

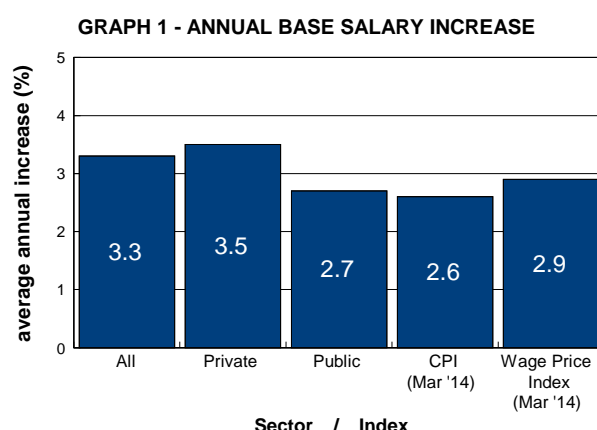


MODERATE GROWTH IN PROFESSIONAL SCIENTISTS' SALARIES

Salaries paid to professional scientists grew by an average of 3.3% over the last twelve months, according to the results of the latest Professionals Australia survey of professional scientists, conducted over May 2014.

Average annual rises of 3.5% were reported in the private sector, whilst respondents in the public sector reported increases averaging 2.7%.

Increases paid to professional scientists were marginally higher than inflation, as measured by the Consumer Price Index (CPI). The Australian Bureau of Statistics (ABS) reported an average increase in the CPI of 2.6% for the year ending 31 March 2014.



Average increases in scientist salaries were also marginally higher than average increases in earnings across the Australian economy. For the year ending 31 March 2014, the ABS Wage Price Index rose by 2.9%.

Other survey results included:

- 84.2% of employed survey respondents were engaged in full-time positions, 8.4% in part-time, 4.4% were self-employed, and 3% were engaged on an hourly contract basis.
- 35.6% of all respondents held tertiary qualifications in a field other than science.
- The average number of hours worked by full-time professional scientists was 45.1, with similar patterns of working hours undertaken across most major scientific disciplines.
- The average amount of overtime worked by full-time respondents engaging in any overtime work was 8.5 hours per week.
- 59.1% of full-time respondents reported receiving no additional compensation for any work beyond normal working hours. When compensated for additional hours worked, the most common form of compensation given was time off in lieu of payment, with 23.4% of respondents being in receipt of such compensation.
- 16.6% of full-time respondents indicated they were party to an Australian Workplace Agreement
- 52.6% of full-time employees were covered by an enterprise agreement
- 8.5% of full-time respondents had changed employers in the previous 12 months.
- 18.9% of full-time respondents had received a promotion in the previous 12 months.
- 14.9% of full-time respondents were over the age of 55, whilst 7% were over 60 years of age.
- The average length of time spent by a full-time respondent in their current position was 6.5 years; 29.5% of full-time respondents had been employed in their current positions for 2 years or less.
- 24.2% of full-time employed respondents received no increase in salary in the 12 months prior to the survey.



TABLE 1.1 - ALL FULL-TIME RESPONDENTS

n=47	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean	Response %
Age	22.0	24.0	26.0	30.0	34.0	27.2	100.0%
Years of Professional Experience	1.0	1.0	2.0	3.0	3.5	2.6	93.6%
Tenure in Current Position	.5	1.0	1.5	2.0	3.0	1.6	93.6%
Hours of Work	37.50	38.00	40.00	43.00	50.00	39.83	100.0%
BASE SALARY	48,000	53,000	60,000	65,000	70,000	59,282	100.0%
Annual % movement in base salary	0	0	.5	3.1	6.7	1.9	40.4%
Annual Leave Loading	646	646	808	891	942	788	34.0%
Award Allowance	7,000	7,000	7,000	7,000	7,000	7,000	2.1%
Overtime	10,000	10,000	10,000	10,000	10,000	10,000	2.1%
TOTAL CASH	48,646	53,713	60,000	65,875	70,000	59,911	100.0%
Cost of Car	40,000	40,000	40,000	40,000	40,000	40,000	4.3%
Car Allowance	.	.	.	.	.	.	.
Entertainment Allowance	.	.	.	.	.	.	.
Parking	100	110	480	888	936	499	8.5%
Other FBT Benefits	360	3,180	7,500	9,250	9,500	6,215	8.5%
Other Non-FBT Benefits	205	250	8,150	17,000	17,000	8,459	12.8%
Employer Superannuation Contribution	4,440	4,902	5,550	6,475	7,000	5,815	100.0%
TOTAL REMUNERATION	53,446	58,616	66,486	77,122	85,345	68,634	100.0%
Fringe Benefits Tax	349	5,822	7,763	8,734	9,219	6,608	12.8%
TOTAL EMPLOYMENT COST	53,446	58,616	66,486	77,122	92,419	69,477	100.0%
Performance Bonus	630	1,500	3,100	7,000	70,000	16,446	10.6%
TOTAL PACKAGE	53,446	58,616	66,486	77,942	98,177	71,227	100.0%

GRAPH 2 - COMPOSITION OF TOTAL PACKAGE

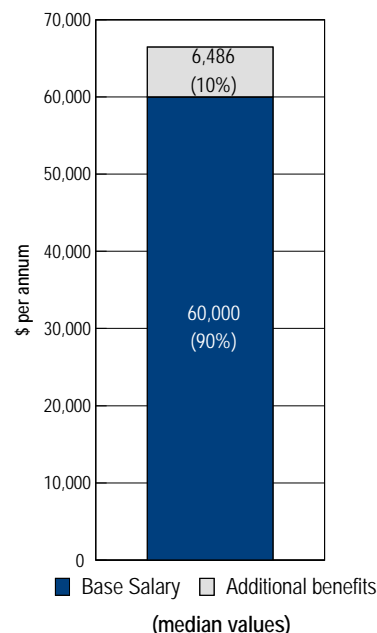


TABLE 1.2 - ALL FULL-TIME RESPONDENTS - BASE SALARY AND TOTAL PACKAGE BY BRANCH OF SCIENCE

	N	BASE SALARY						TOTAL PACKAGE					
		Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean
Medical Science	14	48,000	48,000	57,950	64,300	70,000	57,843	53,086	58,616	63,939	71,013	84,123	66,418
Physics	7	55,000	58,000	67,000	70,000	76,000	65,486	60,087	63,800	77,942	84,623	92,419	76,185
Other	14	52,000	52,200	55,110	65,000	67,000	57,659	56,810	57,028	60,208	71,013	76,475	65,729
TOTAL	47	48,000	53,000	60,000	65,000	70,000	59,282	53,446	58,616	66,486	77,942	98,177	71,227



TABLE 2.1 - ALL FULL-TIME RESPONDENTS

n=95	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean	Response %
Age	25.0	27.0	31.0	37.0	42.0	32.4	100.0%
Years of Professional Experience	2.0	3.0	4.0	6.0	10.0	5.4	98.9%
Tenure in Current Position	1.0	1.5	2.0	4.0	6.0	3.4	96.8%
Hours of Work	38.00	40.00	40.00	45.00	50.00	43.21	100.0%
BASE SALARY	60,500	65,000	74,786	80,435	87,000	73,137	100.0%
Annual % movement in base salary	0	.1	3.6	6.8	12.3	4.6	60.0%
Annual Leave Loading	819	902	1,007	1,083	1,144	984	34.7%
Award Allowance	1,000	2,645	4,395	10,750	17,000	6,698	4.2%
Overtime	1,000	2,000	6,000	10,000	17,000	7,100	11.6%
TOTAL CASH	60,700	67,900	75,000	82,543	90,000	74,742	100.0%
Cost of Car	39,990	39,990	44,995	50,000	50,000	44,995	2.1%
Car Allowance	15,000	15,000	15,000	15,000	15,000	15,000	1.1%
Entertainment Allowance	50	50	50	50	50	50	1.1%
Parking	200	200	254	1,200	1,200	551	3.2%
Other FBT Benefits	5,000	7,000	9,000	10,500	12,000	8,750	4.2%
Other Non-FBT Benefits	300	900	9,500	16,000	17,000	8,871	12.6%
Employer Superannuation Contribution	5,642	6,290	7,215	8,000	8,643	7,155	100.0%
TOTAL REMUNERATION	66,642	74,097	83,600	93,134	101,750	83,997	100.0%
Fringe Benefits Tax	4,852	7,761	8,734	9,704	11,645	8,572	6.3%
TOTAL EMPLOYMENT COST	66,642	74,097	83,600	93,203	103,350	84,539	100.0%
Performance Bonus	1,815	2,535	3,769	5,040	18,400	5,888	6.3%
TOTAL PACKAGE	66,642	74,097	83,621	93,942	103,435	84,910	100.0%

GRAPH 3 - COMPOSITION OF TOTAL PACKAGE

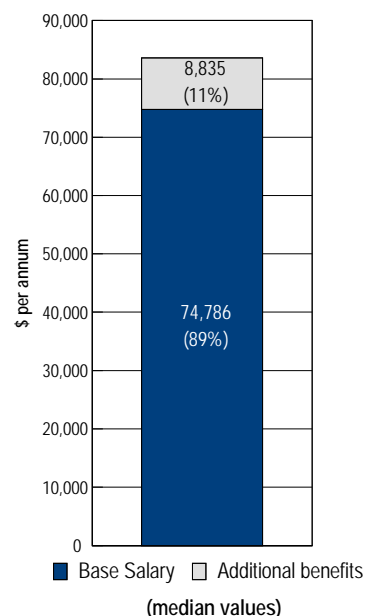


TABLE 2.2 - ALL FULL-TIME RESPONDENTS - BASE SALARY AND TOTAL PACKAGE BY BRANCH OF SCIENCE

	N	BASE SALARY						TOTAL PACKAGE					
		Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean
Biology	6	58,000	66,480	68,500	78,500	85,000	70,830	63,800	73,128	84,272	103,350	120,496	88,220
Chemistry	6	77,585	80,000	82,468	84,667	91,293	83,080	85,343	89,077	94,436	103,435	124,581	98,551
Environmental Science	7	63,723	65,000	75,000	84,700	92,000	75,424	70,095	71,013	86,263	92,535	159,520	93,158
Food Science & Technology	6	54,000	60,500	66,000	68,062	72,000	64,427	58,995	68,547	72,105	74,358	84,166	71,713
Medical Science	28	53,000	65,000	69,357	75,000	80,000	68,961	58,300	71,013	80,569	87,500	106,145	81,248
Physics	21	73,000	76,000	80,000	82,800	90,000	80,358	80,300	83,985	89,265	100,211	104,036	91,653
Other	11	60,000	60,700	76,000	82,818	86,434	71,743	66,315	66,642	83,030	92,215	95,077	79,555
TOTAL	95	60,500	65,000	74,786	80,435	87,000	73,137	66,642	74,097	83,621	93,942	103,435	84,910



TABLE 3.1 - ALL FULL-TIME RESPONDENTS

n=220	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean	Response %
Age	29.0	32.0	38.0	46.0	54.0	39.9	98.6%
Years of Professional Experience	4.0	7.0	11.0	20.0	30.0	13.9	100.0%
Tenure in Current Position	1.0	2.0	4.0	8.0	13.0	6.0	99.1%
Hours of Work	36.75	39.00	40.00	46.50	55.00	42.94	100.0%
BASE SALARY	67,134	79,000	88,137	99,000	113,000	89,460	100.0%
Annual % movement in base salary	.0	1.1	3.0	4.7	7.3	3.5	69.1%
Annual Leave Loading	839	1,039	1,184	1,333	1,413	1,170	33.6%
Award Allowance	500	2,000	5,000	15,000	45,000	11,944	4.1%
Overtime	500	2,000	5,500	17,000	28,000	9,394	8.2%
TOTAL CASH	67,834	79,759	89,092	100,501	116,755	91,452	100.0%
Cost of Car	20,000	20,000	32,000	40,000	40,000	30,667	1.4%
Car Allowance	3,500	10,000	12,000	17,500	20,000	12,500	2.7%
Entertainment Allowance	.	.	.	.	.	.	.
Parking	1,000	1,000	1,500	2,250	2,500	1,625	1.8%
Other FBT Benefits	2,000	5,000	9,000	16,000	17,000	9,957	6.8%
Other Non-FBT Benefits	500	800	9,000	16,050	17,000	9,343	10.5%
Employer Superannuation Contribution	6,387	7,493	8,759	9,850	11,164	8,765	100.0%
TOTAL REMUNERATION	75,059	88,492	99,069	114,348	131,050	102,256	100.0%
Fringe Benefits Tax	1,941	3,882	8,734	9,704	15,575	7,858	8.2%
TOTAL EMPLOYMENT COST	75,059	88,622	99,376	114,686	131,550	102,899	100.0%
Performance Bonus	1,700	2,720	4,753	7,965	14,250	6,646	10.9%
TOTAL PACKAGE	75,624	88,622	100,181	115,293	133,838	103,624	100.0%

GRAPH 4 - COMPOSITION OF TOTAL PACKAGE

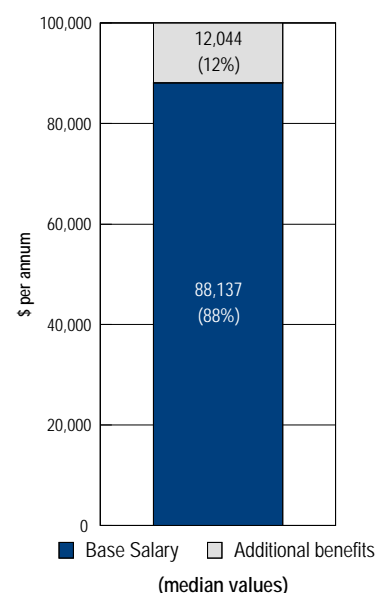


TABLE 3.2 - ALL FULL-TIME RESPONDENTS - BASE SALARY AND TOTAL PACKAGE BY BRANCH OF SCIENCE

	N	BASE SALARY						TOTAL PACKAGE					
		Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean
Agricultural Science	10	76,825	85,000	92,500	107,000	120,000	95,565	84,767	93,500	108,586	131,100	164,233	116,437
Biology	9	76,000	79,500	80,627	98,000	103,359	86,932	83,030	86,854	89,775	109,450	127,065	97,831
Biochemistry	10	66,000	70,000	72,000	86,000	90,600	76,920	73,464	87,417	94,310	104,500	108,311	93,777
Chemistry	19	65,000	81,000	90,196	100,109	106,000	89,545	77,417	88,492	103,105	114,686	121,595	102,396
Environmental Science	10	72,500	77,000	100,000	108,371	135,827	99,403	79,206	85,736	110,540	133,999	177,184	116,996
Food Science & Technology	19	62,500	73,000	80,600	88,000	100,000	82,717	68,281	81,348	89,667	109,250	119,356	93,384
Geology/Geosciences	4	84,577	92,288	111,363	123,364	124,000	107,826	92,400	100,825	121,665	135,240	136,400	118,032
Microbiology	7	62,000	70,000	93,000	112,000	115,216	90,888	67,735	77,000	104,665	123,200	138,461	102,296
Medical Science	44	62,342	77,250	86,500	91,630	98,000	83,450	68,827	86,477	97,942	111,732	124,481	99,556
Physics	33	82,000	86,500	92,000	105,000	120,000	96,779	90,200	98,325	110,233	122,752	133,677	109,600
Combination	13	61,000	66,769	77,160	90,000	110,255	83,741	68,055	73,844	88,752	99,650	121,280	95,076
Other	41	72,000	84,000	90,000	101,746	115,000	93,250	79,629	94,277	102,661	121,000	132,864	107,203
TOTAL	220	67,134	79,000	88,137	99,000	113,000	89,460	75,624	88,622	100,181	115,293	133,838	103,624



TABLE 4.1 - ALL FULL-TIME RESPONDENTS

n=304	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean	Response %
Age	34.0	38.0	45.5	53.0	60.0	46.1	99.3%
Years of Professional Experience	9.0	11.0	19.0	27.0	35.0	20.0	100.0%
Tenure in Current Position	1.0	3.0	6.0	10.0	18.0	7.7	100.0%
Hours of Work	38.00	40.00	45.00	50.00	60.00	46.52	100.0%
BASE SALARY	83,000	98,134	114,700	132,193	151,000	117,270	100.0%
Annual % movement in base salary	0	1.4	2.9	4.2	6.3	3.2	69.7%
Annual Leave Loading	1,158	1,319	1,534	1,777	2,103	1,576	39.1%
Award Allowance	1,000	5,200	8,600	17,100	24,000	11,777	4.3%
Overtime	3,000	7,000	8,000	9,000	10,490	7,498	1.6%
TOTAL CASH	85,000	99,827	118,000	133,905	158,347	119,763	100.0%
Cost of Car	26,000	29,000	35,000	45,000	55,000	37,478	7.6%
Car Allowance	6,000	15,000	18,500	20,000	24,500	17,123	6.6%
Entertainment Allowance	200	1,000	6,500	10,000	13,000	6,200	2.0%
Parking	390	500	1,000	1,500	5,000	1,618	5.3%
Other FBT Benefits	600	1,500	4,150	9,010	9,500	5,330	4.6%
Other Non-FBT Benefits	300	500	9,000	15,000	17,000	7,550	8.9%
Employer Superannuation Contribution	8,194	9,515	11,269	13,298	15,624	11,800	100.0%
TOTAL REMUNERATION	93,531	110,672	131,000	153,630	177,401	134,226	100.0%
Fringe Benefits Tax	1,456	4,658	5,822	8,734	10,674	6,493	11.2%
TOTAL EMPLOYMENT COST	93,531	110,672	131,355	155,260	178,572	134,952	100.0%
Performance Bonus	1,875	4,500	7,600	17,270	27,180	15,569	17.1%
TOTAL PACKAGE	95,113	111,556	132,000	157,300	181,500	137,615	100.0%

GRAPH 5 - COMPOSITION OF TOTAL PACKAGE

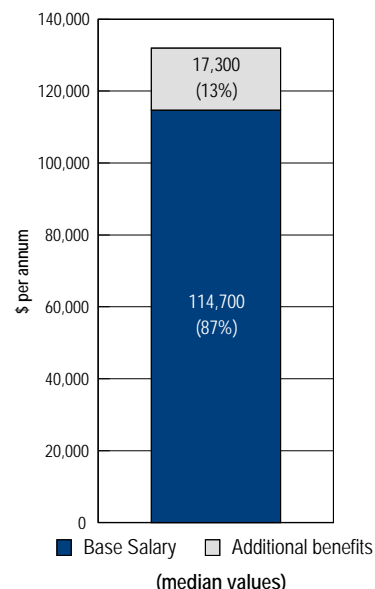


TABLE 4.2 - ALL FULL-TIME RESPONDENTS - BASE SALARY AND TOTAL PACKAGE BY BRANCH OF SCIENCE

	N	BASE SALARY						TOTAL PACKAGE					
		Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean
Agricultural Science	8	92,000	99,000	120,313	141,500	172,000	123,203	109,119	126,281	143,687	169,502	187,910	146,996
Biology	13	80,126	89,100	100,400	130,000	133,550	107,440	88,139	97,342	112,884	146,476	149,126	119,357
Biochemistry	5	65,000	73,000	96,000	120,000	127,000	96,200	71,013	79,752	121,600	139,700	277,661	137,945
Chemistry	22	89,000	95,001	113,700	133,905	133,905	114,075	99,098	113,928	131,118	147,296	155,526	129,886
Environmental Science	15	95,000	102,000	128,807	135,297	159,973	126,237	105,779	117,300	143,000	170,235	202,950	145,143
Food Science & Technology	45	80,000	86,844	101,000	132,000	151,000	111,981	89,148	97,917	123,780	165,200	209,826	141,798
Forestry	8	88,000	94,916	107,140	118,845	129,749	107,444	96,800	112,117	117,854	165,156	179,817	133,359
Geology/Geosciences	9	90,000	100,023	111,677	125,000	166,250	116,034	100,211	111,372	122,007	137,500	188,010	129,075
Microbiology	9	85,000	98,501	103,000	120,000	160,000	112,667	100,292	113,300	128,662	132,400	178,154	129,305
Medical Science	38	80,000	86,000	104,820	118,000	130,000	104,726	88,440	99,100	119,375	136,140	148,416	119,855
Physics	61	103,000	110,000	127,738	150,000	169,500	132,376	114,712	122,731	141,879	172,067	197,918	154,799
Combination	15	82,630	90,000	103,687	131,000	141,911	110,041	94,536	98,546	114,686	147,487	156,102	125,446
Other	55	84,000	105,000	118,443	140,000	151,097	120,288	93,531	115,500	135,310	162,067	177,401	138,438
TOTAL	303	83,000	98,088	115,000	132,386	151,000	117,309	95,113	111,372	132,000	157,300	181,500	137,684



TABLE 5.1 - ALL FULL-TIME RESPONDENTS

n=95	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean	Response %
Age	42.0	45.0	52.5	57.0	62.0	51.6	96.8%
Years of Professional Experience	15.0	20.0	25.0	31.0	39.0	25.7	100.0%
Tenure in Current Position	2.0	3.0	6.0	12.0	22.0	8.5	100.0%
Hours of Work	40.00	45.00	50.00	55.00	60.00	49.22	100.0%
BASE SALARY	110,000	125,497	150,000	170,000	191,000	152,080	100.0%
Annual % movement in base salary	0	0	2.7	3.6	6.6	3.0	72.6%
Annual Leave Loading	1,481	1,613	1,857	2,248	2,557	1,937	36.8%
Award Allowance	2,000	2,000	5,000	8,000	20,000	7,400	5.3%
Overtime	5,000	5,000	7,500	12,500	15,000	8,750	4.2%
TOTAL CASH	113,000	128,000	152,019	173,800	200,000	155,296	100.0%
Cost of Car	20,000	32,000	33,000	40,000	50,000	34,000	9.5%
Car Allowance	15,000	16,000	26,750	30,000	30,000	24,083	6.3%
Entertainment Allowance	3,000	3,000	10,600	18,200	18,200	10,600	2.1%
Parking	500	1,500	1,600	2,000	2,300	1,580	5.3%
Other FBT Benefits	500	850	9,500	16,500	43,000	12,150	8.4%
Other Non-FBT Benefits	500	850	4,800	15,275	16,000	7,170	12.6%
Employer Superannuation Contribution	11,192	12,300	15,000	18,000	19,980	15,679	100.0%
TOTAL REMUNERATION	125,208	143,500	173,107	200,149	224,000	175,159	100.0%
Fringe Benefits Tax	679	3,882	6,405	9,704	16,497	8,839	17.9%
TOTAL EMPLOYMENT COST	125,693	143,500	173,107	200,423	227,700	176,740	100.0%
Performance Bonus	6,240	10,780	17,100	33,000	47,500	24,570	26.3%
TOTAL PACKAGE	125,693	143,775	175,256	211,557	246,408	183,206	100.0%

GRAPH 6 - COMPOSITION OF TOTAL PACKAGE

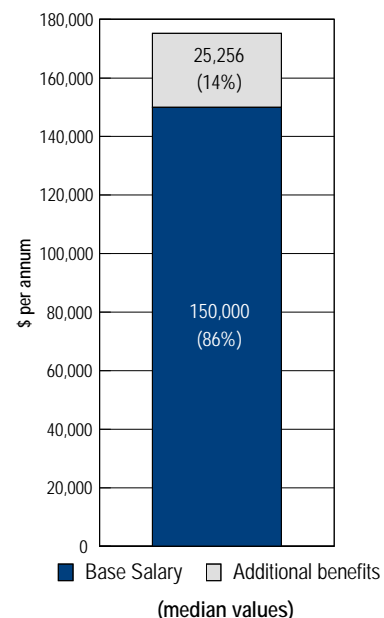


TABLE 5.2 - ALL FULL-TIME RESPONDENTS - BASE SALARY AND TOTAL PACKAGE BY BRANCH OF SCIENCE

	N	BASE SALARY						TOTAL PACKAGE					
		Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean
Agricultural Science	6	90,000	110,000	124,000	160,000	172,000	130,000	121,000	131,146	156,105	174,800	208,120	157,879
Biochemistry	6	116,000	133,900	155,150	167,000	171,000	149,700	140,161	147,290	195,724	222,040	268,448	194,898
Chemistry	5	107,677	125,000	143,134	159,417	180,000	143,046	123,447	144,375	157,447	200,423	246,408	174,420
Food Science & Technology	8	110,000	130,248	152,000	200,500	250,000	165,687	150,673	156,463	179,543	258,989	409,687	218,794
Medical Science	12	110,000	114,000	120,374	150,000	159,324	132,146	125,693	130,774	153,920	171,810	176,086	155,166
Physics	17	123,000	141,000	163,000	184,000	199,000	164,686	135,300	165,000	193,543	216,557	235,372	196,306
Combination	6	108,114	123,000	140,500	175,000	280,000	161,186	118,925	135,300	154,800	203,455	308,000	179,213
Other	24	112,478	130,000	151,000	162,500	190,000	152,843	125,240	145,363	179,827	209,313	227,240	181,330
TOTAL	95	110,000	125,497	150,000	170,000	191,000	152,080	125,693	143,775	175,256	211,557	246,408	183,206



TABLE 6.1 - ALL FULL-TIME RESPONDENTS

n=20	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean	Response %
Age	44.0	46.5	55.5	59.5	63.0	53.8	100.0%
Years of Professional Experience	15.0	21.0	29.0	34.5	35.0	26.7	100.0%
Tenure in Current Position	1.3	2.5	6.0	14.5	21.0	9.3	100.0%
Hours of Work	40.00	42.00	50.00	58.00	65.00	49.75	100.0%
BASE SALARY	120,000	140,000	189,500	287,500	393,210	226,657	100.0%
Annual % movement in base salary	0	0	2.6	4.5	11.1	3.4	80.0%
Annual Leave Loading	900	900	2,154	3,119	4,038	2,203	35.0%
Award Allowance	.	.	.	.	.	.	.
Overtime	.	.	.	.	.	.	.
TOTAL CASH	120,808	140,000	194,296	299,500	393,210	231,578	100.0%
Cost of Car	36,000	40,500	45,000	51,500	58,000	46,000	20.0%
Car Allowance	4,000	16,000	18,000	20,000	25,000	16,600	25.0%
Entertainment Allowance	.	.	.	.	.	.	.
Parking	2,000	2,000	2,000	2,000	2,000	2,000	5.0%
Other FBT Benefits	1,000	1,000	2,500	4,000	4,000	2,500	10.0%
Other Non-FBT Benefits	800	800	800	800	800	800	5.0%
Employer Superannuation Contribution	12,000	13,900	18,779	31,463	46,463	25,509	100.0%
TOTAL REMUNERATION	132,808	154,000	225,692	330,175	439,168	259,813	100.0%
Fringe Benefits Tax	9,704	9,704	11,257	12,615	12,615	11,192	15.0%
TOTAL EMPLOYMENT COST	132,808	154,000	231,999	330,175	443,863	261,492	100.0%
Performance Bonus	10,000	14,400	31,500	180,000	463,500	111,200	35.0%
TOTAL PACKAGE	132,808	154,000	236,999	365,293	545,863	300,412	100.0%

GRAPH 7 - COMPOSITION OF TOTAL PACKAGE

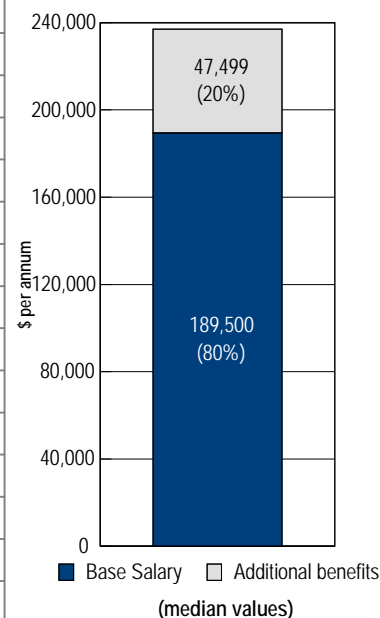


TABLE 6.2 - ALL FULL-TIME RESPONDENTS - BASE SALARY AND TOTAL PACKAGE BY BRANCH OF SCIENCE

	N	BASE SALARY						TOTAL PACKAGE					
		Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean
Medical Science	5	120,000	127,000	130,000	160,000	315,000	170,400	132,000	139,700	143,000	178,154	381,150	194,801
TOTAL	20	120,000	140,000	189,500	287,500	393,210	226,657	132,808	154,000	236,999	365,293	545,863	300,412



TABLE 7 - ALL FULL-TIME RESPONDENTS
BASE SALARY AND TOTAL PACKAGE BY YEARS OF EXPERIENCE AND QUALIFICATION

		BASE SALARY							TOTAL PACKAGE					
		N	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean
Bachelor Degree	Less than 1	5	52,000	52,000	53,810	55,000	60,000	54,562	56,810	56,810	59,191	60,087	66,808	59,941
	1 to less than 3	23	48,000	53,000	56,000	70,000	84,000	62,521	56,810	58,449	63,800	88,215	103,435	77,545
	3 to less than 5	29	50,000	59,000	64,000	68,062	92,000	67,229	54,625	65,252	69,920	83,600	120,904	77,731
	5 to less than 7	23	60,000	63,723	73,000	80,000	92,000	73,631	68,827	74,290	82,295	96,140	102,438	86,467
	7 to less than 10	31	62,000	72,000	83,000	94,868	102,416	86,366	75,900	82,212	98,325	108,241	125,233	101,001
	10 to less than 15	42	73,000	80,017	90,561	106,640	149,000	99,188	79,752	89,745	111,975	135,860	201,714	125,391
	15 to less than 20	24	74,000	89,044	94,815	115,000	174,600	104,509	81,900	97,621	112,549	131,908	202,950	123,112
	20 to less than 25	32	72,800	89,000	100,500	121,000	140,000	110,162	89,392	99,138	126,988	153,830	186,664	133,599
	25 to less than 30	21	80,000	88,000	105,000	112,000	127,000	104,276	88,440	111,740	125,577	147,655	178,572	131,725
	30 to less than 35	27	86,844	93,000	116,000	140,000	165,000	121,853	96,800	106,683	136,603	178,687	222,040	150,296
	35 years or more	15	65,000	80,366	109,280	120,626	140,000	105,908	76,148	88,882	125,638	140,398	169,369	121,010
Graduate Diploma	10 to less than 15	5	58,000	75,000	79,000	80,000	128,807	84,161	63,800	82,937	87,400	87,963	157,688	95,958
	20 to less than 25	6	82,310	86,438	106,000	128,000	154,000	110,458	97,900	98,434	128,491	160,850	223,549	139,619
	25 to less than 30	9	80,000	90,000	100,000	119,000	130,000	104,371	92,400	110,000	121,402	143,775	175,390	126,773
	35 years or more	7	55,000	82,000	98,501	125,000	125,000	99,572	82,534	91,304	128,662	144,375	172,067	124,513
Masters Degree	1 to less than 3	8	52,000	65,000	66,200	69,000	112,000	70,550	57,060	71,013	78,424	95,616	123,200	83,795
	3 to less than 5	13	55,000	63,000	65,000	70,367	82,543	69,618	60,828	69,675	72,375	90,178	109,077	80,585
	5 to less than 7	10	60,000	67,000	80,250	82,300	90,000	76,880	69,126	86,646	89,891	100,211	104,482	89,313
	7 to less than 10	10	69,500	84,000	89,400	98,000	150,000	97,480	76,704	92,400	98,608	127,065	174,843	114,152
	10 to less than 15	23	80,000	88,631	110,000	136,000	162,483	116,293	95,320	105,280	128,235	161,231	187,460	134,569
	15 to less than 20	10	86,400	110,255	153,122	172,000	224,500	152,030	94,703	121,280	177,117	187,910	322,530	185,206
	20 to less than 25	16	79,500	85,500	110,000	157,500	245,000	138,581	87,450	93,988	131,092	174,732	294,429	170,349
	25 to less than 30	12	98,000	103,500	113,700	125,500	132,000	117,399	112,884	117,854	143,382	149,243	203,455	149,051
	30 to less than 35	10	76,000	85,000	119,177	165,000	210,000	129,035	85,459	100,304	131,798	219,908	270,451	155,172
	35 years or more	10	100,417	105,000	116,096	130,000	165,000	123,103	111,810	115,286	138,034	146,388	203,746	143,390
Doctorate/ PhD	1 to less than 3	24	65,000	72,000	77,375	83,153	85,568	76,988	75,119	81,128	89,065	94,201	96,119	88,682
	3 to less than 5	26	73,000	77,000	85,500	90,126	98,496	88,901	80,300	85,766	94,715	100,782	108,346	98,124
	5 to less than 7	18	72,000	82,800	91,598	100,000	171,000	101,616	91,080	95,077	105,962	117,300	190,402	117,617
	7 to less than 10	39	75,000	82,818	95,200	108,371	127,953	96,849	88,139	92,400	104,720	121,000	143,000	109,617
	10 to less than 15	60	76,675	90,500	106,000	125,811	143,980	109,959	94,340	107,497	120,110	141,840	161,998	125,742
	15 to less than 20	46	100,400	111,677	123,349	136,344	169,455	133,202	111,791	123,200	137,228	158,729	216,557	154,588
	20 to less than 25	42	87,000	102,000	127,500	150,000	173,000	131,621	95,700	117,250	140,031	165,894	220,300	148,067
	25 to less than 30	30	102,500	120,000	131,000	146,000	167,209	137,256	118,240	132,000	145,950	176,086	190,547	158,454
	30 to less than 35	20	111,000	125,449	151,000	162,487	229,500	157,392	125,081	147,123	166,153	204,807	287,350	187,836
	35 years or more	30	106,500	130,000	150,000	165,000	190,000	160,234	117,843	143,000	168,902	208,120	241,724	203,345
TOTAL		778	65,000	80,000	99,318	127,000	156,763	107,666	73,744	91,080	114,686	146,700	187,460	127,440



TABLE 8 - ALL FULL-TIME RESPONDENTS – BASE SALARY AND TOTAL PACKAGE BY JOB FUNCTION

	BASE SALARY							TOTAL PACKAGE					
	N	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean
Analysis & Testing	120	53,250	62,671	75,500	89,800	107,000	77,612	58,903	69,312	85,463	106,571	126,906	91,374
Quality Control & Production	14	70,367	76,350	89,500	97,000	110,000	89,181	76,876	83,985	101,306	126,184	129,229	103,213
Research & Development	266	70,000	81,380	101,500	130,000	155,000	109,959	82,396	92,215	114,699	144,750	182,280	126,786
Management	134	90,000	102,416	122,327	150,000	190,000	136,093	102,438	115,554	144,566	179,347	235,372	168,672
Sales and Marketing	12	65,000	87,500	111,500	123,500	144,000	108,119	71,512	108,361	154,365	203,986	273,980	160,302
Teaching or Training	47	86,000	100,109	120,000	140,000	159,324	121,549	94,600	111,467	141,879	156,998	177,504	137,137
Quality Assurance	70	67,522	82,300	99,500	136,000	165,969	109,731	81,974	98,177	121,298	167,019	200,687	132,601
Computing	18	52,000	61,000	81,401	100,000	115,000	82,109	56,810	66,642	96,708	112,459	135,860	93,398
Other	91	66,000	78,360	90,000	109,280	130,000	98,578	73,197	88,440	109,119	131,100	157,688	114,014
TOTAL	778	65,000	80,000	99,318	127,000	156,763	107,696	73,744	91,300	114,686	146,700	187,460	127,465

TABLE 9 - ALL FULL-TIME RESPONDENTS – BASE SALARY AND TOTAL PACKAGE BY BRANCH OF SCIENCE QUALIFICATION

	BASE SALARY							TOTAL PACKAGE					
	N	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean
Agricultural Science	27	73,943	85,000	107,000	123,000	160,000	110,362	88,752	101,114	131,146	160,850	187,467	133,785
Biology	34	67,000	78,500	87,822	112,934	133,550	97,042	74,602	88,139	104,587	127,065	149,126	112,943
Biochemistry	24	65,000	70,500	86,100	123,500	165,000	98,711	71,013	83,585	103,640	143,726	222,040	126,644
Chemistry	54	78,000	85,568	98,253	120,000	143,000	110,050	85,343	98,729	114,686	142,973	156,227	130,182
Environmental Science	36	65,000	76,000	100,044	129,404	150,000	105,293	78,660	91,356	118,983	155,319	182,273	127,140
Food Science & Technology	81	68,062	80,017	97,000	132,000	156,000	111,825	74,358	89,148	110,000	161,865	209,826	143,783
Forestry	14	74,000	90,000	113,985	132,000	234,000	128,682	96,800	111,160	140,576	179,817	268,427	163,205
Geology/Geosciences	19	72,000	94,868	122,727	130,000	166,250	119,085	78,660	108,241	134,079	143,775	188,010	133,286
Microbiology	21	62,000	85,000	98,501	120,000	150,000	103,963	67,735	98,325	113,300	132,400	165,894	117,974
Medical Science	141	60,000	69,000	84,000	106,642	126,125	90,992	65,550	79,860	98,527	126,184	146,926	106,211
Physics	142	76,000	89,800	110,225	141,000	172,000	120,010	84,623	101,005	124,216	163,300	212,763	139,518
Combination	40	62,500	76,580	99,135	126,500	153,000	106,477	69,418	88,808	108,673	143,800	193,418	120,543
Other	147	61,000	83,000	106,591	130,000	159,324	109,685	69,675	92,400	119,220	156,998	182,280	127,168
TOTAL	780	65,000	80,000	99,000	126,563	156,503	107,616	73,794	91,025	114,686	146,588	187,307	127,362

TABLE 10 - ALL FULL-TIME RESPONDENTS – BASE SALARY AND TOTAL PACKAGE BY HIGHEST SCIENCE QUALIFICATION

	BASE SALARY							TOTAL PACKAGE					
	N	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean
Diploma	8	47,621	63,750	93,647	133,717	150,000	97,481	52,667	70,501	115,858	168,015	201,902	120,415
Bachelor Degree	272	59,000	69,500	88,000	108,983	135,000	93,011	65,252	79,691	100,862	132,358	174,800	112,474
Graduate Diploma	37	70,720	82,000	98,501	123,000	130,000	100,840	82,937	95,700	114,459	143,000	172,057	121,245
Masters Degree	124	65,000	79,750	98,000	130,000	169,500	110,334	71,013	90,750	114,890	147,136	200,423	131,836
Doctorate/PhD	336	76,350	89,794	110,225	135,672	163,000	119,544	88,139	99,875	124,404	157,149	197,690	138,814
TOTAL	777	65,000	80,000	99,000	127,000	156,763	107,668	73,744	91,080	114,686	146,700	187,460	127,453



TABLE 11 - ALL FULL-TIME RESPONDENTS
BASE SALARY AND TOTAL PACKAGE BY BRANCH OF SCIENCE AND QUALIFICATION

		BASE SALARY							TOTAL PACKAGE					
		N	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile	Mean
Agricultural Science	Bachelor Degree	12	55,000	81,972	100,000	120,000	120,000	96,006	80,783	110,855	131,123	137,968	152,438	125,370
	Doctorate/PhD	11	85,000	85,000	110,000	160,000	160,000	121,337	93,500	96,577	121,000	174,800	178,154	137,634
Biology	Bachelor Degree	10	68,000	80,000	87,050	130,000	172,000	104,846	74,758	88,477	106,214	149,126	230,953	127,134
	Masters Degree	5	67,000	68,401	79,500	98,000	98,000	82,180	74,602	86,854	105,824	112,884	127,065	101,446
	Doctorate/PhD	17	70,000	80,126	100,000	118,000	133,550	100,122	86,196	93,942	109,450	129,800	146,905	112,370
Biochemistry	Bachelor Degree	8	61,868	67,500	70,500	94,500	145,300	84,021	68,424	73,744	78,926	113,789	222,040	102,923
	Doctorate/PhD	12	71,000	79,500	95,500	149,450	167,000	111,891	95,758	101,083	115,663	166,619	205,499	139,494
Chemistry	Bachelor Degree	17	77,585	81,000	89,000	95,001	115,000	91,025	85,215	89,077	103,105	119,000	130,237	104,739
	Graduate Diploma	4	55,000	81,339	110,339	119,000	125,000	100,169	82,534	102,991	133,210	143,674	144,375	123,332
	Masters Degree	8	70,000	98,500	111,391	156,953	450,000	156,711	77,417	110,423	134,268	173,859	688,275	200,349
	Doctorate/PhD	24	83,487	87,882	103,000	133,905	143,000	110,443	93,134	101,858	117,843	147,296	157,447	127,271
Environmental Science	Bachelor Degree	14	63,723	65,000	81,500	105,000	180,000	96,844	71,013	79,752	103,686	172,095	202,950	129,226
	Graduate Diploma	5	87,000	122,654	128,807	130,000	135,297	120,752	95,700	133,999	143,000	157,688	172,057	140,489
	Masters Degree	6	82,543	96,000	112,000	127,000	132,000	110,257	90,178	105,280	128,024	143,200	146,977	123,614
	Doctorate/PhD	11	75,000	77,000	104,000	130,000	150,000	106,312	82,500	85,736	115,800	143,000	170,235	120,341
Food Science & Technology	Diploma	4	67,500	82,250	107,217	133,717	150,000	107,983	73,744	103,407	144,681	168,015	179,738	135,711
	Bachelor Degree	61	68,000	80,000	89,000	120,000	150,000	101,228	74,290	88,000	109,250	154,816	201,714	124,953
	Graduate Diploma	4	69,500	74,750	90,000	127,000	154,000	100,875	75,929	82,538	99,574	166,774	223,549	124,656
	Masters Degree	8	79,500	83,500	126,250	200,500	250,000	143,750	87,450	97,812	145,664	237,346	409,687	182,348
	Doctorate/PhD	4	125,000	125,249	128,749	323,500	515,000	224,374	145,200	148,130	154,895	613,870	1,069,011	381,000
Forestry	Bachelor Degree	10	75,000	90,000	113,985	132,000	254,500	134,372	102,431	113,074	144,788	179,817	314,476	171,047
Geology/ Geosciences	Bachelor Degree	4	94,868	97,434	111,363	144,489	166,250	120,961	108,241	108,745	121,665	161,045	188,010	134,895
	Masters Degree	5	52,000	90,000	104,449	130,000	138,000	102,890	57,060	100,211	116,300	143,775	153,657	114,201
	Doctorate/PhD	9	72,000	100,023	124,000	125,000	240,000	126,257	78,660	111,372	135,508	137,500	277,932	142,148
Microbiology	Bachelor Degree	8	56,900	61,553	67,000	89,000	115,216	75,903	62,163	67,475	79,131	103,487	138,461	87,601
	Doctorate/PhD	11	94,000	101,000	120,000	150,000	160,000	125,365	104,665	113,300	132,000	165,894	178,154	139,846
Medical Science	Bachelor Degree	62	53,000	64,300	80,000	91,835	110,000	80,678	58,616	70,730	91,997	116,734	132,000	94,531
	Graduate Diploma	8	70,720	77,000	82,155	89,500	93,000	82,629	82,937	89,634	96,872	108,657	121,402	99,333
	Masters Degree	25	60,862	65,000	81,000	110,000	118,000	85,522	67,311	71,013	89,583	126,184	146,926	99,207
	Doctorate/PhD	44	72,000	79,139	100,499	127,062	159,324	110,675	81,937	95,910	116,458	143,875	176,086	128,740
Physics	Bachelor Degree	15	58,000	76,000	92,000	124,500	140,000	98,842	63,800	88,215	110,023	136,950	160,526	114,318
	Masters Degree	34	67,644	80,000	91,500	150,000	170,000	112,675	76,876	92,419	122,668	167,019	197,918	131,467
	Doctorate/PhD	92	80,126	96,227	116,828	143,067	175,000	126,118	89,100	105,496	131,000	165,000	220,300	146,248
Combination	Bachelor Degree	12	55,000	58,733	69,785	109,500	122,000	82,722	62,000	65,252	82,368	120,805	152,845	97,068
	Masters Degree	4	90,000	100,127	132,627	165,000	175,000	132,564	99,536	110,408	154,757	195,845	203,455	153,127
	Doctorate/PhD	24	76,000	82,904	101,500	130,500	151,000	114,006	85,915	96,463	111,653	143,800	166,100	126,851
Other	Bachelor Degree	39	52,200	60,700	84,000	110,000	127,000	88,104	57,028	66,315	91,770	134,087	173,700	104,884
	Graduate Diploma	7	80,000	86,438	107,000	128,058	130,000	106,557	92,400	98,434	119,140	143,775	175,390	124,040
	Masters Degree	21	60,000	85,000	105,000	128,000	160,000	108,989	71,013	96,726	115,286	139,840	207,069	128,584
	Doctorate/PhD	76	82,602	92,600	119,222	146,924	160,000	121,997	90,970	108,348	133,240	164,795	182,280	139,173
TOTAL		777	65,000	80,000	99,000	127,000	156,763	107,668	73,744	91,080	114,686	146,700	187,460	127,453



LEVEL 1 – PROFESSIONAL SCIENTIST

The graduate scientist (as defined) commencement level.

The scientist undertakes initial professional scientific tasks of limited scope and complexity, such as minor phases of broader assignments, in office, plant, field or laboratory work.

Under supervision from higher-level professional scientists as to method of approach and requirements, the professional scientist performs normal professional scientific work and exercises individual judgment and initiative in the application of scientific principles, techniques and methods.

In assisting more senior professional scientists by carrying out tasks requiring accuracy and adherence to prescribed methods of scientific analysis, design or computation, the scientist draws upon advanced techniques and methods learned during and after the undergraduate course.

Training, development and experience using a variety of standard scientific methods and procedures enable the professional scientist to develop increasing professional judgment and apply it progressively to more difficult tasks at Level 2.

Decisions are related to tasks performed, relying upon precedent or defined procedures for guidance. Recommendations are related to solution of problems in connection to the tasks performed.

Work is reviewed by higher-level professional scientists for validity, adequacy, methods and procedures. With professional development and experience, work receives less review, and the professional scientist progressively exercises more individual judgment until the level of competence at Level 2 is achieved.

The professional scientist may assign and check work of technical staff assigned to work on a common project.

LEVEL 2 – PROFESSIONAL SCIENTIST

Following development through Level 1 he/she is an experienced scientist (as defined) who plans and conducts professional scientific work without detailed supervision, but with guidance on unusual features and who is usually engaged on more responsible scientific assignments requiring substantial professional experience.

LEVEL 3 – PROFESSIONAL SCIENTIST

A professional scientist performing duties requiring the application of mature professional scientific knowledge. With scope for individual accomplishment and coordination of more difficult assignments, the professional deals with problems for which it is necessary to modify established guides and devise new approaches.

The professional scientist may make some original contribution or apply new professional scientific approaches and techniques to the design or development of equipment or special aspects of products, facilities and buildings.

Recommendations may be reviewed for soundness of judgment but are usually regarded as technically accurate and feasible. The professional scientist makes responsible decisions on matters assigned, including the establishment of professional scientific standards and procedures; consults, recommends and advises in speciality scientific areas.

Work is carried out within broad guidelines requiring conformity with overall objectives, relative priorities and necessary cooperation with other units. Informed professional scientific guidance may be available.

The professional scientist outlines and assigns work, reviews it for technical accuracy and adequacy, and may plan, direct, co-ordinate and supervise the work of other professional and technical staff.

LEVEL 4 – PROFESSIONAL SCIENTIST

A professional scientist required to perform professional scientific work involving considerable independence in approach, demanding a considerable degree of originality, ingenuity and judgment, and knowledge of more than one field of, or expertise (for example, acts as his/her organisation's technical reference authority) in a particular field of professional science.

The professional scientist:

- initiates or participates in short-range or long-range planning and makes independent decisions on scientific policies and procedures within an overall program;
- gives technical advice to management and operating departments;
- may take detailed technical responsibility for product development and provision of specialised scientific systems, facilities and functions;
- coordinates work programs; and
- directs or advises on use of equipment and material.

The professional scientist makes responsible decisions not usually subject to technical review, decides courses of action necessary to expedite the successful accomplishment of assigned projects, and may make recommendations involving large sums of money or long-range objectives.

Duties are assigned only in terms of broad objectives and are reviewed for policy, soundness of approach, accomplishment and general effectiveness.

The professional scientist supervises a group or groups including professional scientists and other staff, or exercises authority and technical control over a group of professional staff, in both instances engaged in complex scientific applications.

LEVEL 5 – PROFESSIONAL SCIENTIST

A professional scientist usually responsible for an scientific administrative function, directing several professional and other groups engaged in inter-related scientific responsibilities, or as an scientific consultant. Achieving recognition as an authority in an scientific field of major importance to the organisation.

The professional scientist independently conceives programs and problems to be investigated and participates in discussions determining basic operating policies, devising ways of reaching program objectives in the most economical manner and of meeting any unusual conditions affecting work progress.

The professional scientist makes responsible decisions on all matters, including the establishment of policies and expenditures of large sums of money and/or implementation of major programs, subject only to overall policy and financial controls.

The professional scientist receives administrative direction based on organisation policies and objectives. Work is reviewed to ensure conformity with policy and co-ordination with other functions.

The professional scientist reviews and evaluates technical work; selects, schedules, and co-ordinates to attain program objectives; and/or as administrator, makes decisions concerning selection, training, rating, discipline and remuneration of staff.



Scientists Calculator

The Professional Scientist Salary Calculator is based on the data collected in Professionals Australia's latest Professional Scientist Remuneration Survey Report (supported by Science & Technology Australia - formerly the Federation of Australian Scientific and Technological Societies) making it the most up to date resource for calculating your true market value.



To establish a query:

- Select a combination of parameters from the list below.
- Hold down the 'Ctrl' key to make multiple selections.
- Try to keep the number of parameters chosen to a minimum as the inclusion of each additional parameter will reduce the sample size.



State: All Australian Capital Territory New South Wales Northern Territory	Responsibility Level: (click here for definitions) All Level 1 Level 2 Level 3
Location: Any Capital city/suburb Regional	Years of Experience: All Less than 2 2 to less than 5 5 to less than 10
Qualification: All Diploma Bachelor Degree Graduate Diploma	Sector: All Private Australian Public Service State Public Service
Discipline: All Agricultural Science Biology Biochemistry	Industry: All Non-Manufacturing - Consulting & technical services - Education - Electricity & gas supply - Health

Members of Professionals Australia are able to access the results of the Professional Scientist Remuneration Survey online via the Professionals Australia website.

Users can select multiple combinations of position-related parameters and query the database to return specific remuneration levels related to the query.

Parameters by which analysis may be performed include state, industry, qualification, years of experience, employment sector, scientific discipline and responsibility level.

The Professional Scientist Salary Calculator is available at:

www.professionalsaustralia.org.au/?page=157

Members will need to use their membership number to login.

ABOUT THE SURVEY

The 2014 Professional Scientists Remuneration Survey was conducted online during May 2014.

The invitation to participate was forwarded to scientists by organisations belonging to the Science and Technology Australia (formerly the Federation of Australian Scientific and Technological Societies - FASTS), as well as to the scientific membership of the Professionals Australia.

1,421 completed questionnaires were returned by the many thousands of scientists offered an opportunity to participate.

TERMS USED

For the purposes of analysis, the following statistics were used:

- *Lower decile* - the value below which 10% of data was recorded.
- *Lower quartile* - the value below which 25% of data was recorded.
- *Median* - the value below which 50% of data was recorded.
- *Upper quartile* - the value below which 75% of data was recorded.
- *Upper decile* - the value below which 90% of data was recorded.
- *Mean* - the sum of individual values divided by the number of data items.
- *Base salary* - annual salary excluding allowances or non-cash benefits
- *Total cash* - base salary plus additional cash components
- *Total remuneration* - total cash plus the value of all non-cash benefits
- *Total employment cost* - total remuneration plus any FBT costs
- *Total package* - total employment cost plus the value of any performance related bonus received.

Copyright © 2014 by Professionals Australia.

All rights reserved. No part of this work may be reproduced or stored in any form, especially typographically, electronically and including photocopying, without written permission of the publisher. The use of material for private study, research or criticism is excepted from the reservation and may be undertaken within the accepted meaning of fair dealing. The publisher makes no representation, in any form, as to the accuracy of the information contained in this work and cannot accept any legal responsibility for errors, omissions or consequences of any action taken by readers.

ISSN 1444-0253

The Association of Professional Engineers, Scientists & Managers, Australia – Professionals Australia

Surveys Unit
 GPO Box 1272
 MELBOURNE VIC 3001
 Ph: (03) 9695 8839
 Fax: (03) 9695 8839
 Email: survey@professionalsaustralia.org.au
 Web: www.professionalsaustralia.org.au

