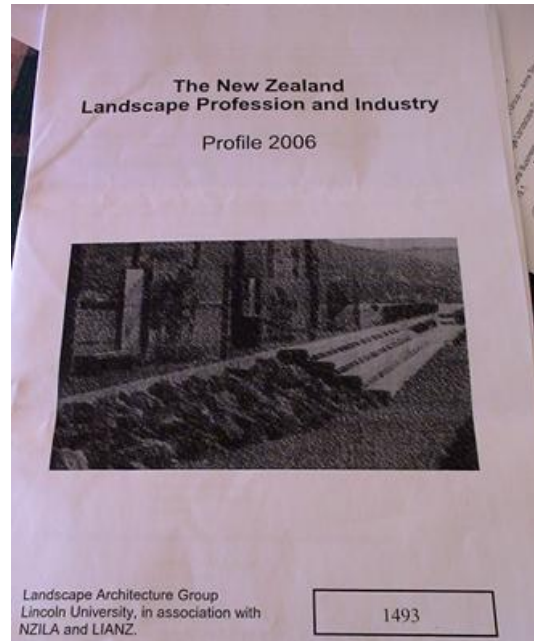


The New Zealand Landscape Profession and Industry Survey – 2006

PART THREE

This is the third set of results from the professional practice questionnaire distributed to members, looking particularly at remuneration information from the 2006 year. While a full analysis and interpretation of the results is (still) some way off, the executive committee thought that the responses to some of the remuneration variables would be of interest to members, and plans to release further results as they come to hand.

More than 150 members completed a questionnaire; the percentage figures in the following charts are proportions of those who responded, not proportions of the Institute membership as a whole. Please note that the research protocol provides for a minimum number of five respondents to be present in a category for it to be disaggregated, to preserve anonymity.

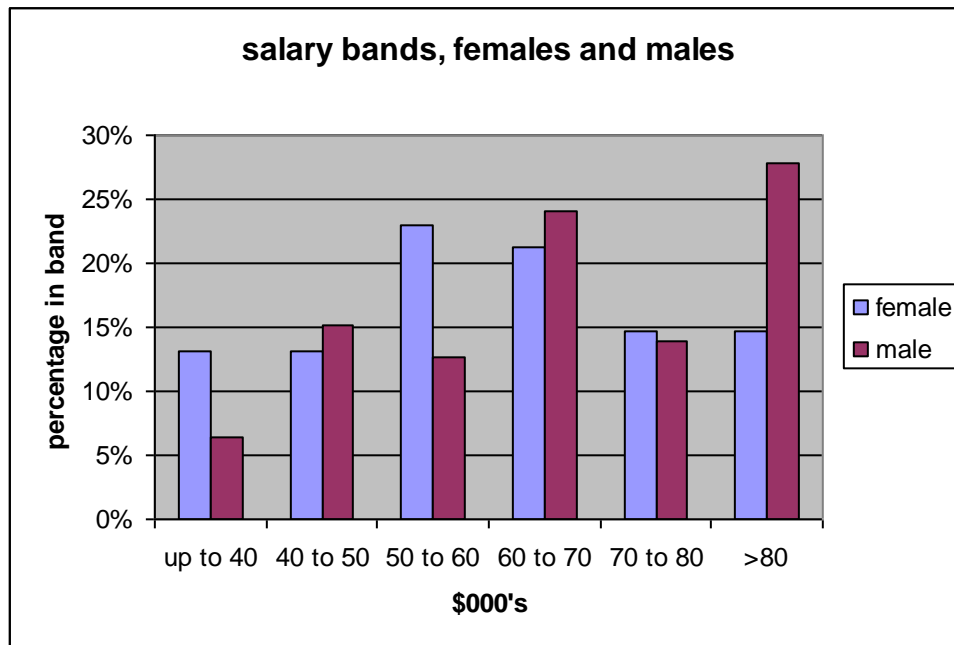


Where fewer than five are present in any category, they are added to adjacent categories until the minimum number is met.

This set of results looks at remuneration in a bit more detail, comparing differences between female and male average salaries in association with a range of other factors.

What is the salary profile for females and males?

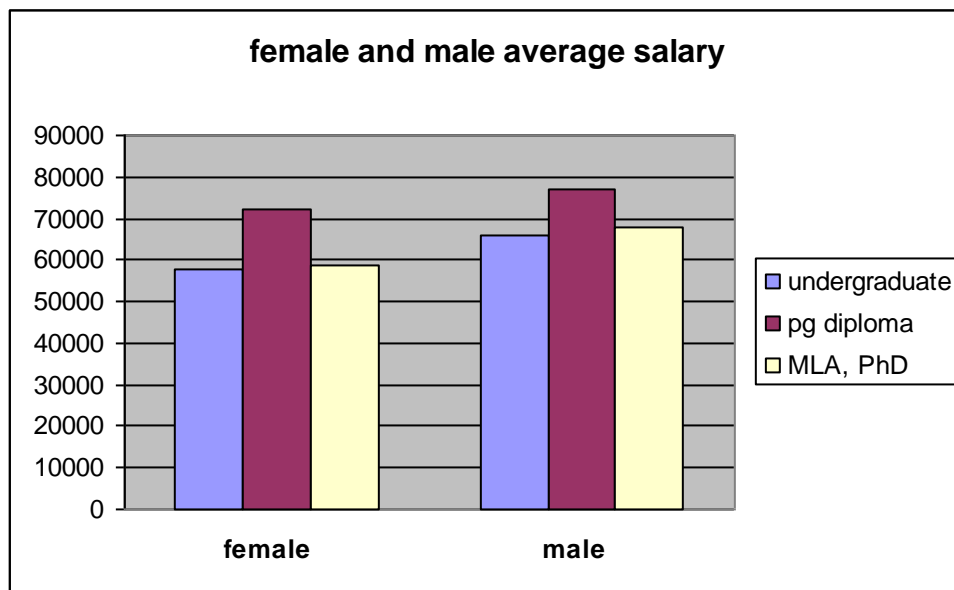
Using the mid-range of each band, average salaries were calculated for females and males. The average salary for a female respondent was \$61,600, and for a male respondent it was \$71,100. 7% of the female respondents were earning over \$100,000, while 14% of male respondents were in that bracket. The chart shows that there are almost twice as many males as females in the upper salary bands, but the reverse at the lowest grouping of salary bands.

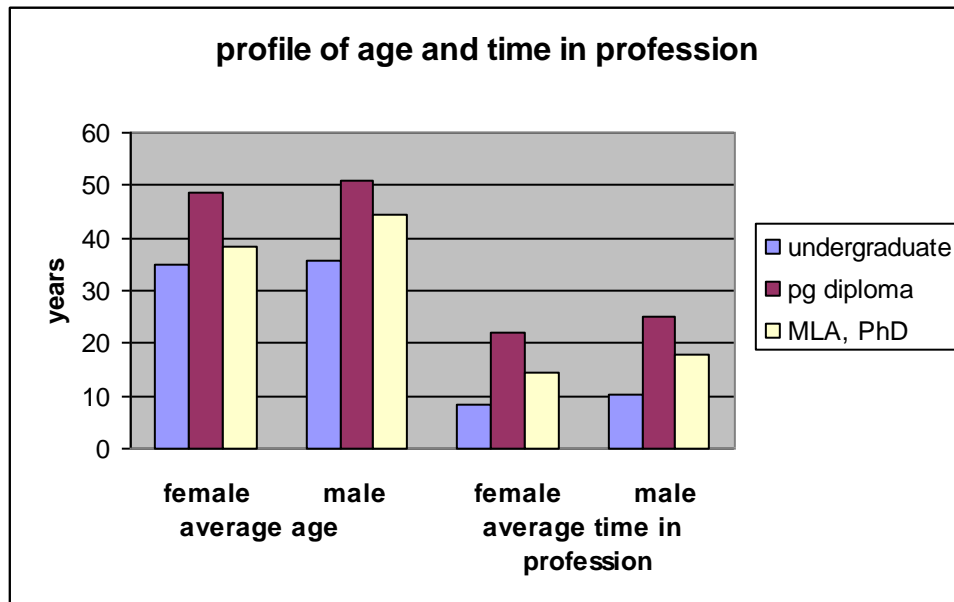


What is the effect of qualification upon remuneration?

The chart shows that for any qualification, there is a clear difference between the average salaries of females and males. There is a small difference in average salaries between undergraduate degree holders, and those with a postgraduate degree, for both sexes. Those with a postgraduate diploma qualification earn more than undergraduate or postgraduate degree holders, in both sexes. This is not so surprising, when the average number of years in the profession and average ages are considered, in the chart following.

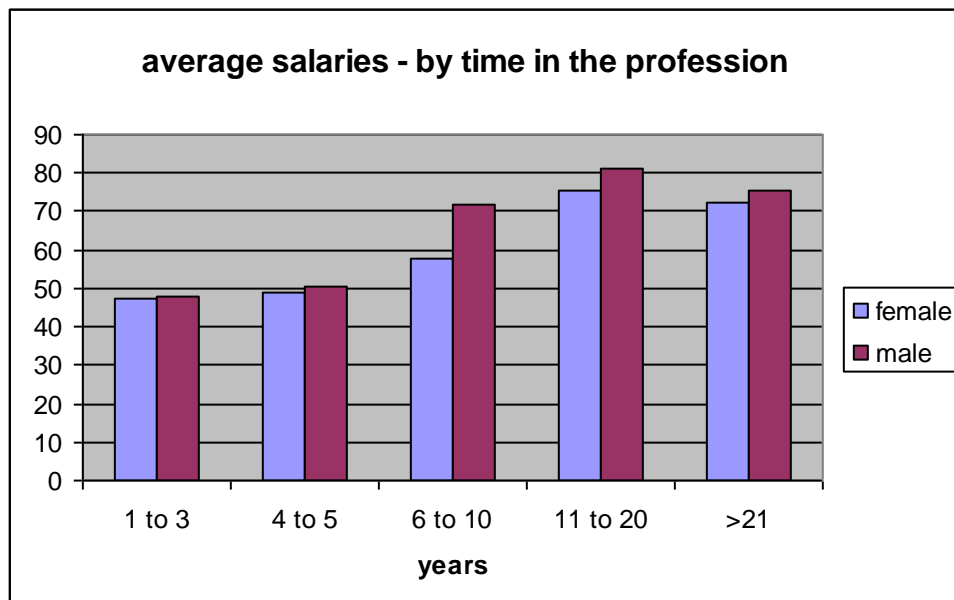
Of those respondents with an undergraduate degree, 43% are female; of those with a postgraduate diploma, 33% are female, and of those with a postgraduate degree, 56% are female.



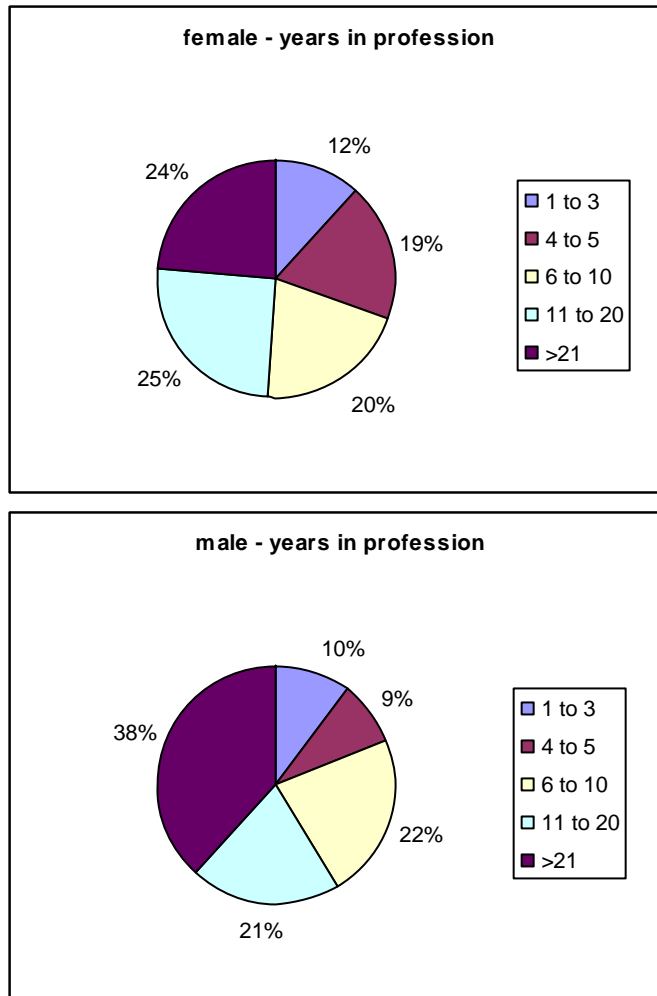


What is the effect of time in the profession upon remuneration?

The chart shows the average salaries of respondents changing with the number of years of experience that they have, peaking in the 11 to 20 year group. There is still a difference in the average salaries of females and males, regardless of the years of experience that they both have, although this difference is very small in the earlier years.

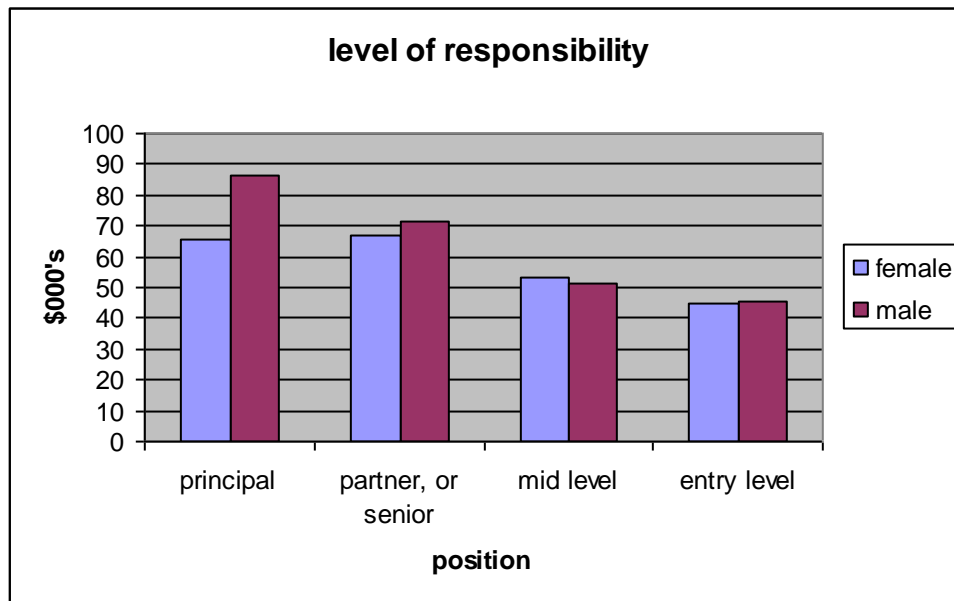


The two pie charts show the relative proportions of time in the profession for both female and male respondents.



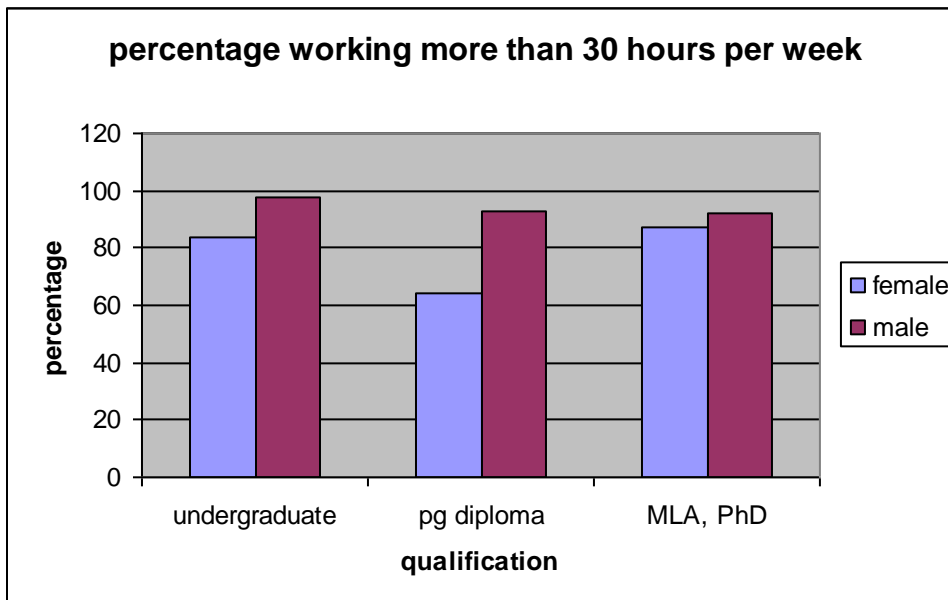
What is the effect of different levels of responsibility upon remuneration?

As expected, those with more responsibility have higher average salaries. The differences between females and males are very small in entry level positions, and at mid level, the average salary for females is higher than for males, one of the few times that this occurs. For those respondents who reported their position as being that of a principal, 67% of females were in a one or two person office, while 55% of males who reported their position as principal were in a one or two person office.



The working week:

On average, and for all categories of qualification, a greater proportion of males were working for 30 or more hours per week. The overall averages were 39.8 hours per week for females, and 43.6 hours per week for males. This difference is likely to contribute to the disparity in average salaries between females and males.



Levels of satisfaction

Even though there are differences in average salaries between females and males, the levels of satisfaction with remuneration show that 65% of female respondents feel that their overall package is good or very good, while 58% of male respondents reported their overall package as being good or very good.

