

2021

# Information Communication Technology

## REMUNERATION REPORT

### Participant Stats



358

Organisations



10,477

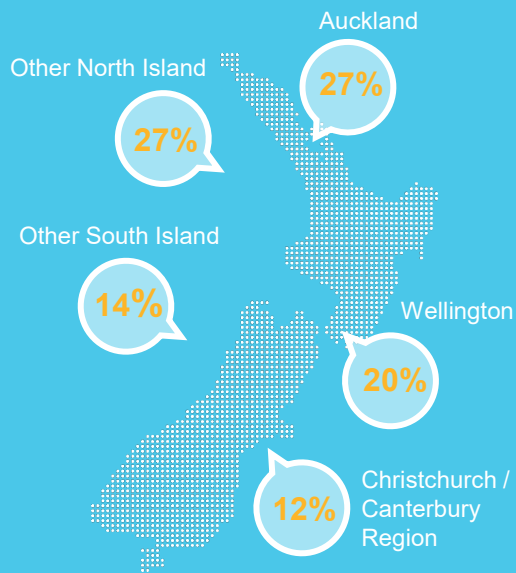
Incumbents



159

Job Categories

### Distribution of Participants by Region



### REPORT OVERVIEW

Strategic Pay is pleased to present the ICT Professional Remuneration Report 2021. The objective of this report is to provide comprehensive information on remuneration market trends for the information communications technology industry.

This report provides a means of assessing the competitiveness of individual remuneration rates against the market and will help participants make informed remuneration-related decisions.

### ROLES SURVEYED

The published survey contains comprehensive remuneration information for over 159 key benchmark roles in the following functional areas:

- Senior Executives
- Infrastructure / Architecture
- Network / Systems
- ICT Project Management
- Development / Programming
- Test / QA
- Service Desk / Support
- ICT Consulting
- Security / Risk
- General
- Business Intelligence / Analytics
- Digital / Design
- Database
- Telecommunications

### ANALYSIS AND FEATURES

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

- Market commentary
- Bonus
- Annual Leave
- Benefits

### COMPLIMENTARY

With the purchase of this report, you will also receive complimentary New Zealand Employment Policies and Practices Report 2021

### GET INVOLVED

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

### TIMING AND FEES

Data for this survey is collected in August with the report published in September each year.

#### 2021 Prices

Introductory price      \$1,500

**ORDER YOUR REPORT NOW!**

## REPORT INSIGHTS

Benchmark job codes in the report are split into **14** different job functions covering from **Senior Executive** positions to **Telecommunications** positions

68% percent of the overall data submitted is made up of male employees. **24.9%** of **Senior Executive** benchmark codes are female

The **Digital / Design** function has the highest percentage of female at **56.5%** in the submitted data while **telecommunications** only have a **8.3%** female split

The longest average tenure in companies is the **Database** function with employees averaging of **10 years** in the company

The median bonus / incentive pay target was **10%** of base salary and the actual bonus paid out was **7.5%** of base salary.