



The Australian Drilling Industry Association (ADIA), in partnership with Wentworth Advantage, would like to invite you to participate in the inaugural ADIA National Salary Survey 2022. In recent years, ADIA has identified the need for accurate data around remuneration practices within drilling companies across Australia, due to:

- Limited availability of reliable industry-specific remuneration data, and
- Coupled with the fact that the industry has been facing rising and haphazard wages growth in the last five years.

To this end, the ADIA has engaged Wentworth Advantage to conduct its National Salary Survey for 2022. Wentworth Advantage is a leading Australian HR company that has over a decade of experience partnering with associations to develop national salary surveys tailored to their industries.

In its inaugural year, the ADIA National Salary Survey aims to be an industry-first that will allow drilling organisations to gain valuable insight into the remuneration practices of other drilling businesses in the country, benchmark their own staff remuneration against an industry standard, recruit and retain employees, and ensure compliance with minimum employment standards.

All industry participants are invited to contribute to this valuable initiative, as it will be a benefit not only to themselves, but the wider drilling industry in Australia. As a reward for participation, respondents to the survey will receive a free copy of the 2022 Salary Survey Report. Companies that do not respond to the survey but would still like to receive a copy of the finished report will be able to do so but will be charged a fee. ADIA members will pay a reduced fee for the report.

In keeping with the *Privacy Act 1988* and best practice, the names of contributing companies will be kept confidential and will not be published. ADIA will not receive or see the individual responses that companies provide. The information collected will not be used for any reason other than the purpose of this survey.

The survey is divided into the following sections:

- Part 1: Contact Information
- Part 2: Organisation Details
- Part 3: Workforce Insights
- Part 4: Position Details

Respondents will be asked to provide remuneration data on the following eleven positions:

1. Entry Level Worker (Underground & Surface)
2. Drillers Offsider (Underground & Surface)
3. Senior Drillers Offsider (Underground & Surface)
4. Trainee Driller (Underground & Surface)
5. Driller 1 (Underground & Surface)
6. Driller 2 (Underground & Surface)
7. Driller 3 (Underground & Surface)
8. Senior Driller (Underground & Surface)
9. Field Fitter

- 10. Site Supervisor
- 11. Field HSE Advisor

We anticipate that most members and contributors to the survey operate in just one or two drilling sectors. If your business operates in more than one drilling sector, please refer to the additional instructions below.

**If your business operates in more than one drilling sector:**

If your drilling business:

- Operates across more than one primary drilling sector, and
- Your employees are paid differently according to the sector they work in,

...the survey may be completed up to two times, once for each of the two most prominent sectors your business operates in e.g. exploration and waterwell.

This can be done after you have finished submitting your first response – once you submit, the survey will loop back to the start page, and you may choose to submit your second response. Please note that the survey has been designed in this way so that the majority of organisations will only need to complete the survey once in as little time as possible.

*NOTE: If the above criteria do not apply to your business, you will only need to submit **one** response to the survey.*

Please note that the survey will report on remuneration data in the form of annualised salaries only. While we acknowledge that it is common for drilling companies to pay their staff hourly or day rates, it has been determined that for the purpose of accuracy and reliability, annual salaries will provide a uniform, consistent way of comparison of remuneration practices across different businesses.

Therefore, the survey will only accept remuneration data that is contributed in the form of an annualised rate. If you need assistance with this, a helpful guide on how to calculate annual salary can be accessed [here](#).

The survey should take 30-45 minutes to complete. It is recommended that the survey be completed in one sitting.

The survey will open from 01/06/2022 and will be live for 30 days until 30/06/2022.

**To access the survey, please click the following link:**

<https://www.surveymonkey.com/r/adiasalariesurvey2022>

The ADIA National Salary Survey Report 2022 will be made available according to the following costs:

- Cost for drilling companies who contributed salary data: FREE
- Cost for members of ADIA who did not contribute salary data: \$600 + GST
- Cost for non-members of ADIA: \$1200 + GST

If you have any questions or require further assistance, please contact Wentworth Advantage at [info@myadvantage.com.au](mailto:info@myadvantage.com.au) or (02) 8448 3200.

Thank you in advance for your participation.