

Salary survey

July 2014



02

Headline facts

2014 v 2012 v 2010

The average (MEAN) salary within the environmental sciences has decreased from 2012 by approximately two per cent, whilst salaries nationally have increased by 2.2 per cent¹.

Sector

the highest average salary is in industry and the lowest is in government, consistent with the results from 2012.

Highest Qualification

The most common qualification amongst respondents is a Masters degree. The qualification with the highest average salary is a postgraduate diploma, yet only a very small proportion of respondents have this qualification.

Position

The correlation between age and salary is reinforced by the correlation between age and position and also position and salary. Therefore as a member gets older they are more likely to be in a more senior position which will have a higher average salary.

Gender

The gap in salaries between men and women has increased 43 per cent since 2012 to approximately £11,000. Men's salaries saw a slight increase of just under one per cent while women's salaries saw a decrease of around eight per cent from 2012.

Age

On average across the environmental sciences salary increases with age.



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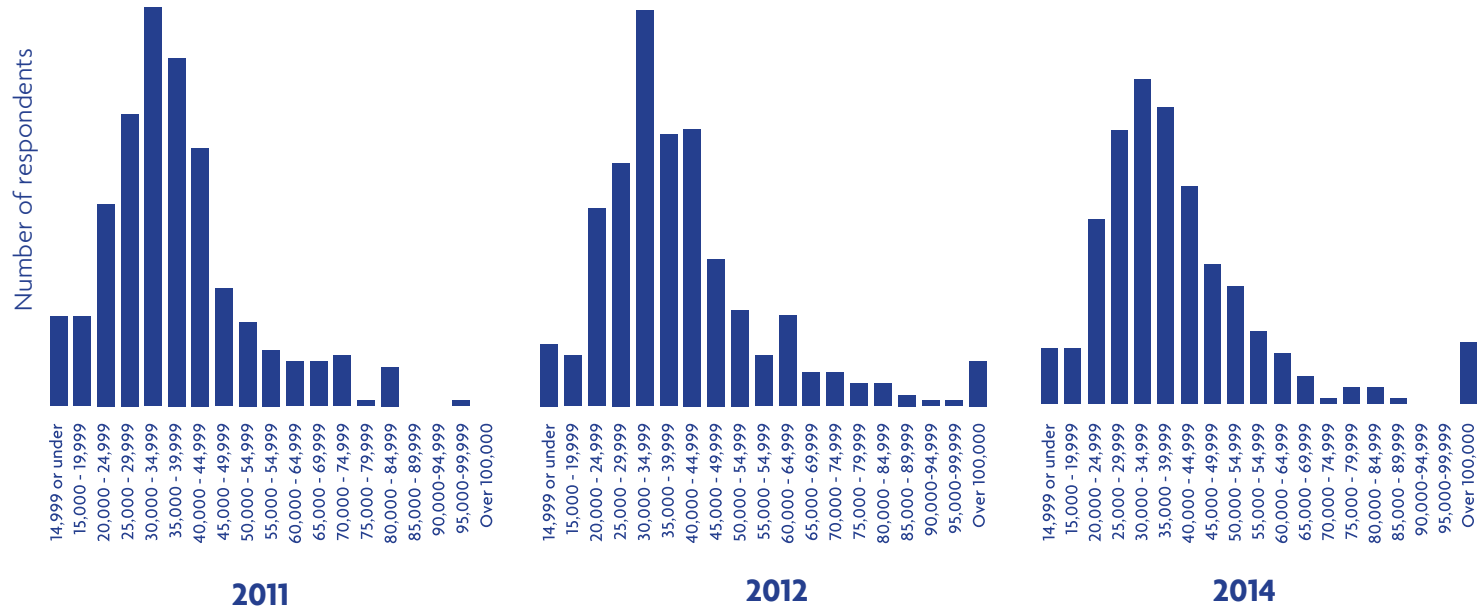
The Survey

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Salary – 2014 vs 2012 vs 2010

The average salary, across all sectors, is approximately £39,600 compared to £40,300 in 2012 and £37,100 in 2010.

This is an almost two per cent reduction from 2012. Salaries across the country rose by 2.2 per cent in 2013¹; according to this data, it seems the environmental sciences have not seen such a healthy 24 months.



1. Office of National Statistics. (2013). Annual Survey of Hours and Earnings, 2013 Provisional Results.

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Who responded?

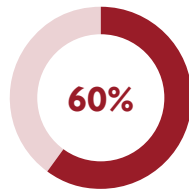
The data presented here gives a clearer picture of the respondent profile.

The proportions of the respondents broken down by membership is representative of the wider IES membership.

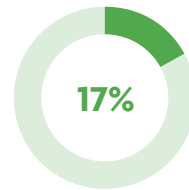
Consultancy is the most well represented sector, Government and Industry are the next largest.

	Associate	Member	Fellow
Proportion of survey respondents (%)	20	64	4
Proportion of IES professional membership (%)	19	73	2

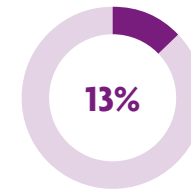
Participant Profile



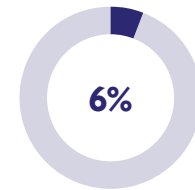
Consultancy



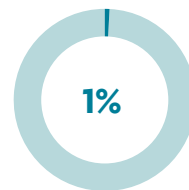
Government
(National or Local)



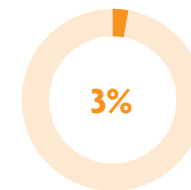
Industry



Academia



NGO/Charity



Other

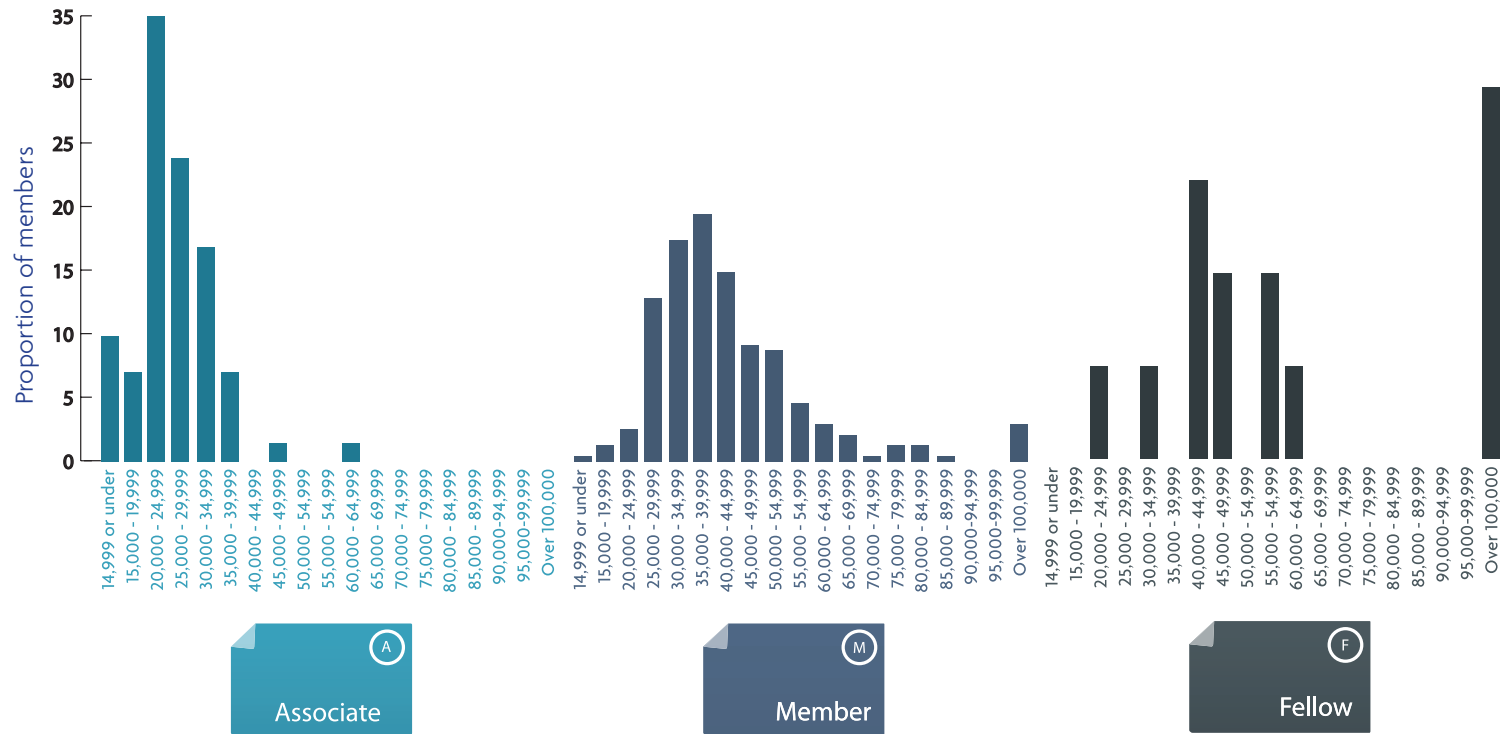
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Salary by membership

On average, Fellows earn the most with an average salary of approximately £62,500. This is followed by Full Members (approximately £43,000) and finally Associate members (approximately £25,684).

Differences in distribution provides some insight into these averages. Associate and Member levels of membership both display normal distributions towards the lower levels of income. Associate has a much shorter range, focussed around the lower end of the scale (£20,000 - £30,000); whereas Member has a much wider distribution with a focus around £35,000 - £45,000.

Fellows have a far more disparate distribution with a general focus around £50,000 and a high number of people earning over £100,000, pushing the average up further.



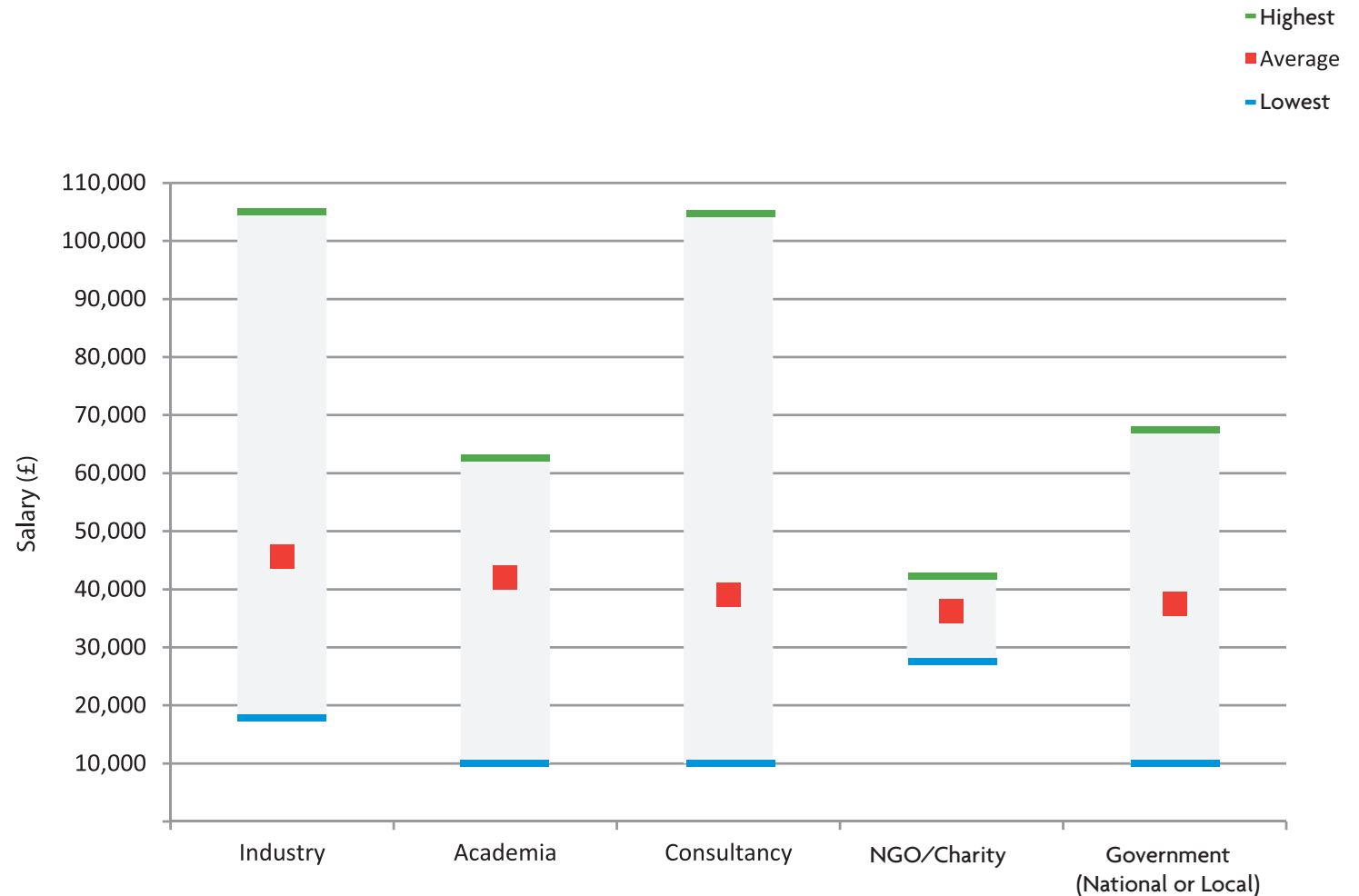
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Average salary by sector

Industry has the highest average salary at approximately £45,600 but it also has the second largest range, This means that some members earn approximately £17,500 while others earn over £100,000. So whilst overall the average salary is the highest, there is huge variability.

This is in clear contrast with the NGO / Charity sector which has the second smallest average wage (approximately £36,250) and also the smallest range of approximately £15,000.

The order of sectors is the same as seen in 2012. Aside from a slight reduction in range for industry, the proportional ranges also have not changed over time.

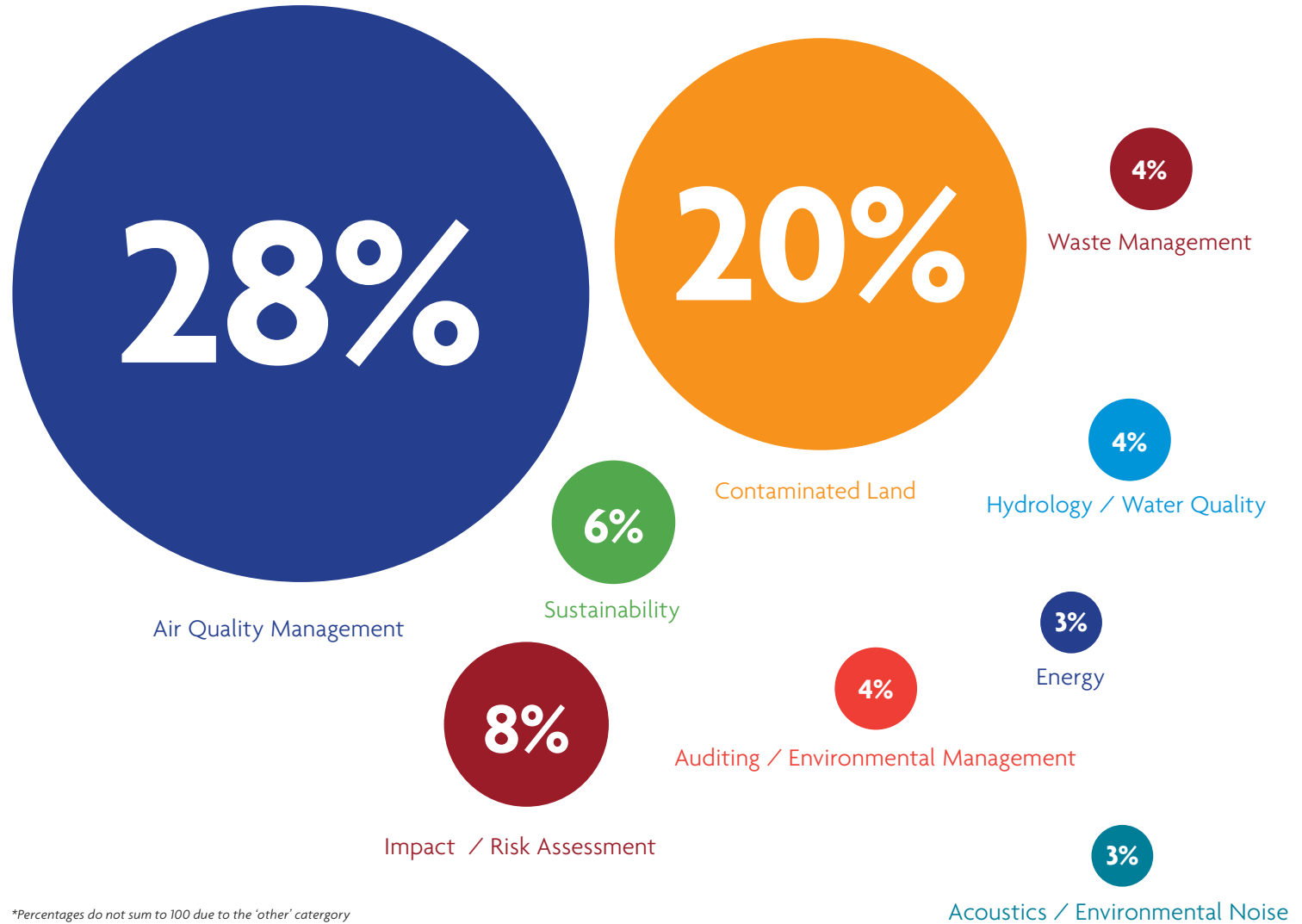


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Fields represented

This graphic gives a better idea of where the responses come from for the survey.

The most responses came from people work in Air Quality Management, this is consistent with surveys from previous years.



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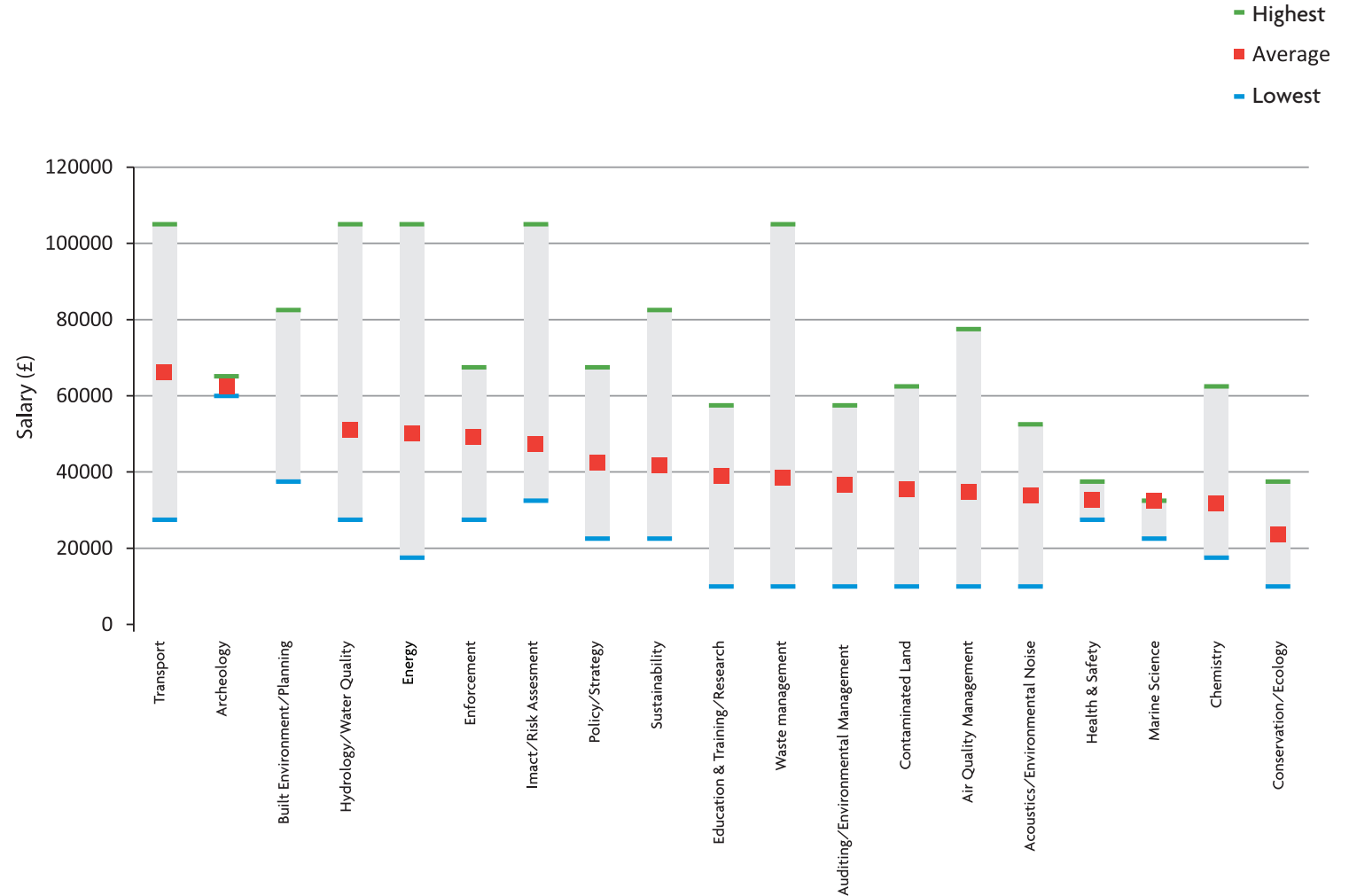
Salary averages

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Average salary by field

This graph shows the average salaries and ranges for the spread of fields that are included in the environmental sciences.

It shows which fields according to our respondents, have the highest average salaries. This year, transport has come out on top with an average salary of approximately £66,250, displacing Health & Safety in 2012. At the opposite end, the lowest average salary falls to the field of conservation/ecology at £23,500.



Average salary by position

The trend here is unsurprising. As a member's position in an organisation increases, their salary increases. There is one exception in assistant / junior manager. This could be due to differences in interpretation of this category.

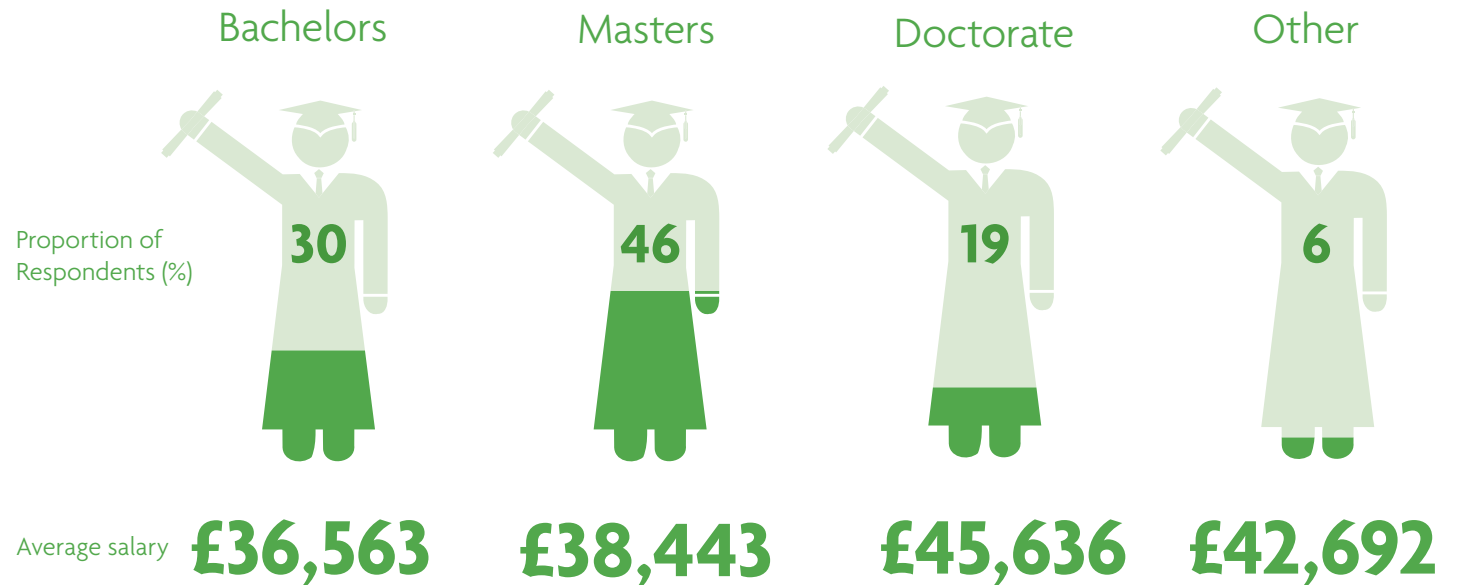
Director	£68,200
Associate / partner	£57,656
Senior manager	£45,638
Project / middle manager	£40,136
Assistant / junior manager	£29,457
Officer (Government bodies)	£32,232
Specialist / technician	£32,074
Graduate / trainee	£20,345

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Highest qualification

A Masters degree is the most common qualification amongst members.

Out of these three most commonly held qualifications, a Doctorate is the qualification that carries the highest average salary. The earnings are 18 per cent higher than that of a Masters and 24 per cent higher than a Bachelors.





Salary and gender

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Salary by gender

Since 2012 the pay gap between men and women has seen a significant increase. From £7,747 per year to £11,091; an increase of 43 per cent.

Considering the average pay increase in 2013 was 2.2 per cent¹, such a deviation from this trend is significant.

The average male salary increased, but by less than the national average. Whilst the average female salary decreased by over 8 per cent.

This drop alongside the increase (albeit small) in male salary the other way, creates the 43 per cent increase.

This trend puts the average female salary at the lowest it has been since this survey was first conducted in 2010.

Annual comparison of average salary and gender

Average salary

£43,500

£32,400

£43,000

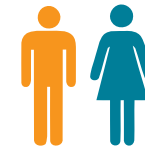
£35,300

2014 2012

£39,700

£33,600

2010

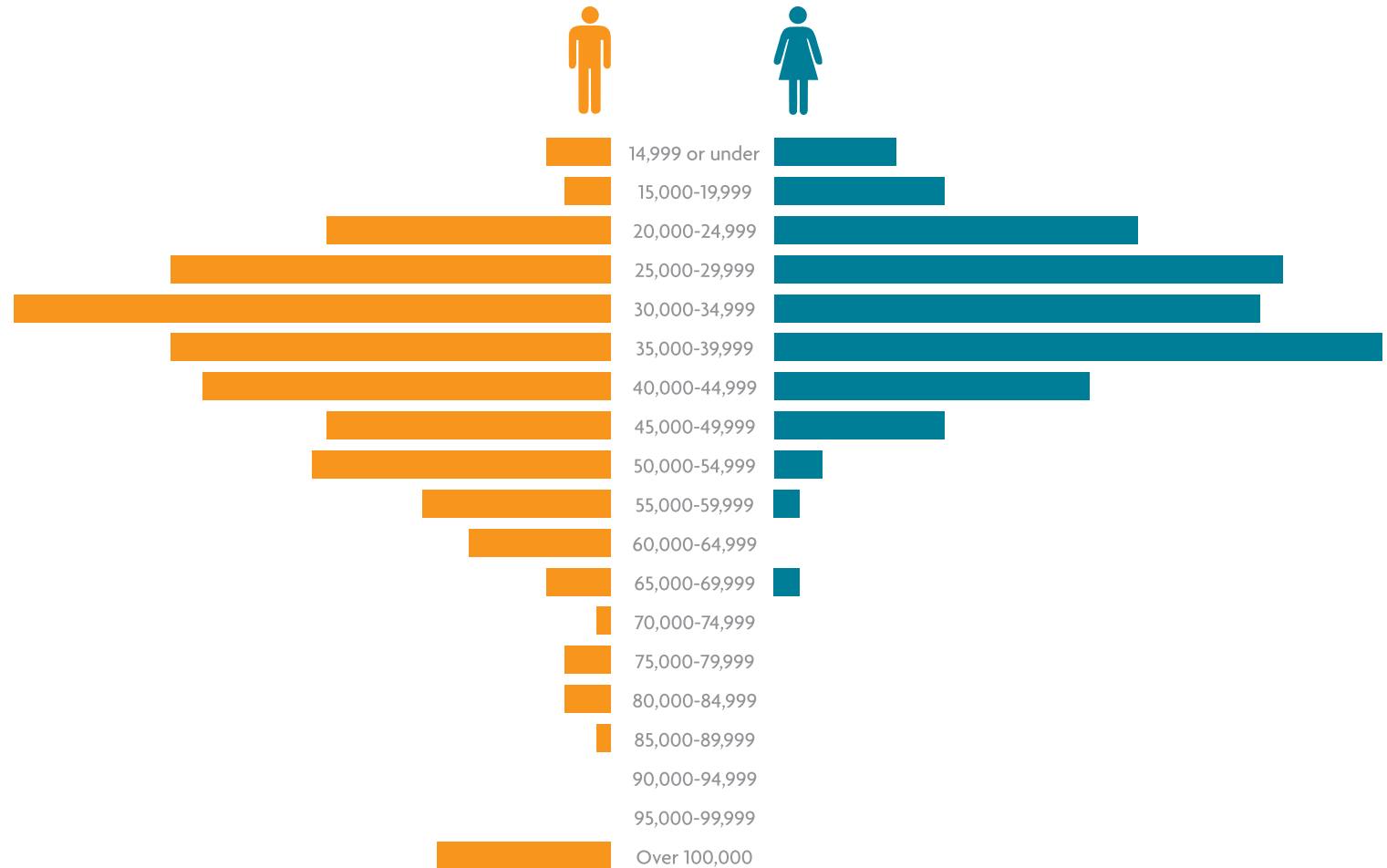


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Salary by gender

This graph shows the way that salaries are distributed for both men and women.

The average male salary is £43,500 whilst the average female salary is £32,400. This can be quite clearly observed in this graph as the range of female salaries is far smaller than the male. With a far higher proportion lying in the lower salary bands and no representation of women above £70,000.

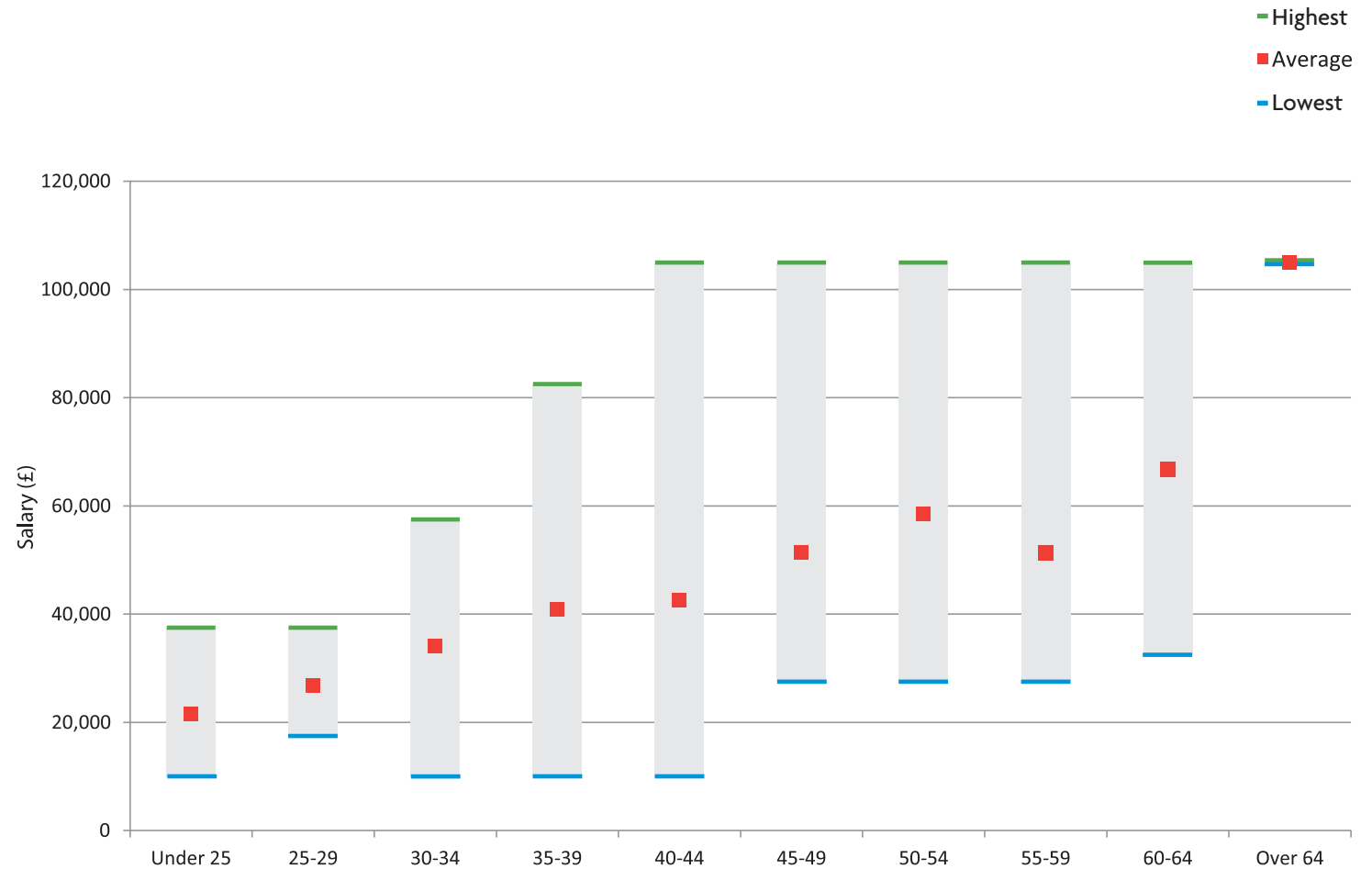


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Average salary and age

According to respondents, as age increases in the sector, so does average salary; although the wide ranges indicate that this might not always be the case.

The age bracket of 40-44 has the largest range of salaries and salary range decreases either side of the age group.

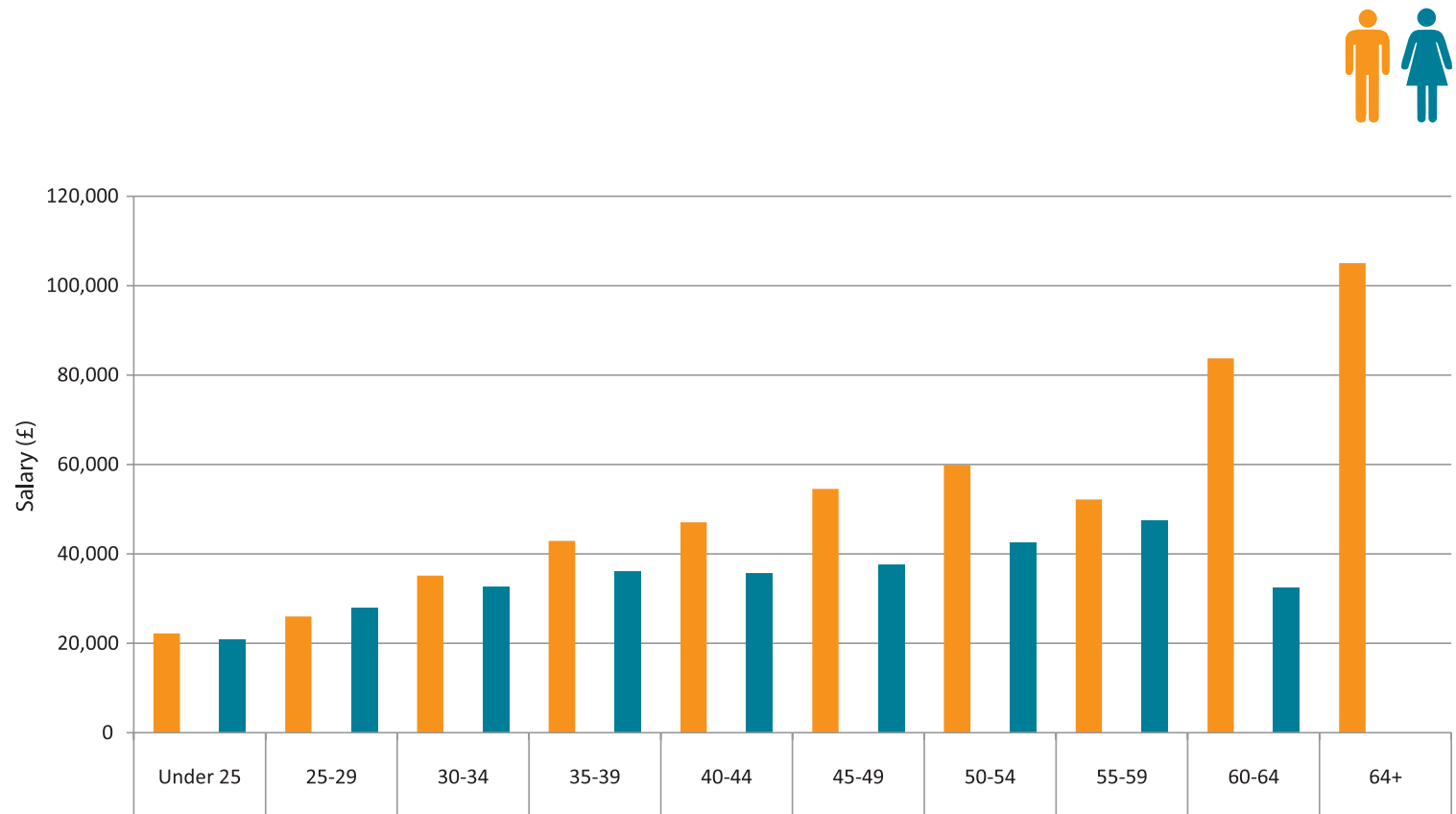


Average salary by age and gender

The trend shown in the graphs of age and salary and gender and salary gain an even greater level of detail in this graphic. Average male salary increases with age in the same pattern as the average salary by age for all respondents.

Female salary rises up until the bracket of 55-59 after which it drops off. It maybe that respondents misread the survey and did not list there annual pro rata salary. Then any reductions in working hours would therefore affect this figure.

However, age generally correlates with position, and this report has already established that a smaller proportion of women hold the more senior (and therefore higher earnings).





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