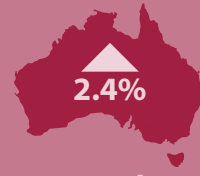


SCIENTISTS SALARY AND JOB TRENDS IN AUSTRALIA

Average base salary
Across sectors
\$111,458

Average total package
Across sectors
\$129,734



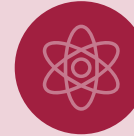
Average base
salaries up 2.4%

Top 3 paying fields of science



Botany

Average total package
\$151,982
Base salary
▲ 2.5%



Physics

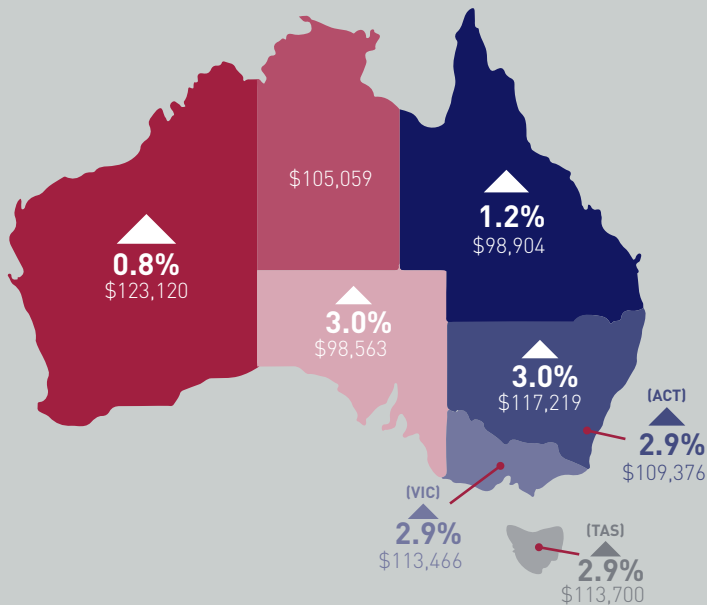
Average total package
\$145,802
Base salary
▲ 2.4%



Mathematics

Average total package
\$144,698
Base salary
▲ 2.1%

Average base salary by state/territory



Top 3 fastest growing salaries by fields of science



Veterinary science

Average total package
\$94,223
Base salary
▲ 4.7%



Agricultural science

Average total package
\$147,521
Base salary
▲ 3.5%



Manufacturing

Average total package
\$131,211
Base salary
▲ 3.1%

Top 3 highest paying industries for scientists



Mining
(including oil and gas extraction)

Average total package
\$151,279
Base salary
▲ 1.9%



Education and training

Average total package
\$144,725
Base salary
▲ 2.9%



Defence

Average total package
\$143,754
Base salary
▲ 0.0%

Employment intentions of scientists



10.1% had changed jobs in the previous 12 months, and of those, 41.3% had moved for a pay increase.

42.9% of respondent were considering leaving their current job with a pay increase, greater job security and better management the factors most likely to alter their intention.

Gender pay gap in science



The mean base salary reported was \$118,196 for males compared with \$103,484 for females

Females earned 87.6% of male earnings

Top 3 highest paying job functions



Sales and marketing

Average total package
\$160,460
Base salary
▲ 2.7%



Management

Average total package
\$160,452
Base salary
▲ 2.0%



Teaching or training

Average total package
\$141,335
Base salary
▲ 3.0%

If we're to grow our national STEM capability, we need to ensure that organisations across Australia can effectively attract and retain skilled professional scientists. Our survey shows that over the past year, remuneration for scientists has increased by 2.5 per cent, outperforming both CPI and general wages growth. This increase underlines the value that scientists deliver every day at the enterprise and sector level.

This report is a benchmarking tool for setting fair remuneration in line with market rates, and helping understand what motivates scientists in their day to day work. A sound evidence-based reward and recognition strategy will be fundamental to hanging on to top STEM talent and driving innovation.