

2009

national employers
**wage & salary
SURVEY**

www.nzsalarysurvey.co.nz



*Uncertain times have
left employers 'puzzled'.*

So what are the pay rates now?

Order Form

Valid October 2009 - September 2010

**Reports available for purchase by members
of the four regional employers organisations**

This annual remuneration survey is a joint initiative of New Zealand's four regional employer organisations - together serving employers' needs:



Building mainland
business



Why buy a report?

2009 national employers wage & salary survey

A successful remuneration strategy is vital for employee recruitment and retention.

It requires having access to comprehensive and reliable information about the latest market trends on wages and salaries, employee benefits, and remuneration practices.

The National Employers Wage & Salary Survey (now in its 16th year) - a joint initiative of New Zealand's four regional employer organisations - is designed to meet this need.

Our 2009 survey had a benchmark date of 31 July 2009, covering 215 positions in 18 fields.

Depending on the adequacy of particular sample sizes, survey reports are available for the following regions:

- ◆ Auckland City / Central
- ◆ North Shore City / Rodney District
- ◆ Waitakere City
- ◆ Manukau City / Franklin District
- ◆ Hamilton City
- ◆ Waikato Region (excluding Hamilton)
- ◆ Northland Region
- ◆ Bay of Plenty Region
- ◆ Wellington, Porirua, Hutt Valley, Kapiti Coast District
- ◆ Taranaki, Palmerston North, Wanganui, Ruapehu, Rangitikei and Horowhenua Districts
- ◆ Poverty Bay, Hawke's Bay, Wairarapa
- ◆ Nelson, Marlborough & West Coast
- ◆ Christchurch including Lyttleton & Rangiora
- ◆ North, Mid & South Canterbury
- ◆ Dunedin City
- ◆ Otago & Southland

Members only

Only members of the four regional employers' organisations may purchase survey reports.



If you make employee remuneration decisions, you need access to the reports from our 2009 National Employers Wage and Salary Survey Reports

How much will it cost?

1-10 positions \$70 per position
Additional positions \$50 per position
[Prices exclude GST]

Survey report

Each comprehensive report includes:

- ◆ general information on the participating employers' remuneration policies and practices.
- ◆ an authoritative commentary of the current state of the New Zealand economy and labour market.
- ◆ descriptions for all the survey positions within the fields from which you purchase a report.
- ◆ remuneration summaries for all the survey positions within the fields from which you purchase a report.
- ◆ customised remuneration reports reflecting the annual salary rates and benefits based on the geographic regions you select

Further information

- ◆ Contact your local employer organisation. (See contact details on order form)
- ◆ Go to www.nzsalariesurvey.co.nz

Please tick the box next to each position you wish to purchase

Management (MA)

- 01 CEO/Managing Director - 200+ Employees
- 02 CEO/Managing Director - 50-199 Employees
- 03 CEO/Managing Director - Under 50 Employees
- 04 General Manager - 200+ Employees
- 05 General Manager - 50-199 Employees
- 06 General Manager - Under 50 Employees
- 07 Area/Regional Manager (within NZ)
- 08 Branch Manager
- 09 Human Resources Manager
- 10 Human Resources/Personnel Officer
- 11 Trainer
- 12 Company Secretary
- 13 Engineering Manager
- 14 Research and Development/Technical Manager
- 15 Quality Assurance Manager
- 16 Shipping Manager
- 17 Property/Building Manager

Finance/Accounting (FA)

- 01 Finance Manager/Financial Controller
- 02 Accountant (Qualified over 5 yrs)
- 03 Accountant (Qualified 1 - 5 yrs)
- 04 Accountant (Recently Qualified)
- 05 Accountant (Unqualified)
- 06 Assistant Accountant
- 07 Accounting Technician
- 08 Credit Manager
- 09 Credit Control Clerk
- 10 Senior Accounts Clerk
- 11 Accounts Clerk
- 12 Accounts Receivable
- 13 Accounts Payable
- 14 Payroll Clerk
- 15 Payroll Manager

Clerical/Administration (CA)

- 01 Office Manager (Supervisory)
- 02 Office Supervisor
- 03 Secretary/Personal Assistant to CEO
- 04 Secretary
- 05 General/Administration Clerk
- 06 Typist/Word Processing Operator
- 07 Receptionist/Telephonist
- 08 Receptionist/Typist/Data Entry
- 09 Sole Charge Clerical Worker
- 10 Junior Clerical Worker (U18)
- 11 Junior Clerical Worker (18/U20)
- 12 Desktop Publisher/Word Processing Operator
- 13 Graphic Artist/Graphic Designer
- 14 Export Documentation/Shipping Clerk
- 15 Office Assistant

Sales/Marketing (SA)

- 01 Marketing Manager
- 02 Sales Manager (National)
- 03 Regional Sales Manager (within NZ)
- 04 Product/Brand Manager
- 05 Service Manager
- 06 Senior Sales Representative/Sales Executive
- 07 Sales Representative/Commercial Traveller
- 08 Tech Sales Representative/Sales Engineer
- 09 Call Centre/Customer Services Mgr/Supervisor
- 10 Call Centre/Customer Services Clerk
- 11 Call Centre/Telephone Salesperson
- 12 Merchandiser
- 13 Marketing Assistant
- 14 Service Engineer
- 15 Communications/PR Manager
- 16 Communications/PR Advisor
- 17 National Fundraising Manager
- 18 Fundraiser

Local Authority (LA)

- 01 Building Inspector
- 02 Engineering Assistant (Qualified)
- 03 Foreperson
- 04 Planner
- 05 Environmental Health Officer
- 06 Animal Control Officer

Information Systems/EDP (IS)

- 01 Information Systems Manager
- 02 Systems Controller/Administrator
- 03 Analyst/Programmer
- 04 Computer Systems Engineer
- 05 Computer Systems Technician
- 06 IS Helpdesk Support
- 07 IS Information Officer
- 08 Computer Operator
- 09 Data Entry Operator
- 10 Library Manager
- 11 Senior Librarian
- 12 Qualified Librarian
- 13 Library Assistant
- 14 Business Analyst

Manufacturing/Production (MP)

- 01 Production Manager
- 02 Factory Manager (Small Organisation)
- 03 Maintenance Engineer (Elec. or Mech.)
- 04 Production Planner
- 05 Production Supervisor
- 06 Production Foreperson
- 07 Quality Control Officer
- 08 Laboratory Technician
- 09 Production Worker - Highly skilled
- 10 Production Worker - Skilled
- 11 Production Worker - Semi-skilled
- 12 Production Worker - Unskilled
- 13 Factory Cleaner
- 14 Maintenance Fitter

Engineering (EN)

- 01 Workshop Manager
- 02 Workshop Foreperson
- 03 Leading Hand
- 04 Heavy Fabrication Engineer (Fitter Welder)
- 05 General Engineer (Fitter Turner)
- 06 Engineers Mate/Trades Assistant (Fitter's Mate)
- 07 Light Fabrication Engineer (Sheet Metal Worker)
- 08 Machinist & Toolmaker (Toolmaker)
- 09 Engineering Draughtsperson
- 10 Automotive Engineer - Heavy (Motor Mech Diesel)
- 11 Automotive Engineer (Motor Mechanic Petrol)
- 12 Mechanical/Design Engineer

Electrical/Electronics (EL)

- 01 Project Engineer
- 02 Software Engineer
- 03 Electrical Technician
- 04 Domestic Appliance Serviceperson
- 05 Registered Electrician
- 06 Electronics Technician
- 07 Electronics Assembler
- 08 Computer Technician

Contracting/Construction (CO)

- 01 Construction Manager
- 02 Project Manager
- 03 Quantity Surveyor/Estimator
- 04 Draughtsperson
- 05 Civil Engineer (Qualified 5+ yrs)
- 06 Civil Engineer (Qualified 2-5 yrs)
- 07 Civil Engineer (Recently Qualified)
- 08 Site Foreperson
- 09 Carpenter/Joiner
- 10 Labourer
- 11 Contract Manager
- 12 Machinery Driver
- 13 Roothing Engineer
- 14 Registered Plumber
- 15 Civil Construction Worker
- 16 Driver Heavy Duty or Trailer

Supply/Distribution (SD)

- 01 Supply/Distribution/Logistics Manager
- 02 Warehouse/Distribution Supervisor
- 03 Warehouse/Storeperson - Skilled
- 04 Warehouse/Storeperson - Semi-skilled
- 05 Warehouse/Storeperson - Unskilled
- 06 Junior Warehouse/Storeperson (U/20)
- 07 Fork-Lift Operator
- 08 Purchasing Manager
- 09 Purchasing Officer

Transport (TP)

- 01 Transport Manager
- 02 Transport Supervisor
- 03 Driver - Ancillary
- 04 Driver - Urban Goods & Services
- 05 Driver - General Road Transport
- 06 Driver - Passenger Bus (Urban)
- 07 Fleet Services Manager
- 08 Transport Despatcher

Residential/Community Care (RC)

- 01 Rest Home Manager
- 02 Assistant Rest Home Manager
- 03 Registered Nurse
- 04 Enrolled Nurse
- 05 Home Assistant
- 06 Rest Home Domestic
- 07 Cook
- 08 Kitchenhand
- 09 Social Worker
- 10 Occupational Therapist (Registered)
- 11 Diversional Therapist
- 12 Caregiver (Community)

Health (HE)

- 01 Principal Nurse/Nurse Manager
- 02 Nurse Adviser
- 03 Charge Nurse/Clinical Nurse Leader
- 04 Clinical Nurse Specialist
- 05 Staff Nurse/Registered Nurse
- 06 Enrolled Nurse
- 07 Practice Manager
- 08 Practice Nurse
- 09 Registered Nurse Accident & Medical
- 10 Nurse Aid/Hospital Aid
- 11 Domestic Worker/Cleaner
- 12 Cook
- 13 Kitchenhand
- 14 Physiotherapist (New Graduate)
- 15 Physiotherapist
- 16 Physiotherapist (Experienced)
- 17 OH&S Manager
- 18 OH&S Nurse

Retail (RE)

- 01 Shop Manager (Single Outlet)
- 02 Retail Branch Manager
- 03 Department Manager
- 04 Retail Worker - in-charge
- 05 Salesperson - Skilled
- 06 Salesperson - Semi-skilled
- 07 Salesperson - Unskilled
- 08 Junior Salesperson/Shop Assistant (U/20)

Food Retail (FR)

- 01 Supermarket Manager
- 02 Store/supermarket Manager
- 03 Grocery Manager
- 04 Meat Manager
- 05 Produce Manager
- 06 Fresh Food Manager
- 07 Grocery Buyer
- 08 Butcher (Qualified)
- 09 Baker (Qualified)
- 10 Baker (Unqualified)
- 11 Grocery Assistant
- 12 Checkout Supervisor
- 13 Checkout Operator
- 14 Sales Assistant

Hospitality (HO)

- 01 Food & Beverage Manager
- 02 Restaurant Manager
- 03 Chef
- 04 Cook
- 05 Kitchen Hand
- 06 Food Waiter
- 07 Bar Person/Bartender

General (GE)

- 01 Head Groundsperson/Greenkeeper
- 02 Groundsperson/Greenkeeper
- 03 Caretaker/Custodian/Handyperson
- 04 Commercial Cleaner

Please keep a photocopy for your records

2009

national employers
wage & salary
SURVEY

www.nzsalarysurvey.co.nz

**Please send confidential report to:**

Name: _____

Job Title: _____

Company: _____

Postal Address: _____

Street Address: _____

Telephone: _____ Facsimile: _____

Email: _____

Locations Required

- Auckland City, Central
 North Shore City, Rodney District
 Waitakere City
 Manukau City, Franklin District
 Hamilton City

- Waikato Region (excluding Hamilton)
 Northland Region
 Bay of Plenty Region
 Wellington, Porirua, Hutt Valley, Kapiti Coast District
 Taranaki, Palmerston North, Wanganui, Ruapehu, Rangitikei & Horowhenua Districts

- Poverty Bay, Hawkes Bay, Wairarapa
 Nelson, Marlborough & West Coast
 Christchurch incl Lyttelton & Rangiora
 North, Mid & South Canterbury
 Dunedin City
 Otago & Southland

Please provide a hard copy bound report on the position(s) indicated on the back of this form:

___ Positions @ \$70 [per position] \$ _____
 [1-10 positions]

___ Positions @ \$50 [per position] \$ _____
 [additional positions]

Additional pdf copy of report @ \$10 \$ _____

Plus GST @ 12.5% \$ _____

Total remittance enclosed \$ _____

I/we acknowledge that the Survey Report is subject to copyright and is solely for the use of the purchaser.

Authorising signature _____

Order number _____

Payment options

Cheque enclosed Invoice me

Credit Card *Credit card payments not available for OSEA region unless registering online*

Visa Mastercard Diners Amex

Card number _____

Card holders name _____

Signature _____

Expiry date _____

Please complete and return this form to your local employers organisation

OR order online at: www.nzsalarysurvey.co.nz

Rachel Reynolds

Employers & Manufacturers Association (Northern) Inc

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PO Box 359, Christchurch 8140

Email: matthewg@cecc.org.nz • Website: www.cecc.org.nz

Telephone: 0-3-366 5096 • Facsimile: 0-3-379 5454

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PO Box 1087, Wellington 6140

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Telephone: 0-4-470 9947 • Facsimile: 0-4-473 4501

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Telephone: 0-3-456 1806 • Facsimile: 0-3-455 2181

Please keep a photocopy for your records