



Salary Survey 2014

Analysis of the remuneration received by professional Chemical Engineers based in the UK



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Introduction

In January 2014, 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 2014 data to that of previous years.

The survey was also extended to members in Australia, Malaysia, Ireland, the US, Singapore, South Africa, Canada, India and New Zealand. Visit www.icheme.org/shop to purchase the 2014 Australia salary survey and 2014 Malaysian salary survey. 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. 2547 members participated in the survey. 46% 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

Summary of key findings

Salaries and Progression

The median salary for chemical engineers is £56,000/y (2012: £53,000/y). Since 2004, median salaries have increased by 80% (see chart 1). The median salary for 2013 graduate chemical engineers is £29,500 (2012 figure: £27,861/y) making the sector one of the best paid graduate destinations.

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 35. Caution is advised however due to lower sample sizes of older, female chemical engineers.

Educational

The median salaries of Chartered Chemical Engineers with a first degree (£75,000/y) are higher than those with masters (£67,955/y) and doctorates (£66,000/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).

Industry Differences

Median salaries are highest in the oil and gas exploration and production sector (£71,000/y), followed by oil refining (£70,000/y), contracting (£69,000/y) and petrochemicals (£60,000/y). Graduate chemical engineers that participated in the survey had most commonly secured employment in the oil and gas exploration and production, consultancy, chemical and allied products, and petrochemical sectors.

Effect of Job Role

Survey participants working in a finance or financial services role reported the highest median salary of £125,000/y. However the relatively small sample size (24) means that caution is advised. The 2012 median salaries for those in the same type of work was £100,250/y.

Elsewhere, survey participants working in a design role reported a median salary of £54,000/y (2012: £50,000/y). Those working in a manufacture and production role saw median salaries increase to £56,000/y (2012: £53,000/y) and those working in a research and development role reported median salaries of £45,000/y (2012: £42,000/y).

Regional Effect

The best paid chemical engineers can be found in London and South East where median salaries of £65,000/y were reported for both. Survey participants based in Scotland (£56,623/y) and East Anglia (£55,700) reported the other highest median salaries. It is also in Scotland, South East and London where you will find the highest concentration of chemical and process engineers employed in the oil and gas exploration and production sector.

Additional Benefits

44% of survey participants reported a company final salary or defined benefit pension – down from 56% in 2010. Conversely, company money purchase pensions were up to 37% compared to 30% in 2010 and 12% of participants reported no pension related benefits.

74% of participants reported that their employer paid their IChemE membership fees.

Analysis

Chart 1 – Chemical Engineering Salary Trends 1996–2014
Top decile, median and lower decile

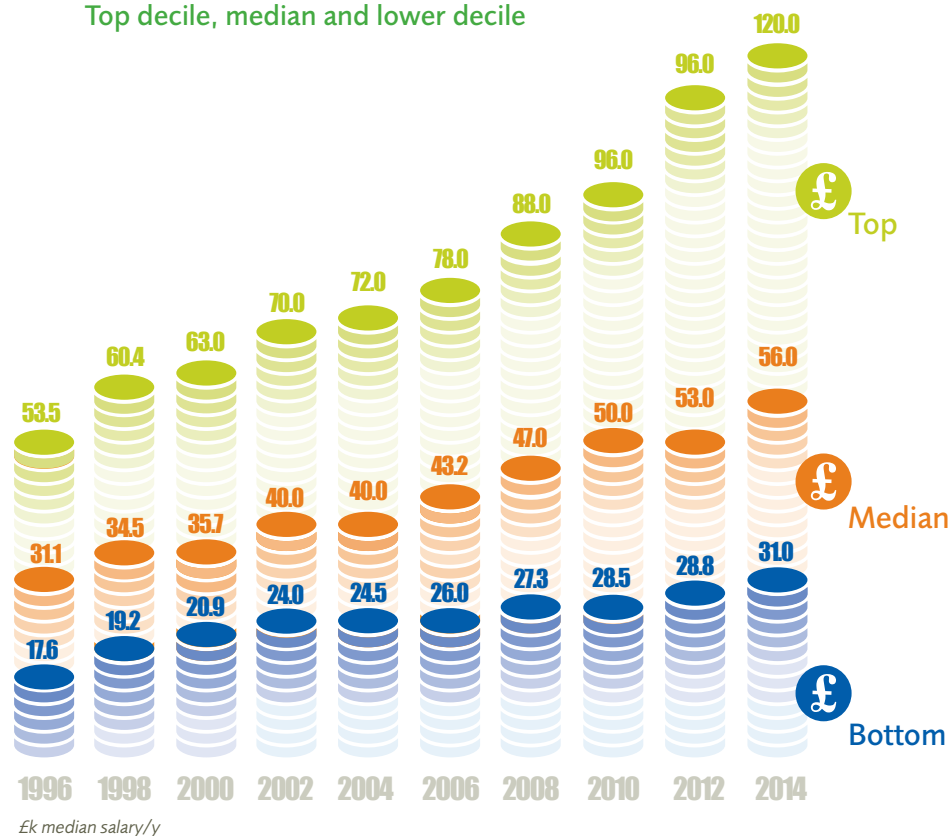
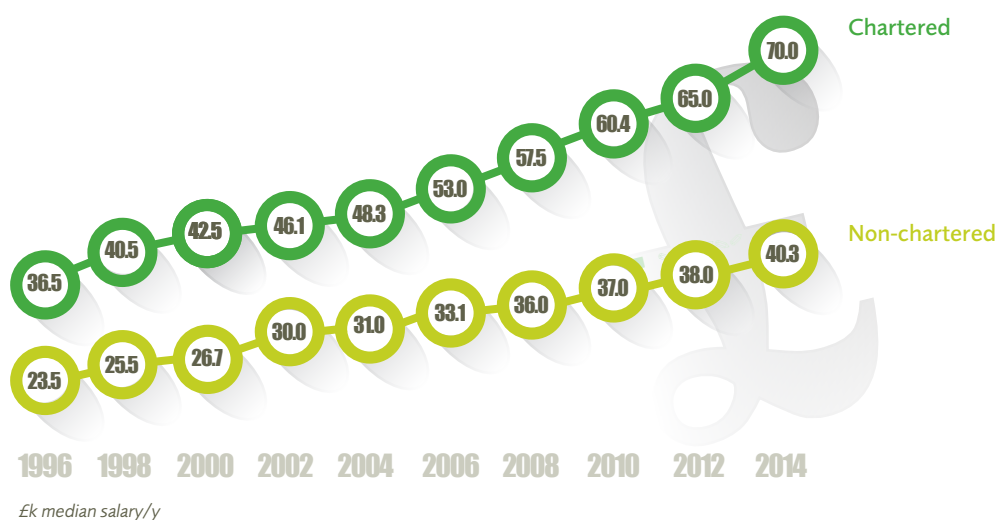


Chart 2 – 'The value of the letters': Median salaries for IChemE chartered and non-chartered 1996–2014



Analysis

Chart 3 – 2013 graduate salaries by industry sector

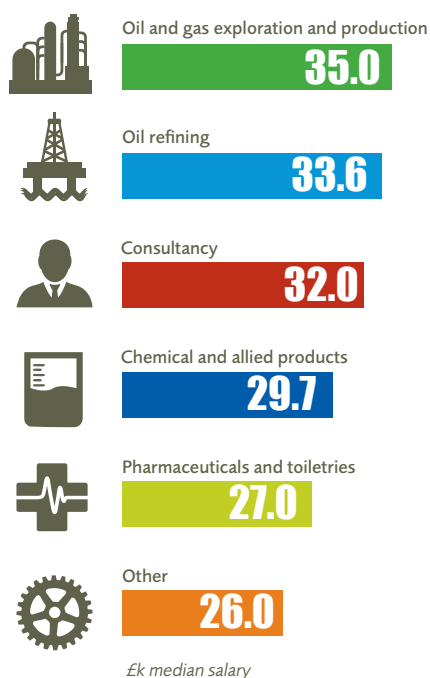
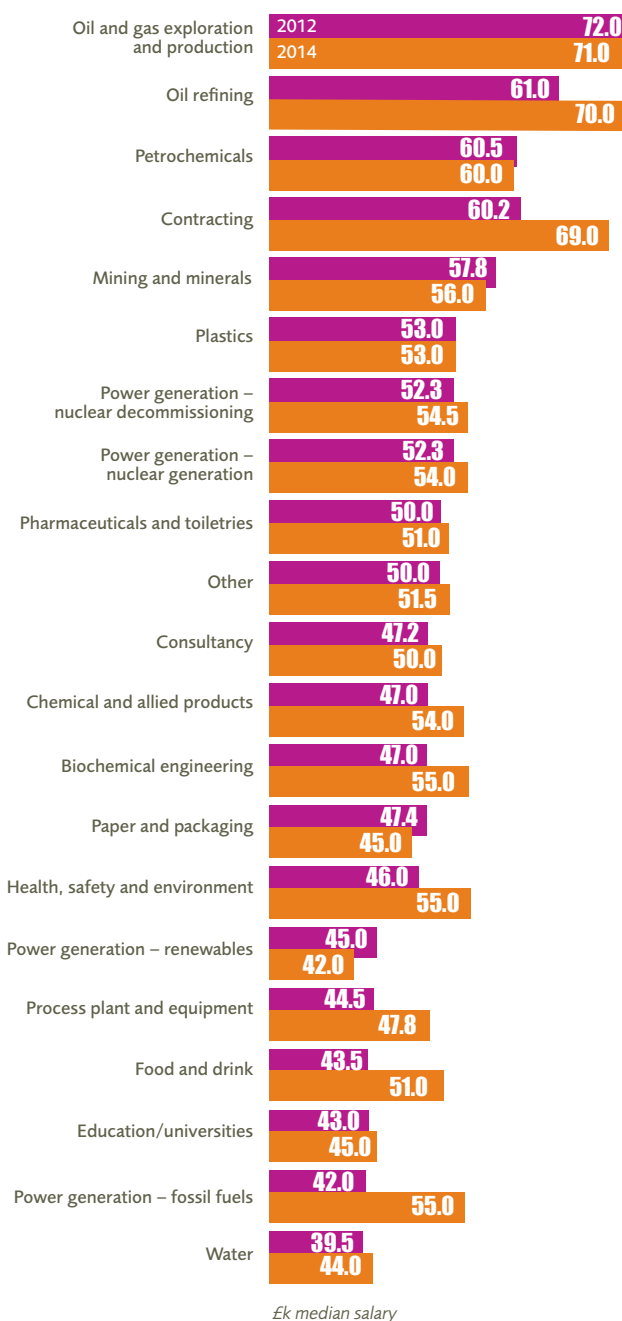


Chart 4 – Comparison by industry sector 2012–14



Analysis

Chart 5 – Comparison by type of work 2012–2014

Type of work

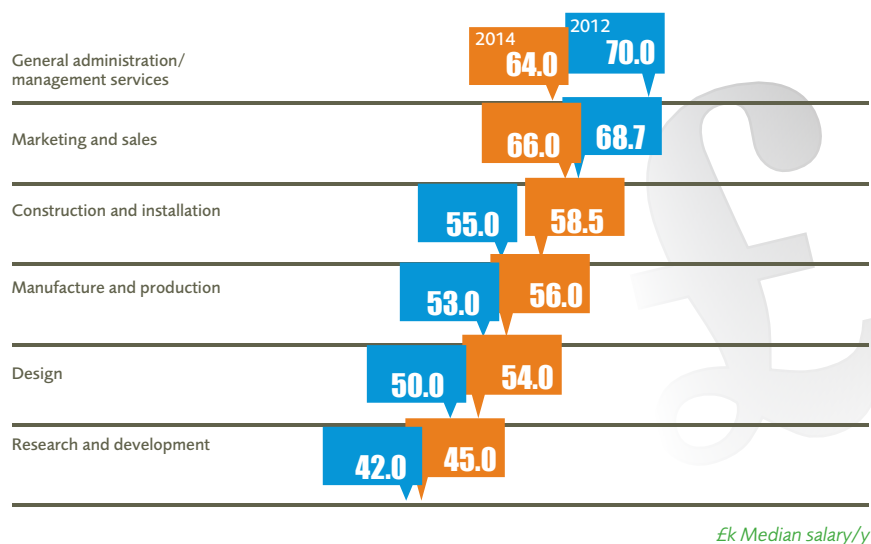
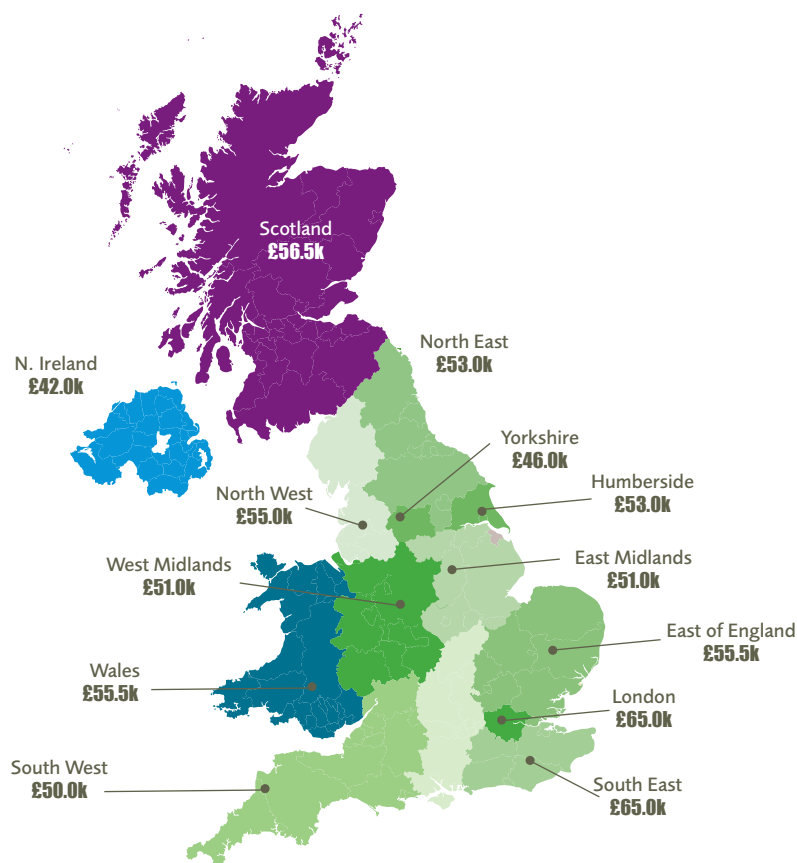


Chart 6 – Median salaries by region



Analysis

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

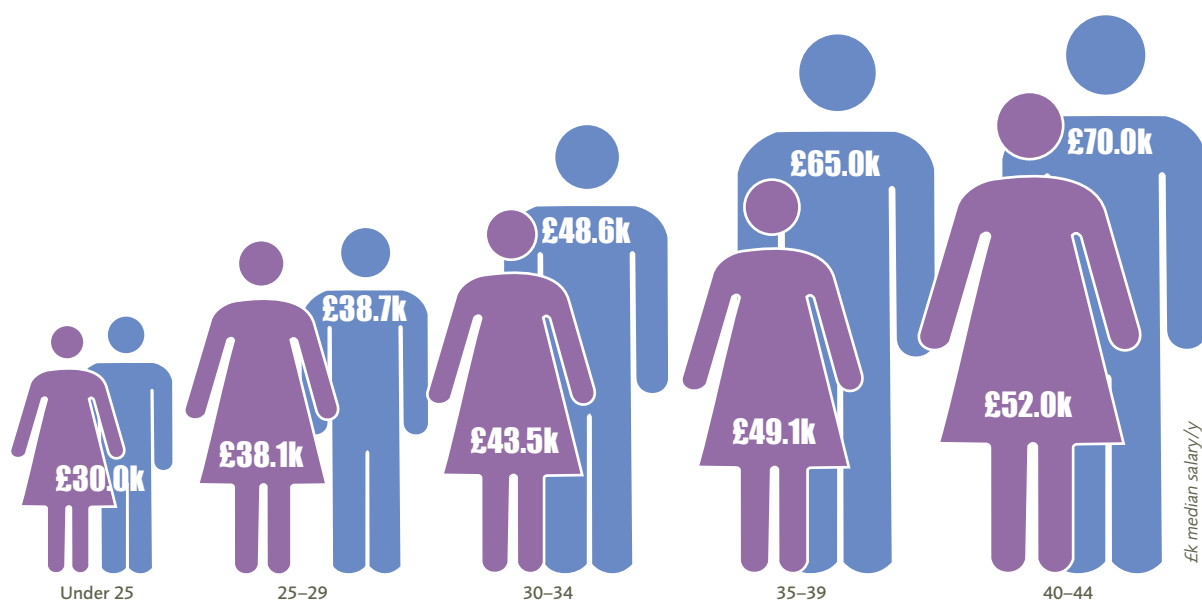


Chart 8 – Chartered v non-chartered earnings by age band



ICHEME UK 2014 Salary Survey

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. In which of these areas is your primary place of work?

- Scotland
- North East
- North West
- Yorkshire
- Humberside
- West Midlands
- East Midlands
- East of England
- South West
- South East
- London
- Wales
- N 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
- Project manager/Site manager/Professor/ Associate professor/Principal process engineer
- Senior manager/Director/Dean/ Head of department
- Chairman/Managing director/Chief executive/ Vice chancellor
- Consultant
- Other

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

- Biochemical engineering
- Chemical and allied products
- Consultancy
- Contracting
- Education/Universities
- Food and drink
- Health, safety and environment
- 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

IChemE UK 2014 Salary Survey (continued)

9. What is your main type of work?

- Construction and installation
- Design
- Education and training
- Finance/financial services
- Process safety to general administration/management services
- Manufacture and production
- Marketing and sales
- Research and development
- Other

10. What is the status of your employment?

- Full time (120 hours or more per month)
- Part time (less than 120 hours per month)

11. How many hours per 4 week period did you typically work in 2013?

12. What was your total earned income, before tax, in 2013?

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

- Company final salary/defined benefit pension
- Company money purchase pension
- Non contributory pension
- Superannuation
- Central Providence Fund
- 401k savings plan
- None

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

- Medical insurance
- Car
- Loans
- IChemE membership fees
- Other professional membership fees
- Childcare
- None
- Other

15. When you are looking for a new role, what is most important to you - 1 being most important and 5 being least important?

- Salary
- Location
- Benefits (ie pension, healthcare)
- Opportunity for career progression
- Training

Salary survey notes

II. 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.
- **Project manager/Site manager/Professor/ Associate professor/Principal process engineer:** A member working as a section leader/project manager with responsibility for a major project or section including responsibility for the work of the section and for expenditure, i.e. sets the budgets for subordinates. Also professor.
- **Senior manager/Director/Dean/Head of department:** A member working as a manager or director with responsibility for several sections/projects, responsible for expenditure and profit as well as technical aspects of the project. In addition, one who is a vice-principal at a college or head of department or dean at a university.
- **Chairman/ Managing director/Chief executive/ Vice chancellor:** 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 1st January 2014 from salaried employment in accordance with the notes below:

1. Income Tax and National Insurance contributions or contributions you make under a group superannuation scheme should be included.
2. Any insurance or superannuation contribution paid by an employer should be excluded.
3. Benefits in kind (e.g. employer contributions to pension schemes, use of car, sickness or accident insurance cover, accommodation at a nominal rent) should be excluded.
4. "Current Annual Salary" should be taken to mean:
 - a) the basic rate of annual salary received from the sole or principal employer on 1st January 2014 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 2013.
5. Refunds of expenses incurred should be excluded.



Section A

Classified by age, sex, 2013 graduation
and highest qualification

Section A Classified by age, sex, 2013 graduation and highest qualification

SECTION A

TABLE 1 : EMPLOYMENT STATUS

		Total	Age Band										2013	Highest Qualification				
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Over 65	Graduate	Doctor	Master	Bachelor	Non-Grad	
Total	Total	2547	174	456	380	326	327	293	303	166	93	29	85	290	1299	932	13	
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Salary - FT	Total	2412	168	447	363	309	305	281	290	155	78	16	83	273	1242	886	11	
	%	94.70%	96.60%	98.00%	95.50%	94.80%	93.30%	95.90%	95.70%	93.40%	83.90%	55.20%	97.60%	94.10%	95.60%	95.10%	84.60%	
Salary - PT	Total	77		1	8	9	18	7	6	5	12	11		14	36	27		
	%	3.00%		0.20%	2.10%	2.80%	5.50%	2.40%	2.00%	3.00%	12.90%	37.90%		4.80%	2.80%	2.90%		

Section A Classified by age, sex, 2013 graduation and highest qualification

SECTION A

TABLE 2 : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS

	Total	Age Band										2013	Highest Qualification			
		Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Over 65	Graduate	Doctor	Master	Bachelor	Non-Grad
Total	2547	174	456	380	326	327	293	303	166	93	29	85	290	1299	932	13
<£16K	15	5	2	1	2	2				1	2	7		11	4	
>=£16K	3	1			1	1								2		1
>=£18K	1		1											1		
>=£19K	1	1										1		1		
>=£20K	2	2												1		1
>=£21K	5		2			2		1				1	2	2	1	
>=£22K	6		3			1	1	1					2	4		
>=£23K	8	3	4	1										8		
>=£24K	6	1	2	2			1					2	1	5		
>=£25K	17	8	7	1			1					5		10	7	
>=£26K	21	7	7	6					1			2		18	3	
>=£27K	16	7	6	2	1							4		14	2	
>=£28K	45	19	18	5			2			1		9	3	30	12	
>=£29K	33	12	16	3				2				10		27	6	
>=£30K	51	20	18	4	2	2		1	1	3		10	7	36	8	
>=£31K	36	12	17	4			2		1			5	3	28	5	
>=£32K	50	15	18	11	3	2				1		5	4	39	7	
>=£33K	34	9	13	7	2			3				5	3	27	4	
>=£34K	27	6	12	6	1	2						1	3	21	3	
>=£35K	40	6	17	9	3	2	1	1		1		2	6	23	11	
>=£36K	38	5	16	7	4	2	2	1	1			2	4	28	6	
>=£37K	36	5	14	13	2		1			1		2	6	25	5	
>=£38K	45	4	26	7	5	1	1		1			1	4	33	7	1
>=£39K	29		12	9	1	4		3					3	16	10	
>=£40K	211	9	78	55	30	22	5	7	2	2	1	2	30	141	40	
>=£45K	184	3	42	45	29	24	22	6	6	5	2	1	31	86	65	2
>=£50K	164		31	34	26	26	20	14	8	5		1	19	77	68	
>=£55K	154		15	27	24	29	20	20	13	3	3		23	65	66	
>=£60K	151		10	25	28	25	22	25	8	5	3		19	66	65	1
>=£65K	124		2	16	21	21	26	25	10	2	1		12	49	61	2
>=£70K	88		5	14	11	15	11	15	7	8	2		9	43	35	1
>=£75K	93	1	1	9	15	22	18	19	6	2			16	34	43	
>=£80K	75		1	11	15	13	12	14	4	4	1		5	36	34	
>=£85K	63		1	2	13	9	12	15	9	1	1		9	28	26	
>=£90K	77		1	2	11	18	9	15	12	8	1	1	6	21	50	
>=£95K	60			3	10	8	14	17	4	4			7	25	28	
>=£100K	47		1	3	8	8	5	8	6	7	1		1	24	22	
>=£105K	26			1	4	8	5	7	1				5	11	10	
>=£110K	33		1		4	6	11	5	5	1			5	12	16	
>=£115K	16			1	1	2	3	5	4				2	4	9	1
>=£120K	43		2		7	5	9	9	8	3			3	15	24	1

Cont'd

SECTION A

TABLE 2 : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS

Cont'd

	Total	Age Band										2013	Highest Qualification			
		Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Over 65	Graduate	Doctor	Master	Bachelor	Non-Grad
>=£125K	27			1	2	3	6	6	6	2	1		1	10	16	
>=£130K	30		1		2	3	9	8	5	1	1		2	6	22	
>=£135K	9				1	2	2	1	2	1				4	5	
>=£140K	15			1	1	2	2	4	3	1	1			2	13	
>=£145K	13				3	1	2	3	2	2			2	5	6	
>=£150K	74		1	6	7	9	14	16	8	11	2	1	8	29	37	
>=£200K	19					3	4	6	5	1			1	8	10	
>=£250K	28		1	1	3	5	1	10	3	2	2		3	13	12	
Base	2389	161	425	355	303	310	276	293	152	89	25	80	270	1224	885	10
Mean	69,488	30,848	41,432	55,026	72,668	80,600	84,336	95,033	98,259	95,273	94,288	31,167	67,229	61,626	81,098	65,300
Median	56,000	30,000	38,500	47,000	60,715	66,000	74,856	80,000	86,900	88,000	70,000	29,500	55,000	48,000	66,230	65,250
1st Decile	31,000	25,000	28,000	32,000	40,000	42,000	47,000	51,500	52,000	40,000	42,020	20,310	34,000	29,213	38,000	27,500
9th Decile	120,000	38,000	55,000	76,000	110,000	120,000	131,000	150,000	150,000	162,500	180,000	36,500	107,796	103,000	130,000	92,500

Section A Classified by age, sex, 2013 graduation and highest qualification

SECTION A

TABLE 3 : BENEFITS IN KIND FOR SALARIED EMPLOYEES

		Total	Age Band										2013	Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Over 65	Graduate	Doctor	Master	Bachelor	Non-Grad
Total	Total	2547	174	456	380	326	327	293	303	166	93	29	85	290	1299	932	13
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Company final salary/defined benefit pension	Total	1022	70	187	151	139	120	118	135	66	31	5	42	118	544	358	2
	%	40.10%	40.20%	41.00%	39.70%	42.60%	36.70%	40.30%	44.60%	39.80%	33.30%	17.20%	49.40%	40.70%	41.90%	38.40%	15.40%
Company money purchase pension	Total	1022	64	177	144	114	159	125	128	66	38	7	27	103	516	396	7
	%	40.10%	36.80%	38.80%	37.90%	35.00%	48.60%	42.70%	42.20%	39.80%	40.90%	24.10%	31.80%	35.50%	39.70%	42.50%	53.80%
Non contributory pension	Total	96	6	22	18	13	10	12	6	6	1	2	2	10	56	30	
	%	3.80%	3.40%	4.80%	4.70%	4.00%	3.10%	4.10%	2.00%	3.60%	1.10%	6.90%	2.40%	3.40%	4.30%	3.20%	
Superannuation	Total	34	1	6	10	5	3	2	4		2	1	1	21	8	5	
	%	1.30%	0.60%	1.30%	2.60%	1.50%	0.90%	0.70%	1.30%		2.20%	3.40%	1.20%	7.20%	0.60%	0.50%	
Central Providence Fund	Total	9	1	1	2	1		1	1	1	1		1	2	4	3	
	%	0.40%	0.60%	0.20%	0.50%	0.30%		0.30%	0.30%	0.60%	1.10%		1.20%	0.70%	0.30%	0.30%	
401K savings plan	Total	12	2	2	2	1	3	1				1	1	1	8	3	
	%	0.50%	1.10%	0.40%	0.50%	0.30%	0.90%	0.30%				3.40%	1.20%	0.30%	0.60%	0.30%	
None pension related benefits	Total	194	17	30	28	30	15	17	19	13	16	9	6	15	88	90	1
	%	7.60%	9.80%	6.60%	7.40%	9.20%	4.60%	5.80%	6.30%	7.80%	17.20%	31.00%	7.10%	5.20%	6.80%	9.70%	7.70%
Medical insurance	Total	1505	86	251	210	197	209	187	199	106	52	8	50	139	781	578	7
	%	59.10%	49.40%	55.00%	55.30%	60.40%	63.90%	63.80%	65.70%	63.90%	55.90%	27.60%	58.80%	47.90%	60.10%	62.00%	53.80%
Car	Total	532	4	14	27	76	99	100	126	52	31	3	5	59	185	286	2
	%	20.90%	2.30%	3.10%	7.10%	23.30%	30.30%	34.10%	41.60%	31.30%	33.30%	10.30%	5.90%	20.30%	14.20%	30.70%	15.40%
Loans	Total	111	15	32	16	10	11	10	11	4	2		8	5	72	33	1
	%	4.40%	8.60%	7.00%	4.20%	3.10%	3.40%	3.40%	3.60%	2.40%	2.20%		9.40%	1.70%	5.50%	3.50%	7.70%
IChemE membership fees	Total	1860	139	359	287	248	243	206	206	105	55	12	62	180	1015	658	7
	%	73.00%	79.90%	78.70%	75.50%	76.10%	74.30%	70.30%	68.00%	63.30%	59.10%	41.40%	72.90%	62.10%	78.10%	70.60%	53.80%
Other professional membership fees	Total	332	32	38	33	41	39	47	54	30	13	5	16	38	161	130	3
	%	13.00%	18.40%	8.30%	8.70%	12.60%	11.90%	16.00%	17.80%	18.10%	14.00%	17.20%	18.80%	13.10%	12.40%	13.90%	23.10%
Childcare	Total	201	8	25	46	59	38	15	9	1			7	23	107	70	1
	%	7.90%	4.60%	5.50%	12.10%	18.10%	11.60%	5.10%	3.00%	0.60%			8.20%	7.90%	8.20%	7.50%	7.70%
None other benefits	Total	250	14	39	36	32	28	32	30	15	14	10	9	54	102	94	
	%	9.80%	8.00%	8.60%	9.50%	9.80%	8.60%	10.90%	9.90%	9.00%	15.10%	34.50%	10.60%	18.60%	7.90%	10.10%	
Other benefits	Total	199	14	33	30	23	25	27	26	14	5	2	7	19	104	75	1
	%	7.80%	8.00%	7.20%	7.90%	7.10%	7.60%	9.20%	8.60%	8.40%	5.40%	6.90%	8.20%	6.60%	8.00%	8.00%	7.70%

Section A Classified by age, sex, 2013 graduation and highest qualification

SECTION A

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

		Total	Age Band										2013	Highest Qualification				
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Over 65	Graduate	Doctor	Master	Bachelor	Non-Grad	
Corporate Members	Total	1391		65	167	194	236	232	257	133	83	24	3	154	586	643	1	
	Mean	86,179		55,952	61,140	81,815	86,946	88,782	98,058	101,964	94,791	97,840	99,700	80,990	82,357	90,918	69,000	
	Median	70,000		49,000	57,000	66,250	69,500	77,935	83,897	91,000	81,970	74,893	90,000	66,000	67,955	75,000	69,000	
	1st Decile	45,000		40,000	40,000	45,076	44,000	49,590	54,000	52,000	41,500	45,000	54,100	41,000	43,061	48,000	69,000	
	9th Decile	135,000		79,200	84,270	120,000	130,000	135,000	155,000	150,000	157,500	160,000	155,000	123,000	130,920	140,000	69,000	
Non-Corporate Members	Total	1156	174	391	213	132	91	61	46	33	10	5	82	136	713	289	12	
	Mean	49,189	30,848	38,905	50,288	59,281	64,592	67,624	77,916	82,542	99,556	75,644	28,497	51,266	44,428	59,316	64,889	
	Median	40,306	30,000	37,000	41,397	52,000	55,360	57,500	73,267	79,000	91,500	58,788	29,500	45,000	37,500	50,000	61,500	
	1st Decile	28,000	25,000	28,000	29,850	36,500	36,496	37,000	33,317	42,000	30,000	5,000	19,620	31,200	27,500	28,800	17,000	
	9th Decile	80,000	38,000	50,000	64,500	95,000	103,000	115,000	130,000	133,320	162,500	180,000	36,000	78,240	65,000	100,000	120,000	
MEN	Total	2095	128	349	267	259	270	253	286	164	91	28	62	231	1024	818	11	
	Mean	73,822	31,296	41,886	58,122	76,895	85,475	87,576	96,204	98,482	96,256	94,288	32,433	72,657	65,815	84,158	70,667	
	Median	60,000	30,078	38,690	48,600	65,000	70,000	76,750	81,000	87,000	90,000	70,000	29,500	57,939	50,350	70,000	69,000	
	1st Decile	32,000	26,000	28,000	33,000	40,856	45,000	48,000	52,000	52,000	40,000	42,020	24,000	37,000	30,000	39,000	38,000	
	9th Decile	125,000	38,000	55,850	80,000	112,000	125,000	139,000	150,000	150,000	162,500	180,000	37,500	116,000	110,000	135,000	120,000	
WOMEN	Total	452	46	107	113	67	57	40	17	2	2	1	23	59	275	114	2	
	Mean	49,288	29,619	39,898	47,946	56,563	56,963	64,039	76,018	64,562	52,500		28,028	46,010	45,863	59,316	17,000	
	Median	43,000	30,000	38,100	43,500	49,105	52,000	62,090	62,000	64,562	52,500		29,500	42,000	40,960	53,000	17,000	
	1st Decile	29,400	17,000	29,500	31,000	36,000	30,000	40,000	22,000	64,562	46,000		13,250	30,000	27,500	35,000	17,000	
	9th Decile	75,000	38,000	50,000	67,000	80,500	97,000	95,000	145,000	64,562	59,000		36,000	67,000	70,000	95,000	17,000	

Section A Classified by age, sex, 2013 graduation and highest qualification

SECTION A

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

		Total	Age Band										2013	Highest Qualification				
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Over 65	Graduate	Doctor	Master	Bachelor	Non-Grad	
Doctorate	Total	290		10	58	52	58	30	43	19	11	9	6	290				
	Mean	67,229		37,586	46,064	56,925	64,760	70,354	88,707	76,136	115,333	121,000	55,604	67,229				
	Median	55,000		37,634	40,000	49,052	55,000	62,500	68,250	76,000	80,000	105,500	36,000	55,000				
	1st Decile	34,000		31,375	31,200	36,500	42,000	28,200	45,000	40,013	37,244	55,000	30,424	34,000				
	9th Decile	107,796		42,500	61,737	78,000	106,000	116,000	123,000	110,000	174,921	250,000	155,000	107,796				
Master's degree	Total	1299	154	397	235	162	121	75	92	31	23	9	72		1299			
	Mean	61,626	31,175	41,725	58,299	73,361	86,163	94,489	105,489	86,754	94,523	79,572	29,697		61,626			
	Median	48,000	30,200	38,845	49,882	65,000	72,250	85,000	85,250	73,000	93,750	59,500	29,500		48,000			
	1st Decile	29,213	25,000	28,550	32,552	40,000	42,000	53,000	54,050	55,000	53,000	2,500	19,620		29,213			
	9th Decile	103,000	38,000	54,150	80,000	107,000	135,000	145,000	177,000	150,000	145,271	300,054	36,000		103,000			
Bachelor's degree	Total	932	16	48	86	111	146	183	163	112	58	9	7			932		
	Mean	81,098	28,613	39,880	51,955	78,874	82,275	82,601	90,989	105,580	92,043	85,329	24,286			81,098		
	Median	66,230	28,800	35,000	46,000	62,647	64,000	73,000	81,000	92,000	80,000	83,278	25,000			66,230		
	1st Decile	38,000	20,500	26,000	31,488	43,000	43,000	48,500	51,500	52,000	35,000	5,000	2,000			38,000		
	9th Decile	130,000	37,500	57,220	72,000	120,000	120,000	130,000	140,090	180,000	162,500	160,000	41,000			130,000		
Non-Graduate	Total	13	1				2	3	2	3		2						13
	Mean	65,300	17,000				65,250	71,167	69,000	76,500		70,000						65,300
	Median	65,250	17,000				65,250	47,500	69,000	76,500		70,000						65,250
	1st Decile	27,500	17,000				61,500	46,000	69,000	38,000		70,000						27,500
	9th Decile	92,500	17,000				69,000	120,000	69,000	115,000		70,000						92,500

Section A Classified by age, sex, 2013 graduation and highest qualification

SECTION A

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

		Total	Age Band										2013	Highest Qualification				
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Over 65		Graduate	Doctor	Master	Bachelor	Non-Grad
Corporate - Engineering technician	Total	1				1								1				
	Mean	85,000				85,000								85,000				
	Median	85,000				85,000								85,000				
	1st Decile	85,000				85,000								85,000				
	9th Decile	85,000				85,000								85,000				
Corporate - Graduate in training/ Engineer in training/Post Doctoral	Total																	
	Mean																	
	Median																	
	1st Decile																	
	9th Decile																	
Corporate - Engineer/Supervised team member/Lecturer	Total	104	35	36	13	7	6	5	1	1			10	76	18			
	Mean	52,016	55,617	52,228	47,856	43,667	52,545	39,500	47,018	90,000			35,866	52,878	56,597			
	Median	49,250	49,000	50,000	48,800	43,500	49,250	43,500	47,018	90,000			37,500	50,000	49,250			
	1st Decile	36,000	40,000	36,000	40,000	36,000	21,000	36,000	47,018	90,000			21,000	39,000	36,000			
	9th Decile	66,038	79,200	65,077	60,000	55,000	75,000	61,000	47,018	90,000			50,000	67,000	90,000			
Corporate - Senior engineer/Senior lecturer	Total	379	24	82	62	57	65	47	22	17	3	1	48	176	155			
	Mean	67,739	59,609	61,289	78,301	62,687	74,411	70,474	68,442	57,341	58,500	54,100	59,491	66,851	71,173			
	Median	60,000	50,712	57,000	63,000	56,646	65,500	63,000	62,520	53,400	58,500	54,100	55,000	60,400	59,000			
	1st Decile	43,000	43,000	42,000	40,000	40,500	46,490	51,500	48,000	37,000	55,000	54,100	41,508	43,000	45,500			
	9th Decile	100,000	100,000	84,270	104,876	100,000	102,000	108,000	110,000	91,000	62,000	54,100	85,000	100,000	98,500			
Corporate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	437	4	29	71	93	77	87	46	24	6	1	48	159	230			
	Mean	86,107	42,250	73,572	82,867	85,219	85,004	89,578	89,643	96,112	124,176	90,000	85,078	90,306	83,438			
	Median	75,000	43,500	70,000	67,955	73,500	75,000	79,049	85,000	83,541	83,000	90,000	69,630	75,000	75,500			
	1st Decile	49,150	37,000	40,000	50,000	44,100	51,000	53,000	55,000	48,930	57,000	90,000	47,805	50,000	49,590			
	9th Decile	125,000	45,000	103,000	120,000	130,000	130,000	124,000	126,000	170,000	300,054	90,000	110,000	130,000	126,000			
Corporate - Senior manager/Director/Dean/ Head of department	Total	300		11	30	60	65	82	30	18	4	1	36	109	154	1		
	Mean	114,878		59,768	96,407	121,453	107,868	114,115	141,142	144,947	80,171	155,000	105,590	110,111	120,767	69,000		
	Median	98,000		58,190	90,000	87,500	103,000	99,000	118,000	120,000	74,332	155,000	87,000	99,000	99,500	69,000		
	1st Decile	60,000		45,150	55,000	55,000	68,000	65,000	76,000	90,000	42,020	155,000	62,000	62,380	57,000	69,000		
	9th Decile	179,000		75,750	150,000	213,475	152,000	179,000	222,770	270,510	130,000	155,000	150,000	175,000	186,000	69,000		
Corporate - Chairman/Managing director/Chief executive/Vice chancellor	Total	19				4	3	4	4	4			1	8	10			
	Mean	158,936				80,250	217,667	217,250	172,667	124,960			199,842	161,875	151,778			
	Median	137,500				65,500	185,000	190,000	180,000	112,500			199,842	122,500	130,000			
	1st Decile	64,000				45,000	150,000	70,000	120,000	75,000			199,842	64,000	45,000			
	9th Decile	318,000				145,000	318,000	419,000	218,000	199,842			199,842	419,000	318,000			
Corporate - Consultant	Total	94	2	3	8	9	7	23	19	14	9		6	39	49			
	Mean	88,272	45,000	68,000	113,440	75,778	83,000	105,826	97,389	61,717	70,985		83,898	87,622	89,228			
	Median	76,500	45,000	68,000	109,000	70,000	80,000	90,000	91,000	68,115	65,000		90,000	74,000	87,500			
	1st Decile	40,000	40,000	62,000	50,000	43,000	35,000	40,000	50,000	30,000	2,500		28,489	40,000	43,000			
	9th Decile	146,500	50,000	74,000	170,000	130,000	150,000	170,000	150,000	93,314	143,000		170,000	160,000	143,000			

Section A Classified by age, sex, 2013 graduation and highest qualification

SECTION A

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

		Total	Age Band										2013	Highest Qualification				
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Over 65		Graduate	Doctor	Master	Bachelor	Non-Grad
Associate - Engineering technician	Total	5		3	2									2	3			
	Mean	30,220		33,133	25,850									25,000	33,700			
	Median	26,000		27,400	25,850									25,000	27,400			
	1st Decile	24,000		24,000	25,700									24,000	25,700			
	9th Decile	48,000		48,000	26,000									26,000	48,000			
Associate - Graduate in training/ Engineer in training/Post Doctoral	Total	227	113	94	14	4	2					59	12	195	20			
	Mean	31,392	30,116	32,993	31,345	31,250	30,424					27,630	35,324	31,610	27,418			
	Median	30,500	30,000	32,500	31,200	36,500	30,424					29,000	35,000	31,000	28,150			
	1st Decile	25,000	25,000	24,000	27,000	14,000	30,424					13,250	30,812	25,000	22,750			
	9th Decile	40,000	37,100	44,590	38,000	38,000	30,424					33,600	38,134	40,500	31,830			
Associate - Engineer/Supervised team member/Lecturer	Total	351	45	194	71	26	7	5	2	1		17	35	256	60			
	Mean	42,638	33,428	40,380	52,935	44,952	49,971	40,780	32,000	56,000		33,293	38,815	43,597	40,747			
	Median	37,256	32,000	38,000	39,000	41,000	42,000	38,000	32,000	56,000		32,000	37,000	37,000	38,367			
	1st Decile	29,000	27,500	29,400	29,000	32,200	35,000	31,000	29,000	56,000		26,500	30,509	28,800	28,000			
	9th Decile	50,000	40,000	49,000	55,000	60,000	100,000	53,000	35,000	56,000		44,900	47,500	48,500	56,000			
Associate - Senior engineer/Senior lecturer	Total	220		44	75	38	36	7	11	7	2		32	109	79			
	Mean	54,522		44,201	49,849	60,151	60,686	50,042	69,136	81,240	60,000		52,392	51,143	60,117			
	Median	49,258		42,000	46,500	51,000	54,000	48,875	77,000	75,000	60,000		51,000	46,500	51,750			
	1st Decile	37,500		36,000	36,000	38,500	39,600	45,000	43,500	52,000	60,000		40,000	36,000	38,000			
	9th Decile	80,500		56,500	64,000	95,000	93,000	59,000	96,000	133,320	60,000		65,000	65,000	95,000			
Associate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	109		10	13	32	16	20	8	7	2	1		21	33	55		
	Mean	66,952		41,440	60,908	62,550	70,914	65,365	66,027	97,000	143,250	180,000	59,180	67,225	69,664			
	Median	61,000		38,500	49,800	59,985	63,250	65,000	63,500	81,500	143,250	180,000	54,250	62,000	63,250			
	1st Decile	40,000		25,500	40,000	44,475	48,500	48,858	53,500	62,000	124,000	180,000	37,750	37,000	47,000			
	9th Decile	95,000		51,000	80,000	85,000	110,000	78,500	90,000	150,000	162,500	180,000	73,500	95,000	95,000			
Associate - Senior manager/Director/Dean/Head of department	Total	52		2	2	7	12	10	10	8	1		4	23	23	2		
	Mean	90,378		50,000	44,500	93,143	78,417	94,540	112,087	95,646	91,500		93,567	83,684	94,299	117,500		
	Median	85,000		50,000	44,500	87,000	78,500	103,850	95,000	80,000	91,500		95,000	85,000	80,000	117,500		
	1st Decile	50,000		50,000	43,000	60,000	53,000	52,850	63,500	60,150	91,500		55,700	50,000	50,000	115,000		
	9th Decile	140,000		50,000	46,000	140,000	103,000	123,500	145,000	140,000	91,500		130,000	110,000	140,000	120,000		
Associate - Chairman/Managing director/Chief executive/Vice chancellor	Total	3						2			1		1		2			
	Mean	162,500						195,000			130,000				162,500			
	Median	162,500						195,000			130,000				162,500			
	1st Decile	130,000						195,000			130,000				130,000			
	9th Decile	195,000						195,000			130,000				195,000			
Associate - Consultant	Total	51	5	13	8	8	4	4	3	2	2	2	1	7	29	15		
	Mean	63,058	34,750	37,488	68,800	66,160	94,250	104,833	115,655	60,500	89,000	26,288	32,000	90,290	47,351	81,682		
	Median	43,500	34,500	34,000	57,578	43,500	73,500	94,500	86,500	60,500	89,000	26,288	32,000	82,370	36,700	74,500		
	1st Decile	26,000	26,500	27,500	26,000	17,500	50,000	40,000	77,000	26,000	30,000	5,000	32,000	50,000	26,000	26,000		
	9th Decile	155,757	43,500	55,850	180,000	155,757	180,000	180,000	183,465	95,000	148,000	47,577	32,000	180,000	62,000	180,000		

Section A Classified by age, sex, 2013 graduation and highest qualification

SECTION A

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

		Total	Age Band										2013	Highest Qualification				
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Over 65	Graduate	Doctor	Master	Bachelor	Non-Grad	
Biochemical engineering	Total	34	2	2	9	4	5	2	4	4	1	1	1	20	8	6		
	£	55,000		31,422	40,500	60,500	50,000	116,500	80,000	77,000	102,000	5,000		69,630	34,000	46,500		
Chemical and allied products	Total	277	20	30	32	36	50	42	41	17	9		10	27	126	122	2	
	£	54,000	30,000	36,612	42,000	51,500	63,500	64,000	66,000	68,500	80,400		30,250	52,500	46,500	61,000	46,750	
Consultancy	Total	244	24	53	49	22	24	18	24	16	11	3	7	24	139	81		
	£	50,000	32,000	35,000	53,050	59,600	58,000	82,762	86,750	67,000	50,000	43,510	30,250	61,737	42,020	55,500		
Contracting	Total	181	8	17	31	22	29	18	26	17	11	2	4	10	99	71	1	
	£	69,000	31,000	41,500	52,770	68,000	75,000	82,575	90,000	110,000	94,000	57,000	30,250	63,000	61,900	90,000	69,000	
Education/Universities	Total	55		2	13	5	7	8	10	4	3	3	1	44	6	5		
	£	45,000		25,000	33,500	42,250	51,750	63,500	52,780	51,000	46,000	70,500	31,200	46,400	22,200	35,000		
Food and drink	Total	96	7	22	11	8	19	14	10	5			5	10	48	38		
	£	51,000	27,500	34,400	46,000	47,000	54,520	66,000	64,500	79,000			28,421	45,000	40,500	58,000		
Health, safety and environment	Total	51	1	4	4	6	6	10	9	6	5		1	6	17	28		
	£	55,000	30,000	33,000	36,000	59,000	82,576	50,000	57,184	73,758	45,500		21,000	45,500	49,000	62,515		
Mining and minerals	Total	23	1	3	4	5	4	2	3	1			1	2	11	10		
	£	56,000	29,000	26,000	41,000	80,000	100,000	50,500	140,000	141,000			54,100	94,120	45,000	86,500		
Oil and gas exploration and production	Total	530	39	126	83	79	53	51	45	30	17	7	20	31	319	179	1	
	£	71,000	34,400	44,545	66,110	90,000	95,000	120,000	121,463	125,000	142,636	103,500	32,000	79,000	60,000	100,000	120,000	
Oil refining	Total	149	9	34	11	17	17	20	22	11	6	2	8	5	88	56		
	£	70,000	34,162	42,000	51,400	75,880	73,750	90,730	103,500	101,500	111,000	102,500	29,000	57,000	50,570	87,024		
Paper and packaging	Total	11	2		1		3	2	2	1					3	8		
	£	45,000	33,150		37,200		45,000	42,808	82,500	65,000					65,000	44,500		
Petrochemicals	Total	148	11	39	13	16	15	24	13	13	4		3	12	77	58	1	
	£	60,000	31,500	42,000	49,932	65,750	78,500	78,870	81,450	97,532	62,750		29,000	60,860	47,250	77,000	115,000	
Pharmaceuticals and toiletries	Total	145	7	25	23	20	20	24	17	7	2		5	27	66	51	1	
	£	51,000	28,106	31,700	41,000	55,000	62,000	68,150	80,000	53,500	82,500		26,750	56,823	43,000	58,000		
Plastics	Total	16	2	4	2	1	1	4	1		1		1		8	8		
	£	53,000	27,850	32,700	57,200	65,000	55,000	71,942	98,000		99,000		27,700		32,700	61,200		
Power generation – fossil fuels	Total	36	1	2	10	8	5	1	4	3	1	1		4	18	14		
	£	55,059	35,000	31,500	39,827	56,000	84,000	66,000	97,500	65,041	55,118	62,000		62,000	54,500	54,059		
Power generation – nuclear decommissioning	Total	99	10	13	15	13	14	7	17	5	4	1	3	8	51	39	1	
	£	54,500	28,000	34,200	44,000	57,858	60,300	58,538	70,000	59,039	68,500	91,663	27,000	48,750	43,000	65,026	17,000	
Power generation – nuclear generation	Total	38	1	11	7	7	1	3	5	2	1		1	6	22	10		
	£	54,000	11,500	39,000	43,000	80,000	75,000	63,000	78,000	66,250	60,000		11,500	54,750	51,500	54,000		
Power generation – renewables	Total	23	3	3	6	2	4	1	3			1	3	3	13	5	2	
	£	42,000	30,000	37,000	42,980	40,500	51,750	56,000	62,000			70,000	30,000	37,860	41,000	50,000	65,750	
Process plant and equipment	Total	58	4	12	12	6	6	9	2	5	1	1	2	6	26	26		
	£	47,788	28,500	33,050	49,800	39,100	48,000	57,100	65,000	90,000	63,115	47,577	29,578	41,000	38,100	57,090		
Water	Total	93	4	14	13	20	16	8	12	2	3	1	3	14	47	32		
	£	44,000	28,282	29,500	36,189	49,950	48,000	52,000	54,126	63,075	66,230	300,054	28,564	38,700	39,000	51,128		
Waste Management	Total	21		6	2		2	3	3	2	1	2		5	9	6	1	
	£	58,000		40,800	38,800		53,000	70,000	58,000	50,000	59,000	80,000		66,767	40,400	55,500	38,000	
Other	Total	167	13	27	22	21	23	17	23	9	9	3	5	23	82	61	1	
	£	51,564	26,250	32,000	37,500	49,105	70,000	52,000	95,000	61,000	95,000	125,000	25,000	50,000	42,794	57,000	69,000	

Section A Classified by age, sex, 2013 graduation and highest qualification

SECTION A

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

		Total	Age Band										2013	Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Over 65	Graduate	Doctor	Master	Bachelor	Non-Grad
Construction and installation	Total	84	4	12	9	14	13	11	13	4	2	2	2	3	33	46	2
	£	58,500	26,250	39,250	52,000	53,900	68,000	70,000	65,000	92,500	35,500	187,500	28,250	125,000	52,000	60,150	88,250
Design	Total	947	85	218	168	119	117	78	74	44	33	11	36	61	570	315	1
	£	54,000	30,500	38,500	50,000	60,344	68,500	73,500	84,500	102,519	94,500	65,000	29,500	55,500	46,000	70,000	69,000
Education and training	Total	36	1	1	5	2	3	7	6	3	5	3	1	28	3	5	
	£	51,030	33,200	37,000	34,000	46,400	55,000	62,000	52,780	76,000	46,000	70,500	33,200	54,250	37,000	46,000	
Finance/financial services	Total	24	1	1	1	3	8	3	2	5			1	1	7	16	
	£	125,000	30,000	26,000	45,000	60,000	145,500	120,000	113,500	140,000			30,000	151,000	140,000	117,500	
General administration/management services	Total	318	21	43	31	48	44	40	46	30	14	1	15	25	177	116	
	£	64,000	32,000	36,000	52,000	66,000	75,000	72,500	80,000	86,800	74,500	80,000	30,750	62,000	60,000	70,500	
Manufacture and production	Total	540	30	106	80	58	66	85	72	34	7	2	12	37	274	225	4
	£	56,000	31,950	40,850	47,025	65,000	60,000	75,000	97,000	94,766	102,000	36,250	31,000	56,646	47,994	66,834	69,500
Marketing and sales	Total	60		2	6	9	8	10	13	4	6	2		6	20	34	
	£	66,000		42,500	40,000	86,000	61,250	81,000	84,000	67,500	84,050	55,288		51,902	85,000	66,000	
Research and development	Total	230	8	35	52	33	34	18	27	17	3	3	8	94	86	49	1
	£	45,000	27,700	32,232	38,000	48,000	54,500	67,500	65,000	65,000	52,000	62,000	27,850	48,000	38,810	55,072	
Other	Total	256	19	31	21	32	31	36	43	19	20	4	9	32	113	108	3
	£	60,000	28,564	39,000	44,994	61,208	60,100	75,000	79,000	59,520	77,500	136,500	29,000	55,000	55,000	66,643	46,000



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									Men	Women
			Chartered	Assoc	Other	Technician	Graduate	Engineer	Sen Eng	Proj Mgr	Sen Mgr	MD/CEO	Consult	Other		
Total	Total	2547	1391	1070	86	11	234	481	615	556	360	28	152	70	2095	452
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Salary - FT	Total	2412	1291	1039	82	11	234	469	594	534	353	28	127	65	2009	403
	%	94.70%	92.80%	97.10%	95.30%	100.00%	100.00%	97.50%	96.60%	96.00%	98.10%	100.00%	83.60%	92.90%	95.90%	89.20%
Salary - PT	Total	77	64	12	1			9	17	20	4		23	4	35	42
	%	3.00%	4.60%	1.10%	1.20%			1.90%	2.80%	3.60%	1.10%		15.10%	5.70%	1.70%	9.30%

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									Men	Women
		Chartered	Assoc	Other	Technician	Graduate	Engineer	Sen Eng	Proj Mgr	Sen Mgr	MD/CEO	Consult	Other		
Total	2547	1391	1070	86	11	234	481	615	556	360	25	152	70	2095	452
<£16K	15	3	11	1		8	1	2	1			2	1	9	6
>=£16K	3	1	1	1	1							1	1	1	2
>=£18K	1			1		1								1	
>=£19K	1			1		1								1	
>=£20K	2		2			2								1	1
>=£21K	5	3	2			1	2	2						2	3
>=£22K	6	2	4			2	2	1	1					4	2
>=£23K	8	1	7			5	3							4	4
>=£24K	6		5	1	1	3	1					1		4	2
>=£25K	17	1	15	1	1	8	6	1	1					13	4
>=£26K	21		19	2	1	9	4		1			4	2	17	4
>=£27K	16		16		1	11	2					1	1	11	5
>=£28K	45	2	42	1		24	16	2				1	2	40	5
>=£29K	33		31	2		19	12	1				1		25	8
>=£30K	51	7	44			20	24	2	1			4		40	11
>=£31K	36	1	33	2		17	15	1	1			1	1	21	15
>=£32K	50	3	42	5		14	23	3	3	1		4	2	37	13
>=£33K	34	2	32			12	14	4				1	3	24	10
>=£34K	27	1	22	4	2	8	8	6				1	2	17	10
>=£35K	40	6	33	1		7	22	4	4			2	1	30	10
>=£36K	38	8	25	5		7	22	5	1			3		21	17
>=£37K	36	7	29			6	18	7	3			2		28	8
>=£38K	45	3	41	1		12	19	11	3					29	16
>=£39K	29	7	21	1		2	13	10	2				2	23	6
>=£40K	211	66	136	9		13	90	61	26	4		10	7	148	63
>=£45K	184	94	79	11	1	8	50	84	26	7	1	5	2	144	40
>=£50K	164	90	69	5		2	29	71	34	12		10	6	135	29
>=£55K	154	109	43	2			20	70	41	14		4	5	127	27
>=£60K	151	111	36	4			11	50	60	15	1	8	6	124	27
>=£65K	124	103	19	2			5	44	47	18	1	5	4	108	16
>=£70K	88	71	13	4			4	21	36	15	2	9	1	76	12
>=£75K	93	67	25	1			5	22	37	19	1	8	1	85	8
>=£80K	75	59	13	3			1	16	33	19		5	1	67	8
>=£85K	63	50	12	1	1		1	12	24	22		2	1	60	3
>=£90K	77	59	15	3			2	14	25	26		10		75	2
>=£95K	60	46	13	1			1	13	22	19		5		51	9
>=£100K	47	40	6	1			1	8	13	20	1	4		45	2
>=£105K	26	24	1	1				7	9	7	1	2		25	1
>=£110K	33	28	3	2			2	3	13	11	1	3		31	2
>=£115K	16	14	2					6	1	8		1		16	
>=£120K	43	37	6				1	8	16	13	1	1	3	41	2

Cont'd

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

TABLE 17: CURRENT FEMALE GRADUATE AND SENIOR EMPLOYEES EARNINGS															Continued	
	Total	Member Grade			Level of Responsibility									Men	Women	
		Chartered	Assoc	Other	Technician	Graduate	Engineer	Sen Eng	Proj Mgr	Sen Mgr	MD/CEO	Consult	Other			
>=£125K	27	23	4					2	7	13	1	2	2	24	3	
>=£130K	30	26	4					3	11	11	2	2	1	30		
>=£135K	9	8	1					1	1	6			1	9		
>=£140K	15	11	4				1		1	9		3	1	13	2	
>=£145K	13	12	1						1	9	1	1	1	12	1	
>=£150K	74	61	13				1	6	21	26	5	12	3	71	3	
>=£200K	19	18	1					1	5	11	1	1		19		
>=£250K	28	26	2				2	1	5	13	3	2	2	28		
Base	2389	1311	998	80	9	222	454	586	537	348	23	144	66	1967	422	
Mean	69,488	86,179	49,088	50,458	35,733	31,179	44,795	62,569	81,678	110,423	150,906	78,522	71,142	73,822	49,288	
Median	56,000	70,000	40,000	45,250	27,400	30,462	39,974	55,000	70,000	95,000	130,000	70,000	54,760	60,000	43,000	
1st Decile	31,000	45,000	28,000	27,250	17,000	24,500	29,500	39,663	45,000	57,000	67,000	30,000	28,296	32,000	29,400	
9th Decile	120,000	135,000	80,000	84,500	85,000	40,000	57,119	95,000	124,000	160,000	250,000	150,000	140,000	125,000	75,000	

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									Men	Women
			Chartered	Assoc	Other	Technician	Graduate	Engineer	Sen Eng	Proj Mgr	Sen Mgr	MD/CEO	Consult	Other		
Total	Total	2547	1391	1070	86	11	234	481	615	556	360	25	152	70	2095	452
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Company final salary/defined benefit pension	Total	1022	577	417	28	3	95	222	250	235	140	6	37	34	830	192
	%	40.10%	41.50%	39.00%	32.60%	27.30%	40.60%	46.20%	40.70%	42.30%	38.90%	24.00%	24.30%	48.60%	39.60%	42.50%
Company money purchase pension	Total	1022	581	409	32	4	87	170	250	244	177	11	60	19	845	177
	%	40.10%	41.80%	38.20%	37.20%	36.40%	37.20%	35.30%	40.70%	43.90%	49.20%	44.00%	39.50%	27.10%	40.30%	39.20%
Non contributory pension	Total	96	40	51	5	1	8	20	27	13	13	1	10	3	78	18
	%	3.80%	2.90%	4.80%	5.80%	9.10%	3.40%	4.20%	4.40%	2.30%	3.60%	4.00%	6.60%	4.30%	3.70%	4.00%
Superannuation	Total	34	7	25	2		10	7	5	6	3		2	1	23	11
	%	1.30%	0.50%	2.30%	2.30%		4.30%	1.50%	0.80%	1.10%	0.80%		1.30%	1.40%	1.10%	2.40%
Central Providence Fund	Total	9	4	4	1		1	2	3	2	1				8	1
	%	0.40%	0.30%	0.40%	1.20%		0.40%	0.40%	0.50%	0.40%	0.30%				0.40%	0.20%
401K savings plan	Total	12	3	9			3	1	2	3	1		1	1	11	1
	%	0.50%	0.20%	0.80%			1.30%	0.20%	0.30%	0.50%	0.30%		0.70%	1.40%	0.50%	0.20%
None pension related benefits	Total	194	99	83	12	1	18	32	49	34	13	5	34	8	172	22
	%	7.60%	7.10%	7.80%	14.00%	9.10%	7.70%	6.70%	8.00%	6.10%	3.60%	20.00%	22.40%	11.40%	8.20%	4.90%
Medical insurance	Total	1505	894	568	43	4	108	251	364	377	283	17	72	29	1248	257
	%	59.10%	64.30%	53.10%	50.00%	36.40%	46.20%	52.20%	59.20%	67.80%	78.60%	68.00%	47.40%	41.40%	59.60%	56.90%
Car	Total	532	419	107	6		5	21	86	186	180	11	28	15	483	49
	%	20.90%	30.10%	10.00%	7.00%		2.10%	4.40%	14.00%	33.50%	50.00%	44.00%	18.40%	21.40%	23.10%	10.80%
Loans	Total	111	58	51	2		20	22	24	20	20		2	3	99	12
	%	4.40%	4.20%	4.80%	2.30%		8.50%	4.60%	3.90%	3.60%	5.60%		1.30%	4.30%	4.70%	2.70%
IChemE membership fees	Total	1860	1026	778	56	5	184	374	450	415	278	17	90	47	1508	352
	%	73.00%	73.80%	72.70%	65.10%	45.50%	78.60%	77.80%	73.20%	74.60%	77.20%	68.00%	59.20%	67.10%	72.00%	77.90%
Other professional membership fees	Total	332	191	128	13	2	35	42	58	75	65	6	33	16	289	43
	%	13.00%	13.70%	12.00%	15.10%	18.20%	15.00%	8.70%	9.40%	13.50%	18.10%	24.00%	21.70%	22.90%	13.80%	9.50%
Childcare	Total	201	118	79	4		10	38	60	55	27		9	2	162	39
	%	7.90%	8.50%	7.40%	4.70%		4.30%	7.90%	9.80%	9.90%	7.50%		5.90%	2.90%	7.70%	8.60%
None other benefits	Total	250	123	115	12	3	24	45	72	49	16	3	30	8	214	36
	%	9.80%	8.80%	10.70%	14.00%	27.30%	10.30%	9.40%	11.70%	8.80%	4.40%	12.00%	19.70%	11.40%	10.20%	8.00%
Other benefits	Total	199	108	84	7	2	17	39	42	34	32	2	16	15	164	35
	%	7.80%	7.80%	7.90%	8.10%	18.20%	7.30%	8.10%	6.80%	6.10%	8.90%	8.00%	10.50%	21.40%	7.80%	7.70%

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									Men	Women
			Chartered	Assoc	Other	Technician	Graduate	Engineer	Sen Eng	Proj Mgr	Sen Mgr	MD/CEO	Consult	Other		
Corporate Members	Total	1391	1391			1		104	379	437	300	19	94	32	1211	180
	Mean	86,179	86,179			85,000		52,016	67,739	86,107	114,878	158,936	88,272	96,857	90,233	59,333
	Median	70,000	70,000			85,000		49,250	60,000	75,000	98,000	137,500	76,500	65,000	75,000	56,040
	1st Decile	45,000	45,000			85,000		36,000	43,000	49,150	60,000	64,000	40,000	40,000	47,000	36,145
	9th Decile	135,000	135,000			85,000		66,038	100,000	125,000	179,000	318,000	146,500	160,000	145,000	88,000
Non-Corporate Members	Total	1156		1070	86	10	234	377	236	119	60	6	58	38	884	272
	Mean	49,189		49,088	50,458	29,575	31,179	42,756	54,213	65,777	88,598	122,000	62,273	48,366	51,246	42,378
	Median	40,306		40,000	45,250	26,700	30,462	37,500	48,650	61,000	85,000	110,000	44,250	42,000	41,347	38,050
	1st Decile	28,000		28,000	27,250	17,000	24,500	29,000	37,500	39,500	50,000	70,000	26,000	27,000	28,000	27,500
	9th Decile	80,000		80,000	84,500	48,000	40,000	50,000	80,000	94,000	140,000	195,000	148,000	71,534	85,000	61,000
MEN	Total	2095	1211	822	62	9	167	350	489	490	334	25	138	55	2095	
	Mean	73,822	90,233	51,035	53,999	39,800	31,182	46,134	64,770	84,795	111,878	150,906	81,231	77,542	73,822	
	Median	60,000	75,000	41,000	46,400	34,000	30,000	40,000	56,000	74,000	95,000	130,000	72,500	56,000	60,000	
	1st Decile	32,000	47,000	28,000	29,700	24,000	25,000	29,700	40,000	48,930	59,000	67,000	30,000	32,000	32,000	
	9th Decile	125,000	145,000	85,000	91,500	85,000	39,700	56,857	95,000	125,000	172,000	250,000	150,000	147,000	125,000	
WOMEN	Total	452	180	248	24	2	67	131	126	66	26		14	15		452
	Mean	49,288	59,333	42,549	40,512	21,500	31,169	41,194	54,110	58,223	91,617		51,231	45,049		49,288
	Median	43,000	56,040	38,100	36,000	21,500	31,000	38,000	49,000	56,600	88,000		42,000	42,000		43,000
	1st Decile	29,400	36,145	28,421	24,000	17,000	23,500	29,400	35,000	40,000	50,000		31,000	27,000		29,400
	9th Decile	75,000	88,000	61,000	54,000	26,000	39,000	57,220	80,000	80,000	145,000		97,000	62,000		75,000

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									Men	Women
			Chartered	Assoc	Other	Technician	Graduate	Engineer	Sen Eng	Proj Mgr	Sen Mgr	MD/CEO	Consult	Other		
Doctorate	Total	290	154	120	16		12	49	85	72	41	2	15	12	231	59
	Mean	67,229	80,990	50,635	55,566		35,324	39,026	55,908	77,254	104,266	199,842	83,248	68,885	72,657	46,010
	Median	55,000	66,000	44,000	47,200		35,000	37,860	52,000	65,000	90,000	199,842	86,500	42,000	57,939	42,000
	1st Decile	34,000	41,000	31,000	34,000		30,812	30,000	40,000	41,500	61,000	199,842	28,489	31,000	37,000	30,000
	9th Decile	107,796	123,000	78,000	90,000		38,134	49,105	78,600	100,750	150,000	199,842	170,000	125,000	116,000	67,000
Master's degree	Total	1299	588	676	37	5	202	342	293	195	134	9	71	36	1024	275
	Mean	61,626	82,357	44,319	46,400	40,700	31,355	45,567	60,615	85,433	105,141	156,111	70,455	55,542	65,815	45,863
	Median	48,000	67,955	37,500	40,000	34,000	30,750	39,974	55,000	72,000	95,000	110,000	57,000	49,525	50,350	40,960
	1st Decile	29,213	43,061	27,500	26,000	24,000	24,000	29,400	38,000	42,500	60,000	64,000	29,000	26,500	30,000	27,500
	9th Decile	103,000	130,920	62,000	80,005	85,000	40,000	56,857	95,000	125,000	160,000	419,000	150,000	120,000	110,000	70,000
Bachelor's degree	Total	932	643	266	23	4	20	88	237	288	180	13	66	21	818	114
	Mean	81,098	90,918	59,831	53,393	33,700	27,418	44,880	67,309	80,409	116,425	149,667	86,007	97,582	84,158	59,316
	Median	66,230	75,000	50,000	46,500	27,400	28,150	40,000	57,200	72,500	95,756	130,000	78,000	67,000	70,000	53,000
	1st Decile	38,000	48,000	28,650	32,000	25,700	22,750	29,000	40,000	48,000	55,145	75,000	32,000	40,000	39,000	35,000
	9th Decile	130,000	140,000	100,000	92,000	48,000	31,830	62,000	96,000	125,000	185,000	218,000	148,000	155,000	135,000	95,000
Non-Graduate	Total	13	1	3	9	2		2		1	5	1		1	11	2
	Mean	65,300	69,000	117,500	49,857	17,000		46,750		38,000	86,900	70,000			70,667	17,000
	Median	65,250	69,000	117,500	47,500	17,000		46,750		38,000	69,000	70,000			69,000	17,000
	1st Decile	27,500	69,000	115,000	17,000	17,000		46,000		38,000	61,500	70,000			38,000	17,000
	9th Decile	92,500	69,000	120,000	70,000	17,000		47,500		38,000	120,000	70,000			120,000	17,000

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

SECTION B

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

	Total	Member Grade			Level of Responsibility									Men	Women
		Chartered	Assoc	Other	Technician	Graduate	Engineer	Sen Eng	Proj Mgr	Sen Mgr	MD/CEO	Consult	Other		
Corporate - Engineering technician	Total	1	1		1									1	
	Mean	85,000	85,000		85,000									85,000	
	Median	85,000	85,000		85,000									85,000	
	1st Decile	85,000	85,000		85,000									85,000	
	9th Decile	85,000	85,000		85,000									85,000	
Corporate - Graduate in training/ Engineer in training/Post Doctoral	Total														
	Mean														
	Median														
	1st Decile														
	9th Decile														
Corporate - Engineer/Supervised team member/Lecturer	Total	104	104				104							68	36
	Mean	52,016	52,016				52,016							52,916	50,344
	Median	49,250	49,250				49,250							49,900	47,500
	1st Decile	36,000	36,000				36,000							37,500	35,000
	9th Decile	66,038	66,038				66,038							71,000	67,000
Corporate - Senior engineer/Senior lecturer	Total	379	379					379						312	67
	Mean	67,739	67,739					67,739						70,507	55,089
	Median	60,000	60,000					60,000						61,000	55,000
	1st Decile	43,000	43,000					43,000						45,500	35,000
	9th Decile	100,000	100,000					100,000						105,000	75,000
Corporate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	437	437						437					389	48
	Mean	86,107	86,107						86,107					89,413	59,226
	Median	75,000	75,000						75,000					77,500	58,550
	1st Decile	49,150	49,150						49,150					52,000	38,800
	9th Decile	125,000	125,000						125,000					130,000	80,000
Corporate - Senior manager/Director/Dean/Head of department	Total	300	300							300				282	18
	Mean	114,878	114,878							114,878				115,790	100,296
	Median	98,000	98,000							98,000				98,000	95,000
	1st Decile	60,000	60,000							60,000				60,000	61,000
	9th Decile	179,000	179,000							179,000				185,000	150,000
Corporate - Chairman/Managing director/Chief executive/Vice chancellor	Total	19	19								19			19	
	Mean	158,936	158,936								158,936			158,936	
	Median	137,500	137,500								137,500			137,500	
	1st Decile	64,000	64,000								64,000			64,000	
	9th Decile	318,000	318,000								318,000			318,000	
Corporate - Consultant	Total	94	94									94		91	3
	Mean	88,272	88,272									88,272		89,235	60,333
	Median	76,500	76,500									76,500		79,000	60,000
	1st Decile	40,000	40,000									40,000		40,000	51,000
	9th Decile	146,500	146,500									146,500		150,000	70,000

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

SECTION B

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

		Total	Member Grade			Level of Responsibility								Men	Women
			Chartered	Assoc	Other	Technician	Graduate	Engineer	Sen Eng	Proj Mgr	Sen Mgr	MD/CEO	Consult		
Associate - Engineering technician	Total	5		5		5								4	1
	Mean	30,220		30,220		30,220								31,275	26,000
	Median	26,000		26,000		26,000								26,550	26,000
	1st Decile	24,000		24,000		24,000								24,000	26,000
	9th Decile	48,000		48,000		48,000								48,000	26,000
Associate - Graduate in training/ Engineer in training/Post Doctoral	Total	227		227			227							164	63
	Mean	31,392		31,392			31,392							31,373	31,445
	Median	30,500		30,500			30,500							30,000	31,000
	1st Decile	25,000		25,000			25,000							25,000	23,500
	9th Decile	40,000		40,000			40,000							40,000	40,500
Associate - Engineer/Supervised team member/Lecturer	Total	351		351				351						264	87
	Mean	42,638		42,638				42,638						44,555	36,769
	Median	37,256		37,256				37,256						38,000	36,132
	1st Decile	29,000		29,000				29,000						29,000	28,500
	9th Decile	50,000		50,000				50,000						50,800	45,000
Associate - Senior engineer/Senior lecturer	Total	220		220					220					164	56
	Mean	54,522		54,522					54,522					54,862	53,527
	Median	49,258		49,258					49,258					50,000	46,000
	1st Decile	37,500		37,500					37,500					37,700	35,000
	9th Decile	80,500		80,500					80,500					80,000	80,500
Associate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	109		109						109				92	17
	Mean	66,952		66,952						66,952				68,816	56,353
	Median	61,000		61,000						61,000				62,000	53,000
	1st Decile	40,000		40,000						40,000				41,000	40,000
	9th Decile	95,000		95,000						95,000				95,000	80,000
Associate - Senior manager/Director/Dean/Head of department	Total	52		52							52			45	7
	Mean	90,378		90,378							90,378			92,179	79,057
	Median	85,000		85,000							85,000			86,000	67,000
	1st Decile	50,000		50,000							50,000			50,000	50,000
	9th Decile	140,000		140,000							140,000			140,000	140,000
Associate - Chairman/Managing director/Chief executive/Vice chancellor	Total	3		3								3		3	
	Mean	162,500		162,500								162,500		162,500	
	Median	162,500		162,500								162,500		162,500	
	1st Decile	130,000		130,000								130,000		130,000	
	9th Decile	195,000		195,000								195,000		195,000	
Associate - Consultant	Total	51		51									51	43	8
	Mean	63,058		63,058									63,058	65,994	46,286
	Median	43,500		43,500									43,500	46,000	40,000
	1st Decile	26,000		26,000									26,000	26,000	31,000
	9th Decile	155,757		155,757									155,757	151,878	97,000

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

SECTION B

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

		Total	Member Grade			Level of Responsibility									Men	Women
			Chartered	Assoc	Other	Technician	Graduate	Engineer	Sen Eng	Proj Mgr	Sen Mgr	MD/CEO	Consult	Other		
Biochemical engineering	Total	34	17	17		1	4	2	5	10	7	2	2	1	25	9
	£	55,000	72,500	40,000		26,000	33,422	34,000	41,000	70,000	92,500	97,500	47,500		69,630	37,500
Chemical and allied products	Total	277	169	97	11	1	24	44	83	72	40	1	4	8	232	45
	£	54,000	63,742	37,850	45,500	27,400	29,750	37,500	52,000	62,700	90,000	218,000	62,500	49,784	56,000	44,950
Consultancy	Total	244	113	124	7		28	45	57	34	31	6	42	1	197	47
	£	50,000	62,000	38,000	87,000		32,000	36,000	54,000	72,024	90,000	125,000	50,500	58,000	52,100	40,160
Contracting	Total	181	134	43	4		13	14	49	59	37	1	7	1	155	26
	£	69,000	79,000	43,300	58,300		31,500	43,800	63,000	73,500	101,000	67,000	106,500	160,000	75,000	50,000
Education/Universities	Total	55	22	28	5	1	5	17	7	12	7		1	5	43	12
	£	45,000	55,000	38,000	46,400	25,700	24,600	36,500	45,500	62,000	76,000		50,000	28,700	45,000	43,250
Food and drink	Total	96	46	48	2		6	19	25	23	20		1	2	74	22
	£	51,000	61,750	38,940	41,000		27,250	31,375	49,500	55,000	75,500		47,000	70,260	54,000	40,688
Health, safety and environment	Total	51	30	19	2		1	5	10	15	8		9	3	44	7
	£	55,000	58,000	40,000	32,000		30,000	34,310	56,092	63,000	60,000		57,000	40,000	55,000	40,000
Mining and minerals	Total	23	11	11	1		1	2	6	4	6		2	2	21	2
	£	56,000	81,000	45,000	43,000		29,000	27,000	49,550	68,000	115,000		109,620	43,000	78,240	31,000
Oil and gas exploration and production	Total	530	282	234	14	1	65	104	140	107	57	1	42	13	444	86
	£	71,000	99,000	46,000	60,000	85,000	35,000	50,000	70,000	102,000	132,500	100,000	92,657	125,000	79,100	61,000
Oil refining	Total	149	95	52	2	1	10	36	32	29	27		8	6	115	34
	£	70,000	85,000	42,000	56,500	24,000	33,600	44,100	61,000	86,512	131,000		88,000	38,327	81,520	47,000
Paper and packaging	Total	11	5	6			1	4	1	2	2			1	8	3
	£	45,000	65,000	37,750			28,800	37,750	45,000	56,308	80,000			65,000	53,808	37,500
Petrochemicals	Total	148	90	54	4	2	19	34	38	30	21		3	1	124	24
	£	60,000	76,750	41,250	43,000	41,250	33,500	43,693	65,000	79,975	115,000		64,000	49,050	65,500	41,500
Pharmaceuticals and toiletries	Total	145	72	64	9	1	9	27	39	32	26	1	7	3	119	26
	£	51,000	62,000	41,147	34,000		27,000	37,800	45,000	61,500	85,000	195,000	72,000	54,000	55,750	42,000
Plastics	Total	16	9	7			2	5	4	3	2				14	2
	£	53,000	57,400	32,500			30,100	32,900	57,200	65,000	98,500				54,000	43,950
Power generation – fossil fuels	Total	36	20	14	2		2	11	10	9	3	1			34	2
	£	55,059	61,850	41,827	43,850		29,250	40,000	52,875	62,000	87,000	419,000			55,059	79,750
Power generation – nuclear decommissioning	Total	99	59	37	3	1	9	23	26	20	11	1	5	3	79	20
	£	54,500	61,500	35,216	31,000	17,000	28,000	35,350	54,500	66,100	82,500	145,000	52,500	59,039	56,000	38,000
Power generation – nuclear generation	Total	38	19	19			3	11	10	8	3	1	1	1	29	9
	£	54,000	76,000	39,000			38,902	39,948	55,750	62,000	76,000	250,000	110,000	80,000	60,000	42,021
Power generation – renewables	Total	23	5	15	3		3	8	4	5	1	1	1		18	5
	£	42,000	48,100	37,000	70,000		30,424	36,522	53,000	62,000	61,500	70,000	77,000		49,050	37,000
Process plant and equipment	Total	58	24	32	2	1	5	13	9	19	6	3	2		45	13
	£	47,788	63,558	41,000	32,500		29,760	37,150	44,500	53,000	81,500	70,000	42,138		50,000	40,000
Water	Total	93	48	41	4		8	18	19	25	16		4	3	72	21
	£	44,000	53,000	35,000	36,194		28,000	30,500	44,000	51,628	62,575		44,000	51,806	48,000	37,800
Waste Management	Total	21	8	12	1			5	4	6	2	1	2	1	19	2
	£	58,000	62,000	42,000	38,000			35,000	42,000	55,500	66,000	185,000	62,000	71,534	58,500	38,800
Other	Total	167	81	79	7	1	16	33	35	30	25	5	8	14	139	28
	£	51,564	69,000	37,000	34,000	34,000	26,000	35,000	52,000	72,000	81,000	164,921	72,000	47,664	55,000	34,000

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									Men	Women
			Chartered	Assoc	Other	Technician	Graduate	Engineer	Sen Eng	Proj Mgr	Sen Mgr	MD/CEO	Consult	Other		
Construction and installation	Total	84	51	30	3		3	13	19	24	18	1	3	3	76	8
	£	58,500	65,000	47,146	61,500		26,500	43,500	52,000	60,500	70,000	185,000	62,000	125,000	60,000	49,000
Design	Total	947	495	432	20	1	128	205	271	201	87	2	47	5	762	185
	£	54,000	72,000	39,250	45,000	85,000	31,000	39,600	55,900	75,900	94,000	96,000	74,893	110,344	57,535	40,960
Education and training	Total	36	22	12	2		1	9	8	10	5		3		28	8
	£	51,030	62,000	37,000	46,400		33,200	35,500	46,000	63,500	105,000		50,000		52,780	46,200
Finance/financial services	Total	24	16	7	1			1	6	4	7	1	3	2	22	2
	£	125,000	142,500	45,000	105,000			30,000	67,576	150,500	145,000	105,000	35,000	127,500	132,500	52,500
General administration/management services	Total	318	192	118	8		22	45	74	77	42	6	44	8	262	56
	£	64,000	73,000	40,000	58,875		30,000	38,934	64,000	73,500	92,000	120,000	60,157	69,000	65,000	53,250
Manufacture and production	Total	540	287	236	17	5	36	113	124	123	106	8	11	14	446	94
	£	56,000	73,800	43,000	43,000	26,000	32,250	41,500	53,000	70,000	99,000	172,500	91,000	50,100	61,000	44,900
Marketing and sales	Total	60	48	12				3	12	19	17		3	6	55	5
	£	66,000	78,475	50,000				36,000	61,000	77,000	100,000		47,577	56,260	70,304	58,000
Research and development	Total	230	101	112	17	3	29	56	59	39	31	2	4	7	186	44
	£	45,000	62,000	38,000	40,000	25,700	27,350	38,000	48,000	63,500	84,000	112,500	76,000	32,000	48,500	38,267
Other	Total	256	147	94	15	2	15	35	40	57	45	5	33	24	213	43
	£	60,000	70,000	39,000	47,500	30,700	28,564	39,654	55,000	62,758	105,000	175,000	70,000	53,200	63,000	46,730



Section C

Classified by region

Section C Classified by region

SECTION C

TABLE 1 : EMPLOYMENT STATUS

		Total	Region														
			Scotland	North East	North West	East Midlands	West Midlands	South Central	East Anglia	South West	South East	Wales	N. Ireland	Yorkshire	Humberside	London	No answer
Total	Total	2547	430	181	421	89	94		66	115	492	69	24	72	79	372	43
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Salary - FT	Total	2412	411	178	408	82	91		61	109	473	66	23	71	79	360	
	%	94.70%	95.60%	98.30%	96.90%	92.10%	96.80%		92.40%	94.80%	96.10%	95.70%	95.80%	98.60%	100.00%	96.80%	
Salary - PT	Total	77	17	2	11	4	3		5	5	18	2		1		9	
	%	3.00%	4.00%	1.10%	2.60%	4.50%	3.20%		7.60%	4.30%	3.70%	2.90%		1.40%		2.40%	

Section C Classified by region

SECTION C

TABLE 2 : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS

	Total	Region														
		Scotland	North East	North West	East Midlands	West Midlands	South Central	East Anglia	South West	South East	Wales	N. Ireland	Yorkshire	Humberside	London	No answer
Total	2547	430	181	421	89	94		66	115	492	69	24	72	79	372	43
<£16K	15	4		3				1		2					5	
>=£16K	3			1				1				1				
>=£18K	1				1											
>=£19K	1					1										
>=£20K	2								1	1						
>=£21K	5	2						1	1							1
>=£22K	6	1	1	1					1	1						1
>=£23K	8	1		1	1			1		1		1	1			1
>=£24K	6		1	1		1			1			1				1
>=£25K	17	4	1	5		2			1	1			2	1		
>=£26K	21		1	6	1	3				4			4	1	1	
>=£27K	16	3	3	3		1		2	2			1			1	
>=£28K	45	3	3	15	4	1		2	4	2	1		2		1	7
>=£29K	33	2	3	5	2	2			3	3	1	1				11
>=£30K	51	5	2	8	5	5		1	3	6	2		3			11
>=£31K	36	7	4	4	2				2	3	1	1	1	1	1	10
>=£32K	50	13	4	8	4	2		2	2	6		1	1	1	1	6
>=£33K	34	6	2	4		2		4	1	5			1	3		6
>=£34K	27	4	3	5	2				2	3	2	1				5
>=£35K	40	7	1	9	2	3		1	5	5	1	1	2	1		2
>=£36K	38	7	4	4		2		1	2	7	2		3	3	3	3
>=£37K	36	6	3	9	1	1			1	7	1	1	3	1		2
>=£38K	45	8	6	5	3	2		1	2	6				3		9
>=£39K	29	5	4	8	2				1	4	2		1	1	1	1
>=£40K	211	44	13	35	7	6		5	11	41	6	2	8	8		25
>=£45K	184	31	16	31	8	7		5	5	38	9	2	9	8		15
>=£50K	164	30	14	16	6	15		4	8	40	3	1	6	7		14
>=£55K	154	21	13	35	4	11		5	3	26	7	2	6	5		16
>=£60K	151	33	13	29	8	5		5	6	23	5	1		4		19
>=£65K	124	20	12	28	9	5		2	6	27	5			2		8
>=£70K	88	12	8	20	2	3		3	4	10	3		6	4		13
>=£75K	93	16	8	18	2	1		1	5	15	4		4	2		17
>=£80K	75	8	5	14		1		4	4	19	1		1	2		16
>=£85K	63	10	4	9		2		1	3	19		2		5		8
>=£90K	77	10	4	15				3	2	30		1		3		9
>=£95K	60	8	4	11		1		2	4	17	2		2	2		7
>=£100K	47	7	4	4	2	1		4	4	9			2	2		8
>=£105K	26	5	1	2		1				10			1			6
>=£110K	33	4		6	1				1	10			1			10
>=£115K	16	2		3						7	1					3
>=£120K	43	11	1	5	1			1		14	1					9

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Section C Classified by region

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TABLE 2 : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS

Cont'd

	Total	Region														
		Scotland	North East	North West	East Midlands	West Midlands	South Central	East Anglia	South West	South East	Wales	N. Ireland	Yorkshire	Humberside	London	No answer
>=£125K	27	4	1	3		1			1	10	1			1	5	
>=£130K	30	5	1	4	1					9					10	
>=£135K	9	1								3	1			2	2	
>=£140K	15	2	1							5	1			1	5	
>=£145K	13	6	1	1						2					3	
>=£150K	74	17	3	5	2	2		1	1	18	3				22	
>=£200K	19	3	1	1					1	2					9	
>=£250K	28	4		3		1		1	1	6					12	
Base	2389	404	174	403	83	91		65	105	477	66	21	70	76	354	
Mean	69,488	72,060	59,982	64,538	52,980	60,188		61,487	59,406	76,767	64,883	45,572	51,281	60,354	85,610	
Median	56,000	56,623	53,100	55,000	46,040	51,000		55,700	50,000	65,000	55,559	42,000	46,250	53,250	65,000	
1st Decile	31,000	32,000	31,000	29,213	29,700	29,000		28,000	28,500	36,200	34,500	24,500	27,361	33,000	30,100	
9th Decile	120,000	129,000	95,000	98,000	75,000	81,000		100,000	96,000	125,000	124,000	85,000	78,000	95,000	154,000	

Section C Classified by region

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TABLE 3 : BENEFITS IN KIND FOR SALARIED EMPLOYEES

		Total	Region														
			Scotland	North East	North West	East Midlands	West Midlands	South Central	East Anglia	South West	South East	Wales	N. Ireland	Yorkshire	Humberside	London	No answer
Total	Total	2547	430	181	421	89	94		66	115	492	69	24	72	79	372	43
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Company final salary/defined benefit pension	Total	1022	166	77	171	32	38		27	49	214	28	10	33	34	143	
	%	40.10%	38.60%	42.50%	40.60%	36.00%	40.40%		40.90%	42.60%	43.50%	40.60%	41.70%	45.80%	43.00%	38.40%	
Company money purchase pension	Total	1022	169	72	181	37	38		33	42	209	29	8	28	29	147	
	%	40.10%	39.30%	39.80%	43.00%	41.60%	40.40%		50.00%	36.50%	42.50%	42.00%	33.30%	38.90%	36.70%	39.50%	
Non contributory pension	Total	96	14	4	12	2	2			4	18	4	1	2	5	28	
	%	3.80%	3.30%	2.20%	2.90%	2.20%	2.10%			3.50%	3.70%	5.80%	4.20%	2.80%	6.30%	7.50%	
Superannuation	Total	34	7	2	3	3	2			4	1	2	1	4		5	
	%	1.30%	1.60%	1.10%	0.70%	3.40%	2.10%			3.50%	0.20%	2.90%	4.20%	5.60%		1.30%	
Central Providence Fund	Total	9	3		1						1			1	1	2	
	%	0.40%	0.70%		0.20%						0.20%			1.40%	1.30%	0.50%	
401K savings plan	Total	12	3	2	1						3				1	2	
	%	0.50%	0.70%	1.10%	0.20%						0.60%				1.30%	0.50%	
None pension related benefits	Total	194	42	17	34	9	11		5	6	31	3	1	2	6	27	
	%	7.60%	9.80%	9.40%	8.10%	10.10%	11.70%		7.60%	5.20%	6.30%	4.30%	4.20%	2.80%	7.60%	7.30%	
Medical insurance	Total	1505	245	99	233	40	38		36	59	344	52	12	40	53	254	
	%	59.10%	57.00%	54.70%	55.30%	44.90%	40.40%		54.50%	51.30%	69.90%	75.40%	50.00%	55.60%	67.10%	68.30%	
Car	Total	532	59	34	97	32	24		12	27	146	13		16	8	64	
	%	20.90%	13.70%	18.80%	23.00%	36.00%	25.50%		18.20%	23.50%	29.70%	18.80%		22.20%	10.10%	17.20%	
Loans	Total	111	16	4	6	2	3			4	27	1		3	4	41	
	%	4.40%	3.70%	2.20%	1.40%	2.20%	3.20%			3.50%	5.50%	1.40%		4.20%	5.10%	11.00%	
IChemE membership fees	Total	1860	302	120	321	60	67		46	88	382	55	15	52	63	289	
	%	73.00%	70.20%	66.30%	76.20%	67.40%	71.30%		69.70%	76.50%	77.60%	79.70%	62.50%	72.20%	79.70%	77.70%	
Other professional membership fees	Total	332	42	21	56	18	23		14	19	57	10	4	9	11	48	
	%	13.00%	9.80%	11.60%	13.30%	20.20%	24.50%		21.20%	16.50%	11.60%	14.50%	16.70%	12.50%	13.90%	12.90%	
Childcare	Total	201	34	19	31	7	11		5	14	36	9		3	4	28	
	%	7.90%	7.90%	10.50%	7.40%	7.90%	11.70%		7.60%	12.20%	7.30%	13.00%		4.20%	5.10%	7.50%	
None other benefits	Total	250	64	25	40	11	14		5	8	25	6	6	11	7	28	
	%	9.80%	14.90%	13.80%	9.50%	12.40%	14.90%		7.60%	7.00%	5.10%	8.70%	25.00%	15.30%	8.90%	7.50%	
Other benefits	Total	199	41	11	20	4	8		10	6	47	9	2	5	7	29	
	%	7.80%	9.50%	6.10%	4.80%	4.50%	8.50%		15.20%	5.20%	9.60%	13.00%	8.30%	6.90%	8.90%	7.80%	

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

		Total	Region														
			Scotland	North East	North West	East Midlands	West Midlands	South Central	East Anglia	South West	South East	Wales	N. Ireland	Yorkshire	Humberside	London	No answer
Corporate Members	Total	1391	205	96	236	48	51		36	58	308	41	5	37	47	198	25
	Mean	86,179	94,462	73,511	79,087	63,749	75,459		75,031	73,427	90,929	73,443	54,750	64,425	70,855	110,346	
	Median	70,000	70,000	65,000	66,000	60,000	57,000		68,322	65,000	84,500	64,500	55,000	58,886	63,000	94,750	
	1st Decile	45,000	46,257	45,000	43,401	40,000	41,375		35,000	39,900	48,000	46,345	48,000	37,000	45,000	52,500	
	9th Decile	135,000	150,000	104,986	108,000	103,000	100,000		103,000	103,000	140,000	124,000	61,000	100,000	102,000	200,000	
Non-Corporate Members	Total	1156	225	85	185	41	43		30	57	184	28	19	35	32	174	18
	Mean	49,189	51,772	44,802	45,000	40,227	42,373		44,673	44,561	53,191	50,844	43,413	37,364	45,111	57,597	
	Median	40,306	43,000	39,000	38,451	34,500	36,029		40,000	36,000	45,000	42,000	35,500	36,500	38,000	40,000	
	1st Decile	28,000	30,000	28,564	27,000	28,000	26,000		27,400	27,500	30,509	30,000	23,000	26,000	28,500	29,000	
	9th Decile	80,000	85,000	70,000	77,000	68,116	56,000		75,000	90,000	91,000	72,000	85,000	49,950	72,000	95,000	
MEN	Total	2095	342	157	357	76	73		54	90	405	54	20	65	62	302	38
	Mean	73,822	75,690	61,806	68,422	55,000	65,095		64,968	63,987	82,545	67,870	48,029	52,127	63,061	93,535	
	Median	60,000	58,750	55,000	60,000	49,959	53,000		56,500	55,000	75,000	58,551	45,750	47,000	54,400	76,000	
	1 st Decile	32,000	32,500	32,050	30,000	29,850	29,000		30,500	30,000	37,000	36,000	24,500	28,200	33,000	30,500	
	9th Decile	125,000	130,000	95,000	100,000	75,551	85,000		102,000	100,000	130,000	124,000	85,000	80,000	92,500	170,000	
WOMEN	Total	452	88	24	64	13	21		12	25	87	15	4	7	17	70	5
	Mean	49,288	57,809	48,002	42,765	42,103	41,596		44,398	42,127	49,736	53,788	30,833	43,671	50,204	51,669	
	Median	43,000	47,000	39,000	38,902	41,740	40,916		38,000	40,000	47,800	46,672	27,500	40,000	46,500	42,000	
	1st Decile	29,400	31,000	27,000	28,296	29,000	25,000		21,616	25,000	33,960	30,750	23,000	25,000	36,000	30,000	
	9th Decile	75,000	95,000	70,000	62,179	67,000	60,689		71,300	62,000	67,000	75,000	42,000	75,000	65,077	95,000	

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

		Total	Region														
			Scotland	North East	North West	East Midlands	West Midlands	South Central	East Anglia	South West	South East	Wales	N. Ireland	Yorkshire	Humberside	London	No answer
Doctorate	Total	290	30	26	46	19	19		9	18	50	8	5	17	5	36	2
	Mean	67,229	57,798	67,054	75,326	51,111	58,648		83,133	56,540	70,159	49,792	46,250	52,278	51,453	91,103	
	Median	55,000	52,780	56,360	55,000	40,000	45,920		55,700	54,000	57,750	44,043	45,000	43,250	45,000	77,500	
	1 st Decile	34,000	32,000	32,844	35,000	30,000	30,000		36,500	35,000	40,000	30,750	34,000	31,200	38,267	45,000	
	9 th Decile	107,796	90,000	105,000	100,000	76,102	106,000		250,000	86,000	110,000	95,000	61,000	105,000	70,000	150,000	
Master's degree	Total	1299	248	80	206	26	38		32	57	235	34	12	35	52	232	12
	Mean	61,626	62,945	53,218	53,999	45,899	64,013		51,573	51,486	71,452	58,494	40,636	46,306	52,941	70,689	
	Median	48,000	48,164	42,110	46,644	39,500	50,000		44,000	40,000	55,000	47,550	32,500	43,500	48,000	50,000	
	1 st Decile	29,213	32,000	28,564	28,000	28,500	26,000		28,000	27,500	33,500	36,000	23,000	26,000	31,000	29,500	
	9 th Decile	103,000	106,000	94,000	90,000	100,000	72,000		82,000	86,000	124,000	80,000	85,000	75,000	88,305	125,000	
Bachelor's degree	Total	932	150	73	166	43	36		25	40	205	27	6	20	22	104	15
	Mean	81,098	89,449	65,425	74,408	57,411	57,571		65,986	71,914	84,466	76,690	54,170	58,943	78,888	117,446	
	Median	66,230	68,907	61,250	63,871	55,000	55,000		66,643	62,000	80,200	63,000	52,008	50,000	73,940	105,000	
	1 st Decile	38,000	38,000	37,500	38,000	29,700	29,000		27,400	35,000	43,500	39,654	31,000	35,000	51,000	49,000	
	9 th Decile	130,000	147,000	100,000	102,000	69,500	85,000		102,000	103,000	130,000	140,000	91,500	79,500	125,000	200,000	
Non-Graduate	Total	13	2	2	3	1	1				2		1				1
	Mean	65,300	94,500	46,750	66,000	61,500	38,000				69,500						
	Median	65,250	94,500	46,750	66,000	61,500	38,000				69,500						
	1 st Decile	27,500	69,000	46,000	17,000	61,500	38,000				69,000						
	9 th Decile	92,500	120,000	47,500	115,000	61,500	38,000				70,000						

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

		Total	Region														No answer
			Scotland	North East	North West	East Midlands	West Midlands	South Central	East Anglia	South West	South East	Wales	N. Ireland	Yorkshire	Humberside	London	
Corporate - Engineering technician	Total	1														1	
	Mean	85,000														85,000	
	Median	85,000														85,000	
	1 st Decile	85,000														85,000	
	9 th Decile	85,000														85,000	
Corporate - Graduate in training/ Engineer in training/Post Doctoral	Total																
	Mean																
	Median																
	1 st Decile																
	9 th Decile																
Corporate - Engineer/Supervised team member/Lecturer	Total	104	23	3	7	3	5		2	6	22	5		6	12	10	
	Mean	52,016	60,285	52,000	42,503	39,250	44,538		35,230	45,250	52,337	44,380		48,879	49,797	62,984	
	Median	49,250	56,550	55,000	43,500	39,250	41,375		35,230	42,750	50,000	47,000		49,750	49,432	60,000	
	1 st Decile	36,000	36,000	40,000	35,000	37,500	30,500		23,460	33,000	42,414	36,900		36,000	40,200	37,800	
	9 th Decile	66,038	81,750	61,000	47,600	41,000	60,000		47,000	62,000	65,000	50,000		58,772	59,000	110,000	
Corporate - Senior engineer/Senior lecturer	Total	379	70	32	67	10	8		9	18	68	15	3	9	16	54	
	Mean	67,739	72,047	56,516	66,996	50,489	50,027		65,605	57,717	68,715	69,421	51,500	56,063	70,970	78,669	
	Median	60,000	65,000	52,000	55,000	52,000	53,000		65,000	51,500	60,826	64,500	51,500	56,500	69,966	65,000	
	1 st Decile	43,000	46,000	44,600	41,500	31,000	30,977		21,616	36,145	41,600	47,550	48,000	36,000	54,100	49,255	
	9 th Decile	100,000	115,000	76,000	74,000	66,000	62,000		100,000	86,000	108,000	75,000	55,000	98,006	95,000	117,000	
Corporate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	437	66	28	72	14	16		12	20	116	13		11	10	59	
	Mean	86,107	93,447	69,112	77,470	54,291	102,639		62,633	70,414	95,145	80,048		68,230	67,830	99,748	
	Median	75,000	80,448	65,500	66,000	56,575	66,000		56,500	75,000	85,500	69,000		73,000	66,000	84,717	
	1 st Decile	49,150	54,000	53,200	50,650	41,740	45,000		42,500	42,000	51,444	55,118		40,000	50,000	56,000	
	9 th Decile	125,000	160,000	90,000	95,336	67,000	100,000		85,296	98,450	130,000	124,000		97,532	81,652	150,000	
Corporate - Senior manager/Director/Dean/Head of department	Total	300	33	24	58	15	14		7	11	71	4	2	9	8	44	
	Mean	114,878	152,050	93,110	98,485	82,214	74,307		104,901	101,150	120,950	80,836	58,000	73,000	104,255	160,869	
	Median	98,000	129,500	90,330	90,000	69,130	70,000		102,000	85,000	115,000	76,000	58,000	72,000	102,019	145,000	
	1 st Decile	60,000	62,500	61,000	65,000	55,000	55,000		73,800	62,000	65,000	46,345	55,000	42,000	54,000	90,000	
	9 th Decile	179,000	190,000	126,000	125,000	130,000	106,000		153,000	186,000	179,000	125,000	61,000	110,000	140,000	255,000	
Corporate - Chairman/Managing director/Chief executive/Vice chancellor	Total	19	2	3	6					1	4			1		2	
	Mean	158,936	272,000	125,000	148,307					250,000	103,500			70,000		318,000	
	Median	137,500	272,000	150,000	165,000					250,000	110,000			70,000		318,000	
	1 st Decile	64,000	125,000	45,000	67,000					250,000	64,000			70,000		318,000	
	9 th Decile	318,000	419,000	180,000	218,000					250,000	130,000			70,000		318,000	
Corporate - Consultant	Total	94	9	2	20	3	5		4	1	25	2		1	1	21	
	Mean	88,272	111,125	105,500	67,700	90,000	77,400		72,078	75,000	81,709	65,500		100,000	85,000	115,864	
	Median	76,500	117,000	105,500	67,000	90,000	57,000		80,000	75,000	79,000	65,500		100,000	85,000	90,000	
	1 st Decile	40,000	50,000	70,000	33,000	30,000	50,000		35,000	75,000	43,000	36,000		100,000	85,000	62,000	
	9 th Decile	146,500	170,000	141,000	90,500	150,000	170,000		93,314	75,000	125,000	95,000		100,000	85,000	250,000	

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

		Total	Region														
			Scotland	North East	North West	East Midlands	West Midlands	South Central	East Anglia	South West	South East	Wales	N. Ireland	Yorkshire	Humberside	London	No answer
Associate - Engineering technician	Total	5	2	1					1		1						
	Mean	30,220	36,850	24,000				27,400		26,000							
	Median	26,000	36,850	24,000				27,400		26,000							
	1 st Decile	24,000	25,700	24,000				27,400		26,000							
	9th Decile	48,000	48,000	24,000				27,400		26,000							
Associate - Graduate in training/ Engineer in training/Post Doctoral	Total	227	58	20	28	6	5	3	12	24	2		7	6	56		
	Mean	31,392	34,084	32,054	29,425	29,945	27,000	27,700	28,109	29,727	31,150		28,504	34,784	31,286		
	Median	30,500	34,900	30,250	28,000	29,000	27,000	27,700	28,500	32,000	31,150		27,661	35,134	30,750		
	1st Decile	25,000	25,000	27,000	25,000	23,500	25,000	27,400	24,000	22,000	28,300		25,000	25,440	24,000		
	9th Decile	40,000	45,000	38,000	37,000	38,000	29,000	28,000	31,000	36,300	34,000		33,500	42,000	40,000		
Associate - Engineer/Supervised team member/Lecturer	Total	351	65	23	62	12	14	10	22	46	14	9	13	11	50		
	Mean	42,638	50,296	38,900	35,504	32,640	32,551	44,275	33,691	39,023	37,263	30,250	35,294	38,512	60,173		
	Median	37,256	43,000	37,750	35,132	30,500	33,400	37,250	34,200	38,955	39,500	30,000	36,000	38,000	40,000		
	1st Decile	29,000	32,000	31,000	28,000	27,350	26,000	29,250	27,500	30,509	30,000	23,000	30,000	31,162	29,500		
	9th Decile	50,000	64,000	44,000	47,275	37,500	37,860	50,125	42,021	44,100	42,186	37,500	42,000	43,000	56,400		
Associate - Senior engineer/Senior lecturer	Total	220	46	15	38	7	5	7	11	43	3	2	5	5	33		
	Mean	54,522	59,304	50,531	46,631	39,395	51,860	45,349	58,440	50,561	46,931	46,258	43,510	56,860	70,930		
	Median	49,258	53,275	53,000	42,000	38,500	52,800	44,000	48,000	48,250	46,793	46,258	42,000	35,000	60,000		
	1st Decile	37,500	39,000	36,496	34,000	28,000	46,500	32,445	37,500	38,000	42,000	43,500	40,100	33,000	40,800		
	9th Decile	80,500	90,000	57,000	64,562	54,000	56,000	59,000	96,000	65,000	52,000	49,017	49,950	135,000	105,000		
Associate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	109	14	9	18	2	9	4	4	28	5	1	5	2	8		
	Mean	66,952	76,438	65,276	60,322	51,808	53,690	73,000	73,660	75,279	53,023	42,000	40,160	88,000	73,175		
	Median	61,000	60,715	65,000	59,000	51,808	53,000	68,500	69,821	62,500	56,000	42,000	49,800	88,000	77,000		
	1st Decile	40,000	44,475	48,500	36,000	35,500	40,000	60,000	60,000	45,000	37,000	42,000	25,000	86,000	31,400		
	9th Decile	95,000	150,000	79,000	110,000	68,116	62,000	95,000	95,000	130,000	63,500	42,000	50,000	90,000	93,000		
Associate - Senior manager/Director/Dean/Head of department	Total	52	7	5	7	2	1	1	3	10	3	3	1		9		
	Mean	90,378	102,062	66,358	83,243	90,000	43,000	55,700	82,000	82,365	120,667	73,333	46,000		122,898		
	Median	85,000	102,500	70,000	79,000	90,000	43,000	55,700	90,000	89,000	140,000	85,000	46,000		127,000		
	1st Decile	50,000	67,000	50,000	50,000	70,000	43,000	55,700	53,000	54,500	72,000	50,000	46,000		60,000		
	9th Decile	140,000	140,000	81,788	125,000	110,000	43,000	55,700	103,000	95,000	150,000	85,000	46,000		222,080		
Associate - Chairman/Managing director/Chief executive/Vice chancellor	Total	3		1	1		1										
	Mean	162,500		130,000			195,000										
	Median	162,500		130,000			195,000										
	1st Decile	130,000		130,000			195,000										
	9th Decile	195,000		130,000			195,000										
Associate - Consultant	Total	51	13	1	11		1	1	3	5		1	3	2	10		
	Mean	63,058	73,101	33,000	49,223		26,000	5,000	37,667	102,393		17,500	49,333	49,750	81,034		
	Median	43,500	47,000	33,000	45,288		26,000	5,000	40,000	95,000		17,500	45,000	49,750	43,500		
	1st Decile	26,000	32,000	33,000	29,000		26,000	5,000	31,000	50,000		17,500	26,000	27,500	26,500		
	9th Decile	155,757	155,757	33,000	61,078		26,000	5,000	42,000	183,465		17,500	77,000	72,000	180,000		

Section C Classified by region

SECTION C

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

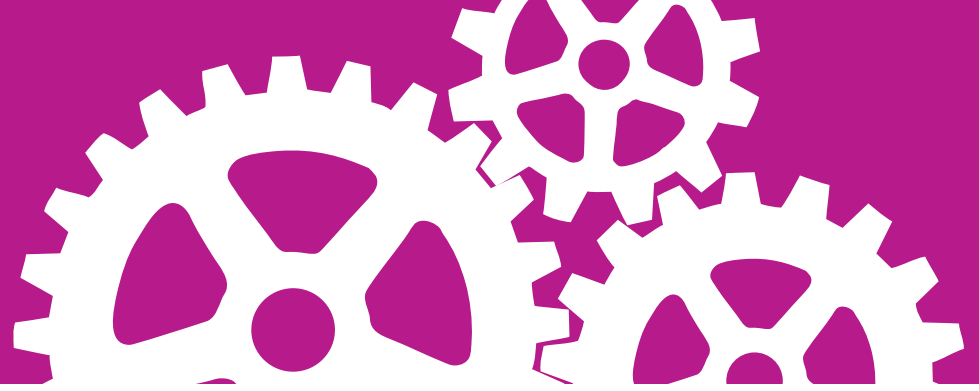
		Total	Region														
			Scotland	North East	North West	East Midlands	West Midlands	South Central	East Anglia	South West	South East	Wales	N. Ireland	Yorkshire	Humberside	London	No answer
Biochemical engineering	Total	34	2	9	3		4		1	2	8	1				4	
	£	55,000	41,000	55,000	70,000		70,000		5,000	60,000	46,750	34,000				66,000	
Chemical and allied products	Total	277	18	39	57	16	5		13	7	29	31	7	19	18	18	
	£	54,000	48,250	47,500	60,000	49,959	45,000		49,000	63,821	64,750	63,000	51,500	50,000	55,250	34,500	
Consultancy	Total	244	46	15	44	6	14		2	12	48	1	1	3	7	45	
	£	50,000	43,000	50,300	50,000	60,500	57,000		61,000	40,000	50,000	36,000	17,500	37,000	33,000	79,761	
Contracting	Total	181	6	15	31	3			2	7	74					43	
	£	69,000	65,000	74,500	66,500	46,579			102,252	75,900	70,451					65,000	
Education/Universities	Total	55	11	5	5	5	4		1	1	1	1	5	9	1	6	
	£	45,000	43,745	48,500	60,000	40,000	53,250		45,000	86,000	52,000	31,000	32,500	42,000	26,400	69,000	
Food and drink	Total	96	13	2	10	10	15		7	5	18	2		6	1	7	
	£	51,000	47,000	39,000	47,000	41,500	53,000		64,000	40,750	51,942	33,875		56,500	54,000	46,600	
Health, safety and environment	Total	51	4	3	5	4	8		5		10	1		2		9	
	£	55,000	41,000	55,000	30,000	43,020	39,000		57,184		87,000	75,000		49,500		75,151	
Mining and minerals	Total	23	1	3	3		4			3		1	1	1	2	4	
	£	56,000	85,000	39,000	81,000		45,000			80,000		56,000	23,000	26,000	97,050	180,000	
Oil and gas exploration and production	Total	530	224	17	20	4	5		11	18	85	4		2	8	132	
	£	71,000	66,500	55,000	50,000	56,892	52,000		81,500	49,750	95,000	157,500		50,000	90,000	80,000	
Oil refining	Total	149	15	4	20	1			2	4	59	11			13	20	
	£	70,000	56,250	32,800	70,000	69,130			153,000	78,500	80,000	47,000			60,110	70,000	
Paper and packaging	Total	11		1	2	3				1	3	1					
	£	45,000		37,500	41,500	60,000				65,000	44,000	47,617					
Petrochemicals	Total	148	28	27	10					4	19			4	21	35	
	£	60,000	65,000	64,500	74,150					61,045	90,500			73,766	50,932	46,244	
Pharmaceuticals and toiletries	Total	145	17	12	49	1	7		7	6	34	2	2	2	5	1	
	£	51,000	53,000	63,500	45,950	65,000	32,000		60,000	43,061	46,917	77,000	85,000	52,386	51,000	250,000	
Plastics	Total	16	2	3	8					1				2			
	£	53,000	32,312	57,400	74,942					51,000				42,750			
Power generation – fossil fuels	Total	36	11	1	2	1	7		2	2	5	2	1	1		1	
	£	55,059	54,000	126,000	56,500	29,700	60,000		44,000	70,000	58,000	47,386	49,017	33,500		110,000	
Power generation – nuclear decommissioning	Total	99	6		80	1				7	4	1					
	£	54,500	66,100		55,000	23,500				34,200	52,250	70,000					
Power generation – nuclear generation	Total	38	5	1	19		2		1	7	2					1	
	£	54,000	42,500	39,000	60,000		38,464		47,500	80,000	70,254					11,500	
Power generation – renewables	Total	23	1	3	3	4	3		2	1	4			2			
	£	42,000	62,000	41,000	37,000	58,750	36,045		56,000	42,000	59,050			53,500			
Process plant and equipment	Total	58	3	6	7	4			2	4	17		2	7		6	
	£	47,788	44,850	35,000	40,000	47,750			34,250	62,500	63,115		37,250	46,000		37,950	
Water	Total	93	8	5	13	11	6		6	10	22	3	1	2		6	
	£	44,000	42,350	44,000	40,500	47,620	53,000		37,472	39,950	53,048	39,076	24,500	59,975		34,600	
Waste Management	Total	21		1	9	1	1			3	2			1		3	
	£	58,000		53,000	62,000		38,000			48,500	71,000			59,000		38,800	
Other	Total	167	7	8	21	12	9		2	9	48	7	3	9	3	29	
	£	51,564	34,000	51,175	71,000	45,000	53,000		43,250	34,500	51,814	42,000	50,000	37,000	54,700	62,000	

Section C Classified by region

SECTION C

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

		Total	Region														
			Scotland	North East	North West	East Midlands	West Midlands	South Central	East Anglia	South West	South East	Wales	N. Ireland	Yorkshire	Humberside	London	No answer
Construction and installation	Total	84	11	3	14	8	3		3	4	17	2	2	6	1	10	
	£	58,500	58,500	50,000	66,500	60,500	85,000		56,000	45,000	53,900	49,396	20,250	48,000	54,000	62,500	
Design	Total	947	158	60	143	21	20		14	48	224	10	1	16	23	209	
	£	54,000	50,962	55,000	47,300	41,370	46,500		49,500	42,541	65,000	56,750	24,500	44,750	51,500	57,650	
Education and training	Total	36	7	3	4	1	2		1	3	2		4	4	1	4	
	£	51,030	46,400	45,000	60,000	76,102	54,000		93,314	46,000	32,744		34,000	105,000	62,000	76,500	
Finance/financial services	Total	24	3			1	1		1		4			1		13	
	£	125,000	92,000			150,000	654,000		35,000		127,500			26,000		135,000	
General administration/management services	Total	318	67	16	69	8	12		9	14	53	7		8	12	43	
	£	64,000	59,000	64,000	60,000	42,270	56,000		65,000	57,000	90,000	69,000		50,000	71,933	82,000	
Manufacture and production	Total	540	117	47	114	13	17		14	20	76	34	14	20	30	24	
	£	56,000	63,462	52,500	55,000	54,000	49,900		65,500	63,500	53,500	56,730	49,017	47,750	48,150	125,460	
Marketing and sales	Total	60	5	6	10	8	1		1	4	18			1		6	
	£	66,000	120,000	61,500	60,000	58,126	55,000		42,000	49,500	88,500			36,000		110,000	
Research and development	Total	230	18	25	36	13	22		13	11	46	6	1	11	10	18	
	£	45,000	38,500	45,250	51,500	41,000	53,000		44,000	47,572	48,000	34,000	29,000	40,500	45,000	49,105	
Other	Total	256	42	20	31	14	16		10	10	52	10	1	5	2	43	
	£	60,000	60,000	51,250	70,026	42,500	42,188		33,308	37,500	70,000	55,000	55,000	59,000	44,220	81,000	



Section D

Classified by industry sector

Section D Classified by industry sector

SECTION D

TABLE 1A : EMPLOYMENT STATUS

		Total	Industry sector									
			Bio-chem	Chemical	Consult	Education	Contract	Food drink	Mining and minerals	Oil production	Oil refining	Paper
Total	Total	2547	34	277	244	55	181	96	23	530	149	11
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Salary - FT	Total	2412	33	272	232	49	171	93	23	513	143	11
	%	94.70%	97.10%	98.20%	95.10%	89.10%	94.50%	96.90%	100.00%	96.80%	96.00%	100.00%
Salary - PT	Total	77	1	4	10	6	8	3		17	5	
	%	3.00%	2.90%	1.40%	4.10%	10.90%	4.40%	3.10%		3.20%	3.40%	

TABLE 1B : EMPLOYMENT STATUS

		Total	Industry sector											
			Pharma	Plastics	Power - fossil	Power - nuclear dec	Power - nuclear gen	Power - renewable	Petro-chem	Plant & equip	Health and safety	Water	Waste management	Other
Total	Total	2547	145	16	36	99	38	23	148	58	51	93	21	167
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Salary - FT	Total	2412	142	16	36	97	38	23	146	56	47	88	19	164
	%	94.70%	97.90%	100.00%	100.00%	98.00%	100.00%	100.00%	98.60%	96.60%	92.20%	94.60%	90.50%	98.20%
Salary - PT	Total	77	3			2			2	2	4	9	2	3
	%	3.00%	2.10%			2.00%			1.40%	3.40%	7.80%	5.40%	9.50%	1.80%

Section D Classified by industry sector

SECTION D

TABLE 2A : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS

	Total	Industry sector									
		Bio-chem	Chemical	Consult	Education	Contract	Food drink	Mining and minerals	Oil production	Oil refining	Paper
Total	2547	34	277	244	55	181	96	23	530	149	11
<£16K	15	1	2	1	2				3	2	
>=£16K	3		1	1							
>=£18K	1				1						
>=£19K	1		1								
>=£20K	2			1							
>=£21K	5			1	1		1				
>=£22K	6	1			1						
>=£23K	8		1				1	1			
>=£24K	6			1			1		1	1	
>=£25K	17			1	1	1	3				
>=£26K	21	1	1	6	1			1	1		
>=£27K	16		3	2			2		2		
>=£28K	45		6	2		1	5		3	2	1
>=£29K	33		5	3	1	2	2	1	5	2	
>=£30K	51	1	6	10		3	2		7	1	
>=£31K	36		6	3	4	1		1	4		
>=£32K	50	1	4	9	1	3	1		7	1	
>=£33K	34		1	8	1	1	2		10	5	
>=£34K	27	1	2	3	1	1			4	3	
>=£35K	40		2	8	1		2		6	2	
>=£36K	38		9	3					7	3	
>=£37K	36		10	2		1	1	1	7	1	2
>=£38K	45	1	3	6	1	2	3		8		1
>=£39K	29		3	5	1		1	1	5	1	
>=£40K	211	2	22	25	7	11	11	1	33	12	1
>=£45K	184	5	30	11	6	14	8	2	26	8	2
>=£50K	164		18	19	4	8	9	1	26	10	
>=£55K	154	2	21	14	3	6	11	2	25	6	
>=£60K	151		30	14	3	10	5		31	6	1
>=£65K	124	2	22	6	2	21	5		17	2	2
>=£70K	88	2	7	6		9	3		21	8	
>=£75K	93	2	12	7	4	8	4	1	13	9	
>=£80K	75	1	10	3		7	1	3	19	3	
>=£85K	63		3	11	1	8	3	1	12	6	
>=£90K	77	1	7	4		10	2	1	18	5	
>=£95K	60	1	6	4		5			24	2	
>=£100K	47	1	5	1		10	2		18	4	1
>=£105K	26	1		3	1	1			10	1	
>=£110K	33		1	5	1	5		1	9	5	
>=£115K	16		2	1		2			7	1	
>=£120K	43		5	2		4			15	4	

Cont'd

Section D Classified by industry sector

SECTION D

TABLE 2A : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS

Cont'd

	Total	Industry sector									
		Bio-chem	Chemical	Consult	Education	Contract	Food drink	Mining and minerals	Oil production	Oil refining	Paper
>=£125K	27			3		3	1		12	3	
>=£130K	30			2		2	1		15	4	
>=£135K	9		1	1					5	1	
>=£140K	15		1	2		1		2	4	2	
>=£145K	13			1		1			7	1	
>=£150K	74	1		5		9			40	10	
>=£200K	19	1	1						14	2	
>=£250K	28			4	1		1	2	6	2	
Base	2389	29	270	229	51	171	94	23	507	141	11
Mean	69,488	65,147	57,477	64,194	53,392	76,890	56,876	81,732	87,440	80,658	51,647
Median	56,000	55,000	54,000	50,000	45,000	69,000	51,000	56,000	71,000	70,000	45,000
1st Decile	31,000	26,000	31,000	30,000	25,700	40,000	28,000	29,000	35,000	34,500	37,200
9th Decile	120,000	106,000	90,000	110,000	76,102	120,000	85,000	141,000	154,000	145,000	65,000

Section D Classified by industry sector

SECTION D

TABLE 2B : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS

	Total	Industry sector											
		Pharma	Plastics	Power - fossil	Power - nuclear dec	Power - nuclear gen	Power - renewable	Petro-chem	Plant & equip	Health and safety	Water	Waste management	Other
Total	2547	145	16	36	99	38	23	148	58	51	93	21	167
<£16K	15	1			1	1					1		
>=£16K	3				1								
>=£18K	1												
>=£19K	1												
>=£20K	2												1
>=£21K	5							1		1			
>=£22K	6									1		2	1
>=£23K	8				1						2		2
>=£24K	6									1	1		
>=£25K	17	2		1	1			1	1				5
>=£26K	21	3					1			1	2		3
>=£27K	16	1	1		2								3
>=£28K	45	4	1		4		1	1	2		7		5
>=£29K	33	3		1				2	2		2	1	1
>=£30K	51	3			2	2	4	1	2	2	2		3
>=£31K	36	2			2	1		6		1	1		4
>=£32K	50	3	3	1	3	1		1	2	2	3		4
>=£33K	34	1		1	1				1	1			1
>=£34K	27	2			1			2	1	1	1		4
>=£35K	40	2		1	3				2	2	3	2	4
>=£36K	38	1	1		1	2	1	2	4		2		2
>=£37K	36	2					2	1	1		2		3
>=£38K	45	3		2	2	1		5	1		3	2	2
>=£39K	29	3		1	1	4		1			2		
>=£40K	211	15		3	8	4	4	15	7	5	10	2	13
>=£45K	184	12	1	2	12	1	1	16	5	3	7		12
>=£50K	164	12	1	4	2	2	1	10	6	2	12	1	16
>=£55K	154	13	3	5	10	1	1	6	3	7	4	2	9
>=£60K	151	4		4	9	6	3	5	3	3	5	3	6
>=£65K	124	7	1	3	10			10	2		7		5
>=£70K	88	8			6		2	4	4	1	1	2	4
>=£75K	93	4		1	1	3	2	12		2			6
>=£80K	75	2		1	4	3		5	1	3	1	1	7
>=£85K	63	5		1		1		5	1	1	3		1
>=£90K	77	4	1		4	2		6	2	7			3
>=£95K	60	4	3			1		4	1				5
>=£100K	47							2	1	1			1
>=£105K	26	3						4					2
>=£110K	33			1		1				1	1		2
>=£115K	16	1						2					
>=£120K	43	2		1	1			2	1				6

Cont'd

Section D Classified by industry sector

SECTION D

TABLE 2B : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS

Cont'd

	Total	Industry sector											
		Pharma	Plastics	Power - fossil	Power - nuclear dec	Power - nuclear gen	Power - renewable	Petro-chem	Plant & equip	Health and safety	Water	Waste management	Other
>=£125K	27	2		1									2
>=£130K	30				1			2		1			2
>=£135K	9												1
>=£140K	15							2					1
>=£145K	13	1			1								1
>=£150K	74	1						3				1	4
>=£200K	19							1					
>=£250K	28	3		1	1	1		2			1		3
Base	2389	139	16	36	96	38	23	142	56	50	90	17	160
Mean	69,488	65,319	56,855	68,266	62,229	61,737	47,253	75,211	51,927	59,035	49,361	60,067	66,696
Median	56,000	51,000	53,000	55,059	54,500	54,000	42,000	60,000	47,788	55,000	44,000	58,000	51,564
1st Decile	31,000	29,213	28,000	33,500	28,000	31,488	30,000	34,720	30,000	30,488	28,000	35,000	28,100
9th Decile	120,000	97,700	98,000	110,000	82,500	90,600	73,500	108,593	85,000	92,500	67,115	80,000	120,000

Section D Classified by industry sector

SECTION D

TABLE 3A : BENEFITS IN KIND FOR SALARIED EMPLOYEES

		Total	Industry sector									
			Bio-chem	Chemical	Consult	Education	Contract	Food drink	Mining and minerals	Oil production	Oil refining	Paper
Total	Total	2547	34	277	244	55	181	96	23	530	149	11
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Company final salary/defined benefit pension	Total	1022	14	113	61	26	45	43	6	211	96	5
	%	40.10%	41.20%	40.80%	25.00%	47.30%	24.90%	44.80%	26.10%	39.80%	64.40%	45.50%
Company money purchase pension	Total	1022	11	138	124		101	43	11	189	32	5
	%	40.10%	32.40%	49.80%	50.80%		55.80%	44.80%	47.80%	35.70%	21.50%	45.50%
Non contributory pension	Total	96		5	13	1	4	5	3	34	7	
	%	3.80%		1.80%	5.30%	1.80%	2.20%	5.20%	13.00%	6.40%	4.70%	
Superannuation	Total	34	2		3	17	1			5		
	%	1.30%	5.90%		1.20%	30.90%	0.60%			0.90%		
Central Providence Fund	Total	9			2					2		
	%	0.40%			0.80%					0.40%		
401K savings plan	Total	12			1	1	1			4	2	
	%	0.50%			0.40%	1.80%	0.60%			0.80%	1.30%	
None pension related benefits	Total	194	2	14	25	6	19	3	3	62	4	1
	%	7.60%	5.90%	5.10%	10.20%	10.90%	10.50%	3.10%	13.00%	11.70%	2.70%	9.10%
Medical insurance	Total	1505	16	176	128	1	114	69	12	365	107	10
	%	59.10%	47.10%	63.50%	52.50%	1.80%	63.00%	71.90%	52.20%	68.90%	71.80%	90.90%
Car	Total	532	8	66	38	1	48	34	7	100	34	4
	%	20.90%	23.50%	23.80%	15.60%	1.80%	26.50%	35.40%	30.40%	18.90%	22.80%	36.40%
Loans	Total	111	1	11	9		6	5		33	8	
	%	4.40%	2.90%	4.00%	3.70%		3.30%	5.20%		6.20%	5.40%	
IChemE membership fees	Total	1860	20	206	187	13	144	72	17	410	120	6
	%	73.00%	58.80%	74.40%	76.60%	23.60%	79.60%	75.00%	73.90%	77.40%	80.50%	54.50%
Other professional membership fees	Total	332	6	32	36	6	11	15	4	64	17	5
	%	13.00%	17.60%	11.60%	14.80%	10.90%	6.10%	15.60%	17.40%	12.10%	11.40%	45.50%
Childcare	Total	201	4	28	16	1	10	12		38	11	
	%	7.90%	11.80%	10.10%	6.60%	1.80%	5.50%	12.50%		7.20%	7.40%	
None other benefits	Total	250	6	23	24	36	17	7	3	45	10	
	%	9.80%	17.60%	8.30%	9.80%	65.50%	9.40%	7.30%	13.00%	8.50%	6.70%	
Other benefits	Total	199	1	25	10	1	6	8	4	54	10	2
	%	7.80%	2.90%	9.00%	4.10%	1.80%	3.30%	8.30%	17.40%	10.20%	6.70%	18.20%

Section D Classified by industry sector

SECTION D

TABLE 3B : BENEFITS IN KIND FOR SALARIED EMPLOYEES

		Total	Industry sector											
			Pharma	Plastics	Power - fossil	Power - nuclear dec	Power - nuclear gen	Power - renewable	Petro-chem	Plant & equip	Health and safety	Water	Waste management	Other
Total	Total	2547	145	16	36	99	38	23	148	58	51	93	21	167
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Company final salary/defined benefit pension	Total	1022	48	4	24	57	25	4	86	21	23	33	3	74
	%	40.10%	33.10%	25.00%	66.70%	57.60%	65.80%	17.40%	58.10%	36.20%	45.10%	35.50%	14.30%	44.30%
Company money purchase pension	Total	1022	80	10	8	31	10	14	45	27	19	49	10	65
	%	40.10%	55.20%	62.50%	22.20%	31.30%	26.30%	60.90%	30.40%	46.60%	37.30%	52.70%	47.60%	38.90%
Non contributory pension	Total	96	3					2	5	4	4	1	1	4
	%	3.80%	2.10%					8.70%	3.40%	6.90%	7.80%	1.10%	4.80%	2.40%
Superannuation	Total	34			1			1	1			1		2
	%	1.30%			2.80%			4.30%	0.70%			1.10%		1.20%
Central Providence Fund	Total	9			1	1			1		1		1	
	%	0.40%			2.80%	1.00%			0.70%		2.00%		4.80%	
401K savings plan	Total	12												3
	%	0.50%												1.80%
None pension related benefits	Total	194	8	2	2	7	3	2	4	4	3	6	2	12
	%	7.60%	5.50%	12.50%	5.60%	7.10%	7.90%	8.70%	2.70%	6.90%	5.90%	6.50%	9.50%	7.20%
Medical insurance	Total	1505	117	10	19	39	7	8	96	36	24	49	8	94
	%	59.10%	80.70%	62.50%	52.80%	39.40%	18.40%	34.80%	64.90%	62.10%	47.10%	52.70%	38.10%	56.30%
Car	Total	532	31	1	9	13	5	2	18	11	14	36	6	46
	%	20.90%	21.40%	6.20%	25.00%	13.10%	13.20%	8.70%	12.20%	19.00%	27.50%	38.70%	28.60%	27.50%
Loans	Total	111	4		2	3	1		8	2	5	2	1	10
	%	4.40%	2.80%		5.60%	3.00%	2.60%		5.40%	3.40%	9.80%	2.20%	4.80%	6.00%
IChemE membership fees	Total	1860	115	9	26	85	32	17	100	45	38	67	13	118
	%	73.00%	79.30%	56.20%	72.20%	85.90%	84.20%	73.90%	67.60%	77.60%	74.50%	72.00%	61.90%	70.70%
Other professional membership fees	Total	332	23		2	15	9	4	12	10	10	14	5	32
	%	13.00%	15.90%		5.60%	15.20%	23.70%	17.40%	8.10%	17.20%	19.60%	15.10%	23.80%	19.20%
Childcare	Total	201	13	1	2	8	8	3	10	2	4	11		19
	%	7.90%	9.00%	6.20%	5.60%	8.10%	21.10%	13.00%	6.80%	3.40%	7.80%	11.80%		11.40%
None other benefits	Total	250	6	2	6	7	4	3	18	4	6	7	2	14
	%	9.80%	4.10%	12.50%	16.70%	7.10%	10.50%	13.00%	12.20%	6.90%	11.80%	7.50%	9.50%	8.40%
Other benefits	Total	199	15	2	5	3	1	1	14	3	6	7	2	19
	%	7.80%	10.30%	12.50%	13.90%	3.00%	2.60%	4.30%	9.50%	5.20%	11.80%	7.50%	9.50%	11.40%

Section D Classified by industry sector

SECTION D

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

		Total	Industry sector									
			Bio-chem	Chemical	Consult	Education	Contract	Food drink	Mining and minerals	Oil production	Oil refining	Paper
Corporate Members	Total	1391	17	169	113	22	134	46	11	282	95	9
	Mean	86,179	84,183	67,480	81,413	74,341	86,372	72,880	113,918	109,196	95,283	66,800
	Median	70,000	72,500	63,742	62,000	55,000	79,000	61,750	81,000	99,000	85,000	65,000
	1st Decile	45,000	45,000	45,000	40,000	35,000	51,000	41,375	47,000	56,857	48,628	44,000
	9th Decile	135,000	150,000	98,200	131,000	105,000	130,000	100,000	250,000	180,000	151,000	100,000
Non-Corporate Members	Total	1156	17	108	131	33	47	50	12	248	54	6
	Mean	49,189	41,719	42,237	49,092	38,728	51,123	41,539	52,228	62,059	54,850	39,020
	Median	40,306	40,000	38,500	39,000	40,500	45,500	38,940	44,000	46,750	42,000	37,750
	1st Decile	28,000	26,000	28,000	28,500	21,850	30,000	25,000	26,000	31,500	29,500	28,800
	9th Decile	80,000	70,000	62,000	87,000	55,250	91,500	56,000	85,000	100,000	92,000	47,617
MEN	Total	2095	25	232	197	43	155	74	21	444	115	8
	Mean	73,822	72,425	59,300	69,206	56,562	81,083	60,795	86,564	91,227	90,995	56,052
	Median	60,000	69,630	56,000	52,100	45,000	75,000	54,000	78,240	79,100	81,520	53,808
	1st Decile	32,000	32,844	31,500	30,000	25,700	40,000	28,500	31,000	36,000	35,000	28,800
	9th Decile	125,000	106,000	92,000	120,000	86,000	125,000	85,000	141,000	160,000	152,000	100,000
WOMEN	Total	452	9	45	47	12	26	22	2	86	34	3
	Mean	49,288	37,249	48,111	43,119	43,092	52,400	44,051	31,000	67,528	46,831	39,900
	Median	43,000	37,500	44,950	40,160	43,250	50,000	40,688	31,000	61,000	47,000	37,500
	1st Decile	29,400	22,495	30,000	27,000	22,000	38,000	27,000	23,000	32,000	33,000	37,200
	9th Decile	75,000	55,000	73,800	58,000	62,000	68,000	67,000	39,000	120,000	62,500	45,000

Section D Classified by industry sector

SECTION D

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

		Total	Industry sector											
			Pharma	Plastics	Power - fossil	Power - nuclear dec	Power - nuclear gen	Power - renewable	Petro-chem	Plant & equip	Health and safety	Water	Waste management	Other
Corporate Members	Total	1391	72	9	20	59	19	5	90	24	30	48	8	81
	Mean	86,179	78,134	72,828	85,815	77,764	82,869	50,020	93,797	66,169	67,438	60,197	78,971	88,304
	Median	70,000	62,000	57,400	61,850	61,500	76,000	48,100	76,750	63,558	58,000	53,000	62,000	69,000
	1st Decile	45,000	42,000	49,500	51,325	43,500	51,500	42,000	47,500	36,145	35,000	35,000	38,800	44,900
	9th Decile	135,000	116,000	99,000	115,000	91,663	110,000	62,000	130,000	95,012	101,000	85,000	185,000	147,000
Non-Corporate Members	Total	1156	73	7	16	40	19	18	58	34	21	45	13	86
	Mean	49,189	51,939	36,318	46,329	37,456	40,605	46,485	46,668	41,246	47,431	38,033	46,833	45,623
	Median	40,306	41,000	32,500	41,827	34,200	39,000	38,930	41,250	40,500	40,000	35,594	41,400	36,000
	1st Decile	28,000	27,000	27,700	29,700	25,000	30,509	28,000	31,000	29,000	24,000	26,500	32,000	25,440
	9th Decile	80,000	85,000	65,000	75,000	60,715	62,000	75,000	75,000	52,000	85,000	52,000	62,000	82,000
MEN	Total	2095	119	14	34	79	29	18	124	45	44	72	19	139
	Mean	73,822	69,801	58,698	67,591	67,257	67,109	50,446	80,971	54,437	60,599	50,829	61,396	71,672
	Median	60,000	55,750	54,000	55,059	56,000	60,000	49,050	65,500	50,000	55,000	48,000	58,500	55,000
	1st Decile	32,000	29,000	28,000	35,000	30,000	31,488	30,000	37,000	30,000	30,977	28,000	35,000	29,250
	9th Decile	125,000	107,000	98,000	87,000	84,500	99,000	75,000	120,000	90,000	94,500	68,000	80,000	125,000
WOMEN	Total	452	26	2	2	20	9	6	24	13	7	21	2	28
	Mean	49,288	44,883	43,950	79,750	41,851	44,427	35,761	45,407	43,626	49,429	43,877	38,800	39,827
	Median	43,000	42,000	43,950	79,750	38,000	42,021	37,000	41,500	40,000	40,000	37,800	38,800	34,000
	1st Decile	29,400	31,000	32,900	33,500	17,000	11,500	26,900	31,000	32,000	24,000	28,500	38,800	25,000
	9th Decile	75,000	59,000	55,000	126,000	67,000	80,000	41,000	65,077	57,100	82,000	85,000	38,800	60,000

Section D Classified by industry sector

SECTION D

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

		Total	Industry sector									
			Bio-chem	Chemical	Consult	Education	Contract	Food drink	Mining and minerals	Oil production	Oil refining	Paper
Doctorate	Total	290	20	27	24	44	10	10	2	31	5	
	Mean	67,229	74,440	56,259	72,945	59,910	59,435	49,247	94,120	88,767	86,300	
	Median	55,000	69,630	52,500	61,737	46,400	63,000	45,000	94,120	79,000	57,000	
	1st Decile	34,000	34,000	37,000	30,000	31,100	30,000	30,750	78,240	50,000	32,000	
	9th Decile	107,796	106,000	90,000	117,000	76,551	93,160	78,000	110,000	150,000	155,000	
Master's degree	Total	1299	8	126	139	6	99	48	11	319	88	3
	Mean	61,626	38,799	51,284	62,592	23,233	68,370	46,572	50,691	75,856	64,629	67,400
	Median	48,000	34,000	46,500	42,020	22,200	61,900	40,500	45,000	60,000	50,570	65,000
	1st Decile	29,213	22,495	29,500	30,000	2,000	32,700	25,000	26,000	33,000	33,000	37,200
	9th Decile	103,000	70,000	75,325	109,000	50,000	104,500	82,000	81,000	135,000	120,000	100,000
Bachelor's degree	Total	932	6	122	81	5	71	38	10	179	56	8
	Mean	81,098	65,167	64,323	64,307	37,440	90,640	72,099	113,400	107,279	103,753	45,740
	Median	66,230	46,500	61,000	55,500	35,000	90,000	58,000	86,500	100,000	87,024	44,500
	1st Decile	38,000	5,000	35,000	32,000	25,700	51,000	40,000	36,000	46,979	53,000	28,800
	9th Decile	130,000	150,000	98,000	120,000	52,000	130,000	86,000	195,500	175,000	155,000	65,000
Non-Graduate	Total	13		2			1			1		
	Mean	65,300		46,750			69,000			120,000		
	Median	65,250		46,750			69,000			120,000		
	1st Decile	27,500		46,000			69,000			120,000		
	9th Decile	92,500		47,500			69,000			120,000		

Section D Classified by industry sector

SECTION D

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

		Total	Industry sector											
			Pharma	Plastics	Power - fossil	Power - nuclear dec	Power - nuclear gen	Power - renewable	Petro-chem	Plant & equip	Health and safety	Water	Waste management	Other
Doctorate	Total	290	27		4	8	6	3	12	6	6	14	5	23
	Mean	67,229	89,627		55,635	56,988	53,321	47,261	62,361	41,583	47,333	43,173	68,134	73,046
	Median	55,000	56,823		62,000	48,750	54,750	37,860	60,860	41,000	45,500	38,700	66,767	50,000
	1st Decile	34,000	37,000		33,500	39,800	30,509	30,424	42,000	35,500	22,000	30,000	59,000	35,000
	9th Decile	107,796	123,000		65,041	94,000	76,000	73,500	84,300	51,000	93,000	66,000	80,000	150,000
Master's degree	Total	1299	66	8	18	51	22	13	77	26	17	47	9	82
	Mean	61,626	58,036	42,903	78,600	46,408	65,636	42,811	55,893	44,762	52,341	48,570	46,133	59,492
	Median	48,000	43,000	32,700	54,500	43,000	51,500	41,000	47,250	38,100	49,000	39,000	40,400	42,794
	1st Decile	29,213	28,500	27,700	32,400	28,000	32,413	30,000	31,000	29,760	30,000	23,460	29,000	26,000
	9th Decile	103,000	90,000	99,000	126,000	67,000	99,000	62,000	94,000	69,050	92,000	70,000	70,000	105,000
Bachelor's degree	Total	932	51	8	14	39	10	5	58	26	28	32	6	61
	Mean	81,098	61,856	70,807	58,588	87,063	58,209	51,400	103,283	61,574	65,851	52,988	72,300	73,585
	Median	66,230	58,000	61,200	54,059	65,026	54,000	50,000	77,000	57,090	62,515	51,128	55,500	57,000
	1st Decile	38,000	32,500	49,500	35,000	42,650	33,744	28,000	45,500	34,218	32,000	36,200	35,000	32,000
	9th Decile	130,000	88,000	98,000	84,000	91,663	82,500	77,000	140,000	95,012	101,000	66,230	185,000	125,000
Non-Graduate	Total	13	1			1		2	1				1	1
	Mean	65,300				17,000		65,750	115,000				38,000	69,000
	Median	65,250				17,000		65,750	115,000				38,000	69,000
	1st Decile	27,500				17,000		61,500	115,000				38,000	69,000
	9th Decile	92,500				17,000		70,000	115,000				38,000	69,000

Section D Classified by industry sector

SECTION D

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

	Total	Industry sector									
		Bio-chem	Chemical	Consult	Education	Contract	Food drink	Mining and minerals	Oil production	Oil refining	Paper
Corporate - Engineering technician	Total	1							1		
	Mean	85,000							85,000		
	Median	85,000							85,000		
	1st Decile	85,000							85,000		
	9th Decile	85,000							85,000		
Corporate - Graduate in training/ Engineer in training/Post Doctoral	Total										
	Mean										
	Median										
	1st Decile										
Corporate - Engineer/Supervised team member/Lecturer	Total	104	11	3	3	4	2		28	13	1
	Mean	52,016	42,827	43,339	27,667	48,562	41,188		68,455	55,935	44,000
	Median	49,250	42,500	43,000	22,000	48,500	41,188		60,500	52,000	44,000
	1st Decile	36,000	36,000	40,000	21,000	45,000	41,000		45,500	46,000	44,000
	9th Decile	66,038	50,000	47,018	40,000	52,250	41,375		110,000	75,000	44,000
Corporate - Senior engineer/Senior lecturer	Total	379	2	57	27	5	33	12	3	81	24
	Mean	67,739	33,748	58,029	60,657	50,250	71,469	53,647	73,367	87,322	62,371
	Median	60,000	33,748	58,000	55,540	50,500	65,000	54,500	56,000	84,900	57,000
	1st Decile	43,000	22,495	45,151	44,600	45,000	46,000	40,000	54,100	54,000	48,000
	9th Decile	100,000	45,000	75,000	106,000	55,000	94,500	66,643	110,000	125,000	83,040
Corporate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	437	5	58	27	6	55	16	1	89	24
	Mean	86,107	75,426	67,967	93,766	64,694	82,548	61,846	80,000	116,495	94,109
	Median	75,000	70,000	64,000	64,000	69,051	73,500	59,000	80,000	108,500	90,000
	1st Decile	49,150	66,000	49,000	39,000	35,000	56,000	44,000	80,000	70,000	62,500
	9th Decile	125,000	96,500	98,000	120,000	86,000	120,000	78,000	80,000	180,000	125,000
Corporate - Senior manager/Director/Dean/Head of department	Total	300	7	34	25	7	33	14	4	50	24
	Mean	114,878	102,883	88,751	101,663	119,857	108,523	106,879	181,500	142,840	143,758
	Median	98,000	92,500	90,000	86,000	76,000	102,000	75,500	195,000	135,000	130,500
	1st Decile	60,000	46,300	61,000	55,000	52,000	74,500	55,000	81,000	85,000	95,460
	9th Decile	179,000	225,000	120,000	145,000	360,000	151,385	130,000	255,000	216,738	200,000
Corporate - Chairman/Managing director/Chief executive/Vice chancellor	Total	19	2	1	2		1			1	
	Mean	158,936	97,500	218,000	152,500		67,000			100,000	
	Median	137,500	97,500	218,000	152,500		67,000			100,000	
	1st Decile	64,000	45,000	218,000	125,000		67,000			100,000	
	9th Decile	318,000	150,000	218,000	180,000		67,000			100,000	
Corporate - Consultant	Total	94	1	3	28	1	7		1	24	8
	Mean	88,272	90,000	68,333	71,424	50,000	101,917		141,000	107,092	99,562
	Median	76,500	90,000	80,000	52,500	50,000	106,500		141,000	100,750	88,000
	1st Decile	40,000	90,000	30,000	30,000	50,000	73,500		141,000	60,000	70,000
	9th Decile	146,500	90,000	95,000	140,000	50,000	130,000		141,000	170,000	150,000

Section D Classified by industry sector

SECTION D

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

	Total	Industry sector											
		Pharma	Plastics	Power - fossil	Power - nuclear dec	Power - nuclear gen	Power - renewable	Petro-chem	Plant & equip	Health and safety	Water	Waste management	Other
Corporate - Engineering technician	Total	1											
	Mean	85,000											
	Median	85,000											
	1st Decile	85,000											
	9th Decile	85,000											
Corporate - Graduate in training/ Engineer in training/Post Doctoral	Total												
	Mean												
	Median												
	1st Decile												
	9th Decile												
Corporate - Engineer/Supervised team member/Lecturer	Total	104	5	1	5	4	2	10	2	1	4		4
	Mean	52,016	46,037	49,500	51,740	41,625	51,458	50,414	36,900	55,000	31,990		44,280
	Median	49,250	45,000	49,500	52,800	41,750	51,458	49,932	36,900	55,000	32,750		43,500
	1st Decile	36,000	35,000	49,500	40,000	35,400	40,916	40,350	36,000	55,000	23,460		33,000
	9th Decile	66,038	58,772	49,500	60,000	47,600	62,000	55,750	37,800	55,000	39,000		57,119
Corporate - Senior engineer/Senior lecturer	Total	379	21	4	5	22	6	31	4	6	10	1	20
	Mean	67,739	51,449	64,571	68,558	87,945	69,750	55,367	66,265	44,824	53,610	59,000	58,521
	Median	60,000	48,500	57,200	62,000	54,500	70,500	56,000	65,250	39,147	50,500	59,000	53,200
	1st Decile	43,000	39,663	51,000	52,750	46,987	51,500	48,100	45,744	35,000	30,977	59,000	40,000
	9th Decile	100,000	65,000	92,884	110,000	66,000	86,000	62,000	85,730	66,000	75,000	59,000	82,360
Corporate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	437	21	2	8	17	6	28	10	12	19	3	25
	Mean	86,107	91,901	75,336	71,227	70,182	73,850	42,000	84,355	65,994	73,421	58,933	90,450
	Median	75,000	65,000	75,336	64,000	67,955	73,000	42,000	80,000	60,108	68,000	58,000	71,000
	1st Decile	49,150	43,061	55,000	54,000	55,000	56,500	42,000	65,000	51,295	46,040	38,800	45,000
	9th Decile	125,000	95,000	95,671	120,000	90,000	90,600	42,000	108,593	82,500	101,000	80,000	110,000
Corporate - Senior manager/Director/Dean/Head of department	Total	300	21	2	1	10	3	19	5	5	12	2	18
	Mean	114,878	93,900	98,500	126,000	85,666	83,333	179,233	84,202	71,500	69,708	66,000	107,515
	Median	98,000	90,000	98,500	126,000	83,500	76,000	109,000	90,000	72,500	66,500	66,000	83,000
	1st Decile	60,000	63,500	98,000	126,000	65,500	75,000	76,500	60,000	49,000	51,000	62,000	51,628
	9th Decile	179,000	124,000	99,000	126,000	92,832	99,000	650,000	103,000	92,000	88,000	70,000	150,000
Corporate - Chairman/Managing director/Chief executive/Vice chancellor	Total	19			1	1	1		3			1	5
	Mean	158,936			419,000	145,000	250,000		84,667			185,000	180,710
	Median	137,500			419,000	145,000	250,000		70,000			185,000	164,921
	1st Decile	64,000			419,000	145,000	250,000		64,000			185,000	75,000
	9th Decile	318,000			419,000	145,000	250,000		120,000			185,000	318,000
Corporate - Consultant	Total	94	3			3	1	2		5	1	1	5
	Mean	88,272	126,333			59,000	110,000	77,500		74,400	66,230		72,800
	Median	76,500	79,000			65,000	110,000	77,500		80,000	66,230		67,000
	1st Decile	40,000	50,000			40,000	110,000	64,000		35,000	66,230		57,000
	9th Decile	146,500	250,000			72,000	110,000	91,000		110,000	66,230		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									
		Bio-chem	Chemical	Consult	Education	Contract	Food drink	Mining and minerals	Oil production	Oil refining	Paper
Associate - Engineering technician	Total	3	1	1	1					1	
	Mean	30,220	26,000	27,400	25,700					24,000	
	Median	26,000	26,000	27,400	25,700					24,000	
	1st Decile	24,000	26,000	27,400	25,700					24,000	
	9th Decile	48,000	26,000	27,400	25,700					24,000	
Associate - Graduate in training/ Engineer in training/Post Doctoral	Total	227	4	23	28	4	13	6	1	64	10
	Mean	31,392	33,422	29,026	31,126	27,733	32,683	26,833	29,000	35,824	28,147
	Median	30,500	33,422	30,000	32,000	31,200	31,500	27,250	29,000	35,000	33,600
	1st Decile	25,000	32,844	26,522	26,000	14,000	28,000	24,000	29,000	28,650	8,667
	9th Decile	40,000	34,000	34,000	35,770	38,000	40,500	29,000	29,000	45,000	36,300
Associate - Engineer/Supervised team member/Lecturer	Total	351	2	30	40	11	10	16	2	71	22
	Mean	42,638	34,000	36,093	35,348	35,974	38,716	32,088	27,000	63,517	40,347
	Median	37,256	34,000	36,224	35,000	33,500	37,628	30,500	27,000	45,940	40,420
	1st Decile	29,000	30,000	28,250	28,500	30,000	30,050	25,000	23,000	32,552	31,500
	9th Decile	50,000	38,000	42,000	41,500	42,872	47,250	41,850	31,000	75,000	48,500
Associate - Senior engineer/Senior lecturer	Total	220	3	23	29	2	13	13	2	54	8
	Mean	54,522	43,000	43,103	52,259	42,750	57,538	43,320	41,250	69,343	75,415
	Median	49,258	41,000	42,500	51,000	42,750	50,000	41,000	41,250	59,750	77,500
	1st Decile	37,500	40,000	34,343	35,000	42,000	44,000	33,960	37,500	42,500	36,000
	9th Decile	80,500	48,000	54,000	75,000	43,500	65,000	56,000	45,000	97,500	133,320
Associate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	109	5	12	6	5	4	6	3	18	4
	Mean	66,952	61,875	61,360	85,403	57,200	73,500	45,833	55,000	91,419	87,406
	Median	61,000	62,500	61,590	75,000	57,000	79,500	46,000	56,000	79,500	83,000
	1st Decile	40,000	45,500	50,000	59,600	48,500	40,000	37,000	26,000	50,000	72,500
	9th Decile	95,000	77,000	75,000	150,000	65,000	95,000	54,000	83,000	170,000	111,124
Associate - Senior manager/Director/Dean/Head of department	Total	52		4	5		3	6	2	6	3
	Mean	90,378		82,000	95,400		98,167	71,283	87,500	131,074	162,360
	Median	85,000		66,000	95,000		100,000	68,000	87,500	130,000	150,000
	1st Decile	50,000		56,000	50,000		91,500	53,000	85,000	120,000	115,000
	9th Decile	140,000		140,000	127,000		103,000	92,000	90,000	140,000	222,080
Associate - Chairman/Managing director/Chief executive/Vice chancellor	Total	3			2						
	Mean	162,500			130,000						
	Median	162,500			130,000						
	1st Decile	130,000			130,000						
	9th Decile	195,000			130,000						
Associate - Consultant	Total	51	1	1	14		1	1	16		
	Mean	63,058	5,000	45,000	60,973		47,000	78,240	79,079		
	Median	43,500	5,000	45,000	38,500		47,000	78,240	43,250		
	1st Decile	26,000	5,000	45,000	26,000		47,000	78,240	32,000		
	9th Decile	155,757	5,000	45,000	180,000		47,000	78,240	180,000		

Section D Classified by industry sector

SECTION D

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

	Total	Industry sector											
		Pharma	Plastics	Power - fossil	Power - nuclear dec	Power - nuclear gen	Power - renewable	Petro-chem	Plant & equip	Health and safety	Water	Waste management	Other
Associate - Engineering technician	Total	5						1					
	Mean	30,220						48,000					
	Median	26,000						48,000					
	1st Decile	24,000						48,000					
	9th Decile	48,000						48,000					
Associate - Graduate in training/ Engineer in training/Post Doctoral	Total	227	8	2	2	8	3	3	18	5	1	8	15
	Mean	31,392	25,714	30,100	29,250	27,635	29,801	29,641	34,669	29,383	30,000	26,578	26,749
	Median	30,500	27,500	30,100	29,250	27,780	38,902	30,424	31,000	29,760	30,000	28,000	26,000
	1st Decile	25,000	8,200	27,700	25,000	23,500	11,500	28,000	28,000	28,000	30,000	22,000	22,000
	9th Decile	40,000	32,800	32,500	33,500	31,819	39,000	30,500	45,000	30,156	30,000	28,564	32,000
Associate - Engineer/Supervised team member/Lecturer	Total	351	19	4	5	18	9	8	22	10	4	12	5
	Mean	42,638	52,465	32,256	40,011	34,289	37,844	34,851	41,285	38,683	30,328	30,764	34,933
	Median	37,256	35,500	32,512	38,000	35,132	36,013	36,522	40,666	38,100	32,655	29,400	35,000
	1st Decile	29,000	28,000	28,000	32,400	28,000	30,509	26,900	34,720	28,000	21,000	24,500	29,000
	9th Decile	50,000	53,000	36,000	55,000	45,626	50,000	41,000	46,000	50,000	35,000	40,000	40,800
Associate - Senior engineer/Senior lecturer	Total	220	17		4	4	4	1	7	5	4	8	3
	Mean	54,522	44,087		43,754	52,390	40,875	50,000	64,217	46,944	60,038	41,024	38,500
	Median	49,258	45,000		44,000	53,500	40,750	50,000	55,000	51,000	57,576	39,000	38,500
	1st Decile	37,500	34,000		38,000	38,000	39,000	50,000	44,000	34,218	32,000	32,445	35,000
	9th Decile	80,500	55,500		49,017	64,562	43,000	50,000	120,000	53,000	93,000	49,950	42,000
Associate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	109	9	1	1	3	2	2	2	9	3	6	2
	Mean	66,952	63,776	65,000	58,000	59,158	49,000	68,500	76,500	44,811	49,333	52,028	57,500
	Median	61,000	60,000	65,000	58,000	59,158	49,000	68,500	76,500	42,000	41,000	55,384	57,500
	1st Decile	40,000	41,000	65,000	58,000	57,600	36,000	62,000	76,000	25,000	22,000	31,400	53,000
	9th Decile	95,000	95,000	65,000	58,000	60,715	62,000	75,000	77,000	72,000	85,000	75,000	62,000
Associate - Senior manager/Director/Dean/Head of department	Total	52	5		2	1			2	1	3	4	
	Mean	90,378	78,740		81,000	67,000			127,500	70,000	61,596	53,038	
	Median	85,000	85,000		81,000	67,000			127,500	70,000	60,000	51,000	
	1st Decile	50,000	46,000		75,000	67,000			115,000	70,000	43,000	50,000	
	9th Decile	140,000	97,700		87,000	67,000			140,000	70,000	81,788	60,150	
Associate - Chairman/Managing director/Chief executive/Vice chancellor	Total	3	1										
	Mean	162,500	195,000										
	Median	162,500	195,000										
	1st Decile	130,000	195,000										
	9th Decile	195,000	195,000										
Associate - Consultant	Total	51	3			2		1	1	2	2	2	2
	Mean	63,058	64,333			40,000		77,000	30,000	42,138	60,250	37,000	73,500
	Median	43,500	72,000			40,000		77,000	30,000	42,138	60,250	37,000	73,500
	1st Decile	26,000	26,000			40,000		77,000	30,000	36,700	26,000	32,000	62,000
	9th Decile	155,757	95,000			40,000		77,000	30,000	47,577	94,500	42,000	62,000

Section D Classified by industry sector

SECTION D

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

		Total	Industry sector								
			Bio-chem	Chemical	Consult	Education	Contract	Food drink	Mining and minerals	Oil production	Paper
Biochemical engineering	Total	34	34								
	£	55,000	55,000								
Chemical and allied products	Total	277		277							
	£	54,000		54,000							
Consultancy	Total	244			244						
	£	50,000			50,000						
Contracting	Total	181					181				
	£	69,000					69,000				
Education/Universities	Total	55				55					
	£	45,000				45,000					
Food and drink	Total	96						96			
	£	51,000						51,000			
Health, safety and environment	Total	51									
	£	55,000									
Mining and minerals	Total	23							23		
	£	56,000							56,000		
Oil and gas exploration and production	Total	530								530	
	£	71,000								71,000	
Oil refining	Total	149									149
	£	70,000									70,000
Paper and packaging	Total	11									11
	£	45,000									45,000
Petrochemicals	Total	148									
	£	60,000									
Pharmaceuticals and toiletries	Total	145									
	£	51,000									
Plastics	Total	16									
	£	53,000									
Power generation – fossil fuels	Total	36									
	£	55,059									
Power generation – nuclear decommissioning	Total	99									
	£	54,500									
Power generation – nuclear generation	Total	38									
	£	54,000									
Power generation – renewables	Total	23									
	£	42,000									
Process plant and equipment	Total	58									
	£	47,788									
Water	Total	93									
	£	44,000									
Waste Management	Total	21									
	£	58,000									
Other	Total	167									
	£	51,564									

Section D Classified by industry sector

SECTION D

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

			Industry sector											
			Pharma	Plastics	Power - fossil	Power - nuclear dec	Power - nuclear gen	Power - renewable	Petro-chem	Plant & equip	Health and safety	Water	Waste management	Other
Biochemical engineering	Total	34												
	£	55,000												
Chemical and allied products	Total	277												
	£	54,000												
Consultancy	Total	244												
	£	50,000												
Contracting	Total	181												
	£	69,000												
Education/Universities	Total	59												
	£	45,000												
Food and drink	Total	96												
	£	51,000												
Health, safety and environment	Total	51								51				
	£	55,000								55,000				
Mining and minerals	Total	23												
	£	56,000												
Oil and gas exploration and production	Total	530												
	£	71,000												
Oil refining	Total	149												
	£	70,000												
Paper and packaging	Total	11												
	£	45,000												
Petrochemicals	Total	148							148					
	£	60,000							60,000					
Pharmaceuticals and toiletries	Total	145	145											
	£	51,000	51,000											
Plastics	Total	16		16										
	£	53,000		53,000										
Power generation – fossil fuels	Total	36			36									
	£	55,059			55,059									
Power generation – nuclear decommissioning	Total	99				99								
	£	54,500				54,500								
Power generation – nuclear generation	Total	38					38							
	£	54,000					54,000							
Power generation – renewables	Total	23						23						
	£	42,000						42,000						
Process plant and equipment	Total	58								58				
	£	47,788								47,788				
Water	Total	93										93		
	£	44,000										44,000		
Waste Management	Total	21											21	
	£	58,000											58,000	
Other	Total	167											167	
	£	51,564											51,564	

Section D Classified by industry sector

SECTION D

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

		Total	Industry sector									
			Bio-chem	Chemical	Consult	Education	Contract	Food drink	Mining and minerals	Oil production	Oil refining	Paper
Construction and installation	Total	84	1	8	6		4	7	1	15	2	
	£	58,500	48,000	59,575	32,500		82,726	58,000	23,000	62,647	96,075	
Design	Total	947	4	61	127	1	151	24	1	267	37	1
	£	54,000	38,748	45,000	47,500	31,200	68,125	43,750	110,000	65,000	55,110	28,800
Education and training	Total	36	2	1	1	28	1			2		
	£	51,030	70,750	62,000	28,489	52,780	46,000			63,257		
Finance/financial services	Total	24			6				1	3	2	
	£	125,000			122,500				255,000	120,000	225,000	
General administration/management services	Total	318	1	34	55		15	5	3	97	8	
	£	64,000	46,300	62,500	50,000		92,750	64,000	56,000	80,500	71,933	
Manufacture and production	Total	540	8	113	10			27	13	82	66	7
	£	56,000	70,000	55,000	100,000			47,000	56,000	84,448	76,000	44,000
Marketing and sales	Total	60		9	5		4	3	1	4	11	1
	£	66,000		66,000	55,500		81,750	65,760	39,000	87,950	103,000	65,000
Research and development	Total	230	17	31	5	24	2	24	1	11	4	
	£	45,000	55,000	45,500	39,000	38,000	43,500	55,000	37,500	58,500	50,000	
Other	Total	256	1	20	29	2	4	6	2	49	19	2
	£	60,000		66,500	60,000	62,000	85,750	68,322	109,620	97,000	60,000	55,000

Section D Classified by industry sector

SECTION D

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

		Total	Industry sector											
			Pharma	Plastics	Power - fossil	Power - nuclear dec	Power - nuclear gen	Power - renewable	Petro-chem	Plant & equip	Health and safety	Water	Waste management	Other
Construction and installation	Total	84	6		2	3		3	2	5		10	4	5
	£	58,500	70,000		68,400	43,500		62,000	124,500	48,000		51,500	66,000	52,000
Design	Total	947	19	1	6	60	8	10	57	32	2	48	3	27
	£	54,000	51,000	57,400	36,500	48,250	51,010	38,500	53,300	43,750	68,000	39,750	29,000	43,344
Education and training	Total	36												1
	£	51,030												37,000
Finance/financial services	Total	24						1	2		3	1		5
	£	125,000						30,000	132,500		75,151	38,000		135,000
General administration/management services	Total	318	9		3	14	9		11	3	25	2	4	20
	£	64,000	55,500		66,000	66,550	62,000		64,000	92,000	60,000	52,500	40,800	54,700
Manufacture and production	Total	540	63	14	6	5	10	4	51	6	6	6	4	39
	£	56,000	48,500	53,000	71,000	45,626	48,750	63,000	54,000	39,900	55,500	59,575	57,500	50,350
Marketing and sales	Total	60	1		1				4	5		6		5
	£	66,000	85,000		120,000				97,000	47,577		52,626		81,000
Research and development	Total	230	33	1	11	6	5	4	15	4	1	7	2	22
	£	45,000	45,000	27,700	44,000	49,750	51,500	34,142	49,932	36,500	58,000	41,000	53,267	45,000
Other	Total	256	14		7	11	6	1	6	3	14	13	4	43
	£	60,000	64,000		58,000	59,570	50,500	42,000	78,690	57,100	45,500	44,000	38,000	54,000



Section E

Classified by type of work

Section E Classified by type of work

SECTION E

TABLE 1 : EMPLOYMENT STATUS

		Total	Type of Work								
			Construction	Design	Education	Finance	Admin	Manufacturing	Sales	R & D	Other
Total	Total	2547	84	947	36	24	318	540	60	230	256
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Salary - FT	Total	2412	82	913	33	23	306	534	58	223	240
	%	94.70%	97.60%	96.40%	91.70%	95.80%	96.20%	98.90%	96.70%	97.00%	93.80%
Salary - PT	Total	77	2	31	3	1	12	5	2	7	14
	%	3.00%	2.40%	3.30%	8.30%	4.20%	3.80%	0.90%	3.30%	3.00%	5.50%

Section E Classified by type of work

SECTION E

TABLE 2 : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS

	Total	Type of Work								
		Construction	Design	Education	Finance	Admin	Manufacturing	Sales	R & D	Other
Total	2547	84	947	36	24	318	540	60	230	256
<£16K	15	1	5			1	4		2	2
>=£16K	3	1				1	1			
>=£18K	1								1	
>=£19K	1								1	
>=£20K	2		1						1	
>=£21K	5		1			1			3	
>=£22K	6		3			2			1	
>=£23K	8	1	6				1			
>=£24K	6		3				1		1	1
>=£25K	17	1	7			1	3		3	2
>=£26K	21	2	4		1	4	4		3	3
>=£27K	16		2			1	6		4	3
>=£28K	45		24	1		4	7		3	6
>=£29K	33		20			3	5		3	2
>=£30K	51	2	23		1	8	3	1	9	4
>=£31K	36		18	2		4	6	1	2	3
>=£32K	50		19			7	11		6	7
>=£33K	34		16	2			5		2	9
>=£34K	27	2	10	1		3	5		4	2
>=£35K	40	2	14		1	7	5	1	5	5
>=£36K	38		19			3	12	1	3	
>=£37K	36		13	1		2	10		8	2
>=£38K	45	2	21		1	5	8	1	6	1
>=£39K	29		11			2	5	1	6	4
>=£40K	211	4	88	2		19	54	3	25	16
>=£45K	184	5	69	7	1	13	54	2	21	12
>=£50K	164	12	61	3		22	38	2	14	12
>=£55K	154	9	51	2		15	35	5	18	19
>=£60K	151	8	49	2	1	29	28	9	5	20
>=£65K	124	6	50	1		20	20	3	15	9
>=£70K	88	5	37			11	18	2	5	10
>=£75K	93	1	32	4	1	10	23	2	7	13
>=£80K	75	2	30			11	15	2	7	8
>=£85K	63	3	26	1		10	13	4	3	3
>=£90K	77		22	1	1	22	17	2	3	9
>=£95K	60	1	18	1		12	20		4	4
>=£100K	47	2	22			7	6	3	2	5
>=£105K	26	1	8	1	1	4	6	2	3	
>=£110K	33	1	9	1		7	9	1		5
>=£115K	16	1	6		1	2	1		1	4
>=£120K	43	1	12		2	6	10	5	1	6

Cont'd

Section E Classified by type of work

SECTION E

TABLE 2 : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS

Cont'd

TABLE 2: CURRENT ANNUAL SALARY FOR SELF-EMPLOYED EARNINGS										
	Total	Type of Work								
		Construction	Design	Education	Finance	Admin	Manufacturing	Sales	R & D	Other
>=£125K	27	1	9			2	8	1	1	5
>=£130K	30	1	9		1	6	6	1		6
>=£135K	9		2		1	1	4			1
>=£140K	15	1	3		2	1	4			4
>=£145K	13		2		1	4	2			4
>=£150K	74	2	37		4	7	16	2	3	3
>=£200K	19	1	5			1	8		1	3
>=£250K	28	1	4	1	3		12	2	1	4
Base	2389	83	901	34	24	301	529	59	217	241
Mean	69,488	67,836	66,069	66,109	140,048	70,003	74,269	89,579	55,729	72,624
Median	56,000	58,500	54,000	51,030	125,000	64,000	56,000	66,000	45,000	60,000
1st Decile	31,000	34,200	30,100	33,000	35,000	32,000	33,000	39,000	28,000	31,000
9th Decile	120,000	115,000	110,000	96,500	255,000	111,000	129,000	125,000	85,000	130,000

Section E Classified by type of work

SECTION E

TABLE 3 : BENEFITS IN KIND FOR SALARIED EMPLOYEES

		Total	Type of Work								
			Construction	Design	Education	Finance	Admin	Manufacturing	Sales	R & D	Other
Total	Total	2547	84	947	36	24	318	540	60	230	256
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Company final salary/defined benefit pension	Total	1022	28	332	19	10	137	246	26	105	119
	%	40.10%	33.30%	35.10%	52.80%	41.70%	43.10%	45.60%	43.30%	45.70%	46.50%
Company money purchase pension	Total	1022	44	418	1	10	128	239	28	66	88
	%	40.10%	52.40%	44.10%	2.80%	41.70%	40.30%	44.30%	46.70%	28.70%	34.40%
Non contributory pension	Total	96	6	35	1	3	16	14	2	11	8
	%	3.80%	7.10%	3.70%	2.80%	12.50%	5.00%	2.60%	3.30%	4.80%	3.10%
Superannuation	Total	34		5	9		3	1		14	2
	%	1.30%		0.50%	25.00%		0.90%	0.20%		6.10%	0.80%
Central Providence Fund	Total	9		5			1	2			1
	%	0.40%		0.50%			0.30%	0.40%			0.40%
401K savings plan	Total	12		8			1	2		1	
	%	0.50%		0.80%			0.30%	0.40%		0.40%	
None pension related benefits	Total	194	5	98	4	1	15	25	3	20	23
	%	7.60%	6.00%	10.30%	11.10%	4.20%	4.70%	4.60%	5.00%	8.70%	9.00%
Medical insurance	Total	1505	59	539	3	16	198	390	44	109	147
	%	59.10%	70.20%	56.90%	8.30%	66.70%	62.30%	72.20%	73.30%	47.40%	57.40%
Car	Total	532	31	147	1	8	80	116	24	45	80
	%	20.90%	36.90%	15.50%	2.80%	33.30%	25.20%	21.50%	40.00%	19.60%	31.20%
Loans	Total	111	5	47	1	4	13	23	1	9	8
	%	4.40%	6.00%	5.00%	2.80%	16.70%	4.10%	4.30%	1.70%	3.90%	3.10%
IChemE membership fees	Total	1860	67	743	11	20	250	402	49	141	177
	%	73.00%	79.80%	78.50%	30.60%	83.30%	78.60%	74.40%	81.70%	61.30%	69.10%
Other professional membership fees	Total	332	14	99	4	5	61	58	13	27	51
	%	13.00%	16.70%	10.50%	11.10%	20.80%	19.20%	10.70%	21.70%	11.70%	19.90%
Childcare	Total	201	9	72		2	25	40	5	27	21
	%	7.90%	10.70%	7.60%		8.30%	7.90%	7.40%	8.30%	11.70%	8.20%
None other benefits	Total	250	6	88	22	1	24	42	1	44	22
	%	9.80%	7.10%	9.30%	61.10%	4.20%	7.50%	7.80%	1.70%	19.10%	8.60%
Other benefits	Total	199	7	48	2	2	22	58	5	24	31
	%	7.80%	8.30%	5.10%	5.60%	8.30%	6.90%	10.70%	8.30%	10.40%	12.10%

Section E Classified by type of work

SECTION E

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

		Total	Type of Work								
			Construction	Design	Education	Finance	Admin	Manufacturing	Sales	R & D	Other
Corporate Members	Total	1391	51	495	22	16	192	287	48	101	147
	Mean	86,179	80,375	83,438	81,022	180,625	80,228	93,645	96,253	74,280	85,447
	Median	70,000	65,000	72,000	62,000	142,500	73,000	73,800	78,475	62,000	70,000
	1st Decile	45,000	50,000	45,000	45,000	115,000	47,918	46,215	42,000	39,740	44,000
	9th Decile	135,000	129,500	130,000	105,000	300,000	120,000	152,000	131,000	107,000	141,000
Non-Corporate Members	Total	1156	33	452	14	8	126	253	12	129	109
	Mean	49,189	48,838	47,044	42,019	58,894	53,465	52,645	60,455	40,164	54,542
	Median	40,306	47,500	39,325	43,500	52,500	40,800	43,000	50,000	38,000	39,950
	1st Decile	28,000	26,000	28,300	31,000	26,000	28,000	28,545	38,000	26,000	27,880
	9th Decile	80,000	70,000	67,000	53,500	105,000	93,000	85,500	100,000	56,000	98,500
MEN	Total	2095	76	762	28	22	262	446	55	186	213
	Mean	73,822	69,072	70,771	70,973	148,007	72,369	79,527	92,632	58,990	76,366
	Median	60,000	60,000	57,535	52,780	132,500	65,000	61,000	70,304	48,500	63,000
	1st Decile	32,000	34,200	31,143	33,200	35,000	32,000	34,000	42,000	29,000	32,000
	9th Decile	125,000	115,000	120,000	105,000	255,000	120,000	135,000	125,000	92,000	130,000
WOMEN	Total	452	8	185	8	2	56	94	5	44	43
	Mean	49,288	56,250	46,562	50,300	52,500	58,671	49,618	56,600	40,845	53,818
	Median	43,000	49,000	40,960	46,200	52,500	53,250	44,900	58,000	38,267	46,730
	1st Decile	29,400	23,000	28,500	31,000	45,000	30,000	32,000	39,000	22,000	29,075
	9th Decile	75,000	140,000	70,000	77,000	60,000	96,000	75,000	85,000	58,000	92,500

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								
			Construction	Design	Education	Finance	Admin	Manufacturing	Sales	R & D	Other
Doctorate	Total	290	3	61	28	1	25	37	6	94	32
	Mean	67,229	136,833	65,252	71,219	151,000	68,533	69,704	69,468	63,363	64,465
	Median	55,000	125,000	55,500	54,250	151,000	62,000	56,646	51,902	48,000	55,000
	1st Decile	34,000	35,500	33,000	33,000	151,000	35,000	42,000	38,000	32,000	35,000
	9th Decile	107,796	250,000	110,000	105,000	151,000	100,000	123,000	150,000	95,000	97,000
Master's degree	Total	1299	33	570	3	7	177	274	20	86	113
	Mean	61,626	56,701	57,530	40,067	181,429	65,237	66,331	90,997	45,613	66,102
	Median	48,000	52,000	46,000	37,000	140,000	60,000	47,994	85,000	38,810	55,000
	1st Decile	29,213	26,000	29,500	33,200	26,000	30,700	31,000	37,500	25,000	28,564
	9th Decile	103,000	85,000	91,500	50,000	654,000	110,000	110,000	120,450	80,000	120,000
Bachelor's degree	Total	932	46	315	5	16	116	225	34	49	108
	Mean	81,098	70,495	81,507	55,163	121,259	77,339	84,802	92,376	58,802	82,503
	Median	66,230	60,150	70,000	46,000	117,500	70,500	66,834	66,000	55,072	66,643
	1st Decile	38,000	46,000	38,000	31,000	38,000	39,500	40,333	47,577	29,750	32,000
	9th Decile	130,000	120,000	130,000	93,314	255,000	121,000	136,500	120,000	91,663	140,000
Non-Graduate	Total	13	2	1				4		1	3
	Mean	65,300	88,250	69,000				69,000			43,833
	Median	65,250	88,250	69,000				69,500			46,000
	1st Decile	27,500	61,500	69,000				17,000			38,000
	9th Decile	92,500	115,000	69,000				120,000			47,500

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								
		Construction	Design	Education	Finance	Admin	Manufacturing	Sales	R & D	Other
Corporate - Engineering technician	Total	1	1							
	Mean	85,000	85,000							
	Median	85,000	85,000							
	1st Decile	85,000	85,000							
	9th Decile	85,000	85,000							
Corporate - Graduate in training/ Engineer in training/Post Doctoral	Total									
	Mean									
	Median									
	1st Decile									
	9th Decile									
Corporate - Engineer/Supervised team member/Lecturer	Total	104	4	40		8	27	2	15	7
	Mean	52,016	86,575	52,960		51,440	49,584	48,500	43,878	56,229
	Median	49,250	81,400	48,550		49,500	47,000	48,500	49,000	57,500
	1st Decile	36,000	43,500	35,400		40,000	36,900	36,000	22,000	41,375
	9th Decile	66,038	140,000	70,000		67,000	71,000	61,000	57,119	75,000
Corporate - Senior engineer/Senior lecturer	Total	379	9	166	7	51	77	8	28	30
	Mean	67,739	53,500	72,750	48,667	120,000	72,130	61,687	73,982	54,967
	Median	60,000	58,500	60,000	46,000	120,000	65,000	58,080	68,304	53,000
	1st Decile	43,000	12,000	41,508	45,000	120,000	51,500	46,215	31,000	39,663
	9th Decile	100,000	65,000	110,000	55,000	120,000	105,000	83,040	120,000	75,902
Corporate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	437	20	173	7	4	65	79	18	43
	Mean	86,107	71,573	86,880	73,095	271,250	79,259	90,766	88,487	86,645
	Median	75,000	60,500	79,000	76,102	150,500	73,500	78,000	78,475	66,500
	1st Decile	49,150	45,000	51,444	52,060	130,000	51,000	49,000	47,805	44,900
	9th Decile	125,000	93,312	130,000	96,500	654,000	120,000	124,000	120,900	86,000
Corporate - Senior manager/Director/Dean/Head of department	Total	300	15	79	5	7	36	84	13	27
	Mean	114,878	85,677	103,487	145,200	177,857	101,112	131,321	144,153	92,758
	Median	98,000	75,000	95,000	105,000	145,000	93,160	112,000	104,986	85,000
	1st Decile	60,000	51,000	65,000	75,000	115,000	55,000	62,000	66,000	55,145
	9th Decile	179,000	120,000	160,000	360,000	300,000	145,000	219,000	150,000	125,302
Corporate - Chairman/Managing director/Chief executive/Vice chancellor	Total	19	1	2		4	5		2	5
	Mean	158,936	185,000	96,000		114,750	211,368		112,500	185,750
	Median	137,500	185,000	96,000		125,000	199,842		112,500	175,000
	1st Decile	64,000	185,000	67,000		64,000	70,000		45,000	75,000
	9th Decile	318,000	185,000	125,000		145,000	419,000		180,000	318,000
Corporate - Consultant	Total	94	30	3	2	25	11	2	3	18
	Mean	88,272	98,866	57,268	92,500	70,980	113,773	46,500	107,333	85,301
	Median	76,500	91,000	50,000	92,500	70,000	91,000	46,500	95,000	77,000
	1st Decile	40,000	45,000	28,489	35,000	36,000	51,000	30,000	57,000	50,000
	9th Decile	146,500	170,000	93,314	150,000	109,000	250,000	63,000	170,000	141,000

Section E Classified by type of work

SECTION E

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

	Total	Type of Work								
		Construction	Design	Education	Finance	Admin	Manufacturing	Sales	R & D	Other
Associate - Engineering technician	Total	5					3		1	1
	Mean	30,220					32,667		25,700	27,400
	Median	26,000					26,000		25,700	27,400
	1st Decile	24,000					24,000		25,700	27,400
	9th Decile	48,000					48,000		25,700	27,400
Associate - Graduate in training/ Engineer in training/Post Doctoral	Total	227	3	127	1	21	34		26	15
	Mean	31,392	27,500	32,112	33,200	30,859	32,157		28,842	28,792
	Median	30,500	26,500	31,000	33,200	30,250	32,250		28,000	28,564
	1st Decile	25,000	26,000	25,000	33,200	25,500	27,000		21,500	25,440
	9th Decile	40,000	30,000	41,500	33,200	35,838	42,000		37,000	33,500
Associate - Engineer/Supervised team member/Lecturer	Total	351	9	154	7	1	36	80	1	39
	Mean	42,638	38,056	45,062	34,958	30,000	38,812	44,794	35,000	35,941
	Median	37,256	35,000	38,000	33,500	30,000	35,132	39,500	35,000	37,000
	1st Decile	29,000	23,000	29,000	31,000	30,000	28,500	28,000	35,000	29,400
	9th Decile	50,000	59,000	47,500	43,745	30,000	58,000	52,750	35,000	45,000
Associate - Senior engineer/Senior lecturer	Total	220	8	100	1	5	20	46	4	27
	Mean	54,522	53,099	55,268	43,500	62,030	65,414	51,947	51,500	47,220
	Median	49,258	47,750	50,000	43,500	60,000	59,000	45,000	55,500	44,500
	1st Decile	37,500	38,500	37,500	43,500	38,000	40,000	34,343	38,000	35,000
	9th Decile	80,500	100,000	78,000	43,500	92,000	93,000	90,000	61,000	56,000
Associate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	109	4	28	3		11	41	1	9
	Mean	66,952	55,404	76,254	55,667		67,306	64,774	40,000	54,688
	Median	61,000	58,058	65,000	53,500		70,000	61,000	40,000	49,250
	1st Decile	40,000	35,500	41,000	48,500		41,000	40,000	40,000	41,000
	9th Decile	95,000	70,000	150,000	65,000		95,000	86,000	40,000	95,000
Associate - Senior manager/Director/Dean/Head of department	Total	52	2	7			6	20	4	3
	Mean	90,378	82,500	84,417			83,167	92,670	86,250	77,800
	Median	85,000	82,500	80,750			73,000	85,000	85,000	80,000
	1st Decile	50,000	50,000	53,000			50,000	51,000	50,000	55,700
	9th Decile	140,000	115,000	140,000			140,000	132,686	125,000	97,700
Associate - Chairman/Managing director/Chief executive/Vice chancellor	Total	3					1	2		
	Mean	162,500					162,500			
	Median	162,500					162,500			
	1st Decile	130,000					130,000			
	9th Decile	195,000					195,000			
Associate - Consultant	Total	51	3	15		1	18		1	11
	Mean	63,058	52,167	67,121		26,000	65,436		47,577	37,000
	Median	43,500	62,000	44,250		26,000	42,000		47,577	37,000
	1st Decile	26,000	17,500	27,500		26,000	26,500		47,577	37,000
	9th Decile	155,757	77,000	180,000		26,000	155,757		47,577	37,000

Section E Classified by type of work

SECTION E

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

	Total	Type of Work								
		Construction	Design	Education	Finance	Admin	Manufacturing	Sales	R & D	Other
Biochemical engineering	Total	34	1	4	2	1	8		17	1
	£	55,000	48,000	38,748	70,750	46,300	70,000		55,000	
Chemical and allied products	Total	277	8	61	1	34	113	9	31	20
	£	54,000	59,575	45,000	62,000	62,500	55,000	66,000	45,500	66,500
Consultancy	Total	244	6	127	1	6	55	10	5	29
	£	50,000	32,500	47,500	28,489	122,500	50,000	100,000	55,500	39,000
Contracting	Total	181	4	151	1	15		4	2	4
	£	69,000	82,726	68,125	46,000	92,750		81,750	43,500	85,750
Education/Universities	Total	56		1	28				24	2
	£	45,000		31,200	52,780				38,000	62,000
Food and drink	Total	96	7	24		5	27	3	24	6
	£	51,000	58,000	43,750		64,000	47,000	65,760	55,000	68,322
Health, safety and environment	Total	51		2	3	25	6		1	14
	£	55,000		68,000	75,151	60,000	55,500		58,000	45,500
Mining and minerals	Total	23	1	1	1	3	13	1	1	2
	£	56,000	23,000	110,000	255,000	56,000	56,000	39,000	37,500	109,620
Oil and gas exploration and production	Total	530	15	287	2	3	97	82	4	49
	£	71,000	62,647	65,000	63,257	120,000	80,500	84,448	87,950	58,500
Oil refining	Total	149	2	37	2	8	66	11	4	19
	£	70,000	96,075	55,110	225,000	71,933	76,000	103,000	50,000	60,000
Paper and packaging	Total	11		1			7	1		2
	£	45,000		28,800			44,000	65,000		55,000
Petrochemicals	Total	148	2	57	2	11	51	4	15	6
	£	60,000	124,500	53,300	132,500	64,000	54,000	97,000	49,932	78,690
Pharmaceuticals and toiletries	Total	145	6	19		9	63	1	33	14
	£	51,000	70,000	51,000		55,500	48,500	85,000	45,000	64,000
Plastics	Total	16		1			14		1	
	£	53,000		57,400			53,000		27,700	
Power generation – fossil fuels	Total	36	2	6		3	6	1	11	7
	£	55,059	68,400	36,500		66,000	71,000	120,000	44,000	58,000
Power generation – nuclear decommissioning	Total	99	3	60		14	5		6	11
	£	54,500	43,500	48,250		66,550	45,626		49,750	59,570
Power generation – nuclear generation	Total	38		8		9	10		5	6
	£	54,000		51,010		62,000	48,750		51,500	50,500
Power generation – renewables	Total	23	3	10	1		4		4	1
	£	42,000	62,000	38,500	30,000		63,000		34,142	42,000
Process plant and equipment	Total	58	5	32		3	6	5	4	3
	£	47,788	48,000	43,750		92,000	39,900	47,577	36,500	57,100
Water	Total	93	10	48		2	6	6	7	13
	£	44,000	51,500	39,750	38,000	52,500	59,575	52,626	41,000	44,000
Waste Management	Total	21	4	3		4	4		2	4
	£	58,000	66,000	29,000		40,800	57,500		53,267	38,000
Other	Total	167	5	27	1	5	39	5	22	43
	£	51,564	52,000	43,344	37,000	135,000	54,700	50,350	81,000	45,000

Section E Classified by type of work

SECTION E

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

		Total	Type of Work								
			Construction	Design	Education	Finance	Admin	Manufacturing	Sales	R & D	Other
Construction and installation	Total	84	84								
	£	58,500	58,500								
Design	Total	947		947							
	£	54,000		54,000							
Education and training	Total	36			36						
	£	51,030			51,030						
Finance/financial services	Total	24				24					
	£	125,000				125,000					
General administration/management services	Total	318					318				
	£	64,000					64,000				
Manufacture and production	Total	540						540			
	£	56,000						56,000			
Marketing and sales	Total	60							60		
	£	66,000							66,000		
Research and development	Total	230								230	
	£	45,000								45,000	
Other	Total	256									256
	£	60,000									60,000

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