

# SCIENTISTS SALARY AND JOB TRENDS IN AUSTRALIA

Average base salary  
Across sectors  
**\$110,854**

Average total package  
Across sectors  
**\$129,353**



## Top 3 paying fields of science



### Materials/metallurgy

Average total package  
\$158,383  
Base salary  
▲ 3.3%



### Veterinary science

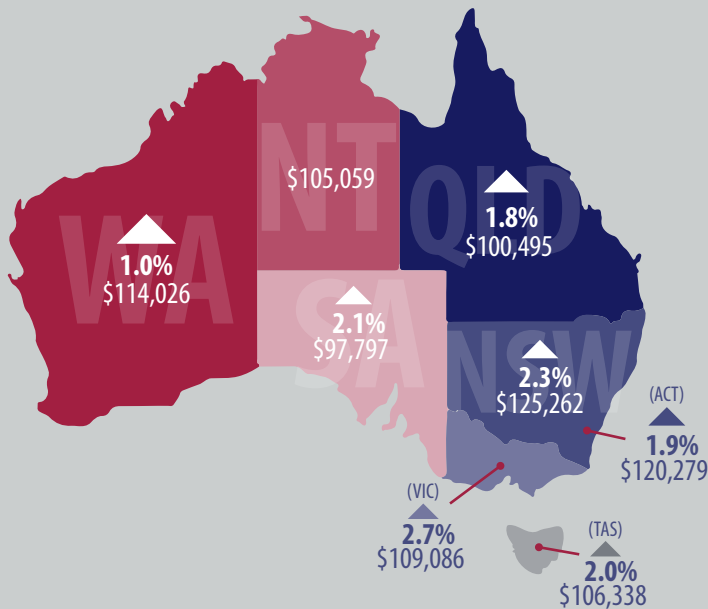
Average total package  
\$151,456  
Base salary  
▲ 1.8%



### Physics

Average total package  
\$150,651  
Base salary  
▲ 2.6%

## Average base salary by state/territory



## Top 3 fastest growing salaries by fields of science



### Materials/metallurgy

Average total package  
\$158,383  
Base salary  
▲ 3.3%



### Food science and technology

Average total package  
\$124,660  
Base salary  
▲ 3.1%



### Chemistry

Average total package  
\$133,063  
Base salary  
▲ 2.6%

## Top 3 highest paying industries for scientists



**Mining**  
(including oil and gas extraction)  
Average total package  
\$170,626  
Base salary  
▲ 0.8%



### Education and training

Average total package  
\$151,326  
Base salary  
▲ 2.0%



### Electricity, gas, water and waste

Average total package  
\$133,361  
Base salary  
▲ 1.6%

## Employment intentions of scientists



14.8 per cent had changed jobs in the previous 12 months, and of those, 36.8 per cent had moved for a pay increase.

39.8 per cent of respondents were considering leaving their current job with a pay increase, greater professional development opportunities and improved work/life balance the factors most likely to alter their intention

## Gender pay gap in science



The mean base salary reported was \$120,412 for males compared with \$101,204 for females

Females earned 84.0% of male earnings

## Top 3 highest paying job functions



### Management

Average total package  
\$164,313  
Base salary  
▲ 2.3%



### Teaching or training

Average total package  
\$139,561  
Base salary  
▲ 1.6%



### Sales and marketing

Average total package  
\$133,288  
Base salary  
▲ 2.5%

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 and engage the next generation of scientists. Our survey shows that over the past year, average remuneration for scientists has increased by a modest 2.1 per cent. 35.5 per cent of respondents were dissatisfied with their pay and 39.8 per cent were considering moving on from their current employer.

If they are to play the central role they should in ensuring STEM helps grow the Australian economy, scientists must be properly recognised, respected and valued. This report provides a reliable snapshot of scientists' market rates and salary movements across the profession over the previous 12 months. This provides a basis for an evidence-based reward and recognition strategy - such a strategy will be fundamental to hanging on to top STEM talent and driving innovation.