



**HAYS** Recruiting experts  
in Construction

# THE 2018 HAYS CONSTRUCTION & NZIOB SALARY GUIDE SHARING OUR EXPERTISE

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







### **Thank you**

We would like to express our gratitude to everyone 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:

Malcolm Fleming, Chief Executive Officer, NZIOB  
Adam Shapley, Managing Director, Hays New Zealand

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# INTRODUCTION



This is the fourth annual Hays Construction & NZIOB Salary Guide that I have penned an introduction for. On my first viewing of the data that Hays has gathered for this year's report, what strikes me is that the salaries vary greatly by location or company size, far more than they have in the past three years.

While the general trend in salaries on a national basis is, somewhat surprisingly, upwards; there are many nuances in play with some roles across the country or some roles within certain sized companies or regions, reporting decreases. Some of these decreases are significant.

Another observation is that while there remains a difference in remuneration for a construction practitioner working in smaller companies when compared to their counterparts in larger environments, the gap is closing.

Likewise, remuneration has increased in regions that have been targeted by the government for substantive construction spend such as Northland, as opposed to regions such as Otago where remuneration has reduced across the board.

As it has been since the first edition in 2004, this year's Hays Construction & NZIOB Salary Guide provides a benchmark for the industry and serves as a barometer of demand for specific roles, within certain regions and sectors of the market. This year the latter subtleties are amplified.

**Malcolm Fleming**

Chief Executive Officer, New Zealand Institute of Building

# FOREWORD



The main theme of this year's Hays Construction & NZIOB Salary Guide is, without doubt, the distinct differences in salaries across the regions compared with New Zealand's main centres. This is the result of the unique challenges each location faces and whether or not additional government infrastructure and commercial or large residential housing investment has been promised.

Simply put, it's a matter of supply and demand. With slowing rebuild momentum in Canterbury, demolition work in Wellington, both private and government investment in major development projects in Auckland, and many locations across the country facing infrastructure challenges resulting from population growth, the demand for skills is location-specific. This has seen candidates move to those locations where their skills are in higher demand or where the opportunity to improve their salary and/or lifestyle is the greatest.

Much of this movement has been from Auckland and Christchurch, which will impact skills shortages in these locations in future once workload increases and more projects come out of the ground. For now, it seems, the industry remains cautiously optimistic, keeping salaries restrained for the most part.

**Adam Shapley**

Managing Director, Hays New Zealand

## SALARY VS LOCATION: NORTH ISLAND

Position	Northland	Auckland	Waikato	Bay of Plenty	Taranaki	Wellington	East Coast
Cadet	50,000	50,000	55,000	50,000	50,000	55,000	50,000
Leading Hand	65,000	65,000	60,000	60,000	60,000	65,000	65,000
Foreperson	70,000	80,000	70,000	70,000	65,000	75,000	75,000
Site Manager	100,000	105,000	95,000	100,000	95,000	95,000	100,000
Project Manager	125,000	125,000	120,000	120,000	120,000	120,000	115,000
Snr Project Manager/Project Director	170,000	170,000	155,000	150,000	160,000	155,000	155,000
QS - Junior (3 yrs exp)	65,000	70,000	60,000	60,000	60,000	65,000	65,000
QS - Intermediate (2-5 yrs exp)	95,000	95,000	90,000	90,000	85,000	85,000	95,000
QS - Senior (5+ yrs exp)	135,000	130,000	115,000	115,000	115,000	125,000	125,000
Junior Estimator	65,000	65,000	60,000	65,000	60,000	60,000	60,000
Intermediate Estimator	100,000	100,000	95,000	95,000	85,000	90,000	95,000
Senior Estimator	135,000	140,000	125,000	120,000	120,000	130,000	130,000
Commercial Manager	150,000	170,000	150,000	160,000	150,000	160,000	160,000
General Manager	230,000	230,000	230,000	220,000	225,000	220,000	230,000
Project Engineer	115,000	105,000	105,000	100,000	105,000	110,000	110,000
Business Development Manager	165,000	155,000	135,000	130,000	130,000	160,000	135,000
Health & Safety Manager	110,000	110,000	115,000	115,000	125,000	115,000	120,000

\* Salaries represent base salary only

## SALARY VS LOCATION: SOUTH ISLAND

Position	Tasman	Christchurch	Southland	West Coast	Otago
Cadet	50,000	50,000	50,000	50,000	50,000
Leading Hand	60,000	65,000	60,000	60,000	65,000
Foreperson	70,000	75,000	70,000	70,000	75,000
Site Manager	100,000	100,000	90,000	100,000	100,000
Project Manager	125,000	115,000	115,000	120,000	110,000
Snr Project Manager/Project Director	180,000	150,000	150,000	170,000	150,000
QS - Junior (3 yrs exp)	60,000	65,000	60,000	65,000	60,000
QS - Intermediate (2-5 yrs exp)	90,000	85,000	85,000	95,000	85,000
QS - Senior (5+ yrs exp)	120,000	115,000	115,000	120,000	110,000
Junior Estimator	60,000	60,000	60,000	65,000	55,000
Intermediate Estimator	90,000	90,000	85,000	90,000	85,000
Senior Estimator	130,000	130,000	120,000	130,000	130,000
Commercial Manager	150,000	145,000	150,000	155,000	155,000
General Manager	250,000	195,000	225,000	225,000	215,000
Project Engineer	100,000	105,000	105,000	100,000	95,000
Business Development Manager	120,000	140,000	130,000	135,000	125,000
Health & Safety Manager	125,000	110,000	115,000	115,000	115,000

\* Salaries represent base salary only

## SALARY VS PROJECT SIZE

Position	Under \$5M	\$5M to \$15M	\$15M to \$50M	\$50M +
Cadet	65,000	50,000	45,000	60,000
Leading Hand	60,000	95,000	70,000	65,000
Foreperson	70,000	85,000	80,000	75,000
Site Manager	90,000	105,000	110,000	130,000
Project Manager	100,000	125,000	120,000	145,000
Snr Project Manager/Project Director	125,000	150,000	165,000	190,000
QS - Junior (3 yrs exp)	60,000	75,000	75,000	70,000
QS - Intermediate (2-5 yrs exp)	80,000	90,000	90,000	90,000
QS - Senior (5+ yrs exp)	105,000	125,000	130,000	120,000
Junior Estimator	55,000	65,000	75,000	70,000
Intermediate Estimator	80,000	100,000	105,000	100,000
Senior Estimator	120,000	160,000	140,000	150,000
Commercial Manager	145,000	150,000	190,000	175,000
General Manager	160,000	225,000	225,000	250,000
Project Engineer	90,000	115,000	100,000	110,000
Business Development Manager	115,000	200,000	180,000	150,000
Health & Safety Manager	95,000	90,000	125,000	130,000

\* Salaries represent base salary only



## SALARY VS CONSTRUCTION TYPE

Position	Civil Engineering	Commercial	Fitout & Refurbishment	Residential	Government/ Local Authority	Industrial
Cadet	50,000	50,000	50,000	45,000	50,000	50,000
Leading Hand	70,000	65,000	65,000	65,000	65,000	60,000
Foreperson	85,000	75,000	80,000	75,000	75,000	70,000
Site Manager	105,000	100,000	100,000	95,000	110,000	100,000
Project Manager	135,000	120,000	110,000	110,000	110,000	120,000
Snr Project Manager/ Project Director	160,000	155,000	170,000	145,000	155,000	150,000
QS - Junior (3 yrs exp)	65,000	70,000	65,000	65,000	70,000	65,000
QS - Intermediate (2-5 yrs exp)	80,000	85,000	90,000	85,000	85,000	85,000
QS - Senior (5+ yrs exp)	125,000	120,000	120,000	120,000	120,000	120,000
Junior Estimator	70,000	65,000	60,000	65,000	60,000	60,000
Intermediate Estimator	110,000	95,000	90,000	90,000	90,000	90,000
Senior Estimator	140,000	140,000	145,000	145,000	140,000	135,000
Commercial Manager	170,000	160,000	165,000	155,000	160,000	160,000
General Manager	210,000	200,000	220,000	195,000	210,000	210,000
Project Engineer	95,000	105,000	100,000	100,000	105,000	110,000
Business Development Manager	140,000	150,000	140,000	150,000	140,000	145,000
Health & Safety Manager	120,000	105,000	120,000	95,000	115,000	110,000

\* Salaries represent base salary only

## SALARY VS ANNUAL TURNOVER

Position	\$1M to \$10M	\$10M to \$50M	\$50M +
Cadet	45,000	45,000	50,000
Leading Hand	70,000	60,000	70,000
Foreperson	80,000	70,000	80,000
Site Manager	95,000	95,000	110,000
Project Manager	105,000	115,000	125,000
Snr Project Manager/Project Director	130,000	140,000	165,000
QS - Junior (3 yrs exp)	70,000	60,000	70,000
QS - Intermediate (2-5 yrs exp)	90,000	80,000	90,000
QS - Senior (5+ yrs exp)	125,000	110,000	120,000
Junior Estimator	55,000	60,000	70,000
Intermediate Estimator	95,000	85,000	100,000
Senior Estimator	135,000	140,000	135,000
Commercial Manager	150,000	160,000	165,000
General Manager	170,000	185,000	225,000
Project Engineer	80,000	110,000	110,000
Business Development Manager	125,000	135,000	160,000
Health & Safety Manager	110,000	95,000	115,000

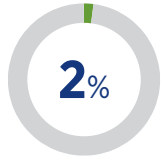
\* Salaries represent base salary only

# INDUSTRY TRENDS

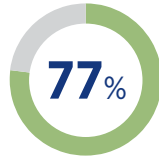
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## 1. What is a typical working week within your organisation?

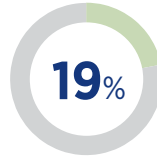
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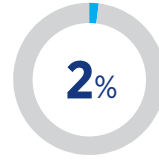
Less than 40 hours



40-49 hours



50-59 hours

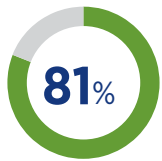


60+ hours

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

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Male



Female

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

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**71%**  
Word of mouth

**64%**  
Recruitment agency

**64%**  
Website (Seek, TradeMe etc)

**56%**  
Direct applications

**27%**  
Social media

**17%**  
Newspaper

**2%**  
Other

\*Multiple choices allowed.

# INDUSTRY TRENDS

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## 4. Did you use contract staff for management positions in 2017?

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57%  
Yes

43%  
No

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## 5. Did you use contract staff for labour positions in 2017?

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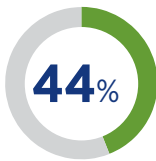
64%  
Yes

36%  
No

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

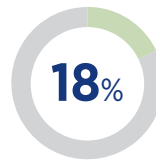
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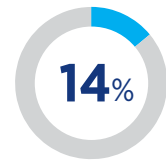
Stay the same



Increase



Don't know



Decrease

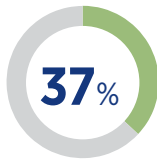
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## 7. On average, in your last salary reviews, by what percentage did you increase salaries?

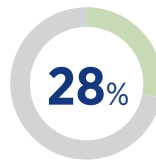
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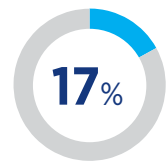
Nil



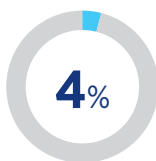
Up to 3%



3% - 5%



5% - 10%



Greater than 10%

# INDUSTRY TRENDS

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

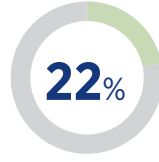
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Nil



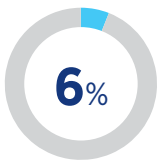
Up to 3%



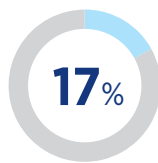
3% - 5%



5% - 10%



Greater than 10%



Don't know

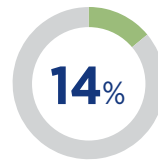
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## 9. What is the average length of service of your employees?

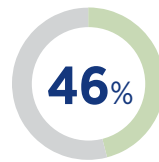
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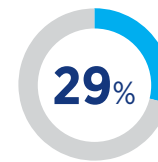
Less than one year



1-2 years



3-5 years



6-10 years



10+ years

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

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**49%**  
Increase

**31%**  
Remain unchanged

**12%**  
Decrease

**8%**  
Don't know

# INDUSTRY TRENDS

## 11. Over the past 12 months business activity has:

**53%**  
Increased

**32%**  
Decreased

**15%**  
Remained the same

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

**49%**  
Remain static

**26%**  
Weaken

**25%**  
Strengthen

## 13. Benefits:

Percentage of respondents that received particular benefits listed

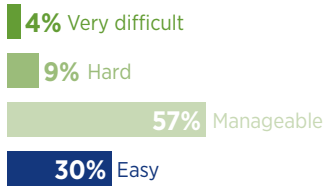
	Vehicle	Mobile phone	Health	KiwiSaver contributions over 3%	Bonus	Vehicle allowance	Share options
Cadet	4%	69%	27%	56%	29%	16%	7%
Leading Hand	29%	80%	17%	43%	20%	11%	6%
Foreperson	61%	92%	12%	37%	22%	14%	6%
Site Manager	87%	98%	23%	40%	37%	14%	6%
Project Manager	68%	97%	29%	42%	47%	23%	6%
Snr Project Manager/Project Director	71%	96%	37%	42%	56%	24%	19%
QS - Junior (3 yrs exp)	12%	88%	22%	41%	24%	15%	10%
QS - Intermediate (2-5 yrs exp)	30%	92%	28%	36%	36%	22%	8%
QS - Senior (5 yrs + exp)	56%	96%	38%	36%	45%	27%	7%
Junior Estimator	12%	84%	28%	40%	28%	20%	12%
Intermediate Estimator	27%	90%	27%	40%	40%	13%	10%
Senior Estimator	47%	87%	37%	37%	60%	25%	20%
Commercial Manager	80%	98%	39%	34%	63%	17%	22%
General Manager	80%	98%	40%	38%	67%	20%	31%
Project Engineer	57%	97%	30%	40%	40%	23%	13%
Business Development Manager	72%	97%	34%	38%	59%	17%	24%
Health & Safety Manager	62%	97%	31%	41%	34%	14%	10%

\* Data collected during June 2018

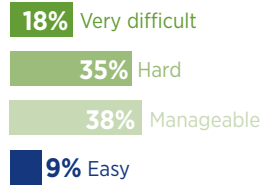
# INDUSTRY TRENDS

## 14. Current ease of recruitment:

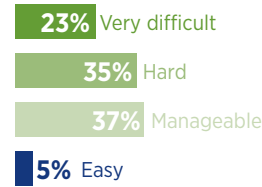
### Cadet/Entry-Level



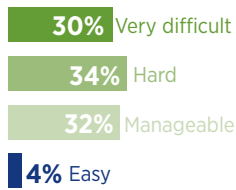
### Leading Hand



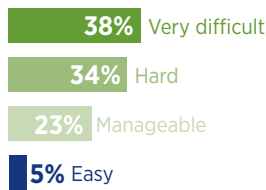
### Foreperson



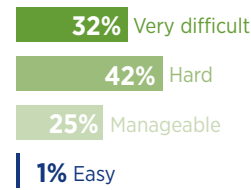
### Quantity Surveyor



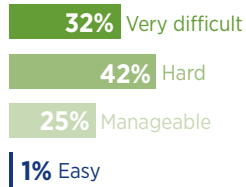
### Estimator



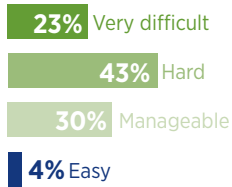
### Project Engineer



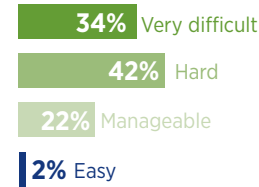
### Project Manager



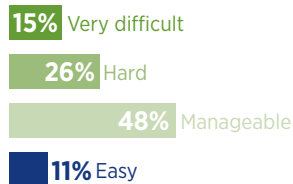
### Site Manager



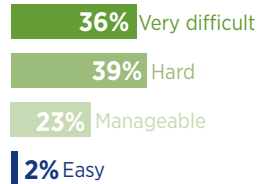
### Construction Manager



### Health & Safety Manager



### Senior Manager



\* Data collected during June 2018

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