



New Zealand
Planning Institute®
Te Kokiringa Taumata

NZPI SALARY SURVEY 2015



“Empowering planners; promoting planning excellence”

August 2016

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MESSAGE FROM THE CHAIR



Dear Member

It is with much pleasure that I welcome you to the New Zealand Planning Institute's Annual Salary Survey 2015. First, a very warm thanks to all those who participated in the survey. This year 677 members responded, slightly up on the 648 last year.

The Annual Salary Survey has become an important part of our services to members and we aim to keep improving it. This year we have tried to make it more focused and less complex, and we would welcome your feedback.

It is good to see that median salaries have increased for most respondents with 75% reporting a pay rise and employers supporting professional development and NZPI membership. It is also very encouraging to see that most respondents were satisfied with their job (75%) or at least, were not considering leaving their current job.

Of real concern though is the continuing large gender gap in salaries-by age, job title and qualifications. This is something the Institute takes seriously and we will be looking at ways we can promote gender equality in the planning profession. We would really welcome your suggestions on how we can do this.

If you have a query regarding the content of the report or suggestions as to how it can be improved, then please phone or email Raewyn Stone, Interim CEO of NZPI on 09 520 6277 or raewyn.stone@planning.org.nz

Bryce Julyan

Chair of NZPI

NOTE ON ANALYSIS

677 members took part in the 2015 survey (648 in 2014).

Only significant differences in results from the 2014 survey are put in brackets.

Not everyone responded to every question, and this is noted where significant.

As in previous years, the data provided reflects the median of the responses received. The main advantage of the median is that it is not affected by “outliers” as the mean is and the mode can be. In distributions with a clear skew, such as salaries, using the median provides a better estimate of what the "average" is.

PROFILE OF RESPONDENTS

NZPI Purpose

NZPI is the home of the planning profession and achieves a better future for NZ by championing the profession, promoting excellence and supporting its members.

LOCATION

50% of respondents were located outside of Auckland, Wellington and Christchurch
33% of respondents were in Auckland
11% in Wellington
6% in Christchurch .

GENDER

57% female -compared with 54% of total NZPI membership
43% male-compared with 47% of total NZPI membership.

Age

64% were in the 21- 40 age bracket
31% were 41-65 years
4.9% were 65 plus.

MEMBERSHIP STATUS

40% of respondents were full members compared with 38% of the total NZPI membership.
21% fell into the Young Planner category, defined as up to 5 years experience.

EMPLOYMENT STATUS

11% were in part time employment –the same as last year.

SECTORS

45% of respondents worked for a unitary authority, regional or local council
47% for the private sector
7% worked for Central Government /State Owned Enterprise
Less than 1% worked for universities .

MEDIAN SALARY

All respondents answered this question. With salaries ranging from \$53,000 to \$360,000, the median annual salary was \$90,000. This is a \$6,000 increase in the median salary since the 2014 salary survey .

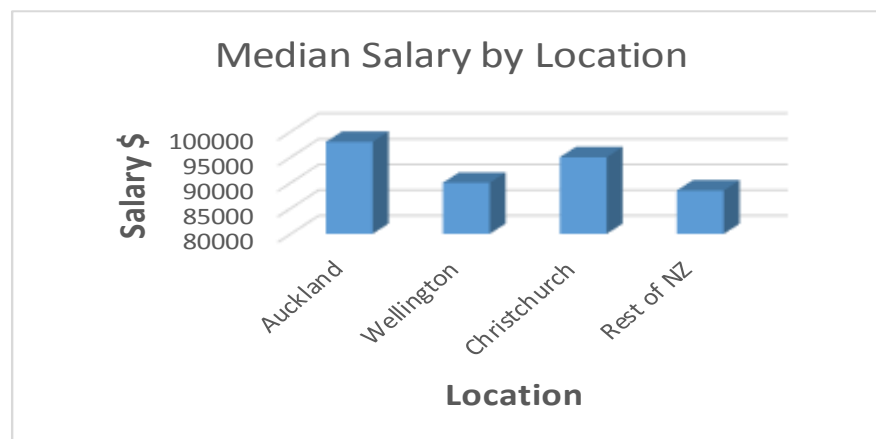
MEDIAN SALARY BY LOCATION

The highest median salary was in the Auckland region with a median of \$98,000 (up from \$88,000 in 2014).

Wellington region had a median of \$90,000 (down from \$94,250 in 2014).

Christchurch region had a median of \$95,000 (the same as 2014).

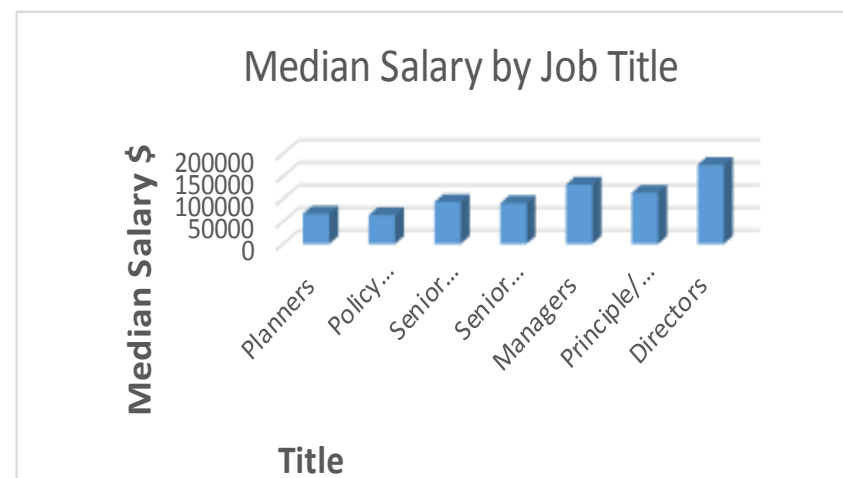
Outside the three centres, the median was \$88,500 (an increase of \$8,000 from 2014).



MEDIAN SALARY JOB TITLE

The highest median salary was reported by Directors at \$175,000 (up about \$20,000 from last year's survey) with the second highest median salary reported by Managers at \$131,500 (up \$8,500 from last year)..

The median salary reported by Senior Planners and Planners was \$93,000 and



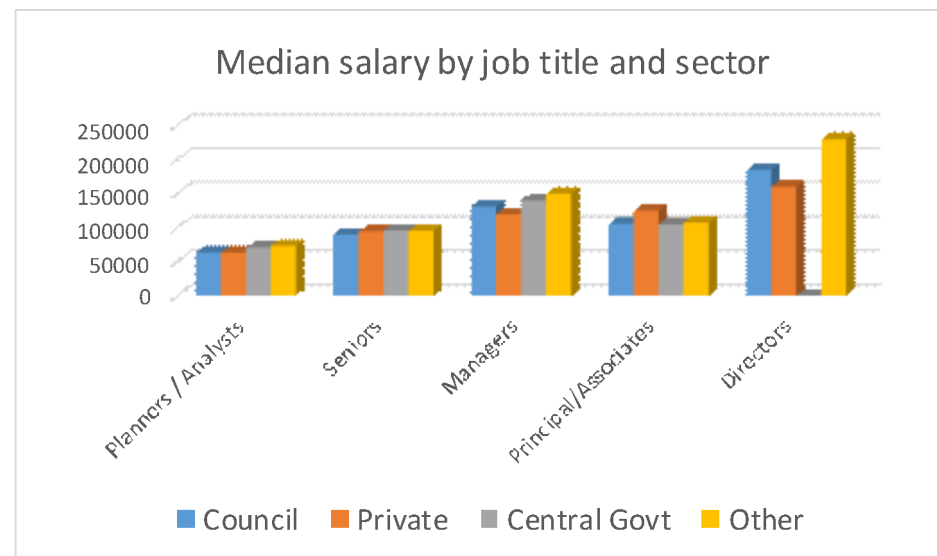
\$67,000 respectively (both up \$2,000 from last year), whilst Principals and Associates had a median salary of \$113,000 (an increase of \$7,000 from last year).

MEDIAN SALARY

MEDIAN SALARY BY JOB TITLE AND SECTOR

The highest median salary of \$185,000 was reported by Directors working within councils (down \$5,000 from previous year), followed by Directors working within the private sector with a median salary of \$160,000 (up \$10,000). Principal/ Associate reported a median salary of \$105,000 (down \$8,000) when working within Central Government .

Senior Planner respondents reported a median wage of \$ 96,000 (comparable with previous year) when working within “other” organisations. Managers working within Central Government had a median salary of \$140,000 whilst Planners working within Central Government had a median salary of \$71,000.



MEDIAN SALARY

MEDIAN SALARY BY EXPERIENCE

Respondents had between one and forty five years of experience within the planning profession.

The median salary for those with less than five years experience was \$63,000, (comparable with previous year).

For those with between six and ten years it was \$85,000 (up \$5,000 from previous year).

Between eleven and fifteen years of experience a median salary of \$100,000 (up



\$2,000 from previous year).

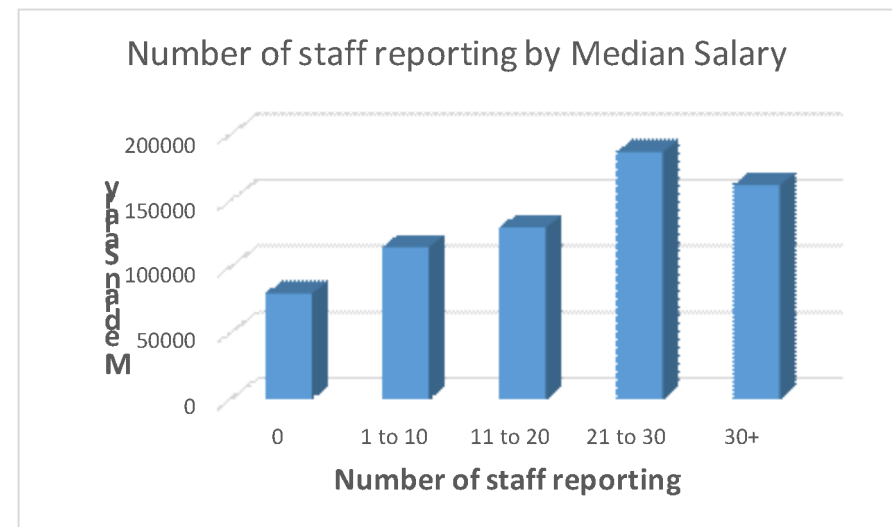
Between sixteen and twenty years a median salary of \$120,000 (up \$5,500) .

Over twenty one years had a median salary of \$130,000 (up \$7,500).



MEDIAN SALARY BY STAFFING RESPONSIBILITY

Respondents with responsibility for one to ten staff reported a median salary of up to \$115,000, \$130,000 for eleven to twenty staff, \$187,000 for twenty-one to thirty staff and \$162,000 for thirty staff plus.

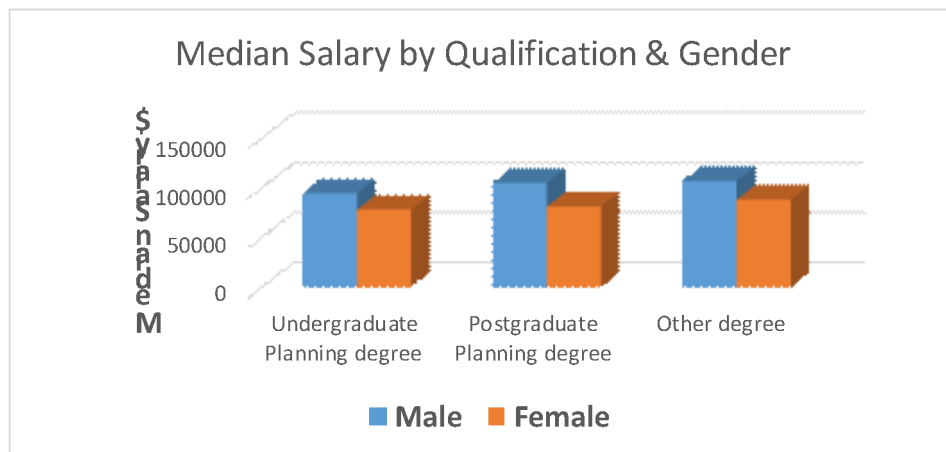


MEDIAN SALARY –GENDER

MEDIAN SALARY BY QUALIFICATION AND GENDER

Males holding either a post graduate degree /diploma reported a median salary of \$105,000 (up \$13,000 from previous year) compared with a \$81,000 median salary for females (down \$2,000).

Males holding an undergraduate degree had a median salary of \$94,500 (up \$4,000) in comparison with female respondents with a median salary of \$78,000 (up \$1,000).



SALARY RISE

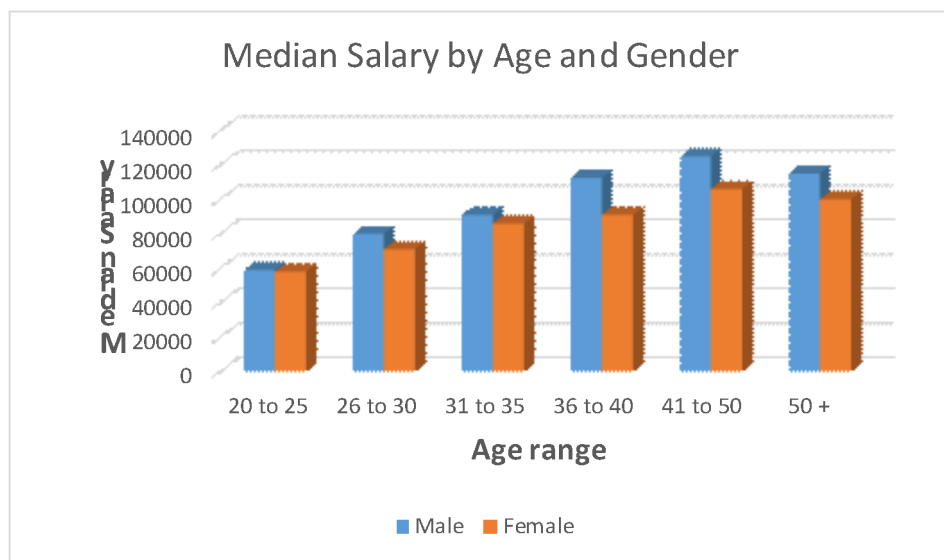
There were 650 responses (96%) to this question-76% had received a salary rise in 2015 and 24% had not.

73% expected a rise in 2016.

MEDIAN SALARY-GENDER

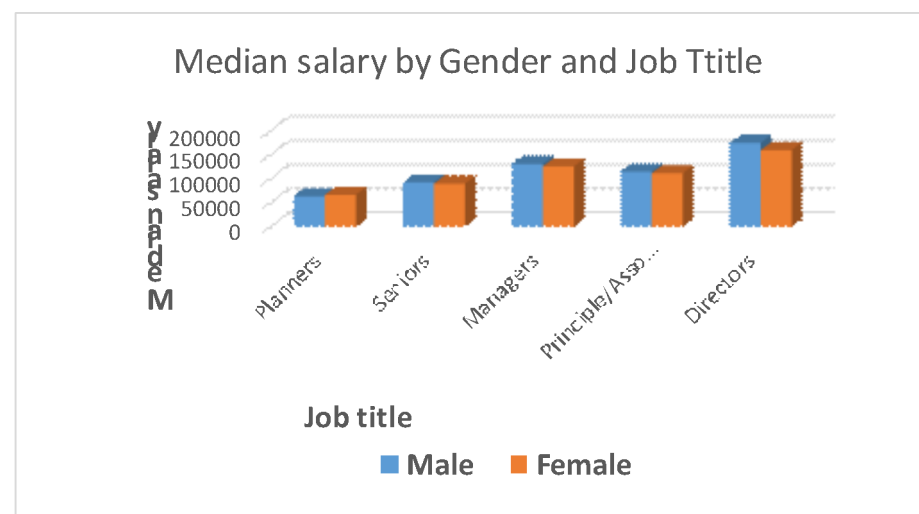
MEDIAN SALARY BY AGE AND GENDER

Male respondents reported a higher median salary in all age categories in comparison with female respondents .



MEDIAN SALARY BY GENDER AND JOB TITLE

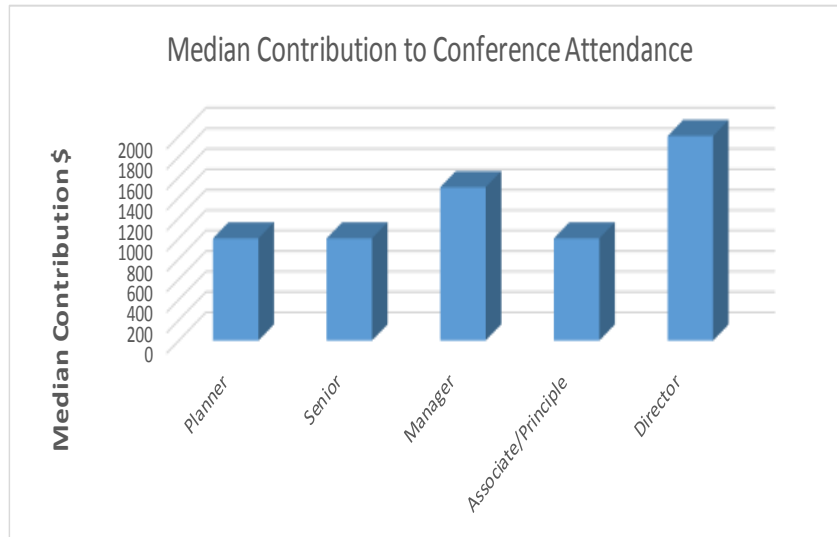
Analysis of median salary by gender and job category is a new statistic for the NZPI Salary Survey. The results demonstrate that the median salary for males exceeds that of females for all job titles, with the exception of Planners.



EMPLOYER CONTRIBUTIONS AND BENEFITS

CONFERENCE ATTENDANCE

67% of respondents reported receiving employer contributions for conference attendance. These ranged in value between \$ 80 and \$20,000. The graph below correlates the median contribution received with that of job title.



NZPI FEES

95% of all respondents reported that their employer paid for their NZPI subscription.

PROFESSIONAL DEVELOPMENT

71% of all respondents reported receiving employer contributions towards professional development. These ranged in value between \$10 and \$2,000 with a median of \$450.

EMPLOYER CONTRIBUTIONS AND BENEFITS

SUPERANNUATION

30% of respondents reported receiving employer contributions towards superannuation. These contributions ranged in value between \$100 and \$35,000 with a median value of \$3,000.

HEALTH AND MEDICAL INSURANCE

21% received employer contributions towards health or medical insurance. Those contributions ranged in value between \$50 and \$10,000 with a median of \$500.

CELL PHONE

42% received employer contributions towards cell phone costs. Those ranged in value between \$20 and \$5,000 with a median value of \$600.

HOME INTERNET/COMPUTER/SOFTWARE

7.5% received employer contributions towards home computer costs. These ranged in value between \$10 and \$5,000 with a median value of \$1,000.

COMPANY VEHICLE

12% had full use of a company vehicle.

JOB SATISFACTION

The most common reasons respondents gave for the benefits of their job and reasons for staying were-



A word cloud of job satisfaction factors. The words are arranged in a roughly rectangular shape, with 'Interesting Work' and 'Variety of Work' being the largest and most prominent. Other significant words include 'Career', 'Job', 'Planning', 'Challenging', 'Money', 'Profession', 'Making', 'Growth', 'Contribution', 'Reasonable Pay', 'Opportunities', 'Public', 'Flexible', 'Country', 'Paid', 'Employment', 'Planners', 'Better Outcomes', and 'Retrain'.

Planners Better Outcomes Money Retrain Profession
Employment Career Country Making Paid
Planning Flexible Job Growth
Interesting Work Contribution
Challenging Reasonable Pay
Variety of Work Public Opportunities

RETENTION

When asked if they had considered leaving their planning position over the past twelve months, 75% answered 'no' and 25% of said 'yes'. Recurring reasons given for wishing to leave their planning position were:



A word cloud of reasons for leaving planning positions. The words are arranged in a roughly rectangular shape, with 'Planning' and 'Stress' being the largest. Other prominent words include 'Work Balance', 'Money', 'Career', 'Salary', 'Challenge', 'Local Government', 'Management', 'Job', 'Planners', 'Work Environment', 'Type of Work', 'Industry', 'Focus', 'Dealing', 'Pursue', 'Variety of Work', 'Skills', 'RMA', 'Negative Public', 'Pressure', and 'Location'. The words are in various shades of teal and green.

Work Balance Negative Public Opportunities Pressure
Money Variety of Work Career Skills RMA
Type of Work Planning Industry Stress
Management Job Focus Salary Location
Planners Better Pay Challenge Dealing
Work Environment Pursue Local Government

PROFILE OF YOUNG PLANNER RESPONDENTS

For the purposes of this survey, 'Young Planners' are defined as planners with up to five years experience.

There were 140 respondents who fell into this category.

LOCATION

Young Planners respondents are relatively evenly spread throughout NZ with 42% of respondents based outside the major cities of Auckland, Christchurch and Wellington.

GENDER

63%/ 88 female (up by 2% from 2014) and 37% /52 male (down by 2% from 2014) .

SECTORS

38% of Young Planner respondents worked in city or district councils

6% worked in regional councils

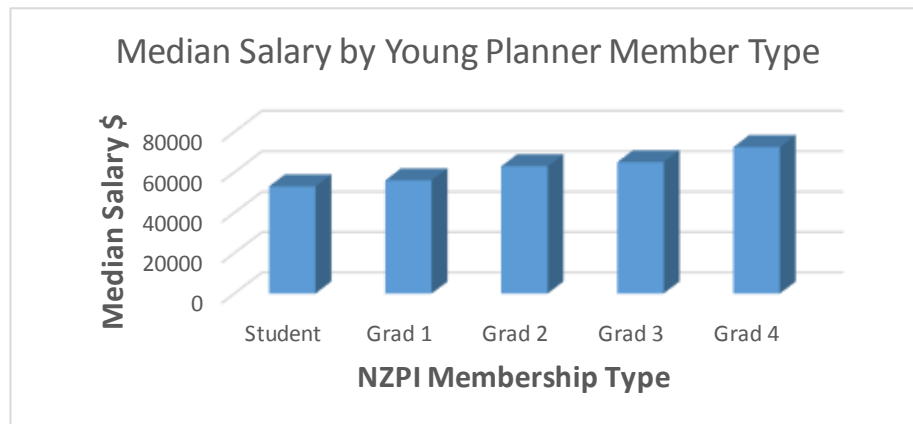
42% in the private sector.

5% in Central Government.

YOUNG PLANNERS-MEDIAN SALARY

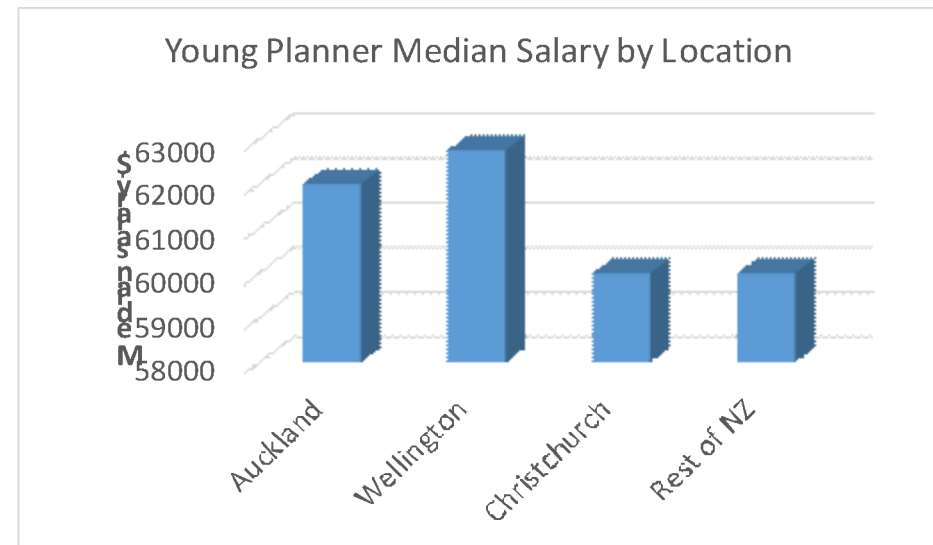
MEDIAN SALARY

The annual salary of Young Planner respondents who answered this question ranged from \$53,000 (Year 1) to \$70,500 (Year 5). The graph below reflects the change in median salary in the five years experience of Young Planners.



MEDIAN SALARY BY LOCATION

The highest median salary was reported by Young Planner respondents working in the regions with a median of \$62,750. Young Planner respondents working in the Christchurch region reported a median of \$60,000 (up \$2,750 from previous year) and Wellington respondents reported a median of \$62,750 (up \$1,750 from previous year). Young Planner respondents working in the Auckland area reported a median salary of \$62,000.



YOUNG PLANNERS-MEDIAN SALARY BY GENDER

The lowest median salary was for female young planner respondents-\$61,000 (down \$1,500 from last year). Male respondents reported a median salary of \$62,000 (comparable to last year).

