

Stellar Recruitment

2011 Salary Guide

Resources & Infrastructure Specialists

June, 2011

Synopsis

Stellar Recruitment's 2011 Salary Guide aims to inform our clients and candidates of the employment market within the resources and infrastructure industries. Stellar specialises within these markets and this guide has been developed from our exposure to information gained through our dealings with candidates and clients during the 2010-2011 financial year.

Methodology

The predictions below and salary data has been compiled by our Division Managers and Senior Consultants from data collected since 1st July, 2010.

The salary ranges in this guide relate to taxable income, which typically includes base and superannuation. These ranges are provided in the '000s except for where an hourly rate is expressed. These do not reflect any additional benefit packages, share options, bonuses or any other arrangement between the employer and employee. Those roles that are not applicable are shown as N/A and those where Stellar have not had enough placement activity to comment are filled in grey.

Please note that these figures are a guide only and in some circumstances much higher figures may be offered to a candidate where their specific experience is highly sought after. There will always be exceptions to this guide where companies will find their ideal candidate who stands out from the rest both technically and culturally. To secure these 'top' candidates, it is important to offer flexibility depending on that employee's motivation, being financial, work hours / roster or base location.

Predictions

Stellar Recruitment believes that the resources and infrastructure industries will continue to experience an upward movement in salaries offered by employers. This is caused by the increasing disparity between supply and demand of candidates for current projects. This coupled with new developments and various expansion plans will inevitably lead to a tighter candidate pool and create a need to look at candidates outside of Australia as well as strategies around training amongst others.

With the resources and infrastructure industries only intensifying with numerous committed and planned developments and expansions, the candidate pool will again become increasingly short in supply. Significant new developments that are underway include the Gladstone LNG Projects, Gorgon in Western Australia, various mining projects in the Pilbara, in Queensland's Bowen and Galilee Basin's and at Olympic Dam just to name a few. As a result of the comments listed above companies within these industries will continue to compete for talent with similar skill sets and struggle with retention in a market that offers increasing job opportunity.

Positions most in demand

Employers in the Australian resources and infrastructure industries are experiencing an ever increasing demand for people. Companies have to create more innovative attraction and retention strategies as the demand for skilled candidates further exceeds the supply of candidates.

There are many people wanting to secure a career within these industries, however the most difficult positions to fill are those that require experienced candidates. Experienced candidates are required across all levels from Dump Truck Operators to Senior Management.

The areas that have the most notable shortages are across the following job categories:

- Mining Engineering
- Petroleum Engineering
- Civil Engineering
- Mechanical Engineering
- Electrical Engineering
- Geology
- Trades- electrical and mechanical

Best approach to avoid employee turnover

Pay above market rates for:

- Key employees in management and supervisory positions
 - Reputable managers are likely to attract strong candidates in lower level positions
 - People with proven background and those with highly regarded credentials are likely to set up the project/ team right from the start – create a positive culture and drive performance. Therefore reducing staff turnover.
- Unattractive/ remote locations or living conditions.
- People with unique / critical skill sets.

Creative Remuneration Packages:

- Those companies that are willing to pay at the top end of the market (with creative remuneration packages) will continue to attract and retain the best available staff. Please see “Remuneration Packages” below for more detail.

Training:

- Offer clear career progression plans for existing staff.
- Training and development strategies to allow transfer of skills or professional development.

Attracting and hiring overseas skilled employees by:

- Employer sponsored visa programs.
- Attractive international relocation packages.
- Support not only for the employee but the spouse and dependants.

An employer should consider logistical timeframes for visa processing when resource planning

Remuneration Packages

An employer can attract skilled candidates and retain staff by creating attractive remuneration packages.

Below are some examples:

Vehicle:

- The typical vehicle allowance ranges from \$12,000 up to \$27,000 (\$27,000 being for executive level positions)
- Vehicles are usually provided for technical roles, superintendent and above levels
- For the above levels that vehicles are not provided in the salary package or given an allowance for, another option is door-to-door hires with cover for taxi/ car rental

Accommodation:

- Typical accommodation provided is camp style accommodation, housing or housing allowances. Housing is generally only supplied for technical, supervisory and management level positions.
- Providing modern camp accommodation with a range of facilities is highly regarded by employees and this may also aid attraction and retention.

Site allowance:

- Typical site allowance depends on the remoteness of the site. It can range from 15-50% over and above the base salary.
- The amount of a site allowance depends on many factors; the remoteness of the site, availability and type of accommodation and the level of the position.

Roster flexibility – offer employees the flexibility of roster variance:

- On the Australian East coast the most common FIFO/ DIDO roster is 10:4, however the most sort after is 7:7 or 8:6. There have also been projects adopt a 6/4 rotation.

- In Western Australia the more traditional rosters for infrastructure 3:1 and mining is 8:6 or 9:5. However there has been a recent shift towards 16:5 or 15:6 for infrastructure projects and in 4:3, 12:9 and 2:1 weeks rosters for mining projects.
- The variation in Roster will of course ultimately depend on the goals of the project, the calibre of candidates the role is attracting, and the end company and also keep in mind that that rosters do not alter salaries do not alter dependant on the length of the roster.

Flight/ travel time:

- Employers that include flight/ travel time as part of the employees work time is treated in high regard. Careful consideration needs to be placed on point of hire and fatigue.

Share Options:

- Share options are highly attractive to potential employees. Companies usually offer these to senior management however for the larger companies share options can be an option for a larger number of staff. Share option packages vary, but as a general guide, 10% to 25% of base salary is common

Bonuses:

- Project completion bonuses are becoming increasingly more common within the infrastructure industry and mining industry in particular coupled with exploration programs.
- Bonus levels can be a fixed amount or a percentage of base salary. Percentages tend to range from 5-60% depending on the company and level of position.

All of the above types of benefits form an important aspect of the remuneration package in order to ensure an employer attracts and retains the best of the available candidate pool. Additionally employers should keep in mind that those that are restricted by offering innovative remuneration packages should be conscious of this when considering base salary.

Government Initiatives

The Federal and State Governments recognise that the skill shortage is a major dilemma in planning for the number of new projects. Both levels of government have prioritised the resources and infrastructure industries as major Australian industry sectors that are currently witnessing a major skills shortage. Each government body has relevant departments who deliver programs and funding that aim to directly combat the skills shortage. All levels of government realize that without a skilled and qualified workforce for critical industries, the economy will ultimately experience an adverse reaction.

Australian Federal Government

The Federal Government focuses their funding on current, emerging and future workforce skills needs as well as workforce development needs. Federal departments that play a pivotal role in combating the country's skills shortage are the Department of Education, Employment and Workplace Relations, as well as the Department of Immigration.

Department of Education, Employment and Workplace Relations

This department is the main vehicle that investigates employment activity, emerging skills needs and ultimately delivers programs to help shield Australian industries from this. Through the skills shortage identification initiative, the department was appointed administrator for the Productivity Places Program, Skills Australia initiative and the Critical Skills Investment Fund.

The Productivity Places (PP) Program is specifically aimed at providing funding for existing employees and job seekers in formal training toward certificates. The program is a partnership that is delivered by the Federal and all State governments.

The PP program was welcomed by all Australian industries. Even though the scheme has a deadline of June 2012 the majority of its funds have already been allocated.

More information on this fund can be found at www.deewr.gov.au/skills/productivityplaces

The Critical Skills Investment Fund is a \$200million Australian Government initiative designed to up-skill existing workers and to train job seekers who plan to work in critical industry sectors. This fund was recently launched on Tuesday, 15th March 2011. It targets the resources, construction, renewable energy and infrastructure sectors. Employers that participate receive direct funding for the training in the aim to up-skill employees and candidates. This funding will be on a sliding scale that depends on the size of the organisation applying. For example, the Government will fund 50 per cent of the cost of training for large organisations (with a workforce of 200 or more), and up to 90 per cent of the cost of training for small businesses (with a workforce less than 100).

More information on this fund can be found at: www.deewr.gov.au/criticalskillsinvestmentfund

Department of Immigration

The Department of Immigration is the gatekeeper for all migrants entering the country on both a temporary and permanent basis. The federal government recognises the need to use skilled migrants and employer sponsored visas as part of the collective solution to tackle the skill shortage.

More information on immigration can be found at www.immi.gov.au

State and Territory Governments

Each State and Territory Government not only partner with the Federal Government but also endorse their own programs. Queensland is one state that is proactive in its efforts to lessen the effects of the skill shortage.

The Queensland Government's main department that investigates and advises on this growing dilemma is the Department of Education, Employment and Workplace Relations. Amongst its ammunition is the Productivity Places Program, and the Resources Industry Training Fund.

These schemes are delivered in partnership between the Federal Government, Queensland Government and industry centres such as Mining Industry Skills Centre and Energy Skills Queensland. Both the MI Skills Centre and Energy Skills Queensland help administer government financial programs such as the Productivity Places Program (both Federal and State funded), Critical Skills Investment Fund (Federal funded) and the Resources Industry Training Fund (State funded) on behalf of the government.

In Western Australia, the Department of Training and Workforce Development, as well as Training WA aid the state's businesses in gaining access to the Productivity Places Program and provide a guide for training options within the State.

For more information on the Mining Industry Skills Centre visit: www.miskillscentre.com.au

For more information on the Energy Skills Queensland visit: www.energyskillsqld.com.au

For more information on the Department of Training and Workforce Development visit: www.dtwd.wa.gov.au

For more information on Training WA visit: www.trainingwa.wa.gov.au

Quotes from Industry Professionals

HR Manager, Large Mining House

"There are lots of new jobs coming up and retention is now more important than ever. We are going back to a position where some skilled workers are writing their own cheques!"

We need to start looking at smarter ways of retaining staff – lifestyle and rosters and career issues are more and more important. People are looking at the breadth of experience they can get, their promotion prospects, the training and career growth. All this plus the organisational culture you create will be critical factors in retaining staff."

Change and Integration Manager, Top Tier Mining and Infrastructure Contractor

"From where the market is at currently it's likely to turn in the next 6-12 months towards substantial growth. There will then be additional challenge in talent acquisition and retention that will test practitioners in our industry."

We'll need an increase in out of the norm, creative ways of retaining staff and additional creativity in attraction."

Human Capital Business Partner, International Engineering Consultancy

"What we're finding is the market is fickle at the moment. The Oil and Gas and Marine industry is tight and we need to focus on recruiting from overseas as recruiting from competitors is a zero sum game."

The mechanical and electrical skill sets are particularly difficult to get whereas general civil seems to be ok for the moment."

Senior HR Professional in the Global Oil and Gas industry for over 15 years

"I'd say the Oil and Gas industry will be very fast paced and in many areas cut throat in acquiring new and existing skills to the business. The market will move rapidly because the highly skilled Oil and Gas professionals can dictate what they receive in their employment contracts."

Benefits and allowances as well as culture will be the key factors for retaining staff as competition continues to grow. Don't forget, people spend a huge majority of their lives working and if the culture of their workplace gives them positive energy and enjoyment then they will continue to work and will stay in their employment."

Across the technical, blue collar and support staff, culture is becoming more important – this includes less bureaucracy, less politics and better tools to do your job from the management level down."

Human Resources Manager, Leading Australian Engineering and Infrastructure Contractor

"Remuneration is competitive in this industry and it is no longer the key difference for candidates. It's more around the organisational based aspects – L&D, career opportunity and rostering – the softer suite of employment offering we can provide."

There are still gaps in commercial skill sets and in the technical aspects of engineering in the EPCM environment."

On the blue collar side in the Central, Bowen and Surat Basins there will be a significant difficulty to supply in competition with the Oil and Gas sector."

Section One – Mining Operations

Coal Mining Operations – Queensland

	Open Cut			Underground		
	Client	Contractor	Consultancy	Client	Contractor	Consultancy
General Manager (site- client, corp- Contractor)	300-380			300-380		
Project Manager / Mine Manager	220-280	220-300		240-320	220-320	
Technical Services Manager	220-230	190-220		220-240		
Technical Services Superintendent	175-180	175-195		185-195		
Senior Mining Engineer (5yrs +)	150-180	150-180	140-170	150-190	150-190	
Mining Engineer (3-5 yrs)	130-150	130-150	120-160	145-170	145-160	145-160
Senior Mine Geologist	150-170	150-170	140-170	160-180		
Mine Geologist	120-150	120-140		140-160		
Senior Geotechnical Engineer	150-175			160-180		
Geotechnical Engineer	130-150			140-160		
Exploration Manager	200-250					
Senior Exploration Geologist	130-165	130-165				
Exploration Geologist	100 - 130	100-130	100-130			
Registered Mine Surveyor	145-165	140-160	\$60-\$70 / hr	160-185		\$80-\$110 / hr
Senior Mine Surveyor (5yrs +)	130-155	140-160	\$55-\$85 / hr	150-170		\$55-\$90 / hr
Mine Surveyor (3-5 yrs)	115-130	115-130	\$45-\$55 / hr	140-150		\$50-\$60 / hr
HSET Manager	185-220	180-200		190-230		
HSET Superintendent	175-185	150-185		175-185		
Senior HSET Advisor	133-155	120-150	100-150	120-150	120-160	120-150
HSET Advisor	90-120	100-120	70-120	100-120	100-120	80-120
Environmental Manager	170 -200	170-200	160-190	170 -200	170-200	160-190
Environmental Advisor	110 - 130	110 - 130	90 - 120	110 - 130	110 - 130	90 - 120
Production Superintendent	180-200	185-225				
Production Supervisor	155-195	155-180				
Open Cut Examiner	160-280	160-280		190-230	190-230	
CHPP Manager	180-220					\$120-180 / hr
CHPP Superintendent	160-190					
Reliabilities Engineer	130-140	130-140				
Mechanical Engineer	130-140	130-140		130-140		
Electrical Engineer	130-140	130-140		130-140		
Senior Process Engineer	140-160					
Process Engineer	120-140					
Maintenance Superintendent	200 – 230	195 – 220		195 – 220	195 – 220	
Maintenance Supervisor	150– 175	140-180		150 – 175	150-180	
Maintenance Planner	140 – 165	145 – 160		135 – 160	135 – 160	

Note 1: Remuneration indicated in the above table is for taxable income, which typically includes base, and superannuation or alternatively at an hourly rate

Note 2: Above salaries vary due to project natures, values, and associated accountability

Coal Mining Operations – Queensland continued.

Comments from Industry Division Manager:

The coal industry is on the cusp of another boom, driven by strong demand for coal by Asian countries. To meet the current and future predicted demand for coal, there will be a significant increase in coal production out of Queensland through optimisation of existing operations, brownfield expansions and development of new projects and associated infrastructure. There are several major developments and significant expansions within Queensland's Bowen, Galilee and Surat Basins further to growth activity in the Gunnedah and Southern Basin (NSW). Thousands of jobs will be created over the next few years to meet project demands, adding even more pressure to the already tight labour market.

Current skills shortages in mining operations are felt within engineering and geological disciplines as well as underground statutory roles including Deputies and Ventilation Officers. It is important to note that many of the new developments in Queensland will be underground mines, differing from the dominance of open cut operations currently seen in Queensland. Companies need to think strategically and differently to attract, retain and develop staff, particularly within underground coal.

The candidate shortage is forcing companies to look beyond their backyard to resource their current and future projects. The start of 2011 saw a trend back towards 457 visa sponsorship with US, Canadian, South America, UK and South African candidates being preferred followed by professionals out of Indonesia, PNG and India. The roles currently being offered on a 457 visa sponsorship are predominantly within engineering and geoscience disciplines. We foresee the number of 457 visa sponsorships increasing significantly within already mentioned disciplines as well as surveying and operational management.

The above table indicates current market rates of pay (base and superannuation). It is important to note that salary packages have been fairly stagnant over the last few years we are now starting to see an upward movement in market rates across some disciplines (engineering, surveying and geosciences) and we expect 2012 to mark a significant jump in market salary rates across all disciplines as a method of attracting and retaining staff in a tight labour market.

There is a perception in the market that mining contractors do not offer as competitive package when compared to mining houses, whilst the components of the package differ, the total value of the package is generally comparable. Both contractors and mining houses offer base, superannuation and a site/project allowance being 10-25% of base salary. The items where employers may differ on are:

Vehicles:

- Contractors will typically include a vehicle, which employers value from \$17,000 to \$22,000. Employers are often flexible on item by allowing employees to increase their cash component by forfeiting the company vehicle.

Housing:

- The mining houses generally accommodate their employees in the nearest mining town in fully or partially subsidised housing.
- Contractors and consultant usually provide camp style accommodation.

Bonuses:

- Bonuses for clients, contractors and consultancies usually lie between 10% to 15% based on individual and company performance. Management / Executive level roles attract higher bonuses.

It is also worthwhile to note that generally speaking statutory roles within an underground coal environment can attract up to \$20,000 more than their equivalent role in open cut.

Additionally it is important to note that sometime salary ranges fall short of the above ranges. For example major mining houses have typically offered Senior Resource Geologists based in Brisbane a base of \$130,000. This figure is well below candidate expectations of a minimum of \$140,000 (ideally \$150,000) base. Additionally, Geotechnical Engineer's can also attract around \$150,000 base for a site based role. This therefore makes it difficult to attract employees to Brisbane on a lower base. This usually occurs when Mining houses review salaries and surmise that the industry is currently paying certain positions too much and then in turn leads them to re-adjusting salary amounts.

Tahlia Murdock,
Division Manager - Coal Operations, Queensland

Coal Mining Operations – New South Wales

	Open Cut			Underground		
	Client	Contractor	Consultancy	Client	Contractor	Consultancy
General Manager	290 - 350			290-350		
Project Manager (Ops Mgmt) / Mine Manager		220-300				
Technical Services Manager	200-230	190-220		210-240	N/A	
Technical Services Superintendent	175-180	175-195		185-195		
Senior Mining Engineer (5yrs +)	150-170	140-160	140-170			
Mining Engineer (3-5 yrs)	120-140	110-140	120-160	145-160	145-160	145-160
Senior Mine Geologist	150-170	150-170	140-170	160-180		
Mine Geologist	120-140	120-140		140-160		
Senior Geotechnical Engineer	150-175	N/A		160-180		
Geotechnical Engineer	130-150			140-160		
Registered Mine Surveyor	140-160	120-160	\$60-\$70 / hr	160-185	N/A	\$80-\$110 / hr
Senior Mine Surveyor (5yrs +)	125-145	130-155	\$55-\$80 / hr	150-165	N/A	\$55-\$80 / hr
Mine Surveyor (3-5 yrs)	115-130	115-130	\$45-\$55 / hr	140-150	N/A	\$50-\$60
HSET Manager	185-220	180-200		190-230	N/A	
HSET Superintendent	175-185	150-185		175-185	N/A	
Senior HSET Advisor	133-155	120-150	100-150	120-150	120-160	120-150
HSET Advisor	90-120	100-120	70-120	100-120	100-120	80-120
Environmental Manager	170 -200	170-200	160-190	170 -200	170-200	160-190
Environmental Advisor	110 - 130	110 - 130	90 - 120	110 - 130	110 - 130	90 - 120
Production Superintendent	180-200	185-225	N/A	N/A	N/A	N/A
Production Supervisor	155-195	155-180	N/A	N/A	N/A	N/A
Undermanager	180-200	180-200	N/A	180-220	180-220	
Deputy	160-180	160-180	N/A	170-200	170-200	
CHPP Manager	180-220					
CHPP Superintendent	160-190					
Reliabilities Engineer	110-125	115-130	N/A			N/A
Mechanical Engineer	110-125	115-130	N/A	130-140		N/A
Electrical Engineer	110-125	115-130	N/A	130-140		N/A
Senior Process Engineer	140-160					
Process Engineer	120-140					
Maintenance Superintendent	180 - 210	180 - 210		190 - 215	180 - 200	
Maintenance Supervisor	150 – 175	140 - 170		150 – 175	150-180	
Maintenance Planner	110 - 140	110 - 140		120 - 160	130 - 145	

Note 1: Remuneration indicated in the above table is for taxable income, which typically includes base, and superannuation or alternatively at an hourly rate

Note 2: Above salaries vary due to project natures, values, and associated accountabilities

Comments from Industry Division Manager:

We find that there are only very slight differences of base and superannuation packages between Queensland and New South Wales. The major difference is that most packages in NSW do not include a house or housing allowance.

Tahlia Murdock,
Division Manager - Coal Operation, Queensland

Metaliferous Operations – Queensland

	Open Cut			Underground		
	Client	Contractor	Consultancy	Client	Contractor	Consultancy
General Manager	300-360	300+	280+	300-360	N/A	N/A
Project Manager	220-330	220-330	N/A	220-330	220-330	N/A
Technical Services Manager	170-220	170-210	N/A	170-220	170-210	N/A
Senior Mining Engineer (5yrs +)	160-200	160-180	160-180	160-200	160-180	160-180
Mining Engineer (3-5 yrs)	140-180	140-160	140-160	140-180	140-160	140-160
Chief Geologist	180 - 220	N/A	160-200	180-220	N/A	160-200
Senior Mine Geologist	160-180	N/A	150-180	160-180	N/A	N/A
Mine Geologist	120-150	N/A	110-150	120-150	N/A	110-150
Exploration Manager	180-220	N/A	N/A	180-220	N/A	N/A
Senior Exploration Geologist	140-190	N/A	N/A	N/A	N/A	N/A
Exploration Geologist	120-150	N/A	N/A	N/A	N/A	N/A
Senior Geotechnical Engineer	150-190	N/A	140-180	150-190	N/A	140-180
Geotechnical Engineer	130-170	N/A	N/A	130-170	N/A	N/A
Senior Mine Surveyor (5yrs +)	135-155	135-155	135-155	135-155	135-155	135-155
Mine Surveyor (3-5 yrs)	120-135	120-135	120-135	120-135	120-135	120-135
Safety Manager	170-180	170-180	170-180	170-180	170-180	170-180
Safety Superintendent	150-180	150-180	150-180	150-180	150-180	150-180
Safety Advisor	100-120	100-120	100-120	100-120	100-120	100-120
Senior Safety Advisor	120-140	120-140	120-140	120-140	120-140	120-140
Environmental Manager	180-220	170-200	N/A	180-220	170-200	N/A
Environmental Advisor	120-150			120-150		
Reliabilities Engineer	110-130	110-130	N/A			N/A
Mechanical Engineer	110-130	110-130	N/A	120-140		N/A
Electrical Engineer	110-130	110-130	N/A	120-140		N/A
Production Superintendent	180-200	180-200	180-200	180-200	180-200	180-200
Production Supervisor	155-180	155-180	155-180	155-180	155-180	155-180
Metallurgy Manager	180-240	N/A	N/A	N/A	N/A	N/A
Metallurgist	125-150	125-150	125-150	125-150	125-150	125-150
Maintenance Superintendent	195 – 220	195 – 220	195 – 220	195 – 220	195 – 220	195 – 220
Maintenance Supervisor	150 – 175	150 – 175	150 – 175	150 – 175	150 – 175	150 – 175
Maintenance Planner	135 – 155	135 – 155	135 – 155	135 – 155	135 – 155	135 – 155

Note 1: Remuneration indicated in the above table is for taxable income, which typically includes base, and superannuation

Note 2: Above salaries vary due to project natures, values, and associated accountabilities

Metaliferous Operations – Queensland continued.

Comments from Industry Specialist:

Over the next 1-2 years we foresee salaries of technical services roles increasing by 10%-15% due the lack of technical staff in the market and new operations within Australia and overseas. This sector is also promoting a very attractive 8:6 FIFO roster to draw skilled and experienced candidates.

Within the Queensland/NSW metaliferous market, the total package on offer is quite comparable between mining contractors and mining houses with both allowing for base, superannuation and a site/project allowance being 10-20% of base salary. Items where employers may differ on are:

Housing:

- For residential projects mining houses will generally accommodate their employees in the nearest mining town at no or little cost to the employee. An example is housing supplied for the employee and their family at \$150 per week total cost for housing including amenities, which is also salary sacrificed.

Bonuses:

- Bonuses for clients, contractors and consultancies usually lie between 10 to 15% to attract and retain those hard-to-fill positions and will often give management roles even higher bonuses. Also for management positions some clients are offering a sign on bonus at final stages of offer to the candidate if they have reached the highest base salary allowed by the company. This is a one off payment once the person starts with the company and does not affect their performance/company bonuses.

It is also worthwhile to note that generally speaking statutory roles within an underground metaliferous environment can attract up to \$20,000 more.

Another increasing trend is that over the last 6-12 months companies involved in the industry have started to look outside of the Australian market for candidates. This is due to the lack of suitable candidates in Australia, which we predict will continue in the foreseeable future.

**Tim Senior,
Senior Consultant – Metaliferous**

Mining Operations – Western Australia

	Open Cut			Underground		
	Client	Contractor	Consultancy	Client	Contractor	Consultancy
General Manager	280-320	300-320		280-320	300-320	
Project Manager	250-300	250-300		250-300	250-300	
Technical Services Manager	180 - 200	N/A	180 - 200	180 - 200		180-200
Technical Services Superintendent	150 - 180	N/A		150 -180		
Senior Mining Engineer (5yrs +)	140 -170	140 - 170	120 - 150	140 -170	140 - 170	120 - 150
Mining Engineer (3-5 yrs)	120 - 140	120 - 140	100 - 120	120 - 140	120 - 140	100 - 120
Chief Geologist	180-200	N/A	N/A	180-200	N/A	N/A
Senior Mine Geologist	140-180	N/A	N/A	140-180	N/A	N/A
Mine Geologist	120-140	N/A	N/A	120-140	N/A	N/A
Exploration Manager	180-200	N/A	N/A	180-200	N/A	N/A
Senior Exploration Geologist	140-180	N/A	N/A	140-180	N/A	N/A
Exploration Geologist	110-130	N/A	N/A	110-130	N/A	N/A
Senior Geotechnical Engineer	130-160	N/A	N/A	130-160	N/A	N/A
Geotechnical Engineer	120-150	N/A	N/A	120-150	N/A	N/A
Senior Mine Surveyor (5yrs +)	130-150	130 - 150		140-160	140 - 160	
Mine Surveyor (3-5 yrs)	110-130	110-130		110-130	110-130	
Safety Advisor	100-140	100-140		100-140	100-140	
Senior Safety Advisor	120-140	120-140		120-140	120-140	
Environmental Manager	160-180					
Environmental Advisor	80-120					
Production Superintendent	140 - 180	140 - 180		140 - 180	140 - 180	
Production Supervisor	120 - 150	120 - 150		120 - 150	120 - 150	
Metallurgy Manager	180-200	N/A	N/A	N/A	N/A	N/A
Metallurgist	110-130	N/A	N/A	N/A	N/A	N/A
Reliability Engineer	140-160	140-160	N/A	140-170	140-170	N/A
Mechanical Engineer	140-160	140-160	N/A	140-170	140-170	N/A
Electrical Engineer	140-160	140-160	N/A	140-170	140-170	N/A
Maintenance Superintendent	140-180	150-180		150-180	150-180	
Maintenance Supervisor	130-150	130-170		130-150	130-150	
Maintenance Planner	120-150	120-160		110-140	110-140	
Quarry Manager	180-240	180 -240		N/A	N/A	

Note 1: Remuneration indicated in the above table is for taxable income, which typically includes base, and superannuation

Note 2: Above salaries vary due to project natures, values, and associated accountabilities

Comments from the Industry Specialist:

In Western Australia the majority of operating mines follow an 8:6 or 9:5 days FIFO/DIDO roster. These are the most popular rosters that candidates look for. There are a small number of mines operating on rosters outside of this such as 4:3 days, 12:9 days or 2:1 weeks. Salaries do not depend on the length of the roster. For owner operator mines, or mining houses, rosters are generally pretty set. Mining contractors can have more flexibility to their rosters but again, generally sites have a set roster that they request contractors work to.

Mining Operations – Western Australia continued.

Clients are starting to look at flying employees from the east coast; however the preference is still for candidates to be based in Perth and work from there. In terms of who is paying for the flight, that depends on the level of the role. The more senior the role the more likely it is the company will pay for flights. There are definitely employees paying for themselves to fly from the east coast to work in the WA market and in these cases candidates generally have a night overlay in Perth that they have to pay for themselves, and travel time is not included as work time – this is usually if one is working on a 8:6 FIFO roster, or a 10:4 roster. Therefore a major negative coming from east is the full day commute each way, which in some roster cases, only leaves them with 2 full days at home. Whether or not rosters will start to change to accommodate these long commutes we are yet to see.

With regards to international candidates, clients are most interested in applicants from the following countries in the following order of preference Canada, the United States, the United Kingdom, South America, PNG and Asia. Generally it is candidates with experience in that 2 – 8 years range of experience that we are having the most success placing.

Overall the types of packages on offer really depend on the company, project natures, values, and associated accountabilities, as to whether or not a car allowance, health insurance, production/performance bonus or extra super contributions are offered.

**Abbi Vermey,
Senior Consultant – Western Australia and International Mining Operations**

Comments from Industry Director:

Maintenance positions within Western Australia are on the rise with a key focus on maintenance supervisors, planners and engineers (mechanical, electrical, reliability). Shortages exist most commonly with experienced mobile plant supervisors and planners. Companies have started to focus on retention strategies and salary increases to deal with these pressures on supply and it has also sent companies looking further afield to FIFO candidates from interstate either as permanent employees or as contractors.

Rosters are becoming increasingly more important with most clients opting for the 8:6, 9:5 rotation against the traditional 2:1 with very little if any variance in salary. Other methods to attract and retain candidates include bonus structures, salary sacrificing, vehicles, more flexible rosters (2:2, 7:7) and retention incentives.

**Anthony Durack,
Director – Mining**

Mining Operations – South Australia

	Open Cut			Underground		
	Client	Contractor	Consultancy	Client	Contractor	Consultancy
General Manager	280-320	300-320		280-320	300-320	
Project Manager	250-300	250-300		250-300	250-300	
Technical Services Manager	180 - 200	N/A	180 - 200	180 - 200		180-200
Technical Services Superintendent	150 - 180	N/A		150 - 180		
Senior Mining Engineer (5yrs +)	140 -170	140 - 170	120 - 150	140 -170	140 - 170	120 - 150
Mining Engineer (3-5 yrs)	120 - 140	120 - 140	100 - 120	120 - 140	120 - 140	100 - 120
Chief Geologist	180-200	N/A	N/A	180-200	N/A	N/A
Senior Mine Geologist	140-180	N/A	N/A	140-180	N/A	N/A
Mine Geologist	120-140	N/A	N/A	120-140	N/A	N/A
Exploration Manager	180-200	N/A	N/A	180-200	N/A	N/A
Senior Exploration Geologist	140-180	N/A	N/A	140-180	N/A	N/A
Exploration Geologist	110-130	N/A	N/A	110-130	N/A	N/A
Senior Geotechnical Engineer	130-160	N/A	N/A	130-160	N/A	N/A
Geotechnical Engineer	120-150	N/A	N/A	120-150	N/A	N/A
Senior Mine Surveyor (5yrs +)	130-150	130 - 150		140-160	140 - 160	
Mine Surveyor (3-5 yrs)	110-130	110-130		110-130	110-130	
Safety Manager	180 - 220	180 - 220		180 - 220	180 - 220	
Safety Superintendent	150-180	150-180		150-180	150-180	
Senior Safety Advisor	120-140	120-140		120-140	120-140	
Safety Advisor	100-140	100-140		100-140	100-140	
Environmental Manager	160-180					
Environmental Advisor	80-120					
Production Superintendent	140 - 180	140 - 180		140 - 180	140 - 180	
Production Supervisor	120 - 150	120 - 150		120 - 150	120 - 150	
Metallurgy Manager	180-200	N/A	N/A	N/A	N/A	N/A
Metallurgist	110-130	N/A	N/A	N/A	N/A	N/A
Reliability Engineer	130-150	130-150	N/A	130-150	130-150	N/A
Mechanical Engineer	130-150	130-150	NA	130-150	130-150	N/A
Electrical Engineer	130-150	130-150	N/A	130-150	130-150	N/A
Maintenance Superintendent	140-180	140-180		150-180	150-180	
Maintenance Supervisor	130-150	130-150		130-150	130-150	
Maintenance Planner	120-150	120-150		110-140	110-140	
Quarry Manager	180-240	180 -240				

Note 1: Remuneration indicated in the above table is for taxable income, which typically includes base, and superannuation

Note 2: Above salaries vary due to project natures, values, and associated account

Comments from Industry Specialist:

Rosters in South Australia are similar to those in Western Australia with the most common rosters being 8:6 or 9:5 and the harder to fill roles tend to be on a 2:1 weeks roster.

One difference is that there are not as many vacant roles in South Australia. This is due to the fact that the industry is much smaller than WA.

Abbi Vermey,
Senior Consultant – Western Australia and International Mining Operations

Mining Operations - International Operations

	Open Cut		Underground	
	Client	Contractor	Client	Contractor
General Manager	300-350		300-350	
Project Manager	200-250	200-250	200-250	200-250
Technical Services Manager	180 – 200	N/A	180 - 200	
Technical Services Superintendent	150 – 180	N/A	150 -180	
Mining Engineer (3-5 yrs)	120 - 140	120 - 140	120 - 140	120 - 140
Senior Mining Engineer (5yrs +)	140 -170	140 - 170	140 -170	140 - 170
Chief Geologist	200-250		200-250	
Senior Mine Geologist	160-180		160-180	
Exploration Manager	180-200		180-200	
Senior Exploration Geologist	150-180		150-180	
Exploration Geologist	120-140		120-140	
Senior Geotechnical Engineer	160-180		160-180	
Geotechnical Engineer	150-170		150-170	
Senior Mine Surveyor (5yrs +)	130-150	130 - 150	140-160	140 - 160
Safety Manager	180-200	180 - 200	180-200	180 - 200
Safety Superintendent	140-160	150-180	150-180	150-180
Senior Safety Advisor	130-150			
Environmental Manager	170-190	N/A		N/A
Environmental Advisor		N/A		N/A
Production Superintendent	140 - 180	140 - 180	140 - 180	140 - 180
Production Supervisor	120 - 150	120 - 150	120 - 150	120 - 150
Metallurgy Manager	200-220	N/A		N/A
Metallurgist	130-150	N/A		N/A
Reliability Engineer	140-180	140-180	140-180	140-180
Mechanical Engineer	140-180	140-180	140-180	140-180
Electrical Engineer	140-180	140-180	140-180	140-180
Maintenance Superintendent	170-200	170-200	170-200	170-200
Maintenance Supervisor	150-200	150-200	150-200	150-200
Maintenance Planner	130-150	130-150	130-150	130-150

Note 1: Remuneration indicated in the above table is for taxable income, which typically includes base, and superannuation

Note 2: Above salaries vary due to project natures, values, and associated accountabilities

Comments from Industry Specialist:

Remuneration values given on the above table are AUD net income. In most cases, the employer will pay the in country taxes and if the employee prefers to reside in Australia on a FIFO basis, the employee themselves will be responsible for taxes that are payable in Australia.

Australian tax laws have affected salaries for international expat positions. Some companies are paying higher salaries to compensate this; however some encourage living in country residential to avoid new tax laws.

It is also worthwhile to note that Australians are the most expensive expats in the world and some companies feel that they are close to pricing themselves out of the market.

Abbi Vermey,
Senior Consultant – Western Australia and International Mining Operations

Section Two – Trades and Operators

Queensland – Trades and Operators

	Open Cut			Underground		
	Client	Contractor	OEM	Client	Contractor	OEM
Heavy Duty Diesel Fitter	120 – 130	110 -130	120 – 140			
Mechanical Fitter	110 – 120	110 – 120	NA	120-130	120-130	120-130
Auto Electrician	120 – 130	110 – 130	120 – 130	110- 125	110 –125	110 – 125
HV Electrician	125 – 130	125 – 130	125 – 130	120-140	120-140	120-140
Underground Fitter	N/A	N/A	N/A	110 -125	110 -125	110 – 125
Underground Electrician	N/A	N/A	N/A	120-140	120 –140	120 – 140
Fixed Plant Electrician	120	120	N/A	120-140	120-140	
E & I Technician	125	125	N/A	120-140	120-140	
Boiler Maker Welder	110 – 120	110 -120		110-120	110-120	
Product Support Advisor	NA	NA	120 – 130	N/A	N/A	110-120
Technical Trainer	120- 130	130- 140	120- 130			110-120
Equipment Operator	115 – 140	105 – 116	N/A			

Note 1: Remuneration indicated in the above table is for taxable income, which typically includes base, and superannuation

Note 2: Above salaries vary due to project natures, values, and associated accountabilities

Comments from Industry Specialist:

Queensland's coal mining industry is going from strength to strength with numerous new mines due to start producing coal in 2014 and current mines expanding the industry will face big challenges in securing experienced trades and operator personnel. Due to the large demand for these skilled workers the industry is already noticing salaries and hourly rates being paid increasing to attract and retain the right people. The most popular roster in Queensland's Bowen Basin is the 7:7, which enables candidates to live anywhere in Queensland due to the length of rostered days off. The next most popular roster would be the 5:4, 4:5 otherwise known as the lifestyle roster which enables workers will get 2 weekends off per month which is very popular with families. Fly in fly out (FIFO) is still very popular with workers, the shortest being 7:7 (Coal) and the longest 2:1 (Hardrock) this enables workers to live in Brisbane, Townsville or Cairns and take advantage of the company chartered aircraft. Some companies provide vehicles to their employees usually OEM's or labour hire maintenance companies and are required to complete field service work across the Bowen Basin on various mine sites. As for mine site accommodation employees are all offered camp accommodation which is usually situated close to the mine and some clients provide coaches to and from Mackay and Rockhampton to enable their employees get to the mine site/camp.

Mark Powell,
Division Manager – Trades and Operators

Trades and Operators – Western Australia

	Open Cut			Underground		
	Client	Contractor	OEM	Client	Contractor	OEM
Heavy Duty Diesel Fitter	130-150	120-150	120-150	110-130	110-130	110-130
Mechanical Fitter	110-130	120-130	100-110	110-130	110-120	110-130
Auto Electrician	110-150	120-160	120-160	110-130	120-140	120-140
HV Electrician	120-150	120-150	120-150	110-130	110-130	110-130
Underground Fitter	N/A	N/A	N/A	110-150	110-150	110-150
Underground Electrician	N/A	N/A	N/A	110-150	110-150	110-150
Fixed Plant Electrician	110-150	120-150	120-150	110-130	110-130	110-130
E & I Technicians	120-150	130-170	120-170	110-130	110-130	110-130
Boiler Maker Welders	120-150	120-150	120-150	110-130	110-130	110-130
Product Support Advisor	110 -130	100-130	100-130	120-130	120-130	120-130
Technical Trainer	130-150	130-150	130-150	130-150	130-150	130-150
Equipment Operator	90-130	90-130	90-130	90-130	90-130	90-130

Note 1: Remuneration indicated in the above table is for taxable income, which typically includes base, and superannuation or rate alternatively at an hourly

Note 2: Above salaries vary due to project natures, values, and associated accountabilities

Comments from Industry Director:

There has been a sharp spike in hourly wages in Western Australia over the last 6 months which has been a factor of the ever decreasing number of experienced and qualified trade's people available in the market. Due to this tightening in the market we have seen, in particular heavy mobile plant trades, an increase of 15-20% in hourly wages sometimes higher. Clients have also started to more actively pursue candidates from interstate and review options to recruit bulk numbers from international candidate pools. We are also seeing more of a reliance on contract/ labour hire employment to deal with the growing salary demands and fluctuations in operational requirements. In addition, we are seeing an increase in requirements for fixed plant trades including electricians and mechanical fitters which is in response to new projects starting and existing projects expanding production.

With regards to labour hire of operators we have also seen a similar, albeit slightly lower, increase in wages. Due to the growth in projects around the state we have seen the number of operator roles increase dramatically in the last 6 months. There also seems to be an upward trend in movement with candidates seeking out higher paying positions and different roster structures. We expect this area of the market to continue to tighten putting pressure on operations to achieve the desired manning levels to deal with increases in production. One key area will be experienced excavator and shovel operators; which will become increasingly more competitive as projects expand.

**Anthony Durack,
Director – Mining**

Section Two – Oil and Gas Operations

Oil and Gas Operations - Queensland

	Operator	Contractor	Consultancy
Project Manager	150-180	140-200	150-210
Project Controls Manager	180-240	180-240	180-240
Project Services Manager	200-260	200-260	200-260
Senior Pipeline Engineer (8yrs +)	150-210	150-200	150-200
Pipeline Engineer (3-5 yrs)	90 - 110	80 - 110	80 – 100
Petroleum/ Reservoir Engineering Manager	220-300	220-300	220-300
Senior Petroleum Engineer (5yrs +)	150-200	150-200	150-240
Petroleum Engineer	120-170	135-175	135-175
Senior Reservoir Engineer	150-240	150-240	150-240
Reservoir Engineer	120-160	120-160	120-160
Drilling/ Completions Manager	180-240	180-260	180-260
Senior Drilling/ Completions Engineer	140-200	140-200	140-200
Drilling/ Completions Engineer	115-165	115-165	115-165
Cost Manager	180-220	180-220	180-220
Senior Cost Engineer	140-180	140-180	140-180
Cost Engineer	110-140	110-140	110-140
Contracts Manager	180-220	180-220	180-220
Lead Contracts Engineer	120-160	120-160	120-160
Contract Engineer	90-130	90-130	90-130
Planning Engineer	170-190	175-195	175-195
Planning Manager	190-240	190-240	190-240
Senior Planner	140-180	140-180	140-180
Planner	110-140	110-140	110-140
Senior Mechanical Engineer (8yrs +)	150-210	150-200	150-200
Mechanical Engineer (3-5 yrs)	90-110	80-110	80-110
Senior Electrical Engineer (8yrs +)	150-210	150-200	150-200
Electrical Engineer (3-5 yrs)	90-110	80-110	80-110
Senior Structural Engineer (8yrs +)	150-210	150-200	150-200
Structural Engineer (3-5 yrs)	90-110	80-110	80-110
Geology Manager	180-280	180-280	180-280
Senior Geologist	145-190	145-190	145-190
Geologist	110-155	110-155	110-155
Geophysicist	100-140	100-140	100-140
Petrophysicist	100-140	100-140	100-140
QA/ QC Manager	160-200	160-200	160-200
QA/ QC Coordinator	135-160	135-160	135-160
QA/ QC Advisor	105-145	105-145	105-145
Estimating Manager	180-220	180-220	180-220
Senior Estimator	140-180	140-180	140-180
Estimator	120-150	120-150	120-150

Oil and Gas Operations – Queensland continued.

	Operator	Contractor	Consultancy
Document and Data Control Manager	120-150	120-150	120-150
Lead Document Controller	100-130	100-130	100-130
Document Controller	60-90	60-90	60-90
Safety Manager	150-170	150-180	170-180
Safety Superintendent	150-180	150-180	150-180
Senior Safety Advisor	130-160	140-160	140-160
Safety Advisor	105-130	105-140	105-140
Environment Manager	155-220	155-220	155-220
Environment Coordinator	120-160	120-160	120-160
Environment Advisor	105-145	105-145	105-145
Production Superintendent	130-170	180-200	180-200
Production Supervisor	155-180	155-180	155-180
Maintenance Superintendent	195 – 220	195 – 220	195 – 220
Maintenance Supervisor	160-200	150 – 175	150 – 175
Maintenance Planner	135 – 155	135 – 155	135 – 155

Note 1: Remuneration indicated in the above table is for taxable income, which typically includes base, and superannuation

Note 2: Above salaries vary due to project natures, values, and associated accountabilities

Comments from Industry Division Manager:

The increasing demand for a cleaner energy source has forced the Oil and Gas sector to identify and produce a product that meets this demand. This has subsequently enhanced the production of Liquefied Natural Gas (LNG) here in Australia and further abroad. Within Australia the Oil and Gas sector has \$100billion worth of projects confirmed with an additional \$220billion progressing through the concept phase. The two primary locations for the mega projects are located at the North West Shelf in Western Australia and Gladstone within Queensland.

The key disciplines of ongoing interest revolve around exploration/ production, subsurface engineering, project and construction management of the facilities including the LNG plants. With such a rapid increase in the demand for these technical positions, companies are now starting to look internationally for the experience and sponsor the skilled work force on a 457 visa status.

**Christian Sticklen,
Division Manager – Oil and Gas Operations**

Section Three - Infrastructure Operations

Infrastructure Operations – Queensland (Remote projects)

	SMP		Civil	
	Top Tier	Mid Tier	Top Tier	Mid Tier
Project Manager	180 - 220	160 - 200	200 - 240	180 - 220
Superintendent	160 - 210	150-190	175 - 215	150 - 190
Supervisor	110-140	100-140	110-140	100-130
Construction Manager	200 -220	170 - 200	170 - 210	150 - 190
Quality Manager	130 - 160	120 – 150	125 - 150	120 -140
Quality Engineer	90 -110	90-100	90-110	80 -100
Site Engineer	80-100	80-100	75 -100	70-90
Senior Project Engineer (7yrs+)	160-190	150-170	150-190	140-180
Project Engineer (3yrs+)	120-160	110-130	110-150	100 -140
Senior Surveyor (5yrs+)			120-140	110-140
Surveyor (3-5yrs)			80 – 120	80 - 110
Senior Planner (5-7yrs+)	135-175	130-170	130 - 170	130 - 160
Planner (3-5yrs)	100-140	95-135	95 - 135	90-130
Senior Estimator (7yrs+)	170-210	145-185	155-195	140-180
Estimator (3 -7 yrs)	120-160	110-140	110-145	100-130
Health and Safety Manager	180 - 210	170 - 200	160 -200	150 -190
Health and Safety Superintendent	160 - 180	140 -170	140 - 170	130-170
Senior Health and Safety Advisor	130 - 160	130 - 150	130 - 160	120 - 140
Health and Safety Advisor	100-130	90 -130	90 -130	90 - 125
Environment Manager	160 – 200	150 -180	150 -180	140 - 170
Environment Advisor	100 -130	90 – 120	90 – 120	80 -120

Note 1: Remuneration indicated in the above table is for taxable income, which typically includes base, and Superannuation

Note 2: Above salaries vary due to project natures, values, and associated accountabilities

Comments from Industry Division Manager:

The point of hire (for FIFO roles) has tended to be from Brisbane; however we have recently seen greater flexibility (such as NSW) in recent times due to the shortening of candidate markets. We expect this trend to become increasingly prevalent with greater flexibility given to candidates throughout NT, NSW, VIC and SA.

The Queensland sector is currently witnessing an increased willingness of staff mobility to regional areas, which gives the need for employers to 'up skill' or 'transfer' engineering skills. This trend will only continue if:

- 1) We continue to see a suppression within government infrastructure and urban development spending and;
- 2) Remuneration within regional locations remains attractive in order to overcome any personal sacrifices that may be made.

Additionally we are currently seeing an increase in candidate interest from Queenslanders, who are currently employed on FIFO arrangements to W.A. This candidate pool is attracted to the increasing opportunities to work on interesting projects on more family-friendly rosters. This pool of candidates will increase markedly if/when the gap between remuneration packages close. One of factors in these packages that is increasing for both Queensland and New South Wales Infrastructure Structural Mechanical Pipeline (SMP) projects is the site allowance, which can range from 35% - 50% of base salary for the site allowance.

Another point of difference between company offerings is the variations in reference to where employment starts i.e., some organisations arrange hire cars or taxis in order to offer a genuine 'door-to-door' scenario, whilst some expect employees to make their own way to the airport (at their own cost).

Additionally we are still seeing a slight reluctance to employ international candidates within the Civil Construction sector, although this is readily accepted as being an important component to upcoming recruitment drives. A number of clients have taken a lead on this and have undertaken a number of internal recruitment drives for multiple staffing requirements. Given the relative speed in which visas have been approved, this has proven to be very successful for them. We suggest that planning and mapping potential international talent pools should be undertaken now to ensure that these markets can be penetrated/ exploited when the opportunity arises.

Jeremy Innes,
Division Manager – Infrastructure

Infrastructure Operations – Queensland (Urban projects)

	SMP		Civil	
	Top Tier	Mid Tier	Top Tier	Mid Tier
Project Manager	180-250	180-230	190 - 250	170 – 220
Superintendent	160-190	150-190	160 – 190	140 - 170
Supervisor	115-145	120-140	115 - 140	110 - 135
Construction Manager	160-200	160-200	180 - 230	150 - 190
Quality Manager	130 - 160	120 – 150	125 - 150	120 -140
Quality Engineer	90 -110	90-100	90-110	80 -100
Site Engineer	100-120	90-100	70 -100	70 -90
Senior Project Engineer (7yrs+)	140-180	130-160	150 -180	130 -160
Project Engineer (2yrs+)	110-130	100-120	105-135	100 - 125
Senior Surveyor (5yrs+)			110 - 140	100 -130
Surveyor (3-5yrs)			80 – 110	70 -110
Senior Planner (5-7yrs+)	130-160	125-150	130 - 180	135 - 170
Planner (3-5yrs)	90-130	80 -120	100 - 130	90-120
Senior Estimator (7yrs+)	160-195	130-170	150-190	140-180
Estimator (3 -7 yrs)	120-150	100-130	110-140	100-130
Health and Safety Manager	160-200	150-190	160 - 200	140 - 180
Health and Safety Superintendent	130-160	130-150	140-160	130-150
Health and Safety Advisor	90-130	90-120	90 - 120	80 -110
Environment Manager	160 – 200	150 -180	150 -180	140 - 170
Environment Advisor	100 -130	90 – 120	90 – 120	80 -120

Note 1: Remuneration indicated in the above table is for taxable income, which typically includes base, and superannuation

Note 2: Above salaries vary due to project natures, values, and associated accountabilities

Comments from Industry Division Manager:

We envisage that Queensland will continue to see an increase in mobility of white collar professionals who see the remuneration benefits of undertaking work in regional areas. This is of specific interest to many who find that they are working 6 days: 1 week for less money, as opposed to enjoying 4 day weekends on a fortnightly basis.

We expect to see an increase in the use of skilled professionals from abroad who possess relevant urban infrastructure skills.

Jeremy Innes,
Division Manager – Infrastructure

Infrastructure Operations – Western Australia (Remote projects)

	SMP & EI		Civil	
	Top Tier	Mid Tier	Top Tier	Mid Tier
Project Director	300-350	280-320	300-350	280-325
Project Manager	210-250	190-230	200-250	190-240
Superintendent	190-220	180-210	190-220	180-210
Supervisor	140-150	130-140	125-150	125-150
Construction Manager	250-300	250-280	250-300	240-290
Site Engineer	80-110	75-95	80-110	80-100
Senior Project Engineer (7yrs+)	155-190	150-180	150-190	140-180
Project Engineer (2yrs+)	120-150	110-130	110-150	100-140
Quality Manager	180-200	170-190	150-180	140-170
Quality Engineer	110-130	105-125	110-140	100-130
Senior Surveyor (5yrs+)	140-150	130-140	130-150	125-145
Surveyor	110-130	100-120	110-130	100-120
Senior Planner (5-7yrs+)	170-190	160-180	170-190	165-185
Planner	150-170	140-160	150-170	145-160
Senior Estimator (7yrs+)	180-220	160-200		
Estimator	140-160	130-150		
Contracts/ Commercial Manager	200-220	180-200	160-190	140-160
Contracts Administrator	140-160	130-150	120-150	110-140
Health and Safety Manager	180-220	160-200	160-200	155-195
Health and Safety Superintendent	140-170	130-160	130-160	125-155
Health and Safety Advisor	120-140	100-120	110-130	105-125
Environmental Manager	180-200	160-180	150-180	145-175
Environmental Advisor	120-140	110-130	115-140	110-135

Note 1: Remuneration indicated in the above table is for taxable income, which typically includes base, and superannuation

Note 2: Above salaries vary due to project natures, values, and associated accountabilities

Comments from Industry Director:

Typically top tier contractors pay slightly higher base salaries in order to attract the best candidates whereas mid or lower tier groups strategically target the mid percentile candidates who will accept slightly lower packages. The site allowance is dependent on the roster length, distance from Perth, facilities including food, sports and other potential facilities. The site allowance percentage varies from around 25% for a short roster close to Perth (which may be Drive-in, Drive-out), to 35%-45% which is most common for 15:6 civil rosters, up to 45-65% on SMP projects. Also the majority of WA based companies are open to flying from any Australian major city, particularly if their skill set is in short supply.

Most engineering and senior roles onsite will have a dedicated site vehicle and those roles below this are generally able to utilise a pool vehicle. Some contractors offer annual or project completion bonuses dependant on the size of project or success within their role which can be either a percentage of salary or a fixed lump sum.

It is also worthwhile to note that due to the ever decreasing pool of Australian talent, most large construction companies are accepting international candidates with relevant experience across most disciplines. Many are undertaking international recruitment campaigns in locations such as the UK/Ireland, New Zealand, South Africa & Middle East to source candidates.

Scott Alexander,
Director – Infrastructure/ Oil and Gas

Infrastructure Operations – Western Australia (Remote projects) continued.

Comments from Industry Division Manager:

In addition to the figures above, most sites and projects outside of the metropolitan region attract a site uplift of between 25-65% (of base salary), depending on location and FIFO roster. We generally see FIFO rosters of 15:6, 16:5 and 3:1 for civil projects. Whereas SMP and E&I projects tend to work 3:1 or 4:1 rosters.

Guy Fulcher,
Division Manager - Civil and Infrastructure

Infrastructure Operations – Western Australia (Urban projects)

	SMP & EI		Civil	
	Top Tier	Mid Tier	Top Tier	Mid Tier
Project Director	240-260	200-220	260-340	240-320
Project Manager	180-200	170-180	160-200	150-180
Superintendent	180-220	140-150	190-220	180-210
Supervisor	140-150	130-140	125-150	125-150
Construction Manager	180-200	170-180	200-260	180-240
Site Engineer	80-90	90-100	70-90	65-85
Senior Project Engineer (7yrs+)	150-180	140-150	150-175	145-170
Project Engineer (2yrs+)	110-120	100-110	100-120	95-115
Quality Manager	160-180	150-160	140-170	135-165
Quality Engineer	100-120	95-115	95-125	90-120
Senior Surveyor (5yrs+)	120-130	110-120	110-130	100-125
Surveyor	80-100	70-90	80-100	75-95
Senior Planner (5-7yrs+)	160-180	150-160	145-170	140-165
Planner	130-150	110-130	125-145	115-135
Senior Estimator (7yrs+)	210-220	190-210	220-240	200-220
Estimator	140-160	130-150	145-165	135-155
Contracts/ Commercial Manager	200-220	170-190	160-180	140-170
Contracts Administrator	135-160	125-150	110-140	100-130
Health and Safety Manager	160-200	150-170	160-200	150-190
Health and Safety Superintendent	140-160	130-150	120-150	115-145
Health and Safety Advisor	110-130	100-120	100-120	95-115
Environmental Manager	160-180	150-160	140-160	135-155
Environmental Advisor	110-130	100-120	90-110	85-105

Note 1: Remuneration indicated in the above table is for taxable income, which typically includes base, and superannuation

Note 2: Above salaries vary due to project natures, values, and associated accountabilities

Comments from Industry Director:

We find that salary packages are slightly lower for metropolitan roles, which reflect the trade off between the ability to be home each night as opposed to the fly-in, fly-out lifestyle of remote area construction projects. Metro based positions do not draw the additional “site uplift” and therefore overall packages are significantly less than remote positions of the same type.

However salary packages for metro based construction professionals are also increasing as a result of the higher salaries offered for remote work. In general there are significantly less metro based industrial projects than in remote areas such as the North West. Some contractors will pay up to 10-15% site uplift if the hours are extended and there is an expectation to work on weekends.

Most contractors will offer vehicles for metro positions and will either work a 5 or 6 day week. Again some bonuses apply dependant on project and position.

Scott Alexander,
Director – Infrastructure/ Oil and Gas

Section Four – Commercial Building

Western Australia (Urban projects)

	Building	
	Top Tier	Mid Tier
Construction Manager	200-240	180-200
Commercial / Contracts Manager	200-240	180-200
Senior Estimator (7yrs+)	140-180	120-150
Estimator	80-120	65-100
Project Manager	150-180	120-160
Senior Contract Administrator (5yrs+)	140-160	100-130
Contract Administrator	80-120	65-100
Site Manager	120-150	100-140
Supervisor / Foreman	90-110	70-90
Site Engineer	90-120	60-90

Note 1: Remuneration indicated in the above table is for taxable income, which typically includes base, and superannuation

Note 2: Above salaries vary due to project natures, values, and associated accountabilities

Comments from Industry Division Manager:

There is plenty of cause for optimism in the WA building Industry when one considers the amount of investment into the state and although the industry is not experiencing significant skill shortages at the moment, it is clear from all economic forecasts that problems lie ahead.

2010 was a period of little change in salary levels, but it is predicted that they will rise again in 2011/2012, expected to reach levels as high as ever before. It is recommended not to get caught up in short term cyclical fluctuations in the current market and look at medium term positives when assessing resources and salary levels.

**Ross Donnelly,
Division Manager – Construction**

Section Six – Corporate and Commercial Operations

Corporate and Commercial Operations – Queensland

	Oil & Gas		Mining		Infrastructure	
	Top Tier	Mid Tier/ Exploration	Top Tier	Mid Tier/ Exploration	Top Tier	Mid Tier/ Exploration
Chief Financial Officer	350-800 +	250-300	230-500+	180-300	220-350	200-300
GM Commercial	250-600 +	150-220	180-275	170-280	150-250	150-200
Commercial Manager	150-275	150-200	150-200	150-200	140-200	120-160
Financial Controller	150-240	120-175	140-185	140-200	140-180	120-160
Contracts Manager	180-250	140-160	150-230	140-160	170-220	150-200
Contracts Administrator	130-150	110-130	135 – 155	100-130	110-130	100-130
Business Analyst	120-160	80-120	145-160	80-120	90-110	90-110
Management Accountant	80-120	70-100	165-180	75-100	80-110	80-110
Financial Accountant	70-100	70-95	115-130	75-95	75-110	70-100
HR Director	140-220	100-140	140-210	100-140	130-200	100-150
HR Manager	120-180	110-160	120-180	110-160	120-180	110-160
HR Advisor	70-100	*50-90	70-100	*50-90	70-100	50-90
Recruitment Manager	140-200	110-185	130-170	100- 150	120-160	110-160
Recruitment Adviser	60-85	60-80	60-80	60-80	60-75	55-75

Note 1: Remuneration indicated in the above table is for taxable income, which typically includes base, and superannuation

Note 2: Above salaries vary due to project natures, values, and associated accountabilities

Comments from Industry Specialist:

The first thing to note from this table would be the impact that the Global players within the oil and gas industry have had in raising the average salary ranges in most of the role types displayed. Historically, it has been the mining organisations which have offered the highest salaries in the corporate and commercial sector in Australia.

Interestingly, due mainly to the staff size of the organisations involved, the lower end positions – Financial Accountants, for example, with only a couple of years experience outside of University – actually have a lower salary range in the larger companies than the smaller ones. Lower end positions here have broader responsibilities and can probably be promoted quicker as a result – although their earning potential as they move into leadership roles (of comparatively smaller teams) are not likely to be as much.

Contracts roles are noticeably different in the oil and gas industry – likewise reflective of the larger budgets and influence in these organisations over Infrastructure and Mining. Infrastructure companies involved in oil and gas projects can expect to pay higher salaries than those in commercial or build Projects.

David Young,
Senior Consultant – Corporate and Commercial Operations

About Stellar Recruitment

Strong Partnerships

Stellar Recruitment was founded and is supported by a team of experienced recruitment consultants. We pride ourselves on quality, long-term relationships with industry contacts and job seekers, matching resources and infrastructure personnel with specific business needs.

We offer a level of workability and integrity second to none. When you engage in a partnership with Stellar Recruitment, you can be sure that the service, honesty, confidentiality and results will be nothing short of *Stellar*.

Outstanding Solutions

Innovation is key in the current employment market. Stellar Recruitment offers substantial industry knowledge and experience. This together with our recruitment nous enables us to be continually devising fresh approaches to recruitment on your behalf, whilst also producing results from tried and true methods.

Our intent is to enhance careers and make a visible difference to our clients' projects. We are committed to finding the solution that will make you stand out from the rest.

Client Services

Stellar Recruitment provides specialised recruitment services in the resources and infrastructure industries within Australia and internationally. Our management team is highly experienced in our specialist industries and recruitment. As a result, our clients can be sure that the specific requirements of the organisation and the roles to be filled are fully understood by the team.

Having been built on strong foundations, Stellar Recruitment provides informed, genuine, and strategic service to our clients and our candidates. Our recruitment model promotes ongoing partnerships and a superior level of service; this is why our clients can expect outstanding recruitment solutions from Stellar Recruitment.

We focus on building and nurturing long term relationships with our clients to ensure that we develop and maintain strong partnerships. We understand that these partnerships are critical if we are to contribute to a company's recruitment strategies.

Our Divisions

- Mining Operations – Coal and Metalliferous
- Mining Maintenance
- Trades and Operators
- Energy, Oil and Gas
- Civil Infrastructure and Heavy Industrial Construction
- EPCM and Engineering Design
- Building
- Corporate and Commercial

Permanent Recruitment Solutions

Stellar Recruitment acts as an extension to your own company's internal recruitment capabilities by understanding your business and cultural needs to ensure we provide permanent recruitment services tailored to your specific requirements. Our technical and market knowledge allows us to match candidates to your business and promote a "best fit" to your organisation. Through partnering with you in a detailed permanent recruitment process, we identify and introduce candidates that will add long term value to your company.

Temporary Recruitment Solutions

Stellar Recruitment can supply contract and labour hire staff to support our client's specific business needs. Whether the business requires professional staff on a temporary basis or simply prefers the flexibility of labour hire, we can find high calibre employees to meet these requirements. This option avoids the hassle of insurances, time sheets and administration. Stellar Recruitment will find and administer any level of employee in a short space of time to fulfil your specific requirement.