

## Market changes

Queensland is coming of age as the commodity boom leads the local economy. Vacancy levels have increased due to ongoing investment in mine site infrastructure and project development. The biggest increase in recruitment activity occurred in heavy industrial construction and mining operations for coal and metalliferous sites.

Western Australia's resources boom shows no sign of abating. Despite uncertainty in financial sectors, commodity prices remain at or near record levels with mining and oil & gas companies remaining resolute in the expansion of existing and development of new production facilities. Iron ore development continues to lead the way with a wealth of both brownfield expansion and greenfield development projects underway across the Pilbara and Midwest regions of the state. With investment in exploration up over 35 percent on 2005/2006, the market is showing sustained growth across all commodities, with the knock-on effect of buoying the state's huge engineering and construction sectors.

In South Australia, the key positions and opportunities exist in exploration. A 30 percent month-to-month increase on exploration spending has begun to create a huge job market for exploration and project geologists. Mine development and planning engineers are also in high demand with the ODX project commencing and smaller projects entering production phase.

Construction in and around the various mine sites has increased heavy industrial design and heavy industrial construction requirements, with many projects still in final design stage with a view to beginning construction within the next three to six months.

NSW's mining expansion, such as the massive new (and existing) mine developments in Orange, are driving job growth forward, causing over 200 jobs to be created.

An increasing number of Victorian projects and the opening of 'satellite' project offices in Melbourne in order to take advantage of local engineers unwilling to FIFO, has seen increased heavy industrial activity over the past 12 months. However the lack of major greenfield projects means this activity is largely a result of expansions of existing projects, with several companies also working on overseas and interstate contracts, in particular mining and minerals.

## Positions in demand

The skills shortage continues to create an even higher demand for key personnel within all sectors of the industry. The mechanical and civil/structural disciplines have increased in demand and market worth, as have mine site candidates with a tertiary education. This demand is set to increase as mine site output increases and more staff are legally required to run a mine safely and effectively.

Geologists, especially in exploration, are in demand due to the massive focus on exploration. This has also driven up salaries by 20-30% in the past 12 months.

Mine Engineers with feasibility and greenfield experience are required, as are Mechanical and Electrical Design Engineers due to the increase of feasibility studies and EPCM.

Strong Design Engineers and Quality Designers are also in demand, as are specialist Structural, Piping and Process Engineers.

## Salary movements

Despite the market's strength, the rapid rise in salaries seen across all areas of the mining, engineering and construction markets over recent years has reached a plateau. This is most evident in Western Australia if not yet Queensland.

There were however some exceptions. Metalliferous geology saw some notable increases. For example, the maximum of the salary ranges increased for an Exploration Manager in WA from \$160,000 to \$195,000, in Queensland from \$155,000 to \$180,000, in NSW from \$145,000 to \$155,000, in Victoria from \$120,000 to \$145,000, in South Australia from \$155,000 to \$180,000 and in New Zealand from \$100,000 to \$140,000.

Within metalliferous mining engineering Mining Engineers were the one stand-out for prominent salary increases, with the maximum of the salary ranges rising by an average of \$10,000 in all locations

Increases for coal technical positions were centred in Western Australia and Queensland for Graduate Engineers and Geologists, Project Geologists and OH&S Officers. Mobile plant surface and underground increases were centred on the other states, namely New South Wales and Victoria in addition to New Zealand.

Some notable industrial design increases occurred in all states, although not for all roles. The major increase was for Senior Design Engineers where the maximum of the salary ranges rose by an average of \$12,000 in all locations. Within industrial construction it was Queensland, New South Wales and Victoria that had the only notable increases.

So while there were clearly notable salary increases over the past 12 months, these were not major increases across the board, with most companies instead focusing their retention strategies on improved benefits and conditions of work. The trend of shorter FIFO rosters has also continued with many companies now offering 9/5, 8/6 and even-time rosters and some construction rosters dropping as low as two weeks on and one week off. Some engineering companies have also started to introduce nine-day working fortnights or half-day Fridays with a greater emphasis on flexibility of hours worked. The exception is executive level positions, which are still attracting a premium in terms of direct and incentive-based remuneration, and this trend looks set to continue.

## Changes to employer recruitment practices

Where there is a shortage of candidates, employers have become considerably more flexible and faster in their recruitment process, as well as being markedly more open to overseas campaigns to attract candidates.

In addition, the expectation that only mining candidates can fill mining jobs has passed as more employers move good quality staff around several projects and industry types.

## Advice to candidates

Perhaps more so in this sector than any other, candidates should expect a counter offer when they resign. This can make decision making extremely difficult, so our advice is to ensure that your decision to test the market is based on sensible criteria and the right reasons. Using a job offer to leverage more salary from your current employer is not a tactic we recommend; think more broadly and carefully about the issues that are important to you in terms of environment, benefits and location.

# 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	120,000 - 150,000	85,000 - 100,000	60,000 - 80,000	85,000 - 110,000
QLD	130,000 - 170,000	120,000 - 150,000	80,000 - 100,000	60,000 - 75,000	90,000 - 110,000
NSW	120,000 - 145,000	110,000 - 135,000	85,000 - 100,000	60,000 - 75,000	85,000 - 110,000
VIC	120,000 - 145,000	110,000 - 135,000	85,000 - 100,000	60,000 - 75,000	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	80,000 - 100,000	65,000 - 85,000	60,000 - 75,000
QLD	80,000 - 100,000	70,000 - 85,000	60,000 - 70,000	60,000 - 75,000
NSW	80,000 - 100,000	70,000 - 85,000	60,000 - 70,000	50,000 - 70,000
VIC	80,000 - 95,000	70,000 - 85,000	60,000 - 70,000	50,000 - 70,000
SA	75,000 - 90,000	70,000 - 90,000	55,000 - 65,000	55,000 - 70,000
NZ	70,000 - 80,000	55,000 - 70,000	50,000 - 60,000	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	130,000 - 175,000	90,000 - 140,000	95,000 - 145,000	90,000 - 130,000	90,000 - 130,000
QLD	135,000 - 175,000	110,000 - 130,000	95,000 - 125,000	90,000 - 120,000	90,000 - 120,000
NSW	115,000 - 140,000	95,000 - 110,000	100,000 - 115,000	80,000 - 115,000	80,000 - 115,000
VIC	110,000 - 135,000	85,000 - 110,000	90,000 - 110,000	75,000 - 100,000	75,000 - 100,000
SA	120,000 - 150,000	90,000 - 130,000	85,000 - 110,000	80,000 - 110,000	85,000 - 110,000
NZ	110,000 - 150,000	70,000 - 90,000	75,000 - 100,000	60,000 - 95,000	60,000 - 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	90,000 - 130,000	100,000 - 120,000	90,000 - 130,000
QLD	95,000 - 115,000	80,000 - 95,000	90,000 - 110,000	85,000 - 105,000	95,000 - 110,000
NSW	90,000 - 115,000	75,000 - 100,000	80,000 - 100,000	75,000 - 85,000	85,000 - 100,000
VIC	85,000 - 100,000	75,000 - 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	80,000 - 90,000	75,000 - 80,000	75,000 - 110,000	65,000 - 85,000	75,000 - 100,000

□ 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.

□ New Zealand Salaries are represented in New Zealand Dollars.

# 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	85,000 - 110,000	65,000 - 85,000	150,000 - 195,000
QLD	120,000 - 140,000	110,000 - 130,000	80,000 - 110,000	65,000 - 85,000	150,000 - 180,000
NSW	115,000 - 130,000	100,000 - 120,000	80,000 - 95,000	65,000 - 75,000	120,000 - 155,000
VIC	115,000 - 130,000	90,000 - 110,000	75,000 - 90,000	65,000 - 75,000	110,000 - 145,000
SA	125,000 - 165,000	100,000 - 120,000	80,000 - 95,000	60,000 - 70,000	140,000 - 180,000
NZ	110,000 - 130,000	80,000 - 110,000	60,000 - 90,000	45,000 - 55,000	100,000 - 140,000

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 - 125,000	60,000 - 90,000	60,000 - 85,000
QLD	110,000 - 130,000	90,000 - 125,000	60,000 - 70,000	60,000 - 70,000
NSW	100,000 - 120,000	75,000 - 95,000	50,000 - 70,000	50,000 - 60,000
VIC	90,000 - 110,000	75,000 - 95,000	50,000 - 70,000	50,000 - 60,000
SA	95,000 - 120,000	80,000 - 95,000	60,000 - 70,000	60,000 - 70,000
NZ	80,000 - 110,000	60,000 - 80,000	40,000 - 50,000	40,000 - 55,000

## RESOURCES & MINING | METALLIFEROUS MINING ENGINEERING

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	160,000 - 220,000	130,000 - 180,000	140,000 - 180,000	120,000 - 145,000	90,000 - 125,000	100,000 - 130,000
QLD	160,000 - 210,000	120,000 - 180,000	120,000 - 160,000	120,000 - 135,000	90,000 - 120,000	100,000 - 125,000
NSW	160,000 - 220,000	105,000 - 130,000	120,000 - 150,000	115,000 - 140,000	90,000 - 120,000	100,000 - 120,000
VIC	160,000 - 220,000	100,000 - 120,000	100,000 - 130,000	115,000 - 140,000	85,000 - 120,000	100,000 - 120,000
SA	150,000 - 200,000	110,000 - 140,000	115,000 - 130,000	110,000 - 130,000	95,000 - 120,000	85,000 - 115,000
NZ	120,000 - 170,000	150,000 - 185,000	130,000 - 180,000	90,000 - 120,000	75,000 - 105,000	75,000 - 100,000

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 - 115,000	70,000 - 95,000	110,000 - 130,000	90,000 - 120,000	80,000 - 100,000
QLD	85,000 - 110,000	70,000 - 90,000	110,000 - 130,000	100,000 - 120,000	80,000 - 105,000
NSW	85,000 - 115,000	60,000 - 80,000	95,000 - 120,000	90,000 - 120,000	80,000 - 95,000
VIC	80,000 - 105,000	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

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.

New Zealand Salaries are represented in New Zealand Dollars.

# RESOURCES & MINING | COAL TECHNICAL

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	100,000 - 125,000	120,000 - 135,000	100,000 - 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
VIC	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	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	100,000 - 150,000	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	70,000 - 90,000	90,000 - 110,000	70,000 - 90,000	90,000 - 110,000	95,000 - 110,000	105,000 - 140,000
QLD	70,000 - 90,000	90,000 - 110,000	70,000 - 90,000	90,000 - 110,000	95,000 - 110,000	110,000 - 140,000
NSW	60,000 - 80,000	80,000 - 110,000	70,000 - 80,000	80,000 - 110,000	80,000 - 100,000	90,000 - 120,000
VIC	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	65,000 - 80,000	70,000 - 90,000	85,000 - 110,000
NZ	60,000 - 70,000	70,000 - 95,000	50,000 - 65,000	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	120,000 - 140,000	105,000 - 130,000	90,000 - 110,000	105,000 - 130,000	N/A
NSW	130,000 - 150,000	125,000 - 160,000	110,000 - 130,000	90,000 - 100,000	100,000 - 135,000	100,000 - 120,000
VIC	N/A	N/A	N/A	N/A	N/A	N/A
SA	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 - 140,000	115,000 - 140,000	100,000 - 135,000	100,000 - 135,000	100,000 - 125,000
QLD	110,000 - 140,000	95,000 - 125,000	100,000 - 130,000	90,000 - 110,000	80,000 - 95,000
NSW	110,000 - 125,000	90,000 - 125,000	85,000 - 110,000	85,000 - 110,000	75,000 - 85,000
VIC	90,000 - 110,000	80,000 - 110,000	70,000 - 90,000	80,000 - 95,000	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	80,000 - 100,000	80,000 - 90,000	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	75,000 - 105,000	80,000 - 120,000	90,000 - 122,000
QLD	75,000 - 95,000	90,000 - 120,000	75,000 - 105,000	80,000 - 110,000	90,000 - 110,000
NSW	65,000 - 75,000	95,000 - 100,000	70,000 - 80,000	80,000 - 110,000	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	55,000 - 65,000	60,000 - 65,000	55,000 - 65,000	60,000 - 90,000	65,000 - 85,000

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.

New Zealand Salaries are represented in New Zealand Dollars.

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

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

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 - 130,000	80,000 - 90,000	80,000 - 130,000
QLD	90,000 - 110,000	110,000 - 140,000	85,000 - 110,000	75,000 - 85,000	110,000 - 125,000
NSW	80,000 - 110,000	90,000 - 120,000	70,000 - 100,000	50,000 - 70,000	80,000 - 100,000
VIC	75,000 - 115,000	90,000 - 130,000	75,000 - 100,000	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 - 100,000	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
	Salary Range	Salary Range	Salary Range
WA	170,000 - 220,000	150,000 - 200,000	130,000 - 170,000
QLD	170,000 - 220,000	150,000 - 200,000	140,000 - 160,000
NSW	140,000 - 180,000	140,000 - 175,000	100,000 - 135,000
VIC	140,000 - 180,000	130,000 - 170,000	100,000 - 140,000
SA	140,000 - 200,000	125,000 - 180,000	125,000 - 160,000
NZ	120,000 - 180,000	90,000 - 130,000	90,000 - 120,000

Industrial Construction	Planning Manager	Contracts Manager	Project Engineer (Civil/Mech/Elec)
	Salary Range	Salary Range	Salary Range
WA	140,000 - 170,000	140,000 - 190,000	110,000 - 140,000
QLD	140,000 - 170,000	140,000 - 190,000	110,000 - 140,000
NSW	120,000 - 150,000	120,000 - 160,000	90,000 - 120,000
VIC	140,000 - 170,000	140,000 - 170,000	85,000 - 130,000
SA	125,000 - 150,000	125,000 - 160,000	110,000 - 140,000
NZ	90,000 - 120,000	80,000 - 110,000	80,000 - 120,000

Industrial Construction	Estimator	Contracts Administrator	Planner
	Salary Range	Salary Range	Salary Range
WA	100,000 - 130,000	100,000 - 130,000	90,000 - 130,000
QLD	100,000 - 130,000	100,000 - 130,000	90,000 - 130,000
NSW	85,000 - 115,000	80,000 - 120,000	90,000 - 125,000
VIC	85,000 - 120,000	80,000 - 120,000	90,000 - 130,000
SA	90,000 - 135,000	80,000 - 125,000	85,000 - 125,000
NZ	80,000 - 100,000	60,000 - 80,000	75,000 - 100,000

Industrial Construction	Site Supervisor	Site Engineer (Civil/Mech/Elec)	Safety Advisor
	Salary Range	Salary Range	Salary Range
WA	100,000 - 130,000	100,000 - 130,000	90,000 - 120,000
QLD	100,000 - 130,000	100,000 - 120,000	90,000 - 120,000
NSW	90,000 - 120,000	80,000 - 120,000	90,000 - 110,000
VIC	80,000 - 110,000	80,000 - 120,000	80,000 - 110,000
SA	90,000 - 110,000	75,000 - 125,000	90,000 - 125,000
NZ	80,000 - 100,000	70,000 - 110,000	80,000 - 120,000

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.

New Zealand Salaries are represented in New Zealand Dollars.