

Table 1

THE SUMMARY DATA (N = 512)

The most common response is in bold

GENDER SPLIT

Male	35.2%
Female	64.6%
Gender diverse	0.2%

AGE RANGE

Under 30	3.9%
30-39	20.9%
40-49	22.1%
50-59	33.2%
60-69	17.4%
70+	2.5%

HOW LONG IN H&S ROLES?

3 years or less	14.8%
4 – 9 years	31.3%
10 years or more	53.9%

HIGHEST FORMAL H&S QUALIFICATION?

H&S rep training	3.5%
Certificate (eg NZQA)	23.1%
Diploma	32.0%
Bachelor's degree	8.4%
Post-grad diploma	18.8%
Master's or PhD	7.4%
No H&S qualification	6.8%

TO WHICH PRACTITIONER BODIES DO YOU BELONG?

AIHS	2.0%
HFESNZ	0.2%
HRNZ	1.6%
HSPNZ	0.4%
IOSH	4.31%
NZIHSM	1.0%
NZISM	72.1%
NZOHNA	10.5%
NZOHS	2.5%
NZ Safety Council	1.4%
None	14.8%

(Note: The percentages of those who belong to at least one body add to more than 100 because some people belong to multiple bodies)

ARE YOU A MEMBER OF THE HASANZ REGISTER?

Yes	20.7%
No	79.3%

DO YOU WORK FULL TIME?

Yes	89.1%
No	10.9%

THE FOCUS OF YOUR WORK LIES IN WHICH INDUSTRY SECTOR(S)?

Agriculture/forestry/fishing	12.8%
Construction	29.1%
Education	6.1%
Government (local or central)	22.6%
Healthcare	16.3%
Hospitality	2.6%
Manufacturing	28.0%
Mining/oil & gas	4.1%
Not-for-profit	4.7%
Retail/wholesale	8.3%
Transport	20.5%
Utilities	13.8%

(The numbers add to more than 100 because some people work in multiple sectors)

WHERE IN NZ ARE YOU BASED?

Auckland	24.0%
Hamilton	6.6%
Tauranga	6.3%
Wellington	10.0%
North Island (elsewhere)	22.9%
Christchurch	13.7%
Dunedin	2.5%
South Island (elsewhere)	14.0%

WHAT OTHER ROLES DO YOU ALSO HAVE RESPONSIBILITY FOR?

Office administration	15.2%
Environment	27.3%
HR	7.0%
Quality	16.0%
ACC/rehab	39.1%
Security	8.8%

(The numbers add to more than 100 because some people have multiple other roles)

WHO DO YOU REPORT TO?

Someone in a more senior H&S role	35.6%
An operational/line/regional manager	15.4%
HR	7.6%
CEO/GM/Director	31.6%
Other role	4.1%
Not applicable (because self-employed)	5.7%

ARE YOU IN THE SAME ROLE WITH THE SAME ORGANISATION AS 12 MONTHS AGO?

Yes	79.3%
No	20.7%

WHICH BEST REFLECTS YOUR ROLE'S SENIORITY?

Administrator(junior level role)	1.8%
Adviser (intermediate level role)	41.0%
Manager (middle management role)	39.5%
Director (executive team level)	9.6%
Not applicable (because self-employed/consultant)	8.1%

HOW MANY PEOPLE WORK IN YOUR ORGANISATION IN NZ?

1 – 19	12.1%
20 – 99	11.3%
100 – 499	31.1%
500 – 999	12.9%
1000 – 1999	9.8%
2000+	22.1%

IN THE LAST TWO YEARS, HAS YOUR ORGANISATION BEEN ASSESSED BY A SAFEPLUS ASSESSOR?

Yes	8.4%
No	73.6%
Not sure	18.0%

FIVE YEARS FROM NOW, HOW LIKELY ARE YOU STILL TO BE WORKING IN H&S?

Very likely	44.5%
Quite likely	35.6%
Not very likely	16.4%
Certainly not	3.5%

SINCE 2023 HAVE YOU BEEN MADE REDUNDANT FROM A H&S ROLE?

Yes	8.1%
No	91.9%

IN THE LAST 12 MONTHS, HAVE YOU BEEN INVOLVED IN RECRUITING FOR AT LEAST ONE H&S-RELATED ROLE?

Yes	41.5%
No	58.5%

IN THE LAST 12 MONTHS, HOW MANY H&S-RELATED ROLES HAVE YOU BEEN INVOLVED IN RECRUITING? (OF THE 210 WHO REPLIED YES ABOVE)

One	48.1%
Two	30.5%
Three	11.4%
Four or more	10.0%

DID YOU FILL AT LEAST ONE OF THOSE ROLES WITH A CANDIDATE FROM OUTSIDE NEW ZEALAND?

Yes	14.8%
No	85.2%

ON AVERAGE, HOW LONG DID IT TAKE TO FILL THOSE ROLES?

2 months or less	54.8%
3 to 4 months	33.8%
5 to 6 months	5.2%
More than 6 months	6.2%

Table 2

OVERALL INCOME

This data includes only respondents working full time. N = 456

WHAT IS YOUR ANNUAL BASE PERSONAL INCOME BEFORE TAX? (DO NOT INCLUDE ALLOWANCES)

Under \$80,000	4.2%
\$80,000 - \$99,999	14.9%
\$100,000 - \$119,999	24.3%
\$120,000 - \$139,999	21.3%
\$140,000 - \$159,999	13.4%
\$160,000 - \$179,999	8.6%
\$180,000 - \$199,999	3.7%
\$200,000 - \$219,999	3.1%
\$220,000 - \$239,999	1.5%
\$240,000+	5.0%

WHICH BENEFIT(S) DO YOU RECEIVE?

Company vehicle	25.2%
Superannuation scheme	23.5%
Time off for study/CPD	29.4%
Health insurance	32.7%
None of the above	32.7%

(Numbers add to more than 100 because some people receive multiple benefits)

ARE YOUR SERVICES ROUTINELY CHARGED OUT TO EXTERNAL CLIENTS?

Yes	11.7%
No	88.3%

(For those who answered Yes above; N=50)

WHAT IS YOUR TYPICAL HOURLY CHARGE RATE?

Average	\$178/hour
Median	\$167/hour

Table 3

MEDIAN BASE INCOME

An average is meaningless in this context. Instead we have used the median, calculated as the middle value in an ordered list. Only where N is 20 or more has a value been calculated.

NOTE: this data includes only respondents working full time

CATEGORY	N	BASE INCOME (\$)
Overall	456	126,290
By gender		
Male	172	138,650
Female	283	119,140
By age group		
30-39	98	119,600
40-49	108	128,520
50-59	150	134,520
60-69	76	126,430
By time in H&S		
3 years or less	62	97,730
4 – 9 years	146	117,500
10+ years	248	141,250
By H&S qualification		
Certificate	107	114,000
Diploma	153	126,470
Bachelor's degree	37	126,000
Post-graduate diploma	89	135,380
Master's degree or PhD	31	180,000
By industry sector		
Ag/forestry/fishing	55	134,540
Construction	132	132,070
Education	25	130,000
Healthcare	62	120,830
Government	108	125,550
Manufacturing	119	127,500
Mining/oil & gas	20	155,000
Retail/wholesale	36	122,000
Transport	94	125,000
Utilities	67	147,140
By location		
Auckland	117	136,150
Hamilton	29	123,330
Tauranga	27	126,670
Wellington	49	132,730
North Island (elsewhere)	101	120,000
Christchurch	60	119,230
South Island (elsewhere)	64	125,000
By professional body membership		
IOSH	22	155,710
NZOHNA	28	116,250
NZISM	347	128,890
By HASANZ Register membership		
Member	96	135,500
By number of people in organisation		
1 – 19	38	141,670
20 – 99	46	110,000
100 – 499	149	125,000
500 – 999	63	130,000
1000 – 1999	27	130,910
2000+	111	128,700
By role seniority		
Adviser	189	108,480
Manager	190	138,570
Director	47	208,000

Table 4
**COMPARISON WITH
 PREVIOUS SURVEYS**

YEAR	2025	2024	2023	2022	2021	2020
No. of respondents overall	512	552	528	404	463	456
% aged under 50	46.9	51.8	54.5	54.0	46.7	48.7
% with high H&S qualifications <i>(degree/postgrad dip or above)</i>	41.4	40.2	31.8	28.5	32.3	31.3
No. of respondents (full time)	456	502	492	377	429	411
Median income – overall full time	126,290	122,280	119,500	113,480	110,000	104,000
Median income – male full time	138,650	132,550	129,290	124,470	119,530	112,300
Median income – female full time	119,140	114,060	112,360	106,040	101,490	97,410

**WORKSHOP
 LOCATIONS**

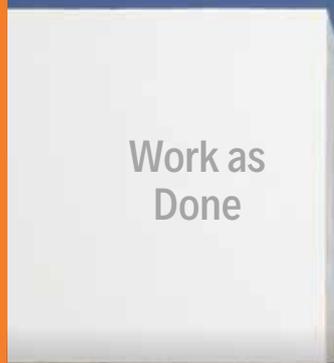
- Whangārei
- Auckland
- Tauranga
- Hamilton
- Rotorua
- Gisborne
- New Plymouth
- Havelock North
- Palmerston North
- Wellington
- Nelson
- Blenheim
- Christchurch
- Dunedin
- Invercargill



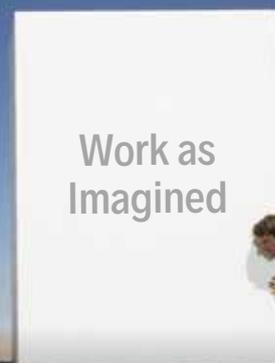
Closing the Gap

between frontline and leadership

October | November | December 2025



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