

Remuneration Survey 2016

Snapshot



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The 2016 IPENZ Remuneration Survey shows healthy growth in engineering salaries across all regions, fields and career stages.

More than 3,200 engineers responded to our survey this year. Full and detailed results are available to members.

While the overall picture is one of growth, salaries vary widely around the country and simple generalisations are difficult.

Engineers' salaries are increasing much faster than most workers'. While average wage inflation in the year to June 2016 was 1.5 per cent, engineers' median base salary increased by 6.3 per cent.

This Snapshot shows some headline results broken down into the five high-level career stages: graduate, independent practice, team leader, technical manager and general manager.

The detailed results break these stages down into sub-stages and provide data by location, specialisation, work type, years of experience, qualification and more.

RobLawMax RECRUITMENT

RobLawMax Recruitment has a long association with IPENZ and is pleased to be able to support the 2016 Remuneration Survey.

The higher uplift in salaries at the lower and mid ranges we saw in 2014 and 2015 has continued through 2016, along with ongoing growth in senior salaries. Demand remains strong, including for international talent, driven by skill shortages in building services, structural, water and transport engineering, architecture, construction and civil infrastructure. We have had an opportunity to evaluate a number of other salary and remuneration indicators across engineering sectors in New Zealand. These are consistent with the results available in the IPENZ Remuneration Survey.

There continues to be a high level of demand for engineering and construction professionals in Auckland and Christchurch. Auckland is experiencing considerable growth and putting pressure on available resources. The Wellington employment market has also showed

increased positivity over the last 12 months across many engineering sectors. We continue to see positive hiring intentions from clients for positions at all levels across the country, driven by a combination of new building, utility and civil infrastructure projects.

General confidence in the engineering and construction economy remains high, with employers willing to invest in creating new positions as required. Although levels of remuneration across the country for similar positions are comparable, employers in Auckland and other growth regions are competing in markets with specific challenges. They are becoming increasingly more innovative in offering bonuses and other non-salary benefits (such as temporary accommodation or use of a vehicle) in an effort to attract and retain staff.

Full survey results are available
to members at **ipe.nz/remsurvey2016**

Non-members can purchase a copy by emailing ipenz@ipenz.org.nz



 19.4%

of respondents changed jobs in the past year, up from 15% last year

\$92.5K

Median base salary of engineers working full time

+\$5,500



The average amount engineers earn on top of their base salary



\$95K

Male



\$80K

Female



\$60K

Median base salary of graduates with less than five years' experience

13.9%

Proportion of full-time salaried respondents who are women

53.4%

People working in planning and design (the most common work type)



29.5%

People working as civil engineers (the most common specialisation)



6.3%

Increase in median base salary over past year

How much do engineers earn at different stages of their careers?

The proportion of engineers in each career stage is virtually unchanged from last year. Independent practice makes up the largest stage, with 35 per cent of respondents.

Engineers continued to receive increases in salary across all career stages, well above general wage inflation. According to Statistics New Zealand, in the year to June 2016 average wage inflation was 1.5 per cent. Engineers report their median base salary increased 6.3 per cent over the past year, from \$87,000 to \$92,500.

Figure 2 shows data for engineers in full-time salaried positions and compares their median base salary a year ago with base salary now.

Bonuses and other payments make up a greater proportion of total remuneration as engineers progress through their careers.

Figure 1: Proportion of respondents in each career stage

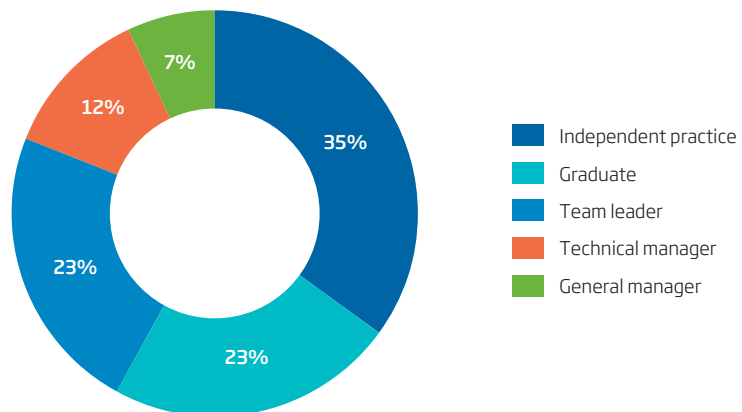


Figure 2: Increase in base salary over the past year

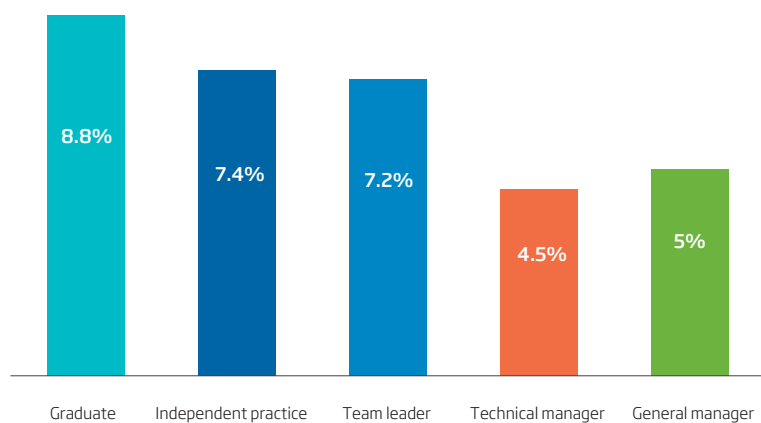
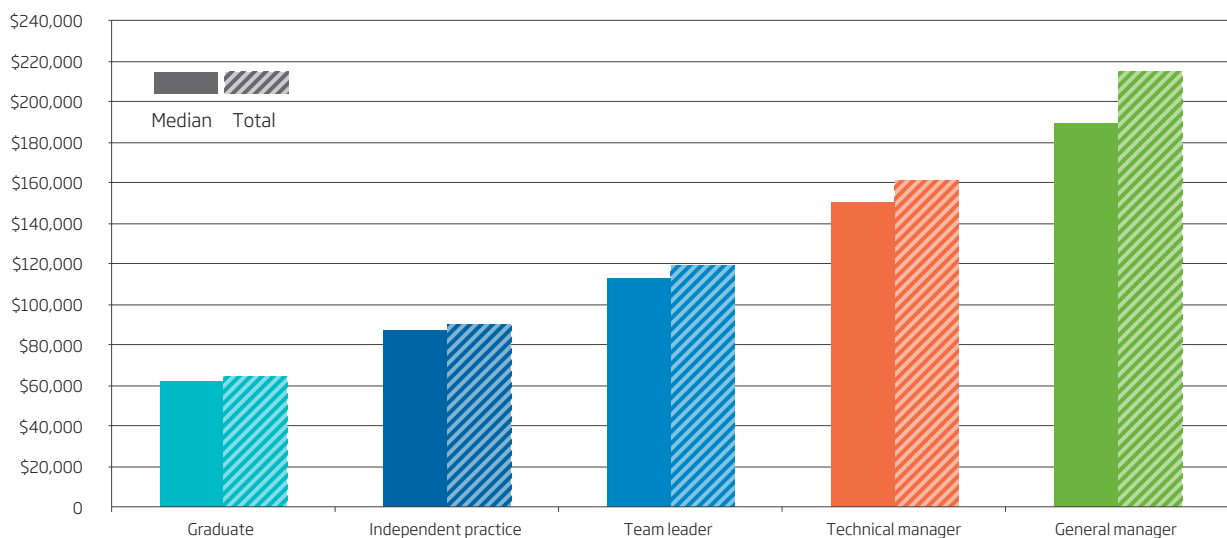


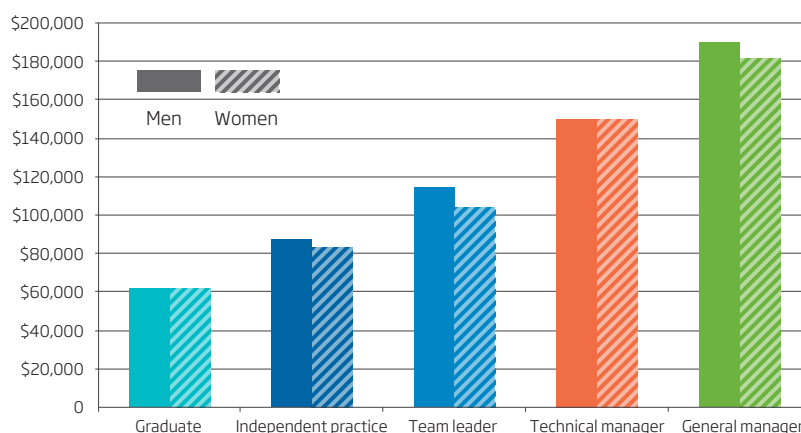
Figure 3: Median base salary and total remuneration for each career stage



Gender pay gap

Male engineers continue to earn more than female engineers, although for the first time this year there were two career stages where median full-time salaries were the same.

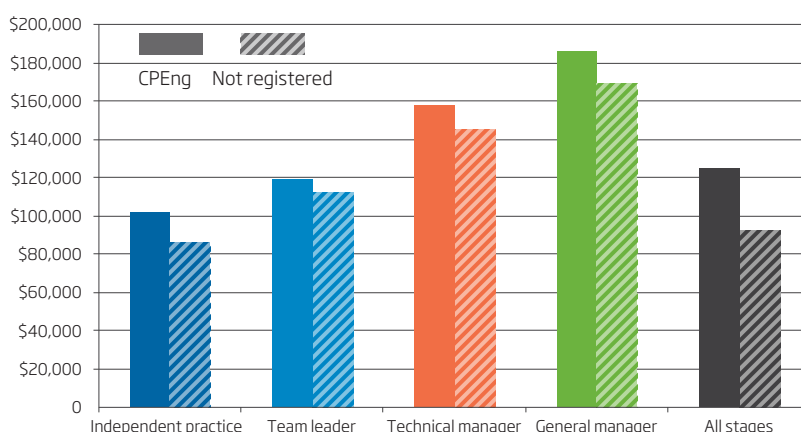
Figure 4: Median base salary for male and female engineers by career stage



Registration and salary

Being registered as a Chartered Professional Engineer means a higher salary for full-time employees across all relevant career stages.

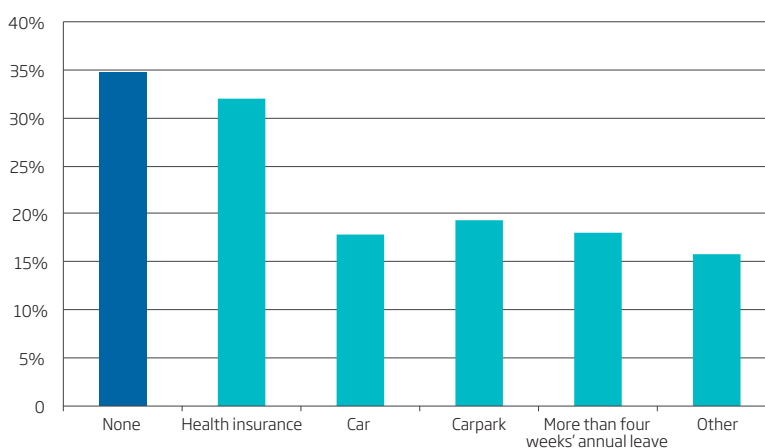
Figure 5: Median base salary for Chartered Professional Engineers and engineers without any registration (nor working towards registration) by career stage



Engineers' perks

Just over 65 per cent of engineers surveyed received some kind of non-cash benefit as part of their package. The numbers in the graph below add to more than 100 per cent because many engineers received more than one kind of perk.

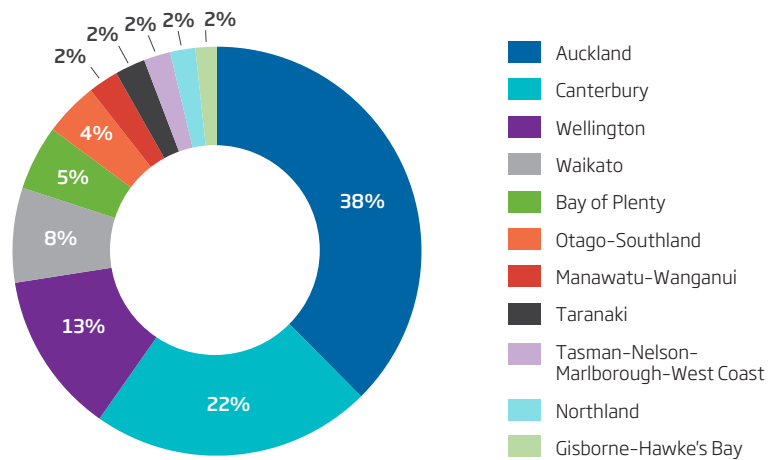
Figure 6: Non-cash benefits received



Where are engineers based?

Auckland and Canterbury together account for 60 per cent of New Zealand's engineers, with Wellington the only other region above 10 per cent.

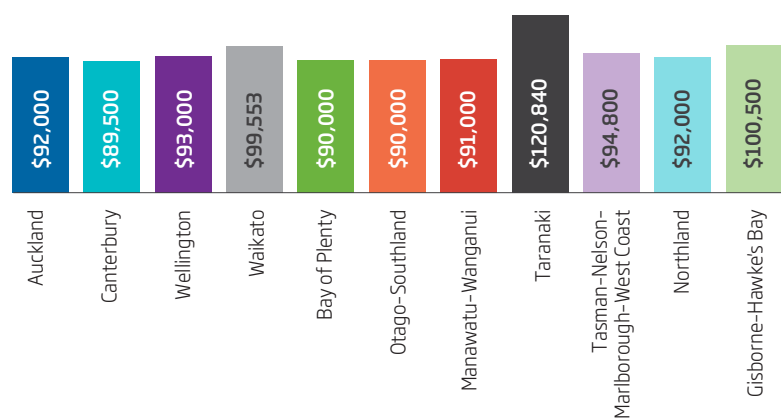
Figure 7: Location of full-time salaried engineers



Where do engineers earn the most?

Taranaki's engineers have the highest median full-time salary, followed by Gisborne-Hawke's Bay.

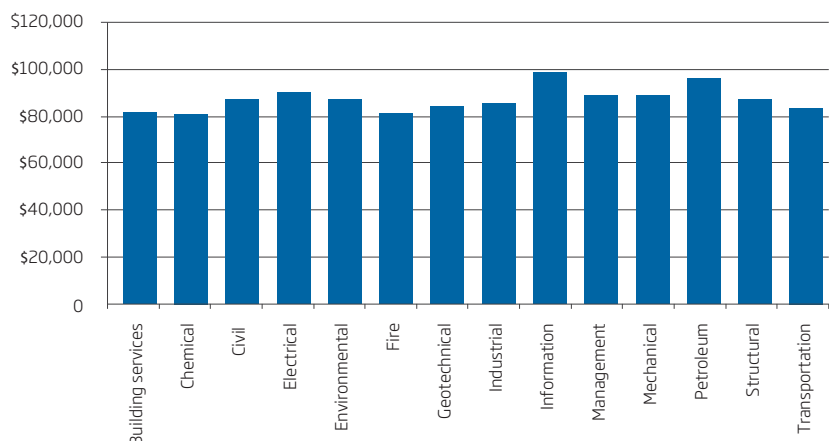
Figure 8: Median full-time salary by region



How do salaries vary by engineering field?

When you look at the independent practitioner career stage, information engineers have the highest median full-time salary, followed by those specialising in petroleum.

Figure 9: Median full-time salary by engineering field for independent practitioners





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