



2019

New Zealand Supply Chain

SALARY SURVEY - Summary Report

NZPICS

ASSOCIATION
FOR OPERATIONS
& SUPPLY CHAIN
PROFESSIONALS


LawsonWilliams
Specialist Recruitment

This is a summary report . The pages listed in blue are available to participants only.
To participate in our next survey please register via email to surveys@lawsonwilliams.co.nz

CONTENTS

01.	Foreword	26.	Demand Planner
03.	NZPICS Introduction	28.	Supply/Production Planner
04.	Executive Summary	30.	Inventory Controller
05.	General Survey results	32.	Procurement Manager
11.	Individual Position Results	34.	Procurement Specialist / Category Manager
12.	Head / Director of Supply Chain	36.	Purchasing Manager
14.	Supply Chain Manager	38.	Purchasing Officer/Buyer
16.	Logistics / Supply Chain Coordinator	40.	Distribution Manager
18.	Import / Export Coordinator	42.	Logistics / Warehouse / Transport Manager
20.	Supply Chain Analyst	44.	Warehouse Supervisor
22.	Demand / Supply / Production Planning Manager	46.	About Lawson Williams Specialist Recruitment
24.	Inventory / Materials Manager	47.	About NZPICS

The New Zealand Supply Chain Salary Survey





Foreword

Supply Chain continues to develop rapidly in New Zealand and Internationally. It accounts for approximately 75 per cent of total business cost and plays a big part in driving working capital performance. It is therefore a common goal to create more supply chain efficiency to improve profitability.

Several accepted strategies are evident for businesses wishing to develop best practice supply chains.

Demand driven planning gives real-time insight and the ability to shape demand enabling companies through a more complete view to effectively respond to changes in demand and other market risks.

Adaptive and agile supply chains with rapid planning and integrated execution enable executives to meet market events and opportunities.

New product innovation is essential for companies to be ahead of their competition, but this only works if decisions are made early in the product development cycle to ensure product is manufactured at the right cost, time and place. Designs must be optimized for supply, manufacturability, and supply chain operations.

Sales and operations planning with integrated business planning is being used to align supply chain with business goals. S&OP processes have provided coordination among sales, manufacturing, and distribution however there are still disconnects around finance, strategy, and operations in many companies. Integrated business planning integrates financial strategic budgeting and forecasting systems with operations planning and allows smart trade-off decisions to be made for the business.

People, profit, and planet known as the triple bottom line has never been more important. Major competitive advantages have been achieved by businesses working for environmental and social sustainability including production efficiency, supplier management skills, and attractiveness to employees

The result of the rapid and continuing development of Supply Chain strategies and practices is increasing demand for improved skills and experience of employees. We therefore believe it is timely for New Zealand to have a better understanding of Supply Chain remuneration which has led to the creation of this Supply Chain Salary Survey in 2019 by NZPICS and Lawson Williams Specialist Recruitment.

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.

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 annually and grow to be a reputed source of Salary Information for the Supply Chain Industry. We also intend that it will continue to be free for participating companies.

If you have participated in our inaugural year, we thank you for coming on board. 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 this survey.

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 Supply Chain Salary Survey





Introduction from NZPICS

New Zealand is a clean and green nation. It's our collective responsibility to ensure we maintain our clean and green image.

As an island we either import or export goods, impacting our Carbon footprint. As an importer/exporter it's up to our Supply chain champions to maintain our clean and green image with minimum impact to our Carbon footprint. Carbon footprint is just one part of the equation, supply chains needs to be efficient, sustainable and profitable. Supply Chain champions play a pivotal role in ensuring it.

They work in a challenging environment battling constant pressure (internal / external), managing supplier/customer expectations in a dynamic landscape. To deliver to these constraints these champions need to constantly embrace emerging technologies such as IoT, AI, ML, Robotics, 3D printing, etc, to design a digital supply chain to gain competitive advantage. In Martin Christopher words "The real competition is between supply chains, not companies."

Supply chain professionals are an integral part of a nation's fabric specially due to our geographic remoteness and size.

We need to acknowledge and appreciate their commitment and contribution to NZ Inc. Nurture, encourage and promote supply chain champions growth. At NZPICS we believe there is an unlimited potential for supply chain champions to shape the world in which we live.

Better World – One supply Chain at a Time.

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.

On behalf of NZPICS, Lawson Williams designed a survey to discover the information that will be value to all interested parties. The online survey was conducted during July and August. 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. NZPICS members will have access to the broader survey results on the NZPICS website.

The New Zealand Supply Chain Salary Survey



Executive Summary

This is the first survey NZPICS in partnership with Lawson Williams has carried out on the remuneration packages paid to Supply Chain in the New Zealand.

The response rate has been acceptable in that we have been able to report on 17 positions with confidence. Please note that one position received a lower response, and these have been highlighted in the results. As this is our first 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 first report we have limited the display of results to maintain validity, with the intention that in subsequent years we will build participation levels which will in turn enable us to look at 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 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.

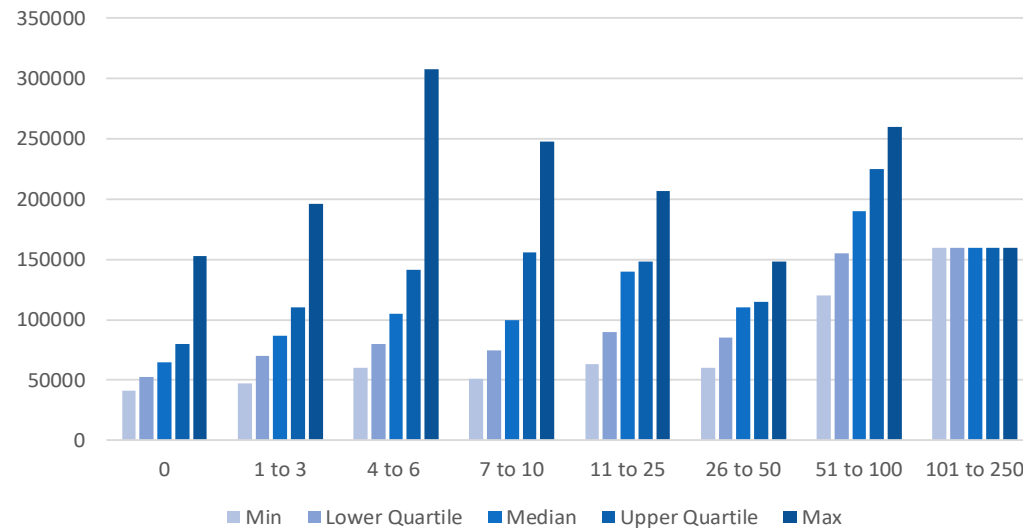
We all know that skilled staff in the New Zealand Supply Chain sector are hard to find and increasingly are harder to employ. Job offers are increasingly failing due to candidates having multiple offers and often counter offers. It is critical that you are aware and able to present a competitive remuneration package 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

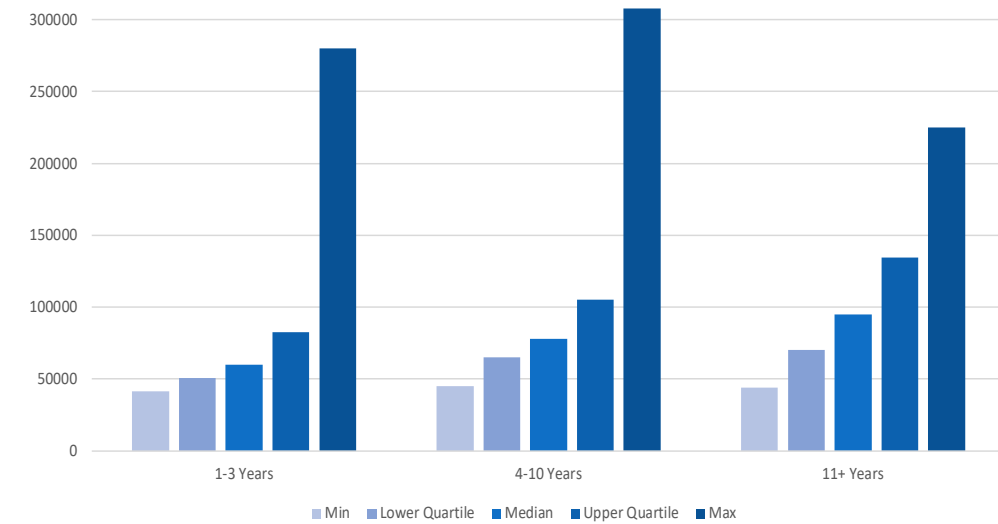


The following results are based on aggregated data across all positions

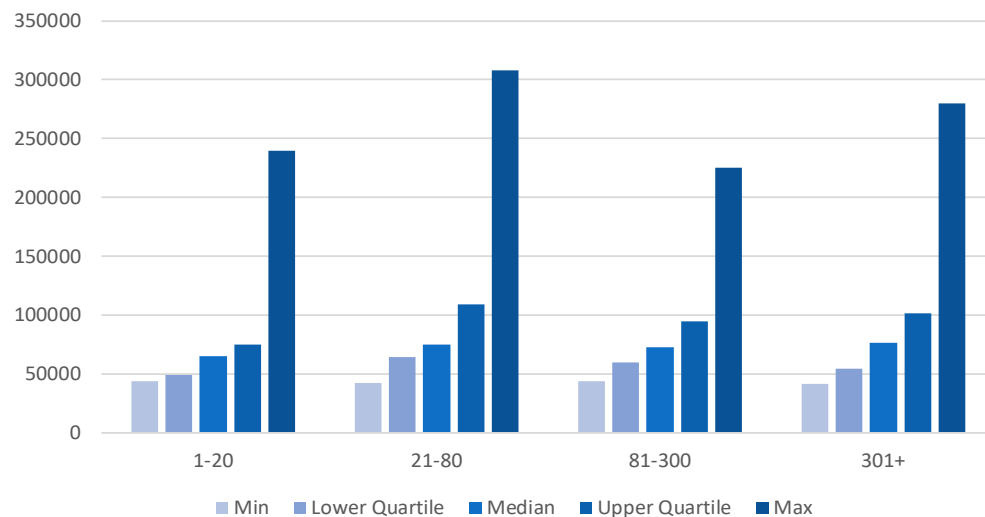
Salary - # of Reports (all data)



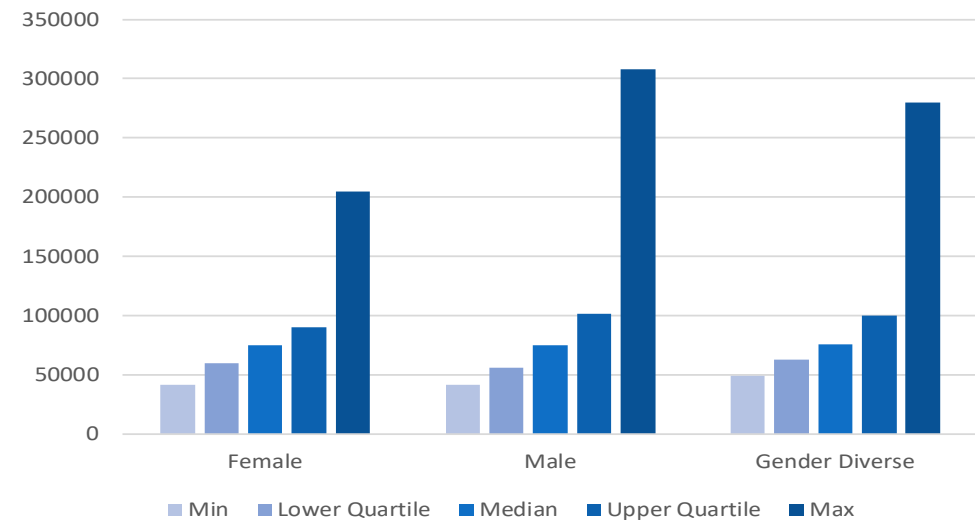
Salary - Years of Experience (all data)



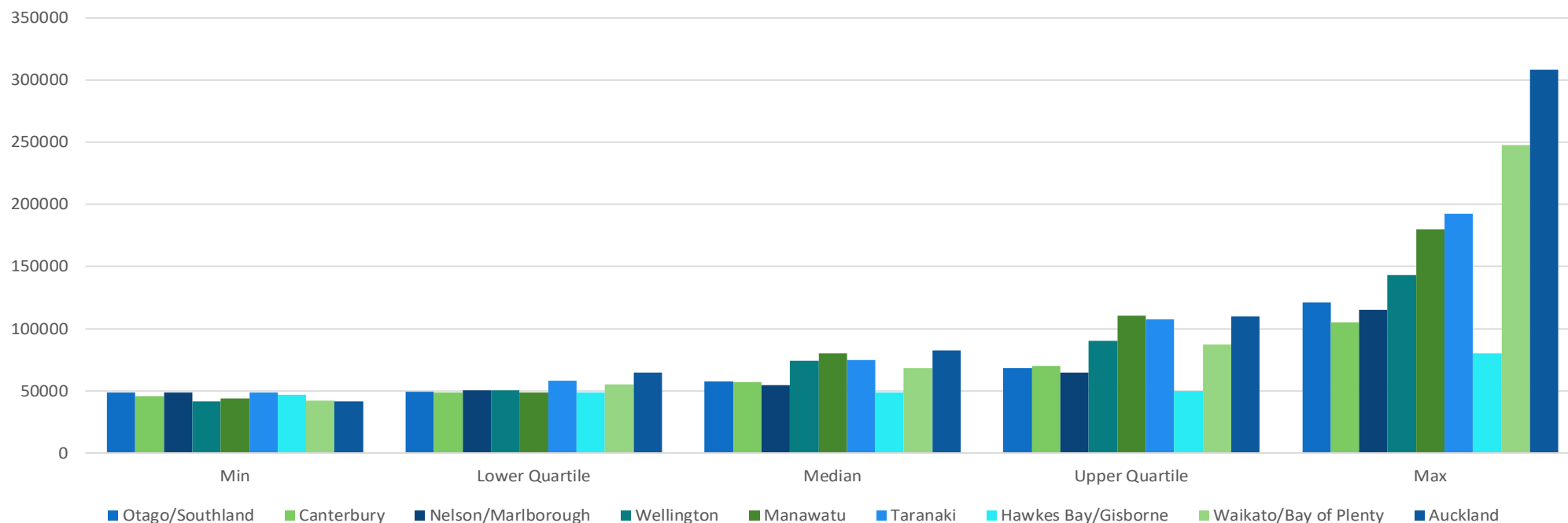
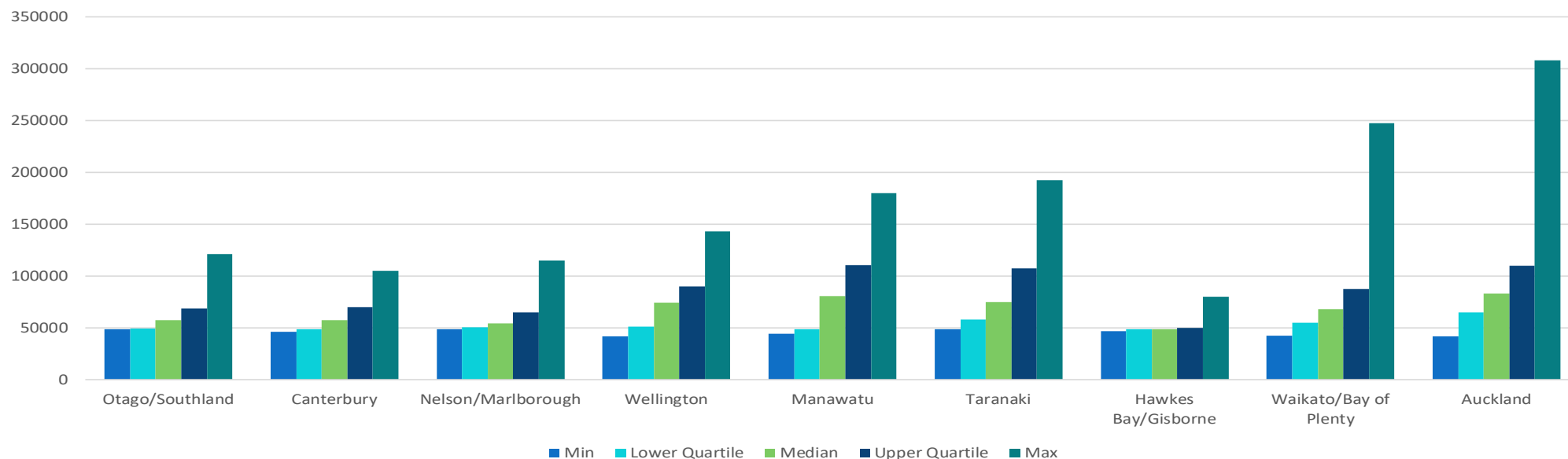
Salary - Size of Company (all data)



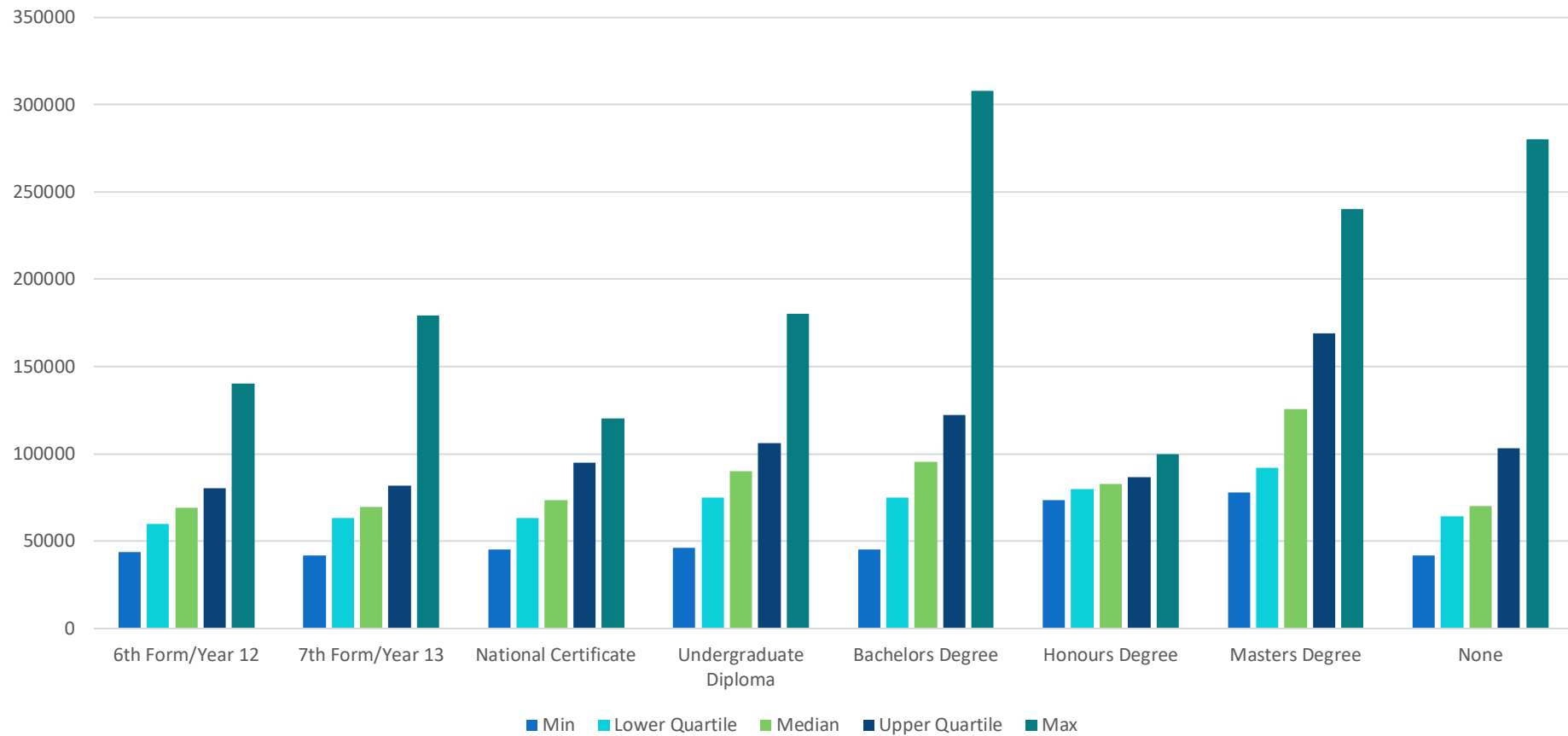
Salary - Gender (all data)



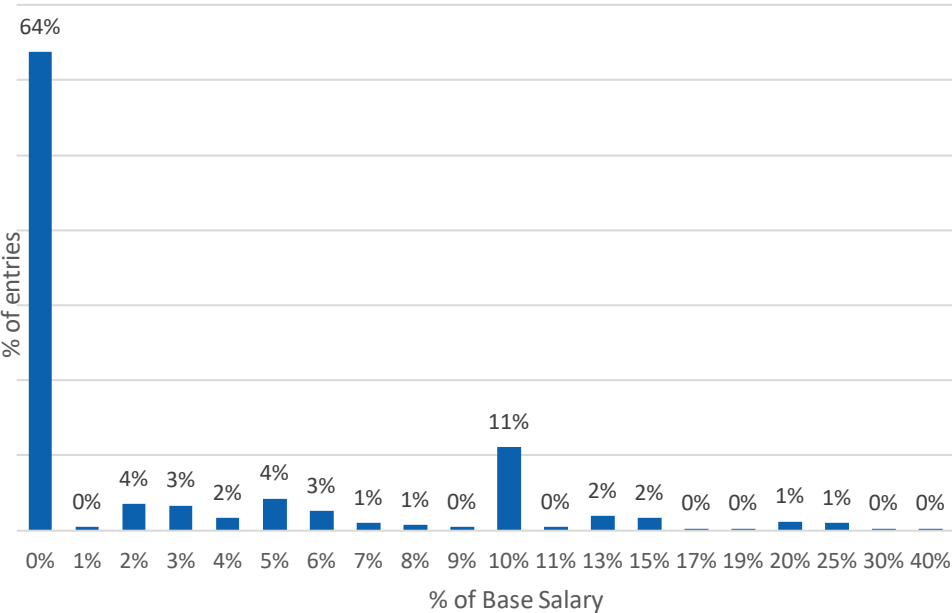
Salary - by Location (all data)



Salary - Level of Qualification (all data)

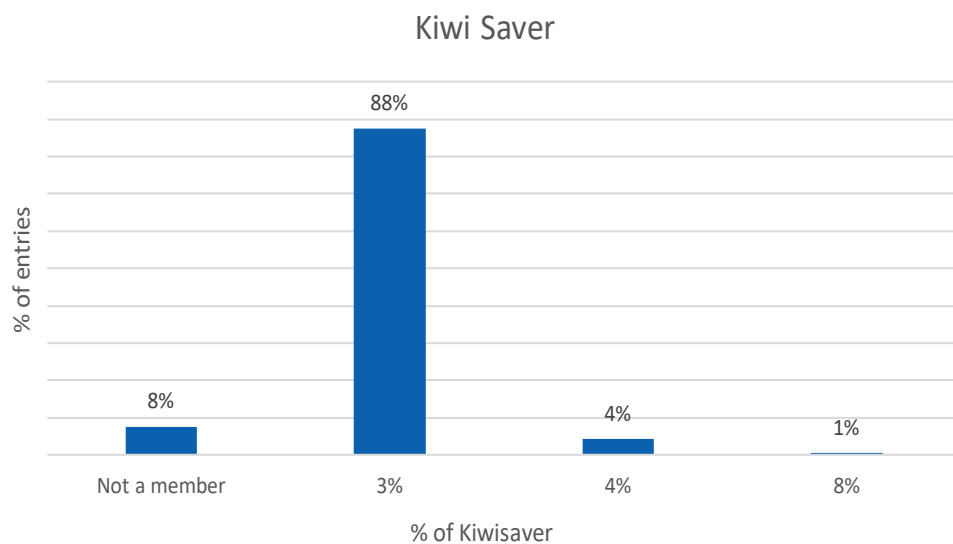


Bonus/Commission received (all data)



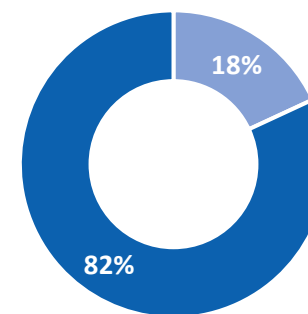
Benefits - % receiving (all data)

Kiwisaver -Company % contribution



Kiwisaver - included or added to gross salary

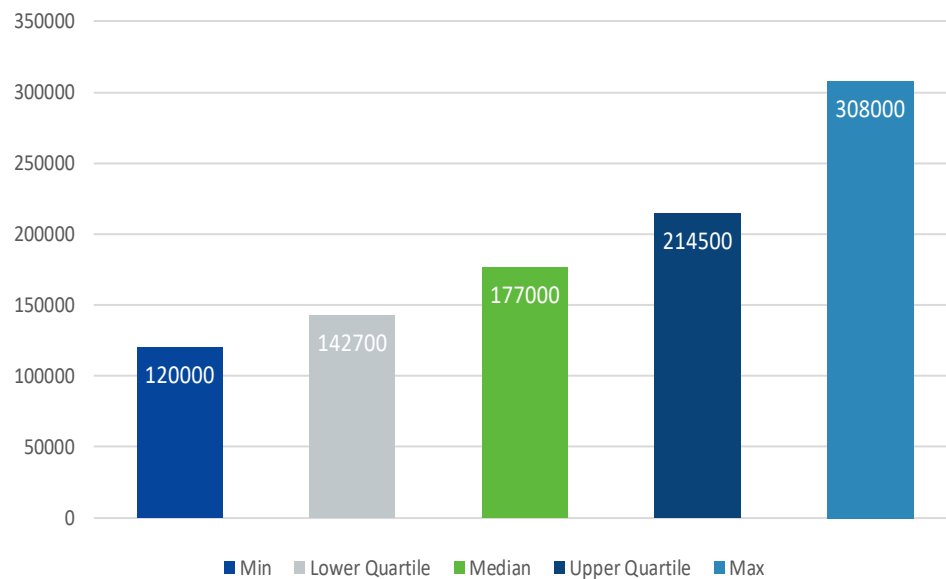
- Kiwi Saver is included as part of gross salary
- Kiwi Saver is paid in addition to gross salary



2019 SALARY SURVEY Position Data

Head / Director of Supply Chain

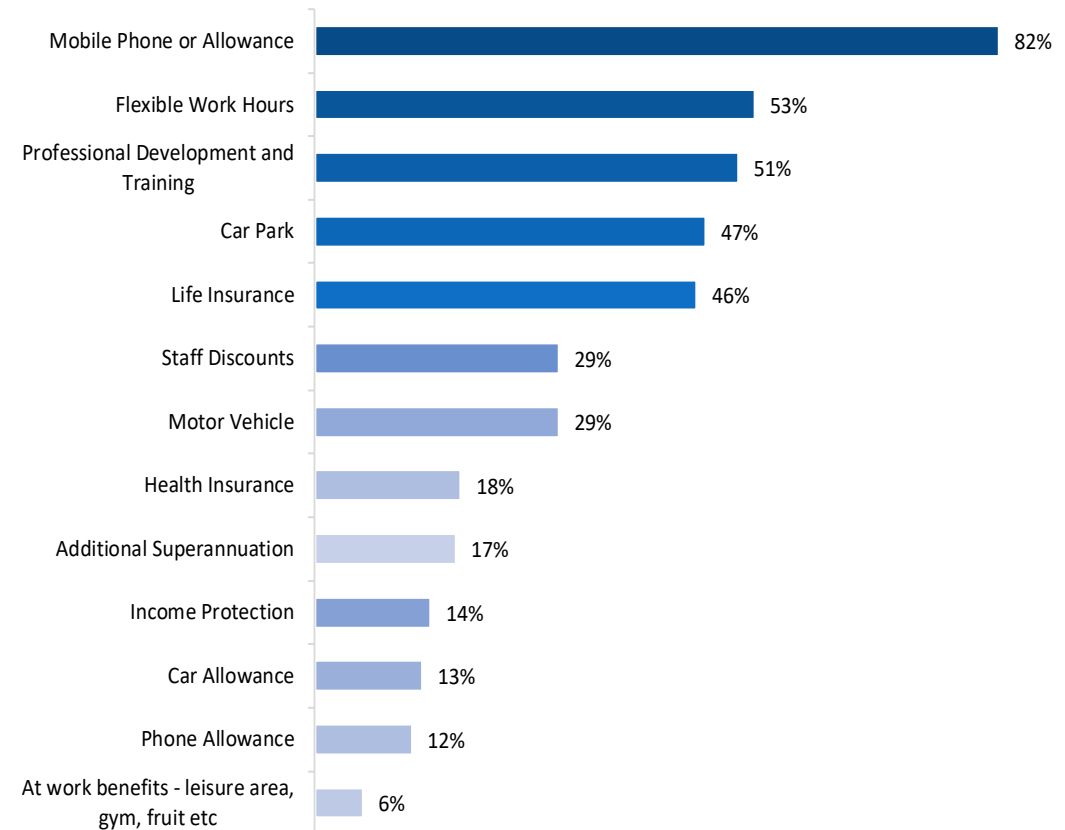
Salary - \$



Bonus/Commission

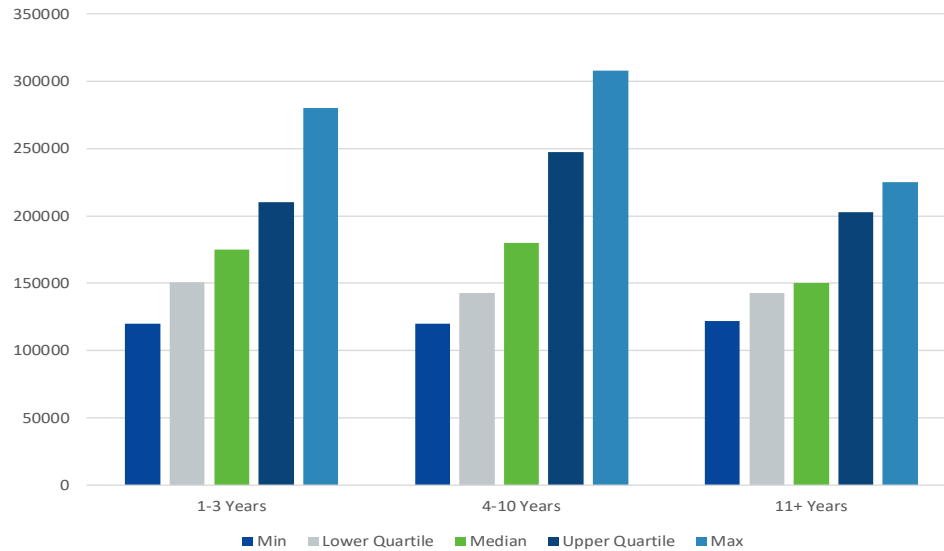


Benefits - % receiving

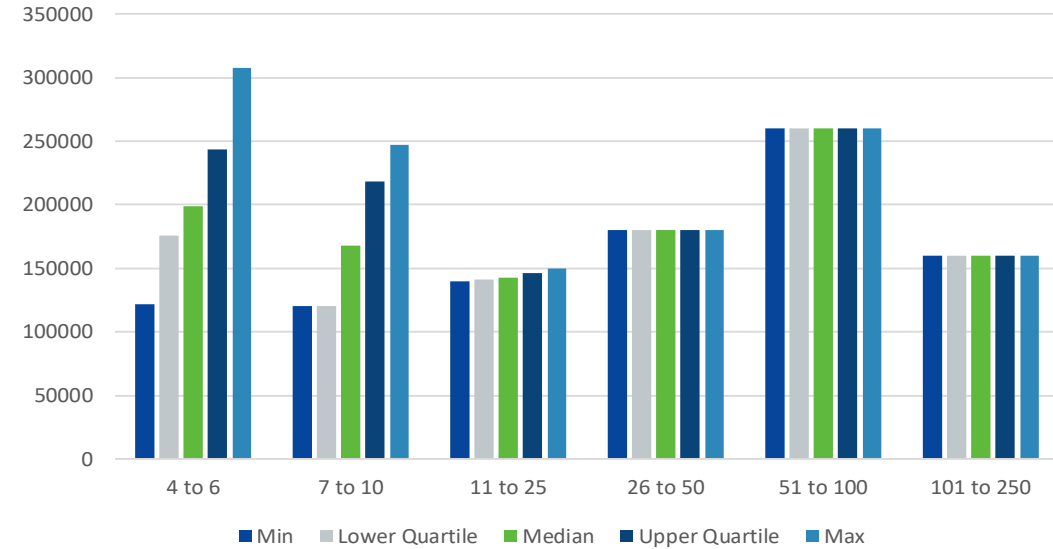


Head / Director of Supply Chain

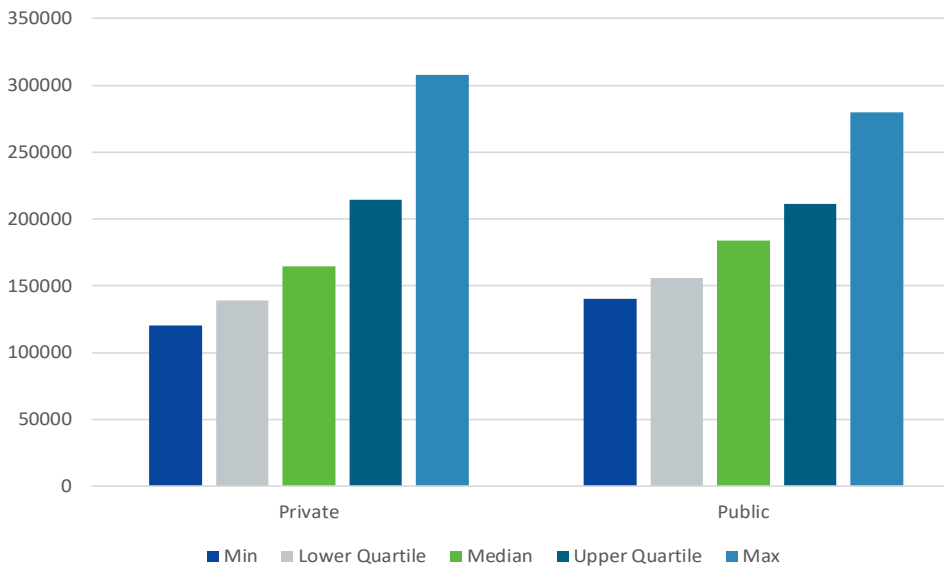
Salary - Years of Experience



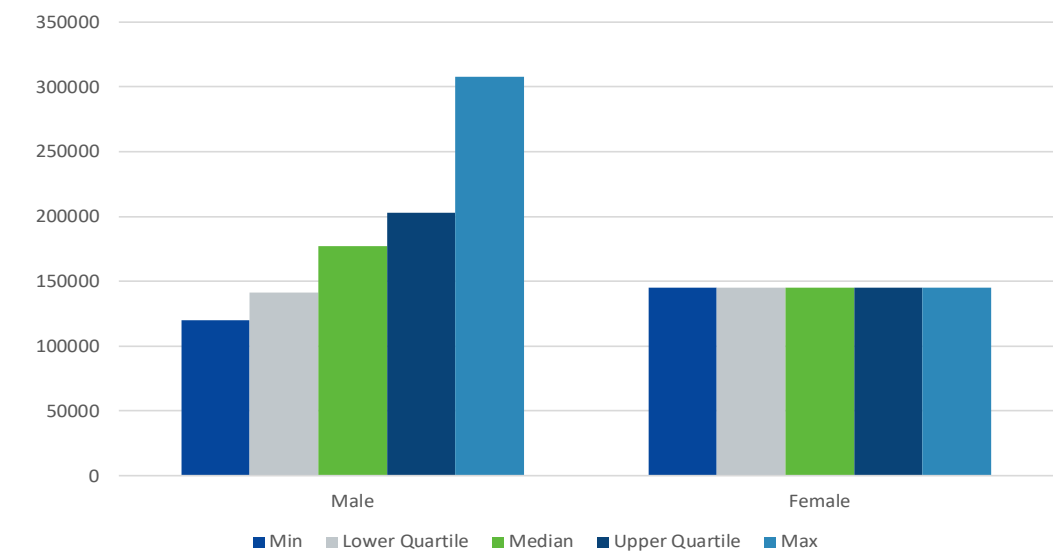
Salary - # of Reports



Salary - Company Type

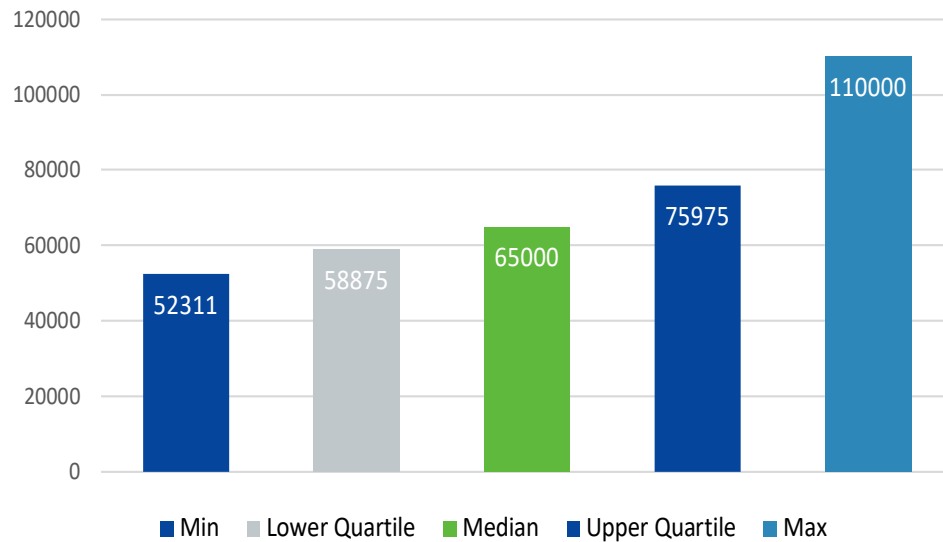


Salary - Gender

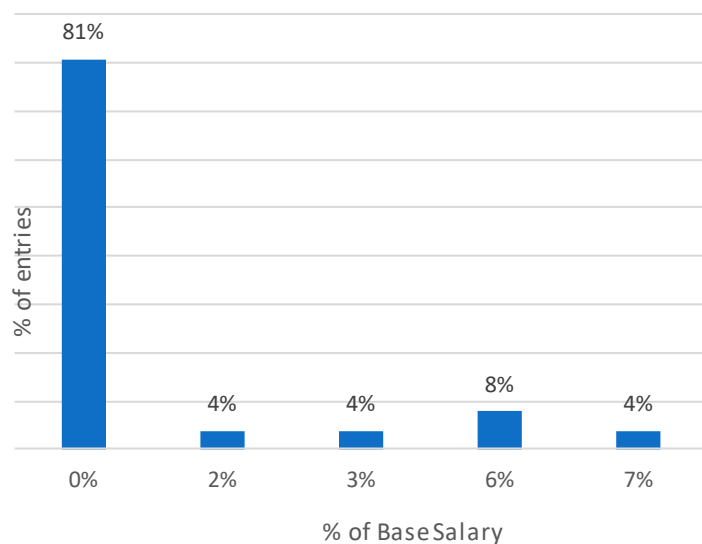


Purchasing Officer / Buyer

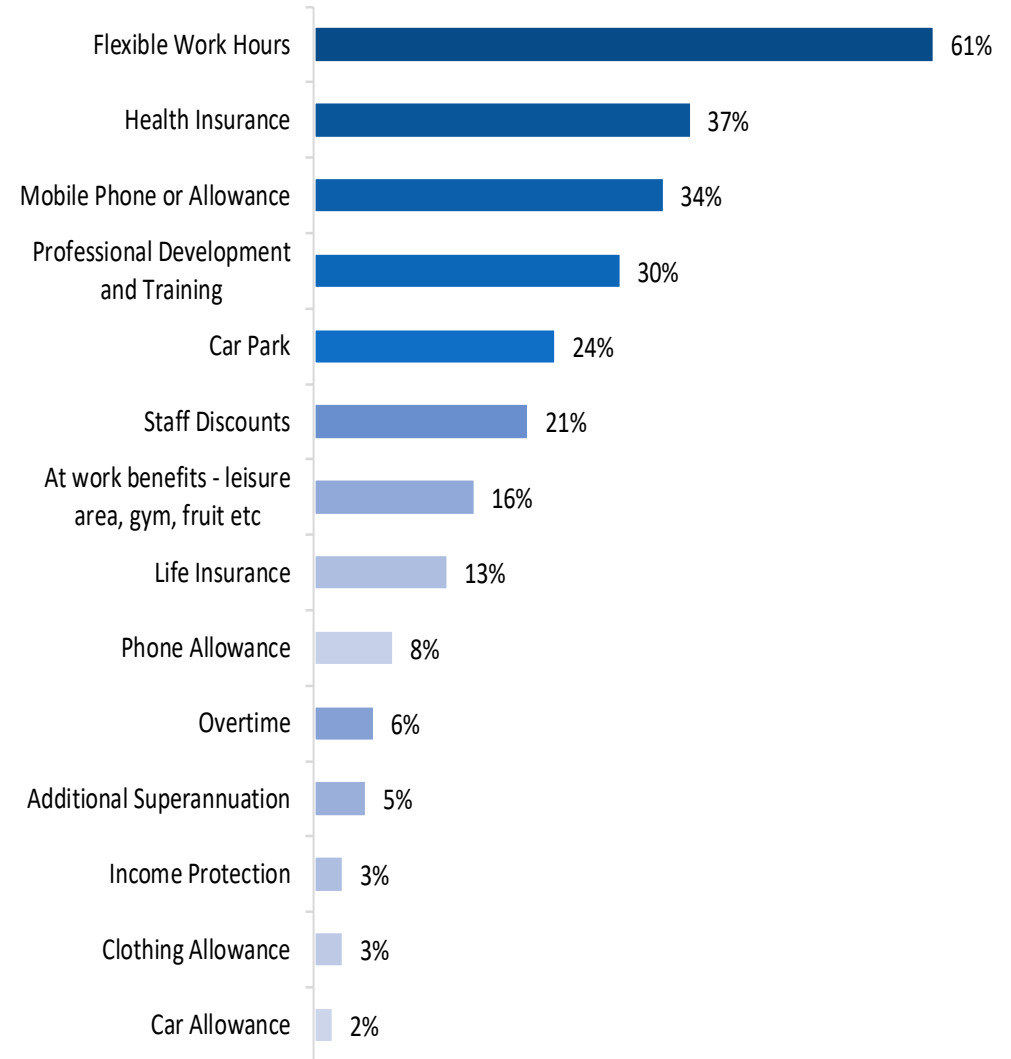
Salary - \$



Bonus/Commission

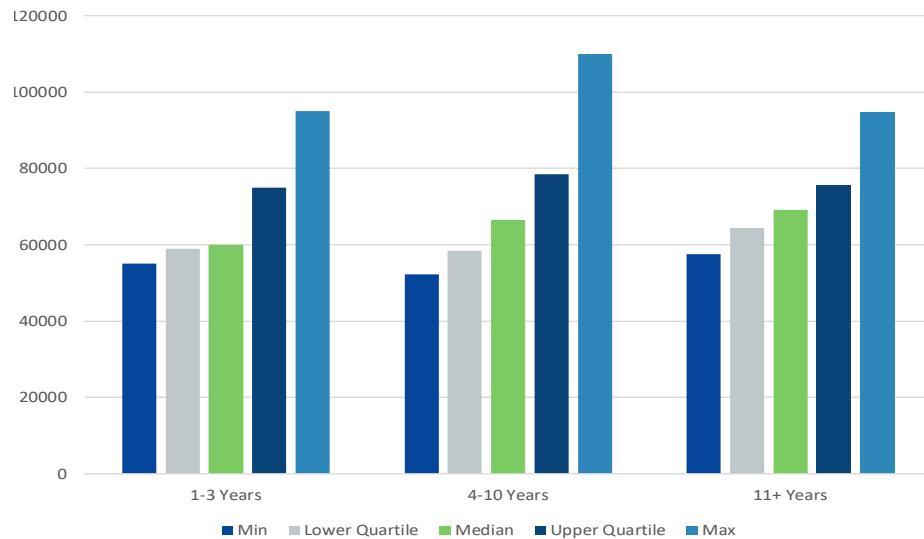


Benefits - % receiving

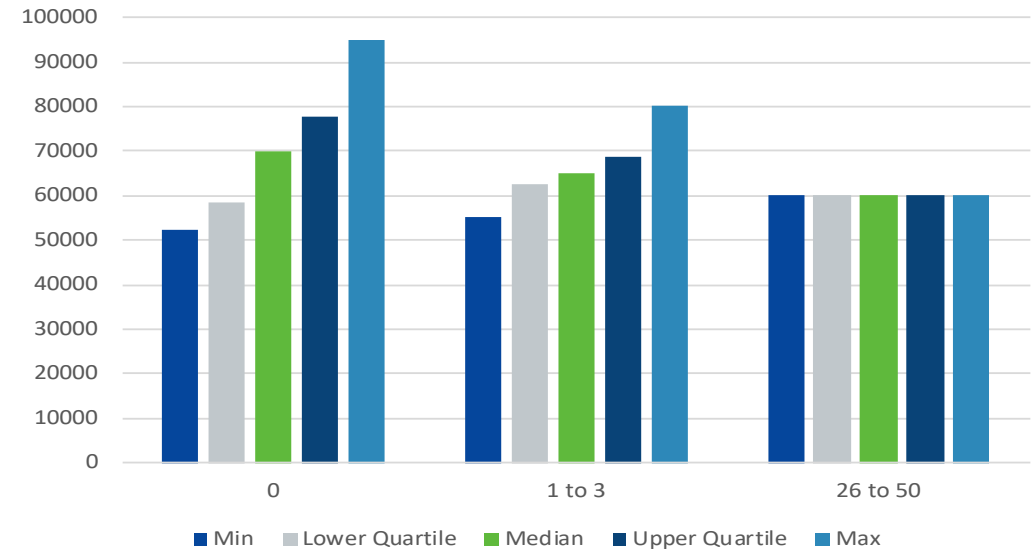


Purchasing Officer / Buyer

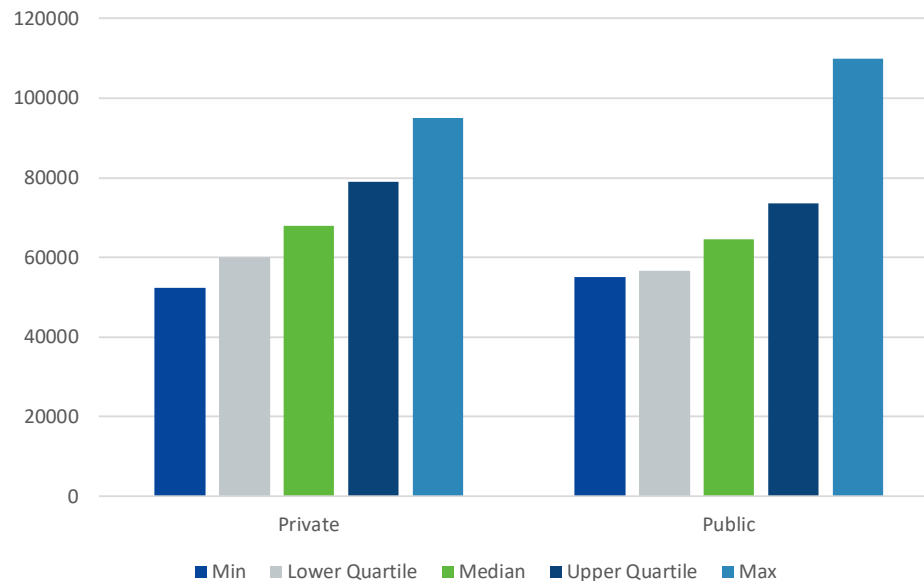
Salary - Years of Experience



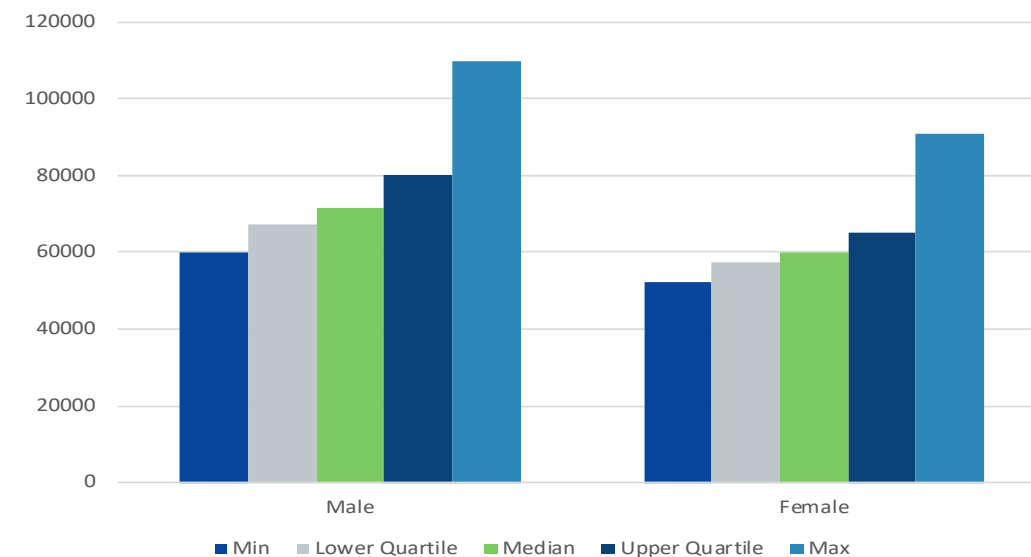
Salary - # of Reports



Salary - Company Type



Salary - Gender





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 3 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



Specialising in..
Human Resources
Accounting
Customer Services
Office Support
Tech/Trade/Ops
Sales and Marketing



Leadership recruitment for
New Zealand organisations

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 nearly 40 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.