



engineering
new zealand
Institute of Engineering Professionals



REMUNERATION SURVEY 2018 SNAPSHOT

ROBLAWmax
RECRUITMENT

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 725 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.

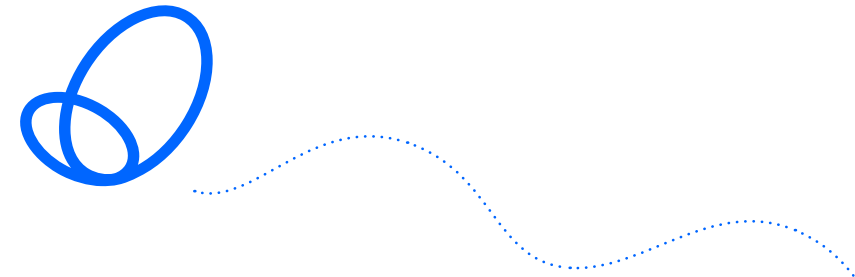
This year we've presented results in the same way we have for the past two years. This allows comparisons to be made between each year's results and requires consistency of questions from year to year. But we're thinking about whether this approach needs changing. Feedback from our members

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 that 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](#).



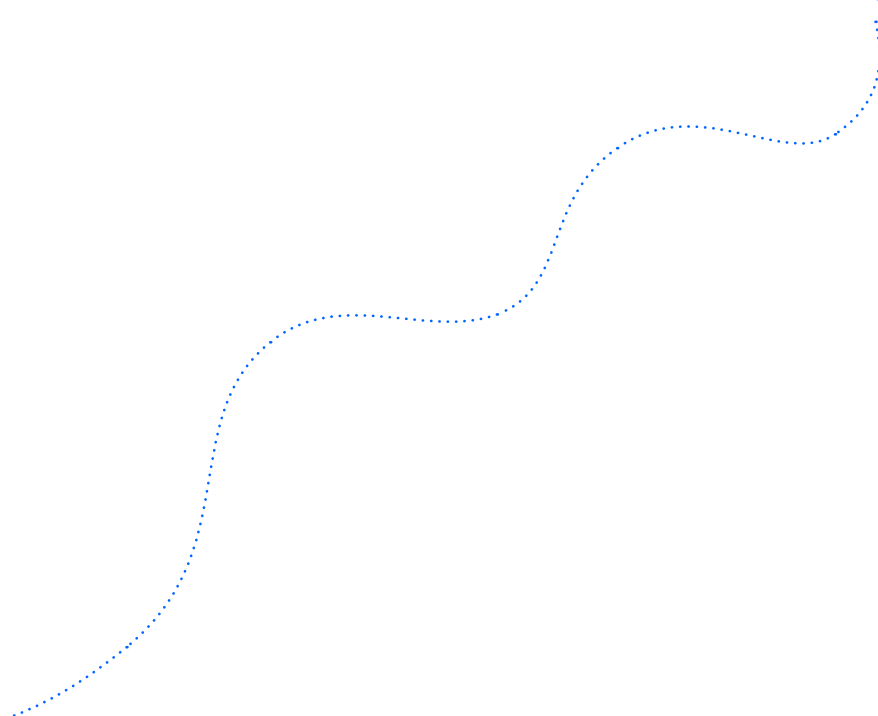
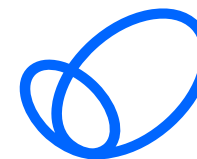
WE'RE SEEING A BOOST IN INCENTIVES.

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.

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RECRUITMENT

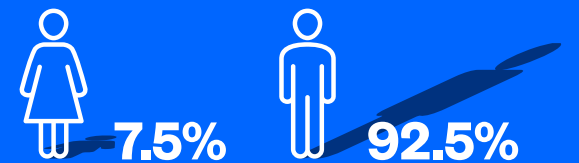


\$88K

**MEDIAN BASE SALARY
OF ENGINEERS WORKING
FULL TIME**



Median base salary of full-time engineers



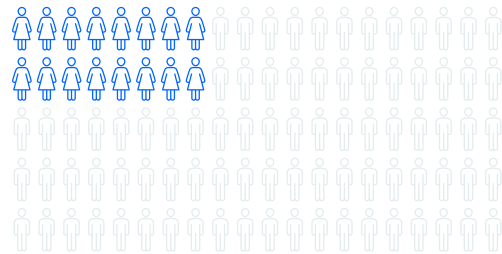
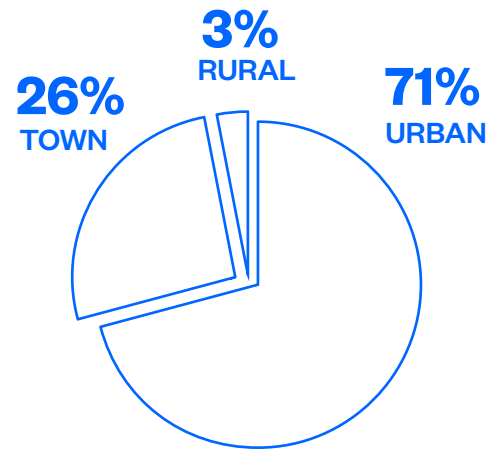
Proportion of general managers

Respondents earn a median

\$3,300

on top of their base salary

Location of respondents



16% of respondents are women
about the same as last year

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

PERKS



16%

get more than 4 weeks
annual leave



18%

get a car park



17%

get a work car



29%

get health insurance



55%

BELIEVED STAFF WELLBEING
was very important to their employer



**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

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

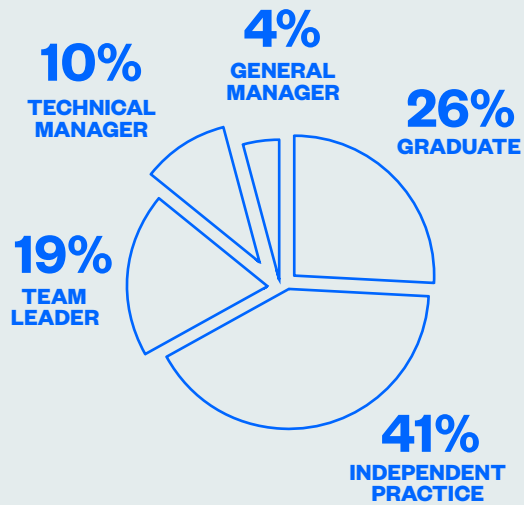
Manager
reputation

7

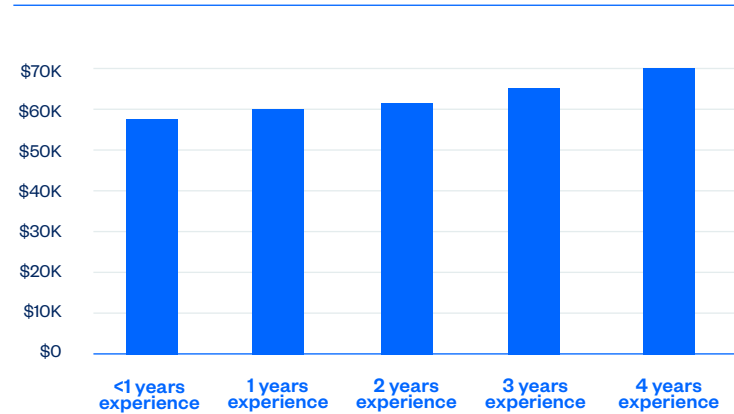
Flexible
work
options

HOW MUCH DO ENGINEERS EARN AT DIFFERENT CAREER STAGES?

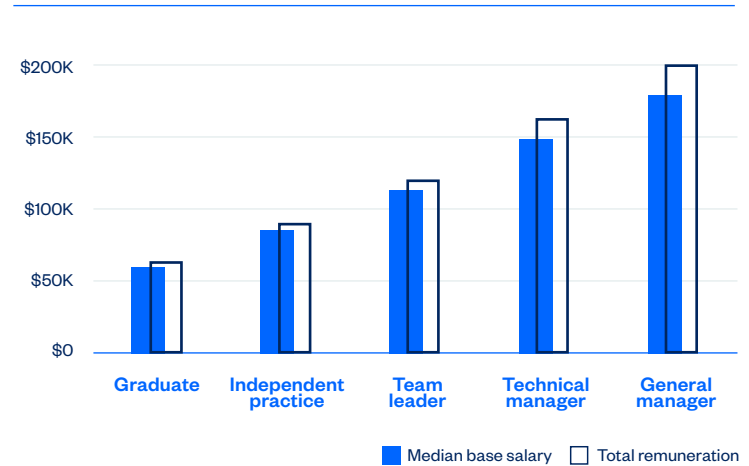
Proportion of respondents in each career stage



Median base salary progression of graduates

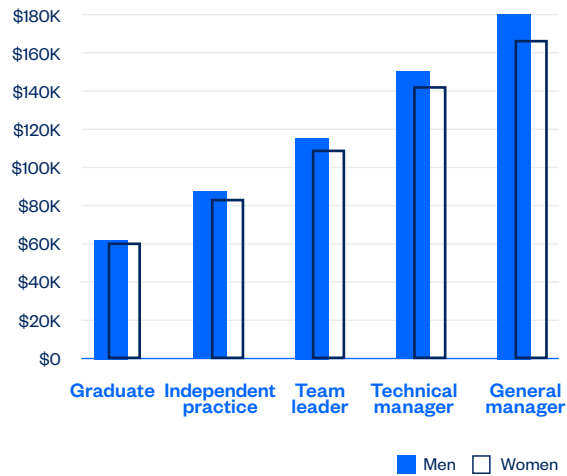


Median base salary and total remuneration for each career stage

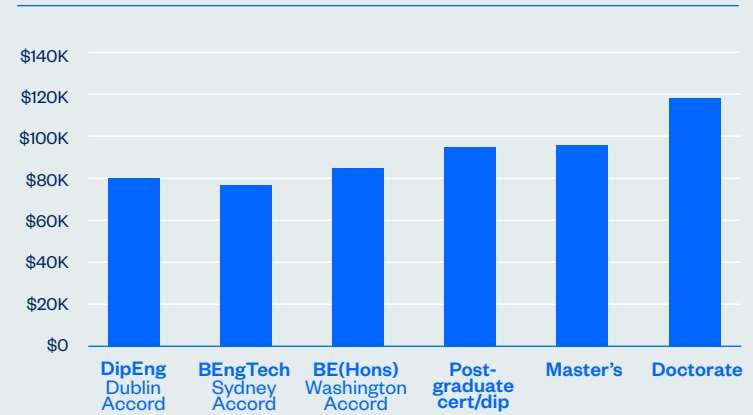


HOW MUCH DO ENGINEERS EARN BASED ON GENDER, QUALIFICATION AND ORGANISATION SIZE?

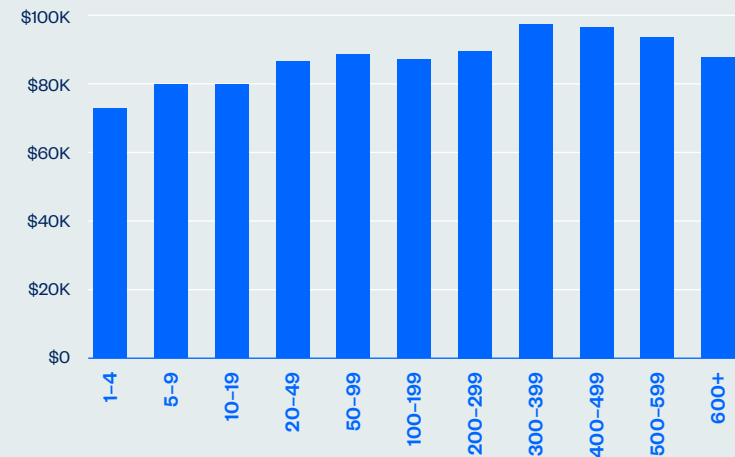
Median base salary by gender



Median base salary by qualification

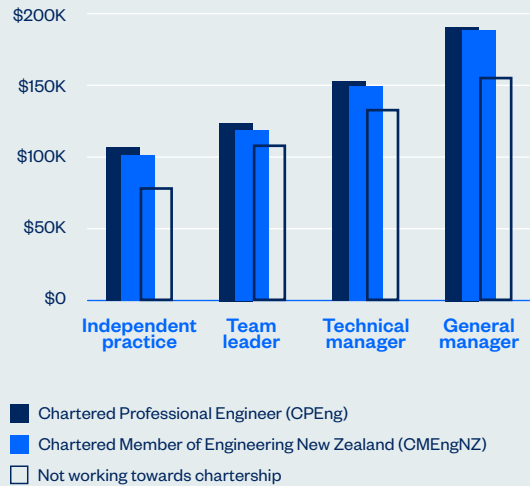


Median base salary by organisation size

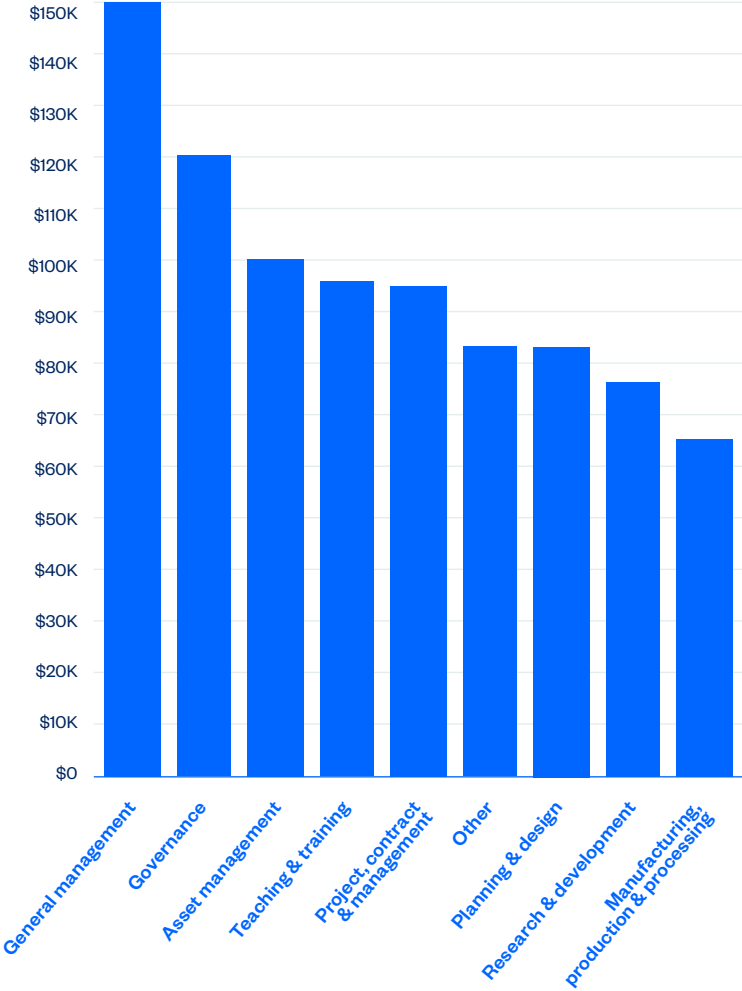


HOW MUCH DO ENGINEERS EARN BASED ON CHARTERED STATUS AND WORK TYPE?

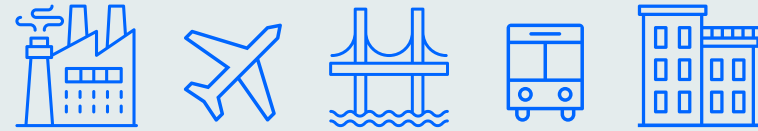
Median base salary by chartered status



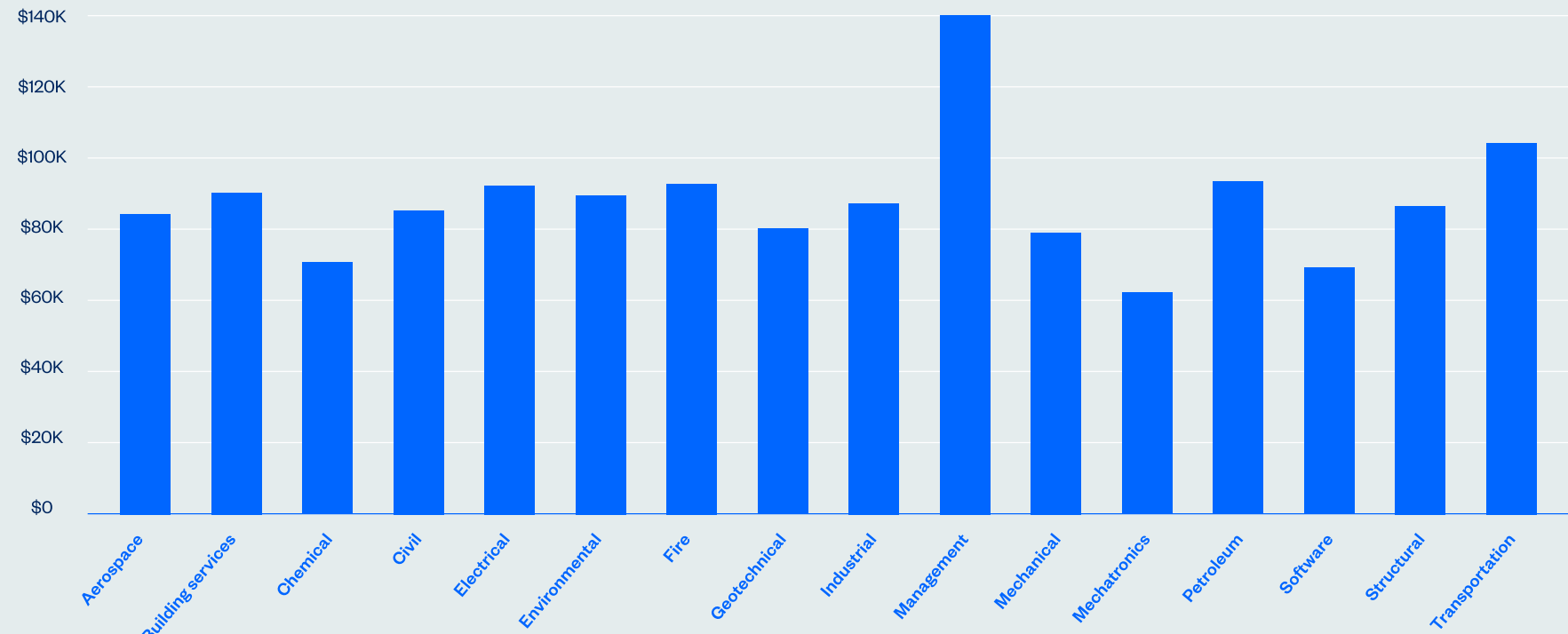
Median base salary by work type



HOW MUCH DO ENGINEERS EARN BASED ON FIELD?



Median base salary by field





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