



Cadet engineer benchmark salaries

Each year Charles Sturt Engineering sets a benchmark minimum salary for each of the cadet engineer levels. These are based on the historical median salaries that cadets have been paid across each placement level and are indicative of the value of cadets as defined by host organisations. The benchmark salaries are as follows:

2026/27 Charles Sturt Engineering benchmark minimum salary

Placement level		Hourly
Junior	3 rd year <i>BEng(Hons)</i> 2 nd & 3 rd year <i>MEng(Civ)</i>	\$33
Senior	4 th year <i>BEng(Hons)</i> 4 th & 5 th year <i>MEng(Civ)</i>	\$40

Charles Sturt Engineering has a duty of care for the welfare of our cadet cohort as a whole. While an individual cadet's circumstance may enable them to take a below benchmark salary, we have an obligation to ensure that the cadets overall are compensated fairly and appropriately.

Host organisations are still required to meet their own employment obligations relating to salary and other conditions. We acknowledge that our hosts all operate under different awards and in different labour markets, and with different human resource systems. The specifics of how host organisations calculate the salary they pay their cadets is left to the discretion of the organisation.