

AllIA Aon Salary Survey reveals 2.9% increase in tech remuneration, concerns over 21.7% staff attrition

Sydney, Australia – 31 October 2019 -- The Australian Information Industry Association (AllIA), the peak member body for the ICT industry, has released its latest biannual Aon Survey of Salaries & Remuneration Packaging Remuneration Report on the tech industry revealing higher average salaries and staff attrition rates. With pay data from over 400 companies in Australia, the Survey reports salaries in the industry have moved on average 2.9% on Total Remuneration over the past 12 months, although there are wide variations by sector with software higher at 3.9%. Early forecasts for 2020 are slightly tighter at 2.5% indicating some conservatism given the tightening economic environment. The Survey also found that the highest fixed pay increases have been observed in product/research and development and graduate job families, with the lowest seen in the senior executive job family. In the latter, pay is more heavily performance oriented and therefore there is less pressure to bump fixed salaries. Of concern to employers and employees, staff attrition (both voluntary and involuntary) is running at an unsustainably higher level of 21.7% - on par with the attrition levels currently seen in Silicon Valley. Whilst using pay to reduce attrition can be a quick fix, increasingly a broader focus on the employee value proposition including benefits, financial wellness and flexibility is considered, the Survey says. According to the Survey, the taxation environment around employee equity and ownership schemes in Australia can be discouraging, although this is an area many companies are actively exploring to gain an edge and build employee commitment. The Survey also found that over the past 24 months the technical skill sets with the greatest supply/demand imbalance have been digital transformation/security/data science/AI and DevOps. There is emerging evidence that there is an improving supply of data scientists where skills from other industries/professions can be retooled, supported by widespread reporting of the strong career prospects people in this area can enjoy, the Survey said. Commenting on the Survey, AllIA's CEO, Ron Gauci, said: "This is the most comprehensive AllIA Aon Salary Survey yet and is extraordinarily valuable to those working in our industry. The results indicate healthy salary growth in the technology industry, however the high rates of attrition are certainly an area of concern. This issue needs to be addressed if we are to foster a stable and productive industry in Australia. "I urge AllIA members to take advantage of their membership and benefit from the 50 per cent discount on the Survey so that they can gain access to the most up to date information. Subscribers are also invited to attend remuneration forums, the next of which is scheduled to be held in Melbourne and Sydney in December. "These events are a great opportunity to get a better understanding of industry trends and challenges as well as network with HR and remuneration professionals working in the ICT industry," added Mr Gauci. Order a copy of the Survey Report [here](#). ### About AllIA The Australian Information Industry Association (AllIA) is Australia's peak representative body and advocacy group for those in the digital ecosystem. Since 1978 AllIA has pursued activities to stimulate and grow the digital ecosystem, to create a favourable business environment for members and to contribute to Australia's economic prosperity. We do this by delivering outstanding member value by providing a strong voice of influence; building a sense of community through events and education; enabling a network for collaboration and inspiration; and developing compelling content and relevant and interesting information. Media Contacts For more information please contact: Jeffrey Coote Tel: (02) 8355 3130 jeffrey@filteredmedia.com.au

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