



2021

LawsonWilliams
Specialist Recruitment



THE NEW ZEALAND
INSTITUTE OF FOOD SCIENCE
& TECHNOLOGY INC



New Zealand Food Industry

SALARY SURVEY

Part 1 - General Survey Data

CONTENTS


Part 1 - Introduction and general Survey Data

- 01. Foreword
- 03. NZIFST Introduction
- 04. Executive Summary
- 05. General Data Survey results

Part 2 - Individual Position Data

- 15. Individual Position Results
- 16. Technical Manager
- 18. Product Development/Innovation - Manager
- 20. Food/Product Development/R&D/Sensory - Technologist
- 22. Process - Engineer/Technologist
- 24. Quality/Compliance - Manager
- 26. Quality Assurance - Supervisor/Coordinator/Team Leader
- 28. Technical/Quality/Food Safety - Officer/Technologist
- 30. Laboratory Manager
- 32. Quality/Laboratory - Technician/Analyst
- 34. Health & Safety Manager
- 36. Health & Safety - Officer/Coordinator/Advisor
- 38. Engineering Manager - Projects & Maintenance
- 40. Project Engineer
- 42.. Maintenance Engineer - Mechanical/Electrical
- 44. Automation & Control Engineer
- 46. Operations Manager
- 48. Production Manager
- 50. Production Team Leader
- 52. About Lawson Williams Consulting Group

Foreword



Lawson Williams and NZIFST created this survey in 2019 to deliver robust Food Industry salary information to NZ businesses. We are pleased to welcome as a partner in 2021 The New Zealand Food and Grocery Council, FGC.

The New Zealand Institute of Food Science and Technology (NZIFST) is the country's leading professional association representing people working in the food industry, or in related research and teaching, who apply science, technology and engineering to the processing, manufacture and distribution of foods.

The New Zealand Food & Grocery Council (FGC) is an industry association that represents the manufacturers and suppliers behind New Zealand's food, beverage, and grocery brands. FGC makes representations to the Government, retailers and other relevant organisations on matters that affect the industry and liaises with government departments on food legislation, trade practices, and environmental issues, working where needed with a range of stakeholders.

Lawson Williams Specialist Recruitment has been immersed in Food Industry recruitment in New Zealand since 1993. Our association with the New Zealand Institute of Food Science and Technology (NZIFST) began in 1988. As professional members of the Institute and as a recruitment organisation we are keen to contribute to the further development of careers in the New Zealand Food Industry.

The surveys purpose is to provide up to date salary information for employers to use in the development of their remuneration strategies. This will in turn benefit NZIFST and NZFGC members and indeed all employees in the Food Industry.



When determining salaries, it is best practice to use at least 2 sources of salary information to guarantee the accuracy of results. Good salary survey information revolves around timeliness of the data and the relevance and number of participating organisations.

Currently in New Zealand there are only a few sources of robust Food Industry salary information. A small number are created by Consulting firms however these are typically expensive and consequently are out of reach for many New Zealand Food companies.

Alternatively, the Internet provides an array of data. This is often presented by recruitment companies and collected from candidates using their services. The accuracy of this data can be questionable and is typically presented in broad salary bands or position groups, providing less value to employers.

Key facts about the NZ Food Industry Salary Survey

- 1. The survey has been developed for NZ businesses in the Food Industry.
- 2. The survey is supported by NZIFST and NZFGC. It is not an individual NZIFST member survey.
- 3. The survey report is free to participating companies.
- 4. The survey report is presented in two parts
 - Part 1 - General Survey Data
 - Part 2 - Individual Position Data
- 4. The survey is biannual.
- 5. The survey results are not made available to employees or individual NZIFST members.

- 6. Confidentiality of data. The salary data is collected by SurveyNow, Lawson Williams Survey division. Survey data is extracted and is stored as aggregated data only to create the survey results. Source data is immediately deleted removing any reference to the participating companies.
- 7. There is no additional marketing to participating companies.

It is our intention to build this salary survey to a minimum participation level of 300 companies to ensure strong validity across all positions surveyed. We intend for the survey to run biannually and grow to be a reputed source of Salary Information for the Food Industry in New Zealand. We also intend that it will continue to be free for participating companies.

If you have participated in our second year, we thank you for supporting us. We hope you gain value from the survey results and we look forward to your participation over the coming years as we build the quality of the results and reporting.

We ask you to give us your feedback and make suggestions for improvement. This survey is for the industry so must deliver what you need. You can contact us at surveys@lawsonwilliams.co.nz.

Regards

John Lawson,
Managing Director
Lawson Williams Consulting Group Ltd

The New Zealand Food Industry Salary Survey





Introduction from NZIFST

Everyone wants to know where their salary sits with respect to their peers and colleagues – right? We want to know that the dollar value placed on us by our employer reflects the industry's value for that role, coupled with our qualifications and experience.

On the other side of that coin, perhaps we are hiring someone as a production manager, or a new product development technician; someone to work on bench research at a CRI or assure that we fulfill food safety requirements or in any of the other myriad vital roles that support our food industry. In this case we need to pay the right salary to attract the best person for that job and correctly value their qualifications and experience.

This is the second NZIFST Food Industry Salary Survey, building on the experience from 2019 to capture a greater number of participants, and provide even better quality information. Additionally, NZIFST and Lawson Williams invited the New Zealand Food and Grocery Council to add its name to the survey, and actively promote it amongst its members. The breadth of role names/descriptions has been widened to include Operations and Engineering professionals.

The New Zealand Food Industry Salary Survey

NZIFST sees this salary knowledge as a valuable resource for members and for the wider food industry in assessing the value of technical roles within the industry, particularly important due to the ongoing skills shortage for technical staff and the current low level of unemployment in New Zealand. In addition the large group of small to medium food companies in New Zealand struggle to access relevant salary information due to the high cost of existing surveys

In 2019, on behalf of NZIFST, Lawson Williams designed a survey to discover the information that will be of value to all interested parties. This year, with greater participation by employers, the online survey was conducted during April and May. We thank you for your participation and complete confidentiality is assured.

Lawson Williams has now analysed the results. Participating companies will receive access to the full report, while NZIFST members will have access to the broader survey results via the NZIFST website.





Executive Summary

This is the second survey NZIFST in partnership with Lawson Williams have carried out on the remuneration packages paid in the Food Industry in the New Zealand. This report covers the 2020 year, which has been challenging for us all as individuals and New Zealand businesses.

The survey response rate has grown significantly in 2021 compared to 2019. We have been able report on 18 positions with suitable validity.

As this is only our second survey, we would caution against making salary decisions based solely on the survey data and recommend that it be used in conjunction with market information and where appropriate, your existing salary data and remuneration strategy.

For our second report we are able to include simple trending information and due to increased participation we now show salary against company size (by staff numbers) and location. As we continue to build participation levels in future years we will present individual position data in greater detail.

We also look forward in future surveys to delivering trend data which will provide useful insight into recent past and predicted remuneration changes, keeping your organisation informed and ready to respond to the market.

In the future Lawson Williams will introduce from other research sources, information from the employee perspective. For example the most valued benefits by employees, the key decision factors in choosing a job and leaving a job.

We all know that skilled staff in the New Zealand Food Industry are hard to find and increasingly are harder to employ. Job offers are often failing due to candidates having multiple offers or counter offers. It is critical that you are aware and able to present a competitive remuneration package and therefore we believe that this survey will provide you useful insight into the market today and as we grow will become a trusted resource for your remuneration strategies.



2019 SALARY SURVEY General Data



The following results are based on aggregated data across all positions

All Salary Data

| | 2019 | 2021 | % change |
|----------------|--------|--------|----------|
| Min | 41600 | 41600 | 0.0% |
| Lower Quartile | 68421 | 73000 | 6.7% |
| Median | 85000 | 86983 | 2.3% |
| Upper Quartile | 110000 | 112589 | 2.4% |
| Max | 220000 | 253650 | 15.3% |

All Salary Data by Company Size

| | 1-20 | | | 21-80 | | | 81-300 | | | 301+ | | |
|-----------------|--------|--------|----------|--------|--------|----------|--------|--------|----------|--------|--------|----------|
| | 2019 | 2021 | % change | 2019 | 2021 | % change | 2019 | 2021 | % change | 2019 | 2021 | % change |
| Number of Staff | 1-20 | 1-20 | % change | 21-80 | 21-80 | % change | 81-300 | 81-300 | % change | 301+ | 301+ | % change |
| Min | 50000 | 45000 | -10.0% | 41600 | 41600 | 0.0% | 45000 | 41600 | -7.6% | 45000 | 48000 | 6.7% |
| Lower Quartile | 71250 | 73000 | 2.5% | 64250 | 66560 | 3.6% | 65000 | 66560 | 2.4% | 70639 | 74345 | 5.2% |
| Median | 97268 | 85000 | -12.6% | 80000 | 84864 | 6.1% | 85000 | 84864 | -0.2% | 85000 | 86797 | 2.1% |
| Upper Quartile | 114464 | 100000 | -12.6% | 105000 | 107100 | 2.0% | 112050 | 107100 | -4.4% | 110921 | 112589 | 1.5% |
| Max | 150000 | 153000 | 2.0% | 220000 | 245000 | 11.4% | 187773 | 245000 | 30.5% | 203600 | 207672 | 2.0% |

Kiwisaver - Company % contribution

| | 1-20 | | | 21-80 | | | 81-300 | | | 301+ | | |
|--------------|--------------|--------------|----------|-------|------|----------|--------|------|----------|------|------|----------|
| | 2019 | 2021 | % change | 2019 | 2021 | % change | 2019 | 2021 | % change | 2019 | 2021 | % change |
| % of Entries | Not a member | Not a member | % change | 3% | 3% | % change | 4% | 4% | % change | 8% | 8% | % change |
| | 6 | 4 | -33.3% | 78 | 88 | 12.8% | 13 | 8 | -38.5% | 2 | 0 | -100.0% |

Kiwisaver and Gross Salary

| | 2019 | 2021 | % Change |
|---|------|------|----------|
| Kiwisaver is included as part of gross salary | 26% | 19% | -26.9% |
| Kiwisaver is paid in addition to gross salary | 74% | 81% | 9.5% |

The following results are based on aggregated data across all positions

All Salary Data by Location

| | 2019 | 2021 | % change | 2019 | 2021 | % change | 2019 | 2021 | % change | 2019 | 2021 | % change |
|----------------|---------------------|---------------------|----------|------------|------------|----------|-------------------------|-------------------------|----------|---------------------------|---------------------------|----------|
| | Otago/ Southland | Otago/ Southland | | Canterbury | Canterbury | | Nelson/ Marlborough | Nelson/ Marlborough | | Wellington | Wellington | |
| Min | 55120 | 55000 | -0.2% | 50000 | 48960 | -2.1% | 54000 | 54000 | 0.0% | 45000 | 48000 | 6.7% |
| Lower Quartile | 78750 | 77762 | -1.3% | 68000 | 71910 | 5.8% | 72000 | 72930 | 1.3% | 48000 | 71252 | 48.4% |
| Median | 95000 | 96900 | 2.0% | 80000 | 82664 | 3.3% | 77000 | 78000 | 1.3% | 50500 | 87762 | 73.8% |
| Upper Quartile | 113252 | 116877 | 3.2% | 106000 | 114750 | 8.3% | 110000 | 103530 | -5.9% | 100000 | 110199 | 10.2% |
| Max | 187773 | 191528 | 2.0% | 172000 | 180208 | 4.8% | 188000 | 173571 | -7.7% | 100000 | 126799 | 26.8% |
| | 2019 | 2021 | % change | 2019 | 2021 | % change | 2019 | 2021 | % change | 2019 | 2021 | % change |
| | Manawatu | Manawatu | | Taranaki | Taranaki | | Hawkes Bay/ Gisborne | Hawkes Bay/ Gisborne | | Waikato/ Bay of Plenty | Waikato/ Bay of Plenty | |
| Min | 45000 | 59300 | 31.8% | 62000 | 63240 | 2.0% | 75000 | 72375 | -3.5% | 50000 | 51000 | 2.0% |
| Lower Quartile | 64875 | 72169 | 11.2% | 72012 | 70359 | -2.3% | 88500 | 76500 | -13.6% | 70500 | 73748.5 | 4.6% |
| Median | 87750 | 90416 | 3.0% | 86000 | 84660 | -1.6% | 93000 | 100000 | 7.5% | 82003 | 85686.12 | 4.5% |
| Upper Quartile | 100000 | 107100 | 7.1% | 123125 | 97385 | -20.9% | 94750 | 114921 | 21.3% | 103250 | 119305 | 15.5% |
| Max | 114847 | 200749 | 74.8% | 140700 | 143514 | 2.0% | 100000 | 150000 | 50.0% | 140000 | 245000 | 75.0% |
| | 2019 | 2021 | % change | | | | | | | | | |
| | Auckland | Auckland | | | | | | | | | | |
| Min | 41600 | 41600 | 0.0% | | | | | | | | | |
| Lower Quartile | 66625 | 71966 | 8.0% | | | | | | | | | |
| Median | 83100 | 87297 | 5.0% | | | | | | | | | |
| Upper Quartile | 112000 | 112589 | 0.5% | | | | | | | | | |
| Max | 220000 | 253650 | 15.3% | | | | | | | | | |

All Salary Data - Gender

| | 2019 | 2021 | % change | 2019 | 2021 | % change |
|----------------|--------|--------|----------|--------|--------|----------|
| | Male | Male | | Female | Female | |
| Min | 45000 | 45000 | 0.0% | 41600 | 41600 | 0.0% |
| Lower Quartile | 73450 | 78018 | 6.2% | 65425 | 66475 | 1.6% |
| Median | 90900 | 93636 | 3.0% | 80000 | 81500 | 1.9% |
| Upper Quartile | 112686 | 117310 | 4.1% | 108834 | 105665 | -2.9% |
| Max | 220000 | 253650 | 15.3% | 203600 | 207672 | 2.0% |

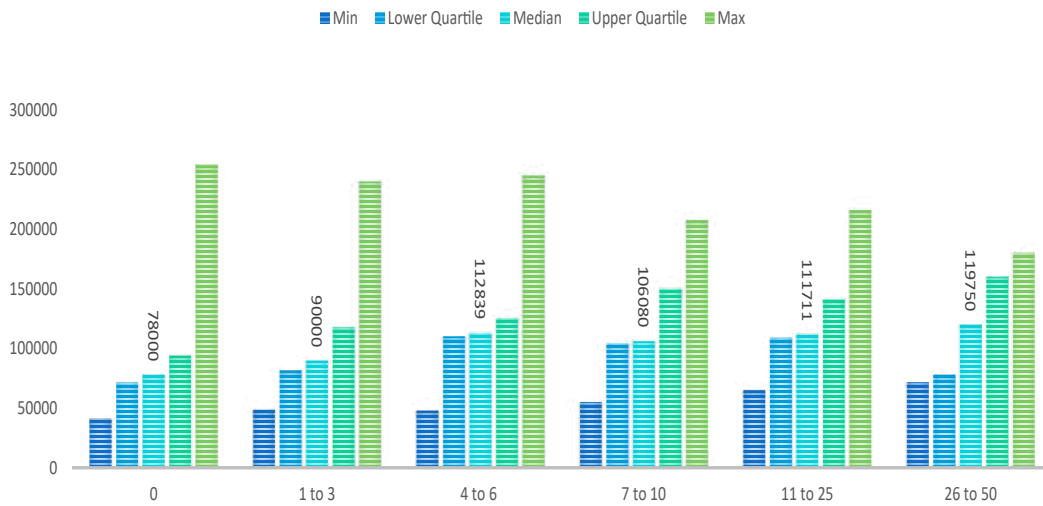
The following results are based on aggregated data across all positions

All Salary Data - Benefits - % of entries receiving a benefit

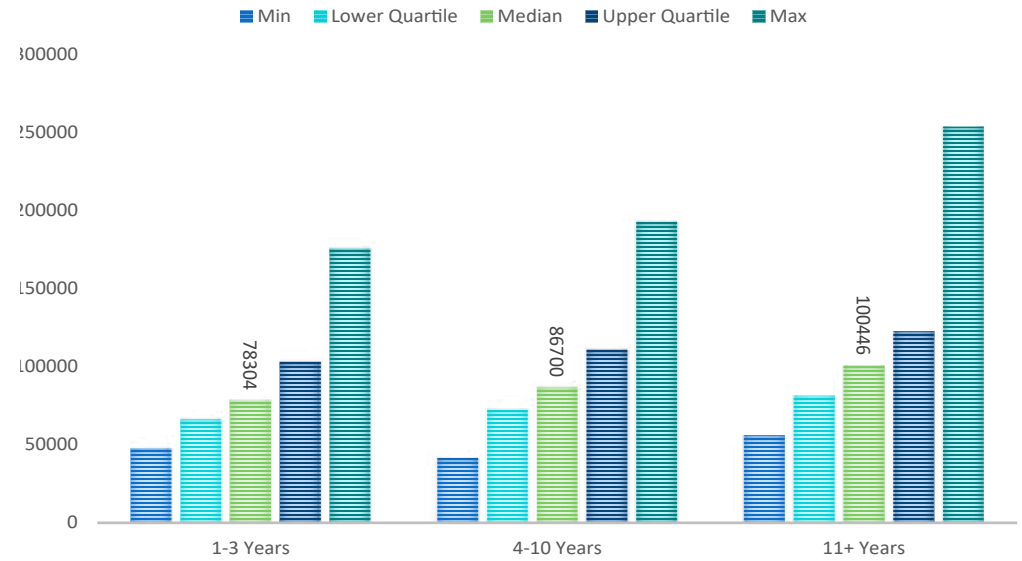
| | 2019 | 2021 | % Change |
|--------------------------------------|-------|-------|----------|
| Staff Discounts | 44.4% | 53.3% | 20.1% |
| Mobile Phone or Allowance | 56.3% | 46.7% | -17.0% |
| Health Insurance | 30.8% | 43.7% | 41.9% |
| Flexible Work Hours | 58.3% | 40.7% | -30.1% |
| Car Park | 30.1% | 39.1% | 29.8% |
| Other - leisure area, gym, fruit etc | 27.5% | 34.5% | 25.6% |
| Career & Prof Dev/Training | 33.1% | 26.1% | -21.0% |
| Life Insurance | 6.6% | 14.8% | 123.0% |
| Overtime | 6.6% | 12.0% | 80.8% |
| Call Out/Shift Allowance | 10.6% | 11.0% | 3.6% |
| Motor Vehicle | 8.9% | 7.2% | -19.6% |
| Phone Allowance | 12.9% | 7.2% | -44.4% |
| Additional Superannuation | 5.0% | 6.8% | 36.6% |
| Income Protection | 3.6% | 4.6% | 26.0% |
| Clothing Allowance | 2.0% | 1.8% | -9.6% |
| Car Allowance | 1.7% | 1.0% | -39.7% |
| Child Care | 0.0% | 0.2% | 0.0% |

The following results are based on aggregated data across all positions

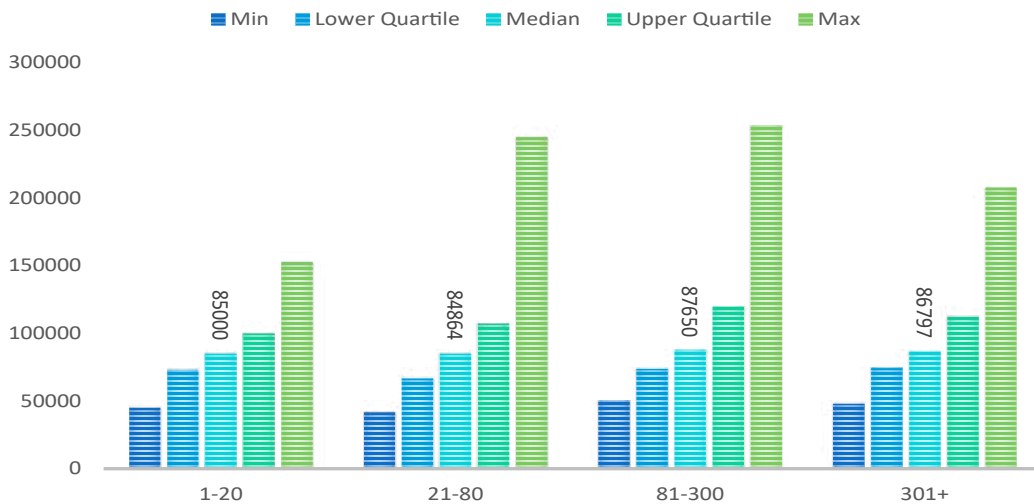
Salary - # of Reports (all data)



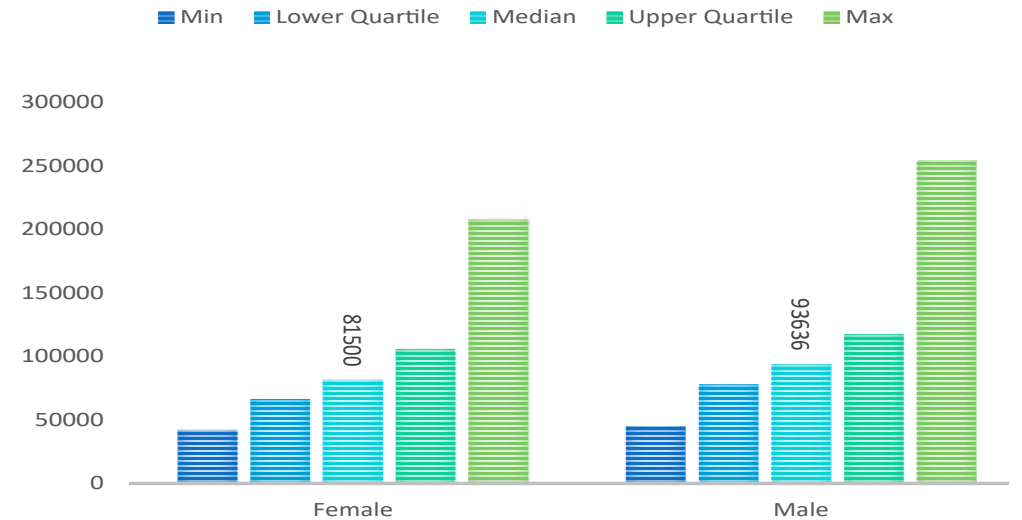
Salary - Years of Experience (all data)



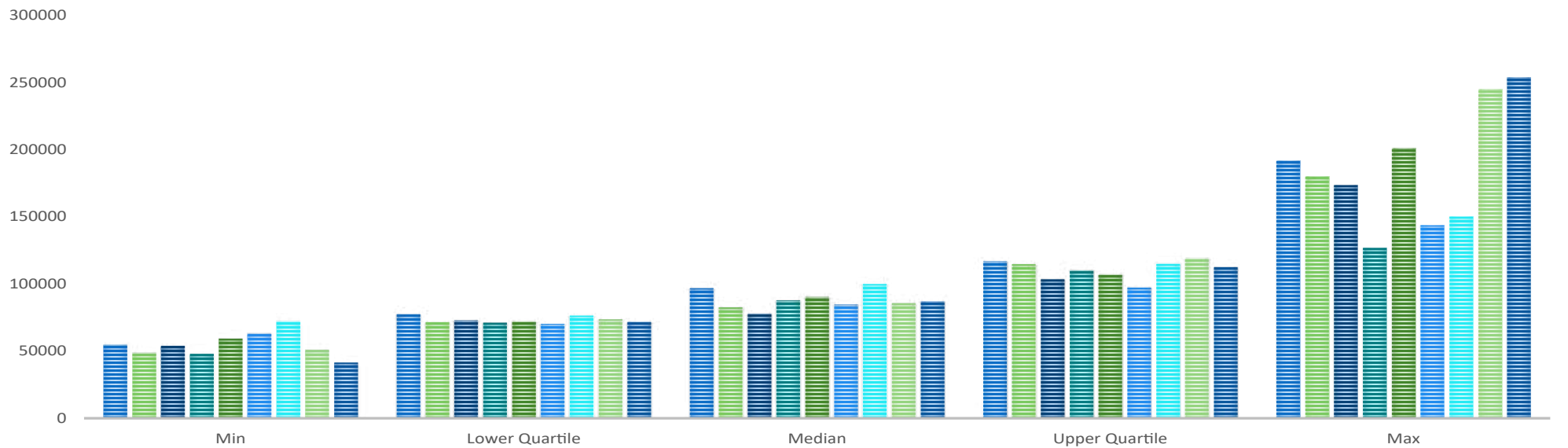
Salary - Size of Company (all data)



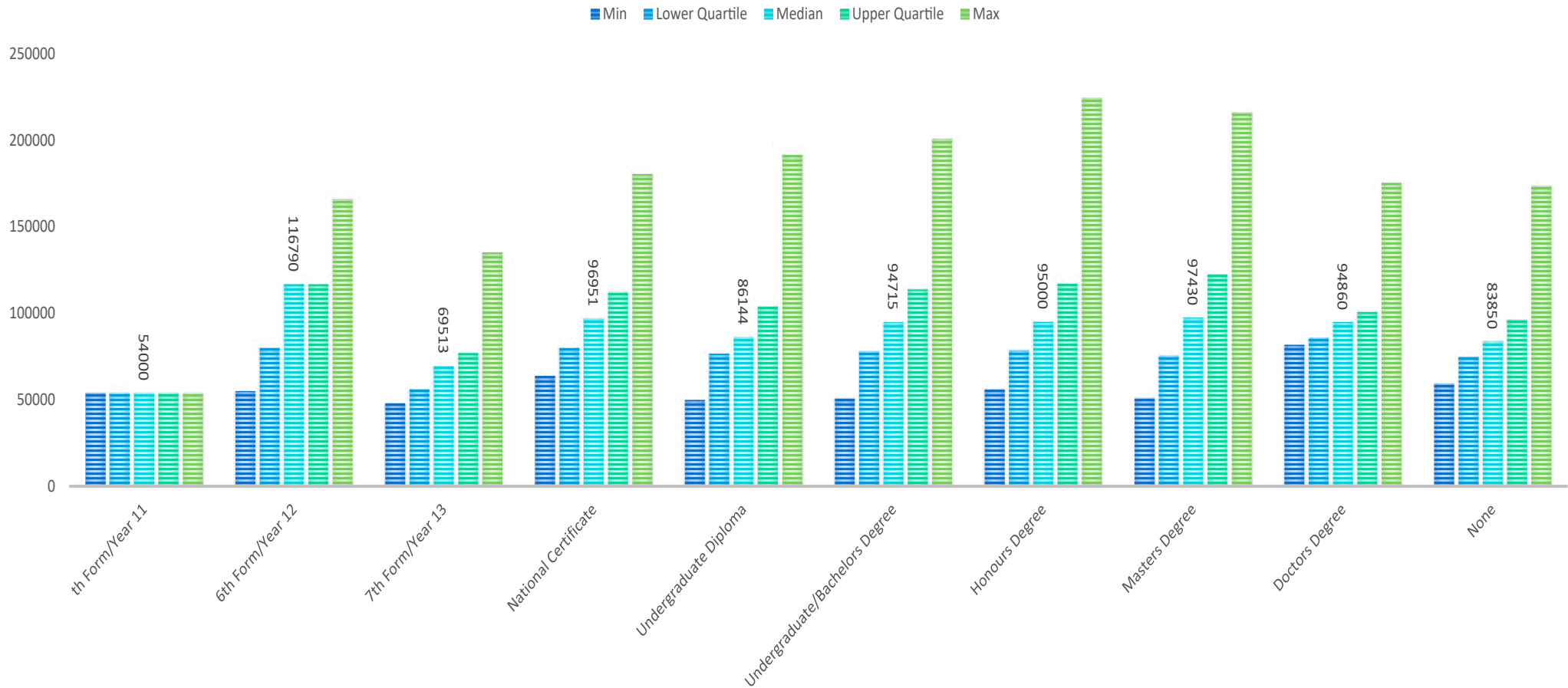
Salary - Gender (all data)



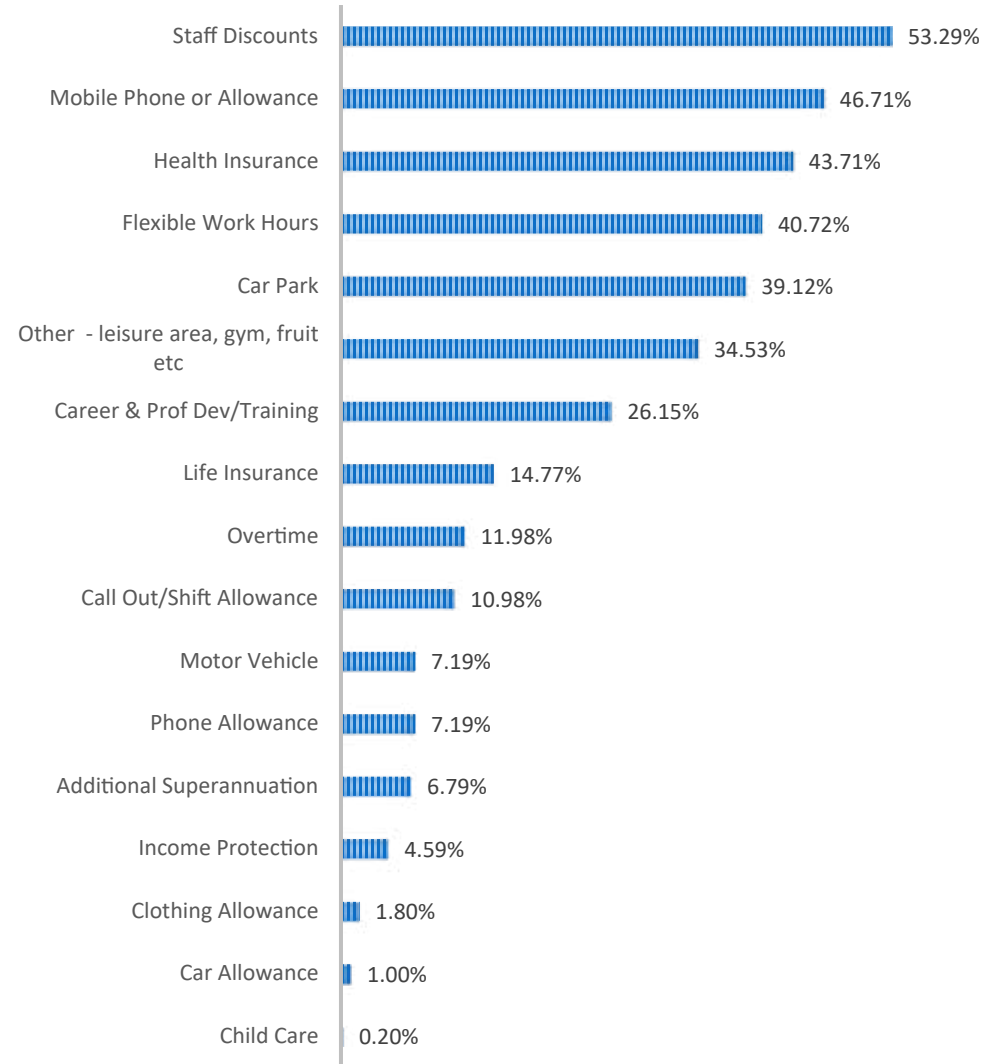
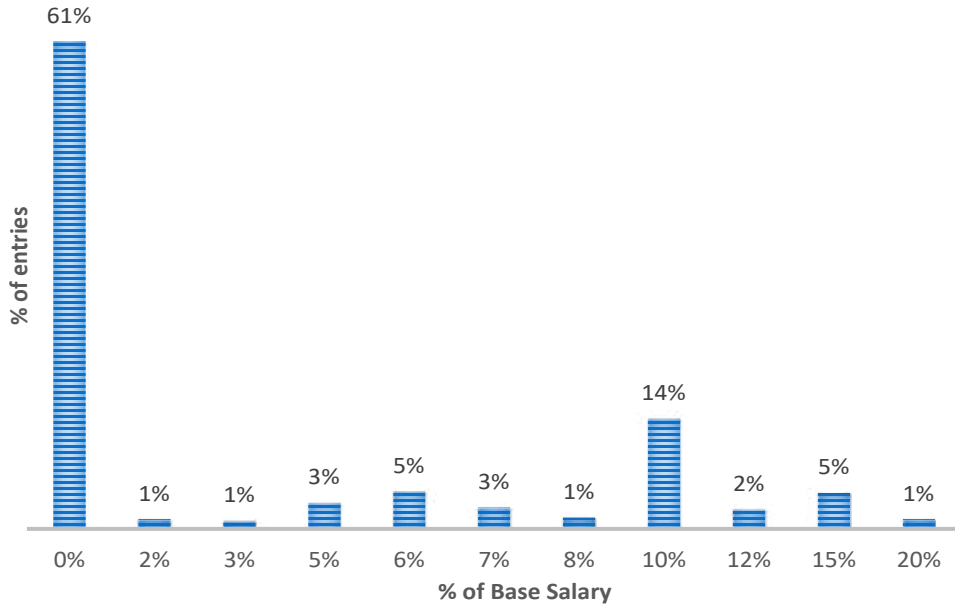
Salary - by Location (all data)



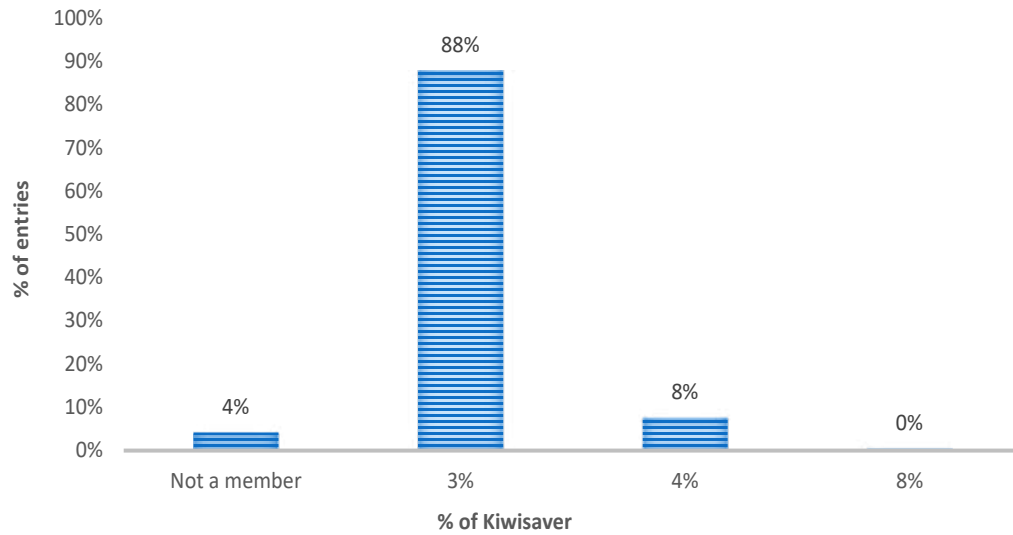
Salary - Level of Qualification (all data)



Bonus/Commission received (all data)

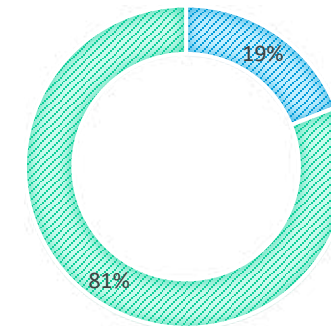


Kiwisaver -Company % contribution



Kiwisaver - included or added to gross salary

- Kiwi Saver is included as part of gross salary
- Kiwi Saver is paid in addition to gross salary





About the authors

Lawson Williams Consulting Group is a Recruitment Solutions business.

We work with a wide range of New Zealand businesses and for over 25 years delivered **improved recruitment outcomes** and **reduced the total cost of recruitment**.

The business operates with 2 Recruitment brands...



Specialising in..
Manufacturing and Operations
Supply Chain and Procurement
Technical, Quality and Health and Safety
Engineering
Lean and Continuous Improvement
Sales and Marketing



Leadership recruitment for
New Zealand organisations

Contact Us:

Website: www.lawsonwilliams.co.nz
Email: siurveys@lawsonwilliams.co.nz
Phone: 09 5223920 021 922930

We provide...

End to end recruitment...

As recruitment specialists our role is to know who is right. It's about experience, capability, potential and fit. Today's recruitment specialist must know both the market and the people in it. With over 25 years recruiting in New Zealand, including the completion of thousands of successful assignments we have become an authority within our areas of recruitment specialisation.

Recruitment Consulting...

Our Recruitment consulting team work with clients who are looking for a fit for purpose recruitment solution, not always requiring our end to end specialist recruitment services. We work with Managers, Human Resources and Internal Recruitment to develop, implement or supplement unique recruitment services.

HR Services....

Our clients often have human resources management needs that require reliable access to senior level HR experience, but not on a full-time basis. Whether it's a one-off project or on-going support and advice throughout the year, HR Services can develop and provide the HR service or support to meet your requirements.