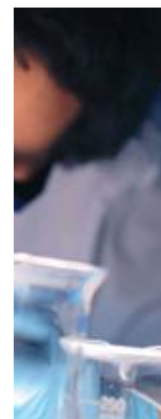


UK Salary Survey 2018

Analysis of the pay and benefits received by professional chemical engineers working in the UK





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Introduction

IChemE conducted a salary survey with its UK members in August and September 2018. This report contains all of the salary data gathered and a short summary comparing the 2018 data to that of previous years.

The survey was also extended to members in Australia, Ireland, Malaysia, and South Africa. The sample sizes for these remaining countries were too small to draw accurate conclusions and therefore no reports are available.

The questionnaires were sent to eligible members electronically in August. 1,585 members participated in the survey. Of this, 54% of participants were Chartered Chemical Engineers (MIChemE).

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. A few in the group may earn very high salaries, but it is unlikely that many engineers earn less than that of a new graduate. 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 IChemE member within a socio-economic group is earning.

Summary of key findings

Salaries and progression

The median salary for chemical engineers remained steady at £54,000/y (2017: £55,000/y). In addition, the median salary for those aged under 25, at the early career stage, held at £30,000/y. Graduate starting salaries, based on those respondents who graduated in 2018, are less than that of last year. Last year's findings showed new graduates earned a median of £30,000/y, whereas this year graduates earn a median of £28,600/y.

Gender gap

Men and women aged 25 and under earn equal salaries to each other. However, the gap increases with age. In the 25–29 age bracket, women earn £36,500/y and men earn £40,500/y – a difference of £4,000/y (10%). The largest gap is in the 45–49 year old age group, where women earn £27,500 less than their male counterparts. This year, 79% of respondents were male, compared to 21% female. Due to the lower sample sizes of female engineers, caution is advised with interpreting these results.



Industry comparisons

The highest median salary was reported in the finance, insurance and risk sector at £90,000/y; down 25% from salaries reported in 2017. The next highest median salaries were in contracting (£81,000/y), fuel cells technology (£80,000/y) and paper and packaging (£77,500/y). However, due to lower sample sizes, caution is advised with these results. 2018 graduate chemical engineers most commonly secured employment in the pharmaceuticals and personal care products sector, followed by water, and oil and gas exploration.

Education

The median salary of a Chartered Chemical Engineer with a doctorate is £68,690/y; up 12% from £61,500/y in 2017. Meanwhile, median salaries of Chartered Chemical Engineers with a bachelor's degree remained steady at £78,500/y (2017: £78,725/y). The median salary of those in Associate and Affiliate IChemE member grades with a bachelor's degree is £43,400/y, which is higher than those with a master's degree (£37,500/y), and less than those with a doctorate (£45,000/y). In 2017, the median salary for non-Chartered members with a bachelor's degree was higher than those with master's and doctorates.

Impact of job role

The highest median salary (£111,250/y) was earned by those in a finance, financial services, or procurement and supply role. However, the low sample size (6) means caution is advised. In 2017, the median salary for the same type of work was £132,500/y. Other types of work that reported high earning median salaries by participants were business development and business strategy (£104,000/y – a new category added this year), and risk management (£90,000/y).

Regional impact

Chemical engineers working in London reported the highest median salaries (£70,100/y). The London and South East region was separated in 2018 to provide a more accurate report of engineer salaries in the South East living outside London. Respondents in the South East (£67,500/y) and the West Midlands (£56,000/y) reported the next highest salaries. The highest concentration of chemical engineers participating in the survey came from the North West (289), with the majority working in nuclear/nuclear decommissioning, chemical and allied products, and consultancy. The South East had the second highest number of respondents, with more than a third working in oil and gas exploration and production, oil refining and industrial gases.

Nationality comparisons

UK nationals reportedly earned a higher median salary at £55,000/y compared to EU nationals (£43,500/y) and non-EU nationals (£41,000/y) living in the UK. Caution is advised for the EU and non-EU national responses, which had a lower response rate than UK nationals. All figures are lower than in 2017, where UK nationals earned £56,400/y; EU nationals £45,700/y; and non-EU nationals £44,000/y. In 2018, participants from all nationalities aged under 25 earned an almost identical median salary. However, these fluctuate as the age of participants increases.

Difference in business size

The majority of respondents to the survey work in a large organisation of 250+ employees, where the median salary was reported as £54,500/y. This was marginally lower than the median salary of £56,000/y in 2017.

The median salaries for the other business categories were: sole trader/self-employed, £85,000/y; micro (0–9 employees), £55,500/y; small (10–49), £44,400/y; medium (50–249), £52,500/y.

Across all business sizes, excluding sole traders/self-employed respondents, Chartered Chemical Engineers earned more than their non-Chartered counterparts.

Other benefits

More people reported to receive a defined contribution pension or company money purchase scheme than those receiving a defined benefit pension or company final salary scheme. This year, 24% of respondents stated that they received defined benefit pension scheme as a benefit – down 2% from 2017. However, 68% receive a defined contribution pension scheme – up 2% from 2017. 5% of respondents did not receive a pension scheme.

77% of participants reported that their employer paid their IChemE membership fees.



Analysis

All data refers to £k median salary/y

Chart 1 – Early career salaries by industry sector

'Early career' refers to respondents aged under 25 in full-time or part-time employment.

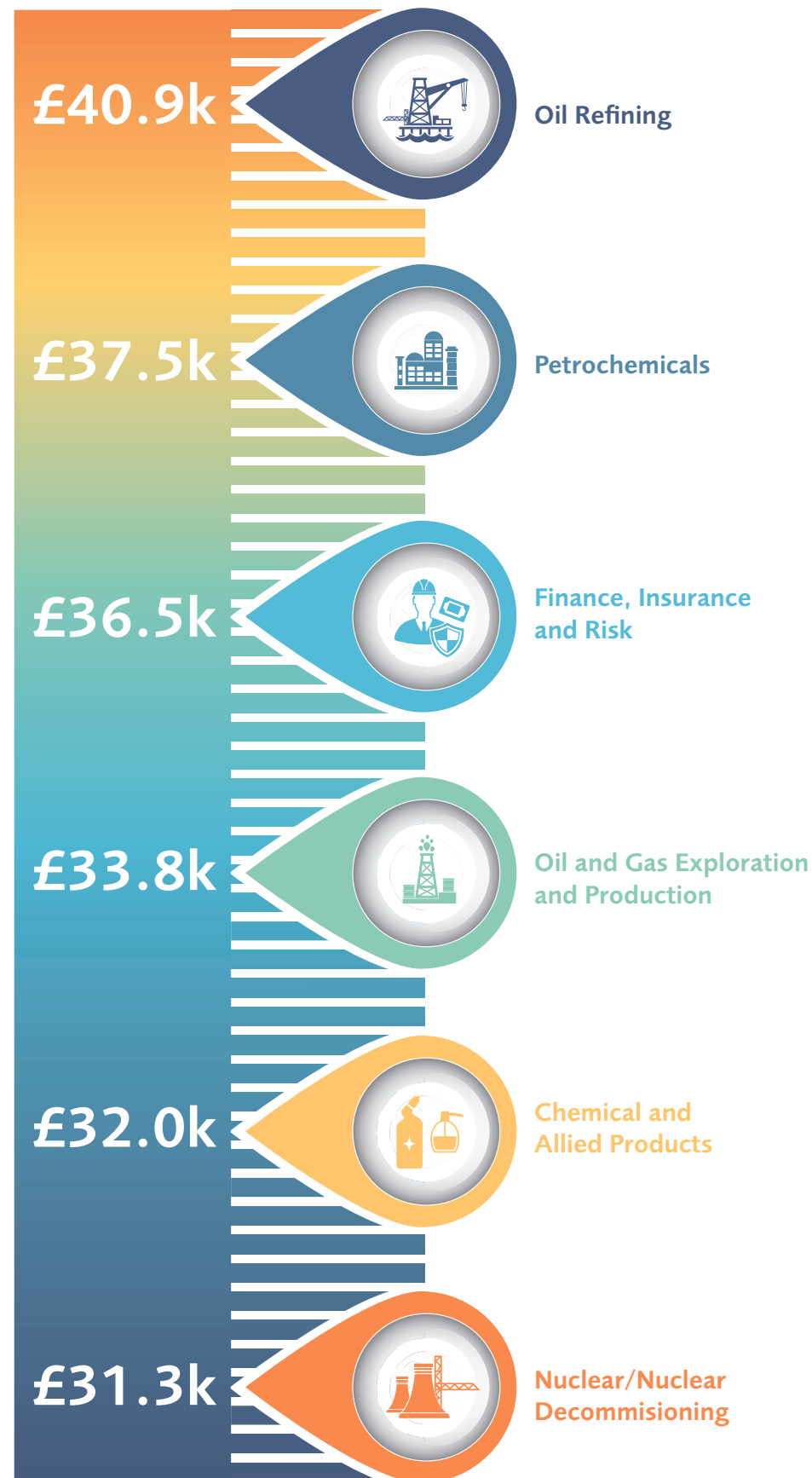


Chart 2 – Salary comparison and year-on-year trend by sector 2017–2018

*new industry category introduced in 2018

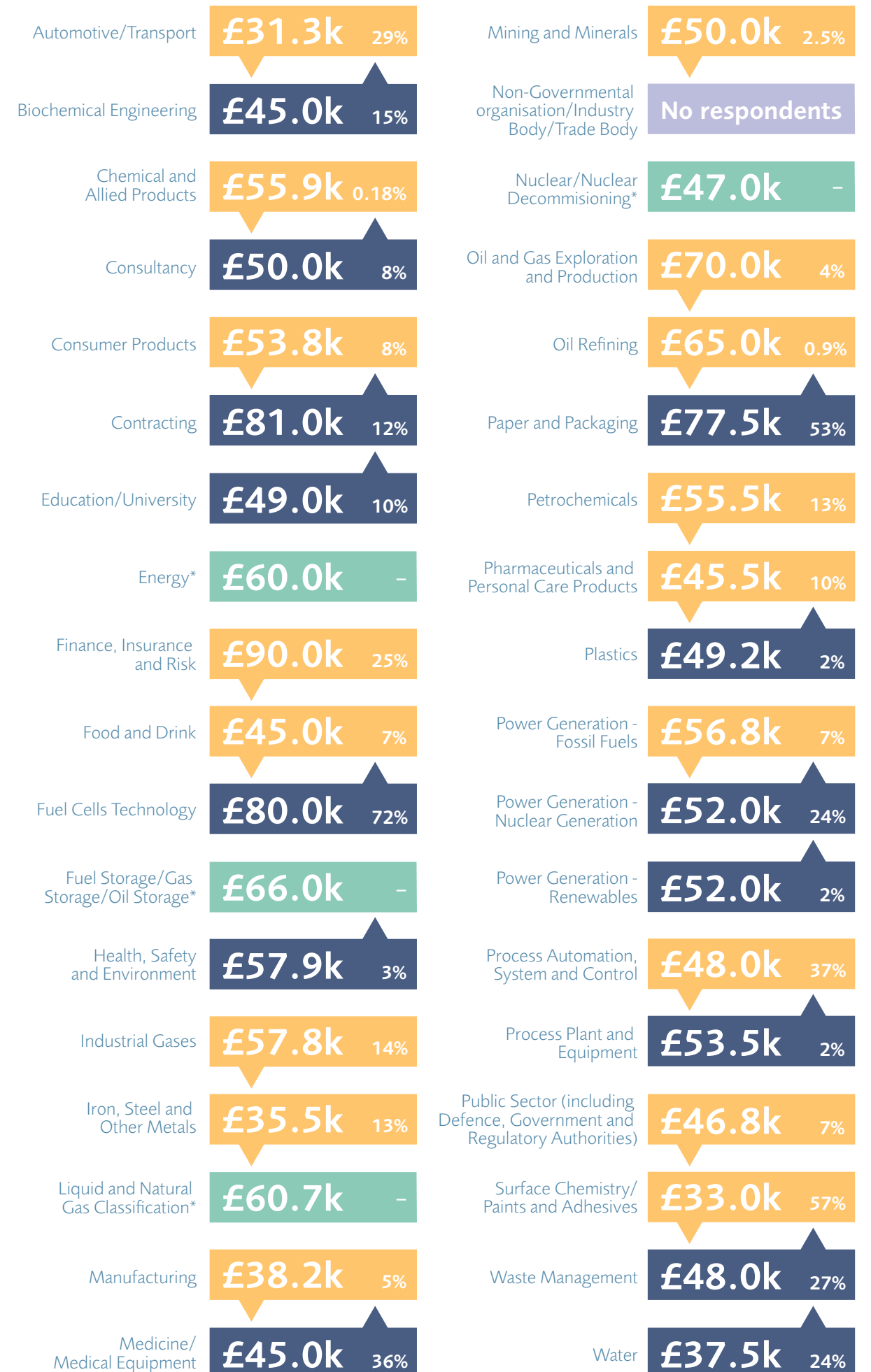


Chart 3 – Chemical engineering salary trends 2008–2018

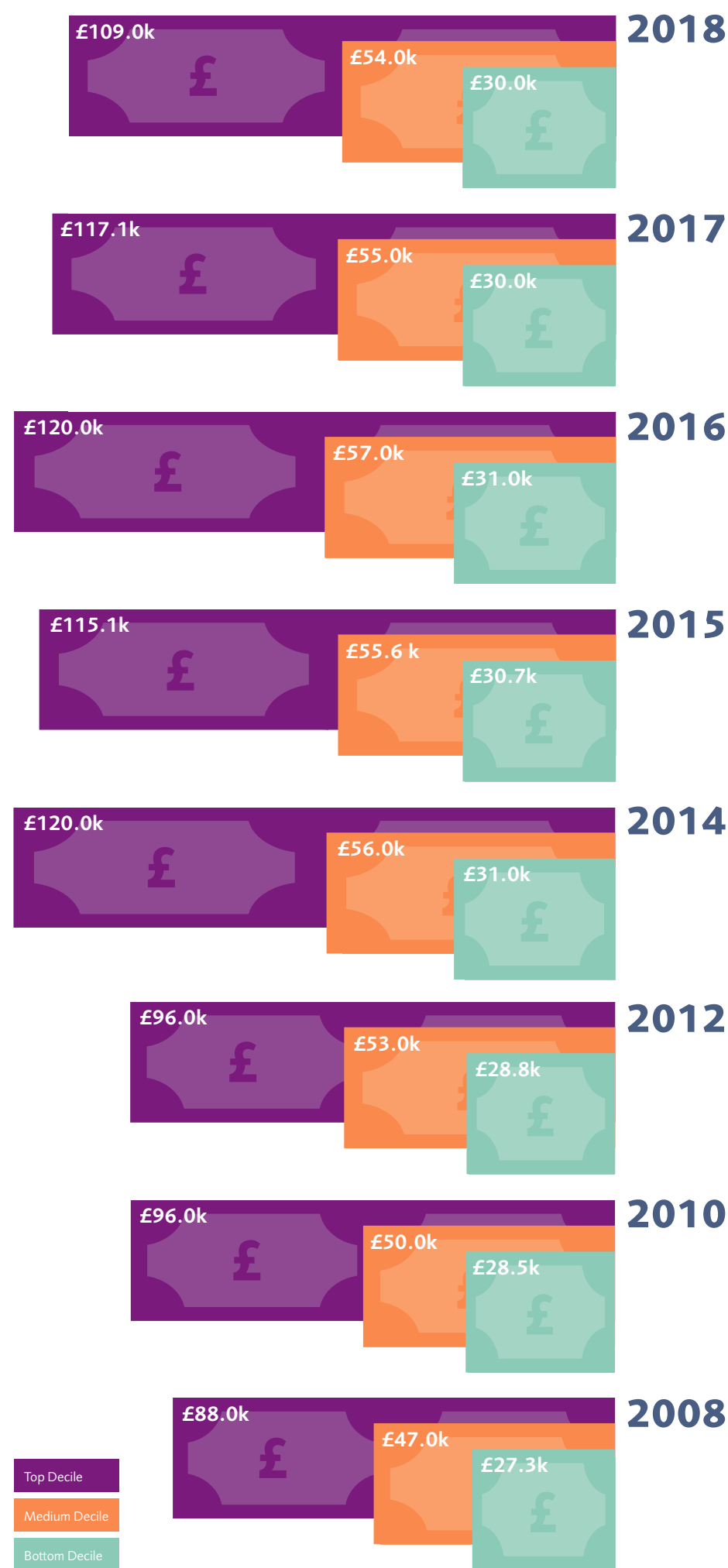


Chart 4 – Comparison by type of work 2018

All data refers to £k median salary/y
*new type of work category introduced in 2018

	2017	VS	2018
Finance/Finance Services/ Procurement and Supply	£132.5k	▼	£111.3k
Business Development/ Business Strategy*	–	◀▶	£104.0k
Risk Management	£87.6k	▲	£90.0k
Marketing and Sales	£69.9k	▲	£82.1k
Asset Management	£47.2k	▲	£80.0k
Construction and Installation	£60.0k	▲	£77.7k
Process Safety/Safety, Health and Environment	£60.6k	▲	£62.5k
Project Management/General Administration/Management Services	£65.0k	▼	£57.0k
Regulations/Regulatory Compliance	£55.6k	▲	£56.7k
Consultancy*	–	◀▶	£56.0k
Manufacture and Production	£51.4k	▲	£54.0k
Operations	£56.3k	▼	£53.7k
Business Systems/IT and Software	£56.7k	▼	£51.4k
Design	£50.6k	▼	£48.7k
Research and Development	£50.0k	▼	£48.0k
Academic Research and/or Teaching	£45.0k	▲	£46.3k
Analysis/Intelligence Gathering	£41.5k	▲	£45.0k
Process Control/Process Design Process Innovation/Process Development*	–	◀▶	£45.0k
Education and Training	£39.0k	▲	£44.0k
Certification/Validation/ Quality Assurance	£35.5k	▲	£42.5k

Chart 5 – Median salaries compared by UK region

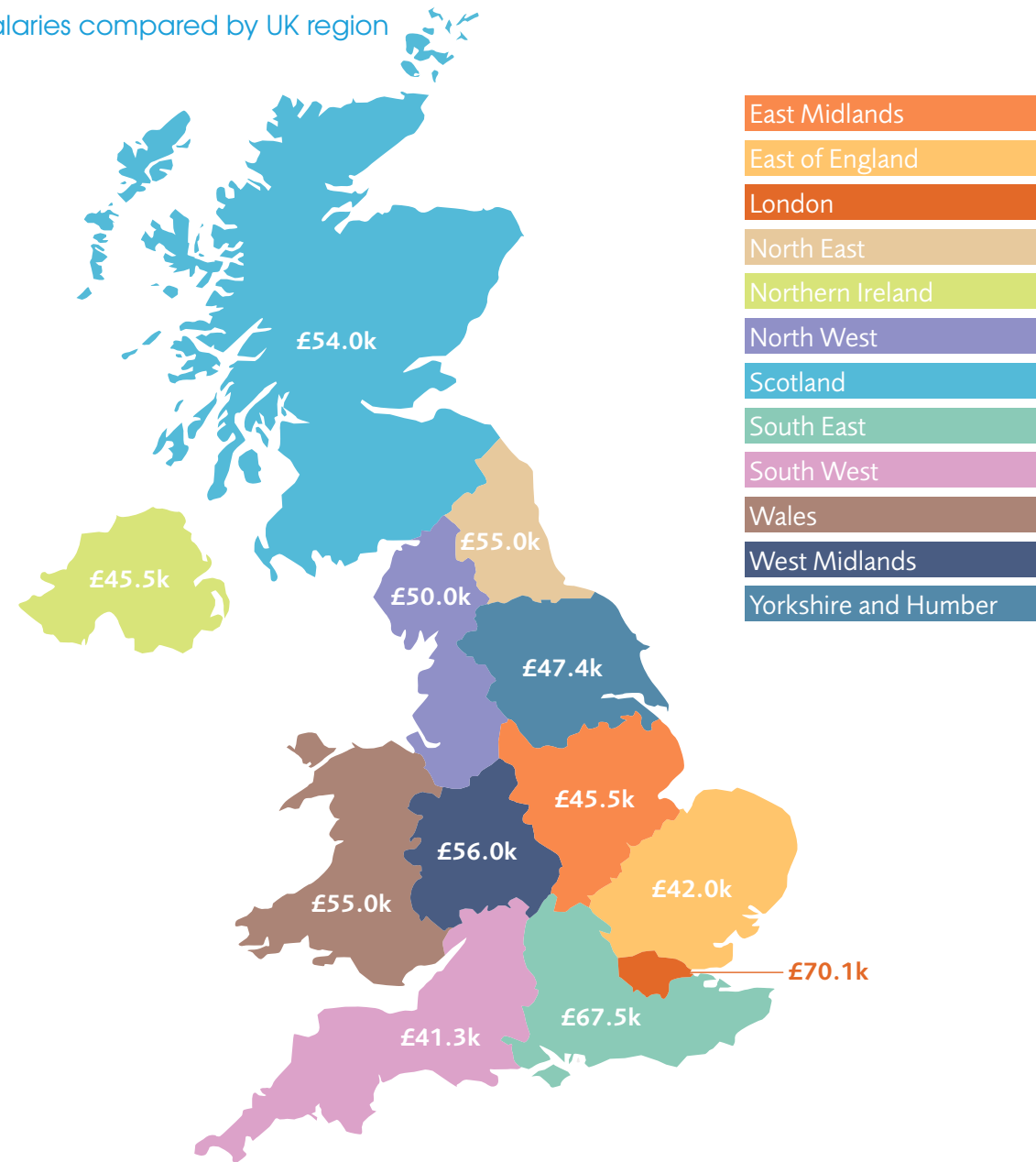


Chart 7 – Chartered engineer v non-Chartered salaries compared by age

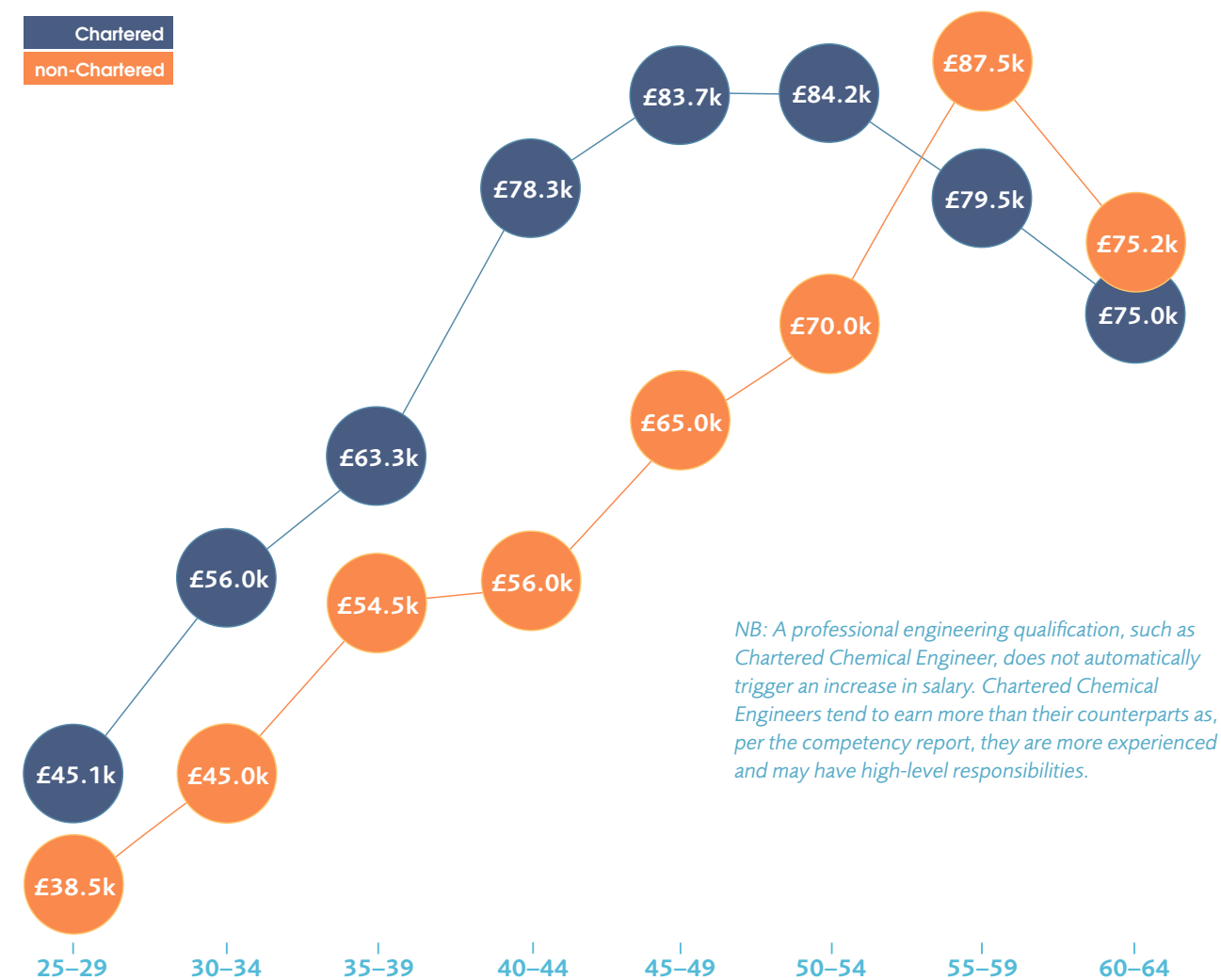


Chart 6 – Female and male median salaries compared by age

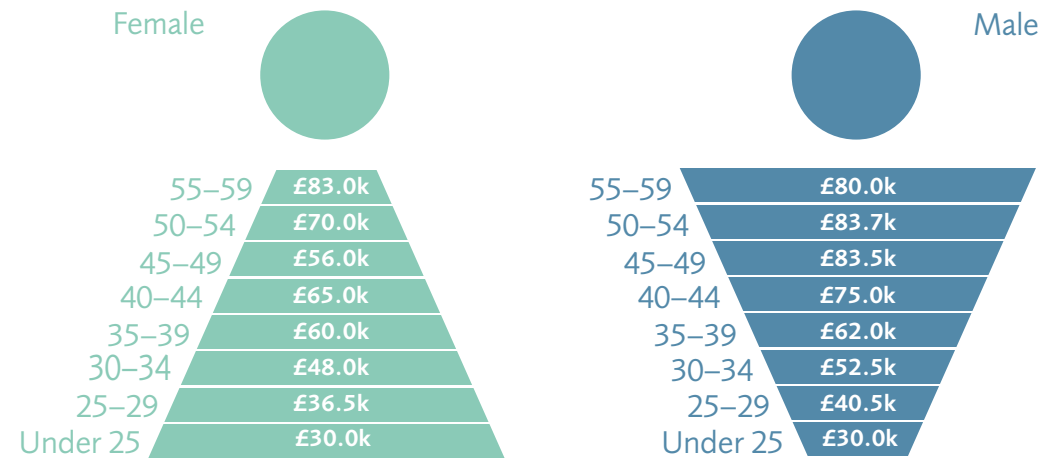
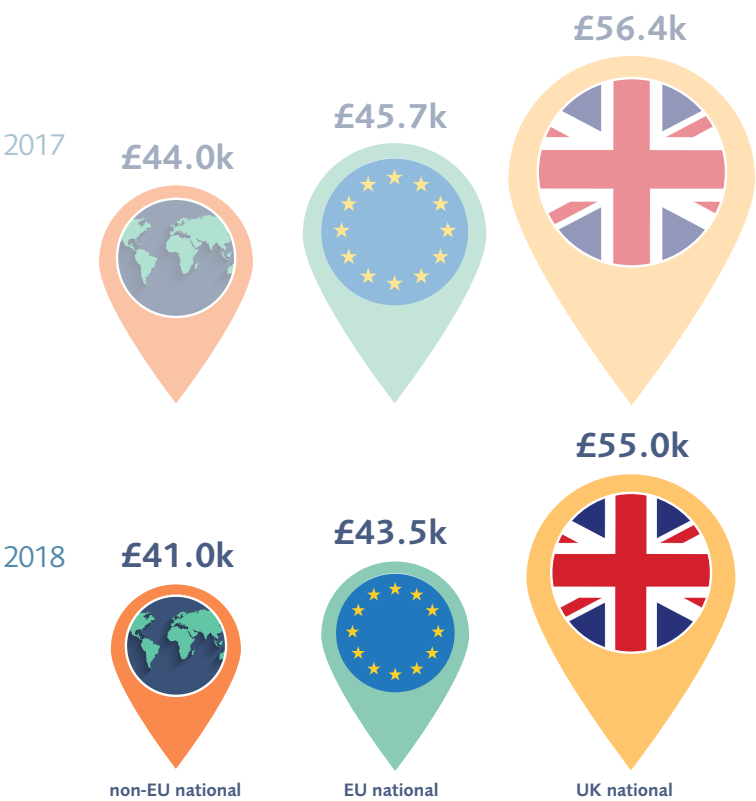


Chart 8 – Median salaries by nationality



UK Salary 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
- Other

3. How old were you on 1 January 2018?

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

4. What is your nationality?

- UK national
- EU national
- Non-EU national

5. What is your ethnicity?

- White English/Welsh/Scottish/Northern Irish/British
- White Irish
- White gypsy or Irish traveller
- Other white background
- White and black Caribbean
- White and black African
- White and Asian
- Any other mixed or multiple ethnic background
- Asian/Asian British Indian
- Asian/Asian British Pakistani
- Asian/Asian British Bangladeshi

- Asian/Asian British Chinese
- Any other Asian background
- Black African
- Black Caribbean
- Any other black/African/Caribbean background
- Arab
- Any other ethnic group (please specify)

6. What is the highest qualification you have attained?

- Doctorate
- Master's Degree
- Bachelor's Degree
- Master of Business Administration (MBA)
- Non-graduate qualification, such as GCSE, A Levels, diplomas, National Vocational Qualification, Scottish Vocational Qualification
- Higher National Certificate, Higher National Diploma, Leaving Certificate, technical certificate, trade certificate, BTEC, City & Guilds progression award, etc
- Other (please specify)

7. When did you graduate?

- In 2018
- In 2017
- In 2016
- Before 2016
- Currently studying

8. What is the current status of your employment?

- Full time
- Part time
- Currently unemployed*
- Career break/Maternity or paternity leave*
- Retired*

** Please note that all participants selecting this option were excluded from the data.*

9. Where is your primary place of work?

- North East
- North West
- Yorkshire and the Humber
- East Midlands
- East of England
- West Midlands
- South West
- South East
- London
- Scotland
- Wales
- Northern Ireland

10. What is your level of responsibility?

- Intern/Undergraduate Student Placement/Apprentice
- Engineering Technician
- Graduate in Training/Engineer in Training/Postgraduate or Doctoral Student in Training
- Postdoctoral
- Engineer/Supervised Team Member/Lecturer
- Senior Engineer/Senior Lecturer
- Manager/Site Manager/Project Manager/Associate Professor/Professor/Principal Engineer
- Senior Manager/Director/Dean/Head of Department
- Chairman/Managing Director/Chief Executive/Vice Chancellor/Vice President
- Consultant/Contractor
- Safety Inspector/Regulatory Inspector/Audit Inspector
- Other (please specify)

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

- Automotive/Transport
- Biochemical Engineering/Biofuels
- Chemical and Allied Products
- Consultancy
- Consumer Products
- Contracting
- Energy
- Education/Universities
- Finance, Insurance and Risk
- Food and Drink
- Fuel Cells Technology
- Fuel Storage/Gas Storage/Oil Storage
- Health, Safety and Environment
- Industrial Gases
- Iron, Steel and Other Metals

- Liquid and Natural Gas Reclassification
- Manufacturing
- Medicine/Medical Equipment
- Mining and Minerals
- Non-Governmental Organisation (NGO)/Industry Body/Trade Body
- Nuclear/Nuclear Decommissioning
- Oil and Gas Exploration and Production
- Oil Refining
- Paper and Packaging
- Petrochemicals
- Pharmaceuticals and Personal Care Products
- Plastics
- Power Generation – Fossil Fuels
- Power Generation – Nuclear Generation
- Power Generation – Renewables
- Process Automation, Simulation and Control
- Process Plant and Equipment
- Public Sector (including Defence, Government and Regulatory Authorities)
- Surface Chemistry/Paints and Adhesives
- Waste Management
- Water
- Other (please specify)

12. What is your main type of work?

- Academic Research and/or Teaching
- Analysis/Intelligence Gathering
- Asset Management
- Business Systems/IT and Software
- Business Development/Business Strategy
- Certification/Validation/Quality Assurance
- Construction and Installation
- Consultancy
- Design
- Education and Training
- Finance/Financial Services/Procurement and Supply
- Manufacture and Production
- Marketing and Sales
- Operations
- Process Control/Process Design/Process Innovation/Process Development
- Process Safety/Safety, Health and Environment
- Project Management/Project Engineering/General Administration/Management Services
- Regulations/Regulatory Compliance
- Research and Development
- Risk Management
- Other (please specify)

13. What is the size* of your employer?

- Sole trader/Self employed
- Micro: 0–9 employees
- Small: 10–49 employees
- Medium: 50–249 employees
- Large: 250+ employees

*This is based on a definition by the Organisation for Economic Co-operation and Development (OECD)

14. What is your total expected income (before tax, and excluding bonuses, expenses, and discretionary payments) in 2018?

(Please state the full amount. e.g. 56000. Please DO NOT use commas, decimal places, £, \$, or other monetary symbols)

15. 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
- None

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

- Health insurance
- Dental insurance
- Car or car allowance
- Company share scheme
- Life insurance
- Loans
- IChemE membership fees
- Other professional membership fees
- Childcare
- Flexible working
- Discount schemes (e.g. with restaurants, amusements, sporting events, etc)
- Enhanced maternity/paternity packages
- Bonus scheme or performance-related pay
- None
- Other (please specify)

Salary survey notes

I. Level of responsibility

- **Intern/Undergraduate Student Placement/Apprentice:** A member who is undertaking training, learning and skills development from an employer, having agreed to work for a fixed period.
- **Engineering Technician:** A member in employment, likely to be working in a process engineering support role, such as process technician or process operator, but without a formal chemical engineering undergraduate degree-level qualification.
- **Graduate in Training/Engineer in Training/Postgraduate or Doctoral Student in Training:** A member in employment receiving training. Work is defined in detail and calculation and designs are subject to checking, approval and sign off.
- **Postdoctoral:** A member who is studying or undertaking professional work after the receipt of a PhD.
- **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 operators reporting to him/her.
- **Senior Engineer/Senior Lecturer:** A member working alone or as a member of a project team with responsibility for a major part of the project. Only work affecting major areas of compliance (e.g. safety), is checked. Responsibility for expenditure within agreed budget limits. Senior Lecturers/Teachers 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 its expenditure, i.e. sets the budgets and work programmes for subordinates. Professors.
- **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. Vice-Principals, Deans and Heads of university departments.
- **Chairman/Managing Director/Chief Executive/Vice Chancellor/Vice President:** A member working as a Managing Director or Chief Executive with overall responsibility for strategy, policy, and technical and administrative outputs. Principals and Vice-Chancellors. ('The buck stops here'.)
- **Consultant/Contractor:** A member who is either self-employed, or employed by others, providing professional advice and services to another party (client).
- **Safety Inspector/Regulatory Inspector/Audit Inspector:** A member responsible for inspecting and assessing risks/systems/processes to ensure these are suitable and sufficient for the community, employees and customers and/or verified to a set of standards or regulations or internal policies.

II. Total earned income – salaried employment

Please enter the rate of annual earnings in the specified currency 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 (e.g. employer contributions to pension schemes, use of car, sickness or accident insurance cover, accommodation at a nominal rent) should be excluded.
4. 'Total expected income' should be taken to mean: the basic rate of annual salary received from the sole or principal employer that you expect to earn by the end of the 2018 calendar year.
5. Refunds of expenses incurred should be excluded.

Section A



Classified by age, gender,
graduation and highest
qualification





Section A Classified by age, gender, graduation and highest qualification

SECTION A/TABLE 1: EMPLOYMENT STATUS

		Total	Age Band										Graduate						Highest Qualification					Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Before 2016	In 2016	In 2017	In 2018	Currently studying	Not applicable	Doctorate	Master's	Bachelor's	Master of Business Administration	Non-graduate	Male	Female
Total	Total	1585	191	355	226	167	155	144	175	120	41	11	1356	93	96	37	2	1	132	982	440	30	1	1253	332
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Full time	Total	1535	191	355	219	160	148	137	170	116	33	6	1307	92	96	37	2	1	129	960	415	30	1	1234	301
	%	97%	100%	100%	97%	96%	95%	95%	97%	97%	80%	55%	96%	99%	100%	100%	100%	100%	98%	98%	94%	100%	100%	98%	91%
Part time	Total	50	0	0	7	7	7	7	5	4	8	5	49	1	0	0	0	0	3	22	25	0	0	19	31
	%	3%	0%	0%	3%	4%	5%	5%	3%	3%	20%	45%	4%	1%	0%	0%	0%	0%	2%	2%	6%	0%	0%	2%	9%



Section A Classified by age, gender, graduation and highest qualification

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

	Total	Age Band										Graduate						Highest Qualification					Gender	
		Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Before 2016	In 2016	In 2017	In 2018	Currently studying	Not applicable	Doctorate	Master's	Bachelor's	Master of Business Administration	Non-graduate	Male	Female
Total	1585	191	355	226	167	155	144	175	120	41	11	1356	93	96	37	2	1	132	982	440	30	1	1253	332
<E16K	6	3	1	0	0	0	0	0	1	1	0	2	0	1	2	1	0	0	3	3	0	0	5	1
>=E16K and <E17K	2	2	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	2	0	0	0	2	0
>=E17K and <E18K	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=E18K and <E19K	3	2	0	0	0	0	0	0	0	1	0	1	1	1	0	0	0	0	1	2	0	0	2	1
>=E19K and <E20K	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	1
>=E20K and <E21K	3	1	2	0	0	0	0	0	0	0	0	0	0	2	0	1	0	0	2	1	0	0	1	2
>=E21K and <E22K	3	2	0	0	1	0	0	0	0	0	0	1	1	1	0	0	0	1	2	0	0	0	3	0
>=E22K and <E23K	5	5	0	0	0	0	0	0	0	0	0	0	2	3	0	0	0	0	4	1	0	0	4	1
>=E23K and <E24K	3	3	0	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	1	2	0	0	2	1
>=E24K and <E25K	12	6	4	1	0	0	0	1	0	0	0	3	1	3	5	0	0	0	9	3	0	0	9	3
>=E25K and <E26K	11	6	4	0	0	0	1	0	0	0	0	4	0	3	4	0	0	0	9	2	0	0	8	3
>=E26K and <E27K	19	15	3	0	0	1	0	0	0	0	0	2	7	8	2	0	0	0	15	4	0	0	12	7
>=E27K and <E28K	21	19	1	1	0	0	0	0	0	0	0	2	3	15	1	0	0	0	19	2	0	0	15	6
>=E28K and <E29K	27	16	9	1	0	1	0	0	0	0	0	8	6	9	4	0	0	0	23	4	0	0	21	6
>=E29K and <E30K	16	9	7	0	0	0	0	0	0	0	0	6	4	5	1	0	0	0	14	2	0	0	11	5
>=E30K and <E31K	42	23	13	4	0	0	0	1	0	0	1	18	7	12	5	0	0	0	36	6	0	0	25	17
>=E31K and <E32K	29	16	10	3	0	0	0	0	0	0	0	9	8	8	4	0	0	2	25	2	0	0	17	12
>=E32K and <E33K	29	13	12	3	0	1	0	0	0	0	0	18	4	5	2	0	0	2	26	1	0	0	23	6
>=E33K and <E34K	21	8	11	1	0	0	0	1	0	0	0	10	7	2	2	0	0	1	15	5	0	0	14	7
>=E34K and <E35K	26	8	17	0	0	0	1	0	0	0	0	14	8	4	0	0	0	0	24	2	0	0	11	15
>=E35K and <E36K	31	5	18	3	4	0	1	0	0	0	0	22	7	2	0	0	0	7	21	3	0	0	22	9
>=E36K and <E37K	27	6	16	3	2	0	0	0	0	0	0	19	7	0	1	0	0	3	21	3	0	0	14	13
>=E37K and <E38K	28	3	15	8	0	1	0	1	0	0	0	24	3	1	0	0	0	1	24	3	0	0	21	7
>=E38K and <E39K	29	1	20	3	1	2	0	1	0	0	1	26	2	1	0	0	0	1	23	5	0	0	15	14
>=E39K and <E40K	21	4	9	5	2	1	0	0	0	0	0	17	1	1	2	0	0	2	18	1	0	0	17	4
>=E40K and <E45K	142	9	80	28	14	6	2	3	0	0	0	132	7	3	0	0	0	12	105	24	1	0	108	34
>=E45K and <E50K	136	3	55	38	16	4	9	3	6	2	0	130	4	2	0	0	0	15	103	17	1	0	105	31
>=E50K and <E55K	108	2	29	31	14	12	6	6	5	2	1	106	1	1	0	0	0	14	72	22	0	0	81	27
>=E55K and <E60K	107	0	18	27	22	14	8	10	5	3	0	107	0	0	0	0	0	9	69	29	0	0	85	22
>=E60K and <E65K	78	0	0	18	19	11	8	9	9	4	0	78	0	0	0	0	0	7	37	32	2	0	67	11
>=E65K and <E70K	87	0	0	15	12	13	15	17	10	5	0	87	0	0	0	0	0	12	38	35	2	0	79	8
>=E70K and <E75K	76	0	0	8	16	14	10	15	11	2	0	75	0	0	0	0	1	9	33	28	5	1	65	11
>=E75K and <E80K	53	0	0	4	10	13	5	10	9	1	1	53	0	0	0	0	0	5	25	22	1	0	45	8
>=E80K and <E85K	63	0	0	6	5	9	12	15	11	5	0	63	0	0	0	0	0	9	28	26	0	0	54	9
>=E85K and <E90K	45	0	0	4	10	6	11	9	2	2	1	45	0	0	0	0	0	2	20	21	2	0	37	8
>=E90K and <E95K	36	0	1	1	5	9	9	6	4	1	0	36	0	0	0	0	0	0	15	19	2	0	34	2
>=E95K and <E100K	28	0	0	3	2	3	6	10	3	1	0	28	0	0	0	0	0	4	6	16	2	0	23	5
>=E100K and <E105K	26	0	0	2	1	4	6	5	5	0	0	26	0	0	0	0	0	0	12	14	0	0	24	2
>=E105K and <E110K	28	0	0	1	3	7	6	7	4	0	0	28	0	0	0	0	0	4	16	7	1	0	26	2
>=E110K and <E115K	22	0	0	1	2	4	2	7	3	3	0	22	0	0	0	0	0	3	10	9	0	0	20	2
>=E115K and <E120K	14	0	0	1	1	3	3	3	2	1	0	14	0	0	0	0	0	1	8	5	0	0	13	1
>=E120K and <E125K	21	0	0	2	0	2	5	9	2	1	0	20	1	0	0	0	0	0	7	11	3	0	20	1
>=E125K and <E130K	9	0	0	0	1	3	2	1	2	0	0	9	0	0	0	0	0	0	4	5	0	0	8	1
>=E130K and <E135K	12	0	0	0	1	1	3	1	4	1	1	12	0	0	0	0	0	0	4	7	1	0	11	1
>=E135K and <E140K	7	0	0	0	0	0	2	3	2	0	0	7	0	0	0	0	0	0	2	5	0	0	7	0
>=E140K and <E145K	15	0	0	0	1	4	3	2	4	1	0	15	0	0	0	0	0	0	9	5	1	0	13	2
>=E145K and <E150K	6	0	0	0	0	2	1	2	1	0	0	6	0	0	0	0	0	1	1	4	0	0	6	0
>=E150K and <E200K	37	0	0	0	2	3	6	11	12	1	2	37	0	0	0	0	0	4	17	13	3	0	34	3
>=E200K and <E250K	3	0	0	0	0	0	0	1	1	1	0	3	0	0	0	0	0	0	0	2	1	0	3	0
>=E250K	11	0	0	0	0	1	1	5	2	2	0	11	0	0	0	0	0	1	3	5	2	0	11	0
Total	1585	191	355	226	167	155	144	175	120	41	11	1356	93	96	37	2	1	132	982	440	30	1	1253	332
Mean	66,468	30,171	40,192	54,693	65,821	100,442	92,231	94,011	98,605	92,723	93,896	72,449	33,934	29,312	27,998	17,150	72,000	66,014	55,968	87,026	110,493	72,000	70,747	50,321
Median	54,000	30,000	40,000	51,883	62,000	72,364	82,000	82,800	80,500	75,000	100,000	59,650	33,000	28,650	28,600	17,150	72,000	57,929	46,448	70,000	90,000	72,000	57,350	43,000
1st Decile	30,000	24,000	30,000	37,005	42,000	46,400	50,000	55,000	56,044	50,000	38,600	36,500	26,000	22,703	23,800	14,870	72,000	36,320	29,367	35,000	64,350	72,000	31,250	29,052
9th Decile	109,000	37,500	52,000	75,168	91,783	118,800	130,000	146,200	155,000	140,000	155,000	114,317	42,229	35,280	33,200	19,430	72,000	104,400	94,830	125,000	200,300	72,000	114,977	83,970



Section A Classified by age, gender, graduation and highest qualification

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

		Total	Age Band										Graduate						Highest Qualification					Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Before 2016	In 2016	In 2017	In 2018	Currently studying	Not applicable	Doctorate	Master's	Bachelor's	Master of Business Administration	Non-graduate	Male	Female
Defined Benefit Pension/ Company Final Salary Scheme	Total	1585	191	355	226	167	155	144	175	120	41	11	1356	93	96	37	2	1	132	982	440	30	1	1253	332
	%	381	51	56	53	48	44	33	51	32	9	4	318	25	29	9	0	0	36	230	112	3	0	301	80
	%	24%	27%	16%	23%	29%	28%	23%	29%	27%	22%	36%	23%	27%	30%	24%	0%	0%	27%	23%	25%	10%	0%	24%	24%
Defined Contribution Pension/ Company Money Purchase Scheme	Total	1076	129	282	161	109	95	100	103	73	20	4	925	64	63	24	0	0	86	695	270	25	0	849	227
	%	68%	68%	79%	71%	65%	61%	69%	59%	61%	49%	36%	68%	69%	66%	65%	0%	0%	65%	71%	61%	83%	0%	68%	68%
	%	5%	4%	2%	3%	4%	5%	4%	6%	9%	27%	27%	5%	3%	3%	8%	50%	100%	4%	3%	9%	3%	100%	5%	5%
Non-contributory Pension	Total	51	3	10	6	4	8	5	10	4	1	0	47	1	1	1	1	0	5	26	15	1	0	41	10
	%	3%	2%	3%	3%	2%	5%	3%	6%	3%	2%	0%	3%	1%	1%	3%	50%	0%	4%	3%	4%	3%	0%	3%	3%
	%	77	8	7	6	6	8	6	11	11	11	3	66	3	3	3	1	1	5	31	39	1	1	62	15
No Pension Benefits	Total	77	8	7	6	6	8	6	11	11	11	3	66	3	3	3	1	1	5	31	39	1	1	62	15
	%	5%	4%	2%	3%	4%	5%	4%	6%	9%	27%	27%	5%	3%	3%	8%	50%	100%	4%	3%	9%	3%	100%	5%	5%
	%	61%	47%	54%	57%	63%	69%	78%	71%	69%	59%	73%	64%	45%	40%	51%	50%	0%	56%	60%	65%	77%	0%	63%	57%
Health Insurance	Total	973	90	191	129	105	107	112	124	83	24	8	873	42	38	19	1	0	74	591	285	23	0	785	188
	%	61%	47%	54%	57%	63%	69%	78%	71%	69%	59%	73%	64%	45%	40%	51%	50%	0%	56%	60%	65%	77%	0%	63%	57%
	%	13%	16%	14%	12%	15%	12%	19%	11%	11%	2%	18%	13%	13%	10%	22%	0%	0%	14%	140	50	7	0	166	45
Dental Insurance	Total	211	30	48	27	25	18	27	20	13	1	2	181	12	10	8	0	0	14	140	50	7	0	166	45
	%	13%	16%	14%	12%	15%	12%	19%	11%	11%	2%	18%	13%	13%	10%	22%	0%	0%	14%	14%	11%	23%	0%	13%	14%
	%	440	15	29	36	46	59	80	91	59	20	5	422	9	6	2	1	0	37	202	185	16	0	362	78
Car or Car Allowance	Total	440	15	29	36	46	59	80	91	59	20	5	422	9	6	2	1	0	37	202	185	16	0	362	78
	%	28%	8%	8%	16%	28%	38%	56%	52%	49%	49%	45%	31%	10%	6%	5%	50%	0%	28%	21%	42%	53%	0%	29%	23%
	%	428	37	88	57	36	61	50	57	33	7	2	387	16	19	5	1	0	31	272	115	10	0	354	74
Company Share Scheme	Total	428	37	88	57	36	61	50	57	33	7	2	387	16	19	5	1	0	31	272	115	10	0	354	74
	%	27%	19%	25%	25%	22%	39%	35%	33%	28%	17%	18%	29%	17%	20%	14%	50%	0%	23%	28%	26%	33%	0%	28%	22%
	%	595	38	115	82	66	74	67	74	59	17	3	551	24	11	9	0	0	32	357	189	17	0	505	90
Life Insurance	Total	595	38	115	82	66	74	67	74	59	17	3	551	24	11	9	0	0	32	357	189	17	0	505	90
	%	38%	20%	32%	36%	40%	48%	47%	42%	49%	41%	27%	41%	26%	11%	24%	0%	0%	24%	36%	43%	57%	0%	40%	27%
	%	58	9	13	11	6	5	9	5	0	0	0	49	3	5	1	0	0	3	42	12	1	0	50	8
Loans	Total	58	9	13	11	6	5	9	5	0	0	0	49	3	5	1	0	0	3	42	12	1	0	50	8
	%	4%	5%	4%	5%	4%	3%	6%	3%	0%	0%	0%	4%	3%	5%	3%	0%	0%	2%	4%	3%	3%	0%	4%	2%
	%	1220	118	293	191	134	125	121	123	86	23	6	1080	74	53	13	0	0	77	786	335	22	0	963	257
iChemE Membership Fees	Total	1220	118	293	191	134	125	121	123	86	23	6	1080	74	53	13	0	0	77	786	335	22	0	963	257
	%	77%	62%	83%	85%	80%	81%	84%	70%	72%	56%	55%	80%	80%	55%	35%	0%	0%	58%	80%	76%	73%	0%	77%	77%
	%	249	30	49	27	23	24	30	30	27	5	4	212	16	17	3	0	0	26	141	77	5	0	201	48
Other Professional Membership Fees	Total	249	30	49	27	23	24	30	30	27	5	4	212	16	17	3	0	0	26	141	77	5	0	201	48
	%	16%	16%	14%	12%	14%	15%	21%	17%	23%	12%	36%	16%	17%	18%	8%	50%	0%	20%	14%	18%	17%	0%	16%	14%
	%	150	12	26	29	28	29	15	7	4	0	0	134	7	6	2	1	0	8	99	40	3	0	119	31
Childcare	Total	150	12	26	29	28	29	15	7	4	0	0	134	7	6	2	1	0	8	99	40	3	0	119	31
	%	9%	6%	7%	13%	17%	19%	10%	4%	3%	0%	0%	10%	8%	6%	5%	50%	0%	6%	10%	9%	10%	0%	9%	9%
	%	630	74	150	97	75	81	52	57	34	8	2	538	38	37	14	2	1	49	414	158	8	1	481	149
Flexible Working	Total	630	74	150	97	75	81	52	57	34	8	2	538	38	37	14	2	1	49	414	158	8	1	481	149
	%	40%	39%	42%	43%	45%	52%	36%	33%	28%	20%	18%	40%	41%	39%	38%	100%	100%	37%	42%	36%	27%	100%	38%	45%
	%	524	79	121	79	55	59	53	45	23	8	2	442	35	34	13	0	0	40	347	130	7	0	418	106
Discount Schemes	Total	524	79	121	79	55	59	53	45	23	8	2	442	35	34	13	0	0	40	347	130	7	0	418	106
	%	33%	41%	34%	35%	33%	38%	37%	26%	19%	20%	18%	33%	38%	35%	35%	0%	0%	30%	35%	30%	23%	0%	33%	32%
	%	184	11	42	36	33	30	14	13	5	0	0	167	7	6	3	1	0	13	125	42	4	0	115	69
Enhanced Maternity/Paternity Packages	Total	184	11	42	36	33	30	14	13	5	0	0	167	7	6	3	1	0	13	125	42	4	0	115	69
	%	12%	6%	12%	16%	20%	19%	10%	7%	4%	0%	0%	12%	8%	6%	8%	50%	0%	10%	13%	10%	13%	0%	9%	21%
	%	971	99	214	139	100	99	106	121	75	14	4	849	57	43	21	1	0	71	601	274	25	0	765	206
Bonus Scheme or Performance-related Pay	Total	971	99	214	139	100	99	106	121	75	14	4	849	57	43	21	1	0	71	601	274	25	0	765	206
	%	61%	52%	60%	62%	60%	64%	74%	69%	63%	34%	36%	63%	61%	45%	57%	50%	0%	54%	61%	62%	83%	0%	61%	62%
	%	87	11	16	6	11	10	5	8	12	6	2	74	4	6	2	0	1	19	38	29	0	1	74	13
No Benefits in Kind	Total	87	11	16	6	11	10	5	8	12	6	2	74	4	6	2	0	1	19	38	29	0	1	74	13
	%	5%	6%	5%	3%	7%	6%	3%	5%	10%	15%	18%	5%	4%	6%	5%	0%	100%	14%	4%	7%	0%	100%	6%	4%
	%	31	6	8	3	5	3	2	2	1	1	0	22	5	2	2	0	0	4	21	5	1	0	25	6
Other	Total	31	6	8	3	5	3	2	2	1	1	0	22	5	2	2	0	0	4	21	5	1	0	25	6
	%	2%	3%	2%	1%	3%	2%	1%	1%	1%	2%	0%	2%	5%	2%	5%	0%	0%	3%	2%	1%	3%	0%	2%	2%
	%	2%	3%	2%	1%	3%	2%	1%	1%	1%	2%	0%	2%	5%	2%	5%	0%	0%	3%	2%	1%	3%	0%	2%	2%



Section A Classified by age, gender, graduation and highest qualification

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

		Total	Age Band										Graduate						Highest Qualification					Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Before 2016	In 2016	In 2017	In 2018	Currently studying	Not applicable	Doctorate	Master's	Bachelor's	Master of Business Administration	Non-graduate	Male	Female
Chartered Members	Total	850	0	52	137	120	116	120	154	106	35	10	848	1	1	0	0	78	429	317	26	0	718	132	
	Mean	85,595		46,105	58,884	68,394	112,922	95,058	96,087	98,746	95,980	95,402	85,698	35,500	48,000			77,262	74,693	100,072	113,962		89,290	65,496	
	Median	70,000		45,160	55,962	63,250	78,301	83,770	84,182	79,500	75,000	100,500	70,106	35,500	48,000			68,690	66,500	78,500	88,500		72,182	57,644	
	1st Decile	45,288		37,050	42,000	46,481	54,999	53,980	56,775	57,013	52,000	37,740	45,516	35,500	48,000			44,667	43,564	51,800	64,750		47,000	37,068	
	9th Decile	126,072		53,000	80,400	91,481	125,500	130,874	149,100	154,000	152,000	155,192	126,216	35,500	48,000			114,190	116,200	130,000	213,500		130,000	103,600	
Non-Chartered Members	Total	735	191	303	89	47	39	24	21	14	6	1	508	92	95	37	2	54	553	123	4	1	535	200	
	Mean	44,349	30,171	39,178	48,242	59,252	63,319	78,097	78,788	97,542	73,725	78,839	50,331	33,917	29,116	27,998	17,150	72,000	49,766	41,441	53,403	87,944	72,000	45,861	40,306
	Median	39,500	30,000	38,500	45,000	54,500	56,000	65,000	70,000	87,500	75,175	78,839	43,944	33,000	28,500	28,600	17,150	72,000	45,000	37,500	43,400	93,688	72,000	40,000	36,000
	1st Decile	27,000	24,000	29,920	32,000	39,200	37,900	47,200	49,000	52,674	49,500	78,839	32,000	26,000	22,562	23,800	14,870	72,000	34,090	27,000	26,840	55,700	72,000	27,000	27,000
	9th Decile	67,360	37,500	50,000	63,000	90,962	110,440	122,380	135,000	152,000	96,500	78,839	78,808	42,257	34,881	33,200	19,430	72,000	75,587	56,454	90,800	115,593	72,000	70,000	59,016
Male	Total	1253	135	255	169	127	120	127	157	113	40	10	1091	65	72	24	0	105	742	376	29	1	1253	0	
	Mean	70,747	29,911	41,172	55,940	66,259	108,239	95,841	96,478	99,054	93,417	100,286	76,581	34,642	29,373	27,387		72,000	68,882	59,060	91,140	112,061	72,000	70,747	
	Median	57,350	30,000	40,500	52,500	62,000	75,000	83,540	83,760	80,000	77,500	100,500	63,000	33,000	29,000	26,900		72,000	63,000	49,037	72,000	90,000	72,000	57,350	
	1st Decile	31,250	23,745	30,790	38,800	42,060	51,350	55,600	55,600	56,825	49,700	50,660	38,500	26,000	23,525	18,680		72,000	37,940	30,000	37,500	64,200	72,000	31,250	
	9th Decile	114,977	37,800	52,166	75,127	92,700	115,200	133,498	151,200	154,600	142,000	155,192	120,000	42,414	34,900	33,350		72,000	107,680	105,000	130,000	203,600	72,000	114,977	
Female	Total	332	56	100	57	40	35	17	18	7	1	1	265	28	24	13	2	27	240	64	1	0	0	332	
	Mean	50,321	30,797	37,694	50,998	64,429	73,708	65,263	72,492	91,366	65,000	30,000	55,436	32,290	29,130	29,125	17,150		54,856	46,409	62,851	65,000		50,321	
	Median	43,000	30,000	36,457	48,000	60,000	65,000	56,000	70,000	83,000	65,000	30,000	48,000	31,350	27,000	30,000	17,150		47,000	39,700	54,500	65,000		43,000	
	1st Decile	29,052	25,200	29,757	34,400	40,900	44,200	34,796	42,325	49,424	65,000	30,000	33,543	27,225	21,200	25,520	14,870		35,394	28,331	30,000	65,000		29,052	
	9th Decile	83,970	37,000	48,617	72,828	86,361	124,032	110,100	100,550	154,000	65,000	30,000	85,000	36,000	36,661	31,102	19,430		83,400	74,650	111,750	65,000		83,970	



Section A Classified by age, gender, graduation and highest qualification

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

		Total	Age Band										Graduate						Highest Qualification					Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Before 2016	In 2016	In 2017	In 2018	Currently studying	Not applicable	Doctorate	Master's	Bachelor's	Master of Business Administration	Non-graduate	Male	Female
Doctorate	Total	132	0	12	14	29	19	19	15	18	3	3	122	8	2	0	0	0	132	0	0	0	0	105	27
	Mean	66,014		39,213	46,237	53,828	58,947	67,208	89,448	99,592	99,545	68,313	68,369	36,156	41,780				66,014					68,882	54,856
	Median	57,929		35,930	45,113	53,691	55,997	63,000	78,000	79,750	112,000	78,839	60,205	34,600	41,780				57,929					63,000	47,000
	1st Decile	36,320		32,620	39,994	35,500	39,500	45,000	56,580	62,223	80,000	46,648	39,993	31,000	36,804				36,320					37,940	35,394
	9th Decile	104,400		47,900	52,350	72,304	80,200	97,900	111,920	166,000	114,107	85,768	105,900	44,200	46,756				104,400					107,680	83,400
Master's	Total	982	169	306	188	103	74	51	54	28	8	1	786	81	84	30	1	0	0	982	0	0	0	742	240
	Mean	55,968	30,417	40,336	55,715	66,801	82,572	90,593	102,000	104,226	114,206	52,000	62,208	33,685	29,458	28,256	14,300		55,968					59,060	46,409
	Median	46,448	30,000	40,000	52,450	62,000	75,000	85,000	88,585	96,500	81,650	52,000	52,329	32,300	29,000	28,700	14,300		46,448					49,037	39,700
	1st Decile	29,367	24,390	30,000	37,006	46,717	52,000	50,000	56,900	56,040	57,500	52,000	35,000	26,000	24,216	23,950	14,300		29,367					30,000	28,331
	9th Decile	94,830	37,600	52,000	80,021	91,016	123,300	130,000	157,900	155,000	188,000	52,000	105,000	41,000	34,911	33,350	14,300		94,830					105,000	74,650
Bachelor's	Total	440	22	37	24	28	60	69	97	67	29	7	418	4	10	7	1	0	0	0	440	0	0	376	64
	Mean	87,026	28,279	39,325	51,621	66,810	135,969	99,937	87,740	93,129	87,047	110,846	90,165	34,519	25,592	26,891	20,000							91,140	62,851
	Median	70,000	27,900	40,000	49,500	62,500	74,000	84,000	80,000	78,000	73,200	103,000	72,000	36,000	26,750	26,800	20,000							72,000	54,500
	1st Decile	35,000	20,200	29,400	34,350	42,602	49,600	56,000	53,200	54,529	49,300	72,000	41,280	26,403	21,600	20,874	20,000							37,500	30,000
	9th Decile	125,000	34,800	47,880	71,750	90,722	120,500	130,000	135,800	138,800	128,000	155,768	127,104	41,450	29,075	32,600	20,000							130,000	111,750
Master of Business Administration	Total	30	0	0	0	7	1	5	9	7	1	0	30	0	0	0	0	0	0	0	0	30	0	29	1
	Mean	110,493				97,125	108,000	97,680	121,278	126,000	65,000		110,493									110,493		112,061	65,000
	Median	90,000				87,000	108,000	90,000	90,000	120,000	65,000		90,000									90,000		90,000	65,000
	1st Decile	64,350				55,100	108,000	67,000	70,200	61,000	65,000		64,350									64,350		64,200	65,000
	9th Decile	200,300				160,000	108,000	133,360	250,000	210,200	65,000		200,300									200,300		203,600	65,000
Non-graduate	Total	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	0
	Mean	72,000					72,000											72,000					72,000	72,000	
	Median	72,000					72,000											72,000					72,000	72,000	
	1st Decile	72,000					72,000											72,000					72,000	72,000	
	9th Decile	72,000					72,000											72,000					72,000	72,000	



Section A Classified by age, gender, 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						Highest Qualification					Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Before 2016	In 2016	In 2017	In 2018	Currently studying	Not applicable	Doctorate	Master's	Bachelor's	Master of Business Administration	Non-graduate	Male	Female
Chairman/Managing Director/Chief Executive/ Vice Chancellor/Vice President	Total	23	0	0	0	0	4	2	5	8	3	1	23	0	0	0	0	0	3	7	11	2	0	22	1
	Mean	360.853					940.625	553.561	175.400	197.500	281.000	130.000	360.853						166.667	158.660	564.455	240.000		369.301	175.000
	Median	162.000					92.000	553.561	162.000	167.500	295.000	130.000	162.000						160.000	110.000	162.000	240.000		161.000	175.000
	1st Decile	96.200					81.950	196.410	107.000	138.500	257.400	130.000	96.200						160.000	85.400	105.000	232.000		95.100	175.000
	9th Decile	380.000					2,478.200	910.712	250.000	281.000	299.000	130.000	380.000						176.000	270.000	1,000.000	248.000		390.000	175.000
Senior Manager/Director/Dean/Head of Department	Total	164	0	0	1	7	29	40	49	28	5	5	164	0	0	0	0	0	18	62	70	14	0	152	12
	Mean	109.438			70.000	111.429	95.235	104.712	120.638	121.121	92.741	76.220	109.438						91.988	110.547	109.316	127.571		109.610	107.254
	Median	100.000			70.000	114.000	88.868	95.786	107.000	105.500	90.000	87.500	100.000						85.250	101.635	99.500	120.000		99.500	107.000
	1st Decile	69.300			70.000	67.600	67.800	74.214	71.400	70.700	72.480	43.960	69.300						66.500	71.400	68.000	72.000		70.000	66.330
	9th Decile	160.000			70.000	160.000	133.340	140.000	182.000	187.400	114.603	101.800	160.000						115.500	159.300	150.300	185.900		160.000	149.000
Manager/Site Manager/Project Manager/ Associate Professor/Professor/Principal Engineer	Total	275	0	1	28	54	42	44	59	34	12	1	275	0	0	0	0	0	24	130	115	6	0	224	51
	Mean	78.582		50.000	65.609	66.730	82.890	81.001	83.177	86.271	94.370	101.000	78.582						69.836	76.987	82.383	75.250		81.055	67.718
	Median	72.000		50.000	59.000	62.000	78.401	78.725	78.280	78.789	84.650	101.000	72.000						67.600	70.000	78.578	75.250		75.000	62.000
	1st Decile	52.700		50.000	52.000	49.300	58.020	50.500	60.000	57.528	66.000	101.000	52.700						53.784	50.450	56.000	64.000		55.000	42.550
	9th Decile	117.050		50.000	89.473	87.700	114.300	119.400	118.200	139.100	139.200	101.000	117.050						80.700	117.775	120.000	86.500		120.000	97.000
Senior Engineer/Senior Lecturer	Total	218	0	21	56	35	32	22	22	24	6	0	218	0	0	0	0	0	23	122	71	2	0	184	34
	Mean	62.858		47.427	56.704	62.661	65.675	67.875	75.466	71.705	60.410		62.858						62.957	60.635	66.853	55.500		64.469	54.139
	Median	60.000		47.400	53.500	58.000	62.000	68.050	78.340	69.675	57.500		60.000						57.857	55.500	65.000	55.500		61.750	52.000
	1st Decile	43.765		40.800	42.005	43.918	50.150	47.023	55.000	54.665	50.750		43.765						48.600	42.001	50.000	47.900		45.243	40.407
	9th Decile	85.000		55.000	76.025	83.000	98.730	92.470	96.900	82.400	72.980		85.000						78.596	85.900	85.000	63.100		85.700	65.000
Engineer/Supervised Team Member/Lecturer	Total	88	0	28	42	10	0	2	4	1	1	0	87	0	1	0	0	0	3	74	11	0	0	66	22
	Mean	50.907		43.445	51.696	58.210		87.500	48.250	80.000	62.000		50.940		48.000				41.767	49.935	59.936			52.852	45.071
	Median	47.498		42.626	48.537	59.500		87.500	46.500	80.000	62.000		47.395		48.000				41.000	47.150	56.000			48.537	42.826
	1st Decile	37.000		36.270	37.068	40.800		82.300	34.200	80.000	62.000		37.240		48.000				37.240	37.000	36.200			40.000	36.030
	9th Decile	68.000		50.960	67.912	72.160		92.700	63.700	80.000	62.000		68.000		48.000				46.600	67.115	81.000			68.000	60.689
Engineering Technician	Total	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	1	0
	Mean	65.000			65.000								65.000							65.000					65.000
	Median	65.000			65.000								65.000							65.000					65.000
	1st Decile	65.000			65.000								65.000							65.000					65.000
	9th Decile	65.000			65.000								65.000							65.000					65.000
Postdoctoral	Total	2	0	0	0	2	0	0	0	0	0	0	1	1	0	0	0	0	2	0	0	0	0	2	0
	Mean	36.000				36.000							36.500	35.500					36.000					36.000	
	Median	36.000				36.000							36.500	35.500					36.000					36.000	
	1st Decile	35.600				35.600							36.500	35.500					35.600					35.600	
	9th Decile	36.400				36.400							36.500	35.500					36.400					36.400	
Graduate in Training/Engineer in Training/ Postgraduate or Doctoral Student in Training	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																								
	Median																								
	1st Decile																								
	9th Decile																								
Intern/Undergraduate Student Placement/Apprentice	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																								
	Median																								
	1st Decile																								
	9th Decile																								
Consultant/Contractor	Total	66	0	2	7	11	8	7	14	7	8	2	66	0	0	0	0	0	5	29	31	1	0	56	10
	Mean	85.579		67.500	89.264	82.920	118.215	87.786	85.855	76.193	61.963	92.500	85.579						109.850	90.696	77.380	70.000		87.262	76.152
	Median	81.400		67.500	104.000	85.000	123.000	80.000	71.500	70.000	62.350	92.500	81.400						78.000	85.000	71.000	70.000		80.000	84.500
	1st Decile	43.150		49.500	54.970	60.000	75.000	46.000	39.140	55.200	15.000	42.500	43.150						55.901	44.900	30.000	70.000		46.500	37.200
	9th Decile	123.000		85.500	112.000	105.000	150.500	136.800	120.000	100.340	102.500	142.500	123.000						196.000	128.800	120.000	70.000		123.000	120.672
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	7	0	0	0	0	1	2	1	3	0	0	7	0	0	0	0	0	0	1	6	0	0	5	2
	Mean	58.239					46.000	81.000	46.500	51.058			58.239						56.700	58.496				54.335	68.000
	Median	49.742					46.000	81.000	46.500	49.742			49.742						56.700	48.237				49.742	68.000
	1st Decile	46.300					46.000	73.800	46.500	47.334			46.300						56.700	46.250				46.593	50.400
	9th Decile	79.200					46.000	88.200	46.500	55.308			79.200						56.700	81.000				65.880	85.600
Other	Total	6	0	0	2	1	0	1	0	1	0	1	6	0	0	0	0	0	3	2	1	0	0	6	0
	Mean	87.070			61.750	64.500		102.500	75.000			156.920	87.070						75.333	115.960	64.500			87.070	
	Median	69.750			61.750	64.500		102.500	75.000			156.920	69.750						62.000	115.960	64.500			69.750	
	1st Decile	61.750			61.550	64.500		102.500	75.000			156.920	61.750						61.600	83.192	64.500			61.750	
	9th Decile	129.710			61.950	64.500		102.500	75.000			156.920	129.710						94.400	148.728	64.500			129.710	



Section A Classified by age, gender, graduation and highest qualification

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

		Total	Age Band										Graduate						Highest Qualification						Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Before 2016	In 2016	In 2017	In 2018	Currently studying	Not applicable	Doctorate	Master's	Bachelor's	Master of Business Administration	Non-graduate	Male	Female	
Chairman/Managing Director/Chief Executive/ Vice Chancellor/Vice President	Total	3	0	0	0	1	0	1	0	1	0	0	3	0	0	0	0	0	2	1	0	0	3	0		
	Mean	98,000				75,000		115,000		104,000		98,000						95,000	104,000			98,000				
	Median	104,000				75,000		115,000		104,000		104,000						95,000	104,000			104,000				
	1st Decile	80,800				75,000		115,000		104,000		80,800						79,000	104,000			80,800				
	9th Decile	112,800				75,000		115,000		104,000		112,800						111,000	104,000			112,800				
Senior Manager/Director/Dean/Head of Department	Total	27	0	1	2	2	4	4	8	5	1	0	27	0	0	0	0	3	10	12	2	0	22	5		
	Mean	97,867		55,000	70,900	94,890	90,150	85,850	111,580	117,970	69,350	97,867						67,333	100,349	101,346	110,388		101,923	80,021		
	Median	92,405		55,000	70,900	94,890	89,000	80,000	116,070	112,000	69,350	92,405						67,000	97,850	92,703	110,388		103,688	80,000		
	1st Decile	60,600		55,000	60,660	92,902	67,720	62,100	71,500	84,400	69,350	60,600						57,400	59,810	67,640	99,978		60,100	71,200		
	9th Decile	142,300		55,000	81,140	96,878	113,500	114,280	148,750	155,109	69,350	142,300						77,400	143,250	144,000	120,798		144,550	88,923		
Manager/Site Manager/Project Manager/ Associate Professor/Professor/Principal Engineer	Total	70	2	15	7	8	13	10	9	4	1	0	69	0	1	0	0	12	36	21	1	0	54	16		
	Mean	64,530	34,500	45,543	58,821	60,701	71,660	75,193	65,111	101,814	112,000	78,839	64,973		34,000			65,637	64,711	62,375	90,000		65,472	61,352		
	Median	57,656	34,500	45,000	59,000	55,906	65,000	69,000	59,000	98,878	112,000	78,839	58,000		34,000			62,400	56,000	58,000	90,000		56,000	59,400		
	1st Decile	39,750	34,100	34,800	48,000	42,000	51,600	59,620	50,000	63,011	112,000	78,839	41,600		34,000			45,900	39,750	40,000	90,000		40,600	44,250		
	9th Decile	90,000	34,900	56,200	71,028	82,157	112,800	93,000	84,400	142,966	112,000	78,839	90,000		34,000			83,600	102,443	83,000	90,000		105,400	79,433		
Senior Engineer/Senior Lecturer	Total	93	1	26	31	14	11	5	2	3	0	0	89	3	1	0	0	12	64	17	0	0	76	17		
	Mean	49,511	37,000	42,559	49,263	63,243	48,915	49,800	39,950	60,484		49,264	66,667	20,000				46,939	50,005	49,464			50,309	45,944		
	Median	46,225	37,000	43,066	46,396	65,000	52,000	46,000	39,950	51,891		46,396	43,000	20,000				45,280	47,500	45,000			48,000	43,500		
	1st Decile	37,080	37,000	36,457	40,000	42,600	39,000	45,000	32,710	46,826		37,480	38,200	20,000				41,182	37,000	36,360			37,450	33,900		
	9th Decile	68,600	37,000	52,250	56,540	77,620	59,160	57,800	47,190	77,578		64,400	104,600	20,000				51,900	67,000	73,560			66,500	65,256		
Engineer/Supervised Team Member/Lecturer	Total	292	44	192	35	12	2	2	2	0	3	0	233	39	15	5	0	19	235	37	1	0	207	85		
	Mean	39,937	32,680	39,993	41,974	48,431	40,000	52,500	48,000		71,333	41,611	34,207	31,390	32,302			40,935	39,630	41,348	41,000		40,390	38,836		
	Median	39,000	31,255	39,400	40,037	47,000	40,000	52,500	48,000		81,000	40,252	33,000	30,000	32,000			39,992	39,000	38,544	41,000		39,992	38,000		
	1st Decile	30,010	27,150	31,540	32,400	41,067	38,000	50,500	45,600		57,800	32,000	28,230	25,632	27,604			33,460	30,160	28,300	41,000		30,630	30,000		
	9th Decile	51,000	42,200	49,977	55,000	60,900	42,000	54,500	50,400		81,000	52,598	42,329	38,717	37,100			47,400	50,300	57,400	41,000		52,000	50,469		
Engineering Technician	Total	11	2	4	2	3	0	0	0	0	0	0	9	0	2	0	0	2	4	5	0	0	5	6		
	Mean	35,988	20,703	39,093	41,500	38,363						39,384		20,703				32,544	36,128	37,253			34,195	37,481		
	Median	30,000	20,703	34,257	41,500	43,888						38,513		20,703				32,544	33,257	30,000			28,000	36,944		
	1st Decile	21,200	18,541	28,600	30,700	25,738						26,640		18,541				23,469	28,000	20,162			22,082	23,000		
	9th Decile	55,000	22,865	53,455	52,300	48,778						55,972		22,865				41,619	46,554	57,915			51,321	52,500		
Postdoctoral	Total	2	0	0	2	0	0	0	0	0	0	0	1	1	0	0	0	2	0	0	0	0	2	0		
	Mean	35,550			35,550							40,100	31,000					35,550					35,550			
	Median	35,550			35,550							40,100	31,000					35,550					35,550			
	1st Decile	31,910			31,910							40,100	31,000					31,910					31,910			
	9th Decile	39,190			39,190							40,100	31,000					39,190					39,190			
Graduate in Training/Engineer in Training/ Postgraduate or Doctoral Student in Training	Total	161	112	47	1	0	1	0	0	0	0	33	43	63	21	1	0	0	153	8	0	0	112	49		
	Mean	30,245	29,218	32,491	32,000		38,000					33,749	31,081	29,155	27,058	14,300		30,357	28,112				30,457	29,760		
	Median	30,000	28,900	31,700	32,000		38,000					33,000	31,000	28,500	28,600	14,300		30,000	27,400				29,771	30,000		
	1st Decile	24,487	24,000	25,865	32,000		38,000					27,320	24,400	25,575	23,500	14,300		24,600	23,103				24,538	24,400		
	9th Decile	37,500	35,000	40,889	32,000		38,000					41,182	37,200	34,000	31,128	14,300		37,354	33,100				37,950	35,200		
Intern/Undergraduate Student Placement/Apprentice	Total	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	1		
	Mean	26,000	26,000																26,000					26,000		
	Median	26,000	26,000																26,000					26,000		
	1st Decile	26,000	26,000																26,000					26,000		
	9th Decile	26,000	26,000																26,000					26,000		
Consultant/Contractor	Total	23	4	9	3	2	3	1	0	1	0	0	19	1	3	0	0	2	17	4	0	0	19	4		
	Mean	53,197	37,250	39,781	73,000	35,750	71,000	130,000	83,000			56,554	39,000	36,667				35,750	50,296	74,250			53,370	52,375		
	Median	42,000	38,500	40,250	80,000	35,750	75,000	130,000	83,000			43,000	39,000	38,000				35,750	42,000	64,000			42,000	44,750		
	1st Decile	35,300	30,300	36,400	59,200	35,150	57,400	130,000	83,000			36,200	39,000	29,200				35,150	35,800	43,200			36,400	35,450		
	9th Decile	84,600	43,200	43,400	84,000	36,350	83,000	130,000	83,000			85,000	39,000	43,600				36,350	83,800	113,500			83,400	75,400		
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	4	0	2	1	1	0	0	0	0	0	0	4	0	0	0	0	0	2	2	0	0	1	3		
	Mean	36,919		32,950	38,000	43,777						36,919							37,639	36,200			43,777	34,633		
	Median	36,200		32,950	38,000	43,777						36,200							37,639	36,200			43,777	34,400		
	1st Decile	32,370		31,790	38,000	43,777						32,370							32,728	34,760			43,777	32,080		
	9th Decile	42,044		34,110	38,000	43,777						42,044							42,549	37,640			43,777	37,280		
Other	Total	3	1	2	0	0	0	0	0	0	0	0	2	1	0	0	0	0	1	2	0	0	1	2		
	Mean	41,167	45,000	39,250																						



Section A Classified by age, gender, graduation and highest qualification

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

		Total	Age Band											Graduate						Highest Qualification					Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Before 2016	In 2016	In 2017	In 2018	Currently studying	Not applicable	Doctorate	Master's	Bachelor's	Master of Business Administration	Non-graduate	Male	Female	
Automotive/Transport	Total	7	4	0	1	0	1	0	0	0	0	1	3	0	3	1	0	0	2	5	0	0	0	5	2	
	Median	31,349	30,075		30,000		37,500					38,600	37,500		28,800	31,349			38,050	30,000				31,349	32,000	
Biochemical Engineering	Total	19	2	6	5	3	1	0	1	1	0	0	15	2	1	1	0	0	5	12	2	0	0	14	5	
	Median	45,000	27,500	39,698	45,000	47,000	85,000		105,000	160,000			49,500	39,500	31,000	24,000			47,000	43,000	82,500			48,250	38,395	
Chemical and Allied Products	Total	172	13	35	16	11	21	27	30	16	2	1	161	4	5	2	0	0	14	86	67	5	0	151	21	
	Median	55,999	32,000	42,000	46,000	54,500	62,500	79,460	71,000	77,500	32,250	30,000	58,000	34,575	30,000	28,000			63,500	45,410	70,000	120,000		58,000	43,400	
Consultancy	Total	115	13	28	18	12	9	9	11	9	3	3	100	5	8	2	0	0	9	73	30	3	0	87	28	
	Median	50,000	27,500	36,357	51,400	67,500	67,000	85,000	87,570	97,000	86,000	78,839	59,900	27,500	27,700	27,700			68,000	43,000	73,000	132,000		60,000	38,750	
Consumer Products	Total	17	4	1	1	2	3	1	3	2	0	0	13	1	1	2	0	0	0	12	5	0	0	11	6	
	Median	53,800	30,500	38,000	27,000	43,000	85,000	53,800	67,000	66,000			67,000	29,000	31,000	30,755			0	38,000	78,000			48,000	60,400	
Contracting	Total	58	2	8	7	5	12	7	8	6	3	0	56	0	2	0	0	0	4	38	15	1	0	56	2	
	Median	81,000	24,500	38,300	49,500	85,000	84,500	120,000	102,000	96,000	114,634		83,150		24,500				76,500	70,106	100,000	70,000		83,150	30,500	
Education/University	Total	29	1	2	5	7	3	2	3	5	1	0	26	2	0	1	0	0	23	4	2	0	0	24	5	
	Median	49,000	30,000	37,775	39,992	49,000	39,000	60,500	80,000	83,000	62,000		52,500	33,275		30,000			54,000	34,500	39,000			52,500	35,550	
Energy	Total	49	5	9	2	12	8	4	4	2	3	0	42	4	1	2	0	0	4	32	10	3	0	34	15	
	Median	60,000	30,000	42,850	81,000	63,500	79,151	89,500	83,000	75,946	132,000		65,750	40,500	30,000	29,000			39,000	56,250	93,703	64,500		67,500	45,000	
Finance, Insurance and Risk	Total	23	3	2	2	2	3	2	5	2	2	0	20	0	2	1	0	0	2	12	7	2	0	21	2	
	Median	90,000	36,500	47,000	72,000	92,188	110,000	124,750	198,000	106,500	81,000		99,938	29,500	36,500				208,500	68,500	110,000			97,375	44,750	
Food and Drink	Total	88	18	25	9	9	6	3	8	8	2	0	66	10	9	2	1	0	4	63	20	1	0	68	20	
	Median	45,000	30,500	37,000	45,000	58,000	74,500	61,845	85,182	77,250	155,500		57,250	31,984	30,500	26,650	14,300		63,590	38,000	70,500	197,000		52,000	35,000	
Fuel Cells Technology	Total	3	1	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	1	2	0	0	0	2	1	
	Median	80,000	33,000				80,000			300,000			80,000						80,000	166,500					190,000	33,000
Fuel Storage/Gas Storage/Oil Storage	Total	6	0	0	1	0	0	1	0	3			6	0	0	0	0	0	1	0	5	0	0	6	0	
	Median	66,005			65,000					135,000	67,010		66,005						65,000		67,010				66,005	
Health, Safety and Environment	Total	12	1	2	1	0	1	1	2	2	1	1	11	0	0	1	0	0	0	5	7	0	0	10	2	
	Median	57,930	15,000	42,500	49,000		59,160	115,000	60,350	8,000	155,000	59,160			15,000				56,700	60,000				58,350	52,080	
Industrial Gases	Total	59	6	12	5	8	4	6	11	5	2	0	52	3	4	0	0	0	1	42	13	3	0	51	8	
	Median	57,888	27,000	40,000	54,872	65,500	80,866	79,100	70,000	71,000	66,000		66,194	30,330	27,000				96,000	49,000	70,000	95,000		66,000	55,492	
Iron, Steel and Other Metals	Total	9	2	1	2	1	0	1	1	1	0	0	6	0	2	1	0	0	1	5	3	0	0	7	2	
	Median	35,500	28,010	33,500	35,500	49,000		56,000	67,000	50,000			49,500		28,010	33,500			67,000	35,500	33,500			35,500	52,500	
Liquid and Natural Gas Reclassification	Total	2	0	0	1	0	0	0	0	0	0	0	2	0	0	0	0	0	0	1	1	0	0	2	0	
	Median	60,698			46,396					75,000			60,698						0	46,396	75,000				60,698	
Manufacturing	Total	56	11	21	5	3	4	2	5	3	2	0	40	9	6	1	0	0	2	32	20	2	0	42	14	
	Median	38,200	27,800	37,000	36,000	43,000	87,500	80,500	56,000	70,000	81,000		42,416	31,000	28,900	25,000			59,500	35,750	42,750	90,000		42,250	32,000	
Medicine/Medical Equipment	Total	11	1	4	3	0	1	1	0	0	0	1	9	0	1	0	1	0	1	4	5	1	0	5	6	
	Median	45,000	20,000	34,750	40,100		51,000	65,000			103,000	46,200		20,000		20,000			40,100	31,250	51,000	65,000		54,000	34,750	
Mining and Minerals	Total	13	3	2	1	0	3	1	1	1	1	0	9	2	1	1	0	0	3	4	6	0	0	12	1	
	Median	50,000	28,500	32,000	59,000		53,000	93,000	61,000	12,000	50,000		53,000	32,000	28,500	23,500			52,500	30,750	54,600			51,250	23,500	
Non-Governmental Organisation/ Industry Body/Trade Body	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Median																									
Nuclear/Nuclear Decommissioning	Total	120	18	37	20	11	10	9	7	6	2	0	96	11	11	2	0	0	7	87	24	2	0	94	26	
	Median	47,000	31,314	40,000	48,515	62,500	70,000	74,682	74,463	84,040	55,000		54,000	35,000	30,000	32,064			70,000	44,997	55,000	156,500		46,082	47,803	
Oil and Gas Exploration and Production	Total	222	15	53	42	32	25	20	18	14	2	1	206	5	8	3	0	0	11	156	55	0	0	172	50	
	Median	70,040	33,750	45,000	63,250	77,000	102,700	115,000	116,375	141,500	96,000	156,920	73,000	39,000	31,875	30,000			81,000	61,000	95,000			70,540	62,500	
Oil Refining	Total	93	10	20	17	12	8	7	16	3	0	0	82	5	4	2	0	0	2	71	19	1	0	74	19	
	Median	65,000	40,959	49,721	59,005	64,000	90,500	92,000	98,000	122,115			71,530	44,280	33,661	39,500			35,750	57,590	100,000	72,000		71,530	52,000	
Paper and Packaging	Total	4	0	0	1	0	1	2	0	0	0	0	4	0	0	0	0	0	0	0	4	0	0	3	1	
	Median	77,500			62,000		68,000	94,355					77,500						0		77,500				87,000	68,000
Petrochemicals	Total	62	5	16	10	7	1	3	8	6	5	1	56	3	3	0	0	0	4	41	17	0	0	51	11	
	Median	55,500	37,500	45,600	51,153	62,000	41,121	70,000	97,500	78,750	112,507	101,000	61,500	37,500	37,500				73,300	51,000	80,960			65,000	51,000	
Pharmaceuticals and Personal Care Products	Total	104	20	19	16	10	15	11	6	6	1	0	79	12	8	5	0	0	15	64	23	2	0	79	25	
	Median	45,500	29,350	37,000	45,425	54,700	54,000	66,500	71,250	89,500	295,000		54,000	31,350	29,250	25,000			54,000	39,000	60,000	160,000		48,000	37,009	
Plastics	Total	8	1	3	1	0	1	1	1	0	0	0	7	0	1	0	0	0	0	5	3	0	0	8	0	
	Median	49,164	29,500																							



Section A Classified by age, gender, graduation and highest qualification

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

		Total	Age Band										Graduate						Highest Qualification					Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Before 2016	In 2016	In 2017	In 2018	Currently studying	Not applicable	Doctorate	Master's	Bachelor's	Master of Business Administration	Non-graduate	Male	Female
Academic Research and/or Teaching	Total	34	4	1	6	9	3	2	3	5	1	0	28	2	3	1	0	0	27	7	0	0	0	28	6
	Median	46,280	15,774	35,550	39,996	49,000	42,500	68,000	80,000	83,000	62,000		52,346	33,275	16,548	15,000			51,000	22,000				48,000	44,030
Analysis/Intelligence Gathering	Total	19	4	8	0	4	0	2	1	0	0	0	16	1	2	0	0	0	1	15	3	0	0	13	6
	Median	45,000	41,000	39,507		83,148		74,500	82,800				51,400	45,000	30,703				68,000	44,000	47,800			55,000	44,500
Asset Management	Total	23	5	2	2	0	2	5	2	5	0	0	19	2	2	0	0	0	3	11	8	1	0	20	3
	Median	80,000	29,841	37,226	64,500		82,000	125,000	121,000	140,000			119,000	30,493	29,000				65,000	34,985	137,500	123,400		106,500	34,985
Business Development/Business Strategy	Total	33	1		2	2		4	10	5	1	1	31	2	0	0	0	0	2	18	11	2	0	30	3
	Median	104,000	35,050	46,000	91,850	59,050	105,000	80,000	141,000	143,000	300,000	156,920	105,000	35,050					67,000	93,000	120,000	240,000		105,000	83,700
Business Systems/IT and Software	Total	10	3	0	2	0	0	1	2	2	0	0	8	0	1	1	0	0	3	4	3	0	0	8	2
	Median	51,446	36,500		51,750			50,000	71,500	75,446			52,196		21,000	36,500			52,500	43,250	51,891			52,196	43,250
Certification/Validation/Quality Assurance	Total	8	1	3	0	1	2	0	1	0	0	0	5	1	1	1	0	0	0	7	1	0	0	5	3
	Median	42,500	27,000	34,000		47,000	56,000		84,363				54,000	38,000	20,000	27,000				38,000	54,000			38,000	54,000
Construction and Installation	Total	16	1	1	1	2	2	4	3	2	0	0	15	1	0	0	0	0	0	8	7	1	0	10	6
	Median	77,725	36,000	55,000	70,000	81,000	89,000	89,225	96,000	64,000			78,450	36,000					77,725	80,000	70,000			79,225	71,000
Consultancy	Total	179	18	41	21	24	18	12	23	13	5	4	156	7	11	4	0	1	12	108	53	5	1	132	47
	Median	56,000	28,950	36,300	55,000	72,500	79,250	82,500	89,600	74,500	61,700	65,420	61,850	28,900	28,800	29,500		72,000	53,900	43,000	75,000	70,000	72,000	64,400	36,500
Design	Total	200	20	66	37	21	18	10	14	7	7	0	174	13	8	4	1	0	8	144	48	0	0	152	48
	Median	48,675	28,000	40,800	52,000	68,000	69,764	72,250	85,000	75,000	72,000		53,300	33,990	26,750	31,064	20,000		69,300	46,550	58,000			53,800	42,000
Education and Training	Total	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	2	0	0	2	0
	Median	44,000		44,000									44,000								44,000			44,000	
Finance/Financial Services/Procurement and Supply	Total	6	0	0	0	1	0	2	2	1	0	0	6	0	0	0	0	0	0	2	2	2	0	6	0
	Median	111,250				97,375		121,250	103,500	130,000			111,250							94,750	125,000	118,688		111,250	
Manufacture and Production	Total	149	23	33	14	13	13	19	12	3	0	0	120	14	13	2	0	0	7	89	46	7	0	116	33
	Median	54,000	30,000	40,252	45,500	51,000	77,000	69,000	75,000	112,500	248,000		59,000	30,350	30,000	24,500			54,000	40,300	75,000	120,000		58,000	37,500
Marketing and Sales	Total	26	2	0	1	4	4	3	8	4	0	0	24	1	0	1	0	0	0	14	11	1	0	20	6
	Median	82,110	28,000		67,122	52,000	85,610	90,000	90,500	104,058			84,500	26,000		30,000				62,663	98,000	86,000		84,500	61,602
Operations	Total	166	20	51	35	24	7	10	13	5	1	0	140	12	11	3	0	0	7	124	32	3	0	133	33
	Median	53,665	33,147	44,997	56,560	71,500	101,000	84,270	80,110	66,000	69,350		56,280	35,535	31,500	28,500			63,000	49,635	69,500	160,000		53,404	53,925
Process Control/Process Design/Process Innovation/Process Development	Total	235	42	65	37	17	30	13	14	15	1	1	189	17	21	8	0	0	16	154	64	1	0	199	36
	Median	45,000	30,000	40,000	48,000	55,000	62,000	90,000	81,250	76,500	73,200	101,000	51,765	32,000	28,500	24,500			52,750	41,511	60,000	90,000		46,800	41,910
Process Safety/Safety, Health and Environment	Total	119	10	20	20	15	11	14	15	10	4	0	108	3	6	2	0	0	6	76	36	1	0	97	22
	Median	62,500	30,500	40,250	57,763	65,000	75,000	81,375	76,680	72,500	66,000		67,000	33,000	29,309	30,000			77,000	56,410	69,000	95,000		65,000	55,500
Project Management/General Administration/Management Services	Total	189	22	36	25	17	20	26	18	13	11	1	165	10	8	6	0	0	10	114	63	2	0	148	41
	Median	57,000	31,175	38,750	54,000	60,000	77,725	81,360	79,000	99,400	66,000	103,000	62,000	31,784	27,000	29,675			58,625	47,500	75,000	65,000		58,050	51,000
Regulations/Regulatory Compliance	Total	23	2	1	3	1	1	2	7	4	2	0	21	0	1	1	0	0	0	10	12	1	0	20	3
	Median	56,700	25,500	34,400	49,000	43,777	61,000	88,250	68,000	53,221	103,500		61,000		27,000	24,000				48,000	64,500	90,000		58,850	34,400
Research and Development	Total	89	10	18	12	10	12	7	9	8	2	1	72	6	7	3	1	0	24	44	20	1	0	59	30
	Median	48,000	29,300	37,500	43,500	54,250	73,250	53,800	76,000	75,000	96,480	87,500	53,400	32,700	31,500	28,600	14,300		51,000	40,500	64,000	71,000		53,000	39,000
Risk Management	Total	29	1	2	4	2	4	3	6	4	3	0	28	1	0	0	0	0	1	20	6	2	0	27	2
	Median	90,000	33,000	45,250	55,000	66,876	110,000	107,122	112,000	98,000	81,000		90,000	33,000					69,252	90,000	92,000	98,250		90,000	52,500
Other	Total	30	1	4	4	0	3	5	5	0	3		29	0	1	0	0	0	5	13	12	0	0	28	2
	Median	70,175	27,000	42,150	49,398		53,000	109,000	78,280	69,350		130,000	71,000		27,000				74,682	62,000	70,175			72,841	49,000



Section A Classified by age, gender, graduation and highest qualification

SECTION A/TABLE 10: SALARY OR SELF-EMPLOYED EARNINGS BY NATIONALITY

		Total	Age Band										Graduate						Highest Qualification					Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Before 2016	In 2016	In 2017	In 2018	Currently studying	Not applicable	Doctorate	Master's	Bachelor's	Master of Business Administration	Non-graduate	Male	Female
UK National	Total	1451	178	325	187	140	140	138	174	119	40	10	1241	84	89	34	2	1	96	908	418	28	1	1170	281
	Mean	68,192	30,201	40,235	57,011	67,706	105,272	92,989	94,129	98,425	93,492	95,402	74,469	33,846	29,400	28,396	17,150	72,000	73,376	56,769	88,886	111,796	72,000	72,144	51,740
	Median	55,000	30,000	40,000	54,000	62,500	75,000	82,050	82,900	80,000	77,500	100,500	61,000	32,750	29,000	28,700	17,150	72,000	67,000	47,000	70,894	90,000	72,000	59,000	45,000
	1st Decile	30,000	23,873	30,000	39,450	43,699	51,950	52,660	55,000	55,872	49,700	37,740	37,000	26,000	23,124	24,000	14,870	72,000	41,290	29,257	35,700	64,400	72,000	31,225	29,000
	9th Decile	112,000	37,650	52,000	80,028	92,415	120,500	130,000	146,400	155,000	142,000	155,192	116,000	42,200	35,112	33,350	19,430	72,000	110,400	98,300	125,516	206,900	72,000	116,000	85,000
EU National	Total	89	7	22	26	15	12	4	1	1	1	0	77	7	3	2	0	0	23	52	12	2	0	56	33
	Mean	49,985	30,214	40,983	43,761	64,728	55,358	76,753	73,500	120,000	62,000		52,850	34,529	27,500	27,500			44,789	48,821	57,941	92,250		53,067	44,754
	Median	43,500	30,000	40,125	40,600	60,000	51,250	65,600	73,500	120,000	62,000		45,810	33,700	28,500	27,500			43,500	40,725	45,798	92,250		45,000	42,500
	1st Decile	31,000	27,100	33,730	34,250	40,100	37,550	46,167	73,500	120,000	62,000		35,500	31,000	24,900	25,500			32,740	30,000	38,000	70,050		31,750	31,000
	9th Decile	74,280	33,000	54,400	59,500	97,000	67,000	116,260	73,500	120,000	62,000		78,680	38,800	29,700	29,500			57,857	73,490	74,850	114,450		84,600	63,760
Non-EU National	Total	45	6	8	13	12	3	2	0	0	0	1	38	2	4	1	0	0	13	22	10	0	0	27	18
	Mean	43,479	29,222	36,306	43,212	45,199	55,333	70,900				78,839	46,189	35,525	28,724	15,435			49,198	39,784	44,174			46,883	38,374
	Median	41,000	30,150	39,650	41,500	43,944	56,000	70,900				78,839	41,750	35,525	26,900	15,435			43,888	40,000	43,000			41,500	37,050
	1st Decile	29,000	20,718	29,520	31,900	35,600	54,400	62,020				78,839	33,270	35,505	21,800	15,435			35,510	28,250	26,564			34,740	27,940
	9th Decile	61,120	36,798	40,600	59,400	49,800	56,000	79,780				78,839	63,537	35,545	37,107	15,435			75,031	47,900	58,400			71,809	47,300



Section A Classified by age, gender, graduation and highest qualification

SECTION A/TABLE 11A: SALARY OR SELF-EMPLOYED EARNINGS BY ETHNICITY

		Total	Age Band										Graduate						Highest Qualification					Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Before 2016	In 2016	In 2017	In 2018	Currently studying	Not applicable	Doctorate	Master's	Bachelor's	Master of Business Administration	Non-graduate	Male	Female
White English/Welsh/ Scottish/ Northern Irish/ British	Total	1245	145	269	158	106	128	130	155	111	35	8	1069	75	69	30	1	1	72	773	377	22	1	1013	232
	Mean	70,046	30,290	40,389	57,008	68,477	108,132	93,646	94,980	98,572	94,647	86,763	76,392	34,072	29,757	28,322	14,300	72,000	73,838	57,858	91,485	118,405	72,000	73,981	52,865
	Median	56,540	30,000	40,000	54,000	62,500	76,000	82,550	83,000	80,000	80,000	93,750	62,500	33,000	29,000	28,700	14,300	72,000	65,750	48,348	73,000	92,500	72,000	60,410	46,000
	1st Decile	30,670	24,000	30,276	39,925	46,000	51,850	50,000	55,000	56,215	48,200	36,020	37,480	26,000	24,696	23,950	14,300	72,000	40,188	30,000	37,800	65,000	72,000	31,558	29,820
	9th Decile	114,000	37,500	52,000	77,935	92,453	121,500	130,000	146,200	155,000	148,800	137,500	120,000	41,772	35,500	33,800	14,300	72,000	111,680	100,960	128,800	226,700	72,000	119,800	85,000
White Irish	Total	16	2	5	5	0	0	2	0	1	1	0	14	1	0	1	0	0	3	8	4	1	0	13	3
	Mean	49,350	27,900	41,000	50,799			46,405		120,000	62,000		52,415	29,000		26,800			47,937	45,500	40,449	120,000		50,427	44,684
	Median	45,005	27,900	43,400	47,395			46,405		120,000	62,000		45,905	29,000		26,800			47,000	40,451	43,800	120,000		45,810	43,651
	1st Decile	32,250	27,020	36,800	39,700			45,929		120,000	62,000		36,725	29,000		26,800			46,048	33,550	31,780	120,000		30,300	43,450
	9th Decile	68,050	28,780	43,980	64,860			46,881		120,000	62,000		70,470	29,000		26,800			50,200	65,630	46,437	120,000		71,680	46,330
White Gypsy or Irish Traveller	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																								
	Median																								
	1st Decile																								
	9th Decile																								
Other White Background	Total	106	6	24	23	23	12	3	11	2	1	1	95	6	4	1	0	0	30	55	19	2	0	75	31
	Mean	57,397	33,250	44,036	44,083	59,630	60,150	82,400	97,864	127,500	63,000	78,839	60,178	36,950	28,875	30,000			61,344	51,165	69,695	52,750		61,920	46,454
	Median	48,000	30,750	40,375	41,200	58,000	61,000	82,000	80,000	127,500	63,000	78,839	52,500	36,000	30,000	30,000			52,929	45,000	62,800	52,750		54,000	41,000
	1st Decile	34,000	30,000	33,790	33,600	41,000	38,000	81,200	60,000	81,500	63,000	78,839	37,000	32,350	25,800	30,000			37,300	30,600	38,000	43,350		35,700	33,700
	9th Decile	84,600	39,000	56,386	64,198	78,880	87,700	83,760	181,000	173,500	63,000	78,839	86,200	42,500	31,050	30,000			86,000	78,605	101,000	62,150		88,800	64,000
White and Black Caribbean	Total	3	2	0	1	0	0	0	0	0	0	0	1	1	1	0	0	0	0	2	1	0	0	1	2
	Mean	55,000	30,500		104,000								104,000	33,000	28,000				66,000	33,000				28,000	68,500
	Median	33,000	30,500		104,000								104,000	33,000	28,000				66,000	33,000				28,000	68,500
	1st Decile	29,000	28,500		104,000								104,000	33,000	28,000				35,600	33,000				28,000	40,100
	9th Decile	89,800	32,500		104,000								104,000	33,000	28,000				96,400	33,000				28,000	96,900
White and Black African	Total	5	0	1	1	0	0	2	0	0	0	0	5	0	0	0	0	0	0	3	1	1	0	4	1
	Mean	82,800		34,000	110,000	90,000		90,000					82,800						78,000	90,000	90,000	90,000		95,000	34,000
	Median	90,000		34,000	110,000	90,000		90,000					90,000						90,000	90,000	90,000	90,000		90,000	34,000
	1st Decile	56,400		34,000	110,000	90,000		90,000					56,400						45,200	90,000	90,000	90,000		90,000	34,000
	9th Decile	102,000		34,000	110,000	90,000		90,000					102,000						106,000	90,000	90,000	90,000		104,000	34,000
White and Asian	Total	14	2	2	2	6	0	0	1	0	1	0	12	0	0	2	0	0	0	10	3	1	0	10	4
	Mean	72,286	29,000	42,000	56,000	95,333			70,000		116,000		79,500			29,000			71,600	75,333	70,000			79,200	55,000
	Median	70,000	29,000	42,000	56,000	95,000			70,000		116,000		73,500			29,000			66,500	70,000	70,000			70,000	53,500
	1st Decile	33,000	28,200	40,400	56,000	73,500			70,000		116,000		45,200			28,200			29,800	46,000	70,000			43,600	28,600
	9th Decile	112,700	29,800	43,600	56,000	117,500			70,000		116,000		114,900			29,800			107,500	106,800	70,000			117,400	82,600
Any Other Mixed or Multiple Ethnic Background	Total	17	1	4	2	8	0	0	1	1	0	0	16	0	1	0	0	0	2	12	2	1	0	14	3
	Mean	56,281	27,500	41,375	59,000	60,472			78,000	84,000			58,080			27,500			57,250	52,292	58,700	97,375		57,120	52,367
	Median	43,000	27,500	41,900	59,000	51,500			78,000	84,000			44,600			27,500			57,250	43,000	58,700	97,375		43,000	46,200
	1st Decile	36,100	27,500	37,090	46,200	40,350			78,000	84,000			38,650			27,500			40,650	36,030	46,140	97,375		37,090	38,440
	9th Decile	85,400	27,500	45,240	71,800	90,463			78,000	84,000			85,750			27,500			73,850	83,100	71,260	97,375		86,450	68,760
Asian/Asian British Indian	Total	47	13	9	6	2	6	4	1	3	1	2	37	4	5	1	0	0	5	31	9	2	0	34	13
	Mean	55,601	29,500	36,185	47,994	81,500	79,200	92,570	71,625	74,693	52,000	129,960	63,020	28,500	27,100	32,000			66,825	44,810	73,667	113,500		63,054	36,108
	Median	41,500	30,000	38,200	43,750	81,500	68,000	81,640	71,625	83,000	52,000	129,960	52,000	28,500	27,000	32,000			71,625	38,000	56,000	113,500		52,000	32,500
	1st Decile	26,800	26,100	25,700	38,500	77,100	42,250	68,284	71,625	55,000	52,000	108,392	32,500	26,000	25,600	32,000			46,300	26,000	31,600	92,300		30,000	25,300
	9th Decile	97,048	32,500	42,600	61,731	85,900	127,350	125,600	71,625	91,064	52,000	151,528	105,000	31,000	28,800	32,000			81,800	71,280	113,784	134,700		106,500	43,640



Section A Classified by age, gender, graduation and highest qualification

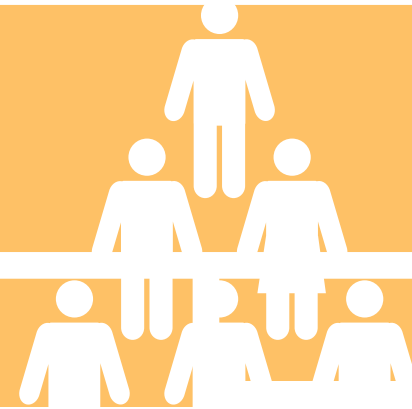
SECTION A/TABLE 11B: SALARY OR SELF-EMPLOYED EARNINGS BY ETHNICITY

		Total	Age band										Graduate						Highest Qualification					Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Before 2016	In 2016	In 2017	In 2018	Currently studying	Not applicable	Doctorate	Master's	Bachelor's	Master of Business Administration	Non-graduate	Male	Female
Asian/Asian British Pakistani	Total	22	4	10	4	1	1	1	1	0	0	0	16	2	4	0	0	0	0	15	7	0	0	21	1
	Mean	43,856	26,150	36,773	50,259	64,000	50,000	79,460	98,000				49,739	27,850	28,326				39,605	52,963				44,291	34,703
	Median	40,000	26,500	36,624	44,019	64,000	50,000	79,460	98,000				43,800	27,850	28,300				34,703	41,600				40,000	34,703
	1st Decile	26,100	23,200	29,230	40,011	64,000	50,000	79,460	98,000				32,000	26,370	23,500				25,400	34,966				26,000	34,703
	9th Decile	72,100	28,820	46,218	65,500	64,000	50,000	79,460	98,000				76,230	29,330	33,172				57,672	83,000				73,000	34,703
Asian/Asian British Bangladeshi	Total	5	0	3	1	1	0	0	0	0	0	0	5	0	0	0	0	0	0	5	0	0	0	4	1
	Mean	43,780		35,300	56,000	57,000							43,780							43,780				45,225	38,000
	Median	39,300		38,000	56,000	57,000							39,300							39,300				47,650	38,000
	1st Decile	32,360		30,480	56,000	57,000							32,360							32,360				31,810	38,000
	9th Decile	56,600		39,040	56,000	57,000							56,600							56,600				56,700	38,000
Asian/Asian British Chinese	Total	27	3	7	5	8	1	1	2	0	0	0	23	2	2	0	0	0	7	19	1	0	0	18	9
	Mean	48,749	37,614	34,000	58,500	46,266	56,000	77,750	84,500				51,205	40,250	29,000				46,011	47,849	85,000			51,097	44,053
	Median	45,000	38,000	37,000	50,500	45,267	56,000	77,750	84,500				46,500	40,250	29,000				43,888	45,000	85,000			46,250	39,000
	1st Decile	29,936	31,473	24,800	36,900	36,200	56,000	77,750	84,100				30,100	36,450	21,800				36,100	29,473	85,000			33,802	28,000
	9th Decile	81,600	43,600	41,800	83,000	55,370	56,000	77,750	84,900				83,200	44,050	36,200				55,100	80,800	85,000			81,500	62,720
Any Other Asian background	Total	22	5	8	7	1	1	0	0	0	0	0	17	1	4	0	0	0	1	17	4	0	0	11	11
	Mean	39,176	35,419	35,806	40,619	47,000	67,000						41,132	35,550	31,774				35,550	39,490	38,750			40,491	37,862
	Median	39,200	31,500	34,775	41,500	47,000	67,000						41,500	35,550	30,000				35,550	40,800	38,250			40,800	37,600
	1st Decile	28,500	27,000	27,300	34,200	47,000	67,000						30,300	35,550	26,750				35,550	27,500	29,400			28,500	26,000
	9th Decile	49,700	46,438	44,650	47,400	47,000	67,000						50,400	35,550	38,217				35,550	48,600	48,500			51,000	45,000
Black African	Total	18	4	4	4	4	1	0	1	0	0	0	12	0	4	1	1	0	2	12	4	0	0	10	8
	Mean	42,152	23,450	35,284	43,953	59,000	60,000		52,000				50,782		26,340	24,000	20,000		40,280	46,365	30,450			38,293	46,976
	Median	43,505	23,000	35,280	44,405	59,500	60,000		52,000				48,250		24,900	24,000	20,000		40,280	46,900	24,900			41,250	44,505
	1st Decile	21,400	20,600	24,500	38,853	45,600	60,000		52,000				37,951		20,600	24,000	20,000		36,504	25,100	20,600			21,800	25,460
	9th Decile	63,600	26,660	46,070	48,690	72,000	60,000		52,000				70,800		33,232	24,000	20,000		44,056	70,800	44,740			50,717	72,000
Black Caribbean	Total	2	1	0	0	0	0	1	0	0	0	0	1	0	1	0	0	0	1	1	0	0	0	0	2
	Mean	45,650	31,500					59,800					59,800		31,500				59,800	31,500					45,650
	Median	45,650	31,500					59,800					59,800		31,500				59,800	31,500					45,650
	1st Decile	34,330	31,500					59,800					59,800		31,500				59,800	31,500					34,330
	9th Decile	56,970	31,500					59,800					59,800		31,500				59,800	31,500					56,970
Any Other Black/African/Caribbean Background	Total	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	1
	Mean	19,000	19,000												19,000					19,000					19,000
	Median	19,000	19,000												19,000					19,000					19,000
	1st Decile	19,000	19,000												19,000					19,000					19,000
	9th Decile	19,000	19,000												19,000					19,000					19,000
Arab	Total	8	1	2	4	0	0	0	1	0	0	0	7	1	0	0	0	0	1	6	1	0	0	6	2
	Mean	48,484	31,000	42,000	56,967				45,000				50,981	31,000					45,000	48,978	49,000			45,311	58,000
	Median	44,500	31,000	42,000	55,500				45,000				45,000	31,000					45,000	42,000	49,000			44,500	58,000
	1st Decile	31,608	31,000	40,400	37,008				45,000				36,747	31,000					45,000	31,434	49,000			35,934	36,400
	9th Decile	68,900	31,000	43,600	78,100				45,000				71,200	31,000					45,000	73,500	49,000			55,500	79,600
Any Other Ethnic Group	Total	27	1	7	3	6	5	0	1	2	2	0	26	0	0	1	0	0	8	12	7	0	0	19	8
	Mean	55,241	15,435	44,194	38,667	46,533	59,500		70,000	104,000	98,000		56,772			15,435			52,713	55,458	57,756			59,421	45,313
	Median	52,000	15,435	42,000	42,000	50,000	54,000		70,000	104,000	98,000		52,250			15,435			53,500	47,000	56,000			54,000	42,000
	1st Decile	32,200	15,435	38,400	30,800	28,100	52,700		70,000	87,200	64,400		35,500						30,860	40,000	27,774			33,040	32,900
	9th Decile	83,400	15,435	52,744	45,200	61,500	72,000		70,000	120,800	131,600		83,500			15,435			72,800	80,200	92,000			91,400	58,800

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		Employment Status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time
Total	Total	1585	850	690	45	27	191	351	314	390	12	4	177	2	95	11	11	1253	332	1535	50
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Full time	Total	1535	808	683	44	27	186	338	297	388	12	4	177	2	83	10	11	1234	301	1535	0
	%	97%	95%	99%	98%	100%	97%	96%	95%	99%	100%	100%	100%	100%	87%	91%	100%	98%	91%	100%	0%
Part time	Total	50	42	7	1	0	5	13	17	2	0	0	0	0	12	1	0	19	31	0	50
	%	3%	5%	1%	2%	0%	3%	4%	5%	1%	0%	0%	0%	0%	13%	9%	0%	2%	9%	0%	100%



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		Employment Status	
		Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time
Total	1585	850	690	45	27	191	351	314	390	12	4	177	2	95	11	11	1253	332	1535	50
<£16K	6	2	2	2	0	0	1	0	0	0	0	3	1	1	0	0	5	1	5	1
>=£16K and <£17K	2	0	1	1	0	0	0	0	0	0	0	2	0	0	0	0	2	0	2	0
>=£17K and <£18K	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£18K and <£19K	3	1	2	0	0	0	0	0	0	1	0	1	0	1	0	0	2	1	2	1
>=£19K and <£20K	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	0
>=£20K and <£21K	3	0	2	1	0	0	0	1	1	0	0	0	0	0	0	1	1	2	3	0
>=£21K and <£22K	3	0	2	1	0	0	0	0	1	1	0	0	0	1	0	0	3	0	3	0
>=£22K and <£23K	5	0	5	0	0	0	0	0	0	0	0	5	0	0	0	0	4	1	5	0
>=£23K and <£24K	3	0	3	0	0	0	0	0	0	1	0	2	0	0	0	0	2	1	3	0
>=£24K and <£25K	12	1	8	3	0	0	0	1	3	0	0	7	0	1	0	0	9	3	12	0
>=£25K and <£26K	11	1	8	2	0	0	1	1	1	0	0	8	0	0	0	0	8	3	10	1
>=£26K and <£27K	19	0	18	1	0	0	0	1	2	0	0	15	1	0	0	0	12	7	19	0
>=£27K and <£28K	21	0	20	1	0	0	0	1	5	0	0	14	0	1	0	0	15	6	21	0
>=£28K and <£29K	27	0	25	2	0	0	0	0	6	2	0	18	0	1	0	0	21	6	27	0
>=£29K and <£30K	16	0	16	0	0	0	0	0	6	0	0	10	0	0	0	0	11	5	16	0
>=£30K and <£31K	42	3	33	6	0	0	0	2	16	1	0	20	0	2	0	1	25	17	39	3
>=£31K and <£32K	29	1	26	2	0	0	0	0	12	0	1	15	0	0	1	0	17	12	29	0
>=£32K and <£33K	29	0	28	1	0	0	1	0	20	0	0	8	0	0	0	0	23	6	29	0
>=£33K and <£34K	21	1	19	1	0	0	1	0	14	0	0	6	0	0	0	0	14	7	21	0
>=£34K and <£35K	26	2	23	1	0	0	3	0	12	0	0	9	0	1	1	0	11	15	25	1
>=£35K and <£36K	31	2	28	1	0	0	3	0	16	0	1	9	0	2	0	0	22	9	30	1
>=£36K and <£37K	27	6	19	2	0	0	0	3	19	16	0	1	6	0	1	0	14	13	27	0
>=£37K and <£38K	28	8	20	0	0	0	1	6	16	0	0	3	0	2	0	0	21	7	27	1
>=£38K and <£39K	29	5	23	1	0	1	1	2	18	1	0	1	0	3	1	1	15	14	27	2
>=£39K and <£40K	21	5	15	1	0	0	1	4	13	0	0	2	0	1	0	0	17	4	20	1
>=£40K and <£45K	142	35	106	1	0	0	7	41	75	1	1	9	0	6	1	1	108	34	137	5
>=£45K and <£50K	136	64	71	1	0	0	16	46	61	0	0	3	0	5	4	1	105	31	130	6
>=£50K and <£55K	108	61	44	3	0	2	30	44	27	1	0	0	0	4	0	0	81	27	102	6
>=£55K and <£60K	107	69	38	0	0	4	42	36	22	2	0	0	0	0	1	0	85	22	101	6
>=£60K and <£65K	78	63	12	3	0	3	26	32	9	0	0	0	0	5	0	3	67	11	75	3
>=£65K and <£70K	87	78	8	1	0	15	39	21	8	1	0	0	0	3	0	0	79	8	86	1
>=£70K and <£75K	76	63	12	1	0	12	28	22	5	0	0	0	0	8	1	0	65	11	76	0
>=£75K and <£80K	53	46	7	0	2	8	26	12	7	0	0	0	0	4	0	1	45	8	53	0
>=£80K and <£85K	63	50	13	0	0	16	24	11	4	0	0	0	0	8	0	0	54	9	61	2
>=£85K and <£90K	45	43	2	0	0	14	17	8	0	0	0	0	0	6	0	0	37	8	44	1
>=£90K and <£95K	36	29	7	0	2	12	15	3	1	0	0	0	0	2	1	0	34	2	36	0
>=£95K and <£100K	28	25	1	2	0	10	14	2	0	0	0	0	0	2	0	0	23	5	27	1
>=£100K and <£105K	26	24	2	0	1	8	7	7	0	0	0	0	0	2	0	1	24	2	24	2
>=£105K and <£110K	28	28	0	0	2	16	3	1	0	0	0	0	0	6	0	0	26	2	28	0
>=£110K and <£115K	22	16	5	1	1	9	8	2	0	0	0	0	0	2	0	0	20	2	22	0
>=£115K and <£120K	14	11	2	1	1	4	6	1	0	0	0	0	0	2	0	0	13	1	12	2
>=£120K and <£125K	21	16	5	0	0	6	10	1	0	0	0	0	0	4	0	0	20	1	18	3
>=£125K and <£130K	9	9	0	0	0	5	2	0	0	0	0	0	0	2	0	0	8	1	9	0
>=£130K and <£135K	12	11	1	0	1	6	3	1	0	0	0	0	0	1	0	0	11	1	12	0
>=£135K and <£140K	7	6	1	0	1	5	0	1	0	0	0	0	0	0	0	0	7	0	7	0
>=£140K and <£145K	15	13	2	0	1	7	6	0	0	0	0	0	0	1	0	0	13	2	15	0
>=£145K and <£150K	6	5	1	0	0	3	3	0	0	0	0	0	0	0	0	0	6	0	6	0
>=£150K and <£200K	37	33	3	1	6	21	6	0	0	0	0	0	0	3	0	1	34	3	37	0
>=£200K and <£250K	3	3	0	0	2	1	0	0	0	0	0	0	0	0	0	0	3	0	3	0
>=£250K	11	11	0	0	7	3	0	0	0	0	0	0	0	1	0	0	11	0	11	0
Total	1585	850	690	45	27	191	351	314	390	12	4	177	2	95	11	11	1253	332	1535	50
Mean	66,468	85,595	44,314	44,888	324,949	107,802	75,621	58,780	42,328	38,405	35,775	30,091	20,718	76,399	50,486	63,265	70,747	50,321	66,744	58,001
Median	54,000	70,000	39,932	32,294	160,000	99,000	70,000	55,000	40,650	34,257	36,000	30,000	20,718	72,000	46,500	61,500	57,350	43,000	54,500	51,653
1st Decile	30,000	45,288	27,500	22,200	92,400	68,000	49,000	40,986	30,590	21,421	32,350	24,000	16,492	35,000	34,400	30,000	31,250	29,052	30,000	30,810
9th Decile	109,000	126,072	65,200	85,800	340,000	160,000	115,000	82,400	56,011	59,373	39,020	37,061	24,944	120,000	72,000	102,500	114,977	83,970	109,000	104,300



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		Employment Status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time
	Total	1585	850	690	45	27	191	351	314	390	12	4	177	2	95	11	11	1253	332	1535	50
Defined Benefit Pension/ Company Final Salary Scheme	Total	381	223	148	10	7	47	91	85	81	4	0	44	2	8	7	5	301	80	365	16
	%	24%	26%	21%	22%	26%	25%	26%	27%	21%	33%	0%	25%	100%	8%	64%	45%	24%	24%	24%	32%
Defined Contribution Pension/ Company Money Purchase Scheme	Total	1076	540	506	30	16	124	244	208	296	8	3	122	0	46	4	5	849	227	1053	23
	%	68%	64%	73%	67%	59%	65%	70%	66%	76%	67%	75%	69%	0%	48%	36%	45%	68%	68%	69%	46%
Non-contributory Pension	Total	51	33	16	2	3	12	7	9	8	0	1	2	0	8	0	1	41	10	51	0
	%	3%	4%	2%	4%	11%	6%	2%	3%	2%	0%	25%	1%	0%	8%	0%	9%	3%	3%	3%	0%
No Pension Benefits	Total	77	54	20	3	1	8	9	12	5	0	0	9	0	33	0	0	62	15	66	11
	%	5%	6%	3%	7%	4%	4%	3%	4%	1%	0%	0%	5%	0%	35%	0%	0%	5%	5%	4%	22%
Health Insurance	Total	973	576	372	25	16	156	263	193	224	5	0	71	1	33	3	8	785	188	950	23
	%	61%	68%	54%	56%	59%	82%	75%	61%	57%	42%	0%	40%	50%	35%	27%	73%	63%	57%	62%	46%
Dental Insurance	Total	211	115	91	5	3	33	49	30	60	0	0	22	1	9	1	3	166	45	208	3
	%	13%	14%	13%	11%	11%	17%	14%	10%	15%	0%	0%	12%	50%	9%	9%	27%	13%	14%	14%	6%
Car or Car Allowance	Total	440	332	104	4	17	124	173	53	40	2	0	7	0	18	4	2	362	78	425	15
	%	28%	39%	15%	9%	63%	65%	49%	17%	10%	17%	0%	4%	0%	19%	36%	18%	29%	23%	28%	30%
Company Share Scheme	Total	428	262	155	11	5	75	112	96	95	1	0	27	0	11	1	5	354	74	422	6
	%	27%	31%	22%	24%	19%	39%	32%	31%	24%	8%	0%	15%	0%	12%	9%	45%	28%	22%	27%	12%
Life Insurance	Total	595	367	215	13	15	107	164	124	120	2	0	34	1	19	3	6	505	90	586	9
	%	38%	43%	31%	29%	56%	56%	47%	39%	31%	17%	0%	19%	50%	20%	27%	55%	40%	27%	38%	18%
Loans	Total	58	35	21	2	1	8	12	10	14	0	0	7	0	6	0	0	50	8	58	0
	%	4%	4%	3%	4%	4%	4%	3%	3%	4%	0%	0%	4%	0%	6%	0%	0%	4%	2%	4%	0%
IChemE Membership Fees	Total	1220	681	516	23	17	148	278	266	309	7	0	114	1	60	11	9	963	257	1185	35
	%	77%	80%	75%	51%	63%	77%	79%	85%	79%	58%	0%	64%	50%	63%	100%	82%	77%	77%	77%	70%
Other Professional Membership Fees	Total	249	140	103	6	8	46	47	56	35	1	0	28	0	19	3	6	201	48	241	8
	%	16%	16%	15%	13%	30%	24%	13%	18%	9%	8%	0%	16%	0%	20%	27%	55%	16%	14%	16%	16%
Childcare	Total	150	92	52	6	0	15	46	35	37	2	0	10	0	2	1	2	119	31	146	4
	%	9%	11%	8%	13%	0%	8%	13%	11%	9%	17%	0%	6%	0%	2%	9%	18%	9%	9%	10%	8%
Flexible Working	Total	630	337	277	16	8	78	134	139	148	5	2	20	0	33	7	6	481	149	604	26
	%	40%	40%	40%	36%	30%	41%	38%	44%	38%	42%	50%	40%	0%	35%	64%	55%	38%	45%	39%	52%
Discount Schemes	Total	524	264	247	13	7	53	119	106	145	5	0	64	1	12	5	7	418	106	514	10
	%	33%	31%	36%	29%	26%	28%	34%	34%	37%	42%	0%	36%	50%	13%	45%	64%	33%	32%	33%	20%
Enhanced Maternity/Paternity Packages	Total	184	112	70	2	2	21	53	46	40	4	0	9	0	5	2	2	115	69	173	11
	%	12%	13%	10%	4%	7%	11%	15%	15%	10%	33%	0%	5%	0%	5%	18%	18%	9%	21%	11%	22%
Bonus Scheme or Performance-related Pay	Total	971	539	406	26	19	154	238	188	235	9	0	87	1	30	3	7	765	206	948	23
	%	61%	63%	59%	58%	70%	81%	68%	60%	60%	75%	0%	49%	50%	32%	27%	64%	61%	62%	62%	46%
No Benefits in Kind	Total	87	48	38	1	3	4	7	18	18	0	2	11	0	23	0	1	74	13	80	7
	%	5%	6%	6%	2%	11%	2%	2%	6%	5%	0%	50%	6%	0%	24%	0%	9%	6%	4%	5%	14%
Other	Total	31	15	14	2	1	2	5	6	7	0	0	6	0	3	0	1	25	6	31	0
	%	2%	2%	2%	4%	4%	1%	1%	2%	2%	0%	0%	3%	0%	3%	0%	9%	2%	2%	2%	0%



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 GENDER

		Total	Member Grade			Level of Responsibility													Gender		Employment Status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time	
Chartered Members	Total	850	850	0	0	23	164	275	218	88	1	2	0	0	66	7	6	718	132	808	42	
	Mean	85,595	85,595			360,853	109,438	78,582	62,858	50,907	65,000	36,000			85,579	58,239	87,070	89,290	65,496	87,003	58,503	
	Median	70,000	70,000			162,000	100,000	72,000	60,000	47,498	65,000	36,000			81,400	49,742	69,750	72,182	57,644	71,000	51,653	
	1st Decile	45,288	45,288			96,200	69,300	52,700	43,765	37,000	65,000	35,600			43,150	46,300	61,750	47,000	37,068	46,500	34,341	
	9th Decile	126,072	126,072			380,000	160,000	117,050	85,000	68,000	65,000	36,400			123,000	79,200	129,710	130,000	103,600	130,000	102,700	
Non-Chartered Members	Total	735	0	690	45	4	27	76	96	302	11	2	177	2	29	4	5	535	200	727	8	
	Mean	44,349		44,314	44,888	118,500	97,867	64,907	49,521	39,828	35,988	35,550	30,091	20,718	55,508	36,919	34,700	45,861	40,306	44,228	55,366	
	Median	39,500		39,932	32,294	109,500	92,405	58,500	46,311	38,900	30,000	35,550	30,000	20,718	42,000	36,200	38,500	40,000	36,000	39,000	50,000	
	1st Decile	27,000		27,500	22,200	83,700	60,600	38,750	37,200	30,000	21,200	31,910	24,000	16,492	32,800	32,370	24,000	27,000	27,000	27,000	30,630	
	9th Decile	67,360		65,200	85,800	160,500	142,300	92,500	66,500	51,000	55,000	39,190	37,061	24,944	90,440	42,044	43,000	70,000	59,016	67,240	77,412	
Male	Total	1253	718	502	33	26	174	281	263	280	6	4	124	1	80	6	8	1253	0	1234	19	
	Mean	70,747	89,290	45,831	46,321	330,716	108,638	77,985	60,210	43,190	39,330	35,775	30,221	15,435	78,149	52,575	74,053	70,747		70,727	72,014	
	Median	57,350	72,182	40,175	31,349	160,000	99,500	70,080	56,000	41,325	33,257	36,000	29,921	15,435	72,000	48,237	63,250	57,350		57,163	69,000	
	1st Decile	31,250	47,000	28,000	21,600	92,000	68,000	50,500	41,104	31,000	22,303	32,350	24,000	15,435	36,700	45,139	37,000	31,250		31,280	28,320	
	9th Decile	114,977	130,000	70,000	90,400	350,000	160,000	120,000	83,910	56,982	62,430	39,020	37,850	15,435	120,000	64,350	118,826	114,977		114,444	120,000	
Female	Total	332	132	188	12	1	17	70	51	110	6	0	53	1	15	5	3	0	332	301	31	
	Mean	50,321	65,496	40,265	40,945	175,000	99,244	66,129	51,407	40,134	37,481		29,786	26,000	67,068	47,980	34,500		50,321	50,415	49,412	
	Median	43,000	57,644	36,000	34,900	175,000	83,700	60,000	51,305	38,000	36,944		30,000	26,000	53,000	38,000	38,500		43,000	42,010	46,000	
	1st Decile	29,052	37,068	27,000	25,710	175,000	66,800	41,160	38,000	30,090	23,000		24,600	26,000	35,000	32,660	23,700		29,052	28,600	34,250	
	9th Decile	83,970	103,600	59,000	62,600	175,000	144,000	95,100	65,000	51,150	52,500		35,800	26,000	113,600	72,400	43,700		83,970	84,000	60,000	



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

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

		Total	Member Grade			Level of Responsibility													Gender		Employment Status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time	
Doctorate	Total	132	78	52	2	3	21	37	35	23	2	4		7	0	0	0	105	27	129	3	
	Mean	66,014	77,262	48,815	74,500	166,667	88,466	69,154	57,465	41,612	32,544	35,775		88,679	0	0		68,882	54,856	66,624	39,773	
	Median	57,929	68,690	45,000	74,500	160,000	82,000	67,000	52,500	40,000	32,544	36,000		69,252				63,000	47,000	58,000	38,600	
	1st Decile	36,320	44,667	33,830	58,100	160,000	63,000	50,215	43,200	33,960	23,469	32,350		35,900				37,940	35,394	36,460	35,848	
	9th Decile	104,400	114,190	67,900	90,900	176,000	114,000	88,400	74,550	48,800	41,619	39,020		159,000				107,680	83,400	105,200	44,168	
Master's	Total	982	429	525	28	9	72	169	188	313	5	0	168	1	49	3	5	742	240	960	22	
	Mean	55,968	74,693	41,575	38,936	144,514	109,130	74,152	56,943	42,050	41,903		30,215	26,000	74,678	43,992	60,200	59,060	46,409	56,009	54,186	
	Median	46,448	66,500	37,779	31,897	110,000	101,635	68,000	52,346	40,800	38,513		30,000	26,000	75,000	43,777	61,500	49,037	39,700	46,200	51,305	
	1st Decile	29,367	43,564	27,000	23,100	77,800	69,415	47,800	40,000	31,000	28,000		24,341	26,000	36,600	33,955	36,000	30,000	28,331	29,000	37,108	
	9th Decile	94,830	116,200	56,067	61,550	260,000	159,300	116,350	83,000	55,800	59,000		36,988	26,000	115,600	54,115	86,300	105,000	74,650	96,007	78,000	
Bachelor's	Total	440	317	109	14	13	82	138	89	53	5	0	9	1	37	8	5	376	64	415	25	
	Mean	87,026	100,072	53,760	50,624	499,462	108,149	79,065	63,252	44,307	37,253		27,766	15,435	76,648	52,922	66,084	91,140	62,851	88,440	63,545	
	Median	70,000	78,500	44,000	30,000	162,000	98,500	75,000	62,500	40,000	30,000		26,800	15,435	71,000	46,616	40,000	72,000	54,500	70,000	54,814	
	1st Decile	35,000	51,800	28,000	21,350	104,200	68,000	50,000	42,000	28,100	20,162		23,260	15,435	29,200	36,920	27,400	37,500	30,000	36,080	27,334	
	9th Decile	125,000	130,000	90,200	98,040	880,000	149,500	117,200	84,200	71,880	57,915		32,400	15,435	120,000	77,400	124,152	130,000	111,750	127,488	116,000	
Master of Business Administration	Total	30	26	4	0	2	16	7	2	1	0	0	0	1	0	1	29	1	30	0		
	Mean	110,493	113,962	87,944		240,000	125,423	77,357	55,500	41,000				70,000		64,500	112,061	65,000	110,493			
	Median	90,000	88,500	93,688		240,000	120,000	79,500	55,500	41,000				70,000		64,500	90,000	65,000	90,000			
	1st Decile	64,350	64,750	55,700		232,000	72,000	64,200	47,900	41,000				70,000		64,500	64,200	65,000	64,350			
	9th Decile	200,300	213,500	115,593		248,000	178,500	88,200	63,100	41,000				70,000		64,500	203,600	65,000	200,300			
Non-graduate	Total	1	0	0	1	0	0	0	0	0	0	0	0	1	0	0	1	0	1	0		
	Mean	72,000			72,000									72,000			72,000		72,000			
	Median	72,000			72,000									72,000			72,000		72,000			
	1st Decile	72,000			72,000									72,000			72,000		72,000			
	9th Decile	72,000			72,000									72,000			72,000		72,000			



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		Employment Status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time
Chairman/Managing Director/Chief Executive/ Vice Chancellor/Vice President	Total	23	23	0	0	23	0	0	0	0	0	0	0	0	0	0	0	22	1	23	0
	Mean	360,853	360,853			360,853												369,301	175,000	360,853	
	Median	162,000	162,000			162,000												161,000	175,000	162,000	
	1st Decile	96,200	96,200			96,200												95,100	175,000	96,200	
	9th Decile	380,000	380,000			380,000												390,000	175,000	380,000	
Senior Manager/Director/Dean/Head of Department	Total	164	164	0	0	0	164	0	0	0	0	0	0	0	0	0	0	152	12	159	5
	Mean	109,438	109,438				109,438											109,610	107,254	110,303	81,920
	Median	100,000	100,000				100,000											99,500	107,000	100,000	100,000
	1st Decile	69,300	69,300				69,300											70,000	66,330	70,000	43,960
	9th Decile	160,000	160,000				160,000											160,000	149,000	160,000	110,800
Manager/Site Manager/Project Manager/ Associate Professor/Professor/Principal Engineer	Total	275	275	0	0	0	0	275	0	0	0	0	0	0	0	0	0	224	51	263	12
	Mean	78,582	78,582					78,582										81,055	67,718	79,799	51,918
	Median	72,000	72,000					72,000										75,000	62,000	73,932	44,500
	1st Decile	52,700	52,700					52,700										55,000	42,550	54,000	35,444
	9th Decile	117,050	117,050					117,050										120,000	97,000	117,950	59,820
Senior Engineer/Senior Lecturer	Total	218	218	0	0	0	0	0	218	0	0	0	0	0	0	0	0	184	34	207	11
	Mean	62,858	62,858						62,858									64,469	54,139	63,461	51,517
	Median	60,000	60,000						60,000									61,750	52,000	60,000	51,305
	1st Decile	43,765	43,765						43,765									45,243	40,407	44,940	40,000
	9th Decile	85,000	85,000						85,000									85,700	65,000	85,000	60,000
Engineer/Supervised Team Member/Lecturer	Total	88	88	0	0	0	0	0	0	88	0	0	0	0	0	0	0	66	22	86	2
	Mean	50,907	50,907							50,907								52,852	45,071	51,102	42,505
	Median	47,498	47,498							47,498								48,537	42,826	47,498	42,505
	1st Decile	37,000	37,000							37,000								40,000	36,030	37,000	38,108
	9th Decile	68,000	68,000							68,000								68,000	60,689	68,000	46,901
Engineering Technician	Total	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1	0
	Mean	65,000	65,000								65,000							65,000		65,000	
	Median	65,000	65,000							65,000								65,000		65,000	
	1st Decile	65,000	65,000							65,000								65,000		65,000	
	9th Decile	65,000	65,000							65,000								65,000		65,000	
Postdoctoral	Total	2	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2	0	2	0
	Mean	36,000	36,000									36,000						36,000		36,000	
	Median	36,000	36,000									36,000						36,000		36,000	
	1st Decile	35,600	35,600									35,600						35,600		35,600	
	9th Decile	36,400	36,400									36,400						36,400		36,400	
Graduate in Training/Engineer in Training/ Postgraduate or Doctoral Student in Training	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																				
	Median																				
	1st Decile																				
	9th Decile																				
Intern/Undergraduate Student Placement/Apprentice	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																				
	Median																				
	1st Decile																				
	9th Decile																				
Consultant/Contractor	Total	66	66	0	0	0	0	0	0	0	0	0	0	0	66	0	0	56	10	55	11
	Mean	85,579	85,579												85,579			87,262	76,152	89,480	66,073
	Median	81,400	81,400												80,000			84,500	84,000	69,000	
	1st Decile	43,150	43,150												43,150			46,500	37,200	47,400	18,000
	9th Decile	123,000	123,000												123,000			123,000	120,672	126,432	120,000
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	7	7	0	0	0	0	0	0	0	0	0	0	0	0	7	0	5	2	6	1
	Mean	58,239	58,239													58,239		54,335	68,000	60,279	46,000
	Median	49,742	49,742													49,742		49,742	68,000	53,221	46,000
	1st Decile	46,300	46,300													46,300		46,593	50,400	46,616	46,000
	9th Decile	79,200	79,200													79,200		65,880	85,600	81,000	46,000
Other	Total	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	6	6	0	6	0
	Mean	87,070	87,070															87,070		87,070	
	Median	69,750	69,750															69,750	69,750	69,750	
	1st Decile	61,750	61,750															61,750	61,750	61,750	
	9th Decile	129,710	129,710															129,710	129,710	129,710	



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		Employment Status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time	
Chairman/Managing Director/Chief Executive/ Vice Chancellor/Vice President	Total	3		3	0														3	0	3	0
	Mean	98,000		98,000															98,000		98,000	
	Median	104,000		104,000															104,000		104,000	
	1st Decile	80,800		80,800															80,800		80,800	
	9th Decile	112,800		112,800															112,800		112,800	
Senior Manager/Director/Dean/Head of Department	Total	27	0	27		0	27	0	0	0	0	0	0	0	0	0	0	22	5	27	0	
	Mean	97,867		97,867			97,867											101,923	80,021	97,867		
	Median	92,405		92,405			92,405											103,688	80,000	92,405		
	1st Decile	60,600		60,600			60,600											60,100	71,200	60,600		
	9th Decile	142,300		142,300			142,300											144,550	88,923	142,300		
Manager/Site Manager/Project Manager/ Associate Professor/Professor/Principal Engineer	Total	70	0	70		0	70	0	0	0	0	0	0	0	0	0	0	54	16	69	1	
	Mean	64,530		64,530			64,530											65,472	61,352	64,635	57,311	
	Median	57,656		57,656			57,656											56,000	59,400	58,000	57,311	
	1st Decile	39,750		39,750			39,750											40,600	44,250	39,500	57,311	
	9th Decile	90,000		90,000			90,000											105,400	79,433	90,000	57,311	
Senior Engineer/Senior Lecturer	Total	93	0	93		0	93	0	0	0	0	0	0	0	0	0	0	76	17	88	5	
	Mean	49,511		49,511			49,511											50,309	45,944	49,078	57,124	
	Median	46,225		46,225			46,225											48,000	43,500	46,311	45,560	
	1st Decile	37,080		37,080			37,080											37,450	33,900	37,470	30,360	
	9th Decile	68,600		68,600			68,600											66,500	65,256	65,100	95,664	
Engineer/Supervised Team Member/Lecturer	Total	292	0	292		0	292	0	0	292	0	0	0	0	0	0	0	207	85	292	0	
	Mean	39,937		39,937			39,937			39,937								40,390	38,836	39,937		
	Median	39,000		39,000			39,000			39,000								39,992	38,000	39,000		
	1st Decile	30,010		30,010			30,010			30,010								30,630	30,000	30,010		
	9th Decile	51,000		51,000			51,000			51,000								52,000	50,469	51,000		
Engineering Technician	Total	11	0	11		0	11	0	0	0	11	0	0	0	0	0	0	5	6	11	0	
	Mean	35,988		35,988						35,988								34,195	37,481	35,988		
	Median	30,000		30,000						30,000								28,000	36,944	30,000		
	1st Decile	21,200		21,200						21,200								22,082	23,000	21,200		
	9th Decile	55,000		55,000			55,000			55,000								51,321	52,500	55,000		
Postdoctoral	Total	2	0	2		0	2	0	0	0	0	2	0	0	0	0	0	2	0	2	0	
	Mean	35,550		35,550							35,550							35,550		35,550		
	Median	35,550		35,550						35,550								35,550		35,550		
	1st Decile	31,910		31,910						31,910								31,910		31,910		
	9th Decile	39,190		39,190						39,190								39,190		39,190		
Graduate in Training/Engineer in Training/ Postgraduate or Doctoral Student in Training	Total	161	0	161		0	161	0	0	0	0	0	161	0	0	0	0	112	49	161	0	
	Mean	30,245		30,245			30,245						30,245					30,457	29,760	30,245		
	Median	30,000		30,000									30,000					29,771	30,000	30,000		
	1st Decile	24,487		24,487									24,487					24,538	24,400	24,487		
	9th Decile	37,500		37,500									37,500					37,950	35,200	37,500		
Intern/Undergraduate Student Placement/Apprentice	Total	1	0	1		0	1	0	0	0	0	0	0	1	0	0	0	0	1	1	0	
	Mean	26,000		26,000															26,000	26,000		
	Median	26,000		26,000															26,000	26,000		
	1st Decile	26,000		26,000															26,000	26,000		
	9th Decile	26,000		26,000															26,000	26,000		
Consultant/Contractor	Total	23	0	23		0	23	0	0	0	0	0	0		23	0	0	19	4	22	1	
	Mean	53,197		53,197											53,197			53,370	52,375	53,206	53,000	
	Median	42,000		42,000											42,000			42,000	44,750	41,250	53,000	
	1st Decile	35,300		35,300											35,300			36,400	35,450	35,150	53,000	
	9th Decile	84,600		84,600											84,600			83,400	75,400	84,800	53,000	
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	4	0	4		0	4	0	0	0	0	0	0	0	4	0	0	1	3	4	0	
	Mean	36,919		36,919											36,919			43,777	34,633	36,919		
	Median	36,200		36,200											36,200			43,777	34,400	36,200		
	1st Decile	32,370		32,370											32,370			43,777	32,080	32,370		
	9th Decile	42,044		42,044											42,044			43,777	37,280	42,044		
Other	Total	3	0	3		0	3	0	0	0	0	0	0	0	0	3		1	2	3	0	
	Mean	41,167		41,167												41,167		40,000	41,750	41,167		
	Median	40,000		40,000													40,000	40,000	41,750	40,000		
	1st Decile	38,800		38,800													38,800	40,000	39,150	38,800		
	9th Decile	44,000		44,000												44,000	40,000	40,000	44,350	44,000		



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

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

		Total	Member Grade				Level of Responsibility													Gender		Employment Status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time		
Automotive/Transport	Total	7	1	4	2	0	1	0	1	2	0	3	0	0	0	0	5	2	5	2			
	Median	31,349	38,600	32,000	29,175		38,600		30,000	32,250		31,349		1	0	1	31,349	32,000	31,349	34,300			
Biochemical Engineering	Total	19	6	13	0	2	1	2	4	7	0	1	1	0	1	0	14	5	19	0			
	Median	45,000	52,500	43,000	132,500	55,000	58,500	46,250	38,395	36,500	24,000	85,000		0	0	0	48,250	38,395	45,000	0			
Chemical and Allied Products	Total	172	106	65	1	4	16	50	41	42	0	7	0	9	2	1	151	21	165	7			
	Median	55,999	69,675	42,000	24,000	587,500	102,500	67,843	56,250	40,619	29,841	41,800	55,000	61,500	58,000	43,400	56,250	41,800	56,250	41,800			
Consultancy	Total	115	63	49	3	1	15	21	25	21	1	0	14	0	16	1	87	28	111	4			
	Median	50,000	68,000	37,000	30,000	107,122	135,000	71,000	55,000	37,000	18,000	28,726		70,500	38,500	60,000	38,750	50,000	46,700	0			
Consumer Products	Total	17	10	7	0	0	4	3	4	4	0	0	2	0	0	0	11	6	17	0			
	Median	53,800	67,000	31,000			80,500	67,000	46,000	34,755	29,500	29,500					48,000	60,400	53,800	0			
Contracting	Total	58	45	12	1	1	14	17	12	7	0	3	0	4	0	0	56	2	57	1			
	Median	81,000	89,500	36,250	112,200	90,000	105,000	92,000	61,000	37,500	27,000	98,600		0	0	1	83,150	30,500	79,000	116,000			
Education/University	Total	29	15	13	1	1	4	4	7	8	1	2	0	0	0	0	24	5	28	1			
	Median	49,000	58,000	39,992	30,000	180,000	82,500	57,929	51,000	40,500	28,000	31,000	34,000	0	0	40,000	52,500	35,550	50,000	45,560			
Energy	Total	49	25	22	2	1	6	14	8	5	0	1	6	0	5	0	34	15	47	2			
	Median	60,000	70,000	42,925	105,000	180,000	107,000	74,151	55,946	41,000	35,500	33,000	52,500		45,000	67,500	45,000	60,000	107,500	0			
Finance, Insurance and Risk	Total	23	12	9	2	0	5	4	4	3	0	1	0	5	0	1	21	2	22	1			
	Median	90,000	127,000	54,000	28,750		137,000	127,000	86,500	81,000	36,500	53,000	102,500		97,375	44,750	93,688	53,000	52,000	45,000			
Food and Drink	Total	88	37	47	4	2	15	21	8	18	0	0	19	0	5	0	68	20	87	1			
	Median	45,000	69,180	35,000	28,750	161,500	77,000	58,000	44,500	36,207	30,000	63,000	52,000	35,000	45,000	60,000	52,000	35,000	45,000	60,000			
Fuel Cells Technology	Total	3	2	1	0	1	0	2	0	0	0	0	0	0	0	0	2	1	3	0			
	Median	80,000	190,000	33,000		300,000		56,500									190,000	33,000	80,000	0			
Fuel Storage/Gas Storage/Oil Storage	Total	6	5	1	0	2	0	2	1	0	0	0	0	1	0	0	6	0	6	0			
	Median	66,005	67,010	65,000		137,500		66,005	65,000					48,000			66,005		66,005	66,005			
Health, Safety and Environment	Total	12	7	5	0	1	0	2	2	1	0	0	1	0	4	1	10	2	10	2			
	Median	57,930	60,000	45,000		115,000		56,500	49,580	45,000		15,000	65,000	56,700		58,350	52,080	58,350	33,580	0			
Industrial Gases	Total	59	32	27	0	1	9	20	9	9	1	0	10	0	0	0	51	8	57	2			
	Median	57,888	70,700	43,000		230,000	87,800	69,000	54,872	40,500	50,000	31,665	66,000	55,492	66,000	39,000	66,000	55,492	66,000	39,000			
Iron, Steel and Other Metals	Total	9	4	5	0	0	0	3	1	4	0	0	1	0	0	0	7	2	9	0			
	Median	35,500	53,000	33,500			50,000	56,000	34,500		26,420					35,500	52,500	35,500		0			
Liquid and Natural Gas Reclassification	Total	2	1	1	0	0	0	0	1	0	0	0	0	0	0	1	2	0	2	0			
	Median	60,698	75,000	46,396				46,396								75,000	60,698		60,698	60,698			
Manufacturing	Total	56	17	38	1	0	10	3	5	31	0	0	7	0	0	0	42	14	55	1			
	Median	38,200	70,000	35,000	25,000		81,000	56,000	55,000	37,000		25,000				42,250	32,000	38,200	30,900	0			
Medicine/Medical Equipment	Total	11	3	7	1	0	1	3	2	3	0	1	0	0	0	1	5	6	10	1			
	Median	45,000	65,000	40,100	20,000		103,000	54,000	34,750	38,000		40,100			20,000	54,000	34,750	42,550	103,000	0			
Mining and Minerals	Total	13	6	6	1	0	3	2	2	4	0	0	1	0	1	0	12	1	13	0			
	Median	50,000	52,750	32,000	30,000		61,000	35,500	52,750	30,500		23,500	50,000			51,250	23,500	50,000		0			
Non-Governmental Organisation/ Industry Body/Trade Body	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	Median																						
Nuclear/Nuclear Decommissioning	Total	120	58	59	3	3	9	22	26	33	1	0	23	0	1	2	94	26	117	3			
	Median	47,000	63,250	37,000	32,294	250,000	93,080	65,350	54,000	41,673	38,513	31,128	105,000	68,366		46,082	47,803	47,000	48,350	0			
Oil and Gas Exploration and Production	Total	222	135	82	5	1	18	60	44	60	1	0	20	0	16	0	172	50	217	5			
	Median	70,040	93,000	45,600	64,000	400,000	130,350	101,000	69,000	50,400	59,859	33,250	99,684	109,460	70,540	62,500	70,000	80,000	80,000	0			
Oil Refining	Total	93	53	37	3	0	13	19	22	28	2	0	5	0	4	0	74	19	91	2			
	Median	65,000	81,300	49,672	54,172		122,115	90,000	69,264	49,436	60,000	39,500	60,750		71,530	52,000	67,122	55,656	52,000	0			
Paper and Packaging	Total	4	2	1	1	0	3	1	0	0	0	0	0	0	0	0	3	1	4	0			
	Median	77,500	94,355	68,000	62,000		87,000	62,000								87,000	68,000	77,500		0			
Petrochemicals	Total	62	39	22	1	0	5	12	15	19	0	0	6	0	5	0	51	11	57	5			
	Median	55,500	70,000	44,250	35,000		130,000	79,500	69,000	49,073	37,500	40,500			45,000	65,000	51,000	56,000	51,305	0			
Pharmaceuticals and Personal Care Products	Total	104	42	57	5	1	14	18	24	24	0	0	19	0	4	0	79	25	103	1			
	Median	45,500	66,201	37,500	28,500	295,000	88,934	57,163	45,823	38,005	28,700	110,000	48,000	37,009	46,000	37,009	48,000	37,009	46,000	37,009			
Plastics	Total	8	6	2	0	0	1	2	2	3	0	0	0	0	0	0	8	0	8	0			
	Median	49,164	52,000	33,375		90,000	68,000	51,164	37,250							49,164			49,164	0			
Power Generation - Fossil Fuels	Total	10	7	3	0	0	0	3	2	3	1	0	0	0	1	0	9	1	10	0			
	Median	56,750	62,000	40,000			61,000	53,000	62,000	30,000		42,000			61,000	30,000	56,750			0			
Power Generation - Nuclear Generation	Total	7	4	3	0	0	0	2	3	0	0	0	1	0	1	0	5	2	7	0			
	Median	52,000	64,000	52,000			53,500	52,000				28,000		105,000		52,000	53,500	52,000		0			
Power Generation - Renewables	Total	12	4	8	0	0	2	2	1	3	0	0	2	0	2	0	10	2	12	0			
	Median	52,000	72,500	39,450			132,500	57,500	54,000	28,900		28,250		82,500		59,500	31,875	52,000		0			
Process Automation, System and Control	Total	5	2	3	0	0	0	1	2	0	0	0	1	0	1	0	5	0	5	0			
	Median	48,000	64,250	27,000			48,000	64,250				26,000		27,000		48,000		48,000		0			
Process Plant and Equipment	Total	24	16	7	1	1	4	5	9	3	0	0	2	0	0	0	21	3	24	0			
	Median	53,500	66,644	41,900	24,600	110,000	80,350	56,000	49,500	37,000		30,890		0		56,000	31,000	53,500		0			



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		Employment Status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time	
Academic Research and/or Teaching	Total	34	17	15	2	1	4	5	7	11	1	4	0	0	0	0	28	6	33	1		
	Median	46,280	58,000	39,992	15,274	180,000	82,500	57,857	51,000	42,500	28,000	31,000	15,774				48,000	44,030	47,000	45,560		
Analysis/Intelligence Gathering	Total	19	5	12	2	0	0	2	4	5	2	0	1	0	4	0	13	6	19	0		
	Median	45,000	81,000	43,750	76,500			73,398	55,900	44,000	30,959		29,800		60,400	45,000	55,000	44,500	45,000			
Asset Management	Total	23	14	9	0	4	7	2	2	2	0	0	5	0	1	0	20	3	23	0		
	Median	80,000	130,000	30,000		137,500	125,000	109,000	67,000	37,750			28,952		47,000		106,500	34,985	80,000			
Business Development/Business Strategy	Total	33	24	9	0	3	12	11	2	1	0	0	2	0	1	0	30	3	33	0		
	Median	104,000	112,500	65,000		230,000	120,000	82,000	76,000	46,000			35,050		120,000	156,920	105,000	83,700	104,000			
Business Systems/IT and Software	Total	10	4	3	3	0	1	2	4	1	0	0	1	0	1	0	8	2	10	0		
	Median	51,446	71,500	51,000	36,500		99,000	71,500	51,446	50,000			36,500		21,000		52,196	43,250	51,446			
Certification/Validation/ Quality Assurance	Total	8	3	5	0	0	0	1	2	3	0	0	1	0	1	0	5	3	7	1		
	Median	42,500	58,000	34,000				58,000	50,500	34,000			27,000		84,363		38,000	54,000	38,000	54,000		
Construction and Installation	Total	16	12	4	0	0	5	5	1	2	0	0	1	0	2	0	10	6	15	1		
	Median	77,725	79,225	66,000			70,000	78,450	85,000	67,500			36,000		74,000		79,225	71,000	78,450	38,000		
Consultancy	Total	179	101	73	5	3	17	37	23	33	0	0	20	0	46	0	132	47	165	14		
	Median	56,000	75,000	36,000	60,500	78,500	112,000	70,000	56,000	36,000			29,000		71,575		64,400	36,500	55,000	64,080		
Design	Total	200	109	86	5	0	12	39	63	56	0	0	22	0	7	0	152	48	196	4		
	Median	48,675	64,800	39,750	33,990		91,000	70,000	54,000	41,025			28,250		109,000		53,800	42,000	49,651	39,125		
Education and Training	Total	2	0	2	0	0	0	1	0	0	0	0	0	0	0	0	2	0	2	0		
	Median	44,000		44,000				48,000								40,000	44,000		44,000			
Finance/Financial Services/ Procurement and Supply	Total	6	5	1	0	0	3	2	0	0	0	0	0	0	0	1	6	0	6	0		
	Median	111,250	120,000	97,375			97,375	125,000					0	0	0		102,500	111,250		111,250		
Manufacture and Production	Total	149	72	75	2	4	30	40	17	37	0	0	20	0	0	1	116	33	145	4		
	Median	54,000	71,394	38,395	25,000	272,500	104,500	59,000	54,000	38,200			30,000			38,000	58,000	37,500	54,000	47,160		
Marketing and Sales	Total	26	19	6	1	2	6	9	4	3	0	0	2	0	0	0	20	6	25	1		
	Median	82,110	83,000	75,500	30,000	142,500	106,505	86,000	74,000	39,000			28,000				84,500	61,602	83,000	58,204		
Operations	Total	166	77	83	6	1	18	35	28	59	4	0	19	0	2	0	133	33	162	4		
	Median	53,665	66,000	43,500	50,750	115,000	93,000	58,000	59,440	48,000	44,930	31,500		55,500			53,404	53,925	53,665	54,153		
Process Control/Process Design/ Process Innovation/Process Development	Total	235	103	123	9	0	13	36	60	80	3	0	38	1	3	0	199	36	230	5		
	Median	45,000	66,000	37,000	30,000		82,500	79,400	55,999	38,772	43,888	30,000	15,435	85,000		30,000	46,800	41,910	45,000	48,000		
Process Safety/Safety, Health and Environment	Total	119	72	46	1	0	9	23	33	25	1	0	11	0	12	3	97	22	115	4		
	Median	62,500	70,000	40,548	54,172		81,500	75,235	64,000	52,000	55,000	30,000		52,250	46,000	68,250	65,000	55,500	64,000	51,700		
Project Management/General Administration/Management Services	Total	189	110	74	5	4	23	67	22	47	0	0	16	0	9	0	148	41	184	5		
	Median	57,000	72,500	39,250	34,800	177,500	95,500	67,010	52,750	39,000			28,500		85,000		38,500	58,050	51,000	56,750	103,000	
Regulations/Regulatory Compliance	Total	23	17	5	1	0	2	6	6	0	0	0	2	0	0	7	0	3	22	1		
	Median	56,700	68,000	34,400	47,000		125,000	68,500	55,000				25,500			46,732		58,850	34,400	58,850	47,000	
Research and Development	Total	89	44	44	1	2	13	19	20	19	1	3	11	1	0	0	59	30	86	3		
	Median	48,000	69,440	38,000	54,000	160,000	87,500	67,000	45,000	40,000	18,000	36,500	31,500	26,000			53,000	39,000	48,000	30,900		
Risk Management	Total	29	20	9	0	1	7	7	8	2	0	0	1	0	2	0	27	2	29	0		
	Median	90,000	101,500	54,000		107,122	110,000	100,000	69,500	81,000			33,000		61,626		90,000	52,500	90,000			
Other	Total	30	22	6	2	2	9	2	8	4	0	0	0	0	4	0	28	2	28	2		
	Median	70,175	78,140	44,500	27,500	565,000	107,000	79,640	56,787	37,150					65,500		62,000	72,841	49,000	72,841	45,800	



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

SECTION B/TABLE 10: SALARY OR SELF-EMPLOYED EARNINGS BY SIZE OF BUSINESS

		Total	Member Grade			Level of Responsibility													Gender		Employment Status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time	
Sole Trader/Self Employed	Total	35	28	7	0	0	1	5	5	3	0	0	0	0	21	0	0	29	6	28	7	
	Mean	90,336	88,992	95,714			150,000	109,400	96,160	67,867					84,779			88,757	97,967	96,099	67,286	
	Median	85,000	82,182	85,000			150,000	120,000	85,000	73,600					84,363			84,363	102,500	85,000	55,000	
	1st Decile	48,800	42,600	68,000			150,000	77,800	67,680	54,720					30,000			49,600	46,400	62,940	14,000	
	9th Decile	134,800	138,600	124,000			150,000	132,000	130,800	78,720					126,000			126,800	145,000	138,600	120,000	
Micro: 0-9 employees	Total	34	21	10	3	1	3	5	1	2	0	0	3	1	18	0	0	26	8	31	3	
	Mean	65,512	78,848	35,360	72,667	162,000	99,667	47,000	24,500	33,000			26,200	26,000	74,239			71,788	45,113	67,568	44,267	
	Median	55,500	65,000	28,550	72,000	162,000	61,000	59,000	24,500	33,000			28,000	26,000	71,000			60,500	38,500	60,000	41,800	
	1st Decile	24,950	38,000	24,250	36,800	162,000	53,800	22,800	24,500	29,400			23,200	26,000	35,000			26,000	25,550	24,500	39,560	
	9th Decile	114,100	162,000	59,200	108,800	162,000	161,000	63,000	24,500	36,600			28,480	26,000	108,900			140,000	72,500	118,000	49,960	
Small: 10-49 employees	Total	82	32	46	4	4	8	17	16	20	2	1	9	0	5	0	0	64	18	81	1	
	Mean	59,078	80,891	42,171	79,000	165,000	106,725	69,053	50,825	37,878	33,647	35,500	27,706		46,756			60,145	55,283	58,573	100,000	
	Median	44,444	68,750	37,640	61,000	142,500	96,000	67,500	47,500	36,000	33,647	35,500	26,000		37,779			45,500	38,750	43,888	100,000	
	1st Decile	27,100	41,600	26,000	17,900	84,000	71,400	41,840	38,750	31,600	25,453	35,500	21,600		35,600			28,300	25,400	27,000	100,000	
	9th Decile	99,500	136,500	56,000	154,500	264,000	152,000	97,000	68,500	45,100	41,840	35,500	34,970		66,600			97,600	108,500	95,000	100,000	
Medium: 50-249 employees	Total	175	86	82	7	7	26	28	28	51	2	0	16	0	15	1	1	139	36	174	1	
	Mean	79,443	118,300	42,714	32,307	620,803	89,454	70,917	56,509	39,168	24,000		27,034		75,130	38,000	20,000	89,311	41,341	79,559	59,160	
	Median	52,500	68,000	39,000	24,600	135,000	82,770	67,234	55,500	37,000	24,000		27,000		52,500	38,000	20,000	56,300	37,150	52,500	59,160	
	1st Decile	27,770	47,164	27,000	18,619	85,400	66,800	49,700	47,100	27,800	19,200		21,000		39,500	38,000	20,000	28,980	26,250	27,765	59,160	
	9th Decile	98,710	121,058	62,680	54,200	1,577,000	125,058	94,980	68,000	52,000	28,800		32,500		111,000	38,000	20,000	107,298	60,400	98,933	59,160	
Large: 250+ employees	Total	1259	683	545	31	15	153	296	264	314	8	3	149	1	36	10	10	995	264	1221	38	
	Mean	64,509	81,765	44,240	40,638	240,400	110,860	76,356	58,925	42,940	43,197	35,867	30,642	15,435	77,237	51,735	67,592	68,283	50,283	64,766	56,239	
	Median	54,500	70,212	39,992	33,990	175,000	102,269	70,000	55,000	41,100	44,257	36,500	30,000	15,435	74,575	46,616	61,750	57,857	44,000	54,800	51,305	
	1st Decile	31,000	46,033	28,326	25,000	106,400	69,480	50,000	41,030	31,325	25,960	32,100	25,000	15,435	34,500	34,110	37,650	31,606	30,000	31,000	34,887	
	9th Decile	108,000	125,000	62,800	64,000	340,000	160,000	115,000	82,400	56,398	61,401	39,380	37,500	15,435	111,100	73,800	107,942	113,720	80,721	108,800	88,000	

Section C



Classified by UK region





Section C Classified by UK region

SECTION C/TABLE 1: EMPLOYMENT STATUS

		Total	Region											
			North East	North West	Yorkshire and the Humber	East Midlands	East of England	West Midlands	South West	South East	London	Scotland	Wales	Northern Ireland
Total	Total	1585	117	289	111	70	51	57	114	268	198	243	51	16
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Full time	Total	1535	109	278	107	69	51	56	110	261	194	233	51	16
	%	97%	93%	96%	96%	99%	100%	98%	96%	97%	98%	96%	100%	100%
Part time	Total	50	8	11	4	1	0	1	4	7	4	10	0	0
	%	3%	7%	4%	4%	1%	0%	2%	4%	3%	2%	4%	0%	0%



Section C Classified by UK region

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

	Total	Region											
		North East	North West	Yorkshire and the Humber	East Midlands	East of England	West Midlands	South West	South East	London	Scotland	Wales	Northern Ireland
Total	1585	117	289	111	70	51	57	114	268	198	243	51	16
<£16K	6	1	1	0	2	0	1	1	0	0	0	0	0
>=£16K and <£17K	2	0	0	0	0	0	0	0	0	1	1	0	0
>=£17K and <£18K	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£18K and <£19K	3	2	0	0	0	0	1	0	0	0	0	0	0
>=£19K and <£20K	1	0	0	0	0	0	0	0	0	0	1	0	0
>=£20K and <£21K	3	1	0	0	0	0	0	0	1	1	0	0	0
>=£21K and <£22K	3	0	1	0	0	0	0	0	0	0	1	0	1
>=£22K and <£23K	5	1	0	0	0	0	1	1	1	0	0	1	0
>=£23K and <£24K	3	0	1	0	0	0	0	1	0	0	1	0	0
>=£24K and <£25K	12	0	0	1	2	1	1	3	0	1	1	2	0
>=£25K and <£26K	11	2	2	0	0	0	1	2	1	0	2	0	1
>=£26K and <£27K	19	2	2	2	0	2	0	3	1	3	4	0	0
>=£27K and <£28K	21	1	3	5	2	0	0	1	3	2	2	2	0
>=£28K and <£29K	27	2	6	1	3	2	0	4	2	3	3	1	0
>=£29K and <£30K	16	0	6	2	0	0	1	2	2	0	3	0	0
>=£30K and <£31K	42	2	5	8	3	4	3	6	5	2	3	0	1
>=£31K and <£32K	29	1	8	2	1	4	2	5	3	1	2	0	0
>=£32K and <£33K	29	0	8	2	4	0	2	2	3	1	6	1	0
>=£33K and <£34K	21	1	5	3	0	1	2	3	1	1	4	0	0
>=£34K and <£35K	26	5	6	1	1	3	1	2	0	3	4	0	0
>=£35K and <£36K	31	3	8	4	2	2	1	0	3	1	4	3	0
>=£36K and <£37K	27	2	2	2	0	0	4	2	1	5	6	1	2
>=£37K and <£38K	28	2	6	3	3	2	1	3	2	0	5	1	0
>=£38K and <£39K	29	2	3	2	1	2	0	4	0	8	3	4	0
>=£39K and <£40K	21	0	3	0	1	1	0	5	5	1	5	0	0
>=£40K and <£45K	142	9	31	13	9	3	1	14	24	15	20	1	2
>=£45K and <£50K	136	6	34	11	3	2	1	6	17	22	24	7	3
>=£50K and <£55K	108	13	17	11	6	3	4	7	18	8	19	1	1
>=£55K and <£60K	107	5	18	8	2	7	7	9	17	9	18	7	0
>=£60K and <£65K	78	10	20	4	6	2	4	6	10	5	9	0	2
>=£65K and <£70K	87	6	10	11	4	1	5	5	25	5	11	4	0
>=£70K and <£75K	76	9	12	3	5	2	5	2	20	6	9	2	1
>=£75K and <£80K	53	7	15	2	3	0	2	2	9	2	5	5	1
>=£80K and <£85K	63	8	11	1	2	1	1	4	15	7	10	3	0
>=£85K and <£90K	45	3	9	2	0	0	2	2	14	6	5	2	0
>=£90K and <£95K	36	2	7	0	0	1	1	3	9	7	6	0	0
>=£95K and <£100K	28	0	4	1	0	1	0	1	13	5	3	0	0
>=£100K and <£105K	26	2	2	1	1	2	0	0	6	2	10	0	0
>=£105K and <£110K	28	1	6	0	3	0	1	0	3	10	4	0	0
>=£110K and <£115K	22	0	2	0	0	1	0	0	7	9	3	0	0
>=£115K and <£120K	14	0	1	0	0	0	1	0	4	3	4	1	0
>=£120K and <£125K	21	0	3	2	0	0	0	2	3	7	4	0	0
>=£125K and <£130K	9	0	1	1	0	0	0	0	2	1	4	0	0
>=£130K and <£135K	12	0	1	0	0	1	0	0	2	5	2	0	1
>=£135K and <£140K	7	0	1	0	0	0	0	0	3	2	1	0	0
>=£140K and <£145K	15	1	2	1	0	0	0	0	2	7	2	0	0
>=£145K and <£150K	6	0	0	0	0	0	0	0	3	2	0	1	0
>=£150K and <£200K	37	3	4	1	1	0	0	0	6	13	8	1	0
>=£200K and <£250K	3	0	1	0	0	0	0	0	2	0	0	0	0
>=£250K	11	2	1	0	0	0	0	1	0	6	1	0	0
Total	1585	117	289	111	70	51	57	114	268	198	243	51	16
Mean	66,468	90,146	59,814	52,304	53,171	50,969	53,319	50,857	72,179	84,981	68,217	58,460	51,673
Median	54,000	55,000	50,000	47,400	45,431	42,000	56,000	41,303	67,500	70,106	54,000	55,000	45,500
1st Decile	30,000	29,480	31,102	30,000	28,000	30,000	29,600	27,300	36,850	35,700	32,000	28,350	27,500
9th Decile	109,000	87,147	94,300	77,200	78,705	93,000	79,947	82,100	114,920	145,600	116,000	84,000	74,500



Section C Classified by UK region

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

		Total	Region											
			North East	North West	Yorkshire and the Humber	East Midlands	East of England	West Midlands	South West	South East	London	Scotland	Wales	Northern Ireland
	Total	1585	117	289	111	70	51	57	114	268	198	243	51	16
Defined Benefit Pension/ Company Final Salary Scheme	Total	381	18	58	26	18	12	22	36	92	33	51	13	2
	%	24%	15%	20%	23%	26%	24%	39%	32%	34%	17%	21%	25%	13%
Defined Contribution Pension/ Company Money Purchase Scheme	Total	1076	92	211	74	45	37	31	71	155	146	168	35	11
	%	68%	79%	73%	67%	64%	73%	54%	62%	58%	74%	69%	69%	69%
Non-contributory Pension	Total	51	2	9	3	3	0	3	1	7	11	8	3	1
	%	3%	2%	3%	3%	4%	0%	5%	1%	3%	6%	3%	6%	6%
No Pension Benefits	Total	77	5	11	8	4	2	1	6	14	8	16	0	2
	%	5%	4%	4%	7%	6%	4%	2%	5%	5%	4%	7%	0%	13%
Health Insurance	Total	973	71	165	75	35	32	34	55	179	134	144	38	11
	%	61%	61%	57%	68%	50%	63%	60%	48%	67%	68%	59%	75%	69%
Dental Insurance	Total	211	9	36	10	7	5	5	7	19	46	47	19	1
	%	13%	8%	12%	9%	10%	10%	9%	6%	7%	23%	19%	37%	6%
Car or Car Allowance	Total	440	30	71	21	22	11	30	20	107	60	54	12	2
	%	28%	26%	25%	19%	31%	22%	53%	18%	40%	30%	22%	24%	13%
Company Share Scheme	Total	428	24	59	31	17	11	14	20	94	61	77	19	1
	%	27%	21%	20%	28%	24%	22%	25%	18%	35%	31%	32%	37%	6%
Life Insurance	Total	595	46	103	35	15	16	21	32	112	99	97	17	2
	%	38%	39%	36%	32%	21%	31%	37%	28%	42%	50%	40%	33%	13%
Loans	Total	58	1	9	4	0	0	0	3	10	20	8	2	1
	%	4%	1%	3%	4%	0%	0%	0%	3%	4%	10%	3%	4%	6%
IChemE Membership Fees	Total	1220	80	240	82	52	42	44	86	220	145	178	43	8
	%	77%	68%	83%	74%	74%	82%	77%	75%	82%	73%	73%	84%	50%
Other Professional Membership Fees	Total	249	10	52	11	18	8	7	17	43	37	34	10	2
	%	16%	9%	18%	10%	26%	16%	12%	15%	16%	19%	14%	20%	13%
Childcare	Total	150	12	28	7	7	2	2	9	27	24	25	7	0
	%	9%	10%	10%	6%	10%	4%	4%	8%	10%	12%	10%	14%	0%
Flexible Working	Total	630	40	132	37	30	17	16	50	107	89	97	10	5
	%	40%	34%	46%	33%	43%	33%	28%	44%	40%	45%	40%	20%	31%
Discount Schemes	Total	524	25	70	43	25	22	19	45	76	62	116	19	2
	%	33%	21%	24%	39%	36%	43%	33%	39%	28%	31%	48%	37%	13%
Enhanced Maternity/Paternity Packages	Total	184	12	34	14	3	2	3	13	33	27	34	9	0
	%	12%	10%	12%	13%	4%	4%	5%	11%	12%	14%	14%	18%	0%
Bonus Scheme or Performance-related Pay	Total	971	71	197	63	48	33	33	49	164	119	150	38	6
	%	61%	61%	68%	57%	69%	65%	58%	43%	61%	60%	62%	75%	38%
No Benefits in Kind	Total	87	7	9	11	4	1	4	6	15	10	17	2	1
	%	5%	6%	3%	10%	6%	2%	7%	5%	6%	5%	7%	4%	6%
Other	Total	31	5	5	4	1	0	0	3	2	7	3	0	1
	%	2%	4%	2%	4%	1%	0%	0%	3%	1%	4%	1%	0%	6%



Section C Classified by UK region

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

		Total	Region											
			North East	North West	Yorkshire and the Humber	East Midlands	East of England	West Midlands	South West	South East	London	Scotland	Wales	Northern Ireland
Chartered Members	Total	850	69	154	59	31	21	32	44	175	108	123	28	6
	Mean	85,595	122,811	76,726	64,062	68,649	71,150	64,693	68,117	83,842	110,428	90,310	70,299	53,567
	Median	70,000	68,000	70,000	59,000	68,000	60,000	65,815	56,500	78,300	105,000	72,500	70,500	49,150
	1st Decile	45,288	49,058	45,867	37,800	38,000	49,000	45,700	40,800	52,000	52,427	45,750	46,050	43,550
	9th Decile	126,072	101,400	111,755	91,088	105,350	104,000	81,658	91,400	127,200	162,644	130,000	86,540	68,000
Non-Chartered Members	Total	735	48	135	52	39	30	25	70	93	90	120	23	10
	Mean	44,349	43,190	40,522	38,963	40,868	36,841	38,760	40,007	50,231	54,444	45,571	44,047	50,537
	Median	39,500	37,000	38,000	35,000	37,500	34,425	32,000	35,500	43,300	45,000	40,200	38,000	39,384
	1st Decile	27,000	26,257	28,620	27,000	27,960	28,020	23,088	25,805	29,000	28,590	27,950	25,000	24,600
	9th Decile	67,360	66,500	55,600	51,800	61,876	55,000	56,460	61,100	76,200	110,200	70,972	57,400	80,500
Male	Total	1253	100	222	95	52	35	45	80	221	160	192	38	13
	Mean	70,747	95,809	63,399	53,553	58,392	58,193	55,871	54,476	75,310	92,229	69,890	63,907	54,598
	Median	57,350	56,125	55,000	48,793	51,946	55,000	58,000	43,750	69,350	82,000	54,000	58,450	49,600
	1st Decile	31,250	29,870	32,000	29,905	30,000	30,160	26,900	26,900	39,500	38,000	32,010	34,540	27,200
	9th Decile	114,977	88,981	99,940	78,280	81,648	98,000	80,631	84,100	117,000	153,200	118,900	86,540	74,800
Female	Total	332	17	67	16	18	16	12	34	47	38	51	13	3
	Mean	50,321	56,834	47,935	44,888	38,089	35,165	43,750	42,341	57,454	54,463	61,919	42,537	39,000
	Median	43,000	51,305	43,500	38,750	34,500	34,425	36,000	39,025	52,000	46,413	51,000	38,200	42,000
	1st Decile	29,052	31,000	30,000	30,000	26,250	28,328	32,000	29,300	31,420	26,850	30,780	25,270	32,400
	9th Decile	83,970	76,200	64,400	70,500	53,600	41,444	59,800	58,520	82,600	88,300	107,500	55,800	44,400



Section C Classified by UK region

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

		Total	Region											
			North East	North West	Yorkshire and the Humber	East Midlands	East of England	West Midlands	South West	South East	London	Scotland	Wales	Northern Ireland
Doctorate	Total	132	10	17	7	7	6	4	13	23	20	21	2	2
	Mean	66,014	82,955	51,320	45,286	50,495	57,405	73,550	53,364	69,236	81,137	73,549	61,499	63,150
	Median	57,929	73,000	47,000	36,500	41,600	42,944	72,000	53,000	68,000	57,857	65,000	61,499	63,150
	1st Decile	36,320	35,545	35,096	31,900	34,000	38,270	69,340	35,560	45,000	40,910	40,000	57,097	54,470
	9th Decile	104,400	160,000	76,000	66,400	71,381	91,000	79,000	75,000	94,300	150,800	108,800	65,900	71,830
Master's	Total	982	65	174	76	41	31	28	77	159	127	161	34	9
	Mean	55,968	52,055	52,683	48,217	46,459	42,971	48,391	40,791	63,156	75,952	56,861	52,066	44,496
	Median	46,448	46,167	45,410	45,000	43,500	37,000	36,000	38,000	56,540	58,000	47,600	43,368	45,000
	1st Decile	29,367	28,700	30,000	29,100	28,600	30,000	27,950	25,940	31,000	33,250	30,780	27,000	24,200
	9th Decile	94,830	80,900	78,850	67,000	71,000	57,000	75,354	66,860	99,740	140,000	100,000	82,560	63,000
Bachelor's	Total	440	41	89	27	19	14	23	22	81	44	60	15	5
	Mean	87,026	152,293	71,321	65,860	57,247	65,919	54,176	83,319	87,893	103,110	96,459	72,547	60,000
	Median	70,000	67,000	68,500	62,800	63,000	61,500	56,000	62,250	85,000	96,500	79,500	69,000	42,000
	1st Decile	35,000	33,500	34,880	33,000	27,040	27,760	30,600	45,900	51,000	40,000	37,350	46,500	32,400
	9th Decile	125,000	86,000	102,100	98,200	83,711	101,300	84,516	117,500	138,000	156,344	130,000	104,120	102,800
Master of Business Administration	Total	30	1	9	1	3	0	2	2	4	7	1	0	0
	Mean	110,493	90,000	99,944	46,000	125,333		72,000	65,000	129,600	145,839	90,000		
	Median	90,000	90,000	86,000	46,000	108,000		72,000	65,000	109,200	132,000	90,000		
	1st Decile	64,350	90,000	58,600	46,000	78,400		72,000	65,000	77,500	78,000	90,000		
	9th Decile	200,300	90,000	160,000	46,000	179,200		72,000	65,000	198,020	250,000	90,000		
Non-graduate	Total	1	0	0	0	0	0	0	0	1	0	0	0	0
	Mean	72,000								72,000				
	Median	72,000								72,000				
	1st Decile	72,000								72,000				
	9th Decile	72,000								72,000				



Section C Classified by UK region

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

		Total	Region											
			North East	North West	Yorkshire and the Humber	East Midlands	East of England	West Midlands	South West	South East	London	Scotland	Wales	Northern Ireland
Chairman/Managing Director/Chief Executive / Vice Chancellor/Vice President	Total	23	5	8	0	0	1	0	0	3	3	3	0	0
	Mean	360,853	858,000	148,703			130,000			168,333	300,000	428,333		
	Median	162,000	175,000	108,561			130,000			140,000	250,000	180,000		
	1st Decile	96,200	160,000	86,550			130,000			136,000	250,000	120,000		
	9th Decile	380,000	2,218,000	263,600			130,000			212,000	370,000	836,000		
Senior Manager/Director/Dean/Head of Department	Total	164	7	37	5	9	5	9	7	40	23	19	2	1
	Mean	109,438	80,481	103,843	106,100	96,845	96,600	77,352	117,957	105,366	142,492	122,974	116,400	74,000
	Median	100,000	81,500	98,000	97,000	81,000	100,000	72,000	74,500	97,000	137,000	125,000	116,400	74,000
	1st Decile	69,300	61,600	75,000	60,300	72,760	80,000	67,834	61,480	74,400	88,814	82,800	93,520	74,000
	9th Decile	160,000	95,200	140,400	161,600	125,800	110,000	91,200	205,000	147,030	197,000	158,600	139,280	74,000
Manager/Site Manager/Project Manager/ Associate Professor/Professor/Principal Engineer	Total	275	23	46	15	12	5	12	9	65	41	36	10	1
	Mean	78,582	68,779	67,086	66,942	66,340	62,070	66,422	60,069	82,361	104,419	85,698	72,915	45,000
	Median	72,000	70,000	67,984	59,000	67,500	57,000	65,000	57,000	80,000	108,000	84,750	72,000	45,000
	1st Decile	52,700	50,681	49,500	52,400	43,595	51,000	56,200	44,280	58,000	58,000	56,000	45,000	45,000
	9th Decile	117,050	85,400	83,650	85,366	78,435	78,740	78,548	71,280	113,720	140,000	120,000	87,100	45,000
Senior Engineer/Senior Lecturer	Total	218	21	42	16	2	7	6	19	39	20	34	10	2
	Mean	62,858	62,387	58,790	59,753	50,049	59,159	52,277	53,384	68,498	71,999	65,978	67,648	47,200
	Median	60,000	56,250	57,108	57,746	50,049	57,000	54,000	53,000	64,800	66,250	64,500	72,000	47,200
	1st Decile	43,765	49,500	44,865	43,000	45,210	46,800	41,250	39,184	49,336	49,700	41,670	55,047	43,120
	9th Decile	85,000	83,000	79,800	75,600	54,887	74,644	61,580	68,200	96,200	110,000	97,990	79,070	51,280
Engineer/Supervised Team Member/Lecturer	Total	88	5	12	13	4	1	4	3	15	5	22	2	2
	Mean	50,907	48,815	47,028	51,705	46,250	37,000	50,825	38,350	53,619	50,580	54,945	42,450	54,000
	Median	47,498	49,073	47,000	51,000	43,000	37,000	46,600	40,800	50,300	41,600	52,700	42,450	54,000
	1st Decile	37,000	36,800	39,600	32,894	38,500	37,000	36,060	34,560	39,400	40,400	43,786	38,570	47,600
	9th Decile	68,000	60,800	52,300	66,698	56,600	37,000	68,970	41,160	70,340	68,321	70,700	46,330	60,400
Engineering Technician	Total	1	0	0	1	0	0	0	0	0	0	0	0	0
	Mean	65,000			65,000									
	Median	65,000			65,000									
	1st Decile	65,000			65,000									
	9th Decile	65,000			65,000									
Postdoctoral	Total	2	0	0	2	0	0	0	0	0	0	0	0	0
	Mean	36,000			36,000									
	Median	36,000			36,000									
	1st Decile	35,600			35,600									
	9th Decile	36,400			36,400									
Graduate in Training/Engineer in Training/ Postgraduate or Doctoral Student in Training	Total	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean													
	Median													
	1st Decile													
	9th Decile													
Intern/Undergraduate Student Placement/ Apprentice	Total	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean													
	Median													
	1st Decile													
	9th Decile													
Consultant/Contractor	Total	66	6	7	6	4	1	1	6	11	13	9	2	0
	Mean	85,579	58,000	75,500	67,967	43,838	63,000	60,000	83,583	92,259	111,615	105,489	74,400	
	Median	81,400	65,000	72,000	65,500	31,000	63,000	60,000	81,000	80,000	105,000	91,368	74,400	
	1st Decile	43,150	34,000	46,600	35,900	12,800	63,000	60,000	49,750	69,000	85,000	61,542	67,680	
	9th Decile	123,000	75,000	105,000	102,500	85,145	63,000	60,000	120,000	126,000	135,000	162,400	81,120	
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	7	0	2	1	0	1	0	0	1	0	0	2	0
	Mean	58,239		68,000	72,000		56,700			46,732			48,121	
	Median	49,742		68,000	72,000		56,700			46,732			48,121	
	1st Decile	46,300		50,400	72,000		56,700			46,732			46,824	
	9th Decile	79,200		85,600	72,000		56,700			46,732			49,418	
Other	Total	6	2	0	0	0	0	0	0	1	3	0	0	0
	Mean	87,070	68,250							62,000	107,973			
	Median	69,750	68,250							62,000	102,500			
	1st Decile	61,750	62,850							62,000	72,100			
	9th Decile	129,710	73,650							62,000	146,036			



Section C Classified by UK region

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

		Total	Region											
			North East	North West	Yorkshire and the Humber	East Midlands	East of England	West Midlands	South West	South East	London	Scotland	Wales	Northern Ireland
Chairman/Managing Director/Chief Executive / Vice Chancellor/Vice President	Total	3	0	0	0	0	0	1	0	1	0	0	0	1
	Mean	98,000						115,000		104,000				75,000
	Median	104,000						115,000		104,000				75,000
	1st Decile	80,800						115,000		104,000				75,000
	9th Decile	112,800						115,000		104,000				75,000
Senior Manager/Director/Dean/Head of Department	Total	27	1	2	1	1	0	2	2	6	7	3	1	1
	Mean	97,867	80,000	72,000	120,840	67,600		74,550	77,000	110,150	111,225	86,468	168,000	60,000
	Median	92,405	80,000	72,000	120,840	67,600		74,550	77,000	113,150	110,000	92,405	168,000	60,000
	1st Decile	60,600	80,000	68,800	120,840	67,600		61,390	64,200	74,675	77,020	62,481	168,000	60,000
	9th Decile	142,300	80,000	75,200	120,840	67,600		87,710	89,800	142,625	142,300	108,081	168,000	60,000
Manager/Site Manager/Project Manager/ Associate Professor/Professor/Principal Engineer	Total	70	7	14	3	5	4	1	3	12	7	14	0	0
	Mean	64,530	75,240	56,320	45,000	55,999	58,750	50,000	65,280	61,597	99,971	61,939		
	Median	57,656	70,000	55,250	48,000	55,000	56,000	50,000	59,000	59,500	112,000	56,000		
	1st Decile	39,750	49,608	37,100	35,600	49,659	55,000	50,000	58,200	40,350	60,877	36,600		
	9th Decile	90,000	106,400	79,909	53,200	62,538	64,700	50,000	74,871	76,428	134,000	90,000		
Senior Engineer/Senior Lecturer	Total	93	4	16	6	5	1	0	8	21	15	12	4	1
	Mean	49,511	43,229	45,675	44,600	53,378	40,980		48,188	50,506	49,815	57,163	49,100	49,600
	Median	46,225	45,207	42,416	42,150	51,891	40,980		42,500	49,500	48,000	46,280	56,500	49,600
	1st Decile	37,080	24,924	39,000	38,250	44,000	40,980		37,350	39,500	41,080	37,560	33,650	49,600
	9th Decile	68,600	59,950	56,580	53,400	64,600	40,980		64,400	70,000	65,040	100,600	58,630	49,600
Engineer/Supervised Team Member/Lecturer	Total	292	23	56	21	18	9	11	28	32	26	53	13	2
	Mean	39,937	40,080	38,973	40,904	39,053	36,479	32,329	36,491	39,857	46,531	42,137	37,945	39,000
	Median	39,000	38,395	39,982	40,822	37,250	35,560	33,000	35,500	40,500	45,600	40,000	38,000	39,000
	1st Decile	30,010	33,600	29,367	32,000	31,400	32,800	30,000	29,970	31,100	33,125	32,000	32,940	36,600
	9th Decile	51,000	52,740	48,736	49,770	46,802	40,200	36,000	44,300	46,200	57,490	54,720	44,347	41,400
Engineering Technician	Total	11	1	2	0	0	1	0	1	1	0	3	1	1
	Mean	35,988	18,000	29,857			43,888		50,000	28,000		37,088	55,000	30,000
	Median	30,000	18,000	29,857			43,888		50,000	28,000		28,000	55,000	30,000
	1st Decile	21,200	18,000	22,931			43,888		50,000	28,000		24,324	55,000	30,000
	9th Decile	55,000	18,000	36,782			43,888		50,000	28,000		53,487	55,000	30,000
Postdoctoral	Total	2	0	0	1	0	0	0	0	0	1	0	0	0
	Mean	35,550			31,000						40,100			
	Median	35,550			31,000						40,100			
	1st Decile	31,910			31,000						40,100			
	9th Decile	39,190			31,000						40,100			
Graduate in Training/Engineer in Training/ Postgraduate or Doctoral Student in Training	Total	161	12	28	17	8	10	5	21	15	12	28	3	2
	Mean	30,245	29,475	31,511	29,646	27,300	30,446	25,300	27,900	30,524	30,958	33,205	24,467	30,884
	Median	30,000	28,700	31,484	29,700	28,300	30,500	25,500	27,000	29,000	29,650	32,750	24,000	30,884
	1st Decile	24,487	25,930	27,400	26,800	21,440	26,770	19,600	23,500	25,400	26,050	26,700	22,720	26,177
	9th Decile	37,500	34,000	35,000	33,606	32,200	34,100	30,800	34,958	38,797	36,000	41,272	26,400	35,591
Intern/Undergraduate Student Placement/Apprentice	Total	1	0	0	0	0	0	0	0	0	1	0	0	0
	Mean	26,000									26,000			
	Median	26,000									26,000			
	1st Decile	26,000									26,000			
	9th Decile	26,000									26,000			
Consultant/Contractor	Total	23	0	8	0	0	0	1	3	1	7	2	0	1
	Mean	53,197		41,347				54,000	82,667	85,000	41,679	42,000		130,000
	Median	42,000		37,390				54,000	83,000	85,000	40,250	42,000		130,000
	1st Decile	35,300		32,600				54,000	80,600	85,000	36,400	39,600		130,000
	9th Decile	84,600		51,900				54,000	84,600	85,000	48,200	44,400		130,000
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	4	0	2	0	0	1	0	0	0	1	0	0	0
	Mean	36,919		39,089			38,000				31,500			
	Median	36,200		39,089			38,000				31,500			
	1st Decile	32,370		35,338			38,000				31,500			
	9th Decile	42,044		42,839			38,000				31,500			
Other	Total	3	0	0	0	0	0	0	0	0	3	0	0	0
	Mean	41,167									41,167			
	Median	40,000									40,000			
	1st Decile	38,800									38,800			
	9th Decile	44,000									44,000			



Section C Classified by UK region

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

		Total	Region											
			North East	North West	Yorkshire and the Humber	East Midlands	East of England	West Midlands	South West	South East	London	Scotland	Wales	Northern Ireland
Automotive/Transport	Total	7	1	1	0	1	0	1	0	0	2	0	1	0
	Median	31,349	34,000	30,000		37,500		31,349			33,700		27,000	
Biochemical Engineering	Total	19	4	0	1	0	1	1	1	3	3	4	1	0
	Median	45,000	49,198		36,500		57,000	36,000	43,000	60,000	41,000	50,000	24,000	
Chemical and Allied Products	Total	172	39	46	23	2	4	8	2	10	1	16	18	3
	Median	55,999	64,000	60,500	44,000	43,500	36,780	62,935	60,500	44,000	140,000	46,300	69,843	52,300
Consultancy	Total	115	8	24	9	4	1	3	7	18	22	18	0	1
	Median	50,000	58,500	43,750	67,000	39,000	95,000	32,000	40,800	67,500	72,500	43,800		42,000
Consumer Products	Total	17	0	7	3	1	1	1	0	3	0	0	1	0
	Median	53,800		76,000	38,000	67,000	54,000	29,000		31,000			38,000	
Contracting	Total	58	2	12	2	1	0	1	3	21	12	3	1	0
	Median	81,000	66,650	70,000	92,500	35,000		22,000	83,000	89,500	100,000	34,500	86,000	
Education/University	Total	29	2	2	2	1	1	0	1	4	8	8	0	0
	Median	49,000	35,525	37,500	42,500	62,000	42,000		56,000	54,705	57,857	48,280		
Energy	Total	49	1	5	4	5	0	2	5	4	17	6	0	0
	Median	60,000	55,000	41,000	39,000	68,000		49,000	52,500	82,500	80,000	69,203		
Finance, Insurance and Risk	Total	23	0	0	0	0	0	1	0	1	20	0	0	1
	Median	90,000						54,000		43,500	99,938			21,000
Food and Drink	Total	88	2	7	8	20	9	8	5	11	4	12	0	2
	Median	45,000	36,500	37,000	32,300	43,025	45,000	59,050	38,000	72,000	45,379	38,500		55,500
Fuel Cells Technology	Total	3	0	1	0	0	0	0	0	1	0	1	0	0
	Median	80,000		300,000						80,000		33,000		
Fuel Storage/Gas Storage/Oil Storage	Total	6	0	2	0	0	0	0	0	4	0	0	0	0
	Median	66,005		56,500						101,005				
Health, Safety and Environment	Total	12	0	3	0	2	1	2	1	0	2	1	0	0
	Median	57,930		59,160		36,000	56,700	87,500	15,000		42,500	155,000		
Industrial Gases	Total	59	2	2	9	3	0	2	4	32	3	0	1	1
	Median	57,888	50,340	47,870	33,000	81,000		70,500	43,000	69,500	40,000		87,800	36,768
Iron, Steel and Other Metals	Total	9	4	1	0	0	0	0	0	0	0	0	4	0
	Median	35,500	41,250	29,600									45,750	
Liquid and Natural Gas Reclassification	Total	2	1	0	0	0	0	0	0	1	0	0	0	0
	Median	60,698	75,000							46,396				
Manufacturing	Total	56	5	12	5	7	2	5	1	8	1	5	5	0
	Median	38,200	42,000	34,250	35,000	32,000	87,000	68,000	22,000	51,000	47,000	28,000	38,200	
Medicine/Medical Equipment	Total	11	1	0	0	0	0	0	2	4	3	0	1	0
	Median	45,000	103,000						51,500	48,600	40,100		24,500	
Mining and Minerals	Total	13	2	0	1	0	1	0	7	0	1	1	0	0
	Median	50,000	31,000		59,000		30,000		53,000		28,500	33,000		
Non-Governmental Organisation/ Industry Body/Trade Body	Total	0	0	0	0	0	0	0	0	0	0	0	0	0
	Median													
Nuclear/Nuclear Decommissioning	Total	120	4	77	1	7	0	0	12	9	3	7	0	0
	Median	47,000	41,500	47,805	35,000	45,431			36,500	70,000	250,000	40,000		
Oil and Gas Exploration and Production	Total	222	7	6	4	1	8	0	5	32	45	113	1	0
	Median	70,040	73,000	59,900	73,085	73,000	44,000		51,765	77,500	108,000	65,000	66,000	
Oil Refining	Total	93	0	12	15	0	0	2	5	32	16	5	6	0
	Median	65,000		51,500	61,000			73,050	41,095	77,000	87,250	56,000	71,000	
Paper and Packaging	Total	4	0	1	0	0	0	1	1	1	0	0	0	0
	Median	77,500		68,000				87,000	62,000	101,709				
Petrochemicals	Total	62	13	8	7	0	0	0	4	5	12	13	0	0
	Median	55,500	61,000	68,000	47,000				72,000	147,000	51,590	48,000		
Pharmaceuticals and Personal Care Products	Total	104	10	19	5	3	9	3	11	27	4	7	1	5
	Median	45,500	31,428	48,000	44,000	30,000	40,980	42,000	39,000	54,000	35,000	54,000	45,000	46,000
Plastics	Total	8	1	4	2	0	0	0	1	0	0	0	0	0
	Median	49,164	41,000	68,000	42,789				54,000					
Power Generation - Fossil Fuels	Total	10	0	1	1	0	0	0	2	1	1	2	0	2
	Median	56,750		42,000	31,868				53,050	52,500	81,000	63,500		46,000
Power Generation - Nuclear Generation	Total	7	0	2	0	1	0	0	3	0	0	1	0	0
	Median	52,000		76,500		52,000			46,500			80,000		
Power Generation - Renewables	Total	12	1	5	1	0	0	1	2	0	1	1	0	0
	Median	52,000	80,000	28,900	28,500			36,000	82,500		185,000	50,000		
Process Automation, System and Control	Total	5	0	2	0	1	0	0	0	1	1	0	0	0
	Median	48,000		51,500		48,000				26,000	52,500			
Process Plant and Equipment	Total	24	1	4	1	2	1	0	2	7	3	3	0	0
	Median	53,500	49,500	42,905	37,000	70,400	24,600		75,500	55,000	67,500	47,000		
Public Sector (Including Defence, Government And Regulatory Authorities)	Total	14	0	6	0	0	0	0	2	3	0	1	2	0
	Median	46,750		46,500					35,740	54,500		72,500	48,121	
Surface Chemistry/Paints and Adhesives	Total	3	0	0	1	0	0	2	0	0	0	0	0	0
	Median	33,000			33,344			25,500						
Waste Management	Total	19	2	3	0	1	3	1	2	4	1	0	2	0
	Median	48,000	30,250	45,000		55,000	37,000	78,578	61,214	53,000	58,000		58,500	
Water	Total	93	0	11	6	3	8	12	14	17	5	12	5	0
	Median	37,500		42,010	51,000	30,000	34,850	56,000	30,125	69,350	31,500	33,550	28,350	
Other	Total	37	4	3	0	4	1	0	9	4	7	3	1	1
	Median	52,000	47,500	75,000		46,000	130,000		44,000	54,000	52,000	26,000	32,300	60,000

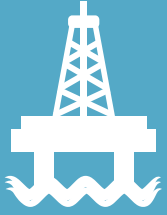


Section C Classified by UK region

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

		Total	Region											
			North East	North West	Yorkshire and the Humber	East Midlands	East of England	West Midlands	South West	South East	London	Scotland	Wales	Northern Ireland
Academic Research and/or Teaching	Total	34	2	2	3	1	1	1	4	5	7	8	0	0
	Median	46,280	35,525	29,500	42,500	62,000	42,000	82,000	48,846	49,000	57,857	48,280		
Analysis/Intelligence Gathering	Total	19	0	4	0	0	1	0	0	1	7	5	1	0
	Median	45,000		43,157			68,000			40,500	55,000	43,500	82,800	
Asset Management	Total	23	1	4	2	0	0	0	2	5	1	8	0	0
	Median	80,000	80,000	69,750	29,921				208,500	123,400	185,000	94,500		
Business Development/Business Strategy	Total	33	3	2	2	0	0	0	2	7	11	4	1	1
	Median	104,000	65,000	196,540	122,500				62,050	115,000	135,000	100,000	82,000	60,000
Business Systems/IT and Software	Total	10	0	2	0	2	0	1	0	0	4	0	0	1
	Median	51,446		87,000		50,946		68,000			50,500			21,000
Certification/Validation/Quality Assurance	Total	8	2	1	0	0	0	1	0	2	0	2	0	0
	Median	42,500	30,500	38,000				58,000		37,000		65,682		
Construction and Installation	Total	16	1	2	1	1	0	0	0	5	4	2	0	0
	Median	77,725	140,000	59,000	80,000	78,450				100,000	54,000	75,000		
Consultancy	Total	179	5	36	10	3	2	6	21	28	38	25	4	1
	Median	56,000	52,000	57,688	52,500	38,000	30,778	36,000	38,150	71,388	85,000	45,000	56,000	75,000
Design	Total	200	10	49	13	5	6	7	19	44	30	13	4	0
	Median	48,675	41,500	47,000	52,000	45,431	41,925	37,500	40,800	65,900	48,090	40,000	27,675	
Education and Training	Total	2	0	0	0	1	0	0	0	0	1	0	0	0
	Median	44,000				48,000					40,000			
Finance/Financial Services/Procurement and Supply	Total	6	0	0	0	0	0	0	0	0	5	1	0	0
	Median	111,250									102,500	120,000		
Manufacture and Production	Total	149	23	35	14	11	8	9	6	10	7	14	10	2
	Median	54,000	63,000	57,311	43,150	44,000	46,000	58,000	31,000	59,500	67,000	45,000	50,000	59,500
Marketing and Sales	Total	26	4	4	3	0	0	1	1	9	2	2	0	0
	Median	82,110	70,602	83,610	55,000			64,460	61,000	90,000	136,500	77,500		
Operations	Total	166	14	27	16	2	6	2	7	21	9	53	5	4
	Median	53,665	51,305	50,000	53,280	46,000	45,500	93,500	43,000	67,188	49,500	56,000	58,000	39,434
Process Control/Process Design/Process Innovation/Process Development	Total	235	19	43	16	13	9	14	19	30	15	43	12	2
	Median	45,000	54,814	43,000	41,250	42,000	37,000	50,500	39,000	52,750	67,500	43,651	51,649	39,000
Process Safety/Safety, Health and Environment	Total	119	14	13	9	2	3	0	5	31	10	28	4	0
	Median	62,500	70,000	46,000	54,500	61,549	54,000		41,000	70,000	50,500	67,500	55,500	
Project Management/General Administration/Management Services	Total	189	9	35	13	16	8	8	17	34	17	23	4	5
	Median	57,000	71,000	54,000	33,456	42,800	42,000	34,000	57,000	69,035	97,000	58,000	78,880	49,600
Regulations/Regulatory Compliance	Total	23	2	8	0	2	1	0	2	4	0	1	3	0
	Median	56,700	79,000	49,000		47,500	56,700		31,740	123,250		72,500	49,742	
Research and Development	Total	89	8	15	7	7	4	4	7	25	8	2	2	0
	Median	48,000	60,000	48,000	40,000	43,500	67,780	74,000	33,700	50,500	39,050	46,500	33,118	
Risk Management	Total	29	0	5	0	2	0	2	1	1	14	4	0	0
	Median	90,000		93,000		46,500		52,000	56,000	87,500	109,500	84,626		
Other	Total	30	0	2	2	2	2	1	1	6	8	5	1	0
	Median	70,175		69,000	39,500	51,341	100,500	78,280	78,000	69,350	74,536	155,000	27,000	

Section D



Classified by industry sector





Section D Classified by industry sector

SECTION D/TABLE 1A: EMPLOYMENT STATUS

		Total	Industry Sector																			
			Auto/Transport	Biochem	Chemical	Consultancy	Consumer products	Contractor	Education/ University	Energy	Finance and Insurance	Food and Drink	Fuel Cells	Fuel Storage	Health, Safety and Environ	Industrial Gases	Iron, Steel, Other Metals	Liquid and Natural Gas Reclass	Manufacturing	Medicine/ Med Equip	Mining and Minerals	NGO/ Ind Body
Total	Total	1585	7	19	172	115	17	58	29	49	23	88	3	6	12	59	9	2	56	11	13	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Full time	Total	1535	5	19	165	111	17	57	28	47	22	87	3	6	10	57	9	2	55	10	13	0
	%	97%	71%	100%	96%	97%	100%	98%	97%	96%	96%	99%	100%	100%	83%	97%	100%	100%	98%	91%	100%	
Part time	Total	50	2	0	7	4	0	1	1	2	1	1	0	0	2	2	0	0	1	1	0	0
	%	3%	29%	0%	4%	3%	0%	2%	3%	4%	4%	1%	0%	0%	17%	3%	0%	0%	2%	9%	0%	



Section D Classified by industry sector

SECTION D/TABLE 1B: EMPLOYMENT STATUS

		Total	Industry Sector																
			Nuclear/ Nuclear Decomm'g	Oil Production	Oil Refining	Paper	Petrochem	Pharma	Plastics	Power - Fossil	Power - Nuclear Generation	Power - Renewable	Proc Auto, Simul, Control	Proc Plant and Equip	Public Sector	Surface Chem/Paints	Waste Management	Water	Other
Total	Total	1585	120	222	93	4	62	104	8	10	7	12	5	24	14	3	19	93	37
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Full time	Total	1535	117	217	91	4	57	103	8	10	7	12	5	24	12	3	19	88	35
	%	97%	98%	98%	98%	100%	92%	99%	100%	100%	100%	100%	100%	100%	86%	100%	100%	95%	95%
Part time	Total	50	3	5	2	0	5	1	0	0	0	0	0	0	2	0	0	5	2
	%	3%	3%	2%	2%	0%	8%	1%	0%	0%	0%	0%	0%	0%	14%	0%	0%	5%	5%



Section D Classified by industry sector

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

	Total	Industry Sector																			
		Auto/Transport	Biochem	Chemical	Consultancy	Consumer products	Contractor	Education/ University	Energy	Finance and Insurance	Food and Drink	Fuel Cells	Fuel Storage	Health, Safety and Environ	Industrial Gases	Iron, Steel, Other Metals	Liquid and Natural Gas Reclass	Manufacturing	Medicine/ Med Equip	Mining and Minerals	NGO/ Ind Body
Total	1585	7	19	172	115	17	58	29	49	23	88	3	6	12	59	9	2	56	11	13	0
<£16K	6	0	0	0	0	0	0	0	0	0	1	0	0	2	0	0	0	0	0	1	0
>=£16K and <£17K	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£17K and <£18K	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£18K and <£19K	3	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£19K and <£20K	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
>=£20K and <£21K	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
>=£21K and <£22K	3	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0
>=£22K and <£23K	5	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	0	0
>=£23K and <£24K	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
>=£24K and <£25K	12	0	1	2	1	0	0	0	0	0	1	0	0	0	0	0	0	2	1	0	0
>=£25K and <£26K	11	0	0	1	1	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0
>=£26K and <£27K	19	0	0	0	2	0	0	0	0	0	1	0	0	0	2	1	0	1	0	0	0
>=£27K and <£28K	21	1	0	1	3	1	1	0	0	0	2	0	0	0	3	0	0	1	0	0	0
>=£28K and <£29K	27	1	0	0	3	0	0	1	1	0	1	0	0	0	0	0	0	1	0	1	0
>=£29K and <£30K	16	0	0	2	0	1	0	0	1	0	1	0	0	0	0	1	0	2	0	0	0
>=£30K and <£31K	42	1	0	5	3	1	1	1	2	0	5	0	0	0	1	0	0	3	0	1	0
>=£31K and <£32K	29	1	1	1	3	2	0	1	0	0	4	0	0	0	0	0	0	1	0	1	0
>=£32K and <£33K	29	0	0	6	4	0	0	0	1	0	4	0	0	0	0	0	0	3	0	0	0
>=£33K and <£34K	21	0	0	2	2	0	0	0	0	0	0	1	0	0	1	1	0	1	0	1	0
>=£34K and <£35K	26	1	0	0	2	0	2	0	0	0	4	0	0	0	1	0	0	0	0	0	0
>=£35K and <£36K	31	0	0	3	0	0	1	2	2	0	2	0	0	0	1	2	0	4	0	0	0
>=£36K and <£37K	27	0	2	3	3	0	0	0	1	1	2	0	0	0	1	0	0	1	0	0	0
>=£37K and <£38K	28	1	0	1	1	0	1	0	1	0	2	0	0	0	0	0	0	3	0	0	0
>=£38K and <£39K	29	1	2	5	2	2	0	1	0	1	3	0	0	0	1	0	0	2	1	0	0
>=£39K and <£40K	21	0	0	0	2	0	0	2	1	0	3	0	0	0	0	0	0	1	0	0	0
>=£40K and <£45K	142	0	2	20	16	0	2	4	6	1	4	0	0	1	8	0	0	8	1	0	0
>=£45K and <£50K	136	0	4	18	8	1	3	3	3	0	3	0	1	2	2	1	1	2	2	0	0
>=£50K and <£55K	108	0	0	10	3	2	1	2	3	3	7	0	0	0	6	1	0	0	2	3	0
>=£55K and <£60K	107	0	2	15	5	0	2	4	1	0	6	0	0	2	3	1	0	3	0	2	0
>=£60K and <£65K	78	0	2	11	4	0	3	2	4	0	6	0	0	2	0	0	0	2	0	1	0
>=£65K and <£70K	87	0	0	8	8	2	4	1	3	0	3	0	3	0	7	1	0	2	1	0	0
>=£70K and <£75K	76	0	0	12	4	1	4	0	2	0	5	0	0	1	6	0	0	3	0	0	0
>=£75K and <£80K	53	0	0	11	4	2	3	0	2	0	2	0	0	0	4	0	1	0	0	0	0
>=£80K and <£85K	63	0	0	12	4	0	2	3	1	3	2	1	0	0	4	0	0	1	0	0	0
>=£85K and <£90K	45	0	1	6	6	2	4	0	0	1	1	0	0	0	2	0	0	0	0	0	0
>=£90K and <£95K	36	0	0	0	1	0	4	0	1	1	2	0	0	0	1	0	0	1	0	1	0
>=£95K and <£100K	28	0	0	2	2	0	2	0	2	1	0	0	0	0	2	0	0	1	0	0	0
>=£100K and <£105K	26	0	0	0	2	0	2	0	2	1	0	0	0	0	1	0	0	1	1	0	0
>=£105K and <£110K	28	0	1	2	3	0	3	0	3	0	4	0	0	0	0	0	0	1	0	0	0
>=£110K and <£115K	22	0	0	0	2	0	3	0	0	2	2	0	0	0	0	0	0	0	0	0	0
>=£115K and <£120K	14	0	0	2	1	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
>=£120K and <£125K	21	0	0	3	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0
>=£125K and <£130K	9	0	0	1	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£130K and <£135K	12	0	0	0	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0
>=£135K and <£140K	7	0	0	0	1	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0
>=£140K and <£145K	15	0	0	2	1	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0
>=£145K and <£150K	6	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0
>=£150K and <£200K	37	0	1	2	5	0	1	2	3	1	1	0	0	1	0	0	0	0	0	0	0
>=£200K and <£250K	3	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0
>=£250K	11	0	0	2	1	0	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0
Total	1585	7	19	172	115	17	58	29	49	23	88	3	6	12	59	9	2	56	11	13	0
Mean	66,468	32,464	55,600	86,054	64,411	53,695	80,971	59,094	70,882	106,277	55,250	137,667	86,668	61,405	62,418	42,502	60,698	47,031	46,073	45,054	
Median	54,000	31,349	45,000	55,999	50,000	53,800	81,000	49,000	60,000	90,000	45,000	80,000	66,005	57,930	57,888	35,500	60,698	38,200	45,000	50,000	
1st Decile	30,000	28,080	35,000	32,013	30,000	29,600	36,750	34,600	34,500	39,100	29,430	42,400	56,500	17,500	32,466	28,964	49,256	25,500	20,000	24,500	
9th Decile	109,000	37,940	89,000	86,000	108,849	80,800	125,300	82,200	122,400	187,800	90,000	256,000	137,500	110,500	88,440	58,200	72,140	76,000	65,000	60,640	



Section D Classified by industry sector

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

	Total	Industry Sector																
		Nuclear/ Nuclear Decomm'g	Oil Production	Oil Refining	Paper	Petrochem	Pharma	Plastics	Power - Fossil	Power - Nuclear Generation	Power - Renewable	Proc Auto, Simul, Control	Proc Plant and Equip	Public Sector	Surface Chem/Paints	Waste Management	Water	Other
Total	1585	120	222	93	4	62	104	8	10	7	12	5	24	14	3	19	93	37
<£16K	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
>=£16K and <£17K	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
>=£17K and <£18K	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£18K and <£19K	3	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
>=£19K and <£20K	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£20K and <£21K	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£21K and <£22K	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
>=£22K and <£23K	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0
>=£23K and <£24K	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
>=£24K and <£25K	12	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	2	0
>=£25K and <£26K	11	1	1	0	0	0	4	0	0	0	0	0	0	0	0	0	1	0
>=£26K and <£27K	19	4	0	2	0	0	0	0	0	0	1	0	0	0	0	2	2	1
>=£27K and <£28K	21	2	0	0	0	0	1	0	0	0	1	1	0	0	0	0	3	0
>=£28K and <£29K	27	0	0	0	0	0	6	0	0	1	3	0	0	0	0	0	7	1
>=£29K and <£30K	16	1	5	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0
>=£30K and <£31K	42	2	2	0	0	0	3	0	1	0	0	0	1	0	0	0	8	1
>=£31K and <£32K	29	4	2	0	0	0	4	0	1	0	0	0	1	0	0	0	2	0
>=£32K and <£33K	29	3	2	0	0	0	1	0	0	0	0	0	0	1	0	0	2	2
>=£33K and <£34K	21	2	2	0	0	0	3	0	0	0	0	0	0	0	2	0	3	0
>=£34K and <£35K	26	3	2	0	0	0	4	0	0	0	0	0	0	1	0	1	4	1
>=£35K and <£36K	31	5	1	1	0	2	1	0	0	0	0	0	0	0	0	0	3	1
>=£36K and <£37K	27	3	2	1	0	1	2	0	0	0	1	0	0	0	0	0	3	0
>=£37K and <£38K	28	2	3	0	0	3	3	1	0	0	0	0	1	0	0	1	4	0
>=£38K and <£39K	29	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
>=£39K and <£40K	21	1	2	3	0	1	2	0	0	0	0	0	0	1	0	0	2	0
>=£40K and <£45K	142	15	12	8	0	6	12	1	2	0	0	0	3	2	0	1	3	4
>=£45K and <£50K	136	16	16	9	0	8	12	1	0	2	0	1	4	5	0	3	3	2
>=£50K and <£55K	108	8	14	8	0	8	9	2	1	1	2	1	1	1	0	0	5	4
>=£55K and <£60K	107	9	14	13	0	3	6	0	0	1	0	0	2	0	0	4	8	1
>=£60K and <£65K	78	8	13	1	1	3	5	0	2	0	0	0	0	0	0	1	2	5
>=£65K and <£70K	87	3	12	4	1	4	3	0	2	0	1	0	4	1	0	0	8	1
>=£70K and <£75K	76	7	13	7	0	4	2	0	0	0	0	0	1	1	0	2	1	0
>=£75K and <£80K	53	7	5	0	0	3	2	0	0	0	0	1	0	0	0	1	2	3
>=£80K and <£85K	63	1	9	5	0	5	3	0	1	1	2	0	0	0	0	0	2	1
>=£85K and <£90K	45	0	5	5	1	0	4	1	0	0	1	0	2	0	0	0	3	0
>=£90K and <£95K	36	2	9	6	0	0	0	1	0	0	0	0	1	1	0	0	2	2
>=£95K and <£100K	28	1	5	4	0	1	2	0	0	0	0	0	1	0	0	0	0	2
>=£100K and <£105K	26	0	9	2	1	1	2	0	0	0	0	0	0	0	0	0	1	0
>=£105K and <£110K	28	2	6	0	0	0	1	0	0	1	0	0	0	0	0	0	1	0
>=£110K and <£115K	22	1	6	3	0	2	0	0	0	0	0	0	1	0	0	0	0	0
>=£115K and <£120K	14	0	6	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
>=£120K and <£125K	21	0	8	3	0	1	1	0	0	0	0	0	0	0	0	0	0	2
>=£125K and <£130K	9	0	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£130K and <£135K	12	0	5	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1
>=£135K and <£140K	7	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
>=£140K and <£145K	15	0	7	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£145K and <£150K	6	0	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0
>=£150K and <£200K	37	1	10	2	0	2	2	0	0	0	1	0	0	0	0	1	1	0
>=£200K and <£250K	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£250K	11	2	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Total	1585	120	222	93	4	62	104	8	10	7	12	5	24	14	3	19	93	37
Mean	66,468	55,788	81,116	74,134	79,677	68,176	55,446	54,510	53,247	59,786	62,346	45,900	58,674	51,435	28,115	53,952	47,697	60,220
Median	54,000	47,000	70,040	65,000	77,500	55,500	45,500	49,164	56,750	52,000	52,000	48,000	53,500	46,750	33,000	48,000	37,500	52,000
1st Decile	30,000	31,238	37,460	42,057	63,800	39,550	28,560	34,925	31,681	39,100	28,050	26,400	32,800	35,924	21,000	25,600	27,100	31,200
9th Decile	109,000	78,320	130,630	119,400	97,296	115,651	88,960	87,200	67,590	90,000	84,500	66,600	91,000	70,906	33,275	73,316	79,900	96,400



Section D Classified by industry sector

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

		Total	Industry Sector																			
			Auto/Transport	Biochem	Chemical	Consultancy	Consumer products	Contractor	Education/University	Energy	Finance and Insurance	Food and Drink	Fuel Cells	Fuel Storage	Health, Safety and Environ	Industrial Gases	Iron, Steel, Other Metals	Liquid and Natural Gas Reclass	Manufacturing	Medicine/Med Equip	Mining and Minerals	NGO/ Ind Body
Defined Benefit Pension/ Company Final Salary Scheme	Total	1585	7	19	172	115	17	58	29	49	23	88	3	6	12	59	9	2	56	11	13	0
	Total	381	2	3	31	15	11	3	15	9	4	25	1	3	2	22	0	0	14	3	1	0
	%	24%	29%	16%	18%	13%	65%	5%	52%	18%	17%	28%	33%	50%	17%	37%	0%	0%	25%	27%	8%	
Defined Contribution Pension/ Company Money Purchase Scheme	Total	1076	5	15	134	88	6	51	13	36	17	55	1	1	7	33	9	2	39	7	10	0
	%	68%	71%	79%	78%	77%	35%	88%	45%	73%	74%	63%	33%	17%	58%	56%	100%	100%	70%	64%	77%	
Non-contributory Pension	Total	51	0	0	3	5	0	0	1	1	1	4	0	1	0	2	0	0	1	1	0	0
	%	3%	0%	0%	2%	4%	0%	0%	3%	2%	4%	5%	0%	17%	0%	3%	0%	0%	2%	9%	0%	
No Pension Benefits	Total	77	0	1	4	7	0	4	0	3	1	4	1	1	3	2	0	0	2	0	2	0
	%	5%	0%	5%	2%	6%	0%	7%	0%	6%	4%	5%	33%	17%	25%	3%	0%	0%	4%	0%	15%	
Health Insurance	Total	973	2	8	126	69	14	39	0	23	21	58	0	2	6	48	5	0	33	6	4	0
	%	61%	29%	42%	73%	60%	82%	67%	0%	47%	91%	66%	0%	33%	50%	81%	56%	0%	59%	55%	31%	
Dental Insurance	Total	211	0	1	30	16	1	9	0	8	9	7	0	0	0	0	0	0	10	1	0	0
	%	13%	0%	5%	17%	14%	6%	16%	0%	16%	39%	8%	0%	0%	0%	0%	0%	0%	18%	9%	0%	
Car or Car Allowance	Total	440	0	2	42	31	6	22	1	5	10	29	0	3	2	30	0	0	8	4	3	0
	%	28%	0%	11%	24%	27%	35%	38%	3%	10%	43%	33%	0%	50%	17%	51%	0%	0%	14%	36%	23%	
Company Share Scheme	Total	428	1	0	49	14	12	8	0	9	9	16	0	2	1	16	0	1	7	2	2	0
	%	27%	14%	0%	28%	12%	71%	14%	0%	18%	39%	18%	0%	33%	8%	27%	0%	50%	13%	18%	15%	
Life Insurance	Total	595	0	5	74	42	6	29	4	14	15	28	0	2	4	13	1	2	22	3	2	0
	%	38%	0%	26%	43%	37%	35%	50%	14%	29%	65%	32%	0%	33%	33%	22%	11%	100%	39%	27%	15%	
Loans	Total	58	0	0	2	4	1	3	1	2	4	0	1	0	0	1	0	0	0	0	0	0
	%	4%	0%	0%	1%	3%	6%	5%	3%	4%	17%	0%	33%	0%	0%	2%	0%	0%	0%	0%	0%	
IChemE Membership Fees	Total	1220	0	12	126	93	13	48	6	38	17	63	2	6	7	51	9	2	33	5	9	0
	%	77%	0%	63%	73%	81%	76%	83%	21%	78%	74%	72%	67%	100%	58%	86%	100%	100%	59%	45%	69%	
Other Professional Membership Fees	Total	249	1	3	27	20	0	3	2	10	9	15	1	3	2	8	2	1	3	1	4	0
	%	16%	14%	16%	16%	17%	0%	5%	7%	20%	39%	17%	33%	50%	17%	14%	22%	50%	5%	9%	31%	
Childcare	Total	150	1	0	19	10	0	5	1	5	4	7	1	0	0	6	0	0	2	2	0	0
	%	9%	14%	0%	11%	9%	0%	9%	3%	10%	17%	8%	33%	0%	0%	10%	0%	0%	4%	18%	0%	
Flexible Working	Total	630	2	10	53	55	10	36	10	25	8	26	0	2	5	18	2	1	18	4	4	0
	%	40%	29%	53%	31%	48%	59%	62%	34%	51%	35%	30%	0%	33%	42%	31%	22%	50%	32%	36%	31%	
Discount Schemes	Total	524	2	0	53	25	10	12	9	19	7	37	1	1	1	21	2	2	13	1	5	0
	%	33%	29%	0%	31%	22%	59%	21%	31%	39%	30%	42%	33%	17%	8%	36%	22%	100%	23%	9%	38%	
Enhanced Maternity/Paternity Packages	Total	184	0	1	19	4	4	2	3	6	4	7	0	0	1	0	0	1	4	1	1	0
	%	12%	0%	5%	11%	3%	24%	3%	10%	12%	17%	8%	0%	0%	8%	0%	0%	50%	7%	9%	8%	
Bonus Scheme or Performance-related Pay	Total	971	3	8	124	56	16	23	4	30	19	57	1	4	3	39	5	2	36	3	6	0
	%	61%	43%	42%	72%	49%	94%	40%	14%	61%	83%	65%	33%	67%	25%	66%	56%	100%	64%	27%	46%	
No Benefits in Kind	Total	87	1	1	4	6	0	4	11	4	0	4	1	0	1	2	0	0	4	2	3	0
	%	5%	14%	5%	2%	5%	0%	7%	38%	8%	0%	5%	33%	0%	8%	3%	0%	0%	7%	18%	23%	
Other	Total	31	0	0	3	3	0	0	1	4	1	1	0	0	1	0	0	0	0	1	2	0
	%	2%	0%	0%	2%	3%	0%	0%	3%	8%	4%	1%	0%	0%	8%	0%	0%	0%	0%	9%	15%	



Section D Classified by industry sector

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

		Total	Industry Sector																
			Nuclear/ Nuclear Decomm'g	Oil Production	Oil Refining	Paper	Petrochem	Pharma	Plastics	Power - Fossil	Power - Nuclear Generation	Power - Renewable	Proc Auto, Simul, Control	Proc Plant and Equip	Public Sector	Surface Chem/Paints	Waste Management	Water	Other
Defined Benefit Pension/ Company Final Salary Scheme	Total	1585	120	222	93	4	62	104	8	10	7	12	5	24	14	3	19	93	37
	Total	381	26	61	42	2	13	18	0	5	3	2	0	3	11	1	4	17	9
	%	24%	22%	27%	45%	50%	21%	17%	0%	50%	43%	17%	0%	13%	79%	33%	21%	18%	24%
Defined Contribution Pension/ Company Money Purchase Scheme	Total	1076	88	134	45	2	46	75	8	5	3	7	4	18	3	1	12	70	26
	%	68%	73%	60%	48%	50%	74%	72%	100%	50%	43%	58%	80%	75%	21%	33%	63%	75%	70%
Non-contributory Pension	Total	51	2	11	5	0	1	4	0	0	1	1	0	2	0	0	1	2	1
	%	3%	2%	5%	5%	0%	2%	4%	0%	0%	14%	8%	0%	8%	0%	0%	5%	2%	3%
No Pension Benefits	Total	77	4	16	1	0	2	7	0	0	0	2	1	1	0	1	2	4	1
	%	5%	3%	7%	1%	0%	3%	7%	0%	0%	0%	17%	20%	4%	0%	33%	11%	4%	3%
Health Insurance	Total	973	29	173	77	4	44	74	6	7	0	6	3	12	0	2	7	48	17
	%	61%	24%	78%	83%	100%	71%	71%	75%	70%	0%	50%	60%	50%	0%	67%	37%	52%	46%
Dental Insurance	Total	211	3	64	15	1	4	11	0	2	0	1	1	4	0	0	0	11	2
	%	13%	3%	29%	16%	25%	6%	11%	0%	20%	0%	8%	20%	17%	0%	0%	0%	12%	5%
Car or Car Allowance	Total	440	15	72	26	3	13	26	1	4	0	5	0	7	2	1	9	45	13
	%	28%	13%	32%	28%	75%	21%	25%	13%	40%	0%	42%	0%	29%	14%	33%	47%	48%	35%
Company Share Scheme	Total	428	20	93	59	1	19	48	5	2	1	0	2	3	0	0	5	17	4
	%	27%	17%	42%	63%	25%	31%	46%	63%	20%	14%	0%	40%	13%	0%	0%	26%	18%	11%
Life Insurance	Total	595	21	123	44	0	25	36	1	5	3	5	0	13	2	1	4	34	12
	%	38%	18%	55%	47%	0%	40%	35%	13%	50%	43%	42%	0%	54%	14%	33%	21%	37%	32%
Loans	Total	58	7	14	5	0	3	2	0	1	1	0	0	2	0	0	0	4	0
	%	4%	6%	6%	5%	0%	5%	2%	0%	10%	14%	0%	0%	8%	0%	0%	0%	4%	0%
IChemE Membership Fees	Total	1220	113	187	79	3	44	83	6	8	7	8	3	18	11	1	12	74	23
	%	77%	94%	84%	85%	75%	71%	80%	75%	80%	100%	67%	60%	75%	79%	33%	63%	80%	62%
Other Professional Membership Fees	Total	249	33	32	13	1	1	10	1	0	0	3	0	4	2	0	9	21	4
	%	16%	28%	14%	14%	25%	2%	10%	13%	0%	0%	25%	0%	17%	14%	0%	47%	23%	11%
Childcare	Total	150	12	30	10	1	3	11	0	3	0	1	0	1	2	0	0	8	5
	%	9%	10%	14%	11%	25%	5%	11%	0%	30%	0%	8%	0%	4%	14%	0%	0%	9%	14%
Flexible Working	Total	630	62	98	29	1	15	45	2	4	4	5	2	6	11	1	5	40	11
	%	40%	52%	44%	31%	25%	24%	43%	25%	40%	57%	42%	40%	25%	79%	33%	26%	43%	30%
Discount Schemes	Total	524	31	98	26	1	21	43	5	4	3	1	2	1	8	1	6	38	14
	%	33%	26%	44%	28%	25%	34%	41%	63%	40%	43%	8%	40%	4%	57%	33%	32%	41%	38%
Enhanced Maternity/Paternity Packages	Total	184	15	42	23	0	9	19	0	2	0	0	0	0	3	0	0	12	1
	%	12%	13%	19%	25%	0%	15%	18%	0%	20%	0%	0%	0%	0%	21%	0%	0%	13%	3%
Bonus Scheme or Performance-related Pay	Total	971	69	156	62	4	45	81	6	8	4	6	1	12	4	1	11	39	23
	%	61%	58%	70%	67%	100%	73%	78%	75%	80%	57%	50%	20%	50%	29%	33%	58%	42%	62%
No Benefits in Kind	Total	87	3	14	1	0	2	5	0	0	0	3	0	3	0	1	4	2	1
	%	5%	3%	6%	1%	0%	3%	5%	0%	0%	0%	25%	0%	13%	0%	33%	21%	2%	3%
Other	Total	31	4	4	1	0	3	0	0	0	0	0	0	0	0	0	2	0	0
	%	2%	3%	2%	1%	0%	5%	0%	0%	0%	0%	0%	0%	0%	0%	0%	11%	0%	0%



Section D Classified by industry sector

SECTION D/TABLE 4A: SALARY OR SELF-EMPLOYED EARNINGS BY GRADE OR GENDER

		Total	Industry Sector																			
			Auto/Transport	Biochem	Chemical	Consultancy	Consumer products	Contractor	Education/University	Energy	Finance and Insurance	Food and Drink	Fuel Cells	Fuel Storage	Health, Safety and Environ	Industrial Gases	Iron, Steel, Other Metals	Liquid and Natural Gas Reclass	Manufacturing	Medicine/ Med Equip	Mining and Minerals	NGO/ Ind Body
Chartered Members	Total	850	1	6	106	63	10	45	15	25	12	37	2	5	7	32	4	1	17	3	6	0
	Mean	85,595	38,600	75,250	112,716	80,910	65,030	90,551	76,675	85,680	148,208	78,436	190,000	91,002	66,100	74,804	55,500	75,000	75,794	74,000	47,617	
	Median	70,000	38,600	52,500	69,675	68,000	67,000	89,500	58,000	70,000	127,000	69,180	190,000	67,010	60,000	70,700	53,000	75,000	70,000	65,000	52,750	
	1st Decile	45,288	38,600	40,750	45,660	40,860	47,000	60,800	45,600	52,976	87,300	48,766	102,000	54,800	32,600	41,719	49,300	75,000	48,600	56,200	31,000	
	9th Decile	126,072	38,600	132,500	116,400	134,400	85,000	127,200	141,200	136,800	262,800	108,000	278,000	138,000	104,000	94,280	63,700	75,000	105,600	95,400	59,100	
Non-Chartered Members	Total	735	6	13	66	52	7	13	14	24	11	51	1	1	5	27	5	1	39	8	7	0
	Mean	44,349	31,442	46,530	43,233	44,421	37,501	47,806	40,257	55,468	60,534	38,429	33,000	65,000	54,832	47,739	32,104	46,396	34,493	35,600	42,857	
	Median	39,500	30,675	43,000	42,000	36,707	31,000	37,500	39,496	42,925	53,000	34,000	33,000	65,000	45,000	43,000	33,500	46,396	35,000	39,050	31,000	
	1st Decile	27,000	27,900	32,000	30,200	27,000	28,200	27,656	30,300	30,000	36,500	26,000	33,000	65,000	25,000	27,000	27,692	46,396	24,676	20,000	26,500	
	9th Decile	67,360	35,750	59,400	57,000	78,455	53,200	77,600	47,968	99,822	97,375	58,000	33,000	65,000	92,664	73,568	35,500	46,396	43,100	47,640	73,800	
Male	Total	1253	5	14	151	87	11	56	24	34	21	68	2	6	10	51	7	2	42	5	12	0
	Mean	70,747	32,650	58,286	90,815	70,431	52,137	82,773	62,151	76,713	112,137	60,125	190,000	86,668	63,270	63,192	39,646	60,698	51,018	60,020	46,850	
	Median	57,350	31,349	48,250	58,000	60,000	48,000	83,150	52,500	67,500	97,375	52,000	190,000	66,005	58,350	66,000	35,500	60,698	42,250	54,000	51,250	
	1st Decile	31,250	27,720	32,650	32,131	31,960	29,000	42,204	38,300	36,300	43,500	29,910	102,000	56,500	14,300	30,330	28,328	49,256	25,100	38,840	28,650	
	9th Decile	114,977	38,160	91,500	86,500	121,800	85,000	125,500	81,400	128,400	198,000	105,845	278,000	137,500	119,000	91,000	56,800	72,140	89,000	87,800	60,820	
Female	Total	332	2	5	21	28	6	2	5	15	2	20	1	0	2	8	2	0	14	6	1	0
	Mean	50,321	32,000	48,079	51,820	45,706	56,550	30,500	44,422	57,666	44,750	38,674	33,000		52,080	57,484	52,500		35,069	34,450	23,500	
	Median	43,000	32,000	38,395	43,400	38,750	60,400	30,500	35,550	45,000	44,750	35,000	33,000		52,080	55,492	52,500		32,000	34,750	23,500	
	1st Decile	29,052	30,400	36,800	30,000	25,820	34,000	27,700	28,800	29,880	38,150	26,200	33,000		46,416	39,400	49,700		28,270	20,000	23,500	
	9th Decile	83,970	33,600	68,200	73,000	74,900	75,250	33,300	68,024	86,961	51,350	53,032	33,000		57,744	79,700	55,300		40,675	48,600	23,500	



Section D Classified by industry sector

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

		Total	Industry Sector																
			Nuclear/ Nuclear Decomm'g	Oil Production	Oil Refining	Paper	Petrochem	Pharma	Plastics	Power - Fossil	Power - Nuclear Generation	Power - Renewable	Proc Auto, Simul, Control	Proc Plant and Equip	Public Sector	Surface Chem/Paints	Waste Management	Water	Other
Chartered Members	Total	850	58	135	53	2	39	42	6	7	4	4	2	16	9	0	11	46	19
	Mean	85,595	74,907	98,897	83,971	94,355	78,401	78,480	61,555	60,067	69,875	91,500	64,250	67,519	57,101		66,091	60,431	72,856
	Median	70,000	63,250	93,000	81,300	94,355	70,000	66,201	52,000	62,000	64,000	72,500	64,250	66,644	49,742		58,000	56,000	65,000
	1st Decile	45,288	46,920	57,800	52,000	88,471	47,879	45,100	44,664	44,247	46,950	44,700	54,850	42,905	43,096		37,000	36,350	41,920
	9th Decile	126,072	105,000	140,000	121,092	100,238	122,000	104,500	88,000	72,060	97,500	153,500	73,650	93,750	76,800		78,578	85,000	101,600
Non-Chartered Members	Total	735	62	87	40	2	23	62	2	3	3	8	3	8	5	3	8	47	18
	Mean	44,349	37,904	53,524	61,102	65,000	50,839	39,843	33,375	37,333	46,333	47,769	33,667	40,985	41,235	28,115	37,261	35,233	46,883
	Median	39,500	36,535	46,200	49,721	65,000	43,500	37,000	33,375	40,000	52,000	39,450	27,000	40,950	43,777	33,000	35,194	30,100	41,250
	1st Decile	27,000	27,164	30,600	39,200	62,600	36,300	27,100	30,275	32,000	32,800	27,925	26,200	28,926	32,960	21,000	21,760	25,305	27,820
	9th Decile	67,360	47,800	90,000	112,170	67,400	68,200	53,800	36,475	41,600	57,600	81,500	43,800	53,180	48,200	33,275	55,900	50,000	69,210
Male	Total	1253	94	172	74	3	51	79	8	9	5	10	5	21	11	3	13	59	28
	Mean	70,747	57,100	83,981	79,301	83,570	72,312	58,860	54,510	55,830	62,300	68,440	45,900	62,119	54,153	28,115	61,708	50,852	60,518
	Median	57,350	46,082	70,540	71,530	87,000	65,000	48,000	49,164	61,000	52,000	59,500	48,000	56,000	49,000	33,000	58,000	44,000	54,000
	1st Decile	31,250	31,250	37,460	43,734	67,000	40,250	28,248	34,925	38,374	35,400	28,450	26,400	40,000	39,480	21,000	26,600	26,960	32,210
	9th Decile	114,977	80,950	139,310	121,733	98,767	120,000	99,000	87,200	69,080	95,000	95,000	66,600	92,500	72,500	33,275	77,262	85,000	99,000
Female	Total	332	26	50	19	1	11	25	0	1	2	2	0	3	3	0	6	34	9
	Mean	50,321	51,047	71,258	54,012	68,000	49,003	44,657		30,000	53,500	31,875		34,560	41,467		37,148	42,221	59,295
	Median	43,000	47,803	62,500	52,000	68,000	51,000	37,009		30,000	53,500	31,875		31,000	44,000		35,500	35,080	50,000
	1st Decile	29,052	32,064	37,700	33,300	68,000	36,000	30,400		30,000	49,100	28,575		30,824	36,320		26,500	28,545	29,720
	9th Decile	83,970	73,575	117,072	84,200	68,000	60,000	60,600		30,000	57,900	35,175		39,720	45,600		49,444	63,200	96,200



Section D Classified by industry sector

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

		Total	Industry Sector																			
			Auto/Transport	Biochem	Chemical	Consultancy	Consumer products	Contractor	Education/University	Energy	Finance and Insurance	Food and Drink	Fuel Cells	Fuel Storage	Health, Safety and Environ	Industrial Gases	Iron, Steel, Other Metals	Liquid and Natural Gas Reclass	Manufacturing	Medicine/ Med Equip	Mining and Minerals	NGO/ Ind Body
Doctorate	Total	132	2	5	14	9	0	4	23	4	2	4	1	1	0	1	1	0	2	1	3	0
	Mean	66,014	38,050	68,300	68,490	68,507		75,659	64,205	41,048	208,500	68,420	80,000	65,000		96,000	67,000		59,500	40,100	45,500	
	Median	57,929	38,050	47,000	63,500	68,000		76,500	54,000	39,000	208,500	63,590	80,000	65,000		96,000	67,000		59,500	40,100	52,500	
	1st Decile	36,320	37,610	39,100	44,850	45,660		44,900	36,438	33,400	159,300	40,150	80,000	65,000		96,000	67,000		49,500	40,100	35,300	
	9th Decile	104,400	38,490	118,000	83,400	85,200		105,744	82,800	50,334	257,700	100,554	80,000	65,000		96,000	67,000		69,500	40,100	52,900	
Master's	Total	982	5	12	86	73	12	38	4	32	12	63	2	0	5	42	5	1	32	4	4	0
	Mean	55,968	30,230	45,825	51,054	54,953	45,334	73,624	39,750	65,451	93,917	45,340	166,500		58,172	53,295	39,284	46,396	40,786	32,175	36,000	
	Median	46,448	30,000	43,000	45,410	43,000	38,000	70,106	34,500	56,250	68,500	38,000	166,500		56,700	49,000	35,500	46,396	35,750	31,250	30,750	
	1st Decile	29,367	27,720	31,500	32,000	28,590	29,100	36,600	28,600	30,500	36,650	27,360	59,700		27,000	27,333	30,052	46,396	25,185	21,350	25,000	
	9th Decile	94,830	32,940	59,700	75,000	104,800	73,750	108,692	55,100	108,600	189,200	72,400	273,300		92,664	81,539	49,600	46,396	55,900	43,740	51,200	
Bachelor's	Total	440	0	2	67	30	5	15	2	10	7	20	0	5	7	13	3	1	20	5	6	0
	Mean	87,026		82,500	133,429	76,904	73,760	101,729	39,000	103,910	102,286	76,745		91,002	63,714	73,253	39,700	75,000	51,479	54,600	50,867	
	Median	70,000		82,500	70,000	73,000	78,000	100,000	39,000	93,703	110,000	70,500		67,010	60,000	70,000	33,500	75,000	42,750	51,000	54,600	
	1st Decile	35,000		64,500	36,000	37,200	59,080	60,892	38,200	54,689	69,800	41,895		54,800	27,200	66,000	30,380	75,000	25,900	30,000	21,000	
	9th Decile	125,000		100,500	102,840	118,785	85,000	140,000	39,800	176,400	132,800	105,615		138,000	104,000	90,360	51,500	75,000	90,800	83,400	77,000	
Master of Business Administration	Total	30	0	0	5	3	0	1	0	3	2	1	0	0	0	3	0	0	2	1	0	0
	Mean	110,493			102,400	157,333		70,000		58,500	92,188	197,000				132,000			90,000	65,000		
	Median	90,000			120,000	132,000		70,000		64,500	92,188	197,000				95,000			90,000	65,000		
	1st Decile	64,350			62,000	98,400		70,000		45,700	88,038	197,000				75,800			75,600	65,000		
	9th Decile	200,300			132,000	226,400		70,000		68,900	96,338	197,000				203,000			104,400	65,000		
Non-graduate	Total	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean	72,000																				
	Median	72,000																				
	1st Decile	72,000																				
	9th Decile	72,000																				



Section D Classified by industry sector

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

		Total	Industry Sector																
			Nuclear/ Nuclear Decomm'g	Oil Production	Oil Refining	Paper	Petrochem	Pharma	Plastics	Power - Fossil	Power - Nuclear Generation	Power - Renewable	Proc Auto, Simul, Control	Proc Plant and Equip	Public Sector	Surface Chem/Paints	Waste Management	Water	Other
Doctorate	Total	132	7	11	2	0	4	15	0	0	0	0	1	2	0	0	3	4	6
	Mean	66,014	64,449	84,991	35,750		70,775	58,762					52,500	66,655			36,696	57,590	55,767
	Median	57,929	70,000	81,000	35,750		73,300	54,000					52,500	66,655			43,888	57,600	54,000
	1st Decile	36,320	44,185	52,000	35,150		63,180	40,392					52,500	49,979			25,738	38,712	42,800
	9th Decile	104,400	83,009	112,000	36,350		76,350	86,600					52,500	83,331			44,778	76,460	70,500
Master's	Total	982	87	156	71	0	41	64	5	6	6	8	3	15	7	2	7	56	16
	Mean	55,968	51,169	72,312	66,310		58,760	43,151	41,215	49,745	56,417	52,519	43,000	59,165	46,064	25,672	42,071	41,458	44,697
	Median	46,448	44,997	61,000	57,590		51,000	39,000	41,000	47,250	50,000	45,000	27,000	52,000	44,000	25,672	37,000	34,120	39,928
	1st Decile	29,367	30,000	34,500	42,000		37,500	27,393	32,600	35,934	37,250	28,275	26,200	38,200	36,488	19,534	24,700	27,250	29,300
	9th Decile	94,830	74,678	134,687	95,000		96,072	68,000	49,331	66,050	82,000	81,500	66,200	89,900	56,275	31,810	61,800	58,500	71,850
Bachelor's	Total	440	24	55	19	4	17	23	3	4	1	4	1	7	7	1	9	31	12
	Mean	87,026	61,616	105,312	107,526	79,677	90,274	78,406	76,667	58,500	80,000	82,000	48,000	55,343	56,806	33,000	68,945	55,881	75,000
	Median	70,000	55,000	95,000	100,000	77,500	80,960	60,000	86,000	61,500	80,000	57,500	48,000	56,000	49,742	33,000	58,000	55,000	69,000
	1st Decile	35,000	38,752	56,944	66,622	63,800	58,600	42,000	60,400	39,300	80,000	34,600	48,000	28,440	41,360	33,000	41,300	27,000	50,200
	9th Decile	125,000	92,156	135,526	146,600	97,296	139,800	116,000	89,200	75,300	80,000	149,000	48,000	81,920	81,100	33,000	95,262	85,000	117,700
Master of Business Administration	Total	30	2	0	1	0	0	2	0	0	0	0	0	0	0	0	0	1	3
	Mean	110,493	156,500		72,000			160,000										79,500	92,800
	Median	90,000	156,500		72,000			160,000										79,500	90,000
	1st Decile	64,350	81,700		72,000			160,000										79,500	70,000
	9th Decile	200,300	231,300		72,000			160,000										79,500	116,720
Non-graduate	Total	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
	Mean	72,000																72,000	
	Median	72,000																72,000	
	1st Decile	72,000																72,000	
	9th Decile	72,000																72,000	



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																			
			Auto/Transport	Biochem	Chemical	Consultancy	Consumer products	Contractor	Education/ University	Energy	Finance and Insurance	Food and Drink	Fuel Cells	Fuel Storage	Health, Safety and Environ	Industrial Gases	Iron, Steel, Other Metals	Liquid and Natural Gas Reclass	Manufacturing	Medicine/ Med Equip	Mining and Minerals	NGO/ Ind Body
Chairman/Managing Director/Chief Executive/ Vice Chancellor/Vice President	Total	23	0	2	4	1	0	1	1	0	0	1	1	2	0	1	0	0	0	0	0	0
	Mean	360,853		132,500	1,208,750	107,122		90,000	180,000			248,000	300,000	137,500		230,000						
	Median	162,000		132,500	587,500	107,122		90,000	180,000			248,000	300,000	137,500		230,000						
	1st Decile	96,200		110,500	164,500	107,122		90,000	180,000			248,000	300,000	135,500		230,000						
	9th Decile	380,000		154,500	2,750,000	107,122		90,000	180,000			248,000	300,000	139,500		230,000						
Senior Manager/Director/Dean/Head of Department	Total	164	1	0	15	14	3	14	3	5	3	14	0	0	0	7	0	0	10	1	1	0
	Mean	109,438	38,600		103,701	137,071	74,600	104,439	116,667	129,000	211,667	92,714				85,160		0	89,570	103,000	59,200	
	Median	100,000	38,600		108,000	133,500	85,000	105,000	83,000	109,000	198,000	83,500				81,720			81,000	103,000	59,200	
	1st Decile	69,300	38,600		74,400	88,000	60,040	68,761	82,200	105,000	149,200	66,000				76,200			67,900	103,000	59,200	
	9th Decile	160,000	38,600		135,200	190,900	85,000	137,000	164,600	165,600	279,600	112,200				97,000			111,870	103,000	59,200	
Manager/Site Manager/Project Manager/ Associate Professor/Professor/Principal Engineer	Total	275	0	1	38	15	3	17	4	12	4	13	1	1	2	14	3	0	1	2	2	0
	Mean	78,582		60,000	72,298	67,620	69,500	94,718	62,464	84,583	122,000	60,961	80,000	67,010	56,500	69,201	55,333		80,000	59,500	35,500	
	Median	72,000		60,000	71,000	67,500	67,000	92,000	57,929	74,151	127,000	58,000	80,000	67,010	56,500	69,500	50,000		80,000	59,500	35,500	
	1st Decile	52,700		60,000	55,700	43,080	67,000	68,987	55,157	60,700	98,100	50,100	80,000	67,010	50,500	58,300	49,200		80,000	55,100	16,700	
	9th Decile	117,050		60,000	86,150	87,142	73,000	122,000	73,400	128,800	141,900	78,400	80,000	67,010	62,500	82,580	63,600		80,000	63,900	54,300	
Senior Engineer/Senior Lecturer	Total	218	0	0	32	16	3	10	5	3	3	5	0	1	0	7	1	0	3	0	2	0
	Mean	62,858			59,658	57,645	56,667	65,987	53,453	54,833	94,333	50,183		65,000		65,772	56,000		60,267		52,750	
	Median	60,000			59,350	57,100	54,000	63,400	56,000	60,000	90,000	46,914		65,000		69,240	56,000		62,800		52,750	
	1st Decile	43,765			42,190	43,050	41,200	46,401	45,600	45,600	84,400	40,400		65,000		47,615	56,000		56,560		52,550	
	9th Decile	85,000			79,830	69,813	73,200	87,400	59,389	62,000	106,000	63,000		65,000		84,720	56,000		62,960		52,950	
Engineer/Supervised Team Member/Lecturer	Total	88	0	2	7	4	1	1	2	0	0	0	0	0	0	3	0	0	3	0	0	0
	Mean	50,907		45,000	49,846	39,675	48,000	41,600	51,500							46,129			44,000			
	Median	47,498		45,000	47,600	40,400	48,000	41,600	51,500							40,500			39,000			
	1st Decile	37,000		45,000	45,728	37,410	48,000	41,600	43,100							40,100			37,400			
	9th Decile	68,000		45,000	55,600	41,360	48,000	41,600	59,900							54,410			52,600			
Engineering Technician	Total	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean	65,000																				
	Median	65,000																				
	1st Decile	65,000																				
	9th Decile	65,000																				
Postdoctoral	Total	2	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	Mean	36,000		36,500						35,500												
	Median	36,000		36,500						35,500												
	1st Decile	35,600		36,500						35,500												
	9th Decile	36,400		36,500						35,500												
Graduate in Training/Engineer in Training/ Postgraduate or Doctoral Student in Training	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																					
	Median																					
	1st Decile																					
	9th Decile																					
Intern/Undergraduate Student Placement/Apprentice	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																					
	Median																					
	1st Decile																					
	9th Decile																					
Consultant/Contractor	Total	66	0	0	8	13	0	2	0	3	1	4	0	1	4	0	0	0	0	0	1	0
	Mean	85,579			52,325	75,069		105,500		72,500	270,000	78,178		48,000	73,250						50,000	
	Median	81,400			56,900	71,000		105,500		70,000	270,000	73,682		48,000	65,000						50,000	
	1st Decile	43,150			22,200	39,300		89,100		56,000	270,000	60,900		48,000	23,600						50,000	
	9th Decile	123,000			77,340	109,000		121,900		90,000	270,000	99,054		48,000	129,500						50,000	
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	7	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	Mean	58,239			72,000										56,700							
	Median	49,742			72,000										56,700							
	1st Decile	46,300			72,000										56,700							
	9th Decile	79,200			72,000										56,700							
Other	Total	6	0	0	1	0	0	0	0	1	1	0	0	0	0	0	0	1	0	0	0	0
	Mean	87,070			61,500					64,500	102,500							75,000				
	Median	69,750			61,500					64,500	102,500							75,000				
	1st Decile	61,750			61,500					64,500	102,500							75,000				
	9th Decile	129,710			61,500					64,500	102,500							75,000				



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																
			Nuclear/ Nuclear Decomm'g	Oil Production	Oil Refining	Paper	Petrochem	Pharma	Plastics	Power - Fossil	Power - Nuclear Generation	Power - Renewable	Proc Auto, Simul, Control	Proc Plant and Equip	Public Sector	Surface Chem/Paints	Waste Management	Water	Other
Chairman/Managing Director/Chief Executive/ Vice Chancellor/Vice President	Total	23	3	1	0	0	0	1	0	0	0	0	0	1	1	0	1	0	1
	Mean	360,833	192,833	400,000				295,000						110,000	94,000		162,000		130,000
	Median	162,000	250,000	400,000				295,000						110,000	94,000		162,000		130,000
	1st Decile	96,200	112,800	400,000				295,000						110,000	94,000		162,000		130,000
	9th Decile	380,000	250,000	400,000				295,000						110,000	94,000		162,000		130,000
Senior Manager/Director/Dean/Head of Department	Total	164	9	16	9	2	4	14	1	0	0	2	0	3	1	0	0	8	4
	Mean	109,438	99,840	146,770	123,037	94,355	124,645	98,201	90,000			132,500		85,233	67,188			94,313	79,500
	Median	100,000	93,080	130,350	122,115	94,355	121,254	88,934	90,000			132,500		87,500	67,188			88,500	82,500
	1st Decile	69,300	74,936	108,250	79,375	88,471	101,003	76,184	90,000			90,500		76,060	67,188			67,100	66,600
	9th Decile	160,000	125,000	166,500	164,400	100,238	151,000	143,500	90,000			174,500		93,500	67,188			122,550	90,000
Manager/Site Manager/Project Manager/ Associate Professor/Professor/Principal Engineer	Total	275	20	50	15	0	10	11	2	3	1	1	0	4	0	0	5	15	5
	Mean	78,582	65,817	104,999	90,116		96,400	57,793	68,000	59,867	48,000	65,000		71,625			60,801	57,137	73,120
	Median	72,000	67,350	102,350	90,000		88,500	57,350	68,000	61,000	48,000	65,000		71,000			58,000	56,000	75,000
	1st Decile	52,700	55,766	71,770	75,036		60,500	54,000	53,600	54,200	48,000	65,000		53,200			50,200	38,696	47,360
	9th Decile	117,050	75,100	140,300	101,000		148,300	65,901	82,400	65,080	48,000	65,000		90,550			72,918	74,670	96,600
Senior Engineer/Senior Lecturer	Total	218	20	33	17	0	15	9	2	1	2	0	2	7	2	0	2	11	4
	Mean	62,858	58,860	74,855	73,541		64,972	55,222	51,164	66,000	63,250		64,250	55,871	55,990		60,000	51,952	55,339
	Median	60,000	55,000	71,000	69,000		69,000	51,500	51,164	66,000	63,250		64,250	55,000	55,990		60,000	52,000	57,500
	1st Decile	43,765	46,800	52,812	52,000		51,305	44,970	48,894	66,000	49,850		54,850	43,486	42,782		50,400	37,500	44,549
	9th Decile	85,000	65,100	100,640	104,000		80,984	65,800	53,433	66,000	76,650		73,650	67,200	69,198		69,600	64,460	64,400
Engineer/Supervised Team Member/Lecturer	Total	88	3	20	9	0	8	5	1	3	0	1	0	1	2	0	2	8	2
	Mean	50,907	44,083	61,512	55,686		52,059	54,722	41,000	58,289		36,000		37,000	49,250		35,500	39,475	45,651
	Median	47,498	44,000	60,500	52,500		50,037	46,000	41,000	62,000		36,000		37,000	49,250		35,500	37,050	45,651
	1st Decile	37,000	41,800	46,215	45,530		46,977	37,004	41,000	37,894		36,000		37,000	45,050		34,300	32,250	42,730
	9th Decile	68,000	46,400	72,050	68,518		58,700	77,440	41,000	77,200		36,000		37,000	53,450		36,700	49,300	48,572
Engineering Technician	Total	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean	65,000			65,000														
	Median	65,000			65,000														
	1st Decile	65,000			65,000														
	9th Decile	65,000			65,000														
Postdoctoral	Total	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean	36,000																	
	Median	36,000																	
	1st Decile	35,600																	
	9th Decile	36,400																	
Graduate in Training/Engineer in Training/ Postgraduate or Doctoral Student in Training	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																		
	Median																		
	1st Decile																		
	9th Decile																		
Intern/Undergraduate Student Placement/Apprentice	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																		
	Median																		
	1st Decile																		
	9th Decile																		
Consultant/Contractor	Total	66	1	13	2	0	2	2	0	0	1	0	0	0	0	0	1	4	3
	Mean	85,579	105,000	110,268	87,500		102,000	110,000			105,000						70,000	70,250	86,000
	Median	81,400	105,000	108,000	87,500		102,000	110,000			105,000						70,000	74,500	78,000
	1st Decile	43,150	105,000	69,632	85,500		87,600	102,000			105,000						70,000	53,600	63,600
	9th Decile	123,000	105,000	168,000	89,500		116,400	118,000			105,000						70,000	83,500	111,600
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	7	2	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0
	Mean	58,239	68,366												47,414				
	Median	49,742	68,366												46,500				
	1st Decile	46,300	51,059												46,100				
	9th Decile	79,200	85,673												49,094				
Other	Total	6	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean	87,070		109,460															
	Median	69,750		109,460															
	1st Decile	61,750		71,492															
	9th Decile	129,710		147,428															



Section D Classified by industry sector

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

		Total	Industry Sector																			
			Auto/Transport	Biochem	Chemical	Consultancy	Consumer products	Contractor	Education/ University	Energy	Finance and Insurance	Food and Drink	Fuel Cells	Fuel Storage	Health, Safety and Environ	Industrial Gases	Iron, Steel, Other Metals	Liquid and Natural Gas Reclss	Manufacturing	Medicine/Med Equip	Mining and Minerals	NGO/ Ind Body
Chairman/Managing Director/Chief Executive/ Vice Chancellor/Vice President	Total	3	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	
	Mean	98,000									75,000			115,000								
	Median	104,000									75,000			115,000								
	1st Decile	80,800									75,000			115,000								
	9th Decile	112,800									75,000			115,000								
Senior Manager/Director/Dean/Head of Department	Total	27	0	1	1	1	1	0	1	1	2	1	0	0	2	0	0	0	0	2	0	
	Mean	97,867		55,000	80,000	161,849	76,000		67,000	92,405	103,688	58,100			103,000					77,000		
	Median	92,405		55,000	80,000	161,849	76,000		67,000	92,405	103,688	58,100			103,000					77,000		
	1st Decile	60,600		55,000	80,000	161,849	76,000		67,000	92,405	98,638	58,100			93,400					64,200		
	9th Decile	142,300		55,000	80,000	161,849	76,000		67,000	92,405	108,738	58,100			112,600					89,800		
Manager/Site Manager/Project Manager/ Associate Professor/Professor/Principal Engineer	Total	70	0	1	12	6	0	0	0	2	0	7	1	1	0	6	0	0	2	1	0	
	Mean	64,530		57,000	56,000	76,085				55,648		59,840	33,000	65,000		60,743			45,500	51,000		
	Median	57,656		57,000	54,500	79,420				55,648		55,000	33,000	65,000		61,340			45,500	51,000		
	1st Decile	39,750		57,000	45,000	62,400				37,130		41,200	33,000	65,000		46,750			37,100	51,000		
	9th Decile	90,000		57,000	72,700	86,435				74,166		83,061	33,000	65,000		74,140			53,900	51,000		
Senior Engineer/Senior Lecturer	Total	93	1	4	9	8	1	2	2	5	1	3	0	0	2	0	1	2	2	0	0	
	Mean	49,511	30,000	48,375	51,800	50,427	27,000	53,000	42,280	73,378	50,500	40,500			49,580	48,000		46,396	36,866	34,750		
	Median	46,225	30,000	46,250	54,800	45,000	27,000	53,000	42,280	51,891	50,500	39,500			49,580	48,000		46,396	36,866	34,750		
	1st Decile	37,080	30,000	41,600	41,600	38,924	27,000	50,600	39,656	45,600	50,500	37,500			41,916	46,400		46,396	32,093	26,550		
	9th Decile	68,600	30,000	56,850	59,120	64,400	27,000	55,400	44,904	113,200	50,500	43,900			57,244	49,600		46,396	41,639	42,950		
Engineer/Supervised Team Member/Lecturer	Total	292	1	5	35	16	3	6	6	5	3	17	0	0	1	6	4	0	28	3	3	0
	Mean	39,937	37,500	38,079	38,483	36,347	33,503	40,167	40,840	42,600	68,500	37,895			45,000	42,269	33,525		35,443	34,733	30,833	
	Median	39,000	37,500	38,000	38,544	36,500	31,510	36,250	39,996	41,000	81,000	36,414			45,000	41,500	34,500		35,750	38,000	31,000	
	1st Decile	30,010	37,500	33,000	31,700	30,200	31,102	34,250	35,325	36,800	51,000	32,300			45,000	33,250	30,770		27,260	23,600	29,000	
	9th Decile	51,000	37,500	43,558	45,233	42,500	36,702	50,000	47,000	50,000	81,000	44,100			45,000	52,056	35,500		43,150	44,560	32,600	
Engineering Technician	Total	11	0	0	0	1	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	
	Mean	35,988				18,000			28,000						50,000							
	Median	30,000				18,000			28,000						50,000							
	1st Decile	21,200				18,000			28,000						50,000							
	9th Decile	55,000				18,000			28,000						50,000							
Postdoctoral	Total	2	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	
	Mean	35,550							31,000											40,100		
	Median	35,550							31,000											40,100		
	1st Decile	31,910							31,000											40,100		
	9th Decile	39,190							31,000											40,100		
Graduate in Training/Engineer in Training/ Postgraduate or Doctoral Student in Training	Total	161	2	1	6	13	2	3	1	6	0	17	0	0	1	10	1	0	6	0	1	0
	Mean	30,245	31,400	24,000	31,412	29,242	29,500	26,427	38,000	35,442		28,639			15,000	31,888	26,420		27,179		23,500	
	Median	30,000	31,400	24,000	29,921	28,952	29,500	27,000	38,000	33,000		30,000			15,000	31,665	26,420		27,250		23,500	
	1st Decile	24,487	29,320	24,000	28,000	26,000	29,100	23,000	38,000	28,900		20,800			15,000	26,950	26,420		22,788		23,500	
	9th Decile	37,500	33,480	24,000	36,316	33,380	29,900	29,626	38,000	44,425		34,400			15,000	37,224	26,420		31,500		23,500	
Intern/Undergraduate Student Placement/Apprentice	Total	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Mean	26,000																				
	Median	26,000																				
	1st Decile	26,000																				
	9th Decile	26,000																				
Consultant/Contractor	Total	23	0	1	1	3	0	1	0	2	3	1	0	0	0	0	0	0	0	0	0	
	Mean	53,197		85,000	37,779	51,333		83,000		40,000	48,333	38,500										
	Median	42,000		85,000	37,779	45,000		83,000		40,000	53,000	38,500										
	1st Decile	35,300		85,000	37,779	36,200		83,000		37,600	41,000	38,500										
	9th Decile	84,600		85,000	37,779	69,000		83,000		42,400	53,800	38,500										
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	4	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Mean	36,919			38,000																	
	Median	36,200			38,000																	
	1st Decile	32,370			38,000																	
	9th Decile	42,044			38,000																	
Other	Total	3	0	0	0	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	
	Mean	41,167				38,500			40,000	45,000												
	Median	40,000				38,500			40,000	45,000												
	1st Decile	38,800				38,500			40,000	45,000												
	9th Decile	44,000				38,500			40,000	45,000												



Section D Classified by industry sector

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

		Total	Industry Sector																
			Nuclear/ Nuclear Decomm'g	Oil Production	Oil Refining	Paper	Petrochem	Pharma	Plastics	Power - Fossil	Power - Nuclear Generation	Power - Renewable	Proc Auto, Simul, Control	Proc Plant and Equip	Public Sector	Surface Chem/Paints	Waste Management	Water	Other
Chairman/Managing Director/Chief Executive/ Vice Chancellor/Vice President	Total	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	
	Mean	98,000															104,000		
	Median	104,000															104,000		
	1st Decile	80,800															104,000		
	9th Decile	112,800															104,000		
Senior Manager/Director/Dean/Head of Department	Total	27	0	2	4	1	1	0	0	0	0	0	1	0	0	0	2	3	
	Mean	97,867		126,250	136,285	68,000	135,000						67,600				74,675	89,033	
	Median	92,405		126,250	132,920	68,000	135,000						67,600				74,675	83,700	
	1st Decile	60,600		114,850	114,162	68,000	135,000						67,600				70,415	64,740	
	9th Decile	142,300		137,650	161,100	68,000	135,000						67,600				78,935	115,460	
Manager/Site Manager/Project Manager/ Associate Professor/Professor/Principal Engineer	Total	70	1	8	3	0	2	7	0	0	1	1	1	0	0	3	2	1	
	Mean	64,530	50,000	107,144	89,104		76,500	51,071			59,000	50,000	48,000	40,000		52,667	47,000	63,000	
	Median	57,656	50,000	101,000	90,000		76,500	54,000			59,000	50,000	48,000	40,000		55,000	47,000	63,000	
	1st Decile	39,750	50,000	77,073	63,849		71,300	36,100			59,000	50,000	48,000	40,000		47,000	37,400	63,000	
	9th Decile	90,000	50,000	144,500	114,000		81,700	63,200			59,000	50,000	48,000	40,000		57,400	56,600	63,000	
Senior Engineer/Senior Lecturer	Total	93	6	11	5	0	0	14	0	1	1	1	0	2	1	0	3	3	
	Mean	49,511	44,800	55,375	64,408			46,013		40,000	52,000	54,000		46,000	49,000		39,333	40,333	
	Median	46,225	44,000	52,000	70,000			43,650		40,000	52,000	54,000		46,000	49,000		37,500	45,000	
	1st Decile	37,080	39,500	37,400	52,316			40,504		40,000	52,000	54,000		45,200	49,000		36,700	29,800	
	9th Decile	68,600	50,900	74,400	73,000			51,700		40,000	52,000	54,000		46,800	49,000		42,700	49,000	
Engineer/Supervised Team Member/Lecturer	Total	292	30	40	18	0	11	18	2	0	0	2	0	1	0	1	0	19	
	Mean	39,937	41,329	45,764	47,545		49,323	37,113	33,375			28,325		41,900		33,000		31,650	
	Median	39,000	41,587	46,600	47,397		48,180	36,150	33,375			28,325		41,900		33,000		30,650	
	1st Decile	30,010	33,900	35,775	40,425		41,000	30,700	30,275			27,865		41,900		33,000		28,280	
	9th Decile	51,000	48,020	56,000	57,286		60,000	46,500	36,475			28,785		41,900		33,000		34,999	
Engineering Technician	Total	11	1	1	1	0	0	0	0	1	0	0	0	0	0	2	2	0	
	Mean	35,988	38,513	59,859	55,000					30,000						32,544	25,703		
	Median	30,000	38,513	59,859	55,000					30,000						32,544	25,703		
	1st Decile	21,200	38,513	59,859	55,000					30,000						23,469	23,865		
	9th Decile	55,000	38,513	59,859	55,000					30,000						41,619	27,541		
Postdoctoral	Total	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Mean	35,550																	
	Median	35,550																	
	1st Decile	31,910																	
	9th Decile	39,190																	
Graduate in Training/Engineer in Training/ Postgraduate or Doctoral Student in Training	Total	161	21	18	4	0	6	17	0	0	1	2	1	2	1	2	3	11	
	Mean	30,245	30,550	34,464	34,649		37,167	29,499			28,000	28,250	26,000	30,890	32,000	25,672	25,000	26,436	
	Median	30,000	31,128	33,250	33,798		37,500	28,700			28,000	28,250	26,000	30,890	32,000	25,672	26,500	27,000	
	1st Decile	24,487	26,000	29,000	26,150		35,500	25,300			28,000	28,050	26,000	30,802	32,000	19,534	22,900	24,000	
	9th Decile	37,500	35,000	41,797	43,829		38,500	33,681			28,000	28,450	26,000	30,978	32,000	31,810	26,500	28,156	
Intern/Undergraduate Student Placement/Apprentice	Total	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	
	Mean	26,000															26,000		
	Median	26,000															26,000		
	1st Decile	26,000															26,000		
	9th Decile	26,000															26,000		
Consultant/Contractor	Total	23	0	2	2	0	2	1	0	1	0	2	1	0	0	0	0	0	
	Mean	53,197		42,000	35,750		40,375	130,000		42,000		82,500	27,000						
	Median	42,000		42,000	35,750		40,375	130,000		42,000		82,500	27,000						
	1st Decile	35,300		39,600	35,150		40,275	130,000		42,000		80,500	27,000						
	9th Decile	84,600		44,400	36,350		40,475	130,000		42,000		84,500	27,000						
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	4	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	1	
	Mean	36,919													39,089			31,500	
	Median	36,200													39,089			31,500	
	1st Decile	32,370													35,338			31,500	
	9th Decile	42,044													42,839			31,500	
Other	Total	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Mean	41,167																	
	Median	40,000																	
	1st Decile	38,800																	
	9th Decile	44,000																	



Section D Classified by industry sector

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

		Total	Industry Sector																			
			Auto/Transport	Biochem	Chemical	Consultancy	Consumer products	Contractor	Education/University	Energy	Finance and Insurance	Food and Drink	Fuel Cells	Fuel Storage	Health, Safety and Environ	Industrial Gases	Iron, Steel, Other Metals	Liquid and Natural Gas Reclass	Manufacturing	Medicine/Med Equip	Mining and Minerals	NGO/ Ind Body
Academic Research and/or Teaching	Total	34	0	1	1	0	0	0	25	2	0	0	0	0	1	0	0	0	0	0	0	0
	Median	46,280		47,000	82,000				51,000	48,096					15,000							
Analysis/Intelligence Gathering	Total	19	0	0	2	0	0	0	0	3	1	0	0	0	1	0	0	0	0	0	0	0
	Median	45,000			63,400					45,000	38,000				40,500							
Asset Management	Total	23	0	0	3	2	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0
	Median	80,000			30,000	27,476								135,000								
Business Development/Business Strategy	Total	33	0	0	3	3	0	0	0	4	1	0	1	0	0	2	0	0	0	0	0	0
	Median	104,000			70,000	65,000				105,000	198,000		300,000			172,500						
Business Systems/IT and Software	Total	10	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0
	Median	51,446								59,946	28,750											
Certification/Validation/Quality Assurance	Total	8	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
	Median	42,500										84,363								20,000		
Construction and Installation	Total	16	0	0	0	0	0	4	0	0	0	1	0	1	0	2	0	0	0	0	0	0
	Median	77,725						87,500				70,000		48,000		57,500						
Consultancy	Total	179	1	1	5	54	0	2	0	19	3	5	0	0	5	0	1	0	0	0	2	0
	Median	56,000	28,800	36,000	36,500	57,600		112,500		70,000	87,000	52,000			60,000		67,000				31,000	
Design	Total	200	0	1	10	18	0	28	0	5	0	2	0	0	0	5	0	0	6	1	0	0
	Median	48,675		60,000	44,000	53,500		70,106		48,000		85,000				52,691			40,000	20,000		
Education and Training	Total	2	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	Median	44,000							40,000													
Finance/Financial Services/Procurement and Supply	Total	6	0	0	1	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	Median	111,250			140,000						102,500											
Manufacture and Production	Total	149	1	1	46	0	1	0	1	0	0	25	0	0	0	3	2	0	15	0	1	0
	Median	54,000	34,000	38,395	64,585		38,000		67,000			39,000				33,000	30,960		33,500		59,000	
Marketing and Sales	Total	26	0	0	3	0	0	0	1	0	0	0	0	0	0	1	1	0	1	0	1	0
	Median	82,110			86,000				30,000							55,000	49,000		39,000		61,000	
Operations	Total	166	0	3	13	1	0	0	0	2	0	6	0	0	1	8	0	0	6	1	1	0
	Median	53,665		43,000	47,000	45,000				43,750		32,750			115,000	48,090			37,600	38,000	33,000	
Process Control/Process Design/Process Innovation/Process Development	Total	235	1	5	35	9	3	8	0	3	0	9	0	0	0	14	2	0	15	0	8	0
	Median	45,000	37,500	55,000	48,000	56,000	38,000	59,000		46,000		35,000				58,097	34,500		35,500		41,750	
Process Safety/Safety, Health and Environment	Total	119	0	0	16	12	3	3	0	0	1	1	0	1	2	7	2	1	0	0	0	0
	Median	62,500			62,000	47,150	54,000	99,000			147,000	60,000		65,000	42,500	69,240	42,800	75,000				
Project Management/General Administration/Management Services	Total	189	1	2	19	7	3	12	0	3	0	21	1	1	0	13	0	0	7	4	0	0
	Median	57,000	31,349	75,000	51,000	39,000	31,510	98,500		60,000		46,914	33,000	67,010		66,000			56,000	59,500		
Regulations/Regulatory Compliance	Total	23	0	0	4	1	0	0	0	1	0	0	0	0	2	0	0	0	0	0	0	0
	Median	56,700			71,500	27,000				68,000					52,850							
Research and Development	Total	89	1	5	7	2	7	0	1	2	0	15	1	0	0	2	1	0	6	3	0	0
	Median	48,000	30,000	41,000	53,000	25,000	74,500		38,000	51,250		62,000	80,000			83,500	50,000		36,318	40,100		
Risk Management	Total	29	0	0	0	5	0	1	0	3	10	0	0	0	0	1	0	0	0	0	0	0
	Median	90,000				107,122		87,500		109,000	86,500					50,000						
Other	Total	30	2	0	4	1	0	0	0	0	2	2	0	0	1	0	0	1	0	1	0	0
	Median	70,175	32,800		73,815	193,000					95,000	89,000			155,000			46,396		45,000		



Section D Classified by industry sector

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

		Total	Industry Sector																
			Nuclear/ Nuclear Decomm'g	Oil Production	Oil Refining	Paper	Petrochem	Pharma	Plastics	Power - Fossil	Power - Nuclear Generation	Power - Renewable	Proc Auto, Simul, Control	Proc Plant and Equip	Public Sector	Surface Chem/Paints	Waste Management	Water	Other
Academic Research and/or Teaching	Total	34	1	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1	
	Median	46,280	14,000					16,548								22,000		44,000	
Analysis/Intelligence Gathering	Total	19	3	2	2	0	2	1	0	1	0	0	0	0	0	0	1	0	
	Median	45,000	47,800	77,700	71,250		39,250	68,000		81,000							23,405		
Asset Management	Total	23	1	7	0	0	0	0	0	0	0	2	0	0	1	0	1	2	
	Median	80,000	34,985	125,000								132,500			94,000		162,000	37,500	
Business Development/Business Strategy	Total	33	1	6	2	0	3	0	0	1	0	0	0	0	0	1	1	3	
	Median	104,000	93,080	131,500	85,500		147,000			66,100				86,000		58,000	104,000	60,000	
Business Systems/IT and Software	Total	10	0	0	0	0	0	2	0	0	0	0	1	0	0	0	0	3	
	Median	51,446						75,000					52,500					50,000	
Certification/Validation/ Quality Assurance	Total	8	1	0	1	0	0	1	0	0	0	0	0	1	0	0	1	1	
	Median	42,500	38,000		54,000			27,000						47,000			58,000	34,000	
Construction and Installation	Total	16	0	2	0	0	0	3	0	0	0	0	0	0	0	0	2	1	
	Median	77,725		112,500				80,000									71,725	96,000	
Consultancy	Total	179	9	24	10	0	2	4	0	2	1	3	1	0	0	0	23	2	
	Median	56,000	63,000	67,975	87,300		62,125	46,000		47,250	105,000	28,900	27,000				37,600	79,250	
Design	Total	200	42	24	7	0	6	2	0	0	4	1	0	8	0	0	29	1	
	Median	48,675	45,716	57,300	52,000		51,590	73,000			49,250	28,000		55,500			36,500	49,302	
Education and Training	Total	2	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	
	Median	44,000											48,000						
Finance/Financial Services/ Procurement and Supply	Total	6	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Median	111,250		120,000	87,000														
Manufacture and Production	Total	149	1	2	12	2	7	20	3	0	0	1	0	0	0	1	1	2	
	Median	54,000	250,000	105,905	57,656	77,500	70,788	49,250	54,000			65,000				18,000	45,000	59,000	
Marketing and Sales	Total	26	0	0	10	1	1	1	0	0	0	0	1	2	0	0	2	0	
	Median	82,110			94,000	101,709	83,000	50,000					26,000	73,500			64,730		
Operations	Total	166	12	57	22	1	8	7	0	1	1	1	0	0	1	0	4	2	
	Median	53,665	45,999	60,000	53,250	62,000	53,963	35,800		30,000	80,000	50,000			67,188		46,500	47,500	
Process Control/Process Design/ Process Innovation/Process Development	Total	235	14	29	6	0	14	15	1	2	0	1	1	9	1	1	6	6	
	Median	45,000	40,000	56,000	49,480		46,698	40,980	29,500	53,000		28,500	76,000	49,500	44,000	33,344	40,444	38,500	
Process Safety/Safety, Health and Environment	Total	119	10	31	11	0	3	9	1	0	0	0	0	0	2	0	1	1	
	Median	62,500	52,388	68,000	70,000		70,000	57,326	48,327						50,250		70,000	31,500	
Project Management/General Administration/Management Services	Total	189	13	27	7	0	8	20	2	2	0	3	0	2	0	1	4	5	
	Median	57,000	55,000	93,000	69,000		68,500	50,550	39,125	46,934		80,000		42,905		33,000	58,000	32,100	
Regulations/Regulatory Compliance	Total	23	3	0	0	0	1	1	0	0	0	0	0	0	8	0	0	1	
	Median	56,700	69,000				160,000	24,000							46,750			90,000	
Research and Development	Total	89	5	2	0	0	6	14	1	1	1	0	0	1	1	0	0	3	
	Median	48,000	45,000	90,850			56,500	42,500	90,000	61,000	48,000			87,500	32,000		26,000	30,000	
Risk Management	Total	29	1	3	2	0	0	1	0	0	0	0	0	0	0	0	2	0	
	Median	90,000	56,000	90,000	106,500			33,000									72,500		
Other	Total	30	3	5	0	0	1	2	0	0	0	0	0	0	0	0	1	4	
	Median	70,175	74,682	62,000			96,072	36,000									39,300	76,500	

Section E



Classified by type of work





Section E Classified by type of work

SECTION E/TABLE 1: EMPLOYMENT STATUS

		Total	Type of Work																				
			Academic	Analysis/ Intelligence	Asset Mgt	Bus Dvt/ Bus Strategy	Bus Systems/IT	Cert/Qual Assurance	Construction	Consultancy	Design	Education and Training	Finance	Manufacturing	Marketing and Sales	Operations	Proc Control/ Design/Dvt	Proc Safety/ Health and Environ	Proj Mgt/ Admin/Mgt Services	Regulatory	R&D	Risk Mgt	Other
Total	Total	1585	34	19	23	33	10	8	16	179	200	2	6	149	26	166	235	119	189	23	89	29	30
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Full time	Total	1535	33	19	23	33	10	7	15	165	196	2	6	145	25	162	230	115	184	22	86	29	28
	%	97%	97%	100%	100%	100%	100%	88%	94%	92%	98%	100%	100%	97%	96%	98%	98%	97%	97%	96%	97%	100%	93%
Part time	Total	50	1	0	0	0	0	1	1	14	4	0	0	4	1	4	5	4	5	1	3	0	2
	%	3%	3%	0%	0%	0%	0%	13%	6%	8%	2%	0%	0%	3%	4%	2%	2%	3%	3%	4%	3%	0%	7%



Section E Classified by type of work

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

	Total	Type of Work																				
		Academic	Analysis/ Intelligence	Asset Mgt	Bus Dvt/ Bus Strategy	Bus Systems/IT	Cert/Qual Assurance	Construction	Consultancy	Design	Education and Training	Finance	Manufacturing	Marketing and Sales	Operations	Proc Control/ Design/Dvt	Proc Safety/ Health and Environ	Proj Mgt/ Admin/Mgt Services	Regulatory	R&D	Risk Mgt	Other
Total	1585	34	19	23	33	10	8	16	179	200	2	6	149	26	166	235	119	189	23	89	29	30
<£16K	6	2	0	0	0	0	0	0	2	0	0	0	0	0	0	1	0	0	0	1	0	0
>=£16K and <£17K	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
>=£17K and <£18K	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£18K and <£19K	3	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	1	0	0
>=£19K and <£20K	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	
>=£20K and <£21K	3	0	0	0	0	0	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	
>=£21K and <£22K	3	0	0	0	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	
>=£22K and <£23K	5	1	0	0	0	0	0	0	0	2	0	0	2	0	0	0	0	0	0	0	0	
>=£23K and <£24K	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	
>=£24K and <£25K	12	0	0	0	0	0	0	0	1	1	0	0	1	0	1	4	0	2	1	1	0	
>=£25K and <£26K	11	0	0	0	0	0	0	0	2	1	0	0	2	0	0	3	1	2	0	0	0	
>=£26K and <£27K	19	0	0	1	0	0	0	0	2	3	0	0	3	1	1	3	0	4	0	1	0	
>=£27K and <£28K	21	0	0	0	0	0	1	0	4	2	0	0	2	0	0	5	1	3	1	1	0	
>=£28K and <£29K	27	1	0	2	0	0	0	0	5	5	0	0	0	0	3	7	0	1	0	2	0	
>=£29K and <£30K	16	0	1	1	0	0	0	0	3	1	0	0	3	0	1	1	4	1	0	0	0	
>=£30K and <£31K	42	0	0	1	0	0	0	0	6	6	0	0	6	1	4	10	2	2	0	4	0	
>=£31K and <£32K	29	1	0	0	0	0	0	0	3	3	0	0	3	0	2	4	3	7	0	3	0	
>=£32K and <£33K	29	0	0	0	0	0	0	0	4	0	0	0	4	0	3	10	0	5	0	3	0	
>=£33K and <£34K	21	0	0	0	0	0	0	0	4	5	0	0	2	0	1	3	1	3	0	1	0	
>=£34K and <£35K	26	0	0	1	1	0	1	0	1	7	0	0	3	0	4	3	2	2	1	0	0	
>=£35K and <£36K	31	2	1	0	0	0	0	0	6	4	0	0	2	0	4	7	0	2	0	2	0	
>=£36K and <£37K	27	0	0	0	1	1	0	1	6	4	0	0	1	0	2	4	2	2	0	3	0	
>=£37K and <£38K	28	0	1	0	0	0	0	0	2	4	0	0	3	1	3	10	1	2	0	1	0	
>=£38K and <£39K	29	0	2	0	0	0	1	1	6	0	0	0	6	0	5	2	0	3	0	2	0	
>=£39K and <£40K	21	2	0	0	0	0	0	0	1	3	0	0	1	1	1	3	1	4	1	2	0	
>=£40K and <£45K	142	5	3	0	0	0	0	0	13	27	1	0	9	0	15	32	13	12	1	9	1	
>=£45K and <£50K	136	4	2	2	1	0	1	1	9	21	1	0	14	1	19	21	8	14	6	9	0	
>=£50K and <£55K	108	3	0	0	1	5	1	0	7	15	0	0	10	1	18	10	7	14	0	8	5	
>=£55K and <£60K	107	4	1	0	1	0	1	1	8	10	0	0	12	2	21	15	10	17	1	2	1	
>=£60K and <£65K	78	2	1	1	2	0	0	0	8	14	0	0	7	2	8	10	5	10	1	4	1	
>=£65K and <£70K	87	0	1	1	2	1	0	1	6	12	0	0	8	2	9	13	10	10	3	5	1	
>=£70K and <£75K	76	0	0	1	1	0	0	2	8	10	0	0	7	0	7	11	16	6	1	4	0	
>=£75K and <£80K	53	0	1	0	0	1	0	2	8	4	0	0	4	0	2	8	6	11	1	2	0	
>=£80K and <£85K	63	4	2	1	2	0	1	1	5	6	0	0	6	2	7	6	5	8	0	3	1	
>=£85K and <£90K	45	0	1	0	1	0	0	1	7	7	0	1	3	2	5	5	2	3	1	5	1	
>=£90K and <£95K	36	0	0	1	1	0	0	0	2	6	0	0	1	2	1	6	3	7	2	1	3	
>=£95K and <£100K	28	0	0	0	0	1	0	1	4	2	0	1	1	1	1	2	5	7	0	1	0	
>=£100K and <£105K	26	0	0	0	3	0	0	1	4	1	0	1	1	1	2	4	3	2	0	1	2	
>=£105K and <£110K	28	0	0	0	2	0	0	1	5	2	0	0	2	0	1	3	0	6	0	2	2	
>=£110K and <£115K	22	0	0	0	0	0	0	0	5	3	0	0	1	2	0	1	2	3	0	2	3	
>=£115K and <£120K	14	0	1	1	1	0	0	0	3	0	0	0	2	0	2	1	0	3	0	0	0	
>=£120K and <£125K	21	0	0	1	1	0	0	0	5	0	0	1	4	2	0	1	2	3	0	0	1	
>=£125K and <£130K	9	0	0	1	1	0	0	0	2	2	0	0	1	0	1	0	0	1	0	0	0	
>=£130K and <£135K	12	0	0	0	0	0	0	0	1	2	0	1	1	0	3	0	0	2	0	0	1	
>=£135K and <£140K	7	0	0	1	1	0	0	0	0	1	0	0	0	0	0	0	1	1	0	0	1	
>=£140K and <£145K	15	0	0	1	1	0	0	2	3	1	0	1	1	0	1	1	1	1	0	0	1	
>=£145K and <£150K	6	0	0	0	1	0	0	0	0	0	0	0	2	0	1	1	1	0	0	0	0	
>=£150K and <£200K	37	2	0	4	5	0	0	0	7	0	0	0	2	2	6	0	1	1	2	2	0	
>=£200K and <£250K	3	0	0	0	1	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	
>=£250K	11	0	0	1	2	0	0	0	1	0	0	0	3	0	0	0	0	2	0	0	1	
Total	1585	34	19	23	33	10	8	16	179	200	2	6	149	26	166	235	119	189	23	89	29	30
Mean	66,468	55,161	55,685	100,247	115,633	55,489	45,295	80,216	66,883	55,672	44,000	112,813	87,569	81,194	60,978	52,047	65,148	65,918	65,797	56,042	93,375	109,767
Median	54,000	46,280	45,000	80,000	104,000	51,446	42,500	77,725	56,000	48,675	44,000	111,250	54,000	82,110	53,665	45,000	62,500	57,000	56,700	48,000	90,000	70,175
1st Decile	30,000	23,800	33,960	29,130	53,200	34,950	24,900	43,000	29,000	30,000	40,800	92,188	30,000	38,000	33,500	28,640	33,800	31,508	35,416	30,000	50,400	38,240
9th Decile	109,000	82,000	83,740	160,200	193,600	77,400	65,909	122,500	120,000	89,550	47,200	135,000	120,000	121,058	98,000	85,000	98,200	105,780	90,000	89,200	132,600	158,000



Section E Classified by type of work

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

		Total	Type of Work																				
			Academic	Analysis/ Intelligence	Asset Mgt	Bus Dvt/ Bus Strategy	Bus Systems/IT	Cert/Qual Assurance	Construction	Consultancy	Design	Education and Training	Finance	Manufacturing	Marketing and Sales	Operations	Proc Control/ Design/Dvt	Proc Safety/ Health and Environ	Proj Mgt/ Admin/Mgt Services	Regulatory	R&D	Risk Mgt	Other
Defined Benefit Pension/ Company Final Salary Scheme	Total	1585	34	19	23	33	10	8	16	179	200	2	6	149	26	166	235	119	189	23	89	29	30
	Total	381	16	3	9	12	0	1	2	25	29	1	1	40	6	37	57	31	52	11	30	4	14
	%	24%	47%	16%	39%	36%	0%	13%	13%	14%	15%	50%	17%	27%	23%	22%	24%	26%	28%	48%	34%	14%	47%
Defined Contribution Pension/ Company Money Purchase Scheme	Total	1076	14	15	11	17	9	6	10	128	151	0	4	104	18	122	163	78	120	12	56	24	14
	%	68%	41%	79%	48%	52%	90%	75%	63%	72%	76%	0%	67%	70%	69%	73%	69%	66%	63%	52%	63%	83%	47%
	Total	51	1	0	2	2	1	0	2	7	7	0	1	2	2	4	5	3	8	0	2	1	1
Non-contributory Pension	%	3%	3%	0%	9%	6%	10%	0%	13%	4%	4%	0%	17%	1%	8%	2%	2%	3%	4%	0%	2%	3%	3%
No Pension Benefits	Total	77	3	1	1	2	0	1	2	19	13	1	0	3	0	3	10	7	9	0	1	0	1
	%	5%	9%	5%	4%	6%	0%	13%	13%	11%	7%	50%	0%	2%	0%	2%	4%	6%	5%	0%	1%	0%	3%
Health Insurance	Total	973	0	12	17	23	6	3	9	95	103	1	6	124	16	117	132	74	128	6	57	22	22
	%	61%	0%	63%	74%	70%	60%	38%	56%	53%	52%	50%	100%	83%	62%	70%	56%	62%	68%	26%	64%	76%	73%
Dental Insurance	Total	211	0	5	5	3	2	0	1	25	15	0	5	21	5	32	36	16	23	1	9	4	3
	%	13%	0%	26%	22%	9%	20%	0%	6%	14%	8%	0%	83%	14%	19%	19%	15%	13%	12%	4%	10%	14%	10%
Car or Car Allowance	Total	440	0	6	8	17	2	3	10	47	38	0	4	50	15	37	50	29	67	10	23	14	10
	%	28%	0%	32%	35%	52%	20%	38%	63%	26%	19%	0%	67%	34%	58%	22%	21%	24%	35%	43%	26%	48%	33%
Company Share Scheme	Total	428	0	10	10	16	4	3	2	25	32	0	3	54	10	59	59	37	55	1	28	11	9
	%	27%	0%	53%	43%	48%	40%	38%	13%	14%	16%	0%	50%	36%	38%	36%	25%	31%	29%	4%	31%	38%	30%
Life Insurance	Total	595	2	6	9	17	5	1	7	62	67	0	5	56	14	78	74	49	70	7	32	18	16
	%	38%	6%	32%	39%	52%	50%	13%	44%	35%	34%	0%	83%	38%	54%	47%	31%	41%	37%	30%	36%	62%	53%
Loans	Total	58	1	2	1	1	1	0	0	7	8	0	0	4	0	13	6	5	4	0	3	0	2
	%	4%	3%	11%	4%	3%	10%	0%	0%	4%	4%	0%	0%	3%	0%	8%	3%	4%	2%	0%	3%	0%	7%
IChemE Membership Fees	Total	1220	5	14	20	21	6	5	10	144	161	1	4	117	14	134	183	100	146	18	68	25	24
	%	77%	15%	74%	87%	64%	60%	63%	63%	80%	81%	50%	67%	79%	54%	81%	78%	84%	77%	78%	76%	86%	80%
Other Professional Membership Fees	Total	249	2	3	5	4	2	1	2	33	29	0	2	14	1	16	28	29	40	3	13	16	6
	%	16%	6%	16%	22%	12%	20%	13%	13%	18%	15%	0%	33%	9%	4%	10%	12%	24%	21%	13%	15%	55%	20%
Childcare	Total	150	1	3	2	5	2	0	0	15	22	0	1	16	4	20	16	8	19	2	10	4	0
	%	9%	3%	16%	9%	15%	20%	0%	0%	8%	11%	0%	17%	11%	15%	12%	7%	7%	10%	9%	11%	14%	0%
Flexible Working	Total	630	13	12	12	12	4	4	3	92	90	1	4	47	9	63	75	45	64	12	44	13	11
	%	40%	38%	63%	52%	36%	40%	50%	19%	51%	45%	50%	67%	32%	35%	38%	32%	38%	34%	52%	49%	45%	37%
Discount Schemes	Total	524	9	7	12	6	6	2	3	40	51	0	3	60	5	69	82	46	60	8	30	13	12
	%	33%	26%	37%	52%	18%	60%	25%	19%	22%	26%	0%	50%	40%	19%	42%	35%	39%	32%	35%	34%	45%	40%
Enhanced Maternity/Paternity Packages	Total	184	3	7	2	2	1	0	1	14	16	0	1	18	3	31	20	11	23	4	17	7	3
	%	12%	9%	37%	9%	6%	10%	0%	6%	8%	8%	0%	17%	12%	12%	19%	9%	9%	12%	17%	19%	24%	10%
Bonus Scheme or Performance-related Pay	Total	971	4	15	19	22	8	5	8	90	83	0	6	118	19	125	139	73	115	11	68	22	21
	%	61%	12%	79%	83%	67%	80%	63%	50%	50%	42%	0%	100%	79%	73%	75%	59%	61%	61%	48%	76%	76%	70%
No Benefits in Kind	Total	87	13	1	0	2	0	1	3	15	15	1	0	3	1	2	15	6	5	0	4	0	0
	%	5%	38%	5%	0%	6%	0%	13%	19%	8%	8%	50%	0%	2%	4%	1%	6%	5%	3%	0%	4%	0%	0%
Other	Total	31	2	1	0	2	1	0	0	0	3	0	0	3	1	5	4	2	5	0	0	2	0
	%	2%	6%	5%	0%	6%	10%	0%	0%	0%	2%	0%	0%	2%	4%	3%	2%	2%	3%	0%	0%	7%	0%



Section E Classified by type of work

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

		Total	Type of Work																				
			Academic	Analysis/ Intelligence	Asset Mgt	Bus Dvt/ Bus Strategy	Bus Systems/IT	Cert/Qual Assurance	Construction	Consultancy	Design	Education and Training	Finance	Manufacturing	Marketing and Sales	Operations	Proc Control/ Design/Dvt	Proc Safety/ Health and Environ	Proj Mgt/ Admin/Mgt Services	Regulatory	R&D	Risk Mgt	Other
Chartered Members	Total	850	17	5	14	24	4	3	12	101	109	0	5	72	19	77	103	72	110	17	44	20	22
	Mean	85,595	75,636	71,160	135,286	130,213	73,625	65,454	81,288	81,887	68,386		115,900	134,107	85,408	76,907	68,844	76,968	80,974	75,774	72,784	105,919	135,241
	Median	70,000	58,000	81,000	130,000	112,500	71,500	58,000	79,225	75,000	64,800		120,000	71,394	83,000	66,000	66,000	70,000	72,500	68,000	69,440	101,500	78,140
	1st Decile	45,288	47,400	49,900	65,800	64,630	57,150	54,800	49,700	38,000	41,200		93,200	46,000	47,000	47,360	45,000	50,220	45,761	46,639	45,494	55,700	53,360
	9th Decile	126,072	121,800	85,620	178,100	220,400	91,800	79,090	104,500	125,000	100,134		136,000	139,900	128,292	130,280	100,000	100,980	116,175	118,000	105,600	135,500	182,000
Non-Chartered Members	Total	735	17	14	9	9	6	5	4	78	91	2	1	77	7	89	132	47	79	6	45	9	8
	Mean	44,349	34,685	50,158	45,742	76,756	43,399	33,200	77,000	47,454	40,443	44,000	97,375	44,053	69,757	47,197	38,940	47,042	44,954	37,530	39,673	65,500	39,712
	Median	39,500	39,000	43,750	30,000	65,000	50,000	34,000	66,000	36,500	39,500	44,000	97,375	38,200	61,000	43,500	36,000	40,596	39,000	39,089	38,000	54,000	41,650
	1st Decile	27,000	15,929	31,360	27,600	35,620	28,750	22,800	41,700	27,675	27,000	40,800	97,375	26,800	28,400	30,000	26,050	29,367	27,000	25,500	26,720	38,600	27,700
	9th Decile	67,360	46,136	75,557	76,680	119,000	51,446	43,400	121,100	79,187	54,000	47,200	97,375	60,800	114,780	62,600	55,000	71,248	67,200	48,000	52,800	94,000	48,377
Male	Total	1253	28	13	20	30	8	5	10	132	152	2	6	116	20	133	199	97	148	20	59	27	28
	Mean	70,747	56,684	59,817	109,885	118,907	58,549	46,073	88,645	72,267	58,997	44,000	112,813	100,873	81,792	62,115	53,560	66,674	68,027	68,097	62,833	96,403	114,107
	Median	57,350	48,000	55,000	106,500	105,000	52,196	38,000	79,225	64,400	53,800	44,000	111,250	58,000	84,500	53,404	46,800	65,000	58,050	58,850	53,000	90,000	72,841
	1st Decile	31,250	20,364	37,520	29,752	51,400	41,300	29,800	54,300	30,805	30,319	40,800	92,188	30,000	38,800	34,200	28,680	35,448	31,490	43,347	32,000	50,300	37,520
	9th Decile	114,977	82,000	86,560	164,300	201,200	82,200	69,418	140,000	120,900	91,800	47,200	135,000	125,000	120,212	107,440	88,056	99,400	109,260	97,000	101,600	133,200	164,000
Female	Total	332	6	6	3	3	2	3	6	47	48	0	0	33	6	33	36	22	41	3	30	2	2
	Mean	50,321	48,050	46,733	35,995	82,900	43,250	44,000	66,167	51,760	45,142			40,803	79,201	56,395	43,684	58,421	58,306	50,467	42,688	52,500	49,000
	Median	43,000	44,030	44,500	34,985	83,700	43,250	54,000	71,000	36,500	42,000			37,500	61,602	53,925	41,910	55,500	51,000	34,400	39,000	52,500	49,000
	1st Decile	29,052	31,775	32,400	27,797	68,740	37,850	26,800	37,000	27,994	29,505			29,494	39,500	30,000	28,500	31,050	32,500	28,480	25,850	52,100	45,800
	9th Decile	83,970	68,346	63,298	44,597	96,740	48,650	57,200	90,500	105,000	59,300			59,000	136,500	78,880	65,400	83,495	95,000	78,880	67,750	52,900	52,200



Section E Classified by type of work

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

		Total	Type of Work																				
			Academic	Analysis/ Intelligence	Asset Mgt	Bus Dvt/ Bus Strategy	Bus Systems/IT	Cert/Qual Assurance	Construction	Consultancy	Design	Education and Training	Finance	Manufacturing	Marketing and Sales	Operations	Proc Control/ Design/Dvt	Proc Safety/ Health and Environ	Proj Mgt/ Admin/Mgt Services	Regulatory	R&D	Risk Mgt	Other
Doctorate	Total	132	27	1	3	2	3	0	0	12	8	0	0	7	0	7	16	6	10	0	24	1	5
	Mean	66,014	62,182	68,000	77,000	67,000	67,500			72,037	69,700			63,857		65,531	53,858	90,022	63,666		67,856	69,252	67,056
	Median	57,929	51,000	68,000	65,000	67,000	52,500			53,900	69,300			54,000		63,000	52,750	77,000	58,625		51,000	69,252	74,682
	1st Decile	36,320	38,215	68,000	50,600	64,600	51,300			35,274	63,800			46,800		38,800	34,250	62,250	34,750		35,842	69,252	48,360
	9th Decile	104,400	82,400	68,000	108,200	69,400	89,700			79,884	75,900			86,400		91,520	72,350	130,817	96,700		113,400	69,252	79,800
Master's	Total	982	7	15	11	18	4	7	8	108	144	0	2	89	14	124	154	76	114	10	44	20	13
	Mean	55,968	28,078	55,854	60,934	105,772	43,875	44,052	76,806	58,350	53,091		94,750	46,756	70,604	55,880	48,275	60,668	55,927	58,396	46,602	94,656	83,848
	Median	46,448	22,000	44,000	34,985	93,000	43,250	38,000	77,725	43,000	46,550		94,750	40,300	62,663	49,635	41,511	56,410	47,500	48,000	40,500	90,000	62,000
	1st Decile	29,367	14,600	35,960	28,000	43,000	25,650	24,200	37,400	28,607	30,392		88,550	27,000	32,100	32,088	28,630	31,250	30,180	26,700	29,020	49,450	40,240
	9th Decile	94,830	48,200	85,620	150,000	171,400	62,600	68,545	115,500	110,600	83,790		100,950	67,600	104,000	86,473	75,700	94,184	84,850	78,100	73,060	135,500	169,800
Bachelor's	Total	440	0	3	8	11	3	1	7	53	48	2	2	46	11	32	64	36	63	12	20	6	12
	Mean	87,026		50,735	160,125	118,000	58,964	54,000	85,571	82,892	61,077	44,000	125,000	163,619	94,235	73,203	60,077	69,631	84,384	69,948	61,887	91,500	155,642
	Median	70,000		47,800	137,500	120,000	51,891	54,000	80,000	75,000	58,000	44,000	125,000	75,000	98,000	69,500	60,000	69,000	75,000	64,500	64,000	92,000	70,175
	1st Decile	35,000		28,284	86,800	65,000	50,378	54,000	58,200	38,600	28,000	40,800	121,000	49,500	61,000	38,250	27,900	41,000	40,280	46,523	27,378	65,500	36,000
	9th Decile	125,000		74,360	240,500	156,920	70,378	54,000	116,000	125,000	92,900	47,200	129,000	145,000	122,115	113,700	92,700	97,000	122,400	89,650	86,400	117,000	153,200
Master of Business Administration	Total	30	0	0	1	2	0	0	1	5	0	0	2	7	1	3	1	1	2	1	1	2	0
	Mean	110,493			123,400	240,000			70,000	68,100			118,688	130,429	86,000	130,667	90,000	95,000	65,000	90,000	71,000	98,250	
	Median	90,000			123,400	240,000			70,000	70,000			118,688	120,000	86,000	160,000	90,000	95,000	65,000	90,000	71,000	98,250	
	1st Decile	64,350			123,400	232,000			70,000	49,800			101,638	61,600	86,000	89,600	90,000	95,000	65,000	90,000	71,000	71,250	
	9th Decile	200,300			123,400	248,000			70,000	84,000			135,738	218,200	86,000	160,000	90,000	95,000	65,000	90,000	71,000	125,250	
Non-graduate	Total	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean	72,000								72,000													
	Median	72,000								72,000													
	1st Decile	72,000								72,000													
	9th Decile	72,000								72,000													



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																				
			Academic	Analysis/ Intelligence	Asset Mgt	Bus Dvt/ Bus Strategy	Bus Systems/IT	Cert/Qual Assurance	Construction	Consultancy	Design	Education and Training	Finance	Manufacturing	Marketing and Sales	Operations	Proc Control/ Design/Dvt	Proc Safety/ Health and Environ	Proj Mgt/ Admin/Mgt Services	Regulatory	R&D	Rsk Mgt	Other
Chairman/Managing Director/Chief Executive/ Vice Chancellor/Vice President	Total	23	1	0	4	2	0	0	0	1	0	0	0	4	2	0	0	4	0	2	1	2	
	Mean	360,853	180,000		132,750	265,000				78,500				1,073,250	142,500				211,250		160,000	107,122	565,000
	Median	162,000	180,000		137,500	265,000				78,500				272,500	142,500				177,500		160,000	107,122	565,000
	1st Decile	96,200	180,000		106,300	237,000				78,500				248,600	116,500				94,500		160,000	107,122	217,000
	9th Decile	380,000	180,000		155,400	293,000				78,500				2,538,500	168,500				355,000		160,000	107,122	913,000
Senior Manager/Director/Dean/Head of Department	Total	164	4	0	6	8	1	0	5	13	11	0	2	26	4	15	11	8	21	2	12	6	9
	Mean	109,438	108,000		171,500	151,510	99,000		90,000	120,077	96,889		113,500	107,898	114,511	110,762	88,418	89,506	98,109	125,000	89,692	142,750	112,817
	Median	100,000	82,500		137,500	142,500	99,000		70,000	112,000	92,000		113,500	104,500	111,912	101,000	82,500	81,550	98,000	125,000	88,250	120,500	107,000
	1st Decile	69,300	82,000		99,500	101,424	99,000		67,000	76,600	72,000		92,300	71,000	87,366	66,475	68,000	73,200	68,230	97,000	74,800	90,250	67,466
	9th Decile	160,000	154,400		277,500	213,600	99,000		126,000	174,800	130,000		134,700	143,000	143,735	160,000	108,000	108,500	130,000	153,000	108,000	217,500	186,600
Manager/Site Manager/Project Manager/ Associate Professor/Professor/Principal Engineer	Total	275	5	0	1	9	2	1	3	33	37	0	2	25	6	20	31	17	53	6	17	5	2
	Mean	78,582	60,710		153,000	100,900	71,500	58,000	70,817	79,935	73,269		125,000	64,900	72,701	87,245	82,039	88,311	76,912	83,417	66,405	104,000	79,640
	Median	72,000	57,857		153,000	86,000	71,500	58,000	78,450	70,000	72,000		125,000	60,000	72,102	81,400	78,800	86,000	71,060	68,500	67,000	103,000	79,640
	1st Decile	52,700	53,815		153,000	65,680	68,700	58,000	46,090	46,880	52,000		121,000	47,000	52,000	53,940	60,435	63,130	56,200	58,500	50,300	71,800	78,552
	9th Decile	117,050	71,200		153,000	147,600	74,300	58,000	92,490	124,200	95,640		129,000	82,640	94,000	141,816	106,000	116,780	113,640	123,250	77,600	133,600	80,728
Senior Engineer/Senior Lecturer	Total	218	5	2	2	2	1	1	1	13	46	0	0	13	4	23	42	25	14	4	9	6	5
	Mean	62,858	53,453	75,750	67,000	76,000	52,500	54,000	85,000	60,549	60,172			57,796	75,094	64,153	61,161	70,823	56,829	61,995	57,478	83,500	64,655
	Median	60,000	56,000	75,750	67,000	76,000	52,500	54,000	85,000	55,000	57,500			55,000	74,000	59,880	61,000	65,000	55,000	66,750	53,000	86,500	69,350
	1st Decile	43,765	45,600	66,350	64,600	56,800	52,500	54,000	85,000	41,280	41,505			39,200	64,622	47,200	45,117	49,127	45,138	45,936	43,200	54,000	55,544
	9th Decile	85,000	59,389	85,150	69,400	95,200	52,500	54,000	85,000	94,325	82,500			78,958	86,441	80,088	77,850	100,480	71,800	74,250	83,968	110,000	70,340
Engineer/Supervised Team Member/Lecturer	Total	88	2	2	0	1	0	0	1	6	10	0	0	4	3	17	17	10	12	0	2	0	1
	Mean	50,907	51,500	60,750		46,000			80,000	35,833	44,475			45,877	47,707	53,469	47,432	64,963	53,132		44,000		52,400
	Median	47,498	51,500	60,750		46,000			80,000	36,150	41,425			47,000	39,000	54,000	46,000	67,500	47,000		44,000		52,400
	1st Decile	37,000	43,100	44,550		46,000			80,000	31,750	36,470			39,706	37,400	41,800	39,600	56,318	41,300		38,400		52,400
	9th Decile	68,000	59,900	76,950		46,000			80,000	39,600	51,082			51,150	61,498	63,800	59,800	72,610	72,890		49,600		52,400
Engineering Technician	Total	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	Mean	65,000															65,000						
	Median	65,000															65,000						
	1st Decile	65,000															65,000						
	9th Decile	65,000															65,000						
Postdoctoral	Total	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0
	Mean	36,000																			36,000		
	Median	36,000																			36,000		
	1st Decile	35,600																			35,600		
	9th Decile	36,400																			36,400		
Graduate in Training/Engineer in Training/ Postgraduate or Doctoral Student in Training	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																						
	Median																						
	1st Decile																						
	9th Decile																						
Intern/Undergraduate Student Placement/Apprentice	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																						
	Median																						
	1st Decile																						
	9th Decile																						
Consultant/Contractor	Total	66	0	1	1	1	0	1	2	35	5	0	0	0	0	1	2	8	6	0	0	1	2
	Mean	85,579		82,800	47,000	120,000		84,363	74,000	85,459	92,944					66,000	100,000	81,209	82,058		69,252	116,500	
	Median	81,400		82,800	47,000	120,000		84,363	74,000	84,000	109,000					66,000	100,000	70,000	88,675		69,252	116,500	
	1st Decile	43,150		82,800	47,000	120,000		84,363	53,200	40,800	44,800					66,000	68,000	43,690	43,500		69,252	85,700	
	9th Decile	123,000		82,800	47,000	120,000		84,363	94,800	118,000	126,432					66,000	132,000	121,558	114,000		69,252	147,300	
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	5	0	0	0
	Mean	58,239																59,000		57,935			
	Median	49,742																59,000		49,742			
	1st Decile	46,300																48,600		46,593			
	9th Decile	79,200																69,400		76,680			
Other	Total	6	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	2	0	0	0	1	1
	Mean	87,070				156,920							102,500					68,250				64,500	62,000
	Median	69,750				156,920							102,500					68,250				64,500	62,000
	1st Decile	61,750				156,920							102,500					62,850				64,500	62,000
	9th Decile	129,710				156,920							102,500					73,650				64,500	62,000



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																				
			Academic	Analysis/ Intelligence	Asset Mgt	Bus Dvt/ Bus Strategy	Bus Systems/IT	Cert/Qual Assurance	Construction	Consultancy	Design	Education and Training	Finance	Manufacturing	Marketing and Sales	Operations	Proc Control/ Design/Dvt	Proc Safety/ Health and Environ	Proj Mgt/ Admin/Mgt Services	Regulatory	R&D	Risk Mgt	Other
Chairman/Managing Director/Chief Executive/ Vice Chancellor/Vice President	Total	3	0	0	0	1	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
	Mean	98,000				104,000				75,000						115,000							
	Median	104,000				104,000				75,000						115,000							
	1st Decile	80,800				104,000				75,000						115,000							
	9th Decile	112,800				104,000				75,000						115,000							
Senior Manager/Director/Dean/Head of Department	Total	27	0	0	1	4	0	0	0	4	1	0	1	4	2	3	2	1	2	0	1	1	0
	Mean	97,867			123,400	98,425				126,689	67,600		97,375	100,210	86,150	105,783	74,000	80,000	74,550		76,000	110,000	
	Median	92,405			123,400	99,350				126,250	67,600		97,375	94,420	86,150	80,000	74,000	80,000	74,550		76,000	110,000	
	1st Decile	60,600			123,400	67,110				98,284	67,600		97,375	67,300	66,030	71,480	58,800	80,000	61,390		76,000	110,000	
	9th Decile	142,300			123,400	129,000				155,444	67,600		97,375	137,752	106,270	150,400	89,200	80,000	87,710		76,000	110,000	
Manager/Site Manager/Project Manager/ Associate Professor/Professor/Principal Engineer	Total	70	0	2	1	2	0	0	2	4	2	1	0	15	3	12	5	6	11	0	2	2	0
	Mean	64,530		73,398	65,000	61,500			108,500	63,160	64,500	48,000		59,521	86,667	48,640	77,830	75,513	59,450		81,500	70,000	
	Median	57,656		73,398	65,000	61,500			108,500	69,320	64,500	48,000		54,000	90,000	50,000	82,870	70,040	56,000		81,500	70,000	
	1st Decile	39,750		69,080	65,000	58,700			83,300	41,740	60,100	48,000		45,000	58,000	35,000	61,512	54,500	33,000		57,100	54,000	
	9th Decile	90,000		77,716	65,000	64,300			133,700	79,652	68,900	48,000		67,200	114,000	57,900	90,000	102,000	83,000		105,900	86,000	
Senior Engineer/Senior Lecturer	Total	93	2	2	0	0	3	1	0	9	17	0	0	4	0	5	17	8	8	1	11	2	3
	Mean	49,511	42,280	42,600			50,964	47,000		63,769	47,571			48,075		59,060	48,022	55,739	46,942	49,000	41,082	45,250	45,132
	Median	46,225	42,280	42,600			51,000	47,000		56,000	46,000			48,500		54,000	45,000	55,750	44,650	49,000	41,000	45,250	45,000
	1st Decile	37,080	39,656	38,440			50,200	47,000		43,400	36,800			41,710		45,600	33,000	38,924	42,582	49,000	30,000	41,050	44,200
	9th Decile	68,600	44,904	46,760			51,713	47,000		106,400	60,000			54,100		74,400	64,540	73,000	54,240	49,000	49,500	49,450	46,117
Engineer/Supervised Team Member/Lecturer	Total	292	9	3	2	0	0	3	1	26	44	0	0	33	0	42	61	14	34	0	16	2	2
	Mean	39,937	42,060	47,500	37,750			30,667	55,000	35,704	39,851			39,041		45,242	36,994	42,173	39,117		39,662	81,000	37,150
	Median	39,000	42,500	44,000	37,750			34,000	55,000	35,000	40,700			38,000		44,999	36,000	40,661	36,700		39,900	81,000	37,150
	1st Decile	30,010	35,540	43,600	31,550			22,800	55,000	28,700	30,195			29,494		36,162	30,000	31,627	31,627		31,000	81,000	35,430
	9th Decile	51,000	47,400	52,800	43,950			37,200	55,000	43,250	46,600			55,382		55,000	44,833	51,550	51,000		47,000	81,000	38,870
Engineering Technician	Total	11	1	2	0	0	0	0	0	0	0	0	0	0	0	3	3	1	0	0	1	0	0
	Mean	35,988	28,000	30,959												39,286	38,363	55,000			18,000		
	Median	30,000	28,000	30,959												30,000	43,888	55,000			18,000		
	1st Decile	21,200	28,000	24,916												28,400	25,738	55,000			18,000		
	9th Decile	55,000	28,000	37,002												53,887	48,778	55,000			18,000		
Postdoctoral	Total	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
	Mean	35,550	31,000																		40,100		
	Median	35,550	31,000																		40,100		
	1st Decile	31,910	31,000																		40,100		
	9th Decile	39,190	31,000																		40,100		
Graduate in Training/Engineer in Training/ Postgraduate or Doctoral Student in Training	Total	161	2	1	5	2	0	1	1	19	21	0	0	18	1	16	34	11	15	2	11	1	0
	Mean	30,245	18,500	29,800	29,556	35,050		27,000	36,000	29,974	28,876			29,431	26,000	31,637	31,443	31,781	30,644	25,500	29,243	33,000	
	Median	30,000	18,500	29,800	28,952	35,050		27,000	36,000	29,000	28,000			30,000	26,000	31,897	30,000	30,000	28,000	25,500	31,500	33,000	
	1st Decile	24,487	15,700	29,800	26,800	34,290		27,000	36,000	25,970	24,000			22,000	26,000	25,244	24,650	27,500	26,000	24,300	23,575	33,000	
	9th Decile	37,500	21,300	29,800	32,927	35,810		27,000	36,000	33,880	35,000			34,300	26,000	38,384	39,530	40,596	40,457	26,700	32,000	33,000	
Intern/Undergraduate Student Placement/Apprentice	Total	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
	Mean	26,000																			26,000		
	Median	26,000																			26,000		
	1st Decile	26,000																			26,000		
	9th Decile	26,000																			26,000		
Consultant/Contractor	Total	23	0	1	0	0	0	0	0	10	1	0	0	0	0	1	1	4	3	0	0	1	1
	Mean	53,197		38,000						41,925	83,000					45,000	85,000	37,820	98,333			54,000	53,000
	Median	42,000		38,000						39,375	83,000					45,000	85,000	38,390	85,000			54,000	53,000
	1st Decile	35,300		38,000						34,200	83,000					45,000	85,000	35,134	81,000			54,000	53,000
	9th Decile	84,600		38,000						48,000	83,000					45,000	85,000	40,050	121,000			54,000	53,000
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	4	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	2	0	0	0
	Mean	36,919												38,000				31,500		39,089			
	Median	36,200												38,000				31,500		39,089			
	1st Decile	32,370												38,000				31,500		35,338			
	9th Decile	42,044												38,000				31,500		42,839			
Other	Total	5	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0
	Mean	41,167		45,000								40,000							38,500				
	Median	40,000		45,000								40,000							38,500				
	1st Decile	38,800		45,000								40,000							38,500				
	9th Decile	44,000		45,000								40,000							38,500				



Section E Classified by type of work

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

		Total	Type of Work																				
			Academic	Analysis/ Intelligence	Asset Mgt	Bus Dev/ Bus Strategy	Bus Systems/IT	Cert/Qual Assurance	Construction	Consultancy	Design	Education and Training	Finance	Manufacturing	Marketing and Sales	Operations	Proc Control/ Design/Dev	Proc Safety/ Health and Environ	Proj Mgt/ Admin/Mgt Services	Regulatory	R&D	Risk Mgt	Other
Automotive/Transport	Total	7	0	0	0	0	0	0	0	1	0	0	0	1	0	0	1	0	1	0	1	0	2
	Median	31,349								28,800				34,000			37,500		31,349		30,000		32,800
Biochemical Engineering	Total	19	1	0	0	0	0	0	0	1	1	0	0	1	0	3	5	0	2	0	5	0	0
	Median	45,000	47,000							36,000	60,000			38,395		43,000	55,000		75,000		41,000		
Chemical and Allied Products	Total	172	1	2	3	3	0	0	0	5	10	0	1	46	3	13	35	16	19	4	7	0	4
	Median	55,999	82,000	63,400	30,000	70,000				36,500	44,000		140,000	64,585	86,000	47,000	48,000	62,000	51,000	71,500	53,000		73,815
Consultancy	Total	115	0	0	2	3	0	0	0	54	18	0	0	0	0	1	9	12	7	1	2	5	1
	Median	50,000			27,476	65,000				57,600	53,500					45,000	56,000	47,150	39,000	27,000	25,000	107,122	193,000
Consumer Products	Total	17	0	0	0	0	0	0	0	0	0	0	0	1	0	0	3	3	3	0	7	0	0
	Median	53,800								0				38,000			38,000	54,000	31,510		74,500		
Contracting	Total	58	0	0	0	0	0	0	4	2	28	0	0	0	0	0	8	3	12	0	0	1	0
	Median	81,000							87,500	112,500	70,106						59,000	99,000	98,500			87,500	
Education/University	Total	29	25	0	0	0	0	0	0	0	0	1	0	1	1	0	0	0	0	0	1	0	0
	Median	49,000	51,000									40,000		67,000	30,000						38,000		
Energy	Total	49	2	3	0	4	2	0	0	19	5	0	0	0	0	2	3	0	3	1	2	3	0
	Median	60,000	48,096	45,000		105,000	59,946			70,000	48,000					43,750	46,000		60,000	68,000	51,250	109,000	
Finance, Insurance and Risk	Total	23	0	1	0	1	2	0	0	3	0	0	3	0	0	0	0	1	0	0	0	10	2
	Median	90,000		38,000		198,000	28,750			87,000			102,500					147,000				86,500	95,000
Food and Drink	Total	88	0	0	0	0	0	0	1	5	2	0	0	25	0	6	9	1	21	0	15	0	2
	Median	45,000							84,363	70,000	52,000			39,000		32,750	35,000	60,000	46,914		62,000		89,000
Fuel Cells Technology	Total	3	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0
	Median	80,000				300,000													33,000		80,000		
Fuel Storage/Gas Storage/Oil Storage	Total	6	0	0	3	0	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0
	Median	66,005			135,000				48,000									65,000	67,010				
Health, Safety and Environment	Total	12	1	0	0	0	0	0	0	5	0	0	0	0	0	1	0	2	0	2	0	0	1
	Median	57,930	15,000							60,000						115,000		42,500		52,850			155,000
Industrial Gases	Total	59	0	1	0	2	0	0	2	0	5	0	0	3	1	8	14	7	13	0	2	1	0
	Median	57,888		40,500		172,500			57,500		52,691			33,000	55,000	48,090	58,097	69,240	66,000		83,500	50,000	
Iron, Steel and Other Metals	Total	9	0	0	0	0	0	0	0	1	0	0	0	2	1	0	2	2	0	0	1	0	0
	Median	35,500								67,000				30,960	49,000		34,500	42,800			50,000		
Liquid and Natural Gas Reclassification	Total	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
	Median	60,698																75,000					46,396
Manufacturing	Total	56	0	0	0	0	0	0	0	0	6	0	0	15	1	6	15	0	7	0	6	0	0
	Median	38,200									40,000			33,500	39,000	37,600	35,500		56,000		36,318		
Medicine/Medical Equipment	Total	11	0	0	0	0	0	1	0	0	1	0	0	0	0	1	0	0	4	0	3	0	1
	Median	45,000						20,000			20,000					38,000			59,500		40,100		45,000
Mining and Minerals	Total	13	0	0	0	0	0	0	0	2	0	0	0	1	1	1	8	0	0	0	0	0	0
	Median	50,000								31,000				59,000	61,000	33,000	41,750						
Non-Governmental Organisation/ Industry Body/Trade Body	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Median																						
Nuclear/Nuclear Decommissioning	Total	120	1	3	1	1	0	1	0	9	42	0	0	1	0	12	14	10	13	3	5	1	3
	Median	47,000	14,000	47,800	34,985	93,080		38,000		63,000	45,716			250,000		45,999	40,000	52,388	55,000	69,000	45,000	56,000	74,682
Oil and Gas Exploration and Production	Total	222	0	2	7	6	0	0	2	24	24	0	1	2	0	57	29	31	27	0	2	3	5
	Median	70,040		77,700	125,000	131,500			112,500	67,975	57,300		120,000	105,905		60,000	56,000	68,000	93,000		90,850	90,000	62,000
Oil Refining	Total	93	0	2	0	2	0	1	0	10	7	0	1	12	10	22	6	11	7	0	0	2	0
	Median	65,000		71,250		85,500		54,000		87,300	52,000		87,000	57,656	94,000	53,250	49,480	70,000	69,000			106,500	
Paper and Packaging	Total	4	0	0	0	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0	0	0
	Median	77,500												77,500	101,709	62,000							
Petrochemicals	Total	62	0	2	0	3	0	0	0	2	6	0	0	7	1	8	14	3	8	1	6	0	1
	Median	55,500		39,250		147,000				62,125	51,590			70,788	83,000	53,963	46,698	70,000	68,500	160,000	56,500		96,072
Pharmaceuticals and Personal Care Products	Total	104	1	1	0	0	2	1	3	4	2	0	0	20	1	7	15	9	20	1	14	1	2
	Median	45,500	16,548	68,000			75,000	27,000	80,000	46,000	73,000			49,250	50,000	35,800	40,980	57,326	50,550	24,000	42,500	33,000	36,000
Plastics	Total	8	0	0	0	0	0	0	0	0	0	0	0	3	0	0	1	1	2	0	1	0	0
	Median	49,164												54,000			29,500		48,327		90,000		
Power Generation - Fossil Fuels	Total	10	0	1	0	1	0	0	0	2	0	0	0	0	0	1	2	0	2	0	1	0	0
	Median	56,750		81,000		66,100				47,250						30,000	53,000		46,934		61,000		
Power Generation - Nuclear Generation	Total	7	0	0	0	0	0	0	0	1	4	0	0	0	0	1	0	0	0	0	1	0	0
	Median	52,000								105,000	49,250					80,000					48,000		
Power Generation - Renewables	Total	12	0	0	2	0	0	0	0	3	1	0	0	1	0	1	1	0	3	0	0	0	0
	Median	52,000			132,500					28,900	28,000			65,000		50,000	28,500		80,000				
Process Automation, System and Control	Total	5	0	0	0	0	1	0	0	1	0	1	0	0	1	0	1	0	0	0	0	0	0
	Median	48,000					52,500			27,000		48,000			26,000		76,000						
Process Plant and Equipment	Total	24	0	0	0	1	0	1	0	0	8	0	0	0	0	0	9	0	2	0	1	0	0
	Median	53,500				86,000		47,000			55,500			73,500			49,500		42,905		87,500		
Public Sector (Including Defence, Government And Regulatory Authorities)	Total	14	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	2	0	8	1	0
	Median	46,750			94,000															46,750	32,000		
Surface Chemistry/Paints and Adhesives	Total	3	0	0																			

Led by members, supporting members,
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