

# MINING AND RESOURCES

## MARKET OVERVIEW

The unprecedented employment boom in the mining and resources industry is continuing and the forecast is positive for the year ahead. Demand for resources from the developing world is accelerating and China's rapid industrialisation shows no signs of slowing.

There is a critical skills shortage in this sector and it is a lack of qualified candidates that is being blamed for project delays and cancellations in Western Australia and Queensland. It is certainly a candidate driven market and the intense competition to secure workers is placing inflationary pressures on salaries.

Recruitment and retention are two of the key challenges for employers in the mining and resources sector. The employers that get it right will do so by offering far more than money. Additional benefits such as workplace flexibility, professional training and career development all play a crucial role in talent attraction and retention.

## EMPLOYMENT FORECAST

Our prediction is a positive one for the mining and resources sector. Average salary increases will be in the 5–10% range and go as high as 15% for sought after professionals such as mining engineers.

### MINING & RESOURCES SALARY TABLE

State	WA	WA	QLD	QLD
Size of company	Small/Med	Large	Small/Med	Large
Salary	\$'000	\$'000	\$'000	\$'000
<b>DESIGN &amp; CONSULTING</b>				
Engineering Manager	150–170	170–190	145–165	165–185
Lead Engineer	145–170	160–190	135–160	160–180
Senior Design Engineer	120–140	130–160	120–135	125–140
Design Engineer	85–120	95–125	75–105	95–115
Graduate Engineer	55–65	60–70	50–60	55–70
<b>PROJECT MANAGEMENT &amp; CONSTRUCTION</b>				
Project Director	–	280–350	–	280–350
Project Manager	180–230	220–280	180–220	200–250
Construction Manager	180–220	220–260	170–210	200–240
Field/Site Engineer	100–140	120–150	90–130	110–140
Senior Project Engineer	120–140	130–160	120–135	125–140
Project Engineer	85–120	95–125	75–105	95–115
Project Controls Manager	160–190	170–200	150–180	170–200
Senior Planning Engineer	130–150	140–160	110–140	130–155
Senior Cost Engineer/Estimator	120–150	135–160	100–135	130–155
Contracts Manager	160–190	170–200	150–180	170–200
Senior Contracts Engineer	130–150	140–160	110–140	130–155
<b>OPERATIONS &amp; TECHNICAL</b>				
Graduate Engineer	55–65	60–75	50–60	60–70
Process/Metallurgy/Mechanical/Electrical Engineer	75–100	80–110	70–95	80–105
Senior Process/Metallurgy/Mechanical/Electrical Engineer	95–115	110–140	90–110	95–125
Maintenance/Reliability Engineer	80–105	100–130	75–100	80–110
Maintenance Superintendent	110–140	140–160	110–135	140–160
Projects Superintendent	130–150	140–160	95–120	120–140
Senior Project Engineer	90–120	100–130	80–115	90–125
Project Engineer	75–95	80–110	60–90	75–105
Maintenance Manager	140–175	170–220	130–170	160–200
Engineering Manager	140–175	170–220	130–170	160–200
Quarry/Mining Manager	190–220	220–250	190–210	200–240
Mining Superintendent	140–160	150–180	130–155	150–175
Senior Mining Engineer	115–135	125–150	110–130	120–145
Mining Engineer	80–110	90–120	80–110	90–120
Plant/Metallurgy Manager	150–180	160–200	130–165	155–190
Operations Manager/Resident Manager	220–250	220–270	190–220	200–230
Operations Director/General Manager	250–300	270–330	230–270	250–290

Notes:

1. Salaries indicated are inclusive of superannuation, but exclusive of bonus/incentive schemes.