

2019

ACENZ Members REMUNERATION REPORT

Participant Stats



74

Organisations



9,909

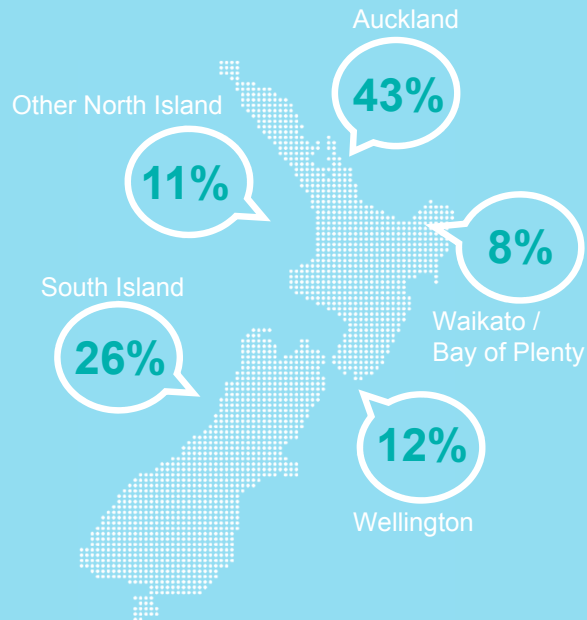
Incumbents



60

Benchmark Jobs

Distribution of Participants by Region



ROLES SURVEYED

The published survey contains comprehensive remuneration information 60 key benchmark roles in the following functional areas:

- CAD / Draughtsperson
- Engineers
- Technicians
- Corporate Services

ANALYSIS AND FEATURES

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

- Market movements
- Salary increases and forecast trends
- Basis of salary increases
- Same incumbent movements
- Discipline breakdown
- Regional Breakdown
- Charge out rate
- Premium for region and position

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

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

Report is only available to ACENZ members who participated in the survey.

REPORT INSIGHTS

67% of participants have a policy of **increasing base salary** on the achievement of **CPEng** while **10%** pay a **bonus**. The median increase in base salary is **5%**.

11.6% of respondents pay a **market premium** based on regions and **85%** are actively recruiting

21% percent of organisations have a policy around gender equity based on qualifications, merit and experience

56% of participants fund **KiwiSaver** on top of the salary review budget