

2020

# New Zealand REMUNERATION REPORT

## Participant Stats

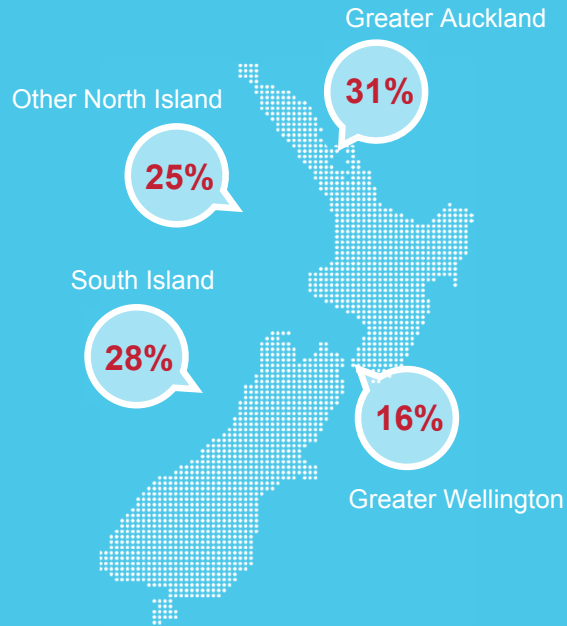


**529**  
Organisations



**192,242**  
Incumbents

## Distribution of Participants by Region



## ROLES SURVEYED

The published survey contains comprehensive remuneration information by Job Size (Grades and SP10® points) for the following sector, industry and functional areas:

### General Market

- General Market Sector Analysis
- Regional Analysis
- Functional Analysis

### Public Sector

- Public Sector Analysis
- Regional Analysis
- Functional Analysis

### Private Sector

- Private Sector Analysis
- Regional Analysis
- Functional Analysis

## ANALYSIS AND FEATURES

In addition to comprehensive remuneration data for industries and functional groups, the survey report includes analysis and trends such as:

- Market Commentary and Executive Summary
- Market Movements and Salary Increases across the General Market, Private Sector and Public Sector
- Sector Comparison Analysis
- Functional and Regional Analysis
- Remuneration Data with or without the Employer KiwiSaver component
- Benefits and Variable analysis
- A full HR Policy and Practices report also accompanies this report

## 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

The New Zealand Remuneration Survey is published bi-annually, with data for this survey being collected during January/ February and August/ September, with the report being published in April and October each year.

### 2020 Participant Prices

Full Report \$4,000  
 General Market + Public \$3,000  
 General Market + Private \$3,000

**ORDER YOUR REPORT NOW!**

## REPORT INSIGHTS

**Trades and Labouring** jobs pay on average **13%** higher than the total sample.  
**Engineering / Technical and Sales** jobs pay on average **10%** higher than the total sample.

**Auckland** jobs pay on average **4%** higher than the total sample

in the year to September 2020, **29%** of top executives received a bonus. The median bonus for executives is **23%** of base salary

**Top executives** (defined as job sized between 1200-1600 SP10 points) received a **bonus of 25%** of base salary on average.

2020 Sector breakdown:

**65%**  
Private

**32%**  
Public

**3%**  
Not for Profit