



New Zealand  
**Planning Institute®**  
Te Kokiringa Taumata

# NZPI SALARY SURVEY 2011



*February 2012*

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# INTRODUCTION



It is with much pleasure that I welcome you to the New Zealand Planning Institute's Annual Salary Survey 2011. In 2010 NZPI added value to the survey with additional questions and a new mode of online delivery. That has proved to be a significant success with an increase of 194% in responses from members over the past two years (from 239 responses in 2009 to 707 responses in 2011). The additional participation provides a more robust result.

The introductory pages of the survey provide a profile of the collective responses whilst later pages offer a more detailed analysis of the survey results. An innovation this year has been the inclusion of more detailed statistics on the survey findings relating to Young Planners. This 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 email or phone Susan Houston, CEO of NZPI on 09 5206277 or [susan.houston@planning.org.nz](mailto:susan.houston@planning.org.nz)

A handwritten signature in blue ink, reading "Jane Douglas". The signature is stylized and fluid.

Jane Douglas

***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 categorized as follows:

- Category 1—Auckland
- Category 2— Christchurch/Wellington
- Category 3—The rest of NZ

The job categories have been dissected as follows:

- Category 1—Director
- Category 2—Manager
- Category 3—Senior level positions, including senior planners, senior policy analysts, senior resource consent planners and team leaders
- 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
- Category 2—Councils including unitary authorities and city, district and regional
- Category 3—Other, including central government, university employees and others

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

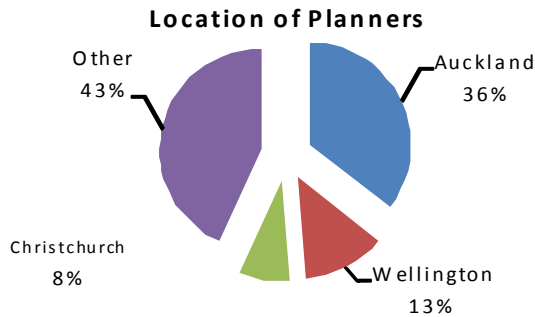
As in previous years, the data provided reflects the median of the responses received. The main advantage of the median is that it is not affected by outliers as the mean is and the mode can be. In distributions with a clear skew, such as housing prices or wages, using the median provides a much better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

# PROFILE OF RESPONDENTS

The following graphs reflect a collation of the raw data collected from the 707 respondents who took part in the survey.

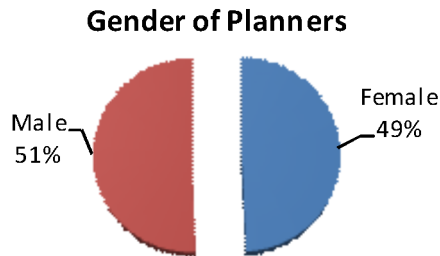
## LOCATION OF PLANNERS

43% of the 707 respondents to this question were located outside of Auckland/Wellington and Christchurch. 36% of those respondents were located within Auckland and the remaining 21% were located within either Christchurch or Wellington.



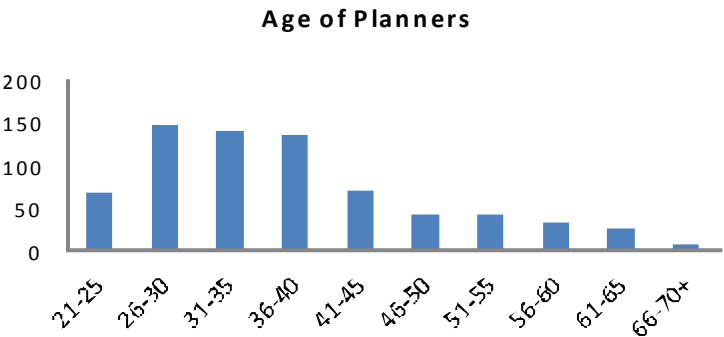
## GENDER PLANNERS

49% of the 707 who responded to this question were female with the remaining 51 % respondents male.



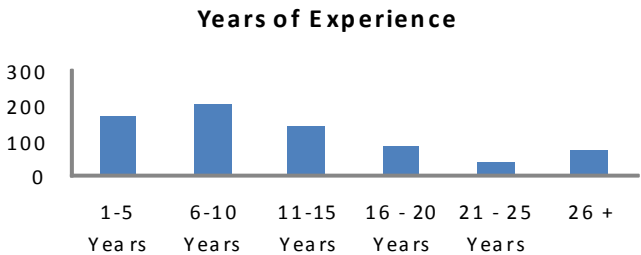
## AGE OF PLANNERS

Planners ranged in age from 20 - 70+ with over 60% of the 707 respondents to this question falling within the 26-40 age bracket.



## YEARS OF EXPERIENCE

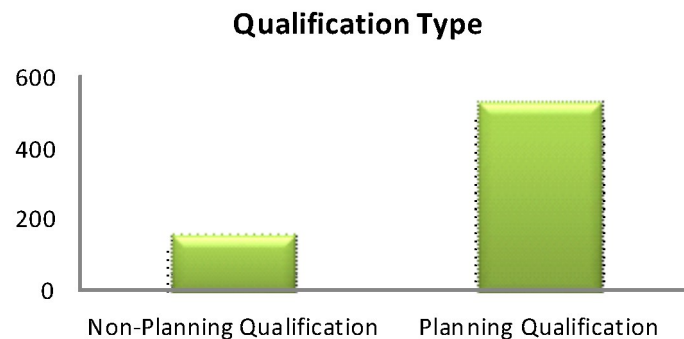
53% of respondents possessed between one to ten years experience as planners. With the next largest group of 20% possessing eleven to fifteen years of experience.



# QUALIFICATIONS

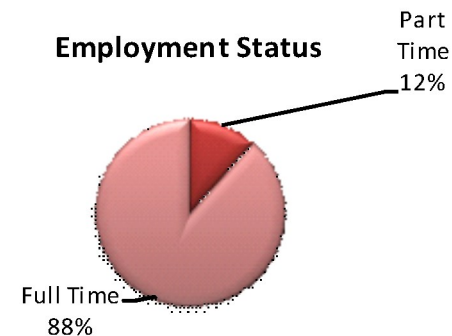
## TYPE OF QUALIFICATION

77% of all respondents possessed a planning qualification whilst 23% possessed a non - planning qualification.



## FULL OR PART TIME EMPLOYMENT

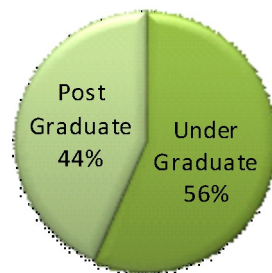
Just 12% of respondents reported part time employment status. These results are consistent with previous surveys.



## 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.

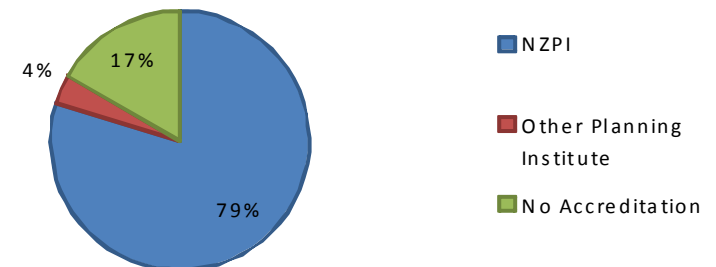
### Level of Qualification



## ACCREDITATION

79% of all respondents possessed NZPI accreditation, a further 17% held accreditation from other planning institutes whilst 4% of respondents reported possessing no accreditation. These results are consistent with previous surveys.

### Accreditation

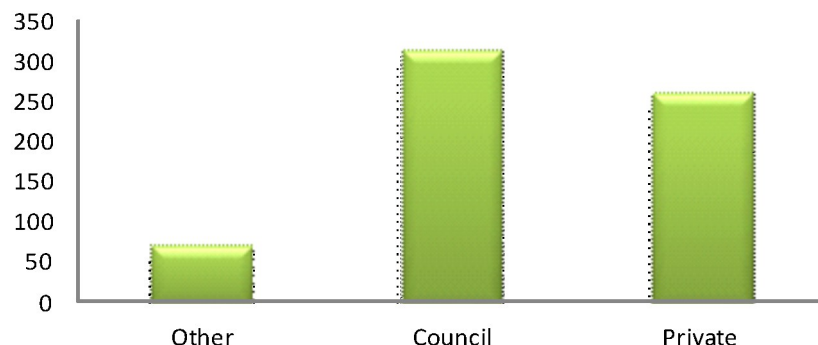


# ORGANISATIONS AND ROLES

## ORGANISATIONS IN WHICH PLANNERS WORK

49% of respondents to this question worked within regional or local government with a further 40% working within the private sector. A further 11% of respondents worked within other organisations such as central government or university. These results are consistent with those of previous surveys.

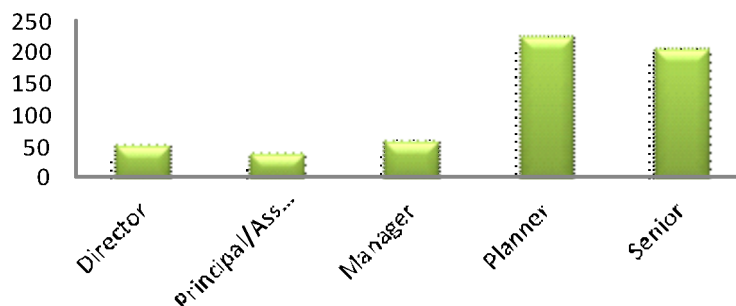
**Organisations**



## THE ROLE OF PLANNERS

The roles of planners are diverse, with just 39% of respondents reporting roles that fell within the planner category.

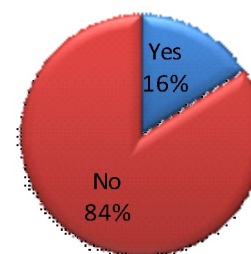
**Roles**



## RECRUITING STAFF

84% of respondents responsible for recruiting staff in 2011 experienced no difficulties in filling vacancies. 16% of respondents responsible for recruitment found vacancies difficult to fill. These results are consistent with those of previous surveys.

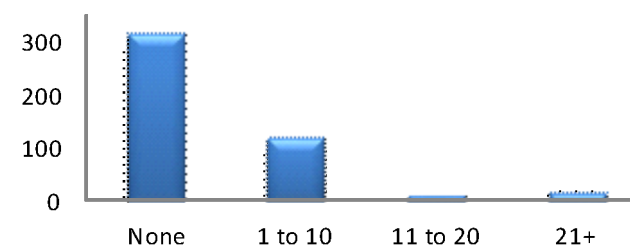
**Recruitment**



## STAFF REPORTING NUMBERS

67% of the 470 respondents who answered this question were not responsible for staff. Of those who were responsible for staff, 26% reported responsibility for between one to ten staff. 3% reported responsibility for eleven to twenty staff. The remaining 4% of respondents were responsible for 21+ staff. These results are consistent with those of previous surveys.

**Reporting Numbers**





# MEDIAN SALARY

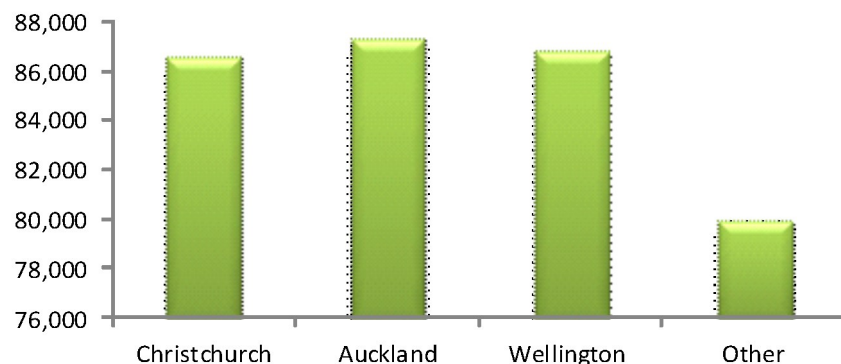
## MEDIAN SALARY

The median annual salary of the 640 respondents who answered this question was \$83,500. This represents a \$3,500 rise in the median salary since the 2010 salary survey results.

## MEDIAN SALARY BY LOCATION

The highest median salary was reported by planners working within the Auckland region with a median of \$87,250 (up from \$80,000 in 2010 survey results). Planners within the Christchurch region reported a median of \$86,500 (up from \$84,000 in 2010). Planners within the Wellington Region reported a median of \$86,750. Planners working outside of the three centres reported a median of \$80,000 (up from \$77,750 in 2010 survey results).

Salary by Location

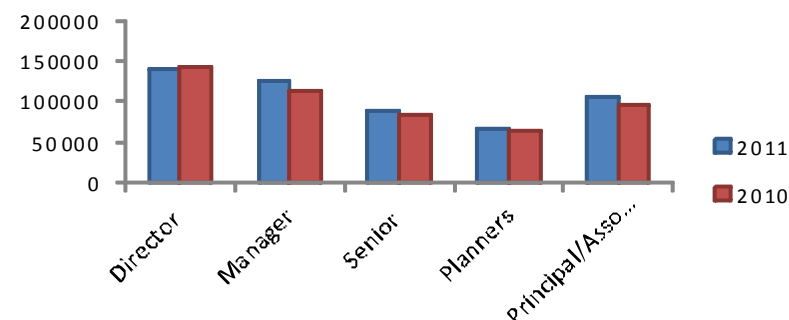


## MEDIAN SALARY BY JOB CATEGORY

The highest median salary was reported by Directors at \$140,000 with the second highest median salary reported by Managers at \$124,500. The median salary reported by senior planners and planners was \$89,000 and \$67,000 respectively. Whilst principals and Associates attracted a median salary of

\$105,000. These results represent an increase in all job categories since the 2010 survey with the exception of the Director category.

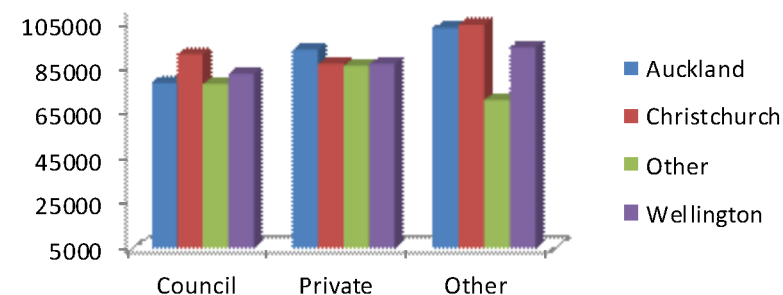
Salary by Job Category



## 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.

Salary by Location and Organisation

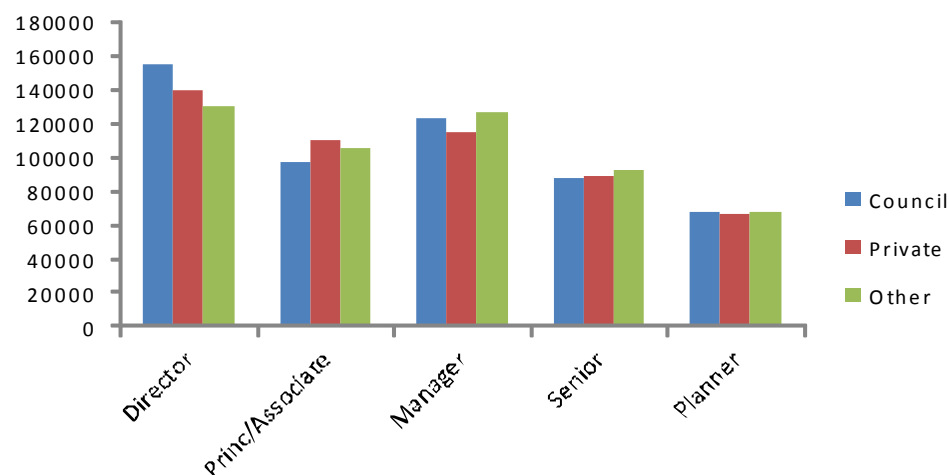




# MEDIAN SALARY

## 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 with a median salary of \$140,000. Principals/Associates respondents reported a median wage of \$110,000 when working within the private sector. Senior Planner respondents reported a median wage of \$92,000 when working within Category 3

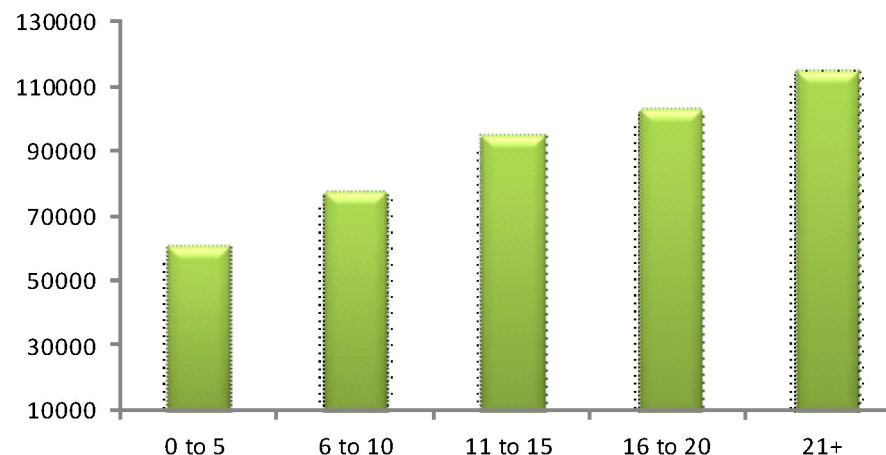


organisations. Managers working within Category 3 organisations reported a median wage of \$126,000 whilst planners working within Councils reported a median of \$67,500

## MEDIAN SALARY BY EXPERIENCE

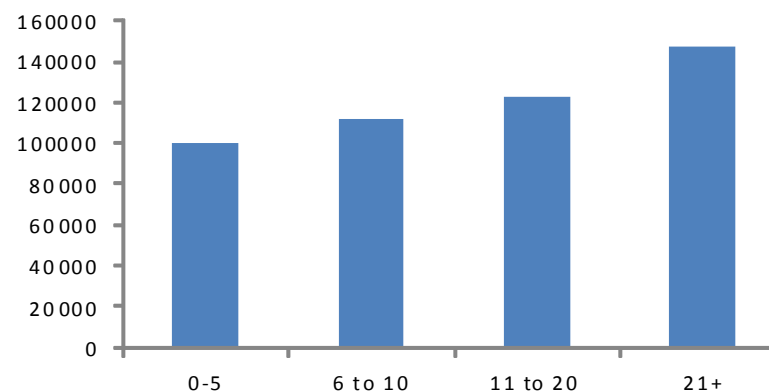
Respondents possessed between one and forty seven years of experience within the planning profession. The median salary for those respondents with less than five years experience was \$61,000, for those with between six and ten years it was \$77,500. Planners with between eleven and fifteen years of experience reported a median salary of \$95,000 whilst those with between sixteen and twenty years experience reported a median salary of \$103,000. Respondents

with over twenty one years experience reported a median salary of \$115,000.



## MEDIAN SALARY BY STAFFING RESPONSIBILITY

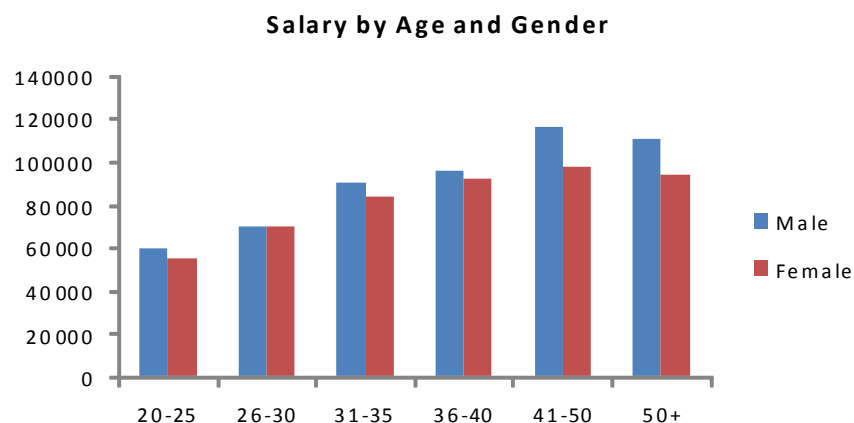
Respondents holding responsibility for staff reported a median salary of \$100,000 for up to five staff, \$115,000 for six to ten staff, \$122,000 for eleven to twenty staff and \$147,000 for twenty one staff plus.



# MEDIAN SALARY

## MEDIAN SALARY BY AGE AND GENDER

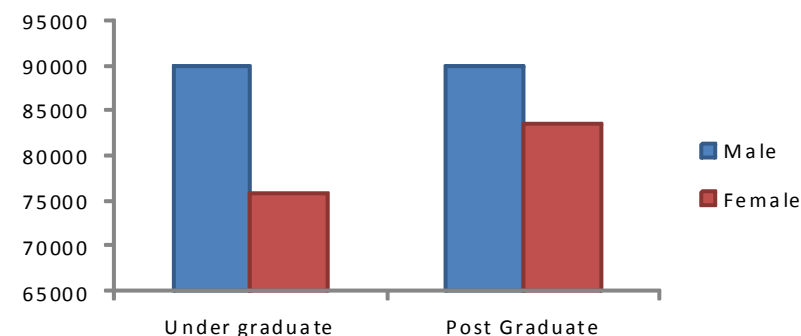
Male respondents reported a higher median wage in all age categories in comparison with female respondents with the exception of those planners between the ages of 26 and 30 years of age. This represents a change from the 2010 survey results where median salaries were comparable in all categories with the exception of the 41 to 50 and 51 + age groups.



## MEDIAN SALARY BY QUALIFICATION AND GENDER

Male respondents holding either an under graduate or post graduate degree / diploma reported a median salary of \$90,000. Female respondents holding an under graduate degree reported a median salary of \$75,750 and female respondents holding a post graduate degree reported a median salary of \$83,500. This represents a departure from the 2010 survey results where male respondents holding an under graduate degree/diploma reported a median salary \$84,000 and those with a post graduate degree a median salary of \$86,000. Female respondents to the 2010 salary survey reported a median salary of \$72,500 when holding an undergraduate degree and \$76,000 when holding a post graduate degree.

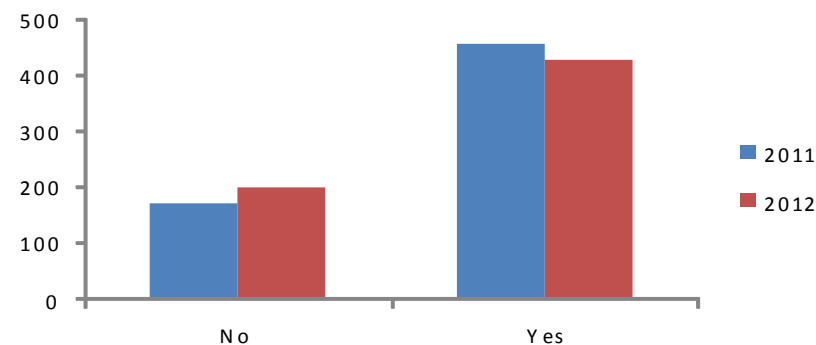
## Salary by Qualification and Gender



## RISE IN REMUNERATION

Of those that responded to this question, 170 had not received a rise in remuneration in 2011 whilst 456 had. Looking forward to 2012, 197 respondents did not anticipate a rise in remuneration in that year whilst 426 did.

## Rise in Remuneration



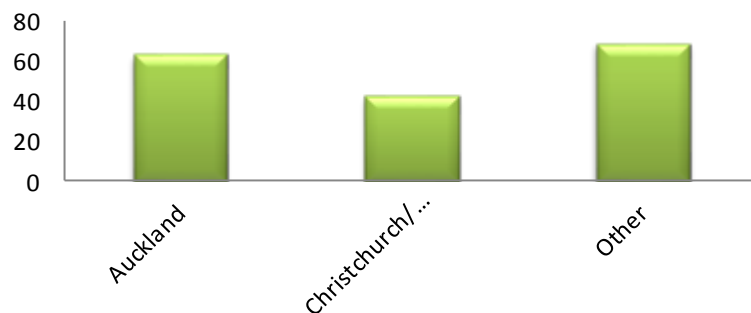
# YOUNG PLANNERS

## 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 39% of respondents based beyond the major cities of Auckland, Christchurch and Wellington.

**Location of Young Planners**



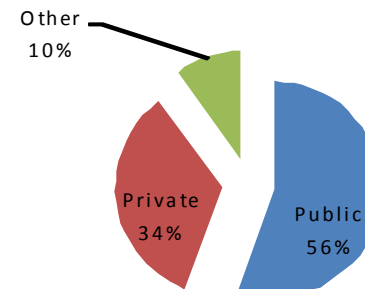
## GENDER OF YOUNG PLANNERS

52% of young planner respondents were female with just 48% being male.

## ORGANISATIONS IN WHICH YOUNG PLANNERS WORK

56% of Young Planner respondents to this question worked within regional or local government with a further 34% working within the private sector. A further 10% of Young Planner respondents worked within other organisations such as central government or university. These results are consistent with those of previous surveys.

**Organisations in which Young Planners Work**



## QUALIFICATIONS OF YOUNG PLANNERS

62% of respondents possessed an undergraduate degree i.e. a Bachelors Degree or less with a further 38% possessing a post graduate degree i.e. a PhD or Masters.

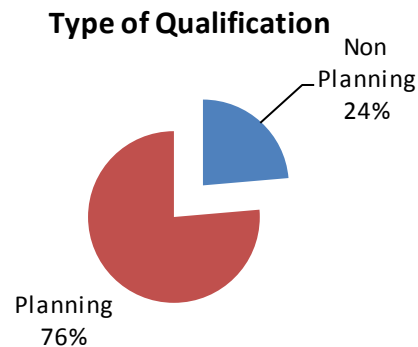
**Qualifications of Young Planners**



# YOUNG PLANNERS

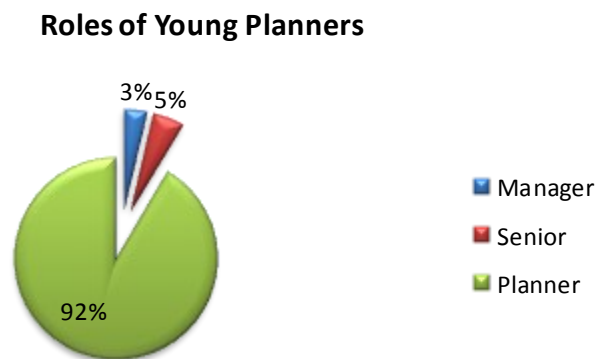
## TYPE OF QUALIFICATION

76% of all Young Planner respondents possessed a planning qualification whilst 24% possessed a non - planning qualification.



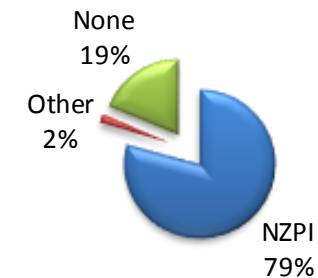
## ROLES OF YOUNG PLANNERS

92% of young planner respondents served in the role of planner, with just 3% serving as managers and a further 5% serving in senior roles.



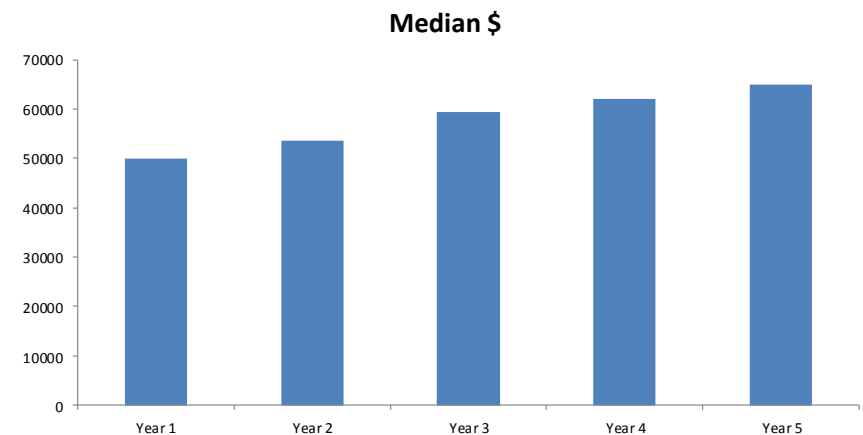
## ACCREDITATION OF YOUNG PLANNERS

79% of all Young Planner respondents possessed NZPI accreditation, a further 19% held accreditation from other planning institutes whilst 2% of respondents reported possessing no accreditation.



## MEDIAN SALARY OF YOUNG PLANNERS

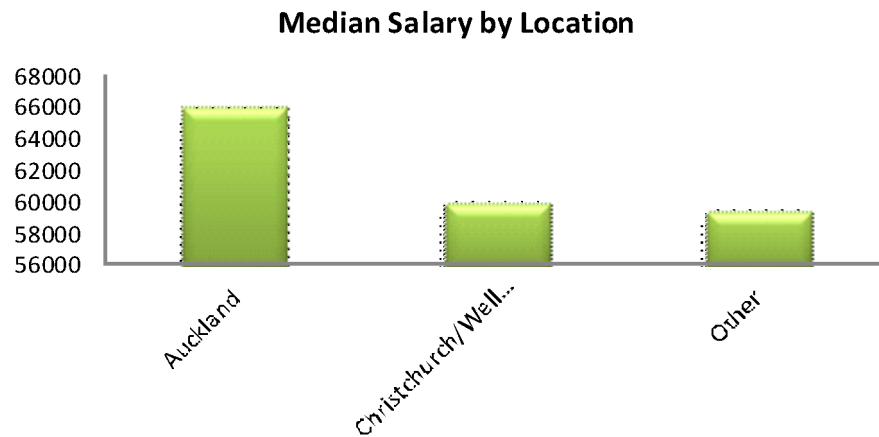
The median annual salary of Young Planner respondents who answered this question was \$61,000. The graph below reflects the change in median salary in the five years experience of Young Planners.



# YOUNG PLANNERS

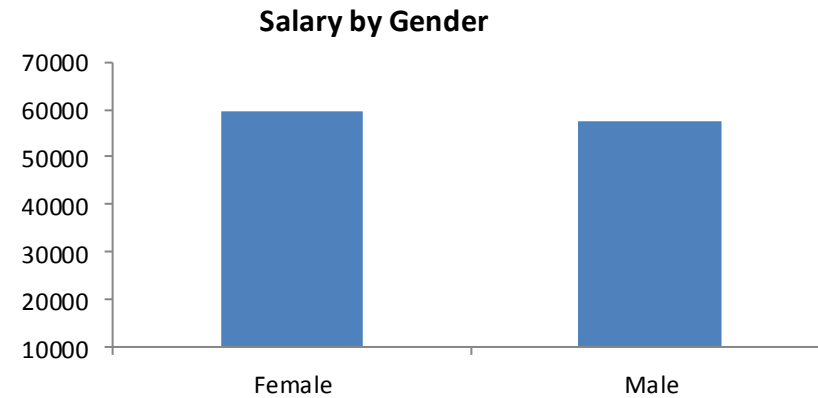
## MEDIAN SALARY OF YOUNG PLANNERS BY LOCATION

The highest median salary was reported by Young Planner respondents working in the Auckland Area with a median of \$66,000. Young Planner respondents working in the Christchurch and Wellington regions reported a median of \$60,000. Young Planner respondents working outside of the above centres reported a median salary of \$59,500.



## MEDIAN SALARY OF YOUNG PLANNERS BY GENDER

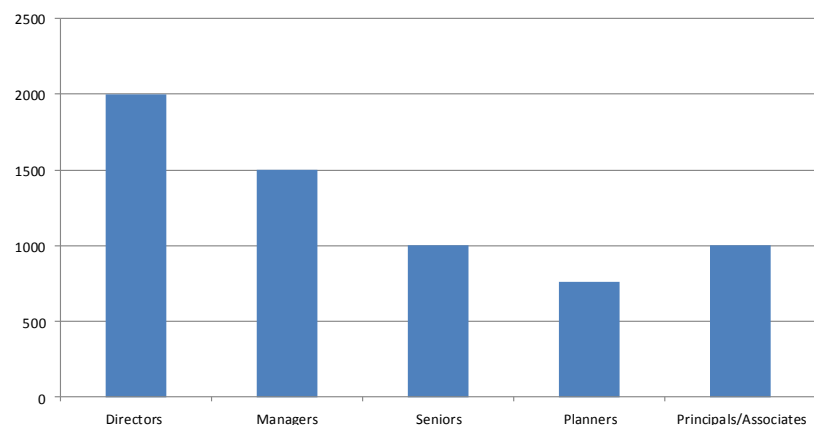
The highest median salary was reported by female respondents with a high of \$59,750. Male respondents reported a median salary of \$57,500.



# EMPLOYER CONTRIBUTIONS FOR ALL PLANNERS

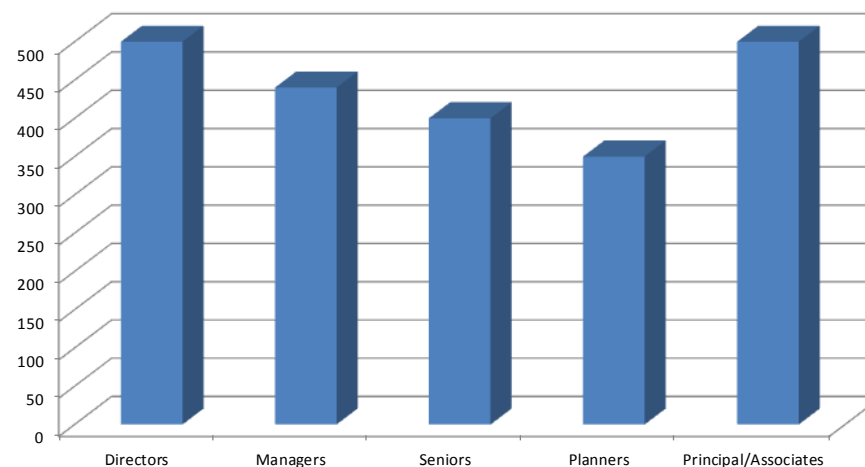
## CONFERENCE ATTENDANCE

450 of all respondents reported receiving employer contributions to conference attendance. These ranged in value between \$ 2000 and \$760. The graph below correlates the contribution received with that of job category.



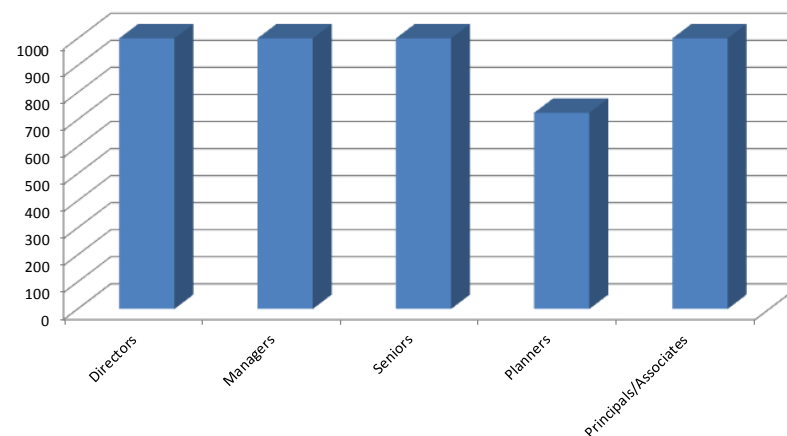
## PROFESSIONAL SUBSCRIPTIONS

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.



## EDUCATION

210 of all respondents reported receiving employer contributions towards education costs. These ranged in value between \$725 and \$1000. The graph below correlates the contribution received with that of job category.

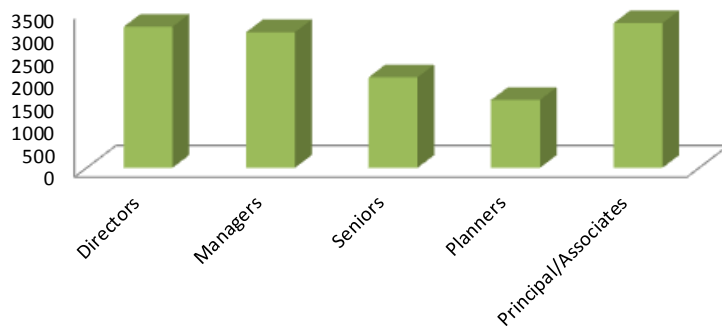


# EMPLOYER CONTRIBUTIONS FOR ALL PLANNERS

## SUPERANNUATION

190 of all respondents reported receiving employer contributions towards superannuation. These contributions ranged in value between \$ 1500 and \$3200 with a median value of \$2310. The graph below correlates the contribution received with that of job category.

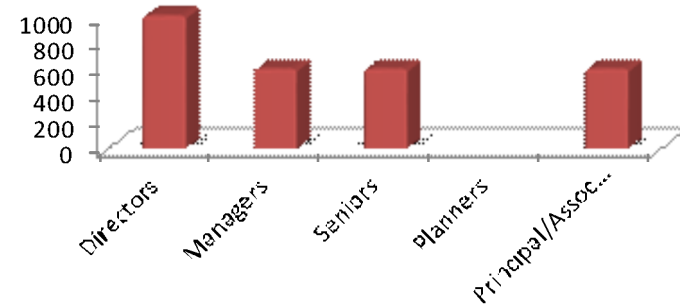
**Superannuation**



## CELL PHONE

205 of all respondents reported receiving employer contributions towards cell phone costs. Those contributions ranged in value between \$60 and \$6000 with a median value of \$600. The graph below correlates the contribution with that of job category.

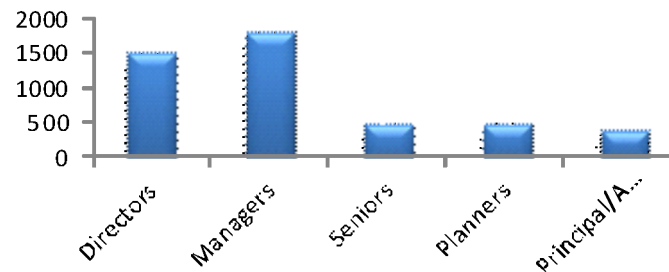
**Cell Phone Contribution**



## HEALTH AND MEDIAL INSURANCE

Just 98 of all respondents received employer contributions towards health or medical insurance. Those contributions ranged in value between \$40 and \$5,000 with a median of \$500. The graph below correlates the contribution received with that of job category.

**Health and Medical**





# EMPLOYER CONTRIBUTIONS FOR ALL PLANNERS

## HOME INTERNET/COMPUTER/SOFTWARE

Just 51 respondents reported receiving employer contributions towards home computer costs. These ranged in value between \$10 and \$3500 with a median value of \$500.

## COMPANY VEHICLE

Just 73 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 266 respondents who answered this question, 184 answered no they had not considered that as an option, whilst 82 respondents answered Yes. Interestingly, almost all of those respondents who answered 'Yes' worked within the public sector and were based outside of Auckland, Christchurch and Wellington.

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

