

EMPLOYMENT & SALARY SURVEY 2017 - 2018



CIEEM

SUMMARY

IEEM's 2017-18 survey of members' employment, income trends and job satisfaction provides an important benchmark for the profession. It paints a picture of a hard-working, highly motivated and committed workforce.

Employment levels and prospects are generally good, but working hours are long and many employed members contribute un-remunerated time to their employer. Self-employed members work, on average, slightly longer hours but enjoy the flexibility and independence of their role.

Salaries are, in general, below those of related professions and significantly below the average for a professional working in the science and technology sector. For Full members, whether employed or self-employed, average salaries are higher outside of the UK than within.

Despite the challenges of long, anti-social hours and disappointing pay, job satisfaction levels are good and most respondents would recommend the profession to those looking for an interesting, varied and worthwhile career.



THE SURVEY RESPONDENTS

A quarter of CIEEM's eligible members took part in the survey, 1,342 respondents in total. The response by gender was probably not untypical of our membership: 51.4% of respondents were female, 47.8% male. Just under 1% preferred not to say.

The age profile of respondents (see Figure 1) shows a comparatively youthful profession (two thirds under the age of 45) although the high proportion

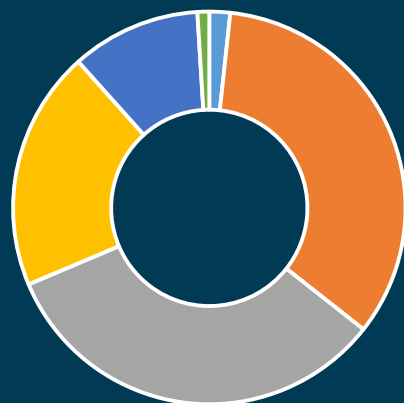
of graduate members over 25 (Figure 2) suggests that career progression may not be as swift as in other professions.

The majority of respondents were in the senior professional membership grades of Full, Fellow and Chartered members representing those who are well-established in their careers. Figure 2 shows the respondent profile by membership grade.

Respondent profile by age

FIGURE 1

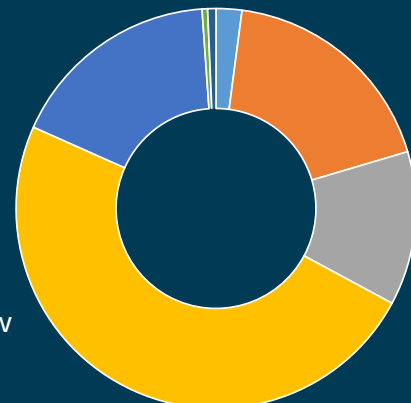
- Under 25
- 25-34
- 35-44
- 45-54
- 55-64
- 65 or over



Respondent profile by membership grade

FIGURE 2

- Qualifying
- Graduate
- Associate
- Full
- Chartered Full
- Fellow
- Chartered Fellow



Ecologist or Environmental Manager

- Ecologist
- Environmental Manager
- Both
- Neither

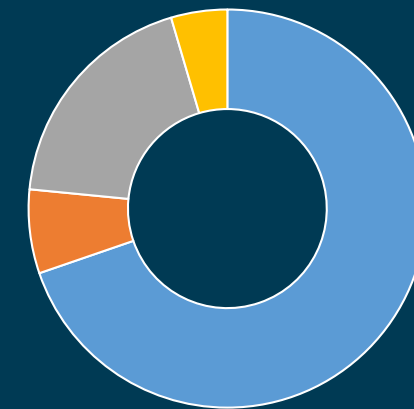


FIGURE 3

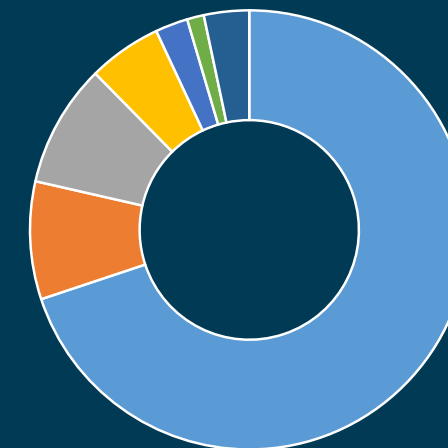
Figure 4 shows the profile of respondents by employment sector. Private sector consultancy has been the largest employment category for the profession for many years now and this shows no signs of changing. Indeed, the high figure of almost 70% working in private sector

consultancy reflects a further drift into this area of work after significant cuts to public sector funding in recent years. The majority of respondents who chose 'other' could, in fact be allocated to one of the other sectors, typically NGO or industry.

Respondent profile by employment sector

FIGURE 4

- Private sector consultancy
- Central or local government
- Statutory government agency
- Voluntary / non-profit sector
- Industry
- Academia
- Other



As the professional body for both ecologists and environmental managers in the natural environment we are always interested in how many of our members see themselves as an ecologist and how many as an environmental manager.

As Figure 3 shows, the majority (almost 89%) regard themselves as an ecologist or both, although the 5% who regard themselves as neither are an interesting group. Amongst the explanations given for saying 'other' were roles such as Environmental Educator, Sustainable Development Advisor, Landscape Manager, Cultural and Natural Heritage Manager and GIS Technician.

The geographic distribution of respondents (Figure 5) mirrored the membership profile with the majority being based in England.

The island of Ireland comprised 5% of respondents, Scotland just under 10% and Wales almost 7%. Less than 2% of respondents were based outside of the UK or Ireland, including those in UK Overseas Territories or Crown Dependencies.

Respondent profile by location

- England
- Ireland
- Northern
- Scotland
- Wales
- Other

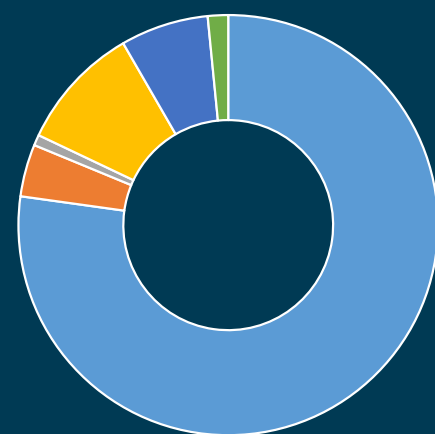


FIGURE 5

EMPLOYMENT STATUS

Unsurprisingly the majority of respondents (97%) are employed in the profession. Less than 1% are currently unemployed and 1% are on a career break. The remainder are employed in a different sector.

Whilst the low unemployment rate is encouraging, especially given the time of year of the survey (December-January), just under 10% of respondents had had a period of unemployment during the previous 12 months.

This could be indicative of an unstable employment market with short term contracts being prevalent within the sector.

The respondents' profile by job level is shown in Figure 7. There was a higher proportion of males than females in the two more senior levels (e.g. 14% more males than females at Principal/Manager/Director/Senior Specialist/Programme Leader level).

Most of the 'others' had mixed roles but could be allocated to an appropriate level on the basis of their most senior role.

Types of employment

- Self-employed
- Full-time contract
- Zero hours contract
- Full-time permanent
- Part-time contract
- Part-time permanent
- Career Break
- Temporary / Seasonal contract

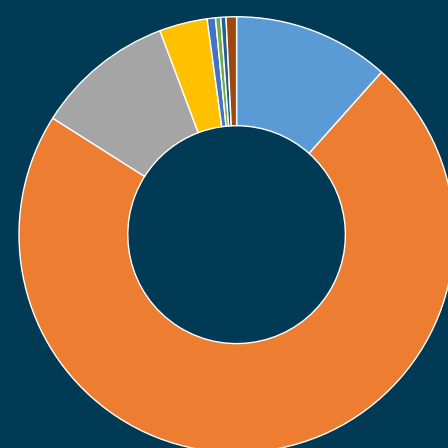


FIGURE 6

WORKING HOURS

This is a hard-working sector with almost 73% of respondents who are not self-employed regularly working in excess of their contracted hours. Figure 8 shows the average weekly hours worked by full-time employees in excess of the contracted hours.

Shockingly 35% of those working excess hours do not get any additional remuneration or recompense.

Just under 38% get their additional hours remunerated or recompensed in part whilst only 27% are remunerated or recompensed in full.

Respondent profile by job / role seniority

- Graduate / Assistant
- Adviser / Lecturer / Consultant
- Senior Adviser / Senior Consultant / Senior Lecturer / Technical Specialist
- Principle / Manager / Director / Senior Specialist / Programme Leader
- Managing Director / Partner / CEO
- Other

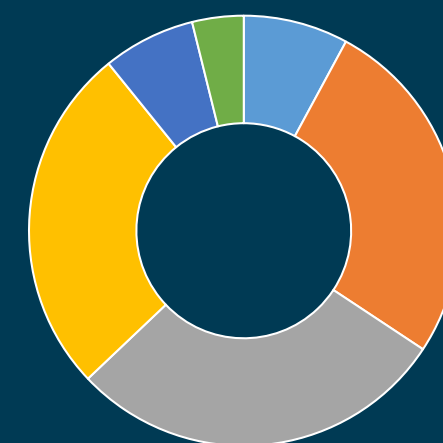


FIGURE 7

Average excess hours worked by full-time employees

- < 3
- 3 - 5
- 5.25 - 10
- 10.25 - 15
- 15.25 - 20
- > 20

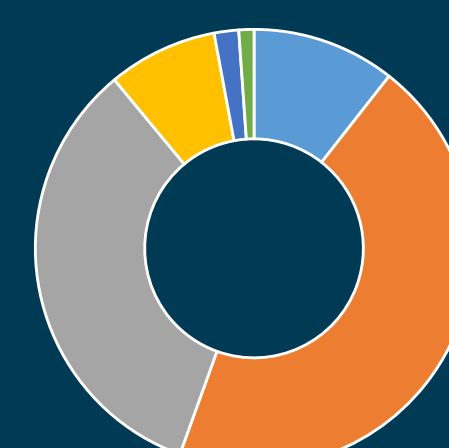


FIGURE 8



Generally part-time employees appear more likely to get their extra hours remunerated or recompensed than full-time workers. These findings should ring alarm bells for employers. How can we make our profession an attractive career choice when employees are regularly required to work excess hours for which they are not fully remunerated or otherwise recompensed?

For those that do receive additional remuneration or recompense, the most common form is Time Off In Lieu (TOIL) as shown in Figure 9. Many respondents noted that the more senior the role, the higher the expectation that you would not be recompensed for all of your excess hours. Even where the employer's working practices allowed you to claim TOIL for all of your excess hours many respondents noted that there just is not the time to do so.

Most common forms of non-salary remuneration

- Overtime payments
- Time off in lieu
- Extra Holiday

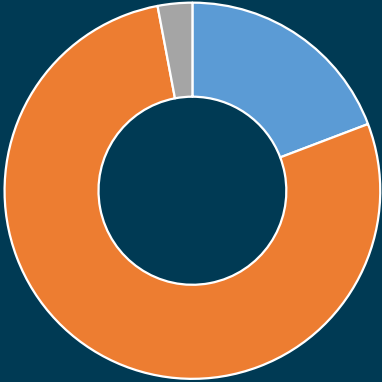


FIGURE 9

Some respondents receive a bonus or dividend depending on the company's financial performance, so they view the additional hours as being an investment in the company's success which will hopefully lead to a subsequent financial reward.

The most common average working hours (the mode) for self-employed respondents are 41-45 hours a week, higher than the full time employed respondents contracted hours of 35-40 hours a week (which does not take account of the regular additional hours worked by many employed members).

SALARY AND INCOME

The salary range for those members employed full time in the profession is shown in Figure 10. The mean annual salary across all employment sectors (except self-employed) and all job roles/grades is £34,488* (+/- £432). This is just below the UK mean full-time salary across all occupations of £35,423 (Annual Survey of Hours and Earnings (ASHE) April 2017 figure from the Office of National Statistics) and slightly above the ASHE mean annual salary figure for a full-time conservation and environment professional (£34,432).

* salary results shown +/- standard error of the mean

However, it is below the ASHE mean annual salary for a town planner (£36,322) and significantly below the mean salaries published for 'professionals in the science, engineering and technology sector' (£45,509) and architects (£42,422).

The most recent comparative figures in Ireland are from the 2016 Earnings and Labour Costs Survey published by the Central Statistics Office (CSO) which showed an average full-time salary of €37,278 (equivalent to £33,284 and an average Professional and Technical

Salary profile (£) for for full-time employed respondents across all memberships grades

- < 20, 000
- 20,000 - 24,999
- 25,000 - 29,999
- 30,000 - 34,999
- 35,000 - 39,999
- 40,000 - 49,999
- 50,000 - 59,999
- 60,000 - 69,000
- > 70,000

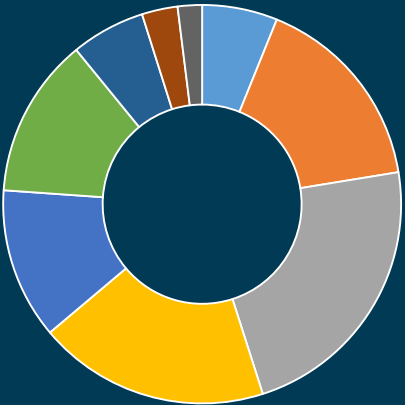


FIGURE 10

full-time salary of €46,023 (equivalent to £41,092).

Disappointingly there is a difference of over £5,000 between the mean annual full-time salary of male respondents £37,027 (+/- £585) and female respondents £31,863 (+/-£529), possibly reflecting the challenges that some women face in reaching more senior positions. Two of the seven respondents earning more than £100,000 per annum were female.

The income profile for full-time self-employed members across all membership grades is shown in Figure 11. The profile is broadly similar to that of employed members although the mean annual income is £35,590 (+/- £1554), slightly higher than for those in employment.

This is not surprising given that self-employed respondents are likely to be at least Associate members or above and perhaps also reflects the slightly higher average working hours.

Income profile for full-time self-employed respondents (£)

- 20,000 - 24,999
- 25,000 - 29,999
- 30,000 - 34,999
- 35,000 - 39,999
- 40,000 - 49,999
- 50,000 - 59,999
- 60,000 - 69,000
- > 70,000



FIGURE 11

A comparison by country for Full members only is shown in Table 1. Leaving aside the low number of respondents from Northern Ireland and 'Other', the result for employed members in England and Scotland is broadly similar with Wales some way behind. However, the strong market leader is Ireland with an average mean salary/income over £7,000 or €7840 higher than respondents in Scotland at 1st January 2018 exchange rates.

It is difficult to draw too much conclusion from the very low number of responses from Northern Ireland.

Mean annual full-time salaries/ income for Full members by country (£ equivalent)

TABLE 1

	England	Ireland	Northern Ireland	Scotland	Wales	Other
Employed	39,226 (+/-607)	47,187 (+/-2638)	30,000* (+/-4630)	40,044 (+/-1/83)	35,750 (+/-16/6)	64,091* (+/-5/0)
Self - Employed	41,174 (+/-2163)	55,750 (+/-6021)	36,667 (+/-4167)	28,944 (+/-2770)	36,944 (+/-4265)	n/a

* = low sample number (NI=4, Other = 11)
** = except for England, all sample sizes were low and standard error of the mean is consequently high





For self-employed Full members the pattern is a little different. Ireland is just ahead of 'Other' and still a long way ahead of the UK countries, although within the UK England has the highest self-employed Full member income and Scotland has the lowest.

It is not useful to calculate a mean annual salary or income for part-time workers without additional information regarding the contracted hours. However, Figure 12 shows the range of annual salaries earned by respondents working part-time. It is interesting to note that 83% of part-time employee respondents were female.

Income profile for part-time employed respondents

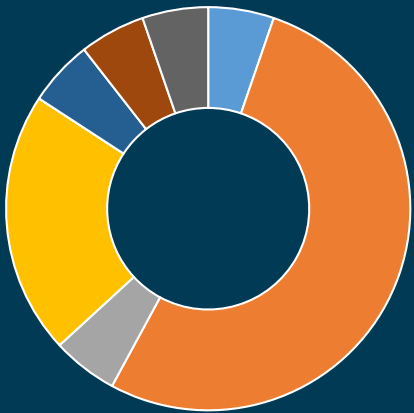
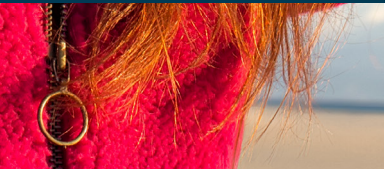


FIGURE 12



Mean annual full-time salaries/ income by membership grade (£)

	Qualifying	Graduate	Associate	Full	Chartered Full	Fellow
Mean annual salary	27,052 (+/- 1877)	25,352 (+/- 587)	28,532 (+/- 706)	38,046 (+/- 614)	44,614 (+/- 1123)	47,813 (+/- 5833)

TABLE 2

Table 2 shows the mean annual full-time salary/income for members by membership grade. Whilst it is surprising that the mean annual salary/income for Qualifying members is higher than for Graduate members, this is probably because the data is skewed by members who have not upgraded to Associate level and will 'jump' to Full membership when they can evidence competence to do so.

Full-time Chartered Full members have a significantly higher mean salary when compared with Full members, as would be expected for a group who have been able to evidence additional competence and who are likely to be more senior in role. Fellows, who are typically the most senior in our profession, unsurprisingly have the highest mean salary.

Mean annual full-time Full and Fellow Member salaries by employment sector (£)

	Local / Central Government	Statutory Bodies	Private Sector	Voluntary/ Non-profit Sector	Academia	Industry	Self-employed
Mean annual salary	37,096 (+/- 1260)	38,533 (+/- 1263)	43,445 (+/- 782)	35,217 (+/- 1796)	52,167 (+/- 4945)	41,429 (+/- 3085)	41,684 (+/- 1730)

TABLE 3

Mean annual salary / income by job level / responsibility (£)

	Graduate / Assistant	Adviser / Lecturer / Consultant	Senior Adviser / Senior Lecturer / Senior Consultant / Technical Specialist	Principal Consultant / Director / Senior Specialist / Programme Leader	Managing Director / Partner / CEO
Mean annual salary	22,134 (+/- 398)	26,650 (+/- 356)	34,093 (+/- 561)	46,713 (+/- 840)	49,853 (+/- 3182)

TABLE 4



Employers can augment salaries by providing additional benefits to employees. Figures 13 and 14 show some of the most commonly provided employer benefits and those additional benefits that respondents across all sectors would most like to have (NB: clearly those that are already regularly provided are going to score less well on the 'most like to have').

An enhanced (above statutory minimum) pension scheme, flexible working, good annual leave entitlement (above statutory minimum), career progression and season ticket loan/bicycle schemes are the most commonly provided benefits.

Of those that are less commonly provided, access to gym/leisure facilities and private health care were amongst the most popular along with company cars and bonuses/commission payments.

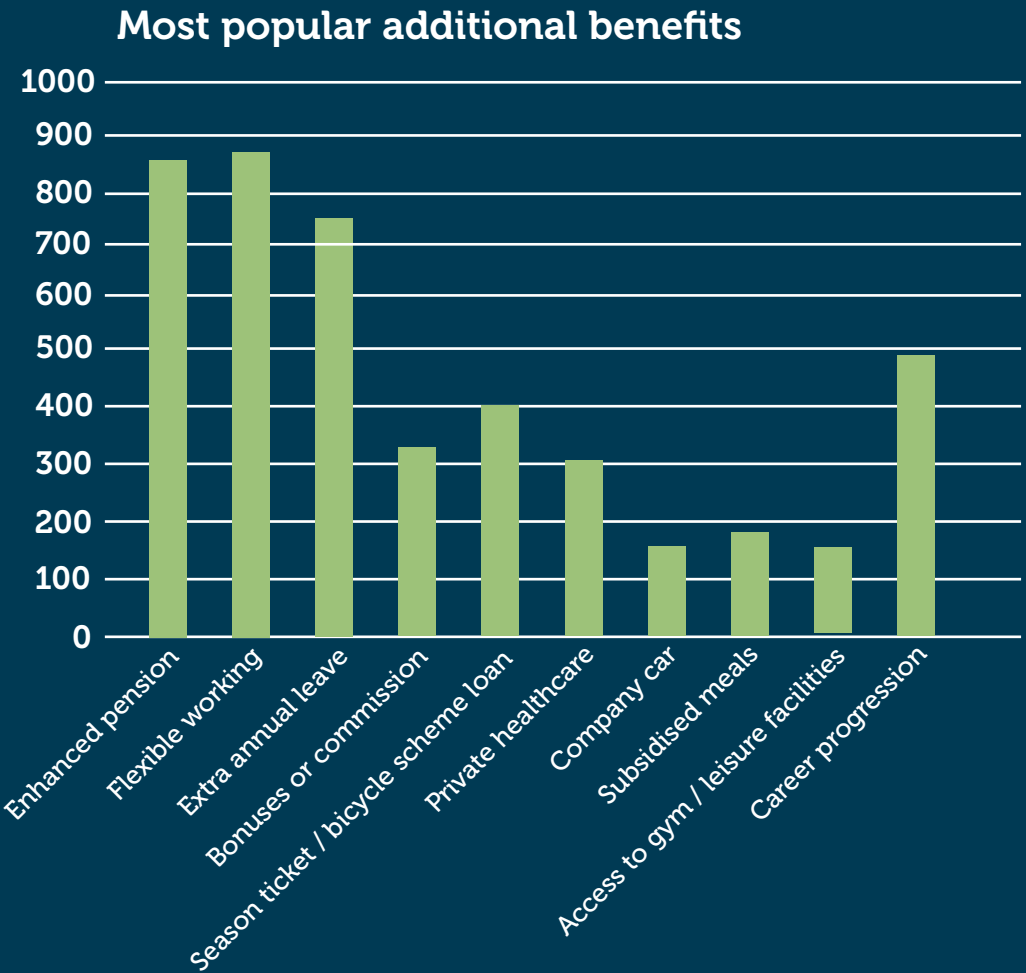


FIGURE 13

For self-employed members the main benefits of their employment status are the flexibility of working hours and the independence/choice over what to do and when to do it (see Figure 15).

The absence of interference from managers/colleagues was also seen as a positive benefit. However there are also disadvantages, with income insecurity being the most prevalent (see Figure 16 on the next page) along with professional isolation.

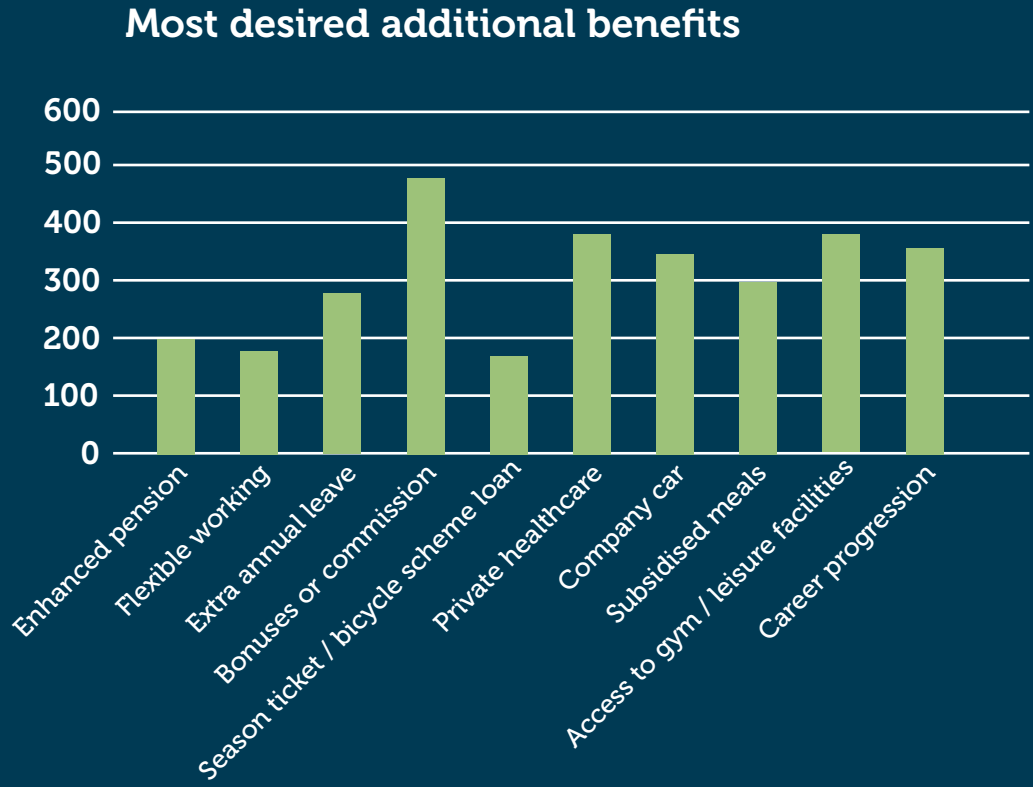
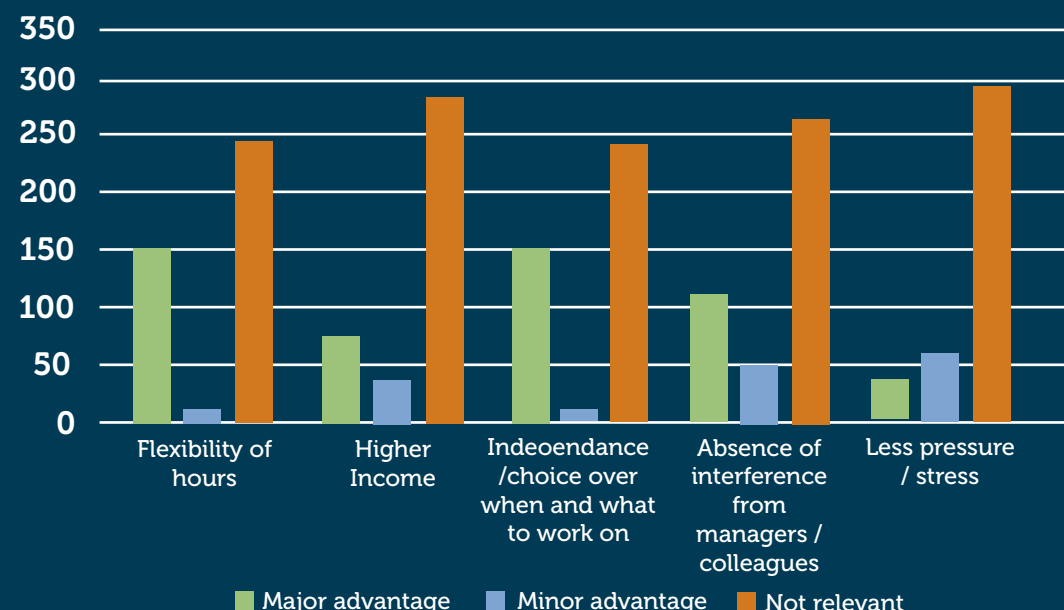


FIGURE 14

SALARY AND INCOME TRENDS

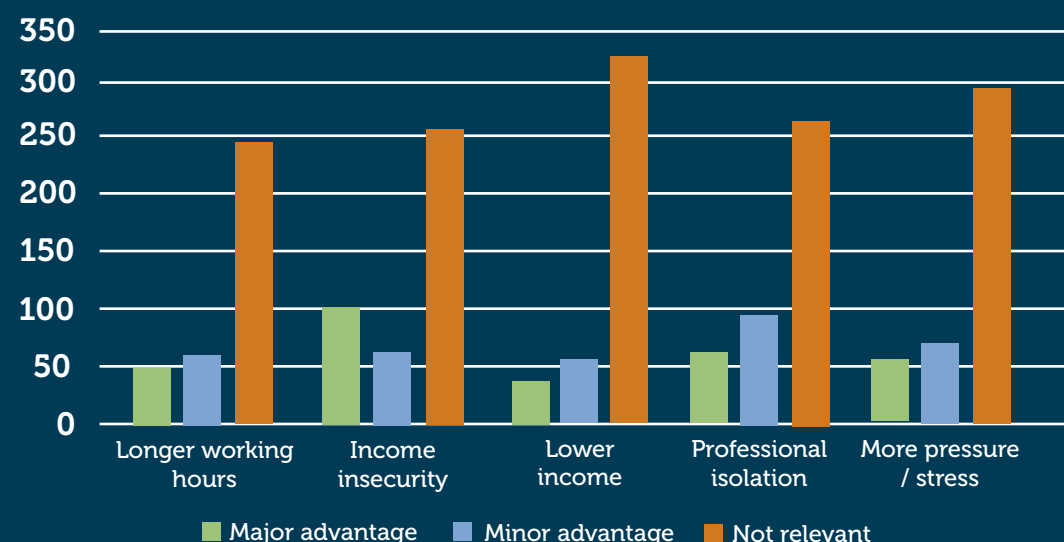
Advantages of self-employment

FIGURE 15



Disadvantages of self-employment

FIGURE 16

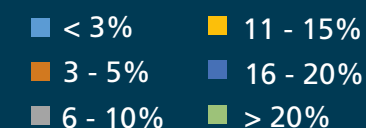


The good news for those employed in the profession is that generally salaries are increasing. Over 75% of employed respondents had seen their salary increase over the past 3 years with 3% seeing a decrease. Figure 17 shows the typical percentage salary increases. For Chartered members the pattern of salary change is much the same.

For self-employed respondents the picture is perhaps less positive with less than half (41%) having seen an increase in income over the past 3 years. In fact 20% had seen an overall decrease during the same time period. However, for those whose income had increased, over half had seen a change of more than 16% (see Figure 18).

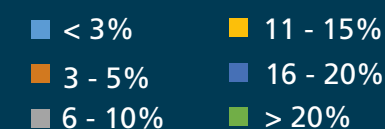
Percentage increase in salary over the past 3 years for full-time employed respondents

FIGURE 17



Percentage increase in self-employed income over the past 3 years

FIGURE 18



If we examine salary trends by sector there are some stark differences with those working in the public sector less likely to have had a salary increase than

those working in the private sector, industry, voluntary sector or Academia (see Table 5).

Salary trends by employment sector (% of respondents)

	Local / Central	Statutory Bodies	Private Sector	Voluntary / Non-profit Sector	Academia	Industry	Self-employed
Increase in salary or income	55	68	82	80	75	91	41
Decrease in salary or income	6	4	2	0	8	0	20
No change	39	28	16	20	17	9	39

TABLE 5

EMPLOYMENT TRENDS

For employers, just less than half (44%) have seen an increase in their number of employees in the preceding 12 months. A further 37% had seen no change. This is encouraging in terms of painting a picture of a healthy profession with good opportunities for recruitment and career progression.

For employees, just under a third (30%) had changed employers within the past 3 years (the proportion of females changing roles being higher at 35% than males at 27%) with the most movement being within the private sector. For those that changed from one employment sector to another there was a general trend towards the private sector, especially from the voluntary/non-profit sector and from the public sector. Again, this is probably driven by public spending cuts (which have also impacted on charities in terms of funding streams). The next most common change was to become self-employed.

For those that had changed employer, over 50% were in a more senior role, 70% had a higher salary and just over a third (37%) had better working hours as a result of the change. However, 16% had a lower salary and almost a quarter had longer hours. A better quality of life is often a motivator for change and almost a third of respondents who had changed jobs reported lower stress levels than previously. Unfortunately, 42% had higher stress levels. Despite that job satisfaction was better for the majority with 65% reporting better job satisfaction after the move compared with 14% who were less satisfied in their new role.

Several respondents noted that self-employment is not necessarily less stressful than being employed but it is a different sort of stress, one which the respondents felt that they had more control over.

JOB SATISFACTION

Finally, the ‘million dollar’ question. When asked how happy respondents are in their chosen profession just over a fifth are very happy and a further three fifths are generally happy (see Figure 19).

There was a consistent theme to the reasons given for the high level of contentment – ecology and the environment is a personal passion, it is great to be doing something that you are genuinely interested in and feel that you can make a difference. Table 6 summarises the most commonly cited positives and negatives of the profession.

Level of job satisfaction

- Very happy
- Generally happy
- Neither happy nor unhappy
- Generally unhappy
- Very unhappy

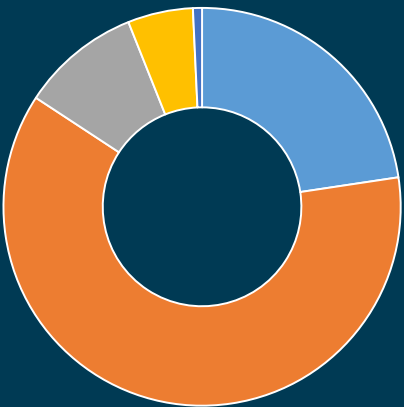


FIGURE 19

Most common reasons for job satisfaction / dissatisfaction

Most commonly reported positives	Most commonly reported negatives
Working in a subject that is a passion - it is vocation	Poorly paid compared to other professions
Interesting and enjoyable work / range of work	Long, often unsocial hours
You can make a difference to the natural world	Lack of respect from other professions
Continuous learning / skill development	Lack of career prospects / seasonality of work
Working with like-minded people	Diminishing standards of practice

TABLE 6

There is some slight variation in levels of job satisfaction amongst sectors (see Table 7). The highest earning sector (Academia) reported lower levels of job satisfaction whilst self-employed members are the happiest. This demonstrates the importance of the overall working conditions on job satisfaction levels.

Job satisfaction by employment sector (% of respondents)

TABLE
7

	Local / Central Government	Statutory Bodies	Private Sector	Voluntary / Non-profit Sector	Academia	Industry	Self-employed
Very happy	24	21	22	28	13	20	40
Generally happy	63	63	61	64	75	67	52
Neither	10	10	10	6	6	10	5
Generally unhappy	3	5	6	6	6	3	3
Very unhappy	0	0	1	0	0	0	0

As a corollary to the relatively good levels of job satisfaction, the final question was whether our members would recommend ecology and environmental management as a career. Almost 85% of respondents said yes, which is a pretty positive endorsement of the profession.

As above, doing a job that you are passionate about with a subject that is infinitely interesting and varied and having the opportunity to make a difference to the natural world and to people’s quality of life were suggested as big selling points to those looking for a worthwhile career. But there were two health warnings: be aware of the long and often unsocial hours and do not necessarily expect to be well paid.



What do the survey results mean for CIEEM?

The results from the survey highlight some important questions/issues that we need to explore further, including the drivers for raising salaries closer to those of peer professions and supporting those working in the more poorly paid sectors. Understanding the causes of the gender pay gap and identifying good practice approaches in addressing it will also be a priority.

The reliance on working long hours to get the job done is exacerbated by the unsocial hours that many members frequently have to work which, inevitably, has wider implications for families and personal relationships. A culture of insufficient recompense for additional hours adds insult to injury. The seasonal nature of some work may create practical difficulties to taking sufficient Time Off In Lieu so perhaps other forms of remuneration should be more widely offered.

Despite the problems, our profession has generally high levels of job satisfaction. We can use this information to promote it to those seeking an engaging and worthwhile career. But in doing so we have a responsibility to make the profession the best it can be in terms of fairness, remuneration and work/life balance.

It is pleasing to see that Chartered members’ salaries are higher than other membership grades and, of course, a number of employers reward staff financially for achieving Chartered status and its associated recognition of high levels of competence. It is important that CIEEM continues to look for ways to add benefit to chartership status and works closely with employers and clients to do so.

The scale of the challenge in restoring biodiversity and supporting resilient ecosystems management is not diminishing, nor is the need for skilled and competent practitioners able to understand the complexities of the role and the solutions required. As well as raising standards of practice CIEEM will continue to champion the work that our members deliver by promoting better understanding of our profession and its contribution to society. Perhaps then society will place more value on the roles of the ecologist and environmental manager.