

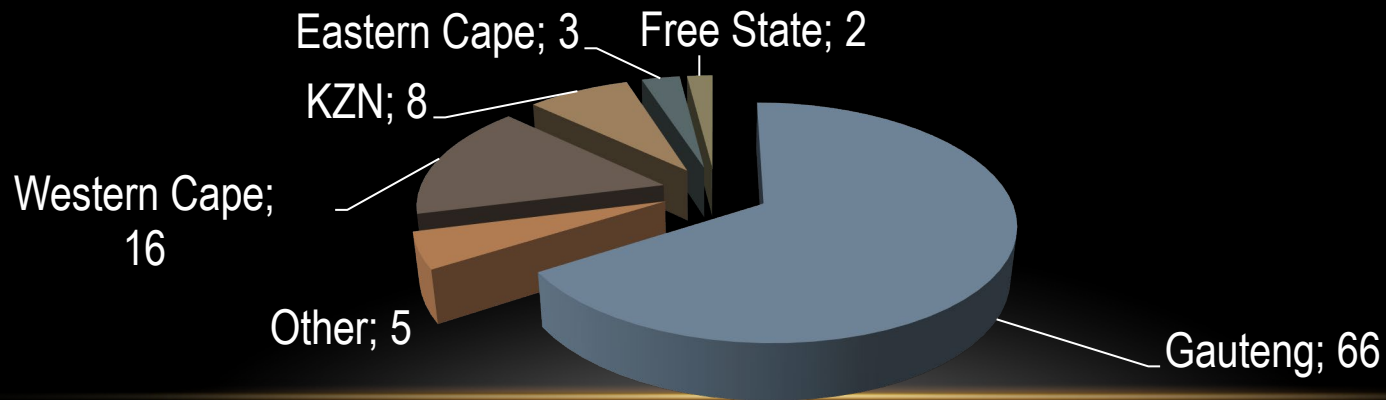
RESULTS

PIA SALARY SURVEY 2021/2022

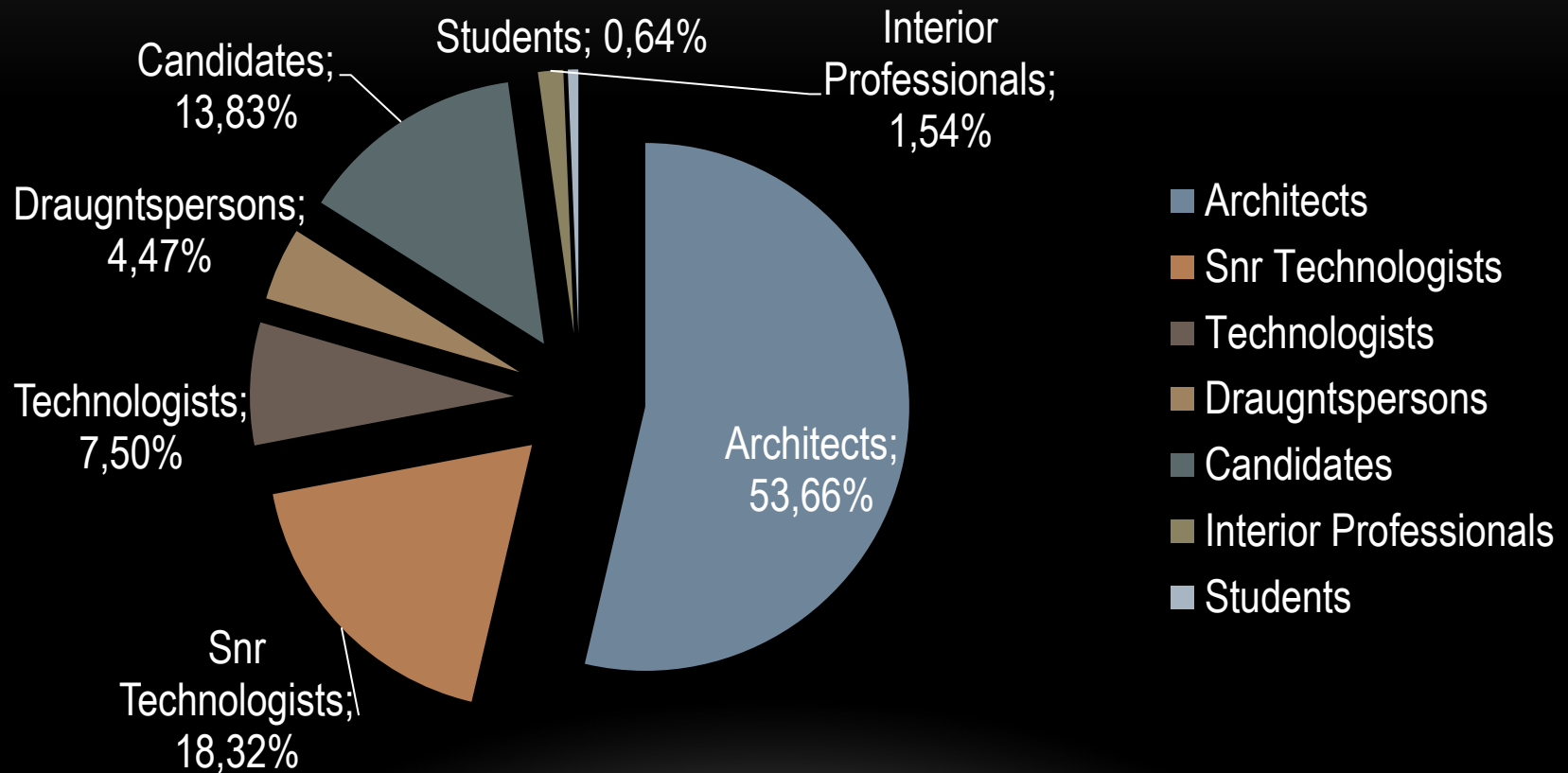
IMPORTANT TO NOTE

- **1228 Architectural Professionals participated in the survey.**
- Participants: % as per the chart below
- The data was compiled according to the information received.
- Information was analysed and broken down as far as possible

Architectural Professionals Participated in Survey

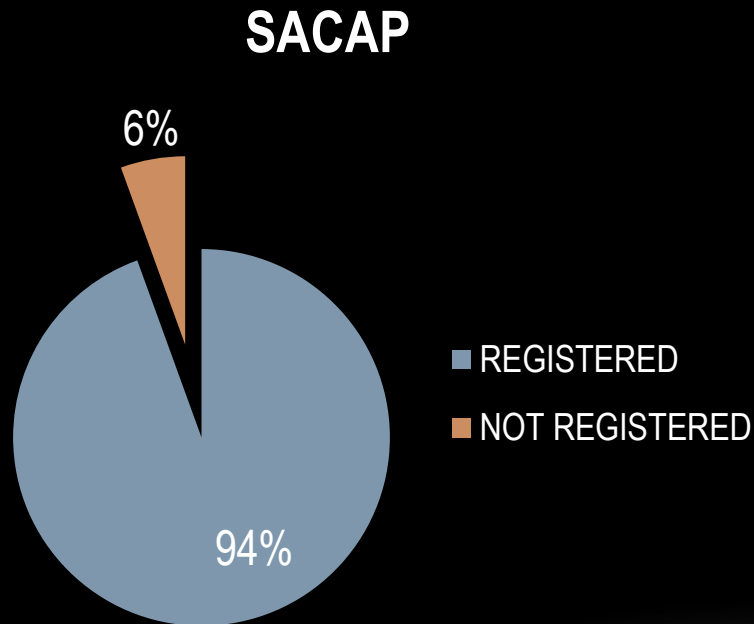


PARTICIPANTS REGISTRATION CATEGORIES

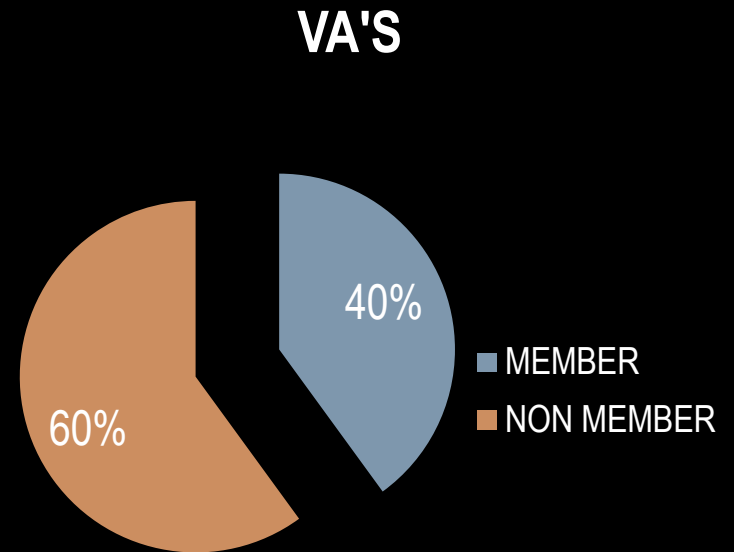


PARTICIPANT REGISTRATIONS AND MEMBERSHIPS: SACAP REGISTRATION AND VA MEMBERSHIPS

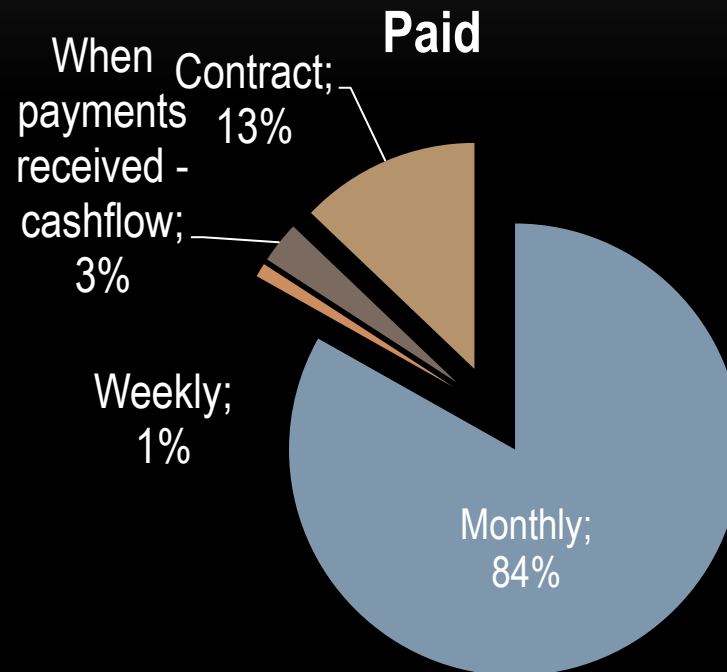
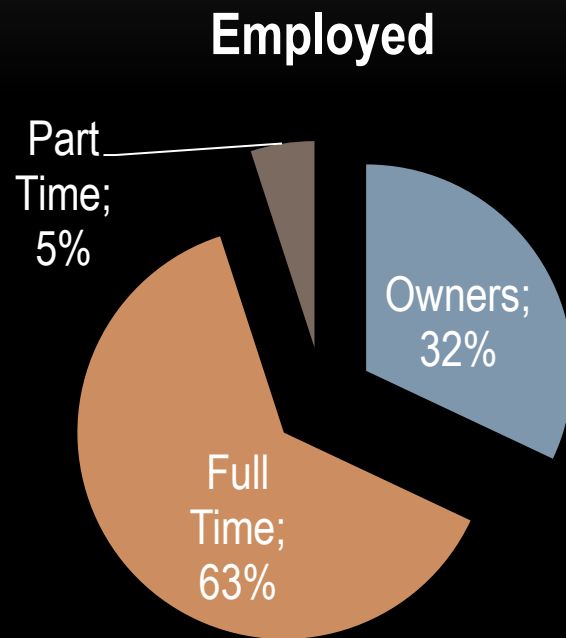
SACAP REGISTERED



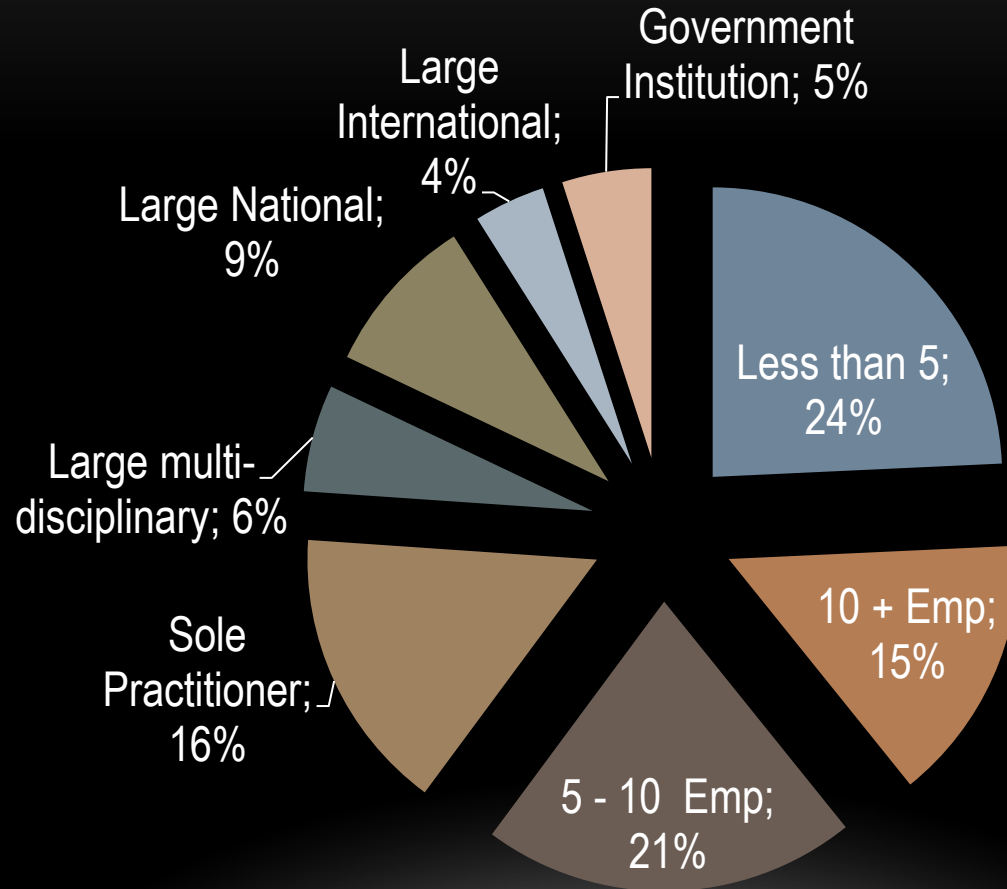
MEMBERS OF ANY VOLUNTARY ASSOCIATION



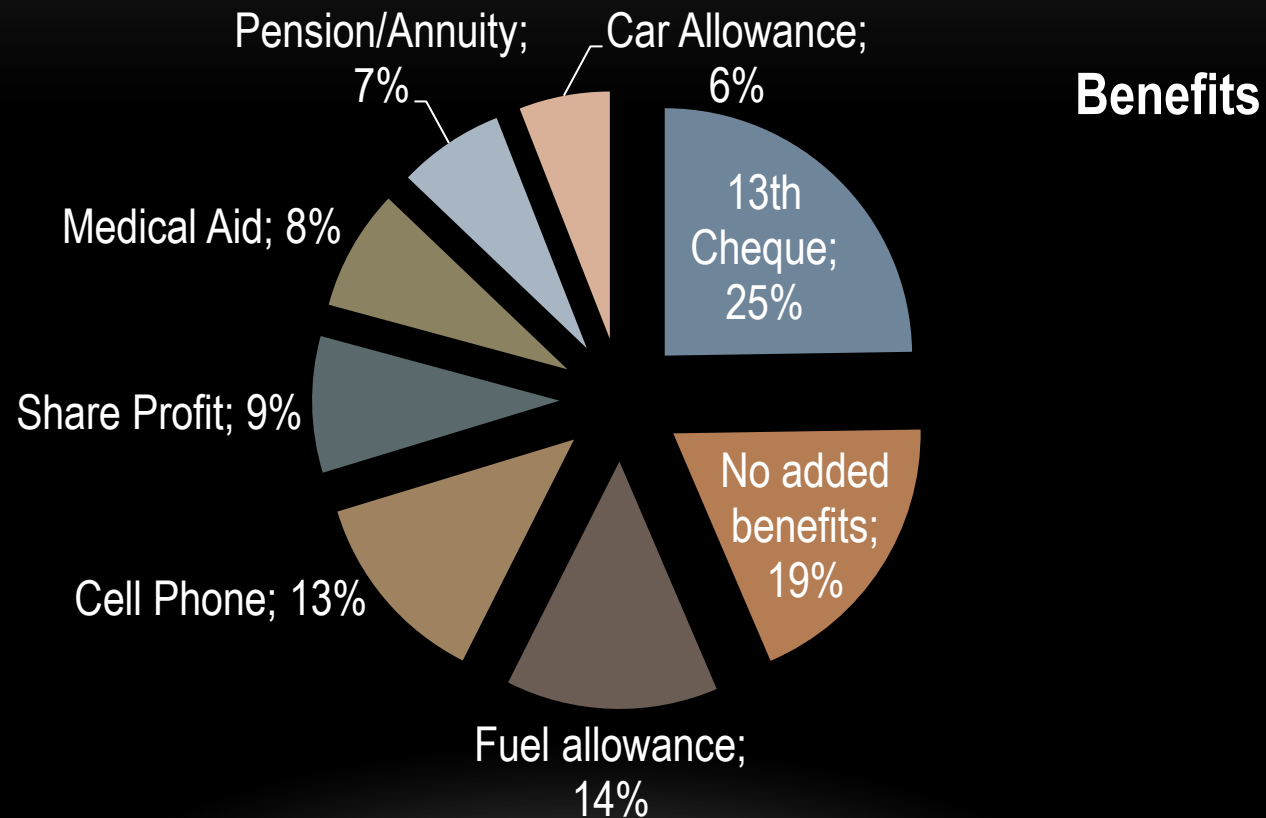
PARTICIPANTS EMPLOYMENT DETAILS



PARTICIPATING PRACTICES



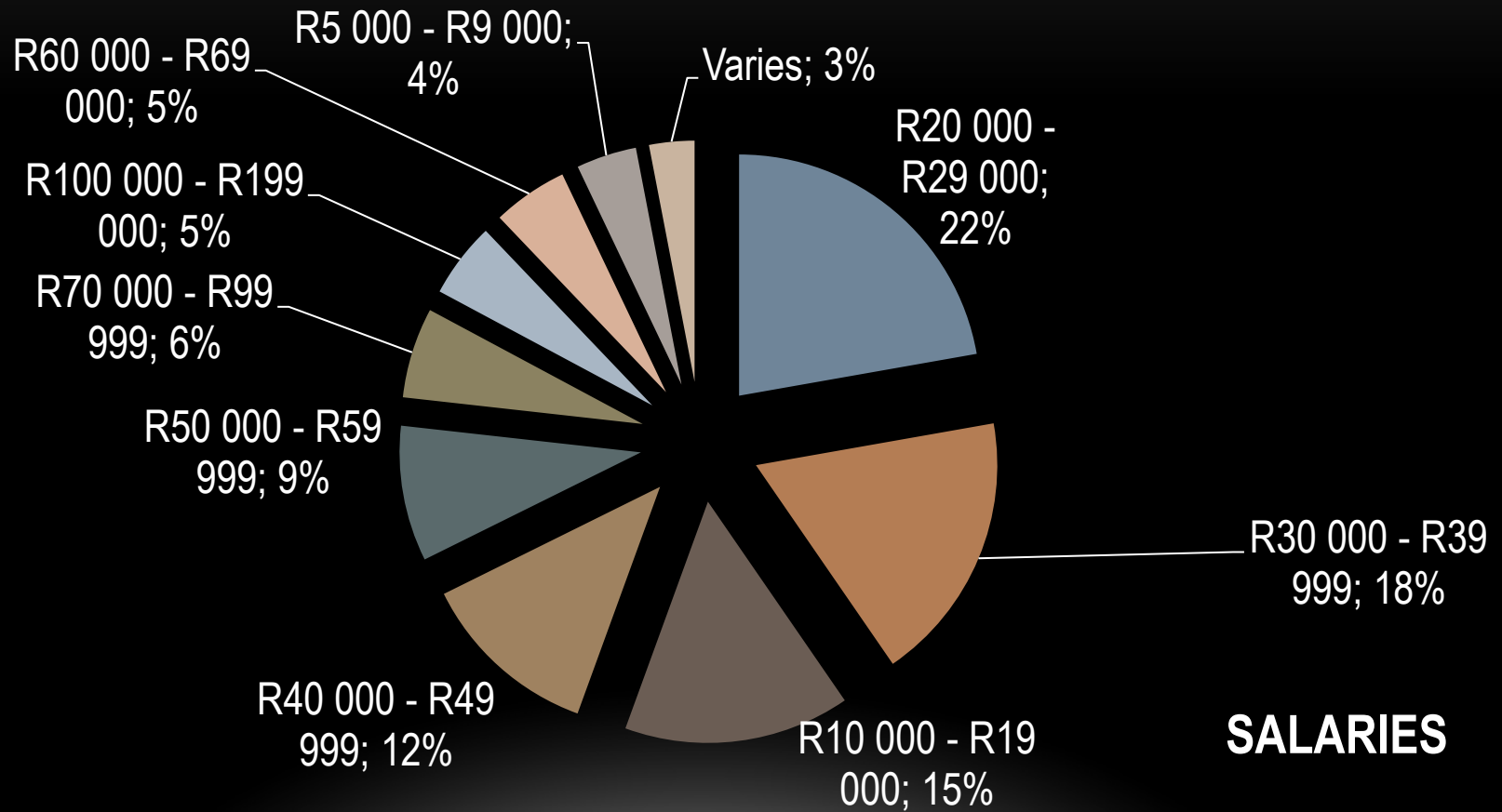
ADDED BENEFITS – ALL PARTICIPANTS FROM ALL PRACTICES



SALARY ANALYSIS

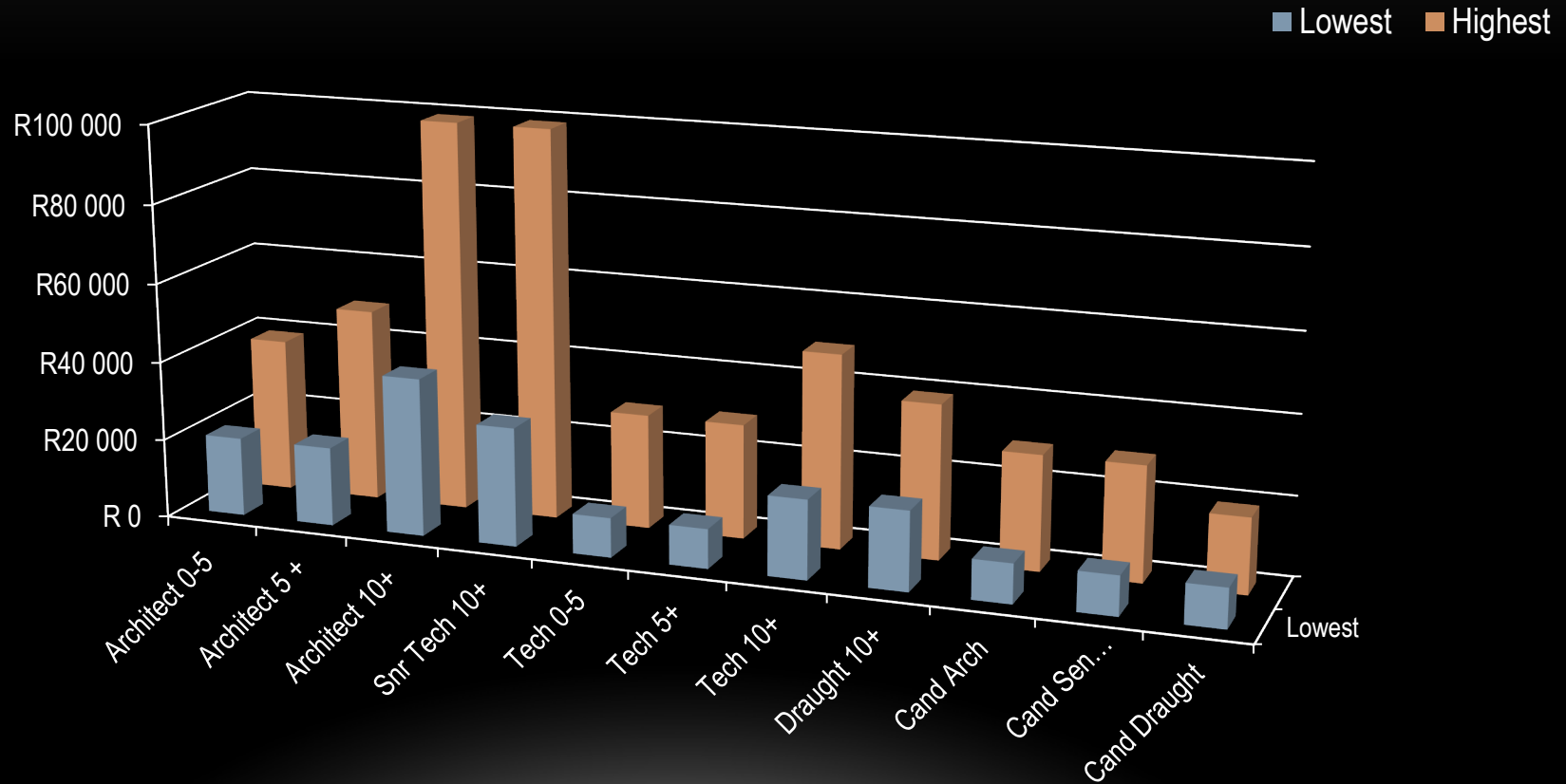
Please note that information is only indicated where information was available. Some information received was insufficient to give indication to salaries paid for certain categories of registration in specific practices.

OVERALL GROSS SALARIES PAID – ALL CATEGORIES OF REGISTRATION (ALL PRACTICES)



SALARIES

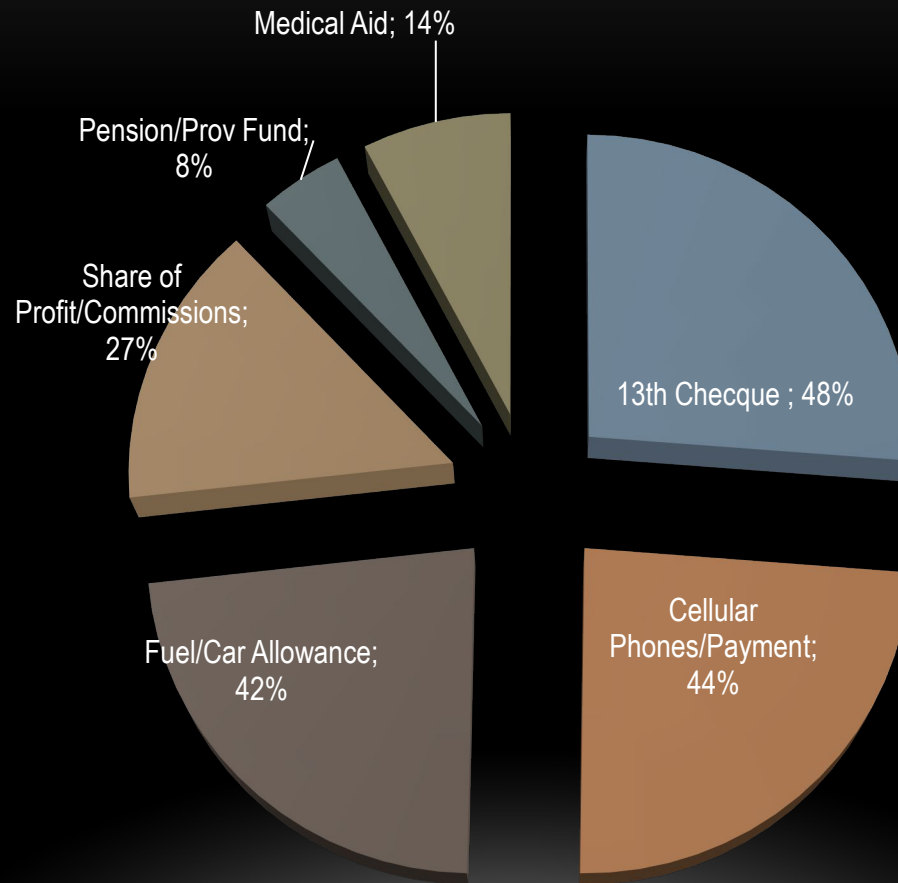
GROSS SALARIES PAID : PRACTICES WITH LESS THAN 5 EMPLOYEES (24% OF ALL PARTICIPANTS)



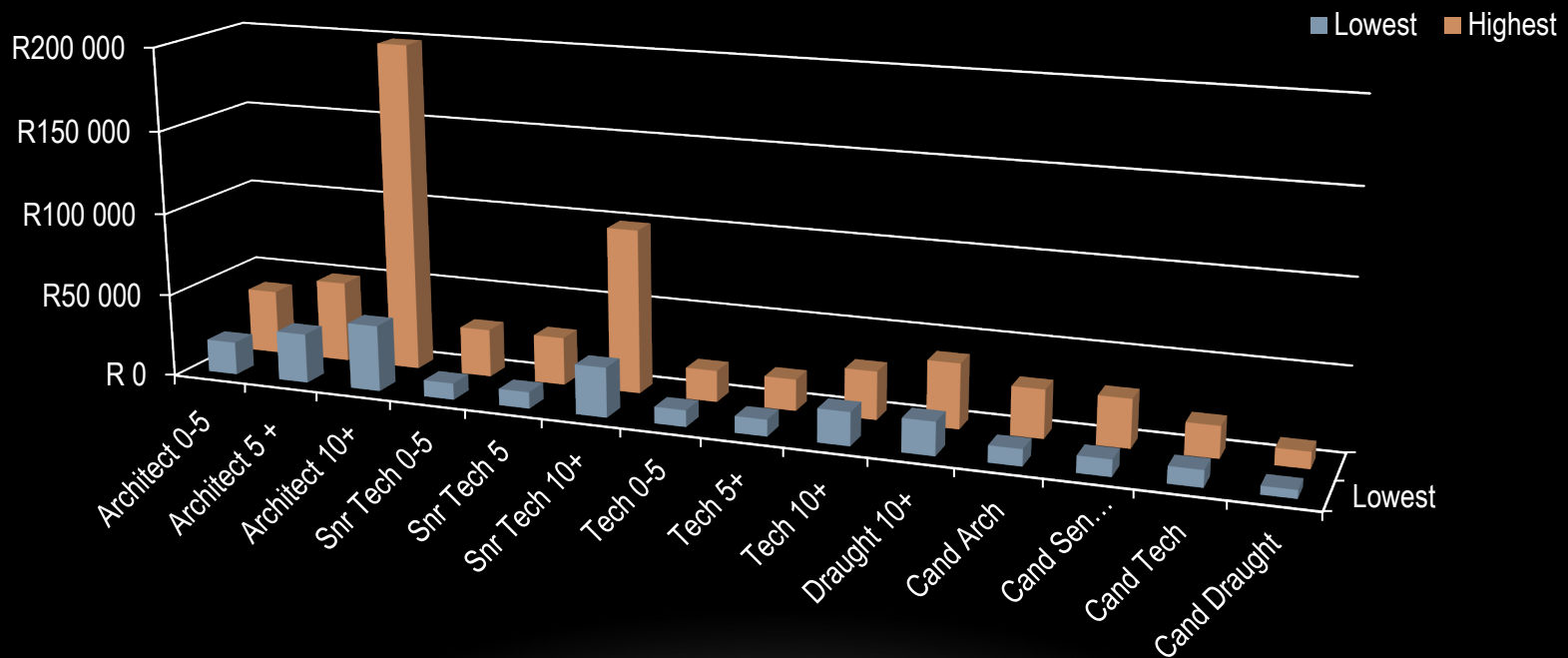
GROSS SALARIES: PRACTICES WITH LESS THAN 5 EMPLOYEES

Categories	Lowest	Highest		Owners	Full-time	Part-time
Architect 0-5	R20 000	R39 000			99%	1%
Architect 5 +	R20 000	R49 000		54%	46%	
Architect 10+	R40 000	R99 000		78%	17%	5%
Snr Tech 10+	R30 000	R99 000		40%	60%	
Tech 0-5	R10 000	R29 000			90%	10%
Tech 5+	R10 000	R29 000		10%	70%	20%
Tech 10+	R20 000	R49 000		71%	14%	14%
Draught 10+	R20 000	R39 000		50%	49%	1%
Cand Arch	R10 000	R29 000			100%	
Cand Sen Tech	R10 000	R29 000			99%	1%
Cand Draught	R10 000	R19 000		10%	70%	20%

ADDITIONAL BENEFITS: PRACTICES WITH LESS THAN 5 EMPLOYEES



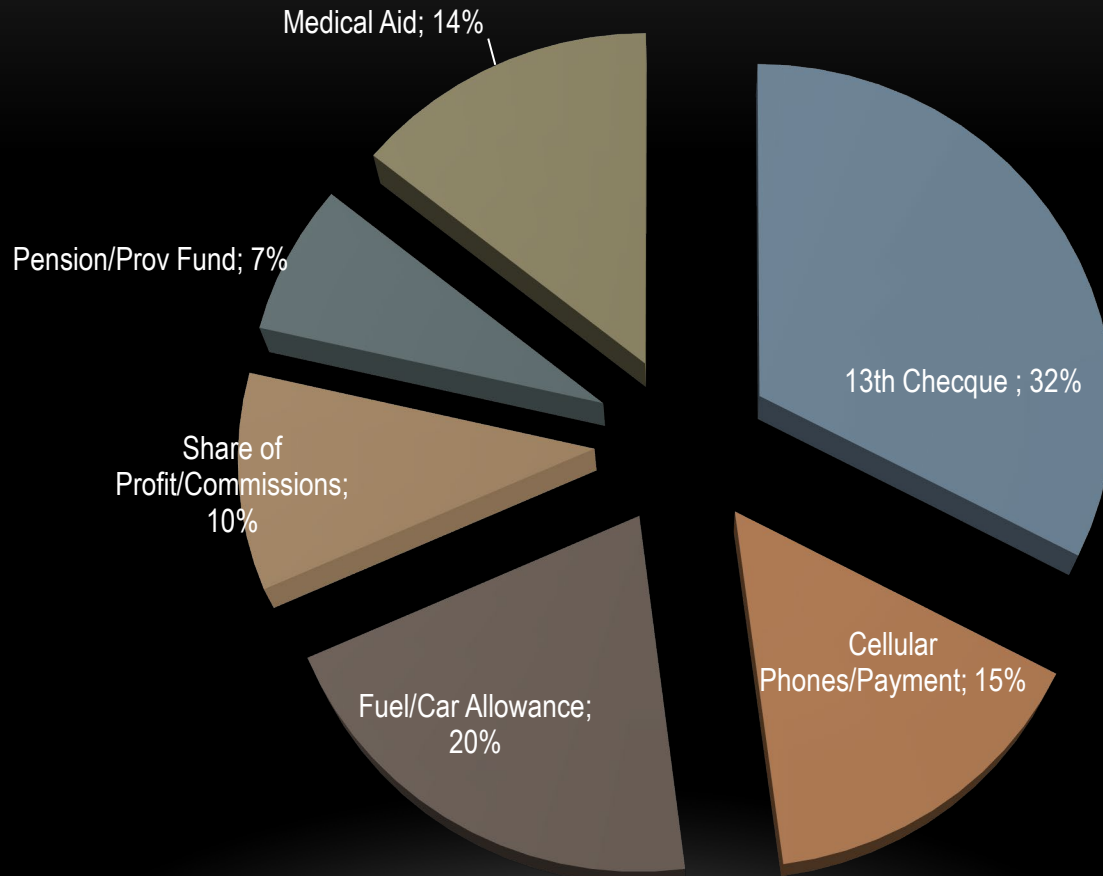
GROSS SALARIES: PRACTICES WITH 5 - 10 EMPLOYEES (21% OF PARTICIPANTS)



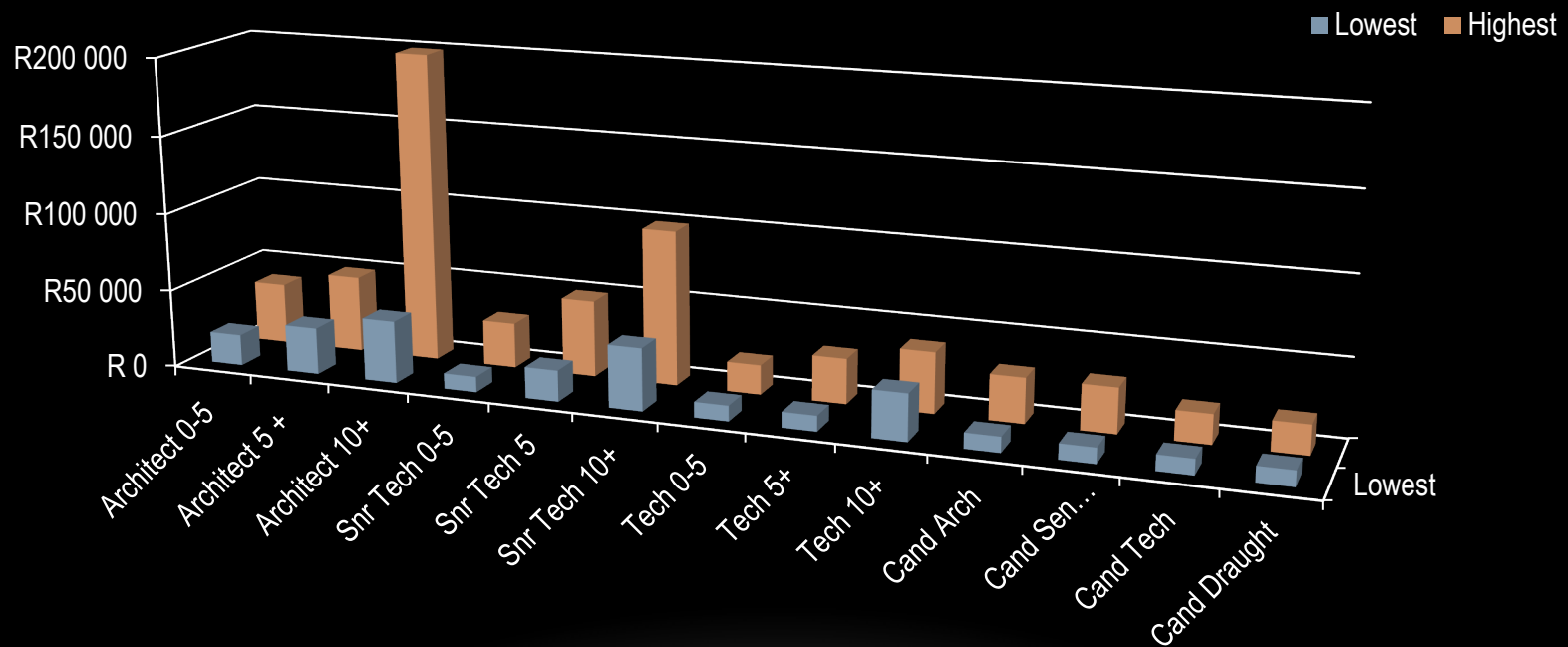
GROSS SALARIES: PRACTICES WITH 5 - 10 EMPLOYEES

	Lowest	Highest	Owners	Full Time	Part Time
Architect 0-5		R20 000 R39 000		100%	
Architect 5 +		R30 000 R49 000	15%	83%	2%
Architect 10+		R40 000 R99 000	57%	43%	
Snr Tech 0-5		R10 000 R29 000		100%	
Snr Tech 5 R10 000		R29 000	100%		
Snr Tech 10+		R30 000 R99 000	7%	93%	
Tech 0-5		R10 000 R19 000		100%	
Tech 5+		R10 000 R19 000		100%	
Tech 10+		R20 000 R29 000		100%	
Draught 10+		R20 000 R39 000		100%	
Cand Arch		R10 000 R29 000		100%	
Cand Sen Tech		R10 000 R29 000		100%	
Cand Tech		R10 000 R19 000		100%	
Cand Draught		R5 000 R10 000		100%	

ADDITIONAL BENEFITS: PRACTICES WITH 5 – 10 EMPLOYEES



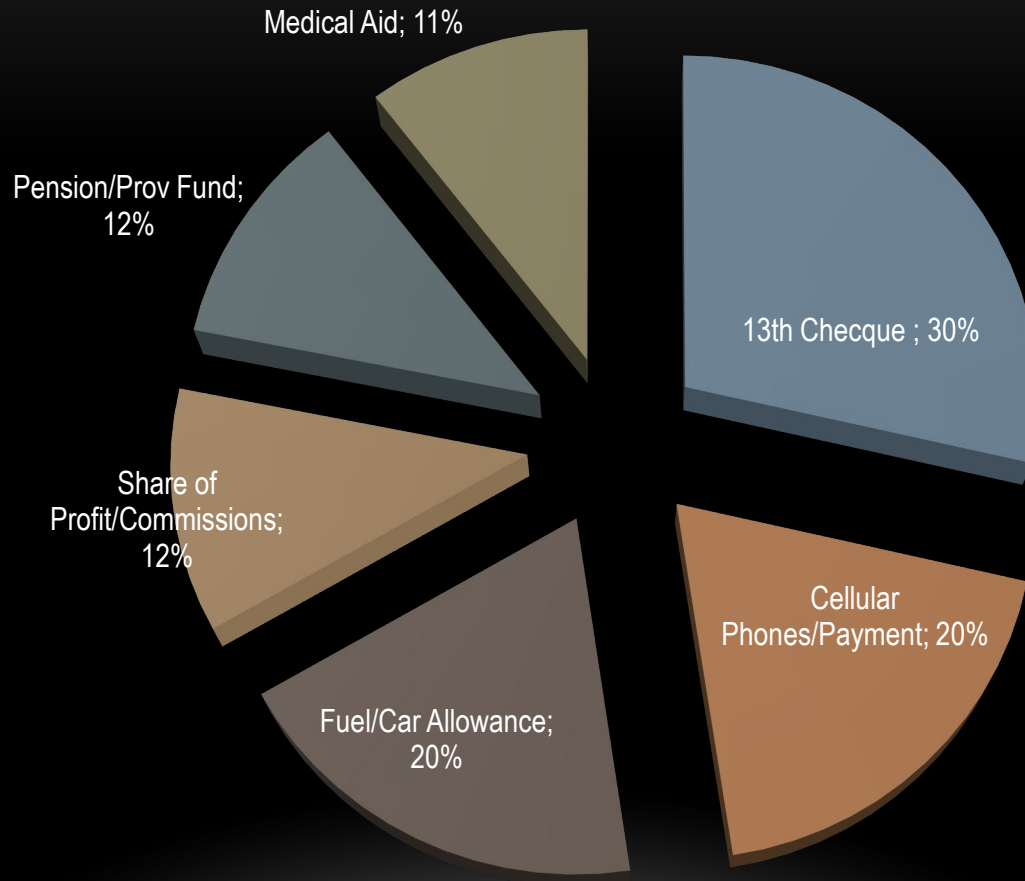
GROSS SALARIES: PRACTICES WITH 10+ EMPLOYEES (15% OF PARTICIPANTS)



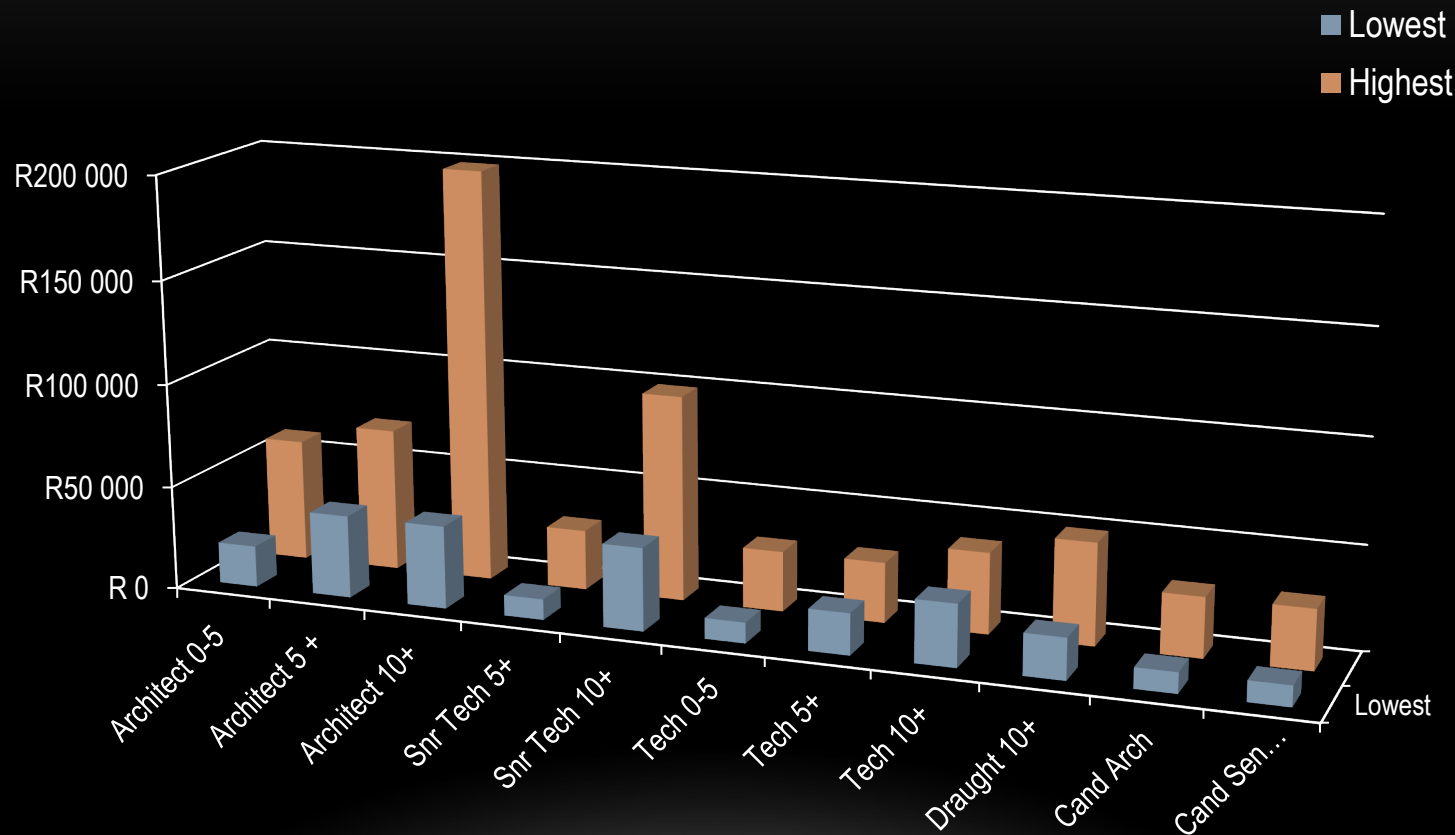
GROSS SALARIES: PRACTICES WITH 10+ EMPLOYEES

	Lowest	Highest	Owners	Full Time	Part Time	
Architect 0-5		R20 000	R39 000		100%	
Architect 5 +		R30 000	R49 000		100%	
Architect 10+		R40 000	R199 000	47%	49%	4%
Snr Tech 0-5		R10 000	R29 000		100%	
Snr Tech 5		R20 000	R49 000		100%	
Snr Tech 10+		R40 000	R99 000	7%	93%	
Tech 0-5		R10 000	R19 000		100%	
Tech 5+		R10 000	R29 000		100%	
Tech 10+		R30 000	R39 000		100%	
Cand Arch		R10 000	R29 000		100%	
Cand Sen Tech		R10 000	R29 000		100%	
Cand Tech		R10 000	R19 000		100%	
Cand Draught		R10 000	R19 000		100%	

ADDITIONAL BENEFITS: PRACTICES WITH 10+ EMPLOYEES



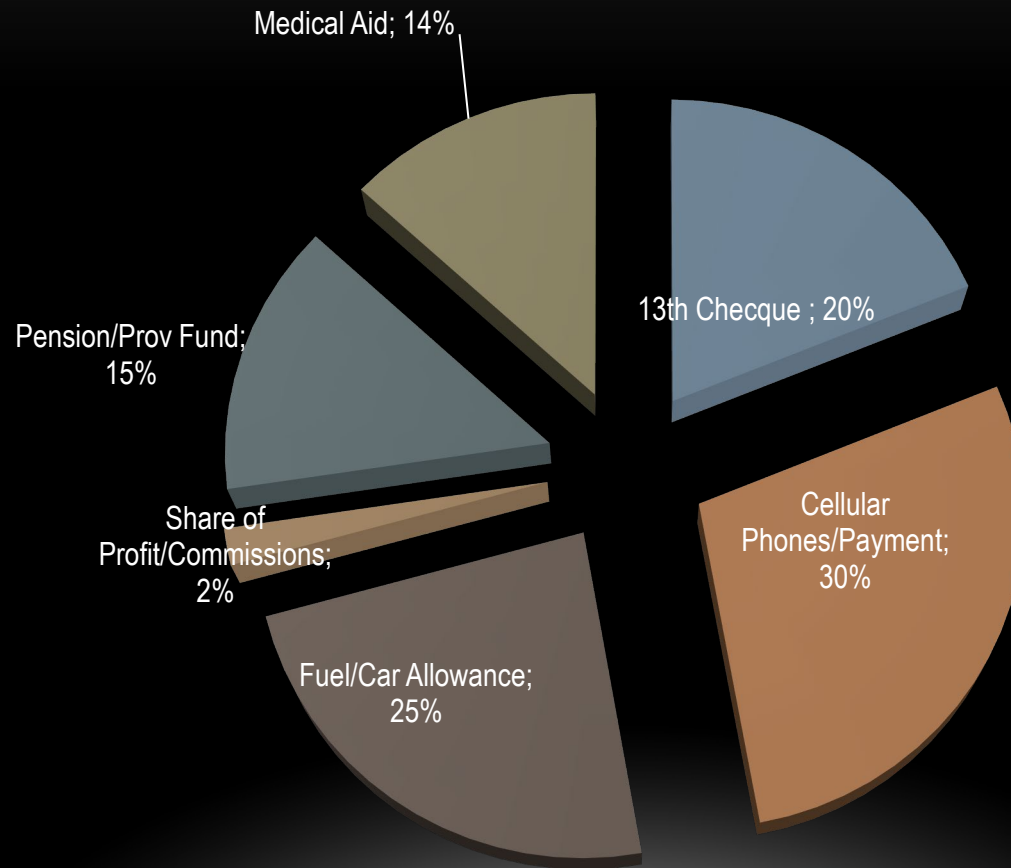
GROSS SALARIES PAID : LARGE NATIONAL PRACTICES (9% OF ALL PARTICIPANTS)



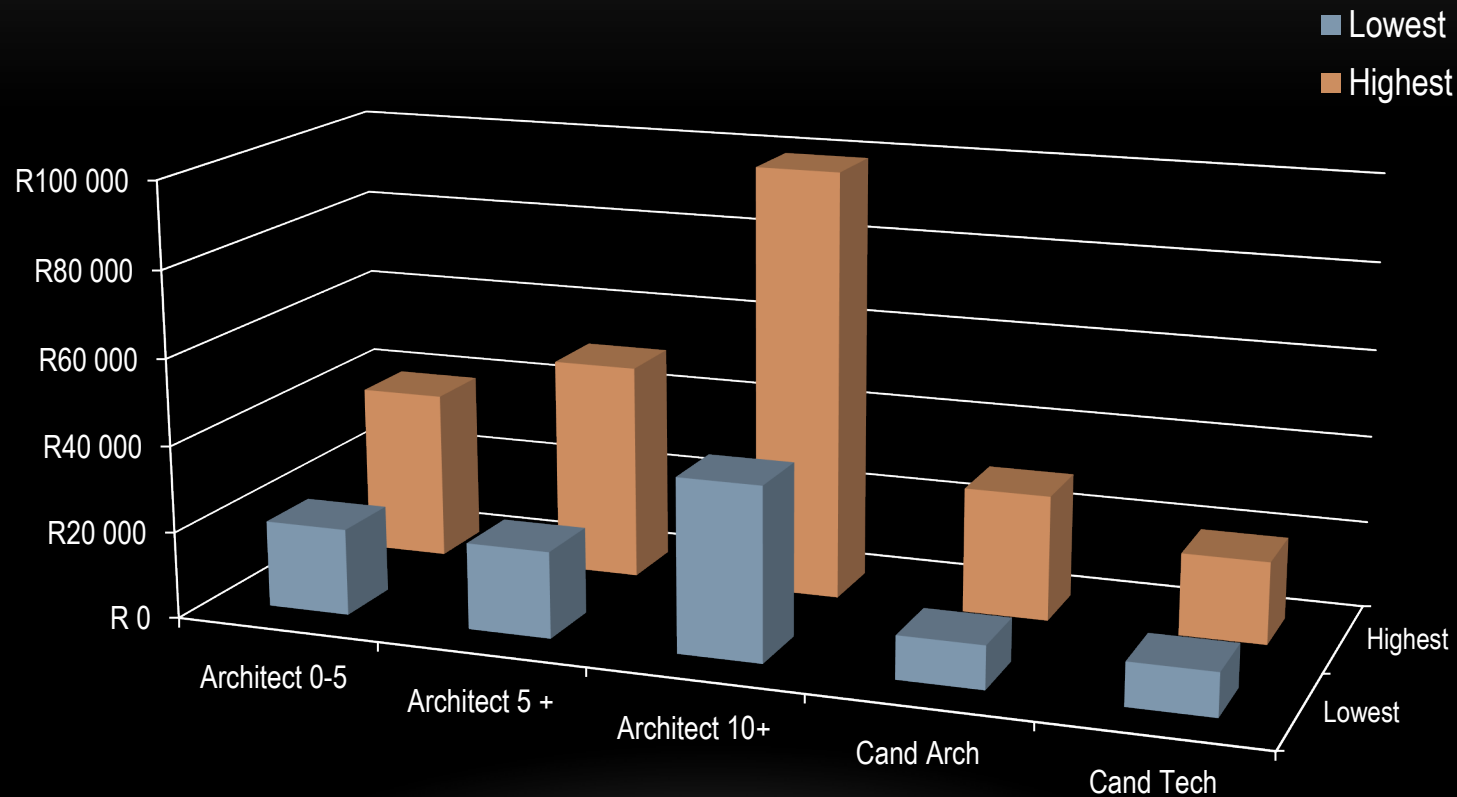
GROSS SALARIES: LARGE NATIONAL PRACTICES

Categories	Lowest	Highest	Leave	Owners	Permanent	Part-Time
Architect 0-5	R20 000	R59 000	15-20		100%	
Architect 5 +	R40 000	R69 000	15-20		100%	
Architect 10+	R40 000	R199 000	20+	20%	80%	
Snr Tech 5+	R10 000	R29 000	15		100%	
Snr Tech 10+	R40 000	R99 000	20+		100%	
Tech 0-5	R10 000	R29 000	15-20		100%	
Tech 5+	R20 000	R29 000	15	10%	90%	
Tech 10+	R30 000	R39 000	15-20		60%	40%
Draught 10+	R20 000	R49 000	15-20		40%	60%
Cand Arch	R10 000	R29 000	15		100%	
Cand Sen Tech	R10 000	R29 000	15		100%	

ADDITIONAL BENEFITS: LARGE NATIONAL PRACTICES



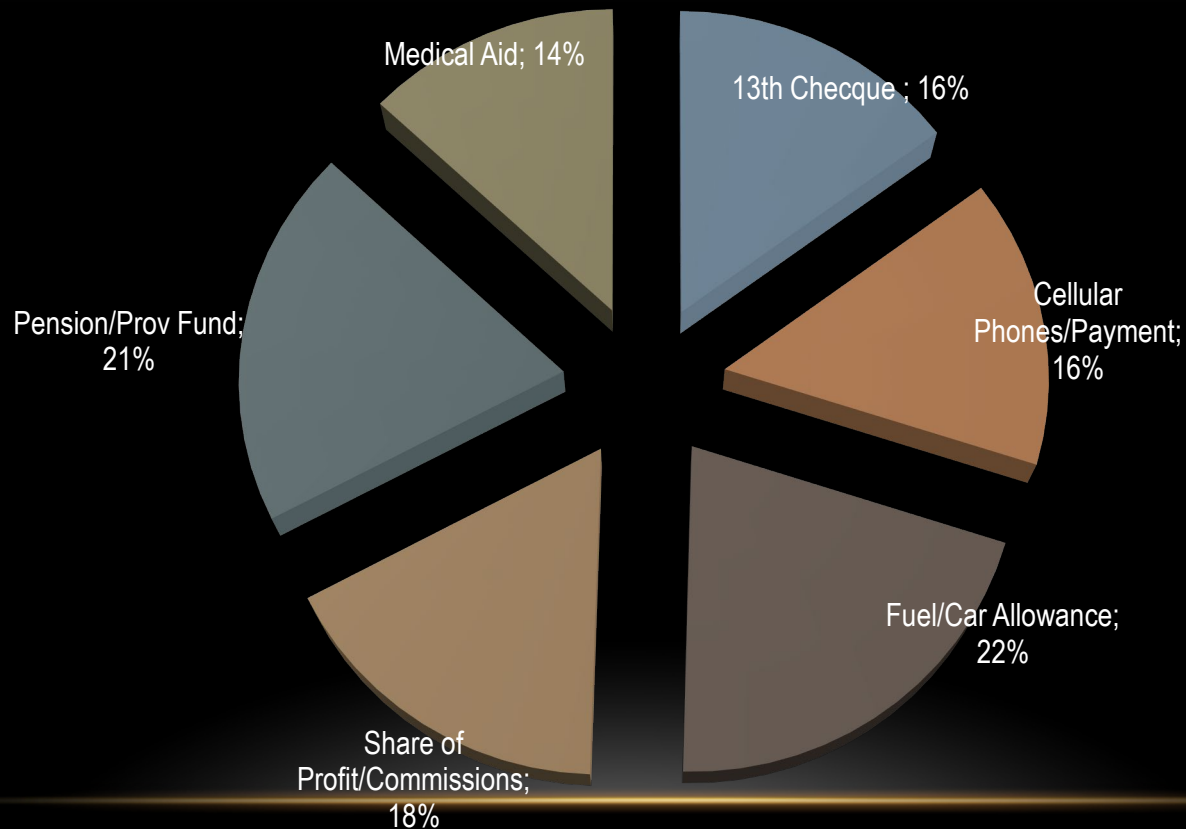
GROSS SALARIES PAID : LARGE MULTI-DISCIPLINARY PRACTICES (6% OF ALL PARTICIPANTS)



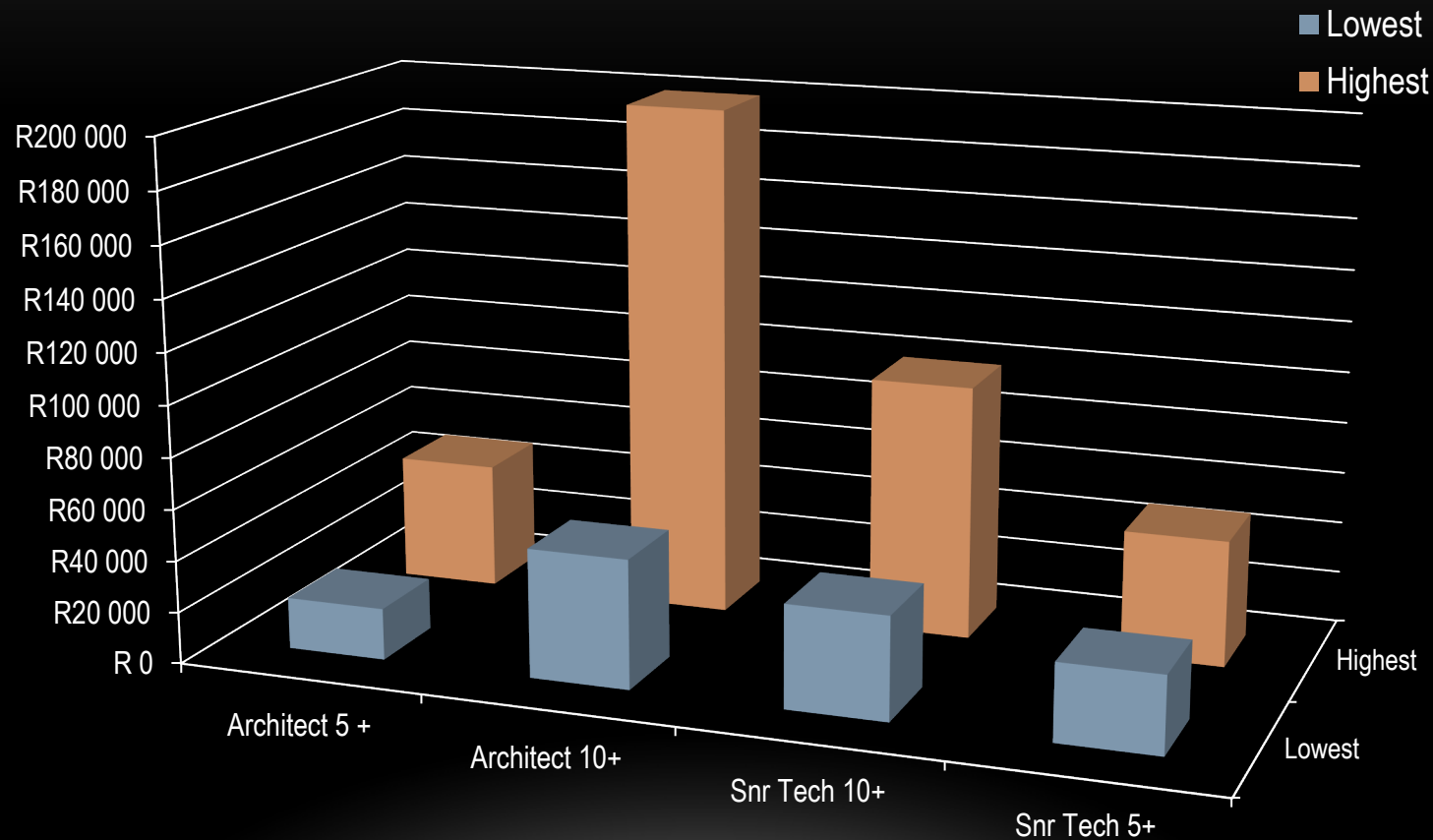
GROSS SALARIES: LARGE MULTI-DISCIPLINARY PRACTICES

Categories	Lowest	Highest	Leave	Owners	Fulltime	Part-T
Architect 0-5	R20 000	R39 000	15		100%	
Architect 5 +	R20 000	R50 000	15-20		100%	
Architect 10+	R40 000	R99 000	20	25%	75%	
Cand Arch	R10 000	R29 000	15		100%	
Cand Tech	R10 000	R19 000	15		100%	

ADDITIONAL BENEFITS: LARGE MULTI-DISCIPLINARY PRACTICES



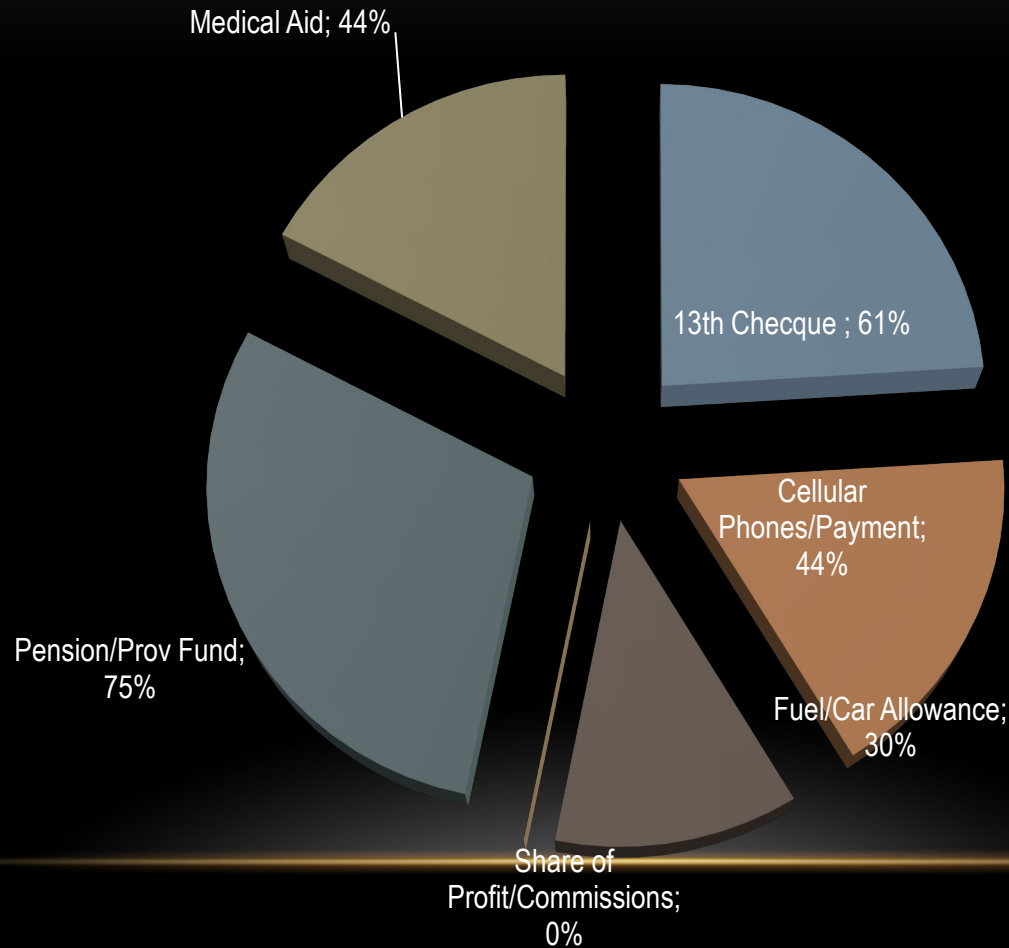
GROSS SALARIES PAID : GOVERNMENT INSTITUTIONS (NDPWI, UNIVERSITIES, SAPS, CSIR, ETC. (5% OF ALL PARTICIPANTS)



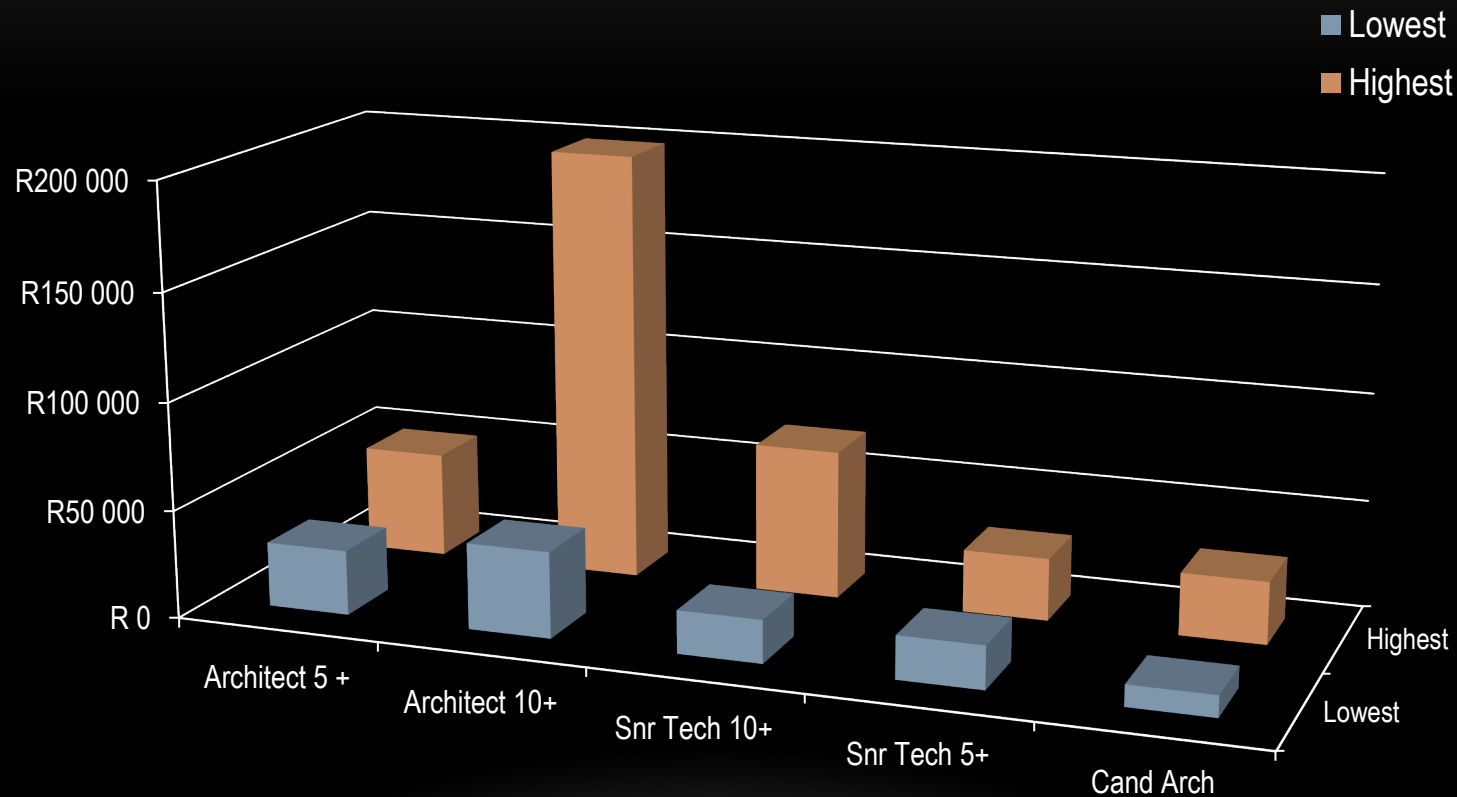
GROSS SALARIES: GOVERNMENT INSTITUTIONS (NDPWI, UNIVERSITIES, SAPS, CSIR, ETC.

Categories Time	Lowest	Highest	Leave	Owners	Fulltime	Part
Architect 5 +	R20 000	R49 000	20		100%	
Architect 10+	R50 000	R199 000	20		100%	
Snr Tech 10+	R40 000	R99 000	20		100%	
Snr Tech 5+	R30 000	R49 000	20		100%	

ADDITIONAL BENEFITS: GOVERNMENT INSTITUTIONS (NDPWI, UNIVERSITIES, SAPS, CSIR, ETC.



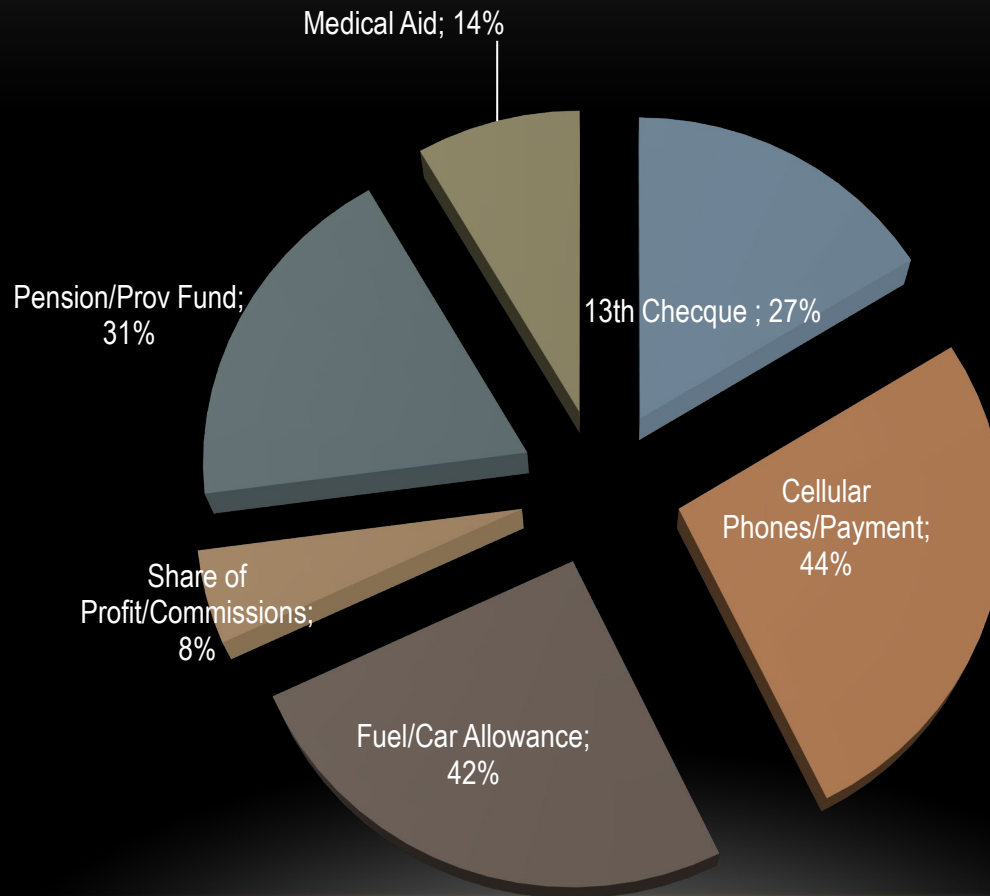
GROSS SALARIES PAID : LARGE INTERNATIONAL PRACTICE (4% OF ALL PARTICIPANTS)



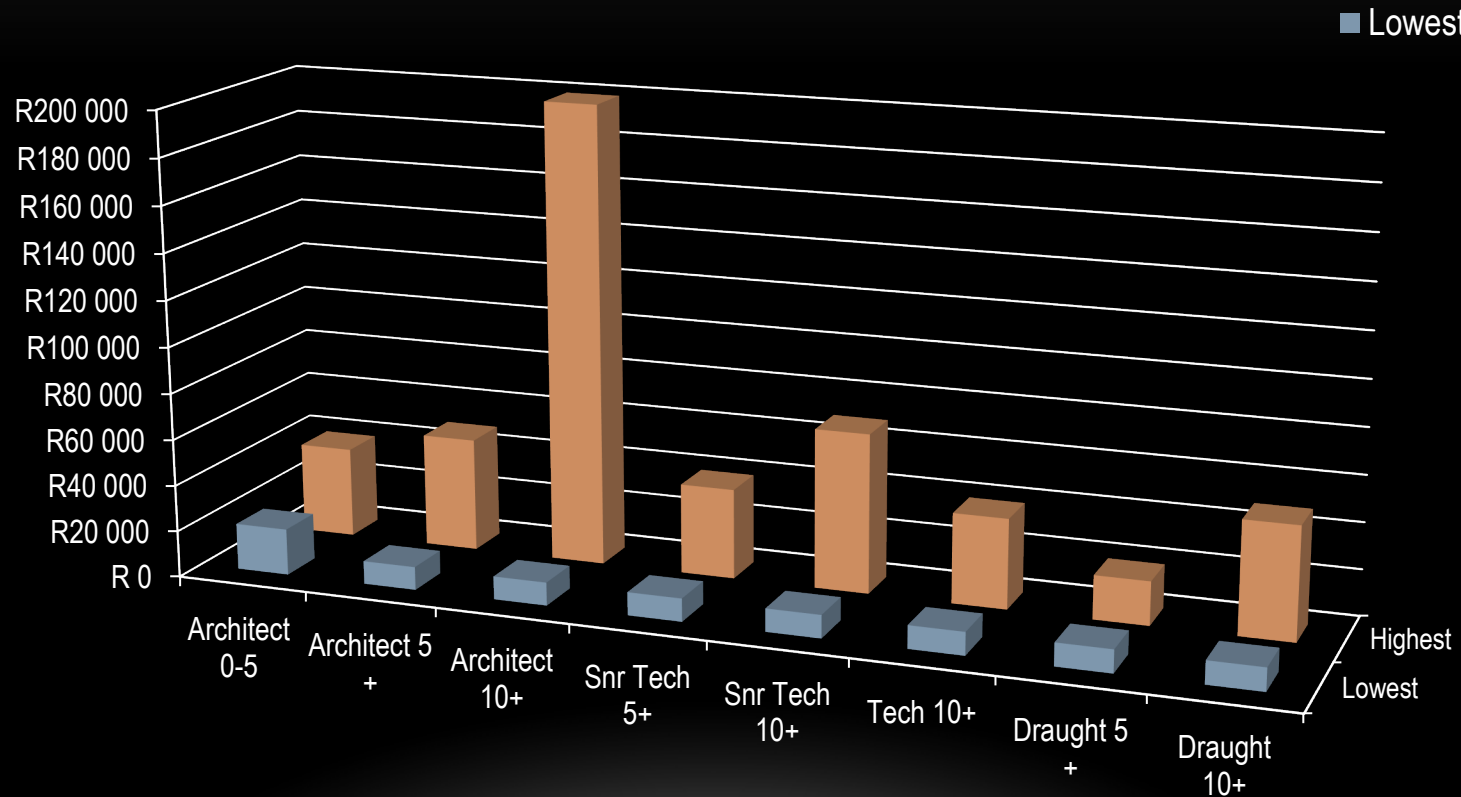
GROSS SALARIES: LARGE INTERNATIONAL PRACTICE

Categories Time	Lowest	Highest	Leave	Owners	Fulltime	Part
Architect 5 +	R30 000	R49 000	20		100%	
Architect 10+	R40 000	R199 000	20	25%	75%	
Snr Tech 10+	R20 000	R69 000	20		100%	
Snr Tech 5+	R20 000	R29 000	20		100%	
Cand Arch	R10 000	R29 000	15		70%	30%

ADDITIONAL BENEFITS: LARGE INTERNATIONAL PRACTICE



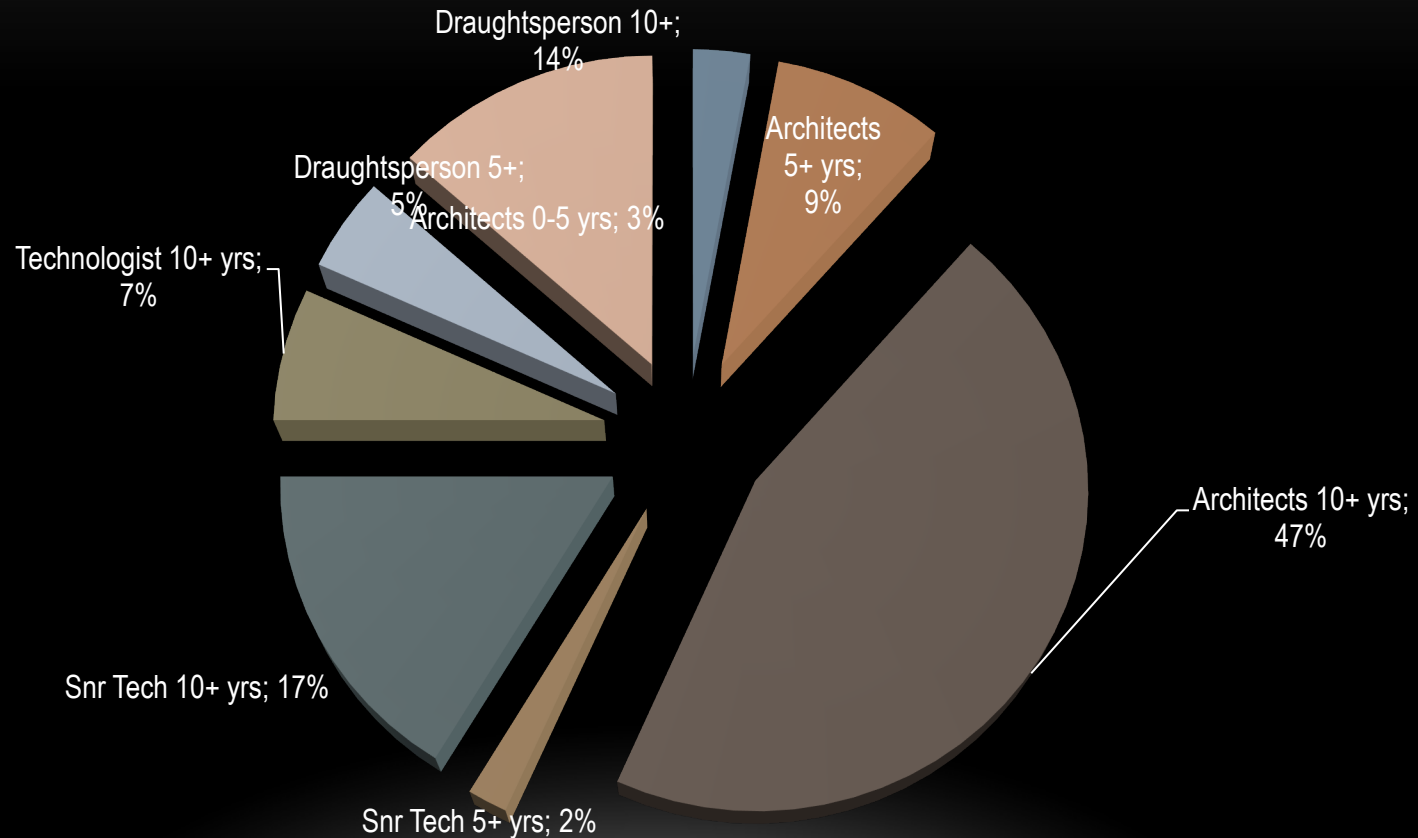
GROSS SALARIES PAID : SOLE PRACTITIONERS (16% OF ALL PARTICIPANTS)



GROSS SALARIES: SOLE PRACTITIONERS

Categories	Lowest	Highest
Architect 0-5	R20 000	R39 000
Architect 5 +	R10 000	R49 000
Architect 10+	R10 000	R199 000
Snr Tech 5+	R10 000	R39 000
Snr Tech 10+	R10 000	R69 000
Tech 10+	R10 000	R39 000
Draught 5 +	R10 000	R19 000
Draught 10+	R10 000	R49 000

ADDITIONAL COMMENTS: SOLE PRACTITIONERS – CATEGORY PRACTICE PARTICIPATION



ADDITIONAL COMMENTS: SOLE PRACTITIONERS

- Sole practitioner information was very varied.
- Benefits = what you pay from your gross income
- Leave days – Varied from No leave – Whenever I want
- True income (Gross Income) received did not seem to be shared accurately

THANK YOU TO ALL THOSE WHO PARTICIPATED IN THE SURVEY.
WE TRUST IT WILL BE OF VALUE TO YOU ALL.