



AIPM Salary Survey Report

December 2005

Conducted by AIPM. Analysed by AIPM.

This report outlines the findings of the 2005 Informal Salary survey run by the Australian Institute of Project Management. 123 responses were submitted between the fourth of April 2005 and the 14th of December 2005. 56 respondees identified their position title as Project Manager. 29 responses were recorded for job titles based on Project related roles, including Officers, Engineers, Management Office Managers and Project Directors. The average wage of the total sample was \$89,571, with Project Managers earning \$93,000 on average. RegPM certified respondees generally received higher average salary than uncertified respondees. Project Directors earned on average \$186,000, the highest average salary surveyed.

Objectives

The goals of the survey were to:

- establish the salary, non-salary and hourly rate charges of Project Management practitioners in Australia
- examine the relationship between qualifications and salary.

Results

The key areas evaluated included:

- 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 (RegPM)
- Industry of employment
- Employment status

Methodology

AIPM gathered data using a members only web based survey form. It was available online between April and December 2005. Members submitted data voluntarily while using the website. 123 submissions were received. Due to the sample size, acquisition method and lack of data verification, these results are informal and not indicative of the membership or the broader field. Appendices describe the survey in detail.

1 response with an unusually high salary (\$1,000,000) was excluded from analysis.

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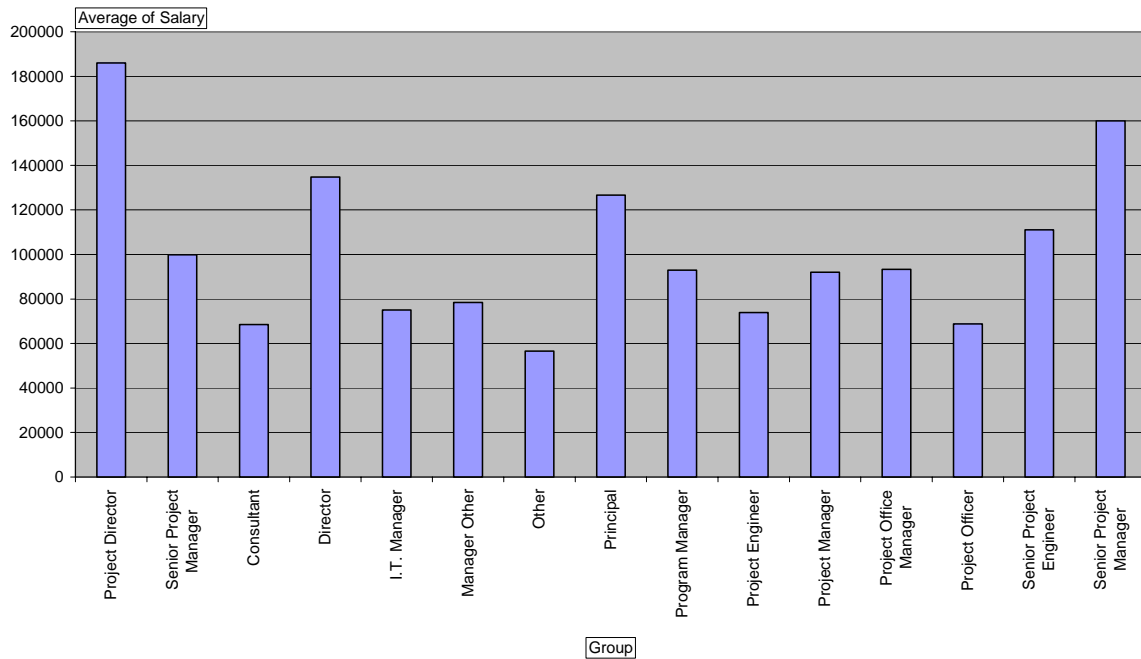
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Salary

Table 1: Overall Salary data – Sample size, Average, Maximum, Minimum and Standard Deviation

Package	n	AVG	Max	Min	StDev
Total	112	89,571.19	320,000.00	27,600.00	45,220.73
Non-Salary	67	12,749.21	57,000.00	8.00	9,773.41
Hourly	50	139.05	985.00	45.00	131.12

Figure 1: Average wage by Position Title



Position Title

Table 2: Position Title

Group	Total
Project Director	3
Senior Project Manager	4
Consultant	2
Director	5
I.T. Manager	3
Manager Other	7
Other	16
Principal	3
Program Manager	3
Project Engineer	5
Project Manager	56
Project Office Manager	3
Project Officer	8
Senior Project Engineer	1
Senior Project Manager	2
(blank)	
Grand Total	121

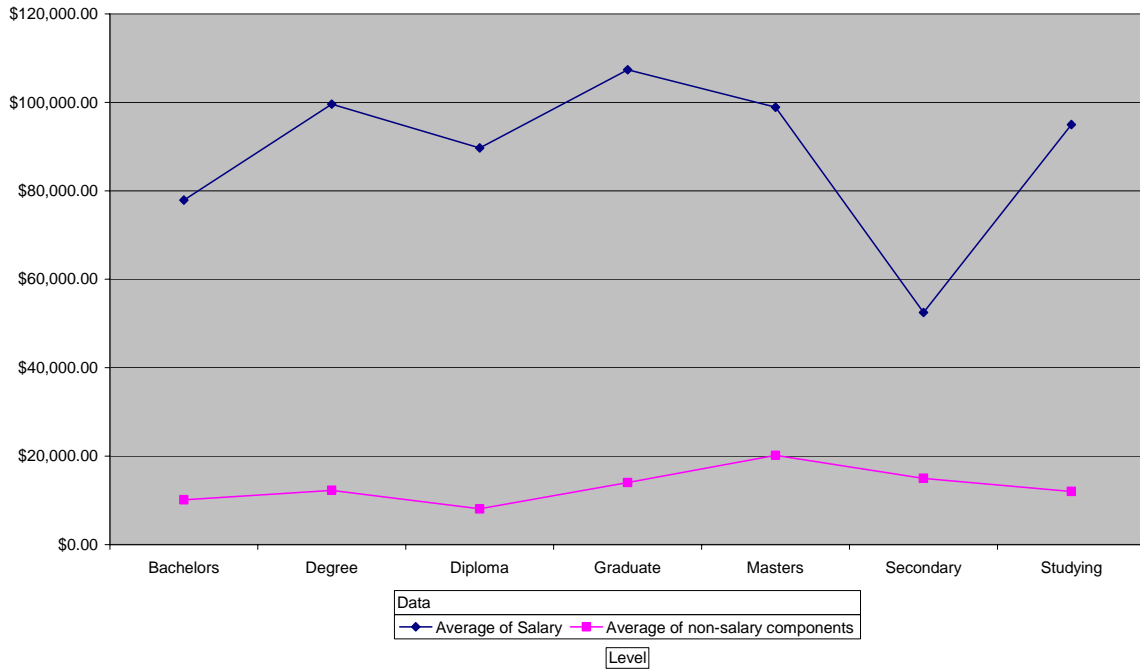
Qualifications in Project Management

Table 3: Qualifications in Project Management

PM Qualification	Total
Advanced Diploma	15
Certificate IV	11
Diploma	15
Masters Degree	11
None of the above	69
Grand Total	121

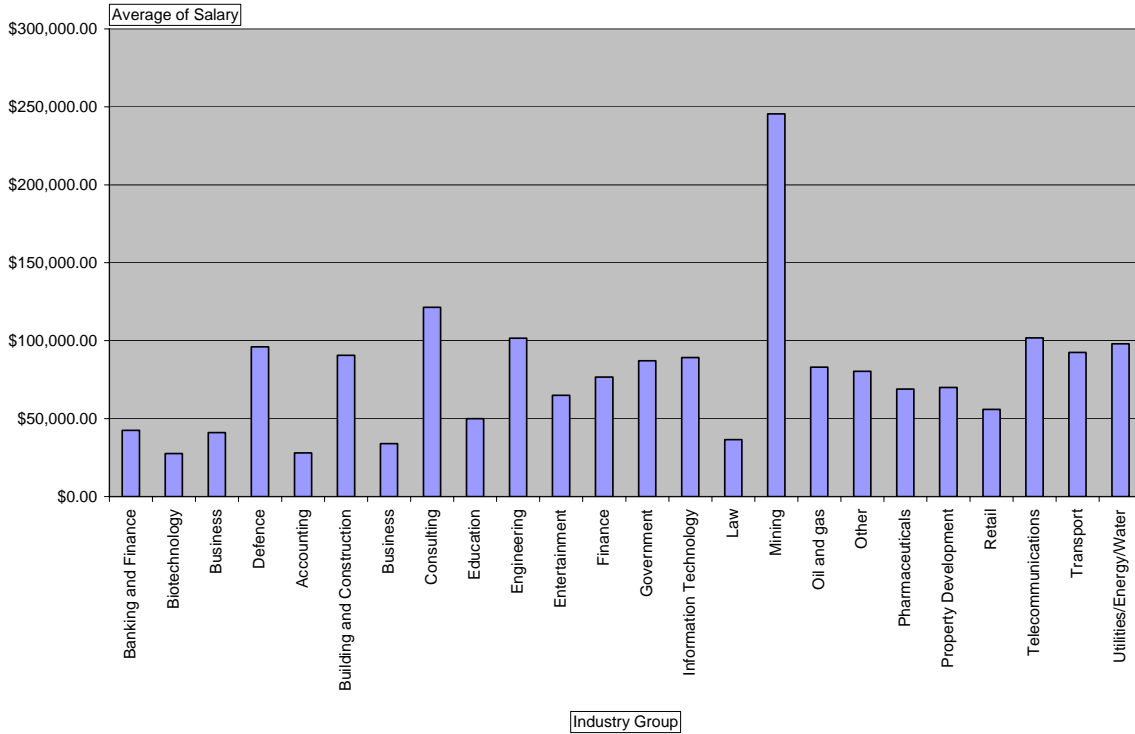
Level of Education

Figure 2: Level of Education v Average Salary



Industry

Figure 3: Industry by Average Salary

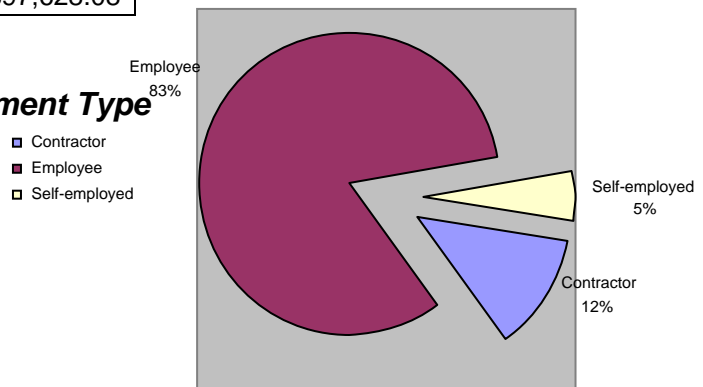


Employment Status

Table 4: Employment Status and average salary

Employment status	Number	Average of Salary
Contractor	15	\$141,689.80
Employee	100	\$92,093.56
Self-employed	6	\$113,666.67
Grand Total	121	\$97,628.08

Figure 4: Composition of Employment Type



Registered Project Manager Program

Table 5: Average Salary by Project Management Certification

Registered with AIPM	Total
MPD	\$129,846.15
No	\$75,745.58
QPP	\$60,000.00
RPM	\$150,127.25
Grand Total	\$97,628.08

Note: “QPP” average is lower than “No” because only one candidate held a QPP certification.

Figure 5: Composition of Project Management Certification

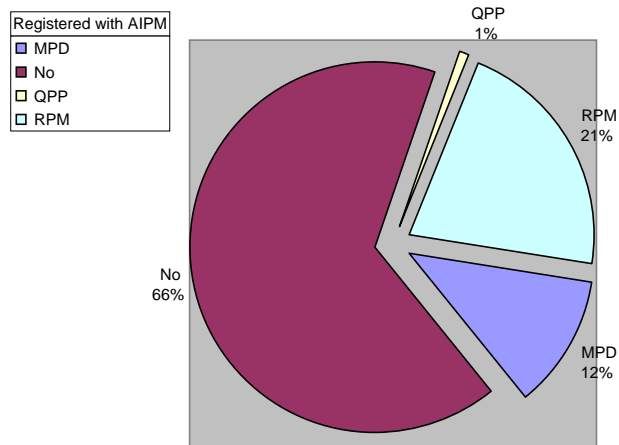


Table 6: Composition of Project Management Certification

Registered with AIPM	Total
MPD	14
No	80
QPP	1
RPM	25
Grand Total	120

Figure 6: Average Salary by Position Title and Project Management Qualification

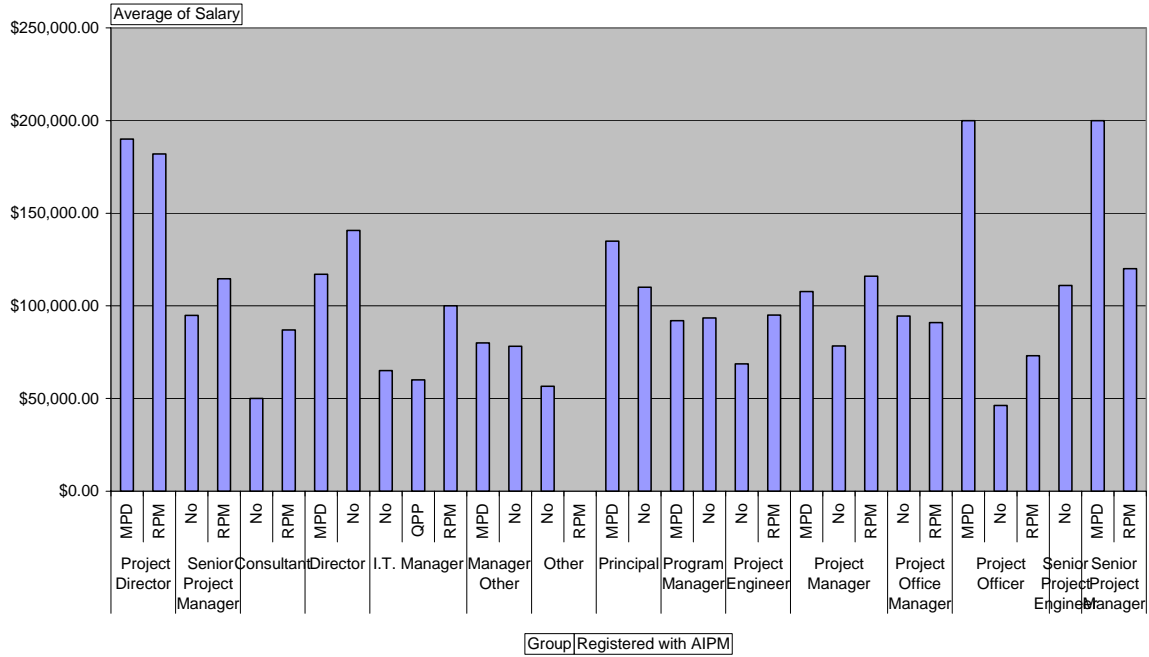


Table 7: Average salary by Position Title and Project Management Qualification

Group	Registered with AIPM	Total
Project Director	MPD	\$190,000.00
	RPM	\$182,000.00
Senior Project Manager	No	\$94,833.33
	RPM	\$114,679.00
Consultant	No	\$50,000.00
	RPM	\$87,000.00
Director	MPD	\$117,000.00
	No	\$140,666.67
I.T. Manager	No	\$65,000.00
	QPP	\$60,000.00
	RPM	\$100,000.00
Manager Other	MPD	\$80,000.00
	No	\$78,166.67
Other	No	\$56,561.54
	RPM	
Principal	MPD	\$135,000.00
	No	\$110,000.00
Program Manager	MPD	\$92,000.00
	No	\$93,500.00
Project Engineer	No	\$68,625.00
	RPM	\$95,000.00
Project Manager	MPD	\$107,800.00
	No	\$78,319.37
	RPM	\$116,025.00
Project Office Manager	No	\$94,500.00
	RPM	\$91,000.00
Project Officer	MPD	\$200,000.00
	No	\$46,233.17
	RPM	\$73,000.00
Senior Project Engineer	No	\$111,000.00
Senior Project Manager	MPD	\$200,000.00
	RPM	\$120,000.00
Average		\$89,571.19

Appendices

Survey

Figure 7: Survey questions

The screenshot shows a web browser window titled "Annual Salary Survey - Microsoft Internet Explorer". The address bar shows the URL "http://www.aipm.com.au/html/annual_fee_survey.cfm". The page header includes the AIPM logo and navigation links: "Useful Links", "IR/ Knowledge Resources", "Renew Membership", "Benefits", "Update Contact Details", and "Site Map". A search bar is located in the top right corner.

The main content area is titled "Annual Salary Survey" and contains the following questions and input fields:

- Tree Node:** AIPM (dropdown menu)
- What is your position title?** (text input field)
- What is the highest level of education you have achieved?** (text input field, with example: "eg bachelors degree, masters, diploma, TAFE...")
- Do you have a qualification in project management?** Certificate IV (dropdown menu)
- Are you a registered project manager?** RPM (dropdown menu)
- What primary industry do you work in?** (text input field, with example: "eg Engineering, IT, Telecoms, Defence, Law, Banking & Finance, Pharmaceuticals")
- What State/Territory are you in?** NSW (dropdown menu)
- What is your current employment status?** Employee (dropdown menu)
- What is your base, gross annual salary?** (text input field, with note: "(excluding benefits, bonuses, superannuation etc)")
- What is the value of non-salary components of your salary package?** (text input field)
- If your time is charged to clients at an hourly rate, what is the hourly rate?** (text input field)
- What percentage increase was your last pay rise, and how long ago was this?** (text input field, with example: "eg 10%, 6 months ago")

A "Send" button is located at the bottom right of the form. A note at the bottom left states: "* Indicates a mandatory field." A "Print this page" link is located in the top right corner of the form area.

The Windows taskbar at the bottom shows the Start button, several application icons, and the system tray with the time "10:06 AM".

Table 8: Position Title Financial Averages

Group	#	Avg Salary	Avg non-salary	Avg Hourly	Max of Salary	Min of Salary	StdDev Salary	StdDev non-salary
Project Director	3	\$186,000.00		\$96.88	\$190,000.00	\$182,000.00	\$5,656.85	
Senior Project Manager	4	\$99,794.75	\$11,833.33	\$128.33	\$128,500.00	\$77,000.00	\$25,804.10	\$10,128.34
Consultant	2	\$68,500.00	\$8,000.00	\$113.50	\$87,000.00	\$50,000.00	\$26,162.95	
Director	5	\$134,750.00	\$15,000.00	\$195.00	\$200,000.00	\$52,000.00	\$64,968.58	\$5,000.00
I.T. Manager	3	\$75,000.00			\$100,000.00	\$60,000.00	\$21,794.49	
Manager Other	7	\$78,428.57	\$8,500.00	\$110.00	\$130,000.00	\$48,000.00	\$26,506.96	\$3,316.62
Other	16	\$56,561.54	\$4,026.33	\$143.00	\$95,000.00	\$35,000.00	\$17,736.01	\$2,435.34
Principal	3	\$126,666.67	\$21,000.00	\$131.17	\$150,000.00	\$110,000.00	\$20,816.66	\$1,414.21
Program Manager	3	\$93,000.00	\$32,333.33		\$100,000.00	\$87,000.00	\$6,557.44	\$21,361.96
Project Engineer	5	\$73,900.00	\$7,400.00	\$93.33	\$110,000.00	\$51,000.00	\$26,749.77	\$4,503.33
Project Manager	55	\$92,030.67	\$12,259.42	\$112.67	\$320,000.00	\$27,600.00	\$46,609.12	\$8,635.56
Project Office Manager	3	\$93,333.33	\$10,000.00	\$140.00	\$99,000.00	\$90,000.00	\$4,932.88	
Project Officer	8	\$68,799.88	\$20,000.00	\$71.00	\$200,000.00	\$28,000.00	\$55,411.72	\$11,135.53
Senior Project Engineer	1	\$111,000.00	\$15,000.00	\$120.00	\$111,000.00	\$111,000.00		
Senior Project Manager	2	\$160,000.00	\$20,000.00	\$592.50	\$200,000.00	\$120,000.00	\$56,568.54	
Grand Total	120	\$89,571.19	\$12,749.21	\$139.05	\$320,000.00	\$27,600.00	\$45,220.73	\$9,773.41

Table 9: Highest Educational Level Attained

Level	Number	Avg Salary	Avg non-salary	Avg Hourly rate
Bachelors Degree	40	\$77,918.87	\$10,116.56	\$117.32
Diploma	6	\$99,600.00	\$12,250.00	\$118.18
Graduate	25	\$89,702.09	\$8,085.00	\$97.07
Masters	14	\$107,397.86	\$14,000.00	\$108.55
Secondary	23	\$98,928.57	\$20,153.85	\$220.45
Studying (blank)	2	\$52,500.00	\$15,000.00	\$200.00
	1	\$95,000.00	\$12,000.00	
	9	\$95,500.00	\$15,640.00	\$193.75
Grand Total	120	\$89,571.19	\$12,749.21	\$139.05

Table 10: Qualifications in Project Management

PM Qualification	Number	Avg Salary	Avg non-salary	Avg Hourly rate
Advanced Diploma	15	\$112,571.43	\$16,428.57	\$111.21
Certificate IV	11	\$90,444.44	\$14,714.29	\$123.60
Diploma	15	\$87,188.86	\$12,619.88	\$107.60
Masters Degree	10	\$81,850.00	\$14,000.00	\$118.53
None of the above	69	\$86,197.37	\$11,438.86	\$155.17
Grand Total	120	\$89,571.19	\$12,749.21	\$139.05

Table 11: Position Title by Qualification in PM with Average Base Salary

Group	RegPM	Number	Average of Salary
Project Director	yes	3	\$186,000.00
Senior Project Manager	No	3	\$94,833.33
	yes	1	\$114,679.00
Consultant	No	1	\$50,000.00
	yes	1	\$87,000.00
Director	No	4	\$140,666.67
	yes	1	\$117,000.00
I.T. Manager	No	1	\$65,000.00
	yes	2	\$80,000.00
Manager Other	No	6	\$78,166.67
	yes	1	\$80,000.00
Other	No	14	\$56,561.54
	yes	2	
Principal	No	1	\$110,000.00
	yes	2	\$135,000.00
Program Manager	No	2	\$93,500.00
	yes	1	\$92,000.00
Project Engineer	No	4	\$68,625.00
	yes	1	\$95,000.00
Project Manager	No	35	\$78,319.37
	yes	20	\$113,968.75
Project Office Manager	No	2	\$94,500.00
	yes	1	\$91,000.00
Project Officer	No	6	\$46,233.17
	yes	2	\$136,500.00
Senior Project Engineer	No	1	\$111,000.00
Senior Project Manager	yes	2	\$160,000.00
Grand Total		120	\$89,571.19

Table 12: Industries

Industry Group	#	Average Salary	Avg non-salary	Avg Hourly rate	Max of Salary	Min of Salary	StdDev Salary
Banking and Finance	3	\$42,500.00	\$3,000.00	\$130.00	\$50,000.00	\$35,000.00	\$10,606.60
Biotechnology	1	\$27,600.00	\$4,500.00		\$27,600.00	\$27,600.00	
Business	1	\$41,100.00			\$41,100.00	\$41,100.00	
Defence	12	\$96,098.33	\$13,713.33	\$120.25	\$200,000.00	\$61,800.00	\$40,427.65
Accounting	1	\$28,000.00		\$57.00	\$28,000.00	\$28,000.00	
Building and Construction	11	\$90,603.81	\$11,345.00	\$136.89	\$200,000.00	\$40,000.00	\$49,639.27
Business	1	\$34,000.00	\$10,000.00		\$34,000.00	\$34,000.00	
Consulting	3	\$121,500.00	\$14,250.00	\$142.50	\$150,000.00	\$94,500.00	\$27,780.39
Education	1	\$50,000.00		\$67.00	\$50,000.00	\$50,000.00	
Engineering	11	\$101,665.45	\$10,218.17	\$112.50	\$205,000.00	\$51,000.00	\$45,794.95
Entertainment	1	\$65,000.00			\$65,000.00	\$65,000.00	
Finance	3	\$76,666.67	\$8,000.00	\$85.00	\$99,000.00	\$55,000.00	\$22,007.57
Government	10	\$87,195.40	\$23,770.00	\$85.00	\$190,000.00	\$40,000.00	\$41,687.61
Information Technology	26	\$89,199.00	\$10,766.67	\$126.87	\$182,000.00	\$31,000.00	\$35,481.92
Law	2	\$36,500.00	\$1,579.00	\$185.00	\$38,000.00	\$35,000.00	\$2,121.32
Mining	2	\$245,500.00	\$16,000.00	\$95.00	\$320,000.00	\$171,000.00	\$105,358.91
Oil and gas	1	\$83,000.00	\$30,000.00		\$83,000.00	\$83,000.00	
Other	10	\$80,428.57	\$15,550.00		\$115,000.00	\$62,000.00	\$19,552.13
Pharmaceuticals	1	\$69,000.00	\$23,000.00		\$69,000.00	\$69,000.00	
Property Development	2	\$70,000.00	\$7,000.00	\$100.00	\$70,000.00	\$70,000.00	
Retail	2	\$56,000.00	\$15,000.00		\$60,000.00	\$52,000.00	\$5,656.85
Telecommunications	7	\$101,783.33	\$15,500.00	\$293.60	\$200,000.00	\$62,500.00	\$51,158.59
Transport	2	\$92,500.00			\$100,000.00	\$85,000.00	\$10,606.60
Utilities/Energy/Water	6	\$98,066.67	\$12,250.00		\$130,000.00	\$48,000.00	\$33,782.05
Grand Total	120	\$89,571.19	\$12,749.21	\$139.05	\$320,000.00	\$27,600.00	\$45,220.73

Table 13: Registered Project Manager Program

RegPM	Data	Total
MPD	Number	14
	Average of Salary	\$129,846.15
	Average of non-salary components	\$21,220.00
	Average of Hourly rate	\$237.36
	Max of Salary	\$200,000.00
	Max of non-salary components	32000
	Max of Hourly rate	\$985.00
	Min of Salary	80000
	Min of non-salary components	\$7,760.00
	Min of Hourly rate	\$81.00
	StdDev of Salary	\$41,938.14
	StdDev of non-salary components2	\$7,009.28
	StdDev of Hourly rate	\$331.59
No	Number	80
	Average of Salary	\$75,745.58
	Average of non-salary components	\$11,726.77
	Average of Hourly rate	\$121.46
	Max of Salary	\$205,000.00
	Max of non-salary components	57000
	Max of Hourly rate	\$300.00
	Min of Salary	27600
	Min of non-salary components	\$8.00
	Min of Hourly rate	\$45.00
	StdDev of Salary	\$34,667.22
	StdDev of non-salary components2	\$10,401.01
	StdDev of Hourly rate	\$51.93
QPP	Number	1
	Average of Salary	\$60,000.00
	Max of Salary	\$60,000.00
	Min of Salary	60000
RPM	Number	25
	Average of Salary	\$113,176.26
	Average of non-salary components	\$11,230.60
	Average of Hourly rate	\$127.66
	Max of Salary	\$320,000.00
	Max of non-salary components	25000
	Max of Hourly rate	\$200.00
	Min of Salary	65000
	Min of non-salary components	\$500.00
	Min of Hourly rate	\$60.00
	StdDev of Salary	\$55,527.39
	StdDev of non-salary components2	\$6,834.62
	StdDev of Hourly rate	\$44.92