



2017 SALARY SURVEY ENGINEERING

ON *Q*
RECRUITMENT
Scientific Technical Medical

REMARKS

N: number of observations recorded for each category.

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Total Remuneration – includes base salary, superannuation, car/car allowance and any other benefits, but excludes bonus and commission.

Summary of Total Remuneration by Job Title: a summary of the total salary package for each job title.

Bonus by Job Title: the average reported bonus by contributor.

Median – In instances where there are less than 3 data points, only the median has been used.

Calculations

- The data has been presented 1st Quartile, Median and 3rd Quartile, using Microsoft Excel Quartile.exc formula.
- In instances where there are less than 3 data points, only the median has been shown.

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Summary of Total Remuneration by Industry: a summary of the total salary package by individual industry sector, for each job title.

Reference Key:

n = The number of observations recorded for each category

Total Remuneration = Includes base salary, superannuation, car/car allowance and any other benefits + FBT (excludes bonus and commission)

Please refer to the All Industry data whenever there are less than 3 data points for a specific industry



ENGINEERING SECTOR (n=37)

Total Remuneration (excludes Bonus)

		All Industry 2017	Average Bonuses 2017	All Industry 2016
Biomedical Engineer	n	4		14
	1st quartile	\$63,125		\$66,250
	Median	\$81,500		\$81,000
	3rd quartile	\$105,500		\$97,500
Biomedical Engineering Manager	n	3		
	1st quartile	\$100,000		
	Median	\$115,000		
	3rd quartile	\$129,000		
Chemical Engineer	n	3		6
	1st quartile	\$55,000		\$55,000
	Median	\$55,000		\$65,250
	3rd quartile	\$100,000		\$90,500
Civil / Mechanical / Electrical / Process Engineer	n	2		
	1st quartile			
	Median	\$97,500		
	3rd quartile			
Project Engineer	n	3		5
	1st quartile	\$70,000		\$69,000
	Median	\$110,000		\$83,000
	3rd quartile	\$169,000		\$95,250
Production Engineer	n	2	2	
	1st quartile			
	Median	\$74,000	\$54,501	
	3rd quartile			
Field Service Engineer	n	2		8
	1st quartile			\$61,875
	Median	\$105,250		\$79,500
	3rd quartile			\$107,500

		All Industry 2017	Average Bonuses 2017	All Industry 2016
Technical Officer / Test Technician	n	3		
	1st quartile	\$55,000		
	Median	\$70,000		
	3rd quartile	\$121,000		
Technical Services Manager	n	4	3	2
	1st quartile	\$109,000		
	Median	\$191,000	\$15,333	\$193,000
	3rd quartile	\$213,000		
Engineering Manager	n	4	2	2
	1st quartile	\$132,500		
	Median	\$146,500	\$40,000	\$142,000
	3rd quartile	\$180,000		
Validation Team Leader / Manager	n	2		
	1st quartile			
	Median	\$119,500		
	3rd quartile			
Materials Engineering Manager	n	2		
	1st quartile			
	Median	\$102,250		
	3rd quartile			
General Manager	n	3		
	1st quartile	\$100,000		
	Median	\$105,000		
	3rd quartile	\$160,000		

ENGINEERING SECTOR (n=37)

Total Remuneration (excludes Bonus)

		Medical Devices	Consulting Services	Research Institute/NFP/Hospital/ Academia	Diagnostics, Life Sciences & Biotechnology	Manufacturing	Laboratory Services	FMCG, Food & Beverage	HealthCare	Other
Biomedical Engineer	n	1		1	1				1	
	1st quartile									
	Median	\$60,500		\$110,000	\$92,000				\$71,000	
	3rd quartile									
Biomedical Engineering Manager	n	3								
	1st quartile	\$100,000								
	Median	\$115,000								
	3rd quartile	\$129,000								
Chemical Engineer	n		2							1
	1st quartile									
	Median		\$55,000							\$100,000
	3rd quartile									
Civil / Mechanical / Electrical / Process Engineer	n	2								
	1st quartile									
	Median	\$97,500								
	3rd quartile									
Project Engineer	n	1		1		1				
	1st quartile									
	Median	\$70,000		\$110,000		\$169,000				
	3rd quartile									
Production Engineer	n					1				1
	1st quartile									
	Median					\$55,000				\$93,000
	3rd quartile									
Field Service Engineer	n	2								
	1st quartile									
	Median	\$105,250								
	3rd quartile									

ENGINEERING SECTOR – CONTINUED (n=37)

Total Remuneration (excludes Bonus)

		Medical Devices	Consulting Services	Research Institute/NFP/Hospital/ Academia	Diagnostics, Life Sciences & Biotechnology	Manufacturing	Laboratory Services	FMCG, Food & Beverage	HealthCare	Other
Technical Officer / Test Technician	n			1			1			1
	1st quartile									
	Median			\$121,000			\$70,000			\$55,000
	3rd quartile									
Technical Services Manager	n	4								
	1st quartile	\$109,000								
	Median	\$191,000								
	3rd quartile	\$213,000								
Engineering Manager	n	1	1					1		1
	1st quartile									
	Median	\$190,000	\$150,000					\$143,000		\$129,000
	3rd quartile									
Validation Team Leader / Manager	n		1		1					
	1st quartile									
	Median		\$142,000		\$97,000					
	3rd quartile									
Materials Engineering Manager	n		1							1
	1st quartile									
	Median		\$87,500							\$117,000
	3rd quartile									
General Manager	n									3
	1st quartile									\$100,000
	Median									\$105,000
	3rd quartile									\$160,000