

Salary and Workplace Satisfaction Report

September 2019



02

Headline facts

Salary compared against previous years

The median salary across all respondents was £40,250. After adjustment for inflation, salaries in the environmental sciences have fallen by 4.4% since 2010. This should be compared against a UK workforce fall in wages of 3%.

The Chartership bonus

On average, holding CSci status relates to a median salary 27% higher than members without chartered status. CEnv is even higher with a 33% increase. Holding both Charterships correlates with a median salary 56% higher.

Gender pay gap

Medium salary for male respondents was £42k and for female respondents £37k. The gender pay gap was 12.7%, an improvement on the 2016 value of 15%, but a higher gap than the UK average (8.6%)

Workplace satisfaction

85% found their work both meaningful and a positive contributor to society or the environment. 81% intend to stay in their sector.



Who Responded?

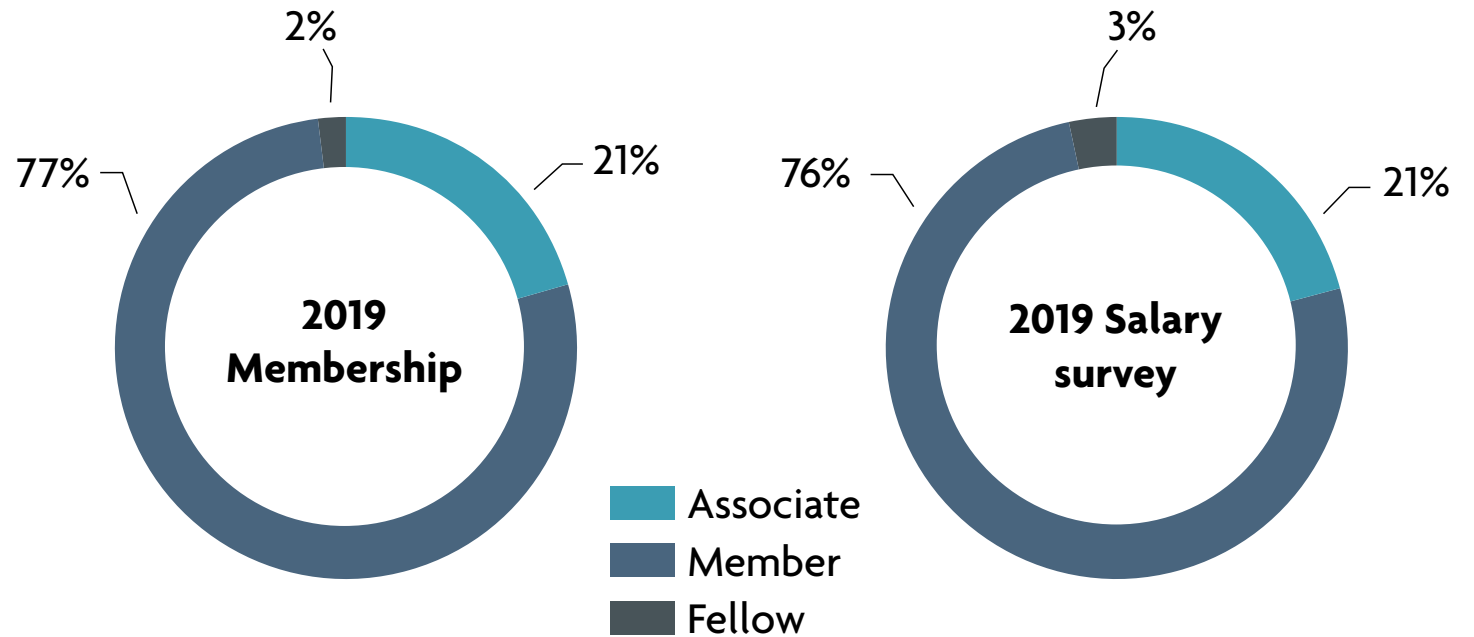
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Membership

The proportions of the respondents broken down by membership grade is broadly reflective of the total IES membership.

The survey had 455 individual respondents.

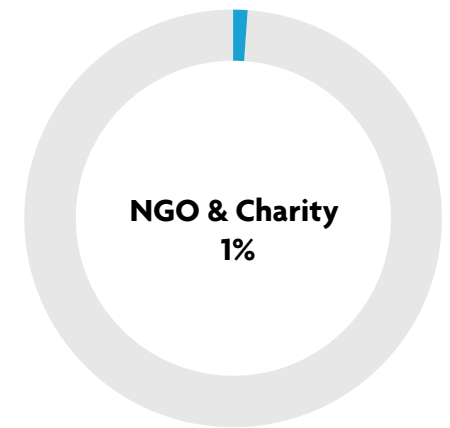
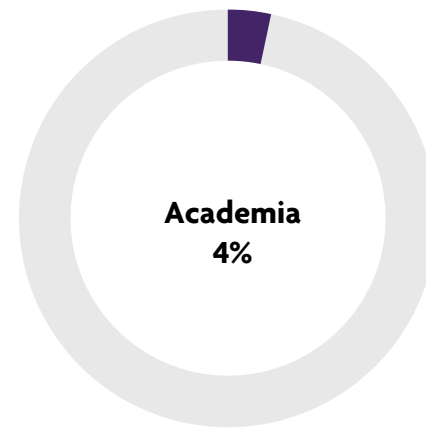
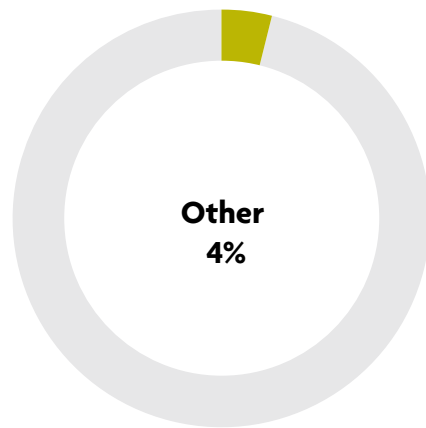
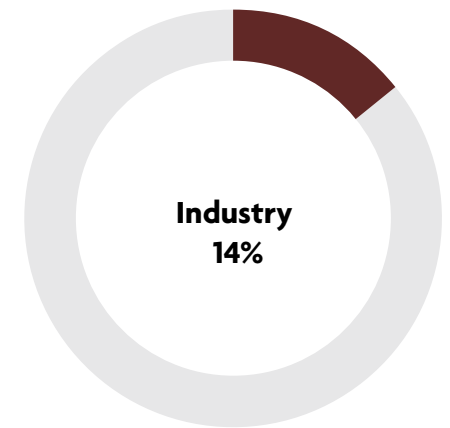
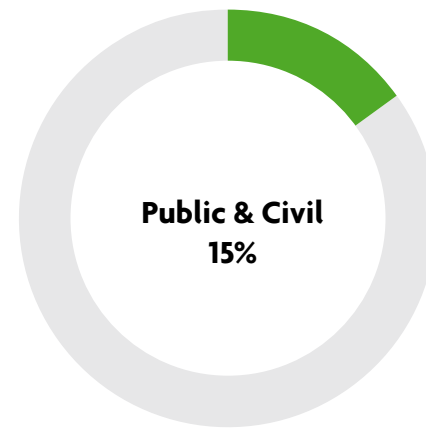
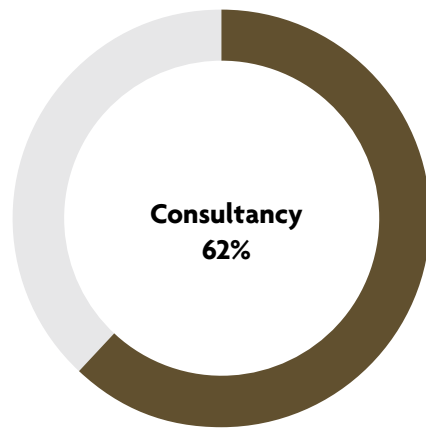


Percentages represent proportions of membership eligible to take the salary survey

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Sector

Consultancy is the highest represented sector making up the majority of respondents. Public & Civil and Industry are the next largest, with Academia showing a decrease from previous surveys (-2.5 per cent).



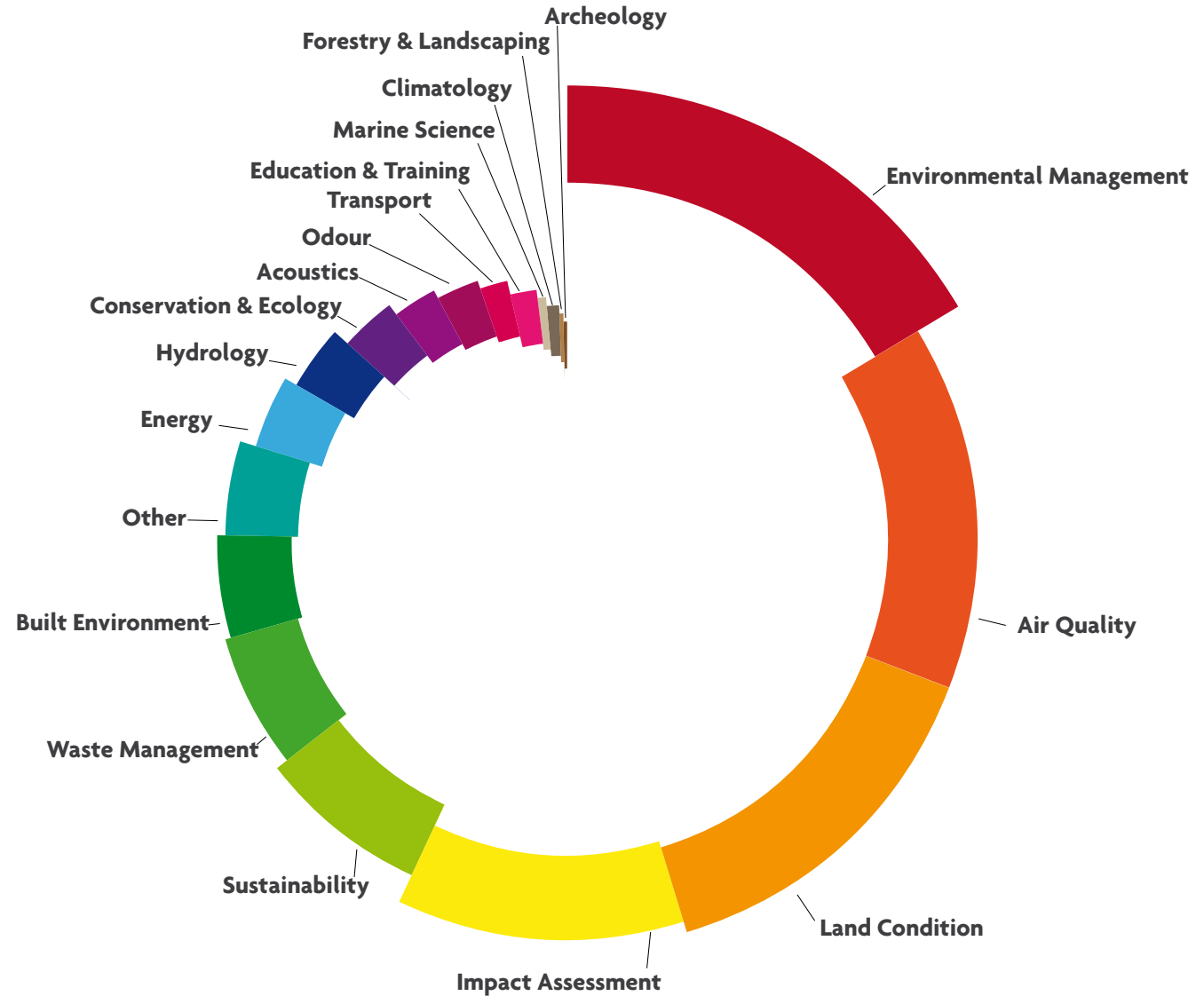
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Field

This graph breaks down the survey respondents by the fields in which they predominantly work. This year respondents were able to select up to three sectors, acknowledging the multidisciplinary nature of many environmental scientists' work.

The fields of Environmental Management, Land Condition and Air Quality represent almost half of all respondents.

We have seen growth in a number of fields, demonstrating the great diversity of professions represented by the IES. The fields that have grown since the last survey are in Environmental Management, Impact Assessment (both catch-all titles that represent multiple specialisms) and Odour.



Salary by Employment

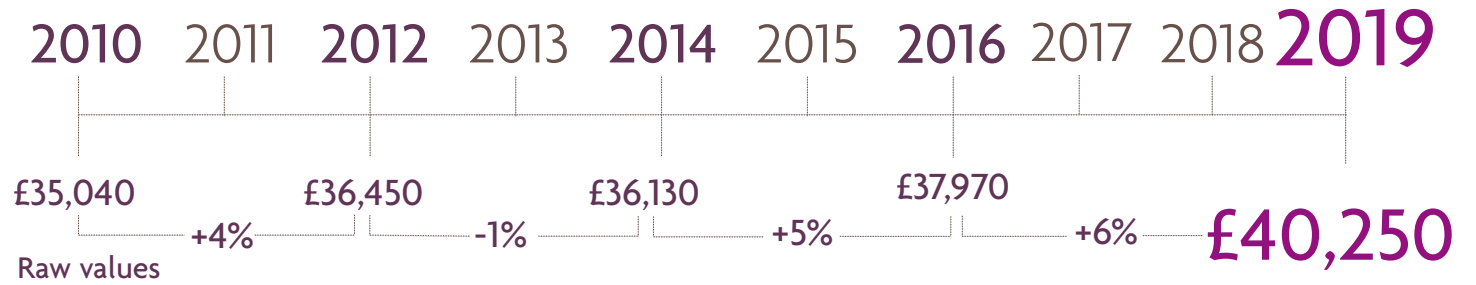
Salary compared to previous years

The median salary of respondents in 2019 was £40,250. This represents a £5,210 increase since 2010. The median gross annual earnings for all employees in the United Kingdom in 2018 (the latest year figures are available for) was £24,006.

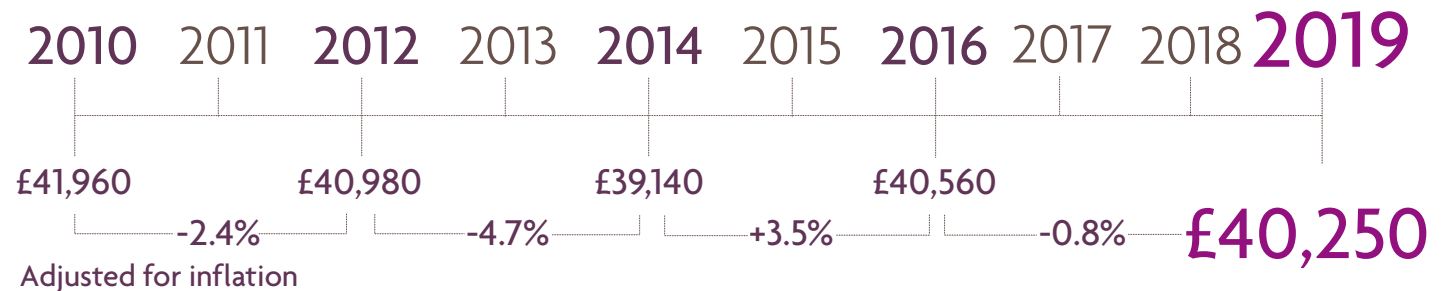
We applied an inflation adjustment using the CPIH values provided by the Office of National Statistics, to create present values for past surveys.

Median full time earnings of IES members, when adjusted for inflation, fell by 4.4 per cent compared with 2010. Across the UK workforce, the median full time earnings between 2010 and 2018, when adjusted for inflation, fell by 3 per cent.

Median salary – actual values



Median salary – present value



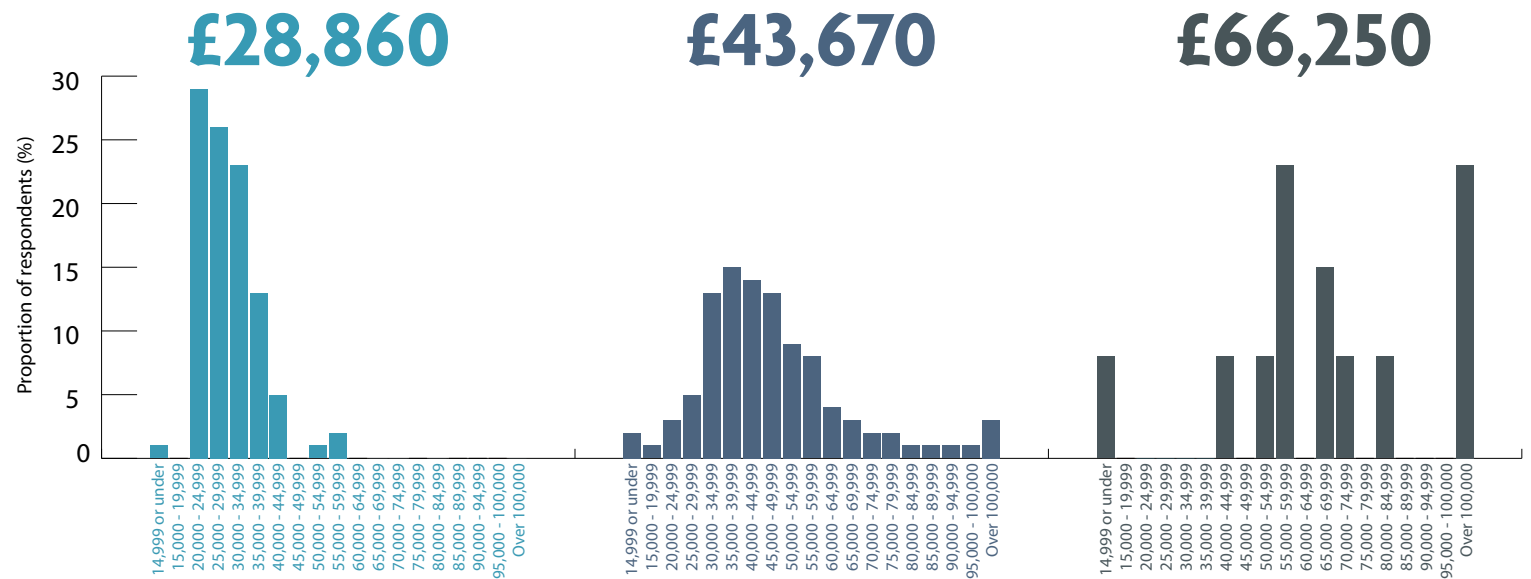
Salary by membership

There was no significant change in the median salary for Associates (£29k) or Full Members (£44k) when compared to the inflation-adjusted value for 2016. However, there was a pronounced increase in the median salary of surveyed Fellows (£66k) by 18 per cent. However, the survey sample for Fellows is very small so little can be read into this statistic.

Associates – the first level of professional membership – have the smallest range of incomes, found at the lower end of the scale.

Members - the most common membership category - have the greatest spread of salaries.

In the highest grade of membership, **Fellows**’ salaries cover a broad range with the highest proportion of high earners.



A
Associate

M
Member

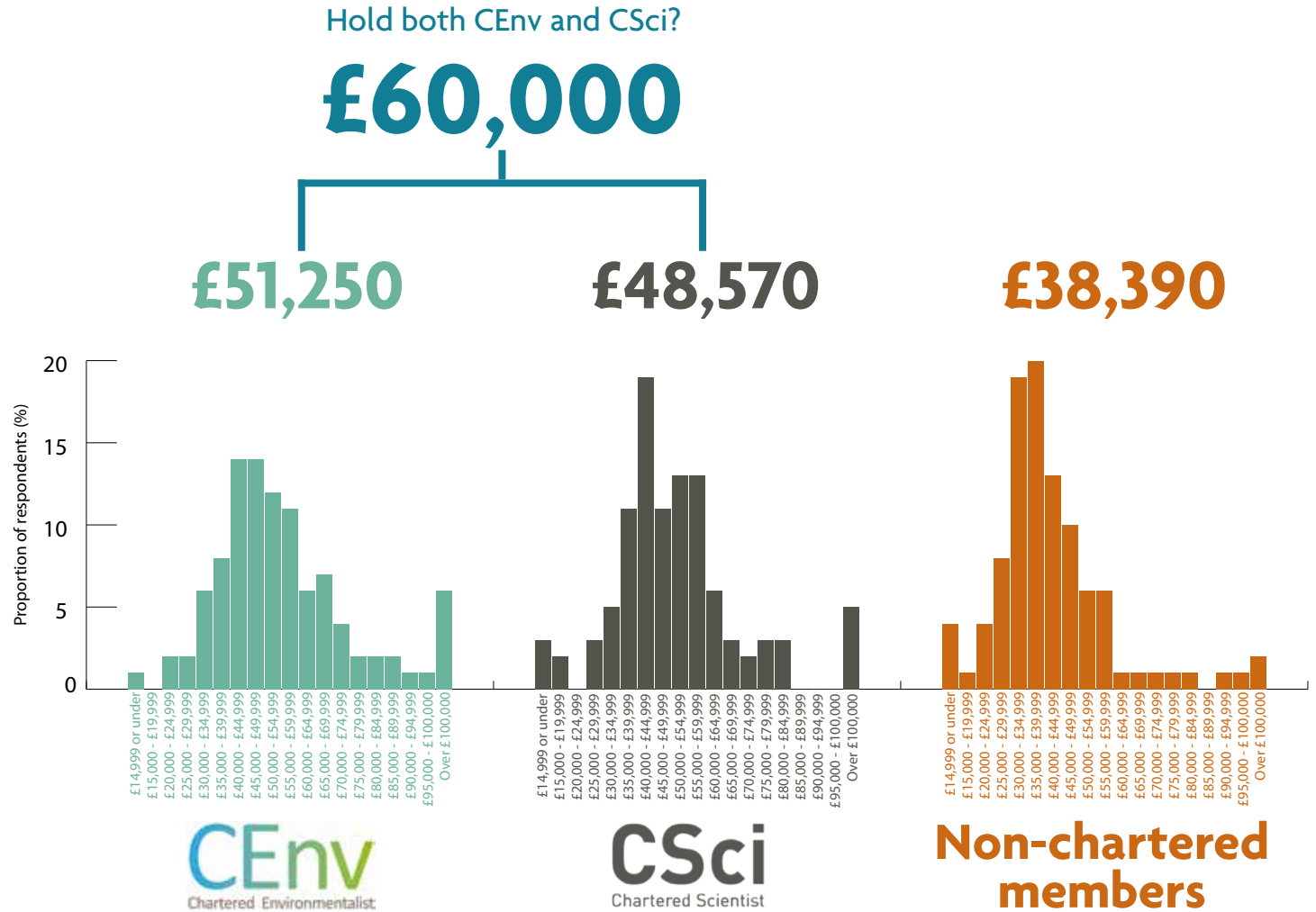
F
Fellow

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Salary by chartership

Comparing charterships, we can see that there are significant advantages to holding either Chartered Environmentalist (CEnv) or Chartered Scientist (CSci). On average, holding CSci status relates to a median salary (£49k) that is 27 per cent higher than members without chartered status. Holding CEnv relates to a median salary (£51k) that is 33 per cent higher.

In addition, if you hold both CEnv and CSci, the median salary (£60k) is 56 per cent higher than non chartered members.



Salary by sector

Sectors have been ordered by proportion of membership. The chart shows the median salary and range of salaries for each sector. Academia and NGO are very small survey sample sizes.

To delve deeper, the following sectors are predominant in these employment sectors:

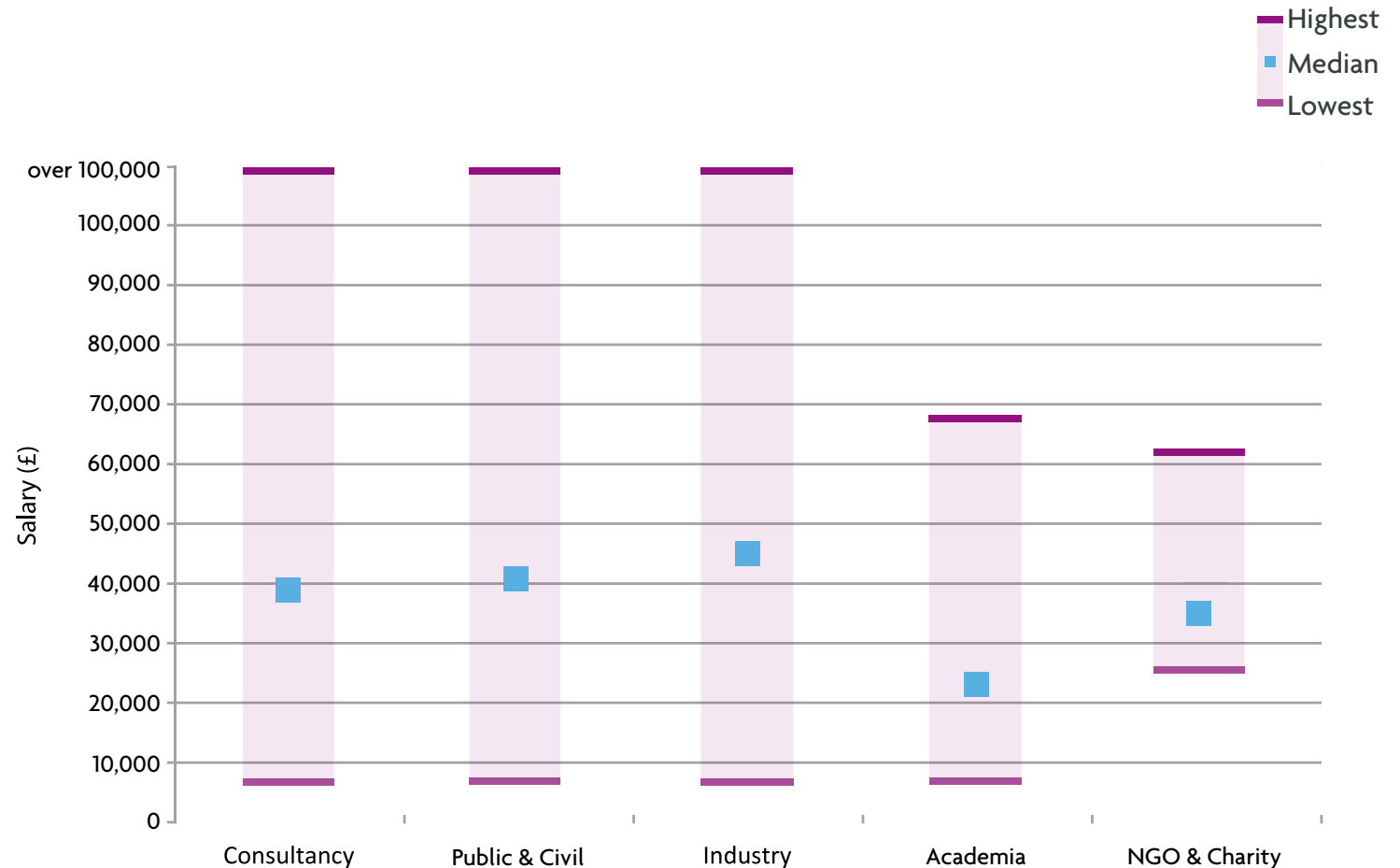
Consultancy – £39,000 – Air Quality, Impact Assessment, Land Condition, Environmental Management

Public & Civil – £40,450 – Environmental Management, Sustainability, Air Quality

Industry – £45,000 – Environmental Management, Land Condition, Waste Management, Sustainability, Energy

Academia – £23,750 – Environmental Management, Education & Training, Sustainability

NGO & Charity – £35,000 – Sustainability, Education & Training



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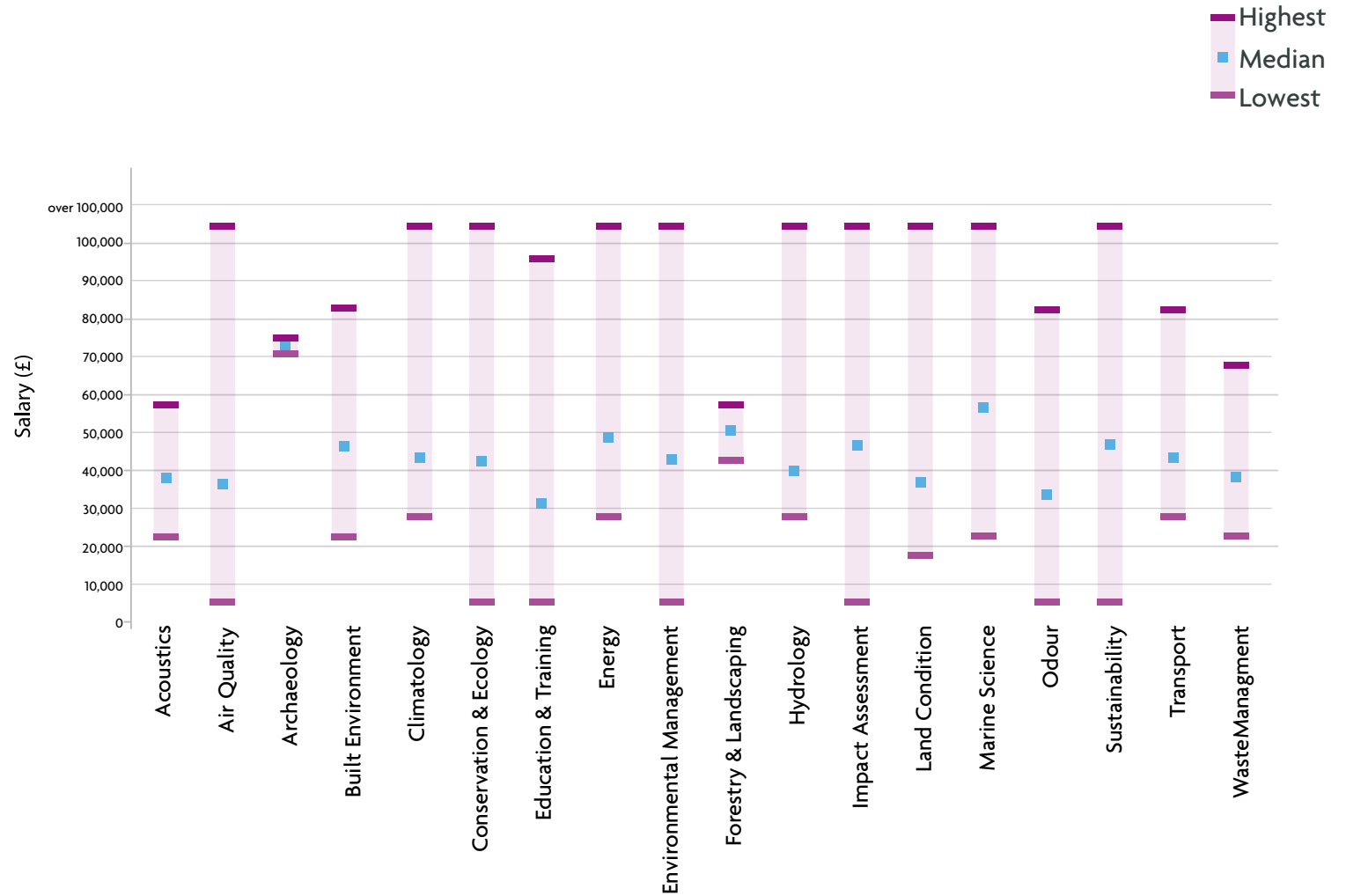
Salary by field

This graph is a representation of the median salaries and salary ranges across our specialisms in the environmental sciences.

The fields with the highest median salary in the IES membership were Archaeology (£72,500), Marine Science (£57,500) and Forestry & Landscaping (£50,000). It should be noted, however, that these fields exhibited a small sample size.

The fields with the lowest median salary were Education & Training (£32,500) and Odour (£33,750), followed by Air Quality (£36,900), Land Condition (£38,600), Acoustics (£39,200), and Waste Management (£39,250).

Both Air Quality and Land Condition are fields in which we have a large number of graduate members and we believe this has an impact on 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 has been scaled and ordered from highest to lowest.

When compared to inflation-adjusted figures from the 2016 survey, there was an observed increase in median salary for Specialists (29 per cent), Officers (19 per cent), Associates/Partners (15 per cent), Directors (14 per cent), Graduates (10 per cent) and Assistant/Junior (1 per cent). Contrarily, median salaries decreased for Project/Middle (-5 per cent), Senior (-7 per cent) and Technicians (-27 per cent).

The Specialist and Technician categories were combined in previous surveys, therefore, the changes observed represent the splitting of the roles.

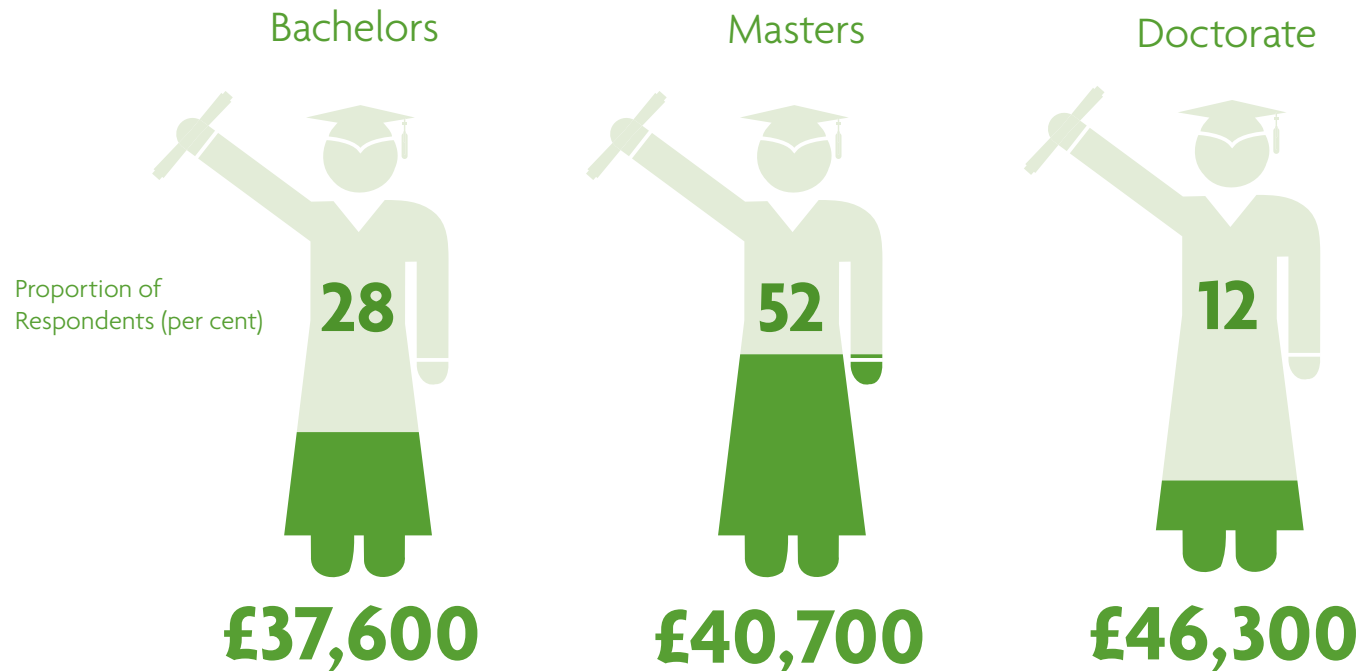
Director	£76,670
Associate/Partner	£55,420
Senior	£41,880
Specialist	£38,750
Project/Middle	£34,260
Officer	£32,190
Assistant/Junior	£27,190
Graduate	£23,060
Technician	£21,880

Salary by academic qualification

A Masters degree is the most common qualification amongst all professional IES members surveyed.

Out of these three most commonly held qualifications, unsurprisingly, members with a Doctorate had the highest median salary (£46k), 14 per cent higher than the median of members with a Masters (£41k), and 23 per cent higher than members with a Bachelors (£38k).

When we compare these inflation-adjusted median salaries to the 2016 survey, there has been a 2 per cent increase in salaries for Bachelors (from £36,800), a 1 per cent decrease for Masters (from £41,100) and a 3 per cent increase for Doctorates (from £45,100).





Salary by Demographic

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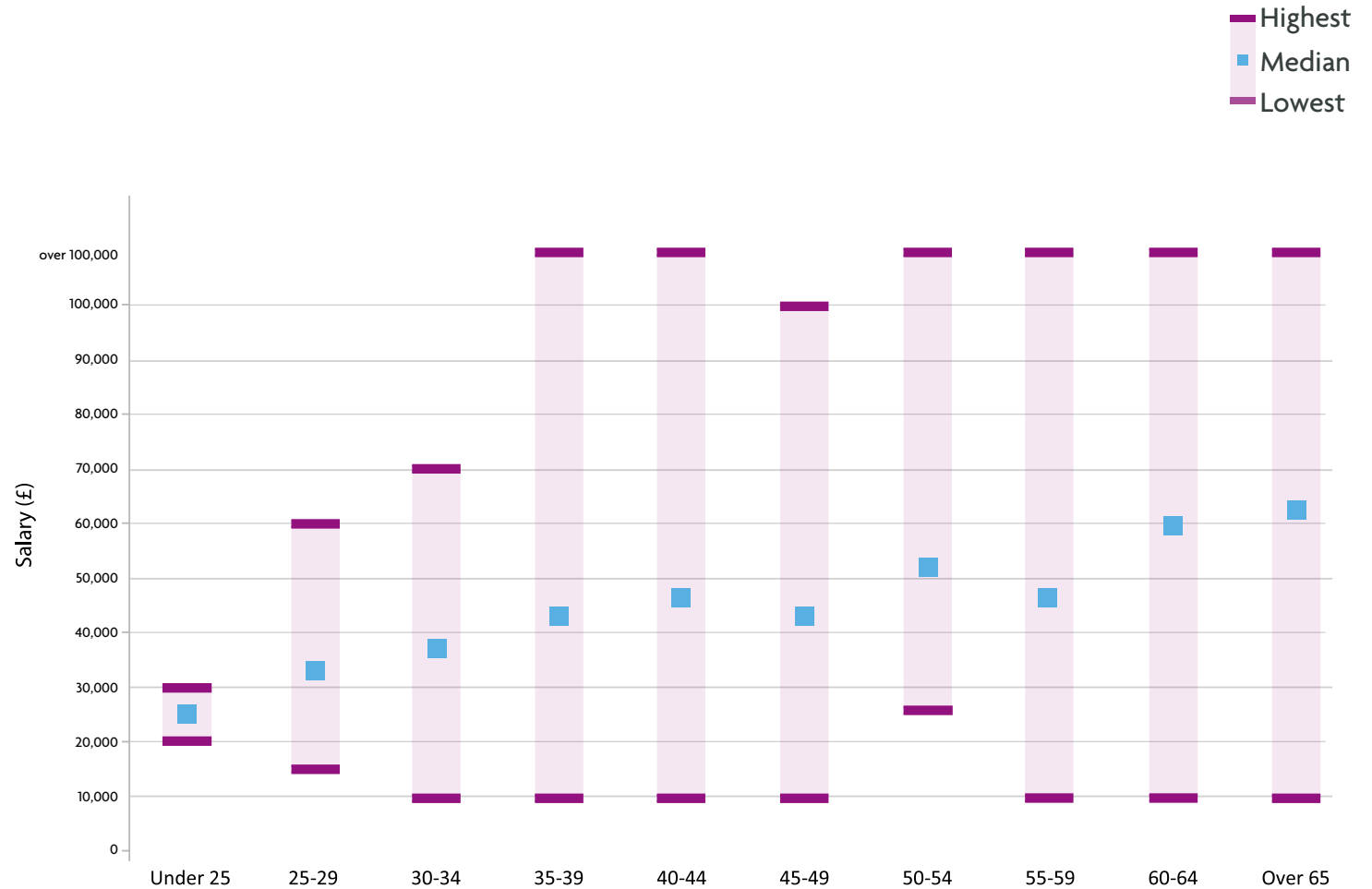
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Salary by age

As expected, when members progress through their careers and gain experience, their salary does too.

This year, the range of salaries within each age bracket were far broader than in previous surveys, except in the lowest range, Under 25.

Although the median salary at each age bracket generally increases, ranges encompass the entire salary scale.



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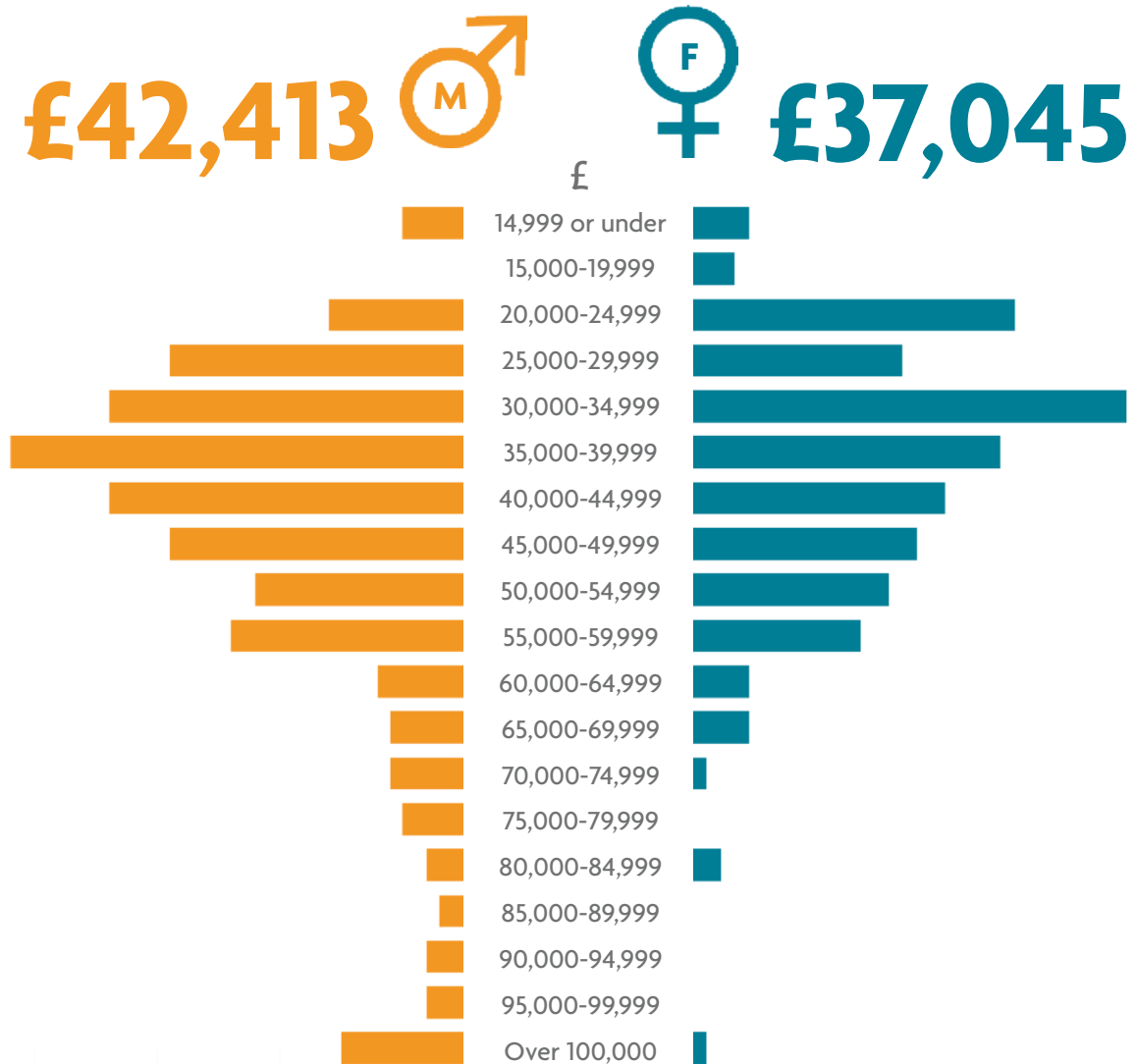
Salary by gender

This graph shows the number of respondents who fall into each salary band when filtered by male or female gender. Individuals who have identified as neither male nor female in this survey have been omitted due to small sample size.

There is a clear difference between these distributions, with a larger proportion of females grouped around the lower end of the salary spectrum and very little representation in the higher pay grades.

We can also see that the distribution of male salaries is far broader, with a greater proportion of individuals represented in the higher pay bands.

The median salary for male respondents (£42k) was higher than for female respondents (£37k), as seen in previous salary surveys.

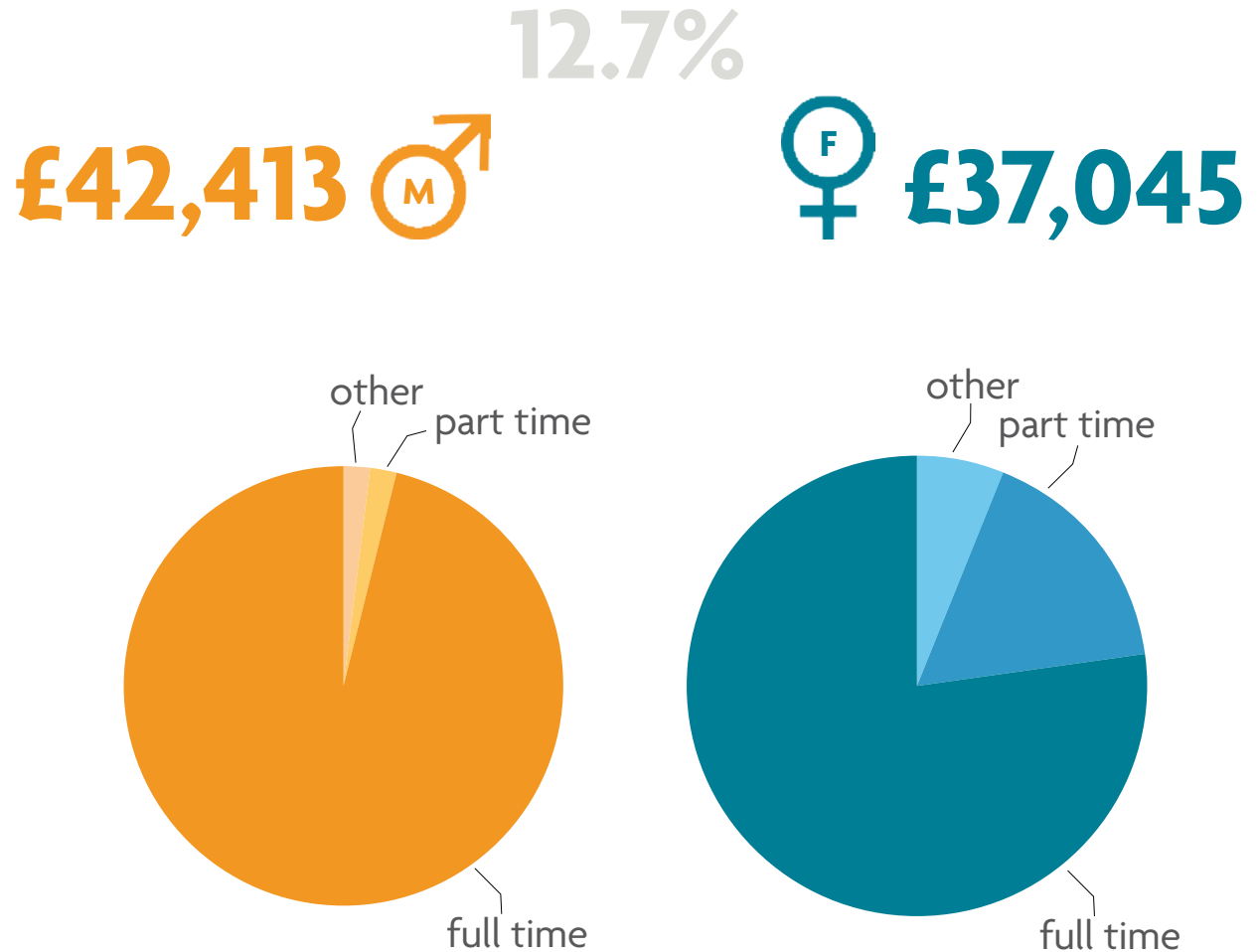


Salary by gender – continued

The gender wage gap reported in this year's survey was 12.7 per cent. This is an improvement on the 2016 value of 16 per cent and the 2014 value of 34 per cent, but is still a higher gap than the UK average of 8.6 per cent across all employment sectors.

Other data from the survey offers insight into potential contributors to the gender wage gap. Members in the role of Director – the most senior position surveyed – were disproportionately male (12.5 per cent versus 3 per cent).

Furthermore, we can see that the proportions of members in full-time and part-time employment vary considerably by gender, with 81 per cent of females in full time employment compared to 92 per cent of males and 17 per cent of females in part time employment compared to 2 per cent of males.



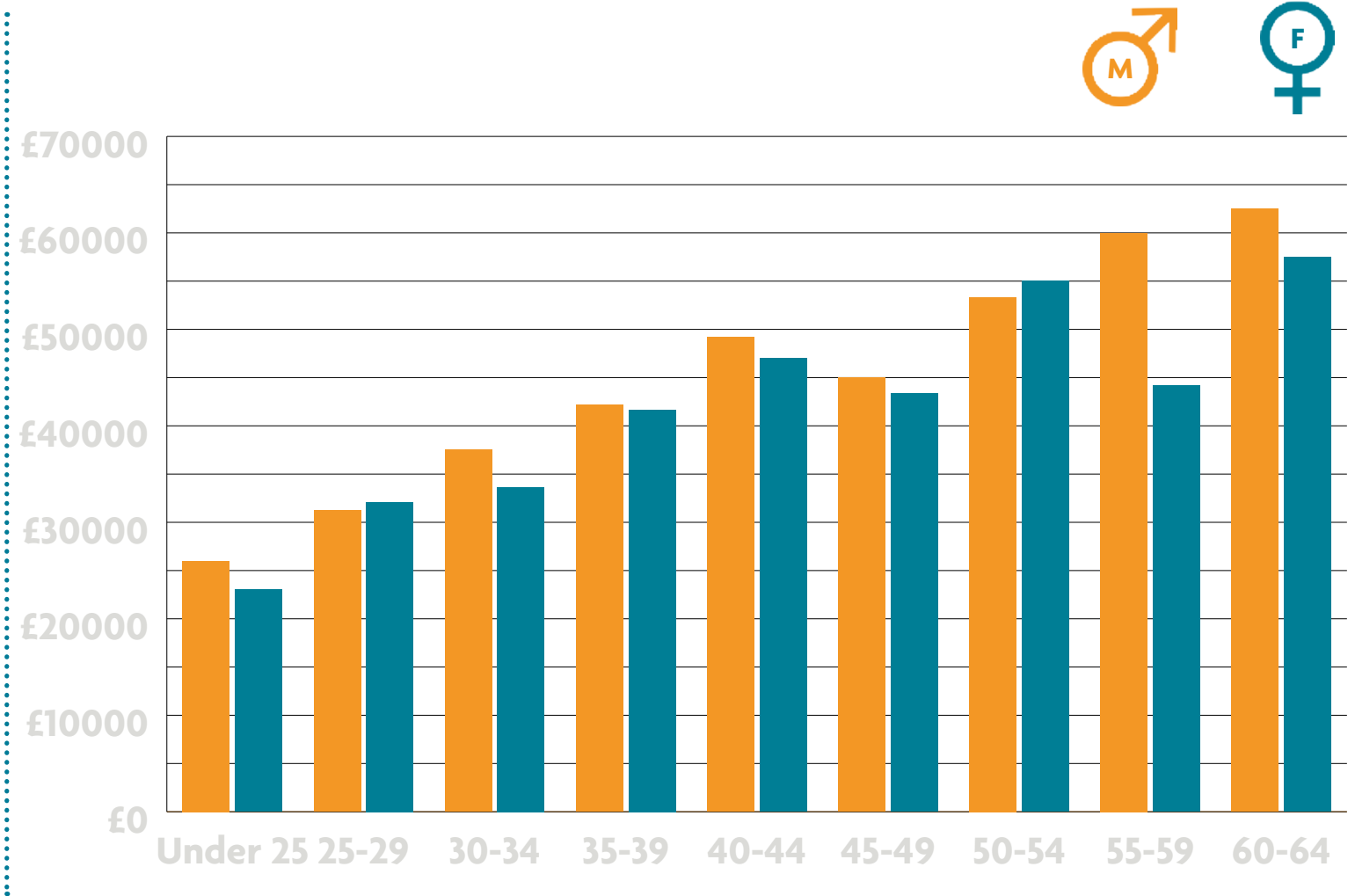
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Salary by age and gender

Looking at the age distribution of respondents gives further insight into the gender wage gap.

On average, female respondents were younger, with a median age of 36. For males, this was 40. The average age of all professional IES members is 41, therefore, respondents to this survey were younger.

Interestingly, on average, male respondents proportionally hold fewer academic qualifications than their female counterparts; 92 per cent of male respondents and 95 per cent of female respondents hold a Bachelors, Masters or Doctorate.



Salary by ethnicity

Similarly to salary by gender, this graph shows the number of respondents who fall into each salary band when filtered by white British or all minority ethnic groups.

All categorisations of ethnicity other than white British have been grouped due to small sample sizes in each individual category.

The ethnicity pay gap reported in this year's salary survey was 2 per cent when comparing white British respondents and ethnic minority groups.

The ethnicity pay gap between white British and minority ethnic groups for the UK was not available at the time of publishing, however, the ethnicity pay gap between white (British and other), and minority ethnic groups published by the ONS in 2018 was 3.8 per cent.

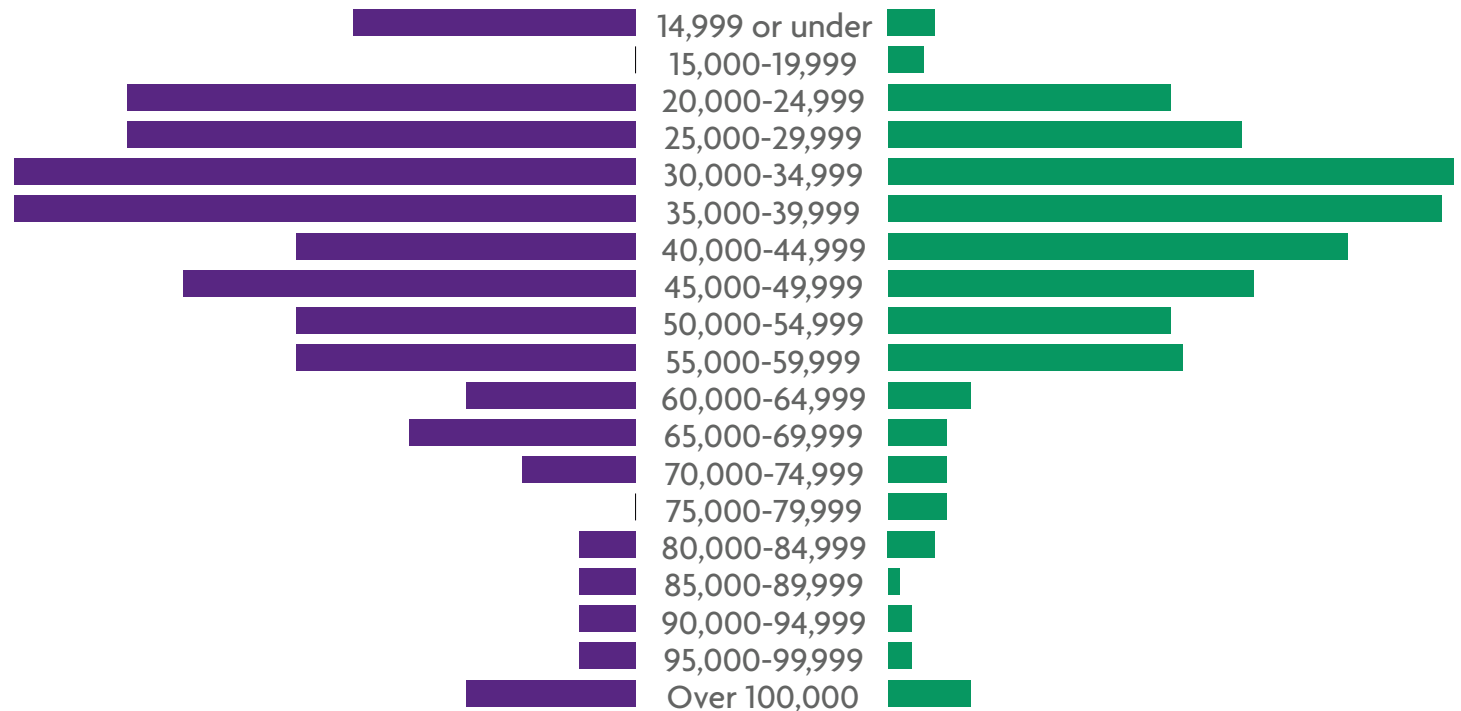
Minority Ethnic Groups

£39,300

2%

White British

£40,100

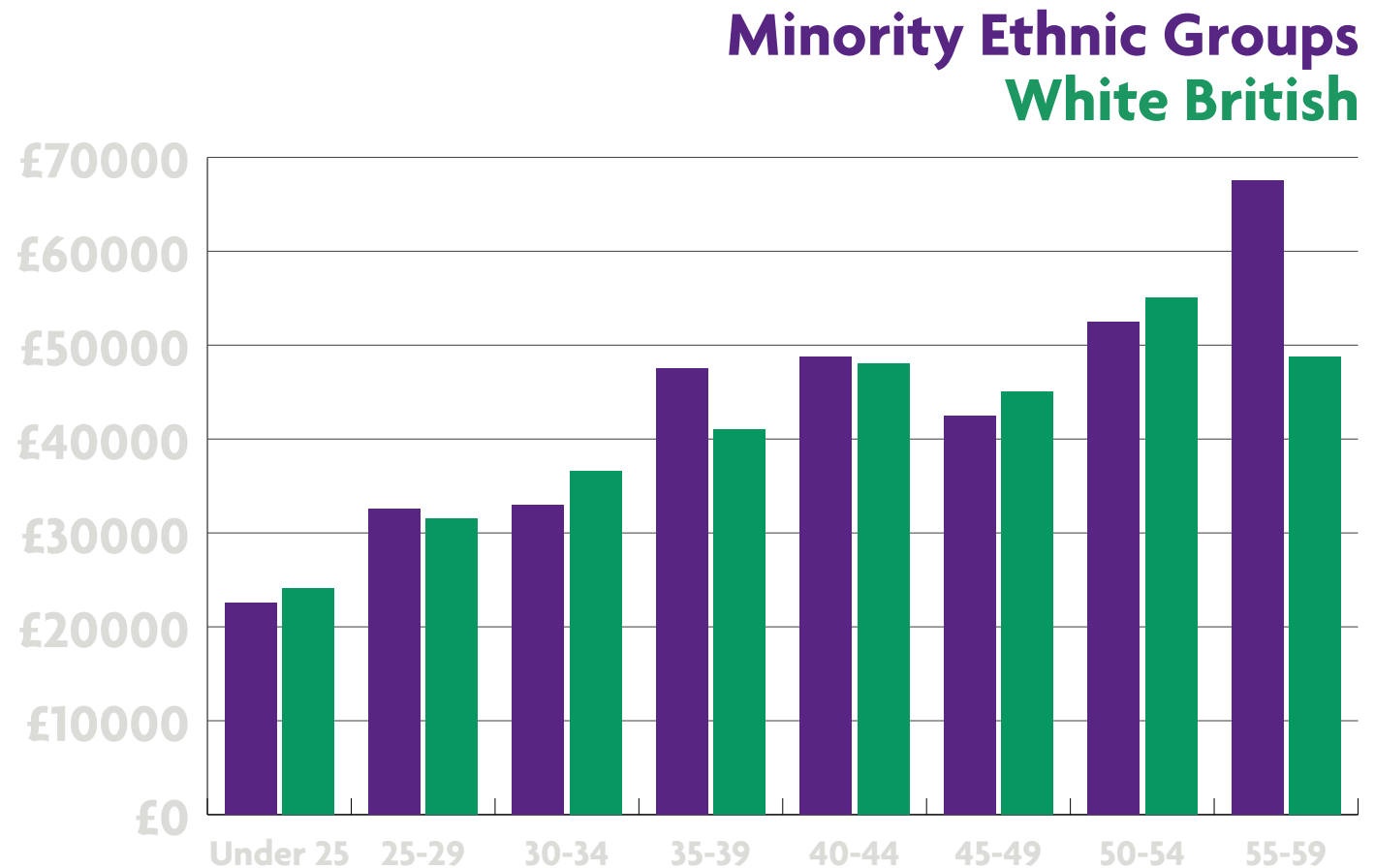


Average salary by ethnicity and age

When comparing salaries of white British and minority ethnic groups at different ages, it is clear that salary is generally increasing with age. This graph also mirrors the salary by age and salary by gender and age, with a distinct dip in the 45-49 year band.

As you can see, the highest median salary band overall is minority ethnic groups aged 55-59 with a median of £67,500. Comparatively, the highest median salary for white British respondents was £55,000, in the 50-54 year band.

Analysis of members aged 60+ has been excluded due to a small sample size.



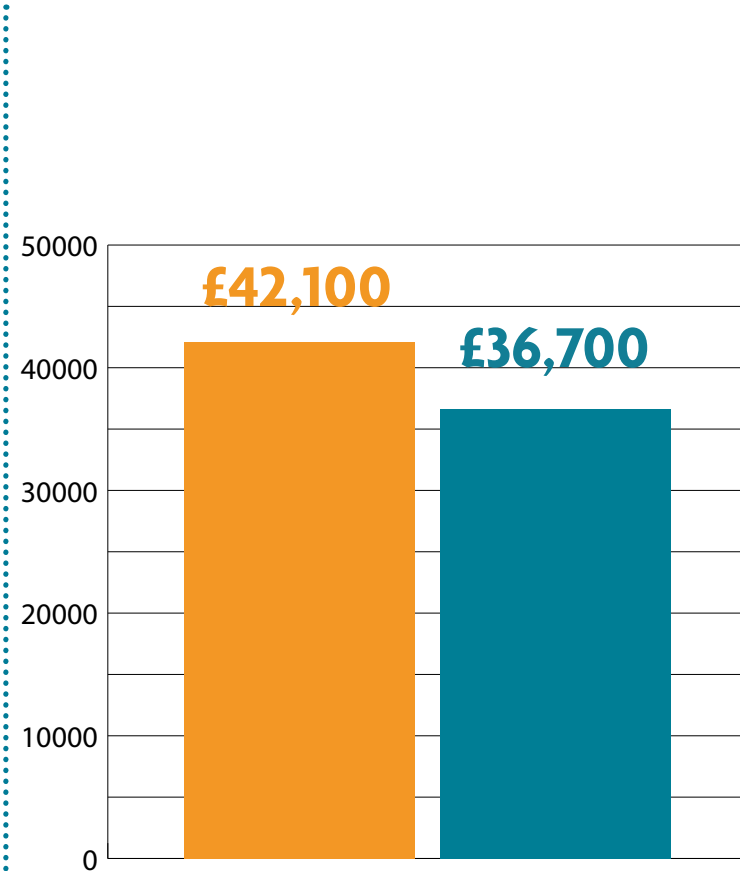
Average salary by ethnicity and gender



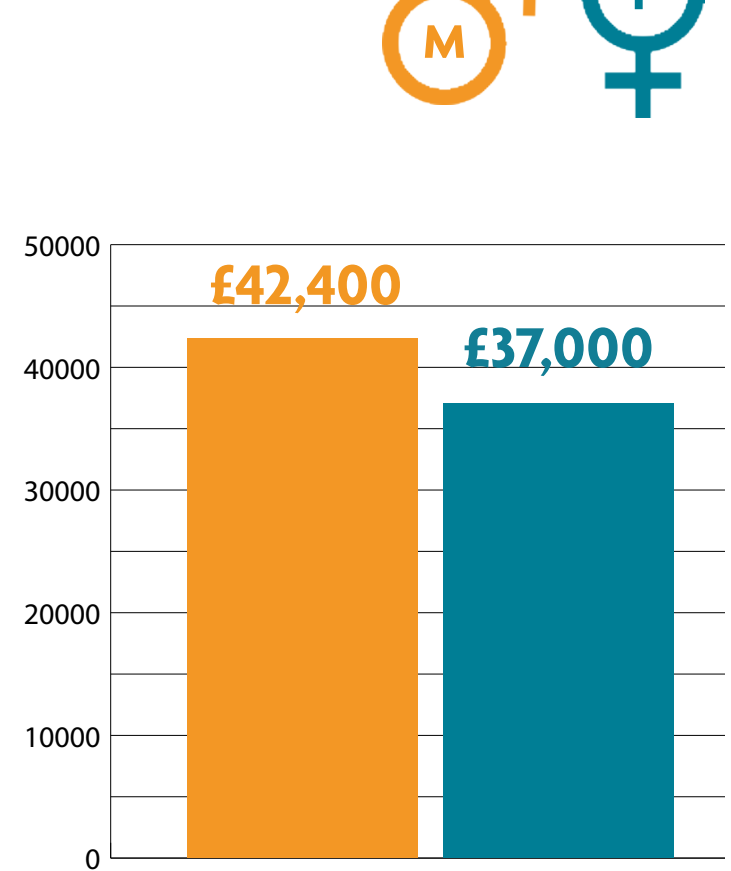
These graphs compare the median salaries of male and female respondents in white British (£42,400 for males and £37,000 for females) and minority ethnic groups (£42,100 for males and £36,700 for females). There is a distinct similarity between the two groups with male respondents in both groups earning a higher median salary.

The proportion of male and female respondents in minority ethnic groups was 55 percent male and 45 per cent female.

There was no significant difference between the distribution of male and female respondents between the two groups and the gender pay gap was equal across both demographics (12.8 per cent in minority ethnic groups and 12.7 in white British).



Minority Ethnic Groups



White British



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Workplace Satisfaction

Basic workplace questions

This year, we introduced a number of questions about workplace satisfaction to understand a little more about the working culture in the environmental sector.

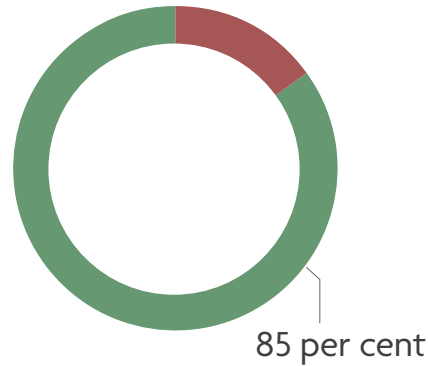
Of all respondents, 85 per cent found their work both meaningful and a positive contributor to society or the environment. Conversely, only 75 per cent believed that their employer was a positive contributor.

Furthermore, 81 per cent indicated that they planned to stay in their current sector and 55 per cent in their current organisation for at least 3 years.

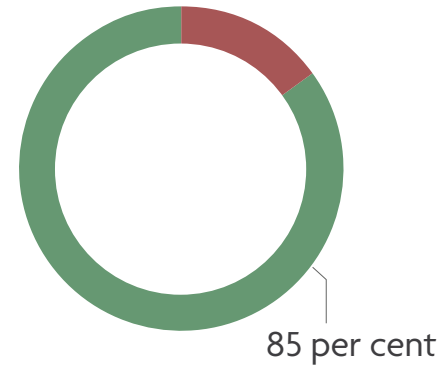
61 per cent of respondents stated that they aspire to be promoted in the near future and 44 per cent aim to reach director-level at some point within their career.

Neutral responses have not been included in this analysis.

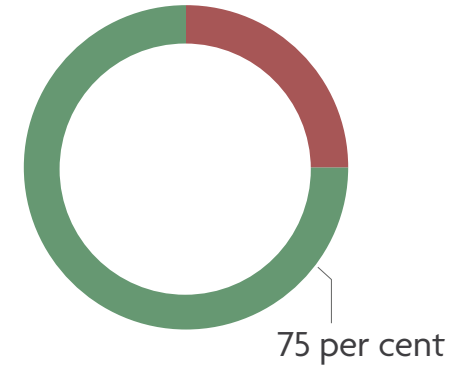
I find my work meaningful



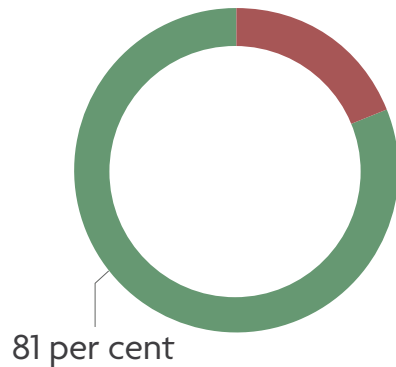
I believe the work I do is a positive contributor to society and/or the environment



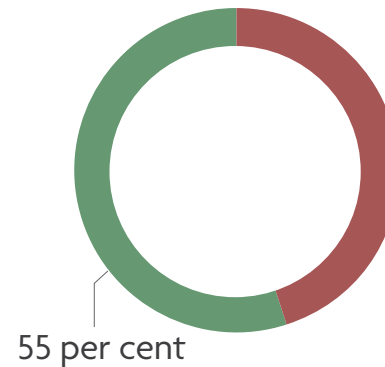
I believe my the work of my employer is a positiver contributor to society and/or the environment



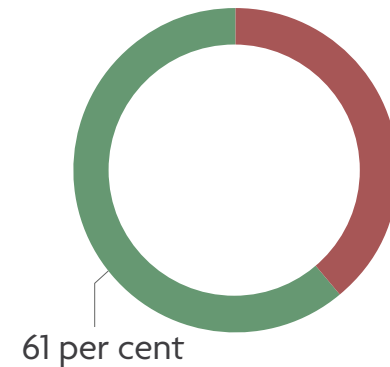
I plan to stay in my current sector for at least 3 years



I plan to stay in my current organisation for at least 3 years



I aspire to be promoted in the near future

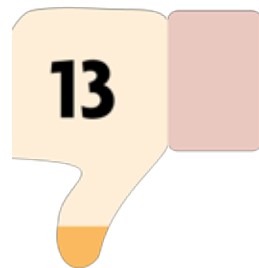


Opinions on job and employer

70 per cent of respondents are happy in their current job. When all respondents were asked what they love most, common answers were “Variety”, “Flexibility” and “Challenging”.

13 per cent of respondents are not happy with their current job. When all respondents were asked what they hate about their job, the most common answers were “Lack of appreciation/recognition”, “Management” and, on a positive note, “Nothing”.

The word clouds on the right show the words that came up more than twice in all responses to each of the questions. The words in green, from the “Love” question and in red from the “Hate” question.



Career experience by gender

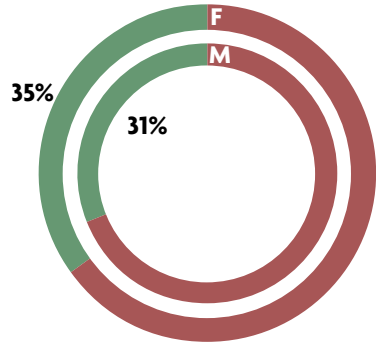
Comparing male responses (inner circles) and female responses (outer circles) to a series of questions, we can examine how the percentages of respondents strongly agree and agree (green), or strongly disagree and disagree (red) to a number of statements.

In every situation listed, more female respondents agreed than male respondents, especially in being mistaken for a professional at a much lower level (17 per cent difference) and that their gender has played a role in missing out on a raise, promotion or opportunity to get ahead (30 per cent difference).

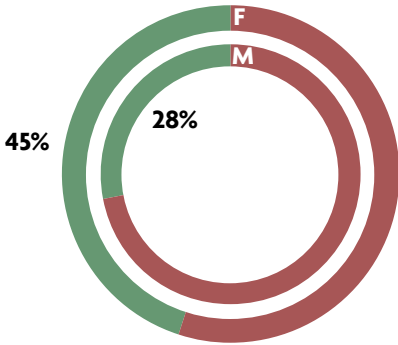
Only male and female responses have been used as all other categories included sample sizes too small for analysis.

Neutral responses have not been included in this analysis.

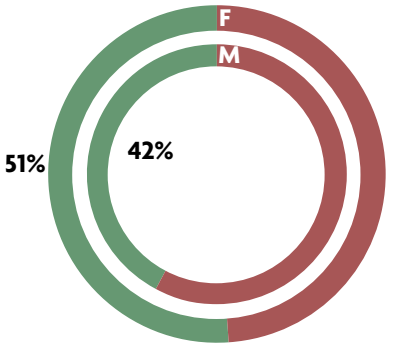
I have had my competence unfairly challenged in my area of expertise in the workplace



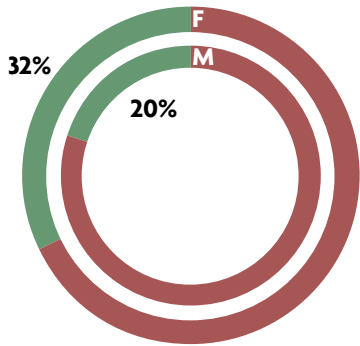
I have been mistaken for a professional at a much lower level in the workplace



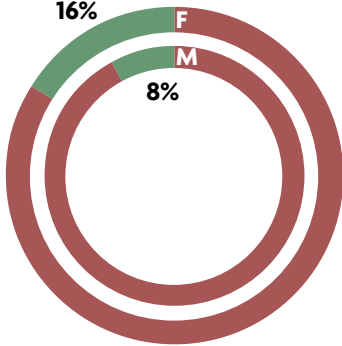
I have had significant contributions or achievements frequently ignored or undervalued in the workplace



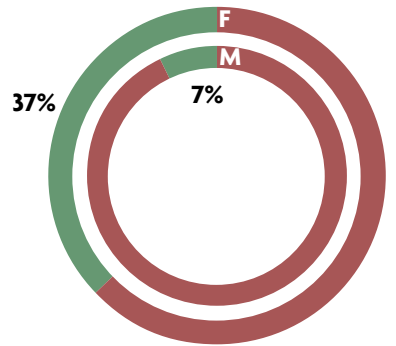
I have experienced discrimination, harassment or bullying in the workplace



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



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



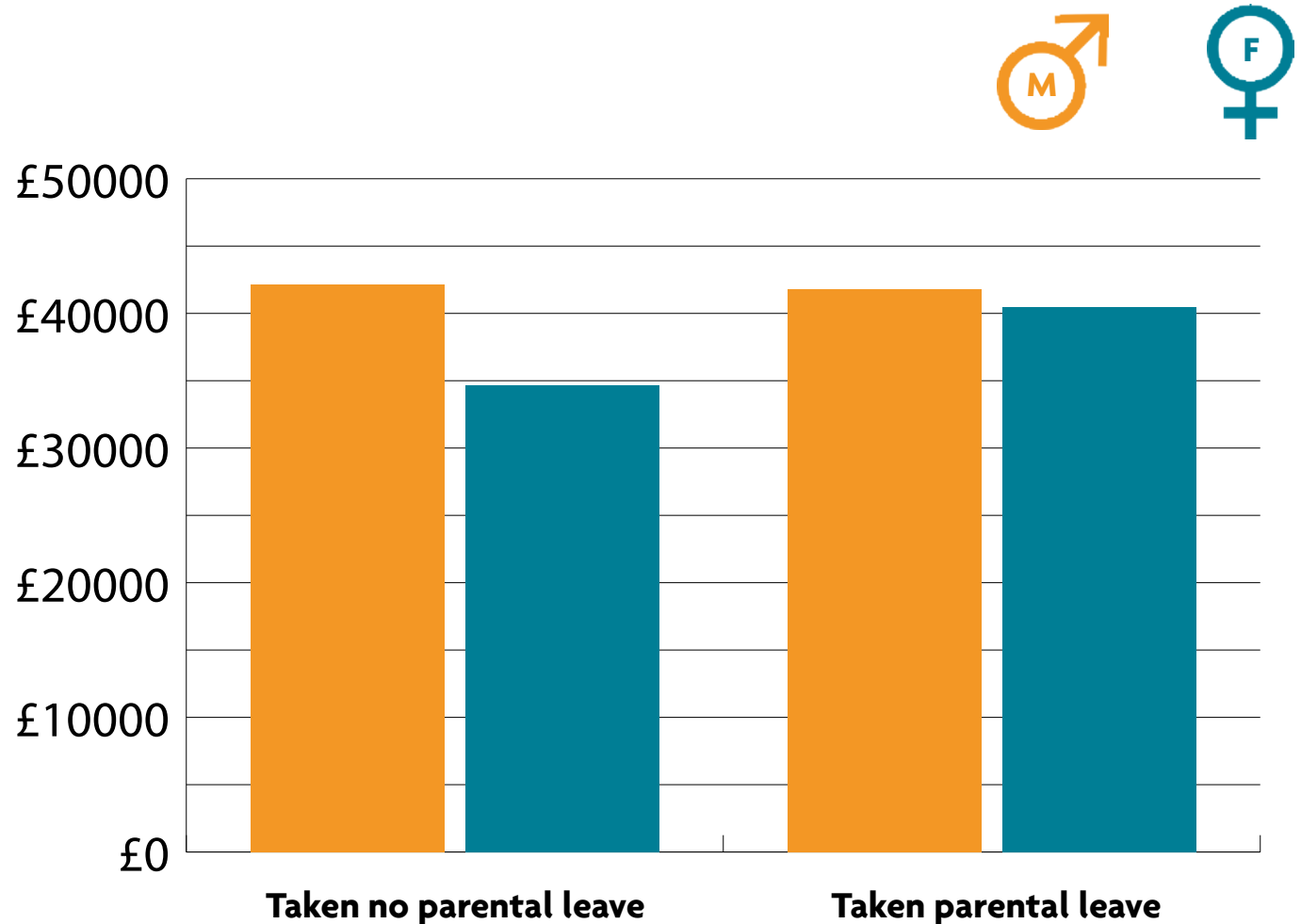
Agree or Strongly Agree ■
 Disagree or Strongly Disagree ■

Parental leave by gender

We wanted to explore how taking any parental leave impacts the median salary of male and female respondents.

As shown, the salaries of male respondents exhibit little difference between the median salaries for those who have taken parental leave and those who have not (<1 per cent decrease). However, female respondents showed an increase in median salary after taking parental leave (17 per cent).

When comparing the median salaries for different lengths of time taken for parental leave, there is a significant decrease as more parental leave is taken. This result is particularly apparent in female respondents. With up to one year of parental leave the median salary was £46,880, however, this decreased by 16 per cent (£39,370) for females with two years parental leave and a further 5 per cent (£37,500) for three or more years.



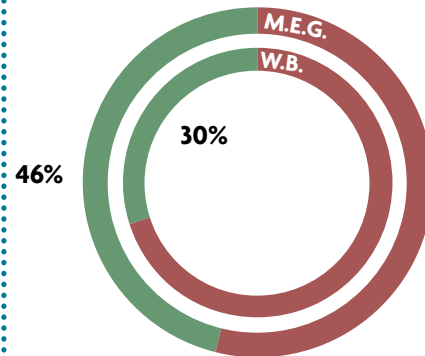
Career experience by ethnicity

Comparing white British responses (inner circles) and minority ethnic groups' responses (outer circles) to a series of questions, we can analyse how the percentages of respondents strongly agree and agree (green), or strongly disagree or disagree (red) to a number of statements.

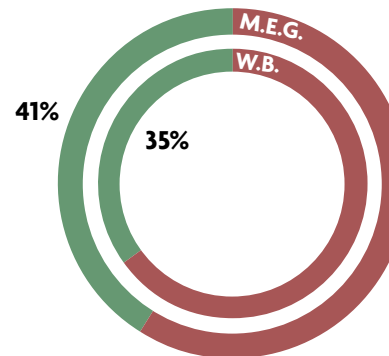
In every situation listed, more minority ethnic groups' respondents agreed than white British respondents, especially in that they had been mistaken for a professional at a much lower position in the workplace (16 per cent difference) and that their ethnicity has played a role in missing out on a raise, promotion or opportunity to get ahead (30 per cent difference).

Minority ethnic groups includes all respondents other than white British as these are minorities in the IES membership.

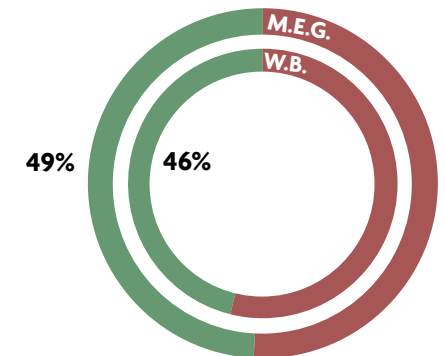
I have had my competence unfairly challenged in my area of expertise in the workplace



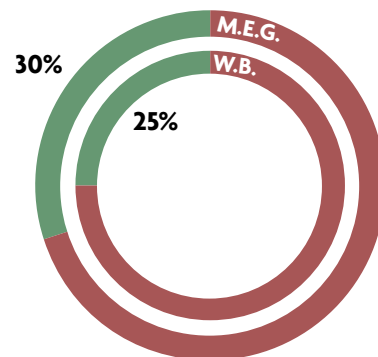
I have been mistaken for a professional at a much lower level in the workplace



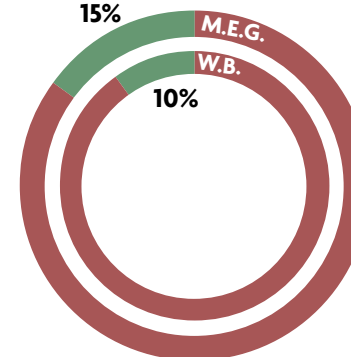
I have had significant contributions or achievements frequently ignored or undervalued in the workplace



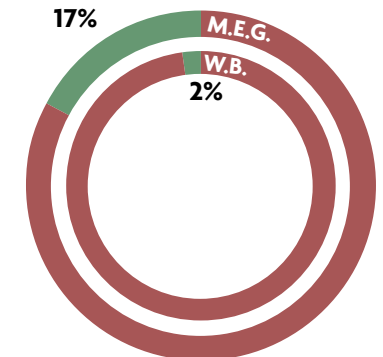
I have experienced discrimination, harassment or bullying in the workplace



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



General workplace benefits

Some general benefits enjoyed by IES members are provided here. The most common are pension (employer contributions) at 80 per cent, flexible working hours at 57 per cent, health insurance at 36 per cent and car (allowance or company) at 26 per cent.

When compared to the UK average, IES members are working longer actual weekly hours than the national average of 37.3 hours per week.

Respondents felt 23 per cent less, 51 per cent equally, or 19 per cent more secure about their job compared with 2016.

In spite of wage decreases generally across the sector, many respondents (75 per cent) reported that they had received a pay rise (with an average of 6.2 per cent) and 40 per cent reported a bonus (with an average of 11.5 per cent).

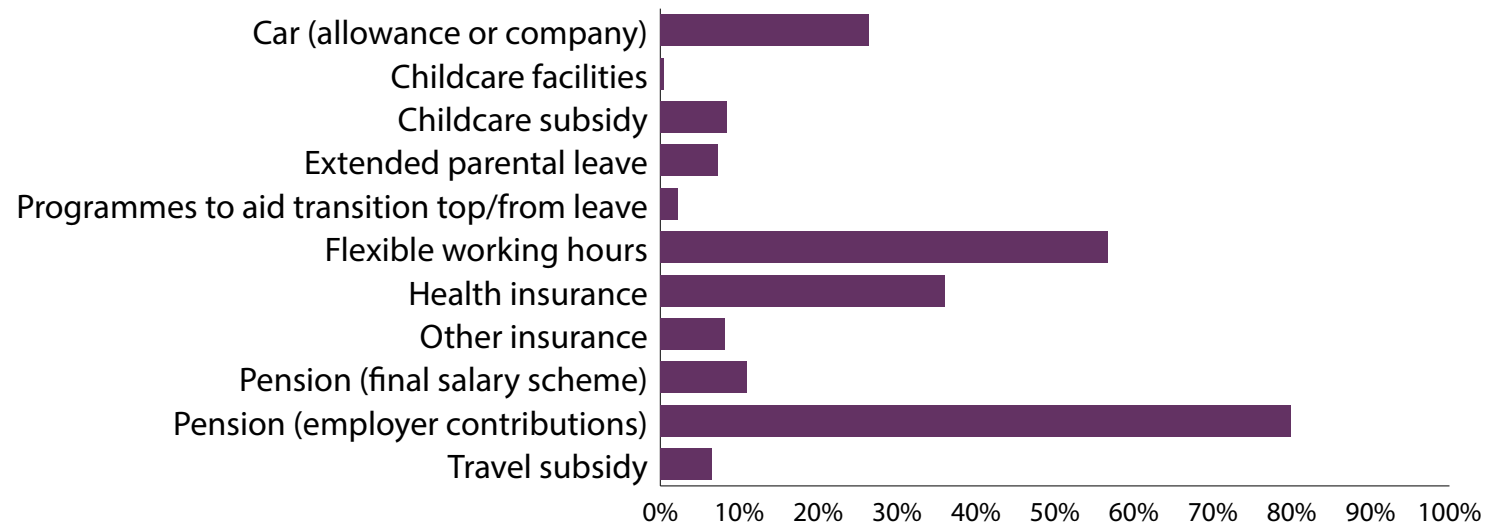
75 per cent of respondents have received a pay rise with an average increase of **6.2** per cent

40 per cent have received a bonus with an averaging **11.5** per cent of their annual salary

Average number of days of holiday: **25**

Job security: Less secure **23** per cent | Equally secure **51** per cent | More secure **19** per cent

Average hours contracted per week: **38**, although the average hours worked per week is **40**





Your Questions

05.

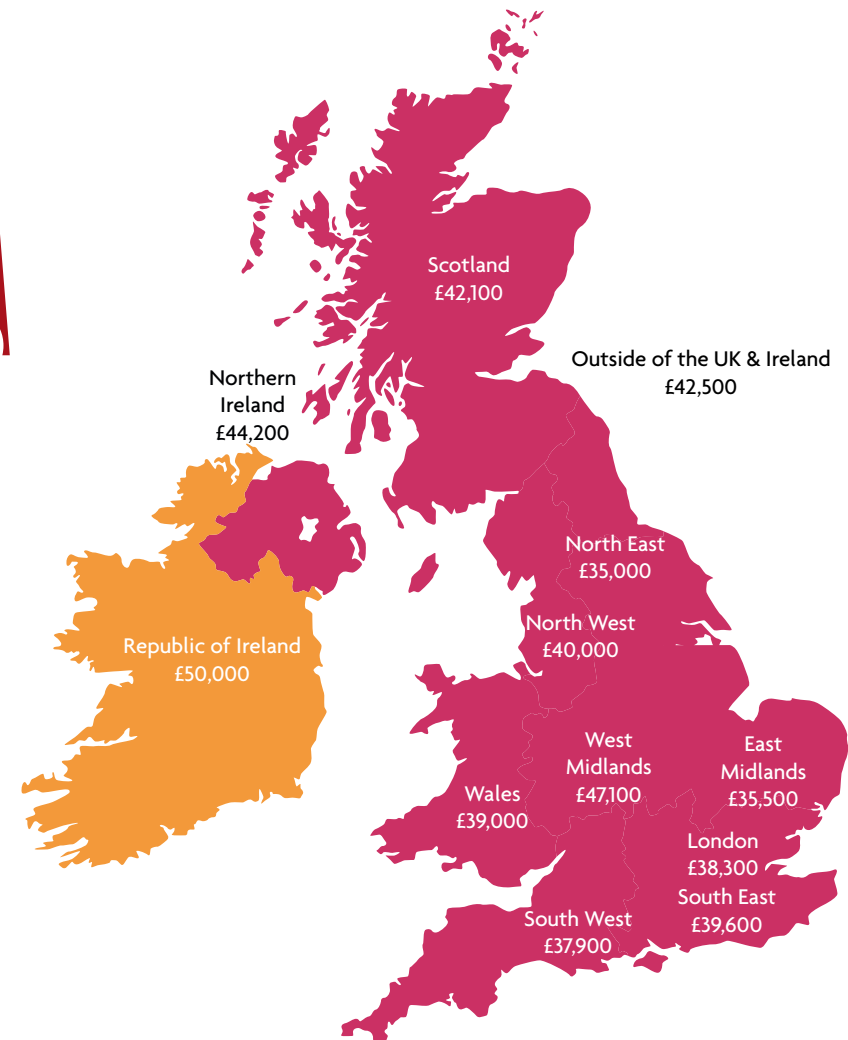
Should I work in London or not?

At the end of the salary survey, all members were asked if there was anything that they would like to add or if they had any comments. One respondent raised the comment, “I don’t think the sector is paid very well out side of London and the big consultancies.”

We have taken a look at the data and found that in fact the opposite is true! In London, the median salary of survey respondents was £38,300, whereas, outside of the captial, the median salary was £38,800.

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

The median salary in the UK was £39,450, whereas, the median for outside the UK was £46,250.



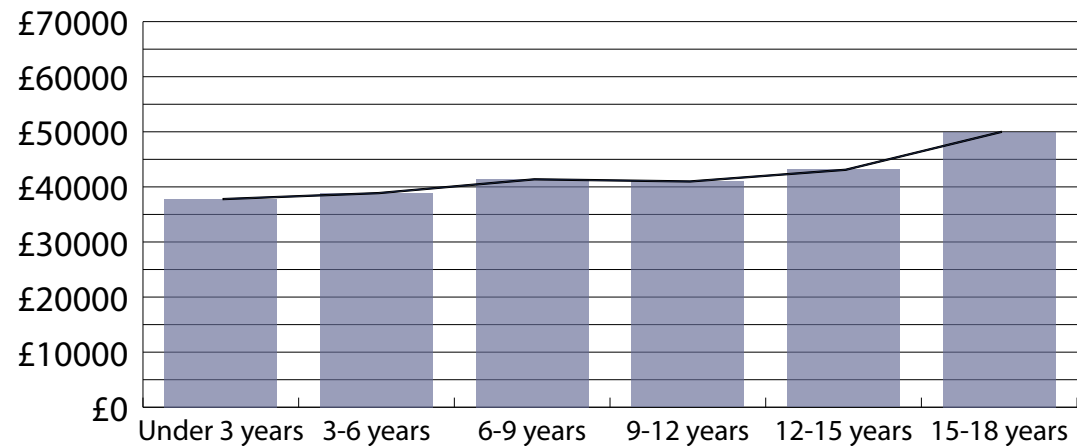
Should I change jobs every few years?

Another respondent commented “I would advise others to change jobs every 5 years as long-term service and loyalty is no longer valued”.

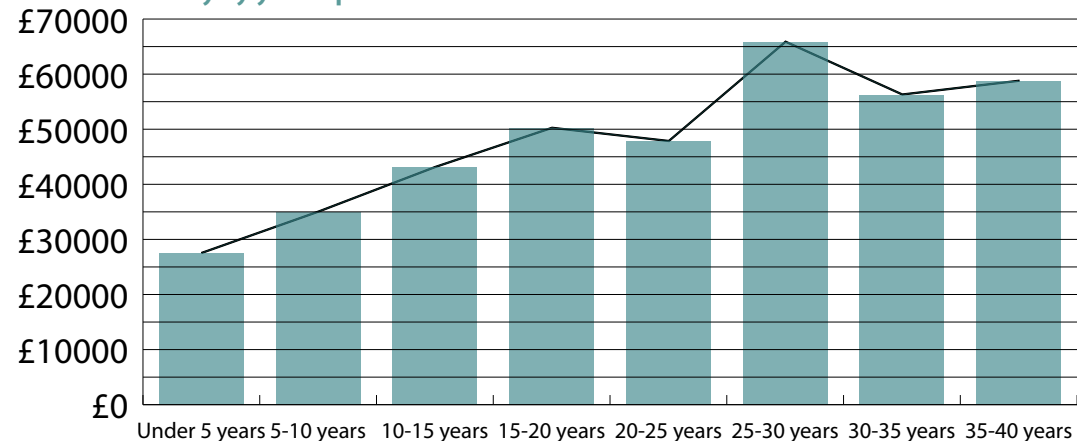
Taking a look at the median salaries by years spent in a single role and by years spent within the environmental sector, we can see that, although there is an increase in salary as an individual stays longer in a single role, the progression is far slower than during the course of a career in the sector.

The shallow progression in the first graph may imply a number of things. It could show that many people are moving between roles and, therefore, the lower end of the graph includes a proportion of respondents from later in their career (a similar median salary to those with ~10 years in the sector). In addition, as the graph includes members from every level of their career, it is likely skewed towards early-career professionals.

Salary by years spent in one role



Salary by years spent in the sector





Words and charts: Paddy Fowler

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