



SME Salary and Employment Report 2022

A report on salary averages, employee turnover, and employment trends.

MYHR[®]



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Welcome

The COVID-19 pandemic and resulting restrictions have had a dramatic impact on New Zealand's labour market, exacerbating skills shortages and reshaping working conditions.

With the economy opening up again, there are still considerable pressures for businesses, with stubborn skills gaps, rising inflation, and global supply chain issues. Workers are also facing higher living costs and many are reevaluating their priorities in the wake of COVID, looking to retain flexible and remote working options or to change jobs (dubbed “the Great Resignation” by some pundits).

We are seeing companies that have ample cash-flow being able to offer very competitive salary packages in line with market wage growth. Others are being creative with their remuneration offerings, appealing to employees' desire for better benefits, work-life balance, or development opportunities.

However, remuneration and what constitutes a competitive or fair market pay package can be complex and difficult to define, especially for small to medium-sized businesses, because not a lot of remuneration data is publicly available.

We've created this report to help alleviate this; to provide employers, CEOs and their people with up-to-date market salary information, sorted by region and industry, to better inform their decisions on remuneration, recruitment, and resourcing.

We have also included MyHR data on employee recruitment, turnover, and restructures to provide a wider snapshot of the state of New Zealand's labour market and the economic drivers and employment trends that are affecting Kiwi companies.

We believe this report will help businesses better remunerate and reward their people, and enable them to seek innovative solutions to current employment challenges.

Jason Ennor, MyHR CEO



Remuneration data



Salary averages by region

1 April 2021 to 31 March 2022

Region	Average Salary (\$)
Manawatu-Whanganui	50,763
Waikato	51,658
Hawke's Bay	54,424
Marlborough	60,364
Northland	61,572
Bay of Plenty	61,743
Wellington	63,241
Canterbury	63,415
Auckland	64,650
Taranaki	68,183
Otago	70,838



Salary averages by industry

1 April 2021 to 31 March 2022

Industry	Current Salary (\$)
Education and Training	51,526
Accommodation and Food Services	51,909
Retail Trade	52,220
Wholesale Trade	60,806
Public Administration and Safety	61,166
Manufacturing	61,852
Arts and Recreation Services	62,549
Other Services	62,861
Transport, Postal and Warehousing	66,432
Rental, Hiring and Real Estate Services	66,472
Health Care and Social Assistance	66,701
Utilities (Electricity, Gas, Water and Waste Services)	68,746
Agriculture, Forestry and Fishing	69,519
Construction	69,916
Information Media and Telecommunications	75,763
Professional, Scientific and Technical Services	87,022
Financial and Insurance Services	88,400
Administrative and Support Services	89,799



Salary averages by role

1 April 2021 to 31 March 2022

Job Title	Current Salary (\$)
Production Operator	43,487
Cleaner	43,496
Front of House	43,977
Programme Assistant	44,245
Retail Worker	44,720
Barista	44,863
Housekeeper / Room Attendant	45,110
Kitchen Staff	45,634
Retail Sales Consultant	45,871
Packer	45,877
Beauty Therapist	46,263
Retail Assistant Manager	46,415
Kitchen Hand	46,694
Sales Assistant	47,311
Dispatch	47,462
Merchandiser	47,611
Maintenance Assistant	47,840
Warehouse Logistics	47,840
Production Assistant	47,861
Warehouse Assistant	47,968
Shift Manager	48,395
Driver	48,568
Duty Manager	48,648
Receptionist	49,582
Programme Manager	49,767
Apprentice	50,134

Assistant Manager	50,792
Warehouse Storeman	51,524
Customer Service	51,674
Storeperson	52,088
Labourer	52,445
Warehouse General	52,520
Administrator	53,149
Pharmacy Technician	53,510
Support Worker	53,796
Retail Store Manager	54,219
Store Manager	54,914
Team Leader	55,448
Machine Operator	55,526
Technician	55,678
Personal Assistant to Salesperson	55,808
Quality Control	56,880
Office Administrator	57,153
Warehouse Manager (FMCG)	58,240
Marketing Coordinator	59,332
Branch Manager	59,814
Maintenance Engineer	60,588
Warehouse Manager and Factory Supervisor	60,925
Foreman	61,449
Personal Assistant	64,480
Supervisor	64,885
Customer Service Manager	65,078
Property Manager	65,149
Accounts Administrator	65,571
Welder / Fabricator	66,061
Maintenance Technician	67,884
Assistant Accountant	67,915

Office Manager	68,414
Software Developer	68,600
Electrician	71,365
Warehouse Manager	73,140
Maintenance Electrician	74,880
Pharmacist	79,120
Web Developer	80,000
Site Manager	85,169
Business Development Manager	99,696
Quantity Surveyor	99,978
Operations Manager	104,166
Project Manager	113,784

Other employment data



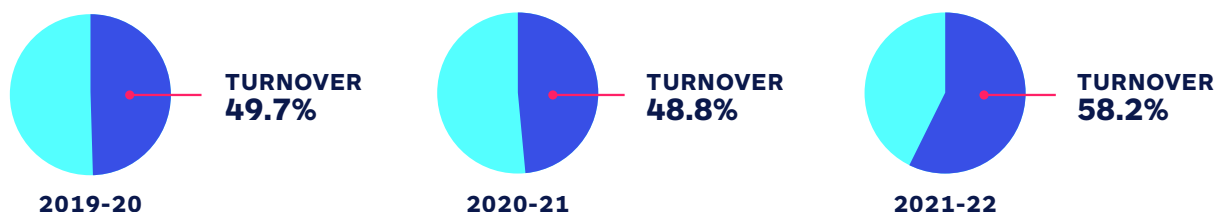
Employee turnover

2019 to 2022

Highlights

- 10% rise in overall turnover from 2020 to 2021.
- Significant rises in turnover in the IT, Scientific and Technical Services, Health Care, Education, and Accommodation and Food Services sectors from 2021 to 2022.

Overall turnover



Turnover by industry

1 April 2021 to 31 March 2022 compared to 1 April 2020 to 31 March 2021 (excluding casual employees and contractors).

Industry	Turnover	% Change from 2021
Utility Services	36.8%	Up 6.4%
Information Media and Telecommunications	38.0%	Up 16.4%
Wholesale Trade	40.1%	Up 4.9%
Financial and Insurance Services	40.4%	Down 3.4%
Transport, Postal and Warehousing	41.8%	Down 5.9%
Manufacturing	44.6%	Up 5.0%
Professional, Scientific and Technical Services	45.7%	Up 15.0%
Construction	46.5%	Up 13.2%
Agriculture, Forestry and Fishing	47.8%	Up 0.4%
Arts and Recreation Services	49.2%	Up 11.8%
Health Care and Social Assistance	50.5%	Up 19.7%
Education and Training	50.6%	Up 14.7%
Retail Trade	50.9%	Up 8.1%
Accommodation and Food Services	94.2%	Up 17.4%



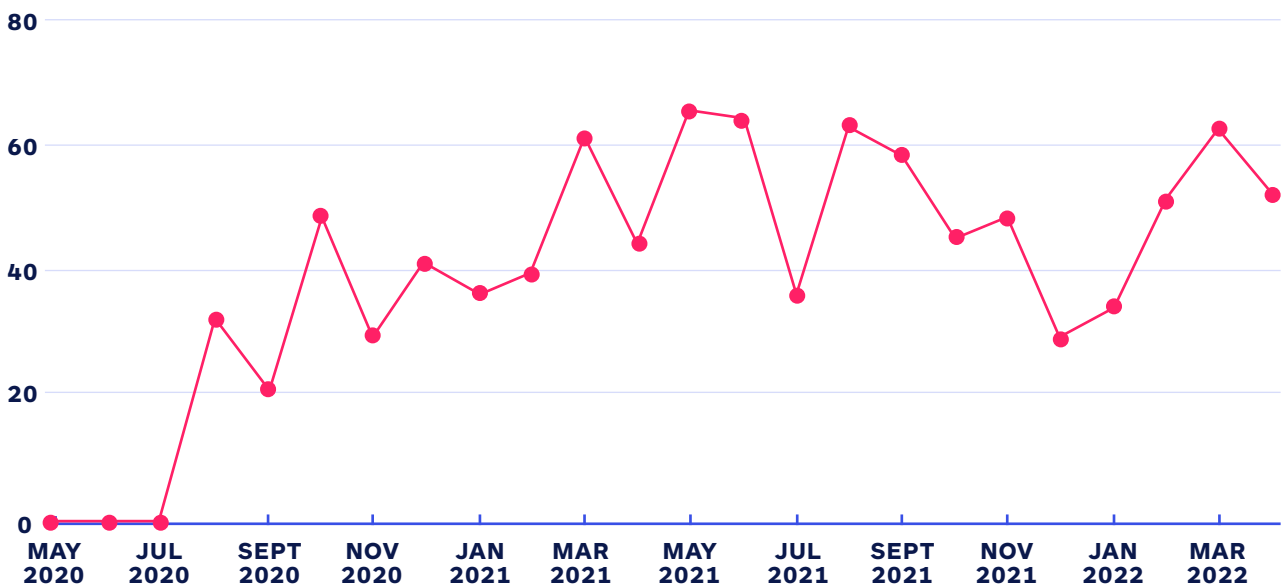
Recruitment

01 May 2020 to 31 April 2022

Highlights

- Typical spikes in recruitment from early new year until the end of financial year (end of March).
- Sharp declines corresponding with national and regional COVID-19 lockdowns.
- Unusual spike from April 2021 until June (typically, we see a slowdown after the end of the financial year as organisations focus on reporting, strategy, new objectives, and other year-end activity).
- Typical declines through to December holidays.

Recruitment requests





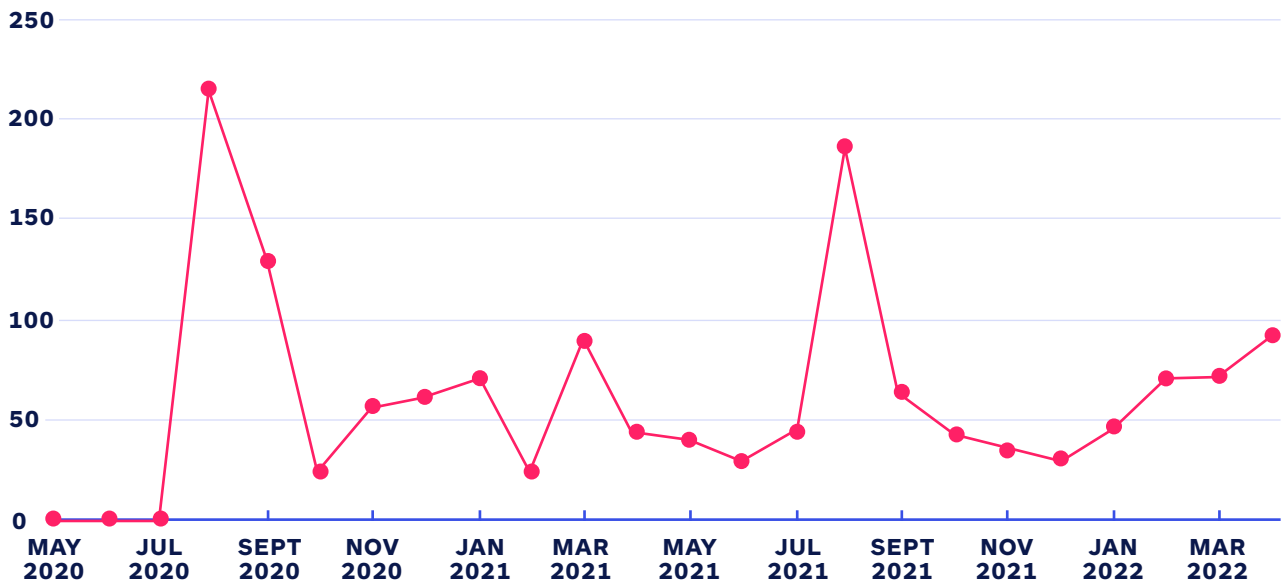
Restructures

01 May 2020 to 31 April 2022

Highlights

- Large increases in restructure numbers coinciding with Government-mandated COVID-19 lockdowns.
- Return to pre-lockdown levels from October 2021, climbing slightly from February 2022 and remaining at similar levels.
- Restructure numbers remained low, flat, and consistent from April - July 2021.

Restructure requests





Remuneration terminology

- **Salary or wage** - a fixed regular payment, often expressed as an annual or hourly sum, made by an employer to an employee, especially a professional or white-collar worker.
- **Bonus** - A sum of money added to a person's wages as a reward for good performance.
- **Commission** - A payment or concession to stimulate greater output of investment e.g. sales.
- **Benefits** - broad suite of perks e.g. cars, gym membership, health insurance, extra Kiwisaver.
- **Remuneration** - all of the above, combined.



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