

2021

# Museum Sector REMUNERATION REPORT

## Participant Stats



82

Organisations



2 173

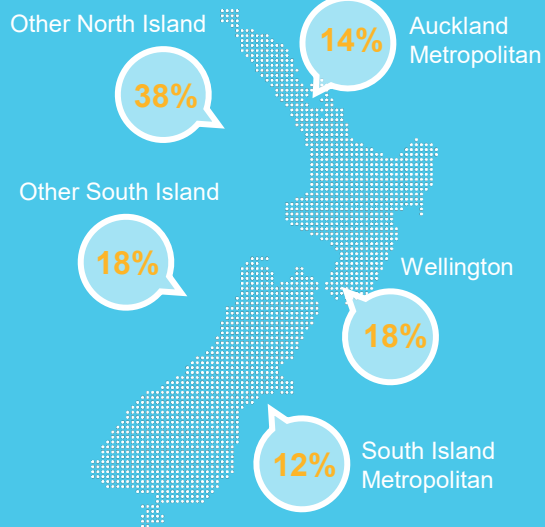
Incumbents



35

Benchmark Jobs

## Distribution of Participants by Region



## ROLES SURVEYED

The published survey contains comprehensive remuneration information by Job Size (Grades and SP10 points) and by Benchmark Job analysis for 34 key benchmarks in the following functional areas:

- Management
- Marketing / Events
- Museum Roles
- Hospitality\*
- Facilities Support

\*Hospitality benchmark job pages have been provided from Strategic Pay's New Zealand Benchmark Remuneration Report 2021

## ANALYSIS AND FEATURES

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

- Policy and Practices information
- Market Movements
- Projected Salary Increases
- Business Response to the Covid-19 Pandemic
- Tenure / Gender
- Work / Life Balance
- Shift Work / On-Call Allowances
- Turnover, Recruitment and Retention

Participating organisations who purchase the report, also receive a complimentary market comparative client report detailing the competitiveness of their own remuneration policies.

## 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

This report is published annually in July, with data for this survey collected from May to June.

### 2021 Prices for Museum Aotearoa Members – Participant Rates

1 to 5 FTE employees	\$250 + GST
6 to 20 FTE employees	\$380 + GST
21 to 50 FTE employees	\$560 + GST
More than 51 FTE employees	\$850 + GST

### 2021 Prices for Non MA Members – Participant Rates

\$1 220 + GST

*Non-participants rates are double the participant rates.*

**ORDER YOUR REPORT NOW!**

## REPORT INSIGHTS

**Voluntary turnover** of employees in participating organisations has decreased slightly from **12.1%** last year to **12%** this year.

**70%** of staff receive **KiwiSaver employer contributions**.

**12%** percent of organisations expect to have a **reduced salary budget** available during the year ahead, compared with **38%** of organisations in 2020. Only **6%** reported **ongoing reductions on senior employee salaries and/or hours** due to COVID-19.

**94%** of organisations offer some form of **work / life balance** option to their staff, down from **100%** of organisations in 2020.

**50%** of organisations are currently actively recruiting.

**Tenure** is highest in the Management job function, with an average tenure of around **6 years**.