



THE NEW ZEALAND PLANNING INSTITUTE

SALARY SURVEY

2018

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 668 completed responses to the survey, providing us with a robust data set. We are pleased to present the results of our analysis of this data, and thank all those members who took the time to respond.



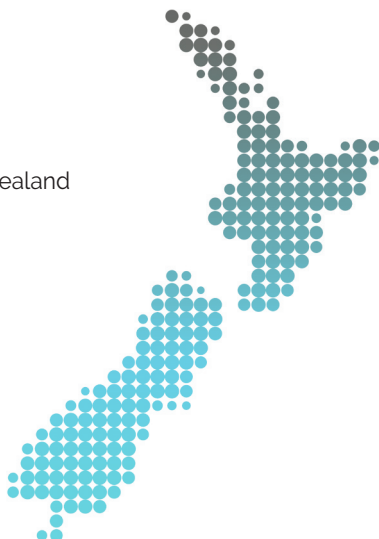
Methodology

To maintain consistency we have followed the same base methodology as previous years, although we have expanded the classifications slightly to provide a finer level of detail. The 668 respondents have been classified into the five NZPI recognised Membership types:

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

And grouped into four regions:

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



We have grouped the respondents' job titles into six broad categories, although sometimes these have been grouped to ensure we have a robust data set for each variable.

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

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

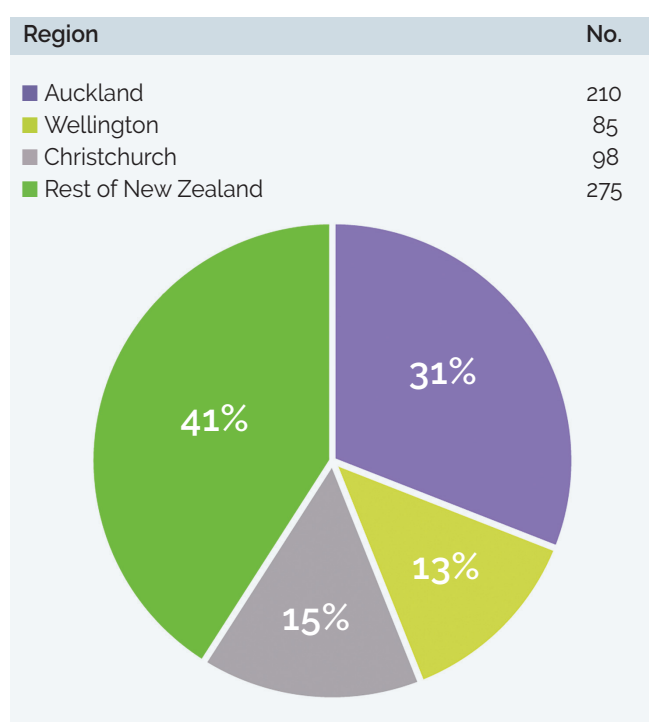
Central Government
Council
Private Sector/NGO/Iwi

In line with previous years, we have focused on the medians in each data set to minimise the effect of outliers. We have also included some data tables as well as scatter graphs showing the total salary ranges for each of the job titles, and one showing the salary range for the different reported lengths of employment in the planning profession.

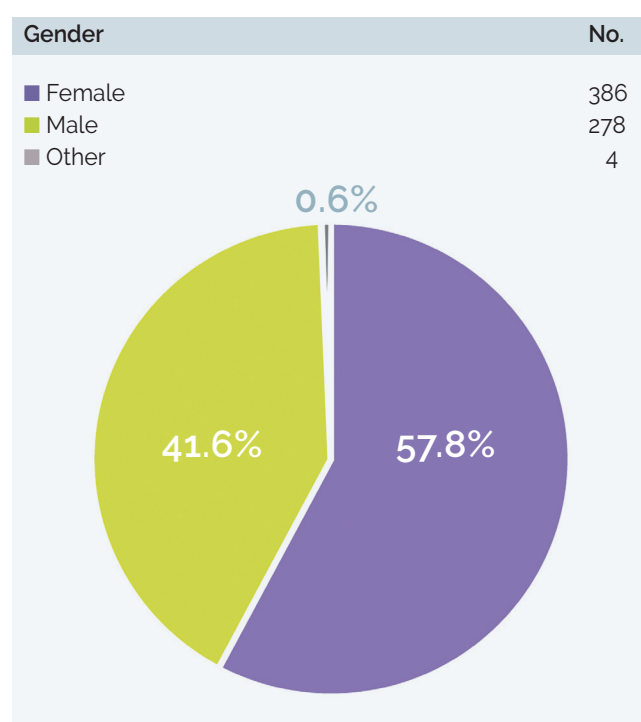
We have also taken data from the last three surveys to provide initial analysis on gender pay gaps and related trends. We will continue to track trends in this area over coming surveys.

PROFILE OF SURVEY RESPONDENTS

Location



Gender



Age

Age Range	No.	Percentage
21-25	79	12%
26-30	116	17%
31-35	105	16%
36-40	121	16%
41-45	91	18%
46-50	62	9%
51-55	37	6%
56-60	25	4%
61-65	22	3%
66+	8	1%
Total	666	

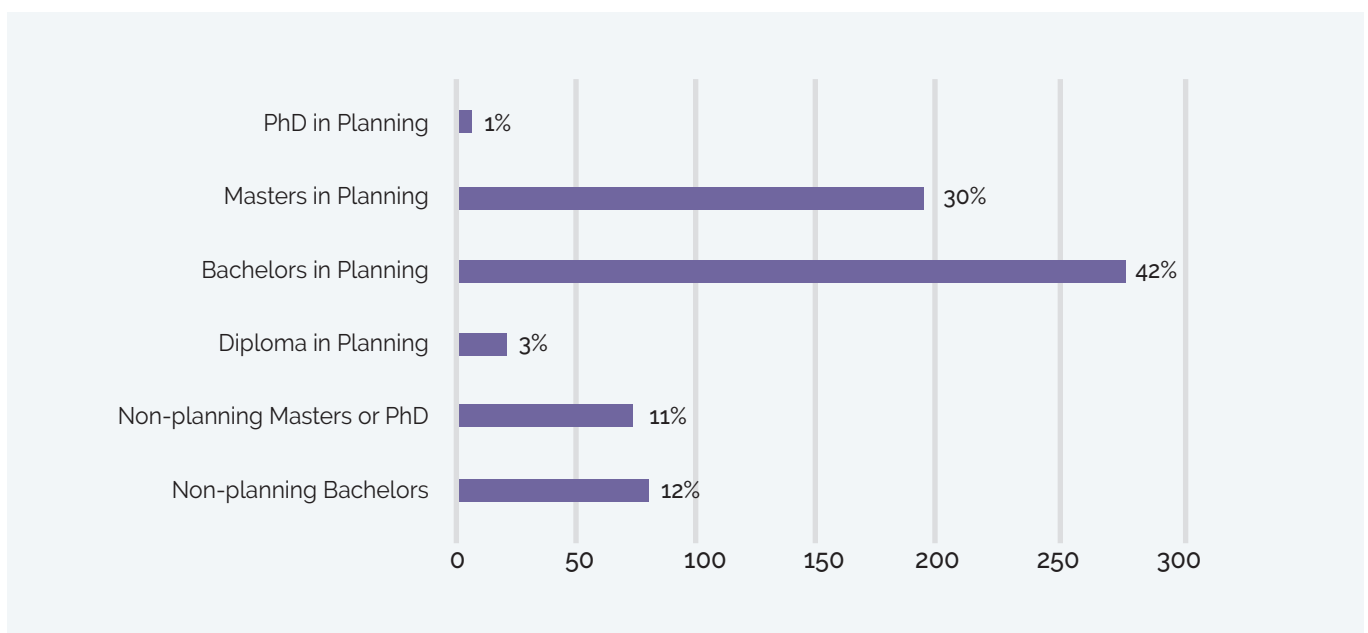
Years in the planning profession

Year Range	No.	Percentage
0-1	26	4%
1-2	38	6%
2-3	36	5%
3-4	41	6%
4-5	47	7%
6-10	106	16%
11-15	146	22%
16-20	101	15%
21-25	49	10%
26-30	38	7%
30+	37	6%
Total	665	

QUALIFICATIONS & EMPLOYMENT

Qualifications held by respondents

74% of respondents hold NZPI accredited qualifications. This year also continues the trend of the last few years with an increase in the number of respondents holding a postgraduate qualification. The following table shows the qualifications held by respondents:



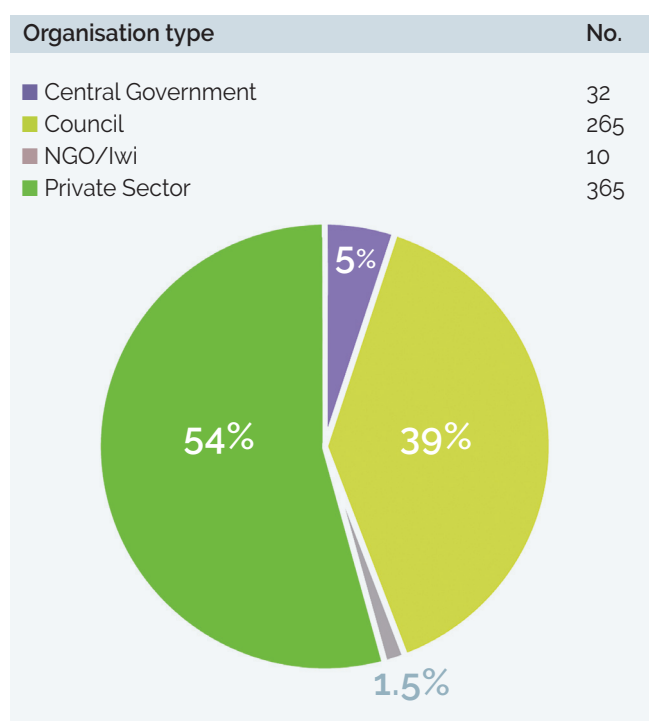
Employment status

86% (573) of respondents were in full time work, while 14% (95) were working part-time, which is up 1% from last year.



ORGANISATION, POSITION & SALARIES

Organisations employing respondents



The position/role of respondents

Job/Role title	No.	Percentage
Planner/Policy Analyst	173	30%
Senior Planner/Policy Analyst	192	34%
Manager/Team Leader	86	15%
Associate/Principal	79	14%
CEO/Director	40	7%
Total	570	

NB: CEO and Director roles have been aggregated. Note that while 85% of respondents ticked one of the jobs/roles, approximately 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

New Zealand-wide salaries for the grouped roles were as follows.

Job	Lower Quartile	Median	Upper Quartile
Planner/Policy Analyst	\$67,000	\$72,500	\$80,000
Senior Planner/Policy Analyst	\$90,000	\$98,200	\$105,000
Manager	\$120,000	\$131,000	\$157,000
Team Leader	\$104,500	\$110,500	\$122,000
Principal/Associate	\$110,000	\$125,000	\$146,500
CEO/Director	\$120,000	\$144,000	\$185,000

Median salary by years of experience

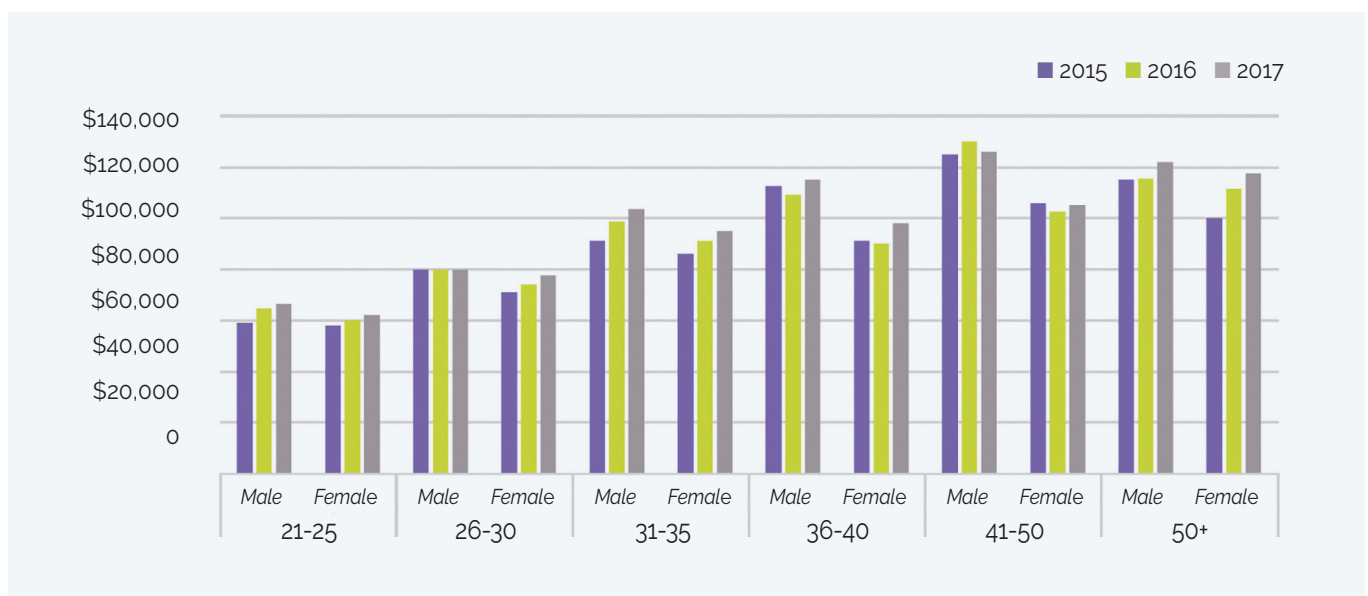
Years	Median
0-5	\$70,000
6-10	\$76,250
11-15	\$104,000
16-20	\$118,000
21-25	\$130,000
26-30	\$129,000
30+	\$124,000

MEDIAN SALARIES BY GENDER FOR THE THREE YEARS 2015-2017

Role type

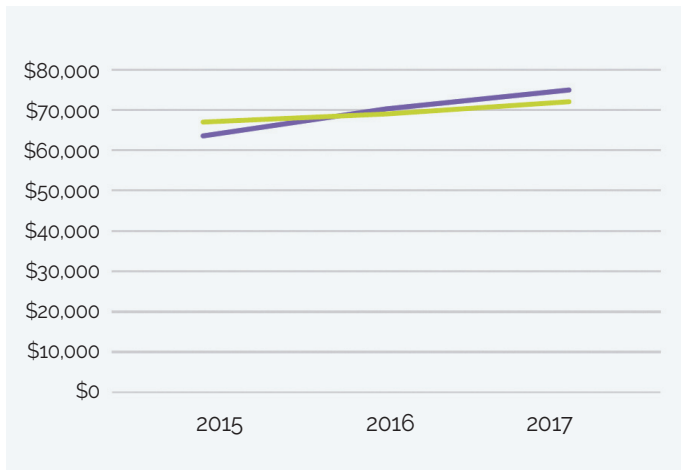


Age

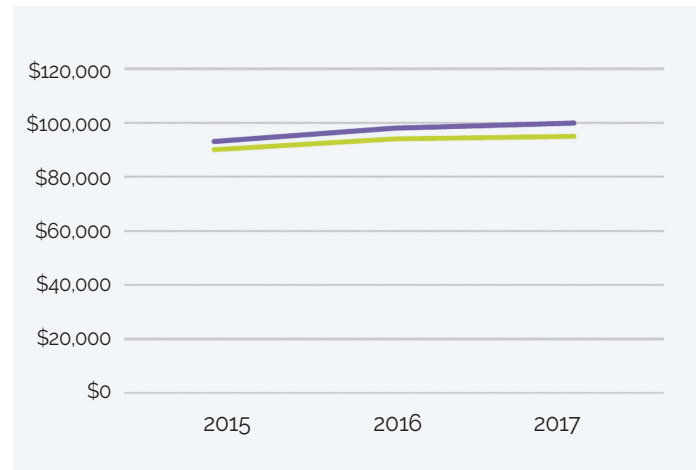


■ Male ■ Female

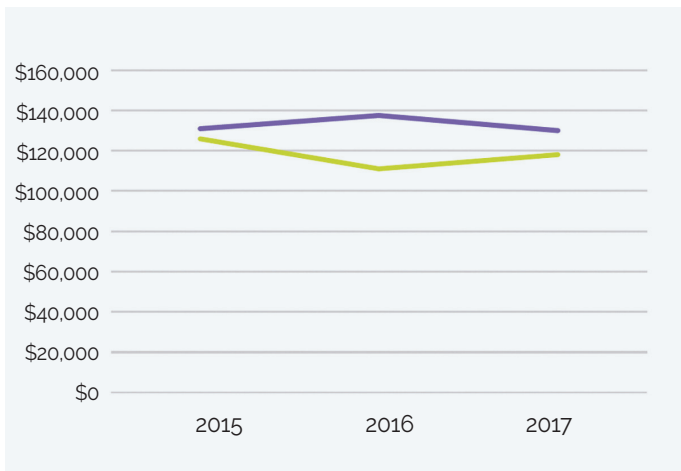
Planner/Policy Analyst



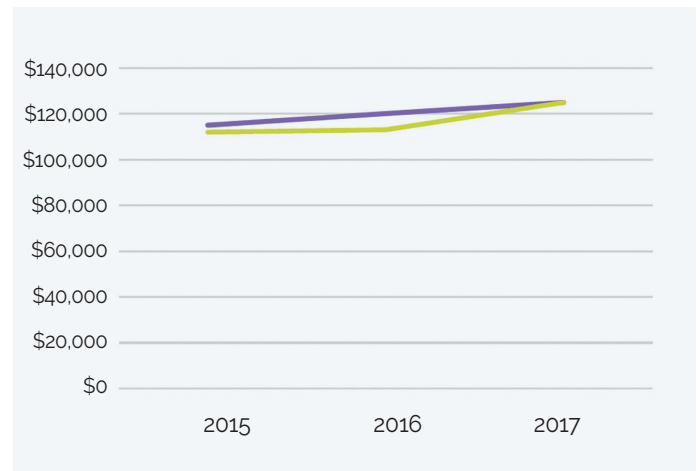
Senior Planner/Policy Analyst



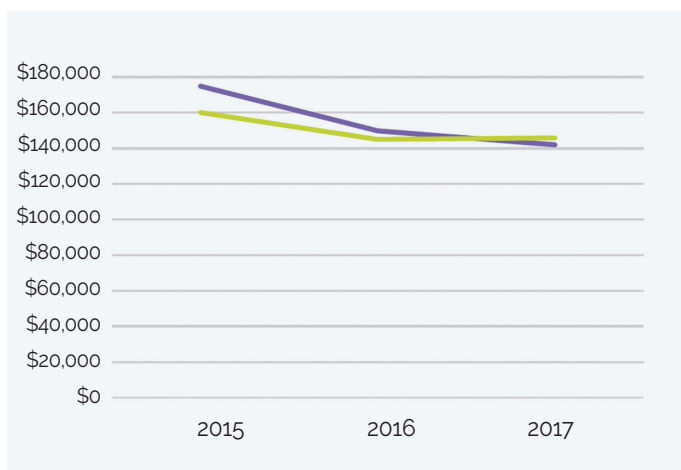
Manager/ Team Leader



Associate/Principle



CEO/Director



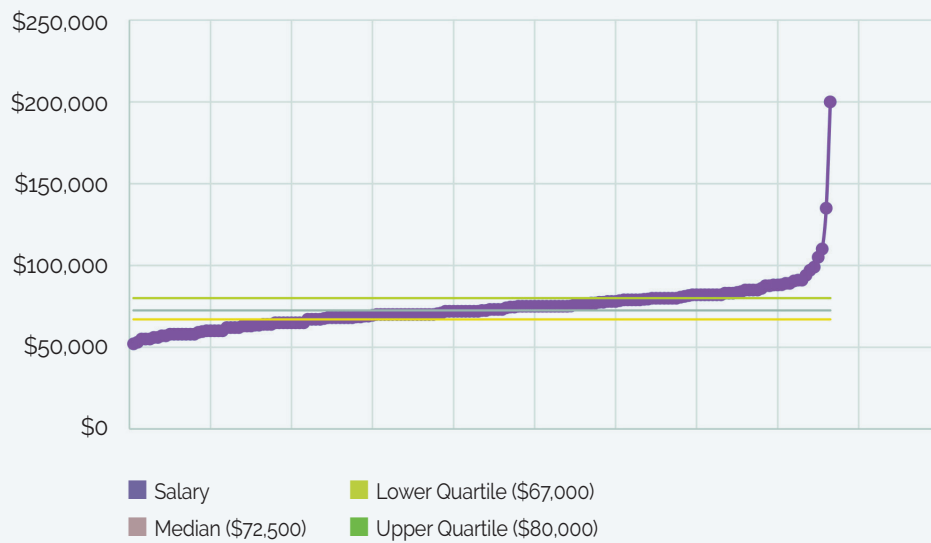
This initial analysis indicates that the greatest gender salary gap exists for planners aged 35 – 50. It also shows a consistent gap for those in Manager/Team leader roles and a gradually increasing gap for those in senior planner/policy analyst roles. We will continue to track this data to see how these measures track for both age and role over the coming years.



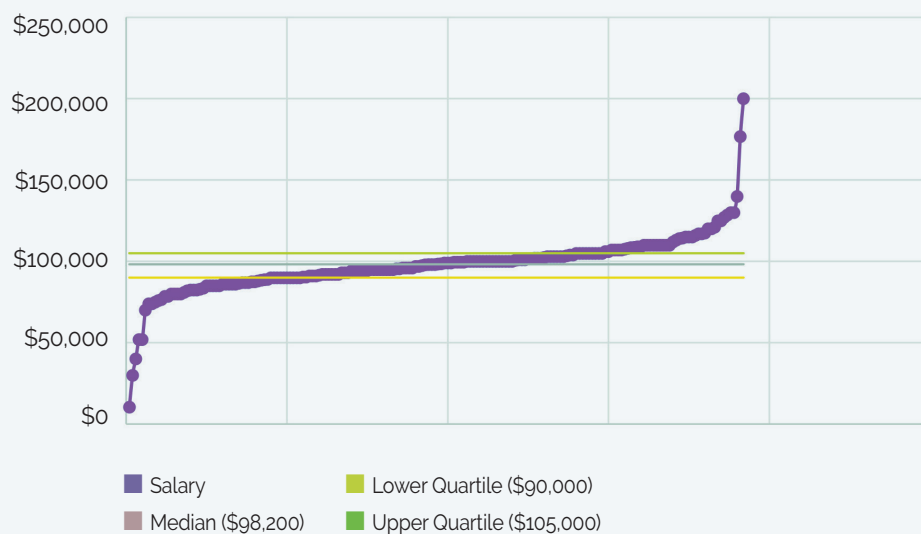
SALARY RANGE FOR EACH ROLE GROUPING

These graphs are all the data points collected in the survey and provide an indication of the spread of salaries for each role grouping. We have also added lower and upper quartile and median markers to assist with reading the data.

Planner/Policy Analyst

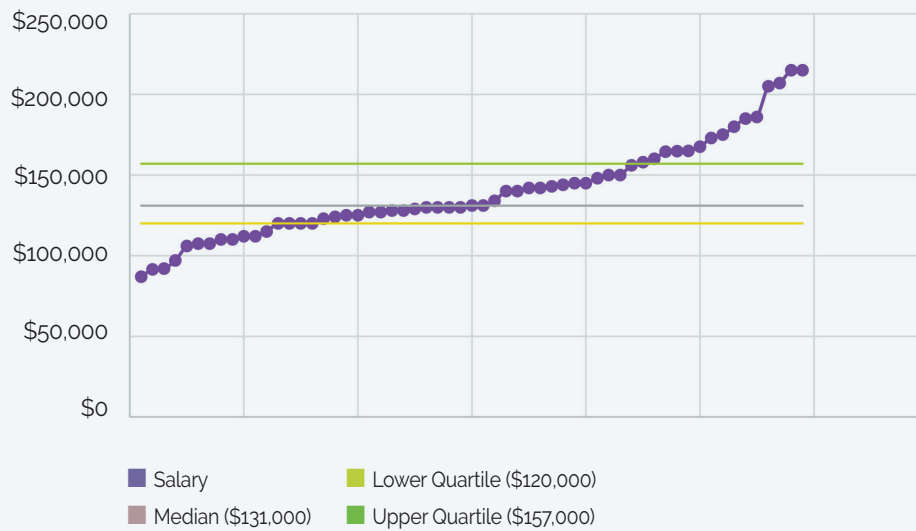


Senior Planner/Policy Analyst

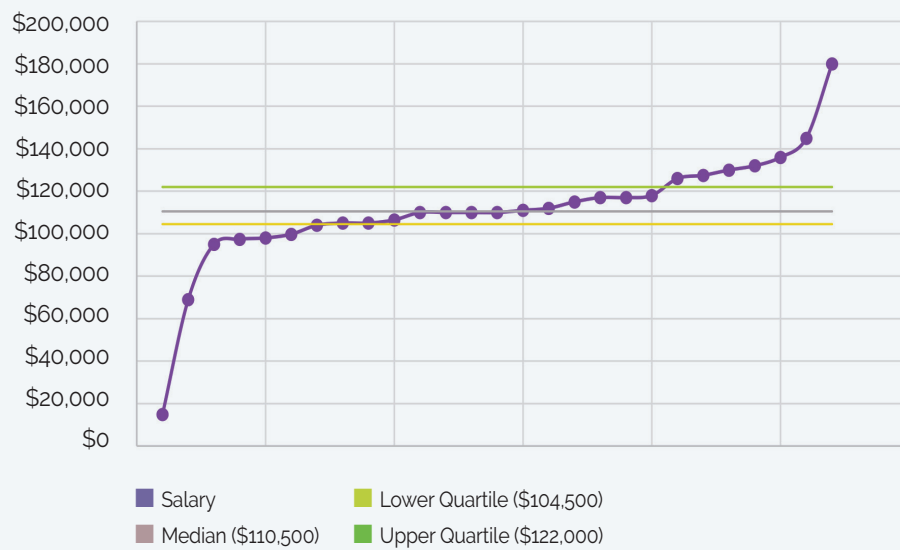


SALARY RANGE FOR EACH ROLE GROUPING

Manager

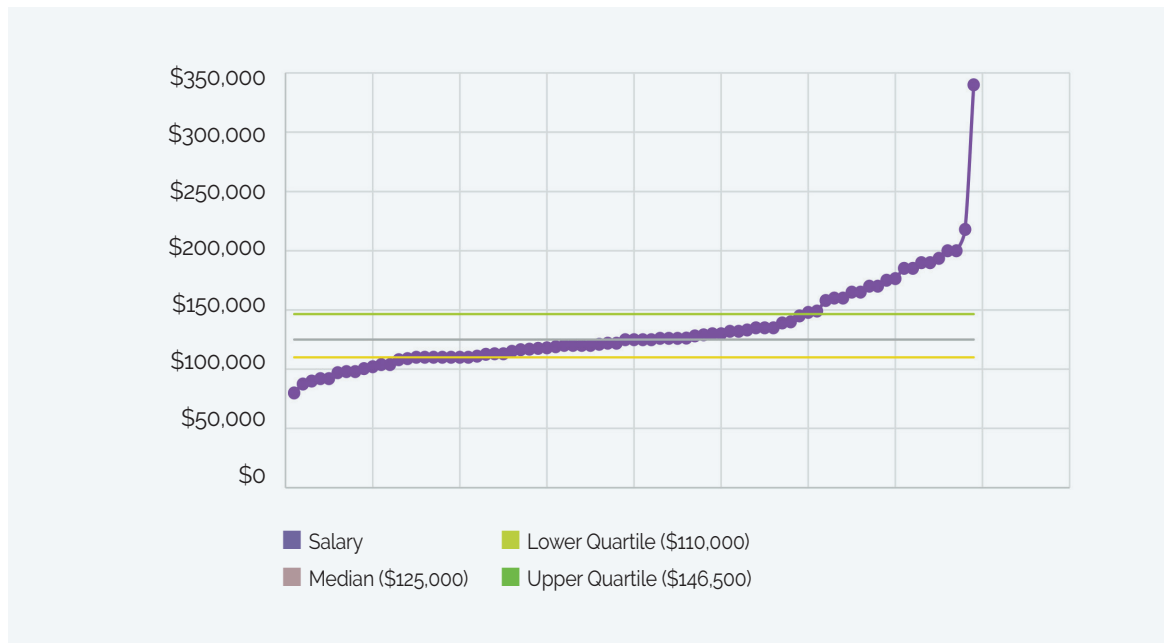


Team Leader

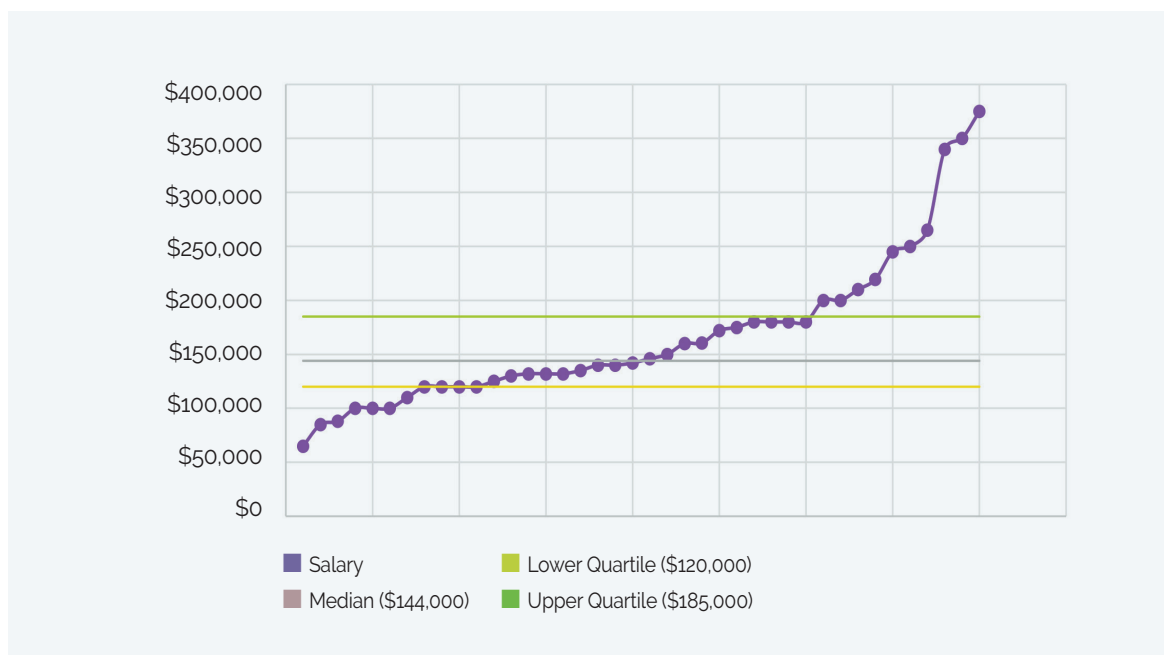


SALARY RANGE FOR EACH ROLE GROUPING

Principle/Associate



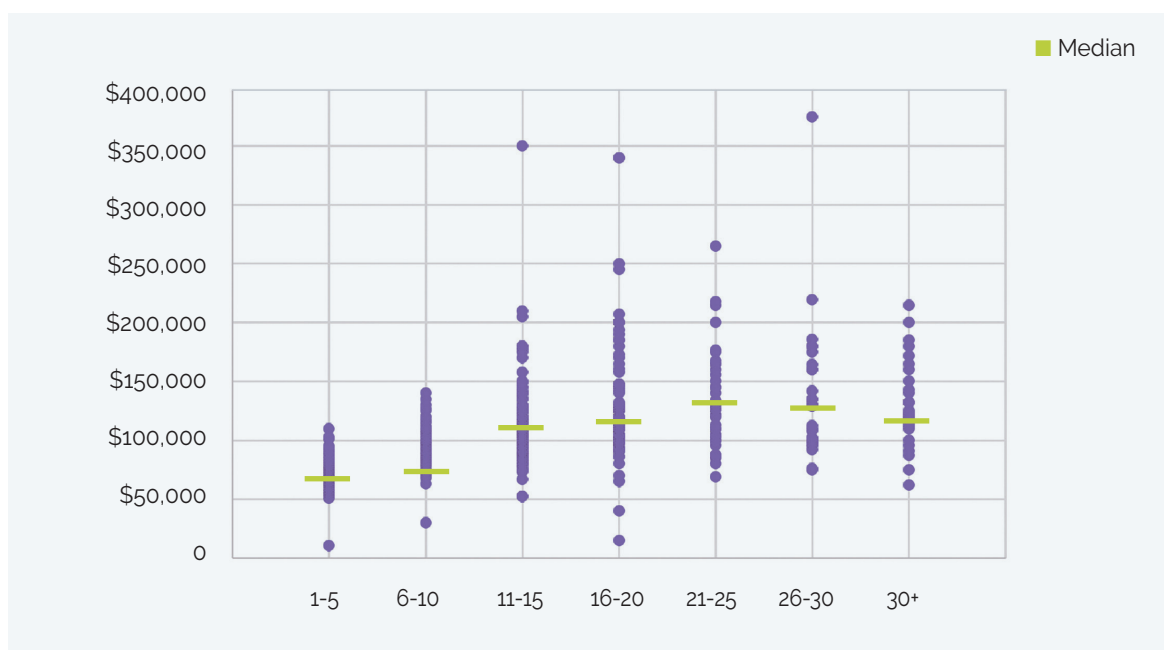
CEO/Director



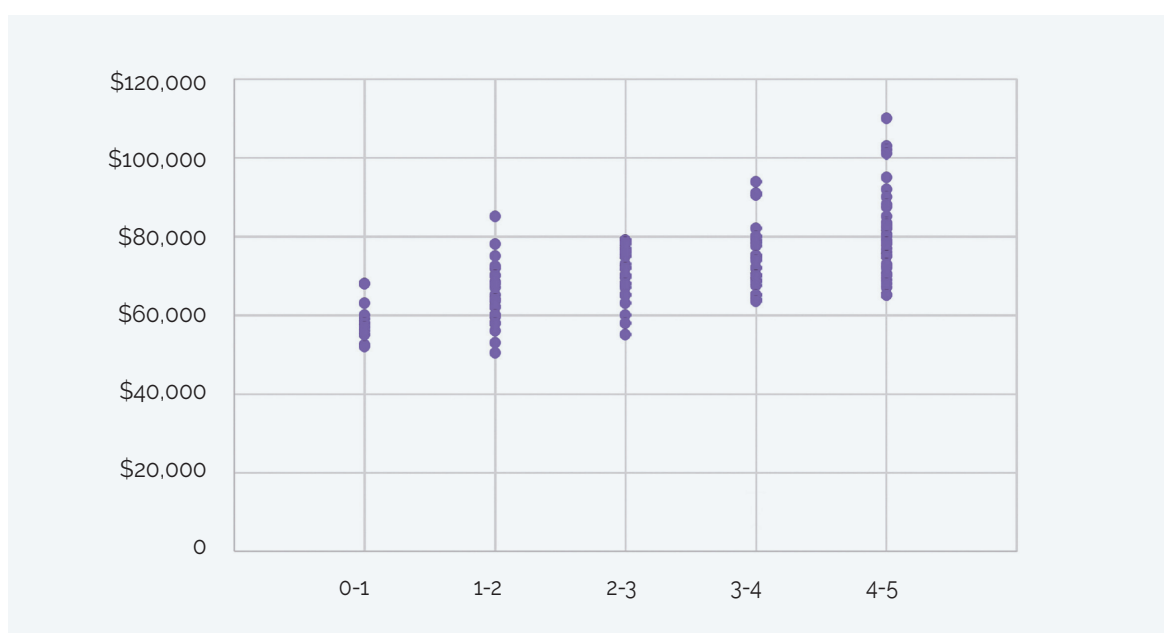
MEDIAN SALARIES BY YEARS OF EXPERIENCE

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 below. 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.

Salary by years as a planner



Emerging planners salary by year



MEDIAN SALARY DATA

This year we have not looked at the overall median salary by location as 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 sector/NGO/Iwi organisations. We have reported those employed by Central Government as a single data set for the whole country.

Auckland

Position	Council employed respondents	Privately employed respondents
Planner/Policy Analyst	\$72,000	\$71,000
Senior Planner/Policy Analyst	\$100,000	\$100,000
Manager	\$173,000	\$155,000
Team Leader	\$123,000	\$155,000
Principal/Associate	\$110,000	\$153,000
Director	–	\$150,000



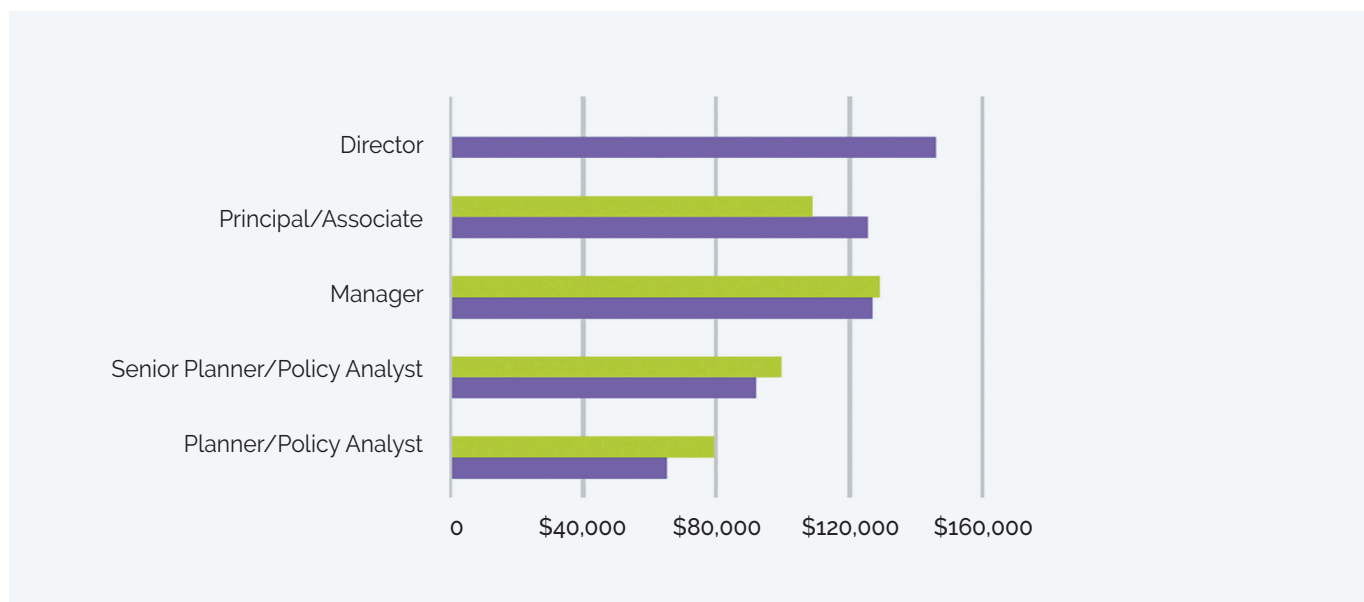
Wellington

Position	Council employed respondents	Privately employed respondents
Planner/Policy Analyst	\$76,250	\$72,750
Senior Planner/Policy Analyst	\$99,750	\$103,000
Manager	\$135,500	\$165,000
Team Leader	-	\$127,500
Principal/Associate	-	\$135,000
Director	-	\$150,000



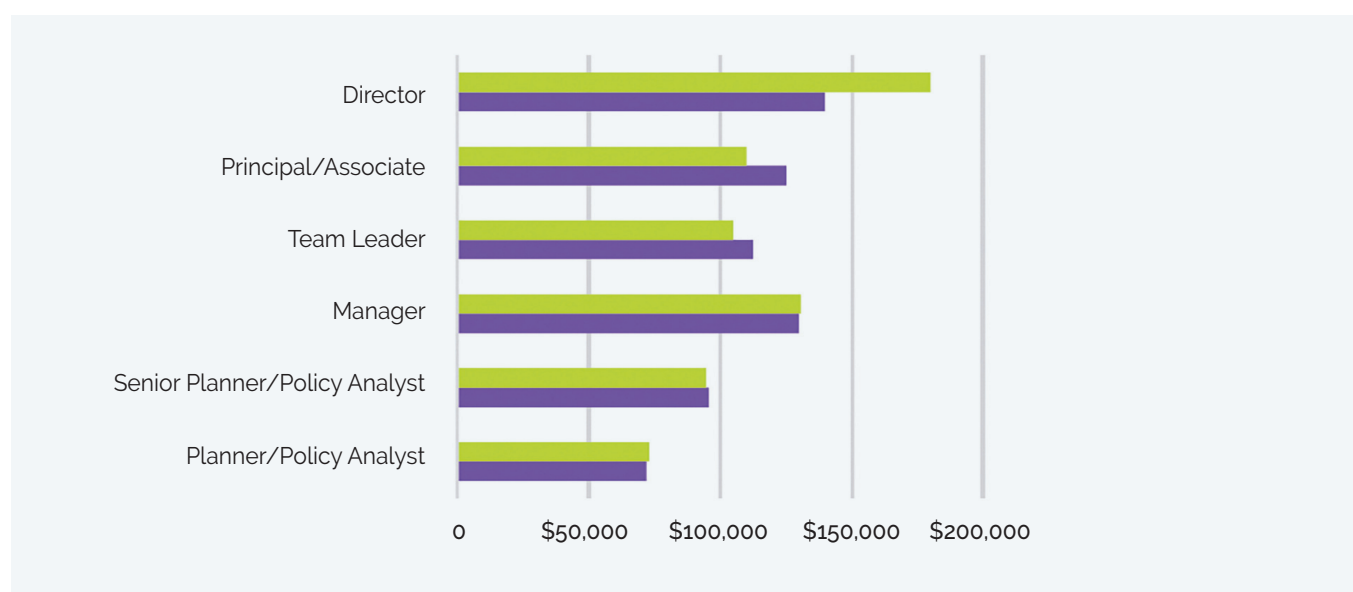
Canterbury/Christchurch

Position	Council employed respondents	Privately employed respondents
Planner/Policy Analyst	\$79,250	\$65,000
Senior Planner/Policy Analyst	\$99,500	\$92,000
Manager	\$129,000	\$127,000
Team Leader	-	-
Principal/Associate	\$109,000	\$125,500
Director	-	\$146,000



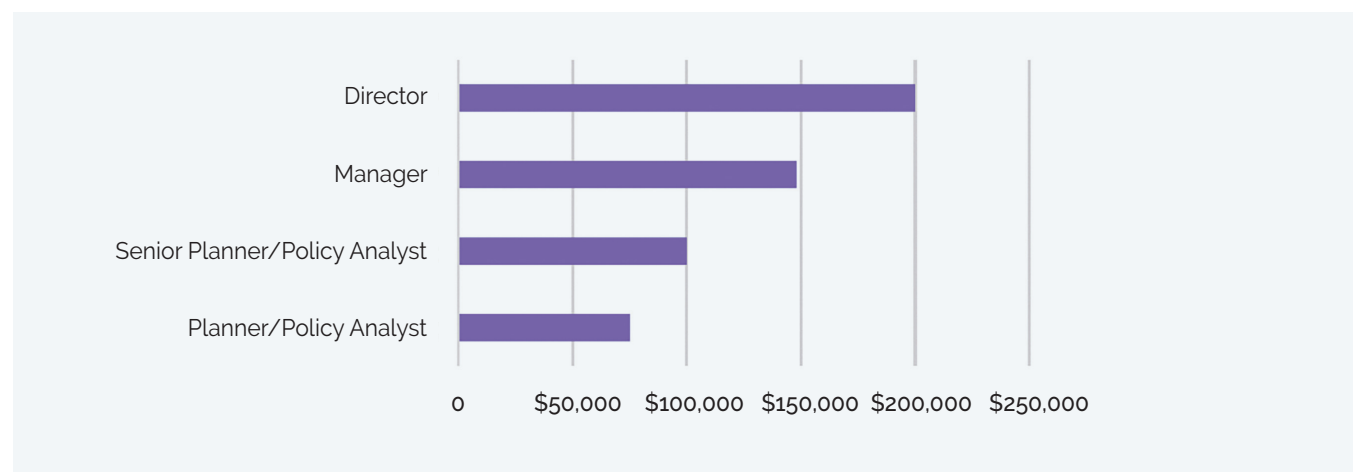
Rest of New Zealand

Position	Council employed respondents	Privately employed respondents
Planner/Policy Analyst	\$73,000	\$72,000
Senior Planner/Policy Analyst	\$94,500	\$95,500
Manager	\$130,500	\$130,000
Team Leader	\$105,000	\$112,500
Principal/Associate	\$110,000	\$125,000
Director	\$180,000	\$140,000



All regions: Central Government respondents

Position	Council employed respondents
Planner/Policy Analyst	\$75,000
Senior Planner/Policy Analyst	\$100,000
Manager	\$148,000
Team Leader	-
Principal/Associate	-
Director	\$200,000



MEDIAN EMPLOYER CONTRIBUTIONS

(Grouped across whole country)

Position	Median \$ Contribution
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Professional Fees (437 non zero responses)

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

Education (237 non zero responses)

Planner/Policy Analyst	\$1,000
Senior Planner/Policy Analyst	\$1,000
Manager	\$1,000
Team Leader	\$1,000
Principal/Associate	\$1,000
Director	\$1,000

Attending Conferences (401 non zero responses)

Planner/Policy Analyst	\$1,000
Senior Planner/Policy Analyst	\$1,000
Manager	\$2,000
Team Leader	\$1,500
Principal/Associate	\$1,500
Director	\$2,000

Position	Median \$ Contribution
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Superannuation (175 non zero responses)

Planner/Policy Analyst	\$2,236
Senior Planner/Policy Analyst	\$3,000
Manager	\$4,000
Team Leader	\$3,500
Principal/Associate	\$4,000
Director	\$5,125

Mobile phone expenses (328 non zero responses)

Planner/Policy Analyst	\$500
Senior Planner/Policy Analyst	\$600
Manager	\$600
Team Leader	\$600
Principal/Associate	\$600
Director	\$1,000

Health/Medical Insurance (130 non zero responses)

Planner/Policy Analyst	\$500
Senior Planner/Policy Analyst	\$500
Manager	\$1,650
Team Leader	\$350
Principal/Associate	\$500
Director	\$2,000

Home Internet/Computing (65 non zero responses)

Planner/Policy Analyst	\$750
Senior Planner/Policy Analyst	\$1,000
Manager	\$1,100
Team Leader	\$ -
Principal/Associate	\$1,000
Director	\$1,000

Company Vehicle 49 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	4%	\$15,000
Senior Planner/Policy Analyst	6%	\$14,800
Manager	29%	\$12,300
Team Leader	-	-
Principal/Associate	16%	\$18,125
Director	31%	\$7,700

HUMAN RESOURCES OVERVIEW

Career movement



28% of respondents reported they have changed positions in the last year. The most common reasons given in free-format responses are (mentions):

Salary (19), pay (8), money (6)

Opportunity (12), career (27), change (14), promotion (9)

Stress (10), redundancy (5), culture (5), job satisfaction (4), location (9), balance (2)

Variety (4), development (17), type of work (5), role (10), interest (5), redundancy (2)

Staff retention



30% 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 (84), variety (38), challenging (42), opportunity (34), career (16)

Salary (28), pay (23), income (8), remuneration (7), well-paid (12)

Making a difference (18), job satisfaction (15), enjoyment (16)

Job security (12), professional development (8), flexibility (13)

Responsibilities for recruitment and filling vacancies

In the 2018 survey: 262 respondents have responsibilities for recruitment.

Of those 134 (51%) report difficulties filling vacancies, while 128 (49%) report no difficulties.



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