
What Market Remuneration Information is Available?

There are many sources of market remuneration data, including those provided by professional associations, those conducted by local Chambers of Commerce or the National Employers Wage & Salary Survey (which is open to members of New Zealand's four regional employer associations). Surveys may be free to participants and/or members, or there may be a small fee charged to obtain the results. In addition, there are a number of remuneration and reward consultancies offering a combination of general market information and specialist surveys. Although most surveys are only available to participants, some are available for general purchase (but offer a discounted price to participants).

Choosing the most appropriate data source depends on the individual organisation. The New Zealand subsidiary of a multi-national may be required to use the same data source as its global parent. A New Zealand-owned company with foreign operations may need to choose a consultancy that offers data in all its geographic locations where a local company does not need to take that into account.

The major global reward consulting firms are:

- Hay Group (New Zealand offices in Auckland and Wellington);
- Hewitt CSi (Auckland);
- Mercer (Auckland and Wellington); and
- Towers Watson (currently no New Zealand offices).

There are also a small number of New Zealand-owned consultancies offering remuneration data:

- DSD Consulting;
- MHR Global (previously McBride HR, and includes Cubiks survey for NZ and UK);
- Strategic Pay (merged with PriceWaterhouse Coopers in 2004, Higbee Shaffler in 2008 and Moyle Remuneration Consulting in 2012).

General Remuneration Surveys

Online Remuneration Information

The larger consultancies provide subscribers with online access to their remuneration database. Information in these databases is usually analysed on a combination of job evaluation and position matching (with position matching underpinned by the relevant proprietary job evaluation methodology). The databases are searchable, with clients able to choose to compare by factors such as role, job size, sector, industry, geographic location and organisation size. A subscriber therefore does not need access to a general market or specialist survey, as the online database can be searched for the appropriate information.

The following organisations provide an online service:

- DSD Consulting (www.dsdconsulting.co.nz) offer REMOnline which provides access survey subscriptions and the ability to analyse information on 70,000 employees;
- Hay Group's PayNet (www.haypaynet.com) holds information on approximately 100,000 employees from over 300 organisations across the private and public sectors;
- Mercer's Pay Monitor® (www.imercer.com) delivers both general and sector-specific surveys;
- MHR Global (www.mcbridehr.co.nz) offers MHRRemData (previously the Cubiks survey), covering 36,000 employees across the public and private sectors.

Top Executive Surveys

For many consultancies, their premiere survey is an annual survey of top Executive remuneration, generally covering the Chief Executive Officer (or equivalent), Deputy CEO and direct reports to the CEO. Such surveys are offered by DSD Consulting, Hewitt CSI, Mercer, Moyle Remuneration Consulting and Strategic Pay.

Strategic Pay and Hay Group also offer surveys of Director's Fees, covering the Chair, Deputy Chair and Director roles, with information on additional Committee fees. The Strategic Pay survey is conducted in association with the Institute of Directors, and is generally considered the market leader.

Other Surveys

Consultancies may also offer a hard copy general remuneration survey, covering a wide range of roles across all industry sectors. These include REMonTAP© from DSD Consulting, a General Industry survey from Hewitt CSI and Benchmark and Remuneration Reports from Strategic Pay. Mercer offers a survey of global policy regarding international assignments (expatriates). Other surveys focus on specialist roles that are common across a number of industries:

- Analysts (Mercer);
- Call Centre (Hewitt CSI);
- Corporate Services & Executive Management Report (from Strategic Pay); and
- IT Specialists (Hewitt CSI);
- Not-for-Profit sector (Strategic Pay).

Industry Remuneration Surveys

In many cases, roles are specific to their industry. Participation in these surveys is likely to be restricted to organisations in that industry or to members of the sponsoring organisation. Annual industry-specific surveys available in the New Zealand market include:

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| ▪ Actuarial; | ▪ IT & Telecommunications; |
| ▪ Apparel Industry; | ▪ Law; |
| ▪ Consulting Engineers; | ▪ Life, Disability & Health Insurance; |
| ▪ Banking; | ▪ Local Government; |
| ▪ Central Government; | ▪ Medical Technology Association of NZ; |
| ▪ Civil & Roading Sector; | ▪ National Forestry & Mill Operations; |
| ▪ Energy Sector; | ▪ Not-for-Profit; |
| ▪ Engineering & Operations; | ▪ Pharmaceutical; |
| ▪ ERP, IT and Strategic Business Consulting; | ▪ Policy Analysts; |
| ▪ Financial Services; | ▪ Property; |
| ▪ FMCG; | ▪ Retail; |
| ▪ Hi-Tech; | ▪ Scientists and Applied Research; |
| ▪ Human Resources; | ▪ Tax, Assurance & Business Advisory; |
| ▪ Institutes of Technology and Polytechnics; | ▪ Transmission, Distribution & Asset Management (electricity utility industry); |
| ▪ Institutional Banking; | ▪ Wine. |
| ▪ Insurance; | |

For more information on what remuneration data sources would be most appropriate for your organisation, contact Iola Goulton at Bay Reward Consulting, on 07 576 4762 or 021 802 041 or via email at igoulton@bayreward.co.nz.