

Ambit Engineering Recruitment Salary & Contract Index



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Market Commentary

We predict that 2010 will see a major resurgence in the WA mining and resources sector, driven by several key projects across the state ramping up. While rates and salaries have remained static during the first two months of 2010, we have witnessed very strong hiring activity, which we believe will lead to a skills shortage and upward pressure on rates and salaries by mid year.

Our review of more than 150 jobs in the resources sector shows that rates and salaries are at the same levels now, as they were in reviews conducted May and October 2009. In comparison however, today's rates and salaries are up to 15 percent less than those paid in August 2008.

2010 however has brought renewed confidence in Australia's resources sector, and with an estimated \$200 billion in resources projects now scheduled, WA employers are expressing 'intentions to hire' - at rates suggesting the market is on the brink of resurgence.

Peter Acheson, CEO of Ambit Engineering Recruitment comments that by next month, the company's Perth office will have twice as many jobs available as it had in April 2009.

While this number would bring Ambit's activity levels back to relatively normal, Acheson comments that the number of employers who are intending to hire, in the next quarter, will shift the market to higher-than-usual levels.

"One client, alone, is seeking to hire about 150 new staff in the next six months," Acheson says.

"If the anticipated lift in hiring activities is sustained, we could see the local resource pool fully committed by mid-year – at which point we will be turning to our national and international database to supply skilled candidates, especially for the contract roles that make up nearly 80 percent of the sector's workforce," he adds.

"As a consequence, we are likely to see remuneration start climbing back to 2008 levels in the second half of this year," he says.

"Some key projects – such as Gorgon Gas – have an estimated life of 10+ years – which means that we are likely to be just at the beginning of a sustained boom for the resources sector and will provide a flow-on effect for the broader WA economy," Acheson concludes.

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Oil & Gas: **Engineering**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Engineering Manager	\$135	\$140	\$145	\$240,000	\$250,000	\$260,000
Principal/ Chief Engineer	\$125	\$130	\$135	\$220,000	\$230,000	\$240,000
Lead Engineer	\$115	\$120	\$125	\$205,000	\$215,000	\$225,000
Senior Engineer	\$105	\$110	\$115	\$185,000	\$195,000	\$205,000
Engineer	\$75	\$85	\$95	\$135,000	\$150,000	\$170,000

Oil & Gas: **HSE**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
HSE Manager	\$85	\$90	\$95	\$150,000	\$160,000	\$170,000
Senior HSE Advisor	\$80	\$85	\$90	\$140,000	\$150,000	\$160,000
Emergency Response Coordinator	\$75	\$80	\$85	\$135,000	\$140,000	\$150,000
HSE Advisor	\$75	\$80	\$85	\$135,000	\$140,000	\$150,000
HSE Administrator	\$50	\$55	\$60	\$90,000	\$95,000	\$105,000
Environmental Officer	\$60	\$70	\$80	\$105,000	\$125,000	\$140,000

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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	\$160,000	\$170,000	\$180,000
Lead Designer	\$80	\$85	\$90	\$140,000	\$150,000	\$160,000
Senior Designer	\$75	\$80	\$85	\$135,000	\$140,000	\$150,000
Designer	\$65	\$70	\$75	\$115,000	\$125,000	\$135,000
Senior Draftsperson	\$65	\$70	\$75	\$115,000	\$125,000	\$135,000
Draftsperson	\$60	\$65	\$70	\$105,000	\$115,000	\$125,000
Senior Naval Architect	\$115	\$120	\$125	\$205,000	\$215,000	\$220,000
Naval Architect	\$90	\$95	\$100	\$160,000	\$170,000	\$180,000
Junior Designer/Drafter	\$40	\$45	\$50	\$70,000	\$80,000	\$90,000

Oil & Gas: **QA/QC**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Quality Manager	\$90	\$95	\$100	\$160,000	\$170,000	\$180,000
Quality Engineer	\$75	\$80	\$85	\$135,000	\$140,000	\$150,000
Quality Officer	\$65	\$70	\$75	\$115,000	\$125,000	\$135,000

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Oil & Gas: **Project Controls**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Project Controls Administrator	\$40	\$45	\$50	\$70,000	\$80,000	\$90,000
Project Controls Manager	\$110	\$120	\$130	\$195,000	\$215,000	\$230,000
Project Controls Engineer	\$95	\$100	\$105	\$170,000	\$180,000	\$185,000
Project Accountant	\$65	\$75	\$85	\$115,000	\$135,000	\$150,000
Senior Cost Engineer	\$80	\$85	\$90	\$140,000	\$150,000	\$160,000
Cost Engineer	\$70	\$75	\$80	\$125,000	\$135,000	\$140,000
Senior Cost Controller	\$70	\$75	\$80	\$125,000	\$135,000	\$140,000
Cost Controller	\$60	\$65	\$70	\$105,000	\$115,000	\$125,000
Lead Planner	\$85	\$90	\$95	\$150,000	\$160,000	\$170,000
Senior Planner	\$75	\$80	\$85	\$135,000	\$140,000	\$150,000
Planner	\$65	\$70	\$75	\$115,000	\$125,000	\$135,000
Lead Scheduler	\$85	\$90	\$95	\$150,000	\$160,000	\$170,000
Senior Scheduler	\$70	\$75	\$80	\$125,000	\$135,000	\$140,000
Scheduler	\$65	\$70	\$75	\$115,000	\$125,000	\$135,000
Estimating Manager	\$90	\$100	\$110	\$160,000	\$180,000	\$196,000
Senior Estimator	\$70	\$75	\$80	\$125,000	\$135,000	\$140,000
Estimator	\$60	\$70	\$75	\$105,000	\$125,000	\$135,000

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Oil & Gas: Administration

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Project Secretary	\$35	\$40	\$45	\$60,000	\$70,000	\$80,000
Senior Administrator	\$35	\$40	\$45	\$60,000	\$70,000	\$80,000
Administrator	\$30	\$35	\$40	\$55,000	\$60,000	\$70,000
Administration Assistant	\$25	\$30	\$35	\$50,000	\$55,000	\$60,000
Document Control Manager	\$70	\$75	\$80	\$125,000	\$135,000	\$140,000
Senior Document Controller	\$60	\$65	\$70	\$105,000	\$115,000	\$95,000
Document Controller	\$45	\$50	\$55	\$80,000	\$90,000	\$95,000
Travel Coordinator	\$30	\$35	\$40	\$55,000	\$60,000	\$70,000
Village Administration Assistant	\$30	\$35	\$40	\$55,000	\$60,000	\$70,000
Village Coordinator	\$45	\$55	\$65	\$80,000	\$95,000	\$115,000

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Oil & Gas: **Construction**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Construction Manager	\$120	\$130	\$140	\$215,000	\$230,000	\$250,000
Construction Superintendent	\$105	\$110	\$115	\$185,000	\$195,000	\$205,000
Construction Supervisor	\$95	\$100	\$105	\$170,000	\$180,000	\$185,000
Civil Inspector	\$75	\$80	\$85	\$135,000	\$140,000	\$150,000
Site Manager	\$100	\$105	\$110	\$180,000	\$185,000	\$195,000
Commissioning Manager	\$100	\$105	\$110	\$180,000	\$185,000	\$195,000
Senior Commissioning Engineer	\$85	\$90	\$95	\$150,000	\$160,000	\$170,000
Commissioning Engineer	\$75	\$80	\$85	\$135,000	\$140,000	\$150,000
Commissioning Superintendent	\$90	\$95	\$100	\$160,000	\$170,000	\$180,000
Quantity Surveyor	\$80	\$85	\$90	\$140,000	\$150,000	\$160,000

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Oil & Gas: **Contracts**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Contracts Manager	\$105	\$110	\$115	\$185,000	\$195,000	\$205,000
Senior Contracts Engineer	\$85	\$95	\$105	\$150,000	\$170,000	\$185,000
Contracts Engineer	\$75	\$80	\$85	\$135,000	\$140,000	\$15,000
Contracts Administration Manager	\$85	\$90	\$95	\$150,000	\$160,000	\$170,000
Senior Contracts Administrator	\$65	\$70	\$75	\$115,000	\$125,000	\$135,000
Contracts Administrator	\$55	\$60	\$65	\$95,000	\$105,000	\$115,000
Trainee Contracts Administrator	\$40	\$45	\$50	\$70,000	\$80,000	\$90,000
Senior Expeditor	\$70	\$75	\$80	\$125,000	\$135,000	\$140,000
Expeditor	\$60	\$65	\$70	\$105,000	\$115,000	\$125,000

Oil & Gas: **Geology**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Lead Geologist	\$65	\$70	\$75	\$115,000	\$125,000	\$135,000
Engineering Geologist	\$55	\$60	\$65	\$95,000	\$105,000	\$115,000
Geotechnical Engineer	\$50	\$55	\$65	\$90,000	\$95,000	\$115,000

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Oil & Gas: **Purchasing**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Procurement Manager	\$85	\$95	\$105	\$150,000	\$170,000	\$185,000
Senior Procurement Officer	\$70	\$75	\$80	\$125,000	\$135,000	\$140,000
Procurement Officer	\$60	\$65	\$70	\$105,000	\$115,000	\$125,000
Materials Manager	\$85	\$90	\$95	\$150,000	\$160,000	\$170,000
Senior Materials Controller	\$75	\$80	\$85	\$135,000	\$140,000	\$150,000
Materials Controller	\$60	\$65	\$70	\$105,000	\$115,000	\$125,000
Senior Buyer	\$70	\$75	\$80	\$125,000	\$135,000	\$140,000
Buyer	\$55	\$60	\$65	\$95,000	\$105,000	\$115,000

Oil & Gas: **Projects**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Senior Project Manager	\$140	\$150	\$160	\$250,000	\$265,000	\$280,000
Project Manager	\$120	\$130	\$140	\$215,000	\$230,000	\$250,000
Senior Project Engineer	\$105	\$110	\$115	\$185,000	\$195,000	\$205,000
Project Engineer	\$80	\$90	\$100	\$140,000	\$160,000	\$180,000

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Mining: **Engineering**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Engineering Manager	\$125	\$130	\$135	\$220,000	\$230,000	\$240,000
Principal/ Chief Engineer	\$115	\$120	\$125	\$205,000	\$215,000	\$220,000
Lead Engineer	\$105	\$110	\$115	\$185,000	\$195,000	\$205,000
Senior Engineer	\$95	\$100	\$105	\$170,000	\$180,000	\$185,000
Engineer	\$75	\$85	\$95	\$135,000	\$150,000	\$170,000

Mining: **HSE**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
HSE Manager	\$85	\$90	\$95	\$150,000	\$160,000	\$170,000
Senior HSE Advisor	\$80	\$85	\$90	\$140,000	\$150,000	\$160,000
Emergency Response Coordinator	\$75	\$80	\$85	\$135,000	\$140,000	\$150,000
HSE Advisor	\$75	\$80	\$85	\$135,000	\$140,000	\$150,000
HSE Administrator	\$50	\$55	\$60	\$90,000	\$95,000	\$105,000
Environmental Advisor	\$60	\$70	\$80	\$105,000	\$125,000	\$140,000

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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	\$160,000	\$170,000	\$180,000
Lead Designer	\$80	\$85	\$90	\$140,000	\$150,000	\$160,000
Senior Designer	\$75	\$80	\$85	\$135,000	\$140,000	\$150,000
Designer	\$65	\$70	\$75	\$115,000	\$125,000	\$135,000
Senior Draftsperson	\$65	\$70	\$75	\$115,000	\$125,000	\$135,000
Draftsperson	\$60	\$65	\$70	\$105,000	\$115,000	\$125,000
Junior Designer/Drafter	\$40	\$45	\$50	\$70,000	\$80,000	\$90,000

Mining: **Geology**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Lead Geologist	\$65	\$70	\$75	\$115,000	\$125,000	\$135,000
Engineering Geologist	\$55	\$60	\$65	\$95,000	\$105,000	\$115,000
Geotechnical Engineer	\$50	\$55	\$65	\$90,000	\$95,000	\$115,000

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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	\$195,000	\$215,000	\$230,000
Project Controls Engineer	\$95	\$100	\$105	\$170,000	\$180,000	\$185,000
Project Accountant	\$65	\$75	\$85	\$115,000	\$135,000	\$150,000
Senior Cost Engineer	\$80	\$85	\$90	\$140,000	\$150,000	\$160,000
Cost Engineer	\$70	\$75	\$80	\$125,000	\$135,000	\$140,000
Senior Cost Controller	\$70	\$75	\$80	\$125,000	\$135,000	\$140,000
Cost Controller	\$60	\$65	\$70	\$105,000	\$115,000	\$125,000
Lead Planner	\$85	\$90	\$95	\$150,000	\$160,000	\$170,000
Senior Planner	\$75	\$80	\$85	\$135,000	\$140,000	\$150,000
Planner	\$65	\$70	\$75	\$115,000	\$125,000	\$135,000
Lead Scheduler	\$85	\$90	\$95	\$150,000	\$160,000	\$170,000
Senior Scheduler	\$70	\$75	\$80	\$125,000	\$135,000	\$140,000
Scheduler	\$65	\$70	\$75	\$115,000	\$125,000	\$135,000
Estimating Manager	\$90	\$100	\$110	\$160,000	\$180,000	\$196,000
Senior Estimator	\$70	\$75	\$80	\$125,000	\$135,000	\$140,000
Estimator	\$65	\$70	\$75	\$105,000	\$125,000	\$135,000

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Mining: Administration

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Village Coordinator	\$45	\$55	\$65	\$80,000	\$95,000	\$115,000
Project Secretary	\$35	\$40	\$45	\$60,000	\$70,000	\$80,000
Senior Administrator	\$35	\$40	\$45	\$60,000	\$70,000	\$80,000
Administrator	\$30	\$35	\$40	\$55,000	\$60,000	\$70,000
Administration Assistant	\$25	\$30	\$35	\$50,000	\$55,000	\$60,000
Document Control Manager	\$70	\$75	\$80	\$125,000	\$135,000	\$140,000
Senior Document Controller	\$60	\$65	\$70	\$105,000	\$115,000	\$95,000
Document Controller	\$45	\$50	\$55	\$80,000	\$90,000	\$95,000
Travel Coordinator	\$30	\$35	\$40	\$55,000	\$60,000	\$70,000
Village Administration Assistant	\$30	\$35	\$40	\$55,000	\$60,000	\$70,000

Mining: QA/QC

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Quality Manager	\$90	\$95	\$100	\$160,000	\$170,000	\$180,000
Quality Engineer	\$75	\$80	\$85	\$135,000	\$140,000	\$150,000
Quality Officer	\$65	\$70	\$75	\$115,000	\$125,000	\$135,000

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Mining: **Construction**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Construction Manager	\$120	\$130	\$140	\$215,000	\$230,000	\$25,000
Construction Superintendent	\$105	\$110	\$115	\$185,000	\$195,000	\$205,000
Construction Supervisor	\$95	\$100	\$105	\$170,000	\$180,000	\$185,000
Civil Inspector	\$75	\$80	\$85	\$135,000	\$140,000	\$150,000
Site Manager	\$100	\$105	\$110	\$178,000	\$185,000	\$195,000
Commissioning Manager	\$100	\$105	\$110	\$178,000	\$185,000	\$195,000
Senior Commissioning Engineer	\$85	\$90	\$95	\$150,000	\$160,000	\$170,000
Commissioning Engineer	\$75	\$80	\$85	\$135,000	\$140,000	\$150,000
Commissioning Superintendent	\$90	\$95	\$100	\$160,000	\$170,000	\$180,000
Quantity Surveyor	\$80	\$85	\$90	\$140,000	\$150,000	\$160,000

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Mining: **Contracts**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Contracts Manager	\$105	\$110	\$115	\$185,000	\$195,000	\$205,000
Senior Contracts Engineer	\$85	\$95	\$105	\$150,000	\$170,000	\$185,000
Contracts Engineer	\$75	\$80	\$85	\$135,000	\$140,000	\$15,000
Contracts Administration Manager	\$85	\$90	\$95	\$150,000	\$160,000	\$170,000
Senior Contracts Administrator	\$65	\$70	\$75	\$115,000	\$125,000	\$135,000
Contracts Administrator	\$55	\$60	\$65	\$95,000	\$105,000	\$115,000
Trainee Contracts Administrator	\$40	\$45	\$50	\$70,000	\$80,000	\$90,000
Senior Expeditor	\$70	\$75	\$80	\$125,000	\$135,000	\$140,000
Expeditor	\$60	\$65	\$70	\$105,000	\$115,000	\$125,000

Mining: **Projects**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Senior Project Manager	\$130	\$140	\$150	\$230,000	\$250,000	\$265,000
Project Manager	\$110	\$120	\$130	\$195,000	\$215,000	\$230,000
Senior Project Engineer	\$100	\$105	\$110	\$180,000	\$185,000	\$195,000
Project Engineer	\$80	\$90	\$100	\$140,000	\$160,000	\$180,000

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Mining: **Purchasing**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Procurement Manager	\$85	\$95	\$105	\$150,000	\$170,000	\$185,000
Senior Procurement Officer	\$70	\$75	\$80	\$125,000	\$135,000	\$140,000
Procurement Officer	\$60	\$65	\$70	\$105,000	\$115,000	\$125,000
Materials Manager	\$85	\$90	\$95	\$150,000	\$160,000	\$170,000
Senior Materials Controller	\$75	\$80	\$85	\$135,000	\$140,000	\$150,000
Materials Controller	\$60	\$65	\$70	\$105,000	\$115,000	\$125,000
Senior Buyer	\$70	\$75	\$80	\$125,000	\$135,000	\$140,000
Buyer	\$55	\$60	\$65	\$95,000	\$105,000	\$115,000

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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