

Market changes in the last 12 months

There were few issues that provided as much press throughout 2004-5 as the slump in house prices, which inevitably led to a drop in residential building applications. However despite this doom and gloom, the employment market for the construction and property sector continued apace as several trends countered the housing news to produce strong general vacancy activity. This in turn extended skills shortages, resulting in a sellers market for most disciplines and locations.

The first of these trends was the improvement in the renovation market, where cashed up private households spent money, often share market profits, on renovating their own home rather than purchasing a new property. This trend took up the slack from the cottage industry where candidates were previously employed in 2002-3 in new build apartment projects. Trades and labour didn't miss a step.

Private housing work is typically labour intensive, and high demand was good news for the blue collar end of the industry. However, this work didn't create many vacancies at the other end of the employment ladder, where candidates were previously employed to manage and design 2003-4's high rise and medium density projects. As reported last year, what did help was the continued buoyancy of the equities market, which created increased commercial building projects, and all in all, the recruitment market was a good one for the engineer, foreman and architect. For the most part, these candidates were in the driving seat, able to dictate most of the terms under which he or she was to be employed.

On the back of this there was a boom in infrastructure, through public and private sector investment in roads (West link M7 and Lane Cove Tunnel in Sydney, the Mitcham-Frankston Freeway in Melbourne) and rail (\$4.4 billion in 2004 through the Australasian Railway Association). As a consequence the job market for civil engineers was incredibly strong all year.



Geographically, the quietest employment markets were in Sydney, and to a lesser extent Melbourne, as the high-rise unit market cooled in these locations. Infrastructure and commercial building projects offset some of this downturn in activity, but not all. Queensland led the way in new developments by managing to ignore the housing slump principally through positive immigration. Perth was not far behind with a population intake.

Adelaide, through a mixture of private and public funding, found itself in something approaching a development boom, a phenomenon not seen in South Australia for some time! Employment activity in Canberra was strong driven by rebuild projects following the fires of 2003/4.

New Zealand was potentially the worst hit by skills shortages and most activity in the recruitment market was centred around finding candidates rather than finding a vacancy. As a result, employers looked to overseas candidates – those Kiwi's retuning home from overseas work or qualified and experienced professionals from the UK and South Africa looking for a New Zealand experience.

In both Australia and New Zealand it is interesting to note that for the majority of roles, the skills shortage did not lead to an abundance of salary inflations. Instead, salary rises in the majority of cases were in line with inflation. Signs indicate that 2005-6 may see this change as candidates realise employers are facing a shrinking pool of talent and start to request higher salaries.

Changes to employer recruitment practices

The demand for technical skills in 2005 resulted in record permanent vacancy activity for Hays Construction & Property and also in job advertisements in the media. Interestingly, this didn't translate into demand for contractors or temporary workers as most employers sought the additional security of employing the skills they could find in a permanent capacity.



Worryingly, most employers did not take advantage of the buoyant economy to refresh their training ranks through apprenticeships or new graduates. How this lack of investment manifests itself in the future in an industry already starved of skills can only be imagined. Paradoxically, what remains clear moving forward in 2005 is that the attraction and retention of those candidates already skilled and not requiring training will remain the number one focus of employers in the construction, property and engineering sectors.

Positions in demand

As noted above, following several years of marked increases in salaries 2004-5 saw marginal salary changes, largely in line with inflation. However there were a few select positions that bucked this trend by experiencing significant salary increases - these positions were the ones in most demand by employers. These included town planners across Australia and New Zealand (understandably on the back of private/public development projects), design and architecture roles in Queensland, construction management roles in regional and non capital cities across Australia (including Canberra, Townsville, Adelaide and Wollongong) and civil engineering roles across the board.

Advice to candidates

Once again speed and decisiveness were what employers looked for in 2004-5. Candidates with key skills in demand were, and will continue to be, in the box seat. Programs and build timelines are tight so require skilled staff to be in place without delay.

Candidates with a clear appreciation of what they want in a role, and more importantly, what it was about their own experience that was in demand, found they could achieve their goals when seeking a new role over 2004-5. We anticipate that with continuing high demand this trend will continue through 2005-6.

Architecture	Sydney	Melbourne	Brisbane	Adelaide
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Graduate Architect (Salary Range)	35,000 - 45,000	37,000 - 45,000	40,000 - 45,000	33,000 - 40,000
Architect 2-5 Years (Salary Range)	45,000 - 62,000	40,000 - 55,000	47,000 - 60,000	40,000 - 50,000
Architect 5-10 Years (Salary Range)	60,000 - 90,000	50,000 - 90,000	60,000 - 100,000	50,000 - 80,000
Graduate Interior Designer (Salary Range)	35,000 - 45,000	34,000 - 38,000	35,000 - 45,000	30,000 - 40,000
Interior Designer 2-5 Years (Salary Range)	45,000 - 60,000	40,000 - 55,000	45,000 - 60,000	35,000 - 45,000
Interior Designer 5-10 Years (Salary Range)	55,000 - 80,000	45,000 - 80,000	55,000 - 80,000	45,000 - 70,000
CAD Drafter (Salary Range)	45,000 - 55,000	35,000 - 65,000	45,000 - 65,000	35,000 - 60,000
Landscape Architect (Salary Range)	45,000 - 70,000	40,000 - 80,000	45,000 - 90,000	40,000 - 70,000
Town/Urban Planner (Salary Range)	45,000 - 65,000	40,000 - 70,000	40,000 - 55,000	40,000 - 70,000

Architecture	Hobart	Canberra	Perth	New Zealand
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Graduate Architect (Salary Range)	33,000 - 35,000	33,000 - 40,000	32,000 - 38,000	26,000 - 33,000
Architect 2-5 Years (Salary Range)	35,000 - 45,000	35,000 - 55,000	38,000 - 55,000	35,000 - 55,000
Architect 5-10 Years (Salary Range)	50,000 - 65,000	50,000 - 80,000	50,000 - 85,000	45,000 - 60,000
Graduate Interior Designer (Salary Range)	30,000 - 35,000	33,000 - 40,000	33,000 - 38,000	25,000 - 32,000
Interior Designer 2-5 Years (Salary Range)	35,000 - 45,000	30,000 - 50,000	38,000 - 50,000	33,000 - 45,000
Interior Designer 5-10 Years (Salary Range)	45,000 - 65,000	45,000 - 80,000	48,000 - 70,000	45,000 - 60,000
CAD Drafter (Salary Range)	28,000 - 50,000	30,000 - 50,000	35,000 - 45,000	30,000 - 50,000
Landscape Architect (Salary Range)	35,000 - 65,000	40,000 - 70,000	45,000 - 60,000	40,000 - 60,000
Town/Urban Planner (Salary Range)	40,000 - 65,000	40,000 - 65,000	45,000 - 70,000	45,000 - 65,000

- It is becoming increasingly important for Architects to register with the RAIA to even be considered for some roles
- Executive Salaries are representative of the total package value
- The Architectural industry in Queensland continues to run 'hot'
- New Zealand Salaries are represented in New Zealand Dollars

Building services	CAD Operator / Drafter	Design Engineer	Project Manager
	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	45,000 - 55,000	60,000 - 100,000	65,000 - 110,000
Melbourne (Salary Range)	32,000 - 50,000	55,000 - 90,000	65,000 - 110,000
Brisbane (Salary Range)	32,000 - 45,000	45,000 - 75,000	50,000 - 80,000
Adelaide (Salary Range)	35,000 - 55,000	45,000 - 75,000	60,000 - 90,000
Hobart (Salary Range)	28,000 - 40,000	40,000 - 60,000	50,000 - 70,000
Canberra (Salary Range)	30,000 - 43,000	45,000 - 80,000	65,000 - 110,000
Perth (Salary Range)	38,000 - 50,000	50,000 - 80,000	60,000 - 90,000
Townsville (Salary Range)	30,000 - 45,000	45,000 - 65,000	50,000 - 70,000
New Zealand (Salary Range)	45,000 - 60,000	50,000 - 75,000	55,000 - 90,000

Building services	Foreman / Supervisor	Estimator
	Typical Salary	Typical Salary
Sydney (Salary Range)	50,000 - 80,000	50,000 - 80,000
Melbourne (Salary Range)	50,000 - 75,000	45,000 - 80,000
Brisbane (Salary Range)	45,000 - 65,000	45,000 - 80,000
Adelaide (Salary Range)	45,000 - 65,000	45,000 - 80,000
Hobart (Salary Range)	45,000 - 65,000	40,000 - 70,000
Canberra (Salary Range)	45,000 - 75,000	50,000 - 80,000
Perth (Salary Range)	45,000 - 75,000	45,000 - 75,000
Townsville (Salary Range)	45,000 - 65,000	45,000 - 75,000
New Zealand (Salary Range)	40,000 - 50,000	50,000 - 90,000

Civil & structural	Drafter	Civil Designer Drafter	Civil / Structural Engineer	Client Side Representative / Resident Engineer
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	40,000 - 65,000	55,000 - 70,000	55,000 - 85,000	60,000 - 100,000
Melbourne (Salary Range)	35,000 - 45,000	50,000 - 70,000	52,000 - 85,000	55,000 - 90,000
Brisbane (Salary Range)	30,000 - 50,000	40,000 - 65,000	40,000 - 80,000	40,000 - 80,000
Adelaide (Salary Range)	30,000 - 40,000	40,000 - 60,000	40,000 - 75,000	50,000 - 75,000
Hobart (Salary Range)	30,000 - 40,000	30,000 - 60,000	35,000 - 85,000	50,000 - 75,000
Canberra (Salary Range)	30,000 - 52,000	45,000 - 65,000	45,000 - 80,000	50,000 - 80,000
Perth (Salary Range)	35,000 - 55,000	52,000 - 70,000	45,000 - 90,000	50,000 - 75,000
Townsville (Salary Range)	35,000 - 55,000	50,000 - 70,000	65,000 - 85,000	50,000 - 75,000
New Zealand (Salary Range)	35,000 - 55,000	40,000 - 65,000	55,000 - 80,000	45,000 - 75,000

Civil & structural	Structural / Civil Project Engineer	Associate	Group Manager / Principal
	Typical Salary	Typical Salary	Typical Salary
Sydney (Salary Range)	60,000 - 100,000	90,000 - 120,000	120,000 - 160,000
Melbourne (Salary Range)	50,000 - 80,000	90,000 - 105,000	115,000 - 160,000
Brisbane (Salary Range)	50,000 - 80,000	80,000 - 100,000	110,000 - 140,000
Adelaide (Salary Range)	40,000 - 75,000	80,000 - 110,000	100,000 - 140,000
Hobart (Salary Range)	40,000 - 60,000	85,000 - 100,000	100,000 - 120,000
Canberra (Salary Range)	55,000 - 80,000	85,000 - 110,000	90,000 - 130,000
Perth (Salary Range)	55,000 - 75,000	80,000 - 110,000	90,000 - 130,000
Townsville (Salary Range)	55,000 - 80,000	80,000 - 110,000	90,000 - 110,000
New Zealand (Salary Range)	60,000 - 90,000	70,000 - 100,000	70,000 - 110,000

Construction civil	Sydney	Melbourne	Brisbane	Adelaide	Hobart
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Leading Hand (Salary Range)	50,000 - 70,000	50,000 - 70,000	50,000 - 60,000	45,000 - 65,000	40,000 - 60,000
Foreman (Salary Range)	70,000 - 100,000	70,000 - 100,000	60,000 - 100,000	50,000 - 85,000	60,000 - 80,000
Site Engineer (Salary Range)	40,000 - 70,000	60,000 - 90,000	45,000 - 70,000	40,000 - 55,000	35,000 - 70,000
Project Engineer (Salary Range)	60,000 - 100,000	65,000 - 100,000	60,000 - 95,000	50,000 - 85,000	60,000 - 90,000
Project Manager (Salary Range)	90,000 - 130,000	90,000 - 130,000	90,000 - 120,000	80,000 - 120,000	65,000 - 95,000
Estimator (Salary Range)	90,000 - 160,000	80,000 - 160,000	80,000 - 130,000	60,000 - 120,000	60,000 - 95,000
Construction Manager (Salary Range)	110,000 - 180,000	100,000 - 170,000	110,000 - 150,000	100,000 - 150,000	85,000 - 100,000
Contracts Administrator (Salary Range)	60,000 - 100,000	65,000 - 100,000	50,000 - 90,000	50,000 - 90,000	50,000 - 90,000
Design Manager (Salary Range)	80,000 - 120,000	80,000 - 130,000	80,000 - 100,000	70,000 - 100,000	N/A

Construction civil	Canberra	Perth	Townsville	New Zealand
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Leading Hand (Salary Range)	40,000 - 55,000	40,000 - 55,000	40,000 - 60,000	40,000 - 50,000
Foreman (Salary Range)	60,000 - 90,000	75,000 - 95,000	70,000 - 95,000	50,000 - 65,000
Site Engineer (Salary Range)	40,000 - 55,000	42,500 - 55,000	40,000 - 65,000	40,000 - 55,000
Project Engineer (Salary Range)	55,000 - 80,000	60,000 - 75,000	65,000 - 90,000	60,000 - 75,000
Project Manager (Salary Range)	70,000 - 120,000	75,000 - 125,000	75,000 - 110,000	75,000 - 100,000
Estimator (Salary Range)	75,000 - 110,000	80,000 - 150,000	70,000 - 100,000	60,000 - 100,000
Construction Manager (Salary Range)	90,000 - 130,000	100,000 - 160,000	100,000 - 160,000	80,000 - 110,000
Contracts Administrator (Salary Range)	45,000 - 75,000	55,000 - 80,000	55,000 - 80,000	45,000 - 75,000
Design Manager (Salary Range)	75,000 - 120,000	80,000 - 130,000	75,000 - 110,000	60,000 - 90,000

CONSTRUCTION | INDUSTRY

Construction building	Sydney	Melbourne	Brisbane	Adelaide	Hobart
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Leading Hand (Salary Range)	65,000 - 80,000	65,000 - 80,000	50,000 - 70,000	45,000 - 65,000	40,000 - 60,000
Foreman (Salary Range)	70,000 - 95,000	70,000 - 100,000	60,000 - 80,000	55,000 - 85,000	50,000 - 75,000
Site Manager (Salary Range)	85,000 - 120,000	90,000 - 130,000	80,000 - 100,000	65,000 - 100,000	60,000 - 85,000
Estimator / Cost Planner (Salary Range)	90,000 - 130,000	85,000 - 130,000	85,000 - 110,000	65,000 - 110,000	80,000 - 100,000
Contracts Administrator (Salary Range)	60,000 - 100,000	60,000 - 100,000	70,000 - 100,000	60,000 - 100,000	50,000 - 95,000
Design Manager (Salary Range)	80,000 - 120,000	90,000 - 110,000	80,000 - 120,000	70,000 - 100,000	N/A
Construction Manager (Salary Range)	150,000 - 220,000	140,000 - 200,000	120,000 - 180,000	110,000 - 180,000	90,000 - 120,000
Project Manager (Salary Range)	120,000 - 180,000	110,000 - 170,000	100,000 - 120,000	95,000 - 140,000	85,000 - 100,000

Construction building	Canberra	Perth	Townsville	New Zealand
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Leading Hand (Salary Range)	40,000 - 60,000	55,000 - 70,000	35,000 - 50,000	40,000 - 50,000
Foreman (Salary Range)	50,000 - 80,000	65,000 - 90,000	45,000 - 60,000	50,000 - 60,000
Site Manager (Salary Range)	60,000 - 85,000	80,000 - 110,000	50,000 - 80,000	60,000 - 80,000
Estimator / Cost Planner (Salary Range)	65,000 - 110,000	75,000 - 130,000	65,000 - 100,000	80,000 - 100,000
Contracts Administrator (Salary Range)	50,000 - 90,000	50,000 - 80,000	50,000 - 80,000	65,000 - 100,000
Design Manager (Salary Range)	75,000 - 120,000	85,000 - 120,000	70,000 - 110,000	70,000 - 100,000
Construction Manager (Salary Range)	100,000 - 160,000	130,000 - 180,000	100,000 - 150,000	100,000 - 130,000
Project Manager (Salary Range)	70,000 - 120,000	95,000 - 140,000	90,000 - 120,000	90,000 - 120,000

PROPERTY | FACILITIES MANAGEMENT

Property	Sydney	Melbourne	Brisbane	Adelaide
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Commercial / Industrial Property Management (Salary Range)	60,000 - 85,000	50,000 - 90,000	45,000 - 65,000	40,000 - 65,000
Retail Centre Manager (Salary Range)	75,000 - 120,000	50,000 - 130,000	55,000 - 120,000	50,000 - 100,000
Asset Manager (Salary Range)	90,000 - 140,000	90,000 - 140,000	70,000 - 130,000	70,000 - 110,000
Lease Administrator (Salary Range)	35,000 - 55,000	35,000 - 58,000	30,000 - 55,000	35,000 - 50,000
Valuer (Salary Range)	60,000 - 120,000	55,000 - 100,000	60,000 - 100,000	50,000 - 85,000
Commercial / Industrial Sales & Leasing (Salary Range)	60,000 - 110,000	60,000 - 110,000	60,000 - 110,000	55,000 - 100,000

Property	Hobart	Canberra	Perth	New Zealand
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Commercial / Industrial Property Management (Salary Range)	45,000 - 65,000	40,000 - 70,000	50,000 - 75,000	45,000 - 78,000
Retail Centre Manager (Salary Range)	55,000 - 75,000	45,000 - 120,000	50,000 - 110,000	50,000 - 100,000
Asset Manager (Salary Range)	N/A	70,000 - 120,000	80,000 - 120,000	70,000 - 110,000
Lease Administrator (Salary Range)	N/A	25,000 - 50,000	30,000 - 50,000	35,000 - 60,000
Valuer (Salary Range)	50,000 - 85,000	40,000 - 70,000	40,000 - 80,000	40,000 - 90,000
Commercial / Industrial Sales & Leasing (Salary Range)	50,000 - 75,000	60,000 - 110,000	50,000 - 110,000	50,000 - 100,000

PROPERTY | FACILITIES MANAGEMENT

Facilities management	Sydney	Melbourne	Brisbane	Adelaide
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Building Manager (Salary Range)	50,000 - 85,000	50,000 - 85,000	50,000 - 75,000	50,000 - 70,000
Facilities Co-ordinator (Salary Range)	45,000 - 60,000	50,000 - 55,000	45,000 - 55,000	45,000 - 55,000
Facilities Manager (Salary Range)	60,000 - 110,000	65,000 - 110,000	55,000 - 100,000	60,000 - 90,000
Facilities Service Manager (Salary Range)	80,000 - 120,000	80,000 - 120,000	70,000 - 100,000	60,000 - 95,000
Contracts Manager (Salary Range)	60,000 - 160,000	65,000 - 150,000	60,000 - 110,000	55,000 - 100,000
Operations Manager (Salary Range)	90,000 - 120,000	75,000 - 130,000	75,000 - 100,000	75,000 - 100,000
Engineering Manager (Salary Range)	70,000 - 120,000	70,000 - 125,000	55,000 - 85,000	55,000 - 90,000
Bid Manager (Salary Range)	95,000 - 160,000	95,000 - 150,000	80,000 - 120,000	75,000 - 110,000
General Manager (Salary Range)	140,000 - 250,000	120,000 - 250,000	90,000 - 150,000	95,000 - 180,000

Facilities management	Hobart	Canberra	Perth	New Zealand
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Building Manager (Salary Range)	50,000 - 75,000	45,000 - 70,000	40,000 - 75,000	45,000 - 70,000
Facilities Co-ordinator (Salary Range)	N/A	40,000 - 55,000	40,000 - 55,000	40,000 - 60,000
Facilities Manager (Salary Range)	55,000 - 70,000	45,000 - 80,000	55,000 - 80,000	55,000 - 100,000
Facilities Service Manager (Salary Range)	N/A	60,000 - 95,000	70,000 - 100,000	70,000 - 100,000
Contracts Manager (Salary Range)	N/A	50,000 - 100,000	50,000 - 110,000	50,000 - 90,000
Operations Manager (Salary Range)	65,000 - 85,000	50,000 - 90,000	70,000 - 100,000	65,000 - 95,000
Engineering Manager (Salary Range)	N/A	55,000 - 75,000	55,000 - 80,000	55,000 - 85,000
Bid Manager (Salary Range)	N/A	70,000 - 110,000	70,000 - 120,000	70,000 - 110,000
General Manager (Salary Range)	65,000 - 90,000	90,000 - 150,000	90,000 - 130,000	90,000 - 130,000

Local government	Sydney	Melbourne	Brisbane	Adelaide
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Traffic Engineers (Salary Range)	50,000 - 65,000	40,000 - 55,000	40,000 - 60,000	40,000 - 60,000
Civil Supervisor (Salary Range)	55,000 - 75,000	50,000 - 65,000	45,000 - 55,000	45,000 - 60,000
Town Planner (Salary Range)	40,000 - 70,000	40,000 - 70,000	45,000 - 70,000	45,000 - 75,000
Civil Designer (Salary Range)	50,000 - 70,000	45,000 - 65,000	40,000 - 60,000	40,000 - 55,000
Urban Designer (Salary Range)	55,000 - 75,000	45,000 - 65,000	40,000 - 60,000	40,000 - 60,000
Building Surveyor (Salary Range)	65,000 - 75,000	45,000 - 65,000	45,000 - 60,000	45,000 - 60,000
Building Inspector (Salary Range)	50,000 - 65,000	40,000 - 60,000	40,000 - 55,000	45,000 - 55,000

Local government	Hobart	Canberra	Perth	Townsville
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Traffic Engineers (Salary Range)	40,000 - 55,000	50,000 - 60,000	40,000 - 65,000	40,000 - 65,000
Civil Supervisor (Salary Range)	45,000 - 55,000	60,000 - 75,000	45,000 - 65,000	45,000 - 60,000
Town Planner (Salary Range)	45,000 - 70,000	45,000 - 65,000	39,000 - 65,000	50,000 - 65,000
Civil Designer (Salary Range)	40,000 - 60,000	40,000 - 60,000	35,000 - 55,000	45,000 - 55,000
Urban Designer (Salary Range)	40,000 - 60,000	45,000 - 65,000	40,000 - 65,000	40,000 - 60,000
Building Surveyor (Salary Range)	45,000 - 52,000	45,000 - 65,000	35,000 - 65,000	35,000 - 60,000
Building Inspector (Salary Range)	40,000 - 45,000	45,000 - 65,000	35,000 - 55,000	40,000 - 60,000