Salary Survey Report – Compiled 2010

Results relate to 2009 Actual

Contents

Introduction

The New Zealand Planning Institute® (NZPI®) undertakes an annual survey of NZ based planners to inform its membership of trends in salaries throughout the industry. The following report relates to the 2009 calendar year. The survey was open for responses from 23 November 2009 to 15 January 2010 during which time NZPI® received 239 responses.

Survey Methodology

For the purposes of this report, work locations of planners have been categorised as follows:

- Auckland [1]
- Christchurch/Wellington and [2]
- the rest of New Zealand [3]

Job titles have been simplified to four categories:

- Director
- Manager
- Senior level positions, including senior planners, senior policy analysts, senior resource consent planners, and team leaders; and
- Planners, including policy analysts, resource consent planners and any other titles

And finally, organisations in which planners work have been simplified into three categories:

- Private Consultancy
- Council (city councils, district councils, unitary authorities, and regional councils) and
- Other (central government, university employees and faculty, and other organisations)

For further information on survey methodology please see Appendix 1.

[1] 34% of respondents were from Auckland
[2] 29% of respondents were from Wellington or Christchurch
[3] 36% of respondents were from the rest of NZ

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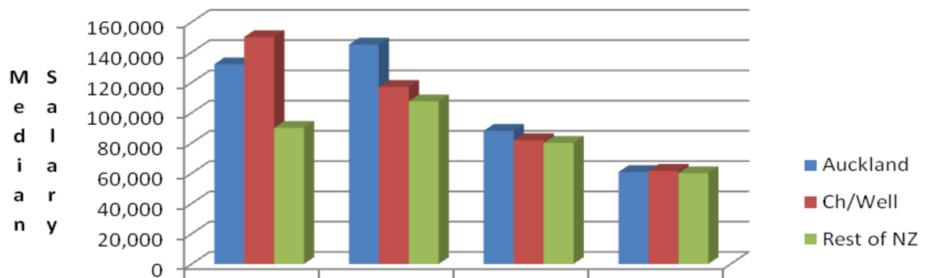
Salary Survey Results

1.0 Trends in Salary

Base salaries of planners within New Zealand ranged from $37,750 to $300,000, with a median of $78,500. [4] The major factors affecting base salary were found to be job category, experience, location and number of staff supervised. The chart below demonstrates median base salaries broken down by region and job category.

Chart 1: Median Base Salary by Region and Job Category in 2009

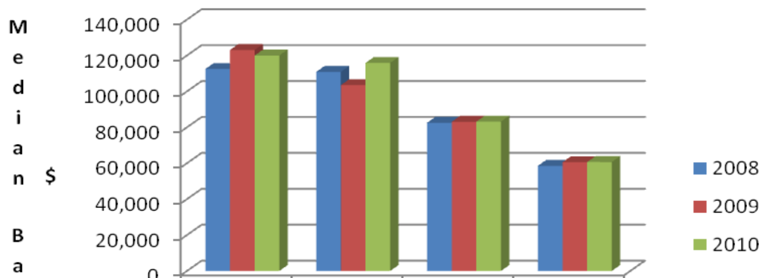


	Director	Manager	Senior	Planner
Auckland	132,000	145,000	88,000	60,750
Ch/Well	150,000	117,000	81,750	61,500
Rest of NZ	90,000	107,500	80,000	60,000

2.0 Trend Data of Median Base Salary by Job Category

When compared with previous survey results there appears to be a small decline in Director's median base salary, a rise in manager's median base salary and a remarkable stability in both Senior Planners and Planners remuneration.

Chart 2: NZ Trends in Median Salary by Job Category



	Director	Manager	Senior	Planner
2008	112,500	110,875	82,530	58,558
2009	123,076	103,512	83,078	60,555
2010	120,000	115,846	83,176	60,669

NB Survey results relate to years 2007, 2008 and 2009

[4] The top 25% of respondents earned $91,000 or more, while the bottom 25% of respondents earned $62,000 or less.

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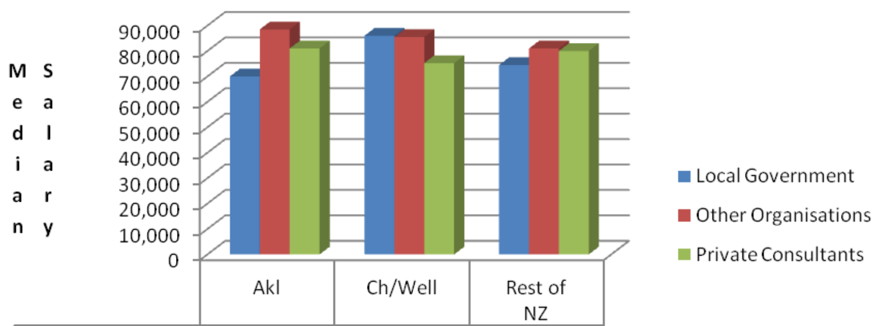
3.0 Median Base Salary by Organisation and Region

Planners work in both the private and public sectors. The chart below demonstrates median base salaries, broken down by type of organisation and region.

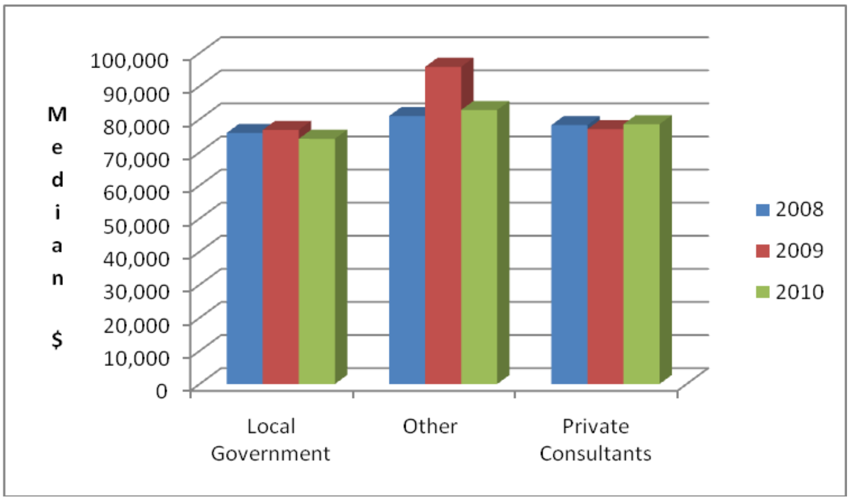
Chart 3: Median Base Salary By Organisation and Region in 2009



	Akl	Ch/Well	Rest of NZ
Local Government	70,000	86,000	74,500
Other Organisations	88,500	85,500	81,000
Private Consultants	81,000	75,250	80,000

When compared with previous salary survey results there appears to be a decline in the median base salary of those planners working in 'other organisations' and 'local government'; whilst private consultants enjoyed a small rise. Chart 3.1 highlights that movement in salaries.

Chart 3.1: Trends in Median Base Salary By Organisation 2007 - 2009



NB Survey results relate to actual years 2007, 2008 and 2009

4.0 Staff Supervision

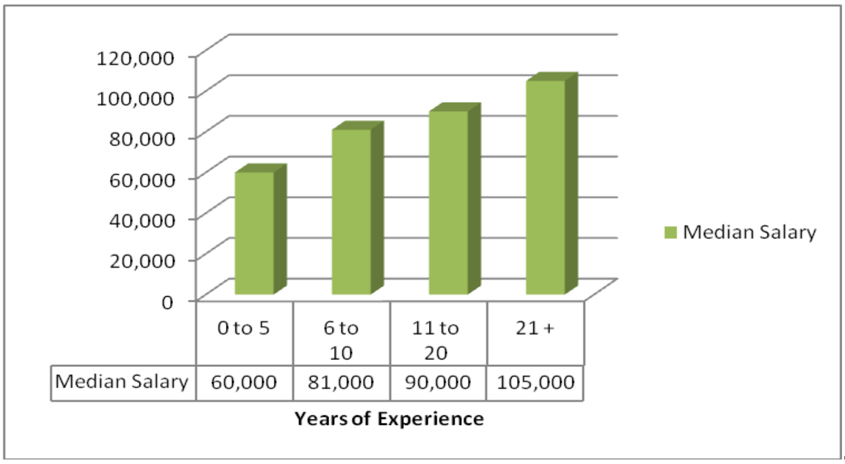
Responsibility for staff supervision affects remuneration levels. The chart below suggests the correlation between staffing responsibilities and remuneration.

Chart 4.0: Numbers of Staff Supervised and Median Salary in 2009

4.1 Experience

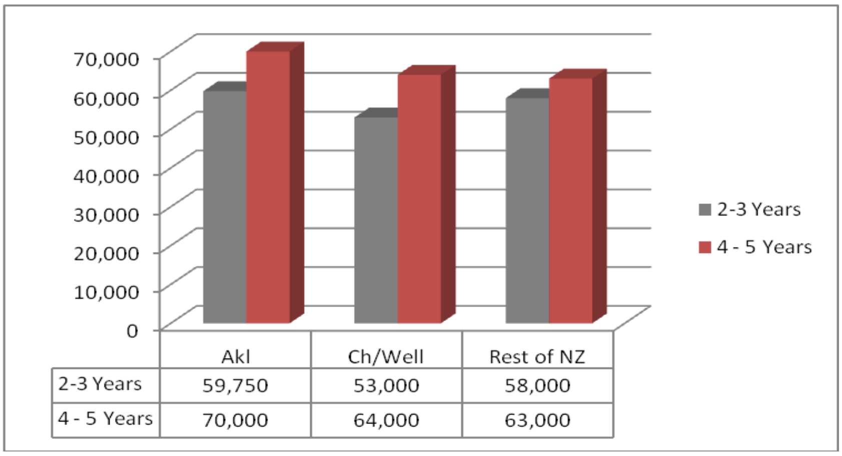
Levels of experience also impact on remuneration. The chart below suggests the correlation between years of experience in planning and remuneration levels.

Chart 4.1: Years of Experience vis a vis Median Salary in 2009



4.2 The base salaries for respondents with 0 to 5 years of experience are broken down in more detail in the following table. Please note, as there were only 11 respondents with under one years experience, they were not separated by region.

Table 4.2: Base Salaries for Respondents with 0 - 5 Years Experience in 2009

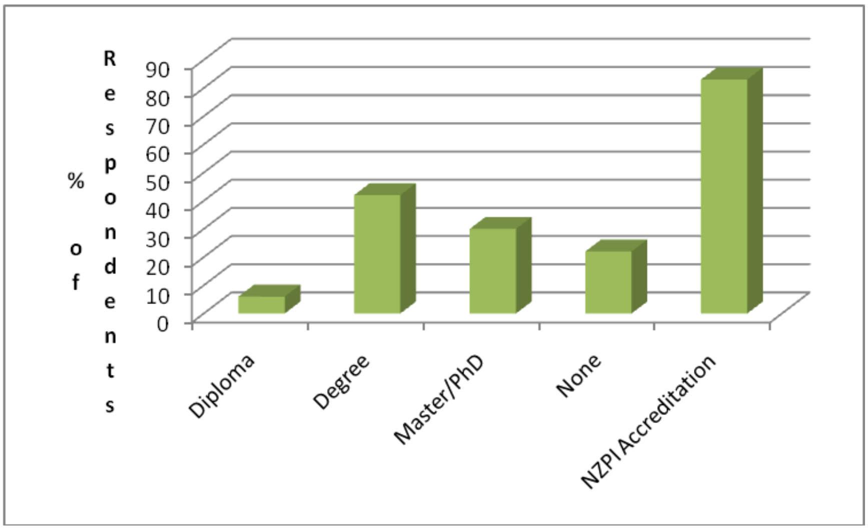


	Akl	Ch/Well	Rest of NZ
2-3 Years	59,750	53,000	58,000
4 - 5 Years	70,000	64,000	63,000

4.3 Accreditation and Qualifications

Levels of accreditation and qualifications also impact on remuneration. The chart below suggests the correlation between education in planning and remuneration levels.

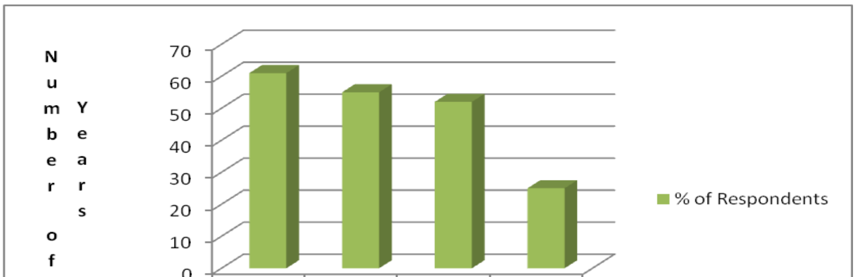
Chart 4.3: Levels of Accreditation and Qualifications in 2009



4.4 Gender

Over 53% of respondents were female. The chart below shows that female numbers were much greater for lower levels of experience. In 2009, 51% of respondents were female. Overall, similar figures for each category, with the biggest change being in the 11 to 20 years experience which rose from 48% of respondents in 2008 to 52% in 2009.

Chart 4.4: Number of Years Experience for Female Planners in 2009



	Less than 5	6 to 10	11 to 20	21+
% of Respondents	61	55	52	25

4.5 Career Movement

15% of respondents reported that they have changed positions in the last year, down 7% from the previous year. Many respondents gave two or more reasons for changing positions. The most common reasons are listed below.

- Career development, better opportunities or experience (26%)
- Bad work environment, stress or low job satisfaction (17%)
- Family, lifestyle or location (20%)
- Promotion or restructuring (23%)
- Need for change, challenge or variety (29%)
- Made redundant/downturn in economy/moved to more secure position (26%)

Of interest is the fact that remuneration was identified by just 6% of respondents as cause for movement.

4.6 Retention

30% of respondents reported that they have left or considered leaving the planning industry in the last year. The most common issues considered by respondents in their decision to stay or leave were as follows:

Incentives to leave

- Less stress / fatigue / difficult work environment (31%)
- More money (18%)
- Less bureaucracy / legalese / RMA (22%)
- Change, challenge or variety (31%)
- Family, lifestyle or location (13%)
- Job security (7%)
- Career development, better opportunities or experience (11%)

Incentives to stay

- Interesting, challenging, variety of work (32%)
- Money (25%)
- Job satisfaction, opportunity to make a difference (37%)
- Like people / organisations worked with (8%)
- Job security, comfortable, familiar (21%)

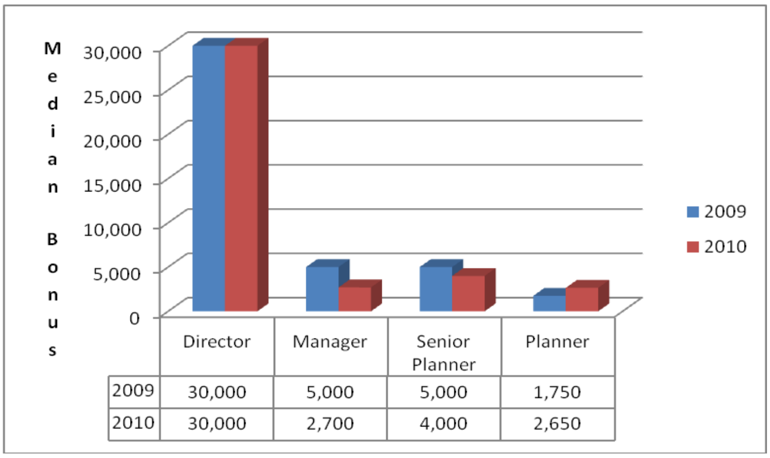
5.1 Performance

26% of all respondents reported receiving performance bonuses in 2009. This is an overall decrease of 8% over last year. Bonuses started at $150 with a median of $5,000 – this is a similar picture to last year's figures.

Performance By Job Category

- 47% of directors received bonuses
- 30% of managers received bonuses
- 32% of senior level staff received bonuses
- 17% of Planners received bonuses

5.1 Performance bonus by Job Category 2008-2009



NB Survey results relate to actual years 2008 and 2009

Performance Bonus by Organisation

- 39% of private consultants received performance bonuses (up from 22% last year), with a median value of $5,000,
- 16% of Council staff received performance bonuses with a median value of $2,825, also a minor change from the previous year.
- 19% of "other" employees received performance bonuses, with a median value of $8,400, a rise from 3% and a median of $4,500 reported in last year's survey.

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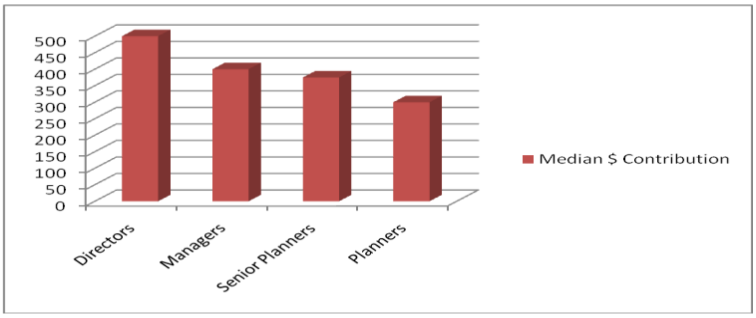
5.2 Professional Subscriptions

87% of all respondents received contributions to professional subscriptions. These ranged in value between $45 and $2,000, with a median of $410. The proportion of respondents receiving contributions and the median value was comparable across the different types of organisations. These figures are very similar to last year's.

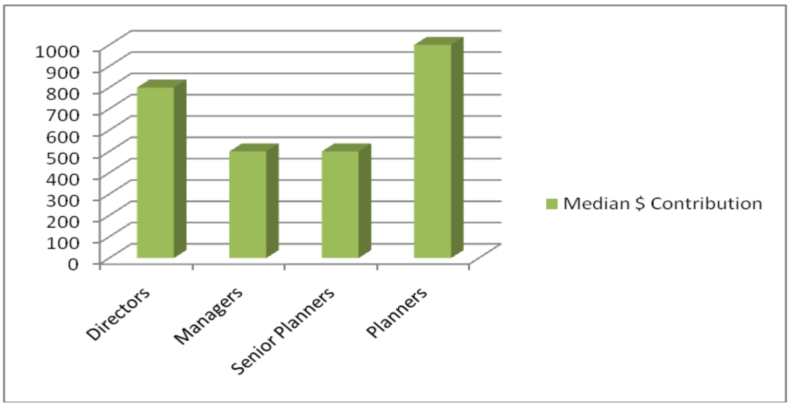
Chart 5.2 Contributions Received for Professional Subscriptions in 2009



5.3 Education (Texts/Training)

57% of all respondents reported receiving contributions towards education costs. Overall, the data is very similar to last year with only very minor changes

5.3 Contributions Received for Education in 2009



The percentage of contributions toward education costs were similar between organisations, however the median values of contributions differed with

- council staff at $1,000,
- "other" organisations at $750, and
- private consultants at $500.

5.4 Health/Medical Insurance

Only 16% of all respondents received contributions towards health or medical insurance, a slight decrease since last year. These ranged in value between $150 and $2,500, with a median value of $400.

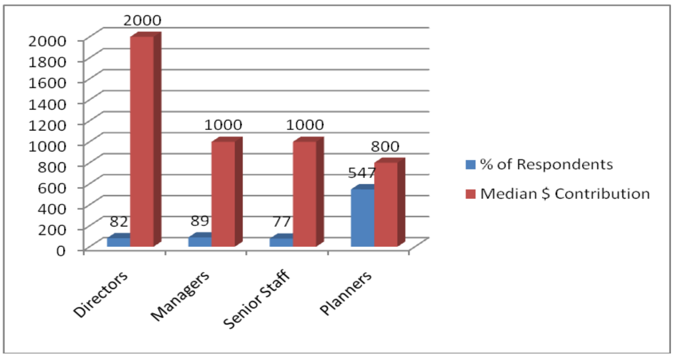
- The health or medical insurance contribution for managers and directors remains highest with median values of $1,650 and $1,500 respectively.

- Private consultants were most likely to receive this benefit with 26% getting a contribution,
- Compared to 4% for council employees.

5.5 Conference Attendance Contributions

70% of all respondents received contributions towards conference attendance. Those contributions ranged in value between $100 and $5,000, with a median of $1,000.

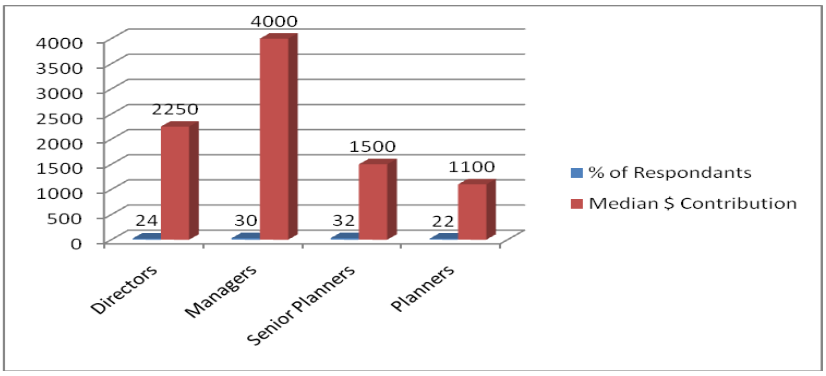
Chart 5.5 Contributions Received for Conferences



5.6 Superannuation Contributions

27% of all respondents received contributions towards superannuation. These ranged in value between $30 and $15,000, with a median of $1,900. The proportion of respondents receiving a superannuation contribution rose slightly since last year, however, the median contribution has dropped from $2,400.

Chart 5.6 Superannuation Contributions



5.7 Superannuation Contribution by Industry

- 22% of private consultants reported contributions towards superannuation, with a median value of $2,000.
- 31% of council staff reported contributions, with a median value of $1,760.
- 26% of employees for "other" organisations reported getting contributions, with a median value of $2,425.

The biggest change from 2009 was for council staff, with a jump in the percentage receiving contributions from 18% last year, while the median contribution fell from $2,400.

5.8 Cell Phone

32% of all respondents reported receiving contributions towards cell phone costs. Those contributions ranged in value between $50 and $10,000, with a median of $500. The level of contributions to cell phone costs, were similar between organisations and between different job categories. The level was also very similar to last year's results.

However, the percentages receiving the contributions differed greatly:

- 82% of Directors (compared to 11% in 2009)
- 78% of Managers (compared to 38% in 2009)
- 32% of Senior staff (compared to 44% in 2009)
- 13% of Planners (compared to 21% in 2009)

- 47% of Private Consultants and
- 48% of other employees reported receiving contributions towards cell phone costs, while only
- 15% of Council staff reported this.

This represents a significant difference from last year when only 28% of Private Consultants reported cell phone contributions compared to 39% of Council Staff.

5.9 Home Internet/Computer/Software

Only 6% of respondents reported receiving contributions towards home computer costs. These ranged in value between $100 and $3,000, with a median of $500. Most respondents receiving contributions were private consultants.

5.10 Company Vehicle

11% of respondents reported having full use of a company vehicle. This figure is comparable to the 2009 survey result. Estimates of the annual component value of the car to salary packages ranged from $2000 to $20,000, with a median value of $10,000.[5]

[5] There were too few responses to compare component values between organisations and job titles. Similarly the look at the percentages having full use of company vehicles in detail. Overall, the most respondents who repo vehicle were either managers or directors and/or were private consultants.

Appendix 1

This year's survey was conducted entirely online using an Internet-based form. Members were notified of the salary survey in two special e-mail notifications in November and December. In previous years, the salary survey was a printed form distributed with annual fee invoices and returned with membership fee payments. The change in survey format was consistent with NZPI®'s overall paper and waste reduction strategy designed both to reduce costs and meet NZPI®'s sustainability goals. There was a minor reduction in the number of electronic surveys received as compared to the previous year (312 survey responses were submitted in the prior year's survey).

As with last year, this survey was electronic, it was again open for a shorter period than in previous years. The process of collecting and analysing the survey did take longer than last year due to unforeseen circumstances. With the change in distribution format and duration, it is possible that this year's survey includes a different mix of survey respondents than in previous years, as this year seemed to show more inexperienced planners responding.