

Market changes

Despite the closure of a number of car production lines in South Australia and the continued movement of consumer product manufacturing to Asia, employment activity in the Australian manufacturing industry is highly optimistic. Australian manufacturing is responsible for 10 percent of Australia's GDP and is the 2nd largest contributor to the economy following transport and logistics. The fast moving consumer goods (FMCG) industry joins construction, infrastructure and mining as industries currently booming across the country. Food, beverage, kindred products, building products and raw materials are key to the success and bright future of Australian manufacturing.

The growth of Australian product design and development has been in the global spotlight for some time, assisted by companies such as Breville, Philips, Caroma, Sunbeam, Holden, Rode, Resmed and Ventracor using Australian design houses. Advanced design capabilities and our proximity to China has seen an influx of contracts being awarded to Australian design houses which would traditionally have been awarded to European firms.

Similarly to the construction and mining markets, experienced engineers are in most demand across Australia's manufacturing and ops market. However this demand is not as acute as other industries, with a notable increase in the number of engineers with a mining and resources background giving up their fly-in fly-out roles for new opportunities with local manufacturers aiding the local market.

In addition, specialist material handling and process equipment design and manufacture companies servicing the resources, manufacturing and baggage handling markets are also luring innovative all-rounders away from traditional industries.

Salary movements

There has been a notable increase in the number of engineers arranging an ABN and taking contract roles over permanent opportunities. Encouraged by the demand for their skills and confident in their abilities, they are securing flexible working hours, high hourly rates and the ability to enjoy career breaks throughout the year. This trend suits employers, who have indicated the use of contractors is an ideal solution to their workload fluctuations. The need for contractors is however increasing hourly rates. For example, design drafters at the \$45,000 to \$50,000 level command \$30 to \$35 per hour for contract assignments.

With supply chain constraints placing focus firmly on efficiency and reliability of a plant and materials, experienced Process Improvement Engineers and Mechanical Design professionals are highly sort after. These candidates have also been big salary winners while efficiency and cost focused Engineering and Maintenance Managers within FMCG blue chips are also attracting higher salaries.

As our Salary Survey shows, Project Engineers (5+ years experience) clearly received the biggest salary increases with salaries rising by a staggering 29.3 percent across the country when the maximum of the salary ranges for our 2007 and 2008 Salary Surveys are compared. Process Engineers also received strong increases of 28.3 percent, followed by Graduate Engineers (all disciplines) at 11.5 percent.

Geographically, Queensland experienced the biggest salary increases. For example, the minimum of the salary range for a Process Engineer increased from \$52,000 to \$65,000 and for a Graduate Engineer from \$38,000 to \$45,000.

Changes to employer recruitment practices

Companies who adopt traditional recruitment methods are continuously losing quality candidates to those who keep the recruitment process simple, informative and well structured. Consequently there has been a positive shift by many national manufacturers to a more succinct and timely process.

Employers willing to aid the candidate's confidence in the company by clearly defining and promoting the role, prospects, initial expectations and training in interviews are finding their preferred candidates accept their offer of employment.

Professionals from the European and Asian markets are welcomed into the local industry and we have seen an increase in global search and selection this year.

Advice to candidates

Candidates should steer away from speculations about the slowing Australian market and seek advice from active specialist recruiters. Leading roles, excellent salaries, job security and unprecedented career prospects are rife and the rewards are high. It is certainly a great time to be involved in Australia's FMCG market.



MANUFACTURING & OPS

Product Design & Manufacturing	Graduate Engineer (all disciplines)	Production Supervisor	Production Manager (up to 50 reports)	Production Manager (over 50 reports)	Operations Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	45,000 - 60,000	65,000 - 90,000	80,000 - 110,000	110,000 - 150,000	120,000 - 165,000
VIC - Melbourne	45,000 - 60,000	65,000 - 80,000	80,000 - 110,000	110,000 - 150,000	130,000 - 165,000
QLD - Brisbane and Gold Coast	45,000 - 55,000	65,000 - 90,000	75,000 - 105,000	110,000 - 145,000	110,000 - 160,000
WA - Perth	45,000 - 55,000	60,000 - 80,000	75,000 - 105,000	105,000 - 150,000	110,000 - 140,000
SA - Adelaide	45,000 - 55,000	60,000 - 80,000	75,000 - 105,000	110,000 - 150,000	100,000 - 135,000

Product Design & Manufacturing	Project Engineer (5+ yrs exp)	Process Engineer	Drafter	Engineering Manager	Design Engineer
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	90,000 - 120,000	70,000 - 100,000	40,000 - 60,000	110,000 - 150,000	65,000 - 85,000
VIC - Melbourne	80,000 - 110,000	70,000 - 100,000	40,000 - 60,000	110,000 - 150,000	70,000 - 90,000
QLD - Brisbane and Gold Coast	80,000 - 110,000	65,000 - 95,000	40,000 - 60,000	100,000 - 135,000	65,000 - 85,000
WA - Perth	80,000 - 120,000	65,000 - 90,000	45,000 - 60,000	95,000 - 135,000	65,000 - 85,000
SA - Adelaide	80,000 - 120,000	65,000 - 90,000	45,000 - 60,000	95,000 - 135,000	65,000 - 85,000

Product Design & Manufacturing	Controls / Automation Engineer	Electronics / Elec Engineer	Maintenance Manager	QA Coordinator	QA Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	60,000 - 110,000	80,000 - 110,000	110,000 - 140,000	60,000 - 75,000	80,000 - 120,000
VIC - Melbourne	65,000 - 110,000	90,000 - 120,000	100,000 - 140,000	60,000 - 75,000	80,000 - 120,000
QLD - Brisbane and Gold Coast	60,000 - 110,000	80,000 - 110,000	95,000 - 130,000	60,000 - 75,000	80,000 - 120,000
WA - Perth	60,000 - 100,000	75,000 - 110,000	90,000 - 130,000	60,000 - 70,000	80,000 - 120,000
SA - Adelaide	60,000 - 100,000	75,000 - 110,000	90,000 - 135,000	60,000 - 72,000	80,000 - 120,000