

## Tekna's salary statistics per 1 September 2009 for members working in the private, governmental and municipal sectors

### Objective

The main purpose of the annual publication of certain key data concerning the salary conditions of Tekna members is to provide an overview of average earnings according to year of graduation.

These salary statistics do not constitute a salary scale. Nevertheless, the figures will provide an aid in achieving a reasonable level of - and development in - salary. When earnings are assessed on the basis of year of graduation, account must be taken of individual qualifications, the areas of responsibility and duties encompassed by the position, as well as other relevant factors. Excerpts from the salary statistics will also be published on Tekna's website - [www.tekna.no](http://www.tekna.no).

### Percentage response rate

Questionnaires were sent to 38,578 members in September 2009. Information was registered on the salaries of 27,591 members, which represents a response rate of 71.5 per cent (the corresponding figure in 2008 was 70 per cent).

### Comments on this year's statistics

Growth in average salary in the private sector between 2008 and 2009 amounted to 2.6 per cent. The equivalent figure for 2007-2008 was 7.3 per cent. In the governmental sector, average salary rose by 3.3 per cent between 2008 and 2009 and by 9.7 per cent in the preceding year. In the municipal sector growth was 5.3 per cent between 2008 and 2009 and 7.4 per cent in the preceding year.

Growth in average salary is widely used as a reference measure of growth in earnings. However, the components of salary change encompassed by this definition of salary will depend on the changes taking place in the population (the subjects included in the statistics) on which the calculations are based.

In view of the low number of members in the individual graduation years, care must be exercised when using the figures for the municipal sector.

### Excerpt from Tekna's salary statistics per 1 September 2009 (Source: Tekna)

Graduation year	Private sector		Governmental sector		Municipal sector	
	Number	Arithmetic mean	Number	Arithmetic mean	Number	Arithmetic mean
2009	511	420 062	117	375 488	20	409 372
2008	933	438 719	149	386 743	28	403 679
2007	1 078	469 595	189	398 787	39	423 246
2006	956	495 675	188	404 387	40	419 465
2005	979	524 648	148	419 218	35	438 931
2004	829	551 765	125	440 586	41	439 716
2003	841	564 278	109	438 217	45	449 618
2002	820	590 721	120	452 708	48	464 724
2001	496	610 384	91	470 021	39	452 159
2000	694	625 853	96	470 956	51	474 323
1999	706	658 793	92	477 780	42	490 179
1998	722	686 464	88	477 740	42	499 115
1996-1997	1 559	708 031	199	505 687	74	501 995
1993-1995	1 970	739 926	320	524 050	131	514 739
1990-1992	1 566	784 011	294	545 007	114	540 956
1987-1989	1 063	816 997	261	562 703	99	545 995
1983-1986	1 292	843 689	290	554 479	109	543 035
1978-1982	1 307	858 627	286	577 501	152	548 221
1968-1977	1 255	827 580	482	592 636	252	572 027

**Who is included in the statistics?**

The statistics cover only members in full-time employment. All the respondents are resident in Norway. The form is sent to all professionally active members in the private, governmental and municipal sectors and separate sets of statistics are compiled for each sector. The statistics cover only members educated to at least a level equivalent to graduate engineer.

Graduate engineers/Masters of technology make up 77 per cent of the members recorded in the statistics, holders of cand. real/cand. scient/Master's degrees in science subjects make up 13 per cent and cand. agric./Masters of science in land consolidation and planning 3 per cent (9 and 13 per cent respectively in the governmental and municipal sectors). The remainder are members with other foreign and

Norwegian qualifications.

**Salary definition**

Tekna's salary statistics use the following definition of salary: Agreed annual salary per 1 September, including the value of bonuses, performance-based salary and commissions etc. paid out over the last 12 months. Where applicable, the governmental sector figures also include so-called B-increments.

The salary statistics do not cover income from part time posts, shift allowances, variable overtime remuneration, fixed car allowances, the value of a company car, newspaper or electronic communications services paid for by the employer (telephone, broadband etc.) or the value of other payments in kind.

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