



# 2009 Salary Survey

A guide to salary packages for the New Zealand building industry

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## Foreword

### NZIOB Chief Executive

The New Zealand Institute of Building is pleased to have collaborated with Hays Construction for the last five years in developing the Construction & Property Salary Guide. This year, for the first time, the survey has been managed electronically, resulting in a much improved response rate. Our thanks to all those who participated by supplying information and thus making this guide such a valuable industry tool.

The 2009 Guide provides information of interest to all building and construction industry companies and professionals. In addition the sector commentary provides a current view of the changes affecting the New Zealand construction industry job market.

**Rick Mason**  
Chief Executive  
New Zealand Institute of Building

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### Hays Construction

New Zealand's construction and property industry witnessed extraordinary changes during 2008/2009. The effects of the credit crunch filtered through New Zealand's market in early 2008. The result was an unprecedented contraction within the residential building sector and a severe lack of funding for developments. Consequently the majority of organisations linked to these markets were affected, with developers and architects the first to feel the resulting job consolidation.

Geographically, Auckland was the first to experience the impact, although today it is far more widespread.

Despite this, salary levels remained remarkably constant in most disciplines. Predictably, estimators and those involved in business development experienced some of the greatest salary increases as companies attempted to strengthen their pipeline of projects.

Over the coming six months we expect to see greater disparity within the industry as the full consequences of the slowdown in certain sectors takes effect. Ultimately, job-seekers will need to be more flexible and adaptable in their role and salary expectations, especially those in property development, architecture and commercial and residential construction (in particular site managers and project managers). Meanwhile those infrastructure candidates who possess the required experience and skills will benefit from increasing salaries, albeit in smaller increments than seen in previous years.

With demand increasing for senior and experienced business development candidates, organisations will need to find a way to source these limited skills in an uncertain market. Locally, candidates are moving companies less, preferring the stability of their current role, while globally the decline in the residential sector is restricting the ability of overseas candidates to sell their property and relocate. This means candidate attraction and retention strategies need to be more innovative and comprehensive than ever before.

**Alex Powell**  
Senior Manager  
Hays Construction

## Salary Information

### All Types of Construction

#### Salary vs Location of Company Base – North Island

	Construction						
	Northland	Auckland	Waikato	Bay of Plenty	Wellington	Taranaki	East Coast
Cadet	40,000	40,000	40,000	40,000	40,000	40,000	35,000
Leading Hand	50,000	55,000	50,000	50,000	55,000	50,000	45,000
Foreperson	65,000	70,000	65,000	65,000	70,000	60,000	65,000
Site Manager	70,000	85,000	80,000	80,000	80,000	75,000	70,000
Project Manager	90,000	110,000	95,000	90,000	100,000	90,000	85,000
Snr Project Manager / Director	120,000	155,000	140,000	140,000	140,000	125,000	120,000
Construction Manager	125,000	140,000	125,000	130,000	160,000	140,000	140,000
QS Entry-level (3 yrs exp)	50,000	50,000	50,000	50,000	55,000	50,000	50,000
QS Intermediate (2-5 yrs)	70,000	75,000	70,000	70,000	75,000	70,000	70,000
QS Senior (5 plus yrs)	95,000	100,000	100,000	95,000	100,000	85,000	85,000
Entry-level Estimator	50,000	50,000	55,000	55,000	60,000	55,000	50,000
Intermediate Estimator	75,000	75,000	80,000	80,000	85,000	75,000	75,000
Senior Estimator	110,000	120,000	120,000	120,000	120,000	100,000	100,000
Commercial Manager	120,000	140,000	140,000	140,000	145,000	135,000	135,000
General Manager	150,000	180,000	170,000	160,000	175,000	160,000	150,000
Project Engineer	90,000	90,000	90,000	90,000	90,000	90,000	85,000
Planner	90,000	100,000	100,000	95,000	105,000	90,000	90,000
Business Development Manager	120,000	135,000	130,000	130,000	140,000	135,000	130,000

	Consultancies						
	Northland	Auckland	Waikato	Bay of Plenty	Wellington	Taranaki	East Coast
Drafter	50,000	50,000	55,000	50,000	55,000	50,000	50,000
Graduate Engineer	55,000	60,000	55,000	55,000	55,000	50,000	50,000
Chartered / Resident Engineer	95,000	100,000	85,000	85,000	95,000	90,000	90,000
Project Manager	110,000	105,000	110,000	110,000	110,000	105,000	100,000

	Professional Quantity Surveyors						
	Northland	Auckland	Waikato	Bay of Plenty	Wellington	Taranaki	East Coast
Junior Quantity Surveyor	50,000	60,000	55,000	55,000	55,000	50,000	50,000
Intermediate Quantity Surveyor	80,000	85,000	85,000	75,000	80,000	75,000	70,000
Senior Quantity Surveyor	110,000	115,000	115,000	115,000	110,000	95,000	95,000
Associate	120,000	130,000	125,000	125,000	125,000	110,000	110,000
Director	150,000	160,000	150,000	140,000	160,000	150,000	130,000

	Architecture						
	Northland	Auckland	Waikato	Bay of Plenty	Wellington	Taranaki	East Coast
CAD Drafter / Technician	50,000	60,000	55,000	60,000	55,000	50,000	55,000
Graduate Architect	50,000	50,000	50,000	50,000	50,000	50,000	50,000
Registered Architect	80,000	90,000	85,000	85,000	90,000	80,000	80,000
Landscape Architect / Urban Designer	90,000	90,000	90,000	90,000	90,000	90,000	90,000
Associate	80,000	100,000	100,000	100,000	90,000	80,000	90,000
Director	125,000	140,000	130,000	135,000	135,000	130,000	130,000

The figures represented in these tables: are in New Zealand Dollars; are salary only, not salary packages; are rounded to the nearest \$5000.

## Salary vs Location of Company Base – South Island

	<b>Construction</b>				
	Tasman	Christchurch	Southland	West Coast	Otago
Cadet	35,000	35,000	35,000	35,000	35,000
Leading Hand	45,000	50,000	50,000	45,000	50,000
Foreperson	60,000	65,000	60,000	60,000	65,000
Site Manager	80,000	80,000	75,000	75,000	80,000
Project Manager	100,000	95,000	90,000	90,000	100,000
Snr Project Manager / Director	125,000	140,000	125,000	120,000	140,000
Construction Manager	130,000	130,000	125,000	120,000	130,000
QS Entry-level (3 yrs exp)	50,000	50,000	55,000	50,000	50,000
QS Intermediate (2-5 yrs)	75,000	75,000	70,000	75,000	70,000
QS Senior (5 plus yrs)	100,000	100,000	90,000	95,000	100,000
Entry-level Estimator	50,000	55,000	55,000	50,000	55,000
Intermediate Estimator	75,000	80,000	80,000	75,000	80,000
Senior Estimator	115,000	120,000	120,000	110,000	120,000
Commercial Manager	140,000	140,000	130,000	110,000	125,000
General Manager	170,000	175,000	165,000	140,000	160,000
Project Engineer	80,000	95,000	85,000	90,000	95,000
Planner	95,000	100,000	90,000	90,000	95,000
Business Development Manager	130,000	135,000	120,000	105,000	135,000

	<b>Consultancies</b>				
	Tasman	Christchurch	Southland	West Coast	Otago
Drafter	50,000	55,000	45,000	45,000	55,000
Graduate Engineer	50,000	50,000	50,000	50,000	50,000
Chartered / Resident Engineer	85,000	90,000	85,000	85,000	95,000
Project Manager	105,000	110,000	100,000	100,000	105,000

	<b>Professional Quantity Surveyors</b>				
	Tasman	Christchurch	Southland	West Coast	Otago
Junior Quantity Surveyor	45,000	50,000	45,000	45,000	45,000
Intermediate Quantity Surveyor	65,000	75,000	65,000	65,000	70,000
Senior Quantity Surveyor	95,000	100,000	90,000	90,000	100,000
Associate	115,000	120,000	110,000	110,000	120,000
Director	130,000	150,000	130,000	130,000	140,000

	<b>Architecture</b>				
	Tasman	Christchurch	Southland	West Coast	Otago
CAD Drafter / Technician	55,000	60,000	50,000	50,000	55,000
Graduate Architect	50,000	50,000	45,000	50,000	50,000
Registered Architect	80,000	80,000	85,000	80,000	80,000
Landscape Architect / Urban Designer	90,000	90,000	90,000	90,000	90,000
Associate	85,000	95,000	90,000	90,000	95,000
Director	130,000	140,000	135,000	130,000	140,000

The figures represented in these tables: are in New Zealand Dollars; are salary only, not salary packages; are rounded to the nearest \$5000.

## Salary vs Construction Type

	Construction					
	Civil Engineering	Commercial	Fitout/ Refurbishment	Residential	Government/ Local Authority	Industrial
Cadet	40,000	40,000	35,000	35,000	40,000	40,000
Leading Hand	50,000	50,000	50,000	45,000	50,000	50,000
Foreperson	65,000	70,000	60,000	60,000	65,000	65,000
Site Manager	75,000	80,000	75,000	75,000	80,000	80,000
Project Manager	90,000	100,000	85,000	80,000	100,000	95,000
Snr Project Manager / Director	180,000	140,000	130,000	110,000	140,000	145,000
Construction Manager	150,000	150,000	120,000	110,000	150,000	140,000
QS Junior (3 yrs exp)	50,000	50,000	50,000	45,000	50,000	50,000
QS Intermediate (2-5 yrs)	75,000	75,000	65,000	60,000	70,000	70,000
QS Senior (5 plus yrs)	105,000	115,000	100,000	90,000	110,000	100,000
Junior Estimator	60,000	55,000	50,000	45,000	55,000	50,000
Intermediate Estimator	80,000	75,000	70,000	60,000	80,000	70,000
Senior Estimator	110,000	115,000	110,000	95,000	120,000	110,000
Commercial Manager	155,000	135,000	125,000	120,000	140,000	135,000
General Manager	190,000	180,000	155,000	140,000	175,000	175,000
Project Engineer	105,000	90,000	85,000	90,000	95,000	95,000
Planner	100,000	110,000	100,000	90,000	105,000	100,000
Business Development Manager	145,000	130,000	115,000	110,000	135,000	135,000

	Consultancies					
	Civil Engineering	Commercial	Fitout/ Refurbishment	Residential	Government/ Local Authority	Industrial
Drafter	55,000	50,000	50,000	50,000	50,000	50,000
Graduate Engineer	60,000	60,000	50,000	50,000	55,000	55,000
Chartered / Resident Engineer	100,000	90,000	80,000	90,000	95,000	85,000
Project Manager	110,000	100,000	95,000	95,000	105,000	100,000

	Professional Quantity Surveyors					
	Civil Engineering	Commercial	Fitout/ Refurbishment	Residential	Government/ Local Authority	Industrial
Junior Quantity Surveyor	50,000	50,000	40,000	40,000	50,000	40,000
Intermediate Quantity Surveyor	85,000	80,000	70,000	60,000	80,000	75,000
Senior Quantity Surveyor	105,000	115,000	100,000	90,000	100,000	100,000
Associate	120,000	110,000	110,000	90,000	115,000	110,000
Director	160,000	150,000	130,000	125,000	150,000	150,000

	Architecture					
	Civil Engineering	Commercial	Fitout/ Refurbishment	Residential	Government/ Local Authority	Industrial
CAD Drafter / Technician	55,000	55,000	55,000	55,000	55,000	50,000
Graduate Architect	55,000	50,000	45,000	45,000	50,000	50,000
Registered Architect	90,000	90,000	75,000	75,000	85,000	80,000
Landscape Architect / Urban Designer	90,000	90,000	90,000	75,000	55,000	90,000
Associate	90,000	90,000	90,000	85,000	87,000	90,000
Director	135,000	120,000	125,000	120,000	115,000	125,000

The figures represented in this table: are in New Zealand Dollars; are salary only, not salary packages; are New Zealand wide averages, are rounded to the nearest \$5000.

## Salary vs Project Size

	Construction			
	Under \$5M	\$5M - \$15M	\$15M - \$50M	\$50M +
Cadet	30,000	40,000	40,000	40,000
Leading Hand	50,000	50,000	50,000	60,000
Foreperson	60,000	70,000	65,000	70,000
Site Manager	75,000	80,000	85,000	85,000
Project Manager	85,000	105,000	110,000	115,000
Snr Project Manager / Director	110,000	125,000	145,000	210,000
Construction Manager	120,000	125,000	150,000	170,000
QS Junior (3 yrs exp)	45,000	50,000	55,000	60,000
QS Intermediate (2-5 yrs)	65,000	70,000	80,000	85,000
QS Senior (5 plus yrs)	90,000	95,000	100,000	120,000
Junior Estimator	45,000	50,000	55,000	60,000
Intermediate Estimator	55,000	75,000	80,000	90,000
Senior Estimator	80,000	110,000	120,000	140,000
Commercial Manager	115,000	140,000	130,000	160,000
General Manager	120,000	150,000	160,000	225,000
Project Engineer	70,000	95,000	110,000	110,000
Planner	75,000	105,000	110,000	100,000
Business Development Manager	90,000	135,000	145,000	150,000

	Consultancies			
	Under \$5M	\$5M - \$15M	\$15M - \$50M	\$50M +
Drafter	50,000	45,000	55,000	60,000
Graduate Engineer	50,000	60,000	55,000	55,000
Chartered / Resident Engineer	95,000	80,000	100,000	100,000
Project Manager	85,000	95,000	115,000	120,000

	Professional Quantity Surveyors			
	Under \$5M	\$5M - \$15M	\$15M - \$50M	\$50M +
Junior Quantity Surveyor	40,000	45,000	50,000	60,000
Intermediate Quantity Surveyor	75,000	80,000	80,000	90,000
Senior Quantity Surveyor	85,000	95,000	105,000	120,000
Associate	110,000	125,000	120,000	130,000
Director	125,000	120,000	150,000	150,000

	Architecture			
	Under \$5M	\$5M - \$15M	\$15M - \$50M	\$50M +
CAD Drafter / Technician	50,000	55,000	55,000	60,000
Graduate Architect	50,000	45,000	50,000	55,000
Registered Architect	75,000	70,000	90,000	110,000
Landscape Architect / Urban Designer	90,000	90,000	90,000	90,000
Associate	90,000	90,000	90,000	105,000
Director	125,000	125,000	130,000	140,000

The figures represented in this table: are in New Zealand Dollars; are salary only, not salary packages; are New Zealand wide averages, are rounded to the nearest \$5000.

## Salary vs Annual Turnover

	Construction		
	\$1 – 10M	\$10 – 50M	\$50M +
Cadet	35,000	40,000	40,000
Leading Hand	50,000	50,000	60,000
Foreperson	60,000	65,000	75,000
Site Manager	75,000	70,000	85,000
Project Manager	80,000	95,000	110,000
Snr Project Manager / Director	110,000	125,000	160,000
Construction Manager	115,000	125,000	160,000
QS Junior (3 yrs exp)	45,000	55,000	55,000
QS Intermediate (2-5 yrs)	65,000	75,000	85,000
QS Senior (5 plus yrs)	90,000	100,000	120,000
Junior Estimator	45,000	55,000	55,000
Intermediate Estimator	55,000	75,000	80,000
Senior Estimator	80,000	100,000	120,000
Commercial Manager	115,000	140,000	150,000
General Manager	120,000	160,000	205,000
Project Engineer	70,000	80,000	100,000
Planner	85,000	110,000	105,000
Business Development Manager	100,000	135,000	150,000

	Consultancies		
	\$1 – 10M	\$10 – 50M	\$50M +
Drafter	50,000	50,000	55,000
Graduate Engineer	50,000	60,000	55,000
Chartered / Resident Engineer	95,000	90,000	100,000
Project Manager	90,000	100,000	110,000

	Professional Quantity Surveyors		
	\$1 – 10M	\$10 – 50M	\$50M +
Junior Quantity Surveyor	45,000	45,000	55,000
Intermediate Quantity Surveyor	70,000	80,000	85,000
Senior Quantity Surveyor	90,000	100,000	115,000
Associate	115,000	105,000	130,000
Director	125,000	140,000	150,000

	Architecture		
	\$1 – 10M	\$10 – 50M	\$50M +
CAD Drafter / Technician	50,000	55,000	50,000
Graduate Architect	450,000	50,000	55,000
Registered Architect	80,000	90,000	105,000
Landscape Architect / Urban Designer	55,000	90,000	90,000
Associate	90,000	90,000	105,000
Director	110,000	140,000	140,000

The figures represented in this table: are in New Zealand Dollars; are salary only, not salary packages; are New Zealand wide averages, are rounded to the nearest \$5000.

## Industry Trend Information

### Benefits

The following figures represent the percentage of respondents that indicated they receive those particular benefits.

	Construction					
	Vehicle	Mobile Phone	Health	Super	Bonus	Other
Cadet	3%	41%	50%	34%	43%	34%
Leading Hand	15%	71%	35%	21%	41%	12%
Foreperson	57%	93%	39%	23%	49%	15%
Site Manager	69%	95%	43%	20%	48%	15%
Project Manager	78%	96%	30%	23%	58%	27%
Snr Project Manager / Director	76%	94%	41%	29%	71%	21%
Construction Manager	90%	95%	40%	28%	66%	21%
QS Junior (3 yrs exp)	0%	45%	52%	28%	41%	17%
QS Intermediate (2-5 yrs)	24%	68%	41%	19%	43%	14%
QS Senior (5 plus yrs)	68%	83%	53%	21%	53%	19%
Junior Estimator	0%	35%	77%	35%	47%	17%
Intermediate Estimator	18%	68%	64%	27%	50%	18%
Senior Estimator	74%	82%	55%	29%	58%	26%
Commercial Manager	77%	97%	50%	24%	62%	21%
General Manager	82%	94%	43%	27%	59%	27%
Project Engineer	58%	90%	63%	32%	58%	16%
Planner	28%	67%	61%	33%	61%	17%
Business Development Manager	60%	80%	36%	20%	68%	12%

	Consultancies					
	Vehicle	Mobile Phone	Health	Super	Bonus	Other
Drafter	0%	33%	50%	33%	67%	33%
Graduate Engineer	0%	0%	100%	33%	100%	0%
Chartered / Resident Engineer	67%	68%	100%	33%	100%	0%
Project Manager	53%	97%	11%	6%	72%	28%

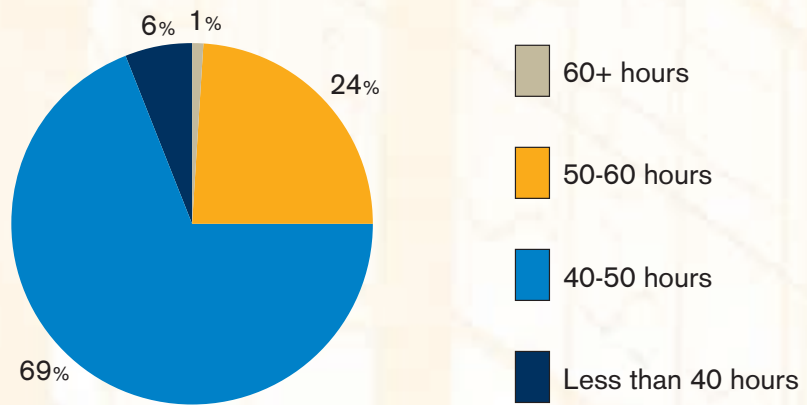
	Professional Quantity Surveyors					
	Vehicle	Mobile Phone	Health	Super	Bonus	Other
Junior Quantity Surveyor	0%	33%	22%	11%	33%	33%
Intermediate Quantity Surveyor	43%	43%	29%	14%	29%	14%
Senior Quantity Surveyor	43%	71%	29%	29%	57%	43%
Associate	20%	100%	60%	20%	40%	20%
Director	67%	100%	67%	33%	67%	33%

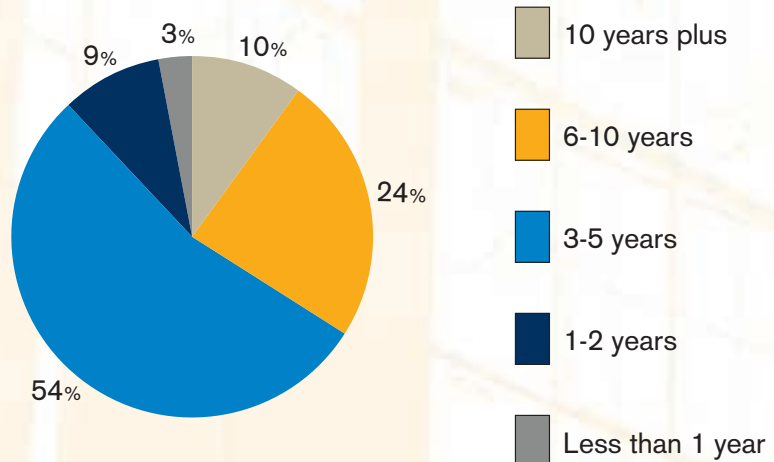
	Architecture					
	Vehicle	Mobile Phone	Health	Super	Bonus	Other
CAD Drafter / Technician	0%	17%	22%	17%	72%	28%
Graduate Architect	7%	14%	29%	14%	71%	29%
Registered Architect	8%	23%	23%	8%	62%	31%
Landscape Architect / Urban Designer	0%	25%	25%	25%	50%	50%
Associate	3%	75%	42%	8%	75%	17%
Director	50%	94%	56%	13%	56%	31%

## Industry Trend Information

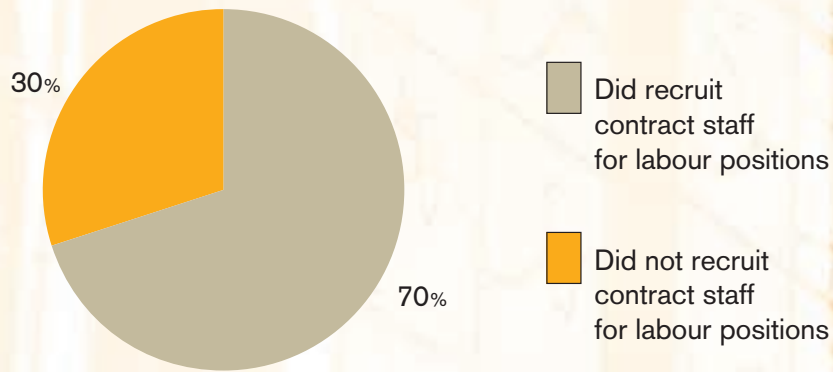
### Average Working Week



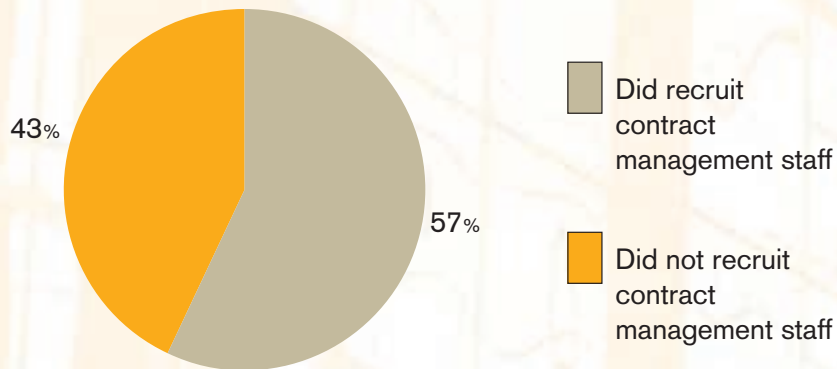
### Average Length of Service



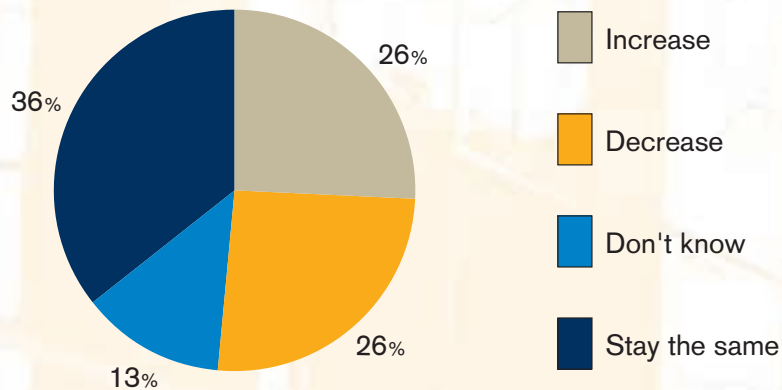
### Use of Contract Staff for Labour Positions



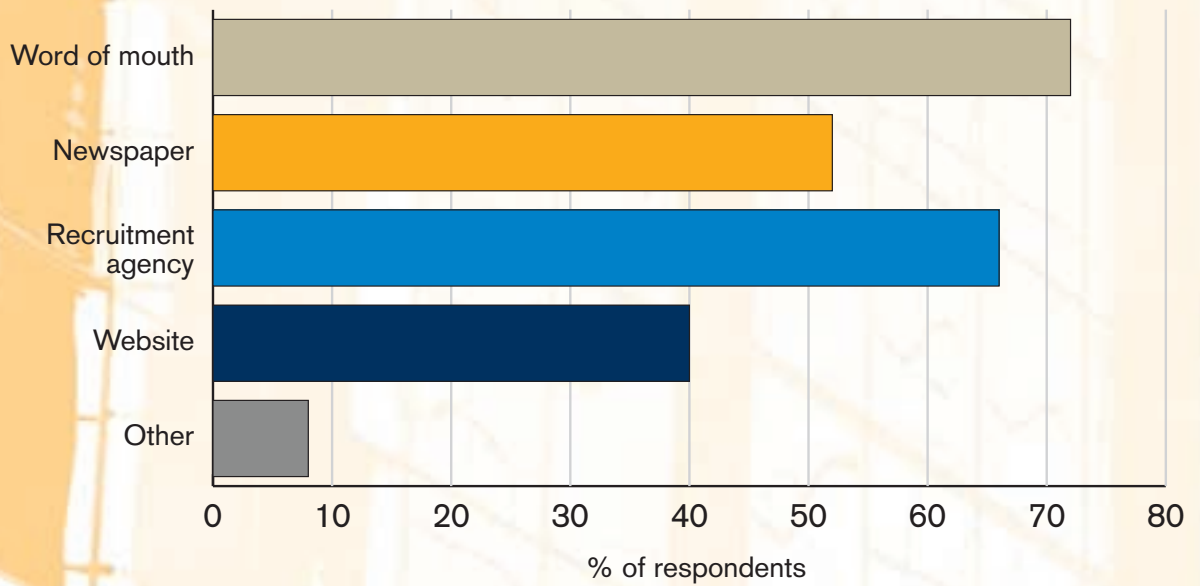
### Use of Contract Staff for Management Positions



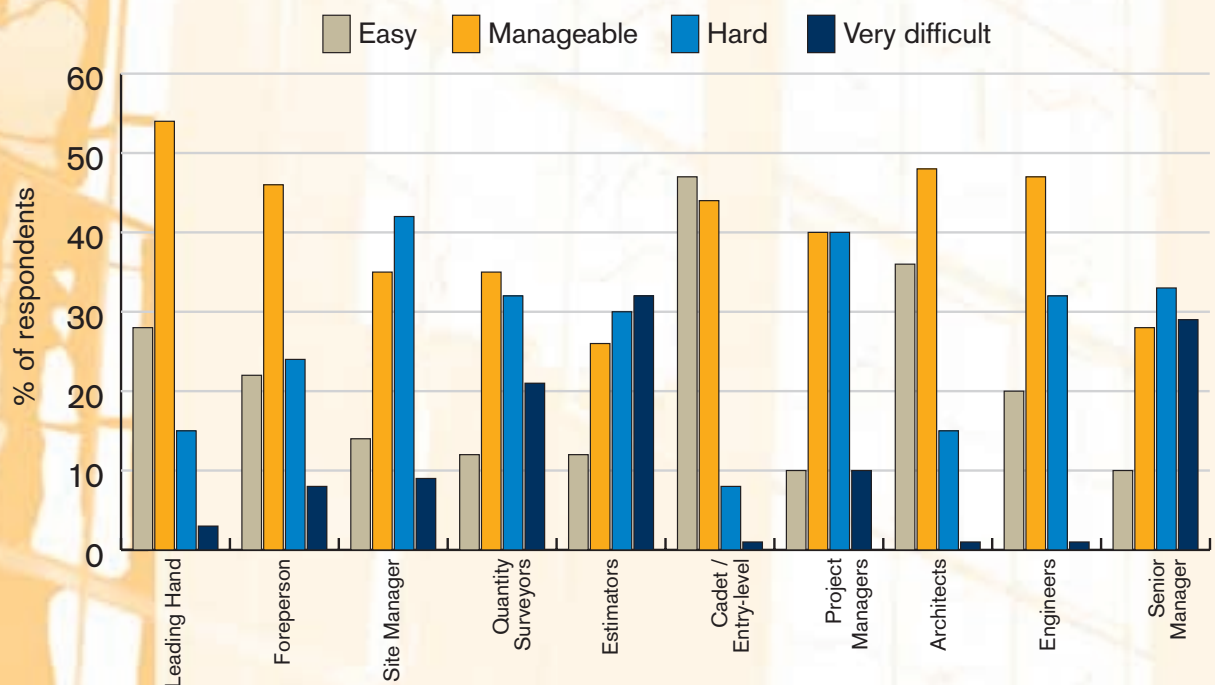
### How do you envisage these trends continuing for the next 12 months?



## Method of Recruitment

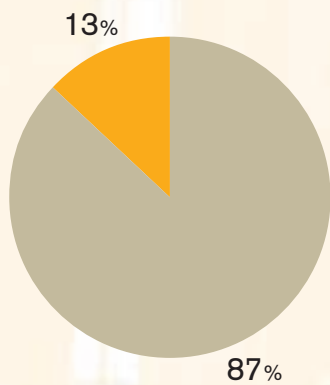


## Ease of Recruitment

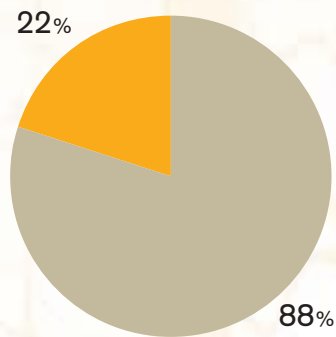


## Gender

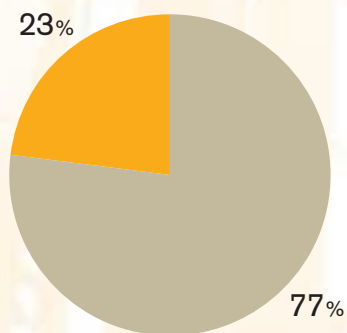
Construction



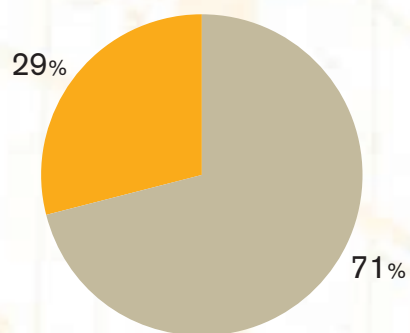
Professional Quantity Surveyors





Consultancies



Architects

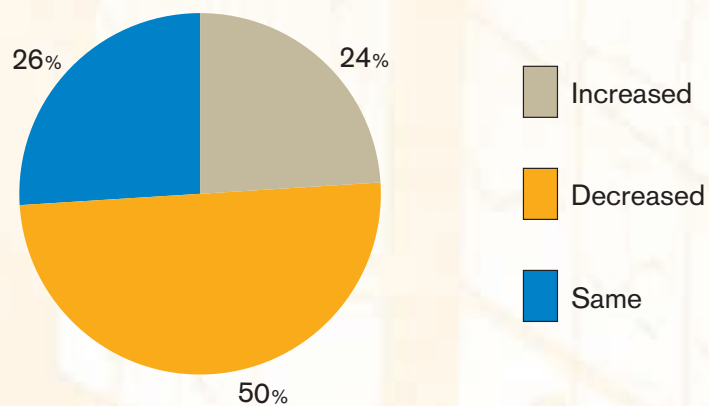


 Average percentage of workforce who are male

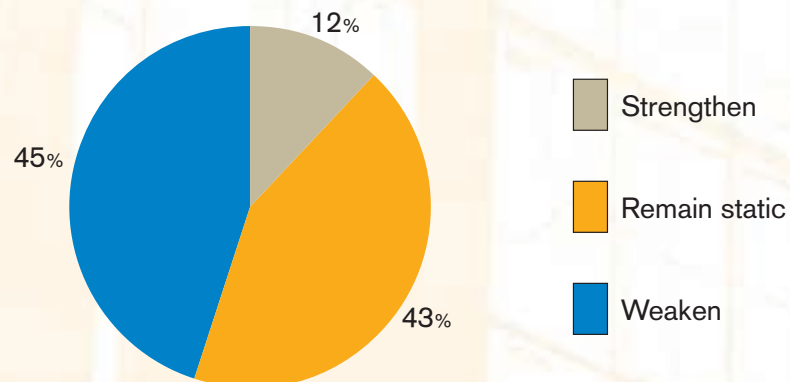
 Average percentage of workforce who are female

## Business Activity

Over the past 12 months, business activity has:



In the next 6-12 months the general outlook for the economy is expected to:



## Acknowledgments

The New Zealand Institute of Building & Hays Construction are grateful to all the people who took their time to respond to the survey questionnaire without whom we could not have compiled this document.

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

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