

2022- 2023

ANZ SAP SALARY AND TRENDS REPORT

FEATURED

Featuring salary survey data from
over 2,000 ANZ SAP Professionals and
insight from leading figures within
the SAP ecosystem

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WELCOME TO SAPTURE

As with the rest of the technological world, the SAP world is ever-evolving. 50 years after five entrepreneurial ex-IBM programmers started with one customer and a few employees, SAP itself employs over 100,000 people and has a world-wide customer base of 460,000. However, at no time in all those years, nearly half a century, has the world faced a global crisis like the COVID-19 pandemic.

Yet, over the last few years, as we've faced social distancing, isolation, lock-downs and huge challenges in our professional and personal lives, technology; so often seen as a cause of social isolation; has been at the core of our ability to come together, interact and find a way to adapt to this new normal that we find ourselves navigating through.

Stay-at-home and work-from-home requirements have accelerated digital transformation across the board; from local shops needing an online presence, to schools adapting to a virtual learning environment. For SAP customers or partners, the flexibility of a cloud-based system over on-premise solutions, provides better resilience in the face of constant change, with those already that have already started their digital transformation journeys better able to adapt and grow.

In SAP's recent study **Partner Opportunity in a Changing World**,* which explores how the SAP partner ecosystem is responding to the new normal, global revenue is expected to expand to \$260 billion by 2024 — nearly doubling this year's total — and job growth increasing from 1 million to 1.6 million workers by 2024. Add this to ongoing plans to deploy large

scale technologies like machine learning, blockchain and conversational systems in the near future and exciting partnerships in the making, it seems SAP will go from strength to strength.

Here in ANZ SAP have grown to serve more than 3,000 companies since their first office in 1989 and here at Sapture we help build teams that makes SAP happen for these organisations. We're committed to going the extra mile and work hard to add value and expertise across our sectors, whether you already work with us or not.

Our aim with the 2022/23 survey is to provide unbiased and up-to-date remuneration and employment trends information for the ANZ market. We've managed to collect data from 2,000 SAP Professionals across Australia and New Zealand and at the time of writing, we believe it is one of the largest SAP salary survey in ANZ, giving managers and individuals insight like no other.

Whether you're looking for a new job or planning to grow your SAP team, it's always good to be armed with the right information.

*news.sap.com/wp-content/blogs.dir/1/files/SAP_IG_US46867020.pdf

FOREWORD

The last couple of years has taught us all that we can't predict the future. However, I sincerely hope that you find this report useful in helping you make informed career or business decisions over the coming months.



SHANE MORGAN, Founder

I'm so happy to finally be writing the foreword for another Sapture Salary Survey. Whilst we've been producing these for almost a decade, it feels like a lifetime ago that I wrote one for our 2019-2020 report and wow, what a rollercoaster it's been since then! Who would have ever imagined what the next couple of years would bring and how our lives would be turned upside down so dramatically, almost overnight.

To me this report has been an incredibly long time coming. The rapidly changing workplace and social landscapes we've all had to deal with, have certainly presented a number of challenges for us; a small team within a very quickly growing business, supporting the needs of our customers whilst adapting constantly to a global pandemic. The biggest one of which how quickly information, data and trends have become out of date.

To overcome this issue, we have done things slightly differently this year. Combining information and feedback from our latest survey, alongside real time salary data and our own expertise gained from our ongoing collaborations within the SAP ANZ Ecosystem; we have pulled together a report that amalgamates a couple of years research to bring us right up to where we are at the moment.

It is at this present moment, 50 years since SAP first started, that I am very excited about the future of the ANZ SAP Ecosystem. The new opportunities that are presented by things like; companies transforming to the S/4 Hana platform and more companies being open to a remote national workforce.

The last couple of years has taught us all that we can't predict the future. However, I sincerely hope that you find this report useful in helping you make informed career or business decisions over the coming months.

Shane Morgan

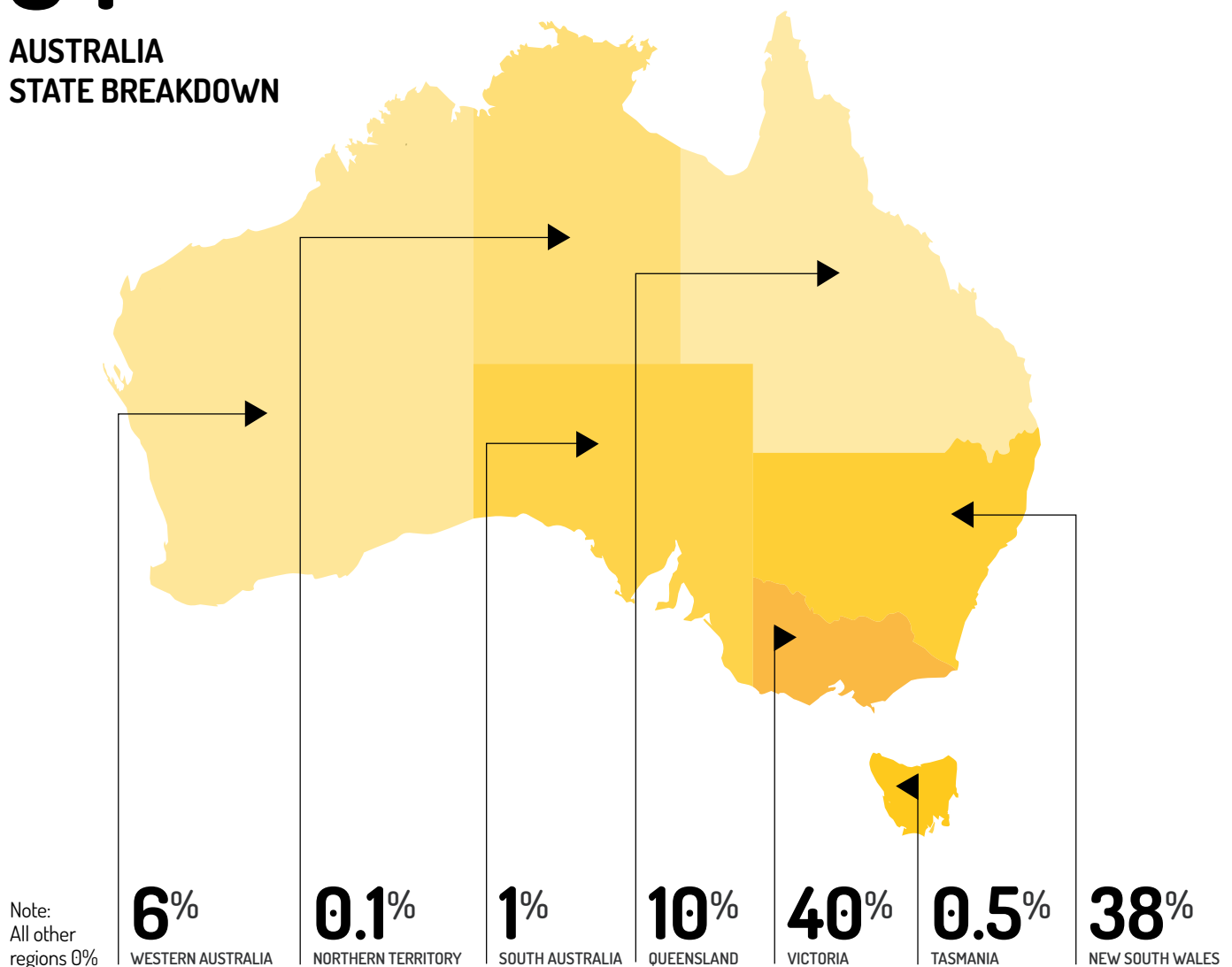
LOCATION & MOBILITY

OUR SURVEY PARTICIPANTS



84%

AUSTRALIA STATE BREAKDOWN



As we are an **ANZ specialist** it was important to us to ensure that the data we collected was relevant to those countries.

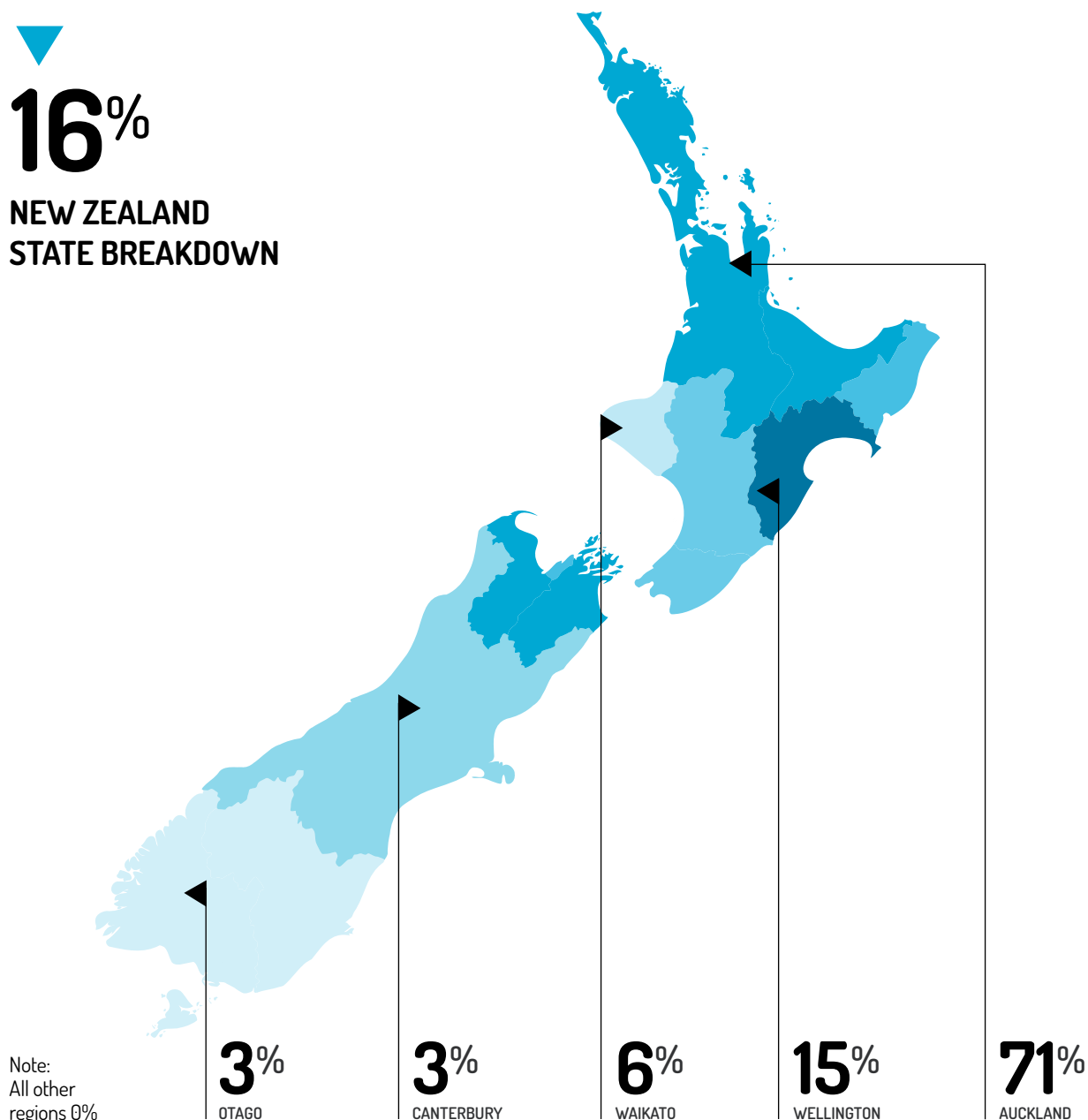
We therefore asked an initial qualifying question about country the participant currently resides in; Australia, New Zealand or Other; those that selected others were then unable to participate in the survey.

LOCATION & MOBILITY

OUR SURVEY PARTICIPANTS

16%

NEW ZEALAND
STATE BREAKDOWN



Do you currently work in the state or region in which you live?

Note: All other regions 0%

YES **86%**

NO **14%**

Less people than in previous surveys
are traveling interstate for work.

LOCATION & MOBILITY

Relocations

With lock-downs differing so much between countries, states, regions and even local areas; it's not surprising that relocation has been on the agenda for many people. The world for a lot of us, suddenly got smaller and many people found that the part of the world they were in, was not where they wanted to be and combined with the benefits of remote working, relocation became an option.

Remote working

We also can't ignore the impact that COVID-19 has had on remote working. Whilst digital transformation was previously increasing the demand for remote and home working, alongside the ability of organisations to offer it, full time office/on-site based working was still the reality for the majority of SAP professionals.

The rapid impact of the first lock-downs shifted that reality 360 degrees, when the majority of people found themselves working at home/remotely, many of them having never done so before.



Rather than a career change I'm looking at alternative more flexible ways of working, which mix remote and on-site, so I have better balance in my life.

SURVEY PARTICIPANT



LOCATION & MOBILITY

Hybrid working models

Yet as time went on, the lack of social interaction, alongside the realities of working/living at home full-time, has left many people grateful for the human contact that being onsite/office-based gives. 40% of respondents to our survey said that they missed working onsite or in the office during COVID-19. Yet there is no mistaking the fact that the pandemic has shown that successful remote working is entirely possible and with a renewed focus on employee wellbeing, employers will struggle to go back. In data emerging from a number of global research studies, and from our own discussions with our networks, the future of work is likely to be a hybrid working model, which combines the benefits of working remotely with those of interacting face to face with colleagues.

Access to wider SAP talent and job pools

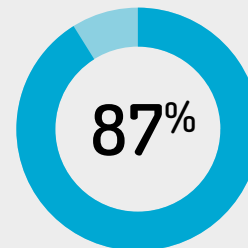
In the ANZ SAP Ecosystem, where often talent is at a premium, remote working opens up opportunities to access a wider range of people (and jobs) than ever before. Companies have been forced to embrace technology and ways of working that make remote working successful and location is not necessarily the barrier it once was.



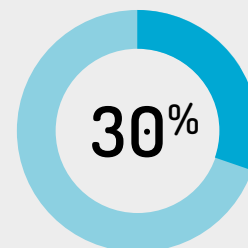
Since covid, the working hours have been exhaustive. The entire project team has worked for 12 to 16 hours during covid remote working days. This has affected work-life balance of all consultants.

SURVEY PARTICIPANT

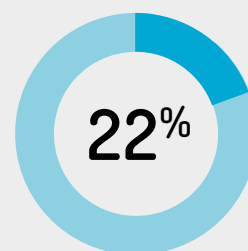
THE COVID EFFECT



87%
of SAP professionals believe all employers should give the option of flexible, remote working



30%
of SAP professionals are more willing to relocate within their state/region now than before COVID



22%
of SAP professionals are more willing to relocate interstate/region than they were before COVID

FREELANCE VS PERMANENT

Our survey participants are split fairly evenly between the contract/freelance v permanent which is indicative of the whole ANZ market in general.

Recurring Trends

What is interesting is that the split between contract/freelance and permanent is almost the same as the split pre-COVID in 2019/20. In the initial days of the pandemic there were many projects put on hold, leading to contracts not being extended.

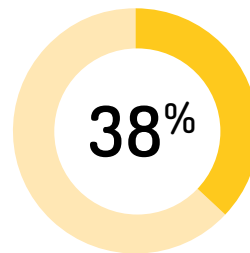
We found that this led to uncertainty and a preference amongst freelancers towards more long-term contracts or permanent roles, however this was short lived and we are now seeing the shift to permanent roles within consultancies, that has been ongoing for the last few years, continuing. Whilst in the past SAP professionals would clearly consider themselves either contract or permanent, these roles are continuing to be more interchangeable.

For instance; **Freelance SAP** consultants are more willing to work in permanent roles with consultancies now than they have been in the past because of the organisational focus on newer technologies. This provides the SAP professional with upskilling opportunities which they previously wouldn't have had with a permanent role.

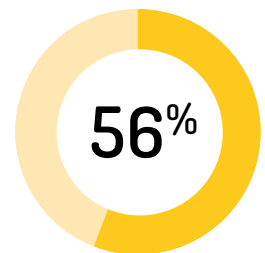
We are also seeing the rise of the so-called 'Career Contractor'.

Whereby in the past freelancers were sometimes seen as just focused on securing the highest rates, these people care much more about the environments and culture that they're working in.

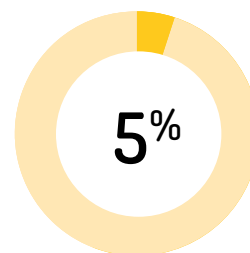
Survey participants by work type



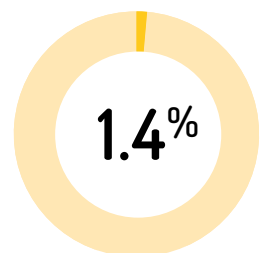
Full time
(permanent role)



Freelance
(contract)



Fixed term



Part time
(permanent role)

I was a contractor but the contract ended before first lockdown in March. Got a permanent position during lockdown, which started when lockdown ended. ”

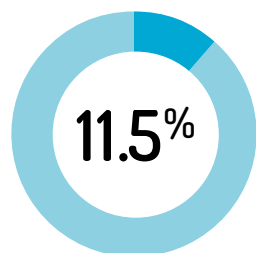
SURVEY PARTICIPANT

FREELANCE VS PERMANENT

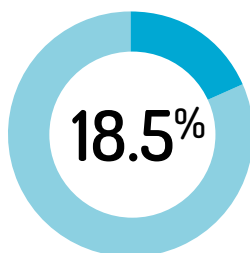
THE COVID EFFECT



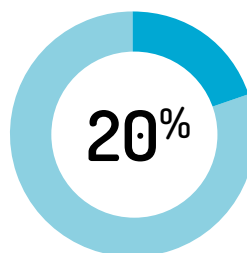
Has COVID impacted you professionally in any of the following ways?



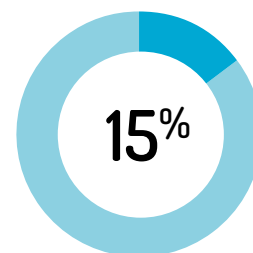
Redundancy
(permanent role)



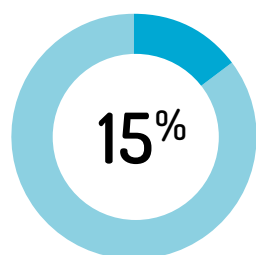
Contract
termination



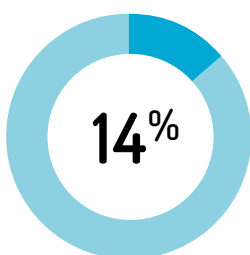
Contract assignment
non-renewal



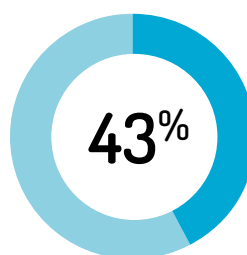
Working hours
reduced



Permanent pay
or benefits cut



Contract hourly rate
reduced



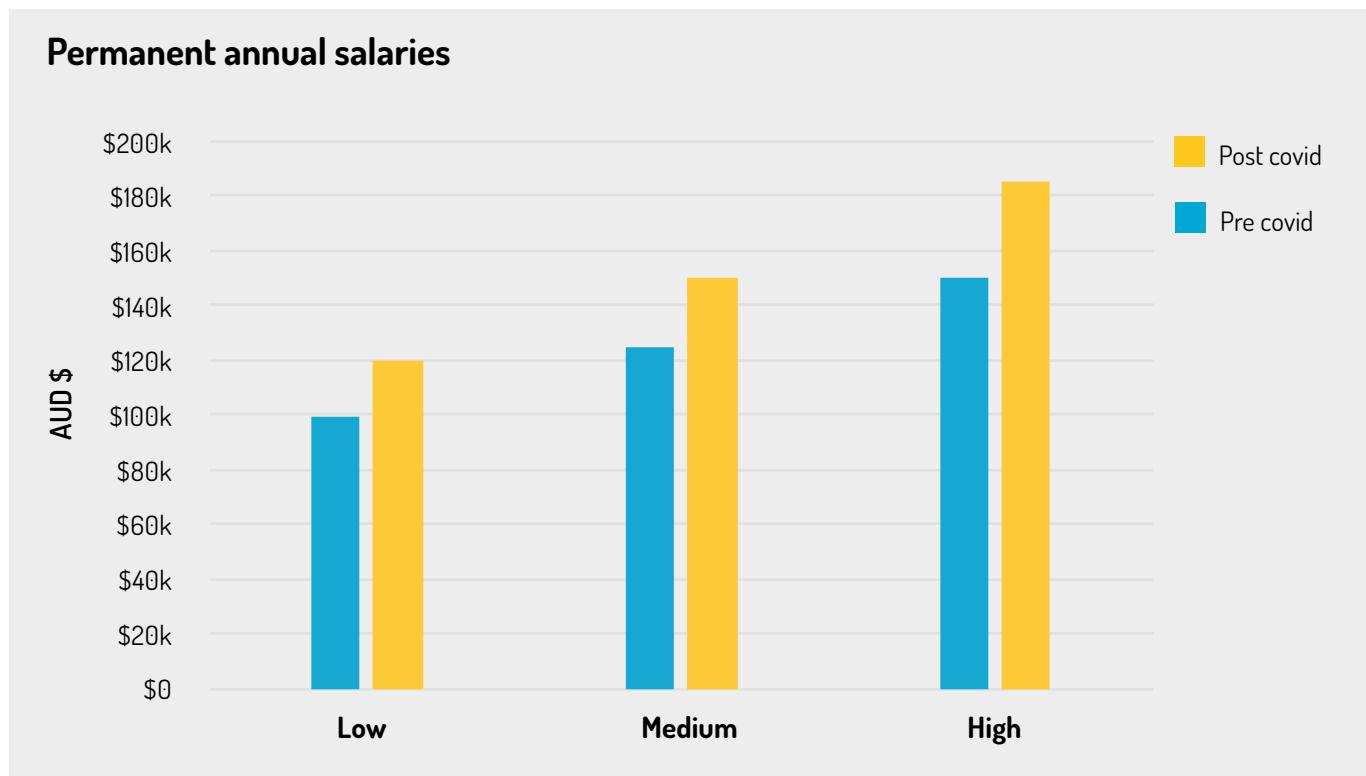
Project delays or
termination

COVID has opened another possibility in my career. I was made redundant from my permanent senior management role, I am now really enjoying contracting, which is less stressful and more enjoyable. ”

SURVEY PARTICIPANT



REMUNERATION TRENDS



Permanent annual salaries

After the initial uncertainty during the early days of the pandemic which saw a slight downturn in salaries for a very short period of time, we have seen wages on an unprecedented upward curve.

We are still seeing them rise, although growth in wages has slowed slightly in the last few months. These rises have been driven by demand v talent shortages, affected by things like border closures and lack of overseas talent.

The median salary at the moment is in the range of \$130-\$185k + Super. This is a considerable increase on the median salary pre-COVID which was in the range of \$125-\$150k + Super, with demand pushing salaries up.

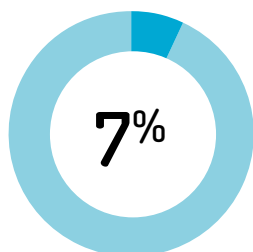
We used to find it very rare for people to be getting \$200k + Super but over the last 12 months we have filled a lot of permanent positions above this.

THE SWEET SPOT

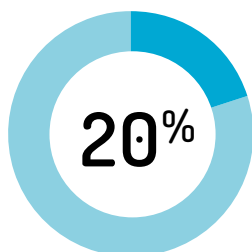
We often get asked to find for those sweet spot people; usually 1-2 years SAP experience, around the \$100k-\$130k mark, sometimes even more specifically also a woman. These people are extremely hard to find as they're usually working on a project and want to see it through to completion. It's rare for anyone with less than 3 years SAP experience to want to leave a role, the only time it happens is if someone is really unhappy or not looked after. An alternative for an employer is somebody who used SAP in business and has the business experience and soft skills to be retrained.

PERMANENT REMUNERATION TRENDS

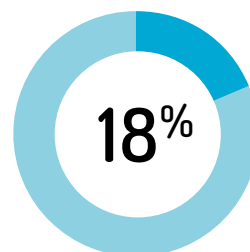
Benefits received in current or last permanent position (excluding super annuation)



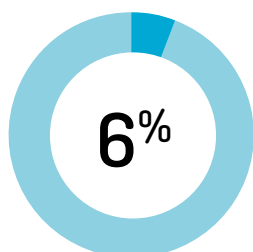
Company car



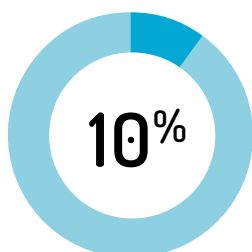
Employee share scheme



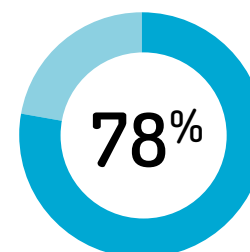
Private medical insurance



Travel loan



Housing



None

Permanent benefit trends

Whilst salary is a major driving factor in attracting the right professionals, it is not the only one. **The overall benefits from working for a company are increasingly important**, but not just traditional benefits such as a company car either. In fact, **over 75% of our respondents say they receive none of the more traditional benefits** (excepting, of course, Superannuation) usually associated with permanent positions. COVID has underlined the trends towards the importance of non-tangible benefits of certain businesses provide, such as health & wellbeing and flexibility. These important factors in securing and retaining talent are discussed further on in the report in more detail in [Engagement & Attraction Trends](#) on page 19.



Talking to SAP candidates every day, it's very evident that employers cannot underestimate the value of a genuine focus on health, wellbeing and flexibility as a key benefit in securing staff.



DONNA KNIGHT

People & Recruitment Manager

REMUNERATION TRENDS

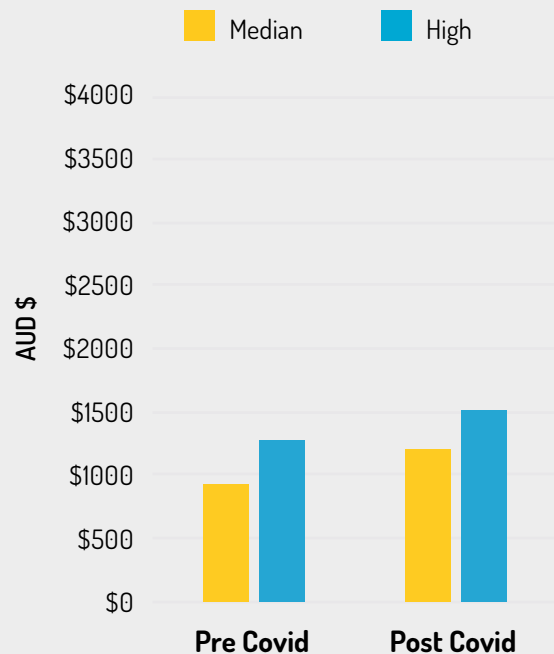
Freelance salaries

Before looking in detail at this section's findings,* we need to highlight that **rates discussed are not including oncosts, payroll, tax, workcover, insurances or recruitment fees.** Which could be an extra 20-30% on top as a rough guide for anyone planning a project budget. The daily rates discussed are daily charge rates from the contractor.

Like permanent salaries, freelance rates had the same slight dip at the beginning of the pandemic, only to rise exponentially shortly afterwards and we are still seeing them rise.

At the beginning of the pandemic the majority of contractors sat within the \$950-\$1249 per day category and it was very rare to see anyone placed at over \$1300 per day. However, now we are regularly seeing very experienced contractors charging anything from \$1200-\$1500 per day+ and sometimes even more than that for rare skills such as Architect, Lead, TM, EWM, Integration etc.

Freelance daily rates*



*daily contractor charge rates (not including oncosts, work cover, insurances, recruitment fees)



I remember filling some BA contract roles at \$700 per day, even some consultants at \$800 per day pre-pandemic. Then COVID hit and contractors felt grateful to have a job, let alone push for higher rates, as projects initially went on hold. Then as businesses readjusted over the next 3-4 months contracting started to pick up again and during 2021 demands and rates went absolutely crazy. I honestly have not seen that type of rate/demand increase in my 20+ years in SAP recruitment. I predict that this growth will continue as the ever-changing 2027 deadline for S/4 Hana implementation looms ever closer.

SHANE MORGAN
Founder, Sapture



PREMIUM SKILL-SET TRENDS

Which skillsets are commanding/will command highest salaries/rates as we move through 2022 into 2023?

The most in demand and therefore those that command the highest salaries and rates, continue to be people with a Mix of technical and soft skills.

The most 'placeable' highly in demand people are those that are able to articulate and communicate to the business and transform SAP requirements. Those with people, communication skills and business acumen. These are high achievers that can go into a room and do a whiteboard session with a customer and talk and engage and then speak to the board. Businesses are asking; "What is this person going to do for our business?" It is therefore less about the technical skills and more about engagement and communication skills - individuals with the emotional intelligence, and planning, change management, implementation skills to make a project successful or influence staff retention.

THE COVID EFFECT



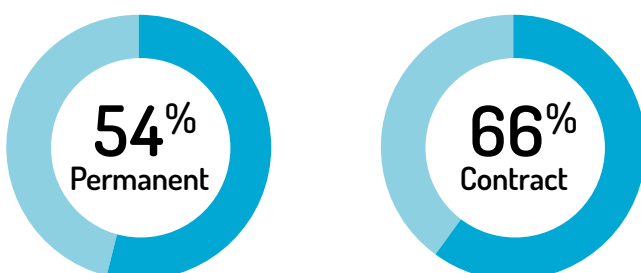
S/4 HANA & Digital Transformation

Although SAP extended the 2025 support withdrawal deadline for legacy systems to the end of 2027 it is still looming ever closer. In addition, the pandemic has brought about the acceleration of digital transformation driving many more new SAP adopters to straight away adopt cloud based and risk adverse digital solutions. This continues to drive demand for those with experience in S/4 HANA.

Yet with only 58% of our total survey respondents having working experience of it, demand is likely to outweigh supply, this will be compounded by the issue we've already touched upon, whereby businesses do not just want candidates with the technical skills but also the much rarer soft business skills.

As is evident from the survey data (below), those with S/4 HANA experience and a mix of business and soft skills are likely to be able to command the highest salaries/rates:

Percentage of respondents with S/4 HANA experience



Percentage of respondents with S/4 HANA experience by permanent salary brackets



Percentage of respondents with S/4 HANA experience by contract day rates



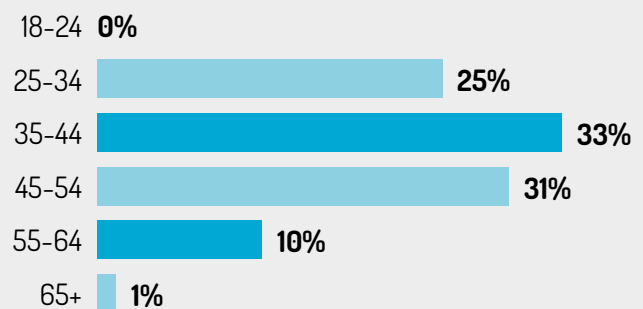
EQUALITY, DIVERSITY & INCLUSION

In our last, pre-COVID, Salary & Trends Report ED&I was a 'hot' topic. However, the upheaval caused by COVID-19 to workplace culture and practices, coupled with the BLM protests, alongside increasing conversations around gender identity and expression; has seen it gather huge momentum of pace. With it's clear connection to employee wellbeing and team culture and collaboration, it's intrinsically linked to attraction, engagement and retention. Arguably, this makes it one of the biggest and most crucial topics on organisational agendas.

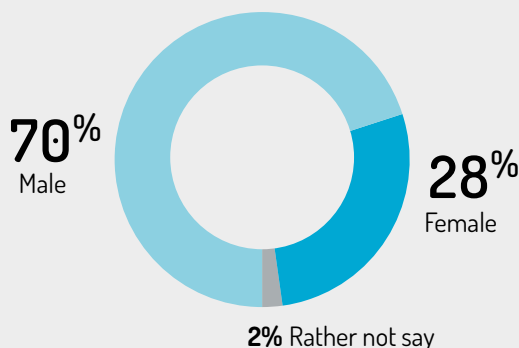
SURVEY PARTICIPANTS

We asked our survey participants to disclose some details to enable us to have a snapshot of their diversity information.

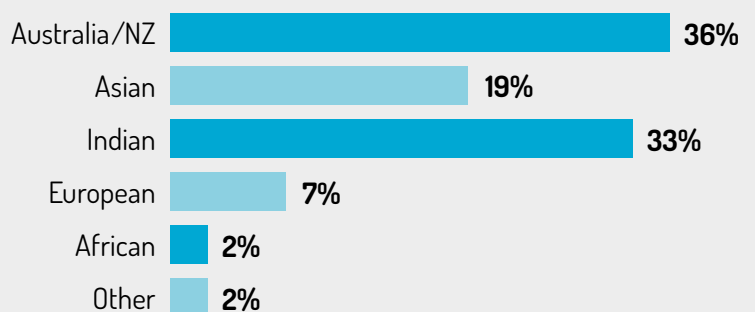
What is your age bracket?



Which gender do you identify with most?



Which ethnicity do you identify with most?





19%

felt they'd been discriminated against or bullied* at work

Workplace Discrimination

Sadly, a significant number of our survey participants reported that they felt they had been discriminated against or bullied whilst at work, due to diversity related factors. When asked to comment on specifics those that felt comfortable to do so cited Ageism, Religious Views, Sexuality, Gender and Race.

These experiences varied from the subtle to the outright and highlight how just how much work still needs to be done to combat this issue not just in the workplace but in society.



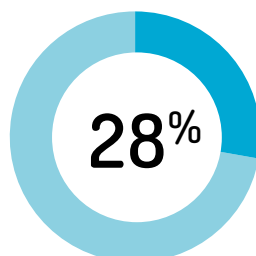
IT is still a very male dominated area of most businesses. I've definitely feel I've been overlooked for management roles due to my gender. Additionally I've been bullied on large programs of work by senior male members of the team.

SURVEY PARTICIPANT

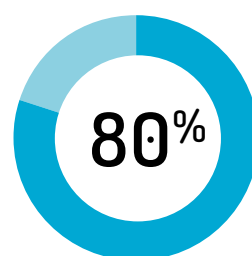
1. bullied because of their gender, ethnicity, age, sexual orientation or religious affiliations.

*identified as female **Based on permanent roles

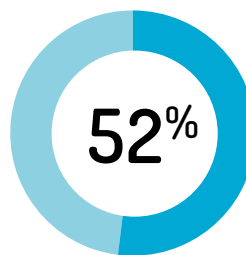
To make matters even more complicated, reverse discrimination surfaced as a factor in our survey with a number of people reporting that they felt they were being discriminated against in the workplace because they didn't fit into a certain group. Underpinning this, our analysis of our survey data highlighted some key points, that demonstrate ongoing and underlying inequalities within the SAP ecosystem. These include:



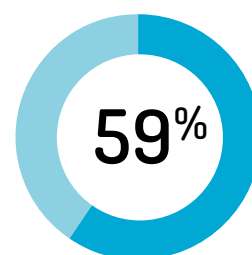
females* felt they'd been discriminated against or bullied



>\$320k permanent earners were male**



<\$100k permanent earners were female**



<\$100k permanent earners were Indian**

EQUALITY, DIVERSITY AND INCLUSION

WHAT OUR SURVEY PARTICIPANTS SAY

I've been discriminated on both my gender & ethnicity!

"I've previously been discriminated on gender, Now recently due to my ethnicity. ”

SURVEY PARTICIPANT
Melbourne

I'm not taken seriously...

"As an Asian woman working in the male dominated industry, some people do not take me seriously initially. ”

SURVEY PARTICIPANT
Sydney

Discriminated due to my ethnicity

"Due to ethnicity, I have been discriminated by people of colour in the workplace. Even though I am of European descent. ”

SURVEY PARTICIPANT
Auckland

Denied progression because I'm female!

"I strongly believe that based on my gender I have been denied progression to a Senior Management position. Females made up just 12% of our team with less than 10% of senior management. ”

SURVEY PARTICIPANT
Melbourne

"Sexy accent", comment made by male workers to female colleague

"Having male managers making comments on the clothes I've worn to work, the same manager has commented on the 'sexy accent' of another female co-worker who delivered a presentation (In front of a large group of peers). A different male manager tasked me with the responsibility to organise events within the team where I am the only female and in the same role as many of my male co-workers. ”

SURVEY PARTICIPANT
Perth

Referred to as 'monkeys'

"I've had someone in my team call our counterparts offshore (which have the same ethnicity as mine) as "monkeys". I've been asked by a male colleague if "I really needed to work" if I can afford the wedding band I wear. I have also had someone "explain" to me the difference in working contexts in a way they use phrases like "unlike where you came from. ”

SURVEY PARTICIPANT
Sydney

ENGAGEMENT & ATTRACTION TRENDS

KEY THEMES

We asked our participants to **score a number of factors in order of importance when considering whether to take a new job or assignment**, in addition to salary and rates a number of other factors have come to the forefront.



In previous surveys we've looked at how employers can attract and retain in-demand SAP professionals, especially when they find it difficult to compete purely on salary or rates. Some of those things such as working on exciting projects or new technologies, have continued to be high on the wish-list of our participants this year. However, given the huge influence COVID has had on everybody, certain factors such as **Health & Wellbeing and Employer Ethics have become increasingly crucial**, along with flexible, remote or home based working.

However as employers are all finding, there is also those for whom remote working has felt relentless and given the isolation and disconnectedness that many of us have felt during the pandemic, it should be no surprise that a **collaborative and team-based culture has also risen as a priority**.



I'm not interested in working somewhere where management exploit work from home hours. Mental health is a serious issue. Work stress impacts families."

SURVEY PARTICIPANT

ENGAGEMENT & ATTRACTION TRENDS

Employer ethics

Over the last few years we haven't just dealt with the pandemic we have had the Australian Bushfires, the Black Lives Matter Movement, and the Vaccine Mandates protests. Alongside the wellbeing and ethical issues raised by COVID-19, events like these have **highlighted other important factors such as inequality and climate change.**

People are increasingly needing reassurances that businesses are truly aligned to their own ethical stances and values before joining.



These days, I really just want to be around good and ethically oriented people. Leaders must be those who lead by example, treat people well and with respect, and promote a no-blame culture to ensure effective progress and a fearless workplace. Had well enough of egotistical people who use fear as a management tool.

SURVEY PARTICIPANT

Physical and mental health and wellbeing

The National Study of Mental Health & Wellbeing conducted in 2021 found that 21.4% of Australians aged 16-85 experienced a mental health disorder in the previous 12 months.

Sources site that in 2020 at least one million Australians sought mental health assistance. Particular surges felt during state lock-downs.

Unfortunately, the fallout may continue post lock-downs; as people continue returning to 'normal' the subsidence of the 'fight or flight' conditions is often the time when mental health is worse effected. Regardless of the impact of the pandemic on individuals, it has certainly brought the importance of health to the forefront of people's minds and now more than ever. Employers of choice will be those that do everything they can to promote and support the mental and physical health of their employees.

ENGAGEMENT & ATTRACTION TRENDS

Exciting projects and technologies

Whilst rates and salaries are obviously a deciding factor when taking a role/assignment, there are many SAP professionals who feel that the chance to work on exciting projects or technologies is equally or more important. Our results are in line with many of the studies conducted on finding meaning and purpose at work, which have found that high levels of people, some at 90%, would be willing to earn less for more purpose. Our survey has found that, unsurprisingly the higher the experience and earning potential, the more importance this becomes.



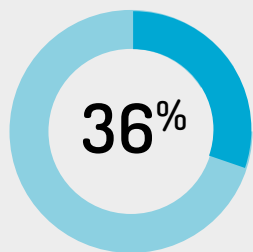
I really enjoy the challenge of the impossible and figuring a way forwards with the business stakeholders and project/program sponsors.

SURVEY PARTICIPANT

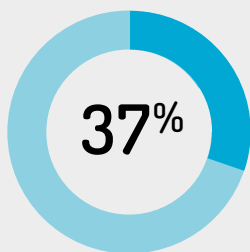
THE COVID EFFECT



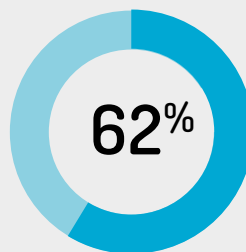
We asked our participants about the effect that COVID has had on their workplace stress, mental health and the support they got from their employers during the initial lockdowns.



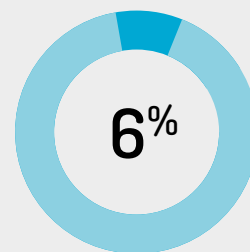
said their workplace stress has increased during COVID



said their overall mental health has suffered as a result of COVID



are happy with the level of support from their employer during COVID



are considering leaving their employer as a result of their actions

LAST WORD ON SUSTAINABILITY

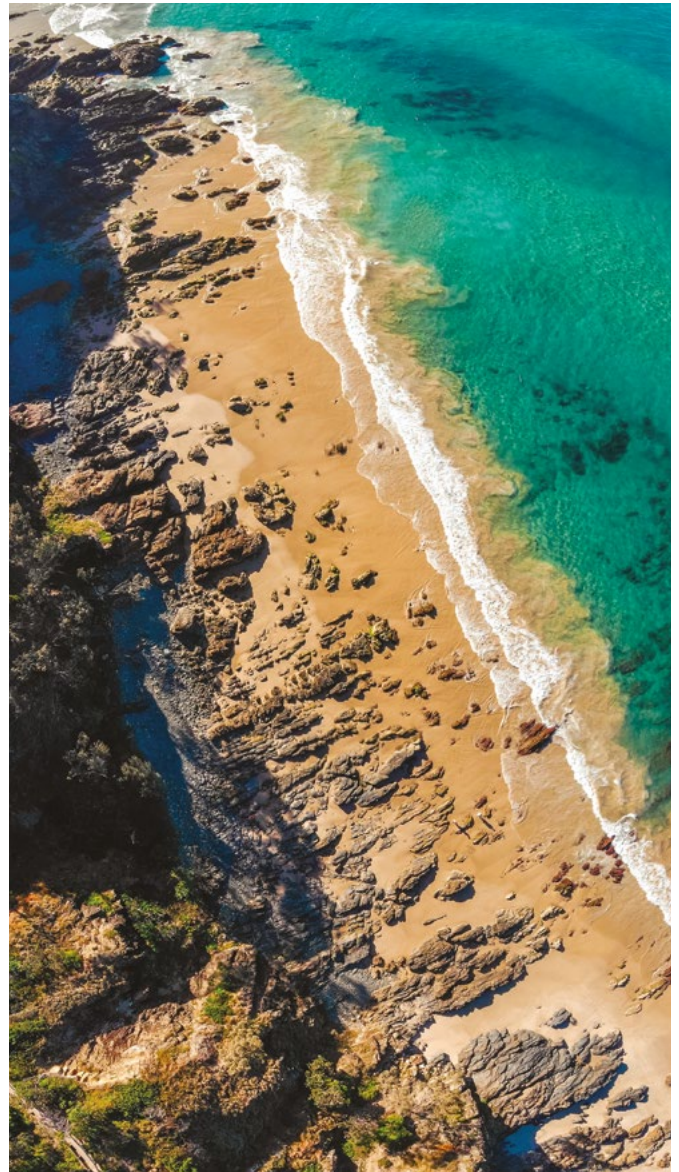
It's certain that none of us are going to forget the last 18 months in a hurry, but COVID-19 has brought about massive opportunities for a more sustainable world.

Forced to adapt and change business models and practices, organisations were able to consider those practices within a sustainability framework at the same time.

Meanwhile the climate emergency was pushed to the forefront for growing numbers of individuals. Still reeling from the devastating Australian bushfires, when COVID hit who could forget the images from all round the world of wildlife flourishing when human beings took a step back from their daily activities for a short time.

This step back has allowed us to assess what's important and our survey highlighted that an organisation's sustainability strategy has become an increasingly important factor in attracting and retaining professionals working within the SAP ecosystem.

Organisations who actively pursue sustainability are likely to be able to attract and retain the best talent from competitive talent pools. Moreover, given **Australia's economy stands to lose a staggering \$3.4 trillion by 2070 if climate change is left unchecked**, there are also potential business benefits to future revenue, costs and risk reduction.



Organisations who actively pursue sustainability are likely to be able to attract and retain the best talent from competitive talent pools.

ABOUT US

Sapture is a specialist SAP recruitment agency. We focus purely on providing services within the SAP Ecosystem; across both permanent and contract markets; and solely on Australia and New Zealand.

At Sapture we cover the follow areas:

- Permanent recruitment consultancy
- Contract recruitment consultancy
- SAP senior appointments and executive search
- SAP advisory services

Our expertise

Our expertise between us spans over 25 years. 100% of that experience has been gained specifically within SAP.

We are able to combine that in-depth knowledge, extended networks spanning across 28 countries and a simple passion for doing a good job, to provide a unique offering.

Our service

We have a proven service methodology for both SAP professionals and Employer organisations. This is linked to our core values and our mission statement which clearly guides what we do.

Our attitude

Whether hiring or job-seeking, you can be sure that we will do our utmost to always act in your best interests and ensure that you are completely satisfied with our service.

- We start by **listening**
- To gain **understanding**
- Then apply **flexibility**
- Working with **commitment, persistence & dedication**
- To ensure **delivery**
- To build **long-term relationships**
- Based on **trust & loyalty**
- Always being **accountable**
- And **never stop learning**



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