



engineering
new zealand
Institute of Engineering Professionals



REMUNERATION SURVEY 2019 SNAPSHOT

Sponsored by

ROBLAWMAX
RECRUITMENT

2,729

**MEMBERS COMPLETED
OUR SURVEY THIS YEAR**

THE RESULTS ARE IN

This year we once again surveyed our membership to see what you were earning, what you thought about diversity at your organisation, the perks of your job, and what was important to you when looking for a new job. In general, salaries were steady this year and with a difference in sample size of only 35 respondents, median base salaries are analogous to last year. We notice a 5–9% increase in median base salaries across all career stages and a comparable distribution of career stage respondents to our 2018 survey.

This does mean, much like last year, sample size is biased towards people in the early stage of their career. This greater representation of people at more junior levels is likely to have skewed medians lower than our 2017 results. However, when you look at salary by registration or later career stage positions for example, the median salaries for people with chartership, and for those in technical or general management roles, continues to increase across the board.

We've presented our 2019 results in much the same way we have for the past three years. This allows comparisons to be made between each year's results and requires consistency of questions from year to year. One thing we've thought about this year is how to ensure consistency of data from survey to survey, for the sake of comparable medians year on year. We're delighted that in offering the opportunity to leave your details, over 60% of participants in this year's survey have already signed up to complete next year's ensuring we are well on the road to achieving desired sampling consistency.

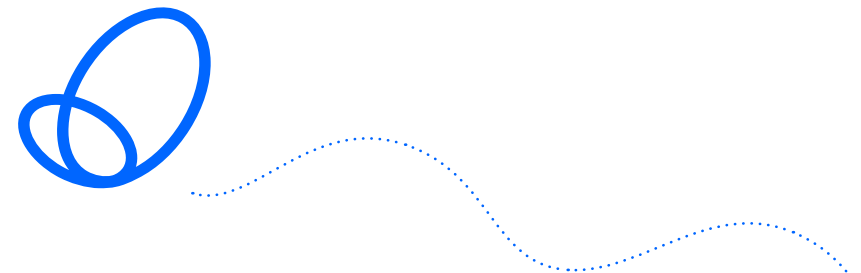
CARDS ON THE TABLE

In our full results spreadsheet, available to Engineering New Zealand members, 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 "Median reported in 2018". This gives the median from our 2018 remuneration survey for that career stage. In the adjacent column we've provided the percentage difference for your reference.

We also recognise that asking people to supply their own salaries is a process that can introduce error. Understanding the difference between base salary and total remuneration (which includes other cash benefits like super and bonuses), can sometimes be confusing and remembering to the dollar what your salary was a year ago can cause slight inconsistencies.

If you have any feedback about the remuneration survey and what would work better for you, please [get in touch](#).

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



TALENT SHORTAGES CONTINUE

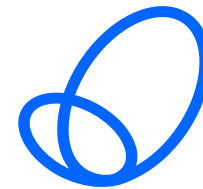
A WORD FROM OUR SPONSOR

New Zealand's demand for talent remains strong with candidate shortages continuing across the country, although it is less than the elevated levels of previous years. This is led by solid growth in the Greater Auckland region as well as the ever increasing markets of Queenstown and Wanaka. Salaries in these regions continue to grow, while most other major areas have seen a slight uplift as companies have shifted their focus to retention of their existing talent by offering various other employment benefits, i.e. flexibility of hours and location, insurance, vehicles.

Conjecture has also crept in to the market due to a number of notable, high profile business failures across the country. This has coincided with an overly cautious government removing numerous major projects from the infrastructure pipeline and implementing new procurement processes. As a result, there's been an overwhelming demand for pre-contract and strategic procurement professionals as companies streamline their processes and methodologies for upcoming work.

Overall the market remains steady across the broader infrastructure sector (civil, build, water, power and agriculture), however there is more uncertainty around its future than previous years.

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RECRUITMENT



\$90.7K

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

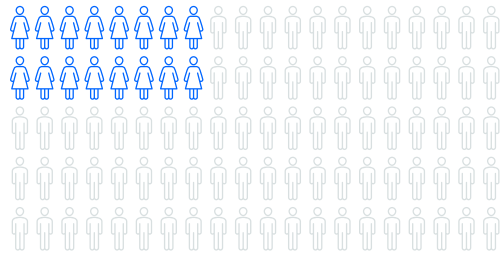
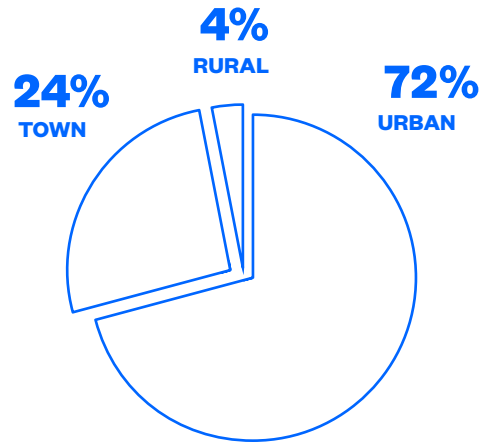


Median base salary, full-time engineers



Proportion of general managers

Location of respondents



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

What do the respondents think...



53%

think their pay is equitable when compared to colleagues



41%

don't think their organisation has enough women in engineering



78%

consider their organisation to be ethnically diverse

PERKS



15%

get more than 5 weeks
annual leave



18%

get a car park



17%

get a work car



29%

get health insurance



52% BELIEVED STAFF WELLBEING
was very important to their employer



**FLEXIBLE
WORKING**

83%

believed their employer
promoted flexible working

61%

take advantage of
flexible working options

85%

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

Flexible work
options

2

Satisfying
day-to-day
work

3

Manager
reputation

4

Salary

5

Company or
chief executive
reputation

6

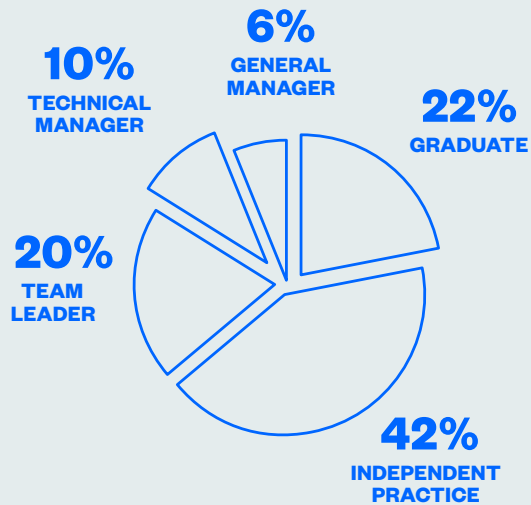
Opportunities
for career
progression

7

Work/life
balance

HOW MUCH DO ENGINEERS EARN AT DIFFERENT CAREER STAGES?

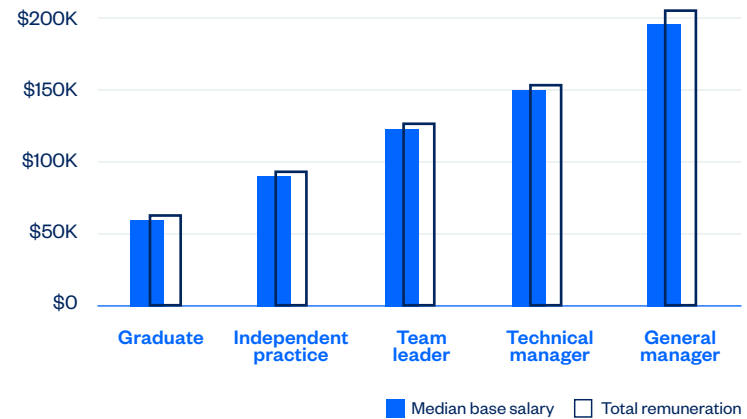
Proportion of respondents in each career stage



Median base salary progression of graduates

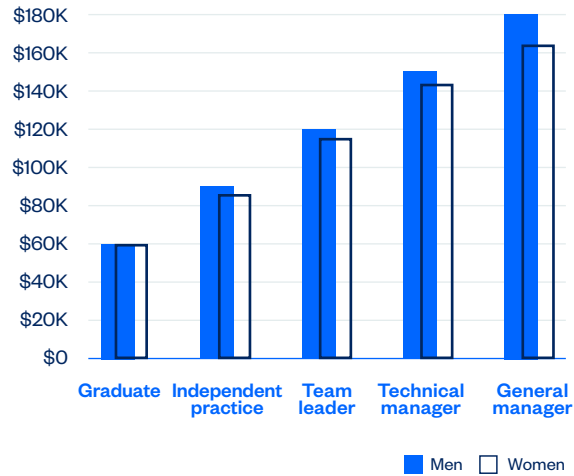


Median base salary and total remuneration for each career stage

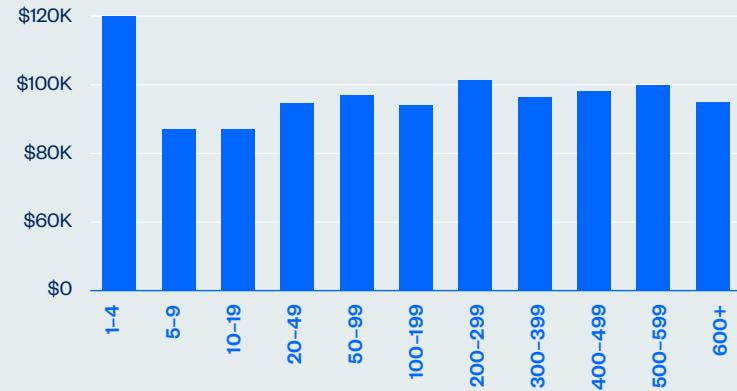


HOW MUCH DO ENGINEERS EARN BASED ON GENDER, ORGANISATION SIZE AND WORK TYPE?

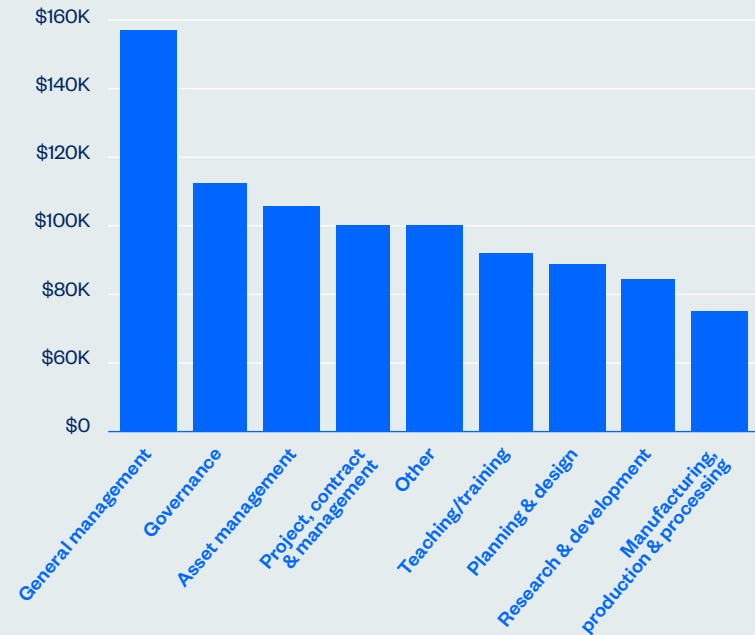
Median base salary by gender



Median base salary by organisation size

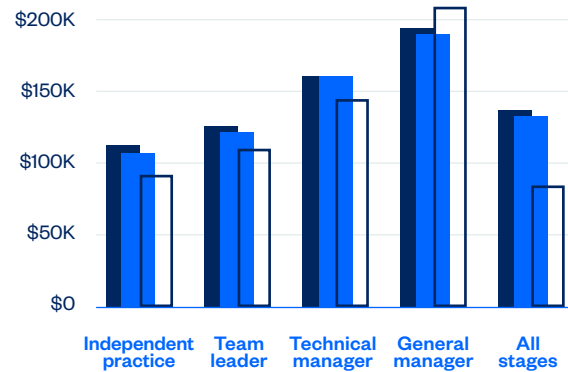


Median base salary by work type



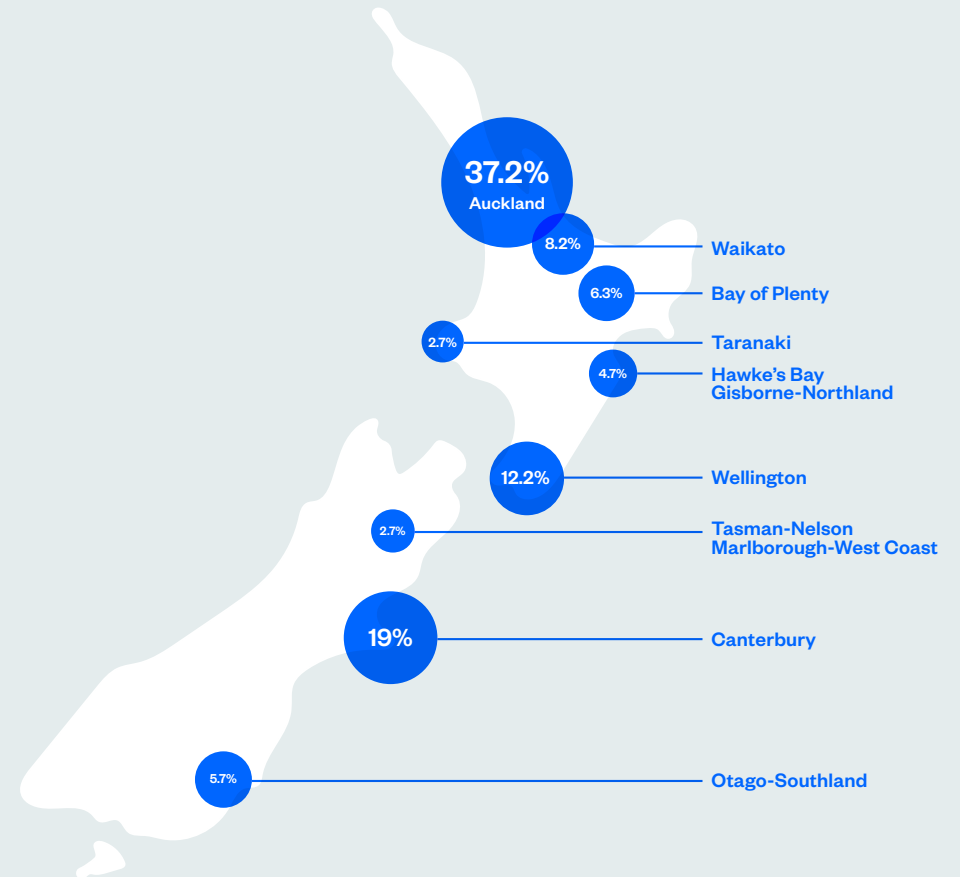
HOW MUCH DO ENGINEERS EARN BASED ON CHARTERED STATUS AND LOCATION?

Median base salary by chartered status



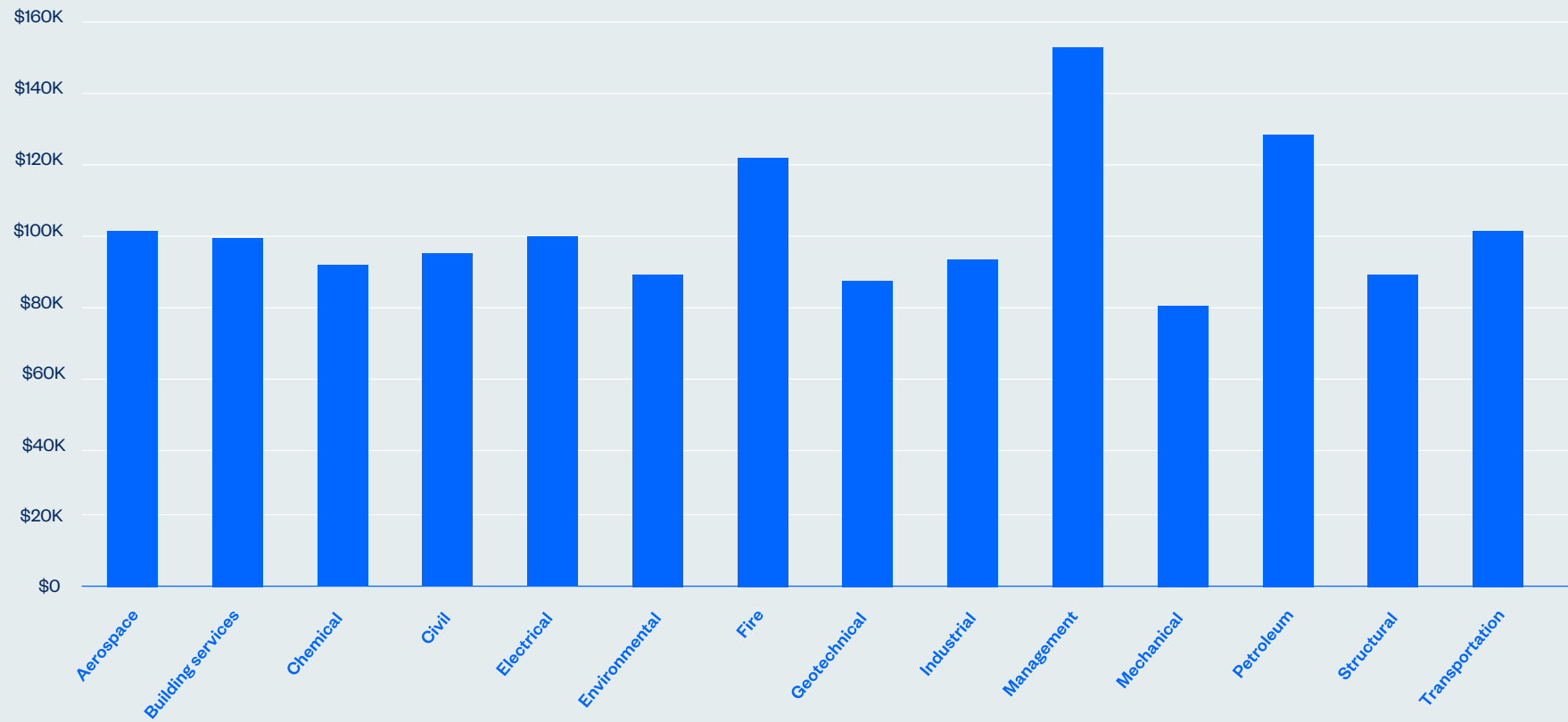
- Chartered Professional Engineer (CPEng)
- Chartered Member of Engineering New Zealand (CMEngNZ)
- Not working towards chartership

Location of full-time salaried engineers



HOW MUCH DO ENGINEERS EARN BASED ON FIELD?

Median base salary by field





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