



# **Remuneration Benchmarking Report**

## *Digital & Technology*

April 2022

## **CONTENTS**

<b>DISCLAIMER</b>	<b>3</b>
<b>SCOPE OF WORK</b>	<b>4</b>
<b>METHODOLOGY</b>	<b>5</b>
<b>MARKET DATA OVERVIEW</b>	<b>7</b>
<b>SALARY DATA</b>	<b>8</b>
<b>BENEFITS, BONUS SCHEMES &amp; INCENTIVES</b>	<b>16</b>
<b>FURTHER RECOMMENDATIONS</b>	<b>17</b>

**DISCLAIMER**

- This report has been prepared for the sole use of Transgrid and is intended for internal use only. Some of the information included is of a highly confidential nature and should be kept as such.
- The information contained herein is of a general nature, and is not intended to address the circumstances of any particular individual, their personal performance or longevity in their role.
- This information should not be acted on without a thorough examination of the particular situation.
- Although we have endeavoured to provide accurate and up-to-date information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future.
- Please note that whilst the analysis and data provided in this report captures the most relevant, comparable and available information, given the nature of the confidentiality surrounding remuneration and that many of Transgrid's direct and most relevant competitors are privately owned, some data is not publicly available.
- Pacific Talent Partners believes the information provided in this report is accurate and a fair representation of the appropriate remuneration benchmark for the roles within the energy industry.

## SCOPE OF WORK

Pacific Talent Partners welcomes the opportunity to present the following remuneration benchmarking report for Transgrid.

Our report outlines the average current remuneration packages for key roles within Transgrid, and highlights the importance of utilising this data to inform further discussions and subsequent strategies to facilitate the retention of top talent.

We understand the importance of ensuring staff are paid the appropriate market salary. Studies have shown that the cost of onboarding new staff, and losing existing staff, can cost a business up to \$800,000.

Pacific Talent Partners notes that this report should only be used as a guide when developing the hiring and salary benchmarking strategy for Transgrid. Roles within the technology field vary considerably, as an organisation's size, complexity and the individual's responsibilities and key performance metrics all influence the appropriate remuneration package.

Source: Australian Financial Review: The real cost of losing a star performer

## METHODOLOGY

In order to provide the average current remuneration packages for key roles, we have analysed and validated relevant industry remuneration data from the following sources:

The latest publicly available annual remuneration reports and data supplied by similar industries.

A salary database containing 55,000 current and historical records.

Anecdotal data collected during client and executive engagements.

Confidential salary data from Pacific Talent Partners' extensive internal database.

## Methodology (cont.)

Pacific Talent Partners carries out a series of validation checks and audits on data to ensure that it is accurate and to identify anomalies that can be checked before being released for analysis and reporting:

- Checks within one organisation's spreadsheet - to ensure that all salaries submitted are within expected parameters, and that answers to questions are as expected;
- Checks between one organisation's data and the whole survey data - to ensure that the salaries for one organisation are not consistently out of line with those for all other organisations; and
- Checks from one year's survey database to the next - to ensure that trends are either as expected or can be explained.

Total remuneration packages for roles in the technology field will typically be structured as follows:

- Fixed or basic salary, plus statutory superannuation; and,
- Short term incentives or STI, usually paid quarterly or annually, and considered performance pay, determined on the basis of achievement of certain metrics against an agreed scorecard.

## MARKET DATA OVERVIEW

### The Salary Table

Roles within any industry can vary considerably due to an organisation's size, complexity and the individual's responsibilities. Therefore, we have broken down the salary rate into three percentile bandings which account for the differences in a candidate's level of experience and skills alongside the demand and degree of complexity of the role. The percentile bandings include:

25th Percentile	50th Median	75th Percentile
<b>Candidate:</b> Little or no prior experience in the position; still developing relevant skills	<b>Candidate:</b> Average experience; has the majority of the necessary skills	<b>Candidate:</b> Above-average experience; has most or all of the necessary skills; may have specialised certifications
<b>Demand:</b> Low	<b>Demand:</b> Moderate	<b>Demand:</b> High

The salaries prescribed within the following tables represent gross yearly salaries. The salaries do *not* include bonuses, benefits or superannuation.

\*The variance is calculated between the Transgrid published salary and the permanent Market average.

## SALARY DATA

### Strategy & Architecture

Position	Transgrid	Perm Average	Temp Average	Variance on perm*
Enterprise Architecture Manager	[REDACTED]	<b>\$204,000</b> \$170,000 - \$245,000	<b>\$130- \$200</b> per hour	[REDACTED]
IT Governance and Performance Manager	[REDACTED]	<b>\$180,000</b> \$160,000 - \$200,000	<b>\$125- \$165</b> per hour	[REDACTED]
IT Product Lead (Integration & Data)	[REDACTED]	<b>\$165,000</b> \$135,000 - \$185,000	<b>No data available</b>	[REDACTED]
Data and Analytics Lead	[REDACTED]	<b>\$187,500</b> \$175,000 - \$200,000	<b>\$105 - \$125</b> per hour	[REDACTED]
Senior Application Support Analyst	[REDACTED]	<b>\$125,000</b> \$71,000 - \$102,000	<b>\$105 - \$115</b> per hour	[REDACTED]
Solution Architect - Security	[REDACTED]	<b>\$197,500</b> \$175,000 - \$220,000	<b>\$120 - \$160</b> per hour	[REDACTED]
Solution Architect - Information/ Integration	[REDACTED]	<b>\$197,500</b> \$175,000 - \$220,000	<b>\$120 - \$160</b> per hour	[REDACTED]
Domain Security Architect	[REDACTED]	<b>\$197,500</b> \$175,000 - \$220,000	<b>\$110 - \$150</b> per hour	[REDACTED]
Integration Developer	[REDACTED]	<b>\$145,000</b> \$140,000-\$150,000	<b>No clear data available</b>	[REDACTED]



Position	Transgrid	Perm Average	Temp Average	Variance on perm
IT Project Officer	No current Transgrid data provided	<b>\$102,500</b> \$95,000 - \$110,000	<b>\$50 - \$88</b> per hour	-%
Program Officer	No current Transgrid data provided	<b>\$120,000</b> \$100,000 - \$140,000	<b>\$93 - \$100</b> per hour	-%
Project Administrator	No current Transgrid data provided	<b>\$112,500</b> \$100,000 - \$125,000	<b>\$66 - \$88</b> per hour	-%
Integration Engineer	No current Transgrid data provided	<b>\$180,000</b> \$150,000 - \$210,000	<b>\$110 - \$150</b> per hour	+%
IT Architect	No current Transgrid data provided	<b>\$180,000</b> \$150,000 - \$200,000	<b>\$110 - \$150</b> per hour	-%
Integration Architect	No current Transgrid data provided	<b>\$180,000</b> \$150,000 - \$200,000	<b>\$110 - \$150</b> per hour	-%
Stream Lead	No current Transgrid data provided	<b>No clear data available</b>	<b>No clear data available</b>	-%
Integration Tester	No current Transgrid data provided	<b>\$165,000</b> \$150,000 - \$180,000	<b>\$110 - \$140</b> per hour	-%
Integration Architect	No current Transgrid data provided	<b>\$180,000</b> \$150,000 - \$210,000	<b>\$110 - \$150</b> per hour	-%
Senior Test Engineer	No current Transgrid data provided	<b>\$102,500</b> \$75,000 - \$130,000	<b>\$75 - \$110</b> per hour	-%
Solution Architect	No current Transgrid data provided	<b>\$180,000</b> \$150,000 - \$210,000	<b>\$110 - \$150</b> per hour	-%
Scrum Master	No current Transgrid data provided	<b>\$170,000</b> \$140,000 - \$200,000	<b>\$105 - \$125</b> per hour	-%
Business/Data Analyst	No current Transgrid data provided	<b>\$135,000</b> \$120,000 - \$150,000	<b>\$750 - \$950</b> per day	-%

## Operations Domain

Position	Transgrid	Perm Average	Temp Average	Variance on perm
IT Domain Architect		<b>\$180,000</b> \$150,000 - \$210,000	<b>\$110 - \$150</b> per hour	
IT Product Lead		<b>\$175,000</b> \$150,000 - \$200,000	<b>\$920 - \$1300</b> per day	
Applications Support Manager		<b>\$165,000</b> \$140,000 - \$190,000	<b>\$110 - \$130</b> per hour	
Data Analyst		<b>\$125,000</b> \$100,00 - \$150,000	<b>\$480 - \$870</b> per day	
Senior Application Support Analyst		<b>\$137,500</b> \$130,000 - \$145,000	<b>\$85 - \$110</b> per hour	
Senior Business Analyst		<b>\$145,000</b> \$130,000 - \$160,000	<b>\$105 - 120</b> per hour	
Program Office Manager		<b>\$165,000</b> \$140,000 - \$190,000	<b>No data available</b>	
IT Project Manager	No current Transgrid data provided	<b>\$160,000</b> \$140,000 - \$180,000	<b>\$112 - \$137</b> per hour	-%
Lead IT Project Manager	No current Transgrid data provided	<b>\$205,000</b> \$180,000 - \$230,000	<b>\$125 - \$160</b> per hour	-%
SCADA Manager	No current Transgrid data provided	<b>No clear data available</b>	<b>No clear data available</b>	-%
Technical Team Lead - Developer	No current Transgrid data provided	<b>No clear data available</b>	<b>No clear data available</b>	-%
Senior Software Developer	No current Transgrid data provided	<b>\$175,000</b> \$150,000 - \$200,000	<b>\$110 - \$150</b> per hour	-%

---

Solutions Architect	No current Transgrid data provided	<b>\$180,000</b> \$150,000 - \$210,000	<b>\$110 - \$150</b> per hour	-%
IT Engineer/ Developer Full Stack	No current Transgrid data provided	<b>\$150,000</b> \$120,00 - \$180,000	<b>\$110 - \$150</b> per hour	-%
IT Engineer/ Developer .Net	No current Transgrid data provided	<b>\$150,000</b> \$120,00 - \$180,000	<b>\$80 - \$130</b> per hour	-%
DevOps Engineer	No current Transgrid data provided	<b>\$165,000</b> \$140,000 - \$190,000	<b>\$120 - \$160</b> per hour	-%

## Business Domain

Position	Transgrid	Perm Average	Temp Average	Variance on perm
IT Control Lead		No clear data available	No clear data available	
IT Domain Architect		<b>\$190,000</b> \$180,000 - \$200,000	<b>\$120 - \$160</b> per hour	
IT Product Lead		<b>\$175,000</b> \$150,000 - \$200,000	<b>\$920 - \$1300</b> per day	
Document Controller		<b>\$100,000</b> \$80,000 - \$120,000	<b>\$450 - \$650</b> per day	
Records Administrator		<b>\$100,000</b> \$80,000 - \$120,000	<b>\$450 - \$650</b> per day	
Senior Application Support Analyst		<b>\$160,000</b> \$140,000 - \$180,000	<b>\$110 - \$130</b> per hour	
Business Analyst		<b>\$120,000</b> \$100,000 - \$140,000	<b>\$85 - \$100</b> per hour	
Project Manager	No current Transgrid data provided	<b>\$160,000</b> \$140,000 - \$180,000	<b>\$112 - \$137</b> per hour	-%
Senior Project Manager	No current Transgrid data provided	<b>\$205,000</b> \$180,000 - \$230,000	<b>\$125 - \$160</b> per hour	-%
Tester - Manual	No current Transgrid data provided	<b>\$155,000</b> \$140,000 - \$170,000	<b>\$110 - 125</b> per hour	-%
Tester -Automation	No current Transgrid data provided	<b>\$165,000</b> \$150,000 - \$180,000	<b>\$120 - \$150</b> per hour	-%
IT Project Coordinator	No current Transgrid data provided	<b>\$117,500</b> \$110,000 - \$125,000	<b>\$68 - \$88</b> per hour	-%

## Digital Operations & Experience

Position	Transgrid	Perm Average	Temp Average	Variance on perm
Data Network Manager		No clear data available	No clear data available	-%
Lead Infrastructure		<b>\$197,500</b> \$175,000 - \$220,000	<b>\$130 - \$155</b> per hour	
Digital Infrastructure and Cloud Lead		<b>\$192,500</b> \$165,000 - \$220,000	<b>\$110 - \$150</b> per hour	
Service Transition Manager		No clear data available	No clear data available	-%
Network Support Technician		No clear data available	No clear data available	+%
IT Service Delivery Coordinator		<b>\$100,000</b> \$90,000 - \$110,000	<b>\$70 - \$85</b> per hour	
Executive Technology Support Engineer		No clear data available	No clear data available	-%
Network Engineer		<b>\$125,000</b> \$110,000 - \$140,000	<b>\$75 - \$110</b> per hour	
Service Transition Analyst		<b>\$165,000</b> \$140,000 - \$190,000	<b>\$90 - \$130</b> per hour	
Infrastructure Engineer		<b>\$165,000</b> \$140,000 - \$190,000	<b>\$90 - \$130</b> per hour	
IP Network Engineer		No clear data available	No clear data available	-%
Senior IP Network Engineer		<b>\$152,500</b> \$130,000 - \$175,000	<b>\$120 - \$145</b> per hour	

Software Asset Lead		No clear data available	No clear data available	
CX/UX Lead/Strategy	No current Transgrid data provided	<b>\$175,000</b> \$160,000 - \$190,000	<b>\$120 - \$160</b> per hour	-%
CX/UX Designer	No current Transgrid data provided	<b>\$120,000</b> \$80,000 - \$160,000	<b>\$100 - 130</b> per hour	-%
Business Analyst	No current Transgrid data provided	<b>\$120,000</b> \$100,000 - \$140,000	<b>\$85 - \$100</b> per hour	-%
Senior Project Manager	No current Transgrid data provided	<b>\$205,000</b> \$180,000 - \$230,000	<b>\$125 - \$160</b> per hour	-%
Senior Organisational Change Manager	No current Transgrid data provided	<b>\$190,000</b> \$180,000 - \$200,000	<b>\$125 - \$156</b> per hour	-%

## Cyber Operations

Position	Transgrid	Perm Average	Temp Average	Variance on perm
Service Delivery Manager	No current Transgrid data provided	<b>\$180,000</b> \$160,000 - \$220,000	<b>\$150 - \$200</b> per hour	-%
Cyber Engineer	No current Transgrid data provided	<b>\$165,000</b> \$140,000 - \$190,000	<b>\$100 - \$150</b> per hour	-%

## **BENEFITS, BONUS, SCHEMES & INCENTIVES**

We understand the importance of ensuring staff are paid the appropriate market salary. Studies have also shown the importance of providing employees with benefits, bonus schemes and incentives.

Whilst a pay rise may not always be possible, it is important to incorporate other benefits to keep top talent from going to competitor businesses. It has been identified that the top three required benefits for job seekers include:

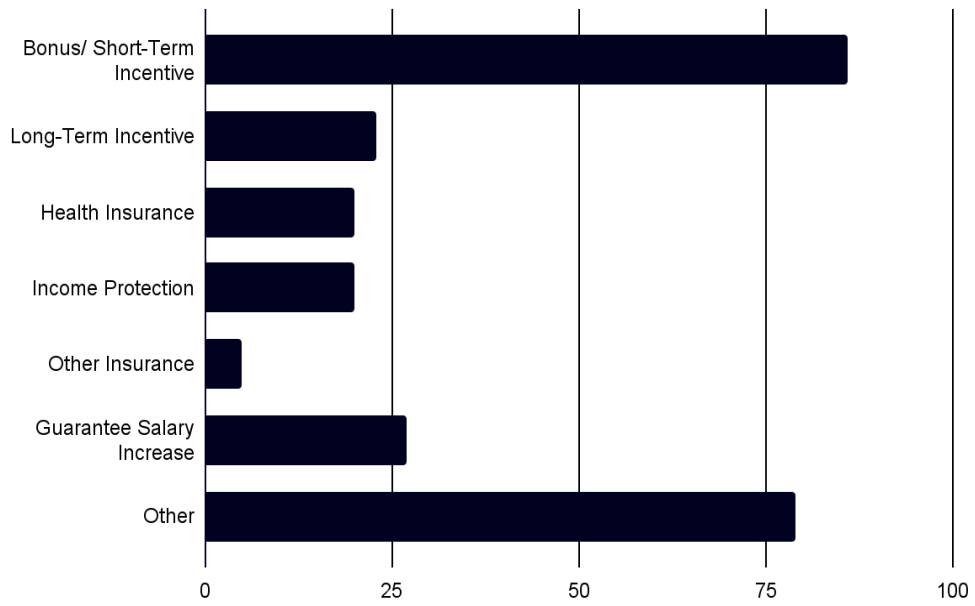
- Work-life balance
- Flexibility
- Training and development

56% of people surveyed were also currently looking for a new role. This gives further evidence that once you find good talent, you need to work hard to keep them.

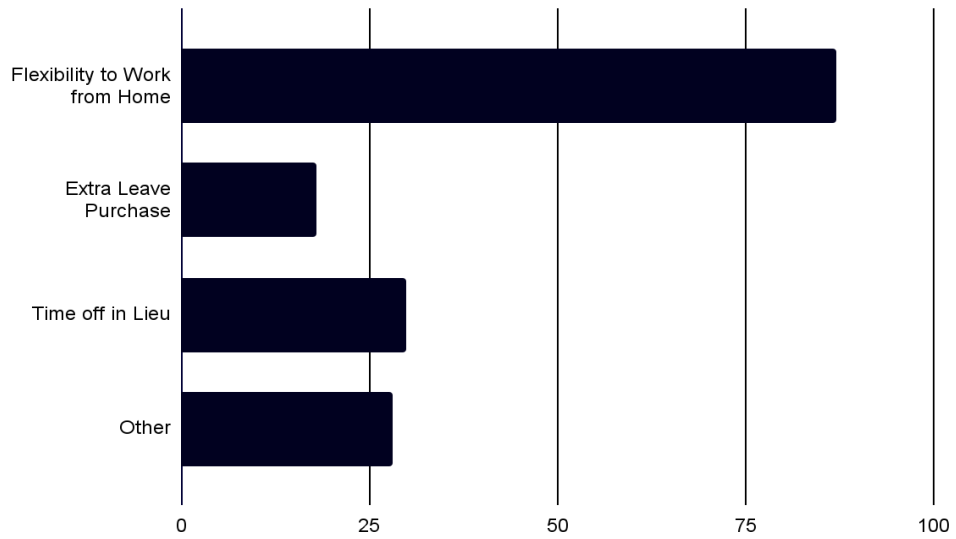
In addition, more than half of companies in Australia have added new benefits as a result of the COVID-19 pandemic. Some of these benefits are described in the charts below.

## Benefits, Bonus Schemes & Incentives (cont.)

### Financial Benefits



### Non-Financial Benefits



Source: Page Personnel Talent Trends 2021: Australian Salary Guide

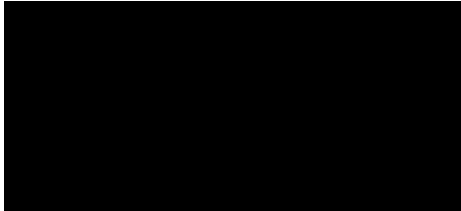
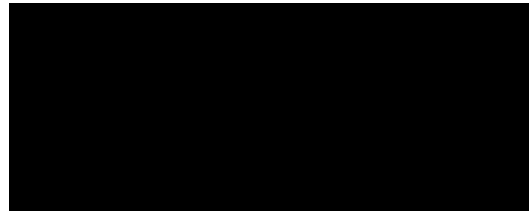
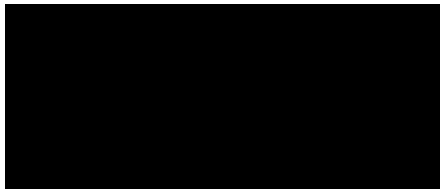


## FURTHER RECOMMENDATIONS

Pacific Talent Partners welcomes the opportunity to present the above remuneration benchmarking report for Transgrid. It would be our pleasure to support you to interpret the above documented data and implement strategies that facilitate the engagement and retention of your organisational talent.

Please contact the following Pacific Talent Partners representatives, who have been exclusively engaged to undertake this talent consulting project on Transgrid's behalf. We thank you for the privilege of supporting your Leadership and the future of your organisation.

Kind Regards,



© Pacific Talent Partners Pty. Ltd. 2022. All rights reserved.

No part of this work may be copied or transferred to any other expression or form without a licence from Pacific Talent Partners or Transgrid. The information contained in this document (the "Document") has been prepared by Pacific Talent Partners Pty Ltd. This Document must not be copied, reproduced, distributed or passed to others at any time without the prior written consent of Transgrid or Pacific Talent Partners.

**[pacifictalentpartners.com](http://pacifictalentpartners.com)**