

# Salary survey

October 2016



## 02

# Headline facts

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### Salary compared against previous years

Average salary across all environmental science sectors is approximately £35,500. After adjustment for inflation, salaries in the environmental sciences have been stagnant since 2010.

### Average salary by industry and sector

There are differences between the average wage across industries and sectors. Of those sectors with enough respondents to give a degree of confidence in the average, Policy/Strategy was the highest paid and Water Quality the lowest.

### Highest qualification

The most common highest qualification amongst respondents is a Masters degree. Those with Doctorates earn on average 11% more than those with a Masters and 25% higher than those with a Bachelors.

### Position and age

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 senior position with a higher salary.

### Gender

There is approximately a 16% wage gap between genders, with no statistically significant difference between the wage gap found in 2014 and 2016. The ratio of women to men working part-time in environmental science is disproportionately greater than the national average.



# The Survey

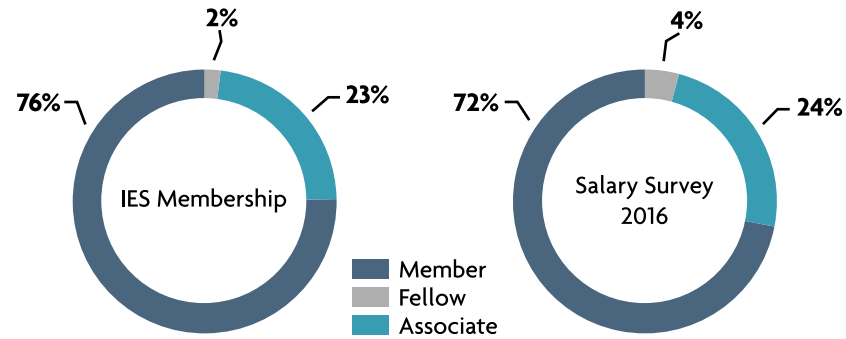
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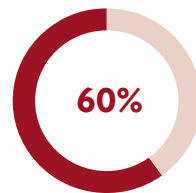
## Who responded?

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

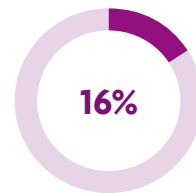
Consultancy is the most represented sector. Industry and Government are the next largest.



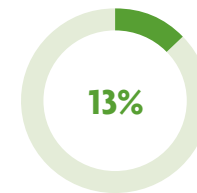
### Participant Profile



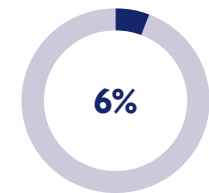
Consultancy



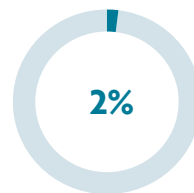
Industry



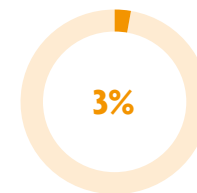
Government  
(National or Local)



Academia



NGO/Charity



Other

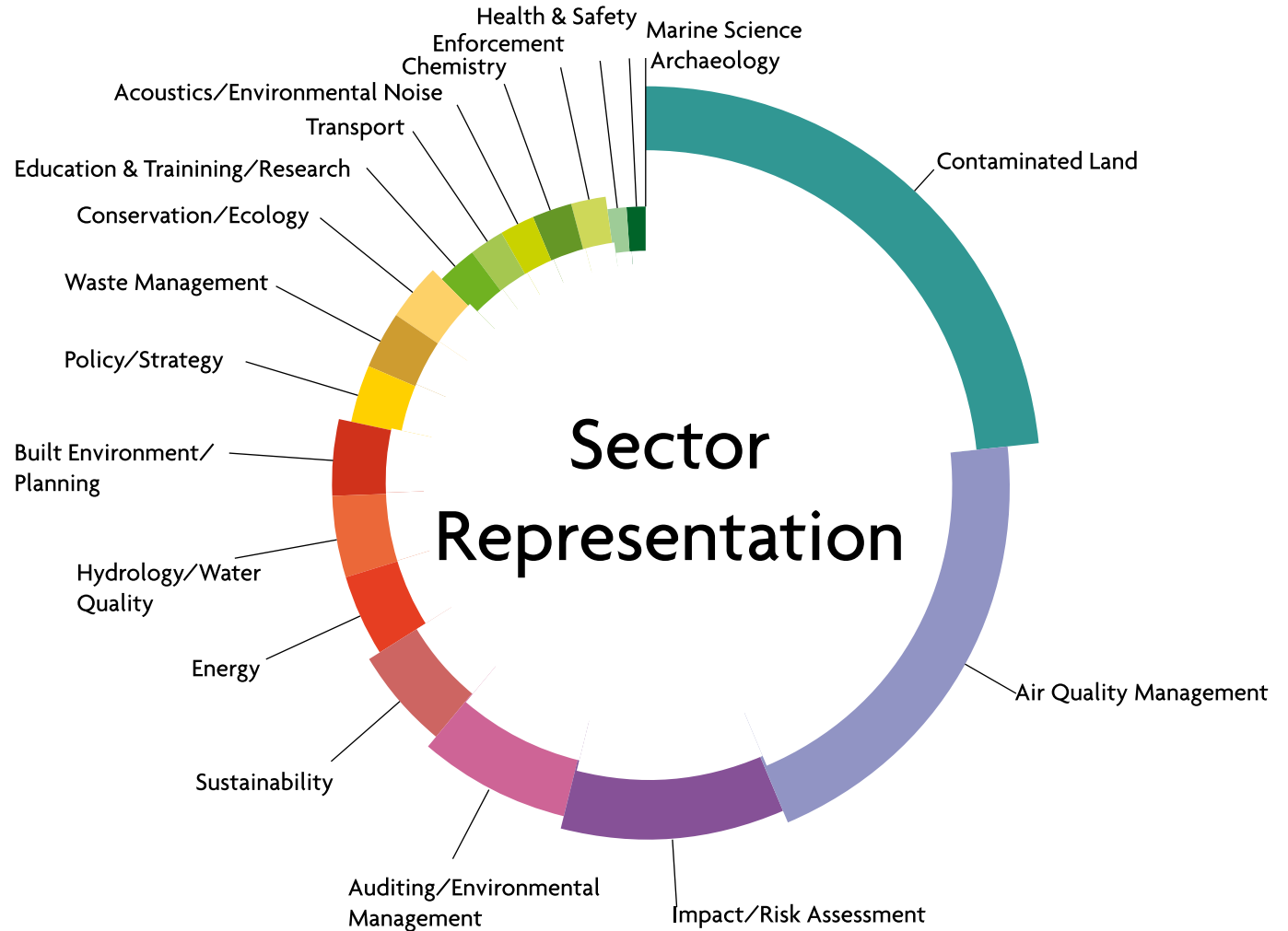
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## Who responded?

This graph breaks down the survey respondents by the sector in which they predominantly work.

Contaminated land and air quality management represent approximately half the respondents, as they did in 2014.

The rest are distributed fairly evenly across sectors. This demonstrates the great diversity of professions represented by the IES.



# Salary averages

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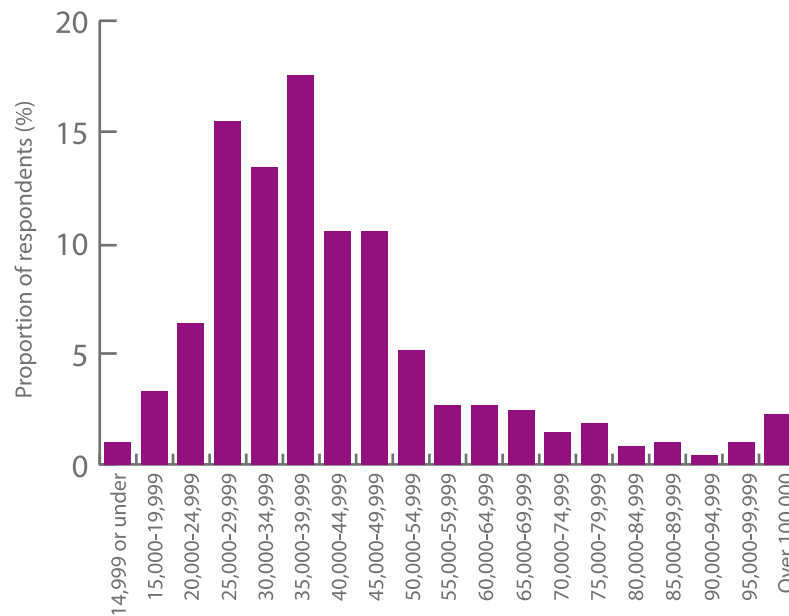
## Salary compared against previous years

The average salary, across all sectors, is approximately £35,500.

On this basis, since 2010, salaries in the environmental sciences have been stagnant. After inflation adjustment there is only minor variation year-on-year and this variation is within the margin of error.

This finding is in-line with national trends reported by the Office of National Statistics, who found that the only increase in average weekly earnings since 2008 was in 2015 (2016 results not released at time of publication).

### Average salary for an environmental scientist



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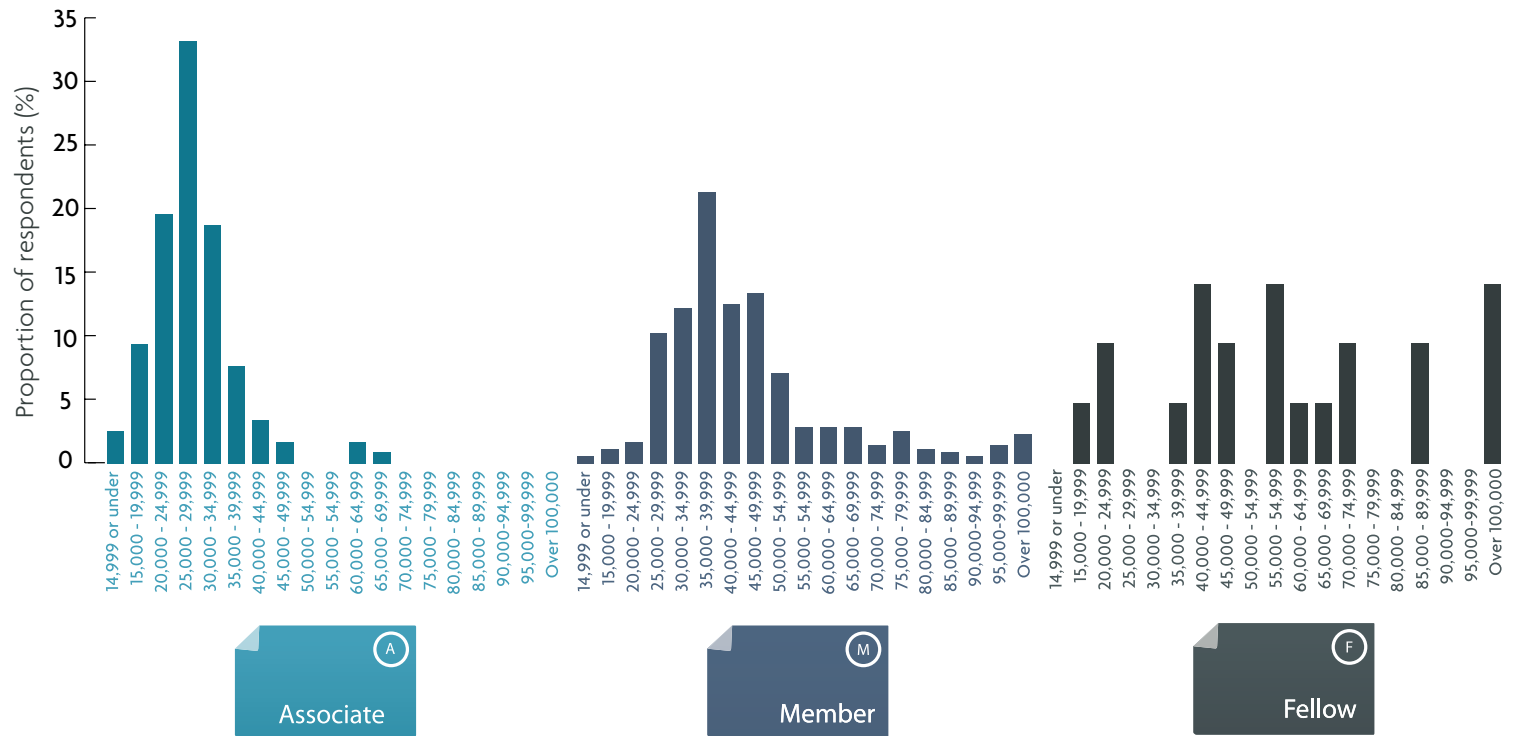
## Salary by membership

No professional membership grade saw a significant variation from the previous survey. There is still a significant difference between membership grades, with the largest gap existing between Members and Associates (as in 2014). The gaps are also roughly equal to 2014 levels.

As the most junior of the professional grades, Associates have a proportionately smaller range of incomes and they sit across the lower end of the salary spectrum.

Full Member, the most common grade of membership, has the greatest range of incomes.

As the highest grade of membership, Fellowship understandably has the highest proportion of top earners. However, there is still a significant range of incomes.





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## Average salary by industry

Industrial types have been ranked by average salary.

To delve a little deeper we can look at what sectors are predominant in these employment sectors:

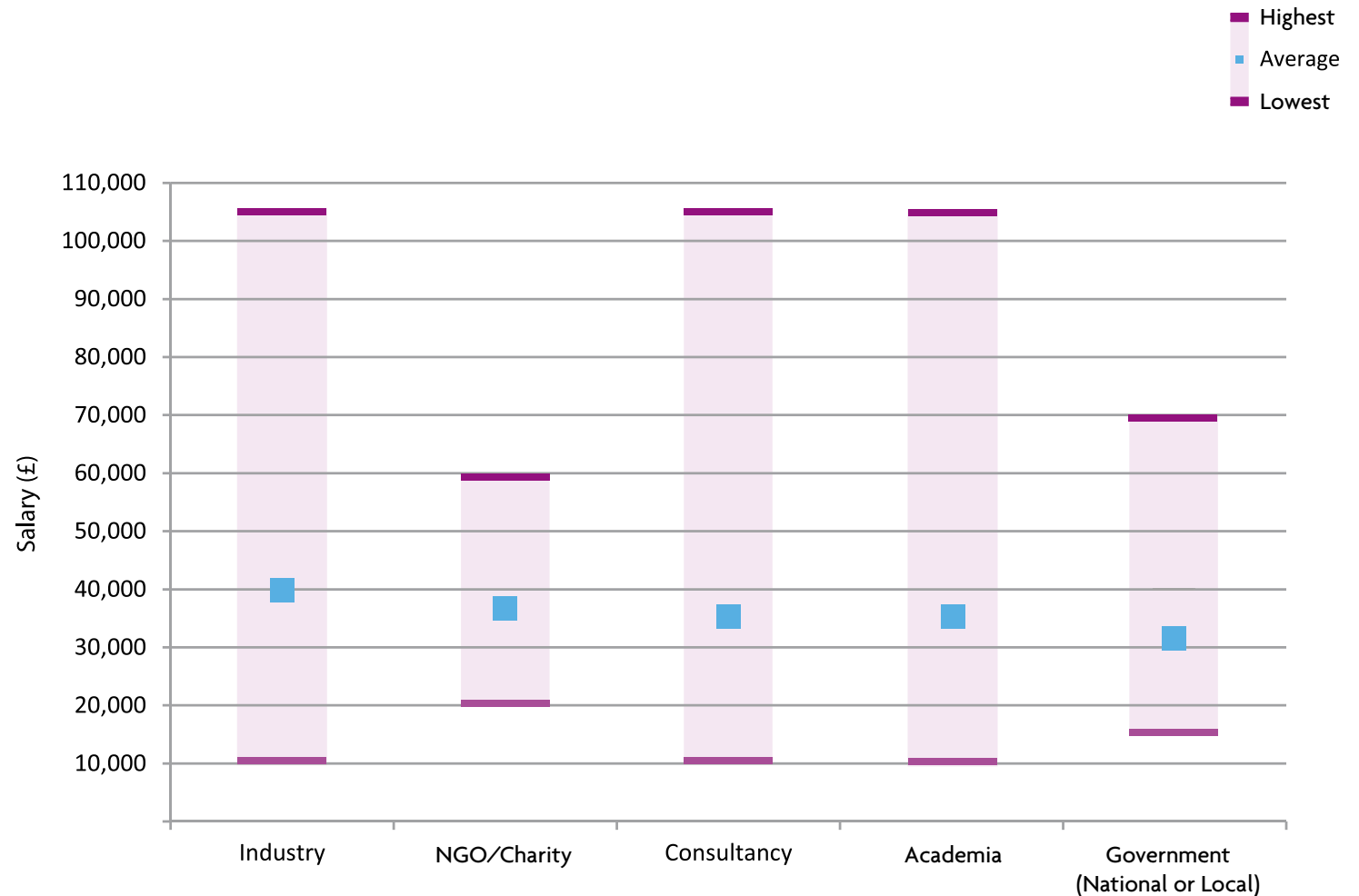
**Industry** – Other, Energy, Contaminated Land and Auditing/ Environmental Management

**Consultancy** – Contaminated Land, Air Quality Management and Impact/Risk Assessment

**NGO/ Charity** – Policy/Strategy, Sustainability, Conservation/Ecology and Education

**Academia** – Education and Training/ Research, Sustainability and Chemistry

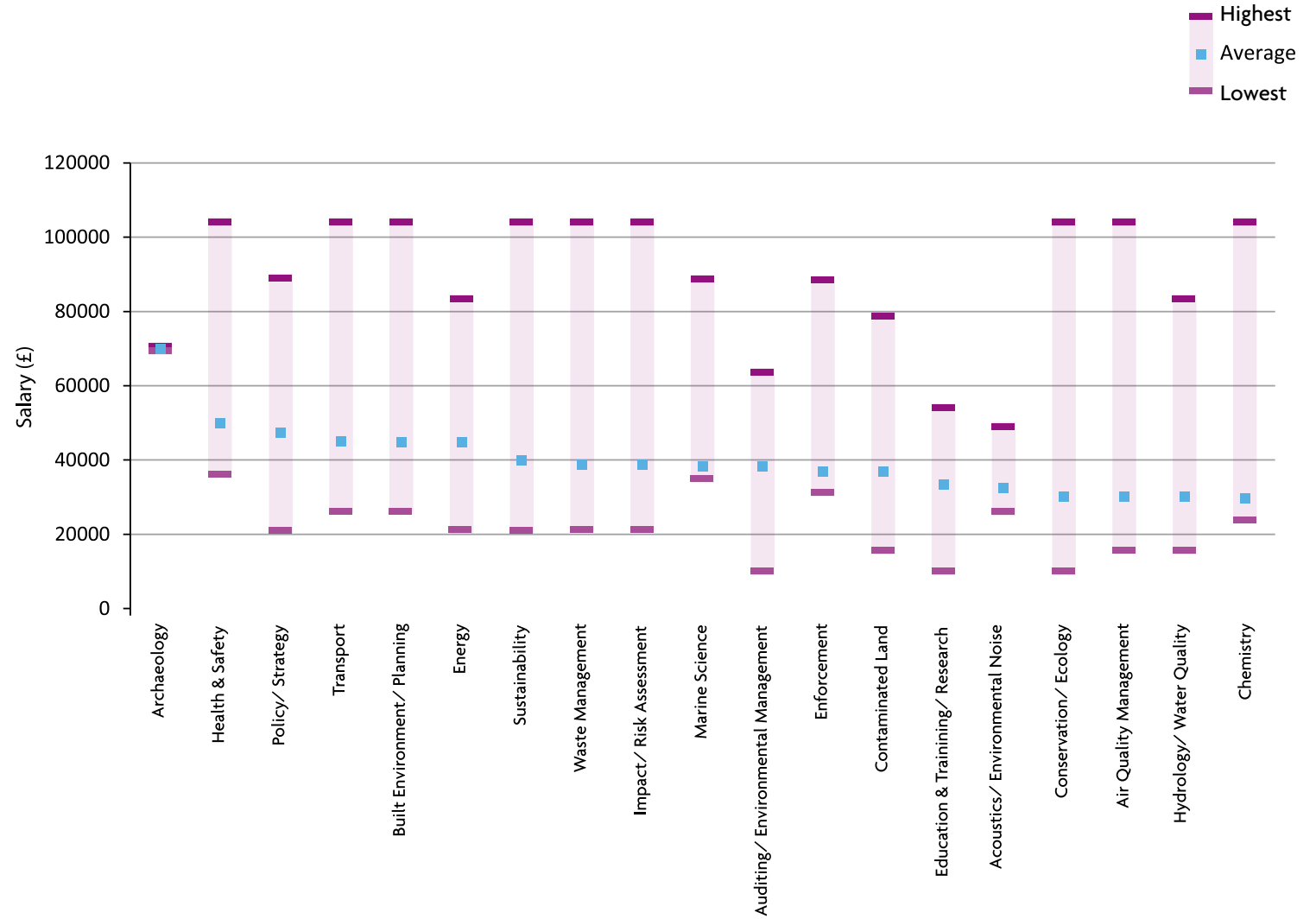
**Government** – Other, Air Quality Management, Hydrology/Water Quality and Contaminated Land



# 10

## Average salary by sector

This graph is a representation of the average salaries and salary ranges across the environmental sciences.



## 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 to Officer. This could be due to differences in interpretation of this category and the difficulty in mapping them to roles within different industries.

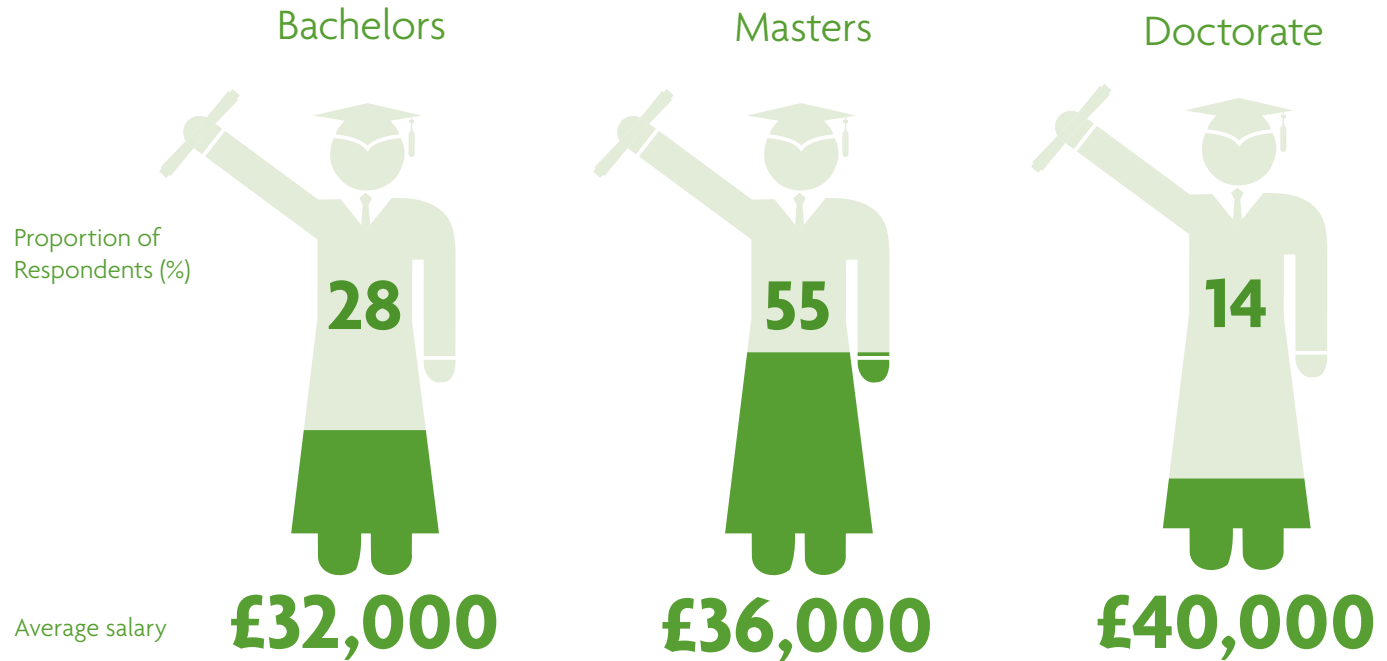
Director	<b>£67,000</b>
Associate/Partner	<b>£48,000</b>
Senior Manager	<b>£45,000</b>
Project/Middle Manager	<b>£36,000</b>
Specialist/Technician	<b>£30,000</b>
Officer (Government bodies)	<b>£27,000</b>
Assistant/Junior Manager	<b>£27,000</b>
Graduate/Trainee	<b>£21,000</b>

# 12

## Highest qualification

A Masters degree is the most common qualification amongst members.

Out of these three most commonly held qualifications, unsurprisingly a Doctorate is the qualification that carries the highest average salary. The earnings are on average 11 per cent higher than that of a Masters and 25 per cent higher than a Bachelors.





# Salary by gender & age

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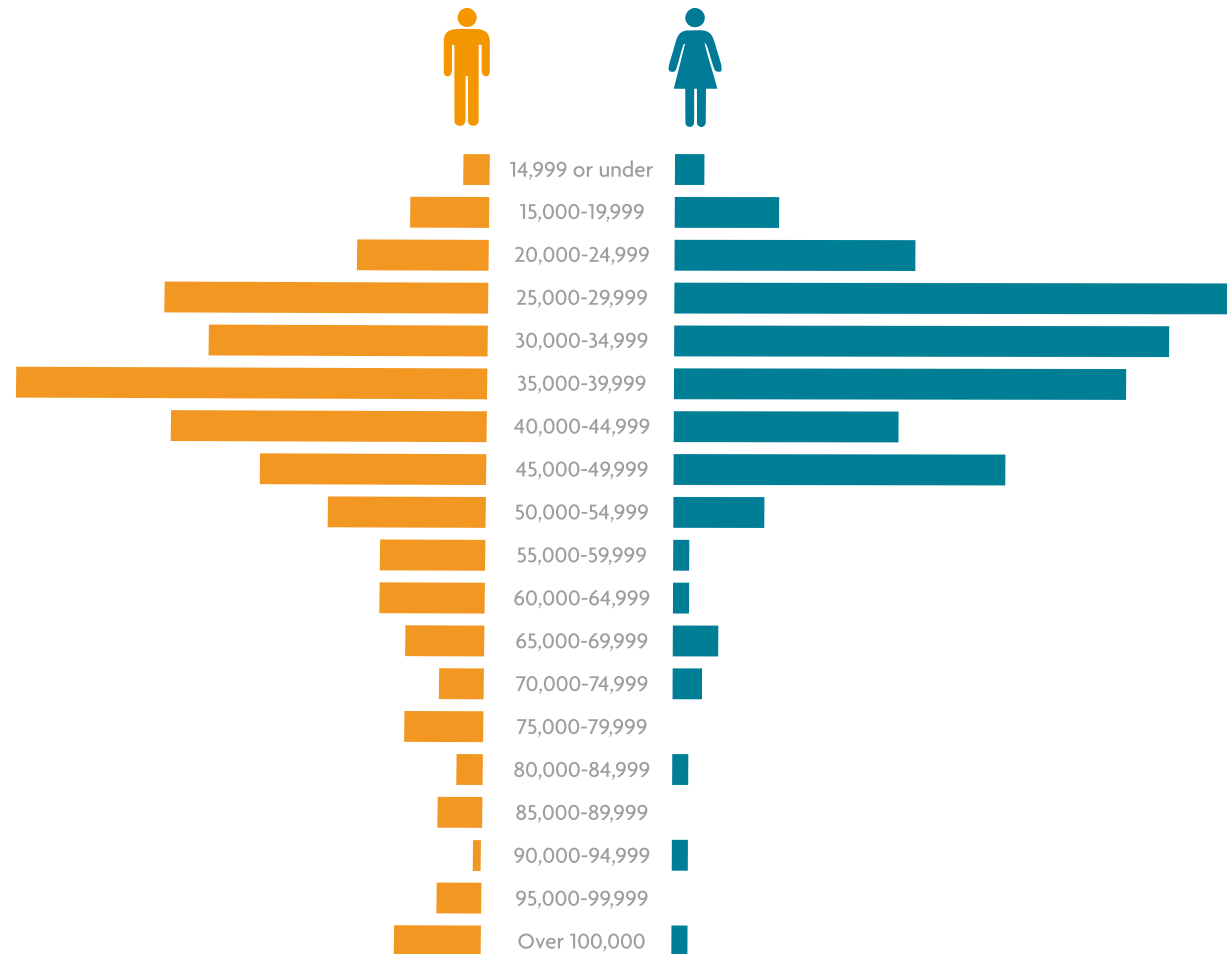
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# Salary by gender

This graph shows the number of respondents who fall into each salary band divided by gender.

There is a clear difference between these distributions, with a larger proportion of females grouped around the lower end of the salary bands.

The wage gap is approximately 16% between genders. There is no statistically significant difference between the wage gap found in 2016 and 2014.



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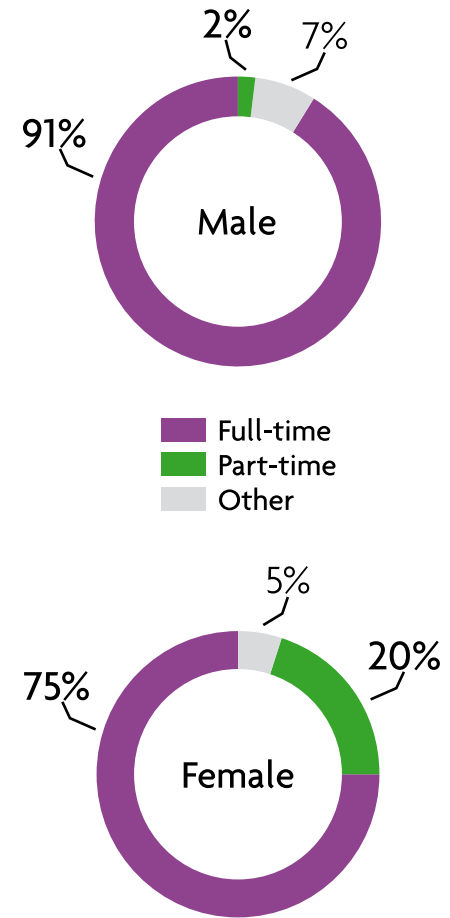
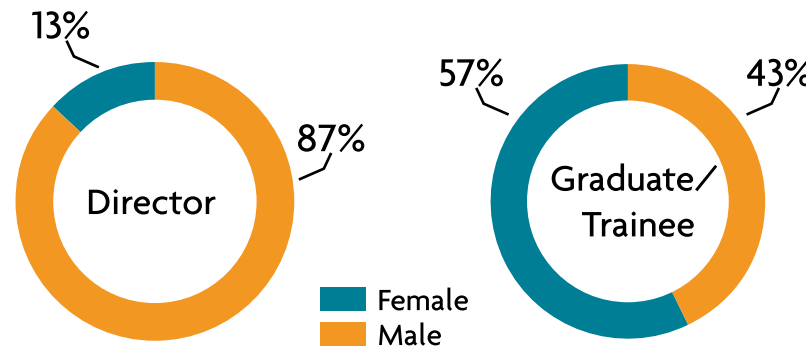
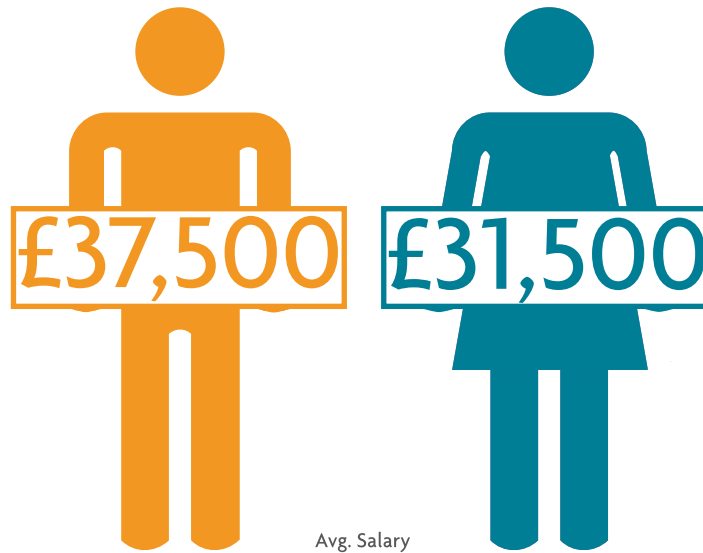
## Salary by gender

Other data from the survey offers insight into potential contributors to the gender salary gap.

Members in the role of Director - the most senior position surveyed - were disproportionately male, whereas female respondents made up the majority in the most junior role, Graduate/Trainee.

National figures show that 41% of women work part-time, whilst 11% of men do (ONS, 2015). Our data shows the ratio of women to men working part-time in environmental science is disproportionately greater than the national average.

However, we found that there was not a significant difference between part and full-time wages.

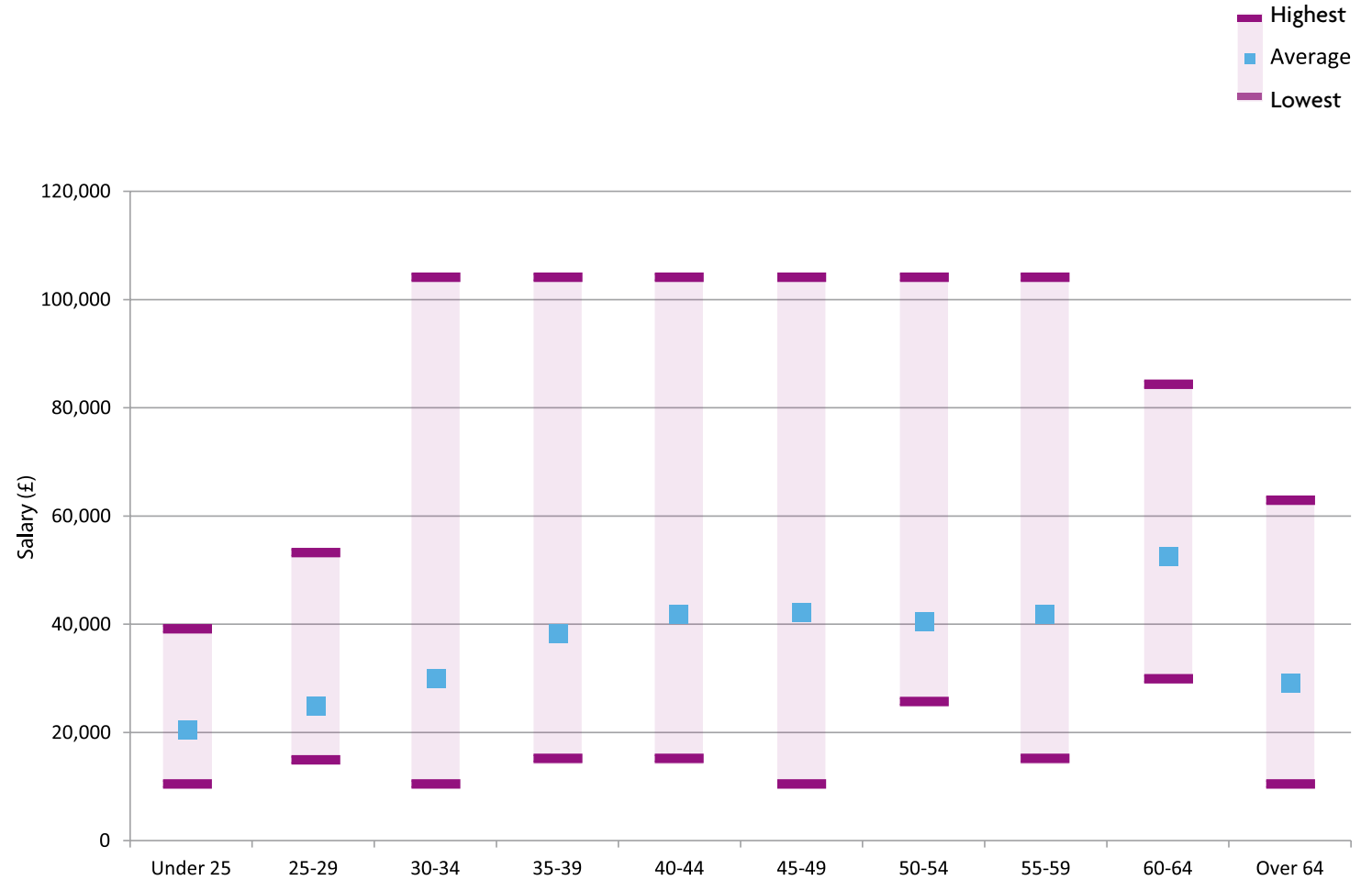


# 16

## Average salary and age

According to the data, as age increases; so does average salary. However, wide salary ranges indicate that this might not always be the case.

The age brackets of 30-34 and 45-49 have the largest range of salaries.





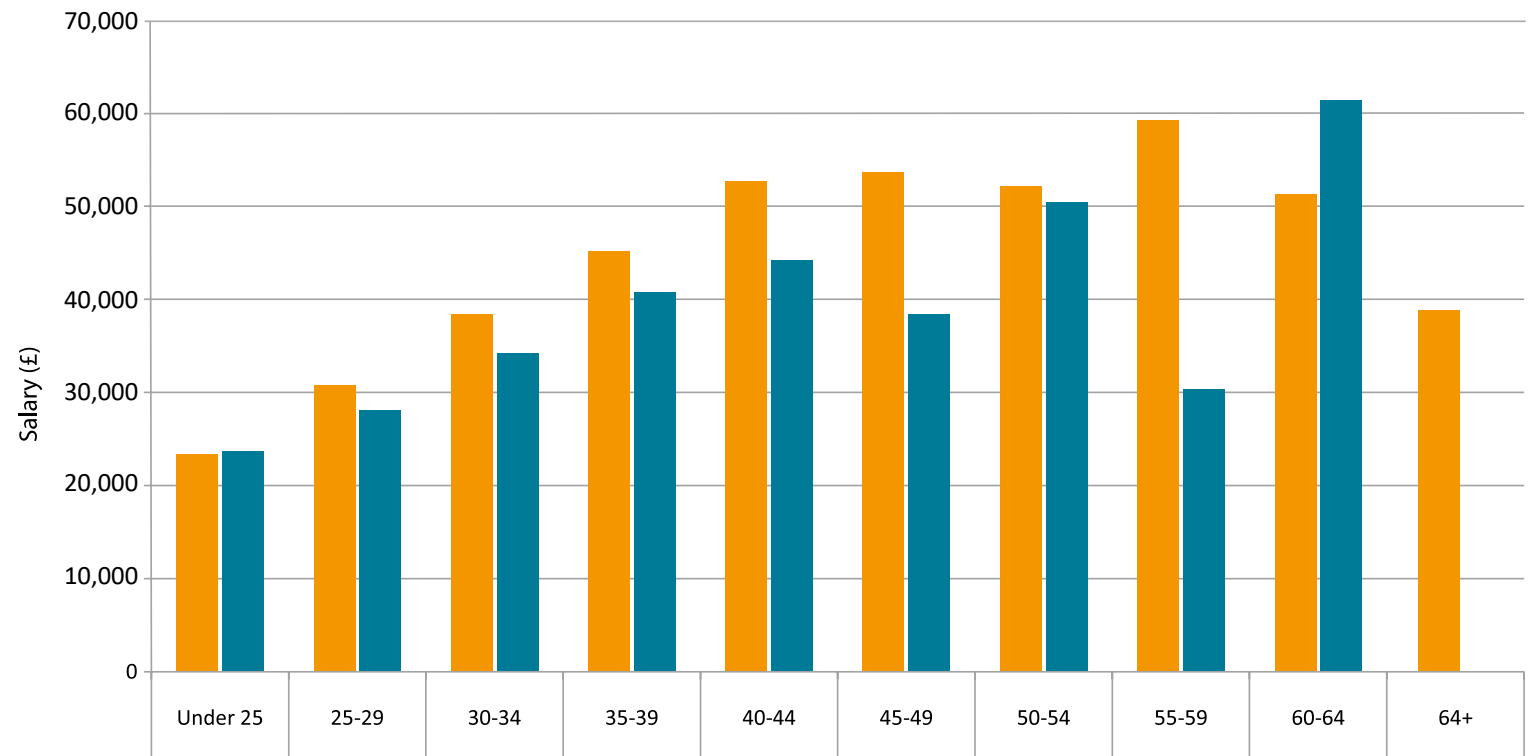
# Average salary by age and gender

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

On average female respondents to the survey were younger, with a median age of 32, for males this was 37. As this was a representative sample this may also be reflective of the industry as a whole.

Interestingly, male respondents are on average proportionally less qualified than their female counterparts.

29% of male respondents had a Bachelors as their highest qualification compared to 23% of female respondents. 59% of women have a Masters as their highest qualification, whereas just 48% of men are in the same position. The number with Doctorates were roughly equal.





**Words and Graphic Design:** Dominic Sheldon  
Special thanks to Carolyn Roberts and Adam Donnan for their input

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