

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
Administration and Support		
CO04	Corporate Services Manager	18 - 20
CO05	Administration Manager	14 - 17
CO07	Administration Team Leader	11 - 14
CO21	Executive Secretary	11 - 13
CO23	Secretary / Personal Assistant	8 - 10
CO25	Receptionist / Telephonist	6 - 8
Customer Service and Call Centre		
CU10	Customer Services Manager	18 - 22
CU51	Customer Service Representative	8 - 10
Engineering		
ET02	Senior Executive Engineering	23 - 26
ET05	Engineering Manager	19 - 21
Finance and Accounting		
FI03	Finance/Accounting Manager - Large/Medium Org/Business Unit	24 - 28
FI04	Finance/Accounting Manager - Medium/Small Org	21 - 23
FI05	Finance/Accounting Manager - Small Org	18 - 20
FI06	Commercial Manager	19 - 22
FI20	Financial Accountant	15 - 18
FI21	Management Accountant	15 - 18
FI28	Assistant Accountant	11 - 13
FI33	Accounts Officer	6 - 8
Human Resources		
HR03	Human Resources Manager - Large/Medium Org/Business Unit	21 - 23
HR04	Human Resources Manager - Medium/Small Org/Business Unit	18 - 20
HR06	Human Resources Advisor	15 - 17
HR08	Human Resources Assistant	9 - 11
HR20	Training and Development Manager	18 - 20
HR42	Senior Payroll Officer	11 - 13
Health and Safety		
HS02	Health and Safety Manager - Medium to Large Org	21 - 23
HS03	Health and Safety Manager - Small to Medium Org	19 - 21
HS04	Health and Safety Manager - Small Org	17 - 20
Manufacturing Operations		
OM07	Production Manager	18 - 20

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

2019 – PREMIUM SUBSCRIPTION

The premium subscription provides the data supplied with the standard subscription as listed previously, plus 35 additional CEO & Senior Executive roles.

Job Code	Job Title	Grade Range
Chief Executives		
CE101	CEO/Managing Director - Total Sample	25 - 46
CE147	Country Manager - Total Sample	20 - 35
CE102	CEO/Managing Director - Private Sector	25 - 46
CE103	CEO/Managing Director - Public Sector	25 - 45
CE104	CEO/Managing Director - Not For Profit	25 - 34
CEO19T	Deputy CEO (Total Sample)	25 - 36
Administration and Support		
CO100S	Senior Executive Corporate Services (Small Organisations)	20 - 26
CO100M	Senior Executive Corporate Services (Medium Organisations)	24 - 29
CO100L	Senior Executive Corporate Services (Large Organisations)	27 - 32
Engineering		
ET100S	Senior Executive Engineering (Small Organisations)	20 - 26
ET100M	Senior Executive Engineering (Medium Organisations)	24 - 29
ET100L	Senior Executive Engineering (Large Organisations)	27 - 32
Finance and Accounting		
FI100S	Senior Executive Finance (Small Organisations)	20 - 26
FI100M	Senior Executive Finance (Medium Organisations)	24 - 29
FI100L	Senior Executive Finance (Large Organisations)	27 - 32
Human Resources		
HR100S	Senior Executive Human Resources (Small Organisations)	20 - 26
HR100M	Senior Executive Human Resources (Medium Organisations)	24 - 29
HR100L	Senior Executive Human Resources (Large Organisations)	27 - 32

Job Code	Job Title	Grade Range
Information Technology		
IT100S	Senior Executive Information Technology (Small Organisations)	20 - 26
IT100M	Senior Executive Information Technology (Medium Organisations)	24 - 29
IT100L	Senior Executive Information Technology (Large Organisations)	27 - 32
Legal, Risk and Compliance		
LRC100S	Senior Executive Legal, Risk and Compliance (Small Organisations)	20 - 26
LRC100M	Senior Executive Legal, Risk and Compliance (Medium Organisations)	24 - 29
LRC100L	Senior Executive Legal, Risk and Compliance (Large Organisations)	27 - 32
Marketing and Communications		
MK100S	Senior Executive Marketing (Small Organisations)	20 - 26
MK100M	Senior Executive Marketing (Medium Organisations)	24 - 29
MK100L	Senior Executive Marketing (Large Organisations)	27 - 32
Operations / Service Delivery		
OP100S	Senior Executive Operations (Small Organisations)	20 - 26
OP100M	Senior Executive Operations (Medium Organisations)	24 - 29
OP100L	Senior Executive Operations (Large Organisations)	27 - 32
Property Management		
PP100M	Senior Executive Property (Medium Organisations)	24 - 29
PP100L	Senior Executive Property (Large Organisations)	27 - 32
Sales		
SA100S	Senior Executive Sales (Small Organisations)	20 - 26
SA100M	Senior Executive Sales (Medium Organisations)	24 - 29
SA100L	Senior Executive Sales (Large Organisations)	27 - 32

EXAMPLE REPORT

Financial Accountant						FI20				
Position Summary						SP Grade	15 - 18			
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.						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

