

HUMAN SCIENCES RESEARCH COUNCIL

Remuneration of graduates

October 2000



Remuneration of graduates

as on 1 October 2000

Author

Joan Roodt

Administrative support:

Helmien Craemer

Cathrine Mashile

Carol Bennet

Maritha Coertze

Annatjie Greyvenstein

Annetjie Verster

Martie Boesenberg

© Human Sciences Research Council, 2001

Although the information in this report has been compiled with great care, the HSRC does not accept responsibility for any loss or damage that may arise from the reliance of any person upon the information this report contains.

All rights reserved. No part of this report may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopying, recording or by any information storage and retrieval system, without permission in writing from the publisher.

ISBN: 0 7969 1990 9

Human Sciences Research Council

Group: Labour Market Analysis

Director: Elize van Zyl

HSRC Publishers

Private Bag X41

0001 Pretoria

Cover design by Audrey Botha/comPress Digital Publishing

CONTENTS

	Page
List of tables	iv
Abstract	v
1. Background and aim	1
2. Survey group and questionnaire	1
3. Explanatory remarks	3
4. Analyses and findings	8
Figure 1: Median income and percentage distribution of graduates working full time, according to employer	9
Index: Alphabetical list of occupations	24



LIST OF TABLES

	Page
Table 1: Composition of the survey and respondent group	2
Table 2: Median income of graduates working full time as employees in the public sector, according to occupation	10
Table 3: Median income of graduates working full time as employees in the private sector, according to occupation	15
Table 4: Median income of full time self-employed graduates, according to occupation	21

ABSTRACT

The Human Sciences Research Council has undertaken regular surveys since 1971 to monitor the income of graduates. This is the fourteenth survey in the series. About 200 000 questionnaires were mailed to graduates of which 12 902 were returned. This represents a response rate of 6,4%. This report reflects the income of 10 049 graduates in approximately 150 occupations as at 1 October 2000. Employees in the public and private sectors are distinguished from self-employed persons. In addition to occupation and employer sector, the income is analysed according to years of work experience, working hours and age. The survey revealed that the median income package of self-employed persons was R235 746 per annum. In comparison with this, employees in the public sector earned R145 415 and employees in the private sector earned R221 000.



REMUNERATION OF GRADUATES 2000

1. BACKGROUND AND AIM

Remuneration is a key issue, both influencing and influenced by the flow of human resources in any country. In today's South Africa, this is particularly evident as the new employment equity legislation is applied. Regular surveys are necessary to monitor these changing patterns.

Since 1971 the HSRC has undertaken regular surveys of the occupational incomes of graduates. This is the fourteenth survey in the series. The aim of this report is to analyse and reflect the occupational income of graduates as at 1 October 2000.

The information is widely used by career guidance teachers, counsellors and prospective students to determine the profitability of careers. Tertiary education planners use the information to evaluate the financial returns on tertiary education in specific fields of study. Employers and human resources managers find it very useful in compiling income packages. It also provides a basis for salary negotiations in the case of employees and employee organisations. Furthermore legal practitioners and actuaries use the information to establish the potential lifetime earnings of people for third-party claim purposes.

2. SURVEY GROUP AND QUESTIONNAIRE

The most comprehensive source of names and addresses of graduates residing in South Africa is the HSRC Register of Graduates. The Register contains information on more than 500 000 graduates. The information was obtained from universities and individuals. The Register was maintained by the HSRC, although this function has now been taken over by the South African Qualifications Authority (SAQA). The HSRC continuously updated existing records (using information obtained from graduates as well as universities), removed obsolete records (such as those of deceased persons) and added information on new graduates. Details such as population group, gender, date of birth, postal address, and educational qualifications (level, field of study, institution where the qualification was obtained and year awarded) were recorded in the Register.

During November and December 2000 postal questionnaires were sent to 200 081 graduates on the Register. In total, 12 902 completed questionnaires were returned. This represents a total response rate of 6,4%. Table 1 provides more information on the composition of the survey and respondent group.

The following information (as on 1 October 2000) was obtained to supplement existing information on the Register: the respondent's occupation, years of work experience, employer, work status, changes in work status, number of hours and weeks spent on occupational activities, staff complement of organisation, employment level, geographical area, as well as salary and the financial value of fringe benefits.



TABLE 1
COMPOSITION OF THE SURVEY AND RESPONDENT GROUP

Gender	Population group	Survey group	Response group											Response rate
			TOTAL	Included in tables			Not included in tables							
				Full time	Subtotal	Part time	Homemaker	Student	Retired	Un-employed	Abroad	Little or no salary	Incomplete questionnaire	
Female	Asian	5 966	481	348	133	36	17	17	19	35	1	6	2	8.1
	African	15 619	718	518	200	12	3	11	15	133		14	12	4.6
	Coloured	3 861	159	118	41	7	6	5	8	13		1	1	4.1
	White	53 514	3 722	2440	1 282	527	369	71	125	105	10	45	30	7.0
	TOTAL	78 960	5 080	3424	1 656	582	395	104	167	286	11	66	45	6.4
Male	Asian	8 754	801	640	161	20	2	7	96	18		9	9	9.2
	African	19 029	981	728	253	35	2	14	12	173		8	9	5.2
	Coloured	5 472	222	174	48	11		4	13	16		3	1	4.1
	White	87 866	5 818	5 083	735	161	8	53	325	87	8	54	39	6.6
	TOTAL	121 121	7 822	6 625	1 197	227	12	78	446	294	8	74	58	6.5
TOTAL	Asian	14 720	1 282	988	294	56	19	24	115	53	1	15	11	8.7
	African	34 648	1 699	1 246	453	47	5	25	27	306		22	21	4.9
	Coloured	9 333	381	292	89	18	6	9	21	29		4	2	4.1
	White	141 380	9 540	7 523	2 017	688	377	124	450	192	18	99	69	6.7
	TOTAL	200 081	12 902	10 049	2 853	809	407	182	613	580	19	140	103	6.4

The respondents' anonymity was protected throughout and at no time was a respondent's name linked to a completed questionnaire. The analyses in this report are also presented in such a way that the anonymity of individuals is safeguarded. For example, analyses for categories with less than ten persons are not given.

The active participants of the Register made up almost 50% of the graduate population of South Africa. The particulars of persons who did not take part in the survey would therefore have to differ dramatically from those of the respondent group to result in the Register being unsuitable for the purpose of this survey.

Throughout the years response rates declined dramatically. This can be ascribed to the postal service system, overloading of the target group with requests, and a lack of interest to respond if there was nothing in return. In fact, the response rate of this particular survey has dropped to such an extent that the HSRC will no longer conduct postal surveys of this nature.

On statistical grounds the sample for this survey cannot be regarded as a representative sample. Therefore users of the data should use it with caution. The findings of this survey merely give an indication of what people in different occupations earn.

3. EXPLANATORY REMARKS

The following explanatory remarks are necessary for the interpretation of the data:

3.1 Remuneration

Respondents were asked to indicate the financial remuneration (before any tax or other deductions) received from the following sources as a result of the direct pursuit of their occupation:

3.1.1 Salary

- *Basic salary/income:* With regard to employees, basic salary refers to the gross salary received before any deductions. In the case of self-employed persons, income includes the net income from the direct pursuit of the occupation prior to taxation.
- *Overtime or related salaried work done after hours.*
- *Commission earned.*
- *Profit from own business* if self-employed.
- *Profit sharing, trade or production bonus.*
- *Cash bonus, e.g., 13th cheque, service or holiday bonus.*



3.1.2 Fringe benefits

The cash value of fringe benefits was taken into consideration in determining the income package. In the questionnaire, respondents were asked to indicate on a list of fringe benefits whether or not they received such benefits and, if they did, what they considered the average annual value of such benefits to be.

The following fringe benefits were identified and included in the package:

- *Pension* – refers to the employer's contribution to a pension or endowment fund.
- *Medical* – refers to the employer's contribution to a medical fund.
- *Motor vehicle allowance* – refers to the estimated cash value of a company or subsidised vehicle for private use as well as any transport or petrol allowance.
- *Entertainment allowance*.
- *Housing* – refers to a housing subsidy received from an employer or the cash value of a lower (subsidised) interest rate or housing or lodging at a low rental, low tariff or free. In the latter case respondents were asked to indicate the difference between the normal tariff and the actual amount paid.
- *Other fringe benefits* such as employer's contribution towards clothing, telephone, insurance premiums, study aid, subsidised purchases and cafeteria facilities.

3.1.3 Package

Package refers to the total income package. It is the *salary* plus *fringe benefits* from the above sources. To calculate this, the salary and financial value of fringe benefits of only the respondents who answered the question on fringe benefits were taken into account. The number of persons in the salary and package columns may differ because those who did not answer the fringe benefits question or indicated that they received the benefit but did not give a cash value, were not included in calculating the median of the income package.

Some people provided only a portion of their salary. In calculating the median salary these doubtful cases were not taken into account. However, they were included in calculating the median of the package when the value of the total package was indicated.

3.2 Percentile value

Salary and income package figures are indicated by means of percentile values. The percentile values 25, 50 (Me) and 75 are used in the tables. The percentile value 25, also called the first quartile value, indicates the point where 25% of a specific group of persons receive less and 75% receive



more than the income indicated. The fiftieth percentile value, also called the median (Me), indicates the point where 50% of a group receive less and 50% receive more than the income indicated. For the purpose of analysing income levels, the median value is regarded as a better index than the arithmetic mean as it is less sensitive to extremely high or extremely low income values.

For example, if the percentile values of self-employed medical practitioners in Table 4 are indicated as R120 000 (25%), R200 000 (Me) and R300 000 (75%) per annum, this means (a) that 50% of the medical practitioners earn less and 50% earn more than R200 000 per annum, (b) that 50% (difference between 25% and 75%) of the doctors indicated that they earn between R120 000 and R300 000 per annum and (c) that 25% of the doctors (or one out of every four persons) earn more than R300 000 per annum.

3.3 Occupation

Respondents were requested to indicate (on a list) the occupation they were practising (or the one to which they devoted most of their time) as at 1 October 2000. A functional description of the occupation was also requested.

The occupational titles indicated by the respondents were used to classify them according to occupational categories. This means that a lecturer or a manager with an engineering qualification was not classified as an engineer, but rather as a lecturer or manager respectively.

The *Standard Occupational Classification*¹ was used as a base to classify the occupations and to group them into unit and major groups.

To assist in tracing occupations in the tables, an alphabetical list of occupations is provided in the index.

3.4 Employer sector

Three main employer categories, namely, *public sector*, *private sector* and *self-employed*, were distinguished in the analyses. The respondents were asked to choose the employer where they practised their occupations from the following:

(a) *Employees in the public sector*

The following employer sectors jointly form the public sector:

- Government: people employed by central government or provincial administrations.
- Regional or local authorities (e.g., metropolitan or town councils).
- Universities and technikons.
- Other semi-government: employees of government-controlled or government-aided organisations, e.g., HSRC, CSIR, control boards, SABS.

¹Central Statistical Service 1986. Pretoria.
Standard Classification of Occupations. Report 09-90-01.

Remuneration of graduates: 2000

(b) *Employees in the private sector*

The following employer categories are included in this sector:

- Public corporations (e.g., SABC, ESCOM, ARMSCOR, Rand Water Board).
- Professional practices (e.g., those of auditors, attorneys).
- Business enterprises (e.g., close corporations or companies).
- Statutory councils (e.g., IDC, ECSA, OROR, SAMDC).
- Non-government Organisations (NGOs) in the private sector without profit motive (e.g., churches, welfare organisations, trade unions).

(c) *Self-employed persons*

This sector refers to people who work for themselves and includes (1) partners in professional concerns and/or (2) directors of a personal private practice, concern or business.

3.5 Geographical distribution

Respondents were requested to select the location of their workplaces from the following:

- *Johannesburg* (includes Lenasia, Randburg, Sandton, Midrand and Soweto)
- *Pretoria* (includes Centurion, Mamelodi, Laudium, Atteridgeville, Soshanguve, Wonderboom and Rosslyn)
- *Rest of Gauteng*
- *Mpumalanga*
- *Northern Province*
- *North West*
- *Durban, Pinetown* (includes Amanzimtoti and Isipingo)
- *Rest of KwaZulu-Natal* (includes Pietermaritzburg)
- *Eastern Cape*
- *Cape Town* (includes Bellville and Kuils River)
- *Rest of the Western Cape*
- *Northern Cape*
- *Free State*

The postal codes of the postal addresses of respondents were used to group respondents who did not answer this question.

3.6 Post level

Respondents indicated the post level at which they functioned in their occupation. The following levels were identified:

- trainee/intern/articled clerk
- junior level
- middle level
- senior level
- top level

3.7 Age and years of work experience

When comparing income it is important to take the effect of years of work experience into account. Respondents were asked to indicate their date of birth and the number of years of working experience since entering the labour market, irrespective of employer, occupation or rank (vacation work and military service excluded).

3.8 Employment status and working hours

People working full time usually earn substantially more than part-time workers. Respondents were therefore asked to indicate whether they practised their occupations on a full-time or part-time basis. They were also requested to indicate whether they occupied the post permanently or temporarily. In addition to this, the number of hours people devote to the pursuit of their occupations also has an effect on their income. Respondents were therefore also asked to indicate the number of hours per week (i.e. office hours, overtime and after hours) normally devoted to occupational activities. Since leave also affects time spent on the specific career, respondents were asked to indicate the number of working weeks per annum normally devoted to occupational activities. By using the indicated working hours and working weeks, the actual time devoted to the occupation in a week, was calculated as follows:

$$\left\{ \frac{\text{hours x working weeks}}{52} \right\}$$

Working hours were used to classify people as working full time or part time in the cases where individuals did not indicate their employment status. The tables reflect the income of graduates working full time (permanent as well as temporary) only.

3.9 Staff complement

Respondents were requested to indicate the number of people employed in the company, organisation, private practice or business concern where they worked.

4. ANALYSES AND FINDINGS

As mentioned previously, 12 902 graduates participated in this survey. The 809 respondents that worked part time were not included in the analyses. 1 922 (or 15%) of the respondents indicated that they were not economically active and thus received no or very little income. Another group excluded from the analyses consisted of 103 economically active persons who did not answer the question about their income and 19 people who had emigrated or were working abroad. The analyses in this report are therefore based on the 10 049 respondents who worked full time and indicated a positive income.

The results of the survey appear in Tables 2 to 4. The tables and Figure 1 are mostly self-explanatory and are not discussed in detail.

Thirty-eight percent of the economically active graduates who took part in the survey were employed in the public sector, 38% were employed in the private sector, while 24% were self-employed. Figure 1 reflects the percentage distribution and income of graduates working full time according to employer.

When comparing the income of the different categories it is important that working experience (and related age) and the number of hours worked be kept in mind. This information is therefore also shown in the tables. For example, employees in the public sector usually have more working experience than their counterparts in the private sector. Self-employed persons usually have more experience and work longer hours than employees.

Categories with less than ten persons are not shown in the tables to ensure that the income figures indicated are based on information received from a reasonable number of respondents. The information on these categories was, however, included in the calculations of subtotals of the income figures for the broader occupational groups.

It will be noticed that all the occupations are not analysed according to all the variables. The main reason for this is that the number of persons in certain categories is too small with the result that meaningful analyses of those groups were not possible.

Tables 2 to 4 reflect the income of graduates working full time according to employer sector and occupation. Separate tables are given for public sector (Table 2), private sector (Table 3), and self-employed sector (Table 4).

FIGURE 1: MEDIAN INCOME AND PERCENTAGE DISTRIBUTION OF GRADUATES WORKING FULL TIME ACCORDING TO EMPLOYER

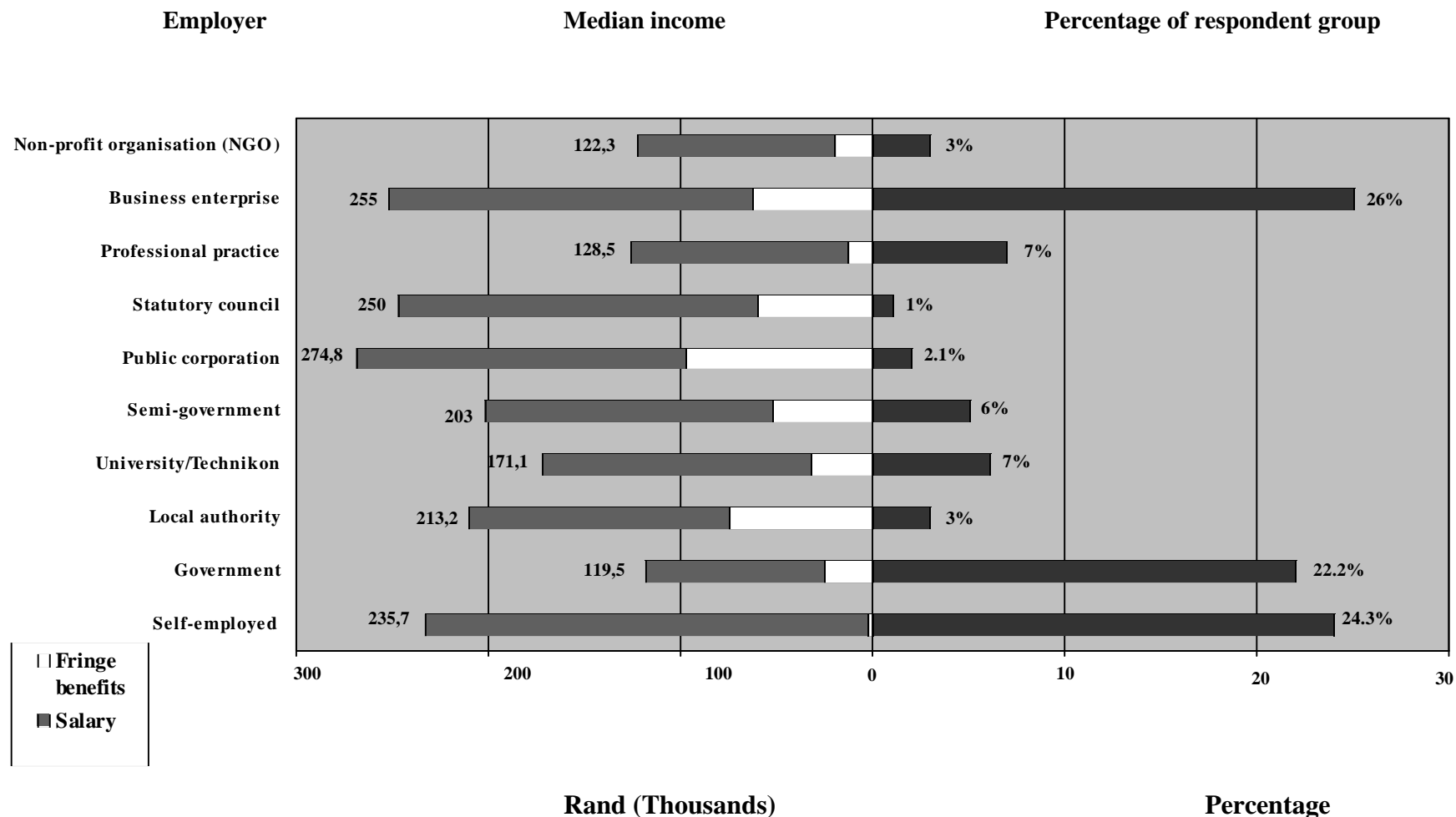


TABLE 2
MEDIAN INCOME OF GRADUATES WORKING FULL TIME AS EMPLOYEES IN THE PUBLIC SECTOR ACCORDING TO OCCUPATION

OCCUPATION	MEDIAN			N	BASIC SALARY			PACKAGE	
	A	E	H		25 P	Me	75 P	N	Me
ENGINEER, ARCHITECT AND RELATED	44	19	40	221	129 424	155 856	193 750	213	238 000
ENGINEER	46	21	40	167	134 804	158 500	198 528	161	247 000
Electrical engineer and related	40	15	43	46	135 750	158 270	230 169	42	247 570
Electrical engineer	40	15	43	46	135 750	158 270	230 169	42	247 570
Mechanical engineer	44	19	40	18	131 000	163 688	212 474	18	236 580
Civil engineer	51	27	40	73	141 000	165 000	196 650	71	255 952
ARCHITECT AND RELATED OCCUPATIONS	38	13	40	54	121 185	148 850	174 483	52	214 872
Town and regional planner	35	10	40	36	110 700	139 474	167 748	34	197 633
NATURAL SCIENCE OCCUPATIONS	40	14	40	274	80 000	106 958	139 733	255	150 000
PHYSICAL SCIENCE OCCUPATIONS	37	12	39	11	80 000	99 558	120 000	11	138 000
Physicist	38	14	39	10	86 000	99 779	124 125	10	146 966
GEOLOGICAL SCIENCE OCCUPATIONS	43	20	40	17	97 820	114 360	184 779	16	208 991
Geologist	49	29	40	15	99 180	124 000	189 557	14	237 671
MATHEMATICAL AND RELATED OCCUPATIONS	41	15	40	15	100 000	130 000	147 573	14	163 826
Statistician	40	15	40	12	83 673	131 000	145 030	11	160 000
COMPUTER SCIENCE OCCUPATIONS	38	14	40	34	87 016	110 670	150 609	31	160 000
Computer Science B71occupations n.e.c.	39	16	40	21	96 474	130 000	167 491	19	178 200
CHEMICAL SCIENCE OCCUPATIONS	41	15	40	25	92 500	130 000	192 654	22	158 334
Chemist	43	18	40	16	101 235	131 404	211 410	14	206 100
BIOLOGICAL SCIENCE OCCUPATIONS	39	13	40	73	82 750	107 889	143 860	67	150 000
Zoologist	42	15	43	14	93 456	109 317	150 957	12	153 461
Botanist	50	21	38	14	73 000	103 632	160 680	12	120 223
Environmental scientist	36	10	41	27	91 723	128 000	146 000	26	154 094
OCCUPATION	A	E	H	N	25 P	Me	75 P	N	Me
OCCUPATION	MEDIAN			BASIC SALARY			PACKAGE		

N = Number of people in category on which median income is based

E = Median years experience

Me = Median

n.e.c. = not elsewhere classified

H = Median hours worked per week

75 P = Percentile value of 75

A = Median age

25 P = Percentile value of 25



TABLE 2 (CONTINUED)
EMPLOYEES: PUBLIC SECTOR

OCCUPATION	MEDIAN			BASIC SALARY			PACKAGE		
	A	E	H	N	25 P	Me	75 P	N	Me
AGRICULTURE, FORESTRY AND FOOD SCIENCE	42	14	40	76	74 109	104 128	130 750	73	145 040
Agricultural occupations	41	13	40	62	74 109	106 958	132 000	60	144 845
Agriculturist	41	13	40	61	74 109	106 956	131 000	59	144 650
NATURAL SCIENCE TECHNICIANS	37	12	40	23	59 407	70 580	101 416	21	114 000
Agricultural technician	37	11	40	22	58 030	71 551	102 762	20	109 751
MEDICAL SERVICE OCCUPATIONS	42	18	40	495	83 000	99 500	150 000	404	139 821
MEDICAL OCCUPATIONS	41	14	54	186	99 793	146 154	194 894	167	218 000
Medical practitioner	32	7	55	72	94 700	120 000	144 993	64	178 018
General medical practitioner	32	5	55	60	93 924	120 000	145 743	52	168 900
Clinical assistant	35	8	56	12	113 066	120 755	144 993	12	191 093
Medical specialist	49	24	50	107	140 000	187 113	220 000	97	290 000
DENTAL OCCUPATIONS	38	14	40	12	83 379	100 307	189 366	8	175 259
VETERINARY OCCUPATIONS	45	19	45	24	133 746	163 212	178 621	23	214 177
Veterinary surgeon	45	19	45	24	133 746	163 212	178 621	23	214 177
PHARMACEUTICAL OCCUPATIONS	44	18	40	40	97 500	99 558	126 317	33	122 933
Pharmacist	45	19	40	38	98 500	99 779	129 500	31	122 933
SUPPLEMENTARY MEDICAL OCCUPATIONS	32	8	38	41	63 240	70 900	83 379	34	87 053
Physiotherapist	33	9	37	34	63 339	70 904	83 379	29	85 735
NURSING OCCUPATIONS	47	21	40	158	79 000	83 379	92 068	111	101 268
Nursing administrator	47	21	40	56	83 000	87 675	110 038	39	114 084
Nursing tutor	50	28	37	33	78 646	83 379	103 647	24	101 110
Professional nurse	42	20	40	69	73 083	83 379	83 379	48	91 106
HEALTH SERVICES OCCUPATIONS N.E.C.	34	10	40	34	63 026	83 379	113 645	28	117 278
Dietician	32	7	38	25	55 497	78 732	95 364	21	103 439
	A	E	H	N	25 P	Me	75 P	N	Me
OCCUPATION	MEDIAN			BASIC SALARY			PACKAGE		

N = Number of people in category on which median income is based

E = Median years experience

Me = Median

n.e.c. = not elsewhere classified

A = Median age

H = Median hours worked per week

25 P = Percentile value of 25

75 P = Percentile value of 75

TABLE 2 (CONTINUED)
EMPLOYEES: PUBLIC SECTOR

OCCUPATION	MEDIAN			N	BASIC SALARY			PACKAGE	
	A	E	H		25 P	Me	75 P	N	Me
EDUCATION AND RELATED OCCUPATIONS	43	18	35	1 491	74 360	95 784	125 061	1 190	119 845
PRINCIPAL / INSPECTOR OF EDUCATION	47	23	35	243	103 920	117 984	133 434	187	145 400
Principal / Vice-principal (teacher training college)	49	26	31	10	86 700	116 567	141 475	10	145 251
Principal (teachers training college)	49	26	31	10	86 700	116 567	141 475	10	145 251
Principal / Vice-principal (school, technical college)	46	22	35	211	103 920	115 092	127 827	160	143 685
Principal (school, technical college, etc.)	46	22	35	211	103 920	115 092	127 827	160	143 685
Inspector / Superintendent of education	49	24	40	22	129 104	150 364	156 075	17	172 911
LECTURER	46	21	37	448	103 920	130 415	168 413	405	168 506
Dean / Head of faculty	50	30	40	33	175 176	197 000	227 000	31	262 000
Lecturer (university, technikon)	46	21	37	352	112 008	134 934	165 866	322	171 853
Lecturer (university, technikon) - permanent	47	21	37	329	113 880	137 430	168 755	300	177 654
Lecturer (university, technikon) - temporary	30	5	35	23	52 000	77 742	132 000	22	95 006
Lecturer (teachers training college)	44	18	33	60	83 930	95 892	108 450	50	112 447
TEACHER	40	15	32	725	67 560	77 000	89 559	538	91 592
Teacher - permanent (including head of department)	40	15	32	671	67 560	78 789	90 000	491	93 000
Teacher - permanent	40	15	32	671	67 560	78 789	90 000	491	93 000
Teacher - temporary (including head of department)	33	7	32	54	52 100	63 438	72 000	47	67 560
Teacher - temporary	33	7	32	54	52 100	63 438	72 000	47	67 560
EDUCATION OCCUPATIONS N.E.C.	46	20	39	75	98 040	111 360	140 000	60	146 208
Educational advisor / consultant	43	20	38	10	92 349	100 191	109 286	8	129 329
Education specialist	46	22	40	52	100 646	121 700	140 608	43	151 213
Educational officer	46	19	36	12	67 500	117 781	137 642	8	147 234
OCCUPATION	A	E	H	N	25 P	Me	75 P	N	Me
	MEDIAN				BASIC SALARY			PACKAGE	

N = Number of people in category on which median income is based

E = Median years experience

Me = Median

n.e.c. = not elsewhere classified

H = Median hours worked per week

75 P = Percentile value of 75

A = Median age

25 P = Percentile value of 25



TABLE 2 (CONTINUED)
EMPLOYEES: PUBLIC SECTOR

OCCUPATION	MEDIAN			BASIC SALARY			PACKAGE		
	A	E	H	N	25 P	Me	75 P	N	Me
HUMANITIES AND RELATED OCCUPATIONS	38	14	40	563	79 000	104 554	167 157	503	142 384
LEGAL OCCUPATIONS	39	15	40	127	90 609	179 304	202 000	104	218 916
Magistrate	47	24	40	37	179 304	190 608	218 916	28	224 626
Public prosecutor	33	9	40	28	73 000	94 634	165 250	22	111 615
Attorney	44	18	40	10	72 888	147 000	203 930	8	191 400
Legal occupations, n.e.c.	39	15	39	35	74 238	156 000	195 000	30	227 051
SOCIAL SCIENCE OCCUPATIONS	38	13	40	114	67 137	83 379	95 390	94	102 175
Psychologist	41	18	42	28	83 784	113 617	164 368	25	130 000
Social worker supervisor	42	18	40	21	83 190	84 000	104 779	16	114 103
Social worker	35	11	38	53	58 151	76 000	83 379	42	85 387
PERSONNEL AND MANAGEMENT SERVICES	38	12	40	74	79 447	97 962	129 999	68	136 421
Public relations occupations	31	6	41	10	54 725	62 316	79 278	8	74 098
HR development occupations	41	8	38	14	72 000	97 776	108 110	11	145 409
HR / personnel officer, consultant	38	14	40	36	83 746	99 845	124 983	35	134 841
ACCOUNTING AND FINANCIAL OCCUPATIONS	35	12	40	114	94 473	124 551	167 950	113	181 379
Chartered accountant	35	13	40	16	201 438	278 146	316 000	16	328 502
Accountant (not CA)	37	13	40	50	88 500	120 300	150 000	49	181 379
Auditor	34	10	40	21	96 700	120 000	137 112	22	163 366
Accounting and financial n.e.c.	36	12	40	25	88 700	110 000	146 635	24	146 836
ECONOMIC OCCUPATIONS	40	13	40	35	95 000	132 000	224 673	35	205 000
Economist and related occupations	40	13	40	35	95 000	132 000	224 673	35	205 000
Economist	43	17	40	19	87 851	178 154	260 000	20	279 989
Economist n.e.c.	38	13	40	16	105 363	124 200	162 709	15	182 748
HUMANITIES AND RELATED N.E.C.	42	16	40	93	71 922	92 472	123 849	83	120 631
Librarian / Information officer	43	17	40	69	72 432	99 780	123 849	62	126 867
Human sciences researcher	28	4	36	10	65 941	85 931	115 950	9	105 700
	A	E	H	N	25 P	Me	75 P	N	Me
OCCUPATION	MEDIAN			BASIC SALARY			PACKAGE		

N = Number of people in category on which median income is based

E = Median years experience

Me = Median

n.e.c. = not elsewhere classified

A = Median age

H = Median hours worked per week

25 P = Percentile value of 25

75 P = Percentile value of 75



TABLE 2 (CONTINUED)
EMPLOYEES: PUBLIC SECTOR

OCCUPATION	MEDIAN			BASIC SALARY			PACKAGE		
	A	E	H	N	25 P	Me	75 P	N	Me
LEGISLATIVE, EXECUTIVE OCCUPATIONS	47	24	41	269	131 500	170 604	203 064	242	234 819
EXECUTIVES: PUBLIC SECTOR	47	24	41	265	130 500	170 604	201 642	240	234 819
Director / Deputy / Assistant director	47	24	41	239	132 132	172 000	198 429	217	230 100
Chief or executive director	50	28	50	12	243 934	305 167	378 875	11	425 023
Director	49	26	44	66	193 777	208 184	236 676	65	348 000
Deputy director	48	24	40	91	144 987	172 369	177 000	82	223 341
Assistant director	42	20	40	69	99 558	124 000	129 633	58	153 513
Town clerk or treasurer	48	26	40	15	119 000	150 000	201 156	13	273 691
MANAGERIAL OCCUPATIONS	45	20	43	128	124 067	175 105	240 820	126	286 304
TOP MANAGEMENT	45	22	38	12	197 078	281 000	405 254	15	454 580
MANAGER: ADMINISTRATIVE AND RELATED	43	20	40	34	118 284	171 358	225 000	34	278 000
Manager: Human Resources	38	15	40	13	122 890	160 000	250 589	14	248 584
Manager: Financial and related	47	25	45	10	181 725	202 300	277 371	10	320 679
MANAGER: TECHNICAL AND RELATED	45	22	44	28	132 249	177 574	215 855	27	275 700
MANAGER: COMMERCE AND DIVERSE SERVICES	45	19	44	28	92 625	144 972	190 000	25	197 028
Hospital director / Superintendent	39	10	55	18	119 309	144 972	175 908	17	200 000
MANAGERIAL OCCUPATIONS N.E.C.	47	22	40	21	125 634	180 000	308 500	21	305 000
ADMINISTRATIVE OCCUPATIONS (managerial level)	42	20	42	17	122 133	145 764	191 938	18	227 750
CLERICAL AND ADMINISTRATIVE OCCUPATIONS	35	10	40	116	51 651	70 264	84 960	100	94 037
Administrative officer	36	11	40	71	60 830	79 452	92 472	62	104 639
Administrative assistant, clerk	33	8	37	28	33 713	52 594	70 449	21	70 418
PROTECTIVE SERVICE OCCUPATIONS	36	13	40	59	67 137	83 379	134 970	53	95 800
Defence occupations	38	14	40	23	83 000	103 000	155 856	23	133 122
Nat. Defence Force (Captain and lower)	38	14	40	23	83 000	103 000	155 856	23	133 122
Police officer	36	13	40	25	67 071	77 988	106 500	22	88 695
Police officer (Captain and lower)	36	13	40	25	67 071	77 988	106 500	22	88 695
TOTAL	42	18	40	3 648	79 338	106 038	149 975	3 116	145 415
	A	E	H	N	25 P	Me	75 P	N	Me
OCCUPATION	MEDIAN			BASIC SALARY			PACKAGE		
N = Number of people in category on which median income is based	n.e.c. = not elsewhere classified			A = Median age					
E = Median years experience	H = Median hours worked per week			25 P = Percentile value of 25					
Me = Median	75 P = Percentile value of 75								



TABLE 3
MEDIAN INCOME OF GRADUATES WORKING FULL TIME AS EMPLOYEES IN THE PRIVATE SECTOR, ACCORDING TO OCCUPATION

OCCUPATION	MEDIAN			N	BASIC SALARY			PACKAGE	
	A	E	H		25 P	Me	75 P	N	Me
ENGINEER, ARCHITECT AND RELATED	36	11	43	366	119 000	164 000	240 096	363	246 000
ENGINEER	37	12	43	311	124 000	170 000	250 000	308	259 239
Industrial engineer	29	7	48	15	142 490	182 500	275 000	15	273 600
Chemical engineer	31	7	42	30	119 276	157 850	225 750	31	264 363
Electrical engineer and related	38	13	45	75	130 000	200 000	290 724	74	282 080
Electrical engineer	38	13	45	75	130 000	200 000	290 724	74	282 080
Mechanical engineer	36	9	42	58	136 530	179 490	250 000	57	272 500
Metallurgical engineer	33	10	45	20	145 050	192 500	304 050	20	291 967
Mining engineer	40	17	58	14	266 749	426 000	562 500	14	527 250
Civil engineer	40	16	42	74	110 394	160 994	210 000	74	218 800
ARCHITECT AND RELATED OCCUPATIONS	33	8	40	55	80 000	110 436	164 000	55	154 400
Architect	32	6	40	21	69 600	110 436	157 640	20	161 700
Quantity surveyor	39	15	41	25	91 000	129 252	213 000	26	205 749
NATURAL SCIENCE OCCUPATIONS	34	10	40	434	114 000	164 700	233 250	417	231 250
GEOLOGICAL SCIENCE OCCUPATIONS	38	11	42	41	130 000	180 000	261 481	39	272 600
Geologist	38	11	42	41	130 000	180 000	261 481	39	272 600
MATHEMATICAL AND RELATED OCCUPATIONS	32	9	43	37	164 955	212 000	340 000	36	318 000
Actuary	32	8	44	30	172 125	223 000	381 885	30	336 500
COMPUTER SCIENCE OCCUPATIONS	33	9	40	220	120 000	183 000	240 000	215	240 000
Computer programmer	32	6	38	11	65 448	100 000	192 000	11	117 400
Network specialist or administrator	33	14	48	11	114 000	168 584	258 000	11	238 500
Computer systems analyst and related	32	8	40	64	133 000	171 250	207 750	63	217 872
Computer systems analyst	34	11	40	18	133 274	186 250	236 400	18	260 745
Computer systems programmer and computer analyst	32	8	40	38	132 000	165 000	197 250	37	216 480
Computer science occupations n.e.c.	34	12	40	134	120 000	208 500	264 100	130	251 500
OCCUPATION	A	E	H	N	25 P	Me	75 P	N	Me
OCCUPATION	MEDIAN			BASIC SALARY			PACKAGE		

N = Number of people in category on which median income is based

E = Median years experience

Me = Median

n.e.c. = not elsewhere classified

H = Median hours worked per week

75 P = Percentile value of 75

A = Median age

25 P = Percentile value of 25



TABLE 3 (CONTINUED)

EMPLOYEES: PRIVATE SECTOR

OCCUPATION	MEDIAN			N	BASIC SALARY			PACKAGE	
	A	E	H		25 P	Me	75 P	N	Me
CHEMICAL SCIENCE OCCUPATIONS	34	7	40	21	100 614	139 200	181 000	19	175 600
Chemist	36	12	40	19	105 120	139 200	190 000	19	175 600
BIOLOGICAL SCIENCE OCCUPATIONS	34	10	41	46	78 516	122 500	179 857	43	190 000
Environmental scientist	33	7	40	26	93 876	126 500	200 336	24	203 898
AGRICULTURE, FORESTRY AND FOOD SCIENCE	36	11	44	65	82 000	125 000	164 200	63	189 960
Agricultural occupations	36	11	42	44	87 410	125 500	162 075	43	201 500
Agriculturist	38	13	45	34	112 350	133 698	164 250	34	220 850
MEDICAL SERVICE OCCUPATIONS	37	13	42	299	74 000	100 008	144 000	270	126 838
MEDICAL OCCUPATIONS	45	22	48	40	131 565	210 000	300 000	40	312 500
Medical practitioner	45	23	49	24	120 000	224 000	291 000	25	294 000
Medical specialist	45	19	46	16	162 945	200 000	323 040	15	320 000
DENTAL OCCUPATIONS	34	8	40	15	54 000	86 400	200 000	13	100 000
VETERINARY OCCUPATIONS	34	9	44	18	100 500	157 000	224 100	18	228 450
Veterinary surgeon	34	9	44	18	100 500	157 000	224 100	18	228 450
PHARMACEUTICAL OCCUPATIONS	39	13	45	96	94 200	120 000	144 000	81	149 000
Pharmacist	39	13	45	95	96 000	120 000	144 000	80	149 006
SUPPLEMENTARY MEDICAL OCCUPATIONS	28	4	40	29	54 600	63 600	84 392	30	73 200
Physiotherapist	27	4	40	26	53 220	61 800	84 088	29	74 400
NURSING OCCUPATIONS	41	20	40	75	60 000	86 000	104 000	64	100 900
Nursing administrator	44	22	40	23	92 222	96 500	125 940	18	141 680
Professional nurse	40	17	40	47	56 827	72 000	94 560	42	88 815
HEALTH SERVICES OCCUPATIONS N.E.C.	30	6	41	26	60 000	89 278	110 000	24	127 715
Dietician	30	7	40	11	48 000	60 000	99 600	9	73 940
OCCUPATION	A	E	H	N	25 P	Me	75 P	N	Me
	MEDIAN				BASIC SALARY			PACKAGE	

N = Number of people in category on which median income is based

E = Median years experience

Me = Median

n.e.c. = not elsewhere classified

H = Median hours worked per week

75 P = Percentile value of 75

A = Median age

25 P = Percentile value of 25



TABLE 3 (CONTINUED)

EMPLOYEES: PRIVATE SECTOR

OCCUPATION	MEDIAN			N	BASIC SALARY			PACKAGE	
	A	E	H		25 P	Me	75 P	N	Me
EDUCATION AND RELATED OCCUPATIONS	43	17	35	127	60 000	81 000	119 232	106	102 974
PRINCIPAL / INSPECTOR OF EDUCATION	52	26	39	15	75 000	130 000	154 000	12	149 545
Principal / Vice - principal (school, technical college)	52	26	39	15	75 000	130 000	154 000	12	149 545
TEACHER	42	16	35	97	49 624	78 000	100 331	80	92 150
Teacher - permanent (including head of department)	42	16	35	82	63 591	80 766	106 809	68	100 000
Teacher - permanent	42	16	35	76	64 453	80 766	105 740	64	100 000
Teacher - temporary (including head of department)	41	12	30	14	35 050	48 000	64 130	11	54 500
Teacher - temporary	41	14	30	12	38 000	49 624	65 477	10	54 542
EDUCATION OCCUPATIONS N.E.C.	46	17	35	13	90 972	113 000	198 960	12	131 958
HUMANITIES AND RELATED OCCUPATIONS	33	10	42	1 066	72 000	120 830	216 000	1 022	182 142
LEGAL OCCUPATIONS	31	5	43	150	48 000	75 500	130 500	139	94 300
Attorney	31	6	45	67	60 000	88 620	120 000	61	93 120
Attorney clerk (articled)	26	2	39	41	25 000	36 000	60 000	35	42 200
Legal occupations n.e.c.	37	13	43	39	84 000	150 000	240 000	40	222 686
RELIGIOUS OCCUPATIONS	45	20	51	93	48 420	75 000	108 000	85	122 350
Minister, priest, chaplain	46	20	53	75	55 661	80 000	109 000	69	138 000
Religious, spiritual, youth worker	32	7	40	10	31 200	35 442	49 500	9	46 344
SOCIAL SCIENCE OCCUPATIONS	36	11	40	62	47 917	61 495	88 170	55	75 830
Social worker supervisor	51	22	40	13	59 722	79 163	93 180	10	97 424
Social worker	37	11	40	29	46 455	52 074	66 447	26	61 814
PERSONNEL AND MANAGEMENT SERVICES	35	11	41	101	94 500	130 000	205 860	96	201 000
Management consultant	36	13	43	17	152 600	249 900	382 787	15	346 240
Public relations occupations	29	5	42	10	54 000	115 002	150 000	9	145 304
HR development occupations	35	11	40	20	72 000	96 028	120 000	19	122 060
HR / B137personnel officer, consultant	35	11	42	41	95 200	129 030	188 509	41	197 908
	A	E	H	N	25 P	Me	75 P	N	Me
OCCUPATION	MEDIAN			BASIC SALARY			PACKAGE		

N = Number of people in category on which median income is based

E = Median years experience

Me = Median

n.e.c. = not elsewhere classified

H = Median hours worked per week

75 P = Percentile value of 75

A = Median age

25 P = Percentile value of 25

TABLE 3 (CONTINUED)
EMPLOYEES: PRIVATE SECTOR

OCCUPATION	MEDIAN			N	BASIC SALARY			PACKAGE	
	A	E	H		25 P	Me	75 P	N	Me
ACCOUNTING AND FINANCIAL OCCUPATIONS	32	9	40	506	96 225	155 500	240 000	497	220 450
Chartered accountant	34	10	45	128	190 205	259 000	416 875	131	353 141
Accountant (not CA)	34	11	40	193	96 557	130 000	184 500	185	169 000
Auditor	31	7	40	61	104 042	170 000	210 000	59	236 300
Articled clerk with accountant / Auditor	26	2	40	54	42 900	60 000	81 600	51	67 645
Accounting and financial n.e.c.	34	10	40	70	105 098	165 300	265 000	71	244 000
ECONOMIC OCCUPATIONS	33	10	44	135	126 000	205 397	329 361	132	282 516
Economist	39	13	40	14	202 050	242 006	281 250	14	280 966
Economic occupations n.e.c.	32	9	44	121	120 000	200 000	332 500	118	283 350
HUMANITIES AND RELATED N.E.C.	31	7	40	19	53 340	75 420	103 500	18	101 750
ART, SPORT AND ENTERTAINMENT OCCUPATIONS	31	8	40	28	54 113	103 800	165 000	25	130 834
AUTHOR AND RELATED OCCUPATIONS	31	10	40	20	87 000	126 000	177 130	18	148 417
Editor	31	8	35	11	84 000	108 000	168 520	9	130 472
MANAGERIAL OCCUPATIONS	42	18	45	1 031	156 000	230 000	338 000	1 013	330 800
TOP MANAGEMENT	46	24	50	223	252 000	350 000	460 000	224	503 000
General manager	47	24	50	111	257 100	349 000	420 000	108	493 400
Assistant general manager	43	17	50	13	224 420	281 818	399 000	14	413 733
Chief executive or CEO, managing director	50	26	50	64	300 000	412 300	572 000	66	633 200
Banker	44	22	48	26	222 501	294 000	365 000	27	360 000
DIRECTOR: ADMINISTRATIVE AND RELATED	46	24	47	82	216 900	325 739	414 075	76	489 637
Director: Financial	46	25	48	42	276 000	347 810	444 000	42	516 900
Director: Sales	40	17	47	12	188 510	325 000	378 750	9	495 000
OCCUPATION	A	E	H	N	25 P	Me	75 P	N	Me
OCCUPATION	MEDIAN				BASIC SALARY			PACKAGE	

N = Number of people in category on which median income is based

E = Median years experience

Me = Median

n.e.c. = not elsewhere classified

H = Median hours worked per week

75 P = Percentile value of 75

A = Median age

25 P = Percentile value of 25



TABLE 3 (CONTINUED)
EMPLOYEES: PRIVATE SECTOR

OCCUPATION	MEDIAN				BASIC SALARY			PACKAGE	
	A	E	H	N	25 P	Me	75 P	N	Me
MANAGER: ADMINISTRATIVE AND RELATED	40	17	45	336	135 000	197 004	250 000	333	280 000
Manager: Administrative	44	21	40	32	85 500	128 142	194 994	31	180 881
Manager: Human resources	45	20	45	62	161 793	205 500	252 000	62	305 962
Manager: Financial and related	39	17	45	157	150 000	207 611	284 000	154	300 000
Manager: Marketing, customer service	39	16	45	48	129 389	180 000	227 500	47	278 800
Manager: Sales	35	13	44	24	95 250	168 000	265 900	26	234 500
Manager: Purchases	33	11	45	13	156 246	220 000	270 222	13	306 000
DIRECTOR: TECHNICAL AND RELATED	49	27	50	23	288 000	350 000	442 500	23	437 200
Director: Industrial, technical	49	27	50	22	270 425	350 000	446 875	22	432 000
MANAGER: TECHNICAL AND RELATED	40	16	45	209	161 320	216 000	287 500	204	318 850
Manager: Engineering	42	21	48	22	200 000	221 112	246 575	22	363 950
Manager: Research and development	42	16	45	30	157 000	208 000	288 000	28	293 252
Manager: Information technology	40	17	50	46	210 900	253 434	365 000	46	371 700
Manager: Industrial, technical	39	14	44	99	131 676	200 000	280 000	95	279 000
Operations manager	37	14	45	36	111 900	201 118	300 000	35	279 900
Production manager	37	12	43	16	126 777	178 000	320 070	14	255 060
Technical manager	42	18	48	23	165 000	210 000	285 000	22	329 706
MANAGER: COMMERCE AND DIVERSE SERVICES	38	14	44	53	82 412	180 000	248 070	53	252 000
Business manager	37	14	45	20	77 445	231 000	326 950	21	335 000
Manager: Property, insurance	39	14	46	21	101 316	180 000	236 486	21	242 500
MANAGERIAL OCCUPATIONS N.E.C.	38	15	43	105	123 760	180 000	240 000	100	267 500
Regional / Area manager	41	16	46	19	152 021	181 457	240 000	20	288 750
Project manager	37	13	42	61	132 000	195 000	260 000	58	267 950
Divisional / S+B207ection manager	41	15	38	26	149 657	175 800	248 250	27	281 974
Manager	36	12	48	66	128 926	191 700	254 790	62	267 500

N = Number of people in category on which median income is based n.e.c. = not elsewhere classified

A = Median age

E = Median years experience

H = Median hours worked per week

25 P = Percentile value of 25

Me = Median

75 P = Percentile value of 75



TABLE 3 (CONTINUED)
EMPLOYEES: PRIVATE SECTOR

OCCUPATION	MEDIAN			N	BASIC SALARY			PACKAGE	
	A	E	H		25 P	Me	75 P	N	Me
NGO director	42	15	45	13	57 750	90 000	190 000	11	159 000
ADMINISTRATIVE OCCUPATIONS (managerial level)	37	9	46	20	89 386	143 202	200 500	18	181 023
CLERICAL AND ADMINISTRATIVE OCCUPATIONS	29	6	40	137	33 714	52 800	72 000	125	62 489
Administrative officer	32	8	38	25	51 849	70 322	100 700	24	91 160
Administrative assistant, clerk	29	4	40	29	29 364	33 000	56 700	24	49 316
Financial clerk, bookkeeper	32	7	40	30	35 250	55 558	71 043	26	66 052
Secretary, Personal assistant	33	9	37	24	48 000	57 000	79 323	22	71 475
Receptionist, information clerk	27	3	42	17	24 000	36 000	61 000	17	37 297
SALES OCCUPATIONS	33	9	40	120	61 000	115 920	180 000	110	165 910
Salesperson	37	10	43	14	25 800	46 200	137 850	12	73 550
Insurance broker or consultant	35	9	40	20	59 400	138 000	184 350	20	222 571
Sales representative	33	10	42	30	70 000	105 500	181 750	28	192 480
Medical representative	27	2	39	14	69 600	96 000	116 400	13	153 250
FARM MANAGER	31	8	50	11	50 000	72 000	120 000	10	122 400
TOTAL	36	12	42	3 639	89 600	150 000	241 800	3 479	221 000
OCCUPATION	A	E	H	N	25 P	Me	75 P	N	Me
	MEDIAN				BASIC SALARY			PACKAGE	
N = Number of people in category on which median income is based	n.e.c. = not elsewhere classified				A = Median age				
E = Median years experience	H = Median hours worked per week				25 P = Percentile value of 25				
Me = Median	75 P = Percentile value of 75								



TABLE 4
MEDIAN INCOME OF FULL TIME SELF-EMPLOYED GRADUATES, ACCORDING TO OCCUPATION

OCCUPATION	MEDIAN			BASIC SALARY			PACKAGE		
	A	E	H	N	25 P	Me	75 P	N	Me
ENGINEER, ARCHITECT AND RELATED	49	25	44	275	120 000	200 000	300 000	297	250 000
ENGINEER	50	25	45	142	167 250	240 000	339 300	152	311 000
Electrical engineer and related	51	26	46	28	145 500	250 000	300 000	28	310 650
Electrical engineer	51	26	46	28	145 500	250 000	300 000	28	310 650
Mechanical engineer	45	23	47	18	120 750	186 900	295 000	19	270 000
Civil engineer	50	26	45	77	178 386	250 000	355 000	86	334 000
ARCHITECT AND RELATED OCCUPATIONS	49	25	42	133	120 000	160 000	238 750	145	191 000
Architect	52	25	40	63	90 000	150 000	220 000	67	180 000
Quantity surveyor	49	28	43	36	150 000	207 500	300 000	42	212 500
Town and regional planner	44	19	39	16	120 000	150 000	195 000	17	200 000
Land surveyor	51	30	44	16	105 000	135 000	195 000	16	150 000
NATURAL SCIENCE OCCUPATIONS	42	19	43	85	120 000	216 000	335 000	87	260 000
GEOLOGICAL SCIENCE OCCUPATIONS	52	28	40	15	90 000	160 000	283 200	16	245 000
Geologist	52	28	40	15	90 000	160 000	283 200	16	245 000
COMPUTER SCIENCE OCCUPATIONS	39	16	40	45	147 000	250 000	360 000	45	290 000
Computer science occupations n.e.c.	39	16	39	37	150 000	250 000	380 000	37	300 000
AGRICULTURE, FORESTRY AND FOOD SCIENCE	43	21	48	14	123 000	250 000	362 500	15	300 000
Agricultural advisor, Extension officer	43	21	48	14	123 000	250 000	362 500	15	300 000
MEDICAL SERVICE OCCUPATIONS	48	22	48	585	120 000	196 158	300 000	620	239 250
MEDICAL OCCUPATIONS	49	23	52	343	145 000	240 000	360 000	360	300 000
Medical practitioner	49	22	52	194	120 000	200 000	300 000	203	216 000
Medical specialist	50	24	52	148	200 000	300 000	500 000	156	381 000
DENTAL OCCUPATIONS	46	20	40	55	120 000	175 000	250 000	61	220 000
Dentist	46	20	40	54	127 500	177 500	250 000	60	230 000
OCCUPATION	A	E	H	N	25 P	Me	75 P	N	Me
OCCUPATION	MEDIAN			BASIC SALARY			PACKAGE		

N = Number of people in category on which median income is based

E = Median years experience

Me = Median

n.e.c. = not elsewhere classified

H = Median hours worked per week

75 P = Percentile value of 75

A = Median age

25 P = Percentile value of 25



TABLE 4 (CONTINUED)

SELF-EMPLOYED

OCCUPATION	MEDIAN			BASIC SALARY			PACKAGE		
	A	E	H	N	25 P	Me	75 P	N	Me
VETERINARY OCCUPATIONS	47	23	50	47	130 000	200 000	250 000	50	220 000
Veterinary surgeon	47	23	50	47	130 000	200 000	250 000	50	220 000
PHARMACEUTICAL OCCUPATIONS	48	21	50	62	72 000	120 000	180 000	67	180 000
Pharmacist	48	21	50	62	72 000	120 000	180 000	67	180 000
SUPPLEMENTARY MEDICAL OCCUPATIONS	37	13	40	44	60 000	98 000	180 000	47	120 000
Physiotherapist	37	13	40	44	60 000	98 000	180 000	47	120 000
HEALTH SERVICES OCCUPATIONS N.E.C.	31	7	41	34	58 500	95 000	165 000	35	120 000
Optometrist	31	6	43	18	97 500	132 000	200 000	18	233 300
EDUCATION AND RELATED OCCUPATIONS	44	17	38	15	25 200	60 000	190 000	15	106 200
HUMANITIES AND RELATED OCCUPATIONS	45	22	43	655	120 000	200 000	300 000	706	240 000
LEGAL OCCUPATIONS	46	22	46	243	120 000	200 000	320 000	261	240 000
Advocate	46	20	45	38	143 800	240 000	400 000	40	250 000
Attorney	46	23	46	196	118 200	200 000	300 000	212	240 000
SOCIAL SCIENCE OCCUPATIONS	41	12	33	34	54 200	97 500	141 000	38	92 500
Psychologist	42	12	36	26	45 550	97 500	165 000	28	97 500
PERSONNEL AND MANAGEMENT SERVICES	45	22	39	46	120 000	203 750	300 000	47	248 000
Management consultant	45	23	40	15	150 000	240 000	300 000	15	272 000
Work study officer	46	24	46	10	120 000	150 000	212 000	10	224 000
ACCOUNTING AND FINANCIAL OCCUPATIONS	45	22	43	296	120 000	205 000	350 000	321	247 925
Chartered accountant	49	28	43	137	196 000	300 000	405 000	144	332 500
Accountant (not CA)	40	16	44	95	100 000	129 000	200 000	101	152 400
Auditor	47	22	46	28	150 000	250 000	322 500	32	288 650
Accounting and financial n.e.c.	48	25	40	36	142 500	245 000	400 000	44	250 000
ECONOMIC OCCUPATIONS	49	25	38	28	142 500	200 000	390 000	31	299 000
Economic occupations n.e.c.	49	25	39	24	127 500	200 000	400 000	27	300 000
OCCUPATION	A	E	H	N	25 P	Me	75 P	N	Me
	MEDIAN				BASIC SALARY			PACKAGE	

N = Number of people in category on which median income is based

E = Median years experience

Me = Median

n.e.c. = not elsewhere classified

H = Median hours worked per week

75 P = Percentile value of 75

A = Median age

25 P = Percentile value of 25



TABLE 4 (CONTINUED)
SELF-EMPLOYED

OCCUPATION	MEDIAN			N	BASIC SALARY			PACKAGE	
	A	E	H		25 P	Me	75 P	N	Me
ART, SPORT AND ENTERTAINMENT OCCUPATIONS	38	11	39	20	45 000	70 000	95 750	21	84 000
MANAGERIAL OCCUPATIONS	45	22	48	289	120 000	220 000	330 000	305	300 000
Chief executive or CEO, managing director	46	24	50	106	150 000	250 000	400 000	110	356 600
SALES OCCUPATIONS	46	21	45	154	70 000	120 000	180 000	168	136 300
Working proprietor (trade)	46	23	48	51	70 680	120 000	180 000	54	138 388
Working proprietor (catering, accommodation)	45	20	43	10	29 400	118 000	210 000	12	128 000
Working proprietor (other)	46	20	43	40	60 000	100 000	147 500	43	110 000
Insurance broker or consultant	42	19	36	12	81 250	205 000	275 000	16	150 000
Estate agent	54	32	48	12	105 000	220 000	357 500	13	265 000
FARMER	44	20	57	129	80 000	120 000	186 000	144	150 000
TOTAL	46	22	46	2 214	111 500	180 000	300 000	2 370	235 746
	A	E	H	N	25 P	Me	75 P	N	Me
	MEDIAN				BASIC SALARY			PACKAGE	
N = Number of people in category on which median income is based	n.e.c. = not elsewhere classified			A = Median age					
E = Median years experience	H = Median hours worked per week			25 P = Percentile value of 25					
Me = Median	75 P = Percentile value of 75								

INDEX: ALPHABETICAL LIST OF OCCUPATIONS

OCCUPATION	TABLE		
	2 Public sector Page	3 Private sector Page	4 Self-employed sector Page
A			
Accountant (not CA)	13	18	22
Accounting and financial n.e.c.	13	18	22
Actuary	–	15	–
Administrative assistant, clerk	14	20	–
Administrative officer	14	20	–
Advocate	–	–	22
Agricultural advisor, Extension officer	–	–	21
Agricultural occupations	11	16	–
Agricultural technician	11	–	–
Agriculturist	11	16	–
Architect	10	15	21
Articled clerk with accountant / auditor	–	18	–
Assistant director	14	–	–
Assistant general manager	–	18	–
Attorney	13	17	22
Attorney clerk (articled)	–	17	–
Auditor	13	18	22
B			
Banker	–	18	–
Bookkeeper, financial clerk	–	20	–
Botanist	10	–	–

OCCUPATION	TABLE		
	2 Public sector Page	3 Private sector Page	4 Self-employed sector Page
Business manager	–	19	–
C			
Chaplain, minister, priest	–	17	–
Chartered accountant	13	18	22
Chemical engineer	–	15	–
Chemist	10	16	–
Chief executive or CEO, managing director	–	18	23
Chief or executive director	14	–	–
Civil engineer	10	15	21
Clerk, administrative assistant	14	20	–
Clinical assistant	11	–	–
Computer analyst and computer systems programmer	–	15	–
Computer programmer	–	15	–
Computer science occupations n.e.c.	10	15	21
Computer systems analyst	–	15	–
Computer systems analyst and related	–	15	–
Computer systems programmer and computer analyst	–	15	–
Consultant or insurance broker	–	20	23
D			
Dean / Head of faculty	12	–	–
Defence occupations	14	–	–
Dentist	–	–	21
Deputy director	14	–	–
Dietician	11	16	–

Remuneration of graduates: 2000

OCCUPATION	TABLE		
	2 Public sector Page	3 Private sector Page	4 Self-employed sector Page
Director	14	–	–
Director/Deputy/Assistant director	14	–	–
Director: Financial	–	18	–
Director: Industrial, technical	–	19	–
Director: Sales	–	18	–
Divisional / Section manager	–	19	–
E			
Economic occupations n.e.c.	–	18	22
Economist	13	18	–
Economist and related occupations	13	–	–
Economist n.e.c.	13	–	–
Editor	–	18	–
Education specialist	12	–	–
Educational advisor / Consultant	12	–	–
Educational officer	12	–	–
Electrical engineer	10	15	21
Electrical engineer and related	10	15	21
Environmental scientist	10	16	–
Estate agent	–	–	23
Extension officer, agricultural advisor	–	–	21
F			
Farm manager	–	20	–
Farmer	–	–	23
Financial clerk, bookkeeper	–	20	–

OCCUPATION	TABLE		
	2 Public sector Page	3 Private sector Page	4 Self-employed sector Page
G			
General manager	–	18	–
General medical practitioner	11	–	–
Geologist	10	15	21
H			
Hospital director / superintendent	14	–	–
HR development occupations	13	17	–
HR/personnel officer, consultant	13	17	–
Human sciences researcher	13	–	–
I			
Industrial engineer	–	15	–
Information clerk / Receptionist	–	20	–
Information officer / Librarian	13	–	–
Inspector / Superintendent of education	12	–	–
Insurance broker or consultant	–	20	23
L			
Land surveyor	–	–	21
Lecturer (teachers training college)	12	–	–
Lecturer (university, technikon)	12	–	–
Lecturer (university, technikon) - permanent	12	–	–
Lecturer (university, technikon) - temporary	12	–	–
Legal occupations n.e.c.	13	17	–

OCCUPATION	TABLE		
	2 Public sector Page	3 Private sector Page	4 Self-employed sector Page
Librarian / Information officer	13	–	–
M			
Magistrate	13	–	–
Management consultant	–	17	22
Manager	–	19	–
Manager: Administrative	–	19	–
Manager: Building and construction	–	19	–
Manager: Engineering	–	19	–
Manager: Financial and related	14	19	–
Manager: General	–	19	–
Manager: Human resources	14	19	–
Manager: Industrial, technical	–	19	–
Manager: Information Technology	–	19	–
Manager: Marketing, customer service	–	19	–
Manager: Property, insurance	–	19	–
Manager: Purchases	–	19	–
Manager: Research and development	–	19	–
Manager: Sales	–	19	–
Mechanical engineer	10	15	21
Medical practitioner	11	16	21
Medical representative	–	20	–
Medical specialist	11	16	21
Metallurgical engineer	–	15	–
Mining engineer	–	15	–

OCCUPATION	TABLE		
	2 Public sector Page	3 Private sector Page	4 Self-employed sector Page
Minister, priest, chaplain	–	17	–
N			
Nat. Defence Force (Captain and lower)	14	–	–
Network specialist or administrator	–	15	–
NGO director	–	20	–
Nurse: Professional	11	16	–
Nursing administrator	11	16	–
Nursing tutor	11	–	–
O			
O and M officer	–	19	–
Operations manager	–	–	22
Optometrist	–	–	22
P			
Personal assistant / Secretary	–	20	–
Personnel / HR officer, consultant	13	17	–
Pharmacist	11	16	22
Physicist	10	–	–
Physiotherapist	11	16	22
Police officer	14	–	–
Police officer (Captain and lower)	14	–	–
Priest / Chaplain / Minister	–	17	–
Principal (school, technical college, etc.)	12	–	–
Principal (Teacher training college)	12	–	–
Principal / Vice-principal (school, technical college)	12	17	–

OCCUPATION	TABLE		
	2 Public sector Page	3 Private sector Page	4 Self-employed sector Page
Principal / Vice-principal (teacher training college)	12	–	–
Production manager	–	19	–
Professional nurse	11	16	–
Project manager	–	19	–
Psychologist	13	–	22
Public prosecutor	13	–	–
Public relations occupations	13	17	–
Q			
Quantity surveyor	–	15	21
R			
Receptionist, information clerk	–	20	–
Regional / area manager	–	19	–
Religious, spiritual, youth worker	–	17	–
S			
Sales representative	–	20	–
Salesperson	–	20	–
Secretary, personal assistant	–	20	–
Social worker	13	17	–
Social worker supervisor	13	17	–
Spiritual / youth / religious worker	–	17	–
Statistician	10	–	–
Superintendent / Director: Hospital	14	–	–
Superintendent / Inspector of education	12	–	–

OCCUPATION	TABLE		
	2 Public sector Page	3 Private sector Page	4 Self-employed sector Page
T			
Teacher – permanent	12	17	–
Teacher – permanent (including head of department)	12	17	–
Teacher – temporary	12	17	–
Teacher – temporary (including head of department)	12	17	–
Technical manager	–	19	–
Town and regional planner	10	–	21
Town clerk or treasurer	14	–	–
Treasurer or town clerk	14	–	–
V			
Veterinary surgeon	11	16	22
W			
Work study officer	–	–	22
Working proprietor (Catering, accommodation)	–	–	23
Working proprietor (Other)	–	–	23
Working proprietor (Trade)	–	–	23
Y			
Youth / religious / spiritual worker	–	17	–
Z			
Zoologist	10	–	–