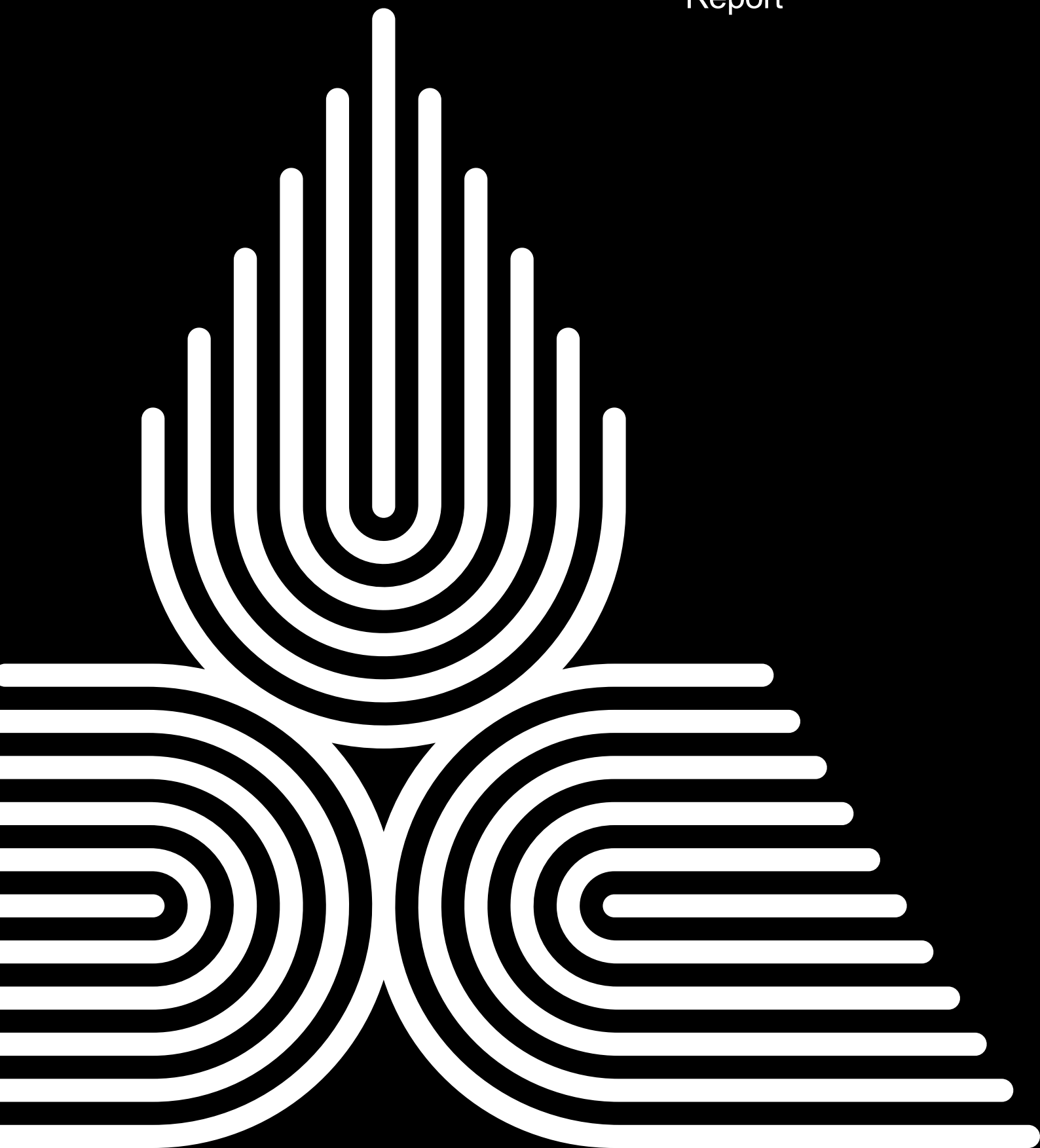




Australian Institute of  
Landscape Architects

# 2017

Salary Survey  
Report



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# Salary Survey Report

In March 2017 AILA released a salary survey to all members. Below is a summary of the results that were gathered. AILA aims to regularly survey its members so we can compare salaries year on year.

Respondents to the survey came from a broad spectrum of practicing landscape architects. In this report, we have compared salary against roles performed, years of experience, gender and location of practice. The report also looks at types of landscape architecture practice, the type of work conducted, number of staff, employment conditions, and qualifications.

Access to this survey report is restricted to members of the Australian Institute of Landscape Architects. Copies of this report are not to be distributed further outside the membership.

Some interesting statistics on the respondents and how they relate to the membership are;

- As at 5 June 2017 AILA has 3142 members
- When students are removed from this the current membership is 1855
- AILA received 885 responses to the survey
- The overwhelming majority of the responses were received from senior/associate/intermediate landscape architects, with student responses totally less than 3.5%

# Annual base salary for all landscape architects

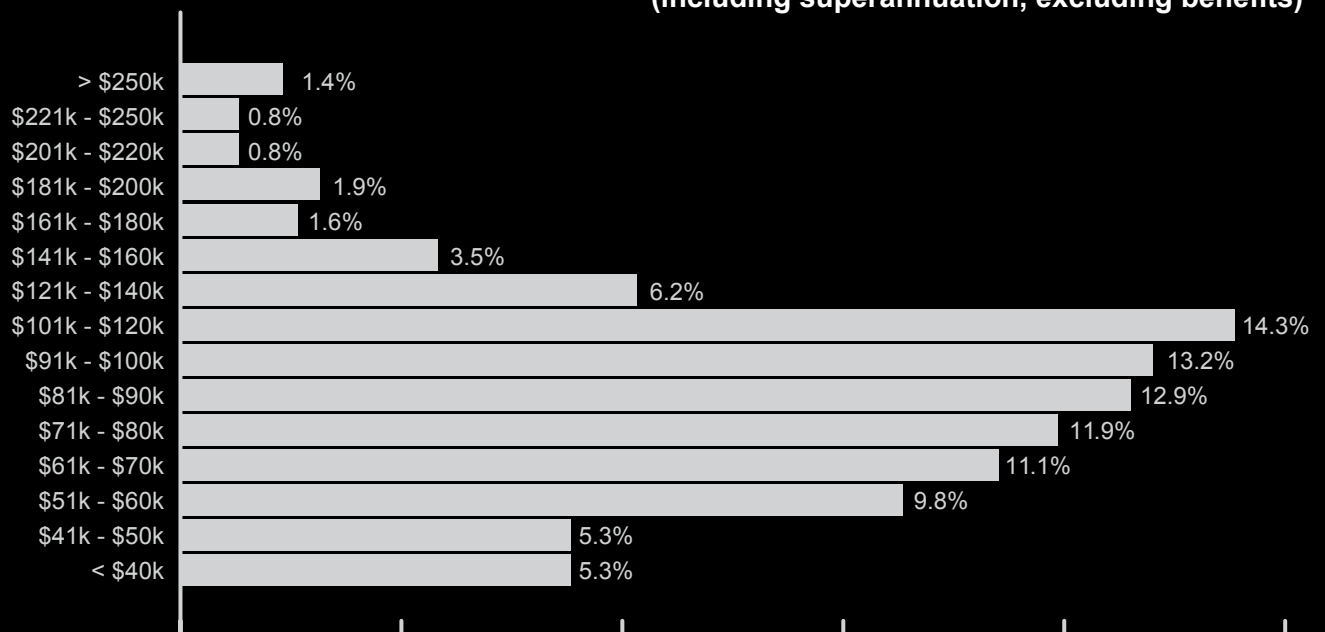
Respondents were asked to indicate their annual base salary (not full time equivalent). All data in this report is based on respondent's annual base salaries including their superannuation, but excluding benefits. Respondents had the opportunity to select from 15 salary ranges, the below graph tracks the salary ranges of all 885 respondents.

Across all respondents in the survey there is an estimated average salary of \$91,396

- The highest proportion of respondents (14.2%) indicated they earned a salary range of \$101k - \$120k.
- 52.1% of respondents earn an annual salary between \$71k and \$120k.
- 16.5% of respondents earn over \$120k
- 10.6% earn under \$50k

It is interesting to compare these results with Landscape Architect salaries in [other countries](#) and as well as other professions such as [architects](#) and other [design and construction roles](#).

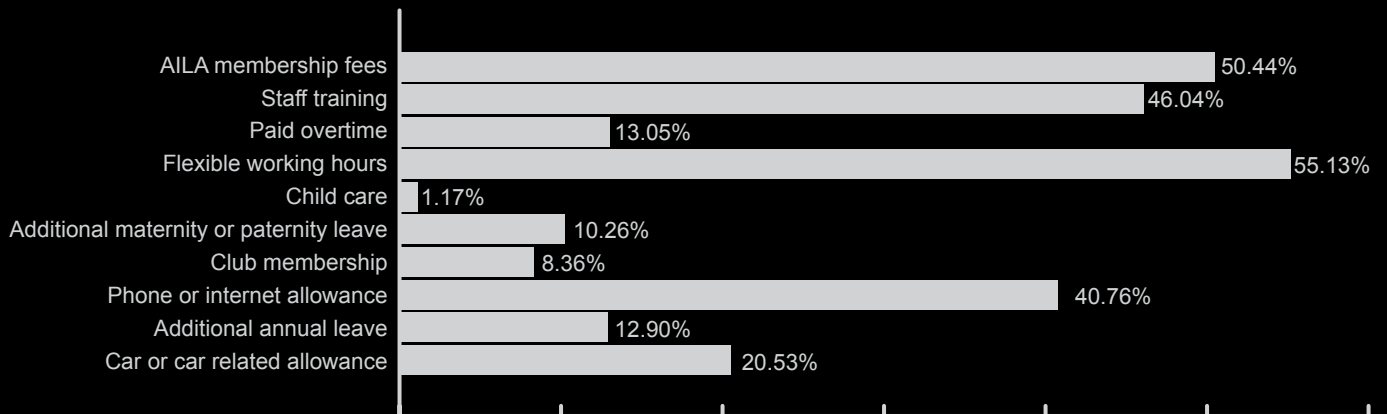
## Annual base salary for Landscape architects (including superannuation, excluding benefits)



# Additional benefits on top of base salary

Respondents were asked to indicate what additional benefits they received on top of their base salary. The most common benefits included AILA membership fees, staff training and flexible working hours. The below graph summarises all of the benefits.

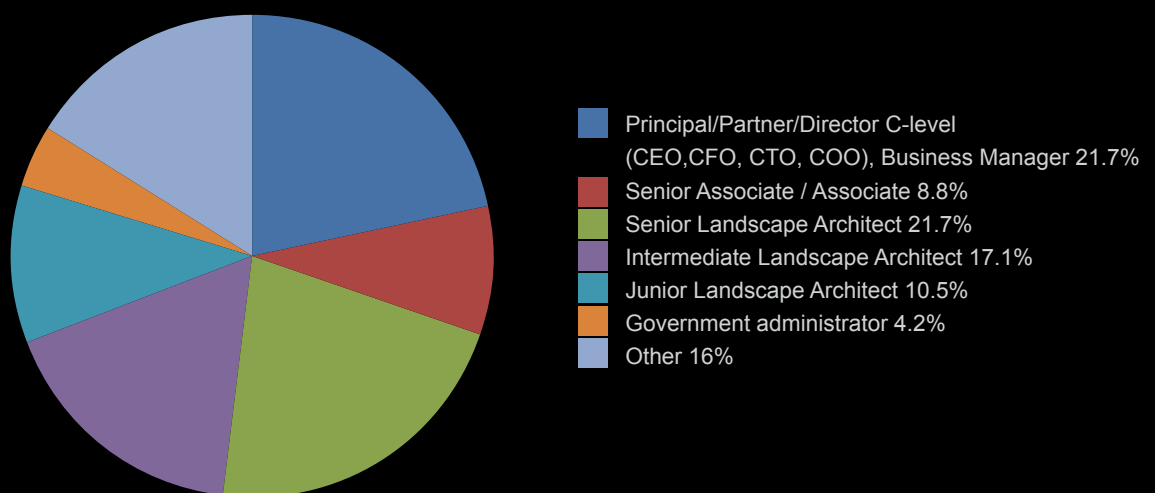
## Additional benefits on top of base salary



# Salary vs role performed

## Spread of roles

Respondents were asked to identify their title as outlined in the below graph. Over 50% of respondents identified as senior staff members - 21.7% identifying as a **Principal/Partner/Director C-level (CEO, CFO, CTO, COO), Business Manager**, 8.8% identifying as a **Senior Associate/Associate** and 21.7% identifying as a **Senior Landscape Architect**.

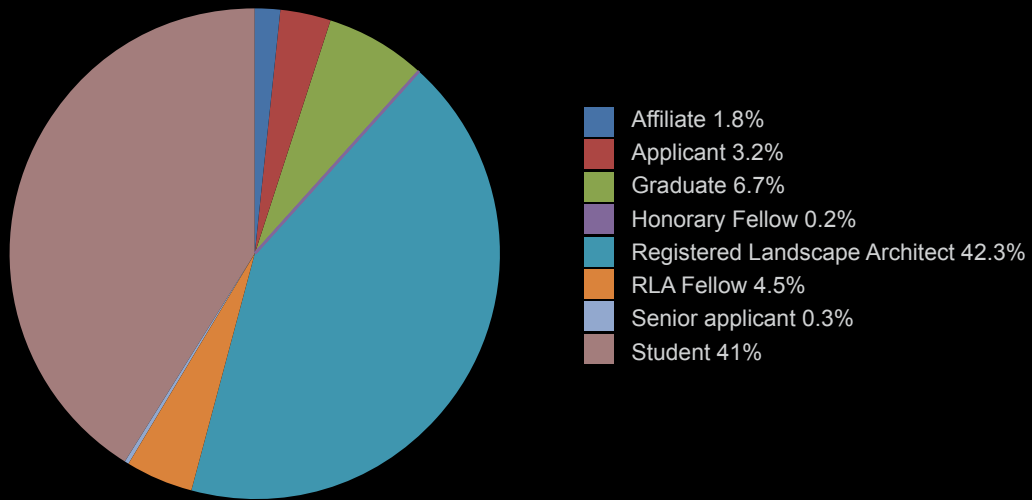


16% of respondents identified **other** as their title. These **other** roles were generally grouped as follows:

- Landscape Architect/Project Landscape Architect 3.7%
- Student/graduate/assistant 3.5%
- Manager / Leader / Director / Owner 2.6%
- Urban Designer 1.9%
- Academic/PhD/Lecturer 1.1%
- Designer / Landscape Designer 1.1%
- Consultant / Supplier 0.6%
- Other various roles 4.5% (from a Dad to a variety of specific government role titles, co-ordinators, officers)

## Comparison to current AILA members

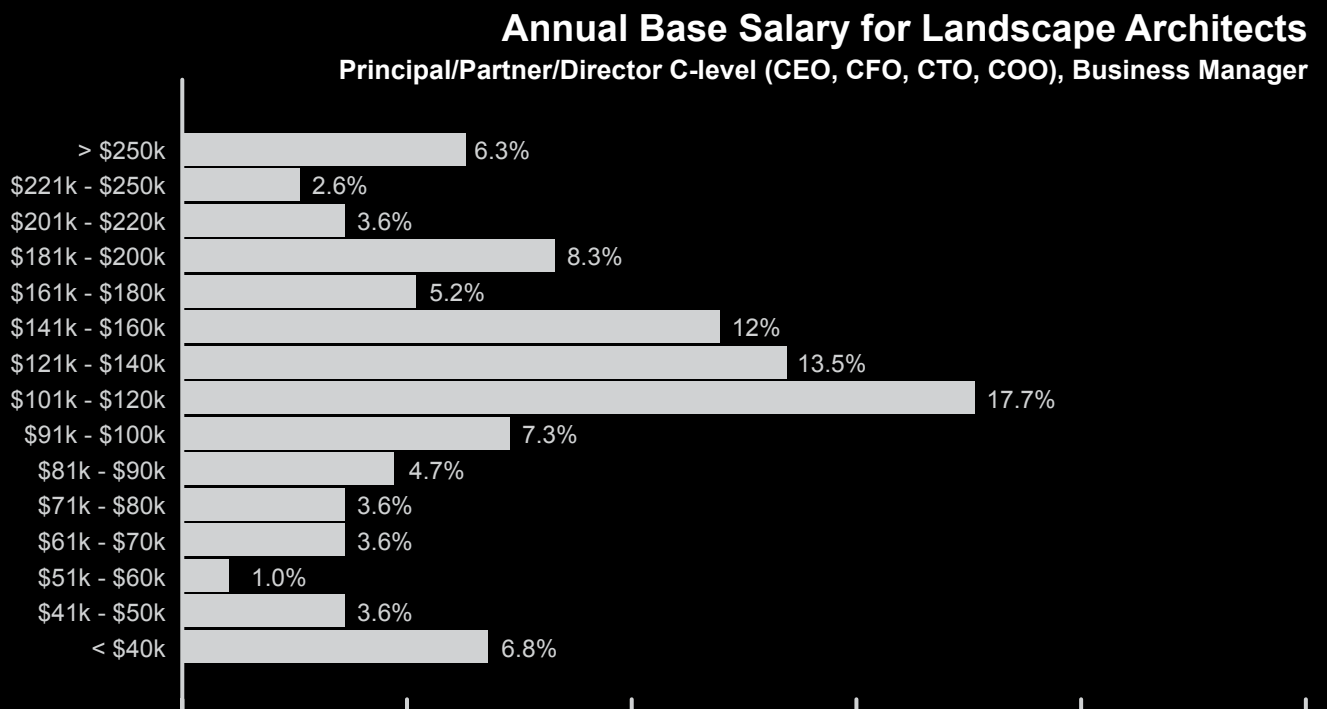
It is interesting to consider how this compares to the current roles of all AILA members as a whole as summarised in the below graph.



The following graphs will chart respondent's annual base salary against the type of role they perform in practice.

### Principal/Partner/Director C-level (CEO, CFO, CTO, COO), Business Manager

21.7% or 192 of respondents identified as a Principal/Partner/Director C-level (CEO, CFO, CTO, COO), Business Manager in their practice. The below graph identifies the spread of salaries.



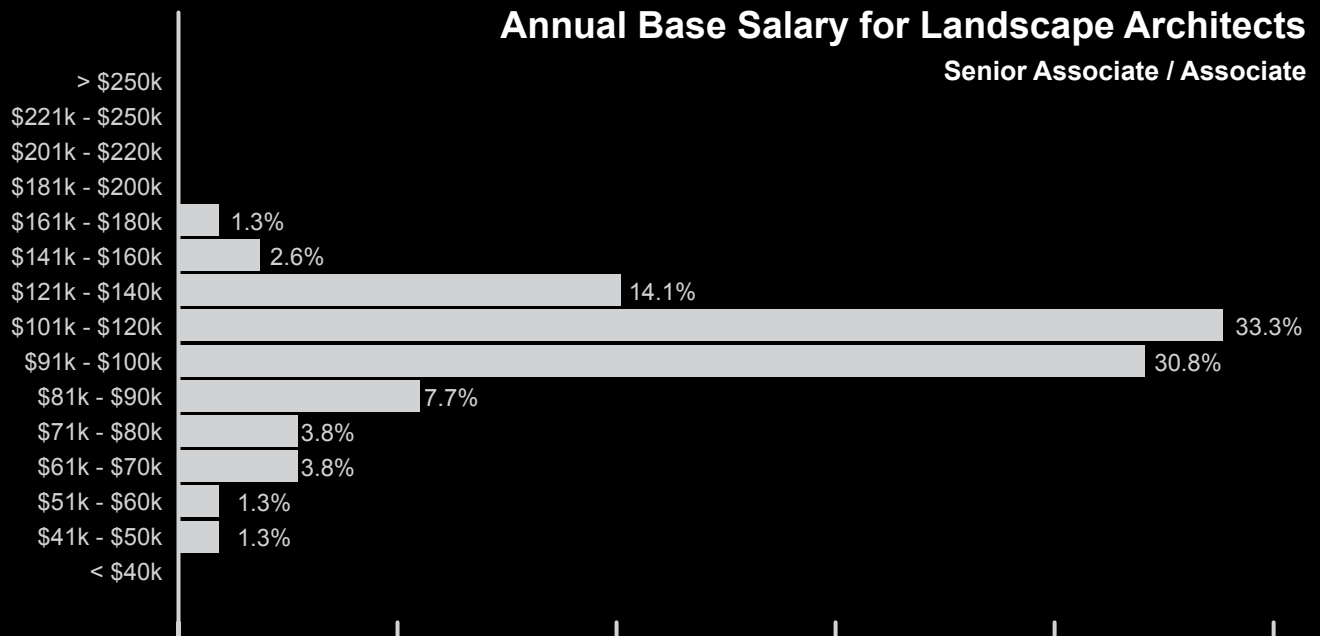


## A few points of interest...

- There is an **estimated average salary** of \$128,063 for respondents in this role
- The **highest proportion** of respondents (17.7%) in this role indicated they earned an annual base salary range of \$101k - \$120k.
- 43.2% of respondents earn an annual salary between \$101k and \$160k.
- 70% of respondents earn over \$100k
- **Type of Practice** - 38% worked at a Landscape Architecture only practice and 45.8% worked for a Multi-discipline (landscape, urban, architecture) practice.
- Gender - 66.1% male and 33.9% female
- **Years of Practice** –2% have less than a year experience| 1-4 years 1.6% | 5-9 years 5.2%| 10-14 years 15.6%| 15-19 years 26% | 20-30 years 35.4% | more than 31 years 14%
- **Lower Earners** - 10.4% earn under \$50k, of these lower earners:
  - Types of practice - 70% are sole practitioners, and 79% of these sole practitioners work on apart time or casual basis
  - Gender – 70% female, 30% male
  - Staff Reporting – 70% have zero staff reporting to them
- **High earners** - 8.9% earn above \$221K, of these high earners:
  - Years of Practice – 82.4% have over 20 years of practice
  - Type of Practice – 41.2% identified their main sector of work as “Residential (single houses and developments)”
  - Gender - 100% Male
  - Location – 47.5% are based in NSW and 29.4% are based internationally
  - Higher earners were generally from larger firms with more staff reporting to them

## Senior Associate / Associate

8.8% or 78 of respondents identified as a Senior Associate / Associate in their practice.  
The below graph identifies the spread of salaries.

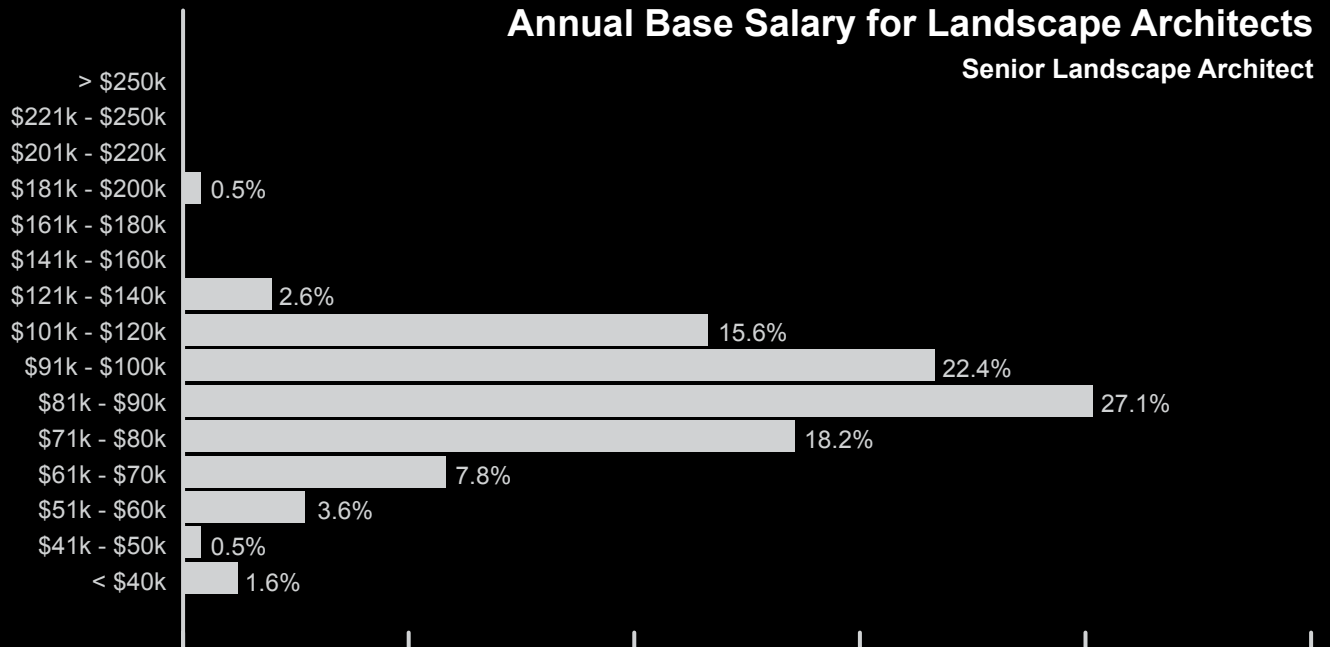


### A few points of interest...

- There is an **estimated average salary** of \$103,462 for respondents in this role
- The **highest proportion** of respondents (33.3%) in this role indicated they earned an annual base salary range of \$101k - \$120k.
- 47.4% of respondents earn an annual salary between \$91k and \$120k.
- **Type of Practice** - 36% work at a Landscape Architecture only practice and 58% work for a Multi-discipline (landscape, urban, architecture) practice.
- **Gender** - 60.3% male and 39.7% female
- **Years of Practice** – 1.3% have 1-4 years of experience| 5-9 years 23%| 10-14 years 39.7%| 15-19 years 19.2% | 20-30 years 15.4% | more than 31 years 1.3%
- **Number of Staff reporting to them** - 48.7% have 1-3 people reporting to them and 41% have 4-10 staff reporting to them

## Senior Landscape Architect

21.7% or 192 of respondents identified as a Senior Landscape Architect in their practice. The below graph identifies the spread of salaries.

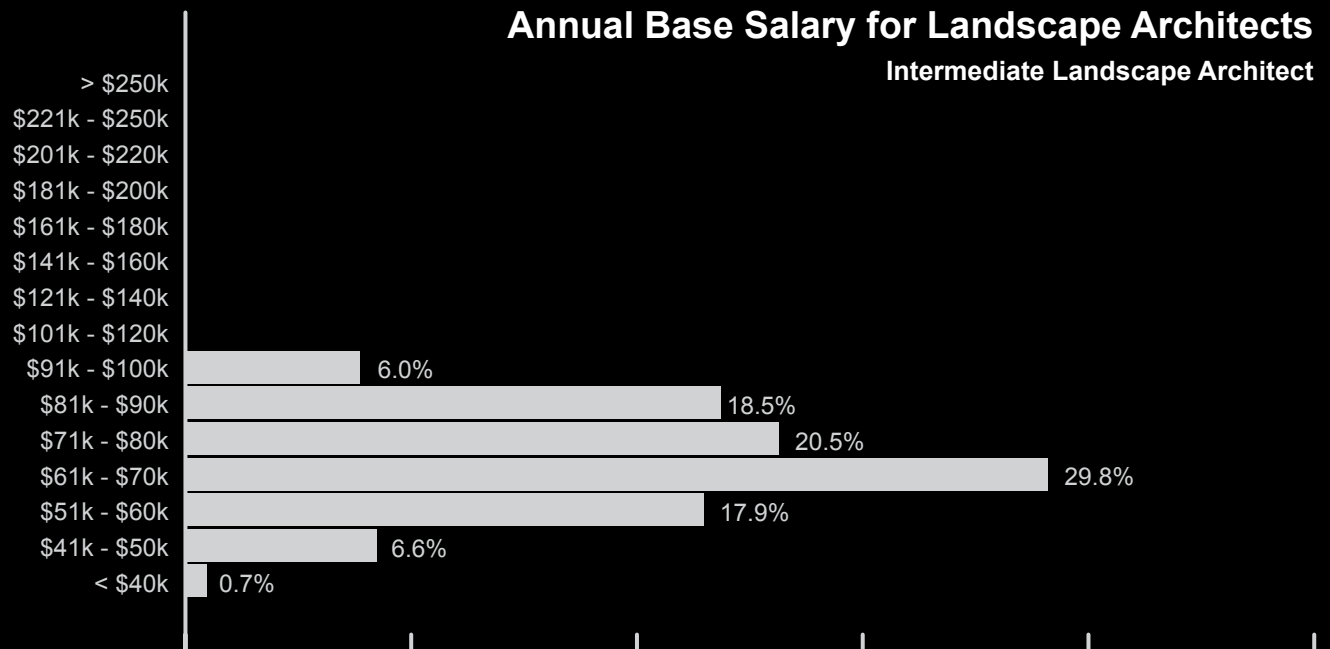


### A few points of interest...

- There is an **estimated average salary** of \$87,370 for respondents in this role
- The **highest proportion** of respondents (27.1%) in this role indicated they earned an annual base salary range of \$81k - \$90k.
- 49.5% of respondents earn an annual salary between \$81k and \$100k.
- **Type of Practice** – 27.6% work at a Landscape Architecture only practice, 40.6% work for a Multi-discipline (landscape, urban, architecture) practice and 26.6% work for government.
- **Gender** - 46.4% male and 53.6% female.
- **Years of Practice** – 1% have less than 1 year experience | 1-4 years 2.6% | 5-9 years 37% | 10-14 years 34.4% | 15-19 years 14.6% | 20-30 years 8.9% | more than 31 years 1.6%
- **Number of Staff reporting to them** - 25% have no staff reporting to them and 61.5% have 1-3 staff reporting to them

## Intermediate Landscape Architect

17% or 151 of respondents identified as an Intermediate Landscape Architect in their practice. The below graph identifies the spread of salaries.

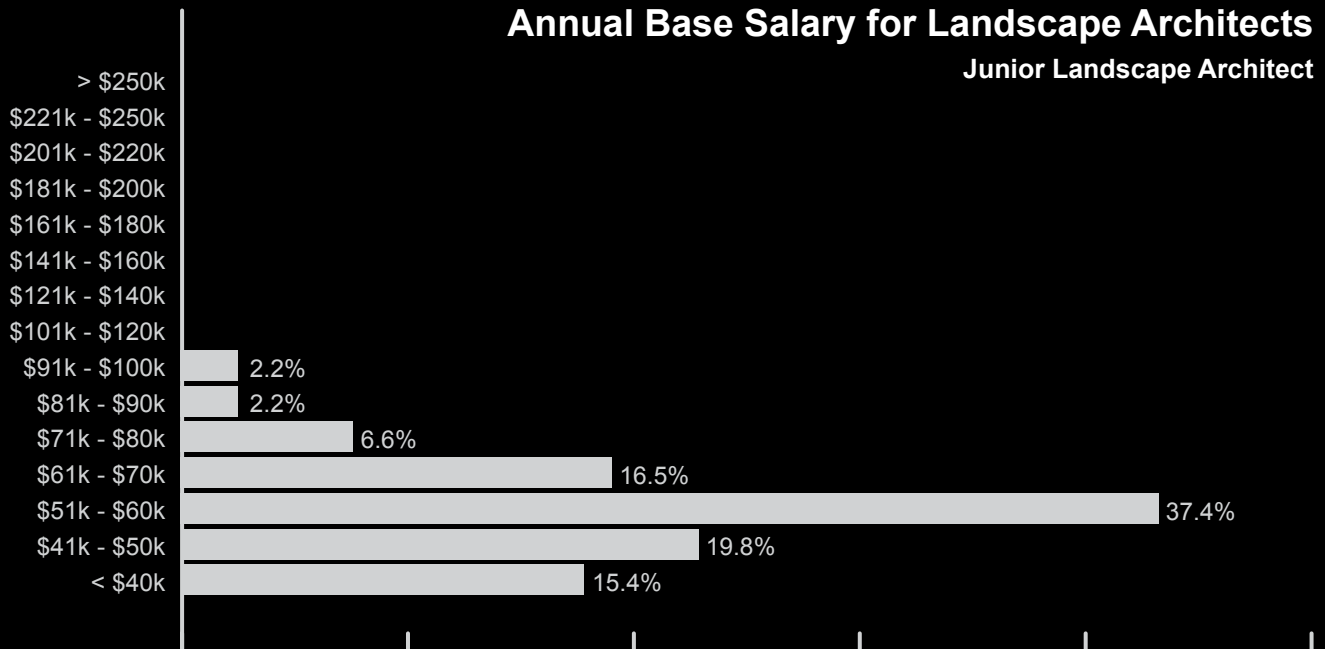


### A few points of interest...

- There is an **estimated average salary** of \$69,272 for respondents in this role
- The **highest proportion** of respondents (29.8%) in this role indicated they earned an annual base salary range of \$61k - \$70k.
- 50.3% of respondents earn an annual salary between \$61k and \$80k.
- **Type of Practice** – 33.1% work at a Landscape Architecture only practice, 42.4% work for a Multi-discipline (landscape, urban, architecture) practice and 19.3% work for government.
- **Gender** – 54.3% male and 45.7% female.
- **Years of Practice** – 49.7% have 1-4 year of experience | 5-9 years 36.4% | 10-14 years 11.9% | 15-19 years 1.3% | 20-30 years 0.6%
- **Number of Staff reporting to them** - 56.2% have no staff reporting to them and 39% have 1-3 staff reporting to them

## Junior Landscape Architect

10.5% or 93 of respondents identified as a Junior Landscape Architect in their practice. The below graph identifies the spread of salaries.

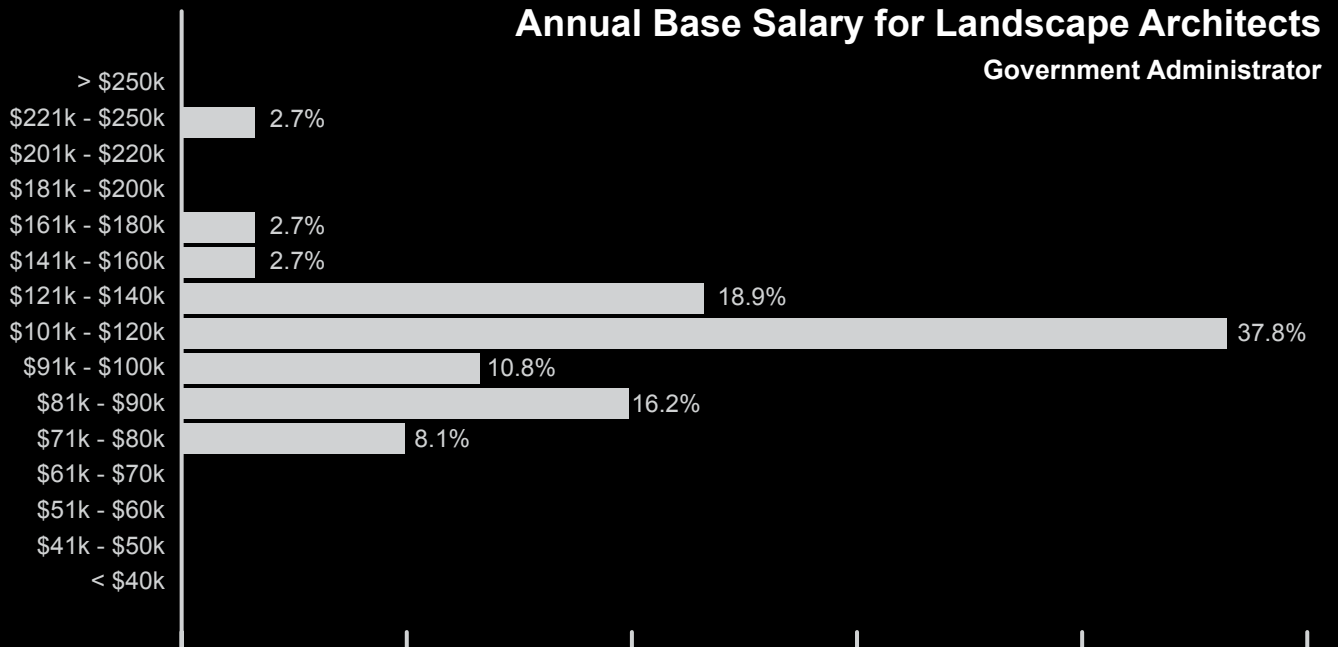


### A few points of interest...

- There is an **estimated average salary** of \$55,220 for respondents in this role
- The **highest proportion** of respondents (36.6%) in this role indicated they earned an annual base salary range of \$51k - \$60k.
- **Type of Practice** – 49.5% work at a Landscape Architecture only practice and 40.9% work for a Multi-discipline (landscape, urban, architecture) practice
- **Gender** – 51.6% male and 48.4% female.
- **Years of Practice** – 41.9% have less than 1 year experience | 1-4 years 53.8% | 5-9 years 3.2% | 10-14 years 1.1%
- **Number of Staff reporting to them** - 76.3% have no staff reporting to them and 21.5% have 1-3 staff reporting to them

## Government Administrator

4.2% or 37 of respondents identified as a Government Administrators. The below graph identifies the spread of salaries.

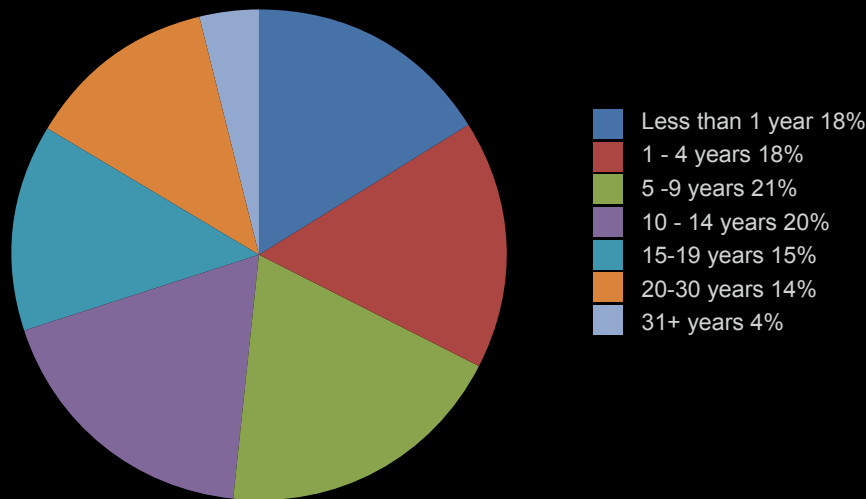


### A few points of interest...

- There is an **estimated average salary** of \$111,216 for respondents in this role
- The **highest proportion** of respondents (37.8%) in this role indicated they earned an annual base salary range of \$101k - \$120k.
- **Gender** – 54.1% male and 45.9% female.
- **Years of Practice** – 8.1% 1-4 years of experience | 8.1% 5-9 years | 29.7% 10-14 years | 13% 15-19 years | 16.2% 20-30 years | 2.7% more than 31 years
- **Number of Staff reporting to them** - 35.1% have no staff reporting to them, 18.9% have 1-3 staff reporting to them and 40.5% have 4-10 staff reporting to them.

# Salary vs years experience

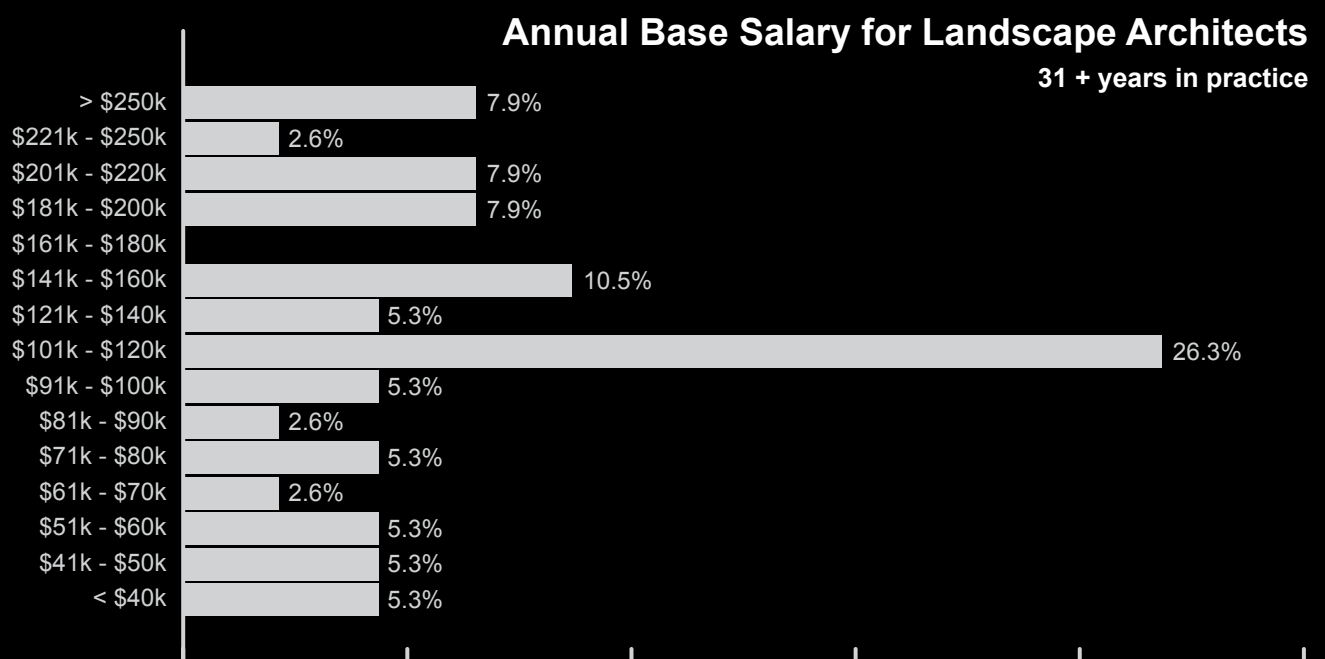
Respondents were asked to indicate the number of years practice as a landscape architect (since graduation). The below pie chart is a summary of the response.



The following graphs will chart respondent's annual base salary against the number of years practice as a landscape architect (since graduation).

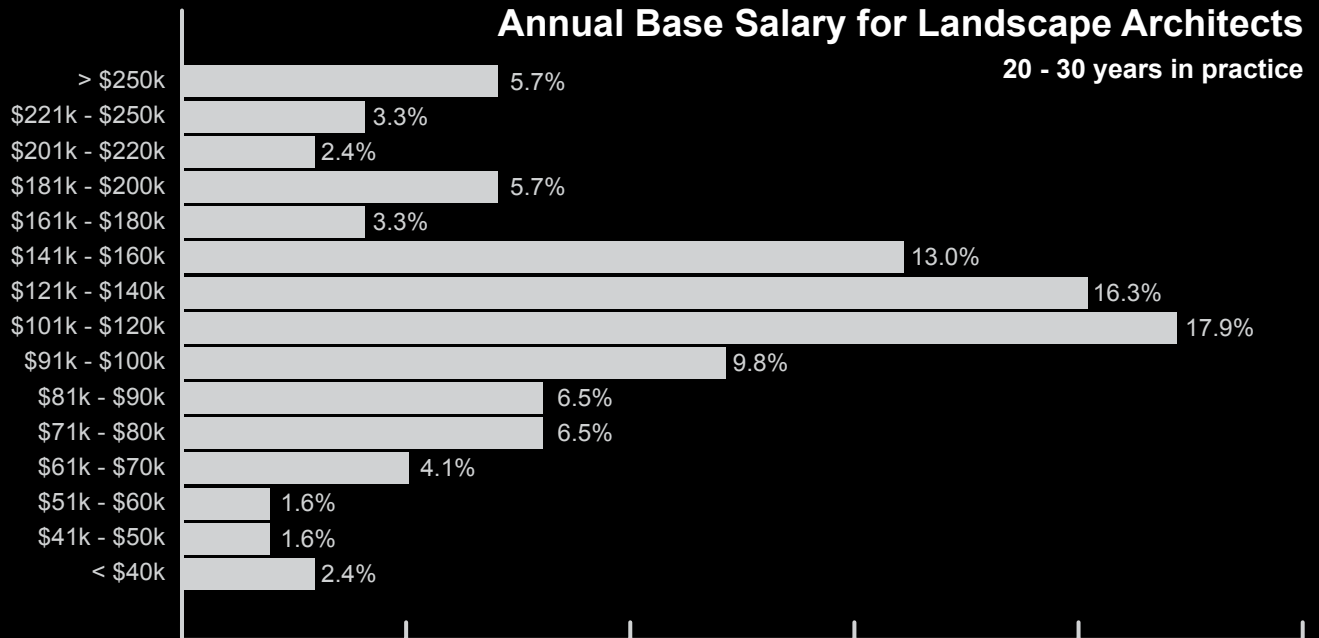
## 31 + years in practice

4% or 38 of respondents indicated they had 31 years and over in practice as a landscape architect. There is an estimated average salary of \$127,632 for Landscape Architects with over 31 years in practice.



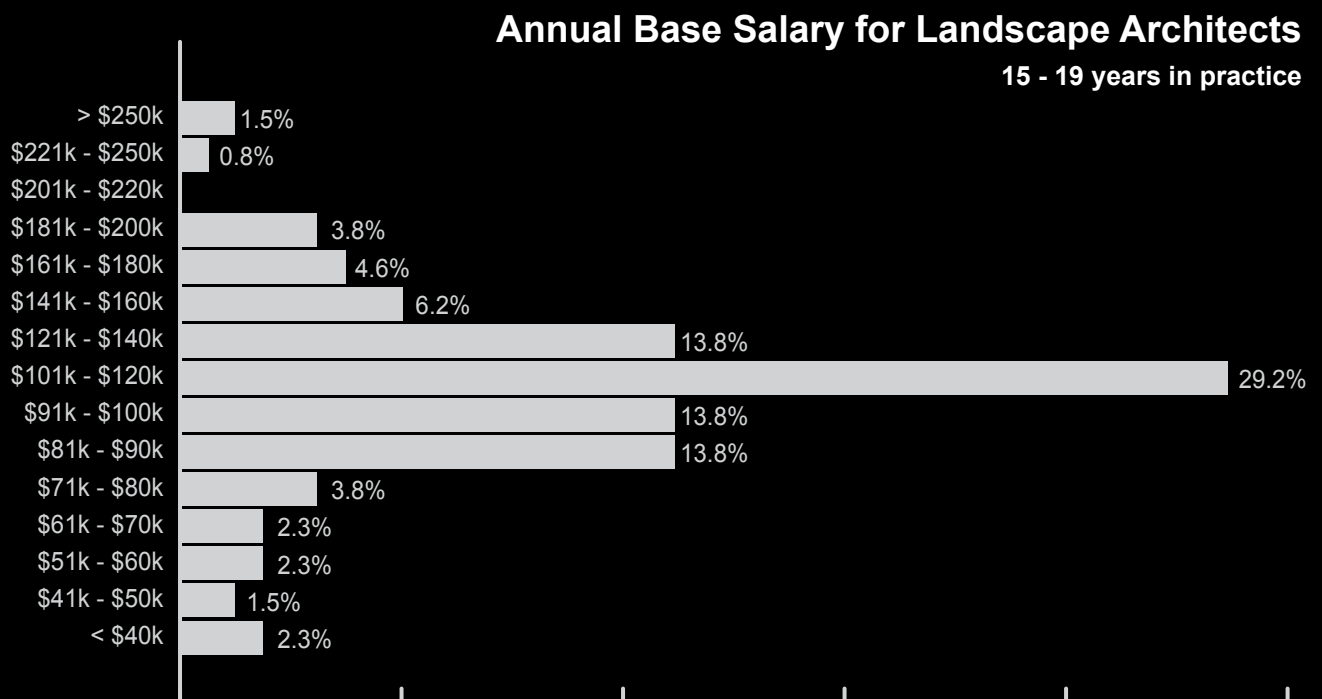
## 20-30 years in practice

14% or 123 of respondents indicated they had 20-30 years in practice as a landscape architect. There is an **estimated average salary of \$127,276** for Landscape Architects with 20 - 30 years in practice.



## 15-19 years in practice

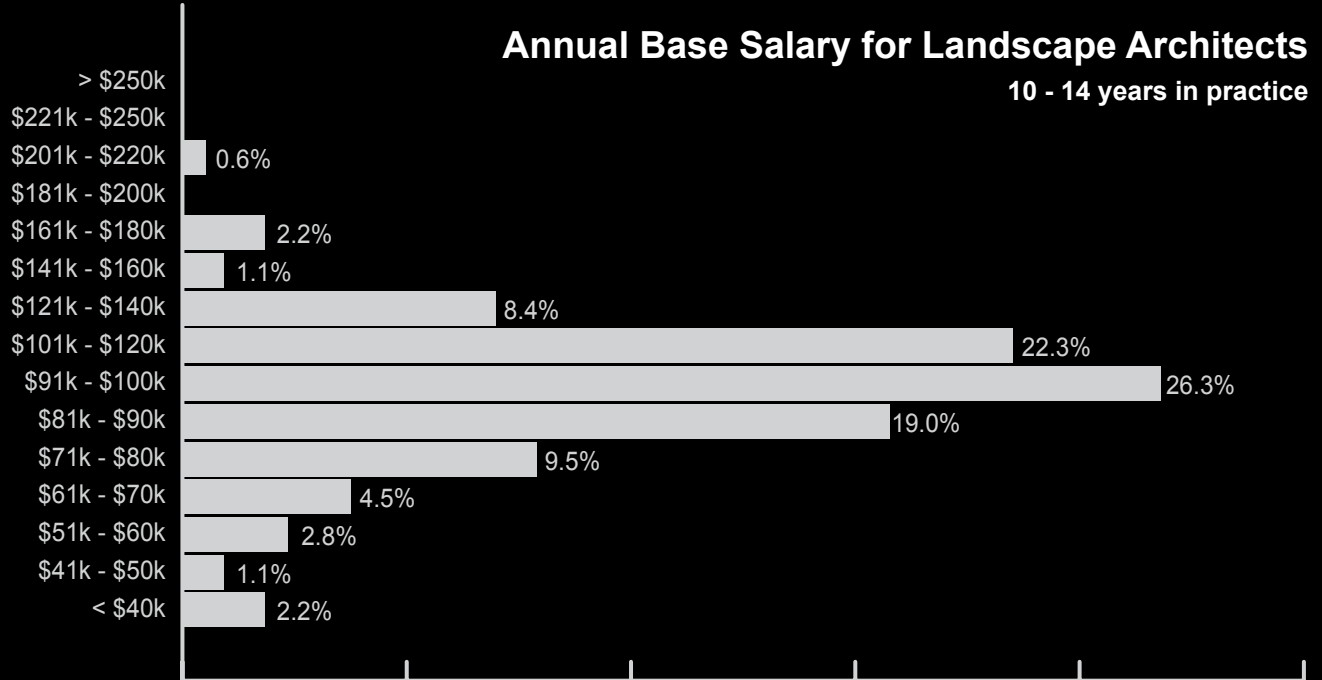
15% or 130 of respondents indicated they had 15-19 years in practice as a landscape architect. There is an **estimated average salary of \$111,577** for Landscape Architects with 15 - 19 years in practice.





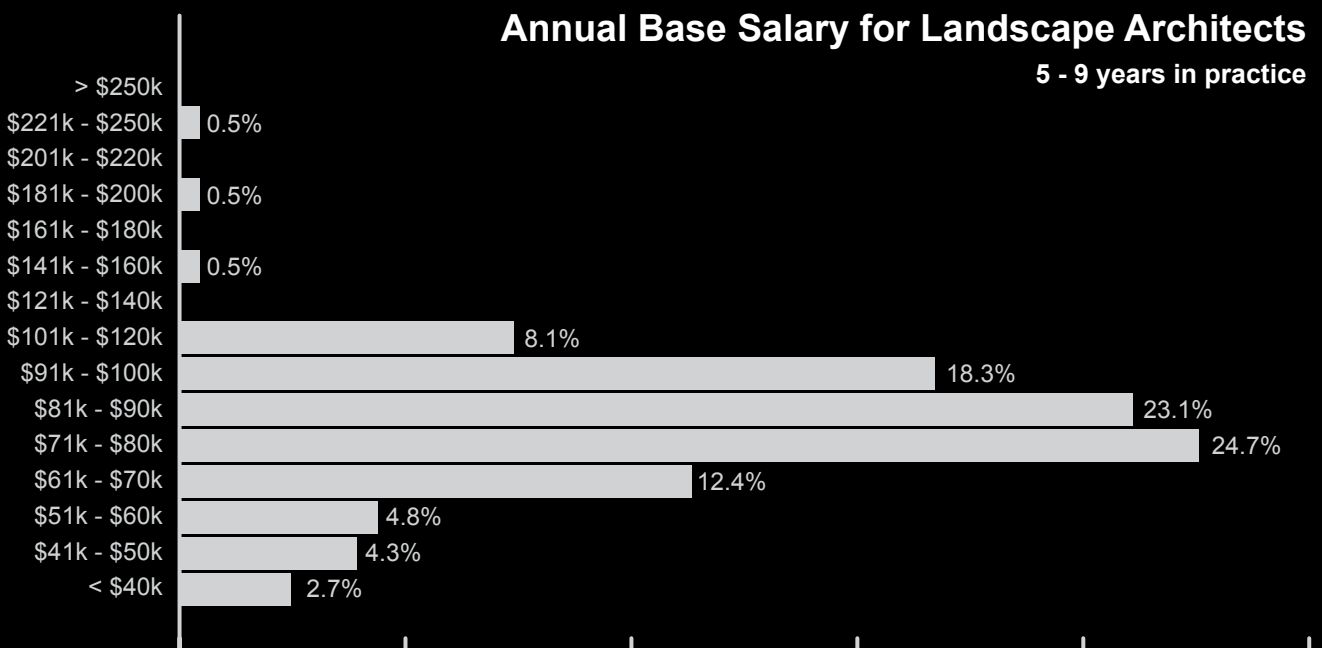
## 10-14 years in practice

20% or 179 of respondents indicated they had 10-14 years in practice as a landscape architect. There is an **estimated average salary of \$96,173** for Landscape Architects with 10 - 14 years in practice.



## 5-9 years in practice

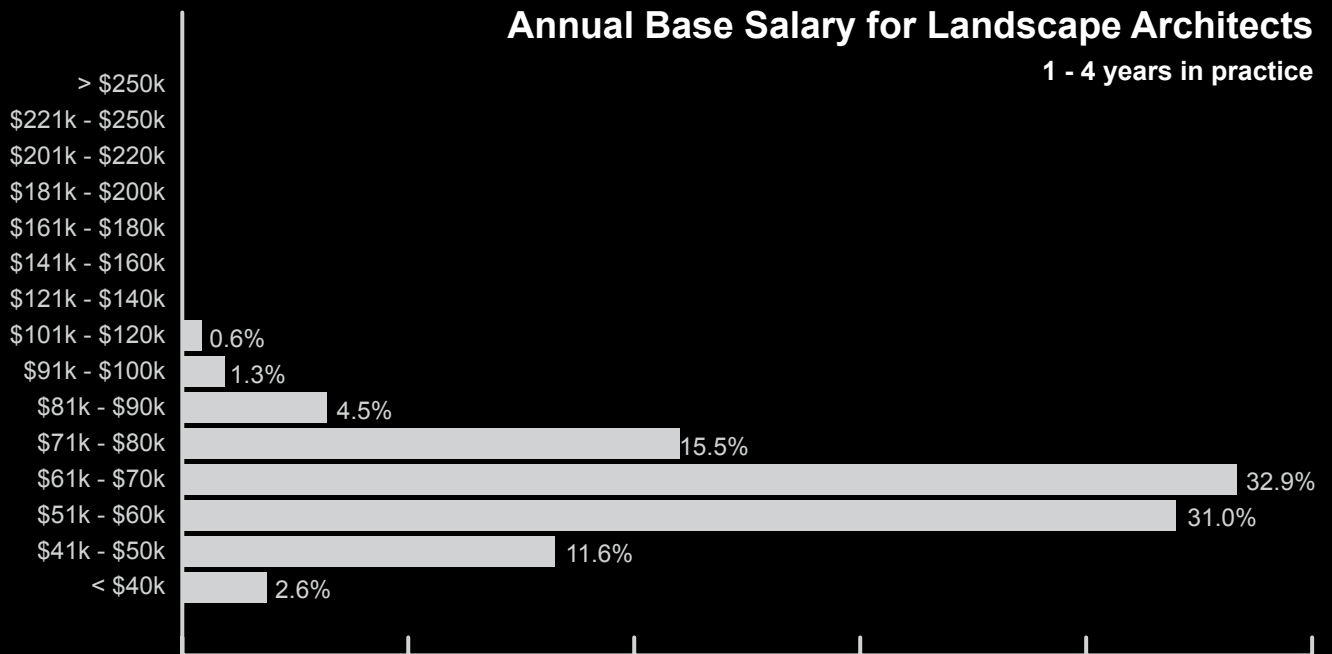
21% or 186 of respondents indicated they had 5-9 years in practice as a landscape architect. There is an **estimated average salary of \$81,102** for Landscape Architects with 5 – 9 years in practice.



## 1-4 years in practice

18% of respondents indicated they had 1-4 years in practice as a landscape architect.

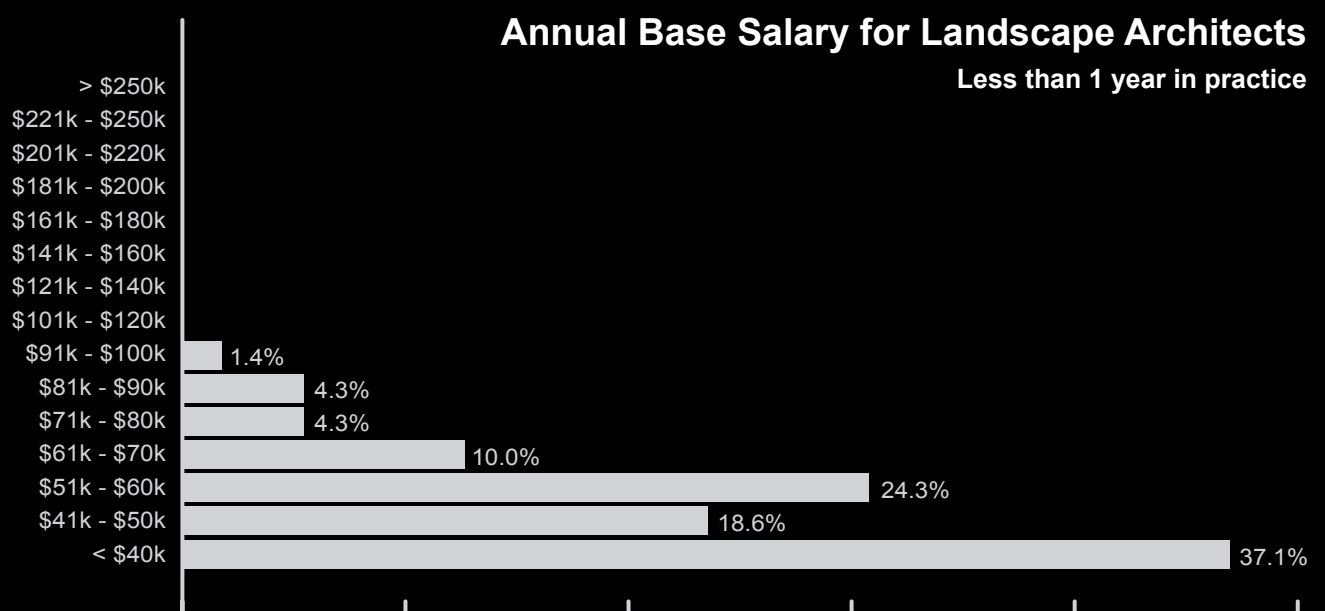
There is an **estimated average salary of \$62,065** for Landscape Architects with 1 – 4 years in practice.



## Less than 1 year in practice

18% of respondents indicated they had less than 1 year of practice as a landscape architect.

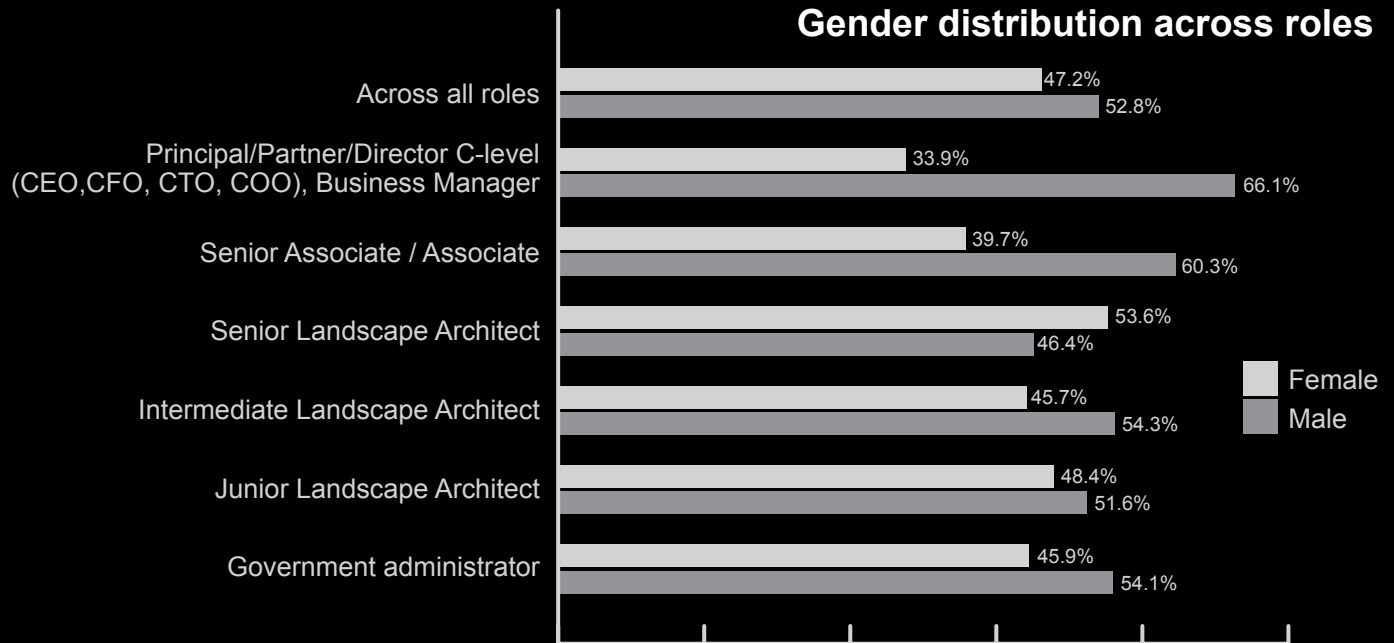
There is an **estimated average salary of \$51,286** for Landscape Architects with less than one year in practice.



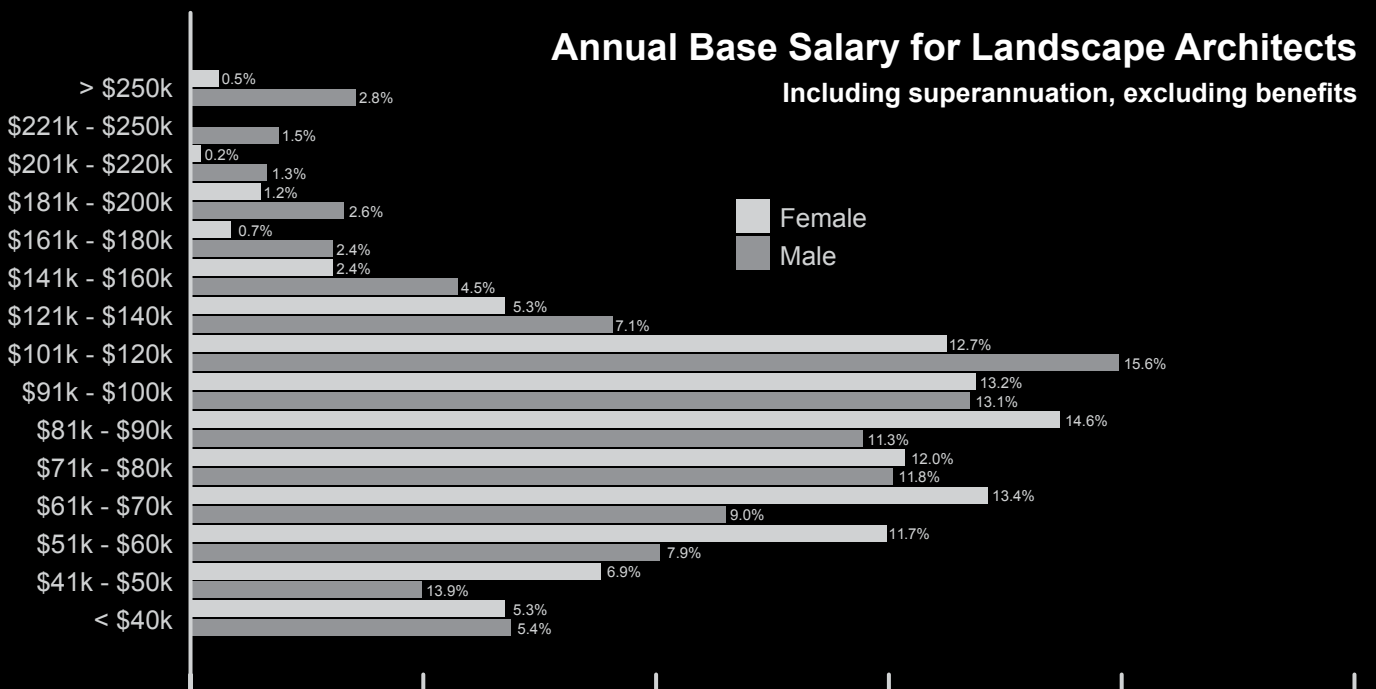
# Salary vs gender

## Gender distribution

Generally there are more males than females in all roles except the role of Senior Landscape Architect.



The below graph compares all male and female annual base salaries. For example in the salary range \$101k-\$120k we find 12.7% of the females that responded to the survey and 15.6% of the males. This trend is seen to continue in all salary ranges above \$100k and is generally reversed in salary ranges below \$100k.

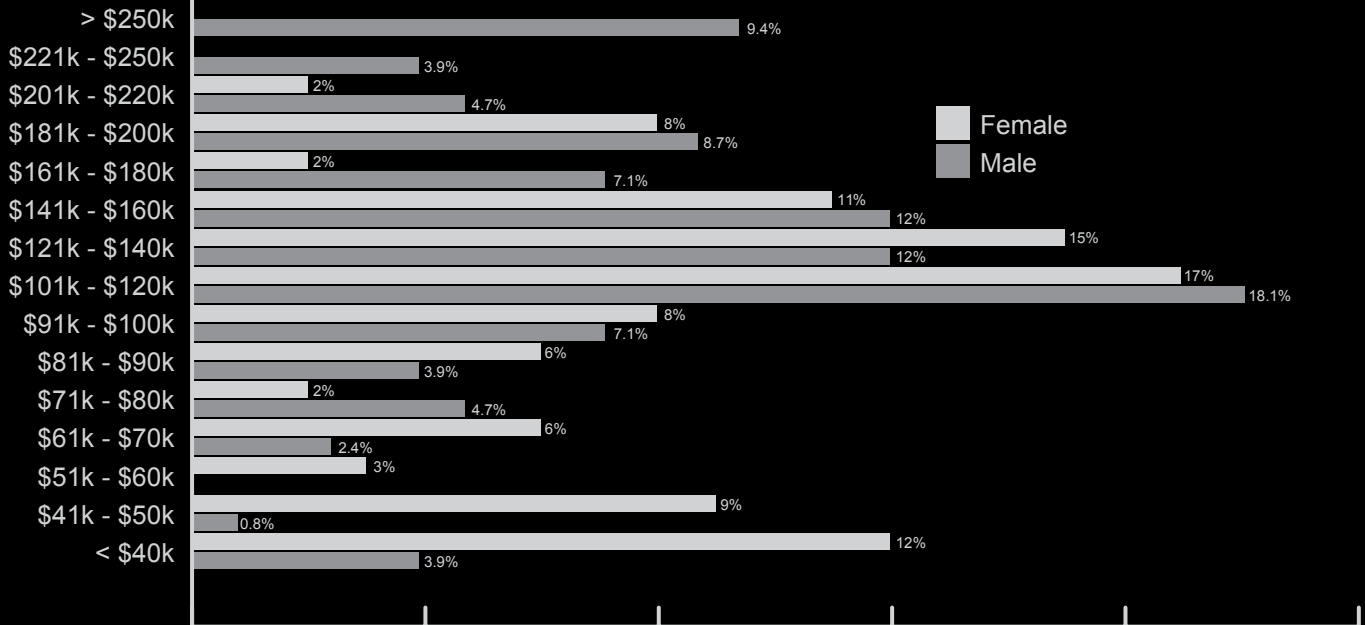


The following 6 graphs map male and female salaries against their roles.

## Principal/Partner/Director C-level (CEO, CFO, CTO, COO), Business Manager Roles

In all the salary ranges above \$140k males make up the higher proportion of respondents. In salary ranges under \$140k (except range \$71k - \$80k) females make up the higher proportion of respondents.

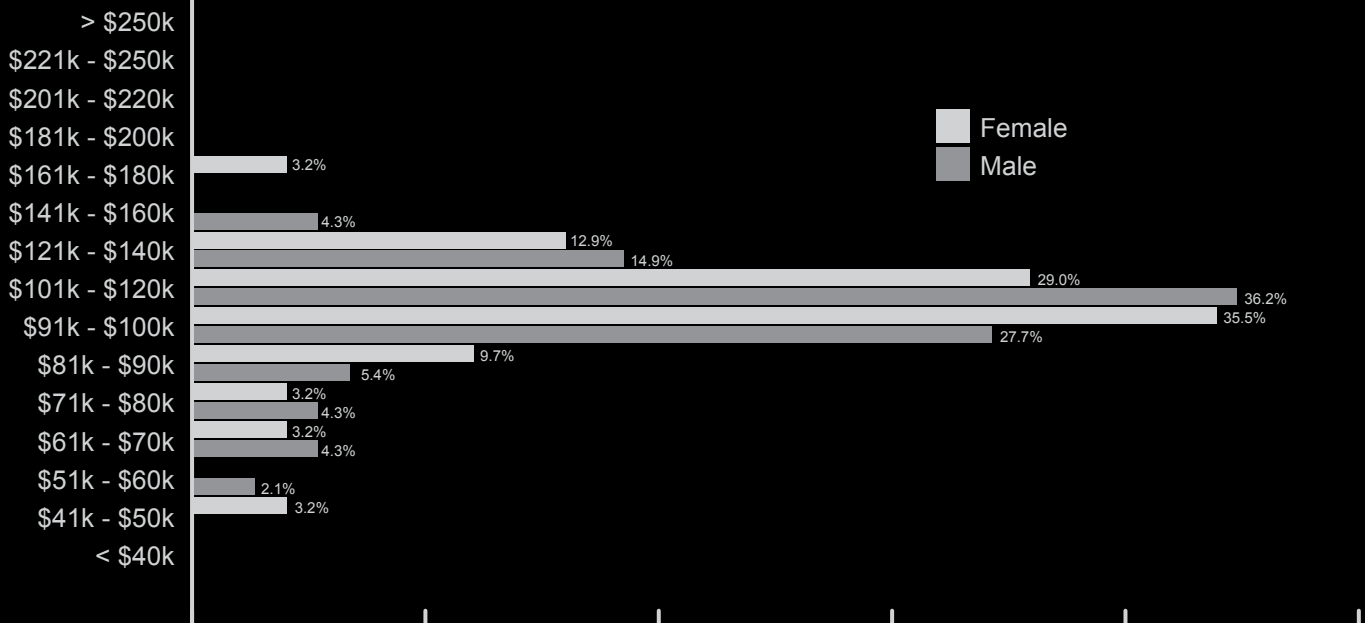
### Principal/Partner/Director C-level (CEO, CFO, CTO, COO), Business Manager



## Senior Associate / Associate

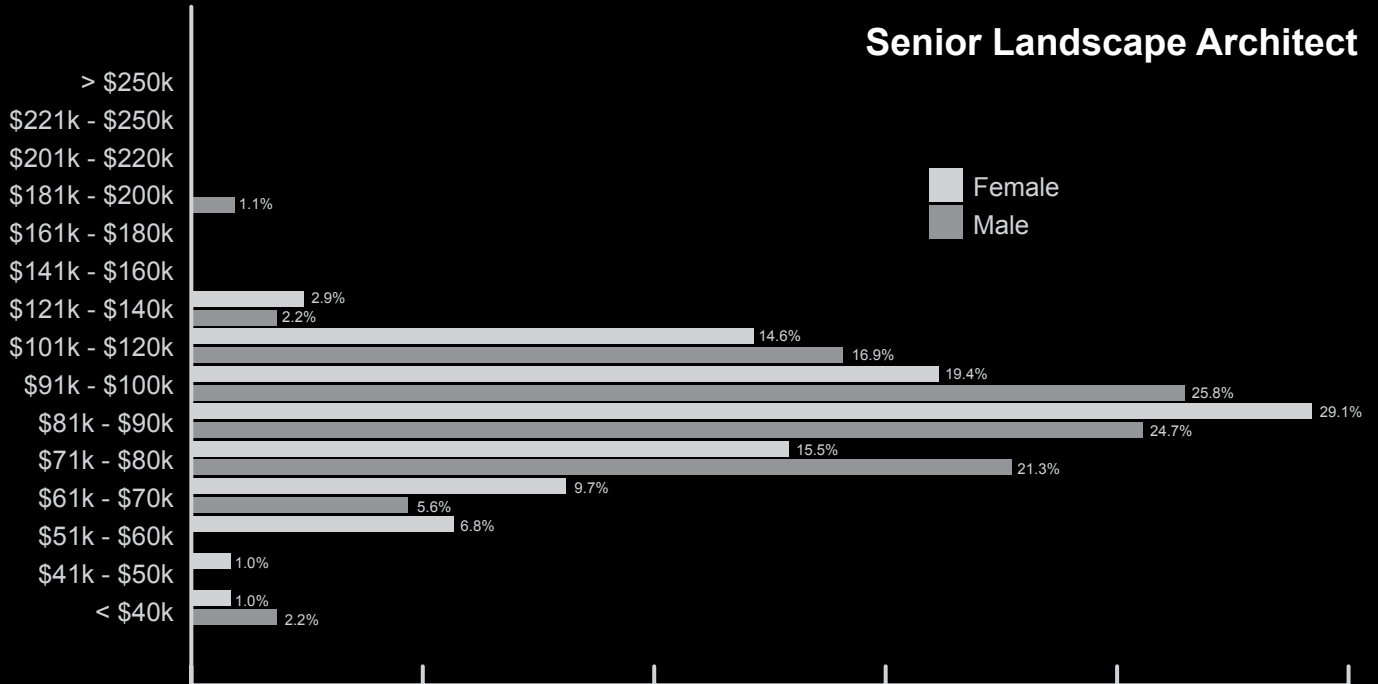
In the salary range of \$101k-\$120k males make up the higher proportion of respondents, where as in the salary range of \$91k - \$100k females make up the higher proportion of respondents.

### Senior Associate / Associate



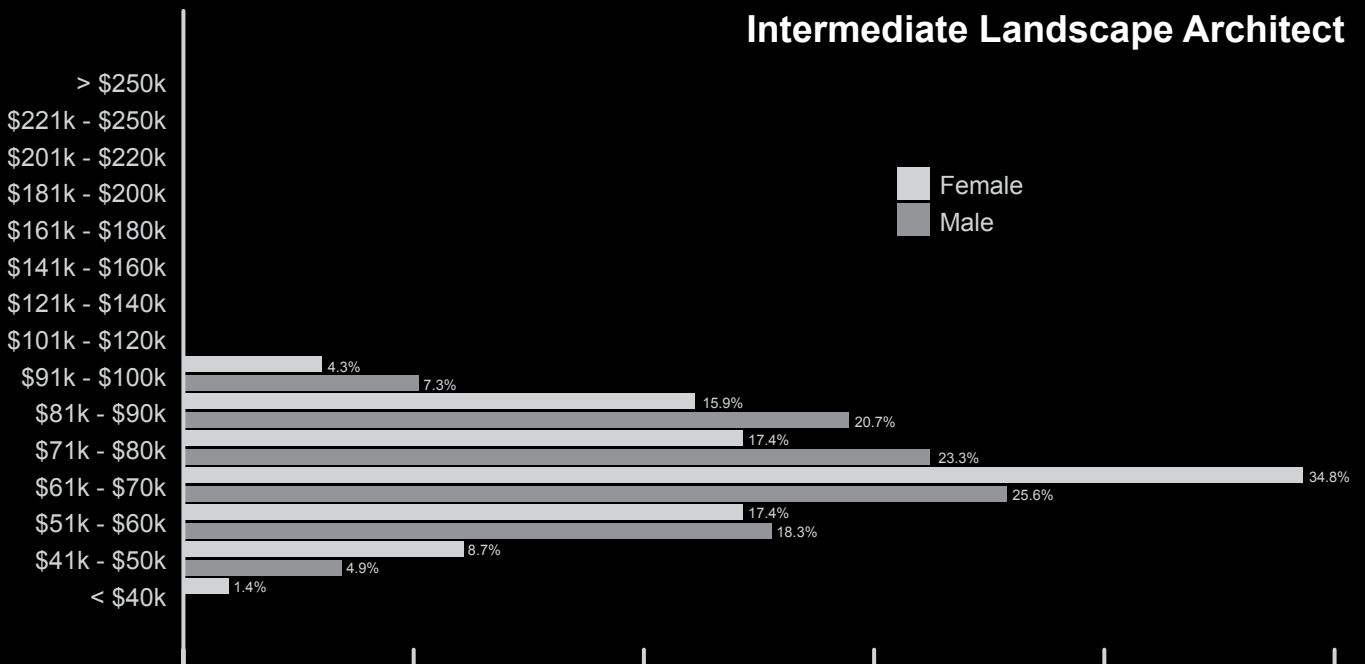
## Senior Landscape Architect

In the salary range of \$91k-\$100k males make up the higher proportion of respondents, where as in the salary range of \$81k - \$90k females make up the higher proportion of respondents.



## Intermediate Landscape Architect

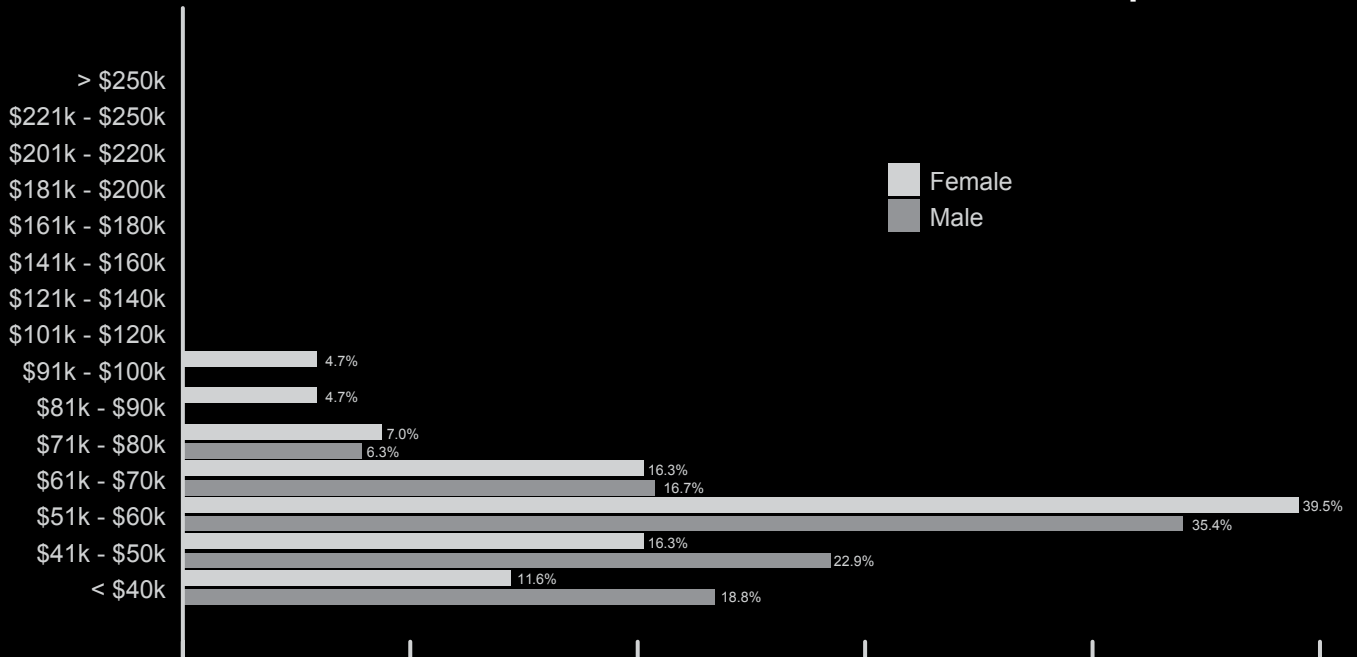
In the salary range of \$71k-\$80k males make up the higher proportion of respondents, where as in the salary range of \$61k - \$70k females make up the higher proportion of respondents.



## Junior Landscape Architect

In the salary range of \$51k-\$60k females make up the higher proportion of respondents, where as in the salary range of \$41k - \$50k males make up the higher proportion of respondents.

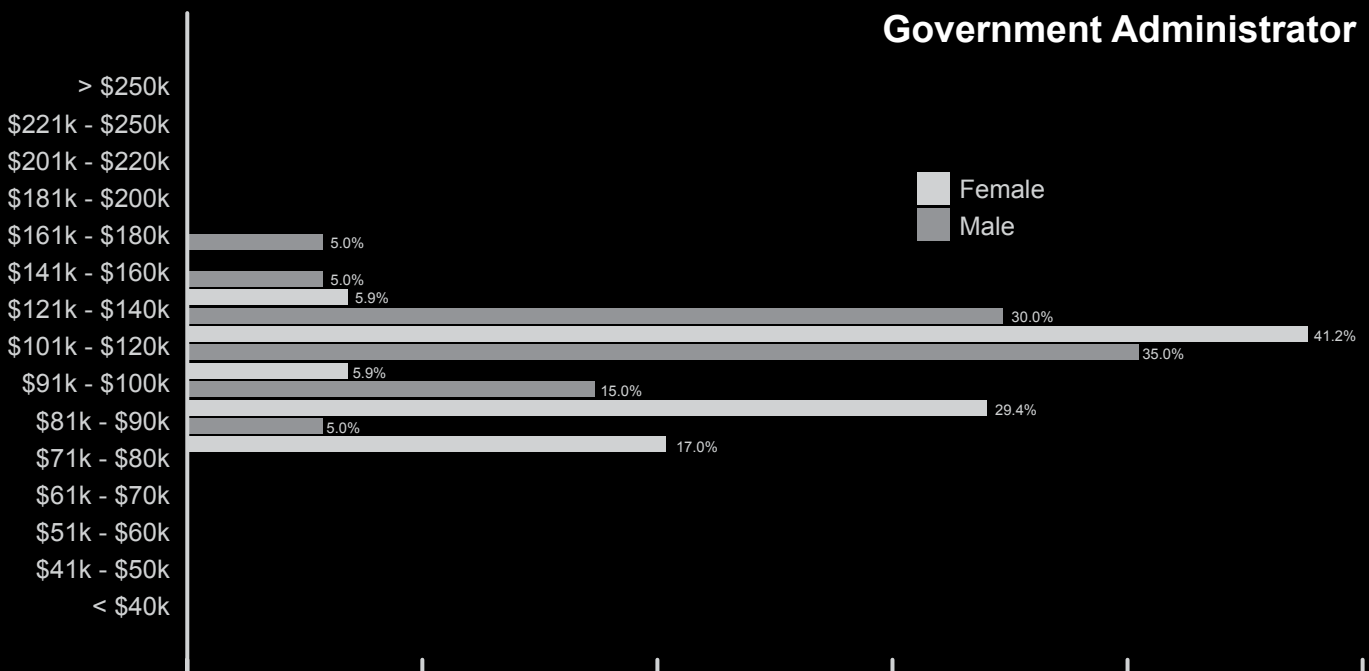
## Junior Landscape Architect



## Government Administrator

In the salary range of \$121k-\$140k and \$91k-\$100k males make up the higher proportion of respondents, where as in the salary range of \$101k - \$120k and \$81k-\$90k females make up the higher proportion of respondents.

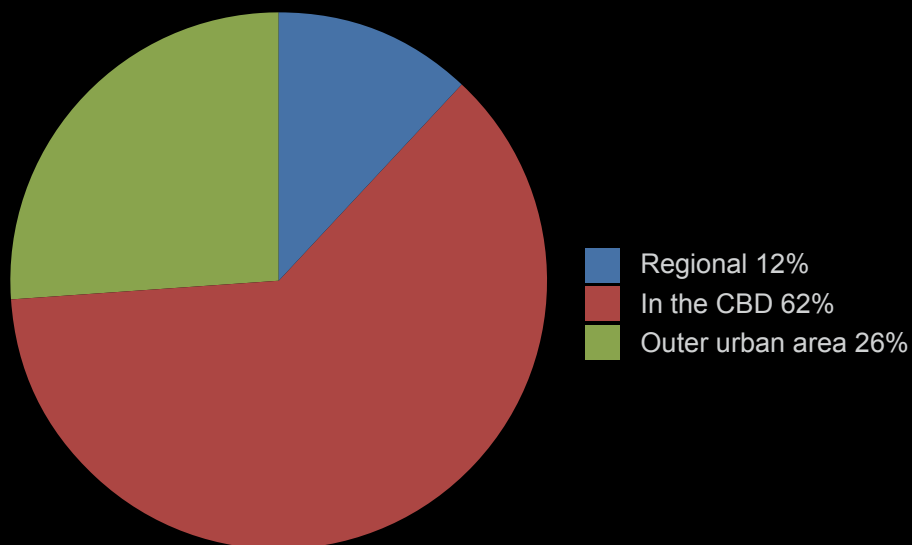
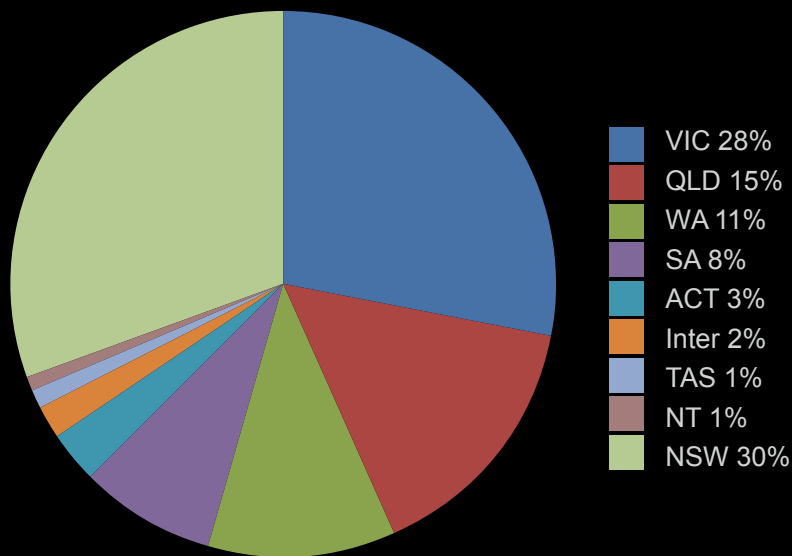
## Government Administrator



The following data outlines key information relating to the location of practices, the type of practices, employment conditions, and qualifications of landscape architects.

# Location vs salary

A large majority of respondents are based in NSW and Victoria, and large majority of practices are based in the CBD.



Below is a summary of the average salary for each state or territory. Some squares have been left blank due to lack of, or limited data. A small number of respondents for NT and Tasmania results in data with limited meaning

## 2017 average salary for each state

Years in practice	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	O/S	ALL
Less than 1 year	\$47,222	\$47,222		\$57,727	\$43,043		\$53,542	\$57,500		\$51,286
1-4 years	\$63,091	\$63,091		\$61,875	\$62,667		\$58,333	\$68,529	\$47,500	\$62,065
5-9 years	\$63,333	\$86,900		\$77,400	\$74,667	\$70,000	\$79,825	\$81,034	\$132,500	\$81,102
10-14 years	\$75,625	\$99,022		\$94,324	\$93,381		\$93,333	\$86,329	\$102,500	\$96,173
15-19 years	\$130,000	\$110,161		\$94,773	\$113,454	\$98,223	\$107,614	\$91,021	\$121,044	\$111,577
Over 20 years	\$145,000	\$129,692		\$108,269	\$120,000	\$91,667	\$132,429	\$135,625	\$156,818	\$127,360

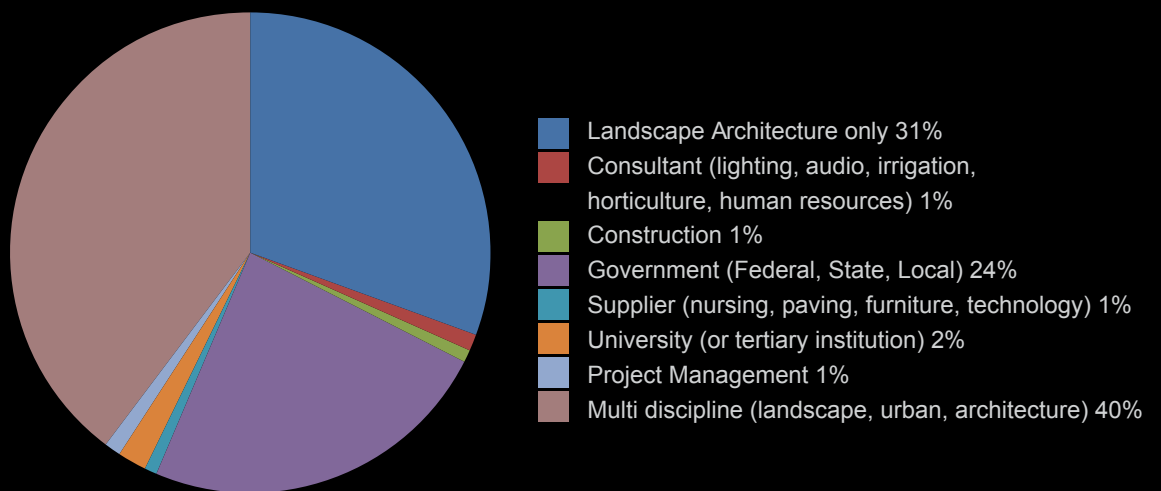
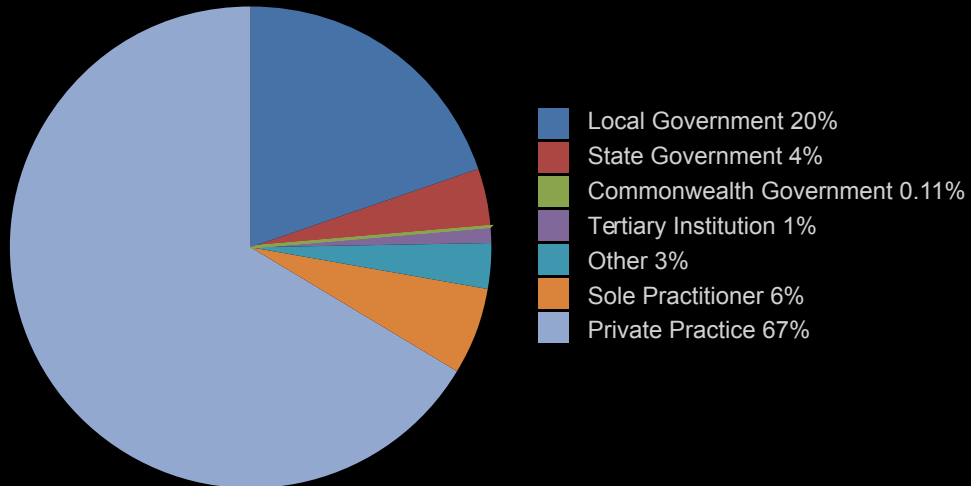
It is interesting to compare this data with the data gathered from the 2015 AILA survey.

## 2015 average salary for each state

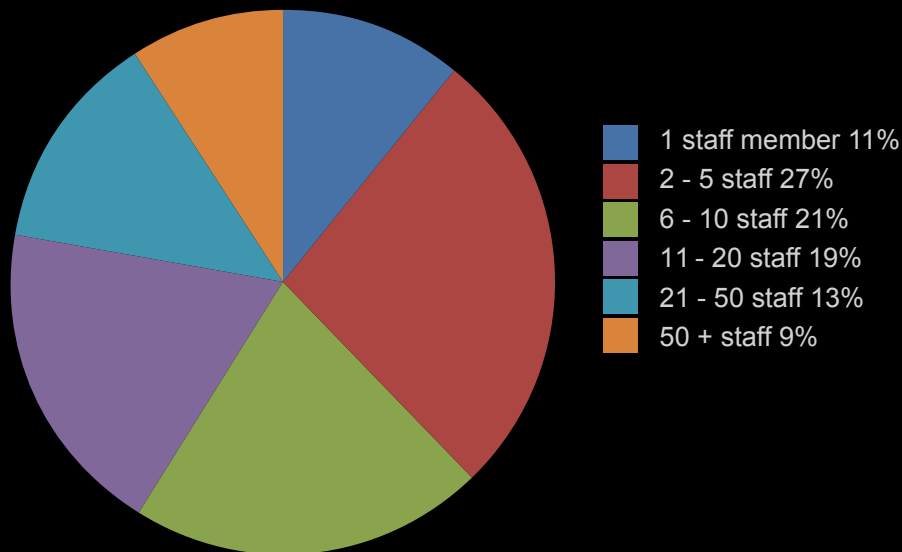
Years in practice	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	O/S
Less than 1 year	\$85,500	\$57,500		\$42,250	\$54,125		\$54,889	\$50,500	\$45,500
1-4 years		\$59,793		\$71,450	\$59,500		\$56,204	\$59,800	\$75,500
5-9 years	\$75,500	\$78,844		\$67,023	\$69,692	\$68,000	\$80,704	\$79,200	\$108,000
10-14 years	\$75,500	\$91,088		\$89,310	\$114,250	\$85,500	\$84,607	\$103,278	\$95,500
15-19 years\$		110,500		\$111,024	\$118,600	\$62,750	\$101,725	\$99,125	\$150,500
Over 20 years	\$183,667	\$134,524	\$88,000	\$114,926	\$110,500	\$110,500	\$139,107	\$115,250	\$250,000



# Type of practice

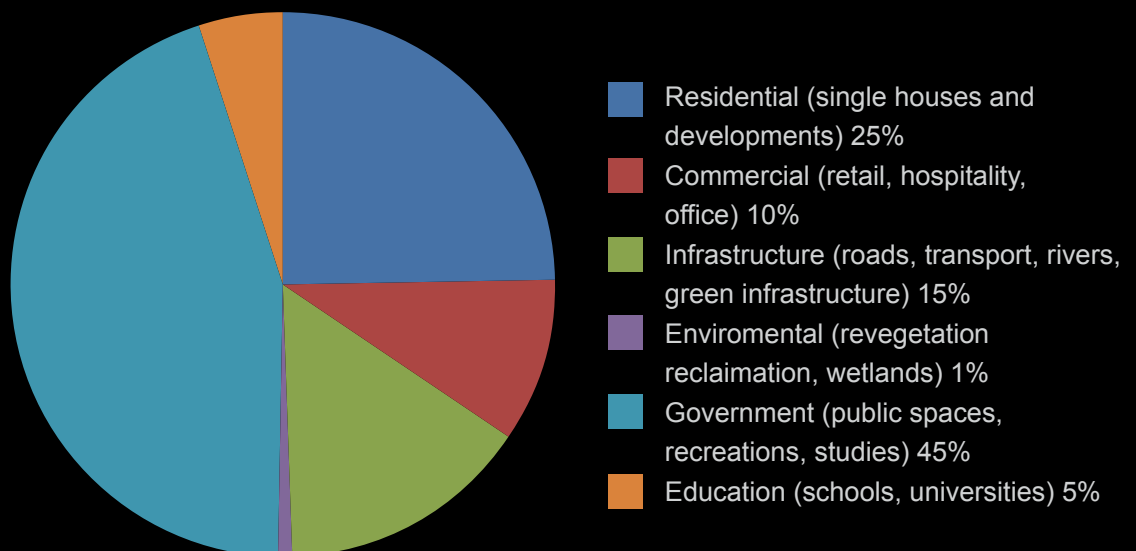


## Number of landscape architects employed in your organisation



## What is your firm's biggest sector?

Respondents were asked to outline their firm's biggest sector of work. With 45% of respondents indicating "government (public spaces, recreations, studies)" was the most common area of work.

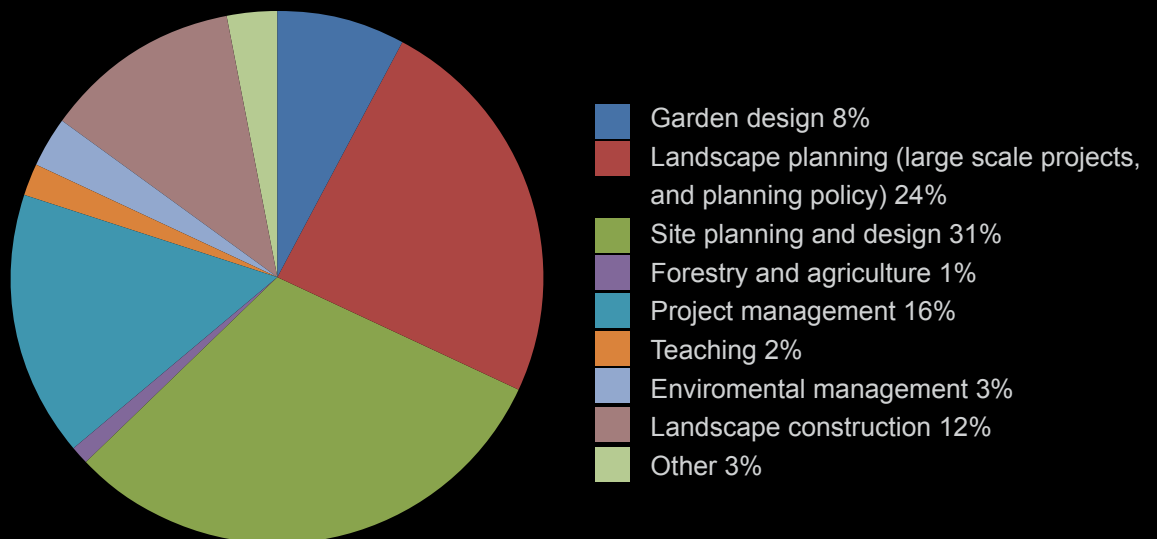


## How Landscape Architects spend their time

Respondents were asked to estimate the percentage of time spent on the below 8 areas of practice. The total value they provided was to equal 100.

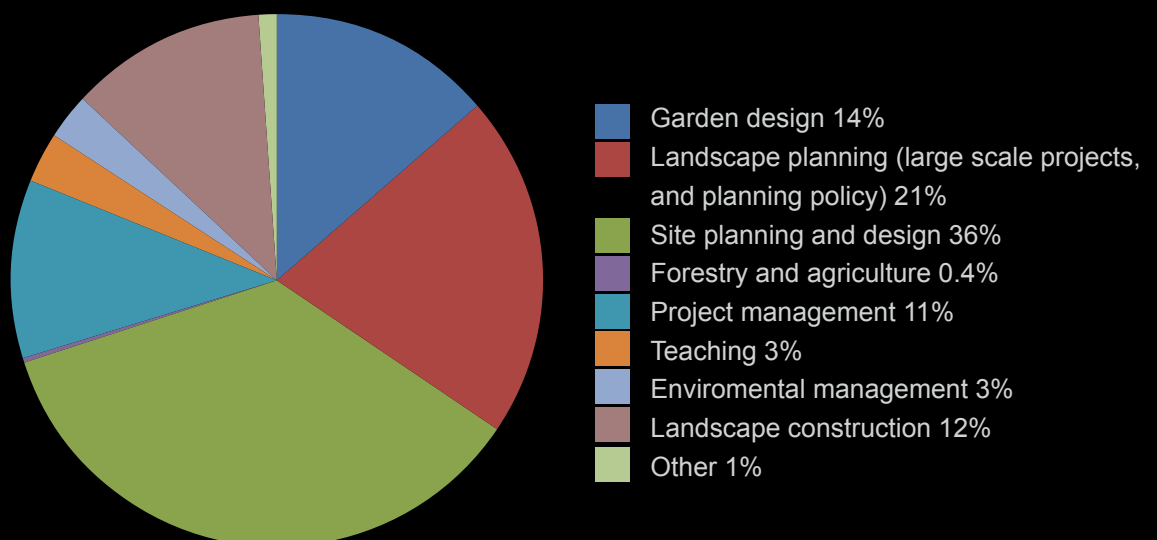
The below pie chart outlines the average of how all respondents spend their time. At an average of 31%, the highest proportion of time was spent on site planning and design.

### Average across all respondents

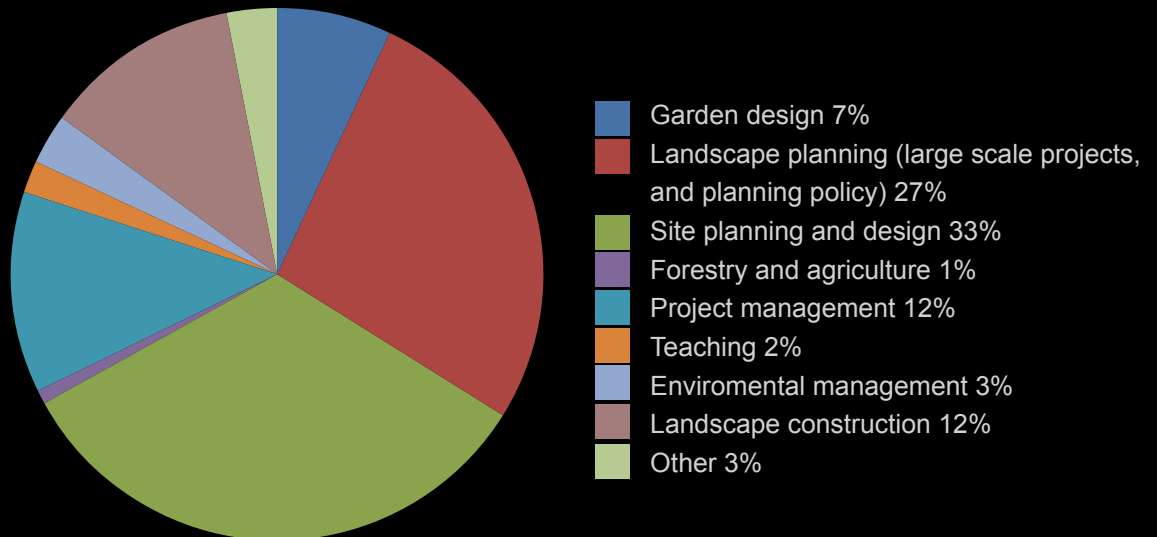


The pie charts that follow look at how these averages vary depending on the type of practice.

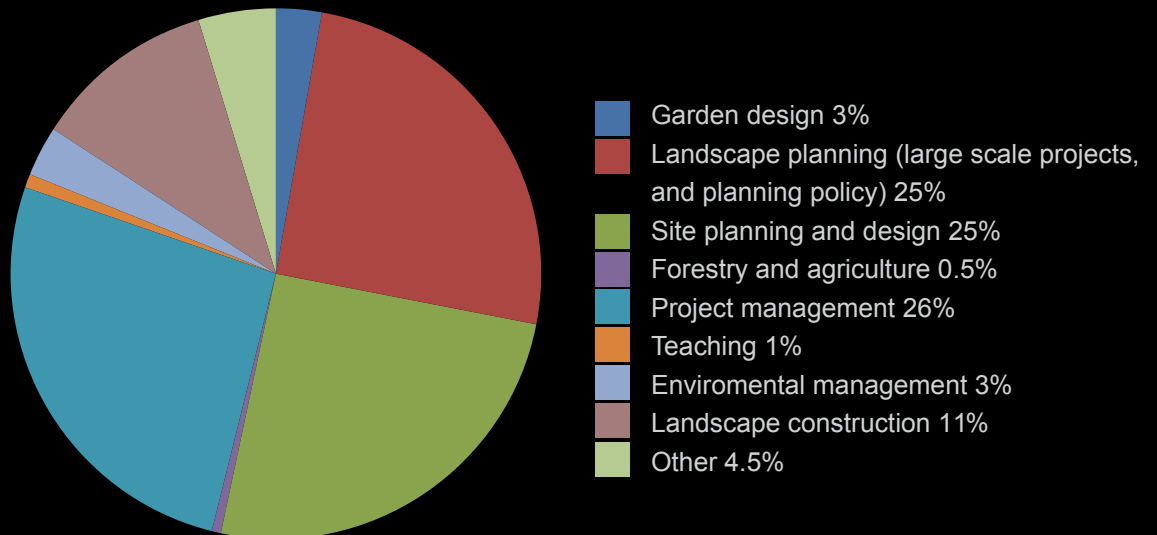
### Average across Landscape Architecture only practices



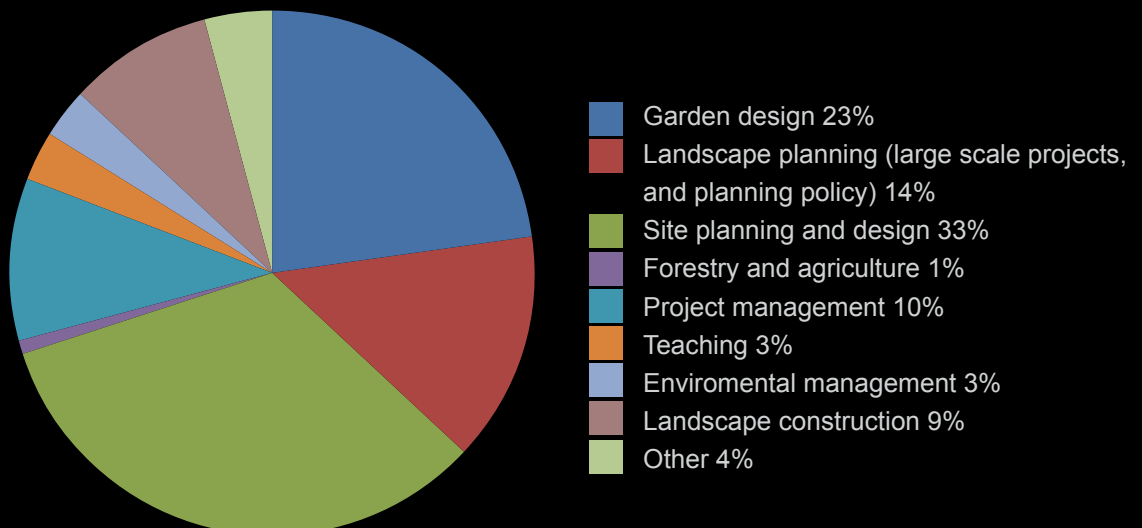
## Average across Multi-discipline (eg landscape, urban, architecture) practices



## Average across those who work for Government (Federal, State, Local)



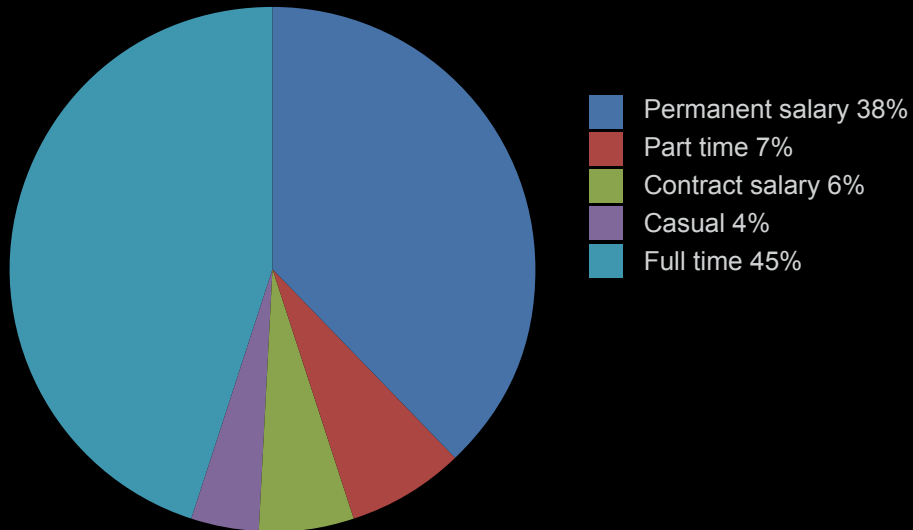
## Average across Sole Practitioners



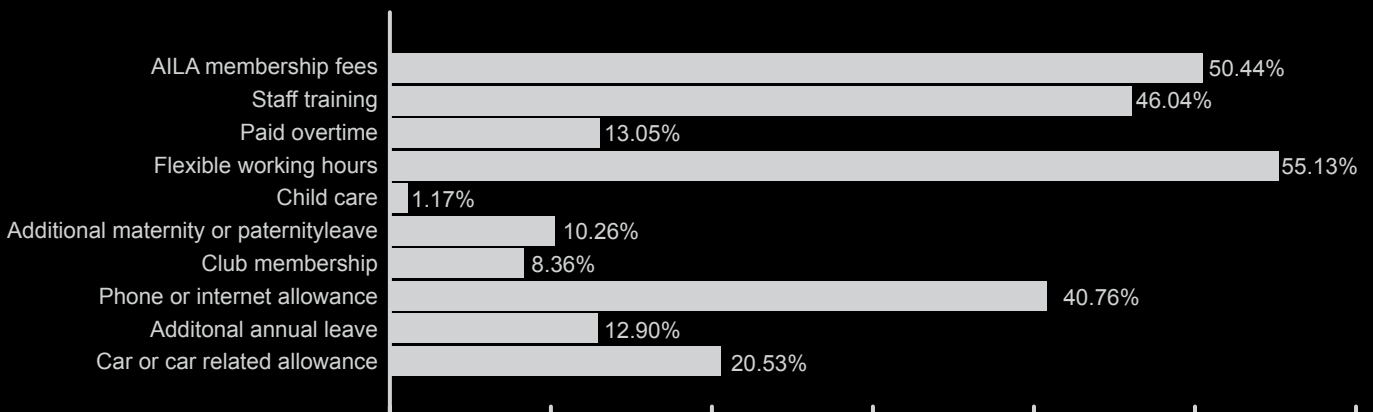
# Employment

## Employment status

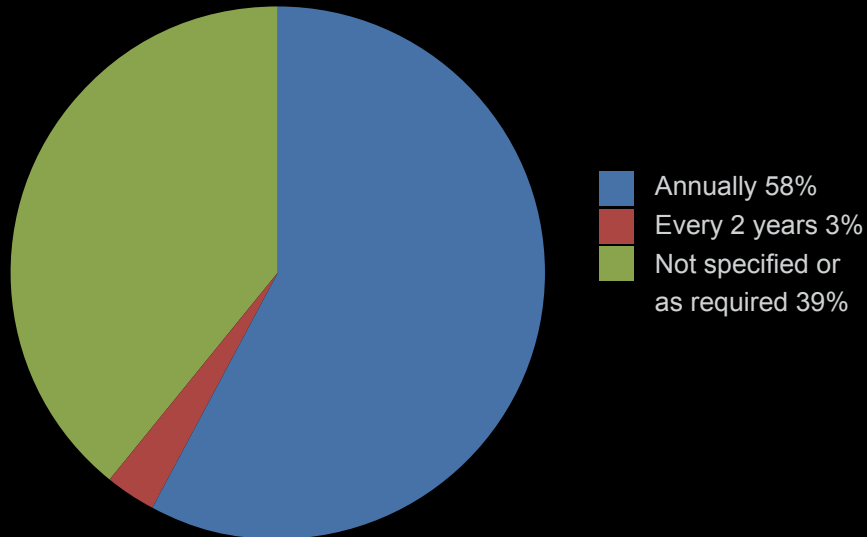
72% of those on a part time salary were female.



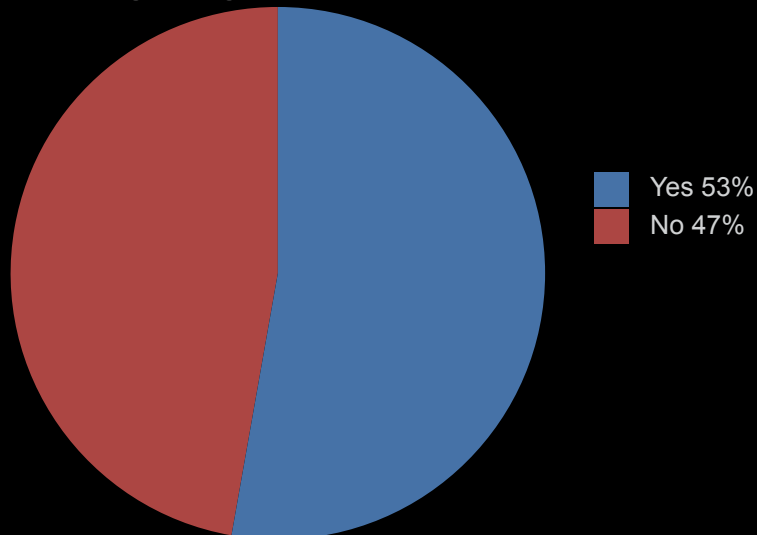
## Additional benefits on top of base salary



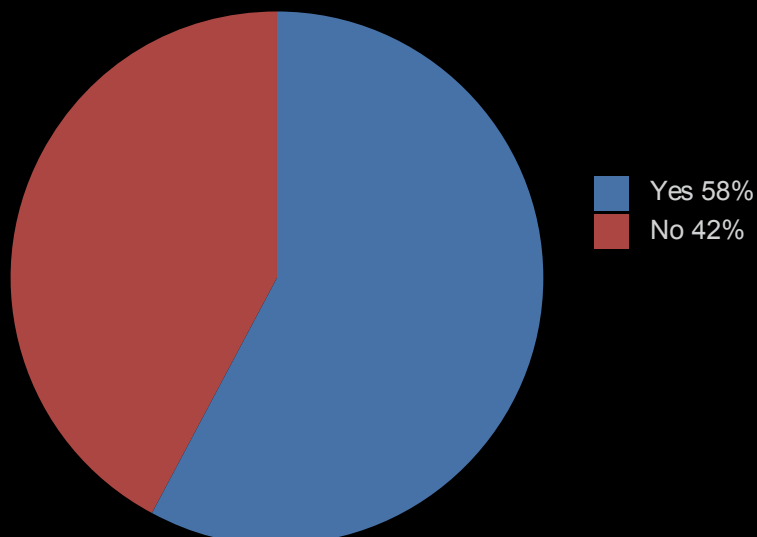
## How often salary is reviewed by management



## Do organisations administer a professional staff training program

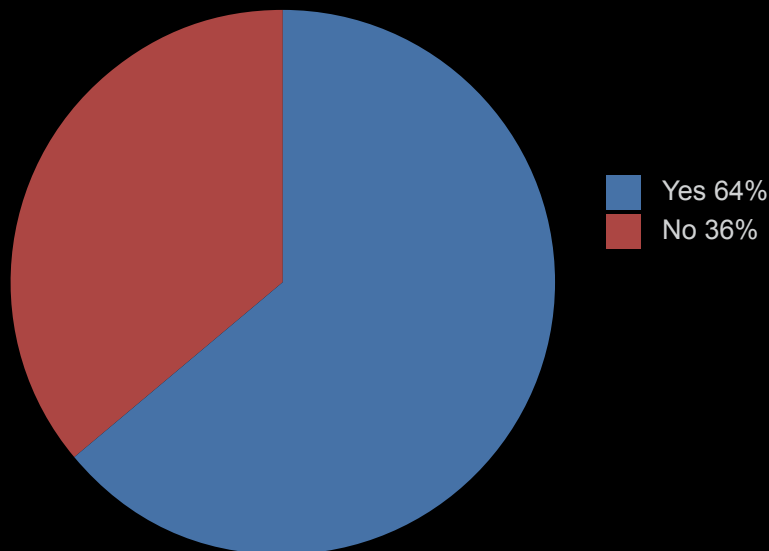


## Do organisations administer a program for continuing professional development

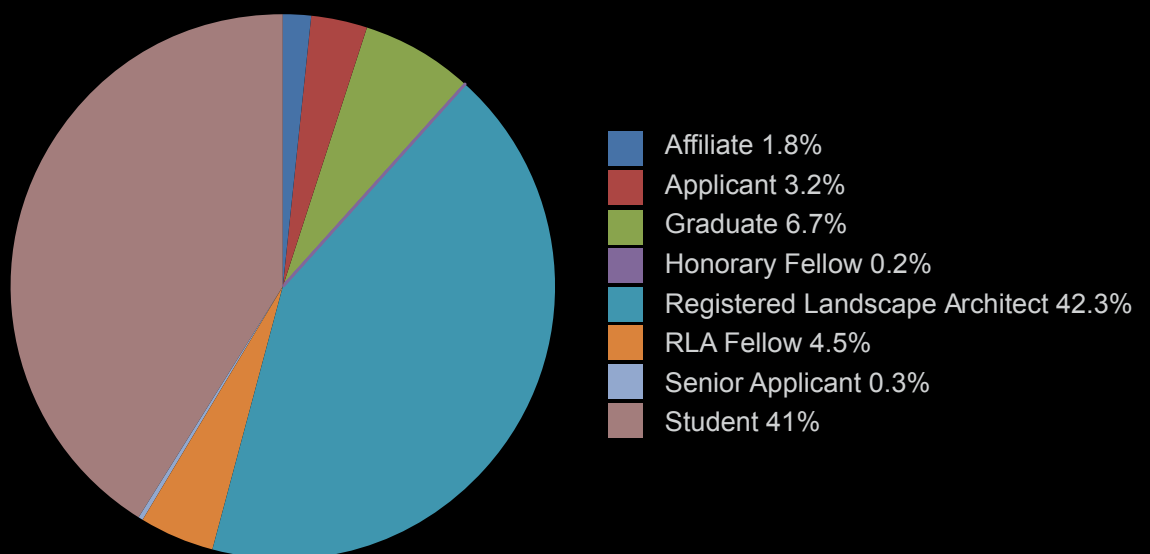


# Qualifications and experience

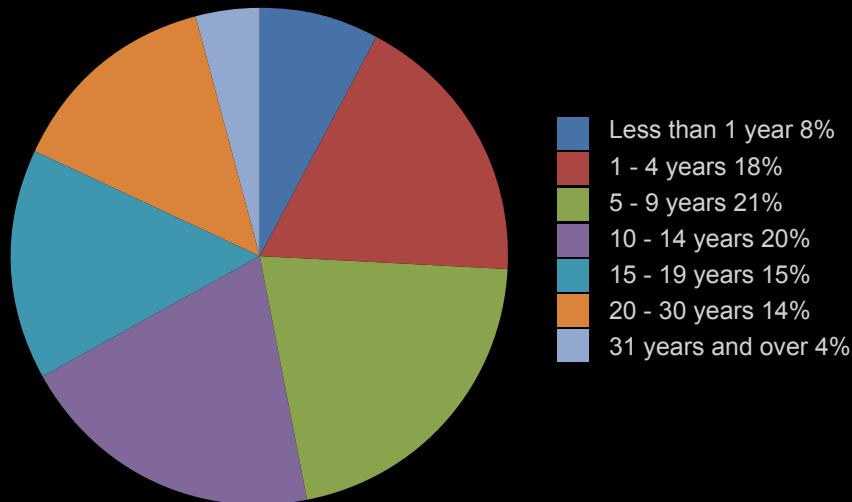
Proportion of respondents who are registered landscape architects in Australia



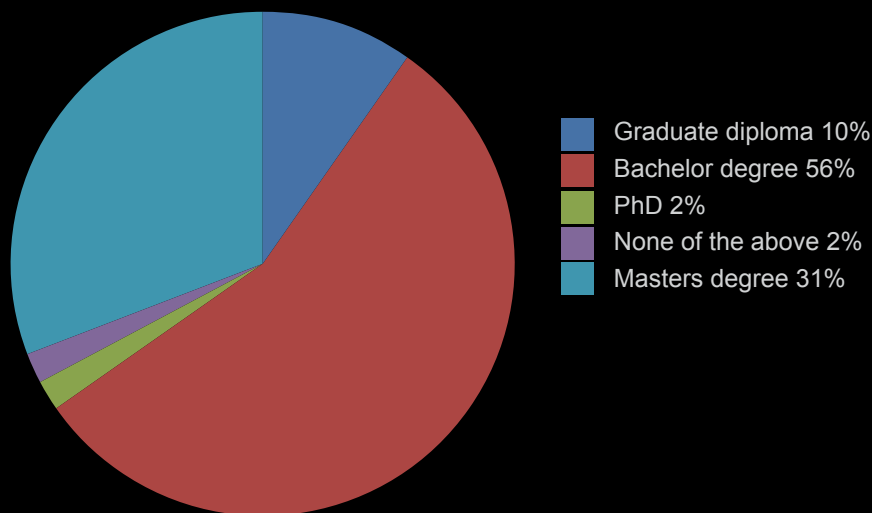
It is interesting to consider this against the entire AILA membership as summarised in the below graph. 42.3% of our members are a Registered Landscape Architect.



## Number of years of practice as a landscape architect (since graduation)



## Highest level of education qualification



## Number of people reporting directly the respondent

