



THE NEW ZEALAND PLANNING INSTITUTE

SALARY SURVEY



2017

INTRODUCTION

The New Zealand Planning Institute (NZPI) conducts an annual survey of its members to provide the planning profession with a snapshot of salaries and conditions in the industry. Following the pattern of recent years, we received over 600 responses to the survey, providing us with a robust data set. We are pleased to present the results of our analysis of the 2017 salary survey data. Thanks to all NZPI members who took the time to respond.



Methodology

To maintain consistency, we have followed the same methodology as previous years. The 645 respondents have been classified into the five NZPI recognised membership types:

Student
Graduate
Intermediate
Full (includes Fellow and Life members)
Associate

And grouped into three regions:

- 1 Auckland
- 2 Wellington & Christchurch
- 3 Rest of New Zealand



We have grouped the respondent job titles into five broad categories:

Planner/Policy Analyst
Senior Planner/Policy Analyst
Team Leader/Manager
Associate/Principal
Director/CEO

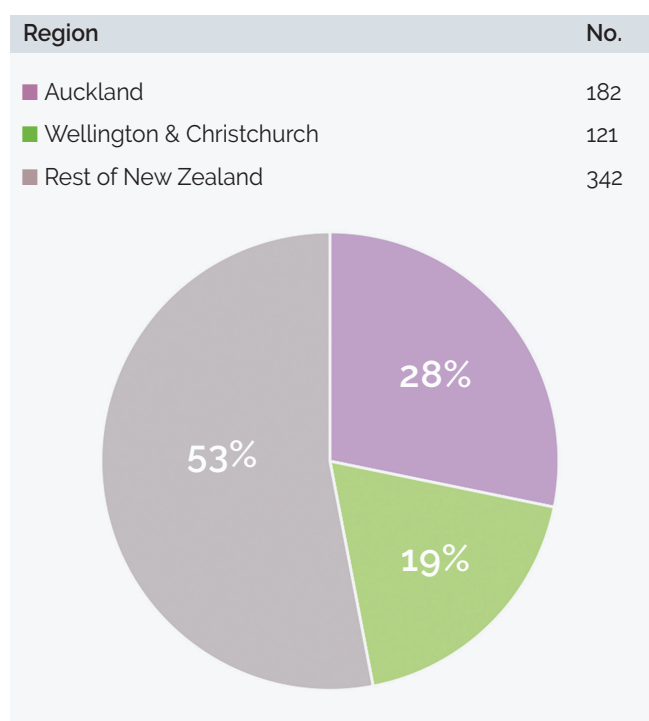
The types of employing organisations have been grouped into three categories:

Private
Private consultancy or company, NGO or Iwi
Council
City, regional, district and unitary as well as council controlled organisations
Central Government
Central government, state owned enterprises, universities, authorities

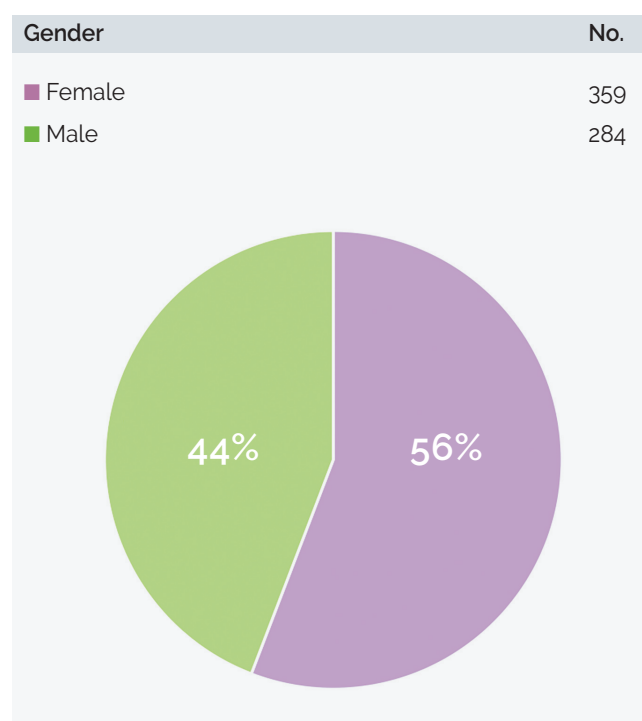
While we have continued the practice of reporting on the medians in each data set to minimise the effect of outliers, we have also included some data tables and graphs that show the total salary ranges for each of the role groupings, and for the length of employment in the planning profession.

PROFILE OF SURVEY RESPONDENTS

Location



Gender



Age

Age Range	No.	Percentage
21-25	75	12%
26-30	99	15%
31-35	113	18%
36-40	103	16%
41-45	112	17%
46-50	55	9%
51-55	29	5%
56-60	27	4%
61-65	19	3%
66+	9	1%

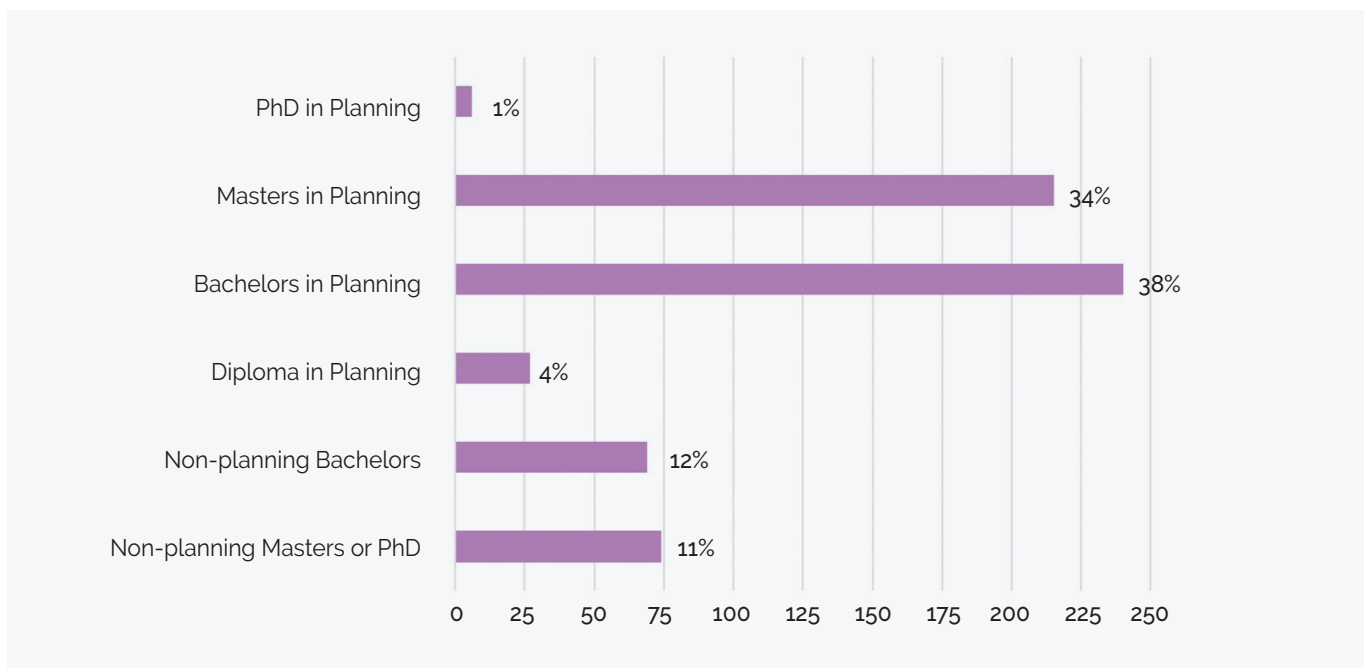
Years in the planning profession

Year Range	No.	Percentage
1-5	173	27%
6-10	116	18%
11-15	124	19%
16-20	105	16%
21-25	64	10%
26-30	25	4%
30+	38	6%

QUALIFICATIONS & EMPLOYMENT

Qualifications held by respondents

76% of respondents hold NZPI accredited qualifications. This year also shows a slight increase (2%) in those holding a postgraduate qualification. The following table shows the qualifications held by the survey respondents.



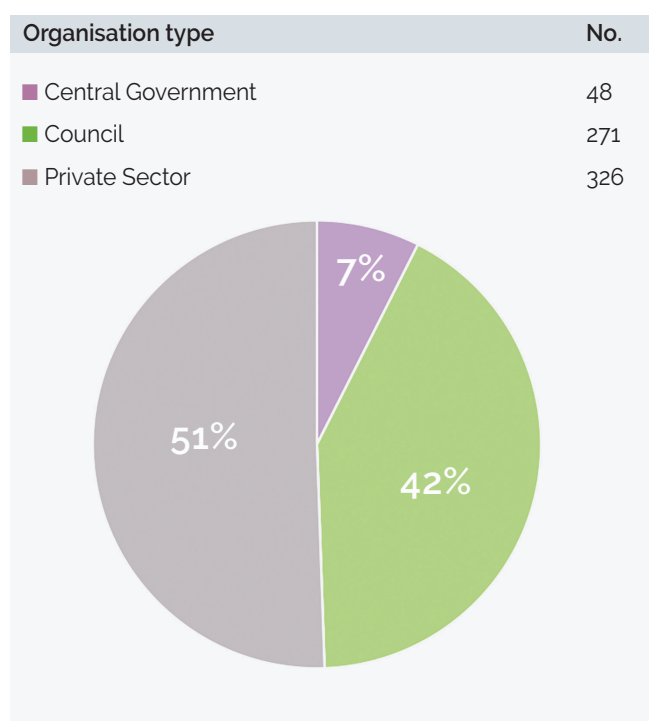
Employment status



87% (564) of respondents were in full-time work, while 13% (81) were working part-time, which is up 2% from last year.

ORGANISATION, POSITION & SALARIES

Organisations employing respondents



The position/role of respondents

Job/Role title	No.	Percentage
Planner/Policy Analyst	176	32%
Senior Planner/Policy Analyst	176	32%
Manager/Team Leader	79	14%
Associate/Principal	67	12%
Director/CEO	48	9%
Total	546	

NB: CEO and Director roles have been aggregated – whilst 85% of respondents ticked one of the jobs/roles, almost 100 respondents did not use any of these job titles in their responses and have not been included in this data set as a result.

Salaries

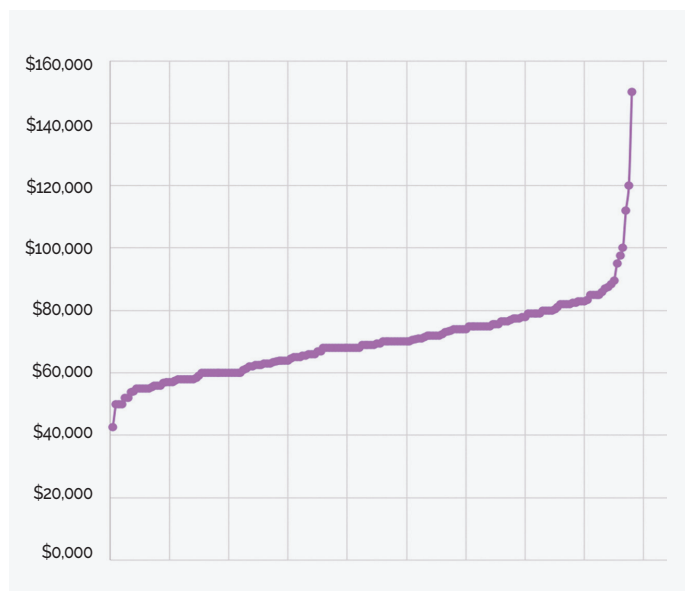
Job	Lower Quartile	Median	Upper Quartile
Planner/Policy Analyst	\$60,750	\$69,000	\$76,500
Senior Planner/Policy Analyst	\$90,000	\$96,000	\$105,000
Manager	\$120,875	\$136,000	\$148,000
Team Leader	\$96,000	\$104,500	\$120,000
Principal/Associate	\$104,500	\$116,000	\$127,250
Director	\$110,000	\$150,000	\$187,500

In response to requests for more complete data, this year we include the following graphs that show the salary range for each role grouping.

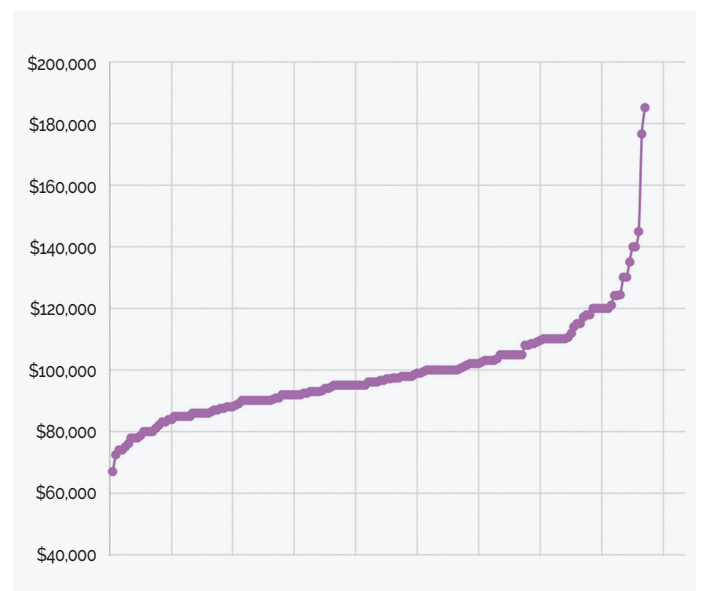
SALARY RANGE FOR EACH ROLE GROUPING

These six scatter plots are of all data points collected in the survey, unless otherwise noted, and provide an indication of the spread of salaries for each role grouping.

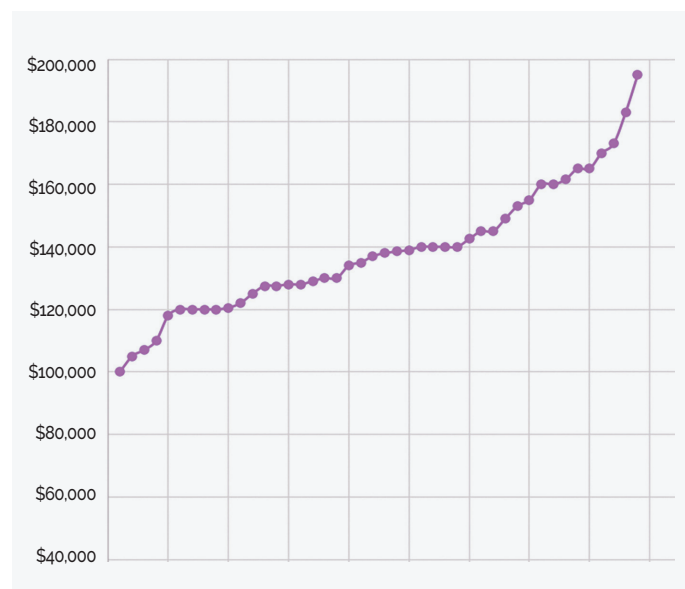
Planner/Policy Analyst



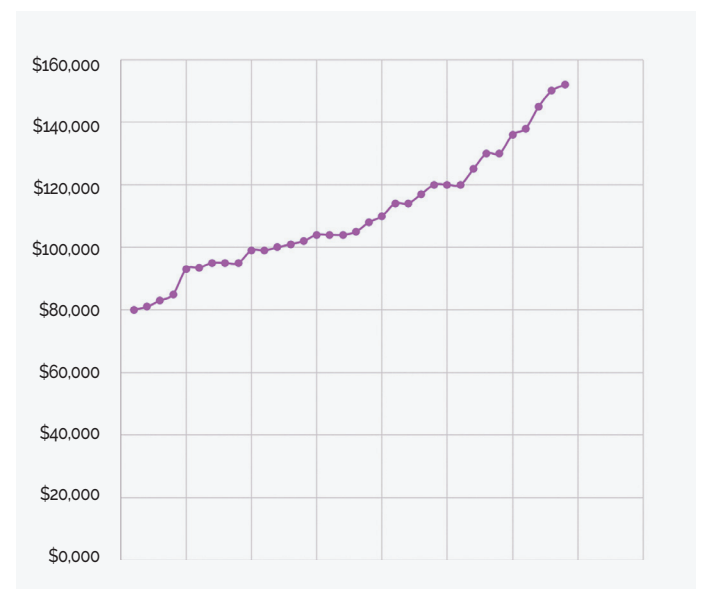
Senior Planner/Policy Analyst



Manager

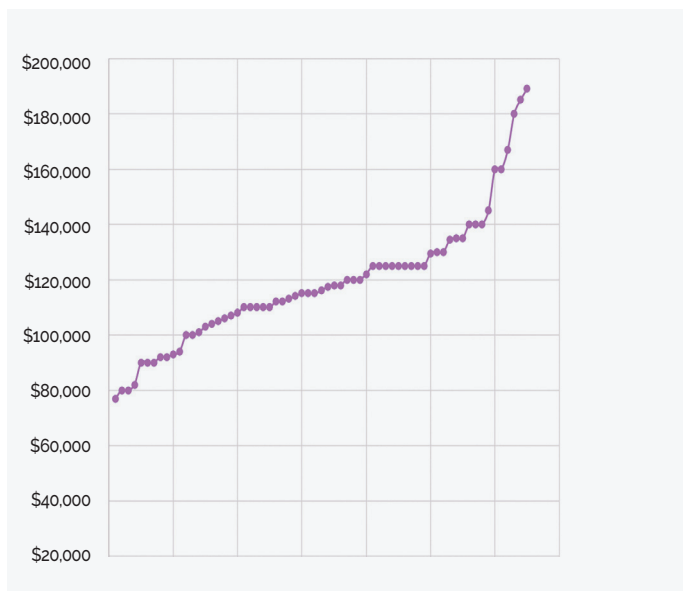


Team Leader

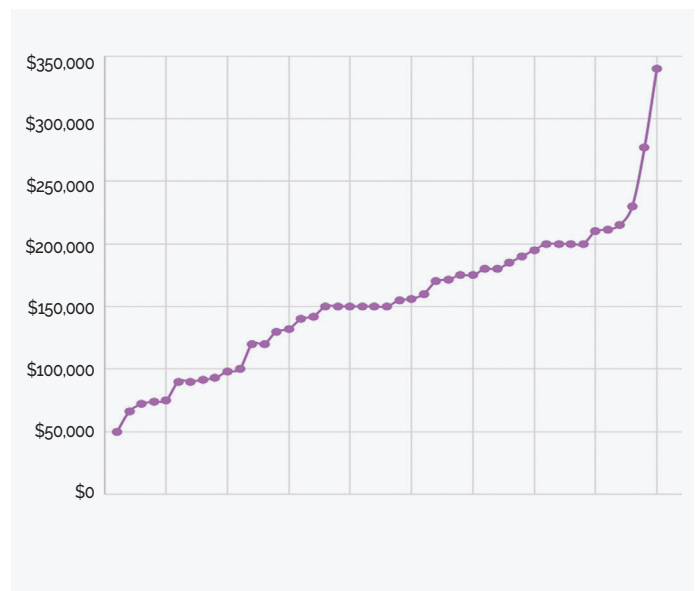


SALARY RANGE FOR EACH ROLE GROUPING

Principal/Associate



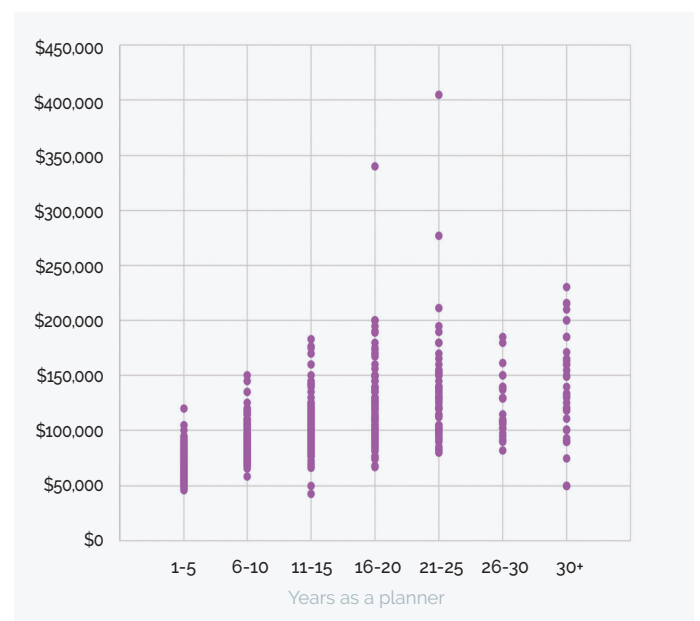
Director



NB: An outlier value of over \$400,000 was removed from this data set.

Salary by years as a Planner

We have also tracked how salary relates to years of experience. As with many professions, there is not a simple linear relationship between years of experience and salary, so we have set out the salary ranges for the surveyed year groupings in the graph. This should provide readers with a more complete picture of salary as related to years of employment than has been previously shown with the simple medians.

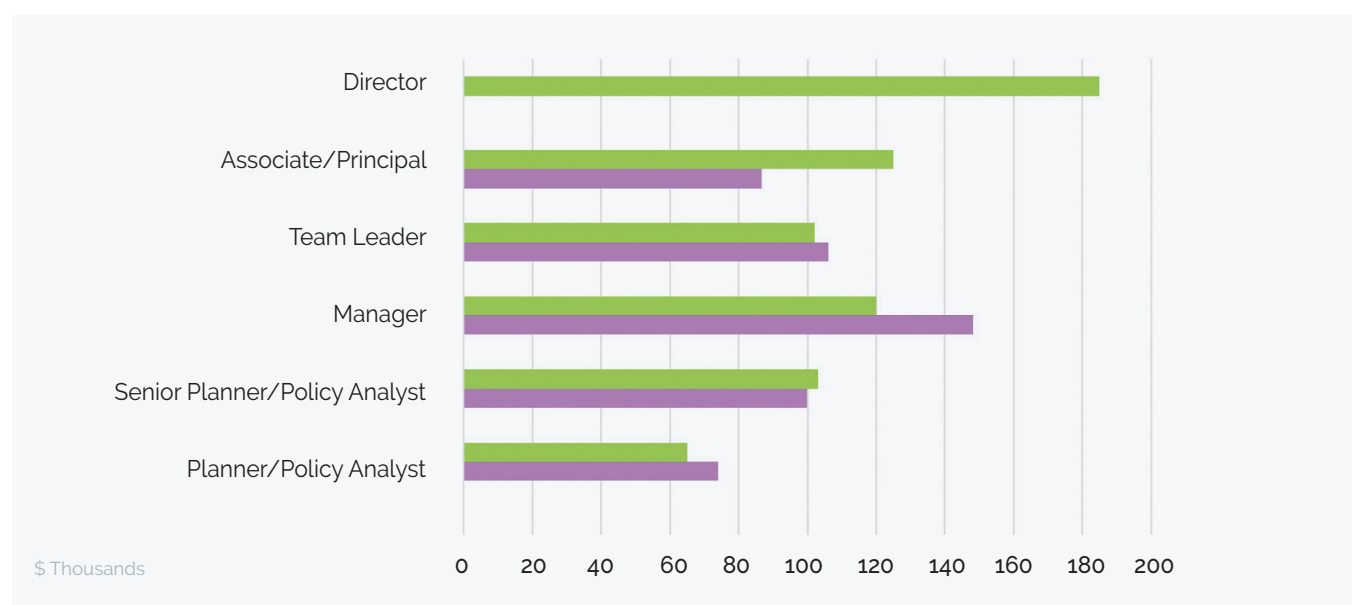


MEDIAN SALARIES

This year, rather than looking solely at the overall median salary by location, we have determined that medians by role are of much more interest to the readers of this survey. Therefore the following tables and graphs provide the median salary by role for Auckland, Wellington & Christchurch, and the Rest of New Zealand for respondents who are employed either in councils or in private businesses. We have separated out the central government category and reported it as a single data set for the whole country.

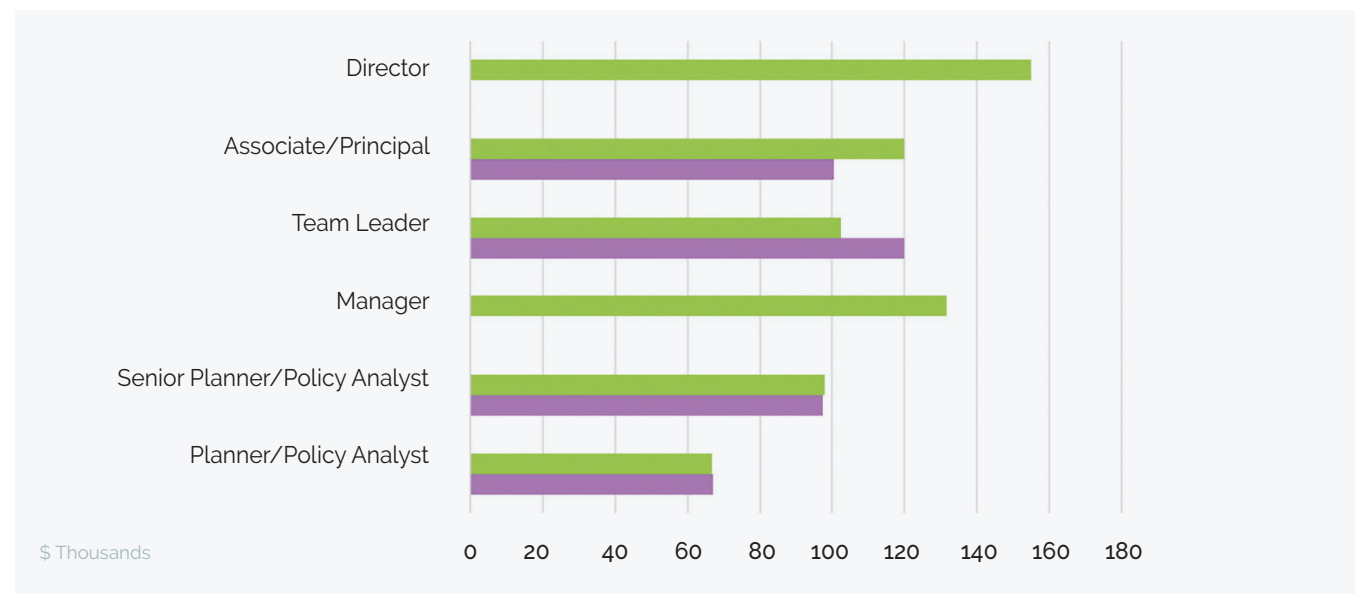
Auckland

Position	Council employed respondents	Privately employed respondents
Planner/Policy Analyst	\$74,000	\$65,000
Senior Planner/Policy Analyst	\$99,750	\$103,000
Manager	\$144,100	\$120,000
Team Leader	\$106,000	\$102,000
Associate/Principal	\$86,750	\$125,000
Director/CEO		\$185,000



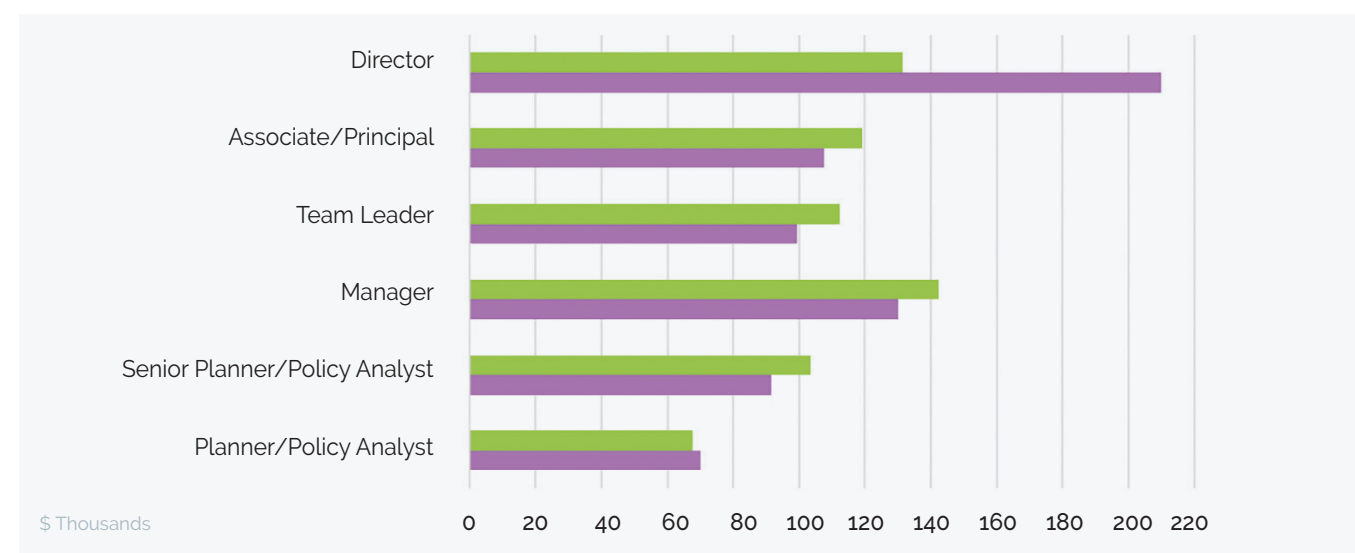
Wellington & Christchurch

Position	Council employed respondents	Privately employed respondents
Planner/Policy Analyst	\$67,000	\$66,750
Senior Planner/Policy Analyst	\$97,500	\$98,000
Manager	-	\$131,500
Team Leader	\$120,000	\$102,500
Associate/Principal	\$100,500	\$120,000
Director/CEO	-	\$155,000



Rest of New Zealand

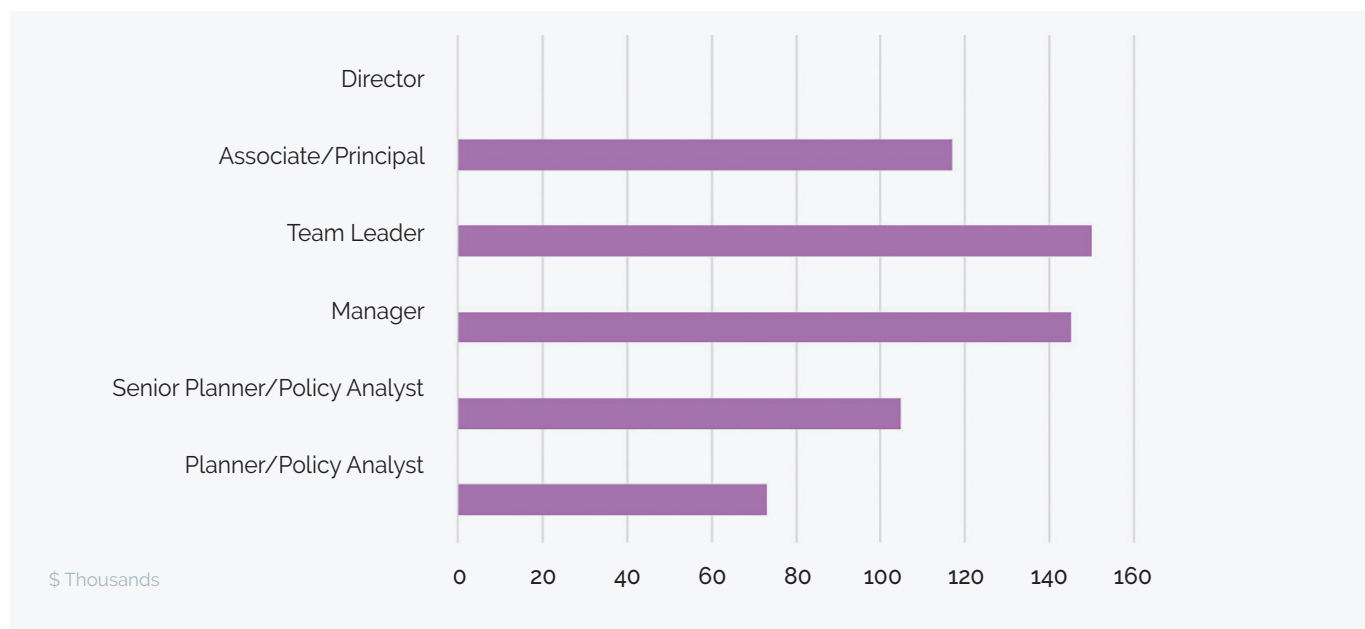
Position	Council employed respondents	Privately employed respondents
Planner/Policy Analyst	\$70,000	\$67,500
Senior Planner/Policy Analyst	\$91,500	\$103,500
Manager	\$130,000	\$142,500
Team Leader	\$99,500	\$112,500
Associate/Principal	\$107,500	\$119,000
Director/CEO	\$210,000	\$131,500



MEDIAN SALARY FOR CENTRAL GOVERNMENT

All regions: Central Government respondents

Position	Council employed respondents
Planner/Policy Analyst	\$73,000
Senior Planner/Policy Analyst	\$104,750
Manager	\$145,000
Team Leader	\$150,000
Associate/Principal	\$117,000
Director/CEO	-



MEDIAN EMPLOYER CONTRIBUTIONS

(Grouped across whole country)

Position	Median \$ Contribution
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Professional Fees (496 non zero responses)

Planner/Policy Analyst	\$400
Senior Planner/Policy Analyst	\$450
Manager	\$500
Team Leader	\$400
Associate/Principal	\$500
Director/CEO	\$600

Education (276 non zero responses)

Planner/Policy Analyst	\$1000
Senior Planner/Policy Analyst	\$1000
Manager	\$1000
Team Leader	\$1000
Associate/Principal	\$1000
Director/CEO	\$1200

Attending Conferences (473 non zero responses)

Planner/Policy Analyst	\$1000
Senior Planner/Policy Analyst	\$1000
Manager	\$2000
Team Leader	\$1000
Associate/Principal	\$1250
Director/CEO	\$2000

Position	Median \$ Contribution
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Superannuation (191 non zero responses)

Planner/Policy Analyst	\$2100
Senior Planner/Policy Analyst	\$3000
Manager	\$4250
Team Leader	\$4500
Associate/Principal	\$3312
Director/CEO	\$5750

Mobile phone expenses (328 non zero responses)

Planner/Policy Analyst	\$500
Senior Planner/Policy Analyst	\$600
Manager	\$750
Team Leader	\$1000
Associate/Principal	\$800
Director/CEO	\$1000

Health/Medical Insurance (136 non zero responses)

Planner/Policy Analyst	\$500
Senior Planner/Policy Analyst	\$500
Manager	\$550
Team Leader	\$360
Associate/Principal	\$500
Director/CEO	\$3000

Home Internet/Computing (71 non zero responses)

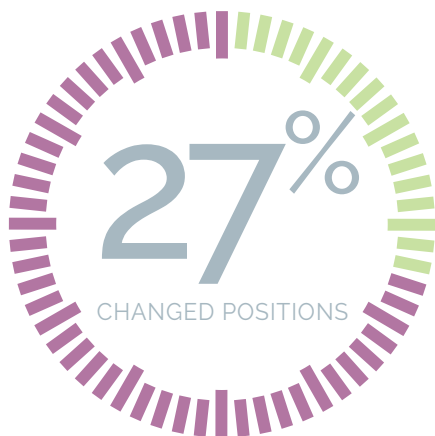
Planner/Policy Analyst	\$500
Senior Planner/Policy Analyst	\$1000
Manager	\$1200
Team Leader	\$500
Associate/Principal	\$500
Director/CEO	\$1000

Company Vehicle 76 respondents indicated they had full-time use of a vehicle. Statistics, by job category:

Position	Proportion of sample of 76	Average \$ value of car in salary
Planner/Policy Analyst	16%	\$3,000
Senior Planner/Policy Analyst	17%	\$10,500
Manager	11%	\$9,200
Team Leader	3%	-
Associate/Principal	12%	\$12,500
Director/CEO	34%	\$12,140

HUMAN RESOURCES OVERVIEW

Career movement



27% of respondents reported they have changed positions in the last year. The most common reasons given in free-format responses are (mentions):

Salary (14), remuneration (14), pay (9), money (4)

Opportunity (18), career (7), change (7), promotion (12)

Stress (6), redundancy (5), lifestyle (3)

Variety (4), type of work (5), satisfaction (3), interest (2)

Staff retention



32% of respondents reported that they had left or considered leaving the planning profession last year. The most common reasons considered by respondents in their decision to stay are (mentions):

Interest (64), variety (43), challenging (19), passion (8)

Pay (21), money (5)

Community (16), professional (15), job satisfaction (10)

Responsibilities for recruitment and filling vacancies

247 respondents have responsibilities for recruitment.

Of those 128 (52%) report difficulties filling vacancies, while 119 (48%) report no difficulties.

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Central North Island
Wellington
Nelson / Marlborough
Canterbury / Westland
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