



ECONOMIC DEVELOPMENT
NEW ZEALAND

Economic Development NZ Salary Survey

December 2017





ECONOMIC DEVELOPMENT
NEW ZEALAND

Welcome

A warm welcome to readers of Economic Development NZ 's inaugural 'Salaries in Focus'.

Designed for economic development practitioners across New Zealand, the report has been informed by survey respondents across the regions of New Zealand.

The report provides the median wage and benefits of all those who responded. It also provides that data by region, gender, experience, qualification and organizational structure.

The Salary report will be available annually, providing trends that will be of value to both employees and employers.

On behalf of the Board of Economic Development NZ, many thanks to those of you who have responded to the survey.

Warm regards

Dr David Wilson
Chair of Economic Development NZ





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Methodology

The salary survey was distributed on a weekly basis through the Economic Development newsletter to over 1,100 economic development practitioners. The response rate was not as high as for that hoped for so the results need to be treated with some caution. Having said that, the collective responses are in accord with previous salary surveys undertaken by the author. We look forward to a greater engagement and response in 2018.

As prefaced in the welcome we have chosen to use the 'median' value, rather than the 'mean' (average). Given the small sample size the median was thought preferable, i.e. resistant to outliers and a better representation of reality.

Respondents were asked to provide the following information: wage, benefits, location, age range, gender, type of organization they worked in and highest qualification achieved.

That information has enabled the author to analyse a range of data sets that the reader will find of use including median salary by region, by gender and employer type.

The questions will be repeated in future studies, along with additional questions that are thought to be of value. If you as an employer or employee, have a question that you would like added to future surveys then please contact the author on info@economicdevelopment.org.nz or by phone 027 440 6180. Any queries you may have regarding this survey can be directed to the same contact details.

Median: The middle number when the values are placed in order.

Mean: Total value calculated and divide by number of responses.



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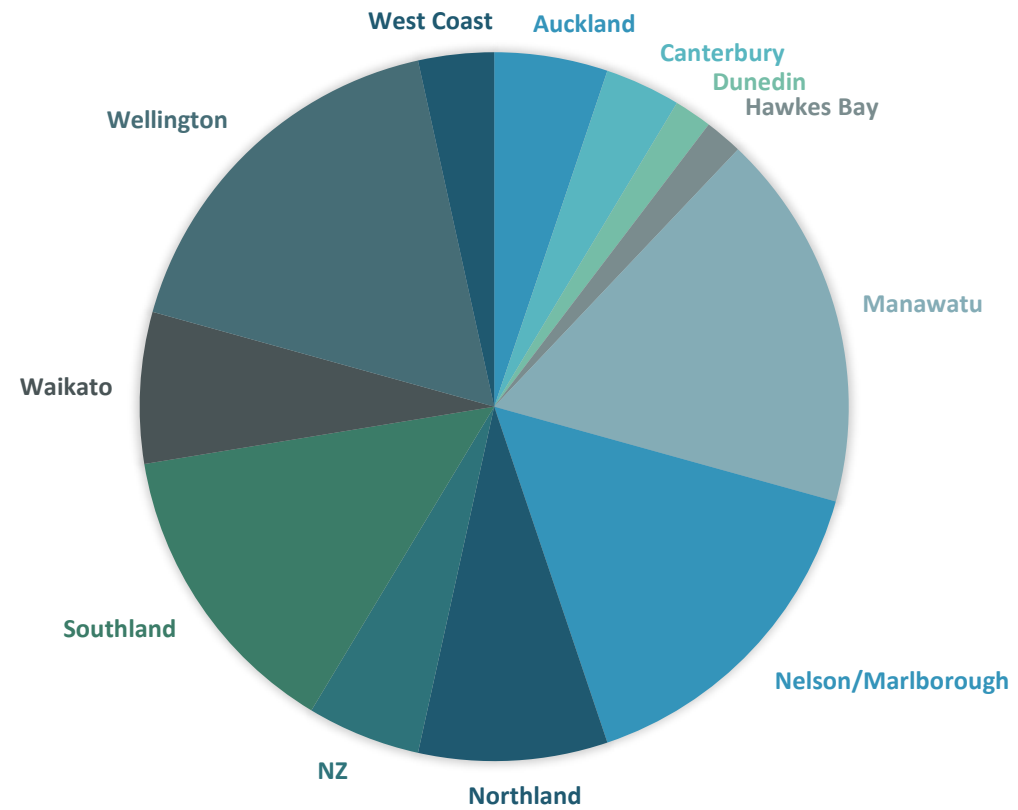




Section 1: The demographics



% RESPONDENTS BY REGIONS

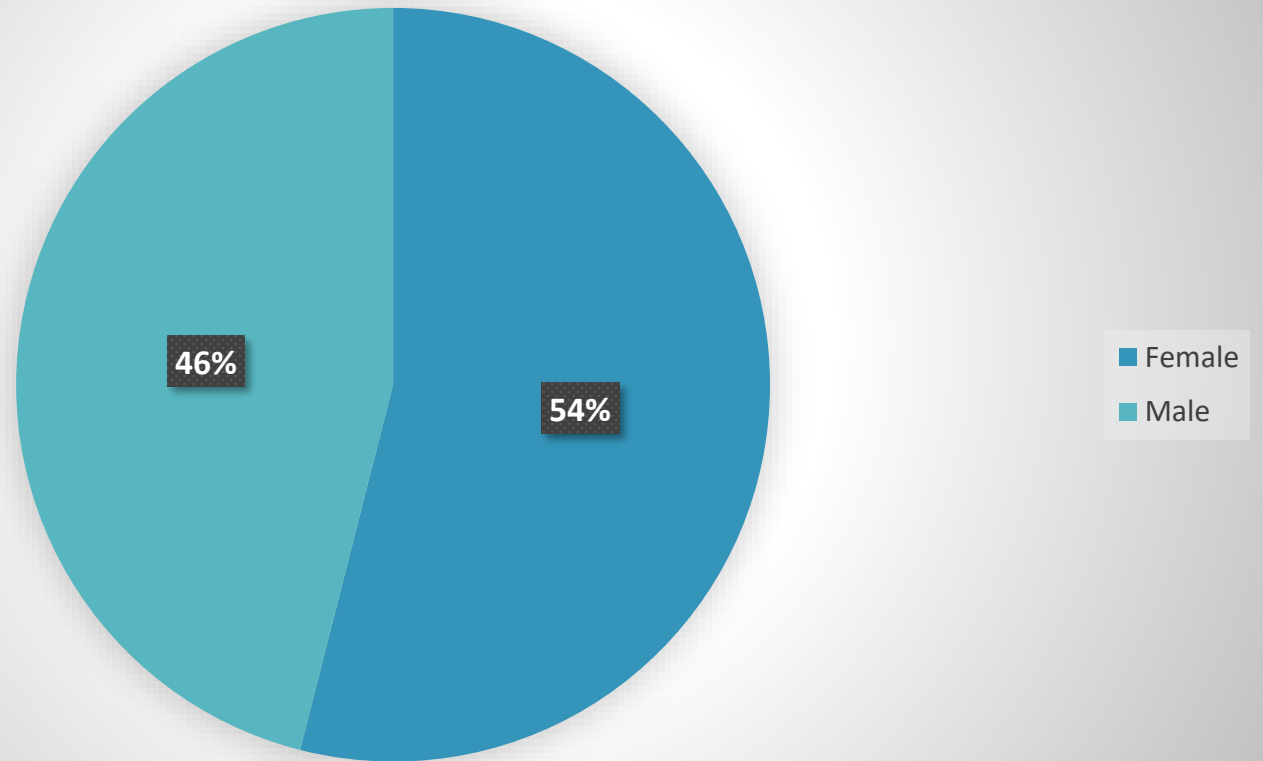




The demographics



% RESPONDENTS BY GENDER

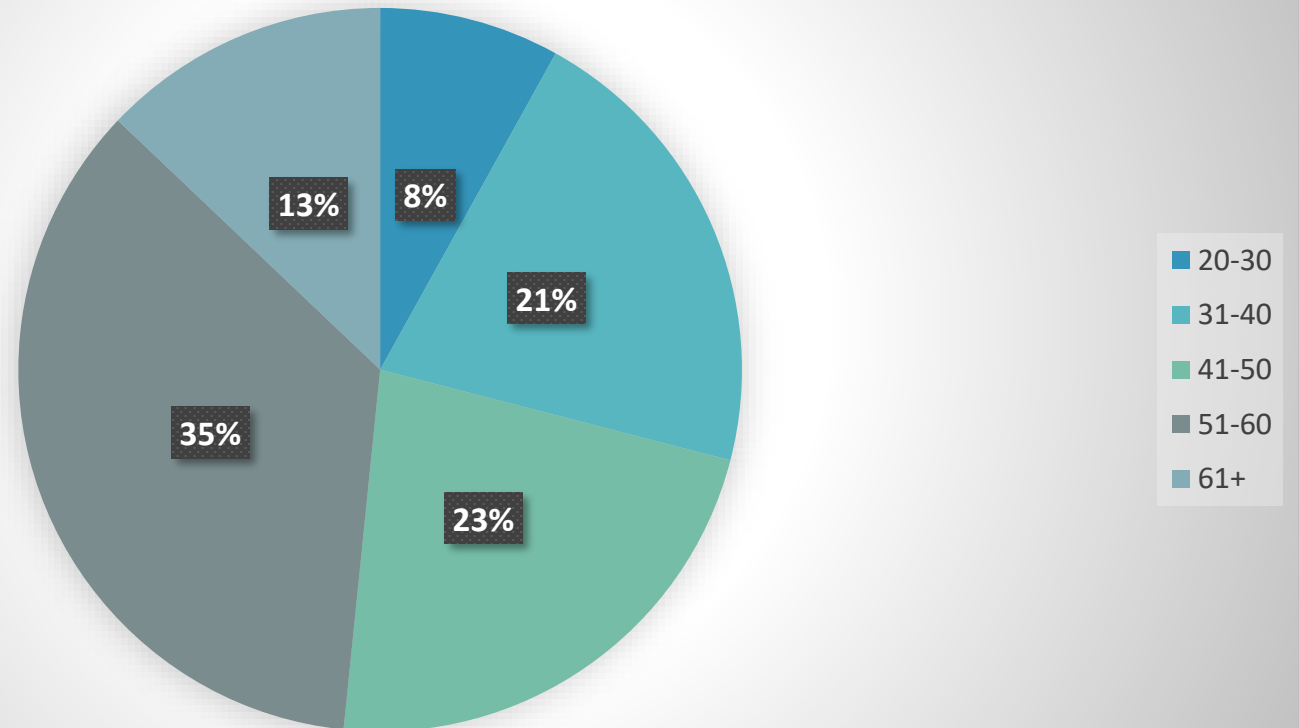




The demographics

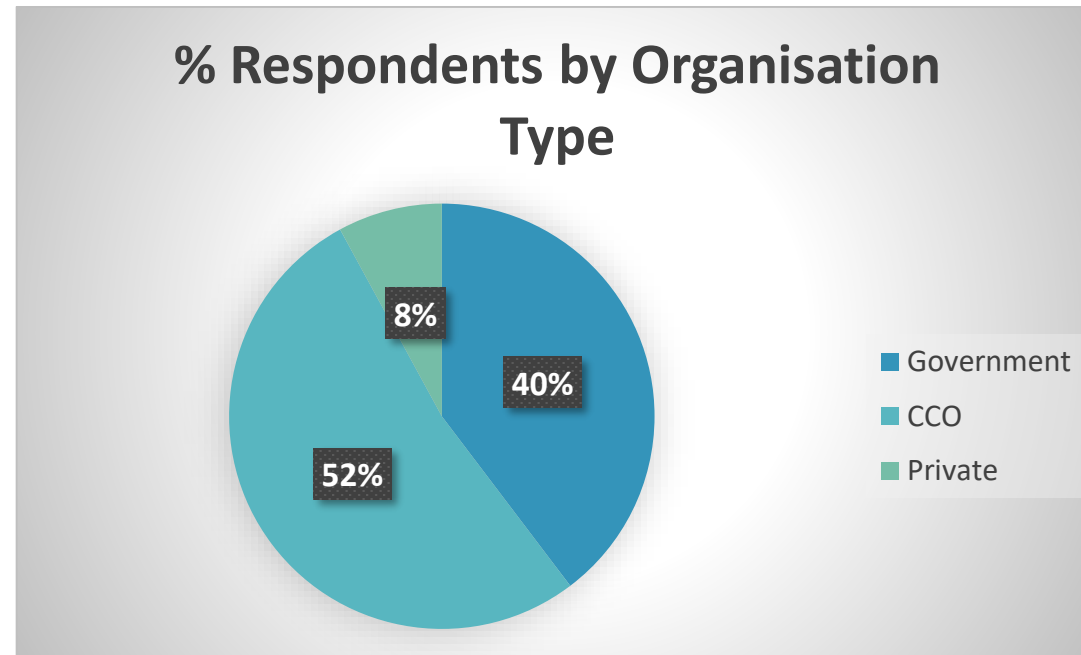


% RESPONDENTS BY AGE





THE DEMOGRAPHICS



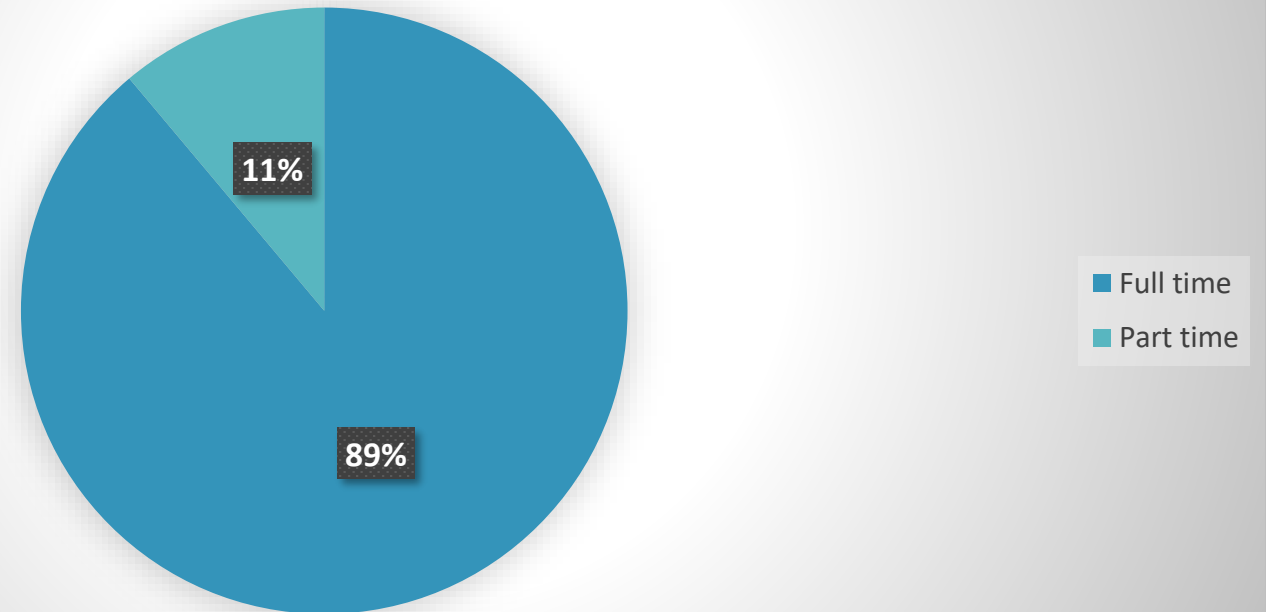
Please note that the public sector includes all tiers of government i.e. central, regional and local and that the private sector includes Trusts.

CCO – Council Controlled Organisation



THE DEMOGRAPHICS

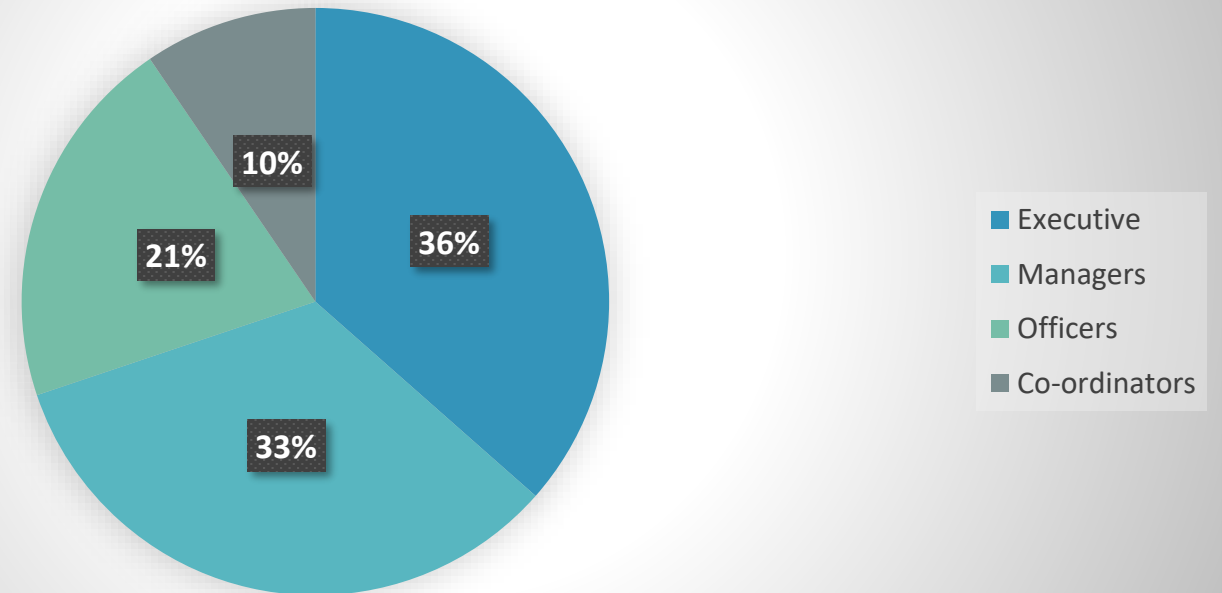
% RESPONDENTS BY FULL OR PART TIME WORK ARRANGEMENT





THE DEMOGRAPHICS

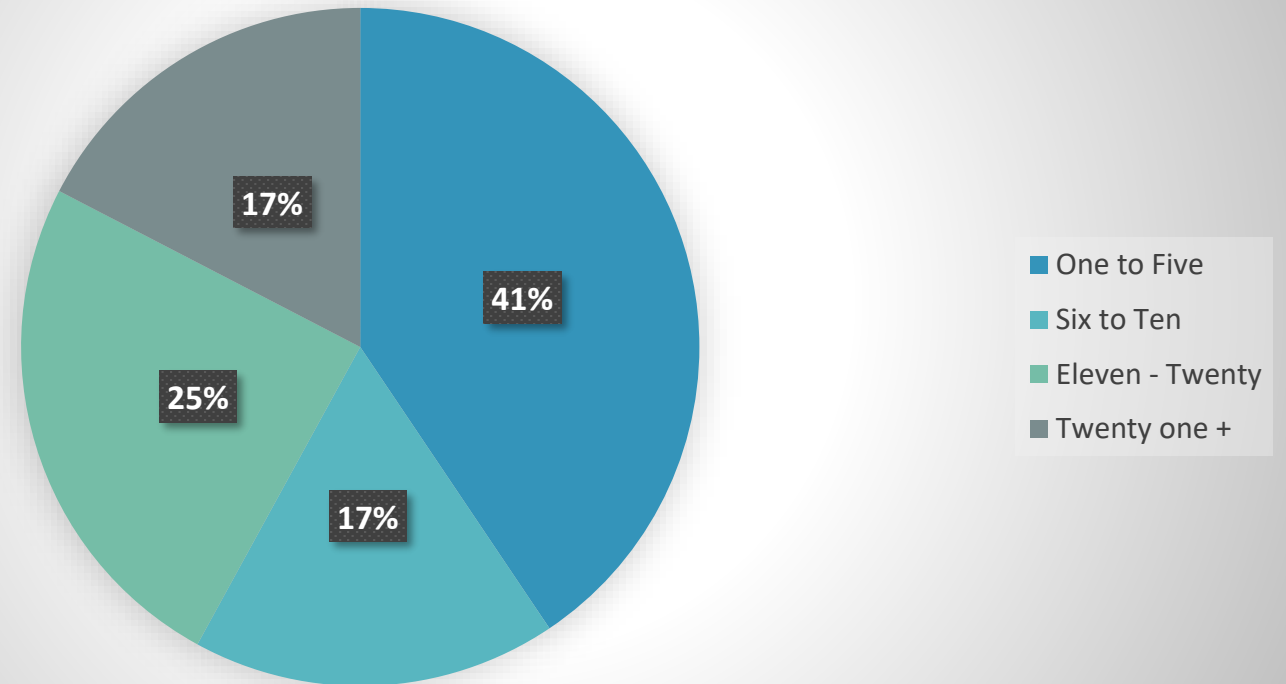
% RESPONDENTS BY POSITION HELD





THE DEMOGRAPHICS

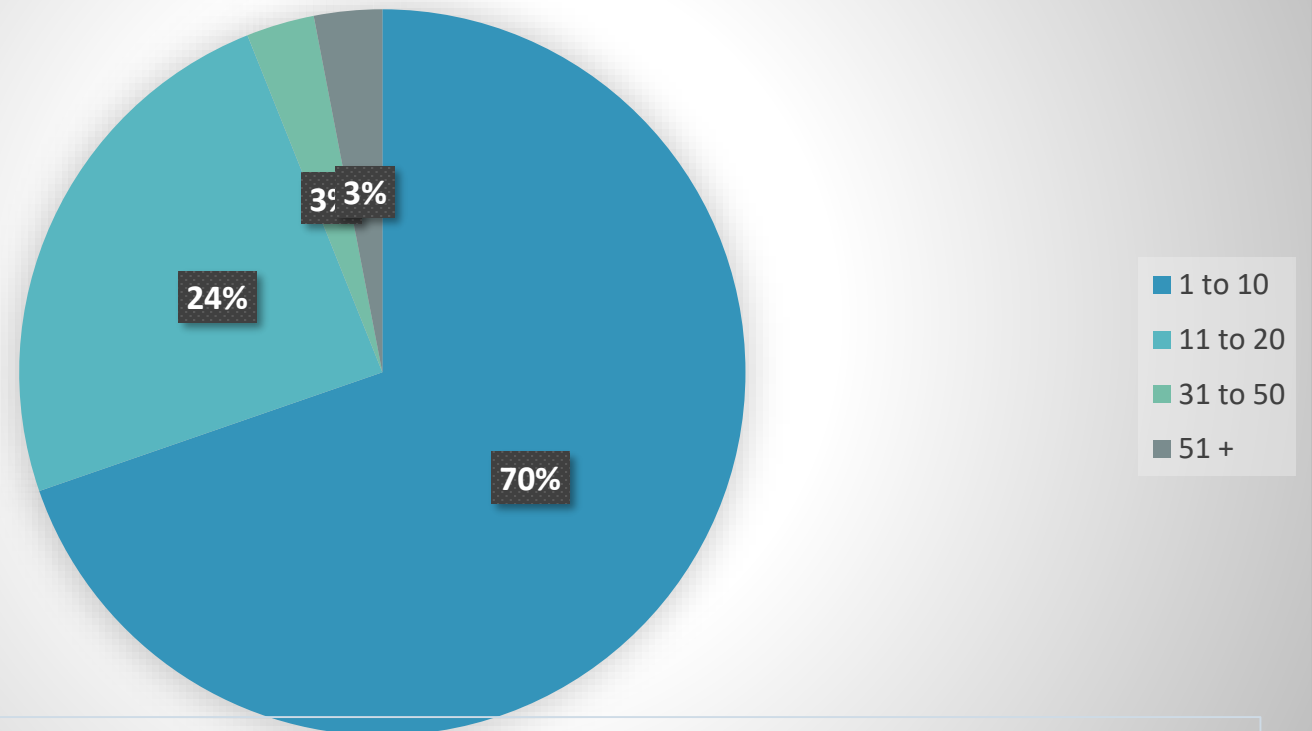
% RESPONDENTS BY YEARS OF EXPERIENCE IN ED





THE DEMOGRAPHICS

% RESPONDENTS AND REPORT NUMBERS



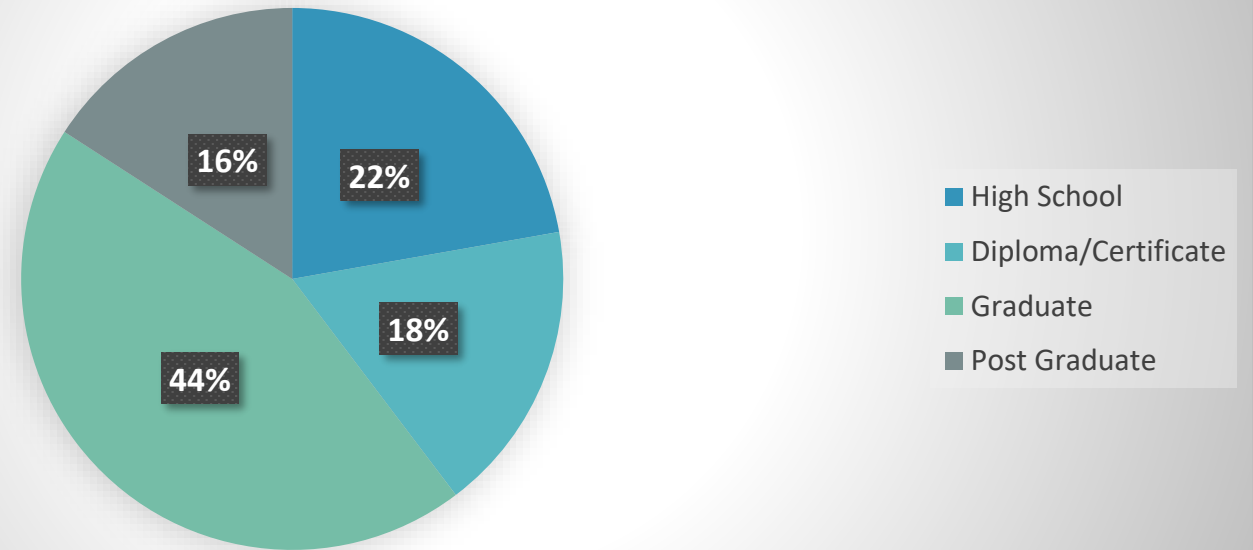
52% of survey respondents were responsible for staff, the above graph demonstrates the number of staff/reports.





THE DEMOGRAPHICS

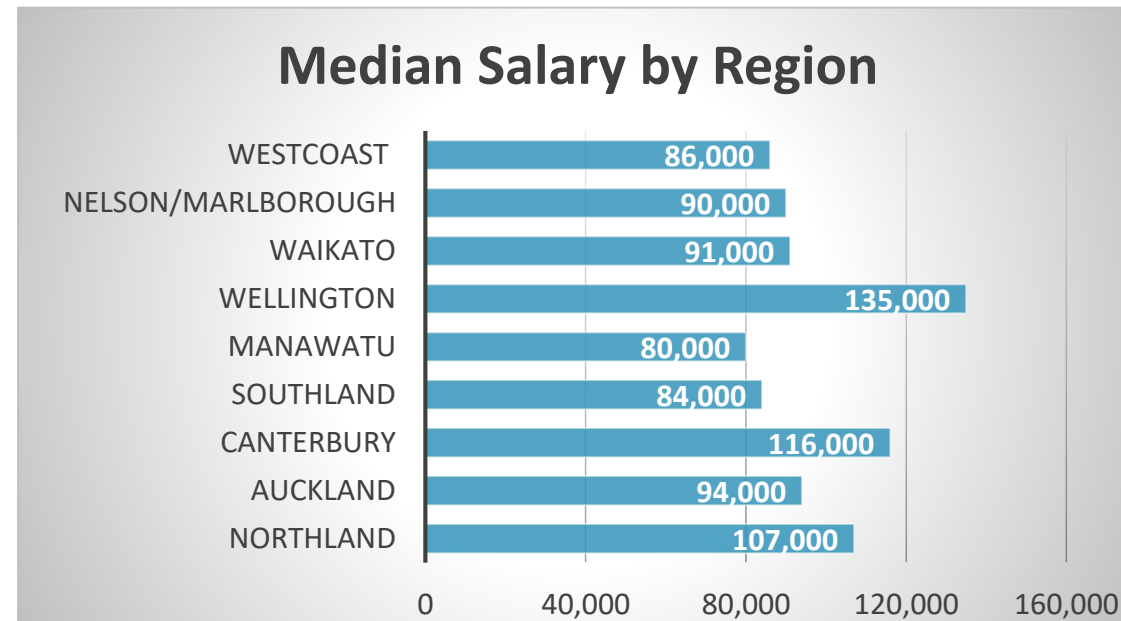
% RESPONDENTS BY QUALIFICATION





SECTION 2: MEDIAN SALARY USING VARIOUS FILTERS

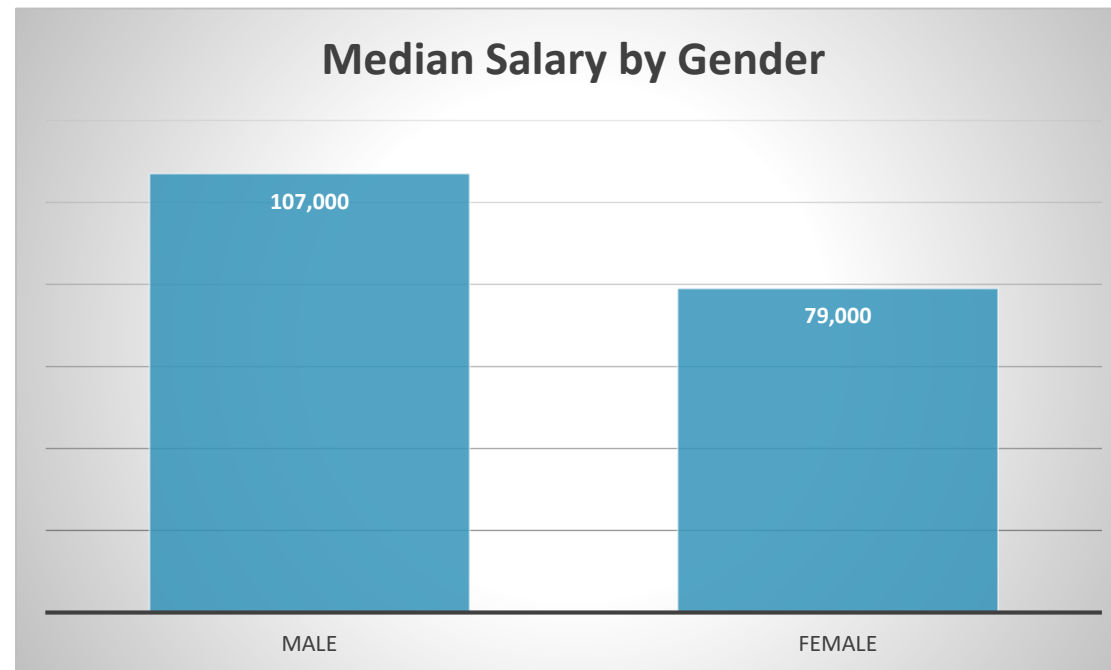
The median salary of those who responded to the survey was \$90,000. The graph below shows the median salary by region.





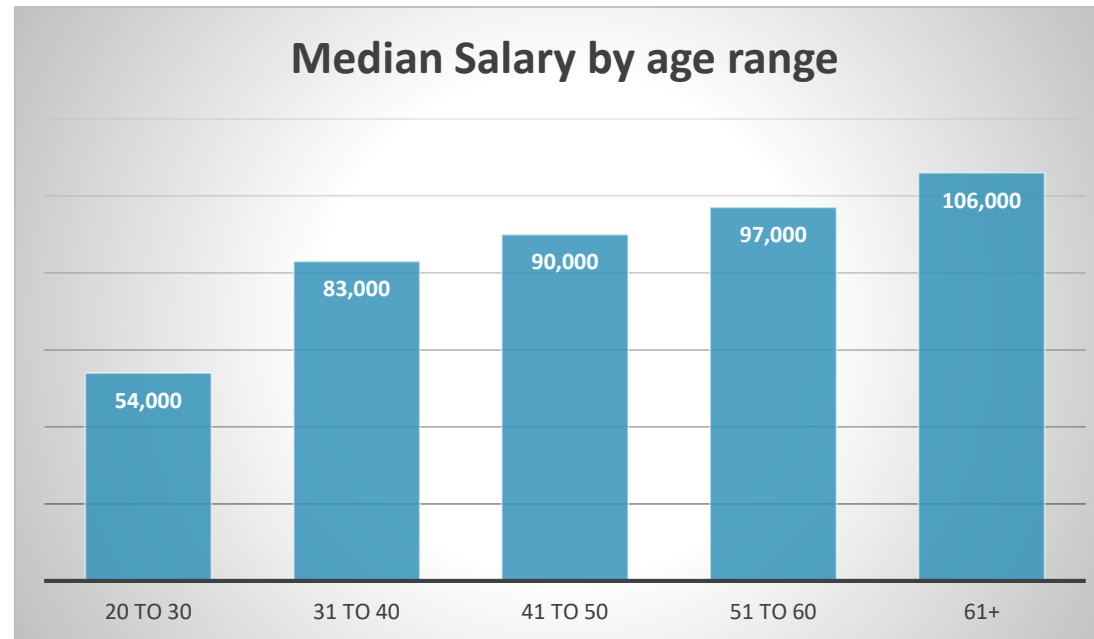
Median Salary by Gender

Respondents were asked to provide details of their gender. This allowed an insight into the difference in median salary between male and female respondents. That difference is considerable as is evident below.



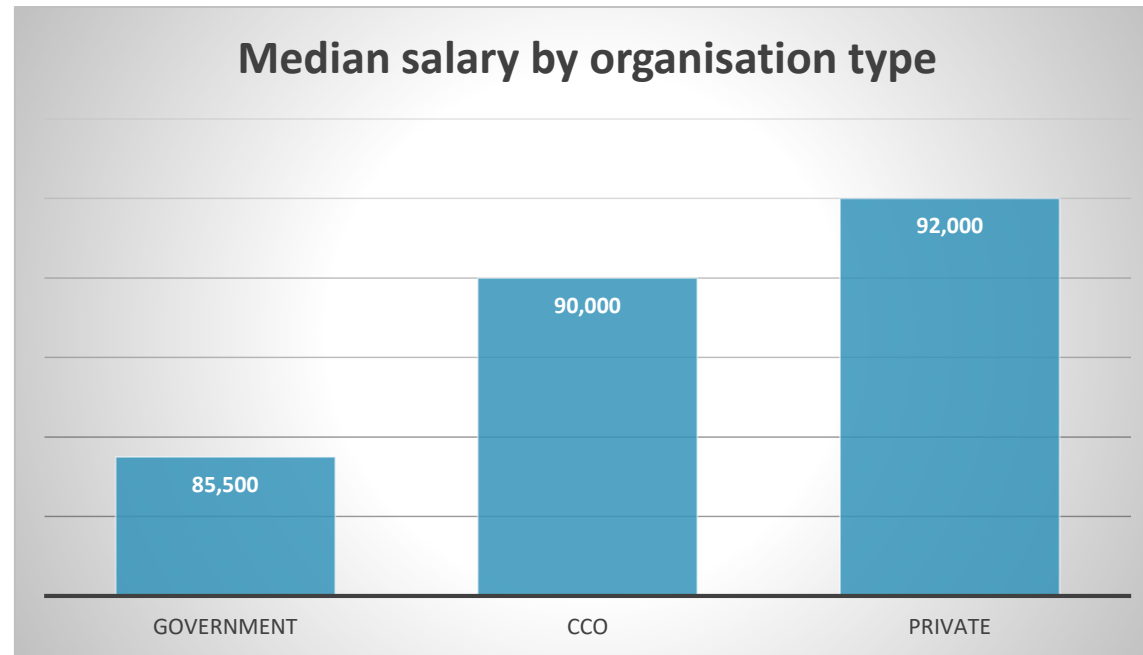


Median Salary by age range



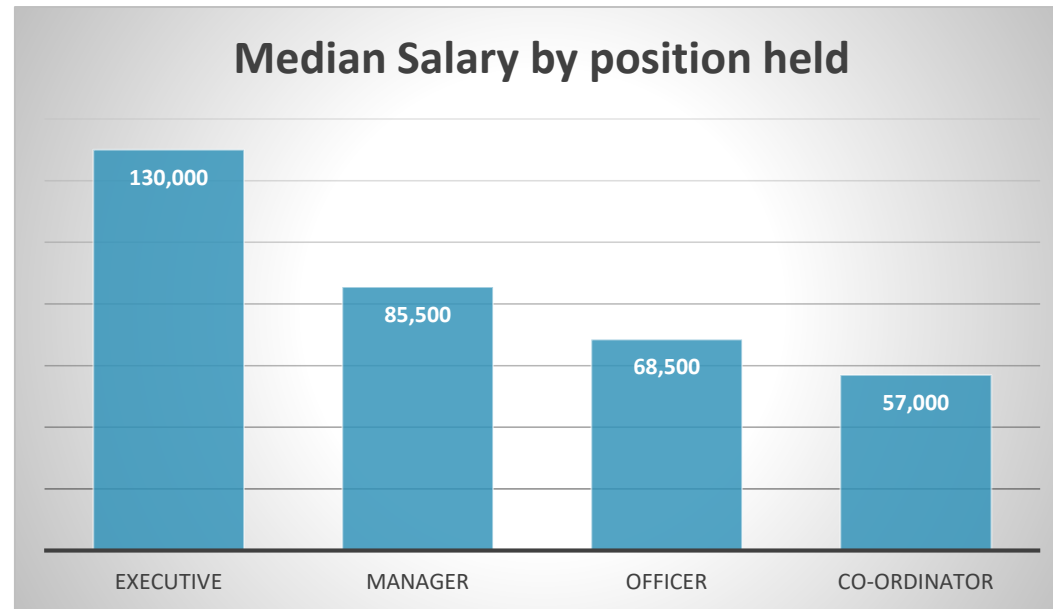


Median Salary by organization type



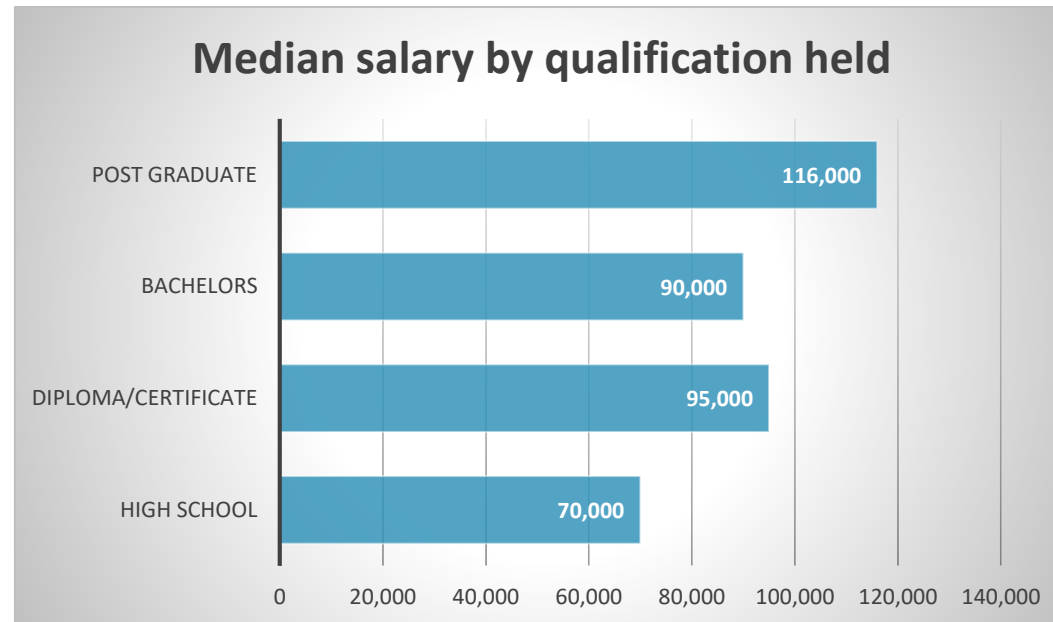


Median Salary by position held





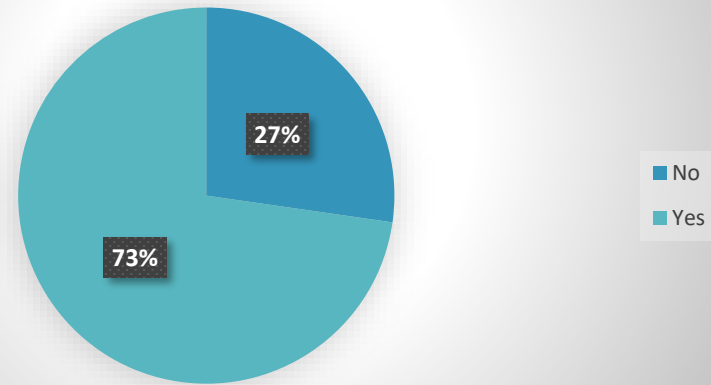
Median Salary by qualification





Rise in remuneration

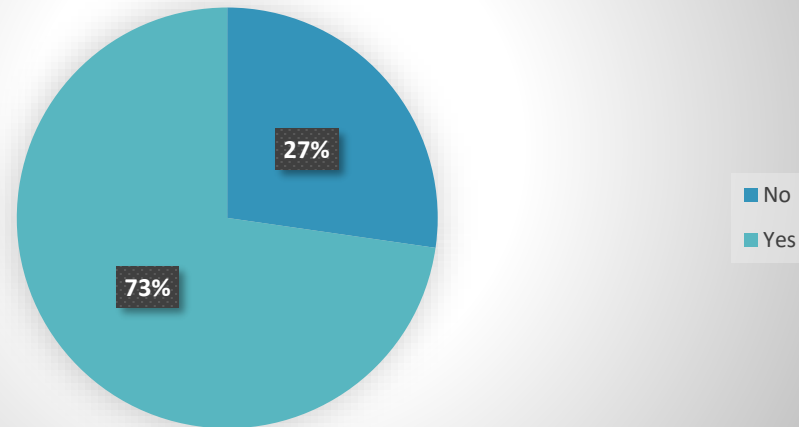
% of repondents who received a rise
in 2016/2017





Rise in remuneration anticipated next year

% of respondents who anticipate a rise in
2017/2018





Section 3: Benefits

Respondents were asked to provide the value of employer contributions to their professional development, conference attendance and travel.

Of the 31% of respondents who received professional development support employer, the median value of dollars received was \$2000.

Of the 52% of respondents who received conference attendance support from their employer, the median value was \$1500.

Of the 39% of respondents who received travel support from their employer, the median value was \$1,000.





Section 4: Churn in profession

Respondents were requested to advise if they had changed organisations in the past twelve months. Twenty four percent of respondents indicated that they had changed organisations and cited the following as reasons for doing so:

- Moving back to New Zealand
- Moving cities
- Merger of organization
- More rewarding role
- Position disestablished

