How does your salary package measure up?

A guide to market rates by Branch of Science from the 2014/15 Professional Scientists Remuneration Survey
Understanding how salaries in your field compare with others and the types of bonuses and incentives included is fundamental to negotiating an appropriate remuneration package.

The latest market rates survey of professional scientists’ salaries puts Physics and Geoscience in the lead with mean base salaries of $120,010 and $119,085 respectively.

Market rates information provides a critical evidence base for you to benchmark your own salary and is a powerful negotiating tool. For advice on how to negotiate your salary, visit our Guide to Salary Negotiation.

### Mean base salary across responsibility levels ($)

<table>
<thead>
<tr>
<th>Field</th>
<th>Mean Base Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physics</td>
<td>$120,010</td>
</tr>
<tr>
<td>Microbiology</td>
<td>$103,963</td>
</tr>
<tr>
<td>Medical science</td>
<td>$90,992</td>
</tr>
<tr>
<td>Geology/geosciences</td>
<td>$119,085</td>
</tr>
<tr>
<td>Food science &amp; technology</td>
<td>$111,825</td>
</tr>
<tr>
<td>Environmental science</td>
<td>$105,293</td>
</tr>
<tr>
<td>Chemistry</td>
<td>$110,050</td>
</tr>
<tr>
<td>Biology</td>
<td>$97,042</td>
</tr>
<tr>
<td>Biochemistry</td>
<td>$98,711</td>
</tr>
<tr>
<td>Agricultural science</td>
<td>$110,362</td>
</tr>
</tbody>
</table>

### Notes

* Note about interpreting survey results specific to branch or field of science - results based on smaller sample sizes should be treated with caution. In spite of small sample sizes in some branches of science, the information has been reported in order to satisfy the demand that some members have for any information specific to their field. Caution also needs to be exercised because of the diversity of roles that are undertaken within a branch or field of science.

† Note about annual salary movements – annual salary increase was determined by comparing the reported current salary of the individual with that reported as having been received 12 months earlier by the same incumbent performing the same job.

‡ Note about statistical terms – Lower quartile was the value below which 25% of observations were recorded, Median was the value below which 50% of observations were recorded and Upper quartile was the value below which 75% of observations were recorded.

§ Note about terms Base salary and Total package – Base salary refers to the annual salary component of the contract of employment exclusive of any additional allowances, payments or non-cash benefits. Total package refers to base salary, annual leave loading, overtime, cash allowances, employer contributions to superannuation, benefit value motor vehicles, low interest loans, parking and any other FBT items, non-FBT items, cost associated with FBT and performance pay.
Agricultural science

Base salary and total package – all full-time respondents across responsibility levels

<table>
<thead>
<tr>
<th></th>
<th>Base salary</th>
<th>Total package</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>Lower quartile</td>
<td>Median</td>
</tr>
<tr>
<td>27</td>
<td>85,000</td>
<td>107,000</td>
</tr>
</tbody>
</table>

What was the annual movement in base salary in this branch of science in the last 12 months?
The mean increase in the field of agricultural science was 3 per cent.

What levels of overtime are being paid in this branch of science?
The mean annual payment of overtime was $9,000.

How much do others receive in the form of superannuation?
The average employer contribution to superannuation reported was $10,910.

What types of cash benefits or incentives are others receiving?
Vehicle allowance (for employees using their own car who receive an allowance from their employer) – the average value of the car allowance in this field was $15,000.
Performance bonus – the average performance bonus received was $11,417.

Are you working longer hours than your colleagues?
The average number of hours in the working week in this field was 47.1 hours.

How highly qualified are professional scientists in this field?
Bachelor degree – 46.3%
Masters – 15.9%
PhD – 24.4%

How long do people generally stay in their position?
The average years in current position reported was 9.8.

What’s the job outlook for those in this branch of science? (Source: www.joboutlook.gov.au)
- Over the five years to November 2018, the number of job openings for Agricultural and Forestry Scientists is expected to be low (equal to or less than 5,000). Job openings can arise from employment growth and people leaving the occupation.
- Employment for Agricultural and Forestry Scientists to November 2018 is expected to remain relatively steady. Employment in this small occupation (11,200 in November 2013) rose very strongly in the past five years and in the long-term (ten years) although with small occupations employment estimates can fluctuate.
- Agricultural and Forestry Scientists have a high proportion of full-time jobs (87.2 per cent). For Agricultural and Forestry Scientists working full time, average weekly hours are 42.8 (compared to 41.1 for all occupations) and earnings are above average – in the eighth decile. Unemployment for Agricultural and Forestry scientists is below average.
- Agricultural and Forestry Scientists are mainly employed in Agriculture, Forestry and Fishing, Professional, Scientific and Technical Services and Public Administration and Safety.
Biochemistry

Base salary and total package – all full-time respondents across responsibility levels

<table>
<thead>
<tr>
<th>N</th>
<th>Lower quartile</th>
<th>Median</th>
<th>Upper quartile</th>
<th>Mean</th>
<th>Lower quartile</th>
<th>Median</th>
<th>Upper quartile</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>24</td>
<td>70,500</td>
<td>86,100</td>
<td>123,500</td>
<td>98,711</td>
<td>83,585</td>
<td>103,640</td>
<td>143,726</td>
<td>126,644</td>
</tr>
</tbody>
</table>

What was the annual movement in base salary in this branch of science in the last 12 months?
The mean increase in the field of biochemistry was 2.6 per cent.

What levels of overtime are being paid in this branch of science?
The mean annual payment of overtime was $6,000.

How much do others receive in the form of superannuation?
The average employer contribution to superannuation reported was $10,304.

What types of cash benefits or incentives are others receiving?
Vehicle allowance (for employees using their own car who receive an allowance from their employer) – the average value of the car allowance in this field was $17,833.
Performance bonus – the average performance bonus received was $51,387.

Are you working longer hours than your colleagues?
The average number of hours in the working week in this field was 45.2 hours.

How highly qualified are professional scientists in this field?
Bachelor degree – 39%
Masters – 9.8%
PhD – 46.3%

How long do people generally stay in their position?
The average years in current position reported was 5.8.

What’s the job outlook for those in this branch of science? (Source: www.joboutlook.gov.au)
- Over the five years to November 2018, the number of job openings for Life Scientists (including Biochemists) is expected to be low (equal to or less than 5,000). Job openings can arise from employment growth and people leaving the occupation.
- Employment for Life Scientists (including Biochemists) to November 2018 is expected to grow strongly. Employment in this small occupation (8,200 in November 2013) rose slightly in the past five years and in the long-term (ten years), although with small occupations, employment estimates can fluctuate.
- Life Scientists (including Biochemists) have an above average proportion of full-time jobs (84.8 per cent). For Life Scientists working full-time, average weekly hours are 38.9 (compared to 41.1 for all occupations) and earnings are above average – in the eighth decile. Unemployment for Life Scientists (including Biochemists) is below average.
- Life Scientists (including Biochemists) are mainly employed in Professional, Scientific and Technical Services, Education and Training and Health Care and Social Assistance.
What was the annual movement in base salary in this branch of science in the last 12 months?
The mean increase in the field of biology was 2.7 per cent.

What levels of overtime are being paid in this branch of science?
The mean annual payment of overtime was $13,333.

How much do others receive in the form of superannuation?
The average employer contribution to superannuation reported was $9,388.

What types of cash benefits or incentives are others receiving?
Vehicle allowance (for employees using their own car who receive an allowance from their employer) – the average value of the car allowance in this field was $12,000.
Performance bonus – the average performance bonus received was $6,500.

Are you working longer hours than your colleagues?
The average number of hours in the working week in this field was 41.7 hours.

How highly qualified are professional scientists in this field?
Bachelor degree – 32.8%
Masters – 15.6%
PhD – 46.9%

How long do people generally stay in their position?
The average years in current position reported was 5.8.

What’s the job outlook for those in this branch of science? (Source: www.joboutlook.gov.au)
• Over the five years to November 2018, the number of job openings for Life Scientists (including Biologists) is expected to be low (equal to or less than 5,000). Job openings can arise from employment growth and people leaving the occupation.
• Employment for Life Scientists to November 2018 is expected to grow strongly. Employment in this small occupation (8,200 in November 2013) rose slightly in the past five years and in the long-term (ten years), although with small occupations employment estimates can fluctuate.
• Life Scientists (including Biologists) have an above average proportion of full-time jobs (84.8 per cent). For Life Scientists working full-time, average weekly hours are 38.9 (compared to 41.1 for all occupations) and earnings are above average – in the eighth decile. Unemployment for Life Scientists (including Biologists) is below average.
• Life Scientists (including Biologists) are mainly employed in Professional, Scientific and Technical Services, Education and Training and Health Care and Social Assistance.
What was the annual movement in base salary in this branch of science in the last 12 months?
The mean increase in the field of chemistry was 3.1 per cent.

What levels of overtime are being paid in this branch of science?
The mean annual payment of overtime was $20,000.

How much do others receive in the form of superannuation?
The average employer contribution to superannuation reported was $11,135.

What types of cash benefits or incentives are others receiving?
Vehicle allowance (for employees using their own car who receive an allowance from their employer) – the average value of the car allowance in this field was $19,500.
Performance bonus – the average performance bonus received was $22,962

Are you working longer hours than your colleagues?
The average number of hours in the working week in this field was 45.6 hours.

How highly qualified are professional scientists in this field?
Bachelor degree – 28.6%
Masters – 15.6%
PhD – 41.6%

How long do people generally stay in their position?
The average years in current position reported was 7.8.

What’s the job outlook for those in this branch of science? (Source: www.joboutlook.gov.au)

- Over the five years to November 2018, the number of job openings for Chemists and Food/Wine Scientists is expected to be below average (between 5001 and 10,000). Job openings can arise from employment growth and people leaving the occupation.
- Employment for Chemists and Food/Wine Scientists to November 2018 is expected to grow very strongly. Employment in this small occupation (9,200 in November 2013) rose moderately in the past five years and rose slightly in the long-term (ten years) although with small occupations employment estimates can fluctuate.
- Chemists and Food/Wine Scientists have an above average proportion of full-time jobs (77.7 per cent). For Chemists and Food/Wine Scientists working full-time, average weekly hours are 39.7 (compared to 41.1 for all occupations) and earnings are high – in the ninth decile. Unemployment for Chemists and Food/Wine Scientists is average.
- Chemists and Food/Wine Scientists are mainly employed in Manufacturing, Professional, Scientific and Technical Services and Education and Training.
Environmental science

Base salary and total package – all full-time respondents across responsibility levels

<table>
<thead>
<tr>
<th>N</th>
<th>Lower quartile</th>
<th>Median</th>
<th>Upper quartile</th>
<th>Mean</th>
<th>Lower quartile</th>
<th>Median</th>
<th>Upper quartile</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>36</td>
<td>76,000</td>
<td>100,044</td>
<td>129,404</td>
<td>105,293</td>
<td>91,356</td>
<td>118,983</td>
<td>155,319</td>
<td>127,140</td>
</tr>
</tbody>
</table>

What was the annual movement in base salary in this branch of science in the last 12 months?
The mean increase in the field of environmental science was 4.8 per cent.

What levels of overtime are being paid in this branch of science?
The mean annual payment of overtime was $400.

How much do others receive in the form of superannuation?
The average employer contribution to superannuation reported was $10,761.

What types of cash benefits or incentives are others receiving?
Vehicle allowance (for employees using their own car who receive an allowance from their employer) – the average value of the car allowance in this field was $15,000.
Performance bonus – the average performance bonus received was $19,762.

Are you working longer hours than your colleagues?
The average number of hours in the working week in this field was 43.9 hours.

How highly qualified are professional scientists in this field?
Bachelor degree – 43.8%
Graduate diploma – 9.4%
Masters – 18.8%
PhD – 26.6%

How long do people generally stay in their position?
The average years in current position reported was 6.1.

What’s the job outlook for those in this branch of science? (Source: www.joboutlook.gov.au)
- Over the five years to November 2018, the number of job openings for Environmental Scientists is expected to be average (between 10,001 and 25,000). Job openings can arise from employment growth and people leaving the occupation.
- Employment for Environmental Scientists to November 2018 is expected to grow strongly. Employment in this large occupation (24,400 in November 2013) rose very strongly in the past five years and in the long-term (ten years).
- Environmental Scientists have an above average proportion of full-time jobs (84.1 per cent). For Environmental Scientists working full-time, average weekly hours are 39.3 (compared to 41.1 for all occupations) and earnings are above average – in the eighth decile. Unemployment for Environmental Scientists is average.
- Environmental Scientists are mainly employed in Professional, Scientific and Technical Services, Public Administration and Safety and Mining.
Food science and technology

Base salary and total package – all full-time respondents across responsibility levels

<table>
<thead>
<tr>
<th>Base salary</th>
<th>Total package</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>Lower quartile</td>
</tr>
<tr>
<td>81</td>
<td>80,017</td>
</tr>
</tbody>
</table>

What was the annual movement in base salary in this branch of science in the last 12 months?
The mean increase in the field of food science and technology was 3.7 per cent.

What levels of overtime are being paid in this branch of science?
The mean annual payment of overtime was $0.

How much do others receive in the form of superannuation?
The average employer contribution to superannuation reported was $11,610.

What types of cash benefits or incentives are others receiving?
Vehicle allowance (for employees using their own car who receive an allowance from their employer) – the average value of the car allowance in this field was $16,496.
Performance bonus – the average performance bonus received was $25,359.

Are you working longer hours than your colleagues?
The average number of hours in the working week in this field was 46.7 hours.

How highly qualified are professional scientists in this field?
Diploma – 6.9%
Bachelor degree – 70.3%
Masters – 11%
PhD – 6.3%

How long do people generally stay in their position?
The average years in current position reported was 5.6.

What's the job outlook for those in this branch of science? (Source: www.joboutlook.gov.au)

- Over the five years to November 2018, the number of job openings for Chemists and Food/Wine Scientists is expected to be below average (between 5001 and 10,000). Job openings can arise from employment growth and people leaving the occupation.
- Employment for Chemists and Food/Wine Scientists to November 2018 is expected to grow very strongly. Employment in this small occupation (9,200 in November 2013) rose moderately in the past five years and rose slightly in the long-term (ten years) although with small occupations employment estimates can fluctuate.
- Chemists and Food/Wine Scientists have an above average proportion of full-time jobs (77.7 per cent). For Chemists and Food/Wine Scientists working full-time, average weekly hours are 39.7 (compared to 41.1 for all occupations) and earnings are high – in the ninth decile. Unemployment for Chemists and Food/Wine Scientists is average.
- Chemists and Food/Wine Scientists are mainly employed in Manufacturing, Professional, Scientific and Technical Services and Education and Training.
What was the annual movement in base salary in this branch of science in the last 12 months? The mean increase in the field of geology/geosciences was 2.8 per cent.

What levels of overtime are being paid in this branch of science? The mean annual payment of overtime was $0.

How much do others receive in the form of superannuation? The average employer contribution to superannuation reported was $12,413.

What types of cash benefits or incentives are others receiving? Vehicle allowance (for employees using their own car who receive an allowance from their employer) – the average value of the car allowance in this field was $0. Performance bonus – the average performance bonus received was $8,386.

Are you working longer hours than your colleagues? The average number of hours in the working week in this field was 44.3 hours.

How highly qualified are professional scientists in this field? Bachelor degree – 28.6% Masters – 28.6% PhD – 35.7%

How long do people generally stay in their position? The average years in current position reported was 5.2.

What’s the job outlook for those in this branch of science? (Source: www.joboutlook.gov.au)

• Over the five years to November 2018, the number of job openings for Geologists and Geophysicists is expected to be below average (equal to or less than 5,000). Job openings can arise from employment growth and people leaving the occupation.

• Employment for Geologists and Geophysicists to November 2018 is expected to decline. Employment in this medium-sized occupation (13,700 in November 2013) rose very strongly in the past five years and in the long-term (ten years).

• Geologists and Geophysicists have an above average proportion of full-time jobs (85.8 per cent). For Geologists and Geophysicists working full-time, average weekly hours are 42.4 (compared to 41.1 for all occupations) and earnings are high – in the tenth decile. Unemployment for Geologists and Geophysicists is average.

• Geologists and Geophysicists are mainly employed in Mining, Professional, Scientific and Technical Services and Electricity, Gas, Water and Waste Services.

### Geology/geosciences

#### Base salary and total package – all full-time respondents across responsibility levels

<table>
<thead>
<tr>
<th>N</th>
<th>Lower quartile</th>
<th>Median</th>
<th>Upper quartile</th>
<th>Mean</th>
<th>Lower quartile</th>
<th>Median</th>
<th>Upper quartile</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>19</td>
<td>94,868</td>
<td>122,727</td>
<td>130,000</td>
<td>119,085</td>
<td>108,241</td>
<td>134,079</td>
<td>143,775</td>
<td>133,286</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>N</th>
<th>Lower quartile</th>
<th>Median</th>
<th>Mean</th>
<th>Median</th>
<th>Lower quartile</th>
<th>Mean</th>
<th>Upper quartile</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>19</td>
<td>94,868</td>
<td>122,727</td>
<td>119,085</td>
<td>134,079</td>
<td>143,775</td>
<td>133,286</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Medical science

### Base salary and total package – all full-time respondents across responsibility levels

<table>
<thead>
<tr>
<th>N</th>
<th>Lower quartile</th>
<th>Median</th>
<th>Upper quartile</th>
<th>Mean</th>
<th>Lower quartile</th>
<th>Median</th>
<th>Upper quartile</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>141</td>
<td>69,000</td>
<td>84,000</td>
<td>106,642</td>
<td>90,992</td>
<td>79,860</td>
<td>98,527</td>
<td>126,184</td>
<td>106,211</td>
</tr>
</tbody>
</table>

**What was the annual movement in base salary in this branch of science in the last 12 months?**
The mean increase in the field of medical science was 3.2 per cent.

**What levels of overtime are being paid in this branch of science?**
The mean annual payment of overtime was $7,131.

**How much do others receive in the form of superannuation?**
The average employer contribution to superannuation reported was $9,073.

**What types of cash benefits or incentives are others receiving?**
- **Vehicle allowance** (for employees using their own car who receive an allowance from their employer) – the average value of the car allowance in this field was $14,000.
- **Performance bonus** – the average performance bonus received was $10,769.

**Are you working longer hours than your colleagues?**
The average number of hours in the working week in this field was 44.4 hours.

**How highly qualified are professional scientists in this field?**
- Bachelor degree – 46.8%
- Graduate diploma – 5%
- Masters – 15.1%
- PhD – 31.7%

**How long do people generally stay in their position?**
The average years in current position reported was 6.1.

**What’s the job outlook for those in this branch of science?** *(Source: www.joboutlook.gov.au)*
- Over the five years to November 2018, the number of job openings for Medical Laboratory Scientists is expected to be below average (between 5,001 and 10,000). Job openings can arise from employment growth and people leaving the occupation.
- Employment for Medical Laboratory Scientists to November 2018 is expected to grow very strongly. Employment in this medium-sized occupation (15,600 in November 2013) fell in the past five years and remained relatively steady in the long-term (ten years).
- Medical Laboratory Scientists have an average proportion of full-time jobs (73 per cent). For Medical Laboratory Scientists working full-time, average weekly hours are 39 (compared to 41.1 for all occupations) and earnings are above average – in the seventh decile. Unemployment for Medical Laboratory Scientists is below average.
- Medical Laboratory Scientists are mainly employed in Health Care and Social Assistance, Education and Training and Professional, Scientific and Technical Services.
What was the annual movement in base salary in this branch of science in the last 12 months?
The mean increase in the field of microbiology was 4.7 per cent.

What levels of overtime are being paid in this branch of science?
The mean annual payment of overtime was $10,000.

How much do others receive in the form of superannuation?
The average employer contribution to superannuation reported was $10,265.

What types of cash benefits or incentives are others receiving?
Vehicle allowance (for employees using their own car who receive an allowance from their employer) – the average value of the car allowance in this field was $0.
Performance bonus – the average performance bonus received was $7,657.

Are you working longer hours than your colleagues?
The average number of hours in the working week in this field was 48.5 hours.

How highly qualified are professional scientists in this field?
Bachelor degree – 34.2%
Graduate diploma – 7.9%
Masters – 7.9%
PhD – 50%

How long do people generally stay in their position?
The average years in current position reported was 7.4.

What's the job outlook for those in this branch of science? (Source: www.joboutlook.gov.au)
- Over the five years to November 2018, the number of job openings for Life Scientists (including Microbiologists) is expected to be low (equal to or less than 5,000). Job openings can arise from employment growth and people leaving the occupation.
- Employment for Life Scientists (including Microbiologists) to November 2018 is expected to grow strongly. Employment in this small occupation (8,200 in November 2013) rose slightly in the past five years and in the long-term (ten years), although with small occupations employment estimates can fluctuate.
- Life Scientists (including Microbiologists) have an above average proportion of full-time jobs (84.8 per cent). For Life Scientists working full-time, average weekly hours are 38.9 (compared to 41.1 for all occupations) and earnings are above average – in the eighth decile. Unemployment for Life Scientists (including Microbiologists) is below average.
- Life Scientists (including Microbiologists) are mainly employed in Professional, Scientific and Technical Services, Education and Training and Health Care and Social Assistance.

### Microbiology

#### Base salary and total package – all full-time respondents across responsibility levels

<table>
<thead>
<tr>
<th>N</th>
<th>Lower quartile</th>
<th>Median</th>
<th>Upper quartile</th>
<th>Mean</th>
<th>Lower quartile</th>
<th>Median</th>
<th>Upper quartile</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>21</td>
<td>85,000</td>
<td>98,501</td>
<td>120,000</td>
<td>103,963</td>
<td>98,325</td>
<td>113,300</td>
<td>132,400</td>
<td>117,974</td>
</tr>
</tbody>
</table>

*Base salary and total package for Microbiology.*
Physics

What was the annual movement in base salary in this branch of science in the last 12 months?
The mean increase in the field of physics was 3.5 per cent.

What levels of overtime are being paid in this branch of science?
The mean annual payment of overtime was $6,000.

How much do others receive in the form of superannuation?
The average employer contribution to superannuation reported was $12,162.

What types of cash benefits or incentives are others receiving?
Vehicle allowance (for employees using their own car who receive an allowance from their employer) – the average value of the car allowance in this field was $19,250.
Performance bonus – the average performance bonus received was $30,204.

Are you working longer hours than your colleagues?
The average number of hours in the working week in this field was 44.5 hours.

How highly qualified are professional scientists in this field?
Bachelor degree – 10.6%
Masters – 26.6%
PhD – 60.6%

How long do people generally stay in their position?
The average years in current position reported was 5.4.

What’s the job outlook for those in this branch of science? (Source: www.joboutlook.gov.au)
• Over the five years to November 2018, the number of job openings for Natural and Physical Science Professionals is expected to be low (equal to or less than 5,000). Job openings can arise from employment growth and people leaving the occupation.
• Employment for Natural and Physical Science Professionals to November 2018 is expected to grow moderately. Employment in this small occupation (6,800 in November 2013) remained relatively steady in the past five years and rose very strongly in the long-term (ten years), although with small occupations employment estimates can fluctuate.
• Natural and Physical Science Professionals have an above average proportion of full-time jobs (81.9 per cent). For Natural and Physical Science Professionals working full-time, average weekly hours are 40.2 (compared to 41.1 for all occupations) and earnings are high – in the ninth decile. Unemployment for Natural and Physical Science Professionals is average.
• Natural and Physical Science Professionals are mainly employed in Health Care and Social Assistance, Public Administration and Safety and Professional, Scientific and Technical Services.

<table>
<thead>
<tr>
<th>Base salary</th>
<th>Total package</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
</tr>
<tr>
<td>Base salary</td>
<td>142</td>
</tr>
<tr>
<td>Total package</td>
<td></td>
</tr>
</tbody>
</table>