

Engineering & Manufacturing

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Michael Page International

Salary & Employment Forecast

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Improved economic conditions and increased consumer demand in 2010 is fuelling employment opportunities for manufacturing professionals this year. The requirement for engineering professionals is also rising as businesses invest in new products and projects across the market.

There is high demand for manufacturing professionals including Operations Managers, Production Managers and Shift Managers to facilitate the production of goods in the consumer sector and encourage high levels of team productivity. There is also a strong requirement for Electrical and Mechanical Engineers with experience in large scale

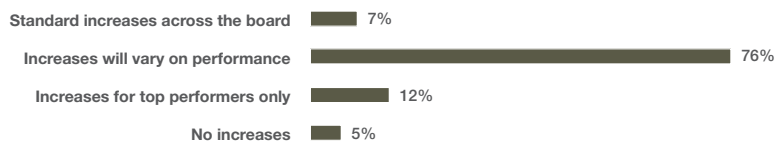
projects to support new investments in the telecommunications sector.

With the demand for skills exceeding the supply of engineering and manufacturing professionals, employers will be increasing salaries to retain top talent. Average salary increases of 3-4% will be awarded to manufacturing operations professionals, based on performance. For engineering professionals with experience in the mining, resources, oil and gas sectors, higher increases will be awarded on base salaries. Half of the employers surveyed in the engineering and manufacturing sectors will be awarding bonuses in the next 12 months as a retention

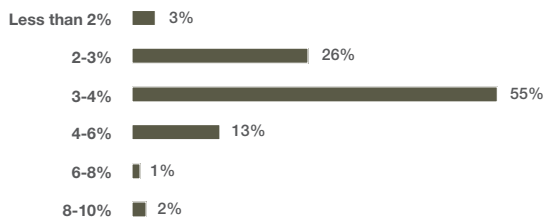
strategy for top performers. The vast majority (75%) of bonuses will be awarded based on a combination of individual, team and company performance. Only 9% of bonus payments will be made solely on the basis of individual performance.

If market conditions continue to improve, it is expected that hiring activity will steadily increase in the engineering and manufacturing sectors. There will be continual demand for skilled professionals that can drive business development in the booming economy, including Project Engineers, Continuous Improvement Managers and Six Sigma experts.

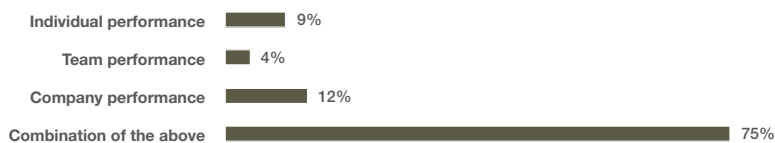
Salary increases over the next 12 months



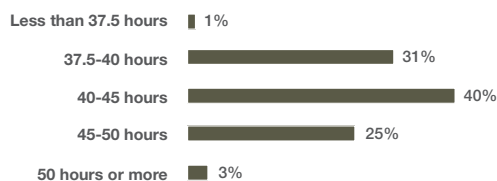
Average percentage salary increases



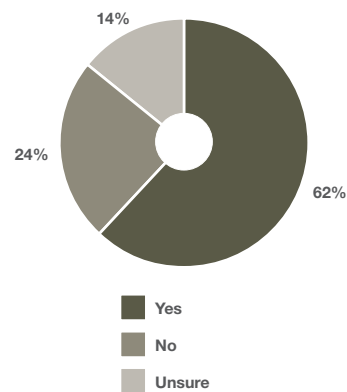
Basis for bonuses over the next 12 months



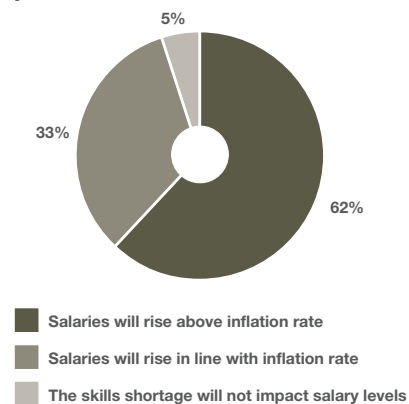
Average weekly working hours



Professional skills shortage in the next 12 months



Skills shortage placing upwards pressure on salaries



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MANUFACTURING

State	NSW		VIC		QLD	
Size of company	Sml/Med	Large	Sml/Med	Large	Sml/Med	Large
Salary	\$'000		\$'000		\$'000	
ENGINEERING						
Graduate Engineer	50–60	55–65	40–50	40–60	40–50	45–55
Chemical/Mechanical/Electrical Engineer	70–105	75–115	50–95	70–110	55–80	70–110
Quality Engineer	55–90	65–105	60–80	70–105	55–80	75–100
Quality Manager	90–125	95–140	85–125	115–140	95–115	100–135
Lean Manufacturing Specialist	80–115	105–145	80–115	95–145	80–115	115–145
Project Engineer	70–105	80–125	65–80	70–105	70–95	80–115
Process Engineer	80–105	95–125	60–80	70–125	70–95	95–130
Packaging Engineer	80–115	85–125	80–100	80–125	80–105	95–125
Reliability Engineer	95–115	105–135	60–70	75–105	60–80	70–105
Engineering Manager	110–140	125–180	105–135	125–175	105–125	125–170
OPERATIONS						
Shift Supervisor	70–95	90–120	60–80	90–115	60–80	95–110
Production Engineer	80–105	95–115	70–90	80–115	70–80	80–115
Production Manager	100–130	115–135	80–125	105–130	80–100	115–145
Maintenance Manager	95–120	105–140	80–105	95–135	80–105	90–130
Reliability Manager	95–120	105–135	85–105	95–135	80–105	90–130
Plant Manager	93–113	134–175	93–129	124–175	93–129	124–165
Operations Manager	110–135	135–180	95–125	125–175	80–105	115–185
Operations Director	N/A	180–280	N/A	175–250	N/A	155–230

PROFESSIONAL SERVICES

State	NSW		VIC		QLD	
Size of company	Sml/Med	Large	Sml/Med	Large	Sml/Med	Large
Salary	\$'000		\$'000		\$'000	
DESIGN & CONSULTING						
Graduate Engineer	50–60	55–65	45–55	50–60	45–55	50–60
Design Engineer	65–90	80–115	60–80	60–115	60–80	70–105
Risk Engineer	70–90	80–125	70–80	75–115	70–95	80–120
Risk Manager	95–115	105–145	80–115	110–155	80–115	105–145
Process Improvement	80–115	125–175	80–115	100–165	70–115	105–145
Senior Design Engineer	115–135	125–145	110–125	115–155	110–125	115–145
Lead/Principal Engineer	125–165	155–185	125–165	155–185	125–135	144–155
Chief Engineer	125–175	165–180	120–170	155–170	125–145	145–165
Engineering Manager	145–185	165–220	155–185	175–205	135–145	155–175

Please note:

1. Salaries indicated are based on annual basic salary, excluding bonus/incentive schemes. 2. Small to medium companies are defined as having a turnover of less than \$100 million. Large companies are defined as having a turnover of more than \$100 million. 3. Consulting salaries in WA are largely influenced by pay rates in the resources sector and correlate strongly to salaries in this industry. The majority of work done in consulting engineering in WA is within the mining sector, hence please refer to our Mining & Resources Salary & Employment Forecast. 4. Market rates are becoming much less uniform. While we have taken great care, these salary ranges can only be approximate guides, as there are often specific circumstances relating to individual companies. Please call us for additional information. 5. Roles marked N/A in this report are not commonly found in the area specified.