



New Zealand
Planning Institute®
Te Kokiringa Taumata

NZPI SALARY SURVEY 2012



“Empowering planners; promoting planning excellence”

February 2013

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INTRODUCTION

It is with much pleasure that I welcome you to the New Zealand Planning Institute's Annual Salary Survey 2012. In 2010 NZPI added value to the survey with additional questions and a new mode of online delivery. The latter has proved a successful innovation, securing an increase in responses from members over the past two years (from 239 responses in 2009 to 877 responses in 2012). The increase in participation has contributed to a more robust snapshot of remuneration, qualifications, and conditions within the planning profession.

The introductory pages of the survey provide a profile of the collective responses, whilst latter pages offer a more detailed analysis of the survey results.

An initiative last year was the inclusion of more detailed statistics for Young Planners. This year's survey places a focus on our Universities by identifying remuneration and conditions that graduates from our five accredited Universities have experienced over a number of years. This initiative is in response to a number of enquiries NZPI has received in previous surveys.

Finally, a very warm thanks to all those who participated in the survey. Should you have a query regarding the content of the report, or indeed, suggestions as to how it can be improved, then please phone or email Susan Houston, CEO of NZPI on 09 520 6277 or susan.houston@planning.org.nz



Bryce Julyan
Chair of NZPI

METHODOLOGY

In an effort to maintain alignment with methodology established in previous annual salary surveys, the work locations of planners have been categorised as follows:

Category 1—Auckland (includes 4 overseas responses)

Category 2— Christchurch

Category 3—Wellington

Category 4—The rest of NZ

The job categories have been dissected as follows:

Category 1—Director, including senior academics and CEO's

Category 2—Manager

Category 3—Senior level positions, including senior planners, senior policy analysts, senior resource consent planners and team leaders, lecturers

Category 4—Planners, including policy analysts, resource consent planners and any other titles

Category 5—Associates/Principals (this includes private and public sector 'principals')

Organisations in which planners work have been simplified into three categories in keeping with past methodology:

Category 1—Private Consultancy, multidisciplinary consultancies

Category 2—Councils including, council controlled organisations, unitary authorities and city, district and regional

Category 3—Central Government

Category 4 —Others including university employees and not for profits

Young Planners have been defined as those who have five or less years experience in planning.

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 housing prices or wages, using the median provides a better estimate of what the "average" is.

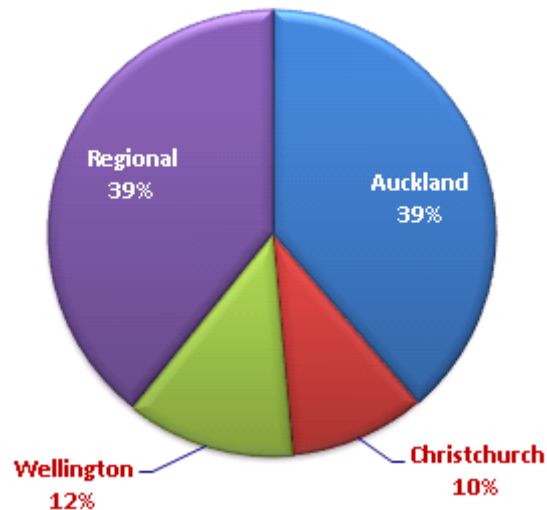


PROFILE OF RESPONDENTS

The following graphs reflect a collation of the raw data collected from the 877 respondents who took part in the 2012 survey.

LOCATION OF PLANNERS

39% of respondents were located outside of Auckland, Wellington and Christchurch. 39% of respondents were located within Auckland, 10% within Christchurch and 12% within Wellington.



GENDER OF PLANNERS

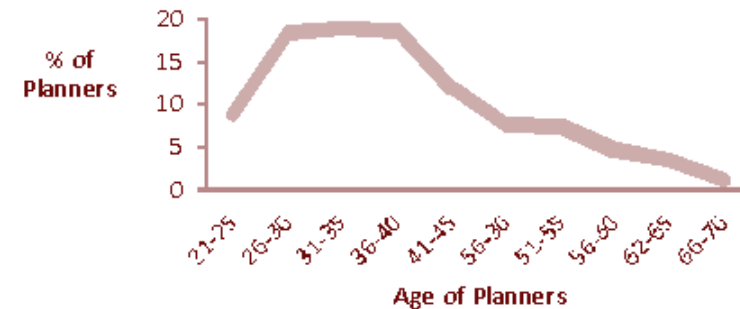
47% of those who responded to this question were male with the remaining 53 % respondents female. This represents a slight turn around from last year's survey where 51% were male and 49% female.

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.

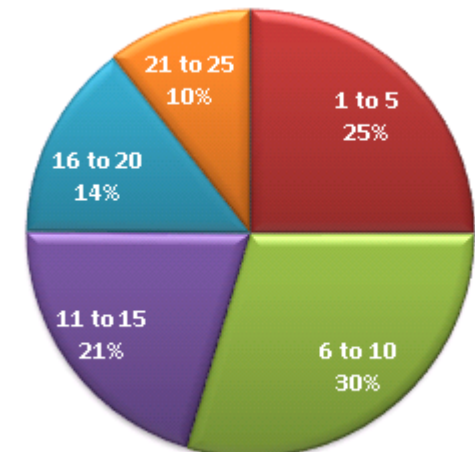
AGE OF PLANNERS

Planners ranged in age from 20-70+ with over 67% of the 877 respondents to this question falling within the 26-45 age bracket.



YEARS OF EXPERIENCE

55% of respondents possessed between one to ten years experience as a planner. With the next largest group of 21% possessing eleven to fifteen years of experience within the planning profession.



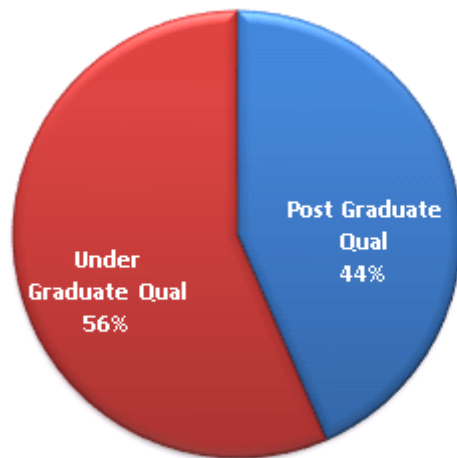
QUALIFICATIONS

TYPE OF QUALIFICATION

77% of all respondents possessed a planning qualification whilst 23% possessed a non-planning qualification. This is consistent with responses from previous years.

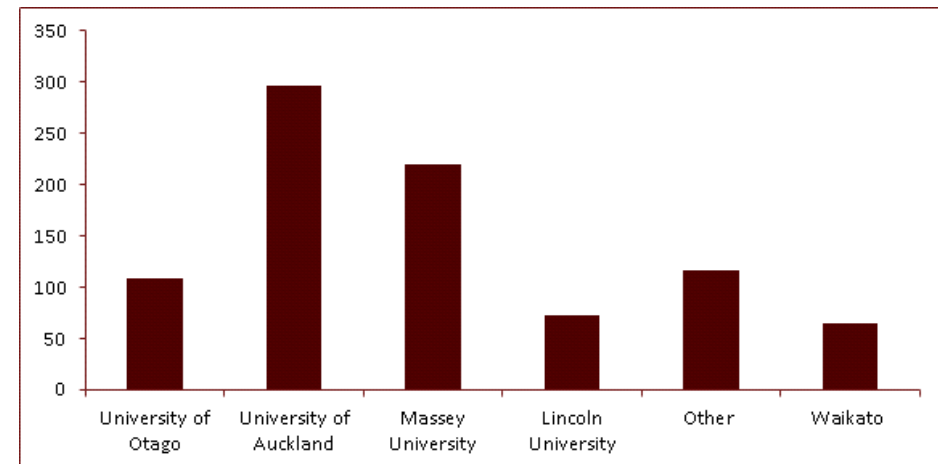
LEVEL OF QUALIFICATION

56% of respondents possessed an undergraduate degree i.e. a Bachelors Degree or less with a further 44% possessing a post graduate degree i.e. a PhD or Masters. Again, this is consistent with responses from previous years.



UNIVERSITY OF CHOICE

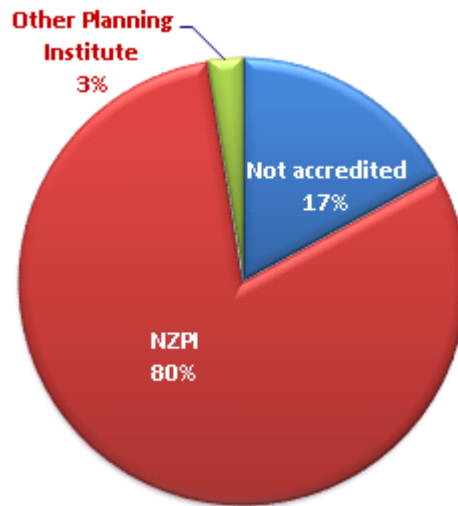
The following pie chart depicts the current accredited Universities within New Zealand at which respondents completed their highest level of qualification.



ACCREDITATION AND EMPLOYMENT STATUS

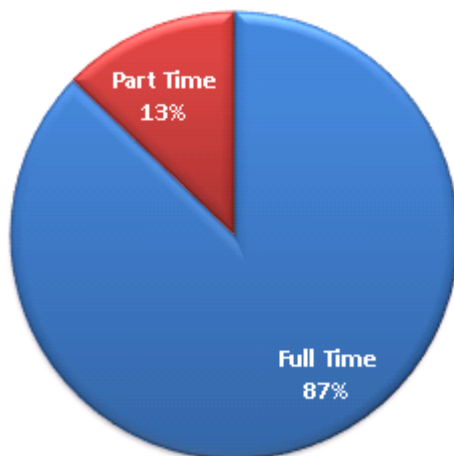
ACCREDITATION

80% of all respondents possessed NZPI accreditation, (an increase of 1% from last year) a further 17% held accreditation from other planning institutes, whilst 3% of respondents reported possessing no accreditation.



FULL OR PART TIME EMPLOYMENT

Just 13% of respondents reported part time employment status. This result reflects a slight increase of 1% in part time employment status from previous survey results.

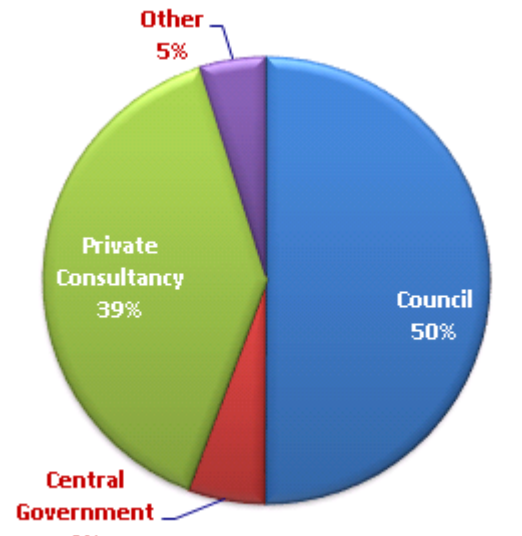


NZPI Vision:
To be the recognised and respected voice of planning in New Zealand

ORGANISATIONS AND ROLES

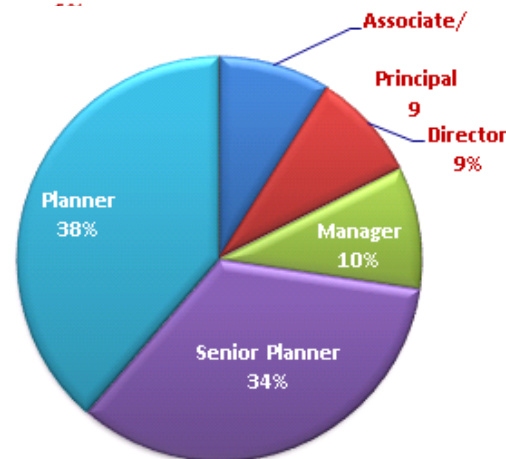
ORGANISATIONS IN WHICH PLANNERS WORK

50% of respondents worked within a unitary authority, regional or local council with a further 39% working within the private sector. A further 6% of respondents worked within central government whilst 5% of respondents worked within not for profits, universities or other organisations. These results are consistent with those of previous surveys.



THE ROLE OF PLANNERS

82% of respondents were acting in a planner's role as opposed to a management role.

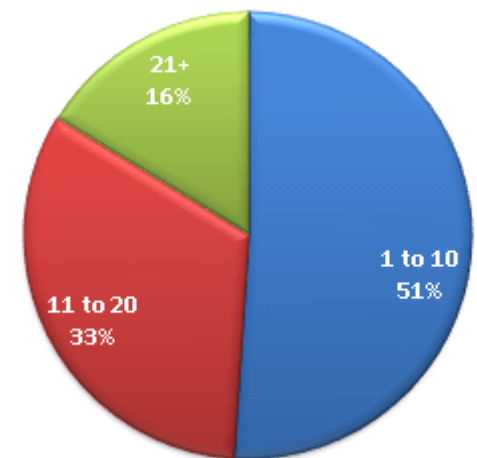


RECRUITING STAFF

83% of respondents responsible for recruiting staff in 2012 experienced no difficulties in filling vacancies. 17% of respondents responsible for recruitment found vacancies difficult to fill. These responses represent an increase from 2011 results of 1% for those experiencing difficulties in filling vacancies.

STAFF REPORTING NUMBERS

856 of respondents indicated they were responsible for staff. 51% reported of respondents held responsibility for between one to ten staff. 33.3% reported responsibility for eleven to twenty staff. The remaining 16% of respondents were responsible for 21+ staff. This is a marked change from previous salary survey results with planners taking on responsibility for more reports.

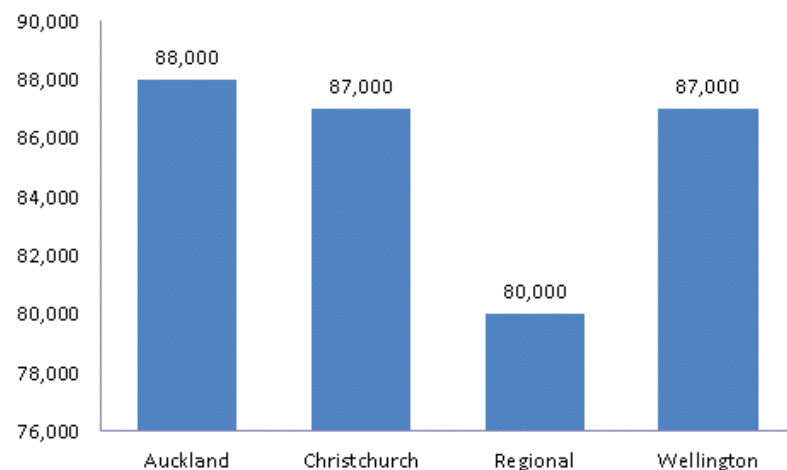


MEDIAN SALARY

With salaries ranging from \$43,000 to \$300,000, the median annual salary of the 727 respondents who answered this question was \$85,000. This represents a \$1,500 rise in the median salary since the 2011 salary survey results.

MEDIAN SALARY BY LOCATION

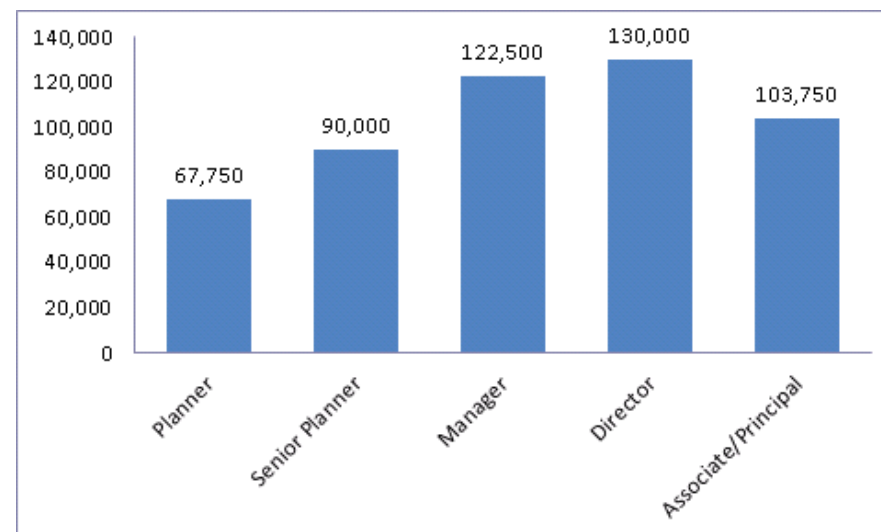
The highest median salary was reported by planners working within the Auckland region with a median of \$88,000 (up from \$87,250 in 2011 survey results). Planners within the Christchurch region reported a median of \$87,000 (up from \$86,500 in 2011). Planners within the Wellington region reported a median of \$87,000 (up from \$86,750 in 2011). Planners working outside of the three centres reported a median of \$80,000 (no change from 2011 survey results).



MEDIAN SALARY BY JOB CATEGORY

The highest median salary was reported by Directors at \$130,000 (a decrease of \$10,000 from the 2011 survey) with the second highest median salary reported by Managers at \$122,500 (a decrease from \$124,500 in 2011). The median salary reported by senior planners and planners was \$90,000 (up from \$89,000 in 2011 survey) and \$67,750 respectively (up \$750 from the 2011 Survey results), whilst Principals and Associates attracted a median salary of \$103,750 (a

decrease from the \$105,000 results in the 2011 salary survey).



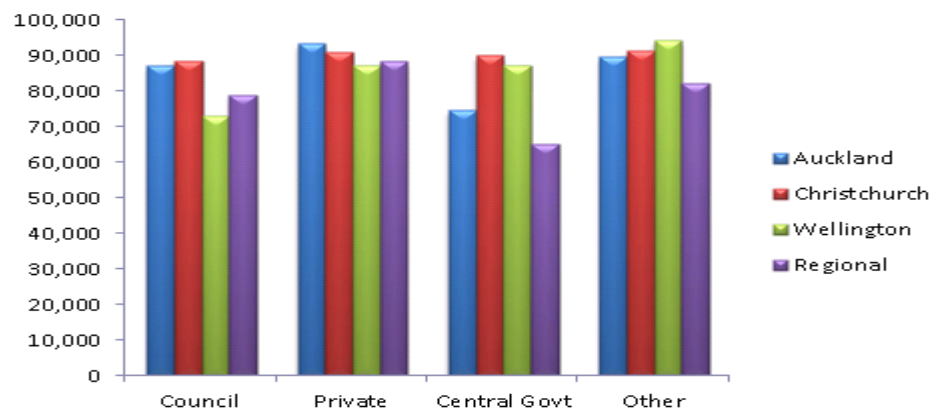
MEDIAN SALARY BY LOCATION AND ORGANISATION

Respondents from Christchurch within Category 3 organisations reported the highest median salary of \$103,000. The lowest median salary of \$70,000 was reported by respondents outside of Auckland/Wellington/Christchurch working within Category 3 organisations.

MEDIAN SALARY

MEDIAN SALARY BY LOCATION AND ORGANISATION

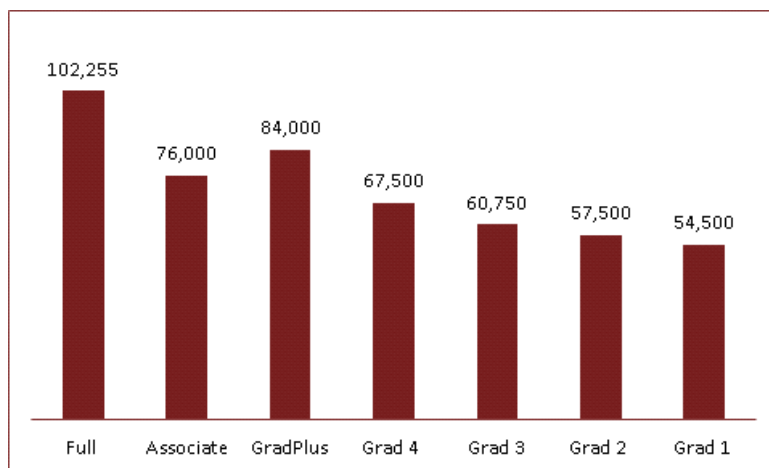
Respondents within Category 4 (other) working within Wellington reported the highest median salary of \$94,208. The lowest median salary of \$ 65,000 was reported by respondents working within Category 3 organisations in regional NZ.



MEDIAN SALARY BY MEMBERSHIP CATEGORY

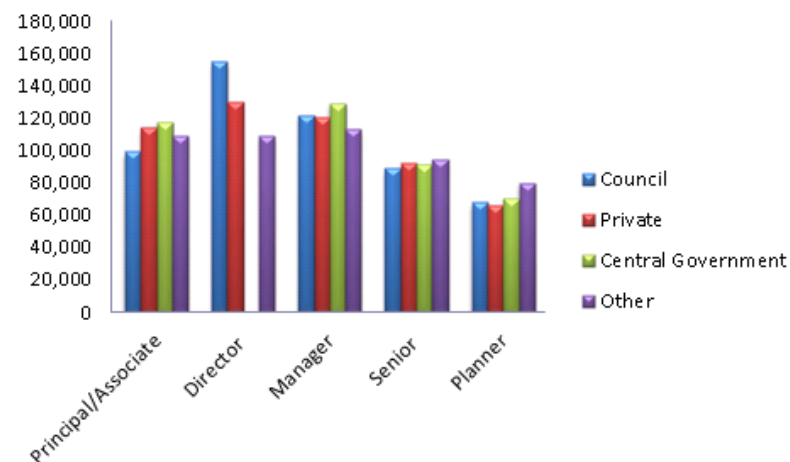
The following graph depicts the median salary by NZPI membership category.

Of note is the difference in median salary by those possessing full membership and those possessing GradPlus membership—a difference in median salary of \$18,255.



MEDIAN SALARY BY JOB CATEGORY AND ORGANISATION

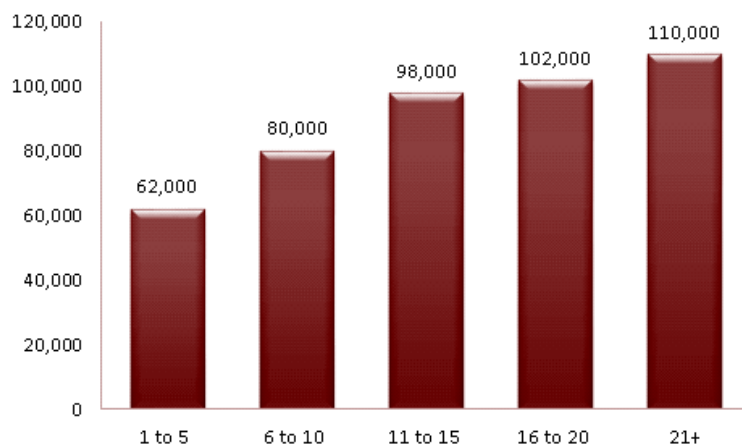
The highest median salary of \$155,000 was reported by Directors working within Councils, followed by Directors working within the private sector who reported a median salary of \$130,000.. Principal/Associate respondents reported a median wage of \$117,600 when working within central government . Senior Planner respondents reported a median wage of \$ 94,000 when working within Category 4 organisations (other) . Managers working within central government reported a median wage of \$129,000 whilst planners working within Category 4 organisations reported a median salary of \$80,000.



MEDIAN SALARY

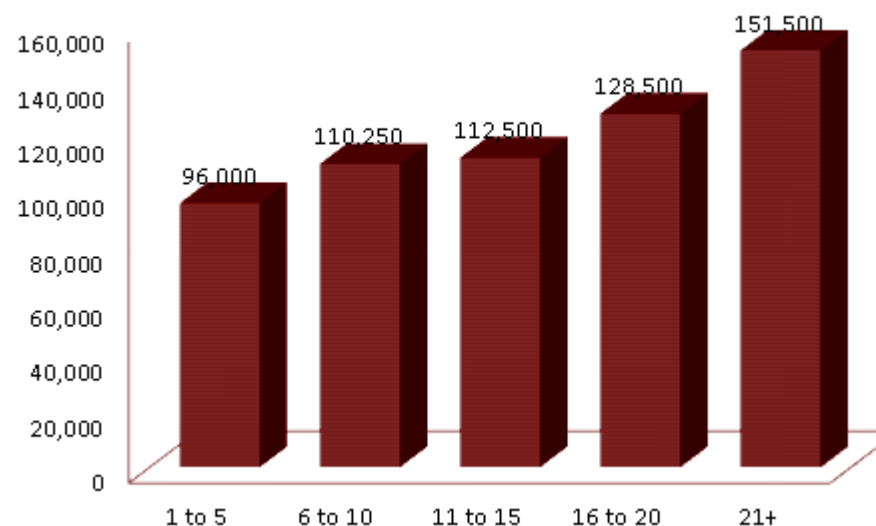
MEDIAN SALARY BY EXPERIENCE

Respondents possessed between one and forty seven years of experience within the planning profession. The median salary for those respondents with less than five years experience was \$ 62,000, for those with between six and ten years it was \$80,000,. Planners with between eleven and fifteen years of experience reported a median salary of \$98,000 whilst those with between sixteen and twenty years experience reported a median salary of \$102,000. Respondents with over twenty one years experience reported a median salary of \$110,000.



MEDIAN SALARY BY STAFFING RESPONSIBILITY

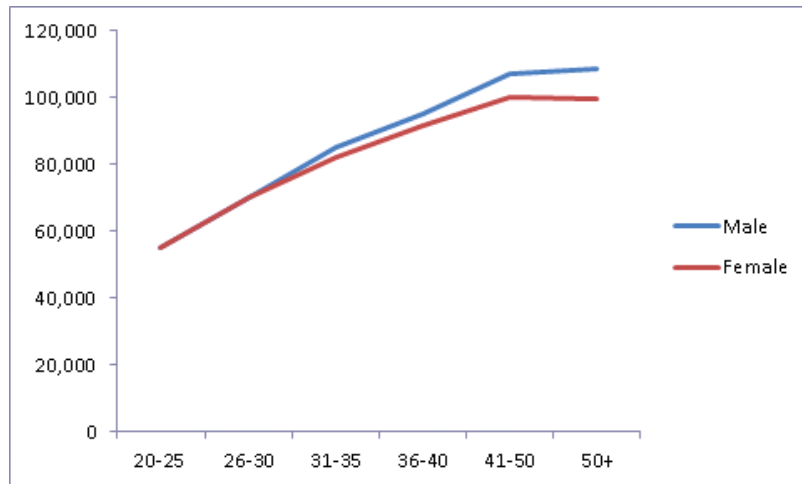
Respondents holding responsibility for staff reported a median salary of up to \$96,000 for up to five staff, \$110,250 for six to ten staff, \$112,500 for eleven to twenty staff and \$151,500 for twenty-one staff plus.



MEDIAN SALARY

MEDIAN SALARY BY JOB CATEGORY AGE AND GENDER

Male respondents reported a higher median wage in all age categories in comparison with female respondents with the exception of those planners between the ages of 20—25 and 26—30 years of age.



MEDIAN SALARY BY GENDER AND JOB CATEGORY

Analysis of median salary by gender and job category represents a new statistic for the NZPI Salary Survey. The results demonstrate that the median salary for males surpasses that of females in all job categories with the exception of Managers and Directors.

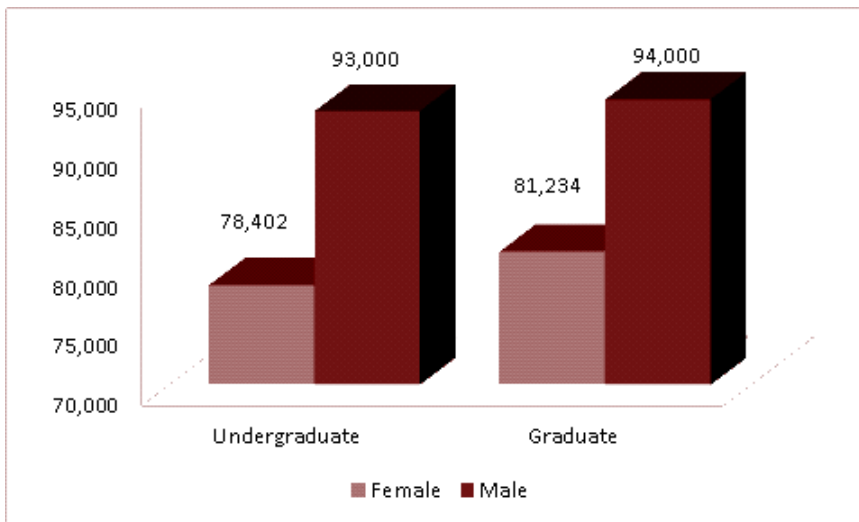


MEDIAN SALARY

MEDIAN SALARY BY QUALIFICATION AND GENDER

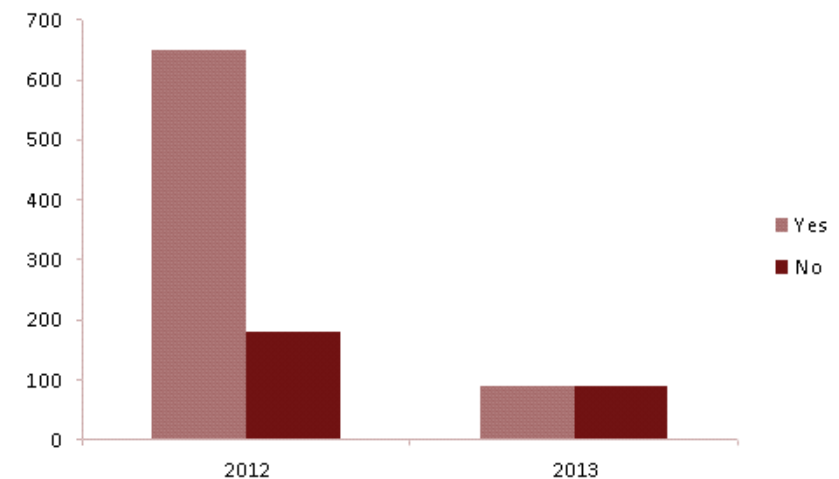
Male respondents holding either a post graduate degree /diploma reported a median salary of \$94,000 compared with a reported \$81,234 median salary for females.

Male respondents holding an undergraduate degree reported a median salary of \$93,000 in comparison with female respondents who reported a median salary of \$78,402



RISE IN REMUNERATION

Of those that responded to this question, 180 had not received a rise in remuneration in 2012 whilst 651 had. Looking forward to 2013, 88 respondents did not anticipate a rise in remuneration in that year whilst 90 respondents did.

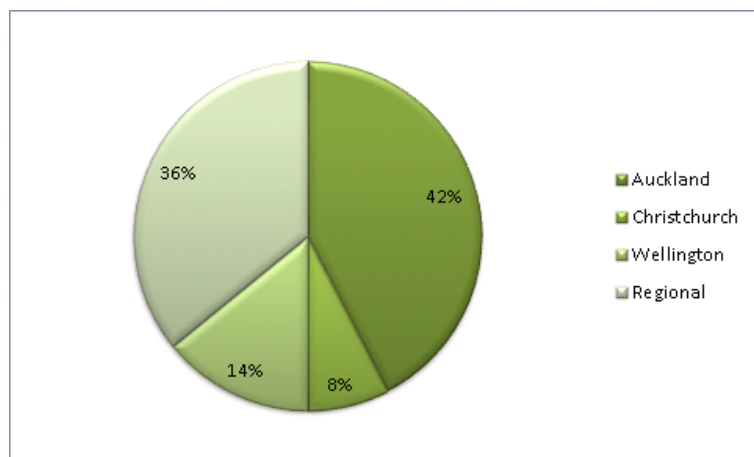


YOUNG PLANNERS

LOCATION OF YOUNG PLANNERS

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

NZPI Young Planners are relatively evenly spread throughout NZ with 36% of respondents based beyond the major cities of Auckland, Christchurch and Wellington.

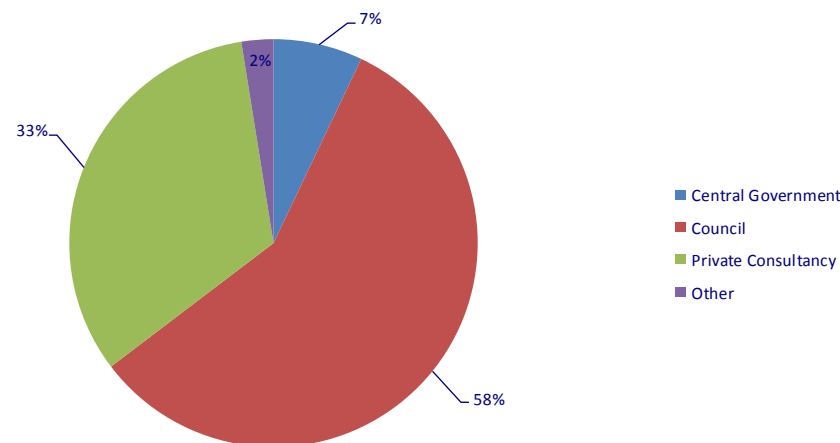


GENDER OF YOUNG PLANNERS

60% (up by 8% from 2011) of young planner respondents were female with just 40% (down by 8% from 2011) being male.

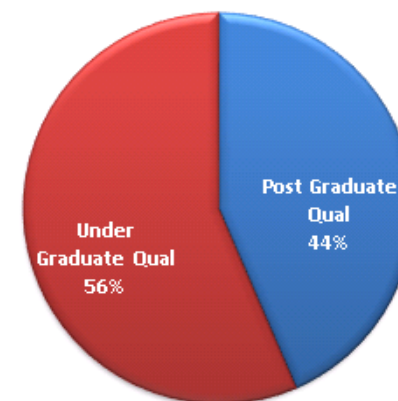
ORGANISATIONS IN WHICH YOUNG PLANNERS WORK

58% of Young Planner respondents worked within regional or local government with a further 33% working within the private sector. A further 7% of Young Planner respondents worked within central government whilst 2% worked within other organisations such as a University. These results are consistent with those of previous surveys.



QUALIFICATIONS OF YOUNG PLANNERS

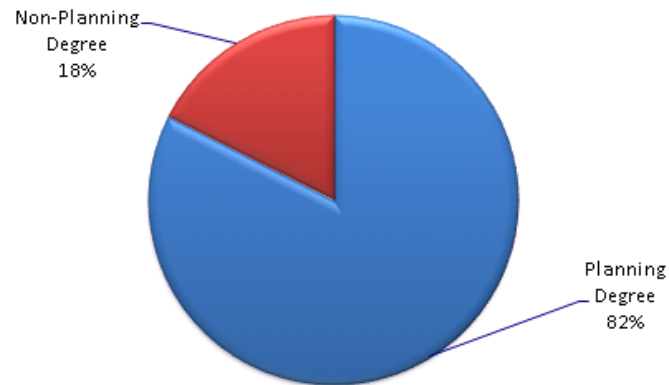
56% of respondents possessed an undergraduate degree i.e. a Bachelors Degree or less with a further 44% possessing a post graduate degree i.e. a PhD or Masters.



YOUNG PLANNERS

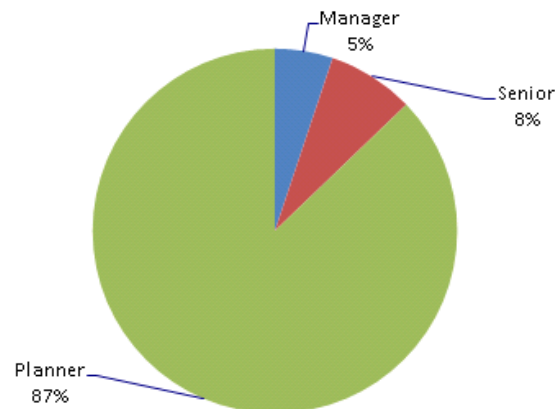
TYPE OF QUALIFICATION

82% of all Young Planner respondents possessed a planning qualification whilst 18% possessed a non - planning qualification.



ROLES OF YOUNG PLANNERS

87% of young planner respondents served in the role of planner, with 5% serving as managers and a further 8% serving in senior roles. This represents a small increase in those serving in both management and senior roles.

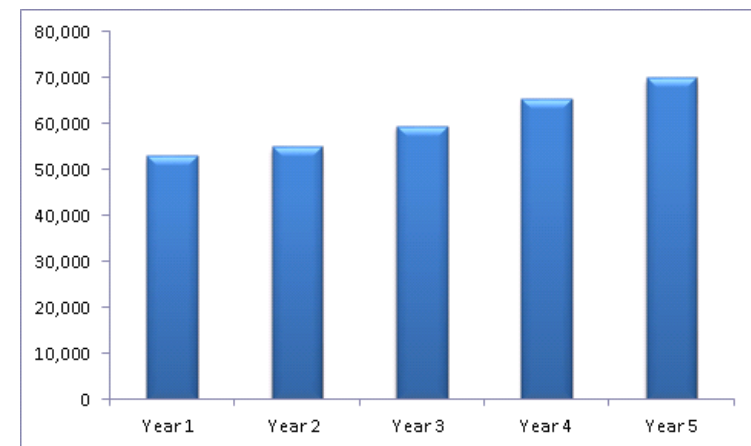


ACCREDITATION OF YOUNG PLANNERS

82% of all Young Planner respondents possessed NZPI accreditation, a further 18% held accreditation from other planning institutes.

MEDIAN SALARY OF YOUNG PLANNERS

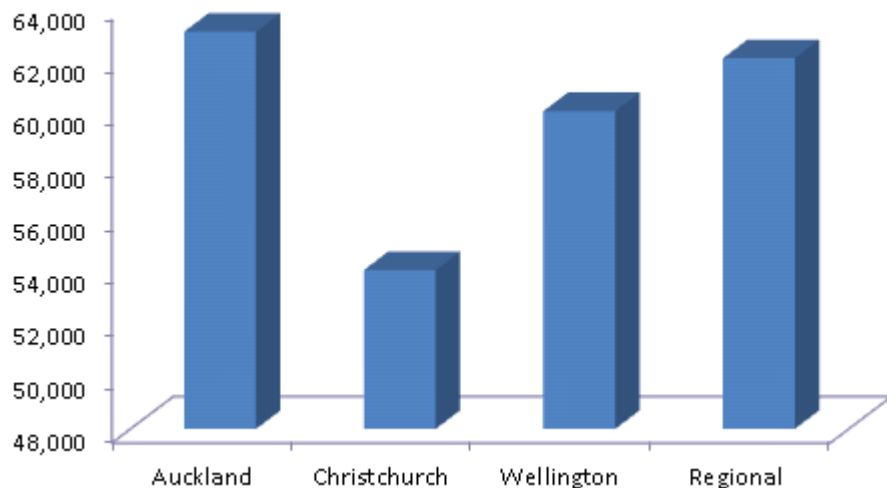
The annual salary of Young Planner respondents who answered this question ranged from \$50,000 (Year 1) to \$117,000 (Year 5). The graph below reflects the change in **median** salary in the five years experience of Young Planners.



YOUNG PLANNERS

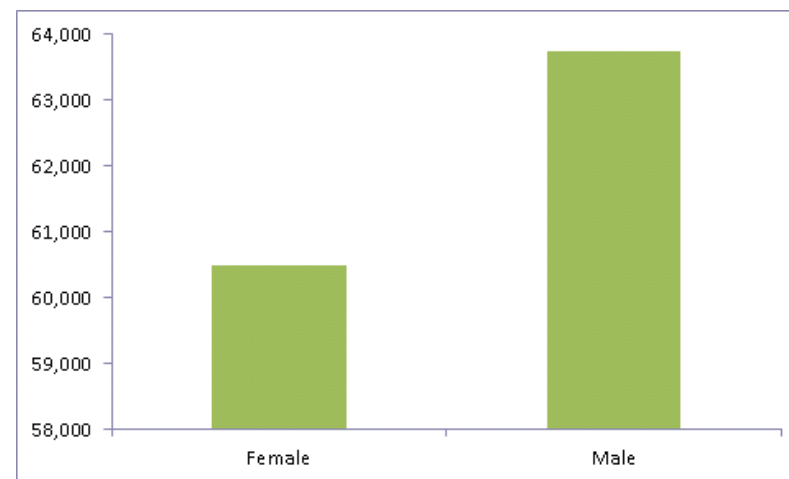
MEDIAN SALARY OF YOUNG PLANNERS BY LOCATION

The highest median salary was reported by Young Planner respondents working in the Auckland area with a median of \$64,000. Young Planner respondents working in the Christchurch region reported a median of \$54,000 and Wellington respondents reported a median of \$60,000. Young Planner respondents working outside of the above centres reported a median salary of \$62,500, an increase from last year's response of \$59,500.



MEDIAN SALARY OF YOUNG PLANNERS BY GENDER

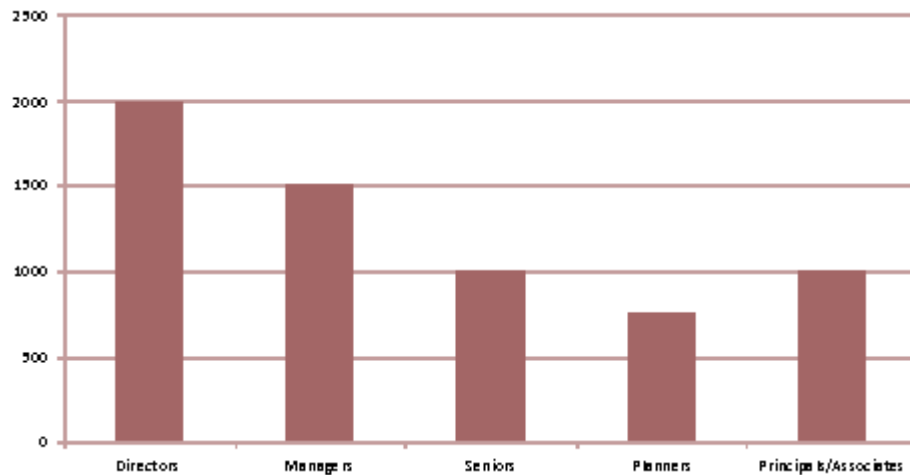
The lowest median salary was reported by female respondents: \$60,500 (up last year from \$59,750). Male respondents reported a median salary of \$63,750 up substantially from \$57,500 in 2011).



EMPLOYER CONTRIBUTIONS FOR ALL PLANNERS

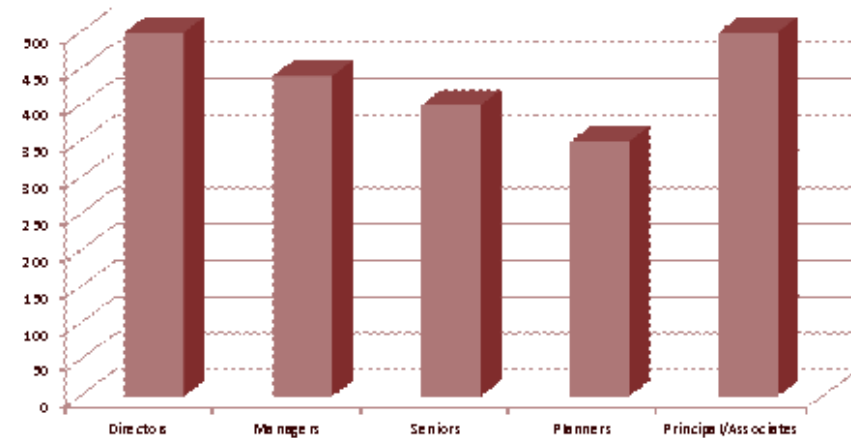
CONFERENCE ATTENDANCE

571 of all respondents reported receiving employer contributions to conference attendance. These ranged in value between \$ 12000 and \$100. The graph below correlates the median contribution received with that of job category.



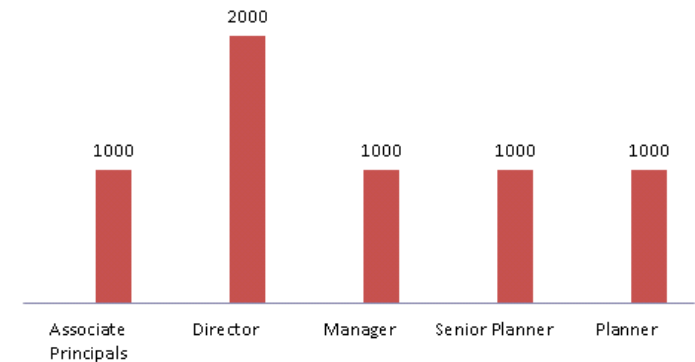
PROFESSIONAL SUBSCRIPTIONS

483 of all respondents reported receiving employer contributions to professional subscriptions. These ranged in value between \$350 and \$500 with a median of \$400. The graph below correlates the contribution received with that of job category.



PROFESSIONAL DEVELOPMENT

571 of all respondents reported receiving employer contributions towards professional development. These ranged in value between \$100 and \$12,000. The graph below correlates the contribution received with that of job category.



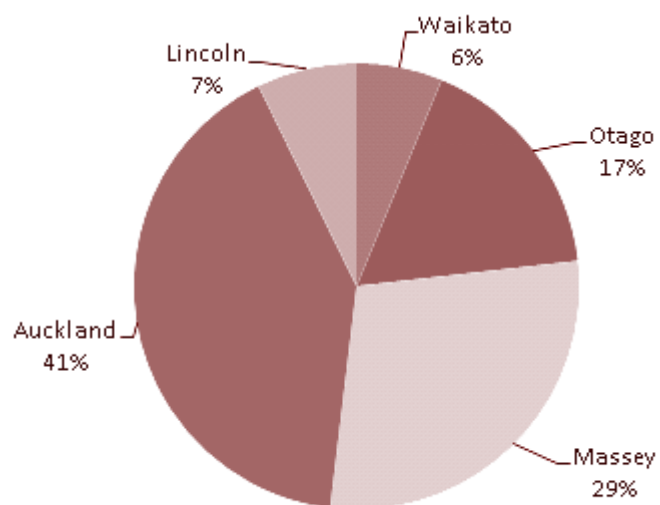
UNIVERSITY ATTENDED

A NEW INITIATIVE

NZPI has introduced a new component to the annual Salary Survey. Respondents were invited to identify the university at which they achieved their highest degree. Those responses have been collated to reflect respondents post university employment experience vis a vis salary, location of work and type of organisation.

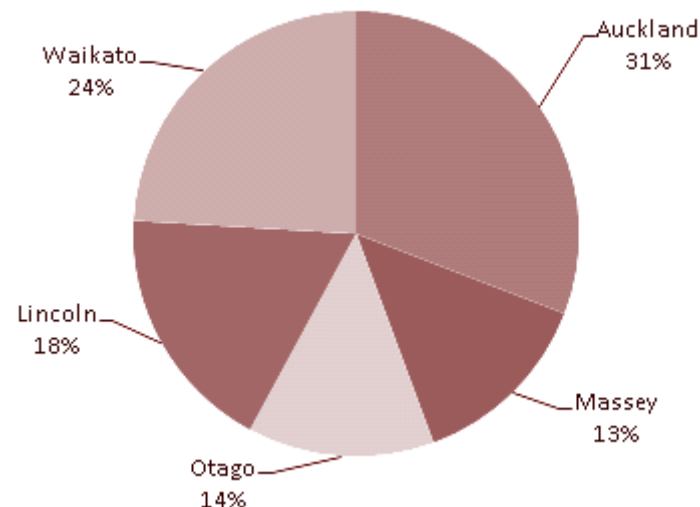
UNIVERSITY AT WHICH HIGHEST PLANNING DEGREE (AS OPPOSED TO NON PLANNING DEGREE) WAS ACHIEVED

Of those respondents who indicated they held a New Zealand based planning degree 41% had achieved their highest degree at University of Auckland, 29% at Massey University, 17% at the University of Otago, 7% at Lincoln University and 6% at Waikato University.



UNIVERSITY AT WHICH HIGHEST NON PLANNING DEGREE WAS ACHIEVED

Of those respondents who indicated they held a New Zealand based non-planning degree 31% had achieved their highest degree at University of Auckland, 24% at Waikato University, 18% at Lincoln University, 14% at University of Otago and 13% at Massey University.



EMPLOYER CONTRIBUTIONS FOR ALL PLANNERS

SUPERANNUATION

314 of all respondents reported receiving employer contributions towards superannuation. These contributions ranged in value between \$ 1500 and \$15,000 with a median value of \$2600.

HEALTH AND MEDIAL INSURANCE

Just 135 of all respondents received employer contributions towards health or medical insurance. Those contributions ranged in value between \$100 and \$7,000 with a median of \$575

CELL PHONE

311 of all respondents reported receiving employer contributions towards cell phone costs. Those contributions ranged in value between \$30 and \$10,000 with a median value of \$600. The graph below correlates the contribution with that of job category.

HOME INTERNET/COMPUTER/SOFTWARE

147 of respondents reported receiving employer contributions towards home computer costs. These ranged in value between \$10 and \$4,800 with a median value of \$660.

COMPANY VEHICLE

Just 91 of respondents reported having full use of a company vehicle.

RENTENTION

Respondents were asked if they had considered leaving their planning position over the past twelve months. Of the respondents who answered this question, 492 answered 'no' they had not considered that as an option, whilst 231 (up significantly from 82 in 2010) respondents answered 'yes'. Interestingly, 116 of those respondents who answered 'yes' worked within the public sector and were based in either Auckland or regional New Zealand. 84 of those respondents who answered 'yes' worked within private consultancies and were relatively evenly spread across New Zealand.

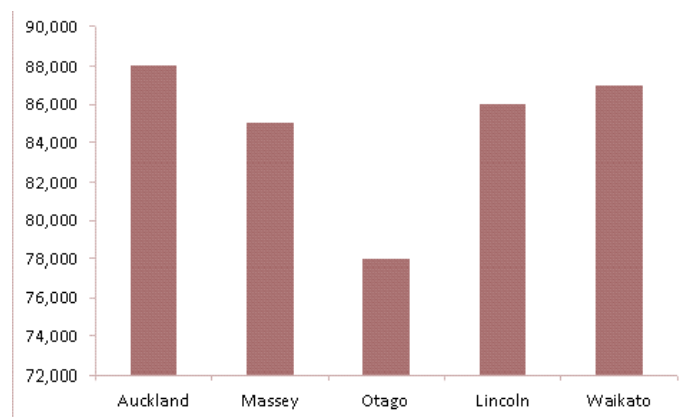
Recurring reasons given by respondents for wishing to leave the planning position were:

- Stress
- Desire for salary increase
- Political interference
- Desire for greater diversity of work
- Overly bureaucratic processes

UNIVERSITY ATTENDED

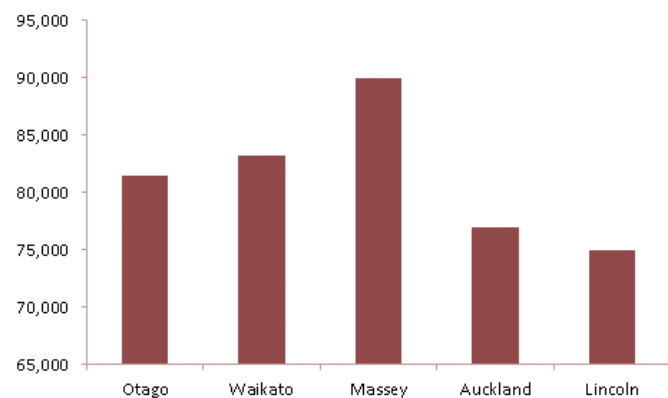
MEDIAN SALARY BY UNIVERSITY ATTENDED—PLANNING DEGREE ONLY

The following graph represents the median salary reported by graduates from the five accredited Universities within New Zealand that offer planning degrees.



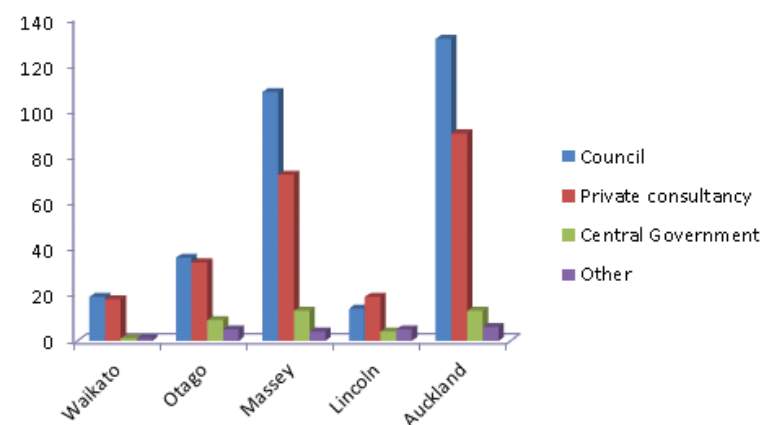
MEDIAN SALARY BY UNIVERSITY ATTENDED — NON PLANNING DEGREE ONLY

The following graph represents the median salary reported by graduates that attended one of New Zealand's five accredited Universities but did not undertake a planning degree.



TYPE OF EMPLOYER BY UNIVERSITY ATTENDED—PLANNING DEGREE ONLY

The following graph represents the type of organisation in which graduates with planning degrees were currently employed.



TYPE OF EMPLOYER BY UNIVERSITY ATTENDED—NON PLANNING DEGREE ONLY

