

2021

Wine Industry REMUNERATION REPORT

Participant Stats



36

Organisations



2,064

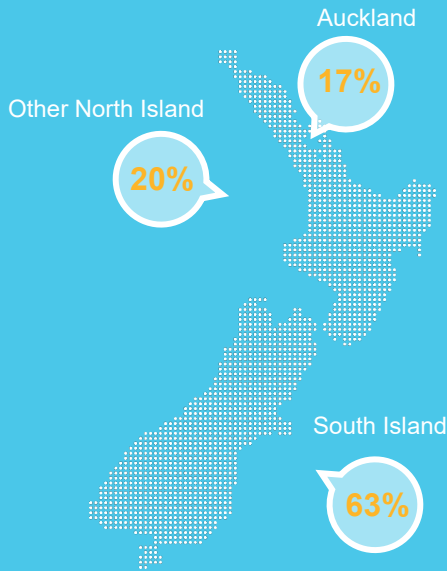
Incumbents



47

Benchmark Jobs

Distribution of Participants by Region



ROLES SURVEYED

The published survey contains comprehensive remuneration information 47 key benchmark roles in the following functional areas:

- Wine Industry
- Engineering
- Corporate Services*
- Hospitality*

* Corporate Services and Hospitality role job pages have been provided from the New Zealand Benchmark 2021 Report

ANALYSIS AND FEATURES

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

- Wine industry market movements
- General market trends
- Salary increases and forecast trends
- Basis of salary increases
- Company cars / vehicle allowances
- Same Incumbent movement
- Variable pay / incentive schemes
- Qualifications / tenure

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 September each year.

2021 Prices

Participant price	\$680 +GST
Non-participant price	\$1,360 +GST

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REPORT INSIGHTS

52% percent of respondents pay a higher duty allowance for staff who take on supervisory responsibilities during vintage season and **34%** pay preferential rates for additional hours over the vintage season

The percentage of female in wine positions is **30%**, a slight increase from 29% in 2020

The average tenure for employees in a wine position is 6 years

Only **7%** of respondents had an increase in redundancy due to the pandemic

74% of participants foresee an impact of the increased minimum wage on their organisation's culture, salary bill and retention in the coming year.