

New Zealand Planning Institute Salary Survey 2009

Introduction

In December, the New Zealand Planning Institute® (NZPI®) distributed the annual salary survey to its members. This survey was open from 16 December 2008 to 30 January 2009 and reflects the 2008 survey year. NZPI® received 312 completed surveys from planners working in New Zealand. Please refer to the Appendix at the back of this report for a summary of survey responses.

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 December and January. 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 (343 survey responses were submitted in the prior year's survey).

As this survey was electronic, it was open for a shorter period than in previous years, and the process of collecting and analysing the survey was completed in less than two months – approximately half the duration of previous surveys. 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.

Salary, Location, and Type of Planning Job

Base salaries in 2008 ranged from \$28,000 to \$265,000, with a median of \$78,750. The top 25% of respondents earned \$94,500 or more, while the bottom 25% of respondents earned \$62,250 or less. The major factors affecting base salary were found to be job category, experience, location and number of staff supervised. A table and chart 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; 32% were from Wellington or Christchurch, and 29% were from the rest of New Zealand.

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

Type of Organisation

For the purposes of this report, organisations 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)

The median base salary in 2008 was highest for employees of "other" organisations, a median salary of \$100,000. This represents a 25% increase over last year which was reported at \$80,000. Employees in the "private consultancy" category reported a median salary of \$77,500, no change from the previous year. Council employees reported a median salary of \$83,500, an increase of 9.5% (from \$76,250) in 2007.

Comparing between the three regions:

- The median salary for Council employees was:
 - \$82,500 in Auckland
 - \$83,500 in Wellington and Christchurch, and
 - \$70,500 in the rest of New Zealand
- The median salary for employees of Other Organisations was:
 - \$100,000 in Auckland
 - \$100,000 in Wellington and Christchurch, and
 - \$77,500 for the rest of New Zealand
- The median salary for Private Consultants was:
 - \$75,500 in Auckland
 - \$77,500 in Wellington and Christchurch, and
 - \$78,250 for the rest of New Zealand

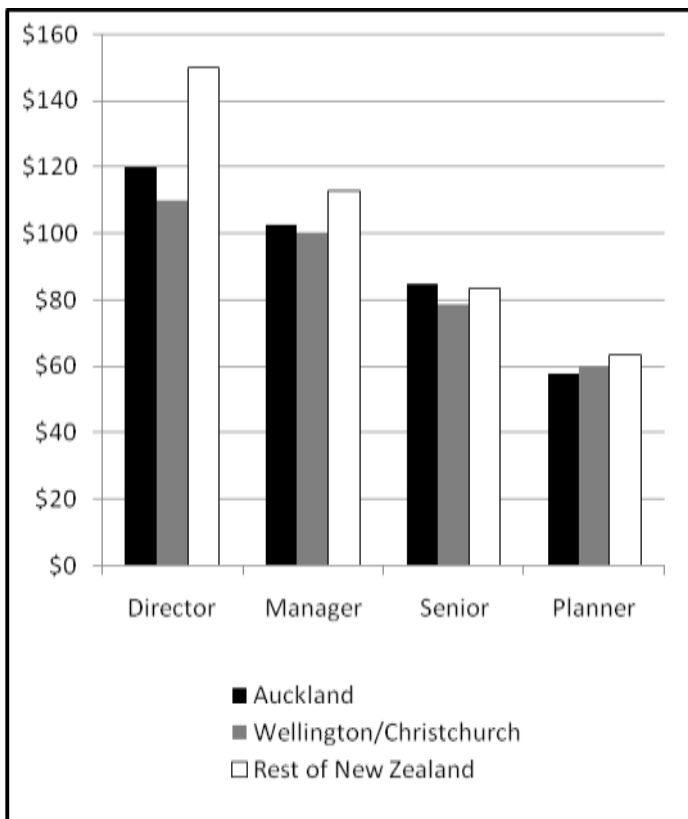


Figure 1: Median Base Salary By Location and Job Category

Region	Job Category	Median Base Salary
Auckland	Director	\$120,000
	Manager	\$102,500
	Senior	\$85,000
	Planner	\$58,000
Wellington Christchurch	Director	\$110,000
	Manager	\$100,000
	Senior	\$78,750
	Planner	\$60,000
Rest of New Zealand	Director	\$150,000
	Manager	\$113,000
	Senior	\$83,500
	Planner	\$63,500

Table 1: Median Base Salary By Location and Job Category

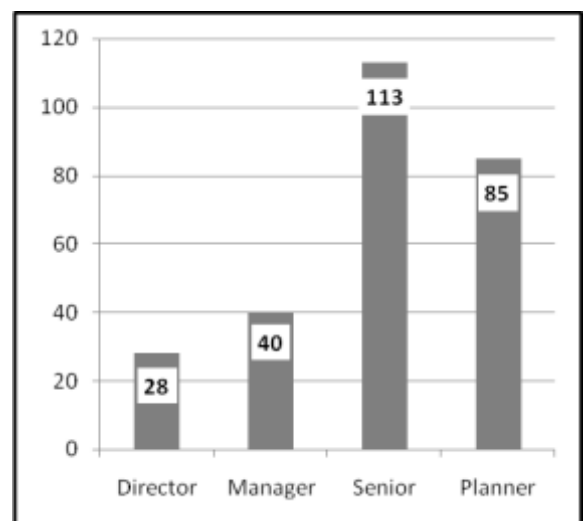


Figure 2: Responses by Job Category
Includes only Positions Defined in the Survey

Position, Career, and Education

Staff Supervision

67% of respondents supervised no staff. Their median salary was \$69,500.

11% of respondents supervised 1 to 3 staff. Their median salary was \$83,000.

14% of respondents supervised 4 to 10 staff. Their median salary was \$94,500.

8% of respondents supervised more than 10 staff. Their median salary was \$133,000.

Experience

34% of respondents had between 0 and 5 years experience. Their median salary was \$60,000.

28% of respondents had between 6 and 10 years experience. Their median salary was \$81,000.

27% of respondents had between 11 and 20 years experience. Their median salary was \$90,500.

12% of respondents had at least 21 years experience. Their median salary was \$107,000.

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	14	\$48,000	\$49,250	\$50,250	\$55,250	\$89,500
	2 - 3 years	17	\$48,500	\$57,000	\$62,000	\$65,000	\$70,000
	4 - 5 Years	14	\$59,900	\$65,125	\$68,000	\$74,500	\$78,000
Wellington Christchurch	0 - 1 Years	6	\$46,000	\$48,500	\$50,500	\$51,000	\$51,500
	2 - 3 years	10	\$52,000	\$55,250	\$59,250	\$62,000	\$80,000
	4 - 5 Years	7	\$50,000	\$65,000	\$67,000	\$70,000	\$75,000
Rest of New Zealand	0 - 1 Years	7	\$47,000	\$49,000	\$50,000	\$51,000	\$52,000
	2 - 3 years	16	\$39,000	\$52,750	\$55,500	\$62,000	\$110,000
	4 - 5 Years	13	\$57,500	\$60,000	\$65,000	\$76,000	\$84,500

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

Accreditation

80% of respondents received a degree accredited by NZPI®.

Qualifications

This year, 40% of respondents had earned a bachelors degree as their highest level of planning qualification, while 6% had earned a diploma, and 33% had earned a masters or PhD. 21% had no formal planning qualification.

Compared to 2007, there has been a significant drop in the number of respondents with formal planning qualifications. The number having earned a bachelors declined by 5% from 45%. The number with diplomas declined by 8% from 14% (it should be noted that diplomas are no longer offered and are typically held by the most senior levels of planning professionals). However, there appears to be an increasing trend with respondents with no formal planning qualification; this category rose from 8% to 21%.

Gender

Overall, 51% 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; 48% of respondents with 11 to 20 years of experience were female and 27% of respondents with 21 or more years of experience were female.

Last year 49% of respondents were female. Much of the change was in the 21 or more years experience which rose from 22% of respondents in 2007 to 27% in 2008, suggesting greater equality in the highest levels of experience.

Career Movement

22% of respondents reported that they have changed positions in the last year, no change from the previous year. Many of these gave two or more reasons for changing position which were the same as last year. 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, most of them are down on last year which would indicate less people had changed positions over last year.

- Career development, better opportunities or experience (33%)
- Bad work environment, stress or low job satisfaction (10%)
- Money (13%)
- Family, lifestyle or location (7%)
- Promotion or restructuring (9%)
- Need for change, challenge or variety (16%)

Retention

27% of respondents reported that they have moved out or considered moving out of planning in the last year. This is a decline of 4% from 31% 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 (37%)
- More money (10%)
- Less bureaucracy / legalise / RMA (18%)
- Change, challenge or variety (26%)

Incentives to stay

- Interesting, challenging, variety of work (32%)
- Money (13%)
- Job satisfaction, opportunity to make a difference (22%)
- Like people / organisations worked with (6%)
- Security, Comfortable, familiar (12%)
- Opportunities for employment (6%)

Performance Bonuses and Contributions to Costs

Performance Bonus

Overall, 34% of respondents reported receiving performance bonuses. These started at \$100 with a median of \$5,000. This is an overall increase of 13% over last year, which indicates that more respondents are now in fact receiving bonuses.

9% of directors received performance bonuses. These accounted for the highest values, with a median value of \$30,000. 12% of managers received bonuses, with a median value of \$5,000, a large drop from \$10,000 last year. 46% of senior level staff received bonuses, with a median value of \$5,000. Senior level staff reported an increase in bonuses, both in terms of the numbers of staff receiving them and in the amount of the bonus. About 18% of Planners received bonuses, with a median value of \$1,750.

22% of private consultants received performance bonuses, with a median value of \$5,000, representing modest change from the previous year. Similarly, 10% of Council staff received

performance bonuses with a median value of \$4,163, also a minor change from the previous year. 3% of "other" employees received performance bonuses, with a median value of \$4,500, a considerable drop from 12% and a median of \$10,000 reported in last year's survey.

Professional Subscriptions

Overall, 84% of respondents received contributions to professional subscriptions. These ranged in value between \$40 and \$5,000, with a median of \$400.

93% of directors received contributions to professional subscriptions, with a median value of \$500. 87% of managers received contributions to professional subscriptions with a median value of \$400. 79% of planners and senior staff received contributions to professional subscriptions with a median value of \$400.

While the median value was comparable across the organisations at \$360-\$400, the percentages receiving the contributions differed greatly. Private consultants reported a 55% rate of contributions toward professional fees, while council staff reported 36% and "other" organisations reported only 9%. Last year's survey indicated a higher rate of contributions toward professional fees; private consultants reported 90%, Council staff 76%, and "other" organisations reported 86%.

Education (Texts/Training)

Overall, the data is very similar to last year with only very minor changes. 53% of respondents reported getting contributions towards education costs. These ranged in value between \$100 and \$10,000, with a median value of \$900.

68% of Directors and 51% of Managers received contributions toward education, with a median value of \$1,000. 53% of planners and 49% of senior staff received contributions to education with a median value of \$600 for senior staff and \$500 for planners.

The percentage of contributions toward education costs were similar between organisations, however the median levels differed with council staff and "other" organisations at \$1,000, while private consultants reported median value of \$500.

Health/Medical Insurance

Only 20% of respondents received contributions towards health or medical insurance, a 2% increase over last year. These ranged in value between \$15 and \$5,000, with a median value of \$400. Last year the highest percentage was for directors at 22%, a rate that declined to 14% in this year's survey. The health or medical insurance contribution for directors remains highest with a median value of \$1,400. The highest percentage of staff receiving the contribution this year was for senior level staff; 26% reported the benefit. Private consultants were most likely to offer the benefit; 27% of employees received the benefit.

Attending Conferences

Overall, 71% of respondents received contributions towards attending conferences. These ranged in value between \$150 and \$15,000, with a median of \$1,000.

82% of Directors, 79% of Managers, 76% of senior staff, and 54% of Planners received contributions for conferences. The median value of contributions was \$2,000 for directors, \$1,500 for managers, and \$1,000 for senior level staff and planners. 75% of Council staff reporting contributions, while 69% of private consultants and 71% of "other" employees reported contributions.

Superannuation

Overall, 26% of respondents received contributions towards superannuation. These ranged in value between \$700 and \$13,300, with a median of \$2,400.

11% of directors received contributions towards superannuation, with a median value of \$1,810. 23% of managers received contributions towards superannuation, with a median value of \$2,500. 29% of

senior staff reported contributions towards superannuation, with a median value of \$3,000. 33% of planners received contributions towards superannuation, with a median value of \$1,950. This is considerable increase over last year when only 10% of planners reported superannuation contributions. "Other" positions reported a 10% rate of contributions toward superannuations with a median value of \$4,270. Although the "other" positions have the lowest rate of contributions toward superannuation, the median value among those that do contribute is the highest.

33% of private consultants reported contributions towards superannuation, with a median value of \$2,250. 18% of council staff reported contributions, with a median value of \$2,400. 22% of employees for "other" organisations reported getting contributions, with a median value of \$4,680.

Cell Phone

Overall, 31% of respondents reported getting contributions towards cell phone costs. These ranged in value between \$29 and \$6,000, with a median of \$500. The level of contributions to cell phone costs, were similar between organisations and between different job categories.

The percentages receiving the contributions differed greatly. 11% of Directors, 38% of Managers, 44% of Senior staff and 21% of Planners and 30% by Other employees reported contributions. 28% of Private Consultants reported getting contributions towards cell phone costs, 39% of Council staff while only 24% of Other employees reported contributions.

Home Internet/Computer/Software

Only 6% of respondents reported getting contributions towards home computer costs. These ranged in value between \$40 and \$2,500, with a median of \$500. Most of the people receiving contributions were senior staff and/or private consultants. Last year, directors reported the highest rate of contributions; however, no directors reported this benefit in this year's survey.

Company Vehicle

Overall only 10% of respondents reported having full use of a company vehicle, down from 17% the previous year. Estimates of the annual component value of the car to salary packages ranged from \$500 to \$17,000, with a median value of \$12,000.

The component values were similar between organisations and between senior level staff, managers, and directors. However, the component value for planners was slightly lower at \$9,600, as opposed to \$12,000 for the other job categories. The percentages having full use of company vehicles differed greatly over last year with directors at 4% (60% last year), 3% of managers (33% last year), 11% of senior staff (8% last year) and 7% of planners (4% last year). 8% of private consultants, 7% of council staff, and 52% of "other" employees reported full use of a company vehicle.

Conclusion

In early 2008, 343 complete survey responses were received for the 2007 survey year using a printed (paper) survey form mailed out in late January with responses received through March. Respondents mailed their responses to the NZPI[®] secretariat by postal mail. The survey analysis period lasted several more months, with results presented in late May.

Consistent with NZPI[®]'s broader communication strategy, the paper surveys were eliminated in favour of an online survey. In December and again in January 2009, members were asked by e-mail to complete the online survey. The survey period was open from 16 December 2008 through 30 January 2009. NZPI[®] received 312 complete survey responses for planners working in New Zealand in 2008.

Although the salaries reported in the 2008 survey reflected similar results as the 2007 survey, there was significant variation in other survey responses. It is possible that this year's online survey may have attracted a different base of responses from NZPI[®] members than did the printed survey in previous years.

Appendix

Not all survey responses were used in the tabulations. Only complete surveys from Planners working primarily (based) in New Zealand were included.

Total Surveys:	327
International Surveys:	15 (not used)
Incomplete Surveys:	9 (excl from salary analysis)
Part Time:	1 (excl from salary analysis)
Surveys included in Salary analysis	302
Surveys included for all other questions:	312

New Zealand

Position	Regional Council	City Council	Dist Council	Private Consultant	Other		
Director	-	-	-	24	2		
Manager	5	7	6	12	9		
Team Leader	2	6	3	8	2		
Senior Planner	2	14	9	42	5		
Planner	1	11	7	39	6		
Snr Policy Analyst	5	-	4	-	-		
Policy Analyst	2	2	1	-	1		
Snr Resc Cons Plan	-	1	1	1	-		
Resc Cons Plan	1	2	5	1	-		
Other	3	4	8	25	13	Total	
Total	21	47	44	152	38	302	
Incomplete Salary	-	1	1	4	1	7	Total
Incomplete Job Title	-	-	-	1	1	2	311

Part Time

Total

Other	-	-	-	-	1	1
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International

Position	University	Regional Council	City Council	Distict Council	Private Consultant	Central Gov't	
Manager	-	-	-	-	1	-	
Team Leader	-	-	-	-	1	-	
Senior Planner	-	-	2	-	4	-	
Planner	-	-	1	-	1	1	
Snr Policy Analyst	-	-	1	-	-	-	
Other			1		1	1	Total
Total	0	0	5	0	8	2	15