

# THE 2010 SALARY GUIDE SHARING OUR EXPERTISE

A guide to salaries and recruiting trends for the New Zealand building industry.



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# THANKS FOR PARTICIPATING

We would like to express our gratitude to all the people who participated in the collection of data for this year's survey. Your contribution has ensured that we can produce an informative document to help support your business decisions.

Our gratitude is extended to the following for overseeing the preparation of this guide:

Rick Mason, Chief Executive, NZIOB  
Martin Fahey, National President, NZIOB  
Alex Powell, Senior Manager, Hays Construction  
Lucy Sharp, Marketing Manager, Hays APAC

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# ‘...41 PER CENT OF EMPLOYERS EXPECT A STRENGTHENING GENERAL ECONOMIC OUTLOOK...’

## **Alex Powell**

Senior Manager, Hays Construction

Not for a long time has New Zealand's construction and building industry experienced such significant market changes as those experienced in 2009, when the full force of the GFC came crashing down. A number of major commercial projects were in full swing at the time, and this provided a small buffer. But the pain was still felt across the industry and many operations closed down or made large numbers of employees redundant.

Today however the number of contract roles in the market is rising and moving forward we expect an increase in permanent opportunities as the commercial development sector gains momentum. While it will take time for a full recovery to take place, the market is slowly but surely bouncing back. In fact the first areas of candidate demand are starting to emerge once more.

In another sign of today's improving market, the Salary Guide reveals that business activity has risen over the past 12 months. In our 2009 survey, 24 per cent of employers said business activity had risen, while 50 per cent said it had decreased. This year, 33 per cent of employers say business activity has risen, while 34 per cent say it has decreased.

Looking ahead to the next six to 12 months, 41 per cent of employers expect a strengthening general economic outlook, which is a substantial improvement on last year, when just 12 per cent of employers expected the economy to strengthen.

Given these improved conditions, those looking to recruit will need to review their recruitment timeframes. One significant change of the past 12 to 18 months has been the higher expectations of employers combined with a slower recruitment process. With a strong flow of candidates, employers were able to take their time when recruiting. But as candidate shortages again emerge, employers that maintain rigid and lengthy criteria will miss out on top talent.

If you are looking for a new role, it is important to demonstrate how you can add value. Apply for positions for which you have the appropriate experience with a credible and detailed CV that outlines your skills and experience, particularly your local market or project knowledge and experience. It is also important to be flexible in your salary and location requirements.

## **Rick Mason**

Chief Executive, NZIOB

The New Zealand Institute of Building is pleased to have collaborated with Hays Construction for the last six years in developing the Construction & Property Salary Guide. We are particularly pleased with the level of responses over the last two years since the distribution of the survey has been managed electronically. The 2010 Guide will be an invaluable tool for construction industry professionals for both career and business planning.

The results provide crucial information of interest to all building and construction industry companies and professionals, to benchmark salary and remuneration package structures, and implement effective staffing strategies to hire and retain qualified and competent building and construction staff. In addition the sector commentary provides a valuable snapshot of the current New Zealand construction industry job market.

# **SECTION ONE:** **SALARY INFORMATION**

## Salary vs Location of Company Base - North Island

	Northland	Auckland	Waikato	Bay of Plenty	Wellington	Taranaki	East Coast
<b>Construction</b>							
<b>Cadet</b>	\$40,000	\$40,000	\$40,000	\$40,000	\$35,000	\$40,000	\$40,000
<b>Leading Hand</b>	\$50,000	\$55,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000
<b>Foreperson</b>	\$60,000	\$65,000	\$65,000	\$65,000	\$65,000	\$65,000	\$65,000
<b>Site Manager</b>	\$75,000	\$85,000	\$80,000	\$80,000	\$80,000	\$75,000	\$80,000
<b>Project Manager</b>	\$100,000	\$110,000	\$105,000	\$100,000	\$105,000	\$105,000	\$95,000
<b>Snr Project Manager/ Project Director</b>	\$120,000	\$150,000	\$135,000	\$135,000	\$130,000	\$125,000	\$110,000
<b>Construction Manager</b>	\$125,000	\$140,000	\$125,000	\$125,000	\$140,000	\$120,000	\$120,000
<b>QS - Junior (3 years experience)</b>	\$55,000	\$55,000	\$55,000	\$50,000	\$50,000	\$50,000	\$50,000
<b>QS - Intermediate (2-5 years experience)</b>	\$70,000	\$75,000	\$70,000	\$70,000	\$70,000	\$75,000	\$70,000
<b>QS - Senior (5 years + experience)</b>	\$90,000	\$100,000	\$100,000	\$100,000	\$100,000	\$95,000	\$95,000
<b>Junior Estimator</b>	\$45,000	\$50,000	\$45,000	\$45,000	\$50,000	\$50,000	\$50,000
<b>Intermediate Estimator</b>	\$65,000	\$70,000	\$70,000	\$70,000	\$80,000	\$75,000	\$70,000
<b>Senior Estimator</b>	\$100,000	\$120,000	\$110,000	\$105,000	\$110,000	\$105,000	\$100,000
<b>Commercial Manager</b>	\$120,000	\$140,000	\$130,000	\$130,000	\$130,000	\$125,000	\$115,000
<b>General Manager</b>	\$150,000	\$180,000	\$175,000	\$170,000	\$180,000	\$160,000	\$150,000
<b>Project Engineer</b>	\$80,000	\$95,000	\$95,000	\$90,000	\$95,000	\$90,000	\$90,000
<b>Planner</b>	\$85,000	\$95,000	\$90,000	\$80,000	\$90,000	\$85,000	\$80,000
<b>Business Development Manager</b>	\$115,000	\$130,000	\$125,000	\$125,000	\$120,000	\$130,000	\$120,000
<b>Consultancies</b>							
<b>Drafter</b>	\$50,000	\$50,000	\$60,000	\$55,000	\$45,000	\$40,000	\$45,000
<b>Graduate Engineer</b>	\$55,000	\$55,000	\$60,000	\$60,000	\$55,000	\$50,000	\$55,000
<b>Chartered Engineer</b>	\$105,000	\$105,000	\$100,000	\$105,000	\$95,000	\$80,000	\$95,000
<b>Project Manager</b>	\$105,000	\$105,000	\$105,000	\$105,000	\$100,000	\$90,000	\$105,000
<b>Resident Engineer</b>	\$95,000	\$105,000	\$90,000	\$90,000	\$80,000	\$75,000	\$95,000
<b>Architecture</b>							
<b>CAD Drafter/Technician</b>	\$50,000	\$50,000	\$55,000	\$55,000	\$50,000	\$50,000	\$50,000
<b>Graduate Architect</b>	\$55,000	\$50,000	\$50,000	\$50,000	\$45,000	\$45,000	\$45,000
<b>Registered Architect</b>	\$95,000	\$90,000	\$100,000	\$90,000	\$90,000	\$90,000	\$80,000
<b>Landscape Architect/ Urban Designer</b>	\$90,000	\$75,000	\$90,000	\$90,000	\$90,000	\$95,000	\$85,000
<b>Associate</b>	\$80,000	\$105,000	\$90,000	\$90,000	\$90,000	\$80,000	\$80,000
<b>Director</b>	\$100,000	\$130,000	\$100,000	\$105,000	\$120,000	\$120,000	\$120,000
<b>Professional Quantity Surveyors</b>							
<b>Junior Quantity Surveyor</b>	\$50,000	\$55,000	\$50,000	\$50,000	\$55,000	\$50,000	\$50,000
<b>Intermediate Quantity Surveyor</b>	\$80,000	\$85,000	\$80,000	\$75,000	\$80,000	\$75,000	\$70,000
<b>Senior Quantity Surveyor</b>	\$95,000	\$115,000	\$105,000	\$105,000	\$110,000	\$95,000	\$95,000
<b>Associate</b>	\$110,000	\$130,000	\$120,000	\$115,000	\$120,000	\$110,000	\$110,000
<b>Director</b>	\$130,000	\$150,000	\$140,000	\$135,000	\$150,000	\$145,000	\$130,000

The figures represented in these tables are: in New Zealand Dollars; salary only; rounded to the nearest \$5000.

## Salary vs Location of Company Base - South Island

	Tasman	Christchurch	Southland	West Coast	Otago
<b>Construction</b>					
<b>Cadet</b>	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000
<b>Leading Hand</b>	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000
<b>Foreperson</b>	\$60,000	\$65,000	\$60,000	\$60,000	\$65,000
<b>Site Manager</b>	\$80,000	\$85,000	\$80,000	\$80,000	\$80,000
<b>Project Manager</b>	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000
<b>Snr Project Manager/ Project Director</b>	\$125,000	\$130,000	\$120,000	\$120,000	\$120,000
<b>Construction Manager</b>	\$125,000	\$140,000	\$110,000	\$110,000	\$130,000
<b>QS - Junior (3 years experience)</b>	\$55,000	\$55,000	\$50,000	\$55,000	\$55,000
<b>QS - Intermediate (2-5 years experience)</b>	\$70,000	\$65,000	\$65,000	\$65,000	\$65,000
<b>QS - Senior (5 years + experience)</b>	\$90,000	\$110,000	\$95,000	\$100,000	\$100,000
<b>Junior Estimator</b>	\$45,000	\$45,000	\$45,000	\$45,000	\$45,000
<b>Intermediate Estimator</b>	\$70,000	\$70,000	\$70,000	\$70,000	\$70,000
<b>Senior Estimator</b>	\$100,000	\$120,000	\$100,000	\$110,000	\$110,000
<b>Commercial Manager</b>	\$130,000	\$140,000	\$120,000	\$140,000	\$140,000
<b>General Manager</b>	\$160,000	\$180,000	\$170,000	\$150,000	\$180,000
<b>Project Engineer</b>	\$90,000	\$90,000	\$90,000	\$90,000	\$90,000
<b>Planner</b>	\$90,000	\$90,000	\$90,000	\$90,000	\$90,000
<b>Business Development Manager</b>	\$130,000	\$140,000	\$120,000	\$120,000	\$140,000
<b>Consultancies</b>					
<b>Drafter</b>	\$60,000	\$60,000	\$50,000	\$50,000	\$55,000
<b>Graduate Engineer</b>	\$50,000	\$55,000	\$50,000	\$50,000	\$50,000
<b>Chartered Engineer</b>	\$90,000	\$100,000	\$85,000	\$90,000	\$100,000
<b>Project Manager</b>	\$100,000	\$110,000	\$100,000	\$110,000	\$110,000
<b>Resident Engineer</b>	\$90,000	\$90,000	\$80,000	\$90,000	\$90,000
<b>Architecture</b>					
<b>CAD Drafter/Technician</b>	\$45,000	\$45,000	\$45,000	\$45,000	\$45,000
<b>Graduate Architect</b>	\$45,000	\$50,000	\$50,000	\$45,000	\$50,000
<b>Registered Architect</b>	\$90,000	\$90,000	\$80,000	\$80,000	\$90,000
<b>Landscape Architect/ Urban Designer</b>	\$80,000	\$80,000	\$75,000	\$75,000	\$80,000
<b>Associate</b>	\$90,000	\$110,000	\$90,000	\$100,000	\$110,000
<b>Director</b>	\$120,000	\$130,000	\$120,000	\$120,000	\$130,000
<b>Professional Quantity Surveyors</b>					
<b>Junior Quantity Surveyor</b>	\$50,000	\$55,000	\$45,000	\$50,000	\$55,000
<b>Intermediate Quantity Surveyor</b>	\$70,000	\$80,000	\$65,000	\$65,000	\$75,000
<b>Senior Quantity Surveyor</b>	\$95,000	\$100,000	\$90,000	\$90,000	\$10,000
<b>Associate</b>	\$110,000	\$120,000	\$110,000	\$105,000	\$115,000
<b>Director</b>	\$130,000	\$150,000	\$130,000	\$130,000	\$145,000

The figures represented in these tables are: in New Zealand Dollars; salary only; rounded to the nearest \$5000.

## Salary vs Project Size

	Under \$5M	\$5M-\$15M	\$15M-\$50M	\$50M +
<b>Construction</b>				
<b>Cadet</b>	\$30,000	\$40,000	\$40,000	\$45,000
<b>Leading Hand</b>	\$50,000	\$50,000	\$60,000	\$60,000
<b>Foreperson</b>	\$55,000	\$65,000	\$70,000	\$80,000
<b>Site Manager</b>	\$70,000	\$80,000	\$85,000	\$90,000
<b>Project Manager</b>	\$85,000	\$105,000	\$115,000	\$150,000
<b>Snr Project Manager/ Project Director</b>	\$105,000	\$125,000	\$140,000	\$210,000
<b>Construction Manager</b>	\$95,000	\$125,000	\$140,000	\$170,000
<b>QS - Junior (3 years experience)</b>	\$45,000	\$55,000	\$55,000	\$55,000
<b>QS - Intermediate (2-5 years experience)</b>	\$60,000	\$70,000	\$75,000	\$80,000
<b>QS - Senior (5 years + experience)</b>	\$85,000	\$100,000	\$100,000	\$120,000
<b>Junior Estimator</b>	\$40,000	\$50,000	\$55,000	\$60,000
<b>Intermediate Estimator</b>	\$60,000	\$70,000	\$80,000	\$90,000
<b>Senior Estimator</b>	\$85,000	\$110,000	\$115,000	\$150,000
<b>Commercial Manager</b>	\$105,000	\$130,000	\$145,000	\$165,000
<b>General Manager</b>	\$120,000	\$165,000	\$165,000	\$220,000
<b>Project Engineer</b>	\$75,000	\$100,000	\$110,000	\$120,000
<b>Planner</b>	\$75,000	\$90,000	\$95,000	\$120,000
<b>Business Development Manager</b>	\$95,000	\$120,000	\$135,000	\$170,000
<b>Consultancies</b>				
<b>Drafter</b>	\$45,000	\$50,000	\$50,000	\$45,000
<b>Graduate Engineer</b>	\$45,000	\$50,000	\$50,000	\$55,000
<b>Chartered Engineer</b>	\$85,000	\$100,000	\$105,000	\$120,000
<b>Project Manager</b>	\$90,000	\$100,000	\$110,000	\$120,000
<b>Resident Engineer</b>	\$80,000	\$95,000	\$100,000	\$100,000
<b>Architecture</b>				
<b>CAD Drafter/Technician</b>	\$50,000	\$55,000	\$45,000	\$60,000
<b>Graduate Architect</b>	\$45,000	\$50,000	\$55,000	\$55,000
<b>Registered Architect</b>	\$75,000	\$80,000	\$85,000	\$100,000
<b>Landscape Architect/ Urban Designer</b>	\$75,000	\$90,000	\$90,000	\$95,000
<b>Associate</b>	\$85,000	\$90,000	\$110,000	\$120,000
<b>Director</b>	\$120,000	\$115,000	\$135,000	\$150,000
<b>Professional Quantity Surveyors</b>				
<b>Junior Quantity Surveyor</b>	\$40,000	\$50,000	\$50,000	\$55,000
<b>Intermediate Quantity Surveyor</b>	\$75,000	\$75,000	\$80,000	\$85,000
<b>Senior Quantity Surveyor</b>	\$90,000	\$100,000	\$110,000	\$120,000
<b>Associate</b>	\$110,000	\$125,000	\$115,000	\$130,000
<b>Director</b>	\$130,000	\$120,000	\$150,000	\$150,000

The figures represented in these tables are: in New Zealand Dollars; salary only; rounded to the nearest \$5000.

## Salary vs Construction Type

	Civil Engineering	Commercial	Fitout & Refurbishment	Residential	Government/ Local Authority	Industrial
<b>Construction</b>						
<b>Cadet</b>	\$35,000	\$40,000	\$40,000	\$35,000	\$40,000	\$40,000
<b>Leading Hand</b>	\$50,000	\$55,000	\$50,000	\$45,000	\$55,000	\$55,000
<b>Foreperson</b>	\$60,000	\$70,000	\$65,000	\$55,000	\$60,000	\$65,000
<b>Site Manager</b>	\$75,000	\$80,000	\$80,000	\$70,000	\$75,000	\$80,000
<b>Project Manager</b>	\$105,000	\$100,000	\$90,000	\$70,000	\$95,000	\$100,000
<b>Snr Project Manager/ Project Director</b>	\$160,000	\$135,000	\$120,000	\$110,000	\$130,000	\$130,000
<b>Construction Manager</b>	\$140,000	\$130,000	\$115,000	\$85,000	\$120,000	\$120,000
<b>QS - Junior (3 years experience)</b>	\$45,000	\$50,000	\$50,000	\$45,000	\$50,000	\$50,000
<b>QS - Intermediate (2-5 years experience)</b>	\$60,000	\$70,000	\$65,000	\$60,000	\$65,000	\$65,000
<b>QS - Senior (5 years + experience)</b>	\$100,000	\$100,000	\$90,000	\$85,000	\$95,000	\$95,000
<b>Junior Estimator</b>	\$50,000	\$50,000	\$45,000	\$40,000	\$45,000	\$45,000
<b>Intermediate Estimator</b>	\$75,000	\$70,000	\$70,000	\$60,000	\$70,000	\$70,000
<b>Senior Estimator</b>	\$100,000	\$105,000	\$100,000	\$85,000	\$95,000	\$95,000
<b>Commercial Manager</b>	\$140,000	\$130,000	\$125,000	\$100,000	\$120,000	\$125,000
<b>General Manager</b>	\$175,000	\$160,000	\$155,000	\$115,000	\$155,000	\$155,000
<b>Project Engineer</b>	\$110,000	\$90,000	\$85,000	\$90,000	\$100,000	\$95,000
<b>Planner</b>	\$95,000	\$95,000	\$90,000	\$85,000	\$90,000	\$90,000
<b>Business Development Manager</b>	\$145,000	\$120,000	\$105,000	\$100,000	\$130,000	\$125,000
<b>Consultancies</b>						
<b>Drafter</b>	\$50,000	\$55,000	\$55,000	\$55,000	\$55,000	\$60,000
<b>Graduate Engineer</b>	\$50,000	\$60,000	\$60,000	\$60,000	\$55,000	\$60,000
<b>Chartered Engineer</b>	\$115,000	\$90,000	\$100,000	\$95,000	\$100,000	\$95,000
<b>Project Manager</b>	\$105,000	\$95,000	\$95,000	\$95,000	\$95,000	\$100,000
<b>Resident Engineer</b>	\$135,000	\$90,000	\$90,000	\$90,000	\$95,000	\$90,000
<b>Architecture</b>						
<b>CAD Drafter/Technician</b>	\$65,000	\$55,000	\$50,000	\$50,000	\$55,000	\$60,000
<b>Graduate Architect</b>	\$50,000	\$50,000	\$50,000	\$45,000	\$55,000	\$55,000
<b>Registered Architect</b>	\$70,000	\$95,000	\$90,000	\$90,000	\$85,000	\$95,000
<b>Landscape Architect/ Urban Designer</b>	\$60,000	\$80,000	\$80,000	\$85,000	\$75,000	\$80,000
<b>Associate</b>	\$80,000	\$80,000	\$80,000	\$85,000	\$115,000	\$80,000
<b>Director</b>	\$80,000	\$85,000	\$90,000	\$100,000	\$110,000	\$85,000
<b>Professional Quantity Surveyors</b>						
<b>Junior Quantity Surveyor</b>	\$50,000	\$50,000	\$45,000	\$45,000	\$55,000	\$50,000
<b>Intermediate Quantity Surveyor</b>	\$85,000	\$85,000	\$70,000	\$60,000	\$80,000	\$80,000
<b>Senior Quantity Surveyor</b>	\$110,000	\$115,000	\$90,000	\$90,000	\$115,000	\$110,000
<b>Associate</b>	\$120,000	\$115,000	\$105,000	\$90,000	\$120,000	\$115,000
<b>Director</b>	\$150,000	\$150,000	\$120,000	\$110,000	\$150,000	\$145,000

The figures represented in these tables are: in New Zealand Dollars; salary only; rounded to the nearest \$5000.

## Salary vs Annual Turnover

	\$1-\$10M	\$10M-50M	\$50M +
<b>Construction</b>			
<b>Cadet</b>	\$35,000	\$40,000	\$40,000
<b>Leading Hand</b>	\$45,000	\$50,000	\$55,000
<b>Foreperson</b>	\$60,000	\$60,000	\$70,000
<b>Site Manager</b>	\$70,000	\$70,000	\$85,000
<b>Project Manager</b>	\$85,000	\$90,000	\$115,000
<b>Snr Project Manager/ Project Director</b>	\$110,000	\$115,000	\$150,000
<b>Construction Manager</b>	\$100,000	\$115,000	\$155,000
<b>QS - Junior (3 years experience)</b>	\$40,000	\$45,000	\$55,000
<b>QS - Intermediate (2-5 years experience)</b>	\$70,000	\$70,000	\$80,000
<b>QS - Senior (5 years + experience)</b>	\$95,000	\$100,000	\$115,000
<b>Junior Estimator</b>	\$35,000	\$45,000	\$55,000
<b>Intermediate Estimator</b>	\$60,000	\$70,000	\$80,000
<b>Senior Estimator</b>	\$85,000	\$90,000	\$115,000
<b>Commercial Manager</b>	\$100,000	\$130,000	\$145,000
<b>General Manager</b>	\$125,000	\$150,000	\$190,000
<b>Project Engineer</b>	\$75,000	\$90,000	\$105,000
<b>Planner</b>	\$95,000	\$95,000	\$90,000
<b>Business Development Manager</b>	\$100,000	\$125,000	\$140,000
<b>Consultancies</b>			
<b>Drafter</b>	\$50,000	\$50,000	\$45,000
<b>Graduate Engineer</b>	\$55,000	\$60,000	\$55,000
<b>Chartered Engineer</b>	\$100,000	\$95,000	\$105,000
<b>Project Manager</b>	\$95,000	\$100,000	\$100,000
<b>Resident Engineer</b>	\$100,000	\$85,000	\$110,000
<b>Architecture</b>			
<b>CAD Drafter/Technician</b>	\$50,000	\$50,000	\$45,000
<b>Graduate Architect</b>	\$50,000	\$50,000	\$55,000
<b>Registered Architect</b>	\$85,000	\$85,000	\$95,000
<b>Landscape Architect/ Urban Designer</b>	\$70,000	\$85,000	\$90,000
<b>Associate</b>	\$90,000	\$85,000	\$105,000
<b>Director</b>	\$95,000	\$130,000	\$160,000
<b>Professional Quantity Surveyors</b>			
<b>Junior Quantity Surveyor</b>	\$50,000	\$50,000	\$55,000
<b>Intermediate Quantity Surveyor</b>	\$70,000	\$80,000	\$80,000
<b>Senior Quantity Surveyor</b>	\$90,000	\$105,000	\$120,000
<b>Associate</b>	\$95,000	\$115,000	\$115,000
<b>Director</b>	\$135,000	\$145,000	\$150,000

The figures represented in these tables are: in New Zealand Dollars; salary only; rounded to the nearest \$5000.

# SECTION TWO: INDUSTRY TRENDS

## Benefits

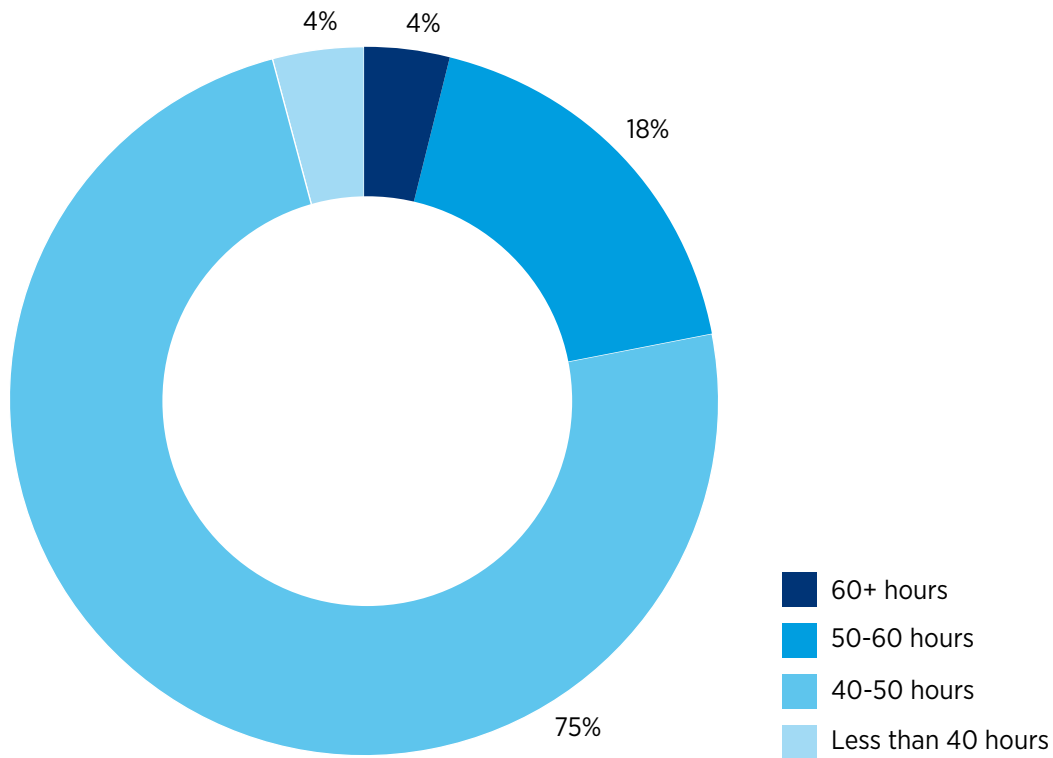
Percentage of respondents that received particular benefits listed

	Vehicle	Mobile Phone	Health	Super	Bonus	Other
<b>Construction</b>						
<b>Cadet</b>	7%	52%	41%	18%	33%	15%
<b>Leading Hand</b>	30%	63%	33%	23%	27%	13%
<b>Foreperson</b>	66%	91%	30%	18%	41%	11%
<b>Site Manager</b>	88%	100%	40%	21%	50%	15%
<b>Project Manager</b>	90%	99%	33%	21%	64%	16%
<b>Snr Project Manager/ Director</b>	92%	98%	40%	31%	69%	15%
<b>Construction Manager</b>	97%	100%	38%	37%	77%	23%
<b>QS Junior (3 years experience)</b>	27%	64%	41%	23%	46%	23%
<b>QS Intermediate (2-5 years experience)</b>	46%	75%	32%	21%	54%	14%
<b>QS Senior (5+ years)</b>	68%	90%	42%	21%	63%	26%
<b>Junior Estimator</b>	31%	53%	32%	26%	47%	26%
<b>Intermediate Estimator</b>	46%	71%	29%	20%	46%	17%
<b>Senior Estimator</b>	83%	91%	46%	23%	63%	20%
<b>Commercial Manager</b>	91%	100%	46%	29%	69%	29%
<b>General Manager</b>	95%	97%	54%	32%	78%	43%
<b>Project Engineer</b>	76%	92%	48%	36%	64%	24%
<b>Planner</b>	50%	81%	56%	25%	56%	18%
<b>Business Development Manager</b>	71%	100%	48%	43%	65%	35%
<b>Consultancies</b>						
<b>Drafter</b>	12%	37%	25%	25%	50%	25%
<b>Graduate Engineer</b>	25%	87%	12%	25%	12%	12%
<b>Chartered Engineer</b>	45%	82%	9%	18%	36%	9%
<b>Project Manager</b>	77%	100%	27%	36%	54%	9%
<b>Resident Engineer</b>	89%	100%	44%	44%	55%	22%
<b>Professional Quantity Surveyors</b>						
<b>Junior Quantity Surveyor</b>	20%	60%	0%	20%	40%	40%
<b>Intermediate Quantity Surveyor</b>	29%	57%	0%	14%	43%	43%
<b>Senior Quantity Surveyor</b>	38%	67%	25%	17%	33%	50%
<b>Associate</b>	62%	100%	37%	12%	25%	50%
<b>Director</b>	57%	100%	29%	14%	29%	43%
<b>Architecture</b>						
<b>CAD Drafter/Technician</b>	33%	33%	0%	33%	50%	33%
<b>Graduate Architect</b>	20%	80%	0%	20%	40%	20%
<b>Registered Architect</b>	25%	87%	0%	25%	12%	0%
<b>Landscape Architect/ Urban Designer</b>	75%	100%	0%	25%	0%	0%
<b>Associate</b>	80%	100%	0%	20%	20%	0%
<b>Director</b>	100%	100%	14%	14%	29%	14%

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### Average length working week

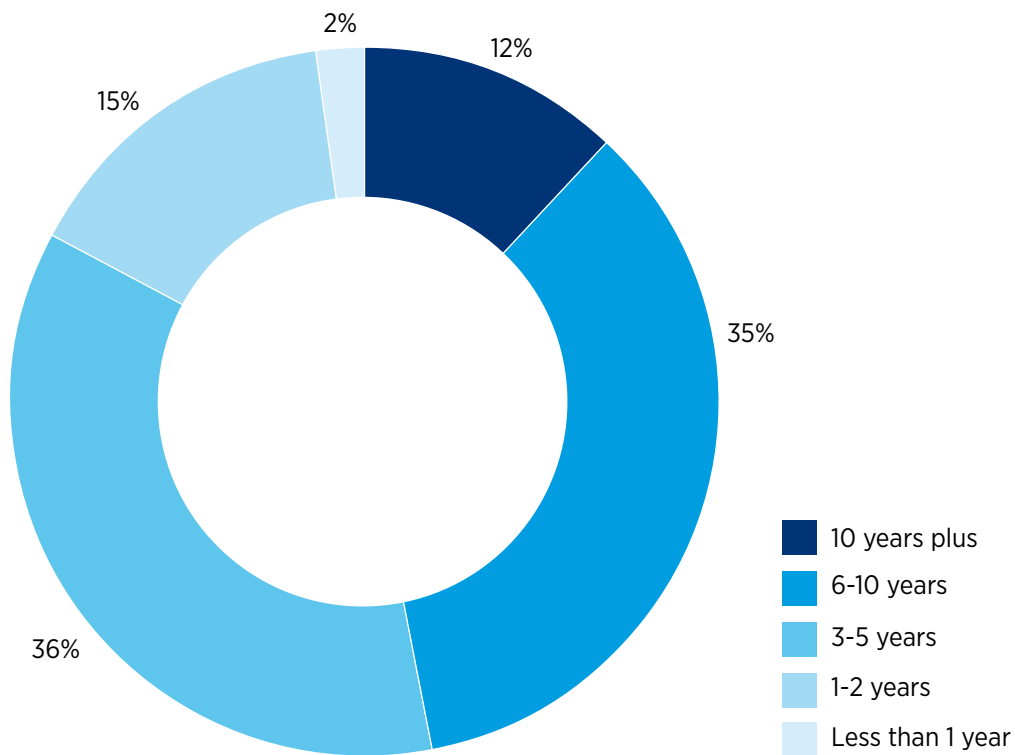
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### Average length of service

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### Use of contract staff for labour positions

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**69%**  
Did recruit  
contract staff for  
labour positions

**31%**  
Didn't recruit  
contract staff for  
labour positions

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### Use of contract staff for management positions

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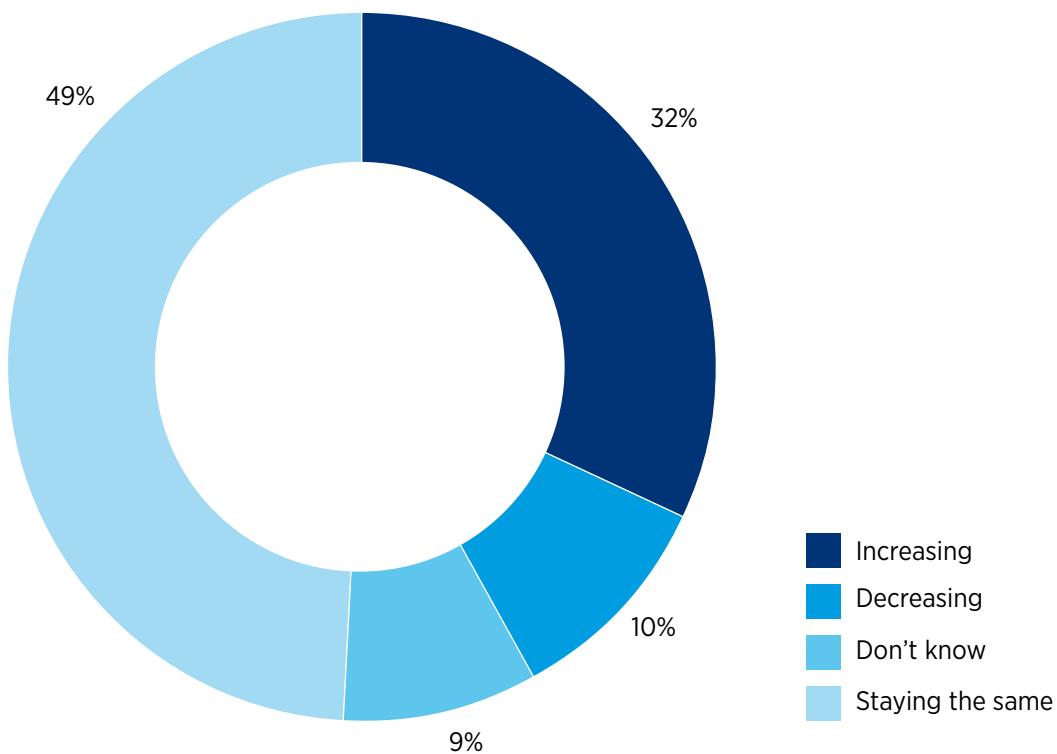
**65%**  
Did recruit contract  
staff for management  
positions

**35%**  
Didn't recruit contract  
staff for management  
positions

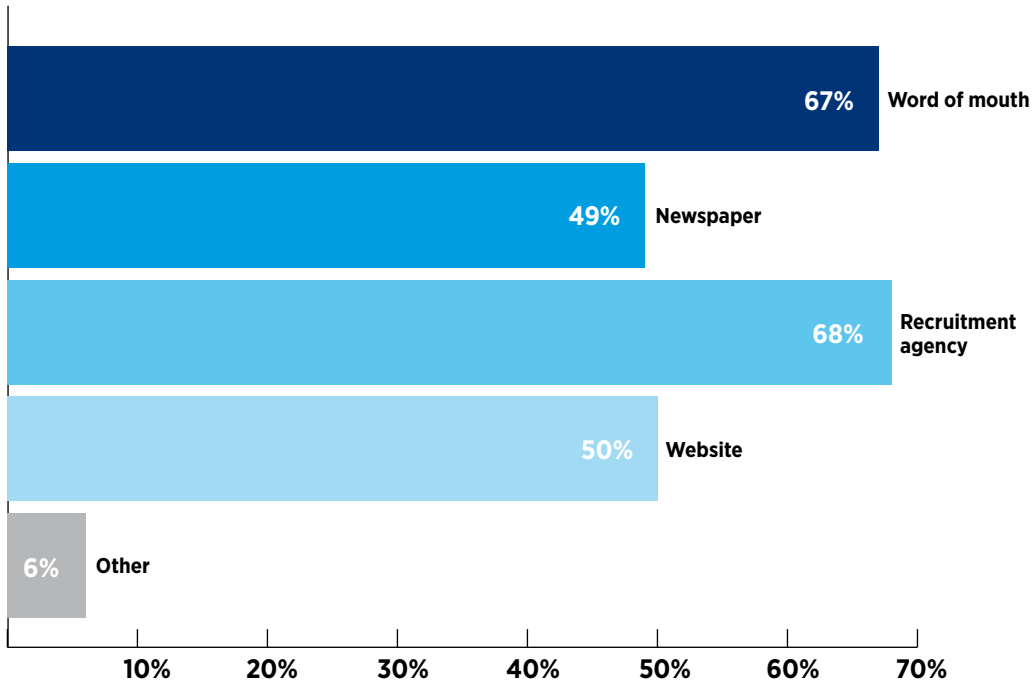
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### How will these trends continue for the next 12 months?

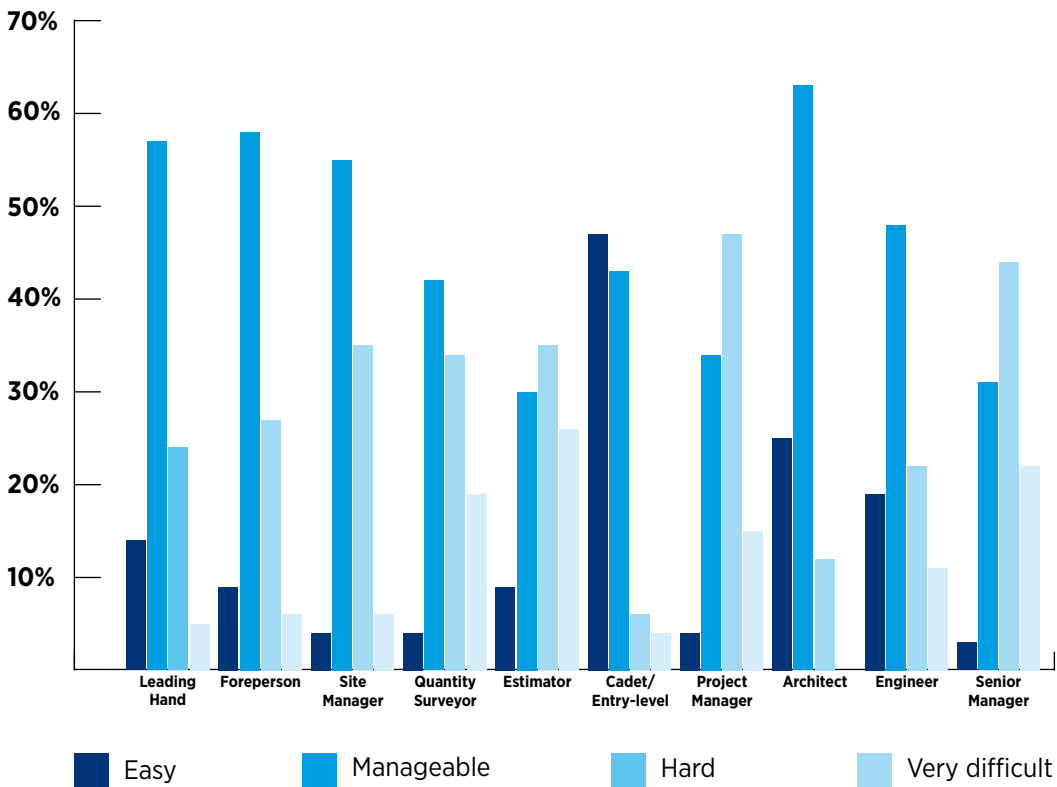
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## Method of recruitment



## Ease of recruitment



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**Gender of staff in construction**

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**Gender of staff in consultancies**

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**Gender of staff in professional quantity surveyors**

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**Gender of staff in architecture**

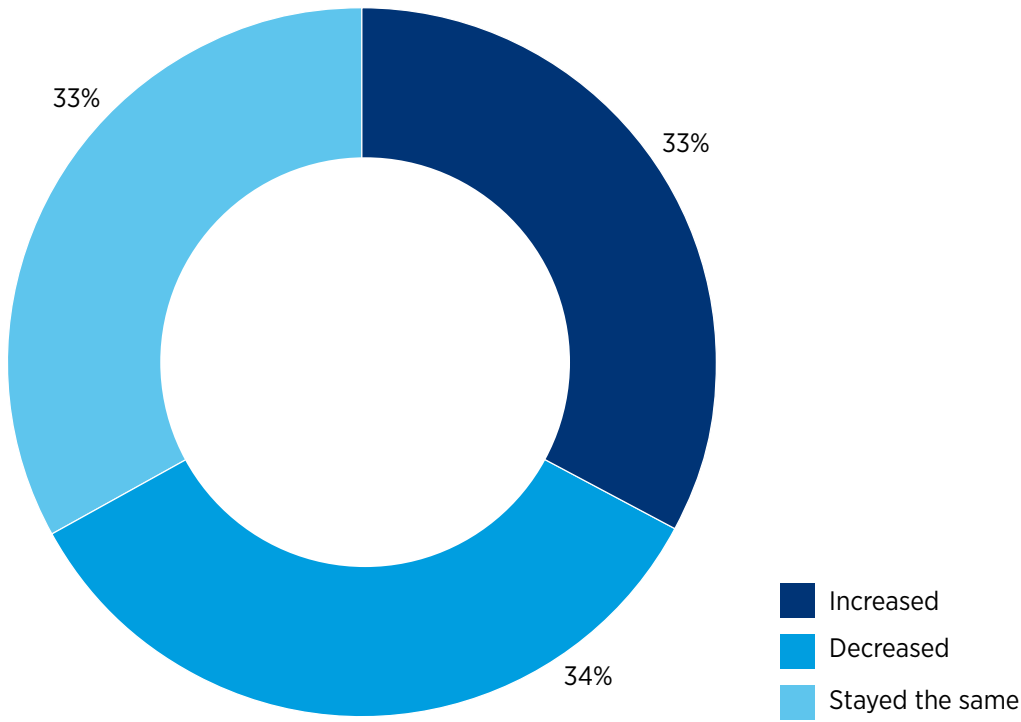
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**Over the past 12 months business activity has:**

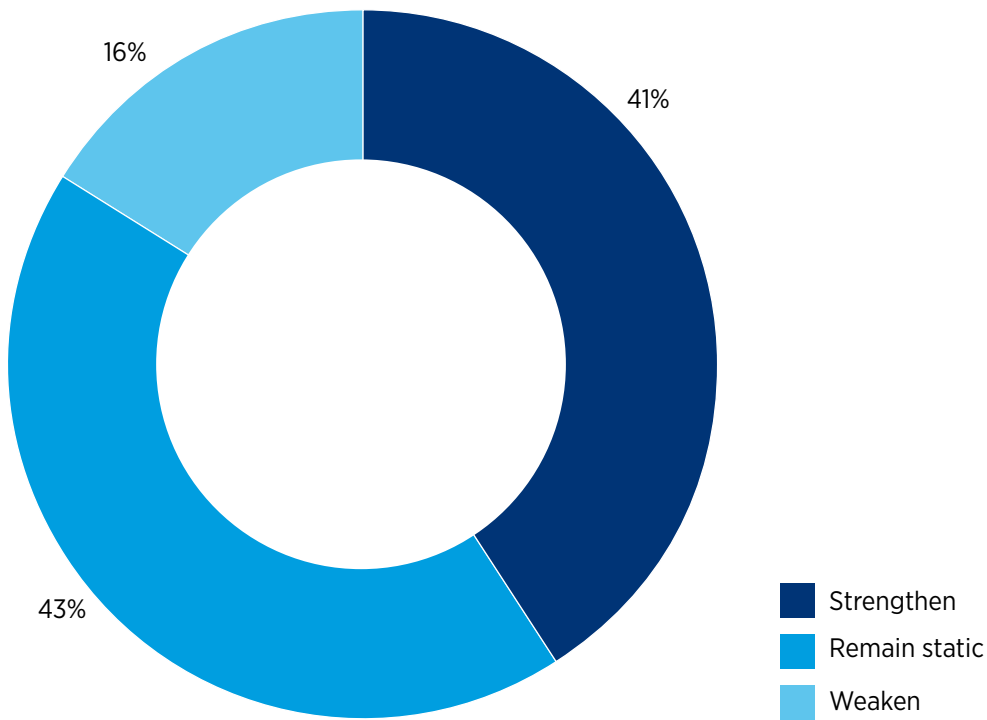
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**In the next 6-12 months the general economic outlook is expected to:**

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