

Market changes in the last 12 months

The huge upswing in global demand for minerals and energy products has underpinned one of the strongest years on record for the resources sector in Australia and New Zealand. The year has been one full of great news for iron ore, base metals and coal and energy products, meaning companies enjoyed strong profits and employees enjoyed a strong employment market.

Resources houses took advantage of the current resources boom, fuelled by China's insatiable appetite for resources and a general increase in global demand. Capital expenditure in the Australian resource sector in 2005 is on track to rise 60% from \$5.1bn to \$8.2bn and nationally there is now over \$25bn worth of construction projects committed to or underway in the Australian resources market.

Iron ore has been one of the biggest beneficiaries of this upswing reflected by large expansions in the Pilbara by both Rio Tinto and BHP Billiton in the last 12 months. Iron ore prices experienced three substantial price hikes over the past year and newer players, such as Mt Gibson, Aztec and Mid-West, were keen to advance their projects as quickly as possible.

With global coking coal prices more than doubling in the last 12 months to \$US125 per tonne, bigger industry players such as MacArthur Coal, Anglo and Rio Tinto are keen to boost production. The industry has also seen some consolidation with Centennial's recent \$290m buyout of Austral. Over the last 12 months the coal market realised, albeit too late and like most other parts of the industry, the importance of graduate schemes and apprenticeships for the future.

In light of the market's strength the last 12 months produced strong salary increases for everyone involved in the industry, with a minimum 10 to 20 per cent salary increase recorded across the board. Western Australia experienced the strongest salary growth, followed closely by Queensland.

It wasn't just salaries that improved though. The past year also saw improved rosters at most mines and a broadening of FIFO opportunities with most major cities now having some form of FIFO base.

A very pleasing trend over the year, no doubt a result of increasing skills shortages, was employers realising the high value of existing employees. With the focus turned onto retention, there was a general improvement in employment conditions, including bonuses, share incentives, better hours, better facilities and improved residential accommodation.

As well as expansions and new projects, strong commodity prices saw a return to many postponed or borderline projects, such as the Nickel mines around Kambalda. With increased project activity, one of the biggest challenges facing the industry is supply. There is no doubt that we are entering a crisis in relation to skilled labour shortages, however the industry is not only facing a shortage of staff. From the supply of steel to make dump trucks, infrastructure to ship coal and even accommodation on mine sites, general shortages extend. One last point to reflect on is that, incredibly, exploration expenditure is forecast to fall 29% this year on the already low base of the previous five years. If Australia is to reap the full benefit of the current boom, some bold initiatives are required from all sectors of the economy.

Positions in demand

Quite simply, we are experiencing a skills crisis in the resources sector. Low unemployment and a shortage of quality staff have already seen employers struggle to find skilled workers. The concern is that new and marginal projects currently in development will not get off the ground because of the finite and dwindling talent pool. While demand for candidates is across the board, there are particular hotspots.

Demand for skilled engineers remains very strong and is not expected to abate. As a result, fresh graduates are now offered salaries equivalent to candidates with two to three years experience.

In the design field candidates with experience in heavy industry are highly sought after and this finite pool has prompted employers to look at candidates with light industrial or commercial experience for certain roles.

As always, in an expansive market candidates with strong project experience are in demand while salaries and rates in the construction/EPCM field jumped quite considerably in order to attract skilled staff. Candidates with solid production or management experience have seen their salaries increase markedly as mining houses and contractors realise the value of these key people. Across the board, employers are looking internally at innovative ways to retain their staff.

Advice for candidates

The candidate focused market presents an ideal time to assess your career goals in the medium to long term. Rather than losing a key staff member, many employers welcome the chance to plot a rewarding career path for your future. This new career path may involve a change in role, promotion, new location or more responsibility. While salaries are strong and counter offers can occur, it is important to change roles for the right reasons, not solely for a higher salary which could ultimately leave you short-changed in the future.



RESOURCES & MINING | MINERAL & COAL PROCESSING

Mineral processing	WA	QLD	NSW	VIC	SA
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Mill Superintendent (Salary Range)	115,000 - 140,000	100,000 - 130,000	90,000 - 130,000	95,000 - 125,000	110,000 - 135,000
Senior Metallurgist (Salary Range)	95,000 - 120,000	90,000 - 110,000	85,000 - 105,000	85,000 - 100,000	80,000 - 105,000
Metallurgist (Salary Range)	68,000 - 95,000	65,000 - 85,000	65,000 - 85,000	62,000 - 83,000	65,000 - 90,000
Graduate Metallurgist (Salary Range)	54,000 - 63,000	53,000 - 60,000	50,000 - 65,000	50,000 - 60,000	45,000 - 55,000
Process Engineer - Mid level 3-7 years (Salary Range)	75,000 - 100,000	70,000 - 90,000	75,000 - 90,000	75,000 - 90,000	65,000 - 80,000
Shift Supervisor (Salary Range)	74,000 - 89,000	70,000 - 90,000	70,000 - 85,000	60,000 - 75,000	60,000 - 80,000
Mill Operator (Salary Range)	55,000 - 73,000	60,000 - 80,000	60,000 - 70,000	55,000 - 65,000	50,000 - 70,000
Metallurgical Technician (Salary Range)	52,000 - 71,000	50,000 - 65,000	40,000 - 50,000	45,000 - 65,000	50,000 - 70,000
Laboratory Technician (Salary Range)	50,000 - 69,000	50,000 - 75,000	40,000 - 60,000	50,000 - 65,000	45,000 - 60,000

Maintenance	WA	QLD	NSW	VIC	SA
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Maintenance Superintendent (Salary Range)	110,000 - 145,000	90,000 - 130,000	90,000 - 120,000	90,000 - 120,000	95,000 - 120,000
Maintenance Planner (Salary Range)	85,000 - 110,000	75,000 - 105,000	80,000 - 100,000	80,000 - 100,000	80,000 - 105,000
Maintenance Supervisor (Salary Range)	90,000 - 115,000	90,000 - 115,000	75,000 - 95,000	75,000 - 95,000	70,000 - 90,000
Mechanical Engineer - Mid level 3-7 years (Salary Range)	80,000 - 100,000	80,000 - 100,000	75,000 - 90,000	75,000 - 90,000	70,000 - 90,000
Electrical Engineer - Mid level 3-7 years (Salary Range)	80,000 - 100,000	80,000 - 100,000	75,000 - 90,000	75,000 - 90,000	75,000 - 95,000
Leading Hand (Salary Range)	84,000 - 98,000	80,000 - 95,000	78,000 - 90,000	78,000 - 92,000	80,000 - 94,000
Mechanical Fitter (Salary Range)	68,000 - 90,000	65,000 - 87,000	63,000 - 85,000	60,000 - 85,000	65,000 - 85,000
Electrician (Salary Range)	70,000 - 95,000	70,000 - 98,000	60,000 - 80,000	65,000 - 85,000	70,000 - 85,000
Boiler Maker/Welder (Salary Range)	68,000 - 84,000	65,000 - 95,000	60,000 - 78,000	62,000 - 80,000	60,000 - 78,000
Instrumentation Technician (Salary Range)	74,000 - 105,000	65,000 - 90,000	65,000 - 90,000	70,000 - 90,000	72,000 - 95,000

- In WA all salaries are based on 9&5 and 2&1 rosters excluding superannuation and additional benefits.
- For all other states, salaries are based on residential positions excluding superannuation and additional benefits.

RESOURCES & MINING | METALLIFEROUS GEOLOGY

Geology	WA	QLD	NSW	VIC
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Chief Geologist (Salary Range)	115,000 - 140,000	110,000 - 125,000	90,000 - 110,000	95,000 - 120,000
Senior Mine Geologist (Salary Range)	85,000 - 115,000	80,000 - 105,000	80,000 - 95,000	80,000 - 95,000
Mine Geologist (Salary Range)	65,000 - 90,000	65,000 - 80,000	60,000 - 80,000	65,000 - 80,000
Graduate Geologist (Salary Range)	54,000 - 63,000	50,000 - 60,000	50,000 - 60,000	50,000 - 60,000
Exploration Manager (Salary Range)	110,000 - 145,000	95,000 - 120,000	90,000 - 110,000	90,000 - 110,000
Senior Exploration Geologist (Salary Range)	85,000 - 115,000	95,000 - 120,000	80,000 - 100,000	80,000 - 110,000
Exploration Geologist (Salary Range)	65,000 - 89,000	70,000 - 90,000	60,000 - 75,000	60,000 - 80,000
Field Assistant (Salary Range)	47,000 - 67,000	50,000 - 65,000	40,000 - 50,000	40,000 - 55,000
Pit Technician / Geological Technician (Salary Range)	45,000 - 65,000	50,000 - 65,000	40,000 - 50,000	40,000 - 55,000

Geology	SA	NZ
	Typical Salary	Typical Salary
Chief Geologist (Salary Range)	100,000 - 125,000	90,000 - 110,000
Senior Mine Geologist (Salary Range)	80,000 - 95,000	70,000 - 90,000
Mine Geologist (Salary Range)	60,000 - 95,000	55,000 - 69,000
Graduate Geologist (Salary Range)	50,000 - 60,000	40,000 - 50,000
Exploration Manager (Salary Range)	90,000 - 115,000	75,000 - 90,000
Senior Exploration Geologist (Salary Range)	85,000 - 110,000	70,000 - 90,000
Exploration Geologist (Salary Range)	65,000 - 80,000	55,000 - 70,000
Field Assistant (Salary Range)	45,000 - 60,000	40,000 - 50,000
Pit Technician / Geological Technician (Salary Range)	45,000 - 60,000	40,000 - 50,000

RESOURCES & MINING | METALLIFEROUS MINING ENGINEERING

Mining engineering	WA	QLD	NSW	VIC
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Mine Manager (Salary Range)	125,000 - 185,000	130,000 - 170,000	120,000 - 150,000	120,000 - 140,000
Underground / Quarry Manager (Salary Range)	115,000 - 165,000	120,000 - 155,000	90,000 - 125,000	105,000 - 135,000
Project Manager (Salary Range)	120,000 - 150,000	120,000 - 150,000	110,000 - 140,000	105,000 - 145,000
Senior Mining Engineer (Salary Range)	95,000 - 135,000	90,000 - 130,000	100,000 - 120,000	90,000 - 115,000
Project Engineer (Salary Range)	85,000 - 115,000	80,000 - 110,000	90,000 - 120,000	85,000 - 105,000
Mining Engineer (Salary Range)	75,000 - 100,000	75,000 - 100,000	70,000 - 85,000	70,000 - 85,000
Drill & Blast Engineer (Salary Range)	78,000 - 105,000	75,000 - 100,000	65,000 - 85,000	70,000 - 85,000
Graduate Mining Engineer (Salary Range)	57,000 - 63,000	60,000 - 70,000	60,000 - 65,000	50,000 - 60,000
Chief Surveyor (Salary Range)	110,000 - 125,000	90,000 - 110,000	95,000 - 100,000	90,000 - 100,000
Senior Surveyor (Salary Range)	80,000 - 110,000	80,000 - 100,000	85,000 - 95,000	80,000 - 90,000
Mine Surveyor (Salary Range)	62,000 - 80,000	60,000 - 80,000	70,000 - 80,000	65,000 - 75,000

Mining engineering	SA	NZ
	Typical Salary	Typical Salary
Mine Manager (Salary Range)	120,000 - 160,000	110,000 - 170,000
Underground / Quarry Manager (Salary Range)	105,000 - 125,000	100,000 - 130,000
Project Manager (Salary Range)	110,000 - 140,000	130,000 - 170,000
Senior Mining Engineer (Salary Range)	90,000 - 120,000	85,000 - 100,000
Project Engineer (Salary Range)	90,000 - 110,000	70,000 - 95,000
Mining Engineer (Salary Range)	70,000 - 85,000	70,000 - 85,000
Drill & Blast Engineer (Salary Range)	70,000 - 85,000	65,000 - 75,000
Graduate Mining Engineer (Salary Range)	53,000 - 62,000	60,000 - 70,000
Chief Surveyor (Salary Range)	90,000 - 100,000	70,000 - 90,000
Senior Surveyor (Salary Range)	80,000 - 95,000	65,000 - 75,000
Mine Surveyor (Salary Range)	65,000 - 75,000	60,000 - 70,000

- In WA all salaries are based on 9&5 and 2&1 rosters excluding superannuation and additional benefits.
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RESOURCES & MINING | COAL TECHNICAL POSITIONS

Coal technical positions	WA	QLD	NSW	VIC	NZ
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Project Manager (Salary Range)	110,000 - 165,000	110,000 - 180,000	90,000+	90,000+	130,000 - 170,000
Technical Services Manager (Salary Range)	110,000 - 145,000	110,000 - 150,000	90,000 - 120,000	90,000 - 120,000	85,000 - 110,000
Production Superintendent (Salary Range)	95,000 - 110,000	110,000 - 120,000	85,000 - 95,000	80,000 - 90,000	90,000 - 110,000
Project Engineer (Salary Range)	80,000 - 100,000	85,000 - 110,000	90,000 - 130,000	85,000 - 115,000	70,000 - 95,000
Senior Engineer (Salary Range)	100,000 - 135,000	100,000 - 150,000	100,000 - 130,000	100,000 - 125,000	95,000 - 110,000
Mine Planning Engineer (Salary Range)	90,000 - 110,000	110,000 - 120,000	90,000 - 100,000	85,000 - 95,000	70,000 - 85,000
Graduate Engineer (Salary Range)	55,000 - 63,000	65,000 - 85,000	70,000 - 80,000	65,000 - 80,000	60,000 - 70,000
Project Geologist (Salary Range)	75,000 - 95,000	75,000 - 110,000	80,000 - 90,000	75,000 - 90,000	60,000 - 80,000
Graduate Geologist (Salary Range)	53,000 - 62,000	60,000 - 85,000	50,000 - 60,000	50,000 - 60,000	45,000 - 55,000
Surveyor (Salary Range)	60,000 - 80,000	60,000 - 90,000	60,000 - 80,000	60,000 - 80,000	60,000 - 75,000
OH&S Officer (Salary Range)	75,000 - 95,000	90,000 - 110,000	70,000 - 85,000	65,000 - 75,000	65,000 - 80,000
OH&S Manager (Salary Range)	100,000 - 125,000	110,000 - 130,000	90,000 - 120,000	80,000 - 95,000	80,000 - 100,000
Longwall Coordinator (Salary Range)	N/A	120,000 - 140,000	120,000 - 130,000	N/A	N/A
Undermanager (Salary Range)	N/A	115,000 - 140,000	90,000 - 120,000	N/A	N/A
Deputy (Salary Range)	N/A	100,000 - 120,000	80,000 - 90,000	N/A	N/A
Drill & Blast Engineer (Salary Range)	N/A	100,000 - 120,000	70,000 - 80,000	N/A	70,000 - 80,000
Open Cut Examiner (Salary Range)	N/A	100,000 - 120,000	70,000 - 90,000	N/A	N/A
Statutory Surveyor (Salary Range)	N/A	N/A	100,000 - 120,000	N/A	N/A

Mobile plant - surface	WA	QLD	NSW	VIC
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Open Pit Supervisor (Salary Range)	97,000 - 125,000	100,000 - 115,000	80,000 - 90,000	80,000 - 90,000
Workshop Supervisor (Salary Range)	100,000 - 125,000	100,000 - 115,000	75,000 - 90,000	65,000 - 80,000
HD Fitter (Salary Range)	95,000 - 130,000	90,000 - 115,000	70,000 - 90,000	60,000 - 80,000
Auto Electrician (Salary Range)	110,000 - 130,000	85,000 - 100,000	65,000 - 85,000	60,000 - 75,000
Boiler Maker/Welder (Salary Range)	95,000 - 120,000	80,000 - 95,000	55,000 - 70,000	50,000 - 70,000
Service Person (Salary Range)	75,000 - 95,000	60,000 - 80,000	45,000 - 65,000	40,000 - 60,000
Excavator Operator (Salary Range)	78,500 - 120,000	80,000 - 100,000	65,000 - 85,000	50,000 - 70,000
Dump Truck Operator (Salary Range)	61,000 - 95,000	80,000 - 100,000	60,000 - 80,000	50,000 - 65,000
Driller (Salary Range)	60,000 - 140,000	80,000 - 95,000	75,000 - 90,000	60,000 - 80,000
All-Rounder (Salary Range)	70,000 - 105,000	80,000 - 100,000	65,000 - 85,000	60,000 - 75,000

Mobile plant - surface	SA	NZ
	Typical Salary	Typical Salary
Open Pit Supervisor (Salary Range)	80,000 - 90,000	60,000 - 70,000
Workshop Supervisor (Salary Range)	75,000 - 95,000	60,000 - 70,000
HD Fitter (Salary Range)	60,000 - 90,000	54,000 - 61,000
Auto Electrician (Salary Range)	65,000 - 95,000	55,000 - 75,000
Boiler Maker/Welder (Salary Range)	55,000 - 70,000	50,000 - 65,000
Service Person (Salary Range)	45,000 - 65,000	50,000 - 55,000
Excavator Operator (Salary Range)	60,000 - 80,000	47,000 - 53,500
Dump Truck Operator (Salary Range)	55,000 - 75,000	43,500 - 50,000
Driller (Salary Range)	70,000 - 90,000	60,000 - 90,000
All-Rounder (Salary Range)	65,000 - 85,000	55,000 - 85,000

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RESOURCES & MINING | MOBILE PLANT

Mobile plant - underground	WA	QLD	NSW	VIC
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Underground Supervisor (Salary Range)	92,000 - 128,000	90,000 - 110,000	85,000 - 100,000	85,000 - 95,000
Workshop Supervisor (Salary Range)	110,000 - 125,000	90,000 - 110,000	80,000 - 100,000	65,000 - 85,000
HD Fitter (Salary Range)	95,000 - 125,000	90,000 - 115,000	70,000 - 100,000	60,000 - 80,000
Auto Electrician (Salary Range)	100,000 - 130,000	85,000 - 100,000	70,000 - 90,000	60,000 - 75,000
Boiler Maker/Welder (Salary Range)	95,000 - 120,000	80,000 - 95,000	70,000 - 85,000	50,000 - 70,000
Jumbo Operator (Salary Range)	98,000 - 170,000	100,000 - 140,000	80,000 - 110,000	70,000 - 90,000
Bogger Operator (Salary Range)	93,000 - 116,000	80,000 - 110,000	65,000 - 85,000	55,000 - 80,000
Service Crew (Salary Range)	68,000 - 85,000	65,000 - 80,000	60,000 - 75,000	55,000 - 70,000
Driller (Salary Range)	80,000 - 175,000	100,000 - 120,000	70,000 - 95,000	60,000 - 80,000

Mobile plant - underground	SA	NZ
	Typical Salary	Typical Salary
Underground Supervisor (Salary Range)	85,000 - 100,000	90,000 - 115,000
Workshop Supervisor (Salary Range)	80,000 - 100,000	100,000 - 120,000
HD Fitter (Salary Range)	70,000 - 100,000	78,500 - 99,000
Auto Electrician (Salary Range)	70,000 - 90,000	78,500 - 99,000
Boiler Maker/Welder (Salary Range)	60,000 - 80,000	50,000 - 70,000
Jumbo Operator (Salary Range)	80,000 - 110,000	78,500 - 140,000
Bogger Operator (Salary Range)	65,000 - 85,000	67,000 - 88,000
Service Crew (Salary Range)	60,000 - 75,000	61,000 - 76,000
Driller (Salary Range)	70,000 - 95,000	70,000 - 90,000

Industrial design	WA	QLD	NSW	VIC
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Principal/Lead Engineer (Salary Range)	130,000 - 150,000	110,000 - 150,000	80,000 - 100,000	80,000 - 100,000
Engineering Manager (Salary Range)	150,000 - 200,000	110,000 - 150,000	90,000 - 120,000	90,000 - 110,000
Project Manager (Salary Range)	110,000 - 150,000	100,000 - 150,000	100,000+	110,000+
Senior Design Engineer (Salary Range)	90,000 - 120,000	80,000 - 120,000	70,000 - 90,000	75,000 - 90,000
Design Engineer (Salary Range)	50,000 - 90,000	50,000 - 80,000	60,000 - 80,000	60,000 - 80,000
Senior Project Engineer (EPCM) (Salary Range)	90,000 - 120,000	90,000 - 120,000	80,000 - 95,000	75,000 - 90,000
Project Engineer (EPCM) (Salary Range)	50,000 - 90,000	60,000 - 90,000	65,000 - 85,000	60,000 - 80,000
Design Manager / Chief Drafter (Salary Range)	100,000 - 120,000	70,000 - 90,000	70,000 - 80,000	70,000 - 80,000
Senior Design Drafter (Salary Range)	65,000 - 100,000	55,000 - 80,000	60,000 - 75,000	55,000 - 70,000
Design Drafter (Salary Range)	45,000 - 65,000	40,000 - 60,000	40,000 - 60,000	40,000 - 60,000
Piping Designer (Salary Range)	65,000 - 90,000	75,000 - 105,000	75,000 - 95,000	70,000 - 95,000

Industrial design	SA	NZ
	Typical Salary	Typical Salary
Principal/Lead Engineer (Salary Range)	100,000 - 120,000	80,000 - 115,000
Engineering Manager (Salary Range)	100,000 - 120,000	90,000 - 130,000
Project Manager (Salary Range)	90,000 - 120,000	80,000 - 110,000
Senior Design Engineer (Salary Range)	70,000 - 110,000	70,000 - 95,000
Design Engineer (Salary Range)	50,000 - 80,000	50,000 - 75,000
Senior Project Engineer (EPCM) (Salary Range)	80,000 - 110,000	75,000 - 105,000
Project Engineer (EPCM) (Salary Range)	60,000 - 85,000	50,000 - 70,000
Design Manager / Chief Drafter (Salary Range)	70,000 - 80,000	70,000 - 90,000
Senior Design Drafter (Salary Range)	60,000 - 75,000	55,000 - 70,000
Design Drafter (Salary Range)	40,000 - 60,000	40,000 - 60,000
Piping Designer (Salary Range)	75,000 - 90,000	60,000 - 95,000

- In WA all salaries are based on 9&5 and 2&1 rosters excluding superannuation and additional benefits.
- For all other states, salaries are based on residential positions excluding superannuation and additional benefits.

RESOURCES & MINING | INDUSTRIAL CONSTRUCTION

Industrial construction	WA	QLD	NSW	VIC	SA
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Project Manager (Salary Range)	130,000 - 170,000	120,000+	100,000+	100,000+	100,000+
Construction Manager / Superintendent (Salary Range)	95,000 - 130,000	100,000 - 135,000	100,000+	90,000 - 120,000	100,000 - 120,000
Senior Estimator (Salary Range)	100,000 - 130,000	100,000 - 135,000	105,000 - 135,000	100,000 - 120,000	95,000 - 125,000
Planning Manager (Salary Range)	100,000 - 125,000	90,000 - 110,000	100,000+	85,000 - 110,000	85,000 - 105,000
Contracts Manager (Salary Range)	100,000 - 135,000	110,000+	80,000 - 110,000	80,000 - 110,000	80,000 - 110,000
Project Engineer (Civil/Mech/Elec) (Salary Range)	87,000 - 110,000	90,000 - 110,000	90,000 - 110,000	85,000 - 105,000	85,000 - 105,000
Estimator (Salary Range)	75,000 - 95,000	75,000 - 100,000	75,000 - 100,000	70,000 - 100,000	75,000 - 95,000
Contracts Administrator (Salary Range)	80,000 - 100,000	90,000+	70,000 - 80,000	60,000 - 80,000	60,000 - 80,000
Planner (Salary Range)	80,000 - 105,000	80,000 - 105,000	80,000 - 100,000	75,000 - 95,000	75,000 - 95,000
Site Supervisor (Salary Range)	75,000 - 90,000	80,000 - 100,000	70,000 - 90,000	65,000 - 90,000	65,000 - 90,000
Site Engineer (Civil/Mech/Elec) (Salary Range)	55,000 - 75,000	55,000 - 70,000	60,000 - 75,000	50,000 - 70,000	70,000 - 95,000
Safety Advisor (Salary Range)	75,000 - 90,000	70,000 - 90,000	65,000 - 85,000	60,000 - 80,000	70,000 - 90,000

- In WA all salaries are based on 3&1 rosters excluding superannuation and additional benefits.
- For all other states, salaries are based on residential positions excluding superannuation and additional benefits.
- Site allowances are paid on base salary and range from 15 to 45 per cent depending on location.