



Australia

Market changes

Manufacturing in Australia has continued to suffer as a number of well-publicised manufacturers reduce staff numbers and take operations offshore. This has been particularly true of organisations supplying to the automotive and mining industries.

Some niche markets however continue to see positive growth, in particular food and beverage, FMCG, building products and utilities. Demand for building products however is predicted to fall in the second half of the year unless the federal government's construction fund has an immediate term impact on the market.

The decline of design and drafting positions indicate that a number of organisations are holding on to their budgets for the foreseeable future. As the number of new orders continue to fall, growing pressure from declining figures in both local consumer and export markets will put a strain on the industry to retain its skilled workers.

Salary movements

Manufacturing organisations have not increased nor decreased salaries in the sector on the whole. The exception to this is at the senior end where salary expectations from candidates have dropped.

Contracting rates have been affected within the design, research and

development disciplines, where those who are still able to find roles are taking pay cuts to sustain work. Another trend has companies replacing flexible or negotiable salary discussions with a "there is no room to move" response.

Some companies are seeking extended shutdown periods in an attempt to retain staff numbers. Highly skilled and experienced candidates will always be sought after in niche markets and may also be able to capitalise on organisational restructures, finding themselves in a position of demand with some room to move.

Changes to employer recruitment practices

Many companies are facing more "red tape" when seeking recruitment approval, and as a result are seeking contract employees. There has been a change in attitude in regards to the recruiting process. Previously, receiving a single candidate was considered a success in some positions, whereas now the search for the right candidate amongst an increasing number of skilled applicants is the norm.

Recruitment processes, including screening and interviewing, have become more robust and efficient to deal with the increased volumes of applicants. When recruiting, employers need to emphasise job security and future prospects to applicants, as these tend to be priorities for the majority of candidates.

We have witnessed a number of organisations seeking methods to reinstate previous employees on a temporary basis. Often part of a redundancy, these staff members may still be needed to assist with fluctuating workloads.

Advice to candidates

Short-term goals for candidates should be job security, securing a permanent position or a long-term temporary assignment. Candidates who are highly skilled and in demand can still consider a change of jobs, even in this market. However, with fewer available positions, seeking the services of a professional recruitment consultant can help you maximise your opportunities.

Candidates who understand their new market value will be able to capitalise quickly as will those who clearly understand the company's expectations. If a new position is taken, understanding and achieving realistic expectations will be essential.

Product Design & Manufacturing

	Graduate Engineer (all disciplines)	Production Supervisor	Engineering Manager	Operations Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	40,000 - 55,000	65,000 - 85,000	100,000 - 150,000	110,000 - 160,000
VIC - Melbourne	40,000 - 55,000	65,000 - 80,000	100,000 - 150,000	110,000 - 160,000
QLD - Brisbane and Gold Coast	40,000 - 55,000	60,000 - 80,000	100,000 - 135,000	110,000 - 140,000
WA - Perth	40,000 - 55,000	60,000 - 80,000	95,000 - 135,000	110,000 - 140,000
SA - Adelaide	40,000 - 55,000	60,000 - 80,000	95,000 - 135,000	90,000 - 130,000

Product Design & Manufacturing	Project Engineer (5+ yrs exp)	Process Engineer	Drafter	Electronics / Manager Elec Engineer	Design Engineer
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	80,000 - 120,000	70,000 - 90,000	45,000 - 70,000	80,000 - 100,000	65,000 - 85,000
VIC - Melbourne	80,000 - 120,000	70,000 - 90,000	45,000 - 70,000	90,000 - 120,000	70,000 - 90,000
QLD - Brisbane and Gold Coast	75,000 - 110,000	65,000 - 90,000	45,000 - 70,000	90,000 - 120,000	65,000 - 90,000
WA - Perth	80,000 - 120,000	65,000 - 90,000	45,000 - 65,000	75,000 - 110,000	70,000 - 90,000
SA - Adelaide	75,000 - 110,000	65,000 - 90,000	45,000 - 60,000	75,000 - 110,000	65,000 - 85,000

Product Design & Manufacturing	Controls / Automation Engineer	R & D Manager	Maintenance Manager	QA Coordinator	QA Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	60,000 - 100,000	90,000 - 130,000	90,000 - 100,000	60,000 - 75,000	80,000 - 120,000
VIC - Melbourne	65,000 - 110,000	90,000 - 130,000	90,000 - 120,000	60,000 - 75,000	80,000 - 120,000
QLD - Brisbane and Gold Coast	65,000 - 110,000	90,000 - 130,000	90,000 - 120,000	60,000 - 75,000	80,000 - 120,000
WA - Perth	60,000 - 100,000	90,000 - 130,000	90,000 - 120,000	60,000 - 75,000	80,000 - 120,000
SA - Adelaide	60,000 - 100,000	80,000 - 110,000	80,000 - 110,000	60,000 - 75,000	80,000 - 120,000

Manufacturing Maintenance	Maintenance Fitter	Maintenance Electrician	Maintenance Planner	Service Engineer	Service Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	50,000 - 60,000	60,000 - 70,000	75,000 - 80,000	65,000 - 80,000	90,000 - 110,000
VIC - Melbourne	50,000 - 60,000	60,000 - 70,000	75,000 - 80,000	65,000 - 85,000	90,000 - 110,000
QLD - Brisbane and Gold Coast	50,000 - 60,000	60,000 - 70,000	75,000 - 80,000	75,000 - 90,000	90,000 - 110,000
WA - Perth	60,000 - 75,000	60,000 - 75,000	75,000 - 80,000	65,000 - 85,000	90,000 - 110,000
SA - Adelaide	50,000 - 60,000	60,000 - 70,000	75,000 - 80,000	65,000 - 80,000	80,000 - 100,000