



AIPM Salary Survey Report

September, 2002

Conducted by AIPM, analysed by CMP Research

This report will outline the key findings of the first online annual salary survey by The Australian Institute of Project Management (AIPM). Two hundred members responded to the survey, of which approximately 90 stated their position as a Project Manager. A total of 123 has some level of specific qualification in project management. The average gross base salary for the total sample was \$91,110. For respondents whose title is Project Manager, the average salary was \$87,006. A large mix of other positions including directors and other senior managers meant that the overall average was high. Senior Project Managers were among the highest category surveyed at an average gross salary level of \$101,311.

Objectives

The objective of the annual salary survey was to determine the salary, non-salary components and the hourly charge out rate of individuals within the Project Management industry. Another objective of the study was to identify any correlation between salary and qualification and/or certifications. Salaries can vary greatly depending on age, gender and location.

Methodology

AIPM developed an online survey instrument in order to capture the average salary of AIPM members. This research was conducted between 2 June and 26 September 2002. Members responded via accessing the website and were sent a reminder email prompt about the survey. The reminder was sent to approximately 2,000 members, with 200 respondents completing the survey. This provided a response rate of 6.7%. See Appendix 1 for a sample of the survey form.

Results

The key areas evaluated include:

- Salary package (including gross base salary, non-salary components, and hourly charge out rate)
- Position title
- Education level
- Qualifications in project management
- Certification in Registered Project Manager Program
- Industry of employment
- Employment status

Salary

Overall the average salary is \$91,110 as shown in Table 1. A great deal of variance between the minimum salary and maximum salary exists, ranging from \$17,000 to \$182,000. This large variation also applies to non-salary components and the hourly rate, which varied between \$41 per hour to \$2,000 per hour.

Table 1: Salary Package

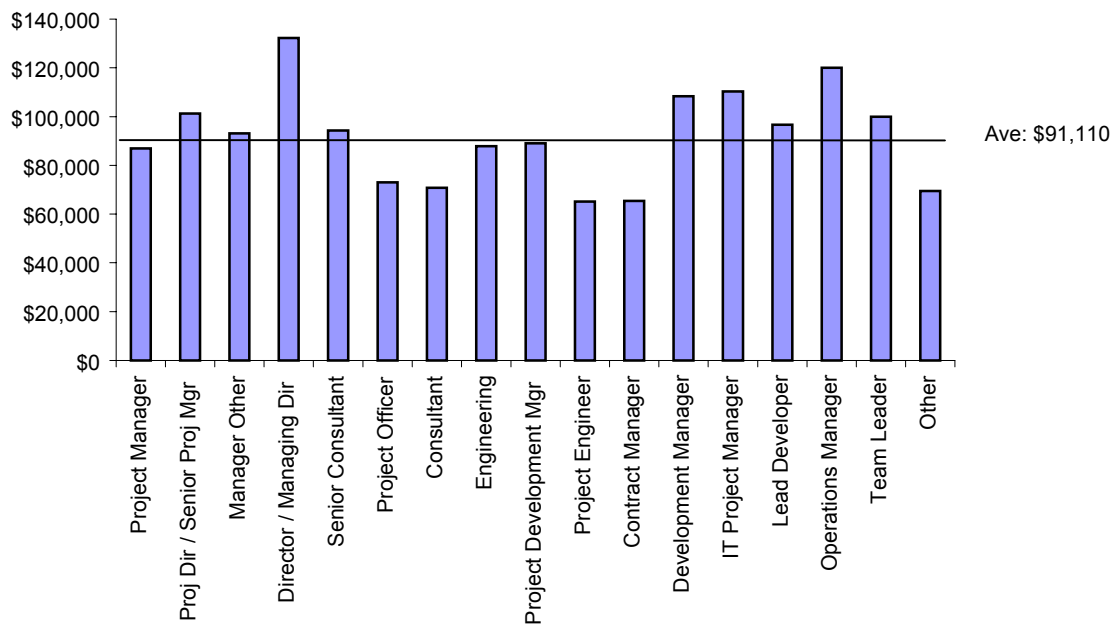
Salary Package	N	Min	Max	Ave	STD
Salary (excluding benefits, bonuses, superannuation etc)	194	\$ 17,000	\$ 182,000	\$ 91,110	\$30,070
Non-salary Components	145	\$ 2,000	\$ 220,000	\$ 22,448	\$26,285
Hourly Rate	118	\$ 41	\$ 2,000	\$ 175	\$258

* Note: STD (standard deviation) is the % of spread within $\pm 34\%$ of the average value indicated, which to a large extent is determined by the sample size.

Note: only 194 respondents provided salary information, 145 respondents provided non-salary components and 118 respondents provided an hourly rate.



Figure 1: Position Title by Base Salary



Position Title

A large percentage of respondents hold the position of Project Manager (45%) followed by senior project manager/project director (11.5%). Respondents holding other managerial positions in their organisation made up the third largest segment at 10%, hence there is a skew towards fairly senior positions. The salary, non-salary and hourly rates for each of the position groups are shown in Appendix 2.

- The highest average base salary is for the position of Director & Managing director at \$132,250
- Operations Manager at \$120,000 is the second highest salary position (as shown in the table above).
- Project Directors & Senior Project Managers are also very high at \$101,311.

Qualifications in Project Management

Respondents were requested to indicate their qualifications specifically within project management. 61.5% of respondents have a qualification in project management ranging from a Certificate IV to a Masters degree.

There appears to be little variance between salary and qualifications in project management (see Appendix 4 for details).

What appears to be more important is the combination of PM qualifications and position title, as you are more likely to hold a senior position if you have qualifications in PM. A respondent in junior positions such as Project Officer with PM qualifications had an average salary of \$80,492, whereas those without PM qualifications were \$54,500 (see Appendix 5 for more details).

Level of Education

The majority of respondents highest qualification obtained is university degree or higher (78.5%). There appears to be a modest difference between salary and highest qualifications obtained.

- A respondent who has a Graduate Diploma earns more than a respondent with a degree (\$104,260 vs \$87,484 respectively). See Appendix 3 for full details.
- Respondent with a PhD earned more than the majority of respondents at \$150,000 (note: small sample size in some cells).

Figure 2: Education by Salary

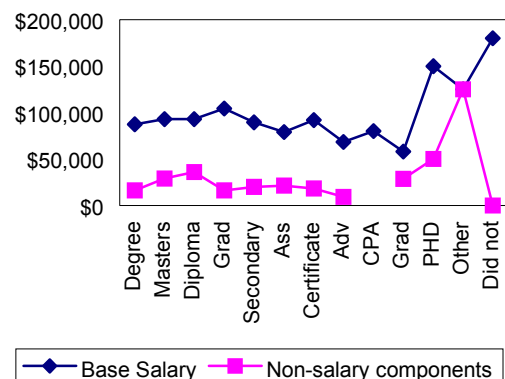
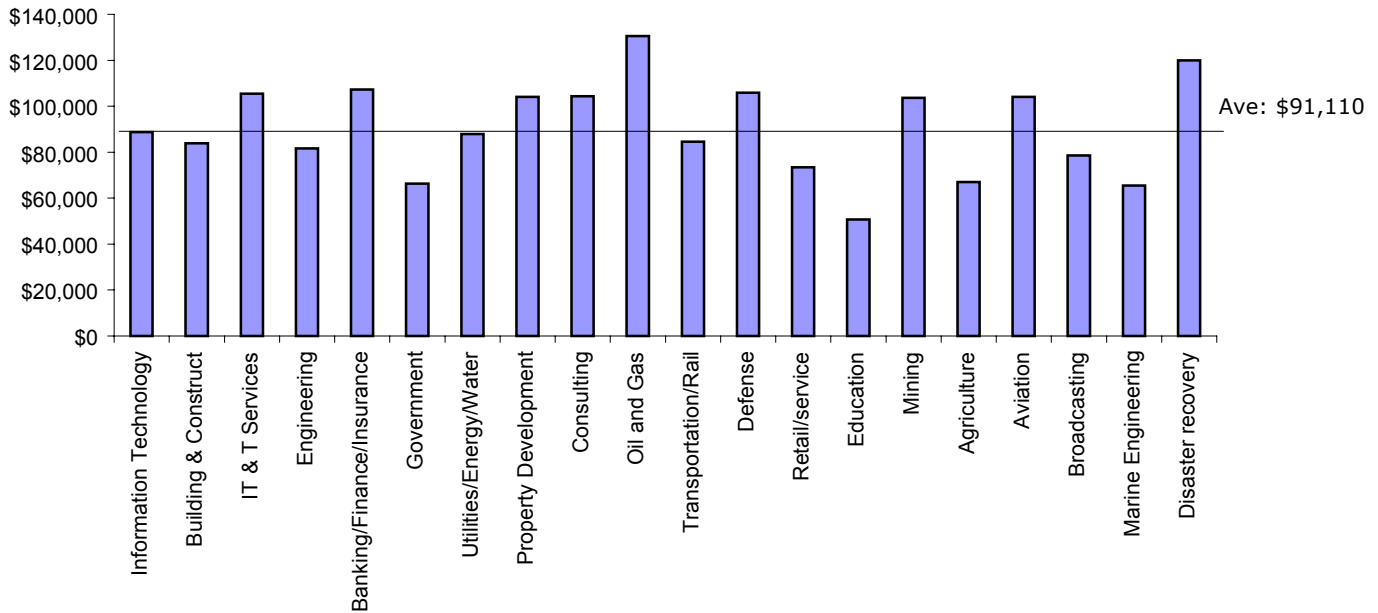




Figure 3: Industry by Base Salary



Industry

Respondents' backgrounds varied from over 20 industries. IT, Building & Construction, IT&T, and Engineering accounted for half of the respondents (50%).

- Oil & Gas industry had the highest base salary of \$130,599, as shown in the figure above.
- A few industries have an average salary over \$100,000, which includes IT&T, Banking/ Finance/ Insurance, Property Development, Consulting, Defense, Mining and Aviation.
- The lowest average salary is \$50,667 in the Education sector.

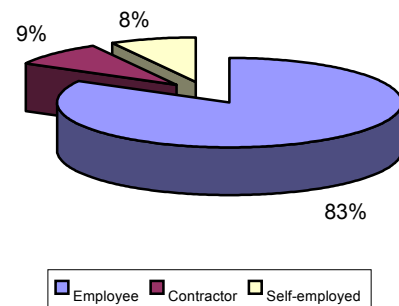
The hourly rate had an extensive range in some industry categories eg. The Banking/ Finance/ Insurance industry ranged from \$65 to \$2,000 per charge out hour. See Appendix 6 for more details.

Employment Status

The majority of respondents are employees (83%). Contractors appear to earn around 22% more on average. The average salary breakdown is:

Contractor	\$111,167
Employees	\$89,252
Self employed	\$91,367

Figure 4: Employment Status



Registered Project Manager Program

As shown in the figure 21.5% of respondents have completed the Qualified Project Practitioner (QPP). 25.5% of respondents are Registered Project Managers (RPM), and 6% have the Master Project Director (MPD) certification, whilst 47% have not completed the RegPM program or are not currently registered in the program.

Respondents with MPD certification have the highest salary at \$102,750. Marginal differences occurred between RPM and QPP respondents (see Appendix 7).

QPP	\$87,268
RPM	\$88,291
MPD	\$102,750
None	\$92,878

Figure 5: Registered PM Program

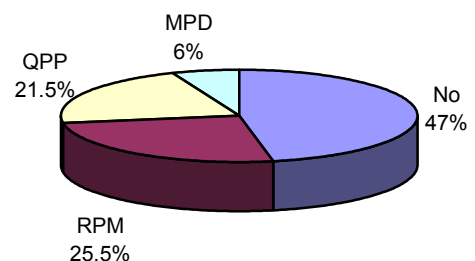
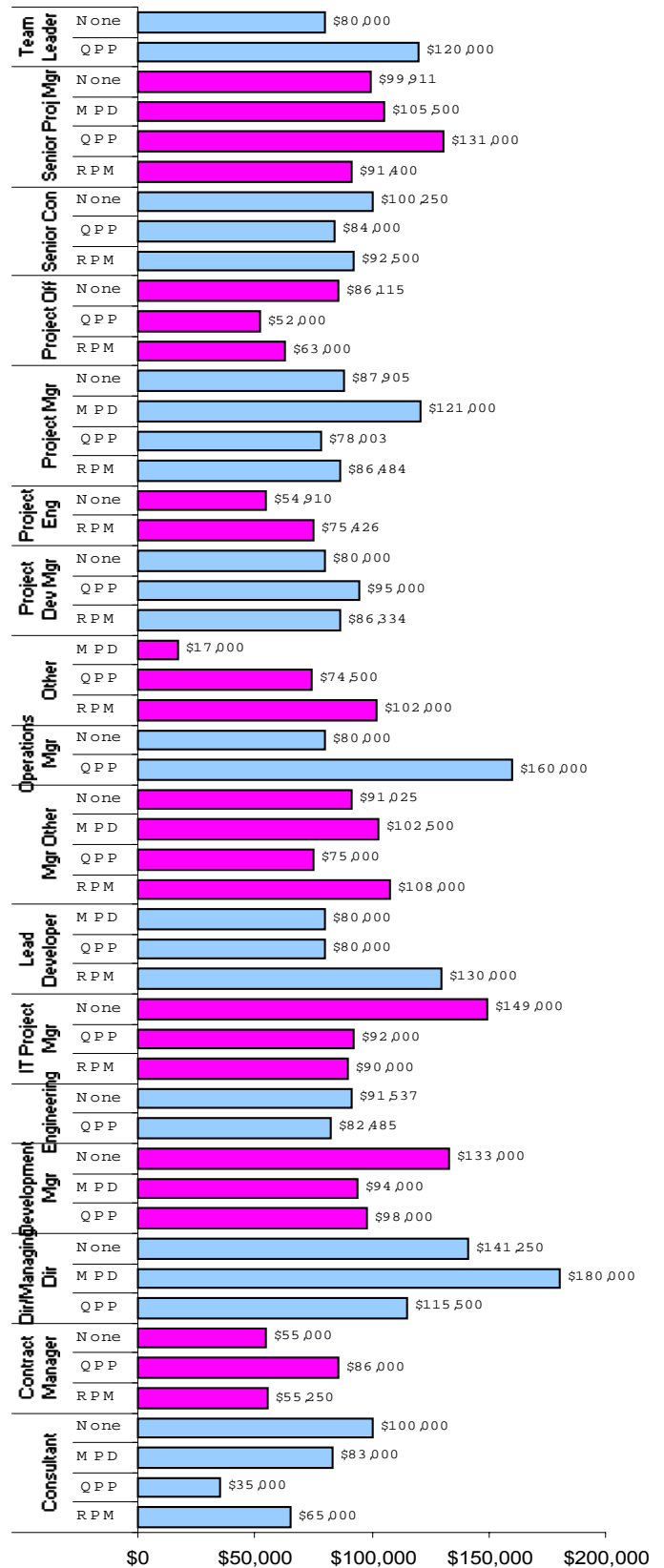




Figure 6 shows the average salary for each position by respondents who have completed the Registered Project Manager program (including those who have not completed the program).

Figure 6: Position Title by Registered Project Manager Program by Salary





Appendices

Appendix 1: Survey Form



Appendix 2: Position Title

Position Title Code	Number	%	Stats*	Salary	Non-salary Components	Hourly Rate	Salary Range	
Project Manager	90	45	Ave	\$87,006	\$19,967	\$204	Min	\$33,466
			STD	\$26,852	\$21,164	\$378	Max	\$175,000
Project Director / Senior Project Manager	23	11.5	Ave	\$101,311	\$25,221	\$169	Min	\$59,000
			STD	\$31,425	\$18,682	\$50	Max	\$182,000
Manager Other	20	10	Ave	\$93,164	\$36,016	\$157	Min	\$44,100
			STD	\$25,460	\$54,070	\$60	Max	\$135,000
Director / Managing Director	12	6	Ave	\$132,250	\$28,250	\$160	Min	\$77,500
			STD	\$34,135	\$15,078	\$41	Max	\$180,000
Senior Consultant	8	4	Ave	\$94,250	\$20,000	\$154	Min	\$72,000
			STD	\$16,918	\$20,265	\$35	Max	\$120,000
Project Officer	7	3.5	Ave	\$73,065	\$8,160	\$276	Min	\$39,000
			STD	\$37,039	\$3,966	\$247	Max	\$150,000
Consultant	5	2.5	Ave	\$70,750	\$9,000	\$102	Min	\$35,000
			STD	\$27,789	\$1,414	\$55	Max	\$100,000
Engineering	5	2.5	Ave	\$87,916	\$19,218	\$150	Min	\$63,611
			STD	\$32,109	\$11,183	\$71	Max	\$139,000
Project Development Manager	4	2	Ave	\$89,084	\$25,330	\$170	Min	\$80,000
			STD	\$7,305	\$17,613	\$36	Max	\$95,000
Project Engineer	4	2	Ave	\$65,168	\$22,513	\$153	Min	\$49,000
			STD	\$16,582	\$32,762	\$63	Max	\$88,352
Contract Manager	3	1.5	Ave	\$65,417	\$16,000	\$97	Min	\$55,000
			STD	\$17,826	\$7,937	\$30	Max	\$86,000
Development Manager	3	1.5	Ave	\$108,333	\$13,333	\$141	Min	\$94,000
			STD	\$21,455	\$5,132	\$44	Max	\$133,000
IT Project Manager	3	1.5	Ave	\$110,333	\$10,000	\$172	Min	\$90,000
			STD	\$33,501	\$8,888	\$97	Max	\$149,000
Lead Developer	3	1.5	Ave	\$96,667	\$10,000		Min	\$80,000
			STD	\$28,868			Max	\$130,000
Operations Manager	2	1	Ave	\$120,000	\$24,000	\$150	Min	\$80,000
			STD	\$56,569	\$22,627	\$42	Max	\$160,000
Team Leader	2	1	Ave	\$100,000	\$65,000	\$83	Min	\$80,000
			STD	\$28,284	\$77,782	\$24	Max	\$120,000
Other	6	3	Ave	\$69,500	\$15,000	\$102	Min	\$17,000
			STD	\$31,150	\$7,071	\$26	Max	\$102,000
Total	200	100	Ave	\$91,110	\$22,448	\$175	Min	\$17,000
			STD	\$30,070	\$26,285	\$258	Max	\$182,000

* Note: STD (standard deviation) is the % of spread within ±34% of the average value indicated, which to a large extent is determined by the sample size.



Appendix 3: Highest Educational Level Attained

Education Level	Number	%	Stats	Salary	Non-salary Components	Hourly Rate
Degree	82	41	Ave	\$87,484	\$16,194	\$183
			STD	\$31,878	\$12,343	\$264
			Min	\$33,466	\$2,000	\$70
			Max	\$182,000	\$71,645	\$1,800
Masters	53	26.5	Ave	\$92,801	\$28,927	\$140
			STD	\$27,195	\$28,948	\$45
			Min	\$17,000	\$5,000	\$75
			Max	\$175,000	\$120,000	\$240
Diploma	17	8.5	Ave	\$92,924	\$35,974	\$119
			STD	\$25,575	\$58,805	\$46
			Min	\$52,000	\$7,800	\$41
			Max	\$134,000	\$220,000	\$200
Grad Diploma	17	8.5	Ave	\$104,260	\$16,107	\$344
			STD	\$27,807	\$11,056	\$571
			Min	\$60,000	\$2,500	\$66
			Max	\$150,000	\$40,000	\$2,000
Secondary	9	4.5	Ave	\$89,454	\$19,938	\$134
			STD	\$28,555	\$16,305	\$72
			Min	\$51,631	\$4,629	\$65
			Max	\$130,000	\$50,000	\$275
Ass Diploma	7	3.5	Ave	\$79,071	\$21,250	\$105
			STD	\$17,104	\$16,761	\$47
			Min	\$52,000	\$2,000	\$67
			Max	\$102,500	\$42,000	\$165
Certificate	6	3	Ave	\$91,833	\$18,375	\$123
			STD	\$30,029	\$10,774	\$38
			Min	\$70,000	\$8,100	\$90
			Max	\$150,000	\$30,000	\$165
Adv Diploma	2	1	Ave	\$68,550	\$9,300	\$200
			STD	\$34,578		
			Min	\$44,100	\$9,300	\$200
			Max	\$93,000	\$9,300	\$200
CPA	2	1	Ave	\$80,000		
			STD			
			Min	\$80,000		
			Max	\$80,000		
Grad Certificate	2	1	Ave	\$58,143	\$28,808	
			STD	\$9,698	\$1,686	
			Min	\$51,285	\$27,615	
			Max	\$65,000	\$30,000	
PHD	1	.5	Ave	\$150,000	\$50,000	\$150
Other	1	.5	Ave	\$125,000	\$125,000	
Did not answer	1	.5	Ave	\$180,000		\$96
Total	200	100				

* Note: STD (standard deviation) is the % of spread within $\pm 34\%$ of the average value indicated, which to a large extent is determined by the sample size.



Appendix 4:Qualifications in Project Management

Qualification in Project Management	Number	%	Stats*	Salary	Non-salary Components	Hourly Rate
Certificate IV	42	21	Ave	\$88,212	\$24,904	\$140
			N	\$42	\$33	\$26
			STD	\$28,890	\$27,595	\$42
			Min	\$35,000	\$5,000	\$75
			Max	\$182,000	\$125,000	\$240
Diploma	42	21	Ave	\$89,694	\$21,103	\$265
			STD	\$31,180	\$21,857	\$457
			Min	\$44,100	\$2,000	\$41
			Max	\$180,000	\$91,496	\$2,000
Masters Degree	25	12.5	Ave	\$88,150	\$27,043	\$143
			STD	\$29,780	\$23,030	\$45
			Min	\$17,000	\$5,000	\$80
			Max	\$150,000	\$80,000	\$275
Advanced Diploma	14	7	Ave	\$94,952	\$18,636	\$135
			STD	\$28,866	\$9,691	\$49
			Min	\$33,466	\$6,000	\$90
			Max	\$129,540	\$40,000	\$200
None of the Above	77	38.5	Ave	\$93,810	\$21,183	\$169
			STD	\$30,909	\$31,302	\$253
			Min	\$39,000	\$2,000	\$67
			Max	\$175,000	\$220,000	\$1,800
Total	200	100	Ave	\$91,110	\$22,448	\$175

* Note: STD (standard deviation) is the % of spread within $\pm 34\%$ of the average value indicated, which to a large extent is determined by the sample size.



Appendix 5: Position Title by Qualification in PM with Average Base Salary

Position Title Code	QPM vs none	Mean	N	Std. Deviation	% of Total N
Consultant	Qualification in PM	\$72,667	3	\$33,710	1.5
	No qualification in PM	\$65,000	1		0.5
	Total	\$70,750	4	\$27,789	2.1
Contract Manager	Qualification in PM	\$70,500	2	\$21,920	1.0
	No qualification in PM	\$55,250	1		0.5
	Total	\$65,417	3	\$17,826	1.5
Director/Managing Director	Qualification in PM	\$125,438	8	\$35,063	4.1
	No qualification in PM	\$159,500	2	\$4,950	1.0
	Total	\$132,250	10	\$34,135	5.2
Development Manager	Qualification in PM	\$96,000	2	\$2,828	1.0
	No qualification in PM	\$133,000	1		0.5
	Total	\$108,333	3	\$21,455	1.5
Engineering	Qualification in PM	\$78,990	3	\$18,503	1.5
	No qualification in PM	\$101,306	2	\$53,308	1.0
	Total	\$87,916	5	\$32,109	2.6
IT Project Manager	Qualification in PM	\$91,000	2	\$1,414	1.0
	No qualification in PM	\$149,000	1		0.5
	Total	\$110,333	3	\$33,501	1.5
Lead Developer	Qualification in PM	\$80,000	2	\$0	1.0
	No qualification in PM	\$130,000	1		0.5
	Total	\$96,667	3	\$28,868	1.5
Manager Other	Qualification in PM	\$91,678	10	\$24,810	5.2
	No qualification in PM	\$94,650	10	\$27,350	5.2
	Total	\$93,164	20	\$25,460	10.3
Operations Manager	Qualification in PM	\$120,000	2	\$56,569	1.0
	Total	\$120,000	2	\$56,569	1.0
Other	Qualification in PM	\$63,000	5	\$29,933	2.6
	No qualification in PM	\$102,000	1		0.5
	Total	\$69,500	6	\$31,150	3.1
Project Development Manager	Qualification in PM	\$89,084	4	\$7,305	2.1
	Total	\$89,084	4	\$7,305	2.1
Project Engineer	Qualification in PM	\$75,426	2	\$18,280	1.0
	No qualification in PM	\$54,910	2	\$8,357	1.0
	Total	\$65,168	4	\$16,582	2.1
Project Manager	Qualification in PM	\$86,024	54	\$26,385	27.8
	No qualification in PM	\$88,565	34	\$27,905	17.5
	Total	\$87,006	88	\$26,852	45.4
Project Officer	Qualification in PM	\$80,492	5	\$41,187	2.6
	No qualification in PM	\$54,500	2	\$21,920	1.0
	Total	\$73,065	7	\$37,039	3.6



Position Title Code	QPM vs none	Mean	N	Std. Deviation	% of Total N
Senior Consultant	Qualification in PM	\$88,250	4	\$18,927	2.1
	No qualification in PM	\$100,250	4	\$14,614	2.1
	Total	\$94,250	8	\$16,918	4.1
Senior Project Manager	Qualification in PM	\$101,285	11	\$36,478	5.7
	No qualification in PM	\$101,336	11	\$27,260	5.7
	Total	\$101,311	22	\$31,425	11.3
Team Leader	Qualification in PM	\$100,000	2	\$28,284	1.0
	Total	\$100,000	2	\$28,284	1.0
Total	Qualification in PM	\$89,482	121	\$29,562	62.4
	No qualification in PM	\$93,810	73	\$30,909	37.6
	Total	\$91,110	194	\$30,070	100.0

* Note: STD (standard deviation) is the % of spread within $\pm 34\%$ of the average value indicated, which to a large extent is determined by the sample size.



Appendix 6: Industries

Industry	Number	%	Stats*	Salary	Non-salary components	Hourly Rate
Information Technology	29	14.5	Ave	\$88,734	\$14,567	\$222
			STD	\$26,132	\$9,725	\$356
			Min	\$50,000	\$5,000	\$65
			Max	\$180,000	\$50,000	\$1,800
Building & Construct	28	14	Ave	\$83,920	\$20,066	\$124
			STD	\$26,895	\$20,879	\$35
			Min	\$35,000	\$5,000	\$70
			Max	\$150,000	\$80,000	\$200
IT & T Services	24	12	Ave	\$105,407	\$28,500	\$142
			STD	\$23,077	\$46,176	\$94
			Min	\$63,000	\$2,000	\$70
			Max	\$150,000	\$220,000	\$450
Engineering	19	9.5	Ave	\$81,583	\$19,748	\$132
			STD	\$32,536	\$12,884	\$49
			Min	\$33,466	\$5,681	\$75
			Max	\$163,000	\$50,000	\$210
Banking/Finance/Insurance	14	7	Ave	\$107,250	\$31,011	\$552
			STD	\$27,020	\$41,157	\$779
			Min	\$54,000	\$3,000	\$65
			Max	\$150,000	\$125,000	\$2,000
Government	14	7	Ave	\$66,270	\$23,938	\$113
			STD	\$17,601	\$33,723	\$40
			Min	\$39,000	\$2,500	\$85
			Max	\$100,000	\$91,496	\$141
Utilities/Energy/Water	13	6.5	Ave	\$87,842	\$23,083	\$108
			STD	\$26,685	\$13,253	\$30
			Min	\$52,000	\$5,000	\$41
			Max	\$149,500	\$42,000	\$140
Property Development	12	7	Ave	\$104,125	\$37,611	\$159
			STD	\$32,224	\$38,384	\$42
			Min	\$55,000	\$6,500	\$100
			Max	\$156,000	\$120,000	\$200
Consulting	7	3.5	Ave	\$104,400	\$11,800	\$169
			STD	\$48,284	\$7,563	\$52
			Min	\$65,000	\$6,000	\$85
			Max	\$182,000	\$25,000	\$210
Oil and Gas	7	3.5	Ave	\$130,559	\$23,608	\$127
			STD	\$31,278	\$24,179	\$42
			Min	\$88,352	\$10,000	\$89
			Max	\$175,000	\$71,645	\$197
Transportation/Rail	7	3.5	Ave	\$84,527	\$15,885	\$120
			STD	\$25,841	\$6,760	\$25
			Min	\$62,500	\$5,625	\$99
			Max	\$120,000	\$22,000	\$150
Defense	6	3	Ave	\$105,850	\$19,815	\$160
			STD	\$31,842	\$12,054	\$35
			Min	\$65,000	\$8,000	\$120
			Max	\$160,000	\$35,990	\$180
Retail/service	4	2	Ave	\$73,410	\$14,247	\$110
			STD	\$16,523	\$6,374	\$14
			Min	\$53,000	\$8,000	\$100
			Max	\$92,640	\$20,740	\$120



Industry	Number	%	Stats*	Salary	Non-salary components	Hourly Rate
Education	3	1.5	Ave	\$50,667	\$10,000	
			STD	\$30,370		
			Min	\$17,000	\$10,000	
			Max	\$76,000	\$10,000	
Mining	3	1.5	Ave	\$103,667	\$26,667	\$104
			STD	\$23,245	\$2,887	\$20
			Min	\$86,000	\$25,000	\$90
			Max	\$130,000	\$30,000	\$118
Agriculture	2	1	Ave	\$67,008	\$5,750	
			STD	\$11,302	\$1,061	
			Min	\$59,016	\$5,000	
			Max	\$75,000	\$6,500	
Aviation	2	1	Ave	\$104,000	\$28,750	\$238
			STD	\$12,728	\$8,839	\$53
			Min	\$95,000	\$22,500	\$200
			Max	\$113,000	\$35,000	\$275
Broadcasting	2	1	Ave	\$78,500	\$11,000	
			STD	\$12,021	\$4,243	
			Min	\$70,000	\$8,000	
			Max	\$87,000	\$14,000	
Marine Engineering	2	1	Ave	\$65,500	\$23,500	\$101
			STD	\$19,092	\$21,920	
			Min	\$52,000	\$8,000	\$101
			Max	\$79,000	\$39,000	\$101
Disaster recovery	1	0.5	Ave	\$120,000	\$80,000	\$200
Did not answer	1	0.5				
Total	200	100				

* Note: STD (standard deviation) is the % of spread within $\pm 34\%$ of the average value indicated, which to a large extent is determined by the sample size.



Appendix 7: Registered Project Manager Program

Registered Project Manager	Number	%	Stats*	Salary	Non-salary Components	Hourly Rate
No	94	47%	Ave	\$92,878	\$20,921	\$164
			STD	\$30,177	\$29,100	\$229
			Min	\$33,466	\$2,000	\$65
			Max	\$163,000	\$220,000	\$1,800
RPM	51	25.5%	Ave	\$88,291	\$21,889	\$227
			STD	\$25,067	\$22,196	\$400
			Min	\$51,285	\$5,000	\$41
			Max	\$150,000	\$91,496	\$2,000
QPP	43	21.5%	Ave	\$87,268	\$26,911	\$142
			STD	\$30,821	\$27,544	\$41
			Min	\$35,000	\$5,000	\$75
			Max	\$182,000	\$125,000	\$240
MPD	12	6%	Ave	\$102,750	\$18,922	\$161
			STD	\$42,842	\$14,005	\$66
			Min	\$17,000	\$5,000	\$96
			Max	\$180,000	\$50,000	\$275
Total	200	100%				

* Note: STD (standard deviation) is the % of spread within $\pm 34\%$ of the average value indicated, which to a large extent is determined by the sample size.