



## Australia

### Market changes

During the first half of the financial year there was continued growth and investment in Australia's resources and mining market. A number of major Greenfield developments within the iron ore sector continued to plough ahead, whilst Rio Tinto and BHP Billiton maintained their drive to increase production infrastructure in the Pilbara.

A turnaround then came in late 2008 which saw Nickel prices drop dramatically. Waning global demand drove down production in all other commodities and many of the planned development and expansion projects were put on hold.

Despite this shadow looming over the industry, Western Australia's gold producers have had a brighter second half to the year. With gold prices at all time highs, junior gold producers have a positive outlook for the new financial year. Major producers have maintained consistent production levels and aim to maximise returns by improving site efficiency and cost effectiveness.

With the belief that Chinese demand for raw materials will return in the medium term, major Greenfield iron ore developments have continued as planned to ensure completion for the "upswing" when it returns. This has provided a much-needed foundation for the state's heavy industrial construction market that should last well into 2010.

Darwin's position as the closest major port to South East Asia has been a catalyst for strengthening relationships with both Japanese and Chinese investors. This has prompted port expansion and LNG project development in the Northern Territory.

Long-term growth in uranium and rare earths should soon be realised. As such, there are a number of high-grade projects up for consideration in the next 12 months.

Queensland has also been feeling the effects of an uncertain market however many have been distracted over this period by state elections and the return to labour, coal prices being determined and demand established.

As we look forward there is confidence returning to the commodity markets and whilst caution remains, many companies are starting to understand their skill needs for the next financial year.

### Positions in demand

Mining engineers, particularly in open cut, remain in strong demand. Process and chemical engineers are also in demand while electrical engineers with extensive PLC programming experience combined with a strong materials handling background are highly sought after.

There is an increase in demand in production-based geology positions and across a number of skilled-labour roles, including auto-electricians. Senior construction project managers also continue to be in short supply, although demand has certainly reduced.

Profit margins in the gold mining industry remain high creating continued demand within this sector. In the coal sector, statutory roles remain the most difficult to source as higher salaries that persist in Queensland make it difficult for applicants to transition to NSW.

During the change from dry to wet seasons in the Northern Territory, there is a small but obvious surge in exploration activity, creating demand for geologists and field technicians. As water tables rise, there is an inevitable push for plant maintenance. This is also true of both mechanical and electrical engineering in the power generation plant market.

### Salary movements

Any salary holds will likely impact graduate level roles the most due to the significant increases that these roles experienced over the last 2 years.

Salary expectations of candidates have dropped between 5 and 15%. Hourly rates amongst contractors have been forced down as employers renegotiate supplier arrangements with all agencies and onsite contractors.

Japan's recession and China's economic slowdown may impact salaries within the coal mining industry this year. Thermal coal producers' salaries however should not be affected.

### Changes to employer recruitment practices

The recruitment process is taking longer as employers are holding off until they find the perfect fit amongst an increasing choice of candidates. Some employers are seeking a recruitment service simply to manage the level of applicants.

Employers are taking on more contract workers in an effort to manage reduced budgets and provide flexibility within their workforces.

### Advice to candidates

Candidates should adopt a more flexible approach to their employment search and broaden the range of preferences wherever possible. This may include considering residential positions, different commodity groups or taking a step back to join a new organisation.

Research the organisation you would like to join as many of the companies in the market can still offer long-term career growth.

## New Zealand

### Market changes

In the resources and mining industries, exploration projects reduced towards the end of 2008 however production across gold and coal in both islands continued.

The mining sector is keeping production levels running as per normal and while there might be a slight drop in production levels mid 2009, this should only be temporary. The Pike River Coal project will soon produce commercial volumes of coal, providing a major boost to the industry in New Zealand.

Construction projects such as the CHPP at Stockton have also moved forward to the next stages and further OPEX and CAPEX investment will keep this sector developing.

### Positions in demand

Construction in the sector has slowed but there will continue to be demand with several high profile construction projects underway. The Rotokawa geothermal project will be a key contract with the value estimated at \$450 million. Project staff for the duration of the contract will be in demand from health and safety staff to construction management positions.

The commercial production at Pike River Coal will provide a range of opportunities to staff in the West Coast region.

## RESOURCES & MINING | MINERAL & COAL PROCESSING

Mineral Processing	Mill Superintendent	Senior Metallurgist	Metallurgist	Graduate Metallurgist	Process Engineer - Mid level 3-7 years
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	125,000 - 160,000	110,000 - 160,000	80,000 - 110,000	65,000 - 80,000	90,000 - 120,000
QLD	125,000 - 160,000	110,000 - 160,000	80,000 - 100,000	60,000 - 75,000	90,000 - 110,000
NSW	120,000 - 145,000	110,000 - 135,000	85,000 - 100,000	60,000 - 75,000	85,000 - 110,000
VIC	120,000 - 145,000	110,000 - 135,000	85,000 - 100,000	60,000 - 75,000	75,000 - 100,000
SA	120,000 - 155,000	105,000 - 125,000	75,000 - 100,000	60,000 - 75,000	85,000 - 105,000
NT	120,000 - 145,000	110,000 - 135,000	85,000 - 100,000	60,000 - 75,000	85,000 - 110,000
NZ	120,000 - 150,000	105,000 - 135,000	75,000 - 100,000	55,000 - 70,000	75,000 - 100,000

Mineral Processing	Shift Supervisor	Mill Operator	Metallurgical Technician	Laboratory Technician
	Salary Range	Salary Range	Salary Range	Salary Range
WA	85,000 - 110,000	80,000 - 100,000	65,000 - 85,000	60,000 - 75,000
QLD	85,000 - 110,000	80,000 - 100,000	60,000 - 70,000	60,000 - 75,000
NSW	80,000 - 100,000	70,000 - 85,000	60,000 - 70,000	50,000 - 70,000
VIC	80,000 - 95,000	70,000 - 85,000	60,000 - 70,000	50,000 - 70,000
SA	75,000 - 90,000	70,000 - 90,000	55,000 - 65,000	55,000 - 70,000
NT	80,000 - 100,000	70,000 - 90,000	60,000 - 70,000	60,000 - 75,000
NZ	80,000 - 95,000	70,000 - 85,000	60,000 - 75,000	55,000 - 75,000

In WA all salaries are based on 9&5 and 2&1 rosters excluding superannuation and additional benefits.  
 For all other states, salaries are based on residential positions excluding superannuation and additional benefits.

New Zealand Salaries are represented in New Zealand Dollars.

# RESOURCES & MINING | MINERAL & COAL PROCESSING

Maintenance	Maintenance Superintendent	Maintenance Planner	Maintenance Supervisor	Mechanical Engineer - Mid level 3-7 years	Electrical Engineer - Mid level 3-7 years
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	120,000 - 175,000	90,000 - 140,000	95,000 - 145,000	90,000 - 145,000	90,000 - 145,000
QLD	120,000 - 160,000	90,000 - 130,000	95,000 - 145,000	90,000 - 120,000	90,000 - 120,000
NSW	115,000 - 140,000	95,000 - 110,000	100,000 - 115,000	80,000 - 115,000	80,000 - 115,000
VIC	115,000 - 135,000	85,000 - 110,000	90,000 - 110,000	75,000 - 110,000	75,000 - 100,000
SA	115,000 - 140,000	90,000 - 130,000	85,000 - 110,000	80,000 - 110,000	85,000 - 110,000
NT	115,000 - 145,000	90,000 - 130,000	95,000 - 125,000	90,000 - 120,000	90,000 - 120,000
NZ	115,000 - 180,000	80,000 - 110,000	75,000 - 95,000	70,000 - 100,000	70,000 - 100,000

Maintenance	Leading Hand	Mechanical Fitter	Electrician	Boiler Maker / Welder	Instrumentation Technician
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	100,000 - 135,000	80,000 - 100,000	90,000 - 130,000	100,000 - 120,000	85,000 - 110,000
QLD	100,000 - 130,000	80,000 - 95,000	90,000 - 120,000	90,000 - 110,000	90,000 - 110,000
NSW	80,000 - 100,000	75,000 - 95,000	80,000 - 100,000	75,000 - 85,000	85,000 - 100,000
VIC	85,000 - 100,000	75,000 - 85,000	80,000 - 120,000	75,000 - 90,000	80,000 - 110,000
SA	85,000 - 105,000	70,000 - 85,000	85,000 - 120,000	75,000 - 95,000	85,000 - 110,000
NT	90,000 - 115,000	80,000 - 100,000	80,000 - 100,000	80,000 - 100,000	95,000 - 110,000
NZ	85,000 - 105,000	80,000 - 95,000	80,000 - 115,000	80,000 - 95,000	75,000 - 95,000

Geology	Chief Geologist	Senior Mine Geologist	Mine Geologist	Graduate Geologist	Exploration Manager
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	130,000 - 175,000	115,000 - 140,000	85,000 - 110,000	65,000 - 85,000	150,000 - 240,000
QLD	120,000 - 160,000	110,000 - 130,000	80,000 - 100,000	60,000 - 75,000	120,000 - 180,000
NSW	125,000 - 150,000	95,000 - 105,000	80,000 - 95,000	65,000 - 75,000	125,000 - 140,000
VIC	115,000 - 130,000	90,000 - 110,000	80,000 - 95,000	65,000 - 75,000	110,000 - 145,000
SA	125,000 - 165,000	100,000 - 120,000	80,000 - 95,000	60,000 - 70,000	140,000 - 180,000
NT	120,000 - 150,000	110,000 - 135,000	80,000 - 110,000	65,000 - 80,000	140,000 - 180,000
NZ	110,000 - 130,000	90,000 - 120,000	65,000 - 95,000	50,000 - 60,000	100,000 - 140,000

Geology	Senior Exploration Geologist	Exploration Geologist	Field Assistant	Pit Technician / Geological Technician
	Salary Range	Salary Range	Salary Range	Salary Range
WA	115,000 - 150,000	90,000 - 125,000	60,000 - 90,000	60,000 - 85,000
QLD	100,000 - 140,000	85,000 - 120,000	60,000 - 80,000	60,000 - 80,000
NSW	100,000 - 120,000	75,000 - 100,000	50,000 - 70,000	50,000 - 60,000
VIC	90,000 - 115,000	75,000 - 100,000	50,000 - 70,000	50,000 - 60,000
SA	95,000 - 120,000	80,000 - 100,000	60,000 - 70,000	60,000 - 70,000
NT	110,000 - 130,000	85,000 - 120,000	60,000 - 75,000	60,000 - 70,000
NZ	100,000 - 120,000	70,000 - 90,000	50,000 - 60,000	45,000 - 55,000

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# RESOURCES & MINING | METALLIFEROUS MINING ENGINEERING

Mining Engineering	Mine Manager	Underground / Quarry Manager	Project Manager	Senior Mining Engineer	Project Engineer	Mining Engineer
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	180,000 - 275,000	140,000 - 180,000	150,000 - 200,000	125,000 - 165,000	90,000 - 125,000	90,000 - 130,000
QLD	160,000 - 220,000	120,000 - 160,000	120,000 - 170,000	120,000 - 150,000	90,000 - 120,000	100,000 - 125,000
NSW	160,000 - 220,000	105,000 - 130,000	120,000 - 150,000	115,000 - 140,000	90,000 - 120,000	100,000 - 120,000
VIC	160,000 - 220,000	100,000 - 120,000	110,000 - 150,000	115,000 - 140,000	85,000 - 120,000	100,000 - 120,000
SA	150,000 - 200,000	110,000 - 140,000	115,000 - 145,000	110,000 - 130,000	95,000 - 120,000	85,000 - 115,000
NT	170,000 - 235,000	110,000 - 155,000	125,000 - 155,000	120,000 - 150,000	85,000 - 125,000	95,000 - 130,000
NZ	160,000 - 250,000	120,000 - 175,000	130,000 - 200,000	95,000 - 130,000	75,000 - 105,000	90,000 - 120,000

Mining Engineering	Drill & Blast Engineer	Graduate Mining Engineer	Chief Surveyor	Senior Surveyor	Mine Surveyor
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	85,000 - 125,000	70,000 - 90,000	115,000 - 135,000	95,000 - 135,000	80,000 - 100,000
QLD	80,000 - 120,000	70,000 - 90,000	110,000 - 130,000	100,000 - 120,000	80,000 - 105,000
NSW	85,000 - 115,000	60,000 - 80,000	95,000 - 120,000	90,000 - 120,000	80,000 - 95,000
VIC	80,000 - 110,000	60,000 - 80,000	90,000 - 115,000	90,000 - 120,000	75,000 - 100,000
SA	80,000 - 115,000	60,000 - 80,000	110,000 - 125,000	85,000 - 100,000	70,000 - 85,000
NT	85,000 - 115,000	60,000 - 80,000	110,000 - 130,000	100,000 - 120,000	80,000 - 100,000
NZ	80,000 - 105,000	60,000 - 80,000	75,000 - 100,000	80,000 - 100,000	60,000 - 85,000

Coal Technical Positions	Project Manager	Technical Services Manager	Production Superintendent	Project Engineer	Senior Engineer	Mine Planning Engineer
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	115,000 - 165,000	115,000 - 150,000	100,000 - 150,000	90,000 - 105,000	100,000 - 140,000	90,000 - 115,000
QLD	140,000 - 180,000	120,000 - 160,000	140,000 - 160,000	100,000 - 125,000	120,000 - 135,000	100,000 - 120,000
NSW	130,000 - 150,000	110,000 - 150,000	100,000 - 130,000	85,000 - 110,000	100,000 - 130,000	90,000 - 120,000
VIC	120,000 - 150,000	90,000 - 140,000	100,000 - 120,000	90,000 - 110,000	100,000 - 130,000	90,000 - 120,000
SA	120,000 - 140,000	110,000 - 150,000	100,000 - 120,000	85,000 - 110,000	100,000 - 130,000	90,000 - 120,000
NT	120,000 - 180,000	110,000 - 150,000	110,000 - 140,000	85,000 - 105,000	100,000 - 130,000	90,000 - 120,000
NZ	120,000 - 165,000	110,000 - 160,000	90,000 - 135,000	90,000 - 110,000	95,000 - 120,000	90,000 - 110,000

Coal Technical Positions	Graduate Engineer	Project Geologist	Graduate Geologist	Surveyor	OH&S Officer	OH&S Manager
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	70,000 - 90,000	90,000 - 110,000	70,000 - 90,000	90,000 - 110,000	95,000 - 110,000	105,000 - 140,000
QLD	70,000 - 100,000	90,000 - 110,000	70,000 - 90,000	90,000 - 110,000	95,000 - 110,000	115,000 - 150,000
NSW	60,000 - 80,000	80,000 - 110,000	70,000 - 80,000	80,000 - 110,000	80,000 - 100,000	90,000 - 120,000
VIC	60,000 - 80,000	80,000 - 95,000	65,000 - 75,000	65,000 - 80,000	70,000 - 90,000	85,000 - 110,000
SA	60,000 - 80,000	80,000 - 95,000	65,000 - 75,000	70,000 - 90,000	70,000 - 95,000	90,000 - 120,000
NT	60,000 - 80,000	80,000 - 110,000	70,000 - 80,000	80,000 - 110,000	80,000 - 100,000	90,000 - 120,000
NZ	60,000 - 70,000	70,000 - 95,000	50,000 - 65,000	60,000 - 80,000	70,000 - 90,000	90,000 - 130,000

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# RESOURCES & MINING | COAL TECHNICAL

Coal Technical Positions	Longwall Coordinator	Undermanager Deputy		Drill & Blast Engineer	Open Cut Examiner	Statutory Surveyor
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	N/A	N/A	N/A	N/A	N/A	N/A
QLD	140,000 - 160,000	120,000 - 140,000	105,000 - 130,000	100,000 - 120,000	105,000 - 130,000	N/A
NSW	130,000 - 150,000	125,000 - 160,000	110,000 - 130,000	90,000 - 100,000	100,000 - 135,000	100,000 - 120,000
VIC	N/A	N/A	N/A	N/A	N/A	N/A
SA	N/A	N/A	N/A	90,000 - 100,000	90,000 - 110,000	90,000 - 110,000
NT	N/A	N/A	N/A	N/A	N/A	N/A
NZ	125,000 - 135,000	115,000 - 130,000	105,000 - 120,000	80,000 - 105,000	N/A	N/A

Mobile Plant - Surface	Open Pit Supervisor	Workshop Supervisor	HD Fitter	Auto Electrician	Boiler Maker / Welder
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	110,000 - 140,000	115,000 - 140,000	100,000 - 135,000	100,000 - 135,000	100,000 - 125,000
QLD	110,000 - 140,000	95,000 - 135,000	110,000 - 130,000	100,000 - 120,000	80,000 - 95,000
NSW	110,000 - 125,000	90,000 - 125,000	85,000 - 110,000	85,000 - 110,000	75,000 - 85,000
VIC	90,000 - 120,000	80,000 - 110,000	80,000 - 105,000	80,000 - 100,000	65,000 - 85,000
SA	90,000 - 100,000	95,000 - 120,000	85,000 - 115,000	80,000 - 100,000	70,000 - 90,000
NT	90,000 - 110,000	95,000 - 125,000	85,000 - 110,000	80,000 - 100,000	70,000 - 90,000
NZ	70,000 - 100,000	85,000 - 110,000	80,000 - 95,000	75,000 - 95,000	80,000 - 95,000

Mobile Plant - Surface	Service Person	Excavator Operator	Dump Truck Operator	Driller	All-Rounder
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	95,000 - 110,000	90,000 - 122,000	75,000 - 105,000	80,000 - 120,000	90,000 - 122,000
QLD	75,000 - 95,000	90,000 - 120,000	80,000 - 110,000	80,000 - 110,000	90,000 - 110,000
NSW	65,000 - 75,000	95,000 - 100,000	70,000 - 80,000	80,000 - 110,000	80,000 - 90,000
VIC	60,000 - 75,000	70,000 - 90,000	60,000 - 85,000	70,000 - 95,000	70,000 - 85,000
SA	60,000 - 75,000	75,000 - 95,000	65,000 - 85,000	75,000 - 95,000	85,000 - 105,000
NT	75,000 - 95,000	70,000 - 90,000	70,000 - 85,000	70,000 - 90,000	70,000 - 90,000
NZ	55,000 - 65,000	60,000 - 85,000	55,000 - 65,000	70,000 - 110,000	65,000 - 85,000

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# RESOURCES & MINING | MOBILE PLANT

Mobile Plant - Underground	Underground Supervisor	Workshop Supervisor	HD Fitter	Auto Electrician	Boiler Maker / Welder
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	110,000 - 130,000	110,000 - 140,000	100,000 - 140,000	110,000 - 140,000	90,000 - 130,000
QLD	130,000 - 150,000	120,000 - 140,000	100,000 - 130,000	100,000 - 120,000	90,000 - 100,000
NSW	100,000 - 115,000	90,000 - 110,000	85,000 - 100,000	85,000 - 105,000	75,000 - 85,000
VIC	90,000 - 110,000	80,000 - 100,000	80,000 - 95,000	80,000 - 95,000	70,000 - 80,000
SA	100,000 - 130,000	90,000 - 115,000	90,000 - 115,000	80,000 - 105,000	70,000 - 90,000
NT	100,000 - 115,000	80,000 - 100,000	80,000 - 100,000	80,000 - 100,000	70,000 - 90,000
NZ	90,000 - 130,000	100,000 - 130,000	80,000 - 110,000	80,000 - 100,000	80,000 - 95,000

Mobile Plant - Underground	Jumbo Operator	Bogger Operator	Service Crew	Driller
	Salary Range	Salary Range	Salary Range	Salary Range
WA	145,000 - 180,000	95,000 - 130,000	80,000 - 130,000	95,000 - 135,000
QLD	125,000 - 165,000	95,000 - 120,000	75,000 - 90,000	95,000 - 130,000
NSW	90,000 - 125,000	90,000 - 115,000	70,000 - 80,000	85,000 - 105,000
VIC	85,000 - 110,000	80,000 - 100,000	65,000 - 75,000	80,000 - 100,000
SA	110,000 - 125,000	80,000 - 100,000	65,000 - 75,000	80,000 - 100,000
NT	80,000 - 100,000	80,000 - 100,000	70,000 - 90,000	80,000 - 100,000
NZ	130,000 - 160,000	110,000 - 140,000	70,000 - 90,000	80,000 - 110,000

Industrial Design	Engineering Manager	Principal / Lead Engineer	Project Manager	Senior Design Engineer	Design Engineer	Senior Project Engineer (EPCM)
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	220,000 - 260,000	180,000 - 220,000	180,000 - 260,000	120,000 - 170,000	80,000 - 120,000	130,000 - 170,000
QLD	180,000 - 220,000	170,000 - 200,000	180,000 - 240,000	120,000 - 170,000	70,000 - 120,000	120,000 - 170,000
NSW	160,000 - 200,000	130,000 - 160,000	120,000 - 180,000	95,000 - 135,000	70,000 - 90,000	95,000 - 140,000
VIC	160,000 - 200,000	130,000 - 160,000	120,000 - 200,000	100,000 - 150,000	70,000 - 110,000	110,000 - 150,000
SA	180,000 - 220,000	125,000 - 170,000	130,000 - 180,000	110,000 - 125,000	80,000 - 110,000	110,000 - 135,000
NT	160,000 - 200,000	170,000 - 190,000	140,000 - 200,000	120,000 - 140,000	80,000 - 110,000	110,000 - 150,000
NZ	140,000 - 220,000	95,000 - 130,000	110,000 - 160,000	80,000 - 140,000	60,000 - 90,000	70,000 - 130,000

Industrial Design	Project Engineer (EPCM)	Design Manager / Chief Drafter	Senior Design Drafter	Design Drafter	Piping Designer
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	100,000 - 140,000	140,000 - 180,000	90,000 - 130,000	70,000 - 90,000	80,000 - 140,000
QLD	90,000 - 110,000	110,000 - 140,000	85,000 - 110,000	65,000 - 85,000	100,000 - 130,000
NSW	80,000 - 110,000	90,000 - 120,000	70,000 - 100,000	50,000 - 70,000	80,000 - 100,000
VIC	75,000 - 115,000	90,000 - 130,000	75,000 - 100,000	50,000 - 70,000	80,000 - 100,000
SA	90,000 - 110,000	110,000 - 130,000	85,000 - 110,000	50,000 - 75,000	75,000 - 110,000
NT	100,000 - 125,000	110,000 - 130,000	110,000 - 130,000	80,000 - 90,000	80,000 - 100,000
NZ	70,000 - 100,000	70,000 - 90,000	60,000 - 75,000	40,000 - 60,000	60,000 - 95,000

# RESOURCES & MINING | INDUSTRIAL CONSTRUCTION

Industrial Construction	Project Manager	Construction Manager / Superintendent	Senior Estimator	Planning Manager	Contracts Manager	Project Engineer (Civil/Mech/Elec)
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	170,000 - 220,000	150,000 - 200,000	130,000 - 170,000	140,000 - 170,000	140,000 - 190,000	110,000 - 140,000
QLD	170,000 - 220,000	150,000 - 200,000	120,000 - 160,000	140,000 - 170,000	135,000 - 180,000	110,000 - 140,000
NSW	120,000 - 150,000	140,000 - 175,000	100,000 - 135,000	120,000 - 160,000	120,000 - 150,000	90,000 - 120,000
VIC	140,000 - 180,000	130,000 - 170,000	100,000 - 140,000	140,000 - 170,000	140,000 - 170,000	90,000 - 135,000
SA	140,000 - 200,000	125,000 - 180,000	125,000 - 160,000	125,000 - 150,000	125,000 - 160,000	110,000 - 140,000
NT	140,000 - 180,000	150,000 - 200,000	110,000 - 140,000	110,000 - 150,000	140,000 - 190,000	100,000 - 130,000
NZ	120,000 - 180,000	90,000 - 130,000	90,000 - 120,000	90,000 - 120,000	80,000 - 120,000	80,000 - 120,000

Industrial Construction	Estimator	Contracts Administrator	Planner	Site Supervisor	Site Engineer (Civil/Mech/Elec)	Safety Advisor
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	100,000 - 130,000	100,000 - 130,000	90,000 - 130,000	100,000 - 130,000	100,000 - 130,000	90,000 - 120,000
QLD	100,000 - 130,000	100,000 - 130,000	85,000 - 130,000	100,000 - 130,000	100,000 - 120,000	90,000 - 120,000
NSW	85,000 - 115,000	80,000 - 120,000	90,000 - 125,000	90,000 - 120,000	80,000 - 120,000	90,000 - 110,000
VIC	85,000 - 120,000	80,000 - 120,000	90,000 - 130,000	80,000 - 110,000	80,000 - 120,000	80,000 - 110,000
SA	90,000 - 135,000	80,000 - 125,000	85,000 - 125,000	90,000 - 110,000	75,000 - 125,000	90,000 - 125,000
NT	85,000 - 120,000	85,000 - 120,000	90,000 - 120,000	80,000 - 110,000	90,000 - 120,000	90,000 - 110,000
NZ	60,000 - 80,000	60,000 - 80,000	75,000 - 100,000	80,000 - 100,000	70,000 - 110,000	80,000 - 100,000