



Salary Survey 2014

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




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Introduction

In January 2014, IChemE conducted its biennial salary survey of members in Australia. 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 the UK, Ireland, Malaysia, the US, Singapore, South Africa, Canada, India and New Zealand.

Visit www.icheme.org/shop to purchase the 2014 UK 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. 492 members participated in the survey. 40% 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.

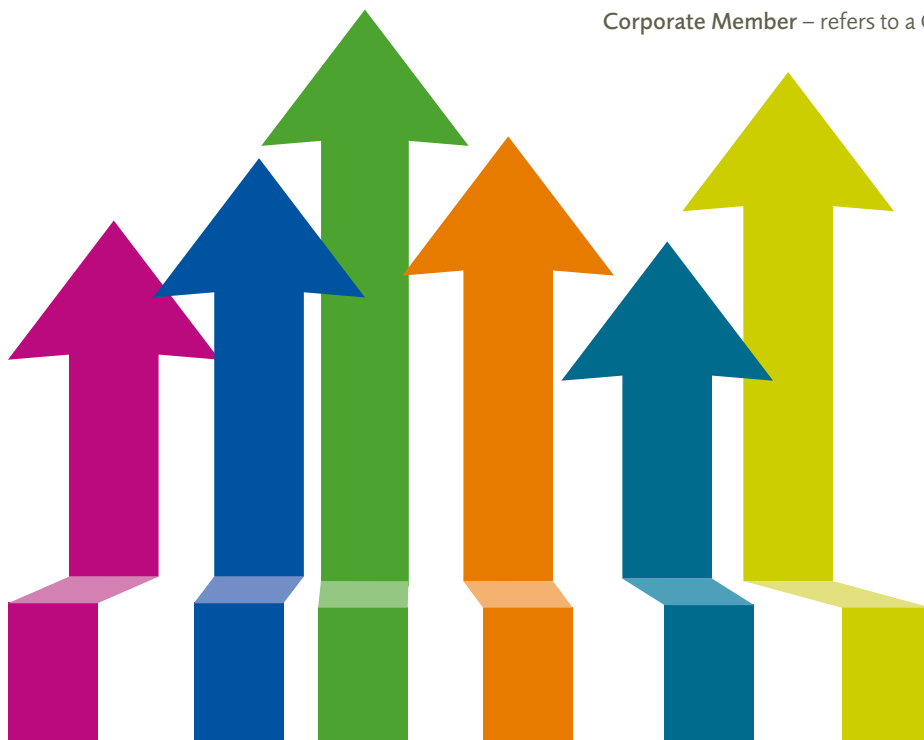
Chartered Member

Chartered Chemical Engineer is the professional qualification that sets the **gold standard** in chemical, biochemical, process and related areas of engineering across industry and academia.

The title is **recognised globally** and **understood across all sectors** of the profession. It is valuable to individuals, employers, regulators, government and society as it provides:

- a benchmark of professional competence and commitment
- external validation and independently conducted, peer review

Corporate Member – refers to a Chartered Member



Summary

Summary of key findings

Salaries and Progression

The median salary for chemical engineers is \$145,000/y (2012: \$130,000). The median salary for 2013 graduate chemical engineers is \$70,500/y (2012 figure: \$67,500) making the sector one of the top paid graduate destinations.

Gender Gap

The percentage of female members participating in the survey is 19%. 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 (\$200,000/y) are higher than those with masters \$192,500/y) and doctorates \$139,000/y). At associate level those with a masters degree (\$149,265/y) out earn those with a doctorate (\$111,400/y) and a first degree (\$110,600/y).

Industry Differences

Median salaries are highest in the contracting sector (\$198,000/y), followed by oil refining (\$180,000/y), and oil & gas exploration and production (\$168,000/y). Graduate chemical engineers that participated in the survey had most commonly secured employment in the oil and gas exploration and production, and the oil refining sectors.

Effect of Job Role

Survey participants working in a finance or financial services role reported the highest median salary of \$210,000/y. However caution is advised due to the relatively small sample size. Participants working in general administration/management services reported a median of \$192,500/y, while those working in manufacturing and production earned a median salary of \$160,750/y.

Regional Effect

The best paid chemical engineers can be found in Western Australia where median salaries of \$182,500/y were reported. Survey participants based in Queensland reported \$150,000 and South Australia \$144,000.

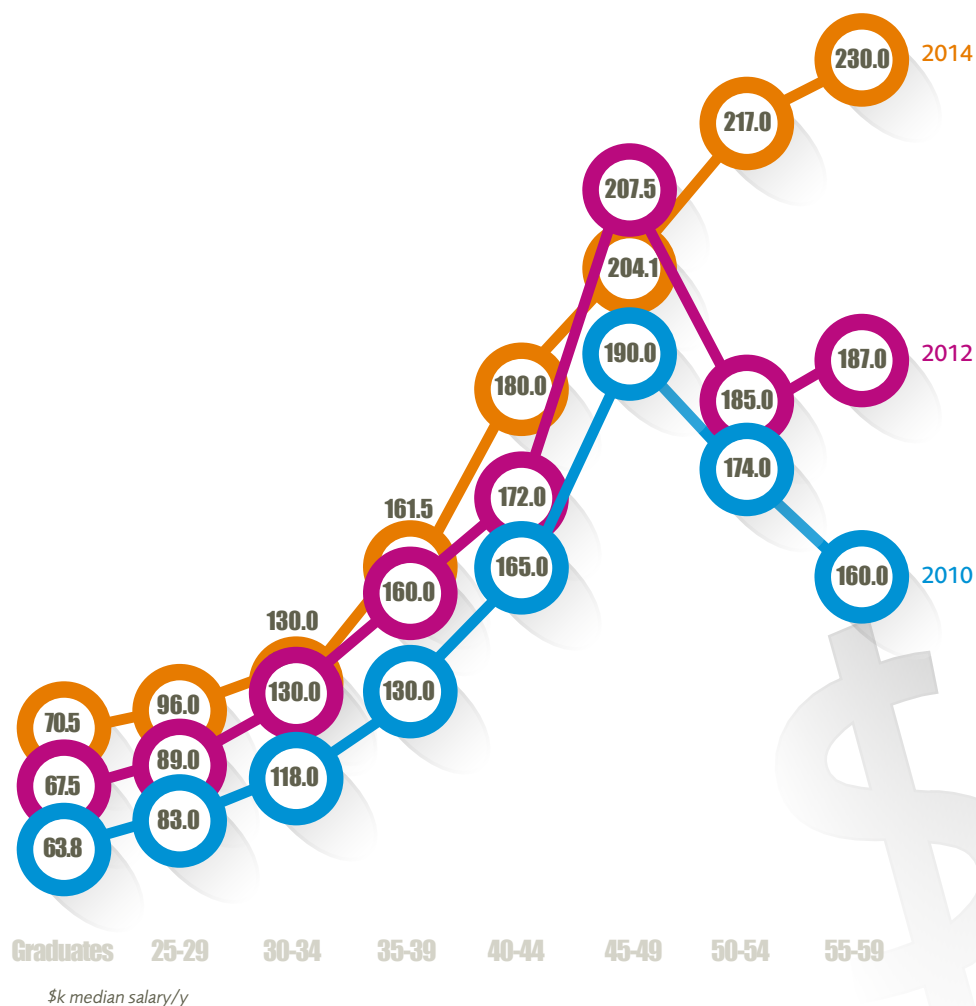
Additional Benefits

88% received compulsory employer superannuation contributions, with 4% reporting that they receive none. 8% reported that they receive the company final salary/defined benefit pension.

65% of participants reported that their employer paid their IChemE membership fees.

Analysis

Chart 1 – chemical engineering median salary trends 2010 – 2014

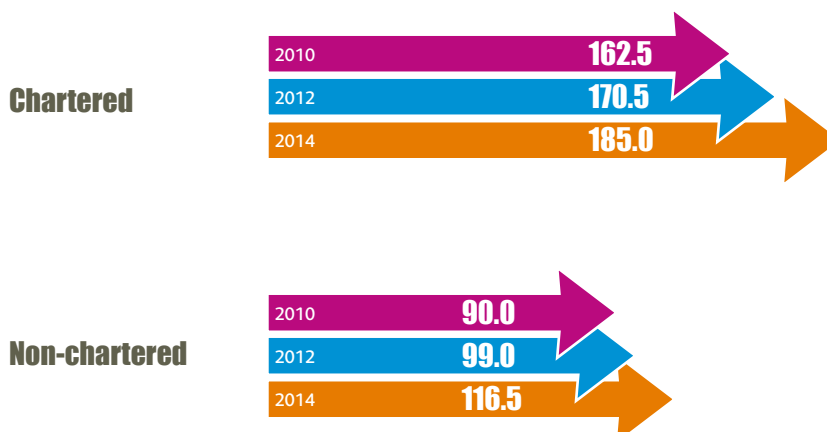


Analysis

Chart 2 The 'Value of the Letters' median salaries for IChemE Chartered and non-chartered by age



Chart 3 The 'Value of the Letters' median salaries for IChemE Chartered and non-chartered from 2010 – 2014



Analysis

Chart 4 – Comparison by type of work – A\$ median salary

Type of work

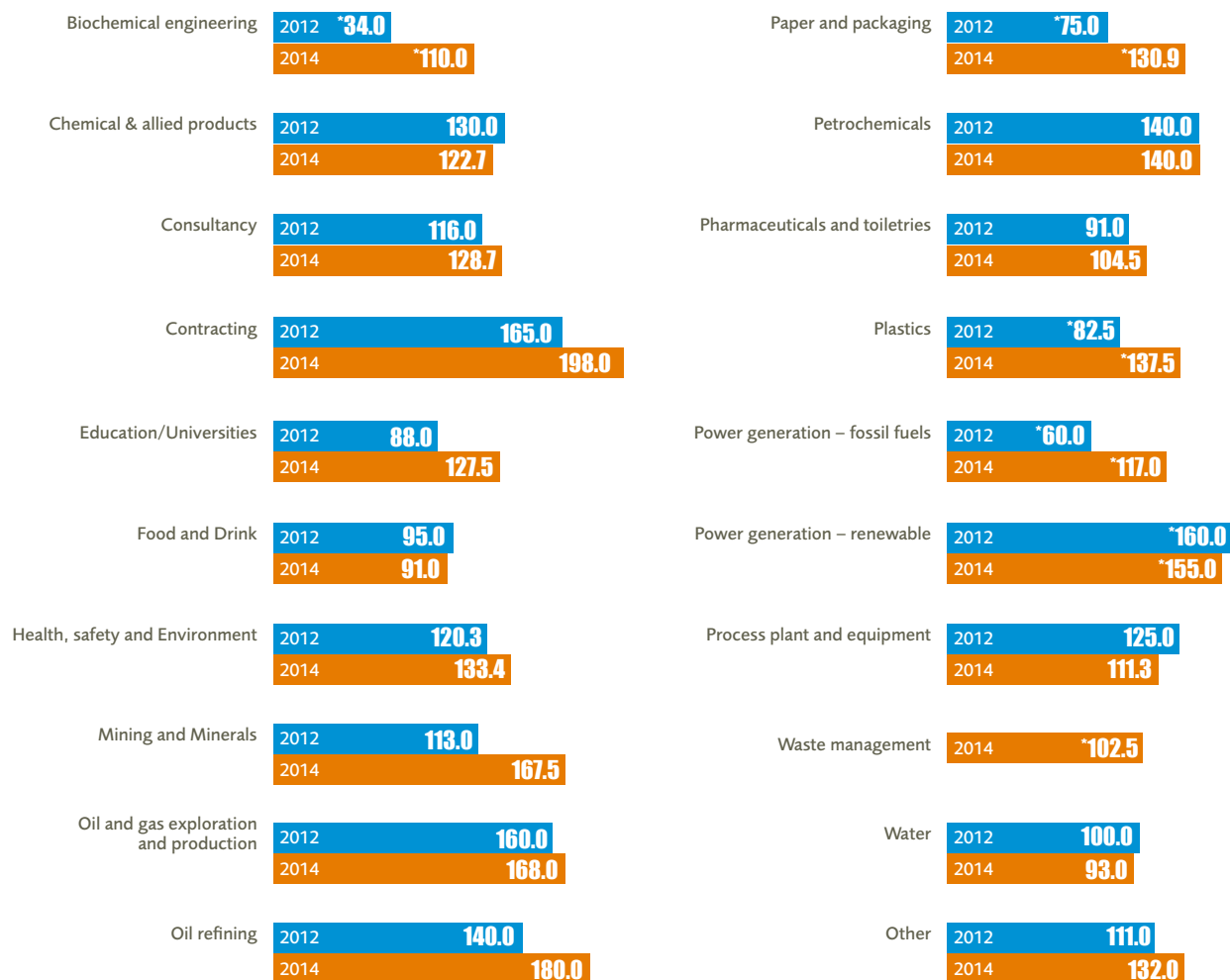


\$k Median salary/y

Analysis

Chart 5 - Comparison by industry sector

**caution is advised due to small sample size*



\$k median salary

Analysis

Chart 6 - 2014 median salary by State & Territory

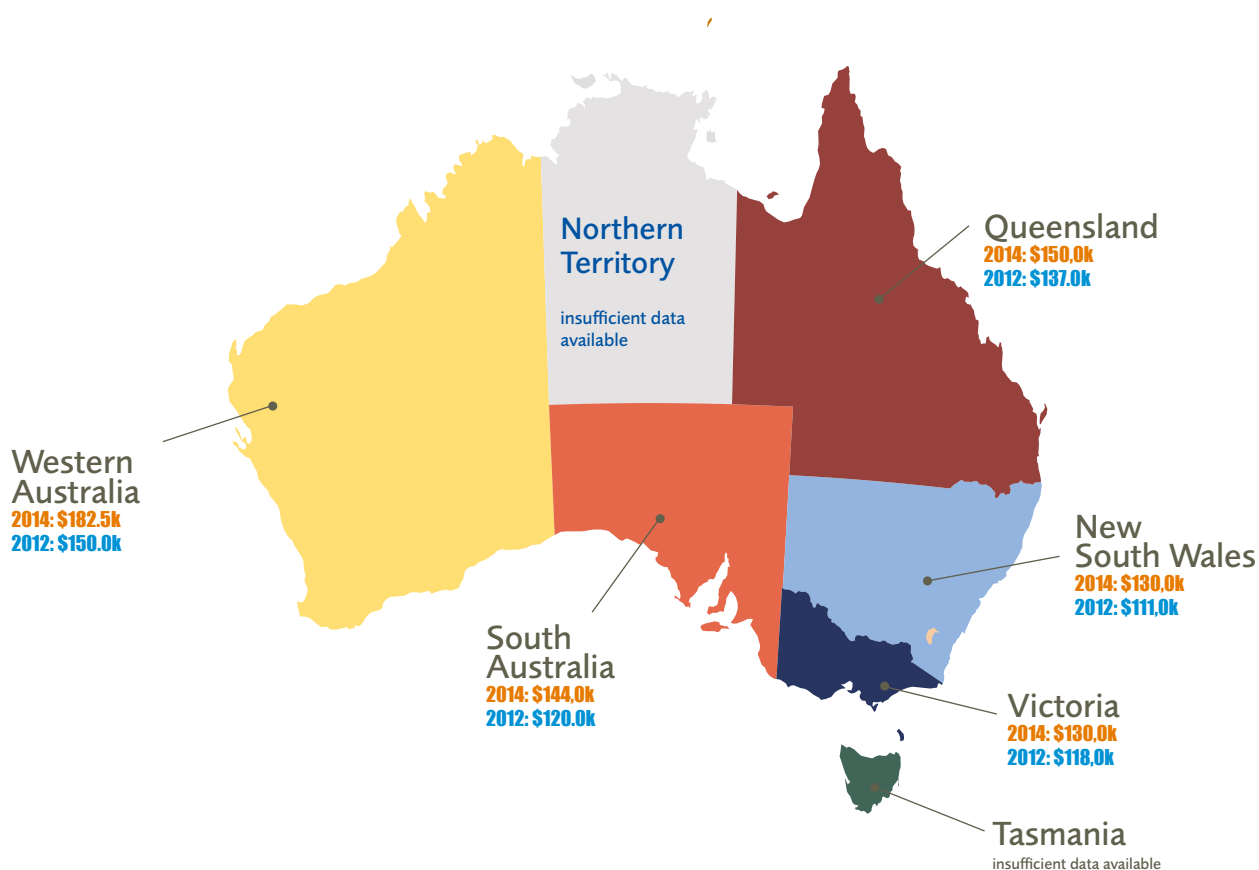
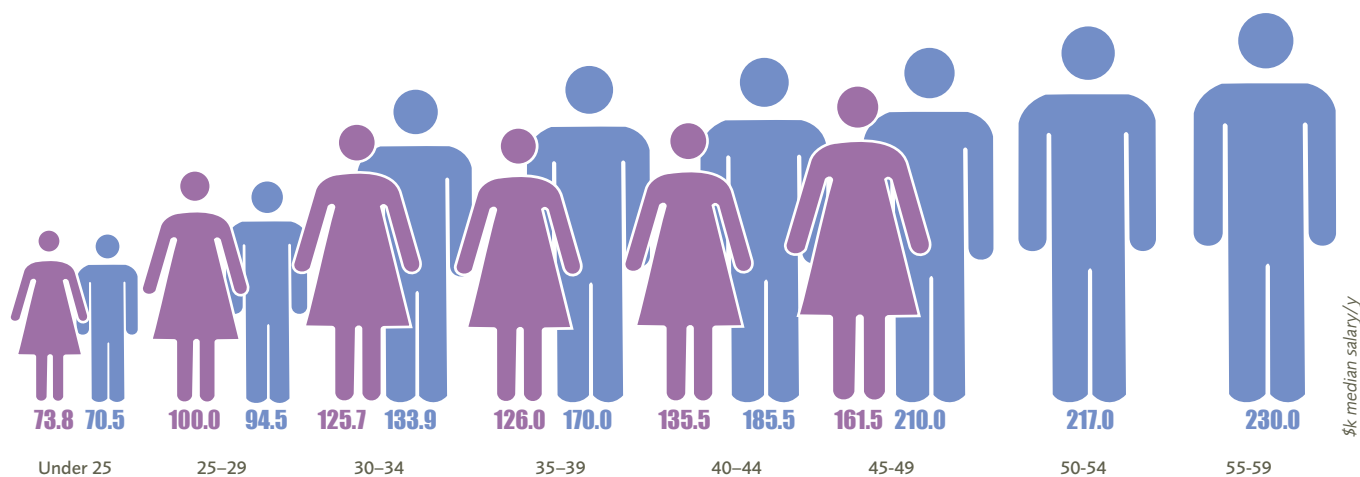


Chart 7 – The gender gap: male and female salaries compared by age



IChemE Australia 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?

Queensland

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

7. What is your level of responsibility?

- Engineering technician
- Graduate in training/ Engineer in training/ Post Doctoral
- Engineer/Supervised team member/Lecturer
- Senior engineer/Senior lecturer
- 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

IChemE Australia 2014 Salary Survey (continued)

- Other

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										Highest Qualification		
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Over 65	Master	Bachelor	Non-Grad
Total	No	488	33	105	91	74	55	43	41	27	14	5	99	323	5
	%	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	No	459	32	98	83	69	52	41	40	26	14	4	92	312	5
	%	94.10%	97.00%	93.30%	91.20%	93.20%	94.50%	95.30%	97.60%	96.30%	100.00%	80.00%	92.90%	96.60%	100.00%
Salary - PT	No	14	1		2	4	3	2		1		1	4	7	
	%	2.90%	3.00%		2.20%	5.40%	5.50%	4.70%		3.70%		20.00%	4.00%	2.20%	

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	Bachelor	Non-Grad
Total	488	33	105	91	74	55	43	41	27	14	5	8	323	5
<AUS\$16K														
>=£16K	3	1			1	1								1
>=£18K	1		1											
>=£19K	1	1										1		
>=£20K	2	2											1	
>=£21K	5		2			2		1				1	1	
>=£22K	6		3			1	1	1						
>=£23K	8	3	4	1										
>=£24K	6	1	2	2			1					2		
>=£25K	17	8	7	1			1					5	7	
>=£26K	21	7	7	6					1			2	3	
>=£27K	16	7	6	2	1							4	2	
>=£28K	45	19	18	5			2			1		9	12	
>=£29K	33	12	16	3				2				10	6	
>=£30K	51	20	18	4	2	2		1	1	3		10	8	
>=£31K	36	12	17	4			2		1			5	5	
>=£32K	50	15	18	11	3	2				1		5	7	
>=£33K	34	9	13	7	2			3				5	4	
>=£34K	27	6	12	6	1	2						1	3	
>=£35K	40	6	17	9	3	2	1	1		1		2	11	
>=£36K	38	5	16	7	4	2	2	1	1			2	6	
>=£37K	36	5	14	13	2		1			1		2	5	
>=£38K	45	4	26	7	5	1	1		1			1	7	1
>=£39K	29		12	9	1	4		3					10	
>=£40K	211	9	78	55	30	22	5	7	2	2	1	2	40	
>=£45K	184	3	42	45	29	24	22	6	6	5	2	1	65	2
>=£50K	164		31	34	26	26	20	14	8	5		1	68	
>=£55K	154		15	27	24	29	20	20	13	3	3		66	
>=£60K	151		10	25	28	25	22	25	8	5	3		65	1
>=£65K	124		2	16	21	21	26	25	10	2	1		61	2
>=£70K	88		5	14	11	15	11	15	7	8	2		35	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	Bachelor	Non-Grad
>=£75K	93	1	1	9	15	22	18	19	6	2			43	
>=£80K	75		1	11	15	13	12	14	4	4	1		34	
>=£85K	63		1	2	13	9	12	15	9	1	1		26	
>=£90K	77		1	2	11	18	9	15	12	8	1	1	50	
>=£95K	60			3	10	8	14	17	4	4			28	
>=£100K	47		1	3	8	8	5	8	6	7	1		22	
>=£105K	26			1	4	8	5	7	1				10	
>=£110K	33		1		4	6	11	5	5	1			16	
>=£115K	16			1	1	2	3	5	4				9	1
>=£120K	43		2		7	5	9	9	8	3			24	1
>=£125K	27			1	2	3	6	6	6	2	1		16	
>=£130K	30		1		2	3	9	8	5	1	1		22	
>=£135K	9				1	2	2	1	2	1			5	
>=£140K	15			1	1	2	2	4	3	1	1		13	
>=£145K	13				3	1	2	3	2	2			6	
>=£150K	74		1	6	7	9	14	16	8	11	2	1	37	
>=£200K	19					3	4	6	5	1			10	
>=£250K	28		1	1	3	5	1	10	3	2	2		12	
Base	456	28	95	83	71	55	42	38	25	14	5	5	305	5
Mean	167,477	76,200	99,609	144,350	164,739	186,167	234,888	241,305	314,821	222,850	166,200	76,653	161,185	153,768
Median	145,000	70,549	96,000	130,000	161,500	180,000	204,100	217,000	230,000	197,500	139,000	69,000	136,000	145,000
1st Decile	75,000	58,000	66,000	88,000	97,840	106,791	122,500	150,000	150,000	140,000	107,000	20,000	70,000	97,840
9th Decile	290,000	120,000	142,000	200,000	243,000	297,452	360,000	386,000	600,000	322,900	315,000	149,265	266,000	198,000

SECTION A

TABLE 3 : BENEFITS IN KIND FOR SALARIED EMPLOYEES

		Total	Age Band										Highest Qualification		
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Over 65	Master	Bachelor	Non-Grad
Total	No	488	33	105	91	74	55	43	41	27	14	5	99	323	5
	%	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	36	1	1	2	4	6	7	6	5	3	1	4	22	1
	%	7.40%	3.00%	1.00%	2.20%	5.40%	10.90%	16.30%	14.60%	18.50%	21.40%	20.00%	4.00%	6.80%	20.00%
Company money purchase pension	Total	2							1		1			2	
	%	0.40%							2.40%		7.10%			0.60%	
Non contributory pension	Total	1				1							1		
	%	0.20%				1.40%							1.00%		
Superannuation	Total	399	27	91	79	62	46	33	29	18	10	4	84	271	4
	%	81.80%	81.80%	86.70%	86.80%	83.80%	83.60%	76.70%	70.70%	66.70%	71.40%	80.00%	84.80%	83.90%	80.00%
Central Providence Fund	Total														
	%														
401K savings plan	Total	1				1									
	%	0.20%				1.40%									
None pension related benefits	Total	17		3	2	3	3	2	2	2			6	10	
	%	3.50%		2.90%	2.20%	4.10%	5.50%	4.70%	4.90%	7.40%			6.10%	3.10%	
Medical insurance	Total	55	5	13	6	7	6	6	4	6	2		9	42	
	%	11.30%	15.20%	12.40%	6.60%	9.50%	10.90%	14.00%	9.80%	22.20%	14.30%		9.10%	13.00%	
Car	Total	34		4	3	3	3	8	6	3	4		8	20	1
	%	7.00%		3.80%	3.30%	4.10%	5.50%	18.60%	14.60%	11.10%	28.60%		8.10%	6.20%	20.00%
Loans	Total	3			1		1	1					3		
	%	0.60%			1.10%		1.80%	2.30%					3.00%		
IChemE membership fees	Total	298	20	69	56	52	35	24	19	14	8	1	60	213	1
	%	61.10%	60.60%	65.70%	61.50%	70.30%	63.60%	55.80%	46.30%	51.90%	57.10%	20.00%	60.60%	65.90%	20.00%
Other professional membership fees	Total	126	8	18	18	15	20	16	13	11	7		29	84	2
	%	25.80%	24.20%	17.10%	19.80%	20.30%	36.40%	37.20%	31.70%	40.70%	50.00%		29.30%	26.00%	40.00%
Childcare	Total														
	%														
None other benefits	Total	109	4	22	22	15	14	9	12	5	2	4	19	65	1
	%	22.30%	12.10%	21.00%	24.20%	20.30%	25.50%	20.90%	29.30%	18.50%	14.30%	80.00%	19.20%	20.10%	20.00%
Other benefits	Total	53	2	11	10	11	6	7	2	1	2	1	17	34	
	%	10.90%	6.10%	10.50%	11.00%	14.90%	10.90%	16.30%	4.90%	3.70%	14.30%	20.00%	17.20%	10.50%	

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										Highest Qualification		
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Over 65	Master	Bachelor	Non-Grad
Corporate Members	Total	193		12	34	32	27	26	29	20	8	5	50	114	
	Mean	211,278		115,384	145,858	182,297	209,127	233,657	262,874	345,974	228,125	166,200	220,862	218,245	
	Median	185,000		108,000	141,010	172,500	185,000	209,100	260,000	245,000	197,500	139,000	192,500	200,000	
	1st Decile	108,000		94,000	92,000	120,000	135,000	124,390	150,500	156,000	140,000	107,000	126,000	108,000	
	9th Decile	312,500		130,623	200,000	256,000	329,000	360,000	386,000	800,000	450,000	315,000	385,000	320,000	
Non-Corporate Members	Total	295	33	93	57	42	28	17	12	7	6		49	209	5
	Mean	136,191	76,200	97,328	143,303	150,333	164,028	236,889	180,914	234,714	215,817		175,432	127,603	153,768
	Median	116,500	70,549	93,000	130,000	155,000	152,000	187,500	177,500	200,000	200,000		152,000	108,500	145,000
	1st Decile	68,000	58,000	65,500	80,000	78,000	95,000	120,000	78,000	132,000	130,000		75,000	66,000	97,840
	9th Decile	220,000	120,000	142,000	220,000	240,000	220,000	372,000	217,000	530,000	322,900		240,000	206,000	198,000
MEN	Total	395	23	77	65	59	48	37	41	26	14	5	80	258	5
	Mean	176,657	76,150	98,886	149,820	173,636	193,134	237,170	241,305	302,939	222,850	166,200	203,813	174,032	153,768
	Median	155,500	70,500	94,500	133,900	170,000	185,500	210,000	217,000	230,000	197,500	139,000	182,500	150,250	145,000
	1st Decile	75,000	54,000	65,500	91,066	111,644	105,000	124,390	150,000	150,000	140,000	107,000	100,000	73,000	97,840
	9th Decile	300,000	106,000	130,000	215,000	252,000	306,167	360,000	386,000	530,000	322,900	315,000	315,000	297,000	198,000
WOMEN	Total	93	10	28	26	15	7	6		1			19	65	
	Mean	129,087	76,325	101,427	130,902	131,526	138,399	221,200		600,000			176,679	109,800	
	Median	113,350	73,799	100,000	125,739	126,000	135,000	161,500		600,000			137,000	101,491	
	1st Decile	70,000	67,000	68,000	86,000	80,000	106,791	90,000		600,000			117,000	70,000	
	9th Decile	198,000	93,000	145,000	200,000	176,000	200,000	600,000		600,000			240,000	165,000	

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									Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Over 65	Master	Bachelor	Non-Grad
Doctorate	Total	53			14	10	9	9	7	1		3			
	Mean	148,870			109,313	112,352	139,778	224,225	192,429	240,000		136,333			
	Median	125,000			100,000	122,000	120,000	162,500	180,000	240,000		139,000			
	1st Decile	80,000			80,000	47,500	95,000	106,000	71,000	240,000		130,000			
	9th Decile	220,000			170,000	135,937	220,000	600,000	326,000	240,000		140,000			
Master's degree	Total	99		9	20	21	17	9	14	4	4	1	99		
	Mean	198,386		124,375	148,706	182,476	193,321	251,389	251,511	366,667	246,250	315,000	198,386		
	Median	175,000		105,000	144,510	160,000	200,000	155,000	205,500	300,000	192,500	315,000	175,000		
	1st Decile	105,000		74,000	100,000	125,000	120,000	122,500	165,000	200,000	150,000	315,000	105,000		
	9th Decile	310,000		230,000	220,000	260,000	297,452	810,000	386,000	600,000	450,000	315,000	310,000		
Bachelor's degree	Total	323	33	89	56	42	27	25	20	22	8	1		323	
	Mean	161,185	76,200	97,017	151,601	170,336	196,250	232,360	252,942	310,978	232,488	107,000		161,185	
	Median	136,000	70,549	94,500	140,000	170,000	178,899	220,000	255,000	230,000	230,000	107,000		136,000	
	1st Decile	70,000	58,000	65,500	92,000	100,000	106,791	124,390	150,000	150,000	140,000	107,000		70,000	
	9th Decile	266,000	120,000	130,000	200,000	250,000	329,000	342,000	400,000	530,000	322,900	107,000		266,000	
Non-Graduate	Total	5				1	2				2				5
	Mean	153,768				97,840	198,000				137,500				153,768
	Median	145,000				97,840	198,000				137,500				145,000
	1st Decile	97,840				97,840	198,000				130,000				97,840
	9th Decile	198,000				97,840	198,000				145,000				198,000

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									Highest Qualification		
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Over 65	Master	Bachelor
Corporate - Engineering technician	Total	1				1								1
	Mean	150,000				150,000								150,000
	Median	150,000				150,000								150,000
	1st Decile	150,000				150,000								150,000
	9th Decile	150,000				150,000								150,000
Corporate - Graduate in training/ Engineer in training/Post Doctoral	Total													
	Mean													
	Median													
	1st Decile													
	9th Decile													
Corporate - Engineer/ Supervised team member/Lecturer	Total	17	6	8	2	1						1	10	
	Mean	128,981	99,582	131,693	165,822	210,000						210,000	122,797	
	Median	108,000	100,746	119,739	165,822	210,000						210,000	102,246	
	1st Decile	87,000	91,000	86,000	111,644	210,000						210,000	88,500	
	9th Decile	210,000	108,000	200,000	220,000	210,000						210,000	162,239	
Corporate - Senior engineer/Senior lecturer	Total	55	5	17	11	10	3	4	2	3		19	31	
	Mean	164,879	131,623	141,412	165,773	194,445	172,130	199,000	215,000	176,667		171,136	169,000	
	Median	152,500	119,491	135,000	161,500	190,000	142,000	165,000	215,000	190,000		170,000	150,000	
	1st Decile	108,000	108,000	105,000	104,000	120,500	124,390	150,000	200,000	140,000		118,000	119,491	
	9th Decile	250,000	185,000	190,000	250,000	240,000	250,000	282,000	230,000	200,000		250,000	250,000	
Corporate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	68	1	7	10	9	11	14	10	4	2	19	41	
	Mean	208,794	129,000	148,803	164,137	217,552	193,700	254,286	270,837	211,250	123,000	237,384	209,568	
	Median	185,000	129,000	147,000	168,500	178,899	208,200	247,500	222,120	202,500	123,000	197,500	208,200	
	1st Decile	125,000	129,000	92,000	125,983	107,000	106,000	150,500	156,000	190,000	107,000	142,021	140,000	
	9th Decile	308,000	129,000	180,000	182,500	400,000	261,500	385,000	600,000	250,000	139,000	386,000	305,000	
Corporate - Senior manager/Director/Dean/Head of department	Total	39		2	5	6	10	7	6	1	2	11	22	
	Mean	291,158		230,000	268,200	232,333	292,800	303,714	382,000	450,000	227,500	276,182	302,857	
	Median	275,000		230,000	260,000	200,000	280,000	310,000	290,000	450,000	227,500	300,000	256,000	
	1st Decile	150,000		230,000	210,000	135,000	145,000	180,000	230,000	450,000	140,000	180,000	210,000	
	9th Decile	450,000		230,000	310,000	345,000	380,000	450,000	800,000	450,000	315,000	400,000	400,000	
Corporate - Chairman/Managing director/Chief executive/Vice chancellor	Total	1							1				1	
	Mean	1,300,000							1,300,000				1,300,000	
	Median	1,300,000							1,300,000				1,300,000	
	1st Decile	1,300,000							1,300,000				1,300,000	
	9th Decile	1,300,000							1,300,000				1,300,000	
Corporate - Consultant	Total	9			3	1	1	3	1				6	
	Mean	216,384			182,000	140,000	300,000	270,487	150,000				221,077	
	Median	201,460			196,000	140,000	300,000	260,000	150,000				213,230	
	1st Decile	125,000			125,000	140,000	300,000	201,460	150,000				140,000	
	9th Decile	350,000			225,000	140,000	300,000	350,000	150,000				350,000	

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

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

		Total	Age Band										Highest Qualification		
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Over 65	Master	Bachelor	Non-Grad
Associate - Engineering technician	Total	3	1	2										3	
	Mean	66,000	80,000	59,000										66,000	
	Median	68,000	80,000	59,000										68,000	
	1st Decile	50,000	80,000	50,000										50,000	
	9th Decile	80,000	80,000	68,000										80,000	
Associate - Graduate in training/ Engineer in training/Post Doctoral	Total	32	16	14	1	1							2	30	
	Mean	78,630	72,917	83,831	85,000	68,000							71,000	79,217	
	Median	71,715	67,500	83,000	85,000	68,000							71,000	71,715	
	1st Decile	59,000	58,000	66,000	85,000	68,000							68,000	59,000	
	9th Decile	113,000	80,000	113,000	85,000	68,000							74,000	113,000	
Associate - Engineer/ Supervised team member/Lecturer	Total	94	10	60	17	3	2	2					12	75	
	Mean	105,219	83,400	98,785	127,169	168,333	98,896	132,500					122,865	103,119	
	Median	100,000	77,500	97,250	106,500	185,000	98,896	132,500					111,106	96,750	
	1st Decile	68,000	65,000	65,588	78,000	120,000	91,000	125,000					75,000	66,176	
	9th Decile	145,000	120,000	130,000	165,000	200,000	106,791	140,000					188,900	142,000	
Associate - Senior engineer/Senior lecturer	Total	71		3	22	25	8	4	4	3	2		17	45	2
	Mean	143,753		177,667	141,679	147,103	133,250	121,554	161,381	141,000	137,500		156,496	146,590	137,500
	Median	145,000		165,000	147,495	152,500	136,000	121,250	170,000	135,000	137,500		153,500	151,000	137,500
	1st Decile	105,000		155,000	99,000	100,000	95,000	112,800	125,000	132,000	130,000		122,500	105,000	130,000
	9th Decile	180,000		213,000	171,346	190,000	165,000	130,918	189,144	156,000	145,000		190,000	175,000	145,000
Associate - Project manager/Site manager/Professor/Associate professor/Principal	Total	34			6	8	12	5		1	2		5	21	2
	Mean	199,057			174,400	181,800	191,833	221,750		200,000	309,950		229,400	202,150	198,000
	Median	200,000			200,000	187,900	199,000	187,500		200,000	309,950		225,000	200,000	198,000
	1st Decile	113,500			110,000	75,000	120,000	140,000		200,000	297,000		117,000	110,000	198,000
	9th Decile	283,500			225,000	270,000	220,000	372,000		200,000	322,900		345,000	322,900	198,000
Associate - Senior manager/Director/Dean/Head of department	Total	9			1		1	5	1	1			2	6	
	Mean	315,222			215,000		220,000	388,400	220,000	240,000			512,500	262,000	
	Median	240,000			215,000		220,000	320,000	220,000	240,000			512,500	235,000	
	1st Decile	215,000			215,000		220,000	220,000	220,000	240,000			215,000	220,000	
	9th Decile	810,000			215,000		220,000	810,000	220,000	240,000			810,000	342,000	
Associate - Chairman/Managing director/Chief executive/Vice chancellor	Total	3							2	1			1	2	
	Mean	360,000							275,000	530,000			400,000	340,000	
	Median	400,000							275,000	530,000			400,000	340,000	
	1st Decile	150,000							150,000	530,000			400,000	150,000	
	9th Decile	530,000							400,000	530,000			400,000	530,000	
Associate - Consultant	Total	5		1	1		3						3	2	
	Mean	152,500			120,000		163,333						163,333	120,000	
	Median	160,000			120,000		200,000						200,000	120,000	
	1st Decile	60,000			120,000		60,000						60,000	120,000	
	9th Decile	230,000			120,000		230,000						230,000	120,000	

SECTION A

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

		Total	Age Band									Highest Qualification			
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Over 65	Master	Bachelor	Non-Grad
Biochemical engineering	No	1					1								
	AUS\$	110,000					110,000								
Chemical and allied products	No	24	2	6	2	7	2	1	1	3			3	18	
	AUS\$	122,750	80,000	87,500	142,021	170,000	101,000	220,000	150,500	300,000			170,000	122,750	
Consultancy	No	53	5	8	16	11	6	4	3				2	46	
	AUS\$	128,750	67,000	100,000	117,500	167,500	174,450	220,000	260,000				190,000	130,000	
Contracting	No	14			1	3	3	3		2	2		1	12	
	AUS\$	198,000			190,000	126,000	175,000	208,200		252,206	230,000		126,000	207,100	
Education/Universities	No	14			3	1		4	2			4		1	
	AUS\$	127,500			105,000	80,000		126,400	182,500			134,500		107,000	
Food and drink	No	7	1	1	1	1	1		2				3	3	
	AUS\$	91,000	60,000	60,000	78,000	120,000	91,000		172,500				165,000	60,000	
Health, safety and environment	No	9	1			2		3	2		1		3	3	
	AUS\$	133,483	50,000			133,483		257,000	78,000		150,000		142,000	85,000	
Mining and minerals	No	44	2	7	5	5	9	4	9	3			8	26	2
	AUS\$	167,500	98,750	96,000	120,000	170,000	186,000	192,500	214,000	240,000			202,750	147,500	198,000
Oil and gas exploration and production	No	149	12	35	24	22	20	9	12	8	6	1	36	105	1
	AUS\$	168,000	75,000	103,000	165,000	167,500	217,500	320,000	330,000	230,000	273,500	315,000	190,000	164,500	97,840
Oil refining	No	61	5	14	15	9	5	4	3	6			16	44	
	AUS\$	180,000	76,500	106,746	163,846	200,000	201,000	267,500	235,000	290,000			200,000	165,000	
Paper and packaging	No	5	2					3					1	4	
	AUS\$	130,918	66,000					140,000					140,000	102,459	
Petrochemicals	No	12		2	4		1	1	1	1	2		2	10	
	AUS\$	140,000		92,500	105,000		130,000	140,000	210,000	175,000	192,500		192,500	130,000	
Pharmaceuticals and toiletries	No	9		2	4		1	1			1		1	7	
	AUS\$	104,500		58,088	105,000		104,500	120,000			140,000		59,000	110,000	
Plastics	No	4					1		1		2			2	2
	AUS\$	137,500					106,791		150,000		137,500			128,396	137,500
Power generation – fossil fuels	No	1			1								1		
	AUS\$	117,000			117,000								117,000		
Power generation – renewables	No	3				1		2					1	2	
	AUS\$	155,000				150,000		177,500					155,000	175,000	
Process plant and equipment	No	17	2	7	1	4		2	1				5	11	
	AUS\$	111,366	72,500	75,000		130,000		123,750	150,000				125,000	93,000	
Water	No	30	1	11	10	5	2			1			9	16	
	AUS\$	93,000	66,000	76,000	116,500	111,644	160,000			156,000			118,000	78,000	
Waste Management	No	2				1	1						2		
	AUS\$	102,500				68,000	137,000						102,500		
Other	No	17		5		2	2	2	3	3			3	11	
	AUS\$	132,000		100,000		121,954	135,500	504,000	220,000	135,000			400,000	108,000	

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										Highest Qualification		
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Over 65	Master	Bachelor	Non-Grad
Construction and installation	No	15	1	4	2	1	1	1	1	2	2		3	12	
	AUS\$	130,918	120,000	73,088	113,500	240,000	137,000	130,918	305,000	217,500	309,950		137,000	125,459	
Design	No	204	13	50	40	32	30	15	13	8	3		32	159	2
	AUS\$	149,265	70,000	97,250	134,450	160,000	198,000	210,000	260,000	208,650	210,000		160,000	140,000	198,000
Education and training	No	13			2		1	4	2			4		1	
	AUS\$	130,000			98,033		110,000	126,400	182,500			134,500		107,000	
Finance/financial services	No	2					1		1				2		
	AUS\$	210,000					120,000		300,000				210,000		
General administration/management services	No	20	1			4	2	4	7	2			7	9	
	AUS\$	192,500	150,000			125,983	155,000	220,000	275,000	255,000			165,000	220,000	
Manufacture and production	No	133	5	28	28	26	14	14	5	9	4		35	90	
	AUS\$	160,750	77,500	95,000	142,021	185,000	167,500	212,500	220,000	236,060	192,500		189,572	145,950	
Marketing and sales	No	8		2	1	1	1				3		3	3	2
	AUS\$	137,500		62,100	120,000	170,000	152,000				145,000		152,000	120,000	137,500
Research and development	No	27	3	5	6	3		2	5	2	1		2	12	
	AUS\$	124,390	72,500	60,000	100,000	124,000		362,195	180,000	770,000	200,000		192,750	82,000	
Other	No	54	10	9	8	7	5	3	6	4	1	1	13	35	1
	AUS\$	130,000	69,549	107,000	173,500	120,000	140,000	200,000	201,460	290,000	140,000	315,000	170,000	120,000	97,840



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		
Total	No	488	193	266	29	5	38	116	129	106	50	4	395	93
	%	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	No	459	186	248	25	5	37	113	123	102	50	4	377	82
	%	94.10%	96.40%	93.20%	86.20%	100.00%	97.40%	97.40%	95.30%	96.20%	100.00%	100.00%	95.40%	88.20%
Salary - PT	No	14	6	6	2		1	3	3	3			6	8
	%	2.90%	3.10%	2.30%	6.90%		2.60%	2.60%	2.30%	2.80%			1.50%	8.60%

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								Women
		Chartered	Assoc	Other	Technician	Graduate	Engineer	Sen Eng	Proj Mgr	Sen Mgr	MD/CEO	Consult	
Total	488	193	266	29	5	38	116	129	106	50	4	15	93
<AUS\$16K													
>=£16K	3	1	1	1	1							1	2
>=£18K	1			1		1							
>=£19K	1			1		1							
>=£20K	2		2			2							1
>=£21K	5	3	2			1	2	2					3
>=£22K	6	2	4			2	2	1	1				2
>=£23K	8	1	7			5	3						4
>=£24K	6		5	1	1	3	1					1	2
>=£25K	17	1	15	1	1	8	6	1	1				4
>=£26K	21		19	2	1	9	4		1			4	4
>=£27K	16		16		1	11	2					1	5
>=£28K	45	2	42	1		24	16	2				1	5
>=£29K	33		31	2		19	12	1				1	8
>=£30K	51	7	44			20	24	2	1			4	11
>=£31K	36	1	33	2		17	15	1	1			1	15
>=£32K	50	3	42	5		14	23	3	3	1		4	13
>=£33K	34	2	32			12	14	4				1	10
>=£34K	27	1	22	4	2	8	8	6				1	10
>=£35K	40	6	33	1		7	22	4	4			2	10
>=£36K	38	8	25	5		7	22	5	1			3	17
>=£37K	36	7	29			6	18	7	3			2	8
>=£38K	45	3	41	1		12	19	11	3				16
>=£39K	29	7	21	1		2	13	10	2				6
>=£40K	211	66	136	9		13	90	61	26	4		10	63
>=£45K	184	94	79	11	1	8	50	84	26	7	1	5	40
>=£50K	164	90	69	5		2	29	71	34	12		10	29
>=£55K	154	109	43	2			20	70	41	14		4	27
>=£60K	151	111	36	4			11	50	60	15	1	8	27

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

	Total	Member Grade			Level of Responsibility								Women
		Chartered	Assoc	Other	Technician	Graduate	Engineer	Sen Eng	Proj Mgr	Sen Mgr	MD/CEO	Consult	
>=£65K	124	103	19	2			5	44	47	18	1	5	16
>=£70K	88	71	13	4			4	21	36	15	2	9	12
>=£75K	93	67	25	1			5	22	37	19	1	8	8
>=£80K	75	59	13	3			1	16	33	19		5	8
>=£85K	63	50	12	1	1		1	12	24	22		2	3
>=£90K	77	58	15	3			2	14	25	26		10	2
>=£95K	60	46	13	1			1	13	22	19		5	9
>=£100K	47	40	6	1			1	8	13	20	1	4	2
>=£105K	26	24	1	1				7	9	7	1	2	1
>=£110K	33	28	3	2			2	3	13	11	1	3	2
>=£115K	16	14	2					6	1	8		1	
>=£120K	43	37	6				1	8	16	13	1	1	2
>=£125K	27	23	4					2	7	13	1	2	3
>=£130K	30	26	4					3	11	11	2	2	
>=£135K	9	8	1					1	1	6			
>=£140K	15	11	4				1		1	9		3	2
>=£145K	13	12	1						1	9	1	1	1
>=£150K	74	61	13				1	6	21	26	5	12	3
>=£200K	19	18	1					1	5	11	1	1	
>=£250K	28	26	2				2	1	5	13	3	2	
Base	456	190	242	24	4	34	114	123	101	49	4	14	88
Mean	167,477	211,278	137,437	123,619	87,000	77,283	108,024	152,779	206,474	290,327	595,000	187,461	129,087
Median	145,000	185,000	118,606	93,000	74,000	70,500	100,000	150,000	198,000	250,000	465,000	198,000	113,350
1st Decile	75,000	108,000	69,000	65,000	50,000	59,000	70,000	105,000	120,000	150,000	150,000	67,000	70,000
9th Decile	290,000	312,500	220,000	243,000	150,000	113,000	165,000	200,000	306,167	450,000	1,300,000	300,000	198,000

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		
Total	No	488	193	266	29	5	38	116	129	106	50	4	395	93
	%	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	36	19	13	4			4	9	8	11	1	31	5
	%	7.40%	9.80%	4.90%	13.80%			3.40%	7.00%	7.50%	22.00%	25.00%	7.80%	5.40%
Company money purchase pension	Total	2	2							1	1		2	
	%	0.40%	1.00%							0.90%	2.00%		0.50%	
Non contributory pension	Total	1		1					1				1	
	%	0.20%		0.40%					0.80%				0.30%	
Superannuation	Total	399	162	217	20	4	33	107	110	86	36	3	320	79
	%	81.80%	83.90%	81.60%	69.00%	80.00%	86.80%	92.20%	85.30%	81.10%	72.00%	75.00%	81.00%	84.90%
Central Providence Fund	Total													
	%													
401K savings plan	Total	1		1					1				1	
	%	0.20%		0.40%					0.80%				0.30%	
None pension related benefits	Total	17	7	10			1	3	2	6	1		13	4
	%	3.50%	3.60%	3.80%			2.60%	2.60%	1.60%	5.70%	2.00%		3.30%	4.30%
Medical insurance	Total	55	27	27	1		4	17	8	6	16	1	45	10
	%	11.30%	14.00%	10.20%	3.40%		10.50%	14.70%	6.20%	5.70%	32.00%	25.00%	11.40%	10.80%
Car	Total	34	12	19	3			4	7	7	11	3	28	6
	%	7.00%	6.20%	7.10%	10.30%			3.40%	5.40%	6.60%	22.00%	75.00%	7.10%	6.50%
Loans	Total	3	2	1						1	2		3	
	%	0.60%	1.00%	0.40%						0.90%	4.00%		0.80%	
IChemE membership fees	Total	298	135	151	12	1	23	82	80	69	31	1	235	63
	%	61.10%	69.90%	56.80%	41.40%	20.00%	60.50%	70.70%	62.00%	65.10%	62.00%	25.00%	59.50%	67.70%
Other professional membership fees	Total	126	67	52	7	1	8	21	30	39	21	1	103	23
	%	25.80%	34.70%	19.50%	24.10%	20.00%	21.10%	18.10%	23.30%	36.80%	42.00%	25.00%	26.10%	24.70%
Childcare	Total													
	%													
None other benefits	Total	109	36	67	6	3	7	25	32	23	8	1	90	19
	%	22.30%	18.70%	25.20%	20.70%	60.00%	18.40%	21.60%	24.80%	21.70%	16.00%	25.00%	22.80%	20.40%
Other benefits	Total	53	23	27	3	1	3	15	15	10	6		44	9
	%	10.90%	11.90%	10.20%	10.30%	20.00%	7.90%	12.90%	11.60%	9.40%	12.00%		11.10%	9.70%

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
Corporate Members	Total	193	193			1		17	55	68	39	1	163	30
	Mean	211,278	211,278			150,000		128,981	164,879	208,794	291,158	1,300,000	218,960	170,309
	Median	185,000	185,000			150,000		108,000	152,500	185,000	275,000	1,300,000	198,000	133,483
	1st Decile	108,000	108,000			150,000		87,000	108,000	125,000	150,000	1,300,000	119,746	88,500
	9th Decile	312,500	312,500			150,000		210,000	250,000	308,000	450,000	1,300,000	317,500	204,100
Non-Corporate Members	Total	295		266	29	4	38	99	74	38	11	3	232	63
	Mean	136,191		137,437	123,619	66,000	77,283	104,351	143,310	201,903	287,455	360,000	144,117	107,766
	Median	116,500		118,606	93,000	68,000	70,500	98,500	145,000	200,000	220,000	400,000	124,250	101,000
	1st Decile	68,000		69,000	65,000	50,000	59,000	66,176	100,000	117,000	210,000	150,000	66,176	69,000
	9th Decile	220,000		220,000	243,000	80,000	113,000	147,000	186,000	297,000	342,000	530,000	230,000	164,000
MEN	Total	395	163	210	22	4	32	78	104	94	46	4	395	
	Mean	176,657	218,960	145,224	133,105	89,333	75,032	113,517	156,362	209,177	290,733	595,000	176,657	
	Median	155,500	198,000	125,000	98,000	68,000	70,000	103,000	152,000	200,000	256,000	465,000	155,500	
	1st Decile	75,000	119,746	68,000	65,000	50,000	58,000	73,968	110,000	129,000	180,000	150,000	75,000	
	9th Decile	300,000	317,500	225,000	250,000	150,000	96,000	180,000	201,000	308,000	400,000	1,300,000	300,000	
WOMEN	Total	93	30	56	7	1	6	38	25	12	4			93
	Mean	129,087	170,309	109,671	87,570	80,000	90,340	96,592	138,735	186,430	285,750			129,087
	Median	113,350	133,483	102,000	83,850	80,000	86,000	94,000	135,000	139,483	214,000			113,350
	1st Decile	70,000	88,500	70,000	16,000	80,000	69,000	68,000	88,000	106,000	115,000			70,000
	9th Decile	198,000	204,100	164,000	156,000	80,000	113,700	142,000	176,000	220,000	600,000			198,000

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
Doctorate	Total	53	29	22	2			13	13	14	8		45	8
	Mean	148,870	168,265	121,585	140,500			110,809	103,901	147,228	264,500		146,219	163,121
	Median	125,000	139,000	111,400	140,500			103,500	105,000	139,000	225,000		130,000	103,000
	1st Decile	80,000	91,068	76,500	71,000			80,000	71,000	106,000	140,000		90,000	80,000
	9th Decile	220,000	310,000	187,500	210,000			170,000	139,908	200,000	600,000		220,000	600,000
Master's degree	Total	99	50	43	6		2	14	36	26	14	1	80	19
	Mean	198,386	220,862	175,178	177,167		71,000	131,456	164,247	232,517	298,429	400,000	203,813	176,679
	Median	175,000	192,500	149,265	170,500		71,000	121,106	157,500	200,000	280,000	400,000	182,500	137,000
	1st Decile	105,000	126,000	75,000	115,000		68,000	75,000	121,000	142,021	135,000	400,000	100,000	117,000
	9th Decile	310,000	385,000	240,000	243,000		74,000	210,000	200,000	385,000	450,000	400,000	315,000	240,000
Bachelor's degree	Total	323	114	188	21	5	36	89	78	64	28	3	258	65
	Mean	161,185	218,245	129,983	101,428	87,000	77,676	103,916	156,511	208,705	293,778	660,000	174,032	109,800
	Median	136,000	200,000	110,600	84,425	74,000	70,500	97,750	151,000	200,000	250,000	530,000	150,250	101,491
	1st Decile	70,000	108,000	68,000	20,000	50,000	59,000	66,176	112,000	130,000	210,000	150,000	73,000	70,000
	9th Decile	266,000	320,000	206,000	250,000	150,000	113,000	145,000	201,000	305,000	400,000	1,300,000	297,000	165,000
Non-Graduate	Total	5		5					2	2			5	
	Mean	153,768		153,768					137,500	198,000			153,768	
	Median	145,000		145,000					137,500	198,000			145,000	
	1st Decile	97,840		97,840					130,000	198,000			97,840	
	9th Decile	198,000		198,000					145,000	198,000			198,000	

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

SECTION B

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

	Total	Member Grade			Level of Responsibility							Men	Women
		Chartered	Assoc	Other	Technician	Graduate	Engineer	Sen Eng	Proj Mgr	Sen Mgr	MD/CEO		
Corporate - Engineering technician	Total	1	1		1							1	
	Mean	150,000	150,000		150,000							150,000	
	Median	150,000	150,000		150,000							150,000	
	1st Decile	150,000	150,000		150,000							150,000	
	9th Decile	150,000	150,000		150,000							150,000	
Corporate - Graduate in training/ Engineer in training/Post Doctoral	Total												
	Mean												
	Median												
	1st Decile												
	9th Decile												
Corporate - Engineer/ Supervised team member/Lecturer	Total	17	17				17					10	7
	Mean	128,981	128,981				128,981					139,671	113,710
	Median	108,000	108,000				108,000					113,322	101,491
	1st Decile	87,000	87,000				87,000					91,033	86,000
	9th Decile	210,000	210,000				210,000					195,000	200,000
Corporate - Senior engineer/Senior lecturer	Total	55	55					55				45	10
	Mean	164,879	164,879					164,879				171,098	137,512
	Median	152,500	152,500					152,500				162,500	132,812
	1st Decile	108,000	108,000					108,000				115,000	92,000
	9th Decile	250,000	250,000					250,000				250,000	168,750
Corporate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	68	68						68			59	9
	Mean	208,794	208,794						208,794			210,673	196,685
	Median	185,000	185,000						185,000			190,000	147,000
	1st Decile	125,000	125,000						125,000			139,000	90,000
	9th Decile	308,000	308,000						308,000			308,000	600,000
Corporate - Senior manager/Director/Dean/Head of department	Total	39	39							39		36	3
	Mean	291,158	291,158							291,158		286,743	342,667
	Median	275,000	275,000							275,000		290,000	230,000
	1st Decile	150,000	150,000							150,000		150,000	198,000
	9th Decile	450,000	450,000							450,000		400,000	600,000
Corporate - Chairman/Managing director/Chief executive/Vice chancellor	Total	1	1								1	1	
	Mean	1,300,000	1,300,000								1,300,000	1,300,000	
	Median	1,300,000	1,300,000								1,300,000	1,300,000	
	1st Decile	1,300,000	1,300,000								1,300,000	1,300,000	
	9th Decile	1,300,000	1,300,000								1,300,000	1,300,000	
Corporate - Consultant	Total	9	9									8	1
	Mean	216,384	216,384									225,932	140,000
	Median	201,460	201,460									213,230	140,000
	1st Decile	125,000	125,000									125,000	140,000
	9th Decile	350,000	350,000									350,000	140,000

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		
Associate - Engineering technician	Total	3	3		3							2	1
	Mean	66,000	66,000		66,000							59,000	80,000
	Median	68,000	68,000		68,000							59,000	80,000
	1st Decile	50,000	50,000		50,000							50,000	80,000
	9th Decile	80,000	80,000		80,000							68,000	80,000
Associate - Graduate in training/ Engineer in training/Post Doctoral	Total	32	32			32						26	6
	Mean	78,630	78,630			78,630						76,084	90,340
	Median	71,715	71,715			71,715						71,000	86,000
	1st Decile	59,000	59,000			59,000						59,000	69,000
	9th Decile	113,000	113,000			113,000						95,000	113,700
Associate - Engineer/ Supervised team member/Lecturer	Total	94	94				94					66	28
	Mean	105,219	105,219				105,219					110,124	93,411
	Median	100,000	100,000				100,000					100,000	94,000
	1st Decile	68,000	68,000				68,000					66,176	68,000
	9th Decile	145,000	145,000				145,000					165,000	125,000
Associate - Senior engineer/Senior lecturer	Total	71	71					71				56	15
	Mean	143,753	143,753					143,753				144,965	139,550
	Median	145,000	145,000					145,000				147,500	137,000
	1st Decile	105,000	105,000					105,000				112,000	88,000
	9th Decile	180,000	180,000					180,000				180,000	172,692
Associate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	34	34						34			31	3
	Mean	199,057	199,057						199,057			203,878	155,667
	Median	200,000	200,000						200,000			200,000	130,000
	1st Decile	113,500	113,500						113,500			110,000	117,000
	9th Decile	283,500	283,500						283,500			322,900	220,000
Associate - Senior manager/Director/Dean/Head of department	Total	9	9							9		9	
	Mean	315,222	315,222							315,222		315,222	
	Median	240,000	240,000							240,000		240,000	
	1st Decile	215,000	215,000							215,000		215,000	
	9th Decile	810,000	810,000							810,000		810,000	
Associate - Chairman/Managing director/Chief executive/Vice chancellor	Total	3	3								3	3	
	Mean	360,000	360,000								360,000	360,000	
	Median	400,000	400,000								400,000	400,000	
	1st Decile	150,000	150,000								150,000	150,000	
	9th Decile	530,000	530,000								530,000	530,000	
Associate - Consultant	Total	5	5									4	1
	Mean	152,500	152,500									163,333	120,000
	Median	160,000	160,000									200,000	120,000
	1st Decile	60,000	60,000									60,000	120,000
	9th Decile	230,000	230,000									230,000	120,000

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
Biochemical engineering	No	1		1					1				1	
	AUS\$	110,000		110,000					110,000				110,000	
Chemical and allied products	No	24	7	17			3	6	4	8	2	1	19	5
	AUS\$	122,750	170,000	107,000			76,215	93,500	122,750	170,000	260,000	530,000	150,500	94,000
Consultancy	No	53	23	27	3		4	10	20	7	5		43	10
	AUS\$	128,750	170,000	110,500	67,000		65,250	98,750	141,495	189,450	230,000		155,000	95,250
Contracting	No	14	11	3					4	10			10	4
	AUS\$	198,000	208,200	120,000					150,500	209,100			208,000	108,000
Education/ Universities	No	14	13	1				1	3	6	3		12	2
	AUS\$	127,500	130,000	112,800				91,066	105,000	132,000	140,000		134,500	93,000
Food and drink	No	7	3	4			1	3	1	1	1		5	2
	AUS\$	91,000	165,000	69,000			60,000	78,000	165,000	120,000	180,000		91,000	90,000
Health, safety and environment	No	9	2	4	3		1		3	4			8	1
	AUS\$	133,483	136,983	135,000	85,000		50,000		135,000	150,000			135,000	131,966
Mining and minerals	No	44	17	21	6		5	5	8	12	6	1	38	6
	AUS\$	167,500	200,000	150,000	185,500		70,000	108,000	156,750	186,500	275,000	1,300,000	175,000	154,750
Oil and gas exploration and production	No	149	59	81	9	2	16	39	36	31	16		123	26
	AUS\$	168,000	227,500	130,000	121,000	150,000	84,000	110,000	165,000	225,000	335,500		190,000	128,570
Oil refining	No	61	34	25	2	1	3	16	22	11	8		46	15
	AUS\$	180,000	200,000	137,450	154,000	68,000	69,000	124,478	173,846	220,000	290,000		189,144	128,812
Paper and packaging	No	5		5			1	2	1		1		5	
	AUS\$	130,918		130,918			58,000	107,000	130,918		250,000		130,918	
Petrochemicals	No	12	4	6	2		1	2	3	5	1		9	3
	AUS\$	140,000	192,500	130,000	57,000		87,000	57,000	147,500	175,000	210,000		182,500	105,000
Pharmaceuticals and toiletries	No	9	1	8		1		3	3	2			8	1
	AUS\$	104,500	140,000	102,250		50,000		66,176	120,000	107,250			107,250	100,000
Plastics	No	4		4				1	2			1	3	1
	AUS\$	137,500		137,500				106,791	137,500			150,000	145,000	106,791
Power generation – fossil fuels	No	1		1						1				1
	AUS\$	117,000		117,000						117,000				117,000
Power generation – renewables	No	3	3						1	1	1		3	
	AUS\$	155,000	155,000						150,000	155,000	200,000		155,000	
Process plant and equipment	No	17	2	15		1	1	9	3	3			13	4
	AUS\$	111,366	139,500	106,000		80,000	74,000	90,500	125,000	129,500			122,500	93,000
Water	No	30	9	19	2		1	16	5	4	3		27	3
	AUS\$	93,000	135,000	77,500	101,500		66,000	79,000	121,000	151,500	135,000		91,500	115,000
Waste Management	No	2		2			1		1				1	1
	AUS\$	102,500		102,500			68,000		137,000				68,000	137,000
Other	No	17	4	13				3	7		3	1	12	5
	AUS\$	132,000	124,000	132,000				100,000	132,000		220,000	400,000	133,500	104,000

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		
Construction and installation	No	15	2	13				5	3	7			12	3
	AUS\$	130,918	302,500	120,000				80,000	135,000	297,000			132,959	117,000
Design	No	204	82	112	10	1	14	57	63	46	12		168	36
	AUS\$	149,265	185,000	115,000	88,000		69,000	100,000	150,000	200,000	245,000		160,000	101,491
Education and training	No	13	11	2				1	3	5	3		12	1
	AUS\$	130,000	139,000	111,400				91,066	110,000	139,000	140,000		134,500	106,000
Finance/financial services	No	2	1	1					1	1			1	1
	AUS\$	210,000	300,000	120,000					120,000	300,000			300,000	120,000
General administration/management services	No	20	13	5	2		1	1	3	8	4	1	18	2
	AUS\$	192,500	220,000	150,000	71,000		150,000	111,644	142,000	220,000	325,000	150,000	220,000	125,983
Manufacture and production	No	133	51	72	10	2	9	35	36	29	18	1	110	23
	AUS\$	160,750	187,500	130,000	150,000	109,000	85,000	103,000	173,846	177,500	302,500	530,000	175,000	125,000
Marketing and sales	No	8	2	6				2	3	1	1		7	1
	AUS\$	137,500	310,000	125,000				62,100	145,000	170,000	450,000		145,000	120,000
Research and development	No	27	11	16		1	4	6	8	3	4	1	20	7
	AUS\$	124,390	180,000	91,500		50,000	82,000	65,000	124,695	150,000	275,000	1,300,000	125,000	100,000
Other	No	54	19	30	5	1	10	9	8	6	8	1	38	16
	AUS\$	130,000	200,000	113,000	85,000	80,000	68,500	117,212	140,000	172,500	230,000	400,000	131,000	117,212



Section C

Classified by region

SECTION C
TABLE 1 : EMPLOYMENT STATUS

		Total	Region						
			New South Wales	Northern Territory	Queensland	South Australia	Tasmania	Victoria	Western Australia
Total	No	488	61	1	137	43	1	115	119
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Salary - FT	No	459	58	1	135	42	1	106	116
	%	94.10%	95.10%	100.00%	98.50%	97.70%	100.00%	92.20%	97.50%
Salary - PT	No	14	1		2	1		7	3
	%	2.90%	1.60%		1.50%	2.30%		6.10%	2.50%

Section C Classified by region

SECTION C

TABLE 2 : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS

	Total	Region						
		New South Wales	Northern Territory	Queensland	South Australia	Tasmania	Victoria	Western Australia
Total	488	61	1	137	43	1	115	119
<AUS\$16K								
>=AUS\$16K	1						1	
>=AUS\$18K								
>=AUS\$19K								
>=AUS\$20K	2			1	1			
>=AUS\$21K								
>=AUS\$22K								
>=AUS\$23K								
>=AUS\$24K								
>=AUS\$25K								
>=AUS\$26K								
>=AUS\$27K								
>=AUS\$28K								
>=AUS\$29K								
>=AUS\$30K								
>=AUS\$31K								
>=AUS\$32K								
>=AUS\$33K								
>=AUS\$34K								
>=AUS\$35K								
>=AUS\$36K								
>=AUS\$37K								
>=AUS\$38K								
>=AUS\$39K								
>=AUS\$40K	1						1	
>=AUS\$45K	1						1	
>=AUS\$50K	2				1			1
>=AUS\$55K	3				1		1	1
>=AUS\$60K	5	1					4	
>=AUS\$65K	15	3		3	2		5	2
>=AUS\$70K	13			5	2		5	1
>=AUS\$75K	14	4		3	3		3	1
>=AUS\$80K	14	3		4	1		5	1
>=AUS\$85K	10	1		4	1		3	1

Cont'd

SECTION C

TABLE 2 : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS

Cont'd

	Total	Region						
		New South Wales	Northern Territory	Queensland	South Australia	Tasmania	Victoria	Western Australia
>=AUS\$90K	15	1		10			3	1
>=AUS\$95K	8	2		2			1	3
>=AUS\$100K	15	1		4			5	5
>=AUS\$105K	17	3		5			6	3
>=AUS\$110K	14	1		2	3	1	2	5
>=AUS\$115K	10	2		5	1		1	1
>=AUS\$120K	17	4		5	1		4	3
>=AUS\$125K	10	2		5			2	1
>=AUS\$130K	17	3		3			6	5
>=AUS\$135K	10	2		3			4	1
>=AUS\$140K	13	5		2	2		2	2
>=AUS\$145K	8	1			1		1	5
>=AUS\$150K	92	9	1	37	9		16	20
>=AUS\$200K	63	7		19	5		16	16
>=AUS\$250K	66	4		13	4		12	33
Base	456	59	1	135	38	1	110	112
Mean	167,477	157,204	185,000	165,837	146,996	112,000	149,947	199,370
Median	145,000	130,000	185,000	150,000	144,000	112,000	130,000	182,500
1st Decile	75,000	77,000	185,000	83,000	65,000	112,000	66,088	97,840
9th Decile	290,000	220,000	185,000	240,000	250,000	112,000	246,500	326,000

SECTION C

TABLE 3 : BENEFITS IN KIND FOR SALARIED EMPLOYEES

		Total	Region						
			New South Wales	Northern Territory	Queensland	South Australia	Tasmania	Victoria	Western Australia
Total	No	488	61	1	137	43	1	115	119
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Company final salary/defined benefit pension	Total	36	3		8	2		11	12
	%	7.40%	4.90%		5.80%	4.70%		9.60%	10.10%
Company money purchase pension	Total	2	1		1				
	%	0.40%	1.60%		0.70%				
Non contributory pension	Total	1			1				
	%	0.20%			0.70%				
Superannuation	Total	399	53	1	120	35	1	93	96
	%	81.80%	86.90%	100.00%	87.60%	81.40%	100.00%	80.90%	80.70%
Central Providence Fund	Total								
	%								
401K savings plan	Total	1			1				
	%	0.20%			0.70%				
None pension related benefits	Total	17	2		4	1		6	4
	%	3.50%	3.30%		2.90%	2.30%		5.20%	3.40%
Medical insurance	Total	55	5	1	11	2		7	23
	%	11.30%	8.20%	100.00%	8.00%	4.70%		6.10%	24.40%
Car	Total	34	6		8	1		11	8
	%	7.00%	9.80%		5.80%	2.30%		9.60%	6.70%
Loans	Total	3	2						1
	%	0.60%	3.30%						0.80%
IChemE membership fees	Total	298	34	1	91	28	1	63	80
	%	61.10%	55.70%	100.00%	66.40%	65.10%	100.00%	54.80%	67.20%
Other professional membership fees	Total	126	15	1	36	13	1	25	35
	%	25.80%	24.60%	100.00%	26.30%	30.20%	100.00%	21.70%	29.40%
Childcare	Total								
	%								
None other benefits	Total	109	15		34	8		34	18
	%	22.30%	24.60%		24.80%	18.60%		29.60%	15.10%
Other benefits	Total	53	8		20	3		6	16
	%	10.90%	13.10%		14.60%	7.00%		5.20%	13.40%

Section C Classified by region

SECTION C

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

		Total	Region						
			New South Wales	Northern Territory	Queensland	South Australia	Tasmania	Victoria	Western Australia
Corporate Members	Total	193	26		58	13		43	53
	Mean	211,278	186,206		217,058	183,831		186,780	243,534
	Median	185,000	150,000		175,000	172,000		182,500	230,000
	1st Decile	108,000	111,644		105,000	140,000		103,000	126,000
	9th Decile	312,500	305,000		329,000	230,000		290,000	360,000
Non-Corporate Members	Total	295	35	1	79	30	1	72	66
	Mean	136,191	135,880	185,000	127,255	127,843	112,000	127,197	161,095
	Median	116,500	110,500	185,000	115,000	111,366	112,000	105,896	145,995
	1st Decile	68,000	68,000	185,000	73,968	59,000	112,000	60,000	78,500
	9th Decile	220,000	185,000	185,000	200,000	250,000	112,000	220,000	260,000
MEN	Total	395	48	1	109	36	1	90	102
	Mean	176,657	154,247	185,000	170,516	155,736	112,000	165,304	212,288
	Median	155,500	131,000	185,000	151,000	160,000	112,000	150,000	196,000
	1st Decile	75,000	77,000	185,000	83,000	65,000	112,000	66,176	100,000
	9th Decile	300,000	220,000	185,000	261,500	250,000	112,000	266,000	345,000
WOMEN	Total	93	13		28	7		25	17
	Mean	129,087	167,669		147,121	100,383		97,732	127,183
	Median	113,350	127,000		125,000	96,500		100,000	126,000
	1st Decile	70,000	78,500		70,000	70,098		60,000	68,000
	9th Decile	198,000	220,000		200,000	148,000		131,966	200,000

Section C Classified by region

SECTION C

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

		Total	Region						
			New South Wales	Northern Territory	Queensland	South Australia	Tasmania	Victoria	Western Australia
Doctorate	Total	53	6		16	3		17	11
	Mean	148,870	125,274		156,942	120,000		125,242	196,580
	Median	125,000	109,322		122,500	140,000		125,000	185,500
	1st Decile	80,000	78,000		75,000	80,000		80,000	102,500
	9th Decile	220,000	240,000		220,000	140,000		180,000	305,000
Master's degree	Total	99	21		25	8		19	25
	Mean	198,386	225,310		150,974	178,000		200,000	230,922
	Median	175,000	161,346		155,000	185,000		185,000	209,750
	1st Decile	105,000	120,500		100,000	59,000		68,000	137,000
	9th Decile	310,000	307,500		200,000	315,000		400,000	385,000
Bachelor's degree	Total	323	34	1	96	32	1	75	82
	Mean	161,185	121,734	185,000	171,304	140,810	112,000	141,934	191,216
	Median	136,000	115,000	185,000	147,450	120,000	112,000	109,000	165,000
	1st Decile	70,000	68,000	185,000	83,000	65,000	112,000	65,000	86,000
	9th Decile	266,000	200,000	185,000	308,000	250,000	112,000	250,000	320,000
Non-Graduate	Total	5						4	1
	Mean	153,768						167,750	97,840
	Median	145,000						171,500	97,840
	1st Decile	97,840						130,000	97,840
	9th Decile	198,000						198,000	97,840

Section C Classified by region

SECTION C

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

		Total	Region						
			New South Wales	Northern Territory	Queensland	South Australia	Tasmania	Victoria	Western Australia
Corporate - Engineering technician	Total	1				1			
	Mean	150,000				150,000			
	Median	150,000				150,000			
	1st Decile	150,000				150,000			
	9th Decile	150,000				150,000			
Corporate - Graduate in training/ Engineer in training/Post Doctoral	Total								
	Mean								
	Median								
	1st Decile								
	9th Decile								
Corporate - Engineer/ Supervised team member/Lecturer	Total	17	2		6			4	5
	Mean	128,981	160,822		114,257			117,500	143,098
	Median	108,000	160,822		104,500			101,500	108,000
	1st Decile	87,000	111,644		91,000			87,000	86,000
	9th Decile	210,000	210,000		170,000			180,000	220,000
Corporate - Senior engineer/Senior lecturer	Total	55	8		19	5		8	15
	Mean	164,879	142,000		156,678	189,000		135,250	193,704
	Median	152,500	136,000		160,000	200,000		129,500	190,000
	1st Decile	108,000	118,000		105,000	120,000		80,000	119,491
	9th Decile	250,000	200,000		200,000	230,000		201,000	282,000
Corporate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	68	9		21	4		18	16
	Mean	208,794	206,278		207,996	174,950		186,127	247,646
	Median	185,000	150,500		190,000	175,450		182,500	220,000
	1st Decile	125,000	107,000		150,000	170,000		106,000	165,000
	9th Decile	308,000	600,000		308,000	178,899		287,113	385,000
Corporate - Senior manager/Director/Dean/Head of department	Total	39	6		10	3		9	11
	Mean	291,158	223,833		313,400	198,333		265,000	352,000
	Median	275,000	204,000		320,000	140,000		252,500	310,000
	1st Decile	150,000	135,000		175,000	140,000		180,000	230,000
	9th Decile	450,000	310,000		372,500	315,000		450,000	450,000
Corporate - Chairman/Managing director/Chief executive/Vice chancellor	Total	1			1				
	Mean	1,300,000			1,300,000				
	Median	1,300,000			1,300,000				
	1st Decile	1,300,000			1,300,000				
	9th Decile	1,300,000			1,300,000				
Corporate - Consultant	Total	9	1		1			2	5
	Mean	216,384	140,000		125,000			213,230	251,200
	Median	201,460	140,000		125,000			213,230	260,000
	1st Decile	125,000	140,000		125,000			201,460	150,000
	9th Decile	350,000	140,000		125,000			225,000	350,000

SECTION C

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

		Total	Region						
			New South Wales	Northern Territory	Queensland	South Australia	Tasmania	Victoria	Western Australia
Associate - Engineering technician	Total	3	2			1			
	Mean	66,000	74,000			50,000			
	Median	68,000	74,000			50,000			
	1st Decile	50,000	68,000			50,000			
	9th Decile	80,000	80,000			50,000			
Associate - Graduate in training/ Engineer in training/Post Doctoral	Total	32	1		10	5		9	7
	Mean	78,630	80,000		78,000	97,400		68,048	87,400
	Median	71,715	80,000		75,500	113,000		66,000	82,000
	1st Decile	59,000	80,000		69,000	65,500		58,000	50,000
	9th Decile	113,000	80,000		86,000	113,700		86,000	150,000
Associate - Engineer/ Supervised team member/Lecturer	Total	94	12	1	32	8		19	22
	Mean	105,219	88,518	185,000	108,966	83,246		89,326	126,417
	Median	100,000	79,000	185,000	105,000	77,250		81,000	110,000
	1st Decile	68,000	65,000	185,000	83,000	59,000		49,200	75,000
	9th Decile	145,000	120,000	185,000	130,000	116,000		140,000	149,265
Associate - Senior engineer/Senior lecturer	Total	71	10		24	5	1	21	10
	Mean	143,753	134,319		151,901	159,500	112,000	128,143	160,979
	Median	145,000	127,500		160,000	160,000	112,000	130,000	155,000
	1st Decile	105,000	105,000		123,500	148,000	112,000	88,000	121,400
	9th Decile	180,000	164,346		190,000	170,000	112,000	170,000	184,000
Associate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	34	5		7	3		8	11
	Mean	199,057	168,750		201,857	281,633		157,188	222,662
	Median	200,000	162,500		206,000	297,000		164,000	205,250
	1st Decile	113,500	130,000		75,000	225,000		104,500	150,000
	9th Decile	283,500	220,000		372,000	322,900		200,000	345,000
Associate - Senior manager/Director/ Dean/Head of department	Total	9	2			1		4	2
	Mean	315,222	525,000			215,000		227,500	331,000
	Median	240,000	525,000			215,000		220,000	331,000
	1st Decile	215,000	240,000			215,000		220,000	320,000
	9th Decile	810,000	810,000			215,000		250,000	342,000
Associate - Chairman/Managing director/Chief executive/Vice chancellor	Total	3						3	
	Mean	360,000						360,000	
	Median	400,000						400,000	
	1st Decile	150,000						150,000	
	9th Decile	530,000						530,000	
Associate - Consultant	Total	5			1			3	1
	Mean	152,500			230,000			130,000	120,000
	Median	160,000			230,000			130,000	120,000
	1st Decile	60,000			230,000			60,000	120,000
	9th Decile	230,000			230,000			200,000	120,000

Section C Classified by region

SECTION C

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

		Total	Region						
			New South Wales	Northern Territory	Queensland	South Australia	Tasmania	Victoria	Western Australia
Biochemical engineering	No	1						1	
	AUS\$	110,000						110,000	
Chemical and allied products	No	24	8		3			8	5
	AUS\$	122,750	101,000		175,000			151,000	142,021
Consultancy	No	53	5		12	6		15	15
	AUS\$	128,750	115,000		126,250	140,000		103,000	155,000
Contracting	No	14	1		5			5	3
	AUS\$	198,000	140,000		206,000			210,000	175,000
Education/ Universities	No	14	1		2	2		7	2
	AUS\$	127,500	107,000		120,533	140,000		130,000	108,900
Food and drink	No	7	1			1		5	
	AUS\$	91,000	78,000			165,000		91,000	
Health, safety and environment	No	9	1		3	1		2	2
	AUS\$	133,483	142,000		150,000	85,000		101,483	50,000
Mining and minerals	No	44	2		12	3		6	21
	AUS\$	167,500	205,000		156,750	77,500		161,000	186,000
Oil and gas exploration and production	No	149	3		48	25		14	59
	AUS\$	168,000	200,000		156,200	171,000		172,500	205,250
Oil refining	No	61	10		33			12	6
	AUS\$	180,000	212,500		155,000			215,500	185,000
Paper and packaging	No	5	1					3	1
	AUS\$	130,918	140,000					130,918	74,000
Petrochemicals	No	12	3		2			6	1
	AUS\$	140,000	140,000		131,000			130,000	200,000
Pharmaceuticals and toiletries	No	9				2	1	5	1
	AUS\$	104,500				54,500	112,000	110,000	100,000
Plastics	No	4						4	
	AUS\$	137,500						137,500	
Power generation – fossil fuels	No	1						1	
	AUS\$	117,000						117,000	
Power generation – renewables	No	3			3				
	AUS\$	155,000			155,000				
Process plant and equipment	No	17	7	1	4	1		4	
	AUS\$	111,366	123,750	185,000	115,500	111,366		70,000	
Water	No	30	11		8	2		8	1
	AUS\$	93,000	118,000		99,000	76,000		80,000	190,800
Waste Management	No	2						1	1
	AUS\$	102,500						68,000	137,000
Other	No	17	6		2			8	1
	AUS\$	132,000	148,000		102,500			130,000	131,000

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

		Total	Region						
			New South Wales	Northern Territory	Queensland	South Australia	Tasmania	Victoria	Western Australia
Construction and installation	No	15	1		1	2		6	5
	AUS\$	130,918	80,000		106,000	309,950		113,500	240,000
Design	No	204	15		70	16		45	58
	AUS\$	149,265	121,000		152,000	140,000		134,450	165,000
Education and training	No	13	1		2	2		6	2
	AUS\$	130,000	107,000		120,533	140,000		134,500	108,900
Finance/financial services	No	2	1					1	
	AUS\$	210,000	120,000					300,000	
General administration/management services	No	20	3		1	1		7	8
	AUS\$	192,500	142,000		400,000	165,000		131,966	305,000
Manufacture and production	No	133	24	1	48	9	1	26	24
	AUS\$	160,750	132,000	185,000	155,000	175,000	112,000	125,000	210,250
Marketing and sales	No	8	1			1		5	1
	AUS\$	137,500	170,000			75,000		145,000	120,000
Research and development	No	27	4		5	3		10	5
	AUS\$	124,390	140,000		150,000	113,700		124,000	152,750
Other	No	54	10		10	9		9	16
	AUS\$	130,000	137,500		107,500	113,000		170,000	131,000



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	No	488	1	24	53	14	14	7	44	149	61	5
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Salary - FT	No	459	1	23	53	11	11	7	41	146	60	5
	%	94.10%	100.00%	95.80%	100.00%	78.60%	78.60%	100.00%	93.20%	98.00%	98.40%	100.00%
Salary - PT	No	14		1		3	3		3	3		
	%	2.90%		4.20%		21.40%	21.40%		6.80%	2.00%		

SECTION D

TABLE 1B : EMPLOYMENT STATUS

		Total	Industry sector									
			Pharma	Plastics	Power - fossil	Power - renewable	Petro-chem	Plant & equipment	Health and safety	Water	Waste Management	Other
Total	No	488	9	4	1	3	12	17	9	30	2	17
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Salary - FT	No	459	9	4	1	3	10	16	9	30	2	17
	%	94.10%	100.00%	100.00%	100.00%	100.00%	83.30%	94.10%	100.00%	100.00%	100.00%	100.00%
Salary - PT	No	14					1					
	%	2.90%					8.30%					

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	488	1	24	53	14	14	7	44	149	61	5
<AUS\$16K											
>=£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	5	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	

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
>=£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	
>=£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	456	1	22	52	14	14	7	44	141	57	5
Mean	167,477	110,000	156,685	141,822	127,919	182,794	107,714	202,702	195,555	183,487	130,584
Median	145,000	110,000	122,750	128,750	127,500	198,000	91,000	167,500	168,000	180,000	130,918
1st Decile	75,000	110,000	80,000	71,000	91,066	90,000	60,000	77,500	84,000	86,000	58,000
9th Decile	290,000	110,000	222,120	240,000	180,000	261,500	180,000	305,000	342,000	290,000	250,000

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 - renewable	Petro-chem	Plant & equip	Health and safety	Water	Waste Management	Other
Total	488	9	4	1	3	12	17	9	30	2	17
<AUS\$16K											
>=AUS\$16K	1					1					
>=AUS\$18K											
>=AUS\$19K											
>=AUS\$20K	2										
>=AUS\$21K											
>=AUS\$22K											
>=AUS\$23K											
>=AUS\$24K											
>=AUS\$25K											
>=AUS\$26K											
>=AUS\$27K											
>=AUS\$28K											
>=AUS\$29K											
>=AUS\$30K											
>=AUS\$31K											
>=AUS\$32K											
>=AUS\$33K											
>=AUS\$34K											
>=AUS\$35K											
>=AUS\$36K											
>=AUS\$37K											
>=AUS\$38K											
>=AUS\$39K											
>=AUS\$40K	1										1
>=AUS\$45K	1						1				
>=AUS\$50K	2	1			3			1			
>=AUS\$55K	3	1									
>=AUS\$60K	5								2		
>=AUS\$65K	15	1					1		2	1	
>=AUS\$70K	13						2	1	1		
>=AUS\$75K	14						1		5		1
>=AUS\$80K	14						1		2		

Cont'd

TABLE 2B : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS Cont'd

	Total	Industry sector
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	Total	Industry sector
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		Pharma	Plastics	Power - fossil	Power - renewable	Petro-chem	Plant & equip	Health and safety	Water	Waste Management	Other
>=AUS\$85K	10					1		1	1		
>=AUS\$90K	15								2		
>=AUS\$95K	8					1					
>=AUS\$100K	15	2									2
>=AUS\$105K	17		1			1	1		1		2
>=AUS\$110K	14	2					1		1		
>=AUS\$115K	10			1					3		
>=AUS\$120K	17	1					1		1		
>=AUS\$125K	10						3				1
>=AUS\$130K	17		1			1	1	1	1		2
>=AUS\$135K	10							1	1	1	2
>=AUS\$140K	13	1				1		1	1		1
>=AUS\$145K	8		1						1		
>=AUS\$150K	92		1		2	3	2	1	3		2
>=AUS\$200K	63				1	2			1		1
>=AUS\$250K	66							1			2
Base	456	9	4	1	3	11	15	8	29	2	17
Mean	167,477	95,742	132,948	117,000	168,333	140,545	106,471	142,121	107,137	102,500	183,671
Median	145,000	104,500	137,500	117,000	155,000	140,000	111,366	133,483	93,000	102,500	132,000
1st Decile	75,000	50,000	106,791	117,000	150,000	87,000	65,000	50,000	65,000	68,000	78,500
9th Decile	290,000	140,000	150,000	117,000	200,000	200,000	150,000	372,000	185,000	137,000	400,000

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	No	488	1	24	53	14	14	7	44	149	61	5
	%	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	36	1		2	4		2	4	10	7	1
	%	7.40%	100.00%		3.80%	28.60%		28.60%	9.10%	6.70%	11.50%	20.00%
Company money purchase pension	Total	2								1		
	%	0.40%								0.70%		
Non contributory pension	Total	1								1		
	%	0.20%								0.70%		
Superannuation	Total	399		22	47	10	13	4	36	125	49	4
	%	81.80%		91.70%	88.70%	71.40%	92.90%	57.10%	81.80%	83.90%	80.30%	80.00%
Central Providence Fund	Total											
	%											
401K savings plan	Total	1			1							
	%	0.20%			1.90%							
None pension related benefits	Total	17			2		1	1	4	4	1	
	%	3.50%			3.80%		7.10%	14.30%	9.10%	2.70%	1.60%	
Medical insurance	Total	55		2	5		1		8	30	4	
	%	11.30%		8.30%	9.40%		7.10%		18.20%	20.10%	6.60%	
Car	Total	34		1	3		1		4	8		1
	%	7.00%		4.20%	5.70%		7.10%		9.10%	5.40%		20.00%
Loans	Total	3		1								
	%	0.60%		4.20%								
IChemE membership fees	Total	298		14	36	3	11	4	25	101	50	3
	%	61.10%		58.30%	67.90%	21.40%	78.60%	57.10%	56.80%	67.80%	82.00%	60.00%
Other professional membership fees	Total	126		5	11	1	7	1	16	43	16	1
	%	25.80%		20.80%	20.80%	7.10%	50.00%	14.30%	36.40%	28.90%	26.20%	20.00%
Childcare	Total											
	%											
None other benefits	Total	109	1	7	9	11	2	2	13	25	3	1
	%	22.30%	100.00%	29.20%	17.00%	78.60%	14.30%	28.60%	29.50%	16.80%	4.90%	20.00%
Other benefits	Total	53		1	5				1	25	13	
	%	10.90%		4.20%	9.40%				2.30%	16.80%	21.30%	

Section D Classified by industry sector

SECTION D

TABLE 3B : BENEFITS IN KIND FOR SALARIED EMPLOYEES

		Total	Industry sector									
			Pharma	Plastics	Power - fossil	Power - renewable	Petro-chem	Plant & equip	Health and safety	Water	Waste Management	Other
Total	No	488	9	4	1	3	12	17	9	30	2	17
	%	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	36		1		1	1					2
	%	7.40%		25.00%		33.30%	8.30%					11.80%
Company money purchase pension	Total	2					1					
	%	0.40%					8.30%					
Non contributory pension	Total	1										
	%	0.20%										
Superannuation	Total	399	9	3	1	2	9	14	7	29	2	13
	%	81.80%	100.00%	75.00%	100.00%	66.70%	75.00%	82.40%	77.80%	96.70%	100.00%	76.50%
Central Providence Fund	Total											
	%											
401K savings plan	Total	1										
	%	0.20%										
None pension related benefits	Total	17						1	1			2
	%	3.50%						5.90%	11.10%			11.80%
Medical insurance	Total	55						1	1	1		2
	%	11.30%						5.90%	11.10%	3.30%		11.80%
Car	Total	34		2			5	1		5		3
	%	7.00%		50.00%			41.70%	5.90%		16.70%		17.60%
Loans	Total	3								1		1
	%	0.60%								3.30%		5.90%
IChemE membership fees	Total	298	5	1	1	3	9	10	2	13		7
	%	61.10%	55.60%	25.00%	100.00%	100.00%	75.00%	58.80%	22.20%	43.30%		41.20%
Other professional membership fees	Total	126	2	1		2	7	2	1	8		2
	%	25.80%	22.20%	25.00%		66.70%	58.30%	11.80%	11.10%	26.70%		11.80%
Childcare	Total											
	%											
None other benefits	Total	109	4				1	4	5	11	2	8
	%	22.30%	44.40%				8.30%	23.50%	55.60%	36.70%	100.00%	47.10%
Other benefits	Total	53					1		1	4		2
	%	10.90%					8.30%		11.10%	13.30%		11.80%

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	193		7	23	13	11	3	17	59	34	
	Mean	211,278		180,949	172,229	129,082	195,919	155,000	284,199	257,329	213,745	
	Median	185,000		170,000	170,000	130,000	208,200	165,000	200,000	227,500	200,000	
	1st Decile	108,000		107,000	100,000	91,066	126,000	120,000	108,000	150,000	124,478	
	9th Decile	312,500		300,000	260,000	180,000	261,500	180,000	600,000	400,000	305,000	
Non-Corporate Members	Total	295	1	17	30	1	3	4	27	90	27	5
	Mean	136,191	110,000	145,362	117,707	112,800	134,667	72,250	151,389	152,387	141,881	130,584
	Median	116,500	110,000	107,000	105,000	112,800	120,000	69,000	152,000	130,000	137,450	130,918
	1st Decile	68,000	110,000	76,500	65,000	112,800	78,000	60,000	69,000	75,000	69,000	58,000
	9th Decile	220,000	110,000	220,000	200,000	112,800	206,000	91,000	230,000	250,000	220,000	250,000
MEN	Total	395	1	19	43	12	10	5	38	123	46	5
	Mean	176,657	110,000	174,563	152,054	133,739	205,691	114,800	201,234	209,499	188,278	130,584
	Median	155,500	110,000	150,500	155,000	134,500	208,000	91,000	175,000	190,000	189,144	130,918
	1st Decile	75,000	110,000	80,000	71,000	105,000	130,000	60,000	70,000	91,000	92,000	58,000
	9th Decile	300,000	110,000	300,000	250,000	180,000	255,750	180,000	305,000	350,000	290,000	250,000
WOMEN	Total	93		5	10	2	4	2	6	26	15	
	Mean	129,087		95,900	98,849	93,000	125,550	90,000	212,000	130,857	168,771	
	Median	113,350		94,000	95,250	93,000	108,000	90,000	154,750	128,570	128,812	
	1st Decile	70,000		76,500	76,500	80,000	78,000	60,000	77,500	70,098	84,000	
	9th Decile	198,000		120,000	111,500	106,000	208,200	120,000	600,000	200,000	230,000	

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 - renewable	Petro-chem	Plant & equip	Health and safety	Water	Waste Management	Other
Corporate Members	Total	193	1			3	4	2	2	9		4
	Mean	211,278	140,000			168,333	192,500	139,500	136,983	143,183		137,500
	Median	185,000	140,000			155,000	192,500	139,500	136,983	135,000		124,000
	1st Decile	108,000	140,000			150,000	175,000	129,000	131,966	111,644		104,000
	9th Decile	312,500	140,000			200,000	210,000	150,000	142,000	200,000		198,000
Non-Corporate Members	Total	295	8	4	1		8	15	7	21	2	13
	Mean	136,191	90,210	132,948	117,000		110,857	101,390	143,833	90,916	102,500	197,878
	Median	116,500	102,250	137,500	117,000		105,000	106,000	110,000	79,000	102,500	132,000
	1st Decile	68,000	50,000	106,791	117,000		16,000	65,000	50,000	63,400	68,000	78,500
	9th Decile	220,000	120,000	150,000	117,000		200,000	130,000	372,000	122,500	137,000	400,000
MEN	Total	395	8	3		3	9	13	8	27	1	12
	Mean	176,657	95,210	141,667		168,333	161,875	110,551	143,571	106,729	68,000	213,492
	Median	155,500	107,250	145,000		155,000	182,500	122,500	135,000	91,500	68,000	133,500
	1st Decile	75,000	50,000	130,000		150,000	87,000	65,000	50,000	65,000	68,000	105,000
	9th Decile	300,000	140,000	150,000		200,000	210,000	150,000	372,000	185,000	68,000	400,000
WOMEN	Total	93	1	1	1		3	4	1	3	1	5
	Mean	129,087	100,000	106,791	117,000		83,667	95,250	131,966	110,667	137,000	112,100
	Median	113,350	100,000	106,791	117,000		105,000	93,000	131,966	115,000	137,000	104,000
	1st Decile	70,000	100,000	106,791	117,000		16,000	70,000	131,966	70,000	137,000	40,000
	9th Decile	198,000	100,000	106,791	117,000		130,000	125,000	131,966	147,000	137,000	198,000

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	53	1	3	5	13	1	1	8	7	1	
	Mean	148,870	110,000	107,333	119,600	129,528	120,000	78,000	266,875	168,857	180,000	
	Median	125,000	110,000	107,000	125,000	130,000	120,000	78,000	225,000	170,000	180,000	
	1st Decile	80,000	110,000	95,000	20,000	91,066	120,000	78,000	124,000	80,000	180,000	
	9th Decile	220,000	110,000	120,000	196,000	180,000	120,000	78,000	600,000	300,000	180,000	
Master's degree	Total	99		3	2		1	3	8	36	16	1
	Mean	198,386		204,007	190,000		126,000	155,000	191,812	221,452	226,989	140,000
	Median	175,000		170,000	190,000		126,000	165,000	202,750	190,000	200,000	140,000
	1st Decile	105,000		142,021	120,000		126,000	120,000	60,000	135,000	155,000	140,000
	9th Decile	310,000		300,000	260,000		126,000	180,000	240,000	385,000	305,000	140,000
Bachelor's degree	Total	323		18	46	1	12	3	26	105	44	4
	Mean	161,185		157,066	142,150	107,000	192,759	70,333	186,669	189,210	167,656	128,230
	Median	136,000		122,750	130,000	107,000	207,100	60,000	147,500	164,500	165,000	102,459
	1st Decile	70,000		76,500	71,000	107,000	90,000	60,000	70,000	77,000	84,000	58,000
	9th Decile	266,000		222,120	240,000	107,000	261,500	91,000	260,000	342,000	282,000	250,000
Non-Graduate	Total	5							2	1		
	Mean	153,768							198,000	97,840		
	Median	145,000							198,000	97,840		
	1st Decile	97,840							198,000	97,840		
	9th Decile	198,000							198,000	97,840		

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 - renewable	Petro-chem	Plant & equip	Health and safety	Water	Waste Management	Other
Doctorate	Total	53	1					1	3	5		3
	Mean	148,870	100,000						101,483	96,929		131,969
	Median	125,000	100,000						101,483	93,000		131,000
	1st Decile	80,000	100,000						71,000	75,000		125,000
	9th Decile	220,000	100,000						131,966	115,000		139,908
Master's degree	Total	99	1		1	1	2	5	3	9	2	3
	Mean	198,386	59,000		117,000	155,000	192,500	119,300	142,333	120,111	102,500	469,333
	Median	175,000	59,000		117,000	155,000	192,500	125,000	142,000	118,000	102,500	400,000
	1st Decile	105,000	59,000		117,000	155,000	190,000	74,000	135,000	75,000	68,000	198,000
	9th Decile	310,000	59,000		117,000	155,000	195,000	150,000	150,000	185,000	137,000	810,000
Bachelor's degree	Total	323	7	2		2	10	11	3	16		11
	Mean	161,185	100,382	128,396		175,000	129,000	100,057	169,000	102,755		119,864
	Median	136,000	110,000	128,396		175,000	130,000	93,000	85,000	78,000		108,000
	1st Decile	70,000	50,000	106,791		150,000	16,000	57,100	50,000	61,800		78,500
	9th Decile	266,000	140,000	150,000		200,000	210,000	129,500	372,000	190,800		156,000
Non-Graduate	Total	5		2								
	Mean	153,768		137,500								
	Median	145,000		137,500								
	1st Decile	97,840		130,000								
	9th Decile	198,000		145,000								

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	150,000								150,000		
	Median	150,000								150,000		
	1st Decile	150,000								150,000		
	9th Decile	150,000								150,000		
Corporate - Graduate in training/ Engineer in training/Post Doctoral	Total											
	Mean											
	Median											
	1st Decile											
Corporate - Engineer/ Supervised team member/Lecturer	Total	17			4	1			1	5	4	
	Mean	128,981			94,000	91,066			108,000	156,498	152,120	
	Median	108,000			93,500	91,066			108,000	170,000	152,239	
	1st Decile	87,000			86,000	91,066			108,000	91,000	94,000	
	9th Decile	210,000			103,000	91,066			108,000	220,000	210,000	
Corporate - Senior engineer/Senior lecturer	Total	55			7	2	3	1	3	15	13	
	Mean	164,879			152,714	92,500	163,667	165,000	136,630	201,030	165,009	
	Median	152,500			136,000	92,500	175,000	165,000	124,390	200,000	155,000	
	1st Decile	108,000			115,000	80,000	126,000	165,000	124,000	130,000	119,491	
	9th Decile	250,000			250,000	105,000	190,000	165,000	161,500	252,000	201,000	
Corporate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	68		6	4	6	8	1	7	20	9	
	Mean	208,794		161,107	196,950	140,333	208,014	120,000	183,929	256,430	262,222	
	Median	185,000		160,250	178,899	132,000	213,650	120,000	170,000	225,000	220,000	
	1st Decile	125,000		107,000	170,000	106,000	90,000	120,000	92,000	167,000	180,000	
	9th Decile	308,000		222,120	260,000	185,000	287,113	120,000	305,000	386,000	600,000	
Corporate - Senior manager/Director/ Dean/Head of department	Total	39		1	4	3		1	4	13	8	
	Mean	291,158		300,000	235,000	143,333		180,000	366,500	375,385	277,143	
	Median	275,000		300,000	235,000	140,000		180,000	318,000	345,000	290,000	
	1st Decile	150,000		300,000	210,000	140,000		180,000	230,000	250,000	185,000	
	9th Decile	450,000		300,000	260,000	150,000		180,000	600,000	450,000	320,000	
Corporate - Chairman/Managing director/Chief executive/Vice chancellor	Total	1							1			
	Mean	1,300,000							1,300,000			
	Median	1,300,000							1,300,000			
	1st Decile	1,300,000							1,300,000			
	9th Decile	1,300,000							1,300,000			
Corporate - Consultant	Total	9			3				1	4		
	Mean	216,384			174,153				260,000	256,250		
	Median	201,460			196,000				260,000	262,500		
	1st Decile	125,000			125,000				260,000	150,000		
	9th Decile	350,000			201,460				260,000	350,000		

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 - renewable	Petro-chem	Plant & equip	Health and safety	Water	Waste Management	Other
Corporate - Engineering technician	Total	1										
	Mean	150,000										
	Median	150,000										
	1st Decile	150,000										
	9th Decile	150,000										
Corporate - Graduate in training/ Engineer in training/Post Doctoral	Total											
	Mean											
	Median											
	1st Decile											
	9th Decile											
Corporate - Engineer/ Supervised team member/Lecturer	Total	17								2		
	Mean	128,981								113,322		
	Median	108,000								113,322		
	1st Decile	87,000								111,644		
	9th Decile	210,000								115,000		
Corporate - Senior engineer/Senior lecturer	Total	55	1			1	1	1	1	3		2
	Mean	164,879	140,000			150,000	190,000	150,000	142,000	146,333		106,000
	Median	152,500	140,000			150,000	190,000	150,000	142,000	121,000		106,000
	1st Decile	108,000	140,000			150,000	190,000	150,000	142,000	118,000		104,000
	9th Decile	250,000	140,000			150,000	190,000	150,000	142,000	200,000		108,000
Corporate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	68				1	2	1	1	2		
	Mean	208,794				155,000	185,000	129,000	131,966	151,500		
	Median	185,000				155,000	185,000	129,000	131,966	151,500		
	1st Decile	125,000				155,000	175,000	129,000	131,966	147,000		
	9th Decile	308,000				155,000	195,000	129,000	131,966	156,000		
Corporate - Senior manager/Director/ Dean/Head of department	Total	39				1	1			2		1
	Mean	291,158				200,000	210,000			160,000		198,000
	Median	275,000				200,000	210,000			160,000		198,000
	1st Decile	150,000				200,000	210,000			135,000		198,000
	9th Decile	450,000				200,000	210,000			185,000		198,000
Corporate - Chairman/Managing director/Chief executive/Vice chancellor	Total	1										
	Mean	1,300,000										
	Median	1,300,000										
	1st Decile	1,300,000										
	9th Decile	1,300,000										
Corporate - Consultant	Total	9										1
	Mean	216,384										140,000
	Median	201,460										140,000
	1st Decile	125,000										140,000
	9th Decile	350,000										140,000

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	
	Mean	66,000									68,000	
	Median	68,000									68,000	
	1st Decile	50,000									68,000	
	9th Decile	80,000									68,000	
Associate - Graduate in training/ Engineer in training/Post Doctoral	Total	32		3	3			1	3	14	2	1
	Mean	78,630		76,215	67,167			60,000	74,667	91,427	77,500	58,000
	Median	71,715		76,215	65,500			60,000	70,000	84,000	77,500	58,000
	1st Decile	59,000		72,430	65,000			60,000	69,000	66,000	69,000	58,000
	9th Decile	113,000		80,000	71,000			60,000	85,000	113,700	86,000	58,000
Associate - Engineer/ Supervised team member/Lecturer	Total	94		6	6			3	4	32	12	2
	Mean	105,219		95,417	101,167			76,333	108,125	118,959	126,764	107,000
	Median	100,000		93,500	98,750			78,000	104,000	110,000	94,000	107,000
	1st Decile	68,000		76,500	83,000			60,000	77,500	75,000	84,000	74,000
	9th Decile	145,000		120,000	127,500			91,000	147,000	149,265	200,000	140,000
Associate - Senior engineer/Senior lecturer	Total	71	1	4	13	1	1		4	20	9	1
	Mean	143,753	110,000	130,125	128,461	112,800	78,000		160,000	161,425	179,962	130,918
	Median	145,000	110,000	122,750	146,990	112,800	78,000		158,500	160,000	175,000	130,918
	1st Decile	105,000	110,000	95,000	88,000	112,800	78,000		148,000	130,000	144,900	130,918
	9th Decile	180,000	110,000	180,000	170,000	112,800	78,000		175,000	200,000	213,000	130,918
Associate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	34		2	3		2		5	9	1	
	Mean	199,057		185,000	235,000		163,000		192,200	248,933	220,000	
	Median	200,000		185,000	235,000		163,000		198,000	220,000	220,000	
	1st Decile	113,500		185,000	200,000		120,000		150,000	200,000	220,000	
	9th Decile	283,500		185,000	270,000		206,000		240,000	345,000	220,000	
Associate - Senior manager/Director/Dean/Head of department	Total	9		1	1				1	3		1
	Mean	315,222		220,000	220,000				240,000	292,333		250,000
	Median	240,000		220,000	220,000				240,000	320,000		250,000
	1st Decile	215,000		220,000	220,000				240,000	215,000		250,000
	9th Decile	810,000		220,000	220,000				240,000	342,000		250,000
Associate - Chairman/Managing director/Chief executive/Vice chancellor	Total	3		1								
	Mean	360,000		530,000								
	Median	400,000		530,000								
	1st Decile	150,000		530,000								
	9th Decile	530,000		530,000								
Associate - Consultant	Total	5							4			
	Mean	152,500							152,500			
	Median	160,000							160,000			
	1st Decile	60,000							60,000			
	9th Decile	230,000							230,000			

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 - renewable	Petro-chem	Plant & equip	Health and safety	Water	Waste Management	Other
Associate - Engineering technician	Total	3	1					1				
	Mean	66,000	50,000					80,000				
	Median	68,000	50,000					80,000				
	1st Decile	50,000	50,000					80,000				
	9th Decile	80,000	50,000					80,000				
Associate - Graduate in training/ Engineer in training/Post Doctoral	Total	32					1	1	1	1	1	
	Mean	78,630					87,000	74,000	50,000	66,000	68,000	
	Median	71,715					87,000	74,000	50,000	66,000	68,000	
	1st Decile	59,000					87,000	74,000	50,000	66,000	68,000	
	9th Decile	113,000					87,000	74,000	50,000	66,000	68,000	
Associate - Engineer/ Supervised team member/Lecturer	Total	94	3	1				9		13		3
	Mean	105,219	75,059	106,791				98,321		81,578		81,667
	Median	100,000	66,176	106,791				90,500		77,000		100,000
	1st Decile	68,000	59,000	106,791				49,200		61,800		40,000
	9th Decile	145,000	100,000	106,791				185,000		105,000		105,000
Associate - Senior engineer/Senior lecturer	Total	71	2	2			2	2	1	2	1	5
	Mean	143,753	116,000	137,500			105,000	123,750	135,000	111,500	137,000	137,582
	Median	145,000	116,000	137,500			105,000	123,750	135,000	111,500	137,000	135,000
	1st Decile	105,000	112,000	130,000			105,000	122,500	135,000	93,000	137,000	125,000
	9th Decile	180,000	120,000	145,000			105,000	125,000	135,000	130,000	137,000	156,000
Associate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	34	2		1		3	2	2	2		
	Mean	199,057	107,250		117,000		156,667	130,000	372,000	132,900		
	Median	200,000	107,250		117,000		140,000	130,000	372,000	132,900		
	1st Decile	113,500	104,500		117,000		130,000	130,000	372,000	75,000		
	9th Decile	283,500	110,000		117,000		200,000	130,000	372,000	190,800		
Associate - Senior manager/Director/Dean/Head of department	Total	9										2
	Mean	315,222										515,000
	Median	240,000										515,000
	1st Decile	215,000										220,000
	9th Decile	810,000										810,000
Associate - Chairman/Managing director/Chief executive/Vice chancellor	Total	3		1								1
	Mean	360,000		150,000								400,000
	Median	400,000		150,000								400,000
	1st Decile	150,000		150,000								400,000
	9th Decile	530,000		150,000								400,000
Associate - Consultant	Total	5								1		
	Mean	152,500										
	Median	160,000										
	1st Decile	60,000										
	9th Decile	230,000										

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	Oil refining	Paper
Biochemical engineering	No	1	1									
	AUS\$	110,000	110,000									
Chemical and allied products	No	24		24								
	AUS\$	122,750		122,750								
Consultancy	No	53			53							
	AUS\$	128,750			128,750							
Contracting	No	14					14					
	AUS\$	198,000					198,000					
Education/ Universities	No	14				14						
	AUS\$	127,500				127,500						
Food and drink	No	7						7				
	AUS\$	91,000						91,000				
Health, safety and environment	No	9										
	AUS\$	133,483										
Mining and minerals	No	44							44			
	AUS\$	167,500							167,500			
Oil and gas exploration and production	No	149								149		
	AUS\$	168,000								168,000		
Oil refining	No	61									61	
	AUS\$	180,000									180,000	
Paper and packaging	No	5										5
	AUS\$	130,918										130,918
Petrochemicals	No	12										
	AUS\$	140,000										
Pharmaceuticals and toiletries	No	9										
	AUS\$	104,500										
Plastics	No	4										
	AUS\$	137,500										
Power generation – fossil fuels	No	1										
	AUS\$	117,000										
Power generation – renewables	No	3										
	AUS\$	155,000										
Process plant and equipment	No	17										
	AUS\$	111,366										
Water	No	30										
	AUS\$	93,000										
Waste Management	No	2										
	AUS\$	102,500										
Other	No	17										
	AUS\$	132,000										

Section D Classified by industry sector

SECTION D

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

		Total	Industry sector									
			Pharma	Plastics	Power - fossil	Power - renewable	Petro-chem	Plant & equip	Health and safety	Water	Waste Management	Other
Biochemical engineering	No	1										
	AUS\$	110,000										
Chemical and allied products	No	24										
	AUS\$	122,750										
Consultancy	No	53										
	AUS\$	128,750										
Contracting	No	14										
	AUS\$	198,000										
Education/ Universities	No	14										
	AUS\$	127,500										
Food and drink	No	7										
	AUS\$	91,000										
Health, safety and environment	No	9							9			
	AUS\$	133,483							133,483			
Mining and minerals	No	44										
	AUS\$	167,500										
Oil and gas exploration and production	No	149										
	AUS\$	168,000										
Oil refining	No	61										
	AUS\$	180,000										
Paper and packaging	No	5										
	AUS\$	130,918										
Petrochemicals	No	12					12					
	AUS\$	140,000					140,000					
Pharmaceuticals and toiletries	No	9	9									
	AUS\$	104,500	104,500									
Plastics	No	4		4								
	AUS\$	137,500		137,500								
Power generation – fossil fuels	No	1			1							
	AUS\$	117,000			117,000							
Power generation – renewables	No	3				3						
	AUS\$	155,000				155,000						
Process plant and equipment	No	17						17				
	AUS\$	111,366						111,366				
Water	No	30								30		
	AUS\$	93,000								93,000		
Waste Management	No	2									2	
	AUS\$	102,500									102,500	
Other	No	17										17
	AUS\$	132,000										132,000

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	No	15							2	4		1
	AUS\$	130,918							272,500	298,500		130,918
Design	No	204		6	47		14		17	81	12	1
	AUS\$	149,265		93,500	133,000		198,000		186,000	157,400	172,500	74,000
Education and training	No	13	1			12						
	AUS\$	130,000	110,000			134,500						
Finance/financial services	No	2			1					1		
	AUS\$	210,000			120,000					300,000		
General administration/management services	No	20		1				2	1	7	3	
	AUS\$	192,500		220,000				142,500	60,000	372,500	250,000	
Manufacture and production	No	133		12	1			3	9	32	39	3
	AUS\$	160,750		175,000	196,000			78,000	147,000	205,250	177,500	140,000
Marketing and sales	No	8							2	2		
	AUS\$	137,500							145,000	301,000		
Research and development	No	27		1		2		2	9	4		
	AUS\$	124,390		80,000		102,500		120,000	205,500	113,700		
Other	No	54		4	4				4	18	7	
	AUS\$	130,000		120,000	105,000				147,500	169,000	174,746	

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 - renewable	Petro-chem	Plant & equip	Health and safety	Water	Waste Management	Other
Construction and installation	No	15	2		1			1		2	1	1
	AUS\$	130,918	88,088		117,000			106,000		70,900	137,000	135,000
Design	No	204				1	3	3	2	13		4
	AUS\$	149,265				150,000	122,500	111,366	253,500	84,000		106,500
Education and training	No	13										
	AUS\$	130,000										
Finance/financial services	No	2										
	AUS\$	210,000										
General administration/management services	No	20		1					4	1		
	AUS\$	192,500		150,000					131,966	111,644		
Manufacture and production	No	133	4	1		2	8	9	1	5		4
	AUS\$	160,750	108,250	106,791		177,500	152,500	127,000	150,000	115,000		165,000
Marketing and sales	No	8		2				1		1		
	AUS\$	137,500		137,500				49,200		75,000		
Research and development	No	27	2					2		2		3
	AUS\$	124,390	75,000					65,000		91,500		125,000
Other	No	54	1				1	1	2	6	1	5
	AUS\$	130,000	140,000				210,000	80,000	67,500	122,500	68,000	140,000



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	No	488	15	204	13	2	20	133	8	27	54
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Salary - FT	No	459	15	197	11	2	19	129	8	26	52
	%	94.10%	100.00%	96.60%	84.60%	100.00%	95.00%	97.00%	100.00%	96.30%	96.30%
Salary - PT	No	14		5	2		1	3		1	2
	%	2.90%		2.50%	15.40%		5.00%	2.30%		3.70%	3.70%

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	488	15	204	13	2	20	133	8	27	54
<AUS\$16K										
>=£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

Cont'd

Section E Classified by type of work

SECTION E

TABLE 2 : CURRENT ANNUAL SALARY OR SELF EMPLOYED EARNINGS

Cont'd

	Total	Type of Work								
		Construction	Design	Education	Finance	Admin	Manufacturing	Sales	R & D	Other
>=£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
>=£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	456	15	197	13	2	18	128	8	25	50
Mean	167,477	168,586	157,901	130,451	210,000	212,923	171,812	161,400	193,020	173,542
Median	145,000	130,918	149,265	130,000	210,000	192,500	160,750	137,500	124,390	130,000
1st Decile	75,000	66,176	75,000	105,000	120,000	71,000	78,500	49,200	60,000	68,500
9th Decile	290,000	305,000	260,000	180,000	300,000	386,000	282,000	450,000	310,000	302,500

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	No	488	15	204	13	2	20	133	8	27	54
	%	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	36	2	1	5	1	3	17	1	3	3
	%	7.40%	13.30%	0.50%	38.50%	50.00%	15.00%	12.80%	12.50%	11.10%	5.60%
Company money purchase pension	Total	2		1							1
	%	0.40%		0.50%							1.90%
Non contributory pension	Total	1						1			
	%	0.20%						0.80%			
Superannuation	Total	399	13	186	8	1	13	109	7	20	42
	%	81.80%	86.70%	91.20%	61.50%	50.00%	65.00%	82.00%	87.50%	74.10%	77.80%
Central Providence Fund	Total										
	%										
401K savings plan	Total	1		1							
	%	0.20%		0.50%							
None pension related benefits	Total	17		8			2	1		2	4
	%	3.50%		3.90%			10.00%	0.80%		7.40%	7.40%
Medical insurance	Total	55	2	22		1	5	12	1	4	8
	%	11.30%	13.30%	10.80%		50.00%	25.00%	9.00%	12.50%	14.80%	14.80%
Car	Total	34	1	9		1	2	11	2	3	5
	%	7.00%	6.70%	4.40%		50.00%	10.00%	8.30%	25.00%	11.10%	9.30%
Loans	Total	3						1			2
	%	0.60%						0.80%			3.70%
IChemE membership fees	Total	298	8	140	3		7	95	4	11	30
	%	61.10%	53.30%	68.60%	23.10%		35.00%	71.40%	50.00%	40.70%	55.60%
Other professional membership fees	Total	126	5	57	1	2	2	36	2	6	15
	%	25.80%	33.30%	27.90%	7.70%	100.00%	10.00%	27.10%	25.00%	22.20%	27.80%
Childcare	Total										
	%										
None other benefits	Total	109	5	44	10		5	19	2	12	12
	%	22.30%	33.30%	21.60%	76.90%		25.00%	14.30%	25.00%	44.40%	22.20%
Other benefits	Total	53		17			2	19		1	14
	%	10.90%		8.30%			10.00%	14.30%		3.70%	25.90%

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	193	2	82	11	1	13	51	2	11	19
	Mean	211,278	302,500	199,055	133,915	300,000	244,739	209,775	310,000	308,990	208,497
	Median	185,000	302,500	185,000	139,000	300,000	220,000	187,500	310,000	180,000	200,000
	1st Decile	108,000	300,000	105,000	105,000	300,000	120,000	125,739	170,000	124,000	119,491
	9th Decile	312,500	305,000	306,167	180,000	300,000	386,000	307,500	450,000	600,000	315,000
Non-Corporate Members	Total	295	13	122	2	1	7	82	6	16	35
	Mean	136,191	147,984	128,556	111,400	120,000	130,200	147,477	111,867	101,901	153,880
	Median	116,500	120,000	115,000	111,400	120,000	150,000	130,000	125,000	91,500	110,000
	1st Decile	68,000	66,176	70,000	110,000	120,000	60,000	73,968	49,200	50,000	67,000
	9th Decile	220,000	297,000	200,000	112,800	120,000	220,000	243,000	152,000	148,000	360,000
MEN	Total	395	12	168	12	1	18	110	7	20	38
	Mean	176,657	180,733	167,227	132,489	300,000	223,790	182,124	167,314	204,655	180,051
	Median	155,500	132,959	160,000	134,500	300,000	220,000	175,000	145,000	125,000	131,000
	1st Decile	75,000	66,176	77,000	105,000	300,000	71,000	82,406	49,200	65,000	68,000
	9th Decile	300,000	305,000	261,500	180,000	300,000	386,000	300,000	450,000	310,000	360,000
WOMEN	Total	93	3	36	1	1	2	23	1	7	16
	Mean	129,087	120,000	114,736	106,000	120,000	125,983	124,736	120,000	163,100	158,354
	Median	113,350	117,000	101,491	106,000	120,000	125,983	125,000	120,000	100,000	117,212
	1st Decile	70,000	106,000	70,000	106,000	120,000	120,000	78,500	120,000	40,000	69,000
	9th Decile	198,000	137,000	165,000	106,000	120,000	131,966	185,000	120,000	600,000	230,000

Section E Classified by type of work

SECTION E

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

		Total	Type of Work								
			Construction	Design	Education	Finance	Admin	Manufacturing	Sales	R & D	Other
Doctorate	Total	53		11	12		4	8		13	5
	Mean	148,870		165,909	132,406		104,870	132,625		181,409	125,200
	Median	125,000		170,000	134,500		111,644	111,000		125,000	125,000
	1st Decile	80,000		87,000	105,000		71,000	78,000		90,000	75,000
	9th Decile	220,000		300,000	180,000		131,966	210,000		310,000	175,000
Master's degree	Total	99	3	32		2	7	35	3	2	13
	Mean	198,386	164,667	175,749		210,000	215,429	192,258	225,667	192,750	259,786
	Median	175,000	137,000	160,000		210,000	165,000	189,572	152,000	192,750	170,000
	1st Decile	105,000	117,000	118,000		120,000	60,000	125,000	75,000	180,000	100,000
	9th Decile	310,000	240,000	260,000		300,000	386,000	300,000	450,000	205,500	600,000
Bachelor's degree	Total	323	12	159	1		9	90	3	12	35
	Mean	161,185	169,566	153,185	107,000		251,250	167,374	113,067	205,735	147,614
	Median	136,000	125,459	140,000	107,000		220,000	145,950	120,000	82,000	120,000
	1st Decile	70,000	66,176	73,000	107,000		150,000	77,500	49,200	50,000	67,000
	9th Decile	266,000	305,000	256,000	107,000		400,000	282,000	170,000	200,000	230,000
Non-Graduate	Total	5		2					2		1
	Mean	153,768		198,000					137,500		97,840
	Median	145,000		198,000					137,500		97,840
	1st Decile	97,840		198,000					130,000		97,840
	9th Decile	198,000		198,000					145,000		97,840

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	150,000						150,000			
	Median	150,000						150,000			
	1st Decile	150,000						150,000			
	9th Decile	150,000						150,000			
Corporate - Graduate in training/ Engineer in training/Post Doctoral	Total										
	Mean										
	Median										
	1st Decile										
	9th Decile										
Corporate - Engineer/ Supervised team member/Lecturer	Total	17		9	1		1	5			1
	Mean	128,981		117,388	91,066		111,644	146,696			200,000
	Median	108,000		101,491	91,066		111,644	124,478			200,000
	1st Decile	87,000		86,000	91,066		111,644	94,000			200,000
	9th Decile	210,000		210,000	91,066		111,644	220,000			200,000
Corporate - Senior engineer/Senior lecturer	Total	55		25	1		2	18		4	4
	Mean	164,879		160,858	105,000		153,500	186,229		132,098	147,373
	Median	152,500		148,000	105,000		153,500	187,500		124,195	129,746
	1st Decile	108,000		108,000	105,000		142,000	130,623		80,000	100,000
	9th Decile	250,000		250,000	105,000		165,000	250,000		200,000	230,000
Corporate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	68	2	31	5	1	7	14	1	3	4
	Mean	208,794	302,500	216,051	143,400	300,000	244,709	168,395	170,000	160,167	279,250
	Median	185,000	302,500	200,000	139,000	300,000	220,000	175,000	170,000	150,000	185,000
	1st Decile	125,000	300,000	156,000	106,000	300,000	120,000	107,000	170,000	125,000	147,000
	9th Decile	308,000	305,000	308,000	185,000	300,000	386,000	222,120	170,000	205,500	600,000
Corporate - Senior manager/Director/Dean/Head of department	Total	39		11	3		3	12	1	3	6
	Mean	291,158		272,364	143,333		350,000	322,333	450,000	363,333	236,000
	Median	275,000		250,000	140,000		360,000	307,500	450,000	310,000	230,000
	1st Decile	150,000		215,000	140,000		290,000	185,000	450,000	180,000	135,000
	9th Decile	450,000		329,000	150,000		400,000	400,000	450,000	600,000	315,000
Corporate - Chairman/Managing director/Chief executive/Vice chancellor	Total	1								1	
	Mean	1,300,000								1,300,000	
	Median	1,300,000								1,300,000	
	1st Decile	1,300,000								1,300,000	
	9th Decile	1,300,000								1,300,000	
Corporate - Consultant	Total	9		5				1			3
	Mean	216,384		257,000				196,000			155,487
	Median	201,460		260,000				196,000			140,000
	1st Decile	125,000		150,000				196,000			125,000
	9th Decile	350,000		350,000				196,000			201,460

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	3						1		1	1
	Mean	66,000						68,000		50,000	80,000
	Median	68,000						68,000		50,000	80,000
	1st Decile	50,000						68,000		50,000	80,000
	9th Decile	80,000						68,000		50,000	80,000
Associate - Graduate in training/ Engineer in training/Post Doctoral	Total	32		11			1	8		4	8
	Mean	78,630		71,550			150,000	77,179		91,900	73,833
	Median	71,715		69,500			150,000	79,500		82,000	68,500
	1st Decile	59,000		62,000			150,000	58,000		80,000	50,000
	9th Decile	113,000		77,500			150,000	95,000		113,700	113,000
Associate - Engineer/ Supervised team member/Lecturer	Total	94	5	46				27	2	6	8
	Mean	105,219	86,795	99,758				115,947	62,100	71,000	143,414
	Median	100,000	80,000	98,500				103,000	62,100	65,000	112,106
	1st Decile	68,000	61,800	74,000				73,968	49,200	40,000	70,098
	9th Decile	145,000	120,000	140,000				188,900	75,000	100,000	403,000
Associate - Senior engineer/Senior lecturer	Total	71	3	37	2	1		17	3	4	4
	Mean	143,753	134,306	142,645	111,400	120,000		155,765	142,333	126,477	156,000
	Median	145,000	135,000	152,000	111,400	120,000		160,000	145,000	132,454	168,000
	1st Decile	105,000	130,918	100,000	110,000	120,000		112,000	130,000	93,000	130,000
	9th Decile	180,000	137,000	170,000	112,800	120,000		200,000	152,000	148,000	170,000
Associate - Project manager/Site manager/Professor/Associate professor/Principal process engineer	Total	34	5	15			1	11			2
	Mean	199,057	217,380	219,986				172,778			125,000
	Median	200,000	240,000	200,000				185,000			125,000
	1st Decile	113,500	110,000	140,000				104,500			75,000
	9th Decile	283,500	322,900	345,000				225,000			175,000
Associate - Senior manager/Director/Dean/Head of department	Total	9		1			1	5		1	1
	Mean	315,222		220,000			220,000	269,400		240,000	810,000
	Median	240,000		220,000			220,000	250,000		240,000	810,000
	1st Decile	215,000		220,000			220,000	215,000		240,000	810,000
	9th Decile	810,000		220,000			220,000	342,000		240,000	810,000
Associate - Chairman/Managing director/Chief executive/Vice chancellor	Total	3					1	1			1
	Mean	360,000					150,000	530,000			400,000
	Median	400,000					150,000	530,000			400,000
	1st Decile	150,000					150,000	530,000			400,000
	9th Decile	530,000					150,000	530,000			400,000
Associate - Consultant	Total	5		2			1		1		1
	Mean	152,500		230,000			60,000		120,000		200,000
	Median	160,000		230,000			60,000		120,000		200,000
	1st Decile	60,000		230,000			60,000		120,000		200,000
	9th Decile	230,000		230,000			60,000		120,000		200,000

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	No	1			1						
	AUS\$	110,000			110,000						
Chemical and allied products	No	24		6			1	12		1	4
	AUS\$	122,750		93,500			220,000	175,000		80,000	120,000
Consultancy	No	53		47		1		1			4
	AUS\$	128,750		133,000		120,000		196,000			105,000
Contracting	No	14		14							
	AUS\$	198,000		198,000							
Education/ Universities	No	14			12					2	
	AUS\$	127,500			134,500					102,500	
Food and drink	No	7					2	3		2	
	AUS\$	91,000					142,500	78,000		120,000	
Health, safety and environment	No	9		2			4	1			2
	AUS\$	133,483		253,500			131,966	150,000			67,500
Mining and minerals	No	44	2	17			1	9	2	9	4
	AUS\$	167,500	272,500	186,000			60,000	147,000	145,000	205,500	147,500
Oil and gas exploration and production	No	149	4	81		1	7	32	2	4	18
	AUS\$	168,000	298,500	157,400		300,000	372,500	205,250	301,000	113,700	169,000
Oil refining	No	61		12			3	39			7
	AUS\$	180,000		172,500			250,000	177,500			174,746
Paper and packaging	No	5	1	1				3			
	AUS\$	130,918	130,918	74,000				140,000			
Petrochemicals	No	12		3				8			1
	AUS\$	140,000		122,500				152,500			210,000
Pharmaceuticals and toiletries	No	9	2					4		2	1
	AUS\$	104,500	88,088					108,250		75,000	140,000
Plastics	No	4					1	1	2		
	AUS\$	137,500					150,000	106,791	137,500		
Power generation – fossil fuels	No	1	1								
	AUS\$	117,000	117,000								
Power generation – renewables	No	3		1				2			
	AUS\$	155,000		150,000				177,500			
Process plant and equipment	No	17	1	3				9	1	2	1
	AUS\$	111,366	106,000	111,366				127,000	49,200	65,000	80,000
Water	No	30	2	13			1	5	1	2	6
	AUS\$	93,000	70,900	84,000			111,644	115,000	75,000	91,500	122,500
Waste Management	No	2	1								1
	AUS\$	102,500	137,000								68,000
Other	No	17	1	4				4		3	5
	AUS\$	132,000	135,000	106,500				165,000		125,000	140,000

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
Construction and installation	No	15	15							
	AUS\$	130,918	130,918							
Design	No	204		204						
	AUS\$	149,265		149,265						
Education and training	No	13			13					
	AUS\$	130,000			130,000					
Finance/financial services	No	2				2				
	AUS\$	210,000				210,000				
General administration/management services	No	20					20			
	AUS\$	192,500					192,500			
Manufacture and production	No	133						133		
	AUS\$	160,750						160,750		
Marketing and sales	No	8							8	
	AUS\$	137,500							137,500	
Research and development	No	27								27
	AUS\$	124,390								124,390
Other	No	54								54
	AUS\$	130,000								130,000

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