

Salary Survey 2016

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





■
EXPERTISE
NEEDED
EXPERTISE
FOUND

RESOLVE YOUR RECRUITMENT HEADACHES WITH NES GLOBAL TALENT

WORLD-LEADERS IN RECRUITMENT FOR THE CHEMICAL INDUSTRY

To find the right people with the specialist skills, you need the support of a talent provider with experience, expertise and an unrivalled understanding of the Chemical Industry.

Why NES?

- The Global Recruitment Partner for IChemE
- 45 offices across 28 countries
- 500+ discipline specific consultants
- Over 35 years of Scientific & Engineering experience
- Winner of 'International Recruitment firm of the year' 2015

Redefining recruitment

NES Global Talent can offer a full range of staffing solutions:

- Contract,
- Permanent (Direct) Hire,
- Managed Solutions, contingency and project-based,
- Fully outsourced service.

Beyond recruitment

These services are complemented by an industry leading support service and mobility package to ensure clients keep hold of the top talent in a compliant manner for as long as they need it.

Are you looking for...

- Maintenance
- Project Services
- Engineering
- Production / Operations
- Safety
- Construction
- Commissioning
- Research and Development

...NES can help | T: +44 (0)161 942 4000 | E: icheme@nesglobaltalent.com

WWW.NESGLOBALTALENT.COM

 **NES**[™]
Global Talent

The information in this report is given in good faith and belief in its accuracy, but does not imply the acceptance of any legal liability or responsibility whatsoever, by the Institution, or by the author, for the consequences of its use or misuse in any particular circumstances. This disclaimer shall have effect only to the extent permitted by any applicable law.

All rights reserved. No part of this publication may be reproduced or transmitted, in any form or by any means, electronic, mechanical, photocopying, recording or otherwise, without the prior permission of the publisher.

Published by:

Institution of Chemical Engineers (IChemE)

Davis Building, Railway Terrace,

Rugby, CV21 3HQ, UK

IChemE is a registered charity in England and Wales (214379), and a charity registered in Scotland (SC 039661)

IChemE offices in Kuala Lumpur, London, Melbourne, Rugby, Singapore and Wellington

© 2016 Institution of Chemical Engineers

ISBN 978-1-911446-00-2

in association with:



Contents

Introduction	5	Table 8A – salary or self-employed earnings by industry sector	36
Summary of key findings	6	Table 8B – salary or self-employed earnings by industry sector	37
Analysis	8	Table 8C – salary or self-employed earnings by industry sector	38
UK Salary Survey sample	12	Table 9 – salary or self-employed earnings by type of work	39
UK Salary Survey notes	14		
Section A	15	Section C	40
Classified by age, sex, 2015 graduation and highest qualification		Classified by region	
Table 1 – employment status	16	Table 1 – employment status	41
Table 2 – current annual salary or self-employed earnings	17	Table 2 – current annual salary or self-employed earnings	42
Table 3 – benefits in kind for salaried employees	19	Table 3 – benefits in kind for salaried employees	44
Table 4 – salary or self-employed earnings by membership grade and sex	20	Table 4 – salary or self-employed earnings by membership grade and sex	45
Table 5 – salary or self-employed earnings by highest qualification	21	Table 5 – salary or self-employed earnings by highest qualification	46
Table 6 – salary or self-employed earnings by level of responsibility – Chartered Members or Fellows	22	Table 6 – salary or self-employed earnings by level of responsibility – Chartered Members or Fellows	47
Table 7 – salary or self-employed earnings by level of responsibility – Associates	23	Table 7 – salary or self-employed earnings by level of responsibility – Associates	48
Table 8 – salary or self-employed earnings by industry sector	24	Table 8A – salary or self-employed earnings by industry sector	49
Table 9 – salary or self-employed earnings by type of work	26	Table 8B – salary or self-employed earnings by industry sector	50
Section B	27	Table 8C – salary or self-employed earnings by industry sector	51
Classified by membership grade, class of employment and level of responsibility		Table 9 – salary or self-employed earnings by type of work	52
Table 1 – employment status	28	Section D	53
Table 2 – current annual salary or self-employed earnings	29	Classified by industry sector	
Table 3 – benefits in kind for salaried employees	31	Table 1A – employment status	54
Table 4 – salary or self-employed earnings by membership grade and sex	32	Table 1B – employment status	55
Table 5 – salary or self-employed earnings by highest qualification	33	Table 2A – current annual salary or self-employed earnings	56
Table 6 – salary or self-employed earnings by level of responsibility – Chartered Members or Fellows	34	Table 2B – current annual salary or self-employed earnings	58
Table 7 – salary or self-employed earnings by level of responsibility – Associates	35	Table 3A – benefits in kind for salaried employees	60
		Table 3B – benefits in kind for salaried employees	61

Introduction

Table 4A – salary or self-employed earnings by membership grade and sex	62
Table 4B – salary or self-employed earnings by membership grade and sex	63
Table 5A – salary or self-employed earnings by highest qualification	64
Table 5B – salary or self-employed earnings by highest qualification	65
Table 6A – salary or self-employed earnings by level of responsibility – Chartered Members or Fellows	66
Table 6B – salary or self-employed earnings by level of responsibility – Chartered Members or Fellows	67
Table 7A – salary or self-employed earnings by level of responsibility – Associates	68
Table 7B – salary or self-employed earnings by level of responsibility – Associates	69
Table 8A – salary or self-employed earnings by type of work	70
Table 8B – salary or self-employed earnings by type of work	71
Section E	72
Classified by type of work	
Table 1 – employment status	73
Table 2 – current annual salary or self-employed earnings	74
Table 3 – benefits in kind for salaried employees	76
Table 4 – salary or self-employed earnings by membership grade and sex	77
Table 5 – salary or self-employed earnings by highest qualification	78
Table 6 – salary or self-employed earnings by level of responsibility – Chartered Members or Fellows	79
Table 7 – salary or self-employed earnings by level of responsibility – Associates	80
Table 8A – salary or self-employed earnings by industry sector	81
Table 8B – salary or self-employed earnings by industry sector	82
Table 8C – salary or self-employed earnings by industry sector	83

In January 2016, IChemE conducted a salary survey of members in the UK. This report contains the salary data collected and a short summary comparing the 2016 data to that of previous years.

The survey was also extended to members in Australia, Malaysia, Ireland, the US, Singapore, South Africa, Canada, United Arab Emirates, India and New Zealand. The sample sizes for these countries were too small to make accurate assumptions and therefore no reports are available.

Questionnaires were sent to eligible members in January. 1,682 members participated in the survey. Of these, 54% of participants were Chartered Members.

Definitions

The basic measure of the survey is the median, which is the half way point: in any chosen group, 50% of the group earn more than the median, 50% earn less. The earning distributions of any group are likely to be skewed – that is, a few in the group may earn very high salaries – but it is unlikely that many earn much less than the salary offered to new graduates. Because of the skew, the average or mean is likely to be higher than the median. The median therefore gives a fairer indication of what a typical member of the group is earning. Within any group, 10% are paid less than the first decile, 50% are paid more than the median, and 10% are paid more than the ninth decile.

Disclaimer:

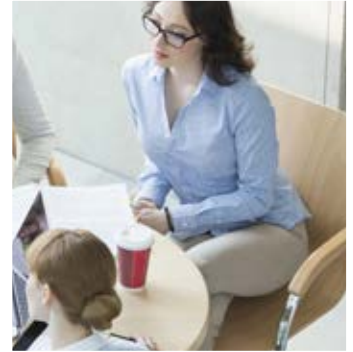
Where a total doesn't reconcile, the respondent did not provide complete information e.g. did not indicate male or female, age, employment status etc. Please note that this did not impact on the salary reported, only the overall participation number.

Summary of key findings



Salaries and progression

The median salary for chemical engineers is £57,000/y (2015: £55,600/y). Since 2006 median salaries have increased by 24% (see chart 1). The median salary for a chemical engineer graduating in 2015 is £28,350 (2014: £30,000/y). This represents a 5.8% decrease from 2014, however chemical engineering remains the best paid engineering discipline for UK domiciled students.



Gender gap

The percentage of female respondents held steady at 18%. Median salaries for women are largely identical to their male counterparts in the earlier stages of their career, but widen markedly beyond the age of 30+. Caution is advised due to lower sample sizes of older, female chemical engineers.



Education

The median salaries of Chartered Chemical Engineers with a first degree (£76,000/y) are the same as those with a doctorate (£76,000/y). Associate Members with a first degree (£52,000/y) out-earn those with a doctorate (£45,500/y).



Industry comparisons

Median salaries are highest in the finance and insurance sector (£130,000/y), followed by mining and minerals (£78,363/y), oil refining (£75,000/y) and oil and gas exploration and production (£75,000/y). Graduate chemical engineers participating in the survey had most commonly secured employment in the oil and gas exploration and production sector, followed by chemical and allied products, consulting and oil refining.





Impact of job role

Survey participants working in a finance or financial services role reported the highest median salary of £130,000/y. However the relatively small sample size (14) means that caution is advised. The 2015 median salaries for those in the same type of work was £110,000/y. Elsewhere, survey participants working in marketing and sales reported a median salary of £79,425/y (2015: £70,700/y). Those working in construction and installation roles reported a median salary of £68,000/y (2015: £63,500/y).



Regional variation

The highest paid chemical engineers can be found in the South East with median salaries of £65,000/y. Survey participants based in Scotland (£60,000/y) and North East (£58,000/y) also ranked highly.

The highest concentration of chemical and process engineers responding were in South East England. The top three industry sectors in this region are oil and gas exploration and production, contracting, and consultancy. North West is where you will find the second highest concentration of chemical engineers. The top industry sectors for this region are consulting and chemical and allied products. Scotland had the third highest concentration of chemical engineers, with oil and gas exploration and production featuring strongly.



Other benefits

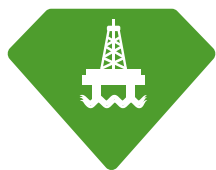
30% of survey participants reported receiving a company final salary or defined benefit pension, which is significantly lower than 46% in 2015. Conversely, company money purchase pensions were up to 60%, compared to 42% in 2015. 7% of participants reported receiving no pension related benefits.

75% of participants reported that their employer paid their IChemE membership fees and 60% had their dental and medical insurance paid.



Chart 1 – 2015 graduate salaries by industry sector

£37.5k



Oil & gas exploration and production

£30.0k



Pharmaceuticals and personal care products

£27.6k



Chemical & allied products

£24.2k



Consultancy

£27.0k



Food and drink

£26.5k



Water

Analysis

All data refers to £k median salary/y

Chart 2 – 'The value of the letters': Chartered engineer versus non-Chartered comparisons 1996–2016

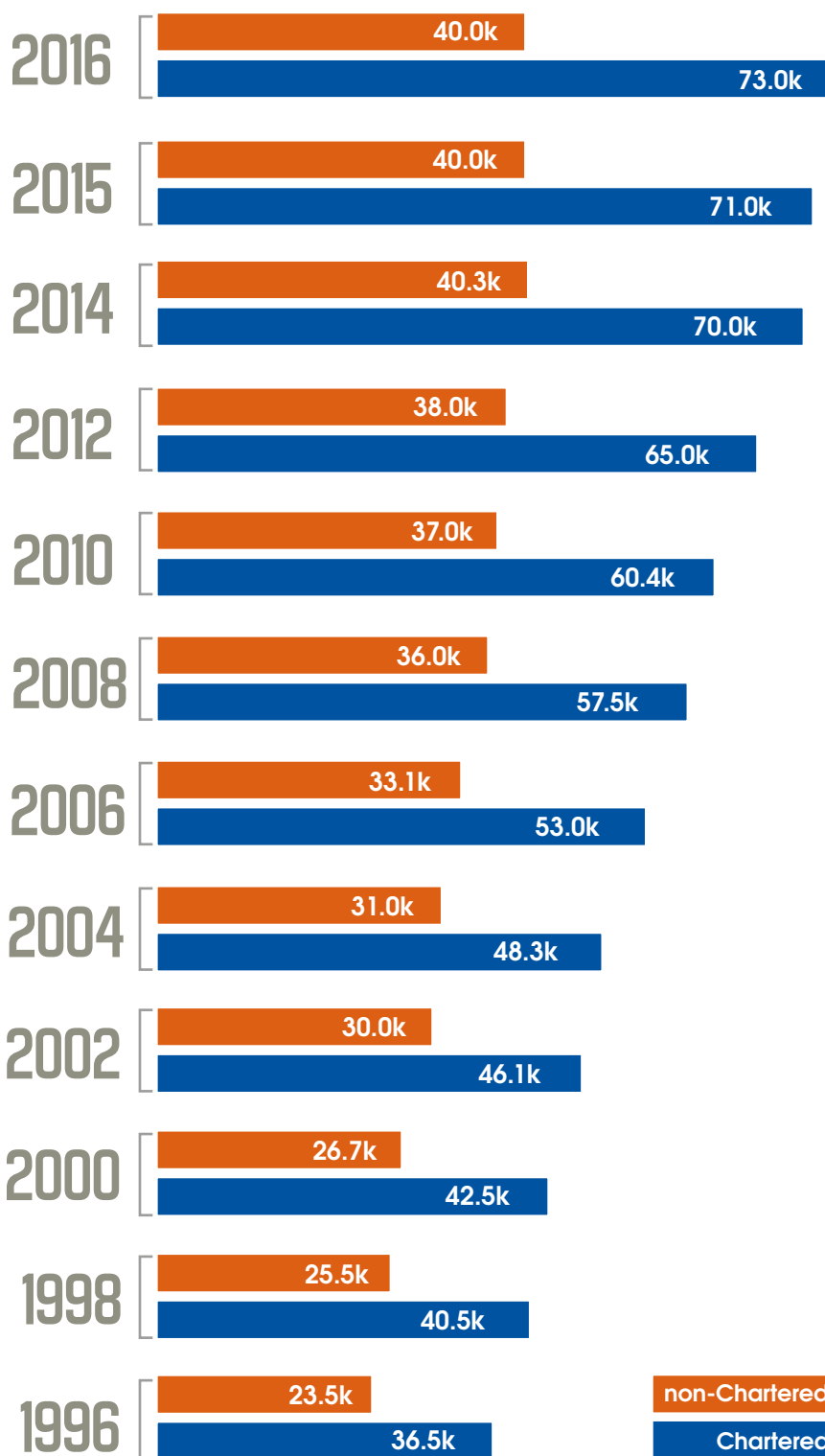


Chart 3 – Salary comparison and year-on-year trend by sector 2015–2016

*new industry category introduced in 2016



Chart 4 – Chemical engineering salary trends 2006–2016

Top Decile
Median
Bottom Decile

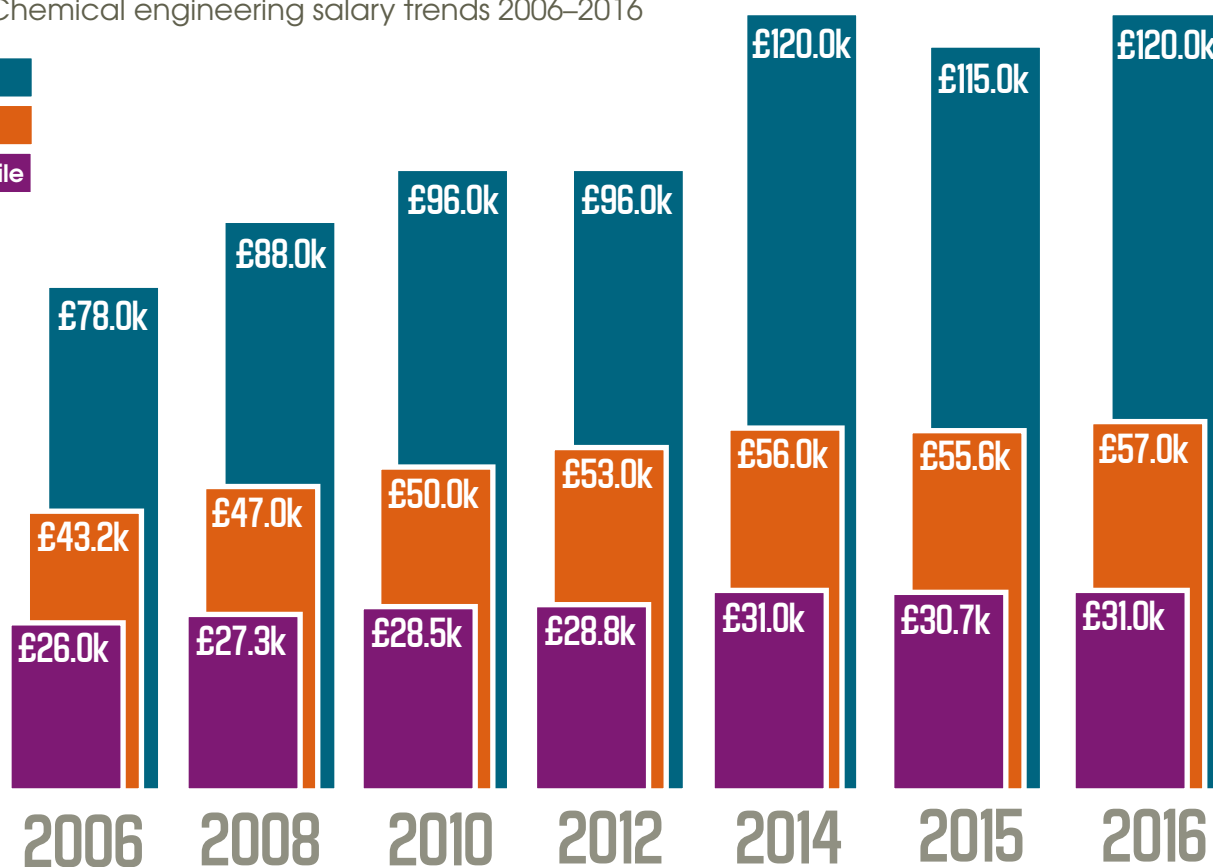


Chart 5 – Comparison by type of work 2016

	2015	vs	2016
Finance/ procurement and supply	£110.0k	▲	£130.0k
Marketing and sales	£70.8k	▲	£79.4k
Project management/ general administration/ management services	£69.0 k	▼	£66.7k
Construction and installation	£63.5k	▲	£68.0k
Process safety/ safety, health and the environment	£63.0k	—	£63.0k
Education and training	£62.0k	▼	£60.0k
Operations	£57.1k	▲	£59.0k
Asset management	£55.2k	▲	£65.2k
Manufacture and production	£55.0k	▼	£50.0k
Business systems/ IT and software	£54.9k	▼	£50.0k
Regulatory and compliance	£50.5k	▼	£48.0k
Design	£50.1k	▲	£52.0k
Research and development	£48.0k	▲	£55.0k

Analysis

All data refers to £k median salary/y

Chart 6 – Median salaries compared by UK region

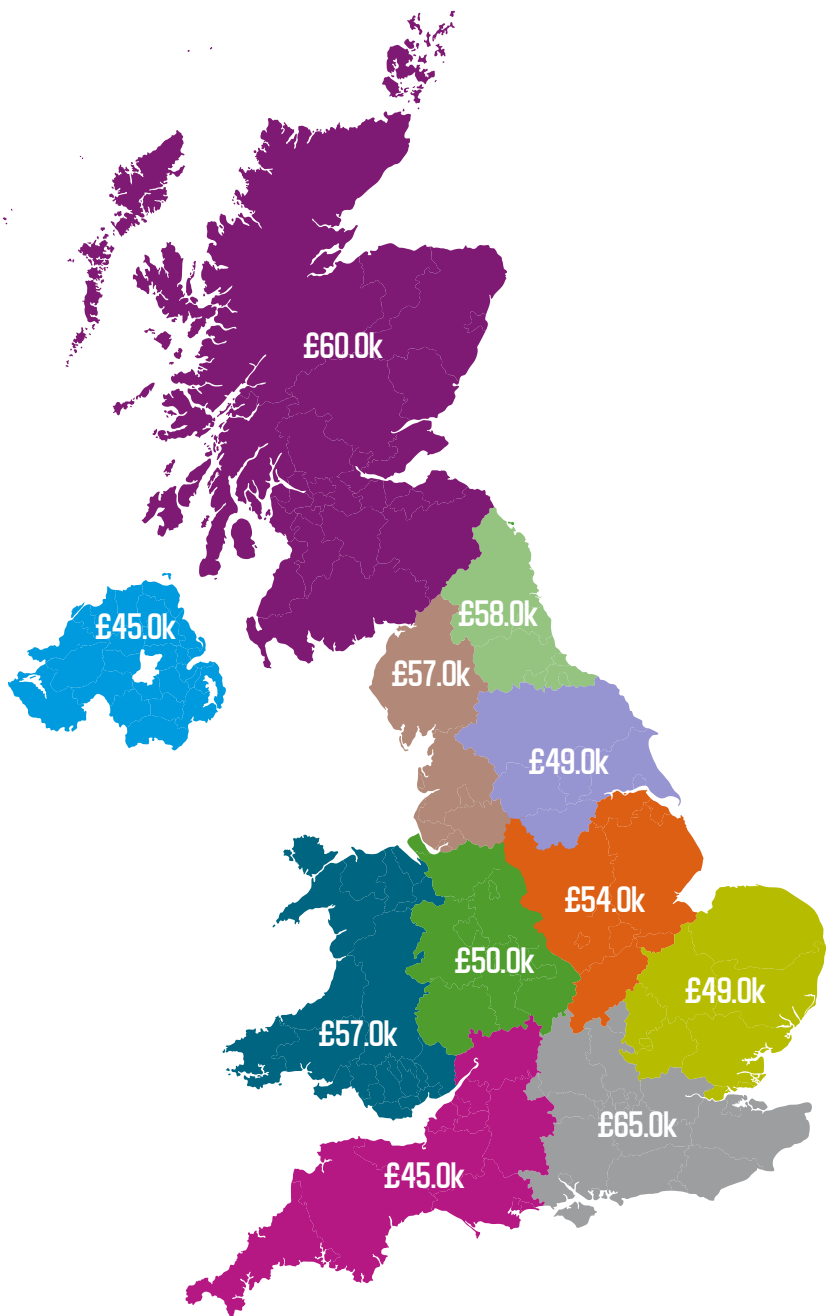


Chart 7 – Female and male salaries compared by age

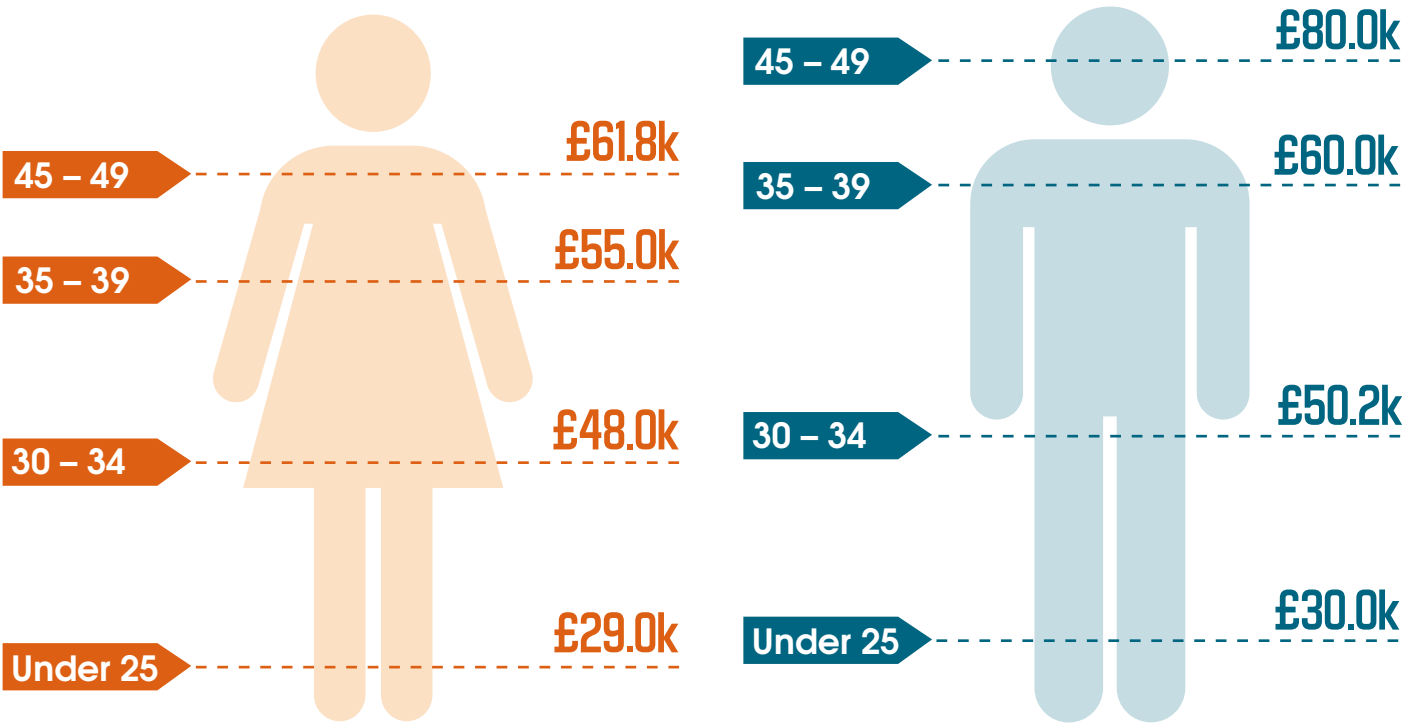
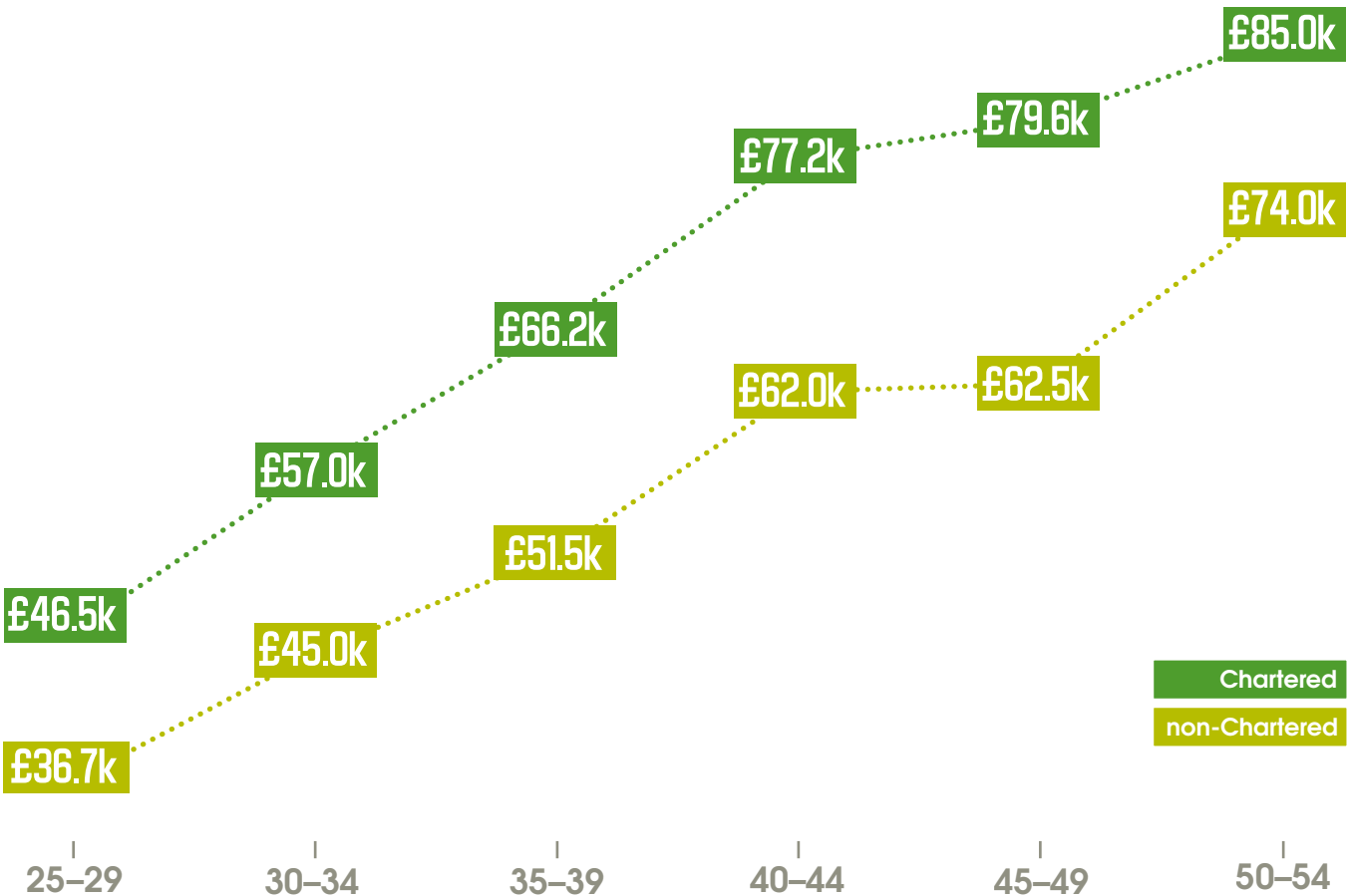


Chart 8 – Chartered engineer v non-Chartered salaries compared by age



UK 2016 IChemE Survey Questions

1. What is your grade of IChemE membership?

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

2. What is your gender?

- Male
- Female

3. What was your age on 1 January 2016?

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

4. What is the highest qualification you have attained?

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

5. When did you graduate?

- In 2015
- Before 2015
- Non-graduate

6. Where is your primary place of work?

- Scotland
- North East
- North West
- Yorkshire & Humberside
- West Midlands
- East Midlands
- East of England
- South West
- South East
- Wales
- Northern Ireland

7. What is your level of responsibility?

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

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

- Biochemical engineering
- Chemical and allied products
- Consultancy
- Consumer products
- Contracting
- Education/Universities
- Finance, insurance and risk
- Food and drink
- Health, safety and environment
- Industrial gases
- Iron, steel and other metals
- Mining and minerals
- Oil and gas exploration and production
- Oil refining
- Paper and packaging
- Petrochemicals
- Pharmaceuticals and personal care products
- Plastics
- Power generation – fossil fuels
- Power generation – nuclear decommissioning
- Power generation – nuclear generation
- Power generation – renewables
- Process plant and equipment
- Public sector (including defence, government and regulatory authorities)
- Waste management
- Water
- Other (If other please specify)

9. What is your main type of work?

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

10. What is the status of your employment?

- Full time
- Part time

11. (for those who answered 'part time')

How many hours per 4 week period did you typically work in 2015? (Nearest to the whole number, no decimals allowed)

12. What was your total earned income (including bonuses), before tax, in 2015? eg 56000 (no commas, decimal places, £, \$, etc.)

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

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

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

- Medical and dental insurance
- Car and car allowance
- Company share scheme
- Life insurance
- Loans
- IChemE membership fees
- Other professional membership fees
- Childcare
- None
- Other (If other please specify)

Salary survey notes

I. Level of responsibility

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

II. Total earned income - salaried employment

Please enter the rate of annual earnings in the specified currency on the 1 January 2016 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. 'Current Annual Salary' should be taken to mean:
 - a) the basic rate of annual salary received from the sole or principal employer on 1 January 2016; plus
 - b) bonus payments including 'thirteenth month' payments. Director's or manager's fees, share of profits, commission, and other honoraria received from the sole or principal employer, during 2015.
5. Refunds of expenses incurred should be excluded.

Section A



Classified by age, sex, 2015
graduation and highest
qualification





Section A Classified by age, sex, 2015 graduation and highest qualification

SECTION A / TABLE 1 : EMPLOYMENT STATUS

		Total	Age Band										Graduate 2015	Highest Qualification				Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad	Male	Female
Total	Total	1682	139	309	213	198	204	208	203	124	64	20	68	167	895	609	11	1376	305
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Full time	Total	1606	139	307	208	194	193	196	195	119	49	6	68	152	864	579	11	1337	269
	%	96%	100%	99%	98%	98%	95%	94%	96%	96%	77%	30%	100%	91%	97%	95%	100%	97%	88%
Part time	Total	75	0	2	5	4	10	12	8	5	15	14	0	15	30	30	0	39	36
	%	4%	0%	1%	2%	2%	5%	6%	4%	4%	23%	70%	0%	9%	3%	5%	0%	3%	12%



Section A Classified by age, sex, 2015 graduation and highest qualification

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

	Total	Age Band										Graduate 2015	Highest Qualification				Gender	
		Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad	Male	Female
Total	1682	139	309	213	198	204	208	203	124	64	20	68	167	895	609	11	1376	306
<£16K	10	4	1	1	0	0	1	1	1	1	0	5	0	8	2	0	9	1
>=£16K	2	2	0	0	0	0	0	0	0	0	0	1	0	0	1	1	2	0
>=£18K	3	1	0	0	0	0	0	0	1	1	0	1	0	1	2	0	3	0
>=£19K	1	1	0	0	0	0	0	0	0	0	0	1	0	1	0	0	1	0
>=£20K	6	2	3	0	0	0	0	0	0	0	1	1	0	3	3	0	4	2
>=£21K	3	0	1	0	1	1	0	0	0	0	0	0	0	1	2	0	0	3
>=£22K	5	4	0	0	0	0	1	0	0	0	0	2	0	5	0	0	3	2
>=£23K	3	2	0	0	0	1	0	0	0	0	0	1	0	3	0	0	2	1
>=£24K	5	2	1	0	0	0	1	0	0	0	1	2	0	4	1	0	3	2
>=£25K	18	9	4	2	1	0	0	0	0	0	2	7	0	11	6	1	11	7
>=£26K	11	6	5	0	0	0	0	0	0	0	0	5	0	9	2	0	7	4
>=£27K	5	4	0	0	1	0	0	0	0	0	0	2	0	4	1	0	3	2
>=£28K	30	17	9	2	0	1	0	0	1	0	0	11	2	25	3	0	17	13
>=£29K	27	7	15	4	1	0	0	0	0	0	0	3	1	19	7	0	22	5
>=£30K	33	16	13	1	0	0	1	0	0	1	1	7	3	25	5	0	27	6
>=£31K	18	7	6	1	0	1	2	1	0	0	0	2	4	12	2	0	9	9
>=£32K	35	11	19	3	1	0	0	0	0	1	0	3	1	29	5	0	23	12
>=£33K	25	7	14	1	0	2	1	0	0	0	0	1	1	20	4	0	16	9
>=£34K	24	6	10	4	2	0	0	0	0	2	0	2	2	18	4	0	18	6
>=£35K	28	7	16	5	0	0	0	0	0	0	0	0	1	24	3	0	23	5
>=£36K	39	4	26	3	2	1	2	0	1	0	0	1	0	33	6	0	29	10
>=£37K	30	4	17	7	2	0	0	0	0	0	0	1	1	24	5	0	24	6
>=£38K	28	3	13	6	3	1	0	2	0	0	0	0	2	23	3	0	20	8
>=£39K	19	1	10	4	2	2	0	0	0	0	0	1	6	13	0	0	13	6
>=£40K	138	10	53	28	19	12	3	10	1	1	1	3	16	93	29	0	106	32
>=£45K	119	1	26	33	22	16	8	3	3	6	1	1	11	69	37	2	84	35
>=£50K	107	0	19	27	19	12	15	7	3	2	3	0	13	60	33	1	86	21
>=£55K	118	0	17	16	27	15	18	10	10	4	1	1	13	61	42	2	96	22
>=£60K	95	0	4	19	14	15	11	16	11	4	1	0	12	41	42	0	83	12
>=£65K	78	0	2	12	10	15	15	14	7	3	0	0	7	31	40	0	61	17
>=£70K	79	0	1	11	9	11	16	14	14	3	0	0	10	29	39	1	68	11
>=£75K	67	0	0	6	8	14	16	14	6	2	1	0	6	20	41	0	61	6
>=£80K	60	1	1	4	10	11	12	12	6	2	1	0	9	22	29	0	53	7
>=£85K	45	0	1	2	7	8	9	8	3	6	1	0	9	14	22	0	41	4
>=£90K	51	0	0	2	7	15	12	10	5	0	0	0	4	21	26	0	47	4
>=£95K	35	0	0	0	9	5	10	4	5	1	1	1	3	14	18	0	32	3
>=£100K	30	0	0	4	4	2	8	5	4	3	0	1	7	7	16	0	27	3
>=£105K	29	0	0	0	3	6	7	6	5	1	1	0	1	11	17	0	29	0
>=£110K	23	0	0	1	2	5	4	2	3	5	1	0	3	11	9	0	21	2
>=£115K	18	0	0	0	1	4	3	7	2	1	0	0	0	6	12	0	18	0



Section A Classified by age, sex, 2015 graduation and highest qualification

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

	Total	Age Band										Graduate 2015	Highest Qualification				Gender	
		Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad	Male	Female
>=£120K	37	0	1	2	3	4	11	11	3	2	0	0	7	14	16	0	34	3
>=£125K	20	0	0	0	1	2	5	9	2	1	0	1	1	9	10	0	19	1
>=£130K	15	0	0	1	2	6	0	2	3	1	0	0	0	6	9	0	15	0
>=£135K	12	0	1	0	1	1	1	1	4	2	1	0	1	4	7	0	11	1
>=£140K	13	0	0	0	1	2	0	8	2	0	0	0	4	4	5	0	13	0
>=£145K	7	0	0	0	0	1	2	2	2	0	0	0	1	4	2	0	7	0
>=£150K	41	0	0	1	0	6	9	16	5	4	0	0	3	17	19	2	40	1
>=£200K	17	0	0	0	0	4	2	4	4	2	1	0	1	6	9	1	16	1
>=£250K	20	0	0	0	3	2	2	4	7	2	0	0	1	6	13	0	19	1
Total	1,682	139	309	213	198	204	208	203	124	64	20	68	167	895	609	11	1376	306
Mean	70,637	30,585	39,886	53,741	70,759	81,627	88,131	100,778	107,930	102,514	69,650	31,617	72,034	60,973	84,272	80,807	75,024	50,908
Median	57,000	30,000	37,500	50,000	58,740	72,750	78,000	83,000	81,000	82,000	54,250	28,350	61,000	47,500	71,000	55,000	60,186	45,000
1st Decile	31,000	22,500	29,000	35,005	41,770	44,000	50,000	53,500	55,000	44,000	24,500	18,000	38,000	29,350	37,000	25,000	32,400	28,000
9th Decile	120,000	38,930	54,000	75,000	100,008	130,000	125,000	150,000	183,131	165,000	122,500	42,000	120,000	109,000	130,000	160,000	125,000	80,000



Section A Classified by age, sex, 2015 graduation and highest qualification

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

		Total	Age Band										Graduate 2015	Highest Qualification				Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad	Male	Female
	Total	1682	139	309	213	198	204	208	203	124	64	20	68	167	895	609	11	1376	306
401k savings plan (US)	Total	4	1	0	0	0	0	0	2	0	1	0	0	0	0	4	0	4	0
	%	0%	1%	0%	0%	0%	0%	0%	1%	0%	2%	0%	0%	0%	0%	1%	0%	0%	0%
Central Providence Fund (Singapore)	Total	2	0	1	0	0	0	0	0	0	0	1	0	0	1	1	0	2	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5%	0%	0%	0%	0%	0%	0%	0%
Defined benefit pension/Company final salary scheme	Total	499	36	74	51	65	65	66	73	49	18	2	22	66	259	172	2	413	86
	%	30%	26%	24%	24%	33%	32%	32%	36%	40%	28%	10%	32%	40%	29%	28%	18%	30%	28%
Defined contribution pension/Company money purchase scheme	Total	1013	91	211	134	118	116	127	120	58	30	8	36	89	555	362	7	813	200
	%	60%	66%	68%	63%	60%	57%	61%	59%	47%	47%	40%	53%	53%	62%	59%	64%	59%	65%
Non-contributory pension	Total	54	2	8	11	3	10	5	3	6	3	3	2	2	29	23	0	46	8
	%	3%	1%	3%	5%	2%	5%	2%	2%	5%	5%	15%	3%	1%	3%	4%	0%	3%	3%
None	Total	110	9	15	17	12	13	10	5	11	12	6	8	10	51	47	2	98	12
	%	7%	7%	5%	8%	6%	6%	5%	3%	9%	19%	30%	12%	6%	6%	8%	18%	7%	4%
Medical and dental insurance	Total	1007	71	157	121	130	130	133	143	81	30	11	26	86	513	400	8	839	168
	%	60%	51%	51%	57%	66%	64%	64%	70%	65%	47%	55%	38%	52%	57%	66%	73%	61%	55%
Car or car allowance	Total	505	14	16	24	61	96	94	102	65	28	5	7	54	187	260	4	445	60
	%	30%	10%	5%	11%	31%	47%	45%	50%	52%	44%	25%	10%	32%	21%	43%	36%	32%	20%
Company share scheme	Total	493	52	79	67	61	67	57	61	36	13	0	16	36	297	158	2	404	89
	%	29%	37%	26%	32%	31%	33%	27%	30%	29%	20%	0%	24%	22%	33%	26%	18%	29%	29%
Life insurance	Total	619	43	92	69	70	92	90	85	48	24	6	17	57	300	256	6	528	91
	%	37%	31%	30%	32%	35%	45%	43%	42%	39%	38%	30%	25%	34%	34%	42%	55%	38%	30%
Loans	Total	64	15	11	5	4	10	10	6	2	1	0	11	5	37	20	2	54	10
	%	4%	11%	4%	2%	2%	5%	5%	3%	2%	2%	0%	16%	3%	4%	3%	18%	4%	3%
IChemE membership fees	Total	1266	109	248	177	152	160	151	145	83	29	12	43	104	718	436	8	1034	232
	%	75%	78%	80%	83%	77%	78%	73%	71%	67%	45%	60%	63%	62%	80%	72%	73%	75%	76%
Other professional membership fees	Total	209	18	31	17	25	28	28	25	22	9	6	9	32	104	70	3	172	37
	%	12%	13%	10%	8%	13%	14%	14%	12%	18%	14%	30%	13%	19%	12%	12%	27%	13%	12%
Childcare	Total	152	11	16	29	45	28	13	6	4	0	0	8	15	86	50	1	118	34
	%	9%	8%	5%	14%	23%	14%	6%	3%	3%	0%	0%	12%	9%	10%	8%	9%	9%	11%
None	Total	171	12	27	18	20	24	22	15	12	15	6	10	35	79	55	2	140	31
	%	10%	9%	9%	9%	10%	12%	11%	7%	10%	23%	30%	15%	21%	9%	9%	18%	10%	10%
Other	Total	53	7	14	4	5	6	6	5	3	1	2	3	5	24	20	4	41	12
	%	3%	5%	5%	2%	3%	3%	3%	3%	2%	2%	10%	4%	3%	3%	3%	36%	3%	4%



Section A Classified by age, sex, 2015 graduation and highest qualification

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

		Total	Age Band										Graduate 2015	Highest Qualification				Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad	Male	Female
Chartered Members	Total	933	1	37	109	118	152	170	169	101	59	17	2	97	392	441	3	810	123
	Median	73,000	20,000	46,500	57,000	66,200	77,238	79,600	85,000	80,000	85,000	57,000	76,250	76,000	67,500	76,000	70,080	76,000	58,600
	Mean	88,406	20,000	48,472	60,402	80,626	84,444	92,232	103,612	109,522	105,693	73,441	76,250	85,833	84,406	92,367	112,027	92,371	62,296
	1st Decile	45,000	20,000	38,000	40,000	45,000	47,000	50,313	55,000	54,000	45,200	24,000	56,000	49,000	42,000	48,000	56,000	47,500	36,057
	9th Decile	135,000	20,000	62,400	83,000	110,000	130,000	129,131	150,000	183,131	165,000	135,000	96,500	135,000	130,000	135,000	210,000	140,000	90,000
Non-Chartered Members	Total	749	138	272	104	80	52	38	34	23	5	3	66	70	503	168	8	566	183
	Median	40,000	30,000	36,744	45,000	51,500	62,000	62,517	73,964	84,292	49,000	51,500	28,196	45,500	37,500	52,000	50,000	41,000	38,500
	Mean	48,503	30,662	38,718	46,760	56,205	73,393	69,782	86,691	100,938	65,000	48,167	30,264	52,914	42,711	63,025	69,100	50,200	43,255
	1st Decile	28,000	23,500	29,000	32,000	37,334	42,000	45,000	41,000	61,000	9,998	30,000	18,000	31,000	28,000	28,500	17,000	29,000	26,000
	9th Decile	79,200	38,930	51,000	61,600	85,000	110,000	105,000	150,000	145,500	173,000	63,000	39,000	84,500	60,125	100,008	160,000	83,000	64,000
Male	Total	1,376	92	238	154	161	168	174	189	117	63	20	46	144	690	531	11	1,376	0
	Median	60,186	30,000	37,500	50,230	60,000	76,588	80,000	84,000	81,000	80,000	54,250	28,727	62,000	50,000	74,000	55,000	60,186	
	Mean	75,024	30,582	40,128	55,588	72,163	86,641	93,678	102,750	107,660	101,998	69,650	30,876	75,277	65,654	87,012	80,807	75,024	
	1st Decile	32,400	22,000	29,000	36,000	43,000	47,000	53,000	53,923	55,000	44,000	24,500	16,000	40,000	30,000	37,900	25,000	32,400	
	9th Decile	125,000	38,375	54,800	80,000	100,000	130,000	129,217	150,000	183,131	165,000	122,500	42,000	120,000	118,500	131,500	160,000	125,000	
Female	Total	306	47	71	59	37	36	34	14	7	1	0	22	23	205	78	0	0	306
	Median	45,000	29,000	38,500	48,000	55,000	54,400	61,800	75,500	90,300	135,000		27,500	40,000	40,100	57,800			45,000
	Mean	50,908	30,592	39,076	48,920	64,646	58,231	59,740	74,153	112,427	135,000		33,166	51,732	45,217	65,623			50,908
	1st Decile	28,000	25,000	30,000	31,000	38,000	31,000	31,086	42,736	36,000	135,000		24,500	30,000	28,000	33,000			28,000
	9th Decile	80,000	40,500	51,000	70,000	100,008	90,000	80,000	95,000	240,000	135,000		42,000	80,000	70,279	90,300			80,000



Section A Classified by age, sex, 2015 graduation and highest qualification

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

		Total	Age Band										Graduate 2015	Highest Qualification				Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad	Male	Female
Doctorate	Total	167	0	10	14	36	23	25	29	16	9	5	6	167	0	0	0	144	23
	Mean	72,034		34,380	49,075	64,342	64,157	69,305	93,024	83,584	120,420	71,100	31,992	72,034				75,277	51,732
	Median	61,000		31,000	44,000	58,250	52,000	62,000	85,000	74,500	89,000	57,000	30,500	61,000				62,000	40,000
	1st Decile	38,000		29,000	32,000	39,000	33,210	49,000	41,000	60,000	48,000	50,000	28,000	38,000				40,000	30,000
	9th Decile	120,000		45,000	65,000	104,000	120,000	100,000	150,000	135,000	400,000	110,000	39,000	120,000				120,000	80,000
Masters	Total	895	118	263	158	94	98	60	56	27	13	8	50	0	895	0	0	690	205
	Mean	60,973	30,363	40,207	55,330	75,384	79,664	97,757	126,766	92,985	73,019	44,250	30,110		60,973			65,654	45,217
	Median	47,500	30,000	38,000	50,000	59,850	70,140	80,000	91,837	84,292	65,300	37,500	28,000		47,500			50,000	40,100
	1st Decile	29,350	23,800	29,350	36,000	43,616	43,779	48,000	55,000	57,585	18,750	20,000	16,800		29,350			30,000	28,000
	9th Decile	109,000	38,375	54,000	77,000	107,000	125,000	156,100	185,000	140,000	118,000	97,000	36,750		109,000			118,500	70,279
Bachelors	Total	609	19	36	41	66	81	122	116	80	41	7	12	0	0	609	0	531	78
	Mean	84,272	32,973	39,069	49,211	68,424	87,708	86,665	90,149	118,315	109,069	97,643	37,708			84,272		87,012	65,623
	Median	71,000	30,000	34,798	48,271	59,490	76,000	79,075	79,295	87,000	80,000	80,000	30,000			71,000		74,000	57,800
	1st Decile	37,000	18,000	25,000	34,000	40,000	48,000	52,000	50,000	54,500	48,000	25,000	18,000			37,000		37,900	33,000
	9th Decile	130,000	48,360	55,000	69,437	98,000	130,000	120,000	135,000	220,000	167,000	220,000	56,000			130,000		131,500	90,300
Non-grad	Total	11	2	0	0	2	2	1	2	1	1	0	0	0	0	0	11	11	0
	Mean	80,807	21,000			45,900	132,500	160,000	102,000	70,080	56,000						80,807	80,807	
	Median	55,000	21,000			45,900	132,500	160,000	102,000	70,080	56,000						55,000	55,000	
	1st Decile	25,000	17,000			45,800	55,000	160,000	54,000	70,080	56,000						25,000	25,000	
	9th Decile	160,000	25,000			46,000	210,000	160,000	150,000	70,080	56,000						160,000	160,000	



Section A Classified by age, sex, 2015 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 2015	Highest Qualification				Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad	Male	Female
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	23	0	0	0	1	5	4	5	5	3	0	0	1	7	15	0	23	0
	Mean	208,870				115,000	141,200	277,750	152,600	362,448	98,927			114,780	123,429	255,016		208,870	
	Median	145,000				115,000	130,000	152,500	150,000	369,000	102,000			114,780	105,000	160,000		145,000	
	1st Decile	80,000				115,000	80,000	101,000	125,000	92,000	80,000			114,780	80,000	92,000		80,000	
	9th Decile	447,241				115,000	210,000	705,000	183,000	585,000	114,780			114,780	200,000	585,000		447,241	
Senior manager/Director/Dean/Head of department	Total	138	0	0	0	10	28	31	37	18	12	2	1	19	45	73	1	135	3
	Mean	121,106				95,930	109,875	116,193	136,243	130,688	127,169	77,750	96,500	112,122	133,636	114,503	210,000	122,486	59,033
	Median	105,750				72,500	99,750	102,000	115,000	124,624	111,500	77,750	96,500	103,000	105,000	105,000	210,000	109,000	60,000
	1st Decile	67,500				52,025	65,000	67,600	78,000	70,000	67,563	50,000	96,500	66,000	59,000	67,600	210,000	68,000	49,500
	9th Decile	192,000				190,000	192,000	148,000	202,000	200,000	240,000	105,500	96,500	187,000	189,280	192,000	210,000	192,000	67,600
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	366	0	13	20	43	71	73	76	46	21	3	1	41	138	185	2	316	50
	Mean	90,742		54,351	61,656	95,743	80,293	85,006	102,462	99,954	117,131	134,667	56,000	80,425	94,971	90,174	63,040	94,445	67,338
	Median	75,000		51,000	60,500	73,500	75,000	79,150	83,500	78,971	85,000	97,000	56,000	75,000	72,500	78,000	63,040	78,925	60,500
	1st Decile	50,000		41,000	40,750	51,000	48,000	57,000	55,000	56,000	56,000	87,000	56,000	49,000	49,000	55,000	56,000	53,000	39,125
	9th Decile	129,794		67,000	87,062	120,000	130,000	120,000	146,000	139,000	135,000	220,000	56,000	120,000	147,000	125,000	70,080	130,000	97,500
Senior engineer/Senior lecturer	Total	265	0	7	51	57	37	48	35	16	12	2	0	26	129	110	0	220	45
	Mean	67,543		49,589	61,201	68,806	67,422	74,360	76,271	59,603	58,047	62,500		67,141	66,528	68,828		68,635	62,203
	Median	60,900		50,000	57,000	61,000	60,000	68,087	70,000	57,543	55,250	62,500		60,000	60,000	62,000		61,000	55,000
	1st Decile	44,000		36,600	42,000	45,000	44,000	42,400	50,000	46,500	34,100	45,000		48,000	42,000	45,000		45,000	36,000
	9th Decile	106,000		62,400	77,000	97,000	111,000	115,347	120,000	71,280	84,000	80,000		100,000	107,000	106,118		106,618	80,000
Engineer/Supervised team member/Lecturer	Total	67	0	15	35	5	4	4	3	1	0	0	0	2	46	19	0	48	19
	Mean	52,157		43,853	56,241	44,119	72,544	36,797	40,016	90,300				60,300	51,109	53,838		54,196	47,006
	Median	46,500		43,000	55,000	44,395	75,588	32,043	38,000	90,300				60,300	44,698	50,000		51,400	42,000
	1st Decile	36,000		35,000	38,000	29,000	50,000	22,500	38,000	90,300				60,000	36,000	33,000		38,000	31,086
	9th Decile	77,175		52,800	80,000	63,000	89,000	60,600	44,049	90,300				60,600	80,000	77,175		77,175	80,000
Engineering technician	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																		
Graduate in training/Engineer in training/Postdoctoral	Total	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
	Mean	20,000	20,000													20,000		20,000	
	Median	20,000	20,000													20,000		20,000	
	1st Decile	20,000	20,000													20,000		20,000	
	9th Decile	20,000	20,000													20,000		20,000	
Consultant	Total	60	0	2	3	1	5	6	10	14	10	9	0	6	22	32	0	56	4
	Mean	86,524		41,000	87,000	50,000	83,100	126,000	85,299	83,944	109,175	56,333		128,333	79,556	83,476		87,678	70,375
	Median	78,995		41,000	100,000	50,000	90,000	131,000	80,995	79,500	86,000	43,000		85,000	95,250	78,000		78,995	71,500
	1st Decile	26,866		40,000	61,000	50,000	44,500	76,000	55,500	28,732	24,375	20,000		42,000	24,000	30,000		25,000	40,000
	9th Decile	137,500		42,000	100,000	50,000	105,000	170,000	124,000	140,000	267,500	135,000		400,000	128,000	148,000		140,000	98,500
Other	Total	13	0	0	0	1	2	4	3	1	1	1	0	2	5	6	0	11	2
	Mean	88,415				130,000	76,000	72,150	92,267	80,000	165,000	57,000		73,500	84,000	97,067		91,345	72,300
	Median	80,000				130,000	76,000	71,500	90,000	80,000	165,000	57,000		73,500	80,000	83,500		80,000	72,300
	1st Decile	58,600				130,000	66,000	58,600	61,800	80,000	165,000	57,000		57,000	63,000	58,600		61,800	58,600
	9th Decile	130,000				130,000	86,000	87,000	125,000	80,000	165,000	57,000		90,000	125,000	165,000		130,000	86,000



Section A Classified by age, sex, 2015 graduation and highest qualification

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

		Total	Age Band										Graduate 2015	Highest Qualification				Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad	Male	Female
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	5	0	1	0	0	0	1	1	2	0	0	0	0	0	5	0	4	1
	Mean	145,000		120,000				65,000	190,000	175,000						145,000		121,250	240,000
	Median	120,000		120,000				65,000	190,000	175,000						120,000		115,000	240,000
	1st Decile	65,000		120,000				65,000	190,000	110,000						65,000		65,000	240,000
	9th Decile	240,000		120,000				65,000	190,000	240,000						240,000		190,000	240,000
Senior manager/Director/Dean/Head of department	Total	36	0	1	1	5	9	5	6	7	1	1	0	4	11	19	2	28	8
	Mean	111,457		46,750	61,500	87,142	128,056	113,000	124,083	111,714	173,000	51,500		80,375	87,614	127,221	155,000	120,920	78,339
	Median	88,000		46,750	61,500	90,000	75,000	105,000	134,000	72,000	173,000	51,500		65,000	72,500	100,000	155,000	97,500	71,250
	1st Decile	58,000		46,750	61,500	70,000	56,000	80,000	58,000	60,000	173,000	51,500		51,500	58,000	64,000	150,000	56,000	58,000
	9th Decile	200,000		46,750	61,500	100,008	321,000	160,000	200,000	275,000	173,000	51,500		140,000	120,000	275,000	160,000	250,000	120,000
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	109	4	12	19	23	16	17	12	5	0	1	2	19	51	37	2	83	26
	Mean	63,125	35,250	43,708	53,929	59,043	71,825	65,464	85,940	95,220		63,000	83,500	58,184	66,158	62,413	45,900	64,368	59,156
	Median	56,000	35,000	40,000	50,000	54,000	65,350	62,000	75,500	90,600		63,000	83,500	57,000	55,000	59,000	45,900	62,000	52,500
	1st Decile	38,500	30,000	37,500	38,000	40,000	47,000	53,000	61,000	72,000		63,000	42,000	38,000	39,000	37,500	45,800	39,000	38,500
	9th Decile	86,000	41,000	54,000	75,000	82,000	110,000	85,000	128,000	145,500		63,000	125,000	82,000	90,600	86,000	46,000	86,000	85,000
Senior engineer/Senior lecturer	Total	90	0	11	28	18	12	8	8	4	1	0	0	17	43	29	1	73	17
	Mean	52,507		44,671	49,703	52,228	53,797	52,540	59,549	79,048	44,000			53,836	50,777	54,241	54,000	54,099	45,670
	Median	48,501		42,000	48,501	52,394	47,000	47,250	60,895	75,595	44,000			46,000	46,500	54,000	54,000	50,000	46,000
	1st Decile	37,450		37,900	37,000	36,900	39,000	24,320	41,000	61,000	44,000			39,000	38,200	34,500	54,000	39,000	36,000
	9th Decile	74,000		52,000	60,000	78,000	75,000	90,000	83,000	104,000	44,000			87,000	62,532	78,000	54,000	78,000	55,000
Engineer/Supervised team member/Lecturer	Total	258	27	162	42	21	2	0	2	0	2	0	8	15	211	32	0	192	66
	Mean	39,842	33,252	38,990	43,828	44,579	55,000		40,000		49,000		39,438	36,719	39,664	42,478		40,439	38,104
	Median	37,563	32,000	36,784	40,500	44,000	55,000		40,000		49,000		32,500	35,600	37,500	39,250		37,625	36,925
	1st Decile	29,000	23,500	30,000	32,000	37,768	50,000		40,000		49,000		19,000	30,000	29,254	29,000		30,000	28,000
	9th Decile	51,000	40,500	51,000	50,460	55,000	60,000		40,000		49,000		100,000	44,620	51,000	57,000		51,000	52,000
Engineering technician	Total	8	0	5	2	1	0	0	0	0	0	0	0	0	5	3	0	5	3
	Mean	39,610		42,640	35,375	32,930									34,890	47,477		45,126	30,417
	Median	33,965		35,000	35,375	32,930									35,000	32,930		35,000	30,000
	1st Decile	20,500		20,500	30,000	32,930									30,000	20,500		32,100	20,500
	9th Decile	89,000		89,000	40,750	32,930									40,750	89,000		89,000	40,750
Graduate in training/Engineer in training/Postdoctoral	Total	157	96	57	1	2	1	0	0	0	0	0	50	1	135	21	0	110	47
	Mean	31,541	30,450	33,729	25,000	29,750	21,600						27,270	34,500	31,925	28,929		31,621	31,353
	Median	30,200	30,000	32,550	25,000	29,750	21,600						28,000	34,500	31,000	29,000		30,100	31,000
	1st Decile	25,000	24,500	26,000	25,000	25,000	21,600						21,250	34,500	25,000	21,000		25,000	24,500
	9th Decile	40,500	38,500	45,000	25,000	34,500	21,600						32,750	34,500	40,500	33,500		40,000	42,000
Consultant	Total	19	2	4	4	0	3	0	2	2	1	1	0	1	13	5	0	14	5
	Mean	56,592	31,500	39,260	41,475		84,000		101,658	97,000	9,998	30,000		95,000	38,289	96,500		61,911	41,700
	Median	40,000	31,500	38,250	37,900		80,000		101,658	97,000	9,998	30,000		95,000	36,500	97,000		54,320	33,500
	1st Decile	28,500	29,500	33,500	28,500		75,000		71,815	95,000	9,998	30,000		95,000	28,500	75,000		30,000	28,500
	9th Decile	99,000	33,500	47,040	61,600		97,000		131,500	99,000	9,998	30,000		95,000	61,600	131,500		99,000	80,000
Other	Total	9	2	3	1	2	0	1	0	0	0	0	3	2	7	0	0	7	2
	Mean	38,478	14,000	47,283	29,450	68,500		10,000					19,150	34,225	39,693			37,186	43,000
	Median	36,850	14,000	47,000	29,450	68,500		10,000					14,000	34,225	36,850			29,450	43,000
	1st Decile	10,000	14,000	36,850	29,450	39,000		10,000					14,000	29,450	10,000			10,000	39,000
	9th Decile	98,000	14,000	58,000	29,450	98,000		10,000					29,450	39,000	98,000			98,000	47,000



Section A Classified by age, sex, 2015 graduation and highest qualification

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

		Total	Age Band										Graduate 2015	Highest Qualification				Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad	Male	Female
Biochemical engineering	Total	32	1	3	7	2	5	5	4	1	4	0	0	12	10	10	0	27	5
	Median £	56,000	33,500	37,000	45,000	61,394	58,000	57,000	84,000	75,000	74,000			59,500	37,250	57,500		58,000	37,000
Chemical and allied products	Total	184	14	30	9	22	34	33	27	11	3	1	7	16	88	78	2	159	25
	Median £	55,000	28,600	37,500	49,000	49,500	64,500	70,000	75,000	71,280	114,780	51,500	27,592	54,525	44,244	70,640	102,500	57,000	46,000
Consultancy	Total	153	16	25	32	21	15	16	12	8	5	3	6	6	95	51	1	121	32
	Median £	51,000	28,734	37,000	53,700	59,000	84,000	74,750	96,258	65,000	58,000	25,000	24,250	65,500	44,000	65,000	54,000	54,000	39,125
Consumer products	Total	22	4	4	4	0	4	3	3	0	0	0	1	3	10	8	1	16	6
	Median £	42,500	28,500	30,500	42,000		53,200	120,000	76,000				29,000	31,000	40,750	58,200	17,000	46,250	30,500
Contracting	Total	107	9	13	10	13	14	13	15	12	5	3	3	2	59	46	0	90	17
	Median £	70,000	32,500	42,000	56,892	78,500	76,425	79,700	78,000	102,000	70,764	45,000	32,500	81,000	61,000	78,575		71,500	51,000
Education/ university	Total	31	0	0	4	7	1	4	8	4	1	2	1	29	0	2	0	27	4
	Median £	55,000			43,750	43,000	66,000	60,000	74,250	60,500	99,000	72,000	34,500	57,000		38,465		55,000	54,810
Finance, insurance and risk	Total	14	0	0	0	0	4	3	3	2	1	1	0	2	4	8	0	14	0
	Median £	130,000					181,100	115,347	140,000	86,800	155,000	135,000		121,600	85,300	137,500		130,000	
Food and drink	Total	66	6	15	4	10	3	8	8	10	0	2	5	9	36	21	0	49	17
	Median £	55,000	27,000	33,550	42,500	57,000	67,500	90,500	75,000	71,000		46,500	27,000	67,340	38,050	64,000		60,000	39,100
Health, safety and environment	Total	18	1	2	1	0	0	4	3	6	1	0	0	2	6	10	0	14	4
	Median £	63,500	29,500	27,250	50,000			79,087	65,000	103,500	44,000			120,000	52,500	63,500		66,587	31,500
Industrial gases	Total	46	4	12	3	8	6	4	4	2	2	1	3	5	29	12	0	36	10
	Median £	57,500	25,000	38,344	47,000	78,000	68,000	72,825	69,500	108,600	101,000	110,000	25,000	80,000	45,173	69,500		64,500	48,024
Iron, steel and other metals	Total	10	2	3	0	2	0	2	0	0	1	0	1	1	6	3	0	10	0
	Median £	40,000	22,500	29,000		51,490		66,000			55,000		20,000	44,000	28,500	55,000		40,000	
Mining and minerals	Total	14	1	0	1	3	2	2	3	2	0	0	1	4	4	6	0	13	1
	Median £	78,363	28,000		50,500	104,000	70,500	93,363	64,000	65,000			28,000	102,000	49,526	67,000		86,726	28,000
Oil and gas exploration and production	Total	313	24	67	53	31	42	34	31	15	11	5	7	16	189	106	2	257	56
	Median £	75,000	35,000	46,650	62,000	95,000	112,500	120,000	121,000	145,500	120,000	75,000	37,500	90,000	58,000	94,000	185,000	85,000	55,000
Oil refining	Total	99	8	19	9	8	9	16	9	16	4	1	1	5	51	43	0	82	17
	Median £	75,000	39,715	46,500	55,000	86,000	97,000	79,750	109,000	93,500	95,500	80,000	32,000	82,000	55,000	89,000		80,000	40,791
Other	Total	87	7	12	9	8	14	8	14	6	8	1	6	14	32	40	1	73	14
	Median £	55,000	27,000	32,473	47,000	62,000	55,000	66,500	60,590	77,186	82,500	50,000	28,377	48,500	46,250	59,376	70,080	60,000	40,500



Section A Classified by age, sex, 2015 graduation and highest qualification

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

SECTION A / TABLE 8 : MEDIAN SALARY OR SELF EMPLOYED EARNINGS BY INDUSTRY SECTOR																			Cont'd	
		Total	Age Band										Graduate 2015	Highest Qualification				Gender		
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad	Male	Female	
Paper and packaging	Total	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	1	
	Median £	64,000					64,000									64,000			64,000	
Petrochemicals	Total	78	4	22	9	12	6	7	12	2	4	0	1	5	50	23	0	63	15	
	Median £	61,000	35,750	39,000	60,000	60,750	78,425	86,000	100,100	90,460	97,000		39,000	73,000	48,250	90,000		65,500	42,000	
Pharmaceuticals and personal care products	Total	91	13	17	17	14	9	6	10	4	1	0	6	12	53	23	3	71	20	
	Median £	47,000	30,000	36,000	51,000	46,000	66,000	53,663	88,500	68,990	89,000		30,000	53,000	44,000	55,000	45,800	46,000	50,500	
Plastics	Total	14	1	2	2	1	0	5	3	0	0	0	1	2	5	7	0	14	0	
	Median £	68,000	30,000	44,000	36,575	51,000		103,490	187,000				30,000	194,500	40,000	103,490		68,000		
Power generation and fossil fuels	Total	21	2	4	1	2	3	4	2	3	0	0	0	1	11	9	0	18	3	
	Median £	58,000	29,500	31,000	69,437	59,750	77,300	36,029	54,000	91,000			66,000	38,126	58,000		58,980	36,000		
Power generation and nuclear decommissioning	Total	57	5	13	3	11	5	8	7	4	1	0	4	4	32	21	0	48	9	
	Median £	54,000	32,000	41,000	48,271	55,000	59,000	71,000	73,000	59,500	72,000		30,100	60,000	42,000	60,191		54,000	53,850	
Power generation and nuclear generation	Total	37	7	11	9	4	2	1	2	1	0	0	4	0	27	10	0	31	6	
	Median £	45,000	30,000	35,595	46,000	62,227	63,500	49,600	87,500	69,500			29,750		45,657	39,000		45,000	50,500	
Power generation and renewables	Total	17	1	4	6	2	0	2	2	0	0	0	0	1	13	3	0	13	4	
	Median £	58,000	28,000	40,000	56,325	80,500		82,500	92,500				66,000	40,000	93,000		58,500	37,250		
Process plant and equipment	Total	49	3	11	6	7	3	5	7	3	4	0	3	3	24	22	0	38	11	
	Median £	45,000	26,000	34,000	43,000	50,000	39,000	54,000	69,000	110,000	70,000		18,000	40,000	37,300	53,750		49,750	32,000	
Public sector	Total	26	0	2	2	2	7	4	2	3	4	0	0	4	16	6	0	20	6	
	Median £	45,555		40,000	41,500	40,205	48,000	40,293	37,525	64,000	41,050			42,205	42,000	56,000		45,555	44,500	
Waste management	Total	17	1	5	1	0	1	2	2	4	1	0	0	0	5	12	0	14	3	
	Median £	59,000	22,000	29,000	42,000		59,000	85,000	64,250	69,095	75,000				42,000	64,250		60,000	59,000	
Water	Total	78	5	13	11	8	14	9	10	5	3	0	7	9	40	28	1	58	20	
	Median £	45,100	26,500	29,000	39,000	53,250	47,500	80,000	62,250	65,000	56,000		26,500	39,000	39,500	64,140	56,000	52,750	33,549	



Section A Classified by age, sex, 2015 graduation and highest qualification

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

		Total	Age Band										Graduate 2015	Highest Qualification				Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad	Male	Female
Design	Total	524	49	126	86	63	59	57	50	15	14	5	16	22	325	177	0	427	97
	Median £	52,000	30,000	37,713	53,700	60,000	70,000	78,000	78,300	71,280	78,500	45,000	26,000	68,500	44,000	65,650		55,000	42,200
Research and development	Total	133	10	16	15	28	18	13	15	11	7	0	7	54	44	34	1	111	22
	Median £	55,000	29,377	32,000	39,000	57,500	64,500	62,000	77,880	70,000	60,000		28,700	61,000	38,050	60,000	17,000	58,000	39,946
Manufacture and production	Total	190	22	46	21	16	27	19	20	16	3	0	12	14	99	75	2	150	40
	Median £	50,000	29,500	37,877	50,500	48,500	62,737	58,500	85,000	78,040	105,000		28,100	56,250	42,500	57,500	47,540	50,000	50,465
Project management/general administration/management services	Total	172	8	21	22	22	16	19	34	21	8	1	4	9	87	74	2	142	30
	Median £	66,750	30,000	37,900	45,000	75,750	73,140	79,150	96,000	96,000	99,500	63,000	30,000	82,000	52,000	82,850	97,900	71,000	49,500
Construction and installation	Total	34	3	3	3	5	9	5	4	2	0	0	3	1	16	17	0	31	3
	Median £	68,000	31,000	35,000	61,600	56,000	68,000	80,000	74,964	105,000			30,000	70,000	56,250	72,000		68,000	56,000
Operations	Total	185	19	43	29	20	25	19	14	14	1	1	12	7	113	64	1	156	29
	Median £	59,000	33,000	40,500	57,000	58,300	106,000	115,000	68,750	112,000	57,000	220,000	27,796	45,000	54,000	73,500	160,000	60,513	48,000
Business systems/IT and software	Total	9	0	3	0	0	0	2	3	1	0	0	1	2	3	4	0	8	1
	Median £	50,000		39,000				44,500	75,000	92,000			39,000	44,000	40,000	75,000		62,500	39,000
Marketing and sales	Total	56	2	5	2	12	4	7	9	6	7	2	1	2	20	34	0	47	9
	Median £	79,425	25,750	34,000	40,018	55,000	86,425	90,000	117,464	99,600	102,000	65,250	25,000	37,000	62,000	89,500		90,000	45,000
Finance/Financial services/Procurement and supply	Total	11	0	0	1	2	2	1	2	0	1	2	0	2	2	7	0	11	0
	Median £	130,000			50,000	93,500	181,100	97,500	120,000		130,000	122,500		133,100	75,000	130,000		130,000	
Asset management	Total	42	0	6	5	6	8	7	7	1	2	0	1	5	25	10	2	37	5
	Median £	65,250		33,230	54,075	61,525	69,000	76,500	127,000	135,000	151,732		29,450	40,000	60,000	75,000	51,000	75,000	33,500
Education and training	Total	24	0	2	0	2	1	6	6	3	2	2	0	18	1	5	0	22	2
	Median £	60,000		23,000		40,384	97,000	77,488	52,000	60,000	93,500	72,000		60,000	26,000	89,976		60,000	53,799
Process safety/Safety, health and environment	Total	189	17	24	20	10	22	35	22	21	14	4	6	17	104	65	3	153	36
	Median £	63,000	30,200	38,500	47,750	60,500	68,000	75,000	83,500	84,292	72,675	37,000	29,250	72,000	55,000	72,000	55,000	65,000	45,000
Regulations/Regulatory compliance	Total	31	1	3	2	6	2	6	6	3	2	0	0	1	20	10	0	17	14
	Median £	48,000	34,000	32,350	63,000	56,727	45,000	47,392	62,900	57,585	34,100			31,000	43,000	58,400		57,585	43,000
Other	Total	82	8	11	7	6	11	12	11	10	3	3	5	13	36	33	0	64	18
	Median £	72,750	27,250	35,700	61,500	77,500	86,000	107,000	128,000	79,000	84,000	50,000	36,000	61,000	49,959	100,000		79,000	54,376

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	Graduate	Consultant	Other	Male	Female	Full time	Part time
Total	Total	1,682	933	691	58	29	177	486	364	342	8	165	84	27	1,376	306	1,606	75
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Full time	Total	1,606	868	681	57	29	175	459	341	337	8	165	66	26	1,337	269	1,606	0
	%	96%	93%	99%	98%	100%	99%	94%	94%	99%	100%	100%	79%	96%	97%	88%	100%	0%
Part time	Total	75	64	10	1	0	2	27	22	5	0	0	18	1	39	36	0	75
	%	5%	7%	1%	2%	0%	1%	6%	6%	2%	0%	0%	21%	4%	3%	12%	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	Graduate	Consultant	Other	Male	Female	Full time	Part time
Total	1682	933	691	58	29	177	486	364	342	8	165	84	27	1376	306	1606	75
<=£16K	10	3	7	0	0	1	0	2	0	0	3	1	3	9	1	10	0
>=£16K	2	0	0	2	0	0	0	0	0	0	0	0	2	2	0	2	0
>=£18K	3	2	1	0	0	0	0	0	0	0	1	2	0	3	0	2	1
>=£19K	1	0	1	0	0	0	0	0	1	0	0	0	0	1	0	1	0
>=£20K	6	2	4	0	0	0	0	0	1	1	3	1	0	4	2	5	1
>=£21K	3	0	3	0	0	0	1	0	0	0	2	0	0	0	3	2	1
>=£22K	5	1	4	0	0	0	0	0	2	0	3	0	0	3	2	4	1
>=£23K	3	1	2	0	0	0	0	1	1	0	1	0	0	2	1	2	1
>=£24K	5	1	4	0	0	0	0	1	0	0	3	1	0	3	2	4	1
>=£25K	18	2	14	2	0	0	0	0	4	0	11	2	1	11	7	16	2
>=£26K	11	0	11	0	0	0	0	0	1	0	10	0	0	7	4	11	0
>=£27K	5	0	5	0	0	0	0	0	1	0	4	0	0	3	2	5	0
>=£28K	30	2	25	3	0	0	0	0	13	0	15	2	0	17	13	29	1
>=£29K	27	1	23	3	0	0	0	0	11	0	13	1	2	22	5	27	0
>=£30K	33	1	29	3	0	0	1	1	10	1	18	2	0	27	6	31	2
>=£31K	18	5	13	0	0	0	2	2	7	0	7	0	0	9	9	13	5
>=£32K	35	1	32	2	0	0	1	1	19	2	12	0	0	23	12	34	1
>=£33K	25	3	22	0	0	0	3	0	14	0	6	2	0	16	9	23	2
>=£34K	24	3	21	0	0	0	1	3	14	0	6	0	0	18	6	21	3
>=£35K	28	1	23	4	0	0	0	2	17	1	8	0	0	23	5	28	0
>=£36K	39	5	33	1	0	0	2	6	19	1	9	1	1	29	10	37	2
>=£37K	30	4	25	1	0	0	2	5	17	0	5	1	0	24	6	30	0
>=£38K	28	8	20	0	0	0	6	2	15	0	4	1	0	20	8	27	1
>=£39K	19	3	14	2	0	0	1	4	12	0	1	0	1	13	6	18	1
>=£40K	138	44	86	8	0	0	24	30	65	1	13	5	0	106	32	130	8
>=£45K	119	52	65	2	0	3	26	52	29	0	5	2	2	84	35	112	7
>=£50K	107	59	44	4	0	2	35	45	20	0	1	4	0	86	21	99	8
>=£55K	118	79	34	5	0	7	41	44	19	0	1	3	3	96	22	113	5
>=£60K	95	71	22	2	1	4	41	31	11	0	0	5	2	83	12	89	5
>=£65K	78	61	16	1	1	12	39	22	2	0	0	1	1	61	17	76	2
>=£70K	79	65	12	2	0	9	38	24	5	0	0	3	0	68	11	78	1
>=£75K	67	54	13	0	0	8	35	15	2	0	0	7	0	61	6	64	3
>=£80K	60	45	12	3	3	6	25	15	4	0	0	5	2	53	7	59	1
>=£85K	45	36	8	1	0	8	27	5	2	1	0	0	2	41	4	42	3
>=£90K	51	47	3	1	1	13	19	12	1	0	0	4	1	47	4	51	0
>=£95K	35	26	6	3	0	10	14	5	0	0	0	5	1	32	3	33	2
>=£100K	30	24	5	1	2	6	12	5	1	0	0	4	0	27	3	29	1
>=£105K	29	27	2	0	1	9	9	9	0	0	0	1	0	29	0	29	0
>=£110K	23	20	3	0	2	6	9	4	0	0	0	2	0	21	2	22	1
>=£115K	18	18	0	0	1	7	6	3	0	0	0	1	0	18	0	18	0



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

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

Cont'd

	Total	Member Grade			Level of Responsibility									Gender		Employment status	
		Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female	Full time	Part time
>=£120K	37	31	4	2	1	11	16	4	1	0	0	4	0	34	3	37	0
>=£125K	20	18	2	0	1	4	11	2	0	0	0	1	1	19	1	20	0
>=£130K	15	13	2	0	1	5	4	2	0	0	0	2	1	15	0	15	0
>=£135K	12	10	2	0	0	3	6	0	1	0	0	2	0	11	1	11	1
>=£140K	13	11	2	0	0	7	4	1	0	0	0	1	0	13	0	13	0
>=£145K	7	6	1	0	1	2	3	0	0	0	0	1	0	7	0	7	0
>=£150K	41	35	6	0	4	18	12	3	0	0	0	3	1	40	1	41	0
>=£200K	17	15	2	0	4	9	4	0	0	0	0	0	0	16	1	17	0
>=£250K	20	17	3	0	5	7	6	1	0	0	0	1	0	19	1	19	1
Total	1,682	933	691	58	29	177	486	364	342	8	165	84	27	1,376	306	1,606	75
Mean	70,637	88,406	48,210	51,993	192,725	118,679	83,926	63,582	42,212	39,610	31,441	79,905	60,396	75,024	50,908	71,352	55,419
Median	57,000	73,000	40,000	43,779	130,000	103,000	72,000	56,750	39,000	33,965	30,000	75,500	58,000	60,186	45,000	58,000	48,000
1st Decile	31,000	45,000	28,200	28,000	80,000	65,000	45,800	41,220	29,880	20,500	25,000	28,732	14,000	32,400	28,000	31,300	25,000
9th Decile	120,000	135,000	78,000	95,000	447,241	192,000	125,000	97,000	57,000	89,000	40,000	131,500	125,000	125,000	80,000	120,000	88,000



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

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

		Total	Member Grade			Level of Responsibility									Gender		Employment status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female	Full time	Part time
Total		1682	933	691	58	29	177	486	364	342	8	165	84	27	1376	306	1606	75
401k savings plan (US)	Total	4	2	2	0	0	1	2	0	0	0	1	0	0	4	0	4	0
	%	0.2%	0.2%	0.3%	0.0%	0.0%	0.6%	0.4%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.3%	0.0%	0.2%	0.0%
Central Providence Fund (Singapore)	Total	2	2	0	0	0	0	0	1	0	0	0	1	0	2	0	1	1
	%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	1.2%	0.0%	0.1%	0.0%	0.1%	1.3%
Defined benefit pension/Company final salary scheme	Total	499	294	186	19	7	62	159	115	88	3	40	13	12	413	86	475	24
	%	29.7%	31.5%	26.9%	32.8%	24.1%	35.0%	32.7%	31.6%	25.7%	37.5%	24.2%	15.5%	44.4%	30.0%	28.1%	29.6%	32.0%
Defined contribution pension/Company money purchase scheme	Total	1013	541	443	29	17	98	300	205	228	4	111	40	10	813	200	979	34
	%	60.2%	58.0%	64.1%	50.0%	58.6%	55.4%	61.7%	56.3%	66.7%	50.0%	67.3%	47.6%	37.0%	59.1%	65.4%	61.0%	45.3%
Non-contributory pension	Total	54	32	21	1	4	9	6	9	14	0	3	8	1	46	8	50	4
	%	3.2%	3.4%	3.0%	1.7%	13.8%	5.1%	1.2%	2.5%	4.1%	0.0%	1.8%	9.5%	3.7%	3.3%	2.6%	3.1%	5.3%
None	Total	110	62	39	9	1	7	19	34	12	1	10	22	4	98	12	97	12
	%	6.5%	6.6%	5.6%	15.5%	3.4%	4.0%	3.9%	9.3%	3.5%	12.5%	6.1%	26.2%	14.8%	7.1%	3.9%	6.0%	16.0%
Medical and dental insurance	Total	1007	613	372	22	21	136	342	226	166	2	73	30	11	839	168	979	28
	%	59.9%	65.7%	53.8%	37.9%	72.4%	76.8%	70.4%	62.1%	48.5%	25.0%	44.2%	35.7%	40.7%	61.0%	54.9%	61.0%	37.3%
Car or car allowance	Total	505	381	115	9	17	128	222	81	19	0	14	16	8	445	60	487	18
	%	30.0%	40.8%	16.6%	15.5%	58.6%	72.3%	45.7%	22.3%	5.6%	0.0%	8.5%	19.0%	29.6%	32.3%	19.6%	30.3%	24.0%
Company share scheme	Total	493	299	187	7	8	58	162	95	101	2	52	9	6	404	89	481	12
	%	29.3%	32.0%	27.1%	12.1%	27.6%	32.8%	33.3%	26.1%	29.5%	25.0%	31.5%	10.7%	22.2%	29.4%	29.1%	30.0%	16.0%
Life insurance	Total	619	402	209	8	22	95	215	123	97	0	43	21	3	528	91	605	14
	%	36.8%	43.1%	30.2%	13.8%	75.9%	53.7%	44.2%	33.8%	28.4%	0.0%	26.1%	25.0%	11.1%	38.4%	29.7%	37.7%	18.7%
Loans	Total	64	30	34	0	0	7	19	13	7	0	15	1	2	54	10	63	1
	%	3.8%	3.2%	4.9%	0.0%	0.0%	4.0%	3.9%	3.6%	2.0%	0.0%	9.1%	1.2%	7.4%	3.9%	3.3%	3.9%	1.3%
IChemE membership fees	Total	1266	720	519	27	20	140	371	267	277	4	127	49	11	1034	232	1217	49
	%	75.3%	77.2%	75.1%	46.6%	69.0%	79.1%	76.3%	73.4%	81.0%	50.0%	77.0%	58.3%	40.7%	75.1%	75.8%	75.8%	65.3%
Other professional membership fees	Total	209	119	78	12	7	33	67	34	34	1	16	16	1	172	37	195	14
	%	12.4%	12.8%	11.3%	20.7%	24.1%	18.6%	13.8%	9.3%	9.9%	12.5%	9.7%	19.0%	3.7%	12.5%	12.1%	12.1%	18.7%
Childcare	Total	152	82	66	4	2	19	55	27	31	0	13	4	1	118	34	146	6
	%	9.0%	8.8%	9.6%	6.9%	6.9%	10.7%	11.3%	7.4%	9.1%	0.0%	7.9%	4.8%	3.7%	8.6%	11.1%	9.1%	8.0%
None	Total	171	84	70	17	0	11	32	45	32	3	17	24	7	140	31	149	21
	%	10.2%	9.0%	10.1%	29.3%	0.0%	6.2%	6.6%	12.4%	9.4%	37.5%	10.3%	28.6%	25.9%	10.2%	10.1%	9.3%	28.0%
Other	Total	53	18	33	2	1	3	9	12	10	0	11	5	2	41	12	51	2
	%	3.2%	1.9%	4.8%	3.4%	3.4%	1.7%	1.9%	3.3%	2.9%	0.0%	6.7%	6.0%	7.4%	3.0%	3.9%	3.2%	2.7%



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

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

		Total	Member Grade			Level of Responsibility									Gender		Employment status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female	Full time	Part time
Chartered Members	Total	933	933	0	0	23	138	366	265	67	0	1	60	13	810	123	868	64
	Mean	88,406	88,406			208,870	121,106	90,742	67,543	52,157		20,000	86,524	88,415	92,371	62,296	90,656	58,282
	Median	73,000	73,000			145,000	105,750	75,000	60,900	46,500		20,000	78,995	80,000	76,000	58,600	75,000	49,000
	1st Decile	45,000	45,000			80,000	67,500	50,000	44,000	36,000		20,000	26,866	58,600	47,500	36,057	47,000	25,000
	9th Decile	135,000	135,000			447,241	192,000	129,794	106,000	77,175		20,000	137,500	130,000	140,000	90,000	138,000	89,000
Non-Chartered Members	Total	749	0	691	58	6	39	120	99	275	8	164	24	14	566	183	738	11
	Mean	48,503		48,210	51,993	130,833	110,089	63,138	52,981	39,790	39,610	31,510	63,356	34,379	50,200	43,255	48,648	38,756
	Median	40,000		40,000	43,779	115,000	90,000	55,500	49,500	37,500	33,965	30,100	55,800	29,225	41,000	38,500	40,000	41,220
	1st Decile	28,000		28,200	28,000	60,000	58,000	39,500	37,000	29,000	20,500	25,000	29,500	14,000	29,000	26,000	28,000	30,000
	9th Decile	79,200		78,000	95,000	240,000	200,000	88,300	78,000	51,000	89,000	40,000	120,000	58,000	83,000	64,000	80,000	51,500
Male	Total	1,376	810	516	50	28	166	407	302	256	5	115	75	22	1,376	0	1,337	39
	Mean	75,024	92,371	49,918	53,105	191,036	121,701	87,654	64,796	42,971	45,126	31,468	82,960	62,323	75,024		75,344	64,075
	Median	60,186	76,000	40,250	45,000	127,500	105,000	74,928	58,000	39,325	35,000	30,000	78,000	59,900	60,186		61,000	50,000
	1st Decile	32,400	47,500	29,000	28,500	80,000	67,000	48,000	42,000	30,000	32,100	25,000	28,732	14,000	32,400		32,550	25,000
	9th Decile	125,000	140,000	80,000	94,250	447,241	195,000	128,000	100,000	60,000	89,000	40,000	135,000	125,000	125,000		125,000	100,000
Female	Total	306	123	175	8	1	11	79	62	86	3	50	9	5	0	306	269	36
	Mean	50,908	62,296	43,173	45,038	240,000	73,073	64,721	57,670	39,953	30,417	31,378	54,444	51,920		50,908	51,515	46,040
	Median	45,000	58,600	38,500	33,650	240,000	67,600	59,000	49,136	38,750	30,000	31,250	40,000	47,000		45,000	45,000	41,610
	1st Decile	28,000	36,057	26,000	28,000	240,000	58,000	38,500	36,000	28,000	20,500	24,500	28,500	29,000		28,000	28,000	30,000
	9th Decile	80,000	90,000	62,000	100,000	240,000	100,008	100,000	77,000	55,000	40,750	41,396	98,500	86,000		80,000	80,000	79,700



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

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

		Total	Member Grade			Level of Responsibility									Gender		Employment status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female	Full time	Part time
Doctorate	Total	167	97	59	11	1	24	64	45	19	0	3	7	4	144	23	152	15
	Mean	72,034	85,833	52,389	55,727	114,780	105,846	73,358	61,242	39,520		30,833	123,571	53,863	75,277	51,732	71,303	79,441
	Median	61,000	76,000	46,000	44,000	114,780	89,500	66,670	55,000	39,000		30,000	92,000	48,000	62,000	40,000	62,000	50,000
	1st Decile	38,000	49,000	31,000	30,000	114,780	60,000	40,000	41,000	30,000		28,000	42,000	29,450	40,000	30,000	39,000	31,000
	9th Decile	120,000	135,000	82,000	88,500	114,780	150,000	120,000	90,000	60,000		34,500	400,000	90,000	120,000	80,000	120,000	110,000
Masters	Total	895	392	476	27	7	57	195	176	268	5	137	37	13	690	205	864	30
	Mean	60,973	84,406	42,332	49,391	123,429	124,077	86,303	62,296	41,483	34,890	31,899	66,278	55,912	65,654	45,217	61,717	39,469
	Median	47,500	67,500	37,500	42,000	105,000	110,000	68,000	55,000	38,188	35,000	31,000	58,000	58,000	50,000	40,100	48,000	35,050
	1st Decile	29,350	42,000	28,000	28,000	80,000	58,000	43,779	41,000	29,350	30,000	25,000	24,000	14,000	30,000	28,000	29,500	22,829
	9th Decile	109,000	130,000	60,000	93,500	200,000	189,280	135,000	97,000	55,000	40,750	40,500	120,000	98,000	118,500	70,279	110,000	57,990
Bachelors	Total	609	441	151	17	21	93	222	142	55	3	25	40	8	531	78	579	30
	Mean	84,272	92,367	63,684	57,176	219,535	116,919	85,547	65,986	46,695	47,477	29,001	84,868	80,800	87,012	65,623	85,563	59,357
	Median	71,000	76,000	52,000	50,000	150,000	102,000	75,000	60,000	43,850	32,930	29,000	78,995	70,900	74,000	57,800	72,000	58,125
	1st Decile	37,000	48,000	28,500	29,000	80,000	67,600	49,000	42,000	29,500	20,500	20,000	36,500	16,000	37,900	33,000	37,000	29,366
	9th Decile	130,000	135,000	100,008	97,500	447,241	195,000	124,926	98,000	72,000	89,000	36,500	141,500	165,000	131,500	90,300	130,000	87,220
Non-grad	Total	11	3	5	3	0	3	5	1	0	0	0	0	2	11	0	11	0
	Mean	80,807	112,027	91,160	32,333		173,333	54,576	54,000					21,000	80,807		80,807	
	Median	55,000	70,080	54,000	25,000		160,000	55,000	54,000					21,000	55,000		55,000	
	1st Decile	25,000	56,000	45,800	17,000		150,000	45,800	54,000					17,000	25,000		25,000	
	9th Decile	160,000	210,000	160,000	55,000		210,000	70,080	54,000					25,000	160,000		160,000	



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	Graduate	Consultant	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	23	0	23	0
	Mean	208,870	208,870			208,870									208,870		208,870	
	Median	145,000	145,000			145,000									145,000		145,000	
	1st Decile	80,000	80,000			80,000									80,000		80,000	
	9th Decile	447,241	447,241			447,241									447,241		447,241	
Senior manager/Director/Dean/Head of department	Total	138	138	0	0	0	138	0	0	0	0	0	0	0	135	3	137	1
	Mean	121,106	121,106				121,106								122,486	59,033	121,625	50,000
	Median	105,750	105,750				105,750								109,000	60,000	106,000	50,000
	1st Decile	67,500	67,500				67,500								68,000	49,500	67,563	50,000
	9th Decile	192,000	192,000				192,000								192,000	67,600	192,000	50,000
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	366	366	0	0	0	0	366	0	0	0	0	0	0	316	50	343	23
	Mean	90,742	90,742					90,742							94,445	67,338	93,149	54,842
	Median	75,000	75,000					75,000							78,925	60,500	77,300	50,000
	1st Decile	50,000	50,000					50,000							53,000	39,125	53,000	33,210
	9th Decile	129,794	129,794					129,794							130,000	97,500	130,000	85,440
Senior engineer/Senior lecturer	Total	265	265	0	0	0	0	0	265	0	0	0	0	0	220	45	246	18
	Mean	67,543	67,543						67,543						68,635	62,203	68,800	50,614
	Median	60,900	60,900						60,900						61,000	55,000	61,000	46,500
	1st Decile	44,000	44,000						44,000						45,000	36,000	45,000	31,000
	9th Decile	106,000	106,000						106,000						106,618	80,000	106,236	89,000
Engineer/Supervised team member/Lecturer	Total	67	67	0	0	0	0	0	0	67	0	0	0	0	48	19	63	4
	Mean	52,157	52,157							52,157					54,196	47,006	53,021	38,547
	Median	46,500	46,500							46,500					51,400	42,000	47,500	35,543
	1st Decile	36,000	36,000							36,000					38,000	31,086	37,500	22,500
	9th Decile	77,175	77,175							77,175					77,175	80,000	77,175	60,600
Engineering technician	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																	
	Median																	
	1st Decile																	
	9th Decile																	
Graduate in training/Engineer in training/Postdoctoral	Total	1	1	0	0	0	0	0	0	0	0	1	0	0	1	0	1	0
	Mean	20,000	20,000									20,000			20,000		20,000	
	Median	20,000	20,000									20,000			20,000		20,000	
	1st Decile	20,000	20,000									20,000			20,000		20,000	
	9th Decile	20,000	20,000									20,000			20,000		20,000	
Consultant	Total	60	60	0	0	0	0	0	0	0	0	0	60	0	56	4	43	17
	Mean	86,524	86,524										86,524		87,678	70,375	90,581	76,262
	Median	78,995	78,995										78,995		78,995	71,500	90,000	50,000
	1st Decile	26,866	26,866										26,866		25,000	40,000	44,500	20,000
	9th Decile	137,500	137,500										137,500		140,000	98,500	140,000	135,000
Other	Total	13	13	0	0	0	0	0	0	0	0	0	0	13	11	2	12	1
	Mean	88,415	88,415											88,415	91,345	72,300	91,033	57,000
	Median	80,000	80,000											80,000	83,000	72,300	83,000	57,000
	1st Decile	58,600	58,600											58,600	61,800	58,600	61,800	57,000
	9th Decile	130,000	130,000											130,000	130,000	86,000	130,000	57,000



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	Graduate	Consultant	Other	Male	Female	Full time	Part time
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	5	0	5	0	5	0	0	0	0	0	0	0	0	4	1	5	0
	Mean	145,000		145,000		145,000									121,250	240,000	145,000	
	Median	120,000		120,000		120,000									115,000	240,000	120,000	
	1st Decile	65,000		65,000		65,000									65,000	240,000	65,000	
	9th Decile	240,000		240,000		240,000									190,000	240,000	240,000	
Senior manager/Director/Dean/Head of department	Total	36	0	36	0	0	36	0	0	0	0	0	0	0	28	8	35	1
	Mean	111,457		111,457			111,457								120,920	78,339	113,170	51,500
	Median	88,000		88,000			88,000								97,500	71,250	90,000	51,500
	1st Decile	58,000		58,000			58,000								56,000	58,000	60,000	51,500
	9th Decile	200,000		200,000			200,000								250,000	120,000	200,000	51,500
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	109	0	109	0	0	0	109	0	0	0	0	0	0	83	26	106	3
	Mean	63,125		63,125				63,125							64,368	59,156	63,770	40,333
	Median	56,000		56,000				56,000							62,000	52,500	57,500	48,000
	1st Decile	38,500		38,500				38,500							39,000	38,500	39,000	21,000
	9th Decile	86,000		86,000				86,000							86,000	85,000	86,000	52,000
Senior engineer/Senior lecturer	Total	90	0	90	0	0	0	0	90	0	0	0	0	0	73	17	86	4
	Mean	52,507		52,507					52,507						54,099	45,670	53,207	37,455
	Median	48,501		48,501					48,501						50,000	46,000	49,500	38,610
	1st Decile	37,450		37,450					37,450						39,000	36,000	38,200	30,000
	9th Decile	74,000		74,000					74,000						78,000	55,000	75,000	42,598
Engineer/Supervised team member/Lecturer	Total	258	0	258	0	0	0	0	0	258	0	0	0	0	192	66	257	1
	Mean	39,842		39,842						39,842					40,439	38,104	39,872	32,000
	Median	37,563		37,563						37,563					37,625	36,925	37,625	32,000
	1st Decile	29,000		29,000						29,000					30,000	28,000	29,000	32,000
	9th Decile	51,000		51,000						51,000					51,000	52,000	51,000	32,000
Engineering technician	Total	8	0	8	0	0	0	0	0	0	8	0	0	0	5	3	8	0
	Mean	39,610		39,610							39,610				45,126	30,417	39,610	
	Median	33,965		33,965							33,965				35,000	30,000	33,965	
	1st Decile	20,500		20,500							20,500				32,100	20,500	20,500	
	9th Decile	89,000		89,000							89,000				89,000	40,750	89,000	
Graduate in training/Engineer in training/Postdoctoral	Total	157	0	157	0	0	0	0	0	0	0	157	0	0	110	47	157	0
	Mean	31,541		31,541								31,541			31,621	31,353	31,541	
	Median	30,200		30,200								30,200			30,100	31,000	30,200	
	1st Decile	25,000		25,000								25,000			25,000	24,500	25,000	
	9th Decile	40,500		40,500								40,500			40,000	42,000	40,500	
Consultant	Total	19	0	19	0	0	0	0	0	0	0	0	19	0	14	5	18	1
	Mean	56,592		56,592									56,592		61,911	41,700	58,070	30,000
	Median	40,000		40,000									40,000		54,320	33,500	43,520	30,000
	1st Decile	28,500		28,500									28,500		30,000	28,500	28,500	30,000
	9th Decile	99,000		99,000									99,000		99,000	80,000	99,000	30,000
Other	Total	9	0	9	0	0	0	0	0	0	0	0	0	9	7	2	9	0
	Mean	38,478		38,478										38,478	37,186	43,000	38,478	
	Median	36,850		36,850										36,850	29,450	43,000	36,850	
	1st Decile	10,000		10,000										10,000	10,000	39,000	10,000	
	9th Decile	98,000		98,000										98,000	98,000	47,000	98,000	



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

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

		Total	Member Grade			Level of Responsibility									Gender		Employment status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female	Full time	Part time
Biochemical engineering	Total	32	17	14	1	0	6	8	11	4	0	0	3	0	27	5	28	4
	Mean	60,842	69,862	45,663	120,000		83,333	61,688	48,677	36,125			91,167		64,111	43,189	61,278	57,790
	Median	56,000	61,000	44,500	120,000		81,000	57,500	52,788	37,000			120,000		58,000	37,000	55,000	60,000
	1st Decile	35,000	48,500	33,500	120,000		70,000	45,000	35,000	33,000			33,500		37,000	23,158	35,000	23,158
	9th Decile	88,000	105,000	58,000	120,000		105,000	88,000	60,000	37,500			120,000		105,000	70,000	105,000	88,000
Chemical and allied products	Total	184	108	71	5	2	17	61	50	32	1	16	2	3	159	25	177	7
	Mean	65,578	77,266	48,730	52,356	177,390	102,136	82,993	58,162	38,579	36,600	31,121	39,875	51,933	67,623	52,574	66,165	50,727
	Median	55,000	66,604	39,000	43,779	177,390	85,500	70,000	55,000	37,877	36,600	30,000	39,875	61,800	57,000	46,000	55,000	51,500
	1st Decile	34,000	46,500	28,700	28,000	114,780	51,500	48,000	44,547	31,000	36,600	24,500	18,750	14,000	36,000	28,000	34,000	18,750
	9th Decile	96,000	108,000	69,000	96,000	240,000	150,000	98,600	75,000	44,395	36,600	37,000	61,000	80,000	98,000	69,000	97,000	71,280
Consultancy	Total	153	84	66	3	3	11	38	28	36	1	13	21	2	121	32	142	11
	Mean	60,817	74,337	43,398	65,480	117,667	132,669	82,085	49,317	38,876	40,750	28,436	52,146	43,800	63,916	49,102	62,615	37,607
	Median	51,000	67,000	37,000	73,940	105,000	120,000	76,500	46,500	37,625	40,750	30,000	48,000	43,800	54,000	39,125	54,000	38,250
	1st Decile	28,500	40,000	25,000	29,000	65,000	75,000	59,000	36,900	25,000	40,750	22,500	20,000	29,000	28,732	28,000	28,500	25,000
	9th Decile	100,008	123,000	78,000	93,500	183,000	207,000	125,000	70,000	54,000	40,750	37,000	90,000	58,600	105,000	78,000	102,148	50,000
Consumer products	Total	22	10	9	3	0	3	5	4	8	0	1	0	1	16	6	22	0
	Mean	51,602	63,121	47,448	25,667		100,237	48,107	68,250	34,375		29,000		17,000	53,078	47,667	51,602	
	Median	42,500	56,700	40,000	28,000		120,000	48,000	68,000	31,500		29,000		17,000	46,250	30,500	42,500	
	1st Decile	29,000	39,750	29,000	17,000		56,400	38,000	57,000	28,000		29,000		17,000	29,000	28,000	29,000	
	9th Decile	80,000	102,156	120,000	32,000		124,311	63,033	80,000	42,500		29,000		17,000	80,000	120,000	80,000	
Contracting	Total	107	79	26	2	3	11	44	25	12	0	8	4	0	90	17	97	10
	Mean	73,859	82,824	47,416	63,500	87,000	103,199	90,420	62,717	38,646		31,575	61,000		77,187	56,243	75,098	61,845
	Median	70,000	78,000	36,675	63,500	80,000	102,000	79,425	58,783	38,000		32,250	60,000		71,500	51,000	70,279	55,625
	1st Decile	32,800	47,500	30,000	43,000	80,000	67,563	62,000	45,000	32,800		30,000	25,000		32,800	32,600	32,800	35,000
	9th Decile	109,000	112,000	78,500	84,000	101,000	150,000	112,000	92,000	47,500		33,000	99,000		109,500	85,000	109,000	89,000
Education/ university	Total	31	11	15	5	0	5	10	5	8	1	1	0	1	27	4	28	3
	Mean	65,259	90,818	49,001	57,800		98,300	82,500	50,120	41,436	32,930	34,500		57,000	66,844	54,555	65,158	66,199
	Median	55,000	90,000	44,000	55,000		90,000	76,500	48,000	41,500	32,930	34,500		57,000	55,000	54,810	55,000	57,000
	1st Decile	37,768	57,000	34,500	39,500		60,000	54,000	42,598	35,600	32,930	34,500		57,000	35,600	42,598	35,600	42,598
	9th Decile	103,000	120,000	61,000	88,500		150,000	120,000	61,000	48,000	32,930	34,500		57,000	120,000	66,000	120,000	99,000
Finance, insurance and risk	Total	14	11	3	0	2	1	4	6	0	0	0	1	0	14	0	13	1
	Mean	131,511	143,686	86,867		208,000	125,000	146,700	96,391				135,000		131,511		131,242	135,000
	Median	130,000	140,000	87,000		208,000	125,000	155,600	85,000				135,000		130,000		125,000	135,000
	1st Decile	80,000	80,000	83,000		206,000	125,000	90,600	73,000				135,000		80,000		80,000	135,000
	9th Decile	206,000	206,000	90,600		210,000	125,000	185,000	140,000				135,000		206,000		206,000	135,000
Food and drink	Total	66	34	30	2	1	10	25	9	13	0	7	1	0	49	17	63	3
	Mean	64,709	85,169	43,602	33,500	447,241	103,475	64,626	53,778	36,088		27,143	30,000		71,181	46,053	66,489	27,333
	Median	55,000	68,170	33,275	33,500	447,241	98,500	63,000	55,000	33,550		27,000	30,000		60,000	39,100	56,000	30,000
	1st Decile	27,000	48,000	25,250	30,000	447,241	64,250	48,500	31,000	28,000		25,000	30,000		30,000	25,000	28,000	21,000
	9th Decile	105,000	123,248	72,000	37,000	447,241	146,000	90,000	70,000	41,000		30,500	30,000		123,000	90,000	105,000	31,000



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

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

		Total	Member Grade			Level of Responsibility									Gender		Employment status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female	Full time	Part time
Health, safety and environment	Total	18	11	6	1	0	3	5	3	0	0	1	6	0	14	4	18	0
	Mean	71,621	79,198	53,000	100,000		118,667	69,800	54,058			21,000	66,833		78,941	46,000	71,621	
	Median	63,500	68,174	38,750	100,000		126,000	55,000	50,000			21,000	63,500		66,587	31,500	63,500	
	1st Decile	29,500	55,000	21,000	100,000		90,000	55,000	44,000			21,000	29,500		50,000	21,000	29,500	
	9th Decile	130,000	126,000	140,000	100,000		140,000	100,000	68,174			21,000	130,000		130,000	100,000	130,000	
Industrial gases	Total	46	28	17	1	0	6	14	10	4	0	10	1	1	36	10	44	2
	Mean	62,193	79,040	37,161	16,000		100,833	66,746	70,100	42,555		32,419	110,000	16,000	64,666	53,287	61,429	79,000
	Median	57,500	77,000	38,187	16,000		113,000	67,325	73,000	43,587		32,500	110,000	16,000	64,500	48,024	57,500	79,000
	1st Decile	29,000	47,000	25,000	16,000		60,000	39,000	49,500	35,000		24,750	110,000	16,000	30,000	25,000	29,000	48,000
	9th Decile	110,000	116,000	48,048	16,000		125,000	100,000	87,000	48,048		40,000	110,000	16,000	110,000	84,500	101,200	110,000
Iron, steel and other metals	Total	10	2	6	2	0	2	3	0	2	0	3	0	0	10	0	10	0
	Mean	42,798	56,990	39,500	38,500		67,500	51,660		32,500		24,333			42,798		42,798	
	Median	40,000	56,990	32,500	38,500		67,500	52,000		32,500		25,000			40,000		40,000	
	1st Decile	22,500	55,000	20,000	25,000		55,000	44,000		29,000		20,000			22,500		22,500	
	9th Decile	69,490	58,980	80,000	52,000		80,000	58,980		36,000		28,000			69,490		69,490	
Mining and minerals	Total	14	11	3	0	0	1	5	5	1	0	1	1	0	13	1	14	0
	Mean	77,255	82,729	57,184			95,000	68,969	92,945	89,000		28,000	60,000		81,044	28,000	77,255	
	Median	78,363	86,726	48,552			95,000	52,000	100,000	89,000		28,000	60,000		86,726	28,000	78,363	
	1st Decile	48,552	52,000	28,000			95,000	48,552	70,000	89,000		28,000	60,000		50,500	28,000	48,552	
	9th Decile	104,000	104,000	95,000			95,000	129,794	104,000	89,000		28,000	60,000		104,000	28,000	104,000	
Oil and gas exploration and production	Total	313	176	134	3	5	28	76	66	76	1	35	22	4	257	56	300	12
	Mean	94,085	123,823	56,265	38,793	275,800	182,180	118,870	86,846	52,671	89,000	35,996	111,173	101,250	100,443	64,909	94,543	85,235
	Median	75,000	110,000	48,000	36,500	160,000	145,000	116,150	76,500	49,600	89,000	35,700	99,250	94,000	85,000	55,000	77,000	60,000
	1st Decile	35,005	58,000	32,960	29,880	115,000	65,000	63,000	50,000	32,260	89,000	26,000	43,000	87,000	36,000	34,000	35,020	24,000
	9th Decile	160,000	192,000	98,000	50,000	585,000	321,000	180,000	129,575	80,000	89,000	46,650	170,000	130,000	162,000	110,500	160,000	100,000
Oil refining	Total	99	58	34	7	2	12	23	22	19	0	13	6	2	82	17	96	3
	Mean	81,047	91,075	68,192	60,400	146,000	152,875	89,883	74,968	48,202		37,900	98,167	91,500	87,401	50,395	81,882	54,333
	Median	75,000	83,500	45,500	57,000	146,000	126,000	82,000	71,500	46,500		36,005	98,000	91,500	80,000	40,791	75,425	40,000
	1st Decile	36,000	55,000	32,000	35,000	92,000	97,500	67,000	55,000	34,500		30,000	78,000	58,000	42,000	34,000	36,005	34,000
	9th Decile	125,000	129,000	97,000	97,500	200,000	250,000	125,000	92,000	62,000		47,000	115,000	125,000	129,000	77,000	125,000	89,000
Paper and packaging	Total	1	0	1	0	0	1	0	0	0	0	0	0	0	0	1	1	0
	Mean	64,000		64,000			64,000									64,000	64,000	
	Median	64,000		64,000			64,000									64,000	64,000	
	1st Decile	64,000		64,000			64,000									64,000	64,000	
	9th Decile	64,000		64,000			64,000									64,000	64,000	
Petrochemicals	Total	78	46	32	0	1	8	18	23	20	1	5	1	1	63	15	77	1
	Mean	76,293	92,885	52,442		145,000	120,500	126,054	63,186	42,015	35,000	35,490	30,000	36,850	82,639	49,640	76,748	41,220
	Median	61,000	71,500	40,050		145,000	116,500	82,500	61,000	40,625	35,000	36,000	30,000	36,850	65,500	42,000	61,000	41,220
	1st Decile	35,000	45,000	32,550		145,000	76,000	61,000	45,000	32,000	35,000	32,400	30,000	36,850	35,000	38,000	35,000	41,220
	9th Decile	128,000	130,000	86,000		145,000	170,000	150,000	90,000	57,965	35,000	40,000	30,000	36,850	130,000	65,000	128,000	41,220
Pharmaceuticals and personal care products	Total	91	36	50	5	1	3	30	18	24	0	9	3	3	71	20	89	2
	Mean	61,083	84,414	45,443	49,500	190,000	73,583	85,313	53,769	38,658		29,311	85,990	57,000	64,825	47,800	61,242	53,990
	Median	47,000	57,740	40,898	35,000	190,000	85,000	52,500	50,000	36,000		29,500	79,990	66,000	46,000	50,500	46,750	53,990
	1st Decile	30,000	40,000	29,250	25,000	190,000	46,750	39,000	43,616	31,000		25,000	57,980	25,000	30,000	32,000	30,000	50,000
	9th Decile	88,000	92,000	60,500	120,000	190,000	89,000	105,000	80,000	55,000		32,000	120,000	80,000	89,000	62,000	89,000	57,980



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

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

		Total	Member Grade			Level of Responsibility									Gender		Employment status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female	Full time	Part time
Plastics	Total	14	8	5	1	1	3	3	1	5	0	1	0	0	14	0	14	0
	Mean	130,689	198,436	40,430	40,000	705,000	177,667	98,497	54,000	42,430		30,000			130,689		130,689	
	Median	68,000	127,000	39,150	40,000	705,000	187,000	103,490	54,000	40,000		30,000			68,000		68,000	
	1st Decile	34,000	54,000	30,000	40,000	705,000	144,000	82,000	54,000	34,000		30,000			34,000		34,000	
	9th Decile	202,000	705,000	51,000	40,000	705,000	202,000	110,000	54,000	51,000		30,000			202,000		202,000	
Power generation and fossil fuels	Total	21	15	6	0	0	1	6	7	2	0	3	1	1	18	3	21	0
	Mean	57,475	69,999	26,167			119,600	74,877	48,731	32,000		27,667	140,000	10,000	61,496	33,352	57,475	
	Median	58,000	61,500	27,000			119,600	71,650	42,000	32,000		26,000	140,000	10,000	58,980	36,000	58,000	
	1st Decile	26,000	36,057	10,000			119,600	58,000	36,000	28,000		26,000	140,000	10,000	26,000	28,000	26,000	
	9th Decile	97,000	119,600	36,000			119,600	97,000	69,437	36,000		31,000	140,000	10,000	119,600	36,057	97,000	
Power generation and nuclear decommissioning	Total	57	35	21	1	0	8	18	11	12	0	6	1	1	48	9	56	1
	Mean	58,448	68,714	41,836	48,000		104,056	62,308	54,543	39,065		31,464	72,000	48,000	59,260	54,119	58,688	45,000
	Median	54,000	60,000	37,000	48,000		87,475	60,096	54,000	39,734		31,750	72,000	48,000	54,000	53,850	54,000	45,000
	1st Decile	34,000	43,000	31,500	48,000		70,000	41,000	45,000	34,000		28,192	72,000	48,000	34,327	33,000	34,000	45,000
	9th Decile	80,700	94,250	61,000	48,000		195,000	80,000	66,000	43,000		34,567	72,000	48,000	88,000	80,700	80,700	45,000
Power generation and nuclear generation	Total	37	15	21	1	0	1	11	5	12	1	5	2	0	31	6	37	0
	Mean	49,521	66,108	38,698	28,000		110,000	58,838	46,020	39,046	32,100	28,860	100,000		48,704	53,742	49,521	
	Median	45,000	62,000	35,595	28,000		110,000	62,000	46,000	37,500		30,000	100,000		45,000	50,500	45,000	
	1st Decile	30,000	45,000	30,000	28,000		110,000	41,000	34,500	30,800	32,100	23,800	100,000		30,000	30,800	30,000	
	9th Decile	79,200	100,000	49,000	28,000		110,000	69,500	55,000	46,000	32,100	31,000	100,000		69,500	79,200	79,200	
Power generation and renewables	Total	17	7	9	1	0	2	6	4	2	0	1	2	0	13	4	17	0
	Mean	58,691	73,357	43,250	95,000		80,500	72,000	52,038	35,000		28,000	49,300		64,250	40,625	58,691	
	Median	58,000	66,000	40,000	95,000		80,500	66,000	56,075	35,000		28,000	49,300		58,500	37,250	58,000	
	1st Decile	30,000	37,500	28,000	95,000		66,000	40,000	37,500	30,000		28,000	37,000		40,000	28,000	30,000	
	9th Decile	95,000	127,000	61,600	95,000		95,000	127,000	58,500	40,000		28,000	61,600		95,000	60,000	95,000	
Process plant and equipment	Total	49	16	29	4	2	6	9	12	14	1	4	1	0	38	11	48	1
	Mean	56,903	82,444	43,349	53,000	214,500	82,500	68,778	46,925	36,643	30,000	22,282	50,000		63,017	35,782	57,421	32,000
	Median	45,000	62,500	40,000	54,500	214,500	79,500	60,000	45,500	35,500	30,000	22,000	50,000		49,750	32,000	45,500	32,000
	1st Decile	27,000	36,600	25,000	46,000	110,000	58,000	40,000	36,600	27,000	30,000	14,600	50,000		30,529	26,000	27,000	32,000
	9th Decile	105,000	123,000	76,000	57,000	319,000	105,000	123,000	55,000	47,000	30,000	30,529	50,000		110,000	45,000	105,000	32,000
Public sector	Total	26	19	5	2	0	5	4	11	4	0	0	0	2	20	6	19	7
	Mean	52,195	56,508	40,282	41,000		85,600	42,775	43,712	36,034				66,500	53,522	47,770	58,197	35,903
	Median	45,555	48,000	41,000	41,000		90,000	38,050	44,410	34,500				66,500	45,555	44,500	48,000	34,100
	1st Decile	31,086	31,036	33,000	40,000		49,500	31,000	34,100	31,086				47,000	33,550	31,036	36,000	31,000
	9th Decile	90,000	94,500	47,000	42,000		135,000	64,000	48,000	44,049				86,000	92,250	86,000	94,500	48,000
Waste management	Total	17	11	5	1	0	2	8	3	0	0	4	0	0	14	3	17	0
	Mean	54,658	65,682	35,538	29,000		82,500	59,875	61,730			25,000			54,536	55,230	54,658	
	Median	59,000	66,500	29,000	29,000		82,500	60,500	68,190			25,500			60,000	59,000	59,000	
	1st Decile	22,000	42,000	20,000	29,000		70,000	38,500	42,000			20,000			22,000	38,500	22,000	
	9th Decile	78,000	78,000	68,190	29,000		95,000	78,000	75,000			29,000			78,000	68,190	78,000	
Water	Total	78	43	32	3	1	10	27	13	16	0	8	2	1	58	20	72	6
	Mean	50,706	57,673	41,986	43,867	120,000	84,005	52,815	50,491	32,534		27,081	73,000	29,450	55,468	36,898	51,445	41,847
	Median	45,100	54,000	36,500	30,300	120,000	73,750	53,000	45,000	31,400		26,500	73,000	29,450	52,750	33,549	45,600	38,144
	1st Decile	28,500	33,887	26,000	30,300	120,000	60,275	33,887	41,000	25,000		25,150	71,000	29,450	29,000	25,075	28,500	31,000
	9th Decile	80,000	85,000	65,000	71,000	120,000	125,000	65,000	65,000	40,000		29,000	75,000	29,450	85,000	50,642	80,000	65,300
Other	Total	87	42	41	4	5	11	25	12	16	1	10	3	4	73	14	86	1
	Mean	61,917	81,391	42,349	58,018	99,400	105,811	60,512	59,731	40,402	20,500	29,410	84,764	70,250	65,900	41,150	62,056	50,000
	Median	55,000	70,660	38,500	52,000	102,000	105,420	58,751	53,125	39,250	20,500	28,377	84,292	51,000	60,000	40,500	55,000	50,000
	1st Decile	28,000	51,250	25,000	43,779	60,000	75,000	43,779	42,000	29,254	20,500	25,000	78,000	14,000	28,754	28,000	28,000	50,000
	9th Decile	109,000	120,000	55,000	84,292	130,000	145,000	85,000	100,000	49,000	20,500	33,750	92,000	165,000	115,000	58,751	109,000	50,000



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	Graduate	Consultant	Other	Male	Female	Full time	Part time
Design	Total	524	291	220	13	3	24	135	148	138	3	58	13	2	427	97	502	21
	Median £	52,000	68,000	37,713	37,000	80,000	99,500	76,000	55,000	38,950	36,600	30,765	78,000	61,925	55,000	42,200	53,000	45,000
Research and development	Total	133	71	53	9	0	15	38	34	27	1	11	1	6	111	22	129	4
	Median £	55,000	70,000	36,500	35,500		120,000	66,670	54,500	35,500	32,930	30,000	36,500	15,500	58,000	39,946	54,000	60,000
Manufacture and production	Total	190	88	90	12	5	18	53	36	46	0	27	2	3	150	40	189	1
	Median £	50,000	64,500	40,000	39,500	240,000	104,000	59,000	55,500	38,250		30,000	45,750	48,000	50,000	50,465	50,000	58,000
Project management/general administration/management services	Total	172	107	62	3	5	30	76	25	20	0	7	8	1	142	30	167	5
	Median £	66,750	85,000	47,000	43,779	160,000	100,004	71,140	55,000	40,898		29,000	47,490	90,000	71,000	49,500	67,000	57,980
Construction and installation	Total	34	21	12	1	1	9	9	5	4	0	3	3	0	31	3	34	0
	Median £	68,000	75,000	41,500	71,000	80,000	80,000	63,000	58,500	38,000		30,000	71,000		68,000	56,000	68,000	
Operations	Total	185	86	96	3	3	20	48	42	42	1	24	2	3	156	29	182	3
	Median £	59,000	82,000	44,205	40,000	190,000	114,500	76,250	60,450	44,250	89,000	34,250	142,500	58,000	60,513	48,000	59,125	48,000
Business systems/IT and software	Total	9	6	1	2	1	0	3	2	2	0	0	1	0	8	1	8	1
	Median £	50,000	75,000	39,000	44,500	92,000		75,000	57,500	39,000			50,000		62,500	39,000	62,500	40,000
Marketing and sales	Total	56	32	23	1	5	10	22	6	8	0	2	2	1	47	9	54	2
	Median £	79,425	93,168	52,500	60,000	110,000	105,000	85,500	67,390	35,518		26,500	27,500	58,600	90,000	45,000	80,000	32,978
Finance/Financial services/Procurement and supply	Total	11	8	2	1	1	2	2	2	1	0	0	2	1	11	0	9	2
	Median £	130,000	132,500	53,500	97,500	206,000	113,750	103,100	120,000	57,000			122,500	130,000	130,000		130,000	122,500
Asset management	Total	42	29	12	1	0	11	15	3	5	1	2	4	1	37	5	40	2
	Median £	65,250	82,000	36,750	95,000		96,000	75,000	54,075	30,000	32,100	37,480	62,500	29,450	75,000	33,500	71,250	26,750
Education and training	Total	24	11	11	2	0	3	10	4	3	0	2	1	1	22	2	20	4
	Median £	60,000	88,000	44,000	64,250		88,500	87,500	46,000	40,000		23,000	97,000	57,000	60,000	53,799	60,000	72,500
Process safety/Safety, health and environment	Total	189	111	72	6	2	18	50	39	28	1	19	28	4	153	36	174	15
	Median £	63,000	72,000	42,750	69,646	110,000	123,000	72,000	62,400	40,185	30,000	31,000	68,408	64,500	65,000	45,000	65,000	50,000
Regulations/Regulatory compliance	Total	31	21	8	2	0	2	9	6	7	0	2	4	1	17	14	23	8
	Median £	48,000	57,585	35,798	81,000		149,750	53,850	52,793	36,000		33,175	70,495	61,800	57,585	43,000	57,585	34,100
Other	Total	82	51	29	2	3	15	16	12	11	1	8	13	3	64	18	75	7
	Median £	72,750	84,000	39,000	79,750	210,000	90,000	75,500	67,500	39,500	20,500	25,000	92,000	80,000	79,000	54,376	75,000	50,000

Section C

Classified by region





Section C Classified by region

SECTION C / TABLE 1 : EMPLOYMENT STATUS

		Total	Region										
			North East	South East	East of England	North West	South West	East Midlands	West Midlands	Wales	Northern Ireland	Scotland	Yorkshire and the Humber
Total	Total	1682	129	573	43	323	92	55	55	57	18	253	84
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Full time	Total	1606	123	549	43	307	88	54	53	52	18	237	82
	%	95.5%	95.3%	96.0%	100.0%	95.0%	95.7%	98.2%	96.4%	91.2%	100.0%	93.7%	97.6%
Part time	Total	75	6	23	0	16	4	1	2	5	0	16	2
	%	4.5%	4.7%	4.0%	0.0%	5.0%	4.3%	1.8%	3.6%	8.8%	0.0%	6.3%	2.4%



Section C Classified by region

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

	Total	Region										
		North East	South East	East of England	North West	South West	East Midlands	West Midlands	Wales	Northern Ireland	Scotland	Yorkshire and the Humber
Total	1682	129	573	43	323	92	55	55	57	18	253	84
<£16K	10	1	2	1	0	2	0	0	0	0	1	3
>=£16K	2	0	1	0	1	0	0	0	0	0	0	0
>=£18K	3	0	0	0	1	0	0	0	0	0	2	0
>=£19K	1	0	0	0	0	0	0	0	0	1	0	0
>=£20K	6	1	1	0	1	0	0	0	1	1	1	0
>=£21K	3	0	1	0	1	0	0	0	1	0	0	0
>=£22K	5	0	1	0	0	0	0	1	0	0	3	0
>=£23K	3	1	0	0	2	0	0	0	0	0	0	0
>=£24K	5	0	0	0	3	0	1	0	0	0	1	0
>=£25K	18	0	8	1	2	0	2	1	0	1	2	1
>=£26K	11	0	0	0	4	1	2	2	0	0	1	1
>=£27K	5	1	0	0	1	2	0	0	0	0	0	1
>=£28K	30	1	6	0	8	1	4	1	2	0	5	2
>=£29K	27	5	7	2	1	4	0	2	1	1	3	1
>=£30K	33	1	12	2	7	2	2	2	0	0	3	2
>=£31K	18	1	3	2	6	0	0	2	0	0	3	1
>=£32K	35	2	18	3	4	3	0	1	0	0	3	1
>=£33K	25	2	7	1	6	1	1	1	0	1	4	1
>=£34K	24	0	7	0	8	3	0	0	3	0	2	1
>=£35K	28	1	11	0	7	2	1	0	0	0	5	1
>=£36K	39	6	7	2	3	3	1	3	1	0	6	7
>=£37K	30	5	7	0	9	3	1	0	0	0	2	3
>=£38K	28	1	6	1	7	1	2	0	0	1	4	5
>=£39K	19	5	2	1	4	1	1	1	1	1	1	1
>=£40K	138	12	40	3	25	16	2	9	6	1	18	6
>=£45K	119	3	43	3	28	6	6	1	5	2	18	4
>=£50K	107	8	35	3	11	7	2	7	5	1	21	7
>=£55K	118	11	32	5	24	5	5	8	6	2	16	4
>=£60K	95	17	23	1	28	5	3	3	4	0	9	2
>=£65K	78	7	24	1	22	3	2	1	1	2	11	4
>=£70K	79	10	23	1	21	5	2	2	1	0	11	3
>=£75K	67	5	25	1	17	5	4	1	2	0	5	2
>=£80K	60	5	22	1	11	3	2	1	3	2	9	1
>=£85K	45	3	20	1	8	2	1	0	1	1	7	1
>=£90K	51	4	25	1	7	2	2	0	1	0	5	4
>=£95K	35	0	16	1	4	0	1	0	2	0	7	4
>=£100K	30	2	13	0	3	0	1	0	0	0	9	2
>=£105K	29	4	12	0	5	1	0	1	0	0	4	2
>=£110K	23	0	13	0	5	0	0	0	1	0	4	0
>=£115K	18	0	10	1	1	0	1	0	0	0	5	0



Section C Classified by region

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

Cont'd

	Total	Region										
		North East	South East	East of England	North West	South West	East Midlands	West Midlands	Wales	Northern Ireland	Scotland	Yorkshire and the Humber
>=£120K	37	1	18	1	4	1	2	1	1	0	8	0
>=£125K	20	0	10	1	1	0	0	0	1	0	5	2
>=£130K	15	0	7	0	1	0	0	1	1	0	4	1
>=£135K	12	0	6	0	0	0	0	0	1	0	5	0
>=£140K	13	1	6	1	1	0	0	0	1	0	3	0
>=£145K	7	1	4	0	1	0	0	0	0	0	1	0
>=£150K	41	1	18	1	4	1	1	1	0	0	12	2
>=£200K	17	0	9	0	2	0	0	1	2	0	3	0
>=£250K	20	0	12	0	3	1	0	0	2	0	1	1
Total	1,682	129	573	43	323	92	55	55	57	18	253	84
Mean	70,637	59,312	80,396	59,074	63,897	55,728	58,833	55,552	84,488	49,247	75,908	66,537
Median	57,000	58,000	65,000	49,000	57,000	45,000	54,000	50,000	57,000	45,000	60,000	49,000
1st Decile	31,000	32,000	32,600	30,000	31,000	29,880	28,000	29,000	34,000	20,000	32,000	29,000
9th Decile	120,000	90,000	130,000	115,836	96,000	80,700	95,000	84,292	139,000	82,000	132,000	104,920



Section C Classified by region

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

		Total	Region										
			North East	South East	East of England	North West	South West	East Midlands	West Midlands	Wales	Northern Ireland	Scotland	Yorkshire and the Humber
Total		1682	129	573	43	323	92	55	55	57	18	253	84
401k savings plan (US)	Total	4	1	0	0	0	0	0	0	1	0	2	0
	%	0.2%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.8%	0.0%	0.8%	0.0%
Central Providence Fund (Singapore)	Total	2	0	1	0	0	0	0	0	0	0	1	0
	%	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%
Defined benefit pension/Company final salary scheme	Total	499	35	174	14	94	27	17	19	17	8	66	28
	%	29.7%	27.1%	30.4%	32.6%	29.1%	29.3%	30.9%	34.5%	29.8%	44.4%	26.1%	33.3%
Defined contribution pension/Company money purchase scheme	Total	1013	83	343	25	204	57	31	32	35	8	145	50
	%	60.2%	64.3%	59.9%	58.1%	63.2%	62.0%	56.4%	58.2%	61.4%	44.4%	57.3%	59.5%
Non-contributory pension	Total	54	0	23	1	10	3	1	2	1	0	13	0
	%	3.2%	0.0%	4.0%	2.3%	3.1%	3.3%	1.8%	3.6%	1.8%	0.0%	5.1%	.0%
None	Total	110	10	32	3	15	5	6	2	3	2	26	6
	%	6.5%	7.8%	5.6%	7.0%	4.6%	5.4%	10.9%	3.6%	5.3%	11.1%	10.3%	7.1%
Medical and dental insurance	Total	1007	87	398	19	181	39	19	18	43	12	141	50
	%	59.9%	67.4%	69.5%	44.2%	56.0%	42.4%	34.5%	32.7%	75.4%	66.7%	55.7%	59.5%
Car or car allowance	Total	505	32	207	13	92	17	19	17	19	1	65	23
	%	30.0%	24.8%	36.1%	30.2%	28.5%	18.5%	34.5%	30.9%	33.3%	5.6%	25.7%	27.4%
Company share scheme	Total	493	39	186	14	87	18	6	8	9	3	90	33
	%	29.3%	30.2%	32.5%	32.6%	26.9%	19.6%	10.9%	14.5%	15.8%	16.7%	35.6%	39.3%
Life insurance	Total	619	48	234	18	99	32	19	18	20	2	95	34
	%	36.8%	37.2%	40.8%	41.9%	30.7%	34.8%	34.5%	32.7%	35.1%	11.1%	37.5%	40.5%
Loans	Total	64	5	41	0	7	2	0	1	0	0	6	2
	%	3.8%	3.9%	7.2%	0.0%	2.2%	2.2%	0.0%	1.8%	0.0%	0.0%	2.4%	2.4%
IChemE membership fees	Total	1266	85	446	28	261	64	41	43	45	9	176	68
	%	75.3%	65.9%	77.8%	65.1%	80.8%	69.6%	74.5%	78.2%	78.9%	50.0%	69.6%	81.0%
Other professional membership fees	Total	209	17	67	7	40	13	14	13	12	1	20	5
	%	12.4%	13.2%	11.7%	16.3%	12.4%	14.1%	25.5%	23.6%	21.1%	5.6%	7.9%	6.0%
Childcare	Total	152	9	52	1	31	8	7	4	2	1	27	10
	%	9.0%	7.0%	9.1%	2.3%	9.6%	8.7%	12.7%	7.3%	3.5%	5.6%	10.7%	11.9%
None	Total	171	12	40	6	23	13	9	11	4	5	40	8
	%	10.2%	9.3%	7.0%	14.0%	7.1%	14.1%	16.4%	20.0%	7.0%	27.8%	15.8%	9.5%
Other	Total	53	5	15	1	9	5	0	1	2	0	11	4
	%	3.2%	3.9%	2.6%	2.3%	2.8%	5.4%	0.0%	1.8%	3.5%	0.0%	4.3%	4.8%



Section C Classified by region

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

		Total	Region										
			North East	South East	East of England	North West	South West	East Midlands	West Midlands	Wales	Northern Ireland	Scotland	Yorkshire and the Humber
Chartered Members	Total	933	68	330	22	187	47	28	27	35	7	140	42
	Mean	88,406	68,845	100,875	73,157	77,887	70,373	76,083	68,323	95,806	60,277	95,900	91,768
	Median	73,000	65,500	86,863	58,550	68,174	60,000	72,000	56,000	62,737	66,000	81,500	71,500
	1st Decile	45,000	44,093	50,000	46,000	42,400	40,000	49,000	32,000	42,000	33,000	44,750	36,057
	9th Decile	135,000	100,000	150,000	120,000	110,000	92,000	120,000	130,000	139,000	82,000	150,000	125,000
Non-Chartered Members	Total	749	61	243	21	136	45	27	28	22	11	113	42
	Mean	48,503	48,686	52,585	44,320	44,661	40,433	40,944	43,236	66,482	42,227	51,139	41,305
	Median	40,000	39,000	43,000	32,930	38,100	37,000	36,900	39,875	45,250	44,000	45,000	37,950
	1st Decile	28,000	29,000	29,500	29,000	27,592	28,500	25,000	26,000	28,000	20,000	29,000	26,000
	9th Decile	79,200	70,000	85,000	75,000	66,000	62,000	67,500	78,000	133,000	55,000	96,000	65,000
Male	Total	1,376	109	470	31	271	73	45	41	50	15	200	71
	Mean	75,024	61,313	85,510	67,202	67,579	58,868	62,144	62,534	85,814	52,962	81,285	69,910
	Median	60,186	60,000	72,000	55,550	60,000	49,600	58,000	54,000	57,500	53,500	65,000	50,000
	1st Decile	32,400	32,400	34,125	32,000	32,000	30,000	28,000	36,000	34,050	25,000	32,080	30,500
	9th Decile	125,000	93,000	137,500	120,000	103,490	87,000	100,000	105,000	136,000	82,000	139,394	106,236
Female	Total	306	20	103	12	52	19	10	14	7	3	53	13
	Mean	50,908	48,410	57,061	38,075	44,708	43,663	43,935	35,101	75,014	30,667	55,620	48,111
	Median	45,000	43,047	50,930	34,300	41,271	38,250	40,550	31,000	48,000	33,000	50,000	36,000
	1st Decile	28,000	30,500	30,000	30,000	26,000	27,000	26,500	26,000	21,000	20,000	31,500	27,000
	9th Decile	80,000	70,140	90,000	44,000	66,000	69,454	74,925	45,283	240,000	39,000	86,000	90,174



Section C Classified by region

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

		Total	Region										
			North East	South East	East of England	North West	South West	East Midlands	West Midlands	Wales	Northern Ireland	Scotland	Yorkshire and the Humber
Doctorate	Total	167	21	59	2	32	5	10	5	5	5	16	7
	Mean	72,034	71,169	79,226	83,000	71,483	76,000	61,050	50,400	50,320	65,800	79,956	43,568
	Median	61,000	62,000	67,340	83,000	60,500	82,000	58,250	31,000	48,000	66,000	69,000	43,000
	1st Decile	38,000	53,000	32,000	39,000	39,700	41,000	33,000	30,000	34,000	39,000	34,500	33,210
	9th Decile	120,000	85,000	120,000	127,000	114,780	92,000	95,000	120,000	65,000	88,500	141,575	55,000
Masters	Total	895	68	316	23	161	56	25	26	25	8	138	49
	Mean	60,973	51,221	71,012	38,980	55,994	42,100	48,692	48,947	61,248	38,250	64,175	65,215
	Median	47,500	42,500	55,000	36,600	42,500	40,000	39,100	43,570	50,500	41,500	50,230	39,150
	1st Decile	29,350	31,000	32,000	29,000	28,500	29,000	26,000	26,000	28,608	19,000	30,000	26,000
	9th Decile	109,000	80,000	121,000	55,550	85,500	61,000	78,000	63,000	97,000	55,000	122,000	100,000
Bachelors	Total	609	40	197	18	128	31	20	24	25	4	96	26
	Mean	84,272	66,844	95,446	82,091	72,376	77,078	70,401	63,780	116,921	56,609	89,888	76,800
	Median	71,000	63,000	83,000	73,500	67,895	62,000	64,782	55,000	70,000	56,719	73,750	71,500
	1st Decile	37,000	29,765	40,500	32,930	38,400	41,000	36,750	32,000	42,000	33,000	35,000	36,057
	9th Decile	130,000	104,000	145,000	144,000	105,000	105,000	107,300	105,000	240,000	80,000	138,787	125,000
Non-grad	Total	11	0	1	0	2	0	0	0	2	1	3	2
	Mean	80,807		150,000		36,000				55,000	25,000	146,693	45,900
	Median	55,000		150,000		36,000				55,000	25,000	160,000	45,900
	1st Decile	25,000		150,000		17,000				54,000	25,000	70,080	45,800
	9th Decile	160,000		150,000		55,000				56,000	25,000	210,000	46,000



Section C Classified by region

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

		Total	Region										
			North East	South East	East of England	North West	South West	East Midlands	West Midlands	Wales	Northern Ireland	Scotland	Yorkshire and the Humber
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	23	0	11	0	6	1	0	1	0	0	1	3
	Mean	208,870		198,000		151,170	369,000		210,000			705,000	145,000
	Median	145,000		145,000		92,500	369,000		210,000			705,000	150,000
	1st Decile	80,000		101,000		80,000	369,000		210,000			705,000	125,000
	9th Decile	447,241		319,000		447,241	369,000		210,000			705,000	160,000
Senior manager/Director/Dean/Head of department	Total	138	9	49	4	31	4	9	3	0	2	23	4
	Mean	121,106	91,389	133,556	111,638	127,612	115,000	89,601	121,667		74,000	122,957	84,000
	Median	105,750	90,000	115,000	123,500	105,000	97,500	80,000	130,000		74,000	120,000	78,000
	1st Decile	67,500	76,000	70,000	55,550	69,000	70,000	67,563	70,000		66,000	58,500	55,000
	9th Decile	192,000	105,500	240,000	144,000	187,000	195,000	123,248	165,000		82,000	200,000	125,000
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	366	26	133	11	73	16	10	11	19	1	54	12
	Mean	90,742	73,124	105,349	71,137	70,191	66,075	64,481	57,820	120,480	80,000	95,522	127,261
	Median	75,000	70,000	90,000	59,000	68,950	63,000	60,980	55,000	62,737	80,000	90,500	74,000
	1st Decile	50,000	50,000	57,000	50,000	48,000	38,250	50,500	40,000	42,000	80,000	57,000	42,000
	9th Decile	129,794	93,000	155,000	98,600	89,500	87,000	80,425	72,000	306,000	80,000	138,000	104,920
Senior engineer/Senior lecturer	Total	265	23	92	7	49	15	5	9	12	2	36	15
	Mean	67,543	58,215	74,661	54,341	61,631	49,253	58,600	54,634	61,592	61,469	79,078	70,564
	Median	60,900	58,000	66,450	54,000	57,000	49,600	58,500	56,000	63,000	61,469	67,602	70,000
	1st Decile	44,000	44,093	45,000	36,600	44,000	37,500	45,000	32,000	39,000	53,500	45,000	36,057
	9th Decile	106,000	71,000	110,000	72,000	83,000	73,000	70,000	65,000	80,000	69,437	129,044	106,236
Engineer/Supervised team member/Lecturer	Total	67	3	19	0	12	7	1	1	2	2	15	5
	Mean	52,157	49,667	57,117		45,810	56,358	39,100	29,000	52,498	35,500	56,520	44,835
	Median	46,500	42,000	55,000		40,400	46,200	39,100	29,000	52,498	35,500	54,000	38,000
	1st Decile	36,000	42,000	44,049		31,086	41,067	39,100	29,000	44,395	33,000	40,000	35,000
	9th Decile	77,175	65,000	85,000		63,000	89,000	39,100	29,000	60,600	38,000	80,000	77,175
Engineering technician	Total	0	0	0	0	0	0	0	0	0	0	0	0
	Mean												
	Median												
	1st Decile												
	9th Decile												
Graduate in training/Engineer in training/Postdoctoral	Total	1	1	0	0	0	0	0	0	0	0	0	0
	Mean	20,000	20,000										
	Median	20,000	20,000										
	1st Decile	20,000	20,000										
	9th Decile	20,000	20,000										
Consultant	Total	60	3	21	0	15	4	2	1	1	0	10	3
	Mean	86,524	80,667	100,571		63,314	72,000	91,000	50,000	140,000		95,425	91,167
	Median	78,995	82,000	84,000		61,000	78,000	91,000	50,000	140,000		99,250	99,000
	1st Decile	26,866	60,000	42,000		25,000	40,000	62,000	50,000	140,000		18,375	44,500
	9th Decile	137,500	100,000	135,000		100,000	92,000	120,000	50,000	140,000		170,000	130,000
Other	Total	13	3	5	0	1	0	1	1	1	0	1	0
	Mean	88,415	69,267	97,800		58,600		165,000	63,000	80,000		86,000	
	Median	80,000	66,000	90,000		58,600		165,000	63,000	80,000		86,000	
	1st Decile	58,600	61,800	57,000		58,600		165,000	63,000	80,000		86,000	
	9th Decile	130,000	80,000	130,000		58,600		165,000	63,000	80,000		86,000	



Section C Classified by region

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

		Total	Region										
			North East	South East	East of England	North West	South West	East Midlands	West Midlands	Wales	Northern Ireland	Scotland	Yorkshire and the Humber
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	5	1	1	1	0	0	0	0	1	0	0	1
	Mean	145,000	120,000	110,000	190,000					240,000			65,000
	Median	120,000	120,000	110,000	190,000					240,000			65,000
	1st Decile	65,000	120,000	110,000	190,000					240,000			65,000
	9th Decile	240,000	120,000	110,000	190,000					240,000			65,000
Senior manager/Director/Dean/Head of department	Total	36	5	14	0	6	1	2	1	3	0	4	0
	Mean	111,457	107,000	120,000		101,542	80,700	75,500	105,000	139,667		108,127	
	Median	88,000	80,000	82,500		66,250	80,700	75,500	105,000	133,000		100,004	
	1st Decile	58,000	70,000	58,000		46,750	80,700	56,000	105,000	86,000		72,500	
	9th Decile	200,000	173,000	275,000		250,000	80,700	95,000	105,000	200,000		160,000	
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	109	10	45	2	15	4	3	4	4	2	13	7
	Mean	63,125	57,343	66,517	59,250	66,982	55,675	68,500	56,625	41,750	55,000	67,038	55,357
	Median	56,000	60,000	55,000	59,250	63,500	57,350	67,500	53,250	46,000	55,000	59,000	46,000
	1st Decile	38,500	38,750	40,000	38,500	37,500	32,000	38,000	42,000	21,000	55,000	49,000	38,000
	9th Decile	86,000	69,964	110,000	80,000	85,000	76,000	100,000	78,000	54,000	55,000	96,000	85,000
Senior engineer/Senior lecturer	Total	90	6	33	2	15	5	4	4	2	3	10	6
	Mean	52,507	52,167	55,696	57,000	50,867	44,920	38,475	43,840	50,250	44,667	61,139	49,650
	Median	48,501	54,000	51,465	57,000	47,000	42,000	36,950	43,681	50,250	45,000	50,895	50,000
	1st Decile	37,450	39,000	41,220	39,000	37,000	41,000	35,000	36,000	46,500	44,000	39,000	37,900
	9th Decile	74,000	58,000	83,000	75,000	68,190	50,100	45,000	52,000	54,000	45,000	112,000	60,000
Engineer/Supervised team member/Lecturer	Total	258	24	83	10	53	18	6	10	6	2	33	13
	Mean	39,842	39,957	40,748	33,880	38,141	37,394	36,750	32,800	35,685	19,500	49,506	36,108
	Median	37,563	39,000	38,000	32,000	37,625	36,400	35,750	30,750	35,000	19,500	49,200	37,500
	1st Decile	29,000	33,000	32,000	27,000	31,000	29,350	25,000	27,000	28,608	19,000	30,000	30,000
	9th Decile	51,000	52,000	50,000	43,000	48,000	45,000	49,000	40,500	43,000	20,000	63,550	41,000
Engineering technician	Total	8	0	2	2	1	0	0	1	0	0	2	0
	Mean	39,610		35,800	31,465	32,100			40,750			54,750	
	Median	33,965		35,800	31,465	32,100			40,750			54,750	
	1st Decile	20,500		35,000	30,000	32,100			40,750			20,500	
	9th Decile	89,000		36,600	32,930	32,100			40,750			89,000	
Graduate in training/Engineer in training/Postdoctoral	Total	157	12	42	1	32	9	4	4	3	1	40	9
	Mean	31,541	30,965	30,351	31,000	30,395	30,556	25,375	26,538	30,667	29,000	36,032	28,556
	Median	30,200	30,765	30,000	31,000	30,000	29,500	25,500	25,575	28,000	29,000	35,850	29,000
	1st Decile	25,000	27,000	25,000	31,000	24,500	26,000	24,500	22,000	20,000	29,000	27,000	10,000
	9th Decile	40,500	37,000	37,500	31,000	35,000	40,000	26,000	33,000	44,000	29,000	46,825	36,500
Consultant	Total	19	0	9	2	2	1	1	0	0	0	4	0
	Mean	56,592		63,167	23,249	66,708	33,500	28,500				66,210	
	Median	40,000		40,000	23,249	66,708	33,500	28,500				63,520	
	1st Decile	28,500		29,500	9,998	61,600	33,500	28,500				38,800	
	9th Decile	99,000		131,500	36,500	71,815	33,500	28,500				99,000	
Other	Total	9	1	1	0	1	1	0	0	1	1	1	2
	Mean	38,478	36,850	29,450		47,000	10,000			58,000	39,000	98,000	14,000
	Median	36,850	36,850	29,450		47,000	10,000			58,000	39,000	98,000	14,000
	1st Decile	10,000	36,850	29,450		47,000	10,000			58,000	39,000	98,000	14,000
	9th Decile	98,000	36,850	29,450		47,000	10,000			58,000	39,000	98,000	14,000



Section C Classified by region

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

		Total	Region										
			North East	South East	East of England	North West	South West	East Midlands	West Midlands	Wales	Northern Ireland	Scotland	Yorkshire and the Humber
Biochemical engineering	Total	32	15	7	0	3	0	4	0	2	0	1	0
	Mean	60,842	58,577	49,929		61,000		77,000		87,500		52,788	
	Median	56,000	58,000	45,000		58,000		76,500		87,500		52,788	
	1st Decile	35,000	33,000	33,500		37,000		35,000		55,000		52,788	
	9th Decile	88,000	85,000	79,000		88,000		120,000		120,000		52,788	
Chemical and allied products	Total	184	40	27	11	36	3	1	5	27	4	10	20
	Mean	65,578	53,587	71,404	70,583	66,286	74,900	28,000	49,140	98,464	62,125	53,735	44,473
	Median	55,000	53,000	57,000	72,000	68,750	65,700	28,000	53,923	64,000	66,750	51,000	37,950
	1st Decile	34,000	36,785	32,000	31,000	37,500	39,000	28,000	36,000	36,000	33,000	26,925	28,280
	9th Decile	96,000	75,000	140,000	115,836	108,000	120,000	28,000	56,000	133,000	82,000	84,000	70,000
Consultancy	Total	153	7	57	3	37	8	7	1	2	1	24	6
	Mean	60,817	55,571	76,109	21,333	60,363	32,700	47,771	40,750	49,500	19,000	54,967	34,417
	Median	51,000	42,000	69,000	25,000	48,000	33,000	37,000	40,750	49,500	19,000	54,038	30,750
	1st Decile	28,500	33,000	32,000	9,998	28,000	10,000	28,000	40,750	45,000	19,000	29,000	10,000
	9th Decile	100,008	100,000	130,000	29,000	120,000	52,000	85,000	40,750	54,000	19,000	78,000	65,000
Consumer products	Total	22	2	0	0	15	0	0	2	0	0	3	0
	Mean	51,602	29,000			60,416			30,500			36,667	
	Median	42,500	29,000			56,400			30,500			32,000	
	1st Decile	29,000	29,000			38,000			30,000			28,000	
	9th Decile	80,000	29,000			120,000			31,000			50,000	
Contracting	Total	107	9	61	0	21	1	2	2	0	0	11	0
	Mean	73,859	76,079	77,698		68,003	78,000	61,782	37,500			70,364	
	Median	70,000	70,279	70,000		70,764	78,000	61,782	37,500			78,000	
	1st Decile	32,800	58,000	32,500		38,000	78,000	56,000	33,000			30,000	
	9th Decile	109,000	109,000	115,000		89,500	78,000	67,563	42,000			99,000	
Education/ university	Total	31	1	5	1	9	1	2	1	1	2	6	2
	Mean	65,259	53,000	87,000	32,930	54,678	87,000	95,000	120,000	48,000	66,250	56,620	46,384
	Median	55,000	53,000	65,000	32,930	48,000	87,000	95,000	120,000	48,000	66,250	49,810	46,384
	1st Decile	37,768	53,000	43,000	32,930	35,600	87,000	90,000	120,000	48,000	44,000	34,500	37,768
	9th Decile	103,000	53,000	150,000	32,930	99,000	87,000	100,000	120,000	48,000	88,500	103,000	55,000
Finance, insurance and risk	Total	14	0	12	0	1	0	0	1	0	0	0	0
	Mean	131,511		129,846		73,000			210,000				
	Median	130,000		130,000		73,000			210,000				
	1st Decile	80,000		83,000		73,000			210,000				
	9th Decile	206,000		185,000		73,000			210,000				
Food and drink	Total	66	0	27	3	8	2	8	4	1	0	9	4
	Mean	64,709		56,661	85,000	104,093	48,500	68,919	69,125	21,000		52,817	58,000
	Median	55,000		49,500	69,000	63,000	48,500	63,000	42,750	21,000		53,800	57,000
	1st Decile	27,000		30,000	59,000	30,500	27,000	33,000	26,000	21,000		25,000	27,000
	9th Decile	105,000		105,000	127,000	447,241	70,000	123,248	165,000	21,000		90,000	91,000
Health, safety and environment	Total	18	1	3	0	5	2	1	3	0	0	2	1
	Mean	71,621	140,000	64,833		74,035	41,750	62,000	51,333			77,500	130,000
	Median	63,500	140,000	81,000		68,174	41,750	62,000	55,000			77,500	130,000
	1st Decile	29,500	140,000	29,500		21,000	33,500	62,000	44,000			55,000	130,000
	9th Decile	130,000	140,000	84,000		126,000	50,000	62,000	55,000			100,000	130,000



Section C Classified by region

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

Cont'd

		Total	Region										
			North East	South East	East of England	North West	South West	East Midlands	West Midlands	Wales	Northern Ireland	Scotland	Yorkshire and the Humber
Industrial gases	Total	46	2	31	0	5	3	2	0	0	1	0	2
	Mean	62,193	38,750	65,705		64,600	39,000	50,250			29,000		88,500
	Median	57,500	38,750	69,000		60,000	40,000	50,250			29,000		88,500
	1st Decile	29,000	38,500	30,000		47,000	35,000	24,500			29,000		52,000
	9th Decile	110,000	39,000	110,000		80,000	42,000	76,000			29,000		125,000
Iron, steel and other metals	Total	10	1	0	1	0	0	0	0	5	0	0	3
	Mean	42,798	80,000		29,000					40,596			38,667
	Median	40,000	80,000		29,000					44,000			36,000
	1st Decile	22,500	80,000		29,000					20,000			25,000
	9th Decile	69,490	80,000		29,000					58,980			55,000
Mining and minerals	Total	14	1	5	1	2	2	2	0	1	0	0	0
	Mean	77,255	60,000	104,904	64,000	38,276	70,500	82,500		50,500			
	Median	78,363	60,000	104,000	64,000	38,276	70,500	82,500		50,500			
	1st Decile	48,552	60,000	86,726	64,000	28,000	52,000	70,000		50,500			
	9th Decile	104,000	60,000	129,794	64,000	48,552	89,000	95,000		50,500			
Oil and gas exploration and production	Total	313	5	132	5	15	13	0	1	2	0	133	7
	Mean	94,085	65,000	104,538	53,900	101,818	77,814		52,000	201,500		85,587	96,886
	Median	75,000	60,000	85,000	36,500	71,815	52,000		52,000	201,500		76,000	95,000
	1st Decile	35,005	36,000	36,500	32,000	32,960	34,000		52,000	97,000		35,000	44,500
	9th Decile	160,000	109,000	180,000	93,000	111,000	80,000		52,000	306,000		150,000	160,000
Oil refining	Total	99	1	46	0	19	2	1	0	8	0	14	8
	Mean	81,047	62,000	91,881		68,055	61,250	75,850		91,375		64,801	75,689
	Median	75,000	62,000	89,500		57,000	61,250	75,850		69,000		60,750	73,588
	1st Decile	36,000	62,000	34,500		35,000	40,500	75,850		43,000		36,005	38,930
	9th Decile	125,000	62,000	129,000		92,336	82,000	75,850		200,000		92,000	106,236
Paper and packaging	Total	1	0	0	0	1	0	0	0	0	0	0	0
	Mean	64,000				64,000							
	Median	64,000				64,000							
	1st Decile	64,000				64,000							
	9th Decile	64,000				64,000							
Petrochemicals	Total	78	19	28	0	6	5	0	2	0	0	10	8
	Mean	76,293	61,134	67,854		111,500	55,420		60,681			47,352	168,553
	Median	61,000	65,000	60,100		111,000	60,000		60,681			41,885	92,000
	1st Decile	35,000	36,850	32,550		39,000	34,000		43,361			32,500	36,500
	9th Decile	128,000	90,000	130,000		170,000	72,000		78,000			73,500	770,000
Pharmaceuticals and personal care products	Total	91	7	36	3	21	5	2	0	0	4	7	6
	Mean	61,083	70,714	73,264	97,000	52,035	33,400	45,000			38,250	50,643	46,300
	Median	47,000	66,000	51,000	55,000	41,795	34,000	45,000			41,500	57,500	48,000
	1st Decile	30,000	28,000	31,000	46,000	30,000	30,000	38,000			25,000	29,000	36,000
	9th Decile	88,000	146,000	90,000	190,000	88,000	36,000	52,000			45,000	65,000	50,000



Section C Classified by region

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

Cont'd

	Total	Region										
		North East	South East	East of England	North West	South West	East Midlands	West Midlands	Wales	Northern Ireland	Scotland	Yorkshire and the Humber
		0	1	1	7	2	0	0	0	0	1	2
Plastics	Total	14	1	1	7	2	0	0	0	0	1	2
	Mean	130,689	34,000	144,000	104,499	47,000					705,000	60,575
	Median	68,000	34,000	144,000	103,490	47,000					705,000	60,575
	1st Decile	34,000	34,000	144,000	30,000	40,000					705,000	39,150
	9th Decile	202,000	34,000	144,000	202,000	54,000					705,000	82,000
Power generation and fossil fuels	Total	21	1	4	0	1	1	5	2	1	3	2
	Mean	57,475	31,000	71,032		77,300	10,000	58,612	32,000	140,000	69,437	55,333
	Median	58,000	31,000	74,500		77,300	10,000	59,960	32,000	140,000	69,437	58,000
	1st Decile	26,000	31,000	38,126		77,300	10,000	26,000	28,000	140,000	69,437	42,000
	9th Decile	97,000	31,000	97,000		77,300	10,000	119,600	36,000	140,000	69,437	66,000
Power generation and nuclear decommissioning	Total	57	0	2	0	45	7	0	0	0	3	0
	Mean	58,448		53,000		55,733	72,367				70,333	
	Median	54,000		53,000		54,000	43,000				72,500	
	1st Decile	34,000		45,000		33,000	36,800				50,500	
	9th Decile	80,700		61,000		76,500	195,000				88,000	
Power generation and nuclear generation	Total	37	1	7	2	17	8	2	0	0	0	0
	Mean	49,521	52,000	38,442	36,400	55,813	49,944	45,000				
	Median	45,000	52,000	37,000	36,400	46,000	49,300	45,000				
	1st Decile	30,000	52,000	30,000	30,800	30,000	29,500	28,000				
	9th Decile	79,200	52,000	46,000	42,000	100,000	69,454	62,000				
Power generation and renewables	Total	17	2	6	0	2	1	0	2	0	1	2
	Mean	58,691	76,500	51,025		60,050	37,500		65,000		66,000	77,500
	Median	58,000	76,500	40,000		60,050	37,500		65,000		66,000	77,500
	1st Decile	30,000	60,000	37,000		58,500	37,500		58,000		66,000	28,000
	9th Decile	95,000	93,000	95,000		61,600	37,500		72,000		66,000	127,000
Process plant and equipment	Total	49	4	12	2	7	11	3	7	1	0	1
	Mean	56,903	31,032	85,000	33,300	37,357	57,955	39,333	51,500	39,000		123,000
	Median	45,000	34,765	61,500	33,300	34,500	55,000	46,000	50,000	39,000		123,000
	1st Decile	27,000	14,600	40,500	30,000	18,000	32,000	25,000	29,000	39,000		123,000
	9th Decile	105,000	40,000	110,000	36,600	69,000	90,000	47,000	105,000	39,000		123,000
Public sector	Total	26	2	11	1	4	1	2	0	2	0	3
	Mean	52,195	69,000	59,360	57,585	36,281	46,700	41,000		34,100		55,500
	Median	45,555	69,000	48,000	57,585	33,543	46,700	41,000		34,100		49,500
	1st Decile	31,086	48,000	41,000	57,585	31,036	46,700	40,000		34,100		31,000
	9th Decile	90,000	90,000	94,500	57,585	47,000	46,700	42,000		34,100		86,000
Waste management	Total	17	2	4	1	4	1	1	3	1	0	0
	Mean	54,658	29,000	51,625	38,500	75,048	75,000	58,000	50,333	42,000		
	Median	59,000	29,000	54,250	38,500	71,595	75,000	58,000	59,000	42,000		
	1st Decile	22,000	29,000	20,000	38,500	62,000	75,000	58,000	22,000	42,000		
	9th Decile	78,000	29,000	78,000	38,500	95,000	75,000	58,000	70,000	42,000		
Water	Total	78	1	14	8	17	8	5	14	3	1	4
	Mean	50,706	120,000	53,770	47,356	47,770	40,313	47,920	49,889	45,869	20,000	84,500
	Median	45,100	120,000	55,000	49,500	42,400	41,500	45,000	44,010	53,000	20,000	75,500
	1st Decile	28,500	120,000	29,000	32,000	26,500	28,500	30,300	26,000	28,608	20,000	67,000
	9th Decile	80,000	120,000	85,000	58,100	65,300	56,000	80,000	65,000	56,000	20,000	120,000
Other	Total	87	5	35	0	15	5	5	5	0	3	6
	Mean	61,917	73,451	63,949		52,233	65,937	65,300	59,014		49,667	76,430
	Median	55,000	68,000	52,000		55,000	71,240	49,000	62,000		55,000	72,540
	1st Decile	28,000	27,000	32,000		24,320	32,445	25,000	42,000		39,000	20,500
	9th Decile	109,000	173,000	109,000		80,000	92,000	165,000	84,292		55,000	145,000

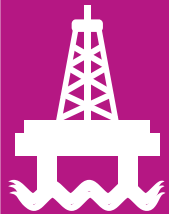


Section C Classified by region

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

		Total	Region										
			North East	South East	East of England	North West	South West	East Midlands	West Midlands	Wales	Northern Ireland	Scotland	Yorkshire and the Humber
Design	Total	524	33	214	11	103	41	10	14	8	2	61	27
	Median £	52,000	49,000	62,266	45,200	51,250	45,000	44,500	43,049	49,000	19,500	50,500	48,000
Research and development	Total	133	16	44	6	26	5	14	8	1	0	6	7
	Median £	55,000	61,500	48,000	34,715	58,200	52,000	59,230	42,462	70,000		51,310	43,000
Manufacture and production	Total	190	21	42	5	52	6	6	5	13	5	22	13
	Median £	50,000	40,000	51,000	80,000	50,439	34,223	58,500	55,000	52,000	45,000	46,000	50,000
Project management/general administration/management services	Total	172	13	69	3	27	7	4	5	7	7	20	10
	Median £	66,750	70,000	75,000	42,000	72,000	80,700	55,000	43,779	58,980	55,000	88,500	70,000
Construction and installation	Total	34	4	4	2	13	2	2	3	1	0	2	1
	Median £	68,000	52,964	79,000	49,500	63,000	49,000	80,000	70,000	140,000		95,500	41,000
Operations	Total	185	18	44	5	20	11	3	1	12	0	63	8
	Median £	59,000	51,000	60,513	59,000	40,500	41,000	95,000	25,150	56,000		80,000	40,465
Business systems/IT and software	Total	9	0	2	0	3	1	1	0	1	0	1	0
	Median £	50,000		417,356		40,000	39,000	49,000		75,000		50,000	
Marketing and sales	Total	56	4	29	0	6	1	2	7	1	0	4	2
	Median £	79,425	92,750	98,000		66,800	90,000	35,000	52,500	34,000		85,000	38,000
Finance/Financial services/Procurement and supply	Total	11	0	8	0	1	0	0	0	0	0	1	1
	Median £	130,000		132,500		57,000						50,000	100,000
Asset management	Total	42	1	15	1	12	1	0	2	1	1	7	1
	Median £	65,250	75,000	95,000	55,550	60,500	33,500		35,500	56,000	82,000	50,000	46,000
Education and training	Total	24	1	4	2	6	1	1	1	1	2	4	1
	Median £	60,000	53,000	61,000	94,288	60,500	87,000	26,000	120,000	48,000	66,250	57,500	37,768
Process safety/Safety, health and environment	Total	189	11	57	3	34	11	8	6	7	0	42	10
	Median £	63,000	71,000	69,000	69,000	59,767	40,000	55,500	58,500	80,000		65,000	57,500
Regulations/Regulatory compliance	Total	31	2	8	5	6	1	1	1	2	0	4	1
	Median £	48,000	54,900	63,000	44,000	44,925	69,454	42,000	45,283	34,100		52,250	34,000
Other	Total	82	5	33	0	14	4	3	2	2	1	16	2
	Median £	72,750	65,000	84,000		61,500	59,534	28,000	116,000	78,000	39,000	80,220	60,000

Section D



Classified by industry sector





Section D Classified by industry sector

SECTION D / TABLE 1A : EMPLOYMENT STATUS

		Total	Industry Sector												
			Biochem	Chemical	Consult	Consumer	Contractor	Education/ university	Finance and insurance	Food drink	Health, safety and env	Industrial gases	Metals	Mining and minerals	Oil production
Total	Total	1682	32	184	153	22	107	31	14	66	18	46	10	14	313
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Full time	Total	1606	28	177	142	22	97	28	13	63	18	44	10	14	300
	%	95.5%	87.5%	96.2%	92.8%	100.0%	90.7%	90.3%	92.9%	95.5%	100.0%	95.7%	100.0%	100.0%	96.2%
Part time	Total	75	4	7	11	0	10	3	1	3	0	2	0	0	12
	%	4.5%	12.5%	3.8%	7.2%	0.0%	9.3%	9.7%	7.1%	4.5%	0.0%	4.3%	0.0%	0.0%	3.8%



Section D Classified by industry sector

SECTION D / TABLE 1B : EMPLOYMENT STATUS

		Total	Industry Sector													
			Oil refining	Paper	Petrochem	Pharma	Plant and equipment	Plastics	Power - fossil	Power - Nuclear decomm	Power - Nuclear generation	Power - renewable	Public sector	Waste management	Water	Other
Total	Total	1682	99	1	78	91	49	14	21	57	37	17	26	17	78	87
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Full time	Total	1606	96	1	77	89	48	14	21	56	37	17	19	17	72	86
	%	95.5%	97.0%	100.0%	98.7%	97.8%	98.0%	100.0%	100.0%	98.2%	100.0%	100.0%	73.1%	100.0%	92.3%	98.9%
Part time	Total	75	3	0	1	2	1	0	0	1	0	0	7	0	6	1
	%	4.5%	3.0%	0.0%	1.3%	2.2%	2.0%	0.0%	0.0%	1.8%	0.0%	0.0%	26.9%	0.0%	7.7%	1.1%



Section D Classified by industry sector

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

	Total	Industry Sector												
		Biochem	Chemical	Consult	Consumer	Contractor	Education/ university	Finance and insurance	Food drink	Health, safety and env	Industrial gases	Metals	Mining and minerals	Oil production
Total	1682	32	184	153	22	107	31	14	66	18	46	10	14	313
<£16K	10	0	1	3	0	1	0	0	0	0	0	0	0	2
>=£16K	2	0	0	0	1	0	0	0	0	0	1	0	0	0
>=£18K	3	0	1	1	0	0	0	0	0	0	0	0	0	0
>=£19K	1	0	0	1	0	0	0	0	0	0	0	0	0	0
>=£20K	6	0	1	1	0	0	0	0	0	0	0	1	0	0
>=£21K	3	0	0	0	0	0	0	0	1	1	0	0	0	0
>=£22K	5	0	0	2	0	0	0	0	0	0	0	0	0	2
>=£23K	3	1	0	0	0	0	0	0	0	0	0	0	0	0
>=£24K	5	0	2	0	0	0	0	0	0	0	1	0	0	1
>=£25K	18	0	0	3	0	1	0	0	3	0	2	1	0	1
>=£26K	11	0	0	2	0	0	0	0	1	0	0	0	0	1
>=£27K	5	0	1	0	0	0	0	0	2	0	0	0	0	0
>=£28K	30	0	5	6	1	0	0	0	1	0	0	1	1	2
>=£29K	27	0	2	4	2	0	0	0	0	1	1	1	0	3
>=£30K	33	0	0	6	1	4	0	0	4	0	1	0	0	0
>=£31K	18	0	2	3	1	0	0	0	1	0	0	0	0	1
>=£32K	35	0	2	2	1	6	1	0	0	0	0	0	0	5
>=£33K	25	2	1	1	0	2	0	0	5	1	0	0	0	6
>=£34K	24	0	1	0	0	0	1	0	0	0	0	0	0	4
>=£35K	28	1	3	2	0	1	1	0	1	0	2	0	0	6
>=£36K	39	0	10	2	0	0	0	0	0	0	0	1	0	8
>=£37K	30	3	7	4	0	0	1	0	2	0	1	0	0	3
>=£38K	28	0	1	5	1	2	0	0	0	0	2	0	0	2
>=£39K	19	0	3	1	0	0	1	0	1	0	1	0	0	4
>=£40K	138	1	15	12	4	5	6	0	1	1	3	1	0	17
>=£45K	119	3	14	12	1	6	2	0	5	0	5	0	1	15
>=£50K	107	3	15	11	1	5	1	0	3	1	2	1	2	21
>=£55K	118	5	14	7	2	8	3	0	8	3	1	2	0	18
>=£60K	95	3	13	5	2	6	3	0	4	1	2	0	2	13
>=£65K	78	0	10	9	0	5	2	0	3	2	3	0	0	6
>=£70K	79	1	15	8	0	11	0	1	6	0	2	0	1	13
>=£75K	67	3	8	7	1	7	0	0	0	0	3	0	0	10
>=£80K	60	1	8	4	1	7	0	2	1	2	5	1	0	9
>=£85K	45	2	6	3	0	5	2	1	2	0	0	0	2	9
>=£90K	51	0	3	7	0	2	1	1	4	1	1	0	0	9
>=£95K	35	0	5	2	0	5	1	0	0	0	0	0	1	8
>=£100K	30	0	0	3	0	4	2	0	0	1	2	0	3	7
>=£105K	29	1	2	1	0	5	0	0	1	0	0	0	0	8
>=£110K	23	0	2	0	0	2	0	0	0	0	2	0	0	8
>=£115K	18	0	2	0	0	1	0	1	0	0	2	0	0	7



Section D Classified by industry sector

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

Cont'd

	Total	Industry Sector												
		Biochem	Chemical	Consult	Consumer	Contractor	Education/ university	Finance and insurance	Food drink	Health, safety and env	Industrial gases	Metals	Mining and minerals	Oil production
>=£120K	37	2	2	3	2	2	2	0	3	0	0	0	0	15
>=£125K	20	0	1	1	0	0	0	1	1	1	1	0	1	7
>=£130K	15	0	1	2	0	0	0	0	0	1	0	0	0	8
>=£135K	12	0	0	0	0	0	0	1	0	0	0	0	0	8
>=£140K	13	0	1	3	0	0	0	1	0	1	0	0	0	4
>=£145K	7	0	0	0	0	0	0	0	0	0	0	0	0	3
>=£150K	41	0	1	2	0	3	1	3	1	0	0	0	0	21
>=£200K	17	0	1	2	0	0	0	2	0	0	0	0	0	8
>=£250K	20	0	2	0	0	1	0	0	1	0	0	0	0	10
Total	1682	32	184	153	22	107	31	14	66	18	46	10	14	313
Mean	94,085	60,842	65,578	60,817	51,602	73,859	65,259	131,511	64,709	71,621	62,193	42,798	77,255	94,085
Median	75,000	56,000	55,000	51,000	42,500	70,000	55,000	130,000	55,000	63,500	57,500	40,000	78,363	75,000
1st Decile	35,005	35,000	34,000	28,500	29,000	32,800	37,768	80,000	27,000	29,500	29,000	22,500	48,552	35,005
9th Decile	160,000	88,000	96,000	100,008	80,000	109,000	103,000	206,000	105,000	130,000	110,000	69,490	104,000	160,000



Section D Classified by industry sector

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

	Total	Industry Sector													
		Oil refining	Paper	Petrochem	Pharma	Plant and equipment	Plastics	Power - fossil	Power - Nuclear decomm	Power - Nuclear generation	Power - renewable	Public sector	Waste management	Water	Other
Total	1682	99	1	78	91	49	14	21	57	37	17	26	17	78	87
<£16K	10	0	0	0	0	1	0	1	0	0	0	0	0	0	1
>=£16K	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£18K	3	0	0	0	0	1	0	0	0	0	0	0	0	0	0
>=£19K	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£20K	6	0	0	0	0	0	0	0	0	0	0	0	1	1	1
>=£21K	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£22K	5	0	0	0	0	0	0	0	0	0	0	0	1	0	0
>=£23K	3	0	0	0	0	0	0	0	0	1	0	0	0	0	1
>=£24K	5	0	0	0	0	0	0	0	0	0	0	0	0	0	1
>=£25K	18	0	0	0	2	1	0	0	0	0	0	0	0	2	2
>=£26K	11	0	0	0	0	1	0	2	0	0	0	0	0	4	0
>=£27K	5	0	0	0	0	1	0	0	0	0	0	0	0	0	1
>=£28K	30	0	0	0	2	0	0	1	2	1	1	0	0	3	3
>=£29K	27	0	0	1	3	1	0	0	0	1	0	0	2	4	1
>=£30K	33	2	0	2	3	2	1	0	0	3	1	0	0	3	0
>=£31K	18	0	0	0	3	0	0	1	1	1	0	3	0	1	0
>=£32K	35	1	0	2	5	3	0	0	1	1	0	0	0	1	4
>=£33K	25	0	0	0	0	0	0	0	1	1	0	1	0	3	1
>=£34K	24	3	0	1	2	2	1	0	3	1	0	2	0	1	2
>=£35K	28	2	0	2	4	0	0	0	0	2	0	0	0	0	1
>=£36K	39	2	0	5	3	2	0	3	2	0	0	1	0	0	0
>=£37K	30	0	0	0	1	0	0	0	2	2	2	0	0	2	0
>=£38K	28	3	0	1	3	1	0	1	1	1	0	0	1	0	3
>=£39K	19	0	0	2	0	2	1	0	0	0	0	0	0	2	1
>=£40K	138	7	0	11	6	6	1	1	8	2	3	6	2	10	9
>=£45K	119	2	0	4	11	5	1	0	4	8	0	6	0	6	8
>=£50K	107	5	0	2	11	3	2	0	5	1	1	0	0	8	3
>=£55K	118	7	0	3	9	4	0	3	4	1	2	2	2	4	6
>=£60K	95	4	1	7	3	1	0	1	5	2	2	1	1	5	8
>=£65K	78	5	0	4	3	3	0	2	3	4	1	0	2	8	3
>=£70K	79	5	0	5	0	0	0	0	5	0	1	0	1	1	3
>=£75K	67	7	0	5	2	2	0	1	3	1	0	0	3	1	3
>=£80K	60	7	0	1	4	0	1	0	2	0	0	0	0	2	2
>=£85K	45	3	0	2	3	0	0	0	1	0	0	1	0	1	2
>=£90K	51	6	0	4	3	1	0	1	1	0	1	2	0	0	3
>=£95K	35	5	0	2	0	0	0	1	1	0	1	0	1	1	1
>=£100K	30	1	0	2	0	0	1	0	0	2	0	0	0	0	2
>=£105K	29	3	0	2	0	2	0	0	0	0	0	0	0	1	3
>=£110K	23	5	0	0	0	2	1	0	0	1	0	0	0	0	0
>=£115K	18	2	0	0	0	0	0	1	0	0	0	0	0	0	2



Section D Classified by industry sector

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

Cont'd

	Total	Industry Sector													
		Oil refining	Paper	Petrochem	Pharma	Plant and equipment	Plastics	Power - fossil	Power - Nuclear decomm	Power - Nuclear generation	Power - renewable	Public sector	Waste management	Water	Other
>=£120K	37	0	0	0	2	1	0	0	0	0	0	0	0	2	1
>=£125K	20	3	0	1	0	0	0	0	0	0	1	0	0	0	1
>=£130K	15	0	0	1	0	0	0	0	0	0	0	0	0	1	1
>=£135K	12	1	0	1	0	0	0	0	0	0	0	1	0	0	0
>=£140K	13	1	0	0	0	0	1	1	0	0	0	0	0	0	0
>=£145K	7	0	0	1	1	0	0	0	1	0	0	0	0	0	1
>=£150K	41	1	0	3	1	0	1	0	1	0	0	0	0	0	2
>=£200K	17	3	0	0	0	0	1	0	0	0	0	0	0	0	0
>=£250K	20	2	0	1	1	1	1	0	0	0	0	0	0	0	0
Total	1682	99	1	78	91	49	14	21	57	37	17	26	17	78	87
Mean	70,637	81,047	64,000	76,293	61,083	56,903	130,689	57,475	58,448	49,521	58,691	52,195	54,658	50,706	61,917
Median	57,000	75,000	64,000	61,000	47,000	45,000	68,000	58,000	54,000	45,000	58,000	45,555	59,000	45,100	55,000
1st Decile	31,000	36,000	64,000	35,000	30,000	27,000	34,000	26,000	34,000	30,000	30,000	31,086	22,000	28,500	28,000
9th Decile	120,000	125,000	64,000	128,000	88,000	105,000	202,000	97,000	80,700	79,200	95,000	90,000	78,000	80,000	109,000



Section D Classified by industry sector

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

		Total	Industry Sector												
			Biochem	Chemical	Consult	Consumer	Contractor	Education/ university	Finance and insurance	Food drink	Health, safety and env	Industrial gases	Metals	Mining and minerals	Oil production
Total		1682	32	184	153	22	107	31	14	66	18	46	10	14	313
401k savings plan (US)	Total	4	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.2%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Central Providence Fund (Singapore)	Total	2	0	0	0	0	0	0	0	0	0	0	0	0	2
	%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%
Defined benefit pension/Company final salary scheme	Total	499	8	42	16	8	11	24	1	19	7	21	5	0	101
	%	29.7%	25.0%	22.8%	10.5%	36.4%	10.3%	77.4%	7.1%	28.8%	38.9%	45.7%	50.0%	0.0%	32.3%
Defined contribution pension/Company money purchase scheme	Total	1013	19	130	112	13	89	7	12	45	9	22	3	9	167
	%	60.2%	59.4%	70.7%	73.2%	59.1%	83.2%	22.6%	85.7%	68.2%	50.0%	47.8%	30.0%	64.3%	53.4%
Non-contributory pension	Total	54	1	2	10	0	0	0	1	2	0	2	0	0	17
	%	3.2%	3.1%	1.1%	6.5%	0.0%	0.0%	0.0%	7.1%	3.0%	0.0%	4.3%	0.0%	0.0%	5.4%
None	Total	110	4	9	15	1	7	0	0	0	2	1	2	5	26
	%	6.5%	12.5%	4.9%	9.8%	4.5%	6.5%	0.0%	0.0%	0.0%	11.1%	2.2%	20.0%	35.7%	8.3%
Medical and dental insurance	Total	1007	21	114	89	14	67	0	11	49	9	29	3	5	226
	%	59.9%	65.6%	62.0%	58.2%	63.6%	62.6%	0.0%	78.6%	74.2%	50.0%	63.0%	30.0%	35.7%	72.2%
Car or car allowance	Total	505	7	45	37	6	39	0	10	35	6	19	3	5	90
	%	30.0%	21.9%	24.5%	24.2%	27.3%	36.4%	0.0%	71.4%	53.0%	33.3%	41.3%	30.0%	35.7%	28.8%
Company share scheme	Total	493	1	50	36	15	26	0	4	12	2	13	0	1	135
	%	29.3%	3.1%	27.2%	23.5%	68.2%	24.3%	0.0%	28.6%	18.2%	11.1%	28.3%	0.0%	7.1%	43.1%
Life insurance	Total	619	10	69	58	8	31	1	10	23	6	17	3	6	148
	%	36.8%	31.3%	37.5%	37.9%	36.4%	29.0%	3.2%	71.4%	34.8%	33.3%	37.0%	30.0%	42.9%	47.3%
Loans	Total	64	0	1	8	2	8	1	2	2	0	2	0	0	15
	%	3.8%	0.0%	0.5%	5.2%	9.1%	7.5%	3.2%	14.3%	3.0%	0.0%	4.3%	0.0%	0.0%	4.8%
IChemE membership fees	Total	1266	19	126	124	15	90	10	11	46	9	41	4	9	253
	%	75.3%	59.4%	68.5%	81.0%	68.2%	84.1%	32.3%	78.6%	69.7%	50.0%	89.1%	40.0%	64.3%	80.8%
Other professional membership fees	Total	209	5	24	28	1	8	5	3	13	3	5	1	4	28
	%	12.4%	15.6%	13.0%	18.3%	4.5%	7.5%	16.1%	21.4%	19.7%	16.7%	10.9%	10.0%	28.6%	8.9%
Childcare	Total	152	2	12	15	2	8	1	0	10	1	7	0	2	26
	%	9.0%	6.3%	6.5%	9.8%	9.1%	7.5%	3.2%	0.0%	15.2%	5.6%	15.2%	0.0%	14.3%	8.3%
None	Total	171	8	22	12	2	8	18	0	3	5	2	3	3	27
	%	10.2%	25.0%	12.0%	7.8%	9.1%	7.5%	58.1%	0.0%	4.5%	27.8%	4.3%	30.0%	21.4%	8.6%
Other	Total	53	0	5	4	0	1	1	1	3	2	1	0	0	11
	%	3.2%	0.0%	2.7%	2.6%	0.0%	.9%	3.2%	7.1%	4.5%	11.1%	2.2%	0.0%	0.0%	3.5%



Section D Classified by industry sector

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

		Total	Industry Sector													
			Oil refining	Paper	Petrochem	Pharma	Plant and equipment	Plastics	Power - fossil	Power - Nuclear decomm	Power - Nuclear generation	Power - renewable	Public sector	Waste management	Water	Other
Total		1682	99	1	78	91	49	14	21	57	37	17	26	17	78	87
401k savings plan (US)	Total	4	0	0	0	1	0	0	0	0	0	1	0	0	0	1
	%	0.2%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	1.1%
Central Providence Fund (Singapore)	Total	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Defined benefit pension/Company final salary scheme	Total	499	49	0	35	21	7	1	11	23	14	4	20	5	22	24
	%	29.7%	49.5%	0.0%	44.9%	23.1%	14.3%	7.1%	52.4%	40.4%	37.8%	23.5%	76.9%	29.4%	28.2%	27.6%
Defined contribution pension/Company money purchase scheme	Total	1013	40	1	39	61	31	13	7	33	22	9	4	11	52	53
	%	60.2%	40.4%	100.0%	50.0%	67.0%	63.3%	92.9%	33.3%	57.9%	59.5%	52.9%	15.4%	64.7%	66.7%	60.9%
Non-contributory pension	Total	54	4	0	1	1	2	0	0	0	1	2	2	0	1	5
	%	3.2%	4.0%	0.0%	1.3%	1.1%	4.1%	0.0%	0.0%	0.0%	2.7%	11.8%	7.7%	0.0%	1.3%	5.7%
None	Total	110	6	0	3	7	9	0	3	1	0	1	0	1	3	4
	%	6.5%	6.1%	0.0%	3.8%	7.7%	18.4%	0.0%	14.3%	1.8%	0.0%	5.9%	0.0%	5.9%	3.8%	4.6%
Medical and dental insurance	Total	1007	77	1	47	71	25	12	11	21	7	10	4	7	32	45
	%	59.9%	77.8%	100.0%	60.3%	78.0%	51.0%	85.7%	52.4%	36.8%	18.9%	58.8%	15.4%	41.2%	41.0%	51.7%
Car or car allowance	Total	505	39	1	23	20	13	4	5	12	6	5	8	11	29	27
	%	30.0%	39.4%	100.0%	29.5%	22.0%	26.5%	28.6%	23.8%	21.1%	16.2%	29.4%	30.8%	64.7%	37.2%	31.0%
Company share scheme	Total	493	41	0	34	43	7	8	5	10	5	5	2	3	16	19
	%	29.3%	41.4%	0.0%	43.6%	47.3%	14.3%	57.1%	23.8%	17.5%	13.5%	29.4%	7.7%	17.6%	20.5%	21.8%
Life insurance	Total	619	42	0	30	32	16	8	7	11	11	5	5	5	25	32
	%	36.8%	42.4%	0.0%	38.5%	35.2%	32.7%	57.1%	33.3%	19.3%	29.7%	29.4%	19.2%	29.4%	32.1%	36.8%
Loans	Total	64	1	0	5	1	0	0	1	2	2	0	0	0	4	7
	%	3.8%	1.0%	0.0%	6.4%	1.1%	0.0%	0.0%	4.8%	3.5%	5.4%	0.0%	0.0%	0.0%	5.1%	8.0%
IChemE membership fees	Total	1266	78	1	54	71	29	13	17	52	35	14	18	13	58	56
	%	75.3%	78.8%	100.0%	69.2%	78.0%	59.2%	92.9%	81.0%	91.2%	94.6%	82.4%	69.2%	76.5%	74.4%	64.4%
Other professional membership fees	Total	209	8	1	6	8	5	0	4	7	8	2	3	6	10	13
	%	12.4%	8.1%	100.0%	7.7%	8.8%	10.2%	0.0%	19.0%	12.3%	21.6%	11.8%	11.5%	35.3%	12.8%	14.9%
Childcare	Total	152	7	0	7	12	2	2	1	3	6	1	5	1	12	7
	%	9.0%	7.1%	0.0%	9.0%	13.2%	4.1%	14.3%	4.8%	5.3%	16.2%	5.9%	19.2%	5.9%	15.4%	8.0%
None	Total	171	5	0	7	5	11	0	2	1	0	1	4	0	8	14
	%	10.2%	5.1%	0.0%	9.0%	5.5%	22.4%	0.0%	9.5%	1.8%	0.0%	5.9%	15.4%	0.0%	10.3%	16.1%
Other	Total	53	3	0	2	6	0	0	1	0	3	0	1	1	5	2
	%	3.2%	3.0%	0.0%	2.6%	6.6%	0.0%	0.0%	4.8%	0.0%	8.1%	0.0%	3.8%	5.9%	6.4%	2.3%



Section D Classified by industry sector

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

		Total	Industry Sector												
			Biochem	Chemical	Consult	Consumer	Contractor	Education/ university	Finance and insurance	Food drink	Health, safety and env	Industrial gases	Metals	Mining and minerals	Oil production
Chartered Members	Total	933	17	108	84	10	79	11	11	34	11	28	2	11	176
	Mean	88,406	69,862	77,266	74,337	63,121	82,824	90,818	143,686	85,169	79,198	79,040	56,990	82,729	123,823
	Median	73,000	61,000	66,604	67,000	56,700	78,000	90,000	140,000	68,170	68,174	77,000	56,990	86,726	110,000
	1st Decile	45,000	48,500	46,500	40,000	39,750	47,500	57,000	80,000	48,000	55,000	47,000	55,000	52,000	58,000
	9th Decile	135,000	105,000	108,000	123,000	102,156	112,000	120,000	206,000	123,248	126,000	116,000	58,980	104,000	192,000
Non-Chartered Members	Total	749	15	76	69	12	28	20	3	32	7	18	8	3	137
	Mean	48,503	50,619	48,968	44,358	42,003	48,565	51,201	86,867	42,970	59,714	35,985	39,250	57,184	55,882
	Median	40,000	45,000	39,500	37,000	31,500	40,000	44,310	87,000	33,275	44,000	37,844	32,500	48,552	48,000
	1st Decile	28,000	33,500	28,560	25,000	28,000	30,000	35,050	83,000	25,500	21,000	24,500	20,000	28,000	32,260
	9th Decile	79,200	70,000	72,000	78,000	63,033	84,000	77,250	90,600	72,000	140,000	48,048	80,000	95,000	98,000
Male	Total	1,376	27	159	121	16	90	27	14	49	14	36	10	13	257
	Mean	75,024	64,111	67,623	63,916	53,078	77,187	66,844	131,511	71,181	78,941	64,666	42,798	81,044	100,443
	Median	60,186	58,000	57,000	54,000	46,250	71,500	55,000	130,000	60,000	66,587	64,500	40,000	86,726	85,000
	1st Decile	32,400	37,000	36,000	28,732	29,000	32,800	35,600	80,000	30,000	50,000	30,000	22,500	50,500	36,000
	9th Decile	125,000	105,000	98,000	105,000	80,000	109,500	120,000	206,000	123,000	130,000	110,000	69,490	104,000	162,000
Female	Total	306	5	25	32	6	17	4		17	4	10		1	56
	Mean	50,908	43,189	52,574	49,102	47,667	56,243	54,555		46,053	46,000	53,287		28,000	64,909
	Median	45,000	37,000	46,000	39,125	30,500	51,000	54,810		39,100	31,500	48,024		28,000	55,000
	1st Decile	28,000	23,158	28,000	28,000	28,000	32,600	42,598		25,000	21,000	25,000		28,000	34,000
	9th Decile	80,000	70,000	69,000	78,000	120,000	85,000	66,000		90,000	100,000	84,500		28,000	110,500



Section D Classified by industry sector

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

		Total	Industry Sector													
			Oil refining	Paper	Petrochem	Pharma	Plant and equipment	Plastics	Power - fossil	Power - Nuclear decomm	Power - Nuclear generation	Power - renewable	Public sector	Waste management	Water	Other
Chartered Members	Total	933	58		46	36	16	8	15	35	15	7	19	11	43	42
	Mean	88,406	91,075		92,885	84,414	82,444	198,436	69,999	68,714	66,108	73,357	56,508	65,682	57,673	81,391
	Median	73,000	83,500		71,500	57,740	62,500	127,000	61,500	60,000	62,000	66,000	48,000	66,500	54,000	70,660
	1st Decile	45,000	55,000		45,000	40,000	36,600	54,000	36,057	43,000	45,000	37,500	31,036	42,000	33,887	51,250
	9th Decile	135,000	129,000		130,000	92,000	123,000	705,000	119,600	94,250	100,000	127,000	94,500	78,000	85,000	120,000
Non-Chartered Members	Total	749	41	1	32	55	33	6	6	22	22	10	7	6	35	45
	Mean	48,503	66,861	64,000	52,442	45,812	44,519	40,358	26,167	42,116	38,211	48,425	40,487	34,448	42,147	43,742
	Median	40,000	50,000	64,000	40,050	38,000	40,000	39,575	27,000	37,000	35,298	40,000	41,000	29,000	34,000	40,000
	1st Decile	28,000	34,000	64,000	32,550	29,000	26,000	30,000	10,000	31,500	29,500	29,000	33,000	20,000	26,000	25,000
	9th Decile	79,200	97,000	64,000	86,000	62,000	68,000	51,000	36,000	61,000	49,000	78,300	47,000	68,190	65,000	60,000
Male	Total	1,376	82		63	71	38	14	18	48	31	13	20	14	58	73
	Mean	75,024	87,401		82,639	64,825	63,017	130,689	61,496	59,260	48,704	64,250	53,522	54,536	55,468	65,900
	Median	60,186	80,000		65,500	46,000	49,750	68,000	58,980	54,000	45,000	58,500	45,555	60,000	52,750	60,000
	1st Decile	32,400	42,000		35,000	30,000	30,529	34,000	26,000	34,327	30,000	40,000	33,550	22,000	29,000	28,754
	9th Decile	125,000	129,000		130,000	89,000	110,000	202,000	119,600	88,000	69,500	95,000	92,250	78,000	85,000	115,000
Female	Total	306	17	1	15	20	11		3	9	6	4	6	3	20	14
	Mean	50,908	50,395	64,000	49,640	47,800	35,782		33,352	54,119	53,742	40,625	47,770	55,230	36,898	41,150
	Median	45,000	40,791	64,000	42,000	50,500	32,000		36,000	53,850	50,500	37,250	44,500	59,000	33,549	40,500
	1st Decile	28,000	34,000	64,000	38,000	32,000	26,000		28,000	33,000	30,800	28,000	31,036	38,500	25,075	28,000
	9th Decile	80,000	77,000	64,000	65,000	62,000	45,000		36,057	80,700	79,200	60,000	86,000	68,190	50,642	58,751



Section D Classified by industry sector

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

		Total	Industry Sector												
			Biochem	Chemical	Consult	Consumer	Contractor	Education/ university	Finance and insurance	Food drink	Health, safety and env	Industrial gases	Metals	Mining and minerals	Oil production
Doctorate	Total	167	12	16	6	3	2	29	2	9	2	5	1	4	16
	Mean	72,034	65,792	60,558	65,286	61,770	81,000	67,106	121,600	70,316	120,000	79,600	44,000	98,682	110,973
	Median	61,000	59,500	54,525	65,500	31,000	81,000	57,000	121,600	67,340	120,000	80,000	44,000	102,000	90,000
	1st Decile	38,000	54,500	34,000	39,700	30,000	42,000	37,768	87,000	28,000	100,000	52,000	44,000	86,726	50,000
	9th Decile	120,000	85,000	85,000	99,015	124,311	120,000	120,000	156,200	127,000	140,000	110,000	44,000	104,000	141,575
Masters	Total	895	10	88	95	10	59		4	36	6	29	6	4	189
	Mean	60,973	48,816	48,769	55,754	46,750	64,135		107,150	51,275	61,029	54,207	39,000	54,013	81,759
	Median	47,500	37,250	44,244	44,000	40,750	61,000		85,300	38,050	52,500	45,173	28,500	49,526	58,000
	1st Decile	29,350	28,079	29,000	28,000	28,500	32,500		73,000	26,000	29,500	25,000	20,000	28,000	33,480
	9th Decile	109,000	99,000	72,000	99,750	88,500	101,000		185,000	90,000	130,000	100,000	80,000	89,000	145,500
Bachelors	Total	609	10	78	51	8	46	2	8	21	10	12	3	6	106
	Mean	84,272	66,929	84,625	69,857	58,179	86,021	38,465	146,168	85,335	68,300	74,238	49,993	78,466	111,798
	Median	71,000	57,500	70,640	65,000	58,200	78,575	38,465	137,500	64,000	63,500	69,500	55,000	67,000	94,000
	1st Decile	37,000	41,750	37,900	29,000	32,000	48,300	32,930	83,000	48,500	32,500	52,000	36,000	52,000	44,500
	9th Decile	130,000	112,500	120,000	102,148	80,000	109,000	44,000	210,000	92,000	108,000	110,000	58,980	129,794	180,000
Non-grad	Total	11		2	1	1									2
	Mean	80,807		102,500	54,000	17,000									185,000
	Median	55,000		102,500	54,000	17,000									185,000
	1st Decile	25,000		55,000	54,000	17,000									160,000
	9th Decile	160,000		150,000	54,000	17,000									210,000



Section D Classified by industry sector

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

		Total	Industry Sector													
			Oil refining	Paper	Petrochem	Pharma	Plant and equipment	Plastics	Power - fossil	Power - Nuclear decomm	Power - Nuclear generation	Power - renewable	Public sector	Waste management	Water	Other
Doctorate	Total	167	5		5	12	3	2	1	4		1	4		9	14
	Mean	72,034	92,200		73,240	64,573	51,333	194,500	66,000	60,925		66,000	62,603		37,829	53,300
	Median	61,000	82,000		73,000	53,000	40,000	194,500	66,000	60,000		66,000	42,205		39,000	48,500
	1st Decile	38,000	62,000		39,000	38,000	39,000	187,000	66,000	53,700		66,000	31,000		29,450	38,000
	9th Decile	120,000	142,000		106,200	89,000	75,000	202,000	66,000	70,000		66,000	135,000		50,000	78,000
Masters	Total	895	51		50	53	24	5	11	32	27	13	16	5	40	32
	Mean	60,973	65,358		70,649	60,944	44,050	41,630	55,008	51,833	51,430	49,212	44,882	47,300	42,966	56,285
	Median	47,500	55,000		48,250	44,000	37,300	40,000	38,126	42,000	45,657	40,000	42,000	42,000	39,500	46,250
	1st Decile	29,350	34,000		34,500	30,000	26,000	30,000	26,000	32,000	29,500	30,000	31,086	22,000	26,250	28,000
	9th Decile	109,000	110,000		89,000	84,000	58,000	51,000	97,000	76,500	100,000	61,600	59,000	75,000	65,000	100,000
Bachelors	Total	609	43	1	23	23	22	7	9	21	10	3	6	12	28	40
	Mean	84,272	98,357	64,000	89,227	62,470	71,683	176,070	59,544	68,055	44,365	97,333	64,758	57,724	65,714	69,236
	Median	71,000	89,000	64,000	90,000	55,000	53,750	103,490	58,000	60,191	39,000	93,000	56,000	64,250	64,140	59,376
	1st Decile	37,000	62,000	64,000	45,000	30,000	32,000	34,000	36,000	45,000	30,500	72,000	44,049	29,000	42,000	27,500
	9th Decile	130,000	139,000	64,000	135,000	92,000	105,000	705,000	119,600	80,700	69,477	127,000	94,500	78,000	120,000	122,500
Non-grad	Total	11				3									1	1
	Mean	80,807				38,933									56,000	70,080
	Median	55,000				45,800									56,000	70,080
	1st Decile	25,000				25,000									56,000	70,080
	9th Decile	160,000				46,000									56,000	70,080



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												
			Biochem	Chemical	Consult	Consumer	Contractor	Education/ university	Finance and insurance	Food drink	Health, safety and env	Industrial gases	Metals	Mining and minerals	Oil production
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	23		1	2		3		2	1					5
	Mean	208,870		114,780	144,000		87,000		208,000	447,241					275,800
	Median	145,000		114,780	144,000		80,000		208,000	447,241					160,000
	1st Decile	80,000		114,780	105,000		80,000		206,000	447,241					115,000
	9th Decile	447,241		114,780	183,000		101,000		210,000	447,241					585,000
Senior manager/Director/ Dean/Head of department	Total	138	5	11	9	2	10	3	1	9	2	6	1		23
	Mean	121,106	86,000	106,846	142,706	90,356	107,919	114,333	125,000	103,305	108,000	100,833	55,000		186,893
	Median	105,750	83,000	85,500	130,000	90,356	103,750	103,000	125,000	92,000	108,000	113,000	55,000		140,000
	1st Decile	67,500	78,000	68,000	67,600	56,400	68,782	90,000	125,000	58,500	90,000	60,000	55,000		94,000
	9th Decile	192,000	105,000	140,000	240,000	124,311	166,566	150,000	125,000	165,000	126,000	125,000	55,000		250,000
Manager/Site Manager/ Project Manager/ Associate professor/Professor/ Principal engineer	Total	366	4	47	30	4	39	6	3	14	4	11	1	4	64
	Mean	90,742	69,750	90,595	79,656	44,375	93,206	91,833	165,400	70,153	62,250	73,541	58,980	74,074	125,897
	Median	75,000	68,000	75,000	73,750	44,750	79,942	93,000	156,200	65,670	55,000	70,000	58,980	58,000	120,000
	1st Decile	50,000	55,000	49,000	54,000	38,000	63,000	60,000	155,000	48,500	55,000	52,000	58,980	50,500	72,500
	9th Decile	129,794	88,000	115,836	112,574	50,000	115,000	120,000	185,000	90,000	84,000	100,000	58,980	129,794	180,000
Senior engineer/Senior lecturer	Total	265	7	40	16	4	21	1	4	8	1	8		5	49
	Mean	67,543	51,237	59,554	48,298	68,250	61,686	48,000	102,087	54,313	68,174	75,250		92,945	95,507
	Median	60,900	55,000	55,775	49,000	68,000	58,000	48,000	97,674	56,500	68,174	77,000		100,000	90,000
	1st Decile	44,000	23,158	46,500	39,700	57,000	45,000	48,000	73,000	31,000	68,174	55,000		70,000	55,000
	9th Decile	106,000	60,000	75,000	68,000	80,000	92,000	48,000	140,000	70,000	68,174	90,000		104,000	133,000
Engineer/Supervised team member/Lecturer	Total	67		4	10		3			2		2		1	15
	Mean	52,157		43,249	52,020		42,500			51,050		43,587		89,000	66,330
	Median	46,500		39,698	51,700		42,000			51,050		43,587		89,000	72,000
	1st Decile	36,000		33,000	42,000		38,000			39,100		42,000		89,000	43,150
	9th Decile	77,175		60,600	65,500		47,500			63,000		45,173		89,000	85,000
Engineering technician	Total														
	Mean														
	Median														
	1st Decile														
	9th Decile														
Graduate in training/Engineer in training/Postdoctoral	Total	1		1											
	Mean	20,000		20,000											
	Median	20,000		20,000											
	1st Decile	20,000		20,000											
	9th Decile	20,000		20,000											
Consultant	Total	60	1	2	16		3		1		4	1		1	17
	Mean	86,524	120,000	39,875	58,171		48,333		135,000		84,500	110,000		60,000	122,118
	Median	78,995	120,000	39,875	58,000		42,000		135,000		73,000	110,000		60,000	110,000
	1st Decile	26,866	120,000	18,750	20,000		25,000		135,000		62,000	110,000		60,000	43,000
	9th Decile	137,500	120,000	61,000	92,000		78,000		135,000		130,000	110,000		60,000	170,000
Other	Total	13		2	1			1							3
	Mean	88,415		70,900	58,600			57,000							102,333
	Median	80,000		70,900	58,600			57,000							90,000
	1st Decile	58,600		61,800	58,600			57,000							87,000
	9th Decile	130,000		80,000	58,600			57,000							130,000



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													
			Oil refining	Paper	Petrochem	Pharma	Plant and equipment	Plastics	Power - fossil	Power - Nuclear decomm	Power - Nuclear generation	Power - renewable	Public sector	Waste management	Water	Other
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	23	2		1		1	1								4
	Mean	208,870	146,000		145,000		319,000	705,000								109,250
	Median	145,000	146,000		145,000		319,000	705,000								113,500
	1st Decile	80,000	92,000		145,000		319,000	705,000								80,000
	9th Decile	447,241	200,000		145,000		319,000	705,000								130,000
Senior manager/Director/Dean/Head of department	Total	138	8		7	2	3	3	1	6	1	1	5	2	8	9
	Mean	121,106	126,500		118,429	87,000	88,000	177,667	119,600	113,208	110,000	66,000	85,600	82,500	88,756	100,102
	Median	105,750	110,000		103,000	87,000	90,000	187,000	119,600	95,125	110,000	66,000	90,000	82,500	82,500	105,420
	1st Decile	67,500	85,000		76,000	85,000	69,000	144,000	119,600	70,000	110,000	66,000	49,500	70,000	55,550	50,000
	9th Decile	192,000	200,000		170,000	89,000	105,000	202,000	119,600	195,000	110,000	66,000	135,000	95,000	130,000	145,000
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	366	19		13	14	5	3	6	16	7	4	3	7	23	15
	Mean	90,742	92,700		133,998	122,328	82,900	98,497	74,877	62,918	63,003	88,000	43,033	62,929	52,740	67,667
	Median	75,000	82,000		78,850	71,440	65,000	103,490	71,650	60,096	65,000	82,500	34,100	62,000	53,000	62,000
	1st Decile	50,000	67,000		61,000	44,000	56,500	82,000	58,000	41,000	49,065	60,000	31,000	42,000	33,887	55,000
	9th Decile	129,794	129,000		106,200	146,000	123,000	110,000	97,000	80,000	69,500	127,000	64,000	78,000	65,000	86,000
Senior engineer/Senior lecturer	Total	265	18		19	10	5	1	7	10	3	2	8	2	8	8
	Mean	67,543	75,806		66,505	59,133	46,720	54,000	48,731	56,297	49,867	47,750	44,428	58,500	53,048	69,781
	Median	60,900	73,500		63,100	54,913	39,000	54,000	42,000	54,500	49,600	47,750	47,350	58,500	44,600	62,500
	1st Decile	44,000	55,000		47,500	44,754	32,000	54,000	36,000	46,636	45,000	37,500	31,036	42,000	41,000	42,000
	9th Decile	106,000	106,236		98,000	86,000	75,000	54,000	69,437	67,000	55,000	58,000	57,585	75,000	80,000	120,000
Engineer/Supervised team member/Lecturer	Total	67	6		5	6	1			2	2		2		4	2
	Mean	52,157	55,085		52,630	46,167	38,000			42,034	45,500		37,568		33,125	54,620
	Median	46,500	53,650		44,000	46,500	38,000			42,034	45,500		37,568		33,250	54,620
	1st Decile	36,000	40,000		41,150	36,000	38,000			41,067	45,000		31,086		28,500	38,000
	9th Decile	77,175	77,175		71,000	55,000	38,000			43,000	46,000		44,049		37,500	71,240
Engineering technician	Total															
	Mean															
	Median															
	1st Decile															
	9th Decile															
Graduate in training/Engineer in training/Postdoctoral	Total	1														
	Mean	20,000														
	Median	20,000														
	1st Decile	20,000														
	9th Decile	20,000														
Consultant	Total	60	4		1	2	1		1	1	2					2
	Mean	86,524	99,250		30,000	68,985	50,000		140,000	72,000	100,000					85,000
	Median	78,995	102,000		30,000	68,985	50,000		140,000	72,000	100,000					85,000
	1st Decile	26,866	78,000		30,000	57,980	50,000		140,000	72,000	100,000					78,000
	9th Decile	137,500	115,000		30,000	79,990	50,000		140,000	72,000	100,000					92,000
Other	Total	13	1			2							1			2
	Mean	88,415	125,000			73,000							86,000			114,000
	Median	80,000	125,000			73,000							86,000			114,000
	1st Decile	58,600	125,000			66,000							86,000			63,000
	9th Decile	130,000	125,000			80,000							86,000			165,000



Section D Classified by industry sector

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

		Total	Industry Sector												
			Biochem	Chemical	Consult	Consumer	Contractor	Education/ university	Finance and insurance	Food drink	Health, safety and env	Industrial gases	Metals	Mining and minerals	Oil production
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	5		1	1										
	Mean	145,000		240,000	65,000										
	Median	120,000		240,000	65,000										
	1st Decile	65,000		240,000	65,000										
	9th Decile	240,000		240,000	65,000										
Senior manager/Director/ Dean/Head of department	Total	36	1	6	2	1	1	1		1	1		1	1	5
	Mean	111,457	70,000	93,500	87,504	120,000	56,000	60,000		105,000	140,000		80,000	95,000	160,500
	Median	88,000	70,000	79,000	87,504	120,000	56,000	60,000		105,000	140,000		80,000	95,000	160,000
	1st Decile	58,000	70,000	51,500	75,000	120,000	56,000	60,000		105,000	140,000		80,000	95,000	61,500
	9th Decile	200,000	70,000	150,000	100,008	120,000	56,000	60,000		105,000	140,000		80,000	95,000	321,000
Manager/Site Manager/ Project Manager/ Associate professor/Professor/ Principal engineer	Total	109	4	12	6	1	5	3	1	11		3	1	1	12
	Mean	63,125	53,625	58,821	93,683	63,033	68,686	69,333	90,600	57,591		41,833	44,000	48,552	81,392
	Median	56,000	55,750	64,500	78,300	63,033	74,928	55,000	90,600	56,000		39,000	44,000	48,552	75,000
	1st Decile	38,500	45,000	37,500	65,500	63,033	42,000	53,000	90,600	33,000		38,500	44,000	48,552	50,000
	9th Decile	86,000	58,000	72,000	140,000	63,033	96,000	100,000	90,600	72,000		48,000	44,000	48,552	110,500
Senior engineer/Senior lecturer	Total	90	4	9	12		3	3	2	1	2	2			17
	Mean	52,507	44,197	47,767	50,675		62,844	49,199	85,000	49,500	47,000	49,500			61,880
	Median	48,501	44,500	46,500	45,500		62,532	44,000	85,000	49,500	47,000	49,500			54,000
	1st Decile	37,450	35,000	36,000	36,900		55,000	42,598	83,000	49,500	44,000	47,000			41,500
	9th Decile	74,000	52,788	56,500	78,000		71,000	61,000	87,000	49,500	50,000	52,000			104,000
Engineer/Supervised team member/Lecturer	Total	258	4	27	26	6	8	6		10		2	2		60
	Mean	39,842	36,125	37,871	33,820	35,833	36,656	41,998		33,005		41,524	32,500		49,636
	Median	37,563	37,000	37,754	32,000	35,500	34,425	43,000		33,000		41,524	32,500		48,000
	1st Decile	29,000	33,000	29,500	25,000	29,000	30,000	35,600		27,000		35,000	29,000		32,630
	9th Decile	51,000	37,500	44,000	46,250	42,500	48,300	48,000		39,000		48,048	36,000		61,063
Engineering technician	Total	8		1	1			1							1
	Mean	39,610		36,600	40,750			32,930							89,000
	Median	33,965		36,600	40,750			32,930							89,000
	1st Decile	20,500		36,600	40,750			32,930							89,000
	9th Decile	89,000		36,600	40,750			32,930							89,000
Graduate in training/Engineer in training/Postdoctoral	Total	157		14	13	1	8	1		6	1	10	2	1	34
	Mean	31,541		32,139	28,436	29,000	31,575	34,500		26,667	21,000	32,419	24,000	28,000	35,982
	Median	30,200		33,050	30,000	29,000	32,250	34,500		26,250	21,000	32,500	24,000	28,000	35,350
	1st Decile	25,000		24,500	22,500	29,000	30,000	34,500		25,000	21,000	24,750	20,000	28,000	26,000
	9th Decile	40,500		37,000	37,000	29,000	33,000	34,500		30,500	21,000	40,000	28,000	28,000	46,650
Consultant	Total	19	1		5		1			1	2				4
	Mean	56,592	33,500		32,868		99,000			30,000	31,500				79,954
	Median	40,000	33,500		38,800		99,000			30,000	31,500				75,908
	1st Decile	28,500	33,500		9,998		99,000			30,000	29,500				36,500
	9th Decile	99,000	33,500		47,040		99,000			30,000	33,500				131,500
Other	Total	9		1											1
	Mean	38,478		14,000											98,000
	Median	36,850		14,000											98,000
	1st Decile	10,000		14,000											98,000
	9th Decile	98,000		14,000											98,000



Section D Classified by industry sector

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

		Total	Industry Sector													
			Oil refining	Paper	Petrochem	Pharma	Plant and equipment	Plastics	Power - fossil	Power - Nuclear decommissioning	Power - Nuclear generation	Power - renewable	Public sector	Waste management	Water	Other
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	5				1	1								1	
	Mean	145,000				190,000	110,000								120,000	
	Median	120,000				190,000	110,000								120,000	
	1st Decile	65,000				190,000	110,000								120,000	
	9th Decile	240,000				190,000	110,000								120,000	
Senior manager/Director/Dean/Head of department	Total	36	3	1	1	1	3			2					2	2
	Mean	111,457	241,667	64,000	135,000	46,750	77,000			76,600					65,000	131,500
	Median	88,000	250,000	64,000	135,000	46,750	68,000			76,600					65,000	131,500
	1st Decile	58,000	200,000	64,000	135,000	46,750	58,000			72,500					65,000	90,000
	9th Decile	200,000	275,000	64,000	135,000	46,750	105,000			80,700					65,000	173,000
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	109	3		5	16	4			2	4	2		1	4	8
	Mean	63,125	74,667		105,400	52,925	51,125			57,425	51,550	40,000		38,500	53,250	51,250
	Median	56,000	80,000		86,000	50,500	44,250			57,425	45,000	40,000		38,500	53,250	50,000
	1st Decile	38,500	62,000		78,000	32,000	40,000			53,850	37,000	40,000		38,500	43,000	38,000
	9th Decile	86,000	82,000		150,000	84,000	76,000			61,000	79,200	40,000		38,500	63,500	75,000
Senior engineer/Senior lecturer	Total	90	3		4	7	4			1	2	2	2	1	5	4
	Mean	52,507	76,930		47,420	48,714	43,625			37,000	40,250	56,325	42,705	68,190	46,400	39,630
	Median	48,501	73,000		46,731	48,000	43,000			37,000	40,250	56,325	42,705	68,190	45,000	43,100
	1st Decile	37,450	67,790		41,220	45,000	39,000			37,000	34,500	54,150	41,000	68,190	39,000	24,320
	9th Decile	74,000	90,000		55,000	58,000	49,500			37,000	46,000	58,500	44,410	68,190	60,000	48,000
Engineer/Supervised team member/Lecturer	Total	258	10		15	17	12	4	2	10	9	2	2		10	14
	Mean	39,842	43,133		38,477	36,223	34,833	43,038	32,000	38,472	38,839	35,000	34,500		32,744	38,371
	Median	37,563	39,715		39,000	35,000	34,250	43,575	32,000	37,700	37,000	35,000	34,500		32,515	39,250
	1st Decile	29,000	34,250		30,000	31,000	27,000	34,000	28,000	33,500	30,800	30,000	33,000		22,500	29,254
	9th Decile	51,000	56,500		43,000	43,000	41,000	51,000	36,000	42,500	52,000	40,000	36,000		42,500	49,000
Engineering technician	Total	8			1		1				1					1
	Mean	39,610			35,000		30,000				32,100					20,500
	Median	33,965			35,000		30,000				32,100					20,500
	1st Decile	20,500			35,000		30,000				32,100					20,500
	9th Decile	89,000			35,000		30,000				32,100					20,500
Graduate in training/Engineer in training/Postdoctoral	Total	157	12		5	8	4	1	3	6	5	1		3	8	10
	Mean	31,541	38,116		35,490	28,975	22,282	30,000	27,667	31,464	28,860	28,000		23,667	27,081	29,410
	Median	30,200	38,398		36,000	29,250	22,000	30,000	26,000	31,750	30,000	28,000		22,000	26,500	28,377
	1st Decile	25,000	30,000		32,400	25,000	14,600	30,000	26,000	28,192	23,800	28,000		20,000	25,150	25,000
	9th Decile	40,500	47,000		40,000	31,300	30,529	30,000	31,000	34,567	31,000	28,000		29,000	29,000	33,750
Consultant	Total	19	2									2			1	
	Mean	56,592	96,000									49,300			75,000	
	Median	40,000	96,000									49,300			75,000	
	1st Decile	28,500	95,000									37,000			75,000	
	9th Decile	99,000	97,000									61,600			75,000	
Other	Total	9	1		1				1				1		1	2
	Mean	38,478	58,000		36,850				10,000				47,000		29,450	26,500
	Median	36,850	58,000		36,850				10,000				47,000		29,450	26,500
	1st Decile	10,000	58,000		36,850				10,000				47,000		29,450	14,000
	9th Decile	98,000	58,000		36,850				10,000				47,000		29,450	39,000



Section D Classified by industry sector

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

		Total	Industry Sector												
			Biochem	Chemical	Consult	Consumer	Contractor	Education/ university	Finance and insurance	Food drink	Health, safety and env	Industrial gases	Metals	Mining and minerals	Oil production
Design	Total	524	5	38	70	3	76			7		14	1	4	117
	Median £	52,000	44,000	45,750	50,500	63,033	63,584			33,550		58,825	25,000	102,000	60,000
Research and development	Total	133	7	17	4	8		10		21		4		2	5
	Median £	55,000	60,000	63,000	27,000	52,200		46,310		49,500		58,000		70,500	60,000
Manufacture and production	Total	190	9	47	1	9	1	1		16		2	4	4	6
	Median £	50,000	45,000	57,000	58,000	40,000	33,000	100,000		49,750		56,000	32,500	49,526	117,121
Project management/general administration/management services	Total	172	3	22	9	2	19		1	7		9	3	2	21
	Median £	66,750	70,000	52,000	78,000	39,750	95,000		155,000	90,000		70,000	55,000	94,897	95,000
Construction and installation	Total	34		2	2		3			2					1
	Median £	68,000		60,500	137,500		74,928			60,500					285,000
Operations	Total	185	5	18	4		1			5	1	7	1	1	72
	Median £	59,000	52,788	49,000	69,000		73,000			54,000	84,000	39,000	44,000	95,000	84,500
Business systems/IT and software	Total	9		3	1										1
	Median £	50,000		75,000	40,000										50,000
Marketing and sales	Total	56		3	4		3			4		2	1		3
	Median £	79,425		40,956	99,300		42,000			72,500		85,600	80,000		120,000
Finance/Financial services/Procurement and supply	Total	11							4			1			2
	Median £	130,000							148,100			110,000			90,000
Asset management	Total	42		2	5						1				11
	Median £	65,250		78,500	75,000						33,500				120,000
Education and training	Total	24	1	2				18							
	Median £	60,000	88,000	94,288				58,500							
Process safety/Safety, health and environment	Total	189		23	44		3		5	4	13	3			56
	Median £	63,000		66,708	39,400		59,250		87,000	70,500	65,000	69,000			80,000
Regulations/Regulatory compliance	Total	31		3	2						2			1	2
	Median £	48,000		44,000	59,500						61,587			64,000	185,000
Other	Total	82	2	4	7		1	2	4		1	4			16
	Median £	72,750	90,500	56,459	65,500		87,300	64,750	120,174		29,500	30,000			92,720



Section D Classified by industry sector

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

		Total	Industry Sector													
			Oil refining	Paper	Petrochem	Pharma	Plant and equipment	Plastics	Power - fossil	Power - Nuclear decommissioning	Power - Nuclear generation	Power - renewable	Public sector	Waste management	Water	Other
Design	Total	524	21		31	10	19	3	3	29	15	6	1	1	39	11
	Median £	52,000	54,500		59,700	39,000	48,000	103,490	36,000	50,500	45,000	40,000	46,700	62,000	42,000	60,180
Research and development	Total	133	1	1	4	15	3	2	7	4			5	1	4	8
	Median £	55,000	40,791	64,000	91,100	48,000	57,000	194,500	58,000	42,500			48,000	59,000	42,000	46,500
Manufacture and production	Total	190	15		13	30	5	5		3	1		1	4		13
	Median £	50,000	67,790		50,930	49,000	40,000	48,000		36,768	79,200		33,000	35,500		44,000
Project management/general administration/management services	Total	172	12		5	17	5		4	5	6	3	2	4	1	10
	Median £	66,750	78,500		85,000	45,800	58,000		63,719	88,000	39,000	54,150	67,750	67,345	39,000	55,000
Construction and installation	Total	34				2	2		2	1	1	3		3	8	2
	Median £	68,000				31,000	41,300		85,500	70,000	35,000	61,600		75,000	55,000	72,500
Operations	Total	185	23		5	7	2	1	2	2	3	2	2	1	11	9
	Median £	59,000	60,900		43,000	34,000	33,000	40,000	105,300	44,096	52,000	76,500	51,705	38,500	41,000	42,000
Business systems/IT and software	Total	9	1		1	1										1
	Median £	50,000	92,000		39,000	742,712										49,000
Marketing and sales	Total	56	9		3		10		1			1			6	6
	Median £	79,425	102,000		78,850		77,500		36,000			28,000			59,390	49,000
Finance/Financial services/Procurement and supply	Total	11	1		1	1										1
	Median £	130,000	97,500		130,000	57,000										100,000
Asset management	Total	42	1		2	1	1		1	4	2	2	1		8	
	Median £	65,250	42,000		35,885	46,000	40,000		97,000	68,250	46,550	111,000	135,000		55,775	
Education and training	Total	24	1						1					1		
	Median £	60,000	97,000						26,000					20,000		
Process safety/Safety, health and environment	Total	189	5		9	3	2	2		3	4		2	1		7
	Median £	63,000	75,850		72,000	62,000	31,000	60,575		61,000	63,500		55,500	75,000		49,000
Regulations/Regulatory compliance	Total	31				2				1	3		11		1	3
	Median £	48,000				99,995				53,850	35,595		36,000		45,283	34,000
Other	Total	82	9		4	2		1		5	2		1	1		16
	Median £	72,750	78,000		102,000	65,000		705,000		41,067	100,000		86,000	22,000		59,876

Section E



Classified by type of work





Section E Classified by type of work

SECTION E / TABLE 1 : EMPLOYMENT STATUS

		Total	Type of work													
			Design	R&D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset man	Education and university	Health, safety and env	Regulatory	Other
Total	Total	1682	524	133	190	172	34	185	9	56	11	42	24	189	31	82
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Full time	Total	1606	502	129	189	167	34	182	8	54	9	40	20	174	23	75
	%	95.5%	96.0%	97.0%	99.5%	97.1%	100.0%	98.4%	88.9%	96.4%	81.8%	95.2%	83.3%	92.1%	74.2%	91.5%
Part time	Total	75	21	4	1	5		3	1	2	2	2	4	15	8	7
	%	4.5%	4.0%	3.0%	0.5%	2.9%		1.6%	11.1%	3.6%	18.2%	4.8%	16.7%	7.9%	25.8%	8.5%



Section E Classified by type of work

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

	Total	Type of work													
		Design	R&D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset man	Education and training	Health, safety and env	Regulatory	Other
Total	1682	524	133	190	172	34	185	9	56	11	42	24	189	31	82
<£16K	10	3	3			1							1		2
>=£16K	2		1				1								
>=£18K	3			1	2										
>=£19K	1	1													
>=£20K	6	1			2							1	1		1
>=£21K	3						2						1		
>=£22K	5	2									1		1		1
>=£23K	3	2							1						
>=£24K	5			3									1		1
>=£25K	18	3	2	3			5		2						3
>=£26K	11	5	2				3					1			
>=£27K	5		1	2			2								
>=£28K	30	10	4	4	1		3		1		1		5		1
>=£29K	27	12	1	6	2		1				1		3		1
>=£30K	33	13	5	2	3	1			1		1		6	1	
>=£31K	18	5	2	3		1					1		3	3	
>=£32K	35	15	3	4		1	2		2		2		4	1	1
>=£33K	25	13	1	6			2				1		1		1
>=£34K	24	9	2	1	3		3		1				1	3	1
>=£35K	28	9	4	5	1	1	3		1				1	1	2
>=£36K	39	14	2	6	4		6		1				3	1	2
>=£37K	30	14	1	5	6		2					1	1		
>=£38K	28	10	2	3	3		4		2				4		
>=£39K	19	8	2	1	1		1	2					1		3
>=£40K	138	47	11	21	12	2	14	1	3		4	4	10	4	5
>=£45K	119	43	12	15	14	2	11	1	2		2	1	13	3	
>=£50K	107	40	5	23	5	2	13	1	2	1	2	1	8	1	3
>=£55K	118	30	12	14	15	3	16		3	1	2	2	14	3	3
>=£60K	95	30	11	6	8	2	10		2		3	3	13	3	4
>=£65K	78	26	6	5	8	2	8		1		1	1	14	3	3
>=£70K	79	26	8	5	7	5	10		1				13		4
>=£75K	67	24	5	5	8	2	5	2	2		4		4	1	5
>=£80K	60	18	2	9	4	3	5		3		1		11		4
>=£85K	45	13	4	2	9		3		1		1	4	4		4
>=£90K	51	18	5	2	7	1	2	1	4		1		7		3
>=£95K	35	7	1	1	7	1	3		1	1	3	3	5		2
>=£100K	30	9		3	4		2		3	1		1	3		4
>=£105K	29	4	1	4	5		5		3		1		3		3
>=£110K	23	7	1	2	5		3		2	1			2		
>=£115K	18	3		3			5		1				5		1



Section E Classified by type of work

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

Conf'd

	Total	Type of work												Regulatory	Other
		Design	R&D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset man	Education & training	Health, safety and env		
>=£120K	37	6	4	3	5	1	4		3		2	1	5	2	1
>=£125K	20	2	1	3	3		4		2		1		2		2
>=£130K	15	5	1				3			2			2		2
>=£135K	12	2			1		5			1	1		1		1
>=£140K	13	1		1	1	1	1		1	1			4		2
>=£145K	7	1		1	2		1				1				1
>=£150K	41	11	3	3	7		7		1	1	1		4		3
>=£200K	17	1	1	1	3	1	3		2	1	1		2		1
>=£250K	20	1	1	3	4	1	2	1	1		2		2	1	1
Total	1,682	524	133	190	172	34	185	9	56	11	42	24	189	31	82
Mean	70,637	60,611	65,049	63,523	84,885	74,695	75,681	133,524	84,334	119,245	92,623	65,977	73,259	58,927	83,009
Median	57,000	52,000	55,000	50,000	66,750	68,000	59,000	50,000	79,425	130,000	65,250	60,000	63,000	48,000	72,750
1st Decile	31,000	31,000	29,000	29,627	36,656	32,000	32,000	39,000	32,000	57,000	31,000	37,768	30,500	31,086	28,000
9th Decile	120,000	100,000	98,000	114,511	135,000	120,000	135,000	742,712	129,000	156,200	147,000	99,000	120,000	79,990	135,000



Section E Classified by type of work

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

		Total	Type of work													
			Design	R&D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset man	Education and training	Health, safety and env	Regulatory	Other
Total		1682	524	133	190	172	34	185	9	56	11	42	24	189	31	82
401k savings plan (US)	Total	4	1			2						1				
	%	0.2%	0.2%			1.2%						2.4%				
Central Providence Fund (Singapore)	Total	2												1		1
	%	0.1%												0.5%		1.2%
Defined benefit pension/Company final salary scheme	Total	499	126	47	59	49	7	57	1	19	1	13	16	56	19	29
	%	29.7%	24.0%	35.3%	31.1%	28.5%	20.6%	30.8%	11.1%	33.9%	9.1%	31.0%	66.7%	29.6%	61.3%	35.4%
Defined contribution pension/Company money purchase scheme	Total	1013	338	73	125	102	23	106	7	34	8	24	7	113	11	42
	%	60.2%	64.5%	54.9%	65.8%	59.3%	67.6%	57.3%	77.8%	60.7%	72.7%	57.1%	29.2%	59.8%	35.5%	51.2%
Non-contributory pension	Total	54	16	2	2	5	1	13	1	1	1	3		3		6
	%	3.2%	3.1%	1.5%	1.1%	2.9%	2.9%	7.0%	11.1%	1.8%	9.1%	7.1%		1.6%		7.3%
None	Total	110	43	11	4	14	3	9		2	1	1	1	16	1	4
	%	6.5%	8.2%	8.3%	2.1%	8.1%	8.8%	4.9%		3.6%	9.1%	2.4%	4.2%	8.5%	3.2%	4.9%
Medical and dental insurance	Total	1007	300	75	131	115	21	126	7	40	10	26	1	101	10	44
	%	59.9%	57.3%	56.4%	68.9%	66.9%	61.8%	68.1%	77.8%	71.4%	90.9%	61.9%	4.2%	53.4%	32.3%	53.7%
Car or car allowance	Total	505	103	37	57	70	22	60	2	35	6	15	3	60	11	24
	%	30.0%	19.7%	27.8%	30.0%	40.7%	64.7%	32.4%	22.2%	62.5%	54.5%	35.7%	12.5%	31.7%	35.5%	29.3%
Company share scheme	Total	493	141	40	62	54	9	71		20	1	12	2	51	4	26
	%	29.3%	26.9%	30.1%	32.6%	31.4%	26.5%	38.4%		35.7%	9.1%	28.6%	8.3%	27.0%	12.9%	31.7%
Life insurance	Total	619	170	47	71	66	16	85	3	30	8	16	3	64	9	31
	%	36.8%	32.4%	35.3%	37.4%	38.4%	47.1%	45.9%	33.3%	53.6%	72.7%	38.1%	12.5%	33.9%	29.0%	37.8%
Loans	Total	64	26	6	7	4	1	2			1	5		5	2	5
	%	3.8%	5.0%	4.5%	3.7%	2.3%	2.9%	1.1%			9.1%	11.9%		2.6%	6.5%	6.1%
IChemE membership fees	Total	1266	422	92	136	127	28	145	5	40	7	35	5	148	21	55
	%	75.3%	80.5%	69.2%	71.6%	73.8%	82.4%	78.4%	55.6%	71.4%	63.6%	83.3%	20.8%	78.3%	67.7%	67.1%
Other professional membership fees	Total	209	48	21	22	24	7	14	1	5	3	4	2	43	6	9
	%	12.4%	9.2%	15.8%	11.6%	14.0%	20.6%	7.6%	11.1%	8.9%	27.3%	9.5%	8.3%	22.8%	19.4%	11.0%
Childcare	Total	152	45	17	17	20	2	18		5	1	3		14	4	6
	%	9.0%	8.6%	12.8%	8.9%	11.6%	5.9%	9.7%		8.9%	9.1%	7.1%		7.4%	12.9%	7.3%
None	Total	171	48	18	17	14	1	11	1	3	1	2	15	21	5	14
	%	10.2%	9.2%	13.5%	8.9%	8.1%	2.9%	5.9%	11.1%	5.4%	9.1%	4.8%	62.5%	11.1%	16.1%	17.1%
Other	Total	53	19	3	4	4		6			2	1	1	7	1	5
	%	3.2%	3.6%	2.3%	2.1%	2.3%		3.2%			18.2%	2.4%	4.2%	3.7%	3.2%	6.1%



Section E Classified by type of work

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

		Total	Type of work													
			Design	R&D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset man	Education and training	Health, safety and env	Regulatory	Other
Chartered Members	Total	933	291	71	88	107	21	86	6	32	8	29	11	111	21	51
	Mean	88,406	74,955	86,839	81,757	102,878	92,095	99,780	178,952	95,615	138,400	113,400	83,234	88,838	64,674	100,462
	Median	73,000	68,000	70,000	64,500	85,000	75,000	82,000	75,000	93,168	132,500	82,000	88,000	72,000	57,585	84,000
	1st Decile	45,000	44,000	48,000	42,000	44,000	54,000	50,000	40,000	38,000	100,000	40,000	57,000	49,000	31,086	50,000
	9th Decile	135,000	118,000	124,311	125,000	160,000	140,000	142,000	742,712	140,000	206,000	247,464	103,000	130,000	79,990	145,000
Non-Chartered Members	Total	749	233	62	102	65	13	99	3	24	3	13	13	78	10	31
	Mean	48,503	42,697	40,096	47,791	55,266	46,587	54,748	42,667	69,293	68,167	46,275	51,374	51,090	46,860	54,295
	Median	40,000	37,625	36,350	40,000	47,000	42,000	44,000	39,000	53,250	57,000	40,000	44,000	43,750	38,000	39,000
	1st Decile	28,000	29,000	26,000	28,000	30,000	30,000	26,500	39,000	28,000	50,000	29,450	26,000	29,000	31,575	24,500
	9th Decile	79,200	63,500	58,000	67,790	96,000	71,000	89,000	50,000	110,000	97,500	75,000	88,500	87,000	86,925	120,000
Male	Total	1,376	427	111	150	142	31	156	8	47	11	37	22	153	17	64
	Mean	75,024	63,849	68,619	65,911	90,545	69,891	80,196	145,339	91,238	119,245	100,626	67,084	78,473	70,435	90,102
	Median	60,186	55,000	58,000	50,000	71,000	68,000	60,513	62,500	90,000	130,000	75,000	60,000	65,000	57,585	79,000
	1st Decile	32,400	32,000	30,000	31,150	37,500	35,000	33,500	39,000	32,000	57,000	32,100	37,768	33,000	34,100	28,000
	9th Decile	125,000	107,000	106,200	115,000	148,000	95,000	138,787	742,712	140,000	156,200	180,000	99,000	129,575	120,000	140,000
Female	Total	306	97	22	40	30	3	29	1	9		5	2	36	14	18
	Mean	50,908	46,360	47,037	54,567	58,093	124,333	51,395	39,000	48,284		33,400	53,799	51,101	44,954	57,788
	Median	45,000	42,200	39,946	50,465	49,500	56,000	48,000	39,000	45,000		33,500	53,799	45,000	43,000	54,376
	1st Decile	28,000	28,000	28,000	27,000	35,000	32,000	25,000	39,000	28,000		22,500	42,598	28,000	31,036	25,000
	9th Decile	80,000	72,000	74,000	78,100	92,500	285,000	80,000	39,000	80,000		40,000	65,000	82,000	65,000	86,000



Section E Classified by type of work

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

		Total	Type of work													
			Design	R&D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset man	Education and training	Health, safety and env	Regulatory	Other
Doctorate	Total	167	22	54	14	9	1	7	2	2	2	5	18	17	1	13
	Mean	72,034	71,243	69,080	75,270	82,619	70,000	64,487	44,000	37,000	133,100	63,490	67,104	92,065	31,000	66,438
	Median	61,000	68,500	61,000	56,250	82,000	70,000	45,000	44,000	37,000	133,100	40,000	60,000	72,000	31,000	61,000
	1st Decile	38,000	39,700	31,000	44,000	62,000	70,000	41,000	39,000	34,000	110,000	29,450	40,000	48,000	31,000	39,000
	9th Decile	120,000	104,000	120,000	120,000	141,575	70,000	142,000	49,000	40,000	156,200	135,000	103,000	140,000	31,000	95,000
Masters	Total	895	325	44	99	87	16	113	3	20	2	25	1	104	20	36
	Mean	60,973	53,492	62,439	49,953	72,015	66,231	64,742	273,904	77,416	75,000	98,630	26,000	63,505	58,337	57,481
	Median	47,500	44,000	38,050	42,500	52,000	56,250	54,000	40,000	62,000	75,000	60,000	26,000	55,000	43,000	49,959
	1st Decile	29,350	30,000	26,000	28,200	34,000	31,000	32,000	39,000	30,000	50,000	30,000	26,000	30,000	31,061	24,500
	9th Decile	109,000	90,000	90,000	80,000	125,000	140,000	122,000	742,712	149,500	100,000	180,000	26,000	115,000	94,087	100,000
Bachelors	Total	609	177	34	75	74	17	64	4	34	7	10	5	65	10	33
	Mean	84,272	72,362	63,438	79,669	99,940	82,937	94,903	73,000	91,188	127,929	100,496	69,915	82,421	62,902	117,384
	Median	71,000	65,650	60,000	57,500	82,850	72,000	73,500	75,000	89,500	130,000	75,000	89,976	72,000	58,400	100,000
	1st Decile	37,000	38,400	42,000	34,000	37,900	42,000	33,500	50,000	32,000	57,000	56,500	20,000	36,500	39,822	54,000
	9th Decile	130,000	110,000	92,000	125,000	145,000	120,000	150,000	92,000	125,000	206,000	187,232	98,600	133,000	99,995	160,000
Non-grad	Total	11		1	2	2		1				2		3		
	Mean	80,807		17,000	47,540	97,900		160,000				51,000		106,333		
	Median	55,000		17,000	47,540	97,900		160,000				51,000		55,000		
	1st Decile	25,000		17,000	25,000	45,800		160,000				46,000		54,000		
	9th Decile	160,000		17,000	70,080	150,000		160,000				56,000		210,000		



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													
			Design	R&D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset man	Education and training	Health, safety and env	Regulatory	Other
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	23	2		4	5	1	2	1	2	1			2		3
	Mean	208,870	115,000		264,005	181,600	80,000	357,500	92,000	151,000	206,000			110,000		331,667
	Median	145,000	115,000		247,000	160,000	80,000	357,500	92,000	151,000	206,000			110,000		210,000
	1st Decile	80,000	80,000		114,780	101,000	80,000	130,000	92,000	102,000	206,000			105,000		80,000
	9th Decile	447,241	150,000		447,241	319,000	80,000	585,000	92,000	200,000	206,000			115,000		705,000
Senior manager/Director/Dean/Head of department	Total	138	21	13	16	23	8	12		6	1	9	1	14	2	12
	Mean	121,106	115,476	117,228	104,214	124,873	101,500	123,550		134,250	130,000	172,613	103,000	131,829	149,750	99,375
	Median	105,750	102,000	123,248	104,000	105,000	85,000	117,000		103,750	130,000	105,000	103,000	123,000	149,750	93,250
	1st Decile	67,500	69,000	70,000	60,000	66,000	70,000	67,000		90,000	130,000	55,550	103,000	68,000	49,500	50,000
	9th Decile	192,000	183,131	187,000	155,000	189,280	207,000	150,000		240,000	130,000	645,000	103,000	195,000	250,000	145,000
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	366	115	28	31	51	8	35	3	14	1	14	8	38	7	13
	Mean	90,742	81,158	99,090	72,546	107,446	60,875	98,746	288,904	99,700	156,200	98,821	88,447	87,996	59,834	89,203
	Median	75,000	78,000	71,500	64,000	79,150	59,500	93,000	75,000	97,600	156,200	75,750	88,988	70,675	55,000	71,000
	1st Decile	50,000	50,000	52,000	48,000	55,000	49,000	55,000	49,000	65,000	156,200	40,000	60,000	55,000	31,000	58,751
	9th Decile	129,794	120,000	110,000	119,400	141,575	75,000	138,787	742,712	129,000	156,200	180,000	120,000	120,000	120,000	160,000
Senior engineer/Senior lecturer	Total	265	109	26	27	17	3	27	2	5	2	3	1	27	6	10
	Mean	67,543	63,215	58,230	62,900	70,198	138,333	78,668	57,500	73,356	120,000	62,358	48,000	74,692	50,649	78,635
	Median	60,900	59,000	58,250	56,000	67,203	75,000	66,880	57,500	70,000	120,000	54,075	48,000	69,000	52,793	71,500
	1st Decile	44,000	42,400	42,000	42,000	38,126	55,000	46,500	40,000	32,000	100,000	45,000	48,000	49,000	31,036	52,000
	9th Decile	106,000	93,000	76,000	92,000	97,000	285,000	130,000	75,000	120,000	140,000	88,000	48,000	111,000	68,174	111,674
Engineer/Supervised team member/Lecturer	Total	67	32	3	8	4		8		2		1		5	2	2
	Mean	52,157	53,354	62,700	42,619	45,000		64,788		38,000		22,500		61,027	37,568	40,534
	Median	46,500	50,000	60,000	41,575	43,500		73,000		38,000		22,500		60,600	37,568	40,534
	1st Decile	36,000	37,500	39,100	33,000	38,000		36,000		38,000		22,500		42,000	31,086	40,000
	9th Decile	77,175	71,240	89,000	55,000	55,000		80,000		38,000		22,500		80,000	44,049	41,067
Engineering technician	Total															
	Mean															
	Median															
	1st Decile															
	9th Decile															
Graduate in training/Engineer in training/Postdoctoral	Total	1				1										
	Mean	20,000				20,000										
	Median	20,000				20,000										
	1st Decile	20,000				20,000										
	9th Decile	20,000				20,000										
Consultant	Total	60	11		1	5	1	2		2	2	2		22	3	9
	Mean	86,524	103,545		58,000	52,946	140,000	142,500		27,500	122,500	71,000		87,306	66,330	82,556
	Median	78,995	84,000		58,000	57,980	140,000	142,500		27,500	122,500	71,000		73,000	61,000	90,000
	1st Decile	26,866	50,000		58,000	18,000	140,000	115,000		25,000	110,000	50,000		28,732	58,000	25,000
	9th Decile	137,500	170,000		58,000	110,000	140,000	170,000		30,000	135,000	92,000		130,000	79,990	105,000
Other	Total	13	1	1	1	1				1	1		1	3	1	2
	Mean	88,415	87,000	165,000	125,000	90,000				58,600	130,000		57,000	69,667	61,800	83,000
	Median	80,000	87,000	165,000	125,000	90,000				58,600	130,000		57,000	66,000	61,800	83,000
	1st Decile	58,600	87,000	165,000	125,000	90,000				58,600	130,000		57,000	63,000	61,800	80,000
	9th Decile	130,000	87,000	165,000	125,000	90,000				58,600	130,000		57,000	80,000	61,800	86,000



Section E Classified by type of work

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

		Total	Type of work													
			Design	R&D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset man	Education and training	Health, safety and env	Regulatory	Other
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	5	1		1			1		2						
	Mean	145,000	65,000		240,000			190,000		115,000						
	Median	120,000	65,000		240,000			190,000		115,000						
	1st Decile	65,000	65,000		240,000			190,000		110,000						
	9th Decile	240,000	65,000		240,000			190,000		120,000						
Senior manager/Director/Dean/Head of department	Total	36	3	2	2	7	1	8		4		1	1	4		3
	Mean	111,457	102,000	92,000	148,375	104,530	68,000	126,813		152,750		75,000	60,000	99,125		89,667
	Median	88,000	90,000	92,000	148,375	100,000	68,000	90,500		105,000		75,000	60,000	102,500		72,500
	1st Decile	58,000	56,000	64,000	46,750	58,000	68,000	65,000		80,000		75,000	60,000	51,500		61,500
	9th Decile	200,000	160,000	120,000	250,000	173,000	68,000	275,000		321,000		75,000	60,000	140,000		135,000
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	109	19	9	20	22	1	13		8	1	1	2	9	1	3
	Mean	63,125	65,754	55,111	65,363	59,407	74,928	53,092		56,938	50,000	46,000	54,000	85,456	53,850	91,167
	Median	56,000	65,700	57,000	55,250	53,500	74,928	43,000		54,500	50,000	46,000	54,000	72,000	53,850	80,000
	1st Decile	38,500	40,000	38,000	46,000	37,000	74,928	33,000		40,000	50,000	46,000	53,000	61,000	53,850	65,500
	9th Decile	86,000	82,000	85,000	92,000	85,000	74,928	72,000		82,000	50,000	46,000	55,000	140,000	53,850	128,000
Senior engineer/Senior lecturer	Total	90	35	5	8	8	2	14		1			3	12		2
	Mean	52,507	52,194	47,900	56,201	46,780	50,250	59,021		45,000			49,199	52,492		43,100
	Median	48,501	49,500	48,000	50,000	45,750	50,250	53,894		45,000			44,000	49,501		43,100
	1st Decile	37,450	38,200	39,000	24,320	34,500	42,000	44,410		45,000			42,598	36,900		43,100
	9th Decile	74,000	71,000	58,000	120,000	68,190	58,500	78,000		45,000			61,000	83,000		43,100
Engineer/Supervised team member/Lecturer	Total	258	100	23	33	16	4	33	1	6	1	4	2	22	5	8
	Mean	39,842	39,279	34,870	38,652	41,187	38,500	46,273	39,000	34,756	57,000	35,143	40,384	38,977	37,279	45,490
	Median	37,563	37,625	33,000	37,754	39,500	38,000	40,500	39,000	34,518	57,000	35,000	40,384	36,688	36,000	35,500
	1st Decile	29,000	29,750	26,000	31,000	34,000	32,000	29,000	39,000	23,500	57,000	28,800	37,768	29,000	30,800	28,000
	9th Decile	51,000	49,300	44,620	48,000	49,200	46,000	60,125	39,000	48,000	57,000	41,770	43,000	50,000	44,000	100,000
Engineering technician	Total	8	3	1				1				1		1		1
	Mean	39,610	37,450	32,930				89,000				32,100		30,000		20,500
	Median	33,965	36,600	32,930				89,000				32,100		30,000		20,500
	1st Decile	20,500	35,000	32,930				89,000				32,100		30,000		20,500
	9th Decile	89,000	40,750	32,930				89,000				32,100		30,000		20,500
Graduate in training/Engineer in training/Postdoctoral	Total	157	56	9	25	6	3	24		2		2	2	18	2	8
	Mean	31,541	31,381	33,279	31,284	31,060	25,200	34,042		26,500		37,480	23,000	32,120	33,175	26,941
	Median	30,200	30,765	34,500	30,000	29,500	30,000	34,250		26,500		37,480	23,000	30,750	33,175	25,000
	1st Decile	25,000	26,000	26,000	24,500	20,000	14,600	25,150		25,000		32,960	20,000	21,000	32,350	10,000
	9th Decile	40,500	37,500	40,791	40,000	48,360	31,000	47,000		28,000		42,000	26,000	43,500	34,000	39,000
Consultant	Total	19	2	1	1	3	1					2	1	5		3
	Mean	56,592	19,999	36,500	33,500	54,833	61,600					54,250	97,000	55,531		85,333
	Median	40,000	19,999	36,500	33,500	37,000	61,600					54,250	97,000	47,040		95,000
	1st Decile	28,500	9,998	36,500	33,500	28,500	61,600					33,500	97,000	38,800		29,500
	9th Decile	99,000	30,000	36,500	33,500	99,000	61,600					75,000	97,000	80,000		131,500
Other	Total	9	1	3				2				1		1		1
	Mean	38,478	36,850	12,667				78,000				29,450		47,000		39,000
	Median	36,850	36,850	14,000				78,000				29,450		47,000		39,000
	1st Decile	10,000	36,850	10,000				58,000				29,450		47,000		39,000
	9th Decile	98,000	36,850	14,000				98,000				29,450		47,000		39,000



Section E Classified by type of work

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

		Total	Type of work													
			Design	R&D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset man	Education and training	Health, safety and env	Regulatory	Other
Biochemical engineering	Total	32	5	7	9	3		5					1			2
	Mean	60,842	60,232	63,857	53,500	64,000		51,258					88,000			90,500
	Median	56,000	44,000	60,000	45,000	70,000		52,788					88,000			90,500
	1st Decile	35,000	23,158	54,000	33,000	37,000		45,000					88,000			61,000
	9th Decile	88,000	120,000	83,000	105,000	85,000		55,000					88,000			120,000
Chemical and allied products	Total	184	38	17	47	22	2	18	3	3		2	2	23	3	4
	Mean	65,578	56,675	55,884	66,088	94,018	60,500	51,100	63,000	56,319		78,500	94,288	69,963	48,600	72,229
	Median	55,000	45,750	63,000	57,000	52,000	60,500	49,000	75,000	40,956		78,500	94,288	66,708	44,000	56,459
	1st Decile	34,000	31,000	28,000	35,100	29,000	46,000	28,560	39,000	34,000		75,000	89,976	51,500	40,000	36,000
	9th Decile	96,000	93,000	85,000	114,780	120,000	75,000	72,000	75,000	94,000		82,000	98,600	90,000	61,800	140,000
Consultancy	Total	153	70	4	1	9	2	4	1	4		5		44	2	7
	Mean	60,817	55,908	38,250	58,000	83,306	137,500	79,000	40,000	121,650		80,815		51,897	59,500	72,378
	Median	51,000	50,500	27,000	58,000	78,000	137,500	69,000	40,000	99,300		75,000		39,400	59,500	65,500
	1st Decile	28,500	28,750	25,000	58,000	18,000	68,000	55,000	40,000	48,000		54,075		28,732	58,000	25,000
	9th Decile	100,008	88,650	74,000	58,000	183,000	207,000	123,000	40,000	240,000		120,000		100,000	61,000	160,000
Consumer products	Total	22	3	8	9	2										
	Mean	51,602	65,344	60,839	41,444	39,750										
	Median	42,500	63,033	52,200	40,000	39,750										
	1st Decile	29,000	57,000	17,000	28,000	38,000										
	9th Decile	80,000	76,000	124,311	80,000	41,500										
Contracting	Total	107	76		1	19	3	1		3				3		1
	Mean	73,859	68,002		33,000	104,147	72,643	73,000		57,500				57,417		87,300
	Median	70,000	63,584		33,000	95,000	74,928	73,000		42,000				59,250		87,300
	1st Decile	32,800	32,600		33,000	55,000	63,000	73,000		25,000				42,000		87,300
	9th Decile	109,000	109,000		33,000	124,360	80,000	73,000		105,500				71,000		87,300
Education/ university	Total	31		10	1								18			2
	Mean	65,259		62,965	100,000								64,659			64,750
	Median	55,000		46,310	100,000								58,500			64,750
	1st Decile	37,768		33,715	100,000								40,000			39,500
	9th Decile	103,000		135,000	100,000								103,000			90,000
Finance, insurance and risk	Total	14				1					4			5		4
	Mean	131,511				155,000					159,300			105,120		130,837
	Median	130,000				155,000					148,100			87,000		120,174
	1st Decile	80,000				155,000					135,000			80,000		73,000
	9th Decile	206,000				155,000					206,000			185,000		210,000



Section E Classified by type of work

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

		Total	Type of work													
			Design	R&D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset man	Education and training	Health, safety and env	Regulatory	Other
Food and drink	Total	66	7	21	16	7	2	5		4				4		
	Mean	64,709	42,364	57,223	72,909	93,143	60,500	50,400		76,250				69,000		
	Median	55,000	33,550	49,500	49,750	90,000	60,500	54,000		72,500				70,500		
	1st Decile	27,000	25,500	30,000	25,000	48,000	41,000	21,000		55,000				63,000		
	9th Decile	105,000	70,000	92,000	120,000	165,000	80,000	85,000		105,000				72,000		
Health, safety and environment	Total	18						1			1		13	2	1	
	Mean	71,621						84,000			33,500		78,385	61,587	29,500	
	Median	63,500						84,000			33,500		65,000	61,587	29,500	
	1st Decile	29,500						84,000			33,500		44,000	55,000	29,500	
	9th Decile	130,000						84,000			33,500		130,000	68,174	29,500	
Industrial gases	Total	46	14	4	2	9		7		2	1		3		4	
	Mean	62,193	66,177	56,500	56,000	66,556		43,241		85,600	110,000		81,667		42,125	
	Median	57,500	58,825	58,000	56,000	70,000		39,000		85,600	110,000		69,000		30,000	
	1st Decile	29,000	35,000	30,000	52,000	29,000		16,000		70,000	110,000		60,000		24,500	
	9th Decile	110,000	110,000	80,000	60,000	125,000		69,000		101,200	110,000		116,000		84,000	
Iron, steel and other metals	Total	10	1		4	3		1		1						
	Mean	42,798	25,000		36,250	44,660		44,000		80,000						
	Median	40,000	25,000		32,500	55,000		44,000		80,000						
	1st Decile	22,500	25,000		28,000	20,000		44,000		80,000						
	9th Decile	69,490	25,000		52,000	58,980		44,000		80,000						
Mining and minerals	Total	14	4	2	4	2		1						1		
	Mean	77,255	98,682	70,500	49,263	94,897		95,000						64,000		
	Median	78,363	102,000	70,500	49,526	94,897		95,000						64,000		
	1st Decile	48,552	86,726	52,000	28,000	60,000		95,000						64,000		
	9th Decile	104,000	104,000	89,000	70,000	129,794		95,000						64,000		
Oil and gas exploration and production	Total	313	117	5	6	21	1	72	1	3	2	11		56	2	16
	Mean	94,085	74,216	69,300	138,541	122,629	285,000	100,206	50,000	158,678	90,000	164,702		92,762	185,000	89,384
	Median	75,000	60,000	60,000	117,121	95,000	285,000	84,500	50,000	120,000	90,000	120,000		80,000	185,000	92,720
	1st Decile	35,005	34,000	36,500	35,005	48,360	285,000	37,500	50,000	35,035	50,000	28,800		36,500	120,000	10,000
	9th Decile	160,000	135,000	110,000	369,000	200,000	285,000	150,000	50,000	321,000	130,000	250,000		140,000	250,000	160,000
Oil refining	Total	99	21	1	15	12		23	1	9	1	1	1	5		9
	Mean	81,047	61,033	40,791	87,722	88,767		82,975	92,000	114,978	97,500	42,000	97,000	73,877		75,444
	Median	75,000	54,500	40,791	67,790	78,500		60,900	92,000	102,000	97,500	42,000	97,000	75,850		78,000
	1st Decile	36,000	32,000	40,791	44,000	60,000		36,005	92,000	82,000	97,500	42,000	97,000	55,000		40,000
	9th Decile	125,000	90,174	40,791	165,000	110,000		142,000	92,000	200,000	97,500	42,000	97,000	99,000		105,000
Paper and packaging	Total	1		1												
	Mean	64,000		64,000												
	Median	64,000		64,000												
	1st Decile	64,000		64,000												
	9th Decile	64,000		64,000												
Petrochemicals	Total	78	31	4	13	5		5	1	3	1	2		9		4
	Mean	76,293	56,785	256,050	67,000	85,200		44,640	39,000	92,950	130,000	35,885		80,278		101,000
	Median	61,000	59,700	91,100	50,930	85,000		43,000	39,000	78,850	130,000	35,885		72,000		102,000
	1st Decile	35,000	35,000	72,000	40,000	42,000		29,000	39,000	30,000	130,000	30,000		34,000		65,000
	9th Decile	128,000	80,000	770,000	104,920	145,000		61,000	39,000	170,000	130,000	41,770		167,000		135,000



Section E Classified by type of work

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

Cont'd

		Total	Type of work													
			Design	R&D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset man	Education and training	Health, safety and env	Regulatory	Other
Pharmaceuticals and personal care products	Total	91	10	15	30	17	2	7	1		1	1		3	2	2
	Mean	61,083	48,550	56,826	50,829	54,004	31,000	54,571	742,712		57,000	46,000		52,667	99,995	65,000
	Median	47,000	39,000	48,000	49,000	45,800	31,000	34,000	742,712		57,000	46,000		62,000	99,995	65,000
	1st Decile	30,000	28,500	35,500	31,150	36,000	30,000	25,000	742,712		57,000	46,000		30,000	79,990	50,000
	9th Decile	88,000	86,000	90,000	74,500	88,000	32,000	190,000	742,712		57,000	46,000		66,000	120,000	80,000
Plastics	Total	14	3	2	5			1						2		1
	Mean	130,689	88,163	194,500	62,000			40,000						60,575		705,000
	Median	68,000	103,490	194,500	48,000			40,000						60,575		705,000
	1st Decile	34,000	51,000	187,000	30,000			40,000						39,150		705,000
	9th Decile	202,000	110,000	202,000	144,000			40,000						82,000		705,000
Power generation and fossil fuels	Total	21	3	7		4	2	2		1		1	1			
	Mean	57,475	33,352	46,209		60,716	85,500	105,300		36,000		97,000	26,000			
	Median	58,000	36,000	58,000		63,719	85,500	105,300		36,000		97,000	26,000			
	1st Decile	26,000	28,000	10,000		38,126	31,000	91,000		36,000		97,000	26,000			
	9th Decile	97,000	36,057	66,000		77,300	140,000	119,600		36,000		97,000	26,000			
Power generation and nuclear decommissioning	Total	57	29	4	3	5	1	2				4		3	1	5
	Mean	58,448	52,366	43,392	37,656	98,190	70,000	44,096				69,375		103,667	53,850	46,979
	Median	54,000	50,500	42,500	36,768	88,000	70,000	44,096				68,250		61,000	53,850	41,067
	1st Decile	34,000	34,000	34,567	28,200	80,000	70,000	28,192				45,000		55,000	53,850	33,000
	9th Decile	80,700	74,000	54,000	48,000	148,000	70,000	60,000				96,000		195,000	53,850	72,500
Power generation and nuclear generation	Total	37	15		1	6	1	3				2		4	3	2
	Mean	49,521	41,908		79,200	38,250	35,000	69,333				46,550		55,750	45,283	100,000
	Median	45,000	45,000		79,200	39,000	35,000	52,000				46,550		63,500	35,595	100,000
	1st Decile	30,000	28,000		79,200	30,000	35,000	46,000				32,100		31,000	30,800	100,000
	9th Decile	79,200	55,000		79,200	45,000	35,000	110,000				61,000		65,000	69,454	100,000
Power generation and renewables	Total	17	6			3	3	2		1		2				
	Mean	58,691	40,917			52,383	64,033	76,500		28,000		111,000				
	Median	58,000	40,000			54,150	61,600	76,500		28,000		111,000				
	1st Decile	30,000	30,000			37,000	58,500	60,000		28,000		95,000				
	9th Decile	95,000	58,000			66,000	72,000	93,000		28,000		127,000				
Process plant and equipment	Total	49	19	3	5	5	2	2		10		1		2		
	Mean	56,903	46,765	53,000	38,000	111,020	41,300	33,000		74,500		40,000		31,000		
	Median	45,000	48,000	57,000	40,000	58,000	41,300	33,000		77,500		40,000		31,000		
	1st Decile	27,000	29,000	27,000	18,000	36,500	14,600	25,000		32,000		40,000		30,000		
	9th Decile	105,000	69,000	75,000	47,000	319,000	68,000	41,000		116,500		40,000		32,000		
Public sector	Total	26	1	5	1	2		2				1		2	11	1
	Mean	52,195	46,700	53,600	33,000	67,750		51,705				135,000		55,500	39,860	86,000
	Median	45,555	46,700	48,000	33,000	67,750		51,705				135,000		55,500	36,000	86,000
	1st Decile	31,086	46,700	40,000	33,000	41,000		44,410				135,000		47,000	31,036	86,000
	9th Decile	90,000	46,700	90,000	33,000	94,500		59,000				135,000		64,000	49,500	86,000
Waste management	Total	17	1	1	4	4	3	1					1	1		1
	Mean	54,658	62,000	59,000	35,500	67,673	80,000	38,500					20,000	75,000		22,000
	Median	59,000	62,000	59,000	35,500	67,345	75,000	38,500					20,000	75,000		22,000
	1st Decile	22,000	62,000	59,000	29,000	58,000	70,000	38,500					20,000	75,000		22,000
	9th Decile	78,000	62,000	59,000	42,000	78,000	95,000	38,500					20,000	75,000		22,000
Water	Total	78	39	4		1	8	11		6		8			1	
	Mean	50,706	44,592	61,200		39,000	65,250	44,468		69,380		57,438			45,283	
	Median	45,100	42,000	42,000		39,000	55,000	41,000		59,390		55,775			45,283	
	1st Decile	28,500	28,500	30,800		39,000	42,000	25,150		45,000		29,450			45,283	
	9th Decile	80,000	65,000	130,000		39,000	120,000	65,000		120,000		105,000			45,283	
Other	Total	87	11	8	13	10	2	9	1	6	1			7	3	16
	Mean	61,917	61,879	58,969	68,232	69,678	72,500	59,222	49,000	53,917	100,000			52,542	43,783	62,559
	Median	55,000	60,180	46,500	44,000	55,000	72,500	42,000	49,000	49,000	100,000			49,000	34,000	59,876
	1st Decile	28,000	42,000	14,000	29,254	39,390	55,000	27,000	49,000	23,500	100,000			28,000	32,350	25,000
	9th Decile	109,000	86,000	165,000	115,000	146,500	90,000	130,000	49,000	102,000	100,000			84,292	65,000	96,500

IChemE offices

Global headquarters

UK – Rugby

t: +44 (0)1788 578214

e: info@icheme.org

Australia

t: +61 (0)3 9642 4494

e: austmembers@icheme.org

Malaysia

t: +603 2283 1381

e: malaysianmembers@icheme.org

New Zealand

t: +64 (4)473 4398

e: nzmembers@icheme.org

Singapore

t: +65 6471 5043

e: singaporemembers@icheme.org

UK – London

t: +44 (0)20 7927 8200

e: info@icheme.org



www.icheme.org



IChemE is a registered charity in England and Wales (214379) and a charity registered in Scotland (SC 039661)

Editorial by Trish Dwyer. Design by Shelley Lander.