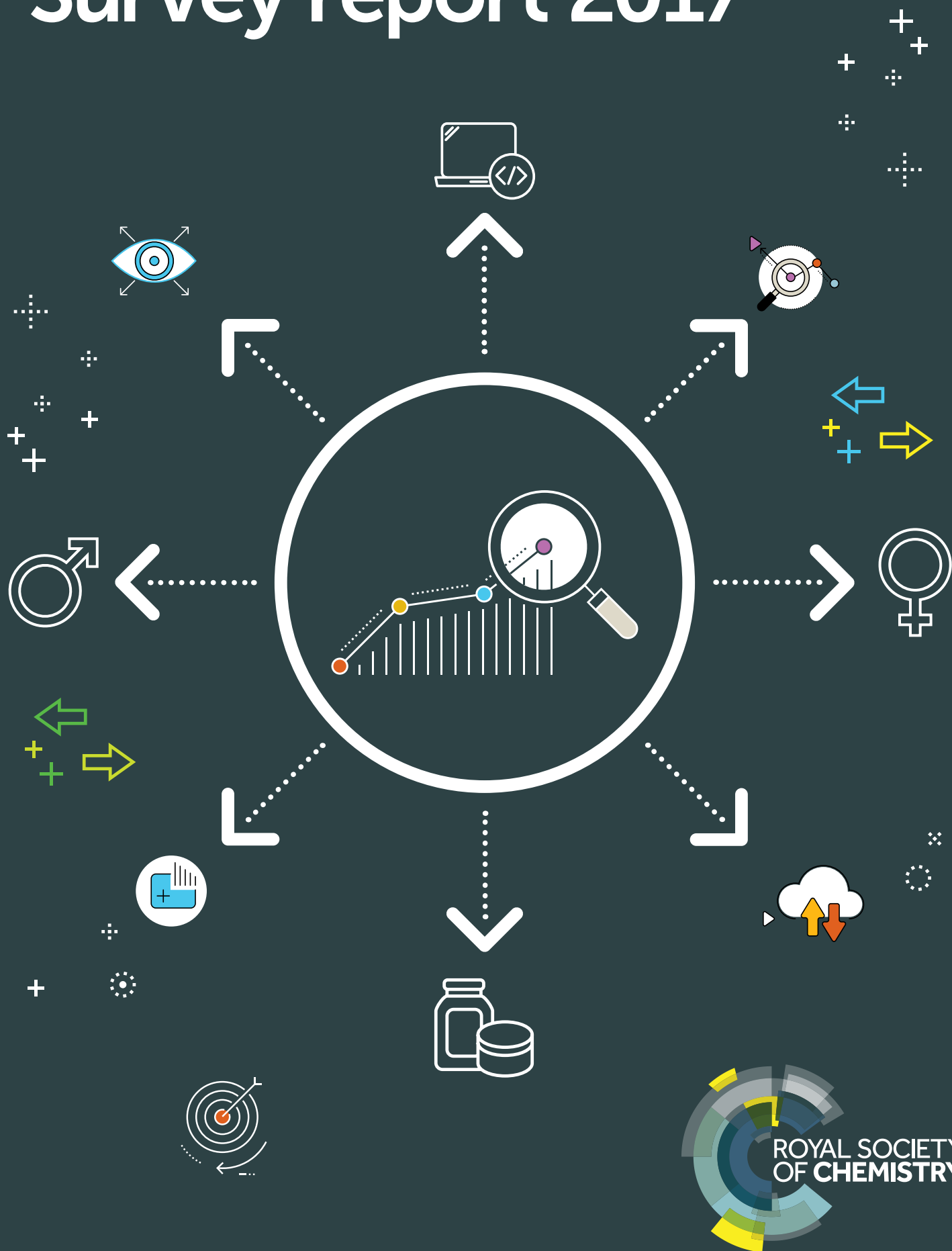


Pay and Reward Survey report 2017





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Foreword

Welcome to the 42nd edition of the Royal Society of Chemistry's authoritative Pay and Reward Survey report on salaries in the chemical sciences. Every two years, we ask Royal Society of Chemistry members to share their experiences of salary, pension and benefits in their field of the chemical sciences.

Using the survey data, we have put together a comprehensive employment and job satisfaction report based on the experience of thousands of professionals working in the chemical sciences.

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 6,967 members who contributed to this edition, representing a response rate of 19%. The quality of this information is entirely thanks to their involvement. 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. We have continued to include questions focusing on other aspects of employment, such as access to flexible working, and for the first time also benchmarked these responses against other UK industries. The answers to all of these questions will help to 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 this report 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.

Employers and employees in a wide range of sectors can use the report as a standard benchmark for salaries; this is a proud tradition stretching back to the first survey conducted in 1919. We hope that the data can support employers with more meaningful analysis of the gender pay gap within our sector, to help us understand and to make improvements.

A key finding is that a high proportion of our members feel that their employers don't make use of the skills they have, while there are numerous reports of employers reporting skills gaps, in the chemical and other sectors. There is clearly an opportunity for employees to work with their employers to seek out further opportunities for their professional development.

The report is on the remuneration of professionally qualified chemical scientists who are working in the UK (except where specified) and is available for members to download free of charge from our website at rsc.li/careers. If you are not a member, or seeking to use this report on behalf of your employer, then please get in touch.

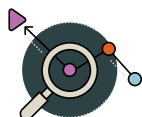
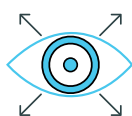
Where the number of survey respondents outside the UK has permitted, we have reported on these findings. If you are a member working outside of the UK, and would like more information about specific countries, then please contact careers@rsc.org. Please note that we can only share data where sample sizes allow.

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.

Dr David Barr CSci CChem FRSC

Head of Membership

Royal Society of Chemistry





Introducing your 2017 Pay and Reward Survey report

In June and July 2017, we conducted our 42nd Pay and Reward Survey. Almost 7,000 of you took part this year, and your insights have allowed us, in partnership with research agency ORC International, to put together this authoritative employment and job satisfaction report – a distillation of your personal experiences working in the chemical sciences.

The report is split into five sections, each addressing a specific area that could help inform future career decisions.

Interpreting the survey data

We have collected the data in this report to give you a sense of the salary, pension and benefit trends among Royal Society of Chemistry members working in the chemical sciences. The aim is to provide profession-wide context that will help you manage your own career.

The 2017 survey data is unweighted, as the sample aligns very closely with the overall profile of our membership. All reported data has a sample size larger than 10. In some instances, respondents gave more than one answer to a question, or did not respond. In those cases, we have rounded the percentage but the total may not equal 100%. Where appropriate, we have split the data by full- and part-time roles to give a more accurate reflection of salary averages. Salary medians throughout the report excludes members who are fully retired but includes retired members who are in part-time or occasional employment.



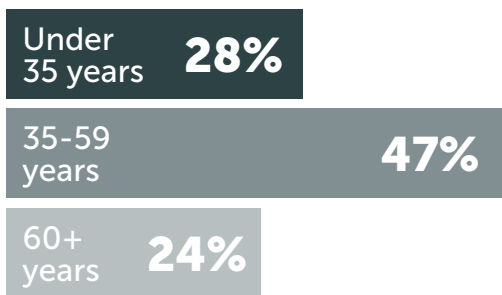
Who took part this year?

6,967 members responded to the 2017 survey

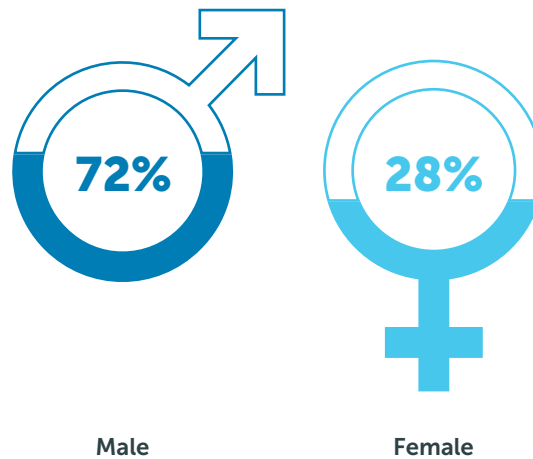
This equates to **19%** of individuals who were sent the survey email

The people who took part are a **representative sample** of our membership:

Age



Gender

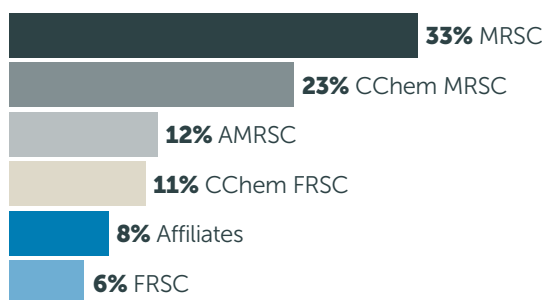


Location

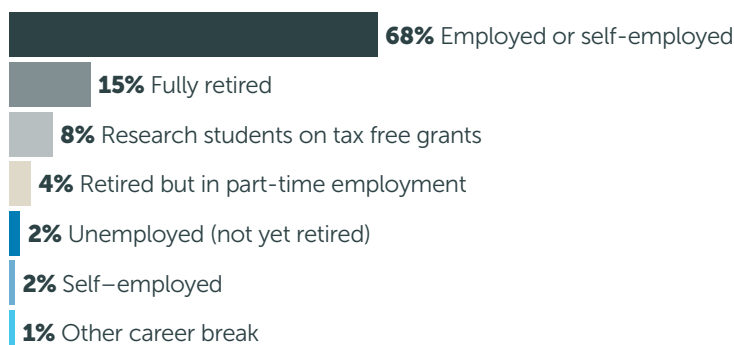


- 76%** UK & Ireland
- 18%** South East
- 9%** North West
- 6%** London
- 24%** Work outside the UK

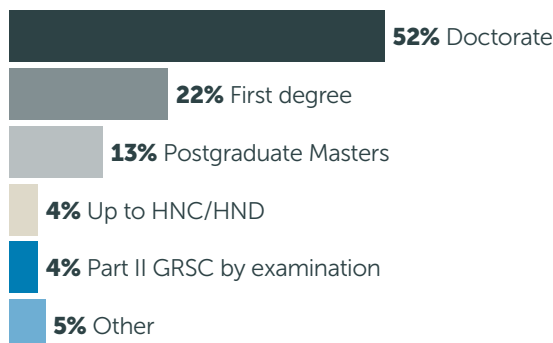
Member types



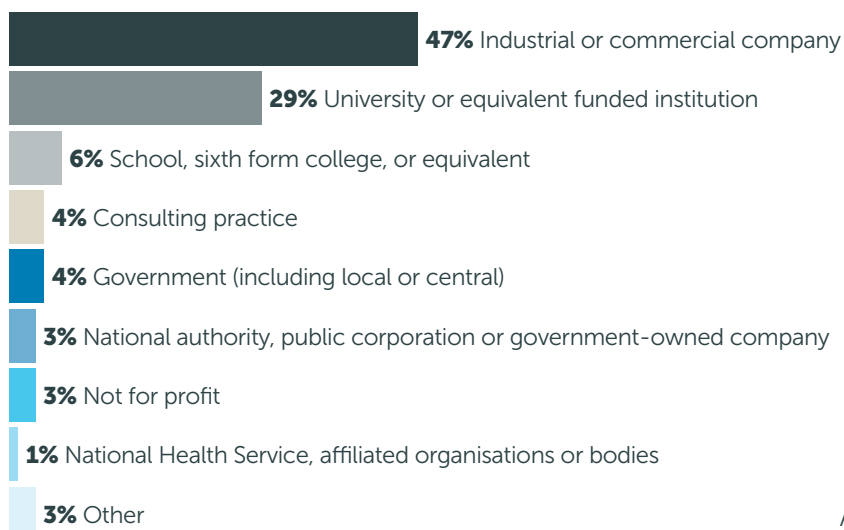
Work status



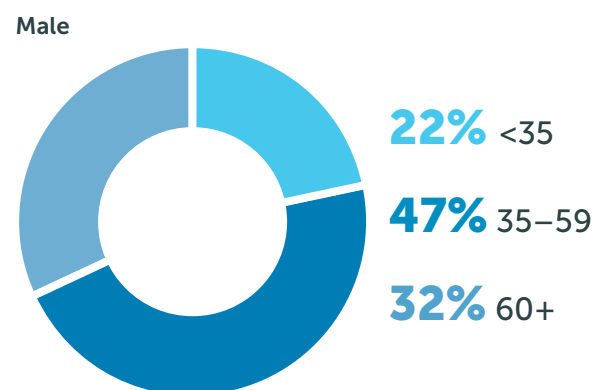
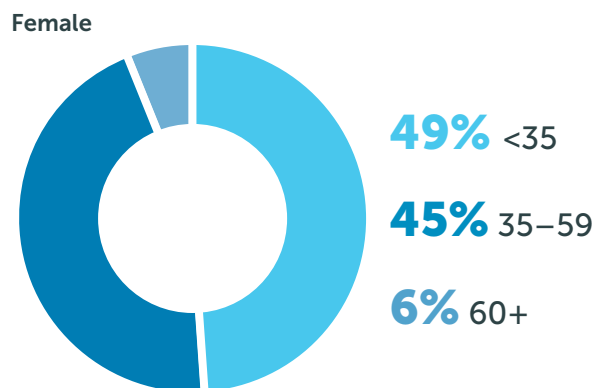
Qualifications



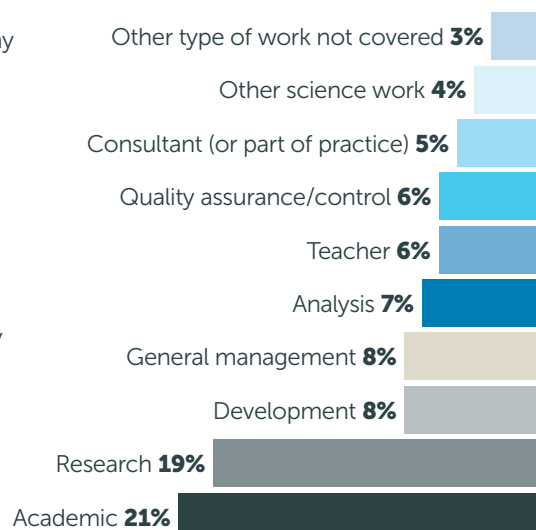
Sector type



Gender participation by age



Job type (top 10)



Chemical science professionals are crucial to the global economy

Chemical science professionals are a sought after workforce, and vital contributors to world and UK economies.

The chemical industry worldwide remains strong, with global chemical production (excluding pharmaceuticals) expected to grow by +3.4% this year – the same pace as 2016 according to BASF¹. In the UK, the chemical and pharmaceutical sector is the largest manufacturing exporter, with annual exports of close to £50 billion. Over £4 billion of capital and R&D investment is made by UK chemical and pharmaceutical companies. Their highly skilled workers earn on average 30% more than the average UK manufacturing worker (Portel, 2017²).

Member salaries have increased since 2015

In 2017, Royal Society of Chemistry members are earning a median salary of £45,000 per annum, with a median annual bonus of £4,500. This represents an overall increase of 1% compared with 2015.

Comparing 2017 salaries with 2015:

2015	2017
Median salary £44,000	Median salary £45,000 <small>Full time £45,600 Part-time £30,300</small>
Bonus £4,800	Bonus £4,500
Take home (per annum) £48,800	Take home (per annum) £49,500

Part-time is defined as someone working less than **35** hours per week

48% of 2017 respondents receive an annual bonus

Location allowance and secondary incomes

5% of members receive a location allowance	1% have a secondary income
Median £2,800	Median £2,000

¹ BASF Report 2016

<https://report.basf.com/2016/en/managements-report/forecast/economic-environment/chemical-industry.html>

² Portel, UK Chemical Industry Outlook – 2017, 2017

<http://www.protelprojects.com/blog/uk-chemical-industry-outlook-2017/>

Increase in responsibility is key to boosting salary

As you might expect, there are clear links between responsibility levels and earning potential. As the level of responsibility increases, so does the potential for a salary increase.

Calculating responsibility levels

We used four key elements to determine a professional's responsibility level.

- 1 The range of duties given on the job and their level of complexity
- 2 An individual's ability to affect decisions and make recommendations
- 3 The amount of supervision received
- 4 The amount of supervision provided to others

To each of these elements we applied a scoring system of 1–5 to denote responsibility level. Each of our respondents applied this scale to their own roles, and came up with an overall responsibility score between 4 and 20 which then fed into our results.

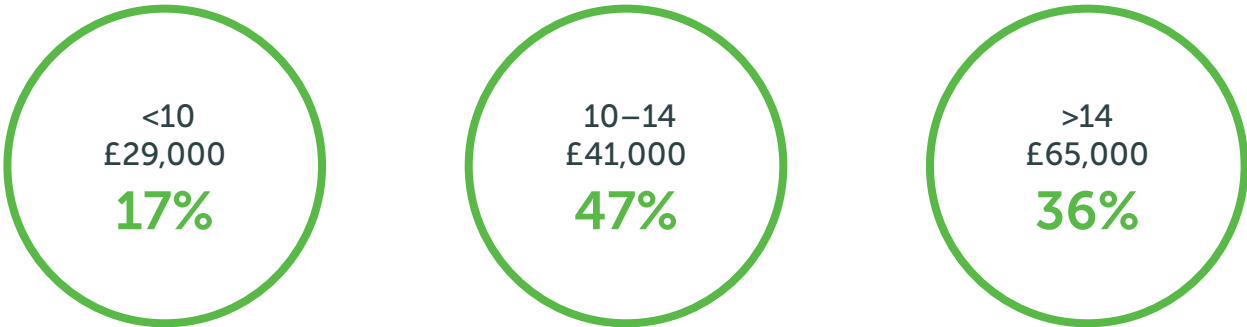
<10 = low responsibility
Individuals in these roles are more likely to hold little managerial responsibility and have their work reviewed regularly.

10 – 14 = medium responsibility
Those at this level have more autonomy to plan and conduct projects, with some management or supervisory responsibility. Work is only reviewed occasionally.

>14 = high responsibility
People at this level have strategic and budgetary responsibility for projects, work unsupervised and have full managerial responsibility.

47% of the survey sample have a responsibility score between 10 and 14. 36% have a responsibility score greater than 14 and 17% have a responsibility score below 10.

Mean salary and percentage of respondents by responsibility score



Mean responsibility score of respondents: **13.1** (medium responsibility)

The majority of survey respondents work in mid-level roles

Almost half of members who answered the survey work in roles of medium responsibility, and a third fall into the high responsibility category. This suggests that Royal Society of Chemistry members enjoy a fair amount of autonomy, are able to provide creative input and can influence the development of their organisation.

Responsibility score increases with age

Unsurprisingly, the data shows that responsibility levels increase with both age and experience within a role. The more experience, the greater the level of responsibility. This is generally the case across all sectors and industries. The only exception is in start-ups owned by entrepreneurs.

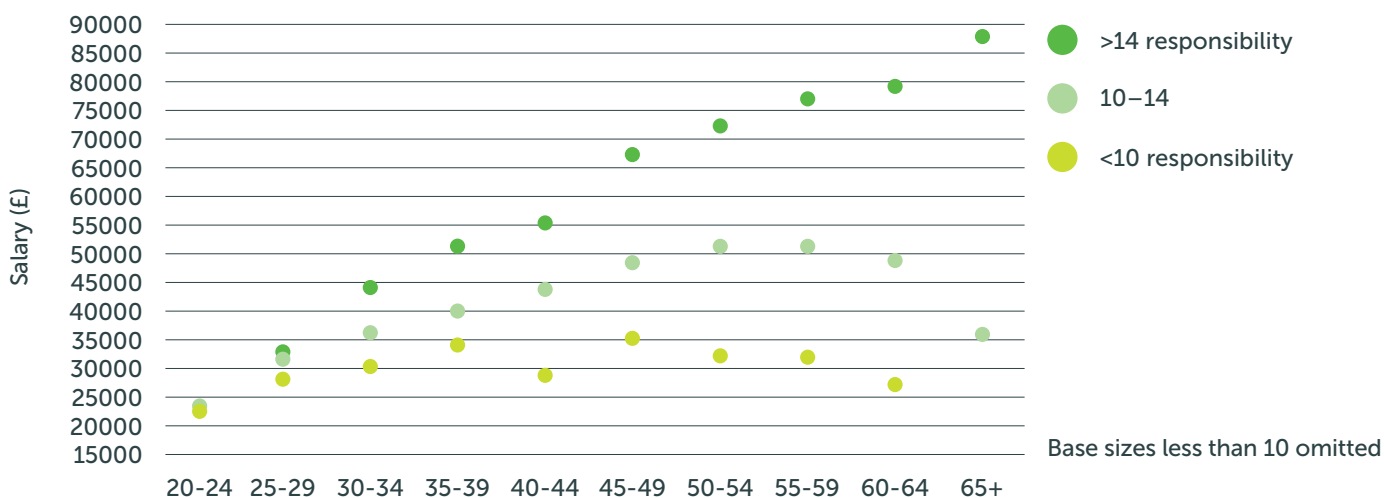
Salary rises significantly between responsibility levels

If an individual moves from low to medium responsibility, or from medium to high, they could expect an average salary increase of £20,000.

Remuneration medians and mean responsibility score by age



Remuneration medians by age and further separated by responsibility score



Defining your own responsibility level

In reality, many jobs are a mix of responsibilities, and it is not always easy to assess your own level of responsibility. To find your own place on our responsibility scale, head to page 36 and follow the instructions.

If you would like more information about the scale, guidance on how to progress along it or an idea of what's expected of you based on your current level, please get in touch with us at careers@rsc.org.

Salaries have increased consistently across job type in 2017

Overall, there has been an increase in salary for most job types within the chemical sciences this year. The most notable boosts compared to 2015 come from those working with computer systems, and those who are self-employed.

- Increase
- No change
- Decrease

Salary changes by job type since 2015

	2017	2015	Upper quartile	Lower quartile
Academic (n=833)	£49,000	£50,000	£68,900	£36,000
Analysis (n=319)	£32,100	£34,800	£43,000	£25,000
Commercial/financial (n=20)	£57,500	£55,200	£71,000	£42,800
Computer systems (n=23)	£58,000	£45,000	£90,000	£40,500
Consultant (or part of practice) (n=152)	£52,400	£50,000	£75,000	£36,200
Development (n=378)	£46,000	£46,000	£65,000	£34,000
Environmental monitoring (n=63)	£38,300	£40,000	£52,200	£31,000
General administration (n=28)	£25,100	N/A	£43,300	£19,950
General management (n=358)	£70,000	£65,000	£103,000	£51,500
Health and safety (n=74)	£49,900	£54,000	£76,000	£35,700
Production (n=102)	£48,500	£47,200	£69,000	£39,000
Quality Assurance/control (n=300)	£46,000	£45,000	£67,000	£33,000
Research (n=842)	£40,300	£40,200	£58,000	£32,000
Sales and marketing (n=100)	£60,500	£60,000	£88,000	£45,000
Self-employed (n=22)	£41,500	£32,200	£60,000	£20,000
Teacher (n=235)	£36,000	£38,000	£46,000	£26,000
Technician (n=88)	£24,600	£23,400	£29,400	£18,700
Other science work (n=181)	£42,000	£40,000	£59,000	£20,900
Other non science work (n=42)	£36,900	£37,700	£37,300	£37,700
Other type of work not covered (n=114)	£47,000	£41,000	£65,000	£37,500

Higher responsibility doesn't always mean higher pay

Despite the general positive trend, several roles are seeing a decline in salary which is at odds with the responsibility level required for them. However, this could have a lot to do with the change in average age of employees.

Teaching and academia

In 2016, the UK Government completely changed the pay system for teachers. National pay scales were replaced by a structure which sets minimum and maximum rates of pay for school staff, meaning that individual schools now determine salaries, rather than the government. According to a Guardian report¹, many teachers are now looking at jobs in different sectors to improve their pay.

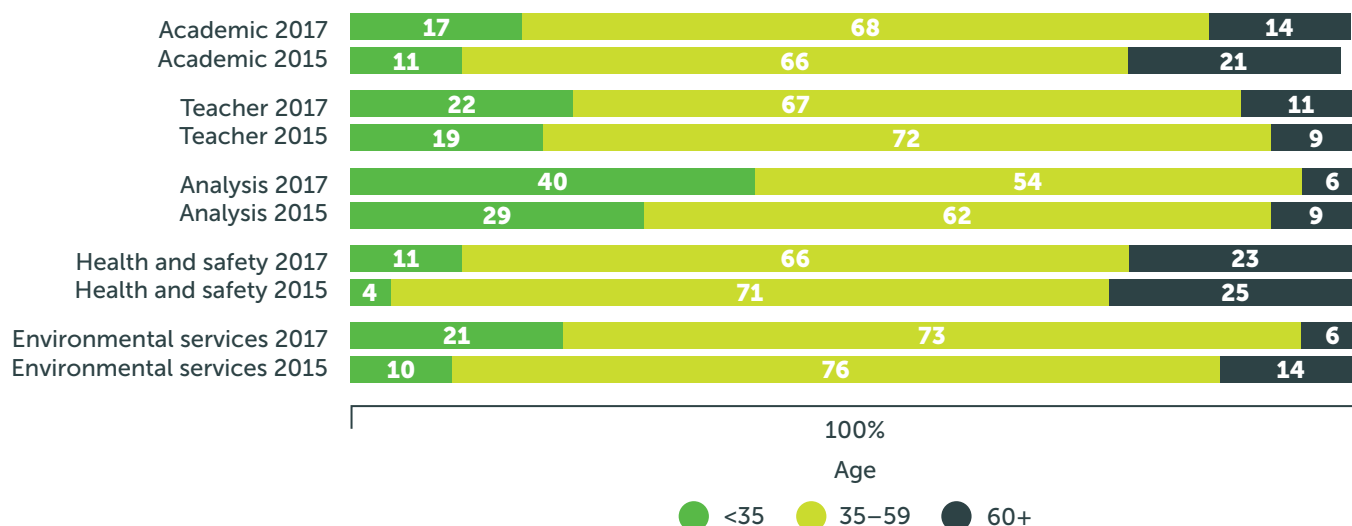
As this graph shows, the average age for teacher and academic respondents is younger compared to 2015. This might go some way to explaining the reduction in salary.

Environmental monitoring

Similarly, the amount of environmental monitoring roles occupied by employees aged 35 or below has almost doubled since 2015.

Analyst roles

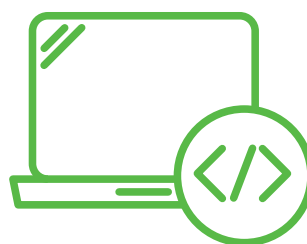
The 2017 results show significantly more young employees (aged 35 and below) in analysis roles. The average responsibility level, compared to other roles, is lower, resulting in a lower median salary compared to 2015 and to other role types.



Self-employed and IT workers are in demand

The increase in computer-related roles comes as no surprise as software infiltrates industries and brings efficiency and effectiveness to organisations. More employers are looking for professionals with strong technology and computer science knowledge. In addition, a recent study by the British Chambers of Commerce² highlighted that the UK is suffering from a digital skills gap, with three in four companies reporting a digital skills shortage among their employees. This figure is only expected to rise in the short-term and suggests professionals with digital and technology knowledge and skills are likely to be highly paid and in demand.

Using our survey as a guide, it's apparent that if your role has a computer software element, you're likely to be among the highest paid chemical science professionals.



Computer systems roles earning £13,000 more in 2017



Self-employed professionals earning £9,300 more in 2017

¹ <https://www.theguardian.com/teacher-network/2016/nov/03/are-englands-teachers-being-paid-enough>

² <http://www.britishchambers.org.uk/policy-maker/policy-reports-and-publications/bcc-digital-survey-2017-skills.html>

Most chemical science sectors are paying more in 2017

Many of our members have seen an increase in salary regardless of the sector in which they work – with only a couple of exceptions.



This sector has the highest number of mature employees, with greater experience and levels of responsibility.



The range of salaries in sixth form, school and equivalent sectors is relatively narrow, but this is countered by many more opportunities to progress at an early age.



Respondents to this survey are not exempt from the well-publicised pay cap experienced by professionals working for local and central government.

- Increase
- Decrease

Salary changes by sector since 2015

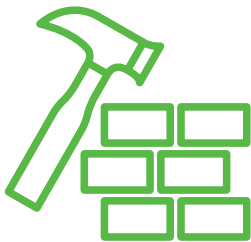
	2017	2015	Upper quartile	Lower quartile
Consulting practice (n=115)	£50,000	£43,000	£82,500	£31,000
Industrial or commercial company (n=2150)	£48,300	£47,300	£70,000	£34,500
National authority, public corporation or government-owned company (n=146)	£41,100	£47,000	£59,600	£34,000
University or equivalent funded institution (n=1206)	£44,000	£41,000	£63,800	£31,000
Government (including local or central) (n=172)	£41,900	£41,300	£54,000	£29,500
National Health Service, affiliated organisations or bodies (n=38)	£41,500	N/A	£61,300	£24,000
School, sixth form college, or equivalent (n=253)	£35,700	£38,000	£45,000	£24,200
Not for profit (n=112)	£35,000	£31,900	£54,500	£28,500

Some industries are feeling the effects of fluctuating investment

Notable declines in median salary have affected those working in: Petrochemicals, Building and construction, and Education and schools.



Petrochemicals



Building and construction



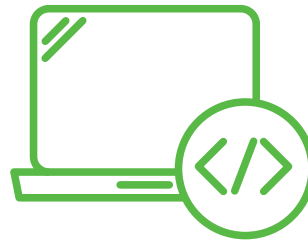
Education and schools

Oil prices have been very volatile since 2014, influencing the financial performance of companies in the industry (New York Times, 2017¹). Through their monitoring of the chemical sciences industry, Protel Associates Ltd have also reported fluctuations in investment in the petrochemical industry, predicting slow growth in the future – a factor which may explain the change of salary in this field (UK Chemical Industry Outlook, 2017²).

The construction industry has seen a decline in growth over the past few years³, but this is set to change from 2019 with 4% growth predicted. Forecasts for the retail sub-sector and industrial factories are less optimistic, with an expected decline in growth of 2% and 4% in 2018 respectively⁴.

Growth industries show the biggest salary jumps

Demand for chemical science professionals is on the rise in IT and computer software, and Cosmetics and toiletries.



IT & computer software



Cosmetics & toiletries

The previously discussed demand in digital skills explains the high earning potential of professionals in the IT/computer software field.

The cosmetics industry has seen continual growth in recent years. Men's toiletries in particular saw 300% growth at the start of 2016 (Mintel, 2016 via Independent⁵), with no signs of slowing down. This sustained growth across the industry explains the increase in salaries seen among our members.

A note on other variations

There are variations for a few other industry sectors, but because the sample size was below 30 for these areas, we would advise caution when judging the significance of the conclusions, and advise members to further investigate the salaries offered for jobs in those sectors.

¹ New York Times, Oil Prices: What to Make of the Volatility, 2017, <https://www.nytimes.com/interactive/2017/business/energy-environment/oil-prices.html>

² Protel, UK Chemical Industry Outlook – 2017 <http://www.protelprojects.com/blog/uk-chemical-industry-outlook-2017/>

³ Financial Times, Growth in UK construction falls to lowest level in a year - 2017, 2017 <https://www.ft.com/content/05cd6a72-914e-11e7-bdfa-eda243196c2c?mhq5j=e5>

⁴ Construction products, Construction industry growth set to continue in 2017, 2017 <https://www.constructionproducts.org.uk/news-media-events/blog/2017/april/construction-industry-growth-set-to-continue-in-2017/>

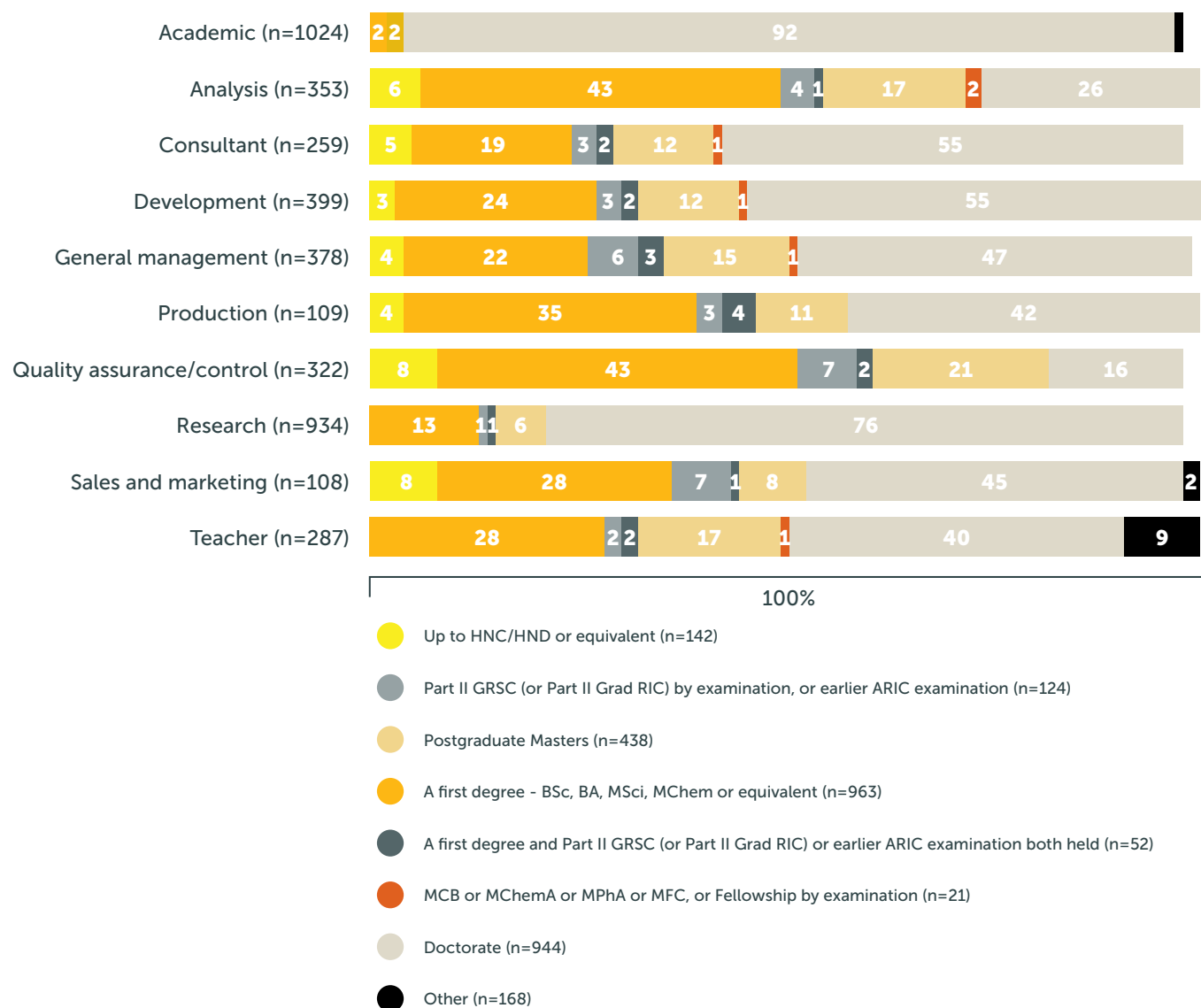
⁵ Independent, Men's grooming is a multi-billion pound worldwide industry, 2016 <http://www.independent.co.uk/life-style/fashion/features/mens-grooming-is-now-amulti-billion-poundworldwide-industry-a6813196.html>

Salary changes by field of employment	2017	2015
IT/Computer Software (n=31)	£60,000	+ £57,600
Electricity Generation (n=36)	£53,800	+ £53,000
Pharmaceuticals (n=692)	£53,000	+ £52,000
Plastics/Rubbers (n=116)	£52,000	+ £48,000
Agrochemicals (n=57)	£50,300	+ £47,000
Petrochemicals (n=130)	£50,000	- £54,800
Dyes/Pigments (n=23)	£49,900	+ £44,900
Industrial Gases (n=15)	£49,000	+ £39,400
Nuclear Industry (n=138)	£48,800	+ £48,000
Other Manufacturing Industry (n=228)	£48,400	+ £48,000
Engineering (n=96)	£48,000	- £49,400
Cosmetics/Toiletries (n=64)	£48,000	+ £40,600
University (n=928)	£45,400	+ £41,900
Other Service-Based Industry (n=102)	£45,000	= £45,000
Specialised Organics (n=56)	£45,000	- £45,900
Other Higher Education (n=44)	£44,300	+ £40,000
Local Government (n=27)	£44,000	+ £40,000
Biotechnologies (n=103)	£44,000	+ £43,000
Soaps/Detergents (n=51)	£43,000	- £44,000
Coatings, Paints, Inks (n=91)	£43,000	+ £42,500
Central Government (n=73)	£43,000	+ £42,800
Food and Beverage (n=88)	£42,500	+ £40,700
Building and Construction (n=32)	£42,500	- £47,000
Hospital (n=24)	£42,300	- £55,000
Research Association/Centre (n=222)	£38,000	= £38,000
Environmental Product/Services (n=89)	£38,000	+ £36,300
Organics (n=37)	£36,500	- £37,000
School (n=225)	£35,800	- £38,900
Water Industry (n=98)	£34,500	+ £32,900
Publishing (n=56)	£34,500	+ £27,500
FE/Sixth Form College (n=40)	£32,000	+ £31,100

Qualifications are valued

There is a diversity in the qualifications held by our members. As expected, a first degree is a minimum requirement for teaching and for research roles, and it is standard to have a doctorate to get into academia.

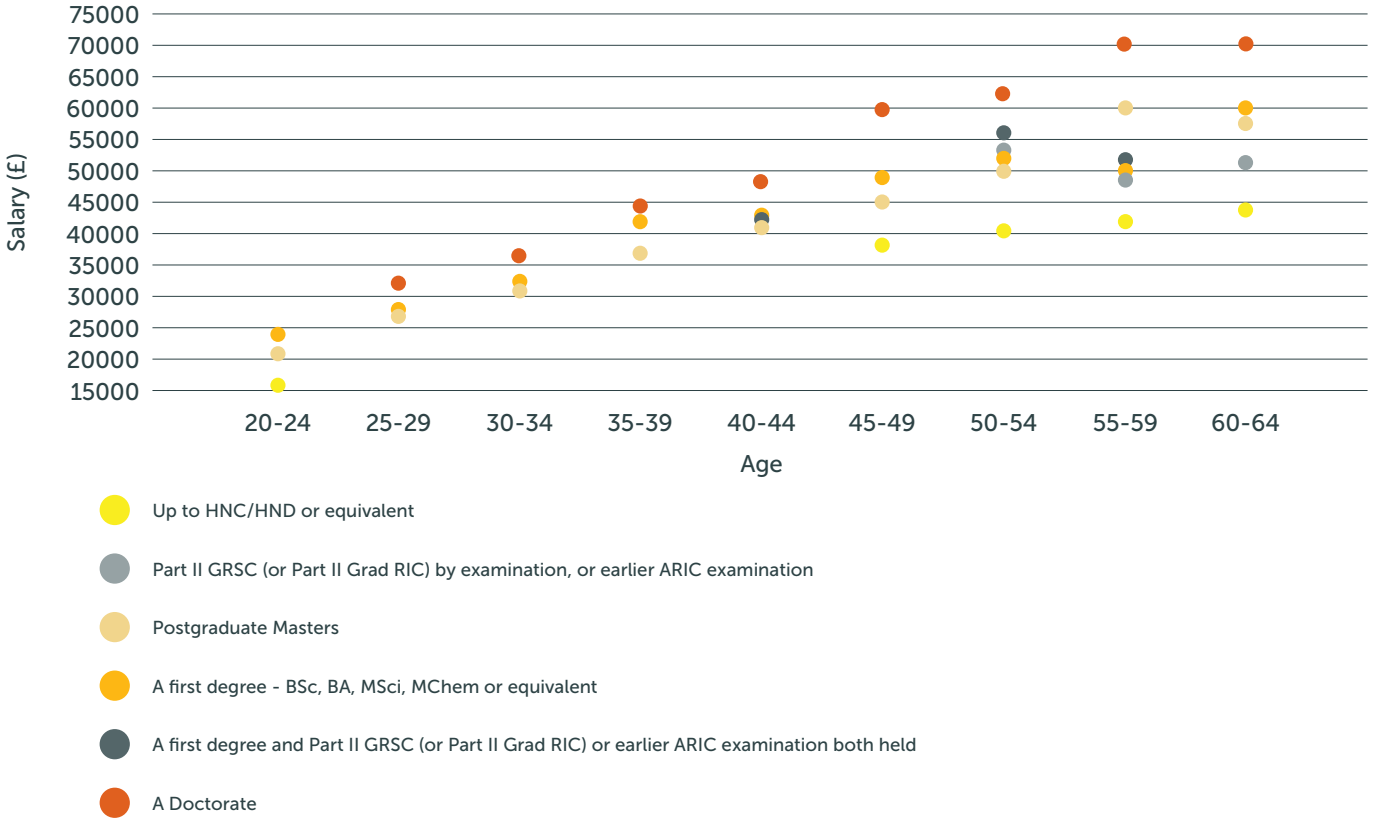
Qualification type by job role



Doctorates are particularly valuable

The correlation we saw previously between age, responsibility score and the potential for salary increase can be emphasised further when qualifications enter the mix. It would seem that holding a Doctorate gives a particularly significant boost to earning potential, no matter the age of the holder.

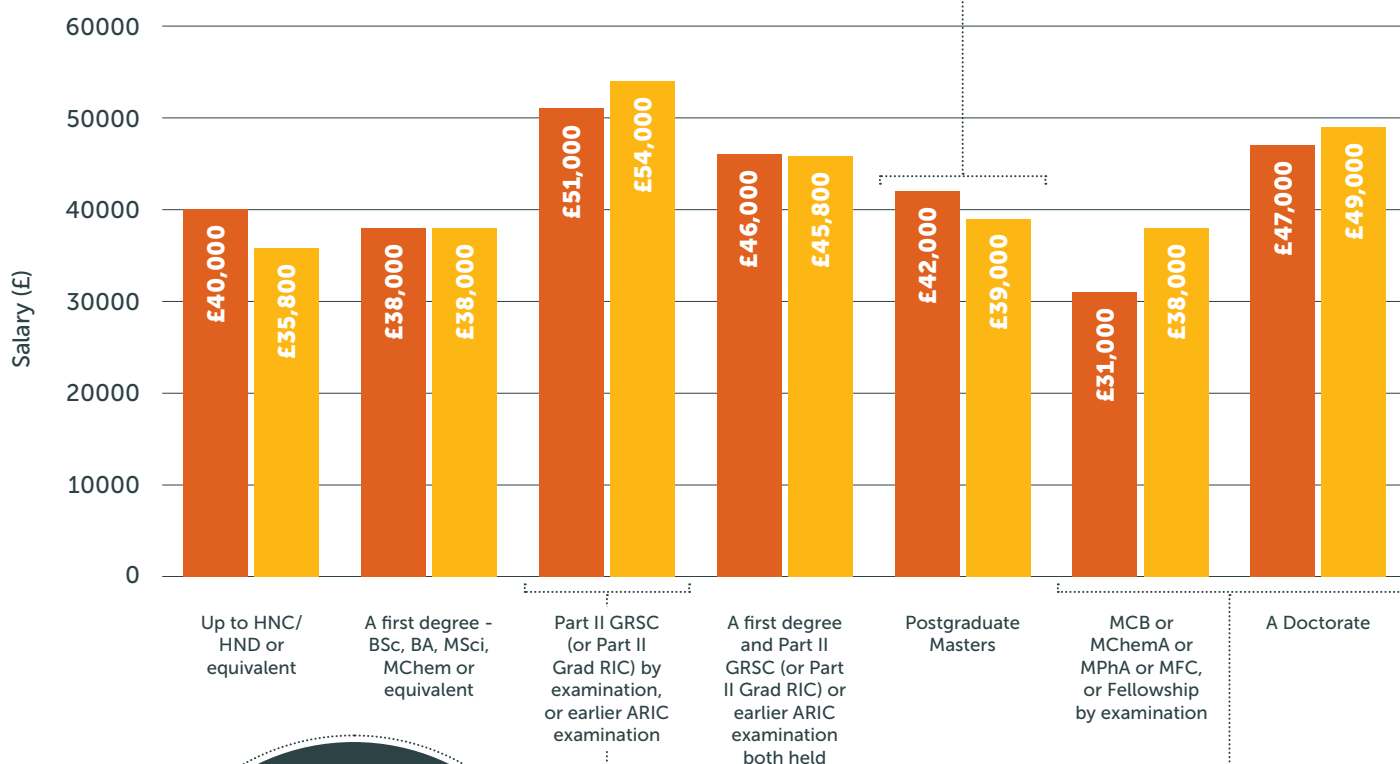
Remuneration medians by age and further separated by qualification



Comparing 2017 salary medians with 2015

The decline in median salary for members holding a Postgraduate Masters degree suggests that the number of chemical science employees holding this qualification is at a possible saturation point – the exception being those working in a niche area, such as the public health sector.

Salary medians by level of qualification



The increase in median salary here links to the fact that the Part II GradRSC qualification hasn't been available since the mid 1990s. It follows that members holding this qualification will be at a later stage of their careers, and therefore likely to be earning a higher salary.

- 2015
- 2017

As well as the high value placed on Doctorates, since 2015 there has been a jump in median salary for survey respondents with highly specialist advanced qualifications, such as the Mastership in Chemical Analysis (MChemA). This could be reflective of a particular skills shortage in niche markets – the public sector being one example.

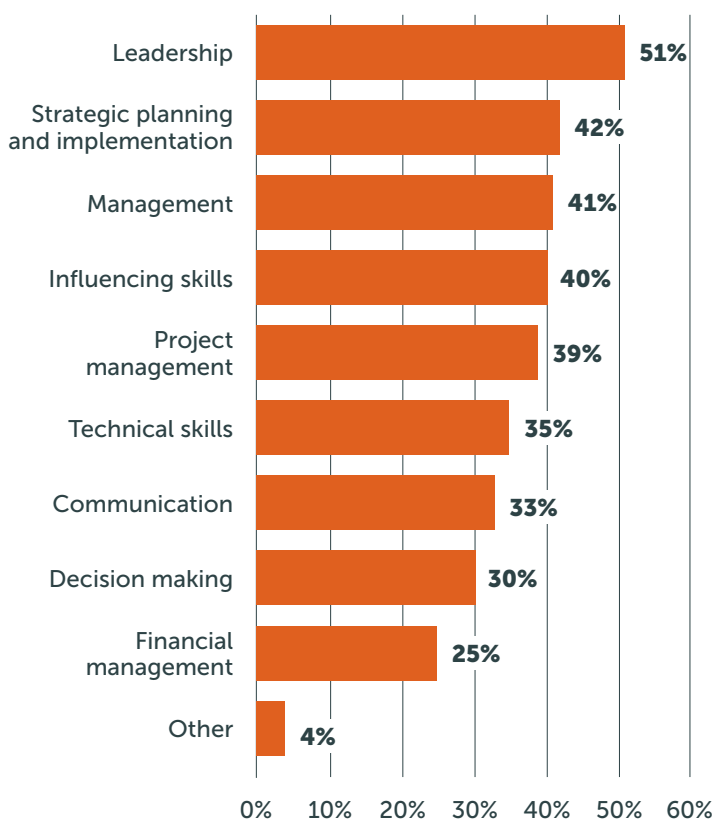
Leadership skills are key to further development

When considering career development, qualifications are of evident value for both employer and employee. Equally important, and seemingly necessary for progression in the eyes of our survey respondents, are skills relating to general management.

When we asked about the skills that respondents felt were required to progress in their career, the result firmly inclined towards leadership, strategic planning, influencing others and related areas.

In conventional company structures, progression and management responsibilities tend to go hand-in-hand, so the desire to build skills in these areas is no surprise. This desire is more or less consistent regardless of age, only dropping in the latter stages of a career.

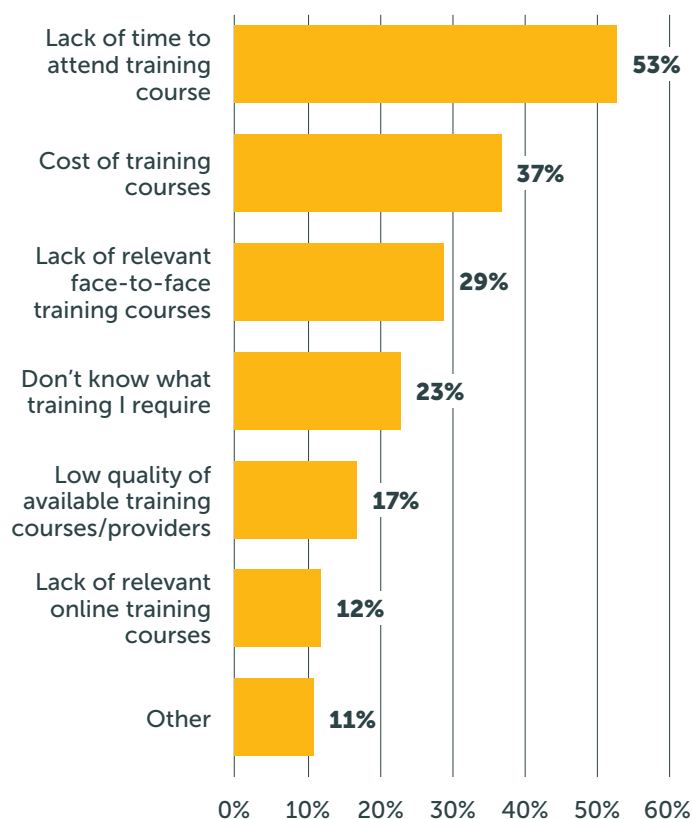
Which skills do Royal Society of Chemistry members feel they need to progress their careers?



Lack of time and cost are not the only barriers

It's reasonable to assume that the majority of survey respondents would highlight the cost and lack of time for courses as the primary barriers to gaining new skills. Interestingly, although this was the case for around half of people, the other half chose different reasons.

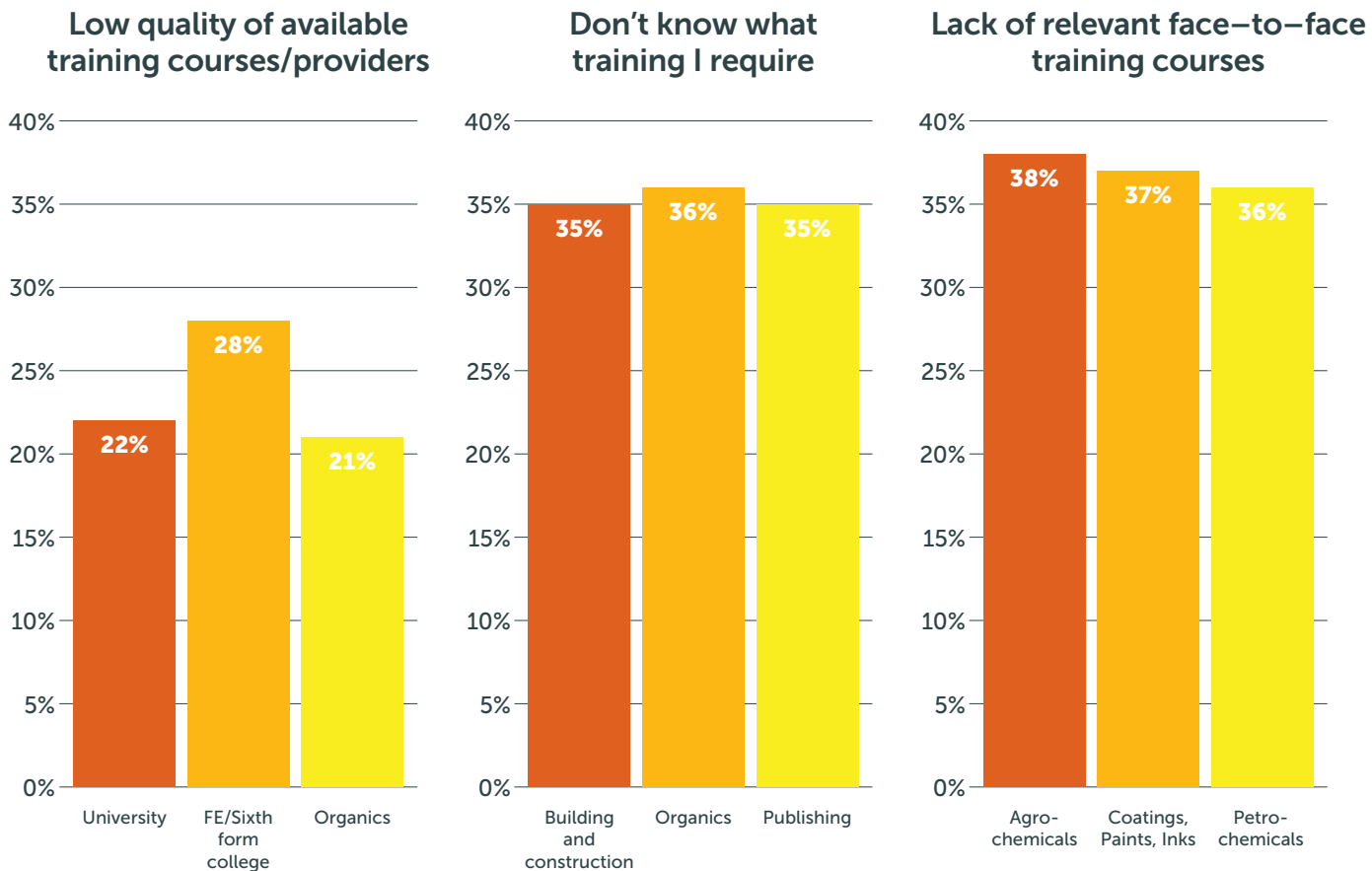
...and what are the barriers to obtaining these skills?



Training barriers vary by sector

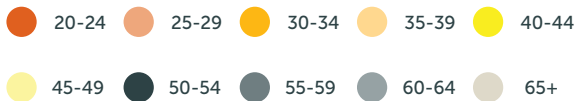
Quite naturally, key barriers to training also seem to differ depending on area of employment.

Top 3 fields of employment by challenges to obtaining skills

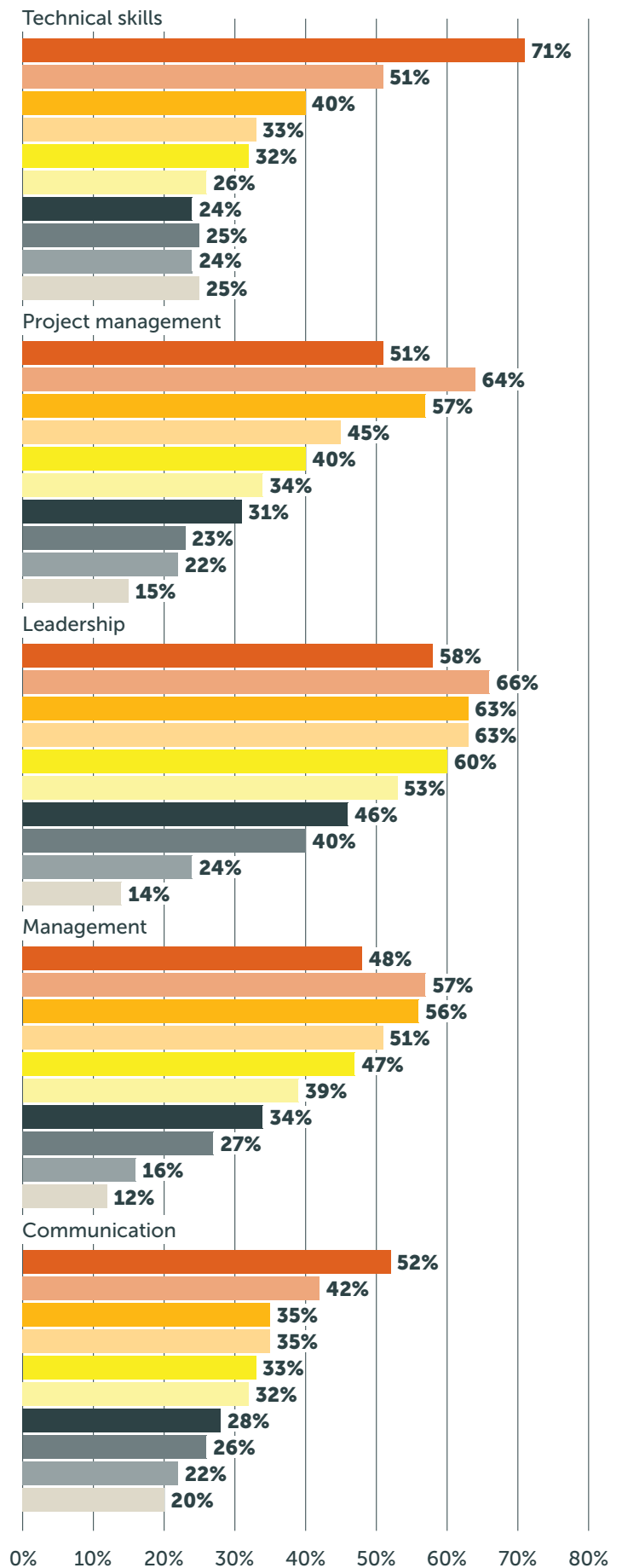


Skill focus differs by career stage

Members' perception of the skills they need to develop changes through their careers. This is particularly true when taking on additional responsibility. Members aged 20–24 show a clear desire to develop their decision making, something that organisations should look to support. Organisations have a responsibility to ensure that employees feel confident making decisions, and to make sure they are building knowledge in strategic planning and implementation. Members reported that the ability to influence is important throughout their careers, peaking aged 30–34. This peak may be caused by movement into a managerial role, requiring them to use influencing skills up and down corporate structures, manage budgets and develop leadership skills. Technical skills, such as analysing datasets, are a necessity throughout a career in the chemical sciences. It's a wise move therefore to continuously refresh knowledge and remain up to date with the latest techniques at every career stage.

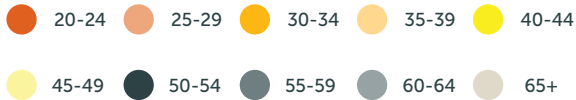


Skills needed to develop in career by age

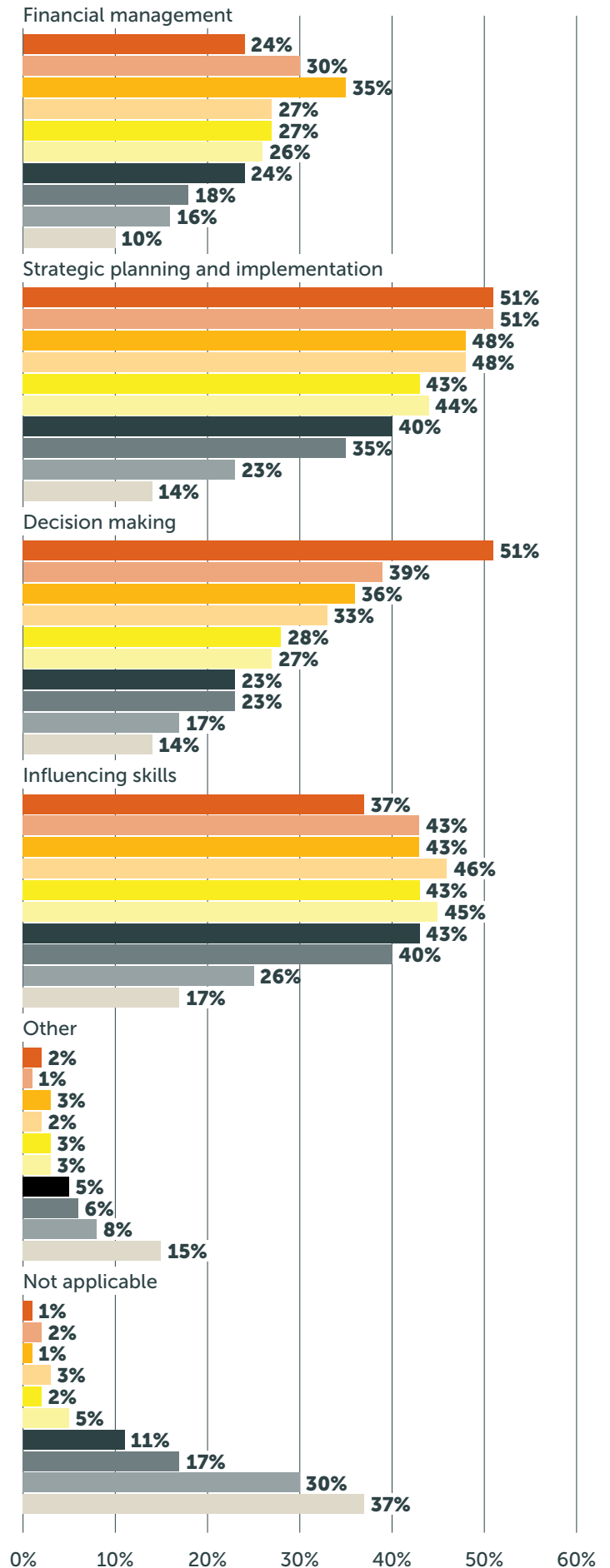


Employers should pay attention to changing needs

Whilst the chemical sciences performs above the UK benchmark for access to learning and development opportunities (see page 22), organisations should seek to remain in tune with an individual’s changing requirements as they progress, in order to provide tailored skills development and maximise retention of high-performing professionals.



Skills needed to develop in career by age (continued)

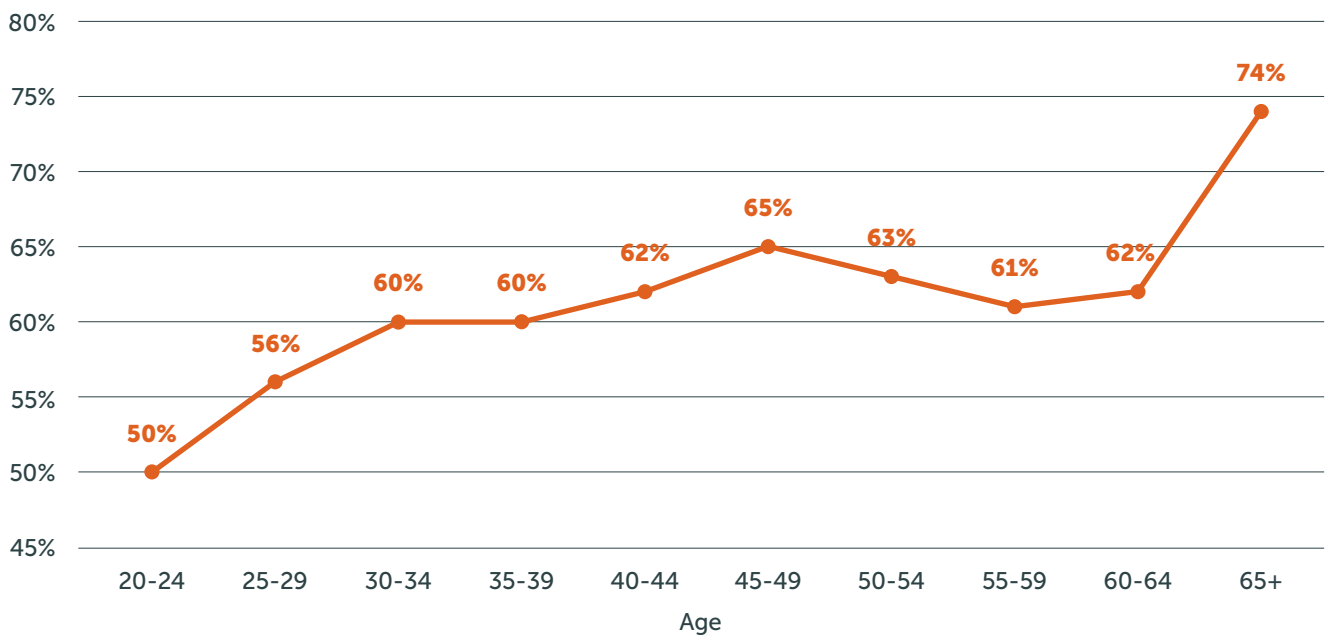


Skills are put to good use, but there is room for improvement

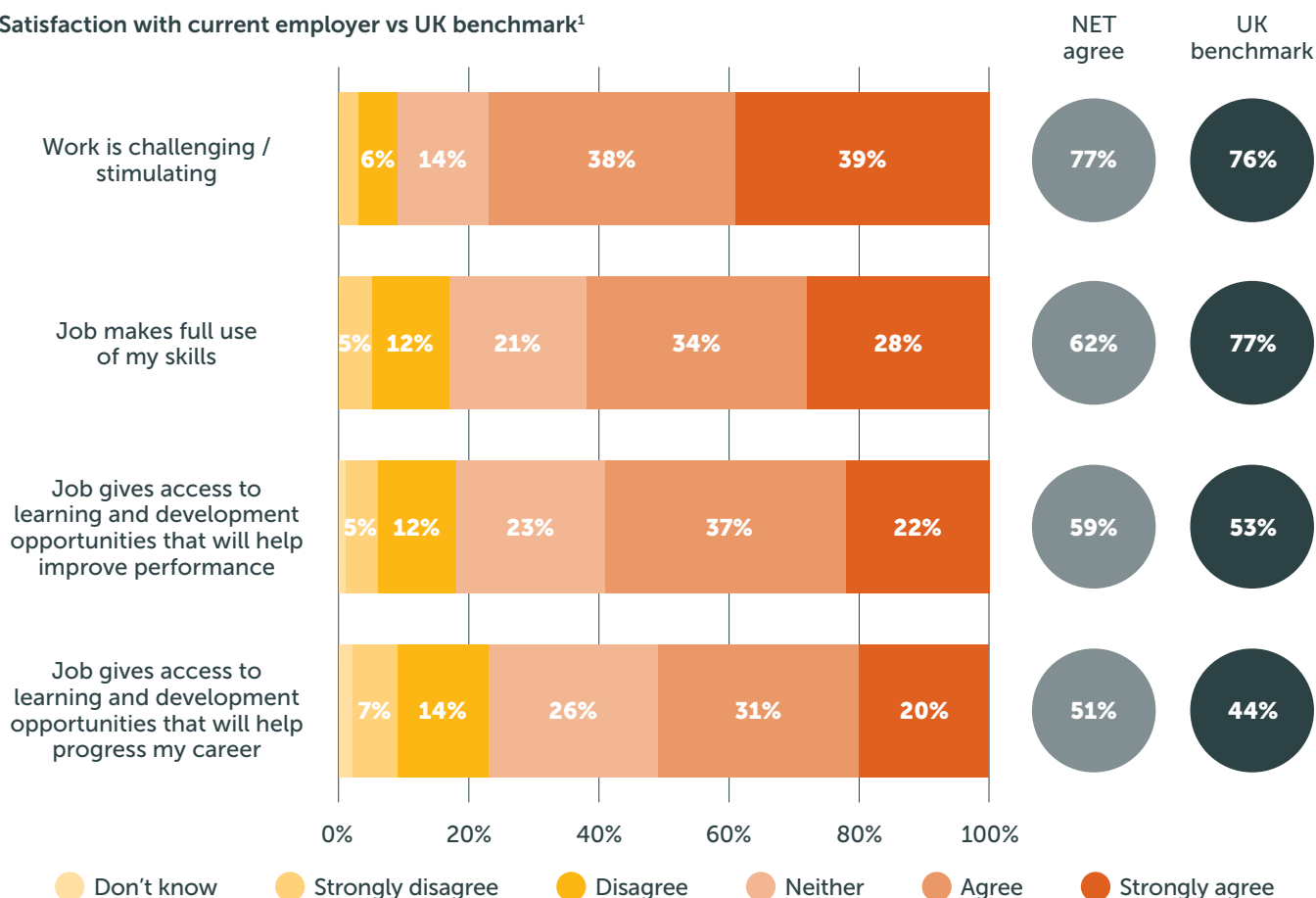
As our members advance through their careers, there is a general upward trend in the perception that their roles allow full use of their skills.

Agreement that job makes full use of skills by age group

— Job makes full use of skills



Satisfaction with current employer vs UK benchmark¹

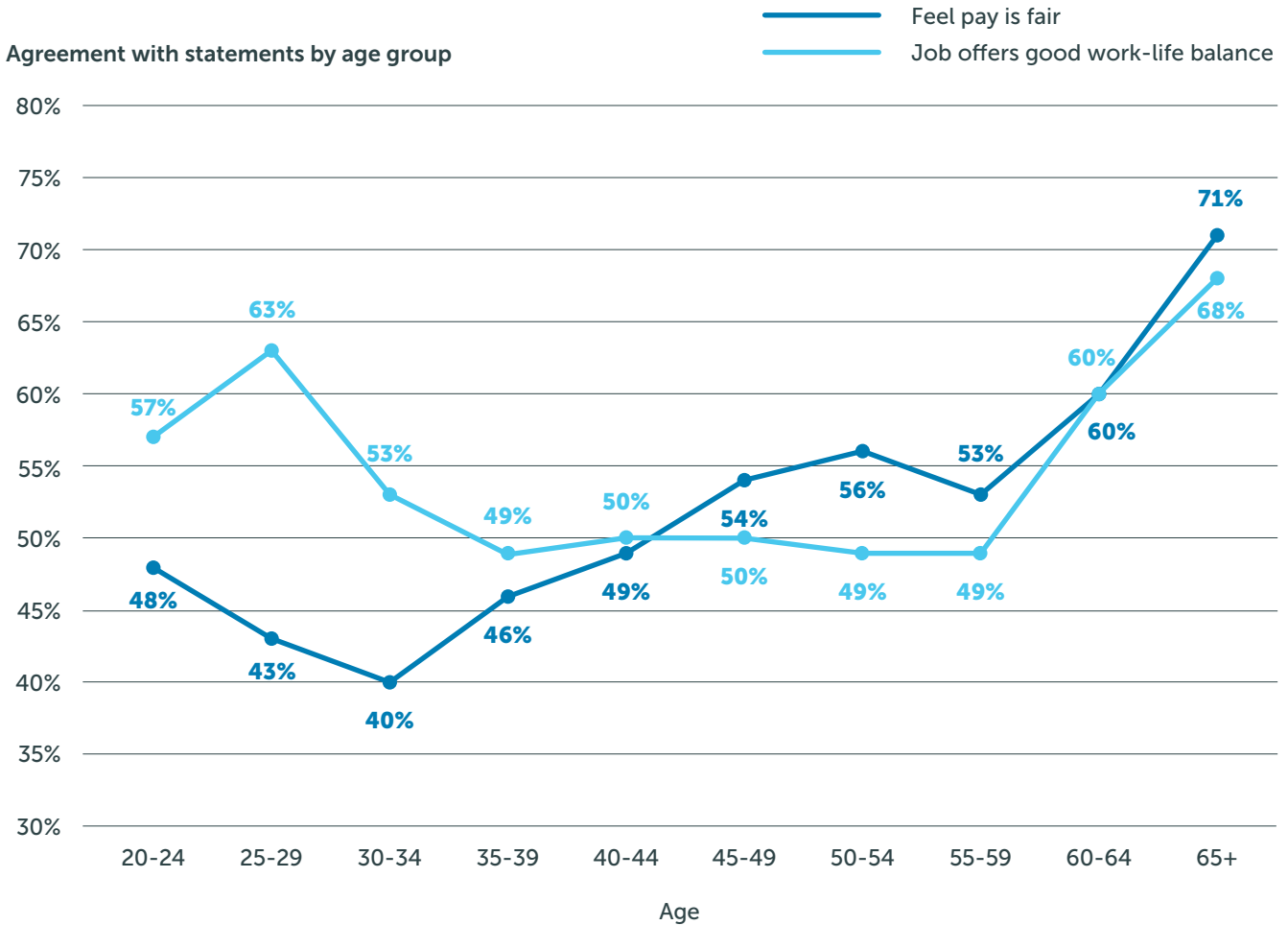


Even though the sense of members having their skills put to good use increases over the years, the chemical sciences are performing below the UK benchmark¹ for 'My job makes full use of my skills'. Interestingly in contrast, the chemical sciences outperforms the benchmark for 'My job gives me access to learning and development opportunities that will help progress my career'. This suggests that while there is a sense of continual development and good access to opportunities, the ability to put them into practice is lacking, according to members. When this data is viewed alongside age groups we observe that the biggest disconnect is with those at the start of their career. This may be because the skills gained at university don't always match with the skills required on the job, particularly as the graph shows that as members progress in their career they feel there is a better match between their skills and the skills required on the job.

¹UK benchmark is an average score derived from all UK-based employee surveys conducted by ORC International in the past 2 years across all sectors and industries. The total number of surveys making up the benchmark is 370.

A good work/life balance is important for job satisfaction

It's fair to say that among our members, as skills develop and are applied effectively, the sense of fulfilment increases.



Those aged 30–34 are most affected by imbalance

There is a significant drop in agreement that their job offers a good work/life balance from members moving into the 30–34 age bracket, and through to age 59.

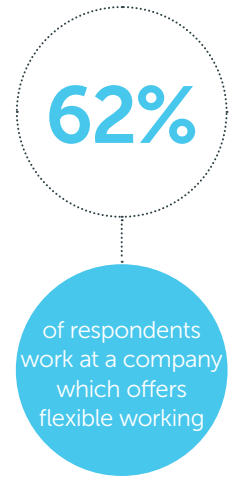
Life-defining decisions are often made in your early thirties, for which more time is needed. At this stage both personal and professional commitments can rise and as a result individuals are potentially faced with competing pressures that could affect their perception of work life balance.

Conversely, the impression that skills are being put to good use actually increases at this point (see page 21). If it is then felt that pay isn't reflecting the additional commitment being given to work, there will be a natural decline in sense of fairness.

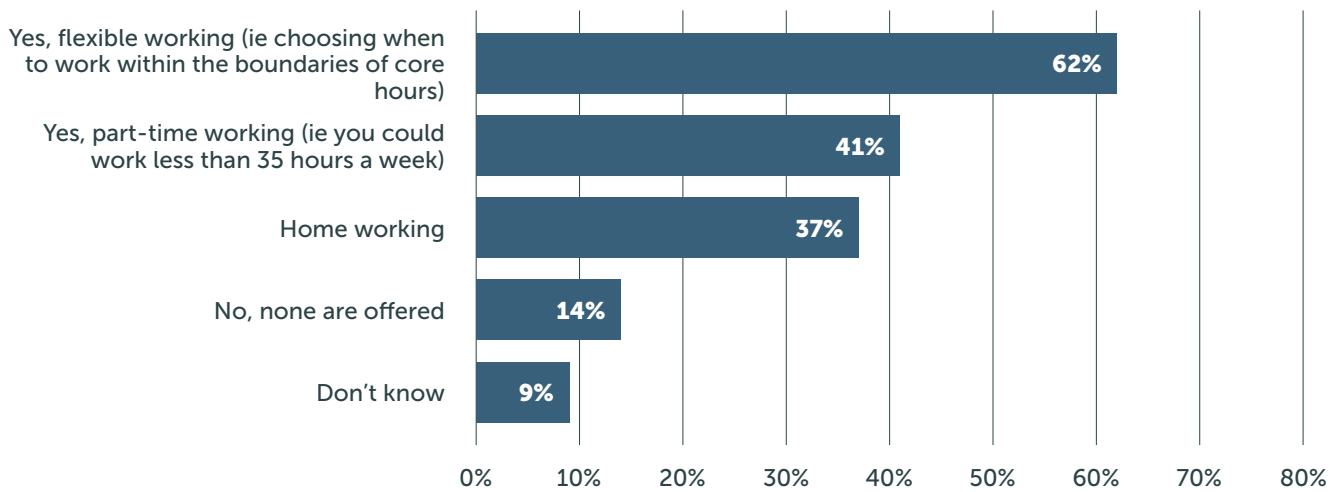
We start to see an upward trend in the perception of pay being fair from the age of 35. It is worth remaining aware of the potential for this unsettled feeling among those in the 30-34 age bracket, and employers may need to consider developing strategies that will help employees manage this expected decrease in satisfaction.

Benefits supporting a healthy work/life balance are high on the priority list

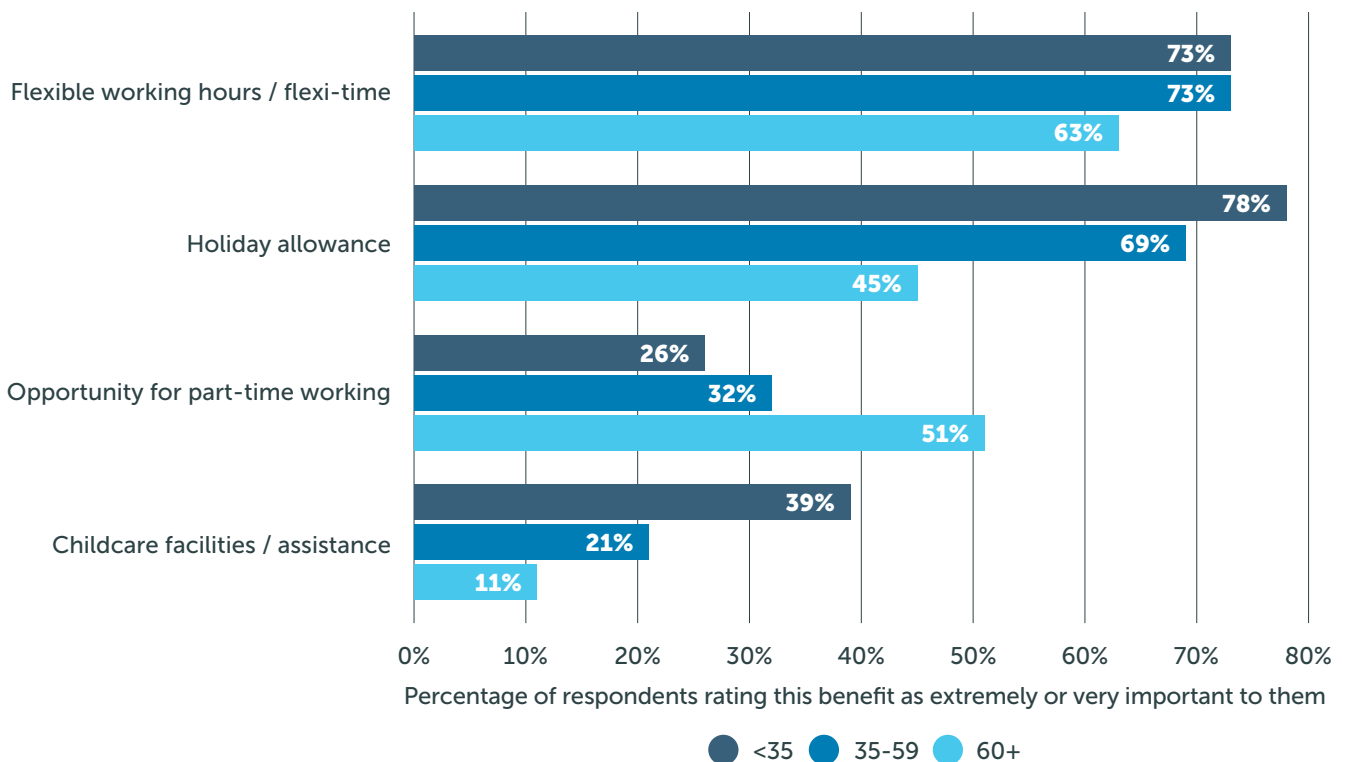
The importance of work/life balance continues to show in the value placed on holiday and flexible working as benefits.



Do companies offer flexible working today?



What benefits are most important to Royal Society of Chemistry members?



Employers are recognising the need to offer a good range of benefits

Today, organisations employing chemical science professionals offer a wide range of benefits, with many employers reacting to recent global trends in health and wellbeing.

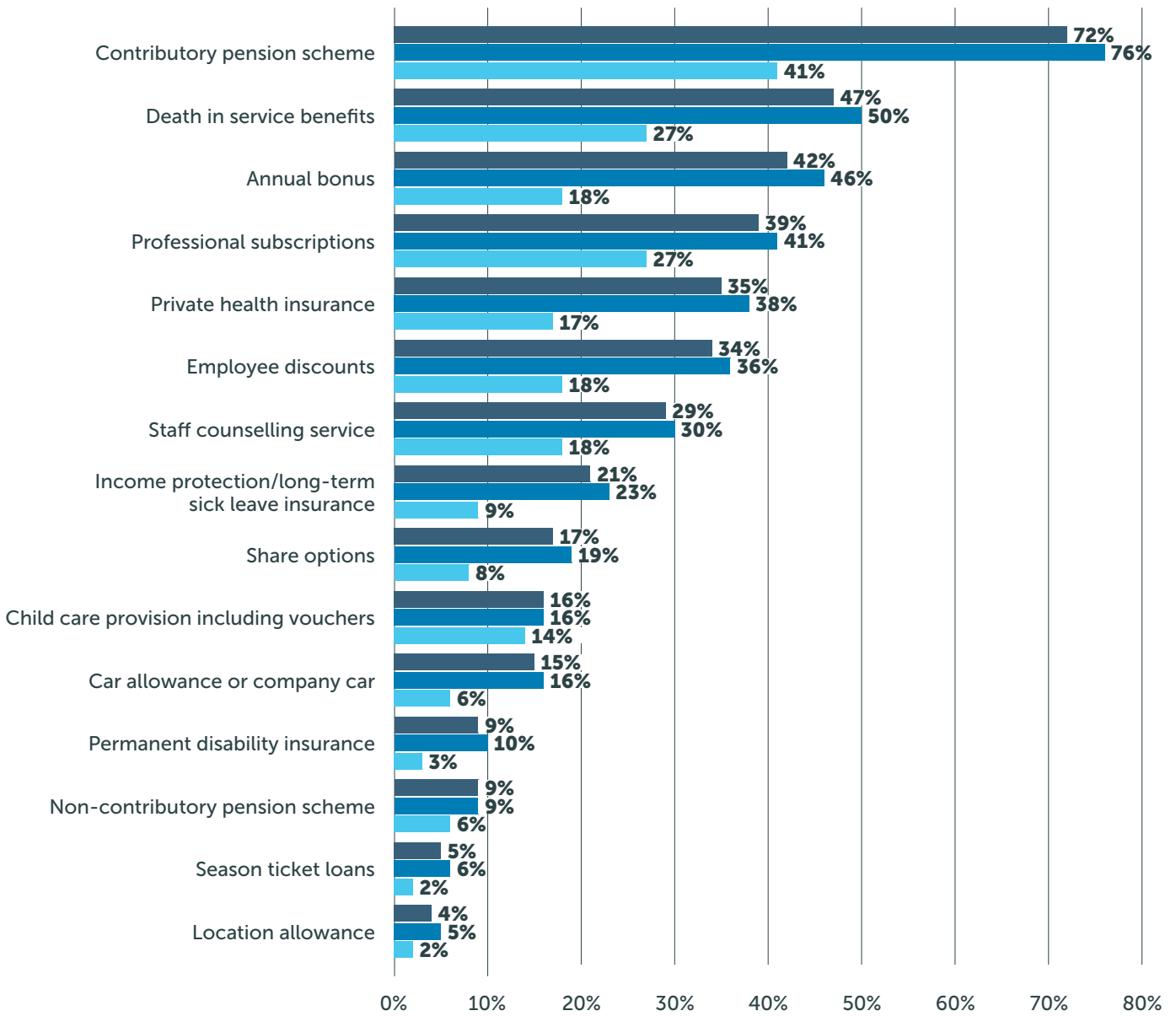
Nielsen¹ reports that the recent global focus on health and wellbeing has raised awareness about its importance, in turn placing higher value on health-related products and activities. This is reflected in our members reporting that a third of employers now offer wellbeing-related benefits such as health insurance and staff counselling.

Financial safety and wellbeing see renewed focus

While most employers offer a contributory pension scheme, over 4 in 10 offer an annual bonus scheme, as well as death in service benefits.

- Overall
- Full time
- Part-time

Benefits currently received



¹Nielsen, Capitalizing on Health & Wellness Trends, 2017,

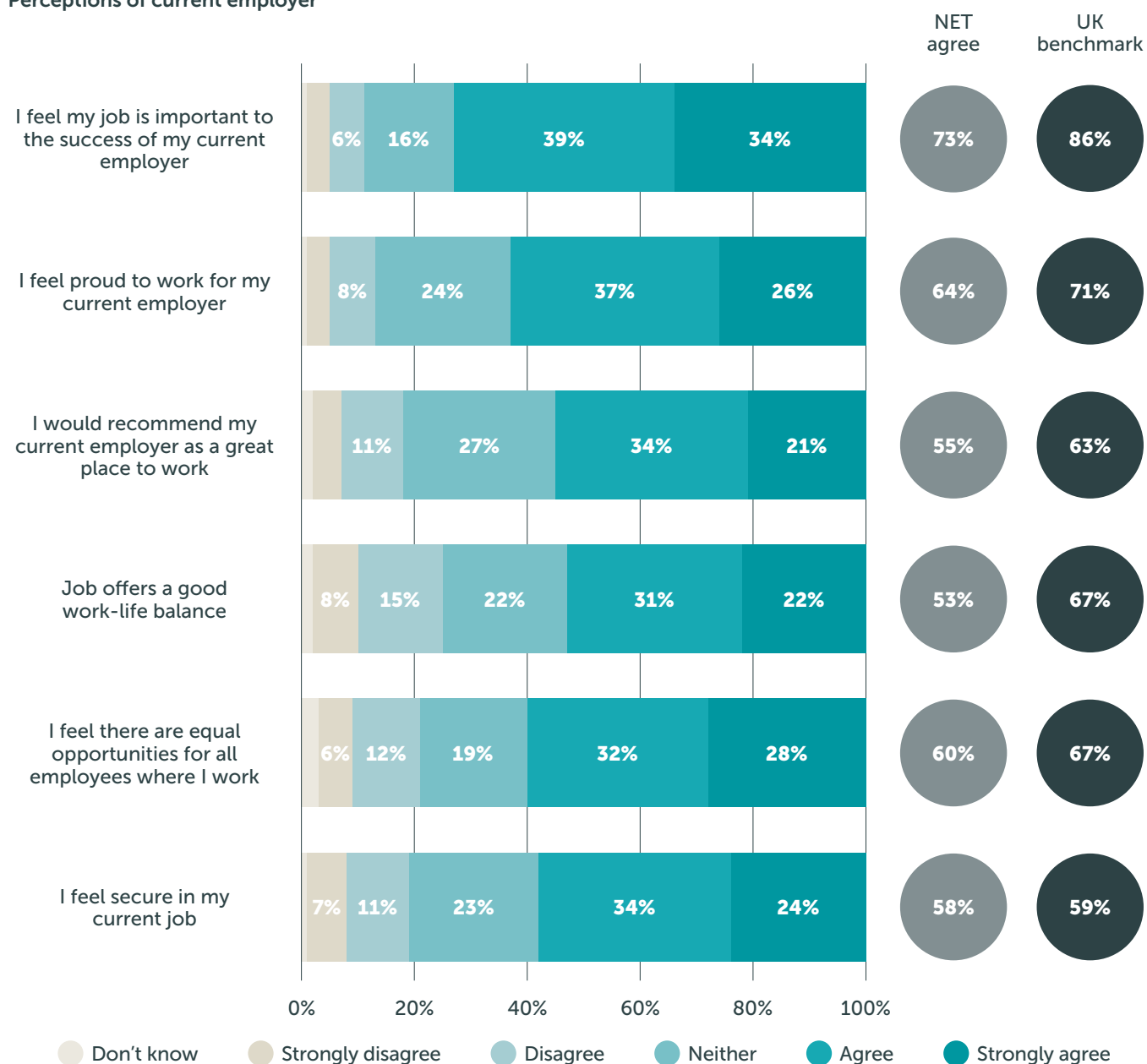
<http://www.nielsen.com/us/en/insights/reports/2017/capitalizing-on-health-and-wellness-trends.html>

Members feel confident about job security

Comparing the responses of our members to those of the wider UK population suggests that while Royal Society of Chemistry members aren't overly concerned about job security, many are uncertain about what their role contributes to their organisation's overall aim.

In fact, out of the questions we asked, only perception of job security comes close to the UK benchmark¹. Bearing in mind the general sense of satisfaction with personal development seen in our data on use of skills, this suggests that while survey respondents feel stimulated and challenged in their work, they do not feel connected to the wider organisation, seeing their contribution as less relevant to overall achievement compared to the average UK employee.

Perceptions of current employer



¹UK benchmark is an average score derived from all UK-based employee surveys conducted by ORC International in the past 2 years across all sectors and industries. The total number of surveys making up the benchmark is 370.

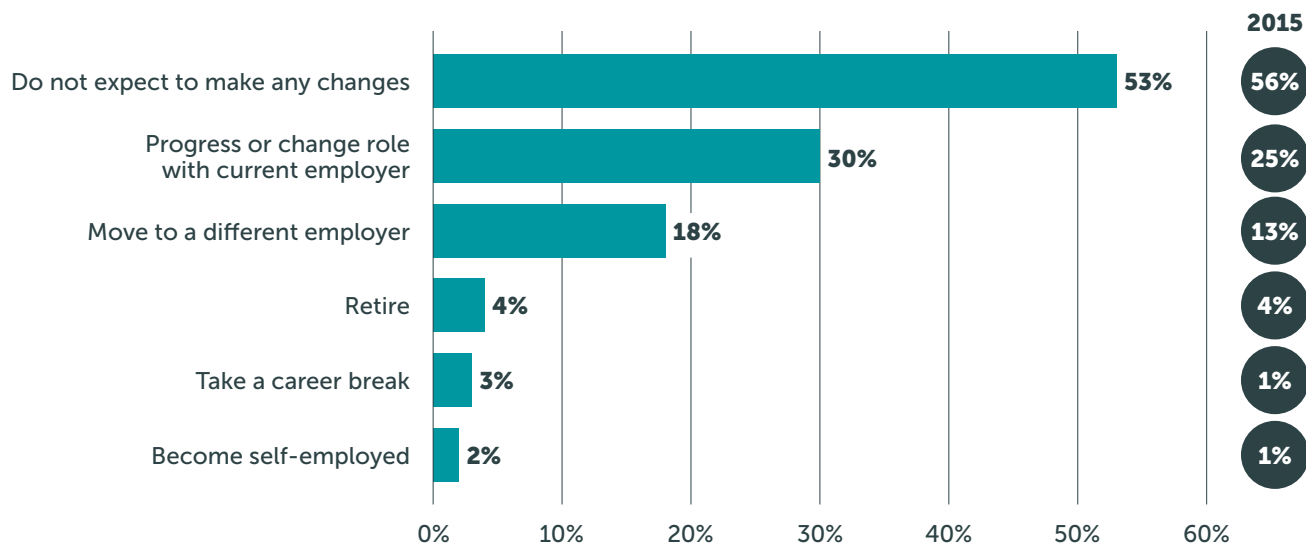
Most expect to stay with their current employer

Despite this uncertainty over individual contribution, over half of Royal Society of Chemistry members won't be making any changes to their role in the next 12 months, and 30% hope to progress in their current organisation. However, it is notable that there has been a 5% increase since 2015 in survey respondents expecting to move to a different employer.

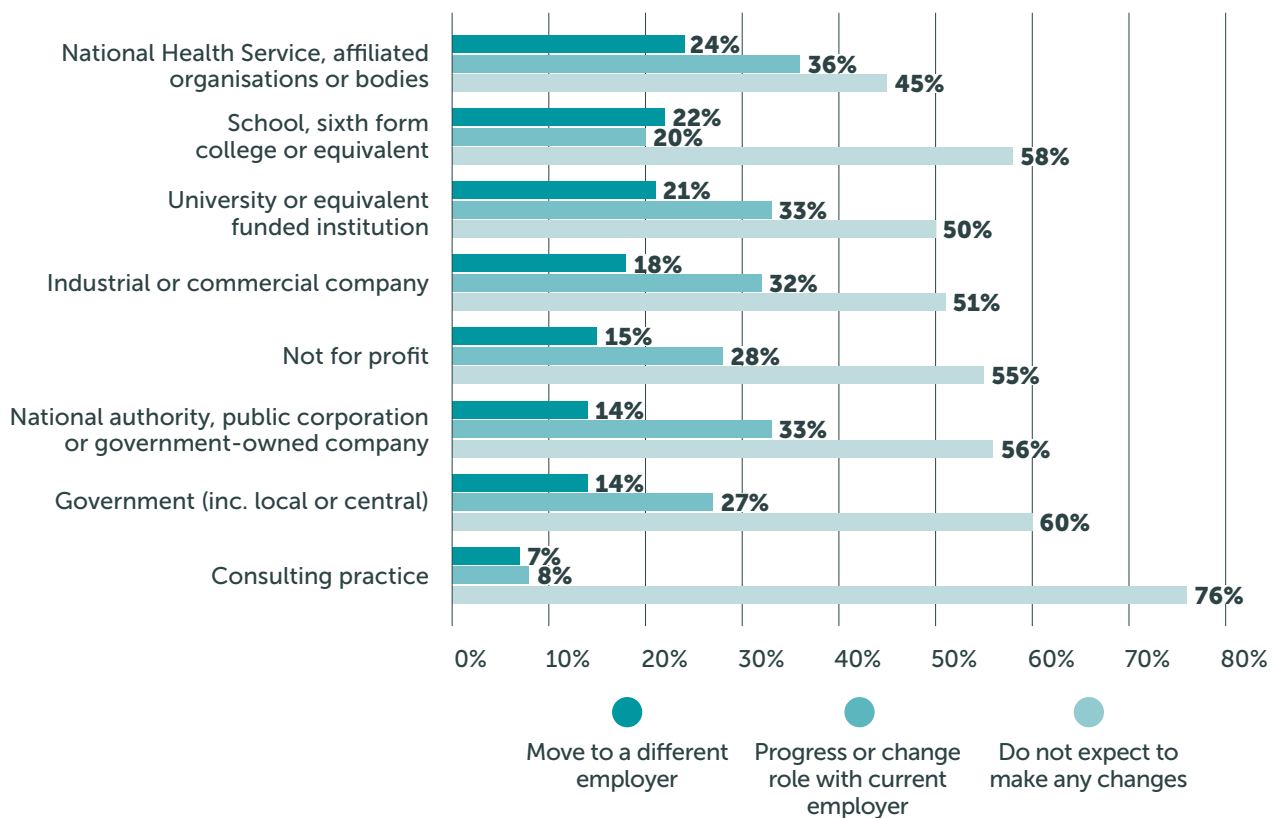
The lack of interest in changing roles is most evident in the responses from members working in consultancy practices.

The greatest movement is suggested from those currently working in the NHS, affiliated organisations or bodies, with those involved in further education not far behind.

What changes do Royal Society of Chemistry members expect to make in the next 12 months?



What changes by sector do Royal Society of Chemistry members expect to make in the next 12 months?

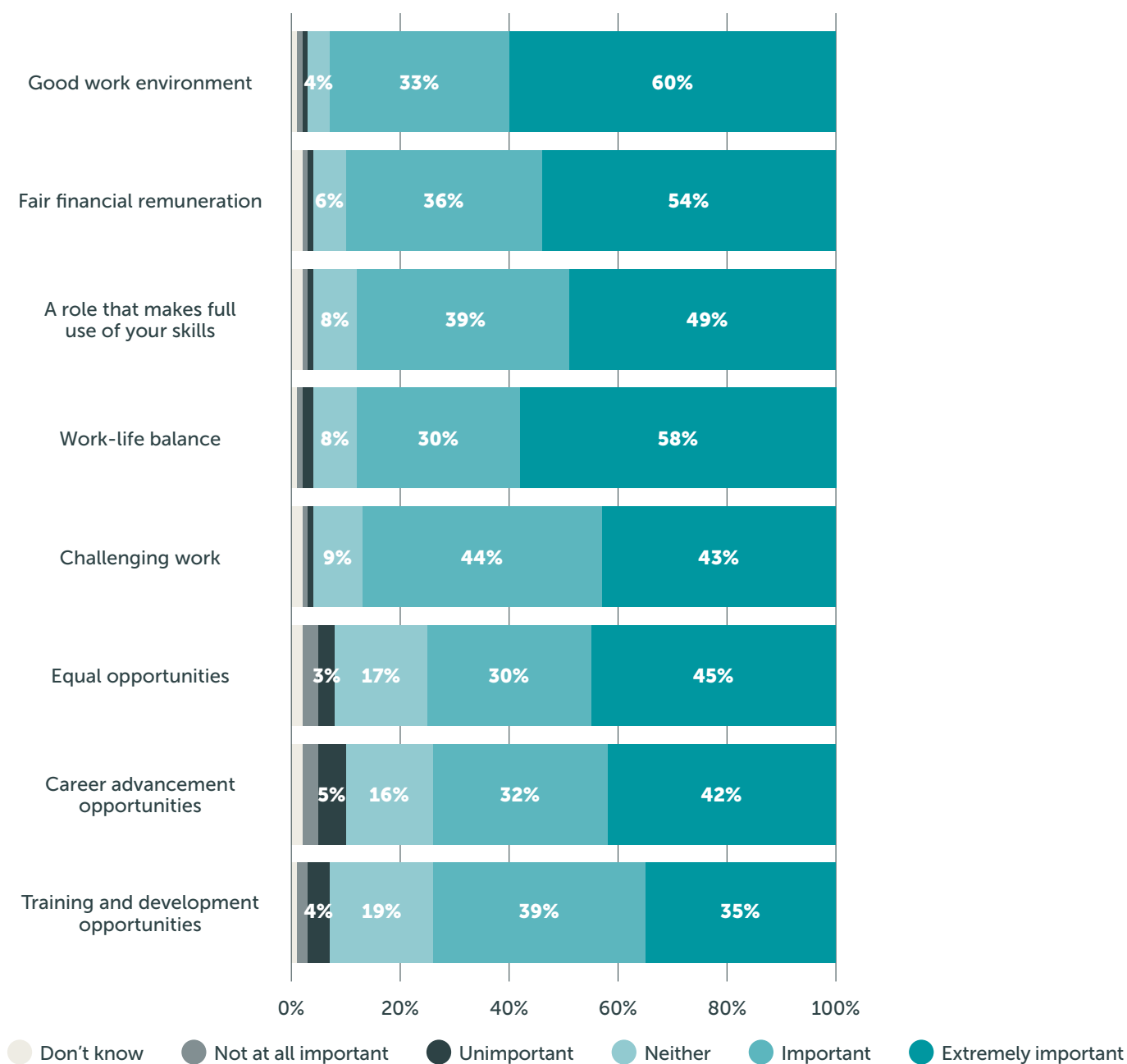


New job necessities: environment and balance

Following the trend we've been seeing, work/life balance also appears as a leading requirement when looking for a new role. It comes a close second to a good working environment.

It's not surprising to see fair financial remuneration high on the list as well, as this is a common reason for seeking new opportunities. That 'challenging work' appears so popular suggests that chemical science professionals enjoy making full use of skills and are passionate about furthering their discipline.

What do Royal Society of Chemistry members require from future job roles?



Career breaks have varied impact

15% The number of survey respondents who have taken at least one career break

6 months /a year The length of time taken by the majority of survey respondents

33% The number of female respondents who have taken a career break

8% The number of male respondents who have taken a career break

Length of career break

Less than 3 months	5%
Up to 6 months	29%
Up to 1 year	45%
Up to 2 years	8%
More than 2 years	13%

Parental leave is the main reason for a career break

Necessity, such as maternal/paternal/adoption leave, care for others or medical reasons, seems to be the most common factor in taking time away from work. Of those who took maternity/paternity/adoption leave, 95% were women and only 5% were men, despite the shared parental leave (SPL) law now being in play for over two years.

Reasons for break

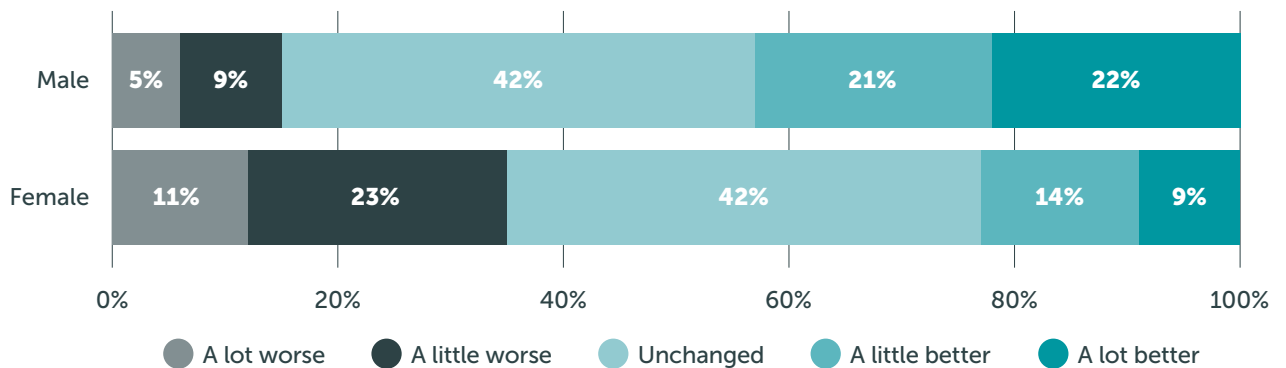
Maternity/paternity/adoption leave	56%
Caring for children or others	10%
Education/study/research	14%
Health/medical reasons	5%
Travel	9%
Unemployment	16%
Other	7%

Perception of prospects since returning to work

Our survey results show that for 42% of employees who have taken a career break, their perceived prospects since returning to work have remained unchanged. However for 34% of women, they feel their prospects have worsened compared to only 14% for men. It is worth noting that the reason for taking a career break such as a study sabbatical compared to maternity/paternity/adoption leave could affect what they feel their prospects are on returning to work. As more women take a career break for caring responsibilities compared to men, this could be why they feel their prospects have worsened upon return to work.

Many organisations have adopted 'return to work' programmes in recent years, to ease those who have taken a career break back into the working environment, offering support such as training, mentoring and networking. One such scheme is the Daphne Jackson Fellowships which is designed to return STEM professionals to their careers after a break.

Prospects since returning to work



More must be done to address the pay gap between genders

Still a hot topic even in today's society, it is apparent that the gender pay gap is as present in the chemical sciences as it is in other areas of work¹.

In terms of median salary, women are earning £13,000 less than men. As the comparison below shows, this is a larger gap than seen in our 2015 report.



Male



Female

Remuneration differences

2015	2017		2017	2015
£48,000	£50,000	Median salary from main income	£37,000	£36,100
£5,000	£5,100	Median annual bonus	£2,200	£2,500

Other notable differences

2015	2017		2017	2015
25%	23%	CChem MRSC	16%	14%
21%	19%	Highest qualification - First degree	28%	30% *
56%	55%	Highest qualification - Doctorate	46%	48% *
13.6	13.6	Mean responsibility score	11.9	12.0 *
13%	11%	Part-time worker	16%	15%

Full time / part-time gender differences

2017 Part-time	2017 Full time		2017 Full time	2017 Part-time
£34,000	£50,000	Median salary from main income	£37,000	£30,000
26 hours		Average part-time hours worked per week		26.5 hours

* Indicates a statistically significant difference in the percentage scores between men and women

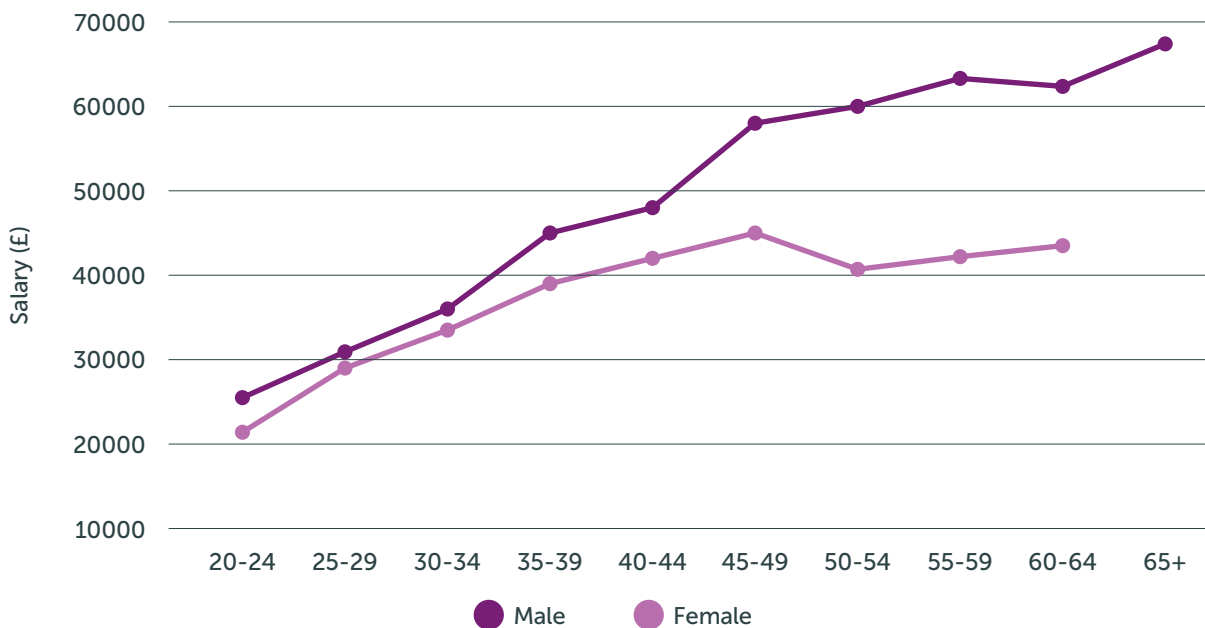
¹ONS, Find out the gender pay gap for your job, 2017

<https://visual.ons.gov.uk/find-out-the-gender-pay-gap-for-your-job/>

Age-related salary rise is not assured for female workers

When we looked at salary breakdowns earlier in this report, we observed a trend that suggested earning potential generally increases with age and experience. When the same data factors in gender, it seems that this trend is less likely to apply to female survey respondents.

Remuneration medians by age and further separated by gender



A recent talent trends report¹ highlighted that women now represent half of the educated labour force in most of the western world. In addition, women are on track to earn more advanced degrees than their male counterparts.



Despite evidence of the disparity in pay between men and women, not enough is being done to drive the necessary change to allow both genders an equal chance to reach their full potential in their career.

¹ ORC International, Women in the Leadership, 2017

<https://orcinternational.co.uk/wp-content/uploads/2017/03/Talent-Trends-Women-in-Leadership.pdf>

Workplace experiences differ between the genders

Alongside differences in salary, our survey also suggests that men and women in the chemical sciences have significantly different experiences of the workplace, particularly around perceptions of equal opportunities, with the result that women are generally less satisfied with their roles than men.

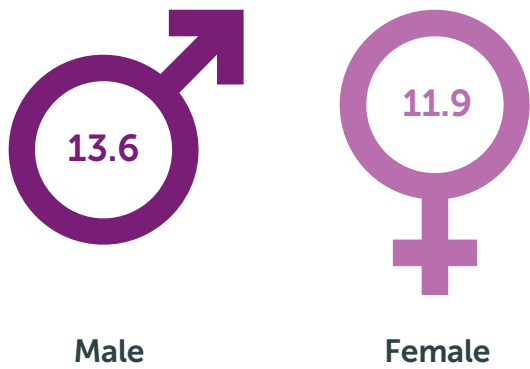
Male		Female
		
Net satisfied 53%	Satisfaction with total remuneration package	NET satisfied 47% *
NET agree 54%	Considering my duties and responsibilities, I feel my pay is fair	NET agree 45% *
35%	In my opinion, in the last 12 months I have seen an improvement in the pay and benefits that I receive	32%
54%	My job offers a good work-life balance	51%
78%	My work is challenging / stimulating	74% *
63%	My job makes full use of my skills	59% *
63%	I feel there are equal opportunities for all employees where I work	52% *

* Indicates a statistically significant difference in the percentage scores between men and women

Responsibility level disparity is the same as in 2015

Compared to 2015, the mean responsibility scores in 2017 for men have remained the same whilst the scores for women has decreased by 0.1.

Mean responsibility score split by gender



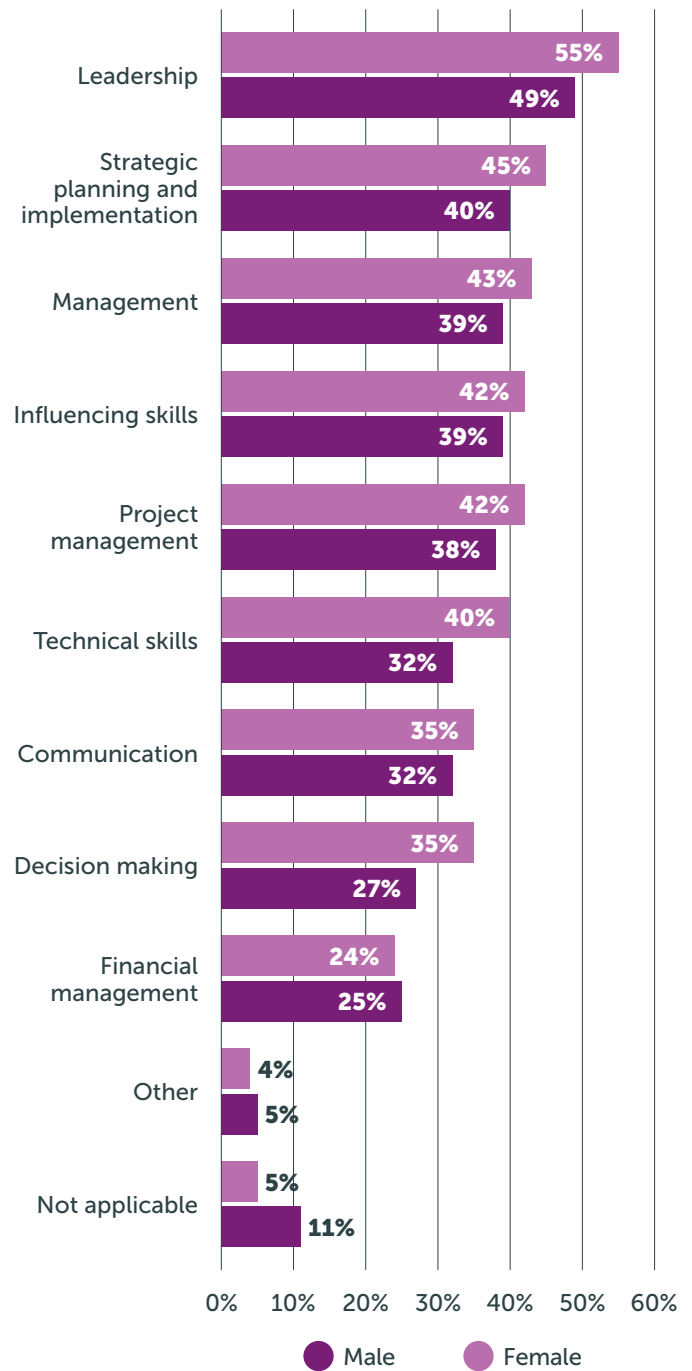
Responsibility scores by gender



Data shows presence of the 'confidence gap'

Overall, our survey results show that a much larger percentage of women than men claim to need to develop their skills in order to advance in their career. This over- or under-estimation of personal competency between men and women is known as the 'confidence gap'¹, a concept widely found in the working world.

Skills needed to develop in career by gender

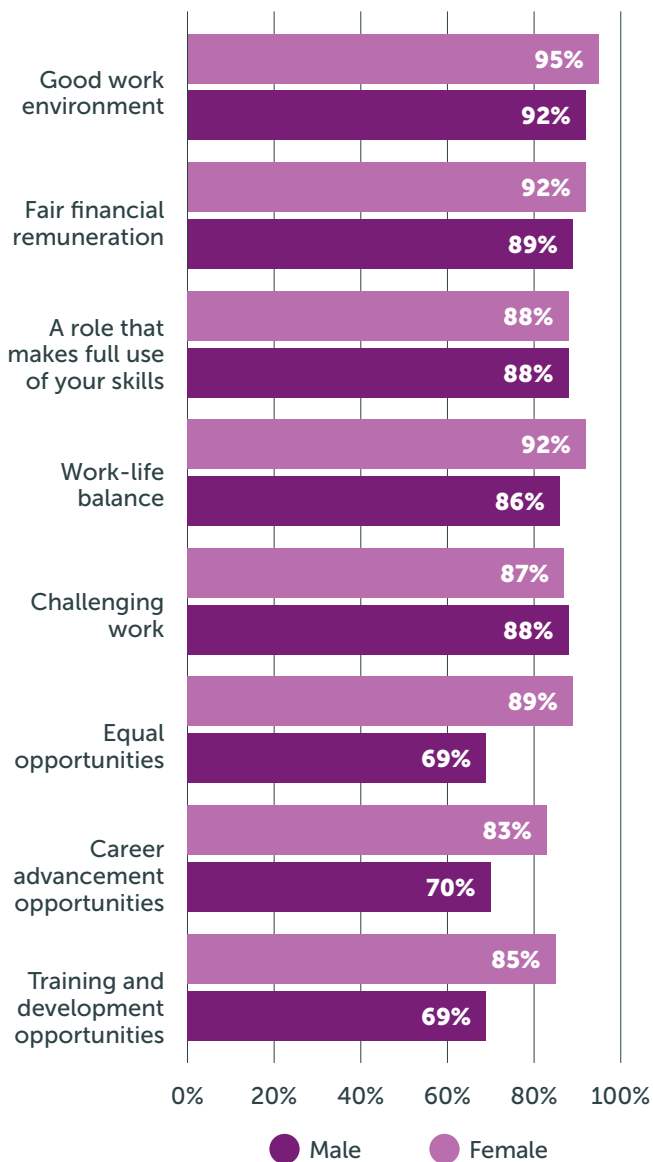


¹HBR, 2014, Why Women Don't Apply for Jobs Unless They're 100% Qualified, <https://hbr.org/2014/08/why-women-dont-apply-for-jobs-unless-theyre-100-qualified>

Female respondents place greater emphasis on equal opportunities

While there is no significant difference between men and women for the majority of responses, at least 10% more women told us that equal opportunities, opportunities to advance and training opportunities are extremely or very important when it comes to benefits offered.

Importance of benefits from future employers by gender



Men still dominate positions of leadership

Women represent less than

4%

of the CEOs in Fortune 500 companies¹

and

5.5%

of top leadership positions in the FTSE 100¹

In the chemical sciences...

23%

of women are in positions of high responsibility

This is the case for

40%

of men

There are a large number of reports and studies that point to the fact that businesses with more women in leadership positions tend to perform better than those with more men. Research by the Peterson Institute for International Economics² showed that increasing the number of women in corporate leadership roles to a 30% female share is associated with a 1% increase in net margin – which translates to a 15% increase in profitability for a typical firm.

Some organisations have started to take note and have realised that a diverse team is vital for success in the complex environments in which they operate. Many organisations are forming groups with the sole purpose of advancing diversity and metrics are being used to track progress to diversify the leadership team.

What can be done?

Organisations need to review their pay and rewards structure as well as look to develop a pipeline of female managers and support them in progressing through organisational structures. They should also seek to address the perception gaps between men and women in relation to workplace experience, equal opportunities and perceptions about their prospects when returning to work from a career break.

¹ ORC International, Women in the Leadership, 2017 <https://orcinternational.co.uk/wp-content/uploads/2017/03/Talent-Trends-Women-in-Leadership.pdf>

² Harvard Business Review, Study: Firms with More Women in the C-Suite Are More Profitable, 2016 <https://hbr.org/2016/02/study-firms-with-more-women-in-the-c-suite-are-more-profitable>

Pay and Reward Survey report 2017 - Appendix tables

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Table 2 Page 38	Salary Indices of: Fellows (FEL) and Members (MEM) without CChem by: Which ONE of the following best describes your current employer?	Table 18 Page 66	Salary Indices of: All respondents by: Which ONE of the following best describes your current field of employment?
Table 3 Page 39	Salary Indices of: Males by: Which ONE of the following best describes your current employer?	Table 19 Page 68	Salary Indices of: All respondents by: Which ONE of the following best describes your current field of employment?
Table 4 Page 40	Salary Indices of: Females by: Which ONE of the following best describes your current employer?	Table 20 Page 70	Salary Indices of: All respondents by: Which ONE of the following best describes your current field of employment?
Table 5 Page 41	Salary Indices of: All respondents by: Which ONE of the following best describes your current employer?	Table 21 Page 72	Q16b quartiles of : All respondents by: Q11. Which ONE of the following best describes your current field of employment?
Table 6 Page 42	Salary Indices of: AMRSC by: Which ONE of the following best describes your current employer?	Table 22 Page 74	Salary Indices of: Fellows (FEL) and Members (MEM) with CChem by: Which ONE of the following best describes your current employer?
Table 7 Page 43	Salary Indices of: All respondents by: Gender	Table 23 Page 74	Salary Indices of: Fellows (FEL) and Members (MEM) without CChem by: Which ONE of the following best describes your current employer?
Table 8 Page 44	Salary Indices of: All respondents by: Which ONE of the following best describes your current field of employment?	Table 24 Page 75	Salary Indices of: AMRSC by: Which ONE of the following best describes your current employer?
Table 9 Page 48	Salary Indices of: All respondents by: Which ONE of the following best describes your current type of work?	Table 25 Page 75	Salary Indices of: Fellows (FEL) and Members (MEM) with CChem by: Overall medians
Table 10 Page 51	Salary Indices of: All respondents by: Which ONE of the following best describes your highest qualification?	Table 26 Page 75	Salary Indices of: Fellows (FEL) and Members (MEM) without CChem by: Overall medians
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Table 13 Page 54	Salary Indices of: Females by: Q13. Responsibility Score - Duties and supervision level	Table 29 Page 78	Salary Indices of: All respondents by: Which ONE of the following best describes your highest qualification?
Table 14 Page 55	Salary Indices of: All respondents by: Within which ONE of the following locations are you employed?	Table 30 Page 79	Retired respondents by: Q18A. State pension currently received (Annual)
Table 15 Page 61	Salary Indices of: All respondents by: Approximately, how many people does your organisation employ globally (including the UK)?	Table 31 Page 79	Retired respondents by: Q18B. Occupational pension(s) currently received
Table 16 Page 62	Salary Indices of: All respondents by: Which ONE of the following best describes your current field of employment?	Table 32 Page 79	Retired respondents by: Q18C. Income from all other sources (except investments)
		Table 33 Page 80	Remuneration medians (£p.a) compared with previous surveys

Calculate your responsibility level

For each section below:

- Read all five statements
- Choose the one that best matches your current role
- Make a note of the score (1–5)

When you've finished, add up all four numbers to get your overall responsibility score.

<10 = low responsibility

Individuals in these roles are more likely to require training, hold little managerial responsibility and have their work reviewed regularly.

10 – 14 = medium responsibility

Those at this level have more autonomy to plan and conduct projects, with some management or supervisory responsibility. Work is only reviewed occasionally.

>14 = high responsibility

People at this level have strategic and budgetary responsibility for projects, work unsupervised and have full managerial responsibility.

Element one 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 complexity	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

Element two Decisions and recommendations	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

Element three Supervision received	Score
My work is assigned with detailed instructions, guidance being always available. My results are subject to close scrutiny	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

Element four 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

Table 1

Salary Indices of: Fellows (FEL) and Members (MEM) with CChem by: Which ONE of the following best describes your current employer?

	Total	Age Bands										Part-time / Full time Employment	
		25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
University or equivalent funded institution													
Lower Quartile	44510	31500	37134	32000	44000	48327	45790	55000	27000	33500	-	45970	27895
Median	53000	34300	42175	48500	46000	57500	52500	63300	47500	86000	-	55000	32000
Upper Quartile	70000	37100	45962	55000	55000	75000	71266	71000	54000	141161	-	71000	38400
Answered	149	2	8	11	19	21	26	37	18	7	-	136	13
Industrial or commercial company, (partnership or firm, industrial research association)													
Lower Quartile	44038	36000	34244	42500	44695	45000	51000	47000	45900	42000	49000	45000	29000
Median	58050	39500	38500	52000	55000	57850	60000	64000	62000	71870	49000	60000	37000
Upper Quartile	77439	44568	43500	63470	70000	75000	80000	90000	96500	119461	49000	80000	50000
Answered	816	11	44	61	75	144	201	170	89	20	1	763	53
School, sixth form college, or equivalent													
Lower Quartile	24500	-	-	24000	26500	19600	18500	44000	31064	16000	-	30000	18000
Median	38820	-	-	24000	36820	30000	38250	47500	37000	18000	-	40000	18000
Upper Quartile	48000	-	-	24000	44320	49500	47631	74000	42000	20000	-	48500	19600
Answered	46	-	-	1	4	7	15	13	4	2	-	41	5
Not for Profit													
Lower Quartile	37035	-	-	32000	63800	31665	26000	70000	32000	55000	-	42785	25915
Median	55000	-	-	42069	63800	51750	43500	111200	60839	55000	-	57500	43500
Upper Quartile	72500	-	-	46924	63800	106500	55000	190000	75000	55000	-	90600	65000
Answered	20	-	-	3	1	4	3	3	5	1	-	16	4
Consulting practice													
Lower Quartile	35000	-	-	60000	46500	48000	13000	41160	35000	11000	-	43750	31000
Median	55000	-	-	60000	57000	52530	56500	60000	55000	50000	-	60000	40580
Upper Quartile	90000	-	-	60000	76375	78000	120000	105000	88300	114000	-	92750	89150
Answered	63	-	-	1	4	9	10	13	19	7	-	39	24
Government (including Local or Central)													
Lower Quartile	37353	27610	35000	32808	39300	39500	40072	40000	10379	-	60000	40000	21594
Median	44000	33805	35000	39000	44000	50707	44000	45000	50000	-	60000	44000	29750
Upper Quartile	54000	40000	40181	46662	54212	54000	62850	61796	88000	-	60000	54781	44585
Answered	70	2	5	7	8	11	23	10	3	-	1	62	8
National Authority (eg Environment Agency), Public Corporation or Government owned company													
Lower Quartile	42000	37313	37500	37500	43000	45770	63000	46000	42254	45000	-	44000	32100
Median	54000	37757	46000	43000	53500	61148	70000	54000	69000	45000	-	54718	37500
Upper Quartile	66000	38200	49000	45000	60000	67500	88240	62800	116500	45000	-	68000	48000
Answered	69	2	9	6	6	8	9	20	8	1	-	62	7
National Health Service, Affiliated organisations or bodies													
Lower Quartile	45000	-	-	53818	-	35500	45000	28000	83258	-	-	40250	57000
Median	57000	-	-	53818	-	62000	51000	68750	83258	-	-	61284	57000
Upper Quartile	83258	-	-	53818	-	88500	57000	164164	83258	-	-	85879	57000
Answered	9	-	-	1	-	2	2	3	1	-	-	8	1

Table 2

Salary Indices of: Fellows (FEL) and Members (MEM) without CChem by: Which ONE of the following best describes your current employer?

	Total	Age Bands												Part-time / Full time Employment	
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
University or equivalent funded institution															
Lower Quartile	32000	-	-	29300	32000	32000	33000	45000	28130	25500	58900	57000	50000	32004	21000
Median	43000	-	-	32000	37000	40000	45000	59331	53850	50600	79062	80000	50000	44000	29675
Upper Quartile	62600	-	-	36585	41076	50000	57000	74790	82848	70000	134000	140000	50000	63825	37500
Answered	743	-	-	43	126	152	133	104	88	45	28	23	1	719	24
Industrial or commercial company, (partnership or firm, industrial research association)															
Lower Quartile	32760	11950	16450	25500	30750	39000	37000	39374	38000	35000	32000	24500	38000	33721	22800
Median	43000	11950	23004	30107	35940	45225	47300	54044	55000	59510	49000	35000	38000	44000	32000
Upper Quartile	60000	11950	30769	36000	44000	57388	62000	81800	96128	84500	75000	63000	38000	61000	42000
Answered	924	1	12	106	151	176	145	124	104	63	34	7	1	871	53
School, sixth form college, or equivalent															
Lower Quartile	27243	1200	27500	24242	32043	32400	27000	38000	23000	24000	28545	24257	-	30000	17500
Median	36000	1200	28250	27243	34500	45000	37000	44500	36000	31000	65000	24257	-	36000	22000
Upper Quartile	45661	1200	29000	33000	39375	55164	45000	48000	41000	40023	162000	24257	-	46000	28545
Answered	114	1	2	9	12	16	25	14	17	14	3	1	-	101	13
Not for Profit															
Lower Quartile	29500	-	-	26525	28623	32000	22000	47500	56000	21000	73000	-	-	29000	30148
Median	33973	-	-	32324	30896	38000	22700	62500	60000	50000	73000	-	-	34962	31822
Upper Quartile	43000	-	-	35380	33973	43000	83500	68300	60000	67000	73000	-	-	49000	32000
Answered	57	-	-	12	18	11	3	4	5	3	1	-	-	51	6
Consulting practice															
Lower Quartile	25000	-	-	14063	23050	10000	31000	21000	33250	45866	13700	25000	-	33500	18242
Median	38000	-	-	31163	32000	32000	67500	67000	67000	48000	49500	25000	-	46933	21000
Upper Quartile	70000	-	-	38500	38000	37000	112885	80000	137000	54000	90000	25000	-	80000	26500
Answered	37	-	-	4	5	3	10	3	4	3	4	1	-	28	9
Government (including Local or Central)															
Lower Quartile	26000	-	28000	26825	28415	23000	23500	20000	29000	31750	-	46250	-	26825	19401
Median	35000	-	28000	31500	32500	33903	35000	40558	35379	51000	-	46250	-	35758	28750
Upper Quartile	49900	-	28000	36500	37203	45000	37500	60000	56266	89300	-	46250	-	53650	34905
Answered	67	-	1	6	8	10	10	13	10	8	-	1	-	61	6
National Authority (eg Environment Agency), Public Corporation or Government owned company															
Lower Quartile	31353	-	29750	31000	24890	37000	27480	38190	34200	34621	123000	100000	-	32000	27000
Median	38000	-	29750	32800	32500	41840	36899	44500	41176	42500	123000	100000	-	39000	31063
Upper Quartile	45000	-	29750	40895	41700	52536	44100	46000	78135	50000	123000	100000	-	45771	38190
Answered	59	-	1	8	10	6	10	9	7	6	1	1	-	53	6
National Health Service, Affiliated organisations or bodies															
Lower Quartile	27600	-	2300	27600	38000	25551	20000	40000	34000	54000	-	-	-	28300	2300
Median	42500	-	7150	27600	41500	67000	61300	45000	34000	54000	-	-	-	45000	18150
Upper Quartile	61300	-	12000	27600	45000	660000	72000	47000	34000	54000	-	-	-	62993	34000
Answered	18	-	2	1	2	3	3	5	1	1	-	-	-	16	2

Table 3
Salary Indices of: Males by: Which ONE of the following best describes your current employer?

	Total	Age Bands												Part-time / Full time Employment	
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
University or equivalent funded institution															
Lower Quartile	32000	-	14000	26798	29301	30000	32500	47000	45790	51000	48327	63000	-	32005	25000
Median	46000	-	20026	31000	36000	40000	45000	59000	56000	65000	67413	88000	-	46000	30324
Upper Quartile	68223	-	26052	32958	41000	48000	61842	75000	83000	83000	100000	140000	-	68542	53000
Answered	853	-	2	77	131	127	116	117	111	82	53	37	-	836	17
Industrial or commercial company, (partnership or firm, industrial research association)															
Lower Quartile	38182	11000	20200	25700	31500	41000	42000	46500	51641	51000	43000	30000	-	39000	25000
Median	53036	11000	26000	30025	37000	50000	52000	60000	62000	70000	61366	65500	-	54000	34800
Upper Quartile	76350	11000	28072	36100	45200	64000	66500	84000	91000	100500	96250	125000	-	77378	55000
Answered	1564	1	28	121	154	167	171	223	286	244	128	41	-	1517	47
School, sixth form college, or equivalent															
Lower Quartile	27500	1200	15875	24242	26899	30900	30000	33003	36000	39500	28545	12000	-	28500	9080
Median	38000	1200	23450	32000	33756	45000	39000	42000	38250	48000	37000	16000	-	38445	18000
Upper Quartile	47500	1200	28250	35000	39925	64664	45000	48500	45661	58344	65000	20000	-	48000	28545
Answered	121	1	8	7	12	12	17	16	17	20	6	5	-	112	9
Not for Profit															
Lower Quartile	35850	-	16873	32500	31500	32000	40000	60000	43500	50000	60839	54000	-	35000	40000
Median	50000	-	16873	38000	34731	41035	51900	64000	60000	67000	75000	54500	-	50000	54000
Upper Quartile	64500	-	16873	48800	36900	46924	63800	71600	110000	111200	179500	55000	-	65000	55000
Answered	48	-	1	7	6	6	2	7	7	7	3	2	-	43	5
Consulting practice															
Lower Quartile	33756	-	30750	26163	38000	37000	39000	49250	26500	41160	32512	11000	-	38500	25523
Median	54000	-	30750	31163	38000	51000	65000	59765	66738	57000	52000	50000	-	60000	40580
Upper Quartile	89150	-	30750	38500	38000	60000	112885	78000	120000	105000	88300	91000	-	83750	90500
Answered	92	-	1	4	1	3	11	6	15	18	22	11	-	64	28
Government (including Local or Central)															
Lower Quartile	35000	-	26000	26000	32234	24000	36000	27861	41500	43250	50000	51625	60000	35758	29800
Median	46125	-	27460	28863	37250	36000	43000	50188	49983	47699	60000	79755	60000	46456	34750
Upper Quartile	60000	-	28000	35000	55274	45000	53250	73000	63850	64898	88000	107255	60000	60000	42585
Answered	114	-	3	6	8	9	14	20	30	16	3	4	1	110	4
National Authority (eg Environment Agency), Public Corporation or Government owned company															
Lower Quartile	35500	-	2402	30000	25029	37908	27480	38095	41176	38000	56000	45000	-	35680	24500
Median	46386	-	2402	37313	35497	45771	43000	52770	64000	52000	76500	100000	-	47500	32595
Upper Quartile	65000	-	2402	41000	43350	63500	57000	66000	78135	66000	120000	130000	-	66000	49845
Answered	102	-	1	7	12	7	11	16	14	22	9	3	-	98	4
National Health Service, Affiliated organisations or bodies															
Lower Quartile	28000	-	-	23000	38000	24000	20000	35500	3900	41000	83258	-	-	28000	57000
Median	46000	-	-	25300	44500	53818	61300	46000	45000	61375	91629	-	-	45000	57000
Upper Quartile	68750	-	-	27600	45000	660000	72000	64686	57000	116457	100000	-	-	68750	57000
Answered	26	-	-	2	3	3	3	6	3	4	2	-	-	25	1

Table 4
Salary Indices of: Females by: Which ONE of the following best describes your current employer?

	Total	Age Bands											Part-time / Full time Employment	
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Full time	Part-time
University or equivalent funded institution														
Lower Quartile	29300	-	18000	29000	27416	30450	31692	40000	17415	29500	38000	4000	30000	21000
Median	39000	-	18940	31584	33783	39500	45000	59082	38292	54500	51260	17998	40000	30000
Upper Quartile	52739	-	19485	36070	40265	50000	55000	71000	63837	72000	90000	31996	55000	38000
Answered	349	-	5	38	72	71	51	39	32	28	11	2	318	31
Industrial or commercial company, (partnership or firm, industrial research association)														
Lower Quartile	28000	11950	18490	24625	28221	34836	34000	36430	36400	30000	32000	43860	28500	27250
Median	37000	13000	21200	27800	35000	42000	44000	49350	50000	42400	40000	53430	37000	35000
Upper Quartile	50000	15250	25000	33250	40800	50000	61000	69800	71000	72000	60000	63000	50400	42393
Answered	580	3	35	92	101	97	77	70	59	35	9	2	505	75
School, sixth form college, or equivalent														
Lower Quartile	22400	-	22200	22484	25000	28000	19600	19600	16250	24713	42000	-	26000	11000
Median	33000	-	22400	27810	35000	37000	35500	38000	31650	36500	43500	-	35541	18000
Upper Quartile	42470	-	23450	29000	43000	45000	43000	48000	41800	42012	45000	-	44000	24000
Answered	131	-	4	12	15	15	22	17	28	16	2	-	110	21
Not for Profit														
Lower Quartile	26133	-	26000	23767	28385	30000	22000	23000	31000	31000	27250	-	26525	25433
Median	31322	-	26000	27574	30074	33000	24350	35000	43500	50500	32000	-	32000	31000
Upper Quartile	35172	-	26000	33574	32203	43000	42947	43500	56000	70000	73000	-	36700	32000
Answered	62	-	1	12	16	11	6	5	6	2	3	-	49	13
Consulting practice														
Lower Quartile	21000	-	-	800	20646	10000	19580	32000	10000	43750	40000	70000	31500	10000
Median	32000	-	-	800	27525	21000	61875	46156	21000	43750	57500	70000	41875	32000
Upper Quartile	70000	-	-	800	36000	32000	408875	79000	32000	43750	75000	70000	85875	37000
Answered	23	-	-	1	4	2	4	6	2	1	2	1	12	11
Government (including Local or Central)														
Lower Quartile	24200	-	8500	25250	28255	30803	23500	21000	23294	26000	10379	-	27000	17587
Median	31553	-	16350	27805	32953	36527	34500	40029	30900	30000	52690	-	35000	23500
Upper Quartile	43500	-	24200	38250	42232	46325	57000	48469	49041	51961	95000	-	45771	34905
Answered	58	-	2	8	12	8	7	6	8	5	2	-	47	11
National Authority (eg Environment Agency), Public Corporation or Government owned company														
Lower Quartile	32100	-	29750	27875	32500	32934	30125	32100	37000	44000	-	-	33000	32000
Median	39000	-	33375	32800	43000	37000	36500	44500	47000	49000	-	-	39763	34000
Upper Quartile	46300	-	37000	38200	51951	37500	44100	46000	180000	56358	-	-	47000	44000
Answered	43	-	2	6	12	5	6	3	3	6	-	-	34	9
National Health Service, Affiliated organisations or bodies														
Lower Quartile	14000	-	2300	-	8000	25551	20000	29000	34000	-	-	-	18397	5150
Median	22776	-	12000	-	12397	46276	31500	34500	34000	-	-	-	27276	12000
Upper Quartile	37000	-	16000	-	16794	67000	43000	40000	34000	-	-	-	41500	25000
Answered	12	-	3	-	2	2	2	2	1	-	-	-	8	4

Table 5
Salary Indices of: All respondents by: Which ONE of the following best describes your current employer?

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
University or equivalent funded institution															
Lower Quartile	31000	-	14000	28000	28316	30000	32500	46000	36000	45000	46750	57000	50000	32000	21000
Median	44000	-	18940	31076	35240	40000	45000	59061	55000	63300	64574	86000	52500	45000	30088
Upper Quartile	63825	-	26052	34232	41000	48000	60000	74000	81000	78000	96640	140000	55000	65000	38200
Answered	1206	-	7	115	203	198	168	156	143	111	64	39	2	1158	48
Industrial or commercial company, (partnership or firm, industrial research association)															
Lower Quartile	34500	11475	19000	25000	30228	38000	40000	43482	50000	46500	43000	30000	38000	35000	26250
Median	48345	12475	23500	29363	35996	45900	49651	56000	60000	65500	60000	63000	43500	49890	35000
Upper Quartile	70000	14125	27150	35190	44000	58500	65000	80000	86130	98197	92500	125000	49000	70800	45900
Answered	2150	4	63	213	256	264	250	294	345	279	137	43	2	2027	123
School, sixth form college, or equivalent															
Lower Quartile	24242	1200	22000	22500	25998	28000	21000	30000	19000	31000	31773	12000	-	27128	10000
Median	35653	1200	22400	28377	34000	39410	37000	38250	36000	40012	40500	16000	-	37000	18000
Upper Quartile	45000	1200	24500	32000	42000	49000	44000	48000	43000	51000	55000	20000	-	46000	25426
Answered	253	1	13	19	27	27	39	33	45	36	8	5	-	223	30
Not for Profit															
Lower Quartile	28537	-	16873	26133	28623	30000	22350	35850	32000	50000	32000	54000	-	28623	25433
Median	35000	-	21437	32148	31572	36700	33000	60000	55000	67000	66920	54500	-	35466	31822
Upper Quartile	54500	-	26000	35759	34482	43000	53374	68300	60000	80000	75000	55000	-	56000	38000
Answered	112	-	2	19	22	19	8	12	13	9	6	2	-	94	18
Consulting practice															
Lower Quartile	31000	-	30750	25000	23050	32000	38000	42500	26500	41160	33756	18000	-	38000	19000
Median	50000	-	30750	27326	32000	37000	65000	53921	63000	54000	52000	55000	-	60000	32512
Upper Quartile	82500	-	30750	35000	38000	51000	112885	78500	94000	105000	86650	83500	-	83750	70000
Answered	115	-	1	5	5	5	15	12	17	19	24	12	-	76	39
Government (including Local or Central)															
Lower Quartile	29500	-	24200	26000	29500	29500	34500	25722	35758	40000	50000	51625	60000	30900	19401
Median	41925	-	26000	27805	34953	36000	42000	47735	46717	47000	60000	79755	60000	43300	29500
Upper Quartile	54000	-	27460	36500	42232	45000	53250	54000	60000	61796	88000	107255	60000	55173	35500
Answered	172	-	5	14	20	17	21	26	38	21	5	4	1	157	15
National Authority (eg Environment Agency), Public Corporation or Government owned company															
Lower Quartile	34000	-	2402	30000	29508	37000	30125	38000	41176	38250	56000	45000	-	35494	30125
Median	44050	-	29750	33600	38513	42000	39000	46000	63000	50000	76500	100000	-	45000	34000
Upper Quartile	59600	-	37000	38200	47650	45771	44500	65000	78135	57979	120000	130000	-	60000	44000
Answered	146	-	3	13	24	13	17	19	17	28	9	3	-	133	13
National Health Service, Affiliated organisations or bodies															
Lower Quartile	24000	-	2300	23000	16794	25551	20000	32250	18950	41000	83258	-	-	25551	8000
Median	41500	-	12000	25300	38000	53818	43000	42500	39500	61375	91629	-	-	44500	16000
Upper Quartile	61300	-	16000	27600	44500	67000	61300	55843	51000	116457	100000	-	-	64686	34000
Answered	38	-	3	2	5	5	5	8	4	4	2	-	-	33	5

Table 6
Salary Indices of: AMRSC by: Which ONE of the following best describes your current employer?

	Total	Age Bands								Part-time / Full time Employment	
		20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	Full time	Part-time
University or equivalent funded institution											
Lower Quartile	17500	14000	24555	16019	3656	17000	2523	-	-	17500	19000
Median	30000	20026	31000	29356	23879	30170	12973	-	-	30002	21500
Upper Quartile	34956	26052	33132	36000	42955	46923	260750	-	-	35000	22250
Answered	151	2	59	60	23	3	4	-	-	146	5
Industrial or commercial company, (partnership or firm, industrial research association)											
Lower Quartile	25000	20500	24500	28432	30000	32500	27250	21000	-	25000	26125
Median	29363	25000	28000	35225	33500	41500	31174	21000	-	29363	31125
Upper Quartile	37000	27075	32000	44500	46500	47500	41000	21000	-	37000	40000
Answered	195	36	74	44	20	17	3	1	-	191	4
School, sixth form college, or equivalent											
Lower Quartile	22450	22400	29000	25998	29000	10000	49590	4000	-	24500	4000
Median	28471	22500	32000	26192	42900	37000	49590	4000	-	29000	7000
Upper Quartile	42150	24500	32000	50200	56800	42300	49590	4000	-	42300	10000
Answered	28	7	5	7	2	5	1	1	-	26	2
Not for Profit											
Lower Quartile	26067	26000	26133	31500	-	-	-	-	-	26067	-
Median	30062	26000	31898	31500	-	-	-	-	-	30062	-
Upper Quartile	36586	26000	38000	31500	-	-	-	-	-	36586	-
Answered	8	1	6	1	-	-	-	-	-	8	-
Consulting practice											
Lower Quartile	800	30750	800	-	-	-	-	10000	-	30750	800
Median	10000	30750	800	-	-	-	-	10000	-	30750	5400
Upper Quartile	30750	30750	800	-	-	-	-	10000	-	30750	10000
Answered	3	1	1	-	-	-	-	1	-	1	2
Government (including Local or Central)											
Lower Quartile	21000	16350	21000	29180	-	49000	21000	-	-	23500	21000
Median	27230	25100	25250	36159	-	49000	21000	-	-	27460	21000
Upper Quartile	41850	26730	30900	42613	-	49000	21000	-	-	41850	21000
Answered	18	4	6	6	-	1	1	-	-	17	1
National Authority (eg Environment Agency), Public Corporation or Government owned company											
Lower Quartile	26000	2402	26000	27016	28083	-	20000	-	33000	26000	-
Median	28083	19701	26000	40000	28083	-	20000	-	33000	28083	-
Upper Quartile	37000	37000	26000	360000	28083	-	20000	-	33000	37000	-
Answered	9	2	1	3	1	-	1	-	1	9	-
National Health Service, Affiliated organisations or bodies											
Lower Quartile	19897	-	23000	16794	-	-	24547	-	-	19897	-
Median	23774	-	23000	30647	-	-	24547	-	-	23774	-
Upper Quartile	34524	-	23000	44500	-	-	24547	-	-	34524	-
Answered	4	-	1	2	-	-	1	-	-	4	-

Table 7
Salary Indices of: All respondents by: Gender

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Female															
Lower Quartile	27000	11950	18000	24750	27900	31000	30000	33000	24745	29200	32000	31996	-	28348	19401
Median	36000	13000	21400	29000	33500	39000	42000	45500	40700	42197	43500	43860	-	37000	30000
Upper Quartile	48469	15250	25000	33943	40500	49000	55000	65000	58500	65000	66425	63000	-	50000	38000
Answered	1301	3	54	170	239	214	184	158	144	98	32	5	-	1112	189
Male															
Lower Quartile	35000	1200	19000	26000	31000	36000	38000	45000	47631	48000	43000	29000	60000	36000	24000
Median	50000	6100	25500	30950	36001	45000	48000	58000	60000	63312	62368	67400	60000	50000	34000
Upper Quartile	71099	11000	28000	36000	44000	57000	64000	80000	85000	90000	97500	120000	60000	72000	55000
Answered	2978	2	46	234	330	337	351	419	493	425	233	107	1	2853	125

Table 8
Salary Indices of: All respondents by: Which ONE of the following best describes your current field of employment?

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Agrochemicals															
Lower Quartile	35000	-	26000	24000	26624	44000	30000	49669	38164	52000	48000	135378	-	34300	37500
Median	50250	-	27000	25500	37500	52000	50500	52133	52010	61500	60580	135378	-	52000	41000
Upper Quartile	60000	-	28000	32500	39950	53000	70000	54955	55000	90000	75000	135378	-	64000	43000
Answered	57	-	2	7	7	3	6	6	9	10	6	1	-	52	5
Biotechnologies															
Lower Quartile	30370	11950	16750	28943	28400	34000	42840	40000	48000	85000	70000	16000	-	32400	23000
Median	44000	11950	18750	32600	31750	42962	45000	52000	81250	134000	90000	20500	-	45000	28433
Upper Quartile	85000	11950	21000	35625	36553	53650	59400	85000	99500	204000	161000	25000	-	85000	72500
Answered	103	1	4	12	16	10	13	11	14	10	10	2	-	95	8
Building and Construction															
Lower Quartile	27250	-	-	9830	9600	24228	26000	49500	41000	41000	-	55000	-	26500	31302
Median	42500	-	-	22318	17190	32400	33000	51000	51641	51500	-	78755	-	45409	35400
Upper Quartile	55500	-	-	26000	44000	67400	36000	52000	75000	65000	-	102509	-	60500	45500
Answered	32	-	-	4	3	4	3	5	5	6	-	2	-	28	4
Central Government															
Lower Quartile	35500	-	-	27610	32953	27404	35500	35960	40072	38500	60000	30000	-	36500	23500
Median	43000	-	-	30000	38000	36350	42000	52000	50000	44000	60000	71000	-	43750	30000
Upper Quartile	53000	-	-	40000	42675	49331	49000	53000	65000	56000	60000	112000	-	54781	35500
Answered	73	-	-	5	8	8	9	7	19	14	1	2	-	66	7
Chloralkali															
Lower Quartile	55000	-	-	-	-	-	55000	144000	-	-	-	-	-	55000	-
Median	144000	-	-	-	-	-	55000	180000	-	-	-	-	-	144000	-
Upper Quartile	216000	-	-	-	-	-	55000	216000	-	-	-	-	-	216000	-
Answered	3	-	-	-	-	-	1	2	-	-	-	-	-	3	-
Coatings, Paints, Inks															
Lower Quartile	31000	-	21200	25700	28633	33000	56375	44000	41500	38000	16000	70000	38000	31174	16000
Median	43000	-	23400	31187	31775	39000	69750	81000	51900	50477	31581	97500	43500	43000	34500
Upper Quartile	53000	-	26000	35000	41820	45450	103500	110000	69689	53000	47000	125000	49000	53000	53000
Answered	91	-	6	7	10	13	6	10	16	9	10	2	2	89	2
Cosmetics/Toiletries															
Lower Quartile	32185	-	5425	19535	28000	36000	27500	40519	54060	29000	40000	-	-	34000	24000
Median	48000	-	14500	26100	32628	49500	44695	46500	65000	50000	78000	-	-	50000	25000
Upper Quartile	65848	-	24000	30900	34000	66696	55000	55000	74000	60000	110000	-	-	67000	37000
Answered	64	-	3	6	3	11	5	9	11	11	5	-	-	59	5
Dyes/Pigments															
Lower Quartile	26500	-	-	21000	12400	-	27000	70000	42925	37445	107116	-	-	26500	107116
Median	49890	-	-	21000	24250	-	49950	72163	52425	54945	121058	-	-	49870	107116
Upper Quartile	70000	-	-	21000	30750	-	58300	74325	92500	77000	135000	-	-	61200	107116
Answered	23	-	-	1	4	-	6	2	4	4	2	-	-	22	1
Electricity Generation															
Lower Quartile	37250	-	27500	25000	24890	55000	37990	11500	56000	48000	43000	-	-	37000	60000
Median	53750	-	27750	30000	47000	55800	55363	52500	69000	72000	65000	-	-	52500	60000
Upper Quartile	68413	-	28000	37500	56676	90000	75000	60000	80690	78000	67826	-	-	69000	60000
Answered	36	-	2	7	3	5	3	3	7	3	3	-	-	35	1
Engineering															
Lower Quartile	35000	-	21753	29700	31403	41733	18645	36720	48000	46016	35000	34000	-	36000	10823
Median	48000	-	25377	31000	37750	49500	52793	49000	54500	54000	62000	70000	-	50250	24323
Upper Quartile	65650	-	29000	46200	49100	65000	61000	72000	73067	124000	125000	140000	-	67050	32000
Answered	96	-	2	9	16	15	7	10	9	15	10	3	-	92	4

Table 8

Salary Indices of: All respondents by: Which ONE of the following best describes your current field of employment? CONTINUED

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Environmental Product/Services															
Lower Quartile	28800	-	25000	8925	27016	34500	30000	29417	29745	28000	39000	13	-	30000	20201
Median	37500	-	25000	19350	33500	39000	36600	40000	42650	38250	42500	44000	-	40000	27125
Upper Quartile	50000	-	25000	26050	47000	43750	47102	50500	59500	54000	59000	197136	-	52000	37000
Answered	89	-	1	4	14	8	19	13	8	15	4	3	-	73	16
FE/Sixth Form College															
Lower Quartile	21561	-	29000	30500	19000	23121	36000	19600	12040	25426	24400	20000	-	29000	15000
Median	32000	-	29000	32500	27800	25561	37820	38500	31650	34400	24400	20000	-	36000	18000
Upper Quartile	38820	-	29000	39000	44500	28000	40000	39000	36000	40000	24400	20000	-	40000	19600
Answered	40	-	1	4	3	2	6	5	12	5	1	1	-	31	9
Fertilisers															
Lower Quartile	15000	-	15000	-	650	26931	-	49500	51000	-	110000	-	-	15000	-
Median	49500	-	15000	-	650	26931	-	84750	51000	-	110000	-	-	49500	-
Upper Quartile	110000	-	15000	-	650	26931	-	120000	51000	-	110000	-	-	110000	-
Answered	7	-	1	-	1	1	-	2	1	-	1	-	-	7	-
Food and Beverage															
Lower Quartile	29150	-	16045	21275	26890	37353	29400	38124	40000	36450	10000	42736	-	29500	10000
Median	42500	-	21750	28000	43000	46000	37250	45000	52600	61796	62000	72086	-	43000	39500
Upper Quartile	65000	-	25198	30025	48000	50000	50854	96750	90000	70000	98000	88500	-	65000	58171
Answered	88	-	4	7	11	7	12	12	13	15	3	4	-	81	7
Hospital															
Lower Quartile	22500	-	16000	22000	16794	24000	20000	35500	45000	54000	83258	-	-	24000	8000
Median	42250	-	16000	22500	38000	53818	46000	40000	45000	54000	91629	-	-	44750	12000
Upper Quartile	59343	-	16000	23000	44500	660000	96000	50000	45000	54000	100000	-	-	64686	16000
Answered	24	-	1	2	5	3	4	5	1	1	2	-	-	22	2
Industrial Gases															
Lower Quartile	36000	-	-	29000	26720	42000	42000	49000	30000	76000	90996	87378	-	36000	-
Median	49000	-	-	32500	34860	42000	42000	55000	40000	102813	90996	87378	-	49000	-
Upper Quartile	76000	-	-	36000	43000	42000	42000	60000	50000	129625	90996	87378	-	76000	-
Answered	15	-	-	2	2	1	1	3	2	2	1	1	-	15	-
IT/Computer Software															
Lower Quartile	40000	-	-	-	31500	42069	89000	114100	56500	36000	62368	26500	-	45000	10000
Median	60000	-	-	-	38880	53500	92750	114100	97500	37500	62368	35750	-	62368	23000
Upper Quartile	95000	-	-	-	40000	63470	95000	114100	115000	50000	62368	45000	-	95000	36000
Answered	31	-	-	-	3	6	5	1	8	5	1	2	-	29	2
Local Government															
Lower Quartile	30800	-	-	21000	40181	-	37500	16250	31250	35000	10379	-	-	37500	10690
Median	44000	-	-	34748	70366	-	44100	34985	37800	46000	30190	-	-	46000	16250
Upper Quartile	57000	-	-	48496	310000	-	61300	54235	50500	48398	50000	-	-	60000	23550
Answered	27	-	-	2	3	-	5	4	8	3	2	-	-	23	4
Nuclear Industry															
Lower Quartile	38000	-	30250	32000	36000	43250	42000	54528	52000	54000	52000	20	60000	40000	32100
Median	48750	-	31875	37313	43000	46000	55000	61960	62500	58367	69000	20	60000	52000	37500
Upper Quartile	60000	-	35000	41000	46000	59000	57000	68500	76000	75865	113000	20	60000	62000	44000
Answered	138	-	4	23	25	17	11	16	18	16	6	1	1	125	13
Organics															
Lower Quartile	28500	1200	20000	22000	29000	45000	21403	40500	44000	37500	34000	5000	-	28250	37500
Median	36500	1200	20000	27252	34500	45000	42500	46500	44000	38500	69500	148000	-	36250	37500
Upper Quartile	45000	1200	20000	30000	40500	45000	53000	48250	44000	118410	105000	159640	-	46500	37500
Answered	37	1	1	8	7	1	4	4	4	1	5	2	3	36	1

Table 8

Salary Indices of: All respondents by: Which ONE of the following best describes your current field of employment? CONTINUED

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Petrochemicals															
Lower Quartile	34174	-	3164	27500	31995	46000	35000	47367	58000	56718	53292	30000	-	35000	26000
Median	50000	-	14832	33000	40010	50000	63000	78000	71950	90607	60000	32000	-	50000	28704
Upper Quartile	71950	-	26500	36000	50000	67000	69697	89500	101000	101250	88000	75000	-	75000	30000
Answered	130	-	2	19	26	17	11	16	17	16	3	3	-	125	5
Pharmaceuticals															
Lower Quartile	36416	13000	17000	26300	31800	35150	43000	47200	52000	54000	50000	21500	-	37800	32000
Median	53000	14125	25700	30000	36716	42880	55000	65000	70000	75000	81000	65480	-	55000	40000
Upper Quartile	77655	15250	30538	37800	45000	55000	70000	86400	96000	103400	100000	134000	-	79000	55000
Answered	692	2	14	63	58	90	103	115	117	81	41	8	-	638	54
Plastics/Rubbers															
Lower Quartile	36000	-	20500	28000	28100	39000	42860	48700	52000	58000	120000	65500	-	37000	29000
Median	52000	-	26500	30000	36000	52500	50000	53071	60000	71500	165000	70000	-	52000	50500
Upper Quartile	71500	-	31250	34025	42000	63000	65000	100500	91000	90000	180000	76000	-	72000	70000
Answered	116	-	4	11	13	22	13	15	15	14	4	5	-	106	10
Publishing															
Lower Quartile	29250	-	26000	28623	29000	24499	28850	35000	31000	49500	60839	52000	-	29500	23000
Median	34491	-	26000	32148	31500	33000	38974	40000	60000	76000	62920	53000	-	34500	32000
Upper Quartile	50400	-	26000	35759	32405	40000	63224	60000	60000	100000	65000	54000	-	48800	52000
Answered	56	-	1	13	13	7	4	7	3	4	2	2	-	51	5
Research Association/Centre															
Lower Quartile	29500	-	6136	26825	28700	29500	31100	30000	34879	38200	56000	17500	-	29750	27895
Median	38000	-	19758	31750	34772	39000	44000	44500	48687	48000	100000	45500	-	38000	32000
Upper Quartile	51000	-	27830	38000	40030	48000	53250	71600	66925	60800	123000	80000	-	51000	41200
Answered	222	-	4	30	57	33	27	19	28	13	7	4	-	213	9
School															
Lower Quartile	24000	-	22000	22484	26000	28800	19600	28000	23000	31000	28545	12000	-	26000	10000
Median	35763	-	22450	27592	35000	40500	35000	38000	38250	42012	39000	16000	-	36945	18000
Upper Quartile	45000	-	24500	30500	42000	49000	45000	48000	45661	53000	45000	24257	-	46000	28545
Answered	225	-	14	16	25	27	35	31	33	32	9	3	-	202	23
Soaps/Detergents															
Lower Quartile	27900	-	21165	25290	27900	25000	27000	60000	22800	45000	60000	-	-	31500	14000
Median	43000	-	23583	25290	30150	37000	38454	110000	40000	60800	60000	-	-	45000	19455
Upper Quartile	60000	-	26000	25290	35150	45000	44000	132020	52000	91778	60000	-	-	60000	35000
Answered	51	-	2	1	7	3	5	5	15	12	1	-	-	45	6
Specialised Organics															
Lower Quartile	33772	11000	15900	27500	30250	28000	45000	34250	52000	80000	45900	174000	-	33772	36575
Median	45000	11000	15900	31300	36000	35152	52500	44950	56000	100000	48000	174000	-	44950	48450
Upper Quartile	67770	11000	15900	33943	38550	44500	95000	49500	80000	120000	51000	174000	-	67770	85500
Answered	56	1	1	6	4	6	6	12	5	9	5	1	-	52	4
Synthetic Fibres															
Lower Quartile	30004	-	20007	-	-	-	91000	65000	40000	-	-	-	-	30004	-
Median	52500	-	20007	-	-	-	91000	65000	40000	-	-	-	-	52500	-
Upper Quartile	78000	-	20007	-	-	-	91000	65000	40000	-	-	-	-	78000	-
Answered	4	-	1	-	-	-	1	1	1	-	-	-	-	4	-
University															
Lower Quartile	32000	-	14000	26500	29301	31000	35000	46000	38183	50000	47500	33500	50000	32947	20000
Median	45406	-	18470	31076	35240	40000	46000	60000	55998	63650	64148	80000	52500	46000	31008
Upper Quartile	67000	-	22769	34232	41000	49950	62600	75000	80500	85000	93280	133000	55000	68000	40000
Answered	928	-	8	74	137	147	127	135	114	90	59	35	2	888	40

Table 8

Salary Indices of: All respondents by: Which ONE of the following best describes your current field of employment? CONTINUED

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Water Industry															
Lower Quartile	25500	-	20400	20500	23042	22000	29432	28000	37000	34621	34000	8000	-	28000	10300
Median	34461	-	21600	23500	32000	30677	35069	37583	54000	55000	35000	25200	-	35069	19000
Upper Quartile	49000	-	22127	29000	33000	36000	45000	50500	100000	68000	96500	475000	-	50707	29432
Answered	98	-	3	7	21	10	7	14	15	11	7	3	-	91	7
Other Higher Education															
Lower Quartile	30000	-	-	34950	37000	12600	30000	59579	14500	49700	15000	-	-	36000	15500
Median	44250	-	-	34950	41197	33819	42000	61000	47500	62500	27500	-	-	47750	25500
Upper Quartile	58540	-	-	34950	48375	48870	54000	75000	62674	72000	40000	-	-	60290	30000
Answered	44	-	-	1	6	8	7	3	11	6	2	-	-	40	4
Other Manufacturing Industry															
Lower Quartile	35000	-	24625	26700	32000	40006	41168	38150	39000	43000	43439	24500	-	36600	28221
Median	48350	-	25000	29669	34556	45500	48066	53407	54450	58000	53046	71711	-	49000	31000
Upper Quartile	62000	-	27000	31000	43500	57776	56300	77500	66500	80000	70500	118922	-	64000	55000
Answered	228	-	4	14	20	25	25	35	32	43	28	2	-	214	14
Other Service-Based Industry															
Lower Quartile	31000	-	16873	24875	31000	50000	20139	33750	45000	59500	37000	44500	-	32000	26046
Median	45000	-	20937	27013	33250	53000	38000	48400	60000	67000	47500	60500	-	47000	37000
Upper Quartile	65382	-	25000	40500	38500	82000	65000	72000	76750	97000	62000	96870	-	67000	55311
Answered	102	-	2	12	10	9	11	16	15	9	10	8	-	91	11
Other															
Lower Quartile	30000	-	18500	23000	30000	32000	32000	42000	52300	31000	32000	25000	-	32000	17500
Median	45000	-	20875	26525	35000	45000	40447	58750	60900	56358	54000	50000	-	49965	30074
Upper Quartile	70000	-	26000	30500	42000	59980	62000	81800	110000	90000	97500	130000	-	78000	36500
Answered	267	-	9	27	29	35	30	24	50	35	17	11	-	235	32

Table 9
Salary Indices of: All respondents by: Which ONE of the following best describes your current type of work?

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Academic															
Lower Quartile	34996	-	32000	24000	27800	30000	37500	46500	42500	54000	46000	63000	55000	35000	22250
Median	49000	-	32000	31076	37000	42000	47500	60000	56000	66000	70000	87000	55000	50000	32000
Upper Quartile	69800	-	32000	38000	41709	51091	61592	75000	82000	78000	125000	140000	55000	70000	44800
Answered	833	-	1	43	111	152	116	128	117	85	49	30	1	806	27
Analysis															
Lower Quartile	25000	11950	17000	21700	24500	31353	29000	32600	30945	25000	28500	27300	-	25000	19200
Median	32148	11950	21600	24000	31800	41453	35069	42000	40000	34000	41200	54000	-	32500	27250
Upper Quartile	43000	11950	26895	29000	37916	45000	42000	50000	50000	50000	50000	58171	-	43000	37500
Answered	319	1	23	46	55	33	45	41	37	22	11	5	-	301	18
Commercial/Financial															
Lower Quartile	42787	-	-	-	29180	35173	72000	26829	55500	51000	-	15000	-	51000	15000
Median	57500	-	-	-	29180	50400	120000	60000	60000	55000	-	15000	-	60000	25087
Upper Quartile	70998	-	-	-	29180	51000	175000	135000	69000	67000	-	15000	-	72000	35173
Answered	20	-	-	-	1	3	3	3	4	5	-	1	-	18	2
Computer Systems															
Lower Quartile	40500	-	-	-	30366	36000	65000	58000	51994	-	40500	45000	-	49194	10000
Median	58000	-	-	-	34500	47000	70000	60000	71300	-	51434	45000	-	61184	30366
Upper Quartile	90000	-	-	-	36155	68223	95000	95000	100000	-	62368	45000	-	92500	40500
Answered	23	-	-	-	3	5	3	5	4	-	2	1	-	20	3
Consultant (or part of practice)															
Lower Quartile	36162	-	30750	31900	31000	44000	39000	42625	40000	43012	42000	30000	-	41000	30000
Median	52415	-	30750	37050	37500	56084	55000	54156	61500	53500	61750	50000	-	55000	40000
Upper Quartile	75000	-	30750	41500	40000	62940	89000	78750	82500	80000	81300	75000	-	78500	61500
Answered	152	-	1	12	13	12	15	12	22	22	26	17	-	107	45
Development															
Lower Quartile	34000	-	21200	27000	31000	34900	40500	43000	49850	51000	55000	44000	38000	34488	27250
Median	46000	-	24960	30000	34744	45000	47875	52000	62500	62118	66683	70000	43500	46600	32000
Upper Quartile	65000	-	26500	35000	44000	52588	61359	70800	86000	104800	120000	120000	49000	65000	55000
Answered	378	-	10	49	50	40	44	49	58	47	22	7	2	363	15
Environmental Monitoring															
Lower Quartile	31000	-	22127	29000	27016	26000	44273	31000	34200	33000	10379	-	60000	34000	21000
Median	38250	-	22127	42000	33000	40130	45801	46818	41528	34621	10379	-	60000	43300	24745
Upper Quartile	52161	-	22127	55000	38000	46000	55000	52500	56266	38250	10379	-	60000	53540	30000
Answered	63	-	1	2	9	6	6	17	13	7	1	-	1	53	10
General Administration															
Lower Quartile	19950	-	12000	21400	24600	1056	15000	19000	17677	31000	160000	26500	-	22700	15000
Median	25083	-	12000	23000	24600	24499	18850	26547	22033	43250	160000	26500	-	26500	17677
Upper Quartile	43250	-	12000	28586	24600	103000	22700	94847	27500	50000	160000	26500	-	50000	23000
Answered	28	-	1	3	1	3	2	4	6	6	1	1	-	23	5
General Management															
Lower Quartile	51473	-	2402	31450	32500	46924	42000	55968	55000	67000	56160	64250	-	52000	31063
Median	70000	-	18201	35250	40420	57000	56338	70000	77375	98197	79650	84870	-	71500	41600
Upper Quartile	103000	-	34000	40622	50000	76000	75000	110000	114500	150000	107116	175568	-	103500	55650
Answered	358	-	2	8	19	31	38	61	80	73	34	12	-	338	20
Health and Safety															
Lower Quartile	35700	-	37000	32000	30000	26530	20000	32100	43500	41000	44310	-	-	40000	27000
Median	49933	-	37000	32000	30930	29580	34950	57500	51000	54435	54500	-	-	50500	29121
Upper Quartile	76000	-	37000	32000	43350	35700	49900	96000	66738	76000	78000	-	-	76500	32100
Answered	74	-	1	1	5	3	2	11	17	21	13	-	-	68	6

Table 9
Salary Indices of: All respondents by: Which ONE of the following best describes your current type of work? CONTINUED

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Human Resources															
Lower Quartile	27000	-	-	-	-	-	-	-	73057	27000	-	-	-	27000	-
Median	50029	-	-	-	-	-	-	-	73057	27000	-	-	-	50029	-
Upper Quartile	73057	-	-	-	-	-	-	-	73057	27000	-	-	-	73057	-
Answered	2	-	-	-	-	-	-	-	1	1	-	-	-	2	-
PGCE Student															
Lower Quartile	22500	-	22500	-	-	-	-	-	-	-	-	-	-	22500	-
Median	22500	-	22500	-	-	-	-	-	-	-	-	-	-	22500	-
Upper Quartile	22500	-	22500	-	-	-	-	-	-	-	-	-	-	22500	-
Answered	1	-	1	-	-	-	-	-	-	-	-	-	-	1	-
Postgraduate															
Lower Quartile	12000	-	7500	7438	20120	-	-	-	62674	-	-	-	-	13990	3000
Median	14108	-	13000	14103	20120	-	-	-	62674	-	-	-	-	14215	3000
Upper Quartile	41144	-	27572	28969	20120	-	-	-	62674	-	-	-	-	41144	3000
Answered	10	-	4	4	1	-	-	-	1	-	-	-	-	9	1
Production															
Lower Quartile	39000	-	3164	27600	29500	32000	44000	48250	54500	48500	44500	-	-	38250	45000
Median	48500	-	11082	35750	36250	40000	45000	59500	69000	58000	58050	-	-	48500	57000
Upper Quartile	69000	-	19000	45500	50000	57000	60000	73500	83000	84500	83050	-	-	67350	69000
Answered	102	-	2	6	14	17	15	16	13	15	4	-	-	100	2
Quality Assurance/Control															
Lower Quartile	33000	11000	16000	23000	28500	32000	39950	40000	41200	41164	34300	32000	-	35000	23000
Median	46000	12000	22000	28074	33000	43475	52000	50000	59000	66000	46000	35000	-	47650	31500
Upper Quartile	67000	13000	26400	31500	45200	60000	66000	67000	78000	77310	63000	67960	-	68750	41652
Answered	300	2	7	22	19	35	47	53	49	39	22	5	-	278	22
Research															
Lower Quartile	32000	15250	19500	28250	31000	34000	37000	44000	45000	43750	45500	25000	-	32000	28352
Median	40271	15250	25000	31500	35345	43000	49536	58721	55677	59100	88800	100000	-	41000	34883
Upper Quartile	58000	15250	29375	35010	41820	51000	63800	79750	78135	87600	120000	130000	-	59040	43000
Answered	842	1	20	136	174	123	105	84	86	68	28	17	-	802	40
Sales and Marketing															
Lower Quartile	45000	-	-	26525	45850	45003	41197	48278	56000	40500	53597	36000	-	48278	25433
Median	60500	-	-	33623	57028	68000	49340	50000	68000	65500	83855	36000	-	61900	32000
Upper Quartile	88000	-	-	38500	69228	87750	61500	132020	101000	89500	147890	36000	-	88000	36000
Answered	100	-	-	7	4	12	12	9	23	24	8	1	-	94	6
Self-employed															
Lower Quartile	20000	-	-	-	150000	250000	200000	37000	13000	15000	20000	12000	-	40000	15000
Median	41500	-	-	-	150000	250000	200000	43500	30000	60000	40000	19500	-	47000	25000
Upper Quartile	60000	-	-	-	150000	250000	200000	48000	43000	60000	80000	35625	-	80000	43000
Answered	22	-	-	-	1	1	1	6	3	3	3	4	-	13	9
Teacher															
Lower Quartile	26000	-	22200	22500	25000	29000	26000	32000	32000	35000	28545	12000	-	29000	18000
Median	36000	-	23300	28377	34500	35500	38640	38750	38400	44000	39000	20000	-	38250	22561
Upper Quartile	46000	-	26000	32000	42000	46000	45000	48000	46000	54000	45000	133000	-	46000	28800
Answered	235	-	12	17	30	25	39	32	39	29	9	3	-	209	26
Technician															
Lower Quartile	18715	-	15000	18875	22000	28000	19600	14500	13325	18000	27128	20129	-	19675	10540
Median	24611	-	18715	24342	24629	38183	27000	18375	29650	22000	27250	24379	-	25577	17725
Upper Quartile	29380	-	19485	25827	28423	45000	31692	20000	40735	26000	50400	29000	-	30938	20455
Answered	88	-	6	12	12	7	11	6	12	13	5	4	-	76	12

Table 9
Salary Indices of: All respondents by: Which ONE of the following best describes your current type of work? CONTINUED

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Undergraduate															
Lower Quartile	11000	1200	-	-	-	26500	11000	-	-	-	-	-	50000	26500	11000
Median	28250	1200	-	-	-	29303	20500	-	-	-	-	-	50000	30000	11000
Upper Quartile	32105	1200	-	-	-	32105	30000	-	-	-	-	-	50000	32105	11000
Answered	6	1	-	-	-	2	2	-	-	-	-	-	1	5	1
Other Science Work															
Lower Quartile	32000	-	20000	25290	29574	34836	23500	39083	48500	43000	37000	25200	-	33847	22000
Median	42000	-	25000	31500	36700	40000	39000	49835	60000	55000	60000	34000	-	43000	34000
Upper Quartile	59000	-	26000	36000	43000	43250	57000	74000	96500	73000	65000	112000	-	60000	39000
Answered	181	-	3	23	32	21	17	20	22	25	15	3	-	160	21
Other Non Science Work															
Lower Quartile	20875	-	2300	14750	8000	32000	26000	44500	4000	21000	21000	-	-	31000	8000
Median	36850	-	11588	26730	26250	38000	60500	74000	47000	30000	61498	-	-	44000	16830
Upper Quartile	59000	-	20875	31000	44500	51251	95000	78000	72877	37000	95498	-	-	74000	32000
Answered	42	-	2	6	2	7	2	7	7	5	4	-	-	29	13
Other type of work not covered above															
Lower Quartile	37500	-	19000	24625	32405	43500	35000	43500	42000	47000	23754	200000	-	40790	31643
Median	47000	-	26750	36000	42675	45636	41000	63000	57250	58800	44000	200000	-	49000	35000
Upper Quartile	65000	-	27750	40790	50000	52500	53000	103000	75000	76700	105000	200000	-	67800	40000
Answered	114	-	4	7	14	16	13	14	23	14	8	1	-	103	11

Table 10
Salary Indices of: All respondents by: Which ONE of the following best describes your highest qualification?

	Total	Age Bands												Part-time / Full time Employment	
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Up to HNC/HND or equivalent (including LRSC, Part 1 GRSC, Part 1 Grad RIC, G.C.S.E, A-level or Scottish Higher)															
Lower Quartile	24000	11000	14000	21000	23764	5678	25000	30094	32067	28000	34150	24500	-	24257	21000
Median	35840	11950	15950	24100	24600	22250	41500	38183	40500	42000	43655	37625	-	38625	25000
Upper Quartile	52092	15250	18715	30000	30366	38100	44500	51000	63875	65500	61116	96000	-	54000	29683
Answered	142	3	12	3	9	4	9	17	24	35	20	6	-	126	16
A first degree - BSc, BA, MSci, MChem or equivalent															
Lower Quartile	28000	-	20004	23400	28450	32000	32100	36649	36000	35000	37000	26250	60000	29000	18400
Median	38000	-	24225	28000	32525	42000	43000	48850	52000	50000	60000	32500	60000	40000	29116
Upper Quartile	54000	-	27500	35000	40000	51000	55363	66000	70000	67400	80000	62000	60000	55000	37500
Answered	963	-	72	151	110	122	123	112	115	98	47	12	1	871	92
Part II GRSC (or Part II Grad RIC) by examination, or earlier ARIC examination															
Lower Quartile	40000	-	-	-	-	-	-	38000	41500	38100	41652	67750	-	41652	30000
Median	54000	-	-	-	-	-	-	49979	53303	48500	51260	118944	-	54500	35000
Upper Quartile	75000	-	-	-	-	-	-	74325	75000	65500	63000	189500	-	76000	42000
Answered	124	-	-	-	-	-	-	5	54	32	25	8	-	115	9
A first degree and Part II GRSC (or Part II Grad RIC) or earlier ARIC examination both held															
Lower Quartile	35000	-	-	26000	32000	32000	25000	44000	35000	36450	16000	44000	-	36450	16000
Median	45750	-	-	28000	39500	56500	42300	66000	56000	51750	16000	122000	-	51500	22501
Upper Quartile	72500	-	-	30000	47000	81000	70000	87000	78000	68000	16000	200000	-	78000	32000
Answered	52	-	-	2	2	2	11	7	15	10	1	2	-	46	6
A Postgraduate Master															
Lower Quartile	27500	-	8500	23000	22500	29350	34500	35763	34000	44000	41000	32000	-	27610	22000
Median	39000	-	21000	27000	31000	37000	41000	45000	49976	60000	57472	59000	-	40181	30000
Upper Quartile	58300	-	28000	31500	41000	48000	56375	66300	62000	85000	83279	73740	-	60000	34000
Answered	438	-	13	51	63	51	39	75	51	57	28	10	-	413	25
MCB or MChemA or MPhA or MFC, or Fellowship by examination (ie FRIC prior to 1956 via Branch A to I)															
Lower Quartile	22500	-	14000	18358	2195	31000	18645	38000	31700	60000	50000	3000	-	22500	18645
Median	38000	-	14000	23500	181098	57000	18645	39500	41000	60000	50000	30586	-	34850	39500
Upper Quartile	57000	-	14000	26932	360000	70000	18645	48469	57000	60000	50000	58171	-	57000	58171
Answered	21	-	1	4	2	3	1	3	3	1	1	2	-	18	3
A Doctorate															
Lower Quartile	35020	-	-	29000	31000	35700	37000	46872	46950	51434	46000	31000	38000	36000	22000
Median	49000	-	-	32000	36500	44240	48327	59540	62000	70000	70000	72000	49000	50000	34935
Upper Quartile	70000	-	-	36328	43200	55000	64000	79103	89500	100000	107000	125000	50000	71099	51000
Answered	2457	-	-	188	375	363	339	348	356	279	137	69	3	2306	151

Table 11
Salary Indices of: All respondents by: Q13. Responsibility Score - Duties and supervision level

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Responsibility Score: 4															
Lower Quartile	7752	-	2300	20500	4176	12700	4000	-	4000	1320	-	16000	-	14500	1810
Median	16000	-	12000	20750	15546	21350	14500	-	17677	10865	-	21650	-	21000	4000
Upper Quartile	21000	-	16000	21000	38170	30000	21000	-	27000	20410	-	27300	-	27000	16839
Answered	21	-	3	2	4	2	3	-	3	2	-	2	-	13	8
Responsibility Score: 5															
Lower Quartile	16873	-	3000	21275	23000	10000	20000	13473	12000	26000	10000	-	-	20000	6500
Median	24000	-	11500	24000	23042	26000	27000	24750	19750	26000	32000	-	-	24500	10000
Upper Quartile	27500	-	16873	28000	27016	28083	41500	28000	27500	26000	50400	-	-	28000	11000
Answered	37	-	6	10	5	3	3	4	2	1	3	-	-	33	4
Responsibility Score: 6															
Lower Quartile	17500	11950	17250	18000	20000	30175	15000	21000	45000	23600	-	-	-	17750	15000
Median	23600	13000	21200	22000	26096	37700	19400	34424	45000	23600	-	-	-	23800	19000
Upper Quartile	30175	15250	27822	25000	33000	45000	20000	44900	45000	23600	-	-	-	30463	21000
Answered	71	3	12	21	14	7	6	6	1	1	-	-	-	68	3
Responsibility Score: 7															
Lower Quartile	22500	-	21200	26000	22500	20610	22350	15000	14650	34621	27250	-	-	23000	18300
Median	28000	-	25000	30000	29500	27000	30500	23000	25000	43000	27250	-	-	28319	21500
Upper Quartile	33943	-	28000	33943	34112	33000	33500	45000	34000	65000	27250	-	-	33943	22250
Answered	123	-	21	37	30	10	8	6	7	3	1	-	-	117	6
Responsibility Score: 8															
Lower Quartile	23500	-	18940	24000	27000	24499	26000	30094	21000	24000	18500	24500	-	24000	17587
Median	28932	-	22400	28000	29750	34442	31076	32000	34840	27000	18500	27250	-	29332	20500
Upper Quartile	35761	-	26895	31500	35715	41453	38640	53540	47000	43750	18500	30000	-	36000	27000
Answered	200	-	25	59	36	22	17	9	18	11	1	2	-	186	14
Responsibility Score: 9															
Lower Quartile	26650	11000	19833	27000	28000	29000	25000	27400	30800	25000	21000	15000	-	27505	15000
Median	32004	11000	22317	31074	32000	37020	34100	37445	35000	34000	28837	15000	-	32979	24000
Upper Quartile	40790	11000	24125	37587	37000	44000	39000	49669	42000	44000	41652	15000	-	41000	32000
Answered	285	1	8	62	69	37	21	26	23	30	7	1	-	260	25
Responsibility Score: 10															
Lower Quartile	26994	-	21600	26000	26693	29900	32000	32100	28152	26000	32000	27129	50000	27500	18242
Median	34500	-	23300	30324	32000	38750	37080	44000	35879	35000	48000	38125	50000	35000	25430
Upper Quartile	45000	-	26000	34950	37000	45500	49000	54955	49533	60000	57800	260625	50000	45661	32000
Answered	341	-	10	67	69	53	37	26	40	21	13	4	1	315	26
Responsibility Score: 11															
Lower Quartile	32000	-	14000	26000	32500	31804	30000	36650	40000	38100	28507	25200	-	33000	22000
Median	39000	-	22743	32000	36000	39000	40348	41000	50000	46183	42000	27750	-	40000	29587
Upper Quartile	50000	-	29000	36070	40800	49500	45000	52250	60000	59000	56193	31996	-	51000	39000
Answered	467	-	6	47	95	66	54	44	66	56	27	6	-	426	41
Responsibility Score: 12															
Lower Quartile	32500	-	18000	27000	30148	32000	34831	36000	41000	42394	34000	12000	60000	34000	25000
Median	42000	-	25000	30623	35178	42989	42396	46659	52000	55000	46450	33500	60000	43000	30967
Upper Quartile	55000	-	30538	38000	41500	50000	60000	59500	60000	66600	60000	57000	60000	56133	43000
Answered	474	-	5	41	82	72	58	62	61	55	26	11	1	428	46
Responsibility Score: 13															
Lower Quartile	35000	-	32500	30900	34006	35000	37000	39000	36300	37600	43000	36000	38000	35500	30000
Median	44000	-	32500	32004	39500	42728	45000	50000	51034	51434	75000	51016	43500	45000	32000
Upper Quartile	59500	-	32500	36000	44500	51818	60000	66000	66200	67400	97500	61000	49000	60000	41652
Answered	403	-	1	29	52	60	78	55	52	49	19	6	2	373	30

Table 11
Salary Indices of: All respondents by: Q13. Responsibility Score - Duties and supervision level CONTINUED

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Responsibility Score: 14															
Lower Quartile	38500	-	20000	30000	34000	35000	42197	46000	49217	45700	39500	44000	-	40000	26000
Median	49467	-	21000	34068	41076	39998	47500	55475	56800	55000	60950	67400	-	50000	36500
Upper Quartile	65000	-	22000	38500	46300	49000	62900	71600	73123	78000	92548	72000	-	66568	38500
Answered	346	-	2	10	37	54	56	61	56	45	16	9	-	326	20
Responsibility Score: 15															
Lower Quartile	41200	1200	27000	24500	37700	40000	39000	46000	44000	50000	60000	40500	-	43000	23500
Median	52739	1200	27000	31250	44000	45000	49854	55655	56999	58700	75000	74000	-	54640	34000
Upper Quartile	73200	1200	27000	39320	54280	59000	61183	80000	74000	93000	84000	113500	-	75000	44800
Answered	287	1	1	8	30	43	42	54	42	35	23	8	-	270	17
Responsibility Score: 16															
Lower Quartile	43006	-	20875	25500	33000	36954	45000	49000	48800	53500	50164	31000	-	45000	29432
Median	55000	-	20875	32000	41116	46000	52747	58975	57250	60750	68707	87378	-	55000	38000
Upper Quartile	76000	-	20875	32958	50000	59750	63168	80000	80000	91000	99500	114000	-	76730	67413
Answered	344	-	1	5	26	48	50	58	65	56	24	11	-	323	21
Responsibility Score: 17															
Lower Quartile	48000	-	-	43043	37768	46924	42000	48235	53100	62500	43000	29500	-	50000	25000
Median	61000	-	-	43043	44000	52000	54000	61000	66550	71000	60000	93500	-	62000	48000
Upper Quartile	83000	-	-	43043	50000	57000	70000	70500	92739	102250	100000	136500	-	85000	67500
Answered	257	-	-	1	9	29	39	52	52	36	27	12	-	234	23
Responsibility Score: 18															
Lower Quartile	54692	-	-	30025	39500	45420	45562	55000	55000	66500	60000	96000	55000	55000	46139
Median	70000	-	-	30263	49628	61750	60000	67806	78000	75000	90000	113577	55000	70265	53000
Upper Quartile	95000	-	-	30500	63346	78500	72000	80500	103000	108000	125000	127000	55000	95500	65000
Answered	237	-	-	2	8	24	29	40	54	44	25	10	1	228	9
Responsibility Score: 19															
Lower Quartile	66000	-	-	46200	45000	48000	62500	71000	74000	68500	60000	65500	-	67000	32000
Median	84500	-	-	48800	47500	66000	85000	86000	86620	90000	89129	107189	-	85000	32512
Upper Quartile	120000	-	-	123300	50000	75000	120000	120000	127000	124000	128100	159640	-	120000	40000
Answered	194	-	-	3	2	14	21	43	50	33	22	6	-	189	5
Responsibility Score: 20															
Lower Quartile	60000	-	-	-	45000	56800	47500	69050	61000	80000	46000	44500	-	65000	28000
Median	90000	-	-	-	48500	75000	79250	90250	95000	106500	90000	72500	-	90000	45000
Upper Quartile	140000	-	-	-	52000	87472	165000	146500	120000	190000	150000	182000	-	141161	90500
Answered	206	-	-	-	2	10	16	32	45	46	31	24	-	189	17
Responsibility Score: 1 to 9															
Lower Quartile	23000	11475	17000	24000	24500	26000	20000	24547	22200	23800	19750	16000	-	24000	13000
Median	29000	12475	22400	28500	30336	34047	28800	34956	32067	31871	28044	24500	-	30000	18823
Upper Quartile	37000	14125	27150	33000	35429	42000	38000	49590	39100	43375	41326	27300	-	37000	27611
Answered	737	4	75	191	158	81	58	51	54	48	12	5	-	677	60
Responsibility Score: 10 to 14															
Lower Quartile	32000	-	19743	27000	31000	32934	35000	38000	38000	38000	34324	25850	43500	33000	24490
Median	41164	-	23300	31594	36000	40006	43611	48303	51000	51010	49000	43930	49500	42500	31692
Upper Quartile	55000	-	29000	35415	42955	49700	55000	62973	63400	65500	64000	67680	55000	55000	39000
Answered	2031	-	24	194	335	305	283	248	275	226	101	36	4	1868	163
Responsibility Score: 15 to 20															
Lower Quartile	47550	1200	20875	30000	37700	42728	45000	50500	54000	59600	51630	54000	55000	49000	26500
Median	65000	1200	23938	32500	44000	51130	55000	67000	73000	76715	78812	87378	55000	66000	41000
Upper Quartile	94000	1200	27000	40500	52000	67750	70530	90500	97830	110000	114390	140000	55000	95000	65000
Answered	1525	1	2	19	77	168	197	279	308	250	152	71	1	1433	92

Table 12
Salary Indices of: Males by: Q13. Responsibility Score - Duties and supervision level

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Responsibility Score: 1 to 9															
Lower Quartile	24547	11000	18250	24242	25500	24000	27000	27700	28500	25000	18500	16000	-	25000	15000
Median	31000	11000	25000	29996	31293	34200	34100	40500	35840	37000	41000	24500	-	31076	25600
Upper Quartile	38500	11000	28000	35000	37000	45000	42500	50000	43000	50000	50400	27300	-	38820	30366
Answered	401	1	31	102	86	47	33	36	26	27	7	5	-	384	17
Responsibility Score: 10 to 14															
Lower Quartile	34956	-	19000	27600	32550	35750	37000	41000	41500	41000	35000	25200	60000	35000	23000
Median	44700	-	25500	32000	36950	43750	45000	50450	52600	54000	50500	44500	60000	45000	31000
Upper Quartile	58000	-	29000	36050	43000	51818	60000	65000	66000	70000	65000	67960	60000	59000	43000
Answered	1363	-	14	119	198	176	183	170	201	177	90	34	1	1310	53
Responsibility Score: 15 to 20															
Lower Quartile	50000	1200	27000	30025	37768	44000	45000	55000	55000	60000	55500	54000	-	51260	28000
Median	68898	1200	27000	32958	45783	55700	55000	70000	75000	77309	80000	89500	-	70000	50000
Upper Quartile	99500	1200	27000	40500	55000	71000	74550	95000	100000	110500	120000	140000	-	100000	81000
Answered	1214	1	1	13	46	114	135	213	266	221	136	68	-	1159	55

Table 13
Salary Indices of: Females by: Q13. Responsibility Score - Duties and supervision level

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Full time	Part-time	
Responsibility Score: 1 to 9															
Lower Quartile	21000	11950	16000	24000	24000	26500	18645	19600	16848	16400	24400	-	22968	11000	
Median	27375	13000	21200	27610	29390	33000	22000	27000	30537	27000	27250	-	28000	18300	
Upper Quartile	33000	15250	26000	32000	35000	39410	29000	36430	38000	40139	28837	-	34621	24000	
Answered	334	3	43	89	72	33	25	15	28	21	5	-	291	43	
Responsibility Score: 10 to 14															
Lower Quartile	29700	-	20000	25560	29000	31000	32000	31000	29000	30000	34000	31996	30623	25000	
Median	36070	-	21800	31000	33988	37500	40500	41500	39200	40000	40000	37928	37990	31844	
Upper Quartile	45771	-	24200	35172	42784	46000	47000	58000	54781	50000	62850	43860	47000	38000	
Answered	659	-	10	75	136	127	98	77	74	49	11	2	549	110	
Responsibility Score: 15 to 20															
Lower Quartile	40225	-	20875	25500	36050	42000	45000	43000	43300	55179	43750	4000	43000	24250	
Median	52000	-	20875	30250	41709	47500	55000	53000	56000	71000	54000	63000	53950	38000	
Upper Quartile	70000	-	20875	38400	45000	55000	67500	72000	85000	91044	74000	70000	72210	45570	
Answered	308	-	1	6	31	54	61	66	42	28	16	3	272	36	

Table 14
Salary Indices of: All respondents by: Within which ONE of the following locations are you employed?

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Bedfordshire															
Lower Quartile	30250	-	-	-	28000	10000	27895	38747	43500	63000	90000	79000	-	35240	24000
Median	44250	-	-	-	32500	17000	45000	43374	51000	63000	90000	79000	-	48000	27895
Upper Quartile	59000	-	-	-	35240	24000	55000	48000	84000	63000	90000	79000	-	63000	38747
Answered	16	-	-	-	3	2	3	2	3	1	1	1	-	11	5
Berkshire															
Lower Quartile	32750	-	21000	30140	32500	40000	45000	48490	35680	50000	35000	26500	-	32750	33500
Median	42000	-	23400	33721	35000	45000	57000	54621	52600	69995	43000	61000	-	41900	46500
Upper Quartile	58000	-	25948	36000	37500	52175	61200	75000	75000	78186	83300	70000	-	58000	59500
Answered	144	-	8	17	25	19	13	20	19	13	7	3	-	132	12
Bristol															
Lower Quartile	32000	-	20000	25226	25250	34400	22000	35500	32004	50250	72750	-	-	32800	21000
Median	41688	-	21200	30250	39750	39978	38000	54000	46760	54000	98250	-	-	43478	22000
Upper Quartile	55000	-	22400	36620	40245	47500	55000	68000	52700	55000	102500	-	-	55000	27803
Answered	49	-	2	4	6	8	3	11	6	5	4	-	-	46	3
Buckinghamshire															
Lower Quartile	34000	-	24500	34000	25998	32500	93000	75000	22200	38080	70100	31996	-	34000	33498
Median	52600	-	24500	34000	25998	37498	169000	91000	52600	69080	81300	31996	-	70100	35000
Upper Quartile	91000	-	24500	34000	25998	42498	245000	680000	65000	98500	88000	31996	-	93000	38080
Answered	25	-	1	1	1	4	2	3	5	4	3	1	-	21	4
Cambridgeshire															
Lower Quartile	30000	-	22500	26525	30000	32000	30000	37165	48000	31000	41200	14000	-	32000	23000
Median	40000	-	25500	32500	32203	40303	42947	55000	60000	57500	51046	25000	-	41327	29794
Upper Quartile	60000	-	26575	35759	38880	45000	65000	72000	91000	76000	72000	29000	-	60800	32000
Answered	228	-	4	33	34	33	25	29	30	21	14	5	-	206	22
Channel Islands															
Lower Quartile	45000	-	-	-	-	61327	-	-	45000	-	-	-	-	45000	-
Median	54000	-	-	-	-	61327	-	-	49500	-	-	-	-	54000	-
Upper Quartile	61327	-	-	-	-	61327	-	-	54000	-	-	-	-	61327	-
Answered	3	-	-	-	-	1	-	-	2	-	-	-	-	3	-
Cheshire															
Lower Quartile	36050	-	17000	34500	29750	44500	41168	36797	51000	44000	27000	22000	60000	37250	23000
Median	45000	-	26000	37300	37500	50000	50000	55000	59000	58000	28000	40000	60000	47000	34500
Upper Quartile	60000	-	32000	39500	43000	55000	60000	75000	70000	83500	37000	109000	60000	61750	43250
Answered	184	-	9	14	22	25	19	23	33	29	5	4	1	168	16
Cornwall															
Lower Quartile	26994	-	-	-	-	-	18000	38250	39000	26994	-	-	-	38250	18000
Median	38625	-	-	-	-	-	18000	38785	47000	26994	-	-	-	39000	18000
Upper Quartile	39320	-	-	-	-	-	18000	39320	55000	26994	-	-	-	39320	18000
Answered	6	-	-	-	-	-	1	2	2	1	-	-	-	5	1
Cumbria															
Lower Quartile	34000	13000	29341	29000	38000	32000	49000	45000	54000	54000	45023	-	-	36000	30273
Median	45771	13000	30644	33000	45000	40239	51000	60000	65000	57255	62250	-	-	46300	33050
Upper Quartile	59510	13000	31875	38200	46000	45771	55173	66000	76000	67500	88000	-	-	60000	37750
Answered	65	1	4	10	11	6	5	9	7	8	4	-	-	57	8
Derbyshire															
Lower Quartile	32000	-	31000	25875	29500	39500	25000	38360	41000	34174	35162	-	-	34087	26000
Median	40139	-	31000	32812	37250	46000	32000	47909	41500	50500	42000	-	-	41250	27000
Upper Quartile	50000	-	31000	36112	44000	60000	49900	59000	50000	68000	84000	-	-	52500	32000
Answered	57	-	1	4	14	4	7	8	5	10	4	-	-	52	5

Table 14
Salary Indices of: All respondents by: Within which ONE of the following locations are you employed? CONTINUED

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Devon															
Lower Quartile	26300	-	-	21638	35000	22000	42955	35000	29800	28000	34300	-	-	28000	12400
Median	36600	-	-	22021	40500	29648	43000	48700	37500	42000	67150	-	-	38000	17750
Upper Quartile	45000	-	-	24171	43000	32808	44000	88500	39700	50000	100000	-	-	46000	29700
Answered	39	-	-	4	4	7	5	7	4	6	2	-	-	35	4
Dorset															
Lower Quartile	30242	-	-	23600	-	-	20000	49590	62000	32000	15000	-	-	32000	22621
Median	48000	-	-	23600	-	-	32500	50000	62000	36000	55000	-	-	50000	33121
Upper Quartile	54000	-	-	23600	-	-	45000	50400	62000	48000	100000	-	-	55000	42000
Answered	15	-	-	1	-	-	2	5	1	3	3	-	-	11	4
Durham															
Lower Quartile	29350	-	-	27350	25500	29350	26000	68000	27500	35500	54000	-	-	33943	11000
Median	49000	-	-	32472	38000	33675	47500	71000	49000	75000	58500	-	-	54500	29350
Upper Quartile	62000	-	-	37250	62000	38000	54000	75000	56000	95000	95000	-	-	62674	49000
Answered	39	-	-	8	3	2	3	6	9	4	4	-	-	34	5
East Sussex															
Lower Quartile	39000	-	27000	-	24000	32167	41000	30750	50000	84000	89000	-	-	39000	24000
Median	48500	-	27000	-	36250	44475	46000	48500	50000	84000	89000	-	-	49950	34000
Upper Quartile	53000	-	27000	-	48500	51475	58000	62710	50000	84000	89000	-	-	58000	44000
Answered	17	-	1	-	2	4	3	4	1	1	1	-	-	15	2
Essex															
Lower Quartile	31000	-	27500	31000	24000	41400	21000	36000	50564	42000	45900	-	-	33500	12000
Median	49000	-	27500	33500	35700	41400	40000	51000	56000	52983	65000	-	-	50500	36000
Upper Quartile	65000	-	27500	35000	42000	41400	52700	117000	65500	98000	85000	-	-	67800	45900
Answered	46	-	1	3	7	1	7	5	8	11	3	-	-	39	7
Gloucestershire															
Lower Quartile	34000	-	-	37313	52000	23000	42393	61624	34000	32700	32000	20	-	35000	20
Median	47200	-	-	43000	52000	29500	48000	66812	49394	51350	49913	20	-	50000	21207
Upper Quartile	61624	-	-	55000	52000	36000	55000	72000	78000	70000	67826	20	-	64725	42393
Answered	22	-	-	3	1	2	3	2	6	2	2	1	-	20	2
Greater London															
Lower Quartile	37000	-	12000	25500	35000	41000	39000	44000	43000	51434	51000	15000	-	37990	17750
Median	49000	-	22000	29000	39263	49000	51630	59000	54250	67000	65000	49750	-	49000	28308
Upper Quartile	65500	-	26052	33600	43350	56000	62000	65500	95000	104649	85000	250000	-	67000	50981
Answered	255	-	3	21	46	33	42	26	30	35	13	6	-	243	12
Greater Manchester															
Lower Quartile	33000	-	12000	27000	34000	40000	39540	43000	43000	33000	48000	52000	-	34000	24050
Median	42000	-	12000	31668	36000	43978	43000	58000	53000	42394	50164	52000	-	42394	33875
Upper Quartile	58000	-	12000	32004	39249	70000	65000	69800	60000	65500	62000	52000	-	58000	53656
Answered	97	-	1	15	13	14	8	15	13	11	6	1	-	89	8
Hampshire															
Lower Quartile	33200	-	14000	29301	35000	31000	34000	32600	43500	51600	32512	16000	-	35000	19600
Median	44000	-	16125	33200	39500	40000	43000	52000	53500	64000	42000	16000	-	45682	32512
Upper Quartile	59980	-	18250	39000	41000	45800	59220	58100	67000	82000	50000	16000	-	60690	39500
Answered	89	-	2	7	3	15	9	15	16	15	6	1	-	80	9
Hereford and Worcester															
Lower Quartile	30000	-	26000	30000	35200	45500	23500	51000	56000	32000	-	-	-	32000	23500
Median	35200	-	26000	30000	35200	45500	27750	51000	58700	32000	-	-	-	45500	27750
Upper Quartile	56000	-	26000	30000	35200	45500	32000	51000	62000	32000	-	-	-	56000	32000
Answered	11	-	1	1	1	1	2	1	3	1	-	-	-	9	2

Table 14
Salary Indices of: All respondents by: Within which ONE of the following locations are you employed? CONTINUED

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Hertfordshire															
Lower Quartile	39000	-	13500	26500	32000	42500	43000	51000	52700	50000	44655	63000	38000	40800	34935
Median	49993	-	23250	30049	34905	45000	46000	66000	71000	63300	61450	67960	38000	50000	39000
Upper Quartile	70000	-	33000	34500	41500	47948	65000	75000	100000	84300	86000	70000	38000	70800	70000
Answered	142	-	2	15	15	22	11	21	31	13	8	3	1	131	11
Isle of Man															
Lower Quartile	37500	-	-	-	-	-	37500	50001	-	68000	-	-	-	37500	-
Median	50001	-	-	-	-	-	37500	50001	-	68000	-	-	-	50001	-
Upper Quartile	68000	-	-	-	-	-	37500	50001	-	68000	-	-	-	68000	-
Answered	3	-	-	-	-	-	1	1	-	1	-	-	-	3	-
Isle of Wight															
Lower Quartile	28221	-	-	-	28221	-	-	-	-	-	-	-	-	-	28221
Median	28221	-	-	-	28221	-	-	-	-	-	-	-	-	-	28221
Upper Quartile	28221	-	-	-	28221	-	-	-	-	-	-	-	-	-	28221
Answered	1	-	-	-	1	-	-	-	-	-	-	-	-	-	1
Kent															
Lower Quartile	30900	15250	18490	24000	27300	39000	38500	36430	31700	51370	37000	20000	-	32000	20500
Median	42000	15250	27460	26250	34500	43400	55000	45000	53000	61000	49934	38500	-	42000	41000
Upper Quartile	63000	15250	32000	29000	41000	47000	64000	65000	74110	82276	85500	57000	-	63000	61207
Answered	101	1	3	6	15	9	13	13	13	14	12	2	-	89	12
Lancashire															
Lower Quartile	31750	-	24200	27500	27435	35500	37000	28800	37379	46016	34254	154000	-	31750	27500
Median	44350	-	28500	30000	36000	42000	46000	53071	58800	56517	46000	154000	-	44350	46250
Upper Quartile	61500	-	29000	32245	37700	44700	47442	70000	72475	72000	72250	154000	-	61500	87500
Answered	80	-	6	4	9	10	6	11	16	13	4	1	-	76	4
Leicestershire															
Lower Quartile	28600	-	19000	21995	26890	35173	46125	38547	36000	27500	29500	-	-	30094	23000
Median	46513	-	19000	26500	27500	46900	48500	49250	52999	50050	47250	-	-	47250	30837
Upper Quartile	53750	-	19000	29700	38000	53000	50000	55000	61000	85000	62250	-	-	55000	37000
Answered	48	-	1	5	5	7	6	8	6	6	4	-	-	42	6
Lincolnshire															
Lower Quartile	35000	-	-	35000	34996	16830	39650	43000	49932	-	135000	13	-	37000	13
Median	43000	-	-	35000	37000	16830	43650	46250	69000	-	135000	16007	-	44000	16830
Upper Quartile	49500	-	-	35000	48000	16830	45000	49500	70000	-	135000	32000	-	49932	45000
Answered	17	-	-	1	3	1	4	2	3	-	1	2	-	14	3
Merseyside															
Lower Quartile	35000	-	20007	25000	31500	35000	35000	46500	50000	65000	63000	30000	-	35150	23055
Median	45000	-	20504	25000	35992	39000	42000	52000	55000	73215	76500	30000	-	45000	34500
Upper Quartile	63000	-	21000	34950	41709	45000	45000	60000	65000	90000	88000	30000	-	63000	69500
Answered	79	-	2	3	11	9	13	11	13	11	5	1	-	75	4
Norfolk															
Lower Quartile	37000	-	-	20090	37000	38000	37781	45000	39250	48000	75000	-	-	36500	38000
Median	48000	-	-	22000	37000	59480	46243	55000	53005	55000	79129	-	-	50005	38000
Upper Quartile	62000	-	-	29000	37000	380000	52612	62000	67999	70000	83258	-	-	65500	38000
Answered	33	-	-	5	1	3	4	5	8	5	2	-	-	32	1
North Yorkshire															
Lower Quartile	29500	-	14000	19000	24000	36850	28600	29500	41250	40000	46000	-	-	32004	19000
Median	40000	-	18250	25000	33622	42500	40250	38500	60395	50000	46000	-	-	40000	24053
Upper Quartile	50000	-	22500	30000	36001	46532	69697	66612	82750	54000	46000	-	-	54000	40000
Answered	53	-	2	6	6	8	6	7	8	9	1	-	-	47	6

Table 14
Salary Indices of: All respondents by: Within which ONE of the following locations are you employed? CONTINUED

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Northamptonshire															
Lower Quartile	28500	-	-	26004	41000	41260	26000	28500	21000	-	62000	-	-	28500	26000
Median	41000	-	-	26004	41000	43630	44000	28500	26500	-	62000	-	-	41130	26000
Upper Quartile	44000	-	-	26004	41000	46000	45000	43766	32000	-	62000	-	-	44500	26000
Answered	13	-	-	1	1	2	3	3	2	-	1	-	-	12	1
Northern Ireland															
Lower Quartile	29000	-	29000	30266	23340	38000	21000	46000	40072	26000	38000	-	-	32000	20410
Median	39000	-	29000	32000	28750	40000	36000	59579	40072	57674	54000	-	-	39324	20705
Upper Quartile	55000	-	29000	32006	34000	48000	44075	72000	40072	83000	70000	-	-	55000	21000
Answered	39	-	1	5	6	9	3	7	1	5	2	-	-	37	2
Northumberland															
Lower Quartile	28000	-	19000	-	29300	39000	27000	29000	62000	29000	-	-	-	29000	4000
Median	31988	-	20000	-	30000	42700	29000	32000	62000	42000	-	-	-	33975	4000
Upper Quartile	45383	-	21200	-	33975	71000	48066	35000	62000	54000	-	-	-	48066	4000
Answered	20	-	3	-	3	3	5	2	1	3	-	-	-	19	1
Nottinghamshire															
Lower Quartile	30000	-	-	26225	26365	34000	32346	36500	42000	45000	47500	25000	-	30560	20000
Median	38819	-	-	28033	29001	42000	55000	47500	62500	62060	56000	60500	-	45000	30000
Upper Quartile	59400	-	-	29500	33472	52000	63500	62500	91050	67400	72000	96000	-	62000	32000
Answered	74	-	-	8	12	13	12	8	8	6	5	2	-	67	7
Oxfordshire															
Lower Quartile	32000	11950	22000	27800	33000	32987	40500	50000	38556	40600	51750	34000	-	32100	28000
Median	42470	11950	22750	31000	36250	41000	55000	58000	49760	56800	60000	72000	-	42655	34000
Upper Quartile	55000	11950	25000	32000	45000	50000	89000	82300	78664	68800	70000	110000	-	55000	60000
Answered	143	1	6	17	30	22	11	17	16	16	5	2	-	130	13
Republic of Ireland															
Lower Quartile	39500	-	19438	28948	35000	39500	55000	58000	62000	71000	50400	63000	-	39500	32000
Median	57644	-	23638	31782	44000	55000	61650	75000	78630	78000	61400	63000	-	57788	42000
Upper Quartile	76650	-	26958	36595	48375	61000	74825	110000	100000	123000	93280	63000	-	77260	50000
Answered	117	-	4	16	13	17	16	13	10	17	10	1	-	114	3
Scotland															
Lower Quartile	31353	-	26500	22700	31800	37000	32000	35763	36000	37550	27250	31000	49000	32500	20000
Median	40000	-	26500	26860	35715	40552	41200	46000	47000	50739	54000	31000	49000	40800	30588
Upper Quartile	53300	-	26500	32173	40000	60000	48327	59400	60000	63012	65382	31000	49000	55000	37500
Answered	246	-	1	32	30	33	33	27	41	36	11	1	1	224	22
Shropshire															
Lower Quartile	36400	-	-	-	30500	45000	-	49500	33000	90000	-	76000	-	36400	-
Median	45000	-	-	-	30500	45000	-	58900	36400	90000	-	76000	-	45000	-
Upper Quartile	68300	-	-	-	30500	45000	-	68300	45000	90000	-	76000	-	68300	-
Answered	9	-	-	-	1	1	-	2	3	1	-	1	-	9	-
Somerset															
Lower Quartile	35000	-	-	29000	32328	52000	37000	36000	53000	29000	-	35000	-	35500	25000
Median	47500	-	-	29000	33000	53870	37000	62000	55000	45250	-	45000	-	48000	25000
Upper Quartile	55000	-	-	29000	34500	57000	37000	66000	76750	48500	-	67000	-	57000	25000
Answered	25	-	-	1	4	4	1	3	3	6	-	3	-	24	1
South Yorkshire and Humberside															
Lower Quartile	30000	-	15000	23321	23764	32000	32300	46925	30000	30000	40500	-	-	30000	13000
Median	40000	-	24000	29500	37501	35000	47000	55000	49470	64500	47500	-	-	40262	21000
Upper Quartile	54000	-	25000	32779	40523	44000	63000	66835	55998	65000	64062	-	-	54500	30000
Answered	83	-	3	12	10	13	12	13	10	6	4	-	-	80	3

Table 14
Salary Indices of: All respondents by: Within which ONE of the following locations are you employed? CONTINUED

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Staffordshire															
Lower Quartile	33000	-	22400	28000	25750	30000	45281	52000	28000	35000	65540	-	-	33000	-
Median	47016	-	22400	29000	33500	32500	49281	53000	49000	51000	94670	-	-	47016	-
Upper Quartile	61059	-	22400	30000	37250	35000	57750	70800	49850	85000	123800	-	-	61059	-
Answered	32	-	1	2	4	2	4	5	5	7	2	-	-	32	-
Suffolk															
Lower Quartile	35000	-	12090	24500	35000	33300	44637	47000	38000	28725	28837	-	-	35000	30750
Median	41250	-	18295	30025	35000	61650	45000	52500	40500	46225	40500	-	-	40500	47750
Upper Quartile	55000	-	24500	37000	35000	90000	55350	55000	50000	114750	75000	-	-	52500	65000
Answered	30	-	2	3	1	2	4	5	6	4	3	-	-	26	4
Surrey															
Lower Quartile	33000	-	22127	27600	30000	38750	38000	29000	48000	36702	41000	50000	-	35750	25000
Median	46500	-	22127	31450	33000	39410	43933	40000	75000	54750	60000	55000	-	49000	33500
Upper Quartile	66696	-	22127	37500	38900	65000	48000	52000	130400	150500	65000	72000	-	71955	38000
Answered	62	-	1	6	5	5	7	5	11	8	9	5	-	56	6
Teesside															
Lower Quartile	29996	11000	-	29000	29000	29500	42000	41000	43750	64000	53292	16000	-	31000	14000
Median	38500	11000	-	31000	30000	36000	44000	80000	57500	68690	56646	16000	-	41000	16000
Upper Quartile	62000	11000	-	35000	35940	65269	66500	81300	79000	91213	60000	16000	-	64000	34800
Answered	56	1	-	11	10	7	7	3	8	6	2	1	-	53	3
Tyne & Wear															
Lower Quartile	29300	-	9000	29300	24537	29580	37025	38000	43650	43700	8000	70000	-	29790	19000
Median	36000	-	20000	29300	30150	36000	43038	52000	48400	62000	8000	70000	-	36500	21500
Upper Quartile	52000	-	21753	31000	32950	45000	46297	55000	63500	90500	8000	70000	-	52000	44800
Answered	41	-	3	3	7	7	4	7	4	4	1	1	-	36	5
Wales															
Lower Quartile	30000	-	17500	24563	28000	30000	37000	36600	46000	45250	36600	25200	50000	32004	15000
Median	42873	-	18250	27250	32500	39200	42896	46500	65000	57000	62750	46250	50000	43000	21161
Upper Quartile	56000	-	21165	31502	38802	46000	49000	52530	82000	69150	85750	65500	50000	58319	28800
Answered	122	-	6	12	19	11	14	15	21	16	4	3	1	112	10
Warwickshire															
Lower Quartile	32500	-	-	21961	34198	28000	70000	-	44750	54000	-	-	-	32500	-
Median	44000	-	-	31211	41448	35250	70000	-	62000	57000	-	-	-	44000	-
Upper Quartile	59000	-	-	35250	44500	42500	70000	-	76750	62000	-	-	-	59000	-
Answered	19	-	-	4	4	2	1	-	4	4	-	-	-	19	-
West Midlands including Birmingham															
Lower Quartile	32000	-	9587	26899	32000	38000	37900	45000	47000	40000	26429	27300	-	32000	2300
Median	43000	-	19637	29250	40175	46000	40500	62000	60000	48500	44500	60000	-	43500	29000
Upper Quartile	60000	-	25200	31538	43000	52000	52397	81000	73000	70000	80000	120000	-	60000	120000
Answered	93	-	4	12	10	11	12	10	14	13	4	3	-	90	3
West Sussex															
Lower Quartile	40000	-	-	38500	31500	41000	43000	18000	53500	40023	10000	91000	-	41164	18000
Median	55000	-	-	38500	31500	56000	53500	41500	57500	51582	40000	91000	-	56000	29713
Upper Quartile	65000	-	-	38500	31500	76000	66000	65000	84000	80000	60000	91000	-	76000	40000
Answered	25	-	-	1	1	3	4	2	4	6	3	1	-	19	6
West Yorkshire															
Lower Quartile	31288	-	12000	21750	29301	34000	34500	25250	38250	46850	23000	-	55000	34000	10379
Median	43006	-	15743	27000	33500	38183	44250	36695	55000	56500	47000	-	55000	44500	24200
Upper Quartile	57500	-	19485	28000	37768	48000	60000	45750	75000	78475	65000	-	55000	59000	28000
Answered	104	-	2	4	14	11	18	12	21	16	5	-	1	98	6

Table 14
Salary Indices of: All respondents by: Within which ONE of the following locations are you employed? CONTINUED

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Wiltshire															
Lower Quartile	31125	-	26000	27743	27330	37700	35500	38000	52800	37500	35000	43860	-	34500	28500
Median	41000	-	26000	28938	30750	45000	41000	46000	57029	93750	35000	43860	-	41000	30500
Upper Quartile	54750	-	26000	30750	34500	53650	55500	77500	78000	150000	35000	43860	-	57029	35500
Answered	44	-	1	4	3	3	15	9	5	2	1	1	-	39	5
Outside of the UK and Republic of Ireland															
Lower Quartile	25000	-	2402	14212	15957	15000	23519	45000	33850	45000	46000	54000	-	25000	17960
Median	54692	-	5425	29078	33511	43500	50000	71600	65500	90000	108558	104755	-	55000	33000
Upper Quartile	100000	-	34000	43862	50988	67000	88000	110000	117500	124000	160000	140000	-	100000	57236
Answered	887	-	7	56	119	111	124	131	128	87	70	54	-	855	32
In the field (no permanent base)															
Lower Quartile	35000	1200	26000	35000	2213	10875	45000	43000	55000	50000	37750	12000	-	35000	6000
Median	50000	1200	26750	56000	2213	46000	59000	48000	77500	65000	62500	12000	-	50000	45000
Upper Quartile	73000	1200	27500	68000	2213	59000	73000	50000	101000	80000	79000	12000	-	75000	60000
Answered	45	1	2	3	1	12	2	7	10	2	4	1	-	42	3

Table 15
Salary Indices of: All respondents by: Approximately how many people does your organisation employ globally (including the UK)?

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Less than 10															
Lower Quartile	20000	1200	12000	14105	20120	29500	25500	18000	26500	14545	32256	19500	-	20500	18242
Median	40000	1200	17500	24705	26750	36500	47500	36500	40000	50500	45000	54500	-	45000	36000
Upper Quartile	65269	1200	25000	36100	46000	50000	62500	51500	63400	90000	83150	96755	-	78000	55000
Answered	154	1	3	4	14	9	12	16	21	22	32	20	-	99	55
10-49															
Lower Quartile	27325	-	18000	24500	26000	33000	27000	30000	45000	31452	28837	36000	-	28000	24000
Median	40000	-	23920	26720	33750	44000	40000	44191	57500	55125	40750	54000	-	40000	30000
Upper Quartile	60000	-	25000	32700	42000	50000	45000	71600	101000	92000	81000	70000	-	60000	40500
Answered	224	-	11	27	28	17	26	30	26	32	18	9	-	201	23
50-99															
Lower Quartile	28545	-	17500	25290	29000	28000	25000	39160	44500	43000	35000	17500	-	30000	18323
Median	43000	-	20438	28377	32000	32800	44900	49045	56000	50000	45000	75461	-	43500	24773
Upper Quartile	60000	-	22200	34500	40100	48000	67500	97650	68369	92232	56160	196411	-	61327	50500
Answered	209	-	12	19	25	19	26	28	36	25	15	4	-	189	20
100-249															
Lower Quartile	26700	11000	12000	23500	26000	31804	34000	40360	28000	36500	48500	20000	49000	30000	15000
Median	40000	11475	18250	26883	35429	42700	42000	50500	40206	49945	97500	24379	49000	40000	18000
Upper Quartile	53300	11950	24500	32000	40800	53000	56500	70000	56000	80000	158500	52000	49000	56188	26000
Answered	315	2	7	34	43	39	39	32	50	50	12	6	1	300	15
250-499															
Lower Quartile	29300	-	19000	22000	28100	32000	34000	31371	40000	40500	40000	16000	-	30000	19000
Median	39000	-	22400	29750	33000	37908	41028	49750	50000	55500	50000	26500	-	41727	30000
Upper Quartile	55000	-	27150	35190	38000	42500	56000	63913	73057	72500	72000	120000	-	56133	32000
Answered	263	-	9	30	35	29	28	36	42	36	11	7	-	240	23
500-999															
Lower Quartile	30000	-	20000	26798	28623	25717	29000	45000	30450	40000	34000	4000	55000	30000	25000
Median	38000	-	26000	31500	33000	38350	43000	53608	38097	54435	75750	24000	55000	38750	30366
Upper Quartile	57500	-	29750	35000	38000	52500	60000	78354	59500	75000	120000	31000	55000	60000	37000
Answered	313	-	7	37	53	32	41	40	44	35	18	5	1	294	19
1000-4,999															
Lower Quartile	34000	-	18940	25500	28852	33310	35000	43000	43000	47250	54000	67000	50000	34956	25000
Median	46923	-	26200	30000	36001	40000	44750	55000	54781	60000	67413	87000	50000	47525	32000
Upper Quartile	64000	-	27515	33623	41000	49725	55000	70000	70002	90000	96000	127000	50000	65000	44800
Answered	873	-	10	66	107	108	116	153	129	108	53	22	1	828	45
5,000-9,999															
Lower Quartile	34500	-	14000	26000	31656	37020	42000	48850	53500	44500	41652	58171	38000	35680	22250
Median	47500	-	19250	31668	37250	43400	55182	59000	67000	65250	67500	70000	49000	49000	31996
Upper Quartile	69000	-	26052	35000	44000	51182	70000	73000	90000	80000	107116	125000	60000	70000	42000
Answered	482	-	6	51	70	77	58	60	65	50	26	17	2	453	29
10,000-19,999															
Lower Quartile	36155	-	18000	25539	32550	38500	43950	36720	49925	44000	50000	89000	-	37000	29587
Median	49320	-	28000	30525	37000	45000	50427	59500	67918	63000	62000	176500	-	50000	32100
Upper Quartile	70000	-	33000	32979	45771	64000	60000	85000	100500	90000	115000	347500	-	72000	37500
Answered	327	-	7	32	45	44	40	43	44	49	19	4	-	314	13
20,000 or more															
Lower Quartile	38500	15250	18490	27338	31500	39576	42697	45000	54000	52000	50700	63000	-	39125	32000
Median	53000	15250	25000	31923	37655	49650	55000	60000	70900	65210	62925	99689	-	54500	38874
Upper Quartile	75000	15250	29000	39712	44000	63235	69500	85700	98044	90000	84150	135378	-	77655	45000
Answered	850	1	23	64	89	132	112	116	148	99	52	14	-	804	46

Table 16
Salary Indices of: All respondents by: Which ONE of the following best describes your current field of employment?

	Q21a. My job offers a good work-life balance								
	Total	Strongly disagree	2	3	4	Strongly agree	Dont Know	Net Disagree - 1 & 2	Net Agree - 4 & 5
Agrochemicals									
Median	50250	96000	52000	52000	50250	39500	-	54080	48835
Answered	57	3	9	7	23	15	-	12	38
Biotechnologies									
Median	44000	40000	59462	43000	50501	35678	-	44962	44500
Answered	103	12	14	15	38	24	-	26	62
Building and Construction									
Median	42500	-	41000	49000	41000	35400	-	41000	36000
Answered	32	-	5	6	11	10	-	5	21
Central Government									
Median	43000	35652	49000	52500	41769	42750	-	44000	41925
Answered	73	2	11	10	28	22	-	13	50
Chloralkali									
Median	144000	-	144000	55000	216000	-	-	144000	216000
Answered	3	-	1	1	1	-	-	1	1
Coatings, Paints, Inks									
Median	43000	37500	66750	49000	38500	34150	-	52034	38000
Answered	91	6	10	23	32	20	-	16	52
Cosmetics/Toiletries									
Median	48000	45000	53030	55000	45000	30900	-	51000	36750
Answered	64	4	10	10	25	15	-	14	40
Dyes/Pigments									
Median	49890	79500	2800	46600	58300	27000	25000	24000	54150
Answered	23	2	1	5	11	3	1	3	14
Electricity Generation									
Median	53750	69000	37990	58515	45000	51900	-	51495	47500
Answered	36	1	3	10	16	6	-	4	22
Engineering									
Median	48000	46925	48897	48508	43000	54000	80000	46925	48000
Answered	96	7	18	26	27	17	1	25	44
Environmental Product/Services									
Median	37500	38125	33000	37500	37500	37000	-	38000	37250
Answered	89	4	9	22	31	23	-	13	54
FE/Sixth Form College									
Median	32000	36000	38500	24500	25150	14340	-	36500	19300
Answered	40	15	7	6	6	6	-	22	12
Fertilisers									
Median	49500	-	-	25075	33000	110000	-	-	51000
Answered	7	-	-	2	2	3	-	-	5
Food and Beverage									
Median	42500	45000	37500	42000	40000	49600	-	44000	42500
Answered	88	3	14	27	25	19	-	17	44
Hospital									
Median	42250	40250	64686	44750	22500	38000	-	54000	24000
Answered	24	2	5	8	4	5	-	7	9
Industrial Gases									
Median	49000	30000	62500	46500	42000	110311	-	49000	51000
Answered	15	1	2	6	4	2	-	3	6
IT/Computer Software									
Median	60000	88000	90000	48535	52500	90875	-	90000	58684
Answered	31	2	5	8	10	6	-	7	16

Table 16
Salary Indices of: All respondents by: Which ONE of the following best describes your current field of employment? CONTINUED

	Q21a. My job offers a good work-life balance								
	Total	Strongly disagree	2	3	4	Strongly agree	Dont know	Net Disagree - 1 & 2	Net Agree - 4 & 5
Local Government									
Median	44000	29750	-	47199	40181	46298	-	29750	44000
Answered	27	2	-	8	9	8	-	2	17
Nuclear Industry									
Median	48750	55000	52000	45000	47000	53000	37000	52000	49000
Answered	138	5	18	27	59	28	1	23	87
Organics									
Median	36500	35650	106500	40250	33861	41250	1200	35650	35000
Answered	37	2	2	14	12	6	1	4	18
Petrochemicals									
Median	50000	54000	71950	64000	38600	50000	-	59000	45400
Answered	130	6	15	31	45	33	-	21	78
Pharmaceuticals									
Median	53000	56900	61183	55000	50000	52500	27000	60000	51251
Answered	692	30	95	163	237	166	1	125	403
Plastics/Rubbers									
Median	52000	34956	59000	52000	39950	59201	45000	57000	47000
Answered	116	7	12	37	33	26	1	19	59
Publishing									
Median	34491	60000	68000	31000	35000	33973	-	64000	34500
Answered	56	1	3	7	22	23	-	4	45
Research Association/Centre									
Median	38000	33943	43950	45150	38000	35758	-	38000	37020
Answered	222	13	38	42	70	59	-	51	129
School									
Median	35763	37500	38900	36000	35000	23500	-	38000	28377
Answered	225	58	53	49	37	28	-	111	65
Soaps/Detergents									
Median	43000	-	40000	55000	43000	35496	-	40000	38454
Answered	51	-	15	9	19	8	-	15	27
Specialised Organics									
Median	45000	40100	52000	46000	40750	44500	-	48500	43000
Answered	56	3	9	15	16	13	-	12	29
Synthetic Fibres									
Median	52500	-	-	-	52500	-	-	-	52500
Answered	4	-	-	-	4	-	-	-	4
University									
Median	45406	47000	50000	45895	43000	38000	-	49000	40000
Answered	928	132	195	236	234	131	-	327	365
Water Industry									
Median	34461	31500	37000	35111	34300	31000	-	35035	34000
Answered	98	5	21	16	45	11	-	26	56
Other Higher Education									
Median	44250	42000	54000	48150	32475	38819	-	51000	36294
Answered	44	5	9	10	10	10	-	14	20
Other Manufacturing Industry									
Median	48350	57250	48000	51000	47000	43000	-	52500	45500
Answered	228	17	31	55	75	50	-	48	125
Other Service-Based Industry									
Median	45000	57500	47125	42500	44500	43775	-	52000	44500
Answered	102	6	16	27	31	22	-	22	53
Other									
Median	45000	49250	50000	49500	50000	36500	32500	50000	42700
Answered	267	10	43	54	83	76	1	53	159

Table 17
Salary Indices of: All respondents by: Which ONE of the following best describes your current field of employment?

	Q21a. My work is challenging / stimulating								
	Total	Strongly disagree	2	3	4	Strongly agree	Dont know	Net Disagree - 1 & 2	Net Agree - 4 & 5
Agrochemicals									
Median	50250	-	32500	39500	54287	52600	-	32500	52800
Answered	57	-	6	9	17	25	-	6	42
Biotechnologies									
Median	44000	50000	32000	37578	47333	47500	21000	41000	47417
Answered	103	5	7	12	35	43	1	12	78
Building and Construction									
Median	42500	33345	18455	38500	43909	55000	-	18455	47000
Answered	32	2	3	4	16	7	-	5	23
Central Government									
Median	43000	45500	67000	46844	40036	44000	-	45500	42500
Answered	73	4	2	14	24	29	-	6	53
Chloralkali									
Median	144000	-	-	-	216000	99500	-	-	144000
Answered	3	-	-	-	1	2	-	-	3
Coatings, Paints, Inks									
Median	43000	49250	38000	31000	41820	50550	-	38000	45450
Answered	91	2	11	15	35	28	-	13	63
Cosmetics/Toiletries									
Median	48000	14750	25000	57500	40000	59500	-	19875	44848
Answered	64	1	1	12	31	19	-	2	50
Dyes/Pigments									
Median	49890	-	35000	41000	53300	71925	25000	35000	53300
Answered	23	-	3	2	13	4	1	3	17
Electricity Generation									
Median	53750	55000	56000	40250	48000	65000	-	55500	54150
Answered	36	1	3	8	13	11	-	4	24
Engineering									
Median	48000	41000	40420	37500	53000	54000	-	40710	53000
Answered	96	5	5	11	39	36	-	10	75
Environmental Product/Services									
Median	37500	32000	31000	36000	40000	39000	-	31000	40000
Answered	89	2	7	13	46	21	-	9	67
FE/Sixth Form College									
Median	32000	10550	37000	29000	35200	33600	-	19600	34800
Answered	40	2	1	5	22	10	-	3	32
Fertilisers									
Median	49500	-	-	55325	38216	120000	-	-	49500
Answered	7	-	-	2	4	1	-	-	5
Food and Beverage									
Median	42500	10000	48010	32000	45500	47750	-	31000	46984
Answered	88	3	6	15	36	28	-	9	64
Hospital									
Median	42250	8000	-	23000	38000	52000	-	8000	45000
Answered	24	1	-	4	9	10	-	1	19
Industrial Gases									
Median	49000	-	55000	36000	50000	43000	-	55000	49500
Answered	15	-	1	2	7	5	-	1	12
IT/Computer Software									
Median	60000	-	33000	90000	47000	79500	-	33000	60000
Answered	31	-	1	5	11	14	-	1	25

Table 17
Salary Indices of: All respondents by: Which ONE of the following best describes your current field of employment? CONTINUED

	Q21a. My work is challenging / stimulating								
	Total	Strongly disagree	2	3	4	Strongly agree	Dont know	Net Disagree - 1 & 2	Net Agree - 4 & 5
Local Government									
Median	44000	37500	50000	37600	42141	45000	-	43750	44050
Answered	27	1	1	9	10	6	-	2	16
Nuclear Industry									
Median	48750	54000	45771	45500	47500	54500	-	45771	52194
Answered	138	3	13	28	56	38	-	16	94
Organics									
Median	36500	4343	25000	29000	34000	44500	-	5000	38500
Answered	37	1	2	5	11	18	-	3	29
Petrochemicals									
Median	50000	41500	32000	34174	49100	67000	-	36000	55500
Answered	130	2	5	19	57	47	-	7	104
Pharmaceuticals									
Median	53000	38091	35087	48039	52000	62000	-	36587	55000
Answered	692	16	34	92	295	255	-	50	550
Plastics/Rubbers									
Median	52000	80000	36500	42000	43430	65000	-	37000	54500
Answered	116	3	6	19	44	44	-	9	88
Publishing									
Median	34491	24499	33574	29000	35850	36987	-	32000	35850
Answered	56	3	6	7	30	10	-	9	40
Research Association/Centre									
Median	38000	33000	45430	30000	37600	42000	-	44000	39763
Answered	222	3	10	27	87	95	-	13	182
School									
Median	35763	27882	38500	29500	35000	38125	-	38000	36000
Answered	225	6	20	28	87	84	-	26	171
Soaps/Detergents									
Median	43000	28000	51500	27000	42500	48000	-	29075	44500
Answered	51	3	3	9	22	14	-	6	36
Specialised Organics									
Median	45000	38500	25500	45000	42000	60000	-	32950	46000
Answered	56	3	1	9	18	25	-	4	43
Synthetic Fibres									
Median	52500	-	-	55504	52500	-	-	-	52500
Answered	4	-	-	2	2	-	-	-	2
University									
Median	45406	40000	33475	38292	42955	50000	2335	35000	46924
Answered	928	25	32	96	289	485	1	57	774
Water Industry									
Median	34461	22127	30250	36285	34000	41485	-	29000	34621
Answered	98	1	10	18	44	25	-	11	69
Other Higher Education									
Median	44250	9328	34250	41750	42000	54120	-	18000	48188
Answered	44	2	2	6	16	18	-	4	34
Other Manufacturing Industry									
Median	48350	63560	41995	46400	49000	51000	26700	43400	49520
Answered	228	4	13	37	95	78	1	17	173
Other Service-Based Industry									
Median	45000	40000	23733	36750	45000	51000	-	27326	49250
Answered	102	3	4	14	38	43	-	7	81
Other									
Median	45000	14500	34500	35600	45000	60000	-	31643	51500
Answered	267	7	30	41	93	96	-	37	189

Table 18
Salary Indices of: All respondents by: Which ONE of the following best describes your current field of employment?

	Q21a. My job makes full use of my skills								
	Total	Strongly disagree	2	3	4	Strongly agree	Dont know	Net Disagree - 1 & 2	Net Agree - 4 & 5
Agrochemicals									
Median	50250	49669	30250	50000	52005	52800	-	32500	52305
Answered	57	1	6	10	22	18	-	7	40
Biotechnologies									
Median	44000	31578	44000	40000	52000	37800	21000	36155	47417
Answered	103	8	7	19	35	33	1	15	68
Building and Construction									
Median	42500	26000	18455	45500	46818	51000	-	22228	48909
Answered	32	1	5	8	13	5	-	6	18
Central Government									
Median	43000	35652	42500	43000	42000	46750	-	42500	43500
Answered	73	4	9	21	23	16	-	13	39
Chloralkali									
Median	144000	-	-	-	135500	144000	-	-	144000
Answered	3	-	-	-	2	1	-	-	3
Coatings, Paints, Inks									
Median	43000	81500	31902	40500	44725	45000	-	32275	45000
Answered	91	2	20	18	36	15	-	22	51
Cosmetics/Toiletries									
Median	48000	25000	40598	56500	38850	65001	-	36500	41760
Answered	64	3	8	13	30	10	-	11	40
Dyes/Pigments									
Median	49890	-	28500	46600	53300	82000	25000	28500	60000
Answered	23	-	4	7	7	4	1	4	11
Electricity Generation									
Median	53750	55500	49182	33500	75000	60000	-	55182	62500
Answered	36	2	10	6	9	9	-	12	18
Engineering									
Median	48000	41750	41000	40000	52897	60500	-	41000	54000
Answered	96	4	17	19	36	20	-	21	56
Environmental Product/Services									
Median	37500	47000	30500	38250	42000	38000	-	31000	40195
Answered	89	5	16	27	29	12	-	21	41
FE/Sixth Form College									
Median	32000	19600	36000	31300	27213	36000	-	29561	32000
Answered	40	1	7	11	14	7	-	8	21
Fertilisers									
Median	49500	-	13791	80500	32250	120000	-	13791	49500
Answered	7	-	2	2	2	1	-	2	3
Food and Beverage									
Median	42500	20500	29500	46250	43500	46468	-	29500	45000
Answered	88	4	15	20	32	17	-	19	49
Hospital									
Median	42250	14000	29750	53818	40000	49500	-	22000	45000
Answered	24	2	2	7	7	6	-	4	13
Industrial Gases									
Median	49000	-	40860	42000	50000	87378	-	40860	63000
Answered	15	-	2	5	5	3	-	2	8
IT/Computer Software									
Median	60000	33000	48500	41035	68223	92750	-	47000	81375
Answered	31	1	8	6	9	7	-	9	16

Table 18
Salary Indices of: All respondents by: Which ONE of the following best describes your current field of employment? CONTINUED

	Q21a. My job makes full use of my skills								
	Total	Strongly disagree	2	3	4	Strongly agree	Dont know	Net Disagree - 1 & 2	Net Agree - 4 & 5
Local Government									
Median	44000	37500	37600	44100	51500	41000	-	37550	45000
Answered	27	1	5	9	8	4	-	6	12
Nuclear Industry									
Median	48750	48000	50000	46300	48000	55000	-	49000	50000
Answered	138	9	27	39	43	20	-	36	63
Organics									
Median	36500	-	25000	38000	28500	42250	-	25000	36500
Answered	37	-	2	8	11	16	-	2	27
Petrochemicals									
Median	50000	36000	39301	45800	49700	71448	-	37651	56000
Answered	130	5	11	31	53	30	-	16	83
Pharmaceuticals									
Median	53000	33000	46398	53250	55000	60000	43000	41100	57400
Answered	692	34	78	132	259	188	1	112	447
Plastics/Rubbers									
Median	52000	30250	53000	39152	52536	70000	23641	37000	59201
Answered	116	4	13	26	44	28	1	17	72
Publishing									
Median	34491	24499	31824	34500	36700	33880	-	31500	36229
Answered	56	3	8	15	24	6	-	11	30
Research Association/Centre									
Median	38000	33000	36250	33600	40015	40000	-	35000	40000
Answered	222	9	24	41	78	70	-	33	148
School									
Median	35763	35382	32000	32000	40000	36500	-	32800	38400
Answered	225	20	33	49	71	52	-	53	123
Soaps/Detergents									
Median	43000	25000	50000	37000	41500	62608	-	44500	44500
Answered	51	1	13	9	18	10	-	14	28
Specialised Organics									
Median	45000	33600	52020	45000	44900	67500	-	38500	45900
Answered	56	3	6	12	19	16	-	9	35
Synthetic Fibres									
Median	52500	-	20007	91000	52500	-	-	20007	52500
Answered	4	-	1	1	2	-	-	1	2
University									
Median	45406	36000	39500	45000	45000	50000	8562	38183	46000
Answered	928	25	84	151	292	374	2	109	666
Water Industry									
Median	34461	26000	36750	35069	34000	34000	-	35600	34000
Answered	98	7	12	23	39	17	-	19	56
Other Higher Education									
Median	44250	15000	47500	40000	48000	54000	-	18000	49700
Answered	44	3	3	11	7	20	-	6	27
Other Manufacturing Industry									
Median	48350	36600	43200	50063	47550	51000	-	42884	48350
Answered	228	7	29	56	81	55	-	36	136
Other Service-Based Industry									
Median	45000	27326	26000	52500	48000	46275	-	26663	46275
Answered	102	3	11	24	36	28	-	14	64
Other									
Median	45000	25433	35000	42850	49500	68000	-	31643	54000
Answered	267	21	34	68	94	50	-	55	144

Table 19
Salary Indices of: All respondents by: Which ONE of the following best describes your current field of employment?

		Q21a. My job gives me access to learning and development opportunities that will help improve my performance							
	Total	Strongly disagree	2	3	4	Strongly agree	Dont know	Net Disagree - 1 & 2	Net Agree - 4 & 5
Agrochemicals									
Median	50250	25000	44000	49979	54287	52000	-	31250	53640
Answered	57	3	7	11	21	15	-	10	36
Biotechnologies									
Median	44000	50000	50001	39000	50000	36050	90750	50001	43000
Answered	103	5	9	29	27	31	2	14	58
Building and Construction									
Median	42500	33000	41000	36000	51641	51000	55000	37000	51321
Answered	32	3	3	13	7	5	1	6	12
Central Government									
Median	43000	46536	47000	44000	42094	44331	37000	47000	42250
Answered	73	4	7	17	30	14	1	11	44
Chloralkali									
Median	144000	-	-	216000	99500	-	-	-	99500
Answered	3	-	-	1	2	-	-	-	2
Coatings, Paints, Inks									
Median	43000	32130	41820	39000	47000	44500	96600	36162	45450
Answered	91	7	13	19	29	22	1	20	51
Cosmetics/Toiletries									
Median	48000	34814	45000	49500	54060	50000	-	37000	52030
Answered	64	4	5	13	31	11	-	9	42
Dyes/Pigments									
Median	49890	27000	35000	58300	51595	135000	25000	31000	53300
Answered	23	1	3	7	10	1	1	4	11
Electricity Generation									
Median	53750	37500	62500	43000	57029	48000	-	56000	54150
Answered	36	1	4	9	9	13	-	5	22
Engineering									
Median	48000	49500	33700	51370	51000	57000	-	33850	53000
Answered	96	3	13	25	37	18	-	16	55
Environmental Product/Services									
Median	37500	39000	34500	34000	40000	37000	-	36000	40000
Answered	89	5	14	27	27	16	-	19	43
FE/Sixth Form College									
Median	32000	18000	24000	30274	33700	39000	-	19300	34400
Answered	40	4	4	15	12	5	-	8	17
Fertilisers									
Median	49500	-	-	68466	50250	650	-	-	49500
Answered	7	-	-	2	4	1	-	-	5
Food and Beverage									
Median	42500	25784	32700	40000	49600	46468	-	31000	48800
Answered	88	6	13	23	21	25	-	19	46
Hospital									
Median	42250	-	23500	43343	50000	45000	-	23500	45000
Answered	24	-	6	2	11	5	-	6	16
Industrial Gases									
Median	49000	30000	37860	46500	68000	32500	-	30000	57500
Answered	15	1	2	6	4	2	-	3	6
IT/Computer Software									
Median	60000	71500	91375	52500	55000	69112	-	91375	60000
Answered	31	2	6	6	9	8	-	8	17

Table 19
Salary Indices of: All respondents by: Which ONE of the following best describes your current field of employment? CONTINUED

		Q21a. My job gives me access to learning and development opportunities that will help improve my performance							
	Total	Strongly disagree	2	3	4	Strongly agree	Dont know	Net Disagree - 1 & 2	Net Agree - 4 & 5
Local Government									
Median	44000	37500	42999	42141	50500	33750	-	37600	45000
Answered	27	1	6	6	10	4	-	7	14
Nuclear Industry									
Median	48750	54000	49250	54000	49000	40250	50000	50000	46000
Answered	138	7	20	35	57	18	1	27	75
Organics									
Median	36500	29000	35000	39500	33721	36800	-	34000	35261
Answered	37	1	6	14	7	9	-	7	16
Petrochemicals									
Median	50000	36500	38520	50350	53292	55000	-	36500	53864
Answered	130	6	16	28	51	29	-	22	80
Pharmaceuticals									
Median	53000	32836	44924	53000	55000	57700	70000	41350	55000
Answered	692	24	64	159	287	155	3	88	442
Plastics/Rubbers									
Median	52000	39000	40500	51600	52000	63000	-	39000	56000
Answered	116	5	20	21	45	25	-	25	70
Publishing									
Median	34491	37225	47250	33315	33973	52000	-	40250	34573
Answered	56	2	4	22	19	9	-	6	28
Research Association/Centre									
Median	38000	35000	42600	33100	38600	40000	-	38000	39200
Answered	222	9	26	42	86	59	-	35	145
School									
Median	35763	28500	36500	35763	36445	26000	41000	35000	36000
Answered	225	17	44	41	92	30	1	61	122
Soaps/Detergents									
Median	43000	29075	38454	43500	38000	48500	-	35000	44250
Answered	51	4	9	12	20	6	-	13	26
Specialised Organics									
Median	45000	44000	39500	42602	52000	44500	-	42000	51000
Answered	56	6	6	14	21	9	-	12	30
Synthetic Fibres									
Median	52500	-	-	40000	91000	-	-	-	91000
Answered	4	-	-	3	1	-	-	-	1
University									
Median	45406	47000	44500	50000	43226	45281	45062	45282	44038
Answered	928	29	77	196	356	268	2	106	624
Water Industry									
Median	34461	51000	35069	34000	36500	33000	-	35335	34000
Answered	98	1	7	29	40	21	-	8	61
Other Higher Education									
Median	44250	68523	31500	51000	45000	42000	-	39500	43500
Answered	44	2	4	12	13	13	-	6	26
Other Manufacturing Industry									
Median	48350	50263	42698	50260	50000	47550	-	47500	48840
Answered	228	18	28	64	77	41	-	46	118
Other Service-Based Industry									
Median	45000	24250	36250	45000	47000	52000	-	29913	50000
Answered	102	4	8	23	39	28	-	12	67
Other									
Median	45000	27375	39000	45000	52000	50237	15000	36000	51487
Answered	267	18	40	72	86	50	1	58	136

Table 20
Salary Indices of: All respondents by: Which ONE of the following best describes your current field of employment?

		Q21a. My job gives me access to learning and development opportunities that will help me progress in my career							
	Total	Strongly disagree	2	3	4	Strongly agree	Dont know	Net Disagree - 1 & 2	Net Agree - 4 & 5
Agrochemicals									
Median	50250	26624	46835	52005	52000	53000	-	44000	52300
Answered	57	3	10	14	17	13	-	13	30
Biotechnologies									
Median	44000	37500	50825	39500	56853	35100	90750	47667	42840
Answered	103	8	14	18	33	28	2	22	61
Building and Construction									
Median	42500	27500	47000	41000	44000	77309	55000	39909	47500
Answered	32	3	7	11	7	3	1	10	10
Central Government									
Median	43000	49500	44000	36500	41688	42000	68000	47000	41925
Answered	73	6	9	15	25	17	1	15	42
Chloralkali									
Median	144000	-	-	216000	55000	144000	-	-	99500
Answered	3	-	-	1	1	1	-	-	2
Coatings, Paints, Inks									
Median	43000	35000	51067	43500	39000	48000	96600	39910	41055
Answered	91	7	15	20	28	20	1	22	48
Cosmetics/Toiletries									
Median	48000	34814	40750	51000	52500	28500	-	36750	49750
Answered	64	6	4	24	20	10	-	10	30
Dyes/Pigments									
Median	49890	43500	26500	55000	53300	49850	25000	27000	51595
Answered	23	2	3	9	7	1	1	5	8
Electricity Generation									
Median	53750	56250	56000	55000	55363	41260	-	56000	49750
Answered	36	2	5	7	11	11	-	7	22
Engineering									
Median	48000	34000	38000	43000	51000	60000	35000	36000	53500
Answered	96	5	9	31	31	17	3	14	48
Environmental Product/Services									
Median	37500	40500	34500	37750	37000	45150	-	36000	40195
Answered	89	6	26	26	19	12	-	32	31
FE/Sixth Form College									
Median	32000	16400	33200	32737	39000	44650	-	25426	39000
Answered	40	5	10	12	11	2	-	15	13
Fertilisers									
Median	49500	-	-	26931	51000	650	-	-	50250
Answered	7	-	-	3	3	1	-	-	4
Food and Beverage									
Median	42500	26234	39045	45000	49600	46984	20000	32700	48000
Answered	88	6	19	21	23	18	1	25	41
Hospital									
Median	42250	-	30024	23500	52000	45000	100000	30024	45000
Answered	24	-	6	6	8	3	1	6	11
Industrial Gases									
Median	49000	30000	49000	43000	57500	36000	129625	39500	55000
Answered	15	1	1	5	6	1	1	2	7
IT/Computer Software									
Median	60000	68500	92750	50000	55000	69112	-	90000	63470
Answered	31	4	5	9	5	8	-	9	13

Table 20
Salary Indices of: All respondents by: Which ONE of the following best describes your current field of employment? CONTINUED

		Q21a. My job gives me access to learning and development opportunities that will help me progress in my career							
	Total	Strongly disagree	2	3	4	Strongly agree	Dont know	Net Disagree - 1 & 2	Net Agree - 4 & 5
Local Government									
Median	44000	42949	40181	44000	57000	33750	-	40181	46000
Answered	27	2	9	7	7	2	-	11	9
Nuclear Industry									
Median	48750	54000	49250	52000	45000	43000	-	52000	44784
Answered	138	11	24	39	41	23	-	35	64
Organics									
Median	36500	29000	35000	39500	34500	36800	-	34000	35650
Answered	37	1	8	10	9	9	-	9	18
Petrochemicals									
Median	50000	58000	48350	48499	52530	48900	-	49700	50500
Answered	130	5	22	33	47	23	-	27	70
Pharmaceuticals									
Median	53000	34000	50000	55000	55000	55000	56000	42250	55000
Answered	692	31	89	181	239	147	5	120	386
Plastics/Rubbers									
Median	52000	40500	48000	51600	45000	62000	-	47000	56000
Answered	116	6	15	37	31	27	-	21	58
Publishing									
Median	34491	53000	32000	34750	33000	57000	-	34482	33973
Answered	56	4	7	24	15	6	-	11	21
Research Association/Centre									
Median	38000	38000	42100	36250	37954	38000	-	41200	38000
Answered	222	9	26	56	80	51	-	35	131
School									
Median	35763	30000	38000	35882	36889	27500	-	35327	36000
Answered	225	27	45	58	67	28	-	72	95
Soaps/Detergents									
Median	43000	50750	35000	44000	37000	76250	-	40000	39000
Answered	51	6	9	15	15	6	-	15	21
Specialised Organics									
Median	45000	43000	43000	42652	51500	43750	-	43000	51000
Answered	56	11	7	14	14	10	-	18	24
Synthetic Fibres									
Median	52500	-	-	40000	91000	-	-	-	91000
Answered	4	-	-	3	1	-	-	-	1
University									
Median	45406	46070	44800	50000	44000	44755	56350	45000	44000
Answered	928	48	93	204	327	246	10	141	573
Water Industry									
Median	34461	34621	41485	35000	33000	32967	-	39243	33000
Answered	98	3	11	27	37	20	-	14	57
Other Higher Education									
Median	44250	72000	44750	43500	56790	41000	-	47500	43500
Answered	44	3	6	11	10	14	-	9	24
Other Manufacturing Industry									
Median	48350	48000	43000	53407	52546	47425	80000	43100	50000
Answered	228	21	45	59	62	40	1	66	102
Other Service-Based Industry									
Median	45000	26000	36250	47125	45750	48775	60000	32500	47275
Answered	102	3	8	28	34	28	1	11	62
Other									
Median	45000	30500	43000	41000	50850	60000	9000	38190	52500
Answered	267	16	55	77	70	47	2	71	117

Table 21
Q16b quartiles of : All respondents by: Q11. Which ONE of the following best describes your current field of employment?

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Agrochemicals															
Median	4150	-	1000	1000	2800	1850	4500	4650	4900	10000	2250	20377	-	4500	2600
Answered	42	-	1	1	6	2	4	6	8	9	4	1	-	38	4
Biotechnologies															
Median	8750	-	750	800	1400	1100	5000	8000	9750	32350	30000	150000	-	8000	150000
Answered	48	-	2	2	5	4	6	7	8	8	5	1	-	47	1
Building and Construction															
Median	2550	-	-	1200	3300	1650	1200	2500	42250	8115	-	-	-	2550	-
Answered	20	-	-	3	1	2	2	3	4	5	-	-	-	20	-
Central Government															
Median	1100	-	-	200	1600	1015	750	2173	4000	800	300	6000	-	1100	1250
Answered	20	-	-	1	2	4	5	1	2	3	1	1	-	16	4
Chloralkali															
Median	48500	-	-	-	-	-	15000	82000	-	-	-	-	-	48500	-
Answered	2	-	-	-	-	-	1	1	-	-	-	-	-	2	-
Coatings, Paints, Inks															
Median	4000	-	1791	992	1123	2150	3500	11425	7937	4000	13000	28750	2000	4000	7500
Answered	67	-	4	3	7	10	6	8	15	7	4	2	1	65	2
Cosmetics/Toiletries															
Median	7382	-	1700	2600	1200	7800	3252	7264	12250	11000	5000	-	-	7800	2000
Answered	50	-	2	3	3	9	5	7	8	10	3	-	-	47	3
Dyes/Pigments															
Median	4250	-	-	-	2000	-	2450	4500	5250	10000	51604	-	-	4000	43208
Answered	14	-	-	-	2	-	2	1	4	3	2	-	-	13	1
Electricity Generation															
Median	6000	-	-	1682	6000	650	10916	-	13422	-	9250	-	-	6000	-
Answered	13	-	-	2	1	2	2	-	4	-	2	-	-	13	-
Engineering															
Median	2975	-	-	3950	1243	4500	800	2700	3500	22500	2500	1	-	3250	350
Answered	52	-	-	4	10	5	5	5	7	10	5	1	-	51	1
Environmental Product/Services															
Median	1500	-	-	250	705	4000	1100	1000	7250	2000	500	46385	-	1500	1200
Answered	37	-	-	1	7	3	10	5	4	5	1	1	-	32	5
FE/Sixth Form College															
Median	525	-	-	2600	-	-	100	300	2000	750	-	-	-	1375	230
Answered	8	-	-	2	-	-	1	1	3	1	-	-	-	6	2
Fertilisers															
Median	4500	-	-	-	-	-	-	8100	4000	-	5000	-	-	4500	-
Answered	4	-	-	-	-	-	-	2	1	-	1	-	-	4	-
Food and Beverage															
Median	4000	-	1200	434	4000	6000	4250	8542	9500	12000	2500	-	-	4000	6000
Answered	47	-	2	7	7	5	6	6	8	3	3	-	-	44	3
Hospital															
Median	1500	-	-	-	1500	-	4000	1	5000	-	300	-	-	1500	-
Answered	5	-	-	-	1	-	1	1	1	-	1	-	-	5	-
Industrial Gases															
Median	4500	-	-	1270	1200	-	5000	4500	1000	17373	17045	8500	-	4500	-
Answered	11	-	-	2	2	-	1	1	1	2	1	1	-	11	-

Table 21
Q16b quartiles of : All respondents by: Q11. Which ONE of the following best describes your current field of employment? CONTINUED

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
IT/Computer Software															
Median	7454	-	-	-	2000	15510	5000	24000	17000	40000	7454	100	-	7454	-
Answered	17	-	-	-	3	2	3	1	5	1	1	1	-	17	-
Local Government															
Median	1368	-	-	2635	-	-	-	-	100	-	-	-	-	1368	-
Answered	2	-	-	1	-	-	-	-	1	-	-	-	-	2	-
Nuclear Industry															
Median	3000	-	2100	2000	2780	3000	5000	3500	5398	2925	6000	-	6000	3000	3000
Answered	83	-	2	10	18	11	6	9	13	12	1	-	1	74	9
Organics															
Median	1500	-	-	300	4950	-	5100	2000	3000	10224	12650	27889	-	1500	-
Answered	17	-	-	3	2	-	1	2	1	4	2	2	-	17	-
Petrochemicals															
Median	6000	-	400	1100	2600	7000	5989	11000	14450	13600	9000	155000	-	6000	1000
Answered	112	-	1	16	23	17	10	14	15	14	1	1	-	109	3
Pharmaceuticals															
Median	7000	270	1650	2465	4400	5000	6000	9500	12000	11525	11500	21965	-	7000	4000
Answered	490	1	6	33	29	64	76	86	101	64	26	4	-	462	28
Plastics/Rubbers															
Median	5000	-	1099	1500	1500	5000	7250	3400	8500	10000	15000	13700	-	4750	8500
Answered	79	-	2	5	9	11	12	13	13	9	3	2	-	74	5
Publishing															
Median	700	-	-	700	400	600	864	700	2500	17500	1913	-	-	700	-
Answered	23	-	-	5	6	3	2	1	1	3	2	-	-	23	-
Research Association/Centre															
Median	1500	-	675	1000	1500	850	3121	1125	6964	3000	10500	850	-	1500	700
Answered	65	-	2	6	17	11	8	4	8	5	2	2	-	62	3
School															
Median	2200	-	-	2458	2630	-	2000	10500	615	4200	4250	150	-	2450	9
Answered	19	-	-	2	2	-	3	2	2	5	2	1	-	18	1
Soaps/Detergents															
Median	5359	-	2000	1500	2750	9000	6000	20000	5200	6000	10000	-	-	6000	2500
Answered	37	-	1	1	6	1	3	4	9	11	1	-	-	33	4
Specialised Organics															
Median	2500	-	-	1850	500	1100	10000	1700	16000	14000	2000	542635	-	2300	4000
Answered	37	-	-	4	3	3	3	10	3	7	3	1	-	34	3
Synthetic Fibres															
Median	5050	-	-	-	-	-	5100	5000	-	-	-	-	-	5050	-
Answered	2	-	-	-	-	-	1	1	-	-	-	-	-	2	-
University															
Median	3000	-	-	1150	1478	1938	3000	5000	5000	6258	5000	6118	-	3000	1000
Answered	130	-	-	4	18	22	15	29	17	14	10	1	-	127	3
Water Industry															
Median	1500	-	-	3000	1200	495	1700	2000	2400	5000	11900	175	-	1600	598
Answered	61	-	-	3	15	7	5	7	12	7	4	1	-	55	6
Other Higher Education															
Median	1785	-	-	-	2100	1470	850	25000	3600	-	-	-	-	1785	-
Answered	8	-	-	-	1	3	1	1	2	-	-	-	-	8	-

Table 21
Q16b quartiles of : All respondents by: Q11. Which ONE of the following best describes your current field of employment? CONTINUED

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Other Manufacturing Industry															
Median	4000	-	1226	728	2000	5500	3258	6250	5000	5500	6889	5208	-	4350	1750
Answered	156	-	2	11	13	16	20	25	22	29	17	1	-	148	8
Other Service-Based Industry															
Median	5000	-	-	1297	1600	24500	5000	12500	9000	5750	8000	15000	-	5000	3500
Answered	55	-	-	8	8	4	8	6	7	5	5	4	-	51	4
Other															
Median	6000	-	2750	950	3500	6000	5550	9500	9000	12000	24000	10000	-	6000	800
Answered	135	-	2	12	12	19	14	16	31	17	9	3	-	128	7

Table 22
Salary Indices of: Fellows (FEL) and Members (MEM) with CChem by: Which ONE of the following best describes your current employer?

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Lower Decile	32000	-	-	31500	30000	32000	34000	32100	35000	35000	27128	11000	49000	35000	15000
Lower Quartile	42393	-	-	36000	35000	39000	43967	44000	45000	45000	40500	29000	49000	44000	25600
Median	54900	-	-	38200	39000	50000	51500	55055	57140	60000	58900	61000	54500	56000	34514
Upper Quartile	75000	-	-	41239	45000	60000	63900	75000	77064	84000	88000	110000	60000	76000	50000
Upper Decile	109000	-	-	54000	53000	75000	81000	103000	116950	124000	123800	148000	60000	111200	70000
Answered	1281	-	-	17	67	91	120	211	300	281	151	41	2	1155	126

Table 23
Salary Indices of: Fellows (FEL) and Members (MEM) without CChem by: Which ONE of the following best describes your current employer?

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Lower Decile	23000	1200	2300	23400	24500	26000	21000	28000	17839	20410	23000	15000	38000	24371	11000
Lower Quartile	31680	1200	15900	26525	30370	35000	34000	38500	34000	30000	36000	26500	38000	32004	20705
Median	41200	6575	26200	31076	35591	43000	44187	53000	52000	50000	64148	68700	44000	42432	29391
Upper Quartile	59365	11950	29750	36000	41820	53000	60000	75000	80250	70000	97500	127000	50000	60000	38000
Upper Decile	90000	11950	31500	41000	51255	70000	80000	110000	120000	108000	162000	162000	50000	92000	47102
Answered	2060	2	18	189	338	383	346	286	240	147	75	34	2	1932	128

Table 24
Salary Indices of: AMRSC by: Which ONE of the following best describes your current employer?

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Lower Decile	13000	-	18250	18000	13789	3600	10000	4446	4000	33000	-	-	-	14391	4000
Lower Quartile	23500	-	21000	24500	24500	18455	30170	20000	4000	33000	-	-	-	24000	10000
Median	29363	-	24500	29309	31750	32994	37000	24547	10000	33000	-	-	-	29640	21250
Upper Quartile	36000	-	27000	32958	40750	46000	46923	41000	21000	33000	-	-	-	36951	26500
Upper Decile	47000	-	30750	39500	50000	56460	65700	49590	21000	33000	-	-	-	47500	35000
Answered	425	-	54	157	124	46	29	11	3	1	-	-	-	411	14

Table 25
Salary Indices of: Fellows (FEL) and Members (MEM) with CChem by: Overall medians

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Median	54900	-	-	38200	39000	50000	51500	55055	57140	60000	58900	61000	54500	56000	34514
Answered	1281	-	-	17	67	91	120	211	300	281	151	41	2	1155	126

Table 26
Salary Indices of: Fellows (FEL) and Members (MEM) without CChem by: Overall medians

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Median	41200	6575	26200	31076	35591	43000	44187	53000	52000	50000	64148	68700	44000	42432	29391
Answered	2060	2	18	189	338	383	346	286	240	147	75	34	2	1932	128

Table 27
Salary Indices of: AMRSC by: Overall medians

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Median	29363	-	24500	29309	31750	32994	37000	24547	10000	33000	-	-	-	29640	21250
Answered	425	-	54	157	124	46	29	11	3	1	-	-	-	411	14

Table 28
Salary Indices of: All respondents by: Which of the following benefits do you receive?

	Q10 Company type									
	Total	University or equivalent funded institution	Industrial or commercial company, (partnership or firm, industrial research association)	School, sixth form college, or equivalent	Not for Profit	Consulting practice	Government (including Local or Central)	National Authority (eg. Environment Agency), Public Corporation or Government owned company	National Health Service, Affiliated organisations or bodies	Other
Annual bonus										
Lower Quartile	36000	20000	38327	23000	28319	46933	33700	35500	34000	26958
Median	51500	40500	53036	30000	34237	68500	46217	45000	40000	42093
Upper Quartile	75000	68000	76000	45000	48800	97000	54000	62295	45000	63500
Answered	1943	146	1552	21	50	40	30	63	5	36
Location allowance										
Lower Quartile	32000	30000	37500	39000	28919	51000	31000	24625	22274	54000
Median	46662	40030	59050	44000	41203	70000	42750	37750	31274	60000
Upper Quartile	78000	59000	125000	48816	120000	80000	52000	103000	51343	150000
Answered	187	77	66	8	4	5	14	6	4	3
Car allowance or company car										
Lower Quartile	51000	7639	56000	-	30000	42000	23037	34000	72000	36000
Median	70000	37680	72000	-	50000	61500	32500	45000	72000	43500
Upper Quartile	95500	71266	96000	-	56000	112885	47000	73000	72000	54000
Answered	684	29	581	-	3	22	14	21	1	13
Child care provision including vouchers										
Lower Quartile	35000	38000	35312	28800	31500	31000	32808	33467	16776	32500
Median	44000	44505	45000	36000	36699	51000	40558	40850	39685	37000
Upper Quartile	57500	55999	60747	45000	60000	105000	50707	45650	59252	54000
Answered	763	164	456	25	21	11	33	32	4	17
Death in service benefits										
Lower Quartile	36000	38183	37500	28300	28623	40000	33700	34100	45000	33000
Median	50000	55000	51550	38125	35000	63000	43400	44000	61300	45909
Upper Quartile	70000	75000	72000	46500	50000	94000	54781	55000	72000	61200
Answered	2231	332	1448	80	65	35	102	108	11	50
Employee discounts										
Lower Quartile	34000	32958	35688	29500	30750	39000	29500	33000	25551	30500
Median	45000	44240	49500	38650	35380	70000	42613	39763	45000	37000
Upper Quartile	65000	60000	68000	45000	51500	120000	55000	50000	67000	60000
Answered	1585	349	962	40	40	15	63	66	17	33
Income protection/long-term sick leave insurance										
Lower Quartile	39000	39324	42000	33000	30822	38000	35480	37000	40000	37984
Median	55000	55000	57738	38625	36229	60000	46699	48000	53150	50000
Upper Quartile	80000	85000	84750	49000	61900	92750	76800	63500	72000	74706
Answered	999	185	620	30	40	23	32	43	6	20
Contributory pension scheme										
Lower Quartile	33000	32958	35000	26192	28623	38000	30800	34000	27600	31500
Median	45000	45940	48000	36889	35000	63000	41850	43000	44500	40000
Upper Quartile	65000	66835	67000	45000	55000	85000	52800	56000	61300	60000
Answered	3346	877	1774	189	97	47	133	133	27	69
Non-contributory pension scheme										
Lower Quartile	34500	33500	38000	26500	21000	11400	30000	15500	34000	32500
Median	55000	52500	57600	38950	49000	32000	60000	76000	99082	47102
Upper Quartile	80690	74500	87750	45000	50000	60000	112000	146000	164164	90500
Answered	410	90	248	14	7	15	19	4	2	11

Table 28

Salary Indices of: All respondents by: Which of the following benefits do you receive? CONTINUED

	Q10 Company type									
	Total	University or equivalent funded institution	Industrial or commercial company, (partnership or firm, industrial research association)	School, sixth form college, or equivalent	Not for Profit	Consulting practice	Government (including Local or Central)	National Authority (eg. Environment Agency), Public Corporation or Government owned company	National Health Service, Affiliated organisations or bodies	Other
Permanent disability insurance										
Lower Quartile	45000	45000	48411	33511	31000	55311	41833	31000	72000	54000
Median	70000	72000	70000	45000	50000	77600	58133	37908	72000	94000
Upper Quartile	108000	116000	110000	70000	65000	120000	76800	123000	72000	125000
Answered	427	85	275	7	15	11	12	11	1	10
Private health insurance										
Lower Quartile	38000	27750	40000	29000	29500	41000	18623	28000	-	43500
Median	53296	60000	54306	45000	34482	68500	53133	68000	-	60000
Upper Quartile	78000	109000	75000	62000	48800	102500	111500	121500	-	98000
Answered	1642	160	1273	27	73	40	20	20	-	29
Professional subscriptions, e.g. RSC membership										
Lower Quartile	35000	31668	38000	29121	28450	32000	31000	35494	45000	32600
Median	48398	47700	51084	35500	33000	51765	41850	44100	104582	45000
Upper Quartile	68000	76000	71488	47500	43000	77600	52000	55000	164164	60000
Answered	1833	127	1300	24	81	62	83	107	2	47
Season ticket loans										
Lower Quartile	35000	34250	36155	43000	31643	37000	35000	38263	3900	32600
Median	45000	44755	46000	45661	46924	57000	41904	41500	3900	43000
Upper Quartile	63000	58000	65000	71000	73000	94000	54781	54000	3900	69000
Answered	253	92	87	3	23	6	26	8	1	7
Share options										
Lower Quartile	39000	31000	39000	96500	26000	49000	-	650	34000	40000
Median	53800	52000	53800	96500	38000	87500	-	4825	34000	52000
Upper Quartile	81000	85000	80000	96500	50000	125000	-	9000	34000	125000
Answered	829	9	789	1	2	14	-	2	1	11
Staff counselling service										
Lower Quartile	36000	36000	38150	26192	28975	38000	35000	34621	24000	32550
Median	49685	50000	52000	35000	35086	60000	43250	44100	43000	38651
Upper Quartile	67400	69800	70000	44700	60420	105000	53250	59600	45000	52000
Answered	1366	311	757	42	48	19	67	87	11	24

Table 29
Salary Indices of: All respondents by: Which ONE of the following best describes your highest qualification?

	Total	Age Bands											Part-time / Full time Employment		
		16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say	Full time	Part-time
Up to HNC/HND or equivalent (including LRSC, Part 1 GRSC, Part 1 Grad RIC, G.C.S.E, A-level or Scottish Higher)															
Lower Quartile	24000	11000	14000	21000	23764	5678	25000	30094	32067	28000	34150	24500	-	24257	21000
Median	35840	11950	15950	24100	24600	22250	41500	38183	40500	42000	43655	37625	-	38625	25000
Upper Quartile	52092	15250	18715	30000	30366	38100	44500	51000	63875	65500	61116	96000	-	54000	29683
Answered	142	3	12	3	9	4	9	17	24	35	20	6	-	126	16
A first degree - BSc, BA, MSci, MChem or equivalent															
Lower Quartile	28000	-	20004	23400	28450	32000	32100	36649	36000	35000	37000	26250	60000	29000	18400
Median	38000	-	24225	28000	32525	42000	43000	48850	52000	50000	60000	32500	60000	40000	29116
Upper Quartile	54000	-	27500	35000	40000	51000	55363	66000	70000	67400	80000	62000	60000	55000	37500
Answered	963	-	72	151	110	122	123	112	115	98	47	12	1	871	92
Part II GRSC (or Part II Grad RIC) by examination, or earlier ARIC examination															
Lower Quartile	40000	-	-	-	-	-	-	38000	41500	38100	41652	67750	-	41652	30000
Median	54000	-	-	-	-	-	-	49979	53303	48500	51260	118944	-	54500	35000
Upper Quartile	75000	-	-	-	-	-	-	74325	75000	65500	63000	189500	-	76000	42000
Answered	124	-	-	-	-	-	-	5	54	32	25	8	-	115	9
A first degree and Part II GRSC (or Part II Grad RIC) or earlier ARIC examination both held															
Lower Quartile	35000	-	-	26000	32000	32000	25000	44000	35000	36450	16000	44000	-	36450	16000
Median	45750	-	-	28000	39500	56500	42300	66000	56000	51750	16000	122000	-	51500	22501
Upper Quartile	72500	-	-	30000	47000	81000	70000	87000	78000	68000	16000	200000	-	78000	32000
Answered	52	-	-	2	2	2	11	7	15	10	1	2	-	46	6
A Postgraduate Master															
Lower Quartile	27500	-	8500	23000	22500	29350	34500	35763	34000	44000	41000	32000	-	27610	22000
Median	39000	-	21000	27000	31000	37000	41000	45000	49976	60000	57472	59000	-	40181	30000
Upper Quartile	58300	-	28000	31500	41000	48000	56375	66300	62000	85000	83279	73740	-	60000	34000
Answered	438	-	13	51	63	51	39	75	51	57	28	10	-	413	25
MCB or MChemA or MPhA or MFC, or Fellowship by examination (ie FRIC prior to 1956 via Branch A to I)															
Lower Quartile	22500	-	14000	18358	2195	31000	18645	38000	31700	60000	50000	3000	-	22500	18645
Median	38000	-	14000	23500	181098	57000	18645	39500	41000	60000	50000	30586	-	34850	39500
Upper Quartile	57000	-	14000	26932	360000	70000	18645	48469	57000	60000	50000	58171	-	57000	58171
Answered	21	-	1	4	2	3	1	3	3	1	1	2	-	18	3
A Doctorate															
Lower Quartile	35020	-	-	29000	31000	35700	37000	46872	46950	51434	46000	31000	38000	36000	22000
Median	49000	-	-	32000	36500	44240	48327	59540	62000	70000	70000	72000	49000	50000	34935
Upper Quartile	70000	-	-	36328	43200	55000	64000	79103	89500	100000	107000	125000	50000	71099	51000
Answered	2457	-	-	188	375	363	339	348	356	279	137	69	3	2306	151

Table 30
Retired respondents by: Q18A. State pension currently received (Annual)

	Total	Age Bands				Prefer not to say	Part-time / Full time Employment	
		50-54	55-59	60-64	65+		Full time	Part-time
Lower Quartile	6757	-	-	6000	6783	56111	5250	6300
Median	8000	-	-	6500	8000	56111	7713	7600
Median	9632	-	-	7049	9638	56111	12163	10000
Answered	890	-	-	13	876	1	4	145

Table 31
Retired respondents by: Q18B. Occupational pension(s) currently received

	Total	Age Bands				Prefer not to say	Part-time / Full time Employment	
		50-54	55-59	60-64	65+		Full time	Part-time
Lower Quartile	18250	17940	18000	19000	18250	-	22000	15000
Median	27503	18000	23500	26500	28000	-	31728	26000
Median	39269	46046	33000	37000	40000	-	99000	39000
Answered	1042	3	26	150	863	-	6	191

Table 32
Retired respondents by: Q18C. Income from all other sources (except investments)

	Total	Age Bands				Prefer not to say	Part-time / Full time Employment	
		50-54	55-59	60-64	65+		Full time	Part-time
Lower Quartile	1000	18000	2600	1400	1000	-	1440	3000
Median	3500	18000	12000	5100	3405	-	2955	6000
Upper Quartile	10000	18000	15000	20000	9000	-	4469	15000
Answered	348	1	5	42	300	-	2	121

Table 33

Remuneration medians (£p.a) compared with previous surveys

Date	Median remuneration			26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	-
Fellows and Members with CChem (2002 - 2017)												
2002	Median			27000	30700	32500	36300	35300	38200	38200	34900	-
2004	Median			28900	31700	35600	38000	39700	39600	39600	37300	-
2006	Median			30500	35600	39400	41700	44650	44400	45000	31150	-
2008	Median			33500	37000	42500	45900	48000	50200	47800	44100	-
2010	Median			33750	40200	46000	47000	51000	53000	52000	52000	-
2013	Median			33000	38700	47800	53200	55800	57600	55000	58700	-
	Median remuneration			25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
2015	Median			-	42000	47000	50000	56200	59700	60000	60000	65600
2017	Median			38200	39000	50000	51500	55055	57140	60000	58900	61000
Fellows and Members without CChem (2002 - 2017)												
2002	Median			24000	29700	33400	37800	39000	41500	41300	38400	-
2004	Median			26000	30500	35400	40000	42800	43600	43500	41000	-
2006	Median			25800	32800	36200	43050	45000	47200	48100	45900	-
2008	Median			28900	34000	38400	41400	47200	45000	47000	36100	-
2010	Median			30000	34000	38000	42000	47000	49500	49000	44000	-
2013	Median			30200	35938	40700	43200	46200	51500	53500	46400	-
	Median remuneration	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
2015	Median			29000	33300	39600	43800	46000	50100	49600	52400	91900
2017	Median	6575	26200	31076	35591	43000	44187	53000	52000	50000	64148	68700
AMRSC (2002 - 2017)												
2002	Median			22300	24300	22800	25700	21900	34000	38700	68600	-
2004	Median			23600	26200	22800	23400	25000	29908	-	-	-
2006	Median			25100	27000	29050	32500	23700	41250	40100	-	-
2008	Median			27000	28800	29050	-	-	-	-	-	-
2010	Median			28100	28800	32000	39300	-	-	-	-	-
2013	Median			29500	32000	31000	-	-	-	-	-	-
	Median remuneration		20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
2015	Median			26000	32000	34200	33500	37000	38800	38000	42000	-
2017	Median		24500	29309	31750	32994	37000	24547	10000	33000	-	-
Notes (2002-2015): All figures reported where the base = 10 or more. All 2015 figures rounded to the nearest £100.												
Notes (2017): All figures reported where the base = 10 or more. 2017 figures not rounded.												



Thomas Graham House
Science Park, Milton Road
Cambridge, CB4 0WF, UK
Tel: +44 (0)1223 420066

Burlington House
Piccadilly, London
W1J 0BA, UK
Tel: +44 (0)20 7437 8656

International offices

São Paulo, Brazil
Beijing, China
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