



New Zealand
Planning Institute®
Te Kokiringa Taumata

NZPI SALARY SURVEY 2013

“Empowering planners; promoting planning excellence”

April 2014



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INTRODUCTION

It is with much pleasure that I welcome you to the New Zealand Planning Institute's Annual Salary Survey 2013. In 2010 NZPI added value to the survey with additional questions and a new mode of online delivery. The latter has proved a successful innovation, securing an increase in responses from members over the years (from 239 responses in 2009 to 648 responses in 2014). The increase in participation has contributed to a more robust snapshot of remuneration, qualifications, and conditions within the planning profession.

The introductory pages of the survey provide a profile of the collective responses, whilst latter pages offer a more detailed analysis of the survey results.

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 phone or email Susan Houston, CEO of NZPI on 09 520 6277 or susan.houston@planning.org.nz



A handwritten signature in black ink, which appears to read 'Bryce Julyan'. The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Bryce Julyan

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 categorised as follows:

Category 1 - Auckland (includes 4 overseas responses)

Category 2 - Christchurch

Category 3 - Wellington

Category 4 - The rest of NZ

The job categories have been dissected as follows:

Category 1 - Director, including senior academics and CEO's

Category 2 - Manager

Category 3 - Senior level positions, including senior planners, senior policy analysts, senior resource consent planners and team leaders, lecturers

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, multidisciplinary consultancies

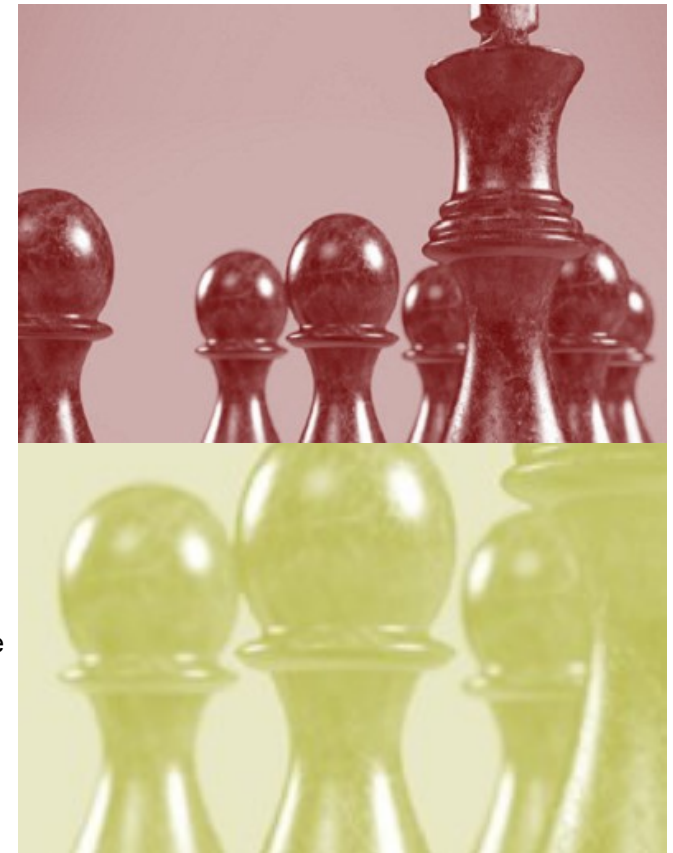
Category 2 - Councils including, council controlled organisations, unitary authorities and city, district and regional

Category 3 - Central Government

Category 4 - Others including university employees and not for profits

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 better estimate of what the "average" is.

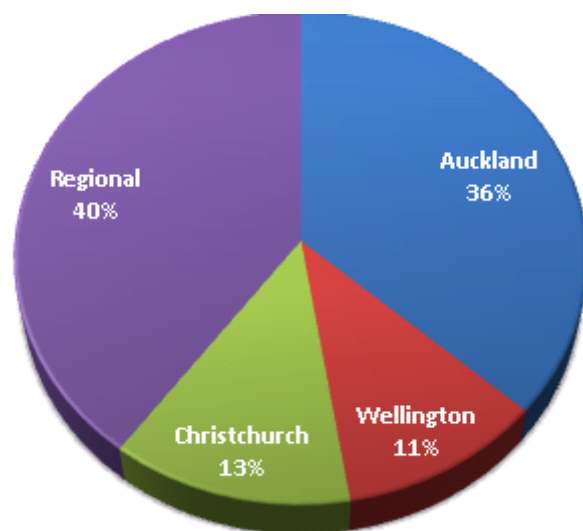


PROFILE OF RESPONDENTS

The following graphs reflect a collation of the raw data collected from the 648 respondents who took part in the 2014 survey.

LOCATION OF PLANNERS

40% of respondents were located outside of Auckland, Wellington and Christchurch (up from 39% in 2013). 36% of respondents were located within Auckland (down 3% from 2013), 13% within Christchurch (up 3% from 2013), and 12% within Wellington (down 1% from 2013).



GENDER OF PLANNERS

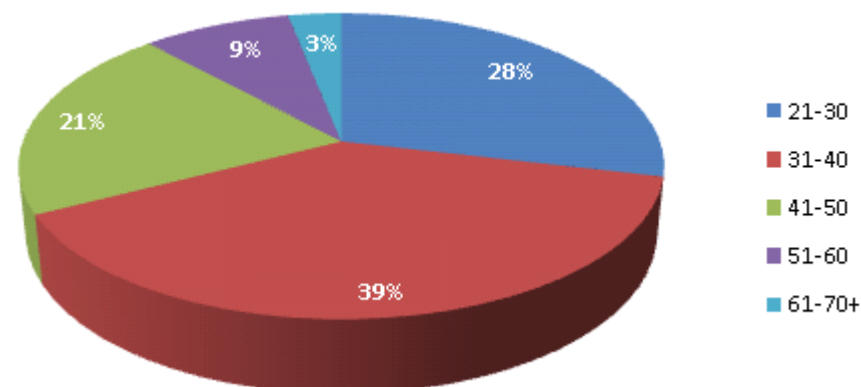
47% of those who responded to this question were male with the remaining 53% respondents female. This is consistent with last year's survey results.

NZPI Purpose

NZPI is the home of the planning profession and achieves a better future for NZ by championing the profession, promoting excellence and supporting its members.

AGE OF PLANNERS

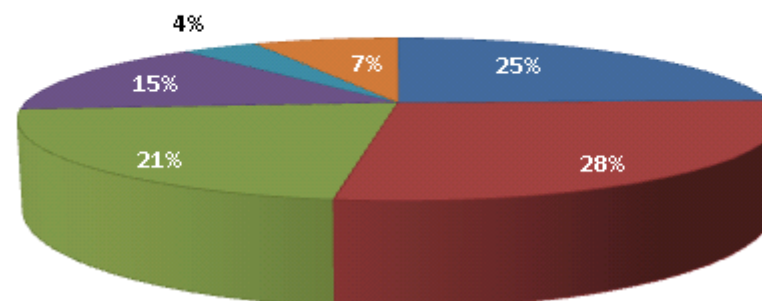
Planners ranged in age from 21 - 70+ with over 67% of the 648 respondents to this question falling within the 21-40 age bracket.



YEARS OF EXPERIENCE

53% of respondents possessed between one to ten years experience as a planner (down 2% from 2013). The next largest group of 21% possess eleven to fifteen years of experience within the planning profession.

1 to 5 6 to 10 11 to 15 16 - 20 21-25 25+



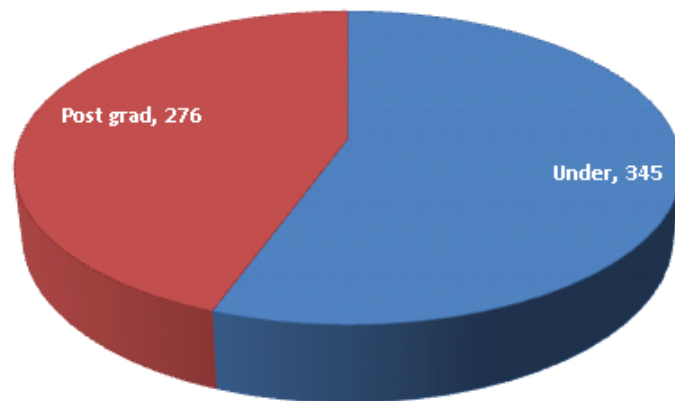
QUALIFICATIONS

TYPE OF QUALIFICATION

77% of all respondents possessed a planning qualification whilst 23% possessed a non-planning qualification. This is consistent with responses from previous years.

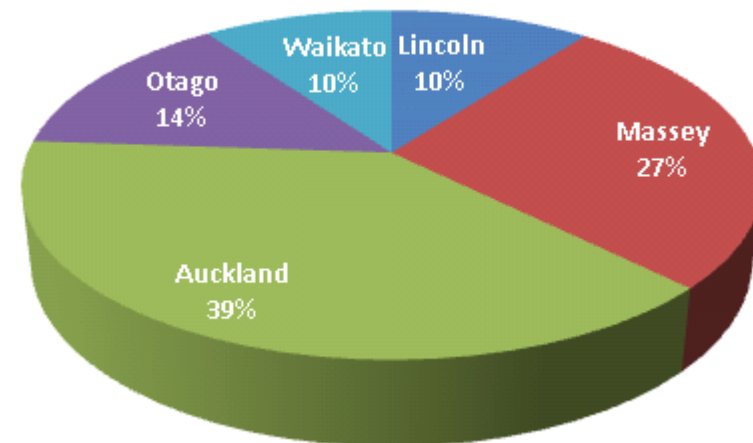
LEVEL OF QUALIFICATION

56% of respondents possessed an undergraduate degree i.e. a Bachelors Degree or less. A further 44% possessing a post graduate degree, i.e. a PhD or Masters. Again, this is consistent with responses from previous years.



UNIVERSITY CHOICE

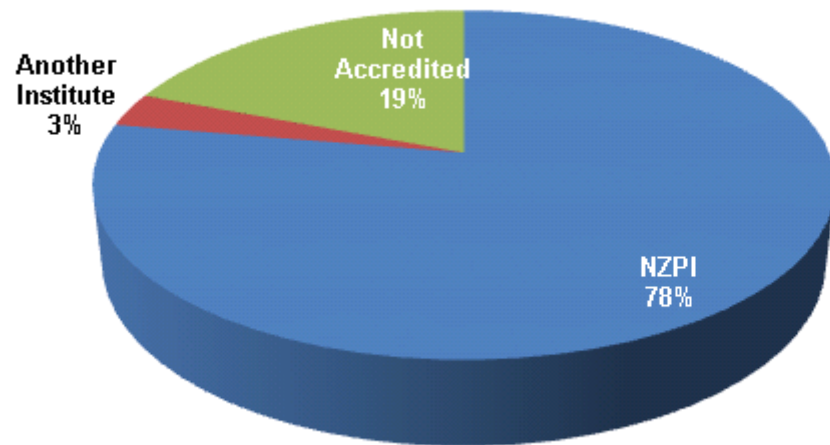
The following pie chart depicts the current accredited universities within New Zealand at which respondents completed their highest level of qualification.



ACCREDITATION AND EMPLOYMENT STATUS

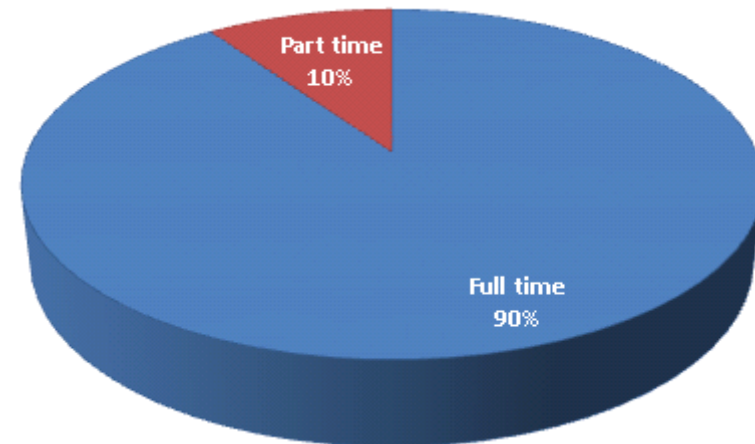
ACCREDITATION

78% of all respondents possessed a qualification and NZPI accreditation, a further 19% held accreditation from other planning institutes, whilst 3% of respondents reported possessing no planning accreditation.



FULL OR PART TIME EMPLOYMENT

Just 10% of respondents reported part time employment status. This result reflects a decrease of 3% in part time employment status from previous survey results.



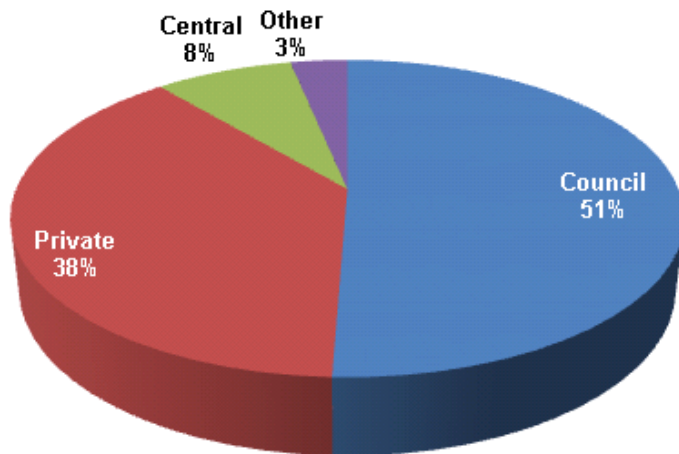
NZPI Vision:

To be the recognised and respected voice of planning in New Zealand

ORGANISATIONS AND ROLES

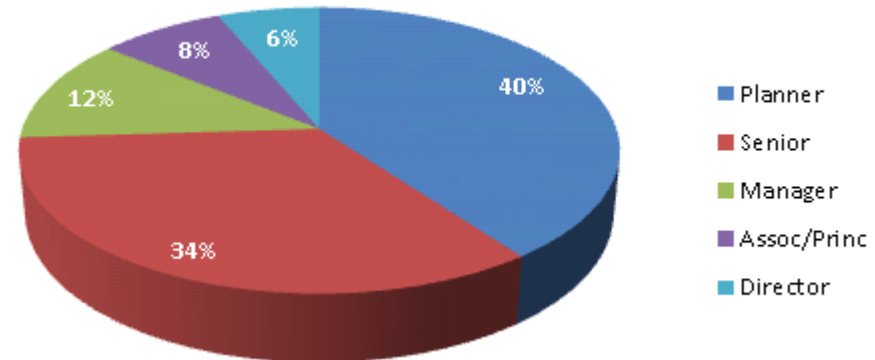
ORGANISATIONS IN WHICH PLANNERS WORK

51% of respondents worked within a unitary authority, or regional or local council. A further 38% work within the private sector. This represents a 1% shift from the public to private sector in comparison with the 2013 salary survey results. A further 8% of respondents worked within central government whilst 3% of respondents worked within not for profits, universities or other organisations. Again, this represented a 2% increase in those working within central government in comparison with the 2013 survey results.



THE ROLE OF PLANNERS

74% of respondents were acting in a planner's role as opposed to a management role. This represents a decrease of 8% in comparison with last year's salary survey results.

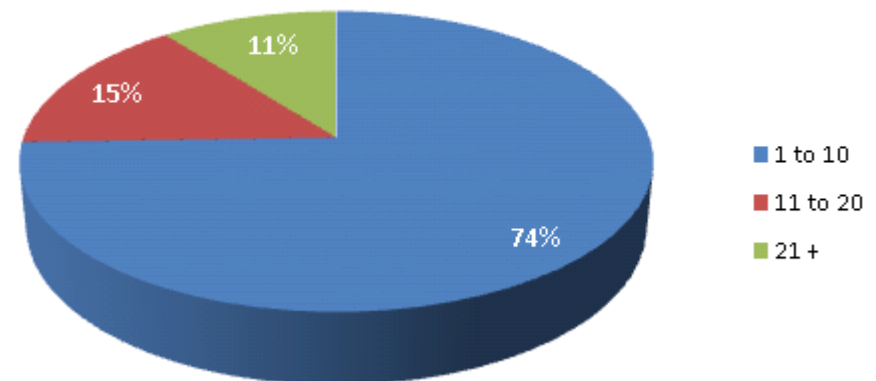


RECRUITING STAFF

78% of respondents responsible for recruiting staff in 2013 experienced no difficulties in filling vacancies. 22% of respondents responsible for recruitment found vacancies difficult to fill. These responses represent an increase from 2013 results of 6% for those experiencing difficulties in filling vacancies.

STAFF REPORTING NUMBERS

Of those who indicated they were responsible for staff 74% held responsibility for between one to ten staff (an increase of 23% since 2013 survey results). 15% reported responsibility for eleven to twenty staff. The remaining 11% of respondents were responsible for 21 + staff. This is a marked change from previous salary survey results with planners taking on responsibility for more reports.

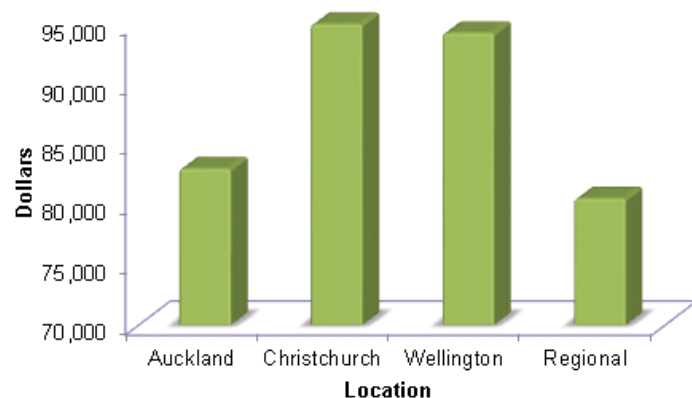


MEDIAN SALARY

With salaries ranging from \$35,000 to \$322,000, the median annual salary of the 648 respondents who answered this question was \$84,000. This represents a \$1,000 decrease in the median salary since the 2013 salary survey results.

MEDIAN SALARY BY LOCATION

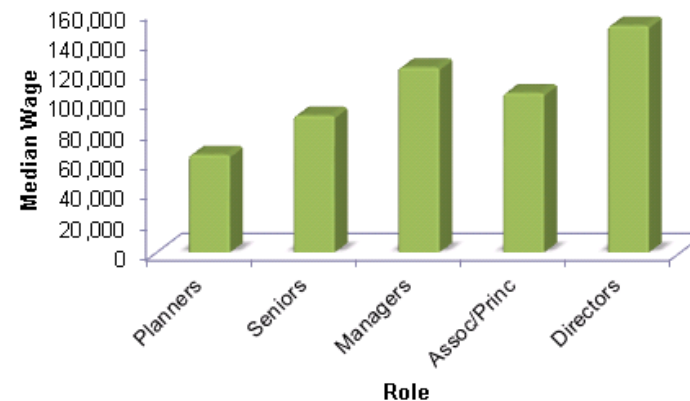
The highest median salary was reported by planners working within the Christchurch region with a median of \$95,000 (up from \$87,000 in 2013). Planners within the Wellington region reported a median of \$94,250 (up from \$87,000 in 2013). Planners within the Auckland region reported a median of \$83,000 (down from \$88,000 in 2013). Planners working outside of the three centres reported a median of \$80,500 (an increase of \$500 from 2013 survey results).



MEDIAN SALARY BY JOB CATEGORY

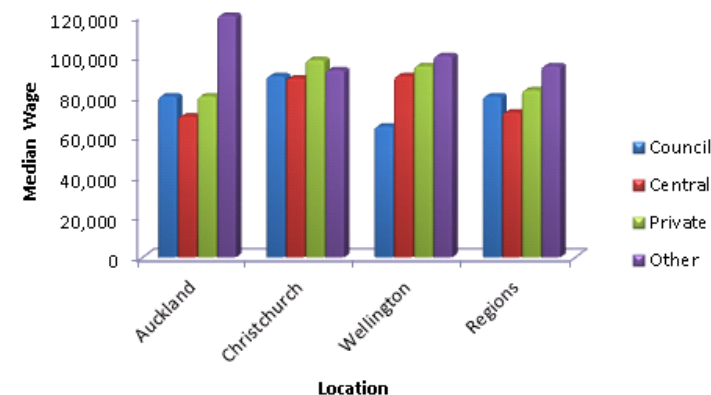
The highest median salary was reported by Directors at \$150,750 (an increase of over \$20,000 from the previous year's survey) with the second highest median salary reported by Managers at \$123,000 (an increase of \$500 from the 2013 survey).

The median salary reported by senior planners and planners was \$91,000 (up \$1,000 from the previous survey) and \$65,000 respectively (down \$2,500 from the previous year's survey), whilst Principals and Associates attracted a median salary of \$106,000 (an increase of almost \$3,000 from the previous year's survey).



MEDIAN SALARY BY LOCATION AND ORGANISATION

Respondents from Auckland within Category 4 organisations reported the highest median salary of \$120,000. The lowest median salary of \$67,000 was reported by respondents in the Wellington region working within Category 2 organisations.



MEDIAN SALARY

MEDIAN SALARY BY MEMBERSHIP CATEGORY

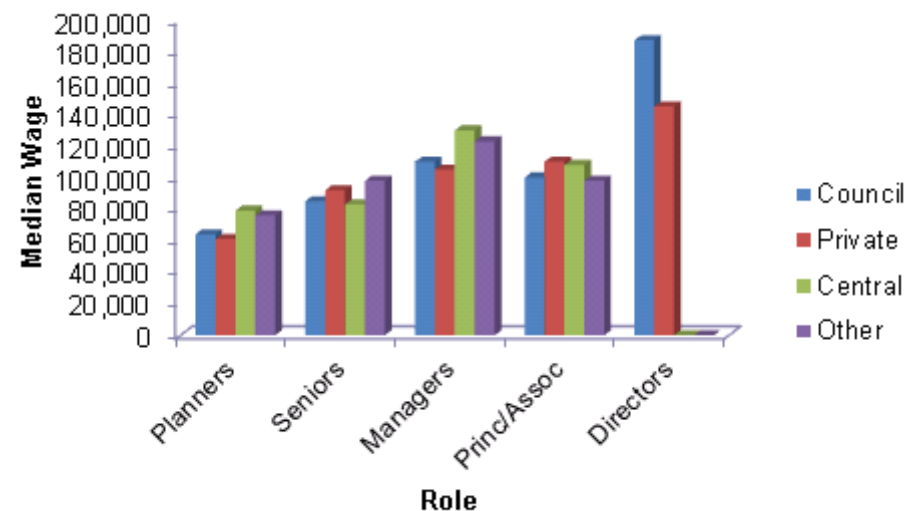
The following graph depicts the median salary by NZPI membership category. Of note is the difference in median salary by those possessing full membership and those possessing GradPlus membership - a difference in median salary of \$26,000.



MEDIAN SALARY BY JOB CATEGORY AND ORGANISATION

The highest median salary of \$190,000 was reported by Directors working within Councils (up \$35,000 from previous year), followed by Directors working within the private sector who reported a median salary of \$150,000 (up \$20,000 from previous year). Principal/Associate respondents reported a median wage of \$113,000 (down \$4,000 from previous year) when working within central government. Senior Planner respondents reported a median wage of \$100,000 (up \$6,000 from previous year) when working within Category 4 organisations (other). Managers working within central government reported a median wage of

\$125,550 whilst planners working within central government organisations reported a median salary of \$80,000.

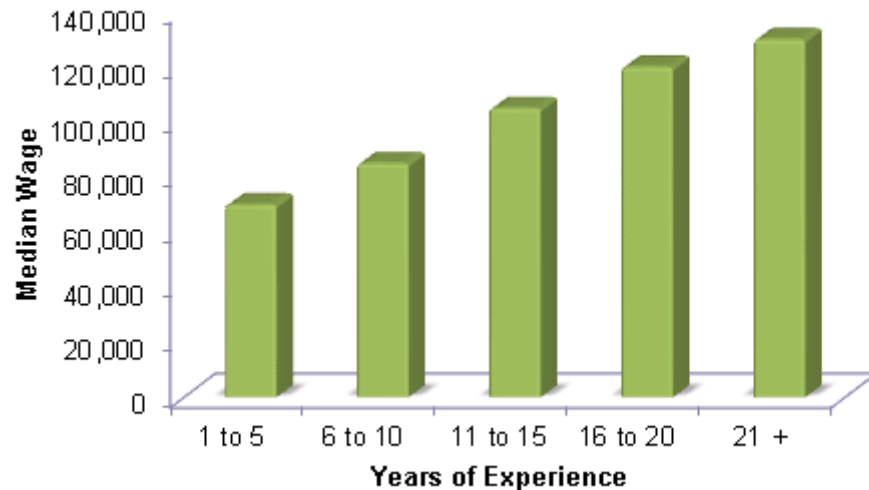


MEDIAN SALARY

MEDIAN SALARY BY EXPERIENCE

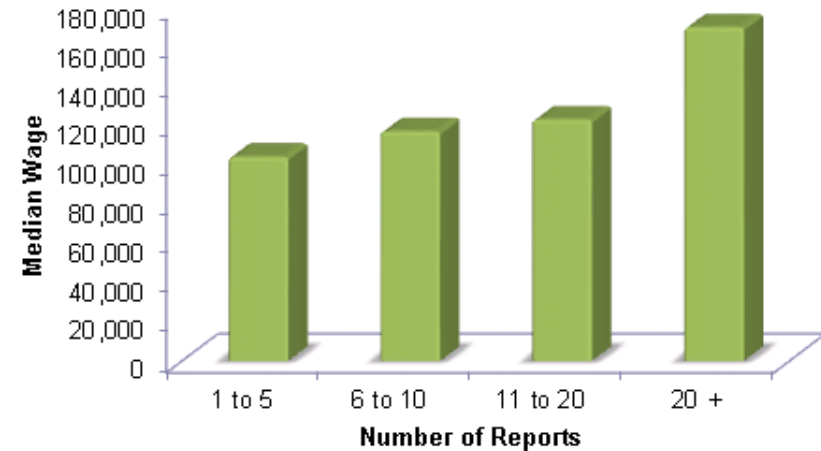
Respondents possessed between one and forty five years of experience within the planning profession. The median salary for those respondents with less than five years experience was \$ 62,500, (comparable with previous year) for those with between six and ten years it was \$80,000 (comparable with previous year).

Planners with between eleven and fifteen years of experience reported a median salary of \$98,000 (comparable with previous year) whilst those with between sixteen and twenty years experience reported a median salary of \$114,500 (up \$12,000 from previous year) Respondents with over twenty one years experience reported a median salary of \$122,500 (up \$12,500 from previous year).



MEDIAN SALARY BY STAFFING RESPONSIBILITY

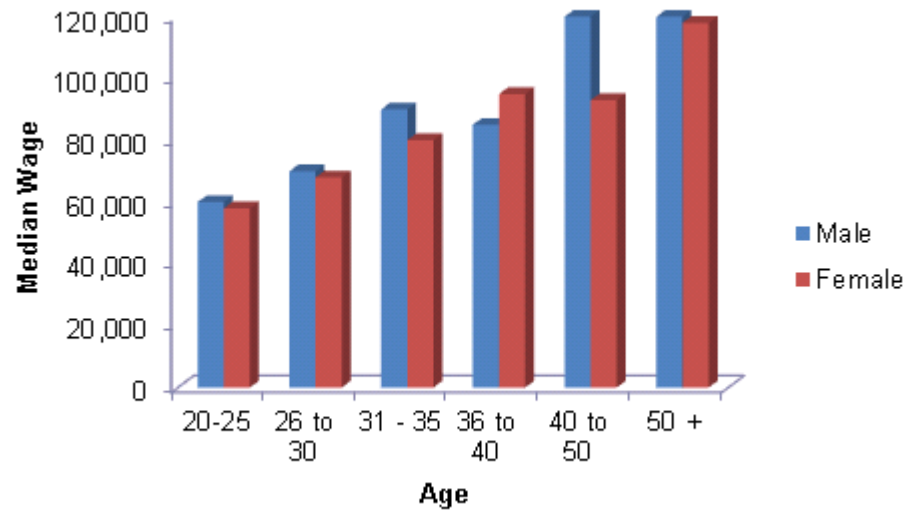
Respondents holding responsibility for one to five staff reported a median salary of up to \$104,000 (up \$8000 from previous year), \$117,000 for six to ten staff (up \$7,500 from previous year) \$123,000 for eleven to twenty staff (up \$11,000 from previous year) and \$170,000 for twenty staff plus (up \$18,000 from previous year).



MEDIAN SALARY

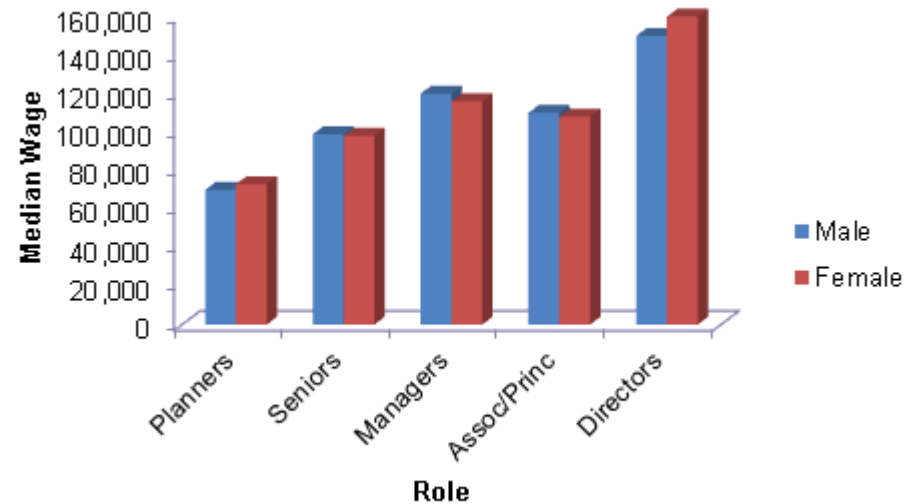
MEDIAN SALARY BY AGE AND GENDER

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 36-40 years of age.



MEDIAN SALARY BY GENDER AND JOB CATEGORY

Analysis of median salary by gender and job category represents a new statistic for the NZPI Salary Survey. The results demonstrate that the median salary for males surpasses that of females in all job categories with the exception of Planners and Directors.

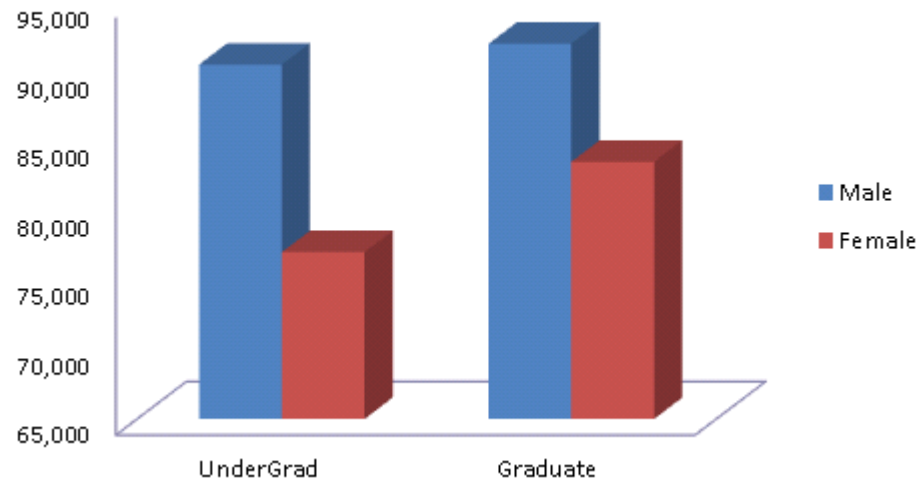


MEDIAN SALARY

MEDIAN SALARY BY QUALIFICATION AND GENDER

Male respondents holding either a post graduate degree /diploma reported a median salary of \$92,000 (down \$2000 from previous year) compared with a reported \$83,000 median salary for females (up \$2,000 from previous year).

Male respondents holding an undergraduate degree reported a median salary of \$90,500 (down \$1,500 from previous year) in comparison with female respondents who reported a median salary of \$77,000 (down \$1,000 from previous year).



RISE IN REMUNERATION

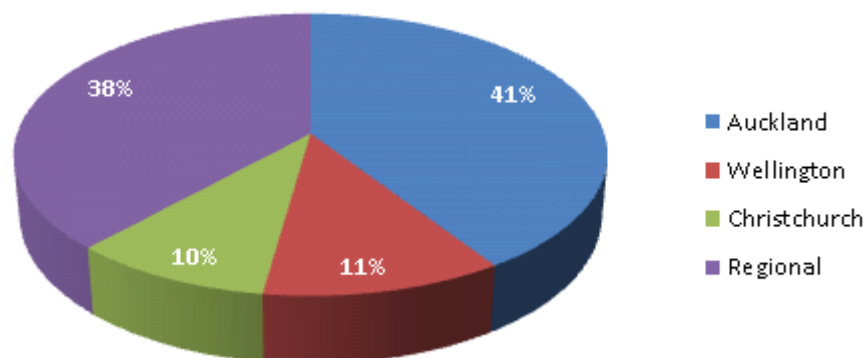
Of those that responded to this question, 69 had not received a rise in remuneration in 2013 whilst 256 had. Looking forward to 2013, 78 respondents did not anticipate a rise in remuneration in that year whilst 248 respondents did.

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 41% (up 5% from previous year) of respondents based beyond the major cities of Auckland, Christchurch and Wellington.



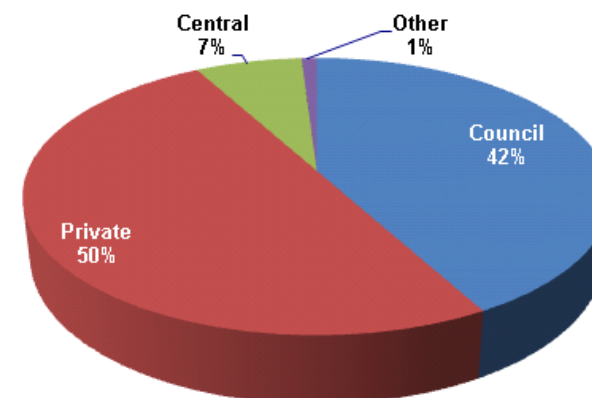
GENDER OF YOUNG PLANNERS

61% (up by 1% from 2013) of young planner respondents were female with just 39% (down by 1% from 2013) being male.

ORGANISATIONS IN WHICH YOUNG PLANNERS WORK

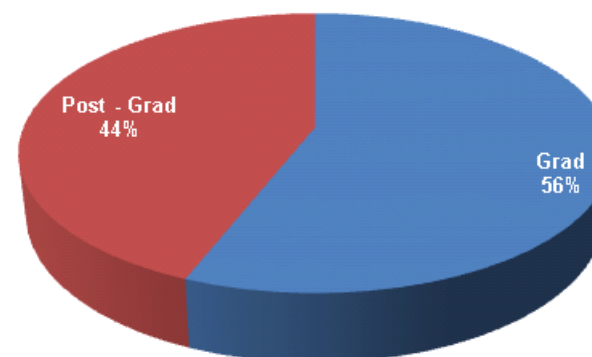
42% of Young Planner respondents worked within regional or local government with a further 50% working within the private sector. This represents a significant shift from the public to the private sector from the previous year. A further 7% of Young Planner respondents worked within central government whilst 1% worked within other organisations such as a University. These results are consistent with

those of previous surveys.



QUALIFICATIONS OF YOUNG PLANNERS

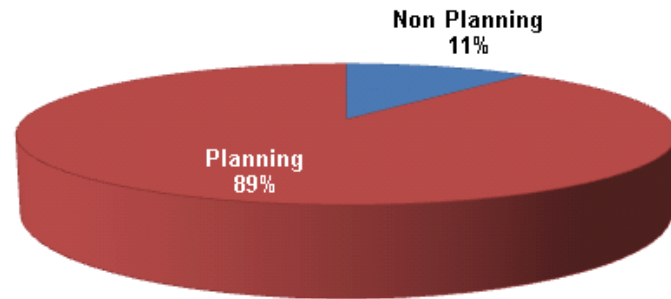
56% of respondents possessed an undergraduate degree i.e. a Bachelors Degree or less with a further 44% possessing a post graduate degree i.e. a PhD or Masters. This is consistent with previous years.



YOUNG PLANNERS

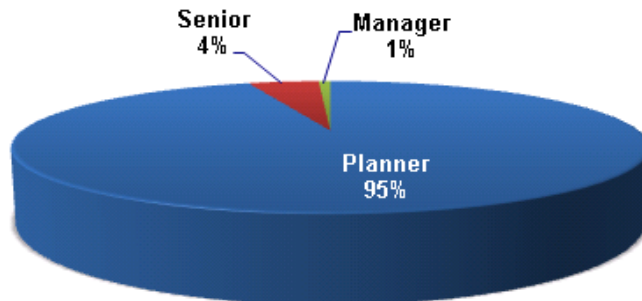
TYPE OF QUALIFICATION

89% of all Young Planner respondents possessed a planning qualification (up 7% from previous year) whilst 11% possessed a non - planning qualification.



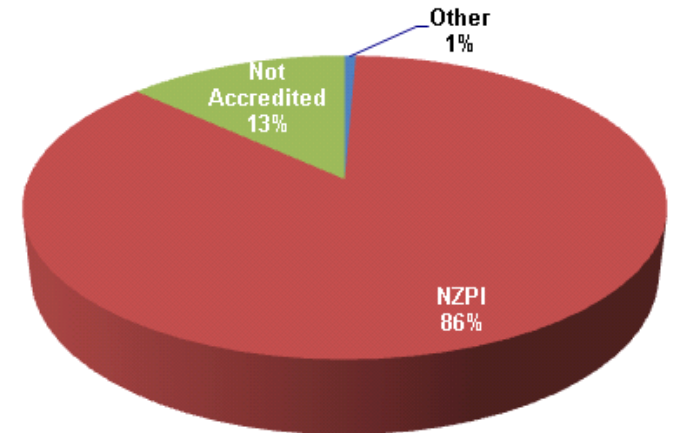
ROLES OF YOUNG PLANNERS

95% of young planner respondents served in the role of planner, (up 8% from previous year) with 1% serving as managers and a further 4% serving in senior roles. (down 7% from previous year).



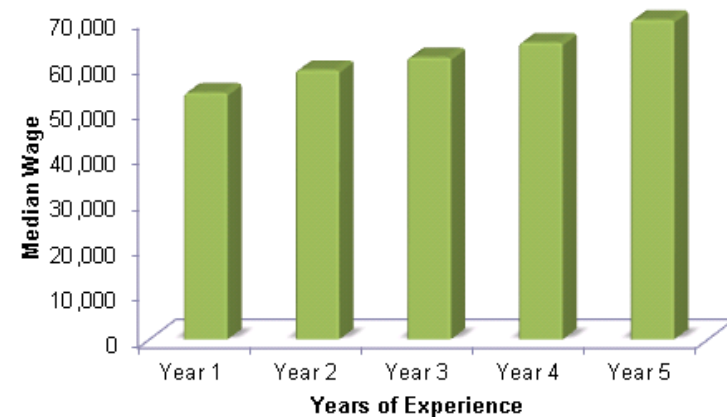
ACCREDITATION OF YOUNG PLANNERS

86% of all Young Planner respondents possessed NZPI accreditation, (up 4% from previous year), a further 13% held accreditation from other planning institutes.



MEDIAN SALARY OF YOUNG PLANNERS

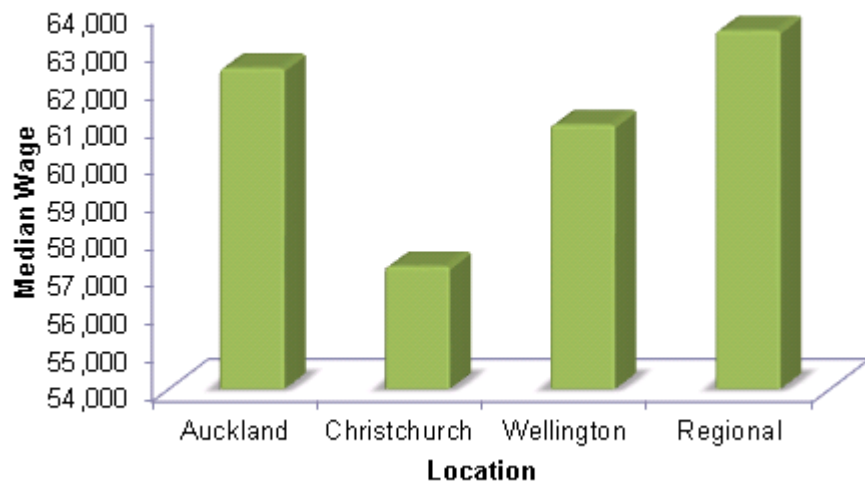
The annual salary of Young Planner respondents who answered this question ranged from \$50,000 (Year 1) to \$70,000 (Year 5). The graph below reflects the change in **median** salary in the five years experience of Young Planners.



YOUNG PLANNERS

MEDIAN SALARY OF YOUNG PLANNERS BY LOCATION

The highest median salary was reported by Young Planner respondents working in the regions with a median of \$63,500. Young Planner respondents working in the Christchurch region reported a median of \$57,250 (up c. \$3,000 from previous year) and Wellington respondents reported a median of \$61,000 (up \$1,000 from previous year). Young Planner respondents working in the Auckland area reported a median salary of \$62,500.



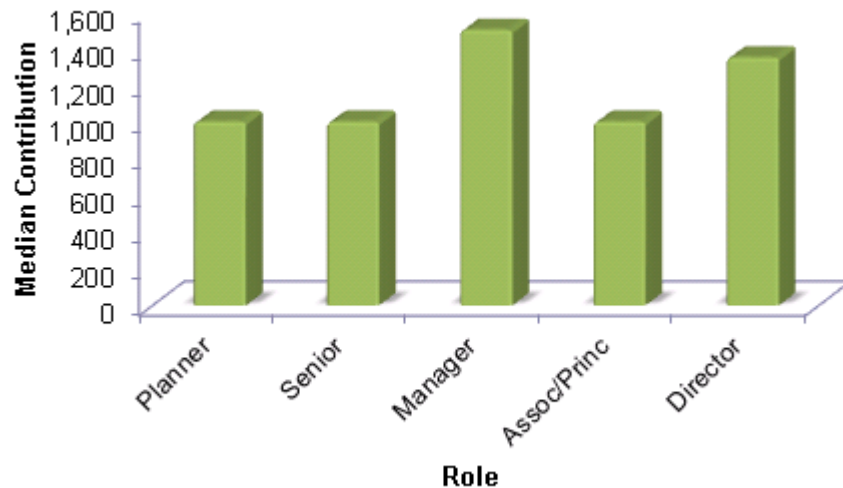
MEDIAN SALARY OF YOUNG PLANNERS BY GENDER

The lowest median salary was reported by female respondents: \$62,500 (up from \$60,500 in previous survey). Male respondents reported a median salary of \$62,000 (down from \$63,750 in previous survey).

EMPLOYER CONTRIBUTIONS FOR ALL PLANNERS

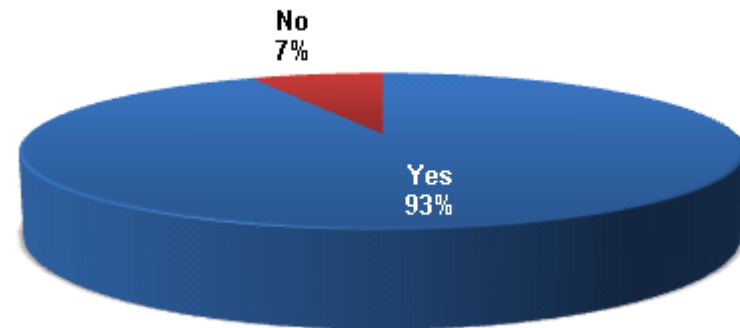
CONFERENCE ATTENDANCE

66% of all respondents reported receiving employer contributions to conference attendance. These ranged in value between \$ 20,000 and \$100. The graph below correlates the median contribution received with that of job category.



NZPI FEES

93% of all respondents reported that their employer paid for their NZPI subscription.



PROFESSIONAL DEVELOPMENT

92% of all respondents reported receiving employer contributions towards professional development. These ranged in value between \$100 and \$10,000 with a median of \$400.

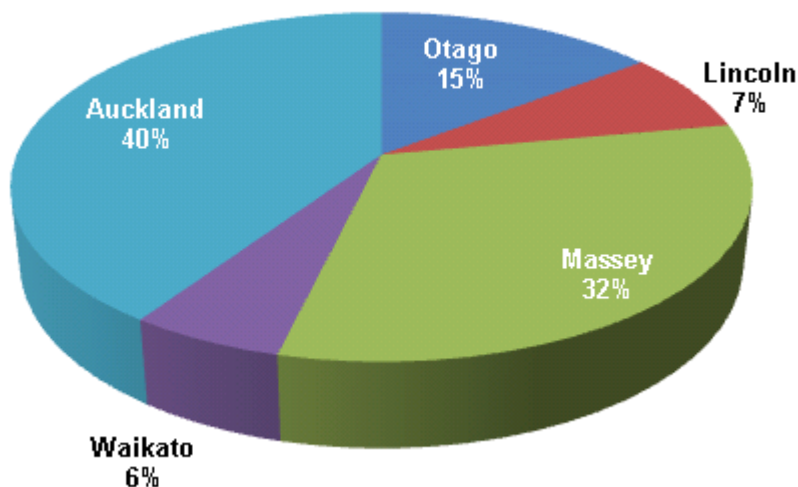
UNIVERSITY ATTENDED

A NEW INITIATIVE

NZPI has introduced a new component to the annual Salary Survey. Respondents were invited to identify the university at which they achieved their highest degree. Those responses have been collated to reflect respondents post university employment experience vis a vis salary, location of work and type of organisation.

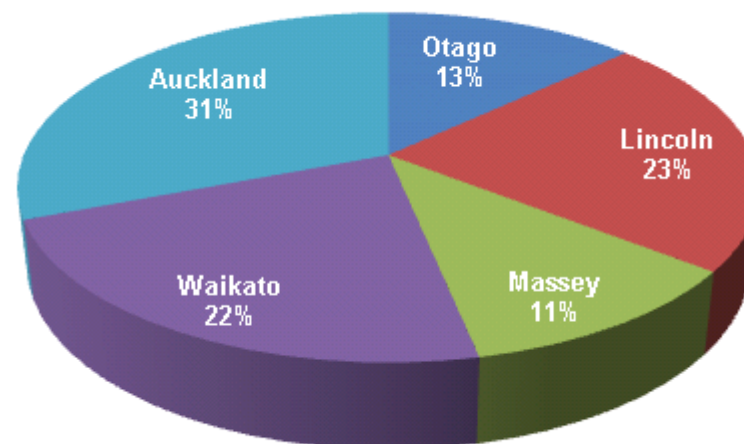
UNIVERSITY AT WHICH HIGHEST PLANNING DEGREE (AS OPPOSED TO NON PLANNING DEGREE) WAS ACHIEVED

Of those respondents who indicated they held a New Zealand based planning degree 40% had achieved their highest degree at University of Auckland, (down 1% from previous survey) 32% at Massey University (up 3% from previous year) 15% at the University of Otago (down 2% from previous year), 7% at Lincoln University and 6% at Waikato University, both of which reflect the results of the previous survey.



UNIVERSITY AT WHICH HIGHEST NON PLANNING DEGREE WAS ACHIEVED

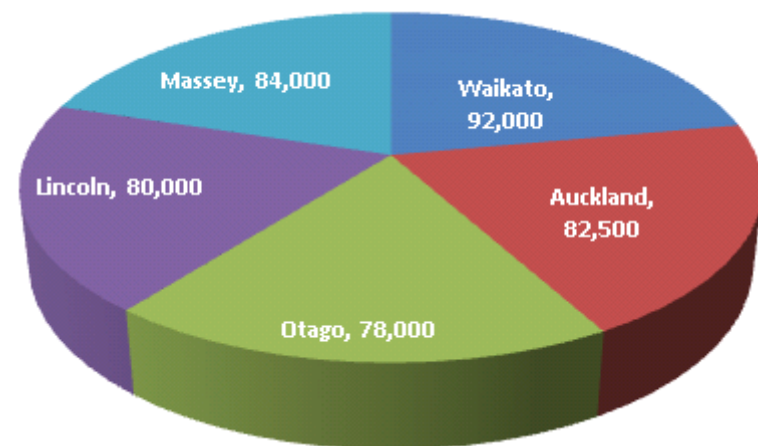
Of those respondents who indicated they held a New Zealand based non-planning degree 31% had achieved their highest degree at University of Auckland, 22% at Waikato University, 23% at Lincoln University, 13% at University of Otago and 11% at Massey University.



UNIVERSITY QUALIFICATION AND EMPLOYMENT

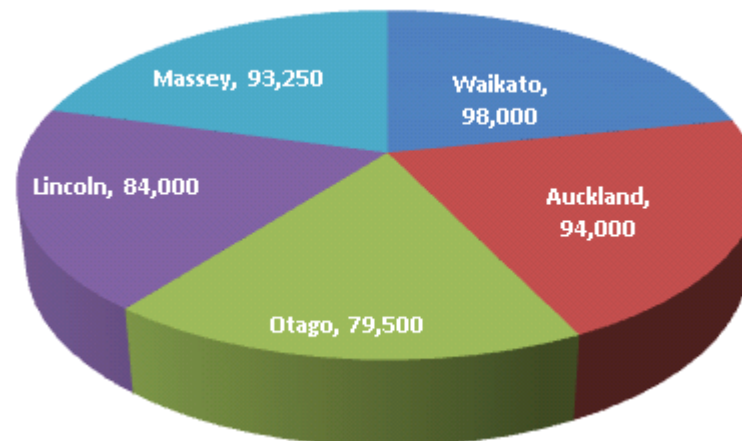
MEDIAN SALARY BY UNIVERSITY ATTENDED - PLANNING DEGREE ONLY

The following graph represents the median salary reported by planning graduates from the five accredited Universities within New Zealand that offer planning degrees. Median Salary ranged from \$78,000 at the University of Otago to \$92,000 at Waikato University.



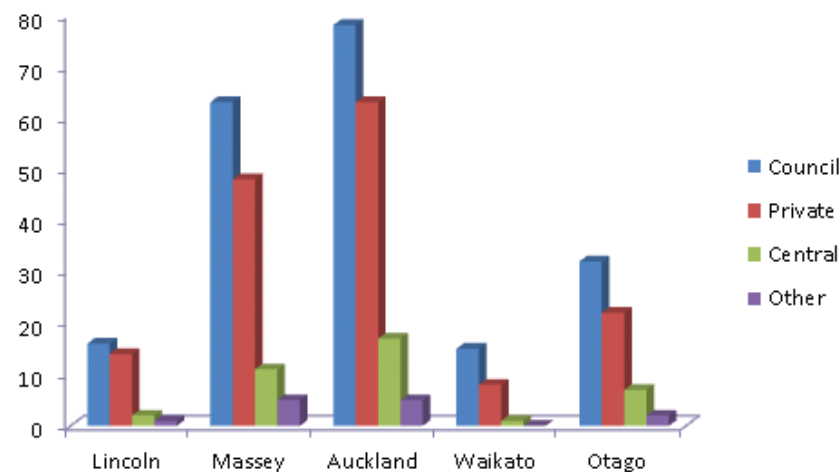
MEDIAN SALARY BY UNIVERSITY ATTENDED - NON PLANNING DEGREE ONLY

The following graph represents the median salary reported by non-planning graduates that attended one of New Zealand's five accredited Universities but undertook a non-planning degree. Median salary ranged from \$79,500 at the University of Otago to \$98,000 at Waikato University.



TYPE OF EMPLOYER BY UNIVERSITY ATTENDED - PLANNING DEGREE ONLY

The following graph represents the type of organisation in which graduates with planning related degrees were currently employed.



EMPLOYER CONTRIBUTIONS FOR ALL PLANNERS

SUPERANNUATION

68% of all respondents reported receiving employer contributions towards superannuation. These contributions ranged in value between \$ 1000 and \$15,000 with a median value of \$2600.

HEALTH AND MEDIAL INSURANCE

Just 19% of all respondents received employer contributions towards health or medical insurance. Those contributions ranged in value between \$100 and \$12,000 with a median of \$500.

CELL PHONE

39% of all respondents reported receiving employer contributions towards cell phone costs. Those contributions ranged in value between \$40 and \$6,000 with a median value of \$500.

HOME INTERNET/COMPUTER/SOFTWARE

29% of respondents reported receiving employer contributions towards home computer costs. These ranged in value between \$10 and \$4,800 with a median value of \$600.

COMPANY VEHICLE

Just 15% 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 respondents who answered this question, 71% answered 'no' they had not considered that as an option, whilst 29% of respondents answered 'yes'. Recurring reasons given by respondents for wishing to leave their planning position were:

- Stress
- Desire for salary increase

- Political interference
- Desire for greater diversity of work
- Overly bureaucratic processes