \$173,000        | \$180,000      | +4.0%    |
| Perth, WA      | 2020/21, 2021/22, 2022/23, 2023/24 | \$143,000        | \$165,000      | +15.4%   |
| Sydney, NSW    | 2020/21, 2021/22, 2022/23, 2023/24 | \$180,000        | \$200,000      | +11.1%   |

Coverage note: All shown years are directly comparable published observations. Missing years are not estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Full Stack Developer (.NET / Java)

## Software Engineering • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market         | Observed years   | Earliest typical | Latest typical | Movement |
|----------------|------------------|------------------|----------------|----------|
| Melbourne, VIC | 2022/23, 2023/24 | \$135,000        | \$135,000      | +0.0%    |
| Sydney, NSW    | 2022/23, 2023/24 | \$130,000        | \$130,000      | +0.0%    |

Coverage note: No directly comparable published data is available for FY2020/21, FY2021/22; the gap is shown rather than estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Senior Software Developer (.NET / Java)

## Software Engineering • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market         | Observed years   | Earliest typical | Latest typical | Movement |
|----------------|------------------|------------------|----------------|----------|
| Melbourne, VIC | 2022/23, 2023/24 | \$140,000        | \$140,000      | +0.0%    |
| Sydney, NSW    | 2022/23, 2023/24 | \$150,000        | \$160,000      | +6.7%    |

Coverage note: No directly comparable published data is available for FY2020/21, FY2021/22; the gap is shown rather than estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.

# Software Developer (.NET / Java)

## Software Engineering • Historical permanent salary movement

Salary movement is based on published Australian salary-guide benchmarks. Gaps mean no directly comparable published data was available for that role and market.

| Market         | Observed years   | Earliest typical | Latest typical | Movement |
|----------------|------------------|------------------|----------------|----------|
| Melbourne, VIC | 2022/23, 2023/24 | \$110,000        | \$110,000      | +0.0%    |
| Sydney, NSW    | 2022/23, 2023/24 | \$115,000        | \$120,000      | +4.3%    |

Coverage note: No directly comparable published data is available for FY2020/21, FY2021/22; the gap is shown rather than estimated.

Method: Figures are annual permanent base salary excluding superannuation. The appendix preserves each observed guide year and does not interpolate or blend sources.