

REWARDING QUALIFICATIONS

PETER BATEMAN analyses this year's incomes survey and finds things to celebrate: a record response and a big lift in income for the youth cohort, and for those who are most academically qualified.

Our thanks to the more than 500 people who took part in this year's survey – an all-time record response rate! The results are presented in the four tables over the following three pages.

As always, the survey was limited to New Zealand-based people working as H&S practitioners, occupational health nurses, occupational hygienists, or as hazardous substances specialists.

Let's talk money. The median income of the 492 respondents who work full-time rose by 5.3% since last year, from \$113,480 to \$119,500. Apart from a dip in 2019 there has been a steady rise each year, from a base of \$88,410 in 2016.

The gender gap persists, with the mean male full-time income rising from last year's \$124,470 to \$129,290, while female mean full-time income rose from \$106,040 to \$112,360, a gap of around \$17,000. The good news is that men's pay rose 3.9% while women's pay rose 6.0%. (In fact, this year's group of respondents is more skewed female than ever before: from 55.0% last year to 58.5% this time. The days of male domination of the field are long gone – hurrah!)

The biggest income rises have been

enjoyed by the youngest respondents: the median income of those under 30 working full time jumped from \$76,670 to \$92,500 – a 20% rise – while the 30–39 age group went from \$97,930 to \$112,000, a lift of 14%.

However, the biggest jump in income of all applies to the group with the highest level of H&S qualifications (Masters/PhD): from \$156,250 to \$190,000, a rise of 21.6%. Lesson? Support our tertiary education institutions and enrol in a postgraduate programme now!

The other big rise is in the median rate charged by those respondents who are charged out by the hour: a 23% rise from \$130 to \$160 an hour.

This year we introduced a new question asking about a respondent's seniority: administrator (junior level), adviser (intermediate level), manager (middle management level), or director (GM/executive level). There weren't enough responses at administrator level to calculate a median, but the full-time medians of the other three levels reflect the kind of income distinction you might expect: \$100,740 for advisers, \$133,520 for managers, and \$211,430 for people operating at Director/GM level.



On the recruitment front, the frenzy of activity last year has dipped just a little: from 54.0% of respondents having been involved in recruiting a H&S role down to 46.3% this year.

As always, we offered respondents a free text question and invited them to write about their most successful attempt to influence change over the past year. An edited selection of responses follows after the statistical tables. These offer a fascinating and mostly encouraging insight into what people have been up to over the past year.

Table 1

THE SUMMARY DATA (N = 508)

The most common response is in bold

GENDER

Male	41.3%
Female	58.5%
Gender diverse	0.2%

AGE RANGE

Under 30	6.6%
30-39	21.8%
40-49	26.1%
50-59	33.3%
60-69	12.1%
70+	0.0%

HOW LONG IN H&S ROLES?

3 years or less	18.4%
4 – 9 years	32.9%
10 years or more	48.7%

HIGHEST FORMAL H&S QUALIFICATION?

No H&S qualification	4.9%
H&S rep training	5.1%
Certificate (eg NZQA)	24.4%
Diploma	33.7%
Bachelor's degree	6.6%
Post-grad diploma	19.5%
Master's or PhD	5.7%

TO WHICH PRACTITIONER BODIES DO YOU BELONG? (N=419)

AIHS	2.9% of 419
HFESNZ	1.0%
HRNZ	1.2%
HSPNZ	0.5%
IOSH	7.6%
NZIHSM	0.2%
NZISM	93.8%
NZOHA	2.9%
NZ Occ Hygiene Soc	3.6%
NZ Safety Council	1.7%

(Note: 89 respondents did not select any practitioner body. The numbers add to more than 100 because some people belong to multiple bodies)

ARE YOU A MEMBER OF THE HASANZ REGISTER?

Yes	13.6%
No	86.4%

DO YOU WORK FULL TIME?

Yes	93.4%
No	6.6%

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

Agriculture/forestry/fishing	13.6%
Construction	33.0%
Education	5.9%
Government (local or central)	20.9%
Healthcare	11.5%
Hospitality	2.5%
Manufacturing	24.0%
Mining/oil & gas	5.4%
Not-for-profit	5.0%
Retail/wholesale	8.4%
Transport	19.5%
Utilities	14.8%
(Some people work in multiple sectors)	

WHERE IN NZ ARE YOU BASED?

Auckland	27.4%
Hamilton	7.4%
Tauranga	5.3%
Wellington	10.8%
North Island (elsewhere)	18.2%
Christchurch	15.5%
Dunedin	4.0%
South Island (elsewhere)	11.4%

WHAT OTHER ROLES DO YOU ALSO HAVE RESPONSIBILITY FOR?

(N=342)

Office administration	18.7%
Environment	42.4%
HR	9.4%
Quality	27.8%
ACC/rehab	55.3%
Security	12.3%

(Note: 166 respondents did not select any of these.)

WHO DO YOU REPORT TO?

Someone in a more senior H&S role	33.9%
An operational/line/regional manager	13.8%
HR	8.1%
CEO/GM/Director	38.3%
Other role	1.7%
Not applicable (self-employed)	4.3%

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

Yes	73.1%
No	26.9%

WHICH BEST REFLECTS YOUR ROLE'S SENIORITY?

Administrator	3.2%
Adviser	40.5%
Manager	41.9%
Director	10.2%
Not applicable	4.2%

HOW MANY PEOPLE WORK IN YOUR ORGANISATION IN NZ?

1 – 19	8.0%
20 – 99	13.8%
100 – 499	33.1%
500 – 999	15.0%
1000 – 1999	9.1%
2000+	21.0%

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

Yes	9.1%
No	77.5%
Not sure	13.4%

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

Very likely	49.3%
Quite likely	37.1%
Not very likely	12.1%
Certainly not	1.5%

SINCE 2021 HAVE YOU BEEN MADE REDUNDANT FROM A H&S ROLE?

Yes	4.8%
No	95.2%

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

Yes	46.3%
No	53.7%

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

One	42.6%
Two	31.4%
Three	11.1%
Four or more	14.9%

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

Yes	17.4%
No	82.6%

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

2 months or less	50.0%
3 to 4 months	34.3%
5 to 6 months	10.7%
More than 6 months	5.0%

Table 2

OVERALL INCOME

This data includes only respondents working full time. N = 492

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

Under \$60,000	0.8%
\$60,000 - \$79,999	8.5%
\$80,000 - \$99,999	20.9%
\$100,000 - \$119,999	20.3%
\$120,000 - \$139,999	19.7%
\$140,000 - \$159,999	12.0%
\$160,000 - \$179,999	4.3%
\$180,000 - \$199,999	4.7%
\$200,000 - \$219,999	2.9%
\$220,000 - \$239,999	2.4%
\$240,000+	3.5%

WHICH BENEFIT(S) DO YOU RECEIVE?

Company vehicle	41.5%
Superannuation scheme	36.1%
Time off for study/CPD	47.3%
Health insurance	51.3%
None of the above	27.4%

ARE YOUR SERVICES ROUTINELY CHARGED OUT TO EXTERNAL CLIENTS?

Yes	11.2%
No	88.8%

(For those who answered Yes above; N=55)

WHAT IS YOUR TYPICAL HOURLY CHARGE RATE?

Average	\$172/hour
Median	\$160/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	492	119,500
By gender		
Male	210	129,290
Female	281	112,360
By age group		
Under 30	35	92,500
30-39	105	112,000
40-49	129	124,440
50-59	130	123,750
60-69	56	119,410
By time in H&S		
3 years or less	91	88,420
4 - 9 years	159	113,780
10+ years	169	137,550
By H&S qualification		
HSR training	24	95,450
Certificate	121	110,000
Diploma	170	122,890
Bachelor's degree	33	124,000
Post-graduate diploma	89	130,770
Master's degree or PhD	30	190,000
By industry sector		
Ag/forestry/fishing	64	117,690
Construction	160	123,680
Education	26	125,000
Healthcare	53	113,330
Government	102	118,640
Manufacturing	117	117,040
Mining/oil & gas	27	132,000
Not-for-profit	24	127,500
Retail/wholesale	41	132,000
Transport	100	130,480
Utilities	75	135,000
By location		
Auckland	141	132,860
Hamilton	38	117,000
Tauranga	27	120,000
Wellington	51	128,890
North Island (elsewhere)	85	106,360
Christchurch	76	120,770
Dunedin	20	122,500
South Island (elsewhere)	54	106,430
By professional body membership		
IOSH	31	180,000
NZISM	277	122,230
By HASANZ Register membership		
Member	48	133,750
By number of people in organisation		
1 - 19	36	100,000
20 - 99	62	115,000
100 - 499	171	112,000
500 - 999	76	135,620
1000 - 1999	27	130,770
2000+	105	123,160
By role seniority		
Adviser	195	100,740
Manager	210	133,520
Director	53	211,430

Table 4
COMPARISON WITH PREVIOUS SURVEYS

YEAR	2023	2022	2021	2020	2019	2018
No. of respondents overall	528	404	463	456	456	446
% aged under 50	54.5	54.0	46.7	48.7	49.5	48.6
% with high H&S qualifications (degree/postgrad dip or above)	31.8	28.5	32.3	31.3	28.5	34.1
No. of respondents (full time)	492	377	429	411	410	414
Median income – overall full time	119,500	113,480	110,000	104,000	96,230	99,500
Median income – male full time	129,290	124,470	119,530	112,300	103,060	109,130
Median income – female full time	112,360	106,040	101,490	97,410	90,510	90,000



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