

# 2001 Maintenance Salary Survey Results

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## Overview

The third annual survey of salaries in the Maintenance sector was conducted on the Plant Maintenance Resource Center website between January and April 2001. This salary survey is a regular, annual event. The 1999 Salary survey results are available [here](#), and the 2000 Salary Survey results are available [here](#). If you would like to be notified via e-mail when the 2002 Maintenance Salary survey opens, please send an e-mail to [salary-survey2002@plant-maintenance.com](mailto:salary-survey2002@plant-maintenance.com).

## Raw Data - Overview

Voluntary (and confidential) responses were sought to the survey, and 248 valid responses were received. This was approximately 22% fewer than the 320 responses received in 2000, and 15% fewer than were received in the 1999 survey.

## Raw Data - Industries

The greatest number of responses were from individuals in the Manufacturing industries. There were comparably fewer responses from the Maintenance Contracting industry and from Maintenance Consultants in this years survey, compared with last year. A complete list of industries represented is tabulated below.

Industry	2001		2000		1999	
	Responses	% of Total	Responses	% of Total	Responses	% of Total
Manufacturing: Food, beverages, tobacco	31	12.5%	28	8.7%	25	8.6%
Manufacturing: Other	30	12.1%	38	11.9%	29	10.0%
Manufacturing: Metal products	29	11.7%	36	11.3%	29	10.0%
Manufacturing: Petroleum refining, chemicals and associated products	18	7.3%	35	10.9%	27	9.3%
Manufacturing: Machinery and equipment	14	5.6%	18	5.6%	9	3.1%
Manufacturing: Wood and paper products	14	5.6%	14	4.4%	17	5.9%
Services: Property services/Building Maintenance	14	5.6%	14	4.4%	11	3.8%
Utilities: Electricity Generation	13	5.2%	10	3.1%	11	3.8%
Services: Contract Maintenance/Repairs	12	4.8%	17	5.3%	27	9.3%
Oil and Gas: Oil and gas extraction	8	3.2%	10	3.1%	8	2.8%
Services: Business Services/Consulting	7	2.8%	3	0.9%	10	3.4%
Services: Healthcare	5	2.0%	9	2.8%	7	2.4%
Mining: Metal ore	5	2.0%	7	2.2%	8	2.8%
Services: Other	5	2.0%	1	0.3%		

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Services: Education/Academia	4	1.6%	15	4.7%	8	2.8%
Manufacturing: Textiles, clothing, footwear, leather	4	1.6%	4	1.3%	7	2.4%
Utilities: Electricity Transmission and Distribution	4	1.6%	1	0.3%	4	1.4%
Manufacturing: Non-metallic mineral processing	4	1.6%	7	2.2%	4	1.4%
Other	3	1.2%	5	1.6%	5	1.7%
Services: Transport	3	1.2%	3	0.9%	3	1.0%
Services: Telecommunications	3	1.2%	1	0.3%	3	1.0%
Construction: General	3	1.2%	1	0.3%		
Utilities: Water, sewerage, drainage	2	0.8%	5	1.6%	9	3.1%
Utilities: Gas supply	2	0.8%	3	0.9%	1	0.3%
Mining: Coal	2	0.8%	2	0.6%	4	1.4%
Services: Research & Development	2	0.8%	1	0.3%	3	1.0%
Manufacturing: Printing, publishing, and recorded media	1	0.4%	9	2.8%	5	1.7%
Services: Defence	1	0.4%	7	2.2%	5	1.7%
Services: Software Development/Sales	1	0.4%	5	1.6%	5	1.7%
Mining: Other	1	0.4%	5	1.6%		
Agriculture: Other	1	0.4%	2	0.6%	1	0.3%
Trade: Retail	1	0.4%	1	0.3%	1	0.3%
Mining: Services to Mining	1	0.4%	1	0.3%	3	1.0%
Trade: Wholesale			2	0.6%		

## Raw Data - Countries

Over 55% of the responses received were from the USA, followed by Australia, Canada and the United Kingdom as the countries with the next greatest number of responses. In comparison with previous years, there is a much higher proportion of responses from Australians, and a broader range of countries represented.

Country	2001		2000		1999	
	Responses	% of Total	Responses	% of Total	Responses	% of Total
United States	142	57.3%	225	77.6%	206	71.0%
Australia	26	10.5%	18	6.2%	18	6.2%
Canada	18	7.3%	14	4.8%	21	7.2%
United Kingdom	6	2.4%	12	4.1%	6	2.1%
Netherlands	5	2.0%	2	0.7%	1	0.3%
Malaysia	4	1.6%	2	0.7%	2	0.7%
South Africa	3	1.2%	3	1.0%	6	2.1%
India	3	1.2%	1	0.3%	2	0.7%
New Zealand	3	1.2%			1	0.3%
France	3	1.2%				
Israel	3	1.2%				
Indonesia	2	0.8%	6	2.1%	2	0.7%
Brazil	2	0.8%	6	2.1%	2	0.7%
Mexico	2	0.8%				
Turkey	2	0.8%				
Colombia	2	0.8%				
Venezuela	2	0.8%				
United Arab Emirates	2	0.8%				
Puerto Rico	2	0.8%				
Pakistan	2	0.8%				
Spain	1	0.4%	2	0.7%	1	0.3%
Chile	1	0.4%	1	0.3%		
Ireland	1	0.4%	2	0.7%	2	0.7%
Germany	1	0.4%	1	0.3%		
Sweden	1	0.4%				
Korea	1	0.4%			1	0.3%
Norway			2	0.7%	1	0.3%
Singapore			2	0.7%	1	0.3%
Philippines			1	0.3%	1	0.3%
Thailand			1	0.3%		
Belgium					2	0.7%
Finland					1	0.3%
Other	8	3.2%	19	6.6%	11	3.8%

## Raw Data - Job Positions

As in previous years, the positions with the greatest representation in the survey were Maintenance Managers/Superintendents, followed by Plant/Maintenance Engineers, Maintenance Foremen/Supervisors, Maintenance Technicians, Maintenance Planners and Maintenance Trades/Craftspeople.

Position	2001		2000		1999	
	Responses	% of Total	Responses	% of Total	Responses	% of Total
Maintenance Manager/Superintendent	68	27.4%	85	29.3%	77	26.6%
Plant/Maintenance Engineer	43	17.3%	54	18.6%	36	12.4%
Maintenance Foreman/Supervisor	36	14.5%	48	16.6%	39	13.4%
Maintenance Technician	29	11.7%	44	15.2%	34	11.7%
Maintenance Planner	14	5.6%	12	4.1%	22	7.6%
Maintenance Crafts/Tradesperson	12	4.8%	21	7.2%	21	7.2%
Consulting Engineer	7	2.8%	5	1.7%	9	3.1%
Other	5	2.0%	21	7.3%	20	6.9%
Process/Industrial Engineer	5	2.0%	2	0.7%	2	0.7%
Software Support Manager	4	1.6%	1	0.3%		
Maintenance Contract Manager	3	1.2%	4	1.4%	1	0.3%
Operations/Plant Manager	3	1.2%				
Management Consultant	2	0.8%	2	0.7%		
Computer/IT Consultant	2	0.8%	1	0.3%	4	1.4%
Maintenance Clerk	2	0.8%			2	0.7%
CEO/Managing Director	1	0.4%	6	2.1%	4	1.4%
Product Support Manager	1	0.4%	2	0.7%	1	0.3%
Consulting Manager	1	0.4%	1	0.3%	4	1.4%
Product Support Professional	1	0.4%			3	1.0%
Research Technician	1	0.4%				
Maintenance Accountant	1	0.4%				
Software Support Professional			3	1.0%		
Design Engineer			2	0.7%	1	0.3%
Teacher/Academic			2	0.7%	1	0.3%
Marketing/Business Development/Sales Manager			1	0.3%	3	1.0%
Product Support Technician			1	0.3%	1	0.3%
Research Professional			1	0.3%	1	0.3%
Marketing Officer/Business Development Officer/Salesperson			1	0.3%		
Contractor					2	0.7%
Maintenance Contract Officer					1	0.3%
Student					1	0.3%

## Raw Data - Educational Levels

The distribution of educational levels was similar to last year, although there was a significant increase in the proportion of respondents holding Master's qualifications.

Education	2001		2000		1999	
	Responses	% of Total	Responses	% of Total	Responses	% of Total
High School	37	14.9%	58	18.1%	50	17.2%
Formal Trade Training	39	15.7%	54	16.9%	70	24.1%
Certificate/Diploma/Associate Degree	67	27.0%	83	25.9%	47	16.2%
Undergraduate/College (Bachelors) degree	76	30.6%	101	31.6%	98	33.8%
Post Graduate (Masters) degree	28	11.3%	21	6.6%	20	6.9%
Post Graduate (Doctorate) degree	1	0.4%	3	0.9%	3	1.0%

## Raw Data - Work Experience

A wide range of work experience was represented.

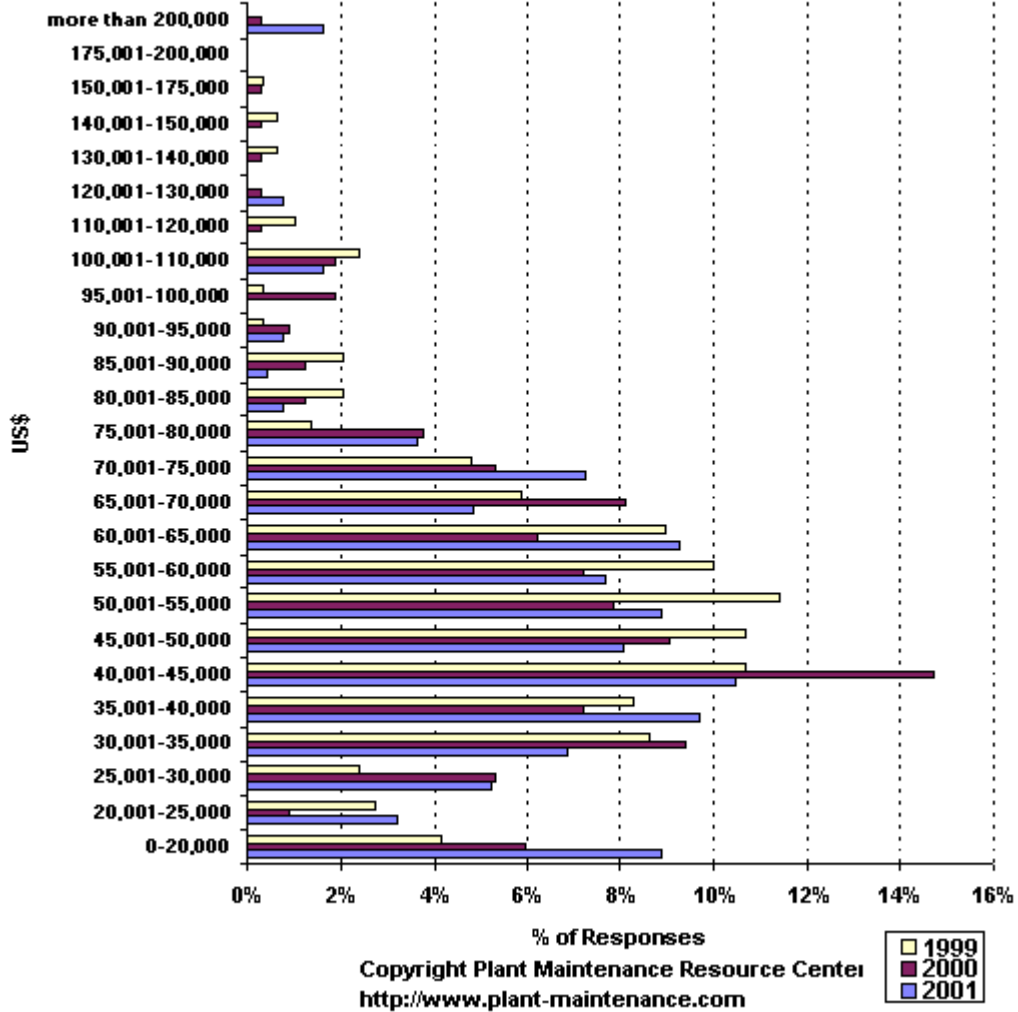
Experience	2001		2000		1999	
	Responses	% of Total	Responses	% of Total	Responses	% of Total
0 to 5	38	15.3%	32	10.0%	21	7.2%
5 to 10	41	16.5%	54	16.9%	59	20.3%
10 to 15	50	20.2%	65	20.3%	51	17.6%
15 to 20	33	13.3%	68	21.2%	58	20.0%
20 to 25	56	22.6%	51	15.9%	55	19.0%
25 to 30	20	8.1%	36	11.3%	34	11.7%
more than 30	10	4.0%	14	4.4%	11	3.8%

## Raw Data - Salaries

The total annual earnings, inclusive of all benefits, displayed a similar distribution to last year, with overall salaries slightly lower than previous years.

Salary Band (US\$)	2001		2000		1999	
	Responses	% of Total	Responses	% of Total	Responses	% of Total
0-20,000	22	8.9%	19	5.9%	12	4.1%
20,001-25,000	8	3.2%	3	0.9%	8	2.8%
25,001-30,000	13	5.2%	17	5.3%	7	2.4%
30,001-35,000	17	6.9%	30	9.4%	25	8.6%
35,001-40,000	24	9.7%	23	7.2%	24	8.3%
40,001-45,000	26	10.5%	47	14.7%	31	10.7%
45,001-50,000	20	8.1%	29	9.1%	31	10.7%
50,001-55,000	22	8.9%	25	7.8%	33	11.4%
55,001-60,000	19	7.7%	23	7.2%	29	10.0%
60,001-65,000	23	9.3%	20	6.3%	26	9.0%
65,001-70,000	12	4.8%	26	8.1%	17	5.9%
70,001-75,000	18	7.3%	17	5.3%	14	4.8%
75,001-80,000	9	3.6%	12	3.7%	4	1.4%
80,001-85,000	2	0.8%	4	1.3%	6	2.1%
85,001-90,000	1	0.4%	4	1.3%	6	2.1%
90,001-95,000	2	0.8%	3	0.9%	1	0.3%
95,001-100,000	0	0.0%	6	1.9%	1	0.3%
100,001-110,000	4	1.6%	6	1.9%	7	2.4%
110,001-120,000	0	0.0%	1	0.3%	3	1.0%
120,001-130,000	2	0.8%	1	0.3%	0	0.0%
130,001-140,000	0	0.0%	1	0.3%	2	0.7%
140,001-150,000	1	0.3%	2	0.7%		
150,001-175,000	0	0.0%	1	0.3%	1	0.3%
175,001-200,000	0	0.0%	0	0.0%	0	0.0%
more than 200,000	4	1.6%	1	0.3%	0	0.0%

### Salary Distribution



## Overall Results

The median salary band was US\$45,001-\$50,000, as was the case in 2000. In 1999, the median salary band was US\$50,001-\$55,000. Assuming the average salary for each band is the midpoint of each band, the mean salary in 2001 is US\$51,290. This is approximately \$1,300 or 2.3% lower than the mean 2000 salary of US\$52,523. It is also around \$2,200 or 4.2% lower than the mean salary of US\$53,521 in 1999. However, the changing mix of respondents, and the strength of the US\$ in comparison to other currencies partially explains this variation, rather than any underlying trend in salary movements. By way of comparison, the following table indicates the exchange rate movements between the US\$ and three other key currencies between 1 January 2000, and 1 January 2001.

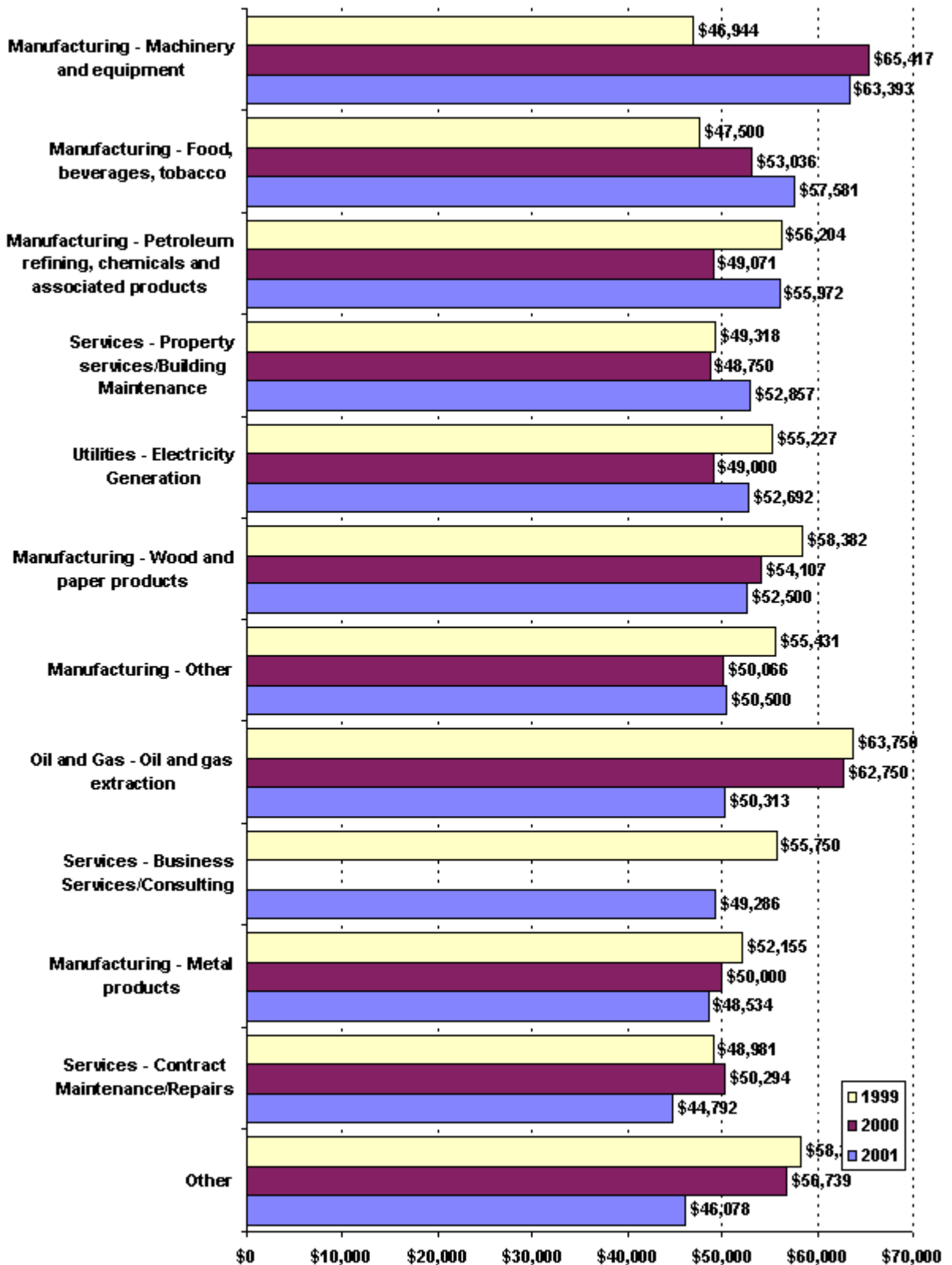
		1 Jan 2000	1 Jan 2001	% Change
USD	US Dollar	1.00	1.00	0%
AUD	Australian Dollar	0.6542	0.5582	-14.7%
CAD	Canadian Dollar	0.6916	0.6670	-3.4%
GBP	United Kingdom Pound	1.6157	1.4926	-7.6%

## Salary by Industry

An analysis of salaries by industry (for those industries with 5 or more responses) indicated that the once again, the industry paying the highest salaries was Manufacturing:Machinery and Equipment. There was a large drop in the salaries being paid in Oil & Gas extraction, and "Other". There were only 8 respondents in 2001 from the Oil & Gas extraction sector (compared with 10 the preceding year), and the key difference is that there were two highly paid responses (>\$100,000) received in 2000, but none in this band in 2001. As a result of the low number of responses, this has had a significant influence on the result.

Note that, for the purpose of this analysis, only industries containing 5 or more respondents were included. The overall result is shown graphically below.

### Average Salary by Industry



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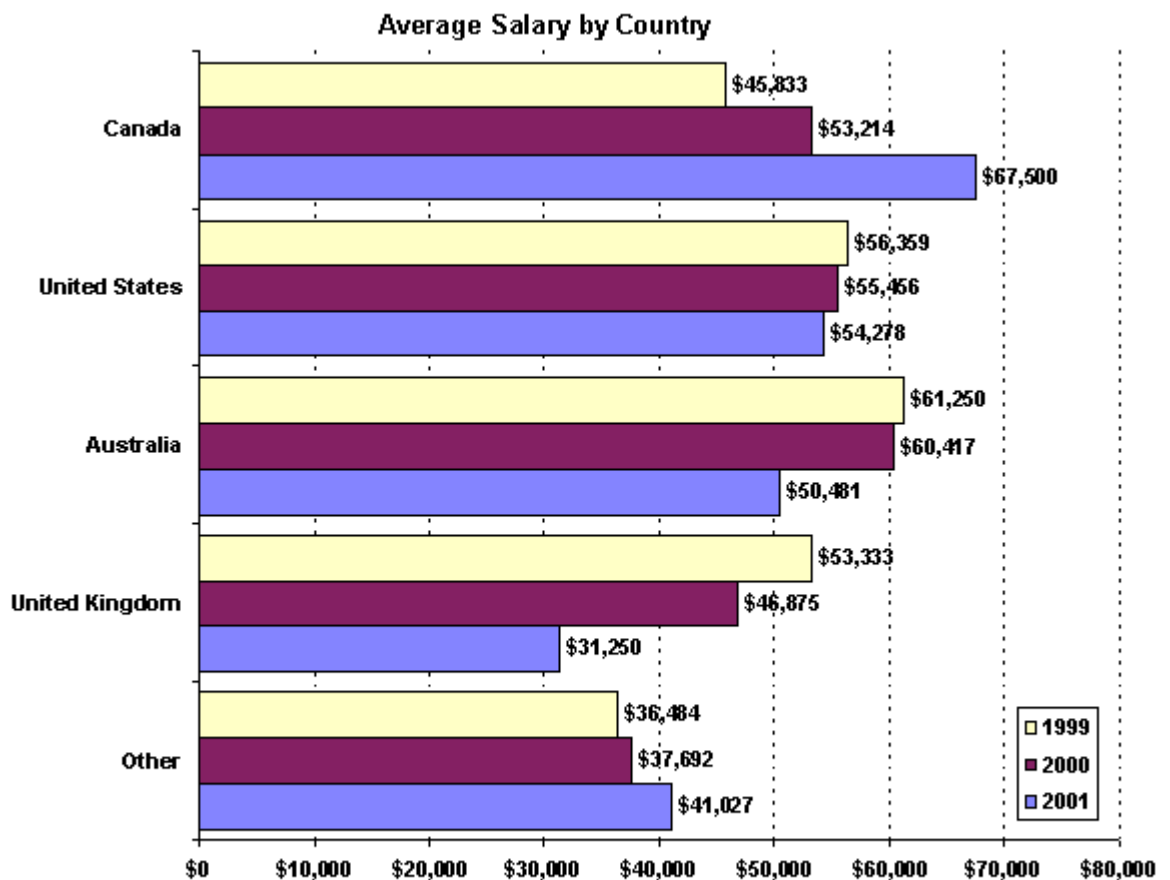
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## Salaries by Country

Once again, only countries with 5 or more respondents were included in this analysis, which showed that the highest salaries were to be obtained in Canada, followed by the US and Australia. The apparent drop in salaries in Australia can be almost totally explained by exchange rate movements in the last 12 months. At the beginning of 2000, the \$A was valued at approximately US\$0.65. At the beginning of 2001, this had dropped to US\$0.55. This adverse movement in exchange rates has also affected the results for the United Kingdom to a minor extent. Note the apparent continuing increase in Canadian salaries.

As usual, it should be noted that tax rates will differ between countries, as will the cost of living, so direct comparisons of salaries between countries should be treated cautiously. As already noted, changes in exchange rates mean that comparisons, year on year, for non-US countries should also be treated cautiously.



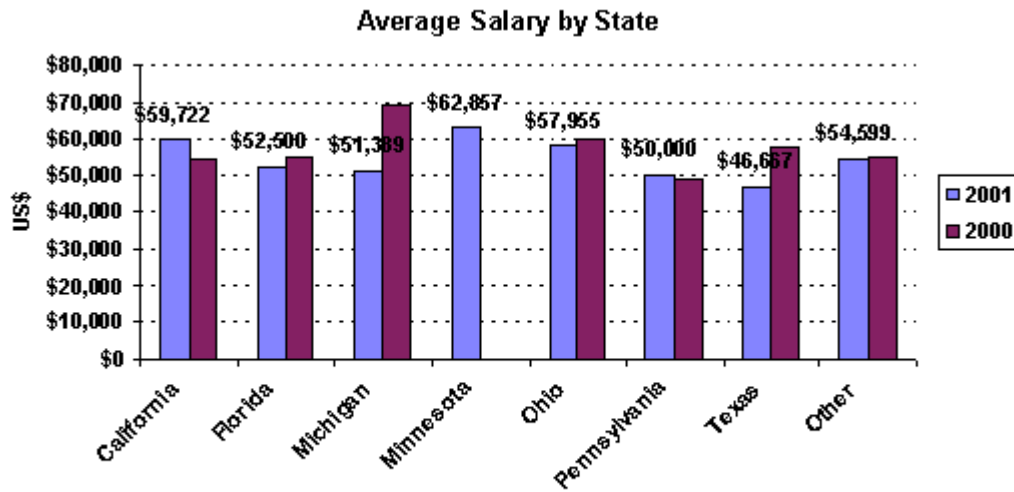
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## Salaries by State

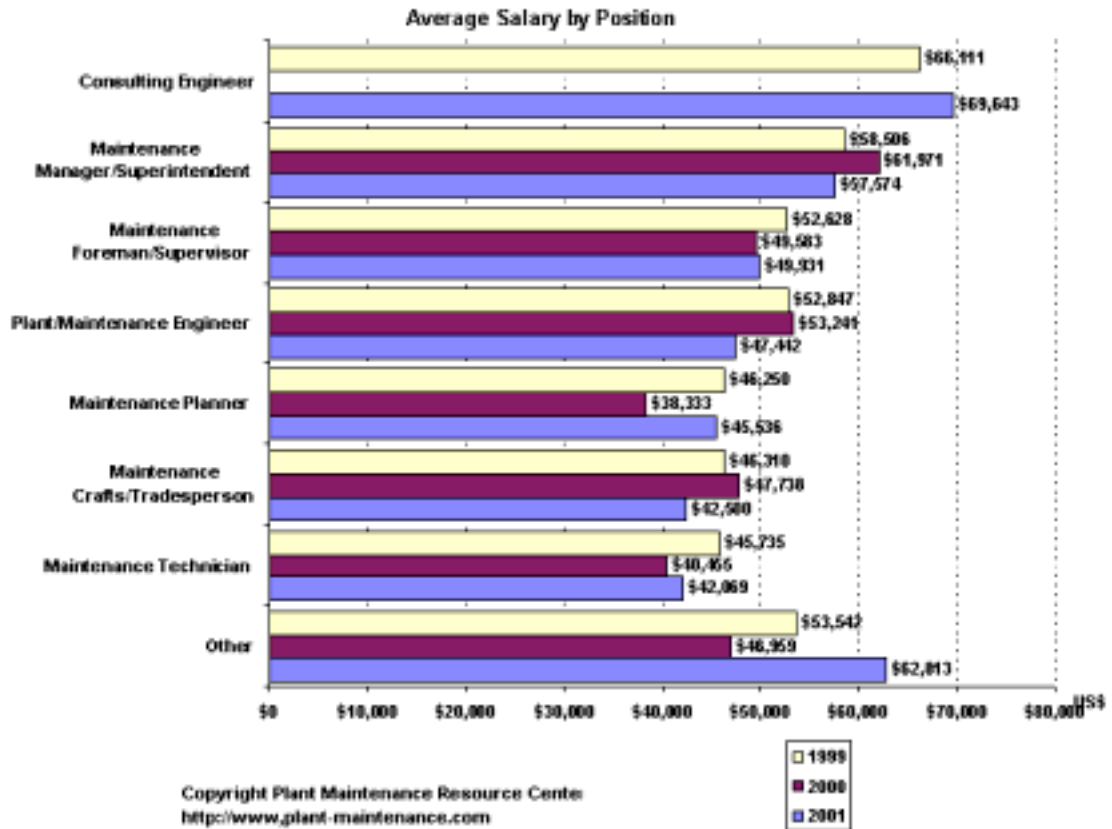
Average salaries are given for those states with more than 5 responses in the following chart. However, given the low number of results for each state, meaningful comparison between states is almost impossible.



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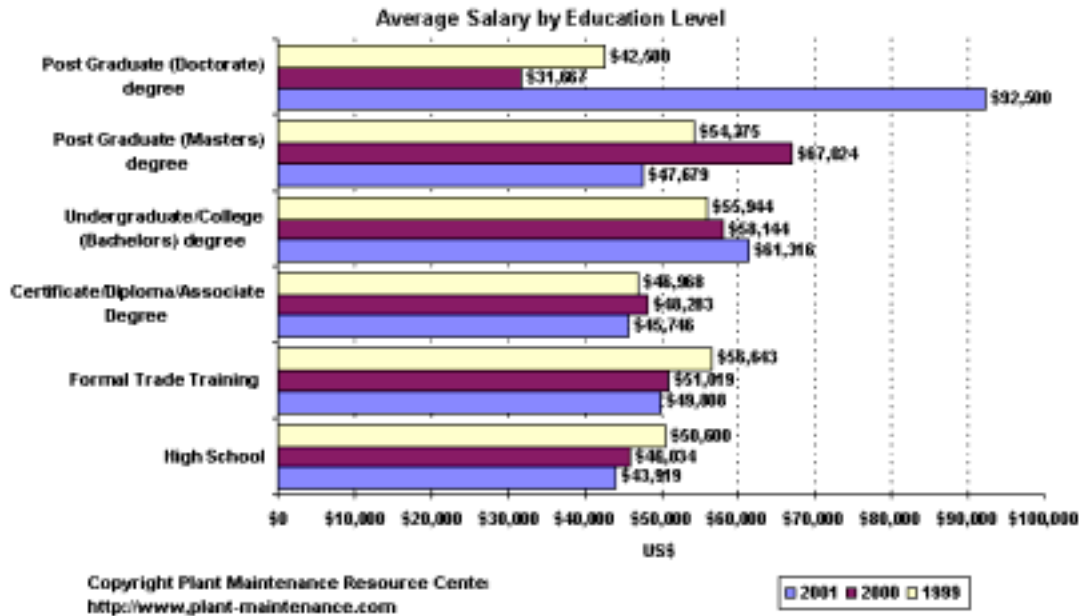
## Salaries by Position

Yet again, only positions with more than 5 respondents were included in this analysis. The highest paid position (although there were a small number of respondents) was Consulting Engineer. Maintenance Managers/Superintendents were the next highest paid positions, followed by Maintenance Supervisors/Foremen who were paid more than Plant/Maintenance Engineers, the opposite of last year's result. Maintenance Planners continue to be paid less than Maintenance Foremen/Supervisors, although last year's extremely low salary for Maintenance Planners appears to have been an aberration.



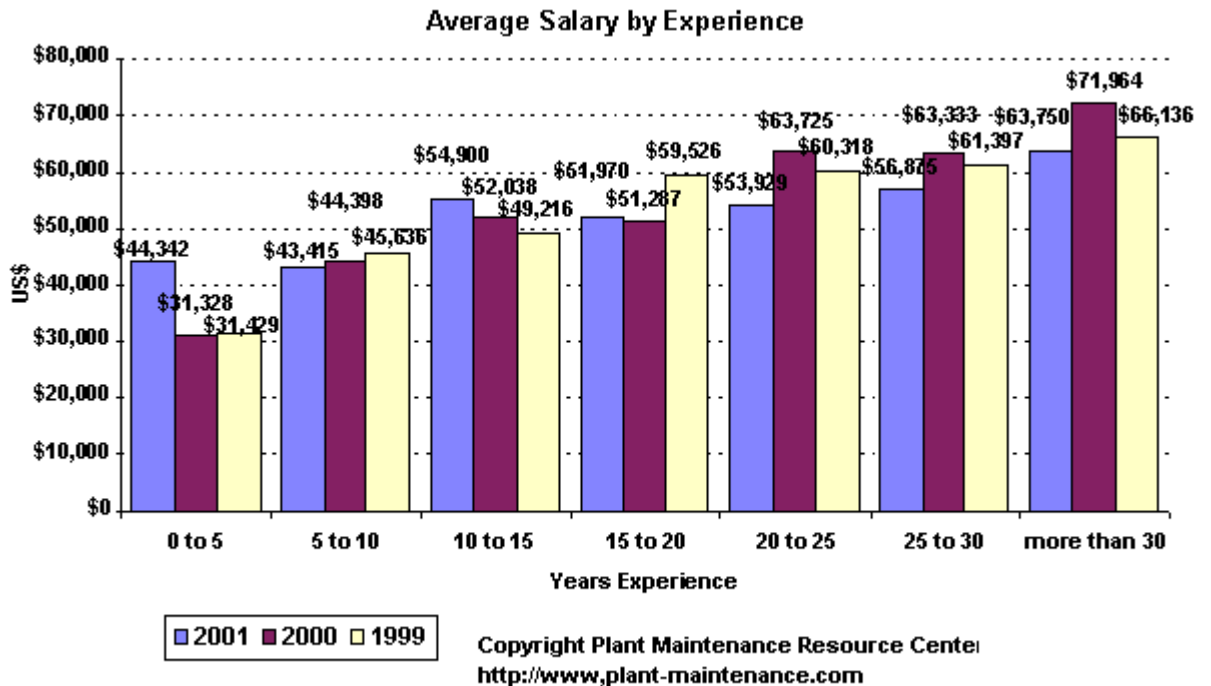
## Salary by Education

Based on this year's results, it would appear that increasing levels of formal educational qualifications generally lead to increasing salaries. The result for Doctorate salaries is probably distorted by there having only been one respondent with this qualification. Having completed a Bachelors/College degree appears to result in an average salary more than 20% higher than those having completed formal trade/craft qualifications.



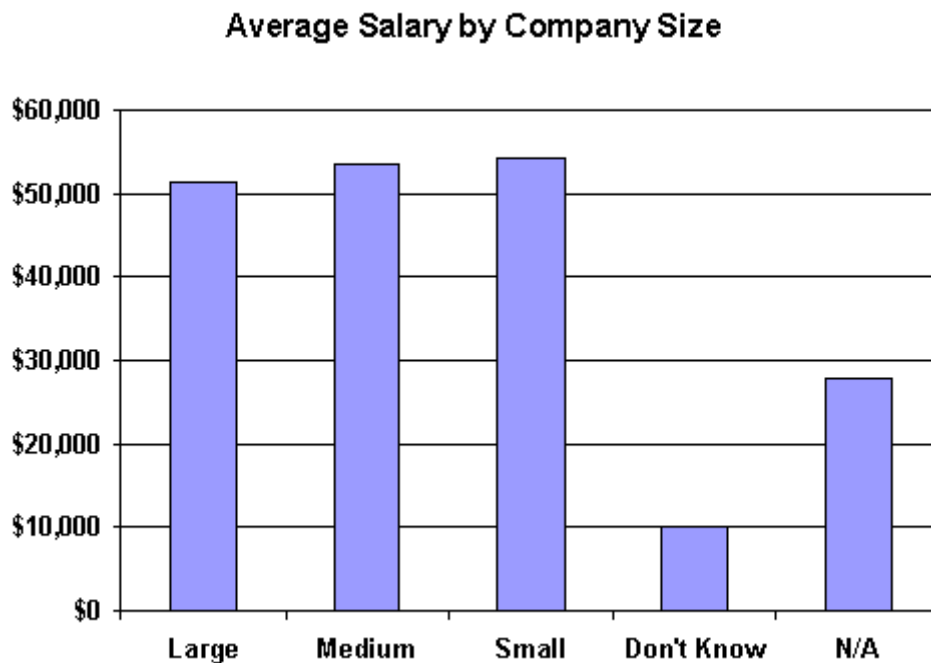
## Salary by Experience

Once again, this survey highlights that experience is an important factor in generating additional salary, although this year it would appear that starting salaries are higher than shown in previous years' surveys.



## Salary by Company Size

Contrary to what you may believe, it appears that salaries at larger organisations are slightly lower than at smaller ones, although the differences are marginal.



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## Future enhancements

In the survey, opportunity was given to respondents to comment on the survey, and many valuable suggestions were made. As the survey was, for obvious reasons, confidential, we were unable to respond directly to those making the comments, but take this opportunity to thank those that took the time offer their comments and suggestions.

## Conclusion

In summary, the main conclusions from this survey are:

- Overall, salaries seem to have fallen slightly, although this may be due to the changing changing mix of respondents, and the strength of the US\$ in comparison to other currencies, rather than any underlying trend in salary movements.
- Salary levels have fallen significantly in US\$ terms in Australia and the United Kingdom, however, this is largely a result of the depreciation in the \$A and UKL in comparison to the \$US between 2000 and 2001.
- Experience and Education continue to have a significant impact on salaries in the Maintenance sector.
- Plant/Maintenance Engineers are better paid than Maintenance Supervisors/Foremen.
- Maintenance Planners continue to be paid less than Maintenance Foremen/Supervisors.
- Manufacturing:Machinery and Equipment appears to be the best paid industry sector for Maintenance workers.
- Smaller organisations appear to pay higher salaries than larger organisations, although the differences are small.

Throughout the year, the Plant Maintenance Resource Center runs a series of surveys on topics of interest to Maintenance professionals. To access the latest survey, visit [here](#)