

FY26/27 SALARY GUIDE



BUILDING TOMORROW'S WORKFORCE, TODAY.



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A Message from Fetch



Brendan Redwood

Managing Director

The Australian employment market hasn't stood still this year. Across property, construction, mining and manufacturing, activity remains strong, if more measured than the post-COVID surge. Demand for top talent, especially people with technical skills, leadership capability and proven delivery, stays high.

The picture varies by state. Victoria faces headwinds from confidence, housing supply, taxation and project delays. WA continues to be underpinned by resources, with mining and petroleum investment hitting a decade-high \$34 billion in 2025 and over 136,000 on-site mining FTEs expected to keep growing to 2030. South Australia is gaining real momentum too, with the Osborne submarine yard alone set to draw at least \$30 billion in investment and around 5,500 workers at peak production.

Queensland has a clear runway ahead, with Brisbane 2032 bringing \$7.1 billion in venue infrastructure and \$12.4 billion in Commonwealth transport investment. And nationally, infrastructure remains a major driver, Australia's \$242 billion public infrastructure pipeline is already short around 141,000 workers, while a housing target of 1.2 million new homes by 2029 keeps pressure on skilled labour. Data centres are also emerging as a construction and power story in their own right, with investment potentially exceeding \$155 billion.

Talent will stay hard to secure, wage growth will be targeted toward high performers, and trades and technical skills will only grow more valuable as AI reshapes some roles but not the need for people who can build, fix and deliver on site.

This guide is a snapshot of where the market stands, and where it's heading.



The Retention Edge

What the data says about tenure in construction — and what top employers are doing differently.

7.7%

Job mobility is falling for the second year in a row. Workers are more willing to stay than they were in 2023. The question is whether your organisation gives them a reason to.

Source: ABS Job Mobility Survey, February 2025

WHY CONSTRUCTION WORKERS LEAVE — AND WHAT TO ADDRESS FIRST



Source: ScaleSuite Australian Employee Turnover Statistics, 2026

1

Review salary before they ask

Proactive market-aligned pay reviews are the single highest-ROI retention activity. If your best people haven't had one in 12 months, they're likely behind the market rate.

2

Show them what's next

Lack of career progression is a leading driver of departure. A visible pathway — even an informal one — dramatically increases the likelihood of someone staying through a project cycle.

3

Give them pipeline visibility

Construction workers leave between projects. Employers who communicate what's coming — and make people feel part of the future — retain significantly more of their workforce through project transitions.



The Cost of a Bad Hire

What one wrong recruitment decision actually costs and how to avoid it.

30%

Minimum cost as %
of annual salary

150%

Cost for senior or
specialist roles

27%

of bad hires due to
poor skills assessment

WHAT MAKES UP THE COST

Advertising & agency fees

\$5K - \$25K

Onboarding & training time

\$3K - \$10K

Lost productivity (team impact)

30-40% output loss

Re-recruitment after departure

Full cycle restart

Culture & team morale impact

Hard to quantify

SIGNS YOU MAY HAVE THE WRONG PERSON



Performance issues appear within the first 90 days



Skills don't match what was discussed at interview



Team dynamics shift negatively after their arrival



Attitude or culture fit is clearly misaligned



They require more managing than leading

HOW TO GET IT RIGHT FIRST TIME

- 1 Brief properly.** A vague job brief produces mismatched candidates. The more specific you are upfront, the better the shortlist.
- 2 Assess for the role, not just the resume.** Sector experience and project-type fit matter as much as years in the industry.
- 3 Move quickly.** The best candidates have multiple offers. A slow process loses good people to faster-moving competitors.

THE REAL NUMBER

A Site Manager at \$160,000 costs up to \$240,000 to replace when recruitment, onboarding and lost productivity are all factored in.

THINKING ABOUT YOUR NEXT HIRE? FETCH CAN HELP.

We specialise in civil infrastructure, construction, corporate services, manufacturing, mining and resources and trades and labour recruitment. We know the roles, the market, and the candidates.

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Contract or Permanent?

Both have real value.
Here's how to know which one suits you right now.

CONTRACT

COSTS PER WEEK VS PERMANENT

+\$296

You get
Higher rates · Super included ·
Project variety · Flexibility to move

Works best when
You're experienced · Want variety · Building your CV fast · Like change

PERMANENT

COSTS PER YEAR VS CASUAL

+\$9,658

You get
Stability · Paid leave · Career path · Project continuity

Works best when
You want to grow with one team · Have financial commitments · Building toward leadership

WORKED EXAMPLE – PER EMPLOYEE, PER WEEK

	CONTRACT	PERMANENT
Pay rate	\$52.50	\$42.00
Super	\$6.30	\$5.04
Travel Allowance	\$4.60	\$4.60
Total Hourly Pay Rate	\$63.40	\$51.64
Total Weekly Pay Rate	\$2,536.00	\$2,065.60
Annual Leave Accrual Per Week		\$137.83
Sick Leave Accrual Per Week		\$68.91
Payroll Tax	\$148.36	\$128.90
Insurance (Work Cover / PI / PL)	\$101.44	\$88.14
Total Week Cost Per Employee	\$2,785.80	\$2,489.38
Total Weeks Worked Per Year	43.00	52.00
Total Paid Hours Per Year (40hr Weeks)	1,720	2,080
Total Annual Cost	\$119,789.23	\$129,447.68

Based on a 40-hour week. Casual assumes 43 paid weeks/year (allowing for gaps between assignments) vs 52 for permanent. Casual costs more week to week; permanent costs more across the full year, simply because it's paid for every week.



What Workers Want in 2026

Based on a national survey of 1,000 Australian workers, December 2025

01 Real flexibility, not just policy

73% would prefer on-demand work, choosing shifts or projects, if reliable work were available. Among 18–34s, that rises to 87%.

02 Clarity over guesswork

43% say a lack of clarity on salary or conditions is the biggest problem with job hunting right now.

03 To be heard during the process

56% say the worst part of applying for jobs is being ghosted, never hearing back after applying or interviewing.

04 Genuine downtime

52% took a "sickie" in 2025 despite not being unwell, mostly due to burnout. 43% missed out on annual leave entirely.

05 Digital skills that future-proof them

34% say digital and data skills will matter most for their future, ahead of every other skill category.

40% of workers would accept less pay for more flexibility. It's no longer a nice-to-have, it competes directly with salary.



Will AI Take Your Job?

Short answer: no. Here's the data behind it.

3 of 5

of the industries projected to gain the most jobs in Australia by 2050 are Construction, Manufacturing and Mining.

AI is more
likely to
Augment

jobs rather
than
Replace

them,
especially
On Site

The occupations gaining the most by 2050 share one thing in common: physical presence. Construction and mining labourers sit alongside nurses, cleaners and hospitality workers on that list, doing work that requires a person to actually be there. That's exactly the kind of work AI struggles to replicate, and it's exactly the kind of work Fetch places every day.

"If you've been thinking about getting into a trade, now's a good time to make the move. These industries aren't shrinking, the people in them aren't going anywhere, and the demand for skilled, hands-on workers is only getting stronger as AI changes the way other industries operate."

Source: Jobs and Skills Australia, Generative AI Capacity Study (2025)

Hiring Managers

The Gap Nobody's Talking About

Construction is behind on AI. That's not a risk, it's an opportunity.

Under 30%

of construction businesses in Australia are currently adopting AI, the lowest rate of any major industry. The reason isn't resistance.

60 years

 since productivity growth was this slow

Construction is lagging the most. But major contractors and resources companies are already proving a better model, applying AI to scheduling, predictive maintenance, safety monitoring and site reporting, with training built around how trades and field teams actually work.

"AI is already making a massive impact across other industries. The businesses that come out ahead in construction won't be the ones who buy the best tools first. They'll be the ones who get ahead of the curve now, building workforce confidence and capability before the technology demands it."

Sources: National AI Centre (2025–26) · Jobs and Skills Australia (2025)

Construction & Engineering Roles

TIER 1

Construction Manager	\$240K - \$300K
Superintendent	\$240K - \$280K
Project Manager	\$210K - \$240K
Senior Supervisor	\$180K - \$220K
Senior Project Engineer	\$180K - \$200K
Supervisor/Foreman	\$160K - \$175K
Project Engineer	\$130K - \$165K
Site Engineer	\$90K - \$110K
Graduate Engineer	\$60K - \$80K

TIER 2/3

Construction Manager	\$220K - \$260K
Superintendent	\$200K - \$240K
Project Manager	\$190K - \$230K
Senior Supervisor	\$170K - \$185K
Senior Project Engineer	\$145K - \$180K
Supervisor/Foreman	\$135K - \$165K
Project Engineer	\$115K - \$145K
Site Engineer	\$80K - \$95K
Graduate Engineer	\$60K - \$80K

OH&S & Surveying Roles

OH&S – TIER 1

HSE Safety Manager	\$160K – \$220K
Senior HSE Advisor	\$140K – \$180K
HSE Advisor	\$120K – \$140K
HSE Administrator	\$95K – \$105K

OH&S – TIER 2/3

HSE Safety Manager	\$150K – \$190K
Senior HSE Advisor	\$140K – \$160K
HSE Advisor	\$100K – \$140K
HSE Administrator	\$85K – \$95K

SURVEYOR – TIER 1

Surveyor	\$120K – \$140K
Quantity Surveyor	\$125K – \$150K

SURVEYOR – TIER 2/3

Surveyor	\$120K – \$140K
Quantity Surveyor	\$125K – \$150K

Residential Construction Roles

MEDIUM DENSITY / TOWNHOUSE

Site Supervisor / Manager	\$100K – \$135K
Estimator	\$80K – \$120K
Contract Administrator	\$80K – \$120K

HIGH-END RESIDENTIAL

Site Manager	\$140K – \$180K
Contract Administrator	\$130K – \$170K
Project Manager	\$100K – \$160K
Estimator	\$100K – \$160K

VOLUME

Site Supervisor	\$90K – \$125K
Estimator	\$75K – \$125K
Permit Coordinator	\$70K – \$90K
Maintenance Coordinator	\$70K – \$90K
Pre-site / On-site Coordinator	\$65K – \$85K

CUSTOM

Project Manager	\$100K – \$140K
Site Manager	\$100K – \$135K
Estimator	\$100K – \$135K

Construction

OH&S

OH&S – TIER 1

HSEQ Manager	\$200K – \$300K
HSEQ Advisor	\$140K – \$200K
HSEQ Coordinator	\$120K – \$140K
HSEQ Rep	\$100K – \$120K

OH&S – TIER 2/3

HSEQ Manager	\$160K – \$210K
HSEQ Advisor	\$130K – \$160K
HSEQ Coordinator	\$110K – \$130K
HSEQ Rep	\$90K – \$105K

All figures reflect national averages, drawn from placements made, roles briefed, and market insights gathered by our consultants over the 2025/26 financial year. Contact us directly for a state or region-specific breakdown.

Business Support

SENIOR & MANAGEMENT

Chief Financial Officer	\$220K – \$350K
Head of Finance	\$170K – \$240K
Bid / Tender Manager	\$150K – \$200K
Financial Controller	\$140K – \$200K
Operations Manager	\$140K – \$180K
HR / P&C Manager	\$110K – \$180K
Finance Manager	\$100K – \$180K
Payroll Manager	\$110K – \$160K
Marketing Manager	\$85K – \$130K
Office Manager	\$80K – \$115K

COORDINATOR & OFFICER

Executive Assistant / PA	\$90K – \$130K
Bid / Tender Coordinator	\$95K – \$115K
Payroll Officer	\$75K – \$95K
Accounts Receivable / Credit Control	\$70K – \$90K
HR / P&C Coordinator	\$70K – \$90K
Permit Coordinator	\$70K – \$90K
Bookkeeper	\$65K – \$90K
Administration Accountant	\$75K – \$90K
Accounts Payable	\$70K – \$85K
Marketing Coordinator	\$65K – \$85K
Accounts / Finance	\$70K – \$80K



White Collar Roles

MANUFACTURING

Project Manager	\$100K – \$200K
Maintenance Manager & Supervisor	\$100K – \$160K
Production Manager & Supervisor	\$80K – \$150K
Estimator	\$80K – \$140K
Manufacturing Engineer	\$80K – \$130K
Production Engineer	\$80K – \$120K
Team Leader	\$75K – \$120K
Mechanical Fitter	\$85K – \$134K
Maintenance Fitter	\$85K – \$110K
Boilermaker	\$80K – \$110K
Welder / Fabricator	\$75K – \$100K
CNC Machinist	\$75K – \$100K
Designer	\$70K – \$110K
Laser/Press Brake Operator	\$65K – \$90K
Automotive Assembler	\$65K – \$80K
Labourer	\$65K – \$80K
Machine Operator	\$52K – \$70K

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Permanent Roles

ENGINEERING

Electrical Engineer	\$150K – \$190K
Mining Engineer	\$150K – \$180K
Process Engineer	\$100K – \$140K
Control System Engineer	\$110K – \$130K
Civil / Structural Engineer	\$95K – \$115K
Environmental Engineer	\$90K – \$110K

TECHNICAL & SPECIALISTS

Metallurgist	\$120K – \$185K
HSEQ Advisor	\$100K – \$145K
Geologist	\$120K – \$140K
Geotechnical Engineer	\$120K – \$140K

SUPERVISORS & SUPERINTENDENTS

Supervisor / Superintendent	\$185K – \$205K
Production Supervisor / Superintendent	\$170K – \$215K
Processing Supervisor / Superintendent	\$125K – \$180K

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Contract Roles

MOBILE PLANT OPERATORS

HOURLY

Trainer Assessor	\$80 – \$100
Production Supervisor	\$80 – \$90
Tyre Fitter (OTR)	\$70 – \$80
Excavator Operator	\$65 – \$75
All-Rounder Operator	\$60 – \$70
Dozer Operator	\$60 – \$70
Driller / Shotfirer	\$60 – \$65
Grader Operator	\$60 – \$65
Loader Operator	\$60 – \$65
Blast Hole Driller	\$60 – \$65
ROM Loader / Operator	\$60 – \$65
Gold Room Operator	\$55 – \$65
MC Driver	\$55 – \$65
Pit Technician	\$50 – \$60

MOBILE MAINTENANCE

HOURLY

Drill Fitter	\$80 – \$95
Maintenance Supervisor	\$80 – \$90
Auto Electrician	\$75 – \$90
Field Service Mechanic	\$75 – \$90
HD Fitter / Mechanic	\$75 – \$90
MEM Boilermaker	\$70 – \$85
LV Mechanic	\$65 – \$75
Service Person	\$55 – \$65

Contract Roles

FIXED PLANT OPERATORS

HOURLY

E+I Technician	\$70 – \$85
Electrician	\$65 – \$80
Boilermaker	\$65 – \$75
Mechanical Fitter	\$65 – \$75
Day Crew	\$45 – \$50
Process Technician	\$50 – \$65
Crusher Operator	\$50 – \$60
Metallurgical Technician	\$55 – \$60
Lab Technician	\$40 – \$55

WHAT YOU NEED BEFORE YOU APPLY

FIFO roles attract a high volume of applicants. Having your tickets, clearances and documentation ready before you apply puts you ahead of most candidates. Most people start in entry-level roles like Day Crew, Lab Technician or Process Technician and work their way up by building site hours, completing additional tickets, and showing up consistently.

ESSENTIAL

- Trade or technical qualification
- Medical & D&A clearance
- Site safety inductions
- Current driver's licence
- Valid working rights

EXAMPLE TICKETS

- HRW Licence (Forklift, EWP, Rigging, Dogging)
- Confined Space Entry
- Traffic Management & Control
- Machine Operation (skid steer, loader, dozer)



Carpentry & Electrical Trades

CARPENTRY & CABINET MAKING

	ANNUAL	HOURLY
Leading Hand Carpenter	\$90K - \$110K	\$45 - \$55
Qualified Carpenter	\$80K - \$95K	\$40 - \$45
Shopfitter	\$80K - \$95K	\$40 - \$50
Qualified Cabinet Maker	\$75K - \$85K	\$38 - \$40
Painter	\$70K - \$80K	\$38 - \$40
Trades Assistant	\$65K - \$80K	\$32 - \$36
Labourer	\$60K - \$75K	\$32 - \$34

ELECTRICAL TRADES

	ANNUAL	HOURLY
Electrical Site Supervisor	\$96K - \$120K	\$48 - \$60
Refrigeration Technician	\$86K - \$107K	\$43 - \$54
A-Grade Electrician	\$85K - \$120K	\$41 - \$54
Industrial Maintenance		
A-Grade Electrician	\$78K - \$110K	\$39 - \$55
Commercial Construction		
A-Grade Electrician	\$70K - \$95K	\$35 - \$47
Residential Construction		

Plumbing & Civil Trades

PLUMBING

	ANNUAL	HOURLY
Leading Hand Plumber	\$110K - \$120K	\$55 - \$60
Maintenance Plumber	\$90K - \$110K	\$45 - \$55
Commercial Construction Plumber	\$90K - \$105K	\$45 - \$52
Residential/Domestic Construction Plumber	\$80K - \$95K	\$40 - \$48
Plumbing Trades Assistant	\$60K - \$70K	\$32 - \$38

CIVIL TRADES

	ANNUAL	HOURLY
Leading Hand	\$90K - \$110K	\$45 - \$55
Senior Plant Operator	\$80K - \$110K	\$40 - \$55
Excavator Operator	\$80K - \$105K	\$38 - \$45
Pipe Layer	\$75K - \$95K	\$38 - \$45
Plant Operator	\$70K - \$80K	\$35 - \$40
Skilled Labourer	\$65K - \$75K	\$33 - \$38
Traffic Controller	\$65K - \$75K	\$31 - \$36
General Labourer	\$60K - \$70K	\$31 - \$33

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Workforce****4.8****Google & Sourc
Review Score**

Sectors that we recruit in

Civil Infrastructure
Construction
Corporate Services
Design & Engineering

Energy & Renewables
Manufacturing
Mining & Resources
Trades & Labour

Our services

Permanent Recruitment
Temporary Recruitment

Labour Hire Recruitment
Payroll Services

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