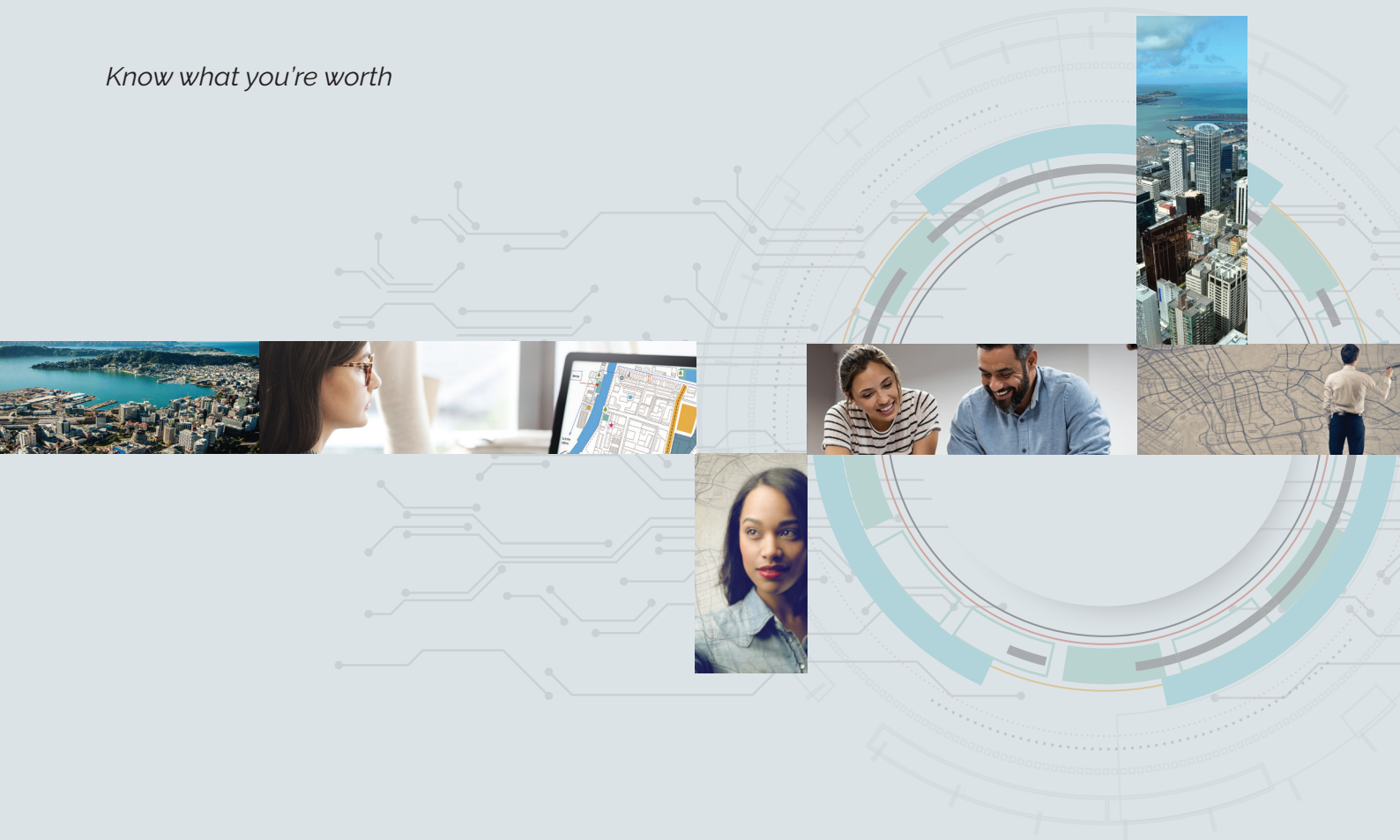


# SALARY SURVEY 2019

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*Know what you're worth*



NEW ZEALAND  
**PLANNING INSTITUTE**  
Te Kokiringa Taumata

# SALARY SURVEY 2019

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*Planning together for a better New Zealand*

## INTRODUCTION

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*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 527 valid responses to the survey, providing us with a robust data set.*

*We are pleased to present you with the results of our analysis of this data, and we thank all NZPI members who took the time to respond to the survey.*



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# SALARY SURVEY 2019

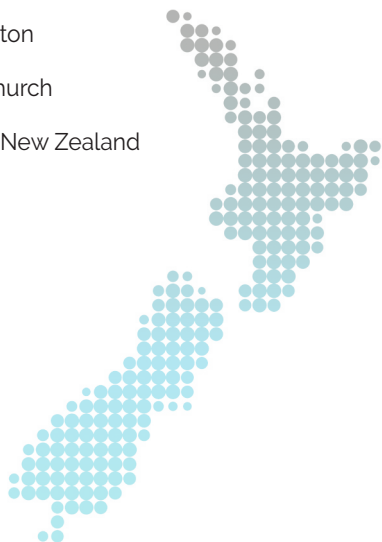
## METHODOLOGY

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 527 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 expanded the grouping of respondents' job titles to 10 broad categories, although sometimes these have been grouped to ensure we have a robust data set for each variable.

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

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

*Planning consultancy*  
*Multi-disciplinary consultancy*  
*University*  
*Regional Council*  
*City Council*  
*District Council*  
*Central Government*  
*SOE*

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.

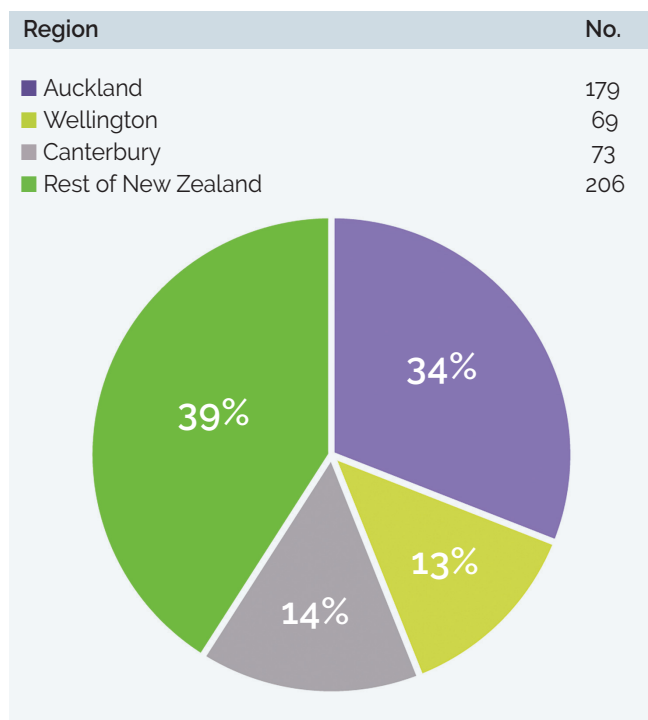
We have also taken data from the last three surveys to provide initial basis analysis on gender pay gaps and related trends. We will continue to track trends in this area over coming surveys.



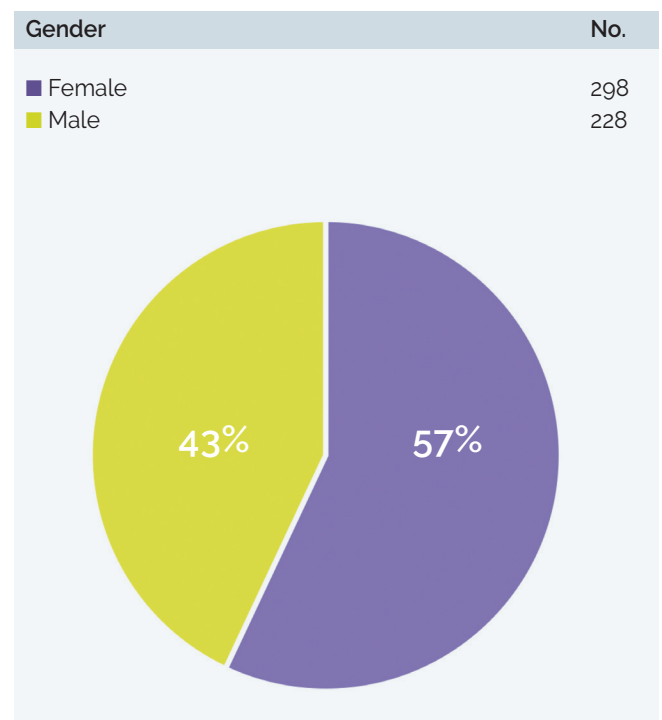
# SALARY SURVEY 2019

## PROFILE OF SURVEY RESPONDENTS

### Location



### Gender



### Age

Age Range	No.	Percentage
21-25	68	13%
26-30	95	18%
31-35	80	15%
36-40	79	15%
41-45	71	13%
46-50	56	11%
51-55	33	6%
56-60	23	4%
61-65	11	2%
66+	10	2%
Total	526	

### Years in the planning profession

Year Range	No.	Percentage
0-1	13	2%
1-2	39	7%
2-3	32	6%
3-4	34	6%
4-5	53	10%
6-10	75	14%
11-15	102	19%
16-20	79	15%
21-25	47	9%
26-30	22	4%
30+	31	6%
Total	527	



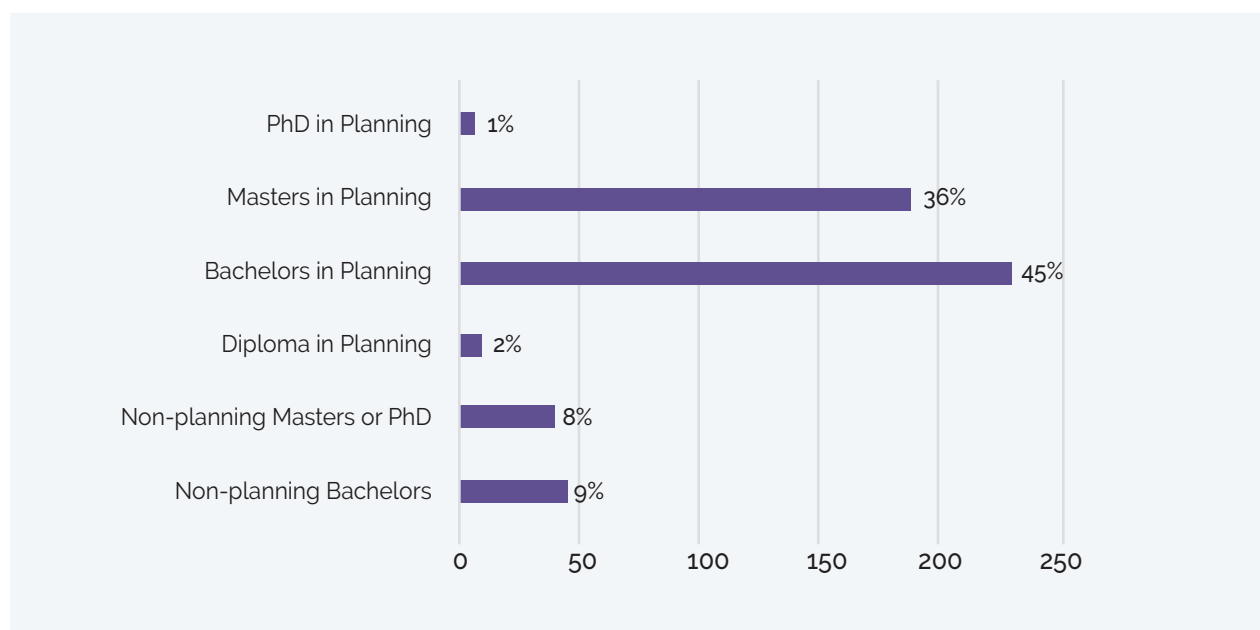
# SALARY SURVEY 2019

## QUALIFICATIONS & EMPLOYMENT

### Qualifications held by respondents

427 respondents held NZPI accredited qualifications.

The following table shows the qualifications held by respondents.



### Employment status

86% (455) of respondents were in full time work, while 14% (72) were working part-time, which is consistent with last year.

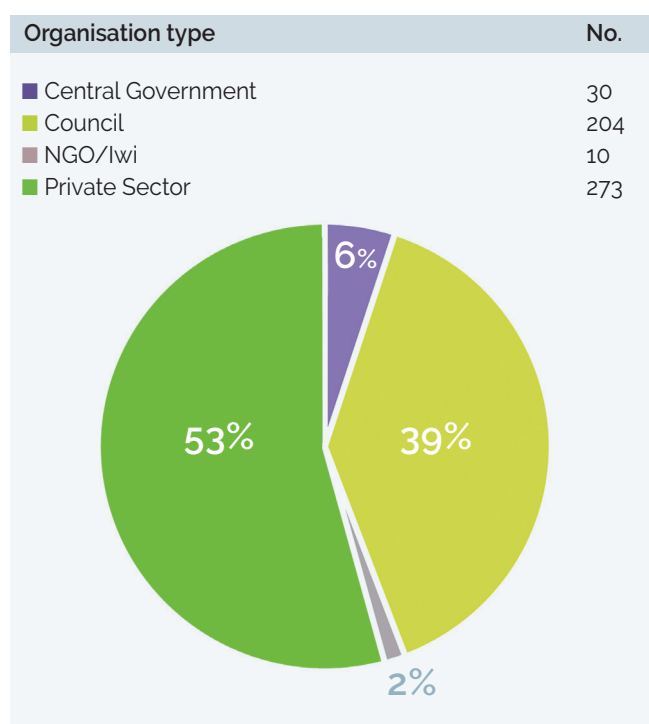




# SALARY SURVEY 2019

## ORGANISATION, POSITION & SALARIES

### Organisations employing respondents



### The position/role of respondents

Job/Role title	No.	Percentage
Planner/Policy Analyst	134	30%
Senior Planner/Policy Analyst	145	32%
Manager/Team Leader	38/25	14%
Associate/Principal	71	16%
CEO/Director	38	8%
Total	451	

NB: CEO and Director roles have been aggregated.  
Note that while 86% of respondents ticked one of the jobs/roles, approximately 76 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	\$65,000	\$72,000	\$79,750
Senior Planner/Policy Analyst	\$92,000	\$99,000	\$105,000
Manager	\$125,000	\$141,000	\$167,500
Team Leader	\$112,000	\$118,000	\$124,000
Principal/Associate	\$115,000	\$130,000	\$145,000
Director	\$147,500	\$170,000	\$200,000

### Median salary by years of experience

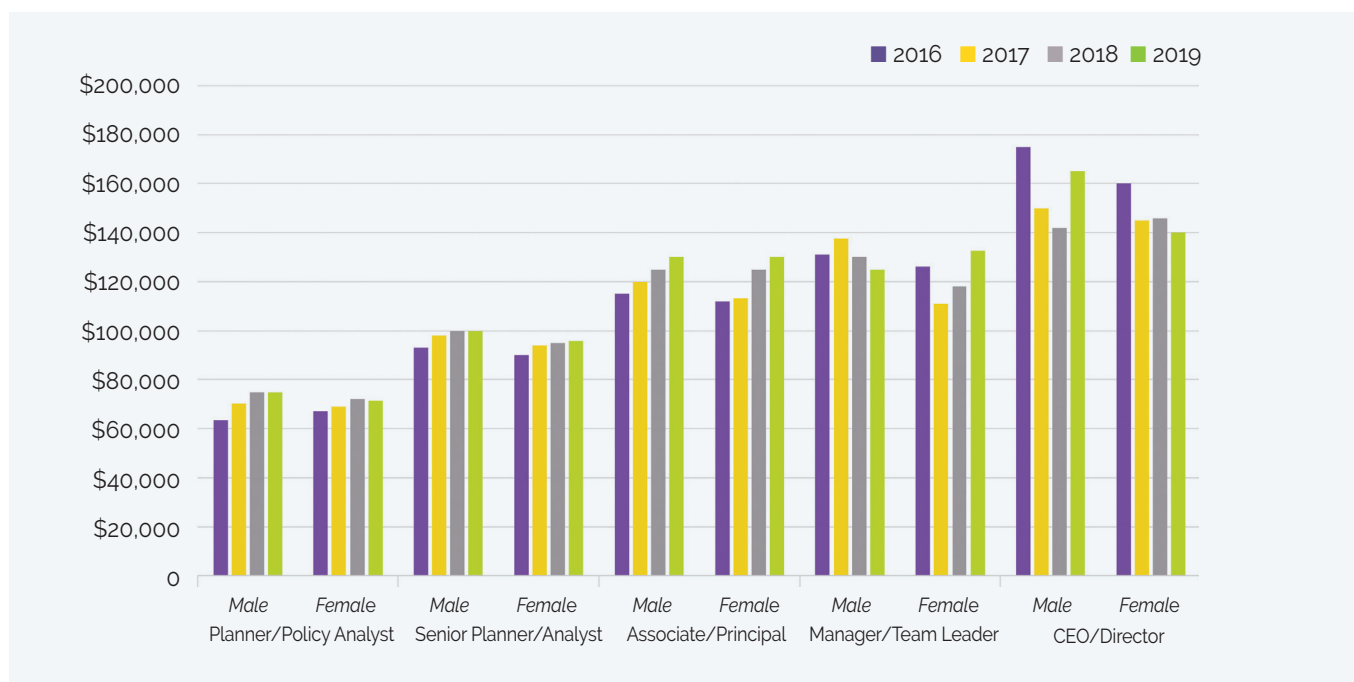
Years	Median
0-5	\$70,000
6-10	\$95,000
11-15	\$105,480
16-20	\$121,000
21-25	\$135,000
26-30	\$160,000
30+	\$135,000



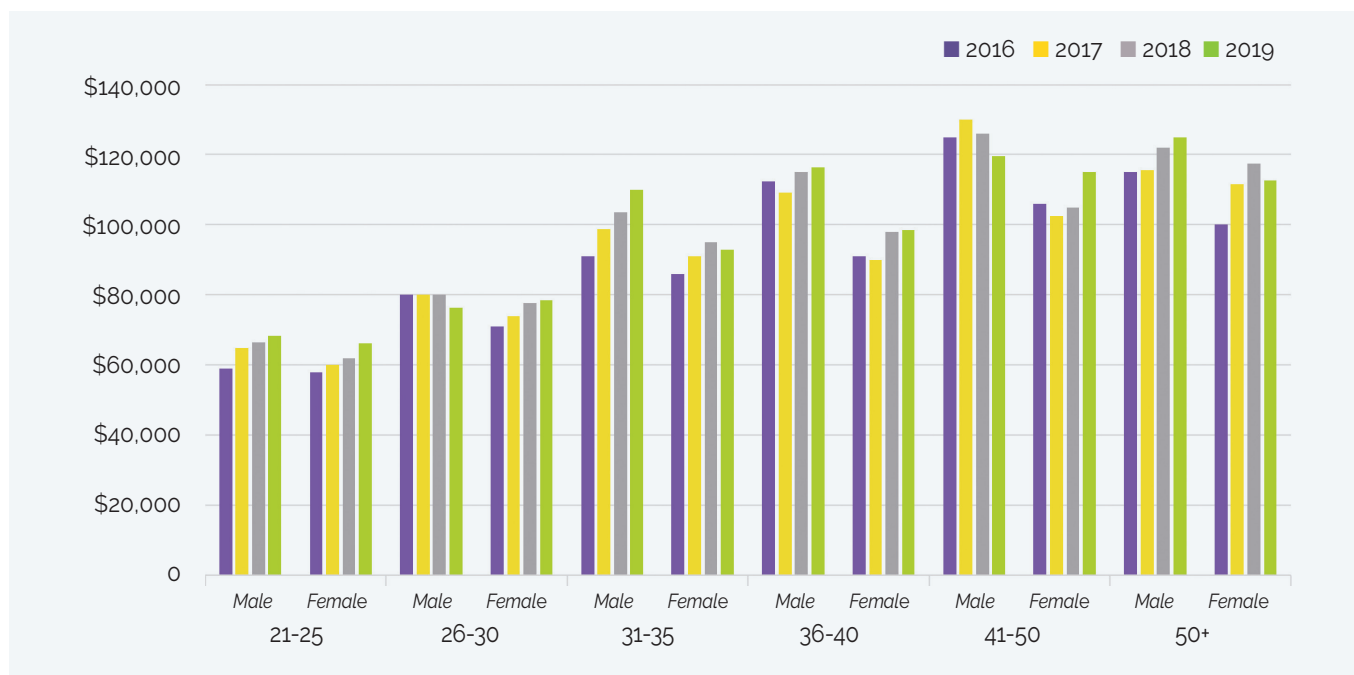
# SALARY SURVEY 2019

## MEDIAN SALARIES BY GENDER FOR THE FOUR YEARS 2016-2019

### Role type



### Age

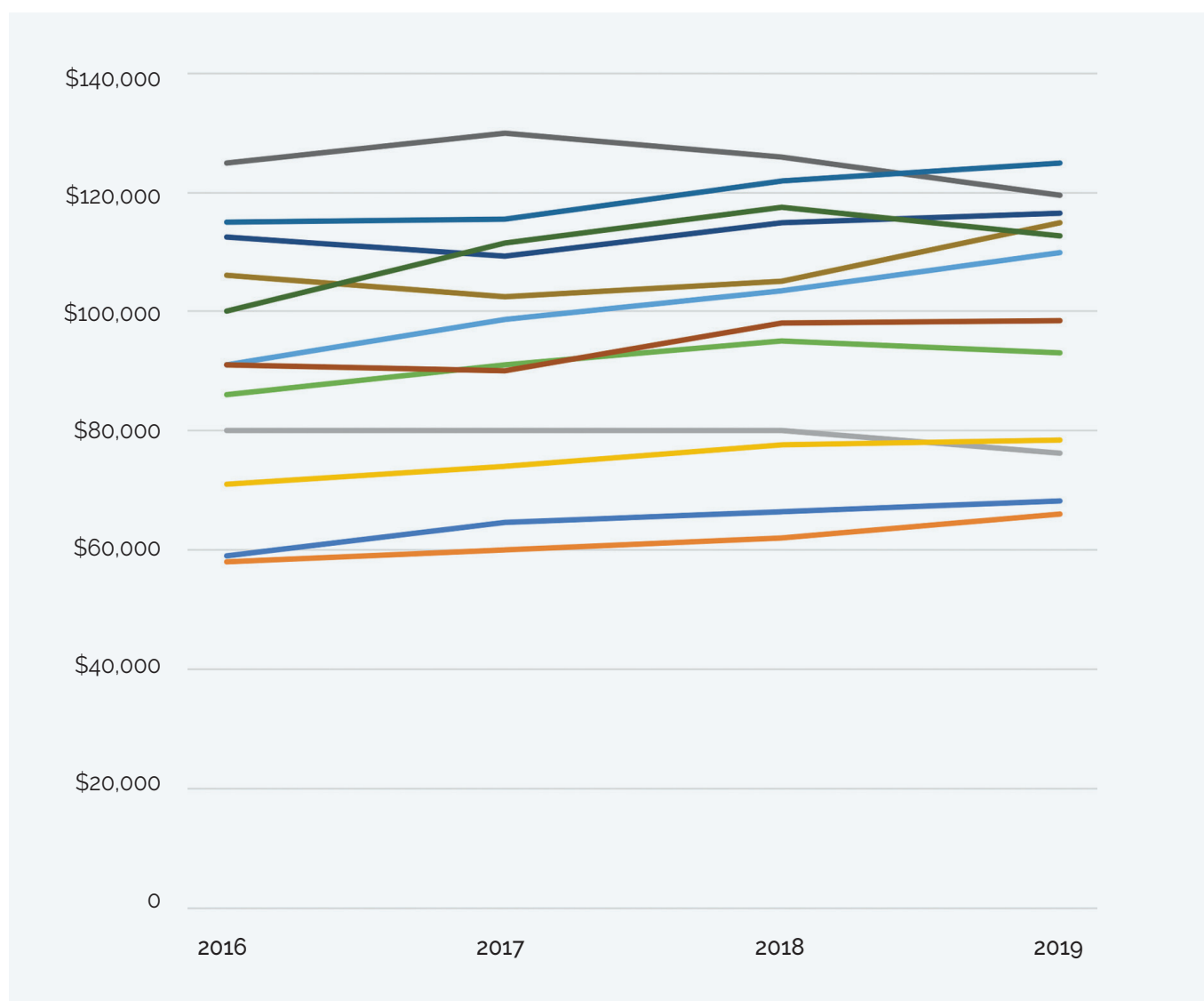




# SALARY SURVEY 2019

## MEDIAN SALARIES BY GENDER FOR THE FOUR YEARS 2016-2019

Salary comparison by age over time



21-25 Male 21-25 Female 26-30 Male 26-30 Female 31-35 Male 31-35 Female  
36-40 Male 36-40 Female 41-50 Male 41-50 Female 50+ Male 50+ Female

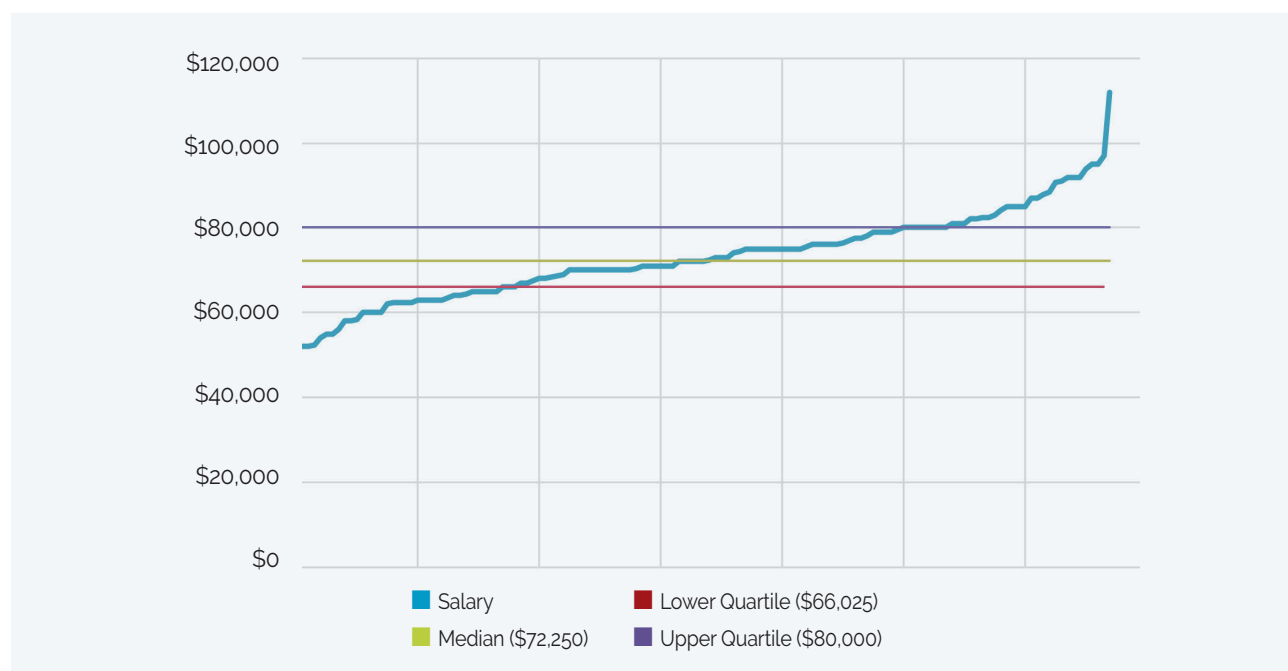


# SALARY SURVEY 2019

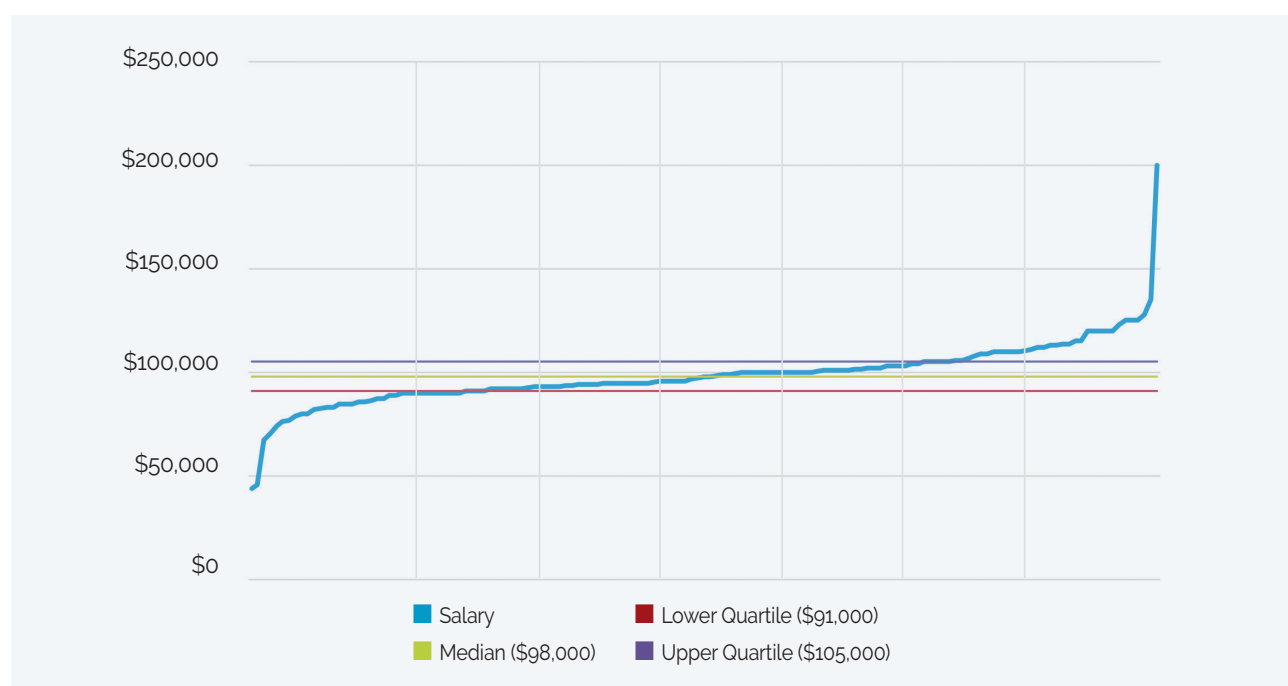
## SALARY RANGE FOR EACH ROLE GROUPING

The graphs are 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



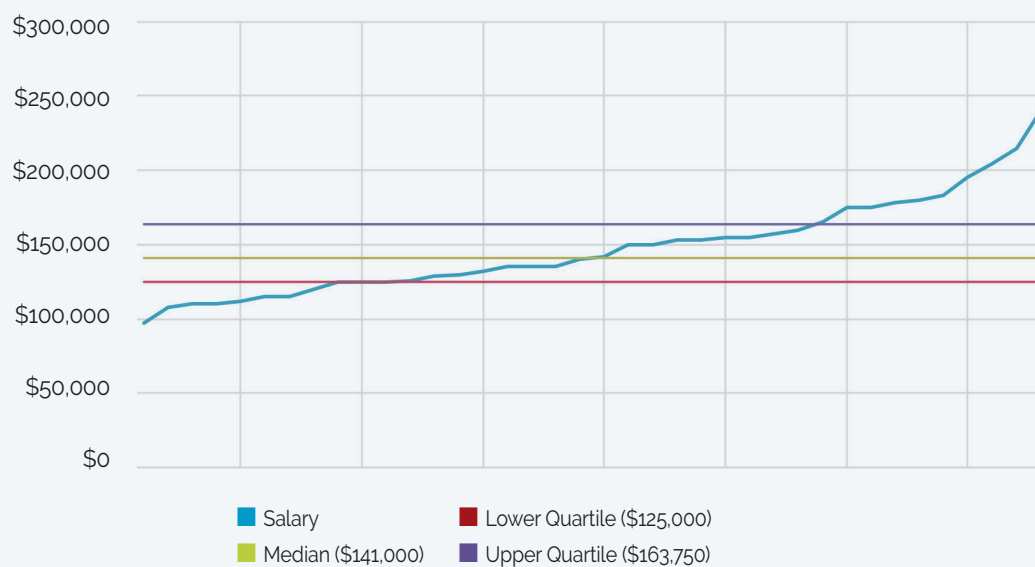
### Senior Planner/Policy Analyst



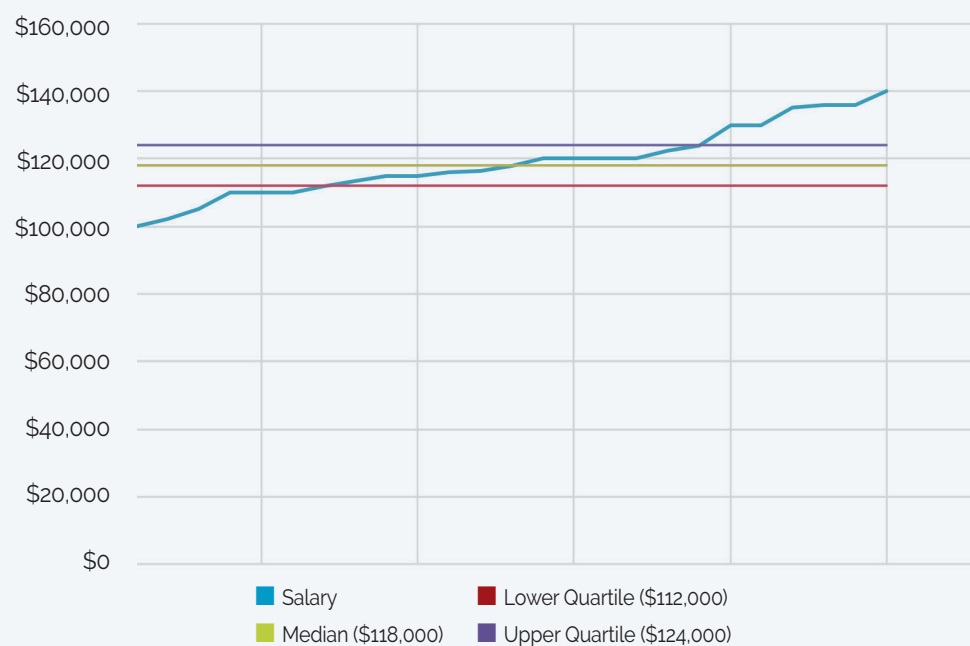


# SALARY SURVEY 2019

## Manager



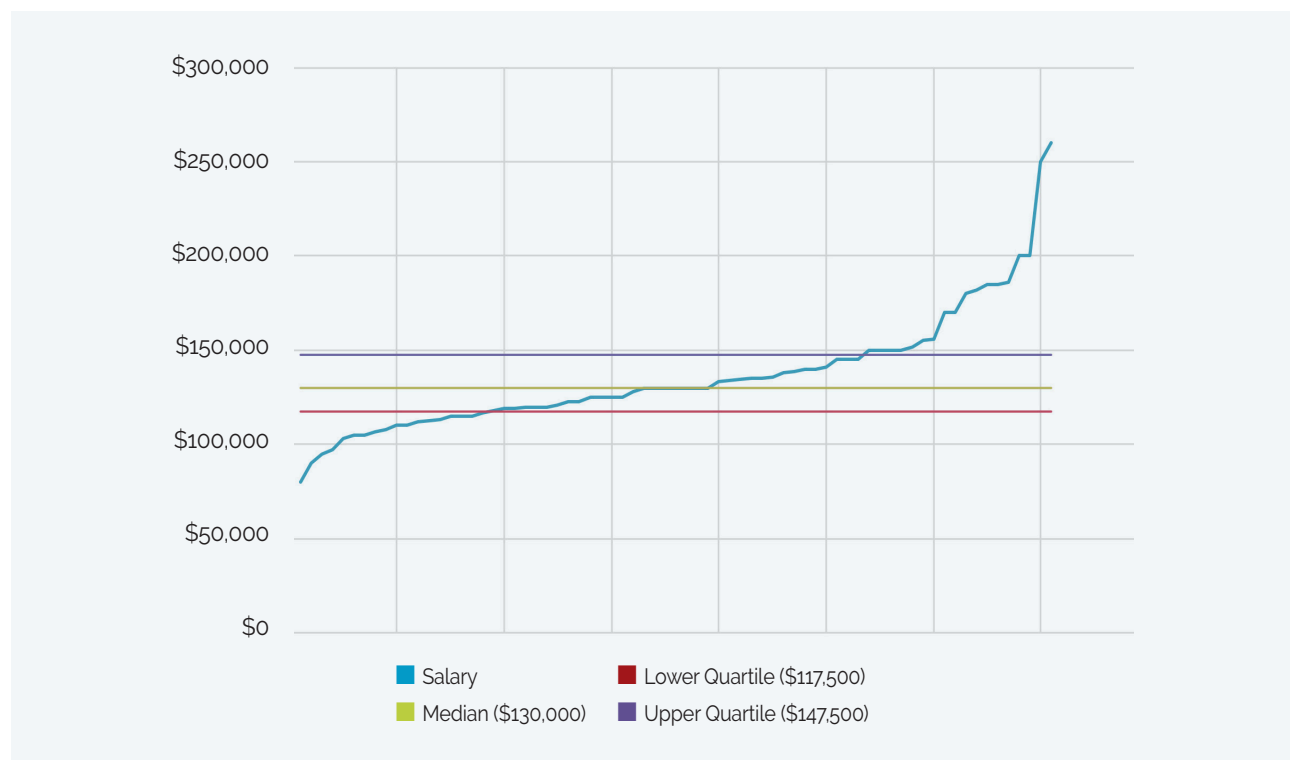
## Team Leader



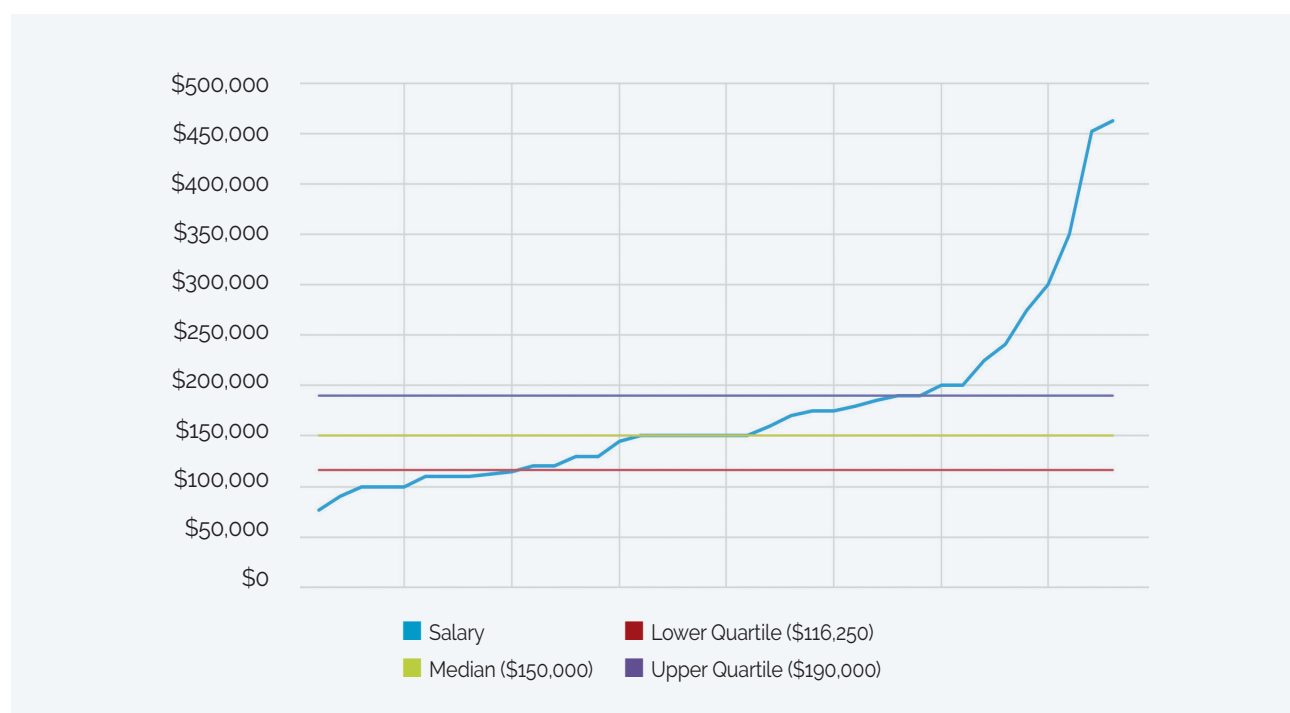


# SALARY SURVEY 2019

## Principle/Associate



## CEO/Director



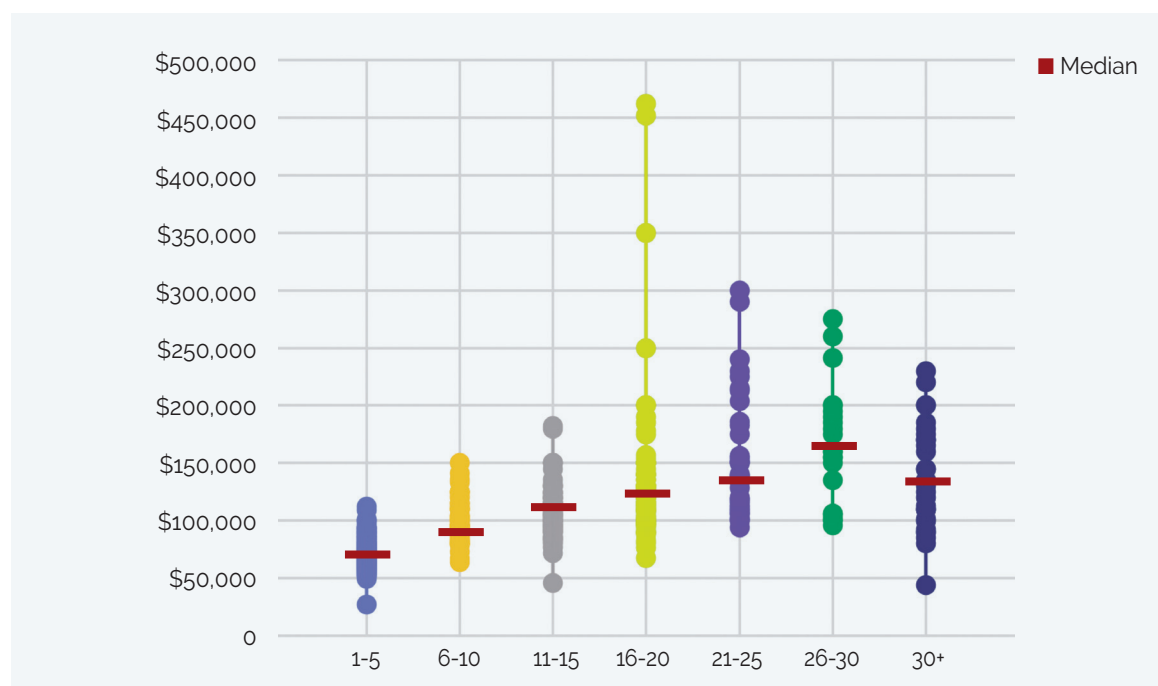


# SALARY SURVEY 2019

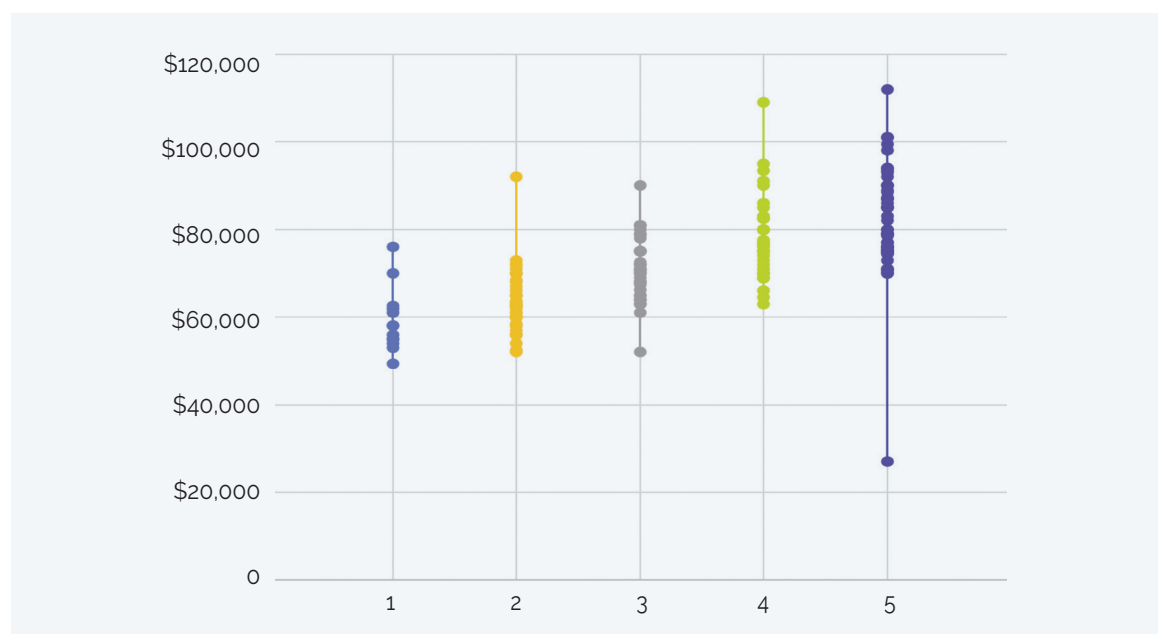
## MEDIAN SALARIES BY YEARS OF EXPERIENCE

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 range by years worked





# SALARY SURVEY 2019

## MEDIAN SALARY DATA

As per last year, this year we have again looked at median salary by location and by role. 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 combined the Central Government and iwi/NGO categories and reported them as a single data set for the whole country.

### Auckland

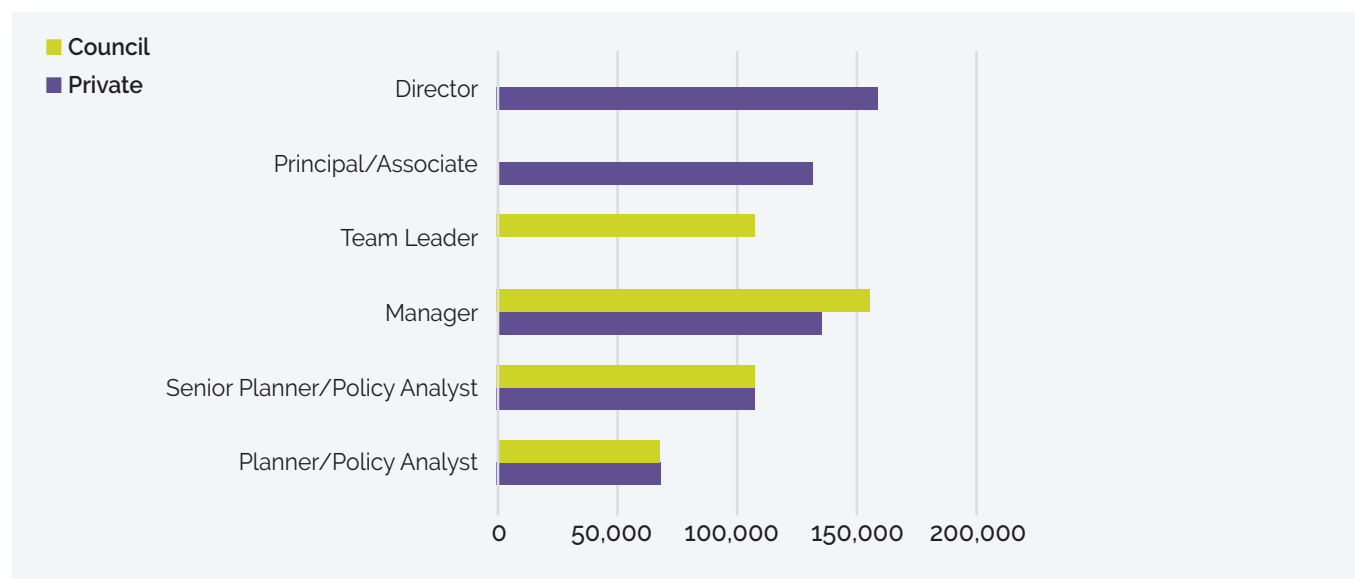
Position	Council	Private	All respondents
Planner/Policy Analyst	\$73,000	\$70,000	\$71,000
Senior Planner/Policy Analyst	\$101,000	\$95,000	\$99,000
Manager	\$178,000	\$155,000	\$175,000
Team Leader	\$125,000	\$155,000	\$120,000
Principal/Associate	\$125,000	\$145,000	\$134,250
Director	–	\$180,000	\$180,000





## Wellington

Position	Council	Private	All respondents
Planner/Policy Analyst	\$70,000	\$70,000	\$70,000
Senior Planner/Policy Analyst	\$110,000	\$110,000	\$110,000
Manager	\$153,500	\$135,500	\$153,000
Team Leader	\$107,750	–	\$107,750
Principal/Associate	–	\$134,500	\$134,500
Director	–	\$160,000	\$160,000



## Canterbury/Christchurch

Position	Council	Private	All respondents
Planner/Policy Analyst	\$80,500	\$71,500	\$75,000
Senior Planner/Policy Analyst	\$95,000	\$95,500	\$95,000
Manager	\$215,000	\$160,000	\$187,500
Team Leader	\$130,000	–	\$130,000
Principal/Associate	\$122,000	\$130,000	\$123,000
Director	–	\$177,500	\$177,500





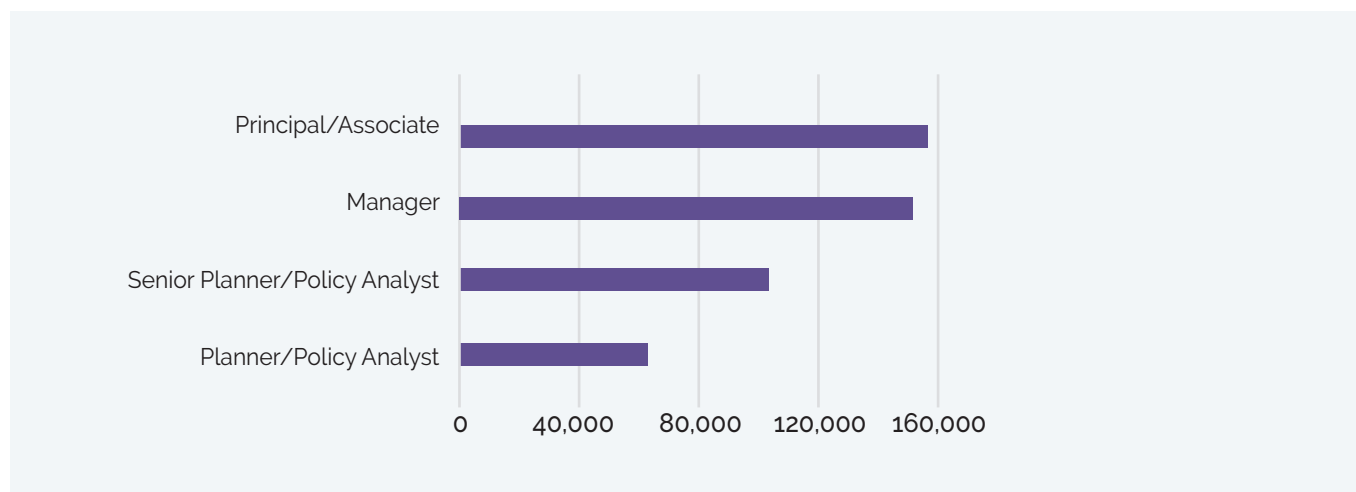
## Rest of New Zealand

Position	Publicly	Private	All respondents
Planner/Policy Analyst	\$72,750	\$75,000	\$74,500
Senior Planner/Policy Analyst	\$96,750	\$94,000	\$95,750
Manager	\$125,000	\$131,250	\$125,500
Team Leader	\$116,000	\$122,000	\$116,500
Principal/Associate	\$119,000	\$135,000	\$134,250
Director	\$142,500	\$125,000	\$125,000



## All regions: Central Government respondents

Position	
Planner/Policy Analyst	\$62,500
Senior Planner/Policy Analyst	\$105,000
Manager	\$153,500
Team Leader	-
Principal/Associate	\$156,000
Director	-





# SALARY SURVEY 2019

## MEDIAN EMPLOYER CONTRIBUTIONS

*Grouped across whole country*

Position	Median \$ Contribution
----------	------------------------

### Professional Fees (365 non zero responses)

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

### Education (225 non zero responses)

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

### Attending Conferences (362 non zero responses)

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

### Superannuation (139 non zero responses)

Planner/Policy Analyst	\$2,000
Senior Planner/Policy Analyst	\$3,000
Manager	\$4,000
Team Leader	\$4,000
Principal/Associate	\$3,455
Director	\$5,000



# SALARY SURVEY 2019

Position	Median \$ Contribution
----------	------------------------

## Mobile phone expenses (294 non zero responses)

Planner/Policy Analyst	\$500
Senior Planner/Policy Analyst	\$600
Manager	\$500
Team Leader	\$500
Principal/Associate	\$700
Director	\$850

## Health/Medical Insurance (104 non zero responses)

Planner/Policy Analyst	\$500
Senior Planner/Policy Analyst	\$500
Manager	\$750
Team Leader	-
Principal/Associate	\$600
Director	\$2,000

## Home Internet/Computing (53 non zero responses)

Planner/Policy Analyst	\$1,500
Senior Planner/Policy Analyst	\$1,500
Manager	\$900
Team Leader	\$ -
Principal/Associate	\$900
Director	\$500

## Company Vehicle 31 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	3%	\$10,000
Senior Planner/Policy Analyst	-	-
Manager	10%	\$25,000
Team Leader	-	-
Principal/Associate	16%	\$24,000
Director	52%	\$15,000



# SALARY SURVEY 2019

## 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 (9), pay (11), money (3)

Opportunity (7), career (12), change (5), promotion (8)

Stress (1), culture (7), job satisfaction (3), location (6), balance (3), bullying (2)

Variety (5), development (14), type of work (3), role (15), interest (5), redundancy (1)

### 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** include (mentions):

Interest (78), variety (34), challenging (40), opportunity (6), career (13)

Salary (33), pay (36), income (3), remuneration (15), well-paid (12)

Making a difference (12), job satisfaction (8), enjoyment (18)

Job security (14), professional development (9), flexibility (14)

### 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.

In the 2019 survey: 195 respondents have responsibilities for recruitment.

Of those 120 (62%) report difficulties filling vacancies, while 75 (38%) report no difficulties.

This is a substantial worsening on the recruitment situation since the last survey.



#### **Auckland Head Office**

Level 19  
120 Albert Street  
Auckland City  
PO Box 106-481  
Auckland City 1143  
New Zealand  
Phone: +64 9 520 6277  
Email: [admin@planning.org.nz](mailto:admin@planning.org.nz)  
[planning.org.nz](http://planning.org.nz)

#### **Branches**

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