

# Salary survey 2019

Part of the Engineering 2019 report



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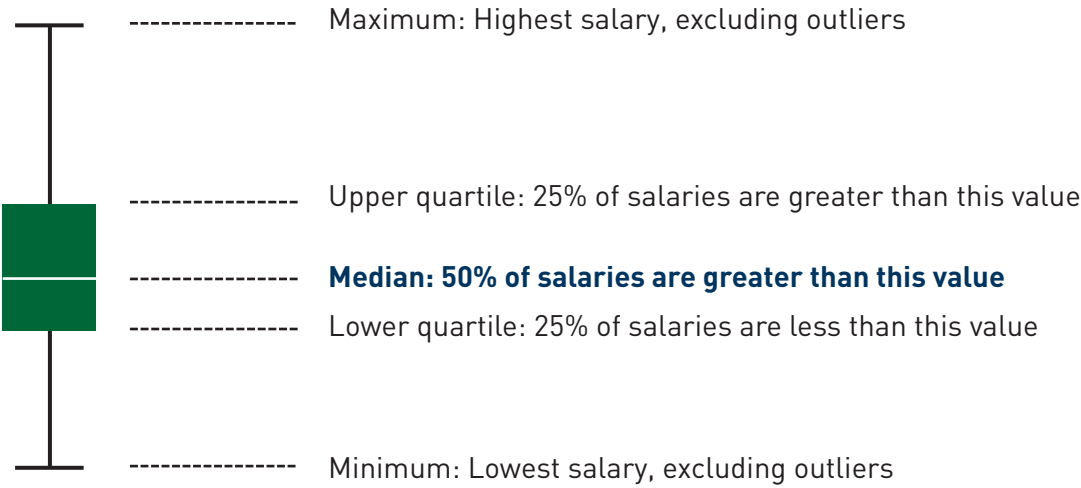


# Introduction

The *Engineers Ireland Salary Survey 2019* presents up-to-date information on the salary levels and employment benefits received by engineers employed in Ireland. The information contained in this report was collected through an online survey of 1,724 members of Engineers Ireland in January 2019. The last Engineers Ireland Salary Survey was conducted using a similar approach during the same period in 2018. The data is collated by Engineers Ireland as an exclusive member benefit to assist engineering professionals and their employers in arriving at equitable decisions in relation to remuneration packages.

In the sections which follow, tables of median salaries are shown for the various engineering career stages and sectors. The median is the number in the middle when a list of numbers is sorted from lowest to highest: half of all engineers earn more than the median salary, half of all engineers earn less than the median salary. The sample sizes on which these medians are based are shown in the Appendix. To ensure accuracy, no median salaries were calculated for categories with very low numbers of survey responses. In each section of the report, boxplots are used to illustrate salary distributions.

## A boxplot can be interpreted as follows:



Experience is the strongest predictor of salary, therefore the number of years of experience is used to disaggregate salaries in the tables which follow. This number of years' experience is based on the number of years since graduation with the primary engineering qualification. Engineers Ireland awards registered professional titles such as 'Chartered Engineer' and 'Fellow', recognising the competence, continuing professional development and leadership of our members. As well as general trends in salaries and employment benefits, the concluding section of the report reflects on the additional remuneration received by engineers who achieve these titles.

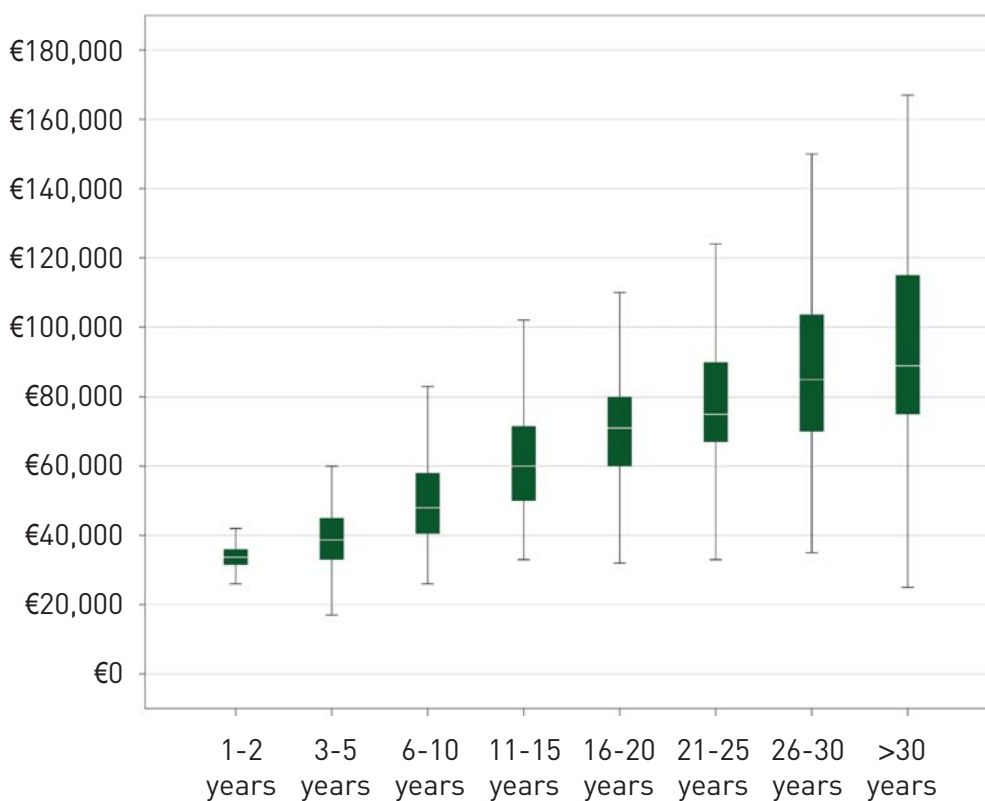
## Note

**Engineering 2019.** For more information on engineering employment, perspectives and education, read *Engineering 2019*, Engineers Ireland's barometer of the engineering profession in Ireland. **Available on [www.engineersireland.ie](http://www.engineersireland.ie)**

## Experience

Experience	Lower quartile	Median	Upper quartile
1-2 years	€31,500	<b>€33,750</b>	€36,000
3-5 years	€33,000	<b>€38,750</b>	€45,000
6-10 years	€40,500	<b>€48,000</b>	€58,000
11-15 years	€50,000	<b>€60,000</b>	€71,500
16-20 years	€60,000	<b>€71,000</b>	€80,000
21-25 years	€67,000	<b>€75,000</b>	€90,000
26-30 years	€70,000	<b>€85,000</b>	€104,250
>30 years	€74,500	<b>€89,000</b>	€116,500

**€33,750** Median salary. Engineer with 1-2 years' experience



## Salary change in past year

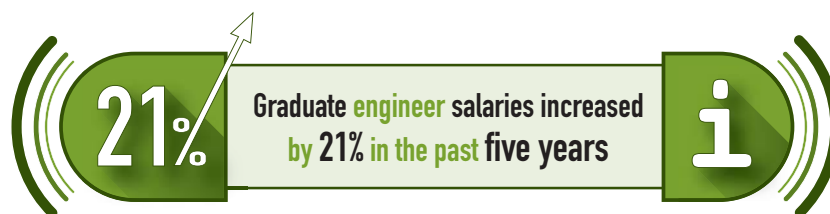
Reported by respondents in Salary Survey 2019

Experience	Decrease	No change	<2.5% increase	2.5-5% increase	>5% increase
1-2 years	0%	30%	13%	14%	43%
3-5 years	1%	14%	11%	17%	58%
6-10 years	2%	13%	18%	16%	52%
11-15 years	2%	16%	24%	21%	37%
16-20 years	2%	22%	33%	20%	24%
21-25 years	1%	24%	33%	20%	23%
26-30 years	2%	19%	42%	19%	19%
>30 years	2%	42%	33%	15%	9%

## Salary change in past five years

Change in median salaries through comparison with previous Salary Surveys

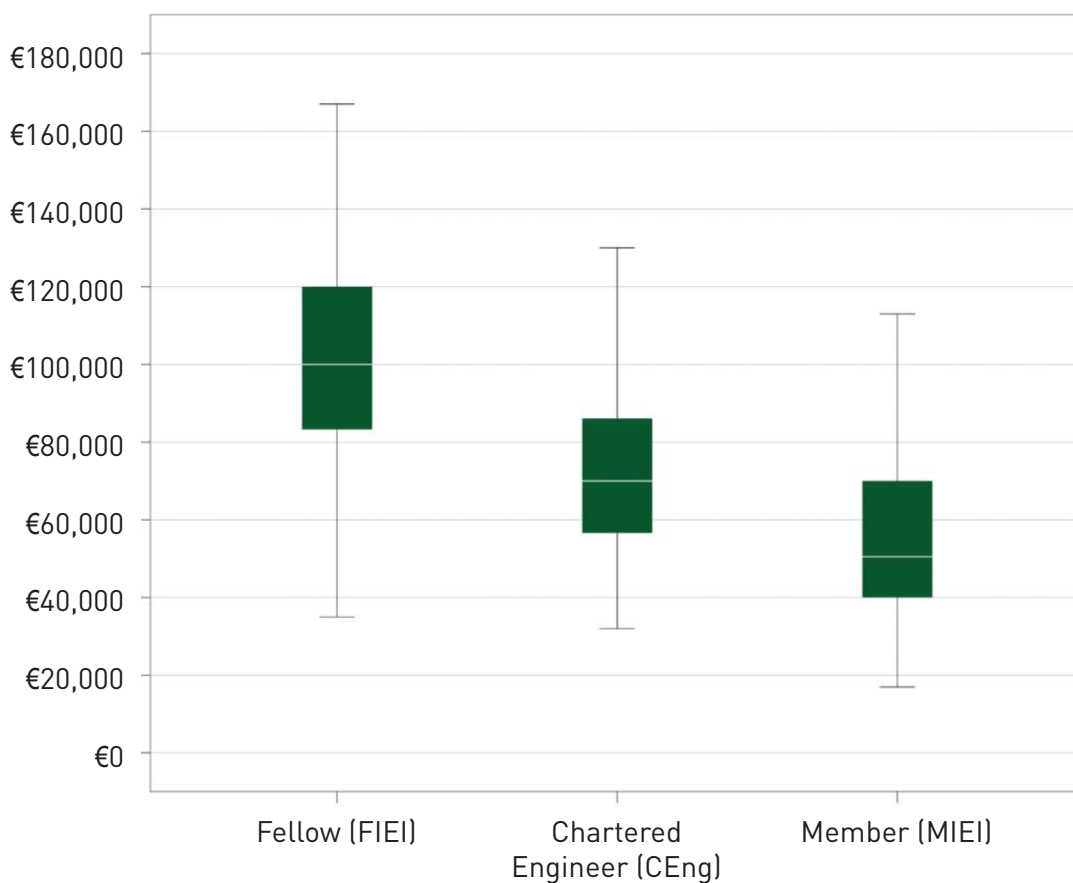
Experience	2019	1-year change	5-year change
1-2 years	€33,750	+9%	+21%
3-5 years	€38,750	+5%	+17%
6-10 years	€48,000	+5%	+12%
11-15 years	€60,000	-	+3%
16-20 years	€71,000	+1%	+13%
21-25 years	€75,000	-3%	+3%
26-30 years	€85,000	+3%	+9%
>30 years	€89,000	-4%	+10%



Professional title

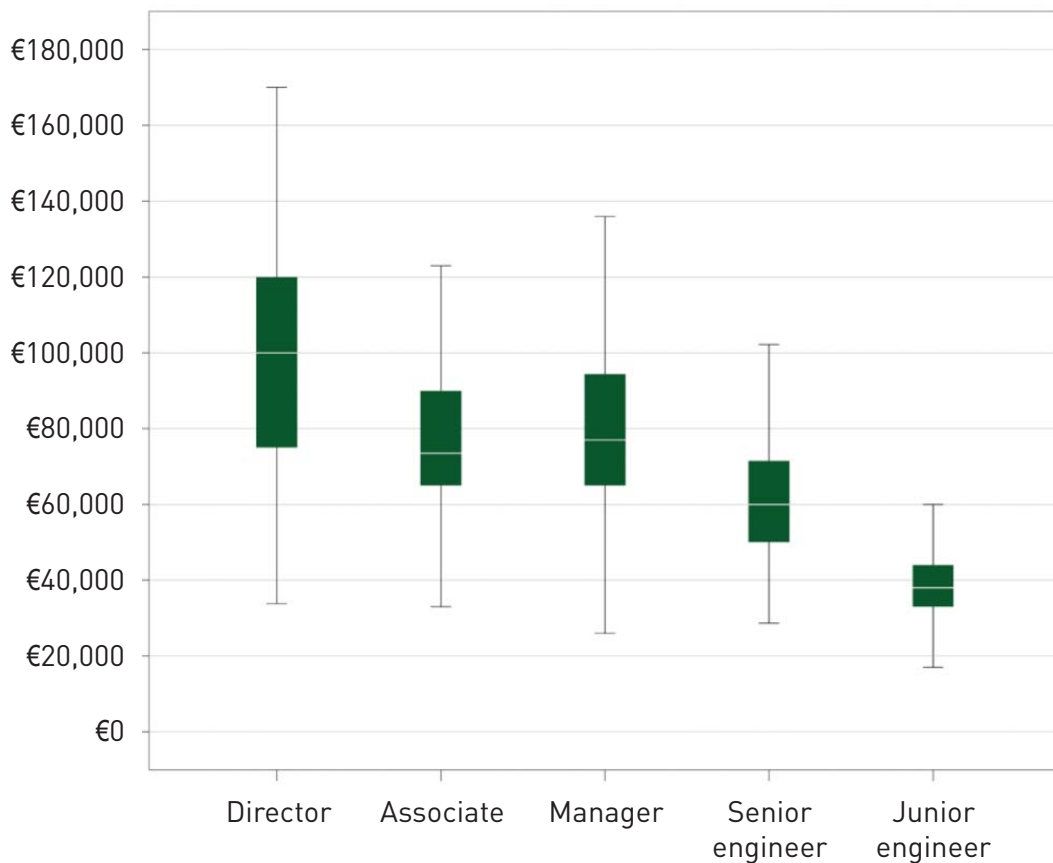
Experience	Fellow (FIEI)	Chartered Engineer (CEng)	Member (MIEI)
1-2 years	-	-	€33,200
3-5 years	-	-	€38,000
6-10 years	-	€50,000	€45,000
11-15 years	-	€61,500	€56,000
16-20 years	-	€73,000	€68,500
21-25 years	€93,000	€75,000	€75,000
26-30 years	€107,500	€86,000	€79,000
>30 years	€106,000	€86,250	€95,000

**€50,000** Median salary, Chartered Engineer with 6-10 years' experience



## Position

Experience	Director	Associate	Manager	Senior engineer	Junior engineer
1-2 years	-	-	-	-	€33,000
3-5 years	-	-	-	-	€35,000
6-10 years	-	-	€62,500	€50,000	€40,000
11-15 years	€60,000	€70,000	€70,000	€56,000	-
16-20 years	€82,000	€75,000	€76,000	€66,750	-
21-25 years	€103,500	€70,000	€84,000	€70,250	-
26-30 years	€100,000	-	€90,000	€71,250	-
>30 years	€103,000	-	€99,750	€80,000	-



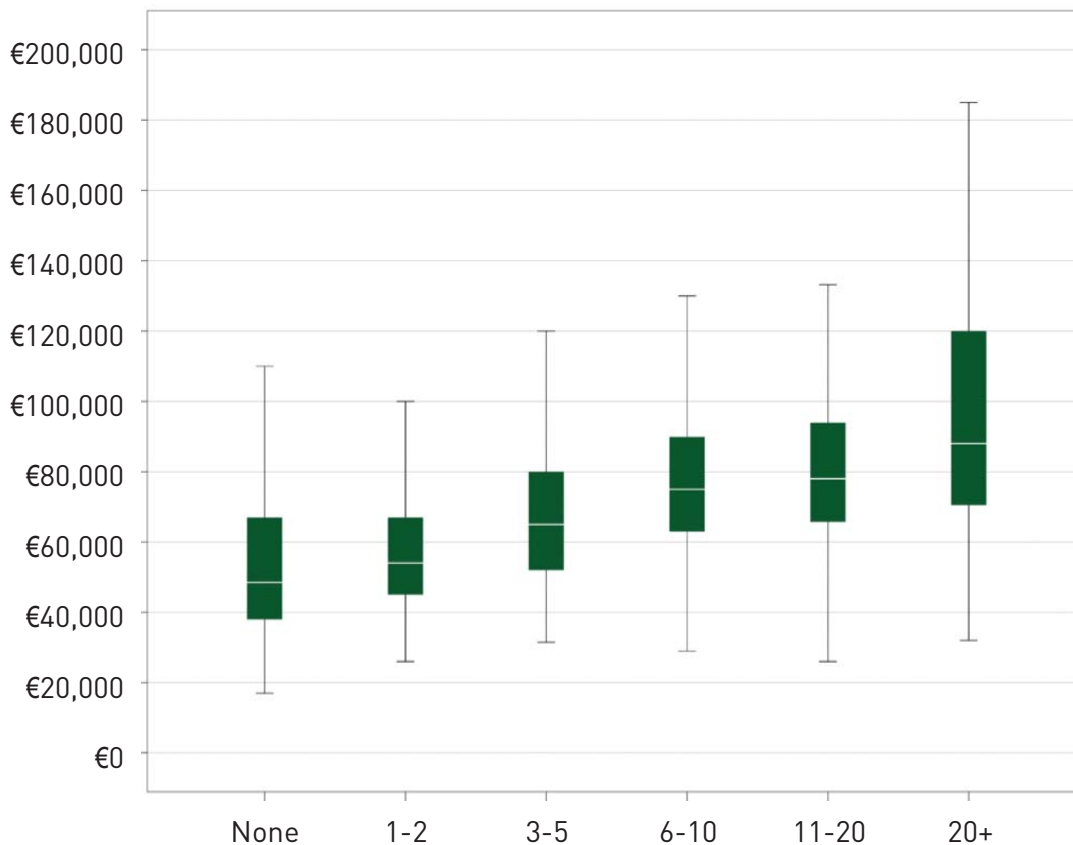
## Number of staff supervised

Experience	None	1-2	3-5	6-10	11-20	20+
1-2 years	€33,000	-	-	-	-	-
3-5 years	€35,000	€41,000	-	-	-	-
6-10 years	€44,500	€48,000	€50,000	€65,000	-	-
11-15 years	€55,000	€55,000	€60,000	€65,000	€72,000	€70,000
16-20 years	€66,000	€65,000	€73,250	€75,500	€80,000	€79,500
21-25 years	€69,000	€70,000	€71,500	€80,000	€90,000	€89,000
26-30 years	€81,000	€69,000	€79,000	€90,000	€91,000	€90,000
>30 years	€80,000	€75,000	€80,000	€87,000	€86,500	€116,000

€116,000

Median salary, Engineer with  
30+ years' experience  
supervising 20+ staff

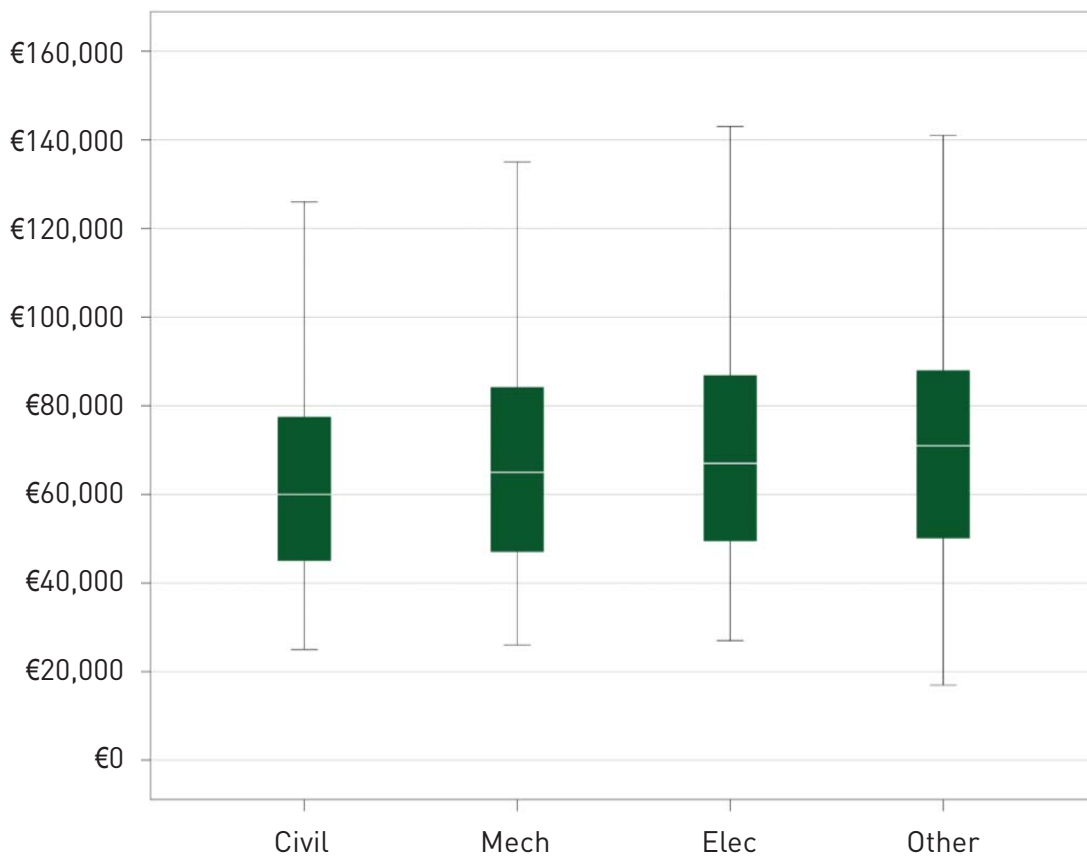
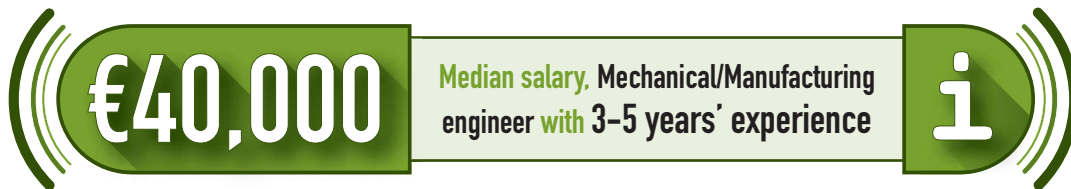
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## Discipline

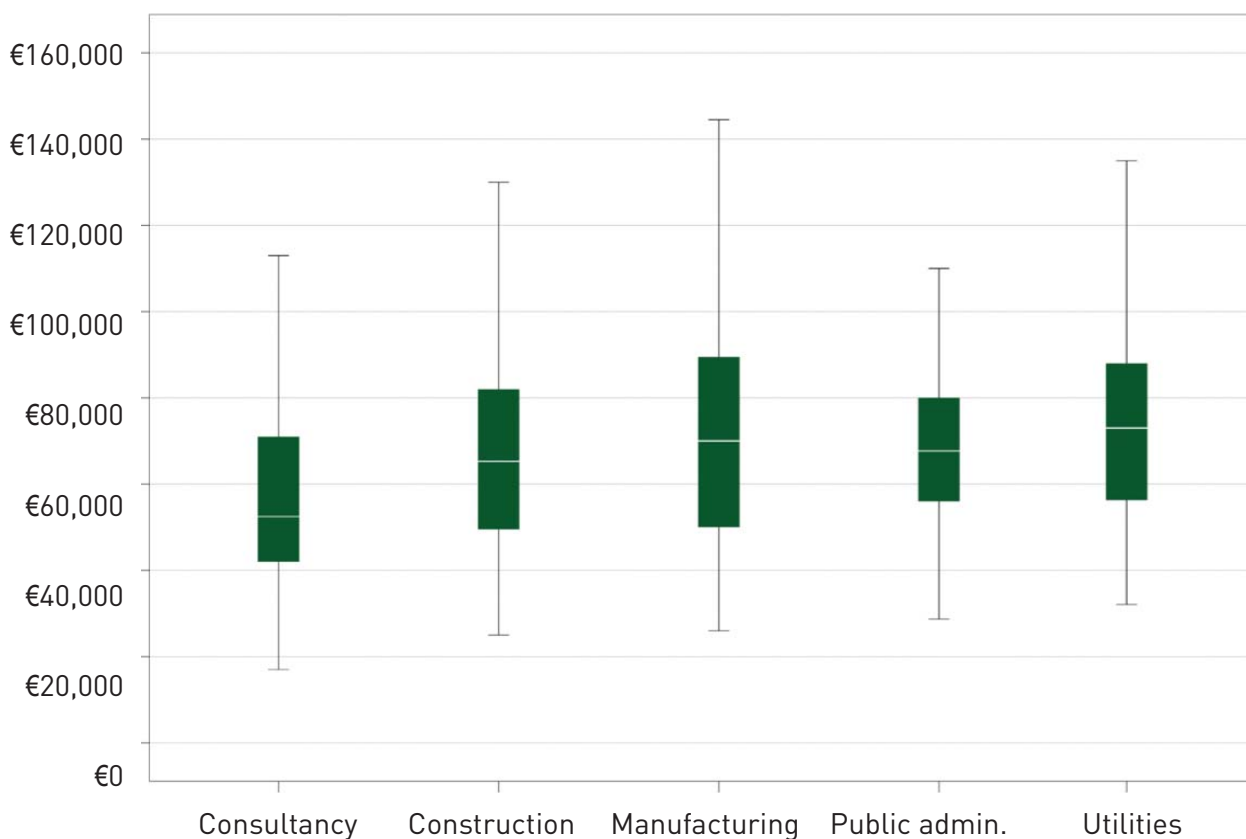
Experience	Civil	Mech	Elec	Other
1-2 years	€33,000	€33,750	-	-
3-5 years	€37,000	€40,000	€40,000	€38,000
6-10 years	€45,000	€51,000	€53,000	€50,000
11-15 years	€56,750	€62,000	€72,000	€65,500
16-20 years	€70,000	€70,000	€76,750	€71,000
21-25 years	€74,500	€84,250	€81,250	€75,000
26-30 years	€83,750	€96,000	€88,000	€81,500
>30 years	€82,750	€100,000	€92,000	€100,000



Sector

Experience	Consultancy	Construction	Manufacturing	Public admin.	Utilities
1-2 years	€33,000	-	-	-	-
3-5 years	€35,000	€40,000	€40,000	-	€46,500
6-10 years	€45,000	€52,000	€56,000	€49,000	€52,500
11-15 years	€55,000	€65,000	€70,000	€56,000	€68,500
16-20 years	€70,000	€71,000	€74,250	€66,000	€76,500
21-25 years	€70,000	€72,500	€85,500	€71,500	€84,000
26-30 years	€92,750	€95,000	€100,000	€75,000	€89,500
>30 years	€85,000	€95,000	€89,000	€80,000	€100,000

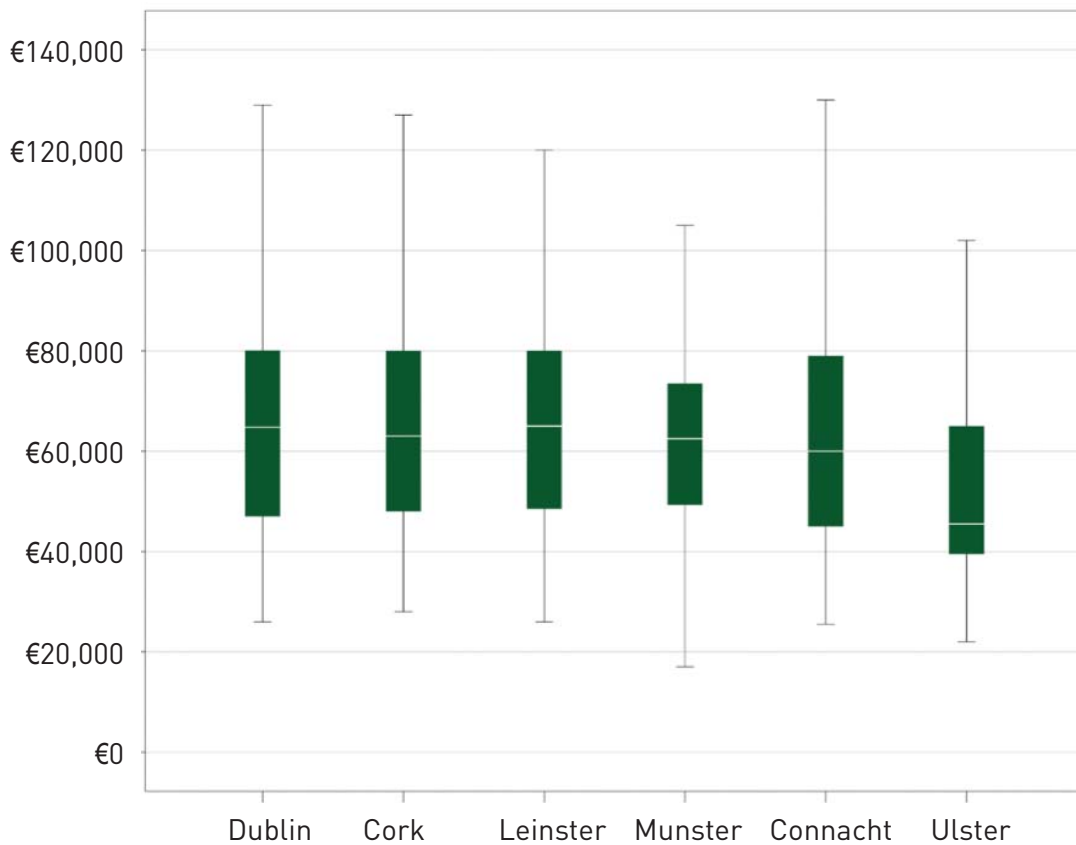
**€68,500** Median salary, Engineer with 11-15 years' experience working for a Utility 



## Location

Experience	Dublin	Cork	Leinster	Munster	Connacht	Ulster
1-2 years	€33,000	-	-	-	-	-
3-5 years	€37,000	€43,000	€40,000	€40,000	-	-
6-10 years	€48,000	€47,500	€48,000	€44,750	€44,000	€36,250
11-15 years	€64,250	€58,000	€55,000	€55,750	€55,000	€45,500
16-20 years	€75,000	€71,000	€68,500	€67,000	€68,000	€42,250
21-25 years	€80,000	€75,000	€74,250	€75,000	€75,000	€65,000
26-30 years	€98,250	€85,000	€84,000	€80,500	€81,500	€65,500
>30 years	€100,000	€85,500	€84,000	-	€80,000	-

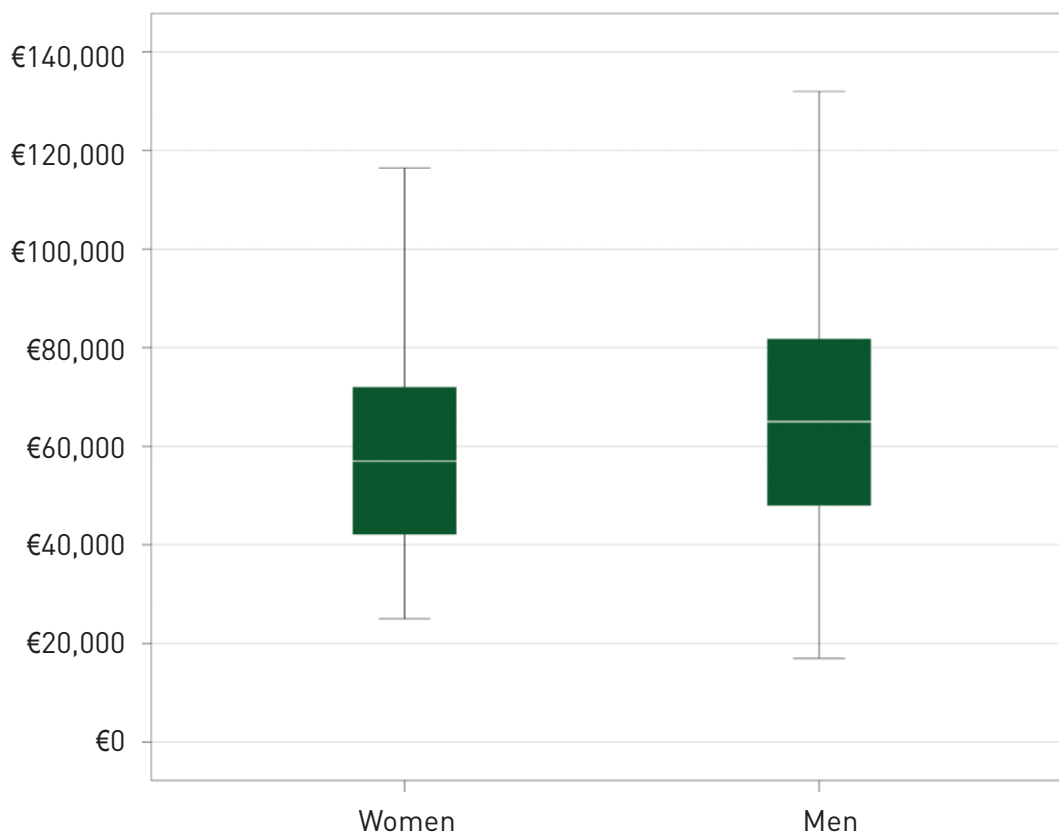
Note: Cork (City & County), Dublin (City & County), Connacht (all), Leinster (excl. Dublin), Munster (excl. Cork), Ulster (incl. NI)



Gender

Experience	Women	Men	Difference
1-2 years	-	€34,000	-
3-5 years	€34,500	€39,750	15%
6-10 years	€44,000	€48,000	9%
11-15 years	€56,000	€60,000	7%
16-20 years	€66,000	€71,500	8%
21-25 years	€70,000	€75,000	7%
26-30 years	€83,750	€85,000	1%
>30 years	€82,500	€90,000	9%

**7%** Difference in median salary between male and female engineers with 11-15 years' experience **i**



## Pension contribution by employer

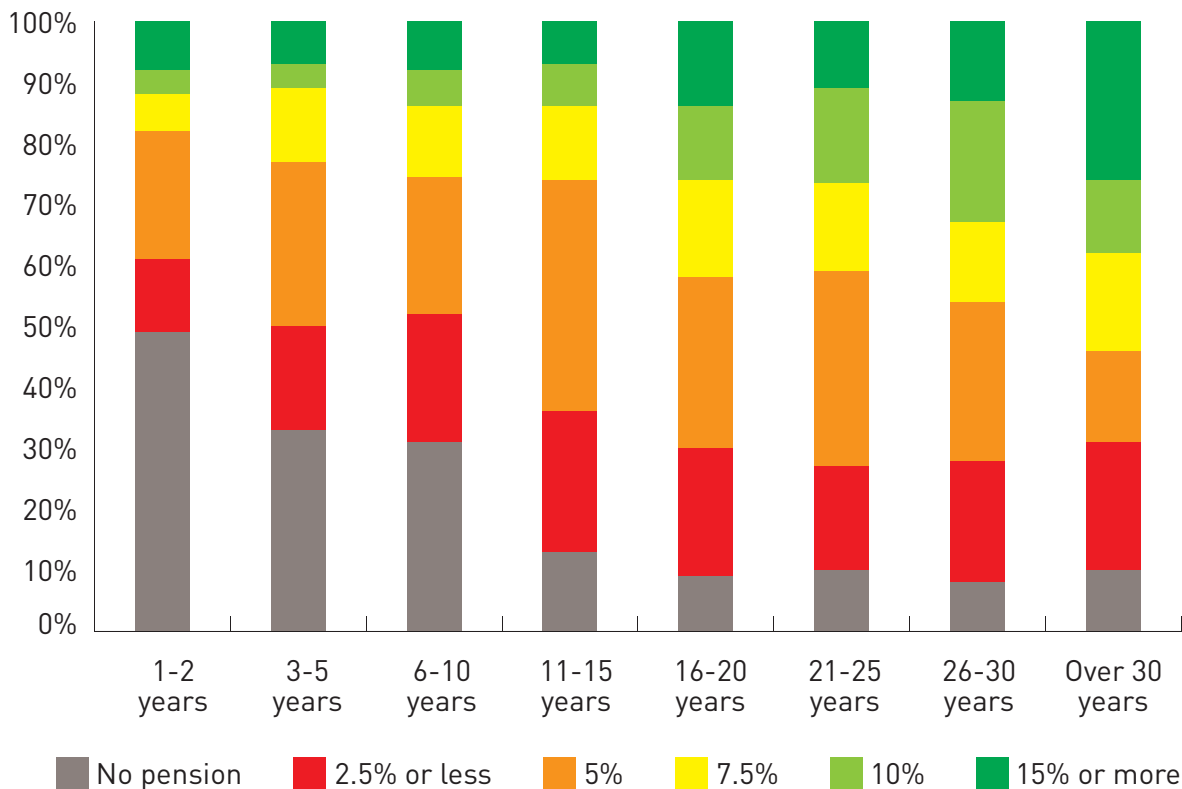
Experience	No pension	Percentage of salary contributed to pension by employer				
		2.5% or less	5%	7.5%	10%	15% or more
1-2 years	49%	12%	20%	6%	4%	8%
3-5 years	33%	17%	27%	12%	4%	7%
6-10 years	31%	21%	23%	12%	6%	8%
11-15 years	13%	23%	38%	12%	7%	7%
16-20 years	9%	21%	28%	16%	12%	14%
21-25 years	10%	17%	32%	14%	15%	11%
26-30 years	8%	20%	26%	13%	20%	13%
>30 years	10%	21%	15%	16%	12%	26%

Note: Excludes 'don't knows'

5%

**Typical contribution by employer to pension scheme of an engineer with 11-15 years' experience**

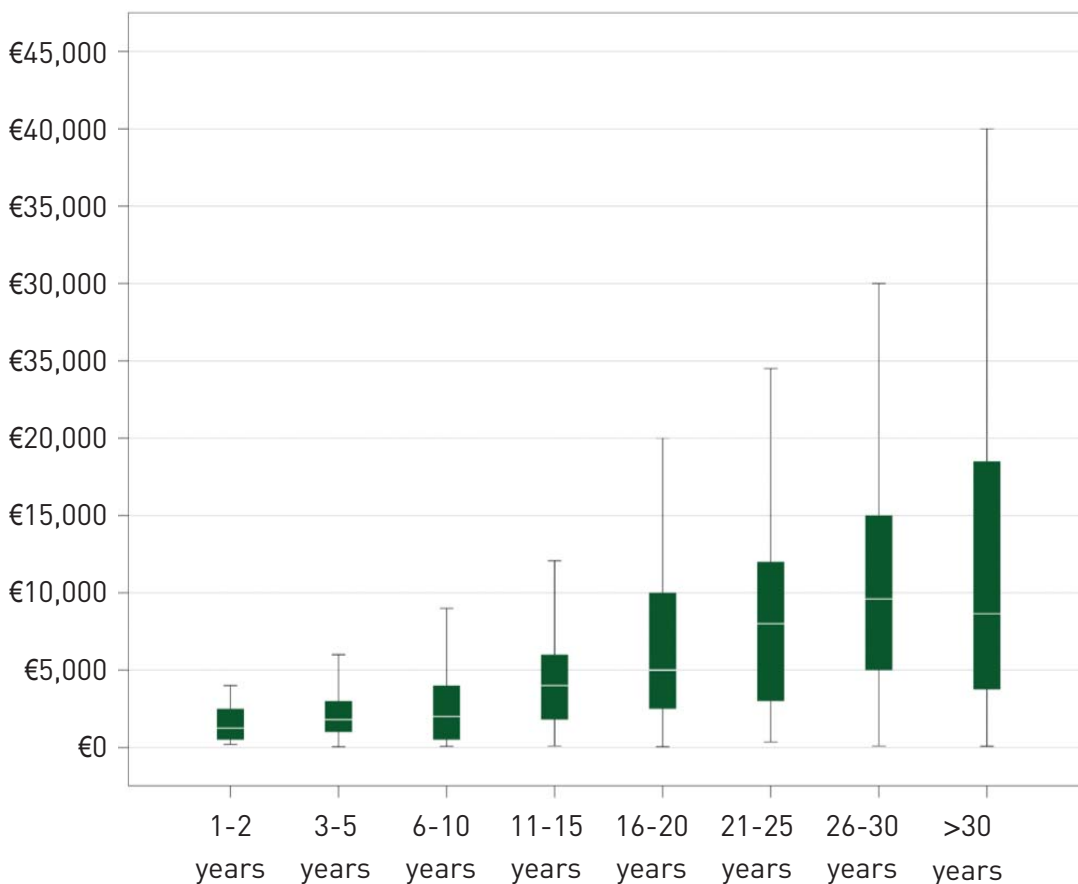
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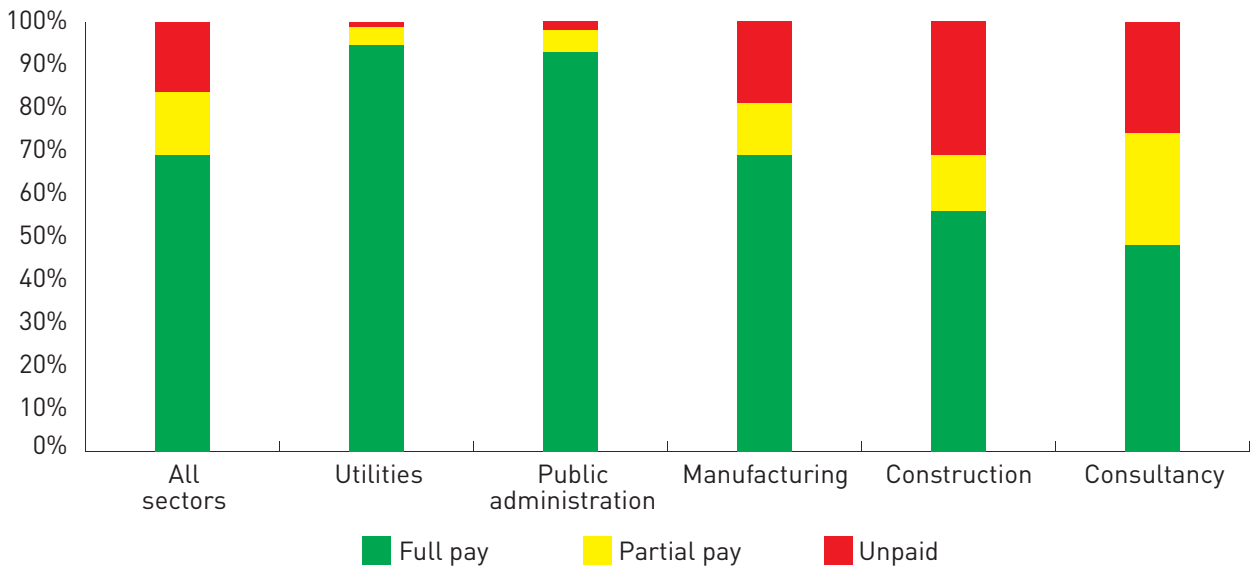


Bonus

Experience	Median value
1-2 years	€1,250
3-5 years	€1,800
6-10 years	€2,000
11-15 years	€4,000
16-20 years	€5,000
21-25 years	€8,000
26-30 years	€9,600
>30 years	€8,650



## Maternity Leave

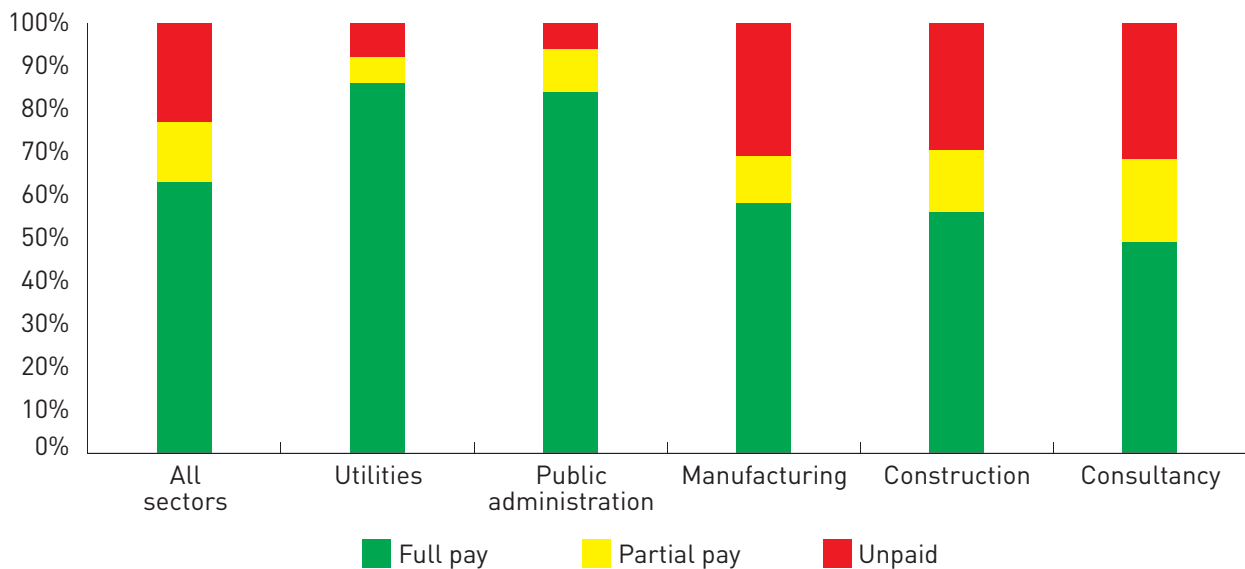


**69%** Engineers receive full pay for at least 26 weeks of maternity leave **i**

The statutory minimum entitlement for maternity leave is 26 weeks. Does your employer provide payment during this leave (excl. State Maternity Benefit)?

[766 responses, excluding 'don't knows']

## Paternity Leave



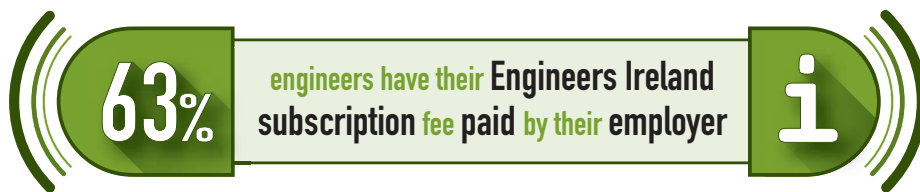
**63%** Engineers receive full pay for at least 2 weeks of paternity leave **i**

The statutory minimum entitlement for paternity leave is 2 weeks. Does your employer provide payment during this leave (excl. State Paternity Benefit)?

[920 responses, excluding 'don't knows']

## Other benefits

	Respondents	Median value
Engineers Ireland subscription	63%	€265
Bonus	46%	€4,000
Education / training / CPD	31%	€1,000
Health insurance	19%	€1,500
Company car	13%	€7,500
Other	7%	€3,000
Paid overtime	6%	€2,850
Annual dividends	5%	€1,000
Share purchase option	5%	€3,000
Any of the above	81%	€3,723



# Conclusion

## Salary trends

Engineers in the first ten years of their career received a 5% pay boost in the past year, worth approximately €2,000. A graduate engineer (1-2 years of experience) now earns €33,750, an increase of 21% over the past five years. While more experienced engineers did not receive the same level of increases, three-quarters reported some pay rise in the last 12 months. Remuneration levels rise more-or-less consistently with experience and most engineers with more than 30 years of experience can expect to earn more than €89,000. Achieving promotion to a more senior position, entering management and supervising more staff for example, will result in a larger salary.



## Value of professional titles

The value of the professional titles of Chartered Engineer and Fellow is recognised through increased remuneration. A Chartered Engineer can expect to earn approximately €5,000 per year more than an untitled engineer with the same number of years of experience. While the typical untitled engineer with 6-10 years' experience earns €45,000, a Chartered Engineer who graduates in the same year typically earns €50,000. It takes more than 20 years of experience before this salary gap closes. At this point, Chartered Engineers who become Fellows of Engineers Ireland can expect to earn an additional €15,000-20,000 per year.

**Apply for a professional title today**

## Pension and benefits

The vast majority of engineers receive contributions from their employer to their pension, typically 5% of salary and rising with experience. Approximately one-third of engineers with more than 26 years of experience receive pension contributions of more than 10% of salary. 46% of engineers receive an annual bonus and the median value of the bonus is €4,000, though this is strongly related to experience. The majority of survey respondents have their Engineers Ireland subscription paid by their employer (€265 for untitled members). Approximately two-thirds of engineers are entitled to full pay during statutory periods of maternity leave and paternity leave, although this varies according to engineering sector.

# Appendix

The salary survey was conducted online with members of Engineers Ireland between 9-23 January 2019. There were 1,724 responses (after data cleaning) and the table below shows the sample sizes used to calculate each median salary. For example, the median salary of a Chartered Engineer with 6-10 years of experience was calculated based on 103 responses. No median salaries were calculated for categories with very low numbers of responses.

<b>Experience (years)</b>	<b>1-2</b>	<b>3-5</b>	<b>6-10</b>	<b>11-15</b>	<b>16-20</b>	<b>21-25</b>	<b>26-30</b>	<b>30+</b>
All respondents	56	133	350	348	291	221	132	193
Member (untitled)	54	126	238	151	109	66	45	45
Chartered Engineer	0	1	103	188	165	133	71	99
Fellow	0	0	1	2	8	13	13	40
Junior engineer	43	77	92	22	12	2	1	1
Senior engineer	1	20	157	161	104	64	43	49
Manager	0	11	40	83	87	69	41	50
Associate	1	1	6	25	25	15	6	10
Director	0	1	3	12	25	30	27	55
No staff supervised	45	85	140	75	77	44	25	33
1-2 staff	7	23	114	93	49	39	14	25
3-5 staff	3	7	55	70	60	35	31	36
6-10 staff	0	8	21	60	44	39	13	25
11-20 staff	0	4	11	25	21	18	12	24
20+ staff	1	6	9	25	40	46	37	50
Civil	26	67	221	233	169	135	69	96
Mech	16	25	41	45	41	29	25	23
Elec	8	22	41	31	36	18	16	19
Other	6	19	47	39	45	39	22	55
Consultancy	28	71	213	170	92	73	42	65
Construction	11	25	49	65	57	39	13	19
Manufacturing	11	17	29	27	34	26	19	21
Public administration	0	7	13	36	47	35	30	44
Utilities	5	12	38	46	52	33	18	27
Cork City & County	9	18	58	58	33	38	24	27
Dublin City & County	29	63	176	134	124	70	48	82
Connacht	7	8	27	37	31	30	10	19
Leinster (excl. Dublin)	6	16	35	44	39	28	23	29
Munster (excl. Cork)	1	11	20	26	25	19	10	11
Ulster (incl. NI)	2	7	12	27	11	15	10	9
Women	7	21	38	57	43	17	17	16
Men	49	112	311	290	248	204	115	175





We support our members' career progression at all stages. from students to senior engineers and CEO's

### Supporting our organisations

- Engineers Ireland Jobs Desk
- Corporate Partner membership
- CPD accreditation
- Registered training providers
- Policy development representation
- Professional registers
- School and college programmes

### Supporting our professionals

- Knowledge
- Recognition
- Community
- Professional development
- Career guidance
- Advocacy
- Networking

Further details at [www.engineersireland.ie](http://www.engineersireland.ie)

Membership Team, Engineers Ireland, Tel: (01) 665 1334, Email: [membership@engineersireland.ie](mailto:membership@engineersireland.ie), Web: [www.engineersireland.ie](http://www.engineersireland.ie)



Engineers Ireland, 22 Clyde Road, Ballsbridge, Dublin, Ireland. D04 R3N2  
Tel: +353 (0) 1 665 1300 | Email: [info@engineersireland.ie](mailto:info@engineersireland.ie) | Web: [www.engineersireland.ie](http://www.engineersireland.ie)