

New Zealand Planning Institute Salary Survey 2008

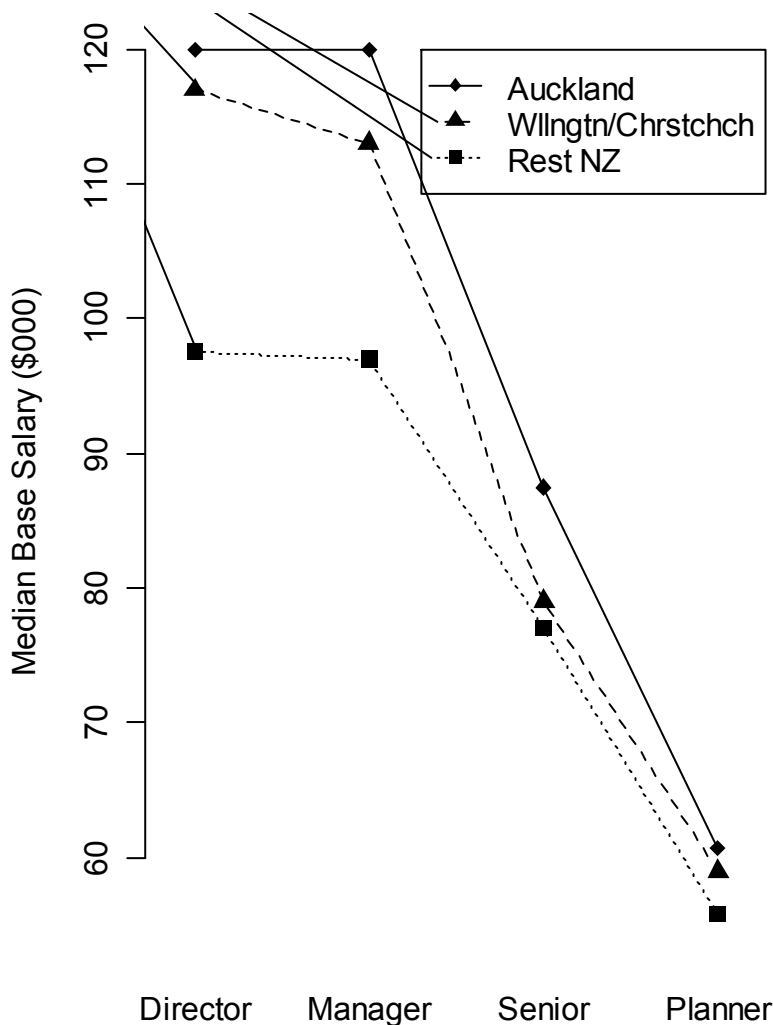
Summary Report

Base Salary by Location and Job Category.

343 completed surveys were received from people working primarily in planning New Zealand. (Responses from people working primarily from overseas were excluded from the analysis.) Base salaries ranged from \$31,000 to \$200,000, with a median of \$78,000. The top 25% of respondents earned \$96,000 or more, while the bottom 25% of respondents earned \$63,000 or less. The major factors affecting base salary were found to be job category, experience, location and number of staff supervised. A table and plot of median base salaries, broken down by Location and Job Category are given below.

For the purposes of this report, the locations worked from have been simplified to three categories: Auckland, Christchurch/Wellington and the Rest of New Zealand. 34% of respondents were from Auckland, 24% from Wellington or Christchurch and 42% from the rest of New Zealand.

Job titles have been simplified to four categories: Manager, Director, Senior (comprising senior planners, senior policy analysts, senior resource consent planners and team leaders) and Planners (comprising planners, policy analysts, resource consent planners and any other titles).



**Figure 1: Plot of Median Base Salary
By Location and Job Category**

Region	Job Category	Median Base Salary
Auckland	Director	\$120,000
	Manager	\$120,000
	Senior	\$87,500
	Planner	\$60,750
Wellington Christchurch	Director	\$117,000
	Manager	\$113,000
	Senior	\$79,000
	Planner	\$59,000
Rest of New Zealand	Director	\$97,500
	Manager	\$97,000
	Senior	\$77,000
	Planner	\$55,750

**Table 1: Median Base Salary
By Location and Job Category**

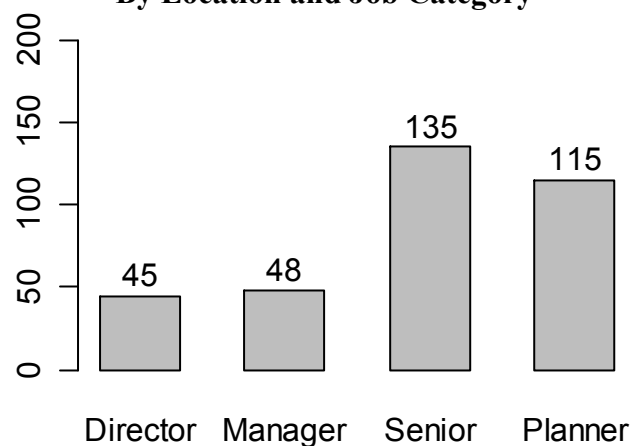


Figure 2: Responses by Job Category

Organisation

For the purposes of this report, organisations have been simplified into three categories: Private Consultancy, Council (combination of City, District and Regional Councils) and Other (combining Central Government, University and other organisations).

The median base salary was highest for Other organisations (median of \$80,000), followed by Private Consultancy (median of \$77,500) and Council employees (median of \$76,250).

Comparing between the three regions:

- The median salary for Council employees was \$79,000 for Auckland, \$78,000 for Wellington and Christchurch and \$72,800 for the rest of New Zealand.
- The median salary for employees of Other Organisations was \$100,000 for Auckland compared to \$77,000 for Wellington and Christchurch and \$80,000 for the rest of New Zealand.
- The median salary for Private Consultants was \$85,500 for Auckland compared to \$74,000 for Wellington and Christchurch and \$75,000 for the rest of New Zealand.

Staff Supervision

66% of respondents supervised no staff. Their median salary was \$70,000.

11% of respondents supervised from 1 to 3 staff. Their median salary was \$80,000.

16% of respondents supervised from 4 to 10 staff. Their median salary was \$96,000.

7% of respondents supervised more than 10 staff. Their median salary was \$120,500.

Experience

26% of respondents had between 0 and 5 years experience. Their median salary was \$57,750.

27% of respondents had between 6 and 10 years experience. Their median salary was \$78,000.

26% of respondents had between 11 and 20 years experience. Their median salary was \$86,000.

21% of respondents had at least 21 years experience. Their median salary was \$95,000.

The base salaries for respondents with 0 to 5 years of experience are broken down in more detail in the following table:

Location	Experience	Number	Min	25th Percentile	Median	75th Percentile	Max
Auckland	0 -1 Years	4	-	-	\$49,000	-	-
	2 - 3 years	18	\$48,500	\$57,250	\$60,250	\$62,000	\$90,000
	4 - 5 Years	13	\$43,000	\$63,000	\$64,500	\$68,500	\$78,500
Wellington Christchurch	0 -1 Years	3	-	-	\$48,000	-	-
	2 - 3 years	12	\$48,000	\$52,000	\$54,500	\$57,250	\$63,500
	4 - 5 Years	4	-	-	\$67,500	-	-
Rest of New Zealand	0 -1 Years	6	\$42,500	\$47,875	\$51,250	\$52,375	\$53,500
	2 - 3 years	14	\$46,000	\$50,125	\$54,000	\$55,375	\$64,000
	4 - 5 Years	14	\$51,000	\$57,375	\$62,000	\$65,000	\$79,500

Table 2: Base Salaries for Respondents with 0 - 5 Years Experience by Region

Accreditation

91% of respondents were NZPI[®] accredited.

Qualifications

45% of respondents had a Bachelors degree as the highest level of planning qualification, while 14% had a Diploma and 33% a Masters or PhD. 8% had no formal planning qualification.

Gender

Overall, 48% of respondents were female. Female numbers were much greater for lower levels of experience. 59% of respondents with 5 or less years of experience were female; 58% of respondents with 6 to 10 years of experience were female; 49% of respondents with 11 to 20 years of experience were female and 22% of respondents with 21 or more years of experience were female.

Career Movement

22% of respondents reported that they have changed positions in the last year. Many of these gave two or more reasons for changing position. The most common reasons are listed below. For respondents that reported that they had changed position, the percentages that gave each reason for changing are printed in brackets.

- Career development, better opportunities or experience (38%)
- Need for change, challenge or variety (15%)
- Bad work environment, stress or low job satisfaction (22%)
- Money (23%)
- Family, lifestyle or location (26%)
- Promotion or restructuring (15%)

Retention

31% of respondents reported that they have moved out or considered moving out of planning in the last year. Many of these gave several incentives for staying or for leaving the profession. The most common incentives are listed below. For respondents that reported that they had moved or considered moving out of planning, the percentages that stated each incentive are printed in brackets.

Incentives to leave

- Less stress / fatigue / difficult work environment (41%)
- More money (22%)
- Less bureaucracy / legalise / RMA (20%)
- Change, challenge or variety (19%)
- Career development, Recognition, Promotion (6%)
- Family, lifestyle or location (18%)
- Getting away from politics / politicians / organisations (9%)
- Not making a difference, frustration (7%)
- Bad public image, less abuse and more respect (9%)

Incentives to stay

- Interesting, challenging, variety of work (31%)
- Money (29%)
- Job satisfaction, opportunity to make a difference (24%)
- Like people / organisations worked with (16%)
- Family, lifestyle or location (15%)
- Security, Comfortable, familiar (18%)
- Opportunities for employment (8%)

Performance Bonuses and Contributions to Costs

Performance Bonus

Overall, 21% of respondents reported getting performance bonuses. These ranged in maximum level between \$100 and \$250,000, with a median of \$5000.

16% of directors reported getting performance bonuses, but these accounted for the highest values, with a median value of \$30,000. 21% of Managers received bonuses, with a median value of \$10,000. 26% of Senior staff received bonuses, with a median value of \$5,000. About 17% of Planners received bonuses, with a median value of \$1,500.

30% of Private Consultants reported getting performance bonuses, with a median value of \$5,000. 11% of Council staff reported getting performance bonuses, with a median value of \$2,250. 12% of Other employees reported getting performance bonuses, with a median value of \$10,000.

Professional Subscriptions

Overall, 85% of respondents reported getting contributions to professional subscriptions. These ranged in value between \$50 and \$3,000, with a median of \$370.

89% of Directors reported getting contributions to professional subscriptions, with a median value of \$675. 79% of Managers received contributions to professional subscriptions with a median value of \$400. 85% of Planners and Senior staff received contributions to professional subscriptions with a median value of \$360.

The level of contributions to professional subscriptions were similar between organisations, however the percentages receiving the contributions differed greatly. Only 76% of Council staff reported contributions, while 90% of Private Consultants and 86% of Other employees reported contributions.

Education (Texts/Training)

Overall, 53% of respondents reported getting contributions towards education costs. These ranged in value between \$50 and \$15,000, with a median of \$800.

56% of Directors and 44% of Managers reported getting contributions to education, with a median value of \$1,000. 54% of Planners and Senior staff received contributions to education with a median value of \$900 for Senior staff and \$500 for Planners.

The percentage of contributions to education were similar between organisations, however the levels differed with Council staff and Private Consultants having a median of \$500 while Other employees with a median of \$1250.

Health/Medical Insurance

Only 18% of respondents reported getting contributions towards health or medical insurance. These ranged in value between \$100 and \$5,000, with a median of \$500. The percentage was highest for Directors (22%) who also had the highest contributions (median of \$1350), when compared to other job categories. Most of the people receiving contributions were Private Consultants.

Attending Conferences

Overall, 71% of respondents reported getting contributions towards attending conferences. These ranged in value between \$100 and \$10,000, with a median of \$1000.

78% of Directors, 83% of Managers, 73% of Senior staff and 60% of Planners received contributions to professional subscriptions. The median level of contributions was \$1,500 for Directors and Managers, \$1,000 for Senior staff and Planners.

The level of the contributions were similar for the different organisations, however the percentage receiving contributions towards attending conferences differed with 68% of Council staff reporting contributions, while 70% of Private Consultants and 84% of Other employees reported contributions.

Superannuation

Overall, 19% of respondents reported getting contributions towards superannuation. These ranged in value between \$260 and \$9,000, with a median of \$2,600.

7% of Directors reported getting contributions towards superannuation, with a median value of \$1,000. 23% of Managers reported getting contributions towards superannuation, with a median value of \$4,000. 28% of Senior staff reported getting contributions towards superannuation, with a median value of \$2,000. 10% of Planners reported getting contributions towards superannuation, with a median value of \$2,850.

12% of Private Consultants reported getting contributions towards superannuation, with a median value of \$2,000. 20% of Council staff reported contributions, with a median value of \$3,000. 42% of employees for Other organisations reported getting contributions, with a median value of \$2,650.

Cell Phone

Overall, 36% of respondents reported getting contributions towards cell phone costs. These ranged in value between \$30 and \$4,200, with a median of \$500. The level of contributions to cell phone costs did were similar between organisations and between different job categories, with the exception of Directors who received a median contribution of \$750.

The percentages receiving the contributions differed greatly. 71% of Directors, 60% of Managers, 36% of Senior staff and 12% of Planners reported contributions. 49% of Private Consultants reported getting contributions towards cell phone costs, while only 22% of Council staff and Other employees reported contributions.

Home Internet/Computer/Software

Only 11% of respondents reported getting contributions towards home computer costs. These ranged in value between \$300 and \$5,000, with a median of \$600. Most of the people receiving contributions were Directors and/or Private Consultants.

Company Vehicle

17% of respondents reported having full use of a company vehicle. Estimates of the annual component value of the car to salary packages ranged from \$1,500 to \$20,000, with a median value of \$12,000.

The component values were similar between organisations and between Seniors, Managers and Directors, however the component value for Planners was about half that of the other job categories. The percentages having full use of company vehicles differed greatly: 60% of Directors, 33% of Managers, 8% of Senior staff and 4% of Planners reported full use of a company vehicle. 26% of Private Consultants, 10% of Council staff and 2% of Other employees reported full use of a company vehicle.