

2010 AVERAGE SALARIES

A number of reputable salary data surveys are conducted annually across the Australian and New Zealand resource sector, including the Australian Institute of Management National Salary Survey and Hays Salary Survey.

According to the Australian Institute of Management National Salary Survey, salaries in the mining industry rose 5.3% in 2009. Now in its 45th year, the AIM National Salary Survey is based on the responses of 759 national companies. According to the survey, Western Australia and Queensland were hardest hit in the last twelve months, with actual salary increases and forecast salary increases falling significantly from the previous year's salary movements and forecasts.

In addition, the Hays Salary Survey is produced annually and the following averages are taken from their 2010 Resources and Mining Salary Guide. In reviewing the data, please note:

- In Western Australia, all salaries are based on 9&5 and 2&1 rosters excluding superannuation and additional benefits (ie gross average base salary only);
- For all other states, salaries are based on residential positions excluding superannuation and additional benefits (ie gross average base salary only);
- New Zealand Salaries are represented in New Zealand dollars.

2010 Geology and Engineering Average Salaries

Geology	Chief Geologist	Senior Mine Geologist	Mine Geologist	Graduate Geologist	Exploration Manager
WA	130,000 – 175,000	115,000 – 140,000	85,000 – 110,000	65,000 – 85,000	150,000 – 240,000
QLD	120,000 – 160,000	110,000 – 130,000	80,000 – 100,000	60,000 – 75,000	120,000 – 180,000
NSW	125,000 – 150,000	95,000 – 105,000	80,000 – 95,000	65,000 – 75,000	125,000 – 140,000
VIC	115,000 – 130,000	90,000 – 110,000	80,000 – 95,000	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
NT	120,000 – 150,000	110,000 – 135,000	80,000 – 110,000	65,000 – 80,000	140,000 – 180,000
NZ	110,000 – 130,000	90,000 – 120,000	65,000 – 95,000	50,000 – 60,000	100,000 – 140,000

Geology	Senior Exploration Geologist	Exploration Geologist	Field Assistant	Pit/Geological Technician
WA	115,000 – 150,000	90,000 – 125,000	60,000 – 90,000	60,000 – 85,000
QLD	100,000 – 140,000	85,000 – 120,000	60,000 – 80,000	60,000 – 80,000
NSW	100,000 – 120,000	75,000 – 100,000	50,000 – 70,000	50,000 – 60,000
VIC	90,000 – 115,000	75,000 – 100,000	50,000 – 70,000	50,000 – 60,000
SA	95,000 – 120,000	80,000 – 100,000	60,000 – 70,000	60,000 – 70,000
NT	110,000 – 130,000	85,000 – 120,000	60,000 – 75,000	60,000 – 70,000
NZ	100,000 – 120,000	70,000 – 90,000	50,000 – 60,000	45,000 – 55,000

Underground/Quarry Manager	Project Manager	Senior Mining Engineer	Project Engineer	Mining Engineer
140,000 – 180,000	150,000 – 200,000	125,000 – 165,000	90,000 – 125,000	90,000 – 130,000
120,000 – 160,000	120,000 – 170,000	120,000 – 150,000	90,000 – 120,000	100,000 – 125,000
105,000 – 130,000	120,000 – 150,000	115,000 – 140,000	90,000 – 120,000	100,000 – 120,000
100,000 – 120,000	110,000 – 150,000	115,000 – 140,000	85,000 – 120,000	100,000 – 120,000
110,000 – 140,000	115,000 – 145,000	110,000 – 130,000	95,000 – 120,000	85,000 – 115,000
110,000 – 155,000	125,000 – 155,000	120,000 – 150,000	85,000 – 125,000	95,000 – 130,000
120,000 – 175,000	130,000 – 200,000	95,000 – 130,000	75,000 – 105,000	90,000 – 120,000

Graduate Mining Engineer	Chief Surveyor	Senior Surveyor	Mine Surveyor
70,000 – 90,000	115,000 – 135,000	95,000 – 135,000	80,000 – 100,000
70,000 – 90,000	110,000 – 130,000	100,000 – 120,000	80,000 – 105,000
60,000 – 80,000	95,000 – 120,000	90,000 – 120,000	80,000 – 95,000
60,000 – 80,000	90,000 – 115,000	90,000 – 120,000	75,000 – 100,000
60,000 – 80,000	110,000 – 125,000	85,000 – 100,000	70,000 – 85,000
60,000 – 80,000	110,000 – 130,000	100,000 – 120,000	80,000 – 100,000
60,000 – 80,000	75,000 – 100,000	80,000 – 100,000	60,000 – 85,000

2010 Mineral and Coal Processing Average Salaries

Mineral Processing	Mill Superintendent	Senior Metallurgist	Metallurgist	Graduate Metallurgist	Process Engineer Mid Level 3-7 years
WA	120,000 – 160,000	110,000 – 160,000	80,000 – 110,000	65,000 – 80,000	90,000 – 120,000
QLD	125,000 – 160,000	110,000 – 160,000	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
NT	120,000 – 145,000	110,000 – 135,000	85,000 – 100,000	60,000 – 75,000	85,000 – 110,000
NZ	120,000 – 150,000	105,000 – 135,000	75,000 – 100,000	55,000 – 70,000	75,000 – 100,000

Mineral Processing	Shift Supervisor	Mill Operator	Metallurgical Technician	Laboratory Technician
WA	85,000 – 110,000	80,000 – 100,000	65,000 – 85,000	60,000 – 75,000
QLD	85,000 – 110,000	80,000 – 100,000	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
NT	80,000 – 100,000	70,000 – 90,000	60,000 – 70,000	60,000 – 75,000
NZ	80,000 – 95,000	70,000 – 85,000	60,000 – 75,000	55,000 – 75,000

Mineral Processing	Maintenance Superintendent	Maintenance Planner	Maintenance Supervisor	Mechanical Engineer – Mid Level 3-7 years	Electrical Engineer Mid Level 3-7 years
WA	120,000 – 175,000	90,000 – 140,000	95,000 – 145,000	90,000 – 145,000	90,000 – 145,000
QLD	120,000 – 160,000	90,000 – 130,000	95,000 – 145,000	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	115,000 – 135,000	85,000 – 110,000	90,000 – 110,000	75,000 – 110,000	75,000 – 100,000
SA	115,000 – 140,000	90,000 – 130,000	85,000 – 110,000	80,000 – 110,000	85,000 – 110,000
NT	115,000 – 145,000	90,000 – 130,000	95,000 – 125,000	90,000 – 120,000	90,000 – 120,000
NZ	115,000 – 180,000	80,000 – 110,000	75,000 – 95,000	70,000 – 100,000	70,000 – 100,000

Maintenance	Leading Hand	Mechanical Fitter	Electrician	Boilermaker/Welder	Instrumentation Technician
WA	100,000 – 135,000	80,000 – 10,000	90,000 – 130,000	100,000 – 120,000	85,000 – 110,000
QLD	100,000 – 130,000	80,000 – 95,000	90,000 – 120,000	90,000 – 110,000	90,000 – 110,000
NSW	80,000 – 100,000	75,000 – 95,000	80,000 – 100,000	75,000 – 85,000	85,000 – 100,000
VIC	85,000 – 100,000	75,000 – 85,000	80,000 – 120,000	75,000 – 90,000	80,000 – 110,000
SA	85,000 – 105,000	70,000 – 85,000	85,000 – 120,000	75,000 – 95,000	85,000 – 110,000
NT	90,000 – 115,000	80,000 – 100,000	80,000 – 100,000	80,000 – 100,000	95,000 – 110,000
NZ	85,000 – 105,000	80,000 – 95,000	80,000 – 115,000	80,000 – 95,000	75,000 – 95,000

2010 Coal Technical Average Salaries

Coal Technical Positions	Project Manager	Technical Services Manager	Production Superintendent	Project Engineer	Senior Engineer	Mine Planning Engineer
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	140,000 – 180,000	120,000 – 160,000	140,000 – 160,000	100,000 – 125,000	120,000 – 135,000	100,000 – 120,000
NSW	130,000 – 150,000	110,000 – 150,000	100,000 – 130,000	85,000 – 110,000	100,000 – 130,000	90,000 – 120,000
VIC	120,000 – 150,000	90,000 – 140,000	100,000 – 120,000	90,000 – 110,000	100,000 – 130,000	90,000 – 120,000
SA	120,000 – 140,000	110,000 – 150,000	100,000 – 120,000	85,000 – 110,000	100,000 – 130,000	90,000 – 120,000
NT	120,000 – 180,000	110,000 – 150,000	110,000 – 140,000	85,000 – 105,000	100,000 – 130,000	90,000 – 120,000
NZ	120,000 – 165,000	110,000 – 160,000	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
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 – 100,000	90,000 – 110,000	70,000 – 90,000	90,000 – 110,000	95,000 – 110,000	115,000 – 150,000
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	65,000 – 80,000	70,000 – 90,000	85,000 – 110,000
SA	60,000 – 80,000	80,000 – 95,000	65,000 – 75,000	70,000 – 90,000	70,000 – 95,000	90,000 – 120,000
NT	60,000 – 80,000	80,000 – 110,000	70,000 – 80,000	80,000 – 110,000	80,000 – 100,000	90,000 – 120,000
NZ	60,000 – 70,000	70,000 – 95,000	50,000 – 65,000	60,000 – 80,000	70,000 – 90,000	90,000 – 130,000

Coal Technical Positions	Longwall Coordinator	Undermanager	Deputy	Drill and Blast Engineer	Open Cut Examiner	Statutory Surveyor
WA	N/A	N/A	N/A	N/A	N/A	N/A
QLD	140,000 – 160,000	120,000 – 140,000	105,000 – 130,000	100,000 – 120,000	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
NT	N/A	N/A	N/A	N/A	N/A	N/A

2010 Mobile Plant and Industrial Design Average Salaries

Mobile Plant – Surface	Open Pit Supervisor	Workshop Supervisor	HD Fitter	Auto Electrician	Boilermaker/Welder
WA	110,000 – 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 – 135,000	110,000 – 130,000	100,000 – 120,000	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 – 120,000	80,000 – 110,000	80,000 – 105,000	80,000 – 100,000	65,000 – 85,000
SA	90,000 – 100,000	95,000 – 120,000	85,000 – 115,000	80,000 – 100,000	70,000 – 90,000
NT	90,000 – 110,000	95,000 – 125,000	85,000 – 110,000	80,000 – 100,000	70,000 – 90,000
NZ	70,000 – 100,000	85,000 – 110,000	80,000 – 95,000	75,000 – 95,000	80,000 – 95,000

Mobile Plant – Underground	Jumbo Operator	Bogger Operator	Service Crew	Driller
WA	145,000 – 180,000	95,000 – 130,000	80,000 – 130,000	95,000 – 135,000
QLD	125,000 – 165,000	95,000 – 120,000	75,000 – 90,000	95,000 – 130,000
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
NT	80,000 – 100,000	80,000 – 100,000	70,000 – 90,000	80,000 – 100,000
NZ	130,000 – 160,000	110,000 – 140,000	70,000 – 90,000	80,000 – 110,000

Industrial Design	Engineering Manager	Principal/Lead Engineer	Project Manager	Senior Design Engineer	Design Engineer	Senior Project Engineer (EPCM)
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	180,000 – 240,000	120,000 – 170,000	70,000 – 120,000	120,000 – 170,000
NSW	160,000 – 200,000	130,000 – 160,000	120,000 – 180,000	95,000 – 135,000	70,000 – 90,000	95,000 – 140,000
VIC	160,000 – 200,000	130,000 – 160,000	120,000 – 200,000	100,000 – 150,000	70,000 – 110,000	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
NT	160,000 – 200,000	170,000 – 190,000	140,000 – 200,000	120,000 – 140,000	80,000 – 110,000	110,000 – 150,000
NZ	140,000 – 220,000	95,000 – 130,000	110,000 – 160,000	80,000 – 140,000	60,000 – 90,000	70,000 – 130,000

Industrial Design	Project Engineer (EPCM)	Design Manager / Chief Drafter	Senior Drafter	Design Drafter	Piping Designer
WA	100,000 – 140,000	140,000 – 180,000	90,000 – 130,000	70,000 – 90,000	80,000 – 140,000
QLD	90,000 – 110,000	110,000 – 140,000	85,000 – 110,000	65,000 – 85,000	100,000 – 130,000
NSW	90,000 – 120,000	70,000 – 100,000	50,000 – 70,000	80,000 – 100,000	80,000 – 110,000
VIC	90,000 – 13,000	75,000 – 100,000	50,000 – 70,000	80,000 – 100,000	75,000 – 115,000
SA	110,000 – 13,000	85,000 – 110,000	50,000 – 75,000	75,000 – 110,000	90,000 – 110,000
NT	110,000 – 13,000	110,000 – 130,000	80,000 – 90,000	80,000 – 100,000	100,000 – 125,000
NZ	70,000 – 90,000	60,000 – 75,000	40,000 – 60,000	60,000 – 95,000	70,000 – 10,000

2010 Industrial Construction Average Salaries

Industrial Construction	Project Manager	Construction Manager/ Superintendent	Senior Estimator	Planning Manager	Contracts Manager	Project Engineer (Civil/Mech/Elec)
WA	170,000 – 220,000	150,000 – 200,000	130,000 – 170,000	140,000 – 170,000	140,000 – 190,000	110,000 – 140,000
QLD	170,000 – 220,000	150,000 – 200,000	120,000 – 160,000	140,000 – 170,000	135,000 – 180,000	110,000 – 140,000
NSW	120,000 – 150,000	140,000 – 175,000	100,000 – 135,000	120,000 – 160,000	120,000 – 150,000	90,000 – 120,000
VIC	140,000 – 180,000	130,000 – 170,000	100,000 – 140,000	140,000 – 170,000	140,000 – 170,000	90,000 – 135,000
SA	140,000 – 200,000	125,000 – 180,000	125,000 – 160,000	125,000 – 150,000	125,000 – 160,000	110,000 – 140,000
NT	140,000 – 180,000	150,000 – 200,000	110,000 – 140,000	110,000 – 150,000	140,000 – 190,000	100,000 – 130,000

Industrial Construction	Estimator	Contracts Administrator	Planner	Site Supervisor	Site Engineer (Civil/Mech/Elec)	Safety Advisor
WA	100,000 – 130,000	100,000 – 130,000	90,000 – 130,000	100,000 – 130,000	100,000 – 130,000	90,000 – 120,000
QLD	100,000 – 130,000	100,000 – 130,000	85,000 – 130,000	100,000 – 130,000	100,000 – 120,000	90,000 – 120,000
NSW	85,000 – 115,000	80,000 – 120,000	90,000 – 125,000	90,000 – 120,000	80,000 – 120,000	90,000 – 110,000
VIC	85,000 – 120,000	80,000 – 120,000	90,000 – 130,000	80,000 – 110,000	80,000 – 120,000	80,000 – 110,000
SA	90,000 – 135,000	80,000 – 125,000	85,000 – 125,000	90,000 – 110,000	75,000 – 125,000	90,000 – 125,000
NT	85,000 – 120,000	85,000 – 120,000	90,000 – 120,000	80,000 – 110,000	90,000 – 120,000	90,000 – 110,000