

Auckland employers under pressure

While the national median base salary stayed at the \$80,000 level, there has been a lot of movement within the regions over the last six months.

For the first time, Auckland has surpassed Wellington as the highest paying region for permanent IT positions with an \$84,750 median base salary rate. It is also the only region that saw a rise in its median bonus rate, the highest in the country \$8,250.

It seems that employers are responding to Auckland's high cost of living; its increasing population and strong economic growth. Employers in Auckland are also under pressure to attract and keep IT talent as some job seekers are in such short supply that they often have multiple offers at the same time.

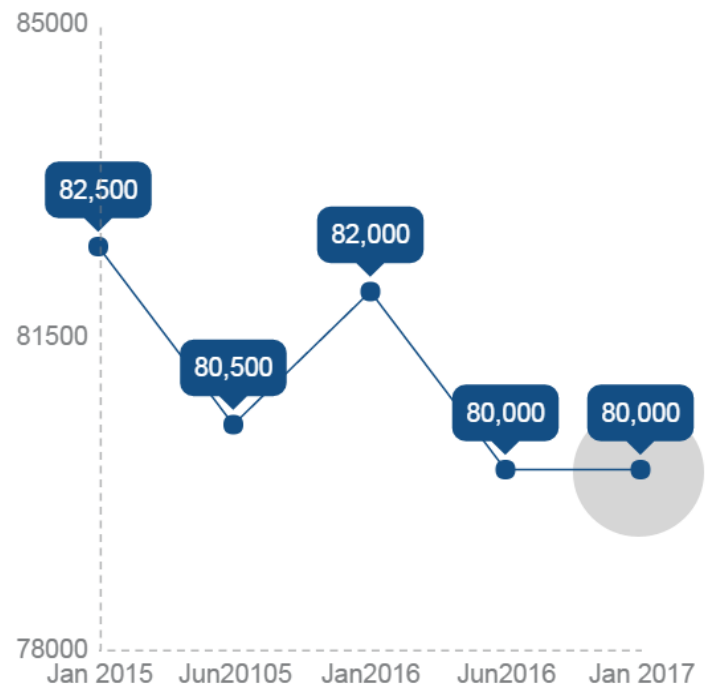
Wellington had a slight dip (-1%) in its median salary rate, now \$84,000, but it is still the most lucrative region for IT contractors in New Zealand at a median rate of \$95/hour.

Median contracting rates in Christchurch has seen consistent growth over the past year. It is now on par with Auckland at \$83/hour. The median base salary for this region has dropped by 4% from June 2016 and is now at \$72,000.

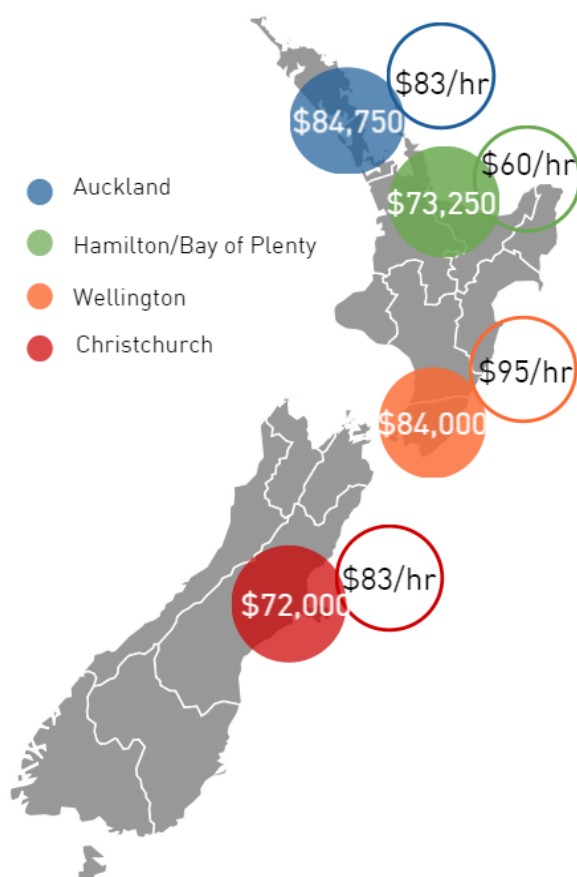
Hamilton/BoP has seen a 2.5% rise in its median base salary rate, now at \$73,250 and the contracting rate has stayed flat. Hamilton/BoP employers offer the highest rate of benefits in New Zealand – 72% of IT professionals in this region receive additional benefits to their salary.

National Median Base Salary

Jan 2015 - Jan 2017



Regional median pay levels



Changes from June 2016 statistics

- i** Median base salary in Auckland (\$84,750) is up 6% from previous figures (\$80,000). Median contracting rate (\$83) is down 2% from numbers recorded in June (\$85). Auckland is now the highest paying IT centre for permanent positions, surpassing Wellington for the first time.
- i** In Hamilton/BoP the median base salary (\$73,250) is up 2.5% from June figures (\$71,750). The contracting rate (\$60) stayed the same.
- i** In Wellington, the median base salary (\$84,000) is down by 1% from June 2016 figures (\$87,000). Wellington's contracting rate (\$95) is up 6% making it the most lucrative place to work for IT contractors in NZ.
- i** The Median base salary (\$72,000) in Christchurch is down 4% from June figures (\$75,000). The median contracting rate (\$83) has shown consistent growth for the past year, it is up 11% from June 2016 (\$75), and up 19% from Jan 2016 (\$70) figures.

Bonuses and benefits

Median bonus rate by region

\$8,250

Auckland



The median bonus rate for Auckland (\$8,250) is up \$2,250 from the July 2016 figures. Although the bonus rate is up, the amount of IT professionals receiving bonuses in Auckland (25%) is down with 11% from the 36% reported in July 2016.

\$5,000

Wellington



The median bonus rate for Wellington (\$5,000) is down \$1,000 from the July 2016 figures. While Wellington's bonus rate is down, the amount of IT professionals receiving bonuses in Wellington (28%) is up 4 % from the 24 % reported in July 2016.

\$4,000

Hamilton/
Bay of Plenty



In Hamilton/Bay of Plenty, the median bonus rate (\$4,000) is down \$3,000 from the July 2016 figures. The amount of IT professionals receiving bonuses in this region (22%) is also down 4%, from the 26 % reported in July 2016.

\$3,000

Christchurch



The median bonus rate for Christchurch (\$3,000) is down by \$2,000 from the July 2016 figures. The amount of IT professionals receiving bonuses in this region (29%) is up 1%, from the 28% reported in July 2016.

Benefits breakdown

Regional snapshot

	% that receive	
Hamilton/BoP	72% up 11% from June 2016	
Wellington	66% up 7% from June 2016	
Auckland	64% up 3% from June 2016	
Christchurch	60% same as June 2016	

A mobile phone is the #1 company benefit across NZ. Flexible working hours is the #2 benefit for Auckland, Wellington and Christchurch.

% who receive benefits

Mobile phone/allowance	36%
Flexible working hours	31%
Health care subsidies	26%
Company paid training	24%
Car park	21%
Overtime payments	12%
Extra annual leave	10%
Car and/or car allowance	7%
Extra Super	6%
Gym/health club membership	6%
Stock options	5%
Child day care	1%

PERMANENT SALARY & BONUS RATES JAN 2017

Job Title - PERMANENT	LOWER QUARTILE \$ salary	MEDIUM QUARTILE \$ salary	UPPER QUARTILE \$ salary	BONUS RECEIVED	MEDIAN BONUS
Architect	110,000	130,000	150,000	36%	15,000
Business Analyst	65,000	76,250	92,000	23%	4,500
Consultant BI/CRM	83,000	100,000	122,000	26%	1,250
Consultant ERP/Supply	80,500	95,000	130,000	37%	11,000
Consultant	73,000	94,500	115,000	32%	11,250
Data Record Management	45,000	66,750	106,500	8%	13,000
DBA/Database Developer	67,000	79,000	90,000	33%	4,500
Full Stack/Front/Back Developer	45,000	62,000	66,000	29%	2,500
Hardware Engineer	50,000	57,500	85,000	14%	1,500
Help Desk/Support	45,000	55,000	62,000	20%	2,000
IT Security	80,500	117,000	140,000	39%	9,000
Management	90,000	120,000	145,000	41%	20,000
Network Administration	51,500	61,000	80,000	35%	6,500
Network Engineer	61,000	83,500	91,500	33%	7,500
Project Manager/Team Lead	80,000	99,500	120,000	31%	7,500
Sales Exec/Account Manager	72,000	93,750	120,000	82%	16,000
Software - Analyst Programmer	55,000	70,000	90,000	27%	3,000
Software Architect	105,000	115,000	136,000	33%	10,000
Software Developer	60,000	75,000	90,500	21%	2,000
Systems Administrator	60,000	73,000	88,500	16%	5,000
Systems Analyst	62,000	75,000	87,000	17%	4,000
Systems Integration	70,000	85,000	118,500	26%	10,000
Technical Writer	60,000	80,000	95,000	27%	3,000
Tester	62,000	75,000	90,500	16%	3,000
User Experience	55,000	77,500	130,000	20%	9,000

CONTRACT HOURLY RATES JAN 2017

Job Title - CONTRACTOR	LOWER QUARTILE \$ per hour	MEDIUM QUARTILE \$ per hour	UPPER QUARTILE \$ per hour
Architect	100	115	150
Business Analyst	80	92	100
Consultant BI/CRM	70	85	110
Consultant	100	115	150
Data Record Management	50	83	100
DBA/Database Developer	50	80	110
Full Stack/Front/Back Developer	35	50	100
Hardware Engineer	53	69	88
Help Desk/Support	19	24	29
IT Security	95	130	150
Management	85	100	130
Network Engineer	60	83	90
Project Manager/Team Lead	95	115	130
Software Analyst/Programmer	75	85	95
Software Architect	70	100	180
Software Developer	50	80	90
System Administrator	36	44	110
Systems Analyst	45	57	100
Systems Integration	80	90	130
Technical Writer/Documenter	77	87	90
Testing	60	90	100
User Experience	100	100	150

Data overview

Methodology

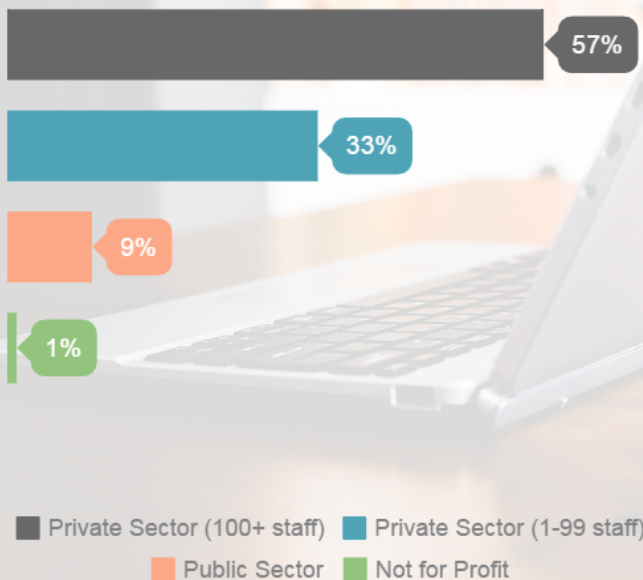
The Absolute IT Remuneration Report captures real-time contract and permanent employees' remuneration details as entered into www.itsalaries.co.nz.

Over 39,000 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 last 12 months' data.

Data breakdown

89% Permanent **11%** Contractors



Male Female

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 and our track record speaks for itself: 98.9% of placed job seekers would recommend us to others.