



2023 | ANNUAL SALARY REPORT

Association of Consulting Architects



Data Analysis + Report prepared by:

Sarah Bartle

Sessional Academic + Researcher

M.Arch B.Design (Architectural Studies) (Honours)

email s.bartle@qut.edu.au

A/Prof. Lindy Osborne Burton

Academic + Architect

Thrive Research Centre Associate Director

PhD PGDip.Arch B.Arch

SFHEA AFHEA (Indigenous) BOAQ (3368) RAIA AHDC

email lindy.burton@qut.edu.au

orchid ID 0000-0003-1232-4080

Queensland University of Technology | Brisbane | Australia



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ACA National Salary Survey Overview

The ACA National Salary Survey is conducted annually by the Association of Consulting Architects (ACA) to better understand remuneration in the profession. It is the only independent survey of salaries within the profession of architecture in Australia.

The Survey provides significant longitudinal knowledge of workplace conditions, and useful detail to reference for setting staff salary guidelines. The findings also provide a base for the ACA to use to advocate for better workplace conditions. This is significant in the current context, as architects are operating in a competitive market, for both labour and projects.

In each Survey, the ACA seeks responses from practices nationwide. The inaugural Survey was conducted in mid-2013 and the most recent in early 2023, with the pandemic disrupting the Survey in 2020 and 2021.

The 2023 Survey gathered data on 31 different roles. In addition to *Architectural Staff*, salary information was gathered for *Technicians*, *Interior Designers* and *Other Staff*, ranging from reception and clerical positions to chief executive officers. Details on salary packages and conditions, and geographic location were also collected. Male and female staff data were collected to measure the potential impact of gender on salaries, and practices with non-binary staff were invited to contact the ACA separately to provide confidential and anonymous reporting.

An acceptable participation rate in the 2023 Survey has resulted in statistically significant data, which allows for valid benchmarking across all states and territories, and practice sizes and types.

This report of the Survey findings is available to ACA members and survey participants, in addition to a summary published on the ACA website, and access to past Survey results, for comparison.

Data collection

In early March 2023, Australian architectural practices were invited to complete a survey that contained questions about the remuneration details of their staff, including:

- average salary per role (e.g., total remuneration/number staff in that role);
- lowest salary per role;
- highest salary per role; and
- list of benefits offered to staff.

The 2023 Survey was opened on Tuesday 7 March and ran until Friday 14 April 2023. All reasonable steps were taken to ensure privacy and confidentiality, and data were encrypted using SSL Technology.

To simplify the process of completing the survey and to ensure consistency in data input, for the second year running, the ACA provided architectural practices with a Salary Survey Input Spreadsheet, to collate all their data prior to completing the Survey. This spreadsheet outlined the following:

- superannuation was automatically calculated at 10.5%; and
- Full Time Equivalent (FTE) salary was automatically calculated based on a 38-hour full-time week (7.6 hours/day x 5 days/week).

Separate tabs were provided for five distinct employment categories (referred to as 'roles' in this report) which are typically represented in architectural practices, including:

1. architecture;
2. technical;
3. interior design;
4. administration and management; and
5. students.

Practices were asked to identify: the gender of employees; whether the office was in a capital city or a regional area; and the state or territory in which the practice is located (separate surveys for each office, in national practices).

Key Findings

Resilience and recovery: Generally, salaries for all staff have been steadily increasing since 2019. Additionally, the pay gap between the highest and lowest earners in most roles has decreased over the past year.

Size steers salaries: Similar to the 2022 report, larger practices tend to offer higher pay rates in 2023, particularly in senior and director/principal positions.

Geographical impact: Practices located on the east coast of Australia generally offer the highest salaries.

Salary gaps: Salaries within role categories show significant differences. On average, the highest-paid architectural staff earn just over twice the salary of the lowest-paid architectural staff (excluding students).

Dividing disparities: There remains a gender pay gap among *Architectural Staff*. While there is gender parity in salaries and numbers among *Graduates (up to 2 years' experience)*, the percentage of female *Architectural Staff* and their salaries start to decline after 3 years, when compared to their male colleagues with similar experience. Men continue to dominate in the senior positions and larger practices, both in terms of the percentage of roles held and with higher salaries.

Perks and pluses: The primary benefit provided to staff is an annual bonus. Most practices do not offer financial support for professional registration or memberships. While the number of practices offering benefits has increased marginally in 2023, it still accounts for just over 40% of practices, which is roughly two-thirds of the practices reported between 2015 and 2019.

Response Profile

The 2023 Survey attracted responses from a sample size of 137 architectural practices across Australia. There were 98 fewer participating practices with 8.39% fewer staff than the 2022 Survey. It is worth noting that this decrease was not evenly distributed among the staff categories. The Technician survey numbers were decreased by 44.12%, thus impacting the longitudinal data comparisons most significantly, whilst *Other Staff* had a smaller decrease of 4.27%. Overall, the majority of individuals surveyed fell under the category of *Architectural Staff* (n=1,878), followed by *Other Staff* (n=269) (see: *Table 1*). The pattern of responses from different practices impacted the number of staff represented in the survey, as shown in *Figure 1*.

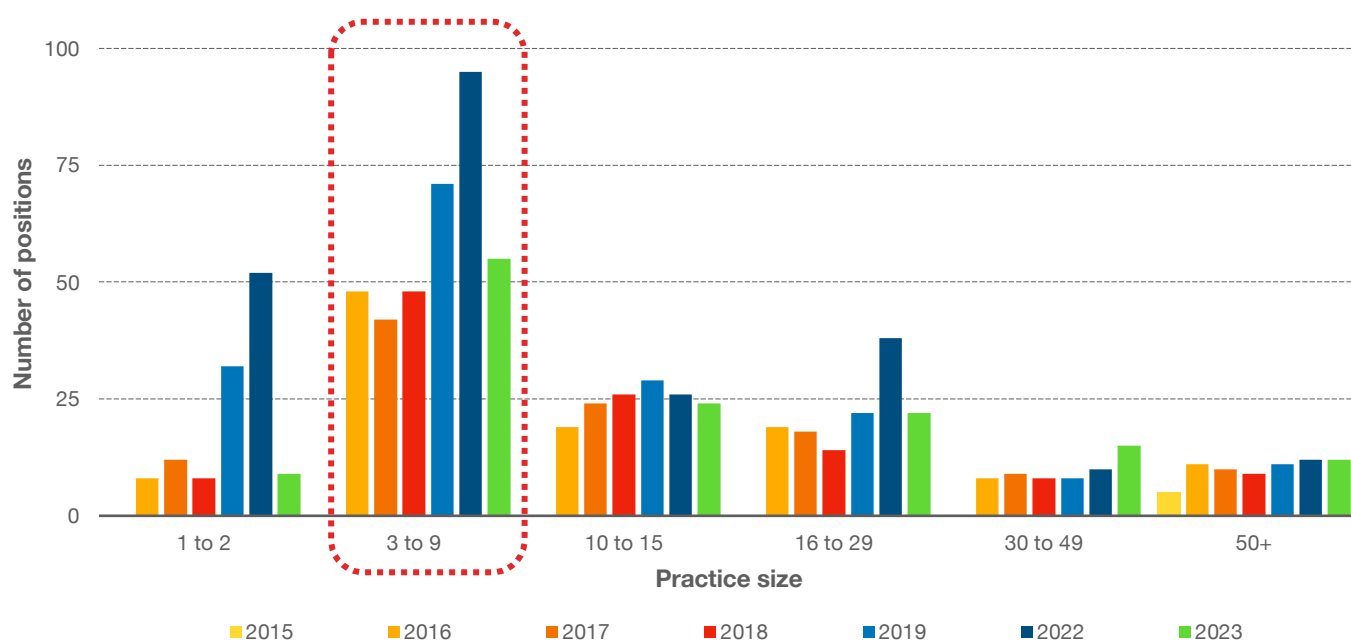


Figure 1: 2015 – 2023 Number of practices surveyed by size

Table 1: 2014 – 2023 Number of practices and staff

Survey Responses	2014	2015	2016	2017	2018	2019	2022	2023	Increase	Decrease
Number of Practices	100	88	113	115	113	173	235	137	-	(41.7%)
Architectural Staff	1,208	1,142	1,625	2,067	1,341	1,861	2,115	1,878	-	(11.21%)
Technicians	185	156	243	222	184	223	272	152	-	(44.12%)
Interior Designers	88	85	145	145	124	214	239	227	-	(5.02%)
Other Staff	224	196	298	278	217	302	281	269	-	(4.27%)
Total No. of Staff	1,705	1,579	2,311	2,711	1,866	2,600	2,907	2,663	-	(8.39%)

As shown in *Figures 1, 2 and 3*, the survey responses indicated a dominance of practices employing 3 to 9 people, surpassing other practice sizes. Notably, this practice size category also exhibited the highest response rate consistently from 2015 to 2023. In the 2023 Survey, a decreased number of surveyed practices was observed compared to the last two surveys, with the exception of the 30 to 49 practice size, which provided an increased response rate. The 2023 Survey deviated from past trends, by showcasing diversified responses for the majority of the practice sizes, and a significantly smaller representation of practices in the 1 to 2 size category, which reversed the previous ascending trend.

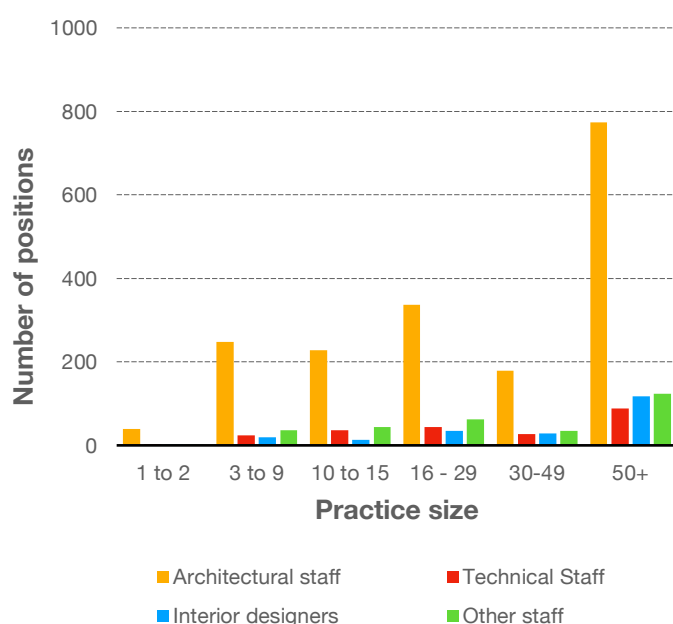


Figure 2: 2022 Number of staff surveyed

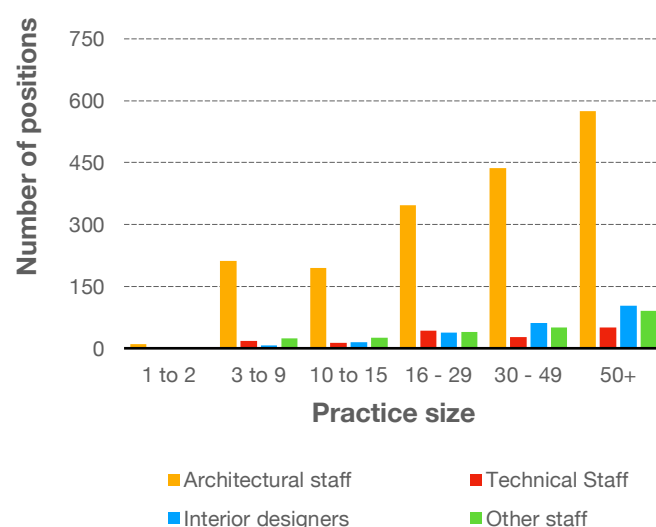


Figure 3: 2023 Number of staff surveyed

As noted above, the decrease of reporting practices has considerably fallen in the 2023 study, to a total of 137, which is 98 less than the previous year. For the purposes of survey analysis, these fluctuations are not considered to be of significant concern, as the research analysis typically utilises percentages and averages rather than exact numbers, to provide accurate comparisons and analysis between different data sets. However it must be noted that each practice was represented by a singular numerical value. This means that regardless of the actual practice size within a specific role category, each practice contributed only one data point for analysis.

Location of Practices and Staff

The highest number of responses from the 2023 Survey were from practices in Victoria, as indicated in *Table 2*. The highest proportion of Survey responses came from the most populous states, namely New South Wales, Victoria and Queensland. However, it is worth mentioning that there was a significant reduction in New South Wales responses, with less than half the number that responded to the 2022 Survey.

Table 2: 2015 - 2023 Number of practices by state

Year	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Total
2023	5	25	3	31	19	2	41	11	137
2022	5	57	2	68	16	5	52	28	235
2019	1	49	2	41	15	4	34	27	173
2018	1	25	1	33	12	0	27	13	112
2017	2	25	1	33	12	2	23	17	115
2016	2	21	0	32	12	2	23	21	113
2015	1	15	0	23	11	2	18	18	88

The 2023 Survey shows that 8% of *All Staff* were in regional areas (a significant decline from 20% in 2022), and 92% were located in Australian capital cities. Proportionately, this shows a 12% reduction of *All Staff* in regional areas, and a 12% increase in the capital cities, when compared to 2022. This trend is at odds with the 2022 data, which demonstrated an 11% increase in regional areas, and an 8% decrease in capital cities, when compared to the 2019 data. (see: *Figure 4*).

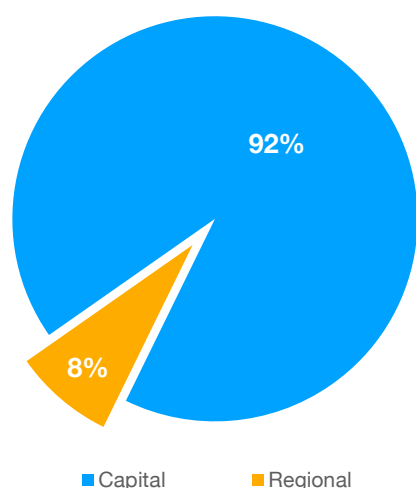


Figure 4: 2023 Location of All Staff

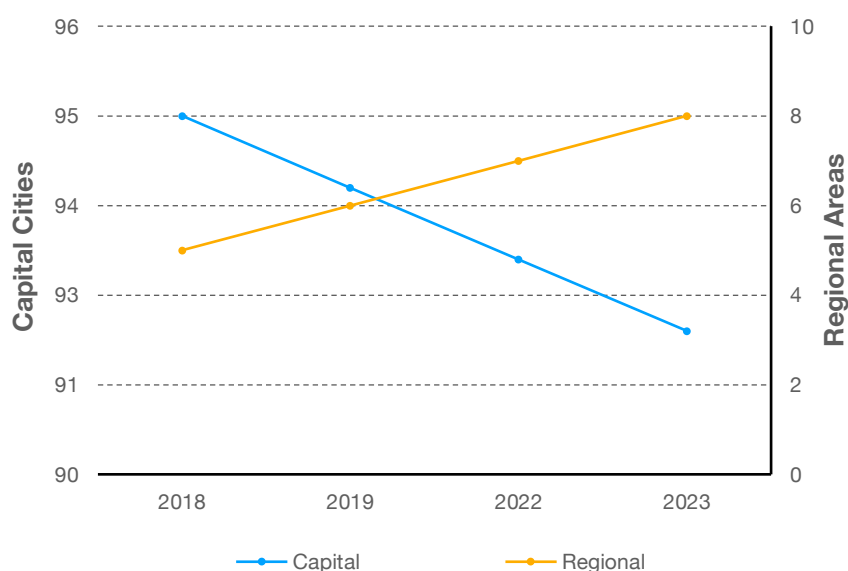


Figure 5: 2018 – 2023 Location of Architectural Staff (capital and regional)

In 2023, the location of *Architectural Staff* was reported as 8% in regional areas, and 92% in capital cities. By comparison, in 2022, the location of *Architectural Staff* was reported as 7% in regional areas, and 93% in capital cities. When compared to the 2018 Survey, this is a 3% increase for regional areas, and 3% decrease in capital cities, following a consistent trend for the past 5 years (see: *Figure 5*).

The 2016 Census reported that 10% of architects were based outside state capitals, while the 2018 Survey reported 5%, the 2019 Survey reported 6%, the 2022 Survey reported 7% and the 2023 Survey reported 8% of *Architectural Staff* based in the regions (see: *Figure 5*). This demonstrates a marginal but steady increase over the recent years.

The 2023 Survey showed a reduced number of practices of less than 3 people, than seen in the 2022 reporting. New South Wales, Queensland and Victoria were weighted towards practices with 3 to 9 people. No state appears to have an obvious lead in terms of the range of practice sizes (see: *Figure 6*).

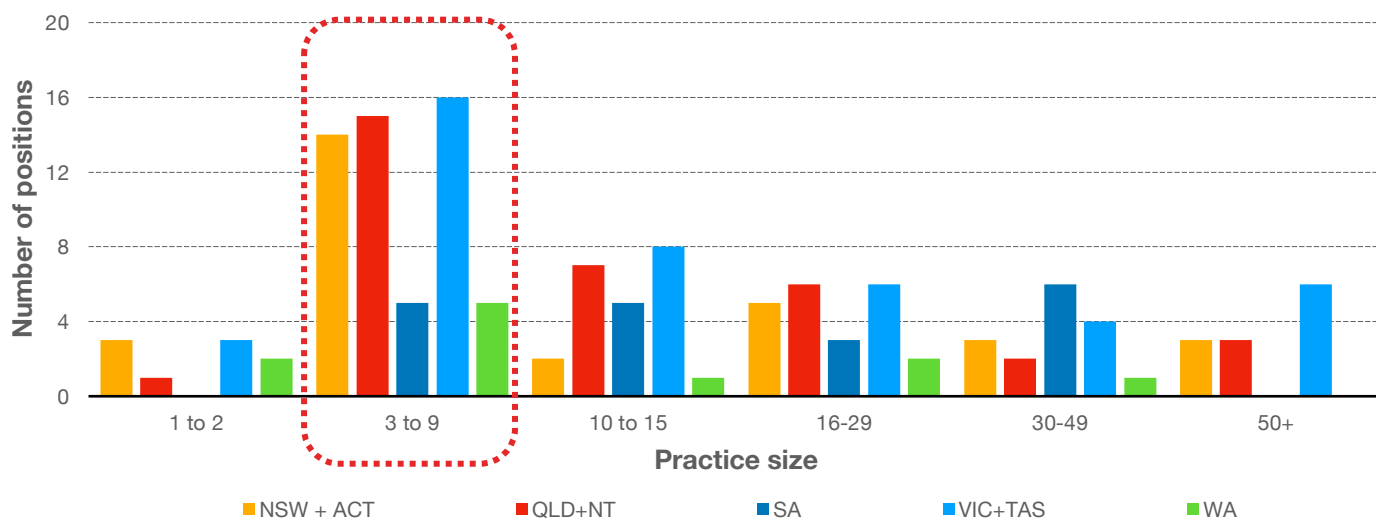


Figure 6: 2023 Distribution of practice sizes across Australian states

Table 3: 2023 Distribution of practice sizes across Australian states

Year	Location	1-2	3-9	10-15	16-29	30-49	50	Capital	Regional
ACT	Capital	1	1	2	1	-	-	5	-
	Regional	-	-	-	-	-	-		
NSW	Capital	1	13	-	3	2	3	22	3
	Regional	1	-	-	1	1	-		
NT	Capital	-	2	-	-	-	-	2	1
	Regional	-	1	-	-	-	-		
QLD	Capital	1	11	4	6	2	3	27	4
	Regional	-	1	3	-	-	-		
SA	Capital	-	4	5	3	6	-	18	1
	Regional	-	1	-	-	-	-		
TAS	Capital	-	2	-	-	-	-	2	-
	Regional	-	-	-	-	-	-		
VIC	Capital	3	13	8	6	4	6	40	1
	Regional	-	1	-	-	-	-		
WA	Capital	2	4	1	2	1	-	10	1
	Regional	-	1	-	-	-	-		
Total		9	55	23	22	16	12	126	11

Similar to the 2019 and 2022 Surveys, the largest number of regional practice responses were from Queensland, followed by New South Wales (see: Table 3). This is perhaps due to the significant rural populations in these states, relative to the other states in Australia. The number of responses from regional practices in 2023 (n=11) was significantly reduced compared to the 2022 data (n=47). By comparison, the number of responses from capital city practices in 2023 (n=126) was not as significantly reduced, when compared to the 2022 data (n=188). Further research is required to understand these changes to regional practices, in particular.

Architectural Staff Salaries

Sample Characteristics

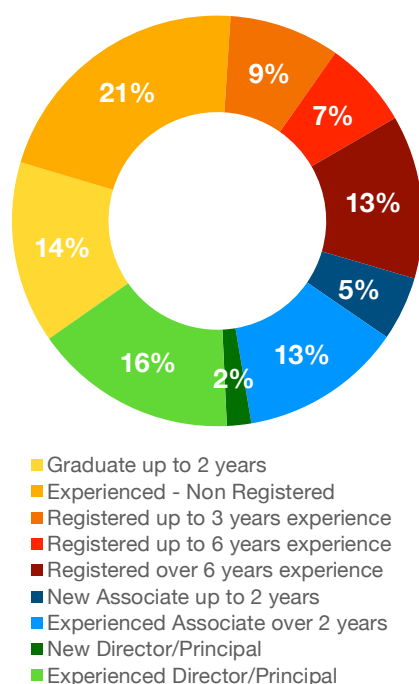


Figure 7: 2023 Architectural Staff roles

Nine different roles for *Architectural Staff* were surveyed (see: *Figure 7*), and these ranged from recent graduates to experienced director/principal roles. Three distinctive groups were established for the classification of *Architectural Staff* roles: (1) unregistered; (2) registered; and (3) senior managerial, comprising of associates and those in higher-ranking positions (see: *Table 4*). The relative composition of these groups has exhibited annual fluctuations, assumed to be from various profession specific and non-profession determined factors.

In 2023, the percentage of *Architectural Staff* members who were in senior positions (from New Associate up to the position of Experienced Principal or Director) was stable at 35.75% from the previously reported 35.85% in 2022.

The professional advancement of architectural practitioners can be discerned by examining the growth rates of registered architects within the field. In this regard, the proportion of registered architects increased from 27.06% in 2022 to a disclosed number of 28.5% in 2023. Note that these percentages do not include senior managerial staff, who would contribute further to the total number of registered architects.

Conversely, there has been a slight decrease of 1.33% of unregistered *Architectural Staff*, encompassing both graduate and experienced graduate roles. The percentage decreased from 37.08% in 2022 to 35.75% in 2023. Note that these percentages do not include senior managerial staff, who would contribute further to the total number of unregistered architectural staff.

Table 4: 2022 - 2023 Architectural Staff composition

Experience level	Architectural position	2022			2023		
		No. of Staff	No. of Total	Percentage	No. of Staff	No. of Total	Percentage
Unregistered	Graduate (up to 2 years' experience)	289	785	37.08%	247	616	35.75%
	Experienced (not registered)	496			369		
Registered	Registered (up to 3 years' experience)	133	573	27.06%	150	491	28.50%
	Registered (up to 6 years' experience)	165			119		
	Registered (over 6 years' experience)	275			222		
Senior Managerial (mixture of registered & unregistered)	New Associate	93	759	35.85%	87	616	35.75%
	Experienced Associate	240			220		
	New Director/Principal	63			33		
	Experienced Director/Principal	363			276		

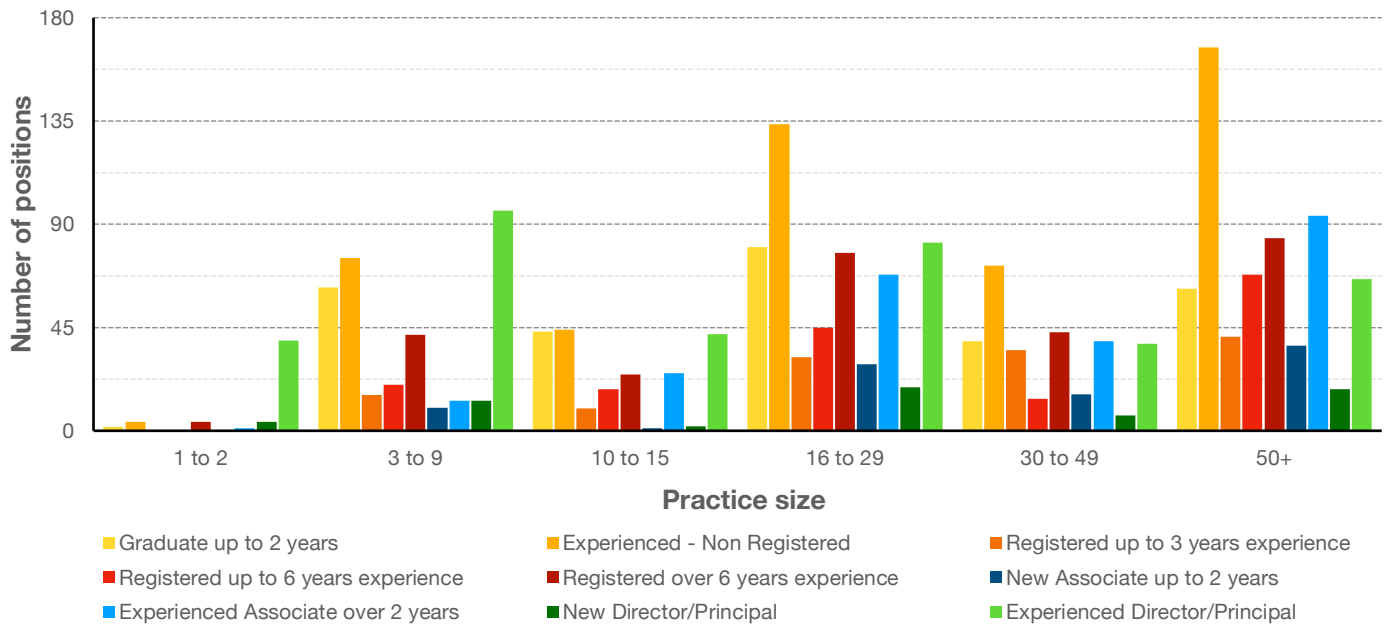


Figure 8: 2023 Number of Architectural Staff roles within different practice sizes

The proportion of staff experience levels within different practice sizes has exhibited negligible variation between the 2022 and 2023 observations (see: Figure 8). These findings serve to exemplify a more balanced distribution of the profession, in contrast to the data observed in 2019, which displayed a bias towards larger practices.

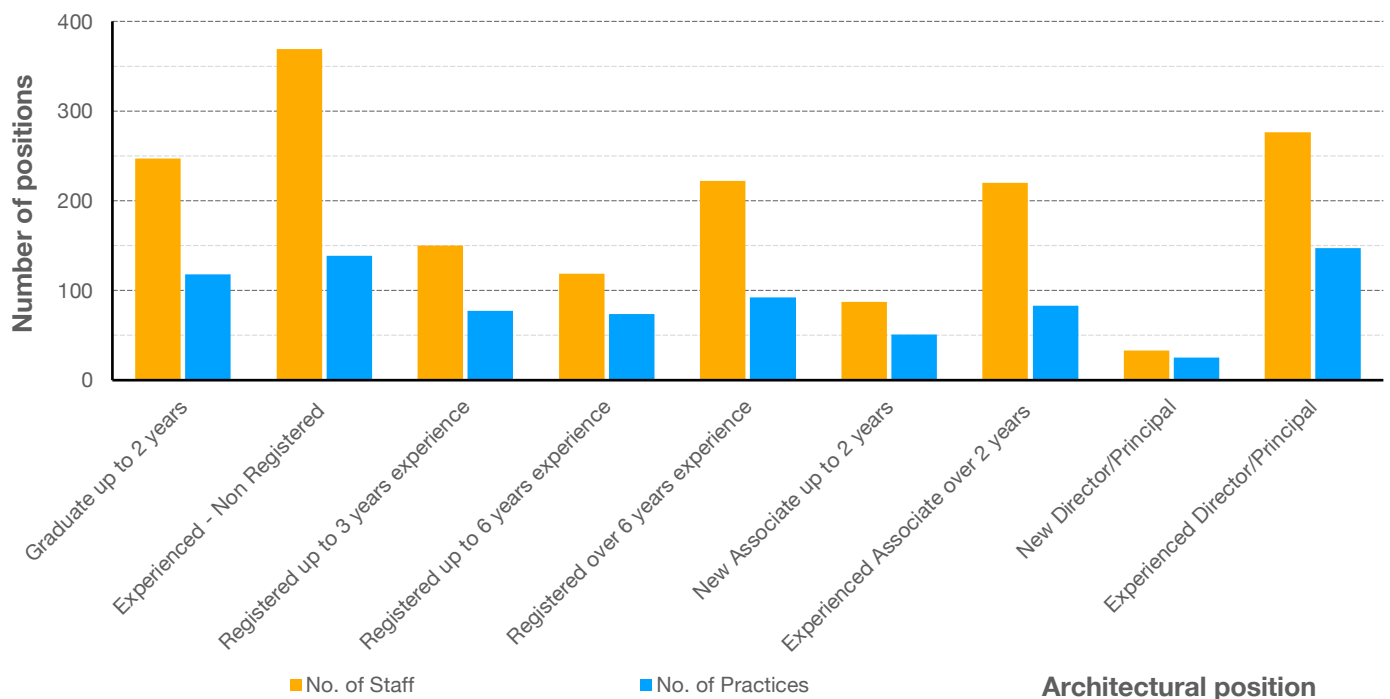


Figure 9: 2023 number of Architectural Staff roles relative to the number of practices

The distribution of architectural roles throughout the profession is ascertained by analysing the number of architectural practices against the available architectural positions. The results of the study indicate that a significant segment of the architectural profession is unregistered architectural employees, encompassing both recent graduates and experienced individuals. This is demonstrated by the 247 reported graduate roles working within 118 practices. These results indicate an average of 2.09 graduate positions per practice that employs this position. These results indicate an average of 1.80 graduate positions per practice across all architectural practice sizes.

2023 Average Salaries

Table 5 shows the average salaries for *Architectural Staff*, broken down into different roles. Aligned to the findings outlined in the 2022 report, it was observed that the average salaries of registered architects surpassed those of non-registered staff in 2023 (see: *Table 6*). This disparity in compensation can be attributed to the higher levels of qualifications and expertise required (and lower associated risks) for the registered architect role. Given the specialised knowledge and professional certifications associated with registration, it is reasonable to expect that registered architects would receive higher remuneration compared to their non-registered counterparts.

Table 5: 2023 Highest, average and lowest average Architectural Staff salaries by role category

Architectural position	No. of Practices	Average of Lowest	Average of Average	Average of Highest	Range
Graduate (up to 2 years' experience)	118	\$68,680.00	\$70,509.00	\$73,051.00	6.36%
Experienced (not registered)	139	\$80,007.00	\$84,468.00	\$90,188.00	12.72%
Registered (up to 3 years' experience)	77	\$89,866.00	\$92,299.00	\$94,698.00	5.37%
Registered (up to 6 years' experience)	74	\$94,916.00	\$98,656.00	\$103,865.00	9.42%
Registered (over 6 years' experience)	92	\$103,077.00	\$111,530.00	\$119,178.00	15.62%
New Associate	51	\$116,339.00	\$117,056.00	\$121,050.00	4.05%
Experienced Associate	83	\$125,820.00	\$132,052.00	\$141,262.00	12.27%
New Director/Principal	25	\$128,576.00	\$139,616.00	\$140,656.00	9.34%
Experienced Director/Principal	147	\$157,582.00	\$163,698.00	\$172,801.00	9.68%

Table 6: 2023 Average and weighted average salaries for Architectural Staff by role category

Architectural position	No. of Practices	Average of Average	No. of Staff	Weighted Average	Difference
Graduate (up to 2 years' experience)	118	\$70,509.00	247	\$71,415	5.53%
Experienced (not registered)	139	\$84,468.00	369	\$87,835	3.90%
Registered (up to 3 years' experience)	77	\$92,299.00	150	\$91,560	(0.80%)
Registered (up to 6 years' experience)	74	\$98,656.00	119	\$100,629	1.99%
Registered (over 6 years' experience)	92	\$111,530.00	222	\$115,563	3.61%
New Associate	51	\$117,056.00	87	\$113,169	(3.32%)
Experienced Associate	83	\$132,052.00	220	\$135,918	2.92%
New Director/Principal	25	\$139,616.00	33	\$142,292	1.91%
Experienced Director/Principal	147	\$163,698.00	276	\$169,991	3.84%

There was a significant discrepancy of 12.72% (see: *Table 6*) between the average of the lowest and highest earnings for experienced unregistered *Architectural Staff*. These findings correspond with similar trends established within the 2019 and 2022 reports. Therefore, many of these staff receive substantial remuneration, despite the absence of professional registration.

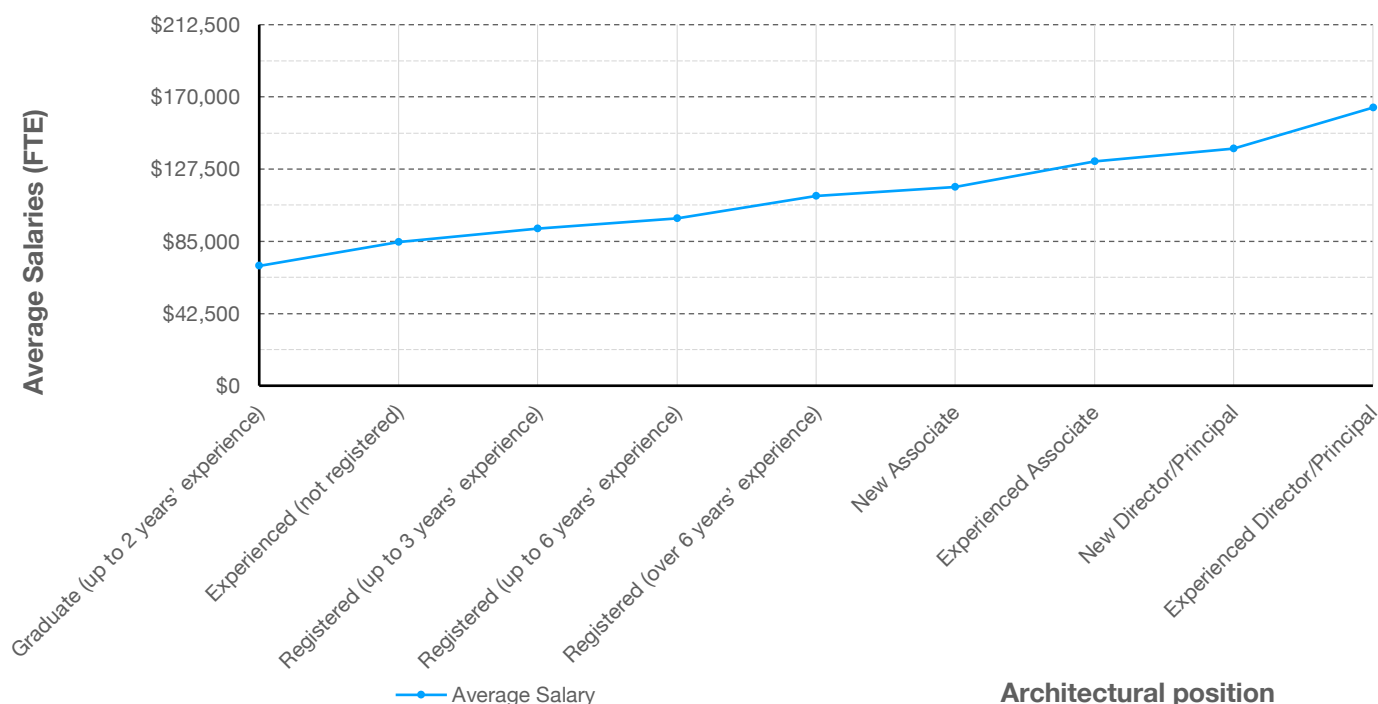


Figure 10: 2023 Progression of average salaries for Architectural Staff by role category

Table 5 displays the average full time equivalent (FTE) salaries derived from the reported mean values for each position within the individual practices. Notably, this analysis excluded the differing numbers of staff members within the practices. As a result, the averages calculated in *Table 6* provide a breakdown of salaries within each architectural position, without considering practice sizes and biases.

In contrast, *Table 6* presents a more nuanced perspective by measuring weighted averages. This methodology calculates an average that corresponds to the number of individuals within each practice, providing a more accurate depiction of wage distributions. *Table 6* further provides a more comprehensive and precise analysis of compensation patterns by taking into consideration the diverse sizes of each practice in addition to displaying the average mean across several practices.

2019–2023 Salary Differences

The comprehensive analysis of data spanning from 2019 to 2023 provides robust empirical evidence of the considerable increase in median salaries across eight of the nine architectural positions in the year 2023. Although the extent of this growth differs within each of the nine positions (see: *Table 8*), there is a collective average increase of 2.5% between 2022 and 2023, and a 10.72% over the four-year period spanning from 2019 to 2023. While these increases confirm a consistent upward trajectory of salaries within the architectural profession, they remain below the CPI, which was 7% in 2023 and 5% in 2022.

The Experienced Director/Principals positions have experienced the most substantial increase in 2023, with an average rise of 18.59% from the reported findings in 2019, and a 6.5% rise over the past year. By contrast, the New Director/Principals positions have experienced the most substantial decrease in 2023, with an average reduction of 3.37% from the reported findings in 2019, and a 10.15% reduction over the past year.

In conjunction with the aforementioned findings, registered architects with up to three years of experience also received a substantial above-average salary increase, where their average salary increased by 16.67% during the period from 2019 to 2023, and 8.31% over the past year. This cumulative number represents a supplementary 5.95% increment on top of the pre-existing average salary increase of 10.72% observed across the nine distinct architectural positions reported from 2019 to 2023.

Table 7: 2019 – 2023 and 2022 – 2023 Difference between average salaries for Architectural Staff

Architectural position	2019		2022		2023		Difference	
	No. of Staff	Average of Average	No. of Staff	Average of Average	No. of Staff	Average of Average	2022 - 2023	2019 - 2023
Graduate (up to 2 years' experience)	85	\$61,957	128	\$65,500	118	\$70,509	7.65%	13.80%
Experienced (not registered)	101	\$76,690	130	\$84,874	139	\$84,468	(0.48%)	10.14%
Registered (up to 3 years' experience)	57	\$79,108	61	\$85,218	77	\$92,299	8.31%	16.67%
Registered (up to 6 years' experience)	40	\$89,489	59	\$95,723	74	\$98,656	3.06%	10.24%
Registered (over 6 years' experience)	75	\$100,538	100	\$111,093	92	\$111,530	0.39%	10.93%
New Associate	39	\$106,372	42	\$113,896	51	\$117,056	2.77%	10.04%
Experienced Associate	65	\$120,604	72	\$126,486	83	\$132,052	4.40%	9.49%
New Director/Principal	33	\$144,480	40	\$155,394	25	\$139,616	(10.15%)	(3.37%)
Experienced Director/Principal	155	\$138,037	183	\$153,700	147	\$163,698	6.50%	18.59%

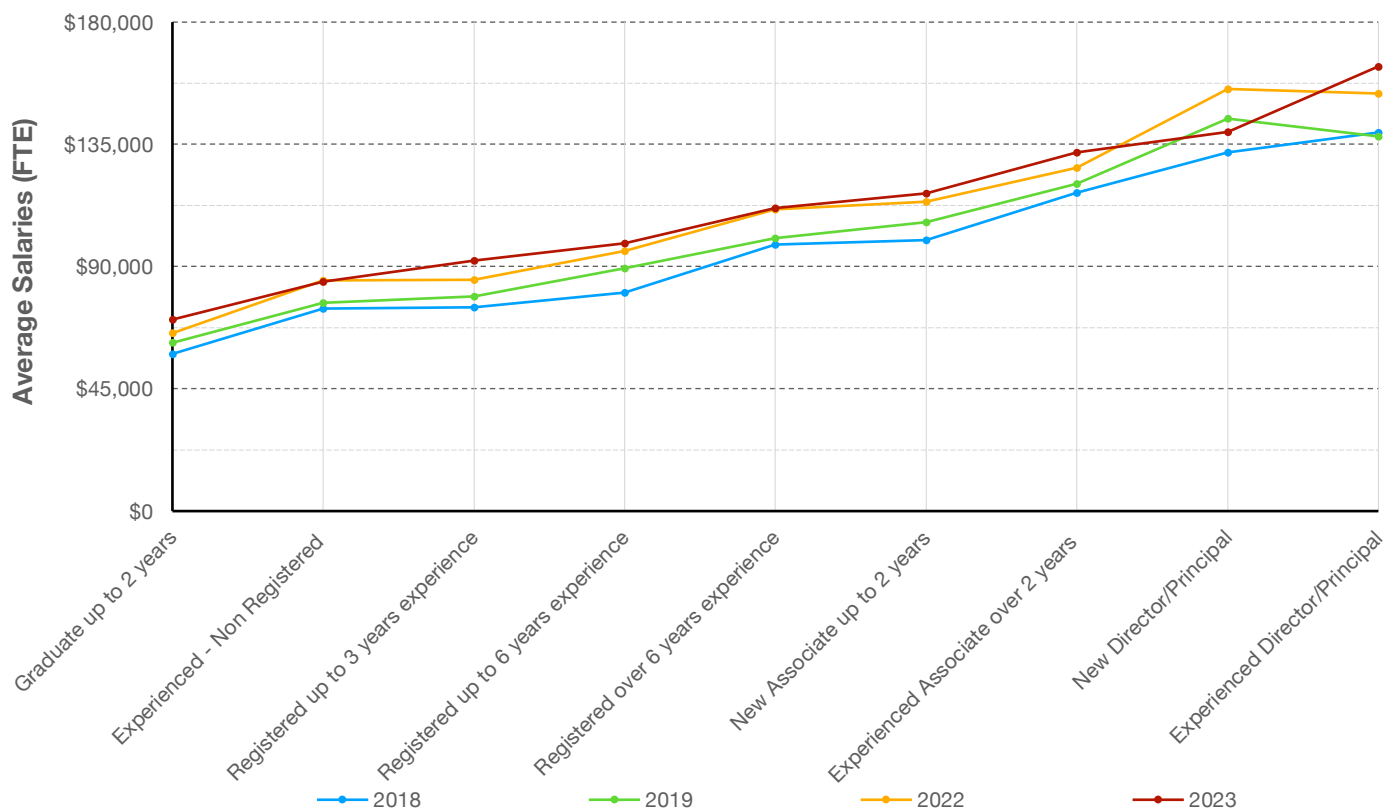


Figure 11: 2019 – 2023 Difference between average salaries for Architectural Staff

Highest and Lowest Salaries

To gain a comprehensive understanding of the intricate structure of architectural wage compositions, it is imperative to conduct an in-depth analysis of the reported extremities, encompassing both the lowest and highest salaries. This analytical approach allows for a thorough examination of the salary range within the profession (see: *Table 8*), providing valuable insights into the distribution and potential disparities of compensation. By considering the extremities, one can identify the lower and upper bounds of salaries, which contributes to a more nuanced understanding of the overall wage landscape in the architecture profession. For reporting consistency, the same analytical approach was used to review the architecture, technical, and interior design role categories.

The reported decrease in the overall difference between the lowest and highest salaries from 2022 to 2023, with an average multiplying factor of 1.11, indicates a narrowing of the salary range during the 12-month time period (see: *Table 8*). This suggests a reduction in salary disparities and a more compact distribution between the extremes.

Table 8: 2022 – 2023 Highest and lowest Architectural Staff salaries

Architectural position	2022		2023		Multiplying Factor		
	Lowest Salary	Highest Salary	Lowest Salary	Highest Salary	2022	2023	Difference
Graduate (up to 2 years' experience)	\$37,800*	\$121,000	\$50,000	\$197,563	3.2	3.9	(0.7)
Experienced (not registered)	\$53,600*	\$260,075	\$60,000	\$134,425	4.9	2.2	2.7
Registered (up to 3 years' experience)	\$50,400*	\$111,467	\$64,800	\$198,000	2.2	3.0	(0.8)
Registered (up to 6 years' experience)	\$65,000	\$239,000	\$58,500	\$169,494	3.7	2.9	0.8
Registered (over 6 years' experience)	\$60,000* ¹	\$350,000	\$57,910	\$248,625	5.8	4.3	1.5
New Associate	\$73,000	\$180,822	\$82,875	\$198,900	2.5	2.4	0.1
Experienced Associate	\$80,000	\$205,182	\$85,133	\$232,000	2.5	2.7	(0.2)
New Director/Principal	\$66,880* ²	\$280,000	\$115,000* ¹	\$187,850	4.2	1.6	2.6
Experienced Director/Principal	\$40,000* ³	\$475,000	\$52,000	\$405,614	11.8	7.8	4

Note: ¹, ², ³ These values were the second lowest reported salaries in each category in 2022. The lowest salaries were not included in Table 9, as they were considered outliers

The architecture profession benefits from decreasing disparities in salary for several reasons. Firstly, a potential decline in income disparity helps to foster justice and equity within the workplace, and the wider architecture profession. Secondly, a more compressed income distribution can help to improve the morale and job satisfaction of architects, creating a more favourable work environment. Thirdly, providing a more competitive and enticing salary structure makes the profession more alluring, and helps to attract and maintain expertise.

The data reveals that New Directors/Principals experienced a decrease in their salary disparity, with a reduction of 2.6 times, declining from 4.2 in 2022 to 1.6 in 2023 (see: *Table 8*). This is further seen within the disparity of Experienced Director/Principal salaries, with a reduction of 4 times, declining from 11.8 in 2022 to 7.8 in 2023.

Although the reduction in discrepancies represents an important advance, it is crucial to note that significant variances remain amongst the nine architectural jobs. The highest architectural salary is over eight times that of the lowest architectural salary. This considerable disparity indicates the occurrence of major differences in remuneration across various jobs and levels of experience, within the architecture profession. Recognising and correcting these gaps if or where required, is critical to developing a truly fair and balanced pay system that adheres to equal opportunity principles and compensates employees based on their skills, experience and achievements.

Award Rate and Lowest Salaries

In the 2023 Survey, a total of 53 out of 137 practices (38.68%) provided data regarding student award payments. This was a slight increase from the previously reported 33% in 2022. The proportion of reporting on student data has exhibited variability over the years, with more than half of practices (55%) reporting in 2015. This proportion slightly declined to 51% in 2016 before experiencing an increase to 57% in 2017. However, in 2022, the proportion of respondent practices reporting student data reached its lowest point at 33%.

Table 9: 2014 – 2023 Percentage of practices paying architectural students the Architects Award

Years	2014	2015	2016	2017	2018	2019	2022	2023
Percentages of practices paying students in accordance with the Architects Award	58%	59%	64%	55%	49%	25%	89%	85%

Of the 53 reporting practices, 51 provided full-time equivalent (FTE) salaries in 2023, and these ranged from \$22,500 to a maximum of \$87,339, with an average of \$58,616. These annual student salaries are determined according to the Architects Award, taking into account factors such as the students' age, number of weeks worked, and years of experience. As practices did not disclose specific information regarding their students' pay rates relative to their age and experience, it is not possible to ascertain the exact number or percentage of practices that paid students below the rates specified by the Architects Award. For example, if a practice reported paying a rate that is only applicable if the student is both under the age of 21 and within their first 13 weeks of employ, this may indicate that the practice is paying below the Award. As such, some assumptions have been made in the data analysis, to provide the percentages reported in Table 9. Nevertheless, practitioners can refer to the [2023–2024 Award Rates](#) to help determine appropriate student salaries.

Despite the aforementioned considerations, the 2023 Survey has revealed an emerging pattern in the remuneration of students, whereby 59% of the participating practices align their compensation policies with [the Architects Award](#). Nevertheless, it is worth noting that the survey witnessed a noteworthy reduction in the number of participating practices compared to previous iterations, which could potentially account for this observed shift in the prevailing trend.

Salaries by Practice Size

A crucial component of the examination of architectural salaries is understanding how remuneration of staff fluctuates relative to practice size. It contributes to the identification of possible discrepancies, the assessment of market competitiveness, and the understanding of how different-sized enterprises attract and maintain individuals within the architecture profession.

In accordance with past reports, the examination of average pay discrepancies between the highest and lowest salaries in most categories did not include earnings from one to two person practices. This omission was made due to the limited number of responses from the smallest practice sizes, which could prejudice the statistics if included. By removing this response, the research concentrated on practices with a larger representation, resulting in a more credible and representative estimate of average wage disparities throughout the architecture profession. For reporting consistency, the same analytical approach was used to review the architecture, technical, and interior design role categories.

Practices with more than 50 employees have the highest salaries across four of the profession's nine job categories (see: *Figure 12*). This trend is further reinforced by the presence of the second and third largest practice sizes, which hold the remaining five out of nine positions for the highest average salaries (see: *Table 10*). Consequently, the highest average salaries of all nine architectural positions are founded within the top three architectural practice sizes. These findings underscore the considerable influence of practice size on compensation differentials, and highlights the significance of taking the practice size into account when evaluating salary discrepancies across architectural positions.

Table 10: 2023 average Architectural Staff salaries by practice size

Architectural position	1 to 2	3 to 9	10 to 15	16 to 29	30 to 49	50	Difference
Graduate (up to 2 years' experience)	-	\$67,236	\$69,326	\$70,195	\$72,786	\$73,127	8.76%
Experienced (not registered)	-	\$77,655	\$80,955	\$84,210	\$90,387	\$91,285	17.55%
Registered (up to 3 years' experience)	-	\$88,993	\$89,185	\$90,582	\$95,565	\$93,016	7.38%
Registered (up to 6 years' experience)	-	\$90,962	\$95,440	\$102,815	\$99,471	\$100,829	13.03%
Registered (over 6 years' experience)	\$125,963	\$103,954	\$96,916	\$117,901	\$117,613	\$111,722	21.65%
New Associate	-	\$104,012	\$109,568	\$112,899	\$121,784	\$117,487	17.08%
Experienced Associate	-	\$124,078	\$120,914	\$129,454	\$135,662	\$143,361	18.56%
New Director/Principal	\$81,000	\$143,650	\$136,500	\$155,042	\$143,673	\$125,992	91.40%
Experienced Director/Principal	\$114,511	\$140,423	\$151,870	\$170,195	\$177,148	\$208,669	82.22%

Note: The **lowest salary** within each role category is recorded in **blue text**, and the **highest salary** within each role category is recorded in **green text**.

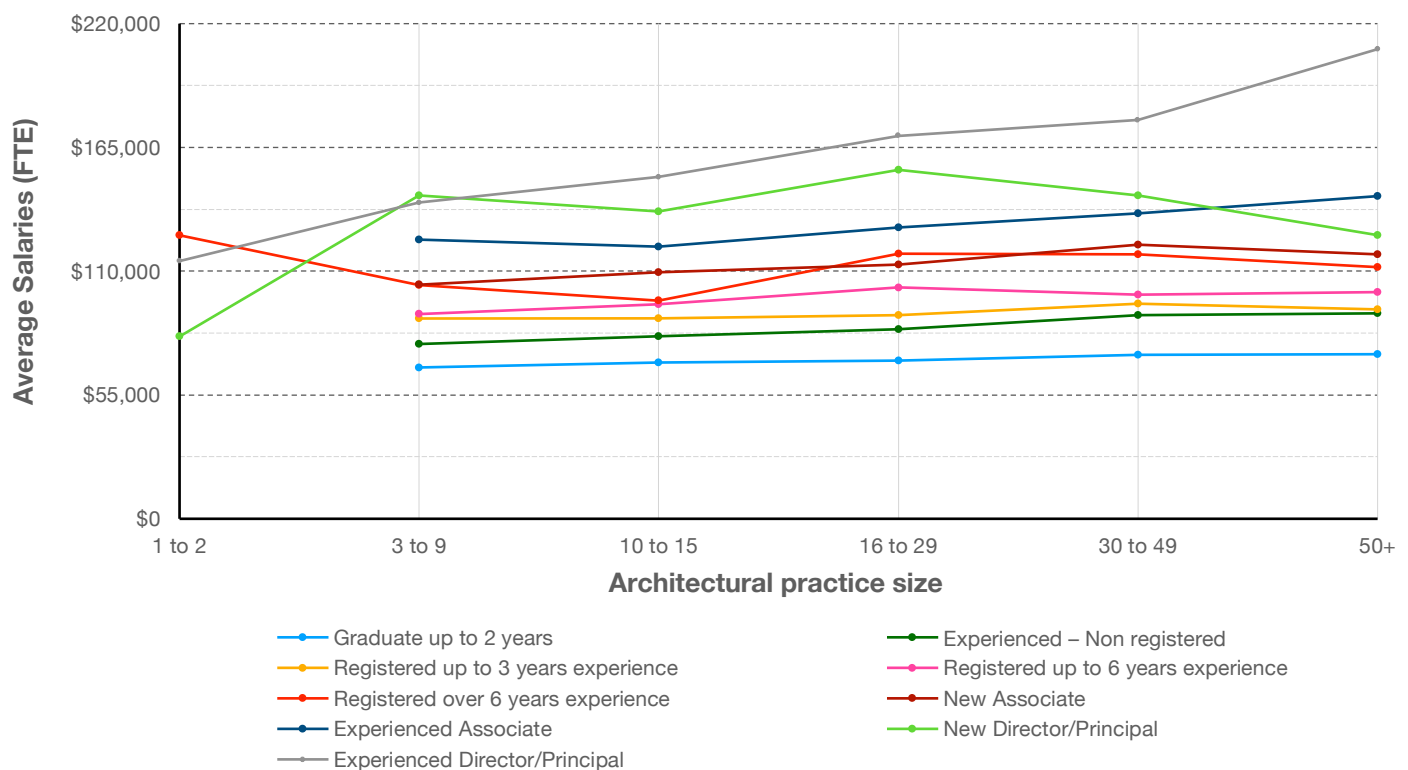


Figure 12: 2023 average Architectural Staff salaries by practice size

Salaries by State

Investigation of the geographic location of practices is helpful in understanding the distribution, impacts and potential disparities on salaries in regional locations. There is a significant disparity in salaries across different geographic locations (see: Table 11). New South Wales (NSW) and the Australian Capital Territory (ACT) collaboratively emerge as the region with the highest average salaries in four out of the nine architectural positions. Queensland (QLD) and the Northern Territory (NT) combine as the region with the second highest salaries, prevailing in three out of the nine architectural positions. These regions further indicate the geographical biases within salaries through the lack of lowest recorded salaries. This suggests that these regions consistently offer relatively higher salaries across all positions within the architecture profession.

Table 11: 2023 average Architectural Staff salaries by location

Architectural position	VIC + TAS	QLD + NT	NSW + ACT	WA	SA
Graduate (up to 2 years' experience)	\$77,794	\$71,364	\$68,355	\$68,070	\$67,262
Experienced (not registered)	\$84,216	\$87,705	\$87,364	\$79,009	\$79,578
Registered (up to 3 years' experience)	\$92,980	\$93,008	\$99,325	\$87,282	\$86,989
Registered (up to 6 years' experience)	\$95,256	\$105,538	\$106,088	\$58,500	\$95,411
Registered (over 6 years' experience)	\$103,586	\$115,885	\$128,422	\$94,780	\$102,942
New Associate	\$114,367	\$119,454	\$117,686	\$135,356	\$111,172
Experienced Associate	\$132,666	\$145,794	\$127,398	\$122,936	\$112,313
New Director/Principal	\$148,359	\$149,789	\$166,425	\$81,000	\$142,414
Experienced Director/Principal	\$155,614	\$176,505	\$172,222	\$153,701	\$148,178

Note: The **lowest salary** within each role category is recorded in **blue text**, and the **highest salary** within each role category is recorded in **green text**.

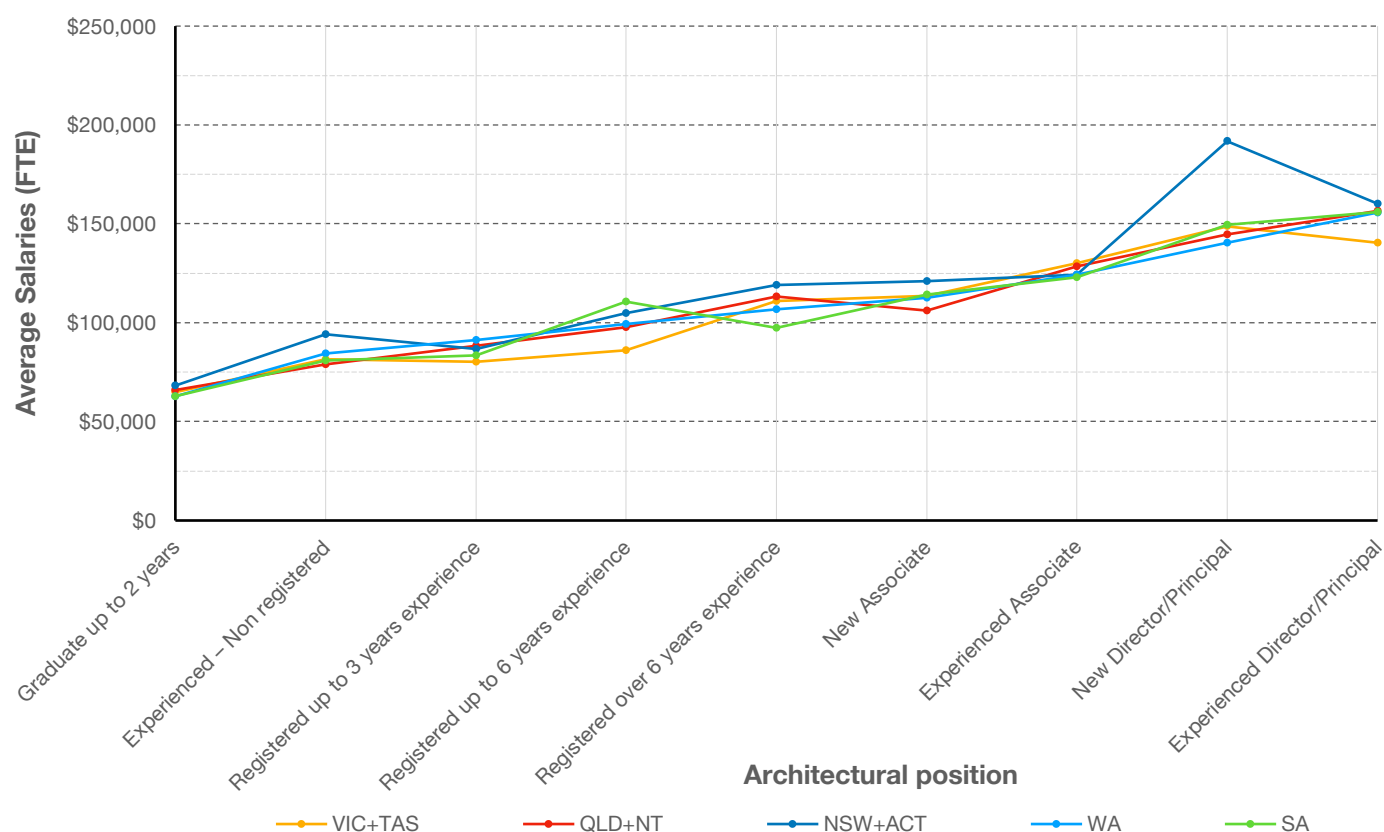


Figure 13: 2023 average Architectural Staff salaries by location

These salary trends reflect the dynamic nature of the architecture profession. In 2015, Western Australia experienced a construction boom, resulting in the highest average salaries across all role categories. However, in 2016, New South Wales emerged as a contender, taking over the highest salary positions in some role categories. The competition continued in 2017, with Western Australia regaining its dominance in average salaries, except for two roles.

By 2019, Western Australia still maintained its position as one of the highest paying states. However, in 2022 and 2023, there is a notable shift; Western Australia recorded only one of the highest salaries and four of the lowest salaries, out of the nine architectural positions in 2023. This change suggests a shift in market conditions, demand or other factors that impacted salary distributions within the architecture profession. The fluctuations in highest and lowest salaries across different states over the years highlight the importance of considering geographical dynamics when analysing architectural salary trends.

Gender Pay Gap

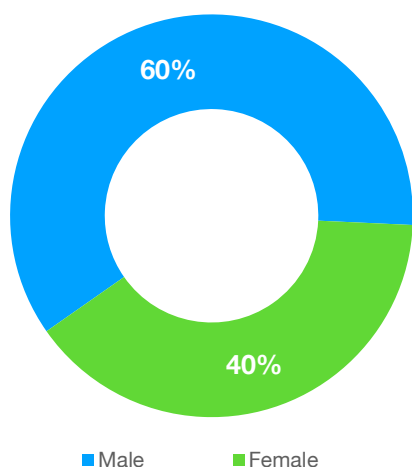


Figure 14: 2023 Ratio of Architectural Staff by gender

Analysing gender disparities in the architecture profession is crucial for assessing the representation and opportunities available to individuals of different gender identities. By identifying any biases or barriers that exist, this analysis can inform actions aimed at promoting gender diversity and equity. As summarised earlier in this report, the ACA Salary Survey collects information on salaries by gender each year. *Figures 14, 15 and 16, and Table 12* show the 2023 results.

The proportion of female *Architectural Staff* employed overall in 2023 continued to increase marginally to 40% (see: *Figure 14*), compared to previous years (2022: 39%; 2019: 38%; 2018: 38%; 2017: 35%; and 2016: 36%). While the percentage of women within each role category was variable, a higher number of women was evident in the more junior roles of graduates and registered architects with up to 3 years' experience; significantly, the women in both of these role categories were just under 50% of the staff employed (see: *Figure 15*). However, at the more senior levels, the scenario differs as the percentage of female Experienced Director/Principals drops to 20%, the same findings as the 2022 report.

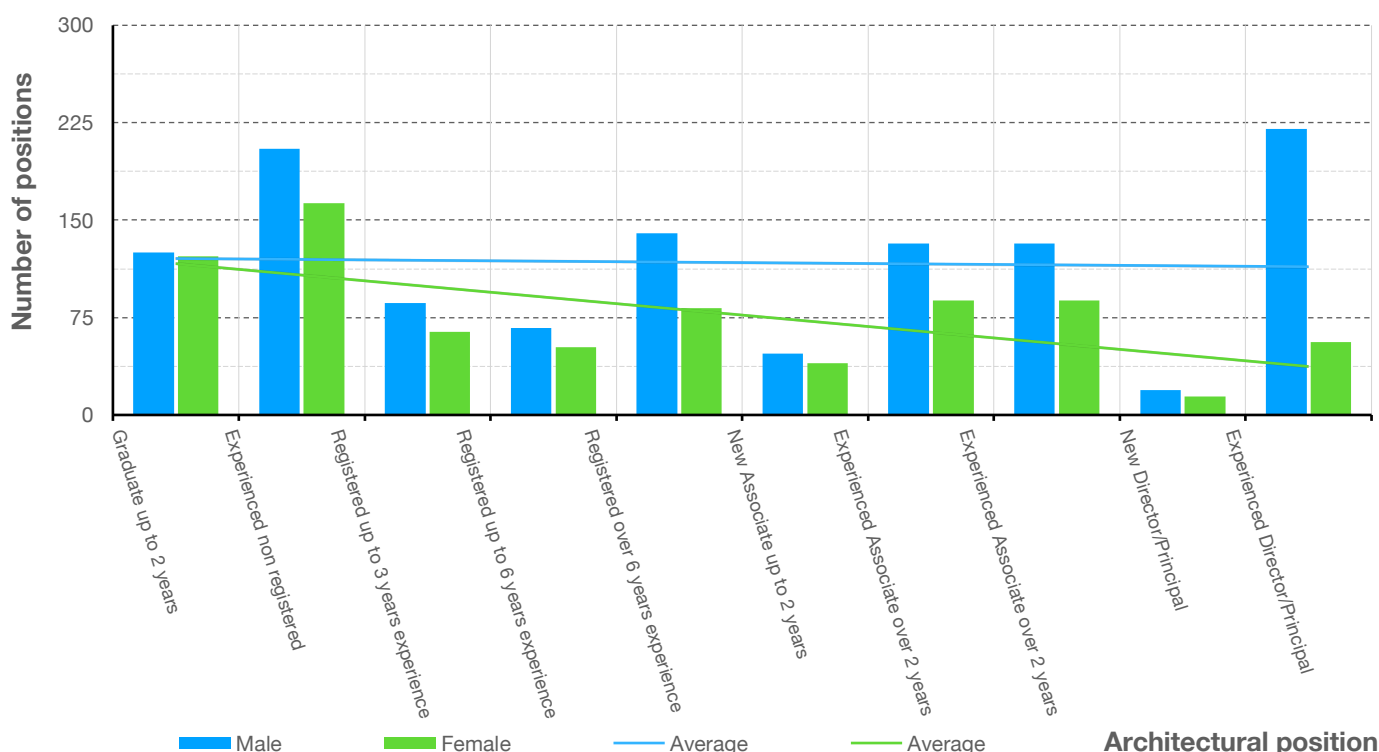


Figure 15: 2023 Architectural positions by gender

Unfortunately, gender inequity within the architectural workforce is further demonstrated by the disparities in economic conditions. The 2023 data reveals that the average female salaries are still the lowest paid in all nine of the architectural positions (see: *Table 12*). This highlights the persistent challenges and barriers faced by women in terms of remuneration within the architecture profession.

Table 12: 2023 Average Architectural Staff salaries by role and gender

Architectural position	Gender	No. of Staff	No. of Practices	Average Salary	Percentage of Females	Highest Role	Highest Salary
Graduate (up to 2 years' experience)	Male	125	57	\$70,519	49%	Male	Male
	Female	122.08	59	\$70,500			
Experienced (not registered)	Male	205	75	\$84,819	44%	Male	Male
	Female	163.4	63	\$84,051			
Registered (up to 3 years' experience)	Male	86	41	\$93,441	42%	Male	Male
	Female	64	36	\$90,994			
Registered (up to 6 years' experience)	Male	67	39	\$99,665	43%	Male	Male
	Female	52	35	\$97,525			
Registered (over 6 years' experience)	Male	140	54	\$113,334	37%	Male	Male
	Female	82	38	\$108,873			
New Associate	Male	47	28	\$121,074	46%	Male	Male
	Female	40	22	\$111,943			
Experienced Associate	Male	132	44	\$135,742	40%	Male	Male
	Female	88.4	39	\$127,888			
New Director/Principal	Male	19	13	\$154,033	42%	Male	Male
	Female	14	11	\$135,270			
Experienced Director/Principal	Male	220.4	99	\$163,005	20%	Male	Male
	Female	55.8	45	\$161,582			

Note: The lowest salary within each role category is recorded in blue text, and the highest salary within each role category is recorded in green text.

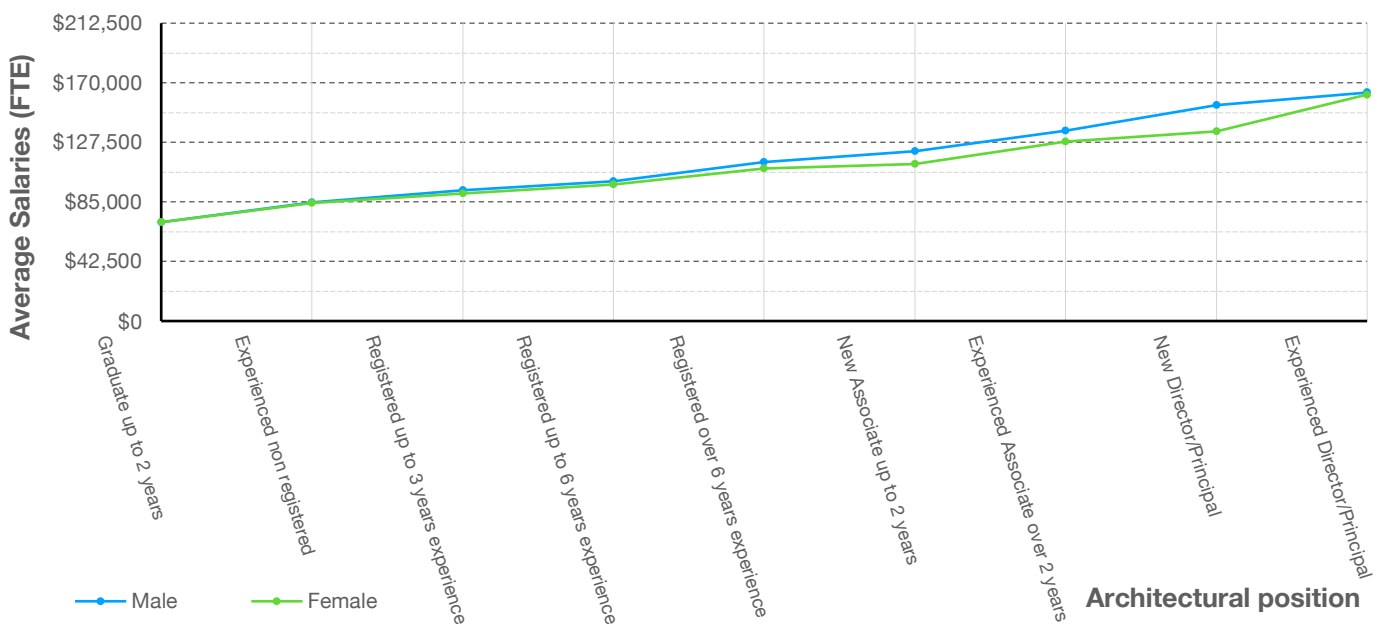


Figure 16: 2023 average architectural salaries by gender

Technical Staff Salaries

Sample Characteristics

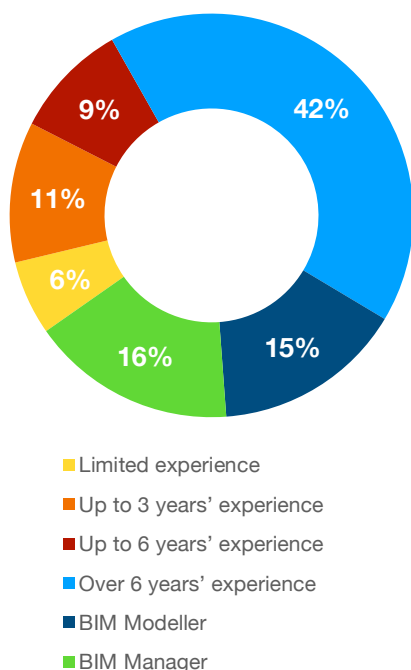


Figure 17: 2023 Technical Staff roles

Three distinct groups were established for the classification of *architectural technicians* positions: (1) limited experience; (2) experience; and (3) senior, comprising of BIM modellers and managers (see: *Table 13*). The relative composition of these groups has exhibited annual fluctuations, assumed to be from various profession-specific and non-profession determined factors.

In 2015, 156 *Technical Staff* were employed in the surveyed practices; in 2016, the number increased to 242; in 2017 that number dropped a little; in 2018 another drop to 184 was recorded; in 2019 the number increased again to 223; and in 2022 increased again to 263 *Technical Staff*.

The quantity of technical workers employed in the responding architectural practices has considerably fallen in the 2023 study, with just 151 individuals. This indicates a significant decrease of 112 workers over the previous year. As a result, the majority of the research is conducted using percentages rather than exact numbers to guarantee proper comparisons and analysis between different data sets. By utilising percentages, it is possible to make a more meaningful comparison and understanding of the relative changes and trends in the *Technical Staff* composition across time and between surveys.

The 2023 data validates prior results from the 2022 survey (see: *Figure 18*) that *technical* employees with more than six years of experience continue to dominate the overall composition of *Technical Staff*.

Specifically, the data shows that 63 persons have more than six years of expertise out of a total of 151 *Technical Staff* members. This shows that skilled *Technical Staff* make up a sizeable component of the profession's *technical* workforce.

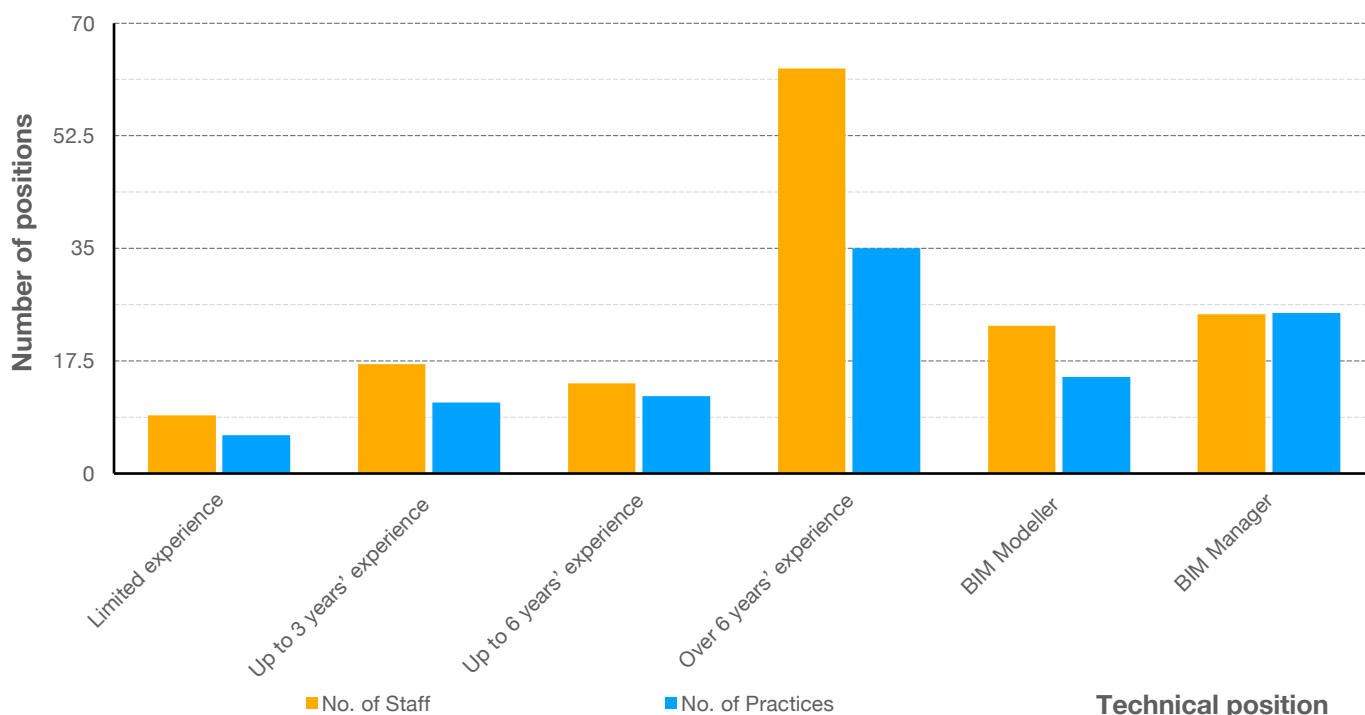


Figure 18: 2023 Number of Technical Staff roles relative to the number of practices

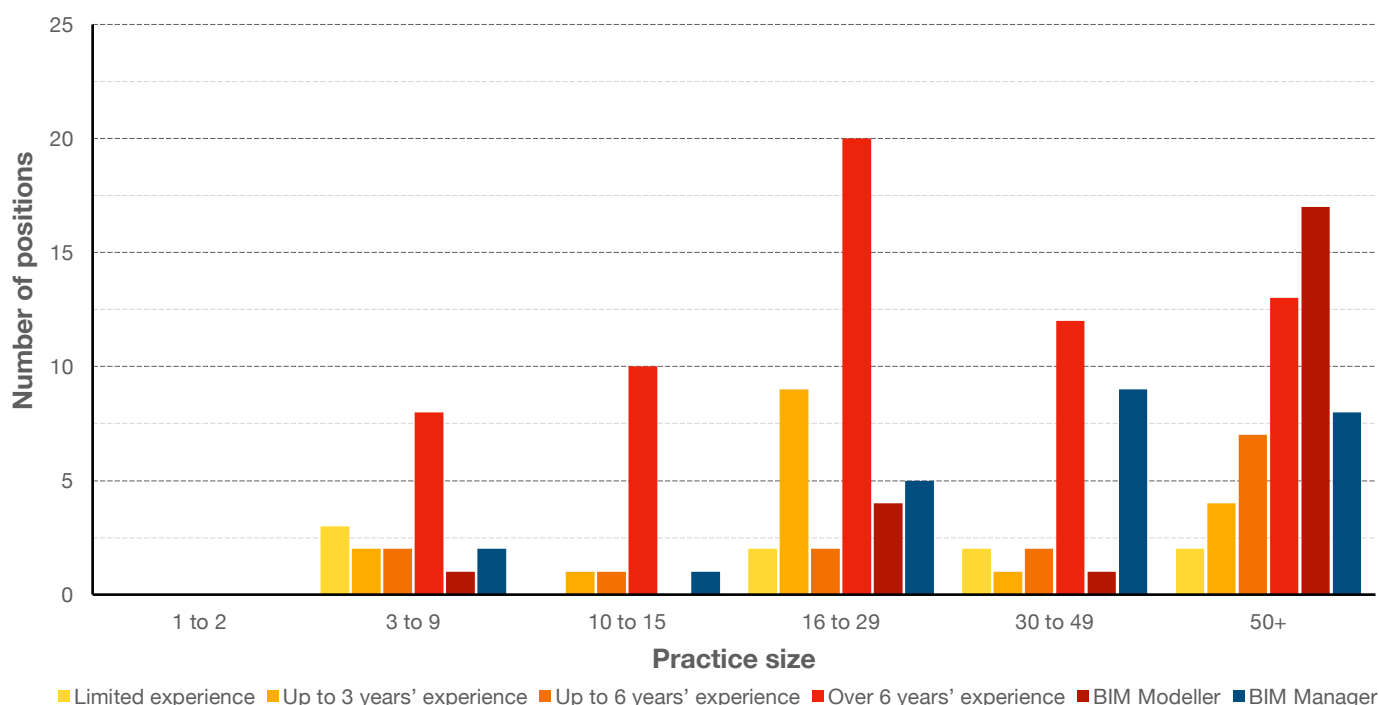


Figure 19: 2023 number of Technical Staff roles relative to practice size

The number of architectural practices and their related allocation of technical positions can potentially be used to determine the distribution of technical positions within the architectural profession. By examining the relationship between the number of practices and the available technical positions, we can gain insights into how these positions are distributed across the profession.

Table 13: 2022 – 2023 Technical Staff composition

Experience Level	Technical Staff position	2022			2023		
		No. of Staff	No. of Total	Percentage	No. of Staff	No. of Total	Percentage
Limited	Limited experience	8	8	3.04%	9	9	5.96%
Experienced	Up to 3 years' experience	26	198	75.28%	17	94	62.25%
	Up to 6 years' experience	32			14		
	Over 6 years' experience	140			63		
Senior	BIM Modeller	29	57	21.67%	23	47.8	31.65%
	BIM Manager	28			24.8		

The results of the study indicates that a significant segment of *Technical Staff* are experienced employees with over six years' experience. This is founded within the positions reported—63 employees from 35 practices—indicating an average of 1.8 employees per practice that offer this position. This is followed by the second most employed technical position, BIM Manager. This is founded within the positions reported—25 employees from 25 practices—indicating an average of 1 employee per practice that offers this position.

2023 Average Salaries

The report highlights that senior roles within the architecture profession, specifically the BIM Manager and BIM Modeller positions, command higher salaries compared to less experienced and skilled positions. According to the data, the highest paid and most senior position, BIM Manager, has an average income of \$128,595. In comparison, the most novice position, categorised as “limited experience”, receives an average of \$59,285. This salary discrepancy between senior and junior roles reflects the profession’s acknowledgement of senior employees’ increasing experience, responsibilities and importance to the organisation.

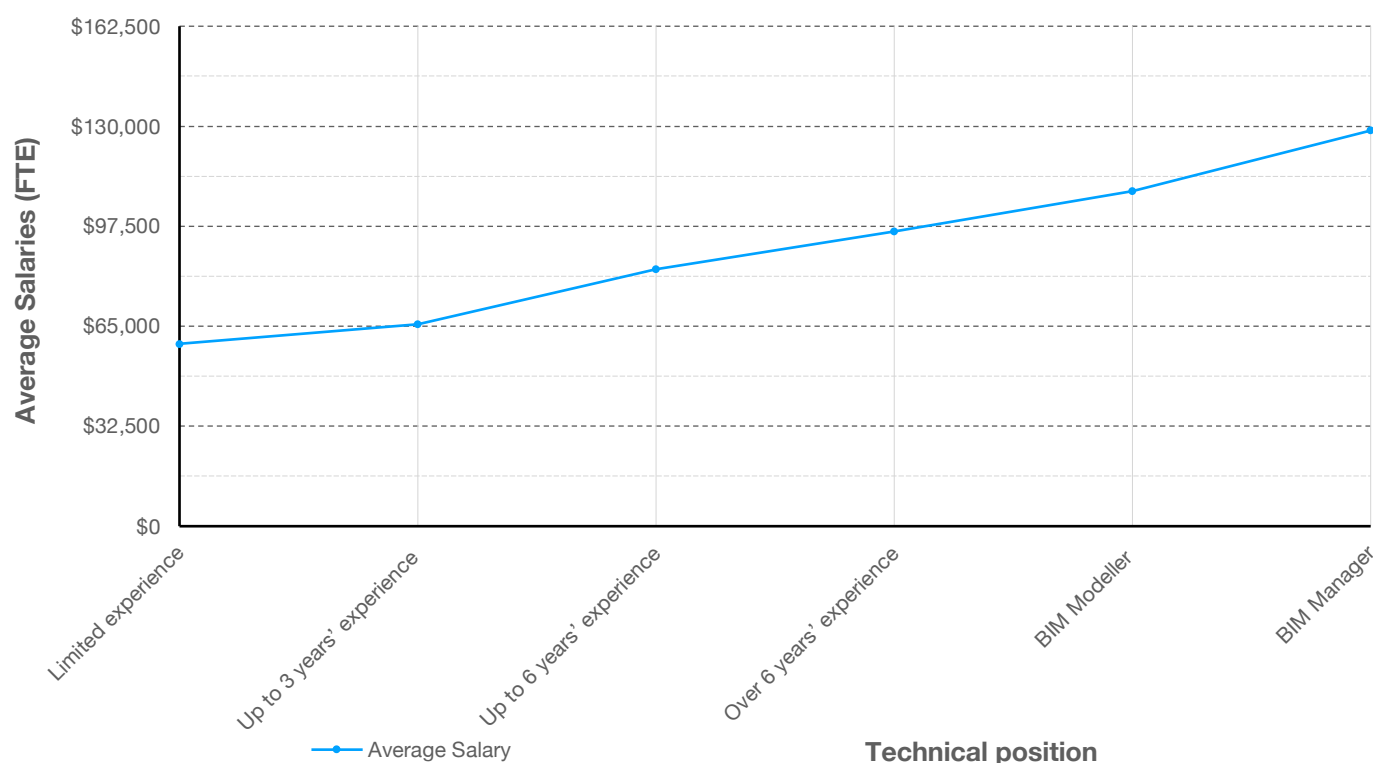


Figure 20: 2023 Progression of average salaries for Technical Staff by role category

Table 14: 2023 Highest, average and lowest average Technical Staff salaries

Technical Staff position	No. of Staff	No. of Practices	Average of Lowest	Average of Average	Average of Highest	Range
Limited experience	9	6	\$43,185	\$59,285	\$61,010	13.80%
Up to 3 years' experience	17	11	\$64,048	\$65,652	\$67,614	5.57%
Up to 6 years' experience	14	12	\$82,829	\$83,593	\$84,204	1.66%
Over 6 years' experience	63	35	\$90,910	\$95,691	\$101,134	11.25%
BIM Modeller	23	15	\$106,424	\$108,890	\$115,670	8.69%
BIM Manager	24.8	25	\$128,595	\$128,595	\$128,595	0%

Similar to the findings in 2018, 2019 and 2022, the 2023 Survey indicates that the range of salaries for *Technical Staff* is generally lower by comparison to those in architectural positions. This is potentially a consequence of the limited quantity of practices that report salaries for *Technical Staff* positions. Notably, *Technical Staff* with over 6 years of experience receive some of the highest salaries, which is further supported by a larger number of staff and practices reporting these numbers. This suggests that more experienced *Technical Staff* members are in demand, and command higher compensation within the profession.

Table 14 displays the average full time equivalent (FTE) salaries derived from the reported mean values for each position, within the individual practices. Notably, this analysis excluded the differing numbers of staff members within the practices. As a result, the averages calculated in Table 14 provide a breakdown of salaries within each architectural position, without considering practice sizes and biases.

Table 15: 2023 Average and weighted average salaries for Technical Staff by role category

Technical Staff position	No. of Practices	Average of Average	No. of Staff	Weighted Average	Difference
Limited experience	6	\$59,285	9	60,509	2.06%
Up to 3 years' experience	11	\$65,652	17	63,537	(3.22%)
Up to 6 years' experience	12	\$83,593	14	81,267	(2.78%)
Over 6 years' experience	35	\$95,691	63	91,748	(4.12%)
BIM Modeller	15	\$108,890	23	100,178	(8.00%)
BIM Manager	25	\$128,595	24.8	128,847	0.21%

By contrast, Table 15 presents a more nuanced perspective by measuring weighted averages. This methodology calculates an average that corresponds to the number of individuals within each practice, providing a more accurate depiction of wage distributions. Table 15 further provides a more comprehensive and precise analysis of compensation patterns by taking into consideration the diverse sizes of each practice, in addition to displaying the average mean across several practices.

2019–2023 Salary Differences

The comprehensive analysis of data spanning from 2019 to 2023 provides robust empirical evidence of the increase in median salaries across each of the six technical role positions in 2023 (with senior roles experiencing significantly higher salaries than four years ago). Although the extent of this growth differs within each of the six positions (see: Table 16), there is a collective average decrease of -2.08% between 2022 and 2023 (this is impacted by a significant reduction in salaries for Technical Staff with 3 years or less experience), and an increase of 9.77% over the four-year period spanning from 2019 to 2023. While these increases confirm a generally upward trajectory of Technical Staff salaries, they remain below the CPI, which was 7% in 2023 and 5% in 2022. Although the average salaries captured in the 2023 Survey for the three least experienced roles revealed a very modest growth over the four-year period, the BIM Modeller position experienced the most substantial increase in 2023, with an average rise of 27.78% from the reported findings in 2019, and a 15.22% rise over the past year.

Table 16: 2019 – 2023 and 2022 – 2023 Difference between average salaries for Technical Staff

Technical Staff position	2019		2022		2023		Difference	
	No. of Staff	Average of Average	No. of Staff	Average of Average	No. of Staff	Average of Average	2022 - 2023	2019 - 2023
Limited experience	10	\$41,235	7	\$61,961	9	\$43,185	(30.30%)	4.73%
Up to 3 years' experience	14	\$63,238	10	\$69,479	17	\$65,652	(5.51%)	3.82%
Up to 6 years' experience	17	\$81,934	16	\$80,846	14	\$83,593	3.40%	2.02%
Over 6 years' experience	48	\$87,643	66	\$94,028	63	\$95,691	1.77%	9.18%
BIM Modeller	10	\$85,217	21	\$94,505	23	\$108,890	15.22%	27.78%
BIM Manager	15	\$115,735	26	\$124,926	24.8	\$128,595	2.94%	11.11%

Notably, the BIM Modeller positions have experienced the most substantial increase in 2023, with an average rise of 27.79% from the reported average of \$85,217 in 2019 to \$108,890 in 2023. This finding underscores the heightened compensation received by individuals occupying such senior leadership roles, indicative of their valuable expertise and contributions within the field.

The BIM Manager and the Experience over 6 years positions have also witnessed a significant increase in salary. The BIM Manager position experienced an average salary increase of 11.11%, while professionals with over 6 years of experience received an average salary rise of 9.18%. These salary increments highlight the notable salary advancements observed among the most senior positions in the architectural technical field.

While there has been an average increase in salaries across all technical positions, it is evident that the three lower experienced roles have not experienced the same level of salary growth, as the top three more senior roles. This pattern suggests that the salary disparities within the technical profession may widen if the continual growth for senior roles persists. The data analysis (see: *Figure 21*) provides further insights into the potential implications of this trend on salary disparities within the architectural technical field.

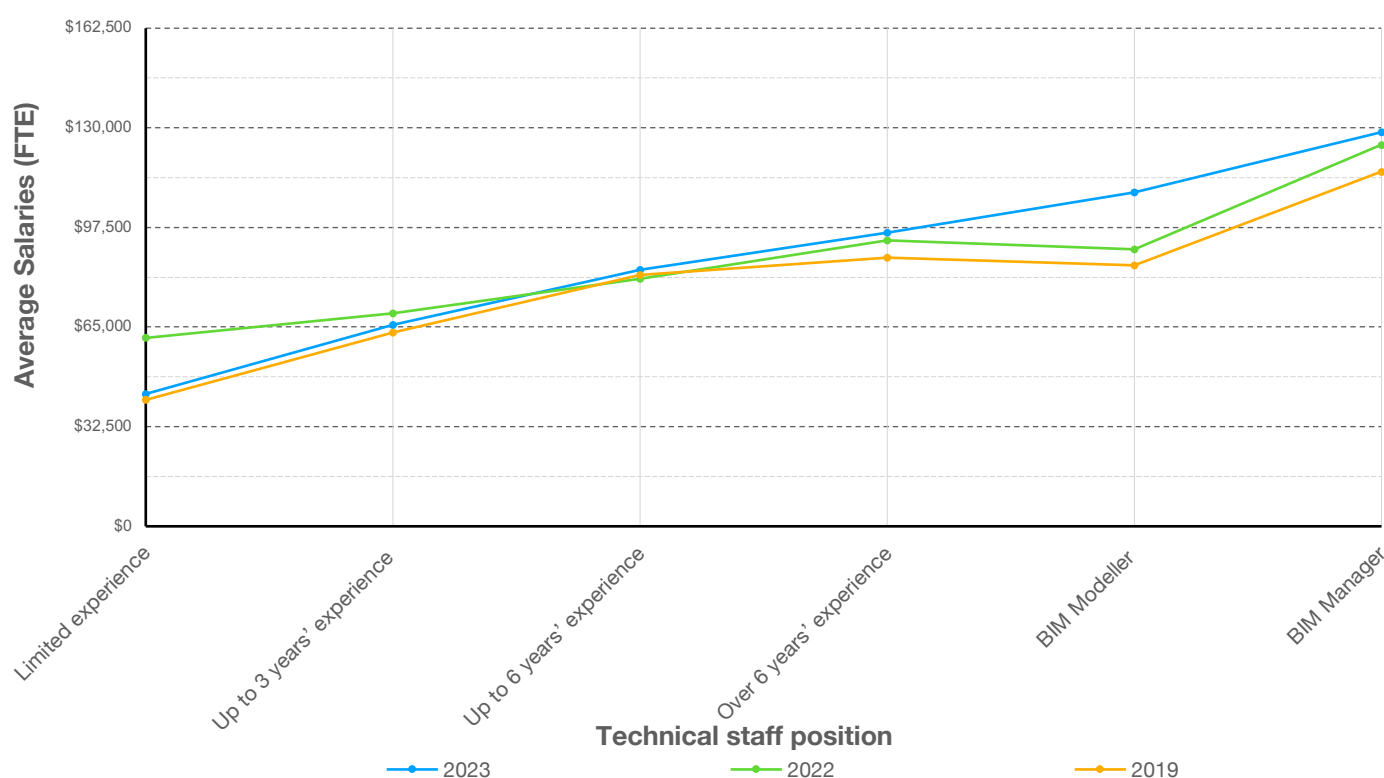


Figure 21: 2019 – 2022 Difference between average salaries for Technical Staff

Highest and lowest Salaries

There has been a minor decrease in the overall difference between the lowest and highest salaries from 2022 to 2023, with an average decrease of 0.36%. Whilst only minor, this indicates the narrowing of the salary range during the 12-month period from 2022 (see: *Table 17*). This suggests a reduction in salary disparities and a more compact distribution between the extremes.

Unlike the other five positions, the data analysis (see: *Table 17*) shows that the BIM Modeller position in 2023 maintained its disparities from the previous year. While it may not have had the highest disparity in the previous year, the lack of a decreasing trend in salary differences has resulted in it having the largest difference in salaries in 2023. This indicates a potential stability or lack of improvement in salary equality within the BIM Modeller position compared to other positions in the architecture profession.

Despite the minor reduction in discrepancies, it is important to note that significant variances remain amongst the six technical role positions. The highest technician salary is almost 3.7 times that of the lowest technical salary. This considerable disparity indicates the occurrence of major differences in remuneration across various technical roles. Recognising and correcting these gaps is critical to developing a truly fair and balanced pay system, that adheres to equal opportunity principles and compensates employees based on their skills, experience and achievements.

Table 17: 2022 - 2023 Highest and lowest Technical Staff salaries

Technical Staff position	2022		2023		Multiplying Factor		
	Lowest Salary	Highest Salary	Lowest Salary	Highest Salary	2022	2023	Difference
Limited experience	\$53,352	\$81,314	\$47,550	\$69,615	1.52	1.46	(0.06)
Up to 3 years' experience	\$47,719	\$99,500	\$49,725	\$71,825	2.08	1.44	(0.64)
Up to 6 years' experience	\$60,000	\$132,000	\$60,000	\$107,160	2.2	1.79	(0.41)
Over 6 years' experience	\$61,776	\$182,325	\$73,754	\$175,700	2.95	2.38	(0.57)
BIM Modeller	\$54,066	\$145,994	\$60,800	\$169,433	2.7	2.7	0
BIM Manager	\$79,000	\$195,007	\$92,500	\$175,700	2.4	1.90	(0.5)

Salaries by Practice Size

Table 18: 2023 average Technical Staff salaries by practice size

Technical Staff position	1 to 2	3 to 9	10 to 15	16 to 29	30 to 49	50+
Limited experience	-	\$47,550	-	\$63,439	\$67,957	\$63,434
Up to 3 years' experience	-	\$61,882	\$55,000	\$69,061	\$58,000	\$66,465
Up to 6 years' experience	-	\$80,465	\$79,417	\$74,200	\$77,270	\$91,966
Over 6 years' experience	-	\$80,291	\$95,626	\$95,855	\$103,230	\$112,987
BIM Modeller	-	\$158,400	-	\$101,559	\$169,433	\$103,803
BIM Manager	-	\$122,304	-	\$123,363	\$120,233	\$142,847

Note: The *lowest salary* within each role category is recorded in *blue text*, and the *highest salary* within each role category is recorded in *green text*.

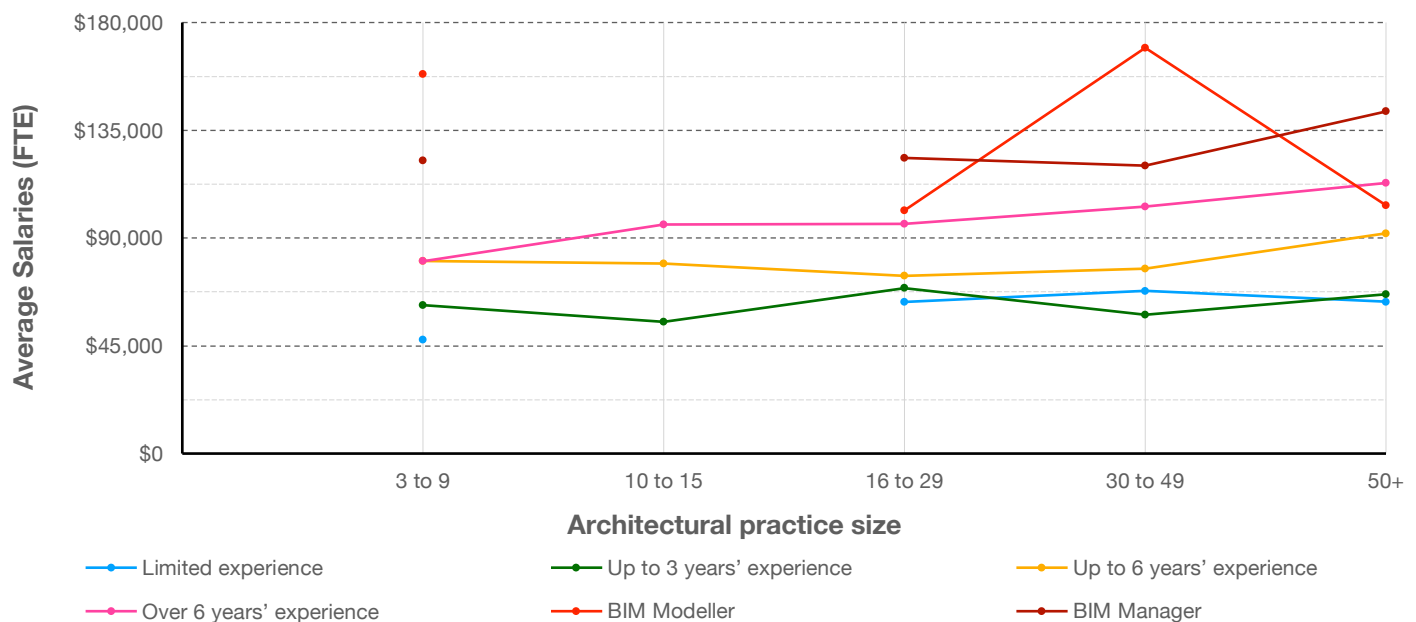


Figure 22: 2023 average Technical Staff salaries by practice size

Practices with more than 50 employees have the highest salaries across three of the six technical job categories. This trend is further reinforced by the presence of the second and third largest practice sizes, which hold the remaining three out of six positions for the highest average salaries (see: Table 18). Consequently, the highest average salaries of all six technical positions are founded within the top three larger architectural practice sizes. These findings underscore the considerable influence of practice size on compensation differentials, and highlight the significance of taking practice size into account when evaluating salary discrepancies across Technical Staff positions.

Salaries by State

Investigation of the geographic location of practices is helpful in understanding the distribution, impacts and potential disparities on salaries in regional locations (see: Figure 23). The sample sizes throughout various states and territories were small due to the low number of practices employing technical workers in the six technical positions. As a result, the average salaries provided in Table 19 should be regarded as indicative rather than definitive, as they may not fully reflect general salary patterns within the wider profession.

Table 19: 2023 average Technical Staff salaries by location

Technical Staff position	VIC + TAS	QLD + NT	NSW + ACT	WA	SA
Limited experience	\$65,698	\$47,550	\$61,685	-	-
Up to 3 years' experience	\$65,050	\$65,855	\$68,252	\$66,703	\$58,000
Up to 6 years' experience	\$89,925	\$83,737	\$84,535	\$79,399	\$60,000
Over 6 years' experience	\$99,573	\$96,969	\$90,083	\$102,328	\$88,200
BIM Modeller	\$118,901	\$111,657	\$85,947	\$96,569	-
BIM Manager	\$131,240	\$126,552	\$153,789	\$139,000	\$105,519

Note: The lowest salary within each role category is recorded in blue text, and the highest salary within each role category is recorded in green text.

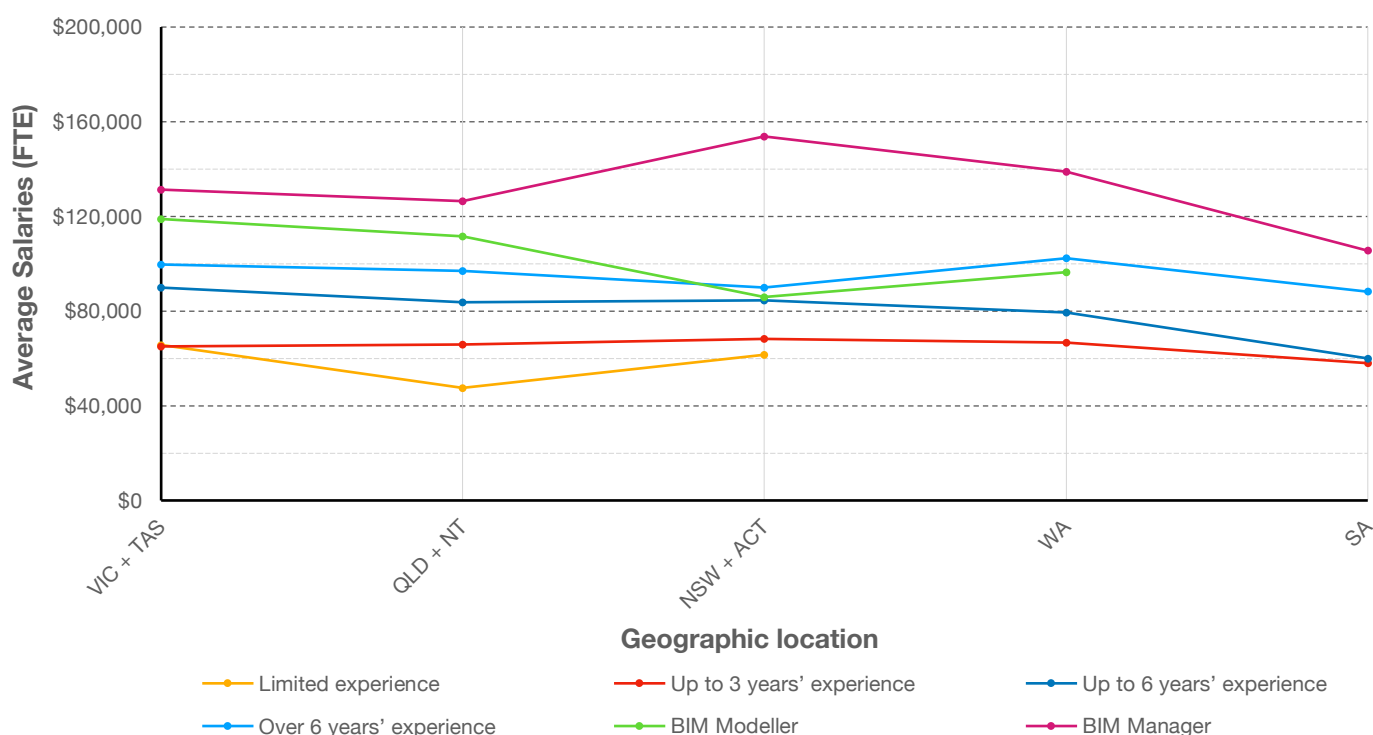


Figure 23: 2023 average Technical Staff salaries by location

However, based on the available data, there is a significant disparity in salaries across different geographic locations. Victoria (VIC) and Tasmania (TAS), in particular, collaboratively emerge as the region where the highest average salaries prevail in three out of the six technical role positions. This is followed by New South Wales (NSW) and the Australian Capital Territory (ACT) combined, as the region with the second highest salaries, prevailing in two out of the six technical role positions. By contrast however, South Australia (SA) offers four of the six lowest salaries within the *Technical Staff* roles.

Gender Pay Gap

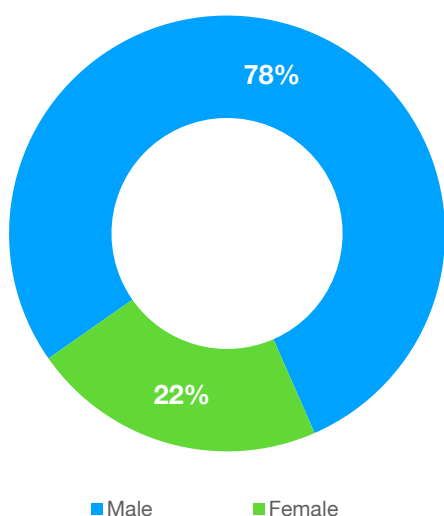


Figure 24: 2023 Ratio of Technical Staff by gender

Analysing gender disparities in the technical roles is crucial for assessing the representation and opportunities available to individuals of different gender identities. By identifying any biases or barriers that exist, this analysis can inform actions aimed at promoting gender diversity and equity.

In line with previous reports, women remain significantly under-represented in the technical workforce. The data shows a consistent decline in the proportion of women from 2019 (29%) and 2018 (28%) to 2022 (25%), reaching a ratio of only 22% in 2023. This trend highlights the ongoing challenge of achieving gender balance within the technical roles in the profession.

Due to the limited sample sizes within the technical data sets, the numbers were not sufficient enough to generate meaningful insights, and thus the information presented in *Figures 24, 25 and 26* is offered for interest only, and should not be relied upon. Instead, the presented information should be regarded as indicative rather than definitive, as it may not fully reflect general salary patterns within the wider profession. These findings do, however, underscore the continuous difficulty of gender diversity in the technical sector, as well as the need for continuing efforts to overcome the barriers and prejudices that contribute to women's under-representation within this field.

Unfortunately, gender inequity within the technical workforce is further demonstrated by salary disparities. Despite a small improvement in 2022, the 2023 findings indicate a regression in the gender salary disparity within the technical workforce. The data reveals that women's average salaries are still the lowest paid in four out of the six technical positions (see: *Table 20*), mirroring the findings from the 2018 survey. This highlights the persistent challenges and barriers faced by women in terms of remuneration within the architectural profession.

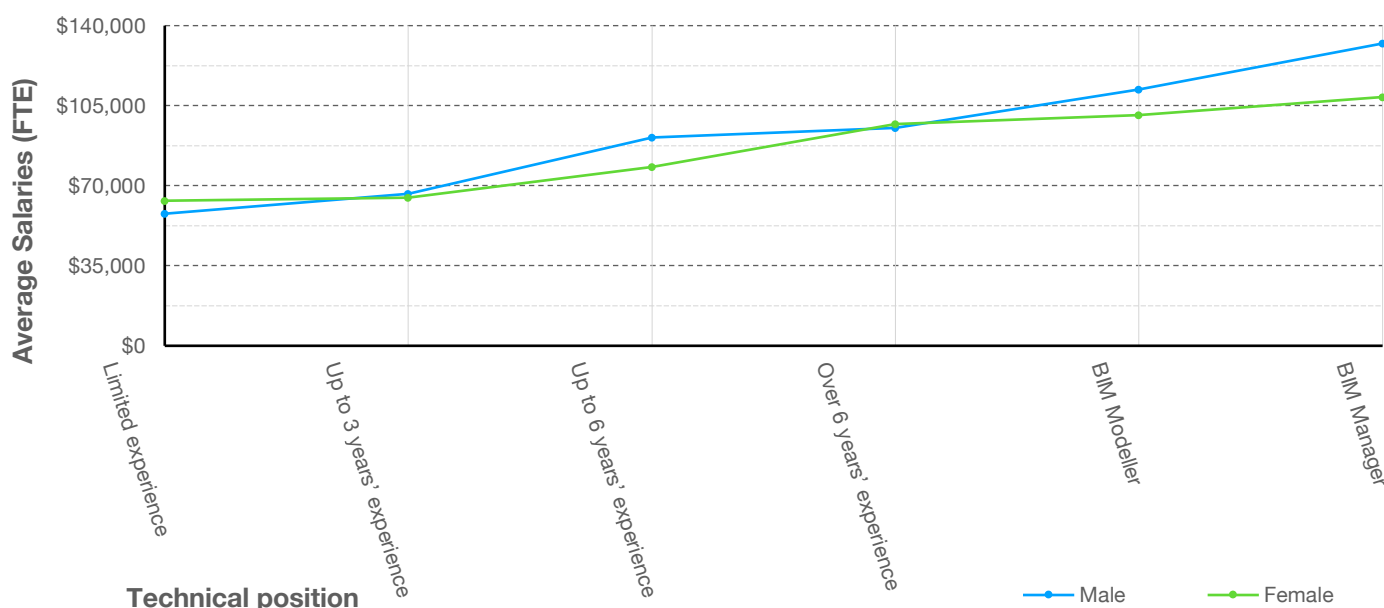


Figure 25: 2023 Gender of Technical Staff by role categories

Given the small sample size and low female presence in the technical role positions, it is not unexpected that men dominate both the highest and lowest reported salaries for every technical position, as also seen within the 2019 and 2022 Survey results. When evaluating the average salary of male and female technical personnel, it is clear that male salaries continue to be significantly higher than female salaries in virtually all categories. This gender-based income differential emphasises the persistent gender pay gap in the technical field, emphasising the importance of ongoing efforts to achieve gender equity and equitable remuneration for all employees, regardless of gender.

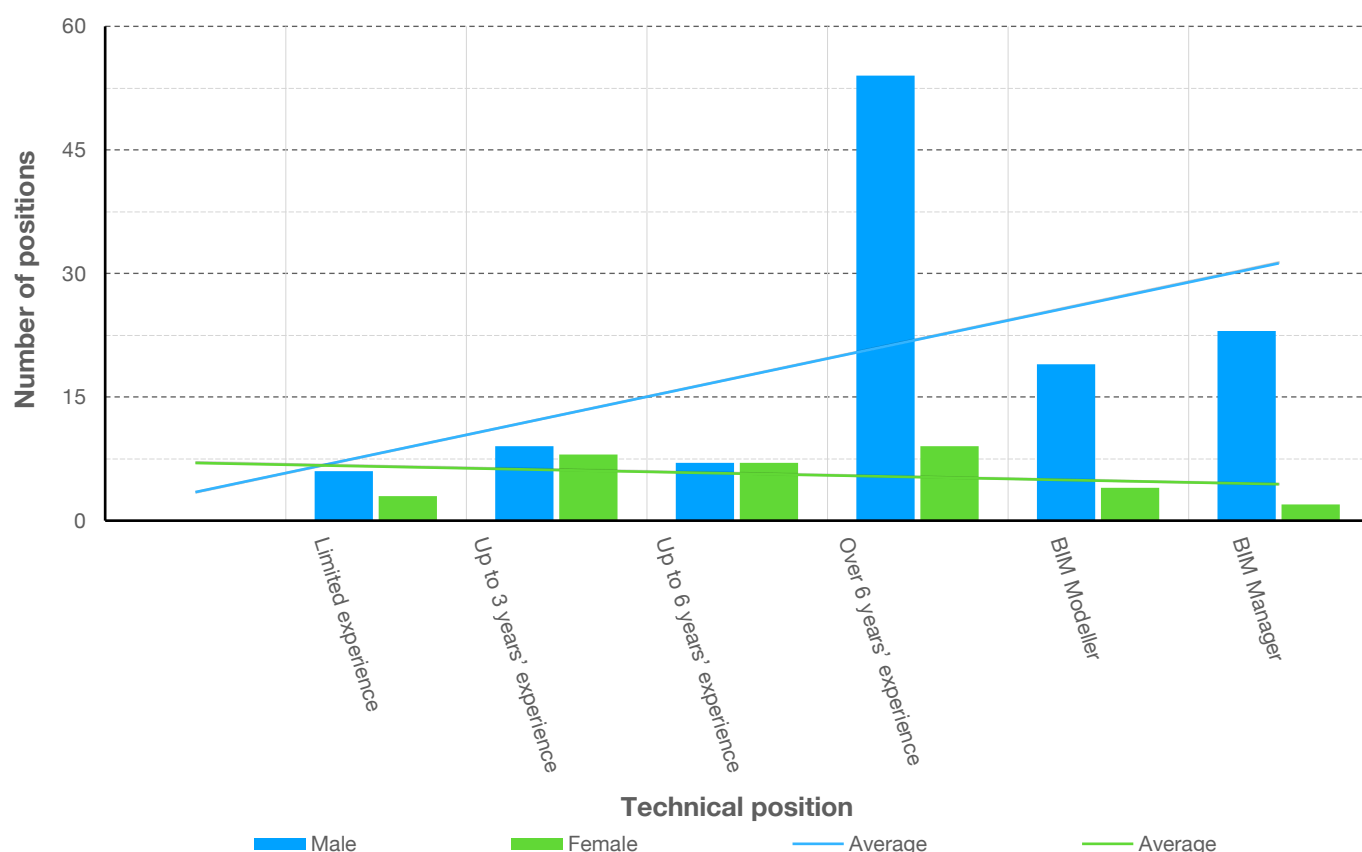


Figure 26: 2023 average Technical salaries by gender

Table 20: 2023 Average Technical Staff salaries by role and gender

Technical Staff position	No. of Staff	No. of Practices	Lowest Salaries		Highest Salaries	
			Male	Female	Male	Female
Limited experience	9	6	\$47,550	\$59,850	\$69,615	\$63,439
Up to 3 years' experience	17	11	\$49,725	\$55,000	\$71,825	\$70,000
Up to 6 years' experience	14	12	\$71,900	\$60,000	\$107,160	\$89,000
Over 6 years' experience	63	35	\$73,754	\$80,000	\$175,700	\$121,959
BIM Modeller	23	15	\$60,800	\$70,000	\$169,433	\$117,683
BIM Manager	24.8	25	\$92,500	\$100,000	\$117,572	\$175,700

Note: The *lowest salary* within each role category is recorded in *blue text*, and the *highest salary* within each role category is recorded in *green text*.

Table 21: 2023 Average Technical Staff salaries by role and gender

Technical Staff position	Gender	No. of Staff	No. of Practices	Average Salary	Percentage of Females	Highest Staff	Highest Salary
Limited experience	Male	6	4	\$57,754	33.33%	Male	Female
	Female	3	2	\$63,437			
Up to 3 years' experience	Male	9	6	\$66,456	47.05%	Male	Male
	Female	8	5	\$64,688			
Up to 6 years' experience	Male	7	5	\$91,151	50%	Male & Female	Male
	Female	7	7	\$78,195			
Over 6 years' experience	Male	54	28	\$95,383	14.28%	Male	Female
	Female	9	7	\$96,925			
BIM Modeller	Male	19	11	\$111,950	17.39%	Male	Male
	Female	4	4	\$100,474			
BIM Manager	Male	23	22	\$132,201	8%	Male	Male
	Female	2	2	\$108,786			

Note: The lowest salary within each role category is recorded in blue text, and the highest salary within each role category is recorded in green text.

Interior Design Staff Salaries

Sample Characteristics

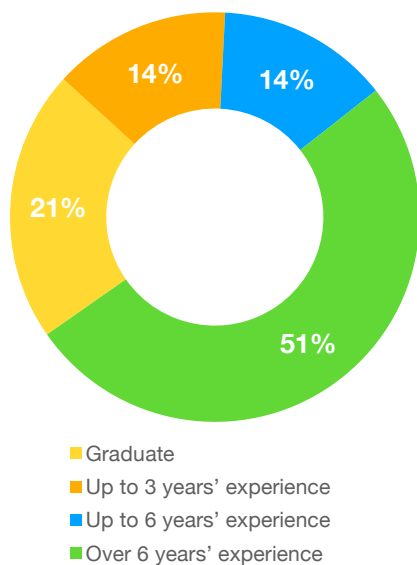


Figure 27: 2023 Interior Design Staff roles

The distribution of *Interior Design* roles throughout the profession is ascertained by analysing the number of practices against the demand of these positions.

The results of the study corroborates with the previous findings (see: *Figure 27*), indicating that a significant segment of the *Interior Design* sector is experienced employees with over six years of experience. This is founded within the reporting of 40 practices who have 116 employees in this position, indicating an average of 2.9 employees per practice that employs this position.

The number of *Interior Designers* engaged in 2023 reporting practices remained reasonably consistent in comparison to the 2022 data, with just a minor decline of only 11, from 239 staff in 2022, to 228 staff in 2023. This is worthy of noting considering the number of participating practices decreased significantly in this year's study, with 98 fewer practices than those reporting in 2022. Despite the drop in survey respondents, the number of employed *Interior Designers* indicates that there is a continuing demand for their contribution to the architecture profession.

Despite the rapid growth observed in the sector, the composition of *Interior Design* positions has exhibited a remarkable stability with minimal variation of its composition. The number of *Interior Design* positions has remained relatively consistent, revealing a sustained demand for these roles within the architecture profession.

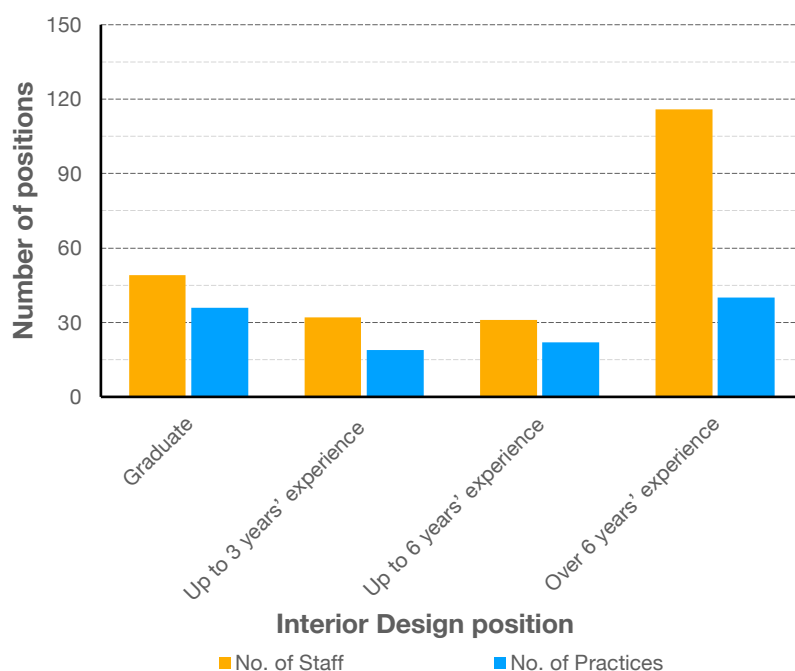


Figure 28: 2023 Number of Interior Design Staff roles relative to the number of practices

Table 22: 2022 - 2023 Interior Design Staff composition

Experience Level	Interior Design position	2022			2023		
		No. of Staff	No. of Total	Percentage	No. of Staff	No. of Total	Percentage
Limited	Graduate	46	46	19.25%	49	49	21.49%
Experienced	Up to 3 years' experience	36	193	80.75%	32	179	78.51%
	Up to 6 years' experience	59			31		
	Over 6 years' experience	98			116		

2023 Average Salaries

The 2023 Survey results report that the highest paid and most senior position, Interior Designer with over six years of experience, earns an average income of \$102,306. By comparison, the most novice position—categorised as Graduate—received an average of \$65,737. Furthermore, the 2023 data confirm the findings of previous years' surveys (2018, 2019 and 2022), highlighting that the salary range for interior design professionals is lower than that of architectural roles. While the wage disparity between interior designers and architects can be attributable to a number of variables, it is important to note that individual salaries do vary depending on criteria such as experience, geography, specialisation and the specific employer.

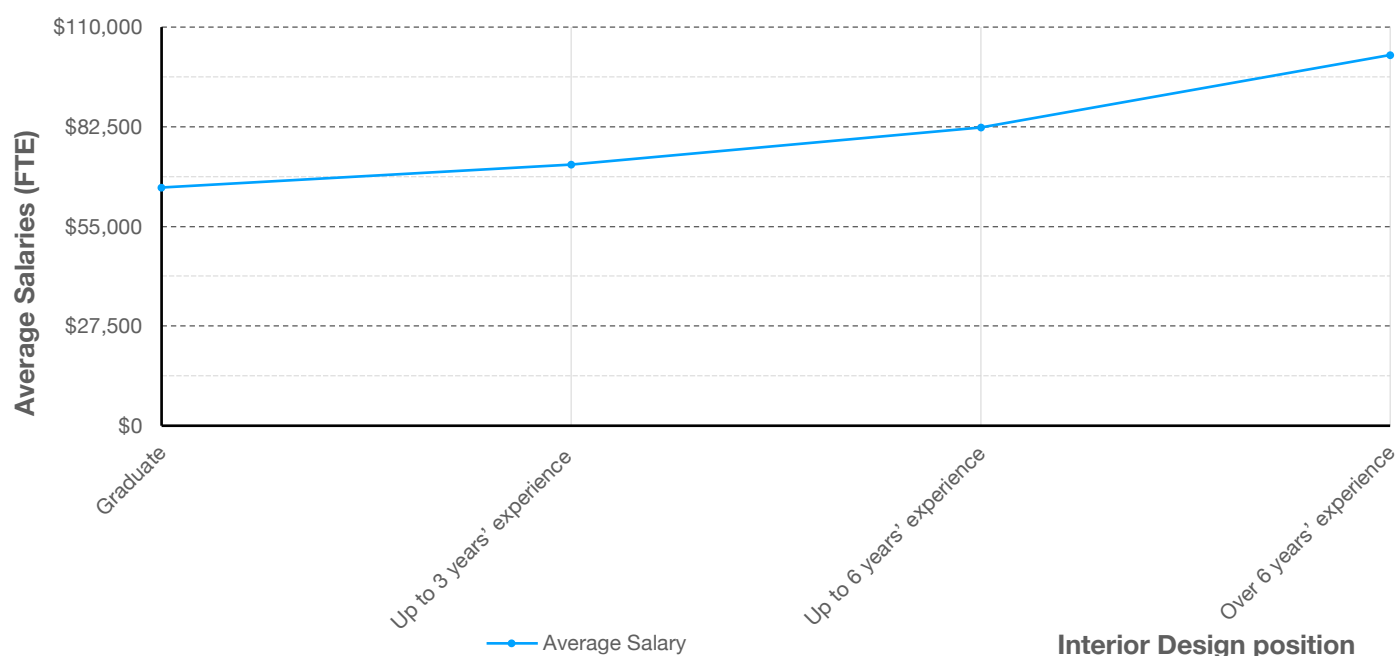


Figure 29: 2023 Progression of average salaries for Interior Design Staff by role category

Table 23: 2023 Highest, average, and lowest average Interior Design Staff salaries

Interior Design position	No. of Staff	No. of Practices	Average of Lowest	Average of Average	Average of Highest	Range
Graduate	49	36	\$64,003	\$65,737	\$67,843	6%
Up to 3 years' experience	32	19	\$70,035	\$72,117	\$73,791	5.36%
Up to 6 years' experience	31	22	\$80,919	\$82,317	\$83,975	3.78%
Over 6 years' experience	116	40	\$91,691	\$102,307	\$115,712	26.12%

Table 23 displays the average full time equivalent (FTE) salaries derived from the reported mean values for each *Interior Design* position within the individual practices. Notably, this analysis excluded the differing numbers of staff members within the practices. As a result, the averages calculated in Table 23 provide a breakdown of salaries within each of the *Interior Design* positions, without considering practice sizes and biases.

In contrast, Table 24 presents a more nuanced perspective by measuring weighted averages. This methodology calculates an average that corresponds to the number of individuals within each practice, providing a more accurate depiction of wage distributions. Table 24 further provides a more comprehensive and precise analysis of compensation patterns by taking into consideration the diverse sizes of each practice, in addition to displaying the average mean across several practices.

Table 24: 2023 Average and weighted average salaries for Interior Design Staff by role category

Interior Design position	No. of Practices	Average of Average	No. of Staff	Weighted Average	Difference
Graduate	36	\$65,737	49	66,200	0.70%
Up to 3 years' experience	19	\$72,117	32	73,828	2.375
Up to 6 years' experience	22	\$82,317	31	81,509	(0.98%)
Over 6 years' experience	40	\$102,307	116	106,899	4.48%

2019–2023 Salary Differences

The comprehensive analysis of data spanning from 2019 to 2023 provides robust empirical evidence of the considerable increase in median salaries across each of the four *Interior Design* role positions in 2023. Although the extent of this growth differs within each of the four positions (see: *Table 25*), there is a collective average increase of 3.94% between 2022 and 2023, and a 8.85% over the four-year period spanning from 2019 to 2023. While these increases confirm a consistent upward trajectory of interior design salaries, they remain below the CPI, which was 7% in 2023 and 5% in 2022.

Table 25: 2019 – 2023 and 2022 – 2023 Difference between average salaries for Interior Design Staff

Interior Design position	2019		2022		2023		Difference	
	No. of Staff	Average of Average	No. of Staff	Average of Average	No. of Staff	Average of Average	2022 - 2023	2019 - 2023
Graduate	14	\$57,054	35	\$61,277	49	\$65,737	7.28%	15.22%
Up to 3 years' experience	25	\$66,700	24	\$67,776	32	\$72,117	6.40%	8.12%
Up to 6 years' experience	29	\$75,351	32	\$81,419	31	\$82,317	1.10%	9.24%
Over 6 years' experience	33	\$99,508	61	\$101,321	116	\$102,307	0.97%	2.81%

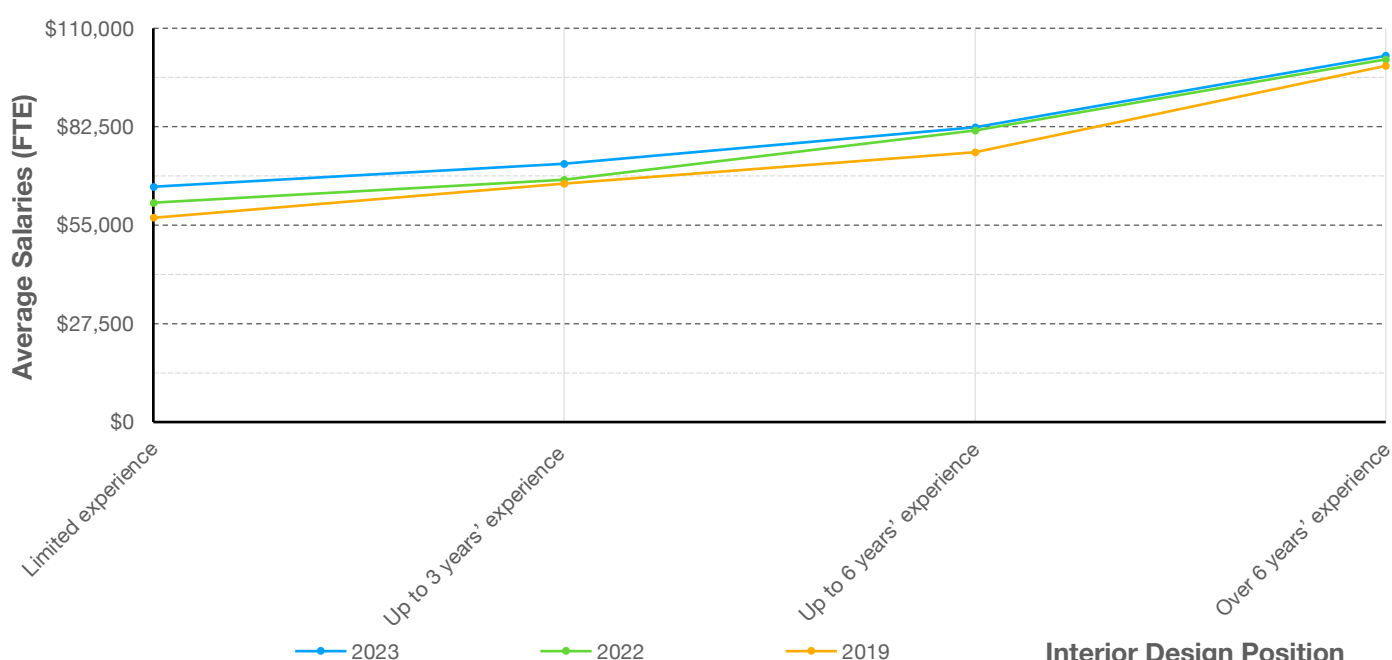


Figure 30: 2019 - 2023 Difference between average salaries for Interior Design Staff

The Graduate positions have experienced the most substantial increase in 2023, with an average rise of 15.22% from the reported findings in 2019, and a 7.28% rise over the past year. This indicates a positive trend in compensation for entry-level professionals within the *Interior Design* sector. While there has been an average increase in salaries across all *Interior Design* positions, it is evident that the most senior roles have not experienced the same level of salary growth. By contrast, interior designers with over 6 years' experience have experienced the smallest increase in 2023, with an average increase of 2.81% from the reported findings in 2019, and only 0.97% increase over the past year. This growth rate since 2019 is 6.04% lower than the sector's average of 8.85%. The pattern observed indicates that if the steady growth for senior roles continues, there is a possibility of decreasing salary disparities on average, within the *Interior Design* sector.

Highest and Lowest Salaries

There has been a minor decrease in the overall difference between the lowest and highest salaries from 2022 to 2023, with an average decrease of 1.35%. Whilst only minor, this indicates the narrowing of the salary range during the 12-month period from 2022 (see: *Table 26*). This suggests a reduction in salary disparities and a more compact distribution between the extremes.

Table 26: 2022 - 2023 Highest and lowest Interior Design Staff salaries

<i>Interior Design</i> position	2022		2023		Multiplying Factor		
	Lowest Salary	Highest Salary	Lowest Salary	Highest Salary	2022	2023	Difference
Graduate	\$45,000	\$88,000	\$49,400	\$120,931	1.9	2.4	0.5
Up to 3 years' experience	\$50,000	\$90,000	\$50,000	\$115,473	1.8	2.3	0.5
Up to 6 years' experience	\$45,000	\$125,400	\$65,085	\$114,000	2.7	1.7	(1.0)
Over 6 years' experience	\$45,000	\$253,347	\$70,000	\$209,000	5.6	2.9	(2.7)

Notably, the most senior of *Interior Designers* with over 6 year's experience, have encountered the most substantial decrease in salary ranges. The data reveals a notable decrease in their salary disparity, with a reduction of 2.7 times, declining from 5.6 in 2022 to 2.9 in 2023 (see: *Table 26*).

Although the reduction in discrepancies represents an important advance towards a more egalitarian working environment, it is crucial to note that significant variances remain amongst the four *Interior Design* role positions. The highest salary is almost 4.2 times that of the lowest *Interior Design* salary. This considerable disparity indicates the occurrence of major differences in remuneration across various jobs within the architectural profession. Recognising and correcting these gaps is critical to developing a truly fair and balanced pay system that adheres to equal opportunity principles, and compensates employees based on their skills, experience, and achievements.

Salaries by Practice Size

The distribution of highest average salaries across different practice sizes suggests a relatively unbiased outcome in terms of practice size. However, the inconsistent averages between the lowest and highest values indicate the need to examine the most consistently performing practice sizes, to gain a deeper understanding of the salary trends. Practices with more than 50 employees have the most constantly performing highest average salaries from each category. These findings continue to underscore the considerable influence of practice size on compensation differentials, and highlight the significance of taking practice size into account when evaluating salary discrepancies across *Interior Design* positions.

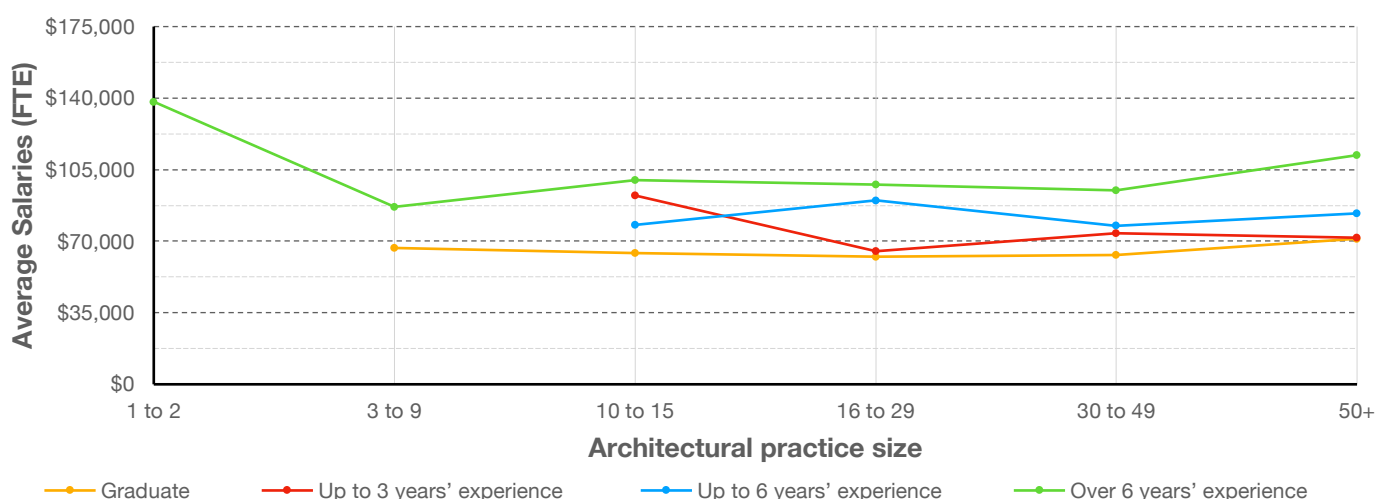


Figure 31: 2023 average Interior Design Staff salaries by practice size

Table 27: 2023 average Interior Design Staff salaries by practice size

Interior Design position	1 to 2	3 to 9	10 to 15	16 to 29	30 to 49	50	Difference
Graduate	-	\$66,828	\$64,199	\$62,431	\$63,245	\$71,220	14.07%
Up to 3 years' experience	-	-	\$92,378	\$65,105	\$74,051	\$71,641	41.89%
Up to 6 years' experience	-	-	\$77,965	\$89,996	\$77,509	\$83,571	16.11%
Over 6 years' experience	\$138,230	\$86,800	\$99,874	\$97,832	\$94,886	\$112,193	59.25%

Note: The lowest salary within each role category is recorded in blue text, and the highest salary within each role category is recorded in green text.

Salaries by State

Investigation of the geographic location of practices is helpful in understanding the distribution, impacts and potential disparities on salaries in regional locations (see: Figure 32). The sample sizes throughout various states were minimal due to the small number of reporting practices employing *Interior Designers* in all four role positions. As a result, the average salaries provided in Table 28 should be regarded as indicative rather than definitive, as they may not fully reflect general salary patterns within the wider profession.

However, based on the available data, there is a significant disparity in salaries across different geographic locations. Victoria (VIC) and Tasmania (TAS), in particular, collaboratively emerge as the region with the highest average salaries in three out of the four *Interior Design* role positions. This region is followed by New South Wales (NSW) and the Australian Capital Territory (ACT) combined, as the region with the highest average salary prevailing in the remaining *Interior Design* role position.

Table 28: 2023 average Interior Design Staff salaries by location

Interior Design position	VIC + TAS	QLD + NT	NSW + ACT	WA	SA
Graduate	\$79,107	\$59,653	\$59,687	-	\$65,966
Up to 3 years' experience	\$83,365	\$80,695	\$61,668	\$77,355	\$61,978
Up to 6 years' experience	\$90,433	\$79,578	\$86,822	\$87,750	\$72,624
Over 6 years' experience	\$103,409	\$107,227	\$115,388	-	\$89,150

Note: The lowest salary within each role category is recorded in blue text, and the highest salary within each role category is recorded in green text.

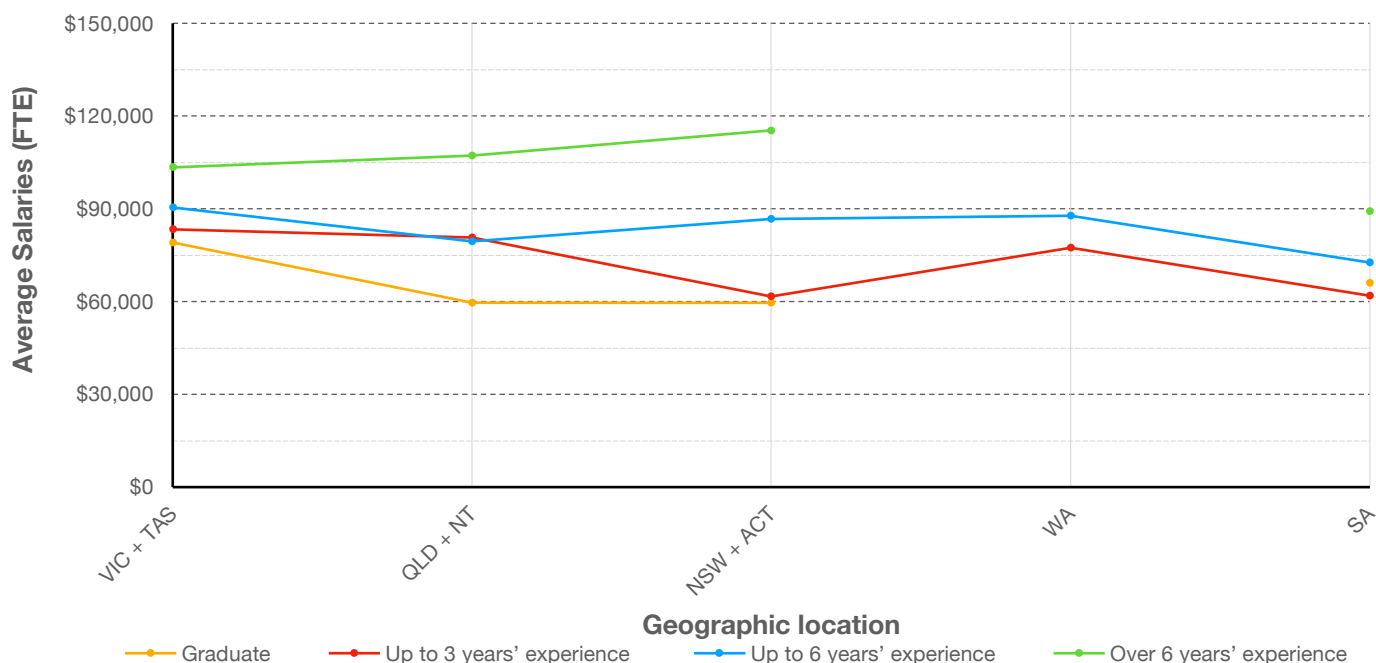


Figure 32: 2023 average Interior Design Staff salaries by location

Gender Pay Gap

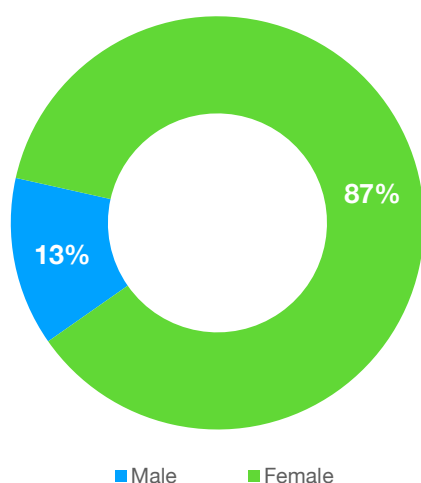


Figure 33: 2023 Ratio of Interior Design staff by gender

Analysing gender disparities in the *Interior Design* sector is crucial for assessing the representation and opportunities available to individuals of different gender identities. By identifying any biases or barriers that exist, this analysis can inform actions aimed at promoting gender diversity and equity.

In contrast to the *Architectural* and *Technical Staff* ratios reported (see: *Figures 14 and 24*), women dominate the *Interior Design* composition. The data shows a relative continuity in the proportion of women employed, from 2017 (84%), 2018 (83%), 2019 (87%), 2022 (82%), and reaching a ratio of 87% in 2023. This trend highlights the ongoing challenge of achieving gender balance for men within interior design.

Due to the limited sample sizes within the *Interior Design* data sets, the information presented in *Figures 33, 34 and 35* indicates that the numbers were not sufficient to generate meaningful insights. Instead, the presented information should be regarded as indicative rather than definitive, as they may not fully reflect general salary patterns within the wider profession. These findings underscore the continuous difficulty of gender diversity in the *Interior Design* sector, as well as the need of continuing efforts to overcome the barriers and prejudices that contribute to men's underrepresentation within this field.

Fortunately, the gender inequity observed in the composition of the *Interior Design* sector does not appear to translate significantly into economic disparities. Although there may be a higher representation of women in the field, the data does not indicate a significant difference in salaries based on gender. As indicated by the data, the highest average salaries for the four *Interior Design* role positions show an even split between men and women.

According to the data, there is a notable concentration of both the lowest and highest salaries reported for female *Interior Designers*, which can be attributed to the small sample size and relatively low male representation in the *Interior Design* sector. However, when examining the highest salaries in each of the four role positions, there is an even distribution between men and women. This indicates that there is no significant disparity in average salaries based on gender within interior design, supporting the notion that economic remuneration in *Interior Design* is not strongly influenced by gender.

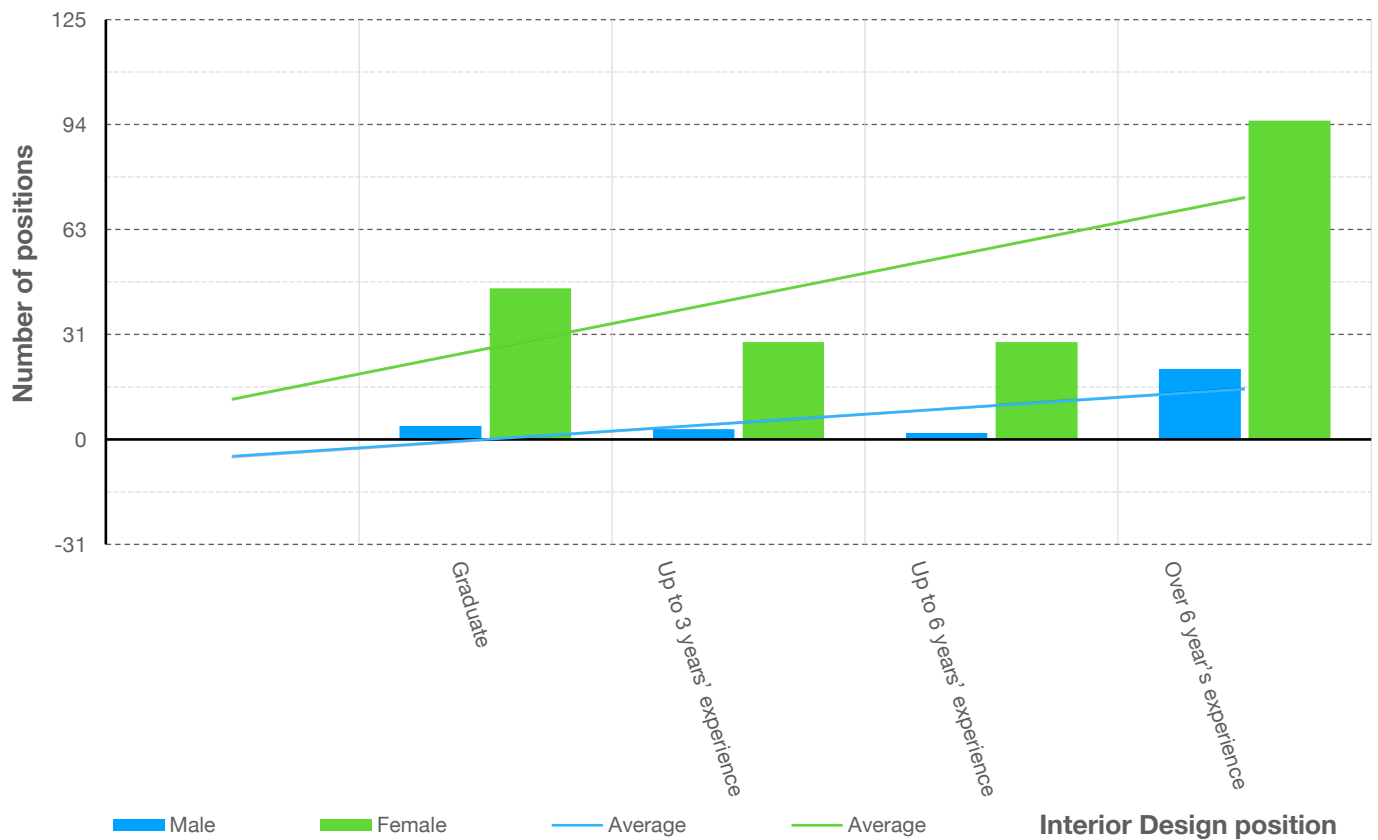


Figure 34: 2023 Interior Design Staff gender by role categories

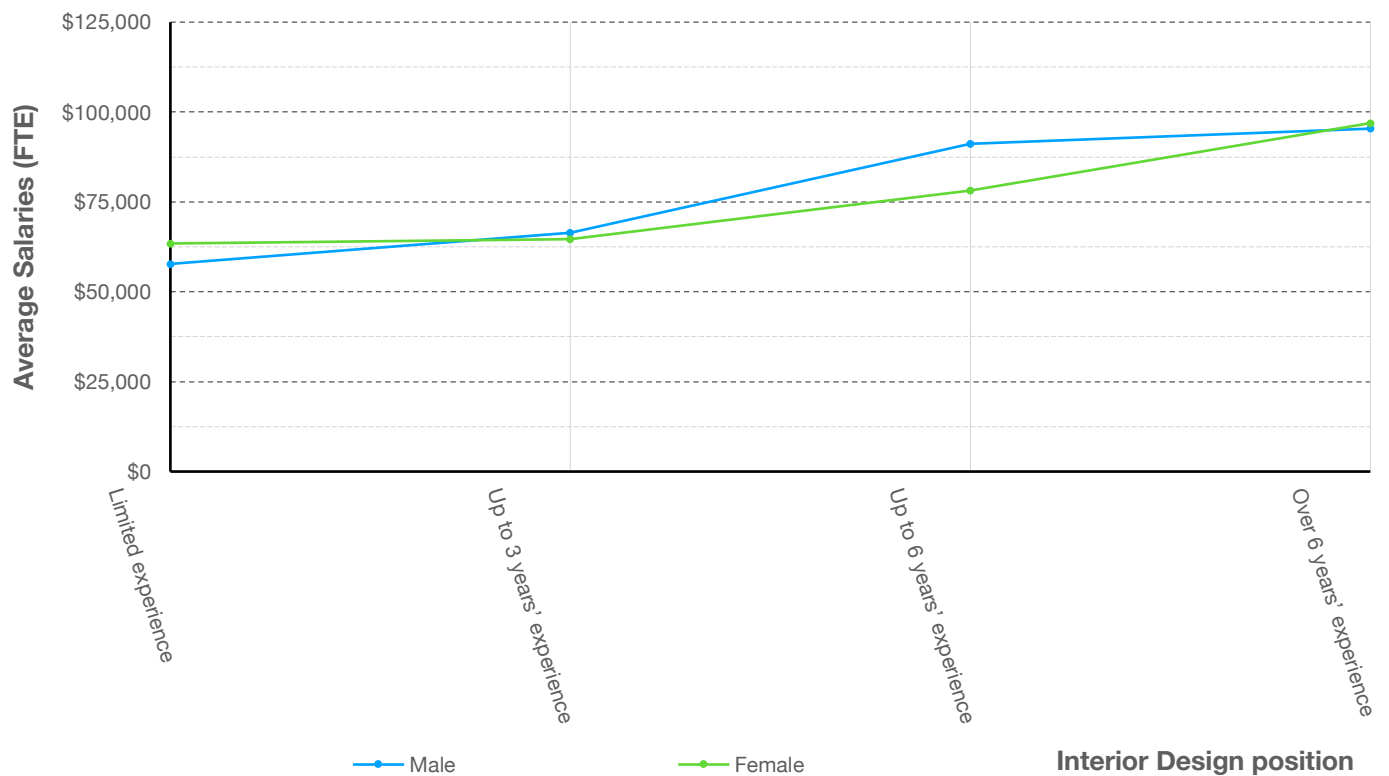


Figure 35: 2023 average Interior Design salaries by gender

Table 29: 2023 average Interior Design Staff salaries by role and gender

Interior Design position	No. of Staff	No. of Practices	Lowest Salaries		Highest Salaries	
			Male	Female	Male	Female
Graduate	49	36	\$61,370	\$49,400	\$120,931	\$120,931
Up to 3 years' experience	32	19	\$57,000	\$50,000	\$78,731	\$115,473
Up to 6 years' experience	31	22	\$87,129	\$65,085	\$89,678	\$114,000
Over 6 years' experience	116	40	\$70,000	\$70,333	\$209,000	\$138,230

Note: The **lowest salary** within each role category is recorded in **blue text**, and the **highest salary** within each role category is recorded in **green text**.

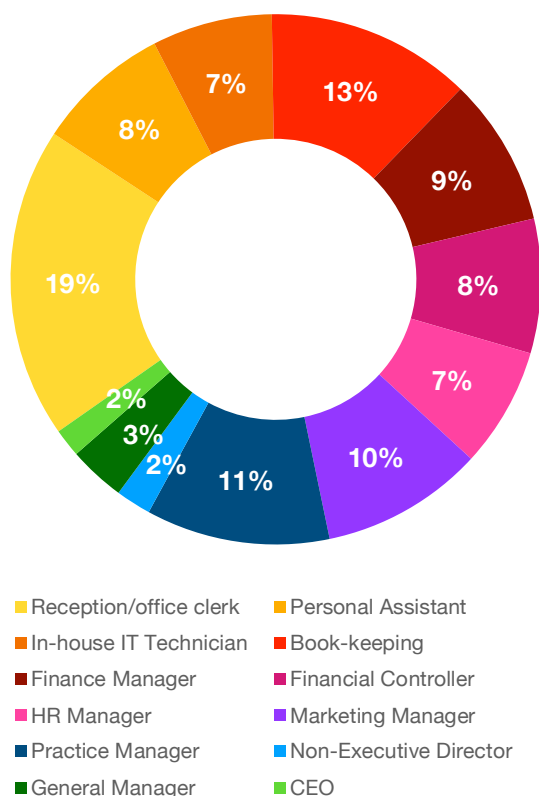
Table 30: 2023 Highest and lowest Interior Design Staff salaries by role and gender

Interior Design position	Gender	No. of Staff	No. of Practices	Average Salary	Percentage of Females	Highest Role	Highest Salary
Graduate	Male	4	4	\$78,874	91.83%	Female	Male
	Female	45	32	\$64,095			
Up to 3 years' experience	Male	3	2	\$68,578	90.62%	Female	Female
	Female	29	17	\$72,534			
Up to 6 years' experience	Male	2	2	\$88,404	93.54%	Female	Male
	Female	29	20	\$81,709			
Over 6 years' experience	Male	21	10	\$102,088	81.90%	Female	Female
	Female	95	30	\$102,373			

Note: The **lowest salary** within each role category is recorded in **blue text**, and the **highest salary** within each role category is recorded in **green text**.

Other Staff Salaries

Sample Characteristics



The number of *Other Staff* involved in the 2023 reporting practices remained reasonably consistent in comparison to the 2022 data, with just a negligible decline of 3 employees. This is significant considering the number of participating practices decreased significantly in this year's study, with 98 fewer practices. Despite the drop in survey respondents, the continuous number of employed *Other Staff* demonstrates that there is a continuing demand for their contribution to the architecture profession.

Despite the rapid growth observed in the sector, the composition of *Other Staff* positions has exhibited remarkable stability with minimal variation of its composition. The number of *Other Staff* positions has remained relatively consistent, revealing a sustained demand for these roles within the architecture profession (see: *Figure 36*).

The number of architectural practices and their related allocation of other positions can potentially be used to determine the distribution of *Other Staff* positions within the architecture profession. By examining the relationship between the number of practices and the available *Other Staff* positions, we can gain insights into how these positions are distributed across the profession.

Figure 36: 2023 Other Staff roles

Table 31: 2022 – 2023 Other Staff composition

Category type	Other Staff position	2022			2023		
		No. of Staff	No. of Total	Percentage	No. of Staff	No. of Total	Percentage
Administration	Reception/office clerk	58	92	33.70%	44	63	27.15%
	Personal Assistant	34			19		
IT	In-house IT Technician	14	14	5.13%	17	17	7.33%
Finance	Book-keeping	37	87	31.89%	29	69	29.74%
	Finance Manager	36			21		
	Financial Controller	14			19		
HR	HR Manager	11	11	4.03%	17	17	7.33%
Marketing	Marketing Manager	25	25	9.16%	23	23	9.91%
Senior Administration	Practice Manager	26	43	15.75%	26	34	14.65%
	General Manager	17			8		
Executive	Non-Executive Director	3	10	3.66%	5	9	3.88%
	CEO	7			4		

The results of the study corroborates with the previous years findings (see: *Table 31*) that a substantial proportion of *Other Staff* is comprised of positions within the Administration category, encompassing both administration and senior administration roles. Specifically, the data reveals the presence of 63 administration employees across 48 practices, yielding an average of 1.3 employees per practice that offer such positions. Furthermore, the study also identifies 34 senior administration employees dispersed among 8 practices, yielding an average of 4.2 employees per practice offering such positions.

This is followed by the second most populous category, Finance. This is founded within the positions reported, as 69 employees over 45 practices, indicating an average of 1.5 employees per practice that offers this position.

2023 Average Salaries

According to the 2023 data, the highest paid and most senior positions are at the executive level, where CEO positions receive an average income of \$205,989, and non-executive directors receive an average income of \$125,315.

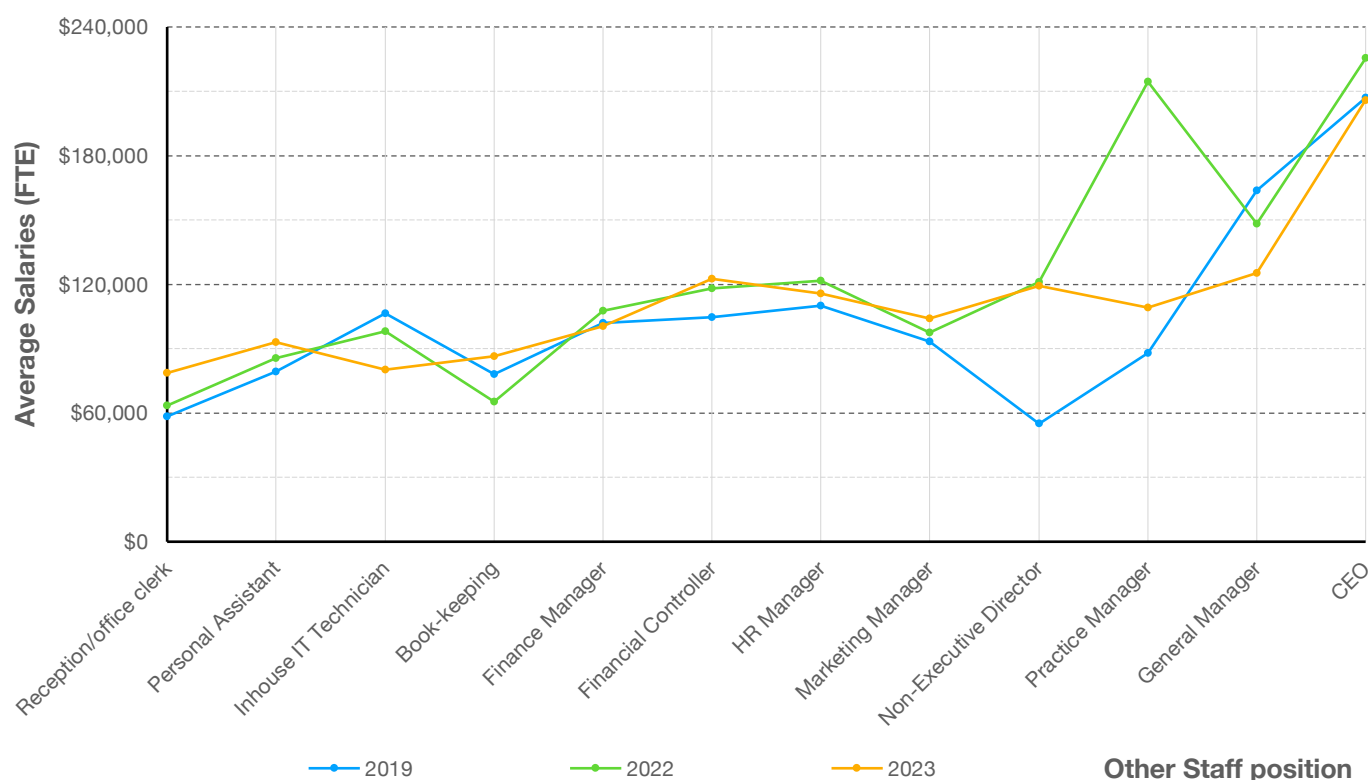


Figure 37: 2023 Progression of average salaries for Other Staff by role category

The 2023 Survey confirms the findings of previous years' surveys (2018, 2019 and 2022), highlighting that the salary range for *Other Staff* is higher than that of architectural roles. The wage disparity between *Other Staff* and *Architectural Staff* can be attributable to a number of variables, including the required specialist knowledge and managerial skills. However, while these elements contribute to broad trends and observations, individual salaries do vary depending on criteria such as experience, geography, specialisation and the specific employer.

Table 32 displays the average full time equivalent (FTE) salaries derived from the reported mean values for each position within the individual practices. Notably, this analysis excluded the differing numbers of staff members within the practices. As a result, the averages calculated in *Table 32* provide a breakdown of salaries within *Other Staff* categories, without considering practice sizes and biases.

In contrast, *Table 33* presents a more nuanced perspective, by measuring weighted averages. This methodology, calculates an average that corresponds to the number of individuals within each practice, providing a more accurate depiction of wage distributions. *Table 33* provides a more comprehensive and precise analysis of compensation patterns, by taking into consideration the diverse sizes of each practice, in addition to displaying the average mean across the practices.

Table 32: 2023 Highest, average and lowest average Other Staff salaries

Other Staff position	No. of Practices	Average of Lowest	Average of Average	Average of Highest	Range
Reception/office clerk	33	\$70,945	\$78,668	\$79,344	11.84%
Personal Assistant	15	\$91,877	\$93,132	\$94,827	3.21%
In-house IT Technician	12	\$74,829	\$80,175	\$85,521	14.29%
Book-keeping	28	\$85,544	\$86,533	\$90,522	5.82%
Finance Manager	1	\$100,439	\$100,439	\$100,439	0%
Financial Controller	16	\$120,098	\$122,451	\$125,018	4.10%
HR Manager	16	\$115,386	\$115,854	\$116,323	0.81%
Marketing Manager	23	\$103,027	\$104,223	\$105,420	2.32%
Practice Manager	26	\$76,672	\$119,264	\$173,553	126.36%
Non-Executive Director	4	\$34,000	\$109,289	\$148,934	338.04%
General Manager	8	\$80,384	\$125,315	\$173,683	116.07%
CEO	4	\$176,500	\$205,989	\$235,477	33.41%

Table 33: 2023 Average and weighted average salaries for Other Staff by role category composition

Other Staff position	No. of Practices	Average of Average	No. of Staff	Weighted Average	Difference
Reception/office clerk	33	\$78,668	44	85,225	8.33%
Personal Assistant	15	\$93,132	19	82,648	(11.26%)
In-house IT Technician	12	\$80,175	17	81,985	2.26%
Book-keeping	28	\$86,533	29	86,382	(0.17%)
Finance Manager	21	\$100,439	21	100,439	0%
Financial Controller	16	\$122,451	19	119,645	(2.29%)
HR Manager	16	\$115,854	17	113,394	(2.12%)
Marketing Manager	23	\$104,223	23	92,558	(11.19%)
Practice Manager	26	\$119,264	26	119,495	0.19%
Non-Executive Director	4	\$109,289	5	85,615	(21.66%)
General Manager	8	\$125,315	8	\$125,314	0%
CEO	4	\$205,989	4	205,988	0%

2019–2023 Salary Differences

The comprehensive analysis of data spanning from 2019 to 2023 provides robust empirical evidence of the fluctuations in median salaries within the twelve positions. Although the extent of fluctuations differ within each of the positions (see: *Table 34*), there is a collective average decrease in *Other Staff* salaries of -2.35% between 2022 and 2023, but a 15.05% increase over the four-year period spanning from 2019 to 2023.

Table 34: 2019 – 2023 and 2022 – 2023 Difference between average salaries for Other Staff

Category type	Other Staff position	2019		2022		2023		Difference	
		No. of Practices	Average of Average	No. of Practices	Average of Average	No. of Practices	Average of Average	2022 - 2023	2019 - 2023
Administration	Reception/office clerk	48	\$58,526	49	63,476	33	\$78,668	23.93%	34.42%
	Personal Assistant	23	\$79,199	24	85,505	15	\$93,132	8.92%	17.59%
IT	In-house IT Technician	7	\$106,376	10	98,168	12	\$80,175	(18.33%)	(24.63%)
Finance	Book-keeping	32	\$78,250	40	65,215	28	\$86,533	32.69%	10.59%
	Finance Manager	26	\$102,103	34	107,645	1	\$100,439	(6.69%)	(1.63%)
	Financial Controller	10	\$104,712	14	117,989	16	\$122,451	3.78%	16.94%
HR	HR Manager	7	\$110,162	9	121,783	16	\$115,854	(4.87%)	5.17%
Marketing	Marketing Manager	18	\$93,306	22	97,374	23	\$104,223	7.03%	11.7%
Senior Administration	Practice Manager	38	\$87,862	25	121,185	26	\$119,264	(1.59%)	35.74%
	General Manager	12	\$163,755	15	148,124	8	\$125,315	(15.40%)	(23.47%)
Executive	Non-Executive Director	2	\$55,000	3	214,374	4	\$109,289	(49.02%)	98.7%
	CEO	8	\$206,978	7	225,393	4	\$205,989	(8.61%)	(0.48%)

The Practice Manager and Reception/Office Clerk positions have experienced the most substantial increase in 2023, with an average rise of 35.74% and 34.42% respectively, from the reported findings in 2019. However, the Practice Manager position actually experienced a decrease of -1.59% over the past year, while the Reception/Office Clerk position enjoyed a 23.93% rise over the past year.

By contrast, the In-house IT Technician and General Manager positions have experienced the most substantial decreases in 2023, with an average reduction of 24.63% and 23.47% respectively, from the reported findings in 2019, and a 18.33% and 15.40% reduction respectively, over the past year.

Other significant fluctuations in salaries include those of the Non-Executive Directors; however, due to the small number of these which was reported for the past three surveys, trends can not be reliably informed.

Although there has been a general upward trend in salaries across eight out of the twelve positions since 2019, only five of these positions enjoyed an increase in the past year, contributing to the collective average decrease in *Other Staff* salaries of -2.35% in the past year.

Salaries by Practice Size

A prominent pattern from the analysis of salaries reveals a clear dominance in terms of the highest average compensation, by practices with more than 50 employees. This pattern is observed across nine of the ten positions examined, where practices with larger staff sizes consistently achieve the highest average salaries.

This trend is further reinforced by the presence of the second largest practice sizes, which resulted in minimal recorded quantities of the lowest recorded salaries (see: *Table 35*), and consequently, creating a larger contrast of salary discrepancies between the smaller and larger sized practices. These findings underscore the considerable influence of practice size on compensation differentials, and highlight the significance of taking practice size into account when evaluating salary discrepancies across *Other Staff* positions.

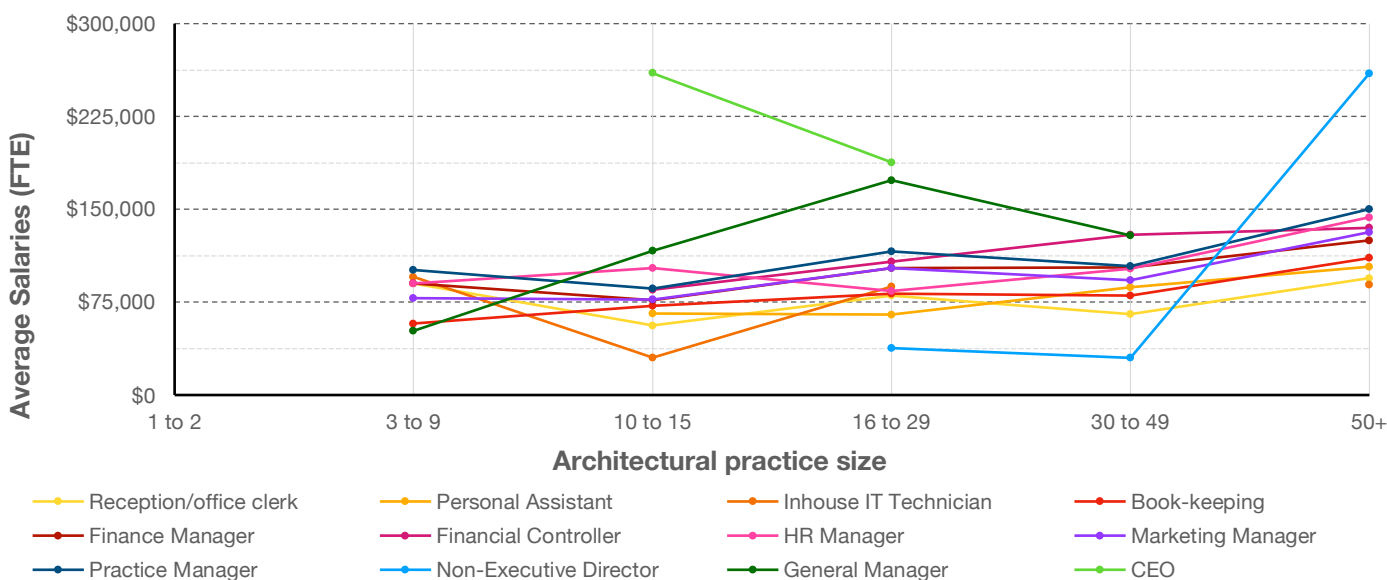


Figure 38: 2023 average *Other Staff* salaries by practice size

Table 35: 2023 average *Other Staff* salaries by practice size

<i>Other Staff</i> position	1 to 2	3 to 9	10 to 15	16 to 29	30 to 49	50	Difference
Reception/office clerk	-	\$89,960	\$56,227	\$80,204	\$65,167	\$94,434	67.95%
Personal Assistant	-	-	\$65,835	\$65,000	\$86,987	\$103,683	59.51%
In-house IT Technician	-	\$95,472	\$30,222	\$87,516	-	\$89,027	215.90%
Book-keeping	-	\$57,761	\$71,826	\$81,764	\$80,132	\$110,609	91.49%
Finance Manager	-	\$89,889	\$76,600	\$102,587	\$103,167	\$124,929	63.09%
Financial Controller	-	-	\$85,000	\$107,523	\$129,667	\$135,036	58.86%
HR Manager	-	\$90,000	\$102,394	\$84,009	\$102,230	\$143,610	70.94%
Marketing Manager	-	\$78,000	\$77,070	\$102,408	\$92,809	\$131,565	70.70%
Practice Manager	-	\$101,245	\$85,963	\$115,937	\$103,971	\$150,164	74.68%
Non-Executive Director	-	-	-	\$38,000	\$30,000	\$259,868	766.22%
General Manager	-	\$51,840	\$116,438	\$173,525	\$129,000	-	234.73%
CEO	-	-	\$260,000	\$187,985	-	-	38.30%

Note: The *lowest salary* within each role category is recorded in *blue text*, and the *highest salary* within each role category is recorded in *green text*.

Salaries by State

Investigation of the geographic location of practices is helpful in understanding the distribution, impacts and potential disparities on salaries in regional locations (see: *Table 36*).

Table 36: 2023 average Other Staff salaries by location

Other Staff position	VIC + TAS	QLD + NT	NSW + ACT	WA	SA
Reception/office clerk	\$104,945	\$65,367	\$83,614	\$60,785	\$63,756
Personal Assistant	\$106,178	\$86,380	\$89,489	\$99,424	\$65,835
In-house IT Technician	\$75,227	\$87,750	\$80,736	\$87,516	-
Book-keeping	\$95,829	\$74,711	\$83,125	\$88,400	\$68,779
Finance Manager	-	\$117,967	\$97,697	-	\$75,058
Financial Controller	\$132,402	\$99,450	\$127,515	\$113,253	\$86,548
HR Manager	-	\$109,904	\$132,774	\$149,136	\$118,687
Marketing Manager	\$112,528	\$83,610	\$133,274	\$78,000	\$83,657
Practice Manager	\$121,760	\$122,490	\$147,079	\$54,233	\$91,351
Non-Executive Director	\$259,868	\$30,000	\$38,000	-	-
General Manager	\$83,420	\$145,341	-	\$129,000	-
CEO	\$198,000	\$210,954	-	-	\$207,500

Note: The *lowest salary* within each role category is recorded in *blue text*, and the *highest salary* within each role category is recorded in *green text*.

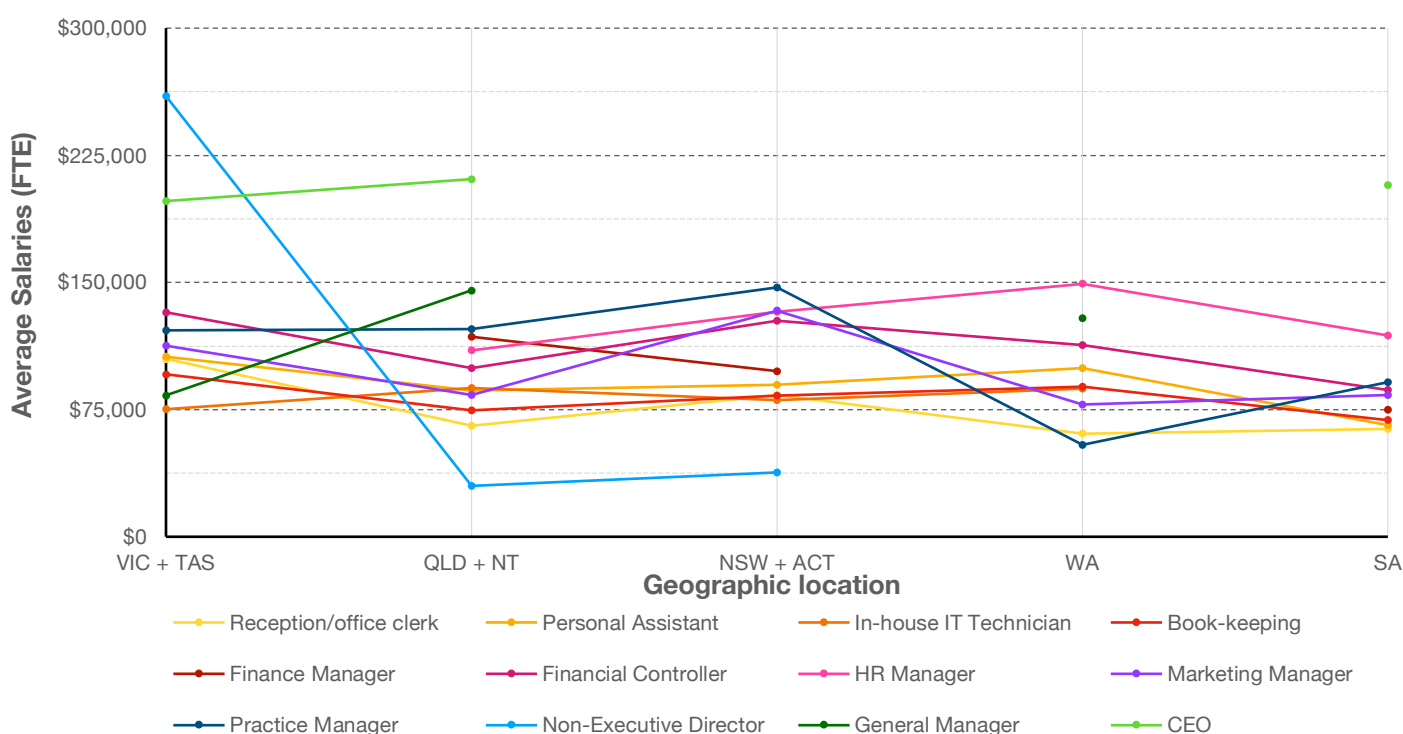


Figure 39: 2023 average Other Staff salaries by location

The sample sizes throughout various locations and categories were minimal due to the small number of practices employing *Other Staff* positions. As a result, the average salaries provided in *Table 36* should be regarded as indicative rather than definitive, as they may not fully reflect general salary patterns within the wider profession.

However, based on the available data, a notable discrepancy in salary levels becomes apparent when examining various geographical locations. Specifically, an analysis of the data reveals that Victoria (VIC) and Tasmania (TAS) collectively emerge as the regions where the highest average salaries are predominantly observed, across five out of the ten positions represented. Conversely, within the remaining five positions, these regions demonstrate the lowest average salaries in three instances. This discrepancy and irregularity highlights the variation between an individual's position and geographic positioning.

Gender Pay Gap

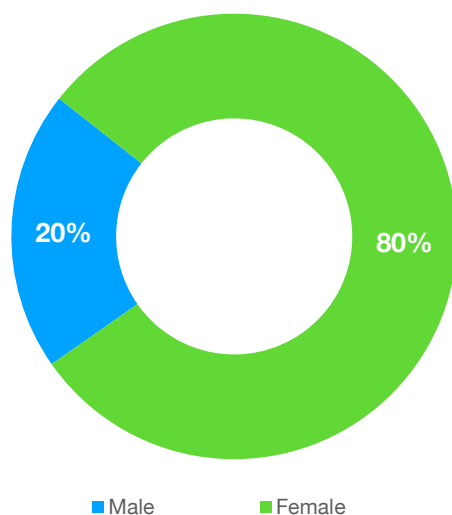


Figure 40: 2023 Ratio of Other Staff by gender

Analysing gender disparities in architecture is crucial for assessing the representation and opportunities available to individuals of different gender identities. By identifying any biases or barriers that exist, this analysis can inform actions aimed at promoting gender diversity and equity.

In contrast to the reported *Architectural* and *Technical Staff* ratios (see: *Figures 14 and 24*), the composition of *Other Staff* positions reveals a notable predominance of women, mirroring the findings observed in the field of *Interior Design* (see: *Figure 33*). The data shows a small increase of 4% in the proportion of women from 76% in 2022, to 80% in 2023. However, a clear trend emerges from a detailed assessment of each of the twelve role categories, demonstrating a significant decline in the proportion of women in higher-paying and senior-level roles. These positions are overwhelmingly filled by men, to the point that the lack of female representation is noticeable, particularly in the CEO positions. This difference underlines the prevalence of gender disparities and the underrepresentation of women in positions of leadership. The absence of female CEOs implies that there are still hurdles and structural issues in place, which impede women's opportunities for inclusion in senior executive posts.

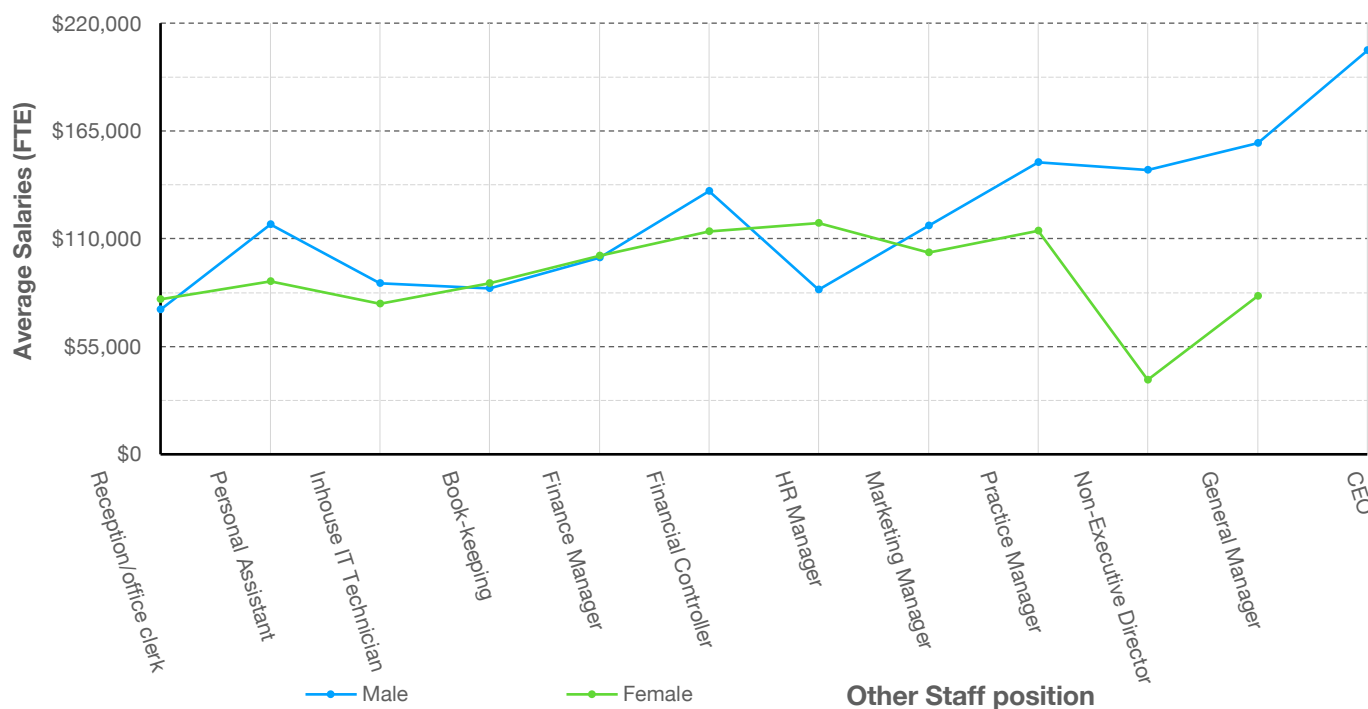


Figure 41: 2023 Other Staff role categories by gender

Due to the limited sample sizes within the *Other Staff* data sets, the information presented in *Figures 40, 41 and 42* indicates that the numbers were not sufficient to generate meaningful insights. Instead, the presented information should be regarded as indicative rather than definitive, as it may not fully reflect general salary patterns within the wider profession.

Unfortunately, gender inequity within the *Other Staff* workforce is further demonstrated by salary disparities. A thorough analysis of the data indicates that women continue to receive lower average salaries in the majority of the *Other Staff* positions, specifically eight out of the twelve positions in 2023 (see: *Table 37*). This continuous trend persists, despite women’s predominance in nine out of the twelve role positions.

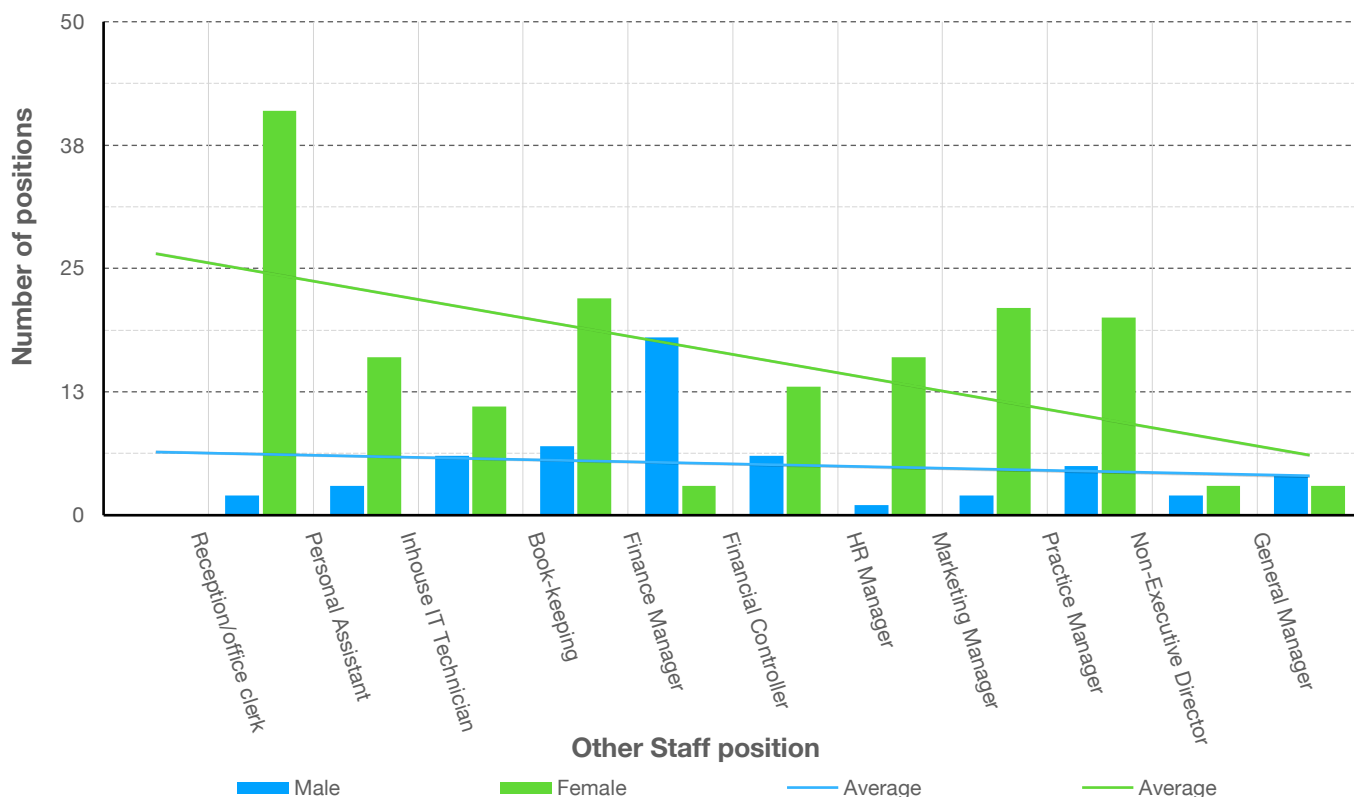


Figure 42: 2023 average “Other” salaries by gender

Upon analysing the highest salaries within each of the twelve role positions, it is evident that there exists minimal disparity between men and women. Men are the highest earners in five out of the twelve positions, while women have the top salaries in seven out of the twelve positions. This indicates that there is no significant disparity in highest rated salaries based on gender, within the categorised *Other Staff* cohort.

However, despite this the bias distribution of higher earning roles and obtained average salaries underscore the continuous difficulty of gender diversity in the profession, as well as the need for continuing efforts to overcome the barriers and prejudices that contribute to men’s underrepresentation within this field.

Table 37: 2023 average Other Staff salaries by role and gender

Other Staff position	Gender	No. of Staff	No. of Practices	Average Salary	Percentage of Females	Majority of Staff	Highest Salary
Reception/office clerk	Male	3	3	\$73,833	93.18%	Female	Female
	Female	41	30	\$79,248			
Personal Assistant	Male	3	3	\$117,400	84.21%	Female	Male
	Female	16	12	\$88,278			
In-house IT Technician	Male	6	4	\$87,223	64.71%	Female	Male
	Female	11	8	\$76,651			
Book-keeping	Male	7	7	\$84,584	75.86%	Female	Female
	Female	22	21	\$87,251			
Finance Manager	Male	18	18	\$100,249	14.29%	Male	Female
	Female	3	3	\$101,388			
Finance Controller	Male	6	6	\$134,217	68.42%	Female	Male
	Female	13	10	\$113,626			
HR Manager	Male	1	1	\$84,009	94.12%	Female	Female
	Female	16	15	\$117,977			
Marketing Manager	Male	2	2	\$116,722	91.3%	Female	Male
	Female	21	21	\$102,974			
Practice Manager	Male	5	6	\$149,075	80%	Female	Male
	Female	20	20	\$113,966			
Non-Executive Director	Male	2	2	\$144,934	60%	Female	Male
	Female	3	2	\$38,000			
General Manager	Male	4	4	\$158,691	42.86%	Male	Male
	Female	3	3	\$80,813			
CEO	Male	4	4	\$205,989	0%	Male	Male
	Female	-	-	-			

Note: The *lowest salary* within each role category is recorded in *blue text*, and the *highest salary* within each role category is recorded in *green text*.

Table 38: 2023 Highest and lowest Other Staff salaries by role and gender

Other Staff position	No. of Staff	No. of Practices	Lowest Salaries		Highest Salaries	
			Male	Female	Male	Female
Reception/office clerk	44	33	\$49,725	\$40,943	\$104,975	\$110,500
Personal Assistant	19	15	\$79,800	\$64,556	\$155,000	\$113,373
Inhouse IT Technician	17	12	\$65,000	\$52,400	\$121,919	\$115,000
Book-keeping	29	28	\$72,124	\$15,000	\$175,000	\$188,000
Finance Manager	21	1	\$60,000	\$67,000	\$144,165	\$164,000
Financial Controller	19	16	\$80,180	\$73,625	\$187,850	\$220,000
HR Manager	17	16	\$84,009	\$67,500	\$84,009	\$225,381
Marketing Manager	23	23	\$76,809	\$58,565	\$156,634	\$164,000
Practice Manager	26	26	\$90,000	\$51,340	\$192,594	\$221,985
Non-Executive Director	5	4	\$30,000	\$38,000	\$259,868	\$38,000
General Manager	8	8	\$113,713	\$51,840	\$232,050	\$115,000
CEO	4	4	\$155,000	-	\$260,000	-

Note: The *lowest salary* within each role category is recorded in *blue text*, and the *highest salary* within each role category is recorded in *green text*.

All Staff Benefits

The 2023 ACA Salary Survey inquired whether the respondent practices offered benefits (other than wages and SG superannuation) to their staff. *Table 39* shows the percentage of practices offering benefits and who these were offered to, from 2015 to 2023.

Table 39: 2015 – 2023 Percentage of practices offering All Staff benefits

Year	All Staff	Some Staff	No Benefits
2023	16.78% (23 practices)	24.09% (33 practices)	59.12% (81 practices)
2022	15.7% (37 practices)	23% (55 practices)	61% (143 practices)
2019	21% (37 practices)	36% (63 practices)	42% (73 practices)
2018	27%	36%	37%
2017	31%	38%	31%
2016	28%	37%	35%
2015	28%	34%	38%

Analysis of the data showed that benefits are mainly being offered to directors/principals, and to experienced and/or senior management, as reported in the 'some staff' category in *Table 39*. Over the years of the Survey, the proportion of responding practices offering benefits to *All Staff* increased between 2015 and 2017, but this has been in decline since 2018, and reached only 16.78% in 2023. As would be expected, the percentage of practices offering no benefits has increased since 2018, with a significant increase beyond 2019. It should be noted that a 19% increase in practices who offer no benefits is representative of a three-year increment from 2019 to 2022, and only a minor change to this was recorded in 2023. The specific types of benefits offered are described in *Table 40*.

Table 40 shows the fluctuation in the pattern of benefits offered from 2016 to 2023. Consistent with previous Surveys, the provision of bonuses was highest on the list, although these were less than those reported between 2017 and 2022, assumed to be due to the decrease in reporting practices in 2023.

One of the key benefits that increased consistently between 2016 and 2022 is the provision of additional employer super contributions; this benefit has decreased significantly in 2023 and, importantly, this is not in proportion to the decrease in reporting practices in 2023.

Additionally, opportunities for remote work, home internet and flexible working hours have trended downwards over the past 12 months, aligning with societal shifts back to pre-COVID-19 workplace arrangements. Furthermore despite being recorded in previous survey results, CPD events, travel, gym memberships and other benefits were not reported in the 2023 data.

The surveys conducted in 2018 and 2019 indicated minimal support for professional benefits such as membership in the Australian Institute of Architects, participation in conferences, professional development, and payment of Architect Registration Board (ARB) fees. However, the surveys conducted in 2022 and 2023 showed an escalation in the prevalence of such advantages, exhibiting commensurate quantities within the reduced data set for the year 2023. This observation underscores the growing trend among practices to provide an augmented array of benefits pertaining to professional support.

Finally, it is noteworthy that immigration visa support was offered as a benefit in 2017 and 2018 but, not surprisingly, has not been provided since 2019. Conversely, however, the 2022 and 2023 data show increasing support for travel-related costs.

Table 40: 2016 – 2023 Number of practices offering All Staff benefits

Benefit	2023	2022	2019	2018	2017	2016
Additional Employer Super contributions	9	28	17	15	16	13
Bonuses	33	53	66	46	46	27
Conference attendance and travel	1	0	1	1	1	0
Education allowance (not conferences)	12	16	20	15	13	11
Equipment allowances	11	25	11	8	9	10
Motor vehicle	22	42	48	31	44	27
Parking	24	34	48	36	30	29
Salary packages	3	11	15	11	11	7
Other	-	43	-	-	22	21
Gym membership	-	5	-	1	4	-
Membership of Institute	7	9	3	2	3	6
Mobile phone	6	11	7	7	6	6
Laptop	1	1	4	-	-	-
Registration fees	4	7	3	1	2	5
CPD events	-	3	1	1	-	2
Travel	-	1	3	-	-	-
Professional Development	5	5	2	-	-	-
Home Internet	-	1	1	-	-	-
Parental Leave	1	4	1	-	-	-
Work from home	1	4	1	-	-	-
Employee discounts	1	2	1	-	-	-
Paid leave/holidays	2	4	4	-	-	-
Flexible hours	-	4	1	-	-	-
Additional holidays, dividends, immigration visa support, income and life insurance, time in lieu, training, travel costs	8	7	-	1	1	-

end of report