



*Accounting Professionals*

# 2022 NZCAP REMUNERATION SURVEY REPORT

PREPARED BY:  
NZCAP BOARD OF MANAGEMENT

# OUTLINE

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04

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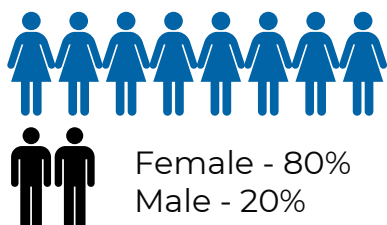
IMPORTANT FACTORS FOR JOB  
HUNTING

08

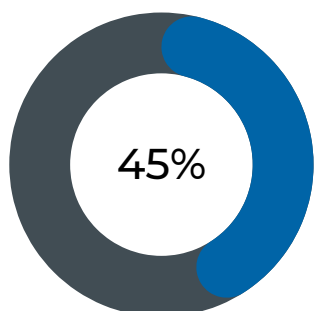
SIGNIFICANT FACTORS THAT  
IMPACT REMUNERATIONS

# 01 Sample Index N=108

## GENDER

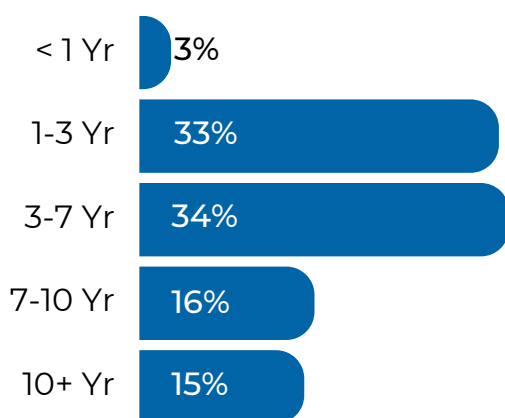


## QUALIFICATION

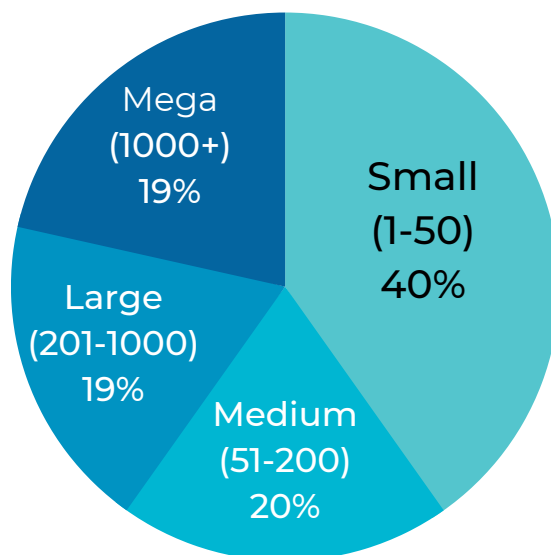


Full Member - 45%  
Non-Qualified - 55%  
(Include Provisional Member 43% & None Member 12%)

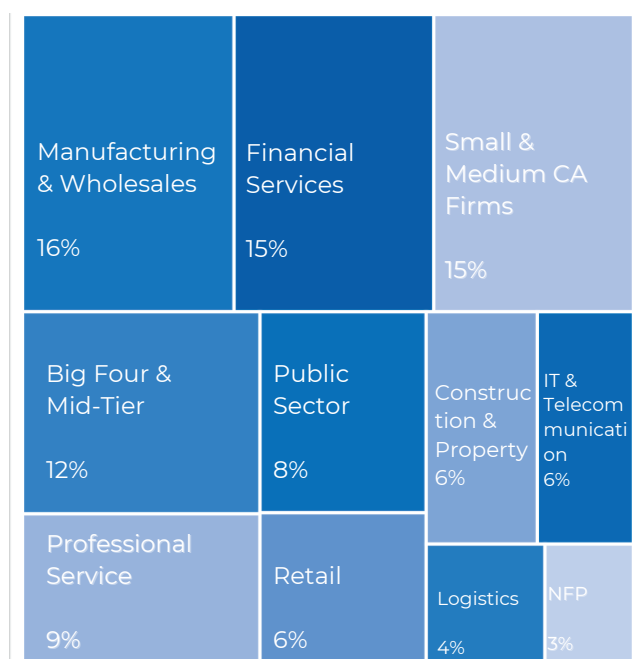
## TENURE



## SIZE OF EMPLOYER (No. of Employees)



## INDUSTRY



## 02 Key Findings

# \$90,106

AVERAGE REMUNERATION

# \$82,143

MEDIAN REMUNERATION

Please Note: All \$ in this report is in New Zealand Dollar

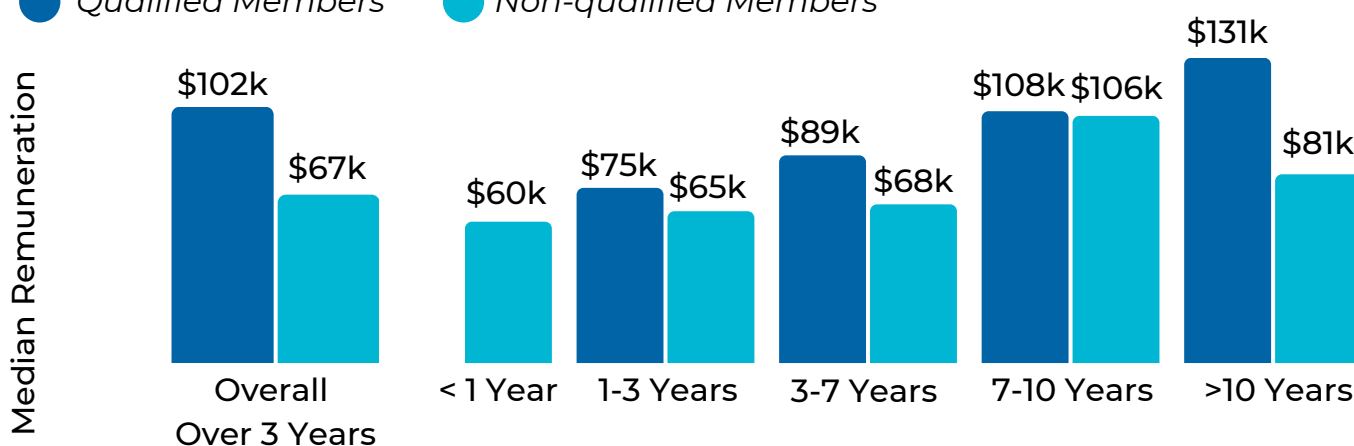
### TOP 5 REMUNERATION BY INDUSTRY (MEDIAN \$)

Financial Services	\$121,800
IT & Telecommunication	\$105,575
Public Sectors	\$101,763
Manufacturing / Wholesales	\$82,400
Logistics	\$78,486

### REMUNERATION BY TENURE & QUALIFICATION

● Qualified Members

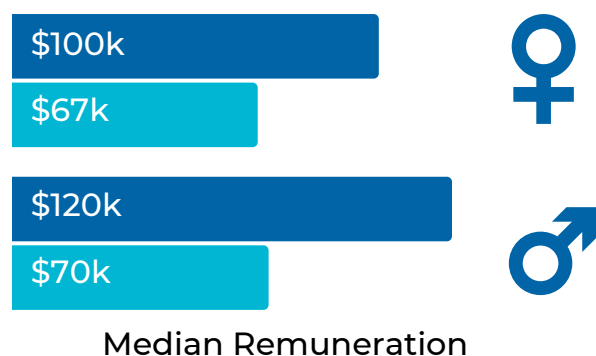
● Non-qualified Members



### REMUNERATION BY GENDER

● Qualified Members

● Non-qualified Members



### REMUNERATION BY SIZE



Large (>200 employees)

**\$92,700**

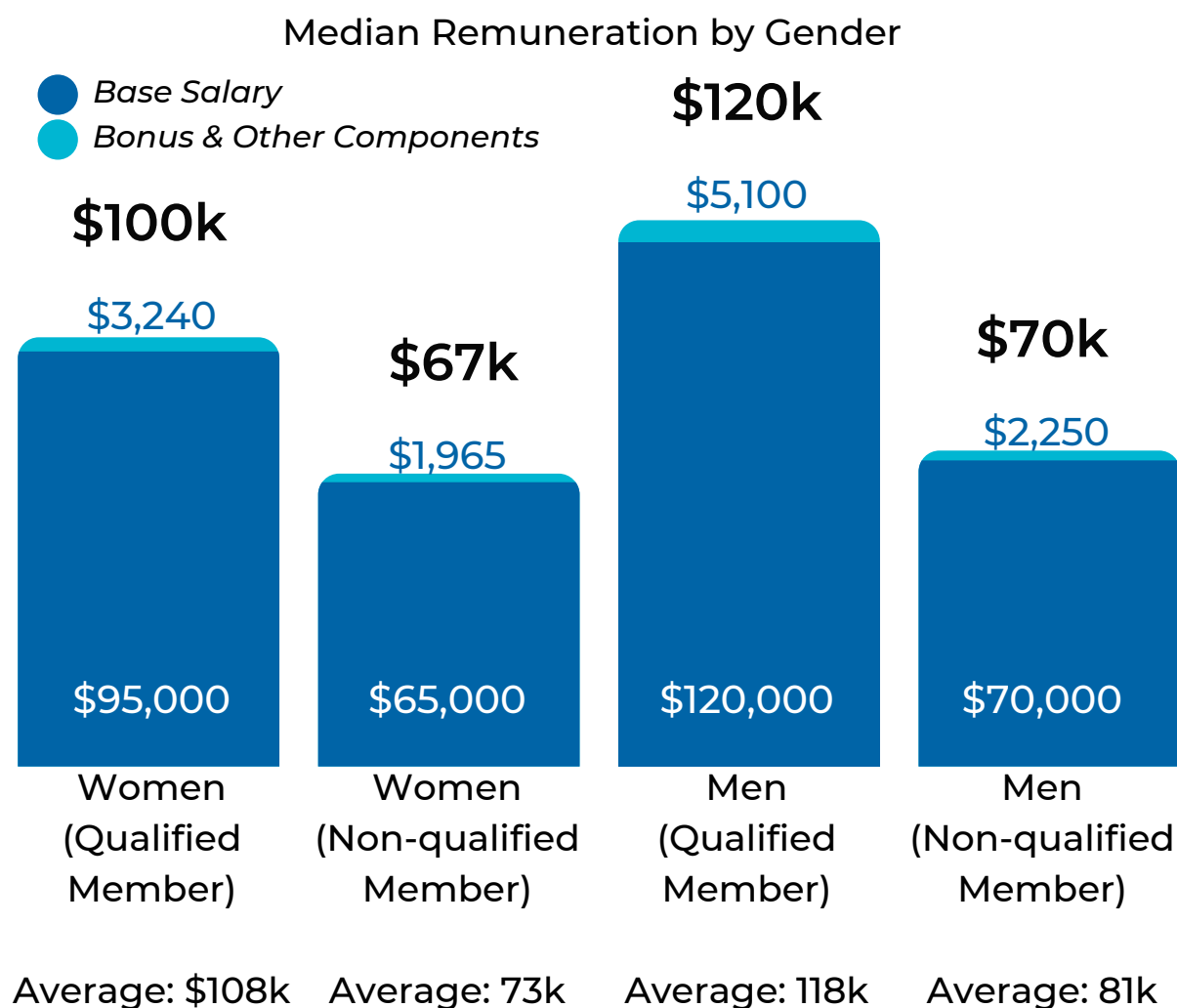


Small & Medium (<200 employees)

**\$75,190**

\*Median Remuneration

## 03 Gender & Remuneration



### Gender Pay Gap% Calculation

$$\frac{\text{Pay for men} - \text{Pay for women}}{\text{Pay for men}} \times 100$$

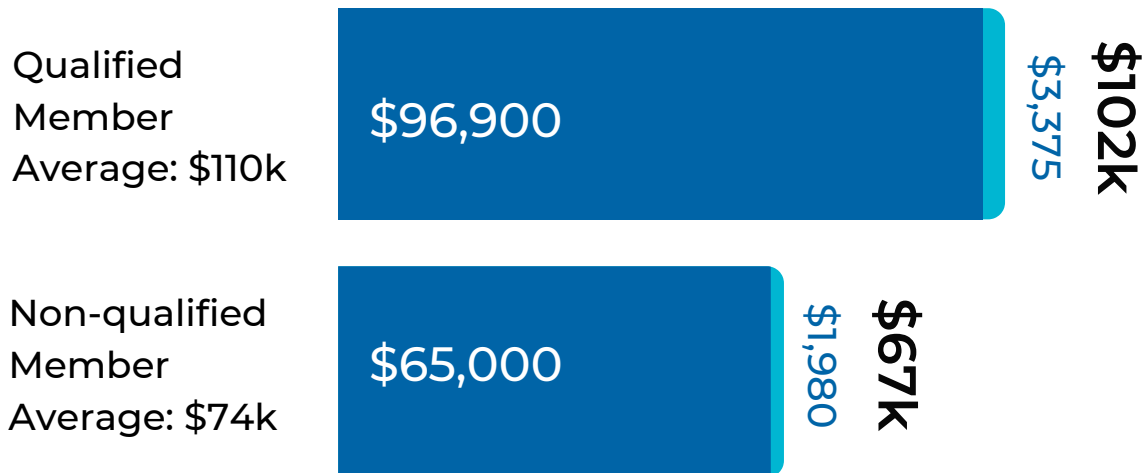
### Gender Pay Gap%

	Qualified Member	Non-qualified Member
By Median Total Remuneration	20%	5%
By Average Total Remuneration	9%	12%

## 04 Qualification & Remuneration

Median Remuneration by Qualification

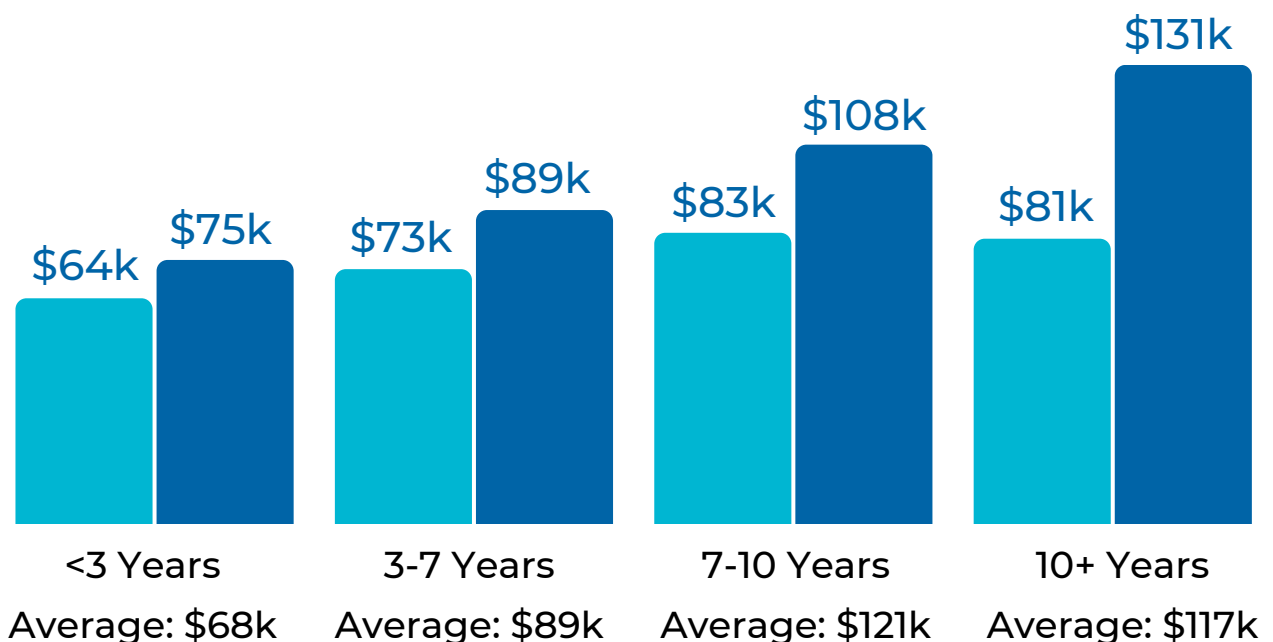
● Base Salary ● Bonus & Other Components



## 05 Tenure & Remuneration

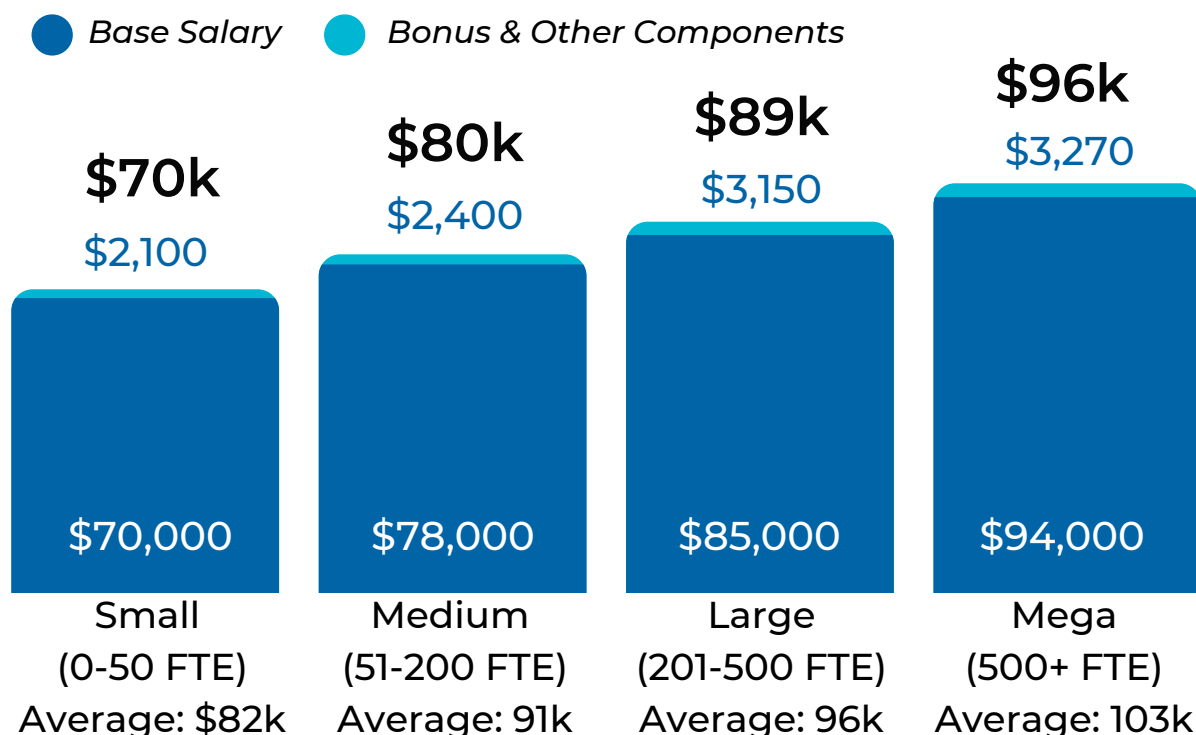
Median Remuneration by Tenure

● Qualified Members ● Non-qualified Members



## 06 Company Size & Industry

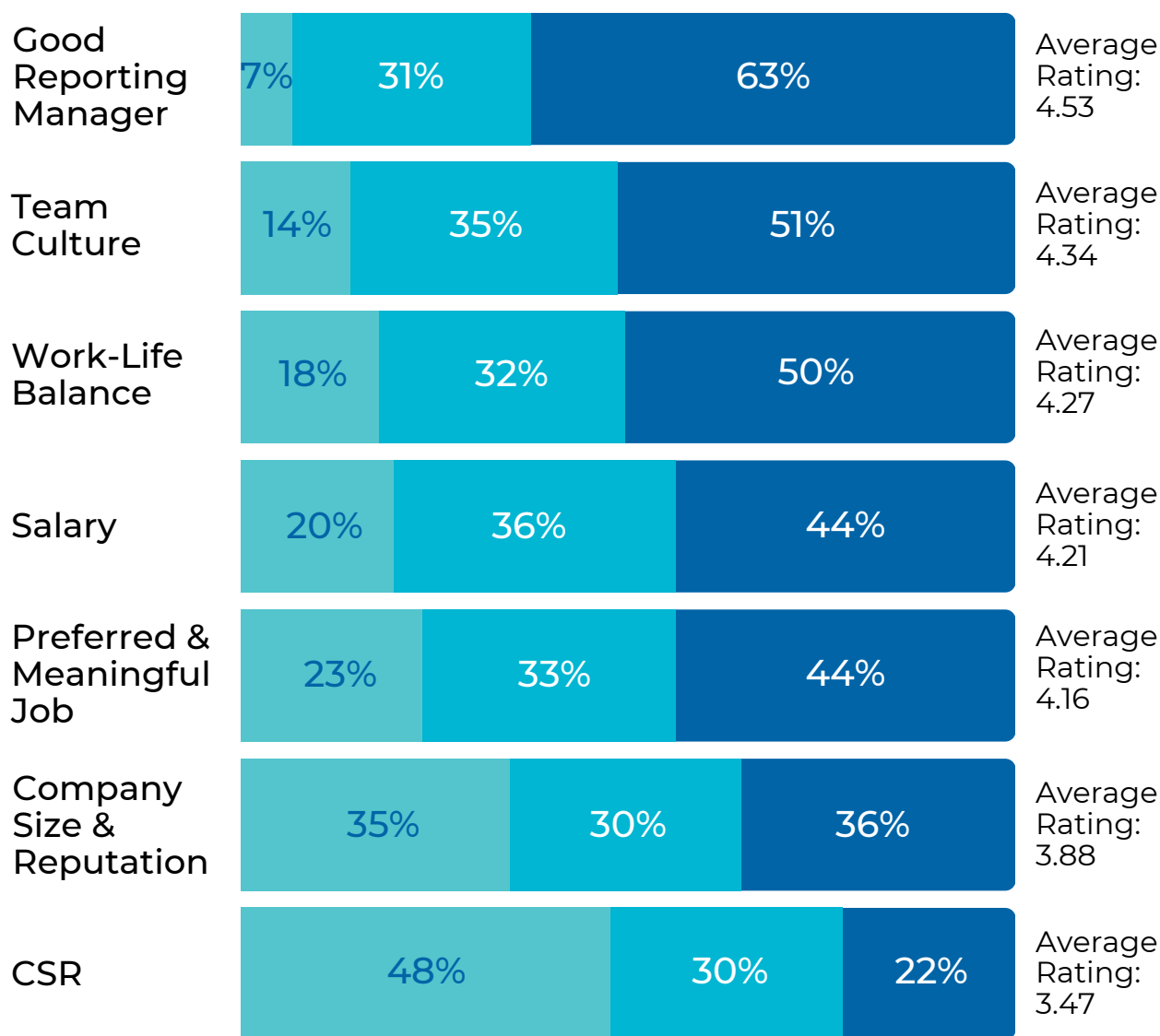
### Median Remuneration by Company Size



### Median Remuneration by Industry

Financial Services	\$121,800	
IT & Telecommunication	\$105,575	
Public Sectors	\$101,763	And...
Manufacturing / Wholesales	\$82,400	Construction & Property \$70,102
Logistics	\$78,486	Professional Services \$66,950
Big 4s & Mid-Tier	\$77,250	Small/Medium CA Firms \$66,950
Retail	\$75,190	Not-for-Profit Org. \$65,552

## 07 IMPORTANT FACTORS FOR JOB HUNTING



- Very Important (Rating = 5)
- Somehow Important (Rating = 4)
- Less Important (Rating = 1-3)

Question: When you're looking for a new role, rate according to importance (N=108)



## 08 SIGNIFICANT FACTORS THAT IMPACT REMUNERATIONS

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### Statistically Significant Factors that Impact Remunerations

- TENURE ( $p < 0.05$ )\*
- QUALIFICATION ( $p < 0.05$ )
- GENDER ( $p = 0.07$ )
- SIZE OF COMPANY ( $p = 0.08$ )

*\* Lower p-value (usually less than 0.05) is typically interpreted as more statistically significant.*

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### Remuneration Prediction (Linear Regression\*)

$$\begin{aligned}\text{Remuneration} = & \$15312 \\ & + \$15852 \times \text{Tenure Group}^{**} \\ & + \$14786 \times \text{Qualification Group}^{***} \\ & + \$3322 \times \text{Company Size Group}^{****}\end{aligned}$$

For Example, a person with 5 years of work experience, full member, and works in a medium-sized company, is predicted to have an annual remuneration (base + bonuses + others) of:

$$\$15312 + \$15852 \times 2 + \$14786 \times 3 + \$3322 \times 2 = \$98018$$

\* Adj. R Square = 48%, F-value < 0.001

\*\* 0-3 years = 1 | 3-7 years = 2 | 7-10 Years = 3 | 10+ Years = 4

\*\*\* None Member = 1 | Provisional Member = 2 | Full Member = 3

\*\*\*\* Small (0-50) = 1 | Medium (51-200) = 2 | Large (201-500) = 3 | Mega (500+) = 4

#### Please Note:

While acknowledging the potential lack of precision in predicting remuneration due to the limited size of the sample, the obtained findings have been deemed intriguing and therefore presented herein.



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