



AUSTRALIAN  
INSTITUTE OF  
MINE SURVEYORS



## 2010 AIMS ANNUAL SALARY SURVEY



### 2010 HIGHLIGHTS

*122 MEMBERS COMPLETED THE SURVEY  
NEARLY 50% OF ALL AIMS MEMBERS REPRESENTED  
35.5% WORK IN EXCESS OF 50 HOURS PER WEEK  
33.9% EARN IN EXCESS OF \$150,000  
90% RECEIVE ADDITIONAL BENEFITS*

**Report date – 23<sup>rd</sup> August 2010 – Rev 0**

independently compiled by  
***inTouch web services Pty Limited***  
Errors and omissions excepted

## INTRODUCTION

The 2010 AIMS Salary Survey is the sixth annual survey undertaken via the AIMS web site at [www.minesurveyors.com.au](http://www.minesurveyors.com.au). AIMS members were again invited to provide a snapshot of their current salary package via an online web survey so that the information could be collated and this report prepared.

This report is intended to represent a general overview of current salary trends in the profession of mine surveying. The results and summaries are independently compiled by inTouch web services and, notwithstanding any errors or omissions, is an accurate report of the information as provided by the AIMS members who participated.

The challenge in reporting on salary is that there can be many elements to a typical salary package and it is difficult to find the right balance between clarity and complexity. From feedback received, some members feel there is not enough detail requested, whereas others recommend we “keep it simple”. Hopefully we will be able to find the right balance.

This year an improved online survey application was used (called Survey Monkey) allowing participants to view live results after submitting their responses. It also allowed the member to save an incomplete survey and return later to finish. Feedback on this new system was very positive and the results are able to be presented in an improved format. We aim to keep the report as simple as possible whilst offering enough substance to be meaningful.

Additional comments offered in each category in this report are general in nature and are only given to attempt to summarise the results relative to last year’s results, giving some sense of trend. They are not intended to offer any opinion or personal view of the results.

## CURRENT AIMS MEMBERSHIP

**There are currently 260 AIMS Members in total.**

- *148 members (56.9%)* are based in New South Wales
- *84 members (32.3%)* are based in Queensland
- *12 members (4.6%)* are based in Western Australia
- *7 members (2.7%)* are based in Victoria
- *2 members (0.8%)* are based in South Australia
- *2 members (0.8%)* are based in Tasmania
- *5 members (1.9%)* are based outside of Australia.

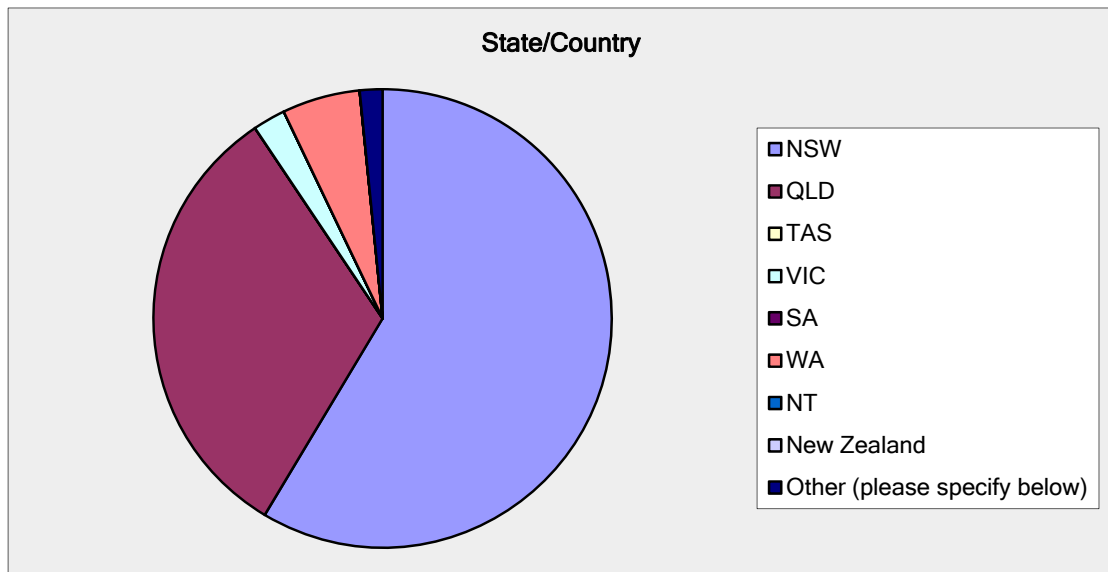
## SURVEY PARTICIPATION

- *122 AIMS Members (46.9%)* fully completed the survey.
- *128 AIMS Members (49.2%)* partially completed the survey

### COMMENT:

The membership has experienced a significant increase since last survey - up by nearly 20% overall, with a large percentage increase occurring in the state of Queensland (up by 25%) and less so in NSW (up by 10%). These figures include all normal members, affiliates, fellow members and student members, not just those members who submitted survey results.

## STATE/COUNTRY



State/Country		
Answer Options	Response Percent	Response Count
NSW	58.6%	75
QLD	32.0%	41
TAS	0.0%	0
VIC	2.3%	3
SA	0.0%	0
WA	5.5%	7
NT	0.0%	0
New Zealand	0.0%	0
Other (please specify below)	1.6%	2
<i>answered question</i>		<b>128</b>
<i>skipped question</i>		<b>0</b>

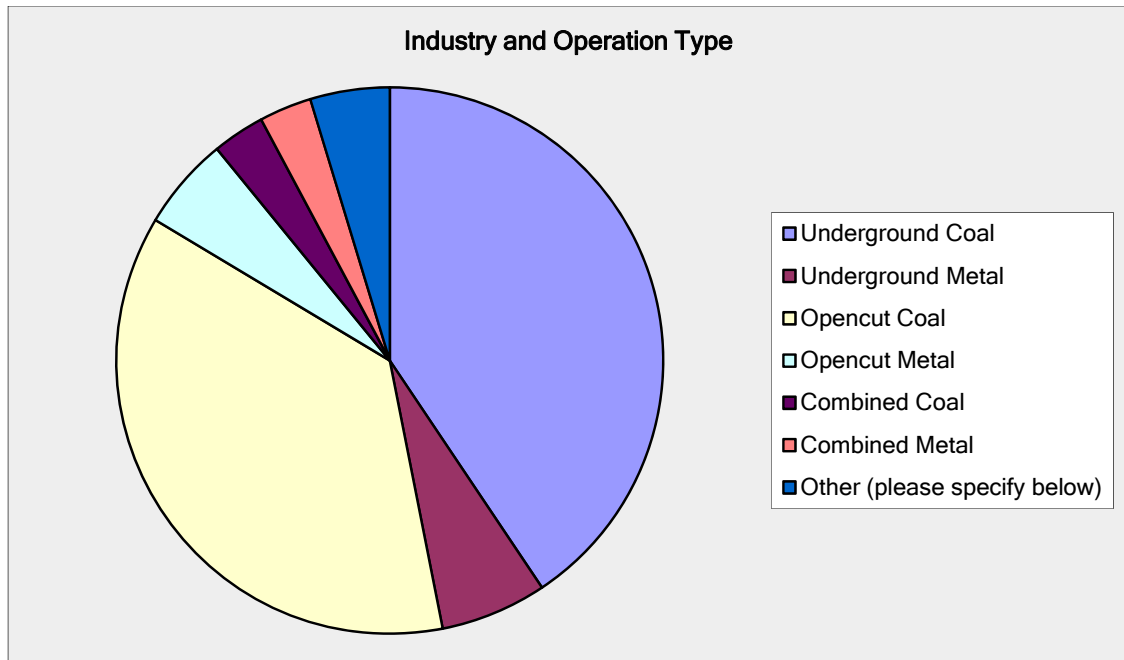
**Other;**  
Zambia  
Australia

**COMMENT:**

A great general response to the survey this year with nearly half of all AIMS members represented.

There was a general increase in the number of responses from the members overall in comparison with last year. Over 50% of all NSW members, and nearly 50% of all Queensland members completed this year's survey.

## INDUSTRY AND OPERATION TYPE



Industry and Operation Type		
Answer Options	Response Percent	Response Count
Underground Coal	40.6%	52
Underground Metal	6.3%	8
Opencut Coal	36.7%	47
Opencut Metal	5.5%	7
Combined Coal	3.1%	4
Combined Metal	3.1%	4
Other (please specify below)	4.7%	6
<i>answered question</i>		<b>128</b>
<i>skipped question</i>		<b>0</b>

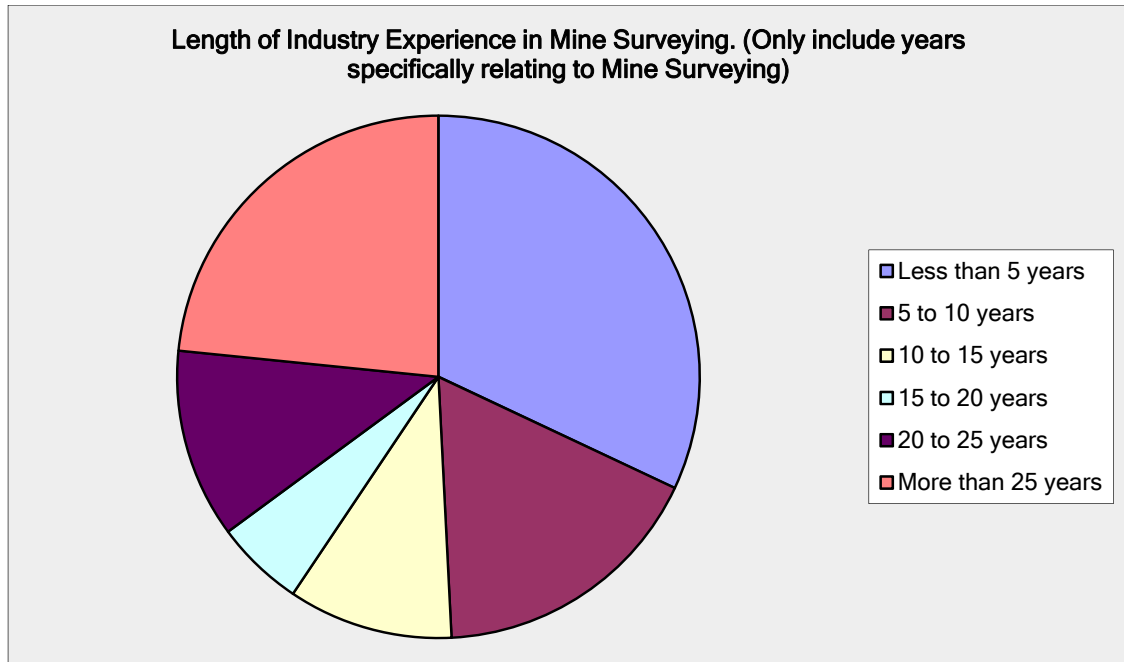
**Other:**

- IT Support
- Open Cut - Diamond
- Earthworks on Mine Sites
- 70% ug metal 30% surf engineering
- Contractor
- All mines

**COMMENT:**

An increase in the percentage of Underground Coal workers from last year (up by 10%) compared to Open Cut Coal workers (down by 5%).

## LENGTH OF INDUSTRY EXPERIENCE



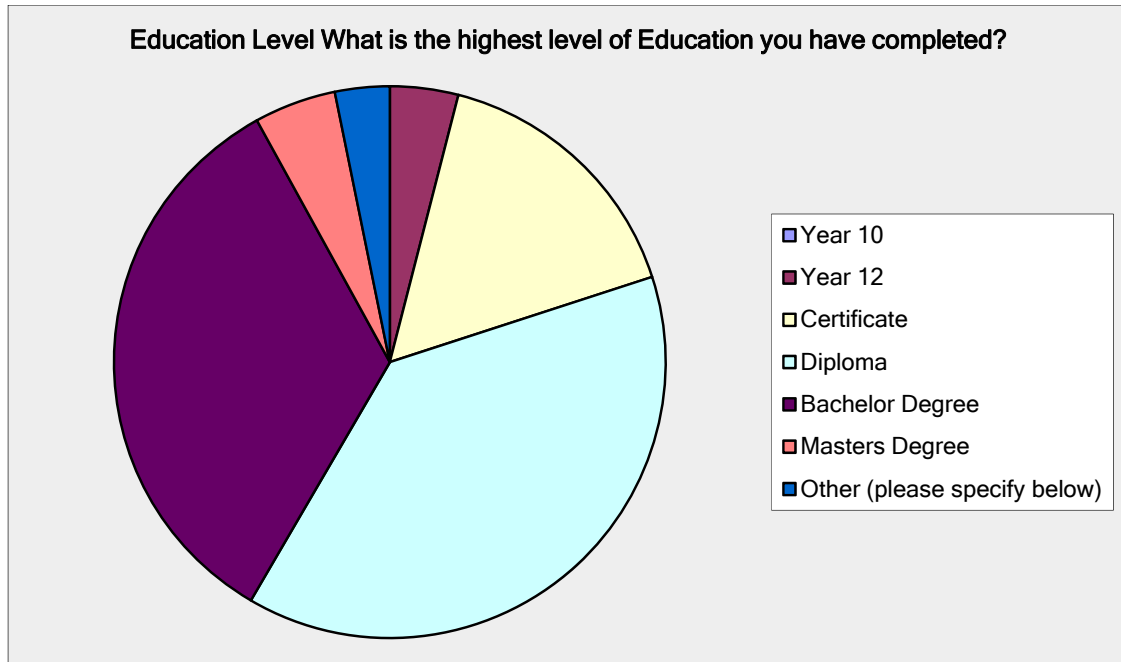
Length of Industry Experience in Mine Surveying. (Only include years specifically relating to Mine Surveying)		
Answer Options	Response Percent	Response Count
Less than 5 years	32.0%	41
5 to 10 years	17.2%	22
10 to 15 years	10.2%	13
15 to 20 years	5.5%	7
20 to 25 years	11.7%	15
More than 25 years	23.4%	30
<i>answered question</i>		<b>128</b>
<i>skipped question</i>		<b>0</b>

### COMMENT:

A change in relative experience evident from last year with a drop in percentage of respondents with more than 25 years experience in mine surveying (down by 11%).

The numbers now show that nearly half of the mine surveyors represented in this survey have less than 10 years experience and half with more than 10 years experience.

## EDUCATION LEVEL



Education Level What is the highest level of Education you have completed?		
Answer Options	Response Percent	Response Count
Year 10	0.0%	0
Year 12	4.0%	5
Certificate	16.0%	20
<b>Diploma</b>	<b>38.4%</b>	<b>48</b>
Bachelor Degree	33.6%	42
Masters Degree	4.8%	6
Other (please specify below)	3.2%	4
<i>answered question</i>		<b>125</b>
<i>skipped question</i>		<b>3</b>

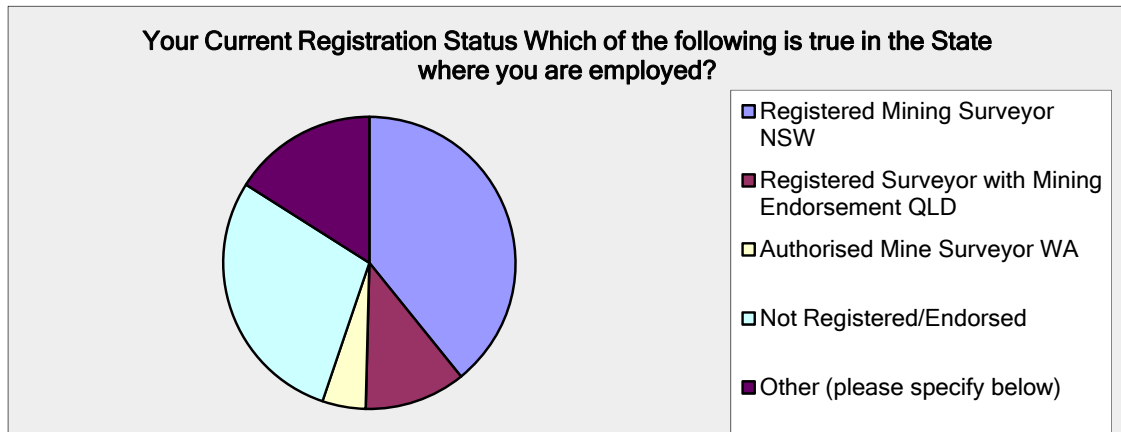
### Other:

Bachelor of Technology  
 Graduate Certificate  
 Completing AD in Spatial Science. Degree in unrelated field  
 Graduate Diploma x 2

### COMMENT:

A 7% reduction in Certificate level, a slight downward trend in Diplomas (down by 4%) and an increase in Bachelor Degrees (up by 4%) compared to last year's results.

## CURRENT REGISTRATION STATUS



Your Current Registration Status Which of the following is true in the State where you are employed?		
Answer Options	Response Percent	Response Count
Registered Mining Surveyor NSW	39.2%	49
Registered Surveyor with Mining Endorsement QLD	11.2%	14
Authorised Mine Surveyor WA	4.8%	6
Not Registered/Endorsed	28.8%	36
Other (please specify below)	16.0%	20
<i>answered question</i>		125
<i>skipped question</i>		3

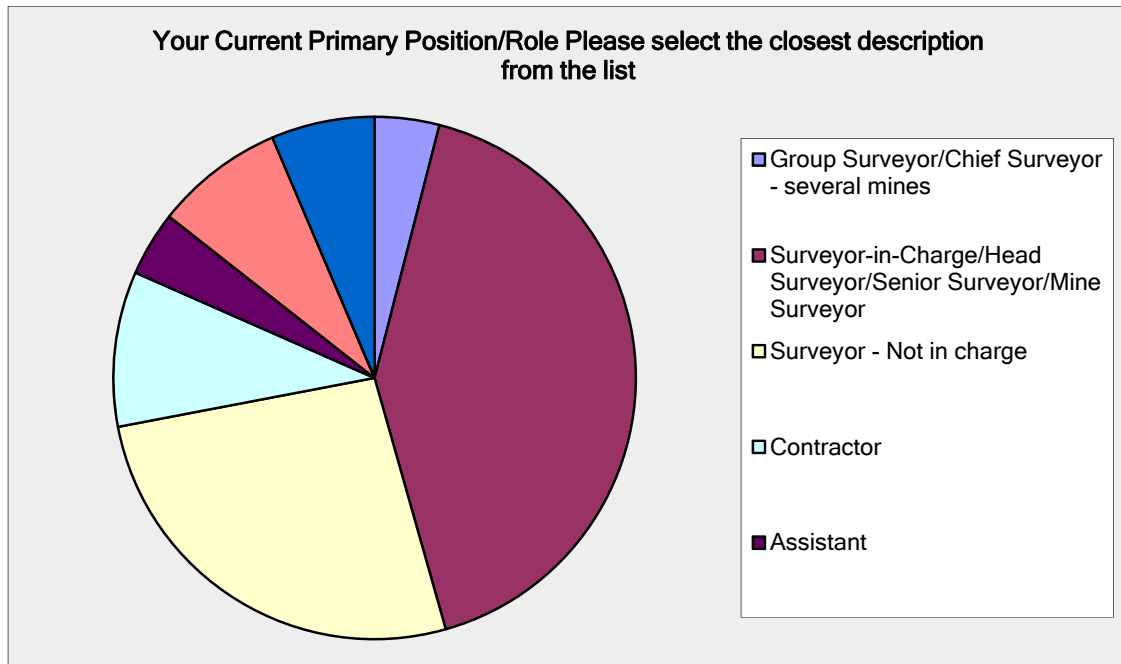
### Other:

Registered Survey Associate with QLD  
 registered Surveyor Zimbabwe  
 graduate surveyor  
 Candidate  
 QLD registered with Cadastral endorsement  
 Registered Surveyor - No Endorsement  
 Candidate (NSW)  
 NSW Candidate  
 Registered Associate  
 Currently a candidate under the NSW mining registration process  
 Registered Graduate with SBQ  
 Registered Land Surveyor  
 Registered Graduate  
 Candidate  
 Surveying Associate  
 Registered Land & Mining Surveyor NSW  
 Registered in several jurisdictions  
 Studying for bachelor  
 Registered Surveyor - Engineering Endorsement  
 Candidate

### COMMENT:

A question which resulted in a wide range of 'other' responses which may indicate the standard answer options need to be broadened in future surveys.

## PRIMARY POSITION/ROLE



Your Current Primary Position/Role Please select the closest description from the list

Answer Options	Response Percent	Response Count
Group Surveyor/Chief Surveyor - several mines	4.0%	5
<b>Surveyor-in-Charge/Head Surveyor/Senior Surveyor/Mine Surveyor</b>	<b>41.6%</b>	<b>52</b>
Surveyor - Not in charge	26.4%	33
Contractor	9.6%	12
Assistant	4.0%	5
Trainee	8.0%	10
No longer employed directly as a Surveyor	6.4%	8
<i>answered question</i>		<b>125</b>
<i>skipped question</i>		<b>3</b>

**COMMENT:**

A continuation of last year's trend indicating a significant reduction in the numbers in a 'group' or 'in-charge' role (down by nearly 14%) and an increase in other primary roles such as contractor (up by 4%) and trainees (up by 6%).

## ADDITIONAL SIGNIFICANT ACTIVE ROLES

Additional Significant Active Roles		
Answer Options	Response Percent	Response Count
Relief Undermanager	2.7%	1
Relief Open Cut Examiner/Overseer	8.1%	3
<b>Mine Planning/Scheduling</b>	<b>48.6%</b>	<b>18</b>
Laser Safety Officer	37.8%	14
Drill and Blast Engineer	8.1%	3
Relief Deputy/Team Leader	5.4%	2
Environmental Officer	2.7%	1
Technical Services manager/Coordinator	13.5%	5
Other (please specify below)	18.9%	7
	<i>answered question</i>	<b>37</b>
	<i>skipped question</i>	<b>91</b>

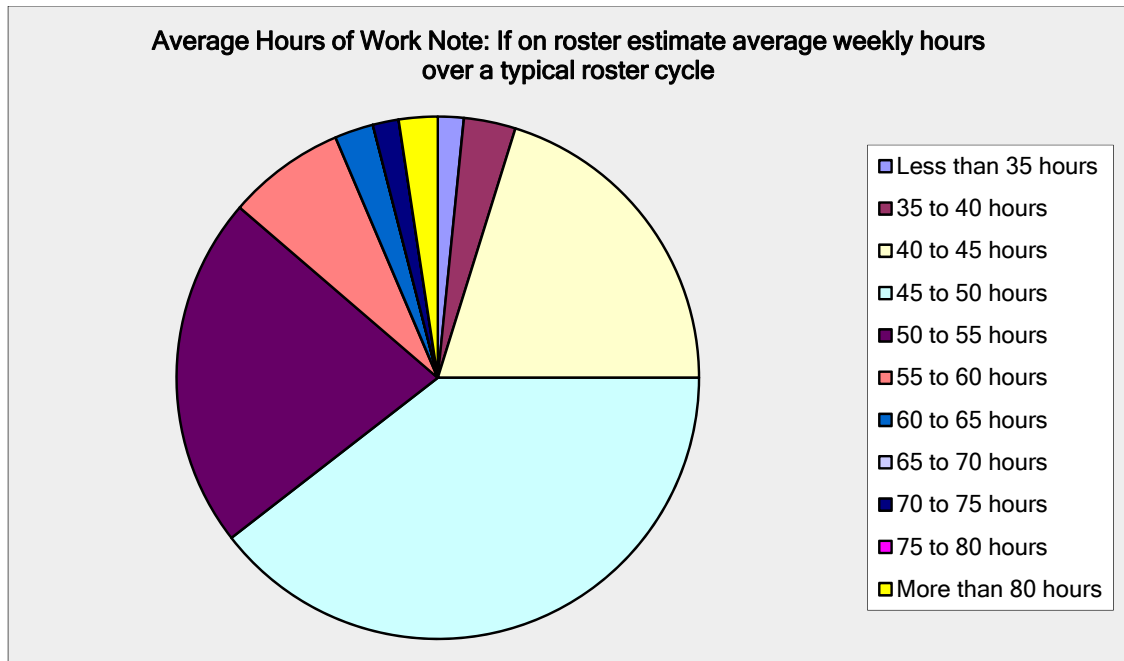
### Other:

Project Management  
 Relief Tech Services Manager  
 Capital Projects Support  
 Site Security  
 Land tenure and cultural heritage officer  
 General go to bloke

### COMMENT:

Nearly 30% of respondents said they had additional significant active roles, with Mine Planning/Scheduling and Laser Safety Officer continuing to be the most common additional active roles indicated.

## AVERAGE HOURS OF WORK

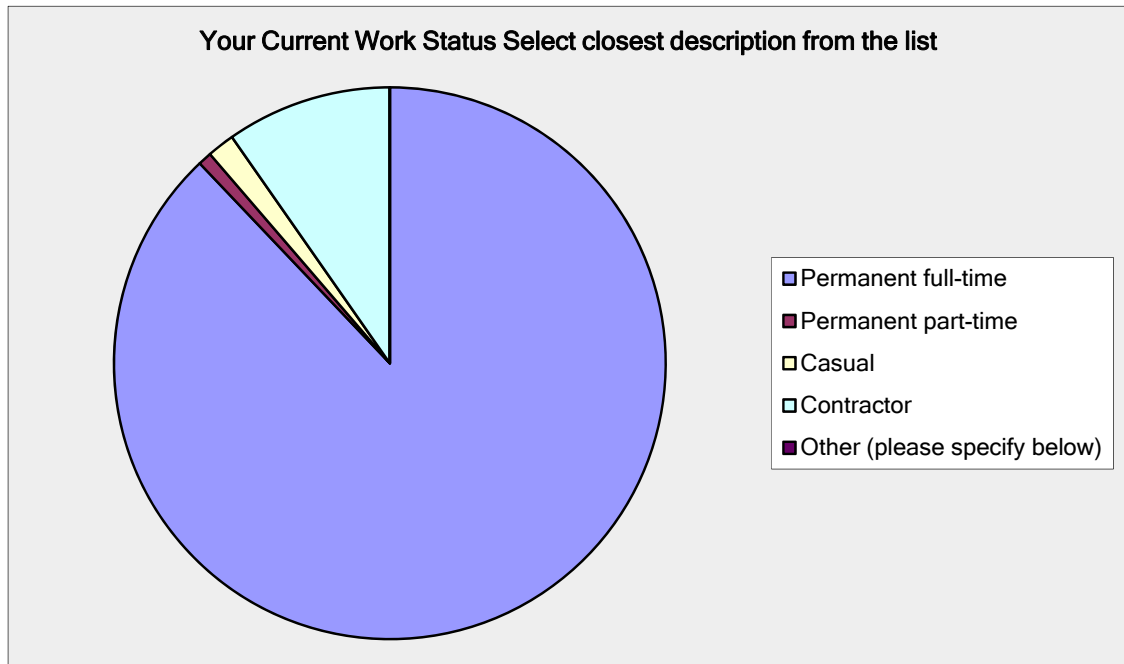


Average Hours of Work Note: If on roster estimate average weekly hours over a typical roster cycle		
Answer Options	Response Percent	Response Count
Less than 35 hours	1.6%	2
35 to 40 hours	3.2%	4
40 to 45 hours	20.2%	25
<b>45 to 50 hours</b>	<b>39.5%</b>	<b>49</b>
50 to 55 hours	21.8%	27
55 to 60 hours	7.3%	9
60 to 65 hours	2.4%	3
65 to 70 hours	0.0%	0
70 to 75 hours	1.6%	2
75 to 80 hours	0.0%	0
More than 80 hours	2.4%	3
<i>answered question</i>		<b>124</b>
<i>skipped question</i>		<b>4</b>

**COMMENT:**

Similar results to last year, with over 35% of respondents now working in excess of 50 hours per week over a typical roster cycle (up by 4% compared to last year).

## CURRENT WORK STATUS



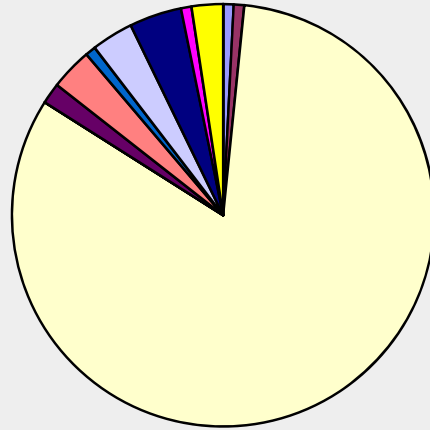
Your Current Work Status Select closest description from the list		
Answer Options	Response Percent	Response Count
Permanent full-time	87.9%	109
Permanent part-time	0.8%	1
Casual	1.6%	2
Contractor	9.7%	12
Other (please specify below)	0.0%	0
<i>answered question</i>		<b>124</b>
<i>skipped question</i>		<b>4</b>

**COMMENT:**

A slight shift from permanent full-time employment (down 3%) to contractors (up 3%) compared to last year's results. Contractors now represent nearly 10% of the respondents.

## TYPICAL ROSTER

Typical Roster Please specify the number of consecutive days normally worked and the number of consecutive days normally off per typical roster cycle eg 5 ON 2 OFF



3 ON 4 OFF
4 ON 3 OFF
5 ON 2 OFF
5 ON 3 OFF
5 ON 4 OFF
5 ON 5 OFF
6 ON 1 OFF
7 ON 7 OFF
8 ON 6 OFF
9 ON 5 OFF

Typical Roster Please specify the number of consecutive days normally worked and the number of consecutive days normally off per typical roster cycle eg 5 ON 2 OFF

Answer Options	Response Percent	Response Count
3 ON 4 OFF	0.8%	1
4 ON 3 OFF	0.8%	1
<b>5 ON 2 OFF</b>	<b>82.3%</b>	<b>102</b>
5 ON 3 OFF	0.0%	0
5 ON 4 OFF	1.6%	2
5 ON 5 OFF	3.2%	4
6 ON 1 OFF	0.8%	1
7 ON 7 OFF	3.2%	4
8 ON 6 OFF	4.0%	5
9 ON 5 OFF	0.8%	1
12 ON 9 OFF	2.4%	3
21 ON 7 OFF	0.0%	0
Other (please specify below)		6
<i>answered question</i>		<b>124</b>
<i>skipped question</i>		<b>4</b>

### Other:

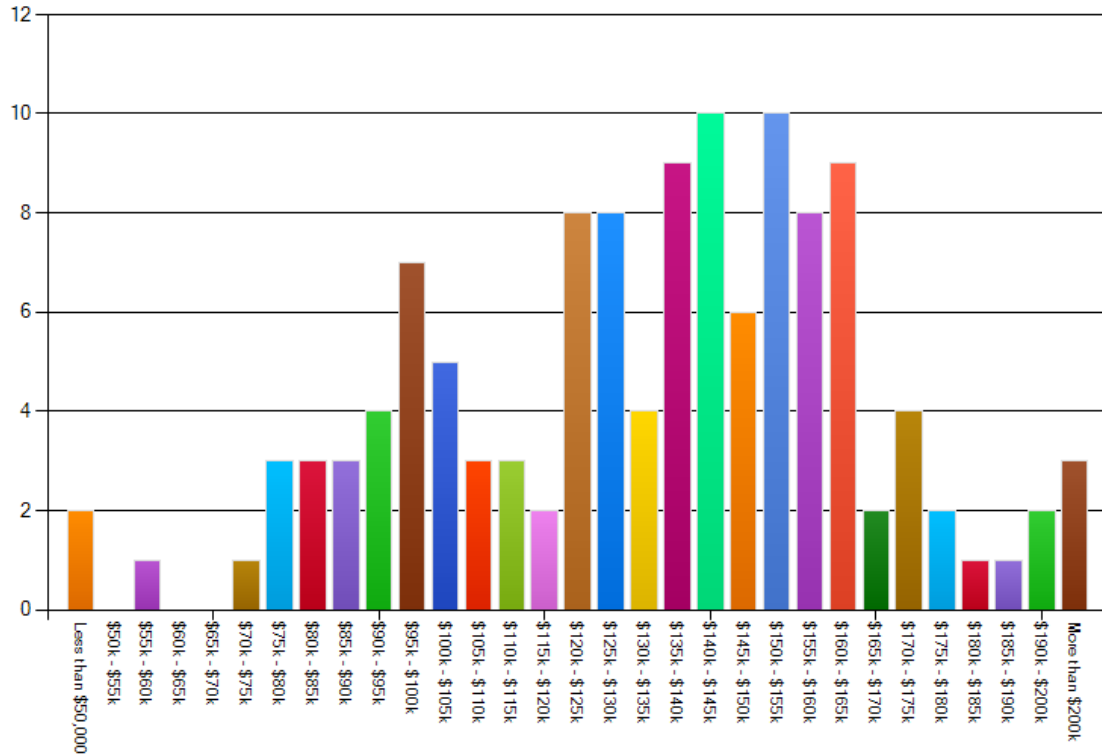
AS REQUIRED  
 10 ON 4 OFF  
 MON WED FRI  
 4 ON 4 OFF  
 8 on 4 off - 5 on 4 off cyclic  
 6 on 4 off

### COMMENT:

Similar results to last year with a broad range of rosters, although over 82% of respondents currently work 5 on 2 off

## TOTAL ANNUAL REMUNERATION PACKAGE

Total Annual Remuneration Package (in \$AUD) Total remuneration package for the current financial year. Do NOT include performance or retention bonuses.



Total Annual Remuneration Package (in \$AUD) Total remuneration package for the current financial year. Do NOT include performance or retention bonuses.

Answer Options	Response Percent	Response Count
Less than \$50,000	1.6%	2
\$50k - \$55k	0.0%	0
\$55k - \$60k	0.8%	1
\$60k - \$65k	0.0%	0
\$65k - \$70k	0.0%	0
\$70k - \$75k	0.8%	1
\$75k - \$80k	2.4%	3
\$80k - \$85k	2.4%	3
\$85k - \$90k	2.4%	3
\$90k - \$95k	3.2%	4
\$95k - \$100k	5.6%	7
\$100k - \$105k	4.0%	5
\$105k - \$110k	2.4%	3
\$110k - \$115k	2.4%	3
\$115k - \$120k	1.6%	2
\$120k - \$125k	6.5%	8

\$125k - \$130k	6.5%	8
\$130k - \$135k	3.2%	4
\$135k - \$140k	7.3%	9
<b>\$140k - \$145k</b>	<b>8.1%</b>	<b>10</b>
\$145k - \$150k	4.8%	6
<b>\$150k - \$155k</b>	<b>8.1%</b>	<b>10</b>
\$155k - \$160k	6.5%	8
\$160k - \$165k	7.3%	9
\$165k - \$170k	1.6%	2
\$170k - \$175k	3.2%	4
\$175k - \$180k	1.6%	2
\$180k - \$185k	0.8%	1
\$185k - \$190k	0.8%	1
\$190k - \$200k	1.6%	2
More than \$200k	2.4%	3
Optional comment/feedback on this question		4
	<b><i>answered question</i></b>	<b>124</b>
	<b><i>skipped question</i></b>	<b>4</b>

**Optional Comments Provided:**

Work vehicle provided.

Self employed - salary document \$70K + \$20 vehicle, phone, internet and gadgets.

Including superannuation

Includes super

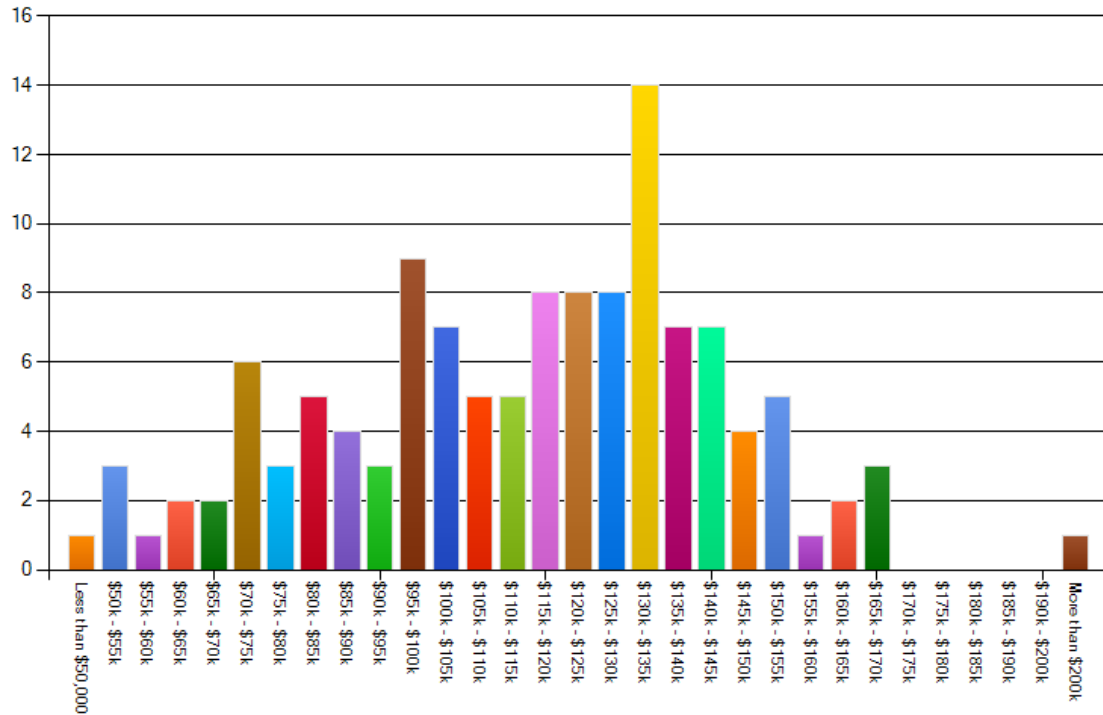
**COMMENT:**

A broad spread of salaries again, ranging from less than \$50,000 to more than \$200,000. Over 80% of respondents earn more than \$100,000.

Nearly half of the respondents (46.9%) earn between \$130,000 and \$170,000 and more than one-third (33.9%) earn in excess of \$150,000. Three members now exceed \$200,000 salary.

## BASE SALARY

Base Salary (in \$AUD) Please estimate your Base Salary included in the total amount indicated above. DO NOT INCLUDE things such as Superannuation, Mobile Phone, Rental Assistance, Health Care, Salary Sacrifice Benefits, Computer/Laptop, Conference Fees/Travel, Employee Share Plan, Novated Lease on a Vehicle, Vehicle Allowance, Site Bonuses or Allowances, Performance or Retention bonuses.



Base Salary (in \$AUD) Please estimate your Base Salary included in the total amount indicated above. DO NOT INCLUDE things such as Superannuation, Mobile Phone, Rental Assistance, Health Care, Salary Sacrifice Benefits, Computer/Laptop, Conference Fees/Travel, Employee Share Plan, Novated Lease on a Vehicle, Vehicle Allowance, Site Bonuses or Allowances, Performance or Retention bonuses.

Answer Options	Response Percent	Response Count
Less than \$50,000	0.8%	1
\$50k - \$55k	2.4%	3
\$55k - \$60k	0.8%	1
\$60k - \$65k	1.6%	2
\$65k - \$70k	1.6%	2
\$70k - \$75k	4.8%	6
\$75k - \$80k	2.4%	3
\$80k - \$85k	4.0%	5
\$85k - \$90k	3.2%	4
\$90k - \$95k	2.4%	3
\$95k - \$100k	7.3%	9
\$100k - \$105k	5.6%	7
\$105k - \$110k	4.0%	5
\$110k - \$115k	4.0%	5

\$115k - \$120k	6.5%	8
\$120k - \$125k	6.5%	8
\$125k - \$130k	6.5%	8
<b>\$130k - \$135k</b>	<b>11.3%</b>	<b>14</b>
\$135k - \$140k	5.6%	7
\$140k - \$145k	5.6%	7
\$145k - \$150k	3.2%	4
\$150k - \$155k	4.0%	5
\$155k - \$160k	0.8%	1
\$160k - \$165k	1.6%	2
\$165k - \$170k	2.4%	3
\$170k - \$175k	0.0%	0
\$175k - \$180k	0.0%	0
\$180k - \$185k	0.0%	0
\$185k - \$190k	0.0%	0
\$190k - \$200k	0.0%	0
More than \$200k	0.8%	1
Optional comment/feedback on this question		1
	<b><i>answered question</i></b>	<b>124</b>
	<b><i>skipped question</i></b>	<b>4</b>

**Optional Comments Provided:**

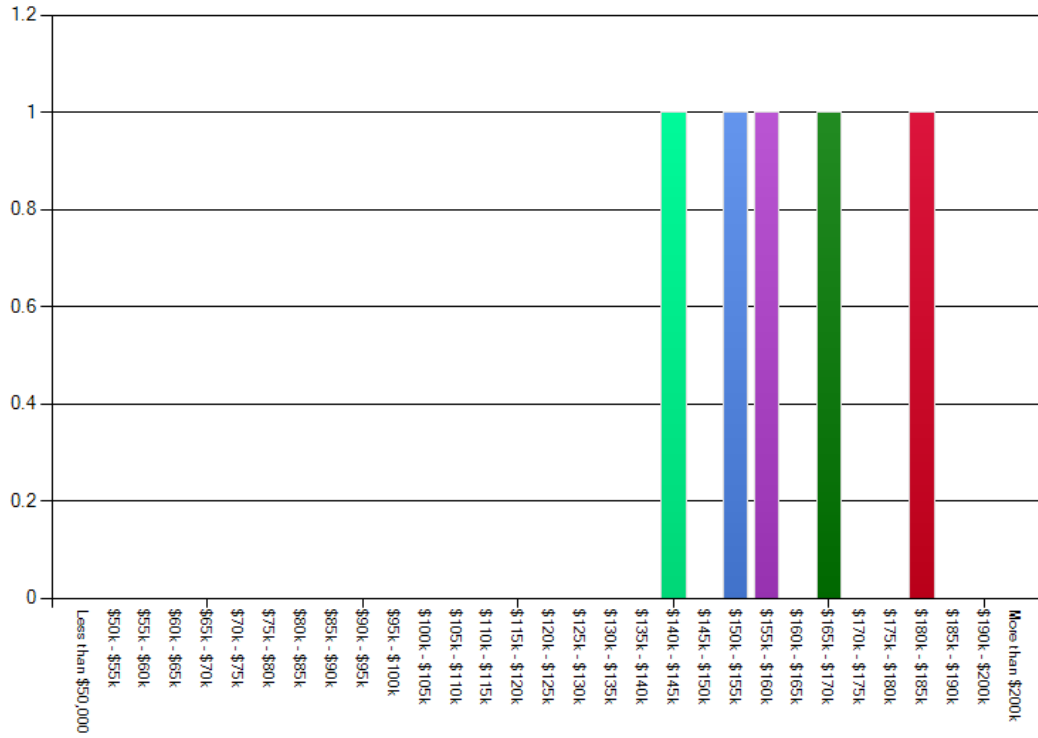
Superannuation amount is determined by the individual (so long as it is at least 9%) so "base salary" is not comparable from person to person.

**COMMENT:**

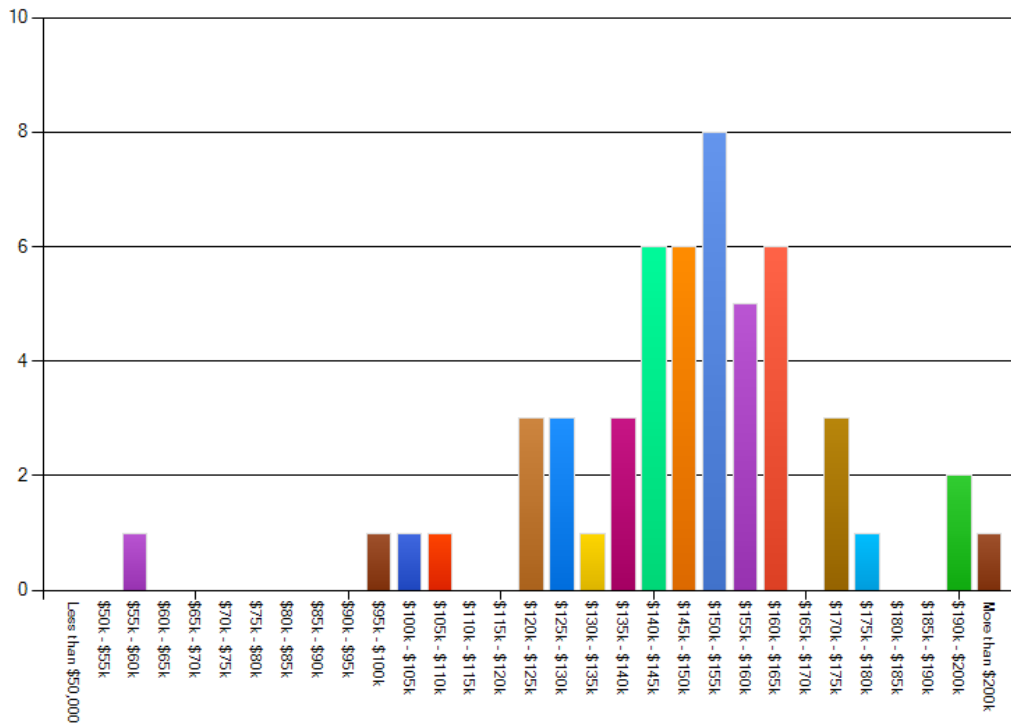
50% of respondents have a base salary between \$115,000 and \$160,000

# TOTAL REMUNERATION BY POSITION

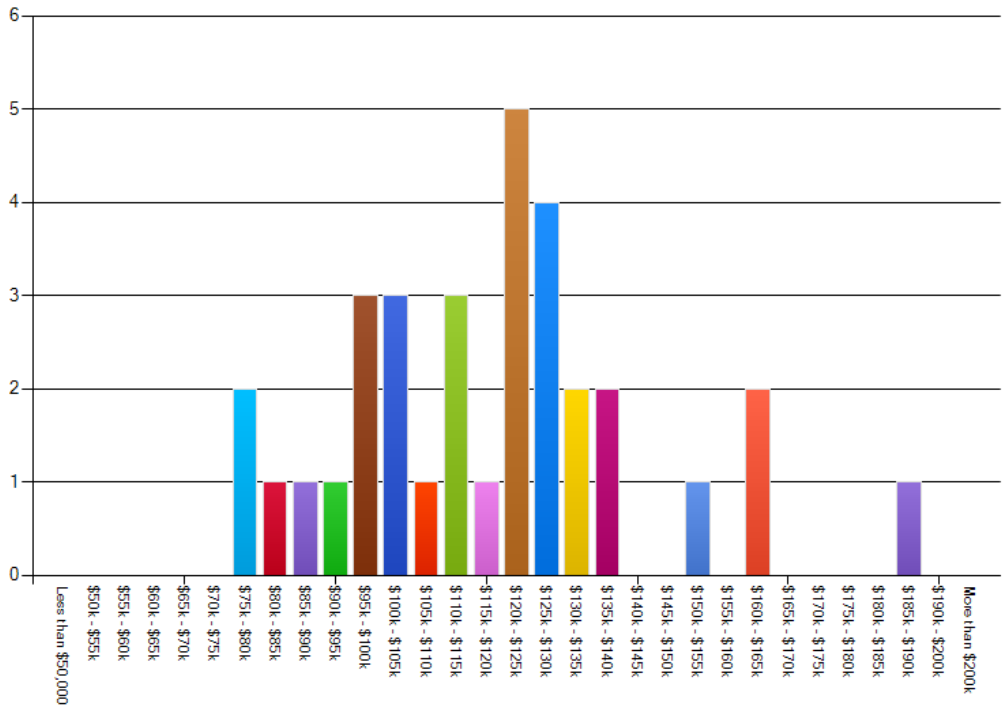
## Group Surveyor/Chief Surveyor



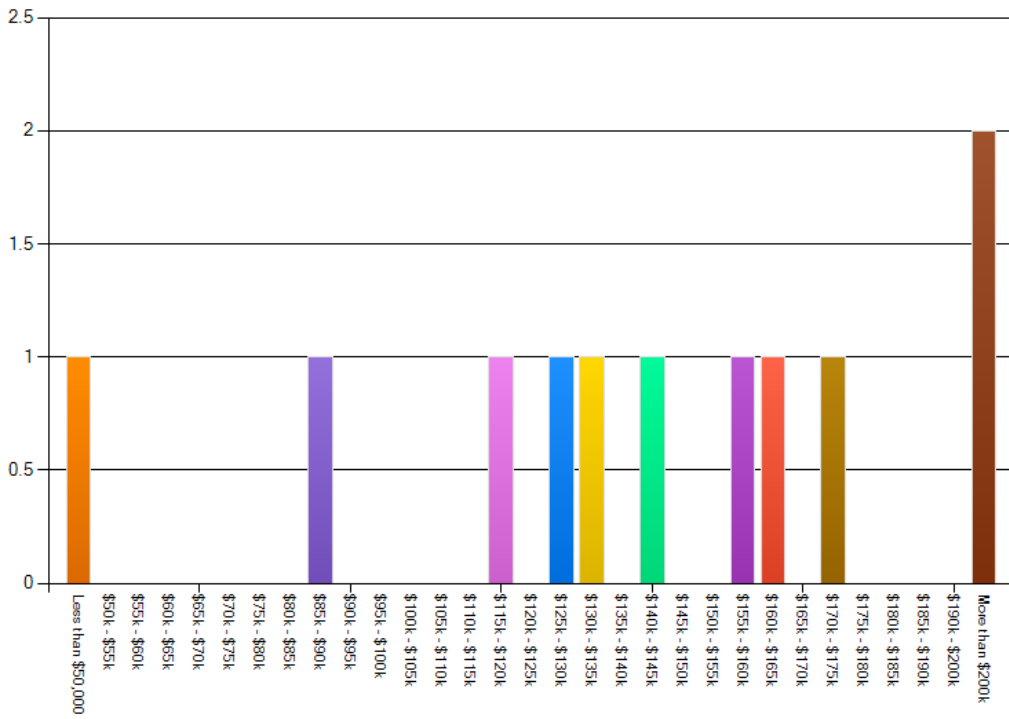
## Surveyor in Charge



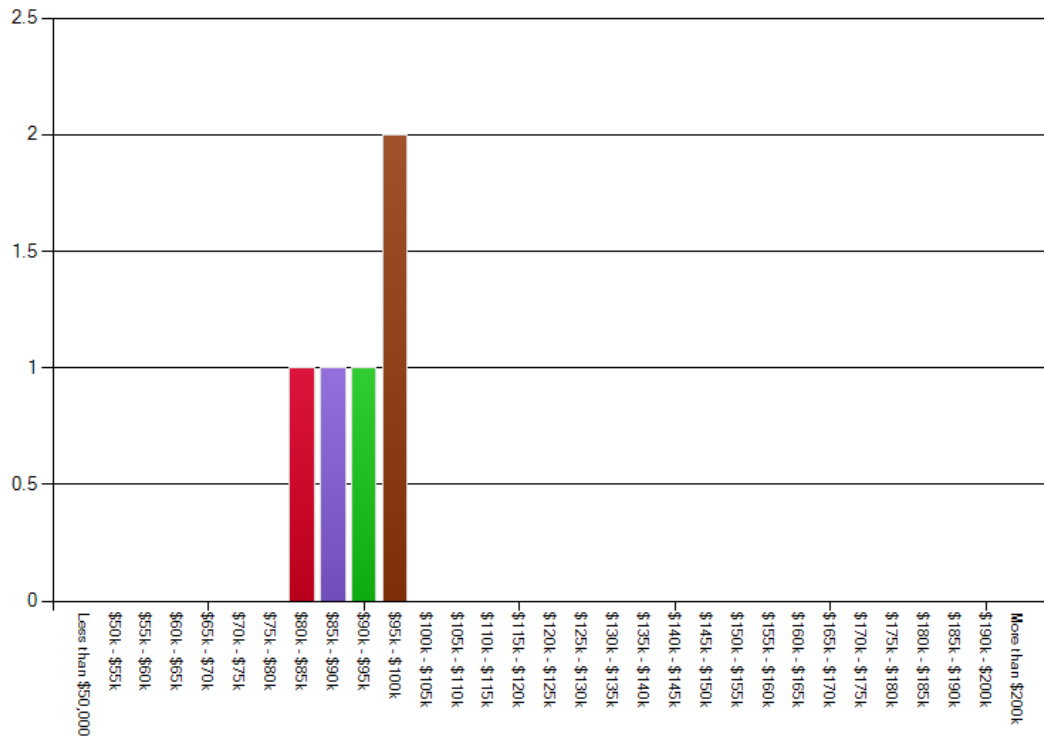
**Surveyor-Not in Charge**



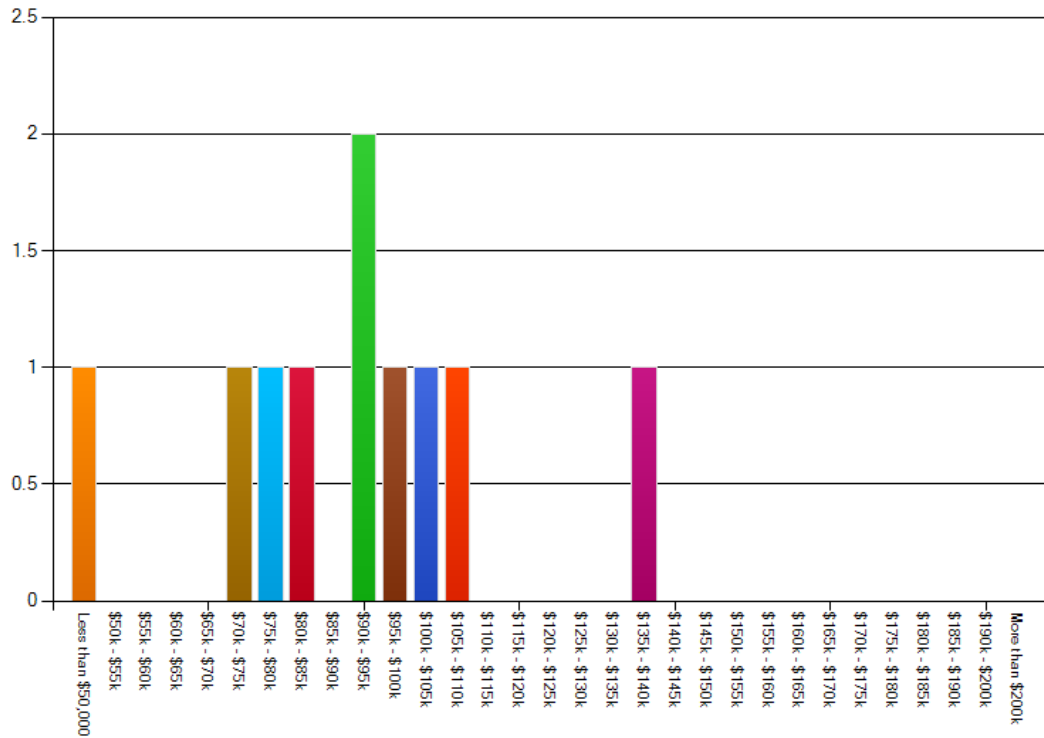
**Contractor**



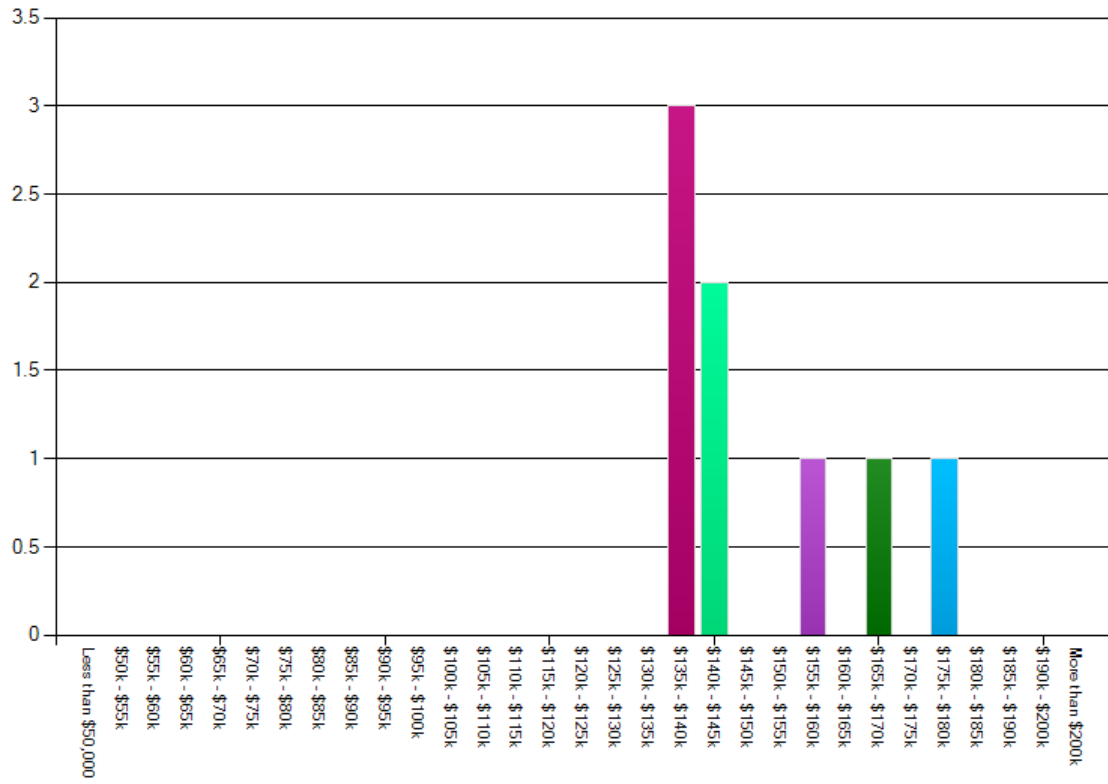
### Assistant



### Trainee



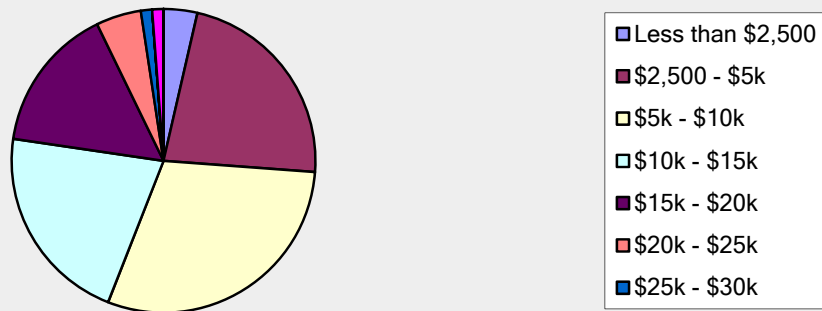
### No longer employed as Surveyor



## BONUS PAYMENTS

Performance Payment/Bonus Does your employee provide a performance Payment/Bonus?		
Answer Options	Response Percent	Response Count
Yes	69.9%	86
No	30.1%	37
<i>answered question</i>		<b>123</b>
<i>skipped question</i>		<b>5</b>

If you said YES above, what was the actual amount of your performance payment/bonus received this year in \$AUD (estimate or use last year's figure if not available)



If you said YES above, what was the actual amount of your performance payment/bonus received this year in \$AUD (estimate or use last year's figure if not available)		
Answer Options	Response Percent	Response Count
Less than \$2,500	3.6%	3
\$2,500 - \$5k	22.6%	19
<b>\$5k - \$10k</b>	<b>29.8%</b>	<b>25</b>
\$10k - \$15k	21.4%	18
\$15k - \$20k	15.5%	13
\$20k - \$25k	4.8%	4
\$25k - \$30k	1.2%	1
\$30k - \$35k	0.0%	0
\$35k - \$40k	0.0%	0
\$40k - \$45k	1.2%	1
\$45k - \$50k	0.0%	0
More than \$50k	0.0%	0
Optional comment/feedback on this question		2
<i>answered question</i>		<b>84</b>
<i>skipped question</i>		<b>44</b>

### Other Comments Received:

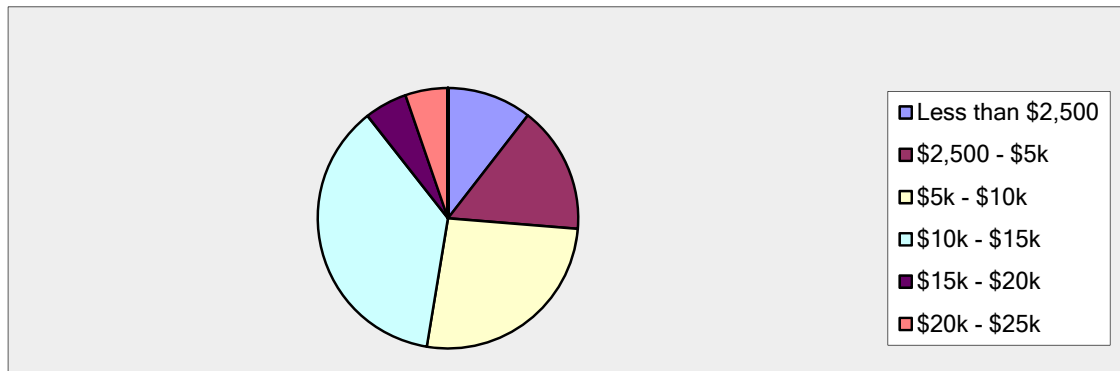
My first year with this company, so not quite sure.  
Before tax

### COMMENT:

70% of respondents receive a performance payment/bonus and a third of those receive between \$5,000 and \$10,000

## RETENTION PAYMENT/BONUS

Retention Payment/Bonus Does your employee provide a retention Payment/Bonus?		
Answer Options	Response Percent	Response Count
Yes	17.1%	21
No	82.9%	102
<i>answered question</i>		<b>123</b>
<i>skipped question</i>		<b>5</b>



If you said YES above, what was the actual amount of your retention payment/bonus received this year in \$AUD(estimate or use last year's figure if not available). INCLUDE the dollar cost value of any incentive shares granted during the year in this figure.		
Answer Options	Response Percent	Response Count
Less than \$2,500	10.5%	2
\$2,500 - \$5k	15.8%	3
\$5k - \$10k	26.3%	5
<b>\$10k - \$15k</b>	<b>36.8%</b>	<b>7</b>
\$15k - \$20k	5.3%	1
\$20k - \$25k	5.3%	1
\$25k - \$30k	0.0%	0
\$30k - \$35k	0.0%	0
\$35k - \$40k	0.0%	0
\$40k - \$45k	0.0%	0
\$45k - \$50k	0.0%	0
More than \$50k	0.0%	0
Optional comment/feedback on this question		1
<i>answered question</i>		<b>19</b>
<i>skipped question</i>		<b>109</b>

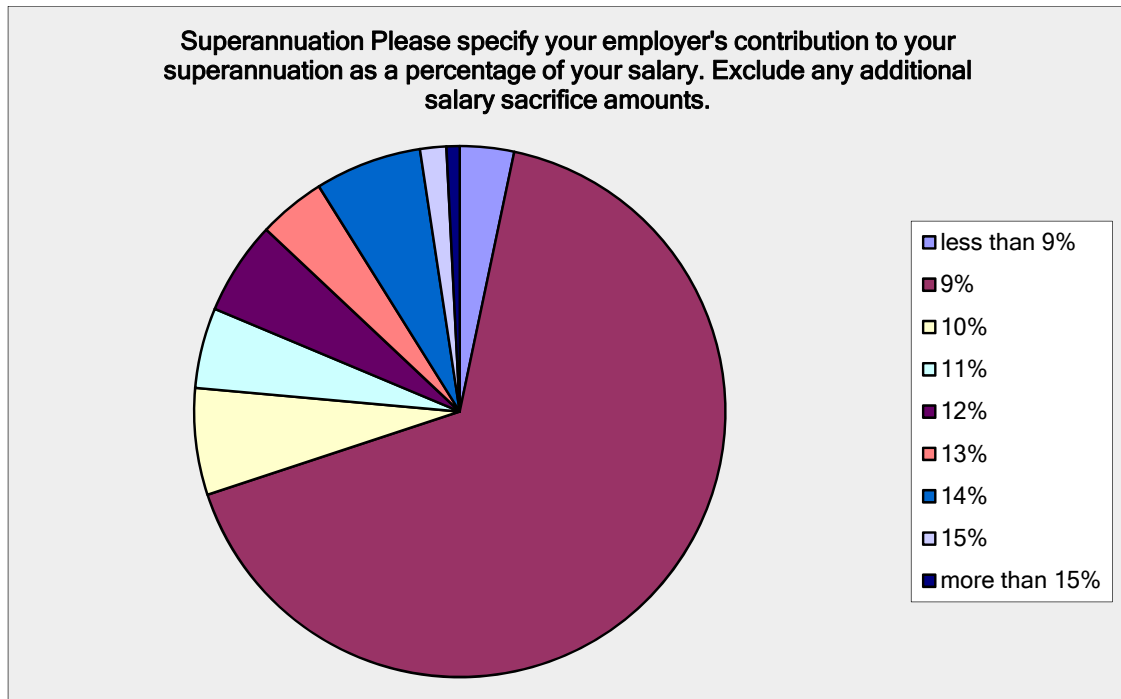
### Other Comments Received:

I did receive it two years back - nothing last year

### COMMENT:

17% of respondents indicated they received a retention payment/bonus, with nearly 50% receiving over \$10,000

## SUPERANNUATION



Superannuation Please specify your employer's contribution to your superannuation as a percentage of your salary. Exclude any additional salary sacrifice amounts.

Answer Options	Response Percent	Response Count
less than 9%	3.3%	4
9%	66.7%	82
10%	6.5%	8
11%	4.9%	6
12%	5.7%	7
13%	4.1%	5
14%	6.5%	8
15%	1.6%	2
more than 15%	0.8%	1
Optional comment/feedback on this question		3
<i>answered question</i>		<b>123</b>
<i>skipped question</i>		<b>5</b>

### Other Comments Received:

Our company gives us the option to salary sacrifice all superannuation - including the government guaranteed 9%

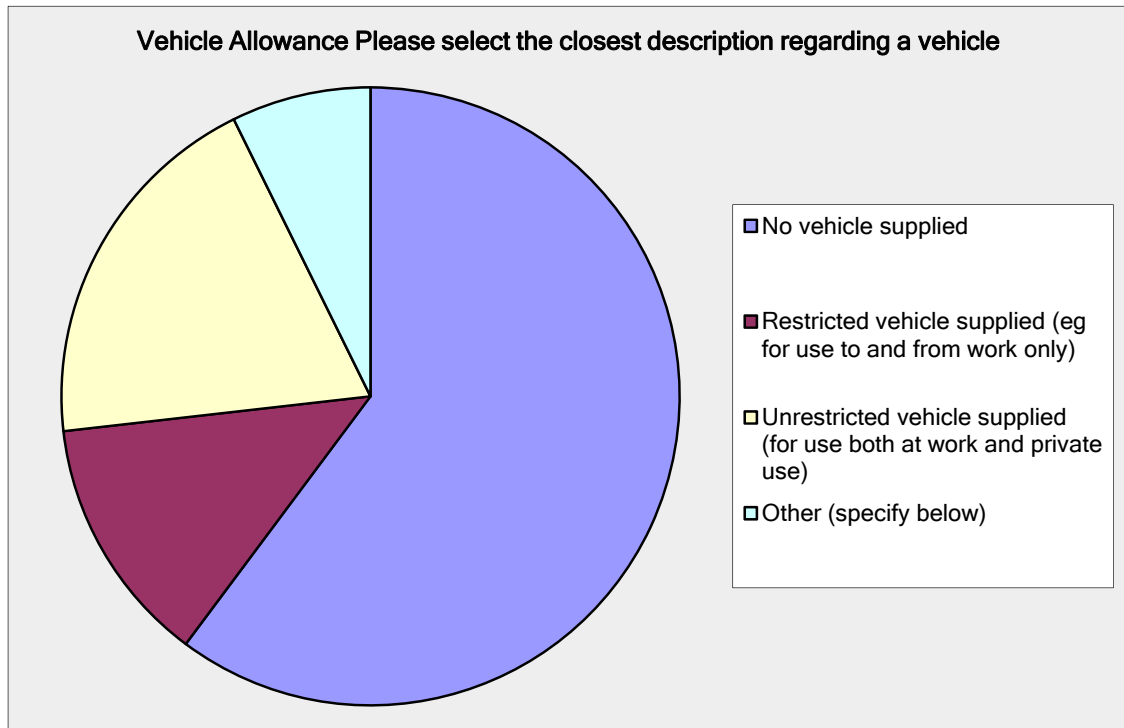
If I salary sacrifice 5% employer pays 14%

If I sacrifice 5% employer contributes 14%

### COMMENT:

Over 30% of respondents are receiving more than the Government Guaranteed 9%

## VEHICLE ALLOWANCE



Vehicle Allowance Please select the closest description regarding a vehicle		
Answer Options	Response Percent	Response Count
No vehicle supplied	60.2%	74
Restricted vehicle supplied (eg for use to and from work only)	13.0%	16
Unrestricted vehicle supplied (for use both at work and private use)	19.5%	24
Other (specify below)	7.3%	9
<i>answered question</i>		<b>123</b>
<i>skipped question</i>		<b>5</b>

### Other Comments Received;

\$10000 allowance (commuting to work)

\$15000 vehicle allowance

Novated lease

\$12500 vehicle allowance in lieu of vehicle

Vehicle Allowance Paid

\$10 vehicle allowance

10k per year - use your own vehicle to and from work

Car allowance, FBT exempt, free comprehensive insurance, and residual guarantee, free choice of vehicle,

\$13,000 vehicle allowance included in salary

### COMMENT:

An increase of respondents with unrestricted vehicles from last year (up by 6%)

## ADDITIONAL BENEFITS

Other Benefits Please indicate whether the following benefits are supplied by your employer		
Answer Options	Response Percent	Response Count
Mobile Phone	54.7%	64
Rental Assistance	25.6%	30
Health Care	12.0%	14
Option to Salary Sacrifice Superannuation	76.1%	89
Option to take out a Novated Lease on a vehicle	72.6%	85
<b>Seminar and Conference Fees and Travel costs</b>	<b>80.3%</b>	<b>94</b>
Employee Share plan	37.6%	44
Other (please specify below)		5
<i>answered question</i>		<b>117</b>
<i>skipped question</i>		<b>11</b>

### Other Comments Received;

Free accommodation in company house during working week  
 Gym Membership  
 Free gym membership, on site physio, access to psychologist, access to dietician  
 Education expenses, Free Life insurance  
 Performance Bonus

### COMMENT:

Over 90% of respondents indicated receiving additional benefits, the most common benefit being Seminar and Conference fees/travel costs

## MEMBER FEEDBACK RECEIVED ON THIS SALARY SURVEY

Answer Options	Excellent	Great	Average	Poor	Not Sure	Response Count
Salary Survey	59	58	6	0	0	123

This is the simplest and best yet  
 Very good  
 A great idea to compare and give employees data to use.  
 Easy to input data. Everyone should participate.  
 Feedback from this  
 Good for judging my salary in relation to the industry average  
 This format was very user friendly  
 Easy and great reflection of the industry  
 Awkward fit into boxes provided - self employed contractor  
 Possibility of referencing against Hays salary survey  
 Well done  
 Great for negotiating pay rises  
 Good tool because it measures true surveyors not the Hays which measures anyone who puts their hands on a jigger.  
 Good bargaining tool  
 Keep up the good work  
 Very Useful  
 Fine  
 Great tool for discussing with Managers  
 This is a great tool for benchmarking salaries across the various industries

## DISCUSS THIS REPORT

Any discussions or comments on any aspect of this report or these results can be made via the following main avenues:-

- Post a comment on the **AIMS Web Forum** – just go to [www.minesurveyors.com.au](http://www.minesurveyors.com.au) and click on the AIMS Forum link.
  - Contact the **AIMS web site coordinator** – **Peter Sergeant**, whose current contact details are available on the contacts page of the web site.
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**Thanks to all who participated in the AIMS Salary Survey for 2010!**

We hope that all AIMS members can benefit from this report.

## 2010 AIMS Salary Survey Report



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