



2021

New Zealand Supply Chain

SALARY SURVEY

NZPICS

ASSOCIATION
FOR OPERATIONS
& SUPPLY CHAIN
PROFESSIONALS


LawsonWilliams
Specialist Recruitment

Part 1 - General Survey Data

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Foreword

Lawson Williams and NZPICS created this survey in 2019 to deliver robust Supply Chain salary information to NZ businesses.

The Association for Operations and Supply Chain Professionals (NZPICS) is the country's leading professional association representing people working in Supply Chain.

Lawson Williams Specialist Recruitment has been immersed in Supply Chain Recruitment in New Zealand since 1995 and has been a member of NZPICS for most of that time.

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 NZPICS members and indeed all employees in the Supply Chain sector.

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 Supply Chain Salary information. There are a small number created by Consulting firms are typically expensive and are out of reach for many New Zealand 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 presented in broad salary bands or position groups, providing less value to employers.

Key facts about the NZ Supply Chain Salary Survey

1. The survey has been developed for NZ businesses that employs staff in Supply Chain positions.
2. The survey is supported by NZPICS. It is not an individual NZPICS member survey.
3. The survey 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 NZPICS 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.

The New Zealand Supply Chain Salary Survey

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 Supply Chain 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





Introduction from NZPICS

The impact COVID-19 has had on global Supply Chain has reshaped our world in numerous ways both professionally, personally from companies to communities it has had a significant impact.

COVID -19 has ravaged restaurants, travel & tourism, hotels, events venues, etc whereas supply chain and supply chain professionals found a moment in the spotlight, keeping goods moving and society running. The awareness in the past year has put Supply Chain in everyone's vocabulary and lives.

The awareness and importance of global supply chain has never been greater. Supply Chain professionals are in the forefront & leadership position to ensure organisations are sustainable & responsive not only to the community but consumer alike.

Dynamic forces challenge the work of the supply chain professional every day – coronavirus, cyber security, climate change, technology including technological autonomy / intelligence and data, automation (AI, ML, IoT, etc), digital transformation, 3D printing, rising consumer expectation for any anytime-anywhere shopping experience, etc. As a supply chain professional, we need to prepare for the next disruption we may face as opposed to the previous disruption we faced.

It is our collective responsibility to evolve, grow and remain on the forefront of change within the environment. This is a challenge for us as an organisation and individual as we are responsible & sustainable no matter what.

COVID-19 has had a positive spin on Supply Chain professionals as tendency to favour near shoring to off shoring, increase in local manufacturing, increase in inventory, etc. Opportunity for supply chain professionals to grow and help local businesses to sustain and thrive. This is turn will provide Supply Chain professionals with job security, good health and well-being. A reason for supply chain professionals to upskill and reskill and stay on top of their game.

NZPICS is a not for profit, premium supply chain and operations management education provider for the last 40 years. We are the only premium channel partner for APICS in New Zealand delivering their global gold standard certification programs, viz CPIM, CSCP, CLTD, SCOR, etc.

Thank you to all our members for your support over the last 40 years. Looking forward to your support for the next 40 years.

NZPICS views the Supply Chain Salary Survey as a resource to provide a national benchmark on supply chain talent given the skill shortage for supply chain professionals and low level of employment in New Zealand.

Vijay Todkar

General Manager

The New Zealand Supply Chain Salary Survey





Executive Summary

This is the second survey NZPICS in partnership with Lawson Williams has carried out on the remuneration packages paid to Supply Chain 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 15 positions with suitable validity. Please note that three positions received a lower response, and these have been highlighted in the results. As this is 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). As we continue to build participation levels in future years we will present individual position data in greater detail for example against location, gender differences and full time vs part time employment.

We also look forward in future surveys to delivering increased 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 also 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.

In 2021 we all know that skilled staff in the New Zealand Supply Chain sector are hard to find and increasingly are harder to employ. Job offers are increasingly failing due to candidates having multiple offers and often counter offers. It is critical that you are aware and able to present a competitive remuneration package. We believe that this survey will provide useful insight into the Supply Chain market today and as we grow will become a trusted resource for your remuneration strategies.

The New Zealand Supply Chain Salary Survey





2021 SALARY SURVEY General Data

The following results are based on aggregated data across all positions

All Salary Data

	2019	2021	% change
Min	41371	42432	2.6%
Lower Quartile	60000	66326	10.5%
Median	75000	84586	12.8%
Upper Quartile	100000	112200	12.2%
Max	308000	314160	2.0%

All Salary Data by Company Size

	2019	2021	% change	2019	2021	% change	2019	2021	% change	2019	2021	% change
	1-20	1-20	% change	21-80	21-80	% change	81-300	81-300	% change	301+	301+	% change
Min	44000	55000	25.0%	42000	42840	2.0%	43500	44370	2.0%	41371	42432	2.6%
Lower Quartile	56000	70000	25.0%	64000	61200	-4.4%	63500	65000	2.4%	54080	71400	32.0%
Median	65000	86700	33.4%	75000	76500	2.0%	75000	80000	6.7%	76238	94976	24.6%
Upper Quartile	75000	90000	20.0%	106000	110590	4.3%	92004	96784	5.2%	95000	128979	35.8%
Max	240000	93000	-61.3%	308000	314160	2.0%	225000	229500	2.0%	280000	286000	2.1%

Kiwisaver - Company % contribution

	2019	2021	% change	2019	2021	% change	2019	2021	% change	2019	2021	% change
	Not a member	Not a member	% change	3%	3%	% change	4%	4%	% change	8%	8%	% change
% of Entries	9	9	0.0%	88	84	-2.3%	2	7	150.0%	1	0	-100.0%

Kiwisaver and Gross Salary

	2019	2021	% Change
Kiwisaver is included as part of gross salary	18%	23%	22.2%
Kiwisaver is paid in addition to gross salary	82%	77%	-4.9%

The following results are based on aggregated data across all positions

All Salary Data by Location

	2019			2021			2019			2021		
	Otago/Southland	Otago/Southland	% change	Canterbury	Canterbury	% change	Nelson/Marlborough	Nelson/Marlborough	% change	Wellington	Wellington	% change
Min	48630	65000	33.7%	46000	46000	0.0%	48630	50000	2.8%	41371	49985	20.8%
Lower Quartile	49270	72500	47.1%	48630	57120	17.5%	50183	62600	24.7%	50754	83113	63.8%
Median	57554	104210	81.1%	56000	71400	27.5%	54440	66300	21.8%	70633	91800	30.0%
Upper Quartile	68536	134630	96.4%	70000	84716	21.0%	65000	117975	81.5%	90000	140000	55.6%
Max	121000	210000	73.6%	105000	110000	4.8%	115000	130000	13.0%	143000	199000	39.2%

	2019			2021			2019			2021		
	Manawatu	Manawatu	% change	Taranaki	Taranaki	% change	Hawkes Bay/Gisborne	Hawkes Bay/Gisborne	% change	Waikato/Bay of Plenty	Waikato/Bay of Plenty	% change
Min	44000	44000	0.0%	48630	59670	22.7%	46657	56100	20.2%	42000	42840	2.0%
Lower Quartile	48038	52599	9.5%	58055	67269	15.9%	48630	62075	27.6%	53781	65525	21.8%
Median	74400	69400	-6.7%	74800	92208	23.3%	48630	68050	39.9%	70000	78030	11.5%
Upper Quartile	111500	96380	-13.6%	107500	110415	2.7%	50000	74025	48.1%	90504	95926	6.0%
Max	180000	183600	2.0%	192500	196350	2.0%	80000	80000	0.0%	247500	252450	2.0%

	2019			2021		
	Auckland	Auckland	% change	Northland	Northland	% change
Min	41600	42432	2.0%	48630	95000	95.4%
Lower Quartile	65000	68850	5.9%	49978	95000	90.1%
Median	90000	86700	-3.7%	51325	95000	85.1%
Upper Quartile	120000	112200	-6.5%	52673	95000	80.4%
Max	308000	314160	2.0%	54020	95000	75.9%

All Salary Data - Gender

The following results are based on aggregated data across all positions

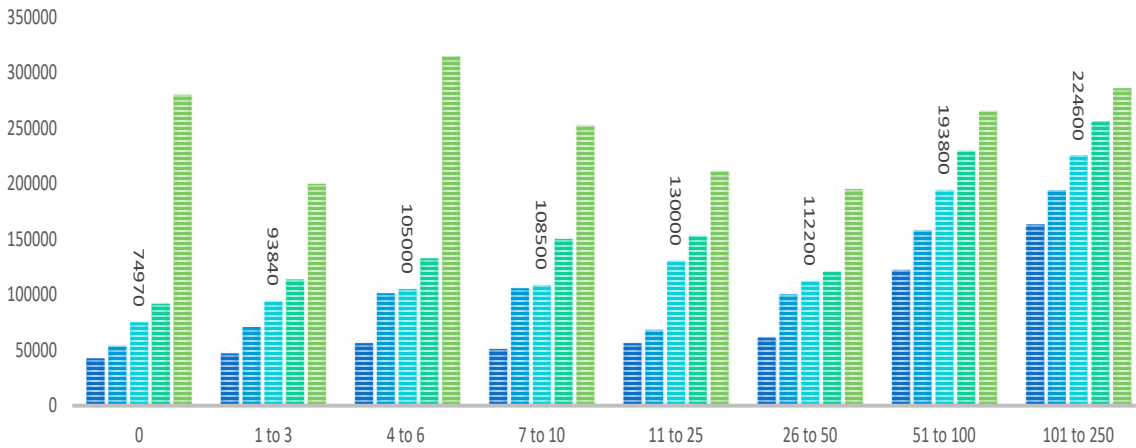
All Salary Data - Benefits - % of entries receiving a benefit

	2019	2021	% Change
Flexible Work Hours	40.6%	55.9%	37.8%
Mobile Phone or Allowance	39.4%	55.5%	40.9%
Car Park	21.2%	44.7%	110.8%
Staff Discounts	31.0%	40.9%	32.0%
Career & Prof Dev/Training	23.3%	38.9%	67.0%
Health Insurance	21.4%	31.7%	48.0%
Life Insurance	4.7%	27.3%	486.6%
Other - leisure area, gym, fruit etc	18.6%	16.6%	-11.2%
Income Protection	2.6%	14.6%	468.3%
Overtime	4.7%	7.2%	54.1%
Motor Vehicle	6.3%	6.2%	-1.7%
Phone Allowance	9.1%	5.6%	-38.5%
Call Out/Shift Allowance	7.5%	5.8%	-22.4%
Clothing Allowance	1.4%	5.0%	256.8%
Car Allowance	1.2%	4.6%	293.9%
Additional Superannuation	3.5%	3.4%	-3.0%
Child Care	0.0%	0.2%	0.0%

The following results are based on aggregated data across all positions

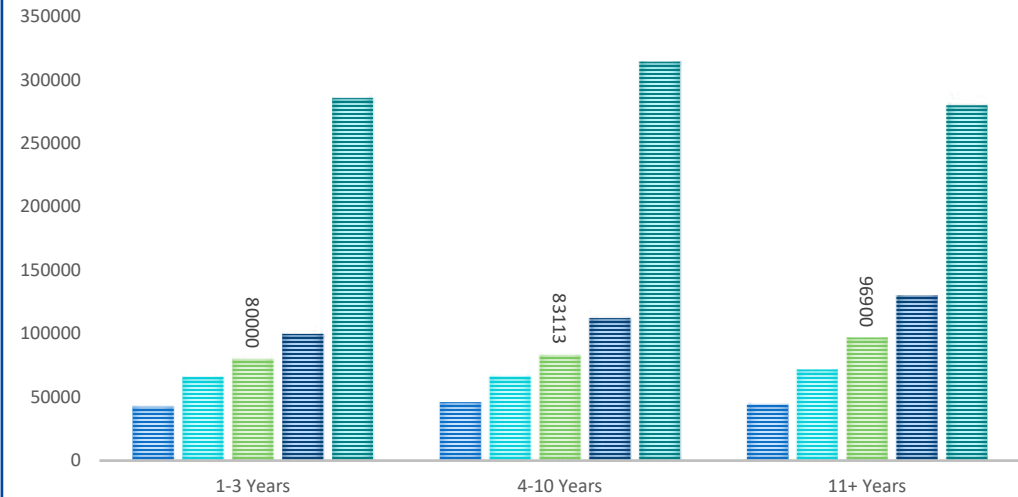
Salary - # of Reports (all data)

■ Min ■ Lower Quartile ■ Median ■ Upper Quartile ■ Max



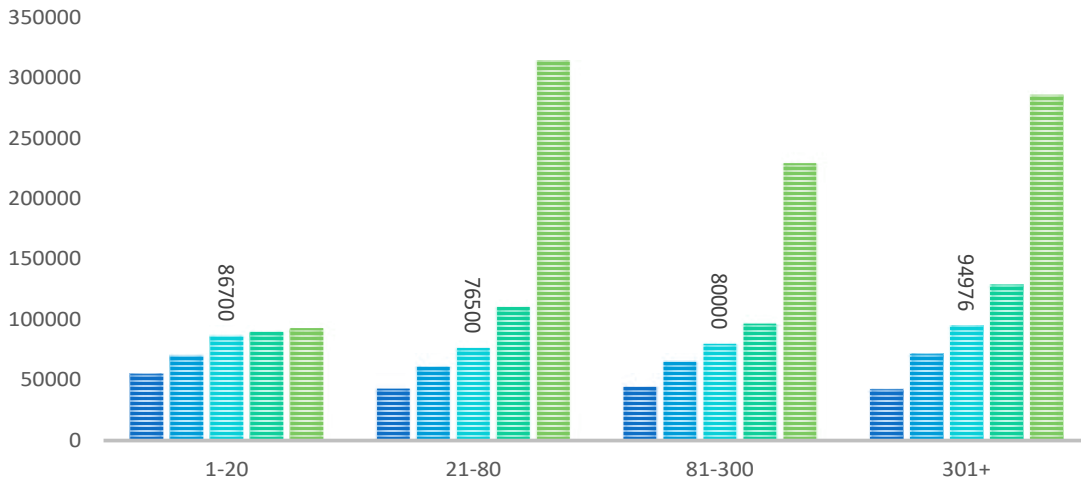
Salary - Years of Experience (all data)

■ Min ■ Lower Quartile ■ Median ■ Upper Quartile ■ Max



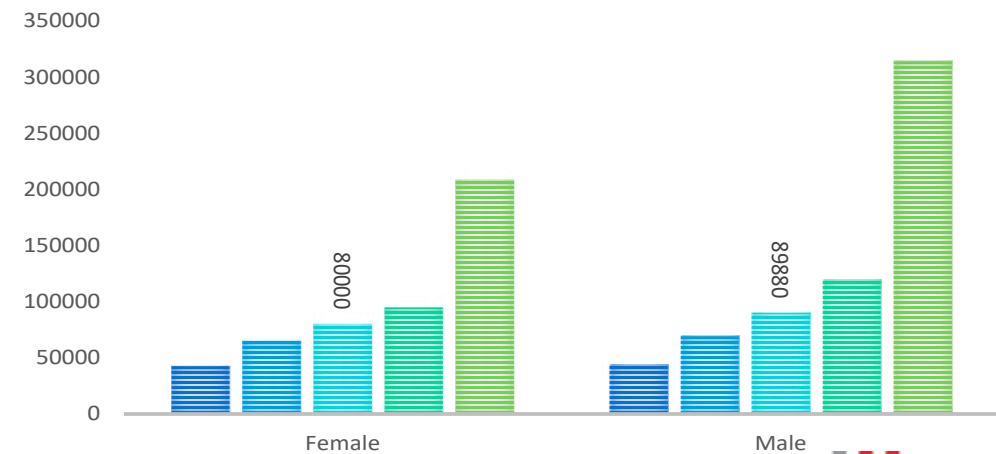
Salary - Size of Company (all data)

■ Min ■ Lower Quartile ■ Median ■ Upper Quartile ■ Max



Salary - Gender (all data)

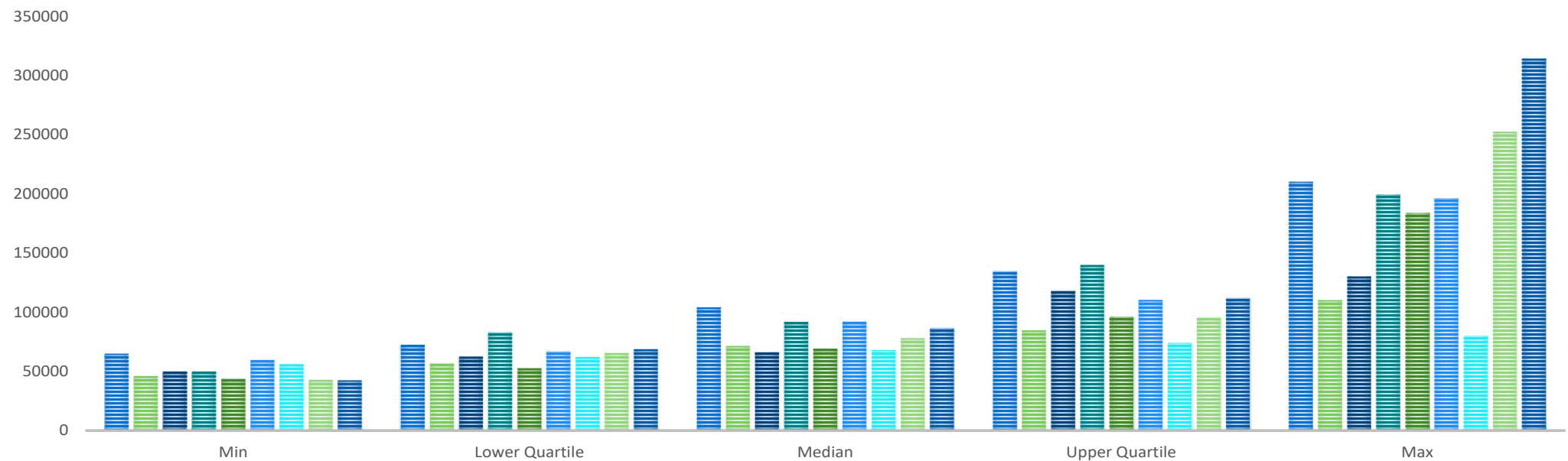
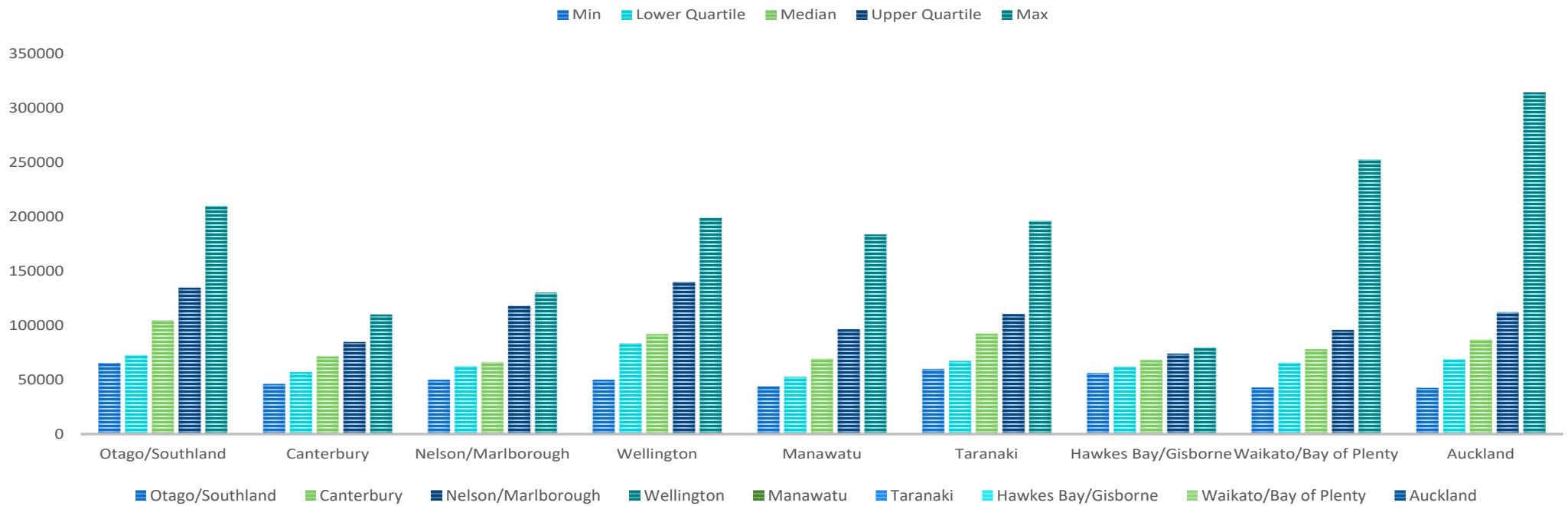
■ Min ■ Lower Quartile ■ Median ■ Upper Quartile ■ Max



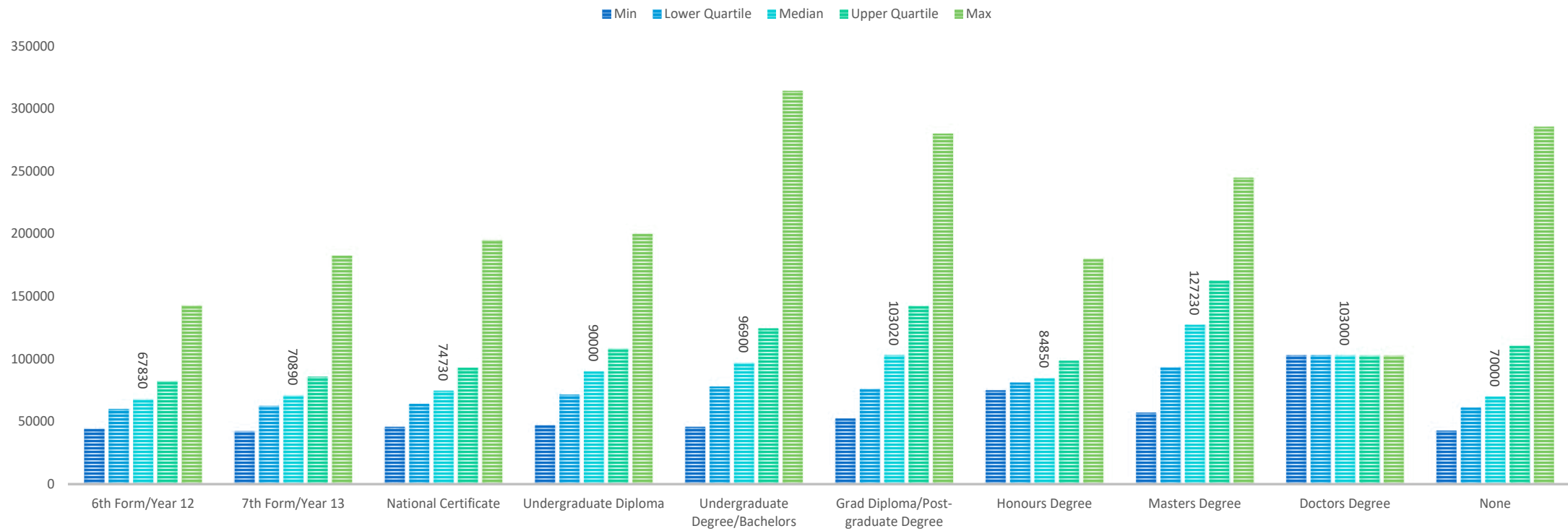
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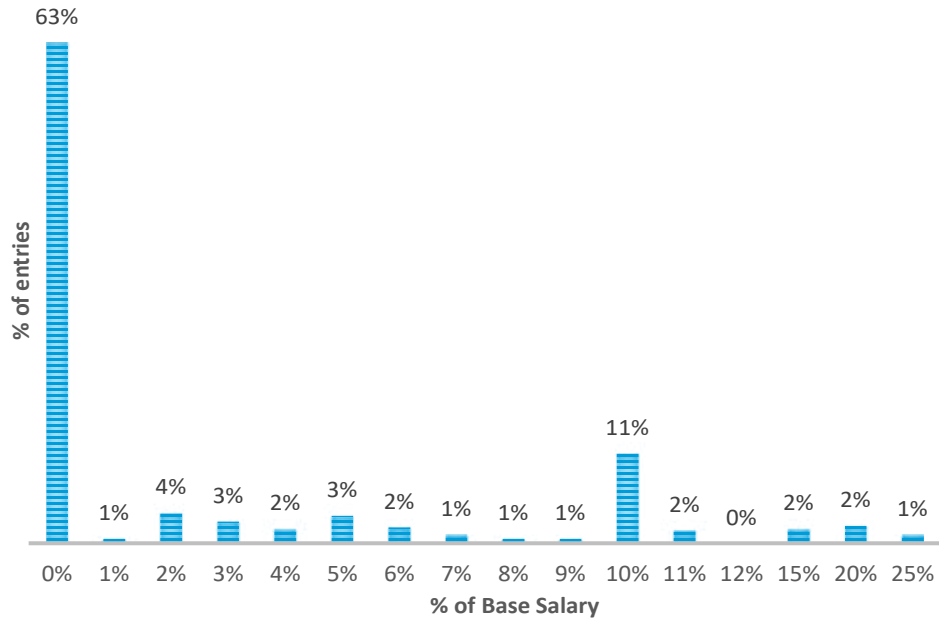
Salary - by Location (all data)



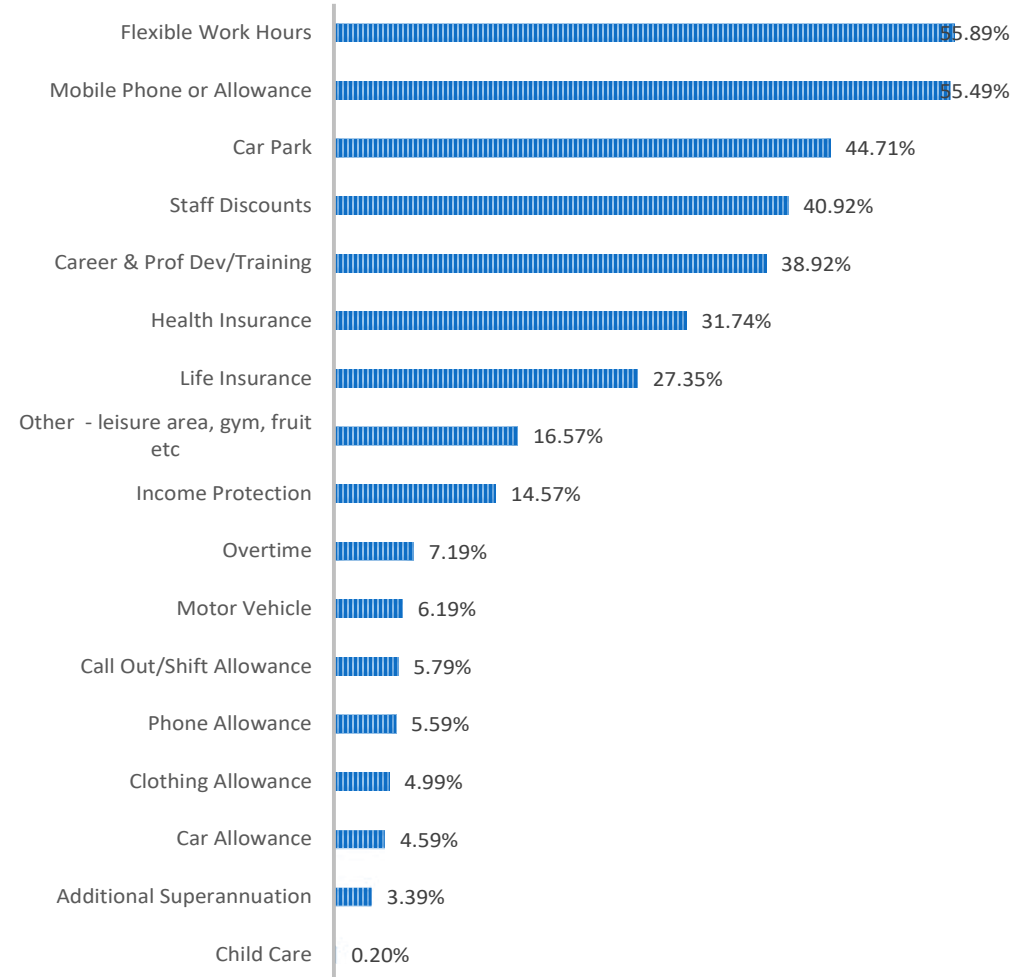
Salary - Level of Qualification (all data)



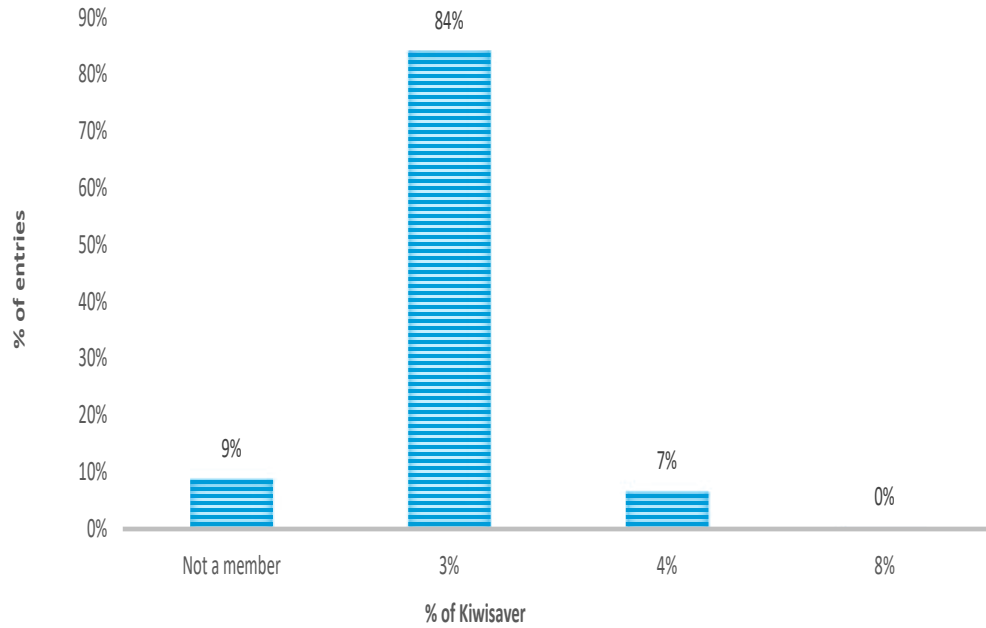
Bonus/Commission received (all data)



Benefits - % receiving (all data)

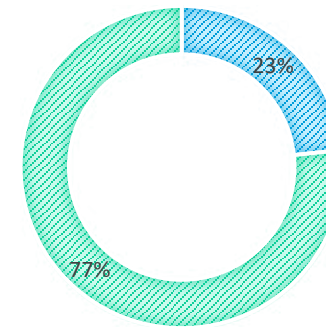


Kiwisaver -Company % contribution



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 have delivered **improved recruitment outcomes** and **reduced the total cost of recruitment**.

Our 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:

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Email: surveys@lawsonwilliams.co.nz
Phone: John Lawson, 095223920 021922930

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.



About NZPICS



To learn more on Supply Chain & Operations Management related training please contact NZPICS.

Contact details:

Vijay Todkar

Phone: 09 5251535 / 021 525 604

Email: vijay@nzpics.org.nz

Link to Enrolment forms: <http://www.nzpics.org.nz/enrolments/enrolment>

For more information visit nzpics.org.nz



NZPICS is the national leader in developing supply chain talent and elevating end-to-end supply chain performance. From training and certification to benchmarking and best practices, NZPICS sets the industry standard. For 40 years, the NZPICS brand is nationally recognized as the top performance-driven learning solutions bringing together process standards, performance benchmarks, learning systems and innovative delivery methods to create value for customers, members and organisations.

NZPICS, Association for Operations and Supply Chain Professionals is a 'not for profit' membership driven organisation. It is the ONLY Premium Channel Partner of Association of Supply Chain Management (ASCM, previously known as APICS), USA in New Zealand.

NZPICS has been delivering APICS courses for 41 years. The APICS Certified in Production and Inventory Management (CPIM); APICS Certified Supply Chain Professional (CSCP); APICS Certified in Logistics, Transportation and Distribution (CLTD); and APICS Supply Chain Operations Reference-Professional (SCOR-P) designations set the industry standard.