

Resources, Construction and Engineering Remuneration Review

Mercer's Resources, Construction and Engineering Remuneration Review offers organisations access to reliable, up-to-date information on pay and benefits prevalence to ensure that your reward packages remain cost effective and competitive in the marketplace.

What do you need?

Do you currently have insight into remuneration movements for your industry peers?

Do you currently have market data to benchmark against for sector specific roles?

Do you have specific remuneration data and insights for the construction, engineering, mining and energy industries?

Do you need insight into industry prevalence for employee benefits, policies and practices?

Additional benefits of the survey

The Review is produced twice a year in April and October, with a **benefits policy and practices report** available for the sector and released at the same time as the October edition. The report covers remuneration policy, cars, termination and redundancy, superannuation, variable pay, remuneration packaging and other policies and practices.

Plus, a post survey event is held after each survey release to provide attendees with networking opportunities and roundtable discussions with peers. These meetings present data trends and case studies with guest speakers providing the latest issues affecting the sector.

Key observations from the latest review



The median same-incumbent base salary movement for the industry in Australia was 3.6%.



Salaries at the top end of the market had a significant increase over the last 12 months, with a 6.3% median same-incumbent base salary movement for the 75th percentile of incumbents.



The biggest pay increases were received by those employed by consulting engineering organisations, with a 5.0% median same-incumbent base salary movement reported.



Incumbents working in Western Australia were paid 5.4% above the national average for base salary and 8.2% above the national employment cost average.

Pricing (incl. GST) Participant – \$A9,009 Non-Participant – \$A18,018

Order this report [online](#) or alternatively, please contact our customerservice by [email](#), or phone 1800 645 186 if you require further information.

With the Resources, Construction and Engineering Remuneration Review you will receive:

- An **overview** with a separate section which includes the list of current contributors to this review. Organisations are analysed by various parameters.
- **Survey methodology and definitions** which includes a glossary of terms and a section titled 'Interpreting the Data' included to assist you in understanding how to use the information in the survey report.
- **Survey trends**, which includes analysis of salary movements and market commentary.
- **Remuneration policy and practices**, which includes a summary of organisations' remuneration policies, including salary budget actual/forecasts, starting salary for graduates as well as short-term and sales incentive actual/forecast payment information. In the report you will also find data for employee groups such as hot jobs.
- **Regressed market data** across all data in the review, underpinned by Mercer's global job evaluation methodology – International Position Evaluation (IPE).
- **Remuneration data summary** on positions in a range of job families within the industry.



Resources, Construction and Engineering segments



Construction



Consulting
Engineering



Infrastructure
and Transport



Mining and
Metals



Oil and Gas



Power and
Utilities

Top Resources, Construction and Engineering specialisations

Asset Project/Program Management
(Renewables)

Geotechnical/Rock Mechanics
Engineering (Oil & Gas, Mining)

Project Quantity Surveying
(Construction)

Civil/Construction/Structural
Engineering

Metallurgy/Process Engineering
(Mining)

Project Site Engineering (Real Estate
& Construction)

Community/Native Title/Heritage
Affairs (Energy & Mining)

Mine Planning Engineering (Mining)

Power Plant Operations (Utilities &
Renewables)

Drilling (Mining)

Mine Site Geology (Mining)

Technical Services Management/
Asset Integrity (Renewables)

Environmental Science (Construction,
Energy & Mining)

Plant Construction & Maintenance
Engineering/Plant/Mill Production
Operations (Mining)

Water/Waste Engineering
(Construction & Civil Infrastructure)

Exploration Geology (Oil & Gas,
Mining)

Project Management: General
(Construction)

Field Service Engineering - Oilfield
Services (Oil & Gas)

Project Planning & Design
(Construction)