



## Market changes

The construction and property industry at both a macro level and across its various specialisations including Architecture, Engineering and Facilities Management has had a very sustained level of growth over the past 5 years and 2007/2008 saw an escalation of this growth in many areas. The internationalisation of this industry has continued with ongoing opportunities within Asia and the UAE in particular.

Retaining its reputation as one of Australia's most active recruitment markets, the construction industry has seen wide-ranging demand from graduate level recruitment through to Contract Administrators, Project Managers and in particular highly experienced Estimators. In a continuation of the market trend over the past few years, the impact of the resources and mining boom has created a competitive environment for talent, but also a flow on level of construction activity particularly in Western Australia, South Australia and Queensland. The level of exploration and feasibility planning is leading to high demand within various aspects of infrastructure, including residential property, land development and commercial building to meet an increased requirement for office space.

Within the public sector market we have also identified a marked increase in the commitment to infrastructure particularly regarding water. Across all states and territories Water Engineers have been in high demand, continuing the trend from the previous year. The finite resources in this sector will require employers to look at up-skilling or re-skilling aligned engineers to meet this demand in the future.

Queensland has seen the construction market growing at a similar pace to previous years driven by population growth and associated projects. The pressure for architectural candidates has been evident, particularly for those with health and retail experience. The facilities management industry has seen an increase in employer expectations for candidates that can demonstrate a corporate background in line with increased remuneration expectations.

Western Australia's demands across the whole construction sector have driven a significantly heightened interest in the state from both interstate and international candidates (in particular UK, South Africa, and New Zealand qualified professionals). The sponsorship of skilled migrants has become a realistic and usable option for employers and the utilisation of candidates on working holiday visas, often employed initially in a working interview, has increased.

The South Australian market looms as a significant market leader over the next decade driven by expected investment in the state's mining sector. There is considerable interest in the market from candidates and coupled with a more affordable living, the migration of skilled candidates to the state is increasing.

The Victorian market's major dynamic has been a proliferation of medium size construction projects that has driven aggressive competition between the Tier 1 and Tier 2 building companies. This has resulted in the movement of candidates and has placed upward pressure on salaries.

Of all states, Victoria seems to be the hardest hit in terms of skilled candidates migrating to the resource states and this imposes a real threat as the market becomes alarmingly candidate short.

The major trend in NSW has been the significant investment in infrastructure with major projects such as Port Botany and the Desalination Plant. The residential sector is notable for its lack of activity whereas the commercial and retail sectors have been steady.

## Salary movements

A comparison of our 2008 and 2007 Salary Surveys highlights the key salary changes and in particular reveals that Queensland has set the pace for salary movements in a number of employment categories. The most notable example of this occurred within civil & structural engineering, where the average increase for the maximum of the salary ranges in Brisbane/Gold Coast was a strong 13.3 percent. Within rail infrastructure it was still an impressive 8 percent.

Brisbane/Gold Coast also enjoyed the notable building services contractor and design consultancy increases, firmly cementing its place as the leader for engineering salary increases over the year.

New Zealand received the notable Architecture increases. For example the maximum of the salary ranges rose for an Interior Designer with 5-10 years experience from \$75,000 to \$90,000 in Auckland and \$60,000 to \$80,000 in Christchurch/Wellington.

Melbourne, Brisbane/Gold Coast and New Zealand experienced the leading construction civil increases. For example, the maximum of the salary ranges rose for an Estimator from \$120,000 to \$160,000 in Melbourne and \$130,000 to \$140,000 in Brisbane/Gold Coast. The maximums also rose for experienced Contracts Administrators/Quantity Surveyors in

Auckland from \$110,000 to \$120,000 and in Christchurch/Wellington from \$90,000 to \$100,000.

Perth joined these locations for the key construction building increases. For example the maximum rose for a Construction Manager from \$200,000 to \$220,000.

Property, facilities management and local government salaries remained steady over the past 12 months.

## Advice for candidates

With the market at peak levels in nearly every location across Australia it is an excellent time to be involved within the construction and property sector. The temptation to be opportunistic and short term focused in this market is a reality, yet we would advise that a well-researched and thorough commitment to your career choices would result in a much more profound and sustainable outcome. Allocating time to thoroughly research the organisations within the market, what they can offer you in both the short and medium term and ensuring that this is in line with your own professional aspirations is critical. Within a volatile market employers will still be looking for fair value and for an employee that they see a potential return of investment from.

The reality of today is that when you enter the market, you can expect to be highly sought after so ensure that you really know what you are seeking; job offers are likely to be made in days and your current employer is more than likely to counter offer, so make sure you are clear on why and when you intend to move.

Architecture	Graduate Architect	Architect 2-5 Years	Architect 5-10 Years	Graduate Interior Designer	Interior Designer 2-5 Years
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	35,000 - 45,000	45,000 - 67,000	60,000 - 100,000	35,000 - 45,000	45,000 - 60,000
NSW - Regional	35,000 - 40,000	45,000 - 55,000	55,000 - 75,000	35,000 - 45,000	45,000 - 60,000
VIC - Melbourne	40,000 - 45,000	42,000 - 60,000	55,000 - 90,000	38,000 - 45,000	45,000 - 60,000
QLD - Brisbane and Gold Coast	40,000 - 45,000	45,000 - 60,000	60,000 - 90,000	40,000 - 45,000	45,000 - 55,000
QLD - Regional	40,000 - 50,000	50,000 - 65,000	65,000 - 80,000	40,000 - 45,000	45,000 - 65,000
SA - Adelaide	38,000 - 43,000	44,000 - 55,000	55,000 - 90,000	38,000 - 42,000	43,000 - 50,000
WA - Perth	40,000 - 55,000	55,000 - 65,000	65,000 - 90,000	35,000 - 50,000	50,000 - 65,000
ACT - Canberra	35,000 - 45,000	45,000 - 65,000	60,000 - 90,000	35,000 - 45,000	45,000 - 65,000
TAS - Hobart	35,000 - 40,000	40,000 - 60,000	50,000 - 80,000	35,000 - 40,000	55,000 - 60,000
NZ - Auckland	35,000 - 55,000	55,000 - 80,000	75,000 - 90,000	35,000 - 45,000	45,000 - 55,000
NZ - Christchurch / Wellington	30,000 - 35,000	45,000 - 60,000	60,000 - 90,000	30,000 - 35,000	40,000 - 50,000

Architecture	Interior Designer 5-10 Years	CAD Drafter	Landscape Architect	Town / Urban Planner
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	55,000 - 85,000	45,000 - 65,000	45,000 - 85,000	45,000 - 90,000
NSW - Regional	55,000 - 80,000	45,000 - 65,000	45,000 - 65,000	35,000 - 85,000
VIC - Melbourne	52,000 - 80,000	35,000 - 65,000	40,000 - 75,000	40,000 - 85,000
QLD - Brisbane and Gold Coast	55,000 - 80,000	40,000 - 65,000	40,000 - 85,000	55,000 - 120,000
QLD - Regional	65,000 - 80,000	35,000 - 55,000	40,000 - 85,000	50,000 - 90,000
SA - Adelaide	50,000 - 70,000	35,000 - 60,000	40,000 - 70,000	40,000 - 90,000
WA - Perth	65,000 - 80,000	45,000 - 65,000	45,000 - 90,000	50,000 - 95,000
ACT - Canberra	55,000 - 95,000	35,000 - 55,000	45,000 - 85,000	40,000 - 85,000
TAS - Hobart	50,000 - 80,000	30,000 - 55,000	35,000 - 75,000	40,000 - 80,000
NZ - Auckland	60,000 - 90,000	35,000 - 90,000	45,000 - 90,000	65,000 - 95,000
NZ - Christchurch / Wellington	50,000 - 80,000	35,000 - 60,000	35,000 - 70,000	45,000 - 70,000

# ENGINEERING

Building Services Design Consultancy	CAD Drafter - Design Drafter	CAD Manager	Graduate / Entry-level Design Engineer
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	45,000 - 65,000	65,000 - 75,000	50,000 - 65,000
NSW - Regional	45,000 - 60,000	65,000 - 75,000	50,000 - 65,000
VIC - Melbourne	40,000 - 60,000	65,000 - 85,000	50,000 - 70,000
QLD - Brisbane and Gold Coast	35,000 - 65,000	65,000 - 90,000	45,000 - 70,000
QLD - Regional	35,000 - 65,000	65,000 - 90,000	50,000 - 70,000
SA - Adelaide	35,000 - 55,000	60,000 - 75,000	40,000 - 60,000
WA - Perth	40,000 - 65,000	70,000 - 95,000	55,000 - 70,000
ACT - Canberra	40,000 - 50,000	50,000 - 80,000	50,000 - 70,000
TAS - Hobart	30,000 - 40,000	50,000 - 75,000	40,000 - 60,000
NZ - Auckland	40,000 - 70,000	70,000 - 100,000	40,000 - 70,000
NZ - Christchurch / Wellington	35,000 - 55,000	55,000 - 80,000	40,000 - 70,000

Building Services Design Consultancy	Intermediate - Senior Design Engineer	Associate / Senior Associate	Principal / Director
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	65,000 - 100,000	110,000 - 180,000	180,000+
NSW - Regional	60,000 - 90,000	110,000 - 150,000	150,000+
VIC - Melbourne	65,000 - 100,000	100,000 - 150,000	150,000+
QLD - Brisbane and Gold Coast	70,000 - 100,000	110,000 - 150,000	150,000+
QLD - Regional	70,000 - 100,000	110,000 - 150,000	150,000+
SA - Adelaide	60,000 - 85,000	100,000 - 150,000	140,000+
WA - Perth	70,000 - 100,000	100,000 - 140,000	140,000+
ACT - Canberra	70,000 - 90,000	100,000 - 120,000	130,000+
TAS - Hobart	55,000 - 90,000	75,000 - 110,000	120,000+
NZ - Auckland	75,000 - 95,000	100,000 - 120,000	110,000+
NZ - Christchurch / Wellington	55,000 - 90,000	100,000 - 120,000	110,000+

Building Services Contractor	Foreperson / Supervisor	Estimator - Senior Estimator	Project Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	75,000 - 85,000	60,000 - 140,000	95,000 - 110,000
NSW - Regional	60,000 - 70,000	60,000 - 85,000	90,000 - 100,000
VIC - Melbourne	65,000 - 80,000	60,000 - 120,000	90,000 - 130,000
QLD - Brisbane and Gold Coast	60,000 - 100,000	60,000 - 150,000	85,000 - 120,000
QLD - Regional	60,000 - 100,000	60,000 - 150,000	85,000 - 120,000
SA - Adelaide	50,000 - 75,000	55,000 - 95,000	70,000 - 95,000
WA - Perth	75,000 - 90,000	60,000 - 85,000	80,000 - 100,000
ACT - Canberra	60,000 - 70,000	60,000 - 80,000	75,000 - 100,000
TAS - Hobart	50,000 - 70,000	50,000 - 65,000	60,000 - 90,000
NZ - Auckland	50,000 - 70,000	50,000 - 70,000	75,000 - 90,000
NZ - Christchurch / Wellington	50,000 - 70,000	50,000 - 65,000	60,000 - 85,000

Building Services Contractor	Senior Project Manager	Operations Manager	Building Services Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	120,000 - 140,000	140,000 - 170,000	140,000 - 170,000
NSW - Regional	110,000 - 130,000	120,000+	120,000+
VIC - Melbourne	100,000 - 150,000	120,000 - 150,000	120,000+
QLD - Brisbane and Gold Coast	130,000 - 180,000	130,000 - 160,000	130,000 - 160,000
QLD - Regional	130,000 - 180,000	130,000 - 160,000	130,000 - 160,000
SA - Adelaide	100,000 - 125,000	110,000 - 140,000	120,000+
WA - Perth	90,000 - 120,000	110,000 - 150,000	110,000 - 150,000
ACT - Canberra	90,000 - 120,000	100,000 - 140,000	100,000 - 140,000
TAS - Hobart	80,000 - 120,000	120,000+	90,000 - 140,000
NZ - Auckland	85,000 - 120,000	90,000 - 120,000	100,000 - 160,000
NZ - Christchurch / Wellington	80,000 - 100,000	90,000 - 100,000	100,000 - 120,000

# ENGINEERING

Civil & Structural	Drafter	Civil Designer Drafter	Civil / Structural Engineer	Client Side Representative / Resident Engineer
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	35,000 - 60,000	45,000 - 80,000	55,000 - 120,000	65,000 - 100,000
NSW - Regional	35,000 - 60,000	40,000 - 80,000	50,000 - 90,000	50,000 - 90,000
VIC - Melbourne	35,000 - 70,000	45,000 - 75,000	50,000 - 100,000	65,000 - 120,000
QLD - Brisbane and Gold Coast	40,000 - 70,000	50,000 - 100,000	60,000 - 135,000	80,000 - 150,000
QLD - Regional	40,000 - 70,000	50,000 - 100,000	60,000 - 135,000	80,000 - 150,000
SA - Adelaide	35,000 - 55,000	40,000 - 60,000	45,000 - 80,000	50,000 - 80,000
WA - Perth	40,000 - 70,000	55,000 - 95,000	55,000 - 110,000	65,000 - 110,000
ACT - Canberra	35,000 - 60,000	40,000 - 80,000	55,000 - 110,000	65,000 - 120,000
TAS - Hobart	40,000 - 60,000	45,000 - 65,000	55,000 - 95,000	70,000 - 105,000
NZ - Auckland	45,000 - 70,000	50,000 - 75,000	65,000 - 110,000	75,000 - 120,000
NZ - Christchurch / Wellington	35,000 - 55,000	40,000 - 65,000	50,000 - 100,000	60,000 - 110,000

Civil & Structural	Structural / Civil Project Engineer	Associate	Group Manager / Principal
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	55,000 - 110,000	120,000 - 140,000	140,000+
NSW - Regional	50,000 - 100,000	120,000 - 140,000	140,000+
VIC - Melbourne	50,000 - 110,000	110,000 - 150,000	150,000+
QLD - Brisbane and Gold Coast	65,000 - 120,000	120,000 - 150,000	150,000+
QLD - Regional	70,000 - 120,000	120,000 - 150,000	150,000+
SA - Adelaide	50,000 - 90,000	80,000 - 110,000	120,000+
WA - Perth	80,000 - 130,000	120,000 - 160,000	140,000+
ACT - Canberra	55,000 - 100,000	90,000 - 130,000	120,000+
TAS - Hobart	70,000 - 110,000	100,000 - 140,000	120,000+
NZ - Auckland	60,000 - 110,000	100,000 - 150,000	115,000+
NZ - Christchurch / Wellington	50,000 - 100,000	90,000 - 130,000	100,000+

Rail Infrastructure	Signalling Designers	Signalling Supervisors	Signalling Maintenance Technicians	Permanent Way Designers	Permanent Way Track
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	85,000 - 120,000	80,000 - 105,000	65,000 - 95,000	90,000 - 120,000	80,000 - 110,000
NSW - Regional	70,000 - 95,000	70,000 - 90,000	50,000 - 80,000	75,000 - 100,000	75,000 - 105,000
VIC - Melbourne	85,000 - 120,000	80,000 - 120,000	65,000 - 95,000	90,000 - 140,000	80,000 - 110,000
QLD - Brisbane and Gold Coast	80,000 - 120,000	75,000 - 100,000	65,000 - 90,000	85,000 - 120,000	75,000 - 110,000
QLD - Regional	80,000 - 120,000	75,000 - 100,000	65,000 - 90,000	85,000 - 120,000	75,000 - 110,000
SA - Adelaide	75,000 - 90,000	65,000 - 95,000	60,000 - 80,000	65,000 - 95,000	65,000 - 90,000
WA - Perth	80,000 - 110,000	80,000 - 100,000	65,000 - 85,000	90,000 - 110,000	80,000 - 100,000
ACT - Canberra	70,000 - 100,000	65,000 - 90,000	60,000 - 80,000	70,000 - 95,000	65,000 - 95,000
TAS - Hobart	85,000 - 120,000	80,000 - 120,000	65,000 - 95,000	90,000 - 140,000	80,000 - 110,000
NZ - Auckland	65,000 - 95,000	65,000 - 95,000	50,000 - 80,000	70,000 - 110,000	65,000 - 100,000
NZ - Christchurch / Wellington	65,000 - 95,000	65,000 - 95,000	50,000 - 80,000	80,000 - 120,000	80,000 - 110,000

# CONSTRUCTION | INDUSTRY

Construction Civil	Leading Hand	Foreperson	Site Engineer	Project Engineer	Project Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	65,000 - 75,000	75,000 - 110,000	50,000 - 70,000	65,000 - 95,000	100,000 - 200,000
NSW - Regional	50,000 - 65,000	60,000 - 105,000	50,000 - 70,000	50,000 - 80,000	90,000 - 150,000
VIC - Melbourne	55,000 - 75,000	70,000 - 130,000	60,000 - 80,000	70,000 - 95,000	90,000 - 150,000
QLD - Brisbane and Gold Coast	50,000 - 60,000	70,000 - 100,000	55,000 - 75,000	75,000 - 110,000	90,000 - 170,000
QLD - Regional	55,000 - 65,000	80,000 - 110,000	55,000 - 75,000	70,000 - 100,000	100,000 - 150,000
SA - Adelaide	50,000 - 70,000	65,000 - 95,000	45,000 - 65,000	55,000 - 80,000	80,000 - 120,000
WA - Perth	60,000 - 75,000	90,000 - 120,000	60,000 - 75,000	85,000 - 110,000	120,000 - 150,000
ACT - Canberra	50,000 - 65,000	65,000 - 90,000	55,000 - 65,000	60,000 - 90,000	80,000 - 120,000
TAS - Hobart	40,000 - 60,000	60,000 - 75,000	45,000 - 65,000	60,000 - 90,000	70,000 - 100,000
NZ - Auckland	40,000 - 55,000	50,000 - 80,000	45,000 - 65,000	65,000 - 90,000	90,000 - 130,000
NZ - Christchurch / Wellington	40,000 - 50,000	50,000 - 70,000	45,000 - 65,000	65,000 - 80,000	80,000 - 110,000

Construction Civil	Estimator	Construction Manager	Contracts Administrator / Quantity Surveyor - Entry-level	Contracts Administrator / Quantity Surveyor - Experienced	Design Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	80,000 - 125,000	130,000 - 250,000	55,000 - 80,000	80,000 - 120,000	90,000 - 120,000
NSW - Regional	65,000 - 90,000	95,000 - 160,000	55,000 - 80,000	70,000 - 95,000	90,000 - 120,000
VIC - Melbourne	80,000 - 160,000	130,000 - 200,000	60,000 - 80,000	80,000 - 130,000	85,000 - 125,000
QLD - Brisbane and Gold Coast	80,000 - 140,000	120,000 - 220,000	65,000 - 85,000	75,000 - 140,000	100,000 - 140,000
QLD - Regional	80,000 - 120,000	125,000 - 200,000	50,000 - 80,000	80,000 - 125,000	100,000 - 125,000
SA - Adelaide	60,000 - 80,000	100,000 - 160,000	45,000 - 60,000	65,000 - 90,000	60,000 - 110,000
WA - Perth	100,000 - 160,000	150,000 - 200,000	55,000 - 70,000	80,000 - 120,000	100,000 - 130,000
ACT - Canberra	70,000 - 100,000	90,000 - 170,000	50,000 - 70,000	70,000 - 100,000	80,000 - 125,000
TAS - Hobart	60,000 - 95,000	100,000 - 160,000	40,000 - 60,000	60,000 - 90,000	70,000 - 120,000
NZ - Auckland	70,000 - 120,000	90,000 - 160,000	45,000 - 70,000	75,000 - 120,000	90,000 - 130,000
NZ - Christchurch / Wellington	60,000 - 90,000	85,000 - 140,000	40,000 - 60,000	60,000 - 100,000	90,000 - 120,000

Construction Building	Leading Hand	Foreperson	Site Engineer	Project Engineer	Project Manager	Estimator
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	55,000 - 80,000	75,000 - 120,000	50,000 - 75,000	75,000 - 130,000	120,000 - 200,000	70,000 - 170,000
NSW - Regional	55,000 - 70,000	65,000 - 105,000	50,000 - 70,000	65,000 - 100,000	90,000 - 150,000	60,000 - 110,000
VIC - Melbourne	65,000 - 80,000	70,000 - 110,000	50,000 - 80,000	70,000 - 120,000	120,000 - 220,000	70,000 - 150,000
QLD - Brisbane and Gold Coast	50,000 - 70,000	65,000 - 130,000	50,000 - 80,000	80,000 - 130,000	110,000 - 220,000	70,000 - 180,000
QLD - Regional	60,000 - 70,000	75,000 - 100,000	50,000 - 80,000	80,000 - 110,000	120,000 - 185,000	80,000 - 120,000
SA - Adelaide	50,000 - 65,000	60,000 - 95,000	40,000 - 60,000	55,000 - 85,000	80,000 - 130,000	70,000 - 120,000
WA - Perth	60,000 - 70,000	65,000 - 100,000	65,000 - 80,000	90,000 - 110,000	140,000 - 180,000	90,000 - 150,000
ACT - Canberra	60,000 - 80,000	70,000 - 110,000	65,000 - 75,000	80,000 - 130,000	100,000 - 150,000	80,000 - 130,000
TAS - Hobart	40,000 - 60,000	50,000 - 75,000	60,000 - 75,000	60,000 - 90,000	80,000 - 150,000	70,000 - 120,000
NZ - Auckland	45,000 - 55,000	55,000 - 65,000	60,000 - 75,000	65,000 - 80,000	95,000 - 130,000	80,000 - 120,000
NZ - Christchurch / Wellington	40,000 - 55,000	55,000 - 75,000	55,000 - 75,000	60,000 - 80,000	90,000 - 120,000	60,000 - 90,000

  

Construction Civil	Construction Manager	Contracts Administrator / Quantity Surveyor - Entry-level	Contracts Administrator / Quantity Surveyor - Senior	Design Manager	Site Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	150,000 - 250,000	45,000 - 75,000	75,000 - 150,000	90,000 - 160,000	110,000 - 150,000
NSW - Regional	100,000 - 160,000	40,000 - 75,000	70,000 - 95,000	70,000 - 115,000	75,000 - 110,000
VIC - Melbourne	150,000 - 220,000	45,000 - 70,000	110,000 - 150,000	120,000 - 180,000	110,000 - 180,000
QLD - Brisbane and Gold Coast	140,000 - 250,000	40,000 - 85,000	90,000 - 150,000	80,000 - 175,000	90,000 - 165,000
QLD - Regional	125,000 - 200,000	50,000 - 80,000	85,000 - 120,000	100,000 - 120,000	100,000 - 150,000
SA - Adelaide	120,000 - 180,000	40,000 - 60,000	60,000 - 110,000	70,000 - 110,000	75,000 - 110,000
WA - Perth	160,000 - 220,000	50,000 - 70,000	100,000 - 140,000	80,000 - 130,000	100,000 - 140,000
ACT - Canberra	140,000 - 180,000	45,000 - 70,000	70,000 - 120,000	80,000 - 120,000	90,000 - 150,000
TAS - Hobart	90,000 - 120,000	40,000 - 60,000	60,000 - 90,000	70,000 - 110,000	80,000 - 120,000
NZ - Auckland	120,000 - 160,000	40,000 - 65,000	85,000 - 120,000	85,000 - 120,000	75,000 - 95,000
NZ - Christchurch / Wellington	110,000 - 150,000	35,000 - 45,000	75,000 - 100,000	80,000 - 115,000	70,000 - 90,000

# PROPERTY

Property	Commercial / Industrial / Retail Property Mgmt 0-3 years experience	Commercial / Industrial / Retail Property Mgmt 3+ years experience	Asset Manager 0-3 years experience	Asset Manager 3+ years experience	Retail Centre Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	50,000 - 65,000	65,000 - 125,000	80,000 - 120,000	90,000 - 200,000	70,000 - 180,000
NSW - Regional	36,000 - 48,000	48,000 - 95,000	75,000 - 95,000	72,000 - 112,000	60,000 - 95,000
VIC - Melbourne	45,000 - 60,000	60,000 - 100,000	70,000 - 100,000	80,000 - 140,000	75,000 - 120,000
QLD - Brisbane and Gold Coast	50,000 - 75,000	73,000 - 120,000	75,000 - 115,000	98,000 - 170,000	75,000 - 130,000
QLD - Regional	50,000 - 60,000	60,000 - 110,000	70,000 - 85,000	80,000 - 120,000	90,000 - 130,000
SA - Adelaide	45,000 - 55,000	55,000 - 80,000	55,000 - 90,000	55,000 - 100,000	60,000 - 110,000
WA - Perth	50,000 - 65,000	65,000 - 95,000	80,000 - 100,000	100,000 - 120,000	75,000 - 120,000
ACT - Canberra	45,000 - 55,000	60,000 - 90,000	60,000 - 80,000	70,000 - 120,000	75,000 - 100,000
TAS - Hobart	40,000 - 50,000	60,000 - 90,000	60,000 - 90,000	70,000 - 110,000	70,000 - 120,000
NZ - Auckland	40,000 - 60,000	60,000 - 100,000	90,000 - 110,000	110,000 - 150,000	90,000 - 120,000
NZ - Christchurch / Wellington	30,000 - 50,000	60,000 - 100,000	70,000 - 90,000	80,000 - 120,000	80,000 - 100,000

Property	Lease Administrator	Valuer	Commercial / Industrial / Retail Sales & Leasing	Acquisitions
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	50,000 - 65,000	70,000 - 130,000	70,000 - 125,000	70,000 - 125,000
NSW - Regional	35,000 - 50,000	60,000 - 120,000	60,000 - 90,000	60,000 - 100,000
VIC - Melbourne	50,000 - 65,000	65,000 - 130,000	65,000 - 140,000	70,000 - 125,000
QLD - Brisbane and Gold Coast	48,000 - 68,000	65,000 - 155,000	60,000 - 125,000	65,000 - 170,000
QLD - Regional	40,000 - 55,000	70,000 - 120,000	60,000 - 110,000	70,000 - 120,000
SA - Adelaide	40,000 - 55,000	70,000 - 130,000	70,000 - 110,000	55,000 - 90,000
WA - Perth	50,000 - 60,000	80,000 - 120,000	60,000 - 100,000	75,000 - 100,000
ACT - Canberra	50,000 - 60,000	70,000 - 110,000	70,000 - 110,000	50,000 - 125,000
TAS - Hobart	35,000 - 50,000	55,000 - 80,000	50,000 - 75,000	65,000 - 85,000
NZ - Auckland	45,000 - 70,000	55,000 - 100,000	50,000 - 100,000	70,000 - 120,000
NZ - Christchurch / Wellington	35,000 - 55,000	60,000 - 100,000	50,000 - 100,000	70,000 - 120,000

Facilities Management	Building Manager	Facilities Co-ordinator	Facilities Manager	Facilities Service Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	55,000 - 85,000	55,000 - 75,000	70,000 - 120,000	85,000 - 130,000
NSW - Regional	50,000 - 80,000	50,000 - 60,000	60,000 - 105,000	75,000 - 110,000
VIC - Melbourne	55,000 - 85,000	50,000 - 70,000	70,000 - 120,000	85,000 - 130,000
QLD - Brisbane and Gold Coast	55,000 - 75,000	50,000 - 75,000	70,000 - 110,000	70,000 - 110,000
QLD - Regional	55,000 - 70,000	50,000 - 60,000	70,000 - 110,000	80,000 - 100,000
SA - Adelaide	50,000 - 70,000	45,000 - 60,000	60,000 - 80,000	60,000 - 90,000
WA - Perth	55,000 - 75,000	48,000 - 58,000	60,000 - 80,000	60,000 - 90,000
ACT - Canberra	50,000 - 80,000	50,000 - 60,000	60,000 - 100,000	65,000 - 90,000
TAS - Hobart	50,000 - 70,000	40,000 - 60,000	60,000 - 75,000	60,000 - 75,000
NZ - Auckland	55,000 - 80,000	40,000 - 60,000	60,000 - 85,000	70,000 - 100,000
NZ - Christchurch / Wellington	40,000 - 60,000	35,000 - 45,000	45,000 - 75,000	45,000 - 75,000

Facilities Management	Contracts Manager	Operations Manager	Engineering Manager	Bid Manager	General Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	87,000 - 150,000	100,000 - 130,000	75,000 - 125,000	90,000 - 160,000	140,000 - 250,000
NSW - Regional	80,000 - 130,000	90,000 - 120,000	75,000 - 115,000	80,000 - 140,000	120,000 - 200,000
VIC - Melbourne	80,000 - 130,000	90,000 - 120,000	70,000 - 120,000	90,000 - 155,000	140,000 - 250,000
QLD - Brisbane and Gold Coast	70,000 - 125,000	80,000 - 110,000	70,000 - 90,000	90,000 - 155,000	120,000 - 200,000
QLD - Regional	70,000 - 125,000	80,000 - 110,000	70,000 - 90,000	90,000 - 155,000	120,000 - 200,000
SA - Adelaide	70,000 - 120,000	80,000 - 120,000	70,000 - 90,000	80,000 - 120,000	120,000 - 200,000
WA - Perth	60,000 - 100,000	85,000 - 110,000	75,000 - 100,000	90,000 - 130,000	100,000 - 160,000
ACT - Canberra	65,000 - 100,000	70,000 - 100,000	70,000 - 90,000	90,000 - 110,000	110,000 - 150,000
TAS - Hobart	60,000 - 75,000	75,000 - 95,000	60,000 - 75,000	70,000 - 100,000	70,000 - 110,000
NZ - Auckland	70,000 - 100,000	85,000 - 120,000	70,000 - 100,000	70,000 - 120,000	100,000 - 190,000
NZ - Christchurch / Wellington	60,000 - 90,000	60,000 - 90,000	70,000 - 90,000	60,000 - 90,000	65,000 - 100,000

# LOCAL GOVERNMENT

Local Government	Traffic Engineers	Civil Supervisor	Town Planner
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	60,000 - 100,000	70,000 - 120,000	45,000 - 90,000
NSW - Regional	60,000 - 100,000	60,000 - 100,000	38,000 - 85,000
VIC - Melbourne	60,000 - 100,000	60,000 - 110,000	50,000 - 80,000
QLD - Brisbane and Gold Coast	80,000 - 100,000	60,000 - 120,000	44,000 - 95,000
QLD - Regional	45,000 - 70,000	50,000 - 70,000	45,000 - 70,000
SA - Adelaide	45,000 - 60,000	55,000 - 75,000	45,000 - 70,000
WA - Perth	60,000 - 70,000	55,000 - 72,000	40,000 - 60,000
ACT - Canberra	55,000 - 95,000	60,000 - 80,000	45,000 - 90,000
TAS - Hobart	45,000 - 70,000	45,000 - 65,000	40,000 - 70,000
NZ - Auckland	65,000 - 95,000	70,000 - 100,000	45,000 - 95,000
NZ - Christchurch / Wellington	60,000 - 80,000	60,000 - 90,000	55,000 - 90,000

Local Government	Civil Designer	Urban Designer	Building Surveyor	Building Inspector
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	60,000 - 100,000	50,000 - 80,000	50,000 - 80,000	40,000 - 75,000
NSW - Regional	55,000 - 80,000	40,000 - 80,000	50,000 - 80,000	40,000 - 75,000
VIC - Melbourne	50,000 - 75,000	50,000 - 80,000	50,000 - 80,000	45,000 - 75,000
QLD - Brisbane and Gold Coast	60,000 - 90,000	45,000 - 90,000	50,000 - 80,000	50,000 - 75,000
QLD - Regional	45,000 - 65,000	40,000 - 80,000	55,000 - 80,000	40,000 - 70,000
SA - Adelaide	40,000 - 60,000	40,000 - 60,000	50,000 - 65,000	40,000 - 60,000
WA - Perth	45,000 - 60,000	40,000 - 55,000	50,000 - 75,000	40,000 - 60,000
ACT - Canberra	50,000 - 80,000	40,000 - 80,000	50,000 - 70,000	40,000 - 70,000
TAS - Hobart	50,000 - 80,000	40,000 - 60,000	45,000 - 65,000	40,000 - 60,000
NZ - Auckland	60,000 - 75,000	60,000 - 100,000	55,000 - 80,000	50,000 - 70,000
NZ - Christchurch / Wellington	50,000 - 75,000	55,000 - 90,000	50,000 - 80,000	50,000 - 70,000