2,764
MEMBERS COMPLETED OUR SURVEY THIS YEAR
DO YOU KNOW YOUR WORTH?

In general, salaries were steady this year, especially if you consider what people are earning based on their years of experience. For example, while the overall graduate category median was down, starting salaries and what graduates were earning in their second year of work were up.

We had a slightly better response to our survey in 2018 than 2017, which meant our sample size was larger. But this increased sample size is biased towards people in the early stage of their career: this year we had 1,021 people in the first five years of their career fill in the survey, compared to 726 last year. And we had 670 people in the fifth to tenth year of their career respond, compared to 577 last year. This greater representation of people at more junior levels is likely to have skewed medians lower this year.

However, when you look at salary by registration status, for example, the median salaries for Chartered Professional Engineers increased across the board.

This year we've presented results in the same way we have for the past two years. This allows comparisons to be made between each year’s results and requires consistency of questions from year to year. But we're thinking about whether this approach needs changing. Feedback from our members indicates we aren't always providing the kind of information you find most useful. We’re also concerned about a seeming lack of consistency of data from year to year, resulting in medians that are hard to compare.

This year in our full results, 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 “Respondents’ 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 “Our 2017 results”. This gives the median from our 2017 remuneration survey for that career stage.

We also recognise that asking people to supply their own salaries is a process than can introduce error. People sometimes can’t remember what they were earning a year ago, or don’t understand the difference between base salary and total remuneration (which includes other cash benefits like super and bonuses).

If you have any feedback about the remuneration survey and what would work better for you, please get in touch.
WE’RE SEEING A BOOST IN INCENTIVES.

A WORD FROM OUR SPONSOR

Demand for talent remained strong over 2018, including international talent, driven by skill shortages in building services, structural, water and transport engineering, architecture, construction and civil infrastructure. We have seen a slight uplift in salaries overall, especially at the more senior level for high-demand roles. Other salary and remuneration indicators are consistent with the results we’re seeing from this Remuneration Survey.

General confidence in the engineering and construction economy remains positive, with employers willing to invest in creating new positions as required. Although levels of remuneration across the country for similar positions are comparable, employers in Auckland and other growth regions are becoming increasingly more innovative in offering flexible working conditions, wellbeing initiatives, bonuses (including sign on) and other non-salary benefits (like temporary accommodation or use of a vehicle) to attract and retain staff.

ROB LAWMAX
RECRUITMENT
$88K

MEDIAN BASE SALARY OF ENGINEERS WORKING FULL TIME

$76K $90K

Median base salary of full-time engineers

7.5% 92.5%

Proportion of general managers

Respondents earn a median $3,300 on top of their base salary
What do the respondents think...

- **49%** think their pay is equitable when compared to colleagues
- **38%** don’t think their organisation has enough women in engineering
- **80%** consider their organisation to be ethnically diverse

Location of respondents

- **71%** URBAN
- **3%** RURAL
- **26%** TOWN

16% of respondents are women, about the same as last year.
BELIEVED STAFF WELLBEING was very important to their employer

PERKS

- **16%** get more than 4 weeks annual leave
- **18%** get a car park
- **17%** get a work car
- **29%** get health insurance

FLEXIBLE WORKING

- **75%** believed their employer promoted flexible working
- **72%** take advantage of flexible working options
- **87%** of those that don’t have a flexible working option said they would take it up if offered

BELIEVED STAFF WELLBEING was very important to their employer
TOP FACTORS WHEN CONSIDERING A JOB

1. Salary
2. Satisfying day-to-day work
3. Career opportunities
4. Work/life balance
5. Company or chief executive reputation
6. Manager reputation
7. Flexible work options
HOW MUCH DO ENGINEERS EARN AT DIFFERENT CAREER STAGES?

Proportion of respondents in each career stage

- **Team leader**: 26%
- **Technical manager**: 4%
- **General manager**: 10%
- **Graduate**: 41%
- **Independent practice**: 19%

Median base salary progression of graduates

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<th>Experience</th>
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<td>6 years</td>
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Median base salary and total remuneration for each career stage

- **Graduate**: Median base salary $20K, Total remuneration $100K
- **Independent practice**: Median base salary $15K, Total remuneration $90K
- **Team leader**: Median base salary $100K, Total remuneration $150K
- **Technical manager**: Median base salary $50K, Total remuneration $100K
- **General manager**: Median base salary $0, Total remuneration $200K

Median base salary and total remuneration

- Median base salary: $0
- Total remuneration: $200K
HOW MUCH DO ENGINEERS EARN BASED ON GENDER, QUALIFICATION AND ORGANISATION SIZE?

Median base salary by gender

Median base salary by qualification

Median base salary by organisation size
HOW MUCH DO ENGINEERS EARN BASED ON CHARTERED STATUS AND WORK TYPE?

Median base salary by chartered status

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

- Chartered Professional Engineer (CPEng)
- Chartered Member of Engineering New Zealand (CMEngNZ)
- Not working towards chartership

Median base salary by work type

- General management
- Governance
- Asset management
- Teaching & training
- Project, contract & management
- Planning & design
- Research & development
- Manufacturing, production & processing

- $200K
- $150K
- $100K
- $50K
- $0
HOW MUCH DO ENGINEERS EARN BASED ON FIELD?

Median base salary by field

- Aerospace: $80K
- Building services: $80K
- Chemical: $60K
- Civil: $70K
- Electrical: $80K
- Environmental: $70K
- Fire: $70K
- Geotechnical: $60K
- Industrial: $60K
- Management: $140K
- Mechanical: $70K
- Mechatronics: $60K
- Petroleum: $60K
- Software: $60K
- Structural: $70K
- Transportation: $80K