



## AUSTRALIA

This sector is experiencing mixed fortunes. The mining slow down has impacted the construction and engineering sectors in QLD, WA and NSW. However, residential property developments have picked up in a number of locations and the National Broadband Network (NBN) is also driving activity in NSW, VIC and TAS.

The WA top tier firms are busy working on Perth residential projects and major mixed-use projects on the waterfront and surrounds. Small and medium size contractors have seen a lack of private sector investment and while demand for Civil Engineers remains steady it has declined for Structural and Mechanical Engineers. Architecture has been through a challenging time, losing design projects to interstate firms and experiencing a shortfall of smaller building jobs. Planning professionals have also been competing for fewer jobs.

In Queensland gas production in the state's west and regional development in Roma, Gladstone and Toowoomba are all positives for jobs. However, decreasing public sector budgets, a slower housing sector and significantly diminished commercial construction has seen less candidate demand in architecture and town planning. Commercial and residential construction is showing signs of a pickup in South East Queensland but there has been significant tightening in the engineering sector impacting salaries.

The construction sector in the Northern Territory is on an upswing with several big projects including a prison complex and residential developments underway. Skills shortages are expected. Less spending on infrastructure and overall budgets as well as staff cuts have led to a tightening in the engineering and architectural sectors.

South Australia's construction sector is to benefit from an ambitious state government plan to increase the population. The Adelaide jobs market has never experienced so many simultaneous tier one commercial projects. Experienced Senior Project Managers, Senior Contracts Administrators as well as Site Managers have received significant salary increases due to the shortage of candidates. The remainder of the SA construction industry is doing it tough particularly across the mid and lower tiers.

The Canberra construction sector may experience a further year of challenge now that many large projects are almost complete. Tendering for new projects is aggressive and most companies will wait to see if they win new business to make hiring plans. The uncertainty has seen growth in the ACT trades and labour sector, with employers more open to contract staff than permanent staff.

Victoria's civil construction sector needs more large infrastructure projects for a sustained recovery. The regional rail link project is keeping some large contractors in the black but many smaller firms are struggling. In the commercial sector there are some very large apartment projects and high end fit out projects in retail and hospitality. Large-scale projects such as the \$1 billion Victorian Comprehensive Cancer Centre have assisted a handful of architectural practices, but the majority have seen lower project fees and margins.

Tasmania's commercial construction sector has had a tough year. The industry has seldom seen the current value of forward committed projects but the three largest projects keep experiencing delays creating uncertainty. Civil construction has seen the completion of two major projects and near completion of a third but there are few new prospects on the horizon other than the NBN. This has kept the engineering and architectural employment sectors subdued.

### Public Sector

Demand for engineers and technical staff from public sector organisations has been steadily increasing over the last 12 months and this is expected to continue as large infrastructure organisations complete restructures. We are seeing a trend of increased contractor and temporary engagement mostly reflecting state government job and funding cuts. Salaries remain steady for senior roles and we are seeing a preference to fill lower level roles for example, Project Officers instead of Project Managers. Where there are permanent roles our public sector clients are struggling to pay what the private sector is able to offer creating the need to be more proactive about selling the other benefits of working in their sector.

## NEW ZEALAND

Residential construction ramped up in 2013; major civil projects started and are expected to continue into 2014/2015 and in Auckland and Wellington a number of new commercial developments and flow through seismic strengthening projects got underway.

After a difficult few years, demand for qualified, experienced and skilled professionals in New Zealand is on the rise again, and so too are salaries. Roles in demand include Residential Project Managers, Site Supervisors and Quantity Surveyors with full pre and post contract expertise, Geotechnical Engineers, Structural Engineers and Structural Drafters with New Zealand and/or seismic experience and Civil Foreman/Supervisors with water reticulation qualifications for drainage construction. Architectural Technicians with local experience are also needed across the residential and commercial sectors.

The Christchurch rebuild is also still in its infancy with deconstruction and infrastructure projects continuing. Major commercial construction projects are expected to start towards the end of 2013, which will further drain the candidate talent pool in other areas of the country and increase skills shortages. New migrants, training programs and retention initiatives are all needed to fill gaps created by these shortages.

# LESS THAN 3%

THE AVERAGE SALARY INCREASE THAT CONSTRUCTION, ARCHITECTURE AND ENGINEERING PROFESSIONALS CAN EXPECT IN THEIR NEXT REVIEW

# ARCHITECTURE

ARCHITECTURE	Architectural Graduate	Architect 2-5 Years	Architect 5-10 Years	Graduate Interior Designer	Interior Designer 2-5 Years
NSW - Sydney	40 - 45	45 - 60	70 - 95	45 - 55	50 - 70
NSW - Regional	40 - 45	45 - 55	55 - 85	40 - 50	45 - 65
VIC - Melbourne	43 - 50	50 - 65	60 - 90	45 - 50	45 - 60
VIC - Regional	40 - 45	45 - 60	60 - 85	35 - 42	45 - 60
QLD - Brisbane, Gold Coast & Sunshine Coast	40 - 50	50 - 65	65 - 85	40 - 45	45 - 60
QLD - Regional	40 - 50	50 - 65	65 - 85	40 - 45	45 - 65
SA - Adelaide	38 - 45	45 - 55	55 - 75	38 - 45	45 - 55
WA - Perth	45 - 55	55 - 70	70 - 100	40 - 50	50 - 65
ACT - Canberra	40 - 45	45 - 65	65 - 90	38 - 45	45 - 65
TAS - Hobart	35 - 45	40 - 55	55 - 70	35 - 40	40 - 55
NT - Darwin	45 - 55	55 - 75	75 - 100	40 - 55	55 - 80
NZ - Auckland	40 - 55	50 - 80	90 - 110	35 - 45	45 - 65
NZ - Christchurch/Wellington	40 - 50	55 - 80	60 - 90	40 - 45	50 - 60

	Interior Designer 5-10 Years	CAD Drafter	Landscape Architect	Town/Urban Planner
NSW - Sydney	60 - 90	45 - 75	45 - 85	50 - 100
NSW - Regional	60 - 80	45 - 70	50 - 65	45 - 85
VIC - Melbourne	60 - 90	45 - 75	45 - 80	45 - 120
VIC - Regional	50 - 80	40 - 70	45 - 70	45 - 110
QLD - Brisbane, Gold Coast & Sunshine Coast	60 - 85	45 - 70	45 - 90	55 - 120
QLD - Regional	60 - 80	40 - 60	45 - 85	45 - 110
SA - Adelaide	55 - 85	38 - 60	45 - 80	40 - 90
WA - Perth	65 - 100	45 - 90	45 - 90	50 - 110
ACT - Canberra	55 - 95	35 - 55	45 - 85	40 - 85
TAS - Hobart	50 - 80	30 - 55	35 - 75	50 - 75
NT - Darwin	80 - 100	45 - 70	45 - 90	50 - 100
NZ - Auckland	55 - 80	35 - 80	45 - 95	50 - 100
NZ - Christchurch/Wellington	55 - 80	50 - 65	50 - 80	45 - 80

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# ENGINEERING

BUILDING SERVICES DESIGN CONSULTANCY	CAD Drafter - Design Drafter CAD Manager		Graduate/ Entry-level Design Engineer	Intermediate -Senior Design Engineer	Associate/ Senior Associate	Principal/ Director
NSW - Sydney	45 - 70	75 - 100	45 - 60	60 - 100	110 - 150	150 - 210
NSW - Regional	45 - 60	65 - 75	50 - 65	60 - 90	110 - 150	150+
VIC - Melbourne	45 - 70	75 - 100	45 - 60	60 - 100	110 - 150	150 - 210
VIC - Regional	40 - 60	65 - 85	45 - 70	65 - 100	100 - 140	140+
QLD - Brisbane, Gold Coast & Sunshine Coast	35 - 65	65 - 95	50 - 70	70 - 120	120 - 150	150+
QLD - Regional	35 - 65	65 - 90	40 - 60	60 - 110	95 - 130	130+
SA - Adelaide	40 - 65	70 - 90	40 - 60	60 - 85	100 - 140	140+
WA - Perth	55 - 110	90 - 120	60 - 70	70 - 130	130 - 170	150 - 200
ACT - Canberra	40 - 50	50 - 85	55 - 65	70 - 90	100 - 120	130+
TAS - Hobart	30 - 45	50 - 75	40 - 55	55 - 90	90 - 110	120+
NT - Darwin	45 - 75	65 - 90	45 - 70	70 - 120	120 - 160	140+
NZ - Auckland	45 - 70	70 - 100	40 - 70	80 - 100	110 - 130	110 - 200
NZ - Wellington	40 - 70	60 - 80	45 - 55	55 - 90	100 - 130	110+
NZ - Christchurch	50 - 70	70 - 85	50 - 60	65 - 90	110 - 130	125+

BUILDING SERVICES CONTRACTOR	Foreperson/ Supervisor	Estimator - Snr Estimator	Project Manager	Senior Project Manager	Operations Manager	Building Services Manager
NSW - Sydney	75 - 90	75 - 150	90 - 130	120 - 150	150 - 180	140 - 200
NSW - Regional	60 - 70	65 - 85	90 - 100	110 - 130	120 - 150	120 - 180
VIC - Melbourne	65 - 80	65 - 120	90 - 130	100 - 150	120 - 170	120 - 190
VIC - Regional	60 - 80	65 - 120	90 - 130	100 - 150	120 - 170	120 - 190
QLD - Brisbane, Gold Coast & Sunshine Coast	60 - 100	65 - 140	85 - 130	100 - 165	120 - 180	140 - 190
QLD - Regional	60 - 90	60 - 140	90 - 120	100 - 145	110 - 150	110 - 150
SA - Adelaide	60 - 75	55 - 120	70 - 130	80 - 160	110 - 180	120 - 160
WA - Perth	80 - 100	90 - 120	90 - 140	125 - 160	150 - 200	130 - 180
ACT - Canberra	60 - 70	60 - 80	75 - 100	90 - 120	100 - 140	100 - 140
TAS - Hobart	50 - 70	60 - 80	70 - 95	90 - 120	120 - 140	90 - 140
NT - Darwin	70 - 100	70 - 130	80 - 130	130 - 160	140 - 200	110 - 180
NZ - Auckland	50 - 70	50 - 70	75 - 90	85 - 120	90 - 120	100 - 160
NZ - Wellington	50 - 65	50 - 80	80 - 100	80 - 120	90 - 140	100 - 150
NZ - Christchurch	55 - 65	65 - 85	75 - 90	90 - 105	100 - 120	115 - 140

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# ENGINEERING

CIVIL & STRUCTURAL	Drafter	Civil Designer Drafter	Civil/Structural Engineer	Client Side Representative/ Resident Engineer
NSW - Sydney	40 - 90	60 - 100	60 - 140	65 - 130
NSW - Regional	35 - 80	40 - 75	50 - 100	50 - 100
VIC - Melbourne	35 - 70	45 - 85	60 - 120	70 - 120
VIC - Regional	35 - 70	45 - 85	60 - 120	70 - 120
QLD - Brisbane, Gold Coast & Sunshine Coast	40 - 90	50 - 90	60 - 130	80 - 150
QLD - Regional	40 - 65	50 - 85	80 - 130	90 - 120
SA - Adelaide	40 - 65	50 - 80	70 - 90	60 - 100
WA - Perth	55 - 70	65 - 105	60 - 120	90 - 120
ACT - Canberra	40 - 60	45 - 80	55 - 110	65 - 120
TAS - Hobart	40 - 60	45 - 65	55 - 95	70 - 105
NT - Darwin	40 - 65	60 - 90	70 - 140	80 - 140
NZ - Auckland	45 - 80	55 - 80	65 - 120	75 - 120
NZ - Wellington	40 - 60	45 - 75	50 - 120	60 - 110
NZ - Christchurch	50 - 75	45 - 75	60 - 110	60 - 110

	Structural/Civil Project Engineer	Associate	Group Manager/ Principal
NSW - Sydney	55 - 140	120 - 160	160+
NSW - Regional	55 - 120	120 - 140	140+
VIC - Melbourne	50 - 100	120 - 160	150+
VIC - Regional	50 - 100	120 - 160	150+
QLD - Brisbane, Gold Coast & Sunshine Coast	65 - 140	120 - 160	150+
QLD - Regional	70 - 120	120 - 150	150+
SA - Adelaide	80 - 120	110 - 140	150+
WA - Perth	90 - 130	120 - 150	150+
ACT - Canberra	55 - 110	90 - 130	120+
TAS - Hobart	70 - 110	100 - 140	120+
NT - Darwin	70 - 140	130 - 180	150+
NZ - Auckland	60 - 110	120 - 150	120 - 180
NZ - Wellington	50 - 110	100 - 130	120 - 170
NZ - Christchurch	60 - 100	110 - 130	100 - 170

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# ENGINEERING

RAIL INFRASTRUCTURE	Signalling Designers	Signalling Supervisors	Signalling Maintenance Technicians	Permanent Way Designers	Permanent Way Track
NSW - Sydney	90 - 120	90 - 120	90 - 115	90 - 120	95 - 130
NSW - Regional	70 - 95	70 - 90	50 - 80	75 - 100	75 - 105
VIC - Melbourne	90 - 140	90 - 150	65 - 95	100 - 160	80 - 110
VIC - Regional	85 - 120	80 - 120	65 - 95	90 - 150	80 - 110
QLD - Brisbane, Gold Coast & Sunshine Coast	80 - 120	75 - 100	65 - 90	85 - 120	80 - 110
QLD - Regional	80 - 120	75 - 100	65 - 90	85 - 120	75 - 110
SA - Adelaide	75 - 90	65 - 95	60 - 80	75 - 110	75 - 100
WA - Perth	90 - 180	120 - 160	90 - 120	80 - 160	100 - 160
ACT - Canberra	70 - 100	65 - 90	60 - 80	70 - 95	65 - 95
TAS - Hobart	85 - 120	80 - 120	65 - 95	90 - 130	80 - 110
NT - Darwin	80 - 120	80 - 130	65 - 90	90 - 130	80 - 120
NZ - Auckland	65 - 95	65 - 95	50 - 80	70 - 110	70 - 100
NZ - Wellington	55 - 80	65 - 95	50 - 70	70 - 110	80 - 110
NZ - Christchurch	55 - 80	65 - 95	50 - 70	70 - 110	80 - 110

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# CONSTRUCTION

CONSTRUCTION CIVIL	Leading Hand	Foreperson	Site Engineer	Project Engineer	Project Manager
NSW - Sydney	65 - 75	75 - 120	50 - 70	70 - 110	120 - 180
NSW - Regional	50 - 65	60 - 105	50 - 70	50 - 80	90 - 150
VIC - Melbourne	60 - 70	80 - 135	60 - 85	70 - 110	90 - 180
VIC - Regional	60 - 70	75 - 100	60 - 70	70 - 110	100 - 170
QLD - Brisbane, Gold Coast & Sunshine Coast	55 - 65	70 - 120	60 - 80	75 - 110	100 - 170
QLD - Regional	55 - 65	70 - 100	55 - 75	70 - 110	130 - 180
SA - Adelaide	50 - 70	75 - 110	45 - 65	65 - 130	90 - 140
WA - Perth	75 - 85	85 - 90	65 - 70	85 - 100	115 - 125
ACT - Canberra	50 - 65	65 - 90	55 - 65	60 - 90	80 - 120
TAS - Hobart	40 - 60	60 - 75	55 - 65	60 - 90	70 - 100
NT - Darwin	60 - 75	75 - 120	55 - 100	70 - 150	100 - 180
NZ - Auckland	45 - 55	60 - 75	50 - 70	70 - 90	90 - 130
NZ - Wellington	40 - 55	50 - 70	60 - 70	70 - 90	90 - 120
NZ - Christchurch	55 - 65	65 - 75	70 - 85	75 - 95	90 - 130

	Estimator	Construction Manager	Contracts Administrator/ Qty Surveyor - Junior	Contracts Administrator/ Qty Surveyor - Senior	Design Manager
NSW - Sydney	80 - 150	160 - 250	55 - 80	90 - 140	90 - 130
NSW - Regional	65 - 90	95 - 160	55 - 80	70 - 95	90 - 120
VIC - Melbourne	80 - 180	130 - 200	60 - 80	80 - 130	85 - 125
VIC - Regional	70 - 100	120 - 150	55 - 70	75 - 100	80 - 120
QLD - Brisbane, Gold Coast & Sunshine Coast	90 - 180	120 - 220	70 - 90	90 - 150	120 - 200
QLD - Regional	100 - 150	160 - 200	70 - 100	100 - 125	130+
SA - Adelaide	80 - 130	120 - 180	55 - 80	80 - 120	80 - 120
WA - Perth	120 - 140	160 - 180	65 - 80	120 - 130	100 - 150
ACT - Canberra	70 - 100	90 - 170	50 - 70	70 - 100	80 - 125
TAS - Hobart	60 - 95	100 - 160	40 - 60	70 - 110	70 - 120
NT - Darwin	80 - 140	125 - 240	50 - 80	80 - 140	100 - 200
NZ - Auckland	50 - 120	90 - 160	50 - 60	80 - 130	100 - 150
NZ - Wellington	60 - 100	90 - 140	55 - 75	80 - 110	90 - 125
NZ - Christchurch	65 - 120	120 - 150	55 - 75	80 - 120	90 - 125

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# CONSTRUCTION

CONSTRUCTION BUILDING	Leading Hand	Foreperson	Site Engineer	Project Engineer	Project Manager	Estimator
NSW - Sydney	65 - 90	90 - 150	50 - 75	90 - 130	120 - 200	80 - 200
NSW - Regional	55 - 70	65 - 105	50 - 70	65 - 100	90 - 150	60 - 110
VIC - Melbourne	65 - 80	70 - 110	50 - 80	80 - 130	120 - 200	70 - 150
VIC - Regional	55 - 70	65 - 90	45 - 70	65 - 110	110 - 160	55 - 90
QLD - Brisbane, Gold Coast & Sunshine Coast	50 - 70	75 - 125	60 - 90	80 - 130	130 - 200	90 - 180
QLD - Regional	60 - 70	65 - 100	50 - 80	80 - 110	120 - 185	100 - 130
SA - Adelaide	50 - 75	70 - 90	45 - 65	60 - 90	80 - 220	70 - 155
WA - Perth	65 - 75	75 - 100	65 - 85	85 - 120	150 - 200	90 - 150
ACT - Canberra	60 - 80	70 - 110	65 - 75	80 - 130	100 - 150	80 - 130
TAS - Hobart	40 - 60	50 - 75	60 - 75	60 - 90	80 - 150	70 - 120
NT - Darwin	60 - 70	75 - 100	50 - 80	80 - 110	120 - 185	80 - 120
NZ - Auckland	50 - 60	60 - 75	60 - 80	70 - 90	85 - 130	60 - 130
NZ - Wellington	40 - 60	50 - 70	60 - 75	70 - 90	90 - 120	80 - 110
NZ - Christchurch	60 - 65	65 - 75	65 - 85	80 - 95	100 - 120	80 - 120

	Construction Manager	Contracts Administrator/ Qty Surveyor - Junior	Contracts Administrator/ Qty Surveyor - Senior	Design Manager	Site Manager
NSW - Sydney	180 - 230	55 - 100	100 - 165	120 - 170	120 - 200
NSW - Regional	100 - 160	40 - 75	70 - 95	110 - 170	75 - 110
VIC - Melbourne	160 - 250	45 - 80	80 - 150	120 - 180	110 - 180
VIC - Regional	150 - 200	40 - 70	70 - 100	100 - 130	85 - 120
QLD - Brisbane, Gold Coast & Sunshine Coast	140 - 240	50 - 90	100 - 160	120 - 200	90 - 165
QLD - Regional	130 - 200	55 - 80	100 - 125	130+	100 - 130
SA - Adelaide	130 - 220	40 - 60	70 - 170	90 - 120	80 - 180
WA - Perth	150 - 250	65 - 85	100 - 150	110 - 170	100 - 160
ACT - Canberra	140 - 180	45 - 70	70 - 120	80 - 120	90 - 150
TAS - Hobart	90 - 120	40 - 60	60 - 90	70 - 110	80 - 120
NT - Darwin	125 - 200	50 - 80	85 - 150	100 - 150	110 - 150
NZ - Auckland	120 - 160	45 - 60	80 - 120	85 - 120	75 - 100
NZ - Wellington	110 - 150	35 - 50	75 - 120	80 - 115	75 - 95
NZ - Christchurch	135 - 160	55 - 70	80 - 120	80 - 120	80 - 100

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# CONSTRUCTION

LOCAL GOVERNMENT	Traffic Engineer	Civil Designer	Civil Project Manager	Asset Manager	Town Planner
NSW - Sydney	60 - 120	60 - 100	100 - 120	75 - 95	50 - 100
NSW - Regional	60 - 100	55 - 80	75 - 100	65 - 85	50 - 90
VIC - Melbourne	50 - 80	50 - 80	75 - 90	50 - 80	50 - 80
VIC - Regional	45 - 60	50 - 80	75 - 90	50 - 80	50 - 80
QLD - Brisbane, Gold Coast & Sunshine Coast	60 - 100	60 - 90	75 - 120	60 - 95	45 - 95
QLD - Regional	60 - 80	60 - 80	60 - 120	60 - 95	55 - 75
SA - Adelaide	55 - 75	50 - 65	70 - 90	70 - 85	45 - 80
WA - Perth	60 - 70	45 - 60	60 - 90	60 - 70	45 - 75
ACT - Canberra	55 - 95	50 - 80	N/A	N/A	45 - 90
TAS - Hobart	45 - 70	50 - 80	N/A	N/A	40 - 70
NT - Darwin	45 - 90	45 - 80	60 - 120	60 - 95	45 - 100
NZ - Auckland	45 - 100	50 - 90	80 - 150	70 - 120	45 - 100
NZ - Wellington	60 - 80	50 - 80	80 - 120	60 - 80	55 - 90
NZ - Christchurch	60 - 80	50 - 80	80 - 120	60 - 80	55 - 90

	Building Surveyor	Facilities Coordinator	Facilities Manager	Project Manager	Property Manager
NSW - Sydney	65 - 120	45 - 60	55 - 95	80 - 110	50 - 125
NSW - Regional	50 - 60	40 - 50	55 - 85	70 - 100	40 - 115
VIC - Melbourne	60 - 90	40 - 60	55 - 100	60 - 110	50 - 100
VIC - Regional	60 - 90	40 - 60	55 - 100	60 - 110	50 - 100
QLD - Brisbane, Gold Coast & Sunshine Coast	55 - 90	45 - 60	65 - 100	65 - 110	50 - 80
QLD - Regional	55 - 85	45 - 60	65 - 100	65 - 110	50 - 80
SA - Adelaide	50 - 65	40 - 55	60 - 70	55 - 70	65 - 70
WA - Perth	50 - 65	45 - 55	50 - 60	60 - 90	45 - 60
ACT - Canberra	N/A	N/A	N/A	N/A	N/A
TAS - Hobart	N/A	N/A	N/A	N/A	N/A
NT - Darwin	55 - 85	45 - 65	65 - 100	65 - 110	50 - 80
NZ - Auckland	50 - 85	40 - 55	60 - 85	60 - 110	70 - 100
NZ - Wellington	50 - 80	40 - 60	60 - 80	60 - 110	70 - 100
NZ - Christchurch	55 - 85	45 - 60	65 - 85	80 - 110	70 - 115

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