

Salary Survey 2017

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



This page has been
intentionally left blank

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

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

Published by:

Institution of Chemical Engineers (IChemE)

Davis Building, Railway Terrace,

Rugby, CV21 3HQ, UK

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

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

© 2017 Institution of Chemical Engineers

Contents

Introduction	5	Table 6 – salary or self-employed earnings by level of responsibility – Chartered Members or Fellows	37
Summary of key findings	6		
Analysis	8	Table 7 – salary or self-employed earnings by level of responsibility – Associates	38
UK Salary Survey Questions	14	Table 8 – median salary or self-employed earnings by industry sector	39
UK Salary Survey notes	17	Table 9 – median salary or self-employed earnings by type of work	40
Section A	18	Table 10 – salary or self-employed earnings by size of business	41
Classified by age, gender, 2017 graduation and highest qualification		Section C	42
Table 1 – employment status	19	Classified by region	
Table 2 – current annual salary or self-employed earnings	20	Table 1 – employment status	43
Table 3 – benefits in kind for salaried employees	21	Table 2 – current annual salary or self-employed earnings	44
Table 4 – salary or self-employed earnings by membership grade and gender	22	Table 3 – benefits in kind for salaried employees	45
Table 5 – salary or self-employed earnings by level of responsibility – highest qualification	23	Table 4 – salary or self-employed earnings by membership grade and gender	46
Table 6 – salary or self-employed earnings by level of responsibility – Chartered Members or Fellows	24	Table 5 – salary or self-employed earnings by highest qualification	47
Table 7 – salary or self-employed earnings by level of responsibility – Associates	25	Table 6 – salary or self-employed earnings by level of responsibility – Chartered Members or Fellows	48
Table 8 – median salary or self-employed earnings by industry sector	26	Table 7 – salary or self-employed earnings by level of responsibility – Associates	49
Table 9 – median salary or self-employed earnings by type of work	27	Table 8 – salary or self-employed earnings by industry sector	50
Table 10 – salary or self-employed earnings by nationality	28	Table 9 – salary or self-employed earnings by type of work	51
Table 11A – salary or self-employed earnings by ethnicity	29	Section D	52
Table 11B – salary or self-employed earnings by ethnicity	30	Classified by industry sector	
Section B	31	Table 1A – employment status	53
Classified by membership grade, class of employment and level of responsibility		Table 1B – employment status	54
Table 1 – employment status	32	Table 2A – current annual salary or self-employed earnings	55
Table 2 – current annual salary or self-employed earnings	33	Table 2B – current annual salary or self-employed earnings	56
Table 3 – benefits in kind for salaried employees	34	Table 3A – benefits in kind for salaried employees	57
Table 4 – salary or self-employed earnings by membership grade and gender	35	Table 3B – benefits in kind for salaried employees	58
Table 5 – salary or self-employed earnings by highest qualification	36	Table 4A – salary or self-employed earnings membership grade and gender	59

Introduction

In July 2017, IChemE conducted a salary survey of members in the UK. This report contains all of the salary data gathered and a short summary comparing the 2017 data to that of previous years.

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

The questionnaires were sent to eligible members electronically in July. 1,702 members participated in the survey. Of these 53% were Chartered Members of IChemE.

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.

Table 4B – salary or self-employed earnings by membership grade and gender	60
Table 5A – salary or self-employed earnings by highest qualification	61
Table 5B – salary or self-employed earnings by highest qualification	62
Table 6A – salary or self-employed earnings by level of responsibility – Chartered Members or Fellows	63
Table 6B – salary or self-employed earnings by level of responsibility – Chartered Members or Fellows	64
Table 7A – salary or self-employed earnings by level of responsibility – Associates	65
Table 7B – salary or self-employed earnings by level of responsibility – Associates	66
Table 8A – salary or self-employed earnings by type of work	67
Table 8B – salary or self-employed earnings by type of work	68
Section E	69
Classified by type of work	
Table 1 – employment status	70
Table 2 – current annual salary or self-employed earnings	71
Table 3 – benefits in kind for salaried employees	72
Table 4 – salary or self-employed earnings by membership grade and sex	73
Table 5 – salary or self-employed earnings by highest qualification	74
Table 6 – salary or self-employed earnings by level of responsibility – Chartered Members or Fellows	75
Table 7 – salary or self-employed earnings by level of responsibility – Associates	76
Table 8 – salary or self-employed earnings by industry sector	77

Summary of key findings



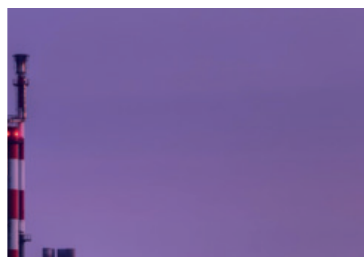
Salaries and progression

The median salary for all chemical engineers is £55,000/y, this is down from 2016 (£57,000/y). Since 2006, median salaries have increased by 21% (see chart 4). However, the median salary for 2017 graduates is £30,000/y – up from £28,350/y in 2016.



Gender gap

Median salaries for women are similar to their male counterparts in the earlier career stages, but the gap widens from the age of 30. The median salary for females aged 30-34 is almost £6,000/y less than their male counterparts. Meanwhile the median salary for males aged 55-59 is £36,000/y more than females. This year, 81% of respondents were male, compared to 19% female. Due to the lower sample sizes of female engineers, caution is advised on the interpretation of these findings.



Industry comparisons

The finance, insurance and risk sector reported the highest median salary at £120,000/y, followed by surface chemistry/paints and adhesives (£77,000/y) and process automation, system and control (£76,000/y). Graduate chemical engineers had most commonly secured employment in the chemical and allied products sector, followed by pharmaceuticals and personal care products, consultancy and food and drink. Graduate recruitment into the oil and gas sector has fallen markedly.



Education

Chartered Chemical Engineers with a bachelors' degree have a median salary of £78,700/y – up from £76,000/y in 2016. The median salary for those with a doctorate is £61,500/y (2016: £76,000/y) and with a masters degree is £67,250 (2016: £67,500/y). At Associate member level, those with a bachelors' degree earn a median salary of £48,043 – higher than those with a masters degree (£37,400/y) and doctorates (£44,900/y). The Associate figures are lower than in 2016 (bachelors: £52,000/y; masters: £37,500/y; and doctorates: £45,500/y).





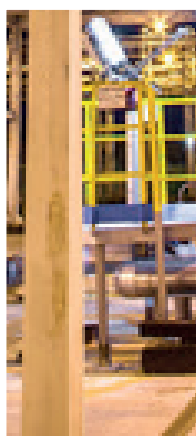
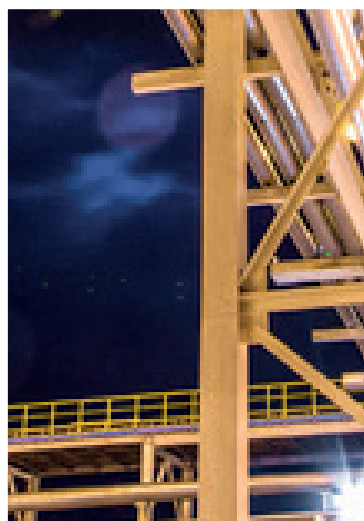
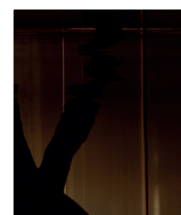
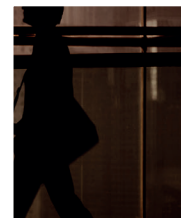
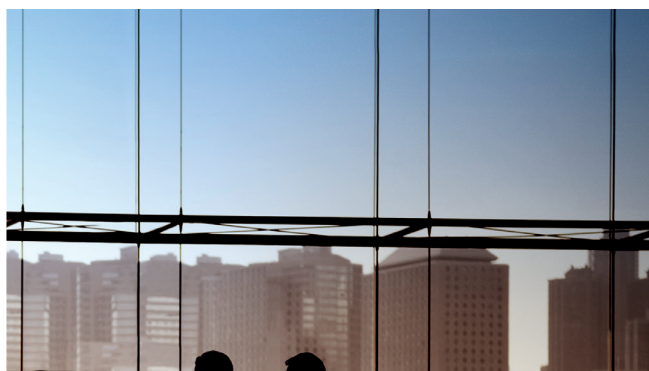
Impact of job role

Survey participants working in risk management roles reported a median salary of £87,600/y. (2016: not recorded.) Elsewhere, survey participants working in marketing and sales reported a median salary of £69,900/y (2016: £79,400/y) and those working in process safety or safety, health and environment had a median salary of £60,600/y (2016: £63,000/y).



Regional variation

The highest paid chemical engineers can be found in the South East with median salaries of £67,300/y – up from £65,000/y in 2016. Survey participants based in Scotland (£54,800/y) and the North West (£54,800/y) reported the next highest median salaries. The highest number of respondents were found in the South East – with the top three industry sectors as: oil and gas exploration and production, industrial gases and pharmaceuticals and personal care products. Scotland had the second highest concentration of chemical engineers with 46% working in oil and gas exploration and production.



Nationality comparisons

UK nationals earned a higher median salary (£56,400/y) than EU nationals (£45,700/y) and Non-EU nationals (£44,000/y). Caution is advised with the EU and Non-EU national responses, which had a lower response rate than UK nationals. However, EU nationals aged 25-29 reported a marginally higher median salary (£39,600/y) compared to the same aged UK nationals (£39,000/y) and Non-EU nationals (£38,800/y).



Other benefits

This year, 26% of survey participants reported receiving a company final salary or defined benefit pension scheme – down from 30% in 2016. Meanwhile, 66% reported defined contribution pension or company money purchase scheme – an increase from 60% in 2016. 5% of participants reported receiving no pension related benefits. 76% of participants reported that their employer paid their IChemE membership fees and 62% had their health insurance paid. care products. Scotland had the second highest concentration of chemical engineers with 46% working in oil and gas exploration and production.



Analysis

All data refers to £k median salary/y

Chart 1 – Early careers salaries by industry sector
Early careers refers to respondents aged under 25

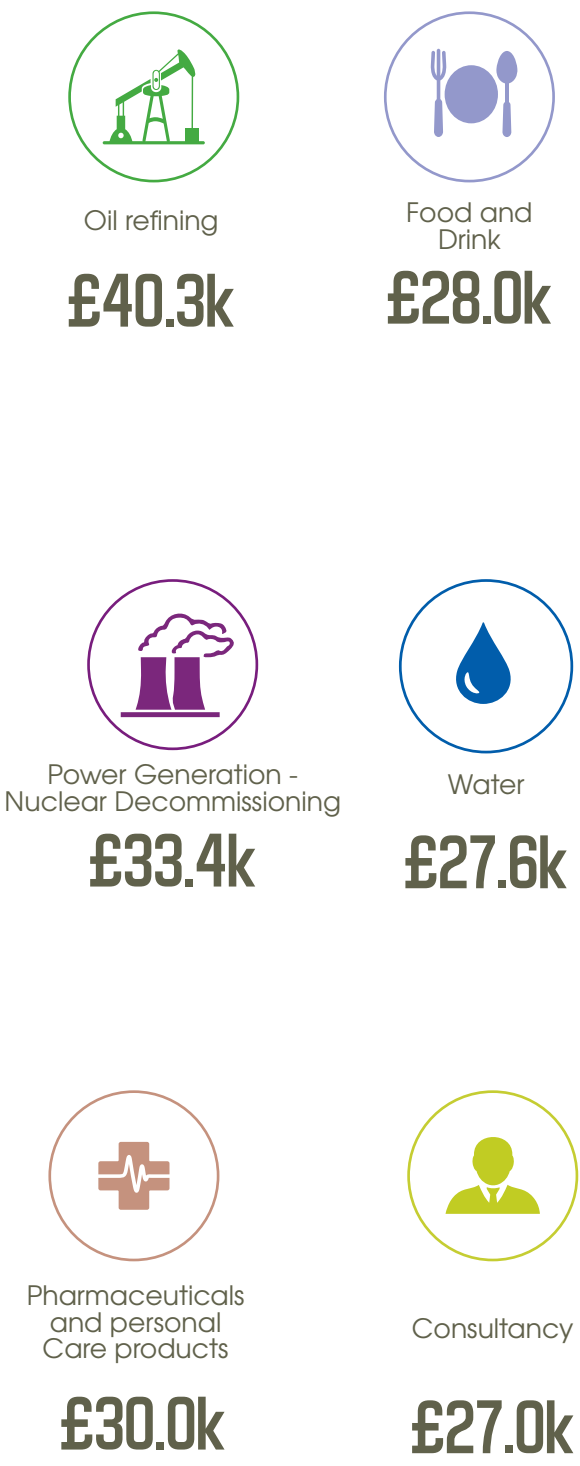


Chart 2 – ‘The value of the letters’: Chartered engineer versus Non-Chartered comparisons 1996-2017

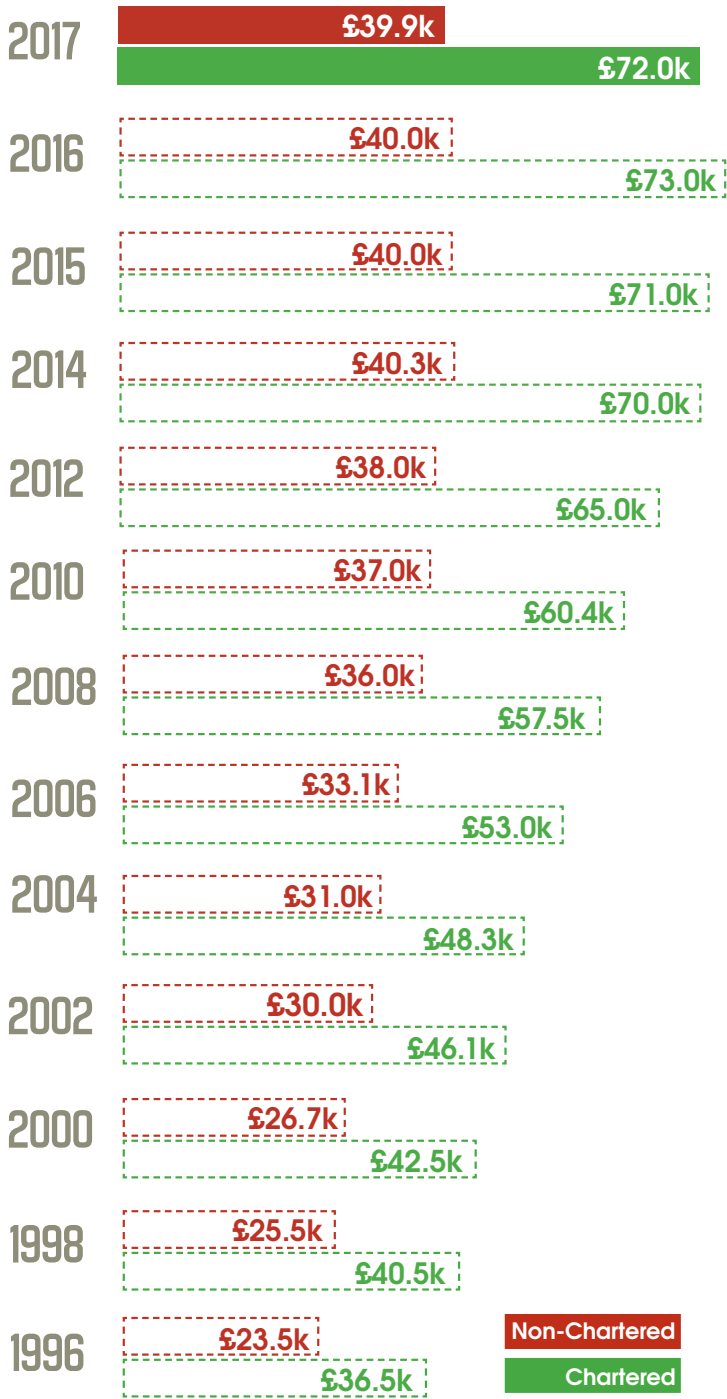


Chart 3 – Salary comparison and year-on-year trend by sector 2016-2017

*new industry category introduced in 2017

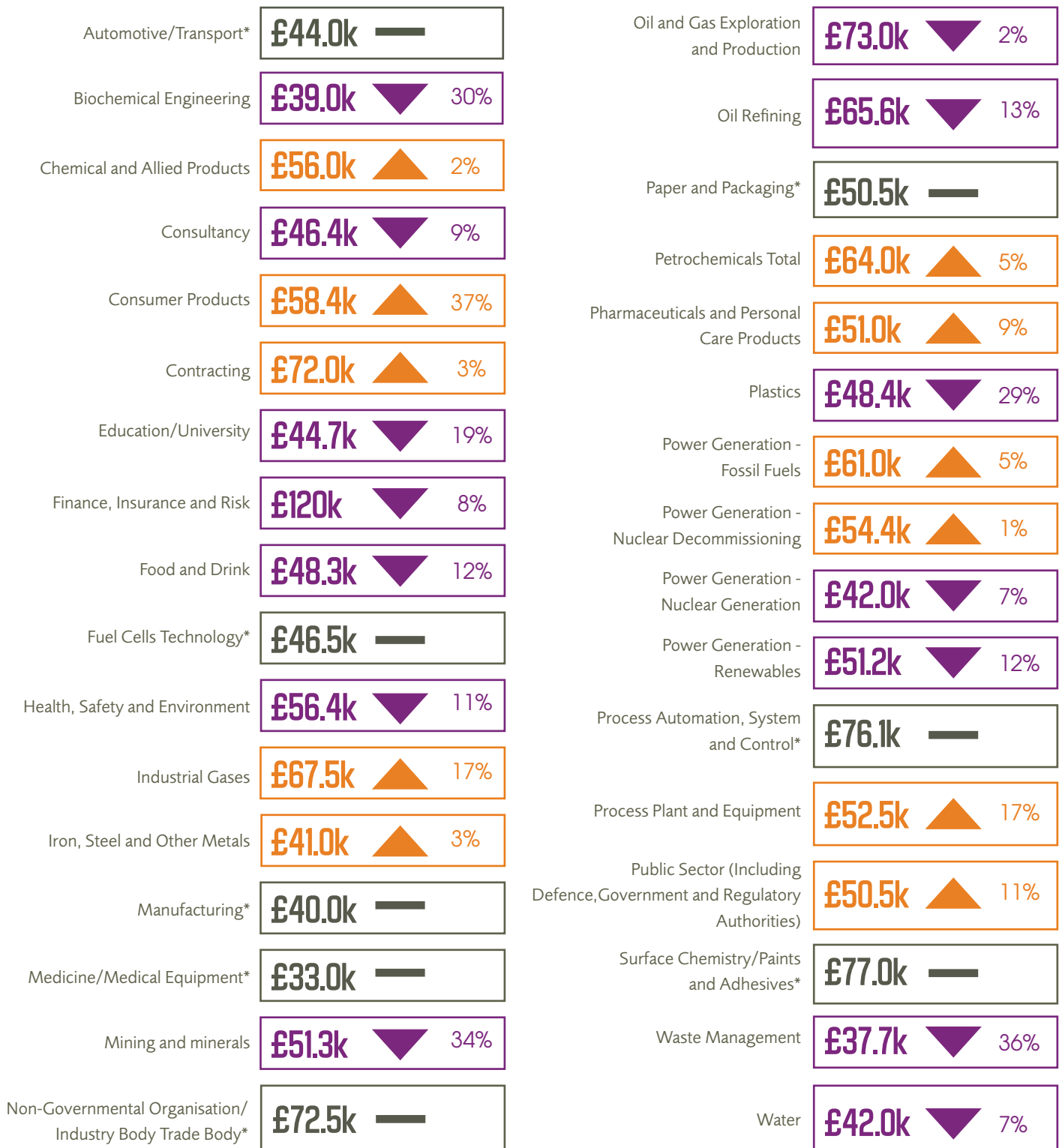


Chart 4 – Chemical engineering salary trends 2006–2017

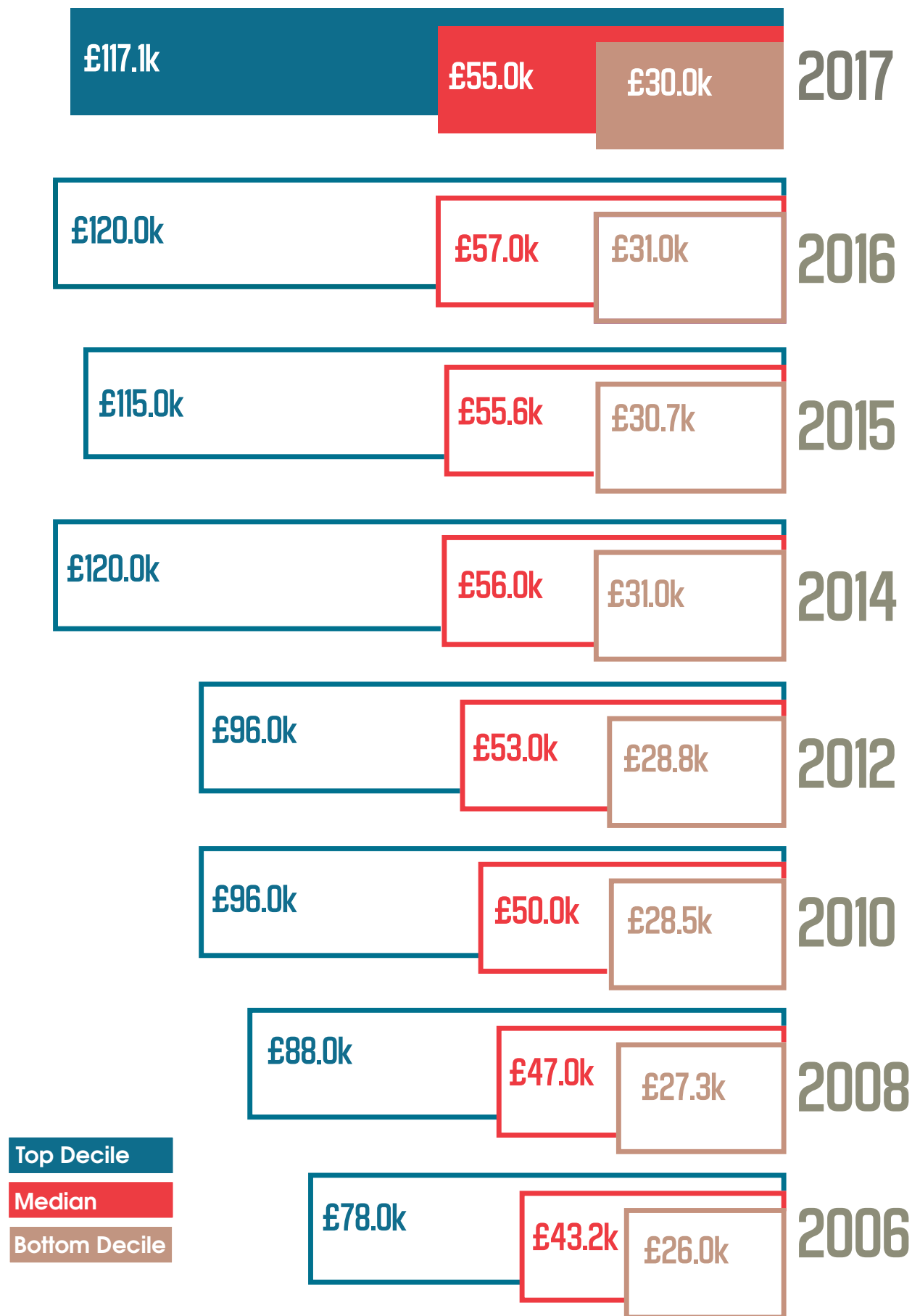


Chart 5 – Comparison by type of work 2017

All data refers to £k median salary/y

*new type of work category introduced in 2017

	2016	vs	2017
Finance/ procurement and supply	£130.0k	▲	£132.5k
Risk Management*	—	—	£87.6k
Marketing and Sales	£79.4k	▼	£69.9k
Project Management/ General Administration/ Management Services	£66.7k	▼	£65.0k
Process Safety/ Safety, Health and Environment	£63.0k	▼	£60.6k
Construction and Installation	£68.0k	▼	£60.0k
Business Systems/IT and Software	£50.0k	▲	£56.7k
Operations	£59.0k	▼	£56.3k
Regulations/Regulatory Compliance	£48.0k	▲	£55.6k
Manufacture and Production	£50.0k	▲	£51.4k
Design	£52.0k	▼	£50.6k
Research and Development	£55.0k	▼	£50.0k
Asset Management	£65.2k	▼	£47.2k
Academic Research and/or Teaching*	—	—	£45.0k
Analysis/Intelligence Gathering*	—	—	£41.5k
Education and Training	£60.0k	▼	£39.0k
Certification/Validation/ Quality Assurance*	—	—	£35.5k

Chart 6 – Median salaries compared by UK region

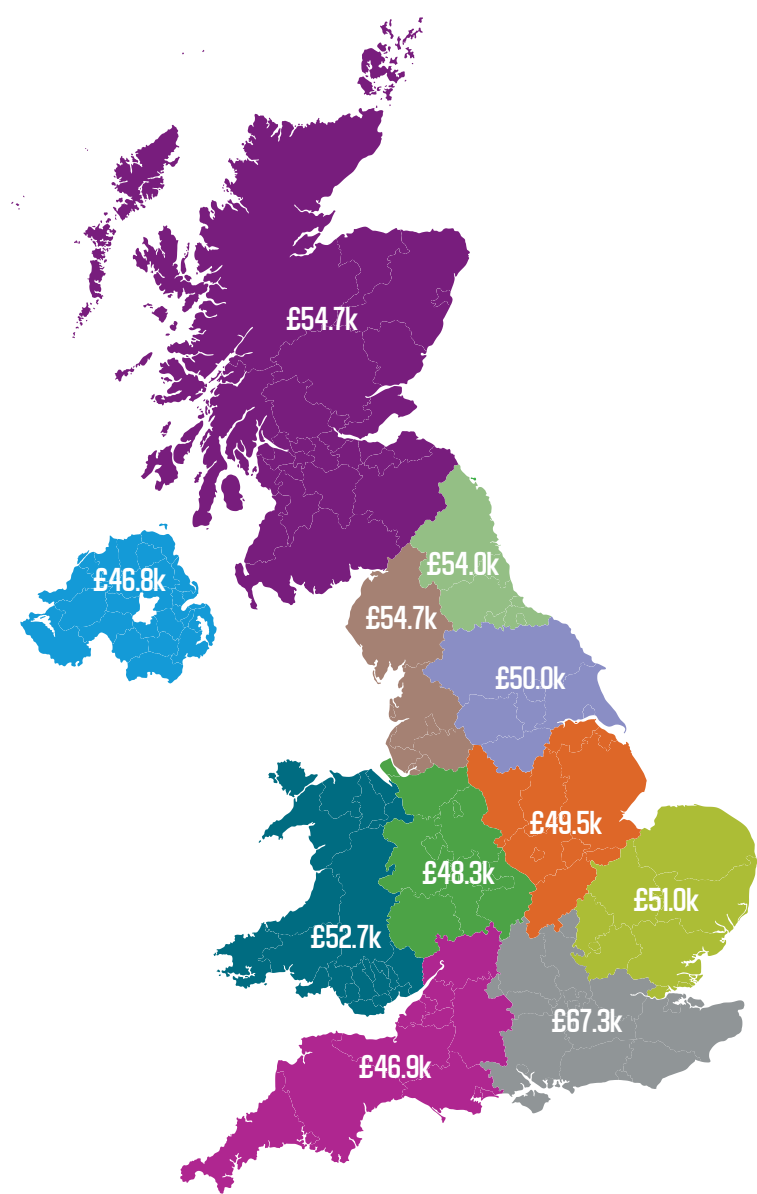


Chart 7 – Female and male median salaries compared by age

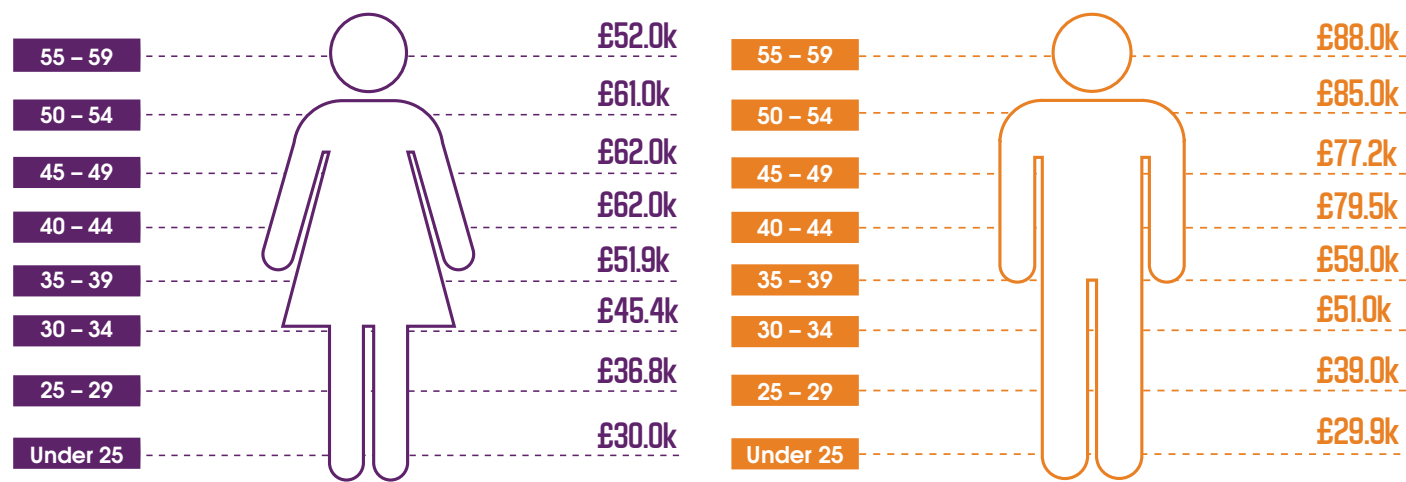


Chart 8 – Chartered engineer v non-Chartered salaries compared by age

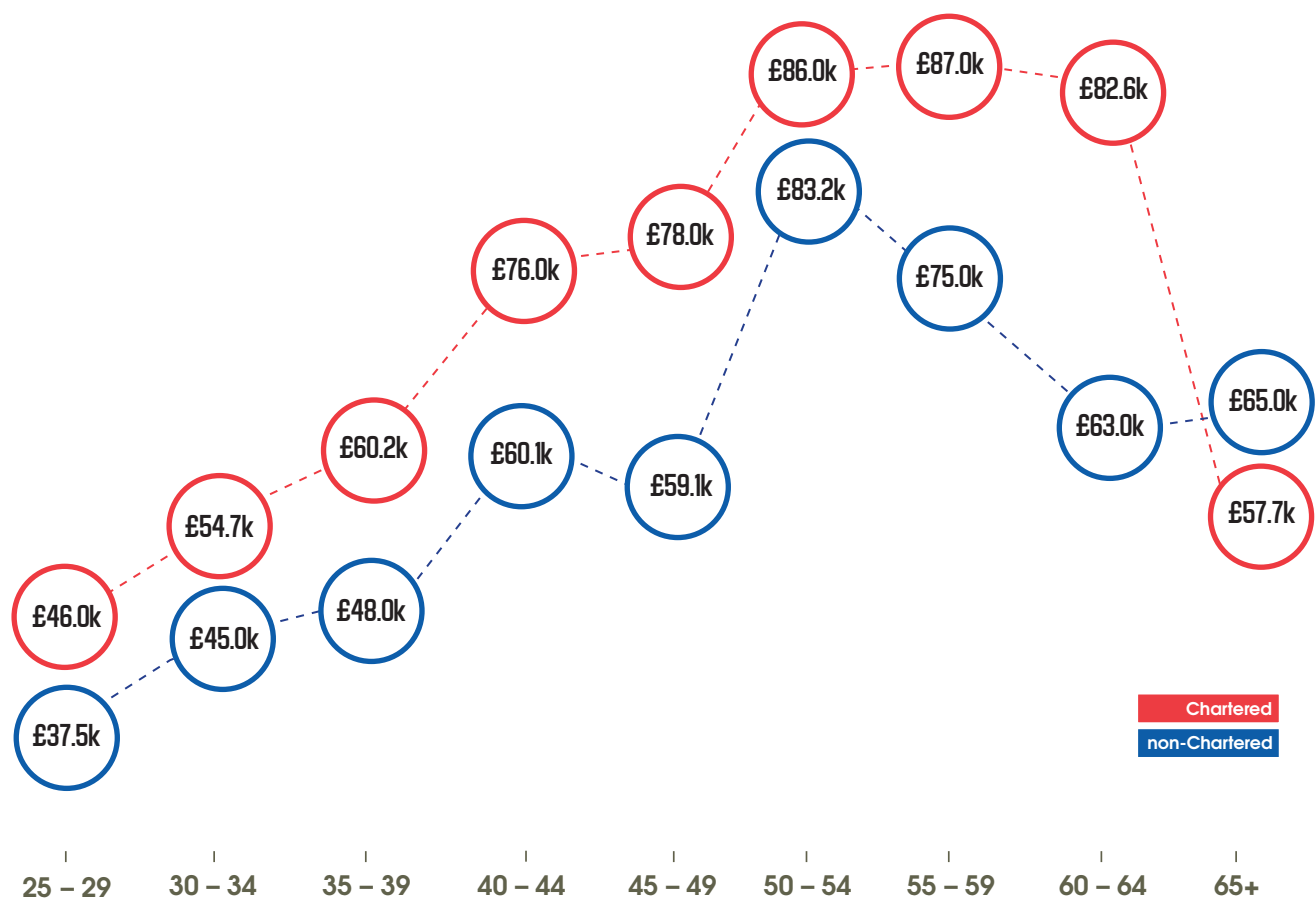
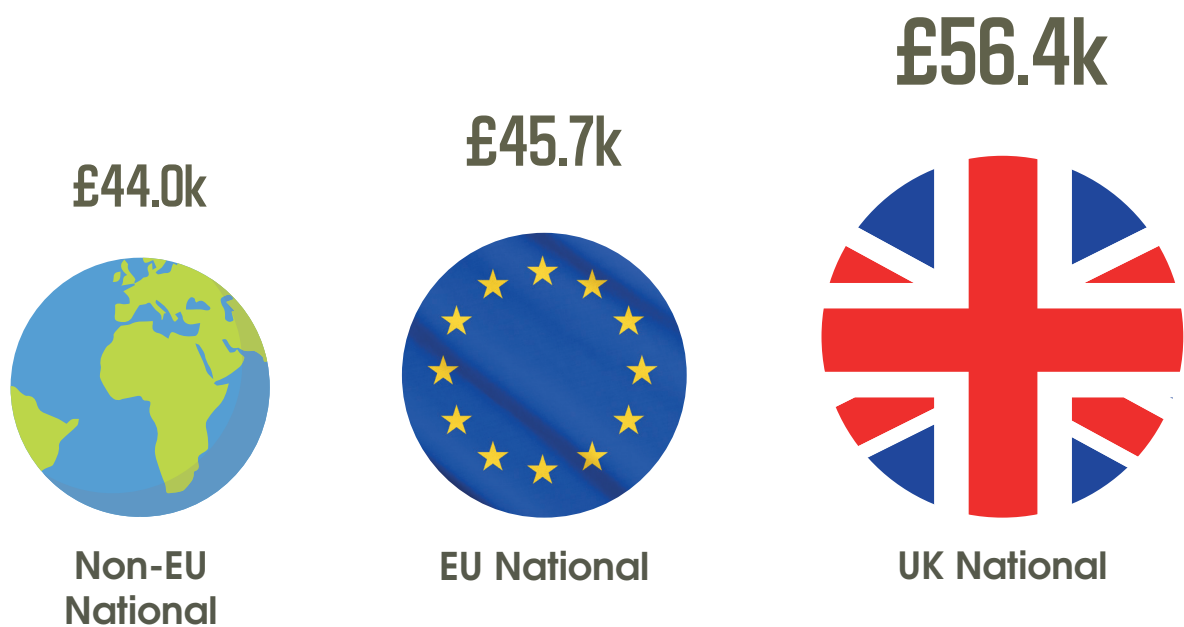


Chart 9 – Median salaries by nationality



UK 2017 IChemE Survey Questions

1. What is your grade of IChemE membership?

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

2. What is your gender?

- Male
- Female
- Other

3. How old were you on 1 January 2017?

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

4. What is your nationality

- UK national
- EU national
- Non-EU national

5. What is your ethnicity?

- White English/Welsh/Scottish/Northern Irish/British
- White Irish
- White gypsy or Irish traveller
- Other white background
- White and black Caribbean
- White and black African

- White and Asian
- Any other mixed or multiple ethnic background
- Asian/Asian British Indian
- Asian/Asian British Pakistani
- Asian/Asian British Bangladeshi
- Asian/Asian British Chinese
- Any other Asian background
- Black African
- Black Caribbean
- Any other black/African/Caribbean background
- Arab
- Any other ethnic group (please specify)

6. What is the highest qualification you have attained?

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

7. When did you graduate?

- In 2017
- Before 2017
- Currently Studying

8. What is the current status of your employment?

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

*Please note all answers referring to these were excluded from the data.

9. Where is your primary place of work?

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

10. What is your level of responsibility?

- Intern/Undergraduate Student Placement/Apprentice
- Engineering Technician
- Graduate in Training/Engineer in Training/Postgraduate or Doctoral Student in Training
- Postdoctoral
- Engineer/Supervised Team Member/Lecturer
- Senior Engineer/Senior Lecturer

- Manager/Site Manager/Project/Manager/Associate Professor/ Professor/Principal Engineer
- Senior Manager/Director/Dean/Head of Department
- Chairman/Managing director/Chief Executive/ Vice Chancellor/Vice President
- Consultant/Contractor
- Safety Inspector/Regulatory Inspector/Audit Inspector
- Other (please specify)

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

- Automotive/Transport
- Biochemical Engineering
- Chemical and Allied Products
- Consultancy
- Consumer Products
- Contracting
- Education/Universities
- Finance, Insurance and Risk
- Food and Drink
- Fuel Cells Technology
- Health, Safety and Environment
- Industrial Gases
- Iron, Steel and Other Metals
- Manufacturing
- Medicine/Medical Equipment
- Mining and Minerals
- Non-Governmental Organisation (NGO)/Industry Body/ Trade Body
- Oil and Gas Exploration and Production
- Oil Refining
- Paper and Packaging
- Petrochemicals
- Pharmaceuticals and Personal Care Products
- Plastics
- Power Generation – Fossil Fuels
- Power Generation – Nuclear Decommissioning
- Power Generation – Nuclear Generation
- Power Generation – Renewables

- Process Automation, Simulation and Control
- Process Plant and Equipment
- Public Sector (including Defence, Government and – Regulatory Authorities)
- Surface Chemistry/Paints and adhesives
- Waste Management
- Water
- Other (please specify)

12. What is your main type of work?

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

13. What is the size* of your employer

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

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

14. What is your total income, before tax, expected to be in 2017?

(Please state the full amount - no commas, decimal places, £, \$, or other monetary symbols, e.g. 56000)

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

- Defined benefit pension/Company final salary scheme
- Defined contribution pension/Company money purchase scheme
- Non contributory pension
- None

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

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

Salary survey notes

I. Level of responsibility

- **Intern/Undergraduate Student Placement/Apprentice** A person who is learning a trade or craft from a skilled employer, having agreed to work for a fixed period of time.
- **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/Postgraduate or doctoral student in training:** A member in employment receiving training. Work is defined in detail and calculation and designs are subject to checking.
- **Postdoctoral:** Of or relating to study or professional work undertaken after the receipt of a doctorate.
- **Engineer/Supervised Team Member/Lecturer:** A member who has completed practical training and now works in a chosen field, generally as a member of a project team, or supervised by a section leader - spot checks are made on the work, may have technicians or artisans reporting to him or her for experimental work.
- **Senior Engineer/Senior Lecturer:** A member working alone or as a member of a project team with responsibility for the major part of the project. Only work affecting major areas of safety are checked, responsibility for expenditure within the budget. In addition, one who is a senior teacher or lecturer at a college or university with responsibility for a particular course or subject.
- **Manager/Site Manager/Project Manager/Professor/Associate Professor/Principal engineer:** A member working as a section leader/project manager with responsibility for a major project or section including responsibility for the work of the section and for expenditure, i.e. sets the budgets for subordinates. Also professor.
- **Senior Manager/Director/Dean/Head of department:** A member working as a manager or director with responsibility for several sections/projects, responsible for expenditure and profit as well as technical aspects of the project. In addition, one who is a vice-principal at a college or head of department or dean at a university.
- **Chairman/ Managing director/Chief executive/Vice chancellor/Vice president:** A member working as a managing director or chief executive with total responsibility for policy, technical and administrative work, or one who is principal of a college or vice-chancellor of a university. ('The buck stops here'.)
- **Consultant/Contractor:** A member who is either self-employed, or employed by others, providing professional advice and services to another party (client).
- **Safety Inspector/Regulatory Inspector/Audit Inspector:** A person responsible for inspecting and assessing risks/ systems/processes in the workplace to ensure these are safe for employees and customers and/or verified to a set of standards or regulations or internal policies.

II. Total earned income - salaried employment

Please enter the rate of annual earnings in the specified currency on the 1 January 2017 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: the basic rate of annual salary received from the sole or principal employer on 1 January 2017 plus.
5. Refunds of expenses incurred should be excluded.

Section A

Classified by age, gender,
2017 graduation and highest
qualification





Section A Classified by age, gender, 2017 graduation and highest qualification

SECTION A / TABLE 1: EMPLOYMENT STATUS

		Total	Age Band										Graduate	Highest Qualification						Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	In 2017	Doctorate	Masters	Bachelors	Masters of Business Administration	Other post graduate	Non-graduate	Male	Female
Total	Total	1702	173	371	212	189	198	175	183	132	54	15	35	176	956	532	28	5	5	1374	328
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Full time	Total	1643	172	371	206	183	189	166	173	125	46	12	35	167	932	510	27	4	3	1345	298
	%	97%	99%	100%	97%	97%	95%	95%	95%	95%	85%	80%	100%	95%	97%	96%	96%	80%	60%	98%	91%
Part time	Total	59	1	0	6	6	9	9	10	7	8	3	0	9	24	22	1	1	2	29	30
	%	3%	1%	0%	3%	3%	5%	5%	5%	5%	15%	20%	0%	5%	3%	4%	4%	20%	40%	2%	9%



Section A Classified by age, gender, 2017 graduation and highest qualification

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

	Total	Age Band										Graduate	Highest Qualification						Gender	
		Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	In 2017	Doctorate	Masters	Bachelors	Masters of Business Administration	Other post graduate	Non-graduate	Male	Female
Total	1702	173	371	212	189	198	175	183	132	54	15	35	176	956	532	28	5	5	1374	328
<€16K	5	0	2	0	0	0	1	1	0	1	0	0	0	2	3	0	0	0	4	1
>=€16K and <€18K	3	1	1	0	0	0	0	0	1	0	0	0	0	2	1	0	0	0	3	0
>=€18K and <€19K	3	2	0	0	0	0	1	0	0	0	0	1	1	1	1	0	0	2	1	
>=€19K and <€20K	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
>=€20K and <€21K	3	0	2	1	0	0	0	0	0	0	0	0	0	2	0	0	1	0	1	
>=€21K and <€22K	2	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	2	0	
>=€22K and <€23K	5	3	1	1	0	0	0	0	0	0	0	0	0	3	1	0	0	4	1	
>=€23K and <€24K	2	1	1	0	0	0	0	0	0	0	0	1	0	0	2	0	0	2	0	
>=€24K and <€25K	9	4	4	0	0	1	0	0	0	0	0	0	0	7	2	0	0	6	3	
>=€25K and <€26K	18	11	4	1	1	0	0	0	0	1	3	0	13	4	0	0	1	15	3	
>=€26K and <€27K	27	19	7	0	1	0	0	0	0	0	0	5	0	24	3	0	0	14	13	
>=€27K and <€28K	22	19	2	0	0	0	0	0	1	0	0	3	0	22	0	0	0	15	7	
>=€28K and <€29K	20	13	6	0	1	0	0	0	0	0	0	1	0	18	2	0	0	12	8	
>=€29K and <€30K	26	9	14	2	1	0	0	0	0	0	0	3	3	17	6	0	0	19	7	
>=€30K and <€31K	35	18	13	1	0	0	0	0	1	1	1	8	1	29	5	0	0	23	12	
>=€31K and <€32K	26	9	14	2	1	0	0	0	0	0	0	0	3	19	3	0	0	20	6	
>=€32K and <€33K	31	7	21	2	1	0	0	0	0	0	0	1	6	21	4	0	0	24	7	
>=€33K and <€34K	28	9	14	4	0	0	1	0	0	0	0	1	2	20	6	0	0	20	8	
>=€34K and <€35K	26	5	16	2	1	0	0	1	0	1	0	1	2	22	2	0	0	17	9	
>=€35K and <€36K	31	11	13	7	0	0	0	0	0	0	0	0	0	23	8	0	0	23	8	
>=€36K and <€37K	26	6	16	0	2	2	0	0	0	0	0	1	3	20	3	0	0	21	5	
>=€37K and <€38K	30	1	16	6	3	1	0	3	0	0	0	0	5	23	1	0	1	19	11	
>=€38K and <€39K	29	1	15	8	2	1	0	1	1	0	0	0	3	23	3	0	0	21	8	
>=€39K and <€40K	29	2	23	1	3	0	0	0	0	0	0	2	2	25	2	0	0	24	5	
>=€40K and <€45K	157	14	65	28	20	12	5	7	2	2	2	3	25	104	25	2	1	107	50	
>=€45K and <€50K	124	5	40	37	15	9	6	6	4	0	2	0	21	78	24	1	0	89	35	
>=€50K and <€55K	116	1	19	37	22	13	7	7	4	5	1	1	18	65	31	2	0	94	22	
>=€55K and <€60K	106	0	16	15	31	15	14	7	7	1	0	0	16	57	32	0	0	83	23	
>=€60K and <€65K	107	0	10	12	19	17	13	18	12	5	1	0	15	47	43	1	1	90	17	
>=€65K and <€70K	90	0	2	12	11	17	23	9	10	5	1	0	7	34	49	0	0	80	10	
>=€70K and <€75K	70	0	5	6	11	13	13	13	7	2	0	0	5	38	27	0	0	60	10	
>=€75K and <€80K	62	0	0	11	6	15	14	6	6	3	1	0	5	28	26	3	0	54	8	
>=€80K and <€85K	68	0	2	7	8	16	8	12	8	5	2	0	7	31	28	2	0	63	5	
>=€85K and <€90K	44	0	1	2	5	11	6	10	7	2	0	0	2	20	20	2	0	39	5	
>=€90K and <€95K	37	0	1	0	2	6	12	8	6	1	1	0	3	10	23	0	0	36	1	
>=€95K and <€100K	27	0	0	1	3	4	5	10	3	1	0	0	4	9	13	1	0	25	2	
>=€100K and <€105K	34	0	1	1	2	5	8	8	6	3	0	0	4	8	20	2	0	30	4	
>=€105K and <€110K	17	0	0	1	2	5	3	5	1	0	0	0	1	10	5	1	0	15	2	
>=€110K and <€115K	26	1	1	0	2	5	5	6	6	0	0	0	0	10	15	1	0	25	1	
>=€115K and <€120K	11	0	0	0	2	2	3	0	3	1	0	0	0	3	6	2	0	10	1	
>=€120K and <€125K	26	0	0	2	4	2	8	5	2	3	0	0	1	11	14	0	0	24	2	
>=€125K and <€130K	10	0	0	1	1	1	1	4	1	1	0	0	0	4	5	1	0	9	1	
>=€130K and <€135K	15	0	1	0	0	4	0	6	4	0	0	0	2	7	6	0	0	14	1	
>=€135K and <€140K	5	0	0	0	0	2	0	1	0	2	0	0	0	2	3	0	0	4	1	
>=€140K and <€145K	11	0	0	1	1	3	0	5	0	1	0	0	0	5	5	1	0	10	1	
>=€145K and <€150K	7	0	0	0	0	2	1	2	1	1	0	0	0	3	4	0	0	7	0	
>=€150K and <€200K	63	0	0	0	3	9	11	13	19	6	2	0	7	24	30	1	1	62	1	
>=€200K and <€250K	10	0	0	0	1	1	2	2	3	1	0	0	1	2	5	2	0	10	0	
>=€250K	23	0	1	0	1	4	4	7	6	0	0	0	1	9	10	3	0	22	1	
Total	1,702	173	371	212	189	198	175	183	132	54	15	35	176	956	532	28	5	5	1,374	328
Mean	69,742	31,466	41,606	53,449	65,395	86,708	90,131	113,501	109,672	90,758	69,464	30,733	62,618	62,272	82,951	123,582	67,000	44,746	74,547	49,618
Median	55,000	30,000	39,000	50,000	58,000	73,810	75,000	85,000	86,648	80,000	64,350	30,000	52,000	46,550	69,900	97,500	40,000	31,728	60,000	43,000
1st Decile	30,229	25,000	29,315	35,040	40,000	45,000	54,000	49,000	53,000	50,000	30,000	25,000	34,500	29,000	35,983	47,000	20,000	22,000	31,630	28,000
9th Decile	117,170	41,000	55,000	76,900	100,000	135,300	149,000	153,000	175,000	160,000	150,000	40,000	98,000	101,000	140,000	270,000	175,000	90,000	125,000	75,637



Section A Classified by age, gender, 2017 graduation and highest qualification

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

		Total	Age Band										Graduate	Highest Qualification						Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	In 2017	Doctorate	Masters	Bachelors	Masters of Business Administration	Other post graduate	Non-graduate	Male	Female
Defined Benefit Pension/Company Final Salary Scheme	Total	1702	173	371	212	189	198	175	183	132	54	15	35	176	956	532	28	5	5	1374	328
	Total	441	33	73	49	75	57	47	53	44	7	3	7	52	238	144	7	0	0	346	95
	%	26%	19%	20%	23%	40%	29%	27%	29%	33%	13%	20%	20%	30%	25%	27%	25%	0%	0%	25%	29%
Defined Contribution Pension/Company Money Purchase Scheme	Total	1131	127	278	150	106	132	111	111	71	37	8	22	113	658	334	19	3	4	913	218
	Total	66%	73%	75%	71%	56%	67%	63%	61%	54%	69%	53%	63%	64%	69%	63%	68%	60%	80%	66%	66%
	%	66%	73%	75%	71%	56%	67%	63%	61%	54%	69%	53%	63%	64%	69%	63%	68%	60%	80%	66%	66%
Non-contributory Pension	Total	40	3	10	3	5	3	7	2	6	1	0	1	3	13	22	1	1	0	34	6
	Total	2%	2%	3%	1%	3%	2%	4%	1%	5%	2%	0%	3%	2%	1%	4%	4%	20%	0%	2%	2%
	%	2%	2%	3%	1%	3%	2%	4%	1%	5%	2%	0%	3%	2%	1%	4%	4%	20%	0%	2%	2%
None	Total	90	10	10	10	3	6	10	17	11	9	4	5	8	47	32	1	1	1	81	9
	Total	5%	6%	3%	5%	2%	3%	6%	9%	8%	17%	27%	14%	5%	5%	6%	4%	20%	20%	6%	3%
	%	5%	6%	3%	5%	2%	3%	6%	9%	8%	17%	27%	14%	5%	5%	6%	4%	20%	20%	6%	3%
Health Insurance	Total	1060	85	191	128	123	144	135	128	88	32	6	0	0	0	0	0	0	0	0	0
	Total	62%	49%	51%	60%	65%	73%	77%	70%	67%	59%	40%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	%	62%	49%	51%	60%	65%	73%	77%	70%	67%	59%	40%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Dental Insurance	Total	236	28	55	26	29	29	25	20	16	7	1	0	0	0	0	0	0	0	0	0
	Total	14%	16%	15%	12%	15%	15%	14%	11%	12%	13%	7%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	%	14%	16%	15%	12%	15%	15%	14%	11%	12%	13%	7%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Car or Car Allowance	Total	496	18	27	38	54	96	87	84	62	23	7	4	36	218	221	18	1	2	431	65
	Total	29%	10%	7%	18%	29%	48%	50%	46%	47%	43%	47%	11%	20%	23%	42%	64%	20%	40%	31%	20%
	%	29%	10%	7%	18%	29%	48%	50%	46%	47%	43%	47%	11%	20%	23%	42%	64%	20%	40%	31%	20%
Company Share Scheme	Total	495	43	99	58	67	71	55	46	39	14	3	6	43	291	152	7	2	0	408	87
	Total	29%	25%	27%	27%	35%	36%	31%	25%	30%	26%	20%	17%	24%	30%	29%	25%	40%	0%	30%	27%
	%	29%	25%	27%	27%	35%	36%	31%	25%	30%	26%	20%	17%	24%	30%	29%	25%	40%	0%	30%	27%
Life Insurance	Total	611	47	109	67	65	94	81	71	55	17	5	10	49	333	210	16	1	2	518	93
	Total	36%	27%	29%	32%	34%	47%	46%	39%	42%	31%	33%	29%	28%	35%	39%	57%	20%	40%	38%	28%
	%	36%	27%	29%	32%	34%	47%	46%	39%	42%	31%	33%	29%	28%	35%	39%	57%	20%	40%	38%	28%
Loans	Total	69	7	14	8	5	13	8	10	3	1	0	1	6	40	22	1	0	0	62	7
	Total	4%	4%	4%	4%	3%	7%	5%	5%	2%	2%	0%	3%	3%	4%	4%	4%	0%	0%	5%	2%
	%	4%	4%	4%	4%	3%	7%	5%	5%	2%	2%	0%	3%	3%	4%	4%	4%	0%	0%	5%	2%
iChemE Membership Fees	Total	1297	105	287	173	157	165	141	135	90	34	10	13	111	757	405	19	2	3	1038	259
	Total	76%	61%	77%	82%	83%	83%	81%	74%	68%	63%	67%	37%	63%	79%	76%	68%	40%	60%	76%	79%
	%	76%	61%	77%	82%	83%	83%	81%	74%	68%	63%	67%	37%	63%	79%	76%	68%	40%	60%	76%	79%
Other Professional Membership Fees	Total	250	19	44	22	22	34	29	42	24	13	1	1	23	126	95	5	1	0	210	40
	Total	15%	11%	12%	10%	12%	17%	17%	23%	18%	24%	7%	3%	13%	13%	18%	18%	20%	0%	15%	12%
	%	15%	11%	12%	10%	12%	17%	17%	23%	18%	24%	7%	3%	13%	13%	18%	18%	20%	0%	15%	12%
Childcare	Total	166	10	32	29	35	29	20	5	4	2	0	4	22	93	48	3	0	0	126	40
	Total	10%	6%	9%	14%	19%	15%	11%	3%	3%	4%	0%	11%	13%	10%	9%	11%	0%	0%	9%	12%
	%	10%	6%	9%	14%	19%	15%	11%	3%	3%	4%	0%	11%	13%	10%	9%	11%	0%	0%	9%	12%
Flexible Working	Total	613	61	137	87	72	73	66	59	40	14	4	11	60	371	170	9	2	1	472	141
	Total	36%	35%	37%	41%	38%	37%	38%	32%	30%	26%	27%	31%	34%	39%	32%	32%	40%	20%	34%	43%
	%	36%	35%	37%	41%	38%	37%	38%	32%	30%	26%	27%	31%	34%	39%	32%	32%	40%	20%	34%	43%
Discount Schemes	Total	559	68	145	75	60	73	55	41	26	12	4	10	49	340	161	7	1	1	443	116
	Total	33%	39%	39%	35%	32%	37%	31%	22%	20%	22%	27%	29%	28%	36%	30%	25%	20%	20%	32%	35%
	%	33%	39%	39%	35%	32%	37%	31%	22%	20%	22%	27%	29%	28%	36%	30%	25%	20%	20%	32%	35%
Enhanced Maternity/Paternity Packages	Total	185	20	28	29	36	32	18	11	10	1	0	6	21	114	47	2	1	0	127	58
	Total	11%	12%	8%	14%	19%	16%	10%	6%	8%	2%	0%	17%	12%	12%	9%	7%	20%	0%	9%	18%
	%	11%	12%	8%	14%	19%	16%	10%	6%	8%	2%	0%	17%	12%	12%	9%	7%	20%	0%	9%	18%
Bonus Scheme or Performance-related Pay	Total	1006	98	200	108	117	139	126	112	80	22	4	18	91	580	311	21	2	1	832	174
	Total	59%	57%	54%	51%	62%	70%	72%	61%	61%	41%	27%	51%	52%	61%	58%	75%	40%	20%	61%	53%
	%	59%	57%	54%	51%	62%	70%	72%	61%	61%	41%	27%	51%	52%	61%	58%	75%	40%	20%	61%	53%
Other	Total	43	5	7	12	3	5	3	6	1	1	0	1	5	26	12	0	0	0	37	6
	Total	3%	3%	2%	6%	2%	3%	2%	3%	1%	2%	0%	3%	3%	3%	2%	0%	0%	0%	3%	2%
	%	3%	3%	2%	6%	2%	3%	2%	3%	1%	2%	0%	3%	3%	3%	2%	0%	0%	0%	3%	2%



Section A Classified by age, gender, 2017 graduation and highest qualification

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

		Total	Age Band										Graduate	Highest Qualification						Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	In 2017	Doctorate	Masters	Bachelors	Masters of Business Administration	Other post graduate	Non-graduate	Male	Female
Chartered Members	Total	911	0	55	111	128	149	147	151	111	47	12	1	96	424	364	25	2	0	786	125
	Mean	89,685		57,928	59,245	70,982	93,374	92,192	118,709	109,623	94,179	72,522	39,070	74,904	88,012	92,716	129,252	107,500		93,645	64,783
	Median	72,000		46,000	54,748	60,223	76,000	78,000	86,000	87,000	82,600	57,675	39,070	61,500	67,250	78,725	100,000	107,500		75,000	57,500
	1st Decile	45,000		38,000	42,000	44,000	48,500	55,000	53,500	57,000	43,000	40,000	39,070	40,000	43,000	54,000	50,000	40,000		47,000	40,600
	9th Decile	145,000		73,547	80,000	108,000	149,000	150,000	150,000	175,000	160,000	150,000	39,070	132,000	130,000	150,000	270,000	175,000		150,000	100,000
Non-Chartered Members	Total	791	173	316	101	61	49	28	32	21	7	3	34	80	532	168	3	3	5	588	203
	Mean	46,775	31,466	38,765	47,078	53,670	66,441	79,311	88,925	109,933	67,786	57,233	30,488	47,875	41,757	61,793	76,333	40,000	44,746	49,017	40,279
	Median	39,891	30,000	37,500	45,000	48,000	60,100	59,150	83,177	75,000	63,000	65,000	29,651	44,899	37,445	48,043	80,000	37,500	31,728	40,000	37,500
	1st Decile	27,000	25,000	29,000	33,000	34,000	42,000	42,900	42,000	48,000	52,000	25,000	25,000	32,000	26,800	28,000	42,000	20,000	22,000	27,000	26,800
	9th Decile	66,980	41,000	51,250	65,000	76,000	101,000	110,000	157,901	145,000	100,000	81,700	40,000	65,000	59,500	108,000	107,000	62,500	90,000	77,200	58,000
Male	Total	1374	121	282	154	151	161	146	168	123	53	15	30	136	737	465	28	4	4	1374	0
	Mean	74,547	31,190	42,821	55,648	67,865	90,914	93,696	117,133	113,426	90,036	69,464	30,585	66,937	66,874	86,189	123,582	74,375	50,432	74,547	
	Median	60,000	29,850	39,000	51,000	59,000	75,500	77,207	85,000	88,000	80,000	64,350	29,301	56,000	50,000	72,000	97,500	51,250	43,364	60,000	
	1st Decile	31,630	25,000	29,900	35,040	41,000	49,000	55,000	51,000	56,400	50,000	30,000	25,000	36,000	30,000	36,000	47,000	20,000	25,000	31,630	
	9th Decile	125,000	38,500	57,000	80,000	108,000	140,000	150,000	156,000	175,000	160,000	150,000	39,535	100,000	110,000	145,000	270,000	175,000	90,000	125,000	
Female	Total	328	52	89	58	38	37	29	15	9	1	0	5	40	219	67	0	1	1	0	328
	Mean	49,618	32,110	37,757	47,610	55,581	68,407	72,184	72,818	58,376	129,000		31,620	47,935	46,784	60,476		37,500	22,000		49,618
	Median	43,000	30,000	36,770	45,386	51,900	62,000	62,000	61,000	52,000	129,000		30,000	43,899	41,000	57,000		37,500	22,000		43,000
	1st Decile	28,000	26,000	28,000	35,000	36,000	41,000	40,200	43,000	27,000	129,000		26,250	33,750	27,500	33,000		37,500	22,000		28,000
	9th Decile	75,637	42,000	50,000	70,000	85,740	104,647	110,000	130,000	102,600	129,000		41,000	64,500	74,000	90,000		37,500	22,000		75,637



Section A Classified by age, gender, 2017 graduation and highest qualification

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

		Total	Age Band										Graduate	Highest Qualification						Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		In 2017	Doctorate	Masters	Bachelors	Masters of Business Administration	Other post graduate	Non-graduate	Male
Doctorate	Total	176	0	22	25	37	29	19	17	17	5	5	6	176	0	0	0	0	0	136	40
	Mean	62,618		36,855	49,480	52,076	64,476	74,032	90,341	90,948	81,420	56,140	38,859	62,618			0	0		66,937	47,935
	Median	52,000		33,750	48,327	51,000	57,206	58,000	65,000	68,000	82,600	49,000	40,000	52,000						56,000	43,899
	1st Decile	34,500		29,301	37,070	38,000	37,000	46,000	42,000	44,798	34,500	30,000	29,301	34,500						36,000	33,750
	9th Decile	98,000		45,000	65,000	66,800	100,000	150,000	155,443	180,000	120,000	81,700	50,000	98,000						100,000	64,500
Masters	Total	956	146	309	154	103	86	61	52	35	7	3	25	0	956	0	0	0	0	737	219
	Mean	62,272	31,366	42,478	53,930	66,141	89,363	97,456	158,366	115,545	97,669	38,862	29,940		62,272			0		66,874	46,784
	Median	46,550	30,000	39,000	50,400	59,550	73,910	86,200	86,000	90,000	82,680	40,585	30,000		46,550					50,000	41,000
	1st Decile	29,000	26,000	29,400	35,000	43,270	44,689	56,000	43,600	56,400	43,000	25,000	26,000		29,000					30,000	27,500
	9th Decile	101,000	41,000	57,000	76,900	95,000	130,000	178,000	181,250	170,000	152,000	51,000	36,200		101,000					110,000	74,000
Bachelors	Total	532	26	39	30	42	74	94	108	72	40	7	4	0	0	532	0	0	0	465	67
	Mean	82,951	32,279	37,931	55,983	68,014	91,483	87,144	96,292	105,028	92,691	92,096	23,500		82,951			0		86,189	60,476
	Median	69,900	29,540	35,000	49,950	60,000	76,000	71,500	85,000	86,648	80,000	75,000	24,000		69,900					72,000	57,000
	1st Decile	35,983	23,000	28,500	39,035	40,000	51,400	54,000	53,000	53,000	52,000	47,325	18,000		35,983					36,000	33,000
	9th Decile	140,000	35,400	48,000	89,500	115,000	149,000	120,000	150,000	155,000	161,000	150,000	28,000		140,000					145,000	90,000
Masters of Business Administration	Total	28	0	0	1	6	7	1	6	7	0	0	0	0	0	28	0	0	0	28	0
	Mean	123,582			50,000	122,000	99,786	230,000	100,042	164,221						123,582				123,582	
	Median	97,500			50,000	64,000	86,000	230,000	97,500	115,000						97,500				97,500	
	1st Decile	47,000			50,000	42,000	75,500	230,000	42,000	61,000						47,000				47,000	
	9th Decile	270,000			50,000	300,000	140,000	230,000	180,000	400,000						270,000				270,000	
Other post graduate	Total	5	0	1	1	0	0	0	0	1	2	0	0	0	0	0	5	0	0	4	1
	Mean	67,000		20,000	37,500					175,000	51,250						67,000			74,375	37,500
	Median	40,000		20,000	37,500					175,000	51,250						40,000			51,250	37,500
	1st Decile	20,000		20,000	37,500					175,000	40,000						20,000			20,000	37,500
	9th Decile	175,000		20,000	37,500					175,000	62,500						175,000			175,000	37,500
Non-graduate	Total	5	1	0	1	1	2	0	0	0	0	0	0	0	0	0	0	5	4	1	
	Mean	44,746	25,000		22,000	31,728	72,500											44,746	50,432	22,000	
	Median	31,728	25,000		22,000	31,728	72,500												31,728	43,364	22,000
	1st Decile	22,000	25,000		22,000	31,728	55,000												22,000	25,000	22,000
	9th Decile	90,000	25,000		22,000	31,728	90,000											90,000	90,000	22,000	



Section A Classified by age, gender, 2017 graduation and highest qualification

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

		Total	Age Band										Graduate	Highest Qualification						Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	In 2017	Doctorate	Masters	Bachelors	Masters of Business Administration	Other post graduate	Non-graduate	Male	Female
Chairman/Managing Director/Chief Executive/Vice Chancellor/Vice President	Total	31	0	0	0	2	6	3	8	11	1	0	0	3	11	12	5	0	0	31	0
	Mean	191,683				136,500	157,167	167,333	155,770	256,182	160,000			138,054	173,818	200,917	241,000			191,683	
	Median	160,000				136,500	131,000	180,000	115,000	200,000	160,000			132,000	140,000	167,500	230,000			160,000	
	1st Decile	90,000				108,000	116,000	92,000	62,000	150,000	160,000			82,161	92,000	90,000	125,000			90,000	
	9th Decile	350,000				165,000	260,000	230,000	450,000	400,000	160,000			200,000	180,000	350,000	400,000			350,000	
Senior Manager/Director/Dean/Head of Department	Total	149	0	1	1	11	32	28	42	23	9	2	0	12	59	66	11	1	0	140	9
	Mean	127,735		65,000	61,000	104,288	124,957	114,060	150,240	134,102	109,178	95,000		119,254	141,468	117,259	121,886	175,000		129,492	100,400
	Median	102,600		65,000	61,000	74,000	95,150	96,500	117,000	113,250	100,000	95,000		127,000	104,000	100,000	95,000	175,000		104,000	74,000
	1st Decile	70,000		65,000	61,000	56,779	74,000	66,736	80,000	90,000	70,000	40,000		70,000	65,000	72,000	76,000	175,000		73,000	59,000
	9th Decile	180,000		65,000	61,000	215,000	185,000	180,000	160,000	180,000	160,000	150,000		170,000	215,000	175,000	215,000	175,000		180,000	250,000
Manager/Site Manager/Project Manager/Associate Professor/Professor/Principal Engineer	Total	327	0	6	17	52	66	73	52	41	17	3	0	33	138	152	4	0	0	278	49
	Mean	84,159		117,550	64,389	72,131	86,369	86,886	86,396	85,758	96,871	90,195		74,220	81,763	88,278	92,250			87,371	65,934
	Median	73,000		57,250	60,000	62,050	75,319	73,500	76,992	75,000	82,680	80,000		68,000	72,000	76,500	88,500			75,000	60,000
	1st Decile	53,000		40,000	49,950	50,000	56,000	56,000	56,264	57,324	54,000	40,585		47,000	50,500	56,500	52,000			55,000	43,330
	9th Decile	129,000		430,000	83,000	110,000	135,000	123,000	121,300	130,000	162,000	150,000		105,000	130,000	129,000	140,000			132,000	104,647
Senior Engineer/Senior Lecturer	Total	270	0	24	65	51	34	30	29	23	11	3	0	32	147	88	3	0	0	225	45
	Mean	72,770		50,261	57,908	62,969	60,126	80,904	145,131	74,897	79,545	62,783		56,633	75,391	74,188	74,849			75,380	59,719
	Median	60,000		47,750	54,358	60,008	57,068	75,500	63,000	72,000	68,000	64,350		53,250	57,000	66,200	77,548			60,250	54,748
	1st Decile	43,000		39,000	42,000	43,000	42,300	54,250	48,000	56,127	34,500	49,000		40,000	42,500	48,500	47,000			43,700	41,000
	9th Decile	90,078		60,000	79,111	85,740	85,000	117,500	125,000	96,000	152,000	75,000		81,000	85,000	115,000	100,000			92,000	84,000
Engineer/Supervised Team Member/Lecturer	Total	66	0	22	23	8	2	4	5	1	0	1	1	10	43	11	2	0	0	53	13
	Mean	52,808		51,704	53,939	51,668	43,700	59,825	55,600	38,183		51,000	39,070	49,509	52,071	59,927	46,000			55,016	43,806
	Median	48,000		43,046	50,000	55,200	43,700	53,650	42,000	38,183		51,000	39,070	48,952	45,000	55,000	46,000			50,000	42,000
	1st Decile	37,000		38,000	38,600	39,070	36,000	42,000	34,000	38,183		51,000	39,070	37,092	37,000	42,000	42,000			37,000	38,000
	9th Decile	77,500		73,547	77,500	59,370	51,400	90,000	110,000	38,183		51,000	39,070	66,950	75,000	90,000	50,000			80,000	50,000
Engineering Technician	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																				
	Median																				
	1st Decile																				
	9th Decile																				
Postdoctoral	Total	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0
	Mean	32,004		32,004										32,004						32,004	
	Median	32,004		32,004										32,004						32,004	
	1st Decile	32,004		32,004										32,004						32,004	
	9th Decile	32,004		32,004										32,004						32,004	
Graduate in Training/Engineer in Training/Post graduate or Doctoral Student in Training	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																				
	Median																				
	1st Decile																				
	9th Decile																				
Intern/Undergraduate Student Placement/Apprentice	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																				
	Median																				
	1st Decile																				
	9th Decile																				
Consultant/Contractor	Total	57	0	1	4	4	6	8	14	9	9	2	0	5	21	30	0	1	0	51	6
	Mean	95,485		40,000	91,375	72,500	155,383	97,125	94,246	92,603	84,667	61,500		111,400	100,578	91,117		40,000		96,537	86,550
	Median	80,000		40,000	92,000	75,000	103,650	88,000	71,500	87,130	75,000	61,500		64,000	80,000	82,500		40,000		80,000	80,500
	1st Decile	40,000		40,000	37,500	60,000	45,000	54,000	37,000	30,800	40,000	30,000		30,000	37,500	58,000		40,000		40,000	37,000
	9th Decile	150,000		40,000	144,000	80,000	450,000	180,000	144,594	155,000	190,000	93,000		320,000	144,000	150,000		40,000		150,000	150,000
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	10	0	0	1	0	3	1	1	3	0	1	0	0	5	5	0	0	0	7	3
	Mean	60,049			50,500		68,900	70,500	70,000	51,822		47,325			68,303	51,795				59,013	62,467
	Median	55,907			50,500		69,800	70,500	70,000	49,742		47,325			69,800	47,325				61,314	50,500
	1st Decile	45,705			50,500		47,000	70,500	70,000	44,409		47,325			50,500	44,409				44,409	47,000
	9th Decile	80,200			50,500		89,900	70,500	70,000	61,314		47,325			89,900	70,500				70,500	89,900
Other	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																				
	Median																				
	1st Decile																				
	9th Decile																				



Section A Classified by age, gender, 2017 graduation and highest qualification

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

		Total	Age Band										Graduate		Highest Qualification						Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	In 2017	Doctorate	Masters	Bachelors	Masters of Business Administration	Other post graduate	Non-graduate	Male	Female	
Chairman/Managing Director/Chief Executive/Vice Chancellor/Vice President	Total	7	0	0	1	0	1	0	3	2	0	0	0	0	2	5	0	0	0	7	0	
	Mean	208,321			40,000		82,000		187,083	387,500					131,625	239,000				208,321		
	Median	130,000			40,000		82,000		181,250	387,500					131,625	130,000				130,000		
	1st Decile	40,000			40,000		82,000		130,000	125,000					82,000	40,000				40,000		
	9th Decile	650,000			40,000		82,000		250,000	650,000					181,250	650,000				650,000		
Senior Manager/Director/Dean/Head of Department	Total	30	0	3	1	3	7	5	6	3	1	1	1	5	13	10	0	0	2	28	2	
	Mean	103,594		56,500	66,000	84,833	84,000	174,440	106,069	119,833	80,000	81,700	50,000	77,340	92,192	137,762			72,500	105,904	71,250	
	Median	86,500		59,500	66,000	74,500	90,000	98,000	100,000	105,000	80,000	81,700	50,000	81,700	83,000	97,500			72,500	91,000	71,250	
	1st Decile	57,250		50,000	66,000	60,000	55,000	77,200	48,415	65,500	80,000	81,700	50,000	50,000	60,000	58,208			55,000	55,000	68,000	
	9th Decile	154,500		60,000	66,000	120,000	101,000	490,000	210,000	189,000	80,000	81,700	50,000	98,000	115,000	339,500			90,000	189,000	74,500	
Manager/Site Manager/Project Manager/Associate Professor/Professor/Principal Engineer	Total	84	5	13	9	12	20	10	10	4	1	0	0	10	41	31	1	1	0	66	18	
	Mean	62,672	33,786	46,728	60,056	65,376	65,984	58,430	81,358	95,750	62,500			57,807	61,189	65,650	80,000	62,500		63,663	59,038	
	Median	58,250	33,850	47,000	51,000	60,955	61,750	57,000	84,354	86,500	62,500			57,000	53,000	62,000	80,000	62,500		59,150	57,750	
	1st Decile	40,000	26,000	33,000	42,000	41,000	42,345	50,500	54,750	65,000	62,500			37,383	35,000	46,100	80,000	62,500		42,000	33,000	
	9th Decile	90,000	43,000	57,000	98,000	95,000	95,000	67,500	120,000	145,000	62,500			80,000	98,000	85,000	80,000	62,500		95,000	90,000	
Senior Engineer/Senior Lecturer	Total	114	1	33	29	20	10	6	5	8	1	1	0	16	64	34	0	0	0	84	30	
	Mean	52,132	34,685	43,663	49,166	53,227	57,920	57,313	65,717	74,437	65,000	65,000		48,116	50,378	57,324			54,605	45,208		
	Median	48,750	34,685	41,000	47,000	49,000	58,000	59,750	62,500	60,150	65,000	65,000		44,899	48,000	52,103			50,000	43,899		
	1st Decile	38,000	34,685	33,000	37,000	38,538	44,100	42,900	48,086	44,798	65,000	65,000		37,075	38,000	38,070			38,500	34,500		
	9th Decile	66,980	34,685	51,300	65,000	63,574	72,500	66,980	86,000	120,000	65,000	65,000		69,000	63,500	86,000			74,505	58,000		
Engineer/Supervised Team Member/Lecturer	Total	306	46	192	44	12	5	2	4	0	1	0	7	30	226	48	1	1	0	227	79	
	Mean	39,019	32,935	39,345	41,192	43,400	45,600	44,162	42,250		52,000		34,907	40,048	38,913	38,843	42,000	37,500		39,207	38,480	
	Median	37,450	32,704	37,475	40,250	43,000	42,000	44,162	41,000		52,000		33,000	40,500	37,445	35,992	42,000	37,500		37,450	37,500	
	1st Decile	30,000	26,500	30,750	33,000	36,000	37,000	42,324	38,000		52,000		27,500	31,400	30,000	29,500	42,000	37,500		29,900	31,700	
	9th Decile	49,500	39,500	50,000	49,500	50,000	58,000	46,000	49,000		52,000		44,550	48,564	49,000	50,000	42,000	37,500		50,100	48,000	
Engineering Technician	Total	3	1	1	0	0	0	0	0	1	0	0	1	0	2	1	0	0	0	2	1	
	Mean	25,667	30,000	30,000						17,000			30,000		30,000	17,000				23,500	30,000	
	Median	30,000	30,000	30,000						17,000			30,000		30,000	17,000				23,500	30,000	
	1st Decile	17,000	30,000	30,000						17,000			30,000		30,000	17,000				17,000	30,000	
	9th Decile	30,000	30,000	30,000						17,000			30,000		30,000	17,000				30,000	30,000	
Postdoctoral	Total	8	0	3	2	2	0	1	0	0	0	0	1	7	1	0	0	0	0	6	2	
	Mean	31,103		28,100	34,760	38,500		18,000					29,301	31,832	26,000					32,217	27,760	
	Median	30,651		29,000	34,760	38,500		18,000					29,301	32,000	26,000					30,651	27,760	
	1st Decile	18,000		26,000	32,000	38,000		18,000					29,301	18,000	26,000					26,000	18,000	
	9th Decile	39,000		29,301	37,520	39,000		18,000					29,301	39,000	26,000					39,000	37,520	
Graduate in Training/Engineer in Training/Post graduate or Doctoral Student in Training	Total	145	96	46	2	1	0	0	0	0	0	0	16	0	130	15	0	0	0	97	48	
	Mean	30,644	30,305	30,894	29,000	55,000							28,108	30,716	30,025					30,694	30,544	
	Median	29,061	28,260	30,241	29,000	55,000							27,500	29,925	26,800					30,000	28,725	
	1st Decile	25,000	25,000	24,000	25,000	55,000							25,000		25,000	23,000				24,000	25,000	
	9th Decile	42,000	42,000	42,300	33,000	55,000							32,000		42,000	42,500				41,000	42,000	
Intern/Undergraduate Student Placement/Apprentice	Total	1	1	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	1	0	
	Mean	18,000	18,000										18,000			18,000				18,000		
	Median	18,000	18,000										18,000			18,000				18,000		
	1st Decile	18,000	18,000										18,000			18,000				18,000		
	9th Decile	18,000	18,000										18,000			18,000				18,000		
Consultant/Contractor	Total	28	1	12	6	0	2	1	3	1	1	1	0	6	15	7	0	0	0	23	5	
	Mean	58,429	110,000	41,054	71,333		52,550	100,000	75,753	48,000	100,000	25,000		58,517	41,843	93,894				60,092	50,780	
	Median	45,900	110,000	37,500	59,500		52,550	100,000	64,357	48,000	100,000	25,000		49,000	38,000	100,000				48,000	41,000	
	1st Decile	25,000	110,000	29,898	41,000		45,000	100,000	5,000	48,000	100,000	25,000		45,000	25,000	5,000				25,000	29,898	
	9th Decile	110,000	110,000	46,800	120,000		60,100	100,000	157,901	48,000	100,000	25,000		100,000	69,000	157,901				110,000	100,000	
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	5	0	1	0	2	0	0	0	1	1	0	0	0	2	3	0	0	0	3	2	
	Mean	45,020		30,000		43,750				55,600	52,000				43,750	45,867				48,200	40,250	
	Median	50,500		30,000		43,750				55,600	52,000				43,750	52,000				52,000	40,250	
	1st Decile	30,000		30,000		37,000				55,600	52,000				37,000	30,000				37,000	30,000	
	9th Decile	55,600		30,000		50,500				55,600	52,000				50,500	55,600				55,600	50,500	
Other	Total	2	0	1	0	1	0	0	0	0	0	0	0	0	1	0	0	1	0	1	1	
	Mean	23,150		20,000		26,300									26,300			20,000		20,000	26,300	
	Median	23,150		20,000		26,300									26,300			20,000		20,000	26,300	
	1st Decile	20,000		20,000		26,300									26,300			20,000		20,000	26,300	
	9th Decile	26,300		20,000		26,300									26,300			20,000		20,000	26,300	



Section A Classified by age, gender, 2017 graduation and highest qualification

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

	Total	Age Band										Graduate	Highest Qualification						Gender	
		Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	In 2017	Doctorate	Masters	Bachelors	Masters of Business Administration	Other post graduate	Non-graduate	Male	Female
Automotive/Transport	Total	9	2	2	1	1	0	1	0	0	1	0	3	5	1	0	0	0	6	3
	Median £	44,000	28,500	49,500	43,000	165,000	53,000	63,000			40,000		43,000	53,000	24,000				48,500	43,000
Biochemical Engineering	Total	13	1	4	4	1	2	1	0	0	0	0	2	8	3	0	0	0	8	5
	Median £	39,000	31,500	35,500	48,452	39,000	77,200	95,000					44,452	35,250	58,580				48,452	31,500
Chemical and Allied Products	Total	153	15	25	11	17	24	26	29	5	1	0	6	12	77	60	3	0	127	26
	Median £	56,000	30,500	41,000	45,000	55,000	63,500	66,846	72,000	115,000	100,000	30,000	53,250	46,200	65,856	75,500		31,728	56,000	48,500
Consultancy	Total	154	8	52	20	15	14	10	15	11	5	4	3	7	105	38	3	1	120	34
	Median £	46,400	27,000	35,250	49,450	51,250	69,000	109,000	81,500	60,000	57,000	27,500	49,000	40,000	64,679	85,000	175,000		52,875	36,750
Consumer Products	Total	13	1	2	1	2	2	1	2	2	0	0	3	5	5	0	0	0	12	1
	Median £	58,363	30,000	37,800	56,000	49,182	69,000	70,000	110,222	78,070			85,139	40,000	70,000				61,682	35,000
Contracting	Total	79	1	9	8	8	13	8	15	10	7	0	1	3	43	31	2	0	69	10
	Median £	72,000	27,500	40,000	47,700	72,750	86,000	73,500	82,000	86,648	135,000	27,500	69,000	60,000	92,000	158,000			72,000	71,000
Education/University	Total	47	1	6	8	9	3	2	8	7	3	0	2	38	6	3	0	0	35	12
	Median £	44,689	24,000	29,151	41,500	43,000	50,000	84,000	62,000	51,500	70,000	35,151	46,664	32,000	54,000				45,000	43,845
Finance, Insurance and Risk	Total	26	0	1	1	0	5	4	8	4	3	0	0	2	9	14	1	0	25	1
	Median £	120,000		37,000	80,500		185,000	120,500	115,000	124,000	162,000		253,902	85,000	150,000	100,000			120,000	117,300
Food and Drink	Total	71	13	21	6	5	9	6	6	4	0	1	3	8	43	19	1	0	55	16
	Median £	48,327	28,000	38,000	45,664	59,000	65,000	74,500	76,000	159,048		25,000	30,000	48,564	38,000	66,000	270,000		48,800	40,500
Fuel Cells Technology	Total	6	2	1	0	0	2	0	0	1	0	0	1	3	2	0	0	0	5	1
	Median £	46,500	28,750	33,000			66,500			160,000			75,000	33,000	109,000				58,000	33,000
Health, Safety and Environment	Total	17	0	1	3	3	1	0	3	3	0	0	2	6	7	1	1	0	13	4
	Median £	56,400		32,000	50,500	56,400	36,500		68,000	80,000	68,000		46,450	49,700	80,000	76,000	40,000		68,000	41,250
Industrial Gases	Total	48	2	9	6	4	6	8	6	5	2	0	1	3	28	15	2	0	39	9
	Median £	67,500	30,150	41,000	42,500	72,308	66,500	72,500	92,500	88,960	80,000	44,550	45,000	49,750	80,000	247,500			70,000	48,000
Iron, Steel and Other Metals	Total	11	2	1	2	1	1	1	2	1	0	0	0	3	6	2	0	0	9	2
	Median £	41,000	25,650	36,000	34,500	46,000	41,000	49,000	71,000	48,000			41,000	34,500	70,500				39,500	45,000
Manufacturing	Total	61	13	17	7	4	5	7	6	2	0	0	1	3	38	20	0	0	52	9
	Median £	40,000	28,000	34,000	40,000	48,350	67,700	62,000	48,250	140,000		30,000	52,000	37,000	47,050				41,000	39,246
Medicine/Medical equipment	Total	11	2	4	1	0	2	1	1	0	0	0	1	4	6	0	0	0	9	2
	Median £	33,000	29,500	32,425	31,000		63,500	85,000	60,372				31,000	32,750	56,186				33,000	42,250
Mining and minerals	Total	5	2	1	0	0	1	0	1	0	0	0	0	2	3	0	0	0	5	0
	Median £	51,300	27,250	51,300			52,500		66,000					27,250	52,500				51,300	
Non-governmental organisation/Industry Body/Trade Body	Total	2	0	1	0	0	0	0	1	0	0	0	0	1	1	0	0	0	2	0
	Median £	72,500		55,000					90,000					90,000	55,000				72,500	
Oil and Gas Exploration and Production	Total	277	24	69	47	36	31	28	19	17	4	2	3	17	179	77	2	1	221	56
	Median £	73,000	36,350	44,000	65,000	80,000	100,000	121,500	142,500	120,000	89,250	150,000	33,000	77,500	61,000	100,000	105,000	62,500	79,111	48,000
Oil Refining	Total	97	8	20	16	12	10	8	7	8	7	0	2	3	58	34	2	0	83	14
	Median £	65,580	40,250	42,750	54,000	80,367	84,000	85,100	110,000	107,000	77,000	75,000	38,100	75,500	51,250	87,500	95,000		69,000	50,683
Paper and Packaging	Total	8	1	1	0	0	1	1	2	1	1	0	0	0	2	6	0	0	6	2
	Median £	50,543	43,000	32,000			66,488	85,000	50,543	48,000	63,000			40,000	58,000				50,543	49,244
Petrochemicals	Total	76	4	16	15	8	5	9	10	8	1	0	5	43	27	1	0	0	67	9
	Median £	64,000	34,000	44,000	52,000	56,500	73,800	86,100	89,677	100,500	200,000		73,800	53,700	78,000	77,548			67,600	45,000
Pharmaceuticals and Personal Care Products	Total	148	18	32	12	25	21	12	10	12	6	0	4	25	80	39	2	1	113	35
	Median £	50,950	30,000	38,350	47,000	50,000	67,000	61,900	89,424	68,250	74,300	27,750	50,000	45,000	60,000	147,500	37,500	90,000	53,500	40,600
Plastics	Total	10	1	4	1	0	1	3	0	0	0	0	0	0	6	3	0	0	10	0
	Median £	48,440	24,000	36,500	46,880		125,000	72,000						43,440	54,000	125,000			48,440	
Power Generation - Fossil Fuels	Total	19	1	1	2	8	3	1	0	1	0	2	1	2	11	4	2	0	19	0
	Median £	61,000	29,061	35,500	54,250	61,185	101,000	90,000		61,000		80,850	29,061	80,850	59,370	62,000	180,500		61,000	
Power Generation - Nuclear Decommissioning	Total	77	11	19	9	10	6	9	4	8	0	1	1	7	48	22	0	0	64	13
	Median £	54,358	33,383	38,263	46,292	59,750	72,000	67,000	74,174	64,650		51,000	26,521	55,300	40,750	60,174			54,750	50,000
Power Generation - Nuclear Generation	Total	42	6	11	9	4	2	4	1	4	1	0	2	0	27	15	0	0	34	8
	Median £	42,000	29,375	35,983	42,000	62,500	46,000	74,500	125,000	72,250	140,000		26,521	38,890	69,700				45,300	40,875
Power Generation -Renewables	Total	22	4	4	4	1	4	1	4	0	0	0	1	2	13	7	0	0	20	2
	Median £	51,200	25,000	45,500	51,200	65,000	92,500	92,000	74,800			25,000	48,750	48,000	71,600				51,200	61,500
Process Automation, System and Control	Total	10	1	1	2	0	1	1	1	3	0	0	0	1	4	4	1	0	9	1
	Median £	76,065	28,000	53,000	58,500		107,000	65,000	92,500	88,000			53,000	70,000	76,065	107,000			87,130	28,000
Process Plant and Equipment	Total	33	2	9	2	2	4	5	3	3	3	0	0	2	19	12	0	0	30	3
	Median £	52,500	30,760	39,257	42,500	48,250	53,500	77,200	63,000	125,000	70,000		36,000	49,000	62,500				57,250	35,000
Public Sector (Including Defence, Government And Regulatory Authorities)	Total	35	2	7	1	4	5	5	4	4	2	1	0	4	18	13	0	0	25	10
	Median £	50,500	25,500	35,000	58,000	40,000	74,000	66,736	72,500	51,371	48,750	47,325	54,000	59,657	47,325				54,000	43,600
Surface Chemistry/Paints and Adhesives	Total	2	0	0	0	0	1	1	0	0	0	0	0	1	0	0	0	0	2	0
	Median £	77,000					44,000	110,000					44,000	110,000					77,000	
Waste Management	Total	24	8	6	2	2	2	1	3	0	0	0	1	5	12	6	1	0	21	3
	Median £	37,700	28,862	37,500	53,250	44,883	78,295	100,000	86,000			23,000	50,000	32,925	55,200	83,250			35,400	56,500
Water	Total	80	15	11	9	7	7	10	10	7	2	2	2	9	39	30	2	0	48	32
	Median £	42,000	27,640	28,750	38,600	55,000	45,000	55,500	56,000	65,000	52,468		45,000	35,000	56,500	47,000			51,000	36,750
Other	Total	16	2	3	2	0	3	1	2	1	2	0	1	2	7	3	1	1	11	5
	Median £	60,000	26,700	50,000	43,500		81,000	180,000	1,190,000	92,000	91,000	50,000	57,500	105,000	30,000	180,000	20,000	38,500	92,000	52,500



Section A Classified by age, gender, 2017 graduation and highest qualification

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

		Total	Age Band										Graduate	Highest Qualification						Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	In 2017	Doctorate	Masters	Bachelors	Masters of Business Administration	Other post graduate	Non-graduate	Male	Female
Academic Research and/or Teaching	Total	39	0	6	8	7	3	2	5	5	2	1	1	35	4	0	0	0	0	29	10
	Median £	45,000		29,151	45,664	43,000	50,000	84,000	64,000	51,500	85,000	80,000	29,301	48,327	32,100					49,904	43,845
Analysis/Intelligence Gathering	Total	38	8	15	3	2	3	3	2	1	1	0	1	3	28	6	0	1	0	30	8
	Median £	41,500	28,900	40,000	40,000	61,500	76,000	95,000	102,000	570,000	40,000		33,000	76,000	40,500	95,000		40,000		43,625	36,043
Asset Management	Total	36	9	7	3	3	10	3	1	0	0	0	0	1	22	9	2	0	2	31	5
	Median £	47,250	28,000	32,500	47,500	56,779	101,000	115,000	130,000					47,000	39,250	70,000	63,500		40,000	55,000	26,000
Business Systems/IT and Software	Total	14	2	1	1	0	1	0	6	3	0	0	0	2	6	6	0	0	0	11	3
	Median £	56,686	30,000	53,000	66,000		45,000		82,424	50,000				49,000	54,800	69,186				66,000	27,000
Certification/Validation/Quality Assurance	Total	14	0	6	0	3	2	0	2	1	0	0	0	1	8	4	0	0	1	8	6
	Median £	35,500		30,500		26,300	82,500		77,179	90,000				40,000	30,500	69,679			90,000	52,179	30,500
Construction and Installation	Total	35	3	9	4	2	6	5	5	1	0	0	0	2	18	13	2	0	0	28	7
	Median £	60,000	33,000	48,000	47,500	47,000	119,000	84,000	83,250	49,000				40,500	46,500	84,000	156,625			68,300	45,000
Design	Total	450	41	111	75	50	51	36	35	26	18	7	11	22	290	133	3	2	0	361	89
	Median £	50,650	29,000	37,450	48,000	59,775	68,000	71,000	86,500	78,820	80,500	65,000	27,500	61,500	44,250	66,400	50,000	50,000		55,000	41,000
Education and Training	Total	9	1	0	0	2	1	0	2	2	1	0	0	3	3	3	0	0	0	9	0
	Median £	39,000	24,000			38,500	83,000		49,000	96,000	54,000			39,000	38,000	54,000				39,000	
Finance/Financial Services/Procurement and Supply	Total	14	0	2	0	1	2	1	4	2	2	0	0	0	7	7	0	0	0	13	1
	Median £	132,500		53,500		85,690	159,000	115,000	103,132	161,000	180,000				62,000	150,000				150,000	56,264
Manufacture and Production	Total	192	32	45	16	17	19	23	24	16	0	0	4	16	99	70	7	0	0	167	25
	Median £	51,400	30,000	40,000	52,000	59,000	67,700	69,000	80,000	109,500			30,000	53,600	45,000	64,804	125,000			53,000	42,000
Marketing and Sales	Total	34	1	3	2	4	7	5	4	6	0	2	0	2	16	13	2	1	0	28	6
	Median £	69,875	26,520	32,100	56,000	54,500	83,608	92,000	90,500	95,200		52,175		48,500	60,000	92,000	79,500	20,000		75,742	61,465
Operations	Total	238	38	62	38	28	19	18	19	13	2	1	8	14	157	62	3	0	2	199	39
	Median £	56,350	31,165	45,275	54,500	68,500	90,000	103,500	106,000	80,000	97,000	49,000	27,261	53,650	52,000	73,500	77,548		26,864	60,000	42,000
Process Safety/Safety, Health and Environment	Total	160	6	30	12	20	18	24	31	12	6	1	5	10	91	56	2	1	0	124	36
	Median £	60,625	29,531	37,625	53,350	60,000	70,410	74,000	73,272	79,150	56,000	30,000	29,061	58,500	52,000	65,074	85,500	175,000		63,250	52,000
Project Management/General Administration/Management Services	Total	170	18	24	18	18	19	28	14	20	10	1	2	8	87	72	3	0	0	136	34
	Median £	65,000	29,200	39,058	50,825	57,000	80,000	76,607	95,000	97,450	82,500	81,700	30,000	54,625	53,000	80,000	100,000			69,850	52,000
Regulations/Regulatory Compliance	Total	35	0	7	3	5	2	5	4	7	1	1	0	1	16	18	0	0	0	23	12
	Median £	55,600		33,000	50,500	50,500	59,500	63,500	65,500	56,127	63,000	47,325		57,000	53,314	54,300				56,127	50,500
Research and Development	Total	137	11	33	16	21	25	9	9	8	5	0	3	49	58	30	0	0	0	105	32
	Median £	50,000	29,850	37,500	48,400	51,250	61,000	61,000	72,000	95,500	66,000		41,000	48,800	43,500	62,550				51,250	41,000
Risk Management	Total	44	0	6	6	2	5	6	9	6	4	0	0	3	20	18	3	0	0	37	7
	Median £	87,600		39,132	45,450	49,700	117,300	110,000	100,000	113,000	126,000			56,400	68,150	99,950	110,000			90,000	56,500
Other	Total	43	3	4	7	4	5	7	7	3	2	1	0	4	26	12	1	0	0	35	8
	Median £	75,000	41,000	37,690	53,500	75,250	89,900	100,440	98,000	105,000	90,000	150,000		84,750	68,500	75,000	180,000			76,147	61,750



Section A Classified by age, gender, 2017 graduation and highest qualification

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

		Total	Age Band										Graduate	Highest Qualification						Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	In 2017	Doctorate	Masters	Bachelors	Masters of Business Administration	Other post graduate	Non-graduate	Male	Female
UK National	Total	1527	167	329	155	161	183	160	174	130	54	14	32	138	861	495	23	5	5	1259	268
	Mean	70,125	31,403	41,936	54,662	66,864	88,740	89,984	103,293	110,238	90,758	68,590	29,989	64,638	61,083	84,745	133,100	67,000	44,746	74,426	49,922
	Median	56,400	30,000	39,000	51,000	59,000	75,000	75,000	85,000	86,648	80,000	57,675	29,651	53,600	47,016	70,096	100,000	40,000	31,728	60,100	44,894
	1st Decile	30,000	25,000	29,301	38,200	40,000	49,000	54,000	49,000	54,300	50,000	30,000	25,000	34,000	28,700	38,000	52,000	20,000	22,000	31,290	28,000
	9th Decile	120,000	41,000	56,000	76,147	100,000	140,000	149,500	150,000	175,000	160,000	150,000	39,000	100,000	102,432	140,000	270,000	175,000	90,000	128,000	77,000
EU National	Total	102	4	22	25	19	12	10	8	2	0	0	1	26	52	20	4	0	0	67	35
	Mean	78,579	32,046	37,531	51,367	58,350	65,150	102,521	339,438	72,900			41,000	54,691	96,992	59,873	88,000		91,408	54,019	
	Median	45,696	30,593	39,575	41,000	55,000	56,500	92,000	62,000	72,900			41,000	44,000	42,000	47,000	93,500		50,000	42,300	
	1st Decile	32,000	25,000	31,850	32,000	37,700	40,000	52,000	5,000	30,800			41,000	36,500	30,000	27,900	50,000		31,850	32,000	
	9th Decile	110,000	42,000	48,000	85,000	95,000	107,000	182,500	2,200,000	115,000			41,000	85,000	110,000	119,200	115,000		115,000	85,000	
Non-EU National	Total	73	2	20	32	9	3	5	1	0	0	1	2	12	43	17	1	0	0	48	25
	Mean	49,391	35,550	40,655	49,199	53,979	49,000	70,060	82,161			81,700	37,500	56,559	44,096	57,863	47,000		54,182	40,191	
	Median	44,000	35,550	38,750	44,500	47,000	43,000	69,900	82,161			81,700	37,500	50,625	41,000	44,000	47,000		46,900	38,500	
	1st Decile	32,004	35,100	30,695	33,000	29,000	43,000	42,900	82,161			81,700	25,000	37,075	29,500	33,000	47,000		33,000	29,500	
	9th Decile	81,700	36,000	50,000	80,000	120,000	61,000	95,000	82,161			81,700	50,000	82,161	57,400	108,000	47,000		86,500	53,000	



Section A Classified by age, gender, 2017 graduation and highest qualification

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

		Total	Age Band										Graduate	Highest Qualification						Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	In 2017	Doctorate	Masters	Bachelors	Masters of Business Administration	Other post graduate	Non-graduate	Male	Female
White English/Welsh/ Scottish/ Northern Irish/ British	Total	1322	146	267	139	128	162	146	157	120	47	10	27	107	738	449	20	4	4	1104	218
	Mean	71,456	31,557	42,575	55,087	68,895	87,379	90,098	103,739	111,838	91,636	69,091	29,095	67,558	61,980	85,389	131,965	78,750	50,432	75,565	50,651
	Median	58,790	30,000	39,000	51,406	60,000	75,000	75,000	84,354	86,898	81,000	58,000	28,000	56,000	49,050	71,000	97,500	51,250	43,364	62,000	45,000
	1st Decile	30,650	25,000	29,301	38,200	43,000	51,400	54,500	50,000	55,800	43,000	40,293	25,000	37,000	28,500	40,000	51,500	37,500	25,000	31,500	28,500
	9th Decile	120,000	42,000	57,000	76,900	102,432	134,100	125,000	150,000	175,000	160,000	121,500	36,200	104,000	105,000	140,000	285,000	175,000	90,000	125,000	80,000
White Irish	Total	36	1	8	9	4	2	2	5	4	0	1	0	4	13	18	1	0	0	29	7
	Mean	121,239	27,500	38,504	61,935	72,252	78,500	78,500	502,839	72,525		64,350		56,000	220,577	64,339	115,000			136,817	56,700
	Median	53,150	27,500	35,000	46,000	57,504	78,500	78,500	104,600	72,150		64,350		53,500	36,000	53,150	115,000			55,000	48,000
	1st Decile	30,000	27,500	31,850	29,500	45,600	72,000	47,000	5,000	30,800		64,350		32,000	29,500	30,800	115,000			29,500	32,000
	9th Decile	128,400	27,500	51,300	144,000	128,400	85,000	110,000	2,200,000	115,000		64,350		85,000	144,000	128,400	115,000			144,000	85,000
White Gypsy or Irish traveller	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																				
	Median																				
	1st Decile																				
	9th Decile																				
Other White Background	Total	117	1	25	24	22	13	11	11	5	2	3	1	32	61	20	4	0	0	82	35
	Mean	61,504	42,000	38,749	44,579	52,616	73,885	95,229	103,587	94,928	99,500	45,567	41,000	60,769	53,038	81,956	94,250			64,649	54,136
	Median	49,904	42,000	40,600	40,500	55,000	60,000	84,000	90,000	85,139	99,500	30,000	41,000	51,750	43,000	72,450	93,500			55,000	42,000
	1st Decile	33,600	42,000	32,000	34,000	37,700	40,000	57,000	60,000	51,500	70,000	25,000	41,000	37,070	32,500	34,500	50,000			35,000	33,000
	9th Decile	107,000	42,000	46,000	57,216	71,500	132,000	115,000	160,000	170,000	129,000	81,700	41,000	85,139	83,000	160,000	140,000			115,000	75,500
White and Black Caribbean	Total	2	0	0	2	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	1
	Mean	32,000			32,000									42,000					22,000	42,000	22,000
	Median	32,000			32,000									42,000					22,000	42,000	22,000
	1st Decile	22,000			22,000									42,000					22,000	42,000	22,000
	9th Decile	42,000			42,000									42,000					22,000	42,000	22,000
White and Black African	Total	3	0	1	0	0	1	0	1	0	0	0	0	1	2	0	0	0	0	3	0
	Mean	178,667		45,000			450,000		41,000					41,000	247,500					178,667	
	Median	45,000		45,000			450,000		41,000					41,000	247,500					45,000	
	1st Decile	41,000		45,000			450,000		41,000					41,000	45,000					41,000	
	9th Decile	450,000		45,000			450,000		41,000					41,000	450,000					450,000	
White and Asian	Total	9	1	1	1	4	1	0	1	0	0	0	0	0	8	1	0	0	0	6	3
	Mean	79,920	26,500	38,837	120,000	78,985	150,000		68,000						81,410	68,000				87,013	65,733
	Median	68,000	26,500	38,837	120,000	72,620	150,000		68,000						72,620	68,000				76,845	50,700
	1st Decile	26,500	26,500	38,837	120,000	50,700	150,000		68,000						26,500	68,000				38,837	26,500
	9th Decile	150,000	26,500	38,837	120,000	150,000		68,000							150,000	68,000				150,000	120,000
Any Other Mixed or Multiple Ethnic Background	Total	15	1	6	2	1	2	1	1	0	1	0	0	7	6	1	0	1	0	11	4
	Mean	44,537	34,685	35,933	35,500	37,075	48,345	56,000	94,000		63,000			49,582	39,662	63,000		20,000		44,753	43,941
	Median	39,600	34,685	35,800	35,500	37,075	48,345	56,000	94,000		63,000			45,000	38,800	63,000		20,000		39,600	41,345
	1st Decile	31,000	34,685	20,000	33,000	37,075	44,689	56,000	94,000		63,000			31,000	33,000	63,000		20,000		31,000	37,075
	9th Decile	63,000	34,685	48,000	38,000	37,075	52,000	56,000	94,000		63,000			94,000	48,000	63,000		20,000		63,000	56,000
Asian/Asian British Indian	Total	59	8	27	4	5	4	2	3	2	3	1	3	4	39	16	0	0	0	46	13
	Mean	49,688	30,988	38,641	55,478	46,200	63,500	52,500	91,000	70,750	88,000	150,000	40,000	47,001	43,236	66,088				52,899	38,330
	Median	41,000	29,900	37,500	48,900	50,000	60,000	52,500	100,000	70,750	52,000	150,000	40,000	50,000	40,000	52,000				45,250	36,500
	1st Decile	26,500	24,000	26,500	45,000	34,000	52,000	49,000	70,000	49,000	52,000	150,000	30,000	32,004	30,000	24,000				32,004	24,000
	9th Decile	82,000	40,000	50,000	79,111	56,000	82,000	56,000	103,000	92,500	160,000	150,000	50,000	56,000	65,000	150,000				92,500	55,000



Section A Classified by age, gender, 2017 graduation and highest qualification

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

		Total	Age Band										Graduate	Highest Qualification						Gender	
			Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	In 2017	Doctorate	Masters	Bachelors	Masters of Business Administration	Other post graduate	Non-graduate	Male	Female
Asian/Asian British Pakistani	Total	29	7	13	3	1	1	3	1	0	0	0	2	1	20	7	1	0	23	6	
	Mean	52,451	28,257	33,753	68,667	50,000	49,000	160,500	98,000				30,000	32,500	45,389	50,114	230,000		57,661	32,481	
	Median	33,000	27,000	33,000	52,000	50,000	49,000	178,000	98,000				30,000	32,500	36,000	33,000	230,000		36,000	29,324	
	1st Decile	26,800	26,000	28,750	46,000	50,000	49,000	73,500	98,000				30,000	32,500	27,875	26,000	230,000		27,000	26,000	
	9th Decile	108,000	31,000	39,000	108,000	50,000	49,000	230,000	98,000				30,000	32,500	62,750	108,000	230,000		108,000	46,000	
Asian/Asian British Bangladeshi	Total	6	1	2	0	1	1	1	0	0	0	1	0	5	1	0	0	6	0		
	Mean	52,012	36,000	69,250		39,070	42,500	56,000				39,070		51,214	56,000			52,012			
	Median	40,785	36,000	69,250		39,070	42,500	56,000				39,070		39,070	56,000			40,785			
	1st Decile	36,000	36,000	38,500		39,070	42,500	56,000				39,070		36,000	56,000			36,000			
	9th Decile	100,000	36,000	100,000		39,070	42,500	56,000				39,070		100,000	56,000			100,000			
Asian/Asian British Chinese	Total	20	0	7	5	4	0	3	1	0	0	0	2	17	1	0	0	11	9		
	Mean	64,541		39,824	63,400	80,938		79,767	132,000				91,500	58,107	120,000			73,937	53,058		
	Median	50,500		30,000	70,000	49,067		77,000	132,000				91,500	47,133	120,000			52,000	50,000		
	1st Decile	28,260		20,000	45,000	45,619		42,300	132,000				51,000	27,020	120,000			42,300	20,000		
	9th Decile	126,000		82,250	80,000	180,000		120,000	132,000				132,000	82,250	120,000			132,000	120,000		
Any Other Asian background	Total	18	0	2	7	3	6	0	0	0	0	0	4	8	6	0	0	13	5		
	Mean	61,533		36,500	49,011	43,933	93,285						49,572	40,663	97,333			68,343	43,825		
	Median	44,250		36,500	42,000	44,000	49,356						49,356	42,500	72,250			44,500	42,000		
	1st Decile	28,500		28,500	20,000	36,000	43,000						48,327	20,000	28,500			28,500	36,000		
	9th Decile	185,000		44,500	100,000	51,800	190,000						51,250	51,800	190,000			185,000	51,800		
Black African	Total	32	3	6	7	12	3	1	0	0	0	0	8	19	4	1	0	20	12		
	Mean	49,663	33,167	38,192	46,357	59,314	55,433	58,000					45,383	49,008	62,000	47,000		54,388	41,788		
	Median	43,150	32,500	36,750	48,000	47,500	44,000	58,000					43,150	41,000	48,000	47,000		45,500	41,500		
	1st Decile	32,000	27,500	32,000	25,000	32,765	42,300	58,000					32,765	27,500	32,000	47,000		32,383	28,000		
	9th Decile	75,000	39,500	49,500	75,000	120,000	80,000	58,000					65,000	80,000	120,000	47,000		100,000	53,000		
Black Caribbean	Total	4	1	0	2	0	0	1	0	0	0	1	0	3	1	0	0	2	2		
	Mean	42,831	30,000		49,500			42,324				30,000		43,000	42,324			54,162	31,500		
	Median	37,662	30,000		49,500			42,324				30,000		33,000	42,324			54,162	31,500		
	1st Decile	30,000	30,000		33,000			42,324				30,000		30,000	42,324			42,324	30,000		
	9th Decile	66,000	30,000		66,000			42,324				30,000		66,000	42,324			66,000	33,000		
Any Other Black/African/Caribbean Background	Total	2	1	0	1	0	0	0	0	0	0	0	1	1	0	0	0	1	1		
	Mean	36,260	35,000		37,520								37,520	35,000				35,000	37,520		
	Median	36,260	35,000		37,520								37,520	35,000				35,000	37,520		
	1st Decile	35,000	35,000		37,520								37,520	35,000				35,000	37,520		
	9th Decile	37,520	35,000		37,520								37,520	35,000				35,000	37,520		
Arab	Total	7	1	3	1	1	0	0	1	0	0	0	1	4	1	1	0	4	3		
	Mean	42,357	33,000	43,167	40,000	52,000			42,000				42,000	40,625	40,000	52,000		42,750	41,833		
	Median	40,000	33,000	40,000	40,000	52,000			42,000				42,000	38,500	40,000	52,000		41,000	40,000		
	1st Decile	33,000	33,000	37,000	40,000	52,000			42,000				42,000	33,000	40,000	52,000		37,000	33,000		
	9th Decile	52,500	33,000	52,500	40,000	52,000			42,000				42,000	52,500	40,000	52,000		52,000	52,500		
Any Other Ethnic Group	Total	21	1	3	5	3	2	4	1	1	0	0	3	12	6	0	0	12	9		
	Mean	66,458	26,500	53,703	40,534	67,367	63,614	94,000	82,000	150,000	68,000		49,667	73,609	60,550			80,576	47,633		
	Median	47,000	26,500	40,000	38,600	60,500	63,614	80,000	82,000	150,000	68,000		36,000	46,800	62,750			74,555	40,000		
	1st Decile	36,000	26,500	40,000	38,070	46,600	36,000	18,000	82,000	150,000	68,000		18,000	38,500	38,070			38,070	18,000		
	9th Decile	95,000	26,500	81,110	47,000	95,000	91,228	198,000	82,000	150,000	68,000		95,000	150,000	91,228			150,000	95,000		

Section B



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





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

SECTION B / TABLE 1: EMPLOYMENT STATUS

		Total	Member Grade			Level of Responsibility												Gender		Employment status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time
Total	Total	1702	911	733	58	38	180	424	389	385	6	9	160	2	92	15	2	1374	328	1643	59
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Full time	Total	1643	864	723	56	37	177	399	374	383	5	8	160	1	83	14	2	1345	298	1643	0
	%	97%	95%	99%	97%	97%	98%	94%	96%	99%	83%	89%	100%	50%	90%	93%	100%	98%	91%	100%	0%
Part time	Total	59	47	10	2	1	3	25	15	2	1	1	0	1	9	1	0	29	30	0	59
	%	3%	5%	1%	3%	3%	2%	6%	4%	1%	17%	11%	0%	50%	10%	7%	0%	2%	9%	0%	100%



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

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

	Total	Member Grade			Level of Responsibility												Gender		Employment status	
		Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time
Total	1702	911	733	58	38	180	424	389	385	6	9	160	2	92	15	2	1374	328	1643	59
<=€16K	5	2	3	0	0	0	2	0	0	0	0	2	0	1	0	0	4	1	4	1
>=€16K and <€18K	3	0	3	0	0	0	0	0	0	1	0	2	0	0	0	0	3	0	2	1
>=€18K and <€19K	3	0	3	0	0	0	0	0	0	0	1	1	1	0	0	0	2	1	2	1
>=€19K and <€20K	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=€20K and <€21K	3	0	1	2	0	0	1	0	0	0	0	1	0	0	0	1	2	1	3	0
>=€21K and <€22K	2	0	1	1	0	0	0	0	0	1	0	1	0	0	0	0	2	0	2	0
>=€22K and <€23K	5	0	4	1	0	0	1	0	2	0	0	1	0	1	0	0	4	1	4	1
>=€23K and <€24K	2	0	2	0	0	0	0	0	1	0	0	1	0	0	0	0	2	0	2	0
>=€24K and <€25K	9	1	6	2	0	0	1	1	1	0	0	6	0	0	0	0	6	3	8	1
>=€25K and <€26K	18	0	13	5	0	0	0	0	3	0	0	12	1	2	0	0	15	3	16	2
>=€26K and <€27K	27	0	25	2	0	0	1	0	6	0	1	18	0	0	0	1	14	13	27	0
>=€27K and <€28K	22	1	19	2	0	0	1	0	4	0	0	17	0	0	0	0	15	7	21	1
>=€28K and <€29K	20	0	18	2	0	0	0	0	3	1	0	16	0	0	0	0	12	8	20	0
>=€29K and <€30K	26	1	21	4	0	0	2	1	14	0	2	6	0	1	0	0	19	7	26	0
>=€30K and <€31K	35	3	29	3	0	0	0	2	12	2	0	16	0	2	1	0	23	12	34	1
>=€31K and <€32K	26	0	23	3	0	0	1	2	16	1	0	6	0	0	0	0	20	6	26	0
>=€32K and <€33K	31	1	29	1	0	0	1	0	21	0	2	7	0	0	0	0	24	7	31	0
>=€33K and <€34K	28	1	27	0	0	0	3	2	17	0	0	6	0	0	0	0	20	8	27	1
>=€34K and <€35K	26	2	24	0	0	0	0	2	20	0	0	4	0	0	0	0	17	9	25	1
>=€35K and <€36K	31	3	26	2	0	0	1	2	23	0	0	3	0	2	0	0	23	8	30	1
>=€36K and <€37K	26	4	21	1	0	0	0	3	15	0	0	6	0	2	0	0	21	5	26	0
>=€37K and <€38K	30	6	24	0	0	0	0	4	18	0	1	2	0	4	1	0	19	11	28	2
>=€38K and <€39K	29	6	22	1	0	0	1	9	15	0	1	2	0	1	0	0	21	8	28	1
>=€39K and <€40K	29	6	23	0	0	0	0	4	23	0	1	1	0	0	0	0	24	5	28	1
>=€40K and <€45K	157	50	101	6	1	1	17	46	67	0	0	17	0	7	1	0	107	50	146	11
>=€45K and <€50K	124	50	71	3	0	1	19	47	42	0	0	5	0	7	3	0	89	35	120	4
>=€50K and <€55K	116	68	45	3	0	2	27	62	20	0	0	0	0	2	3	0	94	22	113	3
>=€55K and <€60K	106	68	35	3	0	6	42	35	19	0	0	1	0	2	1	0	83	23	97	9
>=€60K and <€65K	107	80	25	2	1	6	49	38	4	0	0	0	0	8	1	0	90	17	99	8
>=€65K and <€70K	90	67	21	2	0	7	40	33	4	0	0	0	0	5	1	0	80	10	90	0
>=€70K and <€75K	70	66	4	0	0	9	37	17	4	0	0	0	0	1	2	0	60	10	68	2
>=€75K and <€80K	62	54	7	1	0	11	29	16	2	0	0	0	0	4	0	0	54	8	62	0
>=€80K and <€85K	68	56	11	1	2	13	28	17	3	0	0	0	0	5	0	0	63	5	67	1
>=€85K and <€90K	44	40	4	0	1	9	17	12	1	0	0	0	0	3	1	0	39	5	44	0
>=€90K and <€95K	37	33	4	0	2	14	9	6	2	0	0	0	0	4	0	0	36	1	37	0
>=€95K and <€100K	27	21	6	0	0	11	10	5	0	0	0	0	0	1	0	0	25	2	27	0
>=€100K and <€105K	34	27	7	0	0	11	12	5	0	0	0	0	0	6	0	0	30	4	32	2
>=€105K and <€110K	17	13	2	2	1	5	9	1	0	0	0	0	0	1	0	0	15	2	16	1
>=€110K and <€115K	26	20	4	2	0	10	8	3	2	0	0	0	0	3	0	0	25	1	26	0
>=€115K and <€120K	11	10	1	0	1	3	4	2	0	0	0	0	0	1	0	0	10	1	11	0
>=€120K and <€125K	26	20	5	0	0	5	14	4	0	0	0	0	0	3	0	0	24	2	26	0
>=€125K and <€130K	10	9	1	0	2	3	3	1	0	0	0	0	0	1	0	0	9	1	9	1
>=€130K and <€135K	15	13	2	0	4	3	5	0	1	0	0	0	0	2	0	0	14	1	15	0
>=€135K and <€140K	5	5	0	0	0	4	1	0	0	0	0	0	0	0	0	0	4	1	5	0
>=€140K and <€145K	11	10	1	0	1	2	4	2	0	0	0	0	0	2	0	0	10	1	11	0
>=€145K and <€150K	7	6	1	0	0	6	1	0	0	0	0	0	0	0	0	0	7	0	7	0
>=€150K and <€200K	63	59	4	0	11	24	18	4	0	0	0	0	0	6	0	0	62	1	62	1
>=€200K and <€250K	10	9	1	0	3	5	2	0	0	0	0	0	0	0	0	0	10	0	10	0
>=€250K	23	20	3	0	8	9	3	1	0	0	0	0	0	2	0	0	22	1	23	0
Total	1,702	911	733	57	38	180	424	389	385	6	9	160	2	92	15	2	1,374	328	1,643	59
Mean	69,742	89,685	46,941	44,668	194,748	123,596	78,969	66,429	41,251	26,288	31,203	30,600	21,500	82,600	55,039	23,150	74,547	49,618	70,370	52,258
Median	55,000	72,000	39,915	35,050	158,000	99,450	70,000	55,000	39,000	29,000	32,000	29,000	21,500	68,500	50,500	23,150	60,000	43,000	55,000	46,500
1st Decile	30,229	45,000	27,500	24,000	82,161	65,000	47,000	40,000	30,000	17,000	18,000	25,000	18,000	36,000	37,000	20,000	31,630	28,000	30,500	25,000
9th Decile	117,170	145,000	66,488	83,608	400,000	180,000	120,000	86,200	55,000	31,728	39,000	41,500	25,000	144,000	70,500	26,300	125,000	75,637	120,000	80,000



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

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

SECTION 5/ TABLE 5: BENEFITS IN KIND FOR SHARED EMPLOYEES	Total	Member Grade			Level of Responsibility													Gender		Employment status	
		Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time	
Defined Benefit Pension/Company Final Salary Scheme	Total	1702	911	733	58	38	180	424	389	385	6	9	160	2	92	15	2	1374	328	1643	59
	Total	441	252	171	18	7	44	134	115	88	2	4	29	0	7	10	1	346	95	426	15
	%	26%	28%	23%	31%	18%	24%	32%	30%	23%	33%	44%	18%	0%	8%	67%	50%	25%	29%	26%	25%
Defined Contribution Pension/Company Money Purchase Scheme	Total	1131	583	516	32	22	121	275	247	280	3	4	126	0	48	5	0	913	218	1101	30
	%	66%	64%	70%	55%	58%	67%	65%	63%	73%	50%	44%	79%	0%	52%	33%	0%	66%	66%	67%	51%
	Total	40	23	15	2	6	7	6	4	8	1	1	0	0	6	0	1	34	6	39	1
Non-contributory Pension	%	2%	3%	2%	3%	16%	4%	1%	1%	2%	17%	11%	0%	0%	7%	0%	50%	2%	2%	2%	2%
	Total	90	53	31	6	3	8	9	23	9	0	0	5	2	31	0	0	81	9	77	13
	%	5%	6%	4%	10%	8%	4%	2%	6%	2%	0%	0%	3%	100%	34%	0%	0%	6%	3%	5%	22%
Health Insurance	Total	1060	646	388	26	31	156	312	236	207	1	0	75	0	38	4	0	862	198	1036	24
	%	62%	71%	53%	45%	82%	87%	74%	61%	54%	17%	0%	47%	0%	41%	27%	0%	63%	60%	63%	41%
	Total	236	125	103	8	7	34	62	45	56	1	0	25	0	5	1	0	189	47	230	6
Dental Insurance	%	14%	14%	14%	14%	18%	19%	15%	12%	15%	17%	0%	16%	0%	5%	7%	0%	14%	14%	14%	10%
	Total	496	378	112	6	26	119	189	91	32	0	0	15	0	15	9	0	431	65	478	18
	%	29%	41%	15%	10%	68%	66%	45%	23%	8%	0%	0%	9%	0%	16%	60%	0%	31%	20%	29%	31%
Company Share Scheme	Total	495	294	193	8	11	71	146	111	103	2	0	39	0	10	2	0	408	87	482	13
	%	29%	32%	26%	14%	29%	39%	34%	29%	27%	33%	0%	24%	0%	11%	13%	0%	30%	27%	29%	22%
	Total	611	374	222	15	30	96	176	132	107	1	0	40	0	27	2	0	518	93	596	15
Life Insurance	%	36%	41%	30%	26%	79%	53%	42%	34%	28%	17%	0%	25%	0%	29%	13%	0%	38%	28%	36%	25%
	Total	69	37	28	4	3	12	20	10	15	0	0	7	0	2	0	0	62	7	69	0
	%	4%	4%	4%	7%	8%	7%	5%	3%	4%	0%	0%	4%	0%	2%	0%	0%	5%	2%	4%	0%
iChemE Membership Fees	Total	1297	748	528	21	29	145	348	312	277	1	2	111	0	59	12	1	1038	259	1256	41
	%	76%	82%	72%	36%	76%	81%	82%	80%	72%	17%	22%	69%	0%	64%	80%	50%	76%	79%	76%	69%
	Total	250	146	95	9	13	34	67	49	38	0	0	20	0	28	1	0	210	40	240	10
Other Professional Membership Fees	%	15%	16%	13%	16%	34%	19%	16%	13%	10%	0%	0%	13%	0%	30%	7%	0%	15%	12%	15%	17%
	Total	166	98	62	6	1	19	50	37	40	0	0	11	0	6	2	0	126	40	159	7
	%	10%	11%	8%	10%	3%	11%	12%	10%	10%	0%	0%	7%	0%	7%	13%	0%	9%	12%	10%	12%
Flexible Working	Total	613	333	264	16	6	71	165	146	127	0	5	61	0	22	9	1	472	141	576	37
	%	36%	37%	36%	28%	16%	39%	39%	38%	33%	0%	56%	38%	0%	24%	60%	50%	34%	43%	35%	63%
	Total	559	279	269	11	6	62	140	121	140	1	5	66	0	10	7	1	443	116	546	13
Discount Schemes	%	33%	31%	37%	19%	16%	34%	33%	31%	36%	17%	56%	41%	0%	11%	47%	50%	32%	35%	33%	22%
	Total	185	107	73	5	2	20	60	45	36	0	0	14	0	4	3	1	127	58	176	9
	%	11%	12%	10%	9%	5%	11%	14%	12%	9%	0%	0%	9%	0%	4%	20%	50%	9%	18%	11%	15%
Enhanced Maternity/Paternity Packages	Total	1006	585	399	22	27	136	294	208	215	3	0	84	0	36	3	0	832	174	981	25
	%	59%	64%	54%	38%	71%	76%	69%	53%	56%	50%	0%	53%	0%	39%	20%	0%	61%	53%	60%	42%
	Total	43	20	19	4	0	5	11	8	7	1	0	8	0	3	0	0	37	6	43	0
Bonus Scheme or Performance-related Pay	%	3%	2%	3%	7%	0%	3%	3%	2%	2%	17%	0%	5%	0%	3%	0%	0%	3%	2%	3%	0%
	Total	43	20	19	4	0	5	11	8	7	1	0	8	0	3	0	0	37	6	43	0
	%	3%	2%	3%	7%	0%	3%	3%	2%	2%	17%	0%	5%	0%	3%	0%	0%	3%	2%	3%	0%
Other	Total	43	20	19	4	0	5	11	8	7	1	0	8	0	3	0	0	37	6	43	0
	%	3%	2%	3%	7%	0%	3%	3%	2%	2%	17%	0%	5%	0%	3%	0%	0%	3%	2%	3%	0%
	Total	43	20	19	4	0	5	11	8	7	1	0	8	0	3	0	0	37	6	43	0



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

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

		Total	Member Grade			Level of Responsibility														Gender		Employment status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time		
Chartered Members	Total	911	911	0	0																		
	Mean	89,685	89,685			191,683	127,735	84,159	72,770	52,808	0	32,004	0	0	57	10	0	786	125	864	47		
	Median	72,000	72,000			160,000	102,600	73,000	60,000	48,000		32,004			80,000	55,907		75,000	57,500	73,400	54,000		
	1st Decile	45,000	45,000			90,000	70,000	53,000	43,000	37,000		32,004			40,000	45,705		47,000	40,600	46,000	34,500		
	9th Decile	145,000	145,000			350,000	180,000	129,000	90,078	77,500		32,004			150,000	80,200		150,000	100,000	150,000	100,000		
Non-Chartered Members	Total	791	0	733	58	7	31	97	119	319	6	8	160	2	35	5	2	588	203	779	12		
	Mean	46,775		46,941	44,668	208,321	103,704	61,474	52,043	38,860	26,288	31,103	30,600	21,500	61,614	45,020	23,150	49,017	40,279	46,986	33,067		
	Median	39,891		39,915	35,050	130,000	90,000	58,000	48,900	37,440	29,000	30,651	29,000	21,500	48,000	50,500	23,150	40,000	37,500	39,900	31,500		
	1st Decile	27,000		27,500	24,000	40,000	59,500	33,850	38,000	29,900	17,000	18,000	25,000	18,000	25,000	30,000	20,000	27,000	26,800	27,250	17,000		
	9th Decile	66,980		66,488	83,608	650,000	120,000	90,000	66,980	49,500	31,728	39,000	41,500	25,000	110,000	55,600	26,300	77,200	58,000	68,000	58,000		
Male	Total	1374	786	545	43	38	169	352	314	290	4	7	108	2	79	10	1	1374	0	1345	29		
	Mean	74,547	93,645	49,348	44,832	194,748	125,451	82,201	69,418	41,967	24,932	32,186	30,715	21,500	84,304	55,769	20,000	74,547		74,923	57,083		
	Median	60,000	75,000	40,000	36,200	158,000	100,000	72,000	57,000	39,000	25,500	32,000	29,456	21,500	70,000	53,800	20,000	60,000		60,000	45,000		
	1st Decile	31,630	47,000	27,500	25,000	82,161	65,500	50,500	41,000	30,000	17,000	26,000	24,000	18,000	35,500	40,705	20,000	31,630		31,700	25,000		
	9th Decile	125,000	150,000	77,200	75,000	400,000	180,000	123,000	89,200	57,000	31,728	39,000	41,000	25,000	144,594	70,250	20,000	125,000		125,000	105,000		
Female	Total	328	125	188	15	0	11	72	75	95	2	2	52	0	13	5	1	0	328	298	30		
	Mean	49,618	64,783	39,966	44,197		95,100	63,167	53,915	39,063	29,000	27,760	30,363		72,246	53,580	26,300		49,618	49,821	47,594		
	Median	43,000	57,500	37,510	31,152		74,000	59,250	50,750	38,183	29,000	27,760	28,725		56,000	50,500	26,300		43,000	42,709	46,750		
	1st Decile	28,000	40,600	26,800	22,000		62,000	38,000	37,700	31,700	28,000	18,000	25,000		37,000	30,000	26,300		28,000	28,000	25,700		
	9th Decile	75,637	100,000	57,000	83,608		130,000	90,000	75,000	48,000	30,000	37,520	42,000		117,300	89,900	26,300		75,637	78,000	61,170		



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

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

		Total	Member Grade				Level of Responsibility											Gender		Employment status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time
Doctorate	Total	176	96	74	6	3	17	46	49	41	0	8	0	0	12	0	0	136	40	167	9
	Mean	62,618	74,904	47,432	53,333	138,054	106,926	69,398	53,839	42,427		31,853			80,342			66,937	47,935	63,357	48,911
	Median	52,000	61,500	43,775	54,000	132,000	97,000	61,500	51,250	42,000		32,002			58,050			56,000	43,899	53,000	44,798
	1st Decile	34,500	40,000	32,000	43,000	82,161	50,000	46,500	37,700	32,000		18,000			45,000			36,000	33,750	36,000	18,000
	9th Decile	98,000	132,000	65,000	65,000	200,000	170,000	100,000	76,000	53,000		39,000			100,000			100,000	64,500	98,000	100,000
Masters	Total	956	424	497	35	13	72	184	215	278	4	1	142	0	39	7	1	737	219	932	24
	Mean	62,272	88,012	41,870	40,152	167,327	132,571	76,546	67,445	40,712	27,250	26,000	30,694		75,892	61,288	26,300	66,874	46,784	62,602	49,448
	Median	46,550	67,250	37,500	30,000	140,000	101,000	66,688	52,750	38,200	29,000	26,000	29,456		45,000	61,314	26,300	50,000	41,000	46,800	44,340
	1st Decile	29,000	43,000	27,000	24,000	86,000	62,000	43,680	40,000	30,000	21,000	26,000	25,000		35,000	37,000	26,300	30,000	27,500	29,000	27,000
	9th Decile	101,000	130,000	58,572	66,376	181,250	180,000	121,300	82,000	55,004	30,000	26,000	41,000		132,000	89,900	26,300	110,000	74,000	101,000	70,000
Bachelors	Total	532	364	155	13	17	76	187	122	62	1	0	18	1	40	8	0	465	67	510	22
	Mean	82,951	92,716	62,590	52,283	212,118	119,957	83,810	69,488	42,784	17,000		29,860	18,000	90,882	49,572		86,189	60,476	84,197	54,059
	Median	69,500	78,725	48,415	44,500	160,000	100,000	72,500	64,675	40,000	17,000		27,400	18,000	88,565	48,534		72,000	57,000	70,000	56,632
	1st Decile	35,983	54,000	29,000	25,000	62,000	70,000	53,000	44,000	29,580	17,000		23,000	18,000	55,000	30,000		36,000	33,000	35,992	30,000
	9th Decile	140,000	150,000	103,000	109,500	450,000	185,000	120,000	101,400	55,000	17,000		42,500	18,000	150,000	70,500		145,000	90,000	140,000	80,000
Masters of Business Administration	Total	28	25	2	1	5	12	5	3	3	0	0	0	0	0	0	0	28	0	27	1
	Mean	123,582	129,252	61,000	107,000	241,000	120,646	89,800	74,849	44,667								123,582		121,493	180,000
	Median	97,500	100,000	61,000	107,000	230,000	97,500	80,000	77,548	42,000								97,500		95,000	180,000
	1st Decile	47,000	50,000	42,000	107,000	125,000	76,000	52,000	47,000	42,000								47,000		47,000	180,000
	9th Decile	270,000	270,000	80,000	107,000	400,000	215,000	140,000	100,000	50,000								270,000		270,000	180,000
Other post graduate	Total	5	2	3	0	0	1	1	0	1	0	0	0	0	1	0	1	4	1	4	1
	Mean	67,000	107,500	40,000			175,000	62,500		37,500					40,000		20,000	74,375	37,500	73,750	40,000
	Median	40,000	107,500	37,500			175,000	62,500		37,500					40,000		20,000	51,250	37,500	50,000	40,000
	1st Decile	20,000	40,000	20,000			175,000	62,500		37,500					40,000		20,000	20,000	37,500	20,000	40,000
	9th Decile	175,000	175,000	62,500			175,000	62,500		37,500					40,000		20,000	175,000	37,500	175,000	40,000
Non-graduate	Total	5	0	2	3	0	2	1	0	0	1	0	0	1	0	0	0	4	1	3	2
	Mean	44,746		72,500	26,243		72,500	22,000			31,728			25,000				50,432	22,000	58,909	23,500
	Median	31,728		72,500	25,000		72,500	22,000			31,728			25,000				43,364	22,000	55,000	23,500
	1st Decile	22,000		55,000	22,000		55,000	22,000			31,728			25,000				25,000	22,000	31,728	22,000
	9th Decile	90,000		90,000	31,728		90,000	22,000			31,728			25,000				90,000	22,000	90,000	25,000



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

POSITIONS / TABLE C: SALARY OR SELF-EMPLOYED EARNINGS BY LEVEL OF RESPONSIBILITY - CHARTERED MEMBERS OF FELLOWS		Total	Member Grade			Level of Responsibility													Gender		Employment status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time	
Chairman/Managing Director/Chief Executive/Vice Chancellor/Vice President	Total	31	31	0	0	31	0	0	0	0	0	0	0	0	0	0	0	31	0	30	1	
	Mean	191,683	191,683			191,683												191,683		192,072	180,000	
	Median	160,000	160,000			160,000												160,000		158,000	180,000	
	1st Decile	90,000	90,000			90,000												90,000		88,000	180,000	
	9th Decile	350,000	350,000			350,000												350,000		375,000	180,000	
Senior Manager/Director/Dean/Head of Department	Total	149	149	0	0	0	149	0	0	0	0	0	0	0	0	0	0	140	9	146	3	
	Mean	127,735	127,735				127,735											129,492	100,400	128,997	66,333	
	Median	102,600	102,600				102,600											104,000	74,000	104,000	59,000	
	1st Decile	70,000	70,000				70,000											73,000	59,000	72,000	40,000	
	9th Decile	180,000	180,000				180,000											180,000	250,000	180,000	100,000	
Manager/Site Manager/Project Manager/Associate Professor/Professor/Principal Engineer	Total	327	327	0	0	0	0	327	0	0	0	0	0	0	0	0	0	278	49	305	22	
	Mean	84,159	84,159					84,159										87,371	65,934	86,115	57,040	
	Median	73,000	73,000					73,000										75,000	60,000	74,500	56,700	
	1st Decile	53,000	53,000					53,000										55,000	43,330	55,000	40,200	
	9th Decile	129,000	129,000					129,000										132,000	104,647	130,000	70,000	
Senior Engineer/Senior Lecturer	Total	270	270	0	0	0	0	0	270	0	0	0	0	0	0	0	0	225	45	258	12	
	Mean	72,770	72,770						72,770									75,380	59,719	73,980	46,763	
	Median	60,000	60,000						60,000									60,250	54,748	60,129	44,946	
	1st Decile	43,000	43,000						43,000									43,700	41,000	43,700	30,000	
	9th Decile	90,078	90,078						90,078									92,000	84,000	92,000	60,437	
Engineer/Supervised Team Member/Lecturer	Total	66	66	0	0	0	0	0	66	0	0	0	0	0	0	0	0	53	13	65	1	
	Mean	52,808	52,808						52,808									55,016	43,806	52,753	56,400	
	Median	48,000	48,000						48,000									50,000	42,000	48,000	56,400	
	1st Decile	37,000	37,000						37,000									37,000	38,000	37,000	56,400	
	9th Decile	77,500	77,500						77,500									80,000	50,000	77,500	56,400	
Engineering Technician	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Mean																					
	Median																					
	1st Decile																					
	9th Decile																					
Postdoctoral	Total	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1	0	
	Mean	32,004	32,004								32,004							32,004		32,004		
	Median	32,004	32,004								32,004							32,004		32,004		
	1st Decile	32,004	32,004								32,004							32,004		32,004		
	9th Decile	32,004	32,004								32,004							32,004		32,004		
Graduate in Training/Engineer in Training/Post graduate or Doctoral Student in Training	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Mean																					
	Median																					
	1st Decile																					
	9th Decile																					
Intern/Undergraduate Student Placement/Apprentice	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Mean																					
	Median																					
	1st Decile																					
	9th Decile																					
Consultant/Contractor	Total	57	57	0	0	0	0	0	0	0	0	0	0	57	0	0	0	51	6	50	7	
	Mean	95,485	95,485											95,485				96,537	86,550	101,093	55,429	
	Median	80,000	80,000											80,000				80,000	80,500	82,500	43,000	
	1st Decile	40,000	40,000											40,000				40,000	37,000	45,000	37,000	
	9th Decile	150,000	150,000											150,000				150,000	150,000	152,500	125,000	
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	10	10	0	0	0	0	0	0	0	0	0	0	0	10	0	0	7	3	9	1	
	Mean	60,049	60,049												60,049			59,013	62,467	61,499	47,000	
	Median	55,907	55,907												55,907			61,314	50,500	61,314	47,000	
	1st Decile	45,705	45,705												45,705			44,409	47,000	44,409	47,000	
	9th Decile	80,200	80,200												80,200			70,500	89,900	89,900	47,000	
Other	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Mean																					
	Median																					
	1st Decile																					
	9th Decile																					



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

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

	Total	Member Grade			Level of Responsibility												Gender		Employment status	
		Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time
Chairman/Managing Director/Chief Executive/Vice Chancellor/Vice President	Total	7	0	7	0	0	0	0	0	0	0	0	0	0	0	0	7	0	7	0
	Mean	208,321		208,321		208,321											208,321		208,321	
	Median	130,000		130,000		130,000											130,000		130,000	
	1st Decile	40,000		40,000		40,000											40,000		40,000	
	9th Decile	650,000		650,000		650,000											650,000		650,000	
Senior Manager/Director/Dean/Head of Department	Total	30	0	30	0	30	0	0	0	0	0	0	0	0	0	0	28	2	30	0
	Mean	103,594		103,594		103,594											105,904	71,250	103,594	
	Median	86,500		86,500		86,500											91,000	71,250	86,500	
	1st Decile	57,250		57,250		57,250											55,000	68,000	57,250	
	9th Decile	154,500		154,500		154,500											189,000	74,500	154,500	
Manager/Site Manager/Project Manager/Associate Professor/Professor/Principal Engineer	Total	84	0	84	0	0	84	0	0	0	0	0	0	0	0	0	66	18	82	2
	Mean	62,672		62,672			62,672										63,663	59,038	63,006	49,000
	Median	58,250		58,250			58,250										59,150	57,750	58,250	49,000
	1st Decile	40,000		40,000			40,000										42,000	33,000	41,000	38,000
	9th Decile	90,000		90,000			90,000										95,000	90,000	90,000	60,000
Senior Engineer/Senior Lecturer	Total	114	0	114	0	0	0	114	0	0	0	0	0	0	0	0	84	30	111	3
	Mean	52,132		52,132				52,132									54,605	45,208	52,228	48,599
	Median	48,750		48,750				48,750									50,000	43,899	48,900	44,798
	1st Decile	38,000		38,000				38,000									38,500	34,500	38,000	43,000
	9th Decile	66,980		66,980				66,980									74,505	58,000	66,980	58,000
Engineer/Supervised Team Member/Lecturer	Total	306	0	306	0	0	0	0	306	0	0	0	0	0	0	0	227	79	305	1
	Mean	39,019		39,019					39,019								39,207	38,480	39,013	41,000
	Median	37,450		37,450					37,450								37,450	37,500	37,450	41,000
	1st Decile	30,000		30,000					30,000								29,900	31,700	30,000	41,000
	9th Decile	49,500		49,500					49,500								50,100	48,000	49,500	41,000
Engineering Technician	Total	3	0	3	0	0	0	0	0	3	0	0	0	0	0	0	2	1	2	1
	Mean	25,667		25,667						25,667							23,500	30,000	30,000	17,000
	Median	30,000		30,000						30,000							23,500	30,000	30,000	17,000
	1st Decile	17,000		17,000						17,000							17,000	30,000	30,000	17,000
	9th Decile	30,000		30,000						30,000							30,000	30,000	30,000	17,000
Postdoctoral	Total	8	0	8	0	0	0	0	0	0	8	0	0	0	0	0	6	2	7	1
	Mean	31,103		31,103							31,103						32,217	27,760	32,974	18,000
	Median	30,651		30,651							30,651						30,651	27,760	32,000	18,000
	1st Decile	18,000		18,000							18,000						26,000	18,000	26,000	18,000
	9th Decile	39,000		39,000							39,000						39,000	37,520	39,000	18,000
Graduate in Training/Engineer in Training/Post graduate or Doctoral Student in Training	Total	145	0	145	0	0	0	0	0	0	0	145	0	0	0	0	97	48	145	0
	Mean	30,644		30,644								30,644					30,694	30,544	30,644	
	Median	29,061		29,061								29,061					30,000	28,725	29,061	
	1st Decile	25,000		25,000								25,000					24,000	25,000	25,000	
	9th Decile	42,000		42,000								42,000					41,000	42,000	42,000	
Intern/Undergraduate Student Placement/Apprentice	Total	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1	0
	Mean	18,000		18,000									18,000				18,000		18,000	
	Median	18,000		18,000									18,000				18,000		18,000	
	1st Decile	18,000		18,000									18,000				18,000		18,000	
	9th Decile	18,000		18,000									18,000				18,000		18,000	
Consultant/Contractor	Total	28	0	28	0	0	0	0	0	0	0	0	0	28	0	0	23	5	26	2
	Mean	58,429		58,429											58,429		60,092	50,780	61,769	15,000
	Median	45,900		45,900											45,900		48,000	41,000	47,400	15,000
	1st Decile	25,000		25,000											25,000		25,000	29,898	35,500	5,000
	9th Decile	110,000		110,000											110,000		110,000	100,000	110,000	25,000
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	5	0	5	0	0	0	0	0	0	0	0	0	0	5	0	3	2	5	0
	Mean	45,020		45,020											45,020		48,200	40,250	45,020	
	Median	50,500		50,500											50,500		52,000	40,250	50,500	
	1st Decile	30,000		30,000											30,000		37,000	30,000	30,000	
	9th Decile	55,600		55,600											55,600		55,600	50,500	55,600	
Other	Total	2	0	2	0	0	0	0	0	0	0	0	0	0	0	2	1	1	2	0
	Mean	23,150		23,150												23,150	20,000	26,300	23,150	
	Median	23,150		23,150												23,150	20,000	26,300	23,150	
	1st Decile	20,000		20,000													20,000	26,300	20,000	
	9th Decile	26,300		26,300												26,300	20,000	26,300	26,300	



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

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

		Total	Member Grade				Level of Responsibility													Gender		Employment status	
			Chartered	Assoc	Other		MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time	
Automotive/Transport	Total	9	3	4	2	1	1	1	1	2	0	0	2	0	1	0	0	6	3	8	1		
	Median	44,000	63,000	38,000	54,000	165,000	40,000	55,000	53,000	43,500			28,500		63,000			48,500	43,000	48,500	40,000		
Biochemical Engineering	Total	13	5	7	1	1	1	2	4	2	0	1	2	0	0	0	0	8	5	12	1		
	Median	39,000	58,580	39,000	20,000	130,000	95,000	39,290	34,250	44,952		39,000	31,750					48,452	31,500	39,500	24,400		
Chemical and Allied Products	Total	153	86	59	8	2	17	41	47	30	1	0	11	0	3	1	0	127	26	144	9		
	Median	56,000	64,750	43,000	41,500	135,000	105,000	66,711	53,700	36,400	31,728		30,000		60,000	70,500		56,000	48,500	55,000	58,000		
Consultancy	Total	154	82	67	5	3	13	30	35	36	1	0	9	1	26	0	0	120	34	147	7		
	Median	46,400	61,170	36,000	31,000	181,250	120,000	68,000	49,000	34,000	21,000		26,500	18,000	50,400			52,875	36,750	46,800	43,600		
Consumer Products	Total	13	8	5	0	0	3	5	3	1	0	0	1	0	0	0	0	12	1	13	0		
	Median	58,363	68,000	40,600			80,000	70,000	40,600	35,000			30,000					61,682	35,000	58,363			
Contracting	Total	79	62	15	2	2	16	30	17	8	0	0	1	0	5	0	0	69	10	77	2		
	Median	72,000	81,000	45,000	77,000	173,000	105,275	81,000	51,800	35,635			27,500		100,000			72,000	71,000	74,000	54,162		
Education/University	Total	47	18	26	3	2	6	9	8	13	1	7	1	0	0	0	0	35	12	42	5		
	Median	44,689	67,000	39,100	43,000	128,581	124,000	60,000	50,500	40,000	17,000	29,301	16,000					45,000	43,845	43,845	44,798		
Finance, Insurance and Risk	Total	26	23	3	0	1	3	7	9	2	0	0	0	0	4	0	0	25	1	25	1		
	Median	120,000	121,000	86,000		260,000	185,000	150,000	100,000	95,250					77,150			120,000	117,300	120,000	37,000		
Food and Drink	Total	71	20	47	4	3	6	17	10	20	1	0	11	0	3	0	0	55	16	68	3		
	Median	48,327	66,500	40,000	28,428	248,000	114,500	60,000	54,000	37,250	30,000		27,540		65,000			48,800	40,500	48,564	41,000		
Fuel Cells Technology	Total	6	2	4	0	1	0	3	0	1	0	0	1	0	0	0	0	5	1	6	0		
	Median	46,500	117,500	34,000		160,000		58,000		35,000			22,500					58,000	33,000	46,500			
Health, Safety and Environment	Total	17	13	3	1	0	3	3	4	2	0	0	0	0	4	1	0	13	4	15	2		
	Median	56,400	68,000	48,415	29,000		76,000	68,000	52,514	44,200					109,000	50,500		68,000	41,250	57,000	48,200		
Industrial Gases	Total	48	33	15	0	1	6	16	10	8	0	0	6	0	1	0	0	39	9	48	0		
	Median	67,500	75,000	40,000		400,000	100,450	72,308	58,750	44,775			30,150		75,000			70,000	48,000	67,500			
Iron, Steel and Other Metals	Total	11	3	7	1	0	1	2	1	4	0	0	2	0	1	0	0	9	2	11	0		
	Median	41,000	47,000	41,000	25,650		95,000	48,000	46,000	37,750			25,650		48,000			39,500	45,000	41,000			
Manufacturing	Total	61	15	41	5	3	6	11	12	22	0	0	7	0	0	0	0	52	9	60	1		
	Median	40,000	62,000	38,000	30,000	82,000	88,500	52,000	41,950	34,500			26,500					41,000	39,246	40,000	56,264		
Medicine/Medical equipment	Total	11	2	8	1	0	1	2	2	4	0	0	1	0	1	0	0	9	2	11	0		
	Median	33,000	80,000	32,175	48,000		75,000	56,186	40,500	28,750			32,500		85,000			33,000	42,250	33,000			
Mining and minerals	Total	5	2	2	0	0	1	1	1	0	0	0	2	0	0	0	0	5	0	5	0		
	Median	51,300	59,250	38,400	29,000		52,500	66,000	51,300				27,250					51,300		51,300			
Non-governmental organisation/Industry Body/Trade Body	Total	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	2	0	2	0		
	Median	72,500	90,000	55,000			90,000			55,000								72,500		72,500			
Oil and Gas Exploration and Production	Total	277	166	107	4	5	27	67	71	62	1	1	28	1	14	0	0	221	56	273	4		
	Median	73,000	93,312	44,000	33,250	156,000	130,000	120,000	70,000	46,700	28,000	37,520	37,350	25,000	102,500			79,111	48,000	73,300	61,750		
Oil Refining	Total	97	57	38	2	1	11	21	26	25	0	0	9	0	2	2	0	83	14	96	1		
	Median	65,580	77,000	47,000	38,100	650,000	120,000	82,000	70,010	45,000			40,000		89,000	60,900		69,000	50,683	65,790	60,437		
Paper and Packaging	Total	8	4	4	0	0	1	3	2	1	0	0	0	0	1	0	0	6	2	8	0		
	Median	50,543	58,000	45,543			85,000	63,000	50,543	32,000					48,000			50,543	49,244	50,543			
Petrochemicals	Total	76	48	25	3	1	5	19	22	22	0	0	4	0	3	0	0	67	9	76	0		
	Median	64,000	75,000	45,900	75,000	200,000	94,000	78,000	64,000	46,485			37,550		75,000			67,600	45,000	64,000			
Pharmaceuticals and Personal Care Products	Total	148	70	75	3	2	17	39	32	35	1	0	13	0	9	0	0	113	35	143	5		
	Median	50,950	63,250	40,000	25,000	350,000	82,600	58,500	51,000	37,500	30,000		28,000		100,000			53,500	40,600	50,000	60,000		
Plastics	Total	10	6	4	0	1	0	2	2	4	0	0	1	0	0	0	0	10	0	10	0		
	Median	48,440	63,000	32,690		125,000		78,000	50,440	36,500			24,000					48,440		48,440			
Power Generation - Fossil Fuels	Total	19	13	6	0	0	4	5	4	4	0	0	1	0	1	0	0	19	0	19	0		
	Median	61,000	61,000	72,421			101,000	61,000	54,250	59,185			29,061		70,000			61,000		61,000			
Power Generation - Nuclear Decommissioning	Total	77	40	35	2	0	3	23	18	21	0	0	9	0	2	1	0	64	13	76	1		
	Median	54,358	63,750	36,859	53,875		92,000	66,000	54,429	38,263			31,194		75,000	55,600		54,750	50,000	54,429	46,292		
Power Generation - Nuclear Generation	Total	42	17	23	2	0	2	9	12	10	0	0	7	0	2	0	0	34	8	40	2		
	Median	42,000	72,500	35,983	63,188		83,500	69,700	45,800	36,492			28,000		97,500			45,300	40,875	42,000	47,500		
Power Generation -Renewables	Total	22	9	13	0	1	1	7	3	5	0	0	3	0	2	0	0	20	2	21	1		
	Median	51,200	78,000	35,000		180,000	105,000	71,600	65,000	35,000			25,000		43,625			51,200	61,500	52,000	5,000		
Process Automation, System and Control	Total	10	5	4	1	0	2	1	4	2	0	0	0	0	1	0	0	9	1	10	0		
	Median	76,065	88,000	52,500	107,000		128,500	65,000	76,500	40,500					87,130			87,130	28,000	76,065			
Process Plant and Equipment	Total	33	15	17	1	4	5	6	5	10	0	0	2	0	1	0	0	30	3	32	1		
	Median	52,500	63,000	42,000	20,000	108,500	77,200	60,750	50,000	39,129			23,260		45,000			57,250	35,000	54,500	45,000		
Public Sector (Including Defence, Government And Regulatory Authorities)	Total	35	21	12	2	0	3	9	4	4	0	0	3	0	1	10	1	25	10	32	3		
	Median	50,500	61,314	39,625	43,500		74,000	65,000	56,500	38,625			25,800		75,000	48,534	26,300	54,000	43,600	53,500	40,200		
Surface Chemistry/Paints and Adhesives	Total	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	2	0	2	0		
	Median	77,000	77,000				110,000		44,000									77,000		77,000			
Waste Management	Total	24	8	16	0	1	3	8	1	4	0	0	5	0</									



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

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

Function / Table 7: Median Salary or Self-Employed Earnings by Type of Work		Total	Member Grade			Level of Responsibility												Gender		Employment status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time
Academic Research and/or Teaching	Total	39	15	22	2	0	6	7	12	12	0	6	1	0	0	0	29	10	36	3	
	Median £	45,000	70,000	41,000	49,500		124,000	80,000	50,000	42,500		29,151	16,000				49,904	43,845	46,664	44,798	
Analysis/Intelligence Gathering	Total	38	11	26	1	1	0	5	8	14	0	0	8	0	2	0	30	8	37	1	
	Median £	41,500	90,000	38,600	43,000	570,000		84,000	65,500	40,600		28,900	28,900		42,500		43,625	36,043	42,000	40,000	
Asset Management	Total	36	13	21	2	1	7	7	2	11	0	0	6	1	1	0	31	5	35	1	
	Median £	47,250	82,000	32,500	28,000	180,000	85,000	120,000	64,750	31,630		26,000	25,000		130,000		55,000	26,000	47,500	25,000	
Business Systems/IT and Software	Total	14	7	6	1	0	1	2	5	2	0	0	1	0	3	0	11	3	12	2	
	Median £	56,686	86,847	51,500	35,000		160,000	43,686	78,000	59,500		25,000			45,000		66,000	27,000	63,186	35,300	
Certification/Validation/Quality Assurance	Total	14	4	9	1	0	3	2	1	4	0	0	1	0	2	0	8	6	14	0	
	Median £	35,500	57,500	32,000	25,000		90,000	65,000	33,000	30,500		2,690			44,679		26,300	30,500	35,500		
Construction and Installation	Total	35	17	17	1	1	3	14	4	8	0	0	3	0	2	0	28	7	35	0	
	Median £	60,000	74,500	45,000	55,000	230,000	150,000	73,050	46,500	46,500		27,500			101,125		68,300	45,000	60,000		
Design	Total	450	246	197	7	3	29	103	133	113	1	0	46	0	22	0	361	89	436	14	
	Median £	50,650	65,000	37,500	40,000	116,000	92,500	70,000	52,500	37,500	30,000	28,875			83,565		55,000	41,000	50,875	45,646	
Education and Training	Total	9	3	5	1	1	1	2	0	2	1	2	0	0	0	0	9	0	7	2	
	Median £	39,000	60,000	38,000	24,000	175,000	83,000	57,000		31,000	17,000	38,500					39,000		39,000	35,500	
Finance/Financial Services/Procurement and Supply	Total	14	13	1	0	4	1	3	3	2	0	0	0	0	1	0	13	1	12	2	
	Median £	132,500	115,000	181,250		176,625	150,000	58,000	115,000	53,500					37,000		150,000	56,264	150,000	46,632	
Manufacture and Production	Total	192	101	84	7	9	25	39	40	52	0	0	25	0	2	0	167	25	188	4	
	Median £	51,400	69,000	39,000	29,000	130,000	103,000	64,500	55,250	39,136		28,500			92,000		53,000	42,000	50,650	59,719	
Marketing and Sales	Total	34	20	12	2	3	10	8	8	3	0	0	1	0	0	0	28	6	31	3	
	Median £	69,875	69,875	56,000	95,304	125,000	93,500	75,304	62,175	37,000		26,520				20,000	75,742	61,465	78,733	56,930	
Operations	Total	238	114	112	12	6	28	55	38	70	3	0	33	0	5	0	199	39	235	3	
	Median £	56,350	78,475	40,250	30,364	145,000	108,000	72,000	71,500	43,500	28,000	31,130			125,000		60,000	42,000	55,300	80,000	
Process Safety/Safety, Health and Environment	Total	160	97	58	5	0	15	34	47	25	0	0	7	1	29	2	124	36	153	7	
	Median £	60,625	75,000	42,612	75,000		96,000	71,910	62,000	37,750		30,000	18,000		64,000	61,250	63,250	52,000	62,000	43,680	
Project Management/General Administration/Management Services	Total	170	103	60	7	6	23	77	17	22	0	0	18	0	7	0	136	34	164	6	
	Median £	65,000	80,000	42,250	29,315	155,000	100,000	72,500	58,000	38,850		29,200			50,000		69,850	52,000	65,000	58,200	
Regulations/Regulatory Compliance	Total	35	19	13	3	0	2	7	7	6	0	0	1	0	1	11	0	23	12	32	3
	Median £	55,600	57,000	35,983	63,000		73,250	66,000	63,000	33,500		34,850			75,000	49,742	56,127	50,500	55,864	47,000	
Research and Development	Total	137	61	71	5	2	12	33	47	31	1	1	6	0	4	0	105	32	134	3	
	Median £	50,000	62,000	40,600	52,000	141,081	88,800	63,000	50,000	35,000	30,000	37,520	30,925		54,050		51,250	41,000	51,000	41,000	
Risk Management	Total	44	35	9	0	0	5	12	15	4	0	0	0	0	7	1	37	7	43	1	
	Median £	87,600	100,000	40,000			132,000	118,000	84,000	47,332					65,000	69,800	90,000	56,500	89,200	56,400	
Other	Total	43	32	10	1	1	9	14	7	4	0	0	3	0	4	1	35	8	39	4	
	Median £	75,000	94,000	42,925	20,000	180,000	120,000	75,574	64,300	34,094		41,000			97,500	89,900	76,147	61,750	75,500	65,000	



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

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

		Total	Member Grade			Level of Responsibility												Gender		Employment status	
			Chartered	Assoc	Other	MD/CEO	Sen Mgr	Proj Mgr	Sen Eng	Engineer	Technician	Postdoctoral	Graduate	Intern	Consultant	Safety Insp	Other	Male	Female	Full time	Part time
Sole trader/Self employed	Total	31	21	9	1	1	1	3	4	1	0	0	0	0	21	0	0	29	2	24	7
	Mean	89,121	94,543	78,039	75,000	180,000	104,000	88,800	81,750	51,000					87,350			86,647	125,000	94,515	70,629
	Median	85,000	91,000	82,250	75,000	180,000	104,000	60,000	76,000	51,000					85,000			82,250	125,000	91,500	56,400
	1st Decile	43,000	48,000	5,000	75,000	180,000	104,000	56,400	50,000	51,000					30,000			30,000	100,000	50,000	5,000
	9th Decile	150,000	150,000	150,000	75,000	180,000	104,000	150,000	125,000	51,000					130,000			150,000	150,000	150,000	180,000
Micro: 0-9 employees	Total	38	20	16	2	2	2	4	6	9	0	0	3	0	12	0	0	35	3	35	3
	Mean	56,536	75,362	36,634	27,500	84,000	140,000	61,033	49,183	33,461			21,667		66,250			56,325	59,000	58,125	38,000
	Median	42,826	65,000	37,500	27,500	84,000	140,000	71,500	47,500	35,000			24,000		58,000			43,000	40,000	45,000	37,000
	1st Decile	22,000	37,000	22,000	25,000	82,000	120,000	8,133	30,000	22,000			16,000		37,000			22,000	37,000	22,000	37,000
	9th Decile	100,000	137,500	50,000	30,000	86,000	160,000	93,000	65,000	42,651			25,000		100,000			93,000	100,000	100,000	40,000
Small: 10-49 employees	Total	64	28	32	4	7	7	12	14	14	0	0	5	0	5	0	0	53	11	62	2
	Mean	60,932	84,256	40,609	60,250	129,166	102,071	54,300	49,314	38,403			26,670		53,600			63,637	47,899	61,833	33,000
	Median	49,000	64,500	37,250	48,000	132,000	86,500	51,200	51,250	35,750			23,000		36,500			50,400	37,000	50,000	33,000
	1st Decile	28,000	40,000	23,000	35,000	40,000	50,000	40,000	37,000	28,000			16,000		22,500			29,000	28,000	29,000	27,000
	9th Decile	110,000	175,000	52,000	110,000	260,000	215,000	80,000	65,000	48,000			42,850		110,000			110,000	81,000	110,000	39,000
Medium: 50-249 employees	Total	211	107	90	14	8	28	48	39	52	4	0	13	1	15	2	1	166	45	204	7
	Mean	59,609	79,002	38,367	47,952	132,875	94,326	64,773	56,462	35,623	24,932		22,313	18,000	76,016	70,950	20,000	63,562	45,028	60,060	46,466
	Median	52,000	68,000	34,017	38,114	135,000	87,500	61,000	53,000	34,000	25,500		26,000	18,000	50,000	70,950	20,000	55,000	45,000	51,850	56,264
	1st Decile	27,000	44,000	24,500	22,000	90,000	68,000	40,000	40,000	27,000	17,000		2,700	18,000	40,000	52,000	20,000	28,000	26,000	27,500	17,000
	9th Decile	102,600	140,000	56,500	107,000	180,000	150,000	80,000	70,120	45,000	31,728		28,400	18,000	109,500	89,900	20,000	110,000	65,000	104,000	70,000
Large: 250+ employees	Total	1358	735	586	37	20	142	357	326	309	2	9	139	1	39	13	1	1091	267	1318	40
	Mean	71,659	91,698	48,408	41,849	254,263	130,336	81,825	68,486	42,522	29,000	31,203	31,710	25,000	91,323	52,592	26,300	77,011	49,792	72,253	52,089
	Median	56,000	73,000	40,000	32,720	190,625	100,500	72,000	56,306	39,500	29,000	32,000	30,000	25,000	75,000	50,500	26,300	60,000	43,000	56,000	49,000
	1st Decile	31,500	45,619	28,750	25,000	120,500	65,000	49,950	40,000	31,200	28,000	18,000	25,650	25,000	37,000	37,000	26,300	32,500	29,000	31,500	31,546
	9th Decile	120,000	145,000	70,000	66,376	510,000	189,000	122,000	88,000	56,000	30,000	39,000	42,000	25,000	150,000	70,000	26,300	125,000	75,000	120,000	75,000

Section C



Classified by UK region





Section C Classified by UK region

SECTION C / TABLE 1: EMPLOYMENT STATUS

		Total	Region										
			North East	North West	Yorkshire and the Humber	East Midlands	East of England	West Midlands	South West	South East	Scotland	Wales	Northern Ireland
Total	Total	1702	129	313	109	86	50	71	116	488	268	54	18
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Full time	Total	1643	122	297	105	85	50	67	110	479	262	50	16
	%	97%	95%	95%	96%	99%	100%	94%	95%	98%	98%	93%	89%
Part time	Total	59	7	16	4	1	0	4	6	9	6	4	2
	%	3%	5%	5%	4%	1%	0%	6%	5%	2%	2%	7%	11%



Section C Classified by UK region

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

	Total	Region										
		North East	North West	Yorkshire and the Humber	East Midlands	East of England	West Midlands	South West	South East	Scotland	Wales	Northern Ireland
Total	1702	129	313	109	86	50	71	116	488	268	54	18
<£16K	5	0	0	0	1	0	1	0	2	0	0	1
>=£16K and <£18K	3	0	0	1	0	0	0	1	1	0	0	0
>=£18K and <£19K	3	1	0	0	0	0	1	0	0	0	0	1
>=£19K and <£20K	0	0	0	0	0	0	0	0	0	0	0	0
>=£20K and <£21K	3	1	0	0	0	2	0	0	0	0	0	0
>=£21K and <£22K	2	0	0	0	0	0	0	0	0	2	0	0
>=£22K and <£23K	5	1	0	1	0	1	0	2	0	0	0	0
>=£23K and <£24K	2	0	0	0	0	0	0	0	0	1	0	1
>=£24K and <£25K	9	1	0	1	0	2	1	2	1	1	0	0
>=£25K and <£26K	18	1	2	3	1	2	1	1	3	4	0	0
>=£26K and <£27K	27	1	2	1	0	1	2	3	5	10	1	1
>=£27K and <£28K	22	0	6	3	3	2	2	1	1	2	2	0
>=£28K and <£29K	20	0	5	4	2	1	1	0	3	2	2	0
>=£29K and <£30K	26	2	0	2	4	0	3	4	4	5	1	1
>=£30K and <£31K	35	2	6	4	1	0	2	3	12	4	1	0
>=£31K and <£32K	26	2	6	1	0	3	1	1	6	6	0	0
>=£32K and <£33K	31	2	4	3	1	2	1	4	6	4	2	2
>=£33K and <£34K	28	0	10	2	0	1	0	3	7	4	1	0
>=£34K and <£35K	26	4	5	0	1	0	0	6	2	6	2	0
>=£35K and <£36K	31	2	4	0	3	1	3	3	9	5	1	0
>=£36K and <£37K	26	2	9	0	0	1	0	1	10	1	2	0
>=£37K and <£38K	30	2	11	3	1	2	1	1	4	5	0	0
>=£38K and <£39K	29	2	7	1	2	0	1	4	3	8	1	0
>=£39K and <£40K	29	3	7	0	2	0	2	2	9	3	1	0
>=£40K and <£45K	157	15	30	12	13	2	8	13	32	30	1	1
>=£45K and <£50K	124	11	24	11	8	1	7	7	33	13	7	2
>=£50K and <£55K	116	11	19	11	8	4	6	13	20	18	3	3
>=£55K and <£60K	106	6	24	8	2	2	6	9	29	16	3	1
>=£60K and <£65K	107	7	28	7	5	7	7	4	24	15	2	1
>=£65K and <£70K	90	9	22	7	7	2	3	2	26	8	4	0
>=£70K and <£75K	70	11	16	2	3	1	2	1	16	13	5	0
>=£75K and <£80K	62	8	15	1	1	2	0	2	21	11	1	0
>=£80K and <£85K	68	7	11	5	7	1	1	7	20	4	4	1
>=£85K and <£90K	44	0	3	2	1	1	1	3	25	8	0	0
>=£90K and <£95K	37	2	8	1	1	1	2	3	15	4	0	0
>=£95K and <£100K	27	4	1	0	2	1	0	1	12	5	0	1
>=£100K and <£105K	34	1	0	2	1	1	1	0	18	8	2	0
>=£105K and <£110K	17	0	4	0	0	1	0	2	6	3	1	0
>=£110K and <£115K	26	0	4	0	1	0	1	3	13	3	0	1
>=£115K and <£120K	11	0	3	1	0	0	0	0	2	4	1	0
>=£120K and <£125K	26	3	3	4	0	0	0	0	11	5	0	0
>=£125K and <£130K	10	0	3	0	0	0	0	0	4	2	1	0
>=£130K and <£135K	15	2	3	1	1	0	1	1	3	3	0	0
>=£135K and <£140K	5	0	2	0	0	0	0	0	2	0	1	0
>=£140K and <£145K	11	2	1	0	1	0	0	0	3	4	0	0
>=£145K and <£150K	7	0	1	0	0	0	0	0	5	1	0	0
>=£150K and <£200K	63	0	2	4	2	1	2	3	35	14	0	0
>=£200K and <£250K	10	1	2	0	0	0	0	0	5	1	1	0
>=£250K	23	0	0	0	0	1	0	0	20	2	0	0
Total	1,702	129	313	109	86	50	71	116	488	268	54	18
Mean	69,742	60,218	59,850	57,884	57,454	56,070	53,587	54,758	93,555	67,750	61,364	48,033
Median	55,000	53,970	54,748	50,000	49,500	51,000	48,327	46,900	67,250	54,750	52,750	46,800
1st Decile	30,229	32,000	33,000	28,000	29,061	24,500	27,640	29,800	33,000	29,898	29,500	18,000
9th Decile	117,170	95,000	92,000	102,000	90,000	94,000	85,000	92,000	153,000	125,000	104,000	97,000



Section C Classified by UK region

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

		Total	Region										
			North East	North West	Yorkshire and the Humber	East Midlands	East of England	West Midlands	South West	South East	Scotland	Wales	Northern Ireland
Defined Benefit Pension/Company Final Salary Scheme	Total	1702	129	313	109	86	50	71	116	488	268	54	18
	%												
	%												
Defined Contribution Pension/Company Money Purchase Scheme	Total	441	27	74	31	21	13	19	28	134	74	16	4
	%												
	%												
Non-contributory Pension	Total	1131	93	217	66	61	34	44	81	319	171	33	12
	%												
	%												
None	Total	40	0	5	5	2	1	2	2	14	8	1	0
	%												
	%												
Health Insurance	Total	90	9	17	7	2	2	6	5	21	15	4	2
	%												
	%												
Dental Insurance	Total	1060	77	174	66	45	31	33	64	348	176	36	10
	%												
	%												
Car or Car Allowance	Total	236	14	35	11	12	9	8	15	70	48	13	1
	%												
	%												
Company Share Scheme	Total	496	33	85	35	25	15	21	24	183	60	14	1
	%												
	%												
Life Insurance	Total	495	36	73	31	18	14	12	24	166	98	20	3
	%												
	%												
Loans	Total	611	39	92	39	33	26	18	45	202	91	24	2
	%												
	%												
IChemE Membership Fees	Total	69	1	6	6	2	3	1	5	35	4	5	1
	%												
	%												
Other Professional Membership Fees	Total	1297	101	260	79	59	25	50	86	383	203	43	8
	%												
	%												
Childcare	Total	250	9	51	11	18	5	15	19	68	43	9	2
	%												
	%												
Flexible Working	Total	166	18	30	13	5	4	6	9	48	23	9	1
	%												
	%												
Discount Schemes	Total	106	10	36	10	11	6	7	9	55	31	9	1
	%												
	%												
Enhanced Maternity/Paternity Packages	Total	559	41	74	34	33	23	20	35	167	107	19	6
	%												
	%												
Bonus Scheme or Performance-related Pay	Total	185	10	36	10	11	6	7	9	55	31	9	1
	%												
	%												
Other	Total	1006	77	205	66	49	29	31	55	301	148	37	8
	%												
	%												



Section C Classified by UK region

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

		Total	Region										
			North East	North West	Yorkshire and the Humber	East Midlands	East of England	West Midlands	South West	South East	Scotland	Wales	Northern Ireland
Chartered Members	Total	911	77	165	50	33	18	37	48	309	139	29	6
	Mean	89,685	70,976	74,832	77,642	76,191	74,747	66,319	69,831	115,764	87,953	69,416	55,550
	Median	72,000	68,000	67,700	68,000	70,000	64,000	60,000	55,750	85,000	74,000	66,644	53,600
	1st Decile	45,000	40,695	46,292	43,000	48,300	52,000	42,000	40,000	49,950	43,000	45,000	41,500
	9th Decile	145,000	100,000	115,000	125,000	113,000	105,000	100,000	110,000	180,000	150,000	115,573	80,000
Non-Chartered Members	Total	791	52	148	59	53	32	34	68	179	129	25	12
	Mean	46,775	44,289	43,148	41,140	45,788	45,564	39,732	44,118	55,215	45,982	52,023	44,275
	Median	39,891	40,250	39,223	41,000	40,000	32,500	35,200	38,250	41,100	39,000	35,000	32,000
	1st Decile	27,000	29,000	28,700	25,650	28,000	24,000	25,000	26,000	29,500	26,000	27,000	18,000
	9th Decile	66,980	66,980	64,299	58,000	65,000	76,000	50,400	82,000	90,000	77,000	103,000	97,000
Male	Total	1374	111	254	95	67	43	51	87	397	211	42	16
	Mean	74,547	63,036	63,422	58,718	59,452	59,060	58,177	59,593	101,639	71,683	66,142	50,913
	Median	60,000	58,580	58,000	50,000	50,000	53,000	52,000	51,250	75,000	56,289	63,500	49,650
	1st Decile	31,630	34,000	34,000	28,000	29,301	24,000	29,580	31,000	35,000	30,000	29,500	23,000
	9th Decile	125,000	95,000	106,000	102,000	95,000	95,000	92,000	105,000	162,000	140,000	108,000	97,000
Female	Total	328	18	59	14	19	7	20	29	91	57	12	2
	Mean	49,618	42,842	44,476	52,225	50,411	37,700	41,882	40,253	58,285	53,191	44,639	25,000
	Median	43,000	41,848	41,000	47,250	45,000	32,000	41,150	37,000	48,000	44,000	44,500	25,000
	1st Decile	28,000	24,400	28,700	26,500	28,500	25,000	25,400	26,000	31,889	29,000	34,000	18,000
	9th Decile	75,637	63,000	62,000	87,850	84,000	61,350	63,000	57,000	87,000	100,000	59,000	32,000



Section C Classified by UK region

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

		Total	Region										
			North East	North West	Yorkshire and the Humber	East Midlands	East of England	West Midlands	South West	South East	Scotland	Wales	Northern Ireland
Doctorate	Total	176	13	23	12	15	7	14	8	53	23	2	6
	Mean	62,618	66,721	57,883	63,938	56,305	50,143	61,838	69,213	66,362	65,185	44,603	55,700
	Median	52,000	58,000	55,300	51,500	45,000	52,000	45,000	58,500	54,000	56,000	44,603	53,600
	1st Decile	34,500	36,500	37,700	43,000	32,500	31,000	32,004	37,000	37,520	33,500	32,000	18,000
	9th Decile	98,000	81,000	75,000	82,161	98,000	76,000	132,000	132,000	95,000	105,000	57,206	97,000
Masters	Total	956	61	184	64	41	22	31	78	257	176	35	7
	Mean	62,272	54,650	52,700	46,532	48,061	39,139	46,986	50,659	87,930	59,251	56,454	40,300
	Median	46,550	46,000	45,000	41,000	40,000	33,500	39,000	41,500	56,500	47,500	45,000	41,500
	1st Decile	29,000	31,500	31,000	26,500	28,000	25,000	25,000	29,500	31,889	28,000	28,000	26,000
	9th Decile	101,000	80,000	78,733	80,000	75,000	61,000	66,000	82,250	135,000	105,000	84,000	60,000
Bachelors	Total	532	49	99	27	30	19	25	28	169	64	17	5
	Mean	82,951	63,578	70,391	79,335	70,867	78,497	57,215	61,957	105,926	89,417	73,444	49,660
	Median	69,900	66,400	65,000	68,000	64,679	65,000	57,000	53,500	90,000	75,000	67,104	51,300
	1st Decile	35,983	34,034	35,000	44,000	43,050	24,000	29,580	29,800	40,000	38,070	47,000	5,000
	9th Decile	140,000	92,000	113,250	130,000	110,000	150,000	84,000	110,000	170,000	144,594	115,573	110,000
Masters of Business Administration	Total	28	3	6	4	0	1	1	0	9	4	0	0
	Mean	123,582	105,849	116,458	48,000		80,000	52,000		182,000	120,500		
	Median	97,500	100,000	100,000	44,500		80,000	52,000		107,000	113,000		
	1st Decile	47,000	77,548	75,500	42,000		80,000	52,000		50,000	76,000		
	9th Decile	270,000	140,000	215,000	61,000		80,000	52,000		400,000	180,000		
Other post graduate	Total	5	2	1	1	0	1	0	0	0	0	0	0
	Mean	67,000	51,250	37,500	175,000		20,000						
	Median	40,000	51,250	37,500	175,000		20,000						
	1st Decile	20,000	40,000	37,500	175,000		20,000						
	9th Decile	175,000	62,500	37,500	175,000		20,000						
Non-graduate	Total	5	1	0	1	0	0	0	2	0	1	0	0
	Mean	44,746	31,728		55,000				56,000		25,000		
	Median	31,728	31,728		55,000				56,000		25,000		
	1st Decile	22,000	31,728		55,000				22,000		25,000		
	9th Decile	90,000	31,728		55,000				90,000		25,000		



Section C Classified by UK region

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

		Total	Region										
			North East	North West	Yorkshire and the Humber	East Midlands	East of England	West Midlands	South West	South East	Scotland	Wales	Northern Ireland
Chairman/Managing Director/Chief Executive/Vice Chancellor/Vice President	Total	31	2	6	3	1	1	0	1	13	4	0	0
	Mean	191,683	165,000	144,500	100,054	90,000	150,000		132,000	267,615	148,500		
	Median	160,000	165,000	127,500	82,161	90,000	150,000		132,000	230,000	164,000		
	1st Decile	90,000	130,000	108,000	62,000	90,000	150,000		132,000	160,000	86,000		
	9th Decile	350,000	200,000	248,000	156,000	90,000	150,000		132,000	450,000	180,000		
Senior Manager/Director/Dean/Head of Department	Total	149	10	34	8	6	4	4	3	61	14	4	1
	Mean	127,735	85,650	104,405	132,375	112,833	98,250	109,750	104,167	155,304	130,656	90,750	80,000
	Median	102,600	86,000	93,000	120,000	98,500	97,500	102,000	110,000	110,000	106,300	84,500	80,000
	1st Decile	70,000	56,000	74,000	82,000	70,000	93,000	85,000	52,500	74,000	61,000	59,000	80,000
	9th Decile	180,000	115,000	145,000	180,000	190,000	105,000	150,000	150,000	250,000	179,000	135,000	80,000
Manager/Site Manager/Project Manager/Associate Professor/Professor/Principal Engineer	Total	327	29	68	11	13	7	14	17	114	46	8	0
	Mean	84,159	77,865	65,756	66,486	65,923	61,571	68,721	79,738	98,482	100,357	76,252	
	Median	73,000	72,364	65,000	61,000	67,000	61,000	60,000	62,000	85,070	99,950	71,750	
	1st Decile	53,000	63,000	52,000	50,000	45,000	52,000	52,000	40,000	57,000	55,000	48,500	
	9th Decile	129,000	120,000	84,000	86,000	81,000	75,000	100,000	150,000	150,000	150,000	115,573	
Senior Engineer/Senior Lecturer	Total	270	23	44	18	10	5	13	21	77	46	10	3
	Mean	72,770	52,541	60,357	61,078	68,980	61,689	60,131	57,410	101,103	68,488	61,060	50,933
	Median	60,000	52,500	57,200	58,608	57,250	62,000	60,000	51,250	65,000	67,000	57,353	53,500
	1st Decile	43,000	38,890	40,000	44,000	45,150	50,000	42,300	41,000	45,500	43,000	47,008	45,600
	9th Decile	90,078	66,400	80,000	81,150	118,500	70,096	72,750	82,000	115,000	95,000	78,636	53,700
Engineer/Supervised Team Member/Lecturer	Total	66	7	5	4	0	0	1	4	19	20	4	2
	Mean	52,808	58,541	47,200	41,900			39,000	51,343	57,759	51,272	51,053	50,250
	Median	48,000	58,000	48,000	41,300			39,000	54,685	50,000	47,896	42,250	50,250
	1st Decile	37,000	40,695	36,000	37,000			39,000	34,000	36,000	36,904	38,600	41,500
	9th Decile	77,500	80,000	55,000	48,000			39,000	62,000	110,000	73,274	81,110	59,000
Engineering Technician	Total	0	0	0	0	0	0	0	0	0	0	0	0
	Mean												
	Median												
	1st Decile												
	9th Decile												
Postdoctoral	Total	1	0	0	0	0	0	1	0	0	0	0	0
	Mean	32,004						32,004					
	Median	32,004						32,004					
	1st Decile	32,004						32,004					
	9th Decile	32,004						32,004					
Graduate in Training/Engineer in Training/Post graduate or Doctoral Student in Training	Total	0	0	0	0	0	0	0	0	0	0	0	0
	Mean												
	Median												
	1st Decile												
	9th Decile												
Intern/Undergraduate Student Placement/Apprentice	Total	0	0	0	0	0	0	0	0	0	0	0	0
	Mean												
	Median												
	1st Decile												
	9th Decile												
Consultant/Contractor	Total	57	5	5	4	3	1	4	2	24	8	1	0
	Mean	95,485	71,000	77,800	96,075	66,833	63,000	50,000	70,424	111,039	115,012	125,000	
	Median	80,000	68,000	75,000	108,650	66,500	63,000	46,500	70,424	82,500	122,000	125,000	
	1st Decile	40,000	37,000	43,000	37,000	64,000	63,000	42,000	54,000	40,000	37,500	125,000	
	9th Decile	150,000	120,000	120,000	130,000	70,000	63,000	65,000	86,847	155,000	190,000	125,000	
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	10	1	3	2	0	0	0	0	1	1	2	0
	Mean	60,049	47,325	59,438	70,150					44,409	89,900	50,121	
	Median	55,907	47,325	61,314	70,150					44,409	89,900	50,121	
	1st Decile	45,705	47,325	47,000	69,800					44,409	89,900	49,742	
	9th Decile	80,200	47,325	70,000	70,500					44,409	89,900	50,500	
Other	Total	0	0	0	0	0	0	0	0	0	0	0	0
	Mean												
	Median												
	1st Decile												
	9th Decile												



Section C Classified by UK region

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

		Total	Region										
			North East	North West	Yorkshire and the Humber	East Midlands	East of England	West Midlands	South West	South East	Scotland	Wales	Northern Ireland
Chairman/Managing Director/Chief Executive/Vice Chancellor/Vice President	Total	7	0	0	0	2	1	1	0	3	0	0	0
	Mean	208,321				85,000	250,000	181,250		285,667			
	Median	130,000				85,000	250,000	181,250		125,000			
	1st Decile	40,000				40,000	250,000	181,250		82,000			
	9th Decile	650,000				130,000	250,000	181,250		650,000			
Senior Manager/Director/Dean/Head of Department	Total	30	1	2	5	1	0	0	4	11	1	3	2
	Mean	103,594	120,000	67,250	55,783	98,000			86,675	134,318	105,000	130,067	78,500
	Median	86,500	120,000	67,250	55,000	98,000			86,500	101,000	105,000	103,000	78,500
	1st Decile	57,250	120,000	60,000	48,415	98,000			81,700	65,500	105,000	77,200	60,000
	9th Decile	154,500	120,000	74,500	66,000	98,000			92,000	189,000	105,000	210,000	97,000
Manager/Site Manager/Project Manager/Associate Professor/Professor/Principal Engineer	Total	84	9	12	8	6	5	2	5	21	15	1	0
	Mean	62,672	64,023	49,977	57,215	65,017	68,100	50,100	58,640	66,430	70,118	60,000	
	Median	58,250	62,500	45,000	54,500	64,000	62,000	50,100	61,000	60,300	60,000	60,000	
	1st Decile	40,000	38,000	40,000	24,000	46,100	55,000	49,800	47,000	44,689	32,765	60,000	
	9th Decile	90,000	84,354	66,488	120,000	95,000	85,000	50,400	65,000	90,000	120,000	60,000	
Senior Engineer/Senior Lecturer	Total	114	7	27	6	12	4	3	11	25	13	4	2
	Mean	52,132	51,911	52,289	48,056	46,338	49,500	43,333	52,345	53,392	54,340	69,798	49,650
	Median	48,750	51,250	48,086	48,567	45,000	44,500	41,000	46,000	50,000	48,900	68,253	49,650
	1st Decile	38,000	42,900	38,000	41,000	40,000	33,000	40,000	33,000	39,000	37,000	34,685	48,000
	9th Decile	66,980	66,980	65,000	52,000	58,000	76,000	49,000	82,000	69,000	65,148	108,000	51,300
Engineer/Supervised Team Member/Lecturer	Total	306	19	59	17	20	10	14	27	68	58	11	3
	Mean	39,019	38,516	36,927	40,810	38,125	31,990	37,907	38,168	39,845	43,142	36,292	27,000
	Median	37,450	39,000	37,000	41,000	38,500	31,600	36,420	34,750	37,135	39,950	35,000	26,000
	1st Decile	30,000	30,000	30,100	30,750	29,151	24,400	29,580	30,223	31,700	30,000	29,500	23,000
	9th Decile	49,500	48,327	45,000	55,000	47,275	37,450	48,327	46,800	48,000	58,572	45,000	32,000
Engineering Technician	Total	3	0	0	0	1	0	0	1	0	0	1	0
	Mean	25,667				30,000			17,000			30,000	
	Median	30,000				30,000			17,000			30,000	
	1st Decile	17,000				30,000			17,000			30,000	
	9th Decile	30,000				30,000			17,000			30,000	
Postdoctoral	Total	8	2	0	0	0	0	1	0	3	0	0	2
	Mean	31,103	27,500					29,301		38,173			25,000
	Median	30,651	27,500					29,301		38,000			25,000
	1st Decile	18,000	26,000					29,301		37,520			18,000
	9th Decile	39,000	29,000					29,301		39,000			32,000
Graduate in Training/Engineer in Training/Post graduate or Doctoral Student in Training	Total	145	7	29	12	7	7	10	10	30	29	4	0
	Mean	30,644	34,629	33,654	28,042	25,537	26,950	23,642	30,155	31,916	31,601	27,313	
	Median	29,061	34,000	31,500	27,750	28,000	27,000	26,661	29,900	30,000	28,000	27,500	
	1st Decile	25,000	30,000	27,000	22,500	2,700	24,000	10,345	24,500	25,500	24,000	26,250	
	9th Decile	42,000	40,000	48,000	32,000	35,500	32,000	29,375	38,500	42,150	43,000	28,000	
Intern/Undergraduate Student Placement/Apprentice	Total	1	1	0	0	0	0	0	0	0	0	0	0
	Mean	18,000	18,000										
	Median	18,000	18,000										
	1st Decile	18,000	18,000										
	9th Decile	18,000	18,000										
Consultant/Contractor	Total	28	0	8	1	2	0	0	3	9	3	0	2
	Mean	58,429		57,675	48,000	82,179			46,750	59,322	57,699		57,500
	Median	45,900		48,400	48,000	82,179			35,500	45,000	43,200		57,500
	1st Decile	25,000		36,500	48,000	64,357			22,500	25,000	29,898		5,000
	9th Decile	110,000		120,000	48,000	100,000			82,250	157,901	100,000		110,000
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	5	1	3	0	1	0	0	0	0	0	0	0
	Mean	45,020	50,500	40,867		52,000							
	Median	50,500	50,500	37,000		52,000							
	1st Decile	30,000	50,500	30,000		52,000							
	9th Decile	55,600	50,500	55,600		52,000							
Other	Total	2	0	0	0	0	1	0	1	0	0	0	0
	Mean	23,150					20,000		26,300				
	Median	23,150					20,000		26,300				
	1st Decile	20,000					20,000		26,300				
	9th Decile	26,300					20,000		26,300				



Section C Classified by UK region

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

	Total	Region										
		North East	North West	Yorkshire and the Humber	East Midlands	East of England	West Midlands	South West	South East	Scotland	Wales	Northern Ireland
Automotive/Transport	Total	9	2	1	0	0	3	1	0	2	0	0
	Median	44,000	42,000	33,000		53,000	43,000		110,000			
Biochemical Engineering	Total	13	6	0	0	0	1	0	1	5	0	0
	Median	39,000	45,290			20,000		29,500	40,000			
Chemical and Allied Products	Total	153	34	37	18	1	7	6	4	17	10	15
	Median	56,000	51,250	62,000	41,500	48,300	65,000	55,000	73,404	65,000	48,000	62,000
Consultancy	Total	154	7	36	9	11	1	6	13	43	26	2
	Median	46,400	45,000	41,500	60,000	42,000	100,000	58,000	40,000	58,000	43,635	69,000
Consumer Products	Total	13	0	6	1	1	0	0	1	3	0	1
	Median	58,363		70,500	40,000	65,000		40,600	56,000		35,000	
Contracting	Total	79	6	17	0	1	2	1	1	45	6	0
	Median	72,000	67,200	68,000		27,500	69,500	42,000	82,000	85,000	57,495	
Education/University	Total	47	3	4	5	6	1	6	3	9	7	0
	Median	44,689	29,000	38,538	56,000	52,750	60,000	71,500	24,000	45,000	41,000	32,000
Finance, Insurance and Risk	Total	26	2	0	1	2	0	0	1	20	0	0
	Median	120,000	78,500		117,300	137,500		150,000	120,500			
Food and Drink	Total	71	3	4	8	15	4	8	2	17	8	2
	Median	48,327	90,000	44,000	33,408	38,000	58,000	53,150	53,826	48,800	45,500	81,500
Fuel Cells Technology	Total	6	0	0	2	0	0	0	0	3	1	0
	Median	46,500			40,250				75,000	33,000		
Health, Safety and Environment	Total	17	3	0	2	0	0	0	1	5	4	1
	Median	56,400	40,000		64,208			57,000	68,000	62,450	90,500	32,000
Industrial Gases	Total	48	1	3	6	4	0	2	3	29	0	0
	Median	67,500	45,000	37,000	59,703	71,000		34,100	49,500	73,000		
Iron, Steel and Other Metals	Total	11	2	0	4	0	1	0	1	1	0	2
	Median	41,000	71,000		36,825		36,000	46,000	41,000		34,500	
Manufacturing	Total	61	3	18	9	7	2	4	1	5	4	7
	Median	40,000	42,900	43,000	41,000	40,000	38,500	32,500	38,000	82,000	27,950	34,685
Medicine/Medical equipment	Total	11	0	0	1	0	1	0	3	2	3	0
	Median	33,000			60,372		31,000		33,000	68,500	31,850	23,000
Mining and minerals	Total	5	0	0	0	0	1	0	1	0	1	0
	Median	51,300				66,000		52,500		25,500		40,150
Non-governmental organisation/Industry Body/Trade Body	Total	2	0	0	0	0	0	2	0	0	0	0
	Median	72,500					72,500					
Oil and Gas Exploration and Production	Total	277	6	14	8	1	6	1	15	98	125	3
	Median	73,000	81,000	62,000	86,925	50,000	38,725	37,440	50,750	80,500	70,000	108,000
Oil Refining	Total	97	1	14	11	3	0	1	9	37	10	11
	Median	65,580	140,000	53,105	69,800	52,000		60,000	70,120	69,900	72,000	57,500
Paper and Packaging	Total	8	0	3	0	0	1	2	1	0		0
	Median	50,543		48,086			63,000	66,500	53,000		43,000	
Petrochemicals	Total	76	23	10	4	1	0	0	7	17	14	0
	Median	64,000	73,000	89,050	58,500	45,000		53,700	58,000	48,250		
Pharmaceuticals and Personal Care Products	Total	148	12	33	4	5	10	5	6	54	12	3
	Median	50,950	48,500	46,000	52,000	45,000	56,250	40,000	73,350	54,615	47,250	30,000
Plastics	Total	10	2	4	1	0	0	0	1	1	1	0
	Median	48,440	52,190	67,000	46,880			54,000	24,000	40,000		
Power Generation - Fossil Fuels	Total	19	0	0	1	4	0	0	3	6	4	0
	Median	61,000			61,000	66,500		59,370	95,500	51,675		59,000
Power Generation - Nuclear Decommissioning	Total	77	5	59	0	0	0	0	4	3	6	0
	Median	54,358	40,500	55,000				34,550	42,000	34,318		
Power Generation - Nuclear Generation	Total	42	2	18	0	4	1	1	10	4	2	0
	Median	42,000	40,945	68,038		41,000	32,000	26,521	36,875	55,492	55,750	
Power Generation - Renewables	Total	22	1	2	1	2	1	4	1	7	2	0
	Median	51,200	78,000	44,800	65,000	56,250	22,000	42,700	82,250	52,000	64,300	5,000
Process Automation, System and Control	Total	10	1	2	0	1	0	0	1	4	1	0
	Median	76,065	65,000	40,000		65,000		88,000	97,065	92,500		
Process Plant and Equipment	Total	33	2	4	2	5	0	2	3	10	3	2
	Median	52,500	36,250	38,000	56,000	49,000		42,129	56,500	66,028	78,000	54,600
Public Sector (Including Defence, Government And Regulatory Authorities)	Total	35	2	7	1	2	1	0	6	12	2	2
	Median	50,500	48,913	61,314	82,000	42,625	24,000		43,600	61,500	57,850	38,371
Surface Chemistry/Paints and Adhesives	Total	2	0	0	0	0	0	0	0	2	0	0
	Median	77,000							77,000			
Waste Management	Total	24	0	7	3	2	0	1	2	4	5	0
	Median	37,700		46,800	32,000	72,500		35,400	35,112	65,750	32,765	
Water	Total	80	0	9	5	6	4	18	8	18	9	3
	Median	42,000		40,585	46,500	59,000	49,500	49,500	35,500	42,650	31,000	32,720
Other	Total	16	0	1	2	2	0	3	5	1	0	0
	Median	60,000		92,000	52,500	116,500	24,200		52,500	65,000	180,000	

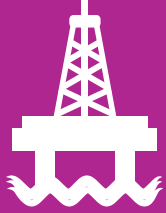


Section C Classified by UK region

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

		Total	Region										
			North East	North West	Yorkshire and the Humber	East Midlands	East of England	West Midlands	South West	South East	Scotland	Wales	Northern Ireland
Academic Research and/or Teaching	Total	39	3	4	3	6	0	7	0	8	5	0	3
	Median £	45,000	29,000	38,538	56,000	65,750		48,327		56,952	38,200		32,000
Analysis/Intelligence Gathering	Total	38	2	7	1	3	2	0	4	14	3	2	0
	Median £	41,500	40,000	36,000	25,000	42,000	51,500		37,043	80,556	43,000	55,500	
Asset Management	Total	36	0	2	4	0	0	3	3	9	15	0	0
	Median £	47,250		76,568	87,500			29,580	30,223	115,000	31,630		
Business Systems/IT and Software	Total	14	0	2	1	1	0	0	4	6	0	0	0
	Median £	56,686		60,800	60,372	50,000			76,424	49,000			
Certification/Validation/Quality Assurance	Total	14	0	0	0	4	1	2	3	1	2	0	1
	Median £	35,500				34,500	32,000	46,345	33,000	90,000	56,500		26,000
Construction and Installation	Total	35	3	8	0	3	1	1	5	10	3	0	1
	Median £	60,000	84,354	64,125		65,000	49,000	71,600	82,250	57,500	50,000		41,500
Design	Total	450	37	98	22	18	7	22	35	155	46	10	0
	Median £	50,650	58,000	51,000	46,750	44,000	50,000	47,750	42,000	61,000	44,995	42,800	
Education and Training	Total	9	0	0	1	1	1	0	3	2	1	0	0
	Median £	39,000			38,000	54,000	60,000		24,000	38,500	175,000		
Finance/Financial Services/Procurement and Supply	Total	14	1	2	0	0	0	1	1	8	0	1	0
	Median £	132,500	37,000	57,132				181,250	62,000	155,000		45,000	
Manufacture and Production	Total	192	16	50	20	10	6	7	7	25	28	18	5
	Median £	51,400	66,804	56,250	47,007	42,500	82,500	59,000	45,000	43,000	48,235	58,250	53,500
Marketing and Sales	Total	34	3	5	1	1	1	4	3	12	3	0	1
	Median £	69,875	56,930	56,500	37,000	67,000	20,000	58,175	83,608	98,200	86,000		60,000
Operations	Total	238	13	39	18	6	9	4	15	45	77	10	2
	Median £	56,350	49,500	51,750	57,250	49,775	52,000	31,629	47,000	75,000	70,000	57,503	34,300
Process Safety/Safety, Health and Environment	Total	160	10	25	17	6	2	3	8	49	35	5	0
	Median £	60,625	51,500	61,000	61,500	52,000	60,250	42,000	46,950	75,000	64,000	65,000	
Project Management/General Administration/Management Services	Total	170	12	24	7	9	9	8	10	59	25	3	4
	Median £	65,000	76,107	62,674	30,000	80,000	31,000	40,600	54,000	80,000	57,000	60,000	53,500
Regulations/Regulatory Compliance	Total	35	5	11	0	1	2	1	2	8	1	3	1
	Median £	55,600	50,500	55,600		63,000	68,048	57,000	44,000	60,250	34,000	49,742	32,000
Research and Development	Total	137	17	24	10	9	7	6	10	44	8	2	0
	Median £	50,000	51,250	52,500	43,600	45,000	35,000	54,500	51,125	51,500	44,250	43,603	
Risk Management	Total	44	3	3	2	7	1	1	1	20	6	0	0
	Median £	87,600	43,000	44,000	93,550	66,500	100,000	65,000	150,000	99,000	94,550		
Other	Total	43	4	9	2	1	1	1	2	13	10	0	0
	Median £	75,000	39,750	75,000	90,000	65,000	20,000	31,500	74,500	76,147	94,950		

Section D



Classified by industry sector





Section D Classified by industry sector

SECTION D / TABLE 1A: EMPLOYMENT STATUS

		Total	Industry Sector																
			Auto/Transport	Biochem	Chemical	Consultancy	Consumer	Contractor	Education/U niversity	Finance and Insurance	Food and Drink	Fuel Cells	Health, Safety and Environ	Industrial Gases	Iron, Steel, Other Metals	Manufacturing	Medicine/M ed Equip	Mining and Minerals	NGO/Ind Body
Total	Total	1702	9	13	153	154	13	79	47	26	71	6	17	48	11	61	11	5	2
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Full time	Total	1643	8	12	144	147	13	77	42	25	68	6	15	48	11	60	11	5	2
	%	97%	89%	92%	94%	95%	100%	97%	89%	96%	96%	100%	88%	100%	100%	98%	100%	100%	100%
Part time	Total	59	1	1	9	7	0	2	5	1	3	0	2	0	0	1	0	0	0
	%	3%	11%	8%	6%	5%	0%	3%	11%	4%	4%	0%	12%	0%	0%	2%	0%	0%	0%



Section D Classified by industry sector

SECTION D / TABLE 1B: EMPLOYMENT STATUS

		Total	Industry Sector																
			Oil Production	Oil Refining	Paper	Petrochem	Pharma	Plastics	Power - Fossil	Power - Nuclear Decomm	Power - Nuclear Generation	Power - Renewable	Proc Auto, Simul, Control	Proc plant and equip	Public Sector	Surface Chem/Paints	Waste Management	Water	Other
Total	Total	1702	277	97	8	76	148	10	19	77	42	22	10	33	35	2	24	80	16
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Full time	Total	1643	273	96	8	76	143	10	19	76	40	21	10	32	32	2	23	75	13
	%	97%	99%	99%	100%	100%	97%	100%	100%	99%	95%	95%	100%	97%	91%	100%	96%	94%	81%
Part time	Total	59	4	1	0	0	5	0	0	1	2	1	0	1	3	0	1	5	3
	%	3%	1%	1%	0%	0%	3%	0%	0%	1%	5%	5%	0%	3%	9%	0%	4%	6%	19%



Section D Classified by industry sector

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

	Total	Industry Sector																
		Auto/Transport	Biochem	Chemical	Consultancy	Consumer	Contractor	Education/U niversity	Finance and Insurance	Food and Drink	Fuel Cells	Health, Safety and Environ	Industrial Gases	Iron, Steel, Other Metals	Manufacturing	Medicine/M ed Equip	Mining and Minerals	NGO/Ind Body
Total	1702	9	13	153	154	13	79	47	26	71	6	17	48	11	61	11	5	2
<£16K	5	0	0	0	1	0	1	0	0	1	0	0	0	0	0	0	0	0
>=£16K and <£18K	3	0	0	0	1	0	0	2	0	0	0	0	0	0	0	0	0	0
>=£18K and <£19K	3	0	0	0	1	0	0	1	0	0	0	0	0	0	1	0	0	0
>=£19K and <£20K	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£20K and <£21K	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£21K and <£22K	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£22K and <£23K	5	0	0	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0
>=£23K and <£24K	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
>=£24K and <£25K	9	1	1	0	2	0	0	1	0	0	0	0	0	0	1	0	0	0
>=£25K and <£26K	18	0	0	1	0	0	0	0	0	3	0	0	1	2	1	0	1	0
>=£26K and <£27K	27	0	0	1	1	0	0	1	0	2	0	0	1	0	2	1	0	0
>=£27K and <£28K	22	0	0	0	2	0	1	0	0	4	0	0	0	0	2	0	0	0
>=£28K and <£29K	20	0	0	1	0	0	0	0	0	2	0	0	0	0	3	0	0	0
>=£29K and <£30K	26	0	1	1	2	0	0	2	0	2	0	1	0	1	3	0	1	0
>=£30K and <£31K	35	0	0	4	3	1	2	0	0	3	0	0	2	0	4	0	0	0
>=£31K and <£32K	26	0	1	3	6	0	1	1	0	2	0	0	0	0	1	2	0	0
>=£32K and <£33K	31	0	1	3	2	0	0	2	0	2	0	1	0	0	0	1	0	0
>=£33K and <£34K	28	1	0	3	7	0	0	0	0	1	1	0	0	0	1	1	0	0
>=£34K and <£35K	26	0	0	2	6	0	2	0	0	0	0	0	0	0	2	0	0	0
>=£35K and <£36K	31	0	0	2	3	1	0	0	0	0	1	0	0	0	2	0	0	0
>=£36K and <£37K	26	0	0	5	3	0	1	0	0	0	0	1	1	1	0	0	0	0
>=£37K and <£38K	30	0	0	2	6	0	0	2	2	2	0	0	1	0	2	0	0	0
>=£38K and <£39K	29	0	0	1	4	0	1	4	0	2	0	0	1	0	1	0	0	0
>=£39K and <£40K	29	0	2	1	3	0	0	0	0	1	0	0	1	1	2	0	0	0
>=£40K and <£45K	157	3	1	13	19	2	4	9	0	7	0	1	4	1	11	0	0	0
>=£45K and <£50K	124	0	2	16	9	0	3	2	0	5	0	2	5	4	3	1	0	0
>=£50K and <£55K	116	1	0	14	7	0	5	4	0	2	0	1	2	0	4	1	2	0
>=£55K and <£60K	106	1	1	12	8	3	3	1	0	8	1	3	2	0	3	0	0	1
>=£60K and <£65K	107	1	0	16	14	0	5	3	0	4	0	0	1	0	3	1	0	0
>=£65K and <£70K	90	0	0	11	5	1	5	0	0	5	0	2	4	0	2	0	1	0
>=£70K and <£75K	70	0	0	6	1	2	7	1	0	1	0	0	4	0	0	0	0	0
>=£75K and <£80K	62	0	0	10	3	0	3	0	0	1	1	1	5	0	0	1	0	0
>=£80K and <£85K	68	0	0	7	5	1	4	1	2	1	0	1	1	0	3	0	0	0
>=£85K and <£90K	44	0	0	1	3	1	5	1	2	0	0	1	4	0	0	1	0	0
>=£90K and <£95K	37	0	0	0	2	0	1	0	1	2	0	0	1	0	0	0	0	1
>=£95K and <£100K	27	0	1	1	1	0	2	3	1	1	0	0	3	1	0	0	0	0
>=£100K and <£105K	34	0	0	1	4	0	4	1	1	1	0	0	1	0	0	0	0	0
>=£105K and <£110K	17	0	0	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0
>=£110K and <£115K	26	0	0	2	2	0	5	0	1	1	0	0	1	0	0	0	0	0
>=£115K and <£120K	11	0	0	1	1	0	1	0	2	1	0	0	0	0	1	0	0	0
>=£120K and <£125K	26	0	0	0	2	0	2	0	3	1	0	0	0	0	0	0	0	0
>=£125K and <£130K	10	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0
>=£130K and <£135K	15	0	1	1	2	0	0	1	0	0	0	0	0	0	1	0	0	0
>=£135K and <£140K	5	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
>=£140K and <£145K	11	0	0	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
>=£145K and <£150K	7	0	0	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0
>=£150K and <£200K	63	1	0	1	5	1	2	4	9	0	1	2	1	0	0	0	0	0
>=£200K and <£250K	10	0	0	0	0	0	2	0	0	1	0	0	0	0	1	0	0	0
>=£250K	23	0	0	1	2	0	0	0	2	1	0	0	1	0	1	0	0	0
Total	1,702	9	13	153	154	13	79	47	26	71	6	17	48	11	61	11	5	2
Mean	69,742	57,778	48,914	62,043	62,278	64,965	81,126	60,377	134,677	57,372	63,917	68,932	71,880	43,845	57,112	45,293	44,860	72,500
Median	55,000	44,000	39,000	56,000	46,400	58,363	72,000	44,689	120,000	48,327	46,500	56,400	67,500	41,000	40,000	33,000	51,300	72,500
1st Decile	30,229	24,000	24,400	33,000	31,000	35,000	36,770	26,000	80,000	27,000	22,500	32,000	36,396	25,650	27,600	26,500	25,500	55,000
9th Decile	117,170	165,000	95,000	95,000	109,000	85,139	135,000	132,000	190,000	98,000	160,000	150,000	98,900	49,000	80,000	75,000	66,000	90,000



Section D Classified by industry sector

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

	Total	Industry Sector																
		Oil Production	Oil Refining	Paper	Petrochem	Pharma	Plastics	Power - Fossil	Power - Nuclear Decommission	Power - Nuclear Generation	Power - Renewable	Proc Auto, Simul, Control	Proc plant and equip	Public Sector	Surface Chem/Paints	Waste Management	Water	Other
Total	1702	277	97	8	76	148	10	19	77	42	22	10	33	35	2	24	80	16
<£16K	5	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0
>=£16K and <£18K	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£18K and <£19K	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£19K and <£20K	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£20K and <£21K	3	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
>=£21K and <£22K	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
>=£22K and <£23K	5	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
>=£23K and <£24K	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
>=£24K and <£25K	9	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1	0	0
>=£25K and <£26K	18	2	0	0	0	3	0	0	0	0	2	0	0	1	0	0	0	1
>=£26K and <£27K	27	3	0	0	0	2	0	0	1	3	1	0	1	1	0	1	5	0
>=£27K and <£28K	22	1	0	0	0	3	0	0	0	0	0	0	0	1	0	2	6	0
>=£28K and <£29K	20	3	0	0	0	2	0	0	2	1	0	1	0	0	0	0	4	1
>=£29K and <£30K	26	7	0	0	0	1	0	1	0	0	0	0	0	0	0	0	3	0
>=£30K and <£31K	35	2	1	0	2	5	0	0	1	1	0	0	0	1	0	1	1	1
>=£31K and <£32K	26	1	0	0	0	3	0	0	2	0	0	0	0	0	0	0	3	0
>=£32K and <£33K	31	1	0	1	2	5	1	0	0	3	1	0	1	0	0	2	2	0
>=£33K and <£34K	28	4	1	0	1	1	1	0	2	1	0	0	0	0	0	1	1	0
>=£34K and <£35K	26	1	1	0	0	2	0	0	6	1	0	0	0	2	0	0	1	0
>=£35K and <£36K	31	2	1	0	3	3	0	1	1	3	1	0	2	1	0	2	2	0
>=£36K and <£37K	26	1	3	0	0	2	0	0	3	0	0	0	1	0	0	0	4	0
>=£37K and <£38K	30	6	1	0	0	3	0	0	0	1	0	0	0	1	0	0	1	0
>=£38K and <£39K	29	2	1	0	0	3	0	0	5	2	0	0	0	0	0	0	2	0
>=£39K and <£40K	29	4	1	0	1	6	0	0	2	1	0	0	2	0	0	0	1	0
>=£40K and <£45K	157	22	8	1	4	13	1	0	6	6	2	0	4	4	1	1	9	0
>=£45K and <£50K	124	17	8	2	10	13	1	2	4	1	1	0	2	4	0	2	5	0
>=£50K and <£55K	116	14	11	1	6	14	2	0	6	1	2	2	3	3	0	1	5	2
>=£55K and <£60K	106	12	6	0	7	10	0	3	8	1	0	0	2	2	0	2	5	1
>=£60K and <£65K	107	16	3	1	2	12	0	5	9	2	1	0	2	2	0	0	4	0
>=£65K and <£70K	90	8	9	1	4	6	0	0	5	3	1	2	2	4	0	0	8	1
>=£70K and <£75K	70	15	3	0	5	6	1	1	6	4	1	0	2	2	0	0	2	0
>=£75K and <£80K	62	10	6	0	7	3	0	0	2	3	1	0	3	1	0	1	0	0
>=£80K and <£85K	68	11	7	0	5	5	1	2	2	0	2	0	1	1	0	2	2	1
>=£85K and <£90K	44	9	5	1	3	1	0	0	0	0	1	2	0	1	0	1	1	0
>=£90K and <£95K	37	8	3	0	3	4	0	1	2	1	1	1	2	1	0	0	1	1
>=£95K and <£100K	27	6	2	0	2	3	0	0	0	0	0	0	0	0	0	0	0	0
>=£100K and <£105K	34	9	4	0	1	3	0	2	0	0	0	0	0	0	0	1	1	0
>=£105K and <£110K	17	5	0	0	1	0	0	0	0	0	1	1	0	0	0	0	0	1
>=£110K and <£115K	26	5	2	0	0	3	0	0	1	0	0	0	0	0	1	1	1	0
>=£115K and <£120K	11	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£120K and <£125K	26	12	2	0	1	2	0	0	0	1	0	0	0	0	0	0	0	0
>=£125K and <£130K	10	3	0	0	1	0	1	0	0	1	0	0	1	0	0	0	0	0
>=£130K and <£135K	15	6	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0
>=£135K and <£140K	5	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£140K and <£145K	11	6	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
>=£145K and <£150K	7	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=£150K and <£200K	63	26	2	0	0	1	0	0	1	0	1	1	1	0	0	0	0	3
>=£200K and <£250K	10	2	1	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0
>=£250K	23	8	1	0	1	2	0	1	0	0	0	0	0	1	0	0	0	1
Total	1,702	277	97	8	76	148	10	19	77	42	22	10	33	35	2	24	80	16
Mean	69,742	91,883	77,427	54,822	71,488	60,346	56,126	77,191	54,250	54,502	59,589	78,763	59,465	63,282	77,000	49,141	46,884	208,619
Median	55,000	73,000	65,580	50,543	64,000	50,950	48,440	61,000	54,358	42,000	51,200	76,065	52,500	50,500	77,000	37,700	42,000	60,000
1st Decile	30,229	36,000	39,200	32,000	35,360	30,000	28,190	35,500	33,383	30,750	25,000	40,000	35,000	27,000	44,000	24,000	27,375	22,000
9th Decile	117,170	150,000	115,573	85,000	109,500	97,000	104,500	101,000	75,984	79,000	92,000	128,500	92,000	82,000	110,000	86,000	70,375	180,000



Section D Classified by industry sector

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

	Total	Industry Sector																
		Auto/Transport	Biochem	Chemical	Consultancy	Consumer	Contractor	Education/U niversity	Finance and Insurance	Food and Drink	Fuel Cells	Health, Safety and Environ	Industrial Gases	Iron, Steel, Other Metals	Manufacturing	Medicine/Med Equip	Mining and Minerals	NGO/Ind Body
Total	1702	9	13	153	154	13	79	47	26	71	6	17	48	11	61	11	5	2
Defined Benefit Pension/Company Final Salary Scheme	Total	441	2	1	31	16	4	2	26	2	25	1	7	22	1	13	1	0
	%	26%	22%	8%	20%	10%	31%	3%	55%	8%	35%	17%	41%	46%	9%	21%	9%	0%
Defined Contribution Pension/Company Money Purchase Scheme	Total	1131	6	11	107	123	9	75	19	19	45	4	8	25	10	43	10	5
	%	66%	67%	85%	70%	80%	69%	95%	40%	73%	63%	67%	52%	91%	70%	91%	100%	100%
Non-contributory Pension	Total	40	0	0	5	3	0	0	1	2	0	1	0	0	1	0	0	0
	%	2%	0%	0%	3%	2%	0%	0%	2%	8%	0%	17%	0%	0%	2%	0%	0%	0%
None	Total	90	1	1	10	12	0	2	1	3	1	0	2	1	0	4	0	0
	%	5%	11%	8%	7%	8%	0%	3%	2%	12%	1%	0%	12%	2%	0%	7%	0%	0%
Health Insurance	Total	1060	3	8	97	87	11	63	4	23	45	1	8	39	7	33	6	3
	%	62%	33%	62%	63%	56%	85%	80%	9%	88%	63%	17%	47%	81%	64%	54%	55%	60%
Dental Insurance	Total	236	1	1	21	20	0	9	2	6	7	1	2	0	9	2	0	0
	%	14%	11%	8%	14%	13%	0%	11%	4%	23%	10%	17%	12%	0%	0%	15%	18%	0%
Car or Car Allowance	Total	496	5	3	40	37	9	28	0	17	26	1	5	31	1	12	2	0
	%	29%	56%	23%	26%	24%	69%	35%	0%	65%	37%	17%	29%	65%	9%	20%	18%	40%
Company Share Scheme	Total	495	3	1	40	22	9	21	2	5	10	1	5	11	2	16	2	1
	%	29%	33%	8%	26%	14%	69%	27%	4%	19%	14%	17%	29%	23%	18%	26%	18%	50%
Life Insurance	Total	611	3	3	60	57	5	36	4	18	23	1	3	17	4	21	3	0
	%	36%	33%	23%	39%	37%	38%	46%	9%	69%	32%	17%	18%	35%	36%	34%	27%	40%
Loans	Total	69	2	0	4	7	1	3	0	3	2	1	1	3	2	2	0	0
	%	4%	22%	0%	3%	5%	8%	4%	0%	12%	3%	17%	6%	6%	18%	3%	0%	0%
ICChem Membership Fees	Total	1297	4	9	115	116	12	66	12	24	49	3	11	44	11	44	5	4
	%	76%	44%	69%	75%	75%	92%	84%	26%	92%	69%	50%	65%	92%	100%	72%	45%	100%
Other Professional Membership Fees	Total	250	2	1	22	25	0	8	3	12	11	0	3	6	0	7	1	2
	%	15%	22%	8%	14%	16%	0%	10%	6%	46%	15%	0%	18%	13%	0%	11%	9%	40%
Childcare	Total	166	2	0	18	11	1	1	1	1	5	0	6	3	2	6	2	0
	%	10%	22%	0%	12%	7%	8%	1%	2%	4%	7%	0%	35%	6%	18%	10%	18%	0%
Flexible Working	Total	613	4	7	46	61	9	32	17	11	25	1	5	9	1	16	6	1
	%	36%	44%	54%	30%	40%	69%	41%	36%	42%	35%	17%	29%	19%	9%	26%	55%	20%
Discount Schemes	Total	559	7	3	46	38	7	21	10	9	25	1	7	19	4	12	4	3
	%	33%	78%	23%	30%	25%	54%	27%	21%	35%	35%	17%	41%	40%	36%	20%	36%	60%
Enhanced Maternity/Paternity Packages	Total	185	4	3	16	6	2	1	4	3	7	0	2	3	1	4	1	0
	%	11%	44%	23%	10%	4%	15%	1%	9%	12%	10%	0%	12%	6%	9%	7%	9%	0%
Bonus Scheme or Performance-related Pay	Total	1006	5	4	114	76	13	39	3	23	44	1	9	36	6	35	5	2
	%	59%	56%	31%	75%	49%	100%	49%	6%	88%	62%	17%	53%	75%	55%	57%	45%	100%
Other	Total	43	0	1	5	1	1	1	1	4	0	1	1	0	2	1	0	0
	%	3%	0%	8%	3%	1%	8%	1%	2%	4%	6%	0%	6%	2%	0%	3%	9%	0%



Section D Classified by industry sector

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

		Total	Industry Sector																
			Oil Production	Oil Refining	Paper	Petrochem	Pharma	Plastics	Power - Fossil	Power - Nuclear Decomm	Power - Nuclear Generation	Power - Renewable	Proc Auto, Simul, Control	Proc plant and equip	Public Sector	Surface Chem/Paints	Waste Management	Water	Other
Defined Benefit Pension/Company Final Salary Scheme	Total	1702	277	97	8	76	148	10	19	77	42	22	10	33	35	2	24	80	16
	Total	441	84	41	0	24	33	2	11	27	10	2	2	3	20	0	4	23	1
	%	26%	30%	42%	0%	32%	22%	20%	58%	35%	24%	9%	20%	9%	57%	0%	17%	29%	6%
Defined Contribution Pension/Company Money Purchase Scheme	Total	1131	164	50	5	50	103	8	8	49	26	14	8	28	13	2	17	54	11
	%	66%	59%	52%	63%	66%	70%	80%	42%	64%	62%	64%	80%	85%	37%	100%	71%	68%	69%
	Total	40	12	3	1	0	4	0	0	0	0	1	0	1	1	0	0	2	2
Non-contributory Pension	%	2%	4%	3%	13%	0%	3%	0%	0%	0%	0%	5%	0%	3%	3%	0%	0%	3%	13%
	Total	90	17	3	2	2	8	0	0	1	6	5	0	1	1	0	3	1	2
	%	5%	6%	3%	25%	3%	5%	0%	0%	1%	14%	23%	0%	3%	3%	0%	13%	1%	13%
Health Insurance	Total	1060	222	80	5	52	110	8	14	26	7	9	7	18	4	2	8	41	8
	%	62%	80%	82%	63%	68%	74%	80%	74%	34%	17%	41%	70%	55%	11%	100%	33%	51%	50%
	Total	236	67	22	1	11	16	0	5	2	3	3	0	3	1	1	2	15	3
Dental Insurance	%	14%	24%	23%	13%	14%	11%	0%	26%	3%	7%	14%	0%	9%	3%	50%	8%	19%	19%
	Total	496	87	33	4	20	35	1	8	8	5	5	3	12	7	0	9	34	6
	%	29%	31%	34%	50%	26%	24%	10%	42%	10%	12%	23%	30%	36%	20%	0%	38%	43%	38%
Car or Car Allowance	Total	495	118	50	0	29	72	5	8	6	5	4	3	6	3	1	6	23	3
	%	29%	43%	52%	0%	38%	49%	50%	42%	8%	12%	18%	30%	49%	18%	50%	25%	29%	19%
	Total	611	134	37	1	20	54	6	10	11	12	7	2	10	4	2	7	28	6
Life Insurance	%	36%	48%	38%	13%	26%	36%	60%	53%	14%	29%	32%	20%	30%	11%	100%	29%	35%	38%
	Total	69	14	7	0	4	5	0	1	3	1	1	0	0	1	0	1	0	0
	%	4%	5%	7%	0%	5%	3%	0%	5%	4%	2%	5%	0%	0%	3%	0%	4%	0%	0%
IChemE Membership Fees	Total	1297	227	83	5	61	104	5	15	69	35	11	7	22	28	2	18	65	9
	%	76%	82%	86%	63%	80%	70%	50%	79%	90%	83%	50%	70%	67%	80%	100%	75%	81%	56%
	Total	250	44	10	2	9	21	1	1	10	9	3	1	5	9	1	2	16	1
Other Professional Membership Fees	%	15%	16%	10%	25%	12%	14%	10%	5%	13%	21%	14%	10%	15%	26%	50%	8%	20%	6%
	Total	166	32	16	0	7	17	1	1	7	4	1	1	4	1	1	2	11	1
	%	10%	12%	16%	0%	9%	11%	10%	5%	9%	10%	5%	10%	12%	3%	50%	8%	14%	6%
Flexible Working	Total	613	109	25	2	21	52	0	7	35	18	6	2	8	24	2	8	39	4
	%	36%	39%	26%	25%	28%	35%	0%	37%	45%	43%	27%	20%	24%	69%	100%	33%	49%	25%
	Total	559	108	34	1	25	60	4	11	12	17	4	1	6	17	0	10	31	1
Discount Schemes	%	33%	39%	35%	13%	33%	41%	40%	58%	16%	40%	18%	10%	18%	49%	0%	42%	39%	6%
	Total	185	41	20	0	4	29	0	6	9	3	1	0	1	5	0	2	7	0
	%	11%	15%	21%	0%	5%	20%	0%	32%	12%	7%	5%	0%	3%	14%	0%	8%	9%	0%
Enhanced Maternity/Paternity Packages	Total	1006	167	62	4	51	111	8	15	52	14	9	5	18	5	1	16	39	9
	%	59%	60%	64%	50%	67%	75%	80%	79%	68%	33%	41%	50%	55%	14%	50%	67%	49%	56%
	Total	43	8	4	0	2	1	0	2	0	0	1	0	1	1	0	1	2	0
Bonus Scheme or Performance-related Pay	%	3%	3%	4%	0%	3%	1%	0%	11%	0%	0%	5%	0%	3%	3%	0%	4%	3%	0%
	Total	43	8	4	0	2	1	0	2	0	0	1	0	1	1	0	1	2	0
	%	3%	3%	4%	0%	3%	1%	0%	11%	0%	0%	5%	0%	3%	3%	0%	4%	3%	0%
Other	Total	43	8	4	0	2	1	0	2	0	0	1	0	1	1	0	1	2	0
	%	3%	3%	4%	0%	3%	1%	0%	11%	0%	0%	5%	0%	3%	3%	0%	4%	3%	0%
	%	3%	3%	4%	0%	3%	1%	0%	11%	0%	0%	5%	0%	3%	3%	0%	4%	3%	0%



Section D Classified by industry sector

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

		Total	Industry Sector																
			Auto/Transport	Biochem	Chemical	Consultancy	Consumer	Contractor	Education/U niversity	Finance and Insurance	Food and Drink	Fuel Cells	Health, Safety and Environ	Industrial Gases	Iron, Steel, Other Metals	Manufacturing	Medicine/M ed Equip	Mining and Minerals	NGO/Ind Body
Chartered Members	Total	911	3	5	86	82	8	62	18	23	20	2	13	33	3	15	2	2	1
	Mean	89,685	89,333	71,577	75,139	79,875	76,618	88,923	89,158	142,635	91,955	117,500	77,964	86,130	60,500	110,807	80,000	59,250	90,000
	Median	72,000	63,000	58,580	64,750	61,170	68,000	81,000	67,000	121,000	66,500	117,500	68,000	75,000	47,000	62,000	80,000	59,250	90,000
	1st Decile	45,000	40,000	24,400	45,600	43,000	40,000	45,500	38,183	80,500	55,500	75,000	40,000	48,711	39,500	48,000	75,000	52,500	90,000
	9th Decile	145,000	165,000	130,000	113,000	120,000	155,443	135,000	175,000	190,000	194,000	160,000	150,000	102,000	95,000	200,000	85,000	66,000	90,000
Non-Chartered Members	Total	791	6	8	67	72	5	17	29	3	51	4	4	15	8	46	9	3	1
	Mean	46,775	42,000	34,750	45,234	42,238	46,320	52,693	42,513	73,667	43,810	37,125	39,579	40,530	37,600	39,603	37,580	35,267	55,000
	Median	39,891	43,500	35,500	43,000	35,250	40,600	45,000	40,000	86,000	38,200	34,000	40,208	40,000	38,500	36,020	32,500	29,000	55,000
	1st Decile	27,000	24,000	20,000	30,000	26,500	30,000	30,650	18,000	37,000	26,000	22,500	29,000	26,500	25,650	26,500	23,000	25,500	55,000
	9th Decile	66,980	55,000	47,000	66,980	64,357	70,000	84,354	95,000	98,000	65,000	58,000	48,900	55,004	49,000	55,000	60,372	51,300	55,000
Male	Total	1374	6	8	127	120	12	69	35	25	55	5	13	39	9	52	9	5	2
	Mean	74,547	64,833	58,936	64,097	68,441	67,462	82,568	66,107	135,372	60,841	70,100	77,226	77,152	43,589	60,091	45,969	44,860	72,500
	Median	60,000	48,500	48,452	56,000	52,875	61,682	72,000	45,000	120,000	48,800	58,000	68,000	70,000	39,500	41,000	33,000	51,300	72,500
	1st Decile	31,630	24,000	20,000	32,000	31,920	40,000	36,770	26,000	80,000	26,000	22,500	40,000	38,200	25,650	28,000	23,000	25,500	55,000
	9th Decile	125,000	165,000	130,000	105,000	118,000	85,139	135,000	150,000	190,000	114,000	160,000	150,000	102,000	95,000	82,000	85,000	66,000	90,000
Female	Total	328	3	5	26	34	1	10	12	1	16	1	4	9	2	9	2	0	0
	Mean	49,618	43,667	32,880	52,012	40,530	35,000	71,178	43,666	117,300	45,447	33,000	41,975	49,034	45,000	39,901	42,250		
	Median	43,000	43,000	31,500	48,500	36,750	35,000	71,000	43,845	117,300	40,500	33,000	41,250	48,000	45,000	39,346	42,250		
	1st Decile	28,000	33,000	24,400	36,816	27,000	35,000	37,820	37,075	117,300	28,500	33,000	29,000	25,000	41,000	24,000	32,500		
	9th Decile	75,637	55,000	40,000	66,711	61,340	35,000	114,500	51,500	117,300	66,000	33,000	56,400	85,000	49,000	62,000	52,000		



Section D Classified by industry sector

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

		Total	Industry Sector																
			Oil Production	Oil Refining	Paper	Petrochem	Pharma	Plastics	Power - Fossil	Power - Nuclear Decomm	Power - Nuclear Generation	Power - Renewable	Proc Auto, Simul, Control	Proc plant and equip	Public Sector	Surface Chem/Paints	Waste Management	Water	Other
Chartered Members	Total	911	166	57	4	48	70	6	13	40	17	9	5	15	21	2	8	43	9
	Mean	89,685	115,498	81,423	62,250	83,213	74,613	70,313	81,171	68,142	75,211	86,644	96,526	69,537	78,377	77,000	65,768	56,890	341,389
	Median	72,000	93,312	77,000	58,000	75,000	63,250	63,000	61,000	63,750	72,500	78,000	88,000	63,000	61,314	77,000	66,000	54,000	105,000
	1st Decile	45,000	55,000	52,000	48,000	50,000	40,300	40,000	47,500	50,500	38,890	43,600	65,000	45,000	40,200	44,000	40,000	38,600	30,000
	9th Decile	145,000	172,000	120,000	85,000	130,000	107,000	125,000	90,000	87,000	125,000	180,000	150,000	92,000	89,900	110,000	86,000	84,000	2,200,000
Non-Chartered Members	Total	791	111	40	4	28	78	4	6	37	25	13	5	18	14	0	16	37	7
	Mean	46,775	56,566	71,732	47,394	51,389	47,543	34,845	68,567	39,231	40,420	40,858	61,000	51,072	40,638		40,827	35,256	37,914
	Median	39,891	43,200	46,943	45,543	46,185	39,696	32,690	72,421	38,000	37,000	35,000	53,000	41,000	39,625		32,383	30,050	28,400
	1st Decile	27,000	29,800	35,750	32,000	32,000	27,500	24,000	29,061	30,000	26,521	22,000	28,000	26,520	25,800		23,000	26,800	20,000
	9th Decile	66,980	101,400	96,500	66,488	84,354	66,000	50,000	101,000	55,600	60,000	82,250	107,000	92,000	63,000		100,000	55,000	65,000
Male	Total	1374	221	83	6	67	113	10	19	64	34	20	9	30	25	2	21	48	11
	Mean	74,547	99,197	81,082	56,681	72,344	65,052	56,126	77,191	55,206	57,069	59,398	84,403	62,179	69,195	77,000	47,447	52,534	281,127
	Median	60,000	79,111	69,000	50,543	67,600	53,500	48,440	61,000	54,750	45,300	51,200	87,130	57,250	54,000	77,000	35,400	51,000	92,000
	1st Decile	31,630	37,450	40,000	43,000	39,000	30,000	28,190	35,500	34,000	30,750	23,500	52,000	35,500	27,000	44,000	24,000	29,500	28,400
	9th Decile	125,000	156,000	120,000	85,000	109,500	102,000	104,500	101,000	78,000	92,500	98,500	150,000	92,000	82,000	110,000	83,250	84,000	180,000
Female	Total	328	56	14	2	9	35	0	0	13	8	2	1	3	10	0	3	32	5
	Mean	49,618	63,017	55,754	49,244	65,114	45,153			49,541	43,594	61,500	28,000	32,333	48,499		61,000	38,410	49,100
	Median	43,000	48,000	50,683	49,244	45,000	40,600			50,000	40,875	61,500	28,000	35,000	43,600		56,500	36,750	52,500
	1st Decile	28,000	29,800	36,770	32,000	35,100	30,000			30,000	26,500	43,000	28,000	20,000	28,150		26,500	26,800	22,000
	9th Decile	75,637	120,000	84,000	66,488	250,000	61,000			64,299	74,500	80,000	28,000	42,000	81,950		100,000	57,000	81,000



Section D Classified by industry sector

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

		Total	Industry Sector																
			Auto/Transport	Biochem	Chemical	Consultancy	Consumer	Contractor	Education/U niversity	Finance and Insurance	Food and Drink	Fuel Cells	Health, Safety and Environ	Industrial Gases	Iron, Steel, Other Metals	Manufacturing	Medicine/M ed Equip	Mining and Minerals	NGO/Ind Body
Doctorate	Total	176	3	2	12	7	3	3	38	2	8	1	2	3	3	3	1	0	0
	Mean	62,618	48,667	44,452	53,746	47,371	98,861	69,000	63,285	253,902	46,779	75,000	46,450	46,087	41,667	55,000	31,000		
	Median	52,000	43,000	44,452	53,250	49,000	85,139	69,000	46,664	253,902	48,564	75,000	46,450	45,000	41,000	52,000	31,000		
	1st Decile	34,500	40,000	39,000	43,000	30,000	56,000	68,000	31,000	187,803	29,301	75,000	36,500	44,550	36,000	52,000	31,000		
	9th Decile	98,000	63,000	49,904	58,000	63,000	155,443	70,000	132,000	320,000	68,000	75,000	56,400	48,711	48,000	61,000	31,000		
Masters	Total	956	5	8	77	105	5	43	6	9	43	3	6	28	6	38	4	2	1
	Mean	62,272	70,000	45,175	55,077	56,720	44,273	68,218	31,148	89,422	43,478	30,167	45,588	55,347	36,050	55,442	35,000	27,250	90,000
	Median	46,550	53,000	35,250	46,200	40,000	40,000	60,000	32,000	85,000	38,000	33,000	49,700	49,750	34,500	37,000	32,750	27,250	90,000
	1st Decile	29,000	33,000	20,000	30,500	29,400	30,000	34,500	16,000	37,000	26,000	22,500	29,000	30,000	25,650	26,500	26,500	25,500	90,000
	9th Decile	101,000	165,000	130,000	83,000	105,000	58,363	116,000	44,689	150,000	63,000	35,000	57,000	85,000	49,000	67,700	48,000	29,000	90,000
Bachelors	Total	532	1	3	60	38	5	31	3	14	19	2	7	15	2	20	6	3	1
	Mean	82,951	24,000	61,860	72,375	75,808	65,320	95,245	82,000	149,214	82,084	109,000	98,488	84,484	70,500	60,601	54,537	56,600	55,000
	Median	69,900	24,000	58,580	65,856	64,679	70,000	92,000	54,000	150,000	66,000	109,000	80,000	80,000	70,500	47,050	56,186	52,500	55,000
	1st Decile	35,983	24,000	32,000	43,250	38,000	40,600	58,000	17,000	90,000	39,000	58,000	48,415	68,000	46,000	29,250	23,000	51,300	55,000
	9th Decile	140,000	24,000	95,000	108,893	120,000	80,000	135,000	175,000	190,000	140,000	160,000	190,000	98,900	95,000	122,500	85,000	66,000	55,000
Masters of Business Administration	Total	28	0	0	3	3	0	2	0	1	1	0	1	2	0	0	0	0	0
	Mean	123,582			77,500	82,667		158,000		100,000	270,000		76,000	247,500					
	Median	97,500			75,500	85,000		158,000		100,000	270,000		76,000	247,500					
	1st Decile	47,000			42,000	47,000		86,000		100,000	270,000		76,000	95,000					
	9th Decile	270,000			115,000	116,000		230,000		100,000	270,000		76,000	400,000					
Other post graduate	Total	5	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
	Mean	67,000				175,000							40,000						
	Median	40,000				175,000							40,000						
	1st Decile	20,000				175,000							40,000						
	9th Decile	175,000				175,000							40,000						
Non-graduate	Total	5	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean	44,746			31,728														
	Median	31,728			31,728														
	1st Decile	22,000			31,728														
	9th Decile	90,000			31,728														



Section D Classified by industry sector

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

		Total	Industry Sector																
			Oil Production	Oil Refining	Paper	Petrochem	Pharma	Plastics	Power - Fossil	Power - Nuclear Decomm	Power - Nuclear Generation	Power - Renewable	Proc Auto, Simul, Control	Proc plant and equip	Public Sector	Surface Chem/Paints	Waste Management	Water	Other
Doctorate	Total	176	17	3	0	5	25	0	2	7	0	2	1	2	4	1	5	9	2
	Mean	62,618	81,766	102,500		93,680	53,712		80,850	57,418		48,750	53,000	36,000	59,125	44,000	56,953	46,289	57,500
	Median	52,000	77,500	75,500		73,800	50,000		80,850	55,300		48,750	53,000	36,000	54,000	44,000	50,000	45,000	57,500
	1st Decile	34,500	48,000	75,000		40,600	37,700		80,000	38,263		32,500	53,000	32,000	34,500	44,000	32,765	36,000	50,000
	9th Decile	98,000	132,000	157,000		200,000	76,000		81,700	92,000		65,000	53,000	40,000	94,000	44,000	100,000	66,800	65,000
Masters	Total	956	179	58	2	43	80	6	11	48	27	13	4	19	18	1	12	39	7
	Mean	62,272	82,745	58,248	40,000	62,768	52,095	44,210	60,993	50,722	45,904	54,573	65,125	57,465	73,871	110,000	38,781	40,088	401,414
	Median	46,550	61,000	51,250	40,000	53,700	45,000	43,440	59,370	40,750	38,890	48,000	70,000	49,000	59,657	110,000	32,925	35,000	105,000
	1st Decile	29,000	33,000	36,750	32,000	35,000	28,500	24,000	35,500	31,194	26,521	25,000	28,000	26,520	26,300	110,000	26,500	27,000	28,400
	9th Decile	101,000	150,000	85,000	48,000	93,500	78,250	72,000	101,000	72,364	74,500	85,000	92,500	92,000	89,900	110,000	56,500	66,000	2,200,000
Bachelors	Total	532	77	34	6	27	39	3	4	22	15	7	4	12	13	0	6	30	3
	Mean	82,951	116,267	106,898	59,762	81,042	76,881	57,000	68,250	60,939	69,979	72,000	91,783	66,544	49,898		57,665	55,890	45,333
	Median	69,900	100,000	87,500	58,000	78,000	60,000	54,000	62,000	60,174	69,700	71,600	76,065	62,500	47,325		55,200	56,500	30,000
	1st Decile	35,983	40,000	57,750	43,000	45,600	30,000	33,000	59,000	40,000	35,983	5,000	65,000	42,324	30,000		21,000	29,000	25,000
	9th Decile	140,000	195,000	135,000	85,000	130,000	110,000	84,000	90,000	75,984	125,000	180,000	150,000	92,000	75,000		110,000	82,000	81,000
Masters of Business Administration	Total	28	2	2	0	1	2	1	2	0	0	0	1	0	0	0	1	2	1
	Mean	123,582	105,000	95,000		77,548	147,500	125,000	180,500				107,000				83,250	47,000	180,000
	Median	97,500	105,000	95,000		77,548	147,500	125,000	180,500				107,000				83,250	47,000	180,000
	1st Decile	47,000	100,000	50,000		77,548	80,000	125,000	61,000				107,000				83,250	42,000	180,000
	9th Decile	270,000	110,000	140,000		77,548	215,000	125,000	300,000				107,000				83,250	52,000	180,000
Other post graduate	Total	5	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
	Mean	67,000	62,500				37,500												20,000
	Median	40,000	62,500				37,500												20,000
	1st Decile	20,000	62,500				37,500												20,000
	9th Decile	175,000	62,500				37,500												20,000
Non-graduate	Total	5	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2
	Mean	44,746	25,000				90,000												38,500
	Median	31,728	25,000				90,000												38,500
	1st Decile	22,000	25,000				90,000												22,000
	9th Decile	90,000	25,000				90,000												55,000



Section D Classified by industry sector

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

	Total	Industry Sector																
		Auto/Transport	Biochem	Chemical	Consultancy	Consumer	Contractor	Education/University	Finance and Insurance	Food and Drink	Fuel Cells	Health, Safety and Environ	Industrial Gases	Iron, Steel, Other Metals	Manufacturing	Medicine/Med Equip	Mining and Minerals	NGO/Ind Body
Chairman/Managing Director/Chief Executive/Vice Chancellor/Vice President	Total	31	1	1	2	2	0	2	2	1	3	1	0	1	0	0	0	0
	Mean	191,683	165,000	130,000	135,000	339,000		173,000	128,581	260,000	202,667	160,000		400,000				
	Median	160,000	165,000	130,000	135,000	339,000		173,000	128,581	260,000	248,000	160,000		400,000				
	1st Decile	90,000	165,000	130,000	130,000	108,000		116,000	82,161	260,000	90,000	160,000		400,000				
	9th Decile	350,000	165,000	130,000	140,000	570,000		230,000	175,000	260,000	270,000	160,000		400,000				
Senior Manager/Director/Dean/Head of Department	Total	149	1	1	17	13	3	15	4	3	2	0	2	6	1	4	1	1
	Mean	127,735	40,000	95,000	117,766	130,154	97,935	117,303	142,500	175,000	127,000		80,500	107,733	95,000	251,750	75,000	52,500
	Median	102,600	40,000	95,000	105,000	120,000	80,000	113,250	160,000	185,000	127,000		80,500	100,450	95,000	157,500	75,000	52,500
	1st Decile	70,000	40,000	95,000	59,000	85,000	58,363	74,000	70,000	150,000	114,000		76,000	87,500	95,000	62,000	75,000	52,500
	9th Decile	180,000	40,000	95,000	175,000	175,000	155,443	160,000	180,000	190,000	140,000		85,000	150,000	95,000	630,000	75,000	52,500
Manager/Site Manager/Project Manager/Associate Professor/Professor/Principal Engineer	Total	327	0	1	27	27	3	28	6	6	8	1	2	15	1	5	0	1
	Mean	84,159		58,580	73,490	75,381	71,380	84,020	78,333	153,301	65,688	75,000	74,000	73,819	47,000	58,222		66,000
	Median	73,000		58,580	69,000	71,000	71,000	81,000	62,000	156,000	63,000	75,000	74,000	73,000	47,000	56,264		66,000
	1st Decile	53,000		58,580	56,000	55,000	58,000	60,000	54,000	120,000	55,000	75,000	68,000	67,000	47,000	48,500		66,000
	9th Decile	129,000		58,580	105,000	109,000	85,139	120,000	132,000	187,803	84,000	75,000	80,000	88,960	47,000	67,700		66,000
Senior Engineer/Senior Lecturer	Total	270	0	1	30	26	2	12	4	8	5	0	3	8	0	5	0	0
	Mean	72,770		24,400	57,582	50,826	52,500	56,858	59,375	113,875	59,319		49,876	64,451		65,400		
	Median	60,000		24,400	56,965	49,450	52,500	54,750	51,250	107,500	56,500		56,127	61,500		61,000		
	1st Decile	43,000		24,400	45,800	42,000	40,000	44,990	50,000	80,000	52,000		36,500	37,000		48,000		
	9th Decile	90,078		24,400	72,636	62,100	65,000	71,500	85,000	170,000	70,096		57,000	98,400		84,000		
Engineer/Supervised Team Member/Lecturer	Total	66	0	1	6	3	0	1	2	0	0	0	1	2	1	1	0	0
	Mean	52,808		49,904	41,631	46,000		45,000	38,183	95,250			56,400	49,000	39,500	37,000		
	Median	48,000		49,904	41,546	45,000		45,000	38,183	95,250			56,400	49,000	39,500	37,000		
	1st Decile	37,000		49,904	36,000	38,000		45,000	38,183	80,500			56,400	48,000	39,500	37,000		
	9th Decile	77,500		49,904	48,000	55,000		45,000	38,183	110,000			56,400	50,000	39,500	37,000		
Engineering Technician	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																	
	Median																	
	1st Decile																	
	9th Decile																	
Postdoctoral	Total	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	Mean	32,004							32,004									
	Median	32,004							32,004									
	1st Decile	32,004							32,004									
	9th Decile	32,004							32,004									
Graduate in Training/Engineer in Training/Post graduate or Doctoral Student in Training	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																	
	Median																	
	1st Decile																	
	9th Decile																	
Intern/Undergraduate Student Placement/Apprentice	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																	
	Median																	
	1st Decile																	
	9th Decile																	
Consultant/Contractor	Total	57	1	0	3	11	0	4	0	3	2	0	4	1	0	0	0	0
	Mean	95,485	63,000		52,667	62,273		81,950		158,100	77,500		112,000	75,000		85,000		
	Median	80,000	63,000		60,000	60,000		71,000		117,300	77,500		109,000	75,000		85,000		
	1st Decile	40,000	63,000		37,000	37,500		30,800		37,000	65,000		40,000	75,000		85,000		
	9th Decile	150,000	63,000		61,000	93,000		155,000		320,000	90,000		190,000	75,000		85,000		
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	10	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0
	Mean	60,049			70,500								50,500					
	Median	55,907			70,500								50,500					
	1st Decile	45,705			70,500								50,500					
	9th Decile	80,200			70,500								50,500					
Other	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																	
	Median																	
	1st Decile																	
	9th Decile																	



Section D Classified by industry sector

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

	Total	Industry Sector																
		Oil Production	Oil Refining	Paper	Petrochem	Pharma	Plastics	Power - Fossil	Power - Nuclear Decommissioning	Power - Nuclear Generation	Power - Renewable	Proc Auto, Simul, Control	Proc plant and equip	Public Sector	Surface Chem/Paints	Waste Management	Water	Other
Chairman/Managing Director/Chief Executive/Vice Chancellor/Vice President	Total	31	5	0	0	1	1	1	0	0	0	0	3	0	0	1	0	2
	Mean	191,683	192,000			200,000	450,000	125,000			180,000		102,333			86,000		180,000
	Median	160,000	156,000			200,000	450,000	125,000			180,000		92,000			86,000		180,000
	1st Decile	90,000	132,000			200,000	450,000	125,000			180,000		62,000			86,000		180,000
	9th Decile	350,000	350,000			200,000	450,000	125,000			180,000		153,000			86,000		180,000
Senior Manager/Director/Dean/Head of Department	Total	149	25	8	1	5	13	0	1	3	1	1	3	3	1	2	5	1
	Mean	127,735	178,605	116,092	85,000	128,500	104,469		300,000	116,333	92,500	105,000	150,000	71,000	74,245	110,000	79,125	80,456
	Median	102,600	130,000	120,000	85,000	94,000	93,000		300,000	92,000	92,500	105,000	150,000	70,000	74,000	110,000	79,125	84,000
	1st Decile	70,000	86,000	65,000	85,000	80,000	72,000		300,000	78,000	92,500	105,000	150,000	63,000	66,736	110,000	75,000	56,779
	9th Decile	180,000	270,000	157,000	85,000	250,000	170,000		300,000	179,000	92,500	105,000	150,000	80,000	82,000	110,000	83,250	110,000
Manager/Site Manager/Project Manager/Associate Professor/Professor/Principal Engineer	Total	327	54	19	1	17	30	2	4	21	6	5	1	5	6	0	5	17
	Mean	84,159	127,045	86,539	63,000	89,956	61,998	78,000	64,462	69,796	82,367	67,560	65,000	59,711	126,000		56,378	53,942
	Median	73,000	120,000	85,000	63,000	78,000	58,926	78,000	61,000	69,000	72,250	71,600	65,000	56,500	69,400		56,500	53,000
	1st Decile	53,000	74,000	57,750	63,000	50,000	49,275	72,000	55,849	59,500	65,000	43,600	65,000	40,000	40,200		40,000	40,585
	9th Decile	129,000	180,000	115,573	63,000	130,000	85,400	84,000	80,000	82,000	140,000	80,000	65,000	78,000	430,000		81,590	68,000
Senior Engineer/Senior Lecturer	Total	270	56	21	1	18	16	2	4	13	8	2	2	3	3	1	0	13
	Mean	72,770	76,929	71,422	53,000	67,171	59,221	50,440	54,750	54,998	62,111	78,500	90,250	59,833	49,167	44,000		54,631
	Median	60,000	73,150	70,120	53,000	65,500	57,750	50,440	54,250	54,748	51,500	78,500	90,250	52,500	55,000	44,000		54,000
	1st Decile	43,000	50,750	54,000	53,000	50,000	37,700	46,880	47,500	45,771	35,000	65,000	88,000	49,000	34,500	44,000		41,000
	9th Decile	90,078	110,000	86,200	53,000	85,000	92,000	54,000	63,000	64,300	125,000	92,000	92,500	78,000	58,000	44,000		66,800
Engineer/Supervised Team Member/Lecturer	Total	66	14	6	0	7	7	1	3	2	0	0	0	0	1	0	0	6
	Mean	52,808	63,965	53,417		59,056	42,643	40,000	69,457	53,000				35,000			37,630	
	Median	48,000	67,500	50,000		58,000	41,500	40,000	59,370	53,000				35,000			37,300	
	1st Decile	37,000	39,350	45,000		40,600	38,500	40,000	59,000	51,000				35,000			34,000	
	9th Decile	77,500	81,110	69,000		80,000	51,400	40,000	90,000	55,000				35,000			42,300	
Engineering Technician	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																	
	Median																	
	1st Decile																	
	9th Decile																	
Postdoctoral	Total	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean	32,004																
	Median	32,004																
	1st Decile	32,004																
	9th Decile	32,004																
Graduate in Training/Engineer in Training/Post graduate or Doctoral Student in Training	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																	
	Median																	
	1st Decile																	
	9th Decile																	
Intern/Undergraduate Student Placement/Apprentice	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																	
	Median																	
	1st Decile																	
	9th Decile																	
Consultant/Contractor	Total	57	12	2	1	0	3	0	1	1	0	1	1	1	0	0	2	0
	Mean	95,485	140,300	89,000	48,000		102,949		70,000	90,000	97,500		87,130	45,000	75,000		95,500	
	Median	80,000	127,500	89,000	48,000		102,000		70,000	90,000	97,500		87,130	45,000	75,000		95,500	
	1st Decile	40,000	64,000	80,000	48,000		86,847		70,000	90,000	75,000		87,130	45,000	75,000		91,000	
	9th Decile	150,000	180,000	98,000	48,000		120,000		70,000	90,000	120,000		87,130	45,000	75,000		100,000	
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	10	0	1	0	0	0	0	0	0	0	0	0	7	0	0	0	0
	Mean	60,049		69,800										58,527				
	Median	55,907		69,800										49,742				
	1st Decile	45,705		69,800										44,409				
	9th Decile	80,200		69,800										89,900				
Other	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																	
	Median																	
	1st Decile																	
	9th Decile																	



Section D Classified by industry sector

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

		Total	Industry Sector															
			Auto/Transport	Biochem	Chemical	Consultancy	Consumer	Contractor	Education/U niversity	Finance and Insurance	Food and Drink	Fuel Cells	Health, Safety and Environ	Industrial Gases	Iron, Steel, Other Metals	Manufacturing	Medicine/Med Equip	Mining and Minerals
Chairman/Managing Director/Chief Executive/Vice Chancellor/Vice President	Total	7	0	0	0	1	0	0	0	0	0	0	0	0	3	0	0	0
	Mean	208,321				181,250									84,000			
	Median	130,000				181,250									82,000			
	1st Decile	40,000				181,250									40,000			
	9th Decile	650,000				181,250									130,000			
Senior Manager/Director/Dean/Head of Department	Total	30	0	0	0	0	1	2	0	4	0	1	0	0	2	0	0	0
	Mean	103,594					68,000	97,500		109,000		48,415			59,750			
	Median	86,500					68,000	97,500		109,000		48,415			59,750			
	1st Decile	57,250					68,000	97,000		98,000		48,415			59,500			
	9th Decile	154,500					68,000	98,000		120,000		48,415			60,000			
Manager/Site Manager/Project Manager/Associate Professor/Professor/Principal Engineer	Total	84	0	0	12	3	2	2	3	1	9	2	0	1	4	2	0	0
	Mean	62,672			62,558	52,000	63,000	70,177	60,563	98,000	56,644	45,500		45,000	49,000	44,220	56,186	
	Median	58,250			59,750	41,000	63,000	70,177	44,689	98,000	55,000	45,500		45,000	49,000	45,400	56,186	
	1st Decile	40,000			51,000	38,000	56,000	56,000	42,000	98,000	45,000	33,000		45,000	49,000	31,080	52,000	
	9th Decile	90,000			80,000	77,000	70,000	84,354	95,000	98,000	66,000	58,000		45,000	49,000	55,000	60,372	
Senior Engineer/Senior Lecturer	Total	114	0	3	17	9	1	5	3	1	5	0	1	2	6	1	1	0
	Mean	52,132		38,500	52,054	44,877	40,600	59,700	41,430	86,000	45,640		48,900	56,000	46,000	38,590	33,000	51,300
	Median	48,750		39,000	50,600	40,000	40,600	51,800	42,418	86,000	43,000		48,900	56,000	46,000	38,958	33,000	51,300
	1st Decile	38,000		29,500	41,000	31,889	40,600	45,000	37,075	86,000	38,200		48,900	49,500	46,000	34,685	33,000	51,300
	9th Decile	66,980		47,000	66,980	65,000	40,600	82,000	44,798	86,000	58,000		48,900	62,500	46,000	42,900	33,000	51,300
Engineer/Supervised Team Member/Lecturer	Total	306	2	1	21	32	1	6	10	0	18	1	1	6	3	19	4	1
	Mean	39,019	43,500	40,000	36,231	34,851	35,000	34,570	40,360		36,799	35,000	32,000	43,626	35,500	35,931	28,088	55,000
	Median	37,450	43,500	40,000	35,000	34,000	35,000	34,500	40,500		37,750	35,000	32,000	42,275	36,000	35,000	28,750	55,000
	1st Decile	30,000	43,000	40,000	31,200	30,000	35,000	30,650	34,035		26,000	35,000	32,000	38,200	29,500	27,600	23,000	55,000
	9th Decile	49,500	44,000	40,000	45,000	40,000	35,000	40,000	46,664		48,327	35,000	32,000	55,004	41,000	44,000	31,850	55,000
Engineering Technician	Total	3	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0
	Mean	25,667							17,000		30,000							
	Median	30,000							17,000		30,000							
	1st Decile	17,000							17,000		30,000							
	9th Decile	30,000							17,000		30,000							
Postdoctoral	Total	8	0	1	0	0	0	0	6	0	0	0	0	0	0	0	0	0
	Mean	31,103		39,000					28,717									
	Median	30,651		39,000					29,151									
	1st Decile	18,000		39,000					18,000									
	9th Decile	39,000		39,000					38,000									
Graduate in Training/Engineer in Training/Post graduate or Doctoral Student in Training	Total	145	2	2	9	8	1	1	1	0	9	1	0	6	1	7	1	0
	Mean	30,644	28,500	31,750	31,928	24,449	30,000	27,500	16,000	25,489	22,500		31,533	25,650	27,214	32,500	25,500	
	Median	29,061	28,500	31,750	30,000	27,425	30,000	27,500	16,000	27,500	22,500		30,150	25,650	26,500	32,500	25,500	
	1st Decile	25,000	24,000	31,500	25,000	2,690	30,000	27,500	16,000	2,700	22,500		25,000	25,650	18,000	32,500	25,500	
	9th Decile	42,000	33,000	32,000	43,000	34,850	30,000	27,500	16,000	32,000	22,500		41,000	25,650	41,000	32,500	25,500	
Intern/Undergraduate Student Placement/Apprentice	Total	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	Mean	18,000				18,000												
	Median	18,000				18,000												
	1st Decile	18,000				18,000												
	9th Decile	18,000				18,000												
Consultant/Contractor	Total	28	0	0	0	13	0	0	0	1	1	0	0	1	0	0	0	0
	Mean	58,429				57,512				37,000	25,000			48,000				
	Median	45,900				41,000				37,000	25,000			48,000				
	1st Decile	25,000				35,500				37,000	25,000			48,000				
	9th Decile	110,000				100,000				37,000	25,000			48,000				
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean	45,020																
	Median	50,500																
	1st Decile	30,000																
	9th Decile	55,600																
Other	Total	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean	23,150																
	Median	23,150																
	1st Decile	20,000																
	9th Decile	26,300																



Section D Classified by industry sector

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

	Total	Industry Sector																
		Oil Production	Oil Refining	Paper	Petrochem	Pharma	Plastics	Power - Fossil	Power - Nuclear Decomm	Power - Nuclear Generation	Power - Renewable	Proc Auto, Simul, Control	Proc plant and equip	Public Sector	Surface Chem/Paints	Waste Management	Water	Other
Chairman/Managing Director/Chief Executive/Vice Chancellor/Vice President	Total	7	0	1	0	0	1	0	0	0	0	0	1	0	0	0	0	0
	Mean	208,321		650,000			250,000						125,000					
	Median	130,000		650,000			250,000						125,000					
	1st Decile	40,000		650,000			250,000						125,000					
	9th Decile	650,000		650,000			250,000						125,000					
Senior Manager/Director/Dean/Head of Department	Total	30	2	3	0	0	4	0	3	0	1	0	2	0	0	1	2	2
	Mean	103,594	297,500	160,667			69,000		94,567		74,500		84,600			110,000	72,750	52,500
	Median	86,500	297,500	189,000			63,000		101,000		74,500		84,600			110,000	72,750	52,500
	1st Decile	57,250	105,000	83,000			60,000		81,700		74,500		77,200			110,000	65,500	50,000
	9th Decile	154,500	490,000	210,000			90,000		101,000		74,500		92,000			110,000	80,000	55,000
Manager/Site Manager/Project Manager/Associate Professor/Professor/Principal Engineer	Total	84	12	2	2	2	9	0	1	2	1	2	1	3	0	3	2	0
	Mean	62,672	94,542	66,500	54,744	78,177	57,019		63,141	53,500	57,000	67,700	65,000	55,333		30,205	48,500	
	Median	58,250	94,000	66,500	54,744	78,177	58,500		63,141	53,500	57,000	67,700	65,000	54,000		32,765	48,500	
	1st Decile	40,000	61,000	51,000	43,000	72,000	43,460		63,141	42,000	57,000	50,400	65,000	47,000		24,000	35,000	
	9th Decile	90,000	145,000	82,000	66,488	84,354	80,000		63,141	65,000	57,000	85,000	65,000	65,000		33,850	62,000	
Senior Engineer/Senior Lecturer	Total	114	15	5	1	4	16	0	0	5	4	1	2	2	0	0	1	0
	Mean	52,132	65,703	69,882	48,086	66,150	49,486		46,486	45,650	52,000	58,500	45,000			45,000	40,000	
	Median	48,750	55,000	65,000	48,086	49,800	49,000		45,771	45,300	52,000	58,500	45,000			45,000	40,000	
	1st Decile	38,000	40,000	47,000	48,086	45,000	36,000		38,000	42,000	52,000	52,000	40,000			45,000	31,000	
	9th Decile	66,980	108,000	110,000	48,086	120,000	63,500		64,299	50,000	52,000	65,000	50,000			45,000	49,000	
Engineer/Supervised Team Member/Lecturer	Total	306	48	19	1	15	28	3	1	18	10	5	2	10	3	0	4	13
	Mean	39,019	47,081	44,640	32,000	41,722	36,091	38,460	35,500	37,088	36,323	36,100	40,500	42,358	39,778		31,781	34,875
	Median	37,450	44,500	42,500	32,000	42,000	35,000	33,000	35,500	37,561	36,492	35,000	40,500	39,129	42,250		32,612	32,500
	1st Decile	30,000	31,290	35,300	32,000	30,000	29,000	32,380	35,500	34,000	32,250	22,000	28,000	33,500	34,085		26,500	28,500
	9th Decile	49,500	61,000	55,160	32,000	52,000	46,000	50,000	35,500	40,500	40,375	48,000	53,000	61,500	43,000		35,400	42,000
Engineering Technician	Total	3	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	Mean	25,667					30,000											
	Median	30,000					30,000											
	1st Decile	17,000					30,000											
	9th Decile	30,000					30,000											
Postdoctoral	Total	8	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean	31,103	37,520															
	Median	30,651	37,520															
	1st Decile	18,000	37,520															
	9th Decile	39,000	37,520															
Graduate in Training/Engineer in Training/Post graduate or Doctoral Student in Training	Total	145	27	7	0	3	11	1	1	9	7	3	0	1	2	0	5	16
	Mean	30,644	36,288	39,785		42,500	30,530	24,000	29,061	31,242	29,542	25,333		26,520	26,400		26,100	28,086
	Median	29,061	37,200	40,000		40,000	30,000	24,000	29,061	31,194	28,000	25,000		26,520	26,400		27,000	27,500
	1st Decile	25,000	27,250	30,282		32,500	26,000	24,000	29,061	26,521	26,500	25,000		26,520	25,800		21,000	26,250
	9th Decile	42,000	45,000	48,460		55,000	38,200	24,000	29,061	36,000	35,500	26,000		26,520	27,000		32,000	30,050
Intern/Undergraduate Student Placement/Apprentice	Total	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean	18,000																
	Median	18,000																
	1st Decile	18,000																
	9th Decile	18,000																
Consultant/Contractor	Total	28	2	0	0	1	5	0	0	0	2	0	0	0	0	2	0	0
	Mean	58,429	36,549			45,000	84,600				43,625					75,000		
	Median	45,900	36,549			45,000	100,000				43,625					75,000		
	1st Decile	25,000	29,898			45,000	45,000				5,000					50,000		
	9th Decile	110,000	43,200			45,000	120,000				82,250					100,000		
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	5	0	1	0	0	0	0	1	0	0	0	0	3	0	0	0	0
	Mean	45,020		52,000					55,600					39,167				
	Median	50,500		52,000					55,600					37,000				
	1st Decile	30,000		52,000					55,600					30,000				
	9th Decile	55,600		52,000					55,600					50,500				
Other	Total	2	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1
	Mean	23,150												26,300				20,000
	Median	23,150												26,300				20,000
	1st Decile	20,000												26,300				20,000
	9th Decile	26,300												26,300				20,000



Section D Classified by industry sector

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

		Total	Industry Sector																
			Auto/Transport	Biochem	Chemical	Consultancy	Consumer	Contractor	Education/U niversity	Finance and Insurance	Food and Drink	Fuel Cells	Health, Safety and Environ	Industrial Gases	Iron, Steel, Other Metals	Manufacturing	Medicine/Med Equip	Mining and Minerals	NGO/Ind Body
Academic Research and/or Teaching	Total	39	0	1	0	0	0	0	36	0	1	0	0	0	0	0	0	0	0
	Median £	45,000		49,904					44,744		48,327								
Analysis/Intelligence Gathering	Total	38	0	0	2	5	0	0	0	1	0	0	1	2	0	0	0	0	0
	Median £	41,500			63,500	55,000				121,000			40,000	27,650			0	0	
Asset Management	Total	36	0	0	1	2	0	0	0	0	1	0	0	0	0	0	0	0	0
	Median £	47,250			43,000	58,000					115,000						0	0	
Business Systems/IT and Software	Total	14	0	0	1	3	0	0	0	0	0	0	0	0	0	0	1	0	0
	Median £	56,686			78,000	35,000											60,372		
Certification/Validation/Quality Assurance	Total	14	0	0	0	4	0	0	0	0	0	0	0	0	0	0	2	0	1
	Median £	35,500				33,500											54,000		90,000
Construction and Installation	Total	35	1	0	1	1	0	3	0	0	2	1	0	1	0	0	0	0	0
	Median £	60,000	55,000		45,000	150,000		200,000			39,000	33,000		48,000					
Design	Total	450	0	3	26	57		59	0	0	13	2	2	11	1	8	0	0	0
	Median £	50,650		39,000	45,500	49,800	77,570	70,000			40,000	46,500	109,000	55,000	46,000	32,000			
Education and Training	Total	9	0	1	0	0	0	0	7	0	0	0	0	0	0	0	0	0	0
	Median £	39,000		39,000					38,000										
Finance/Financial Services/Procurement and Supply	Total	14	0	0	0	1	1	0	0	5	0	1	0	0	0	1	0	0	0
	Median £	132,500				181,250	58,000		150,000		160,000					56,264			
Manufacture and Production	Total	192	1	1	42	2	1	0	0	0	14	0	0	1	4	25	2	3	0
	Median £	51,400	33,000	31,500	59,000	41,000	71,000				55,500			48,711	32,575	40,000	39,925	29,000	
Marketing and Sales	Total	34	1	1	3	3	0	1	0	0	1	0	0	2	1	4	0	0	0
	Median £	69,875	40,000	40,000	83,608	56,500		60,000			98,000			82,700	95,000	50,500			
Operations	Total	238	1	0	17	5	3	1	1	0	7	0	2	12	1	14	2	0	1
	Median £	56,350	165,000		60,000	49,000	35,000	44,000	42,000		32,000		82,500	67,500	29,500	34,843	27,750		55,000
Process Safety/Safety, Health and Environment	Total	160	0	0	21	38	1	5	0	3	2	0	5	6	1	4	0	0	0
	Median £	60,625			60,000	42,000	65,000	100,000	110,000		54,250		68,000	74,150	48,000	41,450			
Project Management/General Administration/Management Services	Total	170	2	1	15	6	0	10	0	0	9	0	1	11	0	2	1	0	0
	Median £	65,000	33,500	130,000	58,000	82,250		92,450			43,000		29,000	75,000		53,280	85,000		
Regulations/Regulatory Compliance	Total	35	0	0	3	4	0	0	0	0	1	0	3	0	0	0	0	1	0
	Median £	55,600			66,711	34,000					70,096		50,500					66,000	
Research and Development	Total	137	3	4	20	6	5	0	3	0	20	2	0	1	3	2	3	1	0
	Median £	50,000	53,000	45,290	47,100	42,569	58,363		51,000		45,900	48,750		45,000	41,000	56,500	31,000	52,500	
Risk Management	Total	44	0	0	0	11	0	0	0		0	0	2	0	0	0	0	0	0
	Median £	87,600				65,000				120,000			52,650						
Other	Total	43	0	1	1	6	0	0	0	0	0	0	1	1	0	1	0	0	0
	Median £	75,000		20,000	65,000	79,000							36,500	75,000		115,000			



Section D Classified by industry sector

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

		Total	Industry Sector																
			Oil Production	Oil Refining	Paper	Petrochem	Pharma	Plastics	Power - Fossil	Power - Nuclear Decomm	Power - Nuclear Generation	Power - Renewable	Proc Auto, Simul. Control	Proc plant and equip	Public Sector	Surface Chem/Paints	Waste Management	Water	Other
Academic Research and/or Teaching	Total	39	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	
	Median £	45,000							80,000										
Analysis/Intelligence Gathering	Total	38	5	5	0	4	3	0	1	2	1	2	0	0	2	0	0	2	
	Median £	41,500	62,000	55,160		42,500	27,000		90,000	37,000	42,000	29,250			38,168		28,000		
Asset Management	Total	36	12	0	0	1	1	0	4	2	1	1	0	0	1	0	1	7	
	Median £	47,250	76,000			30,000	68,136		74,250	33,133	32,500	180,000			25,800		30,223	42,000	
Business Systems/IT and Software	Total	14	3	1	0	0	2	0	0	0	0	0	1	0	0	0	0	2	
	Median £	56,686	96,000	66,000			65,924						53,000					1,112,500	
Certification/Validation/Quality Assurance	Total	14	1	0	0	0	3	0	0	0	1	0	0	1	1	0	0	0	
	Median £	35,500	90,000				26,000				32,000			40,000	26,300				
Construction and Installation	Total	35	6	0	0	1	4	1	0	0	0	2	0	1	0	0	2	8	
	Median £	60,000	74,000			84,354	47,000	84,000				76,925		40,000			55,125	55,500	
Design	Total	450	64	26	0	20	13	1	2	45	17	6	4	19	4	0	4	41	
	Median £	50,650	52,875	52,453		56,500	60,000	72,000	62,071	50,000	48,600	50,000	76,065	50,000	39,000		35,200	40,585	
Education and Training	Total	9	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Median £	39,000		83,000															
Finance/Financial Services/Procurement and Supply	Total	14	1	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	
	Median £	132,500	172,000	65,345		131,000													
Manufacture and Production	Total	192	5	18	4	11	44	6	0	0	4	1	0	2	0	1	0	0	
	Median £	51,400	130,000	58,969	45,543	75,000	50,975	48,440			51,350	65,000		41,000		110,000			
Marketing and Sales	Total	34	3	2	0	0	0	0	0	0	0	0	2	4	0	0	1	4	
	Median £	69,875	135,000	85,367									79,500	108,500			57,000	65,175	
Operations	Total	238	90	19	0	10	9	1	3	8	5	3	1	3	3	0	8	6	
	Median £	56,350	73,774	60,500		56,500	51,400	33,000	70,000	45,575	60,000	43,000	92,500	78,000	66,736		32,383	38,500	
Process Safety/Safety, Health and Environment	Total	160	35	8	0	7	13	0	1	1	2	1	0	1	4	0	0	1	
	Median £	60,625	80,000	58,500		78,000	59,852		29,061	82,000	36,875	85,000		42,324	52,600			100,000	
Project Management/General Administration/Management Services	Total	170	30	7	2	10	25	0	3	7	3	5	1	1	6	0	4	4	
	Median £	65,000	102,324	70,120	55,500	64,493	48,000		61,000	64,299	35,500	50,400	65,000	92,000	63,500		65,795	41,500	
Regulations/Regulatory Compliance	Total	35	0	0	1	0	3	0	1	1	5	0	0	0	10	0	0	2	
	Median £	55,600			53,000		63,500		63,000	55,600	66,376				48,534			44,860	
Research and Development	Total	137	6	0	1	8	25	0	3	6	0	1	1	0	1	1	3	3	
	Median £	50,000	57,000		66,488	77,400	45,619		55,849	51,680		22,000	150,000		54,000	44,000	45,000	66,000	
Risk Management	Total	44	5	4	0	0	1	0	0	1	2	0	0	0	0	0	1	0	
	Median £	87,600	89,200	91,950			75,800			38,263	40,945						56,500		
Other	Total	43	11	4	0	2	2	1	0	4	1	0	0	1	3	0	0	2	
	Median £	75,000	76,147	100,220		63,250	81,500	32,380		66,500	120,000			65,000	89,900			38,904	

Section E



Classified by type of work





Section E Classified by type of work

SECTION E / TABLE 1: EMPLOYMENT STATUS

		Total	Type of work																	
			Academic	Analysis/ Intelligence	Asset Mgt	Bus Systems/IT	Cert/Qual Assurance	Construction	Design	Education and Training	Finance	Manufacturing	Marketing and Sales	Operations	Proc Safety/ Health and Environ	Proj Mgt/ Admin/Mgt Services	Regulatory	R&D	Risk Mgt	Other
Total	Total	1702	39	38	36	14	14	35	450	9	14	192	34	238	160	170	35	137	44	43
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Full time	Total	1643	36	37	35	12	14	35	436	7	12	188	31	235	153	164	32	134	43	39
	%	97%	92%	97%	97%	86%	100%	100%	97%	78%	86%	98%	91%	99%	96%	96%	91%	98%	98%	91%
Part time	Total	59	3	1	1	2	0	0	14	2	2	4	3	3	7	6	3	3	1	4
	%	3%	8%	3%	3%	14%	0%	0%	3%	22%	14%	2%	9%	1%	4%	4%	9%	2%	2%	9%



Section E Classified by type of work

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

	Total	Type of work																	
		Academic	Analysis/ Intelligence	Asset Mgt	Bus Systems/IT	Cert/Qual Assurance	Construction	Design	Education and Training	Finance	Manufacturing	Marketing and Sales	Operations	Proc Safety/ Health and Environ	Proj Mgt/ Admin/Mgt Services	Regulatory	R&D	Risk Mgt	Other
Total	1702	39	38	36	14	14	35	450	9	14	192	34	238	160	170	35	137	44	43
<E16K	5	0	0	0	0	1	0	3	0	0	0	0	0	0	1	0	0	0	0
>=E16K and <E18K	3	1	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0
>=E18K and <E19K	3	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0
>=E19K and <E20K	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
>=E20K and <E21K	3	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1
>=E21K and <E22K	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
>=E22K and <E23K	5	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	3	0	0
>=E23K and <E24K	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
>=E24K and <E25K	9	0	0	0	0	0	0	3	1	0	1	0	1	0	2	0	1	0	0
>=E25K and <E26K	18	0	1	2	1	1	0	3	0	0	5	0	2	1	1	0	1	0	0
>=E26K and <E27K	27	1	1	3	0	2	0	9	0	0	0	1	4	1	4	0	1	0	0
>=E27K and <E28K	22	0	3	0	1	0	2	9	0	0	3	0	3	0	1	0	0	0	0
>=E28K and <E29K	20	0	1	1	0	0	0	6	0	0	5	0	4	0	2	0	1	0	0
>=E29K and <E30K	26	2	0	2	0	1	0	4	0	0	3	0	4	5	2	0	3	0	0
>=E30K and <E31K	35	0	1	2	0	0	0	11	0	0	6	0	4	2	5	1	2	1	0
>=E31K and <E32K	26	1	0	2	0	0	0	10	0	0	3	0	3	1	2	0	3	0	1
>=E32K and <E33K	31	2	2	1	0	1	0	5	0	0	5	1	6	0	1	2	3	0	2
>=E33K and <E34K	28	0	1	0	0	1	2	7	0	0	3	0	3	3	2	1	5	0	0
>=E34K and <E35K	26	0	1	1	0	0	0	12	0	0	1	0	2	3	0	3	3	0	0
>=E35K and <E36K	31	0	0	1	1	0	0	11	0	0	3	0	5	1	4	2	2	0	1
>=E36K and <E37K	26	0	1	0	0	0	1	9	0	0	3	0	3	4	1	0	3	0	1
>=E37K and <E38K	30	2	0	0	0	0	1	8	0	1	2	1	2	5	1	1	4	2	0
>=E38K and <E39K	29	2	1	0	0	1	0	10	2	0	2	0	3	0	4	0	2	2	0
>=E39K and <E40K	29	0	1	0	0	0	0	7	1	0	7	0	7	3	2	0	1	0	0
>=E40K and <E45K	157	7	9	2	1	1	3	45	0	0	20	3	20	15	8	1	13	5	4
>=E45K and <E50K	124	4	1	2	1	0	4	38	0	1	20	0	15	8	9	3	16	1	1
>=E50K and <E55K	116	2	0	1	2	0	2	37	1	0	15	2	13	12	9	3	16	0	1
>=E55K and <E60K	106	1	3	2	0	0	2	27	0	2	10	3	16	8	12	4	12	3	1
>=E60K and <E65K	107	2	1	0	1	1	2	32	1	1	9	3	10	17	11	4	10	0	2
>=E65K and <E70K	90	0	0	2	1	0	2	25	0	0	9	2	11	8	9	4	10	3	4
>=E70K and <E75K	70	1	0	1	0	0	2	23	0	0	6	1	12	6	9	4	4	0	1
>=E75K and <E80K	62	0	2	0	1	1	0	11	0	0	4	1	12	12	9	2	2	1	4
>=E80K and <E85K	68	1	2	1	0	0	5	12	1	0	12	3	7	6	11	0	5	2	0
>=E85K and <E90K	44	1	0	1	1	0	1	16	0	1	2	1	7	4	5	0	0	3	1
>=E90K and <E95K	37	0	1	0	0	3	0	14	0	0	3	2	4	2	5	0	0	1	2
>=E95K and <E100K	27	3	1	0	1	0	0	6	0	0	2	3	2	5	0	0	1	2	1
>=E100K and <E105K	34	1	1	2	0	0	0	8	0	0	2	0	5	5	6	0	0	2	2
>=E105K and <E110K	17	0	0	0	0	0	0	4	0	0	2	1	3	2	2	0	1	0	2
>=E110K and <E115K	26	0	0	0	0	0	0	4	0	0	2	0	5	3	7	0	2	2	1
>=E115K and <E120K	11	0	0	1	0	0	0	1	0	1	1	0	3	0	1	0	0	2	1
>=E120K and <E125K	26	0	2	1	0	0	1	3	0	0	0	0	3	6	3	0	1	3	3
>=E125K and <E130K	10	0	0	0	0	0	0	3	0	0	1	2	2	0	1	0	1	0	0
>=E130K and <E135K	15	1	0	1	0	0	0	0	0	0	5	0	2	0	3	0	0	2	1
>=E135K and <E140K	5	0	0	0	0	0	0	3	0	0	1	1	0	0	0	0	0	0	0
>=E140K and <E145K	11	0	0	0	0	0	0	2	0	0	3	0	2	1	2	0	1	0	0
>=E145K and <E150K	7	0	0	0	0	0	0	2	0	0	3	0	2	0	0	0	0	0	0
>=E150K and <E200K	63	3	0	4	1	0	2	4	1	5	2	1	11	8	7	0	3	7	4
>=E200K and <E250K	10	0	0	0	0	0	2	1	0	1	2	0	2	0	1	0	1	0	0
>=E250K	23	0	1	0	1	0	1	0	0	1	3	1	7	2	5	0	0	4	1
Total	1,702	39	38	36	14	14	35	450	9	14	192	34	238	160	170	35	137	44	43
Mean	69,742	61,379	65,753	66,580	216,130	47,239	82,837	57,485	58,667	123,729	66,997	86,144	75,487	71,823	78,457	53,093	55,615	93,188	105,398
Median	55,000	45,000	41,500	47,250	56,686	35,500	60,000	50,650	39,000	132,500	51,400	69,875	56,350	60,625	65,000	55,600	50,000	87,600	75,000
1st Decile	30,229	29,000	27,000	26,000	27,000	25,000	33,000	30,391	17,000	45,000	30,000	37,000	29,800	34,250	30,100	33,000	31,700	38,890	35,808
9th Decile	117,170	132,000	100,000	150,000	160,000	90,000	178,000	92,250	175,000	200,000	125,000	128,000	140,000	120,000	130,000	72,000	82,161	170,000	150,000



Section E Classified by type of work

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

		Total	Type of work																	
			Academic	Analysis/ Intelligence	Asset Mgt	Bus Systems/IT	Cert/Qual Assurance	Construction	Design	Education and Training	Finance	Manufacturing	Marketing and Sales	Operations	Proc Safety/ Health and Environ	Proj Mgt/ Admin/Mgt Services	Regulatory	R&D	Risk Mgt	Other
Defined Benefit Pension/Company Final Salary Scheme	Total	1702	39	38	36	14	14	35	450	9	14	192	34	238	160	170	35	137	44	43
	Total	441	23	11	8	4	5	8	77	4	2	43	9	75	36	47	18	37	12	22
	%	26%	59%	29%	22%	29%	36%	23%	17%	44%	14%	22%	26%	32%	23%	28%	51%	27%	27%	51%
Defined Contribution Pension/Company Money Purchase Scheme	Total	1131	14	25	27	9	7	24	341	5	9	135	23	145	107	106	17	91	30	32
	%	66%	36%	66%	75%	64%	50%	69%	76%	56%	64%	70%	68%	61%	67%	62%	49%	66%	68%	37%
	Total	40	1	1	0	0	2	1	7	0	2	5	2	7	7	3	0	2	0	0
Non-contributory Pension	%	2%	3%	3%	0%	0%	14%	3%	2%	0%	14%	3%	6%	3%	4%	2%	0%	1%	0%	0%
	Total	90	1	1	1	1	0	2	25	0	1	9	0	11	10	14	0	7	2	5
	%	5%	3%	3%	3%	7%	0%	6%	6%	0%	7%	5%	0%	5%	6%	8%	0%	5%	5%	12%
Health Insurance	Total	1060	2	25	23	11	9	22	249	3	11	142	24	166	102	120	12	80	34	25
	%	62%	5%	66%	64%	79%	64%	63%	55%	33%	79%	74%	71%	70%	64%	71%	34%	58%	77%	58%
	Total	236	0	8	6	2	3	4	52	2	5	28	3	40	23	32	1	15	8	4
Dental Insurance	%	14%	0%	21%	17%	14%	21%	11%	12%	22%	36%	15%	9%	17%	14%	19%	3%	11%	18%	9%
	Total	496	0	7	16	4	3	15	102	1	7	58	18	71	51	60	15	32	20	16
	%	29%	0%	18%	44%	29%	21%	43%	23%	11%	50%	30%	53%	30%	32%	35%	43%	23%	45%	37%
Car or Car Allowance	Total	495	0	16	12	2	1	11	102	2	2	68	10	89	40	58	5	44	15	18
	%	29%	0%	42%	33%	14%	7%	31%	23%	22%	14%	35%	29%	37%	25%	34%	14%	32%	34%	42%
	Total	611	0	14	14	6	6	14	134	3	8	65	20	96	63	73	10	47	23	15
Life Insurance	%	36%	0%	37%	39%	43%	43%	40%	30%	33%	57%	34%	59%	40%	39%	43%	29%	34%	52%	35%
	Total	69	0	3	3	0	0	2	16	0	1	11	0	8	8	7	0	6	3	1
	%	4%	0%	8%	8%	0%	0%	6%	4%	0%	7%	6%	0%	3%	5%	4%	0%	4%	7%	2%
iChemE Membership Fees	Total	1297	10	26	30	9	8	22	351	5	10	140	29	188	130	135	26	107	39	32
	%	76%	26%	68%	83%	64%	57%	63%	78%	56%	71%	73%	85%	79%	81%	79%	74%	78%	89%	74%
	Total	250	4	5	7	4	3	6	49	0	4	28	5	25	40	28	5	20	12	5
Other Professional Membership Fees	%	15%	10%	13%	19%	29%	21%	17%	11%	0%	29%	15%	15%	11%	25%	16%	14%	15%	27%	12%
	Total	166	1	2	4	2	1	2	39	0	2	26	4	25	12	19	3	11	4	9
	%	10%	3%	5%	11%	14%	7%	6%	9%	0%	14%	14%	12%	11%	8%	11%	9%	8%	9%	21%
Flexible Working	Total	613	16	7	18	7	5	9	173	3	4	52	10	64	67	70	13	59	17	19
	%	36%	41%	18%	50%	50%	36%	26%	38%	33%	29%	27%	29%	27%	42%	41%	37%	43%	39%	44%
	Total	559	12	12	20	3	7	8	130	0	4	70	6	91	47	52	13	49	19	16
Discount Schemes	%	33%	31%	32%	56%	21%	50%	23%	29%	0%	29%	36%	18%	38%	29%	31%	37%	36%	43%	37%
	Total	185	4	7	8	2	3	2	25	1	0	26	1	32	18	24	2	18	5	7
	%	11%	10%	18%	22%	14%	21%	6%	6%	11%	0%	14%	3%	13%	11%	14%	6%	13%	11%	16%
Enhanced Maternity/Paternity Packages	Total	1006	1	22	22	10	5	15	206	2	11	142	26	170	91	116	14	92	34	27
	%	59%	3%	58%	61%	71%	36%	43%	46%	22%	79%	74%	76%	71%	57%	68%	40%	67%	77%	63%
	Total	43	1	0	1	1	0	0	8	0	0	2	1	8	6	3	1	8	1	2
Other	%	3%	3%	0%	3%	7%	0%	0%	2%	0%	0%	1%	3%	3%	4%	2%	3%	6%	2%	5%



Section E Classified by type of work

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

		Total	Type of work																	
			Academic	Analysis/ Intelligence	Asset Mgt	Bus Systems/IT	Cert/Qual Assurance	Construction	Design	Education and Training	Finance	Manufacturing	Marketing and Sales	Operations	Proc Safety/ Health and Environ	Proj Mgt/ Admin/Mgt Services	Regulatory	R&D	Risk Mgt	Other
Chartered Members	Total	911	15	11	13	7	4	17	246	3	13	101	20	114	97	103	19	61	35	32
	Mean	89,685	87,506	126,737	102,032	384,492	60,750	113,815	71,296	96,333	119,304	80,236	78,983	105,212	86,893	99,156	58,222	71,163	103,946	125,534
	Median	72,000	70,000	90,000	82,000	86,847	57,500	74,500	65,000	60,000	115,000	69,000	69,875	78,475	75,000	80,000	57,000	62,000	100,000	94,000
	1st Decile	45,000	38,183	40,000	47,500	27,000	38,000	44,000	43,700	54,000	45,000	42,500	46,000	52,500	43,270	52,000	44,409	44,000	43,000	53,500
	9th Decile	145,000	170,000	121,000	180,000	2,200,000	90,000	230,000	105,000	175,000	200,000	130,000	131,500	157,000	150,000	160,000	72,000	113,000	180,000	150,000
Non-Chartered Members	Total	791	24	27	23	7	10	18	204	6	1	91	14	124	63	67	16	76	9	11
	Mean	46,775	45,050	40,907	46,542	47,767	41,835	53,581	40,830	39,833	181,250	52,304	96,373	48,159	48,622	46,636	47,002	43,135	51,351	46,821
	Median	39,891	42,209	39,200	31,630	50,000	30,500	47,000	37,500	38,000	181,250	39,000	71,000	39,950	42,900	39,915	36,492	41,000	40,000	42,850
	1st Decile	27,000	26,000	27,000	26,000	25,000	13,845	27,500	27,250	17,000	181,250	27,600	26,520	26,521	29,898	26,500	32,000	29,301	30,000	31,500
	9th Decile	66,980	95,000	62,000	101,000	66,000	90,000	84,354	60,000	83,000	181,250	60,000	125,000	74,505	75,000	80,000	74,500	60,000	98,000	65,000
Male	Total	1374	29	30	31	11	8	28	361	9	13	167	28	199	124	136	23	105	37	35
	Mean	74,547	67,648	74,024	72,286	266,256	55,420	92,565	60,799	58,667	128,918	70,670	88,959	80,764	74,806	83,124	54,356	58,316	96,785	113,921
	Median	60,000	49,904	43,625	55,000	66,000	52,179	68,300	55,000	39,000	150,000	53,000	75,742	60,000	63,250	69,850	56,127	51,250	90,000	76,147
	1st Decile	31,630	29,000	27,750	29,500	43,600	25,000	36,000	31,500	17,000	45,000	30,000	32,100	30,750	34,500	32,500	34,000	30,000	38,263	32,500
	9th Decile	125,000	150,000	110,000	150,000	160,000	90,000	200,000	97,200	175,000	200,000	130,000	128,000	150,000	120,000	140,000	70,096	95,000	180,000	150,000
Female	Total	328	10	8	5	3	6	7	89	0	1	25	6	39	36	34	12	32	7	8
	Mean	49,618	43,199	34,736	31,200	32,333	36,332	43,929	44,040		56,264	42,463	73,006	48,561	61,550	59,789	50,672	46,753	74,171	68,113
	Median	43,000	43,845	36,043	26,000	27,000	30,500	45,000	41,000		56,264	42,000	61,465	42,000	52,000	52,000	50,500	41,000	56,500	61,750
	1st Decile	28,000	27,538	25,000	26,000	25,000	2,690	27,500	27,640		56,264	28,500	40,000	26,500	34,000	28,000	32,000	32,000	42,000	41,000
	9th Decile	75,637	57,750	43,000	47,000	45,000	90,000	62,000	60,500		56,264	60,000	135,000	85,740	110,000	81,000	74,500	66,000	120,000	130,000



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																	
			Academic	Analysis/ Intelligence	Asset Mgt	Bus Systems/IT	Cert/Qual Assurance	Construction	Design	Education and Training	Finance	Manufacturing	Marketing and Sales	Operations	Proc Safety/ Health and Environ	Proj Mgt/ Admin/Mgt Services	Regulatory	R&D	Risk Mgt	Other
Doctorate	Total	176	35	3	1	2	1	2	22	3	0	16	2	14	10	8	1	49	3	4
	Mean	62,618	64,826	67,833	47,000	49,000	40,000	40,500	61,534	45,667		55,863	48,500	71,437	85,050	62,494	57,000	56,220	94,155	89,000
	Median	52,000	48,327	76,000	47,000	49,000	40,000	40,500	61,500	39,000		53,600	48,500	53,650	58,500	54,625	57,000	48,800	56,400	84,750
	1st Decile	34,500	31,000	32,500	47,000	45,000	40,000	37,000	36,000	38,000		39,000	40,000	41,000	32,250	43,000	57,000	33,500	38,263	36,500
	9th Decile	98,000	132,000	95,000	47,000	53,000	40,000	44,000	85,139	60,000		80,000	57,000	132,000	220,000	100,000	57,000	81,000	187,803	150,000
Masters	Total	956	4	28	22	6	8	18	290	3	7	99	16	157	91	87	16	58	20	26
	Mean	62,272	31,222	62,772	58,991	409,741	34,624	60,097	50,480	48,333	91,563	51,580	69,080	69,604	64,949	67,568	52,167	49,317	75,555	114,419
	Median	46,550	32,100	40,500	39,250	54,800	30,500	46,500	44,250	38,000	62,000	45,000	60,000	52,000	52,000	53,000	53,314	43,500	68,150	68,500
	1st Decile	29,000	16,000	27,000	26,000	27,000	2,690	27,500	28,410	24,000	37,000	28,000	32,100	30,000	33,000	29,315	34,000	26,500	37,250	32,380
	9th Decile	101,000	44,689	82,000	115,000	2,200,000	90,000	150,000	82,000	83,000	181,250	83,000	135,000	122,000	102,600	142,500	72,000	72,000	132,000	130,000
Bachelors	Total	532	0	6	9	6	4	13	133	3	7	70	13	62	56	72	18	30	18	12
	Mean	82,951		82,917	93,898	78,229	63,589	109,485	72,121	82,000	155,895	83,946	119,047	89,213	78,302	88,866	53,699	66,802	110,039	85,103
	Median	69,900		95,000	70,000	69,186	69,679	84,000	66,400	54,000	150,000	64,804	92,000	73,500	65,074	80,000	54,300	62,550	99,950	75,000
	1st Decile	35,983		28,500	26,000	25,000	25,000	50,000	40,000	17,000	56,264	32,750	64,350	29,000	42,900	42,500	32,720	35,000	44,000	60,000
	9th Decile	140,000		121,000	195,000	160,000	90,000	200,000	104,600	175,000	260,000	147,000	128,000	150,000	140,000	120,000	75,000	102,500	185,000	115,000
Masters of Business Administration	Total	28	0	0	2	0	0	2	3	0	0	7	2	3	2	3	0	0	3	1
	Mean	123,582			63,500			156,625	61,000			141,000	79,500	151,016	85,500	187,000			108,667	180,000
	Median	97,500			63,500			156,625	50,000			125,000	79,500	77,548	85,500	100,000			110,000	180,000
	1st Decile	47,000			42,000			83,250	47,000			42,000	52,000	75,500	76,000	61,000			100,000	180,000
	9th Decile	270,000			85,000			230,000	86,000			270,000	107,000	300,000	95,000	400,000			116,000	180,000
Other post graduate	Total	5	0	1	0	0	0	0	2	0	0	0	1	0	1	0	0	0	0	0
	Mean	67,000		40,000					50,000				20,000		175,000					
	Median	40,000		40,000					50,000				20,000		175,000					
	1st Decile	20,000		40,000					37,500				20,000		175,000					
	9th Decile	175,000		40,000					62,500				20,000		175,000					
Non-graduate	Total	5	0	0	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
	Mean	44,746			40,000		90,000							26,864						
	Median	31,728			40,000		90,000							26,864						
	1st Decile	22,000			25,000		90,000							22,000						
	9th Decile	90,000			55,000		90,000							31,728						



Section E Classified by type of work

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

		Total	Type of work																	
			Academic	Analysis/ Intelligence	Asset Mgt	Bus Systems/IT	Cert/Qual Assurance	Construction	Design	Education and Training	Finance	Manufacturing	Marketing and Sales	Operations	Proc Safety/ Health and Environ	Proj Mgt/ Admin/Mgt Services	Regulatory	R&D	Risk Mgt	Other
Chairman/Managing Director/Chief Executive/Vice Chancellor/Vice President	Total	31	0	1	1	0	0	1	3	1	3	5	1	6	0	6	0	2	0	1
	Mean	191,683		570,000	180,000			230,000	126,667	175,000	197,333	167,000	153,000	170,500		223,667		141,081		180,000
	Median	160,000		570,000	180,000			230,000	116,000	175,000	172,000	130,000	153,000	145,000		155,000		141,081		180,000
	1st Decile	90,000		570,000	180,000			230,000	108,000	175,000	160,000	62,000	153,000	86,000		90,000		82,161		180,000
	9th Decile	350,000		570,000	180,000			230,000	156,000	175,000	260,000	270,000	153,000	350,000		450,000		200,000		180,000
Senior Manager/Director/Dean/Head of Department	Total	149	4	0	3	1	2	3	28	0	1	23	5	22	14	19	1	10	5	8
	Mean	127,735	142,500		68,926	160,000	82,500	144,417	105,080		150,000	108,304	85,547	162,976	107,671	134,618	72,000	104,891	143,400	249,750
	Median	102,600	160,000		65,000	160,000	82,500	150,000	93,000		150,000	97,000	86,000	111,393	99,300	104,000	72,000	102,500	132,000	125,000
	1st Decile	70,000	70,000		56,779	160,000	75,000	83,250	72,000		150,000	74,000	40,000	74,000	65,000	74,000	72,000	55,432	100,000	94,000
	9th Decile	180,000	180,000		85,000	160,000	90,000	200,000	145,000		150,000	149,000	128,000	350,000	170,000	268,000	72,000	152,722	190,000	1,100,000
Manager/Site Manager/Project Manager/Associate Professor/Professor/Principal Engineer	Total	327	5	3	6	1	1	9	91	2	3	28	7	36	25	63	5	19	11	12
	Mean	84,159	87,200	99,667	113,356	27,000	40,000	120,900	74,737	57,000	104,755	74,377	77,643	96,987	91,882	83,120	62,342	70,068	125,273	87,341
	Median	73,000	80,000	95,000	110,000	27,000	40,000	74,500	72,000	57,000	58,000	68,250	67,000	80,000	73,820	75,000	65,000	68,000	120,000	85,074
	1st Decile	53,000	60,000	84,000	47,000	27,000	40,000	62,000	53,000	54,000	56,264	49,950	52,000	53,500	43,680	53,000	57,000	47,000	75,800	60,000
	9th Decile	129,000	132,000	120,000	195,000	27,000	40,000	400,000	105,000	60,000	200,000	130,000	135,000	150,000	120,000	130,000	66,711	105,000	180,000	105,000
Senior Engineer/Senior Lecturer	Total	270	3	5	2	4	0	1	94	0	3	29	6	32	35	9	5	26	10	6
	Mean	72,770	62,167	79,022	64,750	604,400		44,000	57,341		116,897	62,715	69,738	71,244	71,072	84,528	55,445	56,908	86,209	58,383
	Median	60,000	51,500	79,111	64,750	87,000		44,000	54,624		115,000	57,500	65,175	73,500	67,000	70,000	56,127	55,485	87,100	64,650
	1st Decile	43,000	50,000	40,000	47,500	43,600		44,000	43,000		85,690	46,880	56,930	45,600	47,016	51,250	35,000	37,700	40,445	36,500
	9th Decile	90,078	85,000	120,000	82,000	2,200,000		44,000	75,000		150,000	82,000	98,400	92,500	99,800	185,000	70,096	67,500	145,000	75,500
Engineer/Supervised Team Member/Lecturer	Total	66	2	1	0	0	1	3	13	0	2	15	1	15	4	3	0	3	2	1
	Mean	52,808	44,044	90,000			38,000	46,500	43,847		53,500	48,833	37,000	64,627	66,278	46,667		45,333	68,450	35,808
	Median	48,000	44,044	90,000			38,000	48,000	42,300		53,500	42,000	37,000	60,500	63,055	45,000		48,000	68,450	35,808
	1st Decile	37,000	38,183	90,000			38,000	41,500	36,000		45,000	39,000	37,000	50,000	29,000	36,000		34,000	56,400	35,808
	9th Decile	77,500	49,904	90,000			38,000	50,000	52,000		62,000	75,000	37,000	77,500	110,000	59,000		54,000	80,500	35,808
Engineering Technician	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																			
	Median																			
	1st Decile																			
	9th Decile																			
Postdoctoral	Total	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean	32,004	32,004																	
	Median	32,004	32,004																	
	1st Decile	32,004	32,004																	
	9th Decile	32,004	32,004																	
Graduate in Training/Engineer in Training/Post graduate or Doctoral Student in Training	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																			
	Median																			
	1st Decile																			
	9th Decile																			
Intern/Undergraduate Student Placement/Apprentice	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																			
	Median																			
	1st Decile																			
	9th Decile																			
Consultant/Contractor	Total	57	0	1	1	1	0	0	17	0	1	1	0	3	18	3	1	1	6	3
	Mean	95,485		40,000	130,000	86,847			85,619		37,000	144,000		215,000	100,056	58,667	75,000	63,000	79,050	105,000
	Median	80,000		40,000	130,000	86,847			87,130		37,000	144,000		125,000	66,000	48,000	75,000	63,000	65,750	120,000
	1st Decile	40,000		40,000	130,000	86,847			45,000		37,000	144,000		70,000	37,000	43,000	75,000	63,000	37,500	75,000
	9th Decile	150,000		40,000	130,000	86,847			144,594		37,000	144,000		450,000	190,000	85,000	75,000	63,000	132,000	120,000
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	10	0	0	0	0	0	0	0	0	0	0	0	0	1	0	7	0	1	1
	Mean	60,049													70,500		52,899		69,800	89,900
	Median	55,907													70,500		49,742		69,800	89,900
	1st Decile	45,705													70,500		44,409		69,800	89,900
	9th Decile	80,200													70,500		70,000		69,800	89,900
Other	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mean																			
	Median																			
	1st Decile																			
	9th Decile																			



Section E Classified by type of work

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

		Total	Type of work																		
			Academic	Analysis/ Intelligence	Asset Mgt	Bus Systems/IT	Cert./Qual Assurance	Construction	Design	Education and Training	Finance	Manufacturing	Marketing and Sales	Operations	Proc Safety/ Health and Environ	Proj Mgt/ Admin/Mgt Services	Regulatory	R&D	Risk Mgt	Other	
Chairman/Managing Director/Chief Executive/Vice Chancellor/Vice President	Total	7	0	0	0	0	0	0	0	0	1	4	2	0	0	0	0	0	0	0	
	Mean	208,321									181,250	267,500	103,500								
	Median	130,000									181,250	190,000	103,500								
	1st Decile	40,000									181,250	40,000	82,000								
	9th Decile	650,000									181,250	650,000	125,000								
Senior Manager/Director/Dean/Head of Department	Total	30	2	0	4	0	1	0	1	1	0	2	4	6	1	4	1	2	0	1	
	Mean	103,594	97,500		93,000		90,000		77,200	83,000		146,000	185,000	95,167	48,415	87,425	74,500	55,000		105,000	
	Median	86,500	97,500		101,000		90,000		77,200	83,000		146,000	95,000	65,750	48,415	80,850	74,500	55,000		105,000	
	1st Decile	57,250	97,000		55,000		90,000		77,200	83,000		103,000	60,000	59,500	48,415	68,000	74,500	50,000		105,000	
	9th Decile	154,500	98,000		115,000		90,000		77,200	83,000		189,000	490,000	210,000	48,415	120,000	74,500	60,000		105,000	
Manager/Site Manager/Project Manager/Associate Professor/Professor/Principal Engineer	Total	84	2	2	1	1	1	4	11	0	0	11	0	15	9	13	1	11	1	1	
	Mean	62,672	69,845	61,500	120,000	60,372	90,000	61,677	60,040			53,444		64,962	71,667	59,474	75,000	55,072	98,000	65,000	
	Median	58,250	69,845	61,500	120,000	60,372	90,000	64,677	62,000			49,000		51,000	65,000	58,000	75,000	56,000	98,000	65,000	
	1st Decile	40,000	44,689	41,000	120,000	60,372	90,000	33,000	49,800			43,000		35,000	51,000	33,850	75,000	51,000	98,000	65,000	
	9th Decile	90,000	95,000	82,000	120,000	60,372	90,000	84,354	70,000			80,000		145,000	120,000	80,000	75,000	66,000	98,000	65,000	
Senior Engineer/Senior Lecturer	Total	114	3	3	0	1	1	3	38	0	0	10	2	6	12	8	1	20	5	1	
	Mean	52,132	41,430	52,000		50,000	33,000	49,667	53,139			57,456	46,500	61,865	53,687	48,723	63,500	48,067	51,780	55,000	
	Median	48,750	42,418	42,000		50,000	33,000	49,000	49,500			49,693	46,500	53,500	53,350	45,500	63,500	45,386	44,000	55,000	
	1st Decile	38,000	37,075	38,000		50,000	33,000	40,000	38,500			36,520	41,000	34,685	42,900	38,070	63,500	34,500	40,000	55,000	
	9th Decile	66,980	44,798	76,000		50,000	33,000	60,000	69,000			101,000	52,000	108,000	65,000	65,000	63,500	58,000	86,000	55,000	
Engineer/Supervised Team Member/Lecturer	Total	306	9	12	10	2	3	5	100	1	0	34	2	53	21	17	5	27	2	3	
	Mean	39,019	41,436	40,475	34,766	59,500	29,000	44,200	37,657	38,000		37,681	36,050	43,558	37,994	42,338	33,797	36,270	34,132	35,627	
	Median	37,450	42,000	36,643	32,065	59,500	29,000	45,000	36,770	38,000		36,908	36,050	39,400	37,500	39,500	34,000	35,000	34,132	32,380	
	1st Decile	30,000	31,000	28,500	29,540	53,000	26,000	33,000	29,900	38,000		30,100	32,100	30,000	33,000	32,500	32,000	29,301	30,000	31,500	
	9th Decile	49,500	48,327	58,000	47,048	66,000	32,000	56,000	47,500	38,000		45,000	40,000	55,000	45,000	57,000	35,983	45,000	38,263	43,000	
Engineering Technician	Total	3	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	0	0	
	Mean	25,667							30,000	17,000								30,000			
	Median	30,000							30,000	17,000								30,000			
	1st Decile	17,000							30,000	17,000								30,000			
	9th Decile	30,000							30,000	17,000								30,000			
Postdoctoral	Total	8	5	0	0	0	0	0	0	2	0	0	0	0	0	0	0	1	0	0	
	Mean	31,103	26,860							38,500									37,520		
	Median	30,651	29,000							38,500									37,520		
	1st Decile	18,000	18,000							38,000									37,520		
	9th Decile	39,000	32,000							39,000									37,520		
Graduate in Training/Engineer in Training/Post graduate or Doctoral Student in Training	Total	145	1	8	6	1	1	3	43	0	0	22	1	30	5	14	1	6	0	3	
	Mean	30,644	16,000	31,475	29,133	25,000	2,690	30,167	29,500			31,332	26,520	32,890	31,812	30,079	34,850	30,039		38,783	
	Median	29,061	16,000	28,900	26,000	25,000	2,690	27,500	28,750			28,500	26,520	31,565	30,000	29,200	34,850	30,925		41,000	
	1st Decile	25,000	16,000	25,000	25,800	25,000	2,690	27,000	25,000			25,000	26,520	23,500	26,000	25,000	34,850	22,500		32,500	
	9th Decile	42,000	16,000	40,000	43,000	25,000	2,690	36,000	36,750			43,000	26,520	44,000	42,300	38,200	34,850	34,000		42,850	
Intern/Undergraduate Student Placement/Apprentice	Total	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	
	Mean	18,000													18,000						
	Median	18,000													18,000						
	1st Decile	18,000													18,000						
	9th Decile	18,000													18,000						
Consultant/Contractor	Total	28	0	1	0	1	1	2	3	0	0	1	0	2	8	4	0	3	1	1	
	Mean	58,429		45,000		45,000	64,357	101,125	54,333			40,000		128,951	42,387	66,250		43,533	37,000	46,800	
	Median	45,900		45,000		45,000	64,357	101,125	38,000			40,000		128,951	38,750	75,000		48,000	37,000	46,800	
	1st Decile	45,000		45,000		45,000	64,357	82,250	25,000			40,000		100,000	29,898	5,000		22,500	37,000	46,800	
	9th Decile	110,000		45,000		45,000	64,357	120,000	100,000			40,000		157,901	69,000	110,000		60,100	37,000	46,800	
Safety Inspector/Regulatory Inspector/Audit Inspector	Total	5	0	0	0	0	0	0	0	0	0	0	0	0	1	0	4	0	0	0	
	Mean	45,020													52,000		43,275				
	Median	50,500													52,000		43,750				
	1st Decile	30,000													52,000		30,000				
	9th Decile	55,600													52,000		55,600				
Other	Total	2	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	
	Mean	23,150					26,300						20,000								
	Median	23,150					26,300						20,000								
	1st Decile	20,000					26,300						20,000								
	9th Decile	26,300					26,300						20,000								



Section E Classified by type of work

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

		Total	Type of work																	
			Academic	Analysis/ Intelligence	Asset Mgt	Bus Systems/IT	Cert/Qual Assurance	Construction	Design	Education and Training	Finance	Manufacturing	Marketing and Sales	Operations	Proc Safety/ Health and Environ	Proj Mgt/ Admin/Mgt Services	Regulatory	R&D	Risk Mgt	Other
Automotive/Transport	Total	9	0	0	0	0	0	1	0	0	0	1	1	1	0	2	0	3	0	0
	Median	44,000						55,000				33,000	40,000	165,000		33,500		53,000		
Biochemical Engineering	Total	13	1	0	0	0	0	0	3	1	0	1	1	0	0	1	0	4	0	1
	Median	39,000	49,904						39,000	39,000		31,500	40,000			130,000		45,290		20,000
Chemical and Allied Products	Total	153	0	2	1	1	0	1	26	0	0	42	3	17	21	15	3	20	0	1
	Median	56,000		63,500	43,000	78,000		45,000	45,500			59,000	83,608	60,000	60,000	58,000	66,711	47,100		65,000
Consultancy	Total	154	0	5	2	3	4	1	57	0	1	2	3	5	38	6	4	6	11	6
	Median	46,400		55,000	58,000	35,000	33,500	150,000	49,800		181,250	41,000	56,500	49,000	42,000	82,250	34,000	42,569	65,000	79,000
Consumer Products	Total	13	0	0	0	0	0	0	2	0	1	1	0	3	1	0	0	5	0	0
	Median	58,363							77,570		58,000	71,000		35,000	65,000			58,363		
Contracting	Total	79	0	0	0	0	0	3	59	0	0	0	1	1	5	10	0	0	0	0
	Median	72,000						200,000	70,000				60,000	44,000	100,000	92,450				
Education/University	Total	47	36	0	0	0	0	0	0	7	0	0	0	1	0	0	0	3	0	0
	Median	44,689	44,744							38,000				42,000				51,000		
Finance, Insurance and Risk	Total	26	0	1	0	0	0	0	0	0	5	0	0	0	3	0	0	0	17	0
	Median	120,000		121,000							150,000				110,000				120,000	
Food and Drink	Total	71	1	0	1	0	0	2	13	0	0	14	1	7	2	9	1	20	0	0
	Median	48,327	48,327		115,000			39,000	40,000			55,500	98,000	32,000	54,250	43,000	70,096	45,900		
Fuel Cells Technology	Total	6	0	0	0	0	0	1	2	0	1	0	0	0	0	0	0	2	0	0
	Median	46,500						33,000	46,500		160,000							48,750		
Health, Safety and Environment	Total	17	0	1	0	0	0	0	2	0	0	0	0	2	5	1	3	0	2	1
	Median	56,400		40,000					109,000					82,500	68,000	29,000	50,500		52,650	36,500
Industrial Gases	Total	48	0	2	0	0	0	1	11	0	0	1	2	12	6	11	0	1	0	1
	Median	67,500		27,650				48,000	55,000			48,711	82,700	67,500	74,150			45,000		75,000
Iron, Steel and Other Metals	Total	11	0	0	0	0	0	0	1	0	0	4	1	1	1	0	0	3	0	0
	Median	41,000						46,000				32,575	95,000	29,500	48,000			41,000		
Manufacturing	Total	61	0	0	0	0	0	0	8	0	1	25	4	14	4	2	0	2	0	1
	Median	40,000						32,000			56,264	40,000	50,500	34,843	41,450	53,280		56,500		115,000
Medicine/Medical equipment	Total	11	0	0	0	1	2	0	0	0	0	2	0	2	0	1	0	3	0	0
	Median	33,000				60,372	54,000					39,925		27,750		85,000		31,000		
Mining and minerals	Total	5	0	0	0	0	0	0	0	0	0	3	0	0	0	0	1	1	0	0
	Median	51,300										29,000					66,000	52,500		
Non-governmental organisation/Industry Body/Trade Body	Total	2	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
	Median	72,500					90,000							55,000						
Oil and Gas Exploration and Production	Total	277	0	5	12	3	1	6	64	0	1	5	3	90	35	30	0	6	5	11
	Median	73,000		62,000	76,000	96,000	90,000	74,000	52,875		172,000	130,000	135,000	73,774	80,000	102,324		57,000	89,200	76,147
Oil Refining	Total	97	0	5	0	1	0	0	26		2	18	2	19	8	7	0	0	4	4
	Median	65,580		55,160		66,000			52,453	83,000	65,345	58,969	85,367	60,500	58,500	70,120			91,950	100,220
Paper and Packaging	Total	8	0	0	0	0	0	0	0	0	0	4	0	0	0	2	1	1	0	0
	Median	50,543										45,543				55,500	53,000	66,488		
Petrochemicals	Total	76	0	4	1	0	0	1	20	0	2	11	0	10	7	10	0	8	0	2
	Median	64,000		42,500	30,000			84,354	56,500		131,000	75,000		56,500	78,000	64,493		77,400		63,250
Pharmaceuticals and Personal Care Products	Total	148	0	3	1	2	3	4	13	0	0	44	0	9	13	25	3	25	1	2
	Median	50,950		27,000	68,136	65,924	26,000	47,000	60,000			50,975		51,400	59,852	48,000	63,500	45,619	75,800	81,500
Plastics	Total	10	0	0	0	0	0	1	1	0	0	6	0	1	0	0	0	0	0	1
	Median	48,440						84,000	72,000			48,440		33,000						32,380
Power Generation - Fossil Fuels	Total	19	1	1	4	0	0	0	2	0	0	0	0	3	1	3	1	3	0	0
	Median	61,000	80,000	90,000	74,250				62,071					70,000	29,061	61,000	63,000	55,849		
Power Generation - Nuclear Decommissioning	Total	77	0	2	2	0	0	0	45	0	0	0	0	8	1	7	1	6	1	4
	Median	54,358		37,000	33,133				50,000					45,575	82,000	64,299	55,600	51,680	38,263	66,500
Power Generation - Nuclear Generation	Total	42	0	1	1	0	1	0	17	0	0	4	0	5	2	3	5	0	2	1
	Median	42,000		42,000	32,500		32,000		48,600			51,350		60,000	36,875	35,500	66,376		40,945	120,000
Power Generation -Renewables	Total	22	0	2	1	0	0	2	6	0	0	1	0	3	1	5	0	1	0	0
	Median	51,200		29,250	180,000			76,925	50,000			65,000		43,000	85,000	50,400		22,000		
Process Automation, System and Control	Total	10	0	0	0	1	0	0	4	0	0	0	2	1	0	1	0	1	0	0
	Median	76,065				53,000			76,065				79,500	92,500		65,000		150,000		
Process Plant and Equipment	Total	33	0	0	0	0	1	1	19	0	0	2	4	3	1	1	0	0	0	1
	Median	52,500					40,000	40,000	50,000			41,000	108,500	78,000	42,324	92,000				65,000
Public Sector (Including Defence, Government And Regulatory Authorities)	Total	39	0	2	1	0	1	0	4	0	0	0	0	3	4	6	10	1	0	3
	Median	50,500		38,168	25,800		26,300		39,000					66,736	52,600	63,500	48,534	54,000		89,900
Surface Chemistry/Paints and Adhesives	Total	2	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0
	Median	77,000										110,000						44,000		
Waste Management	Total	24	0	0	1	0	0	2	4	0	0	0	1	8	0	4	0	3	1	0
	Median	37,700			30,223			55,125	35,200				57,000	32,383		65,795		45,000	56,500	
Water	Total	80	0	2	7	0	0	8	41	0	0	0	4	6	1	4	2	3	0	2
	Median	42,000		28,000	42,000			55,500	40,585				65,175	38,500	100,000	41,500	44,860	66,000		38,904
Other	Total	16	0	0	1	2	0	0	0	0	0	0	1	2	0	4	0	5	0	1
	Median	60,000			55,000	1,112,500							20,000	37,250		86,500		65,000		180,000

For further information about this survey contact:

Global headquarters

UK – Rugby

t: +44 (0)1788 578214

e: customerservices@icheme.org

Australia

t: +61 (0)3 9642 4494

e: austmembers@icheme.org

Malaysia

t: +603 2283 1381

e: malaysianmembers@icheme.org

New Zealand

t: +64 (0) 4 473 4398

e: nzmembers@icheme.org

Singapore

t: +65 6250 0385

e: singaporemembers@icheme.org

UK – London

t: +44 (0)20 7927 8200



www.icheme.org



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