

REMUNERATION SURVEY 2017 SNAPSHOT

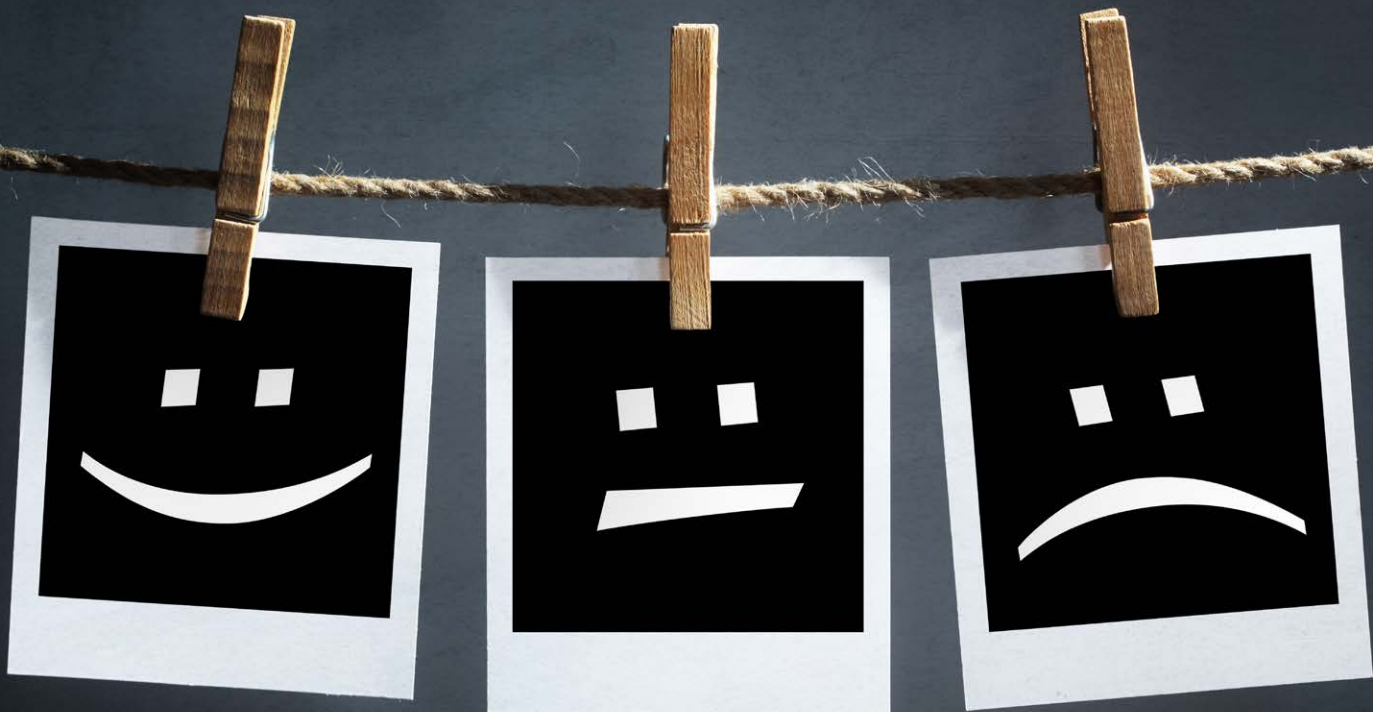


engineering
new zealand
Institute of Engineering Professionals

ROBLAWmax
RECRUITMENT

**THIS YEAR,
MORE THAN
3,100 MEMBERS**

**FILLED IN
OUR SURVEY**



STEADY AS WE GO

While salaries are relatively static, with graduate salaries the same as last year and team leaders up 1.3 percent, engineers are switching jobs more than ever and getting more non-salary perks. More than 20 percent of respondents changed jobs in the past year, significantly up from 15 percent two years ago. This year, 67 per cent of engineers received some kind of non-cash benefit, with health insurance growing in popularity while cars and car parks decreased. Also growing is the “other” category, which includes a diverse

array of insurances, mobile phones and wellbeing-related benefits.

This snapshot shows some headline results broken down into five career stages: Graduate, Independent practice, Team leader, Technical manager and General manager.

While the proportion of female respondents increased to 16.5 per cent, there is a gender pay gap at every career stage except Graduate, as Figure 4 illustrates.

Members can download a detailed results spreadsheet at www.engineeringnz.org, where you'll also find information on how to purchase the results if you aren't a member.

MARKET INTELLIGENCE

The higher uplift in salaries at the lower and mid ranges we saw from 2014 to 2016 has slowed a little over the past year. Demand remains strong, including for international talent, driven by skill shortages in building services, structural, water and transport engineering, architecture, construction and civil infrastructure. Other salary and remuneration indicators are consistent with the results we're seeing in the Engineering New Zealand Remuneration Survey.

General confidence in the engineering and construction economy remains high, 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, bonuses (including sign on) and other non-salary benefits (like temporary accommodation or use of a vehicle) to attract and retain staff.



RESPONDENTS EARN A MEDIAN

\$4,900

ON TOP OF THEIR BASE SALARY

\$92K

MEDIAN BASE
SALARY OF
ENGINEERS
WORKING
FULL TIME



MEDIAN BASE SALARY,
FULL TIME ENGINEERS



\$74K



\$95K

PROPORTION OF
GENERAL MANAGERS



3.4%



96.6%

CHURN KEEPS GROWING

20.8% CHANGED JOBS IN THE PAST YEAR

– UP FROM 19.4% LAST YEAR (AND 15% IN 2015)

RESPONDENTS
ARE BASED IN

**3.1%
RURAL**

–

**25.4%
TOWN**

–

**71.5%
CITY**

**16.5% OF
RESPONDENTS
ARE WOMEN**

– UP FROM 14.7% LAST YEAR



HOW MUCH DO ENGINEERS EARN AT DIFFERENT CAREER STAGES?

Figure 1: Proportion of respondents in each career stage.

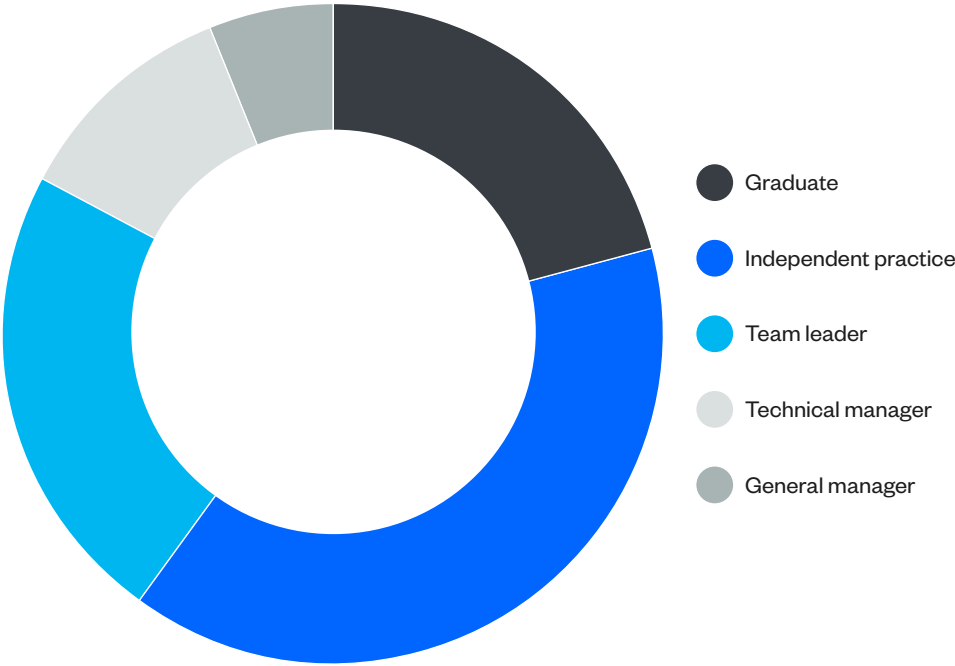


Figure 2: Median full-time base salary

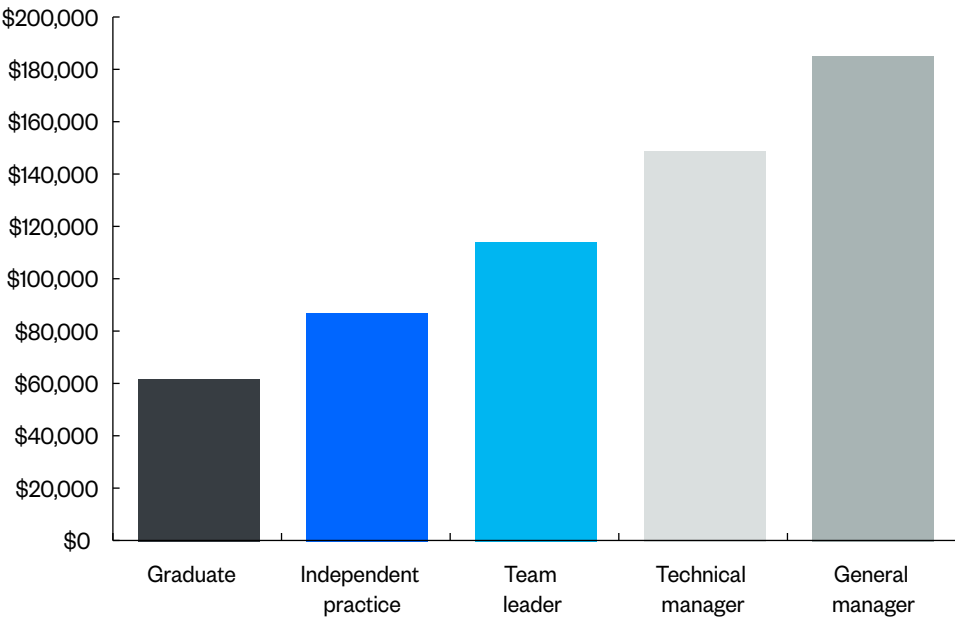
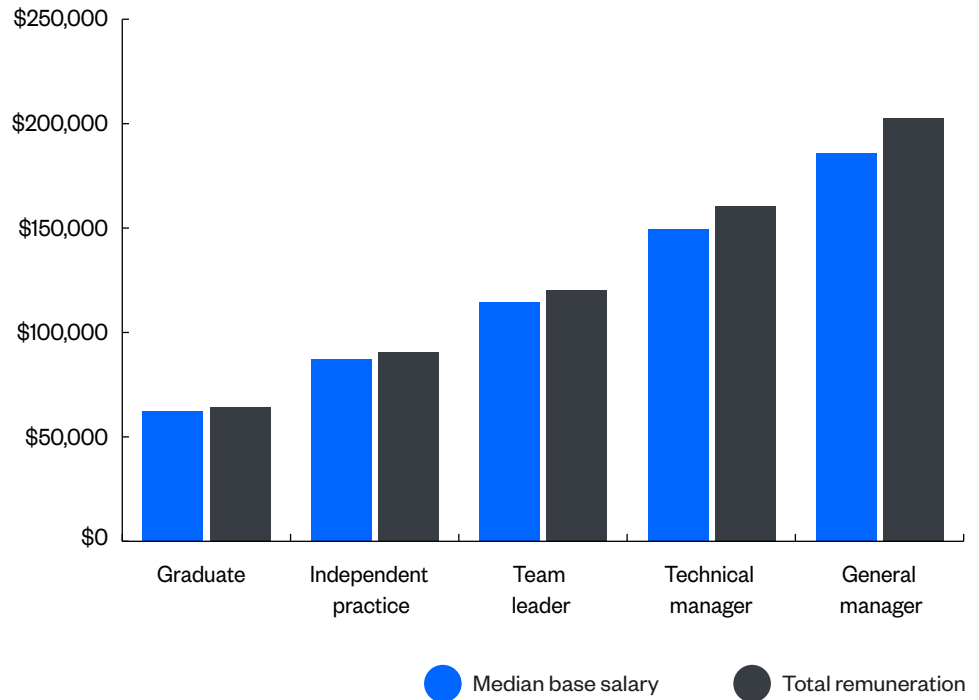


Figure 3: Median base salary and total remuneration for each career stage



IS THERE A DIFFERENCE BETWEEN WHAT MEN AND WOMEN ARE PAID?

Figure 4: Median base salary by gender

The size of the circle shows how many women and men are at each career stage. The centre of the circle shows the median base salary for that gender.

At one career stage – Graduate – women have a higher median base salary than men. There were not enough women General managers to include female salary data for this category.

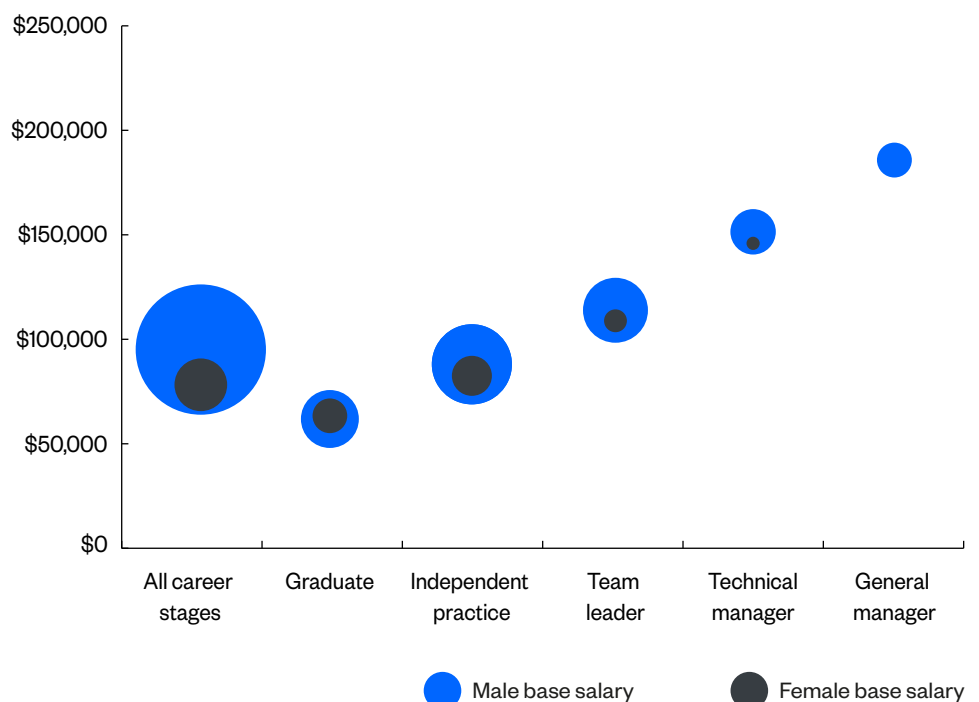
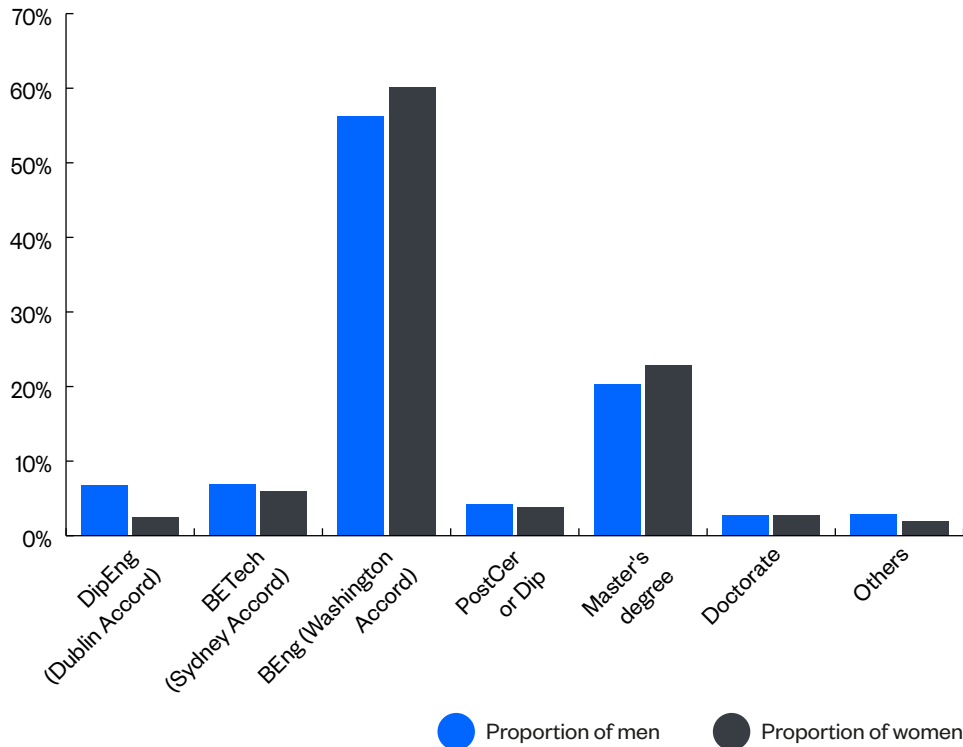
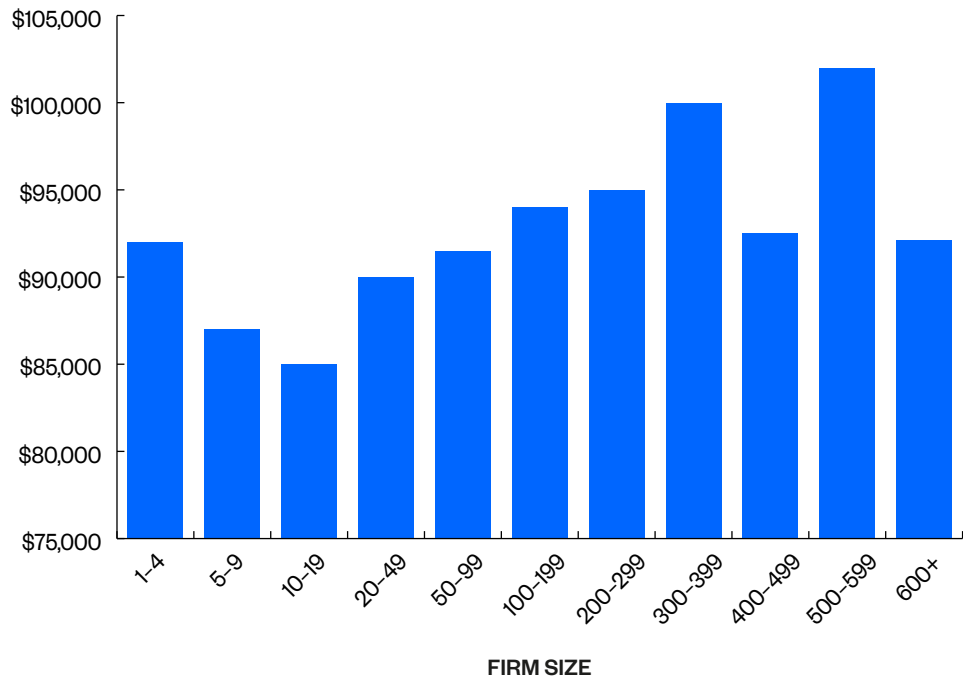


Figure 5:
Qualifications
by gender



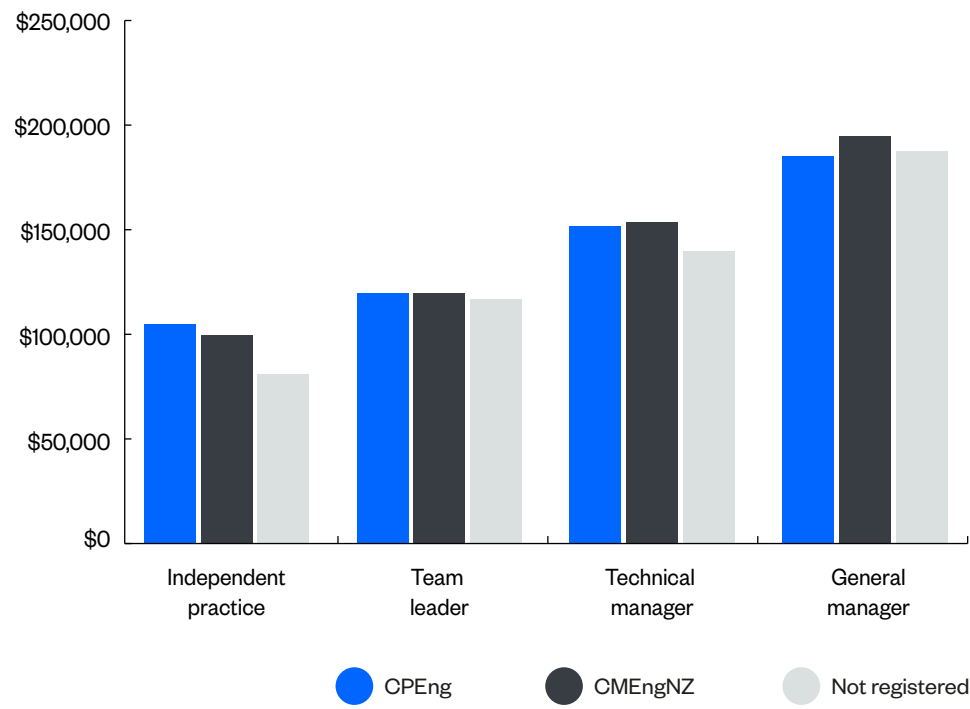
DOES FIRM SIZE MAKE A DIFFERENCE?

Figure 6: Median base
salary by firm size



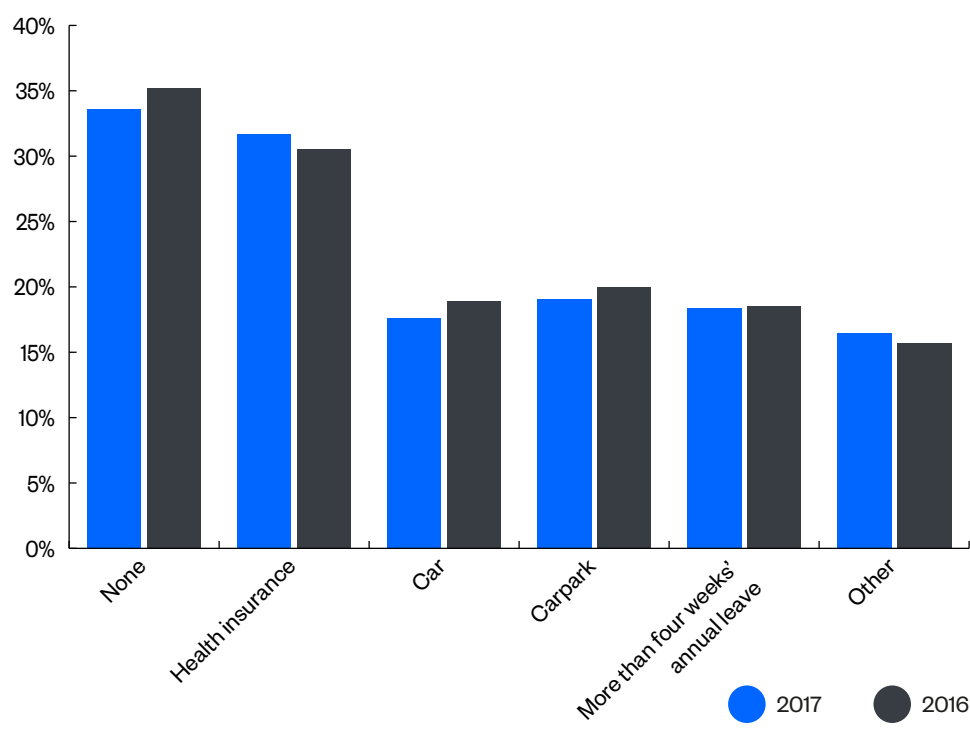
REGISTRATION, CHARTERED MEMBERSHIP AND SALARY

Figure 7: Median base salary for Chartered Professional Engineers, Chartered Members of Engineering New Zealand and engineers not working towards any registration or assessed membership



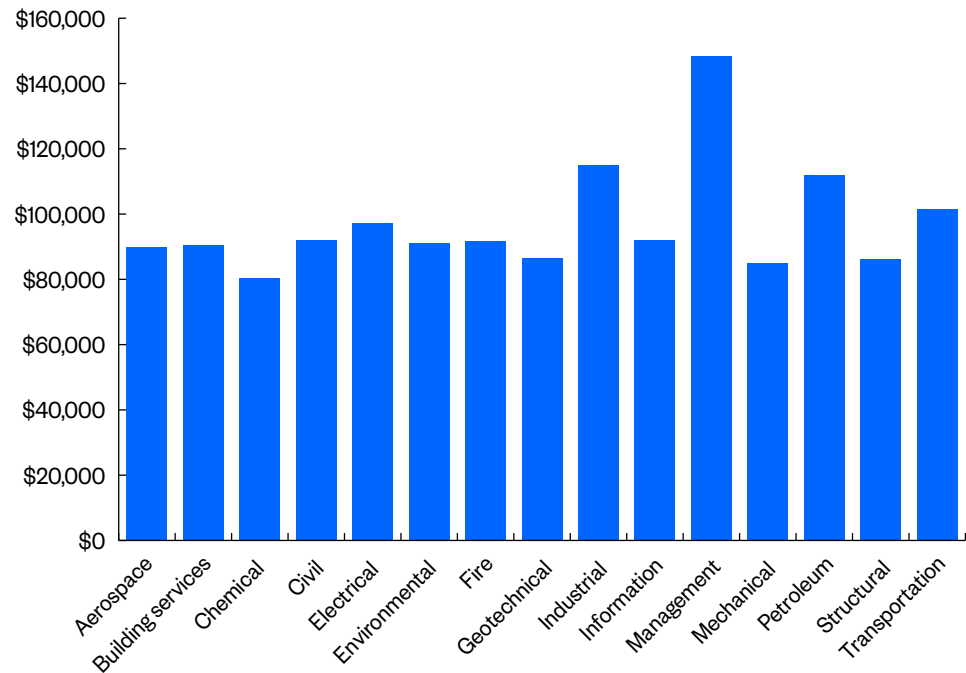
PERKS

Figure 8: Non-cash benefits



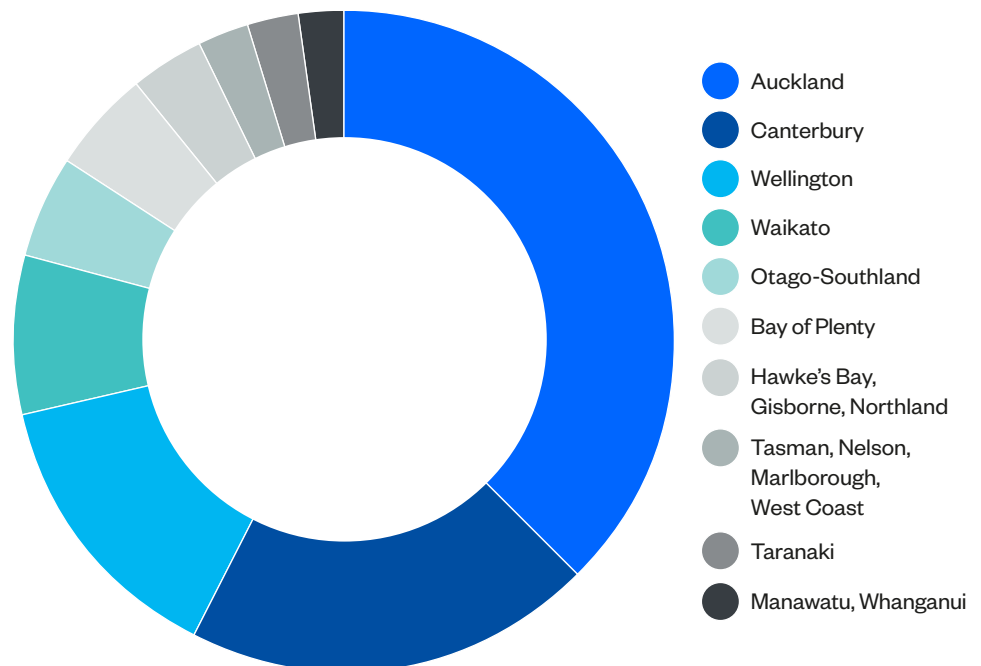
SALARY BY FIELD

Figure 9:
Median salary by
engineering field



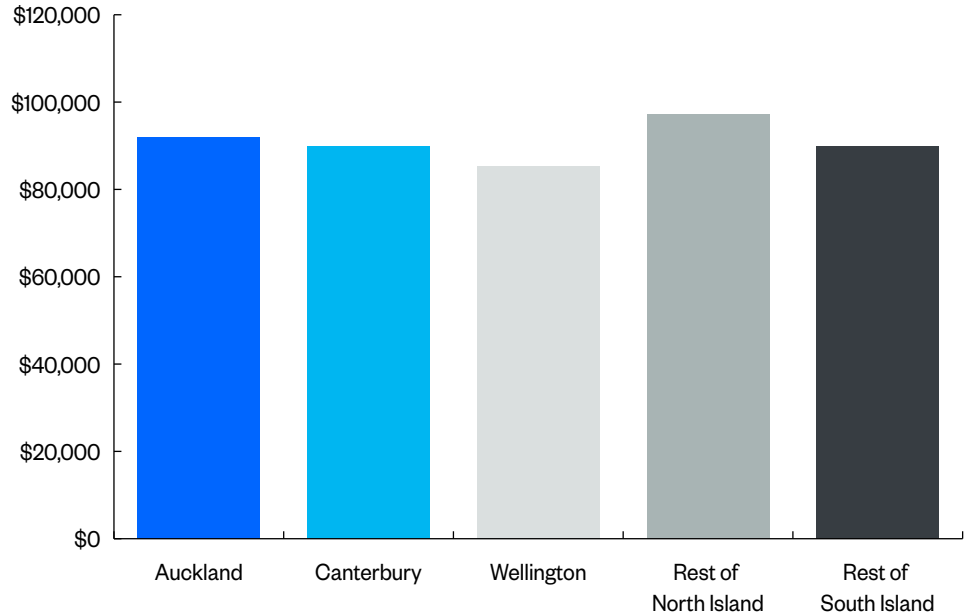
WHERE ARE ENGINEERS BASED?

Figure 10: Location
of respondents



WHERE DO ENGINEERS EARN THE MOST?

Figure 11: Median base salary by location



WHAT TYPE OF WORK PAYS THE MOST?

Figure 12: Median base salary by work type

