

# 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

This survey is released on Mercer WIN® twice a year, in April and October, with the benefits and HR practices published annually in PDF format as part of the October edition. The report covers vehicle policies, leave policies, wellness benefits, variable rewards, retirement benefits, workforce planning, industry-specific allowances, and other policies and practices.

In addition, a post-survey event is held after the release to present the latest trends in total rewards.

## Key observations from the latest review



The median same-incumbent base salary movement in Australia was 4.0% for construction and engineering, and 4.5% for resources.



The largest pay increases were observed in the Oil & Gas sector, with a reported median same-incumbent employment cost of 6.7%. This was followed by Mining and Metals at 5.6% and Consulting Engineering at 5.5%.



Employees working in Western Australia received base salaries that were 7.1% above the national average and 9.7% above the national average for employment cost.



Salaries at the 75th percentile, representing the top end of the market, experienced a significant increase over the last 12 months. This included a 7.0% increase in same-incumbent base salary and an 8.0% increase in employment cost.

**Pricing (incl. GST)**

**Participant – \$A9,812**

**Non-Participant – \$A19,624**

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**199,122**  
incumbents

**232**  
participants

**2,254**  
reportable roles

## Resources, Construction and Engineering segments



Construction



Mining and Metals



Consulting Engineering



Oil and Gas



Infrastructure and Transport



Power and Utilities

## Job family specialisations

Asset Project/Program Management (Renewables)

Mine Site Geology (Mining)

Civil/Construction/Structural Engineering

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

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

Project Management: General (Construction)

Drilling (Mining)

Project Planning & Design (Construction)

Environmental Science  
(Construction, Energy & Mining)

Project Quantity Surveying (Construction)

Exploration Geology (Oil & Gas, Mining)

Project Site Engineering (Real Estate & Construction)

Field Service Engineering - Oilfield Services  
(Oil & Gas)

Power Plant Operations (Utilities & Renewables)

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

Technical Services Management/Asset Integrity  
(Renewables)

Metallurgy/Process Engineering (Mining)

Water/Waste Engineering (Construction & Civil  
Infrastructure)

Mine Planning Engineering (Mining)

# Take advantage of our published reports

## Unleash the power of our published reports. Each one is designed to focus on specific valuable information:

- 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** on positions in a range of job families within the industry.

### High movers

The highest moving cross industry job this cycle is Market Research & Analysis - Entry Professional (P1), recording a 21.3% median employment cost movement. Another top moving job worth mentioning is Data Analytics - Team Leader (Professionals) (M2), which recorded a 19.6% median employment cost movement.

With the inclusion of 3 Sales, Marketing & Product Management positions in the top 10 high movers, this takes the top ranking spot of job families that had the most number of jobs included within the top ten moving roles in this cycle. Likewise, this also puts them at the top ranking spot of job families that have the largest number of jobs included in this list over the course of the eight editions, inclusive of this cycle.

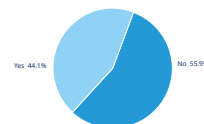
While the specific roles included within this list continue to shift from one reporting period to the next, one consistent element is the inclusion of entry professional (P1) roles. Within the last eight editions, positions attached to an entry professional (P1) career level have been included on over thirty occasions. This accounts for just under half of all inclusions within the same period. As a notable difference, the experienced professional (P2) career level is the second-most frequent, featuring 8 inclusions.

**Table 3.2 Top 10 annual median same-incumbent movements - by Mercer Job Library job (employment cost)**

		% increase
SMP.06.001.P10	Market Research & Analysis - Entry Professional (P1)	21.3
DAW.02.016.M20	Data Analytics - Team Leader (Professionals) (M2)	19.6
SMP.05.001.P10	Advertising & Marketing Communications - Entry Professional (P1)	18.5
ITC.08.001.M10	General IT Infrastructure Systems Administration - Team Leader (Para-Professionals) (M1)	17.8
DAW.02.001.P10	Data Science - Entry Professional (P1)	17.3
ENS.03.108.P10	General Project Engineering - Entry Professional (P1)	16.4
SCN.06.002.P20	Customs Clearance - Experienced Professional (P2)	15.7
SMP.04.064.P10	General Digital/Internet Marketing - Entry Professional (P1)	13.4
CCA.02.001.M20	General Communications & Corporate Affairs - Team Leader (Professionals) (M2)	13.0
HRM.06.001.M10	Payroll - Team Leader (Para-Professionals) (M1)	12.7

### Graduate salaries

Prevalence of starting pay ranges for university graduates



Based on responses from xx organisations.

Typical annual salary for university graduates

	Q1	Median	Q3	Average
Maximum (n=28)	75,337	80,000	89,288	82,156
Average (n=31)	75,000	78,000	82,000	78,068
Minimum (n=27)	71,351	75,000	80,000	75,583

Typical annual salary for university graduates with Master's or PhD degrees

	Q1	Median	Q3	Average
Master's degree in business administration (n=7)	75,000	79,200	80,000	80,233
Master's degree in science (n=9)	75,000	79,200	85,000	80,717
PhD (n=6)	74,088	82,675	92,433	83,572

**Table 4.19 Typical annual salary for university graduates - by discipline**

	Q1	Median	Q3	Average
Accounting (n=11)	70,000	72,000	76,349	72,892
Arts and social science (n=5)	66,676	74,000	76,392	72,027
Business administration (n=6)	68,000	71,513	74,587	70,896
Chemical engineering (n=8)	72,013	75,000	86,587	80,483
Computer science (n=6)	71,593	78,175	83,459	78,442
Electronics engineering (n=7)	71,351	75,000	80,000	76,339
Law (n=10)	74,750	79,000	85,250	81,670
Mechanical engineering (n=13)	72,837	75,000	83,650	79,472
Science (n=9)	71,513	75,000	76,392	75,534

### Market Issues snapshot

Organisation's expected business and financial performance in 2023, comparing with 2022 (based on final year profits)?



Based on responses from xx organisations.

