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National recovery: Our members' skills are core to delivering a sustainable, green and digital recovery across all aspects of our society and realising the ambition of Project Ireland 2040.

The Big Challenge – sustainability: Engineers Ireland, collaborating with others, is a definitive voice on sustainable engineering solutions. Our members are encouraged to keep sustainability at the heart of their roles.

Engineering a Digital Future, Now: Engineers Ireland is a go-to organisation in ensuring the future workforce has the necessary digitalisation skills to succeed.

Standards protect Society: Engineers Ireland is passionate about ensuring that the quality of standards that impact our lives, is first class. We actively encourage members' participation in the continuous maintenance, development, and implementation of these standards

Introduction

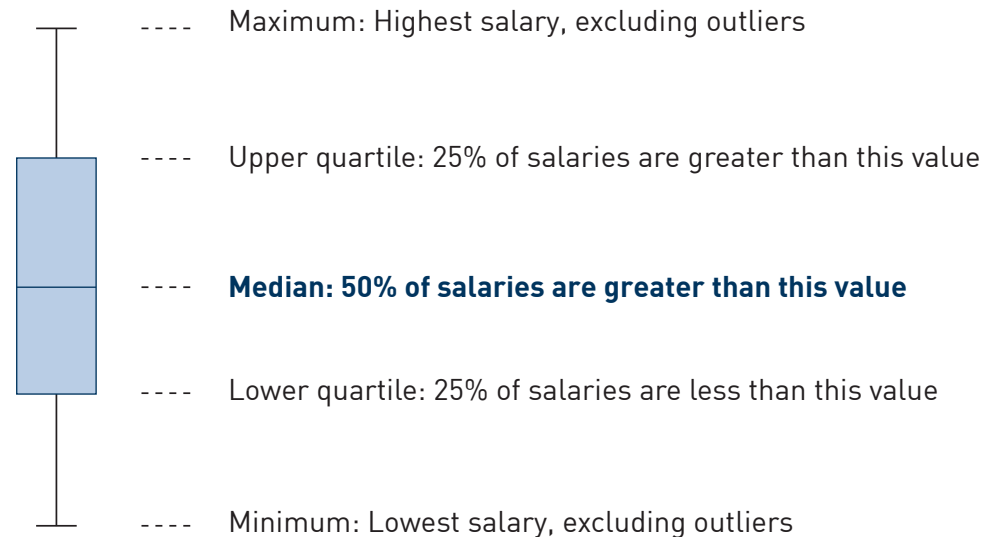
The Engineers Ireland Salary Survey 2023 presents up-to-date information on the salary levels and employment benefits received by engineers employed in Ireland. The data should assist engineering professionals and their employers in arriving at equitable decisions in relation to remuneration packages.

The information contained in this report was collected through an online survey which received 1,916 responses (after data cleaning) from Engineers Ireland members in January-February 2023. The last Engineers Ireland Salary Survey was conducted using the same method during the same period in 2022.

In the sections which follow, tables of median salaries are shown for the various engineering career stages and sectors. The median is the number in the middle when a list of numbers is sorted from lowest to highest: half of all engineers earn more than the median salary, half of all engineers earn less than the median salary.

The sample sizes on which these medians are based are shown in the Appendix. To ensure accuracy, no median salaries were calculated for categories with very low numbers of survey responses. In each section of the report, boxplots are used to illustrate salary distributions.

A boxplot can be interpreted as follows



Experience is the strongest predictor of salary, therefore, the number of years of experience is used to disaggregate salaries in the tables which follow. This number of years' experience is based on the number of years since graduation with the primary engineering qualification.

Engineers Ireland awards registered professional titles such as 'Chartered Engineer' and 'Fellow', recognising the competence, continuing professional development and leadership of our members.

As well as general trends in salaries and employment benefits, the concluding section of the report reflects on the additional remuneration received by engineers who achieve these titles.

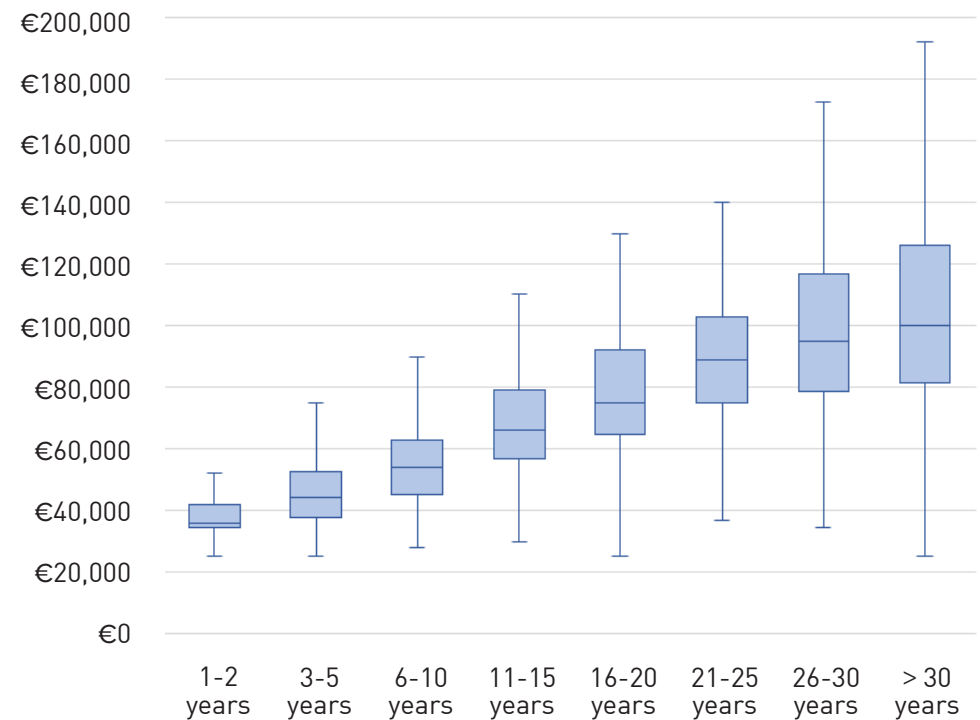
Experience

€36,000

Median salary, Engineer
with 1-2 years' experience



Experience	Lower quartile	Median	Upper quartile
1-2 years	€34,500	€36,000	€41,844
3-5 years	€37,769	€44,000	€52,571
6-10 years	€45,000	€54,000	€63,000
11-15 years	€57,000	€66,125	€79,142
16-20 years	€64,779	€75,000	€92,000
21-25 years	€75,000	€89,000	€102,775
26-30 years	€79,240	€95,000	€116,500
→30 years	€81,648	€100,000	€125,800



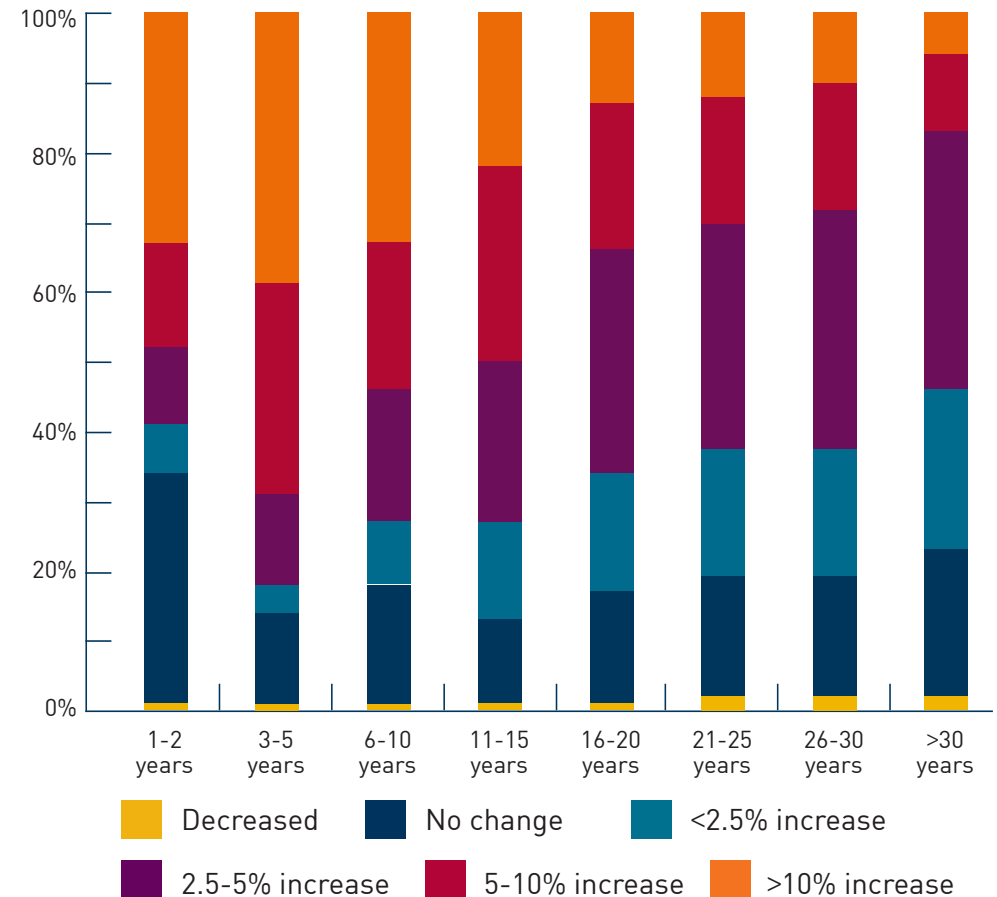
Salary change in the past year

70%

Engineers with 3-5 years' experience received a pay increase of more than 5% in the past year



Experience	Decrease	No change	< 2.5% increase	2.5-5% increase	5-10% increase	>10% increase
1-2 years	1%	33%	7%	11%	15%	33%
3-5 years	1%	13%	4%	13%	30%	41%
6-10 years	1%	17%	9%	19%	21%	33%
11-15 years	1%	12%	14%	23%	28%	22%
16-20 years	1%	16%	17%	32%	21%	13%
21-25 years	2%	17%	18%	32%	18%	12%
26-30 years	2%	17%	18%	34%	18%	10%
>30 years	2%	21%	23%	37%	11%	6%



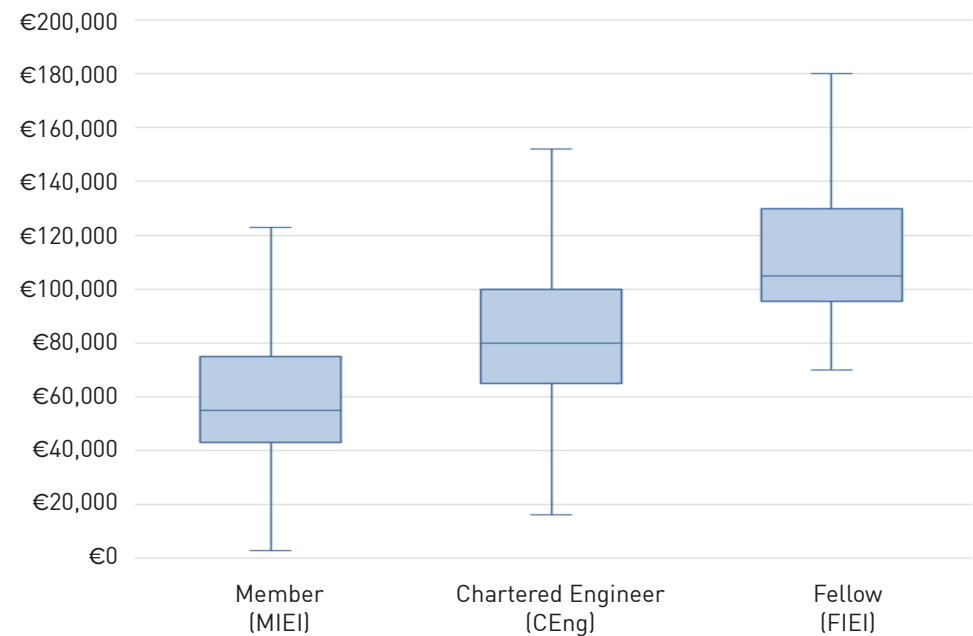
Professional title

€80,000

Median salary, Chartered Engineer
with 16-20 years' experience

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Experience	Member (MIEI)	Chartered Engineer (CEng)	Fellow (FIEI)
1-2 years	€36,000	-	-
3-5 years	€44,000	-	-
6-10 years	€52,250	€59,000	-
11-15 years	€63,250	€68,638	-
16-20 years	€71,100	€80,000	-
21-25 years	€80,000	€90,000	€100,000
26-30 years	€95,000	€95,000	€101,000
>30 years	€102,000	€100,000	€113,730



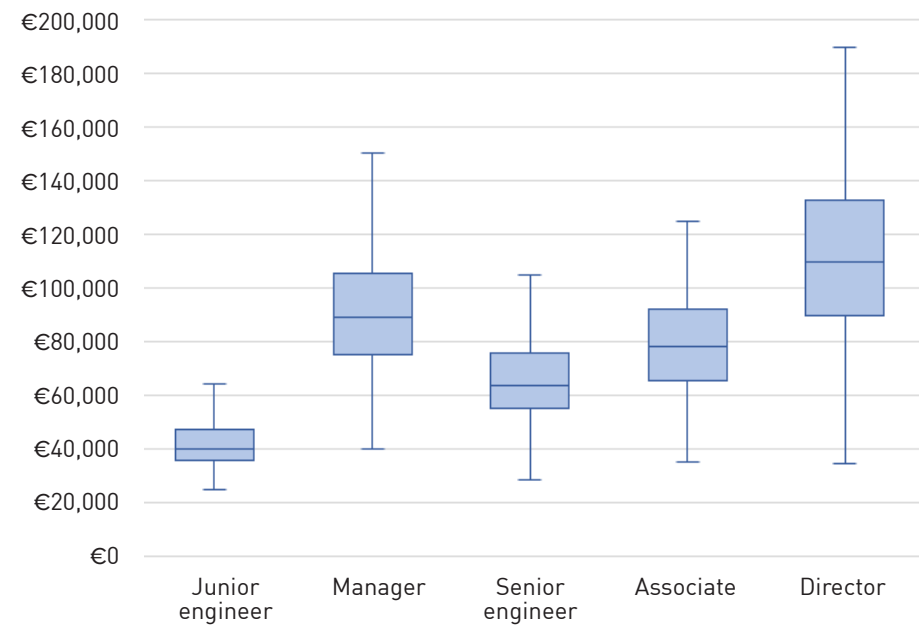
Position

€85,000

**Median salary, Manager with
16-20 years' experience**



Experience	Junior engineer	Senior engineer	Manager	Associate	Director
1-2 years	€36,000	-	-	-	-
3-5 years	€40,000	-	-	-	-
6-10 years	€44,000	€57,200	€70,500	-	-
11-15 years	-	€62,500	€78,000	€71,500	-
16-20 years	-	€67,574	€85,000	€76,000	€110,000
21-25 years	-	€75,000	€92,000	€86,500	€112,500
26-30 years	-	€80,000	€95,000	€88,000	€120,000
>30 years	-	€83,000	€107,000	€110,000	€115,000



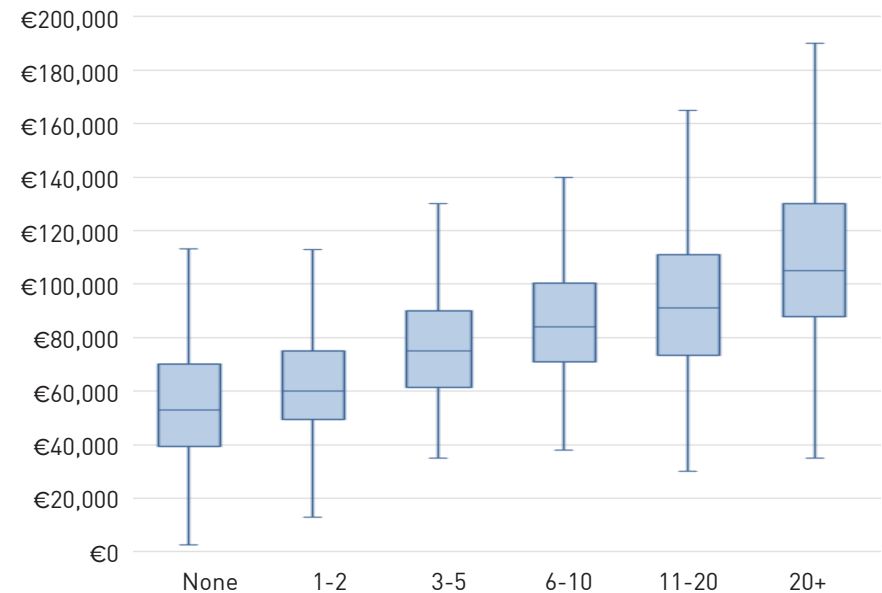
Number of staff supervised

€115,000

Median salary, Engineer with 30+ years' experience and supervising 20+ staff



Experience	None	1-2	3-5	6-10	11-20	20+
1-2 years	€36,000	-	-	-	-	-
3-5 years	€41,000	€43,500	-	-	-	-
6-10 years	€50,000	€54,000	€57,000	€62,500	-	-
11-15 years	€62,000	€62,700	€67,000	€75,000	€80,000	€80,000
16-20 years	€69,000	€72,500	€75,375	€80,000	€90,000	€90,000
21-25 years	€76,500	€83,000	€80,000	€89,750	€95,000	€100,000
26-30 years	€78,480	€77,000	€85,828	€95,500	€106,000	€116,000
>30 years	€76,000	€99,658	€98,000	€110,000	€106,000	€115,000

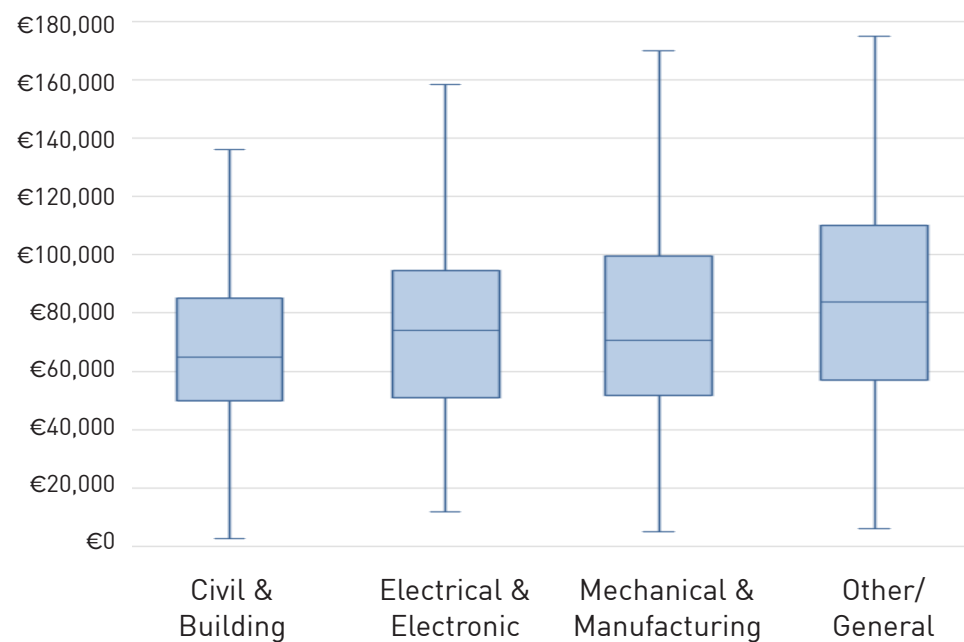


Discipline

€74,420

**Median salary, Mechanical engineer
with 11-15 years' experience**
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Experience	Civil & Building	Electrical & Electronic	Mechanical & Manufacturing	Other/ General
1-2 years	€36,000	€35,622	€38,000	€40,994
3-5 years	€42,750	€49,000	€45,250	€43,000
6-10 years	€52,000	€63,400	€57,100	€55,500
11-15 years	€65,000	€68,000	€74,420	€76,000
16-20 years	€74,000	€90,088	€85,000	€82,344
21-25 years	€85,000	€90,000	€90,000	€91,000
26-30 years	€93,450	€92,600	€106,000	€95,593
>30 years	€95,000	€110,000	€120,000	€115,000

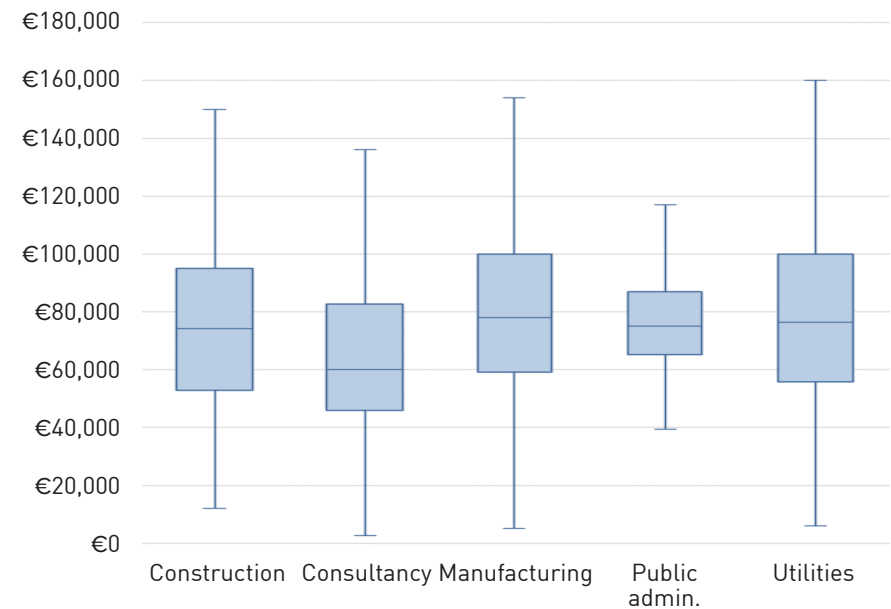


€40,150

Median salary, Engineer with 1-2 years' experience
and working in the Manufacturing sector



Experience	Construction	Consultancy	Manufacturing	Public admin.	Utilities
1-2 years	€38,250	€35,000	€40,150	-	-
3-5 years	€50,763	€41,125	€43,000	-	€49,766
6-10 years	€57,100	€50,000	€64,000	€58,750	€55,600
11-15 years	€71,000	€63,342	€70,034	€70,000	€70,000
16-20 years	€80,000	€74,000	€82,000	€71,200	€89,759
21-25 years	€95,000	€85,000	€90,500	€80,000	€111,740
26-30 years	€102,000	€90,000	€106,000	€87,000	€100,000
>30 years	€100,000	€100,000	€110,000	€96,366	€100,250



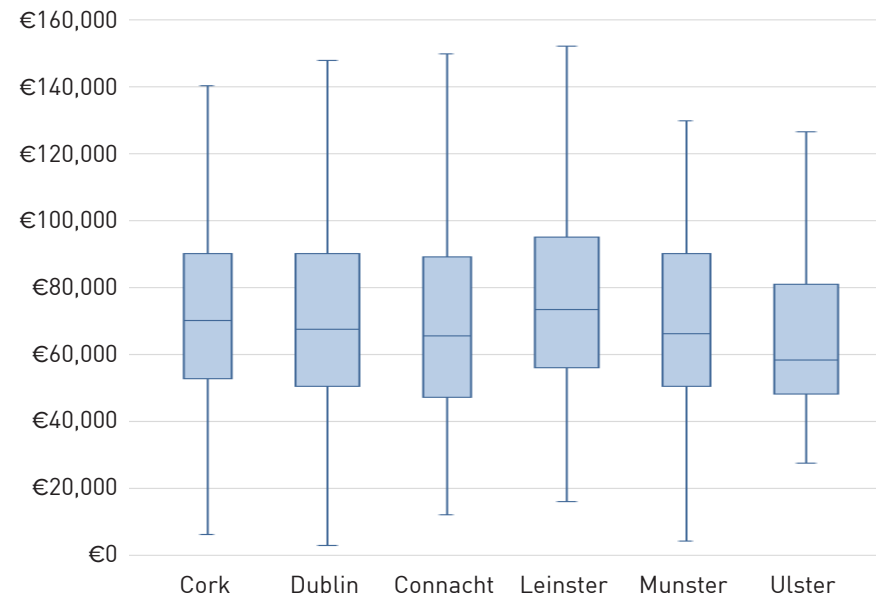
Location

€78,620

Median salary, Engineer with 16–20 years' experience and working in Dublin



Experience	Cork	Dublin	Connacht	Leinster	Munster	Ulster
1-2 years	€36,250	€36,000	-	€38,000	-	-
3-5 years	€45,000	€43,000	€41,000	€46,000	-	-
6-10 years	€54,500	€55,000	€50,000	€57,000	€54,300	€48,000
11-15 years	€70,000	€67,900	€60,000	€66,000	€62,000	€51,750
16-20 years	€78,620	€77,819	€72,000	€71,200	€75,000	€60,591
21-25 years	€90,250	€90,650	€80,000	€89,250	€78,000	-
26-30 years	€94,450	€99,577	€99,511	€88,259	€96,000	€90,000
>30 years	€97,000	€110,000	€94,866	€100,000	€93,653	€95,000



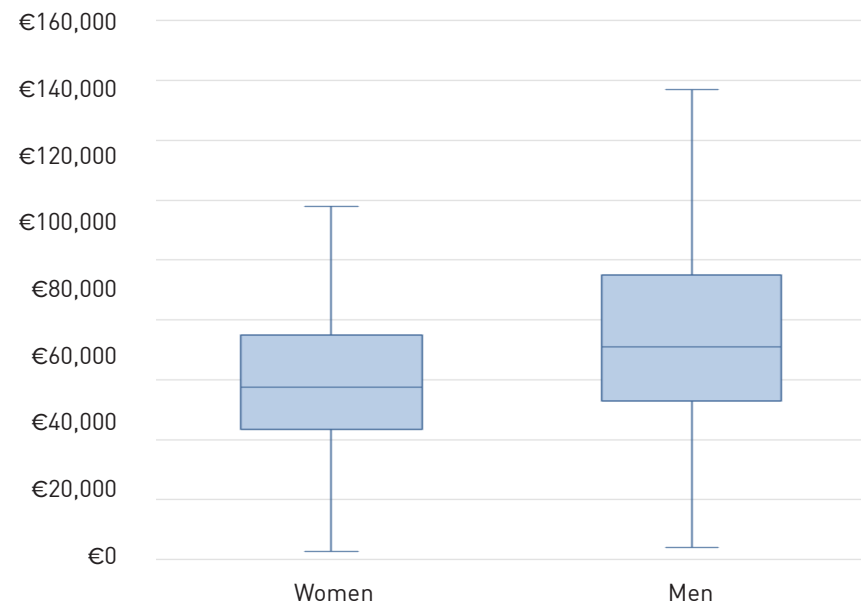
Note: Cork (City & County), Dublin (City & County), Connacht (all), Leinster (excl. Dublin), Munster (excl. Cork), Ulster (incl. NI)

11%

Difference in median salary between female and male engineers with 3-5 years' experience



Experience	Women	Men	Difference
1-2 years	€35,000	€36,000	3%
3-5 years	€40,000	€45,000	11%
6-10 years	€49,286	€55,000	10%
11-15 years	€61,182	€67,500	9%
16-20 years	€71,875	€77,598	7%
21-25 years	€76,511	€90,000	15%
26-30 years	€84,000	€96,000	13%
>30 years	€100,250	€100,000	0%



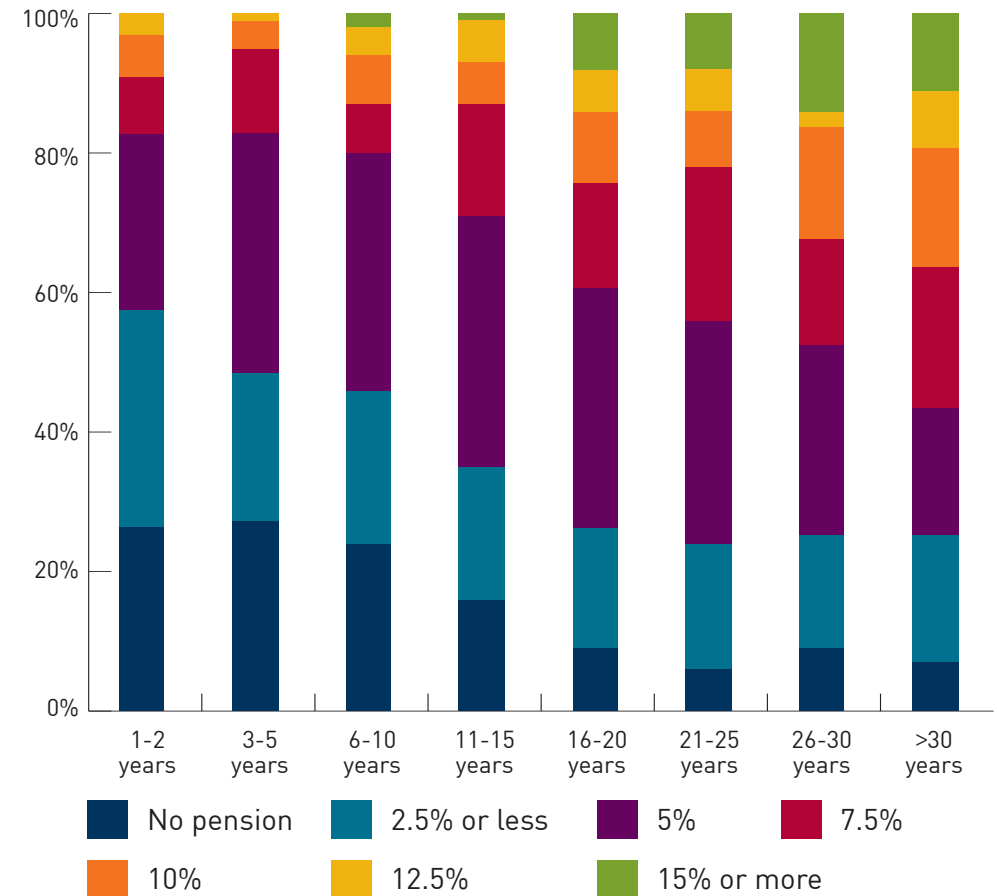
Pension contribution by employer

Excludes 'don't knows'

5% Typical contribution by employer to vast majority of engineers



Experience	No pension	Percentage of salary contributed to pension by employer					
		2.5% or less	5%	7.5%	10%	12.5%	15% or more
1-2 years	26%	31%	25%	8%	6%	3%	0%
3-5 years	27%	21%	34%	12%	4%	1%	0%
6-10 years	24%	22%	34%	7%	7%	4%	2%
11-15 years	16%	19%	36%	16%	6%	6%	1%
16-20 years	9%	17%	34%	15%	10%	6%	8%
21-25 years	6%	18%	32%	22%	8%	6%	8%
26-30 years	9%	16%	27%	15%	16%	2%	14%
>30 years	7%	18%	18%	20%	17%	8%	11%



Bonus

€5,000

Median annual bonus



Experience	Median value
1-2 years	€1,000
3-5 years	€1,500
6-10 years	€3,000
11-15 years	€4,000
16-20 years	€6,000
21-25 years	€9,300
26-30 years	€11,000
>30 years	€12,000

Other benefits

Most Engineers have their Engineers Ireland subscription fee paid by their employer

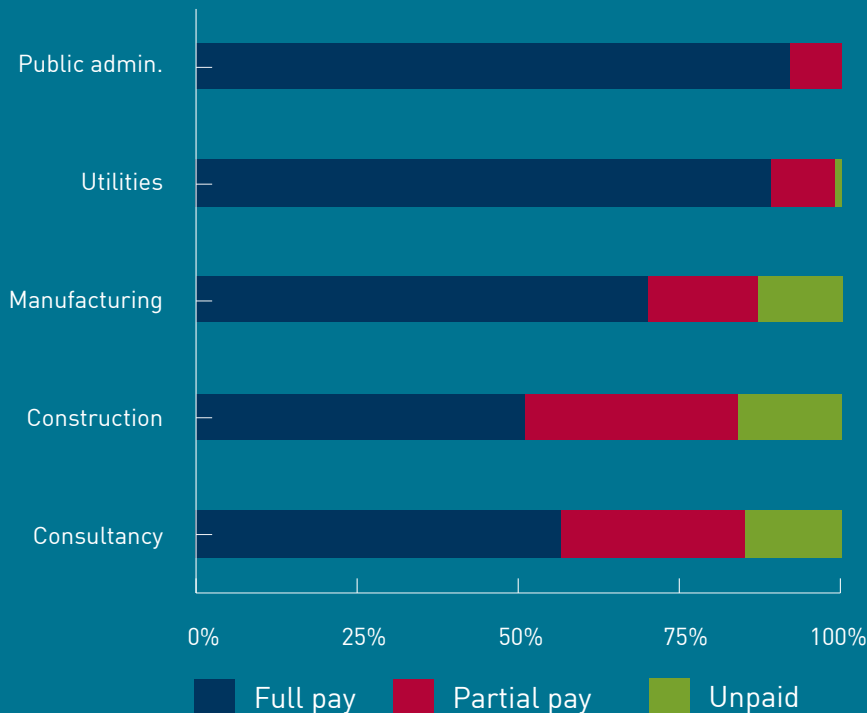


	Respondents	Median value
Engineers Ireland subscription	57%	€280
Bonus	43%	€5,000
Education / training / CPD	21%	€1,000
Health insurance	21%	€1,500
Company car	11%	€8,000
Other	7%	€2,000
Share purchase option	5%	€3,333
Annual dividends	4%	€1,500
Paid overtime	4%	€3,000
Any of the above	73%	€3,750

Maternity Leave

The statutory minimum entitlement for maternity leave is 26 weeks. Does your employer provide payment during this leave (excl. State Maternity Benefit)?

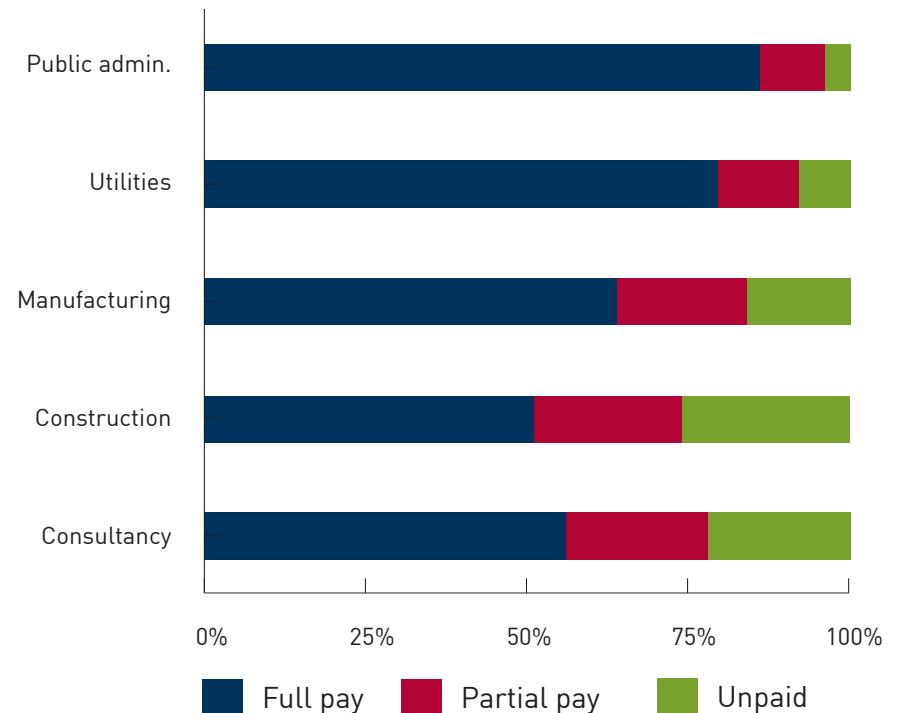
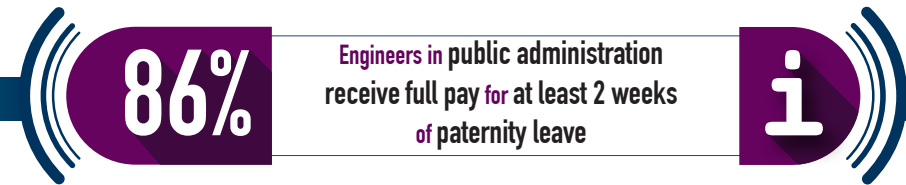
[927 responses, excluding 'don't knows']



Paternity Leave

The statutory minimum entitlement for paternity leave is 2 weeks. Does your employer provide payment during this leave (excl. State Paternity Benefit)?

[1,074 responses, excluding 'don't knows']



Conclusion



Salary progression

A graduate engineer can expect to earn €36,000, rising to approximately €66,000 with 11-15 years of experience. Remuneration levels rise more-or-less consistently with experience and most engineers with more than 30 years of experience earn more than €100,000. Younger engineers reported strong increases in salary over the past year: 70% of engineers with 3-5 years' experience received a raise of more than 5%. Achieving promotion to a more senior position, entering management and supervising more staff all typically result in a larger salary.

Pension

The vast majority of engineers receive contributions from their employer to their pension, typically 5% of salary and rising with experience. Most engineers with more than 30 years of experience receive pension contributions of more than 7.5% of salary. However, 10% of engineers don't know how much their employer contributes to their pension.

Other benefits

43% of engineers receive an annual bonus and the median value of the bonus is €5,000, though this is strongly related to experience. Over half of survey respondents have their Engineers Ireland subscription paid by their employer (€280 for members without a professional title). Full payment during statutory periods of maternity leave and paternity leave varies by sector; 92% of engineers in public administration are entitled to full pay during maternity leave compared to 51% in consultancy.

Value of professional titles

The value of the professional titles of Chartered Engineer and Fellow is recognised through increased remuneration. A Chartered Engineer can expect to earn approximately €5,000-€10,000 per year more than an untitled engineer with the same number of years of experience. While the typical untitled engineer with 6-10 years' experience earns €52,000, a Chartered Engineer who graduates in the same year typically earns €59,000. It takes more than 25 years of experience before this salary gap closes. At this point, Chartered Engineers who become Fellows of Engineers Ireland can expect to earn an additional €10,000 per year.

[Apply for a professional title today](#)



Appendix

The salary survey was conducted online with members of Engineers Ireland between 24 January – 7 February 2023. There were 1,916 responses (after data cleaning) and the table below shows the sample sizes used to calculate each median salary. For example, the median salary of a Chartered Engineer with 6-10 years of experience was calculated based on 75 responses. No median salaries were calculated for categories with very low numbers of responses.

Experience	1-2 years	3-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	>30 years
All respondents	107	200	334	353	272	228	179	243
Member (MIEI)	99	187	243	145	93	75	59	59
Chartered Engineer (CEng)	0	6	75	189	172	130	91	127
Fellow (FIEI)	0	0	0	0	3	17	21	44
Junior engineer	74	121	79	19	2	2		2
Senior engineer	4	37	157	173	94	62	33	51
Manager	4	9	36	80	80	72	61	67
Associate	1	4	2	40	31	24	15	11
Director	0	2	3	21	31	40	53	78
No staff supervised	84	111	126	100	69	39	23	48
1-2 staff	14	54	116	87	55	43	26	24
3-5 staff	2	15	51	83	62	43	30	49
6-10 staff	3	12	22	41	37	40	34	38
11-20 staff	4	5	8	25	25	19	19	24
More than 20 staff	0	3	11	17	24	44	47	60

Appendix cont.

Experience	1-2 years	3-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	>30 years
Civil & Building	57	117	199	240	161	134	97	112
Electrical & Electronic	13	25	49	32	29	19	13	30
Mechanical & Manufacturing	21	36	42	38	32	37	29	35
Other/General	12	21	40	41	43	34	31	54
Construction	22	45	62	51	49	45	36	30
Consultancy	49	112	189	197	119	82	68	92
Manufacturing	16	18	29	34	26	30	23	29
Public administration	2	6	14	24	31	33	25	34
Utilities	12	18	32	41	38	28	17	26
Cork City & County	18	33	53	69	36	28	22	40
Dublin City & County	46	101	165	147	107	78	65	90
Connacht	12	21	27	30	23	35	20	19
Leinster (excl. Dublin)	15	16	33	37	35	32	34	43
Munster (excl. Cork)	10	12	29	28	27	21	15	18
Ulster (incl. NI)	5	7	15	17	16	12	13	15
Women	24	33	67	47	39	33	15	22
Men	83	167	267	306	232	195	164	221

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