

FY24/25

IT CONTRACTOR RATES GUIDE

Our comprehensive guide to IT contractor rates and trends.

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CONTENTS

INTRODUCTION

- 3 A VERY HONEST MARKET**
By **Adam Shapley**, MD,
Technology and Technical,
Hays Australia and
New Zealand

GENERAL INSIGHTS

- 4 BACK TO THE FUTURE**
- 5 BIGGEST RATE INCREASES**
- 6 A SECURE FUTURE
IN CYBER SECURITY**
By **Matt Cotton**, Business
Director, Technology

REGIONAL INSIGHTS

- 7 ACT**
"THERE IS A CORRECTION IN THE MARKET"
By **Michael Minns**, Recruitment Team Manager, Technology, Canberra
- 7 NORTHERN TERRITORY**
"SENIOR PROJECT MANAGERS ARE IN SHORT SUPPLY"
By **Sajana Lamichhane**, Recruitment Consultant, Technology,
Northern Territory
- 8 NEW SOUTH WALES**
"THE GAP BETWEEN HIGH AND LOW HAS INCREASED"
By **Jade King**, Senior Recruitment Manager, Technology, Sydney
- 8 QUEENSLAND**
"CANDIDATES NEED TO TICK A LOT MORE BOXES"
By **Abigail Evans**, Senior Manager, Client Engagement, Technology,
Queensland
- 9 SOUTH AUSTRALIA**
"COMPANIES ARE AIMING TO DO MORE WITH LESS"
By **Ben Pearson**, Client Engagement Director, Technology, Adelaide
- 10 TASMANIA**
"THINGS TEND TO GO IN THREE-TO-FOUR-YEAR CYCLES"
By **Kellie Myers**, Manager, Technology, Tasmania
- 10 VICTORIA**
"THE MOST UNPREDICTABLE, FLUID MARKET IN YEARS"
By **Peter Marinis**, Associate Director, Technology, Victoria
- 11 WESTERN AUSTRALIA**
"CANDIDATES UNDERSTAND THE CURRENT MARKET"
By **Lovlin Rashmi**, Senior Recruitment Partner, Technology,
Western Australia
- 11 NEW ZEALAND**
"THE NZ CONTRACT MARKET HAS RE-CALIBRATED"
By **Ankit Nangalia**, Associate Director, Technology, New Zealand

HOW HAYS CAN HELP

- 12 HAYS TEMPORARY AND
CONTRACTING SERVICES**

Temporary and Contract
Recruitment

Contractor Management
Outsourcing (CMO)

Managed Services Provider
EMPOSO

DAILY IT CONTRACTOR RATES

- 14 ARCHITECTURE**
- 14 CLOUD**
- 15 CYBER SECURITY**
- 15 DATA AND ADVANCED
ANALYTICS**
- 16 DIGITAL TECHNOLOGY**
- 16 INFRASTRUCTURE**
- 17 PROJECTS AND CHANGE
MANAGEMENT**
- 18 TESTING**

► The Hays IT Contractor Rates Guide FY24/25 is representative of a value-added service to our clients, prospective clients and candidates. While every care is taken in the collection and compilation of data, the guide is interpretative and indicative, not conclusive. Therefore, information should be used as a guideline only.

The rates listed are correct as at June 2024. Rates are paid hourly rates exclusive of superannuation (AU) or KiwiSaver (NZ).

INTRODUCTION



A VERY HONEST MARKET

It's the most complex, but fair and transparent tech market we've seen in years, with the gap between top and bottom daily rates broader than ever.

ADAM SHAPLEY

MD, Technology and Technical, Hays Australia and New Zealand

In the 2023 Hays IT Contractor Rates Guide, we were starting to see the emergence of a correction phase, after some bountiful years of growth in rates for contractors in the tech sector. Now we are seeing that the correction has almost stabilised, but not necessarily in uniform fashion. As you'll see from our IT contractor rates tables and from interviews with some of our leading consultants, there remain pockets of the industry where rates continue to grow, but there are also some where rates have declined. The good news overall for contractors is that many rates post-COVID have held – but there is a caveat.

More than ever soft skills are important for people working in the tech sector, but recently they

have become more valuable in securing the job, rather than just doing it. The need for skills such as clear communication, problem solving and adaptability are becoming more significant than ever. After the mass hiring days of COVID in which some companies were a little burnt by the need to get as many bodies in the door as possible, things have rightly become far more considered – and now, some contractors are struggling to secure roles if they can't articulate well the levels of experience and skills they have.

For neurodivergent candidates this is particularly relevant and can obviously lead to unnecessary potential barriers. Crucially, Hays is well versed in helping clients and candidates to bridge any unwanted communication gaps

through better informed interview processes and environments that can be tailored to create more neurodivergent-friendly hiring practices. Considering sensory needs, providing interview questions in advance and tailoring interviews to be more suitable for neurodivergent candidates.

The bottom line though is that companies are doing far more due diligence on potential contractors and will only pay top rate for certain roles and certain people.

As a result, we've seen the span of the bottom and top levels of rates being offered broaden. Even if the top rate has held, the bottom rate might have declined. Or conversely, the bottom rate has not been dragged up by an increase in the top rate. It's no

longer the one-size-fits-all that 2020-21 brought, but a far more accurate reward system for any contractor's skills and experience.

And, of course, that's exactly what you'd expect in any job market. Where things get interesting is around areas such as cyber security or contractors that possess very niche skills: penetration testing in the world of cyber security and flutter developers are two examples. Organisations are still willing to pay top dollar for these niche skills, and so it's worth noting we've seen some contractors drop their rates simply to get experience.

The irony of the need for soft skills to land a job and excel in it, is that some of the roles based far more around soft skills – such

as project managers and change managers – are ones slightly less in demand. When budgets are tight some of these roles are deemed to be nice-to-have, while the more hands-on technical contractors are seen as essential.

You could say it is the most honest market we've seen for a long time. The most bespoke and nuanced market many can remember. Most employers are more discerning about who they want, how long they want them and what they're willing to pay. Contractors need to do more to prove their worth in interviews and then in the role if they get it. The rates they are paid will depend on skills, experience, role and sector, and their ability to articulate that using softer skills. If you're great at your job and have the skills, you can earn top rates.

As a result, it is a market that organisations and contractors will benefit in getting support to navigate these conditions. With the nuances and subtleties the market is experiencing, clients need to make sure they are truly getting their money's worth, and candidates need to know they are being paid what they deserve.

With our extensive network of trusted IT consultants based across regional offices in Australia and New Zealand, Hays has the ability to understand the constantly adapting conditions and rates. We are here to guide clients and candidates through the labyrinth of complexity and make sure they have the insights and data they need to make the right decisions for them.



BACK TO THE FUTURE

After a few years of a constantly changing market, things have settled into a new, yet familiar, pattern.

Higher rates holding

It feels a lifetime ago, but COVID saw rates for IT contractors rise to unprecedented highs across every role. As many contractors as could be found were bought in the door, at virtually any cost. For many contractors these high rates have held, but there is a caveat for new hires. Companies are far more discerning about who gets the rates and for what roles. Whereas a scenario of mass hiring occurred during, and immediately post, COVID, now organisations are taking their time and deciding how best to allocate their budgets far more carefully. But for those with the right skills and experience there are plenty of well-paid gigs.

Hands-on jobs lead the way

In this slightly more selective scenario, it seems that the more hands-on technical roles are more sought after in a business-as-usual landscape. Software and data people, IT architects and those with specific technical knowledge are more in demand. The roles that tend to exist in the middle manager level such as project managers, change managers and business analysts are still required, but tend to be used for critical projects, are given more than one project to manage and/or their remit is expanded – for example, project managers are also expected to act as change managers.

Politics playing its part

Government is also influencing the current hiring trends. At a national level the Labor government has looked to try and move more IT people into permanent roles and attempt to bring down contractor budgets. This move has also been seen in many private companies. In Canberra there has been a shift in some government departments from 80 per cent contractors to just 40 per cent. There has also been a shortening of contracts in some areas, with six-month placements far more common. And at a local level there is a pause for breath in some states pending state elections. In Queensland for instance a big uptake in contract positions is expected in early 2025 whichever way the election goes.

Three days in the office

Hybrid remains the most common way of working, with three days in the office most typical. Fully remote is still an option for people with very niche, technical skills, which can include interstate hires. But for anything customer-facing related, roles are returning to the office with more frequency. Very few roles require five days in the office, but conversely there are less offering five days from home. In part this is the way for most businesses, but there is a feeling that some organisations were burnt by the mass-hiring days of COVID, when bodies were needed in the door at virtually any cost due to skills shortages at such a competitive time. Organisations are now looking for more visibility and control over contractors.

GENERAL INSIGHTS

BIGGEST RATE INCREASES

The roles that have seen the largest rates rise in the past 12 months.

Cyber Security Engineers

For a long time, Australia was largely spared from global data breaches, but the mass digital transformations in every industry over the past few years has made us as vulnerable as anyone else. Experienced cyber security skills on offer in our market is limited, but for those who have it the rates are good and getting better. In NSW, VIC and QLD rates went up by 30 per cent this year, while in SA and WA top rates were also up by a quarter. At the bottom end, however there were some decreases to the lower rates. The band is now far broader with organisations tailoring their rates to the skills and experience a candidate can offer.

Project Managers

While data shows that rates are increasing for good project managers, anecdotally it appears there are slightly fewer roles to go round, and managers are being asked to do more – working across a range of projects rather than just one. Nevertheless, they are well rewarded for doing so. In NSW the top daily rates went from \$1000 to \$1300, in VIC from \$1100 to \$1400 and in QLD from \$900 to \$1200. There was virtually no change at the bottom rate and so again we're seeing a broader range than before. In other middle manager roles, a similar pattern was seen for business analysts, while it was less of a case for change managers.

Front-end Developers

Another category where the rate has broadened is for developers designing user interfaces for web applications. The bottom rate has stayed static, but there have been increases at the top end in all areas of the country. In NSW the rate has gone from \$850 to \$1000, in VIC from \$800 to \$1000, in QLD from \$900 to \$1000. In WA it has gone up \$300 a day from \$800 to \$1100. You can also earn \$1100 a day in the ACT, that's up from a high of \$1040. Mobile app developers and UX designers are largely unchanged in terms of rates, though.

Infrastructure roles

There are a range of roles in the infrastructure sector that have increased at the top end, these include applications support and network engineers among others. In NSW and Vic, the daily rate for network engineers is now at \$1000 per day, up from \$900 and \$850 respectively. For applications support, the top end has increased anything from 14 to 70 per cent depending on the state, but nowhere in Australia has the rate stayed static or decreased.





A SECURE FUTURE IN CYBER SECURITY

MATT COTTON
Business Director, Technology

“Cyber’s probably been more robust than the wider tech market, although not without its own challenges. The rates have held relatively well in most areas. We still see some good rates fairly similar to what we saw previously. But definitely a lot of businesses are a lot pickier at the moment. They want more bang for their buck. They want more than they might have considered previously. They're definitely a bit more selective in terms of hiring, and a lot more conscious of costings.

Around the time of COVID clients had to suddenly scale up their cyber security very quickly. They had to bring in new tools, new technologies, and people that cost a lot of money. It was also a lot of change for people to have to deal with, and now I think there's a little bit of change fatigue. A lot of

change has happened, and I think people are just a little bit burnt out from the amount of change.

I think we are seeing a bit of a pause at the moment. Businesses currently seem to be more focused on making sure they are utilising existing resources, and maximising efficiency.

Cyber is also still relatively immature here in Australia and New Zealand in comparison to other global economies. You've got the big financial services businesses that went through this maybe 10 to 12 years ago, and there are some big digital native companies. And then you've got everyone else, and the maturity in those areas is still very, low. You've got some pockets of digitally advanced companies, but government, heavy industry,

mining, critical infrastructure, utilities, water, gas... all these sorts of areas in Australia have been fairly isolated from security issues. These entities have never had to worry too much about geo-political issues or state-based threats. Now suddenly, they do. Many sectors never had to worry about being hacked or breached. Now recent events have driven digital transformation, meaning exposure is much more prevalent.

As for daily rates, I think people think of cyber as 'just cyber' - but there are so many different parts to it. I think project and change management has become a little bit commoditised the last year or two. There are lots of people in cyber programme projects, business analysts, change types of roles and so it's more employer-led in that space right now - they

get a bit more of a choice and therefore they can drive the price down a little bit because of that.

I think in other areas like critical infrastructure, for example, and operational technology security, that's a growing industry and quite niche. There aren't many people in that space, and you can definitely get some good rates if you're experienced in that area. You can also get strong rates across the more technical realm of cyber engineering, cloud security, SIEM engineer, and identity (IAM) continues to be an area in demand. There are lots of roles available for people with experience.

I think the other thing that's happened a lot in cyber is that organisations haven't built any internal intellectual property

and internal talent. Contractors come in and do what they need to do and then disappear. So now there's a combination of more of a focus on people that have got technical hands-on capability, but also people that can build in house capabilities, rather than just relying on the contractor world.

There are also fewer remote roles. Some pockets like penetration testing and vulnerability assessment, maybe application security and security engineers in some of the more digital companies - that's still fairly remote, pretty flexible and could be based anywhere. But that's probably about 20 per cent of the market; the other 80 per cent is more hybrid.

Overall, I think there's a bit of a deep breath being taken at the

Australia has been fairly isolated from **security issues...** never had to worry about geo-political or **state-based threats...** now, suddenly, they do.

moment. There's a bit of a pause. But I think in general we've still got 10 to 15 years at least of investment in cyber to grow the maturity here.”

Upskilling for an AI Future

Artificial Intelligence very much mirrors the cyber security market. There is a desperate need to do something, but organisations have learnt from lessons past and are pausing before jumping in too deep, and experienced contractors are hard to find.

Download our Upskilling for an AI future for more details.

REGIONAL INSIGHTS



ACT "THERE IS A CORRECTION IN THE MARKET"

MICHAEL MINNS

Recruitment Team Manager, Technology, Canberra

"What we've seen as far as trends go, is the rates have held quite firm over the last 12 to 24 months, if not slightly dipped since probably mid-2022.

But since Labor has come into government, I would say that we're seeing a lot more six- to 12-month term engagements, having previously had a lot of 12 plus another 12, plus another 12-month contracts.

We're seeing a correction in the market from that standpoint, contract terms are shorter, but rates have stayed fairly stable. It's probably the most even market I've seen for a while.

One reason is total spend. Clients are trying to deliver digital transformation but spend less,

or at least commit to spending less. They're also trying to work in a more agile way and trying to get tech contractors on for smaller amounts of time to deliver something really specific and then transition the rest of the project to BAU as fast as possible.

Federal government departments have historically been very Canberra-centric. The hub of federal government happening in the nation's capital makes sense. But we've seen a move towards multi-state delivery now. A lot of our hiring managers are less picky about where resource is based and if anything, they're looking to diversify where people are dialling in from. There is a focus to get people into their local office, but a lot of the work is being delivered by teams all across the country."



NORTHERN TERRITORY "SENIOR PROJECT MANAGERS ARE IN SHORT SUPPLY"

SAJANA LAMICHHANE

Recruitment Consultant, Technology, Northern Territory

"The rates tend to be slightly lower in Darwin. Certainly, the private sector pushes for lower rates, and it is often only the public sector such as local government that is willing to pay the higher rates. Even then very few can afford to pay top management rates, even at a local government level.

There are currently a lack of roles for IT help-desk and network systems engineers, there is no skills shortage there. But there are change management and BA roles needed. Senior project managers are in short supply at the moment as well as anyone working in cyber security, because Darwin doesn't have many people with those skills who tend to stay here rather than work elsewhere. There are hybrid roles where people work elsewhere in the country and fly

into Darwin for periods at a time. We have contractors working for one company here who are based in Brisbane and Melbourne. They fly into Darwin for a week and then work three weeks from home. Their flights are paid for as part of their rates."

There are hybrid roles where people work remotely elsewhere in the country and fly into Darwin for periods at a time.



NEW SOUTH WALES

"THE GAP BETWEEN HIGH AND LOW HAS INCREASED"

JADE KING

Senior Recruitment Manager, Technology, Sydney

"The main theme that we've seen as a team is that the range of rates for roles has really widened. They haven't necessarily trended up or down as a whole, but that gap between high and low has significantly increased.

This is of course also largely affected by the length of the contract, different industries, and how specific the requirements are of the role. A lot of organisations have had to drive down costs and reconsider spending on projects, channelling their budgets to business-critical activities.

As a result, there has been a decline in roles within the projects and business change space, meaning there are less roles out there and more candidates available in the market.

Some areas where higher than average rates can be demanded are within those niche skillset markets that are candidate short, such as cyber Security and artificial intelligence. These roles tend to be affected minimally by market trends and maintain that high level of demand. There is a limited supply of experienced people within this space and as a result are very sought after. It's also within these spaces that our clients require more support from Hays, due to the multiple platforms we have to source talent and strong existing networks.

Location and working environment also play a key role. During the pandemic, our clients had to be open to remote working, and nowadays hybrid is the new normal. Candidates tend to prefer

this way of working, but more recently there has been a big drive for people to go back into the office five days a week. Roles that have less facetime or stakeholder engagement required, are more likely to be the remote options, whereas majority of roles need to be in the office environment.

We are beginning to see a push from businesses for contractors to transition to permanent roles in a lot of sectors of which the uptake is really varied. It is suited to some individuals because of the security and extra benefits associated to being a permanent employee, but on the other hand, it is often the case that the salaries attached to these roles don't match the rates available for contract roles."



QUEENSLAND

"CANDIDATES NEED TO TICK A LOT MORE BOXES"

ABIGAIL EVANS

Senior Manager, Client Engagement, Technology, Queensland

"What we saw in general in that post-COVID period, is that the rates really did increase rapidly. Then came a stage where they calmed down a bit in line with demand dying down, but rates didn't drop significantly. They came down, but not to the point where we were telling candidates that you're not going to get anywhere near this.

But we have seen more considered hiring now. When it was at the peak, clients would be comfortable offering most people rates at top end of their budget, whoever they were, just to get somebody in the door. Now they might still have that budget available, but they're not prepared to take somebody on unless they tick a lot more of the boxes required.

We've actually had conversations with an organisation in the past six months who said: 'I had somebody for six months working remotely for me on a huge daily rate, we got to the six-month mark, and they hadn't delivered a single thing that I thought they were supposed to be delivering for me'.

So now we see a lot more push-back in the recruitment process. They're still happy to interview these people, but they drill down a lot more before they are prepared to spend the money. It's more dependent on what budgets businesses have within their projects, because there's been a lot of budgetary restrictions as well in the past six months. So there's a lot more consideration in the whole process.

The soft skills are a key gap that we're seeing. We're getting a lot more candidates rejected from interviews because they can't articulate their experience well, whereas we didn't really have that 12 months ago. It was then more of a case that skills on a CV was enough to secure a role."





SOUTH AUSTRALIA

"COMPANIES ARE AIMING TO DO MORE WITH LESS"

BEN PEARSON

Client Engagement Director, Technology, Adelaide

"Cost control is a big push for organisations that we're working with at the moment. Many overspent during COVID, however more broadly profits and budgets are being squeezed. There's a big push to try and extract greater value from their contract workforce and to reduce expenditure across the board. At the same time, there is pressure to continue investing in digital transformation initiatives, as well as opportunities such as advanced data analytics and AI.

It's an interesting time because we've been seeing an increase in the volume of available candidates, although predominantly in the permanent market. The number of available contractors has also increased slightly overall, however this hasn't necessarily translated to

a significant increase in candidate quality and there are several skill areas where shortages still exist. We've seen an increase in demand for contractors and in areas where in demand skills are hard to find, organisations are still willing to pay the asking rates for those more niche candidates.

Demand has been steady in several skill areas including project management, business analysis, software development, and network and system engineering. Demand for data analysts, data engineers and skilled cyber security professionals have also remained strong, but there's been a lot more scrutiny on getting value for money and getting the fit right with recruitment. Not very long ago it was a case of "just get them on".

We keep in regular contact with all our customers for feedback on the performance of our contract workforce. My observation would be that there's far more scrutiny on performance now, and expectations on delivery and quality are higher, especially on projects. Many of our customers are aiming to do more with less and trying to find creative ways to get things done within their stretched budgets. In some cases, they are asking for candidates with a broader set of skills and experience, for example business analysts who also have project management capability.

I've seen many cycles of demand and supply over the years, and while there's been a recent contraction here in South Australia, it's not as sharp as I've

experienced before. It's important to remember that we are coming off the back of a sustained period of very high demand and the fundamentals in the technology sector in South Australia are still strong. We have several significant projects underway across the state and the economy has been relatively robust.

Organisations still need to provide a really good experience for candidates if they want to attract and retain the best people. Some do this well, however many don't which risks negatively impacting their employment brand and being overlooked by the best talent. Doing the basics well, such as providing timely interview feedback and regular updates for interested candidates, goes a long way toward achieving this".



REGIONAL INSIGHTS



TASMANIA

"THINGS TEND TO GO IN THREE-TO-FOUR-YEAR CYCLES"

KELLIE MYERS

Manager, Technology, Tasmania

Up until six to nine months ago it was a candidates' market and contractors were probably being paid inflated rates. Almost everyone got what they wanted. Effectively clients had to pay because there was a skills shortage. Then at the start of this year there were suddenly a lot less jobs out there and candidates were forced to take whatever they could get. Some candidates decided to ride it out and see what became available, but now even senior candidates are accepting what's available.

These things tend to go in three-to-four-year cycles though and I think we're just coming to the end of a down period, before things start picking up again.

Most contractors are also being asked to return to the office in

some capacity. I have two clients who insist people are in the office five days a week, but the norm is hybrid working with two days at home. Although some software developers care far more about

working remotely than the rate they are paid itself and so they will negotiate around that, and SAP architects are very hard to find, so they can also largely dictate where they work."



VICTORIA

"THE MOST UNPREDICTABLE, FLUID MARKET IN YEARS"

PETER MARINIS

Associate Director, Technology, Victoria

"From what we're seeing there's been a shift in terms of the skill shortages across key segments of the market. There's been a softening of demand particularly across project managers and business analysts due to market forecasts, weaker budgets, and an appetite to focus on existing delivery rather than the new project growth. The demand in the market has been across the technical domain - software development, cyber, data and analytics, along with testing.

Because there has been an increase of availability of candidates in the projects space, which has been reflective of the market, it does represent an opportunity for clients to get their hands on good quality contractors and take advantage of who is available now, rather than waiting.

During the COVID period growth was unprecedented, the market responded with clients recruiting quickly to secure talent ahead of their competitors. The market has now changed, to become more considered. There is the opportunity to consider and compare, skills, experience, availability and cost. Candidates are aware of this shift, and as such their expectations have shifted to reflect the level of competition in the market. For the first time in two years, candidates are ensuring they are best placed to secure their desired role by remaining flexible on rates.

There has been a slight shift away from the traditional generalist roles. For example, a client looking to recruit a business analyst or a project manager will highlight a need for specific

platform, technology, and industry experience. Additionally, we have noticed a decline in the number of senior roles being available in the marketplace at present.

We have also seen a shift in the contractor experience, previously it wasn't uncommon for a contractor to experience a "come in, get the job done, we are paying you top dollar and then you wrap up" environment. Pleasingly this no longer seems to be the case, clients consider upcoming projects within the company more broadly and how this could align with a candidate strength and longer-term career options. This bigger picture thinking sets clients apart, making them attractive options within the contracting market."

REGIONAL INSIGHTS



WESTERN AUSTRALIA "CANDIDATES UNDERSTAND THE CURRENT MARKET"

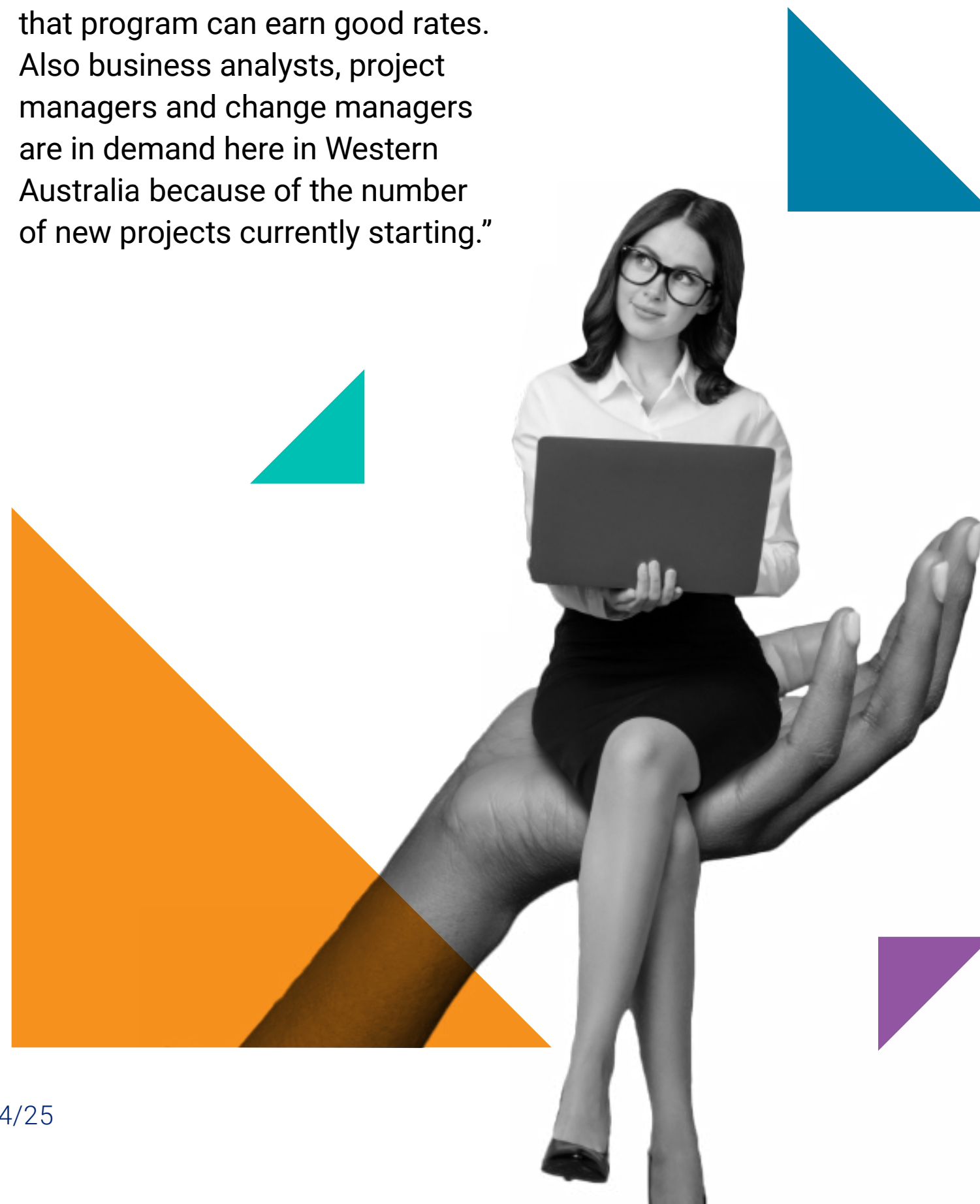
LOVLIN RASHMI

Senior Recruitment Partner, Technology, Western Australia

"We are skills-rich in Western Australia at the moment with loads of candidates available. But mostly the candidates understand the current market and are flexible. They are happy to step down in terms of rates because they want job security, and jobs are currently a bit scarcer. And we're talking quite experienced contractors across a wide variety of roles from IT support to cloud engineers. Post-COVID when they've not been able to find exactly the right role they've taken on jobs with lower rates and sometimes a lower job title to ensure continuous work.

Where we do have a shortage and rates remain high are contractors working in S4Hana – the mining companies are going through transformation at the moment and anyone with experience in

that program can earn good rates. Also business analysts, project managers and change managers are in demand here in Western Australia because of the number of new projects currently starting."



NEW ZEALAND "THE NZ CONTRACT MARKET HAS RE-CALIBRATED"

ANKIT NANGALIA

Associate Director, Technology, New Zealand

"There has been a material shift in the New Zealand contract market in the last 6-8 months and more so compared to the boom we saw in the market post-COVID. The contract recruitment market has largely re-calibrated. In New Zealand, the new government's agenda has been to make changes around efficiencies, and that has meant there's a sentiment in the market to reduce cost. Specifically in the public sector and that invariably has the effect on the industrial and commercial markets.

A lot of organisations have had to make systemic changes to reduce risks and around head count. This has clearly had an impact on the use of contractors and contract spend. That has meant a larger pool of contractors have become available as clients look to replace contractors with

fixed term or permanent staff, or off-shoring/outsourcing their technology. There are still pockets of contractor or consultant usage where organisations need to hire for and deliver to business critical or time sensitive, missioncritical projects. Again, use of contractors in a skills-short market remains active specifically in software development, CRM/Salesforce and cyber security verticals.

AI is a topic of interest, but there's a serious shortage of AI experts in the market particularly when not many have the experience to design and deliver use of AI safely in the New Zealand market. This means, yes, everyone wants to further their AI strategies, however this market will remain candidate led until there is some common trends around how organisations are using AI safely, productively,

and successfully. There are AI and Machine Learning engineers in the market from a data science perspective, however, they're not like AI consultants who specialise in AI with a track record.

Until early this year, the largest proportion of our contractor base would be change managers, project managers and business analysts. There is a big decline in the projects and change space in the last 10 months. The demand from our clients has shifted towards technical 'doers' in the technology market - jobs like software engineers, devops/cloud and platform engineers, integration engineers, data engineers, automation test engineers, cloud and solutions architects. From the client's perspective, those are seen as more business-critical roles."

HOW HAYS CAN HELP

HAYS TEMPORARY AND CONTRACTING SERVICES

Temporary and Contract Recruitment

Access highly skilled talent, fast. With temporary and contract recruitment you can unlock the flexibility you need in your workforce.

Whether you need to scale up to deliver a key project, or looking to fill a temporary vacancy, Hays has Australia and New Zealand’s largest network of temporary and contract workers with expertise in 30 different industries. Our expert recruitment consultants are ready to find you the right people, with the right skills, right where you need them.

Unlock qualified and highly skilled talent, fast with our [temporary and contract recruitment service](#).

Contractor Management Outsourcing (CMO)

Managing your contingent workforce can be complex. Hays CMO offers an end-to-end solution designed to simplify the process, ensuring compliance, efficiency and business growth. With over two decades of experience, we provide a scalable, tech-driven approach that helps you stay competitive while mitigating risk.

Find out more about our [CMO service](#).

Managed Services Provider

Hays provides MSP services to manage contractor usage for many of the Australia and New Zealand’s largest employers. Having access to current contractor market pay rates is an essential component of what we do in an MSP, as pay rates form by far the largest component of the total cost. The pay data we generate is loaded into the VMS platform, and can be used by hiring managers, in either a mandatory or advisory capacity, to ensure contractors are paid an appropriate and competitive rate for the job they’ve been engaged for. This information also helps support your organisation’s compliance to the new Australian ‘Same Job Same Pay’ legislation.

To find out more about our MSP service please download our [latest MSP guide](#) or email enterprisesolutions@hays.com.au

EMPOSO

Emposo, Hays' sister company is a global customer-driven consultancy and professional services provider offering clear and simple solutions that enable organisations to achieve digital transformation. We can take on any complex large-scale change project to deliver solutions that meet the individual needs of every customer. We achieve this through a range of offerings, including advisory, programme and project services and technology-enabled change and delivery. Our team of experts is committed to delivering solutions with passion and care, ensuring each customer’s transformation journey is productive and successful.

E-mail us at info@emposo.com



Hays has the scale and unmatched expertise to support your IT contracting needs.

1250+
Jobs filled globally every day

30+
Offices across Australia and New Zealand

130+
Dedicated tech recruitment consultants in Australia and New Zealand

3000+
Tech contractors working through Hays on a weekly basis

200+
Offices worldwide

56
Years experience

DAILY IT CONTRACTOR RATES

Our comprehensive guide
to the current daily rates
for IT contractor roles in
Australia and New Zealand.

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DAILY IT CONTRACTOR RATES

ARCHITECTURE

NOTES
All rates shown are exclusive of superannuation (AU) or KiwiSaver (NZ).

New Zealand rates are represented in New Zealand dollars.

	Business Architect	Cloud Architect	Cyber Security Architect	Data Architect	Enterprise Architect	Network Architect	Solution Architect
	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE
NSW	900 - 1100	1000 - 1250	1100 - 1400	950 - 1300	1200 - 1500	1000 - 1200	950 - 1300
VIC	900 - 1100	1000 - 1400	1100 - 1400	950 - 1300	1100 - 1500	900 - 1200	950 - 1300
QLD	800 - 1100	950 - 1250	1000 - 1400	1000 - 1300	1100 - 1400	850 - 1200	900 - 1300
SA	800 - 1100	900 - 1300	1000 - 1400	800 - 1100	1000 - 1300	850 - 1100	950 - 1150
WA	1000 - 1400	1000 - 1400	1100 - 1500	1000 - 1400	1100 - 1500	900 - 1200	900 - 1200
ACT	1250 - 1600	1100 - 1400	1200 - 1400	1100 - 1300	1100 - 1550	1100 - 1350	1100 - 1600
TAS	850 - 1100	1000 - 1300	1100 - 1300	1000 - 1200	1100 - 1400	1000 - 1200	1000 - 1300
NT	800 - 1100	800 - 1100	1000 - 1400	800 - 1100	1000 - 1300	850 - 1100	950 - 1150
NZ	1150 - 1500	1150 - 1300	1200 - 1550	1150 - 1300	1150 - 1500	1150 - 1300	1100 - 1250

CLOUD

NOTES
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	DevOps Engineer	Platform Engineer	Cloud Engineer
	RANGE	RANGE	RANGE
NSW	900 - 1200	900 - 1100	800 - 1100
VIC	850 - 1100	850 - 1100	850 - 1100
QLD	800 - 1000	800 - 1000	800 - 1100
SA	750 - 1100	800 - 1100	700 - 1100
WA	800 - 1200	800 - 1200	750 - 1200
ACT	1000 - 1300	900 - 1100	1000 - 1300
TAS	850 - 1100	850 - 1100	850 - 1100
NT	750 - 1100	800 - 1100	700 - 1100
NZ	900 - 1100	900 - 1100	950 - 1150

DAILY IT CONTRACTOR RATES

CYBER SECURITY

NOTES
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	Cyber Security Analyst	Cyber Security Engineer	Cyber Security Manager	Penetration Tester	GRC Consultant
	RANGE	RANGE	RANGE	RANGE	RANGE
NSW	700 - 1000	700 - 1300	1000 - 1500	700 - 1200	800 - 1200
VIC	750 - 1000	700 - 1300	1000 - 1500	700 - 1200	800 - 1200
QLD	700 - 1000	800 - 1300	1000 - 1500	650 - 1200	800 - 1200
SA	650 - 900	750 - 1200	1100 - 1500	650 - 1200	700 - 1200
WA	700 - 1000	750 - 1200	1100 - 1500	650 - 1200	700 - 1200
ACT	800 - 1100	900 - 1300	1000 - 1500	700 - 1300	800 - 1400
TAS	600 - 900	700 - 1100	900 - 1400	650 - 1200	700 - 1200
NT	650 - 900	750 - 1000	1100 - 1500	650 - 1000	950 - 1300
NZ	750 - 1000	900 - 1100	1100 - 1500	800 - 1200	900 - 1200

DATA AND ADVANCED ANALYTICS

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	Data Analyst	BI Developer	Data Modeller	Data Engineer	Data Scientist
	RANGE	RANGE	RANGE	RANGE	RANGE
NSW	500 - 1000	600 - 1000	700 - 1000	650 - 1100	650 - 1100
VIC	550 - 850	650 - 1000	700 - 1000	700 - 1100	900 - 1200
QLD	500 - 1000	600 - 1000	700 - 1000	750 - 1200	900 - 1200
SA	400 - 850	550 - 850	700 - 1000	650 - 1000	700 - 1100
WA	500 - 850	600 - 900	700 - 1000	700 - 1000	800 - 1100
ACT	650 - 950	850 - 1200	900 - 1150	950 - 1300	800 - 1200
TAS	500 - 850	600 - 1000	700 - 1000	650 - 1000	700 - 1100
NT	400 - 850	550 - 850	700 - 1000	650 - 1000	700 - 1100
NZ	700 - 900	800 - 1050	950 - 1150	850 - 1200	850 - 1200

DAILY IT CONTRACTOR RATES

DIGITAL TECHNOLOGY

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	Full Stack Developer (.Net/Java)	Front-End Developer	Mobile Apps Developer	UX/UI Designer	Product Designer	Service Designer	Development Manager
	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE
NSW	800 - 1100	700 - 1000	750 - 1100	750 - 1000	750 - 1100	800 - 1200	1000 - 1300
VIC	800 - 1100	700 - 1000	800 - 1100	750 - 1000	800 - 1200	800 - 1100	1000 - 1400
QLD	700 - 1000	700 - 1000	700 - 1000	750 - 1100	750 - 1100	750 - 1100	900 - 1100
SA	700 - 900	600 - 900	600 - 1000	600 - 950	750 - 1100	800 - 1200	800 - 1000
WA	800 - 1100	600 - 1100	700 - 1100	800 - 1000	800 - 1200	800 - 1200	900 - 1400
ACT	850 - 1150	800 - 1100	850 - 1150	800 - 1150	950 - 1150	950 - 1150	1000 - 1300
TAS	800 - 1100	650 - 850	650 - 850	650 - 850	800 - 1200	800 - 1100	800 - 1200
NT	700 - 900	600 - 900	600 - 1000	600 - 950	750 - 1100	750 - 1150	800 - 1000
NZ	800 - 1050	800 - 1000	850 - 1100	800 - 1150	800 - 1150	800 - 1150	950 - 1200

INFRASTRUCTURE

NOTES
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* Contractors are generally paid hourly rates. For comparative purposes, the rates displayed are the equivalent day rates, based on 7.5 hours per day.

	Service Desk - Level 1*	Desktop Support - Level 2*	Applications Support	DBA	Systems Administration/ Engineer	Network Administration/ Engineer	Service Delivery Manager
	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE
NSW	280 - 400	300 - 550	400 - 800	700 - 900	550 - 1050	600 - 1000	950 - 1200
VIC	280 - 400	300 - 550	400 - 800	600 - 900	550 - 1050	600 - 1000	800 - 1100
QLD	280 - 400	300 - 450	400 - 850	600 - 850	600 - 1000	600 - 1000	800 - 1200
SA	280 - 400	300 - 400	300 - 600	600 - 850	600 - 850	600 - 900	650 - 1000
WA	280 - 450	300 - 500	400 - 650	500 - 700	450 - 750	700 - 1000	700 - 1000
ACT	280 - 400	350 - 600	350 - 800	650 - 1050	650 - 1050	800 - 1100	950 - 1200
TAS	280 - 400	300 - 400	400 - 600	600 - 900	600 - 1000	600 - 1000	600 - 1000
NT	280 - 400	300 - 400	300 - 600	600 - 850	600 - 850	600 - 900	650 - 1000
NZ	250 - 350	280 - 500	400 - 800	700 - 900	650 - 900	650 - 900	800 - 1100

DAILY IT CONTRACTOR RATES

PROJECTS AND CHANGE MANAGEMENT

	Business Analyst	Project Support/ Coordinator	Project Manager	Program Manager	Program Director	PMO Manager	Scheduler	Change Analyst
	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE
NSW	750 - 1100	500 - 900	900 - 1300	1000 - 1500	1100 - 1600	900 - 1200	800 - 1200	600 - 900
VIC	750 - 1050	400 - 800	800 - 1400	900 - 1500	1100 - 1600	900 - 1200	800 - 1100	700 - 900
QLD	650 - 1150	500 - 900	700 - 1200	900 - 1400	1000 - 1500	1000 - 1250	600 - 1000	700 - 900
SA	600 - 1100	400 - 700	700 - 1200	900 - 1300	1000 - 1600	700 - 1200	550 - 1000	600 - 800
WA	600 - 1050	400 - 800	900 - 1200	1100 - 1400	1200 - 1500	900 - 1200	500 - 800	600 - 800
ACT	800 - 1200	500 - 950	850 - 1100	1200 - 1600	1300 - 1700	950 - 1250	950 - 1200	650 - 800
TAS	600 - 1050	400 - 750	900 - 1200	1100 - 1400	1200 - 1500	900 - 1200	800 - 1000	700 - 850
NT	600 - 1100	400 - 700	700 - 1200	900 - 1300	1000 - 1600	700 - 1200	550 - 1000	600 - 800
NZ	800 - 1150	650 - 800	900 - 1200	1000 - 1300	1000 - 1600	1000 - 1300	800 - 950	900 - 1050

	Change Manager	Scrum Master	Product Owner	Agile Coach	PMO Analyst	Functional Consultant	Technical Consultant
	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE	RANGE
NSW	900 - 1200	800 - 1100	800 - 1150	900 - 1300	600 - 900	850 - 1300	850 - 1300
VIC	800 - 1200	800 - 1000	800 - 1150	900 - 1300	600 - 900	900 - 1250	900 - 1250
QLD	900 - 1200	750 - 1000	800 - 1200	800 - 1200	600 - 1000	900 - 1200	900 - 1200
SA	700 - 1200	800 - 1000	700 - 1000	800 - 1000	600 - 900	1000 - 1250	950 - 1200
WA	900 - 1200	800 - 1200	800 - 1100	900 - 1200	500 - 800	800 - 1200	800 - 1200
ACT	900 - 1200	900 - 1100	800 - 1150	1000 - 1250	600 - 900	900 - 1300	900 - 1300
TAS	800 - 1100	800 - 1000	800 - 1000	900 - 1100	600 - 850	900 - 1200	900 - 1200
NT	700 - 1200	800 - 1000	700 - 1000	800 - 1000	600 - 900	1000 - 1250	950 - 1200
NZ	950 - 1300	900 - 1150	800 - 1200	1100 - 1300	700 - 1000	950 - 1300	950 - 1300

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DAILY IT CONTRACTOR RATES

TESTING

	Test Analyst	Test Lead	Test Manager
	RANGE	RANGE	RANGE
NSW	550 - 800	750 - 950	850 - 1100
VIC	500 - 800	800 - 1000	850 - 1200
QLD	500 - 800	700 - 900	800 - 1000
SA	500 - 700	700 - 1000	700 - 1000
WA	500 - 700	800 - 1000	850 - 1100
ACT	600 - 950	850 - 1100	950 - 1200
TAS	500 - 800	700 - 900	800 - 1000
NT	500 - 700	700 - 1000	700 - 1000
NZ	700 - 1100	900 - 1150	950 - 1200

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