

# Remuneration Report

This report explores the remuneration data of New Zealand tech professionals. With almost 38,000 entries into our tech salary website [itsalaries.co.nz](http://itsalaries.co.nz) we can report on skill-set, industry, region and sector.

## OVERVIEW

IT professionals can look forward to sharp increases in the first six years of their careers. This report found that median base salaries increase by 60% within the first six years of their working career, with the highest jump in earnings (12.1%) between four to five years.

IT professionals can further reach the \$100,000 median base salary level within 15 years of experience.

The national median base salary is also on the increase, up to \$82,000, a 1.86% rebound from its previous slump of \$80,500 as recorded in July 2015. While still not back to its record high levels of \$82,500 of December 2014 it is edging to closer to that figure.

There has been a 2% upward trend of employers offering additional benefits to their permanent IT staff, with 62% of tech professionals receiving benefits as part of their pay package. Wellington IT professionals get the best deal with 67% receiving additional benefits, Auckland came in second with 64%, Christchurch third with 62% and Hamilton/Bay of Plenty slightly lower at 61%.

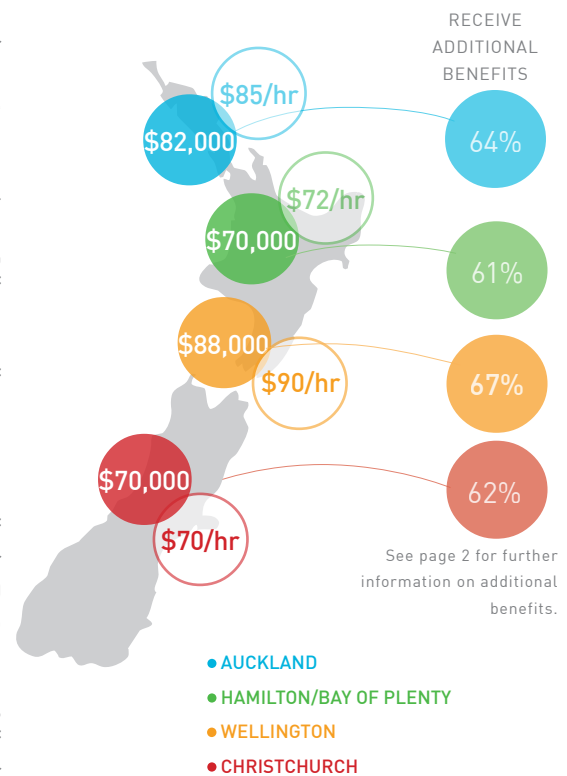
Male and female base salaries are on an equal keel during the first 10 years of experience. The gender pay gap then starts to emerge as female base salaries show a slight dip in income for the next four years (a gap of 9%), relative to their male counterparts. This can be attributed to women taking a break from their careers to raise and support family, often returning to the workforce working flexible and less hours.

This gap starts to correct after 14 years of experience and although it gets markedly smaller (3.5% difference at 16-20 years of experience), there is still a median base salary difference between the genders even after 25 years of experience. [Read our analysis on the gender gap in IT here.](#)

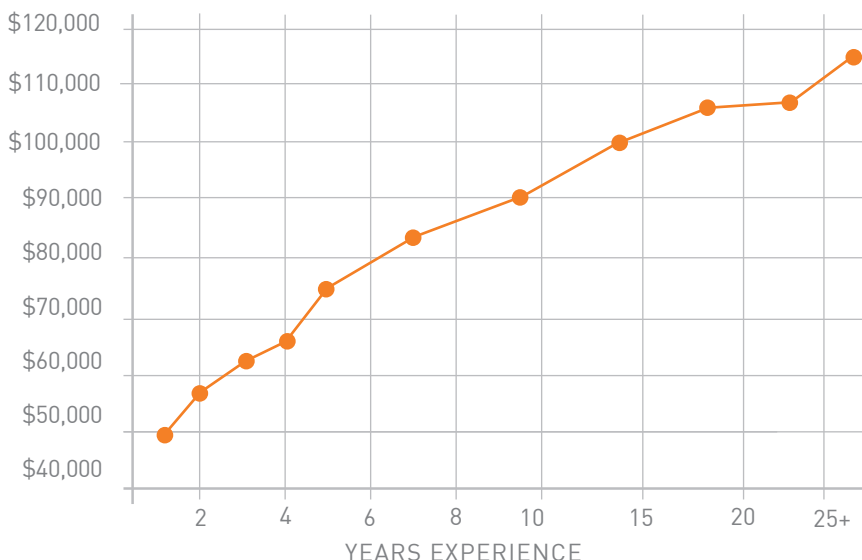
Wellington is still the region with the highest median base salary of \$88,000, although down 2.2% over the last six months (from \$90,000 in July 2015), Christchurch is also down 2.7%, from \$72,000 to \$70,000.

The upper north island regions of Auckland and Hamilton/Bay of Plenty both had increases in their median base salaries. Auckland is up by 0.6% from \$81,500 to \$82,000 and Hamilton/Bay of Plenty is up by 2.1% from \$68,500 to \$70,000.

## REGIONAL MEDIAN PAY LEVELS



## MEDIAN BASE SALARY VS YEARS EXPERIENCE

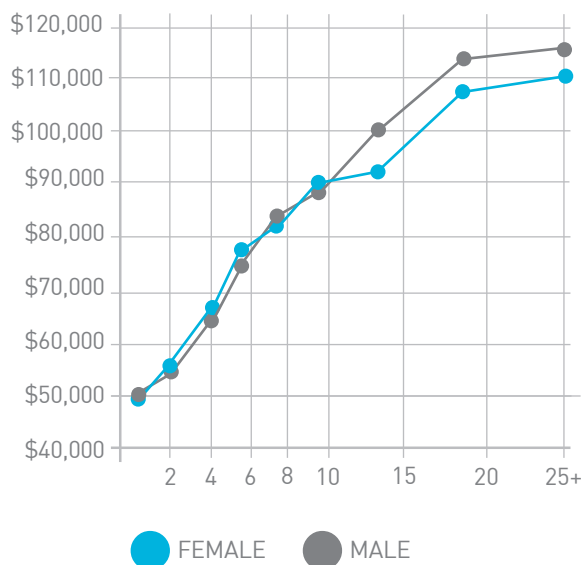


## KEY FINDINGS

- Median base salaries increase by 60% within the first six years of IT experience
- National median base rebound with 1.82% over the last six months, from \$80,500 to \$82,000
- Employers are offering more benefits and bonuses to retain staff, up with 2%
- Gender pay gap arises after 10 years working experience (9% payment gap)

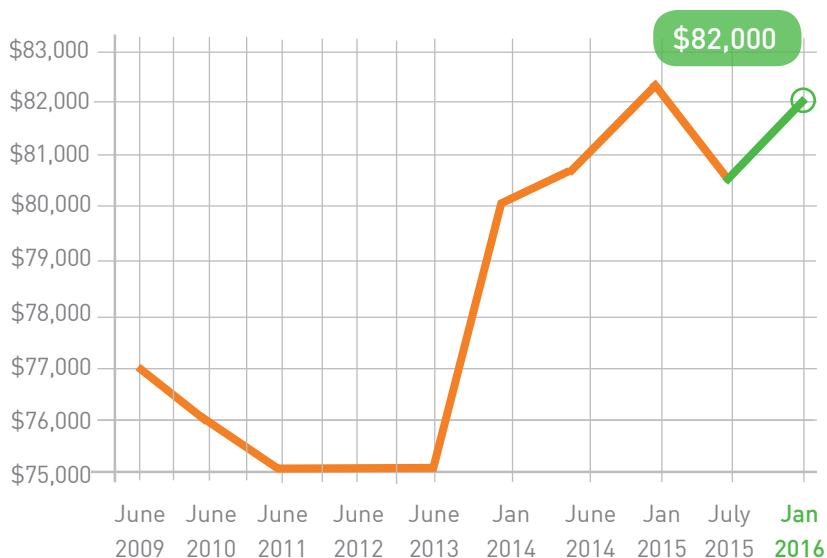
## MALE & FEMALE

MEDIAN BASE SALARY VS YEARS EXPERIENCE



## 2009-2016

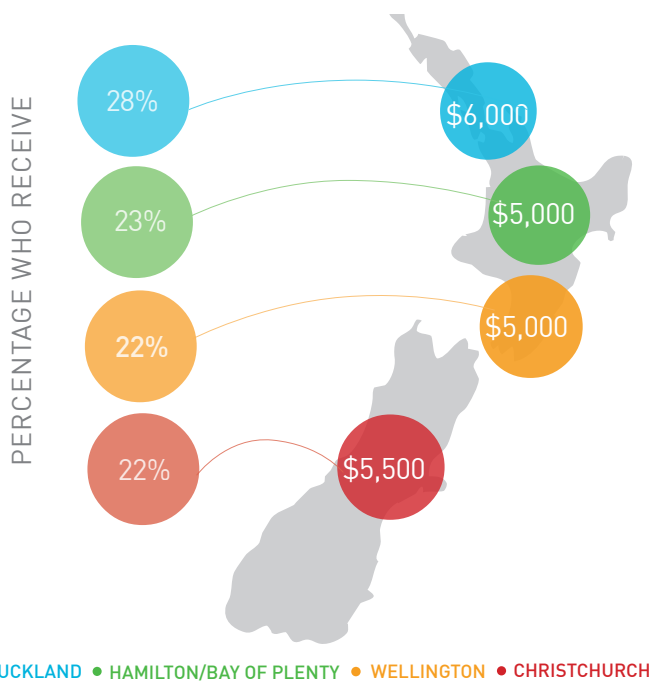
NATIONAL MEDIAN BASE SALARY



## RECEIVE ADDITIONAL PAY PACKAGE BENEFITS

Mobile phone/allowance	32%
Flexible working hours	30%
Healthcare	29%
Car Park	20%
Company paid training	22%
Car/car allowance	7%
Paid overtime	11%
Stock options	4%
Extra Annual Leave	8%
Extra Super	7%
Childcare	1%
Gym/Healthclub	6%

## MEDIAN BONUS BY REGION



**62%** OF TECH PROFESSIONALS IN NEW ZEALAND RECEIVE ADDITIONAL BENEFITS AS PART OF THEIR PAY PACKAGE. UP 2% SINCE MID-2015.

PERMANENT SALARY & BONUS RATES 2016

Job Title - PERMANENT	LOWER QUARTILE \$ salary	MEDIUM QUARTILE \$ salary	UPPER QUARTILE \$ salary	BONUS RECEIVED	MEDIAN BONUS
ARCHITECT	112,000	125,000	160,000	35%	15,000
BUSINESS ANALYST	68,500	83,500	110,000	25%	5,000
CONSULTANT BI/CRM	90,000	105,000	120,000	43%	7,250
CONSULTANT ERP/SUPPLY	80,000	100,000	111,000	52%	5,500
CONSULTANT	78,000	92,000	117,000	22%	7,750
DATA RECORD MANAGEMENT	52,000	67,000	80,000	23%	3,500
DBA/DATABASE DEVELOPER	70,000	85,000	96,000	21%	3,000
HARDWARE ENGINEER	45,000	57,500	70,000	22%	4,500
HELP DESK/SUPPORT	42,000	50,000	60,000	22%	3,750
IT SECURITY	80,500	100,000	140,000	32%	8,000
MANAGEMENT	97,000	116,000	140,500	33%	10,000
NETWORK ADMINISTRATION	55,000	66,250	80,000	23%	3,500
NETWORK ENGINEER	50,000	75,000	98,000	30%	4,500
PROJECT MANAGER/TEAM LEAD	85,000	101,000	120,000	30%	9,250
SALES EXEC/ACCOUNT MANAGER	60,000	90,000	120,000	77%	30,000
SOFTWARE - ANALYST PROGRAMMER	62,000	79,000	110,000	30%	2,750
SOFTWARE ARCHITECT	100,000	110,250	130,000	32%	5,500
SOFTWARE DEVELOPER	58,000	80,000	110,000	23%	4,500
SYSTEMS ADMINISTRATOR	51,000	69,000	81,000	22%	3,500
SYSTEMS ANALYST	60,500	71,500	90,000	29%	3,750
SYSTEMS INTEGRATION	82,000	91,000	115,000	43%	6,000
TECHNICAL WRITER	55,000	75,000	98,000	25%	4,500
TESTER	60,500	79,000	130,000	29%	6,500
DIGITAL DEVELOPER	62,000	75,000	85,500	32%	5,000
DIGITAL DESIGNER	65,000	77,500	96,500	33%	5,000

CONTRACT HOURLY RATES 2016

Job Title - CONTRACTOR	LOWER QUARTILE \$ per hour	MEDIUM QUARTILE \$ per hour	UPPER QUARTILE \$ per hour
ARCHITECT	100	135	180
BUSINESS ANALYST	70	75	100
CONSULTANT BI/CRM	100	100	160
CONSULTANT ERP/SUPPLY	110	115	120
CONSULTANT	100	115	150
DATA RECORD MANAGEMENT	35	60	100
DBA/DATABASE DEVELOPER	50	90	120
HARDWARE ENGINEER	40	70	112
HELP DESK/SUPPORT	23	30	45
IT SECURITY	90	115	130
MANAGEMENT	65	120	140
NETWORK ADMINISTRATION	50	75	95
NETWORK ENGINEER	50	70	90
PROJECT MANAGER/TEAM LEAD	90	100	120
SOFTWARE - ANALYST PROGRAMMER	25	65	95
SOFTWARE ARCHITECT	80	100	130
SOFTWARE DEVELOPER	60	80	100
SYSTEMS ADMINISTRATOR	46	57	80
SYSTEMS ANALYST	30	80	97
SYSTEMS INTEGRATION	70	100	110
TECHNICAL WRITER/DOCUMENTER	60	87	96
TESTING	60	85	120
DIGITAL DEVELOPER	50	70	85
DIGITAL DESIGNER	40	70	100

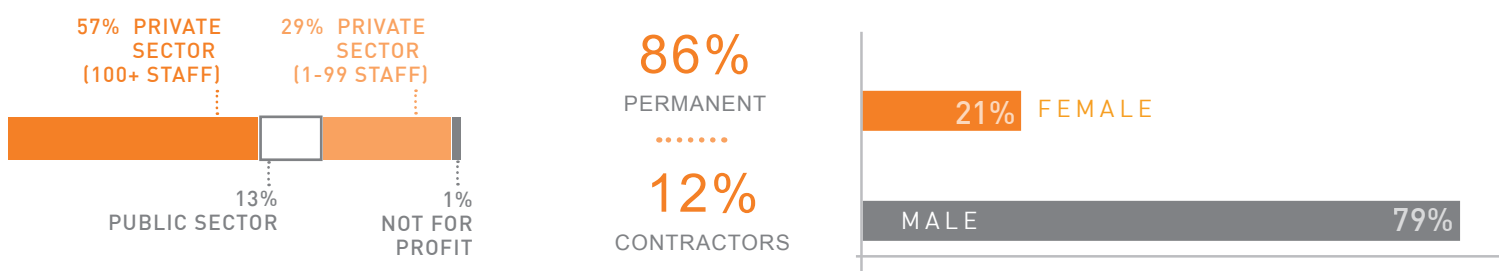
## METHODOLOGY

The Absolute IT Remuneration Report captures real-time contract and permanent employees' remuneration details as entered into [www.itsalaries.co.nz](http://www.itsalaries.co.nz)

Almost 38,000 tech professionals in New Zealand have entered their remuneration details anonymously into IT Salaries.

This report is renewed every six months and pulls on the past 12 month's data.

## DATA OVERVIEW



## ABOUT ABSOLUTE IT

Absolute IT delivers New Zealand's best IT recruitment solutions.

Since our launch in 2000 we've been proud to be New Zealand owned, our track record speaks for itself: 96% of job seekers would recommend us to others.

## STAY IN TOUCH



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