

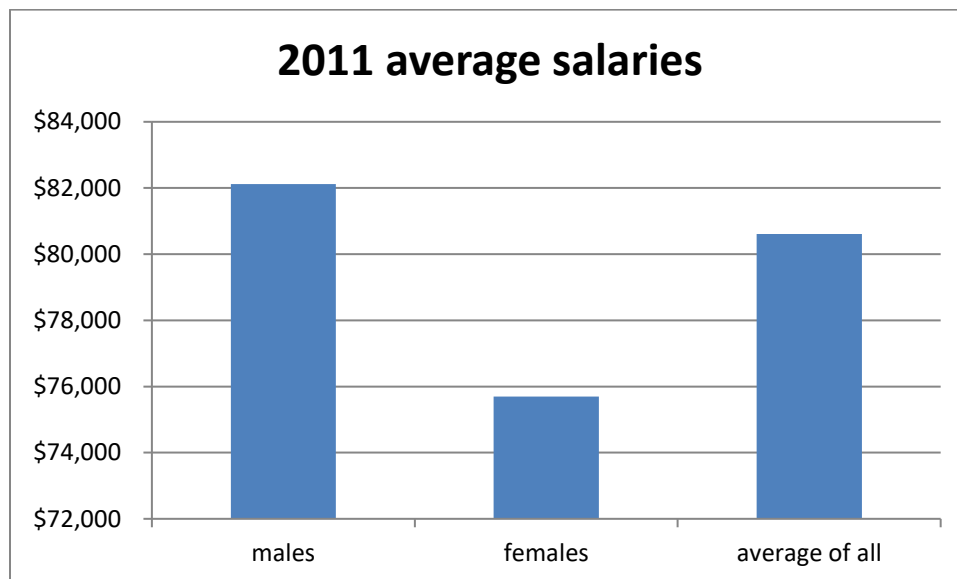
Profile of the profession in 2011

Introduction

This is the second short report to show some of the findings from the recent on-line questionnaire, which aims to establish a profile of the profession in 2011. The focus of this report is on remuneration and other benefits of working in the profession, the area attracting the greatest level of interest from respondents and other members of the Institute! The results below show some interesting characteristics, especially in regard to gender differences...

Current salary

The average salary for all respondents in 2011 was \$80,612. For males, the average was \$82,114, and for females the average was \$75,693.



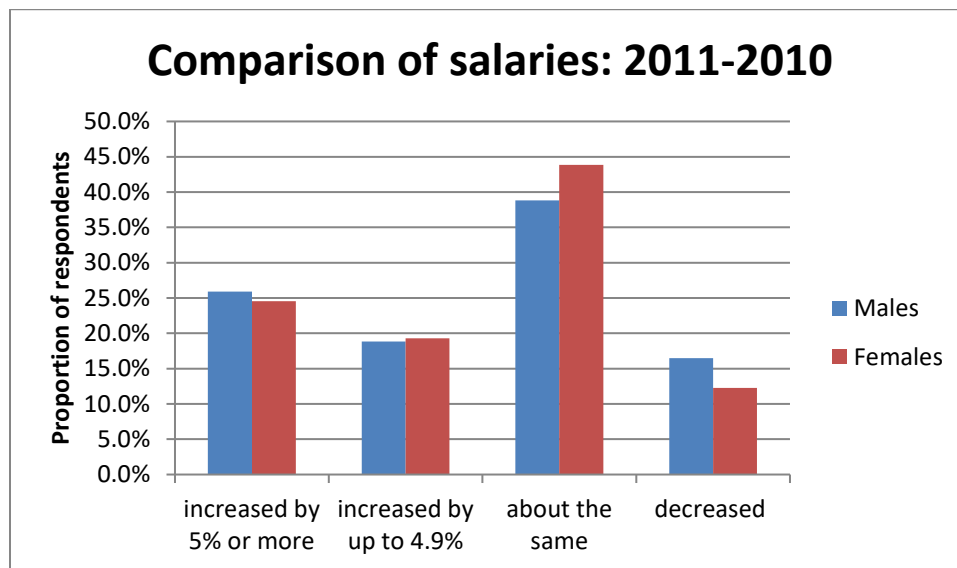
The proportions of those earning over \$100,000 also varied by gender: 28.6% of male respondents earn over \$100,000 while 11.1% of the female respondents reported earning over \$100,000.

Should be earning

Males thought that on average, they should be earning \$94,055 at this point in their career, while females thought that they should be earning \$86,667. When considering those figures against the average actual salaries, there was very little difference between males and females in their expectations of a better salary. Males felt that they should be earning on average 14.54% more, while females felt that they should be earning 14.50% more.

Another question related to this one asked respondents to indicate how, if at all, their salaries had changed from 2010 to 2011. The salary was about the same for almost half of the respondents, with a

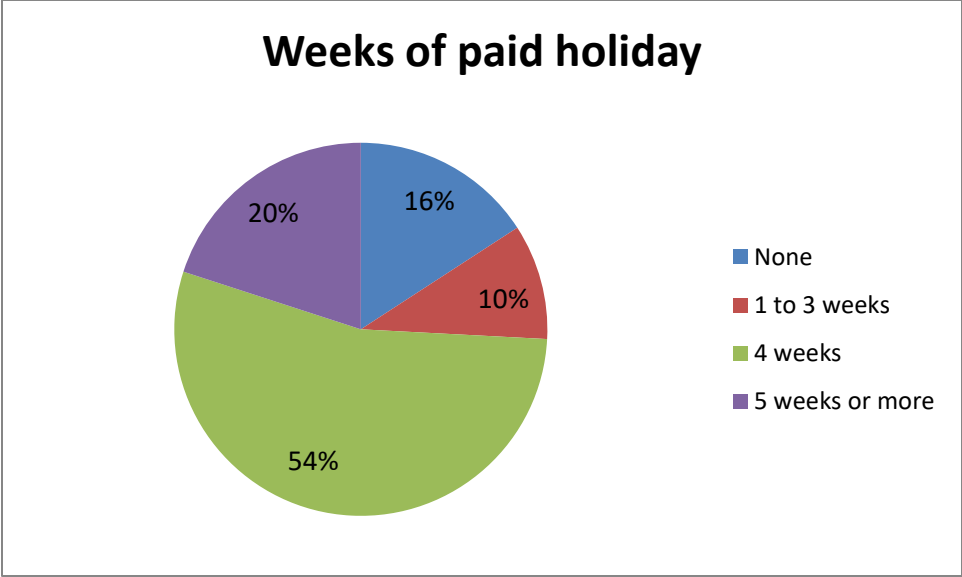
similar number reporting an increase. Only about 15% of respondents reported a drop in their salary between 2010 and 2011.



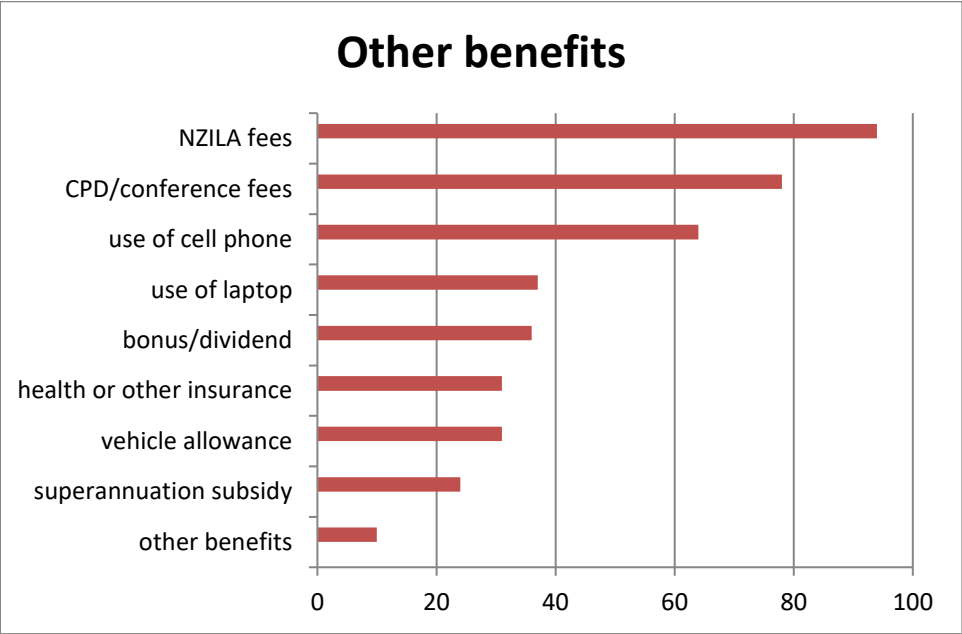
Other benefits

Answers to a question about the number of weeks of paid holiday that people received found that the question was not applicable to about 22% of the respondents. The chart below shows the proportions of respondents who did receive holidays of various lengths. Just over half of those who did receive paid holidays in addition to the statutory holidays reported having four weeks away from work, while a lucky 20% enjoyed five weeks or more on paid leave each year!

Note that some of information is shown in aggregated bands, as required by the research protocols where variables with fewer than five respondents must be aggregated until that threshold has been reached.



A range of other benefits were reported by those who answered this question. Only 8.5% of the respondents indicated that they had no other benefits of their employment, so most of those who answered this question also gained benefits in addition to salary and probably paid holidays. The chart below shows that the benefit enjoyed by the most respondents was payment of the NZILA annual subscription fee, while just 10 people reported an individual benefit that was not on the questionnaire selection list, and that they alone enjoyed.



A more detailed analysis of this dataset will be found in due course in the research report due later this year. In the meantime, a further progress report will be made to members via the website as we have done before.

Mike Barthelmeh
18 March 2013