

2019

Not for Profit REMUNERATION REPORT

Participant Stats



285

Organisations



16 826

Incumbents



161

Job Categories

Distribution of Participants by Region

Rest of North Island

22%

Rest of South Island

12%

66%

Metropolitan

ROLES SURVEYED

The published survey contains comprehensive remuneration information by Job Size (Grades and SP10 points) and by Benchmark Job analysis for 161 key benchmarks in the following functional areas:

- Not for Profit Management (incl CEOs)
- Administration and Support
- Communications and Information Management
- Promotion and Marketing
- Customer Services
- Facilities and Supply
- Finance and Accounting
- Human Resources
- Information Technology
- Policy and Planning
- Not for Profit Health
- Social Services
- Sport and Recreation

ANALYSIS AND FEATURES

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

- Not for Profit Sector Commentary
- Market Movements and Salary Increases
- HR Policy and Practices
- Additional Benefits and Variable Pay
- Regional Analysis
- Organisation Type Analysis

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

The Not for Profit Survey is published bi-annually, with data for this survey being collected from January to April / May and the report published in June each year.

2019 Prices – Participant Rates

- 1 to 5 FTE employees \$320 + GST
- 6 to 40 FTE employees \$580 + GST
- More than 40 FTE employees \$830 + GST

Non-participants rates are double the participant rates.

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REPORT INSIGHTS

Government pay equity settlements has significantly impacted pay within the Social Services Job Function.

Minimum wage increases continue to contribute to compression of wage differences between jobs at lower pay grades and those at the following / higher grades.

78% of organisations provide **other leave** to employees over and above the statutory entitlements

In the past year, **bonuses** were paid to **6.4%** of the top executives (down almost 1% on the 7.7% reported for the previous year)

97% of organisations offer some form of **work / life balance** options to their staff

Tenure is highest in the Not for Profit Management function, with average tenure around **7.8 years**