



HAYS Recruiting experts
in Construction

THE 2017 HAYS CONSTRUCTION & NZIOB SALARY GUIDE SHARING OUR EXPERTISE

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



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Thank you

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:

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INTRODUCTION



Now in its 13th year, the Hays Construction & NZIOB Salary Guide provides valuable point in time data on salary levels for key roles within the sector, while simultaneously gauging construction companies' confidence levels.

The results of this year's survey suggest that the degree of difficulty involved in recruiting those with specialised skills remains a challenge, though the sector's capacity to continually raise the income bar to attract talent is on the wane. With construction reportedly being the industry with the highest average advertised income, that softening in salary growth should come as no surprise. The overriding constraint is that there is only so much that can be paid for; a new house, a new building, or for an infrastructure project.

The Hays Construction & NZIOB Salary Guide has become a construction industry benchmark document. Like its predecessors, this 2017 edition will assist employers and employees alike to manage expectations around remuneration levels.

Malcolm Fleming

Chief Executive Officer, New Zealand Institute of Building

FOREWORD



As the volume of work in the commercial construction sector increases throughout the country, employers are having an increasingly difficult time attracting high calibre, experienced and qualified staff.

The most recent earthquakes that impacted the Kaikoura, North Canterbury and Wellington regions have created a significant amount of additional work that had not been in the planning, in a market where the next phase of the Canterbury CBD rebuild and the elevation in Auckland projects were already creating skills shortages.

The outlook for the majority of organisations within the sector is positive with more than 70 per cent of firms experiencing an increase in business activity. The result of this increased activity has more than 60 per cent of firms surveyed expecting to grow permanent headcount in the next 12 months, whilst more than 35 per cent are going to increase the use of contracting and temporary staff to support the increases in project and workload.

The challenges will be to find enough experienced and qualified people to fill these positions as the industry already has difficulty finding Project Managers, Project Engineers, Construction Managers, Quantity Surveyors, Estimators, Site Managers and Forepeople. The changes in health and safety legislation has also seen a significant rise in the demand for OHS Managers.

But even with such a high demand for talent, salary movements have been sedate and employers are showing very little appetite to increase these over the next 12 months. The challenge will then be to ensure the current workforce is retained, non-salary benefits are attractive and work conditions and projects are engaging enough to ensure that staff stay.

Many construction firms in this sector have already started to consider turning away projects and increasing margins to create more revenue and increase productivity with their current headcount due to the difficulties in increasing staff numbers.

The good news though is the profile of the industry is growing as the market is predicted to be a sustainable one for some time to come, shaking off the 'boom and bust' stigma normally associated with the industry. That being the case, it's a good time to invest in the development of new apprentices, promote and encourage others to train in those difficult to find professions, and to consider a more diverse workforce.

Jason Walker

Managing Director, Hays New Zealand

SALARY VS LOCATION: NORTH ISLAND

Position	Northland	Auckland	Waikato	Bay of Plenty	Taranaki	Wellington	East Coast
Cadet	45,000	50,000	45,000	45,000	50,000	50,000	45,000
Leading Hand	60,000	65,000	55,000	60,000	65,000	60,000	70,000
Foreperson	80,000	80,000	75,000	80,000	85,000	80,000	90,000
Site Manager	95,000	100,000	95,000	95,000	95,000	100,000	95,000
Project Manager	115,000	125,000	110,000	115,000	115,000	110,000	115,000
Snr Project Manager/Project Director	145,000	160,000	150,000	155,000	150,000	160,000	150,000
QS - Junior (3 yrs exp)	55,000	65,000	60,000	60,000	55,000	65,000	60,000
QS - Intermediate (2-5 yrs exp)	80,000	90,000	90,000	90,000	80,000	90,000	90,000
QS - Senior (5 yrs + exp)	115,000	125,000	120,000	120,000	100,000	120,000	115,000
Junior Estimator	55,000	65,000	65,000	60,000	60,000	65,000	60,000
Intermediate Estimator	80,000	90,000	90,000	90,000	85,000	85,000	95,000
Senior Estimator	120,000	140,000	135,000	135,000	125,000	140,000	125,000
Commercial Manager	150,000	165,000	165,000	160,000	165,000	165,000	150,000
General Manager	185,000	195,000	190,000	185,000	200,000	205,000	180,000
Project Engineer	110,000	100,000	105,000	110,000	110,000	100,000	110,000
Business Development Manager	120,000	155,000	140,000	150,000	120,000	150,000	120,000
Health & Safety Manager	120,000	105,000	120,000	105,000	120,000	120,000	105,000

* Salaries represent base salary only

SALARY VS LOCATION: SOUTH ISLAND

Position	Tasman	Christchurch	Southland	West Coast	Otago
Cadet	50,000	45,000	50,000	60,000	50,000
Leading Hand	70,000	60,000	65,000	70,000	70,000
Foreperson	90,000	75,000	80,000	90,000	80,000
Site Manager	105,000	95,000	100,000	100,000	95,000
Project Manager	110,000	110,000	110,000	110,000	115,000
Snr Project Manager/Project Director	155,000	145,000	150,000	155,000	150,000
QS - Junior (3 yrs exp)	55,000	65,000	50,000	60,000	65,000
QS - Intermediate (2-5 yrs exp)	85,000	90,000	75,000	85,000	90,000
QS - Senior (5 yrs + exp)	125,000	115,000	100,000	125,000	125,000
Junior Estimator	75,000	60,000	50,000	65,000	65,000
Intermediate Estimator	105,000	85,000	75,000	95,000	90,000
Senior Estimator	130,000	125,000	110,000	130,000	135,000
Commercial Manager	180,000	155,000	165,000	155,000	165,000
General Manager	205,000	190,000	175,000	150,000	185,000
Project Engineer	100,000	100,000	105,000	100,000	110,000
Business Development Manager	125,000	145,000	120,000	120,000	140,000
Health & Safety Manager	110,000	105,000	105,000	115,000	125,000

* Salaries represent base salary only

SALARY VS PROJECT SIZE

Position	Under \$5M	\$5M to \$15M	\$15M to \$50M	\$50M +
Cadet	40,000	50,000	50,000	50,000
Leading Hand	55,000	65,000	65,000	80,000
Foreperson	70,000	75,000	80,000	95,000
Site Manager	85,000	95,000	100,000	125,000
Project Manager	100,000	115,000	130,000	155,000
Snr Project Manager/Project Director	125,000	150,000	170,000	200,000
QS - Junior (3 yrs exp)	60,000	65,000	70,000	80,000
QS - Intermediate (2-5 yrs exp)	70,000	85,000	90,000	105,000
QS - Senior (5 yrs + exp)	105,000	115,000	125,000	140,000
Junior Estimator	50,000	55,000	70,000	75,000
Intermediate Estimator	70,000	75,000	100,000	105,000
Senior Estimator	115,000	120,000	150,000	155,000
Commercial Manager	140,000	145,000	180,000	180,000
General Manager	145,000	185,000	200,000	210,000
Project Engineer	100,000	100,000	115,000	120,000
Business Development Manager	120,000	150,000	145,000	165,000
Health & Safety Manager	85,000	90,000	115,000	120,000

* Salaries represent base salary only

SALARY VS CONSTRUCTION TYPE

Position	Civil Engineering	Commercial	Fitout & Refurbishment	Residential	Government/ Local Authority	Industrial
Cadet	45,000	45,000	50,000	45,000	50,000	50,000
Leading Hand	60,000	60,000	65,000	60,000	70,000	70,000
Foreperson	80,000	65,000	75,000	70,000	85,000	80,000
Site Manager	100,000	100,000	100,000	90,000	110,000	105,000
Project Manager	105,000	120,000	115,000	110,000	120,000	120,000
Snr Project Manager/Project Director	145,000	160,000	150,000	140,000	160,000	165,000
QS - Junior (3 yrs exp)	65,000	65,000	65,000	65,000	70,000	65,000
QS - Intermediate (2-5 yrs exp)	90,000	90,000	90,000	85,000	95,000	90,000
QS - Senior (5 yrs + exp)	125,000	120,000	120,000	115,000	120,000	120,000
Junior Estimator	65,000	60,000	65,000	50,000	60,000	60,000
Intermediate Estimator	90,000	85,000	95,000	70,000	90,000	85,000
Senior Estimator	145,000	130,000	130,000	105,000	135,000	140,000
Commercial Manager	155,000	160,000	160,000	145,000	170,000	160,000
General Manager	165,000	190,000	180,000	160,000	175,000	200,000
Project Engineer	80,000	115,000	110,000	105,000	120,000	110,000
Business Development Manager	140,000	145,000	145,000	120,000	155,000	155,500
Health & Safety Manager	115,000	100,000	100,000	90,000	110,000	110,000

* Salaries represent base salary only

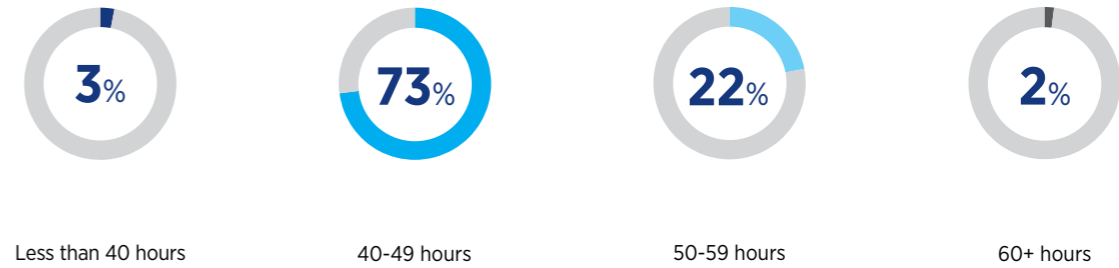
SALARY VS ANNUAL TURNOVER

Position	\$1M to \$10M	\$10M to \$50M	\$50M +
Cadet	40,000	45,000	50,000
Leading Hand	50,000	55,000	70,000
Foreperson	65,000	70,000	85,000
Site Manager	80,000	95,000	105,000
Project Manager	95,000	110,000	130,000
Snr Project Manager/Project Director	125,000	140,000	175,000
QS - Junior (3 yrs exp)	50,000	60,000	70,000
QS - Intermediate (2-5 yrs exp)	75,000	80,000	100,000
QS - Senior (5 yrs + exp)	105,000	105,000	130,000
Junior Estimator	40,000	55,000	70,000
Intermediate Estimator	60,000	70,000	95,000
Senior Estimator	110,000	120,000	140,000
Commercial Manager	150,000	150,000	175,000
General Manager	140,000	170,000	220,000
Project Engineer	100,000	105,000	120,000
Business Development Manager	130,000	135,000	145,000
Health & Safety Manager	60,000	85,000	115,000

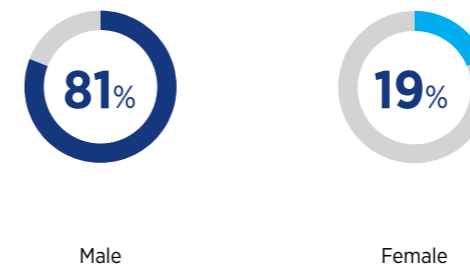
* Salaries represent base salary only

INDUSTRY TRENDS

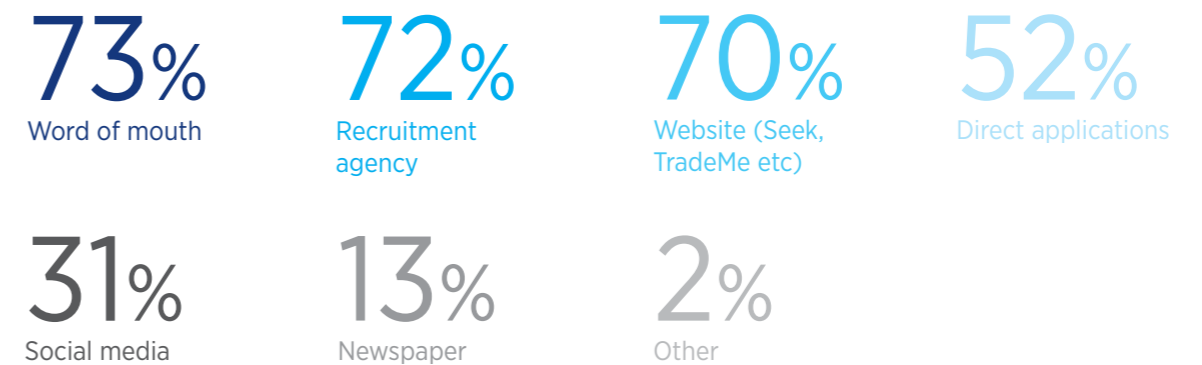
1. What is a typical working week within your organisation?



2. What percentage of your management workforce is male and female?



3. What mediums* do you use to recruit staff?



*Multiple choices allowed.

INDUSTRY TRENDS

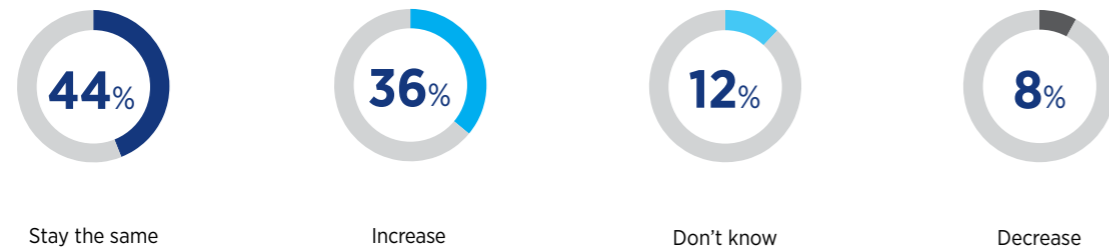
4. Did you use contract staff for management positions in 2016?



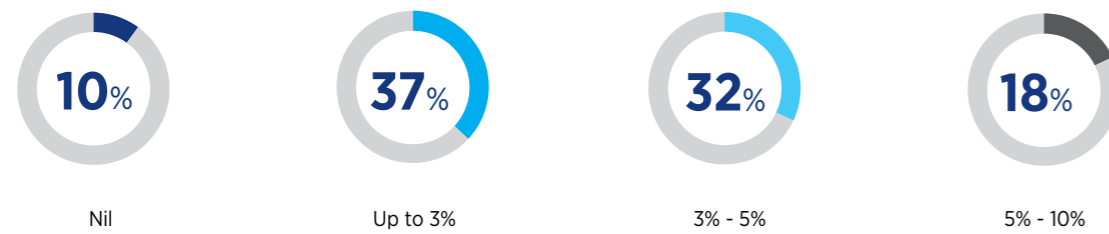
5. Did you use contract staff for labour positions in 2016?



6. How will this use of contract staff (both labour and management) continue for the next 12 months?

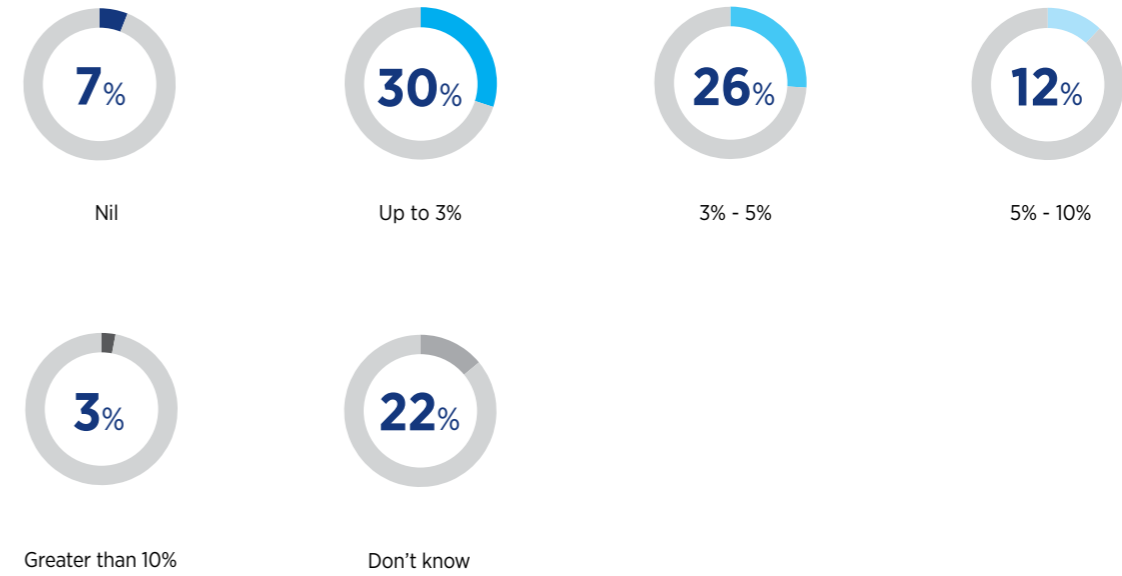


7. On average, in your last salary reviews, by what percentage did you increase salaries?

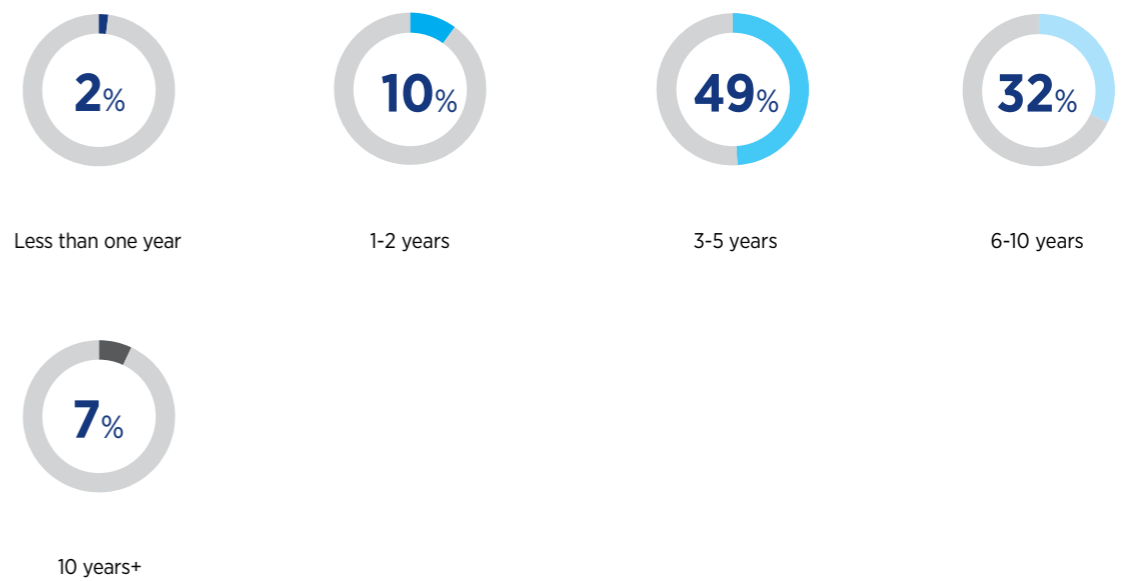


INDUSTRY TRENDS

8. When you next review salaries, by what percentage do you intend to increase salaries?



9. What is the average length of service of your employees?



10. Over the coming year do you expect permanent recruitment to:



INDUSTRY TRENDS

11. Over the past 12 months business activity has:



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



13. Benefits:

Percentage of respondents that received particular benefits listed

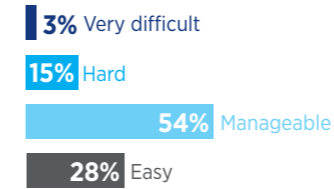
	Vehicle	Mobile phone	Health	KiwiSaver contributions over 3%	Bonus	Vehicle allowance	Share options
Cadet	6%	72%	22%	50%	32%	6%	8%
Leading Hand	25%	78%	23%	43%	23%	10%	8%
Foreperson	63%	94%	24%	41%	31%	16%	8%
Site Manager	86%	98%	23%	40%	37%	15%	11%
Project Manager	72%	95%	27%	42%	51%	26%	12%
Snr Project Manager/Project Director	73%	97%	31%	48%	58%	30%	17%
QS - Junior (3 yrs exp)	4%	71%	25%	50%	33%	13%	10%
QS - Intermediate (2-5 yrs exp)	18%	84%	24%	43%	39%	16%	8%
QS - Senior (5 yrs + exp)	52%	93%	29%	36%	47%	33%	12%
Junior Estimator	5%	67%	27%	46%	32%	5%	11%
Intermediate Estimator	14%	81%	23%	40%	37%	12%	9%
Senior Estimator	47%	96%	37%	37%	47%	31%	12%
Commercial Manager	62%	94%	31%	46%	62%	37%	23%
General Manager	75%	93%	39%	54%	68%	34%	34%
Project Engineer	59%	97%	24%	47%	47%	18%	12%
Business Development Manager	66%	97%	31%	54%	71%	43%	34%
Health & Safety Manager	70%	98%	30%	43%	35%	18%	13%

* Data collected during May 2017

INDUSTRY TRENDS

14. Current ease of recruitment:

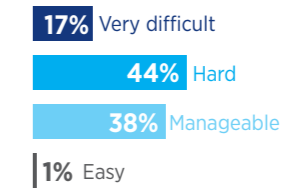
Cadet/Entry-Level



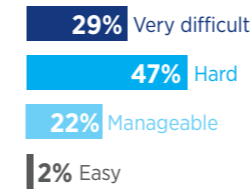
Leading Hand



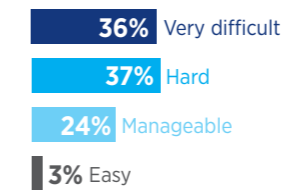
Foreperson



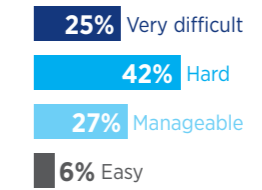
Quantity Surveyor



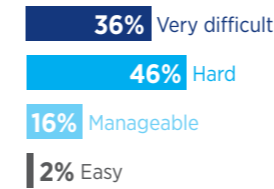
Estimator



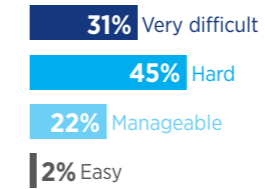
Project Engineer



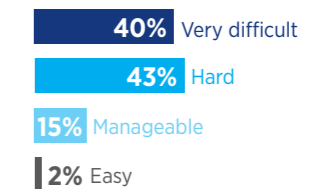
Project Manager



Site Manager



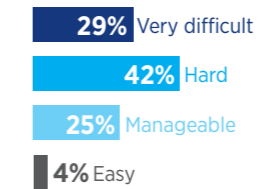
Construction Manager



Health & Safety Manager



Senior Manager



* Data collected during May 2017

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