

EBA 2021 - Engineer/Scientist Graduate Salary and Classification Data

Part 1) Graduate Salaries

Boeing EBA Engineer / Scientist starting salary

- The 2021 Engineer/Scientist 1A starting salary is base of \$105,899, excluding annual leave loading and excluding paid overtime.

Boeing Salary Reference Tables (SRTs) Graduate Engineer Salary

Boeing Australia SRTs are compiled using paid market benchmarking services. SRT salaries apply to engineers who are not covered by the EBA (for example, Boeing Defence Australia).

Boeing Australia SJC Pay Scale using the example SJCs of STRUCTURAL ANALYSIS ENGINEER (6G5D) & STRUCT & PAYLOAD DESIGN ENGR (6G5C) which are similar functional roles to ~85 out of ~170 BAA EBA engineers:

- Level 1 Min = \$60,000
- Level 1 Mid = \$85,000
- Level 1 Max = \$106,000

Refer Job Descriptions & Salary Reference Tables published:

https://sjcs.web.boeing.com/dotnet/JG_6G/JF_5D/

https://sjcs.web.boeing.com/dotnet/JG_6G/JF_5C/

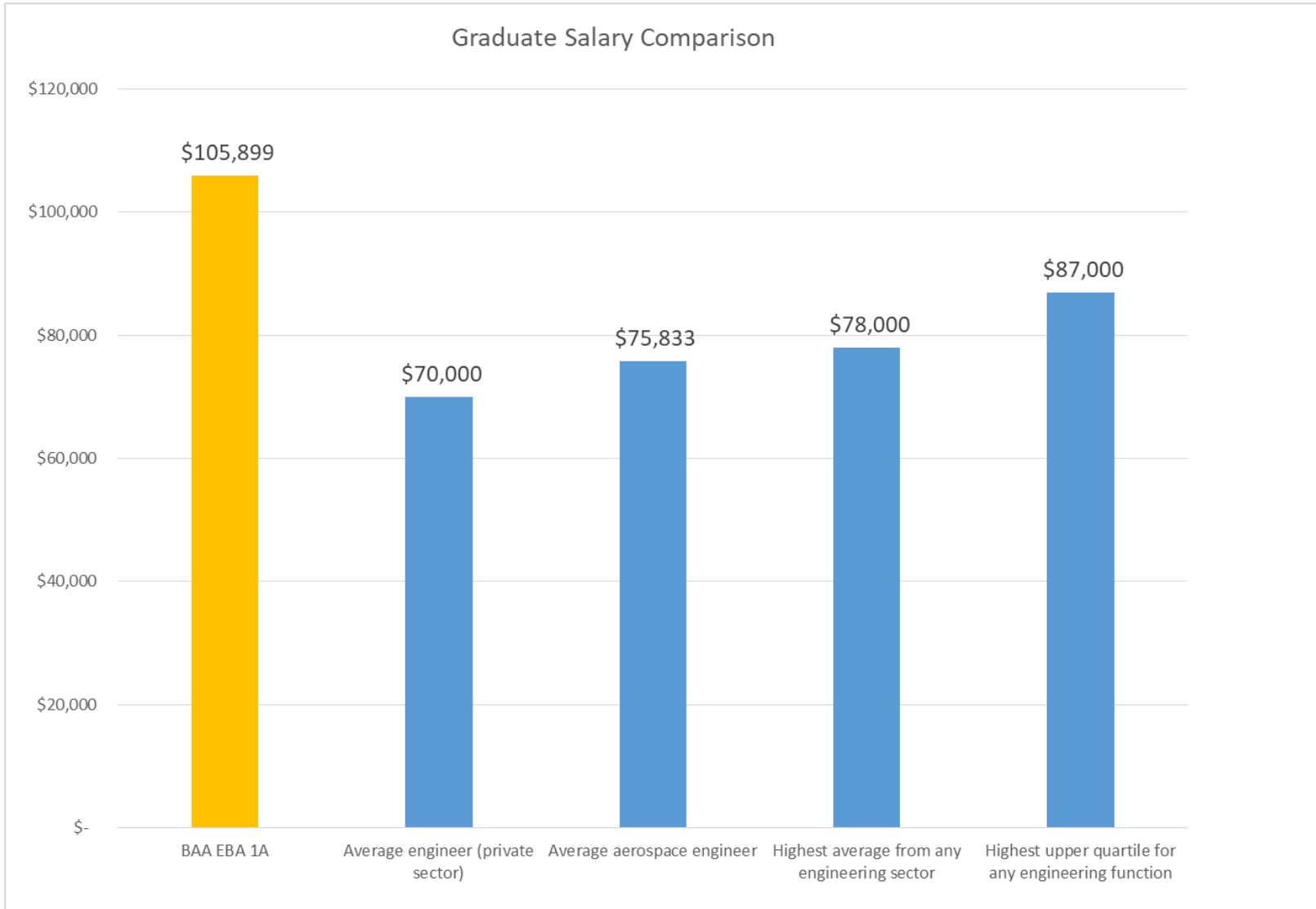
Other Market Data Sources

The **Professional Engineers Employment and Remuneration Report 2020/21** published by Professionals Australia provides graduate salaries across a range of engineering fields. [https://www.professionalengineers.org.au/Engineers/What_we_do/](https://www.professionalengineers.org.au/Engineers/What_we_do/Our_Services/Remuneration/Engineers/Content/Services_Content/Pay.aspx)

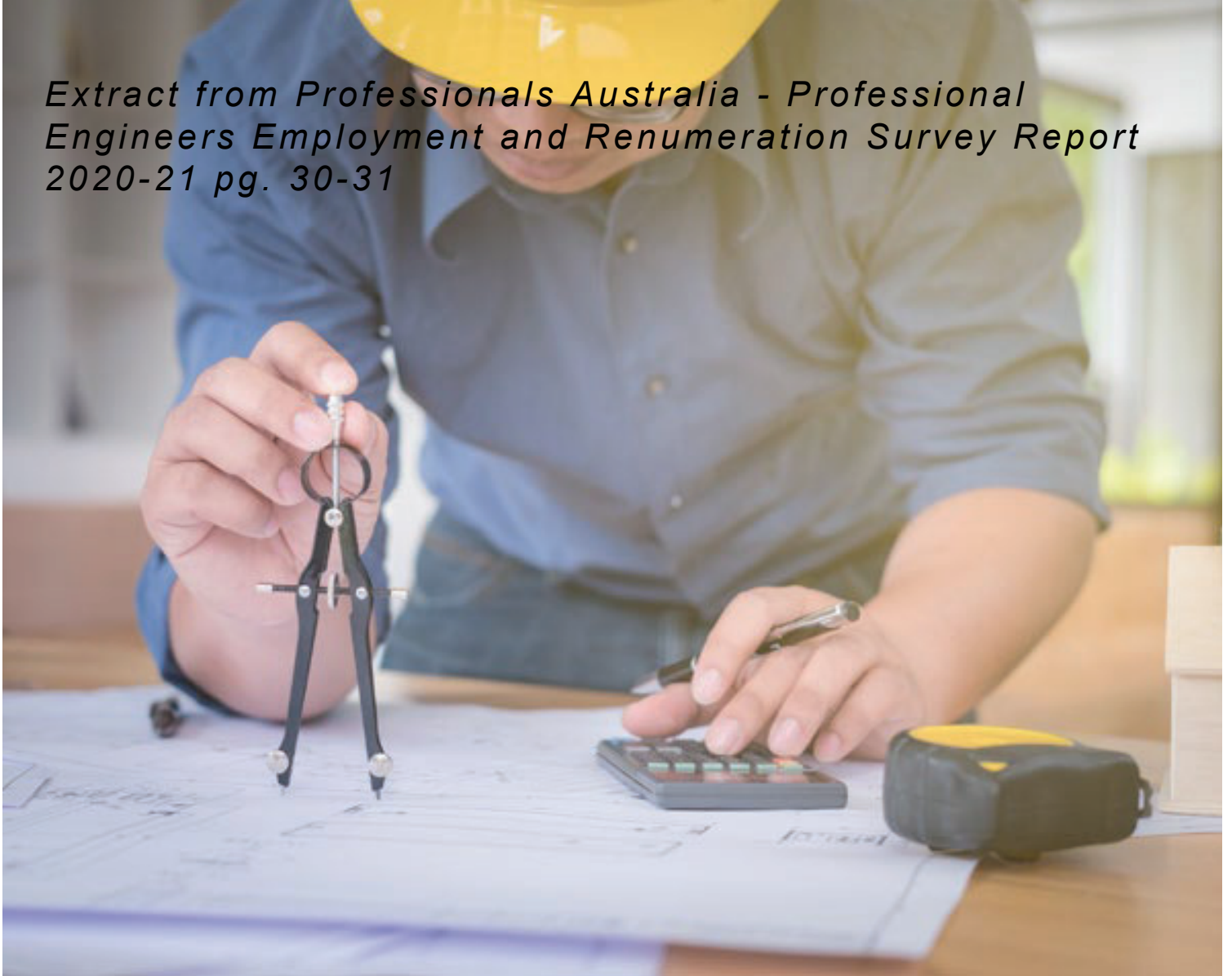
[Our_Services/Remuneration/Engineers/Content/Services_Content/Pay.aspx](https://www.professionalengineers.org.au/Engineers/What_we_do/Our_Services/Remuneration/Engineers/Content/Services_Content/Pay.aspx)

- The **average** graduate engineer (private sector) salary is \$70,000.
- The **average** aerospace engineer graduate salary is \$75,833.
- The **highest average** graduate salary from **any** engineering sector (the electricity sector) is \$78,000,
- The **highest upper quartile** graduate salary for **any** engineering function is \$87,000 for R&D Engineering.

Refer: Professional Engineers Employment and Remuneration Survey Report 2020-21 – page 30 – 31.



Extract from Professionals Australia - Professional Engineers Employment and Remuneration Survey Report 2020-21 pg. 30-31



RECENT GRADUATES

By sector, recent graduates in the public sector reported higher median commencing salaries, at \$69,600, compared with \$65,000 in the private sector. Commencing salaries in the public sector tend to be set by enterprise bargaining agreements that often include graduate commencing salaries that are higher than in the private sector.

Civil and Mechanical engineers accounted for the largest group of recent graduate respondents, suggesting that these roles are providing the largest number of entry-level opportunities for graduate engineers.

By discipline, graduates qualified in Structural engineering reported the highest median commencing salaries at \$70,000, followed by Mechanical engineering at \$69,199.

In terms of industry, Consulting and technical services accounted for the largest share of respondents. This result is not surprising as consulting engineers effectively provide their services across the whole economy. Manufacturing and Water sewerage and drainage also accounted for a large proportion of graduate respondents.

By industry, recent graduates in Electricity reported the highest median commencing salaries, at \$84,000 followed by engineers in Mining (\$80,000) and Road (\$70,000). The Consulting and technical services industry employs a large number of graduate engineers, but unfortunately offers some of the lowest median commencing salaries among those surveyed at \$61,644.

Table 7 - All full-time recent graduates commencing salaries

		COMMENCING SALARY				
		N	LOWER QUARTILE	MEDIAN	UPPER QUARTILE	MEAN
SECTOR	PRIVATE	54	\$60,000	\$65,000	\$72,000	\$66,252
	PUBLIC	18	\$63,100	\$69,600	\$74,000	\$71,357
DISCIPLINE	AERONAUTICAL	3	-	-	-	\$75,833
	CHEMICAL	6	\$60,000	\$62,500	\$74,000	\$63,920
	CIVIL	21	\$60,000	\$67,000	\$70,000	\$67,055
	STRUCTURAL	6	\$67,000	\$70,000	\$70,000	\$68,282
	INFORMATION TECHNOLOGY AND COMMUNICATIONS	6	\$58,000	\$65,000	\$72,000	\$67,667
	ELECTRICAL	13	\$62,000	\$67,595	\$75,000	\$69,507
	ELECTRONICS	6	\$60,000	\$63,500	\$84,000	\$68,500
	MECHANICAL	21	\$62,000	\$69,199	\$80,000	\$69,660
	MECHATRONICS	8	\$55,500	\$62,550	\$69,406	\$63,364
	OTHER	5	\$62,000	\$70,000	\$74,000	\$71,400
JOB FUNCTION	OTHER JOB FUNCTIONS	4	-	\$64,000	-	\$63,500
	ASSET MANAGEMENT	7	\$69,199	\$72,000	\$84,000	\$74,314
	DESIGN	28	\$57,913	\$64,007	\$67,798	\$63,860
	MANAGEMENT	3	-	-	-	\$73,500
	PRODUCTION, QUALITY, MAINTENANCE	6	\$53,066	\$62,000	\$70,000	\$61,844
	PROJECT MANAGEMENT	10	\$67,653	\$71,209	\$80,000	\$72,611
INDUSTRY	RESEARCH AND DEVELOPMENT	10	\$60,000	\$69,406	\$87,000	\$74,858
	CONSULTING AND TECHNICAL SERVICES	12	\$57,680	\$61,644	\$66,500	\$62,054
	CONSTRUCTION	6	\$60,000	\$66,209	\$75,000	\$72,014
	MINING (INC. OIL/GAS EXTRACTION)	6	\$75,000	\$80,000	\$82,000	\$77,917
	ELECTRICITY	7	\$65,000	\$84,000	\$87,155	\$77,464
	WATER, SEWERAGE AND DRAINAGE	10	\$55,000	\$61,000	\$69,199	\$60,926
	DEFENCE	7	\$63,100	\$66,000	\$72,000	\$65,871
	ROAD	6	\$60,000	\$70,000	\$72,795	\$67,299
	RAIL	5	\$62,000	\$67,595	\$72,000	\$66,531
MANUFACTURING	10	\$60,000	\$63,500	\$70,000	\$64,775	