

Results of the employment and salary survey 2012

Foreword

A key part of the work of any professional institute is to gather relevant and accurate information from our members and ensure it is widely available to all working in, or with, the profession. The LI's annual employment and salary survey forms a key part of this work.

As such, I am delighted that so many members took the time to complete this survey. The high response rate means we are able to publish more statistically robust results, in greater depth than in previous years. These results are freely available and I hope that if you are an employer of landscape architects you will look to this survey when assessing salaries. Additionally, if you are a landscape architect looking to gain an idea of the average salary when applying for a vacancy, the contents of this survey should be of use to you.

I mentioned that we now run this survey on an annual basis. In order to keep the results as relevant as possible please take the time to complete the survey when it is next run in 2013. If you have any thoughts or suggestions on how the survey could be improved in future years please email Steve Cole, the LI's Education and Careers Executive: stevec@landscapeinstitute.org.

A handwritten signature in black ink, appearing to read 'Jo Watkins', with a horizontal line underneath the name.

Jo Watkins
President

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1. Survey Background

The 2012 Landscape Institute salary survey ran between March 1st and March 19th 2012. It was promoted to all members of the Landscape Institute via a direct email campaign, features in the LI News and the LI website.

Response Rate

The survey had an extremely high response rate: 1093 respondents completed the survey giving the results a 2.7% confidence interval¹ (or margin for error) and a confidence level² of 95%

Headline Findings

- Responses indicate that the most common salary range for a Chartered Member (ie of the designation CMLI or FLI) is between £30,000 and £39,999 per annum. Just over 40% of Chartered Members responding to the survey indicated that their salary fell within this range; 36% said that they earned more than £40,000 and just under 20% more than £50,000 per annum.
- The most common salary ranges for Licentiate members responding to the survey were between £20,000 and 24,999 or £25,000 and £29,999 per annum (just under a third of Licentiate respondents were in each range). Just under 19% of Licentiate respondents said that they earned more than £30,000.
- 28% of respondents said their salary had increased in the last 12 months, 54% said it had remained about the same and 18% said their salary had decreased
- 65% of respondents in the public sector work in departments which have decreased in size in the last 12 months
- 25% of respondents work in private sector landscape practices which have increased in size in the last 12 months
- 79% of respondents regularly work in excess of their contracted hours - 15% work 10 or more hours per week in excess of their contracted hours

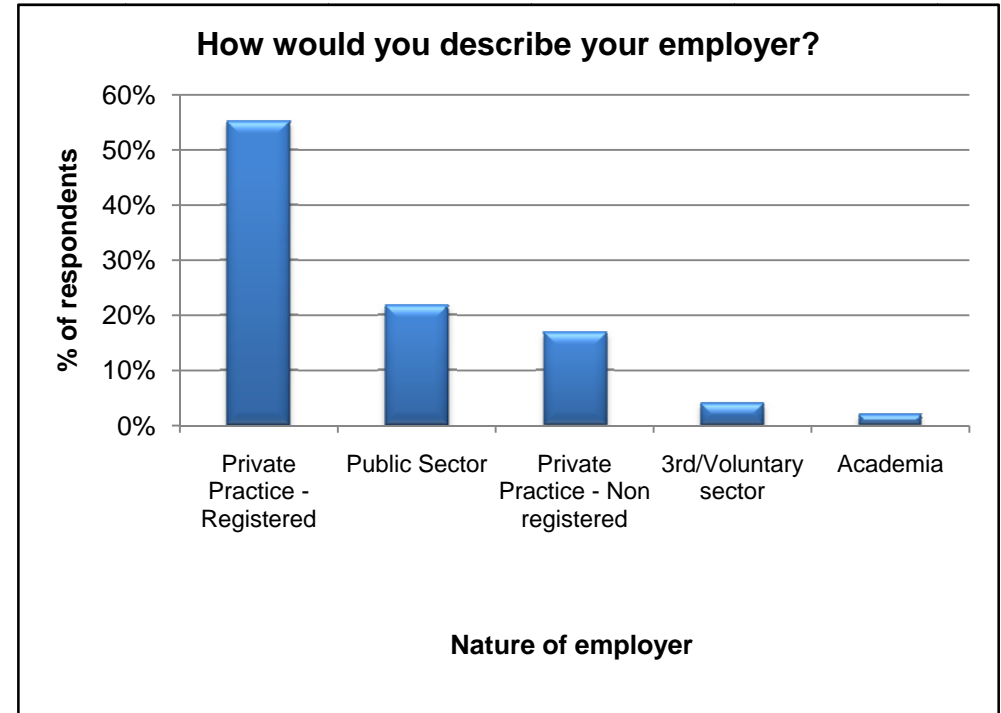
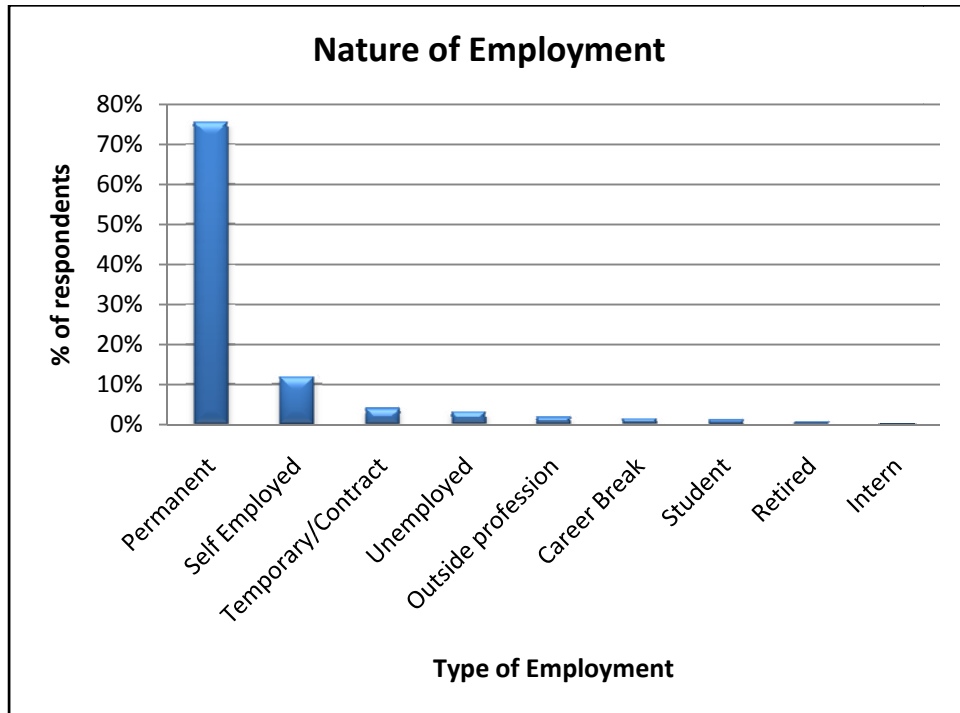
¹ The confidence interval is the plus-or-minus figure used in poll and survey results. For example, with a confidence interval of 4, if 47% percent of your sample picks an answer you can be "sure" that if you had asked the question of the entire relevant population between 43% (47-4) and 51% (47+4) would have picked that answer.

² The confidence level tells you how sure you can be of your answer. The survey's confidence level of 95 per cent means that there is a probability of at least 95% that the result is reliable. 95% is the standard statistical measure for confidence levels.

2. Nature and mode of employment

The survey asked a series of questions to establish whether members were working in the profession, the type of employer landscape architects were working for and the nature of their employment.

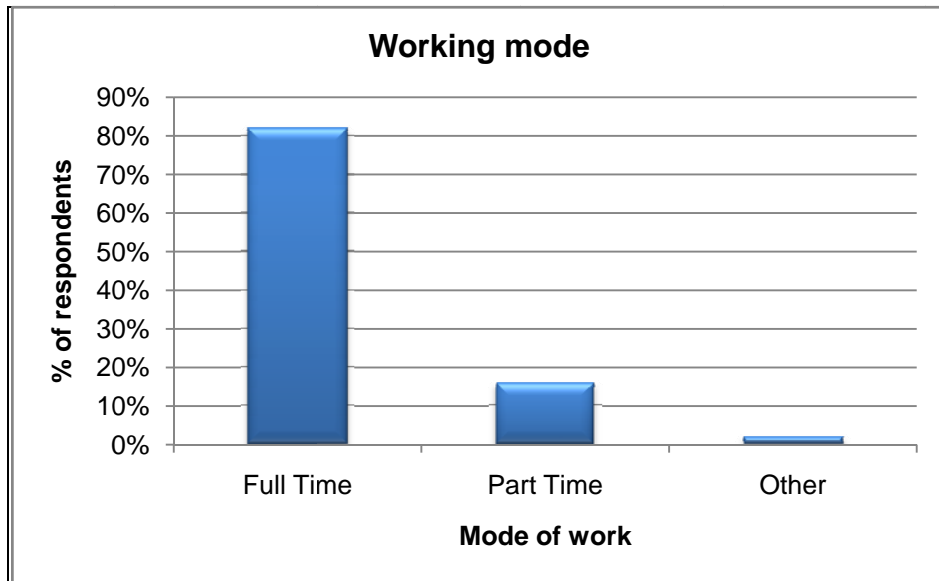
Nature of employment and working mode



The majority of respondents were employed in permanent roles on a full time basis. 76% of respondents were in permanent employment and 12% were self employed. 82% of respondents worked full time.

55% of respondents were employed by LI registered private practices, 22% in the public sector, and 17% in non-LI registered private practices. This is broadly comparable to the findings of the 2011 salary survey. Based on responses to the survey, somewhere in the region of 72% of landscape architects are currently employed in private practice.

Working hours



More than 80% of respondents were working full time. However, there was a notable difference in working mode between men and women. 26% of women work part time as opposed to 6% of men. Of respondents working part time, 69% did not wish to work more hours than they currently did. When broken down by gender: 75% of women working part time did not wish to work more hours as opposed to 40% of men.

3: Current salary

Full time workers

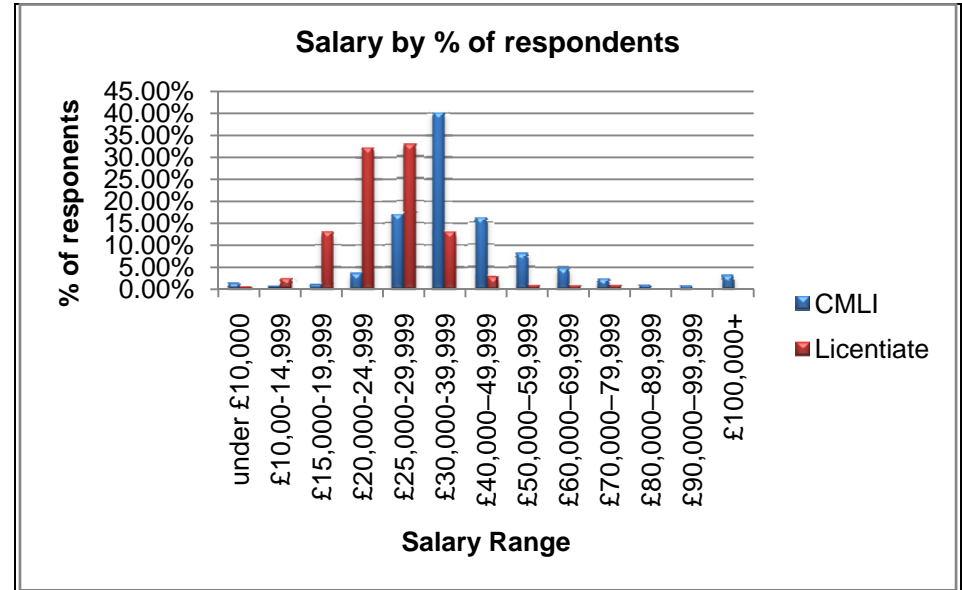
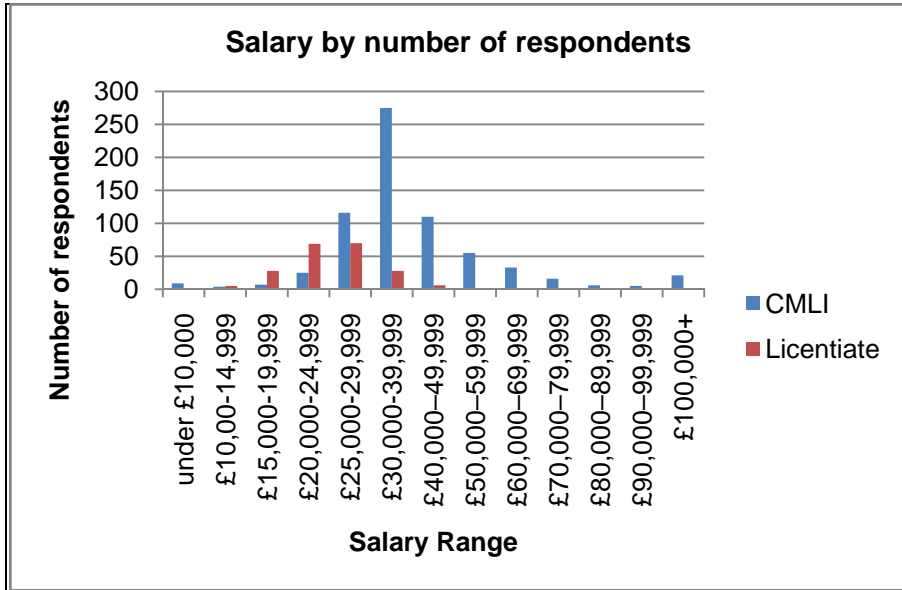
Salary bands for Chartered Members and Licentiates by number of respondents

	under £10,000	£10,00- 14,999	£15,000- 19,999	£20,000- 24,999	£25,000- 29,999	£30,000- 39,999	£40,000- 49,999	£50,000- 59,999	£60,000- 69,999	£70,000- 79,999	£80,000- 89,999	£90,000- 99,999	£100,000+	Total
Chartered ³	9	4	7	25	116	275	110	55	33	16	6	5	21	682
Licentiate	1	5	28	69	70	28	6	2	2	2	0	0	0	213

Salary bands for Chartered Members and Licentiates by % of respondents

	under £10,000	£10,00- 14,999	£15,000- 19,999	£20,000- 24,999	£25,000- 29,999	£30,000- 39,999	£40,000- 49,999	£50,000- 59,999	£60,000- 69,999	£70,000- 79,999	£80,000- 89,999	£90,000- 99,999	£100,000+
Chartered	1.32%	0.59%	1.03%	3.67%	17.01%	40.32%	16.13%	8.06%	4.84%	2.35%	0.88%	0.73%	3.08%
Licentiate	0.47%	2.35%	13.15%	32.39%	32.86%	13.15%	2.82%	0.94%	0.94%	0.94%	0	0	0

³ Members holding the CMLi or FLi grades of LI membership



Calculating the mean salary based on the number of respondents per grade gives an average salary of:

- Chartered: £41,055 per annum
- Licentiate: £26,643 per annum

In both instances these figures are higher than the 2011 figures of £35,471 for Chartered members and £23,572 for Licentiate members respectively. As only 11% of respondents reported a pay rise in excess of 5% it is unlikely that average salaries have increased this substantially in one year. We believe the lower figures cited in the 2011 are due to the much lower response rate which that survey received.

Chartered Member salaries by experience gained since qualification

Salaries for chartered members since qualification (by number of respondents)

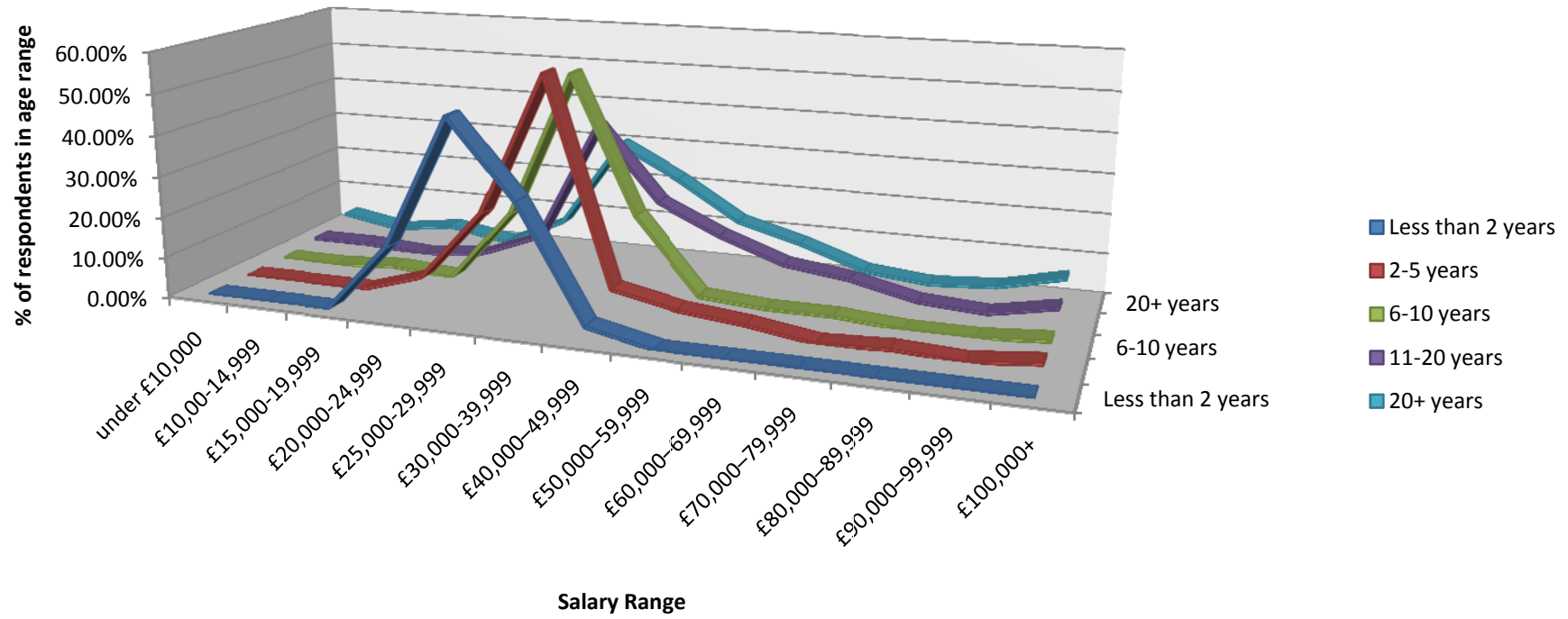
	under £10,000	£10,00- 14,999	£15,000- 19,999	£20,000- 24,999	£25,000- 29,999	£30,000- 39,999	£40,000- 49,999	£50,000- 59,999	£60,000- 69,999	£70,000- 79,999	£80,000- 89,999	£90,000- 99,999	£100,000+	Total
Less than 2 years	0	0	0	15	43	27	3	0	0	0	0	0	0	88
2-5 years	0	0	0	6	28	71	9	5	3	0	1	0	2	125
6-10 years	0	0	1	0	16	47	18	2	1	1	0	0	1	87
11-20 years	2	2	0	3	15	74	39	25	14	10	3	1	7	195
20+ years	7	2	6	1	14	56	41	23	15	5	2	4	11	187

Salaries for chartered members since qualification (by % of respondents)

	under £10,000	£10,00- 14,999	£15,000- 19,999	£20,000- 24,999	£25,000- 29,999	£30,000- 39,999	£40,000- 49,999	£50,000- 59,999	£60,000- 69,999	£70,000- 79,999	£80,000- 89,999	£90,000- 99,999	£100,000+
Less than 2 years	0	0	0	17.05%	48.86%	30.68%	3.41%	0	0	0	0	0	0
2-5 years	0	0	0	4.80%	22.40%	56.80%	7.20%	4%	2.40%	0	0.80%	0	1.60%
6-10 years	0	0	1.15%	0	18.39%	54.02%	20.67%	2.30%	1.15%	1.15%	0	0	1.15%
11-20 years	1.03%	1.03%	0	1.54%	7.69%	37.95%	20%	12.82%	7.18%	5.13%	1.54%	0.51%	3.59%
20+ years	3.74%	1.07%	3.21%	0.53%	7.49%	29.95%	21.93%	12.30%	8.02%	2.67%	1.07%	2.14%	5.88%

As would be expected, the length of experience after becoming chartered correlates closely with higher salaries. 52% of those who have been chartered for 11 or more years earn above £40,000 per annum. The graph on the next page displays this trend towards higher pay for those with more experience.

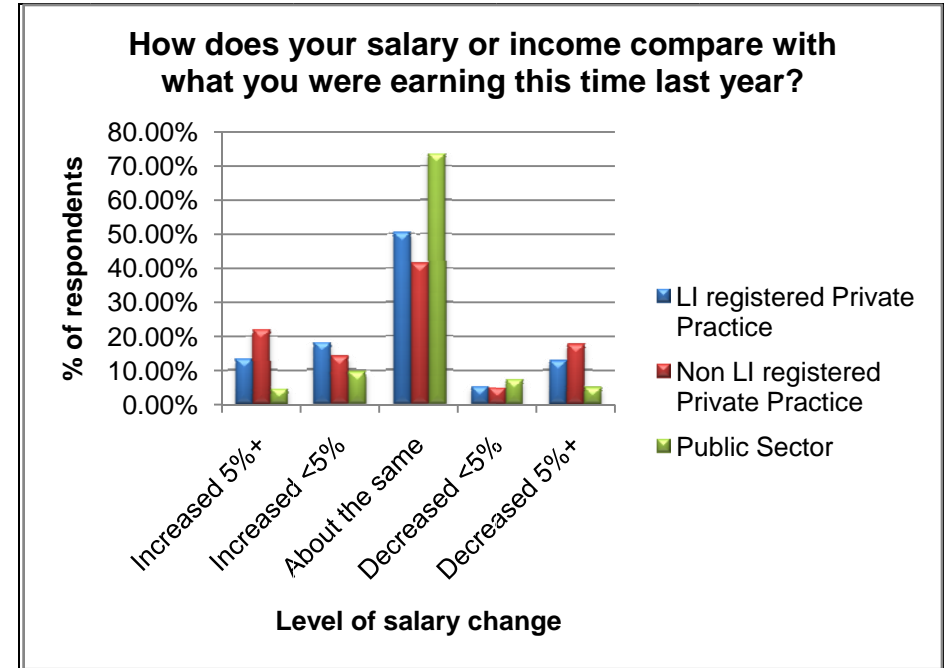
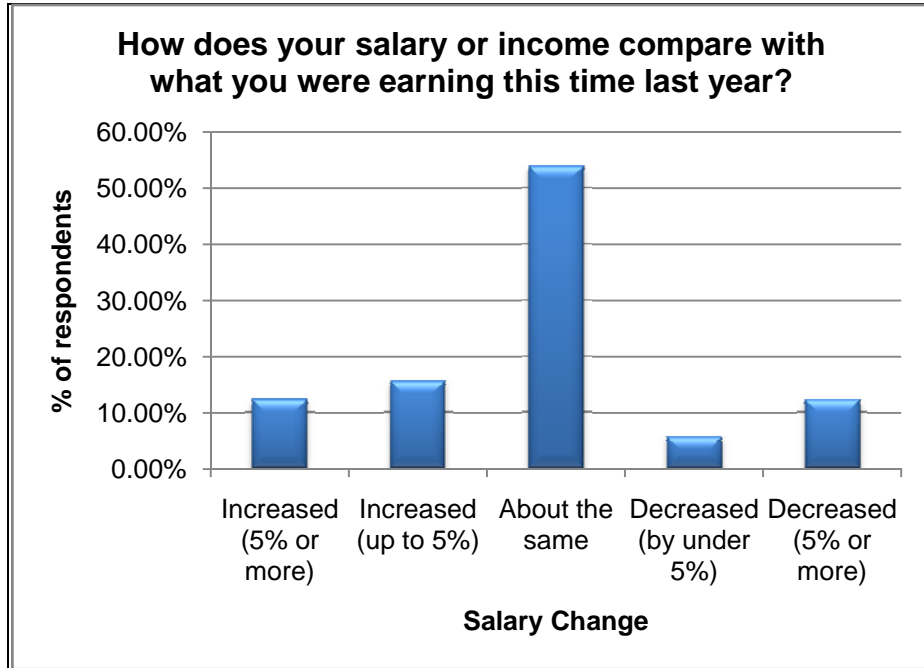
Salary for chartered members by years post qualification



This chart highlights the more even salary spread of members with 11-20 and 20+ years of experience as opposed to the more pyramidal salary spread of their less experienced peers.

4: Salary change

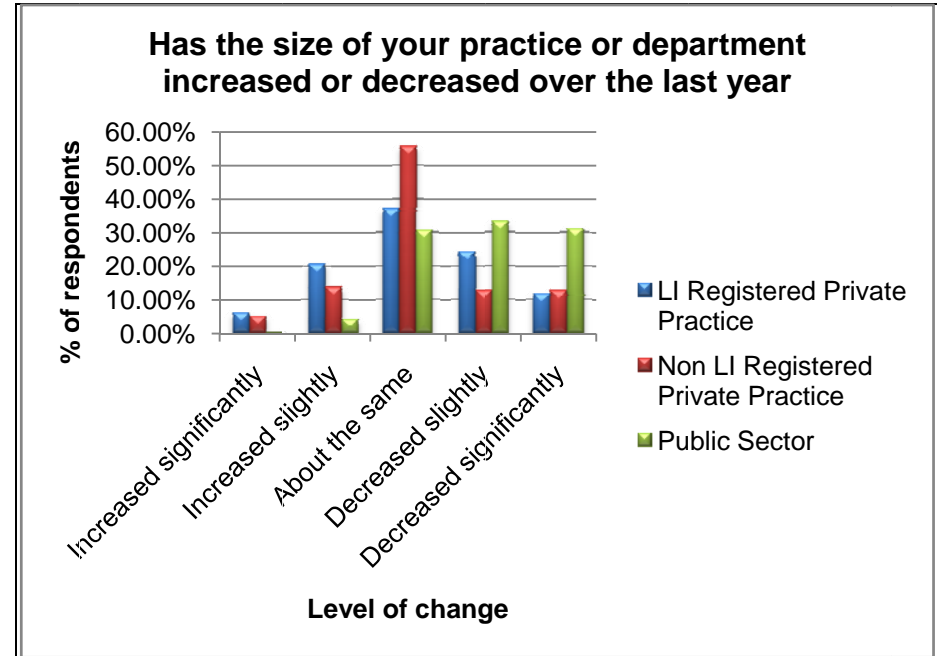
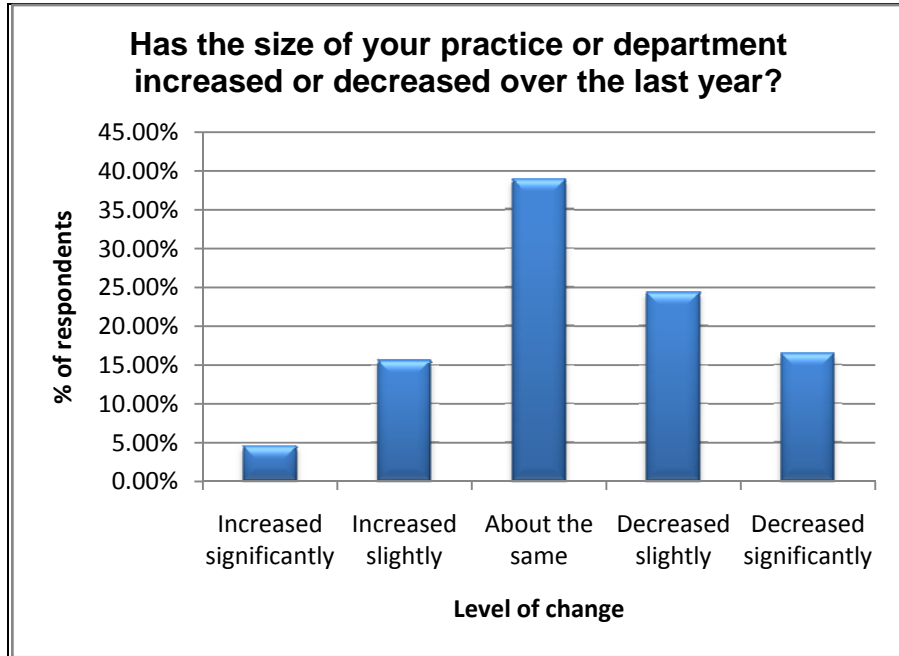
Salary change in the last 12 months



28% of respondents' said their salaries increased in the previous 12 months. 54% said their salaries had remained static and 18% reported a decrease. Public sector employees were the most likely to have static salaries with 74% of public sector respondents reporting no change in their pay in the last 12 months.

5: Changes to employers

Change of size in department or practice

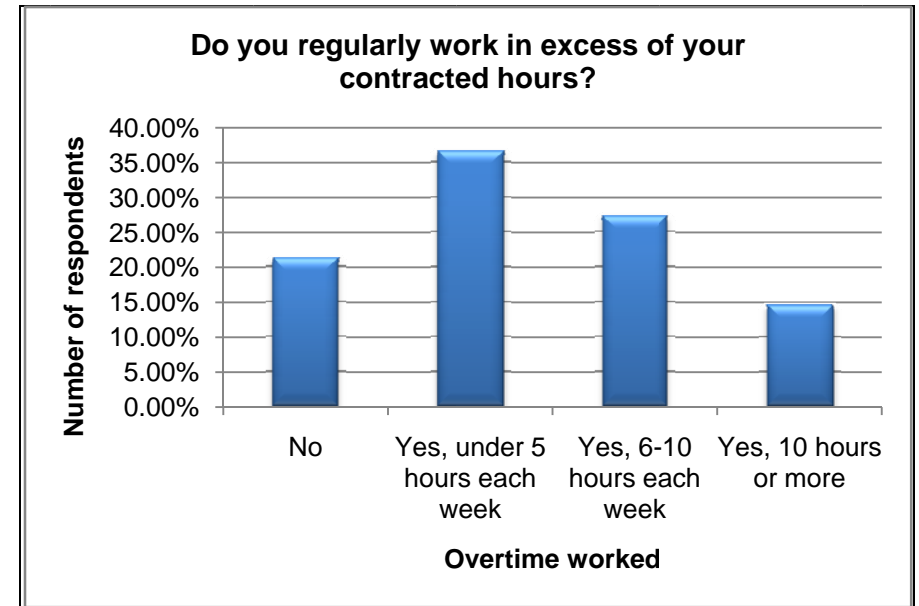
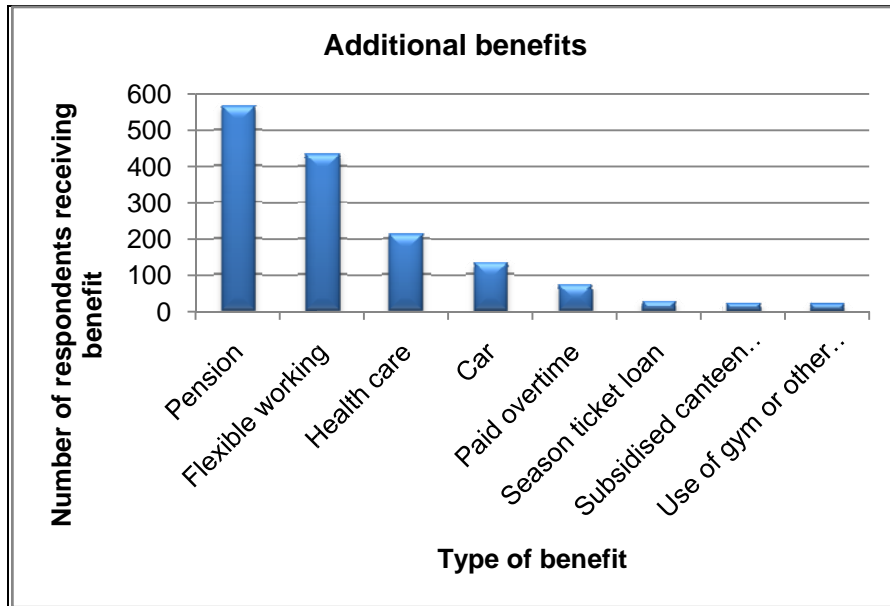


41% of respondents said their practice or department had decreased in size in the last 12 months. Respondents working in the public sector were, by far, the most likely to be employed by an organisation which has decreased in size; nearly 65% said their practices had contracted in the last year.

Because the survey was sent to individuals, several employees in a single department or practice will often have responded to this question, meaning there will be significant duplication through capturing the same information several times over. The response to this question can therefore only be regarded as broadly indicative.

6: Working conditions

Benefits and working hours



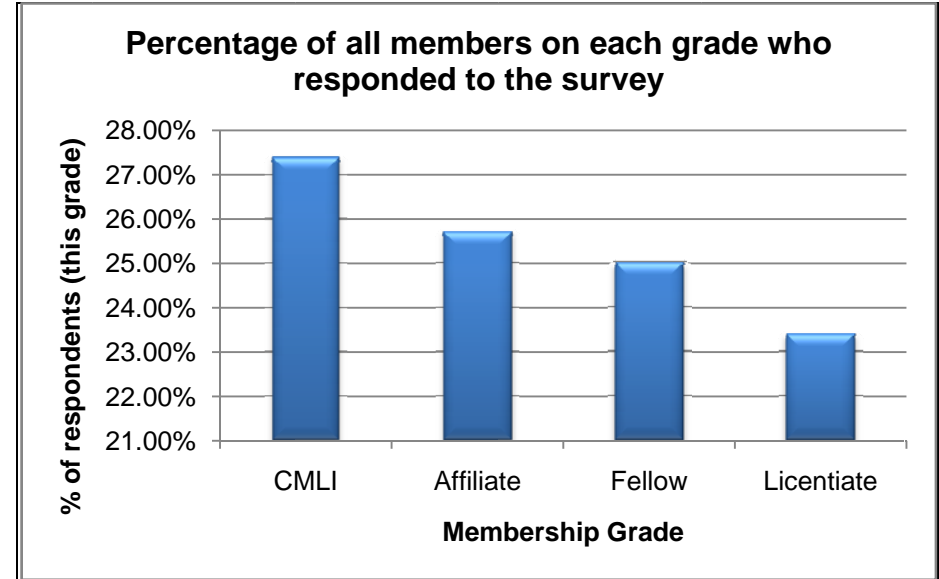
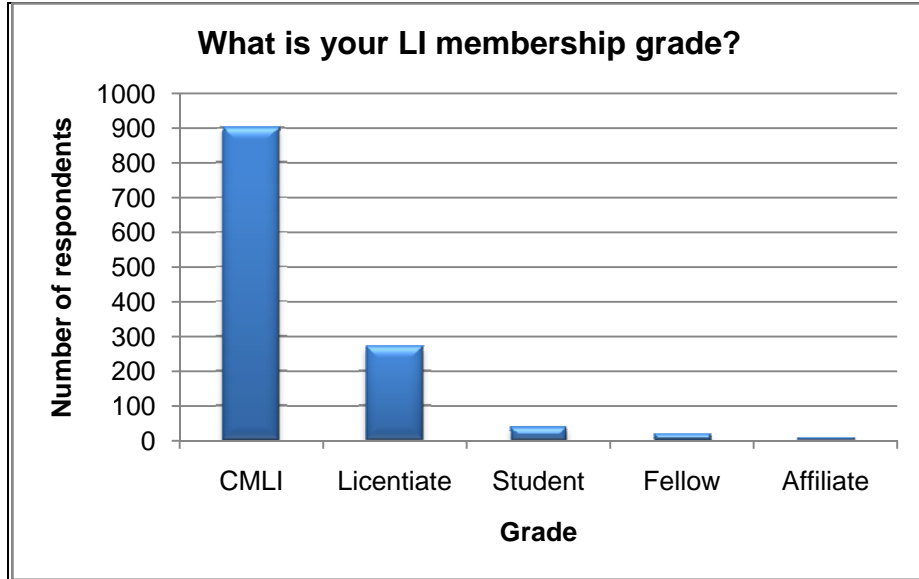
Pensions and flexible working were by far the most common form of employee benefit offered by employers.

The vast majority of respondents, some 79%, regularly work in excess of their contracted hours. 15% of respondents work a minimum of 10 hours overtime each week.

It should be noted that the survey did not ask the number of hours respondents were contracted to work.

7: Respondent profile

Membership Grade



The survey had a high response rate - over 25% of Chartered Members and 23% of Licentiate members of the LI completed the survey. As the survey was about employment and salary it was not expected that there would be a significant student response.