

Western Australia - August 2010

Ambit Engineering Recruitment Salary & Contract Index

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Ambit Engineering Salary & Contract Index

Market Commentary

During the past quarter, salaries and rates have increased by an average of 5%, with a number of roles experiencing spectacular rises of up to a third. Increased demand means further pay rises are expected for resource-sector employees in WA through the rest of 2010.

Both the Mining and Oil & Gas sectors have seen increased demand for engineers and construction, contract and procurement managers, as well as sharp rises in payscales – by as much as 30% for some contract roles. It should be noted that many of the roles that are experiencing dramatic pay increases were subject to rate cuts of around 10% during the downturn of 2008 – 2009.

For example, Senior Engineering Managers in the Oil & Gas sector, who were being paid around \$202,500 in February, have seen their pay rise by more than a third to around \$281,600. Contracts Managers in both the Oil & Gas and Mining sectors have enjoyed a pay rise of around 30% with senior roles now attracting salaries of \$228,800.

These salary increases have occurred against a backdrop of volatility, with nervousness around the proposed Resources Super Tax leading some employers to slow their recruitment on certain projects. However, the large number of new projects initiated in the Oil, Gas and Mining sectors has meant a net increase in hiring levels. In fact, at least one of Ambit's clients has been hiring new staff at a rate of up to 30 new contractors per week.

Peter Acheson, CEO of Ambit Recruitment comments that the spectacular rises signal that the market is returning to a state of skills shortage.

“Until now, demand for resource-sector workers has been met from within local and industry sources. However, as the pool of available, experienced professionals is exhausted, there's upward pressure on rates – which is now becoming evident.”

“Continued demand, will see the upward pay trend continue – which in turn, could trigger a period of high turnover as employees are lured toward employers offering higher salaries.”

“WA's resources sector will need some 38,000 additional employees for the estimated \$170 billion of projects currently scheduled. While Ambit will be seeking to meet demand from international and other market sectors, there can be no doubt that that demand is going to continue to outstrip supply and that salaries and rates will continue rising.”

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Oil & Gas: **Engineering**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Engineering Manager	\$140	\$150	\$160	\$246,400	\$264,000	\$281,600
Principal/ Chief Engineer	\$130	\$135	\$140	\$228,800	\$237,600	\$246,400
Lead Engineer	\$120	\$125	\$130	\$184,800	\$220,000	\$228,800
Senior Engineer	\$105	\$110	\$115	\$184,800	\$193,600	\$202,400
Engineer	\$75	\$85	\$95	\$132,000	\$149,600	\$167,200

Oil & Gas: **HSE**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
HSE Manager	\$90	\$100	\$110	\$158,400	\$176,000	\$193,600
Senior HSE Advisor	\$80	\$85	\$90	\$140,800	\$149,600	\$158,400
Emergency Response Coordinator	\$80	\$85	\$90	\$140,800	\$149,600	\$158,400
HSE Advisor	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
HSE Administrator	\$50	\$55	\$60	\$88,000	\$96,800	\$105,600
Environmental Officer	\$60	\$70	\$80	\$105,600	\$123,200	\$140,800

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Oil & Gas: **Design/Drafting**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Drawing Office Manager	\$90	\$95	\$100	\$158,400	\$167,200	\$176,000
Lead Designer	\$80	\$85	\$90	\$140,800	\$149,600	\$158,400
Senior Designer	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
Designer	\$65	\$70	\$75	\$114,400	\$123,200	\$132,000
Draftsperson	\$55	\$60	\$65	\$96,800	\$105,600	\$114,400
Senior Architect	\$115	\$120	\$125	\$202,400	\$211,200	\$220,000
Architect	\$90	\$95	\$100	\$158,400	\$167,200	\$176,000
Junior Designer/Drafter	\$40	\$45	\$50	\$70,400	\$79,200	\$88,000

Oil & Gas: **QA/QC**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Quality Manager	\$90	\$100	\$110	\$158,400	\$176,000	\$193,600
Quality Engineer	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
Quality Officer	\$65	\$70	\$75	\$114,400	\$123,200	\$132,000

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Oil & Gas: **Project Controls**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Project Controls Manager	\$110	\$120	\$130	\$193,600	\$211,200	\$228,800
Project Controls Engineer	\$95	\$100	\$105	\$167,200	\$176,000	\$184,800
Project Accountant	\$60	\$70	\$80	\$105,600	\$123,200	\$140,800
Senior Cost Engineer	\$80	\$85	\$90	\$140,800	\$149,600	\$158,400
Cost Engineer	\$70	\$75	\$80	\$123,200	\$132,000	\$140,800
Senior Cost Controller	\$70	\$75	\$80	\$123,200	\$132,000	\$140,800
Cost Controller	\$60	\$65	\$70	\$105,600	\$114,400	\$123,200
Lead Planner	\$85	\$90	\$95	\$149,600	\$158,400	\$167,200
Senior Planner	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
Planner	\$65	\$70	\$75	\$114,400	\$123,200	\$132,000
Lead Scheduler	\$85	\$90	\$95	\$149,600	\$158,400	\$167,200
Senior Scheduler	\$70	\$75	\$80	\$123,200	\$132,000	\$140,800
Scheduler	\$65	\$70	\$75	\$114,400	\$123,200	\$132,000
Estimating Manager	\$90	\$100	\$110	\$158,400	\$176,000	\$193,600
Senior Estimator	\$70	\$75	\$80	\$123,200	\$132,000	\$140,800
Estimator	\$65	\$70	\$75	\$114,400	\$123,200	\$132,000
Project Controls Administrator	\$35	\$40	\$45	\$61,600	\$70,400	\$79,200

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Oil & Gas: Administration

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Village Coordinator	\$45	\$55	\$65	\$79,200	\$96,800	\$114,400
Project Secretary	\$35	\$40	\$45	\$61,600	\$70,400	\$79,200
Senior Administrator	\$35	\$40	\$45	\$61,600	\$70,400	\$79,200
Administrator	\$30	\$35	\$40	\$52,800	\$61,600	\$70,400
Administration Assistant	\$25	\$30	\$35	\$44,000	\$52,800	\$61,600
Document Control Manager	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
Senior Document Controller	\$60	\$65	\$70	\$105,600	\$114,400	\$123,200
Document Controller	\$45	\$50	\$55	\$79,200	\$88,000	\$96,800
Travel Coordinator	\$30	\$35	\$40	\$52,800	\$61,600	\$70,400

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Oil & Gas: **Construction**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Construction Manager	\$140	\$150	\$160	\$246,400	\$264,000	\$281,600
Construction Superintendent	\$120	\$130	\$140	\$211,200	\$228,800	\$246,400
Construction Supervisor	\$100	\$110	\$120	\$176,000	\$193,600	\$211,200
Civil Inspector	\$85	\$95	\$105	\$149,600	\$167,200	\$184,800
Site Manager	\$100	\$105	\$110	\$176,000	\$184,800	\$193,600

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Oil & Gas: **Contracts**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Contracts Manager	\$120	\$125	\$130	\$211,200	\$220,000	\$228,800
Senior Contracts Engineer	\$90	\$100	\$110	\$158,400	\$176,000	\$193,600
Contracts Engineer	\$80	\$85	\$90	\$140,800	\$149,600	\$158,400
Contracts Administration Manager	\$85	\$90	\$95	\$149,600	\$158,400	\$167,200
Senior Contracts Administrator	\$60	\$65	\$70	\$105,600	\$114,400	\$123,200
Contracts Administrator	\$50	\$55	\$60	\$88,000	\$96,800	\$105,600
Senior Expeditor	\$70	\$75	\$80	\$123,200	\$132,000	\$140,800
Expeditor	\$60	\$65	\$70	\$105,600	\$114,400	\$123,200
Trainee Contracts Administrator	\$40	\$45	\$50	\$70,400	\$79,200	\$88,000

Oil & Gas: **Geology**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Lead Geologist	\$65	\$70	\$75	\$114,400	\$123,200	\$132,000
Engineering Geologist	\$55	\$60	\$65	\$96,800	\$105,600	\$114,400
Geotechnical Engineer	\$50	\$55	\$65	\$88,000	\$96,800	\$114,400

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Oil & Gas: **Purchasing**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Procurement Manager	\$100	\$110	\$120	\$176,000	\$193,600	\$211,200
Senior Procurement Officer	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
Procurement Officer	\$60	\$65	\$70	\$105,600	\$114,400	\$123,200
Materials Manager	\$100	\$110	\$120	\$176,000	\$193,600	\$211,200
Senior Materials Controller	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
Materials Controller	\$60	\$65	\$70	\$105,600	\$114,400	\$123,200
Senior Buyer	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
Buyer	\$60	\$65	\$70	\$105,600	\$114,400	\$123,200

Oil & Gas: **Projects**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Senior Project Manager	\$140	\$150	\$160	\$246,400	\$264,000	\$281,600
Project Manager	\$120	\$130	\$140	\$211,200	\$228,800	\$246,400
Study Manager	\$110	\$120	\$130	\$193,600	\$211,200	\$228,800
Senior Project Engineer	\$105	\$110	\$115	\$184,800	\$193,600	\$202,400
Project Engineer	\$90	\$100	\$110	\$158,400	\$176,000	\$193,600

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Mining: **Engineering**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Engineering Manager	\$140	\$145	\$150	\$246,400	\$255,200	\$264,000
Principal/ Chief Engineer	\$125	\$130	\$135	\$220,000	\$228,800	\$237,600
Lead Engineer	\$110	\$115	\$120	\$193,600	\$202,400	\$211,200
Senior Engineer	\$95	\$100	\$105	\$167,200	\$176,000	\$184,800
Engineer	\$75	\$85	\$95	\$132,000	\$149,600	\$167,200

Mining: **HSE**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
HSE Manager	\$90	\$100	\$110	\$158,400	\$176,000	\$193,600
Senior HSE Advisor	\$80	\$85	\$90	\$140,800	\$149,600	\$158,400
Emergency Response Coordinator	\$80	\$85	\$90	\$140,800	\$149,600	\$158,400
HSE Advisor	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
HSE Administrator	\$50	\$55	\$60	\$88,000	\$96,800	\$105,600
Environmental Advisor	\$60	\$70	\$80	\$105,600	\$123,200	\$140,800

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Mining: **Design/Drafting**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Drawing Office Manager	\$90	\$95	\$100	\$158,400	\$167,200	\$176,000
Lead Designer	\$80	\$85	\$90	\$140,800	\$149,600	\$158,400
Senior Designer	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
Designer	\$65	\$70	\$75	\$114,400	\$123,200	\$132,000
Draftsperson	\$55	\$60	\$65	\$96,800	\$105,600	\$114,400
Junior Designer/Drafter	\$40	\$45	\$50	\$70,400	\$79,200	\$88,000

Mining: **Geology**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Lead Geologist	\$65	\$70	\$75	\$114,400	\$123,200	\$132,000
Engineering Geologist	\$55	\$60	\$65	\$96,800	\$105,600	\$114,400
Geotechnical Engineer	\$50	\$55	\$65	\$88,000	\$96,800	\$114,400

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Mining: **Project Controls**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Project Controls Manager	\$110	\$120	\$130	\$193,600	\$211,200	\$228,800
Project Controls Engineer	\$95	\$100	\$105	\$167,200	\$176,000	\$184,800
Project Accountant	\$60	\$70	\$80	\$105,600	\$123,200	\$140,800
Senior Cost Engineer	\$80	\$85	\$90	\$140,800	\$149,600	\$158,400
Cost Engineer	\$70	\$75	\$80	\$123,200	\$132,000	\$140,800
Senior Cost Controller	\$70	\$75	\$80	\$123,200	\$132,000	\$140,800
Cost Controller	\$60	\$65	\$70	\$105,600	\$114,400	\$123,200
Lead Planner	\$85	\$90	\$95	\$149,600	\$158,400	\$167,200
Senior Planner	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
Planner	\$65	\$70	\$75	\$114,400	\$123,200	\$132,000
Lead Scheduler	\$85	\$90	\$95	\$149,600	\$158,400	\$167,200
Senior Scheduler	\$70	\$75	\$80	\$123,200	\$132,000	\$140,800
Scheduler	\$65	\$70	\$75	\$114,400	\$123,200	\$132,000
Estimating Manager	\$90	\$100	\$110	\$158,400	\$176,000	\$193,600
Senior Estimator	\$70	\$75	\$80	\$123,200	\$132,000	\$140,800
Estimator	\$65	\$70	\$75	\$114,400	\$123,200	\$132,000
Project Controls Administrator	\$35	\$40	\$45	\$61,600	\$70,400	\$79,200

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Mining: Administration

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Village Coordinator	\$45	\$55	\$65	\$79,200	\$96,800	\$114,400
Project Secretary	\$35	\$40	\$45	\$61,600	\$70,400	\$79,200
Senior Administrator	\$35	\$40	\$45	\$61,600	\$70,400	\$79,200
Administrator	\$30	\$35	\$40	\$52,800	\$61,600	\$70,400
Administration Assistant	\$25	\$30	\$35	\$44,000	\$52,800	\$61,600
Document Control Manager	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
Senior Document Controller	\$60	\$65	\$70	\$105,600	\$114,400	\$123,200
Document Controller	\$45	\$50	\$55	\$79,200	\$88,000	\$96,800
Travel Coordinator	\$30	\$35	\$40	\$52,800	\$61,600	\$70,400

Mining: QA/QC

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Quality Manager	\$90	\$100	\$110	\$158,400	\$176,000	\$193,600
Quality Engineer	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
Quality Officer	\$65	\$70	\$75	\$114,400	\$123,200	\$132,000

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Mining: **Construction**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Construction Manager	\$140	\$150	\$160	\$246,400	\$264,000	\$281,600
Construction Superintendent	\$120	\$130	\$140	\$211,200	\$228,800	\$246,400
Construction Supervisor	\$100	\$110	\$120	\$176,000	\$193,600	\$211,200
Inspector	\$85	\$95	\$105	\$149,600	\$167,200	\$184,800
Site Manager	\$100	\$105	\$110	\$176,000	\$184,800	\$193,600

Mining: **Projects**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Senior Project Manager	\$140	\$150	\$160	\$246,400	\$264,000	\$281,600
Project Manager	\$120	\$130	\$140	\$211,200	\$228,800	\$246,400
Study Manager	\$110	\$120	\$130	\$193,600	\$211,200	\$228,800
Senior Project Engineer	\$105	\$110	\$115	\$184,800	\$193,600	\$202,400
Project Engineer	\$90	\$100	\$110	\$158,400	\$176,000	\$193,600

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Mining: **Contracts**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Contracts Manager	\$120	\$125	\$130	\$211,200	\$220,000	\$228,800
Senior Contracts Engineer	\$90	\$100	\$110	\$158,400	\$176,000	\$193,600
Contracts Engineer	\$80	\$85	\$90	\$140,800	\$149,600	\$158,400
Contracts Administration Manager	\$85	\$90	\$95	\$149,600	\$158,400	\$167,200
Senior Contracts Administrator	\$60	\$65	\$70	\$105,600	\$114,400	\$123,200
Contracts Administrator	\$50	\$55	\$60	\$88,000	\$96,800	\$105,600
Senior Expeditor	\$70	\$75	\$80	\$123,200	\$132,000	\$140,800
Expeditor	\$60	\$65	\$70	\$105,600	\$114,400	\$123,200
Trainee Contracts Administrator	\$40	\$45	\$50	\$70,400	\$79,200	\$88,000

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Mining: **Purchasing**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Procurement Manager	\$100	\$110	\$120	\$176,000	\$193,600	\$211,200
Senior Procurement Officer	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
Procurement Officer	\$60	\$65	\$70	\$105,600	\$114,400	\$123,200
Materials Manager	\$100	\$110	\$120	\$176,000	\$193,600	\$211,200
Senior Materials Controller	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
Materials Controller	\$60	\$65	\$70	\$105,600	\$114,400	\$123,200
Senior Buyer	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
Buyer	\$60	\$65	\$70	\$105,600	\$114,400	\$123,200

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About the Index

The Ambit Engineering Salary & Contract Index is based upon job offers in the Oil, Gas & Mining sector and employment activity in Western Australia during the last three months.

Contract Rates

Please note that all \$AUD hourly rates listed are the 'Rate to the Contractor' only, including superannuation but not including management fees, bonuses, commissions or any other benefits or fees.

Contract rates are generally determined by the skills and experience of the individual contractor combined with the market demand for those particular skills at the time the contract was offered.

The figures provided are based on aggregate averages, some rates may fall slightly below the minimum or slightly over the maximum, however these were generally considered as exceptions.

Permanent Salaries

All permanent salaries listed are in \$AUD and inclusive of superannuation.

Position Locations

The index assumes that Construction roles are site based and all other roles are city based.

More Information?

To learn more about the Ambit Engineering Salary & Contract Index, please feel free to contact one of our recruitment specialists on 08 9423 1400 or e-mail perth@ambitengineering.com.au