

Rem On-Demand - Benchmark Data Subscription

STANDARD SUBSCRIPTION 2019

The standard subscription provides access to remuneration information on more than 50 core benchmark positions. Job description summaries are available on request. Enquire at remondemand@strategicpay.co.nz

Job Code	Job Title	Grade Range	SP10 Points Range
Administration and Support			
CO04	Corporate Services Manager	18 - 20	486 - 591
CO05	Administration Manager	14 - 17	363 - 485
CO07	Administration Team Leader	11 - 14	286 - 394
CO21	Executive Secretary	11 - 13	286 - 362
CO23	Secretary / Personal Assistant	8 - 10	215 - 285
CO25	Receptionist / Telephonist	6 - 8	166 - 235
Customer Service and Call Centre			
CU10	Customer Services Manager	18 - 22	486 - 675
CU51	Customer Service Representative	8 - 10	215 - 285
Engineering			
ET02	Senior Executive Engineering	23 - 26	676 - 875
ET05	Engineering Manager	19 - 21	521 - 631
Finance and Accounting			
FI03	Finance/Accounting Manager - Large/Medium Org/Business Unit	24 - 28	724 - 970
FI04	Finance/Accounting Manager - Medium/Small Org	21 - 23	592 - 723
FI05	Finance/Accounting Manager - Small Org	18 - 20	486 - 591
FI06	Commercial Manager	19 - 22	521 - 675
FI20	Financial Accountant	15 - 18	395 - 520
FI21	Management Accountant	15 - 18	395 - 520
FI28	Assistant Accountant	11 - 13	286 - 362
FI33	Accounts Officer	6 - 8	166 - 235
Human Resources			
HR03	Human Resources Manager - Large/Medium Org/Business Unit	21 - 23	592 - 723
HR04	Human Resources Manager - Medium/Small Org/Business Unit	18 - 20	486 - 591
HR06	Human Resources Advisor	15 - 17	395 - 485
HR08	Human Resources Assistant	9 - 11	236 - 312
HR20	Training and Development Manager	18 - 20	486 - 591
HR42	Senior Payroll Officer	11 - 13	286 - 362
Health and Safety			
HS02	Health and Safety Manager - Medium to Large Org	21 - 23	592 - 723
HS03	Health and Safety Manager - Small to Medium Org	19 - 21	521 - 631
HS04	Health and Safety Manager - Small Org	17 - 20	456 - 591
Manufacturing Operations			
OM07	Production Manager	18 - 20	486 - 591

Job Code	Job Title	Grade Range	SP10 Points Range
Information Technology			
IT95	IT Manager	20 - 22	552 - 675
IT30	Senior Project Manager	22 - 25	632 - 824
IT31	Project Manager 1	19 - 21	521 - 631
IT52	Senior Business Analyst (IT)	16 - 18	420 - 520
IT53	Business Analyst (IT)	13 - 15	335 - 419
IT70	Systems / Network Administrator	13 - 16	335 - 455
IT78	Database / Website Administrator	12 - 14	313 - 394
IT96	Other Senior IT Specialist	17 - 19	456 - 551
IT97	Other IT Specialist	14 - 16	363 - 455
Marketing and Communications			
MK03	Marketing Executive	21 - 23	592 - 723
MK12	Marketing Assistant	9 - 12	236 - 334
MK42	Product Manager	16 - 19	420 - 551
MK71	Communications Manager	21 - 23	592 - 723
Operations / Service Delivery			
OP04	Manager Operations / Service Delivery	19 - 22	521 - 675
OP40	Senior Project Manager (non-IT)	19 - 23	521 - 723
OP41	Project Manager (non-IT)	15 - 18	395 - 520
Property Management			
PP03	Property Manager	19 - 22	521 - 675
PP04	Facilities Manager / Supervisor	16 - 19	420 - 551
PP11	Property Officer	12 - 15	313 - 419
Sales			
SA305	Senior Executive Business Development	22 - 25	632 - 824
SA310	Business Development Manager	19 - 21	521 - 631
SA601	National Sales Manager	21 - 23	592 - 723
SA105	Regional Sales Manager	19 - 23	521 - 723
SA107	Area Sales Manager	18 - 22	486 - 675
SA116	Sales Manager	19 - 22	521 - 675
SA210	Sales Representative	12 - 15	313 - 419
SA415	Senior Account Manager	16 - 19	420 - 551
Supply Chain and Procurement			
PU04	Logistics Manager	18 - 21	486 - 631
PU43	Procurement Officer	12 - 14	313 - 394
PU60	Warehouse Manager	16 - 18	420 - 520

EXAMPLE REPORT

Financial Accountant FI20

Position Summary

Prepares financial accounting reports for management, including profit and loss statements, balance sheets, financial statements and management reports as per accepted accounting practices and principles. May prepare operating budgets and financial forecasts for departments or a specific internal client base. Typically has a tertiary degree or diploma in accounting with a minimum of 3 years' accounting experience.

SP Grade	15 - 18
SP10 Points	395 - 520
SP Band	G - H

Total Sample		Remuneration Data				Annual Market Movement				
No. of Orgs	No. of Jobs	% Rec.	Lower Quartile	Median	Upper Quartile	Average	Whole Sample		Same Incumbent	
90	137						Med	Ave	Med	Ave
Base Salary			78 000	85 000	95 000	86 710	1.6%	3.1%	2.5%	2.7%
<i>Benefits</i>										
Phone Allowance		3.1%		462		435				
Health Insurance		26.4%		595		987				
Income Protection Insurance		3.1%		561		665				
Life Insurance		12.6%		415		444				
Superannuation		27.0%		4 482		5 252				
Additional Leave		1.3%		*		*				
Carpark		5.0%		3 850		4 378				
Car Allowance		1.9%		*		*				
Motor Vehicle		1.3%		*		*				
Clubs / Professional Fees		5.7%		670		660				
Other Benefits		13.2%		230		841				
Fixed Remuneration Excl. FBT & KS			78 214	86 733	96 500	89 003	2.0%	3.5%	2.5%	2.8%
FBT		36.5%		422		738				
Fixed Remuneration Excl. KS			78 214	87 144	96 500	89 270	2.5%	3.4%	2.5%	2.7%
Fixed Remuneration			78 993	87 914	99 008	90 074	1.8%	3.6%	2.5%	2.9%
<i>Cash / Variable Pay</i>										
Actual Bonus / Incentive		18.2%		6 800		8 808				
Potential Bonus / Incentive		7.5%		3 900		5 063				
Bonus / Incentive as % of Base				7.1		10.2				
Commission		0.0%		-		-				
Callout / Shift Allowance		0.0%		-		-				
Other Taxable Allowances		8.8%		230		573				
Total Remuneration Excl. FBT & KS			79 394	88 983	98 711	90 395	2.2%	3.0%	2.5%	2.9%
Total Remuneration Excl. KS			79 394	89 356	98 838	90 662	2.3%	2.9%	2.5%	2.9%
KiwiSaver		39.0%		1 703		1 869				
Total Remuneration			79 688	90 000	99 910	91 466	2.5%	3.1%	2.5%	3.0%
Overtime		1.9%		*		*				

* Amount not shown due to small sample size.

Financial Accountant Trend

