

In November 2014 the PESGB once again conducted a Membership & Salary Survey.

Approximately ten percent of the membership (606) participated in the survey; significantly more than in 2009 when 463 members completed the online survey.

The survey seeks to define who we are, where we are, and how we are paid. By completing the survey, the members can not only see how they are placed in the market, but also gives guidance to the PESGB Council for the planning of events and services for the membership.

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# Membership Survey

## Demographic Profile

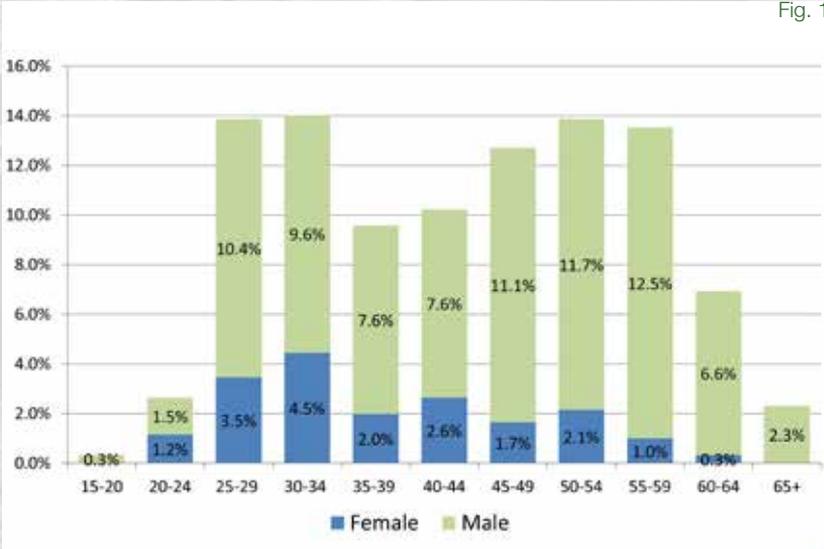


Fig. 1

The age of the membership is shown in Figure 1. The graph shows the bimodal nature of the membership with a peak in membership in the population aged 45-60, and a second peak in the age group 25-35 when the industry increased recruitment in line with high oil prices post-2002.

The proportion of female membership is approximately 19 percent, however the proportion has increased 30 percent amongst the younger members who have joined the industry post 2000.

## Employment Location

Figure 2 shows the employment location of the membership. Half the membership are based in London and SE England and a further 20 percent in Aberdeen. This is virtually unchanged since the last salary survey in 2009. Over 80 percent of the membership are based in the UK.

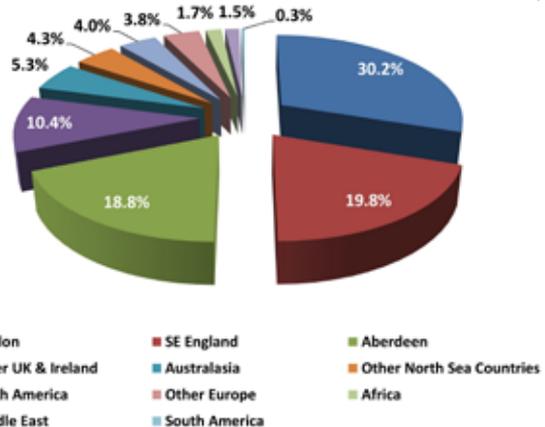


Fig. 2

# Demographic Profile: Aberdeen & London

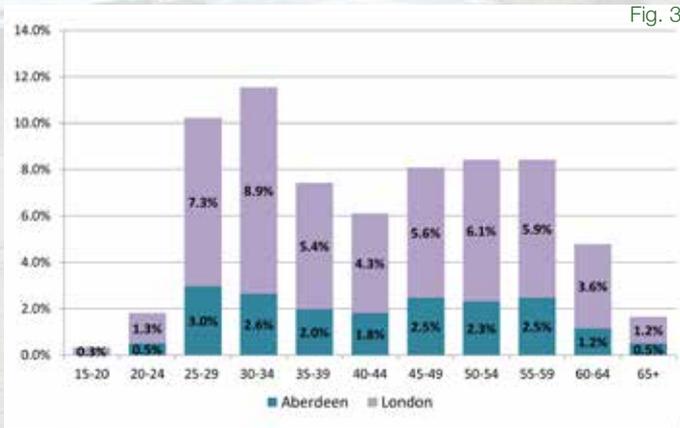


Fig. 3

The relative demographics of the London and Aberdeen PTE populations are compared in Figure 3. The figure shows the bimodal nature of the PESGB population with a significant gap in the age group 30 to 50 especially in London.

With respect to academic qualifications shown in Figure 4, more than 75 percent of the membership have a Masters degree qualification or higher. The number of Masters degree graduates has increased from 48 percent to 54 percent since 2008, reflecting industry recruitment. The most popular universities are Imperial, Aberdeen, Royal Holloway, Leeds, Edinburgh and Cambridge.

## Education

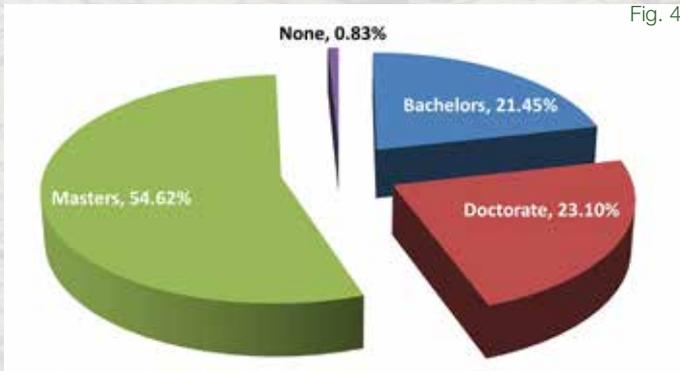


Fig. 4

## Recruitment

In the midst of the current industry downturn finding a new job in our industry will be a high priority for many. The evidence of the survey shows that personal referral is the most successful method of being recruited as demonstrated in Figure 5. Nearly 40 percent of us got our current job through personal referral, which graphically illustrates the importance of belonging to a strong network like the PESGB. Interestingly these statistics are virtually unchanged since the 2008 survey.



Fig. 5

# Profession

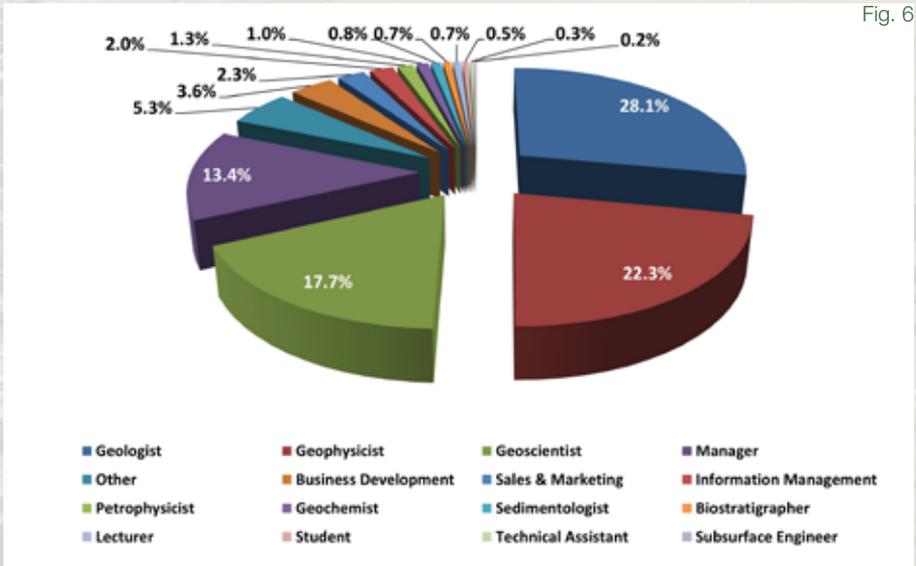


Fig. 6

Figure 6 shows the membership of the Society is primarily geosciences-based, with 67 percent of the membership describing themselves as geologists, geophysicists or geoscientists. Other key professional groups include business development managers and sales managers in our service companies; the Society should ensure that we provide activities to help them develop their careers. There has been a dramatic reduction in those

describing themselves as managers, from 20 percent in 2009 to just 13 percent in 2014; possibly a reflection that professional rather than managerial skills are more highly prized.

Students represent just a small proportion of the survey, however this may not in fact truly represent the proportion of students in the Society as I suspect they would be unlikely to engage with the “salary survey.”

# Employer Category

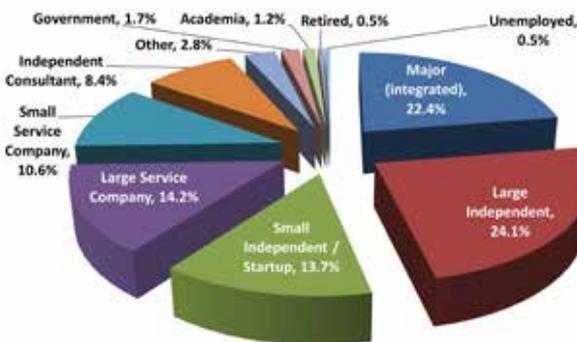
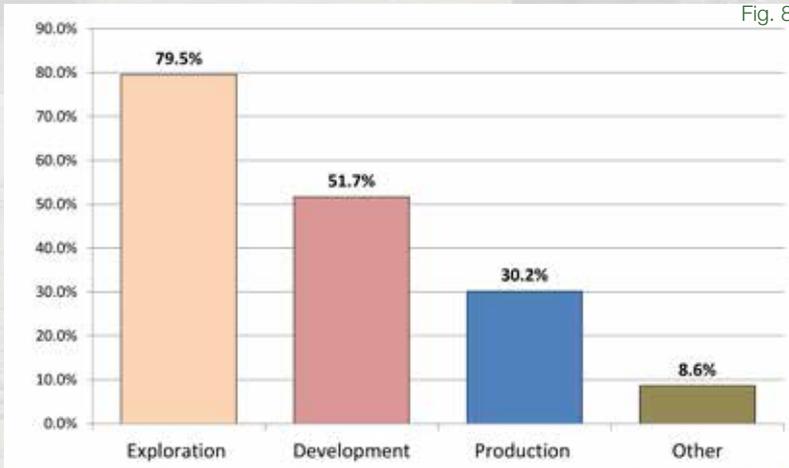


Fig. 7

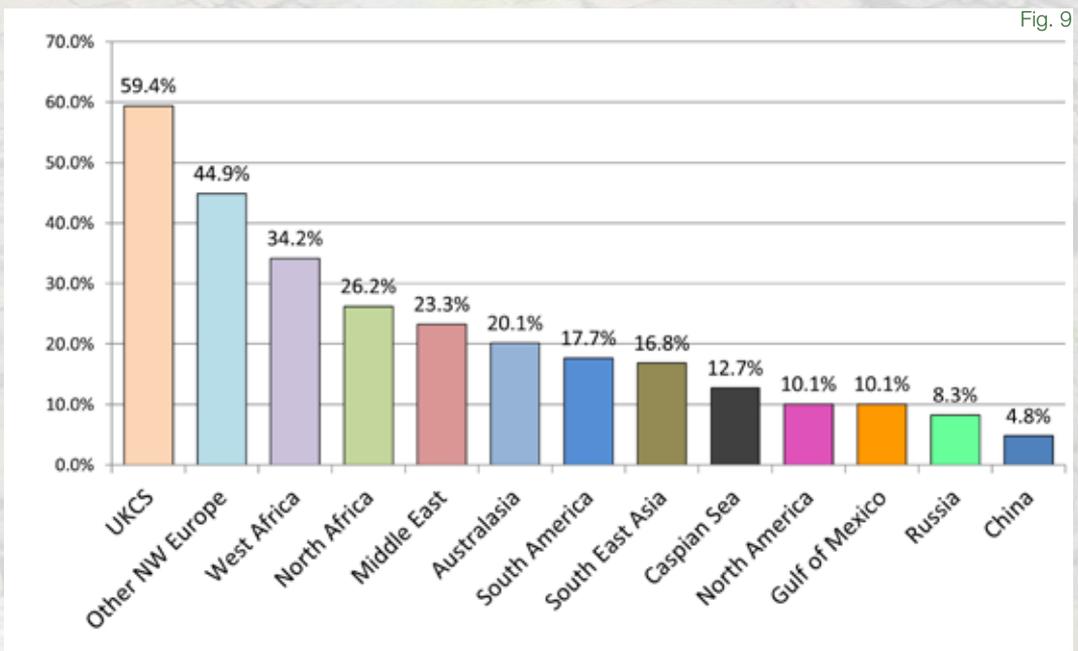
Oil company employees constitute 60 percent of the membership whilst service companies are correspondingly fewer at approximately 35 percent. I do not know whether this represents the true split in the technical E&P workforce; if it does not, then some effort ought to be made to widen the appeal of PESGB membership to the service company workforce (Figure 7).

Within the industry the membership are involved in Exploration, Development and Production activities. Nearly 80 percent of the membership are involved in hydrocarbon exploration (Figure 8), and a similar proportion involved in Field Development and Production.

## Functional Areas Employed

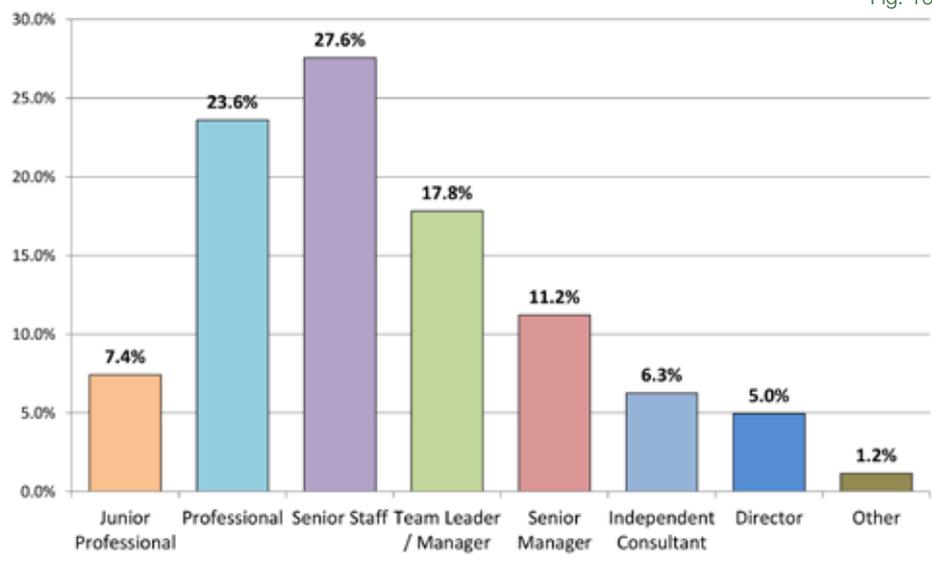


## Regions & Petroleum Provinces



In addition to petroleum basins in the UKCS and NW Europe, the membership works basins all around the globe, in particular basins in Africa and the Middle East (Figure 9).

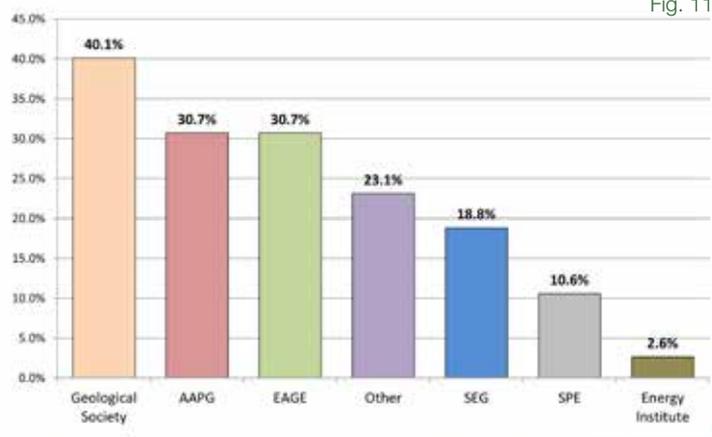
Fig. 10



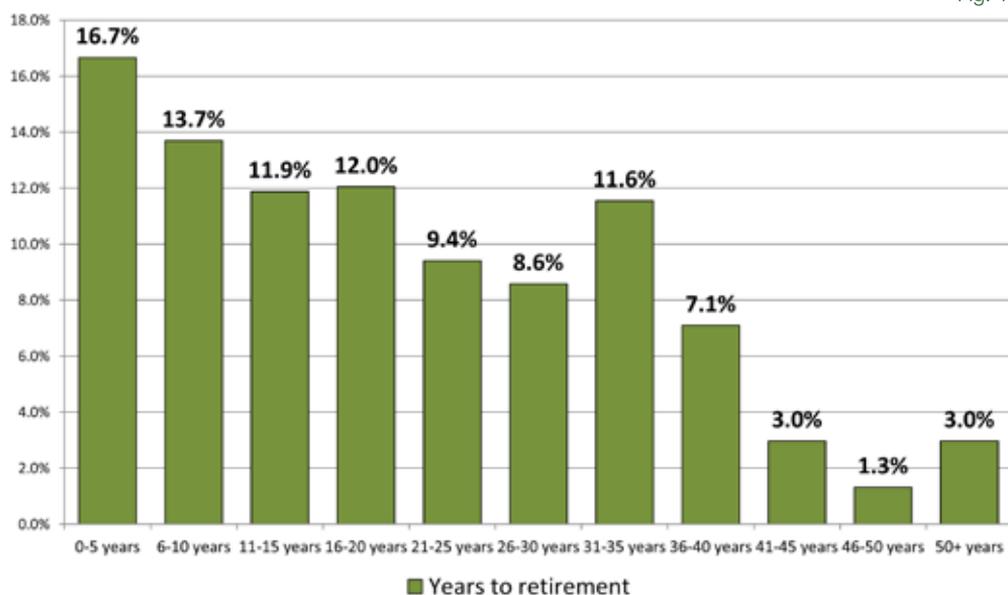
In terms of seniority, Figure 10 shows a very stable distribution from junior professional through to senior management/director. However the graph appears to show a disproportionate number of junior professionals. Possibly this is explained by the small number of employees in the 20-24 age group (shown earlier in Figure 1) reflecting a slow-down in recruitment in recent years.

## Other Society Affiliations

Fig. 11



Many members are affiliates of other societies. Figure 11 shows that in particular the Geological Society, the EAGE and AAPG have significant overlap with the PESGB membership.



## Retirement

The expected membership retirements are shown in Figure 12. The Society must plan for a potentially significant decrease in membership in the next five to ten years which could be up to 30%. This scenario assumes that there is a significant reduction in university recruitment in the next few years, and that membership lapses for many on retirement.