

SERIOUS MONEY

Whoever said there's no money in health & safety?

PETER BATEMAN analyses this year's survey of incomes to find there's plenty to aspire to at the top end of town.

Our thanks to the nearly 450 people who took part in this year's survey, which was re-named "income" rather than "salary" to be more inclusive of the self-employed. As for the last few years, entry to the survey was limited to health & safety practitioners, occupational health nurses, and occupational hygienists – the people whose everyday focus is the improvement workplace health or safety or both.

On the remuneration front, the clearest message from this year's survey is that some people are making significant incomes, thanks very much. This year we extended the top end of the

selectable income range from \$140,000+, where it had sat for years, to \$200,000+. So while the overall median income for full-time people rose only slightly, to \$99,500, it is now much clearer that there are good numbers of people earning well over \$150K, and more than 20 respondents earning over \$200K. Don't know about you, but that's pretty respectable money where I come from.

Overall, the median income of people in full-time work went up 3.8% since last year's survey, well below the 8.4% rise the previous year. However, in this 125th anniversary year of women's suffrage it is disappointing to see the gender gap still a gaping \$19,130, down only a few dollars from last year's \$20,770.

Kate Sheppard would not have been amused.

Income winners this year include the under-30s (\$10K up on last year), people working in the education sector (\$14K up!) and in transport (\$12K), while that relatively small group based in Tauranga went up by \$17K. Small sample size or really savvy negotiators?

Three new questions appeared in this year's survey, dealing with organisation size, membership of the HASANZ Register, and SafePlus assessment. But the most interesting tweak was to the question on the proportion of their time people spend on each broad type of risk. This year, we split "work-related health risks" into two: physical health risks and psychosocial health risks. The intention was to get a handle on the time people are devoting to things like bullying and sexual harassment. The result suggests respondents are spending 11% of their time on psychosocial health risks, which is a pleasing start to what is staring everyone in the face as the key neglected work risk of our time. (Curiously, the proportion of time spent on safety risks plummeted, from 51% last year to 38% this year.)

Survey respondents also had the opportunity to describe how they have been able to influence change in their workplaces – surely a key part of being in the potentially subversive role of health & safety. The responses are fascinating and wide-ranging. A selection of comments follows later in this section. ■



Table 1

THE SUMMARY DATA (N = 446) The most common response is in bold

GENDER SPLIT

Male	46.2%
Female	53.6%
Prefer not to say	0%

AGE RANGE

Under 30	4.9%
30-39	17.0%
40-49	26.7%
50-59	35.0%
60-69	15.7%
70+	0.7%

HOW LONG IN OHS ROLES?

3 years or less	15.3%
4 – 9 years	34.5%
10 years or more	50.2%

HIGHEST FORMAL OHS QUALIFICATION?

H&S rep training	5.4%
Certificate (eg NZQA)	24.7%
Diploma	30.9%
Bachelor's degree	5.4%
Post-grad diploma	20.9%
Master's or PhD	8.1%
No H&S qualification	4.7%

WHICH BODY(S) DO YOU CURRENTLY BELONG TO?

HRINZ	3.3%
HSPNZ	1.2%
IOSH	16.1%
NZIHSM	1.5%
NZISM	79.1%
NZOHNA	11.6%
NZ Occ Hygiene Soc	5.1%
NZ Safety Council	5.7%
Safety Institute of Australia	5.4%

(Note: only 335 people responded to this question, which suggests 111 respondents belong to none of these bodies. The percentages are "out of 335". They add to more than 100 because some people belong to multiple bodies.)

ARE YOU A MEMBER OF THE HASANZ REGISTER?

Yes	11.9%
No	88.1%

DO YOU WORK FULL TIME?

Yes	92.8%
No	7.2%

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

Agriculture/forestry/fishing	15.5%
Construction	31.2%
Education	5.0%
Government (local or central)	19.4%
Healthcare	8.0%
Hospitality	3.2%
Manufacturing	31.7%
Mining/oil & gas	7.7%
Not-for-profit	3.2%
Retail/wholesale	7.3%
Transport	18.9%
Utilities	12.5%

WHERE IN NZ ARE YOU BASED?

Auckland	30.5%
Hamilton	2.0%
Tauranga	5.8%

Wellington	13.7%
North Island (elsewhere)	20.9%
Christchurch	13.9%
Dunedin	2.5%
South Island (elsewhere)	10.8%

WHAT PROPORTION OF TIME DO YOU SPEND ON EACH TYPE OF RISK?

Catastrophic risks (eg explosions)	11%
Work-related safety risks (eg falls, machinery, vehicles)	38%
Work-related physical health risks (eg noise, dust, chemicals, lifting)	25%
Work-related psychosocial health risks (eg bullying, sexual harassment)	11%
Personal health-related safety risks (eg impairment, hearing/eyesight, heart health)	14%

WHAT OTHER ROLES DO YOU ALSO HAVE RESPONSIBILITY FOR?

Office administration	28.1%
Environment	45.9%
HR	14.3%
Quality	31.5%
ACC/rehab	62.5%
Security	13.8%

WHO DO YOU REPORT TO?

Someone in a more senior OHS role	26.0%
An operational/line/regional manager	16.4%
HR	7.2%
CEO/GM/Director	36.1%
Not applicable (self-employed)	10.5%
Other role	3.8%

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

Yes	77.1%
No	22.9%

HOW MANY PEOPLE WORK IN YOUR ORGANISATION IN NZ?

1 – 19	14.8%
20 – 99	12.8%
100 – 499	31.2%
500 – 999	13.0%
1000 – 1999	8.7%
2000+	19.5%

HAS YOUR ORGANISATION BEEN ASSESSED BY A SAFEPLUS ASSESSOR?

Yes	7.2%
No	79.8%
Not sure	13.0%

FIVE YEARS FROM NOW, HOW LIKELY ARE YOU STILL TO BE WORKING IN OHS?

Very likely	52.4%
Quite likely	34.5%
Not very likely	12.2%
Certainly not	0.9%

SINCE 2016 HAVE YOU BEEN MADE REDUNDANT FROM AN OHS ROLE?

Yes	7.7%
No	92.3%

Table 2 OVERALL INCOME

NOTE: this data includes only respondents working full time. N = 414

WHICH BEST DESCRIBES YOUR EMPLOYMENT STATUS?

Employee	90.6%
Self-employed	9.4%

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

Under \$50,000	1.0%
\$50,000 - \$59,999	4.8%
\$60,000 - \$69,999	8.2%
\$70,000 - \$79,999	12.3%
\$80,000 - \$89,999	12.3%
\$90,000 - \$99,999	12.1%
\$100,000 - \$119,999	20.3%
\$120,000 - \$139,999	9.7%
\$140,000 - \$159,999	7.0%
\$160,000 - \$179,999	4.4%
\$180,000 - \$199,999	2.7%
\$200,000+	5.3%

WHICH BENEFIT(S) DO YOU RECEIVE?

Company vehicle	45.3%
Superannuation scheme	39.1%
Time off for study/CPD	54.0%
Health insurance	38.1%

ARE YOUR SERVICES ROUTINELY CHARGED OUT TO EXTERNAL CLIENTS?

Yes	18.8%
No	81.2%

(For those who answered Yes above; N=77)

WHAT IS YOUR TYPICAL HOURLY CHARGE RATE?

Average	\$139/hour
Median	\$125/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	414	99,500
By gender		
Male	199	109,130
Female	215	90,000
By age group		
Under 30	20	75,830
30-39	67	92,220
40-49	144	107,690
50-59	150	100,910
60-69	66	98,750
By time in H&S		
3 years or less	60	74,410
4 - 9 years	139	93,120
10+ years	215	113,000
By OHS qualification		
Certificate	105	88,950
Diploma	130	98,330
Post-graduate diploma	89	112,100
Master's/PhD	36	138,000
By industry sector		
Ag/forestry/fishing	61	88,570
Construction	127	97,220
Education	20	102,500
Healthcare	29	92,000
Government	80	102,630
Manufacturing	131	90,770
Mining/oil & gas	31	115,000
Retail/wholesale	26	107,140
Transport	73	106,670
Utilities	52	115,000
By location		
Auckland	129	110,400
Tauranga	25	110,000
Wellington	55	108,330
North Island (elsewhere)	82	90,450
Christchurch	60	95,830
South Island (not Chch, Dunedin)	44	82,500
By professional body membership		
IOSH	51	132,000
NZISM	248	103,850
NZOHNA	33	80,000
By HASANZ Register membership		
Member	50	100,830
Non-member	364	89,430
By number of people in organisation		
1 - 19	54	95,000
20 - 99	55	84,000
100 - 499	127	102,160
500 - 999	58	105,830
1000 - 1999	35	110,000
2000+	85	106,670

Table 4
COMPARISON WITH PREVIOUS SURVEYS

YEAR	2018	2017	2016	2015	2014
No. of respondents overall	446	488	479	328	351
% aged under 50	48.6	50.8	52.0	52.1	52.4
% with high H&S qualifications (degree/postgrad dip or above)	34.4	29.1	32.6	34.2	31.9
No. of respondents (full time)	414	441	436	296	312
Median income – overall full time	99,500	95,865	88,410	87,390	81,930
Median income – male full time	109,130	106,840	94,310	95,430	89,130
Median income – female full time	90,000	86,070	80,160	78,970	76,570

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