



2015

Pay and Reward Survey 2015

ROYAL SOCIETY OF CHEMISTRY

PREPARED BY RESEARCH BY DESIGN



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Foreword

Welcome to the 41st edition of the Royal Society of Chemistry's authoritative Pay and Reward Survey report on salaries in the chemical sciences (previously known as Trends in Remuneration).

I am delighted that we had such an excellent response to this year's survey, and I would like to take this opportunity to thank the 6,916 members who completed the survey and contributed to this edition, representing a response rate of 23%. The quality of this information is entirely thanks to their contribution. The respondents are representative of our whole membership, so this survey can continue to build on its reputation as a resource both for members and for the Royal Society of Chemistry.

We once again report on members' pay and benefits packages, and their perceptions of their career prospects. This year we also introduced more questions focussing around the wider support they receive as part of their employment. This will inform members not only about their salary expectations but also enable them to compare opportunities on career development and job satisfaction, giving an overall more rounded benchmark for employment salaries and rewards.

We use it to inform our careers support, our diversity initiatives and we continue to look for new ways in which this information can inform our wider activities that support our community. Influential employers in a wide range of sectors also use the report as a standard benchmark for salaries, a proud tradition stretching back to the first survey conducted in 1919.

The report is on the remuneration of professionally qualified chemical scientists who are members of the Royal Society of Chemistry and is available for members to download free of charge from our website www.rsc.org/careers.

We welcome members' feedback on all our publications and if you would like to make any comments or observations on the Pay and Reward survey report, please contact careers@rsc.org

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Introduction

Participating members in the survey

This year 6,916 members took part in the survey; a total response rate of 23% of members for whom email addresses are held. This represents a 9% point increase compared with the last remuneration survey in 2013 and a robust sample size for analysis.

Respondents are mostly working full-time across the UK & Ireland in industrial or commercial firms. 74% of the survey sample are male; 26% are female.

For older age groups there is a higher proportion of male members, whilst this is more balanced in the early age groups. As a result of this pattern, the gender related data is largely informed by age.

Over 50% of respondents are aged between 35 and 59, almost 30% are aged over 65, and 20% aged under 35.

Use of the Pay and Reward Survey 2015 data

The results provide indicators for members into current salaries and pensions within the chemical sciences profession. This report is designed to provide context and understanding for members currently working in the profession to help them to manage their careers.

The data from this year's survey is unweighted because the survey sample profile aligns very closely with the profile of the Royal Society of Chemistry member database. Within this report, where percentages do not sum to 100% this is due to rounding or more than one answer being given. Where data is reported, the sample size is larger than 10. Full time and part time salaries are included in the medians, part time salaries have not been adjusted to FTEs, meaning this data represents true average earnings. Members working overseas provided their salaries converted to GBP.

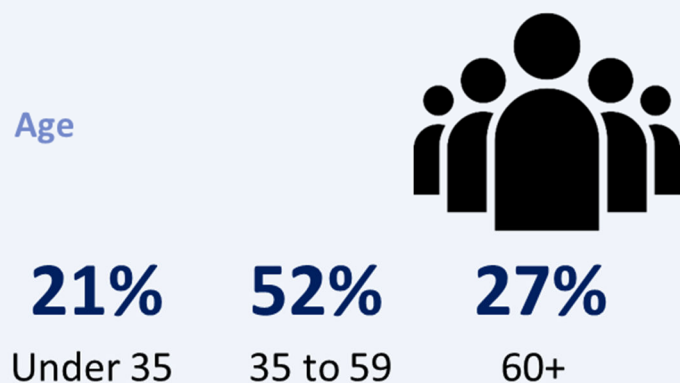
Dashboard

There is a dashboard available <http://tabsoft.co/1NQBRXy> where you can benchmark your own personal pay and reward with that of Royal Society of Chemistry members. This enables you to compare against filters such as demographics (e.g. age and location), industry and chartership. If you have any queries or comments please contact us at careers@rsc.org

Sample profile

Profile of survey respondents:

Age



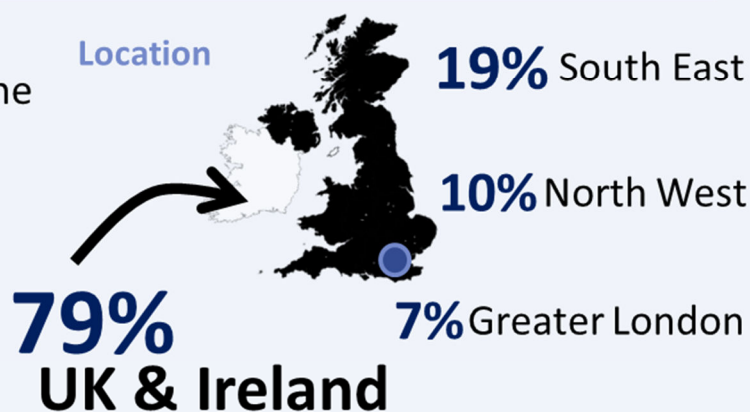
Gender



21% Work outside of the British Isles



Location



Member type

34% MRSC
22% CChem MRSC
10% AMRSC
9% CChem FRSC
6% FRSC
10% Affiliates






Work status

74% employed or self-employed
Of which: **87%** work full-time
80% hold a permanent contract



Qualifications

54%  doctorate
23%  first degree
12%  postgrad masters

Total remuneration

Members of the Royal Society of Chemistry are earning a median salary of £44,000 per annum and approximately £4,800 in bonus payments (41% are rewarded with a bonus). This represents an overall increase of 3% compared with 2013.

A small number of members receive a location allowance (2%) or secondary income (1%). The median location allowance per annum is £2,700 and the median secondary income is £10,000.

There are a range of factors underpinning these figures which are explained in more detail throughout the report.



2015

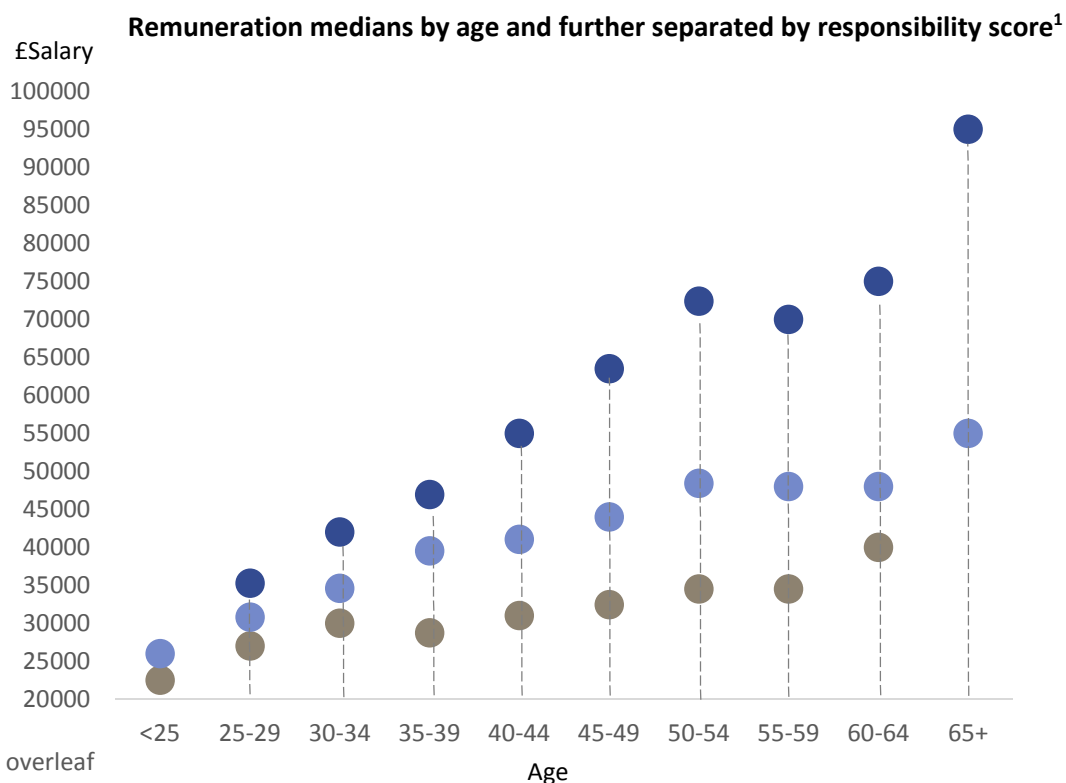
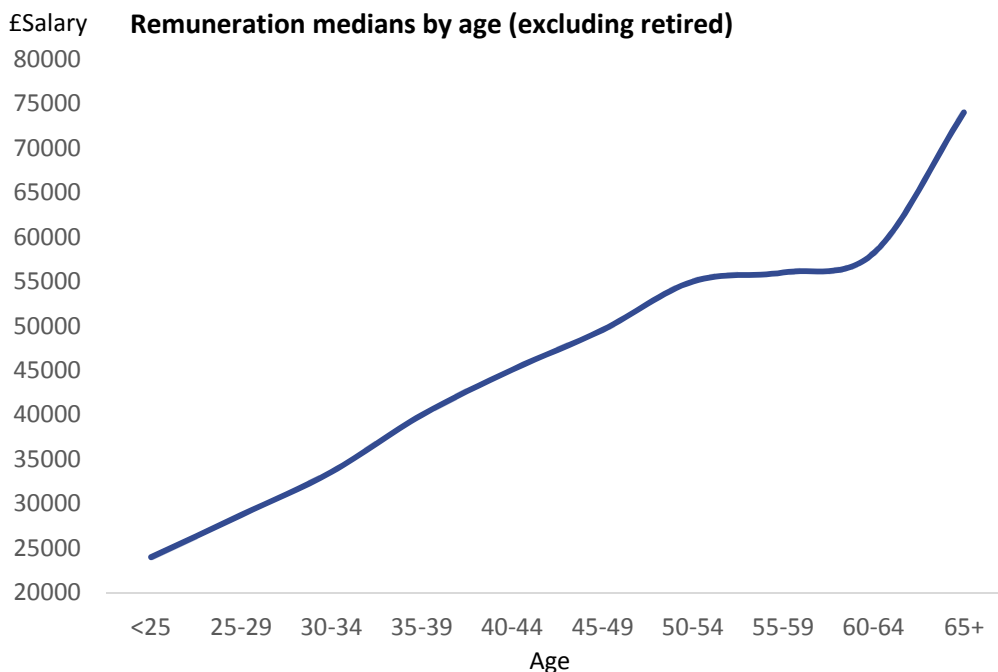
| Take home | £48,800 (p.a.) |
|-----------|----------------|
| Salary | £44,000 |
| Bonus | £4,800 |

2013

| Take home | £47,500 (p.a.) |
|-----------|----------------|
| Salary | £43,500 |
| Bonus | £4,000 |

Remuneration trends

As expected, basic salary and the level of responsibility held within the work place increases with age. This is particularly true for members aged 65+. A greater proportion are Fellows (44% in this age groups versus 18% overall) working outside of the UK & Ireland. More of this group are also working in a university or self-employed.

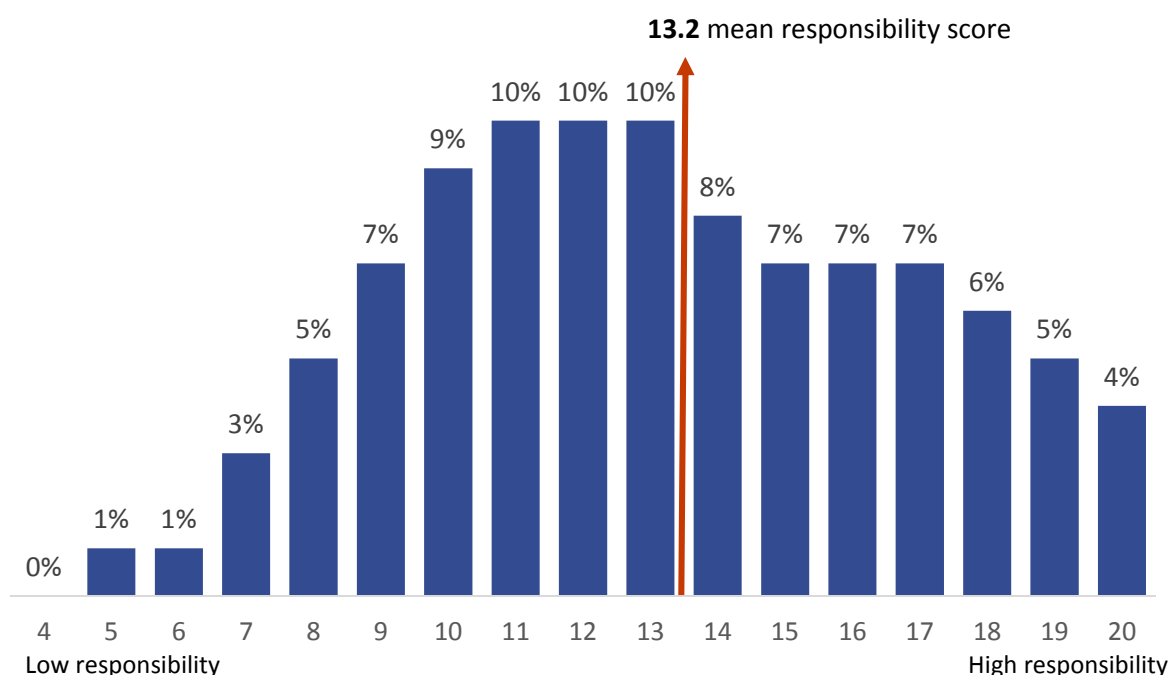


¹Explained overleaf

Responsibility Score

Members were asked to assess their level of responsibility via a set of statements categorised by their: duties, job-related decisions, supervision received, and supervision exercised.

The 2015 average responsibility score is 13.2, a relatively consistent score over recent years. To calculate your own responsibility score, please see the appendix.



13.6



12.0

Male members have a significantly higher responsibility score (13.6) compared with female members (12.0). This is unsurprising given the correlation between responsibility and age, and a higher proportion of male members generally being older and longer in the profession.

48% of the survey sample have a responsibility score between 10 and 14. 30% have a responsibility score greater than 14 and 10% have a responsibility score below 10. The median salary increases in line with the responsibility score, from £29,000 below 10 to £61,800 greater than 14.

<10

£29,000

10-14

£41,600

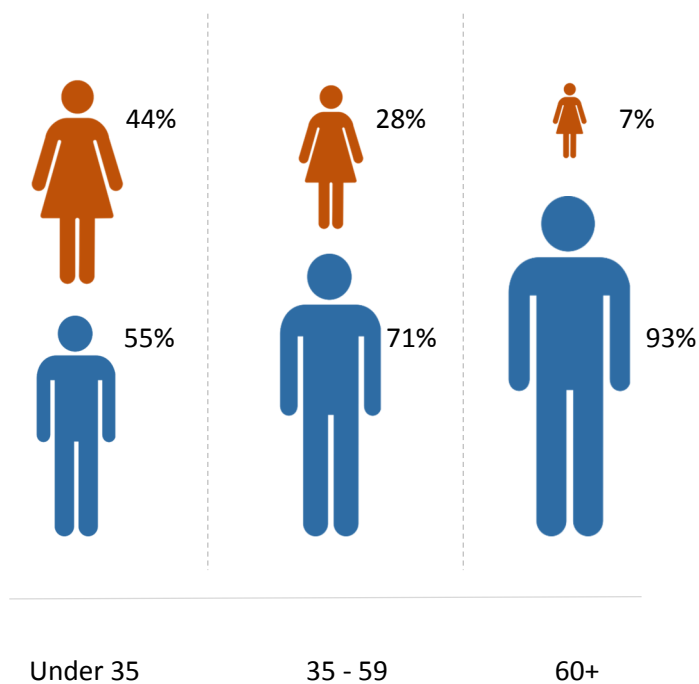
>14

£61,800

Gender

Survey participation by gender aligns with the Royal Society of Chemistry membership; 74% male and 26% female.

The proportional representation of men and women in the different age groups shows men make up the majority of survey respondents over the age of 35.



Remuneration medians by gender

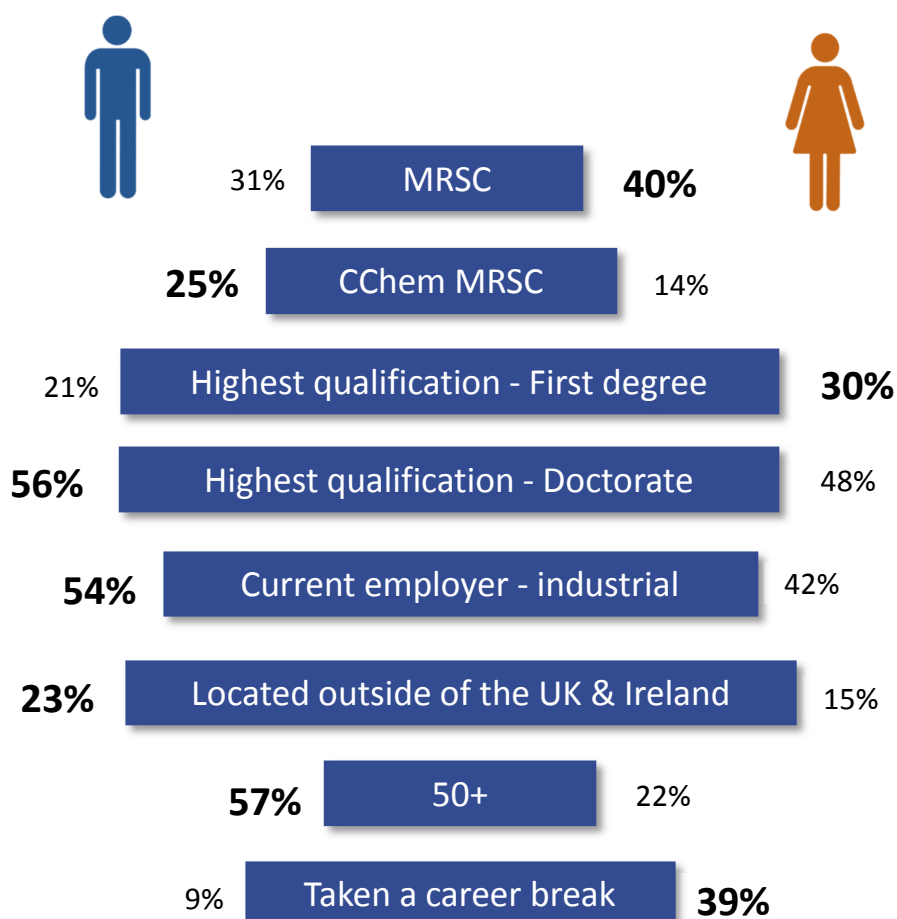
The average age of male members is greater than that of females.

Alongside this they are more likely to hold a chartered chemist status, and hold higher qualifications. However, age does underpin these characteristics.

Men are more likely to work in the industrial sector and to be based outside of the UK & Ireland. More women are found working in school/sixth form or not-for-profit employers.

A greater proportion of female members have taken a career break compared with men.

Understanding the gender pay gap

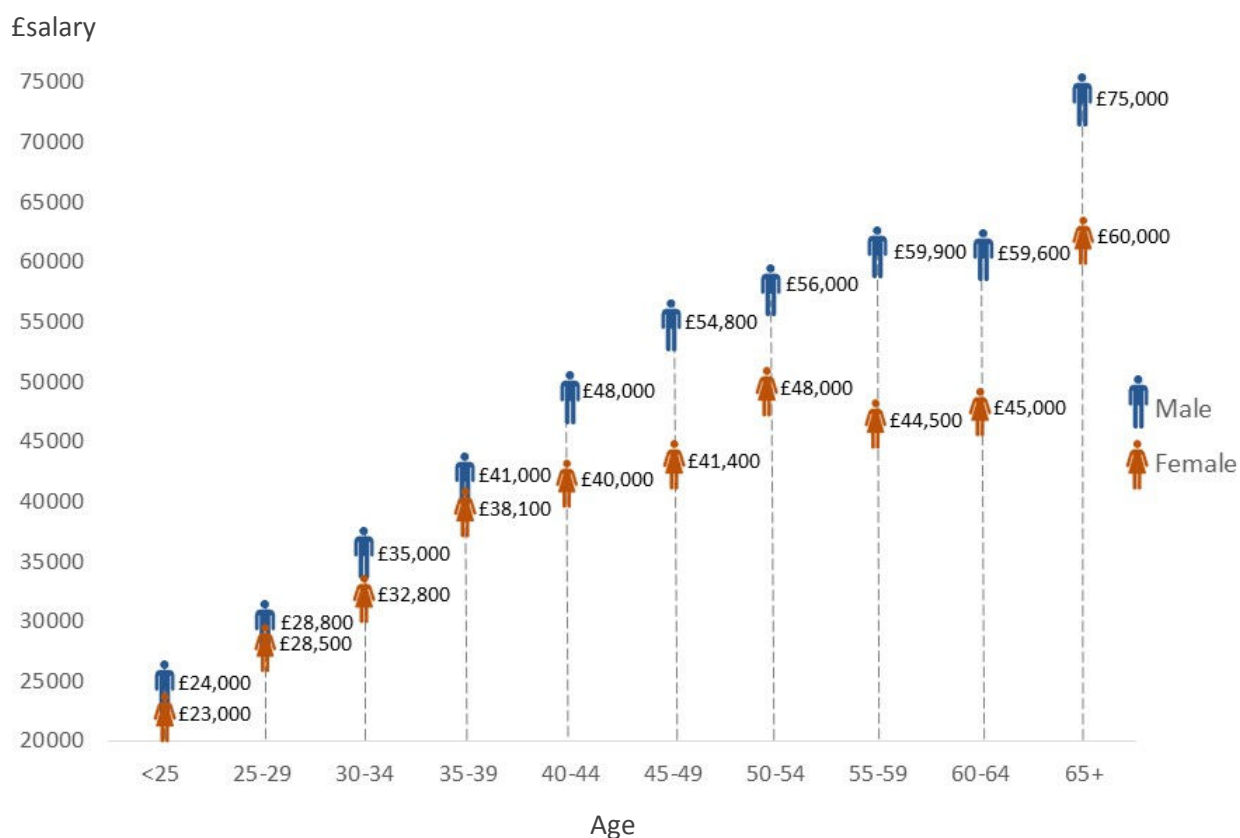


Remuneration medians by gender

The median salary for men is £48,000 compared with £36,100 for women. The variations in pay largely reflect the combination of factors discussed earlier, such as the career choices men and women have made. In addition, there is also likely to have been a shift in social attitudes, reflected in the fact that more women are now choosing to enter the chemical sciences profession.

The gender 'pay gap', independent of age, has decreased since 2013.

Financial remuneration by gender

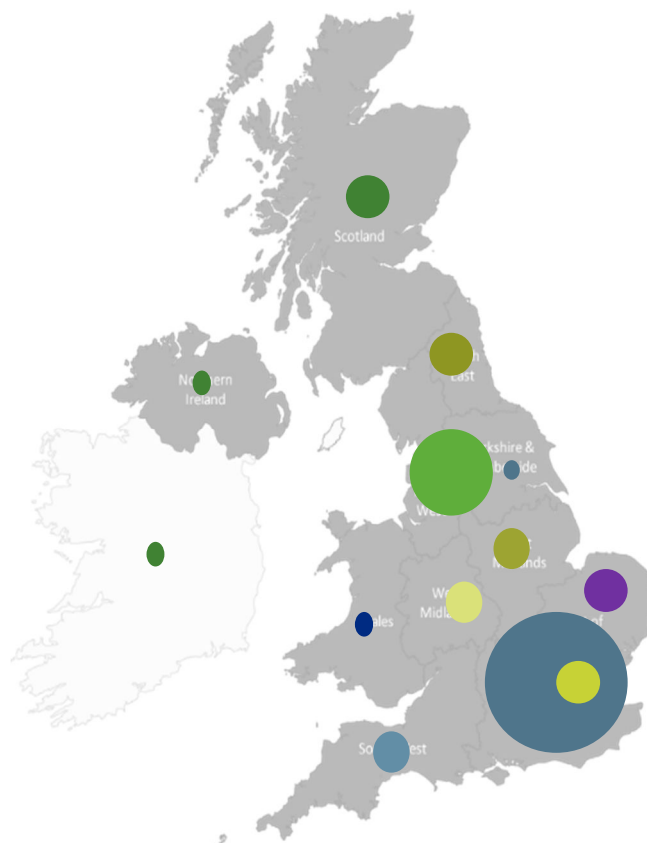


Location

Around 80% of members work within the UK & Ireland, with the most prominent cluster (just under 20%) found in the South East of England. 10% of members work in the North West.

Of those members who are based outside of the UK & Ireland (21%), 31% are based in Europe, 25% in Asia, and 24% in North America.

Members working outside of the UK & Ireland provided their salaries converted to GBP.



Remuneration medians by location

Members working outside of the UK & Ireland are receiving a higher salary; predominantly 21% more than those working in the UK & Ireland.

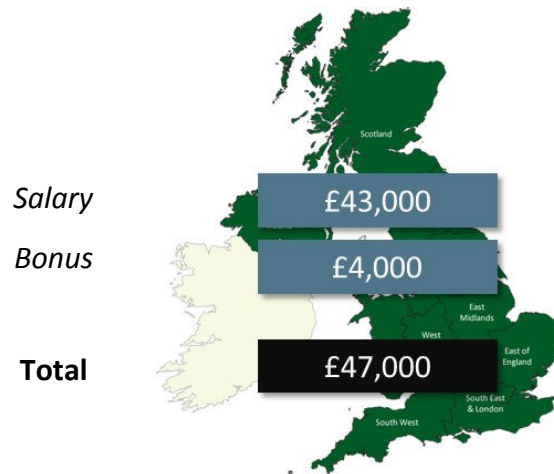
The median salary for those working outside of the UK & Ireland is £50,000, compared with a median salary of £43,000 in the UK & Ireland.

Members working outside of the UK & Ireland also receive a higher bonus than those working inside; £7,000 compared with £4,000 in the UK & Ireland.

Those working outside of the UK & Ireland are predominantly Fellows, older members, hold a doctorate, and are more likely to have a higher responsibility score.

Although similar proportions of members work in general management or commercial /financial, those working outside of the UK & Ireland these jobs are significantly higher remunerated, with median salaries of above £100k p.a, which will have contributed to the higher salaries recorded.

UK & Ireland



Outside of the UK & Ireland

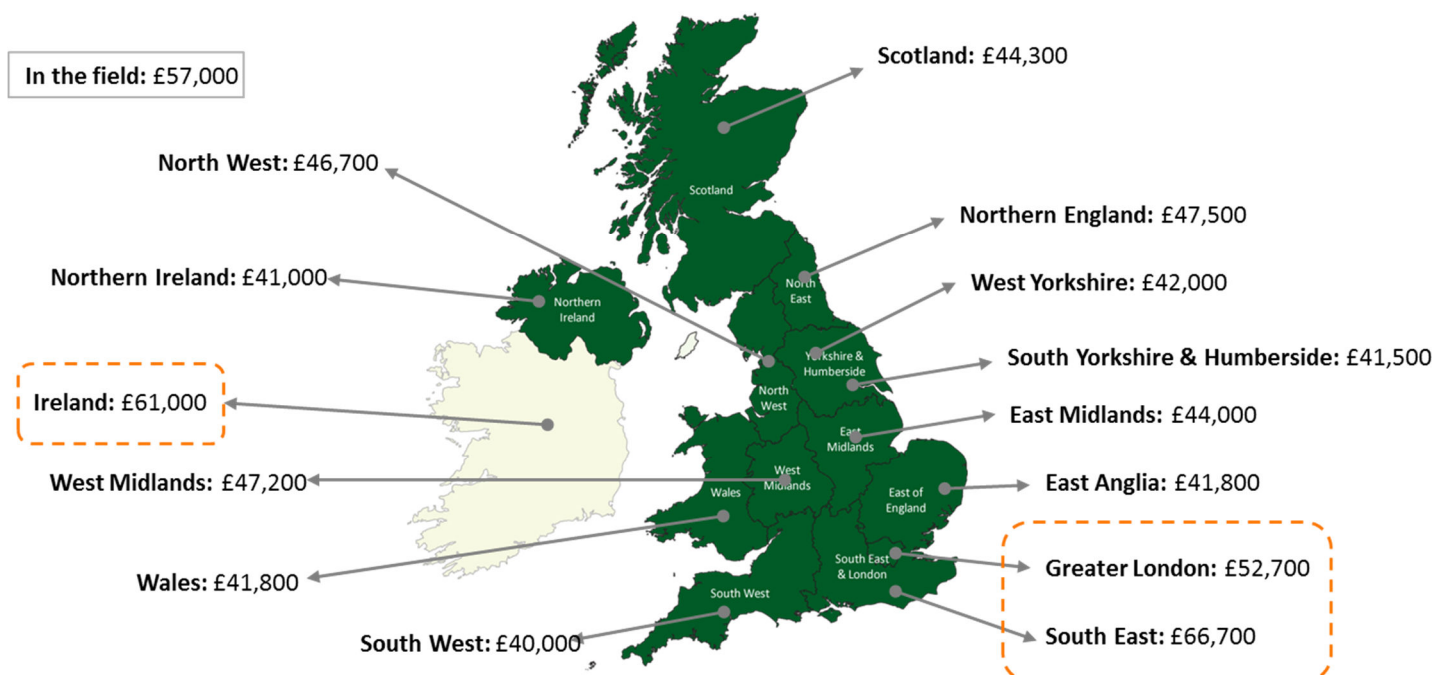


Remuneration medians by location

Within the UK & Ireland, greatest financial reward (including annual salary, bonus, location allowance and secondary income) is seen in the South East of England (£66,700), Ireland (£61,000) and Greater London (£52,700). This is the same picture as seen in 2013 for those working in Ireland. Members working here have a greater likelihood of holding a doctorate (70% in Ireland versus 54% overall) and a higher proportion work in pharmaceuticals, which is one of the higher remunerated fields (32% in Ireland versus 17% overall).

UK & Ireland and regions 'take home'

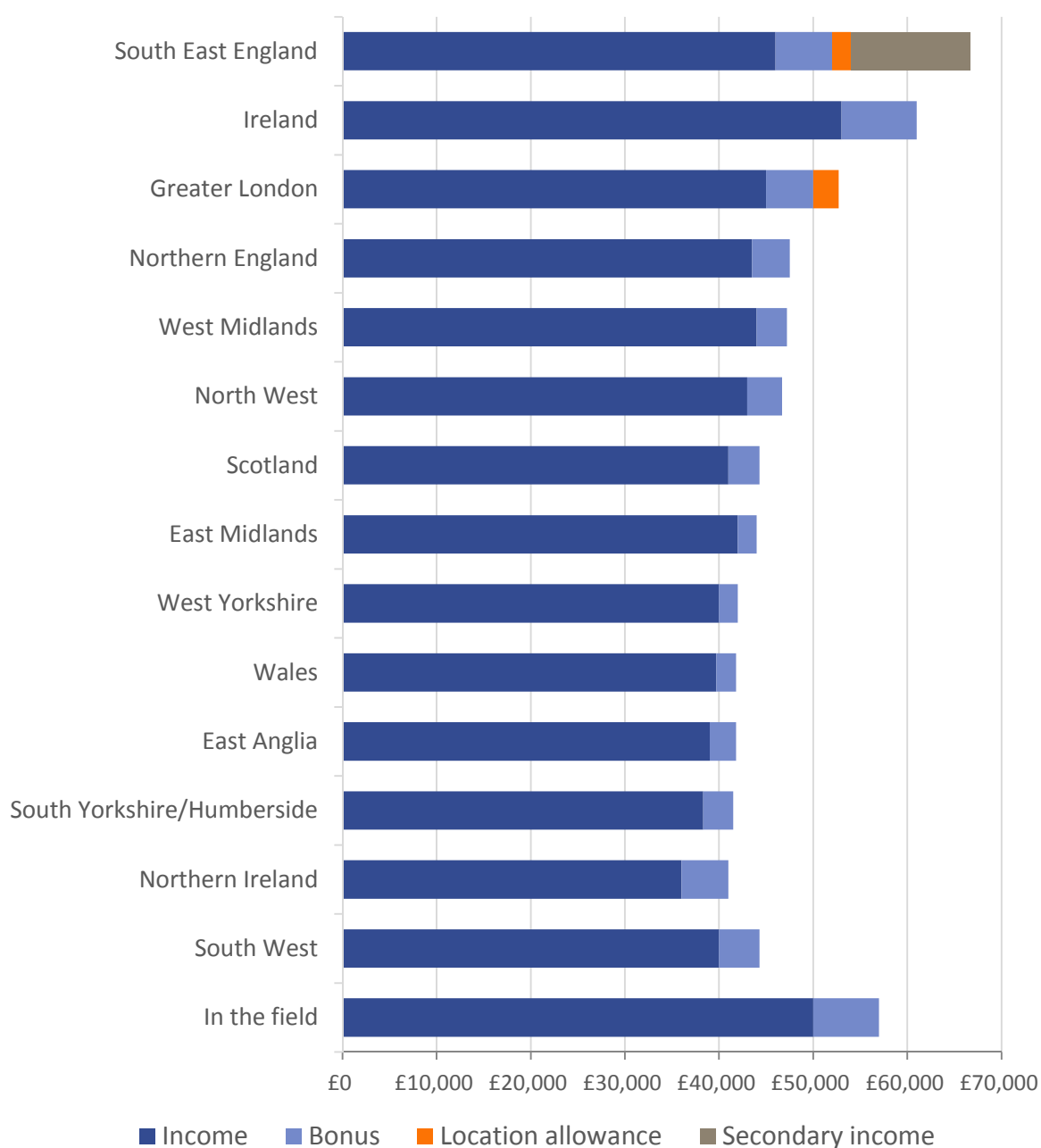
(Combined: salary, bonus, location allowance and secondary income)



Remuneration medians by location

Whilst members in Ireland receive the highest basic salary (a similar finding to 2013) some members in the South East are being rewarded with a location allowance and are earning a secondary income in addition to their basic salary, meaning the net 'take home' is highest in this region.

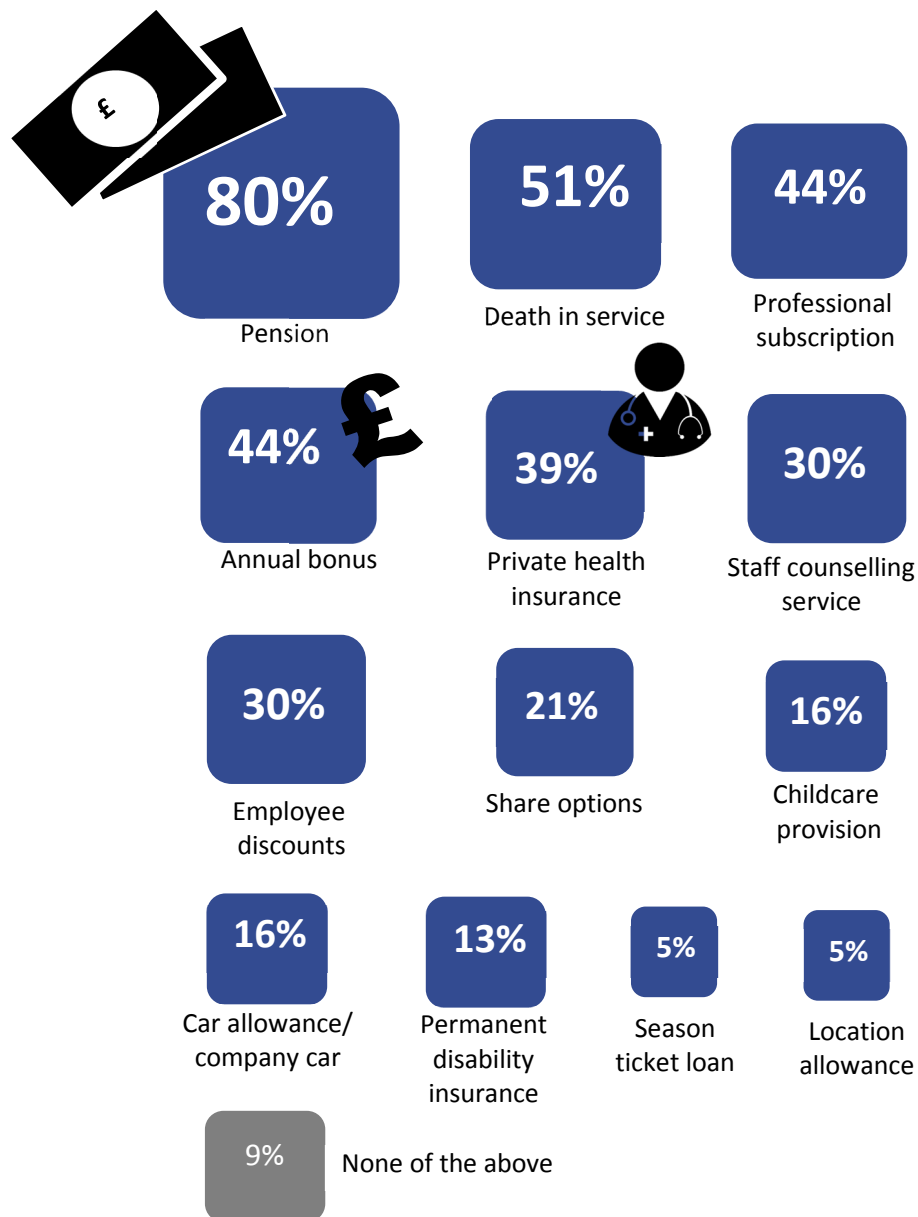
Financial remuneration by location



Additional benefits

Members receive a wide range of additional benefits as part of their overall remuneration package. A pension contribution is the most commonly offered additional employment benefit aside from salary. 15% of members receive just one benefit (pensions account for 60% of these), 14% receive two benefits and 14% receive three benefits.

Benefits received



Remuneration medians by qualification

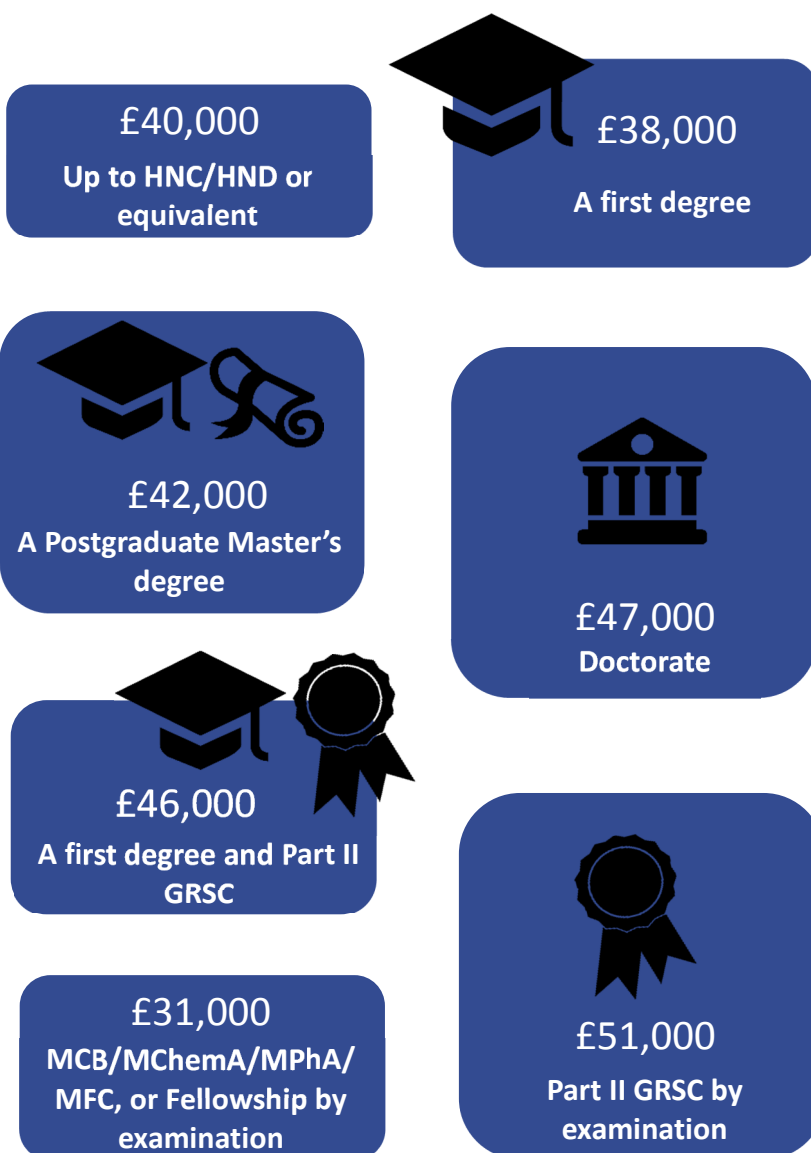
54% of members hold a doctorate. These members are earning, on average, £3,000 above the total median salary.

The highest median salary is earned by those members holding a part II GRSC by examination (£51,000). This is a qualification which was phased out in 1995 and, hence, is held by older members (aged 50+). Consequently, these members are predominantly male, chartered, and work in an industrial or commercial company.

Overall, this closely reflects the pattern seen in 2013.

Very few members' highest qualification is MCB / MChemA / MPhA/ MFC, or Fellowship by examination, just 43 members fall into this category.

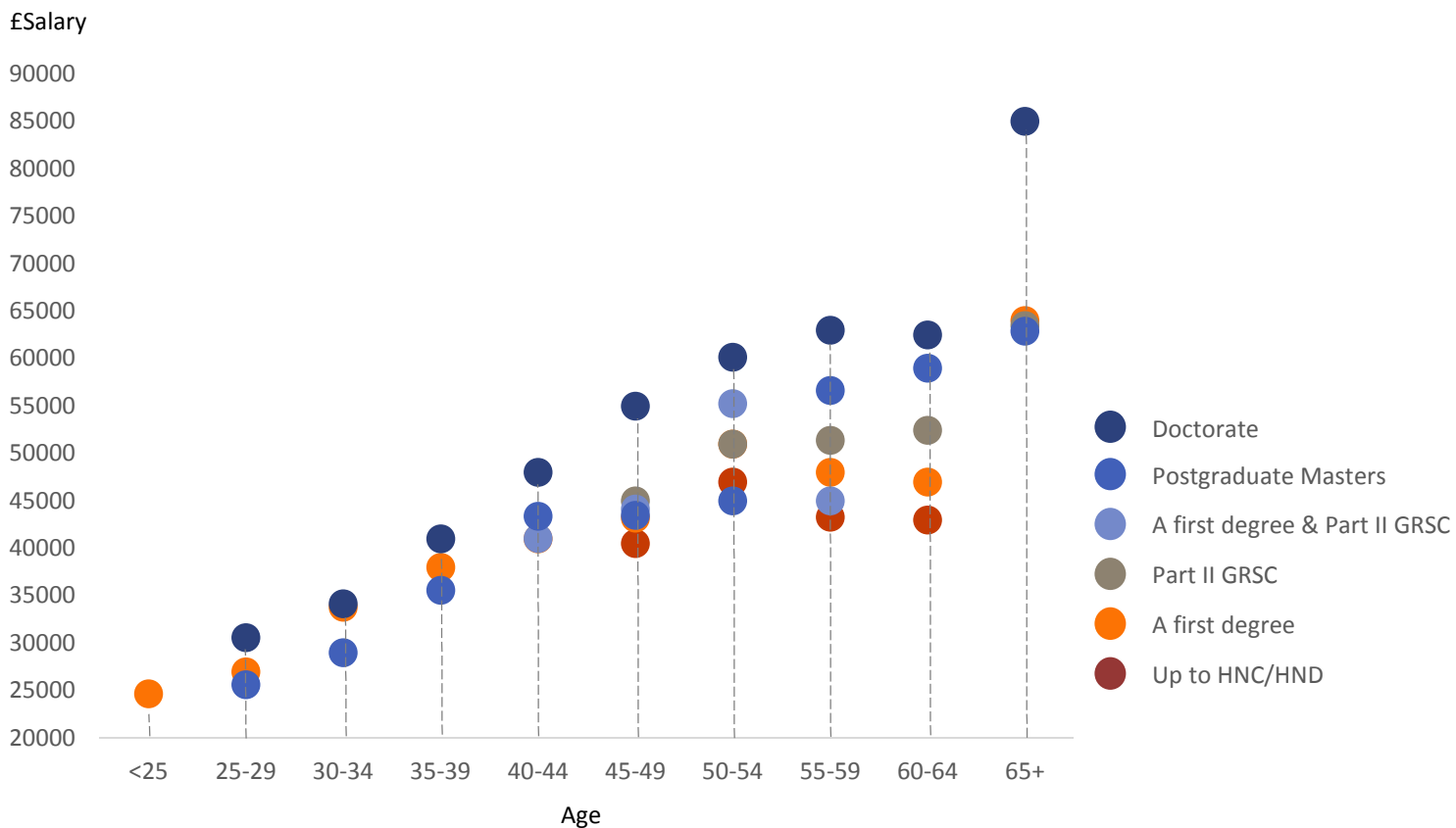
Financial remuneration by qualification



Remuneration medians by qualification

Members with a doctorate receive a higher salary across all age bands. Those holding a qualification up to HNC/HND or equivalent earn less on average in comparison to those with other qualifications.

Financial remuneration by qualification

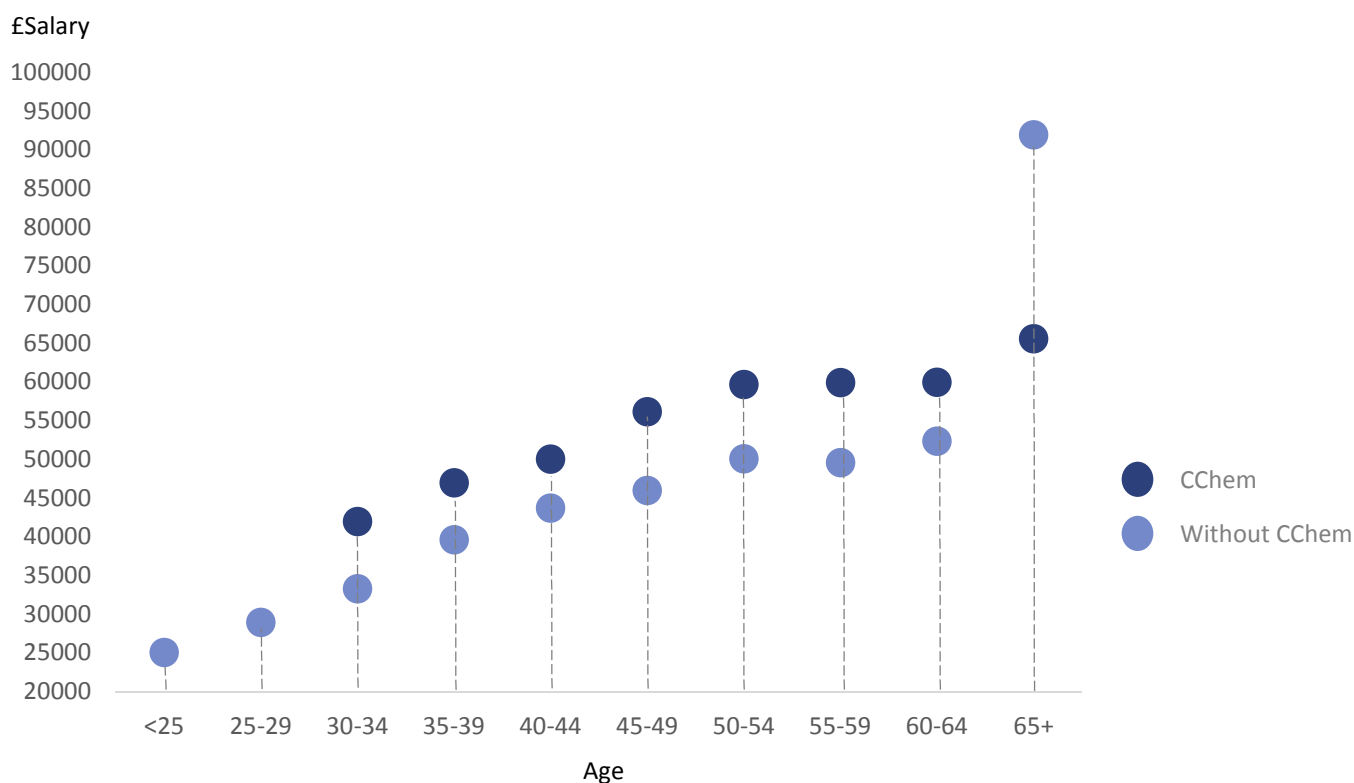


Remuneration medians by chartered status

Members with chartered chemist status receive a higher salary across all age groups, with the exception of those aged 65+.

Age is a factor underpinning chartership, members are predominantly gaining chartership no earlier than their 30s, and once they do it halos positively onto salary throughout their career. There are however, a small proportion of members aged 65+ who are not chartered and do receive higher salaries. Members in this group are predominantly male, a higher proportion that average hold a doctorate (74% without CChem hold a doctorate, versus 53% of those with CChem), they are most likely to work in a university, work outside of the UK & Ireland, and have a higher responsibility score.

Financial remuneration by chartered status



Employment

50% of the surveyed members work in an industrial or commercial firm; just under 30% are employed in an educational environment such as a university.

Current employer

Industrial or commercial company, partnership or firm, industrial research association

50%



University or equivalent funded institution

27%



School, sixth-form college, or equivalent

7%

Government

4%

National authority

3%

Not for profit

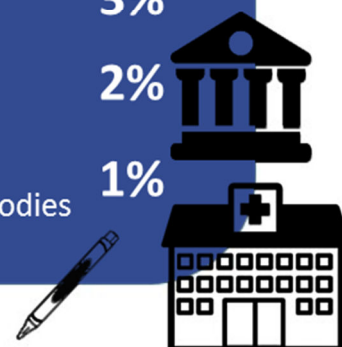
3%

Consulting practice

2%

National Health Service, affiliated organisation or bodies

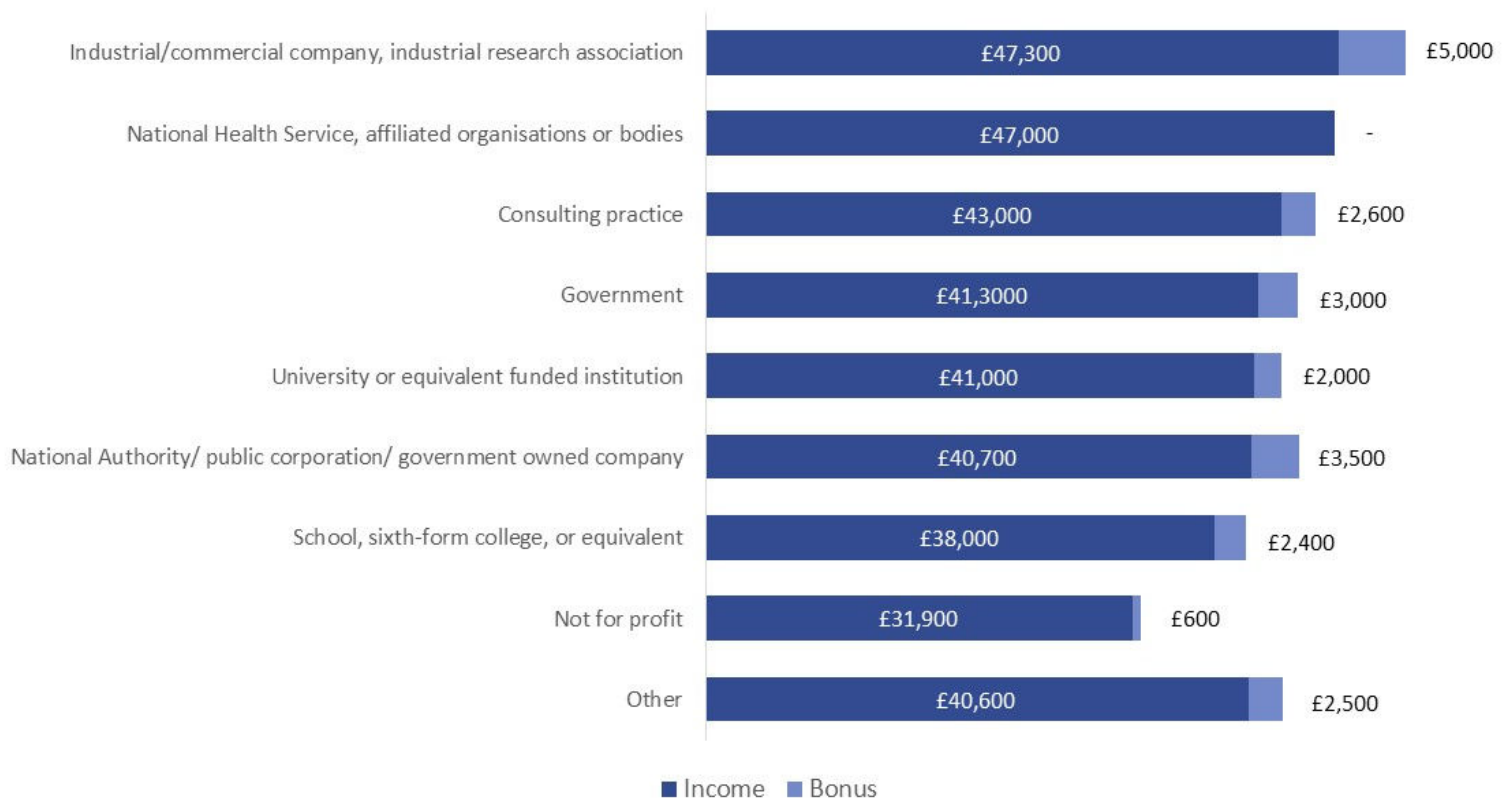
1%



Remuneration medians by employer

Members working in industrial or commercial companies are earning the highest basic salary and receiving the largest bonus payments. Those working for the National Health Service or affiliated organisations do not predominantly receive bonus payments although have a comparable basic salary.

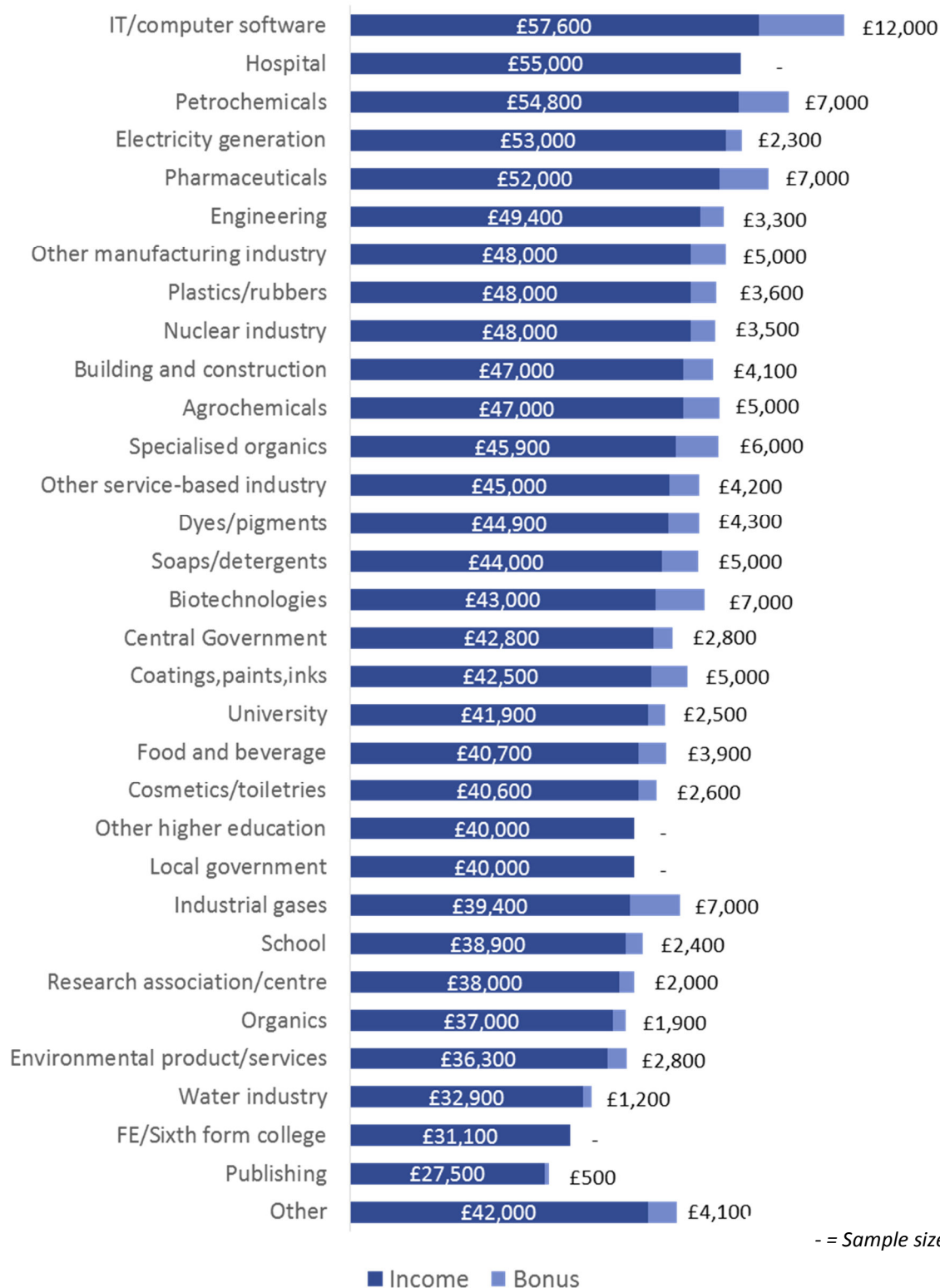
Financial remuneration by current employer



- = Sample size too low to report

Remuneration medians by field

Members working in the field of IT/computer software are earning the highest salaries and bonuses.



- = Sample size too low to report

Remuneration medians by role

Members working in roles of general management and sales and marketing are earning the highest salaries and bonuses.

Financial remuneration by role



- = Sample size too low to report

Career breaks

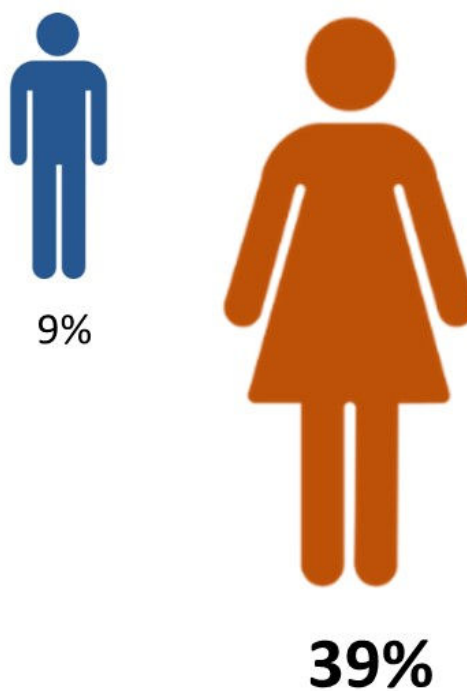
17% of members have taken a career break of more than three months since beginning their career in the chemical sciences.

Just under 40% of women have taken a career break compared with under 10% of men.

Members who have taken a career break



Proportion having taken a career break:



Career breaks

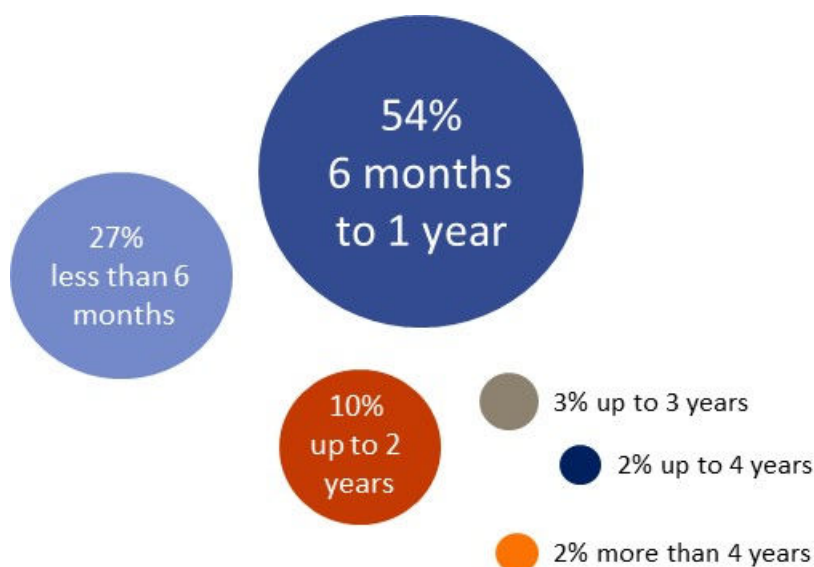
81% of the career breaks taken were up to one year long.

Maternity/paternity/adoption leave is the reason for 54% of these career breaks.

Although most career breaks are for parental reasons, 20% of members have taken a career break due to unemployment. One in seven members have taken time out to study and one in ten have travelled and cared for children and/or others. A smaller proportion (5%) have taken a career break due to health /medical reasons.

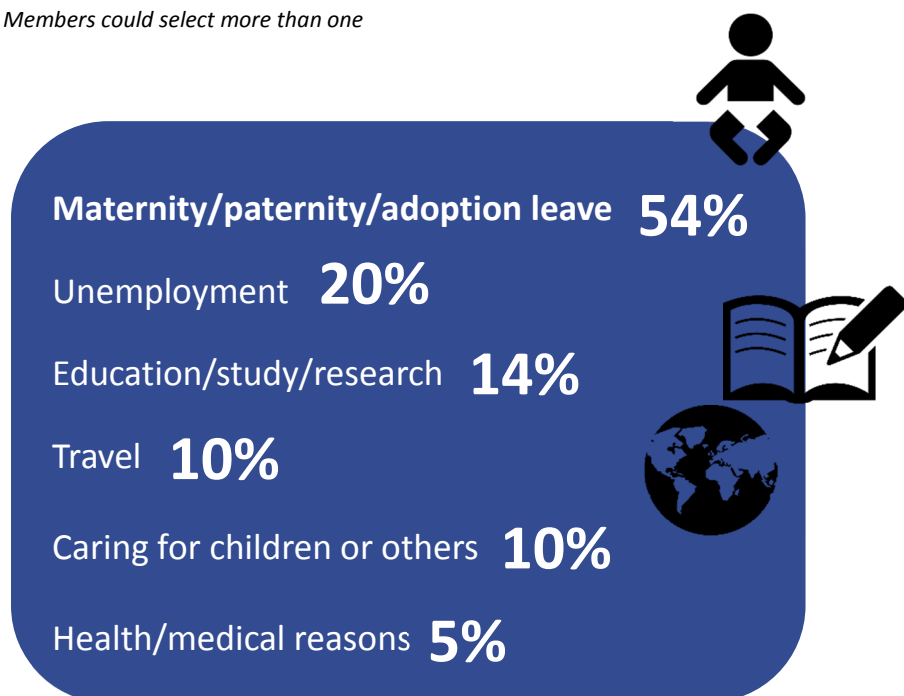
Of these members who have taken a career break, significantly more women have done so for maternity/ adoption leave. Significantly more men have taken a break for educational reasons.

Length of career break



Reasons for taking a career break(s)

Members could select more than one

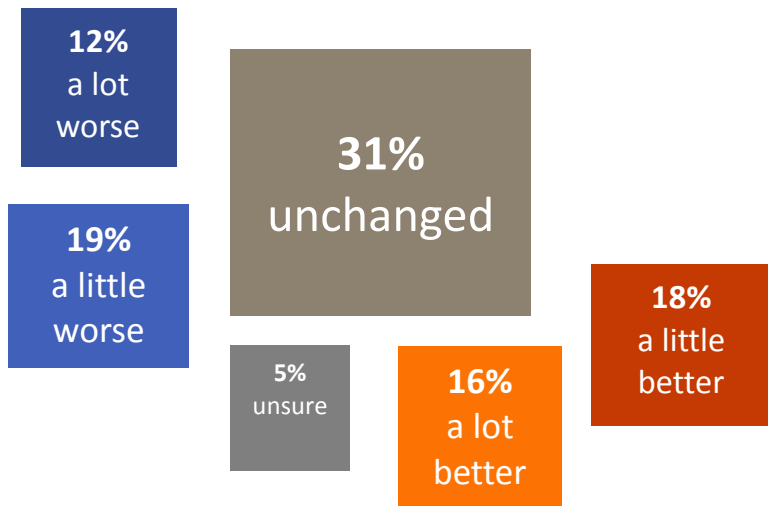


Career breaks

Since returning to work, career prospects are mixed amongst members. Around one third of members perceive their career prospects to have got worse since returning to work, one third feel their career prospects have got better and one third feel their career prospects remain unchanged.

Members who perceive their career prospects to be **worse** since returning to work are predominantly women (83% vs 17% men), aged 30-39, those working part-time and returning from maternity/ adoption leave or caring for children. These are also predominantly members who were on leave for up to one year.

Returning to work



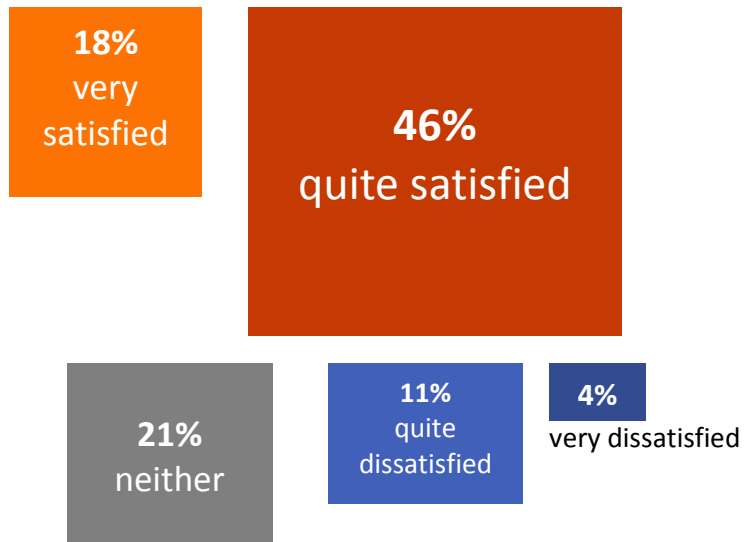
Employment satisfaction

The majority of members (64%) are satisfied with their current remuneration package; 18% are very satisfied.

Those most satisfied are members predominantly working in an industrial or commercial company and have a higher responsibility score.

Members who are dissatisfied with their current remuneration package are less likely to receive other benefits such as a bonus or car allowance and predominantly hold a lower responsibility score¹.

Remuneration satisfaction



¹To calculate your own responsibility score, please see the appendix.

Employment perceptions

The majority of members find their work is challenging, makes use of their skills, and offers a good work-life balance.

Significantly more members in the higher responsibility bands agree their work is challenging compared with those in the lower responsibility bands.

Employment perceptions

Current job perceptions

84%
agree

My work is challenging

67%
agree

My job makes
full use of my skills

64%
agree

My job offers a
good work-life balance

64%
agree

My job gives me access to learning
and development opportunities that
will help improve my performance

63%
agree

I feel secure in my job

53%
agree

My job gives me access to learning
and development opportunities
that will help me progress in my career

Priorities for future employment

Ensuring a suitable work-life balance is the key priority for members when considering future employers, closely followed by the remuneration package. The majority of members selected these priorities in their top three.

A good working environment sits in third place (out of seven).

Flexible working hours / flexi-time is the key benefit members are looking for from a future employer, reflecting the desire to have a good work-life balance.

This benefit is a clear leader with 95% of members selecting flexible working in their top three. Holiday allowance and home-working were selected by 76% and 73% members respectively.

Important priorities from a future employer

Most important work priorities

Work-life balance

Fair financial remuneration

A good working environment



Most important benefits

Flexible working hours / flexi-time

Holiday allowance

Home working



Flexible working

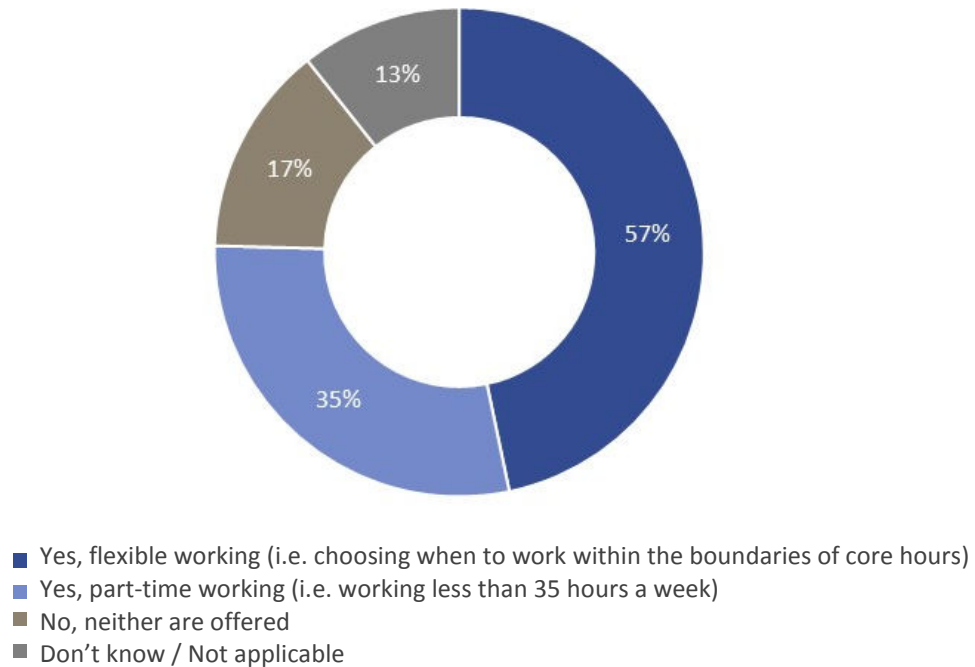
57% of members' employers offer flexible working; 35% offer part-time working. 17% don't offer flexible nor part-time working.

Employers most likely to offer flexible working and/or part-time work are Government and National Authority / Public Corporation or Government owned companies.

Schools are least likely to offer flexible working, universities are least likely to offer part-time working.

More women claim their employer offers both part-time and flexible working compared with their male counterparts.

Flexible working offered by current employer

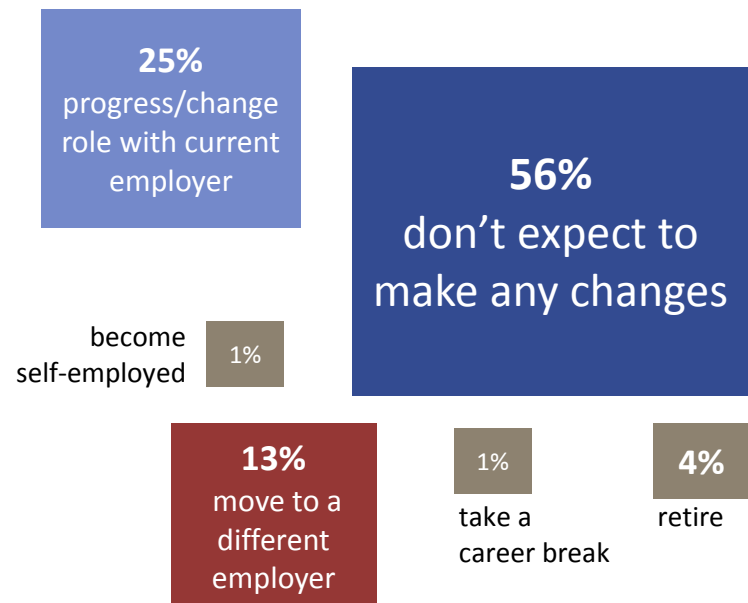


Changes to employment

The employment market looks very stable for members, with 81% expecting to remain with their current employer over the next 12 months. 25% suggest they might have a change in role during that period.

Members who wish to move to a different employer (13% overall), express greater levels of dissatisfaction with areas of their job. This group are significantly more likely to feel their job is not challenging, does not make full use of their skills, does not offer a work-life balance or does not give learning and development opportunities.

Expected changes to employment in next 12 months



Career progression

Over half of members believe they need to develop leadership skills in order to progress their career. In addition, they are keen to develop a mix of strategic planning, management, project management and influencing skills.

Significantly more members in the lower responsibility bands believe they need to develop their technical skills, project management, communication and decision making in order to progress their careers compared with members in the higher responsibility bands.

Those in the higher responsibility bands believe their focus for development is strategic planning and financial management.

Top skills members wish to develop

51% Leadership

41% Strategic planning and implementation

41% Management

38% Project management

37% Influencing skills

29% Communication

29% Technical skills

26% Financial management

24% Decision making

Pension remuneration medians

Retired members of the Royal Society of Chemistry are receiving a median occupational pension of £26,500, a state pension of £7,000 and income from other sources of £1,100 per annum.

Total income received in 2015 for retired members is similar to what it was in 2013.



2015

| Income source | £ (p.a.) |
|---------------------------|----------------|
| Occupational pension | £26,500 |
| State pension | £7,000 |
| Income from other sources | £1,100 |
| <i>Total</i> | <i>£34,600</i> |

2013

| Income source | £ (p.a.) |
|----------------------|----------------|
| Occupational pension | £28,000 |
| Other sources | £6,895 |
| <i>Total</i> | <i>£34,895</i> |

Appendix

Responsibility Score Calculation

For more information on how a person's responsibility score is calculated, please see the steps below:

A score of 1 (lowest responsibility) to 5 (highest responsibility) is assigned to each statement. The sum of each score in the four sets of statements equals the overall responsibility score – with 4 being the lowest possible score and 20 being the highest possible score.

Example: 4 + 3 + 4 + 4 = a responsibility score of 15

| Duties | Score |
|---|-------|
| I receive on-the-job training, working on simple projects or assisting more senior staff | 1 |
| I perform varied assignments within projects | 2 |
| I plan, conduct and co-ordinate projects of some complex | 3 |
| I undertake the long term and short term planning and supervision of projects, make decisions on work programmes, and control project budgets | 4 |
| I have full managerial, operational and budgetary responsibility for a function | 5 |

| Job related decisions | Score |
|---|-------|
| I am responsible for some job-related details only, all other matters being checked | 1 |
| I am responsible for job-related details which are subject to regular reviews | 2 |
| I am responsible for job-related matters but subject to occasional review | 3 |
| I have full responsibility for projects | 4 |
| I am responsible for all job-related matters, including the delegation of authority | 5 |

Appendix

Responsibility score calculation continued...

| Supervision received | Score |
|---|--------------|
| My work is assigned with detailed instructions, guidance being always available | 1 |
| My work is assigned in terms of detailed objectives and priorities, guidance being available on problems and unusual features. My work is subject to scrutiny | 2 |
| My work is assigned in terms of general objectives and priorities, guidance being available on policy or unusually complex problems. My work is reviewed for effectiveness only | 3 |
| My work is such that I receive executive instruction on broad overall objectives and it is reviewed only for its general effectiveness and adherence to policy | 4 |
| My work is unsupervised, other than that I comply with the policy decided with the governing body | 5 |

| Supervision exercised | Score |
|---|--------------|
| I have no authority but may give guidance to juniors working on the same project. | 1 |
| I have no managerial responsibilities for staff | 2 |
| I supervise a group of staff, technicians and/or other employees | 3 |
| I am responsible for leaders of groups containing staff, technicians and/or other employees | 4 |
| I have full control over senior staff who are in turn responsible for groups of staff and other employees | 5 |

Price £250 (to non-members)

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