

NZPI Salary Survey - Relates to 2010 Actual



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Introduction

The New Zealand Planning Institute (NZPI) conducts an annual survey of its members to achieve a snapshot of salaries and conditions throughout the planning industry. The following survey results relates to the 2010 calendar year.

The 2010 survey was conducted entirely on line using Survey Monkey. Members' were notified of, and encouraged to participate in, the salary survey through emails, Planning Focus and the NZPI website.

The online survey was open for responses from 16 November 2010 to 10 January 2011. During that time 586 members responded to the survey, this represents almost a third of all members, a very pleasing increase from the previous year's 239 responses.

Methodology

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

- Category 1 - Auckland;
- Category 2 - Christchurch/Wellington and;
- Category 3 - The rest of NZ.

One additional job category, that is category 5, has been added to the traditional categories used within the salary survey. The five job categories used are 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; and;
- Category 4 - Planners, including policy analysts, resource consent planners and any other titles.
- Category 5 - Associates/Principals.

And finally, organizations 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 councils; and
- Category 3 - Other including central government, university employees and faculty and others.

Additional questions were added to the survey this year including questions relating to:

- part time or full time nature of work; and
- ease of recruitment for those respondents responsible for staffing.

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.

A very warm thanks to all those who participated in the survey. Should you have a query regarding the content of this report please address it to Susan Houston by email susan.houston@planning.org.nz or by phone 09 5206277.



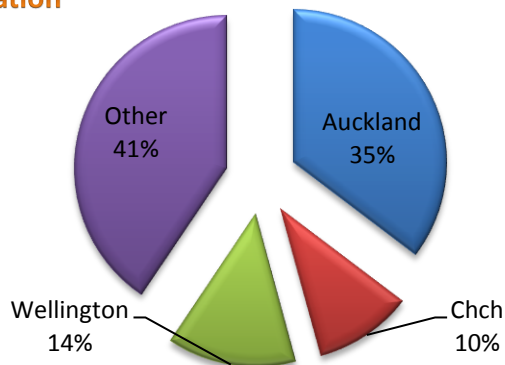
Profile of Respondents

The following graphs reflect a collation of the raw data collected from the 586 respondents who took part in the survey. A more detailed analysis of the data can be found from page 5 on.

Location of Planners

41% of respondents were located outside of Auckland/Wellington and Christchurch. 35% of respondents were located within Auckland and the remaining 24% were located within either Christchurch or Wellington

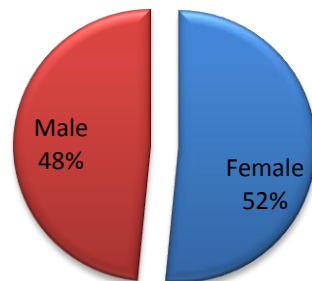
1. Location



Gender of Planners

52% percent of respondents to the survey were female with the remaining 48% male.

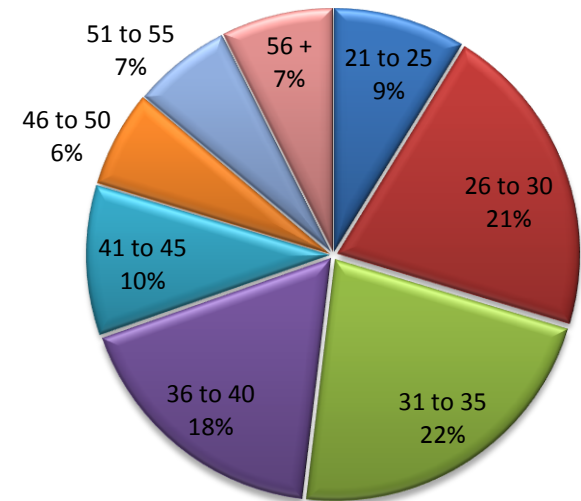
2. Gender



Age of Planners

Planners range in age from 20 to 70+ with over 61% of respondents falling within the 26 – 40 age bracket.

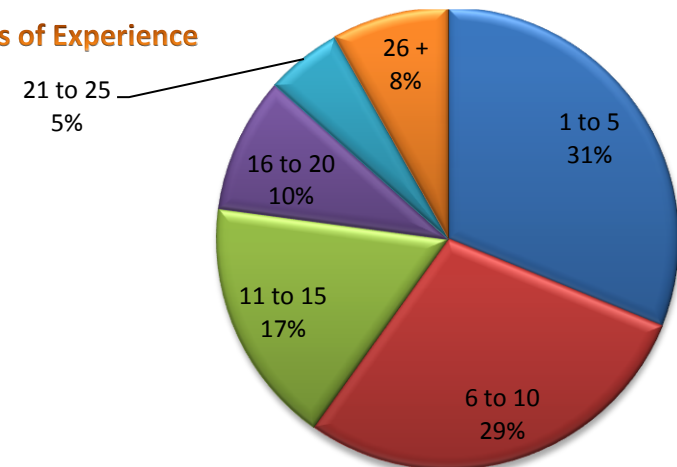
3. Age



Years of Experience

60% of respondents possessed between one to 10 years experience as planners. With the next largest group of 17% possessing eleven to fifteen years of experience.

4. Years of Experience

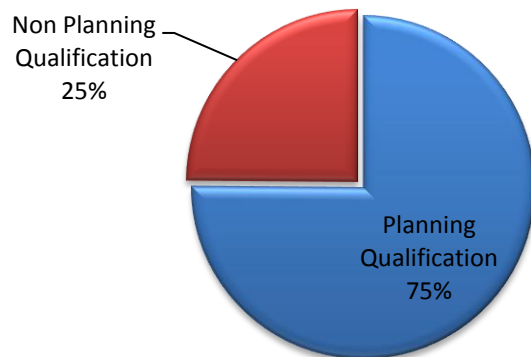


Profile Continued ...

Type of Qualification

75% of all respondents possessed a planning qualification whilst 25% possessed a non planning qualification.

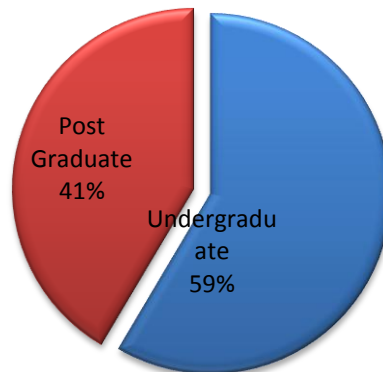
5. Type of Qualification



Level of Qualification

59% of respondents possessed an undergraduate degree i.e. a Bachelors Degree or less with a further 41% possessing a post graduate degree i.e. a PhD or Masters.

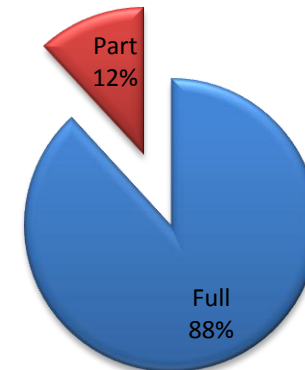
6. Level of Qualification



Full or Part Time Employment

Just 12% of respondents reported part time employment status.

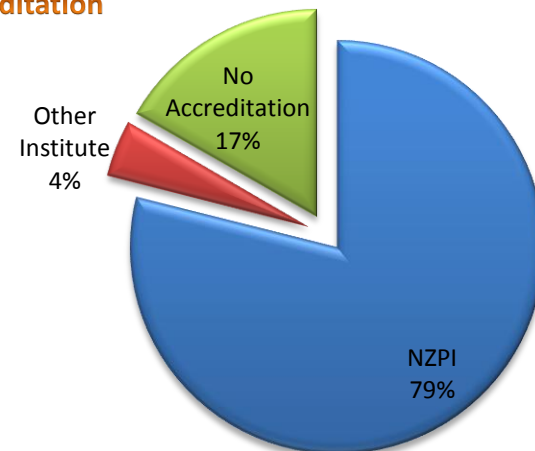
7. Full or Part Time Employment



Accreditation

79% of all respondents possessed NZPI accreditation, a further 4% held accreditation from other institutes whilst 17% of respondents reported possessing no accreditation.

8. Accreditation

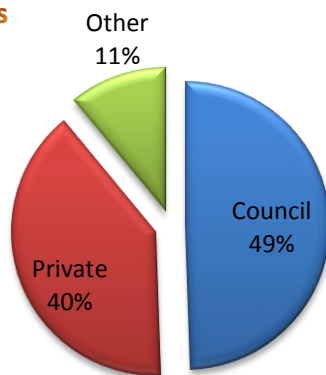


Profile Continued ...

Organisation in which Planners Work

49% of all respondents worked within regional or local government with a further 40% working within the private sector.¹ A further 11% of respondents worked within other organisations such as central government or university.

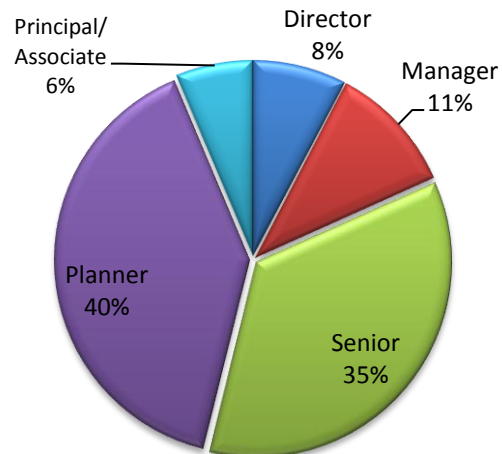
9. Organisations



The Role of Planners

The roles of planners² are diverse, with just 40% of respondents reporting roles that fell within the Planning Category.

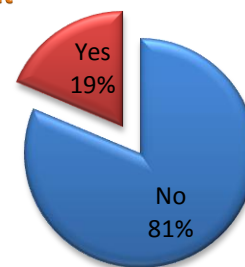
10. Roles



Recruiting Staff

81% of all respondents responsible for recruiting staff in 2010 experienced no difficulties in filling vacancies. 19% of all respondents responsible for recruitment found vacancies difficult to fill.

11. Ease of Recruitment



¹ Category 1: Private Consultancy;
Category 2: Councils including unitary authorities and city, district and regional councils; and
Category 3: Other including central government, university employees and faculty and others

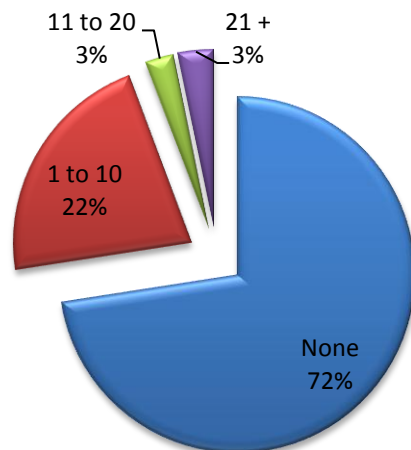
² Director
Principal/Associate
Manager
Senior
Planner

Median Salary ...

Staff Reporting Numbers

72% percent of respondents were not responsible for staff. 22% reported responsibility for between one to ten staff. 3% reported responsibility for eleven to twenty staff. The remaining 3% of respondents were responsible for between 21 - 70 staff.

12. Number of Reports



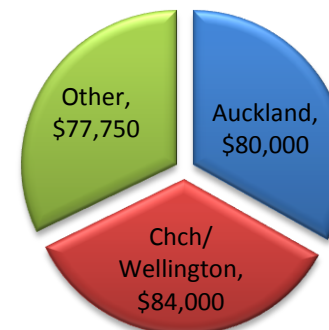
Median Salary

The Median Annual Salary of the 515 planners who responded to this question was \$80,000.

Median Salary by Location

The highest median salary was reported by planners working within Christchurch/Wellington areas with a median of \$84,000, \$4000 more than that achieved by planners within the Auckland area. Planners working outside of the three centres reported a median of \$77,750.

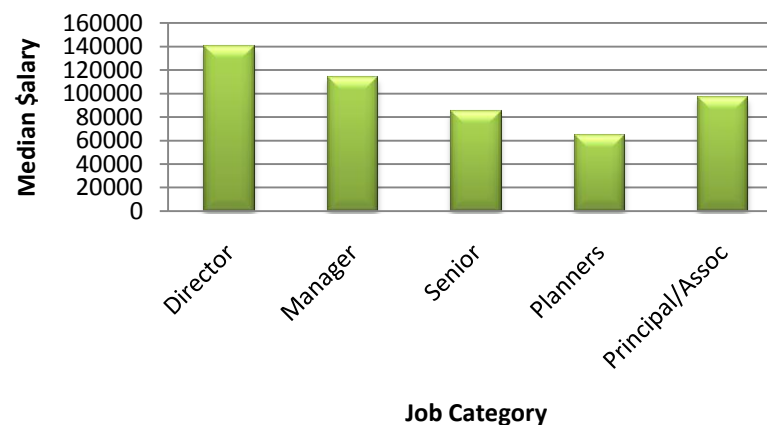
13. Median Salary by Location



Median Salary by Job Category

The highest median salary was reported by Directors at \$144,000 with the second highest being those of Managers at \$113,750. The median salary reported by Senior Planners and Planners was \$85,000 and \$64,250 respectively. Whilst Principals and Associates attracted a median salary of \$97,000.

14. Median Salary by Job Category

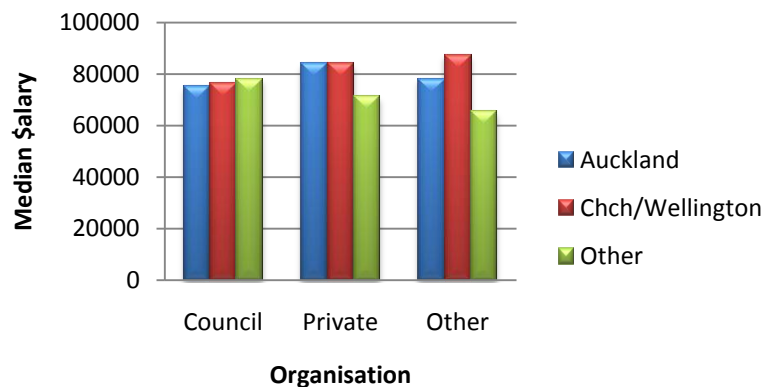


Median Salary ...

Median Salary by Location and Organisation

Respondents from Christchurch/Wellington within Category 3 organisations³ reported the highest median salary of \$87,500. The lowest median salary of \$65,500 was reported by respondents outside of Auckland/Wellington/Christchurch working within Category 3 organisations.

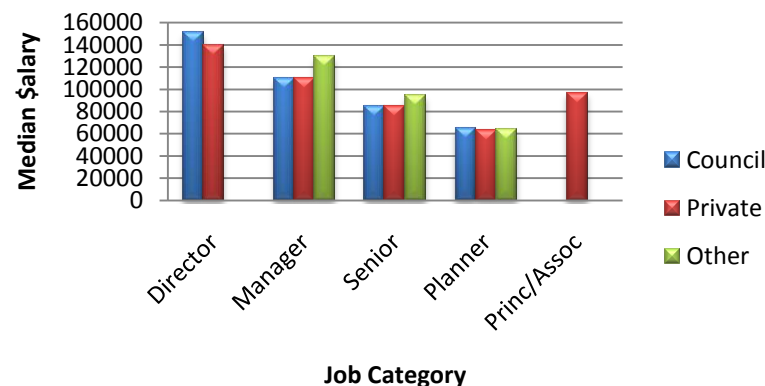
15. Median Salary by Location and Organisation



Median Salary by Job Category and Organisation

The highest median salary of \$151,500 was reported by Directors working within Councils, followed by Directors working within the Private Sector with a median salary of \$140,000. Senior Planner respondents reported a median wage of \$94,500 when working within Category 3 organisations. This compared to a median wage of \$85,000 for those senior planners working within the private sector or councils. Interestingly Managers working within Category 3 organisations received a median salary of \$130,000.

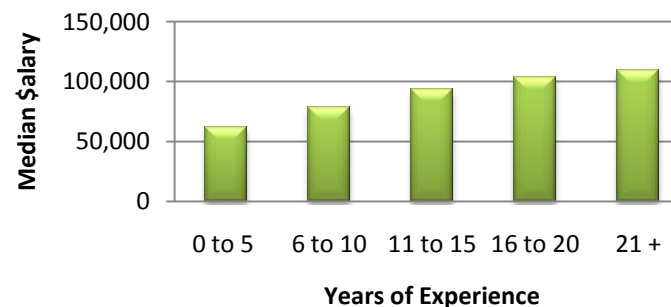
16. Median Salary by Organisation and Job Category



Median Salary by Experience

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 \$78,500. Planners with between 11 and 15 years of experience reported a median salary of \$93,500 whilst those with between 16 and 20 years of experience reported a median salary of \$103,500. Respondents with over 21 years of experience reported a median salary of \$110,000.

17. Median Salary by Experience

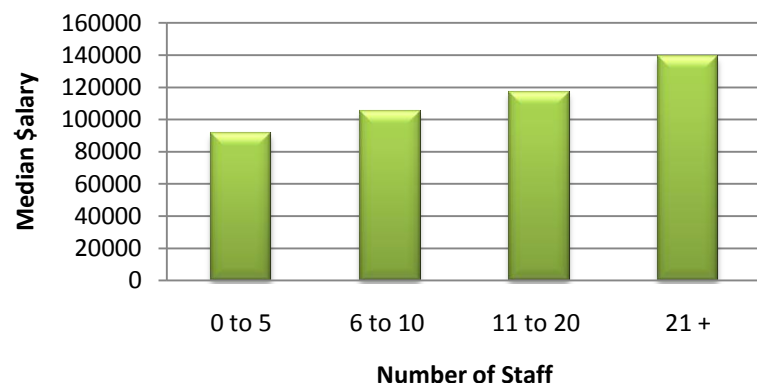


³ Category 1 - Private Consultancy;
Category 2 - Councils including unitary authorities and city, district and regional councils; and
Category 3 - Other including central government, university employees and faculty and others

Median Salary by Staffing Responsibility

Respondents holding responsibility for staff reported a median salary of \$91,250 for up to five staff, \$105,000 for six to ten staff, \$117,250 for eleven to 20 staff and \$139,000 for twenty-one staff plus.

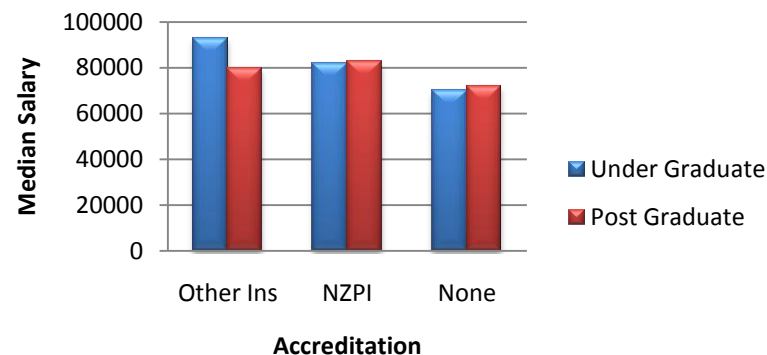
18. Median Salary by Staffing Responsibilities



Median Salary by Accreditation and Qualification

The highest median salary of \$93,000 was reported by those respondents holding an undergraduate degree and accreditation from an institute. The lowest median salary of \$70,000 was reported by those respondents holding an undergraduate degree and no accreditation.

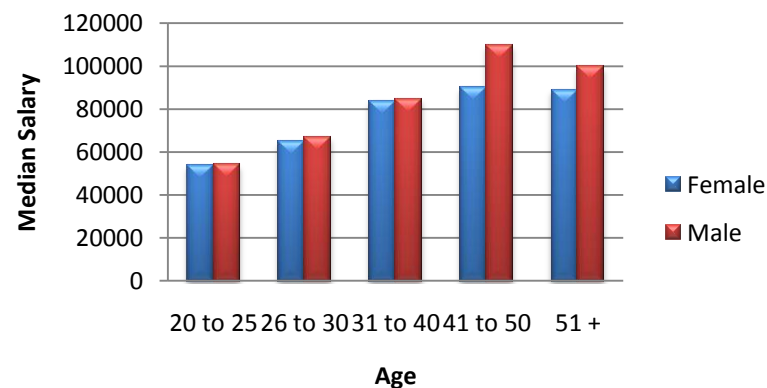
19. Median Salary by Accreditation and Qualification



Median Salary by Age and Gender

Male and female respondents reported a similar median salary until 41 to 50 years of age. At that point the median salary for males increased significantly whilst the female median salary remained relatively static.

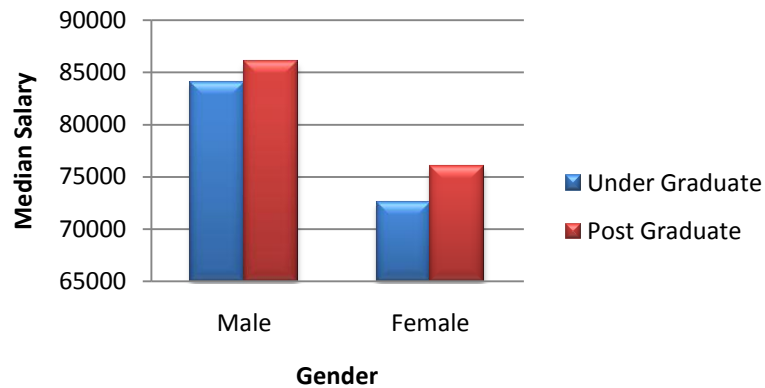
20. Median Salary by Age and Gender



Median Salary by Qualification and Gender

Female respondents holding an undergraduate degree reported a median salary of \$72,500 whilst male respondents holding an undergraduate degree reported a median salary of \$84,000. Female respondents holding a post graduate degree reported a median salary of \$76,000 whilst male respondents holding a post graduate degree reported a median salary of \$86,000.

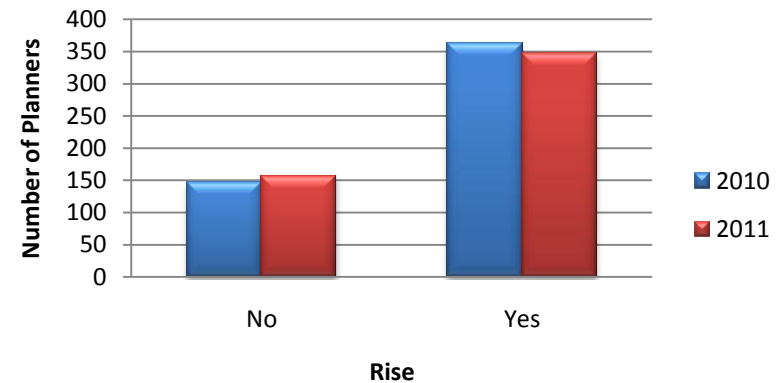
21. Median Salary by Qualification and Gender



Rise in Remuneration

Of those that responded to this question, 146 had not enjoyed a rise in remuneration in 2010 whilst 362 had. Looking forward to 2011, 146 respondents did not anticipate a rise in remuneration in that year whilst 348 did.

22. Rise in Remuneration



Employer contribution ...

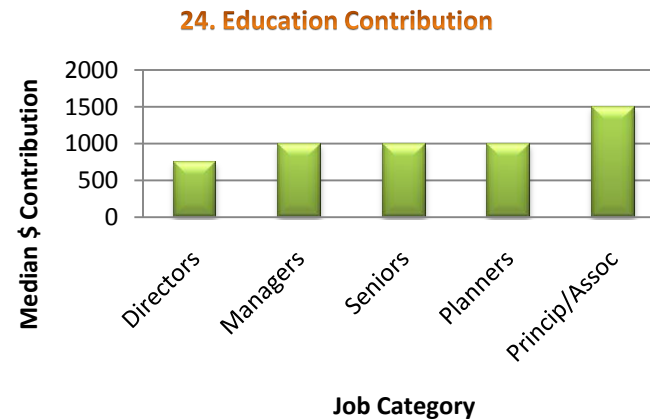
Professional Subscriptions

92% of respondents reported receiving employer contributions to professional subscriptions. These ranged in value between \$40 and \$5000 with a median of \$350. The graph below correlates the contribution received with that of job category. Interestingly Managers reported a higher contribution than any other job category.



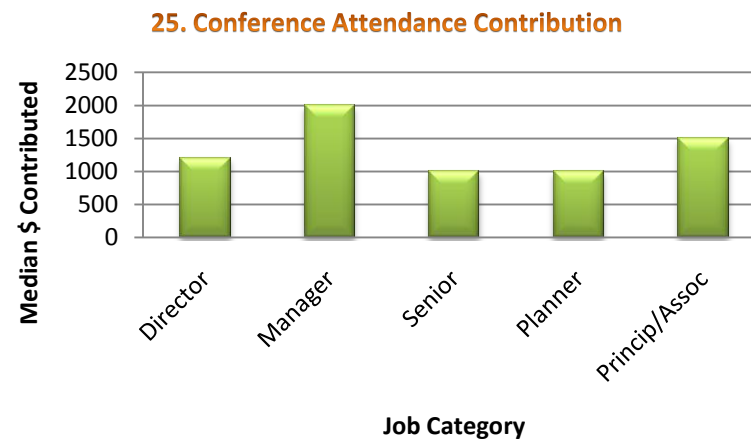
Education

63% of respondents reported receiving employer contributions towards education costs. These ranged in value between \$100 and \$10,000 with a median of \$1000. The graph below correlates the contribution received with that of job category.



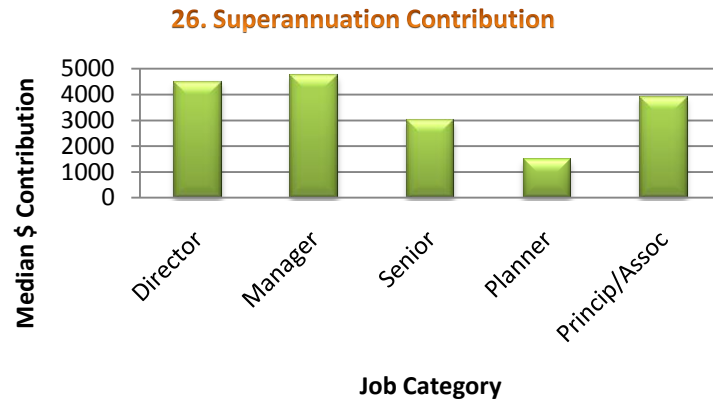
Attending Conferences

71% of all respondents received contributions towards conference attendance. Those contributions ranged in value between \$200 and \$10,000 with a median of \$1000. The graph below correlates the contribution received with that of job category.



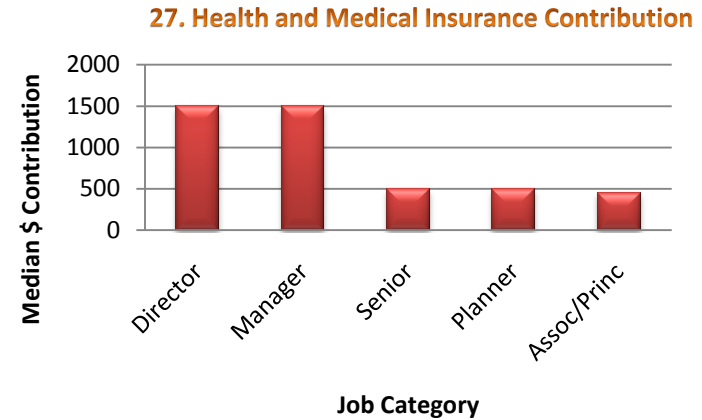
Superannuation

33% of respondents reported receiving contributions towards superannuation. These contributions ranged in value between \$200 and \$10,000 with a median value of \$2,500. The graph below correlates the contribution received with that of job category.



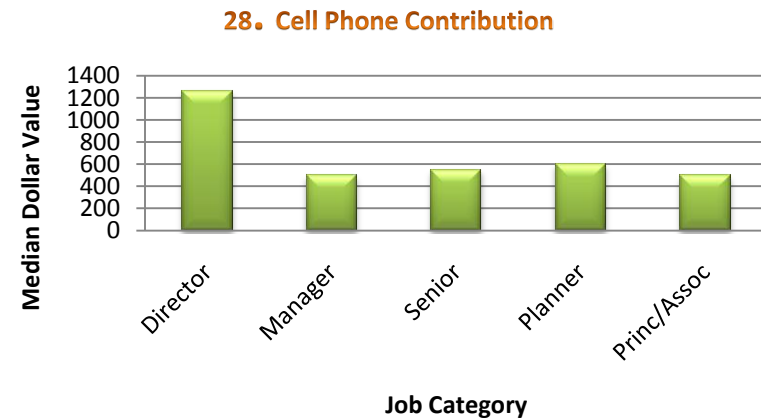
Health and Medical Insurance

21% of respondents received contributions towards health or medical insurance. Those contributions ranged in value between \$100 and \$5,000 with a median value of \$500. The graph below correlates the contribution received with that of job category.



Cell Phone

43% of respondents reported receiving contributions towards cell phone costs. Those contributions ranged in value between \$40 and \$5,000 with a median of \$600. The graph below correlates the contribution received with that of job category.



Home Internet/Computer/Software

Just 4% of respondents reported receiving contributions towards home computer costs. These ranged in value between \$10 and \$1200 with a median of \$500.

Company Vehicle

Just 7% of respondents reported having full use of a company vehicle. This represents a decrease of 4% from last year's survey result.

Career Movement

24% of respondents reported that they have changed positions in the last year. Many respondents gave two or more reasons for changing positions. The most common reasons are listed below:

- Career development, better opportunities or experience
- Bad work environment, stress or low job satisfaction
- Family, lifestyle or location
- Promotion or restructuring

- Need for change, challenge and variety

Retention

34% of respondents reported that they have left or considered leaving the planning profession in the last year. The most common issues considered by respondents in their decision to stay were as follows:

- Interesting challenging, variety of work
- Money
- Job Satisfaction