

Salary and Workplace Satisfaction Report

October 2021



02

Headline findings

Salary compared with previous years

The median salary across all respondents was £41,585. Comparing against data from previous surveys, after adjustment for inflation, salaries across the environmental science sector have fallen by 4% since 2010. This can be compared with a decrease in earnings of 2.9% across the entire UK workforce over the same period.

The Chartership bonus

On average, holding CEnv status relates to a median salary that is 38% higher than members without chartered status, and holding CSci status relates to a median salary that is 32% higher.

Gender pay gap

Median salary for male respondents was £45,000 and for female respondents was £39,223. The gender pay gap found in this year's survey was 12.8%; a slight increase on the 2019 survey value of 12.7%, but lower than the 2020 UK average across all employees and sectors of 15.5%.

Workplace satisfaction

82% of respondents find their work meaningful and 84% believe it is a positive contributor to society and/or the environment. 76% of respondents indicated that they plan to stay in their current sector, and 51% in their current organisation, for at least 3 years.



Who responded?

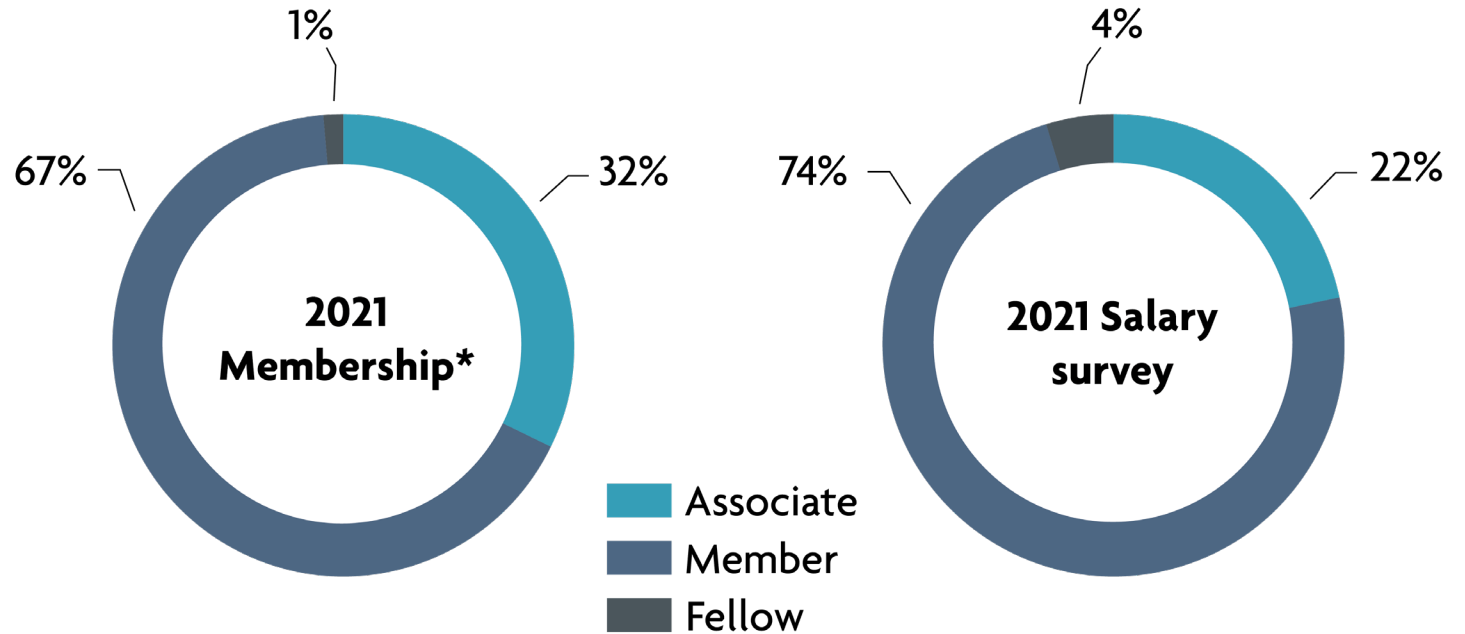
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Membership

The percentage of survey respondents and IES members eligible to complete the membership survey at each membership grade is shown in the figure. Associate members were slightly underrepresented in the survey sample, whilst Fellows and Full members were slightly overrepresented.

The survey had 452 individual respondents.

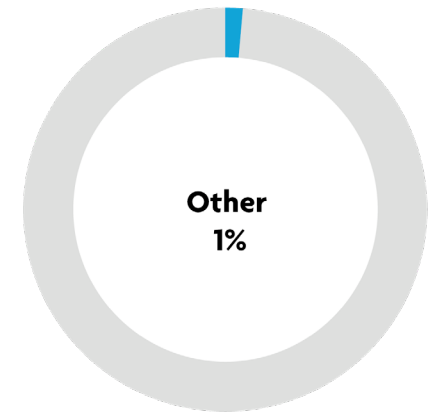
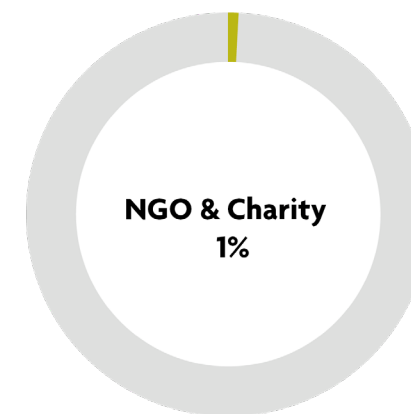
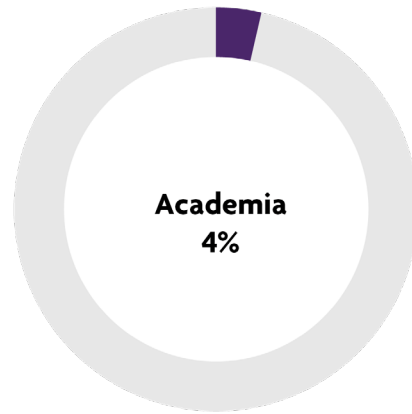
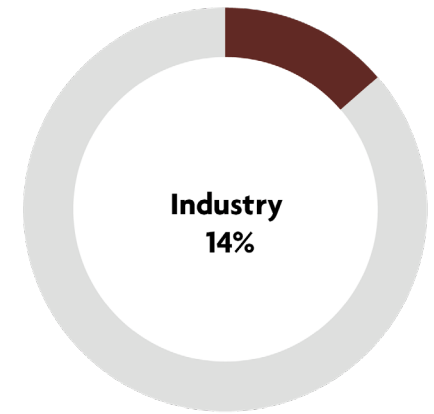
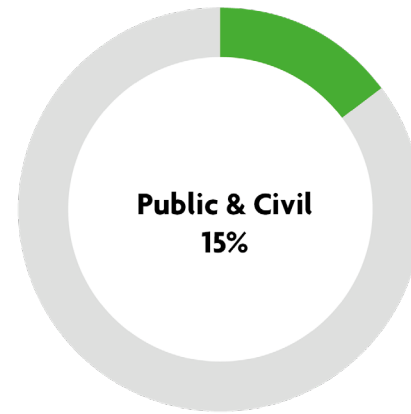
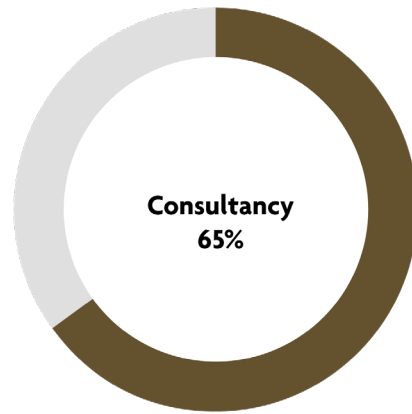


*Percentages are not representative of IES membership as a whole and reflect the proportion of IES members at membership grades eligible to complete the survey

05

Sector

The majority of survey respondents work in the consultancy sector, with this percentage increasing by 3% from our 2019 survey. The remaining respondents work predominantly within the public sector and industry, whilst much smaller percentages work in academia and the charity sector. The sector breakdown remains largely unchanged from our 2019 survey.



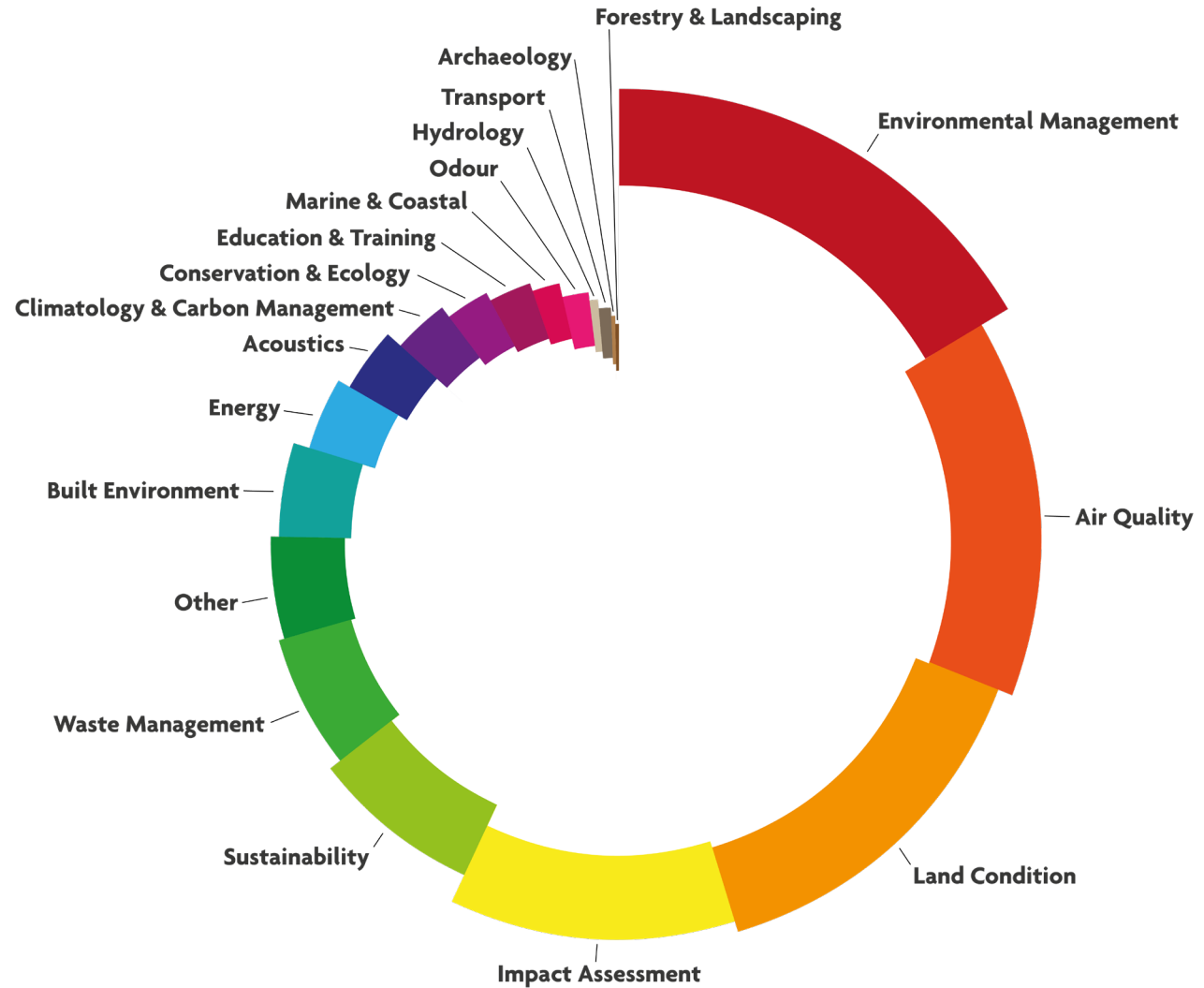
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Field

The fields in which survey respondents predominantly work are shown. Respondents are able to select up to three fields of work within the sector, acknowledging the multidisciplinary nature of many environmental scientists' work.

Almost half of all respondents (42.5%) work within the fields of Environmental Management, Air Quality and Land Condition.

Since our 2019 survey, we have seen an increase in the percentage of members working in the fields of Climatology & Carbon Management, Marine & Coastal and Sustainability, amongst other fields.



Salary by employment

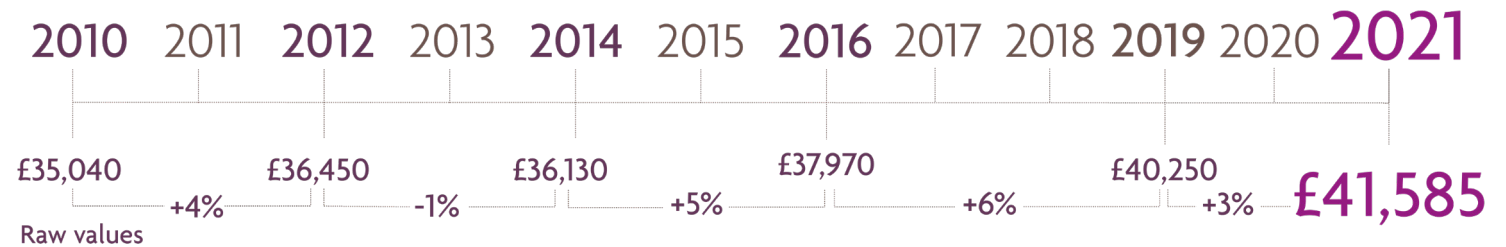
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Salary compared to previous years

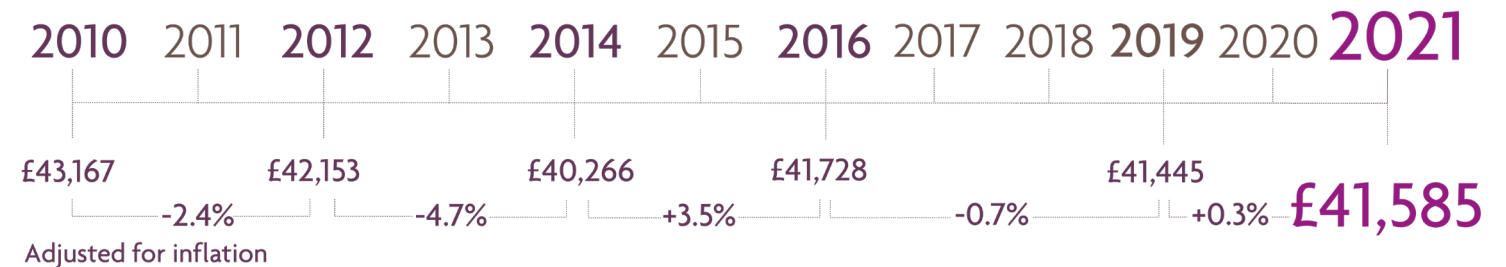
The median salary of respondents in 2021 was £41,585, a £6,545 increase since 2010. The median gross annual earnings for all employees in the UK in 2020 (the latest year figures are available for) was £25,780.¹

An inflation adjustment, using the CPIH values provided by the Office for National Statistics, has been applied to create present values for past surveys. Median full-time earnings, when adjusted for inflation, fell by 4% compared with 2010. Across the UK workforce, the median full-time earnings between 2010 and 2020, when adjusted for inflation, fell by 2.9%.²

Median salary – actual values



Median salary – present values



1. ONS (2020) Earnings and hours worked, age group: ASHE Table 6. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/agegroupashetable6>
 2. ONS (2020) Employee earnings in the UK: 2020. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2020>

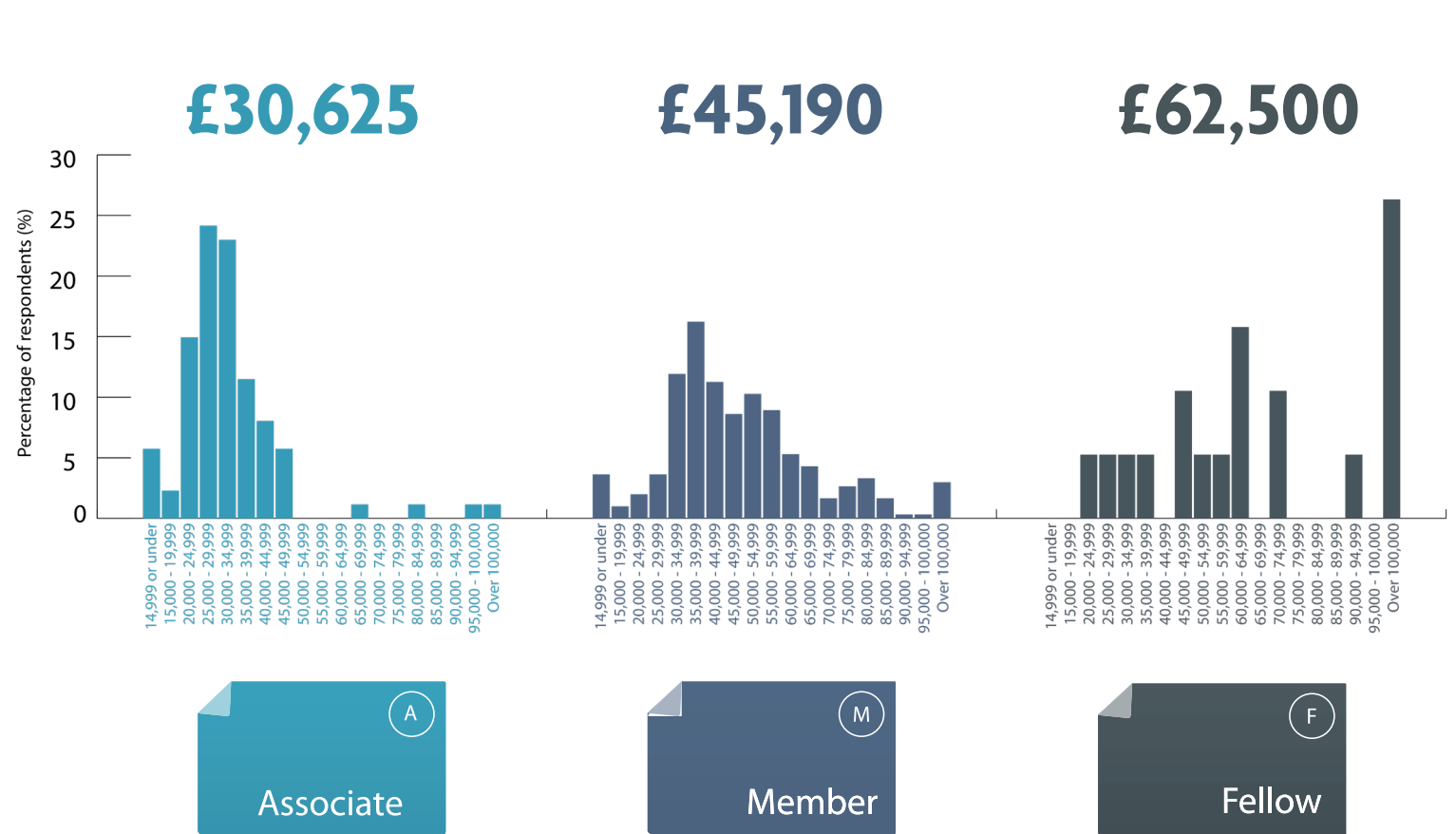
Salary by membership

There was no significant change in the median salary for Members (£45,190) when compared to the inflation-adjusted values for 2019; however, there was a small increase of 3% in the median salary of Associate members (£30,625) and a decrease of 8.5% in the median salary of Fellows (£62,500).

Associates – the first level of professional membership – have had the smallest range of incomes in past surveys, predominantly at the lower end of the scale. This year’s data shows a greater spread across salary bands, with a small number of Associate-level respondents receiving salaries exceeding £65,000.

Members – the most common membership category – have the greatest salary range, with every salary bracket represented by at least one Member-grade respondent.

Fellows – the highest grade of membership – exhibit a broad range of salaries, with the highest proportion of members earning over £100,000. The small sample size for Fellows should, however, be noted when interpreting this graph.

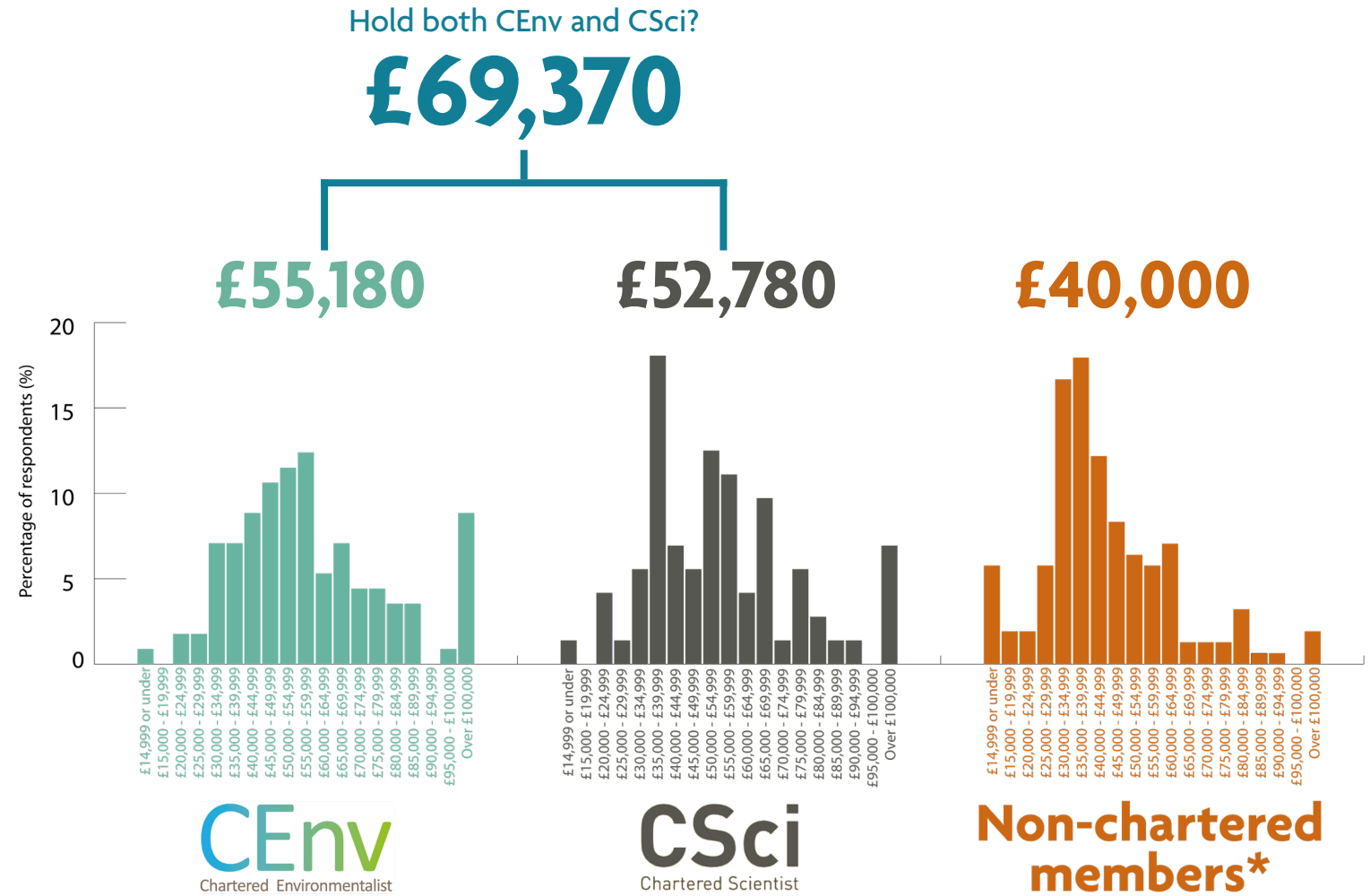


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Salary by chartership

The salaries of chartered and non-chartered members are shown in the figure. On average, holding Chartered Environmentalist (CEnv) status relates to a median salary (£55,180) that is 38% higher than members without chartered status, and holding Chartered Scientist (CSci) status relates to a median salary (£52,780) that is 32% higher.

In addition, respondents who hold both CEnv and CSci status were found to have a median salary of £69,370, 42% higher than non-chartered members; however, due to the small sample size, this finding should be treated with caution.



*Includes only non-chartered members at membership grades eligible to apply for chartership

Salary by sector

The graph shows the median salary and range for each sector, ordered by the percentage of respondents working in each sector.

The primary fields of work for respondents in each sector are:

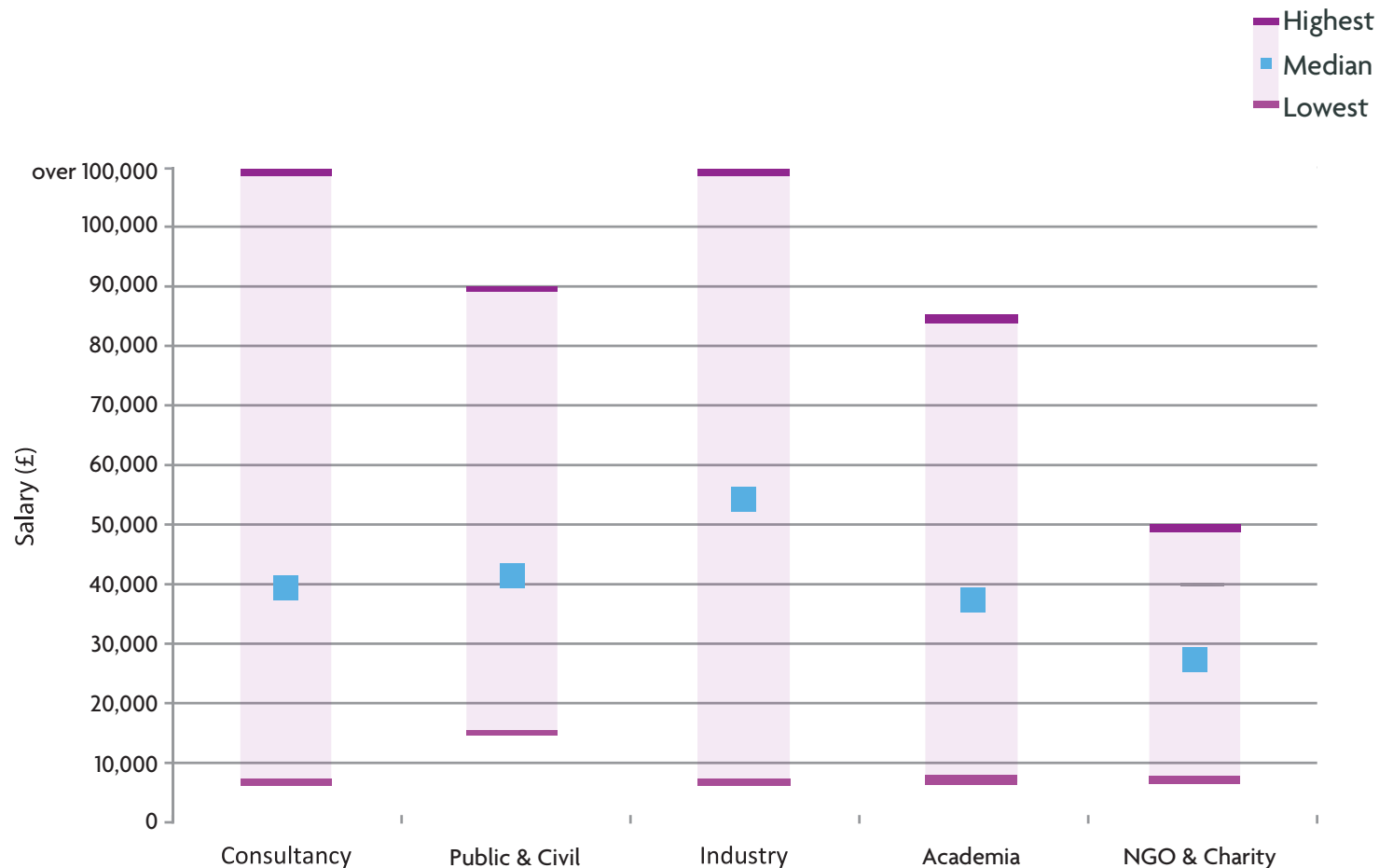
Consultancy: Air Quality, Impact Assessment, Land Condition, Environmental Management
Median salary: £39,465

Public & Civil: Environmental Management, Sustainability, Air Quality
Median salary: £41,945

Industry: Environmental Management, Land Condition, Waste Management, Sustainability, Energy
Median salary: £53,930

Academia: Environmental Management, Education & Training, Sustainability
Median salary: £37,500

NGO & Charity – Sustainability, Education & Training
Median salary: £28,750



NB. The small sample sizes for academia (n=16) and the NGO and charity sector (n=7) are unlikely to provide a true reflection of salary for these sectors

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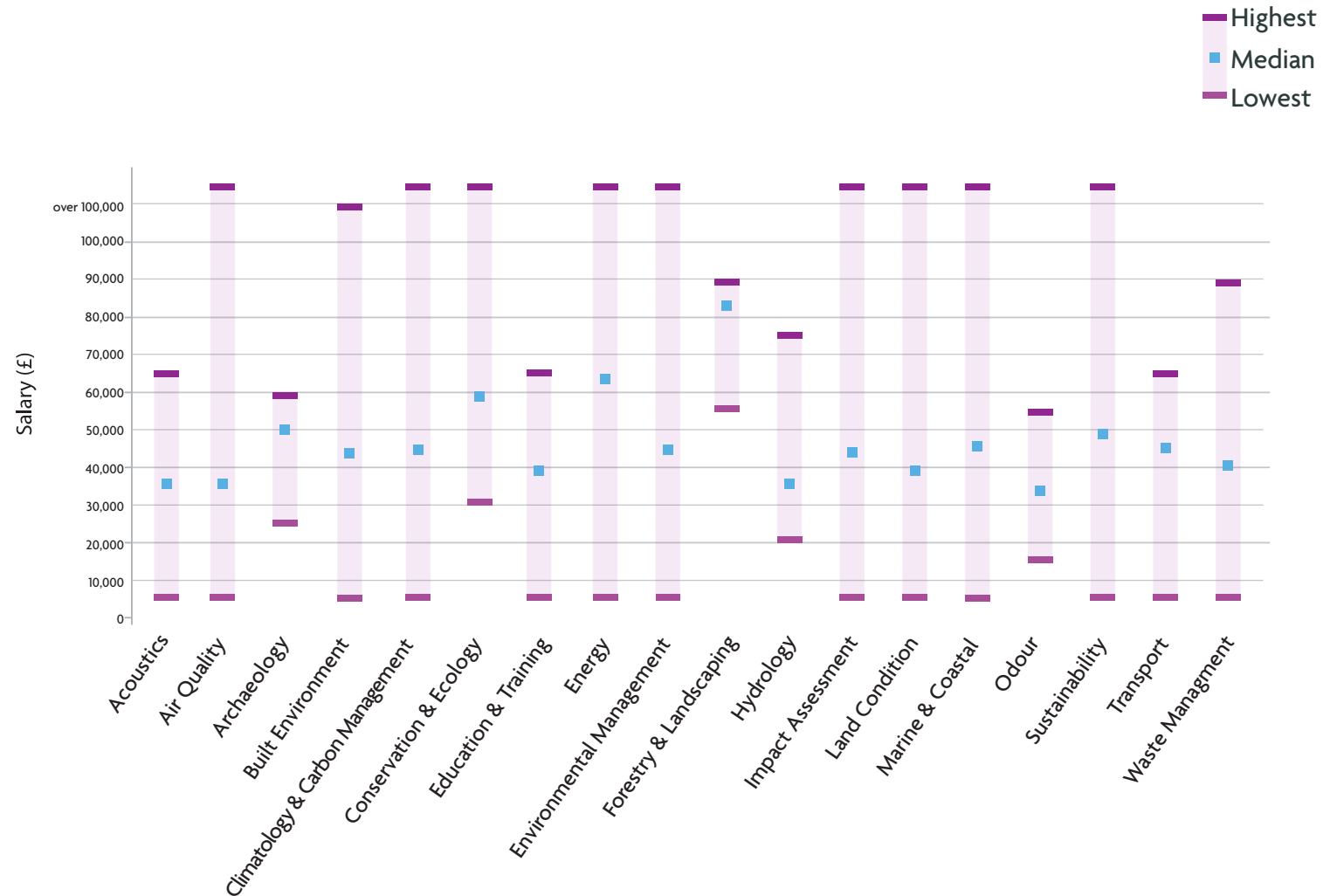
Salary by field

The graph shows the median salary and range for each specialism represented within the IES membership.

The fields with the highest median salary are Forestry & Landscaping (£82,500), Energy (£63,333) and Conservation & Ecology (£58,749). It should be noted, however, that these fields exhibited a small sample size.

The fields with the lowest median salary were Odour (£33,749), Acoustics (£35,357) and Air Quality (£35,833), followed by Hydrology (£36,250), Education & Training (£39,166) and Land Condition (£39,582).

NB. We have a large number of graduate members working in the fields of Air Quality and Land Condition and this may impact the median salary in these fields. Some fields have small sample sizes and have been included for illustrative purposes.



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Salary by position

The median salary by position is shown in the figure, ordered from highest to lowest.

When compared to inflation-adjusted figures from the 2019 survey, there is an observed increase in median salary for Technicians (22%), Officers (6%) and Project/Middle level staff (4%). Median salaries decreased for all other positions, most notably for Director (-17%) and Assistant/Junior (-11%) level positions.

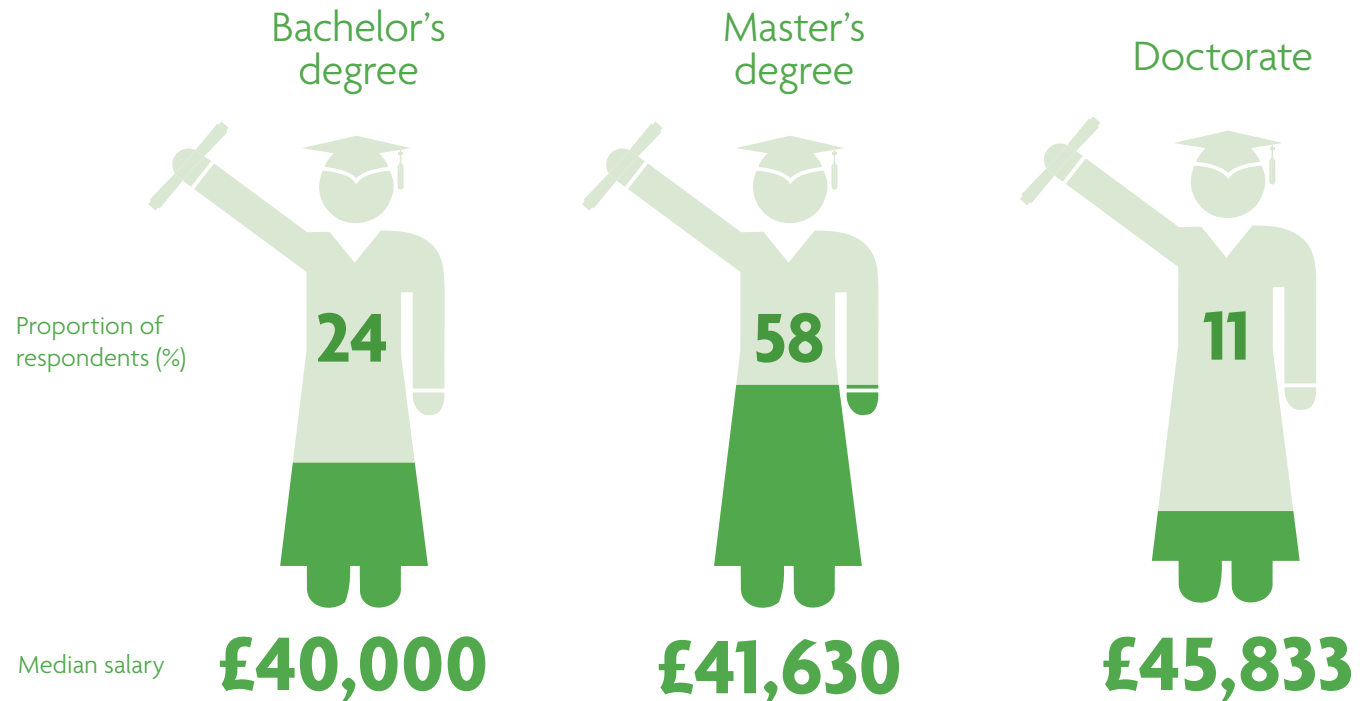
Director	£65,833
Associate/Partner	£55,750
Senior	£41,428
Specialist	£38,749
Project/Middle	£36,666
Officer	£35,000
Technician	£27,500
Assistant/Junior	£25,000
Graduate	£23,571

Salary by academic qualification

Master's degree was found to be the most common highest qualification amongst professional members (58%), followed by bachelor's degree (24%) and doctorate (11%).

Of the three qualifications, members with a doctorate have the highest median salary; 10% higher than the median for those with a master's degree, and 15% higher than members with a bachelor's degree.

When compared to inflation-adjusted figures from the 2019 survey, there has been a 3.2% increase in median salary for members whose highest qualification is a bachelor's degree, a 0.7% decrease for master's degree, and a 4% decrease for doctorate.





Salary by demographic

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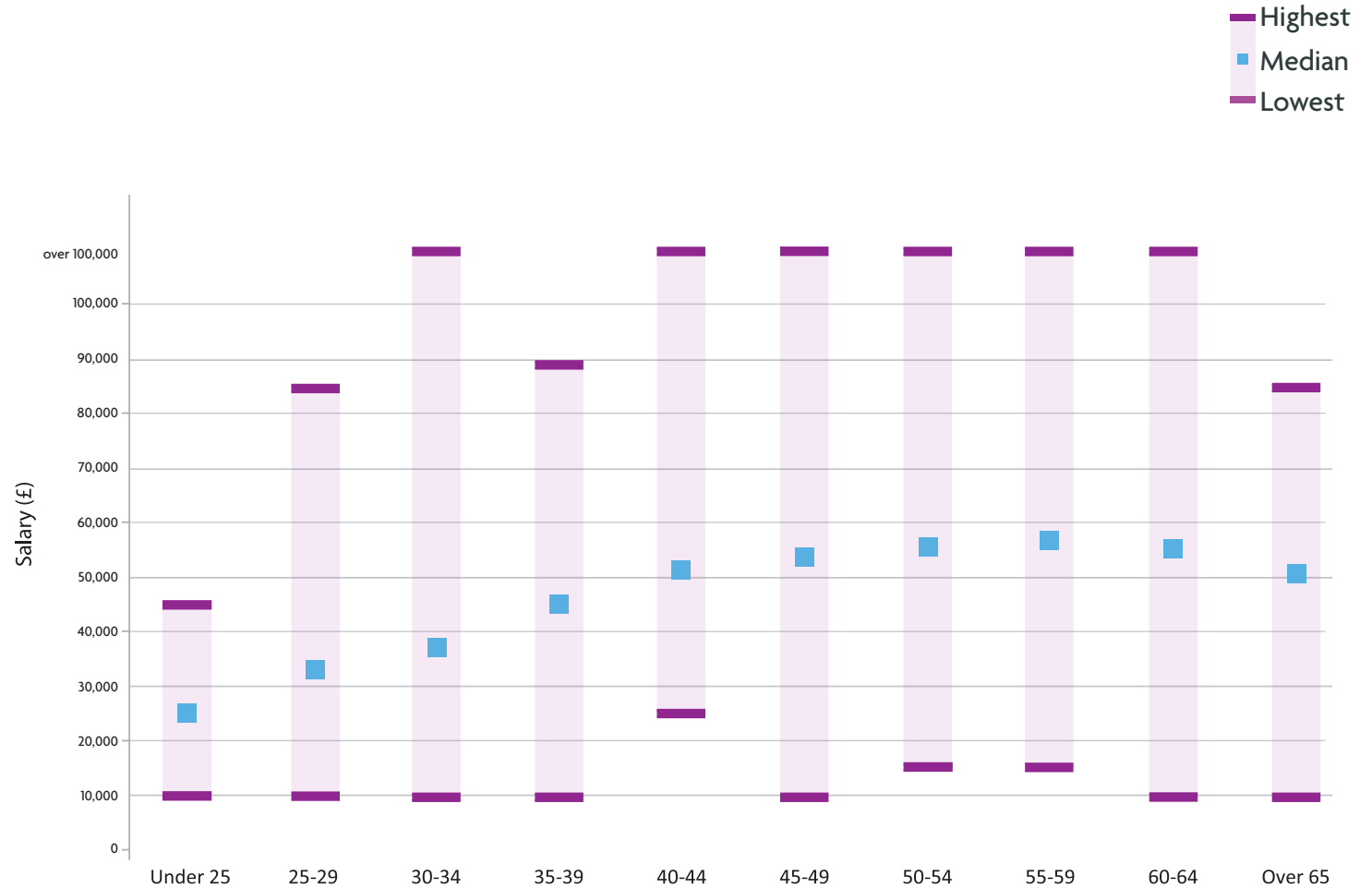
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Salary by age

As expected, median salary was found to increase with age, with the exception of a slight decrease in median salary for the 60-64 and over 65 age brackets.

The range of salaries within each age bracket is slightly larger this year than for previous surveys, with the smallest range observed in the lowest age bracket, under 25.

Although the median salary increases with each age bracket below age 60, the wide ranges indicate that there is a lot of variability in salary.



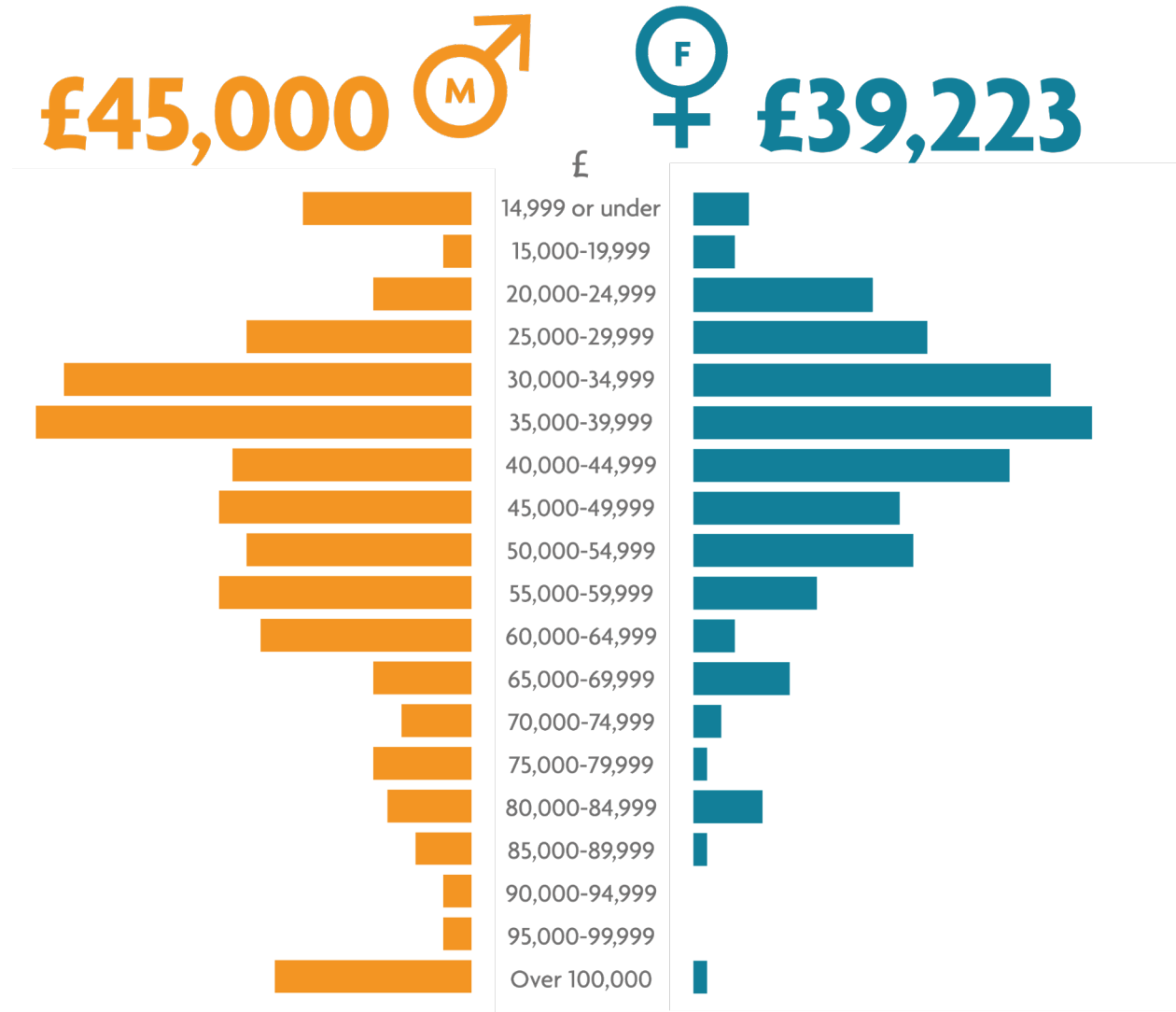
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Salary by gender

This graph shows the number of respondents who fall into each salary band when filtered by male or female gender. Individuals who identified as neither male or female in the survey have been omitted due to the small sample size.

The distribution of salaries for males is slightly greater than for females, with a greater proportion of males represented in the higher salary brackets.

The median salary for male respondents (£45,000) was higher than for female respondents (£39,223), consistent with previous salary surveys.



Salary by gender – continued

The gender pay gap, calculated as the difference between the median annual salary of male and female respondents, found in this year's survey was 12.8%, a slight increase on the 2019 value of 12.7%. Prior to this, recent surveys have seen an improvement in this value over time, with a decrease in the gender pay gap between 2014 (34%), 2016 (16%) and 2019.

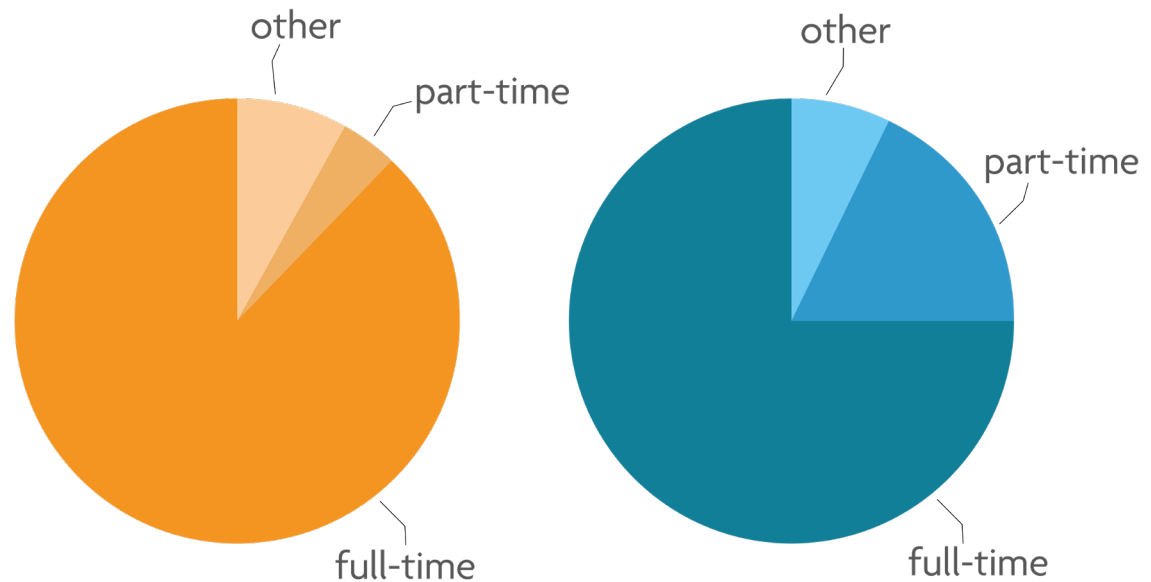
These results can be compared to the gender pay gap in the UK among all employees for 2020, reported by ONS and calculated as the difference between average hourly earnings, of 15.5%, falling to 7.4% for full-time employees.³

The proportions of members in full-time and part-time employment vary by gender, with 75% of females in full-time employment compared to 88% of males, and 18% of females in part-time employment compared to 4% of males.

12.8%

£45,000 ♂

♀ £39,223



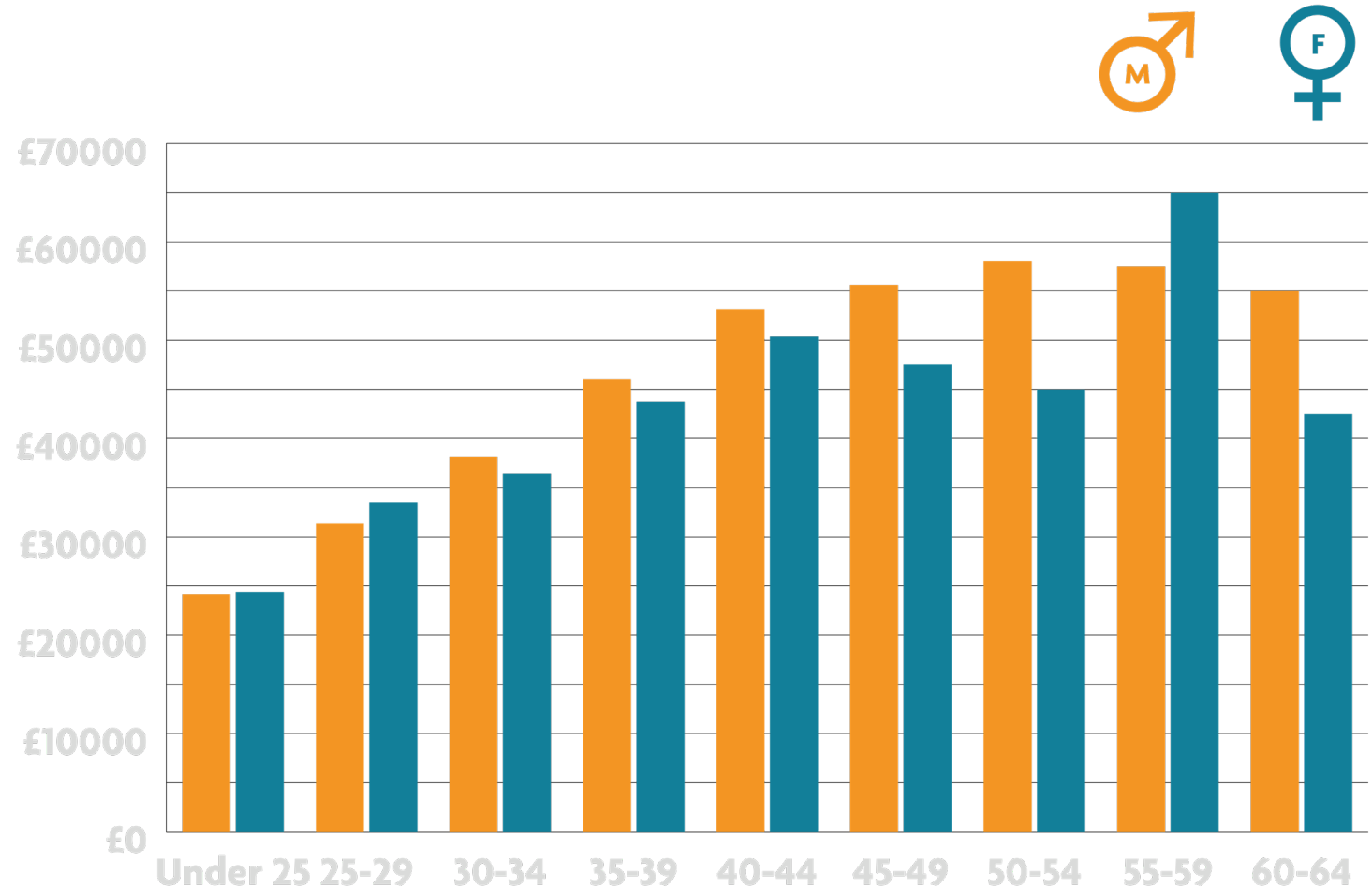
3. ONS (2020) Gender pay gap in the UK: 2020. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>

Salary by age and gender

Looking at the age distribution of respondents gives further insight into the gender wage gap. The graph shows the median salary of male and female respondents in the different age brackets.

In almost all age brackets, male respondents have a higher median salary than female respondents, with the exception of the under 25, 25-29 and 55-59 age brackets.

On average, male respondents proportionally hold fewer academic qualifications than female respondents – 90% of male respondents and 95% of female respondents hold a bachelor's degree, master's degree or doctorate. Female respondents had a median age of 36, whilst males were slightly older with a median age of 42.



Salary by ethnicity

The proportion of respondents that fall into each salary band when filtered by White - English/Welsh/Scottish/Northern Irish/British respondents – accounting for the largest proportion of IES members and survey respondents, hereafter referred to as White British within the text – and all other ethnicities (combined) is shown. All ethnicities other than White British have been grouped due to small sample size in each individual category.

The ethnicity pay gap found in this year’s survey, calculated as the difference between the median annual salary of White British respondents and respondents from all other ethnicities (combined), was 12%, increasing from the 2019 figure of 2%. Due to the small sample size (n=53) for all other ethnicities (combined), this finding should be treated with caution.

The most recent ethnicity pay gap for England and Wales between White or White British and ethnic minority groups, published by the ONS in 2019 and calculated as the difference between hourly median earnings, was 2.3%.⁴

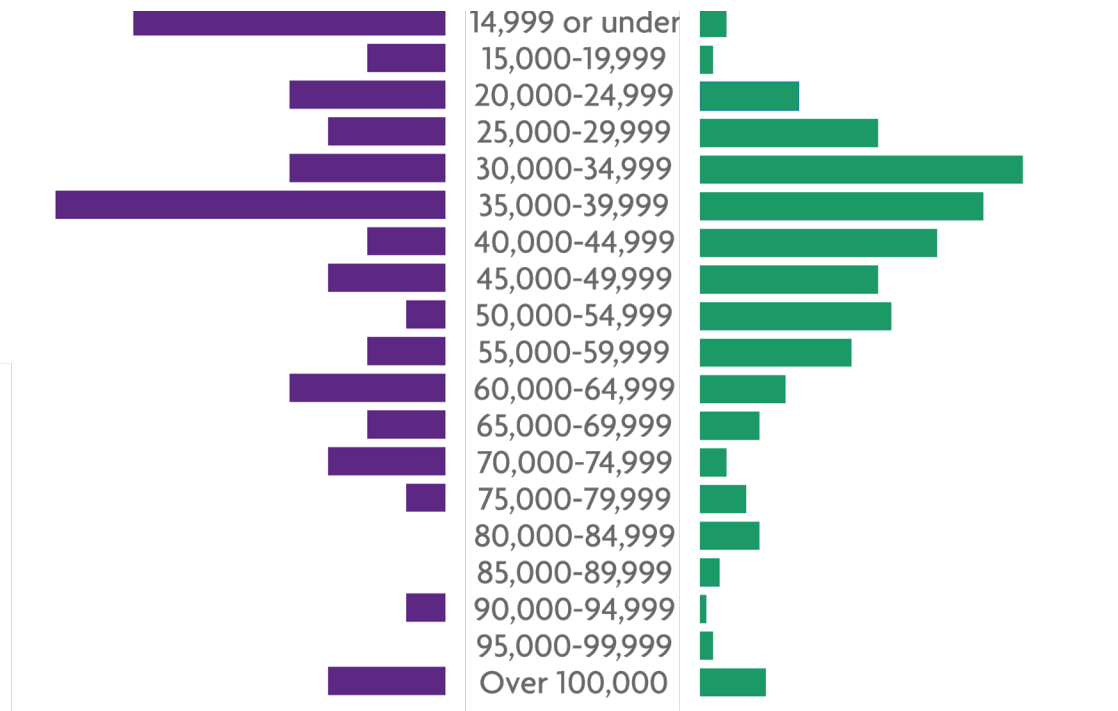
All other ethnicities (combined)

£37,749

12%

White - English/Welsh/Scottish/Northern Irish/British

£42,291



4. ONS (2019) Ethnicity pay gaps: 2019. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsand-workinghours/articles/ethnicitypaygapsingreatbritain/2019>

Salary by ethnicity and age

The median salaries of respondents who identify as White British and all other ethnicities (combined) are shown.

Respondents aged 55-59 of non-White British ethnicity exhibited the highest median salary (£80,000), however, the small sample size (n=2) for this category should be considered when interpreting this result.

Due to small sample sizes, averages for all other ethnicities (combined) should be treated with caution.

White - English/Welsh/Scottish/Northern Irish/British All other ethnicities (combined)

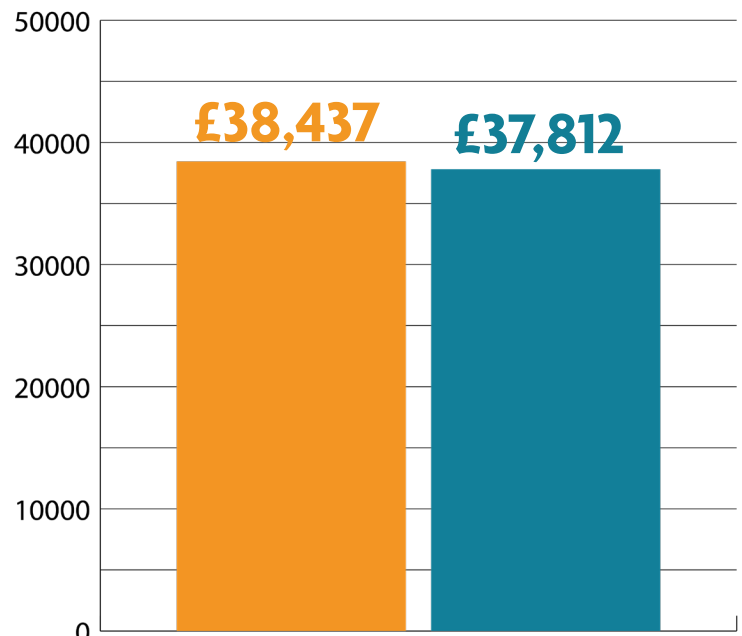


Salary by ethnicity and gender

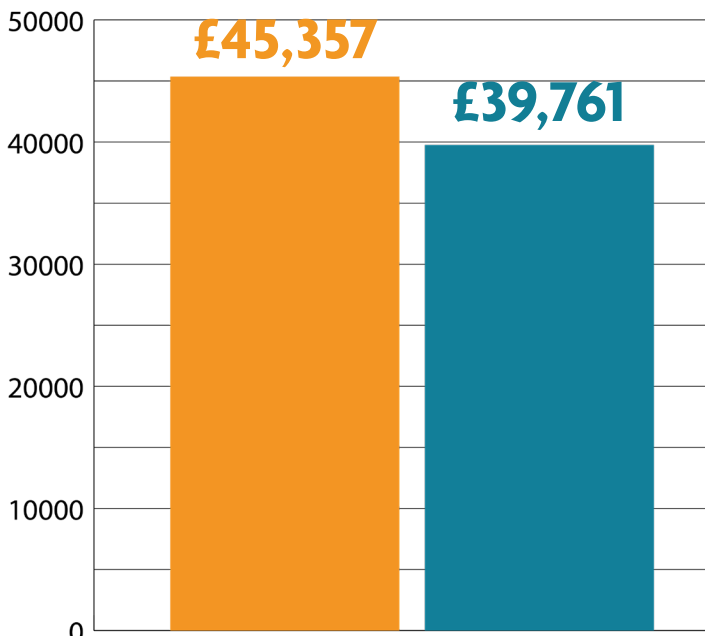


These graphs compare the median salaries of male and female respondents who identify as White British and all other ethnicities (combined). Male respondents in both groups earn a higher median salary, with the difference between genders slightly greater for White British respondents.

The percentage of male and female respondents was similar across both groups, with males representing 57%, and females 43%, of White British respondents, and a similar split of 55% male and 45% female across all other ethnicities surveyed. The gender pay gap for White British respondents was 12.3%, whilst for respondents from all other ethnicities (combined) this decreased to 1.6%.



All other ethnicities surveyed



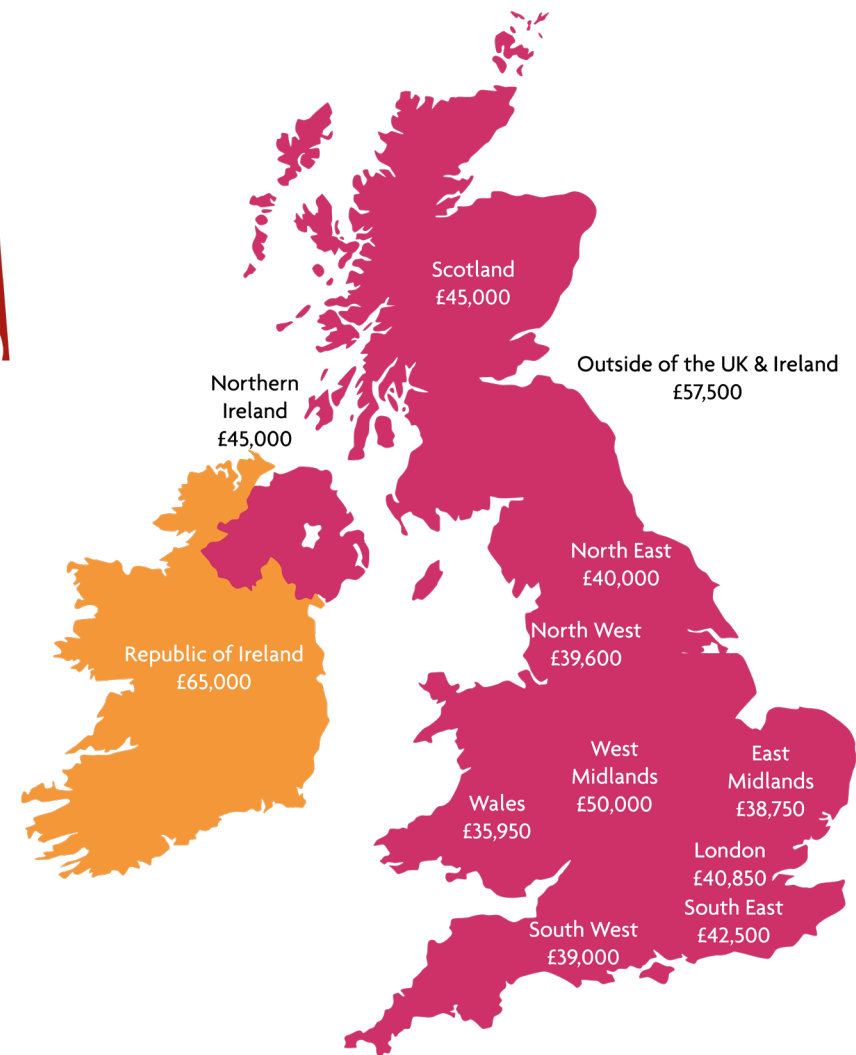
White - English/Welsh/Scottish/Northern Irish/British

UK regional variation in salary

The median salary by location within the UK is shown. In London, the median salary of survey respondents was £40,850, whereas outside of the capital the median salary for the UK was £41,750.

Of those surveyed, the highest earning regions in the UK were the Republic of Ireland, the West Midlands, Scotland and Northern Ireland.

The median salary within the UK was £40,930, whilst the median salary for those working outside of the UK was £57,500. The much smaller sample size for respondents working outside of the UK should be taken into consideration when interpreting this result.





04.

Workplace satisfaction

Basic workplace questions

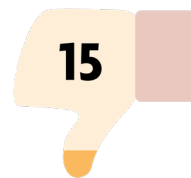
Of all respondents, 82% find their work meaningful and 84% believe it is a positive contributor to society and/or the environment, whilst 79% believe the work of their employer is a positive contributor.

76% of respondents indicated that they plan to stay in their current sector, and 51% in their current organisation, for at least 3 years, with 54% of respondents aspiring to be promoted in the near future.



Opinions on job and employer

65% of respondents reported being happy in their current job, decreasing slightly from the 2019 figure of 70%. Conversely, 15% of respondents are not happy in their current job, a slightly greater proportion than in 2019 (13%). These changes are potentially reflective of what has been dubbed the ‘Great Resignation’ – a global trend in unhappy employees leaving their current jobs.⁵ Reports have suggested that employee frustrations around furlough, reductions in benefits and being asked to return to the office following the COVID-19 pandemic may be responsible.⁶



Respondents were asked what they love about their job and what they hate – a variety of the most common words that appeared in their responses can be seen in the word clouds on the left in green and red text, respectively.



5. BBC (2021) The Great Resignation: How employers drove workers to quit. <https://www.bbc.com/worklife/article/20210629-the-great-resignation-how-employers-drove-workers-to-quit>

6. Personio (2021) Counting the Cost: How Businesses Risk a Post Pandemic Talent Drain. https://hr.personio.de/hubfs/EN_Downloads/202104_HRStudy_UK1.pdf

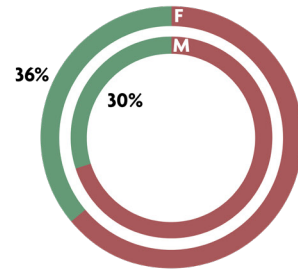
Career experience by gender

Almost half of female respondents (42%) believe that gender has played a role in missing out on a raise, promotion or opportunity to get ahead, compared with 7% of male respondents; the greatest difference in the responses of males and females. When considering how ethnicity and sexuality may have impacted attainment of these opportunities, a greater proportion of male respondents (10% and 4%, respectively) believe that their ethnicity and sexuality has played a role than female respondents (6% and 2%, respectively).

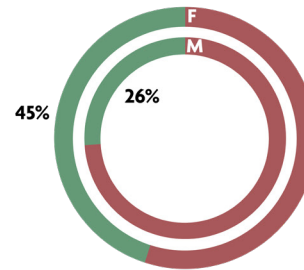
A greater proportion of female respondents reported having their competence unfairly challenged in their area of expertise, being mistaken for a professional at a much lower level, experiencing discrimination, harassment or bullying, and having a complaint of this nature ignored or not acted upon than male respondents, with similar numbers of males and females reporting that significant contributions had been frequently undervalued or ignored in the workplace (Female: 48%; Male: 49%).

Neutral responses have not been included in this analysis.

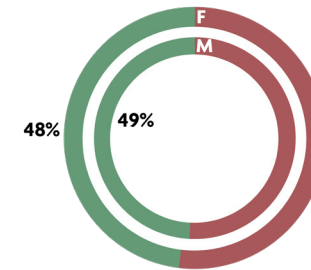
I have had my competence unfairly challenged in my area of expertise in the workplace



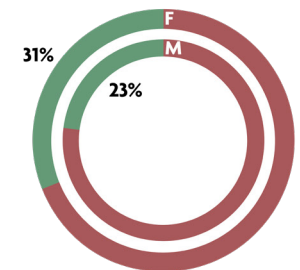
I have been mistaken for a professional at a much lower level in the workplace



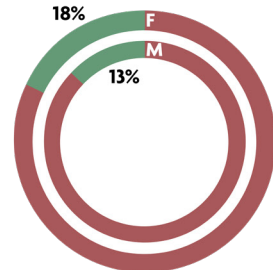
I have had significant contributions or achievements frequently ignored or undervalued in the workplace



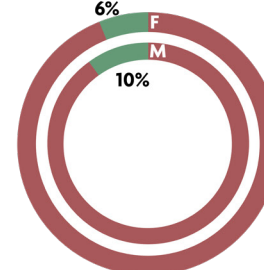
I have experienced discrimination, harassment or bullying in the workplace



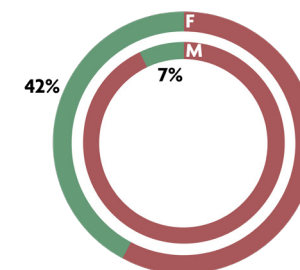
I have had a complaint of discrimination, harassment or bullying ignored or not acted upon in the workplace



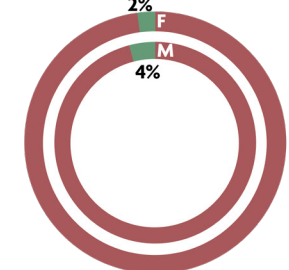
I believe my ethnicity has played a role in missing out on a raise, promotion or opportunity to get ahead



I believe my gender has played a role in missing out on a raise, promotion or opportunity to get ahead



I believe my sexuality has played a role in missing out on a raise, promotion or opportunity to get ahead

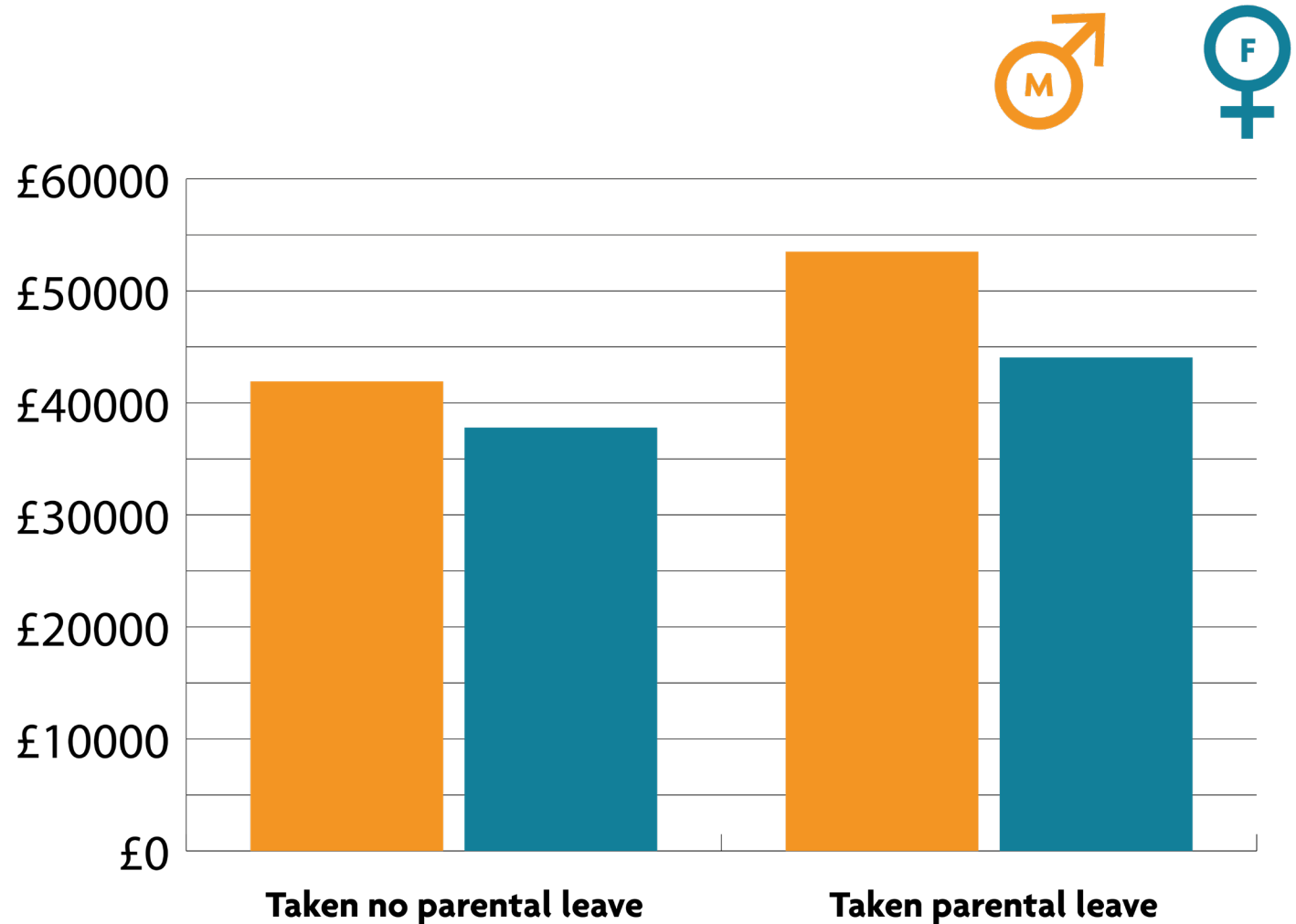


Agree or Strongly Agree ■
Disagree or Strongly Disagree ■

Salary by parental leave and gender

This graph shows the median salaries of male and female respondents who have and have not taken parental leave.

Overall, the median salaries of male (£53,499) and female (£44,062) respondents who have taken parental leave were found to be higher (by 28% and 17%, respectively) than those who have taken no parental leave during their career (£41,923 for males and £37,799 for females). This result may, however, be due to the later career stage of those who have taken parental leave. To investigate this, the following page displays the same data broken down by age bracket.

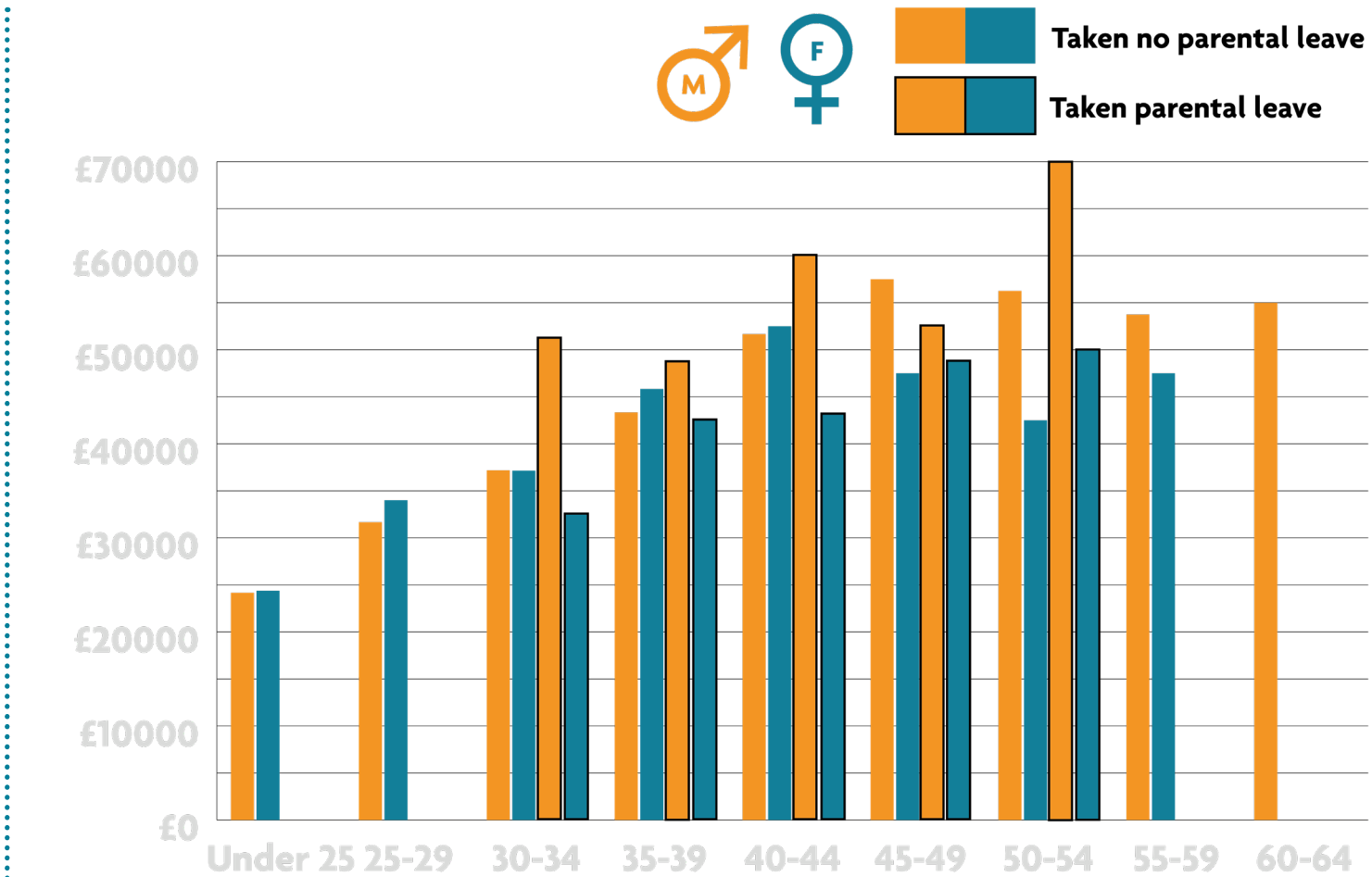


Salary by age, parental leave and gender

The median salaries of male and female respondents who have and have not taken parental leave are shown for each age bracket. Overall, male and female respondents who have not taken parental leave have largely similar salaries below the age of 45, with less than 7.5% difference in median salary for all age brackets. However, between the ages of 45 and 59 there appears to be a significantly greater difference in salary (up to 32% for the 50-54 age bracket), with male respondents receiving higher salaries.

In all age brackets with sufficient available data, males who have taken parental leave had higher median salaries than females who have taken parental leave.* Female respondents who have taken parental leave under the age of 45 have a lower median salary than those who have not, with this trend reversed above the age of 45.

Insufficient data was available for respondents in the under 25, 25-29, 55-59 and 60-64 age brackets who have taken parental leave.



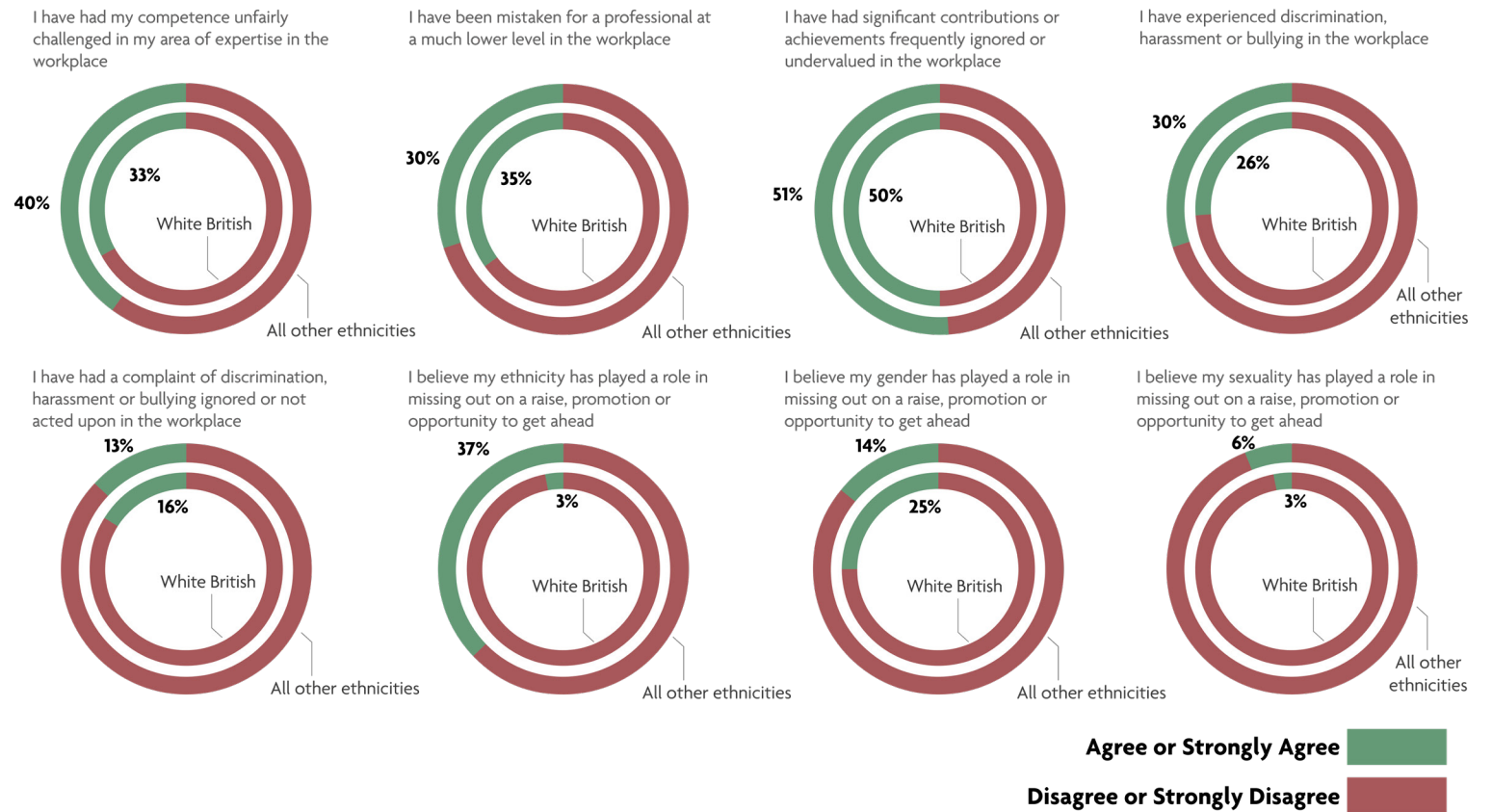
*It should be noted that prior to 2013 the maximum period of paid paternity leave available to males working in the UK was 10 days.

Career experience by ethnicity

The experiences of respondents who identify as White British (inner circle) and all other ethnicities (combined; outer circle) in the workplace are shown.

Almost a third of respondents from non-White British backgrounds (30%) and more than a quarter (26%) of White British respondents reported experiencing discrimination, harassment or bullying in the workplace. Of these, a large proportion reported having a complaint of this nature ignored or not acted upon (43% and 62%, respectively).

A higher proportion of White British respondents (25%) felt that their gender has played a role in missing out on a raise, promotion or opportunity to get ahead than respondents from all other ethnicities (14%), whilst a greater proportion of respondents from non-White British backgrounds reported that they felt ethnicity (37% of respondents) and sexuality (6%) have played a role, compared with 3% of White British respondents for both questions.



General workplace benefits

The most common workplace benefits received by respondents are shown. 77% of respondents reported receiving a pension (employer contributions), flexible working hours are available to 64%, 42% receive health insurance and 25% receive a car (allowance or company).

The average number of hours worked per week was 41, higher than both the average number of contracted hours per week at 38 hours and the average actual weekly hours for full-time workers in the UK in 2020 of 33.7 hours.⁷

Despite the financial impact of the COVID-19 pandemic, 58% of respondents reported that they had received a pay rise in the last year – with an average increase of 6.5% – and 36% received a bonus, averaging 10% of their annual income.

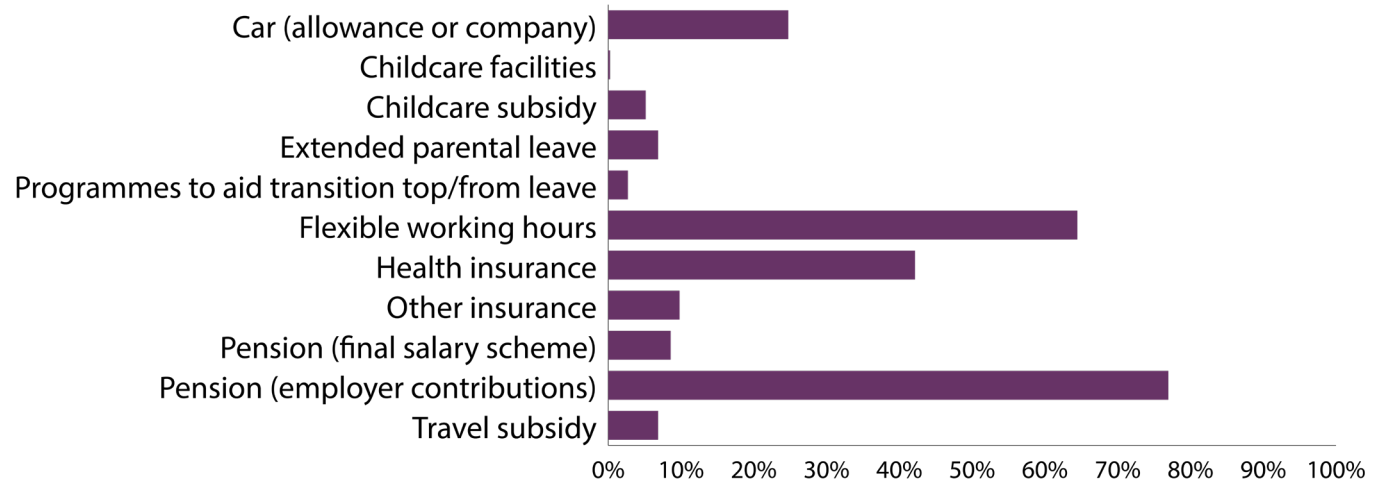
58% of respondents have received a pay rise over the last 12 months, with an average increase in salary of **6.5%**

36% have received a bonus over the last 12 months, averaging **10%** of their annual salary

18% perceive their job security to be less secure than in 2019, **62%** feel that it is equally secure and **18%** believe it to be more secure

Average number of days of paid holiday per year (excluding public holidays): **25**


Average hours contracted per week: **38** | Average hours worked per week: **41**



7. ONS (2020) Average actual weekly hours of work for full-time workers (seasonally adjusted). <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/timeseries/ybuy/lms>



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