

Salary Survey 2015

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








EXPERTISE
NEEDED
EXPERTISE
FOUND



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

Established in 1978, with over 30 years' experience in the chemical engineering sector and more than 45 offices worldwide, NES Global Talent is the IChemE's Global Recruitment Partner. Offering far more than a traditional recruitment service, the company's comprehensive set of guaranteed staffing solutions ranges from payroll administration to full recruitment process outsourcing.

 Mark Ballard, Associate Director  +44 (0) 161 942 4000  icheme@nesglobaltalent.com

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, and a charity registered in Scotland (SC 039661)

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

© 2015 Institution of Chemical Engineers

ISBN 978-0-85295-586-4

in association with:



Contents

Introduction	5	Table 8 – salary or self-employed earnings by industry sector	36
Summary of findings	6	Table 9 – salary or self-employed earnings by type of work	39
Analysis charts	8	Section C	40
UK Salary Survey sample	12	Classified by region	
UK Salary Survey notes	14	Table 1 – employment status	41
Section A	15	Table 2 – current annual salary or self-employed earnings	42
Classified by age, sex, 2014 graduation and high qualification		Table 3 – benefits in kind for salaried employees	44
Table 1 – employment status	16	Table 4 – salary or self-employed earnings by membership grade and sex	45
Table 2 – current annual salary or self-employed earnings	17	Table 5 – salary or self-employed earnings by highest qualification	46
Table 3 – benefits in kind for salaried employees	19	Table 6 – salary or self-employed earnings by level or responsibility – Chartered Members or Fellows	47
Table 4 – salary or self-employed earnings by membership grade and sex	20	Table 7 – salary or self-employed earnings by level of responsibility – Associate Members	48
Table 5 – salary or self-employed earnings by highest qualification	21	Table 8 – salary or self-employed earnings by industry sector	49
Table 6 – salary or self-employed earnings by level of responsibility – Chartered Members or Fellows	22	Table 9 – salary or self-employed earnings by type of work	52
Table 7 – salary or self-employed earnings by level of responsibility – Associate Members	23	Section D	53
Table 8 – salary or self-employed earnings by industry sector	25	Classified by industry sector	
Table 9 – salary or self-employed earnings by type of work	26	Table 1A – employment status	54
Section B	27	Table 1B – employment status	55
Classified by membership grade, class of employment and level of responsibility		Table 2A – current annual salary or self-employed earnings	56
Table 1 – employment status	30	Table 2B – current annual salary or self-employed earnings	58
Table 2 – current annual salary or self-employed earnings	29	Table 3A – benefits in kind for salaried employees	60
Table 3 – benefits in kind for salaried employees	31	Table 3B – benefits in kind for salaried employees	61
Table 4 – salary or self-employed earnings by membership grade and sex	32	Table 4A – salary or self-employed earnings membership grade and sex	62
Table 5 – salary or self-employed earnings by highest qualification	33	Table 4B – salary or self-employed earnings membership grade and sex	63
Table 6 – salary or self-employed earnings by level of responsibility – Chartered Members or Fellows	36	Table 5A – salary or self-employed earnings by highest qualification	64
Table 7 – salary or self-employed earnings by level of responsibility – Associate Members	37	Table 5B – salary or self-employed earnings by highest qualification	65

Introduction

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 – Associate Members	68
Table 7B – salary or self-employed earnings by level of responsibility – Associate Members	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 – Associate Members	80
Table 8 – salary or self-employed earnings by industry sector	81

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

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

The questionnaires were sent to eligible members electronically in January. A total of 2054 members participated in the survey. Of this, 52% 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.

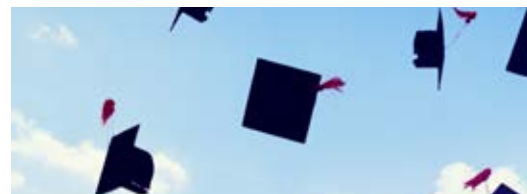
Within any group, 10% are paid less than the first decile, 50% are paid more than the median, and 10% are paid more than the ninth decile.

Summary of key findings



Salaries and progression

The median salary for chemical engineers is £55,600/y (2014: £56,000/y). Since 2004, median salaries have increased by 39% (see chart 1). The median salary for 2014 graduate chemical engineers is £30,000 (2014: £29,500/y) making the sector one of the best paid graduate destinations.



Education



The median salaries of Chartered Chemical Engineers with a first degree (£75,000/y) are higher than those with masters (£70,000/y) and doctorates (£70,000/y).

At Associate level, those with a first degree (£50,000/y) again out-earn those with a doctorate (£44,000/y) and masters (£37,500/y).



Impact of job role



Survey participants working in a finance or financial services role reported the highest median salary of £110,000/y. However the relatively small sample size (16) means that caution is advised. The 2014 median salaries for those in the same type of work was £125,000/y.

Elsewhere, survey participants working in marketing and sales reported a median salary of £70,700/y (2014: £66,000/y). Those working in project and management services experienced a median salary increase to £69,000/y (2014: £64,000/y) and the construction and installation roles reported a median salary of £63,500/y (2014: £58,500/y).

Industry comparisons



Median salaries are highest in the oil and gas exploration and production sector (£73,500/y), followed by contracting (£70,000/y), oil refining (£67,000/y), and petrochemicals (£59,000/y). Graduate chemical engineers that participated in the survey had most commonly secured employment in the oil and gas exploration and production sector, followed by consultancy, petrochemicals and the chemical and allied products sectors.



Other benefits



46% of survey participants reported receiving a company final salary or defined benefit pension. Conversely, 42% received the company money purchase pension and 7% reported receiving no pension related benefits.

74% of participants reported that their employer paid their IChemE membership fees and 65% had their dental and medical insurance paid.

Gender gap



The percentage of female members participating in the survey remains the same since 2010 at 18%. Median salaries for women are largely identical to male counterparts in the earlier career stages but widen markedly beyond the age of 30+. Caution is advised however due to lower sample sizes of older, female chemical engineers.

Regional variations

The best paid chemical engineers can be found in the South East with median salaries of £62,000/y. Survey participants based in Scotland (£59,000/y) and Wales (£58,900) reported the other highest median salaries.



It is also in Scotland and the South East where you will find the highest concentration of chemical and process engineers employed in the oil and gas exploration and production sector. The next concentration can be found in the chemical and allied products sectors in the North West and the North East.

Analysis

Chart 1 – Chemical engineering salary trends 1996–2015

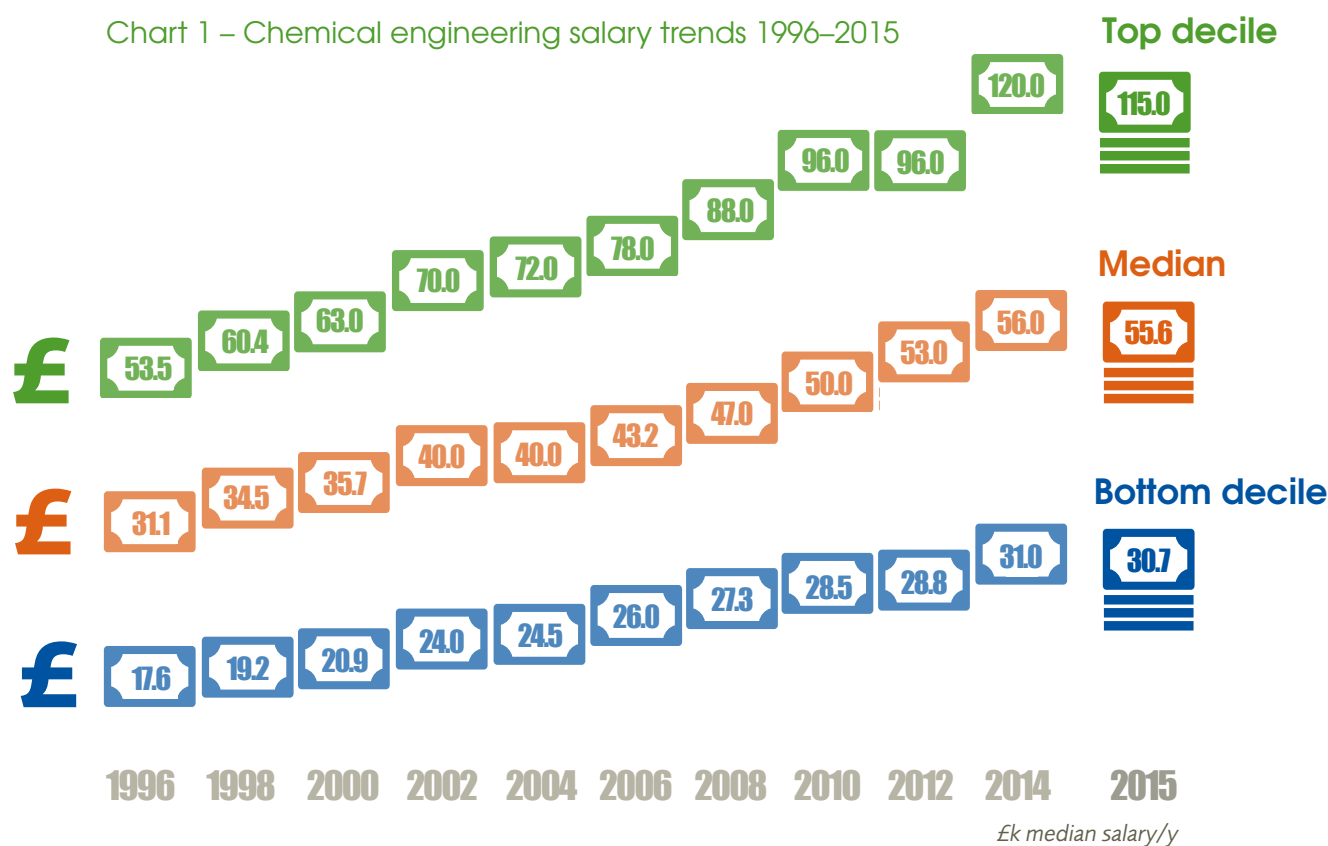


Chart 2 – ‘The value of the letters’: IChemE Chartered and non-Chartered 1996–2015

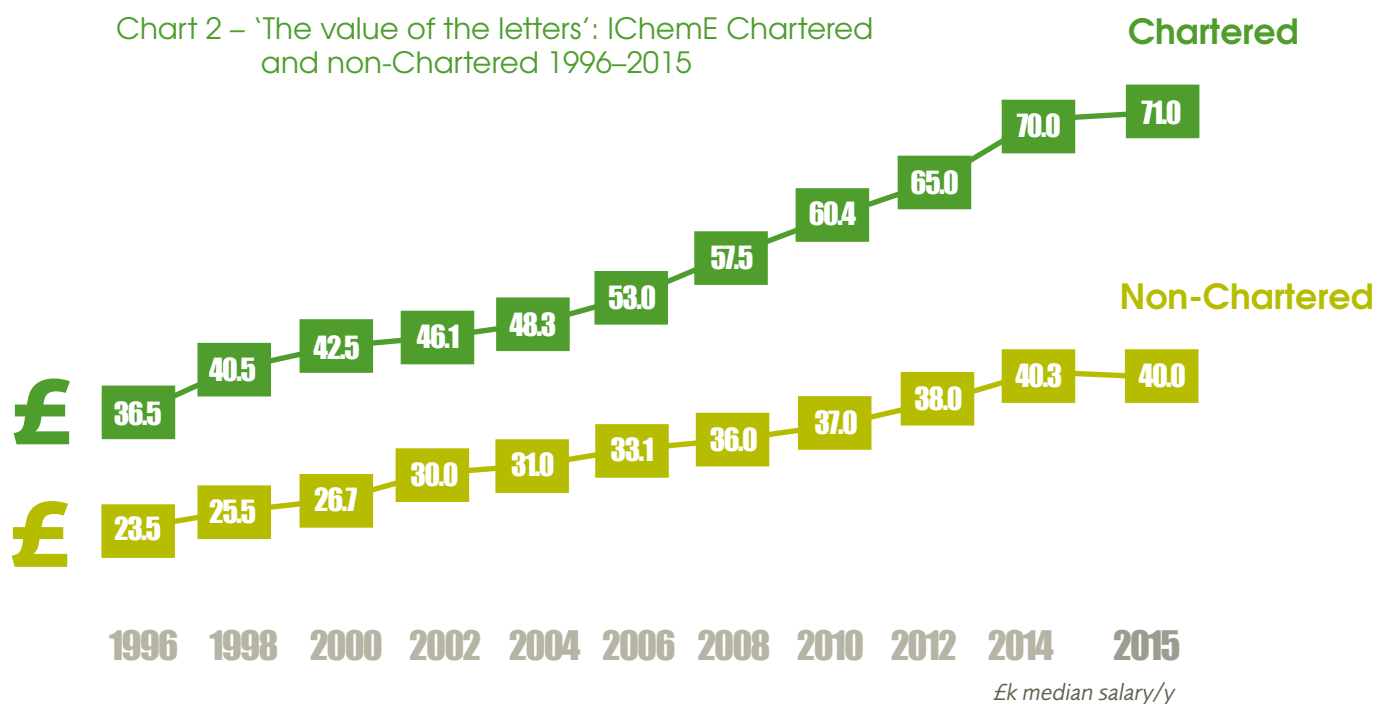


Chart 3 – 2014 graduate salaries by industry sector



Chart 4 – Comparison by industry sector (% difference from 2014)

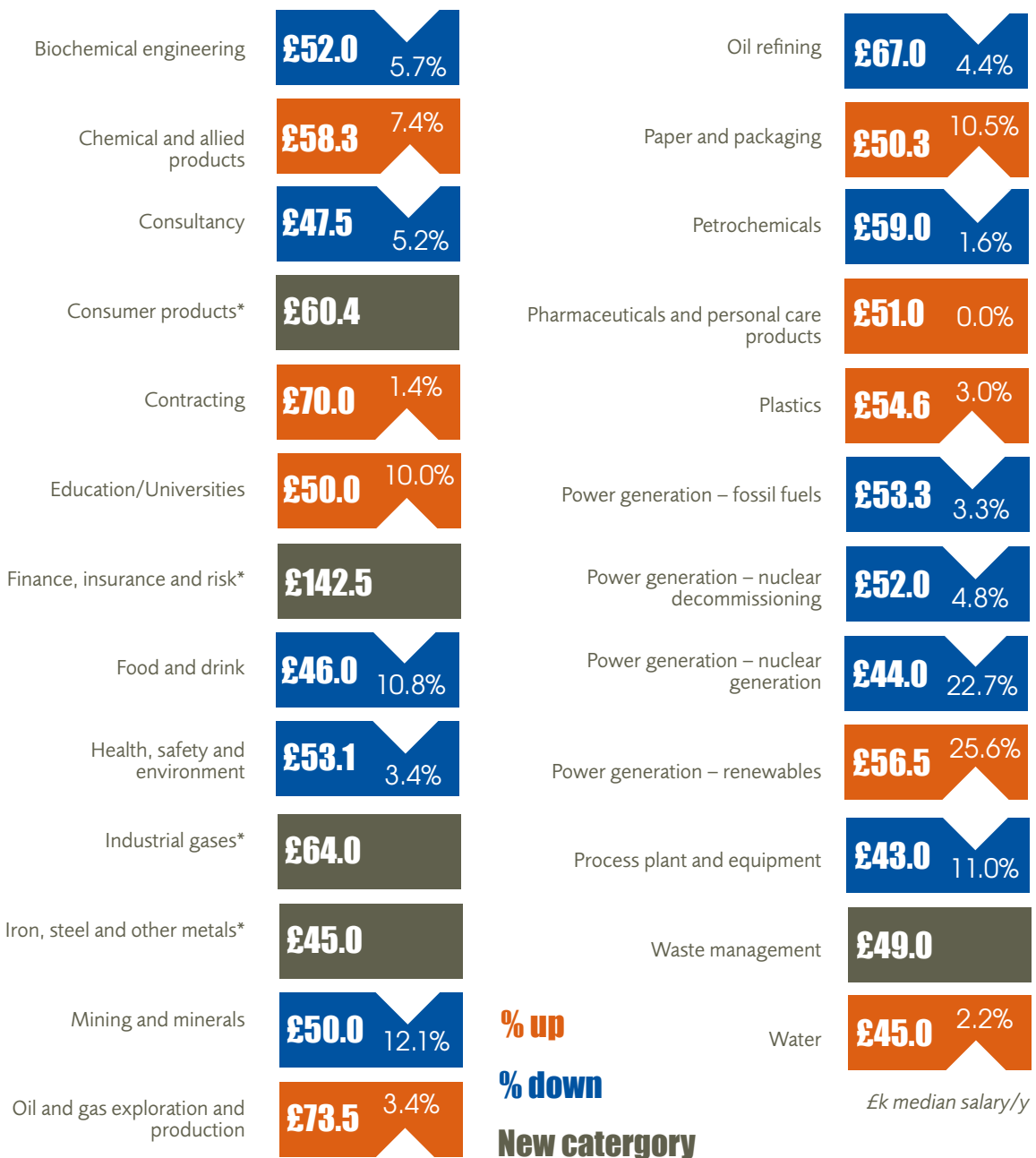


Chart 5 – Comparison by type of work 2015

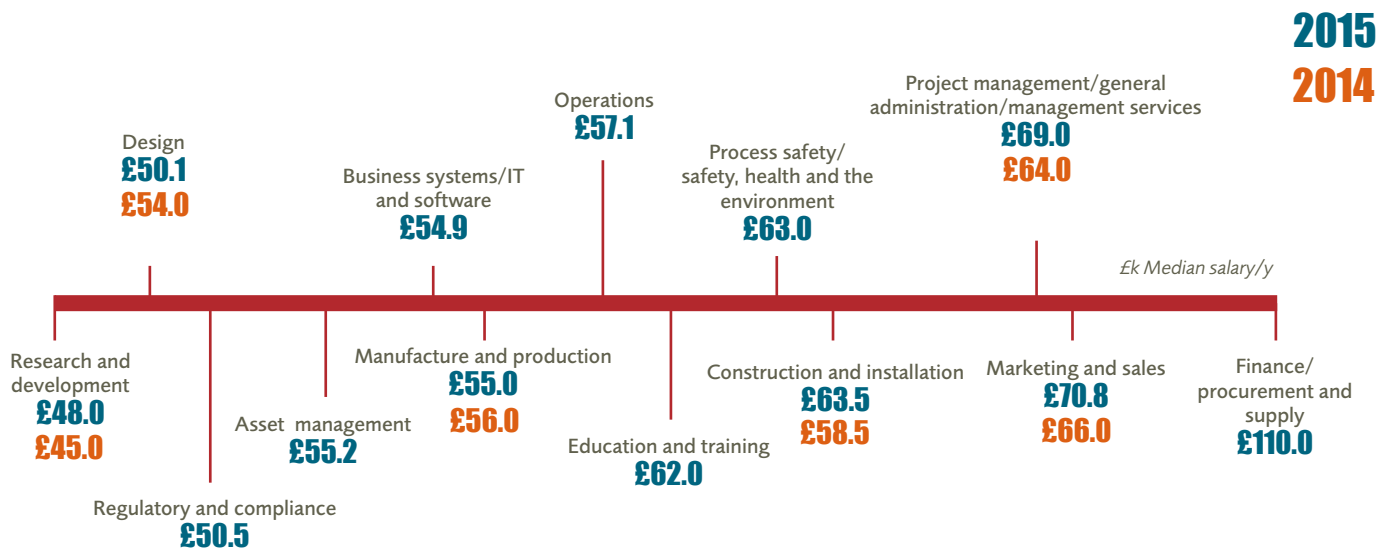


Chart 6 – Median salaries by region

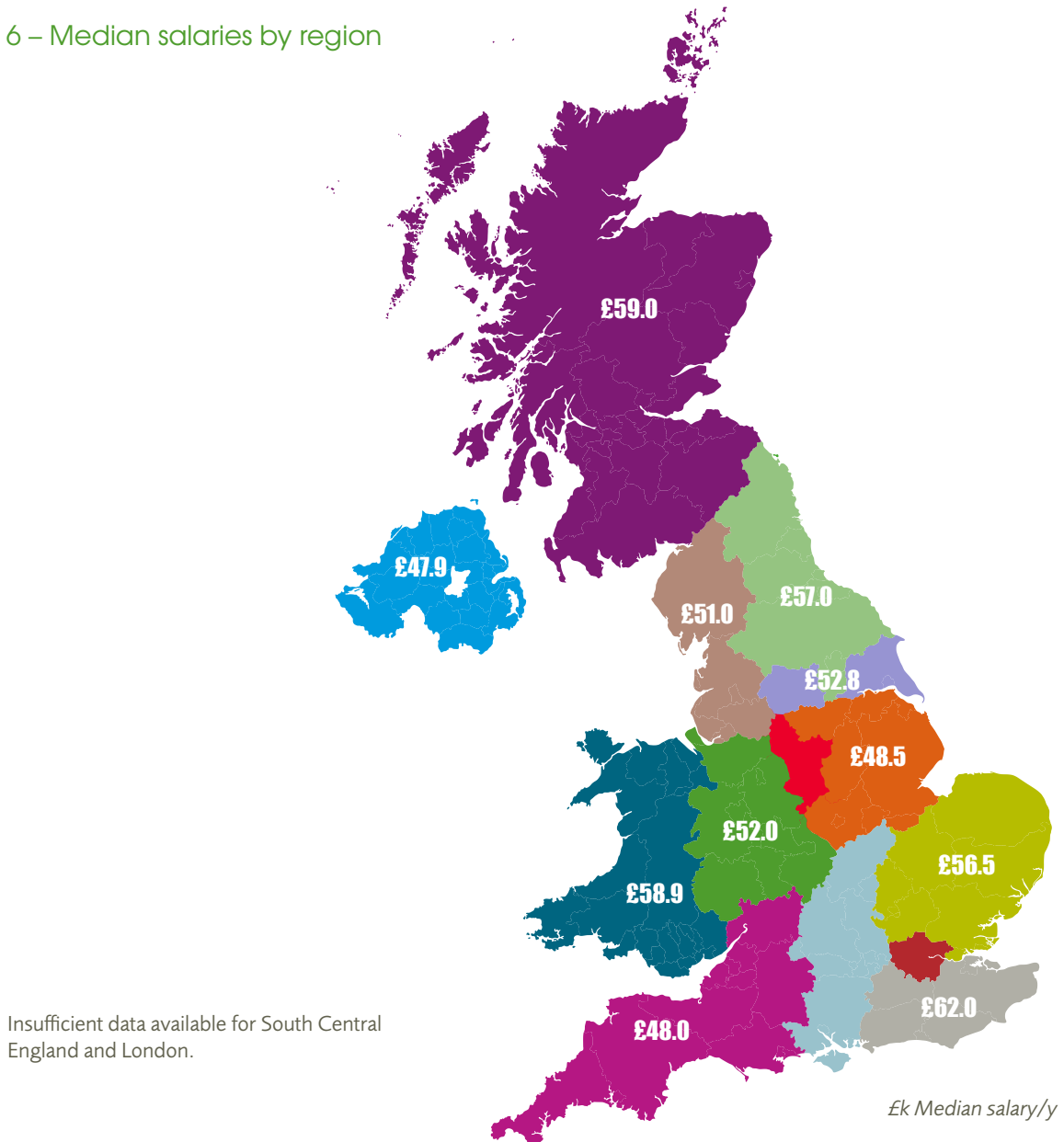


Chart 7 – The gender gap: male and female salaries compared by age



Chart 8 – Chartered engineer v non-Chartered by age



UK 2015 IChemE Survey Questions

1. What is your grade of IChemE membership?

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

2. What is your gender?

- Male
- Female

3. What was your age on 1 January 2014?

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

4. What is the highest qualification you have attained?

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

5. When did you graduate?

- In 2013
- Before 2013
- Non-graduate

6. Where is your primary place of work?

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

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

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

9. What is your main type of work?

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

10. What is the status of your employment?

- Full time
- Part time

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

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

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

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

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

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

Salary survey notes

I. Level of responsibility

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

II. Total earned income - salaried employment

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

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

Section A



Classified by age, sex, 2014
graduation and highest
qualification





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

SECTION A / TABLE 1 : EMPLOYMENT STATUS

		Total	Age Band										Graduate 2014	Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad
Total	Total	2122	194	419	298	238	254	253	230	131	84	21	90	231	1163	717	11
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Full time	Total	2036	194	415	295	225	239	235	220	127	73	13	89	217	1127	681	11
	%	96%	100%	99%	99%	95%	94%	93%	96%	97%	87%	62%	99%	94%	97%	95%	100%
Part time	Total	86		4	3	13	15	18	10	4	11	8	1	14	36	36	
	%	0		0	0	0	0	0	0	0	0	0	0	0	0	0	



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

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

	Total	Age Band										Graduate 2014	Highest Qualification			
		Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad
Total	2054	189	407	284	231	246	242	224	127	83	21	84	222	1130	692	10
<£16K	22	4	5	2		3	2	4	1		1	6	3	15	3	1
>=£16K	3	1	2											3		
>=£18K	1				1								1			
>=£19K																
>=£20K	6	2	2				1	1				3		4	2	
>=£21K	1		1												1	
>=£22K	4	2			1	1						2		4		
>=£23K	6	2	2	1					1					4	2	
>=£24K	9	9										3		8	1	
>=£25K	14	8	5	1								3		10	4	
>=£26K	14	4	8	1	1							3	1	11	2	
>=£27K	29	14	8	4		1				1	1	7	1	20	8	
>=£28K	31	11	15	3		1				1		4	1	23	7	
>=£29K	29	16	12	1								11		27	2	
>=£30K	41	17	16	3			2	1			2	10	4	25	12	
>=£31K	35	12	16	3		2	1			1		3	4	29	2	
>=£32K	41	18	14	5		1	1	1		1		5	3	31	7	
>=£33K	33	11	15	3	2		1			1		3		31	1	1
>=£34K	28	8	13	4	3							5	4	21	3	
>=£35K	57	13	30	8	3	2		1				5	4	46	7	
>=£36K	24	2	16	3				1		2			2	21	1	
>=£37K	31	5	13	10	1	1	1					2	2	26	3	
>=£38K	35	9	16	4	2	2	1			1		3	3	27	5	
>=£39K	25	1	14	6	3	1							1	18	6	
>=£40K	163	11	66	37	23	12	4	7	2	1		2	20	109	34	
>=£45K	160	4	44	37	22	20	9	12	4	7	1	1	20	94	45	1
>=£50K	146	1	31	37	25	18	21	5	2	6		1	20	78	48	
>=£55K	119		15	27	24	19	12	12	7	2	1		17	57	45	
>=£60K	120	2	9	20	15	24	19	16	11	3	1		23	51	45	1
>=£65K	115		3	16	19	13	29	18	11	5	1		6	50	58	1
>=£70K	103		3	11	20	19	15	16	11	6	2		10	43	49	1
>=£75K	75		1	13	12	14	13	9	6	6	1		10	38	26	1
>=£80K	73		4	5	9	14	14	14	8	3	2		11	32	28	2
>=£85K	52	1	2	5	3	14	14	5	3	4	1	1	6	23	23	
>=£90K	41			2	9	12	8	8	2				6	10	25	
>=£95K	39			2	5	6	9	4	7	5	1		4	12	23	
>=£100K	51		1	4	5	7	12	7	7	8			4	23	24	
>=£105K	31			1	6	5	4	9	2	3	1		4	12	15	
>=£110K	32				2	4	8	9	6	2	1		5	8	19	
>=£115K	19		1	1	3	1	5	2	6				4	5	10	



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

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

Cont'd

	Total	Age Band										Graduate 2014	Highest Qualification			
		Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad
>=£120K	36		2		2	7	8	9	5	3			3	15	18	
>=£125K	15					3	3	6	3				1	9	5	
>=£130K	21			3	2	6	3	4	2	1			2	11	8	
>=£135K	5				1		1	2		1				1	4	
>=£140K	12				2	1	4	2	2	1			1	3	8	
>=£145K	11		1		2		2	3	2	1			1	5	5	
>=£150K	51			1	2	7	7	19	8	5	2		7	24	20	
>=£200K	24	1				2	5	9	4	1	2		1	7	16	
>=£250K	21		1		1	3	3	8	4	1		1	2	6	12	1
Total	2,054	189	407	284	231	246	242	224	127	83	21	84	222	1,130	692	10
Mean	67,826	32,729	41,655	53,665	70,145	79,412	86,898	99,965	100,731	85,697	89,019	34,108	69,290	58,425	82,344	93,116
Median	55,600	31,050	38,346	50,000	61,500	70,000	75,000	80,500	83,000	78,500	77,000	29,999	59,900	47,000	68,000	69,228
1st Decile	30,700	24,650	28,000	34,000	41,000	44,000	50,000	48,000	56,000	40,000	30,000	20,568	35,000	29,000	38,000	16,500
9th Decile	115,000	40,000	55,000	75,000	100,800	121,000	130,675	175,000	166,800	140,000	170,000	38,000	114,028	102,000	130,242	247,750



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

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

		Total	Age Band										Graduate 2014	Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad
Company final salary/defined benefit pension	Total	936	95	173	126	116	116	107	107	54	34	8	47	106	519	306	5
	%	46%	50%	43%	44%	50%	47%	44%	48%	43%	41%	38%	56%	48%	46%	44%	50%
Company money purchase pension	Total	859	77	179	121	84	114	107	83	56	33	5	25	89	488	278	4
	%	42%	41%	44%	43%	36%	46%	44%	37%	44%	40%	24%	30%	40%	43%	40%	40%
Non contributory pension	Total	97	6	26	13	12	8	14	11	2	5		4	8	47	42	
	%	5%	3%	6%	5%	5%	3%	6%	5%	2%	6%		5%	4%	4%	6%	
Central Providence Fund (Singapore)	Total	2			1					1			1		1	1	
	%	0%			0%					1%			1%		0%	0%	
401k savings plan (US)	Total	5					2		3							5	
	%	0%					1%		1%							1%	
Superannuation (Australia/NZ)	Total	3			1			1	1					2		1	
	%	0%			0%			0%	0%					1%		0%	
None	Total	152	11	29	22	19	6	13	19	14	11	8	7	17	75	59	1
	%	7%	6%	7%	8%	8%	2%	5%	8%	11%	13%	38%	8%	8%	7%	9%	10%
Medical and dental insurance	Total	1221	97	208	162	140	168	161	148	80	50	7	41	110	654	452	5
	%	65%	55%	55%	63%	65%	72%	72%	75%	73%	69%	64%	55%	61%	62%	72%	50%
Car or car allowance	Total	591	8	17	44	65	113	113	118	63	47	3	4	62	235	291	3
	%	31%	5%	4%	17%	30%	48%	51%	60%	58%	65%	27%	5%	35%	22%	46%	30%
Company share scheme	Total	663	67	123	88	79	87	81	79	35	22	2	26	52	398	209	4
	%	35%	38%	32%	34%	36%	37%	36%	40%	32%	31%	18%	35%	29%	38%	33%	40%
Life insurance	Total	761	65	139	96	81	102	101	95	45	32	5	27	64	428	266	3
	%	41%	37%	37%	37%	37%	44%	45%	48%	41%	44%	45%	36%	36%	40%	42%	30%
Loans	Total	97	20	22	12	11	10	7	8	5	2		11	6	63	28	
	%	5%	11%	6%	5%	5%	4%	3%	4%	5%	3%		15%	3%	6%	4%	
IChemE membership fees	Total	1633	160	342	236	190	207	188	157	89	55	9	59	150	947	527	9
	%	87%	90%	90%	91%	88%	88%	84%	79%	82%	76%	82%	80%	84%	89%	84%	90%
Other professional membership fees	Total	305	32	55	34	44	37	30	42	16	12	3	15	39	163	100	3
	%	16%	18%	15%	13%	20%	16%	13%	21%	15%	17%	27%	20%	22%	15%	16%	30%
Childcare	Total	196	14	24	34	42	42	24	12	3	1		7	25	109	61	1
	%	10%	8%	6%	13%	19%	18%	11%	6%	3%	1%		9%	14%	10%	10%	10%
None	Total																
	%																
Other	Total	64	6	21	9	3	12	8	4	1			2	8	38	18	
	%	3%	3%	6%	3%	1%	5%	4%	2%	1%			3%	4%	4%	3%	



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

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

		Total	Age Band										Graduate 2014	Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad
Chartered Members	Total	1,126	1	52	140	147	181	201	198	112	74	20		148	483	490	3
	Median	71,000	33,500	50,350	58,000	65,000	74,000	77,000	80,000	89,000	77,500	75,250		70,000	70,000	75,000	80,600
	Mean	84,138	33,500	54,619	62,511	71,015	84,686	89,259	98,282	105,315	85,074	87,578		78,157	80,605	89,412	77,352
	1st Decile	45,851	33,500	39,000	42,000	45,500	48,000	51,000	49,354	57,014	40,000	30,000		47,539	44,000	49,000	68,455
	9th Decile	132,000	33,500	83,000	86,000	105,000	128,000	130,675	170,000	180,000	136,000	200,000		121,000	130,000	140,000	83,000
Non-Chartered Members	Total	1,017	195	371	161	92	74	56	35	20	10	3	91	86	691	231	8
	Median	40,000	31,025	37,000	43,000	51,200	57,000	68,000	82,488	66,725	79,250	113,000	29,999	43,663	37,554	50,000	63,000
	Mean	49,634	32,725	39,881	45,983	68,731	66,413	78,054	110,062	72,971	90,250	97,667	34,108	53,551	43,029	66,872	99,871
	1st Decile	28,000	24,650	28,000	31,234	38,000	40,000	40,000	43,500	23,139	40,000	10,000	20,568	30,617	27,500	28,000	
	9th Decile	78,000	40,000	51,000	61,243	90,000	90,000	123,000	250,000	130,242	162,500	170,000	38,000	80,000	63,000	101,000	412,500
Male	Total	1,746	139	311	229	190	210	215	218	128	83	23	64	202	906	625	11
	Median	60,000	31,050	39,000	51,000	64,000	73,500	80,000	83,488	85,000	78,000	77,000	29,997	60,400	50,000	70,239	69,228
	Mean	72,135	31,914	43,046	55,331	74,239	84,835	91,308	100,040	101,345	85,706	89,019	35,970	70,775	62,588	86,038	93,116
	1st Decile	31,500	24,500	28,500	35,000	41,500	48,000	51,000	48,100	56,000	40,000	30,000	20,000	38,000	30,000	40,000	16,500
	9th Decile	120,000	38,750	55,500	77,000	108,000	125,000	140,000	175,500	166,800	140,000	170,000	38,000	115,000	110,000	135,000	247,750
Female	Total	397	57	112	72	49	45	42	15	4	1		27	32	268	96	
	Median	42,500	31,500	36,729	45,000	50,000	50,100	65,000	64,000	80,000	85,000		30,000	46,000	40,050	52,667	
	Mean	48,408	34,767	37,706	48,267	54,116	54,516	62,460	98,842	75,340	85,000		29,713	59,406	44,213	56,985	
	1st Decile	28,200	25,000	28,000	32,400	34,000	28,200	30,307	48,000	65,449	85,000		24,500	28,200	27,500	30,000	
	9th Decile	74,000	41,550	50,000	72,000	83,000	90,000	85,000	160,000	80,571	85,000		38,000	90,000	70,000	84,500	



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

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

		Total	Age Band										Graduate 2014	Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad
Doctorate	Total	234		12	32	38	47	27	40	15	15	8	7	234			
	Mean	69,290		33,929	47,310	56,448	65,272	65,870	97,733	85,566	97,057	72,376	31,064	69,290			
	Median	59,900		32,277	45,020	55,000	60,000	63,000	80,000	80,000	85,000	75,250	30,691	59,900			
	1st Decile	35,000		30,000	32,625	38,000	38,000	48,000	48,000	47,150	36,000	27,000	26,000	35,000			
	9th Decile	114,028		43,000	65,500	85,000	100,000	115,000	170,000	113,000	152,849	108,000	35,000	114,028			
Masters	Total	1,174	175	368	203	124	104	87	64	26	18	5	77		1,174		
	Mean	58,425	31,682	41,135	56,006	67,372	83,632	97,906	102,510	91,741	88,792	81,400	28,668		58,425		
	Median	47,000	31,450	38,600	51,035	62,000	78,000	79,000	83,000	74,700	82,500	67,000	29,850		47,000		
	1st Decile	29,000	24,650	28,080	35,500	41,000	43,338	50,000	48,200	49,500	50,000	45,000	20,000		29,000		
	9th Decile	102,000	38,750	55,000	80,000	105,000	130,000	150,000	180,000	153,000	132,000	170,000	37,000		102,000		
Bachelors	Total	721	21	42	65	77	103	140	125	89	50	9	6			721	
	Mean	82,344	41,574	39,131	49,072	81,011	82,246	84,283	100,467	106,608	81,187	105,016	38,461			82,344	
	Median	68,000	29,050	37,534	48,000	66,000	65,000	75,000	82,000	96,000	70,000	96,000	29,100			68,000	
	1st Decile	38,000	23,850	27,417	30,000	41,200	44,600	52,000	49,354	60,000	47,000	10,000	20,568			38,000	
	9th Decile	130,242	66,500	54,866	66,900	105,000	120,000	120,000	160,000	180,000	136,000	220,000	85,000			130,242	
Non-grad	Total	11		1	1		1	1	3	2	1	1	1				11
	Mean	93,116		412,500	75,000		45,600	33,000	34,228	66,500	80,600	83,000	412,500				93,116
	Median	69,228		412,500	75,000		45,600	33,000	34,228	66,500	80,600	83,000	412,500				69,228
	1st Decile	16,500		412,500	75,000		45,600	33,000		63,000	80,600	83,000	412,500				16,500
	9th Decile	247,750		412,500	75,000		45,600	33,000	68,455	70,000	80,600	83,000	412,500				247,750



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

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

		Total	Age Band										Graduate 2014	Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	27					5	3	12	6	1			4	10	13	
	Mean	181,563					113,440	182,867	197,250	217,000	152,849			180,212	166,700	192,269	
	Median	172,500					130,000	141,000	190,000	225,000	152,849			169,000	175,000	200,000	
	1st Decile	92,000					48,000	92,600	120,000	92,000	152,849			152,849	75,000	92,000	
	9th Decile	315,000					180,700	315,000	276,000	360,000	152,849			230,000	276,000	345,000	
Senior manager/Director/Dean/Head of department	Total	165			5	11	31	31	38	25	21	3		22	60	82	1
	Mean	121,680			61,375	96,083	121,946	128,648	125,058	139,123	111,859	92,500		108,622	119,826	127,126	80,600
	Median	105,000			48,750	94,000	90,000	107,550	125,000	119,732	102,500	96,000		96,000	102,674	107,275	80,600
	1st Decile	62,500			46,000	63,514	60,000	70,485	64,000	72,443	61,500	73,500		73,500	51,789	65,000	80,600
	9th Decile	200,000			102,000	126,500	175,000	175,000	200,000	262,000	198,038	108,000		142,000	200,000	200,000	80,600
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	446		5	30	76	91	81	88	43	25	7		61	169	214	2
	Mean	81,243		56,143	63,414	70,864	80,636	85,720	87,874	91,673	87,620	66,523		79,933	81,525	81,451	75,728
	Median	72,352		51,861	56,000	66,000	72,500	76,250	75,000	83,000	79,000	79,070		75,000	70,700	73,000	75,728
	1st Decile	50,000		45,851	42,600	50,000	50,150	55,000	52,853	61,000	56,000	27,000		51,000	47,000	52,480	68,455
	9th Decile	125,000		75,000	90,000	105,000	122,500	140,000	142,000	128,000	140,000	86,000		114,514	130,000	124,732	83,000
Senior engineer/Senior lecturer	Total	306		27	71	41	43	60	34	16	11	3		45	154	107	
	Mean	67,591		54,069	65,876	65,489	65,539	76,361	71,161	71,028	50,442	116,586		56,828	67,536	72,032	
	Median	62,300		50,175	63,000	58,309	56,000	67,000	65,000	65,500	48,900	67,000		52,300	65,000	65,000	
	1st Decile	43,500		36,000	42,500	41,700	43,061	50,000	45,000	56,500	33,000	62,758		40,000	44,000	44,300	
	9th Decile	100,000		83,000	90,000	103,500	107,500	120,000	91,400	108,008	70,000	220,000		77,000	100,000	109,500	
Engineer/Supervised team member/Lecturer	Total	67		19	26	11	2	8		1				4	49	14	
	Mean	54,750		57,443	53,910	61,698	38,550	46,140		53,000				58,135	53,778	57,116	
	Median	50,110		52,350	50,110	48,450	38,550	49,834		53,000				55,000	49,500	51,850	
	1st Decile	35,000		41,000	33,182	35,000	37,300	20,000		53,000				47,539	36,200	31,000	
	9th Decile	75,000		88,700	74,150	76,313	39,800	67,450		53,000				75,000	74,150	76,313	
Engineering technician	Total																
	Mean																
	Median																
	1st Decile																
	9th Decile																
Graduate in training/Engineer in training/Post doctoral	Total	2	1				1								2		
	Mean	16,750	33,500												16,750		
	Median	16,750	33,500												16,750		
	1st Decile		33,500														
	9th Decile	33,500	33,500												33,500		
Consultant	Total	91			5	6	8	13	20	17	16	6		10	29	52	
	Mean	83,825			57,800	88,380	99,286	88,269	84,109	93,219	67,188	91,667		62,425	89,529	84,890	
	Median	80,000			56,800	80,500	86,000	75,000	81,500	98,393	60,000	62,500		63,625	85,500	75,000	
	1st Decile	40,000			43,200	50,277	72,000	63,250	37,500	47,887	36,000	30,000		37,000	50,000	40,000	
	9th Decile	130,000			86,000	145,000	150,000	110,000	121,500	143,000	100,000	200,000		89,000	125,000	143,000	
Other	Total	12		1	2	1		2	3	3					8	4	
	Mean	62,285		12,000	63,000	51,000		42,554	60,000	97,771					59,953	66,950	
	Median	59,900		12,000	63,000	51,000		42,554	68,000	100,000					45,000	66,500	
	1st Decile	30,307		12,000	39,000	51,000		30,307	32,000	65,000					12,000	54,800	
	9th Decile	100,000		12,000	87,000	51,000		54,800	80,000	128,314					128,314	80,000	



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

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

		Total	Age Band										Graduate 2014	Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	7						3	2	1		1		1	2	4	
	Mean	185,867						172,168	207,500			170,000			152,168	208,333	
	Median	170,000						172,168	207,500			170,000			152,168	210,000	
	1st Decile	115,000						134,335	115,000			170,000			134,335	115,000	
	9th Decile	300,000						210,000	300,000			170,000			170,000	300,000	
Senior manager/Director/Dean/Head of department	Total	38		2	3	3	6	9	10	3	2			4	17	16	1
	Mean	113,508		32,500	78,750	64,950	143,583	122,750	145,967	83,000	92,000			104,750	84,247	152,423	33,000
	Median	88,125		32,500	80,000	65,700	95,500	119,000	120,000	85,000	92,000			109,500	80,000	96,000	33,000
	1st Decile	48,150		20,000	69,000	48,150	62,500	33,000	59,000	68,000	80,000			80,000	45,000	62,500	33,000
	9th Decile	240,000		45,000	87,250	81,000	409,000	240,000	300,000	96,000	104,000			120,000	123,000	300,000	33,000
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	107		13	14	27	23	19	4	4	3			17	49	41	
	Mean	65,175		38,776	52,536	65,720	64,895	71,592	90,494	103,489	106,167			61,982	60,995	71,443	
	Median	61,122		38,000	50,500	63,250	59,150	68,000	93,488	103,000	78,500			57,000	57,000	70,000	
	1st Decile	40,000		28,000	40,000	44,280	45,400	56,000	55,000	60,000	65,000			41,500	38,000	44,640	
	9th Decile	96,000		50,000	65,000	92,000	90,000	98,000	120,000	147,956	175,000			110,000	100,000	92,200	
Senior engineer/Senior lecturer	Total	136		24	41	25	24	8	10	4			1	18	75	43	
	Mean	64,760		46,769	50,343	96,681	60,239	72,500	95,916	72,298			444	66,602	53,914	84,535	
	Median	50,000		43,000	50,338	50,000	53,250	60,000	56,500	57,475			444	46,000	49,250	56,500	
	1st Decile	37,650		35,000	37,150	35,000	40,000	50,000	43,500	44,000			444	35,000	37,000	43,500	
	9th Decile	84,750		55,000	60,000	98,000	78,170	115,000	410,361	130,242			444	60,000	78,170	115,000	
Engineer/Supervised team member/Lecturer	Total	339	43	187	71	22	9	4	2	1			13	20	245	73	1
	Mean	40,292	32,956	40,417	42,728	44,368	47,212	40,750	30,000	23,139			33,708	40,112	39,944	41,534	
	Median	38,500	30,000	38,000	42,000	40,000	45,625	42,500	30,000	23,139			30,000	39,000	37,839	40,000	
	1st Decile	29,000	25,200	29,000	32,000	35,000	38,000	32,000	30,000	23,139			20,000	30,000	29,000	28,500	
	9th Decile	53,000	42,089	52,500	57,000	58,000	62,000	46,000	30,000	23,139			42,000	60,000	52,500	57,000	
Engineering technician	Total	10	1	2	5	1	1						2	2	4	2	2
	Mean	37,950	28,500	20,000	41,900		45,600						24,250	67,000	22,125	27,500	60,300
	Median	34,250	28,500	20,000	40,000		45,600						24,250	67,000	24,250	27,500	60,300
	1st Decile		28,500	20,000			45,600						20,000	67,000		27,500	45,600
	9th Decile	75,000	28,500	20,000	75,000		45,600						28,500	67,000	40,000	27,500	75,000
Graduate in training/Engineer in training/Post doctoral	Total	249	139	100	9	1							66	7	224	18	
	Mean	33,847	32,989	35,141	33,684	26,300							29,469	30,894	33,493	39,448	
	Median	32,230	31,475	34,000	31,992	26,300							30,000	31,308	32,720	28,000	
	1st Decile	25,700	24,700	26,000	26,000	26,300							24,500	26,000	26,000	24,700	
	9th Decile	42,000	39,000	50,000	50,000	26,300							35,200	34,000	43,000	50,000	
Consultant	Total	41	4	11	6	3	4	3	3	3	2	2	3	1	22	17	1
	Mean	55,843	27,000	39,816	36,000	91,067	71,350	65,000	94,000	69,383	85,000	61,500	27,000	47,150	50,363	63,475	63,000
	Median	44,700	27,250	42,000	34,250	80,000	77,500	65,000	120,000	63,000	85,000	61,500	27,000	47,150	42,250	49,100	63,000
	1st Decile	26,250	25,000	27,800	23,000	48,200	44,400	30,000	40,000	47,150	50,000	10,000	25,000	47,150	27,000	25,000	63,000
	9th Decile	116,500	28,500	51,000	56,000	145,000	86,000	100,000	122,000	98,000	120,000	113,000	29,000	47,150	86,000	120,000	63,000
Other	Total	16	1	8	3	1	1	1	1					4	6	5	1
	Mean	31,185	27,000	33,008	33,467	65,000	41,000	1,500						29,875	35,850	32,872	
	Median	33,500	27,000	34,480	34,000	65,000	41,000	1,500						37,500	33,500	32,400	
	1st Decile	1,500	27,000	16,000	32,400	65,000	41,000	1,500						1,500	16,000	27,000	
	9th Decile	43,000	27,000	43,000	34,000	65,000	41,000	1,500						43,000	65,000	39,000	



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

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

		Total	Age Band										Graduate 2014	Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad
Biochemical engineering	Total	28	2	2	5	4	3	5	3	3	1			9	12	7	
	Median £	52,000	28,250	37,500	45,000	39,500	49,000	127,000	70,000	75,000	103,000			55,112	37,500	80,000	
Chemical and allied products	Total	211	21	24	20	25	38	41	26	11	4	1	7	29	92	90	
	Median £	58,350	32,900	36,110	46,500	51,580	62,073	68,250	73,350	70,000	75,000	96,000	31,000	59,000	46,614	65,000	
Consultancy	Total	209	29	46	37	25	11	17	16	13	13	2	15	19	121	68	1
	Median £	47,519	29,000	37,550	42,800	64,000	55,500	68,000	85,000	80,000	79,500	84,000	29,000	52,000	40,295	55,716	63,000
Consumer products	Total	19		4	2	1	3	7	1	1				2	13	4	
	Median £	60,400		36,500	51,622	55,000	47,500	85,000	65,000	60,400				57,700	54,944	79,500	
Contracting	Total	139	14	16	22	9	20	18	13	16	10	1	4	9	75	55	
	Median £	70,000	32,650	40,500	57,000	71,250	75,000	85,200	83,975	98,000	78,750	45,000	31,000	80,500	52,250	83,250	
Education/Universities	Total	41		4	5	4	4	7	10	1	1	5	2	36	2	3	
	Median £	50,000		31,381	31,234	44,000	57,500	66,500	60,500	44,000	280,000	68,129	31,381	57,500	23,352	32,000	
Finance, insurance and risk	Total	14					5	1	4	2	1	1		1	4	9	
	Median £	142,500					133,500	110,000	120,700	162,500	170,000	165,000		155,000	92,500	145,000	
Food and drink	Total	78	8	20	9	5	9	9	9	5	3	1	3	6	45	27	
	Median £	46,000	27,250	35,750	45,750	66,000	55,600	72,000	68,500	110,000	48,000	10,000	27,500	50,500	42,000	65,000	
Health, safety and environment	Total	26	1	4	1	2	1	6	4	4	2	1	1	3	14	7	2
	Median £	53,125	28,000	32,090	25,500	55,825	32,800	62,251	87,500	63,070	34,500	170,000	28,000	63,250	33,815	63,140	51,500
Industrial gases	Total	64	5	13	7	8	11	5	10	2	3		3	4	42	18	
	Median £	64,000	26,000	33,839	47,612	69,250	80,000	65,000	77,008	112,950	96,500		29,850	59,750	48,750	72,325	
Iron, steel and other metals	Total	14			7			4	2		1		1	2	9	3	
	Median £	45,000			36,000			56,500	44,750		152,849		51,000	96,425	44,400	54,000	
Mining and minerals	Total	14		4	2	2	3	2		1				2	7	5	
	Median £	50,000		36,500	86,000	45,500	100,000	77,500		40,000				95,500	46,600	40,000	
Oil and gas exploration and production	Total	431	47	101	73	56	41	44	33	20	10	6	19	18	274	137	2
	Median £	73,503	33,600	45,000	67,000	86,000	108,000	120,000	133,000	109,304	125,000	76,500	33,600	107,004	63,000	95,000	79,000
Oil refining	Total	145	13	33	16	11	15	19	21	11	6		6	6	85	54	
	Median £	67,000	35,700	40,000	52,535	76,313	86,200	89,000	120,000	123,000	87,024		31,850	88,000	47,000	98,963	
Other	Total	102	6	17	8	9	20	13	12	7	9	1	4	12	47	42	1
	Median £	51,789	27,500	35,000	42,250	55,500	55,000	63,000	66,500	60,000	54,100	108,000	27,500	44,000	49,000	60,000	68,455



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

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

Cont'd

		Total	Age Band										Graduate 2014	Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad
Paper and packaging	Total	3		1			2								1	2	
	Median £	50,300		31,000			56,400								31,000	56,400	
Petrochemicals	Total	111	10	26	18	10	10	13	14	5	5		2	8	66	36	1
	Median £	59,000	33,500	41,400	50,225	62,171	75,000	83,899	112,514	115,000	72,000		34,000	69,435	46,000	80,000	
Pharmaceuticals and personal care products	Total	119	6	24	13	20	23	9	15	5	4		5	28	62	29	
	Median £	51,000	32,850	35,000	49,250	50,500	58,300	61,000	81,000	65,000	59,650		32,850	58,150	46,168	56,250	
Plastics	Total	13		3	1	1	3	2	1	2					7	6	
	Median £	54,600		36,900	51,000	33,915	61,700	78,800	103,000	99,866					37,000	82,350	
Power generation & fossil fuels	Total	23	2	6	5	5	1	1	1	1	1		2	1	14	8	
	Median £	53,304	28,250	31,500	53,304	58,100	65,000	70,000	60,000	71,000	66,000		26,500	60,000	40,250	58,109	
Power generation & nuclear decommissioning	Total	104	9	24	14	9	11	14	13	6	4		6	9	58	34	3
	Median £	52,000	29,997	39,000	44,000	46,500	57,874	67,748	68,375	67,725	75,300		29,999	51,000	44,750	63,000	80,600
Power generation & nuclear generation	Total	43	8	12	6	7	1	2	2	3		2	3	7	25	11	
	Median £	44,000	28,500	34,125	46,500	61,442	90,000	64,000	64,500	80,000		74,070	25,700	63,500	37,000	59,692	
Power generation & renewables	Total	21	2	5	6		2	1	4		1		1	1	16	4	
	Median £	56,500	29,458	40,000	49,000		85,000	72,000	60,000		108,000		26,000	26,000	45,000	85,000	
Process plant and equipment	Total	46	5	10	9	4	4	4	4	5	1			5	22	18	1
	Median £	43,000	24,700	38,000	40,000	63,000	55,000	72,800	64,750	88,500	32,500			56,250	38,000	52,000	
Waste management	Total	18	1	5	2	2	2	1	2	1	1	1	2	3	7	8	
	Median £	49,000	34,000	34,400	42,600	45,139	57,000	78,000	127,500	70,000	65,000	77,000	32,000	77,000	39,000	65,000	
Water	Total	87	5	15	10	19	11	8	10	6	3		4	12	43	32	
	Median £	45,000	24,650	29,000	34,215	49,825	50,000	49,298	55,000	62,516	63,000		24,575	46,000	33,371	55,000	



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

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

		Total	Age Band										Graduate 2014	Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Doctorate	Masters	Bachelors	Non-grad
Design	Total	674	79	175	119	78	68	60	44	24	19	8	28	41	430	202	1
	Median £	50,100	31,470	39,000	50,223	60,251	65,000	72,000	80,000	81,500	78,500	61,000	30,000	53,000	44,000	63,500	80,600
Research and development	Total	177	8	28	33	27	26	18	20	12	3	2	6	70	61	45	1
	Median £	48,000	27,000	32,965	39,000	52,000	57,650	66,000	67,000	74,800	85,000	54,070	27,000	58,000	38,500	58,000	33,000
Manufacture and production	Total	209	21	38	22	23	30	26	27	15	7		15	23	110	74	2
	Median £	55,000	32,000	39,000	48,364	55,000	62,000	79,500	89,000	121,500	65,000		32,350	55,500	43,338	68,500	240,478
Project management/general administration/management services	Total	202	3	27	23	24	31	30	30	20	13	1	1	12	98	91	1
	Median £	69,000	25,000	38,000	59,300	68,000	80,154	91,300	107,500	88,000	87,024	83,000	30,000	64,850	73,630	67,000	83,000
Construction and installation	Total	27	2	7	3	2	3	2	5	2	1			2	14	11	
	Median £	63,500	28,750	40,000	45,750	71,250	54,000	61,500	83,975	72,350	63,000			66,500	45,000	66,750	
Operations	Total	241	27	67	46	24	25	25	15	9	2	1	12	11	154	74	2
	Median £	57,084	35,500	44,603	56,200	96,000	71,650	95,734	75,000	101,500	73,000	220,000	33,300	61,550	48,700	80,000	60,300
Business systems/IT and software	Total	14	2	1			3	3	4	1			1	1	7	6	
	Median £	54,850	29,500	39,500			44,400	54,850	77,500	92,000				49,700	39,500	77,500	
Marketing and sales	Total	64	3	2	9	4	9	11	11	9	6		2	4	23	36	1
	Median £	70,750	27,000	37,000	42,500	90,000	82,000	80,000	90,000	91,000	82,258		11,222	57,000	67,712	85,000	
Finance/Financial services/Procurement and supply	Total	16		2	4		2	1	2	4	1			2	8	6	
	Median £	110,000		33,500	50,500		155,000	110,000	125,750	156,000	170,000			148,500	56,500	132,000	
Asset management	Total	51	8	3	1	11	11	5	8	1	2	1	6	2	30	19	
	Median £	55,247	27,438	39,000	48,000	57,000	80,000	65,000	110,000	240,000	48,500	30,000	27,438	76,000	49,500	72,514	
Education and training	Total	34		2		3	5	5	11	2	2	4	1	27	1	5	1
	Median £	62,000		34,233		50,000	85,000	66,500	61,000	59,850	165,000	73,500		62,000	85,000	50,000	
Process safety/Safety health and environment	Total	241	26	42	21	25	22	37	32	16	19	1	11	18	133	88	2
	Median £	63,000	29,300	36,000	50,800	64,500	72,000	75,000	96,000	70,000	95,000	96,000	29,000	67,000	48,325	71,000	66,500
Regulations/Regulatory compliance	Total	42	2	9	4	2	3	9	3	4	6			2	22	18	
	Median £	50,548	27,988	29,825	65,311	88,825	62,000	55,728	55,000	61,500	53,550			23,000	34,525	59,000	
Other	Total	131	13	16	13	15	16	21	18	12	3	4	7	17	72	42	
	Median £	62,000	29,997	34,000	42,500	62,884	67,250	75,000	82,500	86,000	100,000	136,500	34,000	60,000	50,000	72,000	

Section B



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





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

SECTION B / TABLE 1 : EMPLOYMENT STATUS

		Total	Member Grade			Level of Responsibility									Gender	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Total	Total	2,122	1,114	940	68	36	205	564	452	421	10	262	138	34	1,730	392
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Full time	Total	2,036	1,046	926	64	35	201	543	423	413	10	262	119	30	1,695	341
	%	96%	94%	99%	94%	97%	98%	96%	94%	98%	100%	100%	86%	88%	98%	87%
Part time	Total	86	68	14	4	1	4	21	29	8			19	4	35	51
	%	4%	6%	1%	6%	3%	2%	4%	6%	2%			14%	12%	2%	13%



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

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

	Total	Member Grade			Level of Responsibility										Gender	
		Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female	
Total	2054	1083	906	65	33	197	550	436	407	8	254	135	34	1681	373	
<£16K	22	6	12	4		1	4	1	2	1	7	3	3	14	8	
>=£16K	3		1	2							1		2	2	1	
>=£18K	1		1						1						1	
>=£19K																
>=£20K	6	2	4			1			2	1	1	1		4	2	
>=£21K	1		1						1					1		
>=£22K	4	2	2					1	1		2			2	2	
>=£23K	6		6						4		1	1		4	2	
>=£24K	9		8	1							9			6	3	
>=£25K	14		14						3		8	2	1	11	3	
>=£26K	14		14				1		4		9			10	4	
>=£27K	29	4	24	1		1	2	1	6	1	12	5	1	21	8	
>=£28K	31	2	28	1			1	1	11	1	14	3		21	10	
>=£29K	29		29						11		16	2		20	9	
>=£30K	41	4	35	2				1	17		17	4	2	32	9	
>=£31K	35	2	29	4			2	1	11		19		2	25	10	
>=£32K	41	2	36	3				1	12		26		2	27	14	
>=£33K	33	5	26	2		1	2	3	11		15		1	14	19	
>=£34K	28	1	25	2				2	14		10		2	19	9	
>=£35K	57	4	51	2			1	8	27		19	1	1	48	9	
>=£36K	24	5	19			1		3	11		8	1		19	5	
>=£37K	31	3	27	1				3	21		7			21	10	
>=£38K	35	3	32				5	4	17		8	1		26	9	
>=£39K	25	3	21	1				4	16		3		2	21	4	
>=£40K	163	43	116	4			17	42	70	1	20	10	3	111	52	
>=£45K	160	71	81	8	1	5	36	51	52	1	6	7	1	118	42	
>=£50K	146	86	55	5		3	34	60	31		9	7	2	122	24	
>=£55K	119	75	40	4		4	48	45	14		1	6	1	100	19	
>=£60K	120	80	39	1		6	53	39	12		5	5		103	17	
>=£65K	115	95	19	1		7	55	40	6	1		3	3	95	20	
>=£70K	103	85	14	4		12	52	24	4			11		92	11	
>=£75K	75	59	14	2	2	5	36	21	4	1		6		68	7	
>=£80K	73	57	16			14	31	15	3			9	1	65	8	
>=£85K	52	42	9	1		11	28	6	2			4	1	45	7	
>=£90K	41	34	6	1	2	8	18	10				3		36	5	
>=£95K	39	31	5	3	1	6	20	6	1			5		39		
>=£100K	51	45	6			15	18	8	1			8	1	50	1	
>=£105K	31	29	1	1	1	10	8	10				2		30	1	
>=£110K	32	26	5	1		8	15	2				7		31	1	
>=£115K	19	13	6		1	6	6	4				2		19		



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	
		Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
>=£120K	36	29	7		1	15	11	3	2			4		34	2
>=£125K	15	15			1	3	7	2				1	1	14	1
>=£130K	21	19	2		3	6	5	6				1		21	
>=£135K	5	4	1			3	2							5	
>=£140K	12	10	1	1	1	1	6	2				2		12	
>=£145K	11	8	3			2	6		1			2		11	
>=£150K	51	44	6	1	7	22	15	2	1			4		49	2
>=£200K	24	21	3		6	11	3	1			1	2		23	1
>=£250K	21	14	6	1	6	9	2	3					1	20	1
Total	2,054	1,083	906	65	33	197	550	436	407	8	254	135	34	1,681	373
Mean	67,826	84,138	49,155	56,305	176,757	120,271	77,764	66,424	42,613	37,950	33,682	74,201	54,081	72,135	48,408
Median	55,600	71,000	40,000	46,000	170,000	103,000	70,000	56,800	40,000	34,250	32,219	70,000	37,480	60,000	42,500
1st Decile	30,700	45,851	28,000	24,500	92,000	62,498	46,683	41,000	29,000		25,000	28,500	16,000	31,500	28,200
9th Decile	115,000	132,000	76,000	98,746	300,000	200,000	120,000	99,100	58,000	75,000	43,000	120,000	87,000	120,000	74,000



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

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

		Total	Member Grade			Level of Responsibility									Gender	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Company final salary/defined benefit pension	Total	936	492	420	24	10	86	276	200	185	5	123	37	14	748	188
	%	45.6%	45.4%	46.4%	36.9%	30.3%	43.7%	50.2%	45.9%	45.5%	62.5%	48.4%	27.4%	41.2%	44.5%	50.4%
Company money purchase pension	Total	859	462	371	26	18	89	229	177	175		102	55	14	717	142
	%	41.8%	42.7%	40.9%	40.0%	54.5%	45.2%	41.6%	40.6%	43.0%		40.2%	40.7%	41.2%	42.7%	38.1%
Non contributory pension	Total	97	44	49	4	3	9	14	21	25	3	12	10		79	18
	%	4.7%	4.1%	5.4%	6.2%	9.1%	4.6%	2.5%	4.8%	6.1%	37.5%	4.7%	7.4%		4.7%	4.8%
Central Providence Fund (Singapore)	Total	2	1	1				1	1						2	
	%	.1%	.1%	.1%				.2%	.2%						.1%	
401k savings plan (US)	Total	5	5				1	2	2						5	
	%	.2%	.5%				.5%	.4%	.5%						.3%	
Superannuation (Australia/NZ)	Total	3	2	1				2				1			2	1
	%	.1%	.2%	.1%				.4%				.4%			.1%	.3%
None	Total	152	77	64	11	2	12	26	35	22		16	33	6	128	24
	%	7.4%	7.1%	7.1%	16.9%	6.1%	6.1%	4.7%	8.0%	5.4%		6.3%	24.4%	17.6%	7.6%	6.4%
Medical and dental insurance	Total	1221	728	467	26	25	152	384	253	216	3	115	63	10	1022	199
	%	65.0%	73.0%	56.4%	48.1%	78.1%	79.6%	74.3%	64.4%	58.2%	50.0%	48.5%	59.4%	38.5%	66.7%	57.3%
Car or car allowance	Total	591	457	122	12	22	140	254	98	24	1	10	33	9	530	61
	%	31.5%	45.8%	14.7%	22.2%	68.8%	73.3%	49.1%	24.9%	6.5%	16.7%	4.2%	31.1%	34.6%	34.6%	17.6%
Company share scheme	Total	663	385	268	10	10	79	192	141	122	4	81	26	8	561	102
	%	35.3%	38.6%	32.4%	18.5%	31.3%	41.4%	37.1%	35.9%	32.9%	66.7%	34.2%	24.5%	30.8%	36.6%	29.4%
Life insurance	Total	761	450	294	17	27	94	231	144	127	2	74	50	12	651	110
	%	40.5%	45.1%	35.5%	31.5%	84.4%	49.2%	44.7%	36.6%	34.2%	33.3%	31.2%	47.2%	46.2%	42.5%	31.7%
Loans	Total	97	45	49	3	1	9	25	15	21		22	3	1	89	8
	%	5.2%	4.5%	5.9%	5.6%	3.1%	4.7%	4.8%	3.8%	5.7%		9.3%	2.8%	3.8%	5.8%	2.3%
IChemE membership fees	Total	1633	866	726	41	24	154	436	354	340	4	215	85	21	1323	310
	%	86.9%	86.9%	87.7%	75.9%	75.0%	80.6%	84.3%	90.1%	91.6%	66.7%	90.7%	80.2%	80.8%	86.4%	89.3%
Other professional membership fees	Total	305	149	135	21	9	40	85	50	53	1	36	23	8	259	46
	%	16.2%	14.9%	16.3%	38.9%	28.1%	20.9%	16.4%	12.7%	14.3%	16.7%	15.2%	21.7%	30.8%	16.9%	13.3%
Childcare	Total	196	119	70	7	3	19	68	48	28	2	17	9	2	161	35
	%	10.4%	11.9%	8.5%	13.0%	9.4%	9.9%	13.2%	12.2%	7.5%	33.3%	7.2%	8.5%	7.7%	10.5%	10.1%
None	Total															
	%															
Other	Total	64	20	37	7	1	6	7	12	19		11	5	3	50	14
	%	3.4%	2.0%	4.5%	13.0%	3.1%	3.1%	1.4%	3.1%	5.1%		4.6%	4.7%	11.5%	3.3%	4.0%



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

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

		Total	Member Grade			Level of Responsibility									Gender	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Chartered Members	Total	1,126	1,126			27	165	446	306	67		2	91	12	981	145
	Mean	84,138	84,138			181,563	121,680	81,243	67,591	54,750		16,750	83,825	62,285	87,812	58,333
	Median	71,000	71,000			172,500	105,000	72,352	62,300	50,110		16,750	80,000	59,900	74,893	55,000
	1st Decile	45,851	45,851			92,000	62,500	50,000	43,500	35,000			40,000	30,307	48,450	34,187
	9th Decile	132,000	132,000			315,000	200,000	125,000	100,000	75,000		33,500	130,000	100,000	140,000	85,000
Non-Chartered Members	Total	1,017		948	69	9	40	120	147	356	10	260	47	22	765	252
	Mean	49,634		49,155	56,305	158,905	114,376	64,750	63,982	40,264	37,950	33,816	55,581	49,606	51,860	42,778
	Median	40,000		40,000	46,000	134,335	91,500	60,851	50,225	38,346	34,250	32,219	44,700	33,500	41,000	37,264
	1st Decile	28,000		28,000	24,500	75,000	48,150	40,000	38,000	29,000		25,500	25,000	16,000	28,000	27,000
	9th Decile	78,000		76,000	98,746	300,000	240,000	96,000	81,000	52,535	75,000	43,000	120,000	55,000	81,972	60,000
Male	Total	1,746	981	715	50	34	190	484	379	321	8	176	117	25	1,746	
	Mean	72,135	87,812	51,093	62,802	179,937	122,550	80,804	67,859	43,055	40,600	33,667	79,161	59,695	72,135	
	Median	60,000	74,893	40,000	48,164	170,000	104,500	72,000	58,700	39,875	37,050	32,000	73,500	39,000	60,000	
	1st Decile	31,500	48,450	28,000	27,000	92,600	64,000	50,000	42,000	29,000		25,250	35,000	16,000	31,500	
	9th Decile	120,000	140,000	80,000	108,000	300,000	200,000	123,000	100,000	59,800	75,000	44,300	125,000	100,000	120,000	
Female	Total	397	145	233	19	2	15	82	74	102	2	86	21	9		397
	Mean	48,408	58,333	43,148	37,962	75,000	88,015	59,639	58,787	41,200	30,000	33,711	43,923	38,487		48,408
	Median	42,500	55,000	37,227	39,000	75,000	69,000	57,250	48,000	40,000	30,000	32,600	30,000	32,400		42,500
	1st Decile	28,200	34,187	27,000	10,000	75,000	48,150	41,000	35,746	29,825	20,000	24,650	10,000	12,000		28,200
	9th Decile	74,000	85,000	60,000	70,000	75,000	154,000	88,000	77,511	57,000	40,000	42,000	85,000	65,000		74,000



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

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

		Total	Member Grade			Level of Responsibility									Gender	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Doctorate	Total	234	148	74	12	5	27	82	64	26	2	9	12	5	202	32
	Mean	69,290	78,157	54,871	45,271	180,212	108,079	74,934	59,350	43,360	67,000	31,580	56,783	30,275	70,775	59,406
	Median	59,900	70,000	44,000	42,000	169,000	106,000	69,000	51,000	42,000	67,000	31,829	55,625	34,000	60,400	46,000
	1st Decile	35,000	47,539	30,000	31,877	152,849	73,500	45,850	37,300	30,000	67,000	26,000	36,000	1,500	38,000	28,200
	9th Decile	114,028	121,000	80,000	58,000	230,000	142,000	113,514	76,500	60,000	67,000	35,000	86,000	43,000	115,000	90,000
Masters	Total	1,174	483	649	42	14	78	222	238	307	4	235	53	16	906	268
	Mean	58,425	80,605	42,619	49,452	152,895	112,732	76,339	62,612	42,143	22,125	33,327	72,842	47,858	62,588	44,213
	Median	47,000	70,000	37,500	43,045	141,000	101,500	66,021	57,000	39,500	24,250	32,700	69,000	36,500	50,000	40,050
	1st Decile	29,000	44,000	27,650	20,750	75,000	51,789	45,000	40,000	29,000		25,700	27,800	16,000	30,000	27,500
	9th Decile	102,000	130,000	61,243	92,500	250,000	175,000	121,000	95,000	57,281	40,000	43,500	118,000	100,000	110,000	70,000
Bachelors	Total	721	490	219	12	17	98	260	151	89	2	18	71	11	625	96
	Mean	82,344	89,412	67,365	58,437	195,281	131,206	79,873	75,358	44,035	27,500	39,448	78,478	46,287	86,038	56,985
	Median	68,000	75,000	50,000	60,000	200,000	107,000	72,000	60,516	40,949	27,500	28,000	72,000	39,000	70,239	52,667
	1st Decile	38,000	49,000	28,000	28,500	92,000	65,000	52,000	44,300	29,000	27,500	24,700	30,000	30,000	40,000	30,000
	9th Decile	130,242	140,000	110,000	96,000	345,000	226,076	120,000	109,500	58,000	27,500	50,000	130,000	68,000	135,000	84,500
Non-grad	Total	11	3	6	2		2	2		1	2		2	2	11	
	Mean	93,116	77,352	43,320	241,250		56,800	75,728			60,300		66,500	206,250	93,116	
	Median	69,228	80,600	45,600	241,250		56,800	75,728			60,300		66,500	206,250	69,228	
	1st Decile	16,500	68,455		70,000		33,000	68,455			45,600		63,000		16,500	
	9th Decile	247,750	83,000	75,000	412,500		80,600	83,000			75,000		70,000	412,500	247,750	



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

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

		Total	Member Grade			Level of Responsibility									Gender	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	27	27			27									27	
	Mean	181,563	181,563			181,563									181,563	
	Median	172,500	172,500			172,500									172,500	
	1st Decile	92,000	92,000			92,000									92,000	
	9th Decile	315,000	315,000			315,000									315,000	
Senior manager/Director/Dean/Head of department	Total	165	165				165								156	9
	Mean	121,680	121,680				121,680								123,188	88,934
	Median	105,000	105,000				105,000								107,275	80,571
	1st Decile	62,500	62,500				62,500								64,000	46,000
	9th Decile	200,000	200,000				200,000								200,000	154,000
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	446	446					446							386	60
	Mean	81,243	81,243					81,243							84,133	62,126
	Median	72,352	72,352					72,352							75,000	61,000
	1st Decile	50,000	50,000					50,000							52,000	42,600
	9th Decile	125,000	125,000					125,000							128,000	88,672
Senior engineer/Senior lecturer	Total	306	306						306						259	47
	Mean	67,591	67,591						67,591						69,841	54,402
	Median	62,300	62,300						62,300						64,500	49,500
	1st Decile	43,500	43,500						43,500						45,500	35,000
	9th Decile	100,000	100,000						100,000						102,421	75,000
Engineer/Supervised team member/Lecturer	Total	67	67							67					52	15
	Mean	54,750	54,750							54,750					57,184	46,476
	Median	50,110	50,110							50,110					51,700	45,000
	1st Decile	35,000	35,000							35,000					39,000	22,104
	9th Decile	75,000	75,000							75,000					75,000	68,306
Engineering technician	Total															
	Mean															
	Median															
	1st Decile															
	9th Decile															
Graduate in training/Engineer in training/Post doctoral	Total	2	2									2				2
	Mean	16,750	16,750									16,750				16,750
	Median	16,750	16,750									16,750				16,750
	1st Decile															
	9th Decile	33,500	33,500									33,500				33,500
Consultant	Total	91	91										91		84	7
	Mean	83,825	83,825										83,825		84,413	75,700
	Median	80,000	80,000										80,000		80,000	79,000
	1st Decile	40,000	40,000										40,000		40,000	43,200
	9th Decile	130,000	130,000										130,000		130,000	110,000
Other	Total	12	12											12	7	5
	Mean	62,285	62,285											62,285	80,045	37,421
	Median	59,900	59,900											59,900	80,000	39,000
	1st Decile	30,307	30,307											30,307	32,000	12,000
	9th Decile	100,000	100,000											100,000	128,314	54,800



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

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

		Total	Member Grade			Level of Responsibility									Gender	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	7		7		7									6	1
	Mean	185,867		185,867		185,867									185,867	
	Median	170,000		170,000		170,000									170,000	
	1st Decile	115,000		115,000		115,000									115,000	
	9th Decile	300,000		300,000		300,000									300,000	
Senior manager/Director/Dean/Head of department	Total	38		38			38								32	6
	Mean	113,508		113,508			113,508								118,822	86,942
	Median	88,125		88,125			88,125								91,500	65,750
	1st Decile	48,150		48,150			48,150								55,350	48,150
	9th Decile	240,000		240,000			240,000								245,000	160,000
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	107		107				107							87	20
	Mean	65,175		65,175				65,175							67,796	54,166
	Median	61,122		61,122				61,122							62,500	55,500
	1st Decile	40,000		40,000				40,000							42,000	32,000
	9th Decile	96,000		96,000				96,000							98,000	73,000
Senior engineer/Senior lecturer	Total	136		136					136						110	26
	Mean	64,760		64,760					64,760						64,198	67,120
	Median	50,000		50,000					50,000						50,000	47,900
	1st Decile	37,650		37,650					37,650						37,000	38,000
	9th Decile	84,750		84,750					84,750						90,000	84,500
Engineer/Supervised team member/Lecturer	Total	339		339						339					257	82
	Mean	40,292		40,292						40,292					40,292	40,289
	Median	38,500		38,500						38,500					38,000	39,000
	1st Decile	29,000		29,000						29,000					28,000	29,825
	9th Decile	53,000		53,000						53,000					54,000	50,000
Engineering technician	Total	10		10							10				8	2
	Mean	37,950		37,950							37,950				40,600	30,000
	Median	34,250		34,250							34,250				37,050	30,000
	1st Decile															20,000
	9th Decile	75,000		75,000							75,000				75,000	40,000
Graduate in training/Engineer in training/Post doctoral	Total	249		249								249			170	79
	Mean	33,847		33,847								33,847			33,748	34,058
	Median	32,230		32,230								32,230			32,000	32,700
	1st Decile	25,700		25,700								25,700			25,500	25,800
	9th Decile	42,000		42,000								42,000			44,600	42,000
Consultant	Total	41		41									41		30	11
	Mean	55,843		55,843									55,843		64,447	30,033
	Median	44,700		44,700									44,700		50,500	27,250
	1st Decile	26,250		26,250									26,250		28,150	24,000
	9th Decile	116,500		116,500									116,500		120,000	43,200
Other	Total	16		16										16	13	3
	Mean	31,185		31,185										31,185	28,582	42,467
	Median	33,500		33,500										33,500	34,000	32,400
	1st Decile	1,500		1,500										1,500	1,500	30,000
	9th Decile	43,000		43,000										43,000	42,000	65,000



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

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

		Total	Member Grade			Level of Responsibility									Gender	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Biochemical engineering	Total	28	15	12	1	1	4	6	7	6		2	2		19	9
	Mean	64,199	67,611	61,400	41,000	210,000	105,169	55,417	47,913	32,521		30,000	89,000		76,565	36,375
	Median	52,000	60,000	41,500	41,000	210,000	115,000	54,250	49,000	32,000		30,000	89,000		61,000	37,500
	1st Decile	26,500	22,670	28,250	41,000	210,000	60,000	38,000	22,670	22,104		30,000	80,000		32,000	22,104
	9th Decile	127,000	127,000	154,000	41,000	210,000	130,675	75,000	62,000	45,000		30,000	98,000		130,675	55,223
Chemical and allied products	Total	211	125	82	4	3	24	63	55	35	1	19	7	4	183	28
	Mean	64,192	76,517	45,337	59,194	151,667	119,513	66,262	58,637	37,988		32,192	84,625	48,025	65,766	53,637
	Median	58,350	66,000	39,725	47,250	130,000	96,000	65,000	58,350	38,750		32,900	82,000	49,500	60,000	44,000
	1st Decile	32,930	46,931	27,498	32,277	95,000	46,500	48,000	44,500	27,833		27,000	48,200	25,100	34,000	31,000
	9th Decile	96,000	107,550	67,500	110,000	230,000	160,000	90,300	75,000	46,000		40,000	113,172	68,000	96,000	91,100
Consultancy	Total	209	84	120	5	7	12	20	41	42	2	28	56	1	163	46
	Mean	56,226	76,808	43,010	44,400	149,267	101,286	71,263	53,608	38,366	14,250	29,473	64,076	54,800	59,928	42,300
	Median	47,519	65,656	37,100	35,000	134,335	85,000	68,000	52,500	37,138	14,250	29,350	56,750	54,800	50,000	38,500
	1st Decile	27,900	41,000	26,400	10,000	48,000	79,500	52,000	35,500	28,000		24,500	27,800	54,800	28,000	27,500
	9th Decile	100,000	118,000	70,000	108,000	276,000	136,000	96,000	73,550	51,000	28,500	37,100	113,000	54,800	110,000	65,311
Consumer products	Total	19	11	8			3	6	7	2		1			14	5
	Mean	61,636	67,759	53,218			99,000	62,541	61,121	35,500					66,078	49,200
	Median	60,400	74,000	42,250			100,000	63,122	55,000	35,500					63,122	42,500
	1st Decile	29,000	47,500	29,000			74,000	33,000	40,000	29,000					40,000	
	9th Decile	100,000	90,000	123,000			123,000	86,500	90,000	42,000					90,000	123,000
Contracting	Total	139	95	42	2	2	22	45	32	16		15	6	1	118	21
	Mean	73,338	86,383	45,906	35,000	75,000	124,303	81,273	61,890	43,460		35,173	65,964	87,000	76,559	52,945
	Median	70,000	80,500	39,250	35,000	75,000	109,000	82,000	54,300	41,500		33,220	76,500	87,000	71,447	51,250
	1st Decile	35,183	50,453	31,860		75,000	74,700	62,000	45,000	30,000		31,720		87,000	36,000	30,000
	9th Decile	110,000	122,500	71,250	70,000	75,000	183,131	102,000	84,000	57,000		40,000	96,785	87,000	110,000	85,000
Education/Universities	Total	41	20	19	2	1	2	15	10	8		4		1	32	9
	Mean	72,318	84,226	64,265	31,664	170,000	176,750	72,536	86,562	38,659		30,170		16,000	65,933	97,059
	Median	50,000	62,758	42,984	31,664	170,000	176,750	67,250	50,000	37,500		31,234		16,000	50,000	53,500
	1st Decile	30,704	47,539	30,704	16,000	170,000	73,500	50,000	43,750	30,704		27,894		16,000	30,704	31,381
	9th Decile	120,000	170,000	80,000	47,328	170,000	280,000	115,000	236,560	47,539		31,381		16,000	115,000	410,361
Finance, insurance and risk	Total	14	13	1		1	2	6	3				2		14	
	Mean	130,279	134,531	75,000		133,500	175,000	137,333	80,467				137,500		130,279	
	Median	142,500	145,000	75,000		133,500	175,000	147,500	75,000				137,500		142,500	
	1st Decile	75,000	75,000	75,000		133,500	170,000	72,000	75,000				110,000		75,000	
	9th Decile	170,000	170,000	75,000		133,500	180,000	162,000	91,400				165,000		170,000	
Food and drink	Total	78	38	38	2	1	7	27	14	17		7	2	3	59	19
	Mean	57,225	74,661	41,586	24,000	360,000	108,789	64,159	50,769	36,872		25,097	29,000	32,333	62,626	41,024
	Median	46,000	66,000	36,500	24,000	360,000	110,866	62,758	46,750	36,500		27,800	29,000	31,000	53,000	39,000
	1st Decile	28,000	40,000	27,000	17,000	360,000	72,000	38,000	35,000	28,000		11,680	10,000	27,000	28,000	17,000
	9th Decile	98,000	110,000	63,000	31,000	360,000	137,000	92,000	68,000	46,000		32,700	48,000	39,000	105,000	72,464



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	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Health, safety and environment	Total	26	12	11	3	1	3	7	5	3		2	4	1	20	6
	Mean	62,172	70,726	57,615	44,667	170,000	109,667	73,484	41,773	38,417		30,490	46,920	30,307	70,235	35,295
	Median	53,125	63,070	34,650	32,800	170,000	120,000	63,140	36,000	32,800		30,490	46,090	30,307	60,007	31,554
	1st Decile	28,930	33,000	28,000	31,200	170,000	33,000	55,000	33,000	31,200		28,000	25,500	30,307	32,100	25,500
	9th Decile	120,000	100,000	120,000	70,000	170,000	176,000	100,000	57,014	51,250		32,980	70,000	30,307	145,000	61,251
Industrial gases	Total	64	42	21	1	1	6	29	9	8		11			50	14
	Mean	64,308	77,837	38,549	37,000	250,000	109,992	70,921	55,767	38,652		30,720			68,928	47,808
	Median	64,000	71,575	33,200	37,000	250,000	117,000	70,000	53,000	36,000		31,500			69,250	46,306
	1st Decile	31,000	48,000	26,000	37,000	250,000	80,154	45,699	38,000	31,000		25,000			31,250	29,875
	9th Decile	101,800	101,900	47,900	37,000	250,000	124,000	95,000	76,500	50,000		35,000			107,950	68,000
Iron, steel and other metals	Total	14	6	7	1	1	1	4	3	4			1		12	2
	Mean	54,550	64,692	45,000	51,000	152,849	80,000	50,075	48,333	30,333			40,000		56,395	44,400
	Median	45,000	46,650	38,500	51,000	152,849	80,000	47,250	51,000	31,000			40,000		49,500	44,400
	1st Decile	31,000	40,000	28,000	51,000	152,849	80,000	43,800	40,000	28,000			40,000		31,000	43,800
	9th Decile	80,000	152,849	80,000	51,000	152,849	80,000	62,000	54,000	32,000			40,000		80,000	45,000
Mining and minerals	Total	14	7	7			3	3	3	2		1	2		14	
	Mean	62,323	80,667	46,600			95,000	63,333	66,067	37,000		32,000	63,000		62,323	
	Median	50,000	93,000	39,000			95,000	52,000	50,000	37,000		32,000	63,000		50,000	
	1st Decile	35,000	40,000	32,000			89,000	38,000	43,200	35,000		32,000	40,000		35,000	
	9th Decile	101,000	105,000	89,000			101,000	100,000	105,000	39,000		32,000	86,000		101,000	
Oil and gas exploration and production	Total	431	213	200	18	6	35	91	100	96	4	70	25	4	359	72
	Mean	87,057	108,857	65,387	65,067	213,333	142,161	113,647	95,945	54,392	56,500	41,240	102,208	70,579	92,456	60,142
	Median	73,503	101,500	48,000	65,000	220,000	127,500	105,000	80,000	48,600	67,000	36,000	100,000	60,000	77,160	51,533
	1st Decile	34,270	54,000	32,000	27,000	75,000	80,000	62,000	48,684	35,000	27,500	28,000	44,000	34,000	35,200	33,000
	9th Decile	150,000	175,000	103,000	99,000	345,000	240,000	175,000	130,000	80,698	75,000	55,000	166,800	128,314	153,000	89,000
Oil refining	Total	145	82	60	3	1	16	33	31	29	1	22	11	1	120	25
	Mean	79,605	97,321	57,330	39,245	200,000	176,667	98,777	74,202	45,293	20,000	35,380	74,698	80,000	85,938	48,468
	Median	67,000	91,515	40,581	39,245	200,000	150,000	98,963	67,250	43,822	20,000	35,050	75,000	80,000	75,657	44,169
	1st Decile	34,000	52,535	29,500	31,489	200,000	105,000	65,000	52,535	34,000	20,000	29,000	27,000	80,000	35,400	30,000
	9th Decile	130,242	141,000	103,700	47,000	200,000	300,000	128,000	109,250	56,400	20,000	41,161	115,676	80,000	140,000	75,000
Paper and packaging	Total	3	1	2			1	1		1					1	2
	Mean	47,933	50,300	46,750			62,500	50,300		31,000					50,300	46,750
	Median	50,300	50,300	46,750			62,500	50,300		31,000					50,300	46,750
	1st Decile	31,000	50,300	31,000			62,500	50,300		31,000					50,300	31,000
	9th Decile	62,500	50,300	62,500			62,500	50,300		31,000					50,300	62,500
Petrochemicals	Total	111	59	52			12	29	20	26		21	2	1	89	22
	Mean	72,263	94,459	44,980			180,542	83,699	63,831	45,289		36,118	57,000	30,000	79,576	42,313
	Median	59,000	75,000	40,425			120,000	78,000	60,000	41,900		35,700	57,000	30,000	63,249	38,600
	1st Decile	32,750	50,000	30,000			90,000	57,084	47,000	36,000		30,000	50,000	30,000	36,000	30,000
	9th Decile	120,000	136,000	64,000			200,000	133,900	87,000	62,000		44,600	64,000	30,000	128,000	57,084
Pharmaceuticals and personal care products	Total	119	64	49	6		8	44	28	22		9	4	4	100	19
	Mean	55,460	64,860	42,888	55,250		85,875	63,323	49,337	37,291		32,370	112,000	38,000	57,697	43,281
	Median	51,000	62,000	41,000	34,500		83,000	60,000	48,486	37,000		35,000	112,500	42,500	54,782	44,500
	1st Decile	33,429	44,300	29,000	28,500		70,000	45,400	35,000	28,500		14,500	80,000	16,000	33,000	33,429
	9th Decile	85,000	90,000	60,000	143,000		110,000	85,000	63,000	48,450		38,000	143,000	51,000	86,685	56,000



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

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

		Total	Member Grade			Level of Responsibility									Gender	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Plastics	Total	13	9	4			3	5	1	4					10	3
	Mean	62,796	74,327	36,850			76,333	77,069	54,600	36,850					68,243	44,638
	Median	54,600	62,000	36,950			75,000	62,000	54,600	36,950					58,150	38,000
	1st Decile	35,500	33,915	35,500			51,000	33,915	54,600	35,500					36,200	33,915
	9th Decile	103,000	124,732	38,000			103,000	124,732	54,600	38,000					113,866	62,000
Power generation & fossil fuels	Total	23	12	11				8	7	5		3			21	2
	Mean	48,453	59,835	36,036				63,101	54,445	35,100		17,667			51,782	13,500
	Median	53,304	59,059	32,000				63,250	58,100	32,000		26,000			58,000	13,500
	1st Decile	27,000	47,000	26,000				53,304	39,500	29,500					31,000	
	9th Decile	66,900	70,000	61,500				71,000	66,900	48,000		27,000			66,900	27,000
Power generation & nuclear decommissioning	Total	104	59	42	3	1	7	29	26	21	1	13	3	3	86	18
	Mean	58,591	66,206	39,334	182,167	141,000	88,497	65,944	55,819	41,736	45,600	29,333	57,917	161,500	61,018	46,888
	Median	52,000	61,000	38,346	92,000	141,000	80,000	61,000	52,500	39,500	45,600	29,640	52,750	39,000	52,375	44,000
	1st Decile	30,500	46,000	28,080	42,000	141,000	36,000	46,500	45,000	34,772	45,600	27,500	51,000	33,000	30,500	31,000
	9th Decile	80,000	82,206	59,600	412,500	141,000	183,000	92,000	70,000	55,650	45,600	31,000	70,000	412,500	80,600	65,449
Power generation & nuclear generation	Total	43	16	23	4	1	3	8	9	12		8	2		31	12
	Mean	52,328	75,314	37,575	37,835	168,000	82,000	63,180	56,625	37,186		28,119	69,500		57,263	38,868
	Median	44,000	65,000	32,250	35,920	168,000	80,000	59,900	59,750	34,000		26,350	69,500		55,750	37,000
	1st Decile	27,000	49,500	25,700	24,500	168,000	64,000	45,000	36,000	29,500		22,500	29,000		25,350	29,825
	9th Decile	81,140	110,000	47,000	55,000	168,000	102,000	90,000	75,000	44,000		40,000	110,000		96,000	44,000
Power generation & renewables	Total	21	12	9			4	6	2	4		3	2		18	3
	Mean	52,834	65,668	38,574			93,417	58,400	60,250	30,796		28,305	51,500		55,604	38,061
	Median	56,500	61,000	31,266			87,250	60,000	60,250	30,091		27,650	51,500		57,250	33,182
	1st Decile	26,000	44,841	23,000			85,000	40,000	56,500	23,000		26,000	45,000		27,000	23,000
	9th Decile	87,250	96,500	87,250			108,000	72,000	64,000	40,000		31,266	58,000		87,250	58,000
Process plant and equipment	Total	46	10	34	2	3	3	11	6	17	1	4		1	37	9
	Mean	49,539	72,205	42,771	53,000	99,867	85,833	58,945	52,417	38,322	40,000	19,182			53,895	32,114
	Median	43,000	69,500	41,000	53,000	92,600	85,000	52,000	56,500	42,000	40,000	24,350			48,125	33,000
	1st Decile	24,700	43,250	24,000	53,000	92,000	62,500	33,250	32,500	27,000	40,000	26			24,700	26
	9th Decile	92,000	101,300	70,000	53,000	115,000	110,000	92,223	67,000	46,250	40,000	28,000			92,600	45,000
Waste management	Total	18	9	8	1	1	2	5		6		2	2		15	3
	Mean	59,322	76,320	41,229	33,000	175,000	71,500	62,720		38,520		32,000	60,139		63,748	38,667
	Median	49,000	70,000	39,000	33,000	175,000	71,500	65,000		39,000		32,000	60,139		57,639	39,000
	1st Decile	33,000	42,600	30,000	33,000	175,000	65,000	42,600		33,000		30,000	50,277		33,000	34,400
	9th Decile	80,000	175,000	65,000	33,000	175,000	78,000	80,000		46,200		34,000	70,000		80,000	42,600
Water	Total	87	45	39	3		10	32	15	17		11	2		60	27
	Mean	46,373	55,117	37,849	26,083		68,929	53,262	45,427	32,826		27,931	50,000		48,293	42,016
	Median	45,000	53,000	31,750	32,200		68,485	53,000	43,000	33,000		26,790	50,000		45,000	42,223
	1st Decile	26,000	31,000	24,650	50		24,145	41,446	28,200	18,600		24,650	25,000		27,500	24,650
	9th Decile	75,000	77,253	68,000	46,000		114,000	75,000	65,000	43,000		31,000	75,000		75,000	68,970
Other	Total	102	56	39	7	4	12	32	18	18		6	3	9	86	16
	Mean	61,077	76,149	39,656	54,071	211,675	82,163	64,124	50,451	39,198		28,420	64,467	36,971	63,979	45,600
	Median	51,789	60,000	38,800	49,000	202,850	66,000	63,000	48,000	35,000		28,600	50,000	32,400	55,000	46,865
	1st Decile	30,000	42,500	27,500	31,877	126,000	51,789	45,000	40,000	28,000		22,000	44,400	1,500	30,000	28,600
	9th Decile	99,000	124,000	57,000	96,000	315,000	124,000	85,000	65,000	50,618		34,000	99,000	100,000	103,500	66,000



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	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Graduate	Consultant	Other	Male	Female
Design	Total	674	308	357	9	3	34	134	181	176	4	110	28	4	534	140
	Median £	50,100	68,000	39,000	50,618	75,000	100,800	72,000	56,600	39,950	20,000	32,720	80,000	49,000	53,000	42,008
Research and development	Total	177	92	77	8	2	15	55	35	38	1	21	4	6	149	28
	Median £	48,000	64,734	37,290	32,277	230,000	89,000	62,086	48,000	38,500	27,500	31,381	84,000	36,500	52,000	39,000
Manufacture and production	Total	209	109	91	9	5	27	67	35	46		22	5	2	176	33
	Median £	55,000	70,000	40,000	39,750	200,000	106,000	65,000	53,500	39,000		32,000	110,000	221,750	56,000	41,000
Project management/general administration/management services	Total	202	134	62	6	6	43	83	25	27	1	6	10	1	176	26
	Median £	69,000	85,500	45,200	37,000	154,500	117,000	73,503	65,000	40,000	67,000	30,000	90,000	32,400	75,000	46,000
Construction and installation	Total	27	14	13		2	2	8	4	6		3	2		23	4
	Median £	63,500	69,250	42,500		147,500	115,350	71,250	40,750	40,000		28,000	69,000		64,500	40,000
Operations	Total	241	109	125	7	1	18	53	57	63	2	41	4	2	200	41
	Median £	57,084	77,000	43,200	39,000	315,000	91,625	77,000	63,500	44,500	60,300	37,227	137,500	53,500	60,000	46,500
Business systems/IT and software	Total	14	9	5		1		6	2	1		3	1		12	2
	Median £	54,850	70,350	41,950		92,000		70,350	48,684	39,500		14,750	44,400		65,000	22,200
Marketing and sales	Total	64	41	23		4	16	21	11	4		1	2	5	55	9
	Median £	70,750	75,000	57,300		180,000	95,500	80,000	57,000	41,000		22,000	38,500	54,800	79,000	48,650
Finance/Financial services/Procurement and supply	Total	16	14	2			6	4	2	1			2	1	13	3
	Median £	110,000	115,000	49,000			170,000	56,500	120,750	55,000			84,000	12,000	123,500	42,600
Asset management	Total	51	30	20	1	2	7	21	6	4		6	5		38	13
	Median £	55,247	70,027	39,500	51,000	183,000	110,000	77,500	47,000	39,500		27,188	50,000		67,514	32,250
Education and training	Total	34	18	14	2	1	3	14	9	5		1	1		27	7
	Median £	62,000	66,500	50,000	44,664	170,000	85,000	71,000	50,000	38,117			50,000		62,000	63,250
Process safety/Safety health and environment	Total	241	139	88	14	4	15	59	51	32	1	24	52	3	192	49
	Median £	63,000	75,000	35,750	60,000	133,500	108,000	72,240	65,000	39,795	28,500	31,700	63,000	42,000	66,000	41,000
Regulations/Regulatory compliance	Total	42	21	15	6		2	11	10	4	1	5	5	4	31	11
	Median £	50,548	63,070	29,213	53,000		72,750	62,500	55,007	32,800		27,650	77,500	34,654	56,007	31,554
Other	Total	131	77	48	6	5	17	29	24	14		19	17	6	105	26
	Median £	62,000	72,000	36,600	71,000	170,000	108,000	66,000	61,000	35,980		30,000	72,000	43,480	66,203	43,000

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	2122	149	709	65	372	132	84	78	54	15	343	121
	%	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	2036	143	675	64	359	129	79	76	52	14	329	116
	%	95.9%	96.0%	95.2%	98.5%	96.5%	97.7%	94.0%	97.4%	96.3%	93.3%	95.9%	95.9%
Part time	Total	86	6	34	1	13	3	5	2	2	1	14	5
	%	4.1%	4.0%	4.8%	1.5%	3.5%	2.3%	6.0%	2.6%	3.7%	6.7%	4.1%	4.1%



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	2054	145	692	60	357	129	81	75	51	14	333	117
<£16K	22	3	6	2	4		2	1		1	1	2
>=£16K	3			1			1	1				
>=£18K	1	1										
>=£19K												
>=£20K	6	1			3			1			1	
>=£21K	1		1									
>=£22K	4	1			2		1					
>=£23K	6		1				1	1			2	1
>=£24K	9	2	1		1	1	1	1			2	
>=£25K	14		2		3	3	1	2			1	2
>=£26K	14	1	2		2		1	2			3	3
>=£27K	29		6	1	6	3	1	1	1		7	3
>=£28K	31	2	6		9	2					8	4
>=£29K	29	4	8	1	11	2	1				1	1
>=£30K	41	1	18		12	5		1		1	3	
>=£31K	35	3	10	1	9	6		3	1	1	1	
>=£32K	41	2	17	2	7	2	3	3		1	2	2
>=£33K	33	1	6	2	8	2	2	2	1		7	2
>=£34K	28		12		3	3	1	1	1		6	1
>=£35K	57	3	20	2	9	4	5	2	2		7	3
>=£36K	24	2	8		6	3	1				2	2
>=£37K	31	2	11		5	3	1				6	3
>=£38K	35	4	9	2	5	4	1	1	1		5	3
>=£39K	25	3	7	1	6	1	1			1	5	
>=£40K	163	16	49	5	27	15	9	6	2	2	25	7
>=£45K	160	7	46	4	33	8	11	5	8		25	13
>=£50K	146	6	52	2	22	13	1	6	5	1	28	10
>=£55K	119	11	27	9	22	10	6	4	4	2	20	4
>=£60K	120	12	32	5	27	4	5	3	2	3	20	7
>=£65K	115	11	27	5	27	5	2	5	4	1	16	12
>=£70K	103	11	27	2	18	3	7	9	6		14	6
>=£75K	75	6	26	1	15	3	3	2	3		15	1
>=£80K	73	9	26	2	9	5	3	2	2		10	5
>=£85K	52	1	23	2	7	3	1	2	1		9	3
>=£90K	41	4	19		8	1		1	1		6	1
>=£95K	39	3	19	1	4	2	1	1			4	4
>=£100K	51	4	23	2	4	4	1	1			12	
>=£105K	31	2	9	1	4		1				11	3
>=£110K	32		15	1	5	4	1				3	3
>=£115K	19	1	11	1	1		1	1	1		1	1



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	36	1	14	2	2	3	1	1	1		11	
>=£125K	15		11		1			1			1	1
>=£130K	21	1	12				1	1			6	
>=£135K	5		2		1				1		1	
>=£140K	12		7		1	1					3	
>=£145K	11		7								3	1
>=£150K	51	2	27		4	1	1	1	3		10	2
>=£200K	24	1	16		1						5	1
>=£250K	21		14		3						4	
Total	2,054	145	692	60	357	129	81	75	51	14	333	117
Mean	67,826	60,239	77,748	58,328	59,333	55,734	55,529	56,885	66,882	46,332	75,185	60,236
Median	55,600	57,000	62,000	56,500	51,000	48,000	48,500	52,000	58,900	47,900	59,000	52,853
1st Decile	30,700	29,500	32,500	31,939	29,350	30,000	27,800	26,000	35,500	30,704	33,000	28,000
9th Decile	115,000	95,000	140,000	101,500	90,000	100,000	89,000	94,000	116,000	63,360	123,000	105,000



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
Company final salary/defined benefit pension	Total	936	66	318	23	164	55	35	39	24	9	149	54
	%	45.6%	45.5%	46.0%	38.3%	45.9%	42.6%	43.2%	52.0%	47.1%	64.3%	44.7%	46.2%
Company money purchase pension	Total	859	65	291	28	146	55	35	30	20	2	135	52
	%	41.8%	44.8%	42.1%	46.7%	40.9%	42.6%	43.2%	40.0%	39.2%	14.3%	40.5%	44.4%
Non contributory pension	Total	97	4	27	4	24	11	3	1	3		15	5
	%	4.7%	2.8%	3.9%	6.7%	6.7%	8.5%	3.7%	1.3%	5.9%		4.5%	4.3%
Central Providence Fund (Singapore)	Total	2		1									1
	%	.1%		.1%									.9%
401k savings plan (US)	Total	5		2		1						1	1
	%	.2%		.3%		.3%						.3%	.9%
Superannuation (Australia/NZ)	Total	3		1			2						
	%	.1%		.1%			1.6%						
None	Total	152	10	52	5	22	6	8	5	4	3	33	4
	%	7.4%	6.9%	7.5%	8.3%	6.2%	4.7%	9.9%	6.7%	7.8%	21.4%	9.9%	3.4%
Medical and dental insurance	Total	1221	89	466	33	187	67	37	34	40	7	193	68
	%	65.0%	66.9%	71.4%	58.9%	56.2%	56.3%	49.3%	50.0%	88.9%	87.5%	68.2%	64.2%
Car or car allowance	Total	591	34	235	17	86	26	24	34	17		77	41
	%	31.5%	25.6%	36.0%	30.4%	25.8%	21.8%	32.0%	50.0%	37.8%		27.2%	38.7%
Company share scheme	Total	663	50	262	19	89	27	22	12	7	1	127	47
	%	35.3%	37.6%	40.1%	33.9%	26.7%	22.7%	29.3%	17.6%	15.6%	12.5%	44.9%	44.3%
Life insurance	Total	761	47	294	31	97	42	28	24	21	1	130	46
	%	40.5%	35.3%	45.0%	55.4%	29.1%	35.3%	37.3%	35.3%	46.7%	12.5%	45.9%	43.4%
Loans	Total	97	3	57	2	7	8	1	2			13	4
	%	5.2%	2.3%	8.7%	3.6%	2.1%	6.7%	1.3%	2.9%			4.6%	3.8%
IChemE membership fees	Total	1633	108	573	42	296	102	63	57	39	6	254	93
	%	86.9%	81.2%	87.7%	75.0%	88.9%	85.7%	84.0%	83.8%	86.7%	75.0%	89.8%	87.7%
Other professional membership fees	Total	305	15	91	15	56	34	18	14	7	1	41	13
	%	16.2%	11.3%	13.9%	26.8%	16.8%	28.6%	24.0%	20.6%	15.6%	12.5%	14.5%	12.3%
Childcare	Total	196	18	64	7	31	13	12	3	3		34	11
	%	10.4%	13.5%	9.8%	12.5%	9.3%	10.9%	16.0%	4.4%	6.7%		12.0%	10.4%
None	Total												
	%												
Other	Total	64	5	16	3	6	5	2	4	3		18	2
	%	3.4%	3.8%	2.5%	5.4%	1.8%	4.2%	2.7%	5.9%	6.7%		6.4%	1.9%



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	1,116	85	390	31	195	59	39	44	34	5	166	68
	Mean	84,138	74,190	98,931	67,831	73,741	68,547	69,951	67,785	68,548	55,232	90,812	74,252
	Median	71,000	68,153	86,000	62,000	65,000	62,884	70,000	67,000	66,689	58,000	75,500	68,000
	1st Decile	45,851	47,000	50,000	45,350	45,000	40,000	40,000	41,446	48,000	42,500	45,250	46,050
	9th Decile	132,000	103,000	160,000	101,500	103,000	113,000	110,000	101,000	85,000	63,360	143,500	108,000
Non-Chartered Members	Total	1,011	64	321	34	178	73	45	34	20	10	179	53
	Mean	49,634	42,080	51,799	48,826	43,123	44,934	43,401	42,239	64,077	41,387	60,732	42,716
	Median	40,000	39,500	42,000	39,500	35,675	38,000	39,500	34,617	48,000	39,500	45,000	38,000
	1st Decile	28,000	28,821	30,000	21,500	27,000	27,750	24,500	24,650	31,000	11,680	28,000	26,000
	9th Decile	78,000	64,000	80,000	100,500	64,000	75,500	57,000	79,000	160,000	66,900	90,000	65,000
Male	Total	1,734	123	586	52	298	105	59	63	48	14	281	105
	Mean	72,135	64,002	83,580	61,750	63,531	58,887	62,078	61,918	66,656	48,997	78,206	60,989
	Median	60,000	61,700	70,000	57,014	56,000	51,850	55,300	59,016	62,454	52,300	60,000	53,972
	1st Decile	31,500	31,266	34,000	32,000	30,000	30,500	33,000	28,750	35,500	31,200	34,000	27,162
	9th Decile	120,000	100,000	147,956	105,000	96,000	100,000	105,000	99,500	116,000	63,360	130,000	105,000
Female	Total	393	26	125	13	75	27	25	15	6	1	64	16
	Mean	48,408	43,016	50,228	43,087	41,808	43,819	39,014	36,751	68,965	11,680	61,439	55,118
	Median	42,500	41,600	46,000	40,000	39,000	41,200	35,000	35,000	49,200	11,680	46,575	46,000
	1st Decile	28,200	22,670	30,000	29,825	28,000	28,200	17,000	24,650	33,924	11,680	27,663	32,277
	9th Decile	74,000	66,000	77,000	62,000	64,000	67,000	62,000	52,000	160,000	11,680	86,500	85,000



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	232	21	77	8	39	18	15	16	8	1	19	10
	Mean	69,290	69,023	75,249	54,179	67,607	55,110	51,049	72,273	56,793	52,300	96,278	51,018
	Median	59,900	65,000	63,000	43,600	62,171	43,000	48,000	67,000	52,622	52,300	60,050	50,500
	1st Decile	35,000	22,300	40,000	31,877	38,000	30,000	32,500	31,381	34,000	52,300	27,000	34,139
	9th Decile	114,028	92,500	115,000	115,000	110,000	95,000	80,000	127,000	92,000	52,300	185,000	66,379
Masters	Total	1,167	74	406	34	211	66	39	30	25	9	203	70
	Mean	58,425	52,433	65,674	52,988	51,923	46,813	52,225	52,255	62,506	41,573	62,042	52,171
	Median	47,000	42,250	50,450	55,000	41,000	39,694	39,000	45,000	50,000	41,000	50,871	45,500
	1st Decile	29,000	29,000	31,050	32,000	28,000	28,000	23,000	25,500	35,000	11,680	32,000	27,000
	9th Decile	102,000	80,000	125,000	82,000	77,500	75,000	100,000	98,000	85,000	60,000	108,000	85,000
Bachelors	Total	717	54	228	23	120	46	30	30	21	5	121	39
	Mean	82,344	67,529	100,189	67,906	66,975	68,777	61,733	53,479	75,951	52,752	94,016	78,680
	Median	68,000	65,000	90,000	65,000	63,000	57,000	56,850	60,032	66,689	58,000	70,000	70,310
	1st Decile	38,000	40,000	40,000	35,980	39,000	35,000	39,500	23,139	48,600	32,000	37,300	46,250
	9th Decile	130,242	96,000	175,000	105,000	95,000	113,000	97,000	73,000	128,500	66,900	145,000	115,000
Non-grad	Total	11				3	2		2			2	2
	Mean	93,116				173,700	75,300		58,000			71,728	
	Median	69,228				63,000	75,300		58,000			71,728	
	1st Decile	16,500				45,600	70,000		33,000			68,455	
	9th Decile	247,750				412,500	80,600		83,000			75,000	



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	27	2	13		6						2	4
	Mean	181,563	230,000	200,392		178,642						145,000	130,925
	Median	172,500	230,000	200,000		160,425						145,000	137,850
	1st Decile	92,000	230,000	92,600		75,000						120,000	48,000
	9th Decile	315,000	230,000	315,000		360,000						170,000	200,000
Senior manager/Director/Dean/Head of department	Total	165	14	64	4	31	8	6	11	5		15	7
	Mean	121,680	101,384	143,894	81,500	108,073	103,700	94,576	83,007	74,500		161,034	96,710
	Median	105,000	96,000	129,500	81,500	89,000	95,300	84,786	73,500	75,000		120,000	105,000
	1st Decile	62,500	74,986	85,000	58,000	56,749	64,000	74,000	56,000	65,000		66,000	50,000
	9th Decile	200,000	130,000	240,000	105,000	146,000	183,000	124,000	115,000	83,000		200,000	150,000
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	446	45	161	16	66	17	18	20	10	3	65	25
	Mean	81,243	70,031	92,334	63,358	67,345	79,586	67,194	70,523	70,719	60,453	94,470	69,997
	Median	72,352	67,000	85,000	59,000	65,000	72,000	70,000	67,500	68,189	60,000	86,012	68,000
	1st Decile	50,000	49,500	52,480	45,000	47,000	53,000	49,700	45,048	51,650	58,000	53,304	48,000
	9th Decile	125,000	98,000	140,000	87,674	87,000	120,960	79,000	103,250	100,500	63,360	145,000	85,000
Senior engineer/Senior lecturer	Total	306	16	91	8	62	20	8	8	15	1	58	19
	Mean	67,591	62,904	76,425	62,297	58,296	55,133	62,595	47,429	61,739	52,300	75,543	65,782
	Median	62,300	56,750	66,000	60,500	56,250	50,079	58,100	53,450	64,500	52,300	68,437	64,379
	1st Decile	43,500	47,000	45,336	42,500	43,061	38,000	35,000	27,500	48,000	52,300	50,000	41,400
	9th Decile	100,000	90,000	117,000	95,000	80,000	87,500	132,444	65,000	77,303	52,300	108,730	95,468
Engineer/Supervised team member/Lecturer	Total	67	5	17		5	12	2		1	1	15	9
	Mean	54,750	54,561	60,510		56,743	52,565	27,643		47,000	42,500	56,570	51,636
	Median	50,110	57,500	53,000		50,600	45,000	27,643		47,000	42,500	48,450	52,000
	1st Decile	35,000	41,000	47,539		48,000	35,000	22,104		47,000	42,500	30,000	33,000
	9th Decile	75,000	68,306	74,150		69,000	67,000	33,182		47,000	42,500	88,700	76,313
Engineering technician	Total												
	Mean												
	Median												
	1st Decile												
	9th Decile												
Graduate in training/Engineer in training/Post doctoral	Total	2				1						1	
	Mean	16,750										33,500	
	Median	16,750										33,500	
	1st Decile											33,500	
	9th Decile	33,500										33,500	
Consultant	Total	91	3	37	3	20	1	5	5	3		10	4
	Mean	83,825	58,333	92,470	86,724	68,826	63,250	77,000	52,944	92,333		101,580	91,750
	Median	80,000	55,000	86,000	75,000	68,500	63,250	75,000	60,139	92,000		98,000	96,000
	1st Decile	40,000	40,000	50,000	72,000	37,000	63,250	40,000	20,000	35,000		46,500	65,000
	9th Decile	130,000	80,000	145,000	113,172	107,500	63,250	110,000	71,500	150,000		183,400	110,000
Other	Total	12		7		4	1						
	Mean	62,285		68,331		51,027	65,000						
	Median	59,900		80,000		52,900	65,000						
	1st Decile	30,307		12,000		30,307	65,000						
	9th Decile	100,000		128,314		68,000	65,000						



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	7		2	1	1		1	1			1	
	Mean	185,867		162,500				170,000	134,335			300,000	
	Median	170,000		162,500				170,000	134,335			300,000	
	1st Decile	115,000		115,000				170,000	134,335			300,000	
	9th Decile	300,000		210,000				170,000	134,335			300,000	
Senior manager/Director/Dean/Head of department	Total	38	3	13	2	3	2		3	4		6	2
	Mean	113,508	58,233	153,021	91,500	92,750	79,000		70,667	126,750		108,358	89,850
	Median	88,125	74,700	103,000	91,500	92,750	79,000		85,000	148,500		88,500	89,850
	1st Decile	48,150	20,000	80,000	68,000	62,500	69,000		33,000	45,000		48,150	65,700
	9th Decile	240,000	80,000	300,000	115,000	123,000	89,000		94,000	165,000		240,000	114,000
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	107	7	33	5	17	5	6	5	3	1	19	6
	Mean	65,175	69,425	68,561	72,950	62,322	82,850	58,017	54,075	47,667	57,000	66,984	50,917
	Median	61,122	70,000	63,500	61,251	60,000	94,200	57,000	53,000	48,000	57,000	60,702	49,750
	1st Decile	40,000	55,000	42,000	41,500	42,000	33,000	35,500	31,300	40,000	57,000	43,000	38,000
	9th Decile	96,000	84,000	110,000	120,000	81,950	110,000	80,000	79,000	55,000	57,000	100,000	65,000
Senior engineer/Senior lecturer	Total	136	8	49	6	20	8	9	5	1	3	20	7
	Mean	64,760	49,534	60,168	40,936	47,933	51,113	42,320	41,200	54,000	56,800	128,323	54,492
	Median	50,000	49,500	52,000	37,500	45,500	50,750	43,200	40,000	54,000	60,000	58,500	50,000
	1st Decile	37,650	36,000	42,000	33,742	37,300	35,300	33,000	35,000	54,000	43,500	41,500	444
	9th Decile	84,750	60,770	78,170	55,000	65,449	81,000	49,500	52,000	54,000	66,900	275,181	115,000
Engineer/Supervised team member/Lecturer	Total	339	25	97	8	63	31	16	8	9	4	58	20
	Mean	40,292	38,528	41,743	38,801	35,645	40,916	36,946	32,790	38,557	34,068	47,900	34,745
	Median	38,500	39,188	40,000	38,500	35,500	37,920	37,000	31,000	36,750	32,000	45,000	35,500
	1st Decile	29,000	29,500	30,500	29,825	29,000	28,250	26,500	23,139	27,833	30,704	30,000	25,200
	9th Decile	53,000	48,000	52,500	45,000	44,000	54,500	45,000	48,000	48,200	39,500	62,000	46,000
Engineering technician	Total	10		1		5	1		1			2	
	Mean	37,950		67,000		23,525			40,000			51,250	
	Median	34,250		67,000		24,250			40,000			51,250	
	1st Decile			67,000					40,000			27,500	
	9th Decile	75,000		67,000		45,600			40,000			75,000	
Graduate in training/Engineer in training/Post doctoral	Total	249	17	90	5	44	17	3	4	1	1	54	13
	Mean	33,847	30,260	33,879	24,250	30,354	32,258	24,767	28,633	34,000	11,680	40,756	32,935
	Median	32,230	31,266	32,775	32,000	29,999	31,234	27,800	28,691	34,000	11,680	35,250	28,500
	1st Decile	25,700	24,500	27,650		25,000	25,000	14,500	24,650	34,000	11,680	26,300	26,000
	9th Decile	42,000	40,000	42,000	33,000	35,000	40,000	32,000	32,500	34,000	11,680	52,325	44,600
Consultant	Total	41	2	12	2	9	3	3	2	1		6	1
	Mean	55,843	34,465	63,604	65,000	45,438	64,333	56,633	36,075	120,000		34,667	145,000
	Median	44,700	34,465	61,600	65,000	47,500	51,000	44,400	36,075	120,000		35,000	145,000
	1st Decile	26,250	28,930	29,250	10,000	27,000	29,000	25,500	25,000	120,000		23,000	145,000
	9th Decile	116,500	40,000	98,000	120,000	68,000	113,000	100,000	47,150	120,000		46,000	145,000
Other	Total	16		5	1	5		1	1			1	2
	Mean	31,185		43,400	27,000	31,900		35,960	16,000			1,500	21,000
	Median	33,500		41,000	27,000	32,400		35,960	16,000			1,500	21,000
	1st Decile	1,500		34,000	27,000	25,100		35,960	16,000			1,500	
	9th Decile	43,000		65,000	27,000	39,000		35,960	16,000			1,500	42,000



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	
Biochemical engineering	Total	28	9	9		3	1	3	1		1	1	
	Mean	64,199	56,209	84,737		33,833	41,000	55,701	127,000		60,000	45,000	
	Median	52,000	57,500	52,112		32,000	41,000	70,000	127,000		60,000	45,000	
	1st Decile	26,500	22,670	38,000		26,500	41,000	22,104	127,000		60,000	45,000	
	9th Decile	127,000	103,000	210,000		43,000	41,000	75,000	127,000		60,000	45,000	
Chemical and allied products	Total	211	40	27	12	50	7	3	3	29	4	11	25
	Mean	64,192	63,832	59,761	67,042	71,738	62,851	59,118	50,633	66,664	53,290	59,618	57,293
	Median	58,350	60,000	54,000	65,500	62,000	58,000	49,354	54,900	66,189	55,150	53,000	49,000
	1st Decile	32,930	35,000	30,000	35,000	31,000	41,000	39,000	30,000	34,000	39,500	42,000	27,000
	9th Decile	96,000	93,050	90,300	113,172	102,000	120,960	89,000	67,000	92,000	63,360	85,000	108,000
Consultancy	Total	209	12	66	1	54	8	15	8	2		33	10
	Mean	56,226	45,045	64,913	38,000	52,325	57,972	52,084	63,801	77,500		51,714	43,938
	Median	47,519	40,000	50,750	38,000	42,800	46,138	52,500	68,000	77,500		45,500	44,700
	1st Decile	27,900	29,000	28,750	38,000	28,000	25,500	32,500	20,000	35,000		28,325	12,822
	9th Decile	100,000	57,500	118,000	38,000	92,000	113,000	80,571	134,335	120,000		80,000	80,500
Consumer products	Total	19	1	3	2	8	1	2	1				1
	Mean	61,636	42,500	58,881	73,500	64,563	33,000	57,000	86,500				54,944
	Median	60,400	42,500	60,400	73,500	66,250	33,000	57,000	86,500				54,944
	1st Decile	29,000	42,500	55,000	65,000		33,000	40,000	86,500				54,944
	9th Decile	100,000	42,500	61,243	82,000	123,000	33,000	74,000	86,500				54,944
Contracting	Total	139	10	84	2	19	5	3	6			10	
	Mean	73,338	88,273	75,105	105,000	58,992	65,744	102,481	53,587			73,558	
	Median	70,000	75,000	68,500	105,000	58,408	57,000	96,000	61,225			70,000	
	1st Decile	35,183	62,500	35,183	105,000	37,500	30,000	79,000				33,220	
	9th Decile	110,000	175,000	110,000	105,000	78,500	110,000	132,444	81,000			120,000	
Education/Universities	Total	41	1	9	2	2	3	3	6	2	3	6	4
	Mean	72,318	71,000	95,005	16,000	53,000	57,745	53,156	61,852	51,500	35,401	123,597	53,190
	Median	50,000	71,000	63,750	16,000	53,000	56,000	42,468	56,000	51,500	32,000	53,164	56,000
	1st Decile	30,704	71,000	47,539	16,000	46,000	31,234	37,000	31,381	48,000	30,704	27,000	38,000
	9th Decile	120,000	71,000	280,000	16,000	60,000	86,000	80,000	120,000	55,000	43,500	410,361	62,758
Finance, insurance and risk	Total	14		12				1					1
	Mean	130,279		136,825				72,000					110,000
	Median	142,500		147,500				72,000					110,000
	1st Decile	75,000		75,000				72,000					110,000
	9th Decile	170,000		170,000				72,000					110,000
Food and drink	Total	78	1	29	3	5	2	11	10	1	2	10	4
	Mean	57,225	31,500	58,351	34,401	109,912	52,500	57,885	51,759	137,000	27,090	42,053	53,333
	Median	46,000	31,500	49,000	27,000	43,061	52,500	55,600	46,663	137,000	27,090	41,500	46,000
	1st Decile	28,000	31,500	31,000	10,000	36,500	38,000	27,800	28,400	137,000	11,680	27,750	40,000
	9th Decile	98,000	31,500	102,000	66,203	360,000	67,000	105,000	85,232	137,000	42,500	60,500	74,000
Health, safety and environment	Total	26	1	7	3	4	2	3	1		1	3	1
	Mean	62,172	28,930	76,617	72,755	46,989	66,625	76,100	33,000		31,200	61,083	36,000
	Median	53,125	28,930	63,000	61,251	32,479	66,625	32,800	33,000		31,200	55,000	36,000
	1st Decile	28,930	28,930	32,980	57,014	28,000	63,250	25,500	33,000		31,200	51,250	36,000
	9th Decile	120,000	28,930	176,000	100,000	95,000	70,000	170,000	33,000		31,200	77,000	36,000



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	64	4	40	1	2	3	1	2				11
	Mean	64,308	31,075	73,735	45,699	53,750	34,666	80,154	50,250				54,923
	Median	64,000	32,400	70,000	45,699	53,750	33,839	80,154	50,250				49,500
	1st Decile	31,000	24,500	33,250	45,699	31,000	32,160	80,154	32,000				26,000
	9th Decile	101,800	35,000	110,950	45,699	76,500	38,000	80,154	68,500				71,650
Iron, steel and other metals	Total	14	4			1		1		5			3
	Mean	54,550	58,825			152,849		40,000		44,000			35,000
	Median	45,000	55,750			152,849		40,000		45,500			32,000
	1st Decile	31,000	43,800			152,849		40,000		31,000			28,000
	9th Decile	80,000	80,000			152,849		40,000		54,000			45,000
Mining and minerals	Total	14	1	2	1	1	4	2	1	1			1
	Mean	62,323	40,000	95,500	39,000	50,000	69,000	37,600	101,000				38,000
	Median	50,000	40,000	95,500	39,000	50,000	70,500	37,600	101,000				38,000
	1st Decile	35,000	40,000	86,000	39,000	50,000	35,000	32,000	101,000				38,000
	9th Decile	101,000	40,000	105,000	39,000	50,000	100,000	43,200	101,000				38,000
Oil and gas exploration and production	Total	431	9	175	10	7	35	5	6	1		174	9
	Mean	87,057	74,010	95,370	66,761	57,457	56,811	45,297	76,690	150,000		88,311	100,240
	Median	73,503	57,000	77,080	62,000	48,000	47,550	48,500	72,500	150,000		75,000	87,000
	1st Decile	34,270	93	34,000	32,000	1,500	29,000	26,500	23,139	150,000		36,150	62,000
	9th Decile	150,000	180,000	176,500	120,000	110,000	100,000	55,000	150,000	150,000		145,000	200,000
Oil refining	Total	145	3	77	2	18	9			6		18	12
	Mean	79,605	63,167	92,332	82,500	61,378	66,717			64,900		61,104	75,457
	Median	67,000	51,500	83,000	82,500	61,000	57,000			47,600		49,322	68,000
	1st Decile	34,000	29,000	34,000	45,000	27,000	30,750			35,500		30,000	44,000
	9th Decile	130,242	109,000	150,000	120,000	115,676	142,000			165,000		123,000	115,000
Paper and packaging	Total	3				3							
	Mean	47,933				47,933							
	Median	50,300				50,300							
	1st Decile	31,000				31,000							
	9th Decile	62,500				62,500							
Petrochemicals	Total	111	27	38	1	14	1					16	14
	Mean	72,263	63,723	65,695	40,750	67,734	55,000					122,053	59,523
	Median	59,000	68,306	50,000	40,750	62,171	55,000					62,000	58,500
	1st Decile	32,750	37,068	31,720	40,750	28,000	55,000					35,700	38,000
	9th Decile	120,000	96,000	120,000	40,750	156,000	55,000					200,000	85,000
Pharmaceuticals and personal care products	Total	119	6	42	4	31	4	3	2	1	2	18	6
	Mean	55,460	72,383	58,368	59,000	56,945	36,239	33,167	25,500	83,000	60,000	49,531	53,171
	Median	51,000	74,000	48,975	59,000	51,000	35,150	35,000	25,500	83,000	60,000	54,563	52,000
	1st Decile	33,429	49,300	34,187	53,000	33,500	27,500	14,500	16,000	83,000	60,000	28,500	42,000
	9th Decile	85,000	102,000	86,685	65,000	87,000	47,157	50,000	35,000	83,000	60,000	62,700	70,000



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
Plastics	Total	13	1	1	2	4	1					1	3
	Mean	62,796	61,700	75,000	70,500	85,183	54,600					37,000	35,438
	Median	54,600	61,700	75,000	70,500	82,500	54,600					37,000	35,500
	1st Decile	35,500	61,700	75,000	38,000	51,000	54,600					37,000	33,915
	9th Decile	103,000	61,700	75,000	103,000	124,732	54,600					37,000	36,900
Power generation & fossil fuels	Total	23	1	3	1	2	1	5		1	1	8	
	Mean	48,453	29,500	42,833		48,500	47,000	64,643		48,000	66,900	46,788	
	Median	53,304	29,500	35,000		48,500	47,000	66,000		48,000	66,900	49,402	
	1st Decile	27,000	29,500	32,000		31,000	47,000	58,100		48,000	66,900	26,000	
	9th Decile	66,900	29,500	61,500		66,000	47,000	71,000		48,000	66,900	65,000	
Power generation & nuclear decommissioning	Total	104	3	2		83	9			2		5	
	Mean	58,591	35,592	61,000		57,613	69,367			75,000		61,401	
	Median	52,000	38,800	61,000		51,000	51,700			75,000		60,000	
	1st Decile	30,500	29,100	61,000		30,500	24,500			70,000		46,500	
	9th Decile	80,000	38,875	61,000		76,000	183,000			80,000		73,756	
Power generation & nuclear generation	Total	43	2	6	2	20	7	4				2	
	Mean	52,328	40,545	42,625	29,825	56,310	48,698	58,625				66,750	
	Median	44,000	40,545	32,375	29,825	55,000	44,000	50,000				66,750	
	1st Decile	27,000	40,000	25,000	29,825	25,700	29,000	24,500				43,500	
	9th Decile	81,140	41,090	102,000	29,825	81,140	75,000	110,000				90,000	
Power generation & renewables	Total	21	4	5	2	2		2	2	1			3
	Mean	52,834	53,567	53,225	62,000	54,500		28,091	57,250	40,000			65,000
	Median	56,500	51,633	49,000	62,000	54,500		28,091	57,250	40,000			60,000
	1st Decile	26,000	26,000	27,650	62,000	45,000		23,000	56,500	40,000			27,000
	9th Decile	87,250	85,000	87,250	62,000	64,000		33,182	58,000	40,000			108,000
Process plant and equipment	Total	46	2	18		5	5	4	4			5	3
	Mean	49,539	32,513	56,232		38,920	67,800	41,625	52,500			39,640	32,083
	Median	43,000	32,513	42,750		31,600	54,000	43,000	40,000			33,000	46,250
	1st Decile	24,700	26	27,000		28,000	50,000	35,500	32,500			23,500	
	9th Decile	92,000	65,000	110,000		62,500	110,000	45,000	85,000			67,000	50,000
Waste management	Total	18		5		5	4		3			1	
	Mean	59,322		62,720		73,040	47,467		51,092			34,000	
	Median	49,000		65,000		46,200	34,400		50,277			34,000	
	1st Decile	33,000		42,600		39,000	30,000		33,000			34,000	
	9th Decile	80,000		80,000		175,000	78,000		70,000			34,000	
Water	Total	87	2	23	4	12	11	4	15			12	4
	Mean	46,373	32,800	47,808	51,436	45,896	42,384	47,929	48,409			44,395	48,993
	Median	45,000	32,800	50,000	52,000	39,500	32,200	47,750	45,048			40,000	49,000
	1st Decile	26,000	18,600	26,786	33,742	30,000	28,200	34,215	25,000			26,000	29,000
	9th Decile	75,000	47,000	75,000	68,000	77,253	53,000	62,000	65,000			75,000	68,970
Other	Total	102	5	27	10	17	9	9	7	2	1	9	6
	Mean	61,077	58,455	81,912	50,186	47,981	43,163	58,972	56,500	56,500	57,000	44,884	81,617
	Median	51,789	65,000	51,204	55,500	48,000	42,900	46,000	56,000	56,500	57,000	46,000	66,500
	1st Decile	30,000	28,821	28,600	33,929	25,000	27,500	35,960	32,500	54,100	57,000	1,500	46,000
	9th Decile	99,000	75,000	150,000	62,500	67,450	55,000	124,000	79,000	58,900	57,000	68,455	180,700

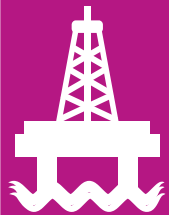


Section C Classified by region

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	674	48	282	13	119	61	15	15	7	2	86	26
	Median £	50,100	51,000	52,240	43,250	46,533	44,500	48,000	51,500	63,000	51,250	53,663	49,000
Research and development	Total	177	19	55	6	29	10	15	10	2	2	16	13
	Median £	48,000	64,000	48,000	50,000	52,000	43,000	42,468	34,000	82,000	43,852	43,750	46,250
Manufacture and production	Total	209	16	51	7	54	4	7	4	16	3	30	17
	Median £	55,000	49,400	50,000	72,000	59,800	44,950	40,000	86,500	65,000	52,300	55,250	46,500
Project management/general administration/management services	Total	202	13	75	5	29	9	7	11	7	1	36	9
	Median £	69,000	61,700	92,600	57,000	64,000	53,000	66,000	45,631	58,900	66,900	74,878	60,000
Construction and installation	Total	27	2	5	1	9		1	4			4	1
	Median £	63,500	56,738	54,000	45,000	66,500		35,000	69,250			53,000	40,000
Operations	Total	241	19	48	7	32	13	4	7	12	3	80	16
	Median £	57,084	51,500	77,500	35,000	47,000	37,500	43,100	52,000	47,000	49,750	60,000	62,500
Business systems/IT and software	Total	14		6		4		3		1			
	Median £	54,850		70,700		29,500		48,684		70,000			
Marketing and sales	Total	64	5	30	1	6	6		7			4	5
	Median £	70,750	80,000	93,650		48,650	57,150		65,016			82,500	37,000
Finance/Financial services/Procurement and supply	Total	16		11			1					3	1
	Median £	110,000		112,250			55,000					132,000	110,000
Asset management	Total	51	4	19		12	1	1	2	1		9	2
	Median £	55,247	73,500	75,000		48,000	121,000	35,000	28,000	51,000		65,000	52,853
Education and training	Total	34	2	8	1	2	1	1	5	3	2	5	4
	Median £	62,000	65,500	66,500		44,000	86,000	80,000	68,000	55,000	37,750	90,000	62,000
Process safety/Safety health and environment	Total	241	15	58	11	47	16	18	5	3	1	49	18
	Median £	63,000	60,000	77,008	65,000	47,887	42,216	64,000	64,500	72,152	31,200	64,000	70,000
Regulations/Regulatory compliance	Total	42	1	12	2	8	3	5	3	1	1	5	1
	Median £	50,548	65,000	62,500	43,420	39,000	43,700	36,652	48,096	54,100	63,360	60,500	36,000
Other	Total	131	5	50	11	21	7	7	5	1		16	8
	Median £	62,000	43,800	89,000	60,000	57,000	62,884	48,500	47,150	34,000		65,078	45,500

Section D



Classified by industry sector





Section D Classified by industry sector

SECTION D / TABLE 1A : EMPLOYMENT STATUS

		Total	Industry Sector												
			Oil production	Oil refining	Petro-chem	Power - nuclear dec	Power - nuclear gen	Power - renewable	Power - fossil	Ind Gases	Paper	Mining and minerals	Metals	Water	Health and safety
Total	Total	2122	431	145	111	104	43	21	23	64	3	14	14	87	26
	%	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	2036	416	140	110	102	43	21	23	62	3	14	14	81	21
	%	95.9%	96.5%	96.6%	99.1%	98.1%	100.0%	100.0%	100.0%	96.9%	100.0%	100.0%	100.0%	93.1%	80.8%
Part time	Total	86	15	5	1	2				2				6	5
	%	4.1%	3.5%	3.4%	.9%	1.9%				3.1%				6.9%	19.2%



Section D Classified by industry sector

SECTION D / TABLE 1B : EMPLOYMENT STATUS

		Total	Industry Sector												
			Plant & equip	Chemical	Bio-chem	Plastics	Contract	Food drink	Consult	Pharma	Consumer	Fin & ins	Education	Waste management	Other
Total	Total	2122	46	211	28	13	139	78	209	119	19	14	40	18	102
	%	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	2036	46	207	23	12	130	75	196	112	19	14	38	18	96
	%	95.9%	100.0%	98.1%	82.1%	92.3%	93.5%	96.2%	93.8%	94.1%	100.0%	100.0%	95.0%	100.0%	94.1%
Part time	Total	86		4	5	1	9	3	13	7			2		6
	%	4.1%		1.9%	17.9%	7.7%	6.5%	3.8%	6.2%	5.9%			5.0%		5.9%



Section D Classified by industry sector

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

	Total	Industry Sector												
		Oil production	Oil refining	Petro-chem	Power - nuclear dec	Power - nuclear gen	Power - renewable	Power - fossil	Ind Gases	Paper	Mining and minerals	Metals	Water	Health and safety
Total	2054	419	142	107	99	41	19	23	64	3	13	13	85	26
<£16K	22	2		1				1					3	
>=£16K	3													
>=£18K	1												1	
>=£19K														
>=£20K	6	1	1											
>=£21K	1													
>=£22K	4					1								
>=£23K	6	2	1				1							
>=£24K	9	1			1	1			1				2	
>=£25K	14	2				2			1				2	1
>=£26K	14	1					1	1	1				4	
>=£27K	29	2	1	1	2	1	2	1	1				2	
>=£28K	31	3		1	2	1						1	2	2
>=£29K	29	2	3	1	3	4		1	2				1	
>=£30K	41	6	3	3	3	2							3	1
>=£31K	35	2	2	2	1		1	1	3	1		1	5	1
>=£32K	41	6	1	2		1		1	2		1	1	2	2
>=£33K	33	7	1	1	3		1		2				2	2
>=£34K	28	6	5	1		1							1	1
>=£35K	57	8	3	2	1			1	2		1		1	
>=£36K	24	5	3	2	3	1							1	1
>=£37K	31	5	2	4	2	1			2					
>=£38K	35	4	2	4	4				1		1		1	
>=£39K	25	5	1		3			1			1		1	
>=£40K	163	28	12	12	7	5	2		1		2	3	8	
>=£45K	160	25	7	5	10	3	1	3	8			2	11	1
>=£50K	146	24	8	6	10			1	3	1	2	2	5	1
>=£55K	119	20	7	6	8	3	3	3					7	2
>=£60K	120	17	3	10	7	4	3	2	2	1		1	4	4
>=£65K	115	12	11	5	5	3		4	6				5	
>=£70K	103	18	1	5	10		1	2	6				2	1
>=£75K	75	18	7	5	4	1			4				5	1
>=£80K	73	16	4	7	3	2			3			1		
>=£85K	52	13	4	3			2		3		2		1	
>=£90K	41	9	5	2	3	1			1				1	
>=£95K	39	10	5	1	1				2					1
>=£100K	51	19	5	1		1			2		2			1
>=£105K	31	15	4				1				1			
>=£110K	32	8	3	2		1			1				1	
>=£115K	19	4	4	1									1	



Section D Classified by industry sector

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

Cont'd

	Total	Industry Sector												
		production	Oil refining	Petro-chem	nuclear dec	nuclear	renewable	fossil	Ind Gases	Paper	minerals	Metals	Water	safety
>=£120K	36	18	3	2					3					1
>=£125K	15	6	5	1										
>=£130K	21	10	2	1										
>=£135K	5	1	1	1										
>=£140K	12	6	2		1									
>=£145K	11	8	1											
>=£150K	51	23	3	3	1	1						1		2
>=£200K	24	14	2	2										
>=£250K	21	7	4	1	1				1					
Total	2054	419	142	107	99	41	19	23	64	3	13	13	85	26
Mean	67,826	87,057	79,605	72,263	58,591	52,328	52,834	48,453	64,308	47,933	62,323	54,550	46,373	62,172
Median	55,600	73,503	67,000	59,000	52,000	44,000	56,500	53,304	64,000	50,300	50,000	45,000	45,000	53,125
1st Decile	30,700	34,270	34,000	32,750	30,500	27,000	26,000	27,000	31,000	31,000	35,000	31,000	26,000	28,930
9th Decile	115,000	150,000	130,242	120,000	80,000	81,140	87,250	66,900	101,800	62,500	101,000	80,000	75,000	120,000



Section D Classified by industry sector

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

	Total	Industry Sector												
		Plant & equip	Chemical	Bio-chem	Plastics	Contract	Food drink	Consult	Pharma	Consumer	Fin & ins	Education	Waste management	Other
Total	2054	45	208	26	13	132	76	200	116	19	14	39	17	95
<£16K	22	2	1			1	2	5	1	1				2
>=£16K	3						1		1			1		
>=£18K	1													
>=£19K														
>=£20K	6		3					1						
>=£21K	1							1						
>=£22K	4			2										1
>=£23K	6	1	1											
>=£24K	9	2						1						
>=£25K	14		1				1	3						1
>=£26K	14		1	1				4						
>=£27K	29	1	3				3	5	1			2		1
>=£28K	31	1	2				3	8	2					3
>=£29K	29		1				2	7	1	1				
>=£30K	41	2	3	1		2		5	2			1	1	3
>=£31K	35	2	1			2	4	3				2		1
>=£32K	41	1	4	1		5	2	3	2			1		3
>=£33K	33	1	4		1	2		1	3	1			1	
>=£34K	28		4			1		1	2			1	2	2
>=£35K	57	1	7		1	2	3	12	8					4
>=£36K	24				1	1	1	5						
>=£37K	31	1	2	1	1	4		3	2			1		
>=£38K	35	2	1	1	1	2	3	4	2			1		1
>=£39K	25		5				1	4	2				1	
>=£40K	163	7	15	2		4	8	19	10	3		3	2	10
>=£45K	160	3	17	4		7	8	12	15	1		4	2	11
>=£50K	146	5	18		2	17	5	14	10	1		3	1	7
>=£55K	119		12	2		3	3	15	11	1		3		10
>=£60K	120	2	16	3	2	6	3	7	11	2		4		6
>=£65K	115	2	24			6	6	8	5	1		2	2	8
>=£70K	103	3	17	1		11	5	7	4	1	1	2	1	4
>=£75K	75		5	1	1	8	1	5	3		2		2	2
>=£80K	73		7	1		10		8	6	1		1	1	2
>=£85K	52	1	6			5	1	3	4	2		1		1
>=£90K	41	2	4			3	2	3	2	1	1	1		
>=£95K	39		6	1		7	1	1						3
>=£100K	51		1	1	2	6	1	5	2	1				1
>=£105K	31		3			2	1	1	1					2
>=£110K	32	2	3			4	1	4	1		1			
>=£115K	19	1	2			1	1	3				1		



Section D Classified by industry sector

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

Cont'd

	Total	Industry Sector												
		Plant & equip	Chemical	Bio-chem	Plastics	Contract	Food drink	Consult	Pharma	Consumer	Fin & ins	Education	Waste management	Other
>=£120K	36		1		1	1	1	1	1	1		1		1
>=£125K	15			1		1								1
>=£130K	21		2	1		3		1			1			
>=£135K	5						1	1						
>=£140K	12							1	1		1			
>=£145K	11							1			1			
>=£150K	51		2			3		2			6	1	1	2
>=£200K	24		2	1		1		1						1
>=£250K	21		1			1	1	1				2		1
Total	2054	45	208	26	13	132	76	200	116	19	14	39	17	95
Mean	67,826	49,539	64,192	64,199	62,796	73,338	57,225	56,226	55,460	61,636	130,279	72,318	59,322	61,077
Median	55,600	43,000	58,350	52,000	54,600	70,000	46,000	47,519	51,000	60,400	142,500	50,000	49,000	51,789
1st Decile	30,700	24,700	32,930	26,500	35,500	35,183	28,000	27,900	33,429	29,000	75,000	30,704	33,000	30,000
9th Decile	115,000	92,000	96,000	127,000	103,000	110,000	98,000	100,000	85,000	100,000	170,000	120,000	80,000	99,000



Section D Classified by industry sector

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

		Total	Industry Sector												
			Oil production	Oil refining	Petro-chem	Power - nuclear dec	Power - nuclear gen	Power - renewable	Power - fossil	Ind Gases	Paper	Mining and minerals	Metals	Water	Health and safety
Company final salary/defined benefit pension	Total	936	189	79	64	54	21	7	12	40	2	6	7	36	19
	%	45.6%	45.1%	55.6%	59.8%	54.5%	51.2%	36.8%	52.2%	62.5%	66.7%	46.2%	53.8%	42.4%	73.1%
Company money purchase pension	Total	859	159	48	34	36	18	9	8	21	1	4	6	42	5
	%	41.8%	37.9%	33.8%	31.8%	36.4%	43.9%	47.4%	34.8%	32.8%	33.3%	30.8%	46.2%	49.4%	19.2%
Non contributory pension	Total	97	28	7	4		1	2	1	1				2	1
	%	4.7%	6.7%	4.9%	3.7%		2.4%	10.5%	4.3%	1.6%				2.4%	3.8%
Central Providence Fund (Singapore)	Total	2		1											
	%	.1%		.7%											
401k savings plan (US)	Total	5	2		1	1									
	%	.2%	.5%		.9%	1.0%									
Superannuation (Australia/NZ)	Total	3													
	%	.1%													
None	Total	152	41	7	4	8	1	1	2	2		3		5	1
	%	7.4%	9.8%	4.9%	3.7%	8.1%	2.4%	5.3%	8.7%	3.1%		23.1%		5.9%	3.8%
Medical and dental insurance	Total	1221	303	91	67	35	11	12	11	42	2	5	9	43	10
	%	65.0%	77.9%	70.0%	67.0%	38.0%	28.9%	80.0%	52.4%	66.7%	100.0%	45.5%	69.2%	53.8%	40.0%
Car or car allowance	Total	591	133	44	25	17	5	8	3	30	1	3	4	36	7
	%	31.5%	34.2%	33.8%	25.0%	18.5%	13.2%	53.3%	14.3%	47.6%	50.0%	27.3%	30.8%	45.0%	28.0%
Company share scheme	Total	663	186	63	49	10	8	5	6	20		4	1	23	6
	%	35.3%	47.8%	48.5%	49.0%	10.9%	21.1%	33.3%	28.6%	31.7%		36.4%	7.7%	28.8%	24.0%
Life insurance	Total	761	220	51	36	14	5	9	6	19		4	5	35	11
	%	40.5%	56.6%	39.2%	36.0%	15.2%	13.2%	60.0%	28.6%	30.2%		36.4%	38.5%	43.8%	44.0%
Loans	Total	97	37	10	13	2		1		1				1	
	%	5.2%	9.5%	7.7%	13.0%	2.2%		6.7%		1.6%				1.3%	
IChemE membership fees	Total	1633	345	114	82	88	38	9	17	58	2	10	10	64	23
	%	86.9%	88.7%	87.7%	82.0%	95.7%	100.0%	60.0%	81.0%	92.1%	100.0%	90.9%	76.9%	80.0%	92.0%
Other professional membership fees	Total	305	64	9	8	15	8	2		7	1	5	2	13	8
	%	16.2%	16.5%	6.9%	8.0%	16.3%	21.1%	13.3%		11.1%	50.0%	45.5%	15.4%	16.3%	32.0%
Childcare	Total	196	47	11	8	7	4	2	3	6		1	2	15	4
	%	10.4%	12.1%	8.5%	8.0%	7.6%	10.5%	13.3%	14.3%	9.5%		9.1%	15.4%	18.8%	16.0%
Other	Total														
	%														



Section D Classified by industry sector

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

		Total	Industry Sector												
			Plant & equip	Chemical	Bio-chem	Plastics	Contract	Food drink	Consult	Pharma	Consumer	Fin & ins	Education	Waste management	Other
Company final salary/defined benefit pension	Total	936	16	90	9	2	41	38	70	34	9	4	35	3	49
	%	45.6%	35.6%	43.3%	34.6%	15.4%	31.1%	50.0%	35.0%	29.3%	47.4%	28.6%	89.7%	17.6%	51.6%
Company money purchase pension	Total	859	19	95	14	9	77	30	89	71	9	10		10	35
	%	41.8%	42.2%	45.7%	53.8%	69.2%	58.3%	39.5%	44.5%	61.2%	47.4%	71.4%		58.8%	36.8%
Non contributory pension	Total	97	3	11		1	3	3	18	2	1			2	6
	%	4.7%	6.7%	5.3%		7.7%	2.3%	3.9%	9.0%	1.7%	5.3%			11.8%	6.3%
Central Providence Fund (Singapore)	Total	2							1						
	%	.1%							.5%						
401k savings plan (US)	Total	5		1											
	%	.2%		.5%											
Superannuation (Australia/NZ)	Total	3						1					2		
	%	.1%						1.3%					5.1%		
None	Total	152	7	11	3	1	11	4	22	9			2	2	5
	%	7.4%	15.6%	5.3%	11.5%	7.7%	8.3%	5.3%	11.0%	7.8%			5.1%	11.8%	5.3%
Medical and dental insurance	Total	1221	16	126	19	11	93	54	106	81	14	12		9	39
	%	65.0%	42.1%	64.3%	86.4%	84.6%	73.2%	78.3%	58.6%	75.7%	73.7%	85.7%		56.3%	46.4%
Car or car allowance	Total	591	9	59	6	2	49	29	36	27	8	12		5	33
	%	31.5%	23.7%	30.1%	27.3%	15.4%	38.6%	42.0%	19.9%	25.2%	42.1%	85.7%		31.3%	39.3%
Company share scheme	Total	663	2	74	8	3	26	13	34	73	11	7		3	28
	%	35.3%	5.3%	37.8%	36.4%	23.1%	20.5%	18.8%	18.8%	68.2%	57.9%	50.0%		18.8%	33.3%
Life insurance	Total	761	12	91	9	3	49	23	64	39	8	10		9	29
	%	40.5%	31.6%	46.4%	40.9%	23.1%	38.6%	33.3%	35.4%	36.4%	42.1%	71.4%		56.3%	34.5%
Loans	Total	97	2	3			11	2	4	3		2	2		3
	%	5.2%	5.3%	1.5%			8.7%	2.9%	2.2%	2.8%		14.3%	14.3%		3.6%
IChemE membership fees	Total	1633	32	170	16	9	118	57	159	97	13	13	12	14	63
	%	86.9%	84.2%	86.7%	72.7%	69.2%	92.9%	82.6%	87.8%	90.7%	68.4%	92.9%	85.7%	87.5%	75.0%
Other professional membership fees	Total	305	8	31	5		14	15	40	17		3	7	7	16
	%	16.2%	21.1%	15.8%	22.7%		11.0%	21.7%	22.1%	15.9%		21.4%	50.0%	43.8%	19.0%
Childcare	Total	196	1	24	3	1	13	4	18	10	1	2	2		7
	%	10.4%	2.6%	12.2%	13.6%	7.7%	10.2%	5.8%	9.9%	9.3%	5.3%	14.3%	14.3%		8.3%
Other	Total														
	%														



Section D Classified by industry sector

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

		Total	Industry Sector												
			Oil production	Oil refining	Petro-chem	Power - nuclear dec	Power - nuclear gen	Power - renewable	Power - fossil	Ind Gases	Paper	Mining and minerals	Metals	Water	Health and safety
Chartered Members	Total	1,115	213	82	59	59	16	12	12	42	1	7	6	45	12
	Mean	84,138	108,857	97,321	94,459	66,206	75,314	65,668	59,835	77,837	50,300	80,667	64,692	55,117	70,726
	Median	71,000	101,500	91,515	75,000	61,000	65,000	61,000	59,059	71,575	50,300	93,000	46,650	53,000	63,070
	1st Decile	45,851	54,000	52,535	50,000	46,000	49,500	44,841	47,000	48,000	50,300	40,000	40,000	31,000	33,000
	9th Decile	132,000	175,000	141,000	136,000	82,206	110,000	96,500	70,000	101,900	50,300	105,000	152,849	77,253	100,000
Non-Chartered Members	Total	1,008	218	63	52	45	27	9	11	22	2	7	8	42	14
	Mean	49,634	65,361	56,747	44,980	49,073	37,617	38,574	36,036	38,479	46,750	46,600	45,857	36,988	54,840
	Median	40,000	48,842	40,581	40,425	38,700	32,250	31,266	32,000	33,520	46,750	39,000	45,000	32,000	33,825
	1st Decile	28,000	32,000	30,000	30,000	28,080	25,000	23,000	26,000	26,000	31,000	32,000	28,000	24,650	28,000
	9th Decile	78,000	102,000	92,400	64,000	60,000	55,000	87,250	61,500	47,900	62,500	89,000	80,000	59,000	120,000
Male	Total	1,731	359	120	89	86	31	18	21	50	1	14	12	60	20
	Mean	72,135	92,456	85,938	79,576	61,018	57,263	55,604	51,782	68,928	50,300	62,323	56,395	48,293	70,235
	Median	60,000	77,160	75,657	63,249	52,375	55,750	57,250	58,000	69,250	50,300	50,000	49,500	45,000	60,007
	1st Decile	31,500	35,200	35,400	36,000	30,500	25,350	27,000	31,000	31,250	50,300	35,000	31,000	27,500	32,100
	9th Decile	120,000	153,000	140,000	128,000	80,600	96,000	87,250	66,900	107,950	50,300	101,000	80,000	75,000	145,000
Female	Total	392	72	25	22	18	12	3	2	14	2		2	27	6
	Mean	48,408	60,142	48,468	42,313	46,888	38,868	38,061	13,500	47,808	46,750		44,400	42,016	35,295
	Median	42,500	51,533	44,169	38,600	44,000	37,000	33,182	13,500	46,306	46,750		44,400	42,223	31,554
	1st Decile	28,200	33,000	30,000	30,000	31,000	29,825	23,000		29,875	31,000		43,800	24,650	25,500
	9th Decile	74,000	89,000	75,000	57,084	65,449	44,000	58,000	27,000	68,000	62,500		45,000	68,970	61,251



Section D Classified by industry sector

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

		Industry Sector													
		Total	Plant & equip	Chemical	Bio-chem	Plastics	Contract	Food drink	Consult	Pharma	Consumer	Fin & ins	Education	Waste management	Other
Chartered Members	Total	1,115	10	125	15	9	95	38	84	64	11	13	20	9	56
	Mean		72,205	76,517	67,611	74,327	86,383	74,661	76,808	64,860	67,759	134,531	84,226	76,320	76,149
	Median		69,500	66,000	60,000	62,000	80,500	66,000	65,656	62,000	74,000	145,000	62,758	70,000	60,000
	1st Decile		43,250	46,931	22,670	33,915	50,453	40,000	41,000	44,300	47,500	75,000	47,539	42,600	42,500
	9th Decile		101,300	107,550	127,000	124,732	122,500	110,000	118,000	90,000	90,000	170,000	170,000	175,000	124,000
Non-Chartered Members	Total		36	86	13	4	44	40	125	55	8	1	21	9	46
	Mean		43,063	45,997	59,545	36,850	45,387	40,684	43,067	44,287	53,218	75,000	61,005	40,200	42,058
	Median		42,000	39,975	41,000	36,950	39,250	35,000	37,050	40,000	42,250	75,000	42,984	36,700	40,500
	1st Decile		24,000	27,833	30,000	35,500	31,720	25,500	26,400	29,000	29,000	75,000	29,299	30,000	28,000
	9th Decile		70,000	70,000	98,000	38,000	70,000	63,000	70,000	60,000	123,000	75,000	74,000	65,000	60,000
Male	Total		37	183	19	10	118	59	163	100	14	14	32	15	86
	Mean		53,895	65,766	76,565	68,243	76,559	62,626	59,928	57,697	66,078	130,279	65,933	63,748	63,979
	Median		48,125	60,000	61,000	58,150	71,447	53,000	50,000	54,782	63,122	142,500	50,000	57,639	55,000
	1st Decile		24,700	34,000	32,000	36,200	36,000	28,000	28,000	33,000	40,000	75,000	30,704	33,000	30,000
	9th Decile		92,600	96,000	130,675	113,866	110,000	105,000	110,000	86,685	90,000	170,000	115,000	80,000	103,500
Female	Total		9	28	9	3	21	19	46	19	5		9	3	16
	Mean		32,114	53,637	36,375	44,638	52,945	41,024	42,300	43,281	49,200		97,059	38,667	45,600
	Median		33,000	44,000	37,500	38,000	51,250	39,000	38,500	44,500	42,500		53,500	39,000	46,865
	1st Decile		26	31,000	22,104	33,915	30,000	17,000	27,500	33,429			31,381	34,400	28,600
	9th Decile		45,000	91,100	55,223	62,000	85,000	72,464	65,311	56,000	123,000		410,361	42,600	66,000



Section D Classified by industry sector

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

		Total	Industry Sector												
			Oil production	Oil refining	Petro-chem	Power - nuclear dec	Power - nuclear gen	Power - renewable	Power - fossil	Ind Gases	Paper	Mining and minerals	Metals	Water	Health and safety
Doctorate	Total	232	18	6	8	9	7	1	1	4		2	2	12	3
	Mean	69,290	106,695	91,333	63,487	58,711	74,833	26,000	60,000	60,425		95,500	96,425	50,845	73,083
	Median	59,900	107,004	88,000	69,435	51,000	63,500	26,000	60,000	59,750		95,500	96,425	46,000	63,250
	1st Decile	35,000	57,000	65,000	75	37,300	34,000	26,000	60,000	45,699		86,000	40,000	28,200	36,000
	9th Decile	114,028	150,000	132,000	114,028	95,000	168,000	26,000	60,000	76,500		105,000	152,849	77,000	120,000
Masters	Total	1,163	274	85	66	58	25	16	14	42	1	7	9	43	14
	Mean	58,425	75,310	60,015	56,660	48,236	43,337	47,523	41,772	60,492	31,000	61,200	45,038	36,999	50,649
	Median	47,000	63,000	47,000	46,000	44,750	37,000	45,000	40,250	48,750	31,000	46,600	44,400	33,371	33,815
	1st Decile	29,000	33,600	31,450	32,720	29,100	25,000	27,000	26,000	29,875	31,000	35,000	28,000	24,650	28,000
	9th Decile	102,000	133,000	103,000	82,250	70,750	67,000	64,000	66,000	95,000	31,000	101,000	80,000	59,000	77,000
Bachelors	Total	717	137	54	36	34	11	4	8	18	2	5	3	32	7
	Mean	82,344	108,262	108,956	104,158	64,506	61,302	88,333	58,702	74,075	56,400	50,400	52,000	57,138	83,591
	Median	68,000	95,000	98,963	80,000	63,000	59,692	85,000	58,109	72,325	56,400	40,000	54,000	55,000	63,140
	1st Decile	38,000	39,000	55,000	41,000	39,000	27,750	72,000	39,500	32,160	50,300	32,000	40,000	31,000	33,000
	9th Decile	130,242	200,000	150,000	136,000	80,000	96,000	108,000	71,000	101,900	62,500	89,000	62,000	75,000	176,000
Non-grad	Total	11	2		1	3									2
	Mean	93,116	79,000			179,567									51,500
	Median	69,228	79,000			80,600									51,500
	1st Decile	16,500	75,000			45,600									33,000
	9th Decile	247,750	83,000			412,500									70,000



Section D Classified by industry sector

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

		Total	Industry Sector												
			Plant & equip	Chemical	Bio-chem	Plastics	Contract	Food drink	Consult	Pharma	Consumer	Fin & ins	Education	Waste management	Other
Doctorate	Total	232	5	29	9		9	6	19	28	2	1	36	3	12
	Mean	69,290	64,500	66,584	63,778		76,998	55,521	52,131	59,902	57,700	155,000	78,538	61,667	55,631
	Median	59,900	56,250	59,000	55,112		80,500	50,500	52,000	58,150	57,700	155,000	57,500	77,000	44,000
	1st Decile	35,000	35,500	34,000	41,000		51,000	38,000	30,000	35,000	55,000	155,000	34,233	30,000	31,877
	9th Decile	114,028	110,000	110,000	127,000		97,000	90,000	82,000	100,000	60,400	155,000	120,000	78,000	108,000
Masters	Total	1,163	22	92	12	7	75	45	121	62	13	4	2	7	47
	Mean	58,425	40,167	57,290	49,329	45,474	65,548	44,713	51,490	51,591	58,399	104,750	23,352	58,143	51,483
	Median	47,000	38,000	46,614	37,500	37,000	52,250	42,000	40,295	46,168	54,944	92,500	23,352	39,000	49,000
	1st Decile	29,000	24,000	30,000	22,670	33,915	32,800	27,800	27,000	32,500	29,000	72,000	16,000	33,000	28,600
	9th Decile	102,000	60,000	78,000	80,000	75,000	120,000	72,000	92,000	84,000	100,000	162,000	30,704	175,000	79,000
Bachelors	Total	717	18	90	7	6	55	27	68	29	4	9	3	8	42
	Mean	82,344	60,421	70,646	94,500	83,005	84,283	77,531	65,504	59,311	74,125	138,878	34,465	59,497	72,601
	Median	68,000	52,000	65,000	80,000	82,350	83,250	65,000	55,716	56,250	79,500	145,000	32,000	65,000	60,000
	1st Decile	38,000	30,621	39,000	45,000	51,000	49,450	31,000	28,750	34,187	47,500	75,000	27,894	40,000	35,480
	9th Decile	130,242	110,000	107,550	210,000	124,732	109,500	124,000	113,000	84,000	90,000	180,000	43,500	80,000	115,500
Non-grad	Total	11	1						1						1
	Mean	93,116							63,000						68,455
	Median	69,228							63,000						68,455
	1st Decile	16,500							63,000						68,455
	9th Decile	247,750							63,000						68,455



Section D Classified by industry sector

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

		Total	Industry Sector												
			Oil production	Oil refining	Petro-chem	Power - nuclear dec	Power - nuclear gen	Power - renewable	Power - fossil	Ind Gases	Paper	Mining and minerals	Metals	Water	Health and safety
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	27	4	1		1	1			1			1		
	Mean	181,563	226,250	200,000		141,000	168,000			250,000			152,849		
	Median	172,500	220,000	200,000		141,000	168,000			250,000			152,849		
	1st Decile	92,000	120,000	200,000		141,000	168,000			250,000			152,849		
	9th Decile	315,000	345,000	200,000		141,000	168,000			250,000			152,849		
Senior manager/Director/Dean/Head of department	Total	165	25	13	11	7	3	3		5		2		7	1
	Mean	121,680	142,949	161,250	182,409	88,497	82,000	96,500		109,191		101,000		73,448	176,000
	Median	105,000	138,500	138,500	120,000	80,000	80,000	96,500		120,000		101,000		70,027	176,000
	1st Decile	62,500	87,000	105,000	90,000	36,000	64,000	85,000		80,154		101,000		140	176,000
	9th Decile	200,000	200,000	262,000	200,000	183,000	102,000	108,000		124,000		101,000		115,000	176,000
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	446	71	31	24	25	4	5	7	28	1	2	3	23	6
	Mean	81,243	119,484	100,073	87,095	65,761	63,910	63,000	63,329	71,686	50,300	76,000	51,767	56,665	75,523
	Median	72,352	111,500	100,000	79,500	66,000	62,500	61,000	65,000	70,825	50,300	76,000	49,500	55,000	70,070
	1st Decile	50,000	66,350	75,000	62,171	46,500	49,500	58,000	53,304	45,699	50,300	52,000	43,800	45,000	55,000
	9th Decile	125,000	179,000	128,000	133,900	76,764	81,140	72,000	71,000	95,000	50,300	100,000	62,000	75,000	100,000
Senior engineer/Senior lecturer	Total	305	70	20	14	22	6	2	5	7		1	1	11	3
	Mean	67,591	92,898	72,756	68,464	57,595	60,417	60,250	54,943	59,429		105,000	40,000	46,773	42,005
	Median	62,300	86,000	67,000	64,000	54,000	64,000	60,250	58,100	53,000		105,000	40,000	43,000	36,000
	1st Decile	43,500	54,000	51,070	58,500	46,000	36,000	56,500	45,500	44,000		105,000	40,000	27,850	33,000
	9th Decile	100,000	130,000	109,000	87,000	70,000	75,000	64,000	66,000	76,500		105,000	40,000	71,000	57,014
Engineer/Supervised team member/Lecturer	Total	67	21	9	8	2	1	1		1				4	
	Mean	54,750	69,577	53,040	50,476	46,850	62,884	33,182		50,000				35,000	
	Median	50,110	63,500	50,600	49,000	46,850	62,884	33,182		50,000				34,600	
	1st Decile	35,000	43,500	30,000	37,000	42,000	62,884	33,182		50,000				31,000	
	9th Decile	75,000	111,500	76,313	68,306	51,700	62,884	33,182		50,000				39,800	
Engineering technician	Total														
	Mean														
	Median														
	1st Decile														
	9th Decile														
Graduate in training/Engineer in training/Post doctoral	Total	2	1												
	Mean	16,750	33,500												
	Median	16,750	33,500												
	1st Decile		33,500												
	9th Decile	33,500	33,500												
Consultant	Total	91	20	7	2	2	1	1				2	1		1
	Mean	83,825	104,410	86,954	57,000	61,375	110,000	58,000				63,000	40,000		63,250
	Median	80,000	100,000	85,000	57,000	61,375	110,000	58,000				63,000	40,000		63,250
	1st Decile	40,000	43,400	67,000	50,000	52,750	110,000	58,000				40,000	40,000		63,250
	9th Decile	130,000	183,400	115,676	64,000	70,000	110,000	58,000				86,000	40,000		63,250
Other	Total	12	1	1											1
	Mean	62,285	128,314	80,000											30,307
	Median	59,900	128,314	80,000											30,307
	1st Decile	30,307	128,314	80,000											30,307
	9th Decile	100,000	128,314	80,000											30,307



Section D Classified by industry sector

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

		Total	Industry Sector												
			Plant & equip	Chemical	Bio-chem	Plastics	Contract	Food drink	Consult	Pharma	Consumer	Fin & ins	Education	Waste management	Other
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	27	2	3			1	1	4			1	1	1	4
	Mean	181,563	92,300	151,667			75,000	360,000	168,000			133,500	170,000	175,000	211,675
	Median	172,500	92,300	130,000			75,000	360,000	180,000			133,500	170,000	175,000	202,850
	1st Decile	92,000	92,000	95,000			75,000	360,000	48,000			133,500	170,000	175,000	126,000
	9th Decile	315,000	92,600	230,000			75,000	360,000	276,000			133,500	170,000	175,000	315,000
Senior manager/Director/Dean/Head of department	Total	165	2	16	4	3	22	4	11	7	2	2	2	2	11
	Mean	121,680	86,250	135,475	105,169	76,333	124,303	103,433	103,415	86,714	87,000	175,000	176,750	71,500	82,163
	Median	105,000	86,250	99,000	115,000	75,000	109,000	108,866	88,500	83,000	87,000	175,000	176,750	71,500	66,000
	1st Decile	62,500	62,500	65,000	60,000	51,000	74,700	72,000	53,250	70,000	74,000	170,000	73,500	65,000	51,789
	9th Decile	200,000	110,000	208,000	130,675	103,000	183,131	124,000	181,038	110,000	100,000	180,000	280,000	78,000	124,000
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	446	3	52	3	5	40	19	14	31	4	6	12	4	23
	Mean	81,243	66,815	67,534	68,333	77,069	81,047	70,719	71,538	66,690	70,250	137,333	73,409	62,150	65,290
	Median	72,352	72,000	66,000	70,000	62,000	82,500	69,732	68,000	65,000	73,500	147,500	66,500	63,000	68,000
	1st Decile	50,000	54,000	49,200	60,000	33,915	58,408	46,638	52,000	50,500	47,500	72,000	50,000	42,600	49,700
	9th Decile	125,000	74,446	91,100	75,000	124,732	102,000	105,000	96,000	86,843	86,500	162,000	115,000	80,000	80,000
Senior engineer/Senior lecturer	Total	305	3	42	6	1	23	10	19	18	4	2	4		11
	Mean	67,591	54,833	60,644	47,732	54,600	64,824	53,326	61,216	51,909	72,586	83,200	55,440		52,287
	Median	62,300	65,000	60,000	51,750	54,600	62,000	50,500	55,750	49,400	72,700	83,200	55,500		50,500
	1st Decile	43,500	32,500	47,000	22,670	54,600	45,000	37,500	41,400	35,746	54,944	75,000	48,000		41,252
	9th Decile	100,000	67,000	77,303	62,000	54,600	84,000	69,000	90,000	64,000	90,000	91,400	62,758		65,000
Engineer/Supervised team member/Lecturer	Total	67		4	1		3	2	2	4			1		3
	Mean	54,750		47,558	22,104		55,073	47,750	51,941	47,029			47,539		49,483
	Median	50,110		44,466	22,104		53,000	47,750	51,941	48,559			47,539		46,000
	1st Decile	35,000		37,300	22,104		50,220	42,500	48,450	39,000			47,539		35,000
	9th Decile	75,000		64,000	22,104		62,000	53,000	55,432	52,000			47,539		67,450
Engineering technician	Total														
	Mean														
	Median														
	1st Decile														
	9th Decile														
Graduate in training/Engineer in training/Post doctoral	Total	2									1				
	Mean	16,750													
	Median	16,750													
	1st Decile														
	9th Decile	33,500													
Consultant	Total	91		6	1		5	1	33	3		2		2	1
	Mean	83,825		90,695	80,000		79,157	48,000	72,979	101,667		137,500		60,139	99,000
	Median	80,000		87,000	80,000		83,000	48,000	65,000	105,000		137,500		60,139	99,000
	1st Decile	40,000		72,000	80,000		50,000	48,000	36,000	80,000		110,000		50,277	99,000
	9th Decile	130,000		113,172	80,000		96,785	48,000	118,000	120,000		165,000		70,000	99,000
Other	Total	12		2			1	1	1	1					3
	Mean	62,285		66,500			87,000	39,000	54,800	51,000					48,000
	Median	59,900		66,500			87,000	39,000	54,800	51,000					32,000
	1st Decile	30,307		65,000			87,000	39,000	54,800	51,000					12,000
	9th Decile	100,000		68,000			87,000	39,000	54,800	51,000					100,000



Section D Classified by industry sector

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

		Total	Industry Sector												
			Oil production	Oil refining	Petro-chem	Power - nuclear dec	Power - nuclear gen	Power - renewable	Power - fossil	Ind Gases	Paper	Mining and minerals	Metals	Water	Health and safety
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	7	1												1
	Mean	185,867	300,000												170,000
	Median	170,000	300,000												170,000
	1st Decile	115,000	300,000												170,000
	9th Decile	300,000	300,000												170,000
Senior manager/Director/Dean/Head of department	Total	38	9	3	1			1		1	1	1	1	3	2
	Mean	113,508	139,189	238,333	160,000			87,250		114,000	62,500	89,000	80,000	58,383	76,500
	Median	88,125	94,000	250,000	160,000			87,250		114,000	62,500	89,000	80,000	59,000	76,500
	1st Decile	48,150	65,700	165,000	160,000			87,250		114,000	62,500	89,000	80,000	48,150	33,000
	9th Decile	240,000	409,000	300,000	160,000			87,250		114,000	62,500	89,000	80,000	68,000	120,000
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	106	17	2	5	3	3	1	1	1		1	1	7	1
	Mean	65,175	94,977	78,700	67,400	58,667	64,933	40,000	61,500	49,500		38,000	45,000	50,298	61,251
	Median	61,122	96,000	78,700	65,000	60,000	59,800	40,000	61,500	49,500		38,000	45,000	50,000	61,251
	1st Decile	40,000	57,000	65,000	45,000	56,000	45,000	40,000	61,500	49,500		38,000	45,000	26,786	61,251
	9th Decile	96,000	147,956	92,400	85,000	60,000	90,000	40,000	61,500	49,500		38,000	45,000	75,000	61,251
Senior engineer/Senior lecturer	Total	136	27	10	6	4	3		2	2		2	1	4	2
	Mean	64,760	107,744	79,671	47,613	46,937	45,250		53,200	42,950		46,600	54,000	42,061	41,425
	Median	50,000	68,000	73,085	48,500	42,500	45,250		53,200	42,950		46,600	54,000	42,500	41,425
	1st Decile	37,650	46,500	57,150	43,000	37,300	43,500		39,500	38,000		43,200	54,000	33,742	34,650
	9th Decile	84,750	140,000	122,621	50,450	65,449	47,000		66,900	47,900		50,000	54,000	49,500	48,200
Engineer/Supervised team member/Lecturer	Total	337	71	19	18	18	10	3	5	7	1	2	4	12	1
	Mean	40,292	50,528	41,623	42,695	41,119	33,897	30,000	35,100	37,030	31,000	37,000	30,333	32,153	51,250
	Median	38,500	47,000	43,000	41,400	38,875	32,250	27,000	32,000	35,000	31,000	37,000	31,000	32,858	51,250
	1st Decile	29,000	35,000	34,000	30,500	33,000	28,500	23,000	29,500	31,000	31,000	35,000	28,000	18,600	51,250
	9th Decile	53,000	75,000	51,500	55,000	59,600	44,000	40,000	48,000	47,612	31,000	39,000	32,000	43,000	51,250
Engineering technician	Total	10	4	1		1									
	Mean	37,950	56,500	20,000		45,600									
	Median	34,250	67,000	20,000		45,600									
	1st Decile		27,500	20,000		45,600									
	9th Decile	75,000	75,000	20,000		45,600									
Graduate in training/Engineer in training/Post doctoral	Total	249	65	21	21	13	6	3	3	10		1		11	2
	Mean	33,847	41,378	35,565	36,118	29,333	28,283	28,305	17,667	30,092		32,000		27,931	30,490
	Median	32,230	36,000	35,400	35,700	29,640	26,350	27,650	26,000	30,688		32,000		26,790	30,490
	1st Decile	25,700	28,500	29,000	30,000	27,500	22,500	26,000		24,750		32,000		24,650	28,000
	9th Decile	42,000	55,000	41,161	44,600	31,000	40,000	31,266	27,000	34,420		32,000		31,000	32,980
Consultant	Total	41	4	4		1	1	1						2	2
	Mean	55,843	99,250	53,250		51,000	29,000	45,000						50,000	27,215
	Median	44,700	104,000	35,000		51,000	29,000	45,000						50,000	27,215
	1st Decile	26,250	44,000	23,000		51,000	29,000	45,000						25,000	25,500
	9th Decile	116,500	145,000	120,000		51,000	29,000	45,000						75,000	28,930
Other	Total	16	2		1	2									
	Mean	31,185	49,500		30,000	36,000									
	Median	33,500	49,500		30,000	36,000									
	1st Decile	1,500	34,000		30,000	33,000									
	9th Decile	43,000	65,000		30,000	39,000									



Section D Classified by industry sector

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

		Total	Industry Sector												
			Plant & equip	Chemical	Bio-chem	Plastics	Contract	Food drink	Consult	Pharma	Consumer	Fin & ins	Education	Waste management	Other
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	7	1		1		1		2						
	Mean	185,867	115,000		210,000				134,335						
	Median	170,000	115,000		210,000				134,335						
	1st Decile	115,000	115,000		210,000				134,335						
	9th Decile	300,000	115,000		210,000				134,335						
Senior manager/Director/Dean/Head of department	Total	38	1	7				3	1	1	1				1
	Mean	113,508	85,000	84,386				119,500	80,000	80,000	123,000				
	Median	88,125	85,000	80,000				119,500	80,000	80,000	123,000				
	1st Decile	48,150	85,000	20,000				102,000	80,000	80,000	123,000				
	9th Decile	240,000	85,000	160,000				137,000	80,000	80,000	123,000				
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	106	7	10	2		5	8	6	12	2		3	1	7
	Mean	65,175	55,571	61,273	43,250		82,995	49,398	70,667	55,350	47,122		69,333	65,000	57,917
	Median	61,122	50,000	60,000	43,250		78,500	49,940	72,000	55,000	47,122		68,000	65,000	60,000
	1st Decile	40,000	31,000	47,364	38,000		70,000	31,300	57,000	44,000	33,000		60,000	65,000	41,500
	9th Decile	96,000	110,000	76,500	48,500		110,000	65,000	88,000	62,000	61,243		80,000	65,000	79,000
Senior engineer/Senior lecturer	Total	136	2	12	1		8	4	20	10	3	1	6		6
	Mean	64,760	48,500	52,956	49,000		51,932	44,375	48,422	44,707	45,833	75,000	107,310		45,800
	Median	50,000	48,500	54,000	49,000		51,500	45,250	45,400	46,000	42,500	75,000	48,000		43,000
	1st Decile	37,650	37,000	40,000	49,000		45,000	35,000	34,000	32,500	40,000	75,000	43,500		38,800
	9th Decile	84,750	60,000	62,000	49,000		60,000	52,000	62,500	58,250	55,000	75,000	410,361		55,000
Engineer/Supervised team member/Lecturer	Total	337	17	31	5	4	13	15	40	15	2		6	5	13
	Mean	40,292	38,322	36,713	35,125	36,850	40,780	35,422	37,687	35,679	35,500		35,734	39,900	34,858
	Median	38,500	42,000	37,860	34,500	36,950	38,500	35,000	36,550	36,000	35,500		35,617	39,500	32,000
	1st Decile	29,000	27,000	26,917	26,500	35,500	30,000	28,000	27,060	28,000	29,000		30,704	34,400	28,000
	9th Decile	53,000	46,250	45,000	45,000	38,000	52,000	46,000	50,500	45,000	42,000		42,468	46,200	47,000
Engineering technician	Total	10	1	1					2						
	Mean	37,950	40,000						14,250						
	Median	34,250	40,000						14,250						
	1st Decile		40,000												
	9th Decile	75,000	40,000						28,500						
Graduate in training/Engineer in training/Post doctoral	Total	249	4	18	2		15	6	28	8			4	2	6
	Mean	33,847	19,182	32,187	30,000		35,173	26,447	29,473	31,994			30,170	32,000	28,420
	Median	32,230	24,350	32,915	30,000		33,220	27,900	29,350	35,000			31,234	32,000	28,600
	1st Decile	25,700	26	27,000	30,000		31,720	11,680	24,500	14,500			27,894	30,000	22,000
	9th Decile	42,000	28,000	40,000	30,000		40,000	32,700	37,100	38,000			31,381	34,000	34,000
Consultant	Total	41		1	1			1	21						2
	Mean	55,843		48,200	98,000			10,000	54,685						47,200
	Median	44,700		48,200	98,000			10,000	44,000						47,200
	1st Decile	26,250		48,200	98,000			10,000	27,250						44,400
	9th Decile	116,500		48,200	98,000			10,000	106,500						50,000
Other	Total	16	1	2				1		3					4
	Mean	31,185		29,550				27,000		33,667					27,715
	Median	33,500		29,550				27,000		42,000					34,180
	1st Decile	1,500		25,100				27,000		16,000					1,500
	9th Decile	43,000		34,000				27,000		43,000					41,000



Section D Classified by industry sector

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

		Total	Industry Sector												
			Oil production	Oil refining	Petro-chem	Power - nuclear dec	Power - nuclear gen	Power - renewable	Power - fossil	Ind Gases	Paper	Mining and minerals	Metals	Water	Health and safety
Design	Total	674	163	37	38	60	9	7	1	15		3		38	
	Median £	50,100	56,000	43,000	43,000	51,350	40,545	36,591	61,500	53,000		39,000		39,800	
Research and development	Total	177	6	2	12	7	3	1	8	4	1	3	3	9	1
	Median £	48,000	55,000	91,515	65,935	40,500	80,000	26,000	58,050	51,000	50,300	86,000	32,000	45,000	33,000
Manufacture and production	Total	209	3	31	15	2	2	1	2	3	1	5	2	2	
	Median £	55,000	87,000	100,000	57,500	236,050	47,500	40,000	15,500	45,699	31,000	44,000	101,175	45,000	
Project management/general administration/management services	Total	202	44	8	12	10	5	4	4	12		1	1	6	
	Median £	69,000	110,000	82,012	87,500	60,000	65,000	59,000	57,000	82,577		40,000	54,000	46,500	
Construction and installation	Total	27	2		1	1			3	1				4	
	Median £	63,500	92,000		28,000	76,764			32,000	68,500				43,500	
Operations	Total	241	95	31	15	5	6	3	1	10		1	3	8	
	Median £	57,084	75,000	47,000	60,000	56,000	59,800	72,000	26,000	57,250		43,200	35,500	39,500	
Business systems/IT and software	Total	14	3				1								
	Median £	54,850	70,700				29,500								
Marketing and sales	Total	64	7	10	4			1	1	6			2	6	
	Median £	70,750	94,000	99,500	80,000			85,000	47,000	70,750			71,000	60,032	
Finance/Financial services/Procurement and supply	Total	16	3	2	3			2							
	Median £	110,000	132,000	185,750	70,000			58,000							
Asset management	Total	51	17	1	1	6	1		1	1			1	10	
	Median £	55,247	105,000	80,000	48,000	45,750	22,500		65,000	29,875			51,000	47,575	
Education and training	Total	34	1		2	1	1								
	Median £	62,000	85,000		50,000	42,000	90,000								
Process safety/Safety health and environment	Total	241	62	5	6	6	8	1	2	7					12
	Median £	63,000	75,000	83,500	64,000	61,000	50,000	108,000	68,000	79,015					49,725
Regulations/Regulatory compliance	Total	42	2	1		2	3	1						1	9
	Median £	50,548	120,000	75,000		53,500	27,000	27,650						48,096	36,000
Other	Total	131	23	17	2	4	4			5	1	1	2	3	4
	Median £	62,000	75,000	82,000	80,038	48,500	49,942			37,000	62,500	100,000	44,400	43,000	110,000



Section D Classified by industry sector

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

		Total	Industry Sector												
			Plant & equip	Chemical	Bio-chem	Plastics	Contract	Food drink	Consult	Pharma	Consumer	Fin & ins	Education	Waste management	Other
Design	Total	674	23	47	5		109	13	77	6	2			6	15
	Median £	50,100	45,000	48,500	62,000		64,000	44,280	42,295	49,500	87,500			43,100	46,865
Research and development	Total	177	3	25	5			21	6	30	5		12		10
	Median £	48,000	46,250	55,000	60,000			45,500	38,000	45,168	60,400		34,191		41,500
Manufacture and production	Total	209	5	52	5	10	1	12	3	37	7			1	7
	Median £	55,000	31,811	58,000	48,500	52,800	42,000	45,000	40,000	49,400	55,000			65,000	56,000
Project management/general administration/management services	Total	202	4	20	6	1	13	13	10	13	1			2	12
	Median £	69,000	68,473	60,954	47,000	61,700	110,000	70,500	62,000	59,300	33,000			56,500	56,000
Construction and installation	Total	27		2			5	2	3					2	1
	Median £	63,500		54,000			81,000	37,500	68,000					122,500	65,000
Operations	Total	241	2	18	4	1		9	7	9	1			2	10
	Median £	57,084	37,000	52,000	42,750	38,000		52,000	56,000	49,486	42,500			65,000	51,789
Business systems/IT and software	Total	14	1	2					2		1				4
	Median £	54,850	92,000	77,500					49,750						47,050
Marketing and sales	Total	64	7	4		1	4	2	5						4
	Median £	70,750	42,500	66,500		75,000	98,000	51,258	80,000						110,000
Finance/Financial services/Procurement and supply	Total	16										4		1	1
	Median £	110,000										162,500		42,600	12,000
Asset management	Total	51		1			2		2	3					4
	Median £	55,247		65,000			128,500		72,500	54,174					56,500
Education and training	Total	34		1									27		1
	Median £	62,000		75,700									62,000		60,000
Process safety/Safety health and environment	Total	241		29			4	2	69	9	2	7			10
	Median £	63,000		66,000			97,500	46,500	42,600	61,000	69,500	133,500			67,500
Regulations/Regulatory compliance	Total	42		3			1	1	6	3				1	8
	Median £	50,548		63,360			70,000	31,300	46,818	80,000				34,400	53,000
Other	Total	131	1	7	3			3	19	9		3	2	3	15
	Median £	62,000	24,000	35,000	30,000			38,000	56,000	57,000		145,000	58,000	77,000	55,000

Section E



Classified by type of work





Section E Classified by type of work

SECTION E / TABLE 1 : EMPLOYMENT STATUS

		Total	Type of work													
			Design	R & D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset Man	Education	Safety & Env	Regulatory	Other
Total	Total	2122	674	177	209	202	27	241	14	64	16	51	33	241	42	131
	%	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	2036	644	173	202	198	27	237	13	61	16	45	32	231	36	121
	%	95.9%	95.5%	97.7%	96.7%	98.0%	100.0%	98.3%	92.9%	95.3%	100.0%	88.2%	97.0%	95.9%	85.7%	92.4%
Part time	Total	86	30	4	7	4		4	1	3		6	1	10	6	10
	%	4.1%	4.5%	2.3%	3.3%	2.0%		1.7%	7.1%	4.7%		11.8%	3.0%	4.1%	14.3%	7.6%



Section E Classified by type of work

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

	Total	Type of work													
		Design	R & D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset Man	Education	Safety & Env	Regulatory	Other
Total	2054	649	172	203	198	26	233	12	62	15	50	31	235	38	130
<£16K	22	8	3	3	1		1	1	2	1				1	1
>=£16K	3		3												
>=£18K	1	1													
>=£19K															
>=£20K	6	2	1	1									1		1
>=£21K	1	1													
>=£22K	4	1							1		1				1
>=£23K	6	4			1										1
>=£24K	9	3			1		1				2				2
>=£25K	14	5	1		1						1		2	2	2
>=£26K	14	5	1	1	1	1	1				1		2		1
>=£27K	29	3	5	2	1		4		2				8	2	2
>=£28K	31	10	3	5		1							8	2	2
>=£29K	29	10	3	2		1	2	1			1		5	1	3
>=£30K	41	20	3	1	4		4				2		3	1	3
>=£31K	35	14	4	5	1		5				1		2	1	2
>=£32K	41	13	6	5	3	1	4		1			1	5	1	1
>=£33K	33	15	3	4	2		4				1		3	1	
>=£34K	28	8	2	2	3		3		1		1	1	3	2	2
>=£35K	57	17	6	10	2	1	8				1		6		6
>=£36K	24	17		1									2	1	3
>=£37K	31	13	4	3	1		6		1				1		2
>=£38K	35	15	5	3	4		3						4		1
>=£39K	25	12	2	2		1	4	1			1		1	1	
>=£40K	163	64	17	18	11	2	20	1	5	2	1	3	12	1	6
>=£45K	160	50	16	19	14	2	21	2	4		6	3	16	2	5
>=£50K	146	61	12	14	9	2	16		2		4	4	15	2	5
>=£55K	119	36	12	17	11		13		2	2	3	2	13	2	6
>=£60K	120	35	11	7	13	2	17	1	3		1	3	10	5	12
>=£65K	115	26	9	11	15	3	11		5		2	2	18	4	9
>=£70K	103	34	10	10	7	3	9	2	3	1	1	2	16	1	4
>=£75K	75	29	5	2	4	1	9		2		2	1	12	2	6
>=£80K	73	22	5	7	11	2	9		3		2	1	7	1	3
>=£85K	52	16	5	7	7		7	1	3		1	2	2		1
>=£90K	41	14	3	2	5		4	1	4			2	3		3
>=£95K	39	8	2	1	4		6		2				13		3
>=£100K	51	10	2	7	10		4		2		2		8		6
>=£105K	31	8		3	3		5		1	1	1		7		2
>=£110K	32	6	3	2	6		5		2	1	1		5		1
>=£115K	19	3	3	3	3		1		2	1			3		



Section E Classified by type of work

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

Cont'd

	Total	Type of work													
		Design	R & D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset Man	Education	Safety & Env	Regulatory	Other
>=£120K	36	5	1	3	11	1	4		2		2	1	2	1	3
>=£125K	15	2		4	1						1		1		6
>=£130K	21	6		1	4		5			1	1		2		1
>=£135K	5				1		2						2		
>=£140K	12	2		1	2		2			1			2	1	1
>=£145K	11	2		1	1		3	1					1		2
>=£150K	51	8		4	12	2	5		2	3	2	1	7		5
>=£200K	24	4	1	3	5		2		3		3		1		2
>=£250K	21	1		6	2		3		2	1	1	2	1		2
Total	2,054	649	172	203	198	26	233	12	62	15	50	31	235	38	130
Mean	67,826	59,045	54,322	72,624	82,959	65,720	69,666	61,207	95,544	110,407	79,539	83,932	68,567	51,842	73,587
Median	55,600	50,100	48,000	55,000	69,000	63,500	57,084	54,850	70,750	110,000	55,247	62,000	63,000	50,548	62,000
1st Decile	30,700	30,000	29,000	32,000	35,000	29,500	33,000	29,500	34,000	42,600	28,331	43,500	29,000	27,000	28,750
9th Decile	115,000	95,000	85,000	124,732	145,000	120,000	121,000	92,000	150,000	180,000	182,500	120,000	113,000	79,500	131,668



Section E Classified by type of work

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

		Total	Type of work													
			Design	R & D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset Man	Education	Safety & Env	Regulatory	Other
Company final salary/defined benefit pension	Total	936	263	84	92	102	8	117	4	24	9	27	29	97	25	55
	%	45.6%	40.5%	48.8%	45.3%	51.5%	30.8%	50.2%	33.3%	38.7%	60.0%	54.0%	93.5%	41.3%	65.8%	42.3%
Company money purchase pension	Total	859	293	62	94	77	13	91	6	27	4	18	1	107	8	58
	%	41.8%	45.1%	36.0%	46.3%	38.9%	50.0%	39.1%	50.0%	43.5%	26.7%	36.0%	3.2%	45.5%	21.1%	44.6%
Non contributory pension	Total	97	33	7	6	6	3	8	2	4	1	3		15	3	6
	%	4.7%	5.1%	4.1%	3.0%	3.0%	11.5%	3.4%	16.7%	6.5%	6.7%	6.0%		6.4%	7.9%	4.6%
Central Providence Fund (Singapore)	Total	2			1					1						
	%	.1%			.5%					1.6%						
401k savings plan (US)	Total	5	1					4								
	%	.2%	.2%					1.7%								
Superannuation (Australia/NZ)	Total	3		3												
	%	.1%		1.7%												
None	Total	152	59	16	10	13	2	13		6	1	2	1	16	2	11
	%	7.4%	9.1%	9.3%	4.9%	6.6%	7.7%	5.6%		9.7%	6.7%	4.0%	3.2%	6.8%	5.3%	8.5%
Medical and dental insurance	Total	1221	361	95	144	133	17	163	9	42	7	27	2	140	10	71
	%	65.0%	60.4%	62.5%	77.0%	72.7%	65.4%	74.8%	75.0%	71.2%	53.8%	57.4%	16.7%	61.9%	31.3%	62.3%
Car or car allowance	Total	591	122	41	57	95	12	69	6	36	8	19	3	77	9	37
	%	31.5%	20.4%	27.0%	30.5%	51.9%	46.2%	31.7%	50.0%	61.0%	61.5%	40.4%	25.0%	34.1%	28.1%	32.5%
Company share scheme	Total	663	154	56	83	69	10	99	4	28	6	23	2	83	2	44
	%	35.3%	25.8%	36.8%	44.4%	37.7%	38.5%	45.4%	33.3%	47.5%	46.2%	48.9%	16.7%	36.7%	6.3%	38.6%
Life insurance	Total	761	216	46	77	78	16	103	7	34	8	24	2	94	8	48
	%	40.5%	36.1%	30.3%	41.2%	42.6%	61.5%	47.2%	58.3%	57.6%	61.5%	51.1%	16.7%	41.6%	25.0%	42.1%
Loans	Total	97	44	3	7	10	1	6		5	2	4	1	10		4
	%	5.2%	7.4%	2.0%	3.7%	5.5%	3.8%	2.8%		8.5%	15.4%	8.5%	8.3%	4.4%		3.5%
IChemE membership fees	Total	1633	549	131	154	152	21	184	9	46	11	40	10	205	24	97
	%	86.9%	91.8%	86.2%	82.4%	83.1%	80.8%	84.4%	75.0%	78.0%	84.6%	85.1%	83.3%	90.7%	75.0%	85.1%
Other professional membership fees	Total	305	74	24	21	29	5	20	2	7	3	8	5	72	7	28
	%	16.2%	12.4%	15.8%	11.2%	15.8%	19.2%	9.2%	16.7%	11.9%	23.1%	17.0%	41.7%	31.9%	21.9%	24.6%
Childcare	Total	196	65	17	16	14	3	20	3	7	1	7	1	25	4	13
	%	10.4%	10.9%	11.2%	8.6%	7.7%	11.5%	9.2%	25.0%	11.9%	7.7%	14.9%	8.3%	11.1%	12.5%	11.4%
None	Total															
	%															
Other	Total	64	15	5	7	9	1	10		1		2		3	2	9
	%	3.4%	2.5%	3.3%	3.7%	4.9%	3.8%	4.6%		1.7%		4.3%		1.3%	6.3%	7.9%



Section E Classified by type of work

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

		Total	Type of work													
			Design	R & D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset Man	Education	Safety & Env	Regulatory	Other
Chartered Members	Total	1,115	308	92	109	134	14	109	9	41	14	30	18	139	21	77
	Mean	84,138	74,040	67,735	88,552	97,998	80,426	91,577	71,550	106,182	119,854	96,901	87,027	85,862	60,767	83,318
	Median	71,000	68,000	64,734	70,000	85,500	69,250	77,000	70,350	75,000	115,000	70,027	66,500	75,000	63,070	72,000
	1st Decile	45,851	45,000	43,000	45,000	53,000	42,000	50,000		41,200	42,600	33,500	50,000	50,000	34,500	40,000
	9th Decile	132,000	110,000	95,015	132,000	154,233	156,000	140,000	145,000	180,000	180,000	200,000	170,000	136,000	79,750	129,000
Non-Chartered Members	Total	1,008	366	85	100	68	13	132	5	23	2	21	16	102	21	54
	Mean	49,634	46,703	39,601	54,871	52,880	48,564	51,060	40,521	74,774	49,000	55,562	80,173	45,218	41,925	59,450
	Median	40,000	39,000	37,000	40,000	45,000	42,500	43,100	41,950	57,300	49,000	40,000	48,664	38,200	32,050	37,000
	1st Decile	28,000	28,500	26,000	28,500	30,000	28,000	31,000	29,500	22,000	43,000	24,500	34,233	27,509	25,000	26,000
	9th Decile	78,000	70,000	55,000	77,500	99,000	74,000	85,000	48,684	110,000	55,000	86,000	90,000	74,850	70,000	134,335
Male	Total	1,731	534	149	176	176	23	200	12	55	13	38	27	192	31	105
	Mean	72,135	62,408	56,291	77,653	86,966	69,452	73,337	69,008	101,764	128,625	91,533	75,791	73,981	57,011	78,323
	Median	60,000	53,000	52,000	56,000	75,000	64,500	60,000	65,000	79,000	123,500	67,514	62,000	66,000	56,007	66,203
	1st Decile	31,500	30,500	29,500	32,350	40,000	32,000	32,000	34,500	34,000	55,000	34,000	43,500	31,400	27,000	30,000
	9th Decile	120,000	101,800	89,000	128,000	150,000	120,000	130,000	118,500	180,000	180,000	200,000	120,000	120,000	80,000	143,000
Female	Total	392	140	28	33	26	4	41	2	9	3	13	7	49	11	26
	Mean	48,408	45,875	43,748	46,718	55,228	45,198	51,956	22,200	53,559	37,533	41,555	117,849	46,320	37,366	53,695
	Median	42,500	42,008	39,000	41,000	46,000	40,000	46,500	22,200	48,650	42,600	32,250	63,250	41,000	31,554	43,000
	1st Decile	28,200	29,640	27,000	28,000	31,500	26,790	35,420		27,000	12,000	24,500	34,233	27,500	19,163	23,000
	9th Decile	74,000	70,000	68,306	72,000	90,000	74,000	81,080	44,400	85,000	58,000	55,000	410,361	72,240	65,656	75,000



Section E Classified by type of work

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

		Total	Type of work													
			Design	R & D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset Man	Education	Safety & Env	Regulatory	Other
Doctorate	Total	232	41	70	23	12	2	11	1	4	2	2	27	18	2	17
	Mean	69,290	62,712	61,732	70,295	88,175	66,500	64,457	49,700	76,000	148,500	76,000	89,027	75,681	23,000	62,315
	Median	59,900	53,000	58,000	55,500	64,850	66,500	61,550	49,700	57,000	148,500	76,000	62,000	67,000	23,000	60,000
	1st Decile	35,000	30,000	32,277	40,000	41,000	52,000	44,250	49,700	40,000	142,000	31,000	44,000	50,000	10,000	31,877
	9th Decile	114,028	105,000	100,000	110,000	168,000	81,000	95,000	49,700	150,000	155,000	121,000	170,000	113,000	36,000	120,000
Masters	Total	1,163	430	61	110	98	14	154	7	23	8	30	1	133	22	72
	Mean	58,425	52,296	42,329	56,363	84,210	63,785	59,768	39,940	64,867	81,575	73,363	85,000	58,521	51,789	63,849
	Median	47,000	44,000	38,500	43,338	73,630	45,000	48,700	39,500	67,712	56,500	49,500	85,000	48,325	34,525	50,000
	1st Decile	29,000	30,000	17,000	28,821	33,000	28,000	32,000		27,000	12,000	25,643	85,000	28,000	26,375	28,000
	9th Decile	102,000	80,000	68,306	85,000	153,000	156,000	104,000	70,700	102,000	262,000	182,500	85,000	108,000	99,750	125,000
Bachelors	Total	717	202	45	74	91	11	74	6	36	6	19	5	88	18	42
	Mean	82,344	72,740	59,383	92,838	80,905	68,274	91,576	80,847	119,790	141,300	90,224	58,240	82,395	55,512	94,612
	Median	68,000	63,500	58,000	68,500	67,000	66,750	80,000	77,500	85,000	132,000	72,514	50,000	71,000	59,000	72,000
	1st Decile	38,000	37,000	31,000	42,000	38,000	40,750	43,000	44,400	48,000	109,500	30,000	32,000	40,000	33,000	35,960
	9th Decile	130,242	105,000	89,000	150,000	135,000	101,988	137,000	145,000	226,076	180,000	240,000	90,000	140,000	75,000	160,000
Non-grad	Total	11	1	1	2	1		2		1			1	2		
	Mean	93,116	80,600	33,000	240,478	83,000		60,300						66,500		
	Median	69,228	80,600	33,000	240,478	83,000		60,300						66,500		
	1st Decile	16,500	80,600	33,000	68,455	83,000		45,600						63,000		
	9th Decile	247,750	80,600	33,000	412,500	83,000		75,000						70,000		



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	Safety & Env	Regulatory	Other
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	27	3	2	4	6	2	1	1	2		2	1	2		1
	Mean	181,563	107,667	230,000	201,962	160,383	147,500	315,000	92,000	202,500		183,000	170,000	239,250		276,000
	Median	172,500	75,000	230,000	176,425	154,500	147,500	315,000	92,000	202,500		183,000	170,000	239,250		276,000
	1st Decile	92,000	48,000	230,000	95,000	92,600	120,000	315,000	92,000	180,000		126,000	170,000	133,500		276,000
	9th Decile	315,000	200,000	230,000	360,000	250,000	175,000	315,000	92,000	225,000		240,000	170,000	345,000		276,000
Senior manager/Director/Dean/Head of department	Total	165	32	9	22	37	2	12		10	6	5	2	13	2	13
	Mean	121,680	104,475	91,192	139,002	123,925	115,350	90,985		191,605	173,800	106,605	176,750	119,121	72,750	107,321
	Median	105,000	100,800	85,000	103,000	120,000	115,350	96,000		112,000	170,000	110,000	176,750	108,000	72,750	102,674
	1st Decile	62,500	72,000	60,000	65,000	58,000	74,700	62,498		71,985	115,000	57,000	73,500	74,000	66,000	50,000
	9th Decile	200,000	160,000	119,732	200,000	200,000	156,000	121,000		495,000	262,000	175,000	280,000	183,000	79,500	150,000
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	446	106	44	45	67	6	40	6	17	3	17	11	49	9	26
	Mean	81,243	79,064	67,762	76,714	83,913	64,711	97,125	80,067	79,212	89,200	104,225	74,020	87,954	66,462	73,585
	Median	72,352	74,000	67,000	70,000	76,000	65,750	80,731	70,350	82,000	70,000	81,000	68,750	76,500	63,070	68,000
	1st Decile	50,000	50,000	50,000	45,699	52,000	45,000	59,500	49,700	42,000	42,600	47,000	54,500	55,000	48,096	43,800
	9th Decile	125,000	110,000	91,000	125,000	135,000	81,000	152,905	145,000	114,261	155,000	200,000	105,000	140,000	120,000	106,000
Senior engineer/Senior lecturer	Total	305	120	24	24	16	3	39	1	7	2	4	3	37	7	18
	Mean	67,591	65,272	57,099	58,441	74,679	47,333	85,036		58,719	120,750	45,000	55,253	71,668	50,404	71,339
	Median	62,300	60,500	56,662	54,750	65,500	42,000	71,300		47,000	120,750	47,000	55,000	69,500	53,000	65,602
	1st Decile	43,500	44,600	41,000	48,000	43,061	35,000	48,972		32,500	109,500	31,000	48,000	51,000	33,000	41,000
	9th Decile	100,000	100,000	76,500	78,000	117,000	65,000	130,000		120,000	132,000	55,000	62,758	102,421	68,000	110,000
Engineer/Supervised team member/Lecturer	Total	67	25	8	9	1		13		1				6		4
	Mean	54,750	50,694	52,787	54,496	40,000		70,833		37,000				55,664		43,110
	Median	50,110	49,000	52,000	48,667	40,000		61,700		37,000				49,525		42,494
	1st Decile	35,000	33,182	31,000	35,000	40,000		46,050		37,000				46,000		20,000
	9th Decile	75,000	62,000	68,306	100,000	40,000		88,700		37,000				74,000		67,450
Engineering technician	Total															
	Mean															
	Median															
	1st Decile															
	9th Decile															
Graduate in training/Engineer in training/Post doctoral	Total	2							1			1				
	Mean	16,750										33,500				
	Median	16,750										33,500				
	1st Decile											33,500				
	9th Decile	33,500										33,500				
Consultant	Total	91	21	4	5	7	1	3		1	2	1	1	32	2	11
	Mean	83,825	78,011	75,000	95,935	99,857	70,000	117,167		50,000	84,000	30,000	50,000	80,123	77,500	96,659
	Median	80,000	75,000	84,000	110,000	100,000	70,000	130,000		50,000	84,000	30,000	50,000	75,000	77,500	75,000
	1st Decile	40,000	41,500	40,000	40,000	40,000	70,000	71,500		50,000	58,000	30,000	50,000	43,200	75,000	63,250
	9th Decile	130,000	107,800	92,000	120,000	200,000	70,000	150,000		50,000	110,000	30,000	50,000	113,172	80,000	145,000
Other	Total	12	1	1				1		3	1				1	4
	Mean	62,285	87,000	39,000				80,000		62,600	12,000				30,307	77,829
	Median	59,900	87,000	39,000				80,000		65,000	12,000				30,307	75,500
	1st Decile	30,307	87,000	39,000				80,000		54,800	12,000				30,307	32,000
	9th Decile	100,000	87,000	39,000				80,000		68,000	12,000				30,307	128,314



Section E Classified by type of work

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

		Type of work														
		Total	Design	R & D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset Man	Education	Safety & Env	Regulatory	Other
Chairman/Managing director/Chief executive/Vice chancellor/Vice president	Total	7			1					2				1		3
	Mean	185,867			210,000					115,000						201,445
	Median	170,000			210,000					115,000						170,000
	1st Decile	115,000			210,000					115,000						134,335
	9th Decile	300,000			210,000					115,000						300,000
Senior manager/Director/Dean/Head of department	Total	38	2	6	4	6		6		6		2	1	2		3
	Mean	113,508	85,350	80,667	192,250	94,600		100,450		136,167		144,075	85,000	77,350		114,167
	Median	88,125	85,350	96,500	205,000	96,000		87,250		82,500		144,075	85,000	77,350		120,000
	1st Decile	48,150	65,700	20,000	59,000	80,000		45,000		69,000		48,150	85,000	74,700		62,500
	9th Decile	240,000	105,000	123,000	300,000	114,000		165,000		409,000		240,000	85,000	80,000		160,000
Manager/Site Manager/Project Manager/Associate professor/Professor/Principal engineer	Total	106	27	8	20	14	2	12		4	1	4	3	6	2	3
	Mean	65,175	71,669	48,350	59,024	70,354	78,988	66,646		76,833	43,000	66,197	79,333	65,375	46,650	47,667
	Median	61,122	70,000	50,000	55,500	58,500	78,988	56,000		78,000	43,000	69,000	80,000	59,500	46,650	45,000
	1st Decile	40,000	50,000	28,000	39,000	40,000	74,000	42,000		42,500	43,000	26,786	68,000	57,000	31,300	38,000
	9th Decile	96,000	92,400	64,000	82,500	115,000	83,975	103,000		110,000	43,000	100,000	90,000	98,000	62,000	60,000
Senior engineer/Senior lecturer	Total	136	58	11	9	9	1	16	1	4		1	6	14	1	5
	Mean	64,760	74,489	43,370	48,600	51,419	39,500	64,529	48,684	51,186		35,000	107,310	57,746	34,650	49,020
	Median	50,000	51,750	45,000	50,000	51,500	39,500	60,000	48,684	57,150		35,000	48,000	50,000	34,650	48,500
	1st Decile	37,650	39,000	35,000	35,300	35,000	39,500	42,500	48,684	444		35,000	43,500	38,000	34,650	35,000
	9th Decile	84,750	90,000	55,000	56,500	66,900	39,500	98,000	48,684	90,000		35,000	410,361	101,000	34,650	60,000
Engineer/Supervised team member/Lecturer	Total	337	148	30	36	24	6	47	1	3	1	4	3	22	3	9
	Mean	40,292	39,853	36,436	39,193	40,101	39,700	47,897	39,500	40,000	55,000	39,250	33,117	37,830	32,113	36,989
	Median	38,500	38,800	38,000	37,000	39,173	40,000	41,000	39,500	45,000	55,000	39,500	33,117	36,388	32,113	35,980
	1st Decile	29,000	28,500	28,000	28,821	31,500	29,500	31,000	39,500	27,000	55,000	30,000	32,000	28,000	29,825	29,000
	9th Decile	53,000	53,000	45,000	48,200	54,000	52,000	66,715	39,500	48,000	55,000	48,000	34,233	51,250	34,400	50,000
Engineering technician	Total	10	4	1		1		2						1	1	
	Mean	37,950	20,000	27,500		67,000		60,300						28,500		
	Median	34,250	20,000	27,500		67,000		60,300						28,500		
	1st Decile			27,500		67,000		45,600						28,500		
	9th Decile	75,000	40,000	27,500		67,000		75,000						28,500		
Graduate in training/Engineer in training/Post doctoral	Total	249	109	17	21	5	3	40	2	1		5	1	22	5	18
	Mean	33,847	33,529	29,682	29,803	28,040	39,597	39,029	29,500	22,000		26,975		31,071	27,315	41,071
	Median	32,230	32,760	31,308	32,000	30,000	28,000	37,211	29,500	22,000		24,500		31,700	27,650	30,000
	1st Decile	25,700	26,000	14,500	19,340	24,700	26,790	29,750	29,500	22,000		22,500		27,000	25,000	25,000
	9th Decile	42,000	43,000	37,290	36,664	30,500	64,000	51,250	29,500	22,000		34,000		35,500	28,600	47,421
Consultant	Total	41	6			2	1	1	1	1		4		18	1	6
	Mean	55,843	77,667			82,500	68,000	145,000	44,400	27,000		59,000		40,385		59,233
	Median	44,700	89,000			82,500	68,000	145,000	44,400	27,000		62,500		35,000		51,575
	1st Decile	26,250	10,000			45,000	68,000	145,000	44,400	27,000		25,000		27,000		23,000
	9th Decile	116,500	122,000			120,000	68,000	145,000	44,400	27,000		86,000		63,000		120,000
Other	Total	16	3	4		1		1		2				2	2	1
	Mean	31,185	33,167	33,500		32,400		27,000		17,000				36,000	32,050	35,960
	Median	33,500	33,000	37,500		32,400		27,000		17,000				36,000	32,050	35,960
	1st Decile	1,500	1,500	16,000		32,400		27,000						30,000	25,100	35,960
	9th Decile	43,000	65,000	43,000		32,400		27,000		34,000				42,000	39,000	35,960



Section E Classified by type of work

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

		Total	Type of work													
			Design	R & D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset Man	Education	Safety & Env	Regulatory	Other
Biochemical engineering	Total	28	5	5	5	6		4								3
	Mean	64,199	64,534	63,408	78,600	68,613		43,125								59,701
	Median	52,000	62,000	60,000	48,500	47,000		42,750								30,000
	1st Decile	26,500	22,670	55,223	26,500	41,000		32,000								22,104
	9th Decile	127,000	98,000	75,000	210,000	130,675		55,000								127,000
Chemical and allied products	Total	211	47	25	52	20	2	18	2	4		1	1	29	3	7
	Mean	64,192	54,616	63,659	73,045	68,859	54,000	57,737	77,500	66,125		65,000	75,700	70,052	51,153	43,452
	Median	58,350	48,500	55,000	58,000	60,954	54,000	52,000	77,500	66,500		65,000	75,700	66,000	63,360	35,000
	1st Decile	32,930	30,000	32,277	32,000	37,475	54,000	34,000	70,000	41,200		65,000	75,700	48,200	25,100	27,162
	9th Decile	96,000	75,000	98,000	107,550	111,480	54,000	95,000	85,000	90,300		65,000	75,700	108,000	65,000	66,000
Consultancy	Total	209	77	6	3	10	3	7	2	5		2		69	6	19
	Mean	56,226	49,585	48,400	61,667	64,600	62,333	60,414	49,750	108,264		72,500		51,555	45,784	80,081
	Median	47,519	42,295	38,000	40,000	62,000	68,000	56,000	49,750	80,000		72,500		42,600	46,818	56,000
	1st Decile	27,900	26,300	4,500	35,000	28,500	45,000	35,000	39,500	444		35,000		28,000	10,000	35,000
	9th Decile	100,000	88,000	85,000	110,000	100,000	74,000	113,000	60,000	226,076		110,000		100,000	79,500	145,000
Consumer products	Total	19	2	5	7	1		1	1					2		
	Mean	61,636	87,500	73,569	59,106	33,000		42,500						69,500		
	Median	60,400	87,500	60,400	55,000	33,000		42,500						69,500		
	1st Decile	29,000	85,000	47,500	29,000	33,000		42,500						65,000		
	9th Decile	100,000	90,000	123,000	100,000	33,000		42,500						74,000		
Contracting	Total	139	109		1	13	5			4		2		4	1	
	Mean	73,338	65,439		42,000	114,524	89,535			85,667		128,500		94,500	70,000	
	Median	70,000	64,000		42,000	110,000	81,000			98,000		128,500		97,500	70,000	
	1st Decile	35,183	33,600		42,000	45,631	52,000			50,000		82,000		51,000	70,000	
	9th Decile	110,000	100,000		42,000	210,680	156,000			109,000		175,000		132,000	70,000	
Education/Universities	Total	41		12									27			2
	Mean	72,318		42,102									87,967			58,000
	Median	50,000		34,191									62,000			58,000
	1st Decile	30,704		27,000									43,500			56,000
	9th Decile	120,000		61,000									170,000			60,000
Finance, insurance and risk	Total	14									4			7		3
	Mean	130,279									153,750			115,357		133,800
	Median	142,500									162,500			133,500		145,000
	1st Decile	75,000									110,000			72,000		91,400
	9th Decile	170,000									180,000			162,000		165,000



Section E Classified by type of work

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

		Total	Type of work													
			Design	R & D	Manufacturing	Admin	Construction	Operations	IT	Sales	Finance	Asset Man	Education	Safety & Env	Regulatory	Other
Food and drink	Total	78	13	21	12	13	2	9		2				2	1	3
	Mean	57,225	46,475	52,044	68,893	72,558	37,500	65,500		51,258				46,500	31,300	44,068
	Median	46,000	44,280	45,500	45,000	70,500	37,500	52,000		51,258				46,500	31,300	38,000
	1st Decile	28,000	28,000	29,600	27,800	38,000	35,000	27,000		40,000				28,000	31,300	28,000
	9th Decile	98,000	70,000	74,000	73,000	105,000	40,000	137,000		62,516				65,000	31,300	66,203
Health, safety and environment	Total	26		1										12	9	4
	Mean	62,172		33,000										60,443	44,990	113,313
	Median	53,125		33,000										49,725	36,000	110,000
	1st Decile	28,930		33,000										28,000	30,307	63,250
	9th Decile	120,000		33,000										95,000	63,140	170,000
Industrial gases	Total	64	15	4	3	12	1	10		6		1		7		5
	Mean	64,308	57,948	53,375	48,516	89,396	68,500	52,909		74,637		29,875		70,525		49,143
	Median	64,000	53,000	51,000	45,699	82,577	68,500	57,250		70,750		29,875		79,015		37,000
	1st Decile	31,000	33,200	35,000	29,850	32,000	68,500	28,050		48,000		29,875		26,000		27,216
	9th Decile	101,800	88,672	76,500	70,000	124,000	68,500	75,000		101,900		29,875		120,000		80,000
Iron, steel and other metals	Total	14		3	2	1		3		2		1				2
	Mean	54,550		33,333	101,175	54,000		35,500		71,000		51,000				44,400
	Median	45,000		32,000	101,175	54,000		35,500		71,000		51,000				44,400
	1st Decile	31,000		28,000	49,500	54,000		31,000		62,000		51,000				43,800
	9th Decile	80,000		40,000	152,849	54,000		40,000		80,000		51,000				45,000
Mining and minerals	Total	14	3	3	5	1		1								1
	Mean	62,323	59,667	75,667	55,250	40,000		43,200								100,000
	Median	50,000	39,000	86,000	44,000	40,000		43,200								100,000
	1st Decile	35,000	35,000	52,000	32,000	40,000		43,200								100,000
	9th Decile	101,000	105,000	89,000	101,000	40,000		43,200								100,000
Oil and gas exploration and production	Total	431	163	6	3	44	2	95	3	7	3	17	1	62	2	23
	Mean	87,057	75,291	60,375	88,167	114,222	92,000	85,593	88,128	126,286	105,667	122,147	85,000	82,942	120,000	95,884
	Median	73,503	56,000	55,000	87,000	110,000	92,000	75,000	70,700	94,000	132,000	105,000	85,000	75,000	120,000	75,000
	1st Decile	34,270	34,270	27,500	77,500	54,000	64,000	37,227	48,684	34,000	43,000	30,000	85,000	34,000	120,000	25,500
	9th Decile	150,000	133,632	104,000	100,000	185,000	120,000	145,000	145,000	409,000	142,000	240,000	85,000	125,000	120,000	205,000
Oil refining	Total	145	37	2	31	8		31		10	2	1		5	1	17
	Mean	79,605	51,807	91,515	111,382	88,503		59,518		102,056	185,750	80,000		83,150	75,000	86,123
	Median	67,000	43,000	91,515	100,000	82,012		47,000		99,500	185,750	80,000		83,500	75,000	82,000
	1st Decile	34,000	30,000	91,000	43,338	34,000		36,347		42,000	109,500	80,000		50,600	75,000	30,000
	9th Decile	130,242	92,400	92,030	200,000	142,000		103,000		180,500	262,000	80,000		115,000	75,000	129,000
Paper and packaging	Total	3		1	1											1
	Mean	47,933		50,300	31,000											62,500
	Median	50,300		50,300	31,000											62,500
	1st Decile	31,000		50,300	31,000											62,500
	9th Decile	62,500		50,300	31,000											62,500
Petrochemicals	Total	111	38	12	15	12	1	15		4	3	1	2	6		2
	Mean	72,263	51,100	63,268	72,500	99,846	28,000	71,959		236,750	80,000	48,000	50,000	67,600		80,038
	Median	59,000	43,000	65,935	57,500	87,500	28,000	60,000		80,000	70,000	48,000	50,000	64,000		80,038
	1st Decile	32,750	31,000	37,290	41,000	45,000	28,000	35,700		37,000	55,000	48,000	50,000	27,000		75
	9th Decile	120,000	79,000	80,000	128,000	156,000	28,000	111,000		750,000	115,000	48,000	50,000	136,000		160,000



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	Safety & Env	Regulatory	Other
Pharmaceuticals and personal care products	Total	119	6	30	37	13		9				3		9	3	9
	Mean	55,460	54,081	52,114	53,843	59,685		50,759				54,174		54,629	95,000	60,017
	Median	51,000	49,500	45,168	49,400	59,300		49,486				54,174		61,000	80,000	57,000
	1st Decile	33,429	38,000	30,000	35,000	35,000		33,000				52,853		27,500	62,000	29,000
	9th Decile	85,000	86,685	80,200	83,000	87,000		85,000				55,494		70,000	143,000	92,000
Plastics	Total	13			10	1		1		1						
	Mean	62,796			64,165	61,700		38,000		75,000						
	Median	54,600			52,800	61,700		38,000		75,000						
	1st Decile	35,500			34,708	61,700		38,000		75,000						
	9th Decile	103,000			113,866	61,700		38,000		75,000						
Power generation & fossil fuels	Total	23	1	8	2	4	3	1		1		1		2		
	Mean	48,453	61,500	53,878	15,500	53,975	33,667	26,000		47,000		65,000		68,000		
	Median	53,304	61,500	58,050	15,500	57,000	32,000	26,000		47,000		65,000		68,000		
	1st Decile	27,000	61,500	27,000		35,000	29,500	26,000		47,000		65,000		66,000		
	9th Decile	66,900	61,500	71,000	31,000	66,900	39,500	26,000		47,000		65,000		70,000		
Power generation & nuclear decommissioning	Total	104	60	7	2	10	1	5				6	1	6	2	4
	Mean	58,591	53,575	43,614	236,050	65,145	76,764	56,020				46,708	42,000	77,086	53,500	46,999
	Median	52,000	51,350	40,500	236,050	60,000	76,764	56,000				45,750	42,000	61,000	53,500	48,500
	1st Decile	30,500	30,000	27,500	59,600	30,500	76,764	44,000				39,000	42,000	27,517	39,000	29,997
	9th Decile	80,000	80,000	56,000	412,500	141,000	76,764	75,500				55,000	42,000	183,000	68,000	61,000
Power generation & nuclear generation	Total	43	9	3	2	5		6	1			1	1	8	3	4
	Mean	52,328	40,724	63,547	47,500	79,950		55,760	29,500			22,500	90,000	55,281	27,275	47,346
	Median	44,000	40,545	80,000	47,500	65,000		59,800	29,500			22,500	90,000	50,000	27,000	49,942
	1st Decile	27,000	25,700	29,500	40,000	30,750		45,000	29,500			22,500	90,000	29,000	25,000	24,500
	9th Decile	81,140	67,000	81,140	55,000	168,000		64,000	29,500			22,500	90,000	110,000	29,825	65,000
Power generation & renewables	Total	21	7	1	1	4		3		1	2			1	1	
	Mean	52,834	40,280	26,000	40,000	56,750		63,505		85,000	58,000			108,000	27,650	
	Median	56,500	36,591	26,000	40,000	59,000		72,000		85,000	58,000			108,000	27,650	
	1st Decile	26,000	23,000	26,000	40,000	45,000		31,266		85,000	58,000			108,000	27,650	
	9th Decile	87,250	62,000	26,000	40,000	64,000		87,250		85,000	58,000			108,000	27,650	
Process plant and equipment	Total	46	23	3	5	4		2	1	7						1
	Mean	49,539	50,201	49,583	33,655	63,562		37,000	92,000	49,571						24,000
	Median	43,000	45,000	46,250	31,811	68,473		37,000	92,000	42,500						24,000
	1st Decile	24,700	30,000	35,500	28,000	24,700		31,000	92,000							24,000
	9th Decile	92,000	72,000	67,000	43,000	92,600		43,000	92,000	115,000						24,000
Waste management	Total	18	6		1	2	2	2			1				1	3
	Mean	59,322	42,413		65,000	56,500	122,500	65,000			42,600				34,400	63,000
	Median	49,000	43,100		65,000	56,500	122,500	65,000			42,600				34,400	77,000
	1st Decile	33,000	30,000		65,000	33,000	70,000	65,000			42,600				34,400	34,000
	9th Decile	80,000	50,277		65,000	80,000	175,000	65,000			42,600				34,400	78,000
Water	Total	87	38	9	2	6	4	8		6		10			1	3
	Mean	46,373	42,588	48,283	45,000	47,583	44,198	51,438		59,200		47,946			48,096	48,000
	Median	45,000	39,800	45,000	45,000	46,500	43,500	39,500		60,032		47,575			48,096	43,000
	1st Decile	26,000	24,650	50	31,000	30,000	26,790	27,500		40,000		24,750			48,096	26,000
	9th Decile	75,000	65,000	113,000	59,000	65,000	63,000	115,000		85,000		75,000			48,096	75,000
Other	Total	102	15	10	7	12	1	10	4	4	1	4	1	10	8	15
	Mean	61,077	48,483	44,650	55,039	63,155	65,000	80,810	47,050	116,750	12,000	67,250	60,000	65,924	49,743	62,918
	Median	51,789	46,865	41,500	56,000	56,000	65,000	51,789	47,050	110,000	12,000	56,500	60,000	67,500	53,000	55,000
	1st Decile	30,000	25,000	30,250	28,821	42,000	65,000	27,500	44,400	22,000	12,000	30,000	60,000	40,000	28,600	32,000
	9th Decile	99,000	79,000	62,500	107,000	68,000	65,000	315,000	49,700	225,000	12,000	126,000	60,000	97,500	66,000	108,000

IChemE offices

Global headquarters

UK – Rugby

Tel: +44 (0)1788 578214

Email: info@icheme.org

Australia

Tel: +61 (0)3 9642 4494

Email: austmembers@icheme.org

Malaysia

Tel: +603 2283 1381

Email: malaysianmembers@icheme.org

New Zealand

Tel: +64 (4)473 4398

Email: nzmembers@icheme.org

Singapore

Tel: +65 6471 5043

Email: singaporemembers@icheme.org

UK – London

Tel: +44 (0)20 7927 8200

Email: info@icheme.org



www.icheme.org



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

Editorial by Trish Dwyer. Design by Shelley Lander.