

engineering
new zealand
te ao rangahau

REMUNERATION SURVEY 2021 SNAPSHOT



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ROBLAWmax
RECRUITMENT

2,116

members completed our survey this year

57%

of respondents also completed
the survey in 2020



That's a

40%

increase in returning respondents
compared to the previous period

PRESSURE FOR HIGHER PAY

Our annual remuneration survey shows salary was top of engineers' minds in 2021 and provides rich insight into our members' career paths. The period this survey covers is the 12 months up to February 2022.

This year, we received responses from 2,116 members – about 12 percent of our paid membership and 20 percent of respondents were women. More than half (57 percent) of all respondents also completed the survey in 2020, giving us confidence that the results reflect actual changes playing out in the industry.

New Zealand's response to Covid-19 and its implications for people and businesses continued to lead the national agenda in 2021. But despite complications like the Delta outbreak and extended lockdown in Auckland, engineers' top concern was salary, a jump from the fourth most important workplace consideration in 2020.

The median base salary for engineers working full time increased from \$100,000 a year in 2020 to \$108,000 in 2021. The greatest increases were in industrial engineering, environmental engineering, geotechnical engineering and mechanical engineering. The response data shows two fields of engineering saw declines in median base salary – building services and chemical engineering decreased by \$5,000 and \$10,000 respectively. The current context of the labour market of increasing inflation, local skill shortages, and engineers having in-demand skills in a competitive global market suggests remuneration will remain front of mind for engineers.

The picture for women in engineering remains a concern. This year's survey showed no progress has been made on closing the gender pay gap, which sits stubbornly at 20 percent. This is well above New Zealand's overall gender pay gap of 9 percent. Only 37 percent of the women who respond agreed their pay is equitable to that of their colleagues – consistent with from 38 percent in 2020. Similarly less than half of women respondents (49 percent) agreed their organisation has enough women in engineering roles, an increase of 8 percent compared to 2020.

Nearly all (94 percent) respondents thought wellbeing was somewhat or very important to their employer – a five percent increase from 2020. This may suggest employers have become better at supporting their people's wellbeing since the start of the pandemic.

Over three-quarters of respondents thought their organisation was ethnically and culturally diverse, but less than half (47 percent) thought their organisation provided them with the opportunity to build their understanding of te reo Māori and te ao Māori. It's not clear whether respondents thought they should have the opportunity, but it may be this is an area that requires more attention for the profession to remain current.

GET THE FULL STORY

Our full salary results spreadsheet is available free to all Engineering New Zealand members.

It provides more detailed data such as individuals' salary changes (what was your salary a year ago?) versus changes by job type (average salary per career stage). It also has more information on total remuneration versus salary and results by region.

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

Get the full story at engineeringnz.org/rem

A WORD FROM OUR SPONSOR

It's been another challenging year due to the ongoing talent shortages exacerbated by the Covid-19 pandemic, but we would like to think there's light at the end of the tunnel.

With the Government moving from a 'zero tolerance' stance to a 'let's get on with it' mentality, we should see talent start flowing into New Zealand as the border restrictions ease towards the end of the year. Unfortunately, this will not deliver a total solution but will provide those that are quick to act – especially those aligned to Immigration New Zealand requirements for border entry – a chance to catch their breath.

The competition for experienced staff has delivered the largest increase in salaries since the engineering boom began and the creativity shown by companies to retain theirs is truly commendable. This will hopefully allow New Zealand to narrow the gap when competing for talent with our trans-Tasman neighbours, as well as demonstrate the benefits of flexible work practices based on output.

We've seen working from home become a critical negotiation topic and in some cases a pre-requisite for candidature, which saw companies realign their work practices to compete in the current market. This has also enabled employees to relocate themselves (and families) to more desirable or affordable lifestyle locations and given rise to remote work across the globe.

Other benefits that have become prevalent are additional leave (up to six weeks and, in one case, unlimited), wellbeing incentives, retention bonuses, home office furniture allowances and online social events.

Counteroffers have become widespread as employers try to retain their existing staff, which in most cases has come at a greater cost than a scheduled market salary increase or greater flexibility. We've also seen employees make the most of market conditions and enter the job market with the sole intention of receiving a counteroffer from their current employer.

If our first year of a global pandemic taught us about surviving, the second year has definitely been about thriving in this ever-changing landscape. We're not out of the woods yet with plenty of challenges ahead, but hopefully the tunnel's becoming shorter, and some resemblance of normality will return.

\$108K

median base salary for engineers working full time

That's an

8%

increase from 2020

OUR RESPONDENTS

Employment status



Full-time salaried

1,936



Part-time salaried

74



Self-employed/
sole practitioner

69



Short-term, temporary
or hourly contract

16



Taking a career break

3



Retired

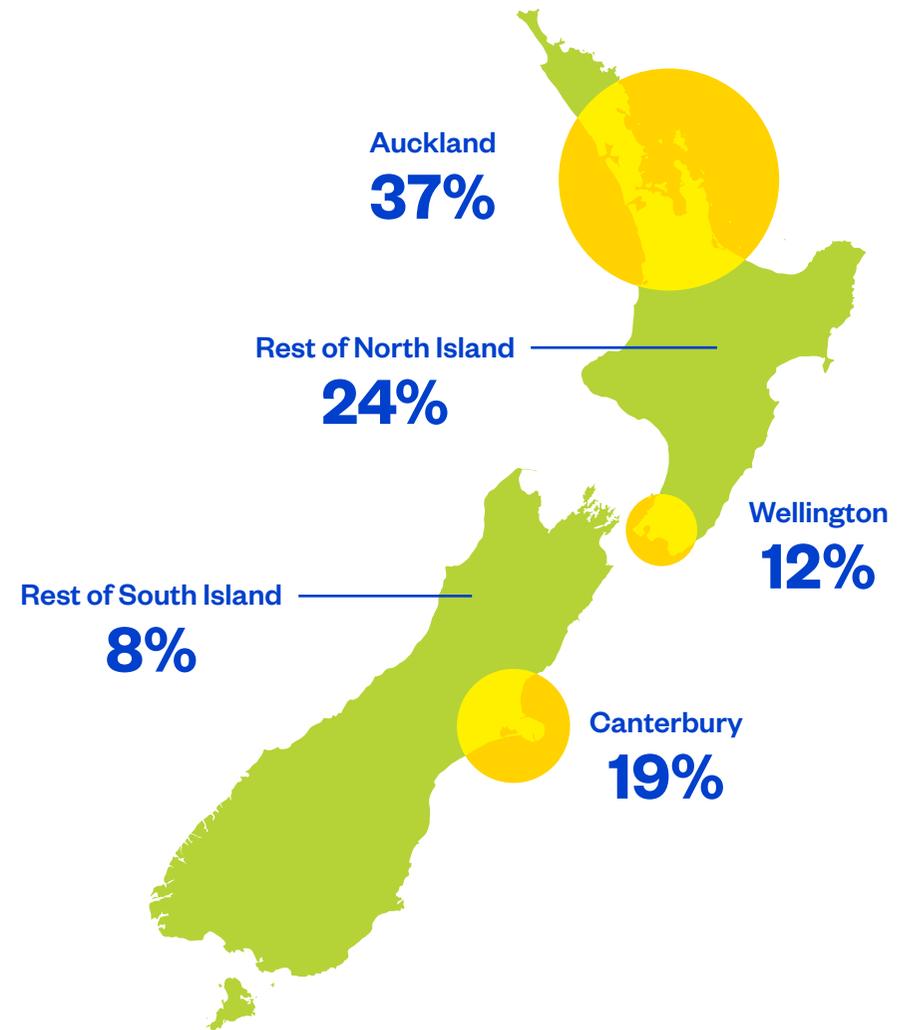
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Unemployed and
seeking work

2

Location



OUR RESPONDENTS

Gender



79.3%

Men



20.4%

Women



4.4%

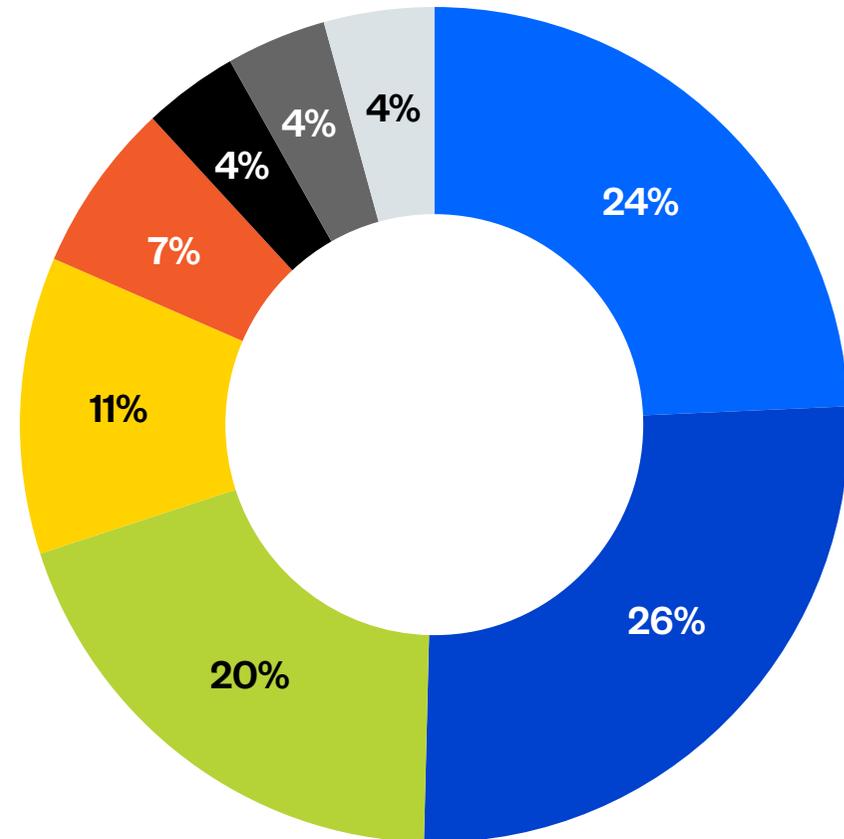
increase in female respondents
compared to 2020



0.3%

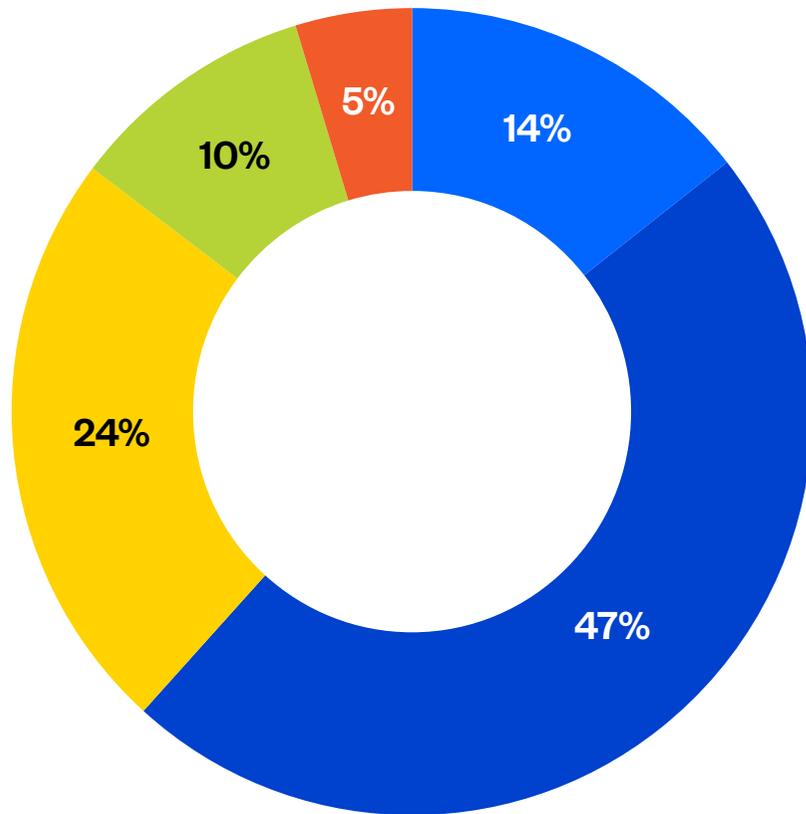
Another gender

Years of experience



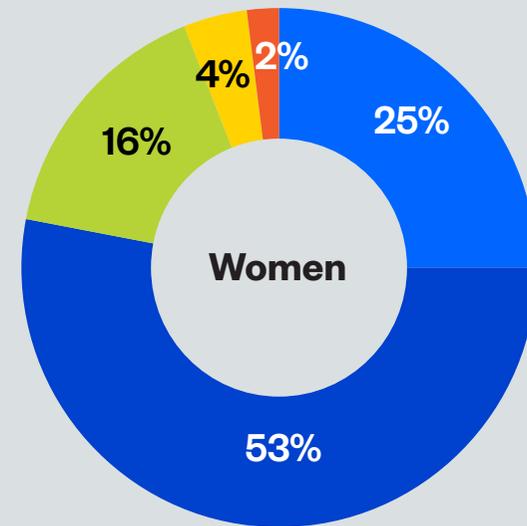
OUR RESPONDENTS

Career stage



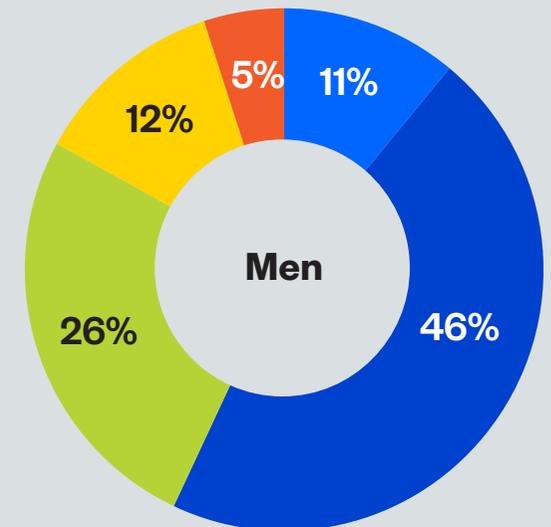
- Graduate
- Independent practice
- Team leader
- Technical manager
- General manager

Career stage by gender¹



- Graduate
- Independent practice
- Team leader
- Technical manager
- General manager

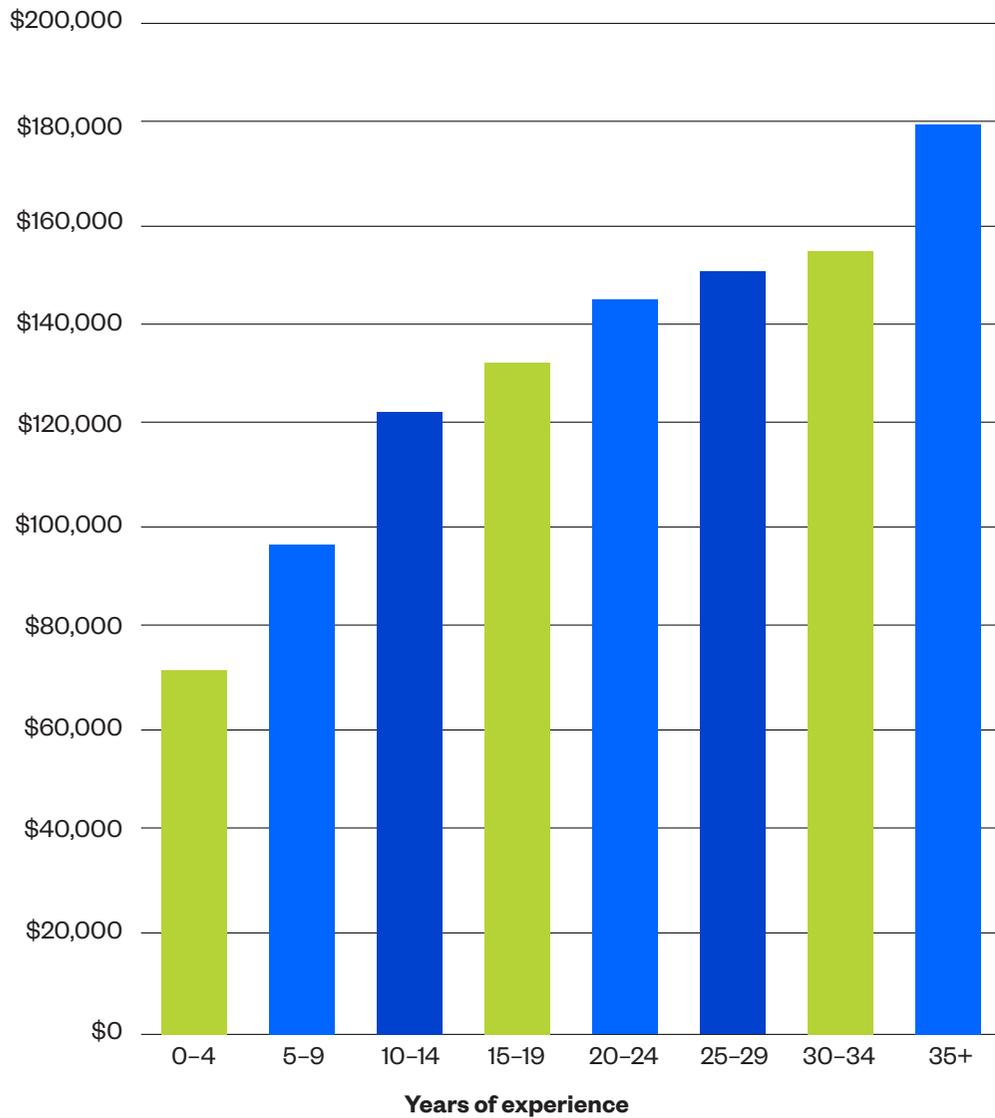
- Graduate
- Independent practice
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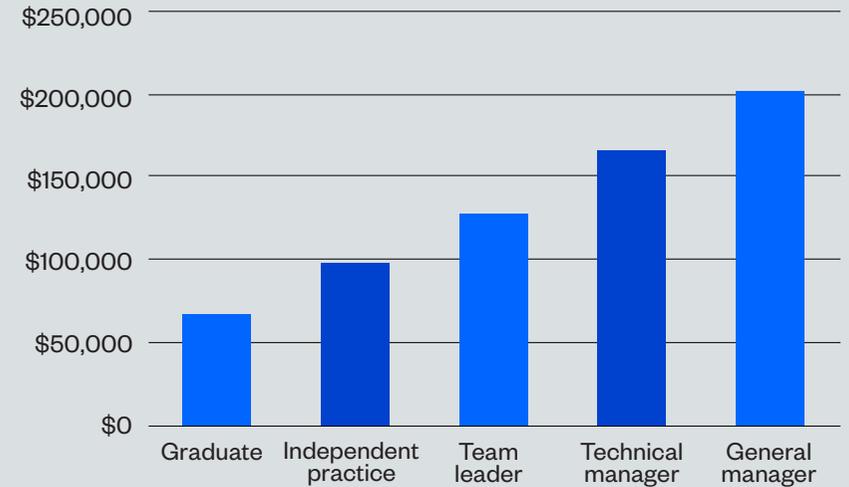
¹ Gender diverse sample size is too small to analyse

CAREER PROGRESSION

Median base salary by experience



Median base salary by career stage



Median base salary by Chartered status

Chartered Professional Engineer (CPEng)

\$136.5K

Chartered Member (CMEngNZ)

\$137K

Not Chartered

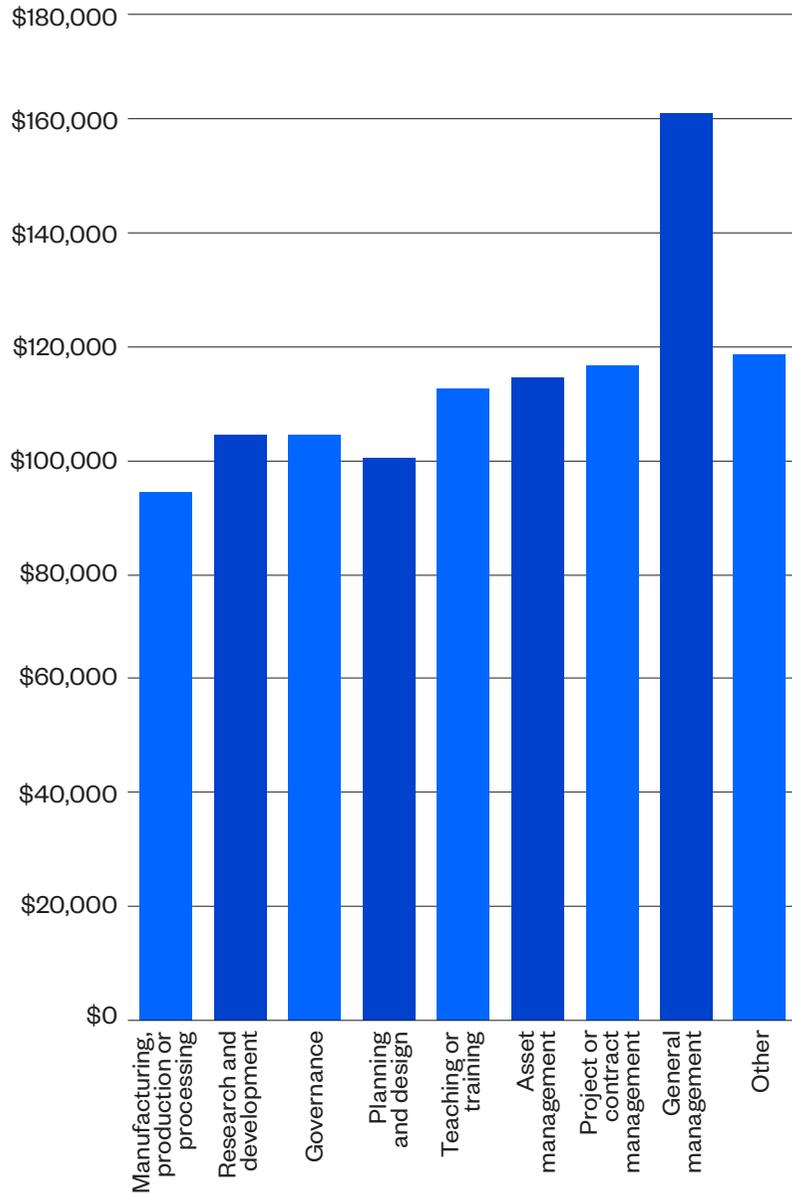
\$98K

Working towards Chartership

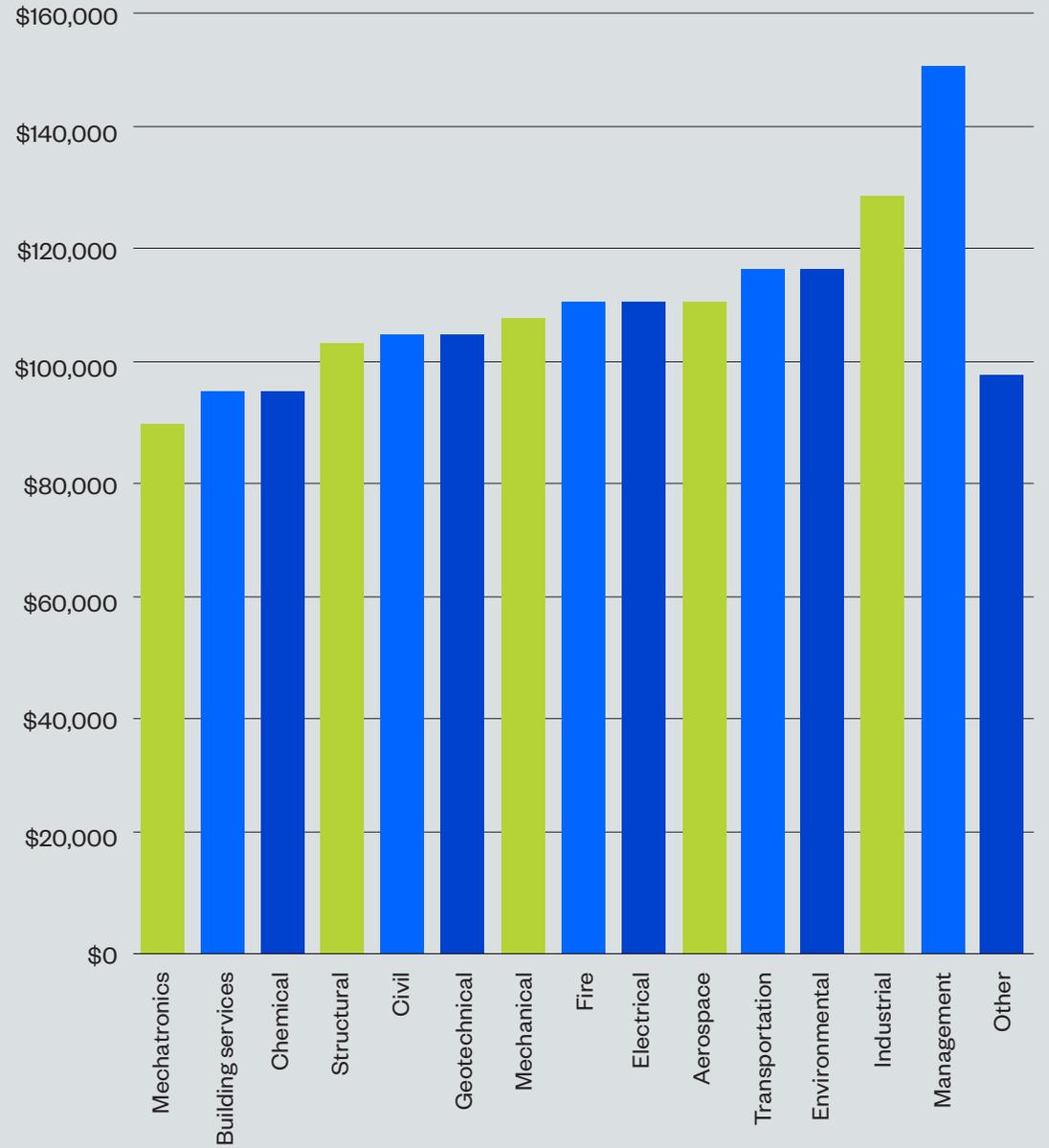
\$90K

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)²



Gender pay gap³

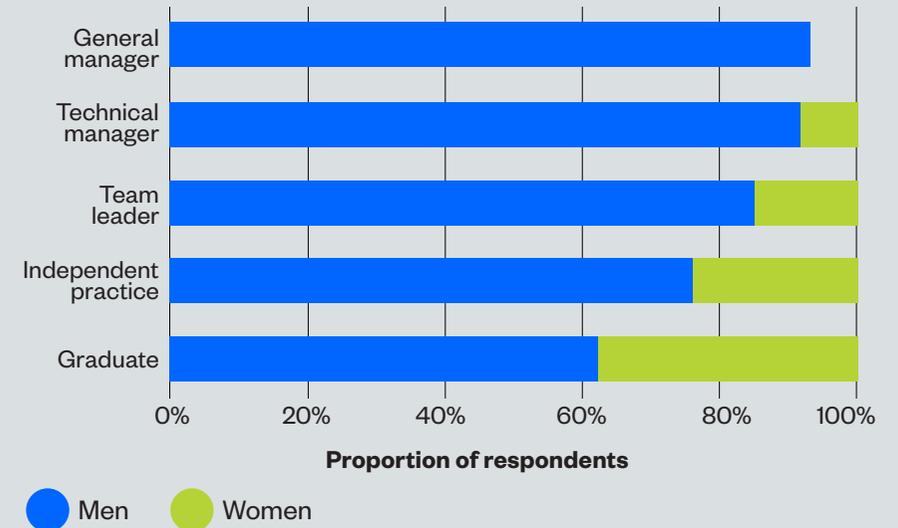
20%

Compared to 9% overall
in New Zealand

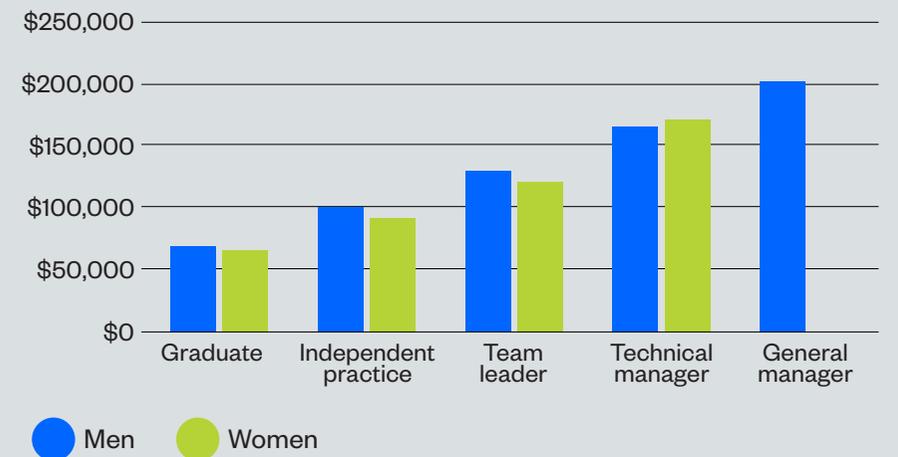
² A small respondent pool means this figure can't be statistically relied upon. This figure was not reported on in 2019

³ Calculation method from Stats NZ www.stats.govt.nz/methods/measuring-the-gender-pay-gap

Career stage by gender



Median base salary by gender⁴



⁴ Sample size too small for female general managers

DIVERSITY AND INCLUSION

My pay is equitable when compared with my colleagues (men or women)



52%

of men who responded



37%

of women who responded

My organisation has enough women in engineering roles



51%

of men who responded



5% increase from 2020



49%

of women who responded



8% increase from 2020

My organisation is ethnically and culturally diverse



78%
of all
respondents
agree



75%
of NZ European
respondents
agree



82%
of Asian
respondents
agree



82%
of Māori
respondents
agree



12% increase from 2020

My organisation has a clear plan for engaging with Māori



42%
of all respondents agree

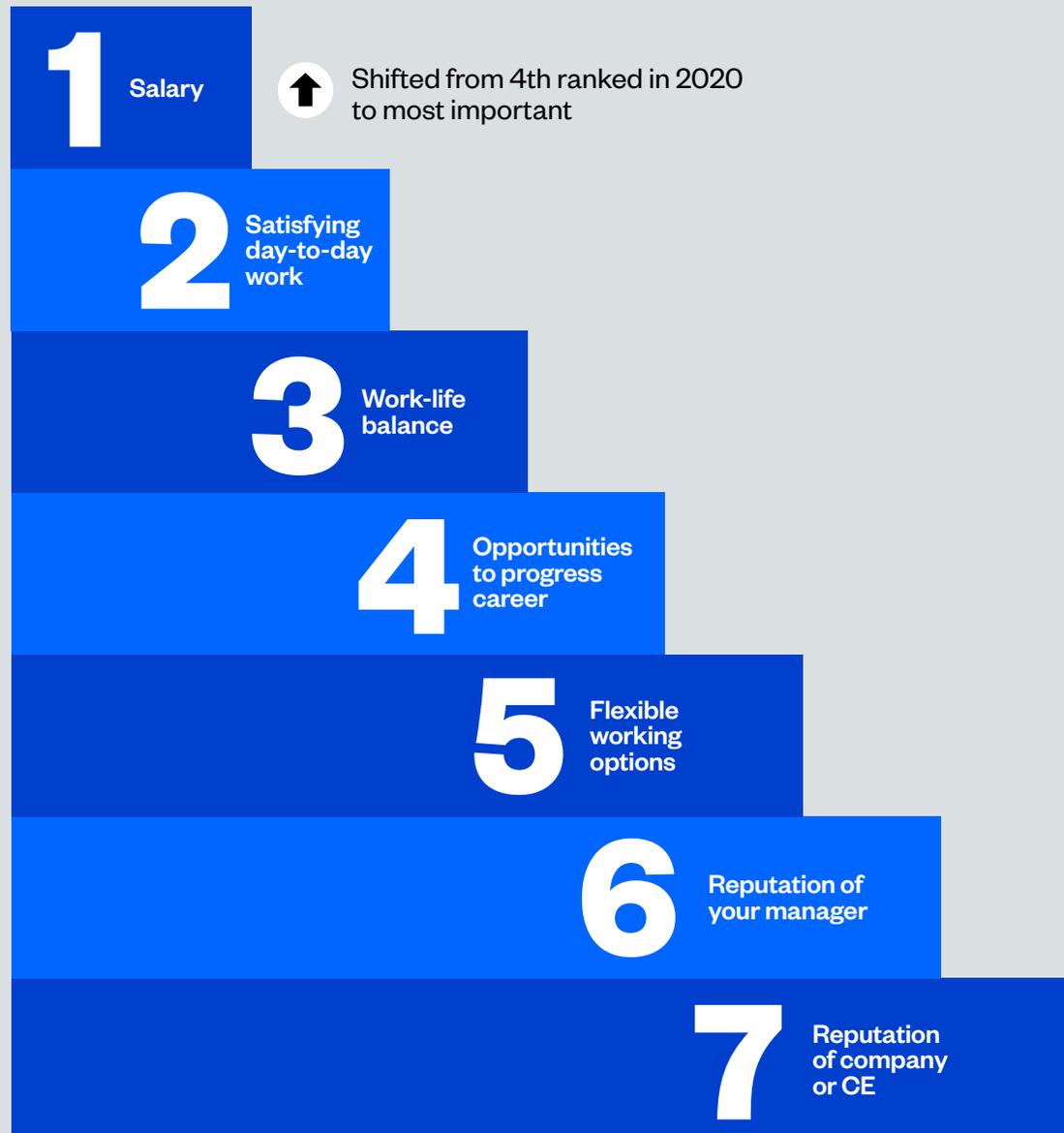
My organisation provides me with opportunities to build my understanding of te reo Māori and te ao Māori



47%
of all respondents agree

WORK PERKS

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



Flexible working

87%

of respondents feel their company promotes flexible working

88%

of those respondents take advantage of flexible work offerings

Non-cash benefits



7%
get a car park



25%
get health insurance



12%
get a company car



11%
get more than four weeks' annual leave



9%
get other non-cash benefits



36%
get no non-cash benefits

WELLBEING



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

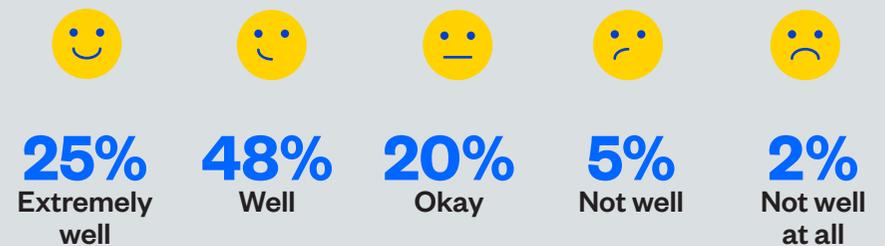
What impacts your wellbeing most?



What's the main reason you know wellbeing is important to your employer?



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





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