



NEW ZEALAND FOOD INDUSTRY SALARY SURVEY 2023

Section A - General Survey Data

Technical
Quality
Health & Safety

Supply Chain
Procurement
Logistics

Manufacturing
Operations
Engineering

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Our survey partners



Established in 1991, Lawson Williams focused from day one on delivering specialist recruitment to New Zealand businesses in Supply Chain, Procurement, Operations, Manufacturing, Technical, Quality, and Engineering.



The New Zealand Institute of Food Science and Technology (NZIFST) is the country's leading professional association representing people working in the food industry, or in related research and teaching, who apply science, technology and engineering to the processing, manufacture and distribution of foods.



NZPICS to deliver world-class supply chain and operations management programs to NZ Inc. It has been 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 supply chain/operations management.



The New Zealand Food & Grocery Council is an industry association that represents the manufacturers and suppliers behind New Zealand's food, beverage, and grocery brands. It advocates on issues of concern and interest to the industry, and acts as a forum to discuss and pursue those issues.

About this survey

1. This survey was established in 2019 by Lawson Williams Consulting Group Ltd in partnership with NZIFST and NZPICS. In 2021 we introduced a new partner, NZFGC.
2. Its purpose is to provide New Zealand businesses relevant and detailed remuneration information that is not readily available. In particular, to the small to medium sized companies that employ the majority of people in New Zealand.
3. It is an employer only survey. Although NZIFST and NZPICS are predominately individual membership organisations, the decision was made to not create a salary survey from member input. Rather to engage employers and to educate and provide reliable and detailed information to the industry that would in turn benefit the members of NZIFST and NZPICS and indeed all employees.
4. The survey is biannual.
5. The survey is presented in two sections.
 - Section A – General Survey Data
 - Section B – Individual Position Data
6. The full survey report (Section A & B) is provided free of charge to participating companies.
7. For non-participating companies and individuals,
 - Section A can be downloaded at no cost.
 - Section B can be purchased by employers via the Lawson Williams website.
8. 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.



How to use the survey

Our intention in the development of this survey is to provide detailed and reliable salary information for the development of remuneration strategies.

For many New Zealand businesses this information is not readily available. The majority of Salary information on the internet is either very broad in its salary banding and therefore less useful or is sourced from employee or job seeker input which has proven to be unreliable.

With this survey we are looking to build size of response from which we can achieve increased statistical validity across all data groups for each individual position.

In 2023 we have made a significant step in the number of positions surveyed and the number of salary inputs. Where possible we have expanded analysis to salary based on company size and location.

If we have not been confident in the data validity you will notice we have removed it from a section or from specific entries in a section.

For each position in Section B of the report the strongest statistical validity exists with the yearly Base Salary data. As we expand into data groups for company size, location, number of reports the validity decreases. Our suggestion is therefore to consider the results across all data groups for a position rather than relying on a single data group such as location.

We also suggest that you use at least two sources of remuneration information.

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Executive Summary

The 2023 Salary Survey reveals that remuneration packages have experienced significant upward pressure over the past two years. The combination of high skill demand, limited border openings, and individuals seeking better-paying opportunities post-COVID has made salaries a crucial tool for attracting and retaining talent.

This surge in salaries has created notable challenges for businesses. While larger companies have been able to resist substantial salary increases by offering additional benefits such as greater career development opportunities and group remuneration schemes, small to medium-sized businesses have been impacted the most and have had to increase salaries to a greater extent.

The survey results indicate a median increase of 19% across all salaries from 2021. However, it is important to consider the composition of survey participants, as the inclusion of large businesses with multiple employees in the same positions can potentially influence the results. To address this, we have included data on a standardized group of positions with smaller representation across industries and disciplines. When focusing on this group, the median increase in base salaries was found to be 30% from 2021 to 2023. More detailed results for the group survey data can be found in Section A of the survey report. Individual position data is presented in Section B of this report.

In conjunction with the release of these survey results, it is worth noting the current challenges and uncertainties in the New Zealand employment market. Despite officially entering a recession, the level of unemployment remains low. However, the economic conditions have impacted job advertisements, which have declined compared to previous years but are still higher than pre-COVID levels, showing a 15% increase from 2019.

Net migration figures indicate a net surplus of 65,000 people, with an expected gain of 100,000 by the end of the year. However, skilled migrants have not arrived in the anticipated numbers. The ongoing demand for skilled candidates, coupled with persistently low unemployment rates, has led candidates to negotiate for higher remuneration, and counter offers for high-quality candidates are still prevalent.



The question arises as to when the typical employment market conditions associated with a recession will manifest. When will employers become more cautious in filling vacancies or reduce their permanent headcount? Similarly, when will candidates become more concerned about the slowing economy and choose to remain with their current employer rather than seeking better opportunities?

Given these circumstances, the release of the 2023 Industry Salary Survey provides valuable insights for companies to navigate the current salary landscape post-COVID. Understanding these dynamics will enable businesses to develop effective remuneration strategies, retain high-value staff, and attract new talent, even in a recessionary environment.

As we progress through the remainder of 2023 and into 2024, it will be intriguing to observe the evolution of skill demand and candidate behavior and when the employment conditions associated with a low-growth economy will manifest.

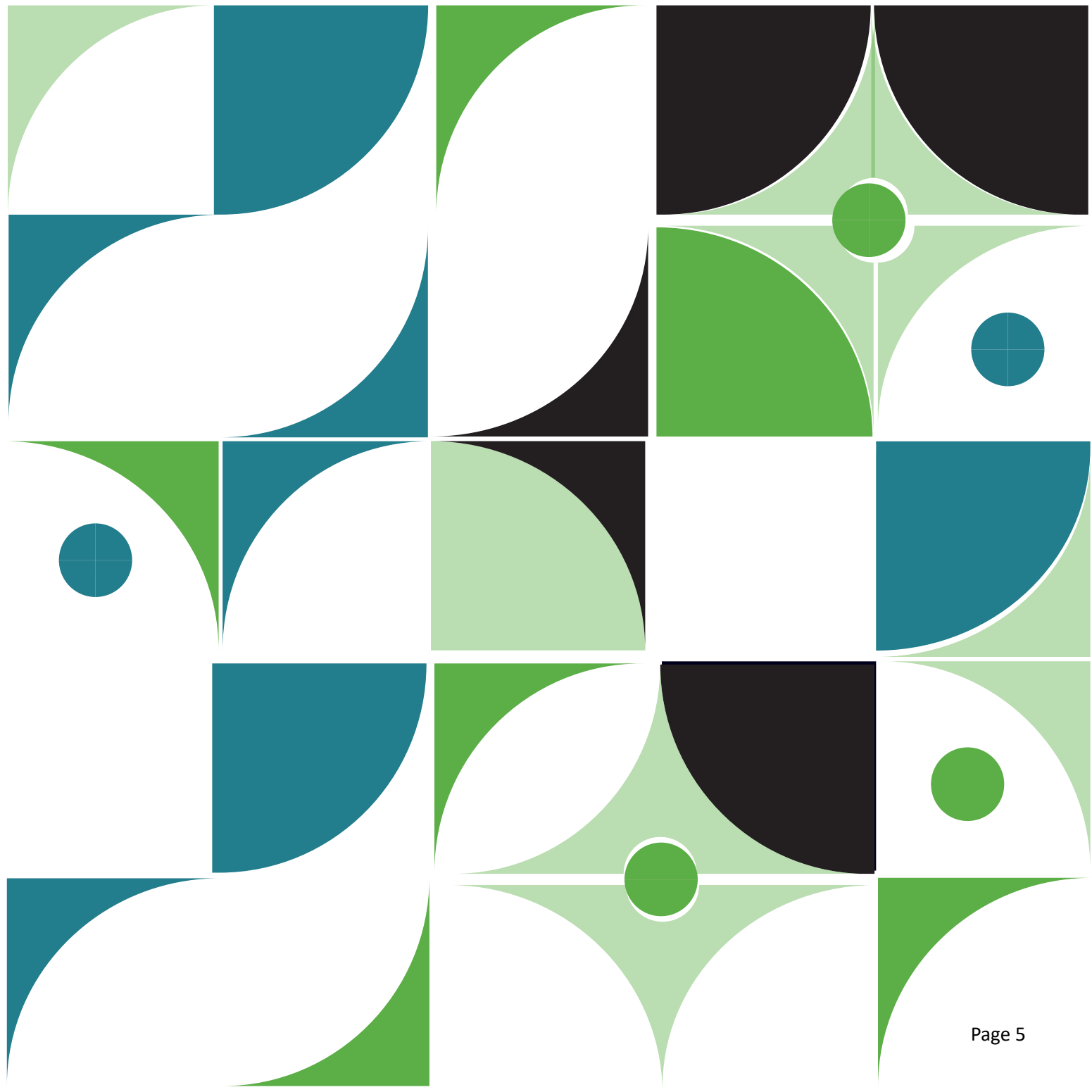
We express our gratitude to all participants of the survey in 2023 and encourage your ongoing support and feedback. We strive to deliver a survey that meets the needs of the industry, and your suggestions for improvement are welcome. Please contact us at surveys@lawsonwilliams.co.nz.

Best regards

John Lawson
Managing Director
Lawson Williams Consulting Group Ltd

NEW ZEALAND FOOD INDUSTRY SALARY SURVEY - 2023

Section A - General Survey Data



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Our Survey Partners



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1.Base Salary – All data - Food

Groups: 2019, 2021, 2023

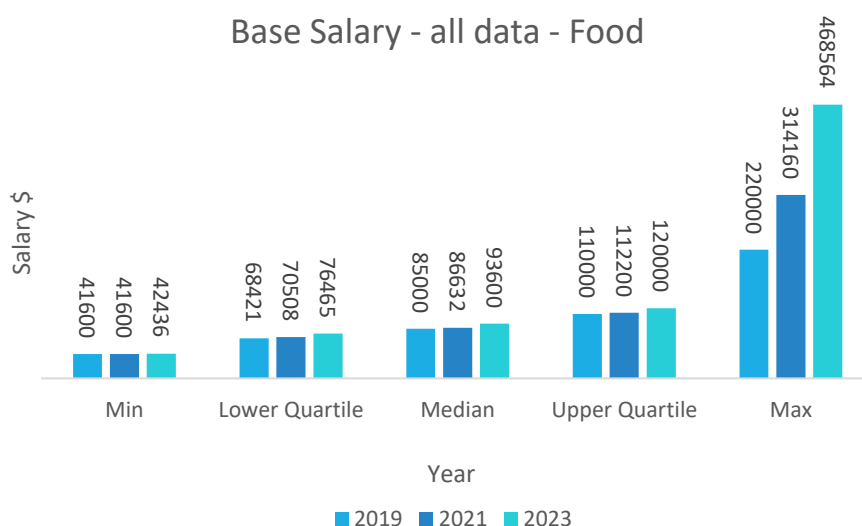
Please note: The annual salary comparisons in 1A below are calculated using All Data. Please be aware that the size and types of organisations participating in this survey is not consistent between surveys and therefore the % change can be impacted by a range of factors.

To remove some of this variability in section 1B, we provide the comparative average median increases for individual positions (as shown in Section B of this Survey), where each position is equally weighted regardless of the number of responses.

1A – All Salary Data

2019	2021	2023	% change
Salary \$			2021 - 2023

Min	41371	41600	50000	20%
Lower Quartile	60000	70508	85000	21%
Median	75000	86632	103355	19%
Upper Quartile	100000	112200	128000	14%
Max	308000	314160	468564	49%



1B – Individual Position Data

The average median increase, equally weighted across individual positions (not entries) between 2021 and 2023 is 12.8%

2.Base Salary – Standardised Group data – Food

Groups: 2021, 2023

Due to the increase in survey participation in 2023 and the variation across the participating businesses we have selected a group of positions that are less affected by this variability to provide additional standardisation of the general data results in 1. above. As per 1. above, we also present comparative average median increases for individual positions in 2B.

2A - Standardised Group - All Salary Data

2021	2023	% change
\$	\$	2021 - 2023

Min	42432	52000	23%
Lower Quartile	70000	89500	28%
Median	87100	112862	30%
Upper Quartile	113342	140000	24%
Max	203600	291262	43%

Base Salary - Standardised Group data - Food



2B – Standardised Group - Individual Position Data

The average median increase, equally weighted across individual positions (not entries) between 2021 and 2023 is 14%.

3.Base Salary – All data by Company Size - Food

Groups: 1-20, 21-80, 81-300, 300+

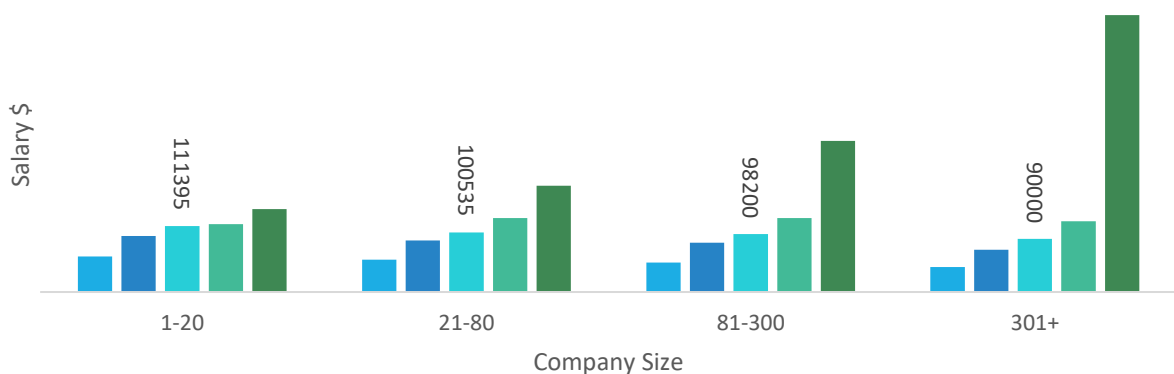
2019	2021	2023	% change	2019	2021	2023	% change
1-20			2021 - 2023	21-80			2021 - 2023

Min	44000	45000	65000	44%	42000	41600	54500	31%
Lower Quartile	56000	71800	80000	11%	64000	65280	88625	36%
Median	65000	85000	95000	12%	75000	81376	100605	24%
Upper Quartile	75000	93860	110000	17%	106000	109530	122500	12%
Max	240000	153000	125000	-18%	308000	314160	180030	-43%

2019	2021	2023	% change	2019	2021	2023	% change
81-300			2021 - 2023	301+			2021 - 2023

Min	43500	44370	50000	13%	41371	42432	50202	18%
Lower Quartile	63500	68850	84358	23%	54080	73682	83898	14%
Median	75000	85000	104250	23%	76238	90802	103000	13%
Upper Quartile	92004	112100	130000	16%	95000	117293	129654	11%
Max	225000	253650	255505	1%	280000	286000	468564	64%

Base Salary by Company Size - all data - Food



4.Base Salary – All data by Location - Food

Groups: Otago/Southland, Canterbury, Nelson/Marlborough, Wellington, Manawatu, Taranaki, Hawkes Bay/Gisborne, Waikato/Bay of Plenty, Auckland, Northland

2019	2021	2023	% change	2019	2021	2023	% change
Otago/Southland			2021 - 2023	Canterbury			2021 - 2023

Min	48630	67958	50201.86	-26%	46000	52632	50000	-5%
Lower Quartile	49270	84570	80547.8	-5%	48630	67100	82289	23%
Median	57554	97890	103137	5%	56000	82400	117087.5	42%
Upper Quartile	68536	119250	115306.8	-3%	70000	105213	140000	33%
Max	121000	130000	289131.9	122%	105000	140000	235000	68%

2019	2021	2023	% change	2019	2021	2023	% change
Nelson/Marlborough			2021 - 2023	Wellington			2021 - 2023

Min	48630	53000	65000	23%	41371	60000	54500	45%
Lower Quartile	50183	55845	87000	56%	50754	72025	76550	42%
Median	54440	61450	100250	63%	70633	88230	110000	25%
Upper Quartile	65000	90000	115500	28%	90000	138410	133000	54%
Max	115000	122400	207000	69%	143000	199000	185000	39%

2019	2021	2023	% change	2019	2021	2023	% change
Manawatu			2021 - 2023	Taranaki			2021 - 2023

Min	44000	49000	57886.4	18%	48630	71400	68000	-5%
Lower Quartile	48038	59580	93600	57%	58055	86700	95375	10%
Median	74400	80000	105000	31%	74800	96900	99003	2%
Upper Quartile	111500	101347	123000	21%	107500	126990	111000	-13%
Max	180000	150000	166000	11%	192500	201960	155700	-23%



2019	2021	2023	% change	2019	2021	2023	% change
Hawkes Bay/Gisborne			2021 - 2023	Waikato/Bay of Plenty			2021 - 2023

Min	46657	53040	75000	41%	42000	44370	58800	33%
Lower Quartile	48630	62280	112000	80%	53781	63315	87360	38%
Median	48630	71520	115000	61%	70000	91098	104239.4	14%
Upper Quartile	50000	80760	150000	86%	90504	120875	138459.4	15%
Max	80000	90000	167000	86%	247500	229500	468564.4	104%

2019	2021	2023	% change	2019	2021	2023	% change
Auckland			2021 - 2023	Northland			2021 - 2023

Min	41600	42432	50960	20%	48630	83000	50960	-39%
Lower Quartile	65000	66300	85000	28%	49978	83000	85000	2%
Median	90000	81600	96500	18%	51325	83000	96500	16%
Upper Quartile	120000	114240	120000	5%	52673	83000	120000	45%
Max	308000	314160	390000	24%	54020	83000	390000	370%



5. Kiwisaver - % Company contribution - Food

Groups: Not a member, 3%, 4%, 7%

2019	2021	2023	% change	2019	2021	2023	% change
Not a member			2021 - 2023	3%			2021 - 2023

% of Entries	9%	6%	2%	-70%	88%	86%	87%	1%
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2019	2021	2023	% change	2019	2021	2023	% change
4%			2021 - 2023	7%			2021 - 2023

% of Entries	2%	7%	5%	-25%	0%	0%	4%	400%
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6. Kiwisaver - Company contribution policy - Food

Groups: Kiwisaver included as part of gross salary, Kiwisaver is paid in addition to gross salary.

2019	2021	2023	% Change
%			2021 - 2023

Kiwisaver is included as part of gross salary	18%	22%	9%	-58%
Kiwisaver is paid in addition to gross salary	82%	78%	91%	16%



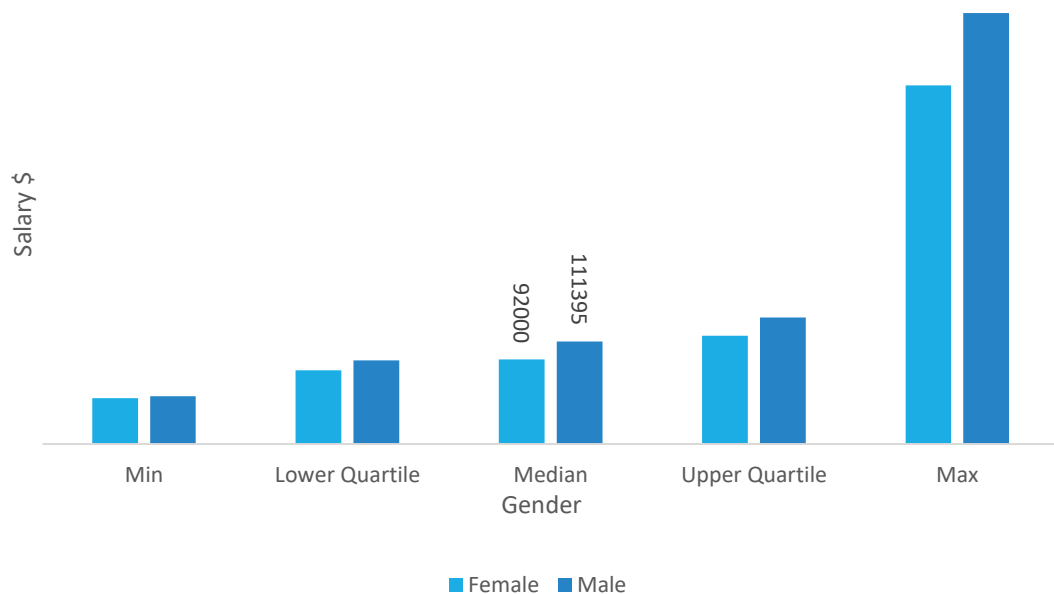
7.Base Salary – All data by Gender - Food

Groups: Male, Female

2019	2021	2023	% change	2019	2021	2023	% change
Male			2021 - 2023	Female			2021 - 2023

Min	41371	45000	52000	16%	41600	41600	50000	20%
Lower Quartile	51709	77731	90934.37	17%	60000	64562	80000	24%
Median	68800	92761	111395	20%	75000	78015	92000	18%
Upper Quartile	101600	117075	137523	17%	90000	98822	117603.2	19%
Max	308000	253650	468564.4	85%	204933	207672	390000	88%

Base Salary by Gender



8. Benefits – All data - Food

Benefits reported across all data can show significant variability. We suggest you review the benefits provided in Section B for each individual position to ensure greater validity of results.

Benefit	2021	2023	% change
	%	%	2021 - 2023
Overtime	10%	13%	30%
Call Out/Shift Allowance	10%	12%	20%
Clothing Allowance	-	12%	-
Mobile Phone or Allowance	48%	65%	35%
Staff Discounts	73%	79%	8%
Wellness and other at work benefits - leisure area, gym, fruit etc	15%	23%	53%
Health Insurance	29%	40%	38%
Income Protection/Life Insurance	26%	56%	115%
Additional Superannuation/Kiwisaver	8%	9%	13%
Company Vehicle/Allowance	5%	9%	80%
Car Park	68%	87%	28%
Flexible Work Options	50%	75%	51%
Child Care	0%	0%	-
Parental leave beyond statutory requirements	-	10%	-
Professional Development/Training	32%	81%	153%
Sign on bonus	-	0%	-
Share options	-	2%	-

9. Benefits – Standardised Group data - Food

Due to the increase in survey participation in 2023 and the variation across the participating businesses we have selected a group of positions that are less affected by this variability to provide additional standardisation of the Benefit data results in 8. above.

As a result, the data indicates that there has been an increased focus across most of the benefits offered to staff to assist in attraction and retention.

Benefit	2021	2023	% change
	%	%	2021 - 2023
Overtime	12%	14%	17%
Call Out/Shift Allowance	10%	12%	20%
Clothing Allowance	-	23%	
Mobile Phone or Allowance	78%	82%	5%
Staff Discounts	65%	58%	-11%
Wellness and other at work benefits - leisure area, gym, fruit etc	26%	49%	85%
Health Insurance	79%	85%	8%
Income Protection/Life Insurance	58%	95%	64%
Additional Superannuation/Kiwisaver	7%	13%	94%
Company Vehicle/Allowance	15%	27%	78%
Car Park	75%	82%	9%
Flexible Work Options	69%	78%	13%
Child Care	2%	1%	-50%
Parental leave beyond statutory requirements	41%	62%	51%
Professional Development/Training	71%	82%	16%
Sign on bonus	2%	3%	50%
Share options	4%	5%	25%