

REMUNERATION SURVEY SNAPSHOT 2015

The IPENZ annual remuneration survey, conducted in association with RobLawMax Recruitment, provides accurate and current remuneration trends for the engineering sector. It is based on information returned from 2,690 IPENZ Members across New Zealand.

Career Stages

Respondents were asked to measure their job in terms of the level of responsibility, knowledge and skill required in their role. The survey uses the following career stages:

GRADUATE

Working under supervision.

INDEPENDENT PRACTITIONER

Working independently.

TEAM LEADER

Independent practitioner applying technical knowledge, primarily through the supervision of others.

TECHNICAL MANAGER

Senior manager with a major operational function within an organisation.

GENERAL MANAGER

Strategic leader for an entire organisation or a major part of a large and diverse organisation.

As shown in Figure 1, those in the independent practitioner career stage continue to be the largest group of respondents at 34 per cent (31 per cent in 2014).

FIGURE 1: PERCENTAGE OF RESPONDENTS BY CAREER STAGE

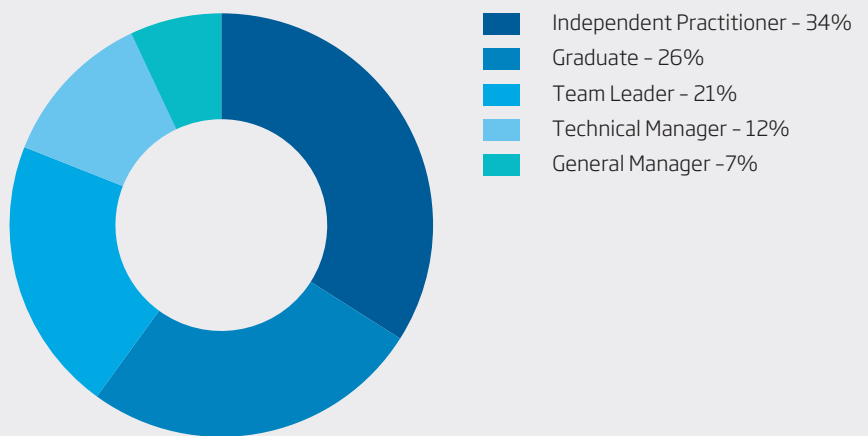
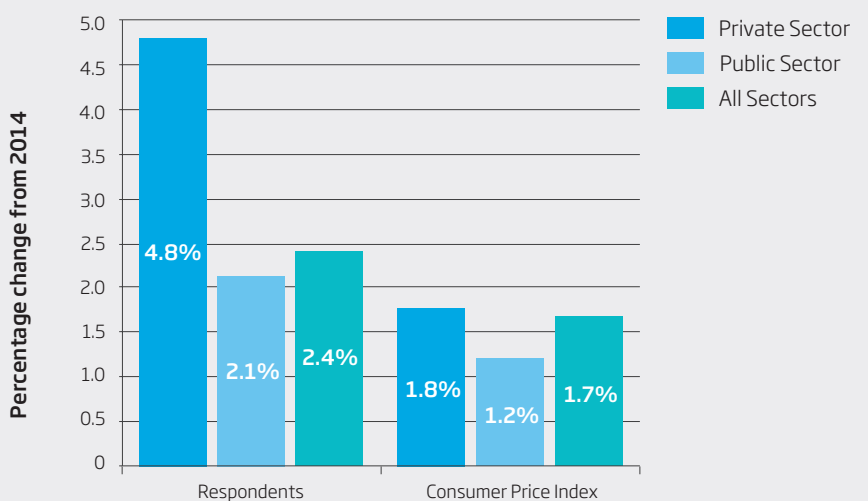


FIGURE 2: CHANGE IN MEDIAN BASE SALARY RELATIVE TO CONSUMER PRICE INDEX (CPI)



83%

OF 2015 RESPONDENTS REPORTED AN INCREASE IN BASE SALARY FROM 2014

14%

OF WOMEN CHANGED POSITIONS IN THEIR ORGANISATION COMPARED TO 11% OF MEN

30%

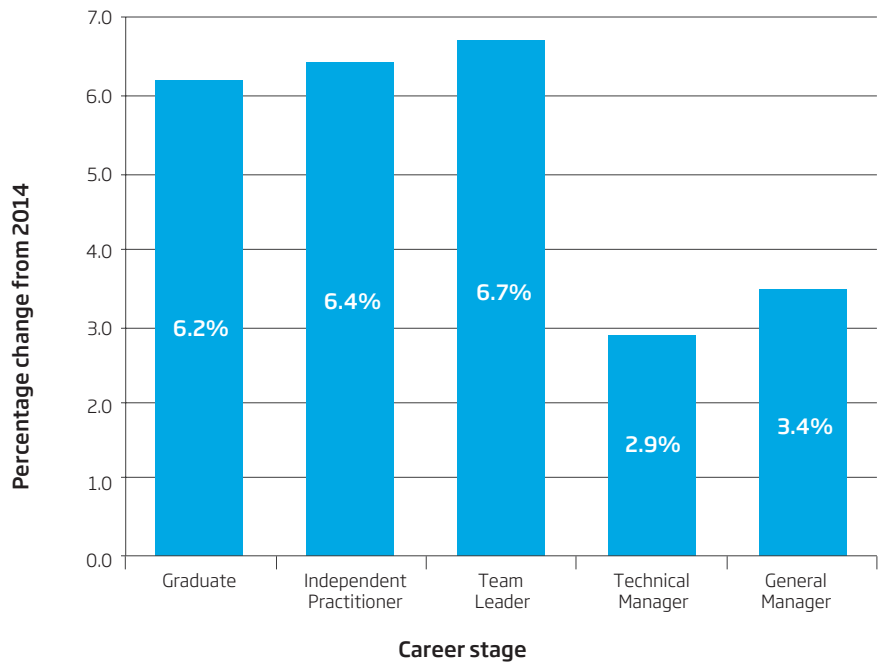
OF RESPONDENTS HOLD CPENG

Salary Increase

According to Statistics New Zealand (www.stats.govt.nz), in the year June 2014 to June 2015, overall salary and wage rates (including overtime) increased 1.7 per cent. Private sector salary wage rates increased 1.8 per cent while the public sector increased 1.2 per cent. Respondents recorded stronger growth in both the private (4.8 per cent) and public (2.1 per cent) sectors compared to the Consumer Price Index, as shown in Figure 2.

Eighty-three per cent of this year's respondents reported an increase in base salary from 2014; the median movement in base salary for respondents at each career stage is shown in Figure 3. Median base salary increased by \$3,450 for graduates and \$6,870 for team leaders.

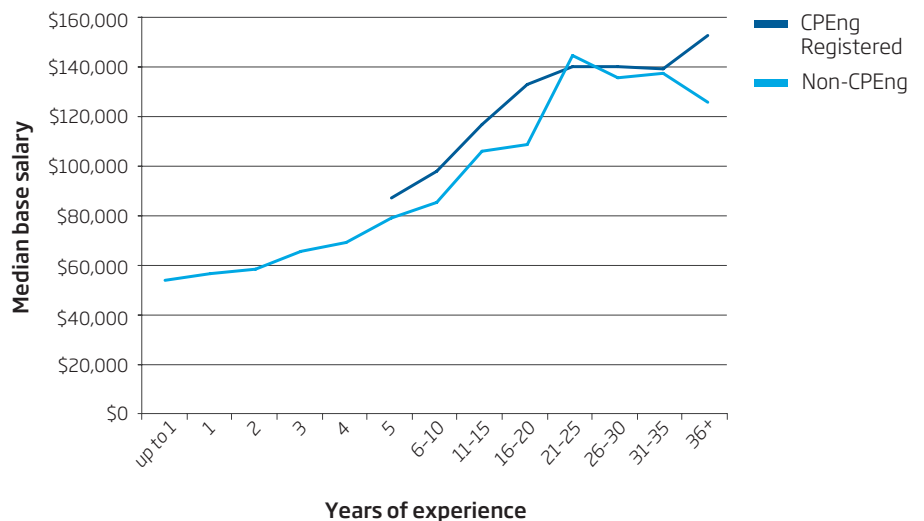
FIGURE 3: MEDIAN BASE SALARY PERCENTAGE CHANGE FROM 2014 TO 2015 (CURRENT SURVEY COMPARISON)



CPEng Registration

Respondents with CPEng continue to out-earn their non-CPEng counterparts by receiving an average of \$10,500 more in base salary. The difference is most apparent early to mid-career and suggests that gaining CPEng registration should be a key career development objective for professional engineering graduates.

FIGURE 4: MEDIAN BASE SALARY OF IPENZ MEMBERS WITH CPENG



\$84k vs \$70k

PUBLIC VS PRIVATE SECTOR BASE SALARY COMPARISON OF FEMALE RESPONDENTS

\$30k

THE DIFFERENCE BETWEEN MALE TEAM LEADERS' BASE SALARIES AND THEIR FEMALE EQUIVALENTS

6%

OF RESPONDENTS ARE SELF-EMPLOYED/SOLE PRACTITIONERS

Benefits increase

Figure 5 compares the overall median base salary and median total remuneration of full-time respondents by career stage.

Survey results show a steady increase in benefits on top of base salary as an engineer progresses through career stages. Graduates earn an extra 1.2 per cent in benefits, independent practitioners 4 per cent and general managers 13.8 per cent.

Male vs Female

The proportion of survey respondents who were female has grown by 2 per cent. This is double the percentage growth recorded for each of the previous three years.

As displayed in Figure 6 the gap between the salary of male and female engineers increases from the graduate career stage.

This tends to be more pronounced at later career stages.

FIGURE 5: MEDIAN BASE SALARY AND TOTAL REMUNERATION BY CAREER STAGE

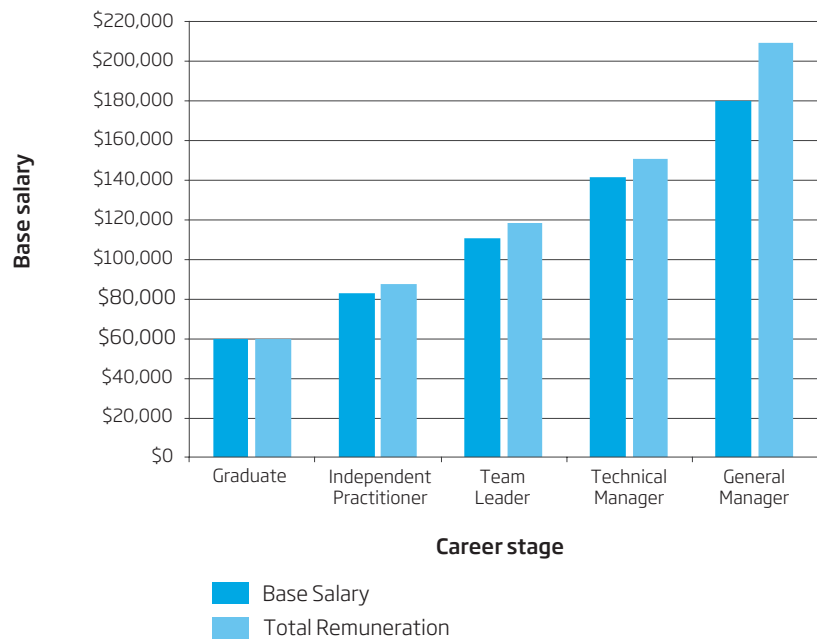
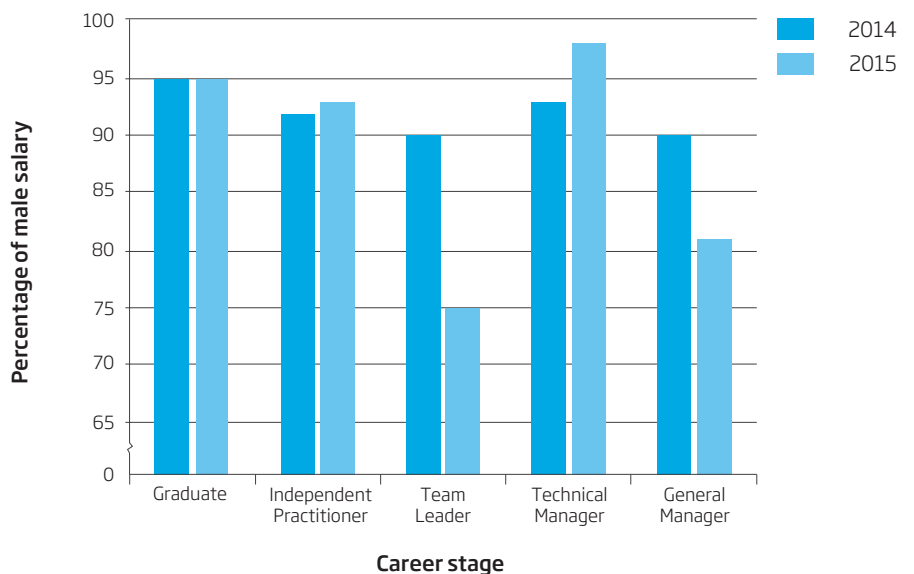


FIGURE 6: FEMALE BASE SALARY AS A PERCENTAGE OF MALE BASE SALARY (ANNUAL COMPARISON)



88%

OF GRADUATES RECORDED AN INCREASE IN BASE SALARY COMPARED TO 76% OF GENERAL MANAGERS

\$7k

MEDIAN REMUNERATION EARNED ON TOP OF BASE SALARY

4%

INCREASE IN BASE SALARY FROM 2014 FOR ENGINEERS HOLDING A DIPLOMA LEVEL QUALIFICATION

Recent Graduates

The median base salary for graduates with up to one year experience is \$53,500 (Figure 7), a 1 per cent increase on last year. The data reflects steady increases in recent graduate remuneration and also suggests annual increases in base salary between 7 and 9 per cent for graduates with two to five years' experience.

Engineering Specialisation

Figure 8 shows the median base salary for independent practitioners by engineering specialisation. The median salary for a structural engineer at the independent practitioners' career stage is \$80,000 compared to their waste/water counterparts at \$88,350.

Get the full survey results

This highly useful benchmarking tool will be available for free to IPENZ Members from 5 October 2015. Non-members can purchase a PDF copy of the results.

For more info go to www.ipenz.nz

FIGURE 7: MEDIAN BASE SALARY OF RECENT GRADUATES BY YEARS OF EXPERIENCE (ANNUAL COMPARISON)

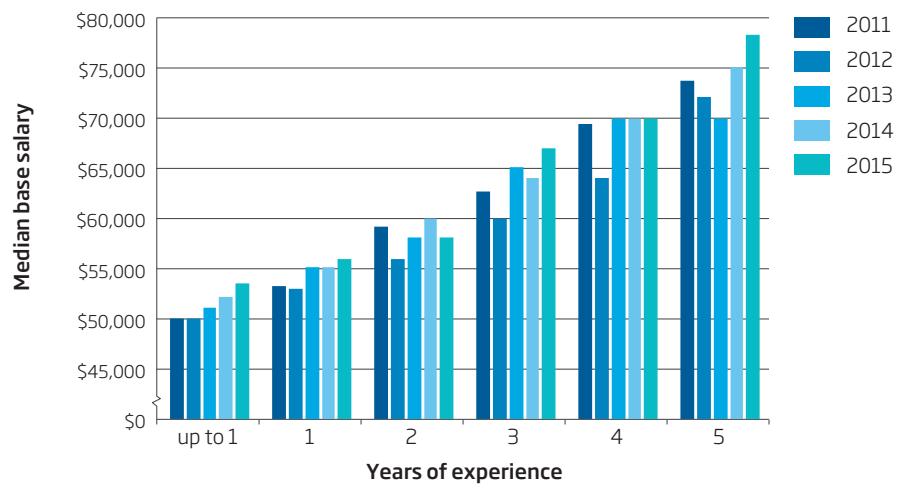
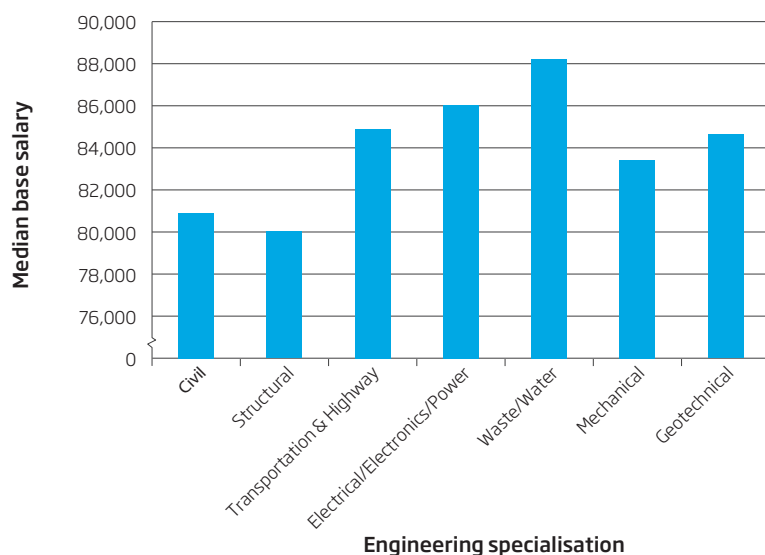


FIGURE 8: MEDIAN BASE SALARY BY ENGINEERING SPECIALISATION (INDEPENDENT PRACTITIONERS)



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