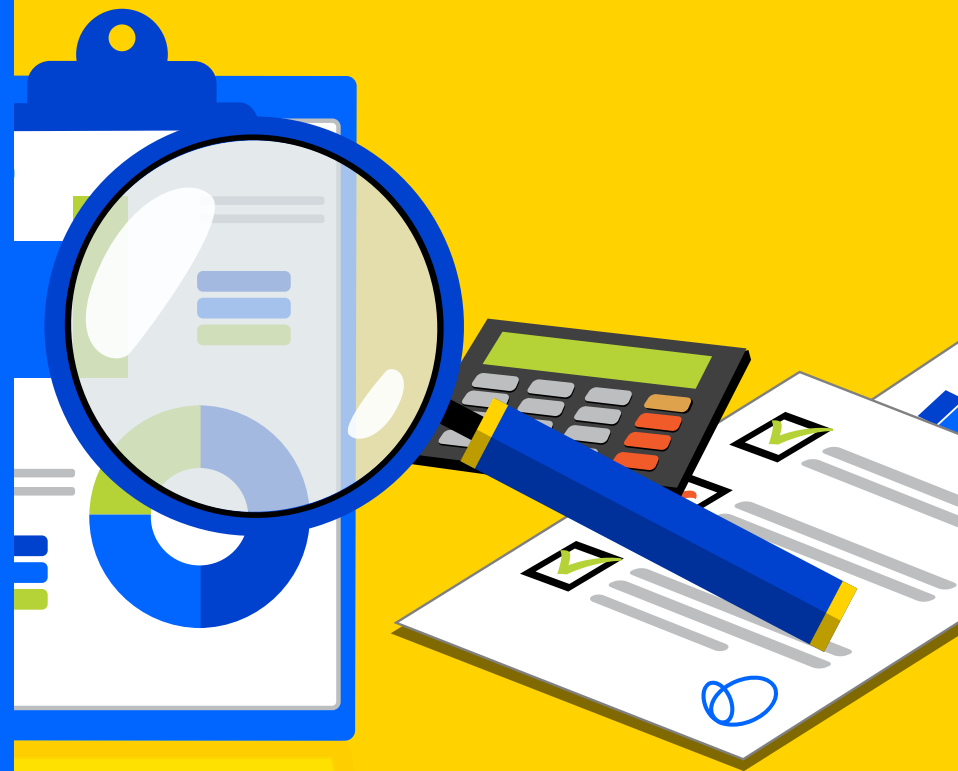




engineering
new zealand
te ao rangahau

REMUNERATION SURVEY 2020 SNAPSHOT



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ROBLAWmax
RECRUITMENT

2,267

members completed our survey this year

17%

of respondents also completed
our 2019 survey

A YEAR THAT WON'T BE FORGOTTEN

Covid-19 meant 2020 was a challenging year for most, and one we won't forget any time soon. We wanted to delve deeper into how Covid-19 has impacted our engineers in this year's remuneration survey – both financially and wellbeing wise.

Overall, the median base salary still increased from the previous year, to \$100,000. We had a similar percentage of respondents across the career stages and for the first time are able to report that 17 percent of respondents also completed the 2019 survey.

We've seen similar trends to previous years between male and female salaries. They start out equal at graduate level and quickly become disparate at subsequent career stages, creating a gender pay gap that the profession must improve. This year we've decided to start telling the story of our gender diverse group of engineers. You'll see we've included a median salary for them, but with a small respondent pool this can't be statistically replied upon.

Hardship and wellbeing questions were a crucial part of this year's survey. We noticed the number that reported being unemployed doubled to one percent – with almost half of these being due to Covid-19. We've felt uncertainty when speaking to employers throughout the year, but also a commitment to doing the best they can for their people. Our survey reported seven percent had a salary lower than in 2019 which was due to the coronavirus.

Just over a quarter of respondents reported they were experiencing hardship due to Covid-19. The reasons were spread across being worried about their financial future and job security, to a worrying number experiencing anxiety and depression.

We've gained valuable insights to help us deliver what our members need, and we hope our readers do too. We'll continue to advocate for good outcomes for engineers and support our members with tailored wellbeing support. View resources at engineeringnz.org/wellbeing

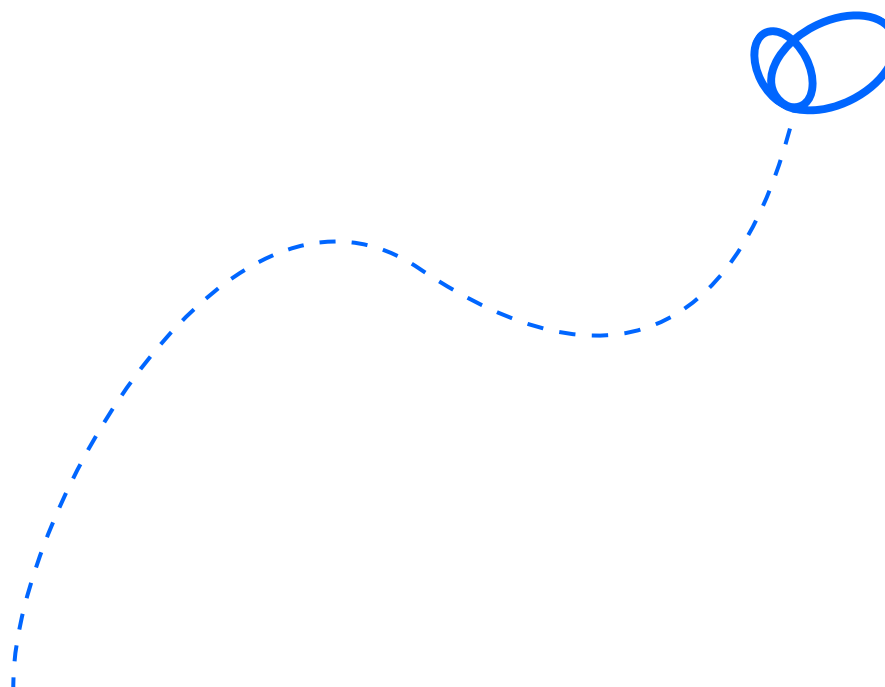
GET THE FULL STORY

In our full salary results spreadsheet, available free to all Engineering New Zealand members, we've provided median salaries for each career stage calculated from this year's responses. As a point of comparison, we have provided two figures. The first is labelled "median a year ago". This gives the median answer to the question "what was your salary a year ago?". It does not take into account that some people may have been promoted or moved career stage during the year. The second figure is labelled "median reported in 2019". This gives the median from our 2019 remuneration survey for that career stage. In the adjacent column we've provided the percentage difference for your reference.

We also recognise that asking people to supply their own salaries is a process than can introduce error. Understanding the difference between base salary and total remuneration (which includes other cash benefits like super and bonuses), can sometimes be confusing and remembering to the dollar what your salary was a year ago can cause slight inconsistencies.

Non-members can order a copy of the full results spreadsheet for \$199 (incl. GST).

Get the full story at engineeringnz.org/rem



A WORD FROM OUR SPONSOR

This year has been 'challenging' to say the least and we expect to see more challenges ahead, especially when it comes to hiring decisions and available talent.

New Zealand has been in the grips of an engineering talent shortage across all sectors as it tries to keep up with the biggest construction boom in 50 years. This is on top of the unrelenting demand for affordable housing across major centres.

Covid-19 has seen a lot of engineering talent leave New Zealand, and whilst returning Kiwis have offset a portion of the vacating engineers, it's not enough to support the ongoing candidate shortage.

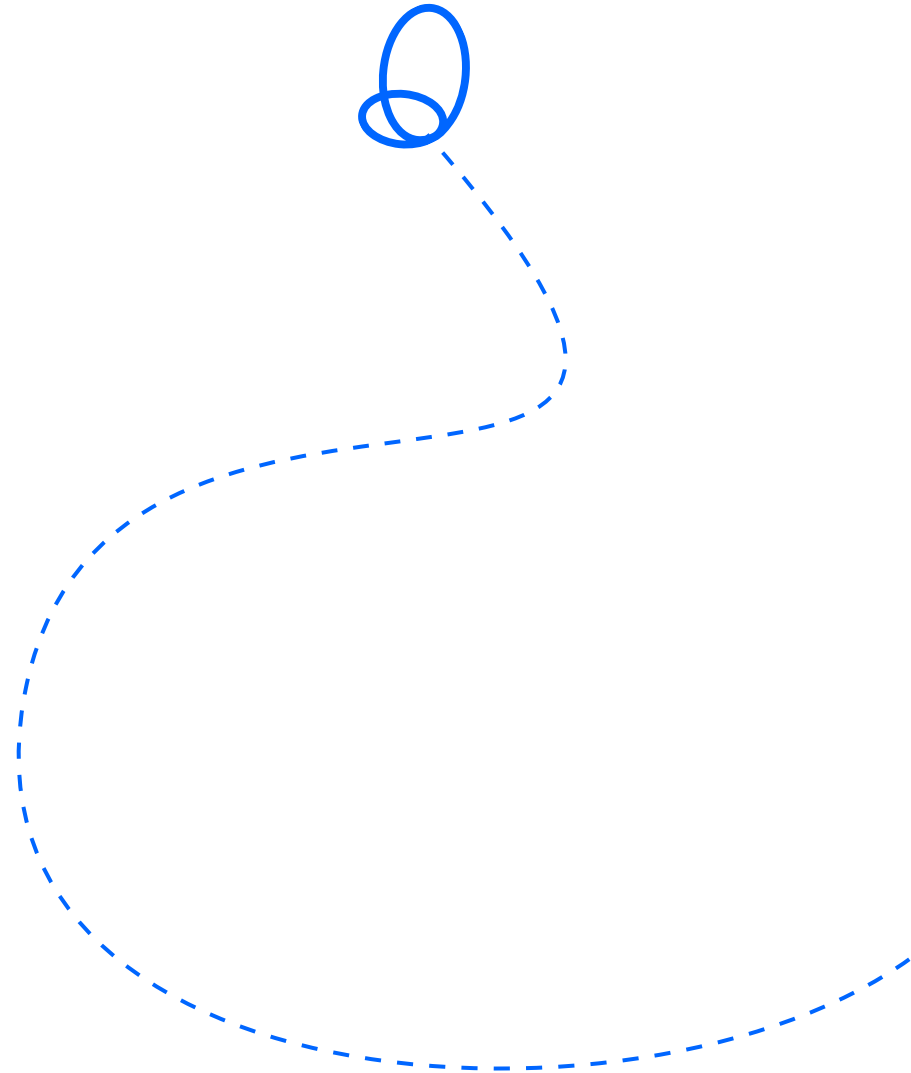
Confidence is returning to the market with Government seeking to invest in major infrastructure. We expect to see greater competition for available talent and a slow but steady increase in salary, led by employers trying to counter competing offers for their staff.

Major centres will continue to grow due to investment benefiting our most populous regions. The shift to working from home is seeing professionals explore regional relocation and lifestyle opportunities, as property prices continue to soar, and employers look to hold on to their existing people.

If Covid-19 has taught us anything, it's the importance of positive wellbeing. Being part of an organisation that fosters a healthy culture and ensures staff feel valued is more important than ever. Flexible working, location and leave requests have also become increasingly important for people when deciding on employment.

As much as we're facing more challenges ahead regarding attracting and retaining talent, we believe the pandemic has taught companies to operate leaner, identify new areas for growth, and be more proactive when it comes to their engagement strategies.

ROBLAWmax
RECRUITMENT



\$100K

median base salary of engineers working full time

That's a

5%

increase from 2019

OUR RESPONDENTS

Employment status



Full-time salaried¹

1,831



Part-time salaried¹

80



Self-employed/
sole practitioner

143



Short-term, temporary or
hourly contract

14



Taking a career break

4



Retired

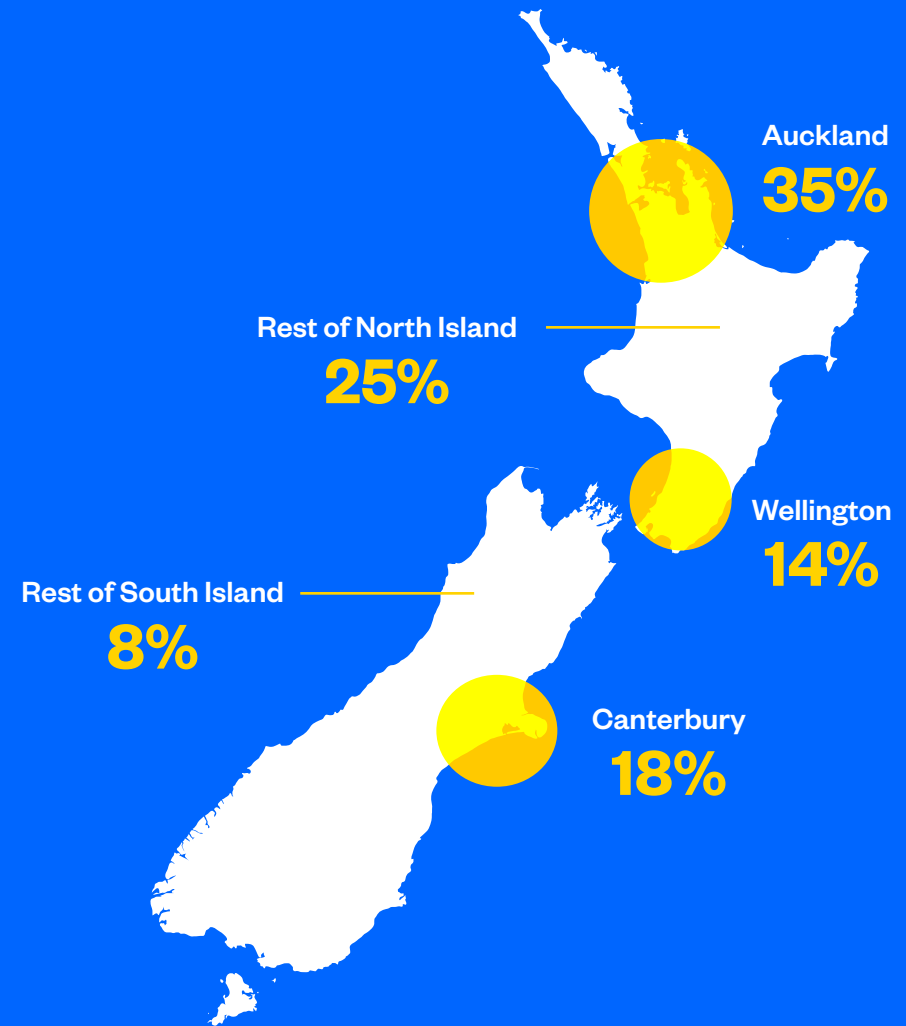
53



Unemployed and
seeking work

21

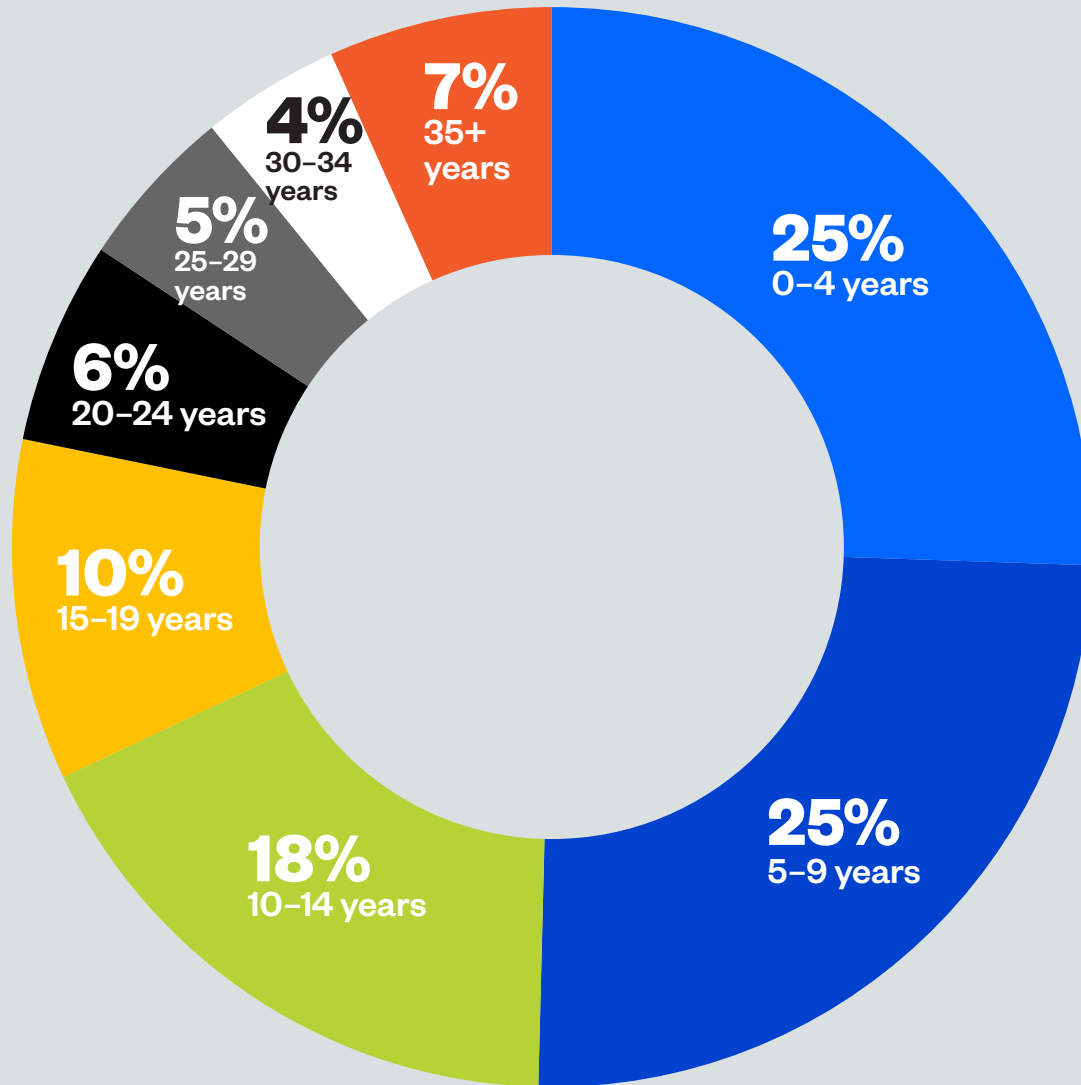
Location



¹ Included in salary figures

OUR RESPONDENTS

Years of experience



Gender



83%
Male

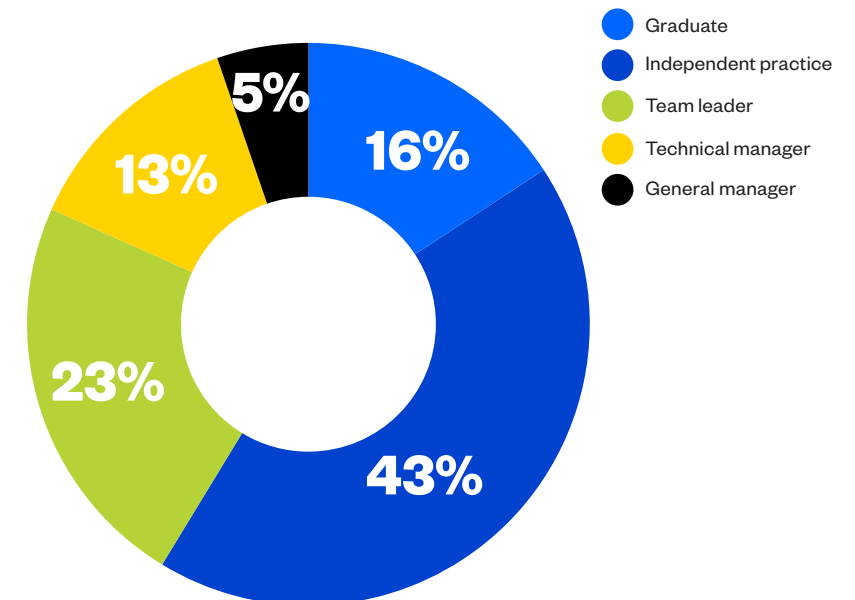


16%
Female



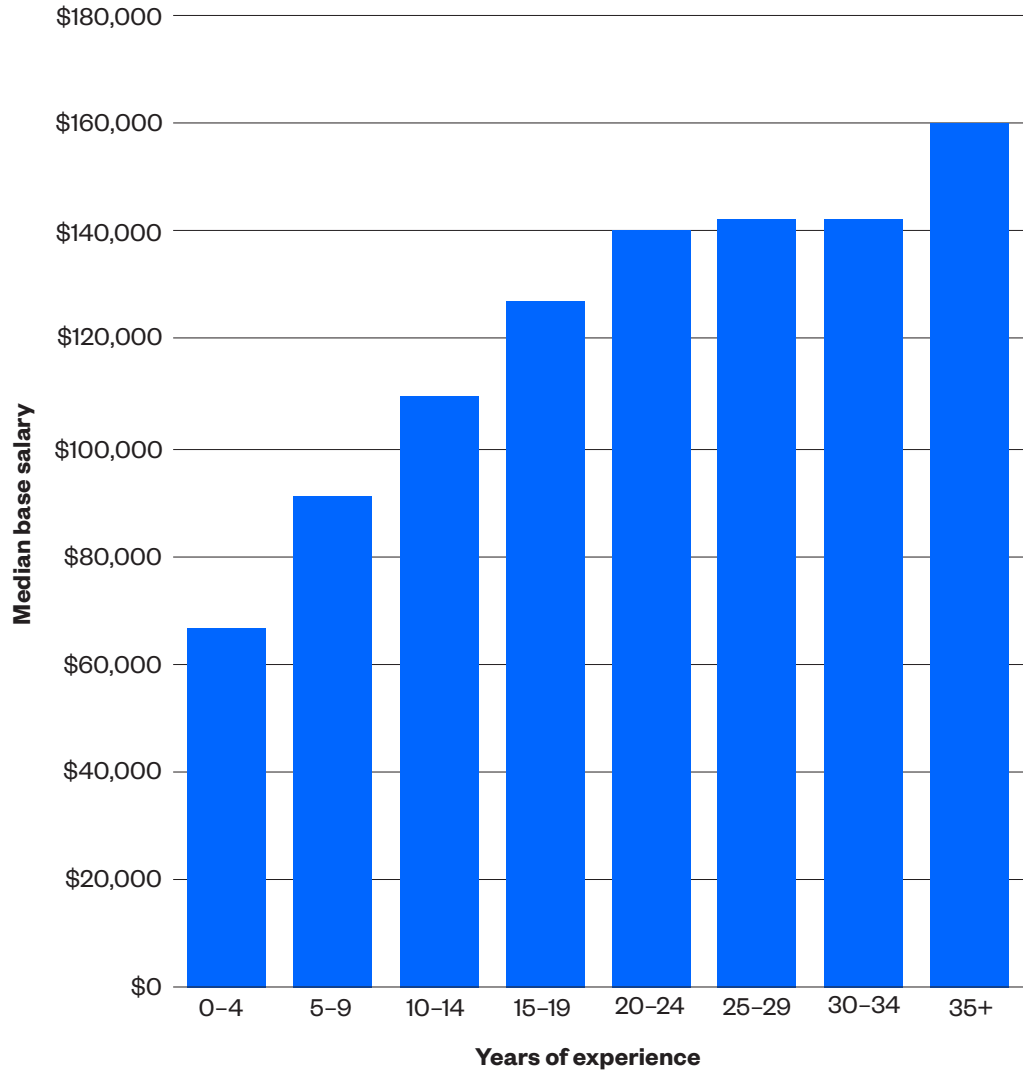
0.3%
Gender diverse

Career stage

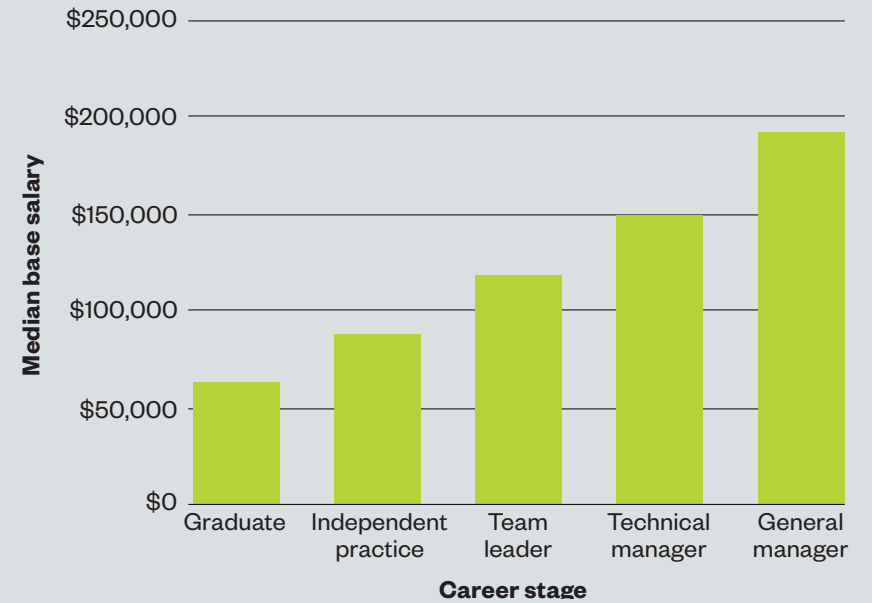


CAREER PROGRESSION

Median base salary by experience



Median base salary by career stage



Median base salary by Chartered status

Chartered Professional Engineer (CPEng)

\$134K

Chartered Member (CMEngNZ)

\$130K

Not Chartered

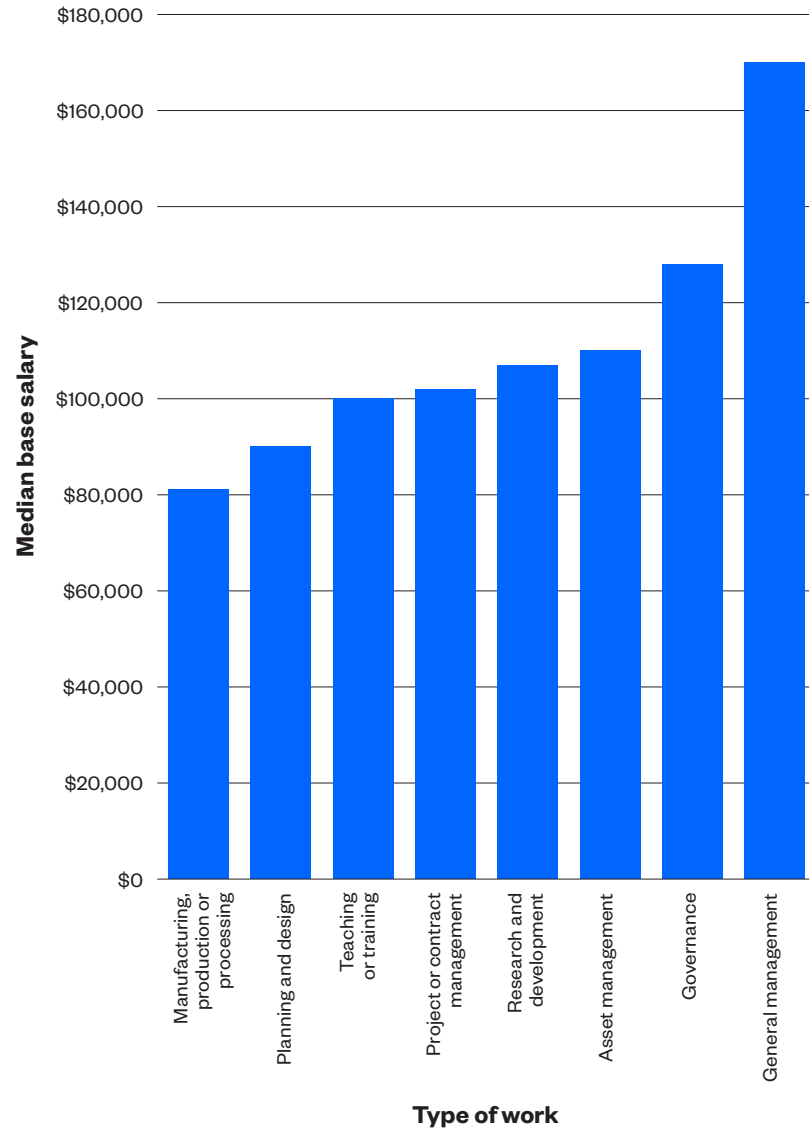
\$90K

Working towards Chartership

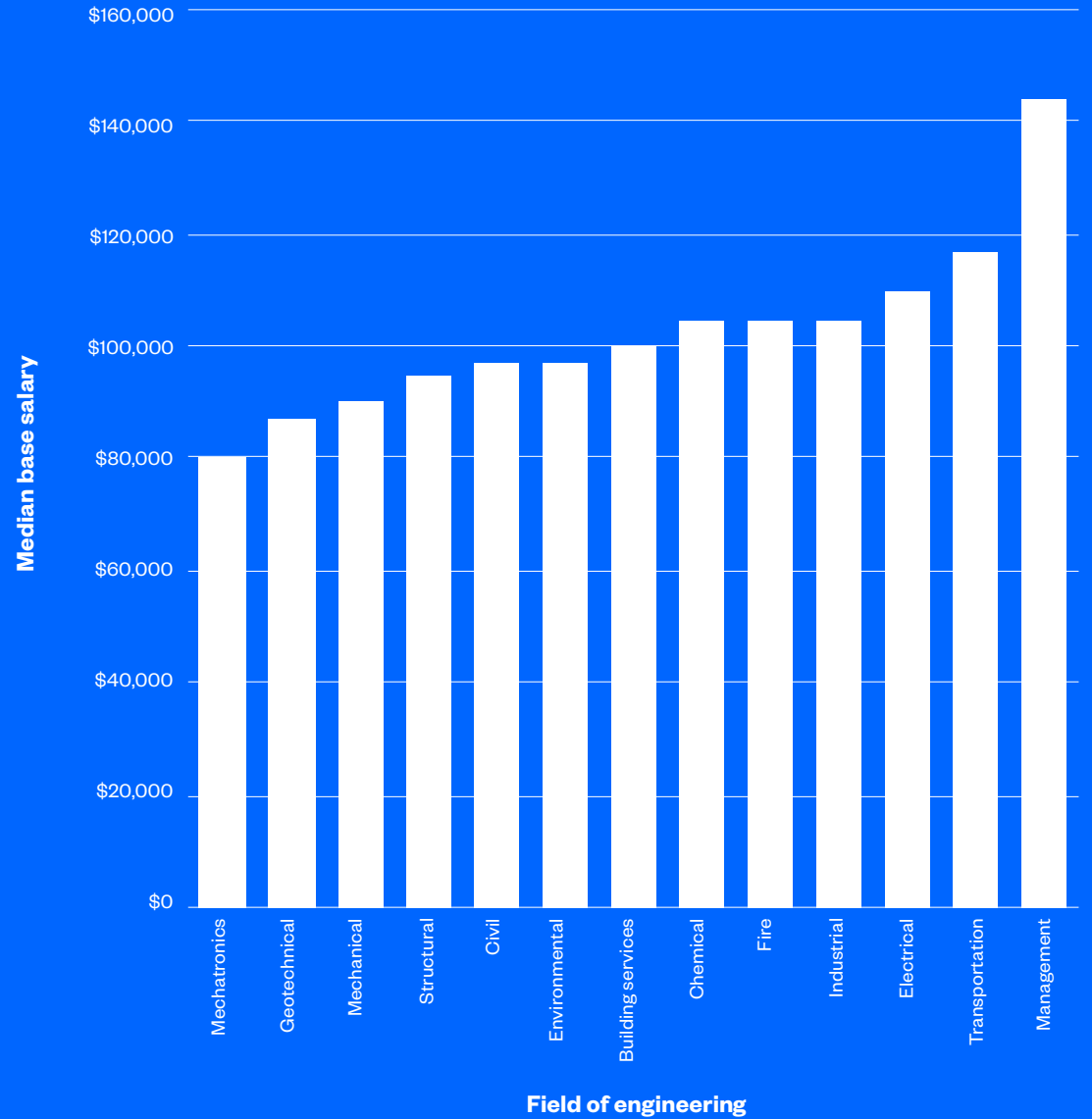
\$83K

AREA OF WORK

Median base salary by type of work



Median base salary by field of engineering



DIVERSITY AND INCLUSION

Median base salary by gender (yearly comparison)

	Men	Women	Gender diverse ²
2020	\$103K	\$82.5K	\$80.5K
2019	\$99K	\$82K	–
2018	\$90K	\$76K	–

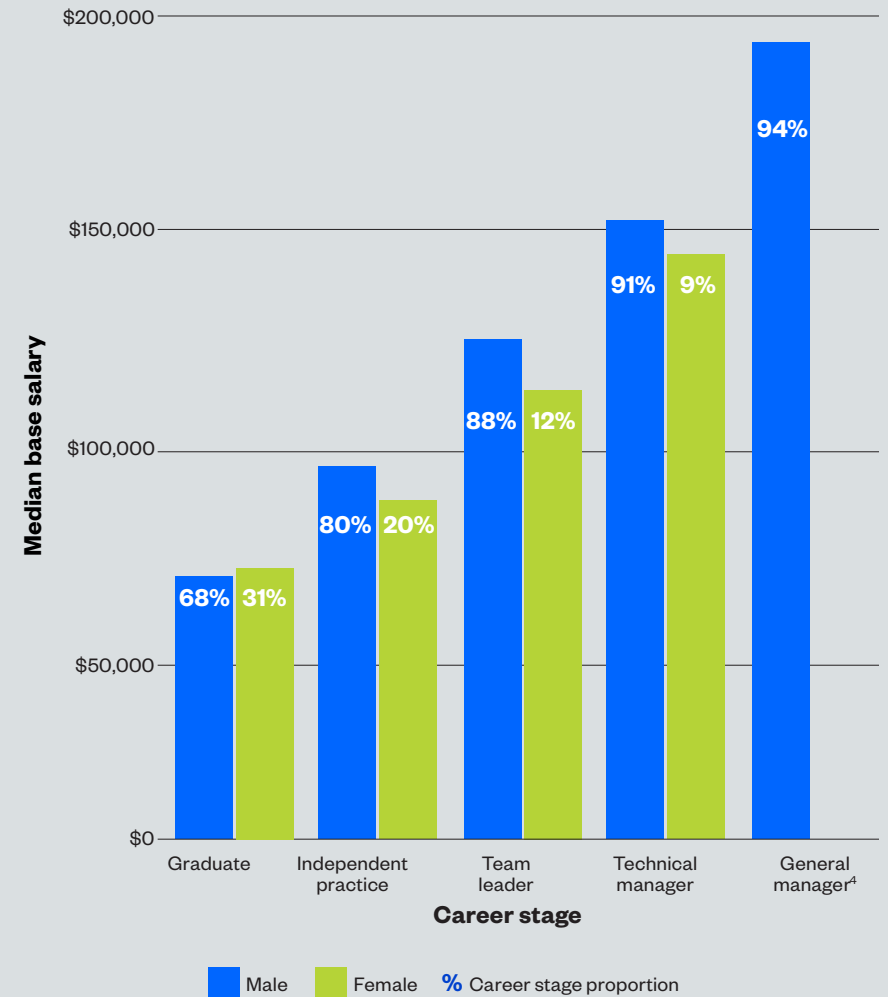
Gender pay gap

20%³

Compared to 9.3% overall
in New Zealand

² A small respondent pool means this figure can't be statistically relied upon. This figure was not reported on in 2018 or 2019
³ Calculation method from Stats NZ www.stats.govt.nz/methods/measuring-the-gender-pay-gap

Median base salary by gender and career stage



⁴ Sample size too small for female general managers

DIVERSITY AND INCLUSION

My pay is equitable when compared with my colleagues (male or female)



55%

of male respondents agree



38%

of female respondents agree

My organisation has enough women in engineering roles



46%

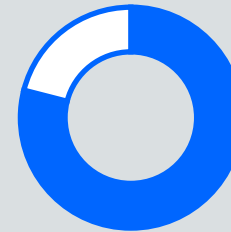
of male respondents agree



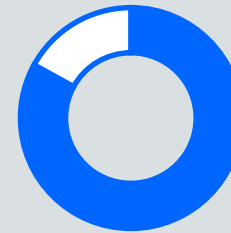
41%

of female respondents agree

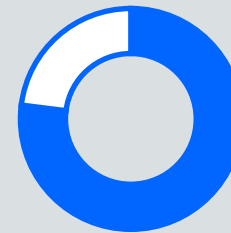
I consider my organisation to be ethnically and culturally diverse



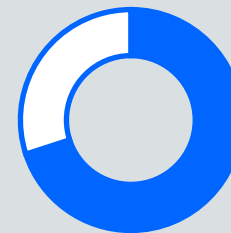
79%
of all respondents agree



83%
of Asian respondents agree



77%
of NZ European respondents agree



70%
of Māori respondents agree

WORK PERKS

What's the most important factor when considering a job?



Flexible working

85%

of respondents feel their company promotes flexible working

80%

of those respondents take advantage of flexible work offerings

Non-cash benefits



16%
get a car park



33%
get insurance



17%
get a company car



16%
get more than four weeks' annual leave



38%
get no non-cash benefits

HARDSHIP



27%

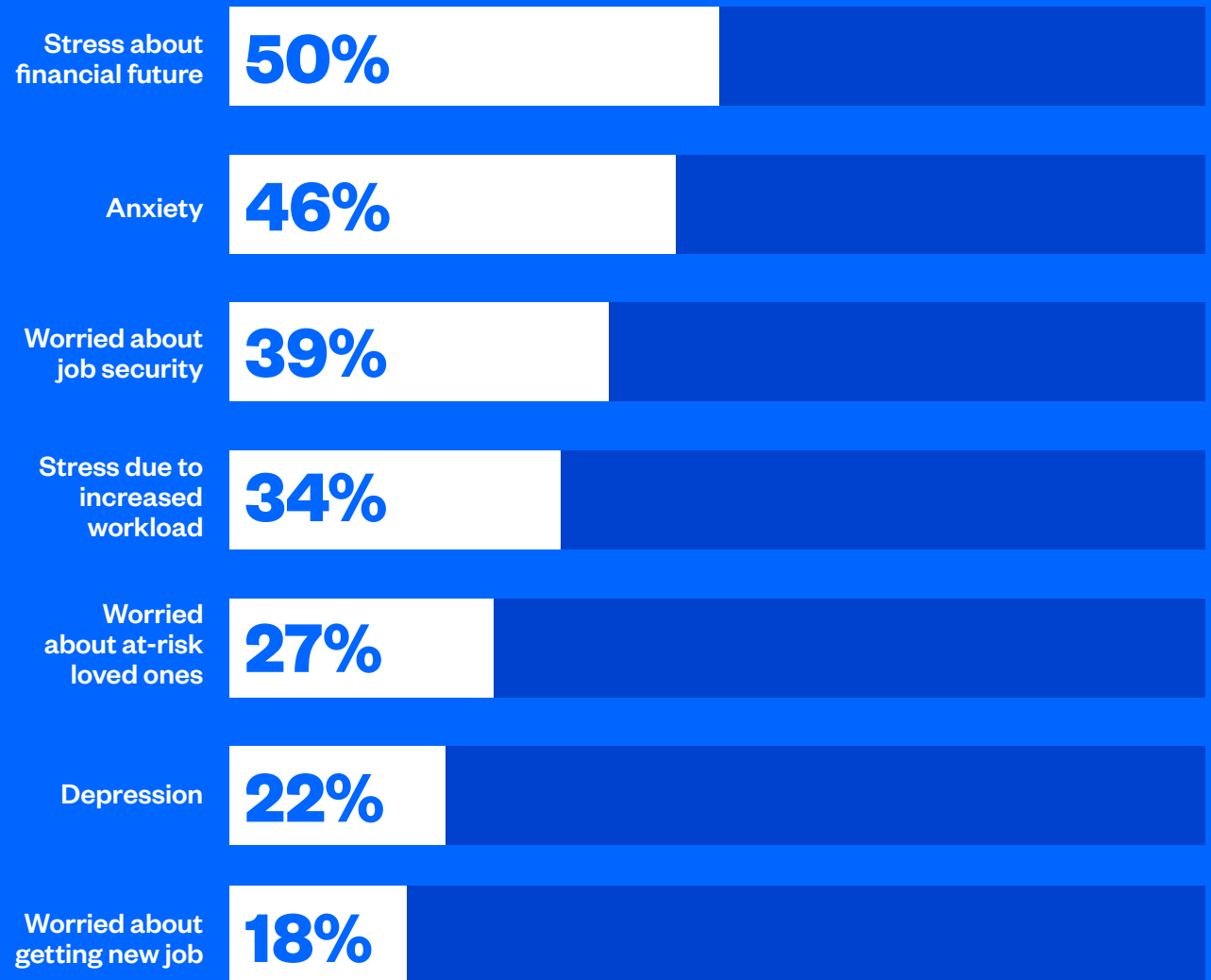
of respondents are experiencing hardship as a result of Covid-19



7%

of all respondents reported a reduction in salary compared to 2019 as a result of Covid-19

Types of hardship experienced in 2020



WELLBEING



89%

of respondents think wellbeing is somewhat or very important to their employer

How does your employer show wellbeing is important?



59%

Culture recognises flexibility is needed



55%

Manager check-in



49%

Wellbeing policy



46%

Offered wellbeing benefits



55%

Wellbeing openly discussed

How well has your employer supported wellbeing over the past year?



28%

Extremely well



67%

Okay

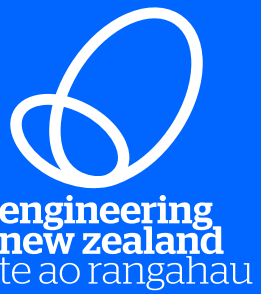


3%

Not well at all

What impacts your wellbeing most?





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