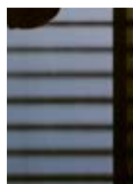
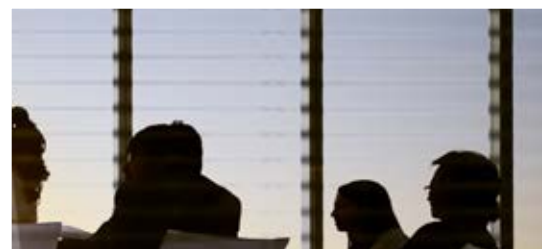


Salary Survey 2015

Analysis of the remuneration received by professional
chemical engineers based in Australia





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In January 2015, IChemE conducted a salary survey of members in Australia. This report contains all of the salary data gathered and a short summary comparing the 2015 data to that of previous years.

The survey was also extended to members in the UK, Malaysia, Ireland, the US, Singapore, South Africa, Canada, United Arab Emirates, India and New Zealand. A copy of the 2015 UK salary survey is also available for purchase at www.icheme.org/shop. The sample sizes for the remaining countries surveyed were too small to make accurate assumptions and therefore no reports are available.

The questionnaires were sent to eligible members electronically in January. A total of 403 members participated in the survey and of this, 43% were Chartered Members.

Definitions

The basic measure of the survey is the median, which is the half way point: in any chosen group, 50% of the group earn more than the median, 50% earn less. The earning distributions of any group are likely to be skewed – that is, a few in the group may earn very high salaries – but it is unlikely that many earn much less than the salary offered to new graduates. Because of the skew, the average or mean is likely to be higher than the median. The median therefore gives a fairer indication of what a typical member of the group is earning.

Within any group, 10% are paid less than the first decile, 50% are paid more than the median, and 10% are paid more than the ninth decile.

Please note

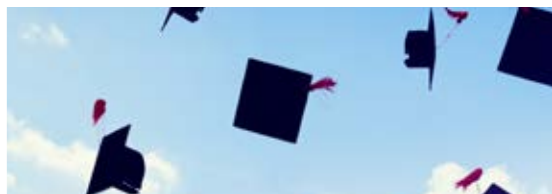
Where there was insufficient data, no figures are reported in the summary & analysis pages.

Summary of key findings



Salaries and progression

The median salary for chemical engineers in 2015 is \$140,000/y (2014: \$145,000). Insufficient data was collected from 2014 graduates to make an accurate assumption. (NB: 2013 graduates earned a median salary of \$70,500)



Education



The median salaries of Chartered Chemical Engineers with a first degree (\$200,000/y) earn more than those with a masters (\$190,000/y) and doctorates (\$167,500/y). At Associate level, those with a masters degree (\$128,500/y) earn more than those with a doctorate (\$110,000/y) and a first degree (\$105,000/y).



Impact of job role



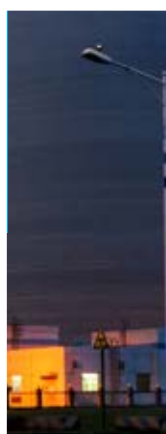
Based on the larger sample sizes, those working in project management and administration earned the highest median salary of \$191,000/y while those working in process safety and safety, health and the environment earned \$163,000/y. The highest percentage of chemical and process engineers can be found working in design, earning a median salary of \$146,000/y.



Industry comparisons



Some of the highest earning industry sectors are oil and gas exploration and production (\$180,000) and mining and minerals (\$179,183). Other top earning industries are oil refining (\$150,000), consulting (\$132,500) and industrial gases with a median salary of \$130,000. Other sectors reporting high earnings need to be viewed with caution due to low sample sizes.



Other benefits



89% of those surveyed received the compulsory employer superannuation contributions. Employee benefits for Australian members included having their IChemE membership fees paid (64%), access to a company share scheme (25%) and life insurance (17%).

Gender gap



24% of survey participants were female. Historically, the median salaries for women have been largely identical to their male counterparts in their early career stages, but this tends to widen markedly beyond the age of 35. Caution is advised when viewing gender data comparisons due to lower samples sizes in the older age bands.

Regional variations



The best paid chemical engineers can be found in Western Australia where median salaries of \$185,000/y were reported. The next highest paid can be found in Queensland (\$152,500/y), followed by New South Wales (\$130,000/y).

Analysis

Chart 1 – Chemical engineering median salary trends 2008–2015

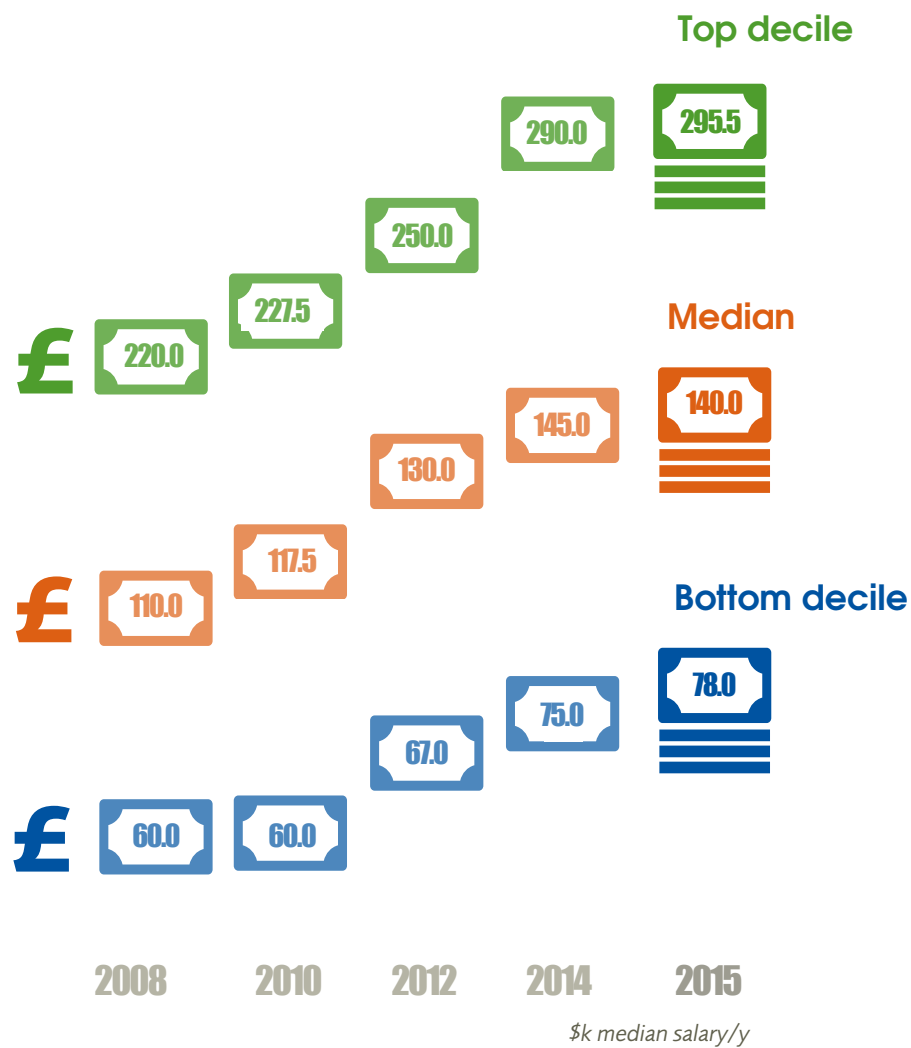


Chart 2 – The ‘value of the Letters’ median salaries for IChemE Chartered and non-Chartered by age



Insufficient data available for an accurate analysis of ages 50+.
See data tables for salaries reported in these age bands.

Chart 3 – The ‘Value of the Letters’ median salaries for IChemE Chartered and non-Chartered from 2010–2015

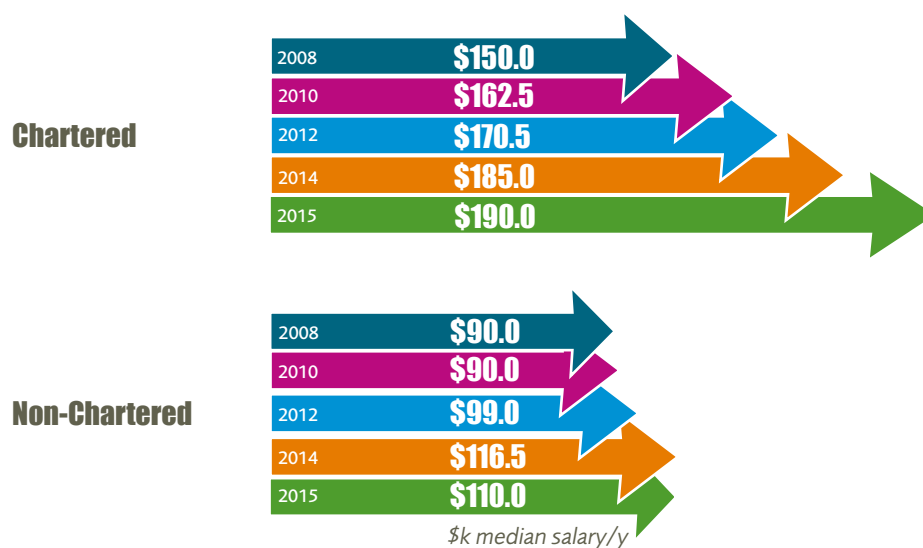


Chart 1 – Comparison by type of work 2015

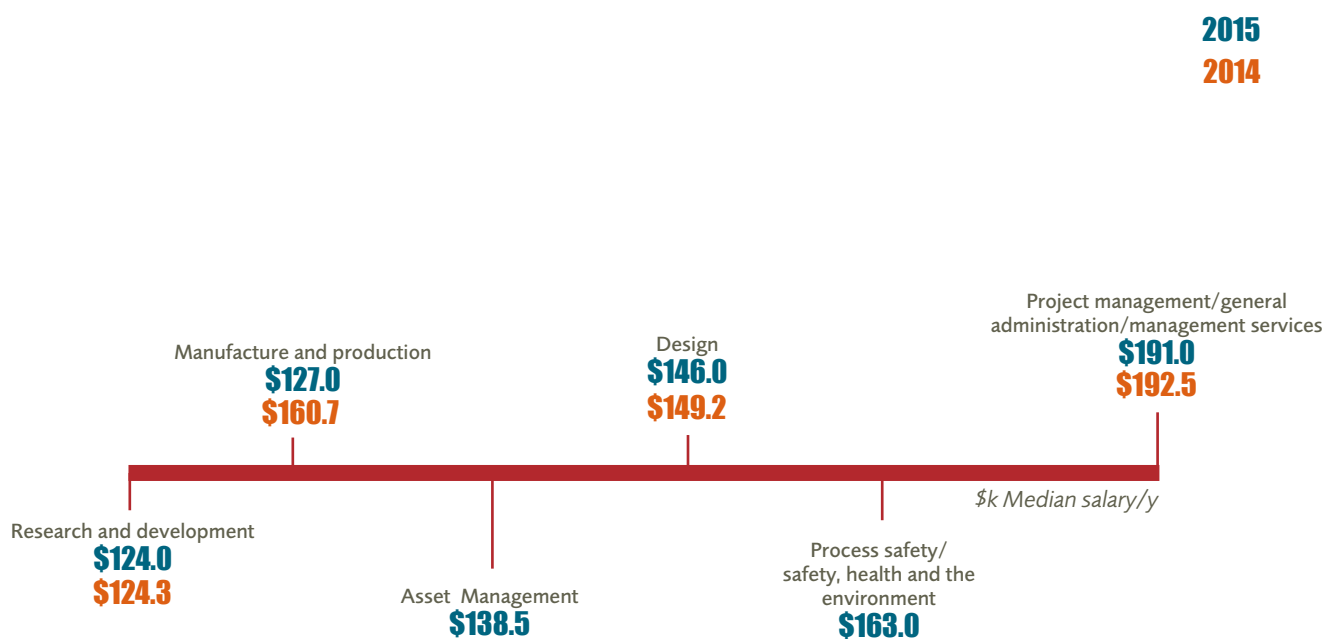
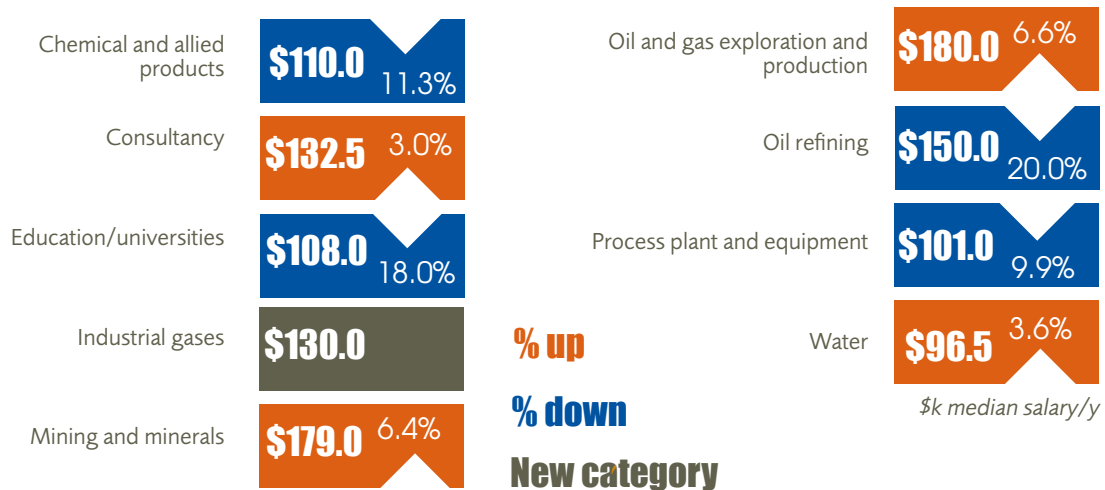
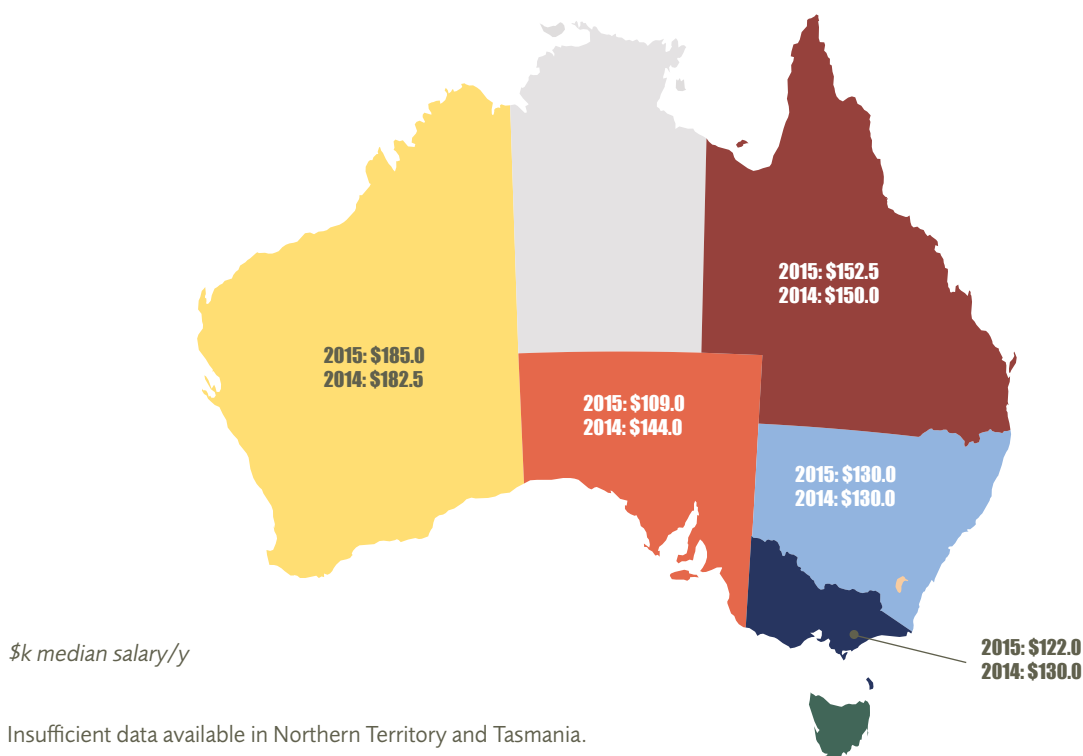


Chart 5 - Comparison by industry sector (% difference from 2014)



Insufficient data available to provide an accurate analysis on all sectors. See data tables for salaries reported in industry sectors.

Chart 6 – 2015 median salary by state & territory



Australian 2015 IChemE Survey Questions

1. What is your grade of IChemE membership?

- Chartered Member or Fellow
- Associate Member
- Affiliate or other

2. What is your gender?

- Male
- Female

3. What was your age on 1 January 2014?

- Under 25
- 25-29
- 30-34
- 35-39
- 40-44
- 45-49
- 50-54
- 55-59
- 60-64
- 65+

4. What is the highest qualification you have attained?

- Doctorate
- Master's Degree
- Bachelor's Degree
- Non-graduate, diplomas etc

5. When did you graduate?

- In 2013
- Before 2013
- Non-graduate

6. Where is your primary place of work?

- Queensland
- Western Australia
- Victoria
- New South Wales
- South Australia
- Northern Territory
- Tasmania

7. What is your level of responsibility?

- Engineering technician
- Graduate in training/Engineer in training/Post doctoral
- Engineer/Supervised team member/Lecturer
- Senior engineer/Senior lecturer
- Manager/Site Manager/Project Manager/Professor/Associate professor/Principal process engineer
- Senior manager/Director/Dean/Head of department
- Chairman/Managing director/Chief executive/Vice chancellor/Vice President
- Consultant
- Other

8. What is the main sector in which you work?

- Biochemical engineering
- Chemical and allied products
- Consultancy
- Contracting
- Education/universities
- Finance, Insurance and risk
- Food and drink
- Health, safety and environment
- Industrial gases
- Iron, steel and other metals
- Mining and minerals
- Oil and gas exploration and production
- Oil refining
- Paper and packaging
- Petrochemicals
- Pharmaceuticals and toiletries
- Plastics
- Power generation – fossil fuels
- Power generation – renewables
- Process plant and equipment
- Waste management
- Water
- Other

9. What is your main type of work?

- Asset management
- Business systems, IT and software
- Construction and installation
- Design
- Education and training
- Finance/financial services/procurement/supply
- Operations
- Project management/general administration/management services
- Process safety/safety, health and environment
- Manufacture and production
- Marketing and sales
- Regulations/regulatory compliance
- Research and development
- Other

10. What is the status of your employment?

- Full time
- Part time

11. How many hours per four week period did you typically work in 2013?

12. What was your total earned income (including bonuses), before tax, in 2013?

13. What pension related benefits in kind do you receive from your employer?

- Defined benefit pension/company final salary scheme
- Defined contribution pension/company money purchase scheme
- Non-contributory pension
- Central Providence Fund (Singapore)
- Superannuation (Australia and New Zealand)
- 401k savings plan (US)
- None

14. What other benefits in kind do you receive from your employer?

- Medical and dental insurance
- Car and car allowance
- Company share scheme
- Life insurance
- Loans
- IChemE membership fees
- Other professional membership fees
- Childcare
- None
- Other

Salary survey notes

I. Level of responsibility

- **Engineering technician:** A member in employment, likely to be working in a process engineering support role such as technician or operator but without a formal chemical engineering undergraduate degree-level qualification.
- **Graduate in training/Engineer in training/Post doctoral:** A member in employment receiving training. Work is defined in detail and calculation and designs are subject to checking.
- **Engineer/Supervised team member/Lecturer:** A member who has completed practical training and now works in a chosen field, generally as a member of a project team, or supervised by a section leader – spot checks are made on the work, may have technicians or artisans reporting to him or her for experimental work.
- **Senior engineer/Senior lecturer:** A member working alone or as a member of a project team with responsibility for the major part of the project. Only work affecting major areas of safety are checked, responsibility for expenditure within the budget. In addition, one who is a senior teacher or lecturer at a college or university with responsibility for a particular course or subject.
- **Manager/Site manager/Project manager/Professor/Associate professor/Principal engineer:** A member working as a section leader/project manager with responsibility for a major project or section including responsibility for the work of the section and for expenditure, ie sets the budgets for subordinates. Also professor.
- **Senior manager/Director/Dean/Head of department:** A member working as a manager or director with responsibility for several sections/projects, responsible for expenditure and profit as well as technical aspects of the project. In addition, one who is a vice-principal at a college or head of department or dean at a university.
- **Chairman/Managing director/Chief executive/Vice chancellor/Vice president:** A member working as a managing director or chief executive with total responsibility for policy, technical and administrative work, or one who is principal of a college or vice-chancellor of a university. ('The buck stops here').
- **Consultant:** A member who is either self-employed, or employed by others, providing professional advice and services to another party (client).

II. Total earned income - salaried employment

Please enter the rate of annual earnings in the specified currency on the 1 January 2015 from salaried employment in accordance with the notes below:

1. Income Tax and National Insurance contributions or contributions you make under a group superannuation scheme should be included.
2. Any insurance or superannuation contribution paid by an employer should be excluded.
3. Benefits in kind (eg employer contributions to pension schemes, use of car, sickness or accident insurance cover, accommodation at a nominal rent) should be excluded.
4. 'Current Annual Salary' should be taken to mean:
 - a) the basic rate of annual salary received from the sole or principal employer on 1 January 2015 plus
 - b) bonus payments including 'thirteenth month' payments. Director's or manager's fees, share of profits, commission, and other honoraria received from the sole or principal employer, during 2014.
5. Refunds of expenses incurred should be excluded.

Section A



Classified by age, sex, 2014
graduation and highest
qualification





Section A Classified by age, sex, 2014 graduation and highest qualification

SECTION A / TABLE 1 : EMPLOYMENT STATUS

		Total	Age Band										Graduate 2014	Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bach	Non-grad
Total	Total	415	24	88	69	63	52	42	32	27	13	5	8	41	87	283	4
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Full time	Total	395	23	88	65	60	50	40	29	24	12	4	8	40	84	267	4
	%	95%	96%	100%	94%	95%	96%	95%	91%	89%	92%	80%	100%	98%	97%	94%	100%
Part time	Total	20	1		4	3	2	2	3	3	1	1		1	3	16	
	%	0	0		0	0	0	0	0	0	0	0		0	0	0	



Section A Classified by age, sex, 2014 graduation and highest qualification

SECTION A / TABLE 2 : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS

	Total	Age Band										Graduate 2014	Highest Qualification			
		Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad
Total	403	23	86	65	63	50	42	31	26	12	5	8	41	83	275	4
<\$16K	2				1		1								2	
>=\$50K	3	1	1	1										1	2	
>=\$55K	2	2										1			2	
>=\$60K	6	4	1		1							2			6	
>=\$65K	7	3	1	2			1								7	
>=\$70K	11	5	5		1							1		3	8	
>=\$75K	16	1	12		2	1						1	1	2	13	
>=\$80K	14		8	4				1	1				2	3	9	
>=\$85K	11		4	6	1								1	2	8	
>=\$90K	13	1	8	3	1									1	12	
>=\$95K	16	2	8	4	1		1					1	3	1	12	
>=\$100K	19	1	7	6	2	2	1					1	4	2	13	
>=\$105K	14	1	2	4	2	2	1		1				3	1	10	
>=\$110K	13	1	5	2	2	3							2		11	
>=\$115K	10		3	2	1	1	2	1					1	2	7	
>=\$120K	10		4	1	2	1	2						2	3	5	
>=\$125K	11	1	4	1	2	1	1		1				2	3	6	
>=\$130K	11		2	2	5	1	1						1	4	6	
>=\$135K	9		3	1	2	2		1							9	
>=\$140K	11		1	3	3	4								3	8	
>=\$145K	8				3	2	1		1	1				2	6	
>=\$150K	70		5	14	16	12	9	5	6	2	1		7	18	41	4
>=\$200K	54		1	8	5	11	9	8	7	4	1		8	12	34	
>=\$250K	62		1	1	10	7	12	15	9	5	2	1	4	20	38	
Total	403	23	86	65	63	50	42	31	26	12	5	8	41	83	275	4
Mean	171,327	77,192	104,260	131,676	168,147	209,308	215,404	246,673	292,292	257,400	260,605	103,338	156,938	196,391	165,774	180,450
Median	140,000	70,100	95,500	119,000	148,000	175,500	199,000	249,000	227,284	237,500	240,000	76,114	127,800	175,000	132,000	184,500
1st Decile	78,000	59,423	75,000	84,000	94,660	109,500	108,261	150,000	125,000	154,800	107,524	59,423	95,000	84,000	75,000	154,800
9th Decile	295,760	105,000	139,000	204,000	280,000	282,260	305,000	380,000	375,000	330,000	400,000	295,760	245,000	325,000	285,000	198,000



Section A Classified by age, sex, 2014 graduation and highest qualification

SECTION A / TABLE 3 : BENEFITS IN KIND FOR SALARIED EMPLOYEES

		Total	Age Band										Graduate 2014	Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bach	Non-grad
Company final salary/defined benefit pension	Total	9			2	3	2		2					6	3		
	%	2%			3%	5%	4%		6%					7%	1%		
Company money purchase pension	Total	13				3	1	4	1	1	3		1	4	8		
	%	3%				5%	2%	10%	3%	4%	25%		2%	5%	3%		
Non contributory pension	Total	1							1						1		
	%	0%							3%						0%		
Central Providence Fund (Singapore)	Total																
	%																
401k savings plan (US)	Total	1				1									1		
	%	0%				2%									0%		
Superannuation (Australia/NZ)	Total	362	22	84	59	54	45	37	27	21	9	4	8	39	70	249	4
	%	89%	96%	98%	89%	86%	90%	88%	87%	78%	75%	80%	100%	95%	84%	90%	100%
None	Total	19	1	2	5	2	2	1		5		1	1	3	15		
	%	5%	4%	2%	8%	3%	4%	2%		19%		20%	2%	4%	5%		
Medical and dental insurance	Total	44	1	11	7	6	7	4	3	2	3		1	1	10	33	
	%	11%	4%	13%	11%	10%	14%	10%	10%	7%	30%		13%	2%	12%	12%	
Car or car allowance	Total																
	%																
Company share scheme	Total	99	7	19	11	13	13	9	13	7	5	2	3	2	25	71	1
	%	25%	30%	23%	17%	21%	26%	22%	43%	26%	50%	40%	38%	5%	30%	26%	33%
Life insurance	Total	69	1	14	14	13	7	8	5	6	1		1	5	12	51	1
	%	17%	4%	17%	21%	21%	14%	20%	17%	22%	10%		13%	12%	15%	19%	33%
Loans	Total	1					1								1		
	%	0%					2%								0%		
IChemE membership fees	Total	258	14	63	39	44	29	26	17	18	6	2	6	20	54	182	2
	%	65%	61%	75%	59%	70%	58%	63%	57%	67%	60%	40%	75%	49%	66%	67%	67%
Other professional membership fees	Total	108	6	17	16	21	14	11	8	10	2	3	4	13	24	69	2
	%	27%	26%	20%	24%	33%	28%	27%	27%	37%	20%	60%	50%	32%	29%	25%	67%
Childcare	Total	2			2									1		1	
	%	1%			3%									2%		0%	
None	Total	87	6	16	17	13	9	10	8	6		2	1	13	17	57	
	%	22%	26%	19%	26%	21%	18%	24%	27%	22%		40%	13%	32%	21%	21%	
Other	Total	38	2	13	4	5	4	5	1	3	1		2	6	9	23	
	%	10%	9%	15%	6%	8%	8%	12%	3%	11%	10%		25%	15%	11%	8%	



Section A Classified by age, sex, 2014 graduation and highest qualification

SECTION A / TABLE 4 : SALARY OR SELF EMPLOYED EARNINGS BY GRADE AND SEX

		Total	Age Band										Graduate 2014	Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bach	Non-grad
Chartered Members	Total	179		10	28	30	25	23	22	24	13	4	2	24	47	106	1
	Median	190,000		120,000	155,000	176,000	180,000	212,000	240,000	234,567	245,000	277,750	197,880	167,500	190,000	200,000	181,000
	Mean	213,817		146,204	151,731	176,382	199,293	232,011	260,909	284,808	268,444	265,756	197,880	176,524	217,723	221,264	181,000
	1st Decile	105,000		88,300	92,000	100,000	120,000	118,000	150,000	148,000	145,000	107,524	100,000	98,000	120,000	107,524	181,000
	9th Decile	325,000		258,880	213,192	280,000	284,519	400,000	400,000	364,000	500,000	400,000	295,760	305,000	380,000	330,000	181,000
Non-Chartered Members	Total	241	24	78	41	34	27	19	10	4	3	1	6	17	42	179	3
	Median	110,000	70,100	94,983	100,358	135,000	162,350	170,000	249,000	190,000	188,000	240,000	67,898	110,000	130,000	105,000	188,000
	Mean	140,008	77,192	98,741	117,426	161,122	218,552	195,301	211,875	349,667	224,267	240,000	71,825	129,288	171,130	133,564	180,267
	1st Decile	71,500	59,423	74,000	80,000	86,000	109,000	100,000	80,000	109,000	154,800	240,000	59,423	80,000	73,800	70,000	154,800
	9th Decile	230,000	105,000	135,000	180,000	300,000	241,000	300,000	310,000	750,000	330,000	240,000	96,296	220,000	325,000	200,000	198,000
Male	Total	317	14	54	45	52	37	37	29	28	16	5	5	37	72	203	4
	Median	164,500	66,000	94,983	119,000	148,000	186,260	200,000	249,500	227,284	237,500	240,000	79,433	150,000	185,157	146,142	184,500
	Mean	185,109	73,377	101,970	133,078	170,207	228,751	224,586	249,888	292,292	257,400	260,605	122,198	162,531	204,698	182,783	180,450
	1st Decile	78,900	62,000	75,000	84,000	98,000	115,000	108,261	150,000	125,000	154,800	107,524	63,000	86,000	83,600	77,000	154,800
	9th Decile	304,000	104,500	127,000	200,000	256,000	284,519	400,000	380,000	375,000	330,000	400,000	295,760	250,000	350,000	303,000	198,000
Female	Total	103	10	34	24	12	15	5	3				3	4	17	82	
	Median	110,000	83,500	99,455	104,500	150,500	133,000	118,000	150,000				60,000	106,411	133,000	103,922	
	Mean	128,430	82,152	107,762	128,521	159,390	159,312	147,461	216,667				71,906	105,206	161,606	122,816	
	1st Decile	74,000	57,212	71,500	82,932	76,000	103,844	96,303	80,000				59,423	98,000	85,000	71,500	
	9th Decile	200,000	107,500	150,000	208,596	280,000	200,000	210,000	420,000				96,296	110,000	280,000	198,000	



Section A Classified by age, sex, 2014 graduation and highest qualification

SECTION A / TABLE 5 : SALARY OR SELF EMPLOYED EARNINGS BY LEVEL OF RESPONSIBILITY - HIGHEST QUALIFICATION

		Total	Age Band										Graduate 2014	Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bach	Non-grad
Doctorate	Total	41		2	7	11	5	6	4	2	2	2	2	41			
	Mean	156,938		87,717	118,674	132,431	138,564	171,377	232,500	102,500	280,000	277,750	89,717	156,938			
	Median	127,800		87,717	100,070	120,000	110,000	200,000	237,500	102,500	280,000	277,750	89,717	127,800			
	1st Decile	95,000		79,433	80,000	100,000	107,822	100,000	150,000	80,000	245,000	170,500	79,433	95,000			
	9th Decile	245,000		96,000	200,000	185,000	200,000	220,000	305,000	125,000	315,000	385,000	100,000	245,000			
Masters	Total	89	2	8	18	12	18	12	10	6	3		1		89		
	Mean	196,391	70,000	126,426	135,368	230,273	199,177	220,288	281,667	184,631	320,333		295,760		196,391		
	Median	175,000	70,000	83,800	135,000	240,000	177,500	140,500	250,000	185,157	251,000		295,760		175,000		
	1st Decile	84,000	70,000	73,800	84,000	130,000	120,000	118,000	150,000	160,000	210,000		295,760		84,000		
	9th Decile	325,000	70,000	295,760	205,000	325,000	284,519	412,000	420,000	218,000	500,000		295,760		325,000		
Bachelors	Total	285	22	78	44	41	29	23	18	19	8	3	5			285	
	Mean	165,774	77,519	102,362	132,290	161,061	227,095	225,098	232,326	349,468	245,000	249,175	70,303			165,774	
	Median	132,000	71,050	96,000	116,750	146,142	178,000	212,000	228,000	245,500	230,000	240,000	63,000			132,000	
	1st Decile	75,000	59,423	75,000	82,932	94,660	103,844	96,303	117,875	148,000	145,000	107,524	59,423			75,000	
	9th Decile	285,000	105,000	137,000	208,596	250,000	330,000	305,000	315,000	750,000	330,000	400,000	96,296			285,000	
Non-grad	Total	4						1		1	2						4
	Mean	180,450						198,000		181,000	171,400						180,450
	Median	184,500						198,000		181,000	171,400						184,500
	1st Decile	154,800						198,000		181,000	154,800						154,800
	9th Decile	198,000						198,000		181,000	188,000						198,000



Section A Classified by age, sex, 2014 graduation and highest qualification

SECTION A / TABLE 6 : SALARY OR SELF EMPLOYED EARNINGS BY LEVEL OF RESPONSIBILITY - CHARTERED MEMBERS OR FELLOWS

		Total	Age Band										Graduate 2014	Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bach	Non-grad
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	5							3	1	1			1	2	2	
	Mean	347,800							291,667	364,000	500,000			225,000	460,000	297,000	
	Median	364,000							230,000	364,000	500,000			225,000	460,000	297,000	
	1st Decile	225,000							225,000	364,000	500,000			225,000	420,000	230,000	
	9th Decile	500,000							420,000	364,000	500,000			225,000	500,000	364,000	
Senior manager/Director/Dean/Head of department	Total	25				2	4	6	2	8	2	1		5	5	15	
	Mean	330,769				255,000	326,880	222,063	370,000	419,071	283,000	385,000		266,000	239,380	376,730	
	Median	284,760				255,000	307,260	220,000	370,000	310,000	283,000	385,000		305,000	253,000	330,000	
	1st Decile	148,000				255,000	167,000	380	305,000	125,000	251,000	385,000		125,000	167,000	148,000	
	9th Decile	435,000				255,000	526,000	407,000	435,000	1,500,000	315,000	385,000		385,000	284,519	526,000	
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	66			8	14	11	12	10	8	2	1		6	23	36	1
	Mean	209,081			150,875	194,823	200,869	239,798	249,000	216,895	222,500	107,524		164,710	221,985	209,012	181,000
	Median	192,500			152,500	187,500	188,044	212,500	225,000	219,000	222,500	107,524		172,529	188,044	197,500	181,000
	1st Decile	126,000			92,000	115,400	175,000	167,000	143,500	156,000	145,000	107,524		115,400	126,000	137,000	181,000
	9th Decile	305,000			205,000	280,000	269,452	305,000	390,000	285,000	300,000	107,524		200,000	380,000	303,000	181,000
Senior engineer/Senior lecturer	Total	43		1	12	8	7	3	4	5	3			6	9	28	
	Mean	186,637		108,680	176,205	166,843	143,827	294,000	201,250	214,714	225,000			163,804	192,000	190,257	
	Median	186,000		108,680	165,000	173,000	137,569	300,000	200,000	223,928	220,000			167,500	195,000	191,000	
	1st Decile	105,911		108,680	119,000	62,406	75,000	182,000	150,000	170,000	210,000			95,000	150,000	104,000	
	9th Decile	252,500		108,680	215,000	250,000	240,000	400,000	255,000	241,000	245,000			245,000	240,000	274,000	
Engineer/Supervised team member/Lecturer	Total	22		9	7	3	1	2					1	3	5	14	
	Mean	131,234		150,373	112,356	121,000	140,000	122,152					295,760	120,000	166,672	120,985	
	Median	115,000		120,000	108,000	110,000	140,000	122,152					295,760	105,000	148,000	115,000	
	1st Decile	85,800		83,600	84,000	105,000	140,000	96,303					295,760	98,000	83,600	93,000	
	9th Decile	198,000		295,760	157,000	148,000	140,000	148,000					295,760	157,000	295,760	148,000	
Engineering technician	Total																
	Mean																
	Median																
	1st Decile																
	9th Decile																
Graduate in training/Engineer in training/Post doctoral	Total	1				1							1	1			
	Mean	100,000				100,000							100,000	100,000			
	Median	100,000				100,000							100,000	100,000			
	1st Decile	100,000				100,000							100,000	100,000			
	9th Decile	100,000				100,000							100,000	100,000			
Consultant	Total	11			1	1	2		3	1	2	1			3	8	
	Mean	219,414			165,000	146,142	131,500		276,667	160,000	230,000	400,000			148,333	249,877	
	Median	195,500			165,000	146,142	131,500		300,000	160,000	230,000	400,000			160,000	230,000	
	1st Decile	131,500			165,000	146,142	120,000		226,000	160,000	230,000	400,000			120,000	143,000	
	9th Decile	352,000			165,000	146,142	143,000		304,000	160,000	230,000	400,000			165,000	400,000	
Other	Total	3				1				1		1		2		1	
	Mean	146,389				188,666				80,000		170,500		125,250		188,666	
	Median	170,500				188,666				80,000		170,500		125,250		188,666	
	1st Decile	80,000				188,666				80,000		170,500		80,000		188,666	
	9th Decile	188,666				188,666				80,000		170,500		170,500		188,666	



Section A Classified by age, sex, 2014 graduation and highest qualification

SECTION A / TABLE 7 : SALARY OR SELF EMPLOYED EARNINGS BY LEVEL OF RESPONSIBILITY - ASSOCIATES

		Total	Age Band										Graduate 2014	Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bach	Non-grad
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	1								1						1	
	Mean	750,000								750,000						750,000	
	Median	750,000								750,000						750,000	
	1st Decile	750,000								750,000						750,000	
	9th Decile	750,000								750,000						750,000	
Senior manager/Director/Dean/Head of department	Total	2						2							1	1	
	Mean	447,500						447,500							700,000	195,000	
	Median	447,500						447,500							700,000	195,000	
	1st Decile	195,000						195,000							700,000	195,000	
	9th Decile	700,000						700,000							700,000	195,000	
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	40		2	3	10	12	9	3		1			3	9	27	1
	Mean	224,615		107,500	168,333	209,302	287,845	195,272	210,000		330,000			223,333	233,717	222,710	198,000
	Median	194,400		107,500	170,000	212,900	176,650	198,000	250,000		330,000			220,000	230,000	170,000	198,000
	1st Decile	101,922		85,000	105,000	65,110	103,844	122,500	80,000		330,000			200,000	122,500	85,000	198,000
	9th Decile	318,000		130,000	230,000	328,000	426,000	300,000	300,000		330,000			250,000	426,000	306,000	198,000
Senior engineer/Senior lecturer	Total	59		5	12	15	14	5	4	2	1	1		7	11	40	1
	Mean	142,158		120,473	130,124	138,409	159,159	120,652	155,958	149,500	154,800	240,000		123,677	157,182	141,299	154,800
	Median	140,000		102,000	140,000	135,000	159,760	108,261	150,000	149,500	154,800	240,000		110,000	144,350	140,000	154,800
	1st Decile	95,000		95,000	80,863	98,000	110,000	67,000	117,875	109,000	154,800	240,000		100,000	119,500	90,000	154,800
	9th Decile	200,000		178,366	180,000	185,000	215,000	195,000	200,000	190,000	154,800	240,000		185,000	216,500	200,000	154,800
Engineer/Supervised team member/Lecturer	Total	93	8	58	20	4	1	2					1	3	14	76	
	Mean	97,456	80,200	96,976	101,883	105,250		122,500					63,000	94,215	92,129	98,523	
	Median	94,983	70,050	94,966	100,000	106,500		122,500					63,000	96,000	89,124	95,000	
	1st Decile	70,800	52,000	75,000	66,000	66,000		118,000					63,000	86,000	70,000	71,500	
	9th Decile	127,000	127,000	127,000	130,000	130,000		127,000					63,000	100,645	125,000	130,000	
Engineering technician	Total	4	1	1	1	1							1		1	3	
	Mean	108,699	72,795	50,000	242,000	70,000							72,795		70,000	121,598	
	Median	71,398	72,795	50,000	242,000	70,000							72,795		70,000	72,795	
	1st Decile	50,000	72,795	50,000	242,000	70,000							72,795		70,000	50,000	
	9th Decile	242,000	72,795	50,000	242,000	70,000							72,795		70,000	242,000	
Graduate in training/Engineer in training/Post doctoral	Total	20	13	6	1								4	2	2	16	
	Mean	82,708	73,918	100,739	80,000								73,788	79,717	75,000	83,564	
	Median	75,000	69,000	80,717	80,000								69,717	79,717	75,000	72,250	
	1st Decile	59,423	59,423	68,000	80,000								59,423	79,433	75,000	59,423	
	9th Decile	123,000	96,800	177,000	80,000								96,296	80,000	75,000	123,000	
Consultant	Total	5	1		1	2			1							5	
	Mean	150,800	64,000		68,000	186,500			249,000							150,800	
	Median	132,000	64,000		68,000	186,500			249,000							132,000	
	1st Decile	64,000	64,000		68,000	132,000			249,000							64,000	
	9th Decile	249,000	64,000		68,000	241,000			249,000							249,000	
Other	Total	1				1									1		
	Mean	325,000				325,000									325,000		
	Median	325,000				325,000									325,000		
	1st Decile	325,000				325,000									325,000		
	9th Decile	325,000				325,000									325,000		



Section A Classified by age, sex, 2014 graduation and highest qualification

SECTION A / TABLE 8A: MEDIAN SALARY OR SELF EMPLOYED EARNINGS BY INDUSTRY SECTOR

		Total	Age Band										Graduate 2014	Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bach	Non-grad
Biochemical engineering	Total	2			1		1							1		1	
	Median \$	100,035			100,070		100,000							100,070		100,000	
Chemical and allied products	Total	18	1	3	3	3	3	1	1	2	1			2	4	12	
	Median \$	110,000	77,000	85,412	92,000	190,000	110,000	118,000	170,000	128,500	251,000			155,000	161,500	110,000	
Consultancy	Total	48	3	5	16	3	9	1	5	5	1		2	4	7	37	
	Median \$	132,500	63,000	91,000	109,000	168,000	178,000	167,000	230,000	340,000			61,500	131,500	140,000	119,000	
Consumer products	Total																
	Median \$																
Contracting	Total	7		1		1	1	1		3					1	6	
	Median \$	195,000		78,900		76,000	206,000	195,000		234,567					185,157	200,500	
Education/Universities	Total	12		2	3	1	2	2		1		1	1	9	1	2	
	Median \$	108,261		87,717	97,823	120,000	115,000	154,131		125,000		107,524	79,433	108,261	120,000	107,524	
Finance, insurance and risk	Total	1					1									1	
	Median \$	143,000					143,000									143,000	
Food and drink	Total	9	2	3	1		1			1	1				3	6	
	Median \$	85,000	62,500	78,000	105,000		126,000			170,000	230,000				126,000	81,500	
Health, safety and environment	Total	7			1	1		1	3			1			1	6	
	Median \$	200,000			100,000	140,000		67,000	226,000			400,000			250,000	170,000	
Industrial gases	Total	17		6	1	4	3	1	1	1					3	14	
	Median \$	130,000		86,000	155,000	137,500	140,000	170,000	150,000	206,856					150,000	114,422	
Iron, steel and other metals	Total	6	1	1		1	1	1	1				1	1		5	
	Median \$	138,900	59,423	83,000		127,800	1,420,000	195,000	150,000				59,423	127,800		150,000	
Mining and minerals	Total	22	3	4	2	2	3	1	3	3		1	1	3	3	15	1
	Median \$	179,183	70,100	126,000	114,000	240,000	200,000	198,000	300,000	750,000		385,000	96,296	305,000	241,000	130,000	198,000
Oil and gas exploration and production	Total	151	5	33	23	30	17	19	12	6	5	1	1	11	37	102	1
	Median \$	180,000	96,800	118,000	155,280	186,833	215,000	279,000	310,000	241,000	300,000	240,000	100,000	200,000	226,000	153,000	181,000
Oil refining	Total	44	3	16	9	3	2	6	3	2			2	2	5	37	
	Median \$	150,000	90,000	96,500	185,000	185,000	173,200	208,500	200,000	215,000			184,278	171,000	190,000	122,365	



Section A Classified by age, sex, 2014 graduation and highest qualification

SECTION A / TABLE 8B : MEDIAN SALARY OR SELF EMPLOYED EARNINGS BY INDUSTRY SECTOR

Cont'd

	Total	Age Band										Graduate 2014	Highest Qualification			
		Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bach	Non-grad
Paper and packaging	Total	3	1				1			1				1	1	1
	Median \$	127,000	52,000				127,000			188,000				127,000	52,000	188,000
Petrochemicals	Total	7	1	2		2	1			1				3	4	
	Median \$	133,000	127,000	86,000		142,500	133,000			210,000				133,000	133,500	
Pharmaceuticals and personal care products	Total	6		1	1	1	1	1		1				1	5	
	Median \$	123,938		96,000	130,000	115,000	195,000	117,875		145,000				96,000	130,000	
Plastics	Total	3			1	1				1				1	1	1
	Median \$	110,000			110,000	109,000				154,800				109,000	110,000	154,800
Power generation & fossil fuels	Total	3	1		1			1					1		2	
	Median \$	132,480	81,000		132,480			137,000					132,480		109,000	
Power generation & nuclear decommissioning	Total															
	Median \$															
Power generation & nuclear generation	Total															
	Median \$															
Power generation & renewables	Total	2			1		1							1	1	
	Median \$	163,071			146,142		180,000							180,000	146,142	
Process plant and equipment	Total	12	2	4	1	1	2		1	1			1	4	7	
	Median \$	101,250	64,000	75,900	256,000	153,300	123,725			315,000			315,000	122,500	79,000	
Waste management	Total	4			2	1					1		1	2	1	
	Median \$	138,350			101,000	144,700					170,500		170,500	107,350	132,000	
Water	Total	31	2	9	6	7	2	2	1	2			5	9	17	
	Median \$	96,500	64,000	77,125	87,062	135,000	137,411	133,500	250,000	158,000			100,000	130,000	93,100	
Other	Total															
	Median \$															



Section A Classified by age, sex, 2014 graduation and highest qualification

SECTION A / TABLE 9: MEDIAN SALARY OR SELF EMPLOYED EARNINGS BY TYPE OF WORK

		Total	Age Band										Graduate 2014	Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bach	Non-grad
Design	Total	171	7	36	36	29	18	21	10	12	1	1	2	15	31	123	2
	Median \$	146,142	67,550	95,000	119,000	148,000	194,295	198,000	252,500	240,000	245,000	170,500	61,500	185,000	142,000	142,636	189,500
Research and development	Total	14	1	1	3	4	1		1	2		1	1	8	2	4	
	Median \$	123,900	65,000	79,433	96,000	130,140	100,000		150,000	859,000		385,000	79,433	123,900	205,000	98,000	
Manufacture and production	Total	90	11	29	12	10	13	8	4	2	1		3	3	17	70	
	Median \$	127,000	90,000	94,983	185,000	157,500	145,000	208,500	185,000	128,500	210,000		96,296	110,000	180,000	110,000	
Project management/general administration/management services	Total	50	1	7	8	10	5	4	7	4	3	1		4	14	32	
	Median \$	190,800	66,000	93,000	108,000	175,400	184,475	242,500	341,500	304,784	251,000	240,000		157,700	241,000	180,238	
Construction and installation	Total	4		1	1		1				1					3	1
	Median \$	116,500		123,000	105,000		110,000				188,000					110,000	188,000
Operations	Total																
	Median \$																
Business systems/IT and software	Total																
	Median \$																
Marketing and sales	Total	3									3			1	1		1
	Median \$	315,000									315,000			315,000	500,000		154,800
Finance/Financial services/Procurement and supply	Total	5		1	2		2								2	3	
	Median \$	128,865		114,730	100,000		155,000								133,500	128,865	
Asset management	Total	20	2	7		3	3	2	2	1					5	15	
	Median \$	138,500	90,000	120,000		235,000	426,000	301,000	218,500	160,000					160,000	137,000	
Education and training	Total	9		1	1	1	2	2		1		1		7	1	1	
	Median \$	110,000		96,000	100,070	120,000	115,000	154,131		125,000		107,524		110,000	120,000	107,524	
Process safety/Safety health and environment	Total	42	2	4	5	5	6	4	7	5	3	1	2	3	12	27	
	Median \$	163,270	68,398	89,500	109,000	163,270	190,000	171,500	200,000	241,000	222,500	400,000	86,398	100,000	219,000	137,500	
Regulations/Regulatory compliance	Total	7		1	1	1	1	1	1		1				2	5	
	Median \$	115,000		90,000	54,000	140,000	115,000	96,303	420,000		230,000				237,000	115,000	
Other	Total																
	Median \$																

Section B



Classified by membership grade, class of employment and level of responsibility





Section B Classified by membership grade, class of employment and level of responsibility

SECTION B / TABLE 1 : EMPLOYMENT STATUS

		Total	Member Grade			Level of Responsibility									Gender	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Total	Total	415	175	225	15	6	26	108	105	120	5	24	17	4	312	103
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Full time	Total	395	164	217	14	5	26	100	98	117	5	23	17	4	304	91
	%	95%	94%	96%	93%	83%	100%	93%	93%	98%	100%	96%	100%	100%	97%	88%
Part time	Total	20	11	8	1	1		8	7	3		1			8	12
	%	5%	6%	4%	7%	17%		7%	7%	3%		4%			3%	12%



Section B Classified by membership grade, class of employment and level of responsibility

SECTION B / TABLE 2 : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS

	Total	Member Grade			Level of Responsibility									Gender	
		Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Total	403	171	219	13	6	26	108	100	116	4	23	16	4	305	98
<\$16K	2	1	1			1	1							2	
>=\$50K	3		3						2	1				3	
>=\$55K	2		2								2				2
>=\$60K	6	1	5					1	2		2	1		3	3
>=\$65K	7		7					1	2		3	1		6	1
>=\$70K	11		10	1					6	2	3			7	4
>=\$75K	16	2	12	2			1	1	10		4			12	4
>=\$80K	14	3	11				1	2	8		2		1	7	7
>=\$85K	11	1	10				1		10					5	6
>=\$90K	13	2	11				1	2	10					9	4
>=\$95K	16	5	11				1	3	10		2			8	8
>=\$100K	19	2	15	2			2	4	12		1			15	4
>=\$105K	14	6	8				2	7	4		1			9	5
>=\$110K	13	1	11	1				5	7		1			8	5
>=\$115K	10	3	7				2	3	5					7	3
>=\$120K	10	3	6	1			2	2	4		1	1		6	4
>=\$125K	11	4	7			1	2	1	7					8	3
>=\$130K	11	1	10				4	3	3			1		9	2
>=\$135K	9	4	4	1			2	4	3					7	2
>=\$140K	11	4	6	1			1	7	2			1		4	7
>=\$145K	8	5	3			1	2	2	2			1		7	1
>=\$150K	70	41	28	1		2	32	26	5		1	2	2	57	13
>=\$200K	54	36	17	1	2	4	21	20	1	1		5		49	5
>=\$250K	62	46	14	2	4	17	30	6	1			3	1	57	5
Total	403	171	219	13	6	26	108	100	116	4	23	16	4	305	98
Mean	171,327	213,817	139,675	145,607	414,833	339,749	215,574	160,785	104,088	108,699	83,925	197,384	191,042	185,109	128,430
Median	140,000	190,000	110,000	120,000	392,000	284,760	192,900	150,000	97,000	71,398	77,000	187,500	179,583	164,500	110,000
1st Decile	78,000	105,000	70,100	78,000	225,000	148,000	115,400	99,000	74,000	50,000	60,000	68,000	80,000	78,900	74,000
9th Decile	295,760	325,000	230,000	250,000	750,000	526,000	306,000	240,500	139,000	242,000	110,000	304,000	325,000	304,000	200,000



Section B Classified by membership grade, class of employment and level of responsibility

SECTION B / TABLE 3 : BENEFITS IN KIND FOR SALARIED EMPLOYEES

	Total	Member Grade			Level of Responsibility									Gender	
		Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Company final salary/defined benefit pension	Total	9	6	3		2	5		1			1		7	2
	%	2.2%	3.5%	1.4%		7.7%	4.6%		0.9%			6.3%		2.3%	2.0%
Company money purchase pension	Total	13	11	2		5	5	2					1	12	1
	%	3.2%	6.4%	0.9%		19.2%	4.6%	2.0%					25.0%	3.9%	1.0%
Non contributory pension	Total	1	1				1							1	
	%	0.2%	0.6%				0.9%							0.3%	
Central Providence Fund (Singapore)	Total														
	%														
401k savings plan (US)	Total	1		1			1								1
	%	.2%		0.5%			.9%								1.0%
Superannuation (Australia/NZ)	Total	362	146	202	5	17	95	93	109	4	23	13	3	271	91
	%	89.4%	84.9%	92.2%	83.3%	65.4%	88.0%	92.1%	93.2%	100.0%	100.0%	81.3%	75.0%	88.6%	91.9%
None	Total	19	8	11	1	2	1	6	7			2		15	4
	%	4.7%	4.7%	5.0%	16.7%	7.7%	0.9%	5.9%	6.0%			12.5%		4.9%	4.0%
Medical and dental insurance	Total	44	19	23	2	4	10	11	14		1	1	1	28	16
	%	11.0%	11.2%	10.6%	33.3%	15.4%	9.5%	10.9%	12.1%		4.3%	6.7%	25.0%	9.3%	16.2%
Car or car allowance	Total														
	%														
Company share scheme	Total	99	43	52	3	12	31	23	20	1	7		2	74	25
	%	24.8%	25.3%	24.1%	50.0%	46.2%	29.5%	22.8%	17.2%	33.3%	30.4%		50.0%	24.7%	25.3%
Life insurance	Total	69	28	41	1	4	22	14	21		1	5	1	58	11
	%	17.3%	16.5%	19.0%	16.7%	15.4%	21.0%	13.9%	18.1%		4.3%	33.3%	25.0%	19.3%	11.1%
Loans	Total	1	1					1						1	
	%	0.3%	0.6%					1.0%						0.3%	
IChemE membership fees	Total	258	121	133	4	20	70	58	76	2	15	10	3	199	59
	%	64.7%	71.2%	61.6%	30.8%	76.9%	66.7%	57.4%	65.5%	66.7%	65.2%	66.7%	75.0%	66.3%	59.6%
Other professional membership fees	Total	108	56	50	2	11	28	30	23	1	8	3	3	85	23
	%	27.1%	32.9%	23.1%	15.4%	42.3%	26.7%	29.7%	19.8%	33.3%	34.8%	20.0%	75.0%	28.3%	23.2%
Childcare	Total	2		2				1			1			2	
	%	0.5%		0.9%				1.0%			4.3%			0.7%	
None	Total	87	28	55	2	1	22	30	23	1	4	4		65	22
	%	21.8%	16.5%	25.5%	33.3%	3.8%	21.0%	29.7%	19.8%	33.3%	17.4%	26.7%		21.7%	22.2%
Other	Total	38	16	21	1	5	3	7	21	1	1			32	6
	%	9.5%	9.4%	9.7%	7.7%	19.2%	2.9%	6.9%	18.1%	33.3%	4.3%			10.7%	6.1%



Section B Classified by membership grade, class of employment and level of responsibility

SECTION B / TABLE 4 : SALARY OR SELF EMPLOYED EARNINGS BY GRADE AND SEX

		Total	Member Grade			Level of Responsibility									Gender	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Chartered Members	Total	179	179			5	25	66	43	22		1	11	3	148	31
	Mean	213,817	213,817			347,800	330,769	209,081	186,637	131,234		100,000	219,414	146,389	223,429	168,645
	Median	190,000	190,000			364,000	284,760	192,500	186,000	115,000		100,000	195,500	170,500	200,000	146,500
	1st Decile	105,000	105,000			225,000	148,000	126,000	105,911	85,800		100,000	131,500	80,000	110,000	80,900
	9th Decile	325,000	325,000			500,000	435,000	305,000	252,500	198,000		100,000	352,000	188,666	330,000	277,000
Non-Chartered Members	Total	241		226	15	1	2	42	62	98	5	23	6	1	169	72
	Mean	140,008		139,675	145,607	750,000	447,500	225,777	143,550	97,735	108,699	83,194	160,667	325,000	152,164	110,689
	Median	110,000		110,000	120,000	750,000	447,500	194,400	140,000	95,000	71,398	76,000	171,000	325,000	117,938	100,955
	1st Decile	71,500		70,100	78,000	750,000	195,000	103,844	96,500	71,500	50,000	60,000	64,000	325,000	70,100	71,500
	9th Decile	230,000		230,000	250,000	750,000	700,000	310,000	200,000	127,000	242,000	110,000	249,000	325,000	242,000	150,000
Male	Total	317	148	160	9	5	26	92	81	74	5	12	14	4	317	
	Mean	185,109	223,429	151,878	157,759	413,800	332,299	224,520	166,739	104,102	108,699	85,176	206,549	191,042	185,109	
	Median	164,500	200,000	116,438	128,500	364,000	284,519	200,000	164,750	100,000	71,398	78,000	226,000	179,583	164,500	
	1st Decile	78,900	110,000	70,000	78,000	225,000	148,000	124,950	100,000	70,100	50,000	65,000	68,000	80,000	78,900	
	9th Decile	304,000	330,000	241,000	310,000	750,000	435,000	310,000	241,000	140,000	242,000	100,000	304,000	325,000	304,000	
Female	Total	103	31	66	6	1	1	16	24	46		12	3			103
	Mean	128,430	168,645	109,460	126,165	420,000	526,000	164,132	139,678	104,066		82,779	157,667			128,430
	Median	110,000	146,500	97,000	110,000	420,000	526,000	155,000	140,000	97,000		74,500	143,000			110,000
	1st Decile	74,000	80,900	72,000	70,823	420,000	526,000	80,000	80,000	80,000		59,423	120,000			74,000
	9th Decile	200,000	277,000	150,000	210,000	420,000	526,000	280,000	200,000	135,000		110,000	210,000			200,000



Section B Classified by membership grade, class of employment and level of responsibility

SECTION B / TABLE 5 : SALARY OR SELF EMPLOYED EARNINGS BY LEVEL OF RESPONSIBILITY - HIGHEST QUALIFICATION

		Total	Member Grade			Level of Responsibility									Gender	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Doctorate	Total	41	24	15	2	1	5	9	14	7		3		2	37	4
	Mean	156,938	176,524	131,855	110,035	225,000	266,000	184,251	140,612	106,102		86,478		125,250	162,531	105,206
	Median	127,800	167,500	110,000	110,035	225,000	305,000	200,000	120,000	100,070		80,000		125,250	150,000	106,411
	1st Decile	95,000	98,000	80,000	100,070	225,000	125,000	115,400	100,000	86,000		79,433		80,000	86,000	98,000
	9th Decile	245,000	305,000	220,000	120,000	225,000	385,000	250,000	200,000	157,000		100,000		170,500	250,000	110,000
Masters	Total	89	47	40	2	2	6	32	21	19	1	2	4	1	72	17
	Mean	196,391	217,723	167,860	230,000	460,000	331,504	225,284	176,727	112,835	70,000	75,000	163,750	325,000	204,698	161,606
	Median	175,000	190,000	128,500	230,000	460,000	255,000	196,522	176,000	91,812	70,000	75,000	162,500	325,000	185,157	133,000
	1st Decile	84,000	120,000	73,800	210,000	420,000	167,000	124,950	130,000	70,000	70,000	75,000	120,000	325,000	83,600	85,000
	9th Decile	325,000	380,000	325,000	250,000	500,000	700,000	380,000	241,000	222,000	70,000	75,000	210,000	325,000	350,000	280,000
Bachelors	Total	285	106	169	10	3	16	64	69	94	4	19	13	1	203	82
	Mean	165,774	221,264	133,827	128,103	448,000	365,372	216,369	160,566	102,203	121,598	83,992	208,595	188,666	182,783	122,816
	Median	132,000	200,000	105,000	105,000	364,000	307,500	190,400	150,000	97,000	72,795	72,500	228,000	188,666	146,142	103,922
	1st Decile	75,000	107,524	68,000	70,823	230,000	148,000	103,844	94,660	75,000	50,000	59,423	68,000	188,666	77,000	71,500
	9th Decile	285,000	330,000	200,000	310,000	750,000	526,000	305,000	241,000	135,000	242,000	123,000	304,000	188,666	303,000	198,000
Non-grad	Total	4	1	2	1			3	1						4	
	Mean	180,450	181,000	176,400	188,000			189,000	154,800						180,450	
	Median	184,500	181,000	176,400	188,000			188,000	154,800						184,500	
	1st Decile	154,800	181,000	154,800	188,000			181,000	154,800						154,800	
	9th Decile	198,000	181,000	198,000	188,000			198,000	154,800						198,000	



Section B Classified by membership grade, class of employment and level of responsibility

SECTION B / TABLE 6 : SALARY OR SELF EMPLOYED EARNINGS BY LEVEL OF RESPONSIBILITY - CHARTERED MEMBERS OR FELLOWS

		Total	Member Grade			Level of Responsibility									Gender	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	5	5			5									4	1
	Mean	347,800	347,800			347,800									329,750	420,000
	Median	364,000	364,000			364,000									297,000	420,000
	1st Decile	225,000	225,000			225,000									225,000	420,000
	9th Decile	500,000	500,000			500,000									500,000	420,000
Senior manager/Director/Dean/Head of department	Total	25	25				25								24	1
	Mean	330,769	330,769				330,769								322,281	526,000
	Median	284,760	284,760				284,760								284,519	526,000
	1st Decile	148,000	148,000				148,000								148,000	526,000
	9th Decile	435,000	435,000				435,000								407,000	526,000
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	66	66					66							55	11
	Mean	209,081	209,081					209,081							217,129	168,843
	Median	192,500	192,500					192,500							200,000	163,270
	1st Decile	126,000	126,000					126,000							130,000	118,000
	9th Decile	305,000	305,000					305,000							305,000	205,000
Senior engineer/Senior lecturer	Total	43	43						43						34	9
	Mean	186,637	186,637						186,637						196,735	146,248
	Median	186,000	186,000						186,000						200,000	132,691
	1st Decile	105,911	105,911						105,911						135,000	62,406
	9th Decile	252,500	252,500						252,500						250,000	274,000
Engineer/Supervised team member/Lecturer	Total	22	22							22					15	7
	Mean	131,234	131,234							131,234					137,603	117,586
	Median	115,000	115,000							115,000					125,000	105,000
	1st Decile	85,800	85,800							85,800					84,000	85,800
	9th Decile	198,000	198,000							198,000					222,000	198,000
Engineering technician	Total															
	Mean															
	Median															
	1st Decile															
	9th Decile															
Graduate in training/Engineer in training/Post doctoral	Total	1	1									1			1	
	Mean	100,000	100,000									100,000			100,000	
	Median	100,000	100,000									100,000			100,000	
	1st Decile	100,000	100,000									100,000			100,000	
	9th Decile	100,000	100,000									100,000			100,000	
Consultant	Total	11	11										11		9	2
	Mean	219,414	219,414										219,414		241,393	131,500
	Median	195,500	195,500										195,500		228,000	131,500
	1st Decile	131,500	131,500										131,500		146,142	120,000
	9th Decile	352,000	352,000										352,000		400,000	143,000
Other	Total	3	3											3	3	
	Mean	146,389	146,389											146,389	146,389	
	Median	170,500	170,500											170,500	170,500	
	1st Decile	80,000	80,000											80,000	80,000	
	9th Decile	188,666	188,666											188,666	188,666	



Section B Classified by membership grade, class of employment and level of responsibility

SECTION B / TABLE 7 : SALARY OR SELF EMPLOYED EARNINGS BY LEVEL OF RESPONSIBILITY - ASSOCIATES

		Total	Member Grade			Level of Responsibility									Gender	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	1		1		1									1	
	Mean	750,000		750,000		750,000									750,000	
	Median	750,000		750,000		750,000									750,000	
	1st Decile	750,000		750,000		750,000									750,000	
	9th Decile	750,000		750,000		750,000									750,000	
Senior manager/Director/Dean/Head of department	Total	2		2			2								2	
	Mean	447,500		447,500			447,500								447,500	
	Median	447,500		447,500			447,500								447,500	
	1st Decile	195,000		195,000			195,000								195,000	
	9th Decile	700,000		700,000			700,000								700,000	
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	40		40				40							35	5
	Mean	224,615		224,615				224,615							234,736	153,769
	Median	194,400		194,400				194,400							200,000	140,000
	1st Decile	101,922		101,922				101,922							105,000	80,000
	9th Decile	318,000		318,000				318,000							330,000	300,000
Senior engineer/Senior lecturer	Total	59		59					59						45	14
	Mean	142,158		142,158					142,158						144,093	135,610
	Median	140,000		140,000					140,000						134,000	140,000
	1st Decile	95,000		95,000					95,000						98,000	80,863
	9th Decile	200,000		200,000					200,000						200,000	180,000
Engineer/Supervised team member/Lecturer	Total	93		93						93					56	37
	Mean	97,456		97,456						97,456					94,897	101,478
	Median	94,983		94,983						94,983					94,966	95,000
	1st Decile	70,800		70,800						70,800					70,000	75,000
	9th Decile	127,000		127,000						127,000					127,000	135,000
Engineering technician	Total	4		4							4				4	
	Mean	108,699		108,699							108,699				108,699	
	Median	71,398		71,398							71,398				71,398	
	1st Decile	50,000		50,000							50,000				50,000	
	9th Decile	242,000		242,000							242,000				242,000	
Graduate in training/Engineer in training/Post doctoral	Total	20		20								20			10	10
	Mean	82,708		82,708								82,708			84,326	81,252
	Median	75,000		75,000								75,000			75,000	74,500
	1st Decile	59,423		59,423								59,423			62,000	57,212
	9th Decile	123,000		123,000								123,000			177,000	114,000
Consultant	Total	5		5									5		5	
	Mean	150,800		150,800									150,800		150,800	
	Median	132,000		132,000									132,000		132,000	
	1st Decile	64,000		64,000									64,000		64,000	
	9th Decile	249,000		249,000									249,000		249,000	
Other	Total	1		1										1	1	
	Mean	325,000		325,000										325,000	325,000	
	Median	325,000		325,000										325,000	325,000	
	1st Decile	325,000		325,000										325,000	325,000	
	9th Decile	325,000		325,000										325,000	325,000	



Section B Classified by membership grade, class of employment and level of responsibility

SECTION B / TABLE 8A : MEDIAN SALARY OR SELF EMPLOYED EARNINGS BY INDUSTRY SECTOR

	Total	Member Grade				Level of Responsibility								Gender	
		Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Biochemical engineering	Total	2	1	1			1		1					2	
	Mean	100,035	100,000	100,070			100,000		100,070					100,035	
	Median	100,035	100,000	100,070			100,000		100,070					100,035	
	1st Decile	100,000	100,000	100,070			100,000		100,070					100,000	
	9th Decile	100,070	100,000	100,070			100,000		100,070					100,070	
Chemical and allied products	Total	18	10	2		2	6	3	4	1	2			14	4
	Mean	140,048	162,667	133,400		199,500	182,000	109,667	103,250		73,912			156,154	87,706
	Median	110,000	159,000	110,000		199,500	195,000	110,000	105,000		73,912			148,000	81,000
	1st Decile	77,000	92,000	81,000		148,000	92,000	109,000	85,000		70,823			100,000	70,823
	9th Decile	235,000	251,000	217,500		251,000	235,000	110,000	118,000		77,000			235,000	118,000
Consultancy	Total	48	22	26	2	3	9	13	15		2	3	1	35	13
	Mean	150,436	185,598	120,900	297,000	323,333	177,007	144,962	97,464		62,500	154,500	80,000	167,419	102,317
	Median	132,500	165,000	105,000	297,000	340,000	184,475	136,000	93,500		62,500	154,500	80,000	156,500	90,000
	1st Decile	68,000	85,800	63,000	230,000	280,000	80,000	90,000	63,000		60,000	80,000	80,000	68,000	75,000
	9th Decile	255,000	340,000	200,000	364,000	350,000	250,000	200,000	144,692		65,000	241,000	80,000	280,000	140,000
Consumer products	Total														
	Mean														
	Median														
	1st Decile														
	9th Decile														
Contracting	Total	7	5	2		2	4		1					5	2
	Mean	192,946	213,145	142,450		304,784	165,539		78,900					215,925	135,500
	Median	195,000	195,000	142,450		304,784	190,079		78,900					206,000	135,500
	1st Decile	76,000	76,000	78,900		234,567	76,000		78,900					78,900	76,000
	9th Decile	375,000	375,000	206,000		375,000	206,000		78,900					375,000	195,000
Education/Universities	Total	12	5	6	1	2	1	4	3		1	1		9	3
	Mean	114,715	129,505	102,390		162,500	107,524	108,315	98,323		79,433	120,000		114,651	115,000
	Median	108,261	120,000	104,453		162,500	107,524	109,131	98,323		79,433	120,000		107,524	115,000
	1st Decile	95,000	95,000	79,433		125,000	107,524	95,000	96,000		79,433	120,000		79,433	110,000
	9th Decile	125,000	200,000	120,000		200,000	107,524	120,000	100,645		79,433	120,000		200,000	120,000
Finance, insurance and risk	Total	1	1									1			1
	Mean	143,000	143,000									143,000			143,000
	Median	143,000	143,000									143,000			143,000
	1st Decile	143,000	143,000									143,000			143,000
	9th Decile	143,000	143,000									143,000			143,000
Food and drink	Total	9	3	6			3	1	3		1	1		7	2
	Mean	110,778	175,333	78,500			105,333	170,000	75,333		55,000	230,000		116,571	90,500
	Median	85,000	170,000	78,000			105,000	170,000	78,000		55,000	230,000		85,000	90,500
	1st Decile	55,000	126,000	55,000			85,000	170,000	70,000		55,000	230,000		70,000	55,000
	9th Decile	230,000	230,000	105,000			126,000	170,000	78,000		55,000	230,000		230,000	126,000



Section B Classified by membership grade, class of employment and level of responsibility

SECTION B / TABLE 8B : MEDIAN SALARY OR SELF EMPLOYED EARNINGS BY INDUSTRY SECTOR

Con'td

		Total	Member Grade			Level of Responsibility									Gender	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Health, safety and environment	Total	7	3	2	2			1	3	1			2		5	2
	Mean	197,571	275,333	103,500	175,000			200,000	152,333	100,000			313,000		228,600	120,000
	Median	200,000	226,000	103,500	175,000			200,000	140,000	100,000			313,000		226,000	120,000
	1st Decile	67,000	200,000	67,000	100,000			200,000	67,000	100,000			226,000		67,000	100,000
	9th Decile	400,000	400,000	140,000	250,000			200,000	250,000	100,000			400,000		400,000	140,000
Industrial gases	Total	17	7	10			1	4	5	7					13	4
	Mean	135,699	178,768	105,550			284,519	154,711	145,303	96,714					149,849	89,711
	Median	130,000	155,000	92,330			284,519	162,500	145,000	87,000					145,000	87,500
	1st Decile	80,000	125,000	75,000			284,519	103,844	94,660	70,000					87,000	80,000
	9th Decile	206,856	284,519	157,500			284,519	190,000	206,856	140,000					206,856	103,844
Iron, steel and other metals	Total	6	1	5				2	2	1		1			3	3
	Mean	339,204	127,800	381,485				773,900	172,500	83,000		59,423			580,933	97,474
	Median	138,900	127,800	150,000				773,900	172,500	83,000		59,423			195,000	83,000
	1st Decile	59,423	127,800	59,423				127,800	150,000	83,000		59,423			127,800	59,423
	9th Decile	1,420,000	127,800	1,420,000				1,420,000	195,000	83,000		59,423			1,420,000	150,000
Mining and minerals	Total	22	8	12	2	1	3	6	2	8		1	1		19	3
	Mean	267,080	393,250	209,480	108,000	750,000	730,000	216,000	209,683	103,013		96,296	300,000		288,742	129,887
	Median	179,183	259,000	154,183	108,000	750,000	385,000	199,000	209,683	111,500		96,296	300,000		198,000	115,000
	1st Decile	79,000	108,000	70,100	79,000	750,000	305,000	150,000	178,366	65,000		96,296	300,000		70,100	96,296
	9th Decile	385,000	1,500,000	350,000	137,000	750,000	1,500,000	350,000	241,000	137,000		96,296	300,000		750,000	178,366
Oil and gas exploration and production	Total	151	74	72	5	3	7	44	43	40	1	8	3	2	108	43
	Mean	199,609	241,302	157,066	178,000	381,667	419,714	253,364	184,835	113,518	242,000	107,038	226,333	256,833	217,213	154,098
	Median	180,000	225,000	127,000	140,000	420,000	407,000	259,726	178,000	110,000	242,000	102,500	210,000	256,833	200,000	127,000
	1st Decile	96,000	120,000	74,000	110,000	225,000	255,000	175,000	104,500	74,000	242,000	72,000	165,000	188,666	100,000	80,000
	9th Decile	325,000	400,000	300,000	310,000	500,000	700,000	330,000	247,500	150,000	242,000	177,000	304,000	325,000	330,000	274,000
Oil refining	Total	44	18	26			3	7	13	17	1	2	1		33	11
	Mean	150,180	180,966	130,050			146,793	206,286	172,307	119,227	72,795	78,500	249,000		159,318	120,024
	Median	150,000	200,000	103,205			212,000	204,000	187,500	97,000	72,795	78,500	249,000		175,000	99,455
	1st Decile	82,000	62,406	82,000			380	130,000	108,680	90,000	72,795	75,000	249,000		82,000	76,203
	9th Decile	228,000	295,760	200,000			228,000	305,000	213,192	180,000	72,795	82,000	249,000		240,000	208,596
Paper and packaging	Total	3		2	1			1		2					3	
	Mean	122,333		89,500	188,000			188,000		89,500					122,333	
	Median	127,000		89,500	188,000			188,000		89,500					127,000	
	1st Decile	52,000		52,000	188,000			188,000		52,000					52,000	
	9th Decile	188,000		127,000	188,000			188,000		127,000					188,000	
Petrochemicals	Total	7	2	5				2	2	3					4	3
	Mean	132,429	147,000	126,600				142,500	171,500	99,667					138,500	124,333
	Median	133,000	147,000	133,000				142,500	171,500	88,000					130,000	140,000
	1st Decile	84,000	84,000	88,000				140,000	133,000	84,000					84,000	88,000
	9th Decile	210,000	210,000	145,000				145,000	210,000	127,000					210,000	145,000



Section B Classified by membership grade, class of employment and level of responsibility

SECTION B / TABLE 8C : MEDIAN SALARY OR SELF EMPLOYED EARNINGS BY INDUSTRY SECTOR

Cont'd

		Total	Member Grade			Level of Responsibility									Gender	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Pharmaceuticals and personal care products	Total	6	2	4			1	3	2						6	
	Mean	133,146	120,500	139,469			195,000	123,667	116,438						133,146	
	Median	123,938	120,500	123,938			195,000	130,000	116,438						123,938	
	1st Decile	96,000	96,000	115,000			195,000	96,000	115,000						96,000	
	9th Decile	195,000	145,000	195,000			195,000	145,000	117,875						195,000	
Plastics	Total	3		3					3						2	1
	Mean	124,600		124,600					124,600						132,400	109,000
	Median	110,000		110,000					110,000						132,400	109,000
	1st Decile	109,000		109,000					109,000						110,000	109,000
	9th Decile	154,800		154,800					154,800						154,800	109,000
Power generation & fossil fuels	Total	3	1	2				1		1					3	
	Mean	116,827	137,000	106,740				137,000	132,480	81,000					116,827	
	Median	132,480	137,000	106,740				137,000	132,480	81,000					132,480	
	1st Decile	81,000	137,000	81,000				137,000	132,480	81,000					81,000	
	9th Decile	137,000	137,000	132,480				137,000	132,480	81,000					137,000	
Power generation & nuclear decommissioning	Total															
	Mean															
	Median															
	1st Decile															
	9th Decile															
Power generation & nuclear generation	Total															
	Mean															
	Median															
	1st Decile															
	9th Decile															
Power generation & renewables	Total	2	2					1					1		2	
	Mean	163,071	163,071					180,000					146,142		163,071	
	Median	163,071	163,071					180,000					146,142		163,071	
	1st Decile	146,142	146,142					180,000					146,142		146,142	
	9th Decile	180,000	180,000					180,000					146,142		180,000	
Process plant and equipment	Total	12	2	9	1		1	4	1	2		3	1		11	1
	Mean	133,555	315,000	117,819	78,000		315,000	164,188		76,900		73,000	64,000		140,839	68,000
	Median	101,250	315,000	101,250	78,000		315,000	139,125		76,900		73,000	64,000		122,500	68,000
	1st Decile	66,000	315,000	64,000	78,000		315,000	122,500		73,800		68,000	64,000		64,000	68,000
	9th Decile	285,500	315,000	256,000	78,000		315,000	256,000		80,000		78,000	64,000		315,000	68,000
Waste management	Total	4	1	3					1		1		1	1	3	1
	Mean	129,300	170,500	115,567					144,700		70,000		132,000	170,500	124,167	144,700
	Median	138,350	170,500	132,000					144,700		70,000		132,000	170,500	132,000	144,700
	1st Decile	70,000	170,500	70,000					144,700		70,000		132,000	170,500	70,000	144,700
	9th Decile	170,500	170,500	144,700					144,700		70,000		132,000	170,500	170,500	144,700
Water	Total	31	12	19			1	8	6	11		3	1		25	6
	Mean	113,131	148,391	89,624			167,000	167,350	104,326	84,417	50,000	69,333	160,000		112,719	114,781
	Median	96,500	153,000	82,932			167,000	158,000	99,000	84,300	50,000	66,000	160,000		93,100	106,411
	1st Decile	70,500	105,000	62,000			167,000	130,000	80,863	75,000	50,000	62,000	160,000		66,000	80,863
	9th Decile	167,000	167,000	135,000			167,000	250,000	144,272	98,100	50,000	80,000	160,000		167,000	160,000
Other	Total															
	Mean															
	Median															
	1st Decile															
	9th Decile															



Section B Classified by membership grade, class of employment and level of responsibility

SECTION B / TABLE 9 : MEDIAN SALARY OR SELF EMPLOYED EARNINGS BY TYPE OF WORK

		Total	Member Grade			Level of Responsibility									Gender	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Design	Total	171	78	91	2	1	6	42	51	53	1	9	7	1	129	42
	Median \$	146,142	188,317	115,000	144,000	230,000	335,000	196,529	155,280	95,000	70,000	72,250	210,000	170,500	165,000	110,000
Research and development	Total	14	5	8	1		2	4	3	3		2			13	1
	Median \$	123,900	218,000	98,000	120,000		942,500	138,900	132,480	96,000		79,717			127,800	96,000
Manufacture and production	Total	90	30	56	4		4	20	18	36	2	8	1	1	65	25
	Median \$	127,000	185,000	104,500	79,000		180,000	182,500	150,000	100,000	242,000	73,912	249,000	188,666	148,000	96,548
Project management/general administration/management services	Total	50	24	26		2	6	17	14	9	1	1			40	10
	Median \$	190,800	222,500	120,000		487,500	270,000	230,000	176,000	100,000	50,000	66,000			200,000	114,000
Construction and installation	Total	4		3	1			2	1	1					4	
	Median \$	116,500		110,000	188,000			146,500	110,000	123,000					116,500	
Operations	Total															
	Median \$															
Business systems/IT and software	Total															
	Median \$															
Marketing and sales	Total	3	2	1		1	1		1						3	
	Median \$	315,000	407,500	154,800		500,000	315,000		154,800						315,000	
Finance/Financial services/Procurement and supply	Total	5	2	2	1		1			3			1		2	3
	Median \$	128,865	155,000	107,365			167,000			107,365			143,000		133,500	128,865
Asset management	Total	20	6	12	2		3	7	2	5		2	1		13	7
	Median \$	138,500	220,000	131,000	125,000		407,000	235,000	159,183	118,000		92,500	160,000		160,000	120,000
Education and training	Total	9	4	4	1		2	1	3	2			1		7	2
	Median \$	110,000	122,500	109,131	100,070		162,500	107,524	110,000	98,035			120,000		108,261	115,000
Process safety/Safety health and environment	Total	42	21	18	3	1	1	15	10	5	1	2	5	2	32	10
	Median \$	163,270	200,000	103,000	250,000	364,000	284,519	200,000	157,500	100,000	72,795	91,000	147,000	202,500	195,000	119,500
Regulations/Regulatory compliance	Total	7	3	4		1			2	3			1		4	3
	Median \$	115,000	230,000	102,500		420,000			127,500	90,000			230,000		102,500	140,000
Other	Total															
	Median \$															

Section C

Classified by region





Section C Classified by region

SECTION C / TABLE 1 : EMPLOYMENT STATUS

		Total	Region						
			New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory
Total	Total	415	64	88	130	28	103	1	1
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Full time	Total	395	59	82	125	28	99	1	1
	%	95.2%	92.2%	93.2%	96.2%	100.0%	96.1%	100.0%	100.0%
Part time	Total	20	5	6	5		4		
	%	4.8%	7.8%	6.8%	3.8%		3.9%		



Section C Classified by region

SECTION C / TABLE 2 : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS

	Total	Region						
		New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory
Total	403	61	84	128	27	101	1	1
<\$16K	2			2				
>=\$50K	3	1	2					
>=\$55K	2	1	1					
>=\$60K	6			3	3			
>=\$65K	7	1	2		2	2		
>=\$70K	11	2	3	2	2	2		
>=\$75K	16	4	4	5	1	2		
>=\$80K	14	2	5	5		2		
>=\$85K	11	2	4	3	1	1		
>=\$90K	13	2	4	3	1	3		
>=\$95K	16	1	3	7	1	3		1
>=\$100K	19	2	3	4	1	9		
>=\$105K	14	2	4	1	2	5		
>=\$110K	13	3	3	6		1		
>=\$115K	10	1	4	3	1	1		
>=\$120K	10	5		3	1	1		
>=\$125K	11	1	5	3		2		
>=\$130K	11	4	1	4		1	1	
>=\$135K	9	3	1	2		3		
>=\$140K	11	2	1	5	1	2		
>=\$145K	8	4	2	1		1		
>=\$150K	70	10	12	29	3	16		
>=\$200K	54	3	11	22	5	13		
>=\$250K	62	5	9	15	2	31		
Total	403	61	84	128	27	101	1	1
Mean	171,327	145,348	149,382	182,535	141,661	200,148	130,000	96,000
Median	140,000	130,000	122,000	152,500	109,000	185,000	130,000	96,000
1st Decile	78,000	77,000	75,000	80,000	63,000	90,000	130,000	96,000
9th Decile	295,760	200,000	250,000	274,000	241,000	350,000	130,000	96,000



Section C Classified by region

SECTION C / TABLE 3 : BENEFITS IN KIND FOR SALARIED EMPLOYEES

		Total	Region						
			New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory
Company final salary/defined benefit pension	Total	9	3	3	2		1		
	%	2.2%	4.9%	3.5%	1.6%		1.0%		
Company money purchase pension	Total	13	1	1	5		6		
	%	3.2%	1.6%	1.2%	3.9%		5.9%		
Non contributory pension	Total	1			1				
	%	0.2%			0.8%				
Central Providence Fund (Singapore)	Total								
	%								
401k savings plan (US)	Total	1		1					
	%	.2%		1.2%					
Superannuation (Australia/NZ)	Total	362	55	74	113	26	92	1	1
	%	89.4%	90.2%	87.1%	87.6%	96.3%	91.1%	100.0%	100.0%
None	Total	19	2	6	8	1	2		
	%	4.7%	3.3%	7.1%	6.2%	3.7%	2.0%		
Medical and dental insurance	Total	44	8	5	10		21		
	%	11.0%	13.6%	6.2%	7.8%		20.8%		
Car or car allowance	Total								
	%								
Company share scheme	Total	99	5	16	39	6	33		
	%	24.8%	8.5%	19.8%	30.2%	22.2%	32.7%		
Life insurance	Total	69	5	12	30	3	19		
	%	17.3%	8.5%	14.8%	23.3%	11.1%	18.8%		
Loans	Total	1			1				
	%	0.3%			0.8%				
IChemE membership fees	Total	258	25	50	91	20	70	1	1
	%	64.7%	42.4%	61.7%	70.5%	74.1%	69.3%	100.0%	100.0%
Other professional membership fees	Total	108	13	20	51	4	19		1
	%	27.1%	22.0%	24.7%	39.5%	14.8%	18.8%		100.0%
Childcare	Total	2		2					
	%	0.5%		2.5%					
None	Total	87	20	18	23	6	20		
	%	21.8%	33.9%	22.2%	17.8%	22.2%	19.8%		
Other	Total	38	8	6	15		9		
	%	9.5%	13.6%	7.4%	11.6%		8.9%		



Section C Classified by region

SECTION C / TABLE 4 : SALARY OR SELF EMPLOYED EARNINGS BY GRADE AND SEX

		Total	Region						
			New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory
Chartered Members	Total	176	25	38	54	11	48		
	Mean	213,817	173,643	187,463	212,502	196,452	259,963		
	Median	190,000	148,000	165,000	182,000	206,795	251,000		
	1st Decile	105,000	115,400	85,800	110,000	102,500	135,000		
	9th Decile	325,000	284,519	315,000	285,000	255,226	407,000		
Non-Chartered Members	Total	240	40	50	76	17	55	1	1
	Mean	140,008	128,221	117,925	161,359	109,431	148,086	130,000	96,000
	Median	110,000	110,000	107,000	123,000	85,000	117,500	130,000	96,000
	1st Decile	71,500	70,000	66,000	78,000	62,100	79,433	130,000	96,000
	9th Decile	230,000	195,000	198,000	235,000	230,000	250,000	130,000	96,000
Male	Total	313	51	63	97	23	77	1	1
	Mean	185,109	156,616	158,801	200,203	154,079	216,581	130,000	96,000
	Median	164,500	134,000	130,140	170,000	118,938	211,500	130,000	96,000
	1st Decile	78,900	77,000	78,000	84,000	65,000	90,000	130,000	96,000
	9th Decile	304,000	255,000	250,000	300,000	241,000	350,000	130,000	96,000
Female	Total	103	14	25	33	5	26		
	Mean	128,430	103,741	122,838	131,674	87,020	150,191		
	Median	110,000	103,844	105,911	120,000	74,000	115,000		
	1st Decile	74,000	71,500	75,000	75,000	62,100	90,000		
	9th Decile	200,000	150,000	195,000	204,000	140,000	210,000		



Section C Classified by region

SECTION C / TABLE 5 : SALARY OR SELF EMPLOYED EARNINGS BY LEVEL OF RESPONSIBILITY - HIGHEST QUALIFICATION

		Total	Region						
			New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory
Doctorate	Total	41	7	12	12	1	8		1
	Mean	156,938	155,986	109,431	194,172	225,000	172,292		96,000
	Median	127,800	115,400	103,946	200,000	225,000	114,131		96,000
	1st Decile	95,000	86,000	80,000	165,000	225,000	79,433		96,000
	9th Decile	245,000	385,000	132,480	220,000	225,000	315,000		96,000
Masters	Total	88	20	14	23	8	23		
	Mean	196,391	187,320	187,883	159,294	168,957	252,157		
	Median	175,000	148,000	163,000	172,500	170,000	222,000		
	1st Decile	84,000	120,000	70,000	84,000	77,250	140,000		
	9th Decile	325,000	325,000	280,000	241,000	269,452	412,000		
Bachelors	Total	283	38	59	94	19	72	1	
	Mean	165,774	120,435	148,062	186,548	127,218	186,242	130,000	
	Median	132,000	110,000	119,000	137,000	105,000	155,430	130,000	
	1st Decile	75,000	71,500	70,823	78,000	62,100	82,500	130,000	
	9th Decile	285,000	195,000	256,000	285,000	241,000	305,500	130,000	
Non-grad	Total	4		3	1				
	Mean	180,450		180,267	181,000				
	Median	184,500		188,000	181,000				
	1st Decile	154,800		154,800	181,000				
	9th Decile	198,000		198,000	181,000				



Section C Classified by region

SECTION C / TABLE 6 : SALARY OR SELF EMPLOYED EARNINGS BY LEVEL OF RESPONSIBILITY - CHARTERED MEMBERS OR FELLOWS

		Total	Region					
			New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	5		1		1	3	
	Mean	347,800		500,000		225,000	338,000	
	Median	364,000		500,000		225,000	364,000	
	1st Decile	225,000		500,000		225,000	230,000	
	9th Decile	500,000		500,000		225,000	420,000	
Senior manager/Director/Dean/Head of department	Total	25	6	5	6		8	
	Mean	330,769	247,904	245,313	423,897		366,125	
	Median	284,760	255,000	234,567	256,500		345,000	
	1st Decile	148,000	148,000	125,000	380		251,000	
	9th Decile	435,000	385,000	375,000	1,500,000		526,000	
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	66	7	17	21	4	17	
	Mean	209,081	164,989	182,282	198,161	184,629	273,279	
	Median	192,500	137,000	170,000	188,044	186,532	280,000	
	1st Decile	126,000	107,524	92,000	163,270	96,000	185,000	
	9th Decile	305,000	325,000	280,000	250,000	269,452	400,000	
Senior engineer/Senior lecturer	Total	43	4	5	20	5	9	
	Mean	186,637	164,285	143,364	194,474	223,000	185,423	
	Median	186,000	150,000	107,822	182,000	240,500	190,000	
	1st Decile	105,911	136,000	95,000	75,000	170,000	108,680	
	9th Decile	252,500	206,856	210,000	300,000	241,000	255,000	
Engineer/Supervised team member/Lecturer	Total	22	4	6	5	1	6	
	Mean	131,234	128,250	107,567	110,338	109,000	178,011	
	Median	115,000	130,000	97,000	110,000	109,000	173,000	
	1st Decile	85,800	105,000	83,600	84,000	109,000	96,303	
	9th Decile	198,000	148,000	157,000	144,692	109,000	295,760	
Engineering technician	Total							
	Mean							
	Median							
	1st Decile							
	9th Decile							
Graduate in training/Engineer in training/Post doctoral	Total	1					1	
	Mean	100,000					100,000	
	Median	100,000					100,000	
	1st Decile	100,000					100,000	
	9th Decile	100,000					100,000	
Consultant	Total	11	3	3	2		3	
	Mean	219,414	141,000	285,333	155,571		302,000	
	Median	195,500	143,000	230,000	155,571		302,000	
	1st Decile	131,500	120,000	226,000	146,142		300,000	
	9th Decile	352,000	160,000	400,000	165,000		304,000	
Other	Total	3	1	1			1	
	Mean	146,389	170,500	80,000			188,666	
	Median	170,500	170,500	80,000			188,666	
	1st Decile	80,000	170,500	80,000			188,666	
	9th Decile	188,666	170,500	80,000			188,666	



Section C Classified by region

SECTION C / TABLE 7 : SALARY OR SELF EMPLOYED EARNINGS BY LEVEL OF RESPONSIBILITY - ASSOCIATES

		Total	Region						
			New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	1			1				
	Mean	750,000			750,000				
	Median	750,000			750,000				
	1st Decile	750,000			750,000				
	9th Decile	750,000			750,000				
Senior manager/Director/Dean/Head of department	Total	2	1	1					
	Mean	447,500	700,000	195,000					
	Median	447,500	700,000	195,000					
	1st Decile	195,000	700,000	195,000					
	9th Decile	700,000	700,000	195,000					
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	40	9	8	10	3	9	1	
	Mean	224,615	139,255	178,625	311,122	215,000	268,456	130,000	
	Median	194,400	130,000	171,500	213,000	230,000	250,000	130,000	
	1st Decile	101,922	100,000	80,000	65,110	85,000	153,300	130,000	
	9th Decile	318,000	200,000	300,000	860,000	330,000	426,000	130,000	
Senior engineer/Senior lecturer	Total	59	14	14	18	2	11		
	Mean	142,158	126,713	131,983	171,024	111,438	131,196		
	Median	140,000	125,000	115,000	179,183	111,438	133,500		
	1st Decile	95,000	80,863	109,000	98,000	105,000	91,000		
	9th Decile	200,000	195,000	176,000	240,000	117,875	174,000		
Engineer/Supervised team member/Lecturer	Total	93	12	17	36	9	18		1
	Mean	97,456	84,518	88,191	104,652	80,272	107,364		96,000
	Median	94,983	83,000	88,000	100,000	74,000	100,000		96,000
	1st Decile	70,800	70,000	66,000	78,000	62,100	85,000		96,000
	9th Decile	127,000	110,000	119,000	130,000	120,000	139,000		96,000
Engineering technician	Total	4		2			2		
	Mean	108,699		60,000			157,398		
	Median	71,398		60,000			157,398		
	1st Decile	50,000		50,000			72,795		
	9th Decile	242,000		70,000			242,000		
Graduate in training/Engineer in training/Post doctoral	Total	20	2	4	6	2	6		
	Mean	82,708	68,212	70,750	85,360	65,000	99,205		
	Median	75,000	68,212	73,000	75,000	65,000	87,865		
	1st Decile	59,423	59,423	55,000	60,000	62,000	65,000		
	9th Decile	123,000	77,000	82,000	123,000	68,000	177,000		
Consultant	Total	5			2		3		
	Mean	150,800			98,000		186,000		
	Median	132,000			98,000		241,000		
	1st Decile	64,000			64,000		68,000		
	9th Decile	249,000			132,000		249,000		
Other	Total	1			1				
	Mean	325,000			325,000				
	Median	325,000			325,000				
	1st Decile	325,000			325,000				
	9th Decile	325,000			325,000				



Section C Classified by region

SECTION C / TABLE 8A : MEDIAN SALARY OR SELF EMPLOYED EARNINGS BY INDUSTRY SECTOR

		Total	Region						
			New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory
Biochemical engineering	Total	2	1	1					
	Mean	100,035	100,000	100,070					
	Median	100,035	100,000	100,070					
	1st Decile	100,000	100,000	100,070					
	9th Decile	100,070	100,000	100,070					
Chemical and allied products	Total	18	4	5	4		5		
	Mean	140,048	111,667	110,365	165,750		166,200		
	Median	110,000	110,000	109,000	159,000		190,000		
	1st Decile	77,000	77,000	70,823	110,000		85,000		
	9th Decile	235,000	148,000	170,000	235,000		251,000		
Consultancy	Total	48	5	11	9	4	19		
	Mean	150,436	115,400	123,630	135,188	131,766	186,833		
	Median	132,500	130,000	92,500	144,692	137,738	158,000		
	1st Decile	68,000	54,000	77,500	60,000	63,000	68,000		
	9th Decile	255,000	167,000	259,000	200,000	188,589	350,000		
Consumer products	Total								
	Mean								
	Median								
	1st Decile								
	9th Decile								
Contracting	Total	7		5	1		1		
	Mean	192,946		191,893	206,000		185,157		
	Median	195,000		195,000	206,000		185,157		
	1st Decile	76,000		76,000	206,000		185,157		
	9th Decile	375,000		375,000	206,000		185,157		
Education/Universities	Total	12	3	4	1		3		1
	Mean	114,715	115,841	110,000	200,000		96,113		96,000
	Median	108,261	120,000	110,000	200,000		100,645		96,000
	1st Decile	95,000	107,524	95,000	200,000		79,433		96,000
	9th Decile	125,000	120,000	125,000	200,000		108,261		96,000
Finance, insurance and risk	Total	1	1						
	Mean	143,000	143,000						
	Median	143,000	143,000						
	1st Decile	143,000	143,000						
	9th Decile	143,000	143,000						
Food and drink	Total	9		6	1	2			
	Mean	110,778		110,667	78,000	127,500			
	Median	85,000		91,500	78,000	127,500			
	1st Decile	55,000		55,000	78,000	85,000			
	9th Decile	230,000		230,000	78,000	170,000			
Health, safety and environment	Total	7	1	2	2		2		
	Mean	197,571	67,000	313,000	170,000		175,000		
	Median	200,000	67,000	313,000	170,000		175,000		
	1st Decile	67,000	67,000	226,000	140,000		100,000		
	9th Decile	400,000	67,000	400,000	200,000		250,000		



Section C Classified by region

SECTION C / TABLE 8B : MEDIAN SALARY OR SELF EMPLOYED EARNINGS BY INDUSTRY SECTOR

		Total	Region						
			New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory
Industrial gases	Total	17	11	2	3		1		
	Mean	135,699	152,293	106,000	109,887		90,000		
	Median	130,000	145,000	106,000	94,660		90,000		
	1st Decile	80,000	85,000	87,000	80,000		90,000		
	9th Decile	206,856	206,856	125,000	155,000		90,000		
Iron, steel and other metals	Total	6	4	1	1				
	Mean	339,204	121,856	127,800	1,420,000				
	Median	138,900	116,500	127,800	1,420,000				
	1st Decile	59,423	59,423	127,800	1,420,000				
	9th Decile	1,420,000	195,000	127,800	1,420,000				
Mining and minerals	Total	22	3	1	7	3	8		
	Mean	267,080	221,333	198,000	440,909	85,033	209,037		
	Median	179,183	200,000	198,000	178,366	70,100	199,000		
	1st Decile	79,000	79,000	198,000	130,000	65,000	96,296		
	9th Decile	385,000	385,000	198,000	1,500,000	120,000	350,000		
Oil and gas exploration and production	Total	151	9	17	61	14	50		
	Mean	199,609	221,447	202,733	178,555	182,042	225,514		
	Median	180,000	148,000	185,000	175,000	225,000	200,000		
	1st Decile	96,000	71,500	104,000	94,500	74,000	100,000		
	9th Decile	325,000	700,000	315,000	300,000	269,452	412,000		
Oil refining	Total	44	2	9	25		8		
	Mean	150,180	200,000	146,774	140,544		177,893		
	Median	150,000	200,000	150,000	130,000		154,340		
	1st Decile	82,000	200,000	82,000	75,000		72,795		
	9th Decile	228,000	200,000	240,000	213,192		305,000		
Paper and packaging	Total	3	1	2					
	Mean	122,333	127,000	120,000					
	Median	127,000	127,000	120,000					
	1st Decile	52,000	127,000	52,000					
	9th Decile	188,000	127,000	188,000					
Petrochemicals	Total	7	1	5	1				
	Mean	132,429	133,000	142,000	84,000				
	Median	133,000	133,000	140,000	84,000				
	1st Decile	84,000	133,000	88,000	84,000				
	9th Decile	210,000	133,000	210,000	84,000				
Pharmaceuticals and personal care products	Total	6		3		2		1	
	Mean	133,146		151,667		106,938		130,000	
	Median	123,938		145,000		106,938		130,000	
	1st Decile	96,000		115,000		96,000		130,000	
	9th Decile	195,000		195,000		117,875		130,000	



Section C Classified by region

SECTION C / TABLE 8C : MEDIAN SALARY OR SELF EMPLOYED EARNINGS BY INDUSTRY SECTOR

		Total	Region						
			New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory
Plastics	Total	3	1	2					
	Mean	124,600	110,000	131,900					
	Median	110,000	110,000	131,900					
	1st Decile	109,000	110,000	109,000					
	9th Decile	154,800	110,000	154,800					
Power generation & fossil fuels	Total	3	1	1	1				
	Mean	116,827	137,000	132,480	81,000				
	Median	132,480	137,000	132,480	81,000				
	1st Decile	81,000	137,000	132,480	81,000				
	9th Decile	137,000	137,000	132,480	81,000				
Power generation & nuclear decommissioning	Total								
	Mean								
	Median								
	1st Decile								
Power generation & nuclear generation	9th Decile								
	Total								
	Mean								
	Median								
Power generation & renewables	1st Decile								
	9th Decile								
	Total	2			2				
	Mean	163,071			163,071				
	Median	163,071			163,071				
	1st Decile	146,142			146,142				
	9th Decile	180,000			180,000				
	Total	12	2	1	4	1	4		
Process plant and equipment	Mean	133,555	123,725	256,000	68,900	68,000	156,575		
	Median	101,250	123,725	256,000	68,900	68,000	116,650		
	1st Decile	66,000	122,500	256,000	64,000	68,000	78,000		
	9th Decile	285,500	124,950	256,000	73,800	68,000	315,000		
	Total	4	1	1	1		1		
Waste management	Mean	129,300	170,500	70,000	132,000		144,700		
	Median	138,350	170,500	70,000	132,000		144,700		
	1st Decile	70,000	170,500	70,000	132,000		144,700		
	9th Decile	170,500	170,500	70,000	132,000		144,700		
	Total	31	13	9	6	2	1		
Water	Mean	113,131	112,672	117,047	109,733	69,625	190,800		
	Median	96,500	100,000	100,000	93,562	69,625	190,800		
	1st Decile	70,500	77,000	50,000	75,000	62,000	190,800		
	9th Decile	167,000	160,000	250,000	167,000	77,250	190,800		
	Total								
Other	Mean								
	Median								
	1st Decile								
	9th Decile								

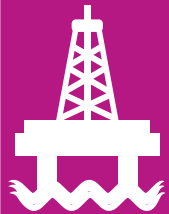


Section C Classified by region

SECTION C / TABLE 9 : MEDIAN SALARY OR SELF EMPLOYED EARNINGS BY TYPE OF WORK

		Total	Region						
			New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory
Design	Total	171	19	31	65	13	43		
	Median \$	146,142	136,000	118,500	144,692	105,000	178,500		
Research and development	Total	14	2	3	3	1	5		
	Median \$	123,900	242,500	127,800	192,000	65,000	100,645		
Manufacture and production	Total	90	18	19	26	5	22		
	Median \$	127,000	110,000	108,411	146,000	81,125	166,683		
Project management/general administration/management services	Total	50	8	10	14	6	11	1	
	Median \$	190,800	110,200	176,000	215,000	177,238	251,000	130,000	
Construction and installation	Total	4		3	1				
	Median \$	116,500		110,000	123,000				
Operations	Total								
	Median \$								
Business systems/IT and software	Total								
	Median \$								
Marketing and sales	Total	3		2			1		
	Median \$	315,000		327,400			315,000		
Finance/Financial services/Procurement and supply	Total	5	2	1	1	1			
	Median \$	128,865	155,000		114,730	100,000			
Asset management	Total	20	5	3	6	1	5		
	Median \$	138,500	135,000	118,000	152,683	140,000	407,000		
Education and training	Total	9	3	3	1		1		1
	Median \$	110,000	120,000	110,000	200,000		108,261		96,000
Process safety/Safety health and environment	Total	42	6	10	12	1	13		
	Median \$	163,270	149,000	127,000	172,500	241,000	147,079		
Regulations/Regulatory compliance	Total	7	1	3	1		2		
	Median \$	115,000	54,000	115,000	140,000		258,152		
Other	Total								
	Median \$								

Section D



Classified by industry sector





Section D Classified by industry sector

SECTION D / TABLE 1A : EMPLOYMENT STATUS

		Total	Industry Sector												
			Oil production	Oil refining	Petro-chem	Power - nuclear dec	Power - nuclear gen	Power - renewable	Power - fossil	Ind Gases	Paper	Mining and minerals	Metals	Water	Health and safety
Total	Total	415	151	44	7			2	3	17	3	22	6	31	7
	%	100.0%	100.0%	100.0%	100.0%			100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Full time	Total	395	146	42	6			2	3	16	3	22	5	30	5
	%	95.2%	96.7%	95.5%	85.7%			100.0%	100.0%	94.1%	100.0%	100.0%	83.3%	96.8%	71.4%
Part time	Total	20	5	2	1					1			1	1	2
	%	4.8%	3.3%	4.5%	14.3%					5.9%			16.7%	3.2%	28.6%



Section D Classified by industry sector

SECTION D / TABLE 1B : EMPLOYMENT STATUS

		Total	Industry Sector												
			Plant & equip	Chemical	Bio-chem	Plastics	Contract	Food drink	Consult	Pharma	Consumer	Fin & ins	Education	Waste management	Other
Total	Total	415	12	18	2	3	7	9	48	6		1	12	4	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	
Full time	Total	395	11	18	2	3	5	9	45	6		1	11	4	
	%	95.2%	91.7%	100.0%	100.0%	100.0%	71.4%	100.0%	93.8%	100.0%		100.0%	91.7%	100.0%	
Part time	Total	20	1				2		3				1		
	%	4.8%	8.3%				28.6%		6.3%				8.3%		



Section D Classified by industry sector

SECTION D / TABLE 2A : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS

	Total	Industry Sector												
		Oil production	Oil refining	Petro-chem	Power - nuclear dec	Power - nuclear gen	Power - renewable	Power - fossil	Ind Gases	Paper	Mining and minerals	Metals	Water	Health and safety
Total	403	147	43	7			2	3	17	3	22	6	30	7
<\$16K	2	1	1											
>=\$50K	3									1			1	
>=\$55K	2											1		
>=\$60K	6	1	1										1	
>=\$65K	7	1									1		1	1
>=\$70K	11	4	1						1		1			
>=\$75K	16	1	1								1		4	
>=\$80K	14	3	1	1				1	1			1	3	
>=\$85K	11	1		1					2				3	
>=\$90K	13	1	5						2				1	
>=\$95K	16	4	4								1		2	
>=\$100K	19	8	3						1				1	1
>=\$105K	14	3	1								1		2	
>=\$110K	13	6	1											
>=\$115K	10	5									1			
>=\$120K	10	5									1			
>=\$125K	11	4		1					1	1		1		
>=\$130K	11	1	2	1				1	1		1		1	
>=\$135K	9	4						1			1		1	
>=\$140K	11	3		1					1				1	1
>=\$145K	8	2		1			1		1					
>=\$150K	70	24	10				1		4	1	4	2	7	
>=\$200K	54	26	10	1					1		3			2
>=\$250K	62	39	2						1		6	1	1	2
Total	403	147	43	7			2	3	17	3	22	6	30	7
Mean	171,327	199,609	150,180	132,429			163,071	116,827	135,699	122,333	267,080	339,204	113,131	197,571
Median	140,000	180,000	150,000	133,000			163,071	132,480	130,000	127,000	179,183	138,900	96,500	200,000
1st Decile	78,000	96,000	82,000	84,000			146,142	81,000	80,000	52,000	79,000	59,423	70,500	67,000
9th Decile	295,760	325,000	228,000	210,000			180,000	137,000	206,856	188,000	385,000	1,420,000	167,000	400,000



Section D Classified by industry sector

SECTION D / TABLE 2B : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS

	Total	Industry Sector												
		Plant & equip	Chemical	Bio-chem	Plastics	Contract	Food drink	Consult	Pharma	Consumer	Fin & ins	Education	Waste management	Other
Total	403	10	17	2	3	7	9	46	6		1	11	4	
<\$16K	2													
>=\$50K	3							1						
>=\$55K	2						1							
>=\$60K	6	1						2						
>=\$65K	7	1						2						
>=\$70K	11	1	1				1						1	
>=\$75K	16	1	1			2	2	2				1		
>=\$80K	14	1						2						
>=\$85K	11		1				1	2						
>=\$90K	13		1					3						
>=\$95K	16							2	1			2		
>=\$100K	19		1	2				1				1		
>=\$105K	14		1		1		1	2				2		
>=\$110K	13		3		1			1				1		
>=\$115K	10		1					1	2					
>=\$120K	10	2										2		
>=\$125K	11						1	1				1		
>=\$130K	11							1	1				1	
>=\$135K	9							2						
>=\$140K	11							2			1		1	
>=\$145K	8		1					1	1					
>=\$150K	70	1	2		1	2	1	8	1				1	
>=\$200K	54		3			2	1	4				1		
>=\$250K	62	2	1			1		6						
Total	403	10	17	2	3	7	9	46	6		1	11	4	
Mean	171,327	133,555	140,048	100,035	124,600	192,946	110,778	150,436	133,146		143,000	114,715	129,300	
Median	140,000	101,250	110,000	100,035	110,000	195,000	85,000	132,500	123,938		143,000	108,261	138,350	
1st Decile	78,000	66,000	77,000	100,000	109,000	76,000	55,000	68,000	96,000		143,000	95,000	70,000	
9th Decile	295,760	285,500	235,000	100,070	154,800	375,000	230,000	255,000	195,000		143,000	125,000	170,500	



Section D Classified by industry sector

SECTION D / TABLE 3A : BENEFITS IN KIND FOR SALARIED EMPLOYEES

		Total	Industry Sector												
			Oil production	Oil refining	Petro-chem	Power - nuclear dec	Power - nuclear gen	Power - renewable	Power - fossil	Ind Gases	Paper	Mining and minerals	Metals	Water	Health and safety
Company final salary/defined benefit pension	Total	9	4							1				1	1
	%	2.2%	2.7%							5.9%				3.3%	14.3%
Company money purchase pension	Total	13	5	3	1				1		2				
	%	3.2%	3.4%	7.0%	14.3%				33.3%		9.1%				
Non contributory pension	Total	1													1
	%	0.2%													14.3%
Central Providence Fund (Singapore)	Total														
	%														
401k savings plan (US)	Total	1	1												
	%	.2%	.7%												
Superannuation (Australia/NZ)	Total	362	131	40	5		2	2	15	3	18	6	27		4
	%	89.4%	89.1%	93.0%	71.4%		100.0%	66.7%	88.2%	100.0%	81.8%	100.0%	90.0%		57.1%
None	Total	19	6		1					1	2		2		1
	%	4.7%	4.1%		14.3%					5.9%	9.1%		6.7%		14.3%
Medical and dental insurance	Total	44	26								4	2	1		1
	%	11.0%	17.8%								18.2%	33.3%	3.4%		14.3%
Car or car allowance	Total														
	%														
Company share scheme	Total	99	45	25						1	5	2	2		1
	%	24.8%	30.8%	58.1%						5.9%	22.7%	33.3%	6.9%		14.3%
Life insurance	Total	69	32	9	1		1		5		3		2		1
	%	17.3%	21.9%	20.9%	14.3%		50.0%		29.4%		13.6%		6.9%		14.3%
Loans	Total	1	1												
	%	0.3%	0.7%												
IChemE membership fees	Total	258	101	35	7		2	1	15	1	11	1	12		3
	%	64.7%	69.2%	81.4%	100.0%		100.0%	33.3%	88.2%	50.0%	50.0%	16.7%	41.4%		42.9%
Other professional membership fees	Total	108	42	12	2		2		7		8	1	11		3
	%	27.1%	28.8%	27.9%	28.6%		100.0%		41.2%		36.4%	16.7%	37.9%		42.9%
Childcare	Total	2		1									1		
	%	0.5%		2.3%											
Other	Total	87	29	3				2	1	1	8	4	10		2
	%	21.8%	19.9%	7.0%					66.7%	5.9%	50.0%	36.4%	66.7%	34.5%	28.6%



Section D Classified by industry sector

SECTION D / TABLE 3B : BENEFITS IN KIND FOR SALARIED EMPLOYEES

		Total	Industry Sector												
			Plant & equip	Chemical	Bio-chem	Plastics	Contract	Food drink	Consult	Pharma	Consumer	Fin & ins	Education	Waste management	Other
Company final salary/defined benefit pension	Total	9							2						
	%	2.2%							4.3%						
Company money purchase pension	Total	13											1		
	%	3.2%											8.3%		
Non contributory pension	Total	1													
	%	0.2%													
Central Providence Fund (Singapore)	Total														
	%														
401k savings plan (US)	Total	1													
	%	.2%													
Superannuation (Australia/NZ)	Total	362	10	17	2	3	6	9	41	6		1	10	4	
	%	89.4%	90.9%	100.0%	100.0%	100.0%	85.7%	100.0%	89.1%	100.0%		100.0%	83.3%	100.0%	
None	Total	19	1				1		3				1		
	%	4.7%	9.1%				14.3%		6.5%				8.3%		
Medical and dental insurance	Total	44	1	3					4			1	1		
	%	11.0%	10.0%	18.8%					8.7%			100.0%	8.3%		
Car or car allowance	Total														
	%														
Company share scheme	Total	99	2	4					7	3				2	
	%	24.8%	20.0%	25.0%					15.2%	50.0%				50.0%	
Life insurance	Total	69	1	5			1		7	1					
	%	17.3%	10.0%	31.3%			14.3%		15.2%	16.7%					
Loans	Total	1													
	%	0.3%													
IChemE membership fees	Total	258	8	9		2	7	5	31	3			3	1	
	%	64.7%	80.0%	56.3%		66.7%	100.0%	62.5%	67.4%	50.0%			25.0%	25.0%	
Other professional membership fees	Total	108	2	3		2	2	1	7	1			1	1	
	%	27.1%	20.0%	18.8%		66.7%	28.6%	12.5%	15.2%	16.7%			8.3%	25.0%	
Childcare	Total	2													
	%	0.5%													
Other	Total	87	2	3	2			2	9	1			7	1	
	%	21.8%	20.0%	18.8%	100.0%			25.0%	19.6%	16.7%			58.3%	25.0%	



Section D Classified by industry sector

SECTION D / TABLE 4A : SALARY OR SELF EMPLOYED EARNINGS BY GRADE AND SEX

		Total	Industry Sector												
			Oil production	Oil refining	Petro-chem	Power - nuclear dec	Power - nuclear gen	Power - renewable	Power - fossil	Ind Gases	Paper	Mining and minerals	Metals	Water	Health and safety
Chartered Members	Total	175	74	18	2			2	1	7		8	1	12	3
	Mean	213,817	241,302	180,966	147,000			163,071	137,000	178,768		393,250	127,800	148,391	275,333
	Median	190,000	225,000	200,000	147,000			163,071	137,000	155,000		259,000	127,800	153,000	226,000
	1st Decile	105,000	120,000	62,406	84,000			146,142	137,000	125,000		108,000	127,800	105,000	200,000
	9th Decile	325,000	400,000	295,760	210,000			180,000	137,000	284,519		1,500,000	127,800	167,000	400,000
Non-Chartered Members	Total	240	77	26	5				2	10	3	14	5	19	4
	Mean	140,008	158,480	130,050	126,600				106,740	105,550	122,333	194,983	381,485	89,624	139,250
	Median	110,000	127,000	103,205	133,000				106,740	92,330	127,000	133,500	150,000	82,932	120,000
	1st Decile	71,500	78,000	82,000	88,000				81,000	75,000	52,000	70,100	59,423	62,000	67,000
	9th Decile	230,000	300,000	200,000	145,000				132,480	157,500	188,000	350,000	1,420,000	135,000	250,000
Male	Total	312	108	33	4			2	3	13	3	19	3	25	5
	Mean	185,109	217,213	159,318	138,500			163,071	116,827	149,849	122,333	288,742	580,933	112,719	228,600
	Median	164,500	200,000	175,000	130,000			163,071	132,480	145,000	127,000	198,000	195,000	93,100	226,000
	1st Decile	78,900	100,000	82,000	84,000			146,142	81,000	87,000	52,000	70,100	127,800	66,000	67,000
	9th Decile	304,000	330,000	240,000	210,000			180,000	137,000	206,856	188,000	750,000	1,420,000	167,000	400,000
Female	Total	103	43	11	3					4		3	3	6	2
	Mean	128,430	154,098	120,024	124,333					89,711		129887.3333	97,474	114,781	120,000
	Median	110,000	127,000	99,455	140,000					87,500		115000	83,000	106,411	120,000
	1st Decile	74,000	80,000	76,203	88,000					80,000		96296	59,423	80,863	100,000
	9th Decile	200,000	274,000	208,596	145,000					103,844		178366	150,000	160,000	140,000



Section D Classified by industry sector

SECTION D / TABLE 4B : SALARY OR SELF EMPLOYED EARNINGS BY GRADE AND SEX

		Total	Industry Sector												
			Plant & equip	Chemical	Bio-chem	Plastics	Contract	Food drink	Consult	Pharma	Consumer	Fin & ins	Education	Waste management	Other
Chartered Members	Total	175	2	6			5	3	22	2		1	5	1	
	Mean		315,000	162,667			213,145	175,333	185,598	120,500		143,000	129,505	170,500	
	Median		315,000	159,000			195,000	170,000	165,000	120,500		143,000	120,000	170,500	
	1st Decile		315,000	92,000			76,000	126,000	85,800	96,000		143,000	95,000	170,500	
	9th Decile		315,000	251,000			375,000	230,000	340,000	145,000		143,000	200,000	170,500	
Non-Chartered Members	Total		10	12	2	3	2	6	26	4			7	3	
	Mean		113,394	127,711	100,035	124,600	142,450	78,500	120,900	139,469			102,390	115,567	
	Median		80,000	110,000	100,035	110,000	142,450	78,000	105,000	123,938			104,453	132,000	
	1st Decile		64,000	77,000	100,000	109,000	78,900	55,000	63,000	115,000			79,433	70,000	
	9th Decile		256,000	200,000	100,070	154,800	206,000	105,000	200,000	195,000			120,000	144,700	
Male	Total		11	14	2	2	5	7	35	6			9	3	
	Mean		140,839	156,154	100,035	132,400	215,925	116,571	167,419	133,146			114,651	124,167	
	Median		122,500	148,000	100,035	132,400	206,000	85,000	156,500	123,938			107,524	132,000	
	1st Decile		64,000	100,000	100,000	110,000	78,900	70,000	68,000	96,000			79,433	70,000	
	9th Decile		315,000	235,000	100,070	154,800	375,000	230,000	280,000	195,000			200,000	170,500	
Female	Total		1	4		1	2	2	13			1	3	1	
	Mean		68,000	87,706		109,000	135,500	90,500	102,317			143000	115,000	144,700	
	Median		68,000	81,000		109,000	135,500	90,500	90,000			143000	115,000	144,700	
	1st Decile		68,000	70,823		109,000	76,000	55,000	75,000			143000	110,000	144,700	
	9th Decile		68,000	118,000		109,000	195,000	126,000	140,000			143000	120,000	144,700	



Section D Classified by industry sector

SECTION D / TABLE 5A : SALARY OR SELF EMPLOYED EARNINGS BY LEVEL OF RESPONSIBILITY - HIGHEST QUALIFICATION

		Total	Industry Sector												
			Oil production	Oil refining	Petro-chem	Power - nuclear dec	Power - nuclear gen	Power - renewable	Power - fossil	Ind Gases	Paper	Mining and minerals	Metals	Water	Health and safety
Doctorate	Total	41	11	2					1			3	1	5	
	Mean	156,938	180,951	171,000					132,480			280,000	127,800	95,764	
	Median	127,800	200,000	171,000					132,480			305,000	127,800	100,000	
	1st Decile	95,000	115,400	157,000					132,480			150,000	127,800	80,000	
	9th Decile	245,000	225,000	185,000					132,480			385,000	127,800	107,822	
Masters	Total	87	37	5	3			1		3	1	3		9	1
	Mean	196,391	255,503	187,152	142,333			180,000		188,173	127,000	269,667		132,442	250,000
	Median	175,000	226,000	190,000	133,000			180,000		150,000	127,000	241,000		130,000	250,000
	1st Decile	84,000	118,000	75,000	84,000			180,000		130,000	127,000	218,000		77,250	250,000
	9th Decile	325,000	420,000	295,760	210,000			180,000		284,519	127,000	350,000		250,000	250,000
Bachelors	Total	283	102	37	4			1	2	14	1	15	5	17	6
	Mean	165,774	183,010	143,888	125,000			146,142	109,000	124,454	52,000	268,584	381,485	107,696	188,833
	Median	132,000	153,000	122,365	133,500			146,142	109,000	114,422	52,000	130,000	150,000	93,100	170,000
	1st Decile	75,000	85,000	82,000	88,000			146,142	81,000	80,000	52,000	70,100	59,423	62,000	67,000
	9th Decile	285,000	304,000	228,000	145,000			146,142	137,000	190,000	52,000	750,000	1,420,000	167,000	400,000
Non-grad	Total	4	1								1	1			
	Mean	180,450	181,000								188000	198000			
	Median	184,500	181,000								188000	198000			
	1st Decile	154,800	181,000								188000	198000			
	9th Decile	198,000	181,000								188000	198000			



Section D Classified by industry sector

SECTION D / TABLE 5B : SALARY OR SELF EMPLOYED EARNINGS BY LEVEL OF RESPONSIBILITY - HIGHEST QUALIFICATION

		Total	Industry Sector												
			Plant & equip	Chemical	Bio-chem	Plastics	Contract	Food drink	Consult	Pharma	Consumer	Fin & ins	Education	Waste management	Other
Doctorate	Total	41	1	2	1				4				9	1	
	Mean	156,938	315,000	155,000	100,070				148,250				114,927	170,500	
	Median	127,800	315,000	155,000	100,070				131,500				108,261	170,500	
	1st Decile	95,000	315,000	110,000	100,070				80,000				79,433	170,500	
	9th Decile	245,000	315,000	200,000	100,070				250,000				200,000	170,500	
Masters	Total	87	4	4		1	1	3	7	1			1	2	
	Mean	196,391	107,083	168,500		109,000	185,157	122,000	148,857	96,000			120,000	107,350	
	Median	175,000	122,500	161,500		109,000	185,157	126,000	140,000	96,000			120,000	107,350	
	1st Decile	84,000	73,800	100,000		109,000	185,157	70,000	54,000	96,000			120,000	70,000	
	9th Decile	325,000	124,950	251,000		109,000	185,157	170,000	238,000	96,000			120,000	144,700	
Bachelors	Total	283	7	12	1	1	6	6	37	5		1	2	1	
	Mean	165,774	116,550	126,984	100,000	110,000	194,245	105,167	151,002	140,575		143,000	107,524	132,000	
	Median	132,000	79,000	110,000	100,000	110,000	200,500	81,500	119,000	130,000		143,000	107,524	132,000	
	1st Decile	75,000	64,000	77,000	100,000	110,000	76,000	55,000	68,000	115,000		143,000	107,524	132,000	
	9th Decile	285,000	256,000	190,000	100,000	110,000	375,000	230,000	280,000	195,000		143,000	107,524	132,000	
Non-grad	Total	4				1									
	Mean	180,450				154,800									
	Median	184,500				154,800									
	1st Decile	154,800				154,800									
	9th Decile	198,000				154,800									



Section D Classified by industry sector

SECTION D / TABLE 6A : SALARY OR SELF EMPLOYED EARNINGS BY LEVEL OF RESPONSIBILITY - CHARTERED MEMBERS OR FELLOWS

		Total	Industry Sector												
			Oil production	Oil refining	Petro-chem	Power - nuclear dec	Power - nuclear gen	Power - renewable	Power - fossil	Ind Gases	Paper	Mining and minerals	Metals	Water	Health and safety
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	5	3												
	Mean	347,800	381,667												
	Median	364,000	420,000												
	1st Decile	225,000	225,000												
	9th Decile	500,000	500,000												
Senior manager/Director/Dean/Head of department	Total	24	6	3						1		3		1	
	Mean	330,769	373,000	146,793						284,519		730,000		167,000	
	Median	284,760	368,500	212,000						284,519		385,000		167,000	
	1st Decile	148,000	255,000	380						284,519		305,000		167,000	
	9th Decile	435,000	526,000	228,000						284,519		1,500,000		167,000	
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	66	32	5				1	1	2		3	1	6	1
	Mean	209,081	248,306	221,800				180,000	137,000	172,500		182,667	127,800	168,833	200,000
	Median	192,500	245,000	204,000				180,000	137,000	172,500		180,000	127,800	158,000	200,000
	1st Decile	126,000	175,000	175,000				180,000	137,000	155,000		150,000	127,800	130,000	200,000
	9th Decile	305,000	325,000	305,000				180,000	137,000	190,000		218,000	127,800	250,000	200,000
Senior engineer/Senior lecturer	Total	43	22	7	1					2				2	
	Mean	186,637	215,013	163,546	210,000					178,428				126,047	
	Median	186,000	200,000	191,000	210,000					178,428				126,047	
	1st Decile	105,911	157,560	62,406	210,000					150,000				107,822	
	9th Decile	252,500	274,000	215,000	210,000					206,856				144,272	
Engineer/Supervised team member/Lecturer	Total	22	7	3	1					2		1		2	
	Mean	131,234	144,758	181,920	84,000					132,500		108,000		94,300	
	Median	115,000	120,000	157,000	84,000					132,500		108,000		94,300	
	1st Decile	85,800	96,303	93,000	84,000					125,000		108,000		83,600	
	9th Decile	198,000	222,000	295,760	84,000					140,000		108,000		105,000	
Engineering technician	Total														
	Mean														
	Median														
	1st Decile														
	9th Decile														
Graduate in training/Engineer in training/Post doctoral	Total	1	1												
	Mean	100,000	100,000												
	Median	100,000	100,000												
	1st Decile	100,000	100,000												
	9th Decile	100,000	100,000												
Consultant	Total	11	2					1				1		1	2
	Mean	219,414	234,500					146,142				300,000		160,000	313,000
	Median	195,500	234,500					146,142				300,000		160,000	313,000
	1st Decile	131,500	165,000					146,142				300,000		160,000	226,000
	9th Decile	352,000	304,000					146,142				300,000		160,000	400,000
Other	Total	3	1												
	Mean	146,389	188,666												
	Median	170,500	188,666												
	1st Decile	80,000	188,666												
	9th Decile	188,666	188,666												



Section D Classified by industry sector

SECTION D / TABLE 6B : SALARY OR SELF EMPLOYED EARNINGS BY LEVEL OF RESPONSIBILITY - CHARTERED MEMBERS OR FELLOWS

		Total	Industry Sector												
			Plant & equip	Chemical	Bio-chem	Plastics	Contract	Food drink	Consult	Pharma	Consumer	Fin & ins	Education	Waste management	Other
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	5							2						
	Mean	347,800							297,000						
	Median	364,000							297,000						
	1st Decile	225,000							230,000						
	9th Decile	500,000							364,000						
Senior manager/Director/Dean/Head of department	Total	24	1	2			2		3				2		
	Mean	330,769	315,000	199,500			304,784		323,333				162,500		
	Median	284,760	315,000	199,500			304,784		340,000				162,500		
	1st Decile	148,000	315,000	148,000			234,567		280,000				125,000		
	9th Decile	435,000	315,000	251,000			375,000		350,000				200,000		
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	66		3			3	1	4	2			1		
	Mean	209,081		155,667			152,052	126,000	199,016	120,500			107,524		
	Median	192,500		170,000			185,157	126,000	186,795	120,500			107,524		
	1st Decile	126,000		92,000			76,000	126,000	184,475	96,000			107,524		
	9th Decile	305,000		205,000			195,000	126,000	238,000	145,000			107,524		
Senior engineer/Senior lecturer	Total	43	1					1	6				1		
	Mean	186,637						170,000	147,500				95,000		
	Median	186,000						170,000	135,500				95,000		
	1st Decile	105,911						170,000	75,000				95,000		
	9th Decile	252,500						170,000	255,000				95,000		
Engineer/Supervised team member/Lecturer	Total	22		1					5						
	Mean	131,234		110,000					114,498						
	Median	115,000		110,000					98,000						
	1st Decile	85,800		110,000					85,800						
	9th Decile	198,000		110,000					148,000						
Engineering technician	Total														
	Mean														
	Median														
	1st Decile														
	9th Decile														
Graduate in training/Engineer in training/Post doctoral	Total	1													
	Mean	100,000													
	Median	100,000													
	1st Decile	100,000													
	9th Decile	100,000													
Consultant	Total	11						1	1			1	1		
	Mean	219,414						230,000				143,000	120,000		
	Median	195,500						230,000				143,000	120,000		
	1st Decile	131,500						230,000				143,000	120,000		
	9th Decile	352,000						230,000				143,000	120,000		
Other	Total	3							1					1	
	Mean	146,389							80,000					170,500	
	Median	170,500							80,000					170,500	
	1st Decile	80,000							80,000					170,500	
	9th Decile	188,666							80,000					170,500	



Section D Classified by industry sector

SECTION D / TABLE 7A: SALARY OR SELF EMPLOYED EARNINGS BY LEVEL OF RESPONSIBILITY - ASSOCIATES

		Total	Industry Sector												
			Oil production	Oil refining	Petro-chem	Power - nuclear dec	Power - nuclear gen	Power - renewable	Power - fossil	Ind Gases	Paper	Mining and minerals	Metals	Water	Health and safety
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	1										1			
	Mean	750,000										750,000			
	Median	750,000										750,000			
	1st Decile	750,000										750,000			
	9th Decile	750,000										750,000			
Senior manager/Director/Dean/Head of department	Total	2	1												
	Mean	447,500	700,000												
	Median	447,500	700,000												
	1st Decile	195,000	700,000												
	9th Decile	700,000	700,000												
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	40	11	2	2					2		3	1	2	
	Mean	224,615	262,929	167,500	142,500					136,922		249,333	1,420,000	162,900	
	Median	194,400	300,000	167,500	142,500					136,922		200,000	1,420,000	162,900	
	1st Decile	101,922	220,000	130,000	140,000					103,844		198,000	1,420,000	135,000	
	9th Decile	318,000	330,000	205,000	145,000					170,000		350,000	1,420,000	190,800	
Senior engineer/Senior lecturer	Total	59	19	6	1				1	3		2	2	4	2
	Mean	142,158	154,007	181,067	133,000				132,480	123,220		209,683	172,500	93,466	103,500
	Median	140,000	148,120	187,500	133,000				132,480	130,000		209,683	172,500	96,500	103,500
	1st Decile	95,000	100,000	150,000	133,000				132,480	94,660		178,366	150,000	80,863	67,000
	9th Decile	200,000	215,000	200,000	133,000				132,480	145,000		241,000	195,000	100,000	140,000
Engineer/Supervised team member/Lecturer	Total	93	33	14	2				1	5	2	5	1	9	
	Mean	97,456	106,685	105,793	107,500				81,000	82,400	89,500	100,020	83,000	81,947	
	Median	94,983	110,000	97,000	107,500				81,000	85,000	89,500	115,000	83,000	81,125	
	1st Decile	70,800	74,000	90,000	88,000				81,000	70,000	52,000	65,000	83,000	75,000	
	9th Decile	127,000	135,000	130,000	127,000				81,000	90,000	127,000	130,000	83,000	91,200	
Engineering technician	Total	4	1	1										1	
	Mean	108,699	242,000	72,795										50,000	
	Median	71,398	242,000	72,795										50,000	
	1st Decile	50,000	242,000	72,795										50,000	
	9th Decile	242,000	242,000	72,795										50,000	
Graduate in training/Engineer in training/Post doctoral	Total	20	6	2								1	1	3	
	Mean	82,708	107,717	78,500								96,296	59,423	69,333	
	Median	75,000	100,900	78,500								96,296	59,423	66,000	
	1st Decile	59,423	72,000	75,000								96,296	59,423	62,000	
	9th Decile	123,000	177,000	82,000								96,296	59,423	80,000	
Consultant	Total	5		1											
	Mean	150,800		249,000											
	Median	132,000		249,000											
	1st Decile	64,000		249,000											
	9th Decile	249,000		249,000											
Other	Total	1	1												
	Mean	325,000	325,000												
	Median	325,000	325,000												
	1st Decile	325,000	325,000												
	9th Decile	325,000	325,000												



Section D Classified by industry sector

SECTION D / TABLE 7B : SALARY OR SELF EMPLOYED EARNINGS BY LEVEL OF RESPONSIBILITY - ASSOCIATES

		Total	Industry Sector												
			Plant & equip	Chemical	Bio-chem	Plastics	Contract	Food drink	Consult	Pharma	Consumer	Fin & ins	Education	Waste management	Other
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	1													
	Mean	750,000													
	Median	750,000													
	1st Decile	750,000													
	9th Decile	750,000													
Senior manager/Director/Dean/Head of department	Total	2								1					
	Mean	447,500								195,000					
	Median	447,500								195,000					
	1st Decile	195,000								195,000					
	9th Decile	700,000								195,000					
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	40	4	3	1		1	2	5	1					
	Mean	224,615	164,188	208,333	100,000		206,000	95,000	159,400	130,000					
	Median	194,400	139,125	200,000	100,000		206,000	95,000	167,000	130,000					
	1st Decile	101,922	122,500	190,000	100,000		206,000	85,000	80,000	130,000					
	9th Decile	318,000	256,000	235,000	100,000		206,000	105,000	250,000	130,000					
Senior engineer/Senior lecturer	Total	59		3		3			7	2			3	1	
	Mean	142,158		109,667		124,600			142,786	116,438			112,754	144,700	
	Median	140,000		110,000		110,000			140,000	116,438			110,000	144,700	
	1st Decile	95,000		109,000		109,000			90,000	115,000			108,261	144,700	
	9th Decile	200,000		110,000		154,800			200,000	117,875			120,000	144,700	
Engineer/Supervised team member/Lecturer	Total	93	2	3			1	3	10				2		
	Mean	97,456	76,900	101,000			78,900	75,333	88,000				98,323		
	Median	94,983	76,900	100,000			78,900	78,000	90,000				98,323		
	1st Decile	70,800	73,800	85,000			78,900	70,000	54,000				96,000		
	9th Decile	127,000	80,000	118,000			78,900	78,000	125,000				100,645		
Engineering technician	Total	4												1	
	Mean	108,699												70,000	
	Median	71,398												70,000	
	1st Decile	50,000												70,000	
	9th Decile	242,000												70,000	
Graduate in training/Engineer in training/Post doctoral	Total	20	2	1				1	2				1		
	Mean	82,708	68,000	77,000				55,000	62,500				79,433		
	Median	75,000	68,000	77,000				55,000	62,500				79,433		
	1st Decile	59,423	68,000	77,000				55,000	60,000				79,433		
	9th Decile	123,000	68,000	77,000				55,000	65,000				79,433		
Consultant	Total	5	1						2					1	
	Mean	150,800	64,000						154,500					132,000	
	Median	132,000	64,000						154,500					132,000	
	1st Decile	64,000	64,000						68,000					132,000	
	9th Decile	249,000	64,000						241,000					132,000	
Other	Total	1													
	Mean	325,000													
	Median	325,000													
	1st Decile	325,000													
	9th Decile	325,000													



Section D Classified by industry sector

SECTION D / TABLE 8A : MEDIAN SALARY OR SELF EMPLOYED EARNINGS BY TYPE OF WORK

		Total	Industry Sector												
			Oil production	Oil refining	Petro-chem	Power - nuclear dec	Power - nuclear gen	Power - renewable	Power - fossil	Ind Gases	Paper	Mining and minerals	Metals	Water	Health and safety
Design	Total	171	78	8	2			1	1	6		7		15	
	Median \$	146,142	170,000	185,000	108,500			146,142	81,000	157,500		180,000		96,500	
Research and development	Total	14	3						1			5	1	1	
	Median \$	123,900	120,000						132,480			218,000	127,800	80,000	
Manufacture and production	Total	90	19	25	5			1		7	2	5	3	5	
	Median \$	127,000	135,000	171,400	140,000			180,000		130,000	89,500	115,000	83,000	77,250	
Project management/general administration/management services	Total	50	22	2						2		4		7	
	Median \$	190,800	255,000	146,500						87,330		295,500		91,200	
Construction and installation	Total	4	1								1				
	Median \$	116,500	123,000								188,000				
Operations	Total														
	Median \$														
Business systems/IT and software	Total														
	Median \$														
Marketing and sales	Total	3	1												
	Median \$	315,000	500,000												
Finance/Financial services/Procurement and supply	Total	5	1	1										1	
	Median \$	128,865	100,000	114,730										167,000	
Asset management	Total	20	11	1					1	1		1		2	
	Median \$	138,500	140,000	75,000					137,000	103,844		178,366		147,500	
Education and training	Total	9													
	Median \$	110,000													
Process safety/Safety health and environment	Total	42	13	6						1			2		6
	Median \$	163,270	241,000	102,840						284,519			172,500		213,000
Regulations/Regulatory compliance	Total	7	2	1											1
	Median \$	115,000	258,152	90,000											140,000
Other	Total														
	Median \$														



Section D Classified by industry sector

SECTION D / TABLE 8B : MEDIAN SALARY OR SELF EMPLOYED EARNINGS BY TYPE OF WORK

		Total	Industry Sector												
			Plant & equip	Chemical	Bio-chem	Plastics	Contract	Food drink	Consult	Pharma	Consumer	Fin & ins	Education	Waste management	Other
Design	Total	171	9				3	1	35	1			1	3	
	Median \$	146,142	122,500				195,000	78,000	138,000	117,875			95,000	132,000	
Research and development	Total	14			1								2		
	Median \$	123,900			100,000								90,039		
Manufacture and production	Total	90	1	11		1		3	1					1	
	Median \$	127,000	80,000	110,000		110,000		78,000	178,000					144,700	
Project management/general administration/management services	Total	50		4			2	2	3	2					
	Median \$	190,800		109,000			304,784	148,000	135,000	113,000					
Construction and installation	Total	4		1				1							
	Median \$	116,500		110,000				105,000							
Operations	Total														
	Median \$														
Business systems/IT and software	Total														
	Median \$														
Marketing and sales	Total	3	1			1									
	Median \$	315,000	315,000			154,800									
Finance/Financial services/Procurement and supply	Total	5									1	1			
	Median \$	128,865									143,000				
Asset management	Total	20		1				1		1					
	Median \$	138,500		235,000				70,000		195,000					
Education and training	Total	9			1								8		
	Median \$	110,000			100,070								115,000		
Process safety/Safety health and environment	Total	42	1	1		1	2		8	1					
	Median \$	163,270	64,000	200,000		109,000	132,029		109,000	145,000					
Regulations/Regulatory compliance	Total	7						1	1	1					
	Median \$	115,000						230,000	54,000	115,000					
Other	Total														
	Median \$														

Section E



Classified by type of work





Section E Classified by type of work

SECTION E / TABLE 1 : EMPLOYMENT STATUS

		Total	Type of work													
			Design	R & D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset Man	Education	Safety & Env	Regulatory	Other
Total	Total	415	171	14	90	50	4			3	5	20	9	42	7	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%			100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Full time	Total	395	165	13	88	48	4			3	5	19	8	36	6	
	%	95.2%	96.5%	92.9%	97.8%	96.0%	100.0%			100.0%	100.0%	95.0%	88.9%	85.7%	85.7%	
Part time	Total	20	6	1	2	2						1	1	6	1	
	%	4.8%	3.5%	7.1%	2.2%	4.0%						5.0%	11.1%	14.3%	14.3%	



Section E Classified by type of work

SECTION E / TABLE 2 : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS

	Total	Type of work													
		Design	R & D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset Man	Education	Safety & Env	Regulatory	Other
Total	403	165	14	87	49	4			3	4	20	9	41	7	
<\$16K	2			1									1		
>=\$50K	3			1	1									1	
>=\$55K	2			2											
>=\$60K	6	3		2									1		
>=\$65K	7	3	1		1								2		
>=\$70K	11	6		3							1		1		
>=\$75K	16	8	1	5							1		1		
>=\$80K	14	5	1	2	2						1		3		
>=\$85K	11	7		3	1										
>=\$90K	13	3		5	4									1	
>=\$95K	16	7	1	4	1							1	1	1	
>=\$100K	19	5	2	5	2					1	1	1	2		
>=\$105K	14	4		3	1	1						2	3		
>=\$110K	13	4		4	1	1				1	1	1			
>=\$115K	10	5		1	2						1			1	
>=\$120K	10	4	1		1	1					1	2			
>=\$125K	11	4	1	3	1						1	1			
>=\$130K	11	4	1	3	1								2		
>=\$135K	9	4		2	1						2				
>=\$140K	11	5		3						1	1			1	
>=\$145K	8	4		2									2		
>=\$150K	70	37	2	14	5	1			1	1	3		6		
>=\$200K	54	20	1	15	9						1	1	6	1	
>=\$250K	62	23	2	4	15				2		5		10	1	
Total	403	165	14	87	49	4			3	4	20	9	41	7	
Mean	171,327	161,942	239,026	154,780	207,571	131,500			323,267	131,183	196,334	120,762	174,672	163,615	
Median	140,000	146,142	123,900	127,000	190,800	116,500			315,000	128,865	138,500	110,000	163,270	115,000	
1st Decile	78,000	76,000	79,433	71,500	85,000	105,000			154,800	100,000	79,240	96,000	72,795	54,000	
9th Decile	295,760	269,452	385,000	230,000	375,000	188,000			500,000	167,000	416,500	200,000	300,000	420,000	



Section E Classified by type of work

SECTION E / TABLE 3 : BENEFITS IN KIND FOR SALARIED EMPLOYEES

		Total	Type of work													
			Design	R & D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset Man	Education	Safety & Env	Regulatory	Other
Company final salary/defined benefit pension	Total	9	3			1					1	1		3		
	%	2.2%	1.8%			2.0%					20.0%	5.0%		7.3%		
Company money purchase pension	Total	13		1	5	2						2	1	2		
	%	3.2%		7.1%	5.7%	4.1%						10.0%	11.1%	4.9%		
Non contributory pension	Total	1												1		
	%	0.2%												2.4%		
Central Providence Fund (Singapore)	Total															
	%															
401k savings plan (US)	Total	1				1										
	%	.2%				2.0%										
Superannuation (Australia/NZ)	Total	362	151	11	82	43	4			3	4	16	8	33	7	
	%	89.4%	91.0%	78.6%	94.3%	87.8%	100.0%			100.0%	80.0%	80.0%	88.9%	80.5%	100.0%	
None	Total	19	12	2		2						1		2		
	%	4.7%	7.2%	14.3%		4.1%						5.0%		4.9%		
Medical and dental insurance	Total	44	10	1	11	6	2			1	2	2		9		
	%	11.0%	6.1%	7.1%	12.9%	12.5%	66.7%			33.3%	40.0%	10.0%		22.0%		
Car or car allowance	Total															
	%															
Company share scheme	Total	99	27	2	26	10	2			1	1	10		18	2	
	%	24.8%	16.4%	14.3%	30.6%	20.8%	66.7%			33.3%	20.0%	50.0%		43.9%	33.3%	
Life insurance	Total	69	30	1	14	11	2					2		9		
	%	17.3%	18.2%	7.1%	16.5%	22.9%	66.7%					10.0%		22.0%		
Loans	Total	1	1													
	%	0.3%	0.6%													
IChemE membership fees	Total	258	116	5	61	29	3			2	2	11	2	27		
	%	64.7%	70.3%	35.7%	71.8%	60.4%	100.0%			66.7%	40.0%	55.0%	22.2%	65.9%		
Other professional membership fees	Total	108	40	4	24	19	1			1	1	2	1	14	1	
	%	27.1%	24.2%	28.6%	28.2%	39.6%	33.3%			33.3%	20.0%	10.0%	11.1%	34.1%	16.7%	
Childcare	Total	2	1	1												
	%	0.5%	0.6%	7.1%												
None	Total	87	33	9	13	12						7	6	5	2	
	%	21.8%	20.0%	64.3%	15.3%	25.0%						35.0%	66.7%	12.2%	33.3%	
Other	Total	38	14		12	3					1	2	1	3	2	
	%	9.5%	8.5%		14.1%	6.3%					20.0%	10.0%	11.1%	7.3%	33.3%	



Section E Classified by type of work

SECTION E / TABLE 4 : SALARY OR SELF EMPLOYED EARNINGS BY GRADE AND SEX

		Total	Type of work													
			Design	R & D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset Man	Education	Safety & Env	Regulatory	Other
Chartered Members	Total	175	78	5	30	24				2	2	6	4	21	3	
	Mean	213,817	196,313	476,160	185,079	231,143				407,500	155,000	271,667	138,131	214,681	248,768	
	Median	190,000	188,317	218,000	185,000	222,500				407,500	155,000	220,000	122,500	200,000	230,000	
	1st Decile	105,000	98,000	127,800	92,000	105,000				315,000	143,000	120,000	107,524	104,340	96,303	
	9th Decile	325,000	304,000	1,500,000	295,760	380,000				500,000	167,000	526,000	200,000	332,000	420,000	
Non-Chartered Members	Total	240	93	9	60	26	4			1	3	14	5	21	4	
	Mean	140,008	132,592	107,284	139,630	184,941	131,500			154,800	107,365	164,049	106,866	136,567	99,750	
	Median	110,000	115,000	100,000	103,250	120,000	116,500			154,800	107,365	131,000	108,261	109,000	102,500	
	1st Decile	71,500	72,000	65,000	70,823	80,000	105,000			154,800	100,000	75,000	96,000	67,000	54,000	
	9th Decile	230,000	206,000	192,000	200,000	330,000	188,000			154,800	114,730	300,000	120,000	250,000	140,000	
Male	Total	312	129	13	65	40	4			3	2	13	7	32	4	
	Mean	185,109	174,548	250,028	173,746	223,900	131,500			323,267	133,500	205,000	122,408	185,912	122,250	
	Median	164,500	165,000	127,800	148,000	200,000	116,500			315,000	133,500	160,000	108,261	195,000	102,500	
	1st Decile	78,900	81,000	79,433	78,000	91,200	105,000			154,800	100,000	75,000	96,000	68,000	54,000	
	9th Decile	304,000	291,580	385,000	240,000	380,000	188,000			500,000	167,000	407,000	200,000	310,000	230,000	
Female	Total	103	42	1	25	10					3	7	2	10	3	
	Mean	128,430	121,217	96,000	104,995	143,886					128,865	180,241	115,000	139,827	218,768	
	Median	110,000	110,000	96,000	96,548	114,000					128,865	120,000	115,000	119,500	140,000	
	1st Decile	74,000	72,000	96,000	62,406	80,432					114,730	83,479	110,000	88,500	96,303	
	9th Decile	200,000	200,000	96,000	145,000	287,000					143,000	526,000	120,000	230,000	420,000	



Section E Classified by type of work

SECTION E / TABLE 5 : SALARY OR SELF EMPLOYED EARNINGS BY LEVEL OF RESPONSIBILITY - HIGHEST QUALIFICATION

		Total	Type of work													
			Design	R & D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset Man	Education	Safety & Env	Regulatory	Other
Doctorate	Total	41	15	8	3	4				1			7	3		
	Mean	156,938	178,971	146,920	124,941	161,350				315,000			122,762	126,667		
	Median	127,800	185,000	123,900	110,000	157,700				315,000			110,000	100,000		
	1st Decile	95,000	95,000	79,433	107,822	105,000				315,000			96,000	80,000		
	9th Decile	245,000	250,000	385,000	157,000	225,000				315,000			200,000	200,000		
Masters	Total	87	31	2	17	14				1	2	5	1	12	2	
	Mean	196,391	165,270	205,000	196,581	231,692				500,000	133,500	206,200	120,000	214,973	237,000	
	Median	175,000	142,000	205,000	180,000	241,000				500,000	133,500	160,000	120,000	219,000	237,000	
	1st Decile	84,000	83,800	192,000	127,000	100,000				500,000	100,000	70,000	120,000	130,000	54,000	
	9th Decile	325,000	245,000	218,000	295,760	380,000				500,000	167,000	426,000	120,000	284,519	420,000	
Bachelors	Total	283	123	4	70	32	3				3	15	1	27	5	
	Mean	165,774	158,465	440,250	146,990	203,549	112,667				128,865	193,046	107,524	161,610	134,261	
	Median	132,000	142,636	98,000	110,000	180,238	110,000				128,865	137,000	107,524	137,500	115,000	
	1st Decile	75,000	75,000	65,000	70,000	80,863	105,000				114,730	103,844	107,524	67,000	90,000	
	9th Decile	285,000	280,000	1,500,000	215,000	330,000	123,000				143,000	407,000	107,524	310,000	230,000	
Non-grad	Total	4	2				1			1						
	Mean	180,450	189,500				188,000			154,800						
	Median	184,500	189,500				188,000			154,800						
	1st Decile	154,800	181,000				188,000			154,800						
	9th Decile	198,000	198,000				188,000			154,800						



Section E Classified by type of work

SECTION E / TABLE 6 : SALARY OR SELF EMPLOYED EARNINGS BY LEVEL OF RESPONSIBILITY - CHARTERED MEMBERS OR FELLOWS

		Total	Type of work													
			Design	R & D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset Man	Education	Safety & Env	Regulatory	Other
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	5	1			1				1				1	1	
	Mean	347,800	230,000			225,000				500,000				364,000	420,000	
	Median	364,000	230,000			225,000				500,000				364,000	420,000	
	1st Decile	225,000	230,000			225,000				500,000				364,000	420,000	
	9th Decile	500,000	230,000			225,000				500,000				364,000	420,000	
Senior manager/Director/Dean/Head of department	Total	24	5	2	4	6				1	1	2	2	1		
	Mean	330,769	321,000	942,500	147,095	305,928				315,000	167,000	466,500	162,500	284,519		
	Median	284,760	330,000	942,500	180,000	270,000				315,000	167,000	466,500	162,500	284,519		
	1st Decile	148,000	280,000	385,000	380	234,567				315,000	167,000	407,000	125,000	284,519		
	9th Decile	435,000	350,000	1,500,000	228,000	435,000				315,000	167,000	526,000	200,000	284,519		
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	66	30	3	11	10						2	1	9		
	Mean	209,081	208,124	165,267	206,273	228,988						208,500	107,524	219,603		
	Median	192,500	197,529	150,000	180,000	192,238						208,500	107,524	200,000		
	1st Decile	126,000	143,000	127,800	150,000	105,700						137,000	107,524	145,000		
	9th Decile	305,000	285,790	218,000	305,000	390,000						280,000	107,524	300,000		
Senior engineer/Senior lecturer	Total	43	25		9	5								4		
	Mean	186,637	189,362		174,561	199,800								178,670		
	Median	186,000	176,000		205,000	200,000								182,500		
	1st Decile	105,911	104,000		62,406	135,000								108,680		
	9th Decile	252,500	255,000		238,069	274,000								241,000		
Engineer/Supervised team member/Lecturer	Total	22	12		5	2						1		1	1	
	Mean	131,234	116,674		184,952	99,000						120,000		148,000	96,303	
	Median	115,000	108,500		157,000	99,000						120,000		148,000	96,303	
	1st Decile	85,800	84,000		110,000	93,000						120,000		148,000	96,303	
	9th Decile	198,000	148,000		295,760	105,000						120,000		148,000	96,303	
Engineering technician	Total															
	Mean															
	Median															
	1st Decile															
	9th Decile															
Graduate in training/Engineer in training/Post doctoral	Total	1												1		
	Mean	100,000												100,000		
	Median	100,000												100,000		
	1st Decile	100,000												100,000		
	9th Decile	100,000												100,000		
Consultant	Total	11	4								1	1	1	3	1	
	Mean	219,414	228,786								143,000	160,000	120,000	313,000	230,000	
	Median	195,500	232,500								143,000	160,000	120,000	313,000	230,000	
	1st Decile	131,500	146,142								143,000	160,000	120,000	226,000	230,000	
	9th Decile	352,000	304,000								143,000	160,000	120,000	400,000	230,000	
Other	Total	3	1		1									1		
	Mean	146,389	170,500		188,666									80,000		
	Median	170,500	170,500		188,666									80,000		
	1st Decile	80,000	170,500		188,666									80,000		
	9th Decile	188,666	170,500		188,666									80,000		



Section E Classified by type of work

SECTION E / TABLE 7 : SALARY OR SELF EMPLOYED EARNINGS BY LEVEL OF RESPONSIBILITY - ASSOCIATES

		Total	Type of work													
			Design	R & D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset Man	Education	Safety & Env	Regulatory	Other
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	1				1										
	Mean	750,000				750,000										
	Median	750,000				750,000										
	1st Decile	750,000				750,000										
	9th Decile	750,000				750,000										
Senior manager/Director/Dean/Head of department	Total	2	1									1				
	Mean	447,500	700,000									195,000				
	Median	447,500	700,000									195,000				
	1st Decile	195,000	700,000									195,000				
	9th Decile	700,000	700,000									195,000				
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	40	12	1	9	7	1					5		5		
	Mean	224,615	195,313	100,000	305,000	261,543	105,000					239,969		132,044		
	Median	194,400	184,000	100,000	190,000	300,000	105,000					235,000		130,000		
	1st Decile	101,922	124,950	100,000	85,000	130,000	105,000					103,844		220		
	9th Decile	318,000	256,000	100,000	1,420,000	350,000	105,000					426,000		250,000		
Senior engineer/Senior lecturer	Total	59	26	2	9	9	1			1		1	3	5	2	
	Mean	142,158	145,780	162,240	138,344	152,815	110,000			154,800		178,366	112,754	126,000	127,500	
	Median	140,000	144,000	162,240	130,000	138,000	110,000			154,800		178,366	110,000	109,000	127,500	
	1st Decile	95,000	98,000	132,480	102,000	80,863	110,000			154,800		178,366	108,261	67,000	115,000	
	9th Decile	200,000	200,000	192,000	190,000	241,000	110,000			154,800		178,366	120,000	195,000	140,000	
Engineer/Supervised team member/Lecturer	Total	93	41	3	29	7	1				2	4	1	3	2	
	Mean	97,456	95,999	87,215	99,255	100,600	123,000				107,365	99,620	96,000	101,967	72,000	
	Median	94,983	90,000	96,000	94,983	100,000	123,000				107,365	100,740	96,000	97,000	72,000	
	1st Decile	70,800	70,100	65,000	71,500	80,000	123,000				100,000	70,000	96,000	78,900	54,000	
	9th Decile	127,000	130,000	100,645	132,000	120,000	123,000				114,730	127,000	96,000	130,000	90,000	
Engineering technician	Total	4	1		1	1								1		
	Mean	108,699	70,000		242,000	50,000								72,795		
	Median	71,398	70,000		242,000	50,000								72,795		
	1st Decile	50,000	70,000		242,000	50,000								72,795		
	9th Decile	242,000	70,000		242,000	50,000								72,795		
Graduate in training/Engineer in training/Post doctoral	Total	20	8	2	7	1						1		1		
	Mean	82,708	91,071	79,717	78,788	66,000						75,000		82,000		
	Median	75,000	72,000	79,717	77,000	66,000						75,000		82,000		
	1st Decile	59,423	60,000	79,433	55,000	66,000						75,000		82,000		
	9th Decile	123,000	177,000	80,000	105,000	66,000						75,000		82,000		
Consultant	Total	5	2		1									2		
	Mean	150,800	186,500		249,000									66,000		
	Median	132,000	186,500		249,000									66,000		
	1st Decile	64,000	132,000		249,000									64,000		
	9th Decile	249,000	241,000		249,000									68,000		
Other	Total	1												1		
	Mean	325,000												325,000		
	Median	325,000												325,000		
	1st Decile	325,000												325,000		
	9th Decile	325,000												325,000		



Section E Classified by type of work

SECTION E / TABLE 8A : MEDIAN SALARY OR SELF EMPLOYED EARNINGS BY INDUSTRY SECTOR

		Total	Type of work													
			Design	R & D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset Man	Education	Safety & Env	Regulatory	Other
Biochemical engineering	Total	2		1									1			
	Mean	100,035		100,000									100,070			
	Median	100,035		100,000									100,070			
	1st Decile	100,000		100,000									100,070			
	9th Decile	100,070		100,000									100,070			
Chemical and allied products	Total	18			11	4	1					1		1		
	Mean	140,048			128,182	138,500	110,000					235,000		200,000		
	Median	110,000			110,000	109,000	110,000					235,000		200,000		
	1st Decile	77,000			73,912	85,000	110,000					235,000		200,000		
	9th Decile	235,000			197,500	251,000	110,000					235,000		200,000		
Consultancy	Total	48	35		1	3								8	1	
	Mean	150,436	153,223		178,000	136,492								152,714	54,000	
	Median	132,500	138,000		178,000	135,000								109,000	54,000	
	1st Decile	68,000	75,000		178,000	90,000								68,000	54,000	
	9th Decile	255,000	255,000		178,000	184,475								364,000	54,000	
Consumer products	Total															
	Mean															
	Median															
	1st Decile															
	9th Decile															
Contracting	Total	7	3			2								2		
	Mean	192,946	159,000			304,784								132,029		
	Median	195,000	195,000			304,784								132,029		
	1st Decile	76,000	76,000			234,567								78,900		
	9th Decile	375,000	206,000			375,000								185,157		
Education/Universities	Total	12	1	2							1		8			
	Mean	114,715	95,000	90,039									123,348			
	Median	108,261	95,000	90,039									115,000			
	1st Decile	95,000	95,000	79,433									96,000			
	9th Decile	125,000	95,000	100,645									200,000			
Finance, insurance and risk	Total	1									1					
	Mean	143,000									143,000					
	Median	143,000									143,000					
	1st Decile	143,000									143,000					
	9th Decile	143,000									143,000					



Section E Classified by type of work

SECTION E / TABLE 8B : MEDIAN SALARY OR SELF EMPLOYED EARNINGS BY INDUSTRY SECTOR

		Total	Type of work													
			Design	R & D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset Man	Education	Safety & Env	Regulatory	Other
Food and drink	Total	9	1		3	2	1					1			1	
	Mean	110,778	78,000		72,667	148,000	105,000					70,000			230,000	
	Median	85,000	78,000		78,000	148,000	105,000					70,000			230,000	
	1st Decile	55,000	78,000		55,000	126,000	105,000					70,000			230,000	
	9th Decile	230,000	78,000		85,000	170,000	105,000					70,000			230,000	
Health, safety and environment	Total	7												6	1	
	Mean	197,571												207,167	140,000	
	Median	200,000												213,000	140,000	
	1st Decile	67,000												67,000	140,000	
	9th Decile	400,000												400,000	140,000	
Industrial gases	Total	17	6		7	2						1		1		
	Mean	135,699	153,643		117,429	87,330						103,844		284,519		
	Median	130,000	157,500		130,000	87,330						103,844		284,519		
	1st Decile	80,000	85,000		70,000	80,000						103,844		284,519		
	9th Decile	206,856	206,856		155,000	94,660						103,844		284,519		
Iron, steel and other metals	Total	6		1	3									2		
	Mean	339,204		127,800	520,808									172,500		
	Median	138,900		127,800	83,000									172,500		
	1st Decile	59,423		127,800	59,423									150,000		
	9th Decile	1,420,000		127,800	1,420,000									195,000		
Mining and minerals	Total	22	7	5	5	4						1				
	Mean	267,080	184,443	463,600	125,459	365,250						178,366				
	Median	179,183	180,000	218,000	115,000	295,500						178,366				
	1st Decile	79,000	70,100	65,000	79,000	120,000						178,366				
	9th Decile	385,000	305,000	1,500,000	200,000	750,000						178,366				
Oil and gas exploration and production	Total	151	78	3	19	22	1			1	1	11		13	2	
	Mean	199,609	181,232	136,000	173,649	257,305	123,000			500,000	100,000	239,771		211,345	258,152	
	Median	180,000	170,000	120,000	135,000	255,000	123,000			500,000	100,000	140,000		241,000	258,152	
	1st Decile	96,000	84,000	96,000	96,800	115,400	123,000			500,000	100,000	110,000		100,000	96,303	
	9th Decile	325,000	300,000	192,000	242,000	380,000	123,000			500,000	100,000	426,000		310,000	420,000	
Oil refining	Total	44	8		25	2					1	1		6	1	
	Mean	150,180	178,286		157,861	146,500					114,730	75,000		115,079	90,000	
	Median	150,000	185,000		171,400	146,500					114,730	75,000		102,840	90,000	
	1st Decile	82,000	97,000		90,000	93,000					114,730	75,000		72,795	90,000	
	9th Decile	228,000	240,000		249,000	200,000					114,730	75,000		200,000	90,000	
Paper and packaging	Total	3			2		1									
	Mean	122,333			89,500		188,000									
	Median	127,000			89,500		188,000									
	1st Decile	52,000			52,000		188,000									
	9th Decile	188,000			127,000		188,000									
Petrochemicals	Total	7	2		5											
	Mean	132,429	108,500		142,000											
	Median	133,000	108,500		140,000											
	1st Decile	84,000	84,000		88,000											
	9th Decile	210,000	133,000		210,000											



Section E Classified by type of work

SECTION E / TABLE 8C : MEDIAN SALARY OR SELF EMPLOYED EARNINGS BY INDUSTRY SECTOR

		Total	Type of work													
			Design	R & D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset Man	Education	Safety & Env	Regulatory	Other
Pharmaceuticals and personal care products	Total	6	1			2						1		1	1	
	Mean	133,146	117,875			113,000						195,000		145,000	115,000	
	Median	123,938	117,875			113,000						195,000		145,000	115,000	
	1st Decile	96,000	117,875			96,000						195,000		145,000	115,000	
	9th Decile	195,000	117,875			130,000						195,000		145,000	115,000	
Plastics	Total	3			1					1				1		
	Mean	124,600			110,000					154,800				109,000		
	Median	110,000			110,000					154,800				109,000		
	1st Decile	109,000			110,000					154,800				109,000		
	9th Decile	154,800			110,000					154,800				109,000		
Power generation & fossil fuels	Total	3	1	1								1				
	Mean	116,827	81,000	132,480								137,000				
	Median	132,480	81,000	132,480								137,000				
	1st Decile	81,000	81,000	132,480								137,000				
	9th Decile	137,000	81,000	132,480								137,000				
Power generation & nuclear decommissioning	Total															
	Mean															
	Median															
	1st Decile															
	9th Decile															
Power generation & nuclear generation	Total															
	Mean															
	Median															
	1st Decile															
	9th Decile															
Power generation & renewables	Total	2	1		1											
	Mean	163,071	146,142		180,000											
	Median	163,071	146,142		180,000											
	1st Decile	146,142	146,142		180,000											
	9th Decile	180,000	146,142		180,000											
Process plant and equipment	Total	12	9		1					1				1		
	Mean	133,555	125,221		80,000					315,000				64,000		
	Median	101,250	122,500		80,000					315,000				64,000		
	1st Decile	66,000	68,000		80,000					315,000				64,000		
	9th Decile	285,500	256,000		80,000					315,000				64,000		
Waste management	Total	4	3		1											
	Mean	129,300	124,167		144,700											
	Median	138,350	132,000		144,700											
	1st Decile	70,000	70,000		144,700											
	9th Decile	170,500	170,500		144,700											
Water	Total	31	15	1	5	7					1	2				
	Mean	113,131	116,714	80,000	94,814	106,266					167,000	147,500				
	Median	96,500	96,500	80,000	77,250	91,200					167,000	147,500				
	1st Decile	70,500	75,000	80,000	62,000	50,000					167,000	135,000				
	9th Decile	167,000	167,000	80,000	150,000	190,800					167,000	160,000				
Other	Total															
	Mean															
	Median															
	1st Decile															
	9th Decile															

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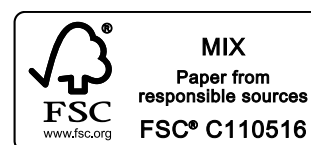
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IChemE is a registered charity in England and Wales, and a charity registered in Scotland (SC 039661)

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