



Subsurface Oil & Gas Employment Insights - Australia



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Introduction

Welcome to the second annual Patch Personnel Subsurface Oil and Gas Employment Insights report.

Our aim with this report is to accurately capture remuneration data from across the sector, and share it with Australian employees and businesses so they can make informed, evidence-based decisions.

In addition to salary figures, we have collected information regarding additional perks and benefits that form part of overall remuneration packages.

The report also contains insights regarding current onboarding, outplacement and hiring practices in the wake of the COVID-19 pandemic.

We were very encouraged to see positive shifts in this year's data that indicate a return to business as usual, including an increase in hiring and a significant reduction in redundancies.

However, we also acknowledge that we are on the precipice of change as the employment market shifts to a candidate-led model.

As Patch Personnel Board Advisor Greg Savage said:

"We need to recognise that it's no longer about us choosing them. It's equally about them choosing us. So, the question is 'are we ready for this?'"

Now, more than ever, businesses must be in tune with job seeker motivations and create a compelling case to become their employer of choice.

That means a full review of existing processes and policies including:

- Hiring practices
- Interview process
- Employer Value Proposition (EVP)
- Corporate ethos
- Salaries and benefits
- Flexible work arrangements
- Professional development

As ever, if you would like to discuss these findings in more detail, please contact me or one of my team.

David Styles

Managing Director
Patch Personnel

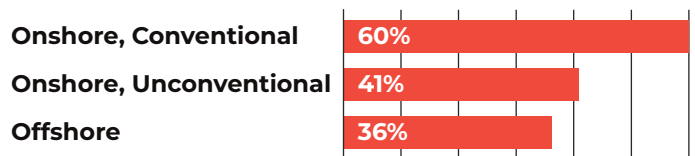
Key Findings

- 65.3% of respondents maintained their employment status in 2021/22, up from 60% in 2020/21.
- Just 4.8% of participants were made redundant in the past year, compared with approximately 43% in 2020/21.
- 58.7% have contemplated leaving the oil and gas industry in the past 12 months for reasons including a lack of employment opportunities, instability of work and desire to work in a different industry.
- 71.2% of employees received other benefits or incentives in their most recent jobs, down from last year's response at 80%.
- Of the professionals who left roles in the past 12 months, just 10% were offered an exit interview and 20% some form of outplacement service.
- Nearly 85% of employees want to continue working from home in some form.
- Just under 20% would consider looking for alternative employment if working from home arrangements were cancelled. A further 37.2% would be unhappy but willing to accept the decision.
- 90% of employees would consider accepting a new job in the next six months.
- When asked about the most important factors when considering a new job opportunity the top response was remuneration followed by company culture, work/life balance and career progression.

Subsurface Oil & Gas Salary and Employment Survey - Australia

The Patch Personnel Subsurface Oil and Gas Salary and Employment Survey – Australia is a market research exercise focused on subsurface professionals in the oil and gas industry across the country.

This year, we had 122 individual participants and 16 companies as contributors.



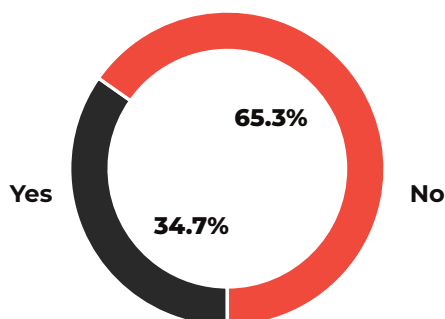
* respondents may work on more than one asset type in their role i.e. onshore conventional and onshore unconventional

Like last year, the highest rate of participation was from Queensland, up from 42% in 2020/21. We also saw an increase in respondents from NSW (up from 8%) and NT (up from 2%) but a decrease in SA and WA.



Just under two-thirds of respondents maintained their employment status in 2021/22, up from 60% in 2020/21.

Changes in Employment Status



Last year's report showed that approximately 43% of respondents were made redundant during 2020/21 and were still unemployed. This year that figure has reduced to 4.8% of participants, which could signify the industry is recovering post-pandemic.

What Changed in Your Job Status in the Past 12 months?

Changed jobs

Previously unemployed and started a new job

Contract finished and currently unemployed

Contract finished and found a new job

I was made redundant and started my own business

Previously unemployed and started my own business

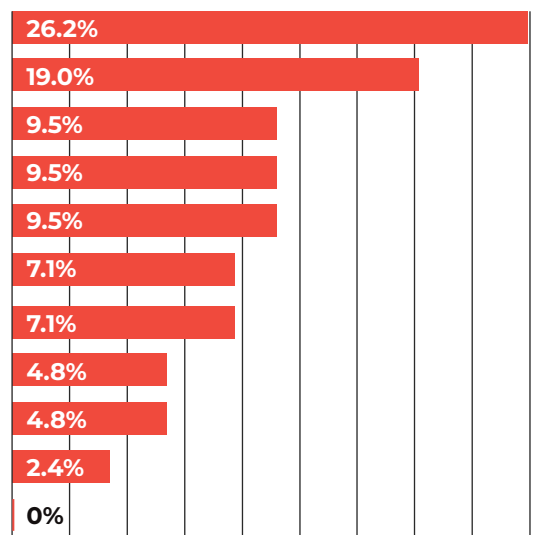
Went from Contract to a Staff position

I was made redundant and am currently unemployed

I resigned and started a new job

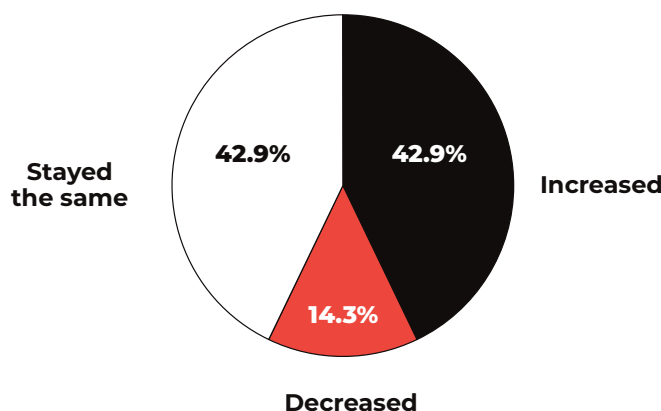
I resigned and am currently unemployed

Went from Staff to a Contract Position

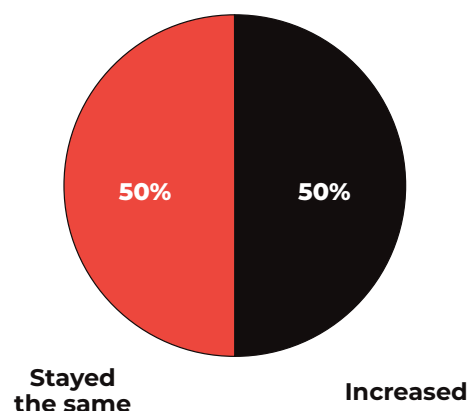


Changes in headcount over the past year indicate stability and growth for the sector, with 85% of employers stating their permanent headcount increased or stayed the same as the previous year. Similarly, contractor headcount showed no decrease in 2021/22.

Staff Headcount for 2021



Contractor Headcount for 2021



When asked if they contemplated leaving the oil and gas industry in the past 12 months, 58.7% of professionals responded that they had.

Their reasons for considering the move include:

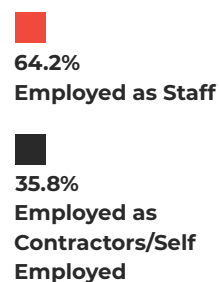
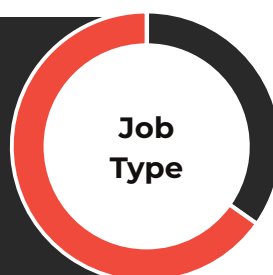
Lack of employment opportunities	60.7%
Instability of work	44.3%
Desire to work in a different industry	27.9%
Mental Fatigue	26.2%
Reduced remuneration/rates	24.6%
Anti-Oil and Gas sentiment in the media	24.6%
Other	11.5%

(respondents could select more than one option)

About the Participants

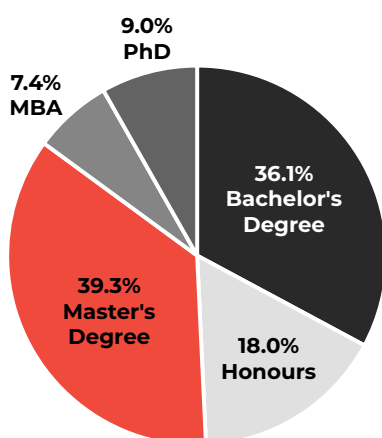
This year's survey collated responses from 122 participants.

In line with last year's findings, around two-thirds of participants are employed as permanent staff.

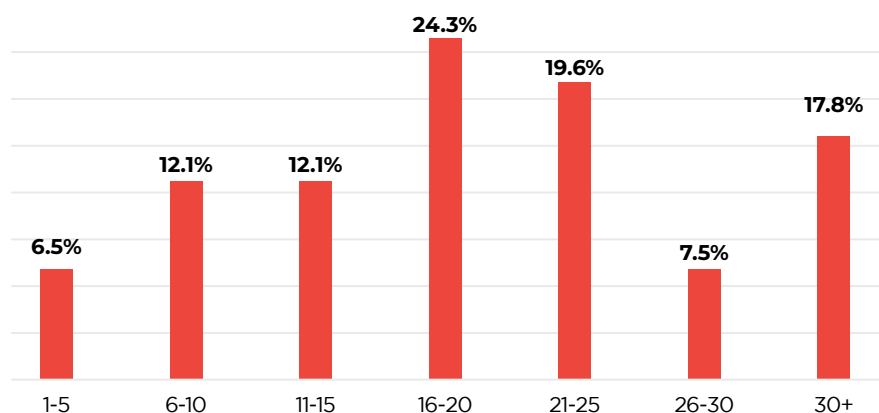


Other demographic details include:

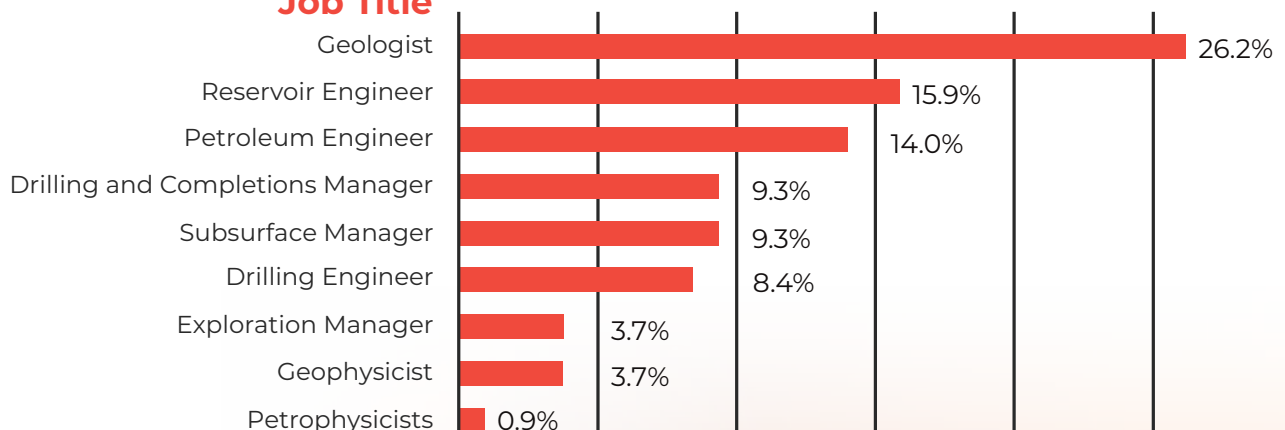
Education Level



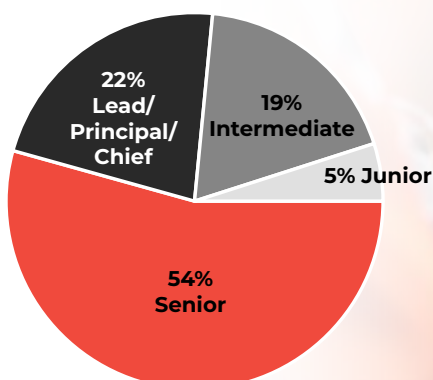
Years of Experience



Job Title



Seniority Level



Salary and Remuneration Trends

According to survey respondents, just over 80% are currently employed and a further 16.3% are self-employed. This is up from last year's report which showed just 72% in permanent employment.

Contract workers reported calculating their rates most commonly as daily (91.2%) compared with hourly (8.8%).

Employers were asked if they had reviewed staff remuneration since July 2021. Of those surveyed, nearly three-quarters (71.4%) had maintained staff remuneration while 21.4% had increased it. Just 7.1% had reduced staff remuneration.

Working hours were also reviewed since July 2021, with 14.3% increasing the number of hours and 85.7% maintaining current schedules.

Salary

Patch Personnel is committed to delivering accurate and updated advice when referring to salary trends.

The categories presented in the table below have been established as a reference and salaries may vary according to the company and each role's responsibilities.

Seniority	Junior	Intermediate	Senior	Lead/Principal/Chief
Years of Experience	0-5	6-10	11-15	16+

The following pages contains salary averages, organised according to profession for staff members and contract hires.

The salary figures presented were retrieved from the questionnaire, market research and our market knowledge from active involvement in the industry.

For updated and detailed information about salary brackets according to profession and level of experience contact:

David Styles

✉ david.styles@patchpersonnel.com

☎ 07 3160 2626

Kay Watts

✉ kay.watts@patchpersonnel.com



O&G Salary Trends Australia 2021/2022

Exploration Manager

2021/22		2020/21	
Annual	Day Rate	Annual	Day Rate
\$180,000-\$350,000	\$1,700-\$2,000	\$245,000-425,000	\$1,800-\$2,000

Subsurface Manager

2021/22		2020/21	
Annual	Day Rate	Annual	Day Rate
\$215,000-\$334,000	\$1,600-\$2,300	\$215,000-\$320,000	\$1,100-\$1,500

Drilling and Completions Manager

2021/22		2020/21	
Annual	Day Rate	Annual	Day Rate
\$185,000-\$360,000	\$1,700-\$2,200	\$220,000-\$420,000	\$1,340-\$2,165

Geologist – by level

	2021/22		2020/21	
	Annual	Day Rate	Annual	Day Rate
Junior	\$125,000	-	-	-
Intermediate	\$75,000- \$150,000	\$400-\$700	-	-
Senior	\$90,000- \$200,000	\$600-\$1,780	-	-
Lead/Principal/ Chief	\$195,000- \$250,000	\$1,300-\$2,100	-	-

Geologist – by specialisation

	2021/22		2020/21	
	Annual	Day Rate	Annual	Day Rate
Development	\$108,000- \$250,000	\$500-\$2,000	\$70,000- \$324,000	\$500-\$1,665
Exploration	\$75,000- \$275,000	\$500-\$1,500	\$70,000- \$275,000	\$500-\$1,500
Operations	-	\$1,250-\$2,200	-	\$600-\$1,615
Wellsite	-	\$500-\$1,650	-	\$500-\$1,615

Geophysicist

	2021/22		2020/21	
	Annual	Day Rate	Annual	Day Rate
Junior	\$70,000- \$105,000	\$500-\$600	\$70,000- \$107,200	\$515-\$600
Intermediate	\$125,000- \$180,000	\$600-\$800	\$125,000- \$180,000	\$600-\$785
Senior	\$160,000- \$250,000	\$750-\$1,250	\$180,000- \$255,000	\$785-\$1,250
Lead/Principal/ Chief	\$220,000- \$325,000	\$1,045-\$1,400	\$230,500- \$325,000	\$1,165-\$1,650

Petrophysicists

	2021/22		2020/21	
	Annual	Day Rate	Annual	Day Rate
Senior	-	\$1,400-\$1,600	-	-

Reservoir Engineer

	2021/22		2020/21	
	Annual	Day Rate	Annual	Day Rate
Junior	\$70,000-\$120,000	\$500-\$750	\$70,000-\$120,000	\$500-\$600
Intermediate	\$120,000-\$150,000	\$700-\$1,000	\$120,000-\$170,000	\$585-\$1,000
Senior	\$180,000-\$264,400	\$850-\$1,100	\$150,000-\$260,000	\$1,000-\$1,285
Lead/Principal/Chief	\$198,000-\$385,000	\$1,000-\$1,500	\$220,000-\$350,000	\$1,200-\$1,665

Petroleum Engineer

	2021/22		2020/21	
	Annual	Day Rate	Annual	Day Rate
Junior	\$70,000-\$115,000	\$500-\$600	\$70,000-\$120,000	\$415-\$600
Intermediate	\$110,000-\$140,000	\$600-\$1,000	\$120,000-\$175,000	\$585-\$1,000
Senior	\$169,000-\$215,000	\$900-\$1,850	\$160,000-\$260,500	\$1,000-\$1,165
Lead/Principal/Chief	\$220,000-\$350,000	\$1,150-\$1,900	\$200,000-\$350,000	\$1,250-\$1,500

Drilling Engineer

	2021/22		2020/21	
	Annual	Day Rate	Annual	Day Rate
Junior	\$70,000-\$110,000	\$500-\$700	\$70,000-\$120,000	\$585-\$750
Intermediate	\$110,000-\$160,000	\$450-\$1,000	\$115,000-\$180,000	\$665-\$985
Senior	\$184,000-\$340,000	\$900-\$1,500	\$175,000-\$240,500	\$1,000-\$1,400
Lead/Principal/Chief	\$220,000-\$340,000	\$1,250-\$2,000	\$220,000-\$330,500	\$1,165-\$2,000

Completions Engineer

	2021/22		2020/21	
	Annual	Day Rate	Annual	Day Rate
Junior	\$70,000-\$120,000	\$500-\$750	\$70,000-\$120,000	\$585-\$700
Intermediate	\$110,000-\$175,000	\$800-\$1,000	\$115,000-\$173,075	\$800-\$965
Senior	\$170,000-\$200,000	\$1,000-\$1,700	\$173,000-\$255,500	\$1,000-\$1,500
Lead/Principal/Chief	\$220,000-\$325,000	\$1,300-\$1,700	\$220,000-\$325,500	\$1,285-\$1,700

Drilling Supervisor (OCR)

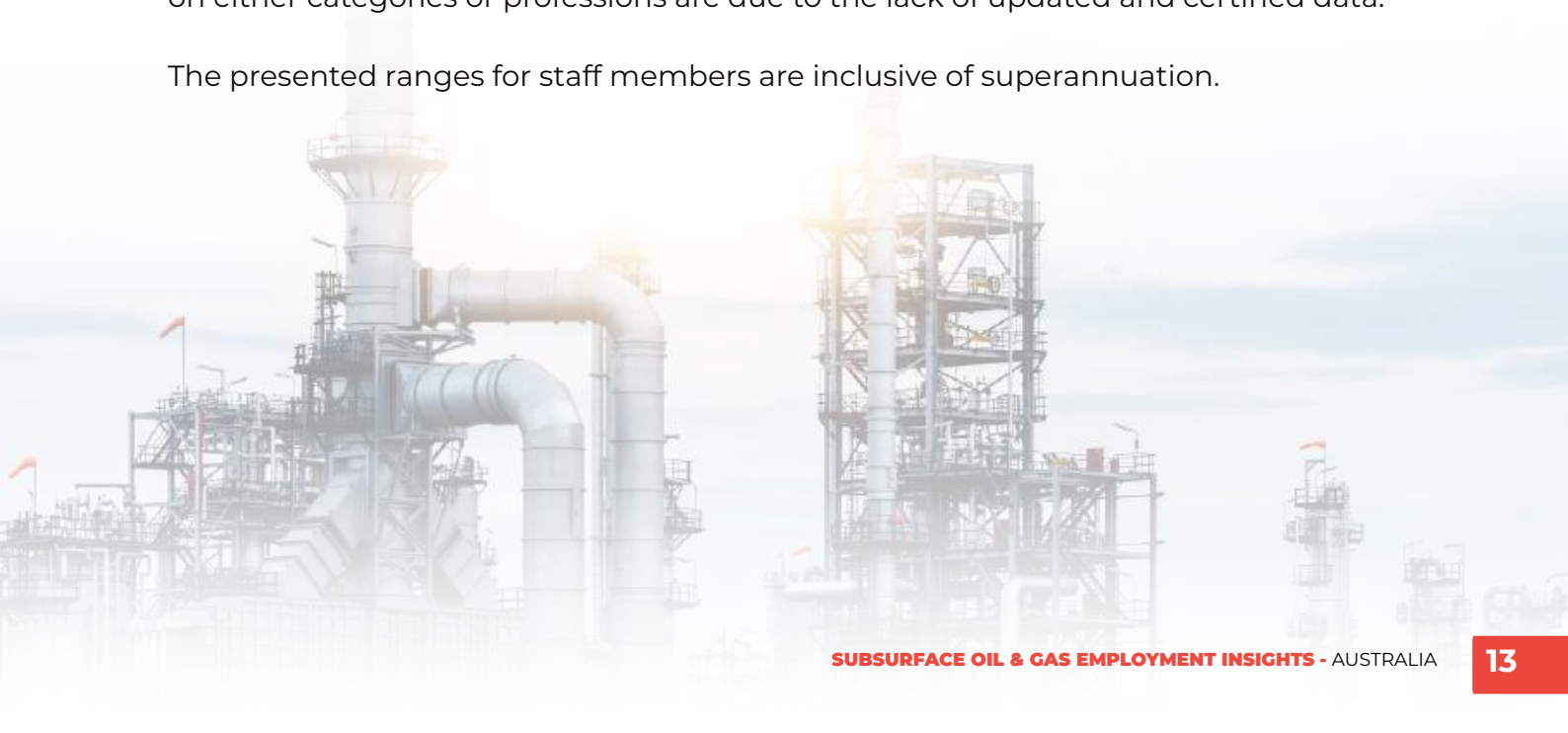
	2021/22		2020/21	
	Annual	Day Rate	Annual	Day Rate
	-	\$1,200-\$2,300	\$170,200-\$253,000	\$1,000-\$1,700

Environmental Advisor/Manager

	2021/22		2020/21	
	Annual	Day Rate	Annual	Day Rate
	\$100,000-\$220,000	\$1,000-\$1,600	\$70,000-\$125,000	-

The outlined figures indicate a range we are seeing in the current market. Blank spaces on either categories or professions are due to the lack of updated and certified data.

The presented ranges for staff members are inclusive of superannuation.



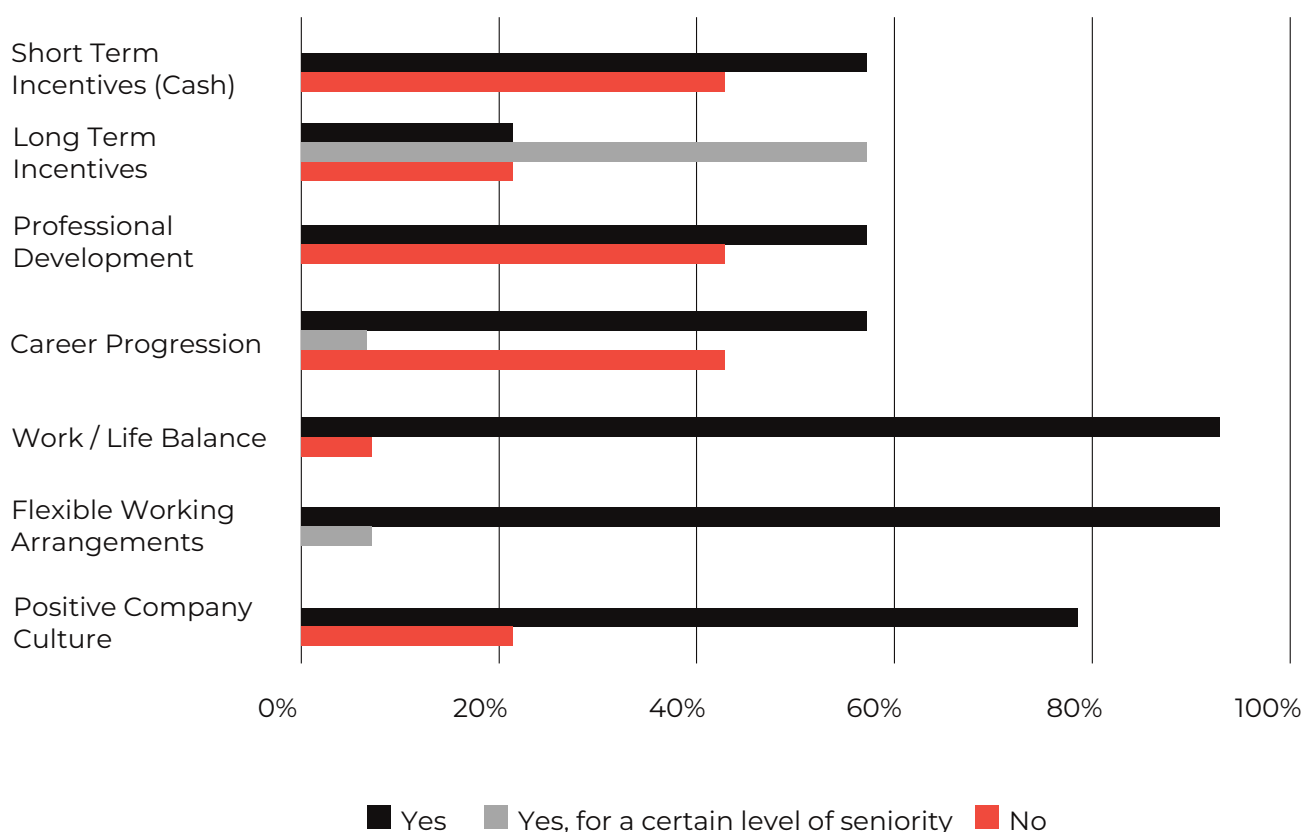
Other Remuneration and/or Benefits

Survey participants were asked if they received any other benefits or incentives in their most recent jobs. This year, 71.2% answered yes, which is slightly lower than last year's response at 80%.

The benefits included:

- Short-term incentives (cash bonus) 82.4%
- Long-term incentives 35.3%
- Other 29.4% including shares, cars, additional leave and health insurance.

When asking employers within the industry, they responded that their employees received:



Of those employers surveyed, 42.9% stated they paid out bonuses in the past 12 months. Just over a fifth (21.4%) said they hadn't paid any bonuses but had paid them in the past. The remaining third said they hadn't paid bonuses but also hadn't done it before.

COVID-19 Challenges for the Industry

When asking employees their greatest challenges encountered during COVID-19 that affected their performance at work, they responded with:

- Oil price
- Lack of company spend
- Lack of job opportunities
- Geographic isolation / Lack of interactions
- Unemployment
- Communication

In comparison, the focus in 2020 was working from home setups – having access to proper equipment and software required. There was no mention of this issue this year, but similar themes in the areas of loss of collaboration, social interaction and communication issues were consistent across both reports.

Onboarding and Outplacement

Onboarding

Professionals who started new roles in the past 12 months were asked if they had received their onboarding. Despite pandemic restrictions, nearly two-thirds (61.9%) were able to receive their onboarding in person while just under a quarter (23.8%) had a virtual experience. The remaining 14.3% received no formal onboarding.

When asked to rate the onboarding provided by their new employer, professionals offered an average score of four out of ten.

Employers were asked similar questions about their onboarding experiences, and just over a quarter (28.6%) had onboarded staff remotely in the past 12 months.

When asked if they will continue to remotely onboard personnel now that restrictions have lessened, 35.7% said it depended on the role while more than half (57.1%) said no.

Outplacement and Exit Interviews

Of the professionals who left roles in the past 12 months, just 10% were offered an exit interview and 20% some form of outplacement service.

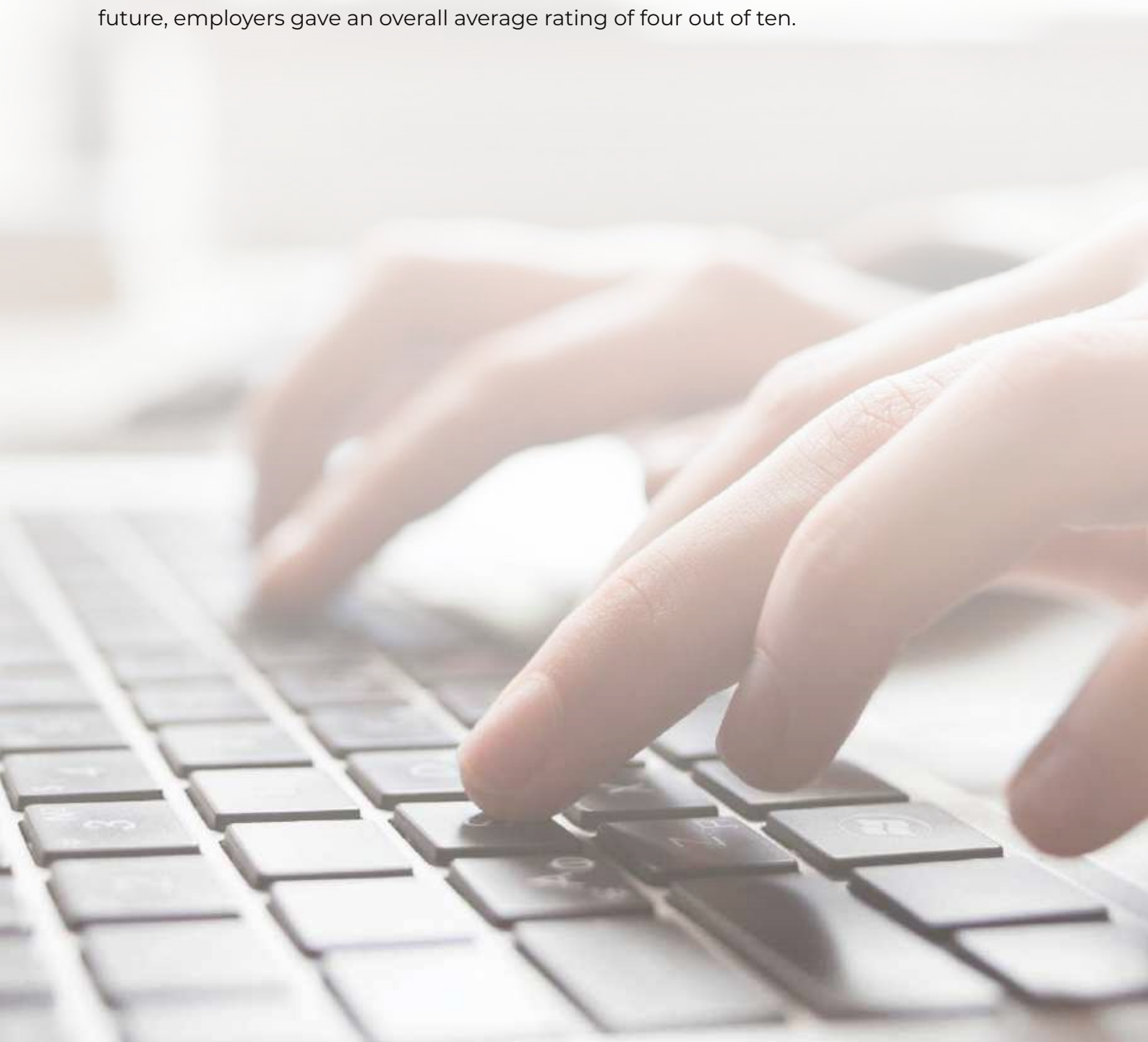
From the employer's perspective, just over a quarter (28.6%) worked for companies that performed exit interviews and just 14.3% offered outplacement services.

Applying for Roles

Professionals currently searching for new work have had mixed experiences, with just 25.6% stating response times have been good. Nearly 40% said they sometimes did not get a response while 17.9% said they often did not get a response.

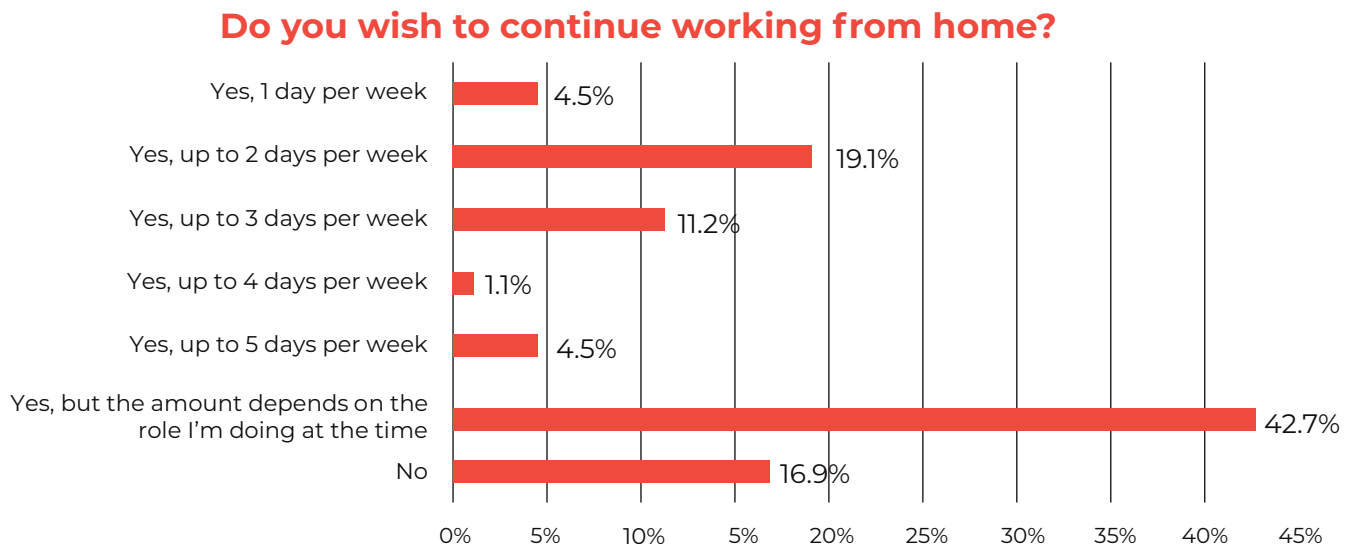
Many of those who had been interviewed by video also had mixed results (40.3%) while a further 36.1% found the process to be effective and 11.1% believed it was ineffective.

Nearly half of employers surveyed (42.9%) had interviewed candidates by video in the past 12 months, and the majority (42.9%) found it to be less effective than face-to-face interviews. When asked how likely they were to continue using this strategy in the future, employers gave an overall average rating of four out of ten.



About Work From Home (WFH)

When asking employees their attitudes towards working from home, nearly 85% wanted to continue in some form. The breakdown of their responses is below:



The main challenges stated by employees were reduced collaboration and communication. Other issues included reduced morale, reduced productivity and poor work/life balance involving home duties and childcare.

On the positive side, the benefits of working from home included less travel time, increased productivity and feeling more trusted by employers.

Employees were asked how they would feel if their employer cancelled working from home arrangements. The majority (40.7%) felt ambivalent while nearly as many (37.2%) would be unhappy but willing to accept the decision. Just under 20% would consider looking for alternative employment as a result.

Employers were also asked to report on the WFH arrangements for 2021/22 and their future plans. Nearly half (42.9%) stated they would continue but it would depend on the role, over a quarter up to five days a week and one-fifth said they would not continue with any arrangements.

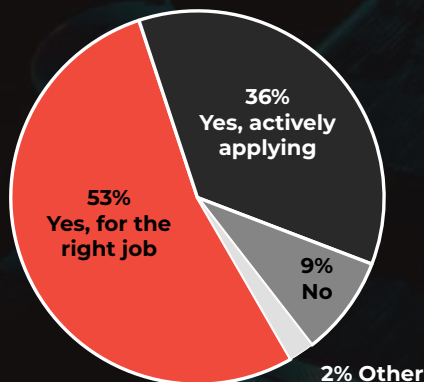
For employers, the main challenges of working from home included reduced collaboration and communication. Meanwhile, less office space required and employees feeling more engaged and trusted were benefits, along with feeling COVID-safe and allowing more flexibility.

When asked why they offer work from home arrangements, half of the employers surveyed agreed it was beneficial to the staff and more than a quarter stated it was beneficial to the company. More than a third agreed with the statement that it was a better way of working.

2022 Outlook

Industry professionals were asked if they were looking for new job opportunities in the next six months. Their responses show that nearly 90% were currently in the market for the right position.

Would You Consider Accepting a New Job in the Next 6 Months?



When asked what their preferred working arrangement would be, the most popular choice was permanent full time with **77.8%** of the responses.

Please rate, according to your preference, the importance of the following factors when considering a new job opportunity

	Very important	Fairly important	Important	Slightly important	Not at all important	No opinion
Remuneration	54.4%	26.7%	17.8%	0.0%	0.0%	1.1%
Flexible working arrangements	21.1%	23.3%	22.2%	21.1%	10.0%	2.2%
Professional development	30.0%	24.4%	24.4%	15.6%	4.4%	1.1%
Career progression	32.2%	18.9%	24.4%	12.2%	10.0%	2.2%
Work/life balance	32.2%	36.7%	26.7%	1.1%	3.3%	0.0%
Company culture	47.8%	34.4%	14.4%	2.2%	0.0%	1.1%
Location	25.6%	25.6%	25.6%	13.3%	7.8%	2.2%

Other factors that were stated as important include:

- ESG metrics / ethical
- International opportunities
- Stability

What are the reasons that would hold you back or could potentially stop you from changing jobs during the first half of 2022?



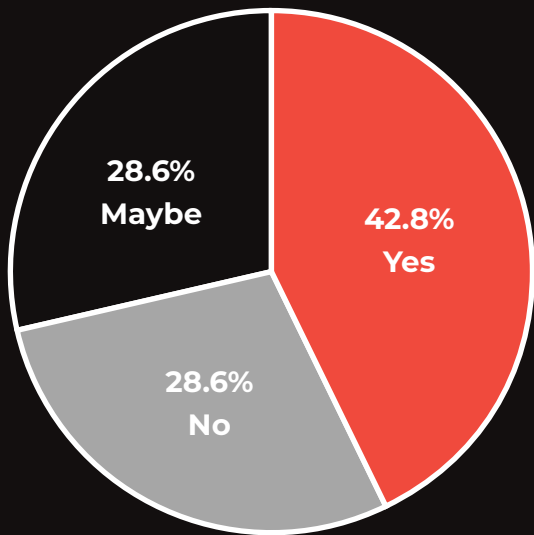
Other reasons included:

- Limited opportunities
- Unattractive remuneration
- Scope of work
- Family
- Vaccination status requirements

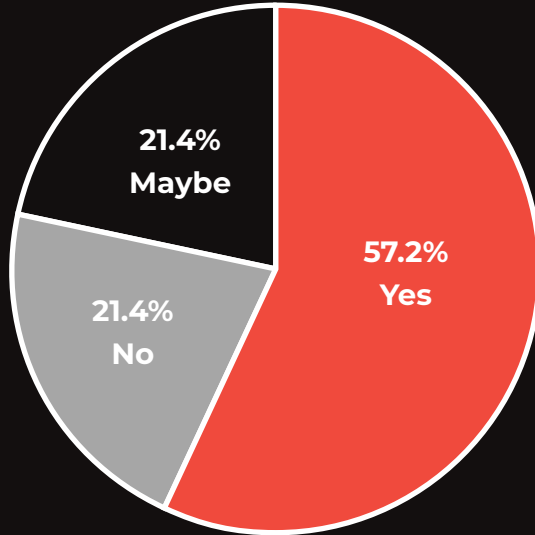


We also asked employers in the Oil and Gas industry their hiring plans for the next months. The results include:

Do You Expect to Hire Staff During the Next 6 Months?



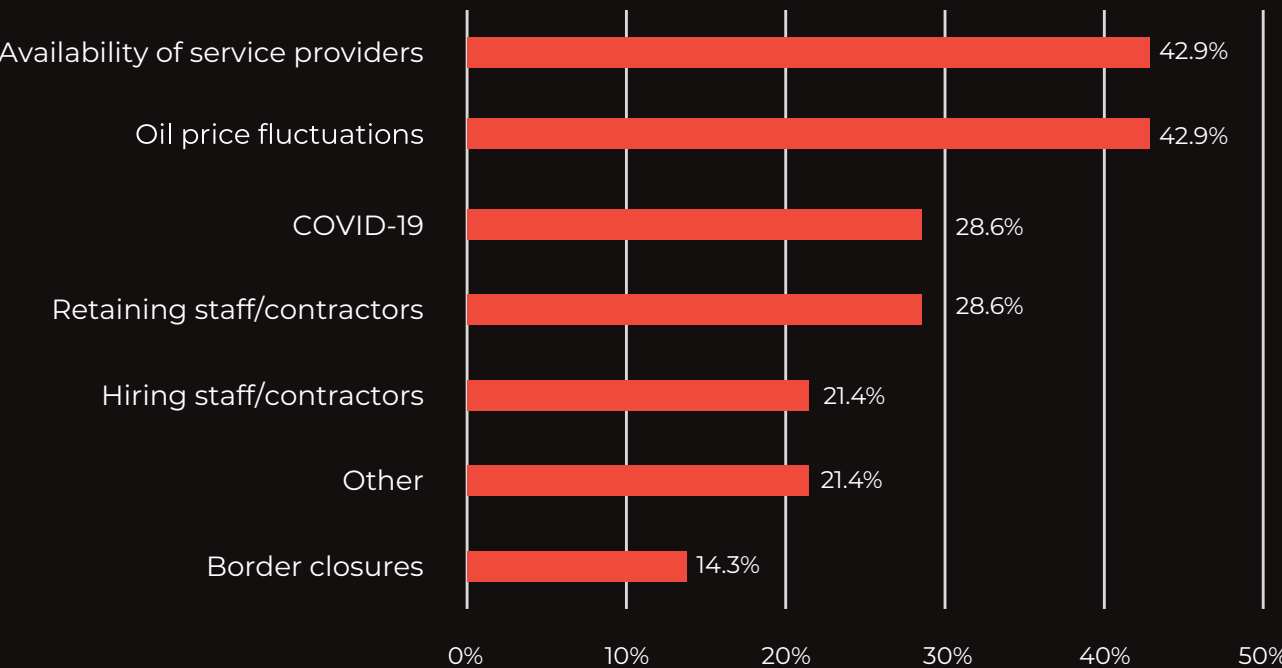
Do You Expect to Hire Any Contractors in the Next 6 Months?

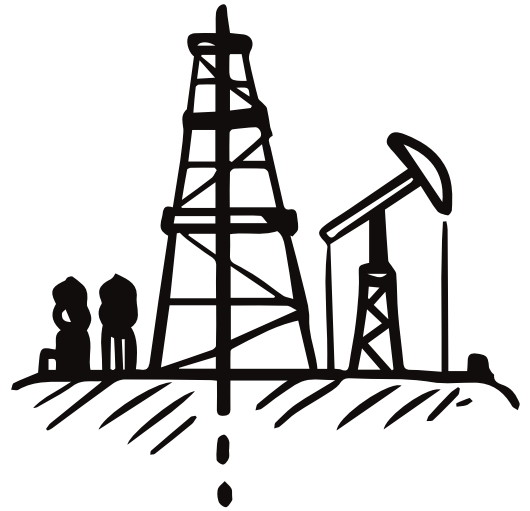


Other considerations when it comes to forward-planning include reviewing remuneration and working hours. More than two-thirds of employers said they were going to maintain staff remuneration while just under a third said they would look to increase staff remuneration.

Nearly all respondents (92.9%) stated they would maintain working hours while 7.1% will increase working hours.

When asked what they see as the biggest challenges to their business over the next 12 months, the responses were:






About Us

Oil & Gas Recruitment Solutions Delivered By Industry Professionals

Patch Personnel was formed by a group of successful recruitment professionals and Oil and Gas industry leaders to ensure the delivery of a comprehensive and high-quality range of personnel services to the Oil and Gas sector.


At Patch Personnel, we ensure the talent requirements of the client are matched with the capabilities of our candidates. Through the experience of the Patch Technical Selection Panel, we ascertain the required skills to find the best possible fit for every role.

The Panel is made up of highly experienced Oil and Gas leaders and professionals who are well-versed in the various disciplines in which we recruit. Panel members have extensive industry experience and have typically led large projects and teams, meaning they understand our clients' needs and can identify the right people for each organisation.

 Level 12, 10 Market Street,
Brisbane, QLD, 4000

 +61 7 3160 2626

 patchpersonnel.com

 info@patchpersonnel.com