

Hamilton/Bay of Plenty Remuneration Snapshot

With over 37,000 anonymous entries into our IT salary website itsalaries.co.nz we can explore remuneration data by skill-set, industry, region and sector.

This report identifies trends specific to the Hamilton/Bay of Plenty IT sector, in the past 6-12 months.

OVERVIEW

The median base salary for tech professionals from the Hamilton/Bay of Plenty region is \$68,500. While this is less than your neighbours in Auckland on \$81,500 – it's important to look at the bigger picture. The median house price in Hamilton/Bay of Plenty is \$353,000, a huge 110% lower than Auckland at \$740,000. Therefore the 16% difference in median base salary seems to add up.

Across New Zealand median base salaries in the tech sector have taken a dip, with the Hamilton/Bay of Plenty region seeing a 2.2% drop since December 2014. These figures should not be interpreted as a decline in demand for top tech talent. Our latest Employer Insight Survey showed that the biggest internal business challenge Hamilton/Bay of Plenty tech employers are facing this year is 'attracting staff'

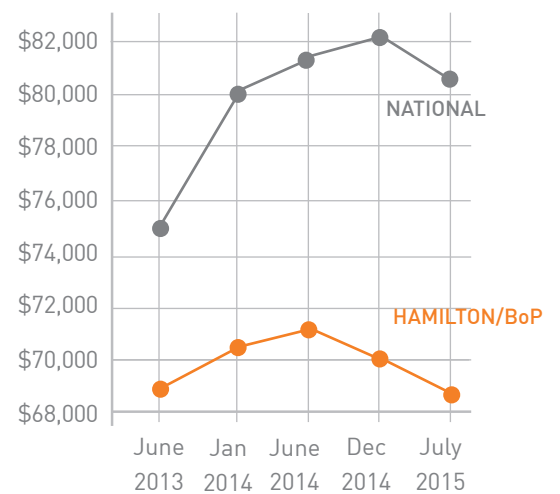
and 'creating a positive workplace culture' to hold onto the talent they've already got.

The top paid skill sets in the region follow national trends with project management, business intelligence, consultancy and management taking out the top spots.

24% of tech professionals in Hamilton/Bay of Plenty currently receive a bonus as part of their pack package and 58% receive additional benefits such as healthcare, company paid training and mobile phone/allowance.

The sector split of permanent staff vs contractors in Hamilton/Bay of Plenty is different to our other main centres with a significantly higher proportion of permanent staff. 92% are permanent in the region, compared with 87% nationally.

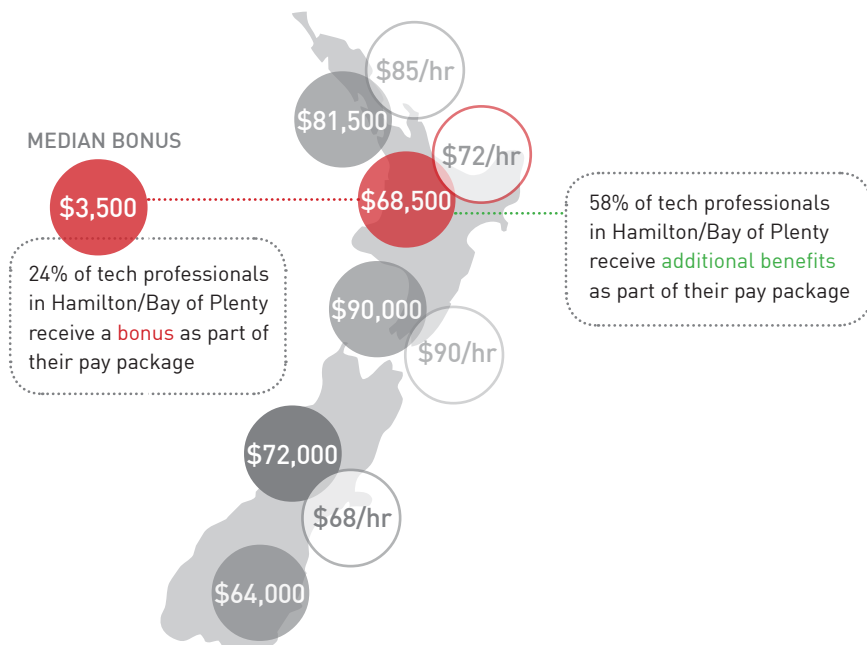
MEDIAN BASE SALARY OVER TIME
HAMILTON / BAY OF PLENTY



PERMANENT STAFF BENEFITS
HAMILTON / BAY OF PLENTY

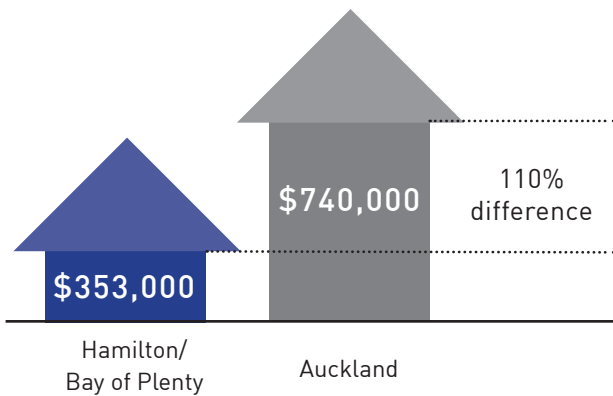
Mobile phone/allowance	33%
Flexible working hours	22%
Healthcare	28%
Car Park	19%
Company paid training	24%
Car/car allowance	10%
Paid overtime	9%
Stock options	2%
Extra Annual Leave	7%
Extra Super	7%
Gym/Healthclub	3%

MEDIAN BASE SALARY & HOURLY RATE

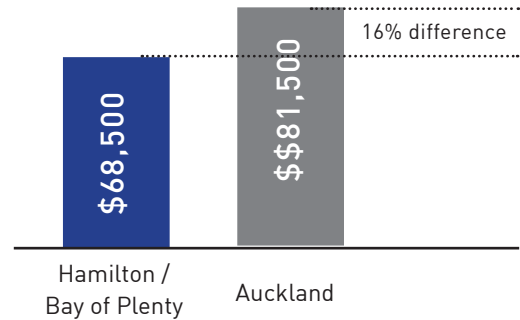


COSTING OF LIVING VS EARNING POTENTIAL

MEDIAN HOUSE PRICE



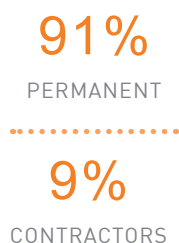
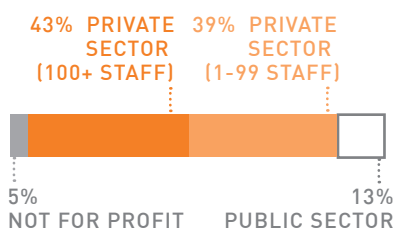
MEDIAN BASE SALARY



Figures from REINZ August 2015 Report

Job Title - PERMANENT	LOWER QUARTILE \$ salary	MEDIUM QUARTILE \$ salary	UPPER QUARTILE \$ salary
BUSINESS ANALYST	68,500	82,500	92,500
DBA/DATABASE DEVELOPER	56,500	68,000	96,000
HELPDESK/SUPPORT	40,000	44,500	60,000
MANAGEMENT	91,000	102,000	150,000
NETWORK ADMINISTRATION	39,000	53,000	70,000
PROJECT MANAGER/TEAM LEAD	58,000	86,000	106,000
SOFTWARE - ANALYST PROGRAMMER	52,500	64,250	74,000
SOFTWARE DEVELOPER	52,000	67,000	98,500
SYSTEMS ADMINISTRATOR	48,000	65,000	74,000
TESTING & Q.A	59,000	65,000	95,000

HAMILTON/BoP DATA SECTOR SPLIT



METHODOLOGY

The Absolute IT Remuneration Report captures real-time contract and permanent employees' remuneration details as entered into itsalaries.co.nz. 37,000 ICT workers in New Zealand (2444 in Hamilton/Bay of Plenty) have entered their remuneration details anonymously into IT Salaries.