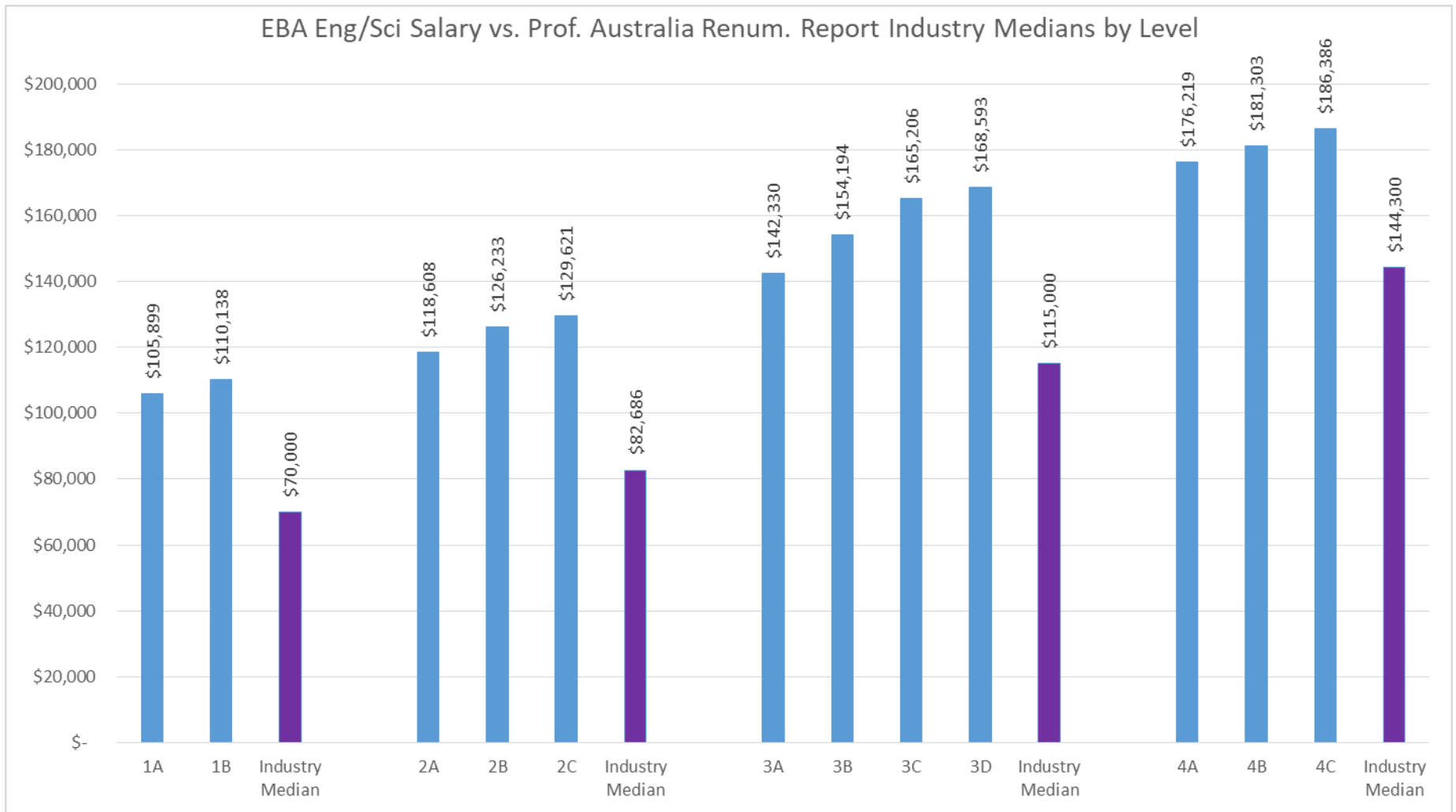


## 2) Responsibility Levels

Comparison of EBA base salary vs. Industry Median as per *Professional Engineers Employment and Remuneration Survey Report 2020-21*:



EBA salaries are the Eng/Sci base salaries currently effective as of March 2021.

Industry Medians are reported private sector median market salaries by responsibility levels as per *the Professional Engineers Employment and Remuneration Survey Report 2020-21*, Table 4, page 20 (extract attached at end of pack).

Responsibility level definitions as per BAA EBA (2018) and PA renum. report are attached on following pages and are aligned in terms of duties.

**Eng/Sci EBA Level Definitions – refer Part 9 page 89/91.**

<b>ENGINEER/SCIENTIST 1</b>	
Performs professional engineering/scientific duties whilst exercising limited individual judgment and initiative. Works under close supervision.	
<b>Knowledge:</b>	Limited use and application of job principles, theories, and concepts.
<b>Problem Solving:</b>	Develops solutions to routine technical problems of limited scope
<b>Discretion:</b>	Follows directions for routine work under close supervision; receives detailed instructions for specific assignments.
<b>Impact:</b>	Contributes to the completion of routine tasks. Failure to achieve results has minimal effect to schedules and programs.
<b>Liaison:</b>	Interacts primarily with immediate supervisor and other personnel within the group.
<b>Typical Educ/Expr:</b>	Bachelor, Master or Doctorate of Engineering or Science degree recognised by professional body representing Engineers and Scientists.
<b>ENGINEER/SCIENTIST 2</b>	
Performs professional engineering/scientific duties whilst exercising individual judgement and initiative. Works under general supervision. May control small projects and supervise and lead technical staff and less experienced engineers/scientists.	
<b>Knowledge:</b>	Makes use of and applies job practices, techniques, standards, principles, theories, and concepts.
<b>Problem Solving:</b>	Provides solutions to a variety of technical problems of moderate scope and complexity.
<b>Discretion:</b>	Works under general supervision, and no instructions are needed for routine work. Receives general instructions for special assignments. Work is reviewed for sound technical judgment and overall adequacy.
<b>Impact:</b>	Contributes to the completion of specific project milestones. Failure to achieve results, reaching erroneous decisions or making faulty recommendations may cause delays in program schedules and may result in the allocation of additional resources.
<b>Liaison:</b>	Interacts primarily with internal personnel and infrequently with inter-organizational and external customers on routine matters.
<b>Typical Educ/Expr:</b>	Degree and typical experience in an engineering classification: Bachelor's and 2 or more years' experience or a Master's degree with experience. Bachelor, Master or Doctorate of Engineering or Science degree recognised by professional body representing Engineers and Scientists.

<b>ENGINEER/SCIENTIST 3</b>	
Performs professional engineering/scientific duties requiring the application of mature professional engineering/scientific knowledge. Works under general direction. Will lead, coordinate and supervise the work of other professional and technical staff and/or small project teams.	
<b>Knowledge:</b>	Completely understands and applies job practices, techniques, standards, principles, theories, and concepts. Possesses general knowledge of other related disciplines.
<b>Problem Solving:</b>	Provides technical solutions to a wide range of difficult problems. Develops solutions that are imaginative, thorough, practicable, and consistent with organization objectives.
<b>Discretion:</b>	Independently determines and develops approaches to solutions. Receives general direction for work that is reviewed upon completion for adequacy in meeting objectives.
<b>Impact:</b>	Contributes to the completion of specific programs and projects. Failure to obtain results, reaching erroneous decisions or making recommendations would typically result in serious program delays and considerable expenditure of resources.
<b>Liaison:</b>	Interacts frequently with inter-organizational personnel and external customers. Represents the organization by providing solutions to difficult technical issues associated with specific projects.
<b>Typical Educ/Expr:</b>	Degree and typical experience in engineering classification: Bachelor's and 5 or more years' experience, Master's degree with 3 or more years' experience or PhD degree with experience. Bachelor, Master or Doctorate of Engineering or Science degree recognised by professional body representing Engineers and Scientists.

<b>ENGINEER/SCIENTIST 4</b>	
Performs professional engineering/scientific duties involving independence of approach, originality, ingenuity and judgment. Works under minimal direction. Will lead and exercise authority and technical control over a group of professional staff, including multi-functional teams engaged in complex engineering/scientific applications	
<b>Knowledge:</b>	Applies extensive job practices, techniques, standards, principles, theories, and concepts. Has full knowledge of other related disciplines. Recognized as a job expert within the department/organization.
<b>Problem Solving:</b>	Provides technical solutions to complex problems that require ingenuity and creativity.
<b>Discretion:</b>	Exercises considerable latitude in determining technical objectives of assignment. Completed work is reviewed for desired results from a relatively long-term perspective.
<b>Impact:</b>	Guides the successful completion of aspects of major programs and may function in a project leadership role. Erroneous decisions or recommendations may result in failure to achieve major organizational objectives.
<b>Liaison:</b>	Represents the organization as the prime technical contact on contracts and projects. Interacts with senior external personnel on significant technical matters often requiring coordination between organizations.
<b>Typical Educ/Expr:</b>	Degree and typical experience in engineering classification: Bachelor's and 9 or more years' experience, Master's with 7 or more years' experience or PhD with 4 or more years' experience. Bachelor, Master or Doctorate of Engineering or Science degree recognised by professional body representing Engineers and Scientists.

For market salary vs. responsibility level comparison, the corresponding level definitions provided in the *Professional Engineers Employment and Remuneration Survey Report 2020-21* is provided over the page (extracted from page 61).

# Responsibility level definitions

## Level 1 Professional Engineer

*The graduate engineer (as defined) commencement level.*

The graduate engineer (as defined) commencement level.

The engineer undertakes initial professional engineering tasks of limited scope and complexity, such as minor phases of broader assignments, in office, plant, field or laboratory work.

Under supervision from higher-level professional engineers as to method of approach and requirements, the professional engineer performs normal professional engineering work and exercises individual judgement and initiative in the application of engineering principles, techniques and methods.

In assisting more senior professional engineers by carrying out tasks requiring accuracy and adherence to prescribed methods of engineering analysis, design or computation, the engineer draws upon advanced techniques and methods learned during and after the undergraduate course.

Training, development and experience using a variety of standard engineering methods and procedures enable the professional engineer to develop increasing professional judgement and apply it progressively to more difficult tasks at Level 2.

Decisions are related to tasks performed, relying upon precedent or defined procedures for guidance. Recommendations are related to solution of problems in connection to the tasks performed.

Work is reviewed by higher-level professional engineers for validity, adequacy, methods and procedures. With professional development and experience, work receives less review, and the professional engineer progressively exercises more individual judgement until the level of competence at Level 2 is achieved.

The professional engineer may assign and check work of technical staff assigned to work on a common project.

## Level 2 Professional Engineer

Following development through Level 1 he/she is an experienced engineer (as defined) who plans and conducts professional engineering work without detailed supervision, but with guidance on unusual features and who is usually engaged on more responsible engineering assignments requiring substantial professional experience.

## Level 3 Professional Engineer

A professional engineer performing duties requiring the application of mature professional engineering knowledge. With scope for individual accomplishment and co-ordination of more difficult assignments, the professional deals with problems for which it is necessary to modify established guides and devise new approaches.

The professional engineer may make some original contribution or apply new professional engineering approaches and techniques to the design or development of equipment or special aspects of products, facilities and buildings.

Recommendations may be reviewed for soundness of judgement but are usually regarded as technically accurate and feasible. The professional engineer makes responsible decisions on matters assigned, including the establishment of professional engineering standards and procedures, consults, recommends and advises in speciality engineering areas.

Work is carried out within broad guidelines requiring conformity with overall objectives, relative priorities and necessary co-operation with other units. Informed professional engineering guidance may be available.

The professional engineer outlines and assigns work, reviews it for technical accuracy and adequacy, and may plan, direct, co-ordinate and supervise the work of other professional and technical staff.

## Level 4 Professional Engineer

A professional engineer required to perform professional engineering work involving considerable independence in approach, demanding a considerable degree of originality, ingenuity and judgement, and knowledge of more than one field of, or expertise (for example, acts as his/her organisation's technical reference authority) in a particular field of professional engineering.

The professional engineer:

- initiates or participates in short-range or long-range planning and makes independent decisions on engineering policies and procedures within an overall program;
- gives technical advice to management and operating departments;
- may take detailed technical responsibility for product development and provision of specialised engineering systems, facilities and functions;
- co-ordinates work programs; and
- directs or advises on use of equipment and material.

The professional engineer makes responsible decisions not usually subject to technical review, decides courses of action necessary to expedite the successful accomplishment of assigned projects, and may make recommendations involving large sums or long-range objectives.

Duties are assigned only in terms of broad objectives and are reviewed for policy, soundness of approach, accomplishment and general effectiveness.

The professional engineer supervises a group or groups including professional engineers and other staff, or exercises authority and technical control over a group of professional staff, in both instances engaged in complex engineering applications.

## Level 5 Professional Engineer

A professional engineer usually responsible for an engineering administrative function, directing several professional and other groups engaged in inter-related engineering responsibilities, or as an engineering consultant. Achieving recognition as an authority in an engineering field of major importance to the organisation.

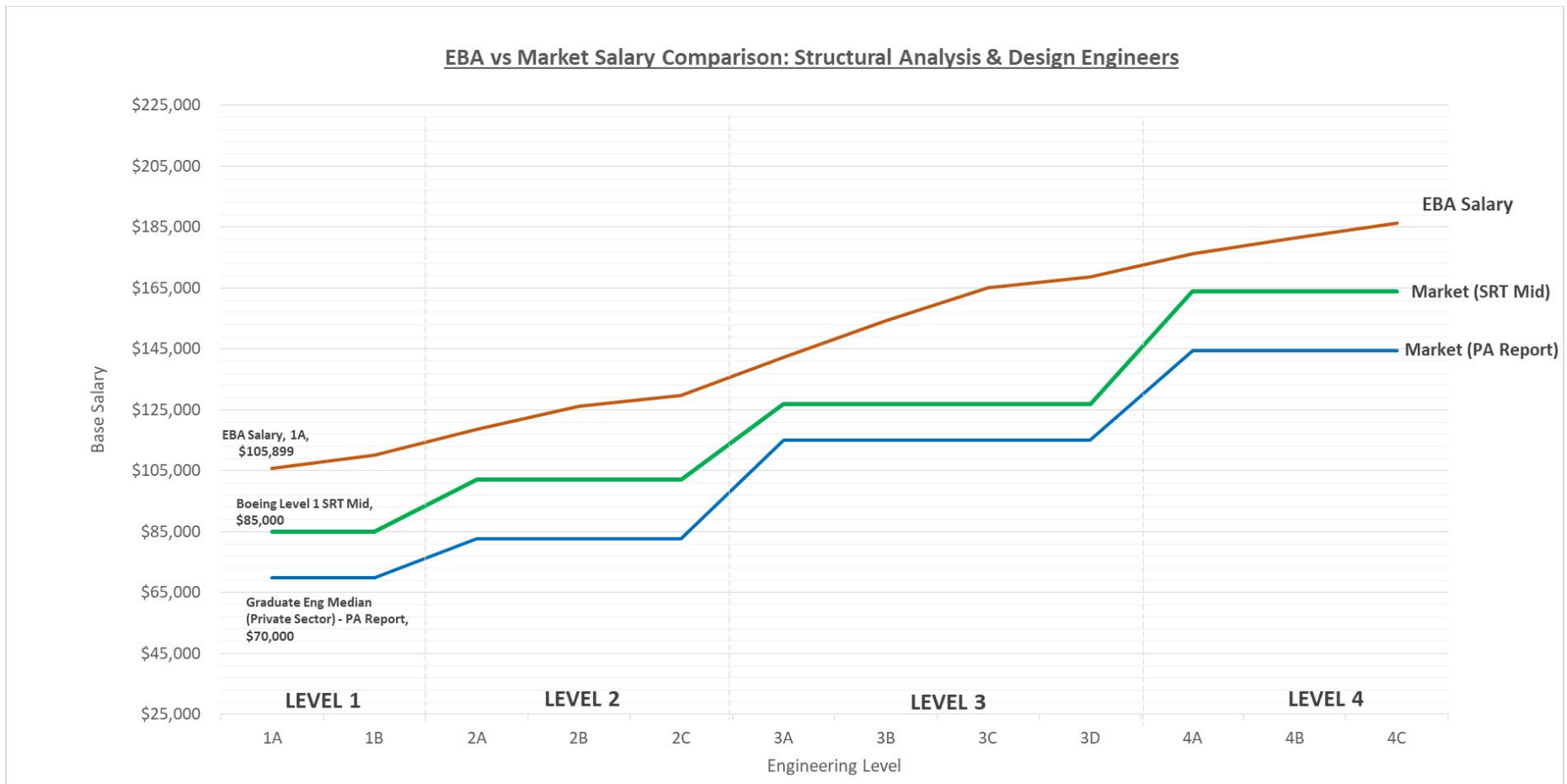
The professional engineer independently conceives programs and problems to be investigated and participates in discussions determining basic operating policies, devising ways of reaching program objectives in the most economical manner and of meeting any unusual conditions affecting work progress.

The professional engineer makes responsible decisions on all matters, including the establishment of policies and expenditures of large sums of money and/or implementation of major programs, subject only to overall policy and financial controls.

The professional engineer receives administrative direction based on organisation policies and objectives. Work is reviewed to ensure conformity with policy and co-ordination with other functions.

The professional engineer reviews and evaluates technical work, selects, schedules, and co-ordinates to attain program objectives and/or as administrator, makes decisions concerning selection, training, rating, discipline and remuneration of staff.

Comparison of BAA EBA Engineer/Scientist Rates of Pay vs. Market Salary Data by Responsibility Level



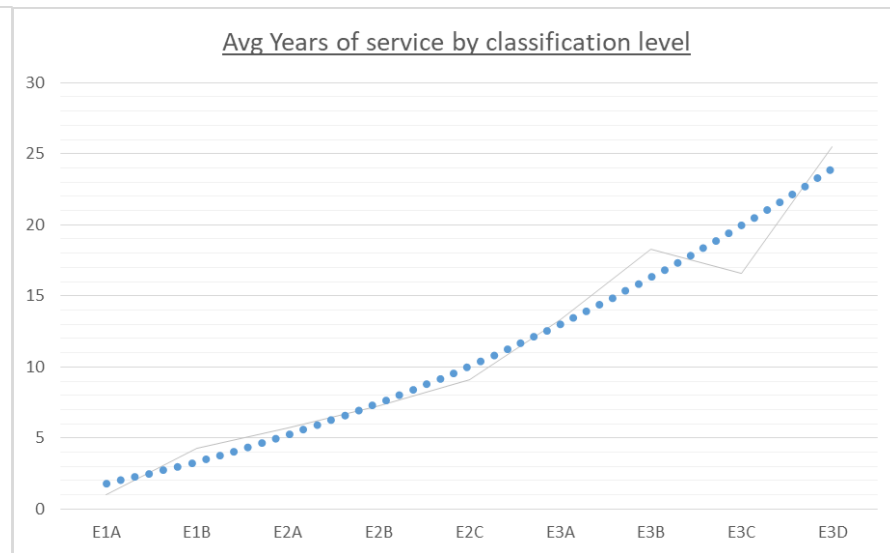
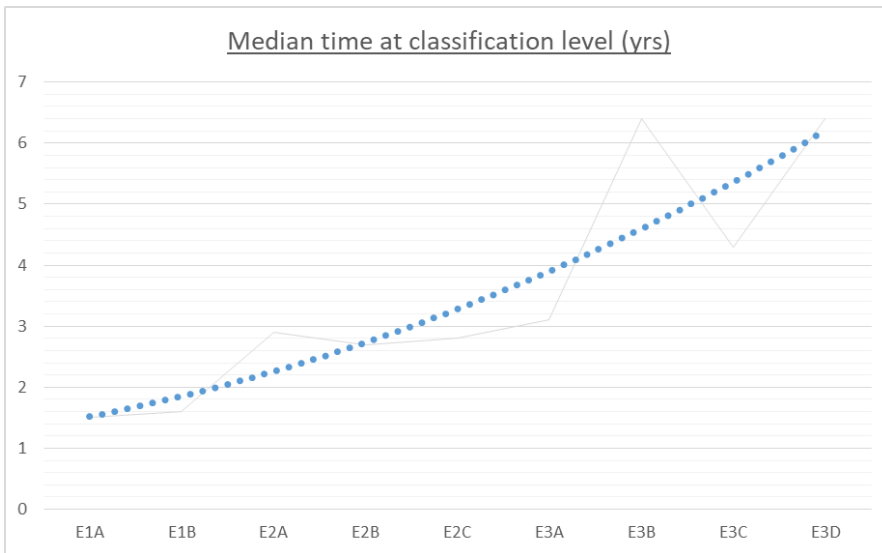
Notes: EBA 1A is the applicable base salary for an EBA Engineer / Scientist 1A (2021 rate of pay).

**Market salary: Boeing SRT** = Boeing SJC Salary Reference Table rates of pay. The reference SJC's assumed are STRUCTURAL ANALYSIS ENGINEER (6G5D) & STRUCT & PAYLOAD DESIGN ENGR (6G5C) which are representative job functions for of ~85 engineers out of the population of ~170 BAA ENGINEER/SCIENTIST employees. Refer SRT's on [Boeing SJC website](#).

**Market salary: Prof Aust. Report** = Market salaries as per *the Professional Engineers Employment and Remuneration Survey Report 2020-21*, Table 4, page 20. Extract attached.

**Classification and Salary Data**

Engineering / Scientist Classification	BAA Population (Feb 2021)	Base Salary	Market Salary (Boeing SRT mid)	Market Salary (Prof. Aust. Renum. Report median)
Engineer/Scientist 1A	40	\$105,899	\$85,000	\$70,000
Engineer/Scientist 1B		\$110,138		
Engineer/Scientist 2A	82	\$118,608	\$102,000	\$82,686
Engineer/Scientist 2B		\$126,233		
Engineer/Scientist 2C		\$129,621		
Engineer/Scientist 3A	43	\$142,330	\$127,000	\$115,000
Engineer/Scientist 3B		\$154,194		
Engineer/Scientist 3C		\$165,206		
Engineer/Scientist 3D		\$168,593		
Engineer/Scientist 4A	7	\$176,219	\$164,000	\$144,300
Engineer/Scientist 4B		\$181,303		
Engineer/Scientist 4C		\$186,386		



**BAA Eng/Sci population employee data as per HR report created February 2021.** Level 4 not shown on charts due to small population.

**Market salary: Boeing SRT** = Boeing SJC Salary Reference Table rates of pay. The reference SJC's assumed are STRUCTURAL ANALYSIS ENGINEER (6G5D) & STRUCT & PAYLOAD DESIGN ENGR (6G5C) which are representative job functions for of ~85 engineers out of the population of ~170 BAA ENGINEER/SCIENTIST employees. Refer SRT's on [Boeing SJC website](#).

**Market salary: Prof Aust. Report** = Median private sector engineer market salaries as per *the Professional Engineers Employment and Remuneration Survey Report 2020-21*, Table 4, page 20. Extract attached over the page.



The median base salary for a Level 1 engineer across all sectors was \$70,000 with a median total package of \$76,900. Salaries not surprisingly were greatest above Level 5 where the median base salary was \$216,000 and the median total package was \$251,988. Median base salaries ranged from \$70,000 at Level 1 to \$225,000 above Level 5 for the Private sector, \$71,500 at Level 1 to \$184,272 above Level 5 for the Public sector.

**Table 3 - All full-time respondents - base salary and total package by responsibility level - All sectors**

	N	BASE SALARY				TOTAL PACKAGE			
		LOWER QUARTILE	MEDIAN	UPPER QUARTILE	MEAN	LOWER QUARTILE	MEDIAN	UPPER QUARTILE	MEAN
LEVEL 1	79	\$65,000	\$70,000	\$74,603	\$70,905	\$72,270	\$76,900	\$84,233	\$80,022
LEVEL 2	140	\$77,000	\$85,000	\$95,000	\$87,520	\$85,895	\$94,972	\$109,514	\$98,909
LEVEL 3	296	\$99,246	\$112,598	\$131,000	\$116,206	\$112,785	\$132,920	\$153,300	\$135,256
LEVEL 4	275	\$120,000	\$140,000	\$155,000	\$140,834	\$137,400	\$162,660	\$184,199	\$163,195
LEVEL 5	99	\$150,000	\$174,039	\$192,843	\$175,621	\$175,450	\$206,517	\$227,507	\$205,184
ABOVE LEVEL 5	20	\$185,000	\$216,000	\$269,000	\$232,915	\$232,673	\$251,988	\$349,623	\$284,475
ALL RESPONDENTS	909	\$93,500	\$120,000	\$150,000	\$124,340	\$105,120	\$138,336	\$171,688	\$144,209

**Table 4 - All full-time respondents - base salary and total package by responsibility level - Private sector**

	N	BASE SALARY				TOTAL PACKAGE			
		LOWER QUARTILE	MEDIAN	UPPER QUARTILE	MEAN	LOWER QUARTILE	MEDIAN	UPPER QUARTILE	MEAN
LEVEL 1	58	\$65,000	\$70,000	\$73,500	\$70,618	\$71,550	\$76,650	\$83,106	\$78,849
LEVEL 2	110	\$75,159	\$82,686	\$92,000	\$84,800	\$84,315	\$93,343	\$102,930	\$96,104
LEVEL 3	185	\$99,120	\$115,000	\$130,000	\$116,547	\$112,785	\$131,988	\$153,300	\$135,348
LEVEL 4	160	\$125,000	\$144,300	\$160,000	\$145,350	\$142,350	\$164,250	\$186,533	\$166,917
LEVEL 5	62	\$152,640	\$177,000	\$195,000	\$177,438	\$175,450	\$208,077	\$227,802	\$205,866
ABOVE LEVEL 5	13	\$200,000	\$225,000	\$315,000	\$248,498	\$239,000	\$296,815	\$376,425	\$301,205
ALL RESPONDENTS	588	\$87,000	\$118,000	\$150,000	\$123,253	\$98,177	\$136,061	\$171,400	\$142,126