

Market changes

How long will the resources boom last? The key to answering this question, at least in the short to medium term, lies in the amount of investment in Australia and New Zealand's market. Total minerals exploration expenditure in Australia over 2006 rose by 21 per cent to \$2.5 billion, around 13 per cent above average figures over the last 25 years. Oil & gas exploration experienced similar growth and was at its highest since 1985/86. The Chinese demand for iron ore, the \$166m spent on coal exploration in 2005-2006 (source ABARE) and the doubling over the past year of uranium exploration also reflects ongoing strength in the local market.

Over 35 advanced resources and energy projects are due to be completed before the end of 2007, however national and global competition for skilled labour and equipment, coupled with increasing fuel and material costs may lead to not just completion delays but new projects being reassessed for feasibility or even shelved – especially if any significant changes occur in the economic climate.

Given this, we certainly do not expect any slowdown in the demand for skills, but we may see an acceptance that there is a finite amount of labour available and projects will be planned accordingly.

The situation is similar in New Zealand where the energy sector is particularly buoyant with oil & gas experiencing strong growth driven by established contributors and major operators cementing their presence in the local market. In addition, the New Zealand Ministry of Economic Development and Crown Minerals is actively encouraging further exploration, and major fields are either moving towards or commencing production.

The supply from fossil fuels will potentially expose the Maui gas field to significant falls in output. Increased potential for renewable power generation, in addition to closer cooperation and partnerships between generator and oil and gas operators will attempt to overcome this loss.

Positions in demand

Given the market strength, it is no surprise that demand for skills across all levels remains high. With six large advanced oil & gas projects and two natural gas pipeline projects, Western Australia's demand for experienced petroleum candidates is acute. Towards the end of 2006 there were advanced minerals mining projects across Australia totalling nearly \$15 billion. With nearly half of these located in Western Australia the demand for skills in the state shows no

sign of slowing. Significant development in coal mine and infrastructure developments across Queensland and NSW has sustained demand for labour across the sector, particularly at the deputy and undermanager levels. High potential mining engineers with three to five years experience are also attractive to a wide employer base. Planned projects in South Australia will also increase demand for skills.

Given the large number of projects in the early stages of development, demand for design engineers and drafters remains high, particularly for candidates with structural or piping experience. Skilled tradespeople with experience in fixed and mobile plant continue to command impressive rewards.

Similarly in New Zealand technical specialists, project managers, specialist tradespeople and intermediate level geologists and engineers are in particular demand. New Zealand faces tough competition in a global energy and resources market to secure the services of these professionals.

Salary movements

Metalliferous geology specialists were the big salary winners across Australia and New Zealand. For example, the salary range for a Queensland exploration manager rose from \$110,000 - \$130,000 to \$120,000 - \$155,000 over the last 12 months and for a Western Australian mine geologist it rose from \$70,000 - \$90,000 to \$90,000 - \$110,000.

Metalliferous mining engineering also experienced big salary increases in NSW and New Zealand. For example the salary of a NSW mine manager increased from \$125,000 - \$150,000 to \$165,000 - \$220,000. New Zealand's underground/quarry managers and project managers were also big winners.

Western Australia, Queensland and South Australia saw mobile plant salary movements, particularly for underground specialists such as workshop supervisors, HD fitters and auto electricians.

In the industrial design market it was Victoria and South Australia's specialists who were the big salary winners. For example, the salary range for a senior project engineer (EPCM) increased from \$90,000 - \$110,000 to \$110,000 - \$150,000 in Victoria and from \$90,000 - \$115,000 to \$110,000 - \$135,000 in South Australia.

Fly-in-fly-out (FIFO) roles continue to offer larger salaries than residential mine sites, and so candidates are still required to choose between lifestyle or financial

benefits. Many New Zealand candidates are attracted to the highly paid FIFO positions available in Australia, thus further impacting the skills shortage in New Zealand.

While salaries have increased steadily over the past 12 months, employers are recognising there is a limit to how much they can compete based purely on dollars. Many employers provide non-cash benefits with even time rosters becoming more frequent.

Changes to employer recruitment practices

Despite the demand for skills many companies remain reluctant to compromise on staff quality, preferring to factor in staff shortages or utilise the existing workforce by offering significant overtime hours. However it is worth noting that despite the shortage of skills, a candidate in demand still needs to be the right person for the right job.

Increasing numbers of employers are open to recruiting candidates from overseas. While cost, visa approval time delays, health and safety practices and language requirements need considering, Hays Resources & Mining have completed several overseas recruitment campaigns which mitigates these risks. Employers that recruit internationally themselves have also said their success rates have improved through rigorous vetting procedures.

In a market with increasing demand, New Zealand companies are promoting the potential lifestyle benefits to attract candidates. Higher holiday entitlements and non-salary remuneration benefits have become common. Targeting professionals with young families looking for work/life balance has proven to be a successful method to secure employees in both the major cities and rural locations.

Advice to candidates

Candidates should be aware of their initial motivations for applying for a new job. Counter offers are commonplace and candidates should be prepared to face a counter offer and remember the reason they sought a new role to begin with. Regional variations present candidates with increasing choices that are not necessarily fuelled by salary package alone. Both the employer and the potential employees should be flexible regarding non-traditional benefits, while promoting the interesting projects that are available.

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	130,000 - 180,000	100,000 - 150,000	75,000 - 100,000	60,000 - 80,000	85,000 - 110,000
QLD	110,000 - 160,000	95,000 - 110,000	80,000 - 95,000	60,000 - 75,000	90,000 - 110,000
NSW	110,000 - 130,000	95,000 - 115,000	75,000 - 95,000	60,000 - 75,000	85,000 - 110,000
VIC	110,000 - 130,000	90,000 - 110,000	70,000 - 85,000	50,000 - 65,000	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

Mineral Processing	Shift Supervisor	Mill Operator	Metallurgical Technician	Laboratory Technician
	Salary Range	Salary Range	Salary Range	Salary Range
WA	80,000 - 105,000	70,000 - 90,000	55,000 - 85,000	60,000 - 75,000
QLD	80,000 - 95,000	65,000 - 80,000	60,000 - 70,000	60,000 - 75,000
NSW	80,000 - 100,000	70,000 - 80,000	60,000 - 70,000	50,000 - 70,000
VIC	80,000 - 95,000	55,000 - 65,000	50,000 - 60,000	50,000 - 70,000
SA	75,000 - 90,000	60,000 - 70,000	55,000 - 65,000	55,000 - 70,000
NZ	70,000 - 75,000	50,000 - 65,000	45,000 - 55,000	45,000 - 55,000

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	125,000 - 175,000	90,000 - 140,000	95,000 - 130,000	90,000 - 130,000	90,000 - 130,000
QLD	120,000 - 150,000	90,000 - 115,000	95,000 - 125,000	90,000 - 120,000	90,000 - 120,000
NSW	115,000 - 130,000	85,000 - 110,000	95,000 - 110,000	80,000 - 110,000	80,000 - 110,000
VIC	100,000 - 120,000	80,000 - 110,000	80,000 - 100,000	75,000 - 100,000	75,000 - 100,000
SA	100,000 - 120,000	85,000 - 110,000	85,000 - 110,000	80,000 - 110,000	85,000 - 110,000
NZ	80,000 - 105,000	65,000 - 80,000	70,000 - 90,000	60,000 - 80,000	70,000 - 95,000

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	85,000 - 110,000	100,000 - 120,000	85,000 - 110,000
QLD	90,000 - 110,000	70,000 - 95,000	85,000 - 100,000	80,000 - 100,000	85,000 - 110,000
NSW	90,000 - 105,000	75,000 - 90,000	80,000 - 95,000	75,000 - 85,000	85,000 - 100,000
VIC	85,000 - 100,000	70,000 - 85,000	75,000 - 90,000	60,000 - 80,000	80,000 - 90,000
SA	85,000 - 105,000	70,000 - 85,000	85,000 - 120,000	75,000 - 95,000	85,000 - 110,000
NZ	70,000 - 90,000	50,000 - 75,000	75,000 - 110,000	65,000 - 85,000	75,000 - 100,000

RESOURCES & MINING | METALLIFEROUS GEOLOGY

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 - 165,000	115,000 - 135,000	90,000 - 110,000	65,000 - 75,000	125,000 - 160,000
QLD	120,000 - 140,000	100,000 - 125,000	80,000 - 100,000	65,000 - 75,000	120,000 - 155,000
NSW	115,000 - 130,000	100,000 - 120,000	80,000 - 95,000	65,000 - 75,000	110,000 - 145,000
VIC	105,000 - 120,000	90,000 - 110,000	70,000 - 85,000	55,000 - 65,000	100,000 - 120,000
SA	110,000 - 130,000	100,000 - 120,000	80,000 - 95,000	60,000 - 70,000	120,000 - 155,000
NZ	95,000 - 120,000	80,000 - 95,000	60,000 - 80,000	45,000 - 50,000	80,000 - 100,000

Geology	Senior Exploration Geologist	Exploration Geologist	Field Assistant	Pit Technician / Geological Technician
	Salary Range	Salary Range	Salary Range	Salary Range
WA	115,000 - 135,000	90,000 - 110,000	60,000 - 75,000	65,000 - 80,000
QLD	110,000 - 130,000	80,000 - 100,000	60,000 - 70,000	60,000 - 70,000
NSW	95,000 - 120,000	75,000 - 95,000	50,000 - 65,000	50,000 - 60,000
VIC	85,000 - 110,000	70,000 - 85,000	40,000 - 55,000	45,000 - 60,000
SA	95,000 - 120,000	80,000 - 95,000	60,000 - 70,000	60,000 - 70,000
NZ	80,000 - 100,000	60,000 - 75,000	40,000 - 50,000	40,000 - 50,000

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	145,000 - 200,000	130,000 - 180,000	140,000 - 180,000	120,000 - 145,000	90,000 - 120,000	85,000 - 110,000
QLD	130,000 - 185,000	120,000 - 180,000	120,000 - 160,000	110,000 - 130,000	80,000 - 110,000	85,000 - 120,000
NSW	165,000 - 220,000	105,000 - 130,000	100,000 - 150,000	115,000 - 140,000	90,000 - 110,000	90,000 - 110,000
VIC	120,000 - 145,000	100,000 - 120,000	100,000 - 130,000	100,000 - 120,000	85,000 - 110,000	80,000 - 105,000
SA	130,000 - 160,000	110,000 - 140,000	115,000 - 130,000	110,000 - 130,000	95,000 - 120,000	80,000 - 110,000
NZ	120,000 - 170,000	150,000 - 185,000	130,000 - 180,000	85,000 - 120,000	75,000 - 105,000	75,000 - 90,000

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 - 105,000	70,000 - 75,000	110,000 - 130,000	90,000 - 120,000	75,000 - 90,000
QLD	85,000 - 110,000	65,000 - 80,000	100,000 - 110,000	90,000 - 110,000	85,000 - 90,000
NSW	85,000 - 110,000	60,000 - 80,000	95,000 - 120,000	90,000 - 115,000	80,000 - 95,000
VIC	80,000 - 100,000	55,000 - 75,000	90,000 - 115,000	90,000 - 110,000	75,000 - 85,000
SA	80,000 - 105,000	60,000 - 80,000	110,000 - 125,000	85,000 - 100,000	70,000 - 85,000
NZ	65,000 - 80,000	60,000 - 70,000	75,000 - 100,000	80,000 - 100,000	60,000 - 75,000

RESOURCES & MINING | COAL TECHNICAL POSITIONS

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	120,000 - 180,000	120,000 - 150,000	120,000 - 160,000	90,000 - 110,000	110,000 - 130,000	90,000 - 120,000
NSW	120,000 - 140,000	110,000 - 150,000	100,000 - 120,000	85,000 - 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
VIC	120,000 - 140,000	90,000 - 120,000	100,000 - 120,000	85,000 - 105,000	100,000 - 130,000	90,000 - 120,000
NZ	130,000 - 170,000	95,000 - 125,000	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	60,000 - 68,000	75,000 - 100,000	58,000 - 65,000	60,000 - 80,000	85,000 - 95,000	105,000 - 140,000
QLD	65,000 - 80,000	75,000 - 95,000	65,000 - 75,000	80,000 - 110,000	90,000 - 100,000	110,000 - 140,000
NSW	60,000 - 80,000	80,000 - 95,000	65,000 - 75,000	70,000 - 90,000	70,000 - 95,000	90,000 - 120,000
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
VIC	60,000 - 80,000	80,000 - 95,000	65,000 - 75,000	65,000 - 80,000	70,000 - 80,000	85,000 - 110,000
NZ	60,000 - 70,000	70,000 - 95,000	45,000 - 55,000	60,000 - 80,000	65,000 - 85,000	80,000 - 100,000

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	120,000 - 140,000	110,000 - 140,000	105,000 - 130,000	90,000 - 110,000	100,000 - 120,000	N/A
NSW	130,000 - 150,000	110,000 - 160,000	110,000 - 130,000	90,000 - 100,000	90,000 - 135,000	100,000 - 120,000
SA	N/A	N/A	N/A	N/A	N/A	N/A
VIC	N/A	N/A	N/A	90,000 - 100,000	90,000 - 110,000	90,000 - 110,000
NZ	N/A	N/A	N/A	70,000 - 85,000	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	100,000 - 130,000	115,000 - 140,000	100,000 - 135,000	100,000 - 135,000	100,000 - 125,000
QLD	110,000 - 140,000	90,000 - 120,000	100,000 - 130,000	90,000 - 110,000	80,000 - 95,000
NSW	90,000 - 110,000	80,000 - 100,000	80,000 - 100,000	85,000 - 105,000	75,000 - 85,000
VIC	80,000 - 100,000	70,000 - 90,000	70,000 - 85,000	70,000 - 90,000	60,000 - 80,000
SA	90,000 - 100,000	95,000 - 120,000	85,000 - 115,000	80,000 - 100,000	70,000 - 90,000
NZ	70,000 - 100,000	65,000 - 85,000	65,000 - 85,000	60,000 - 75,000	50,000 - 70,000

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	70,000 - 100,000	80,000 - 120,000	90,000 - 122,000
QLD	75,000 - 95,000	90,000 - 120,000	70,000 - 100,000	80,000 - 110,000	90,000 - 110,000
NSW	60,000 - 75,000	95,000 - 100,000	70,000 - 80,000	80,000 - 100,000	80,000 - 90,000
VIC	50,000 - 70,000	70,000 - 90,000	60,000 - 70,000	70,000 - 90,000	65,000 - 75,000
SA	60,000 - 75,000	75,000 - 95,000	65,000 - 85,000	75,000 - 95,000	85,000 - 105,000
NZ	50,000 - 60,000	50,000 - 60,000	45,000 - 60,000	60,000 - 90,000	55,000 - 85,000

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	100,000 - 130,000	110,000 - 140,000	100,000 - 140,000	110,000 - 140,000	90,000 - 130,000
QLD	100,000 - 120,000	100,000 - 125,000	110,000 - 130,000	100,000 - 115,000	90,000 - 100,000
NSW	90,000 - 110,000	90,000 - 100,000	80,000 - 100,000	85,000 - 105,000	75,000 - 85,000
VIC	N/A	N/A	N/A	N/A	N/A
SA	100,000 - 130,000	90,000 - 115,000	90,000 - 115,000	80,000 - 105,000	70,000 - 90,000
NZ	90,000 - 115,000	100,000 - 120,000	75,000 - 100,000	80,000 - 100,000	60,000 - 75,000

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 - 130,000
QLD	145,000 - 165,000	90,000 - 110,000	75,000 - 90,000	85,000 - 110,000
NSW	90,000 - 115,000	80,000 - 90,000	70,000 - 80,000	85,000 - 105,000
VIC	N/A	N/A	N/A	N/A
SA	110,000 - 125,000	75,000 - 90,000	65,000 - 75,000	80,000 - 100,000
NZ	100,000 - 140,000	85,000 - 110,000	65,000 - 85,000	70,000 - 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 - 210,000	180,000 - 260,000	120,000 - 160,000	80,000 - 120,000	130,000 - 160,000
QLD	180,000 - 220,000	140,000 - 180,000	140,000 - 200,000	90,000 - 120,000	60,000 - 90,000	95,000 - 120,000
NSW	160,000 - 175,000	110,000 - 130,000	120,000 - 180,000	90,000 - 110,000	70,000 - 90,000	90,000 - 120,000
VIC	140,000 - 180,000	130,000 - 160,000	120,000 - 200,000	100,000 - 130,000	70,000 - 95,000	110,000 - 150,000
SA	125,000 - 170,000	125,000 - 150,000	130,000 - 180,000	110,000 - 125,000	80,000 - 110,000	110,000 - 135,000
NZ	120,000 - 180,000	95,000 - 130,000	110,000 - 180,000	80,000 - 120,000	60,000 - 80,000	70,000 - 125,000

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 - 125,000	140,000 - 180,000	90,000 - 100,000	80,000 - 90,000	80,000 - 110,000
QLD	70,000 - 110,000	100,000 - 140,000	85,000 - 100,000	65,000 - 80,000	80,000 - 100,000
NSW	75,000 - 100,000	90,000 - 120,000	60,000 - 90,000	50,000 - 70,000	80,000 - 100,000
VIC	75,000 - 100,000	90,000 - 120,000	60,000 - 90,000	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
NZ	70,000 - 95,000	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	120,000 - 150,000	100,000 - 135,000
QLD	140,000 - 200,000	125,000 - 180,000	120,000 - 145,000	120,000 - 150,000	120,000 - 150,000	100,000 - 120,000
NSW	140,000 - 180,000	140,000 - 150,000	100,000 - 135,000	120,000 - 150,000	110,000 - 130,000	90,000 - 110,000
VIC	140,000 - 180,000	130,000 - 170,000	100,000 - 120,000	120,000 - 160,000	110,000 - 130,000	85,000 - 105,000
SA	125,000 - 180,000	125,000 - 180,000	125,000 - 160,000	125,000 - 150,000	125,000 - 160,000	110,000 - 140,000
NZ	100,000 - 180,000	90,000 - 130,000	90,000 - 110,000	90,000 - 120,000	80,000 - 110,000	70,000 - 100,000

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	85,000 - 120,000	90,000 - 130,000	100,000 - 130,000	80,000 - 110,000	75,000 - 110,000
QLD	90,000 - 110,000	70,000 - 95,000	90,000 - 120,000	90,000 - 100,000	90,000 - 110,000	90,000 - 110,000
NSW	85,000 - 105,000	70,000 - 85,000	90,000 - 110,000	90,000 - 100,000	75,000 - 100,000	90,000 - 100,000
VIC	85,000 - 105,000	75,000 - 100,000	80,000 - 100,000	80,000 - 100,000	75,000 - 100,000	80,000 - 100,000
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
NZ	80,000 - 100,000	60,000 - 80,000	75,000 - 100,000	80,000 - 100,000	70,000 - 95,000	70,000 - 100,000