

2021

Chief Executive Officers and Senior Executives

REMUNERATION REPORT

Participant Stats



751

Organisations



585

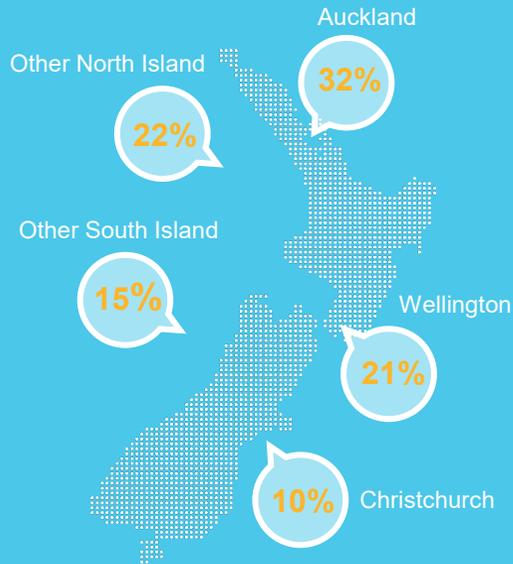
Chief Executives



21 662

Senior Executives

Distribution of Participants by Region



ROLES SURVEYED

This report is designed for Boards, CEOs and Senior HR practitioners requiring accurate data on remuneration and benefits for Chief Executives and Senior Executives across the New Zealand market.

Detailed analyses and results of trends and practices relating to the remuneration and reward policies of Top Executives across New Zealand are also reported.

- CEO/ Managing Director
- Country Manager
- Deputy Chief Executive Officer
- Senior Executive

ANALYSIS AND FEATURES

In addition to comprehensive remuneration data by job, the survey report includes analysis and trends such as:

- Market movements
- Market commentary
- Salary increases and forecast trends
- Tenure
- Short Term Incentive Policies and Practices
- Gender split

GET INVOLVED

If you are interested in participating in the next survey, please contact Strategic Pay (surveys@strategicpay.co.nz) to confirm your interest.

TIMING AND FEES

Data for this survey is collected from May to July, with the report published in August each year.

2021 Prices

Full Report - Participant price	\$3,000
Full Report - Non-participant price	\$6,000
Per Job Code - Participant price	\$350
Per Job Code - Non-participant price	\$700

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REPORT INSIGHTS

21% of chief executives in this year's survey have been identified as female, continuing the upwards trend seen since 2018.

85% of organisations offer some form of **short term incentives (STI)** other than commission or bonus to their **CEO**

84% of public and 99% of private sector organisations offer some form of **STI** other than commission or bonus to their **Senior Executives**

The average age of a **Senior Executive** in the private sector is **49 years**, a reduction compared to the average age of **50 years** in 2020.

26% of chief executives were paid a bonus, at an average **33%** of their base salary

16% of senior executives were paid a bonus at an average **13%** of their base salary

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