2010

ENGINEERS AUSTRALIA

SALARY AND BENEFITS SURVEY

"Representing the remuneration of over 150,000 engineers"

Your guide to effective engineering remuneration planning

ENGINEERS AUSTRALIA

Engineers Australia
Salary and Benefits Survey 2010

Your guide to effective engineering remuneration planning

Published February 2011

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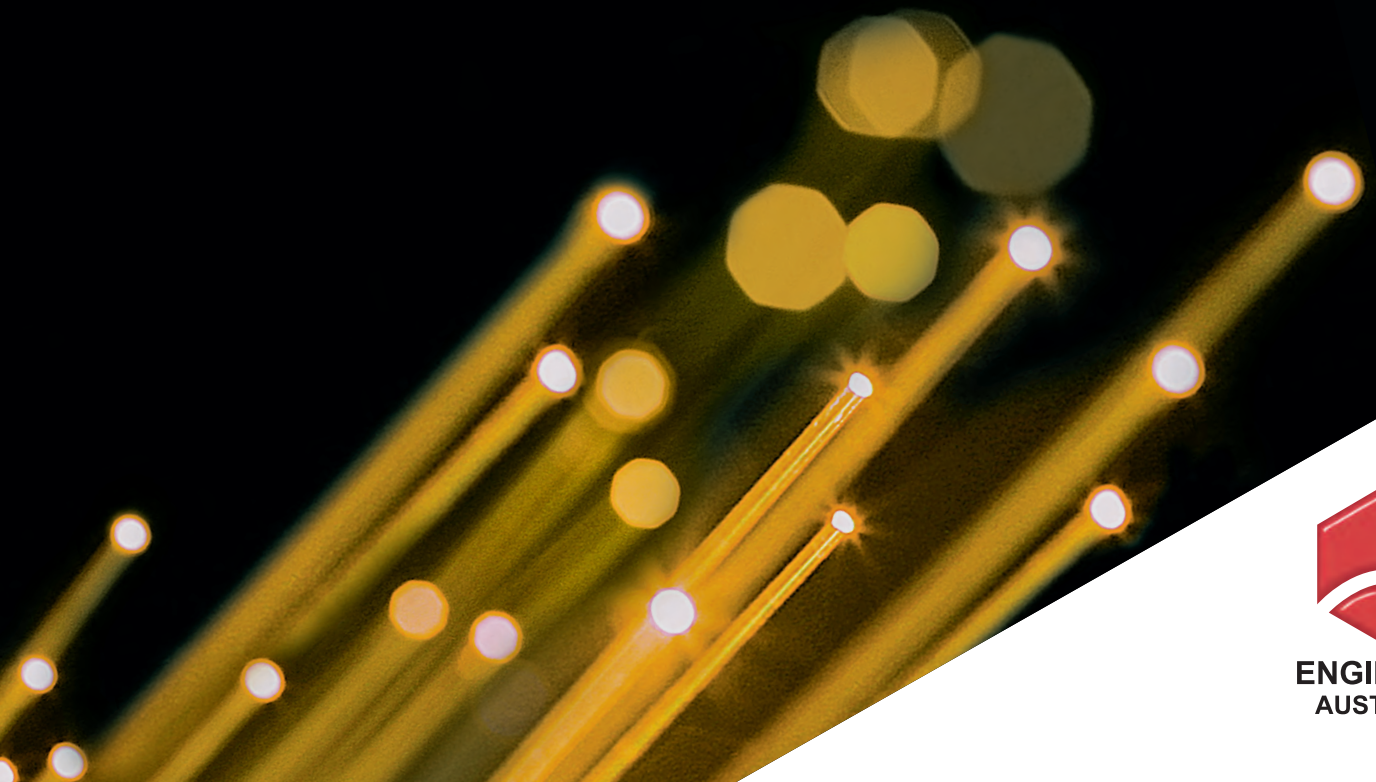

ENGINEERS
AUSTRALIA

Engineering employment market trends for 2011

by Bruce Exton

At the beginning of 2011 there are some conflicting expectations for the coming year. The United Nations Report "World Economic Situation and Prospects for 2011" indicates global growth has slowed since mid 2010 with a world gross product forecast to expand by 3.1%.

Europe and the US have high levels of debt and large budget deficits which are reducing the growth prospects. However, overall the US has had lower than expected unemployment levels and there is a greater optimism for growth. For instance New York recorded 48.7 million visitors during 2010, setting a new record, with major hotels often being fully booked. This is a far cry from just over a year ago when New York tourist numbers took a recession-driven hit.

On a positive note, the Asian economies will at this stage maintain growth. Australia, with its mining resources and association with China, is expected to be strong.

However, the Australian domestic market is displaying mixed signals.

Forecasts for growth in Australia are 3.7%, up from 3.2% for 2010 (NAB Survey), December unemployment figures were 5%.

Such figures would normally suggest excellent growth prospects, but some economist's views are somewhat subdued with speculation the Australian economy is slowing. Although there is great optimism by many, some medium to small businesses are still experiencing the effects of the global financial crisis. Those that supply specific goods and services across a wide range of industries are still suffering.

EXPECTATIONS AND IMPACTS FOR ENGINEERING

Resources-based and major infrastructure projects could see an upsurge in the construction sector, according to the Australian Constructors Association. They are forecasting a revenue lift in engineering construction of 9.7% in 2011/12, with the total value of construction work to rise by 7.9%.

Mining, utilities and transport look strong for 2011. The infrastructure spending is supported by road, rail, telecommunications projects, which are numerous and varied.

Some major projects (potentially big spend projects) for 2011 as listed by the Construction Forecasting Council from feasibility studies, early planning to tender submissions etc are:

- **Electricity**

  Major projects include Dalton Energy Project, Sapphire, Boco, Macarthur and Stockyard Wind Farms, Munmorah Power Station Rehabilitation and the Latrobe Valley Clean Power Station. Numerous other projects will maintain this sector.

- **Roads**

  Projects in NSW include Branxton F3 link, Pacific Highway upgrade, M2 upgrade, the M5 Corridor expansion, and in Queensland the Cooroy Road works.

- **Bridge, railway and harbour projects**

  Oakajee Deep Water Port, Surat Basin Railway Feasibility Study and the Wakefield Marina feasibility Study.

- **Telecommunications**

  The National Broadband project commenced in Tasmania and 5 first release sites are under development Australia wide.

- **Water and sewerage construction**

  An early stage project is the Conors River Dam and associated pipelines.

- **Residential and nonresidential**

  Nonresidential building is not expected to grow particularly in the education sector following the end of the Building Education Revolution (BER) stimulus injection. Some maintenance programs are expected. The townhouses and units construction sector

is looking strong and is expected to grow as well as home building which will be dependent on interest rates and a strong labour market.

- **Mining construction**

  Is expected to maintain growth with substantial coal projects in Queensland and iron ore projects in Western Australia.

The Queensland floods will cause a stimulus, with the reconstruction of water, sewerage and drainage pipelines, road, rail, telecommunications, residential, commercial buildings, public areas, marinas, wharves and jetties.

Also expected is funding for possible flood mitigation works, leading to scoping and possible design and construct.

March sees a state election in NSW. If an anticipated change in government occurs, some expenditure may be allocated and/or moved to new projects which no doubt will provide some additional stimulus to various engineering disciplines.

Overall the construction and engineering growth estimates indicate overall excellent growth prospects for 2011.However, inflation with interest rate hikes, looms as a dampener on such predictions.

SKILLS SHORTAGES

Skills shortages will impact on projects in the coming year and are gearing up to be a hot issue. The availability of specialised skilled personnel is a threat to growth and has the potential to further impact on all industries, particularly engineering.

The Australian National Engineering Taskforce (ANET), of which Engineers Australia is a member, reported last December that "Australia produces 6000 graduates annually which is half of our annual workforce needs". Such figures suggest that there will be cost and project completion time overruns.

The Asian economies are growing and with that comes the opportunity for skilled personnel to look for greener pastures. There is evidence to suggest that although some expatriates returned to Australia following the global financial crisis, some are venturing offshore again.

There is also evidence in some areas that employers are favouring experience gained in Australia over experience gained overseas when reviewing candidates. This is expected to be less evident as skill shortages hit harder.

SALARY INCREASES

Reports in the media of high salaries and record profits in some industries are fuelling expectations of salary increases.

Within our own recruitment agency we have been experiencing specialised skill shortages among numerous specialised roles requiring consultants having to explore a number of different recruiting avenues.

Currently engineers in the following classifications are in short supply:

- civil design
- bridge design and maintenance
- water and waste water treatment design and commissioning
- electrical power, design, electronic and instrumentation
- special mechanical
- rail
- traffic engineering
- engineers in most disciplines for rural/remote areas.

Some mechanical/electrical and civil generalists are considered to be in the most available classifications.

In NSW some contractors in the public sector are looking for and gaining more lucrative positions within the private sector. This is likely to continue as the economy maintains strength and confidence grows.

Competition for positions usually means the private sector wins out due to flexibility in salary packaging and remuneration. This will further put pressure on some government programs as they struggle to retain staff.

Within the NSW government and its agencies there are restrictions on staffing. Also, longer terms are being offered (especially in the public sector) to

entice prospective candidates to accept positions. This is a positive strategy that is working.

Our predictions for 2011 are:

- An increase in both permanent and contract (temporary) vacancies will continue.
- The availability of skilled personnel within Australia will decrease as a result of improving employment opportunities in mining and building construction industries (especially in Western Australia and Queensland).
- There will be pressure on remuneration and contract rates due to greater expectations from skilled professionals.
- States such as NSW will lose skilled personnel to other states due to higher remuneration levels.
- Employers will be offering a range of incentives as a way of retaining key personnel
- Candidate expectations regarding remuneration, location and contract duration will increase.
- More individuals will move between positions seeking greater rewards, challenges, career opportunities and better work/life balance.
- There will be greater emphasis on skills training and networking (to obtain potential skilled personnel), and greater acceptance of professionals with overseas experience.

Bruce Exton is the general manager of Clexan-Peak Personnel, a specialist provider of personnel for the engineering and technical fields.

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2 INTRODUCTION

2.1 Background

Engineers Australia is the key representative body for Australian engineers across all engineering disciplines and has a membership base of over 85,000. The organisation aims to enhance both the influence and professional standing of engineers in the community, and includes a range of activities such as:

- advancing the science and practice of engineering
- cultivating lifelong learning by members
- championing professional and ethical conduct
- celebrating excellence in engineering outcomes
- sustaining the integrity of the profession
- taking the lead in advocacy of the profession.

The contribution of Engineers Australia to the engineering community is highly valued, with the organisation providing members with such resources as networking events, seminars, career advice and publications.

This report continues the salary and remuneration studies that new**focus** has undertaken on behalf of Engineers Australia since 2003.

The survey has undergone minor modifications each year to ensure the most relevant data is captured. Since 2006, questions were included to assess the extent of the skills shortage in the engineering industry, as well as the impact it has had on engineering organisations.

The total number of employers who completed the survey was 447, a substantial increase from the number of engineering organisations that participated in 2009 (n=395). The responses from 2010 are reflective of the working conditions of more than 150,000 professional engineers.

2.2 Aims and outcomes

The general aim of this study was to investigate the employment conditions of professional engineers. More specifically, this included obtaining data relating to:

- **staff numbers:**
  - total number of staff employed in the company
  - breakdown of part-time and full-time engineering staff
  - types and grades of engineers employed
  - location (by state) of engineering employees
  - number of engineers employed who are under 30 years of age
  - any shortages of engineers (in relation to type of engineer, grade and location by state)
    - issues experienced by companies due to recruiting difficulties
    - the consequence of professional engineering skills shortages for the company
  - any anticipated shortages of engineers (in relation to type of engineer, grade and location by state)
- **salary of engineering staff:**
  - monetary value of package items and content of package (for example, mobile phone, car, etc)
  - extra benefits for engineers working in remote areas or cities with above-average living expenses
  - annual salary increases
  - anticipated salary increases
- **company policies pertaining to:**
  - sick leave
  - annual leave
  - maternity/paternity leave
  - carer's leave
  - compassionate leave
  - study leave
  - overtime
- **number of hours worked per week by:**
  - all staff
  - engineering employees
- **postgraduate qualifications of engineering employees**

- **the employment and salary conditions of Chartered Professional Engineers (CPEs) and perceived benefits of employing CPEs**
- **whether the company has an Engineers Australia Professional Development Plan in place**
- **whether company training is provided to engineering students**
- **biggest HR challenges facing the organisation**

The survey conducted by new**focus** has facilitated the production of a report that addresses these points and will provide Engineers Australia, as well as engineering organisations, with valuable insight into the salary and remuneration packages offered to engineers.

The instrument used to capture this information can be found in Appendix 2.

2.3 Methodology and sample

An online survey methodology was again used in 2010.

This year specific steps were taken during the project setup phase to boost the response rate, including ensuring the survey was active prior to commencing marketing efforts. Furthermore, the survey was announced in the electronic newsletter *eNews* giving readers the opportunity to click straight through to the questionnaire. This, combined with other marketing and promotional activities, has been very effective in significantly improving the response rate from previous years.

In addition to this, Engineers Australia supplied new**focus** with lists of potential respondents which included companies running Engineers Australia's Professional Development Program, past participants and 2010 contacts.

A number of incentives were again offered to respondents to boost the response rates. Respondents were:

- given automatic entry into a draw for a choice of either a weekend package deal for two people at a quality hotel in their nearest capital city up to the value of $750, a Coles Myer voucher to the value of $750 or an iPad to the value of $750
- offered a copy of a summary report and discount on the price of the full report.

Response rates were monitored on a daily basis throughout the research. Two reminder emails were sent to those on the lists. The survey was active from 9 November to 6 December.

Those individuals who participated in the survey were employers within engineering firms who had a thorough knowledge of the salary structure within their organisation. As an example, the types of people who responded included managers, human resource managers, payroll officers, and a variety of different types of engineers (eg mining, electrical, etc).

In 2010, a total of **447 respondents** completed the survey, which was significantly higher than 2009 and 2008 (395 and 234, respectively). These respondents represented more than 150,000 engineers and 447 organisations in Australia.

3 EXECUTIVE SUMMARY

The total average salary package of professional engineers, with the private and public sectors combined, increased by 7%, a significant jump from the small increase reported in 2009.

Looking at the private and public sectors separately, the gap in salary packages between both sectors stood at about 17%, very similar to 2009.

A breakdown of private and public sector combined salaries into levels of experience reveals that the biggest increases were in grade 1 (entry level) and grades 4 and 5 (senior engineers with a minimum of 10 years experience. Starting salary packages rose by about $8000. In grade 4 and 5 salary packages rose by about $10,000 and $16,000 respectively, indicating that these senior engineers are in high demand.

The chartered professional engineer status remained valuable in some organisations, with 12% of all respondents indicating that they paid their chartered professional engineers more than other engineers for comparable duties. The main benefits of employing chartered professional engineers were given as confidence in their competencies, professional image and industry recognition.

Engineers in the private sector on average worked longer hours than their counterparts in the public sector. While the percentage of engineers working between 41 and 45 hours was about the same in the private and public sectors at around 34%, more engineers in the private sector worked between 45 and 50 hours (20% compared with 9% in the public sector) and fewer engineers in the private sector worked between 36 and 40 hours (29% compared with 53% in the public sector).

The main types of benefits included in the salary packages remained the same as in previous years, with mobile phones, professional membership subscriptions and laptop computers at the top. The only significant change since 2008 was a drop in vehicle or vehicle allowance (down by 11%).

As in previous years, paid leave provisions were significantly more generous in the public sector than in the private sector. Nearly half of the public sector respondents allowed up to 20 days for paid sick leave, with only 13% in the private sector offering the same. Similarly, nearly 80% of public sector respondents offered paid study leave (compared with 47% in the private sector), 85% offered paid maternity leave (compared with 50% in the private sector) and 66% offered paid paternity leave (compared with 40% in the private sector).

Staff recruitment, retention and remuneration remained the key challenges for human resource teams, with 62% of respondents saying they had experienced professional engineer skills shortages, up from 53% in 2009. Engineers sought after by the largest numbers of respondents were in the disciplines of civil, mechanical, electrical and structural engineering. Nearly 30% of respondents indicated that the skills shortages led to major problems including project delays and cost increases.

4 FINDINGS

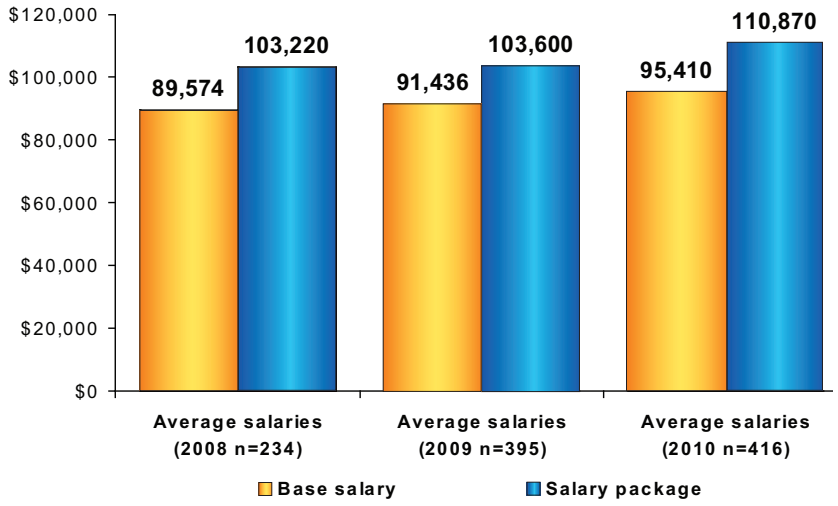
4.1 Key findings

The findings indicate that base salary has increased by around 4%, and salary package has increased by around 7% year-on-year.

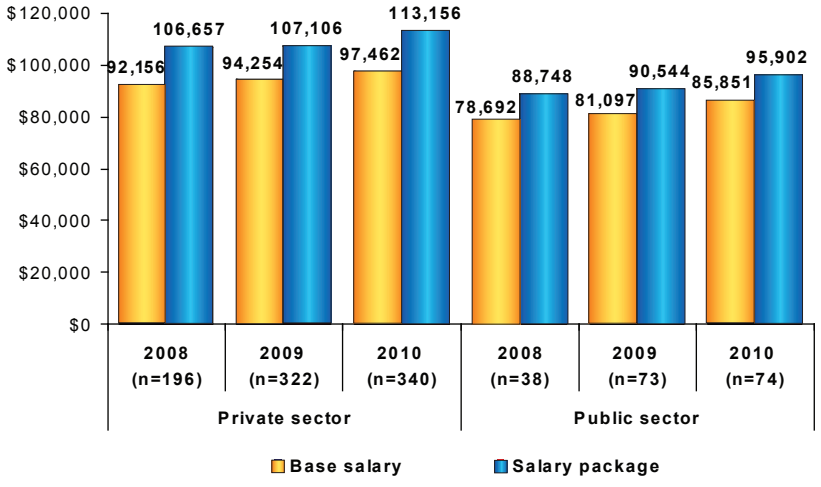
The average reported base salary in the **private sector** for 2010 was $97,462 and the average salary package was $113,156. These figures have continued to trend upwards since 2008.

In the **public sector**, both base salary and salary package levels have increased by 6% respectively. However, *caution* should be used in interpreting these figures due to the *small sample sizes*.

4.1.1 Average salaries – total (private and public sectors combined)



4.1.2 Average salaries – private and public sectors separated



Average Salary Packages– Private and Public Sectors Combined

	Grade 1: Starting	Grade 2: 3-5 years	Grade 3: 4-10 years	Grade 4: 10-15 years	Grade 5: 15 years plus
Civil	64,749	78,501	99,337	129,946	161,957
Structural	65,552	78,576	98,463	128,979	166,012
Electrical	73,620	85,779	100,490	129,509	176,704
Mechanical	89,075	81,914	102,556	149,744	181,883
Chemical	74,400	82,711	141,093	140,647	180,906
IT & E	87,411	92,984	113,065	125,285	145,476
Environmental	65,452	78,459	98,847	121,673	151,450
Mining	92,500	100,333	130,917	156,667	157,000

Average Salary Packages – Private Sectors

	Grade 1: Starting	Grade 2: 3-5 years	Grade 3: 4-10 years	Grade 4: 10-15 years	Grade 5: 15 years plus
Civil	64,850	79,949	102,234	137,431	173,076
Structural	65,551	77,375	98,362	130,897	169,246
Electrical	75,069	83,919	98,802	132,147	185,237
Mechanical	90,506	81,803	103,030	152,003	183,648
Chemical	72,457	82,711	143,135	142,563	182,821
IT & E	61,386	76,576	116,457	130,082	151,404
Environmental	62,417	76,316	98,315	121,673	156,363
Mining	92,500	100,333	130,917	156,667	157,000

Average Salary Packages – Public Sectors

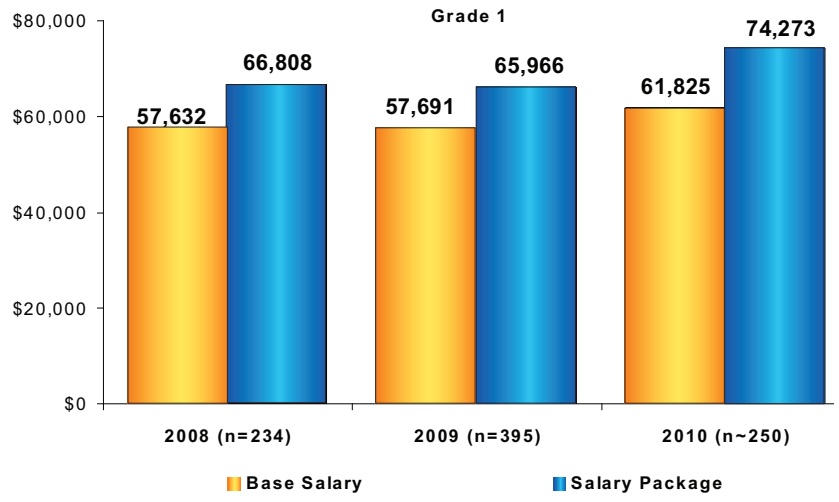
	Grade 1: Starting	Grade 2: 3-5 years	Grade 3: 4-10 years	Grade 4: 10-15 years	Grade 5: 15 years plus
Civil	64,517	74,529	90,483	104,634	126,729
Structural	65,556	84,100	99,000	112,444	138,200
Electrical	69,273	93,467	104,850	115,308	143,231
Mechanical	75,556	83,174	95,643	109,133	135,600
Chemical	88,000	–	88,000	110,000	167,500
IT & E	72,306	93,620	99,905	102,408	125,035
Environmental	75,857	89,600	101,429	–	120,333
Mining	–	–	–	–	–

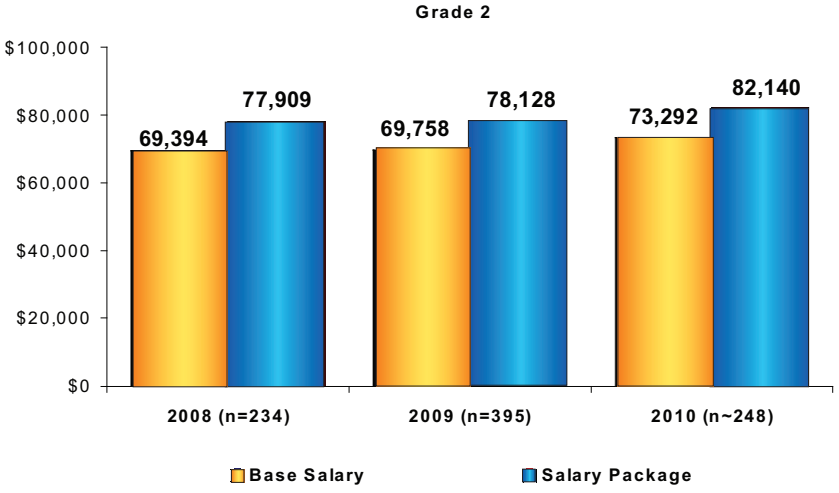
Salaries and conditions

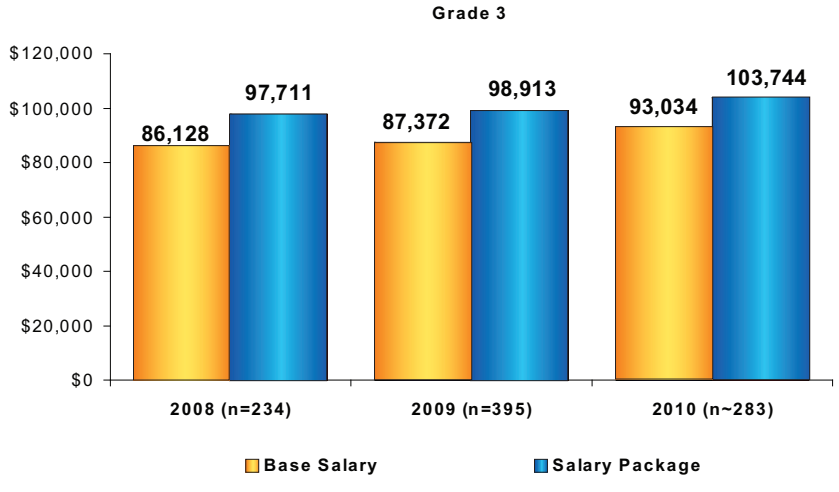
The total range of salaries for professional engineers was broken down into base salary and salary packages in the private and public sectors. In addition, salaries were broken down into five grades, which indicate years of experience. These grades are defined as follows:

- **Grade 1** represents starting salaries for engineers with a bachelor in engineering (four years study) as a minimum tertiary qualification
- **Grade 2** represents engineers with 2 to 3 years experience
- **Grade 3** represents 4 to 10 years experience
- **Grade 4** represents 10 to 15 years experience
- **Grade 5** represents 15 years experience and over

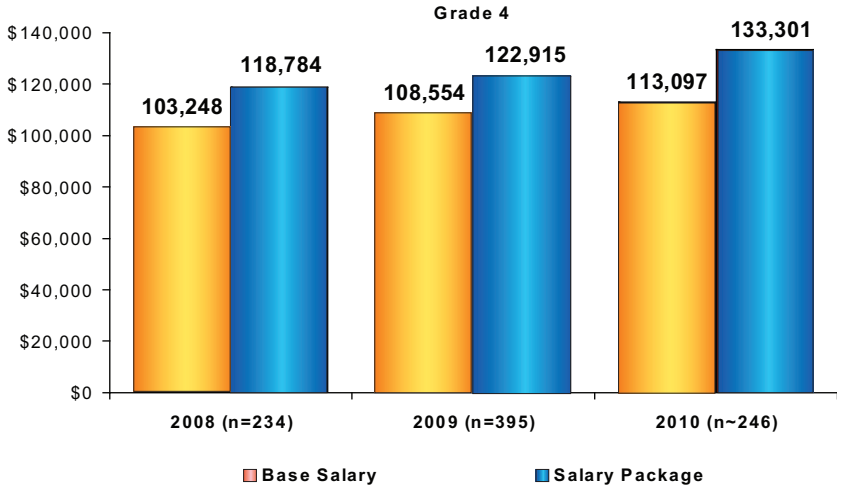
4.1.3 Average salaries – private and public sectors combined, by grades of experience



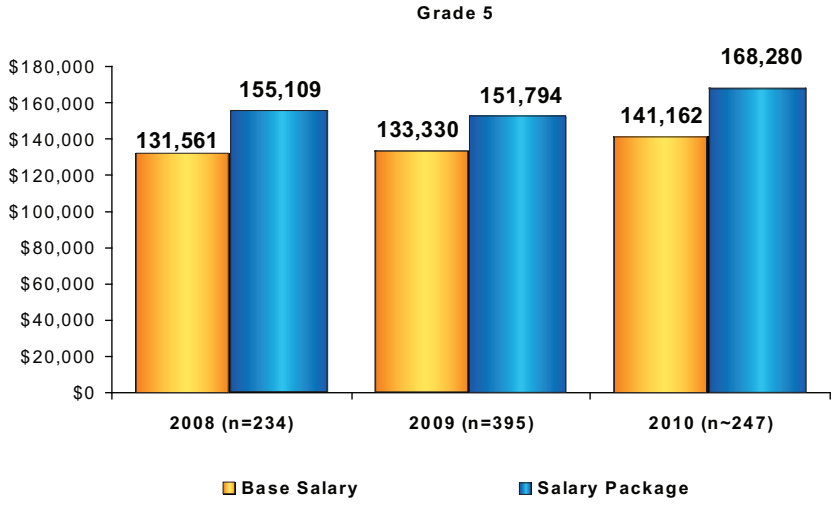




All grades experienced an increase in both base and salary package figures in 2010. Grades 1, 4 and 5 experienced the largest percentage increase in salary packages overall (12%, 8% and 10% respectively).

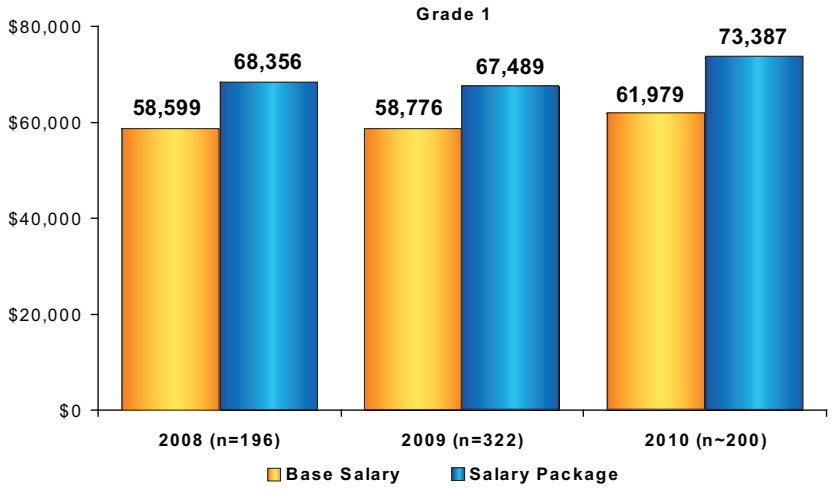


Public and private sectors salary package
Grade 5: $168,280.

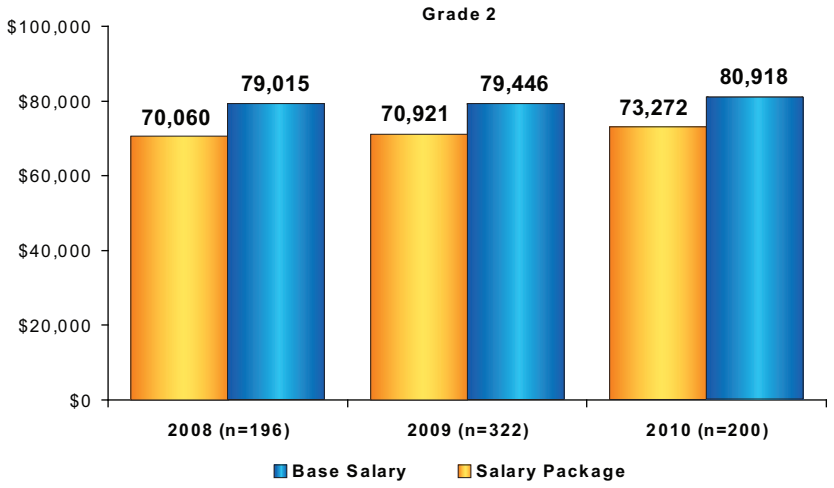


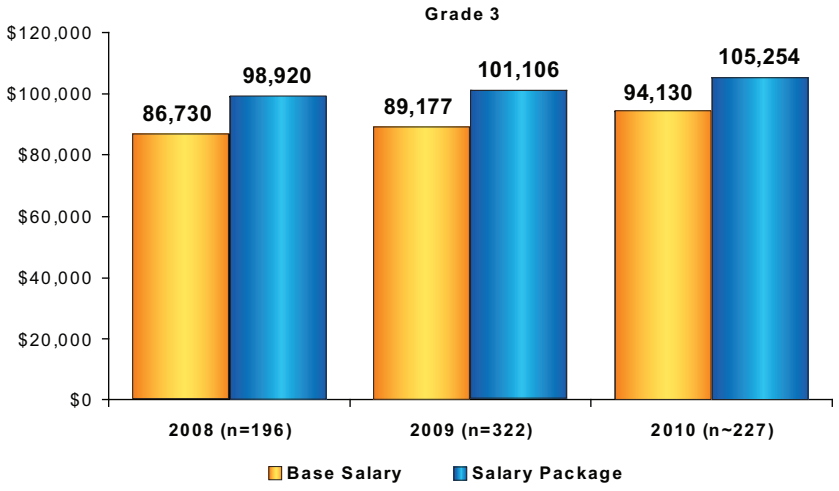
Within the private sector, base salaries and salary packages increased across all grades. The most notable increases were for Grades 4 and 5 engineers.

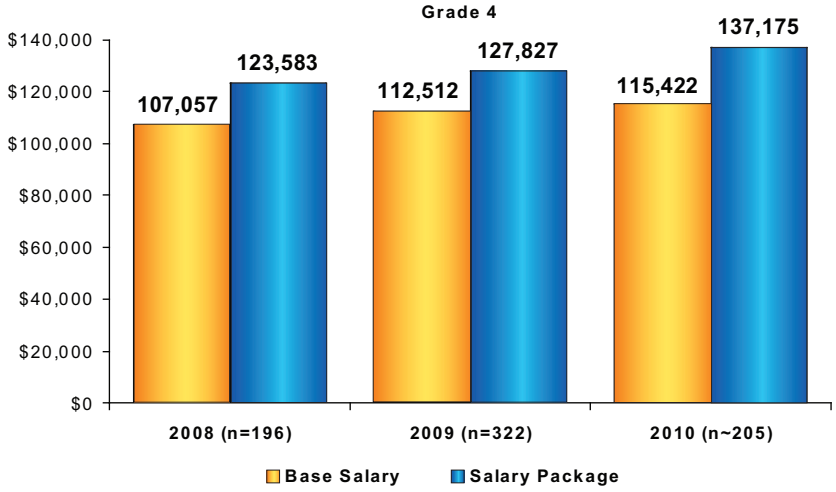
4.1.4 Average salaries – private sector



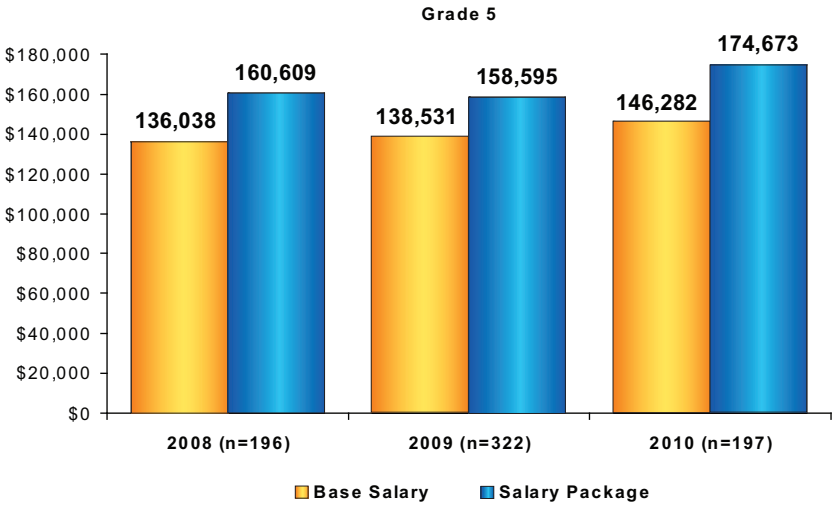
Private sector salary package
Grade 3: $105,254.





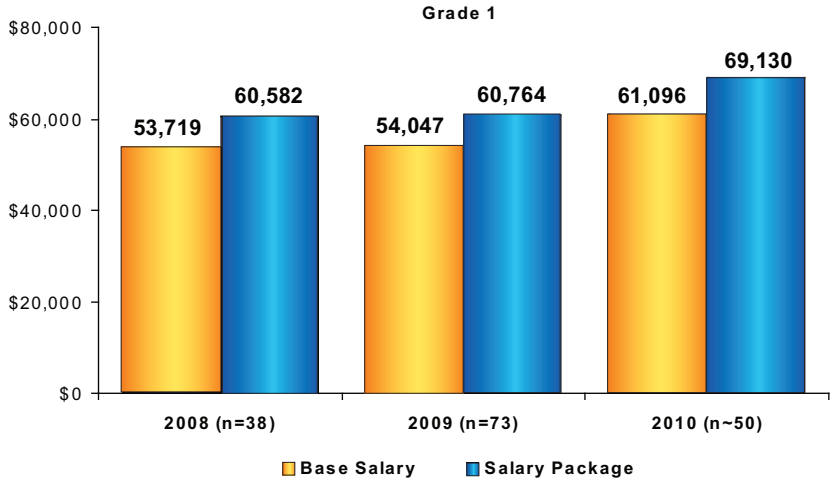


Private sector salary package
Grade 5: $174,673.

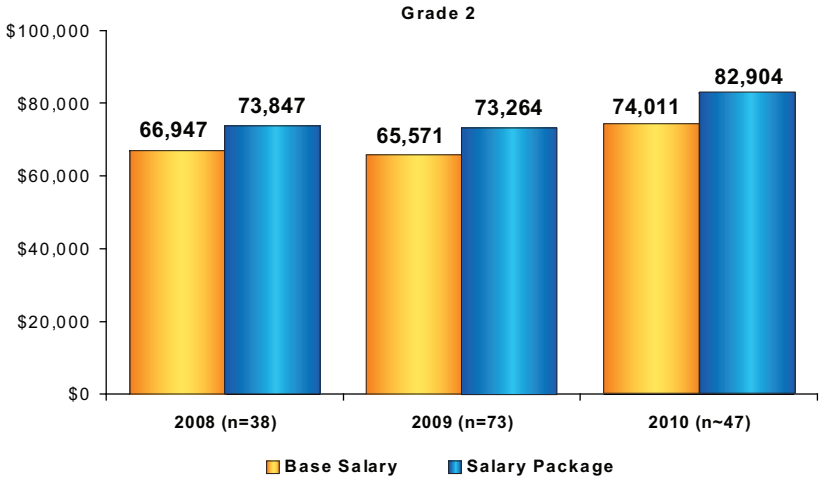


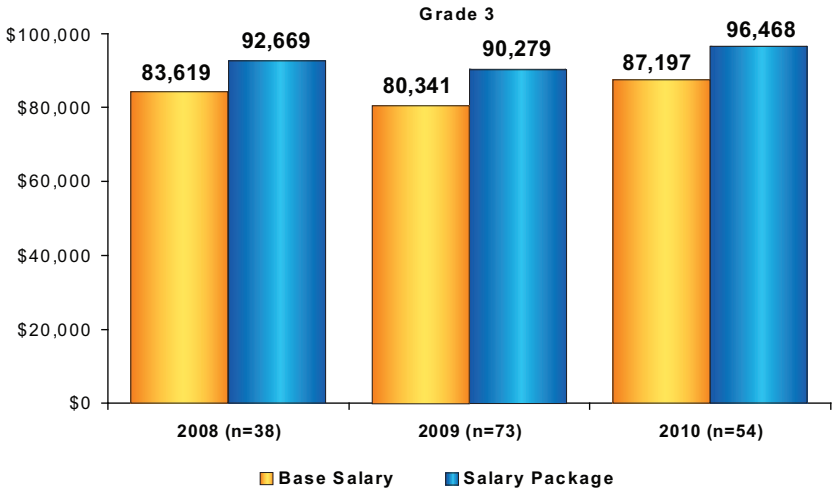
Public sector salaries across all grades were lower than their private sector counterparts in 2010, with the exception of grade 2 salaries which were slightly higher. Base and salary packages saw an increase for all grades, with the most notable increase for grade 5 engineers. Findings should be interpreted with *caution*, however, due to the *small sample sizes*.

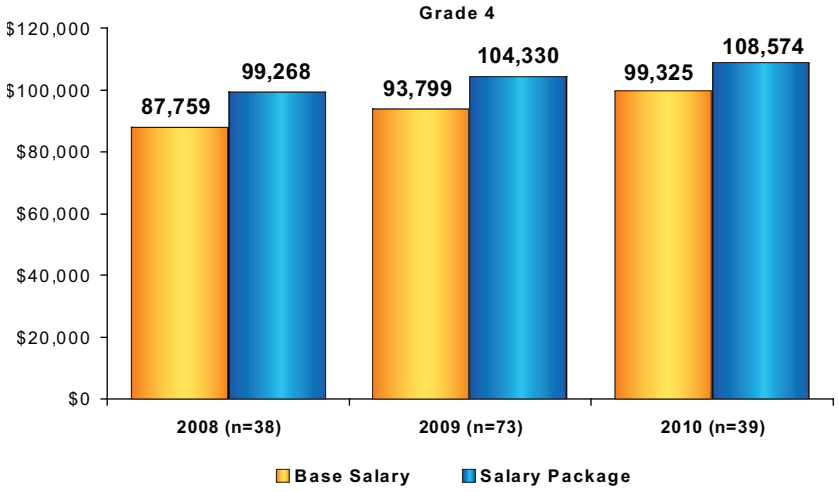
4.1.5 Average salaries – public sector



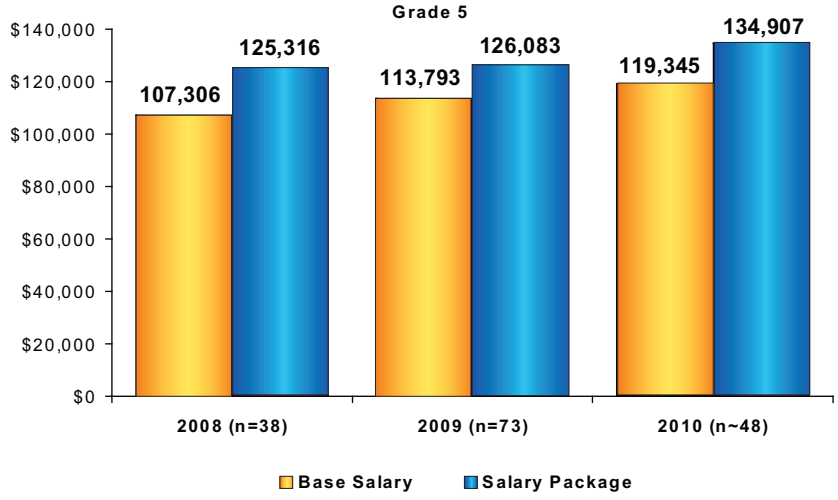
Public sector salary package
Grade 3: $96,468







Public sector salary package
Grade 5: $134,907.



4.1.6 Chartered Engineers

Do you have any Chartered Professional Engineers in your organisation? (Q18)

78% (n=418) had a Chartered Professional Engineer in their organisation.

Are the Chartered Professional Engineers paid a higher salary than other engineers with comparable job duties in your organisation? (Q19)

57% reported that they are not paid a higher salary, while 24% indicated that their salaries are indeed higher (n=273).

How much extra are Chartered Professional Engineers paid than other engineers with comparable job duties in your organisation? (Q20)

	n response		
	2008 (n=25)	2009 (n=31)	2010 (n=50)
0-2%	–	1	3
3-5%	3	11	8
6-10%	8	12	13
11-20%	8	4	11
21-30%	2	1	13
31-40%	–	–	1
41-50%	1	1	1
More than 50%	3	1	–

Note: given the small number of respondents who answered this question, this data should be interpreted with caution.

The majority of respondents to this question indicated their chartered professional engineers were paid between 6% and 30% more than other engineers for comparable duties.

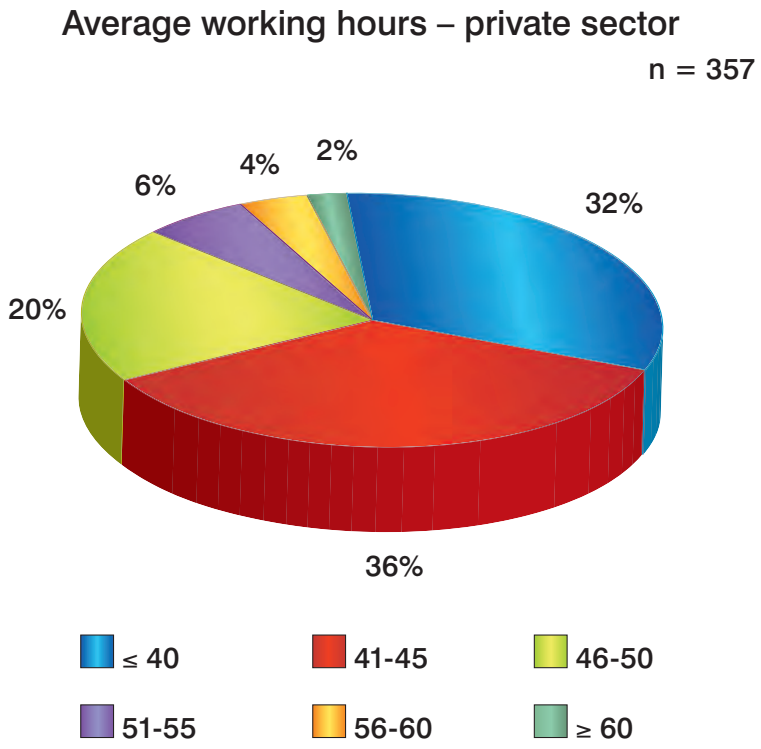
What do you see are the benefits of employing a Chartered Professional Engineer? (Q21)

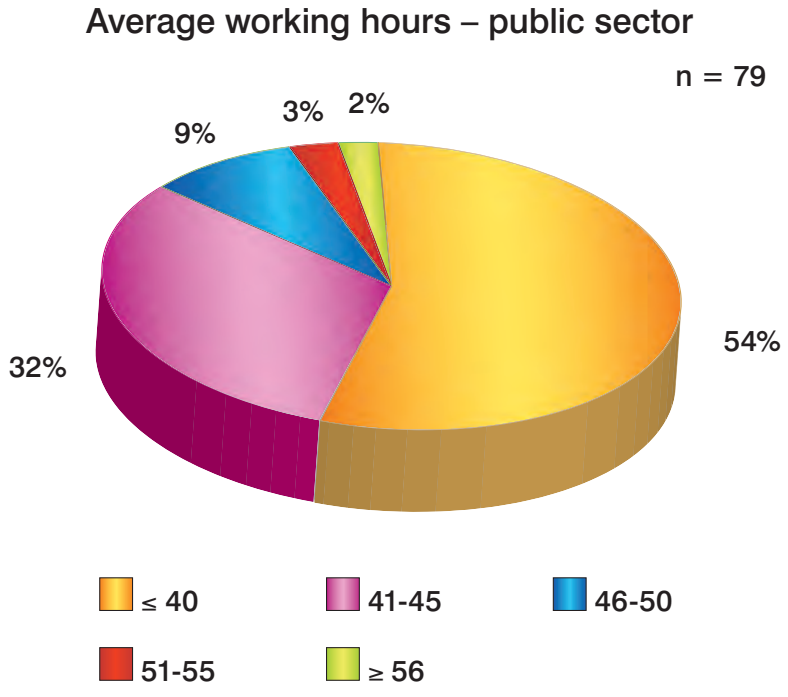
	% response	
	2010 (n=53)	2009 (n=33)
Well qualified/confidence of competencies/more extensive training	26	24
Professional image/standards	23	18
Industry recognition	17	15
Experience	15	21
Ethical/understanding code of ethics/responsibility	13	9
More work/income opportunity	13	–
Continued professional development/regularly updated/on changes	11	–
Senior/higher/mentoring role/graduate engineer	11	9
Meeting of legislative/statutory requirement	11	9
Can sign documentation	11	9
Certified/benchmark of expertise	9	9
Better client acceptance	6	9
Oversee work/computation checking/technical advice	6	–
Guarantee/professional indemnity/insurance benefits	4	–
Commitment to engineering	4	6
Less supervision required	4	–
Knowledge	2	12
Flexibility	2	–

4.1.7 Average hours worked by engineers per week

On average, how many hours per week do full-time engineers in your organisation work? (Q9)

As observed in previous years, engineers in the **private sector** work more hours on average than those in the public sector. The majority of **private sector** engineers (85%) work 36-50 hours. In comparison, 85% of engineers within the **public sector** were more likely to work between 36 and 45 hours per week.



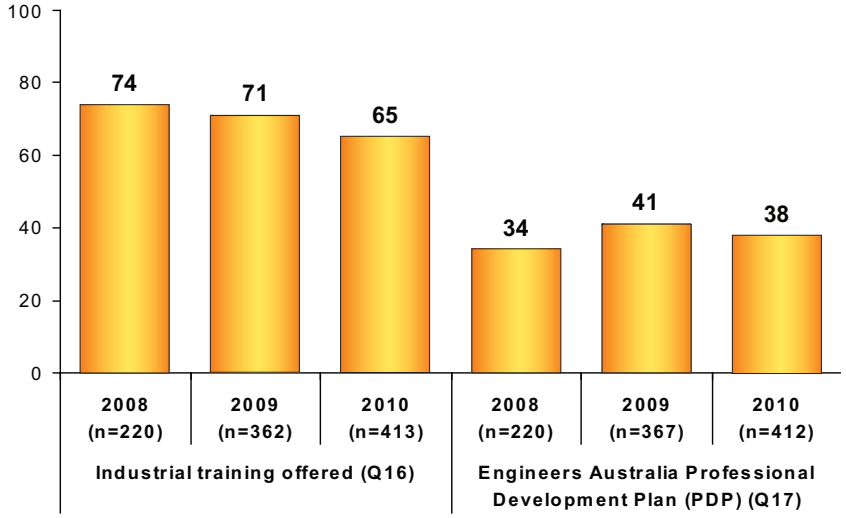


4.1.8 Professional development

Does your company offer industrial training to engineering students? (Q16)

Do you have an Engineers Australia Professional Development Plan (PDP) in place? (Q17)

There has been a downward trend in the number of organisations offering additional training to their employees. While there has been a year-on-year decrease in the number of organisations with an Engineers Australia Professional Development Plan (PDP) in place, it remains higher than the record low in 2008 (34%).



4.1.9 Benefits included in engineers' salary packages

Do you offer your engineers salary packages (ie benefits over and above base salary and compulsory superannuation)? (Q11)

The majority of respondents (69%) confirmed that engineers are offered salary packages, with the remaining 34% indicating that this was not the case at their organisation (n=447).

What types of benefits do you typically include in your engineers' salary packages (over and above their base salary and compulsory superannuation)? (Q12)

	% response		
	2008 (n=173)	2009 (n=267)	2010 (n=293)
Mobile phone	68	67	71
Professional memberships	62	61	60
Laptop	58	56	55
Vehicle or vehicle allowance	63	57	52
Performance bonus	45	49	49
Parking	28	30	33
Extra superannuation (in addition to compulsory superannuation)	28	32	27
Annual leave loading	24	25	25
Employee share scheme	14	20	16
Overtime	18	9	12
Profit share	13	16	11

The most frequently mentioned benefits included in engineers' complete salary packages in 2010 were:

- mobile phone (71%)
- professional memberships (60%)
- laptop (55%)
- vehicle or vehicle allowance (52%)
- performance bonus (49%)

The top benefits have remained consistent since 2008. The only significant change since 2008 has been in vehicle allowance (down by 11%).

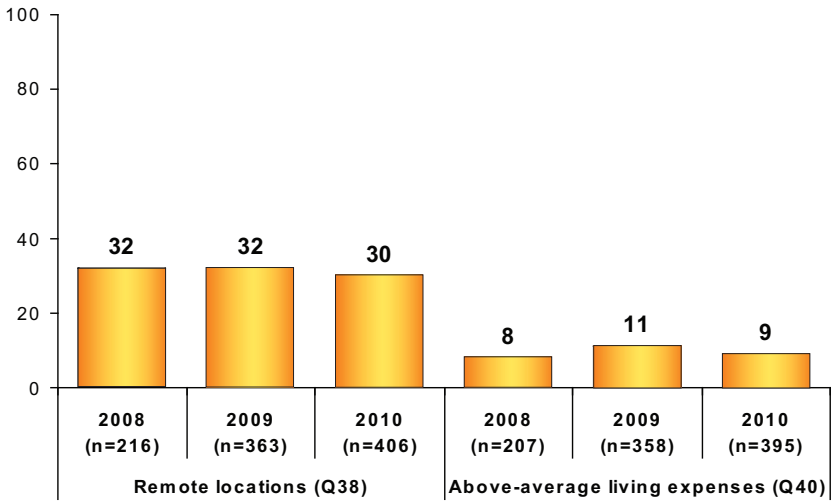
4.2 Other findings

4.2.1 Extra salary or benefits

Does your organisation provide extra salary or benefits to engineers who live in remote locations? (Q38)

Does your organisation provide extra salary or benefits to engineers who live in cities with above-average living expenses (eg Sydney)? (Q40)

The provision of extra salary or benefits to engineers living in remote locations of cities has remained about the same.



How much in extra benefits do engineers living in remote areas receive? (Q39)

Based on their total salary package, the majority of engineers (85%) living in remote areas received between 3% and 30% in extra benefits.

	% response (n=96)
1-2%	4
3-5%	8
6-10%	31
11-20%	27
21-30%	19
31-40%	3
41-50%	4
More than 50%	3

How much in extra benefits do engineers living in cities with above-average living expenses receive? (Q41)

The benefits received by engineers living in cities with above average living expenses varied from 1% to more than 50%, however the largest proportion (77%) indicated a benefit between 3% and 20% of their total salary package. These figures should be interpreted with caution, however, due to the small sample size.

	% response (n=26)
1-2%	12
3-5%	27
6-10%	38
11-20%	12
21-30%	8
More than 50%	4

4.2.2 Overtime compensation

How are engineers employed by your organisation normally compensated for working overtime? (Q10)

Methods for compensating overtime remain largely unchanged from previous years; however, there was a small decrease in time off in lieu for overtime worked, along with an increase in overtime built into base salary. Approximately one-third of employers (35%) offered no compensation for overtime worked. This is an upward trend observed across the years reported.

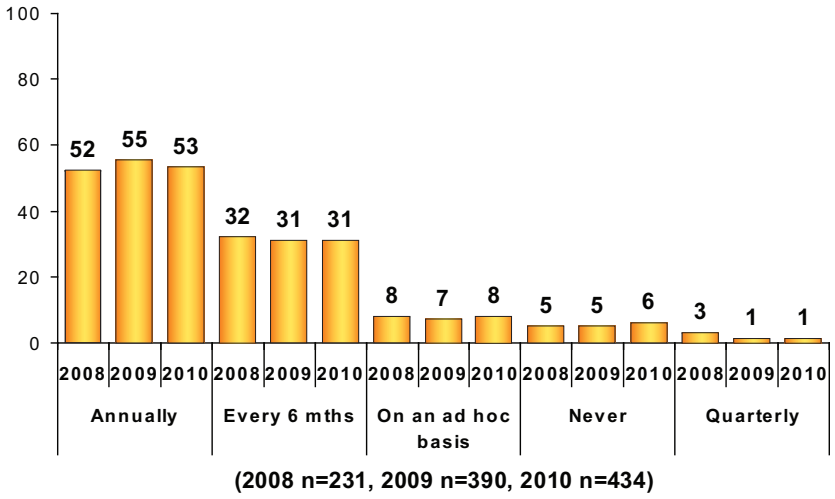
	% response		
	2008 (n=228)	2009 (n=387)	2010 (n=436)
No compensation	25	31	35
Time off in lieu	29	26	24
Overtime built into base salary	20	20	22
Monetary payment at hourly rate	21	16	14
Not applicable (engineers do not work overtime)	3	2	1
Performance bonus	1	1	1
Not applicable (self employed)	–	–	1

Note: Only responses 1% and above shown for 2010.

4.2.3 Frequency of performance review

How often are performance reviews for engineers conducted in your organisation? (Q15)

Of the engineers represented in the survey, a large percentage (53%) indicated that performance reviews were conducted on an annual basis. Consistent with last year, approximately a third (31%) indicated that performance reviews were conducted every 6 months.

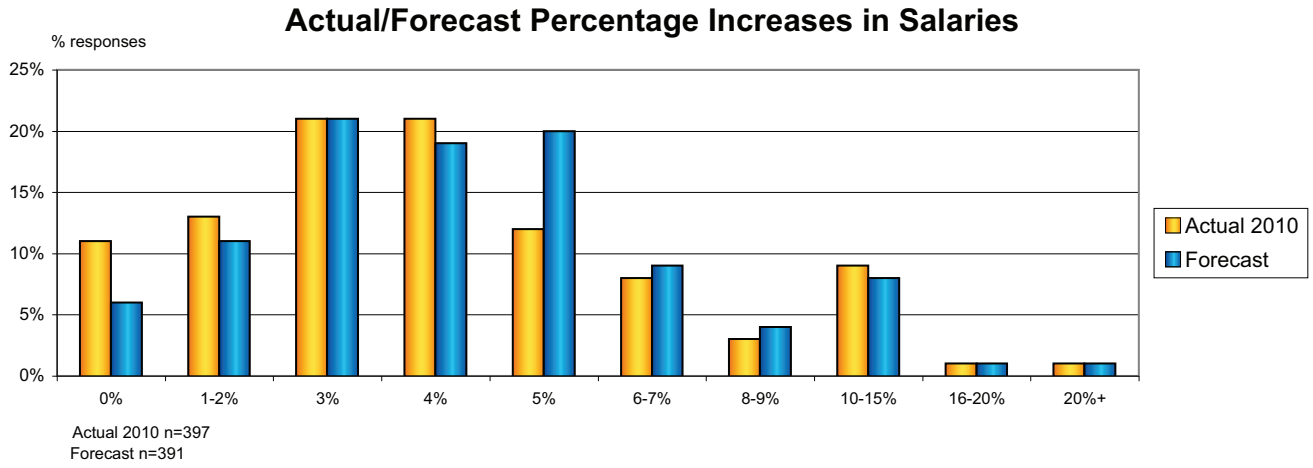


Note: only responses 1% and above shown for 2010.

4.2.4 Percentage increase in salaries

On average, what annual percentage increase do you expect your employees to receive in the next pay review? (Q43)

As with previous years, there was considerable variation in the range of salary increases for engineers. Regardless of the time of review, there was an increase in engineers receiving a pay increase of 2%, 4%, 5%, 6% and 10%. This year there was a decrease in the number of engineers receiving 0% or a reduction in salary. This suggests that for many firms the impact of the economic slow-down had regressed.

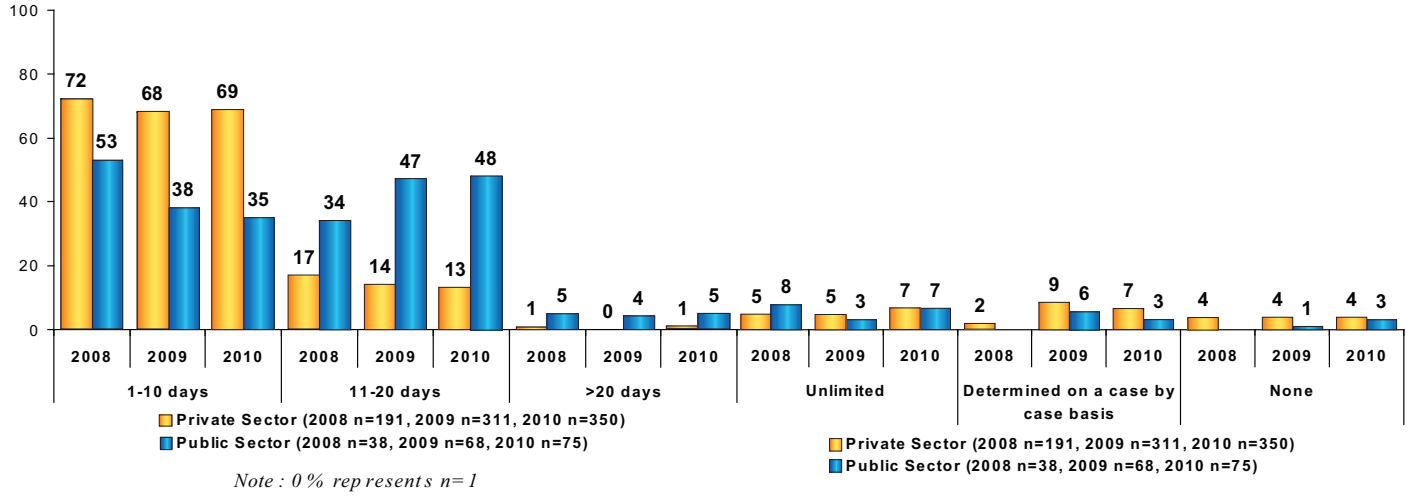


4.2.5 Leave entitlements

Sick leave

How many days sick leave do you offer your engineers per annum? (Q13)

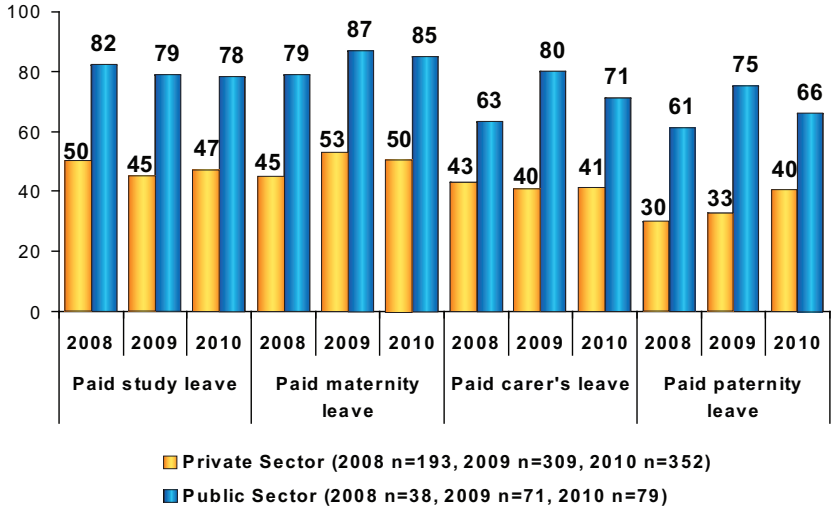
Consistent with past results, public sector employees had more sick days offered compared to private sector employees. Findings for the private sector increased year-on-year, with 69% of private sector organisations offering 1-10 days sick leave per annum. In contrast the largest proportion of public sector employers offered employees between 1 and 20 days sick leave. This figure has dropped since 2009 (from 85% to 83%).



Paid leave

Do you offer any of the following to your engineers? (Q14)

Consistent with previous years, public sector employees were more likely to be offered a range of different leave options when compared to private sector. Study leave has experienced an increase for private sector employees from 45% to 47%, while decreasing for the public sector. The private sector has experienced an increase in carer's leave. Maternity leave has decreased slightly for both sectors year-on-year. Paternity leave has increased slightly for employees in the private sector year-on-year (33% to 40%), whilst decreasing for public sector employees (75% to 66%).



Other paid leave offered in 2010

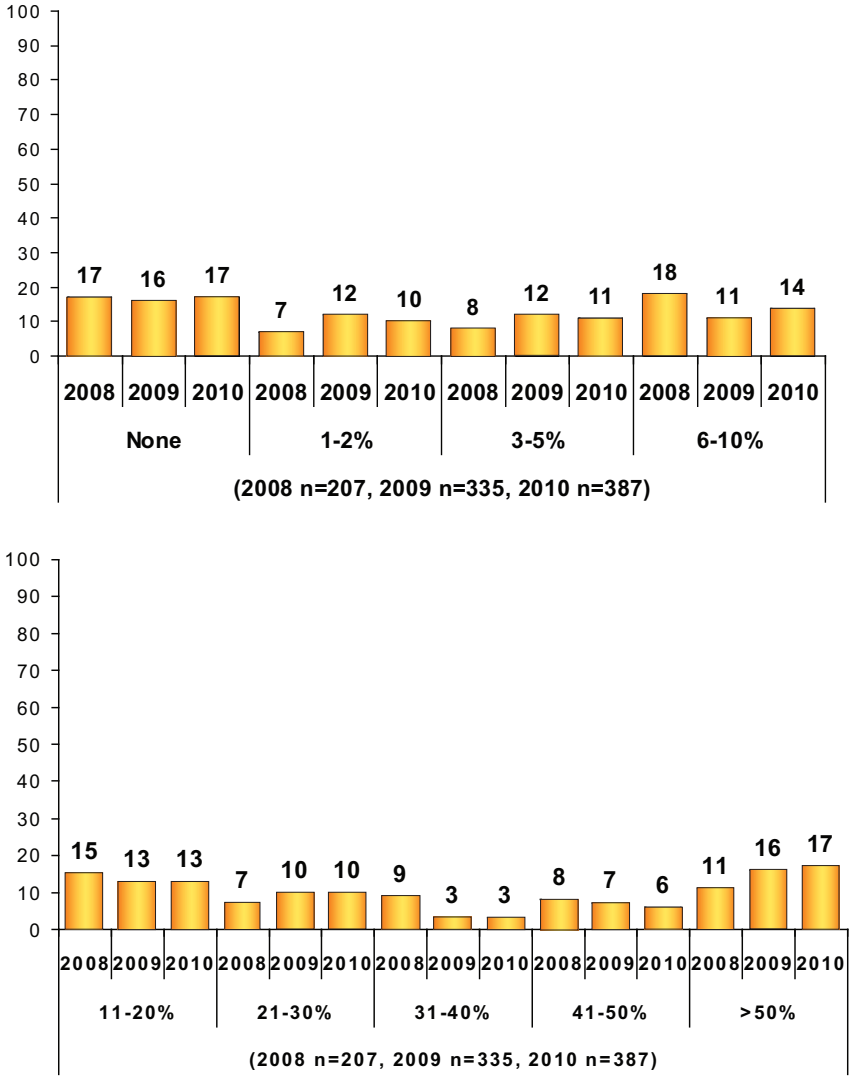
	% response	
	Private Sector (n=352)	Public Sector (n=79)
None	16	–
Paid attendance at seminars/conferences	1	–
Jury duty/Defence/ sport events	0	–
Paid special leave/ personal needs	–	1
Applied on a case by case basis	–	1

Note: 0% represents n=1.

4.2.6 Postgraduate qualifications

Approximately what proportion of the engineers you employ on a permanent basis hold post graduate qualifications? (Q36)

The majority of respondents (84%) indicated that they employ at least 1 engineer with post graduate qualifications on a permanent basis. Furthermore, the proportion of engineers employed who do not hold postgraduate qualifications remains relatively consistent year-on-year.



What are the main types of postgraduate qualifications your engineers hold? (Q37)

Masters in Engineering (73%) and Masters in Business Administration (50%) remain the most common forms of post graduate qualifications stated by respondents. PhD remains the third most frequently mentioned qualification (28%).

	% response		
	2008 (n=148)	2009 (n=242)	2010 (n=274)
Masters in Engineering	74	68	73
Masters in Business Administration	48	49	50
PhD	28	25	28
Masters in Science	16	16	15
Masters in Finance	6	4	3
Masters in Marketing	2	2	3
Masters in Project Management	–	3	1
Masters in Law	–	–	1

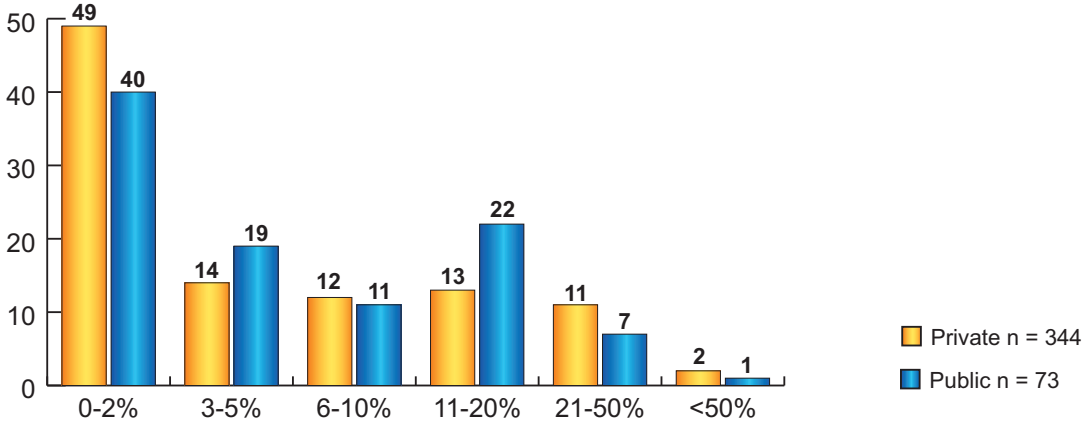
Note: Only Masters Degrees are included. Only responses of 1% and above are shown.

4.2.7 Female engineers

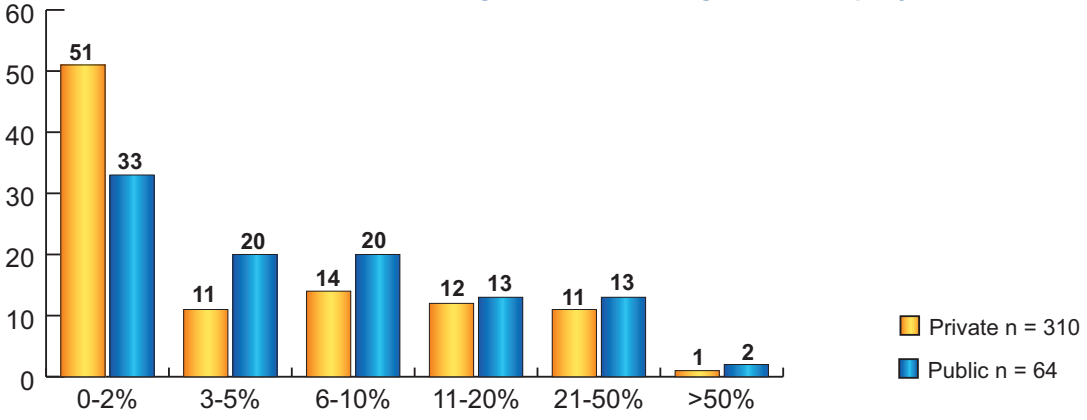
Of the total number of engineers your organisation employs, approximately what percentage of them are female? (Q6)

The most notable observation has been the increase in public sector organisations employing 11-20% female engineers (up by 9%). However, there has been a 9% decrease in public sector organisations employing 6-10% female engineers.

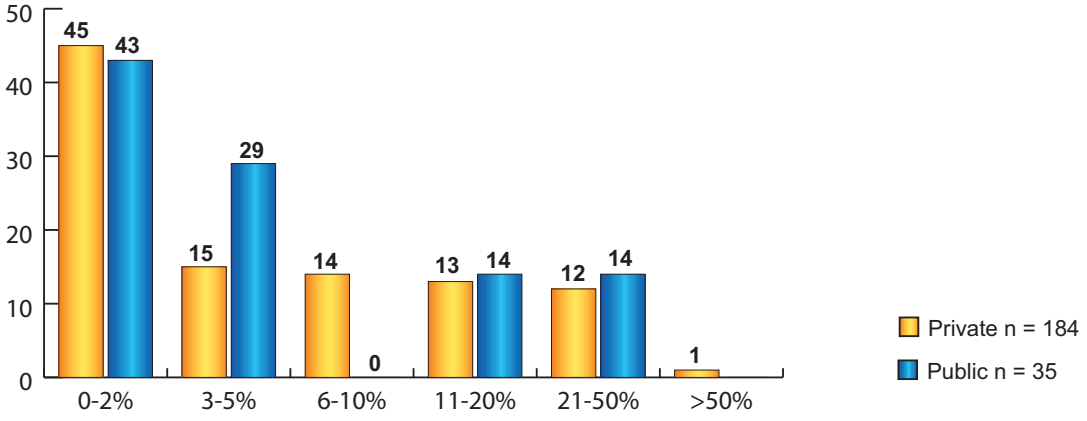
2010 Percentage of female engineers employed



2009 Percentage of female engineers employed



2008 Percentage of female engineers employed



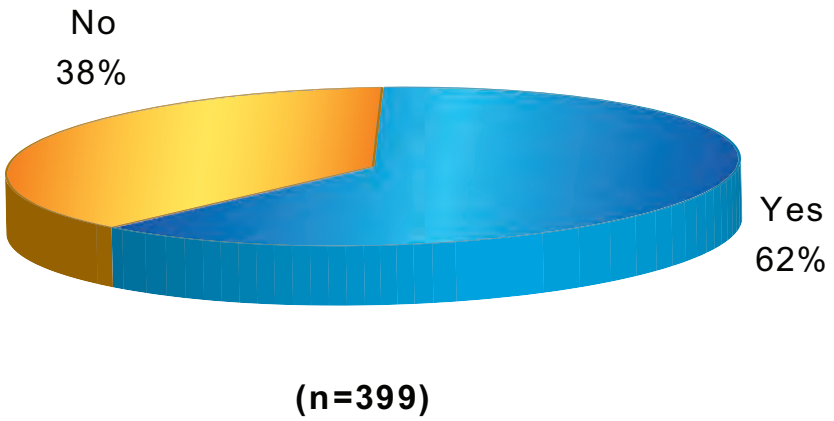
4.2.8 HR issues

What are the biggest HR issues for your organisation? (Q22)

Staff recruitment, retention and remuneration remain the key challenges facing HR teams. With remuneration continuing to be a key challenge faced by firms, Engineers Australia may seek to actively communicate to the industry, and leverage from, its market intelligence in this area (gained via this survey).

	% response	
	2010 (n=346)	2009 (n=283)
Employ/recruit/attract/suitable/qualified/experienced staff	24	18
Staff retention/constant turnover	22	20
Pay/remuneration/market rates/maintaining competitive salaries/wage equality	13	17
Finding engineers/Australian educated/experienced/qualified/good attitude/communication skills	10	7
No issues/none	8	7
Training/identifying requirements/costs/locality/time	5	3
Skills/field knowledge shortage/various professions	4	4
Career planning/development/promotional prospects/lack of	4	5
Workload/overload/peaks/troughs	4	–
Motivation/morale/challenges/keep interest	4	–
HR department policies/systems/lack support/inconsistencies/out of touch	4	–
Succession planning/management/leadership	3	–
Good communication/between departments/management/employees	3	5
Work ethic/incompetence/performance/unsupervised/removing non performers	3	–
Performance management/assessments/frequency/lacking/development	3	–
Recognition/hard working/valued employees/engineers	2	3

Has your company experienced professional engineer skill shortages over the past 12 months? (Q23)



HR issues (continued)

Please record the skills shortages experienced by your company by type of engineer and grade (Qs24-32)

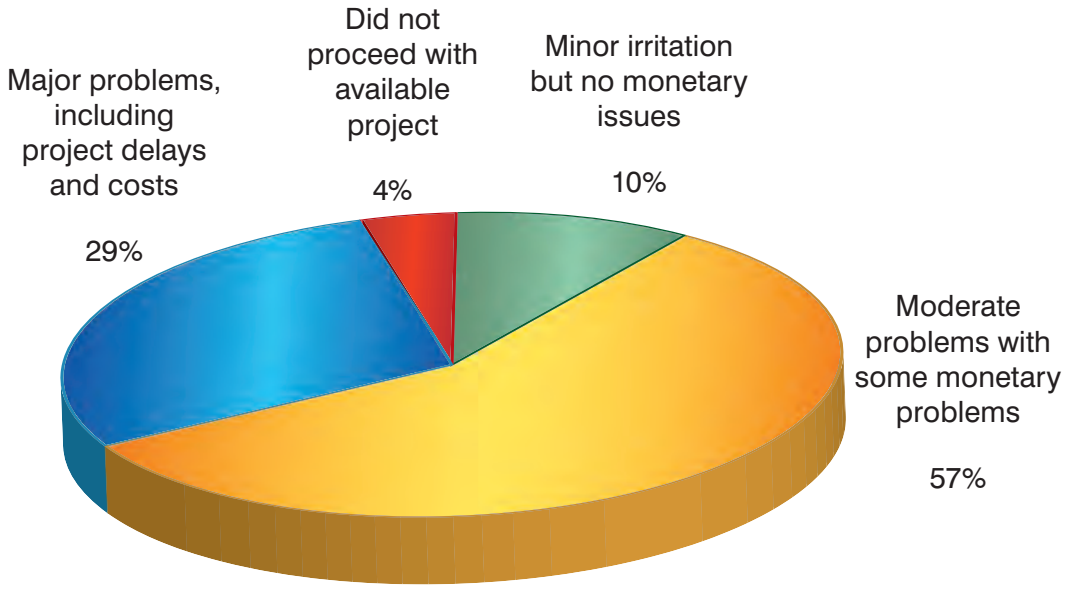
The majority (62%) experienced a skills shortage over the past 12 months – an increase on last year's figure (53%). The highest number of respondents reported shortages of Civil Engineers.

	n response					
	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
Chartered Professional Engineers	62	65	120	85	59	175
Civil Engineers	38	44	70	50	26	113
Mechanical Engineers	31	38	53	36	24	95
Electrical Engineers	29	31	49	32	18	79
Structural Engineers	28	23	36	36	18	72
IT, Telecommunication, & Electronic Engineers	14	16	22	16	12	40
Environmental Engineers	15	16	24	15	9	39
Chemical Engineers	14	9	11	9	7	23
Mining Engineers	9	8	9	11	11	20

What issues did your company experience due to recruiting difficulties? (Q34)

	% response (n=248)
Could not recruit the required skill set	77
Longer recruitment period than normal	51
Paid a higher salary than expected to pay	31
Could not recruit at all	29
Recruited a different skill set for re-training	24
Could not offer competitive salary	2
Not able to offer permanent roles/promotion opportunities	1

Which of the following best describes the consequence of professional engineering skill shortages for your business? (Q35)



(n = 249)

In what states or territories did your company experience professional engineering skills shortages? (Q33)

	% response							
	ACT (n=22)	NSW (n=91)	NT (n=13)	QLD (n=95)	SA (n=34)	TAS (n=9)	VIC (n=60)	WA (n=68)
Civil Engineers	18	37	38	48	35	44	45	51
Structural Engineers	14	29	23	34	26	22	28	41
Electrical Engineers	41	37	46	38	35	11	32	29
Mechanical Engineers	41	36	38	39	38	33	30	56
Chemical Engineers	–	11	15	12	12	–	8	6
IT, Telecommunications and Electronics Engineers	41	14	23	15	18	–	18	16
Environmental Engineers	9	14	23	18	24	11	10	21
Mining Engineers	–	5	15	9	9	–	2	18

Do you expect your company to experience a professional engineer skill shortage over the next 12 months? (Q35a)

	% response (n=375)
Yes	59
No	41

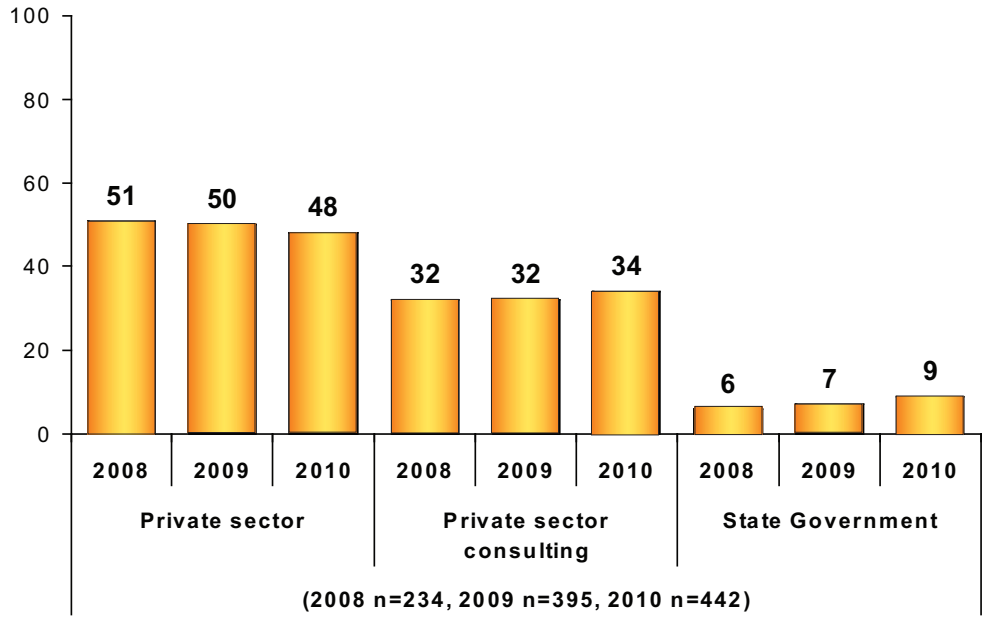
In what states or territories do you expect your company to experience the shortage? (Q35b)

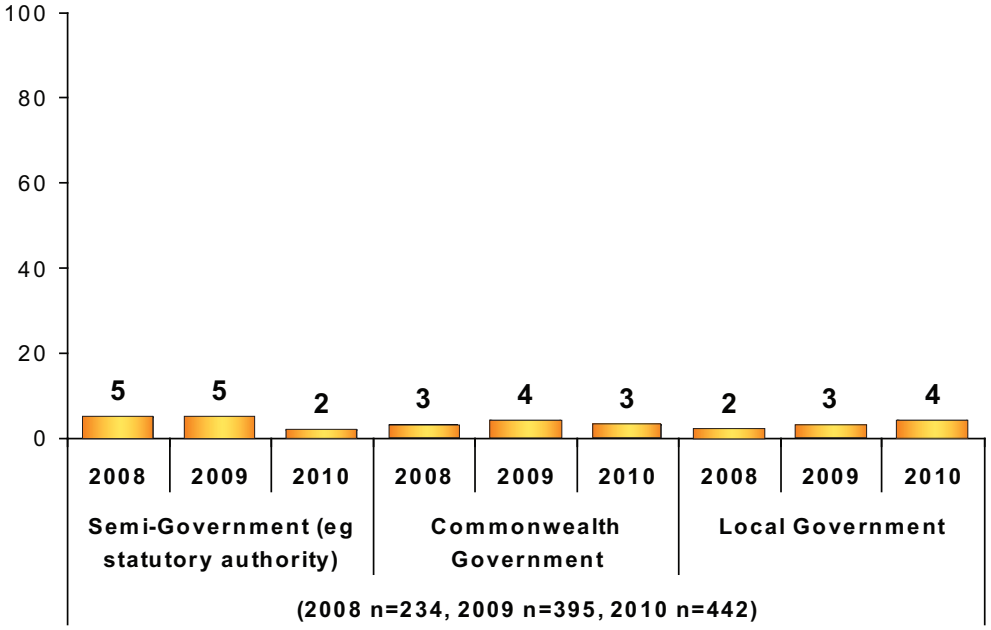
	% response							
	ACT (n=18)	NSW (n=82)	NT (n=8)	QLD (n=96)	SA (n=25)	TAS (n=7)	VIC (n=58)	WA (n=73)
Civil Engineers	17	33	38	50	32	29	36	49
Structural Engineers	11	33	25	39	36	29	38	41
Electrical Engineers	11	30	25	39	36	14	22	34
Mechanical Engineers	39	28	63	42	60	43	29	55
Chemical Engineers	–	5	13	10	8	14	9	14
IT, Telecommunications & Electronics Engineers	39	21	13	16	16	29	19	18
Environmental Engineers	11	16	25	18	16	–	14	19
Mining Engineers	–	4	13	13	12	14	2	22

4.3 Sample characteristics

4.3.1 Organisation type

Which one of the following best describes your organisation? (Q2)

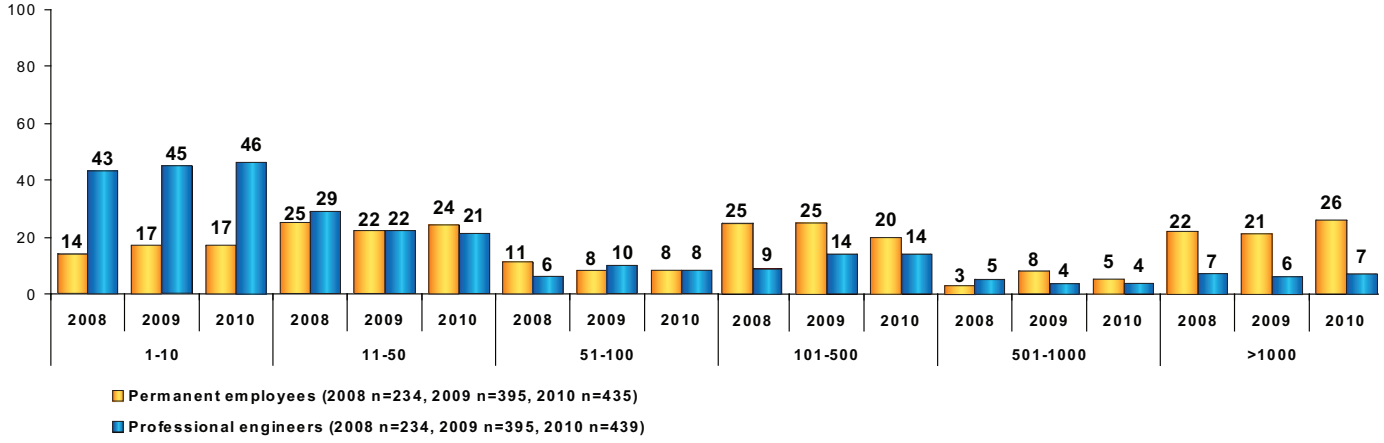




4.3.2 Permanent employees

Approximately how many permanent employees do you employ in Australia? (Q3)

Approximately how many of the permanent employees are professional engineers? (Q4)



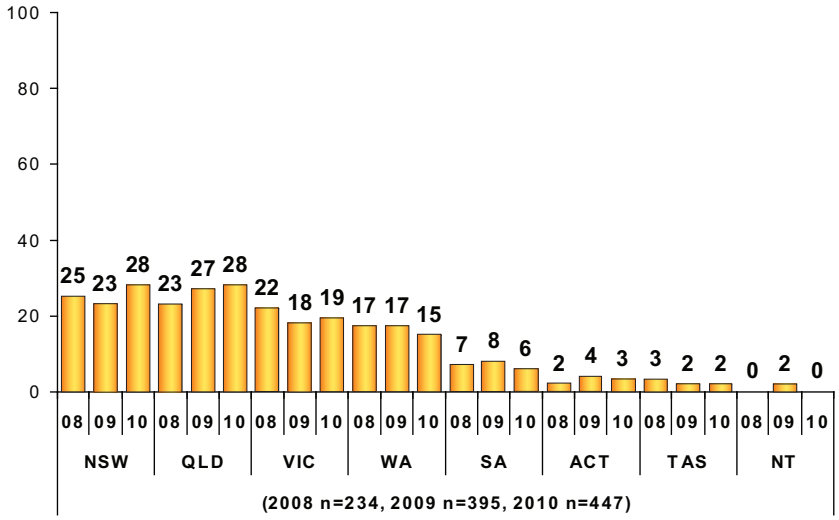
4.3.3 Part-time employees

What percentage of the engineers are employed part time by your organisation? (Q5)

	% response (n=388)
0-2%	64
3-5%	12
6-10%	10
11-20%	4
21-50%	5
More than 50%	5

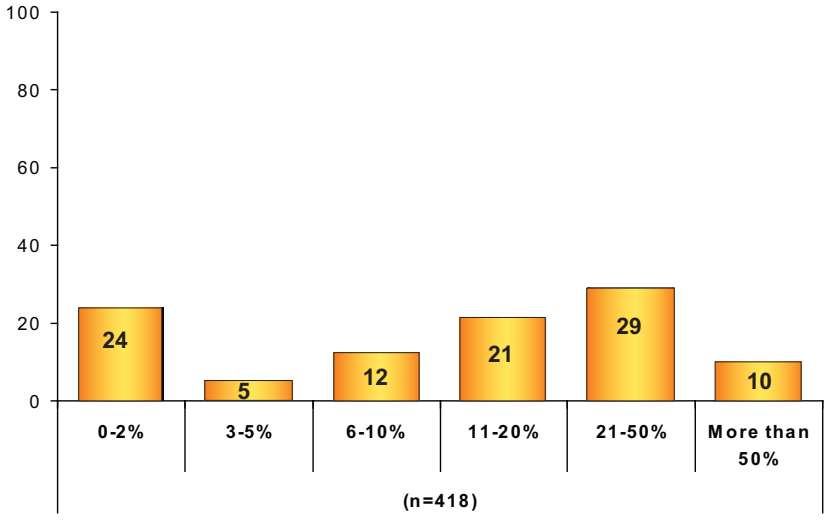
4.3.4 State

In which state do the majority of your engineers work? (Q8)



4.3.5 Young engineers

Of the total number of engineers your organisation employs, approximately what percentage of them are under 30 years old? (Q7)



5 SALARY TABLES

5.1 Terms used

Sample size

Indicates the average number of respondents from organisations.

Salary

Gross base salary

Annual salary excluding compulsory occupational superannuation.

Total salary package

Annual salary plus benefits including items such as motor vehicle, professional memberships, superannuation, performance bonuses, discounted loans, laptop computer, profit sharing, mobile phones, overtime, etc.

Statistical

Mean

The mean (or average) is the sum of the values divided by their number.

Median

The median is the value of the middle item in a series after it has been arrayed according to size.

Upper and lower quartiles

The upper quartile is the top 25% and the lower quartile is the bottom 25% of values.

5.2 Description of Grades

Grade	Minimum qualifications	Experience	Job duties/ responsibilities	Example of job title
Grade 1	Bachelor of Engineering (4 year degree)	Little or no experience in the practical side of work	Work is overseen	Graduate Engineer
Grade 2	As per Grade 1	2 – 3 years experience	Work is overseen	Chemical (or appropriate discipline) Engineer Project Engineer
Grade 3	As per Grade 1	4 – 10 years experience	Moving into management of projects, people and budgets	
Grade 4	As per Grade 1	10 – 15 years experience	Manager of section, engineering function and review of technical work	Senior Engineer or Project Manager
Grade 5	As per Grade 1	More than 15 years experience	Senior Manager of department or organisation, may or may not be 'focused' on engineering	General Manager or Deputy Director

5.3 Engineers' salary tables – total sectors by discipline and grade

Civil Engineer

Private & Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	121	50,000	57,785	55,000	60,000	57,500	64,749	61,700	70,000
GRADE 2	117	60,000	69,816	67,000	75,000	66,000	78,501	75,000	88,000
GRADE 3	148	75,000	88,412	80,000	100,000	82,000	99,337	92,500	110,000
GRADE 4	116	90,000	113,200	102,500	129,750	100,000	129,946	120,000	150,000
GRADE 5	126	111,658	139,843	135,000	160,000	125,500	161,957	150,000	197,500

Structural Engineer

Private & Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	58	50,000	59,228	55,000	62,445	55,000	65,552	62,000	70,000
GRADE 2	56	60,000	71,407	70,000	75,000	66,000	78,576	76,500	85,000
GRADE 3	69	72,000	88,395	85,000	100,000	80,000	98,463	95,000	111,000
GRADE 4	61	90,000	113,988	110,000	130,000	106,500	128,979	130,000	150,500
GRADE 5	48	116,250	144,558	135,000	170,000	130,000	166,012	151,000	200,000

Electrical Engineer

Private & Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	88	50,000	63,700	59,900	70,000	60,000	73,620	65,000	83,000
GRADE 2	77	60,000	75,915	70,000	86,500	70,000	85,779	80,000	100,000
GRADE 3	102	71,500	88,146	85,000	100,000	81,500	100,490	97,500	115,000
GRADE 4	83	95,000	113,997	110,000	120,000	100,000	129,509	125,000	145,000
GRADE 5	64	120,000	144,189	138,500	162,993	136,750	176,704	155,500	188,750

Mechanical Engineer

Private & Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	94	50,000	68,067	59,900	65,000	60,000	89,075	65,200	75,000
GRADE 2	99	60,000	71,453	70,000	80,000	70,000	81,914	80,000	90,000
GRADE 3	118	75,000	91,208	89,000	103,500	85,000	102,556	100,000	120,000
GRADE 4	93	90,000	111,521	105,000	125,000	100,000	149,744	120,000	148,000
GRADE 5	93	110,000	145,245	140,000	166,800	125,000	181,883	160,000	200,000

Chemical Engineer

Private & Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	16	55,000	64,375	60,000	69,750	61,250	74,400	70,500	82,250
GRADE 2	18	59,750	74,457	65,615	86,250	67,000	82,711	77,000	92,075
GRADE 3	27	70,000	94,042	90,000	120,000	80,000	141,093	100,000	140,000
GRADE 4	17	93,000	123,679	110,000	147,500	106,000	140,647	135,000	175,000
GRADE 5	16	133,500	159,969	153,755	190,250	151,000	180,906	175,000	212,250

IT Telecommunications & Electronics Engineer

Private & Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	36	50,000	57,287	50,000	65,000	55,000	87,411	60,000	76,316
GRADE 2	31	56,000	69,165	65,000	70,000	63,000	92,984	72,000	82,000
GRADE 3	44	70,500	86,994	80,000	90,000	80,500	113,065	91,000	110,000
GRADE 4	34	80,000	109,973	98,851	122,349	88,000	125,285	110,000	146,250
GRADE 5	26	91,500	126,213	120,000	145,500	100,750	145,476	130,000	169,750

Environmental Engineer

Private & Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	32	50,000	58,825	55,000	62,289	58,000	65,452	61,000	68,000
GRADE 2	31	60,000	70,398	70,000	75,500	66,000	78,459	78,000	86,000
GRADE 3	41	69,000	86,670	80,500	95,000	78,000	98,847	95,000	116,520
GRADE 4	26	84,500	107,430	100,574	127,007	92,250	121,673	121,000	151,250
GRADE 5	22	104,000	126,166	120,000	142,500	131,425	151,450	147,500	176,250

Mining Engineer

Private & Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	8	55,750	75,125	80,000	87,500	61,000	87,250	94,000	107,500
GRADE 2	10	63,000	83,700	77,500	112,500	70,250	95,300	90,000	124,500
GRADE 3	13	73,500	110,615	90,000	137,500	82,500	124,692	130,000	160,000
GRADE 4	7	80,000	124,429	140,000	170,000	88,000	141,429	140,000	208,000
GRADE 5	10	106,250	134,900	140,000	166,000	112,250	153,900	145,000	212,500

5.4 Engineers' salary tables – private and public sector by discipline and grade

Civil Engineer

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	84	50,000	57,296	55,000	60,000	57,500	64,850	62,000	70,000
GRADE 2	85	60,000	70,464	70,000	76,000	66,750	79,949	76,900	90,000
GRADE 3	109	75,000	90,047	85,000	100,000	85,050	102,234	95,000	111,000
GRADE 4	87	95,000	117,672	110,000	130,000	106,381	137,431	130,000	155,750
GRADE 5	93	120,000	147,711	144,000	170,000	140,000	173,076	165,000	200,000

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	37	50,600	58,894	55,000	65,000	56,500	64,517	61,000	72,750
GRADE 2	32	60,000	68,095	66,000	71,500	66,000	74,529	72,000	80,000
GRADE 3	38	72,000	82,890	78,351	96,250	79,125	90,483	85,000	100,000
GRADE 4	28	81,750	96,919	90,000	113,750	90,000	104,634	99,500	115,250
GRADE 5	32	99,491	114,471	115,000	130,000	109,000	126,729	125,000	145,000

Structural Engineer

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	49	50,000	59,311	55,000	60,000	55,000	65,551	62,000	69,000
GRADE 2	46	60,000	70,822	69,500	75,000	65,750	77,375	76,500	85,000
GRADE 3	58	72,000	88,108	82,500	100,000	80,000	98,362	95,000	110,000
GRADE 4	51	90,000	114,593	110,000	130,000	110,000	130,897	130,000	153,000
GRADE 5	43	120,000	146,879	142,000	180,000	135,000	169,246	160,000	215,000

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	9	47,500	58,778	55,000	71,500	50,000	65,556	67,000	77,500
GRADE 2	10	60,000	74,100	72,500	83,500	65,750	84,100	76,000	92,000
GRADE 3	11	70,000	89,909	90,000	105,000	78,000	99,000	100,000	120,000
GRADE 4	9	79,000	103,222	110,000	125,000	88,000	112,444	115,000	140,500
GRADE 5	5	106,500	124,600	120,000	145,000	112,500	138,200	125,000	170,500

Electrical Engineer

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	66	50,000	64,557	59,900	70,000	59,750	75,069	65,000	85,250
GRADE 2	62	60,000	74,266	70,000	80,000	70,000	83,919	78,617	96,250
GRADE 3	81	70,000	86,042	85,000	100,000	80,000	98,802	95,000	111,201
GRADE 4	70	94,000	115,711	110,000	125,000	100,000	132,147	129,850	150,000
GRADE 5	51	120,000	147,796	140,000	165,600	145,000	185,237	160,000	200,000

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	22	50,000	61,130	59,000	70,750	58,750	69,273	66,000	83,000
GRADE 2	15	70,000	82,733	75,000	95,000	75,000	93,467	87,000	110,000
GRADE 3	20	80,000	93,572	95,000	105,750	88,500	104,850	101,500	120,000
GRADE 4	13	95,000	104,769	110,000	118,500	107,000	115,308	117,000	130,000
GRADE 5	13	120,000	130,041	130,000	145,000	132,500	143,231	150,000	153,500

Mechanical Engineer

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	85	50,000	68,686	60,000	65,000	60,000	90,506	65,000	75,000
GRADE 2	91	60,000	71,268	70,000	80,000	70,000	81,803	80,000	90,000
GRADE 3	103	75,000	91,205	90,000	101,000	85,000	103,030	100,000	120,000
GRADE 4	84	90,000	113,006	110,000	130,000	104,000	152,003	122,275	149,357
GRADE 5	82	110,000	149,644	145,700	180,000	129,500	183,648	164,250	201,250

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	9	50,000	62,222	58,000	69,000	58,500	75,556	70,000	84,000
GRADE 2	8	61,250	73,563	67,250	84,000	65,250	83,174	73,698	86,500
GRADE 3	14	73,750	87,031	80,000	104,750	83,750	95,643	91,000	104,250
GRADE 4	9	87,500	97,667	100,000	105,000	92,000	109,133	116,000	125,000
GRADE 5	10	101,500	118,700	117,500	136,250	113,250	135,600	127,500	171,000

Chemical Engineer

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	14	54,750	63,000	60,000	66,750	60,000	72,457	70,000	77,750
GRADE 2	18	59,750	74,457	65,615	86,250	67,000	82,711	77,000	92,075
GRADE 3	26	69,500	94,967	90,000	121,250	79,000	143,135	100,000	142,500
GRADE 4	16	92,000	125,409	112,500	148,750	104,000	142,563	136,500	177,500
GRADE 5	14	140,500	162,036	153,755	196,250	153,000	182,821	175,000	222,250

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	2	54,750	74,000	74,000	75,000	62,250	88,000	88,000	93,000
GRADE 2	0	-	-	-	-	-	-	-	-
GRADE 3	1	35,000	70,000	70,000	70,000	44,000	88,000	88,000	88,000
GRADE 4	1	48,000	96,000	96,000	96,000	55,000	110,000	110,000	110,000
GRADE 5	2	86,250	145,500	145,500	176,000	105,000	167,500	167,500	195,000

IT, Telecommunications & Electronics Engineer

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	26	47,250	54,538	50,000	57,000	51,500	61,386	55,500	65,250
GRADE 2	25	55,500	68,433	63,000	69,404	61,000	76,576	71,500	77,500
GRADE 3	38	70,000	87,751	80,000	90,000	79,250	116,457	93,500	110,000
GRADE 4	30	80,000	113,713	105,000	125,046	88,000	130,082	115,000	155,000
GRADE 5	23	92,000	130,709	120,000	150,000	101,000	151,404	140,000	175,000

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	9	50,000	61,591	55,000	74,000	57,500	72,306	75,000	89,000
GRADE 2	5	62,500	76,654	70,000	94,134	69,500	93,620	89,100	120,000
GRADE 3	5	77,500	88,637	80,000	104,092	85,500	99,905	88,000	120,264
GRADE 4	3	90,000	92,567	90,000	97,702	96,000	102,408	100,000	111,223
GRADE 5	2	78,929	112,620	112,620	120,000	90,052	125,035	125,035	130,000

Environmental Engineer

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	24	50,000	56,016	55,000	60,000	58,000	62,417	60,000	65,000
GRADE 2	26	57,500	67,860	69,500	75,125	65,750	76,316	77,000	85,250
GRADE 3	34	67,858	86,014	80,250	95,000	75,750	98,315	91,325	115,779
GRADE 4	26	84,500	107,430	100,574	127,007	92,250	121,673	121,000	151,250
GRADE 5	19	107,000	128,718	120,000	150,000	140,000	156,363	150,000	180,000

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	8	55,250	67,250	63,500	78,250	61,000	75,857	75,000	93,000
GRADE 2	5	62,500	83,600	75,000	109,000	66,500	89,600	82,000	116,500
GRADE 3	7	75,000	89,857	85,000	112,000	85,000	101,429	100,000	120,000
GRADE 4	0	-	-	-	-	-	-	-	-
GRADE 5	3	80,000	110,000	120,000	130,000	80,000	120,333	130,000	151,000

Mining Engineer

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	6	72,000	79,667	80,000	92,500	79,000	92,500	97,500	110,000
GRADE 2	9	67,500	87,444	85,000	115,000	75,000	100,333	100,000	128,000
GRADE 3	12	75,750	115,667	100,000	141,250	86,750	130,917	130,000	165,000
GRADE 4	6	84,500	136,833	147,500	175,000	92,500	156,667	170,000	208,500
GRADE 5	7	110,000	140,571	130,000	169,000	115,000	157,000	140,000	220,000

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
GRADE 1	1	**36,500**	**73,000**	**73,000**	**73,000**	**46,500**	**93,000**	**93,000**	**93,000**
GRADE 2	0	-	-	-	-	-	-	-	-
GRADE 3	0	-	-	-	-	-	-	-	-
GRADE 4	0	-	-	-	-	-	-	-	-
GRADE 5	2	**112,500**	**157,500**	**157,500**	**165,000**	**135,000**	**195,000**	**195,000**	**210,000**

5.5 Engineers' salary tables – private and public sectors by discipline, grade and location

Civil Engineer Grade 1

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	22	50,000	55,364	55,000	60,000	55,750	62,314	60,000	65,100
VIC	16	50,000	52,500	52,000	55,750	55,000	58,156	57,750	61,500
SA	4	*	51,650	52,300	*	*	57,450	58,650	*
ACT	0	-	-	-	-	-	-	-	-
WA	16	56,250	61,417	60,000	67,667	60,000	68,311	70,000	74,000
NT	0	-	-	-	-	-	-	-	-
TAS	2	*	72,793	72,793	*	*	105,850	105,850	*
QLD	24	55,000	59,167	55,500	60,000	60,000	67,290	64,000	70,750
Total	**84**	**50,000**	**57,296**	**55,000**	**60,000**	**57,500**	**64,850**	**62,000**	**70,000**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	8	*	68,125	67,500	*	*	73,875	71,000	*
VIC	4	*	50,550	50,600	*	*	55,500	55,500	*
SA	1	*	46,000	46,000	*	*	46,000	46,000	*
ACT	1	*	50,000	50,000	*	*	75,000	75,000	*
WA	2	*	55,000	55,000	*	*	55,000	55,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	1	*	52,000	52,000	*	*	60,000	60,000	*
QLD	20	52,912	58,694	58,500	65,000	58,000	64,138	64,000	73,000
Total	**37**	**50,600**	**58,894**	**55,000**	**65,000**	**56,500**	**64,517**	**61,000**	**72,750**

**Quartiles are only provided where n≥10*

Civil Engineer Grade 2

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	25	55,000	64,280	65,000	70,000	62,500	71,800	70,000	82,500
VIC	13	60,000	62,538	64,000	67,500	65,000	71,077	72,000	76,000
SA	4	*	61,900	62,500	*	*	67,250	67,000	*
ACT	0	-	-	-	-	-	-	-	-
WA	15	65,000	79,777	79,659	100,000	72,000	89,255	86,829	110,000
NT	1	*	80,000	80,000	*	*	90,000	90,000	*
TAS	2	*	77,580	77,580	*	*	91,489	91,489	*
QLD	25	67,500	75,600	70,000	80,000	73,500	87,836	87,000	97,750
Total	**85**	**60,000**	**70,464**	**70,000**	**76,000**	**66,750**	**79,949**	**76,900**	**90,000**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Upper Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	8	*	77,750	72,500	*	*	83,625	79,000	*
VIC	4	*	60,475	60,000	*	*	67,750	65,500	*
SA	2	*	55,750	55,750	*	*	63,000	63,000	*
ACT	0	-	-	-	-	-	-	-	-
WA	2	*	78,500	78,500	*	*	78,500	78,500	*
NT	0	-	-	-	-	-	-	-	-
TAS	2	*	65,499	65,499	*	*	77,500	77,500	*
QLD	14	60,000	65,403	66,500	70,500	65,500	71,722	70,000	80,000
Total	**32**	**60,000**	**68,095**	**66,000**	**71,500**	**66,000**	**74,529**	**72,000**	**80,000**

**Quartiles are only provided where n≥10*

Civil Engineer Grade 3

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	30	70,000	80,867	80,000	95,000	77,250	90,833	90,000	103,500
VIC	18	72,000	79,444	80,500	85,000	83,750	92,222	94,500	100,000
SA	4	*	74,425	75,000	*	*	83,000	82,500	*
ACT	0	-	--	-	-	-	-	-	-
WA	19	85,000	111,773	110,000	125,000	90,000	124,974	125,000	140,000
NT	1	*	110,000	110,000	*	*	125,000	125,000	*
TAS	2	*	95,937	95,937	*	*	107,085	107,085	*
QLD	35	80,000	92,455	90,000	100,000	90,000	106,081	102,000	115,000
Total	**109**	**75,000**	**90,047**	**85,000**	**100,000**	**85,050**	**102,234**	**95,000**	**111,000**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	12	72,500	87,750	80,000	105,000	82,000	98,250	93,500	118,750
VIC	5	*	75,940	75,000	*	*	83,400	80,000	*
SA	2	*	71,715	71,715	*	*	76,250	76,250	*
ACT	1	*	75,000	75,000	*	*	80,000	80,000	*
WA	2	*	101,500	101,500	*	*	101,500	101,500	*
NT	0	-	-	-	-	-	-	-	-
TAS	1	*	75,000	75,000	*	*	85,000	85,000	*
QLD	15	70,000	81,380	79,702	90,000	77,000	88,124	82,000	93,000
Total	**38**	**72,000**	**82,890**	**78,351**	**96,250**	**79,125**	**90,483**	**85,000**	**100,000**

**Quartiles are only provided where n≥10*

Civil Engineer Grade 4

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	25	90,000	110,280	100,000	136,500	100,000	127,480	118,000	157,500
VIC	16	90,000	102,000	100,000	110,000	100,000	119,688	110,000	130,000
SA	5	*	88,500	90,000	*	*	114,800	102,000	*
ACT	1	*	90,000	90,000	*	*	130,000	130,000	*
WA	11	120,000	129,507	140,000	155,000	123,947	142,566	145,000	177,500
NT	0	-	-	-	-	-	-	-	-
TAS	2	*	87,434	87,434	*	*	98,801	98,801	*
QLD	27	105,000	137,648	120,000	135,000	120,000	162,205	140,000	165,000
Total	**87**	**95,000**	**117,672**	**110,000**	**130,000**	**106,381**	**137,431**	**130,000**	**155,750**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	6	*	111,500	115,000	*	*	122,667	120,500	*
VIC	3	*	85,333	85,000	*	*	93,000	90,000	*
SA	1	*	66,430	66,430	*	*	73,000	73,000	*
ACT	2	*	93,309	93,309	*	*	95,809	95,809	*
WA	3	*	115,667	117,000	*	*	116,333	117,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	13	81,000	91,438	85,000	96,500	88,000	100,087	100,000	102,566
Total	**28**	**81,750**	**96,919**	**90,000**	**113,750**	**90,000**	**104,634**	**99,500**	**115,250**

**Quartiles are only provided where n≥10*

Civil Engineer Grade 5

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	27	110,000	138,519	130,000	170,000	120,000	158,644	150,000	200,000
VIC	15	100,000	139,067	130,000	160,000	120,000	157,533	150,000	200,000
SA	5	*	122,160	115,000	*	*	139,200	135,000	*
ACT	0	-	-	-	-	-	-	-	-
WA	14	156,250	178,207	165,447	200,000	168,750	216,241	198,500	242,500
NT	1	*	140,000	140,000	*	*	155,000	155,000	*
TAS	1	*	161,449	161,449	*	*	179,208	179,208	*
QLD	30	129,250	150,133	142,000	170,000	150,000	179,735	172,500	203,750
Total	**93**	**120,000**	**147,711**	**144,000**	**170,000**	**140,000**	**173,076**	**165,000**	**200,000**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	5	*	130,000	*	*	119,000	144,000	140,000	*
VIC	4	*	100,000	*	*	102,250	112,250	114,500	*
SA	2	*	85,765	*	*	62,250	91,500	91,500	*
ACT	2	*	116,106	*	*	84,158	121,106	121,106	*
WA	2	*	142,500	*	*	101,250	142,500	142,500	*
NT	0	-	-	-	-	-	-	-	-
TAS	1	*	120,000	120,000	*	*	140,000	140,000	*
QLD	16	98,330	112,770	115,000	128,750	110,000	127,292	125,000	150,000
Total	**32**	**99,491**	**114,471**	**115,000**	**130,000**	**109,000**	**126,729**	**125,000**	**145,000**

**Quartiles are only provided where n≥10*

Structural Engineer Grade 1

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	12	48,200	53,983	50,000	57,250	53,250	60,817	60,000	62,750
VIC	6	*	55,167	*	*	55,000	59,833	61,000	*
SA	4	*	52,625	*	*	52,000	57,750	59,000	*
ACT	1	*	55,000	*	*	37,500	75,000	75,000	*
WA	8	*	68,491	*	*	62,000	75,000	66,750	*
NT	0	-	-	-	-	-	-	-	-
TAS	1	*	52,000	52,000	*	*	57,200	57,200	*
QLD	17	50,000	62,471	57,000	70,000	55,000	68,235	65,000	79,000
Total	**49**	**50,000**	**59,311**	**55,000**	**60,000**	**55,000**	**65,551**	**62,000**	**69,000**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	3	*	70,333	70,000	*	*	75,000	72,000	*
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	1	*	50,000	50,000	*	*	50,000	50,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	5	*	53,600	50,000	*	*	63,000	55,000	*
Total	**9**	*	**58,778**	**55,000**	*	*	**65,556**	**67,000**	*

**Quartiles are only provided where n≥10*

Structural Engineer Grade 2

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	11	55,000	64,000	70,000	70,000	60,000	72,545	78,000	80,000
VIC	5	*	61,000	*	*	57,500	65,400	60,000	*
SA	4	*	62,500	*	*	66,000	68,750	66,000	*
ACT	0	-	-	-	-	-	-	-	-
WA	8	*	76,782	74,627	*	*	73,492	77,969	*
NT	1	*	80,000	80,000	*	*	90,000	90,000	*
TAS	1	*	57,555	57,555	*	*	63,310	63,310	*
QLD	16	60,500	77,938	70,000	78,750	69,750	88,625	82,500	90,000
Total	**46**	**60,000**	**70,822**	**69,500**	**75,000**	**65,750**	**77,375**	**76,500**	**85,000**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	5	*	83,200	80,000	*	*	96,600	88,000	*
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	1	*	70,000	70,000	*	*	70,000	70,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	4	*	63,750	60,000	*	*	72,000	69,000	*
Total	**10**	**60,000**	**74,100**	**72,500**	**83,500**	**65,750**	**84,100**	**76,000**	**92,000**

**Quartiles are only provided where n≥10*

Structural Engineer Grade 3

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	19	70,000	84,474	80,000	90,000	80,000	95,263	95,000	105,000
VIC	8	*	78,375	77,500	*	*	87,500	92,500	*
SA	2	*	73,500	73,500	*	*	81,500	81,500	*
ACT	1	*	70,000	70,000	*	*	85,000	85,000	*
WA	10	75,000	98,650	92,500	111,625	92,500	111,600	102,500	122,000
NT	0	-	-	-	-	-	-	-	-
TAS	1	*	90,610	90,610	*	*	99,672	99,672	*
QLD	17	77,500	93,186	86,000	104,079	82,500	101,841	95,000	115,000
Total	**58**	**72,000**	**88,108**	**82,500**	**100,000**	**80,000**	**98,362**	**95,000**	**110,000**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	3	*	107,333	105,000	*	*	120,667	120,000	*
VIC	1	*	120,000	120,000	*	*	135,000	135,000	*
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	1	*	100,000	100,000	*	*	100,000	100,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	6	*	74,500	71,000	*	*	82,000	80,000	*
Total	**11**	**70,000**	**89,909**	**90,000**	**105,000**	**78,000**	**99,000**	**100,000**	**120,000**

**Quartiles are only provided where n≥10*

Structural Engineer Grade 4

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	17	90,000	113,824	100,000	135,000	105,000	134,294	135,000	161,500
VIC	6	*	105,500	102,500	*	*	119,333	113,000	*
SA	2	*	90,000	90,000	*	*	97,500	97,500	*
ACT	1	*	100,000	100,000	*	*	120,000	120,000	*
WA	7	*	112,970	125,790	*	*	131,445	150,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	1	*	121,470	121,470	*	*	133,617	133,617	*
QLD	17	95,000	122,588	110,000	135,000	110,000	135,765	125,000	155,000
Total	**51**	**90,000**	**114,593**	**110,000**	**130,000**	**110,000**	**130,897**	**130,000**	**153,000**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	3	*	128,333	130,000	*	*	144,000	150,000	*
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	1	*	120,000	120,000	*	*	120,000	120,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	5	*	84,800	80,000	*	*	92,000	88,000	*
Total	**9**	*	**103,222**	**110,000**	*	*	**112,444**	**115,000**	*

**Quartiles are only provided where n≥10*

Structural Engineer Grade 5

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	14	98,750	136,171	125,500	185,000	117,500	163,714	151,000	220,000
VIC	3	*	115,000	120,000	*	*	128,333	135,000	*
SA	3	*	103,500	100,000	*	*	138,334	140,000	*
ACT	0	-	-	-	-	-	-	-	-
WA	6	*	186,500	194,500	*	*	212,000	220,000	*
NT	1	*	150,000	150,000	*	*	165,000	165,000	*
TAS	1	*	210,523	210,523	*	*	231,576	231,576	*
QLD	15	130,000	151,624	145,000	168,000	140,000	167,800	160,000	190,000
Total	**43**	**120,000**	**146,879**	**142,000**	**180,000**	**135,000**	**169,246**	**160,000**	**215,000**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	2	*	145,000	145,000	*	*	170,500	170,500	*
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	1	*	120,000	120,000	*	*	120,000	120,000	*
WA	0	-	-	-	-	-	-	-	-
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	2	*	106,500	106,500	*	*	115,000	115,000	*
Total	**5**	*	**124,600**	**120,000**	*	*	**138,200**	**125,000**	*

**Quartiles are only provided where n≥10*

Electrical Engineer Grade 1

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	17	50,000	66,500	60,000	70,000	60,000	78,861	65,000	89,300
VIC	19	50,000	57,981	55,000	62,000	55,000	64,947	65,000	75,000
SA	5	*	60,900	60,000	*	*	72,500	70,000	*
ACT	0	-	-	-	-	-	-	-	-
WA	10	63,750	75,940	67,702	81,750	65,000	91,038	87,000	104,250
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	15	50,000	64,313	55,000	75,000	55,000	73,800	63,000	95,000
Total	**66**	**50,000**	**64,557**	**59,900**	**70,000**	**59,750**	**75,069**	**65,000**	**85,250**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	6	*	70,833	67,500	*	*	78,500	79,000	*
VIC	0	-	-	-	-	-	-	-	-
SA	1	*	41,860	41,860	*	*	45,000	45,000	*
ACT	3	*	59,667	54,000	*	*	76,667	75,000	*
WA	4	*	59,000	55,000	*	*	62,500	57,500	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	8	*	57,875	57,500	*	*	66,000	63,500	*
Total	**22**	**50,000**	**61,130**	**59,000**	**70,750**	**58,750**	**69,273**	**66,000**	**83,000**

**Quartiles are only provided where n≥10*

Electrical Engineer Grade 2

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	20	58,500	70,830	70,000	75,000	66,250	82,438	78,000	88,750
VIC	17	60,000	69,412	70,000	75,000	67,500	77,235	77,000	82,000
SA	5	*	67,500	66,500	*	*	78,960	77,800	*
ACT	1	*	63,000	63,000	*	*	76,000	76,000	*
WA	5	*	88,975	90,000	*	*	97,487	100,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	14	63,750	83,036	77,500	100,000	70,000	91,643	88,000	106,250
Total	**62**	**60,000**	**74,266**	**70,000**	**80,000**	**70,000**	**83,919**	**78,617**	**96,250**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	6	*	99,000	102,500	*	*	114,667	110,000	*
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	4	*	77,250	78,500	*	*	83,000	81,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	5	*	67,600	70,000	*	*	76,400	75,000	*
Total	**15**	**70,000**	**82,733**	**75,000**	**95,000**	**75,000**	**93,467**	**87,000**	**110,000**

**Quartiles are only provided where n≥10*

Electrical Engineer Grade 3

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	24	70,000	84,025	80,000	97,250	79,250	96,613	92,750	110,000
VIC	23	70,000	78,900	80,000	89,000	78,000	91,435	90,000	100,000
SA	4	*	87,000	90,000	*	*	101,025	103,550	*
ACT	2	*	75,000	75,000	*	*	90,000	90,000	*
WA	10	78,750	97,912	95,000	117,500	85,000	109,140	106,201	132,250
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	18	73,750	92,278	88,000	105,000	82,825	105,878	100,500	122,500
Total	**81**	**70,000**	**86,042**	**85,000**	**100,000**	**80,000**	**98,802**	**95,000**	**111,201**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	6	*	103,500	105,500	*	*	112,667	116,000	*
VIC	1	*	113,000	113,000	*	*	130,000	130,000	*
SA	1	*	66,430	66,430	*	*	73,000	73,000	*
ACT	1	*	100,000	100,000	*	*	140,000	140,000	*
WA	4	*	97,750	101,500	*	*	102,750	101,500	*
NT	0	-	-	-	-	-	-	-	-
TAS	1	*	75,000	75,000	*	*	90,000	90,000	*
QLD	6	*	84,167	85,000	*	*	96,167	95,000	*
Total	**20**	**80,000**	**93,572**	**95,000**	**105,750**	**88,500**	**104,850**	**101,500**	**120,000**

**Quartiles are only provided where n≥10*

Electrical Engineer Grade 4

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	20	91,000	109,550	120,000	123,750	100,000	123,435	129,850	148,750
VIC	20	76,250	100,000	101,000	110,000	90,000	117,200	118,000	137,500
SA	5	*	105,450	105,000	*	*	123,006	125,000	*
ACT	1	*	100,000	100,000	*	*	120,000	120,000	*
WA	10	93,750	153,850	160,000	206,500	100,000	174,553	178,000	230,250
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	14	103,750	124,500	117,500	128,750	117,500	139,786	132,500	157,500
Total	**70**	**94,000**	**115,711**	**110,000**	**125,000**	**100,000**	**132,147**	**129,850**	**150,000**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	3	*	114,000	112,000	*	*	130,333	130,000	*
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	1	*	100,000	100,000	*	*	110,000	110,000	*
WA	4	*	103,000	106,000	*	*	105,750	110,500	*
NT	0	-	-	-	-	-	-	-	-
TAS	1	*	98,000	98,000	*	*	117,000	117,000	*
QLD	4	*	102,500	102,500	*	*	114,500	120,000	*
Total	**13**	**95,000**	**104,769**	**110,000**	**118,500**	**107,000**	**115,308**	**117,000**	**130,000**

**Quartiles are only provided where n≥10*

Electrical Engineer Grade 5

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	16	90,250	124,038	125,000	150,000	119,250	196,021	150,000	172,500
VIC	11	130,000	146,364	140,000	150,000	145,000	172,455	157,000	200,000
SA	4	*	126,250	130,000	*	*	145,250	150,500	*
ACT	0	-	-	-	-	-	-	-	-
WA	9	*	189,443	180,000	*	*	208,194	198,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	1	*	60,000	60,000	*	*	69,000	69,000	*
QLD	10	150,000	167,300	162,500	177,500	173,750	189,000	187,500	205,000
Total	**51**	**120,000**	**147,796**	**140,000**	**165,600**	**145,000**	**185,237**	**160,000**	**200,000**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	4	*	138,750	130,000	*	*	155,750	150,500	*
VIC	0	-	-	-	-	-	-	-	-
SA	1	*	75,530	75,530	*	*	83,000	83,000	*
ACT	1	*	120,000	120,000	*	*	130,000	130,000	*
WA	3	*	135,000	135,000	*	*	140,000	135,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	1	*	130,000	130,000	*	*	156,000	156,000	*
QLD	3	*	135,000	140,000	*	*	150,000	150,000	*
Total	**13**	**120,000**	**130,041**	**130,000**	**145,000**	**132,500**	**143,231**	**150,000**	**153,500**

**Quartiles are only provided where n≥10*

Mechanical Engineer Grade 1

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	24	50,000	89,388	57,900	64,500	58,500	103,556	67,500	88,500
VIC	21	50,000	54,881	55,000	58,000	55,000	80,667	60,000	67,000
SA	8	*	58,500	57,500	*	*	143,750	65,000	*
ACT	0	-	-	-	-	-	-	-	-
WA	14	59,885	63,610	61,000	70,500	64,975	74,171	72,500	85,750
NT	0	-	-	-	-	-	-	-	-
TAS	1	*	60,000	60,000	*	*	65,400	65,400	*
QLD	17	56,000	66,000	60,000	67,500	61,500	74,110	68,000	82,500
Total	**85**	**50,000**	**68,686**	**60,000**	**65,000**	**60,000**	**90,506**	**65,000**	**75,000**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	1	*	65,000	65,000	*	*	75,000	75,000	*
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	2	*	52,000	52,000	*	*	67,500	67,500	*
WA	1	*	60,000	60,000	*	*	60,000	60,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	5	*	66,200	58,000	*	*	82,000	70,000	*
Total	**9**	**50,000**	**62,222**	**58,000**	**69,000**	**58,500**	**75,556**	**70,000**	**84,000**

**Quartiles are only provided where n≥10*

Mechanical Engineer Grade 2

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	27	60,000	67,305	67,000	75,000	68,000	78,598	77,390	85,000
VIC	20	60,000	66,425	63,750	70,000	61,500	74,975	73,250	80,000
SA	9	*	69,889	70,000	*	*	81,444	80,000	*
ACT	2	*	57,500	57,500	*	*	67,500	67,500	*
WA	16	75,000	80,804	79,500	89,750	80,673	94,731	91,000	107,500
NT	0	-	-	-	-	-	-	-	-
TAS	1	*	64,745	64,745	*	*	71,220	71,220	*
QLD	16	62,250	77,375	75,000	84,500	71,500	85,469	82,500	99,500
Total	**91**	**60,000**	**71,268**	**70,000**	**80,000**	**70,000**	**81,803**	**80,000**	**90,000**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	2	*	92,500	92,500	*	*	117,500	117,500	*
VIC	2	*	65,250	65,250	*	*	68,198	68,198	*
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	1	*	87,000	87,000	*	*	87,000	87,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	3	*	62,000	60,000	*	*	69,000	66,000	*
Total	**8**	*	**73,563**	**67,250**	*	*	**83,174**	**73,698**	*

**Quartiles are only provided where n≥10*

Mechanical Engineer Grade 3

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	35	66,000	83,991	82,500	95,000	80,000	96,627	97,000	105,000
VIC	20	72,750	82,650	80,000	88,750	77,750	93,800	90,000	107,500
SA	6	*	84,667	85,000	*	*	95,500	100,000	*
ACT	2	*	72,500	72,500	*	*	85,500	85,500	*
WA	15	100,000	114,869	110,000	125,000	120,000	125,345	125,513	139,250
NT	0	-	-	-	-	-	-	-	-
TAS	1	*	86,365	86,365	*	*	95,001	95,001	*
QLD	24	88,500	97,458	90,000	105,000	97,988	108,860	100,000	120,000
Total	**103**	**75,000**	**91,205**	**90,000**	**101,000**	**85,000**	**103,030**	**100,000**	**120,000**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	3	*	95,000	85,000	*	*	108,667	100,000	*
VIC	2	*	75,000	75,000	*	*	84,000	84,000	*
SA	1	*	66,430	66,430	*	*	73,000	73,000	*
ACT	1	*	110,000	110,000	*	*	100,000	100,000	*
WA	1	*	103,000	103,000	*	*	103,000	103,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	1	*	79,000	79,000	*	*	94,000	94,000	*
QLD	5	*	85,000	80,000	*	*	95,000	85,000	*
Total	**14**	**73,750**	**87,031**	**80,000**	**104,750**	**83,750**	**95,643**	**91,000**	**104,250**

**Quartiles are only provided where n≥10*

Mechanical Engineer Grade 4

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	25	80,000	103,287	100,000	125,000	89,500	117,829	112,000	146,500
VIC	16	78,000	95,750	95,000	110,000	101,250	161,750	119,000	137,500
SA	7	*	94,857	95,000	*	*	110,714	115,000	*
ACT	1	*	100,000	100,000	*	*	120,000	120,000	*
WA	15	125,000	146,407	150,000	180,000	129,296	239,202	165,000	199,500
NT	0	-	-	-	-	-	-	-	-
TAS	2	*	120,098	120,098	*	*	131,582	131,582	*
QLD	18	93,750	121,000	116,500	130,000	107,575	133,394	130,500	148,000
Total	**84**	**90,000**	**113,006**	**110,000**	**130,000**	**104,000**	**152,003**	**122,275**	**149,357**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	2	*	95,000	95,000	*	*	113,000	113,000	*
VIC	2	*	105,000	105,000	*	*	115,000	115,000	*
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	2	*	101,000	101,000	*	*	101,100	101,100	*
NT	0	-	-	-	-	-	-	-	-
TAS	1	*	97,000	97,000	*	*	116,000	116,000	*
QLD	2	*	90,000	90,000	*	*	104,000	104,000	*
Total	**9**	*	97,667	100,000	*	*	109,133	116,000	*

**Quartiles are only provided where n≥10*

Mechanical Engineer Grade 5

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	24	88,750	129,804	116,500	161,700	116,250	186,510	140,000	204,750
VIC	15	100,000	153,000	150,000	180,000	150,000	186,200	180,000	218,000
SA	7	*	130,000	130,000	*	*	144,714	145,000	*
ACT	0	-	-	-	-	-	-	-	-
WA	15	135,000	169,050	155,000	200,000	154,000	189,833	180,000	228,000
NT	0	-	-	-	-	-	-	-	-
TAS	1	*	156,740	156,740	*	*	172,414	172,414	*
QLD	20	112,500	162,900	150,000	177,500	132,500	187,850	177,500	192,500
Total	**82**	**110,000**	**149,644**	**145,700**	**180,000**	**129,500**	**183,648**	**164,250**	**201,250**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	3	*	132,333	130,000	*	*	156,000	180,000	*
VIC	2	*	90,000	90,000	*	*	95,000	95,000	*
SA	0	-	-	-	-	-	-	-	-
ACT	1	*	100,000	100,000	*	*	120,000	120,000	*
WA	2	*	130,000	130,000	*	*	147,500	147,500	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	2	*	125,000	125,000	*	*	141,500	141,500	*
Total	**10**	**101,500**	**118,700**	**117,500**	**136,250**	**113,250**	**135,600**	**127,500**	**171,000**

**Quartiles are only provided where n≥10*

Chemical Engineer Grade 1

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	5	*	54,400	55,000	*	*	61,480	60,000	*
VIC	2	*	57,500	57,500	*	*	71,000	71,000	*
SA	2	*	63,000	63,000	*	*	71,500	71,500	*
ACT	0	-	-	-	-	-	-	-	-
WA	2	*	64,500	64,500	*	*	88,000	88,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	3	*	80,000	70,000	*	*	82,000	71,000	*
Total	**14**	**54,750**	**63,000**	**60,000**	**66,750**	**60,000**	**72,457**	**70,000**	**77,750**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	0	-	-	-	-	-	-	-	-
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	0	-	-	-	-	-	-	-	-
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	2	*	74,000	74,000	*	*	88,000	88,000	*
Total	**2**	*	**74,000**	**74,000**	*	*	**88,000**	**88,000**	*

**Quartiles are only provided where n≥10*

Chemical Engineer Grade 2

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Upper Quartile	Upper Quartile
NSW	9	*	63,248	65,000	*	*	72,033	72,000	*
VIC	2	*	67,500	67,500	*	*	74,750	74,750	*
SA	1	*	66,000	66,000	*	*	76,000	76,000	*
ACT	0	-	-	-	-	-	-	-	-
WA	2	*	95,000	95,000	*	*	112,500	112,500	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	4	*	95,000	85,000	*	*	97,500	86,000	*
Total	**18**	**59,750**	**74,457**	**65,615**	**86,250**	**67,000**	**82,711**	**77,000**	**92,075**

**Quartiles are only provided where n≥10*

Please note: No Grade 2 Chemical Engineers employed in Public sector.

Chemical Engineer Grade 3

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	12	66,037	82,679	75,000	90,000	74,625	170,042	93,500	123,250
VIC	3	*	69,000	72,000	*	*	83,333	80,000	*
SA	3	*	93,333	90,000	*	*	98,000	100,000	*
ACT	0	-	-	-	-	-	-	-	-
WA	3	*	133,333	130,000	*	*	160,000	150,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	5	*	118,000	110,000	*	*	131,400	135,000	*
Total	**26**	**69,500**	**94,967**	**90,000**	**121,250**	**79,000**	**143,135**	**100,000**	**142,500**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	0	-	-	-	-	-	-	-	-
VIC	1	*	70,000	70,000	*	*	88,000	88,000	*
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	0	-	-	-	-	-	-	-	-
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	0	-	-	-	-	-	-	-	-
Total	**1**	*	**70,000**	**70,000**	*	*	**88,000**	**88,000**	*

**Quartiles are only provided where n≥10*

Chemical Engineer Grade 4

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	7	*	103,506	95,000	*	*	124,286	110,000	*
VIC	1	*	110,000	110,000	*	*	125,000	125,000	*
SA	2	*	116,000	116,000	*	*	129,000	129,000	*
ACT	0	-	-	-	-	-	-	-	-
WA	1	*	200,000	200,000	*	*	215,000	215,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	5	*	148,000	145,000	*	*	162,600	170,000	*
Total	**16**	**92,000**	**125,409**	**112,500**	**148,750**	**104,000**	**142,563**	**136,500**	**177,500**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	0	-	-	-	-	-	-	-	-
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	0	-	-	-	-	-	-	-	-
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	1	*	96,000	96,000	*	*	110,000	110,000	*
Total	**1**	**48,000**	**96,000**	**96,000**	**96,000**	**55,000**	**110,000**	**110,000**	**110,000**

**Quartiles are only provided where n≥10*

Chemical Engineer Grade 5

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	6	*	147,418	153,755	*	*	172,917	186,750	*
VIC	2	*	150,000	150,000	*	*	169,000	169,000	*
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	3	*	174,667	160,000	*	*	194,667	180,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	3	*	186,667	170,000	*	*	200,000	190,000	*
Total	**14**	**140,500**	**162,036**	**153,755**	**196,250**	**153,000**	**182,821**	**175,000**	**222,250**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	0	-	-	-	-	-	-	-	-
VIC	1	*	176,000	176,000	*	*	195,000	195,000	*
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	0	-	-	-	-	-	-	-	-
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	1	*	115,000	115,000	*	*	140,000	140,000	*
Total	**2**	**86,250**	**145,500**	**145,500**	**176,000**	**105,000**	**167,500**	**167,500**	**195,000**

**Quartiles are only provided where n≥10*

IT, Telecommunications and Electronics Engineer Grade 1

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Upper Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	9	*	49,556	50,000	*	*	58,338	60,000	*
VIC	7	*	54,429	50,000	*	*	61,429	56,000	*
SA	2	*	52,500	52,500	*	*	57,500	57,500	*
ACT	0	-	-	-	-	-	-	-	-
WA	4	*	76,000	71,500	*	*	81,500	75,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	1	*	40,000	40,000	*	*	45,000	45,000	*
QLD	3	*	47,333	50,000	*	*	51,667	50,000	*
Total	**26**	**47,250**	**54,538**	**50,000**	**57,000**	**51,500**	**61,386**	**55,500**	65,250

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Upper Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	0	-	-	-	-	-	-	-	-
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	4	*	57,250	52,000	*	*	71,250	67,500	*
WA	0	-	-	-	-	-	-	-	-
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	5	*	65,064	67,321	*	*	73,151	76,755	*
Total	**9**	*	**61,591**	**55,000**	*	*	**72,306**	**75,000**	*

**Quartiles are only provided where n≥10*

IT, Telecommunications and Electronics Engineer Grade 2

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	11	55,000	62,366	60,000	70,000	61,000	70,609	70,000	80,000
VIC	5	*	63,000	63,000	*	*	70,900	71,500	*
SA	1	*	50,000	50,000	*	*	61,000	61,000	*
ACT	0	-	-	-	-	-	-	-	-
WA	5	*	96,561	72,000	*	*	105,800	80,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	1	*	50,000	50,000	*	*	60,000	60,000	*
QLD	2	*	63,500	63,500	*	*	66,600	66,600	*
Total	**25**	**55,500**	**68,433**	**63,000**	**69,404**	**61,000**	**76,576**	**71,500**	77,500

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	1	*	110,000	110,000	*	*	150,000	150,000	*
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	2	*	67,500	67,500	*	*	81,000	81,000	*
WA	0	-	-	-	-	-	-	-	-
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	2	*	69,134	69,134	*	*	78,050	78,050	*
Total	**5**	*	**76,654**	**70,000**	*	*	**93,620**	**89,100**	*

**Quartiles are only provided where n≥10*

IT, Telecommunications and Electronics Engineer Grade 3

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	15	70,000	83,383	80,000	90,000	82,000	139,763	100,000	110,000
VIC	9	*	82,756	80,000	*	*	94,444	92,000	*
SA	2	*	75,000	75,000	*	*	83,250	83,250	*
ACT	1	*	75,000	75,000	*	*	85,000	85,000	*
WA	7	*	117,857	100,000	*	*	131,429	110,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	4	*	72,250	70,000	*	*	76,850	75,650	*
Total	**38**	**70,000**	**87,751**	**80,000**	**90,000**	**79,250**	**116,457**	**93,500**	110,000

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	1	*	80,000	80,000	*	*	86,000	86,000	*
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	1	*	80,000	80,000	*	*	88,000	88,000	*
WA	0	-	-	-	-	-	-	-	-
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	3	*	94,395	88,184	*	*	108,509	100,527	*
Total	**5**	*	**88,637**	**80,000**	*	*	**99,905**	**88,000**	*

**Quartiles are only provided where n≥10*

IT, Telecommunications and Electronics Engineer Grade 4

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	13	77,500	101,308	100,000	120,000	86,000	118,612	110,000	139,650
VIC	6	*	122,000	121,000	*	*	145,000	145,000	*
SA	2	*	80,000	80,000	*	*	88,000	88,000	*
ACT	1	*	90,000	90,000	*	*	110,000	110,000	*
WA	6	*	154,566	153,197	*	*	168,250	167,250	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	2	*	92,500	92,500	*	*	97,500	97,500	*
Total	**30**	**80,000**	**113,713**	**105,000**	**125,046**	**88,000**	**130,082**	**115,000**	155,000

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	1	*	90,000	90,000	*	*	96,000	96,000	*
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	1	*	90,000	90,000	*	*	100,000	100,000	*
WA	0	-	-	-	-	-	-	-	-
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	1	*	97,702	97,702	*	*	111,223	111,223	*
Total	**3**	*	**92,567**	**90,000**	*	*	**102,408**	**100,000**	*

**Quartiles are only provided where n≥10*

IT, Telecommunications and Electronics Engineer Grade 5

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	11	90,000	118,391	120,000	130,000	101,000	142,755	130,000	150,000
VIC	4	*	119,250	118,500	*	*	138,250	137,500	*
SA	1	*	100,000	100,000	*	*	100,000	100,000	*
ACT	0	-	-	-	-	-	-	-	-
WA	4	*	183,000	184,500	*	*	199,750	202,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	3	*	131,667	150,000	*	*	153,333	180,000	*
Total	**23**	**92,000**	**130,709**	**120,000**	**150,000**	**101,000**	**151,404**	**140,000**	175,000

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	0	-	-	-	-	-	-	-	-
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	1	*	120,000	120,000	*	*	130,000	130,000	*
WA	0	-	-	-	-	-	-	-	-
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	1	*	105,239	105,239	*	*	120,069	120,069	*
Total	**2**	*	**112,620**	**112,620**	*	*	**125,035**	**125,035**	*

**Quartiles are only provided where n≥10*

Environmental Engineer Grade 1

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	9	*	55,778	55,000	*	*	63,889	60,000	*
VIC	4	*	53,750	52,500	*	*	57,500	59,000	*
SA	1	*	53,000	53,000	*	*	58,000	58,000	*
ACT	0	-	-	-	-	-	-	-	-
WA	4	*	66,846	63,693	*	*	71,500	66,500	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	6	*	51,167	50,000	*	*	58,167	60,000	*
Total	**24**	**50,000**	**56,016**	**55,000**	**60,000**	**58,000**	**62,417**	**60,000**	**65,000**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	2	*	82,500	82,500	*	*	86,000	86,000	*
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	0	-	-	-	-	-	-	-	-
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	6	*	62,167	60,500	*	*	71,800	75,000	*
Total	**8**	*	**67,250**	**63,500**	*	*	**75,857**	**75,000**	*

**Quartiles are only provided where n≥10*

Environmental Engineer Grade 2

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	11	55,000	64,091	70,000	70,000	62,000	72,818	78,000	82,000
VIC	3	*	60,000	60,000	*	*	67,333	70,000	*
SA	2	*	68,500	68,500	*	*	76,000	76,000	*
ACT	0	-	-	-	-	-	-	-	-
WA	5	*	81,371	80,000	*	*	91,344	89,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	5	*	67,100	69,000	*	*	74,500	76,000	*
Total	**26**	**57,500**	**67,860**	**69,500**	**75,125**	**65,750**	**76,316**	**77,000**	**85,250**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	3	*	97,667	108,000	*	*	105,000	110,000	*
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	1	*	65,000	65,000	*	8	66,000	66,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	1	*	60,000	60,000	*	*	67,000	67,000	*
Total	**5**	*	**83,600**	**75,000**	*	*	**89,600**	**82,000**	*

**Quartiles are only provided where n≥10*

Environmental Engineer Grade 3

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	14	66,750	83,209	85,250	95,000	73,750	94,571	89,000	112,000
VIC	5	*	70,600	70,000	*	*	86,600	90,000	*
SA	2	*	78,500	78,500	*	*	84,325	84,325	*
ACT	0	-	-	-	-	-	-	-	-
WA	7	*	109,077	105,540	*	*	125,437	120,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	6	*	81,000	83,000	*	*	89,833	91,500	*
Total	**34**	**67,858**	**86,014**	**80,250**	**95,000**	**75,750**	**98,315**	**91,325**	**115,779**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	3	*	107,333	112,000	*	*	118,333	120,000	*
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	0	-	-	-	-	-	-	-	-
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	4	*	76,750	77,500	*	*	88,750	90,000	*
Total	**7**	*	**89,857**	**85,000**	*	*	**101,429**	**100,000**	*

**Quartiles are only provided where n≥10*

Environmental Engineer Grade 4

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	14	83,750	109,796	100,574	142,500	91,000	122,464	117,750	157,250
VIC	2	*	97,500	97,500	*	*	128,000	128,000	*
SA	2	*	97,500	97,500	*	*	108,500	108,500	*
ACT	0	-	-	-	-	-	-	-	-
WA	2	*	136,514	136,514	*	*	152,500	152,500	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	6	*	98,833	105,000	*	*	111,833	117,500	*
Total	**26**	**84,500**	**107,430**	**100,574**	**127,007**	**92,250**	**121,673**	**121,000**	**151,250**

**Quartiles are only provided where n≥10*

Please note: No Grade 4 Environmental Engineers employed in Public sector.

Environmental Engineer Grade 5

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	7	*	138,429	120,000	*	*	165,414	155,000	*
VIC	1	*	150,000	150,000	*	*	180,000	180,000	*
SA	2	*	107,500	107,500	*	*	123,000	123,000	*
ACT	0	-	-	-	-	-	-	-	-
WA	3	*	121,217	120,000	*	*	174,667	174,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	6	*	124,667	130,000	*	*	143,833	145,000	*
Total	**19**	**107,000**	**128,718**	**120,000**	**150,000**	**140,000**	**156,363**	**150,000**	**180,000**

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	1	*	130,000	130,000	*	*	151,000	151,000	*
VIC	1	*	80,000	80,000	*	*	80,000	80,000	*
SA	0	-	-	-	-	-	-	-	-
ACT	1	*	120,000	120,000	*	*	130,000	130,000	*
WA	0	-	-	-	-	-	-	-	-
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	0	-	-	-	-	-	-	-	-
Total	**3**	*	**110,000**	**120,000**	*	*	**120,333**	**130,000**	*

**Quartiles are only provided where n≥10*

Mining Engineer Grade 1

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	1	*	48,000	48,000	*	*	52,000	52,000	*
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	2	*	80,000	80,000	*	*	99,000	99,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	3	*	90,000	90,000	*	*	101,667	100,000	*
Total	**6**	*	**79,667**	**80,000**	*	*	**92,500**	**97,500**	*

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	0	-	-	-	-	-	-	-	-
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	0	-	-	-	-	-	-	-	-
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	1	*	73,000	73,000	*	*	93,000	93,000	*
Total	**1**	*	**73,000**	**73,000**	*	*	**93,000**	**93,000**	*

**Quartiles are only provided where n≥10*

Mining Engineer Grade 2

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	4	*	65,500	67,500	*	*	73,000	75,000	*
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	2	*	87,500	87,500	*	*	110,500	110,500	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	3	*	116,667	120,000	*	*	130,000	135,000	*
Total	**9**	*	**87,444**	**85,000**	*	*	**100,333**	**100,000**	*

**Quartiles are only provided where n≥10*

Please note: No Grade 2 Mining Engineers employed in Public sector.

Mining Engineer Grade 3

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	3	*	76,667	72,000	*	*	84,667	80,000	*
VIC	2	*	76,500	76,500	*	*	107,500	107,500	*
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	3	*	130,000	130,000	*	*	151,667	150,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	4	*	153,750	137,500	*	*	161,750	152,500	*
Total	**12**	**75,750**	**115,667**	**100,000**	**141,250**	**86,750**	**130,917**	**130,000**	**165,000**

**Quartiles are only provided where n≥10*

Please note: No Grade 3 Mining Engineers employed in Public sector.

Mining Engineer Grade 4

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	2	*	83,000	83,000	*	*	91,000	91,000	*
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	2	*	180,000	180,000	*	*	205,000	205,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	2	*	147,500	147,500	*	*	174,000	174,000	*
Total	**6**	*	**136,833**	**147,500**	*	*	**156,667**	**170,000**	*

**Quartiles are only provided where n≥10*

Please note: No Grade 4 Mining Engineers employed in Public sector.

Mining Engineer Grade 5

Private sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	3	*	105,000	110,000	*	*	113,000	115,000	*
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	1	*	220,000	220,000	*	*	250,000	250,000	*
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	3	*	149,667	150,000	*	*	170,000	150,000	*
Total	**7**	*	**140,571**	**130,000**	*	*	**157,000**	**140,000**	*

**Quartiles are only provided where n≥10*

Public sector	GROSS BASE SALARY ($ pa)					TOTAL SALARY PACKAGE ($ pa)			
	Sample size	Lower Quartile	Mean	Median	Upper Quartile	Lower Quartile	Mean	Median	Upper Quartile
NSW	1	*	165,000	165,000	*	*	180,000	180,000	*
VIC	0	-	-	-	-	-	-	-	-
SA	0	-	-	-	-	-	-	-	-
ACT	0	-	-	-	-	-	-	-	-
WA	0	-	-	-	-	-	-	-	-
NT	0	-	-	-	-	-	-	-	-
TAS	0	-	-	-	-	-	-	-	-
QLD	1	*	150,000	150,000	*	*	210,000	210,000	*
Total	**2**	*	**157,500**	**157,500**	*	*	**195,000**	**195,000**	*

**Quartiles are only provided where n≥10*