

How does your salary package measure up?

A guide to market rates
by Branch of Science
from the 2014/15
Professional Scientists
Remuneration Survey

How does your compensation compare with colleagues in your branch of science? *†‡§

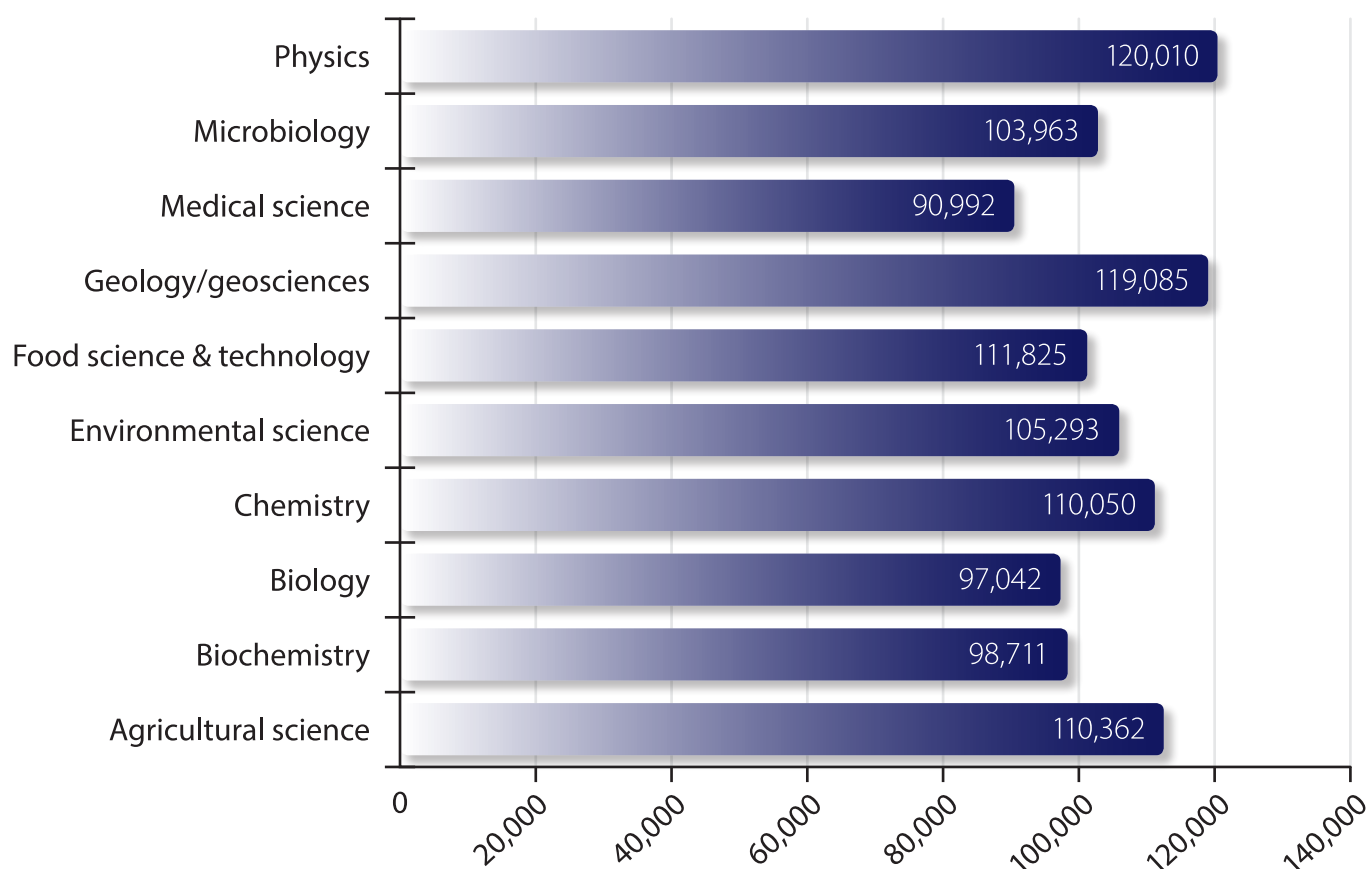
Physics and Geoscience the front runners...

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 (\$)



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

N	Base salary				Total package			
	Lower quartile	Median	Upper quartile	Mean	Lower quartile	Median	Upper quartile	Mean
27	85,000	107,000	123,000	110,362	101,114	131,146	187,467	133,785

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

N	Base salary				Total package			
	Lower quartile	Median	Upper quartile	Mean	Lower quartile	Median	Upper quartile	Mean
24	70,500	86,100	123,500	98,711	83,585	103,640	143,726	126,644

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.

Biology

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

N	Base salary				Total package			
	Lower quartile	Median	Upper quartile	Mean	Lower quartile	Median	Upper quartile	Mean
34	78,500	87,822	112,934	97,042	88,139	104,587	127,065	112,943

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.

Chemistry

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

N	Base salary				Total package			
	Lower quartile	Median	Upper quartile	Mean	Lower quartile	Median	Upper quartile	Mean
54	85,568	98,253	120,000	110,050	98,729	114,686	142,973	130,182

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

N	Base salary				Total package			
	Lower quartile	Median	Upper quartile	Mean	Lower quartile	Median	Upper quartile	Mean
36	76,000	100,044	129,404	105,293	91,356	118,983	155,319	127,140

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

N	Base salary				Total package			
	Lower quartile	Median	Upper quartile	Mean	Lower quartile	Median	Upper quartile	Mean
81	80,017	97,000	132,000	111,825	89,148	110,000	161,865	143,783

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.

Geology/geosciences

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

N	Base salary				Total package			
	Lower quartile	Median	Upper quartile	Mean	Lower quartile	Median	Upper quartile	Mean
19	94,868	122,727	130,000	119,085	108,241	134,079	143,775	133,286

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.

Medical science

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

N	Base salary				Total package			
	Lower quartile	Median	Upper quartile	Mean	Lower quartile	Median	Upper quartile	Mean
141	69,000	84,000	106,642	90,992	79,860	98,527	126,184	106,211

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.

Microbiology

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

N	Base salary				Total package			
	Lower quartile	Median	Upper quartile	Mean	Lower quartile	Median	Upper quartile	Mean
21	85,000	98,501	120,000	103,963	98,325	113,300	132,400	117,974

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.

Physics

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

N	Base salary				Total package			
	Lower quartile	Median	Upper quartile	Mean	Lower quartile	Median	Upper quartile	Mean
142	89,800	110,225	141,000	120,010	101,005	124,216	163,300	139,518

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.