

2021

New Zealand Food Industry

SALARY SURVEY



Part 2 - Individual Position Data

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Foreword

Lawson Williams and NZIFST created this survey in 2019 to deliver robust Food Industry salary information to NZ businesses. We are pleased to welcome as a partner in 2021 The New Zealand Food and Grocery Council, FGC.

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.

The New Zealand Food & Grocery Council (FGC) is an industry association that represents the manufacturers and suppliers behind New Zealand's food, beverage, and grocery brands. FGC makes representations to the Government, retailers and other relevant organisations on matters that affect the industry and liaises with government departments on food legislation, trade practices, and environmental issues, working where needed with a range of stakeholders.

Lawson Williams Specialist Recruitment has been immersed in Food Industry recruitment in New Zealand since 1993. Our association with the New Zealand Institute of Food Science and Technology (NZIFST) began in 1988. As professional members of the Institute and as a recruitment organisation we are keen to contribute to the further development of careers in the New Zealand Food Industry.

The survey's purpose is to provide up to date salary information for employers to use in the development of their remuneration strategies. This will in turn benefit NZIFST and NZFGC members and indeed all employees in the Food Industry.



When determining salaries, it is best practice to use at least 2 sources of salary information to guarantee the accuracy of results. Good salary survey information revolves around timeliness of the data and the relevance and number of participating organisations.

Currently in New Zealand there are only a few sources of robust Food Industry salary information. A small number are created by Consulting firms however these are typically expensive and consequently are out of reach for many New Zealand Food companies.

Alternatively, the Internet provides an array of data. This is often presented by recruitment companies and collected from candidates using their services. The accuracy of this data can be questionable and is typically presented in broad salary bands or position groups, providing less value to employers.

Key facts about the NZ Food Industry Salary Survey

1. The survey has been developed for NZ businesses in the Food Industry.
2. The survey is supported by NZIFST and NZFGC. It is not an individual NZIFST member survey.
3. The survey report is free to participating companies.
4. The survey report is presented in two parts
 - Part 1 - General Survey Data
 - Part 2 - Individual Position Data
4. The survey is biannual.
5. The survey results are not made available to employees or individual NZIFST members.

6. 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.
7. There is no additional marketing to participating companies.

It is our intention to build this salary survey to a minimum participation level of 300 companies to ensure strong validity across all positions surveyed. We intend for the survey to run biannually and grow to be a reputed source of Salary Information for the Food Industry in New Zealand. We also intend that it will continue to be free for participating companies.

If you have participated in our second year, we thank you for supporting us. We hope you gain value from the survey results and we look forward to your participation over the coming years as we build the quality of the results and reporting.

We ask you to give us your feedback and make suggestions for improvement. This survey is for the industry so must deliver what you need. You can contact us at surveys@lawsonwilliams.co.nz.

Regards

John Lawson,
 Managing Director
 Lawson Williams Consulting Group Ltd

The New Zealand Food Industry Salary Survey



2021 SALARY SURVEY Position Data



Technical Manager

Salary Data 2019-2021

	2019	2021	% change
Min	80000	70000	-12.5%
Lower Quartile	101000	107100	6.0%
Median	110000	116517	5.9%
Upper Quartile	128000	149283	16.6%
Max	183403	253650	38.3%

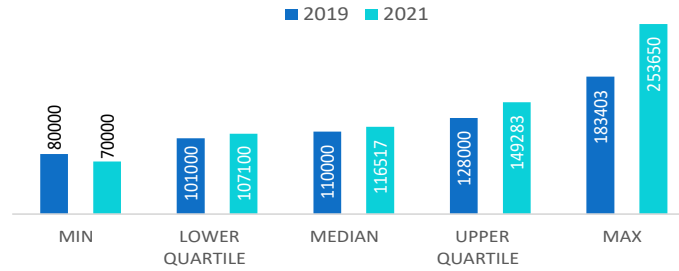
Salary by Company Size

	# of Staff			
2021	1-20	21-80	81-300	301+
Min	96560	70000	102000	87790
Lower Quartile	106657	102510	113650	110245
Median	116753	112200	142800	114600
Upper Quartile	128377	126480	173589	147355
Max	140000	158100	253650	187071

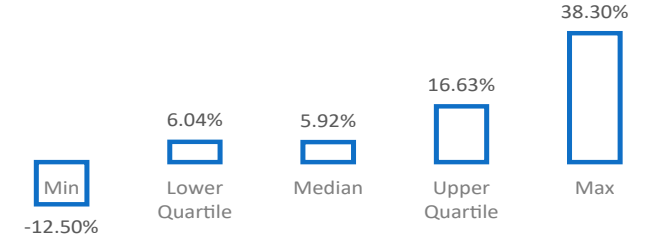
Other Benefits

	% Receiving Benefit
Flexible Work Hours	74%
Mobile Phone or Allowance	74%
Staff Discounts	46%
Health Insurance	46%
Professional Development and Training	42%
Car Park	32%
At work benefits - leisure area, gym, fruit etc	24%
Phone Allowance	14%
Motor Vehicle	14%
Life Insurance	12%
Additional Superannuation	8%
Income Protection	6%
Call Out/Shift Allowance	6%
Overtime	2%
Child Care	2%

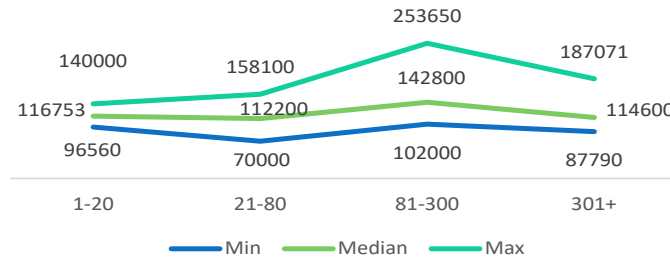
SALARY DATA 2019/21



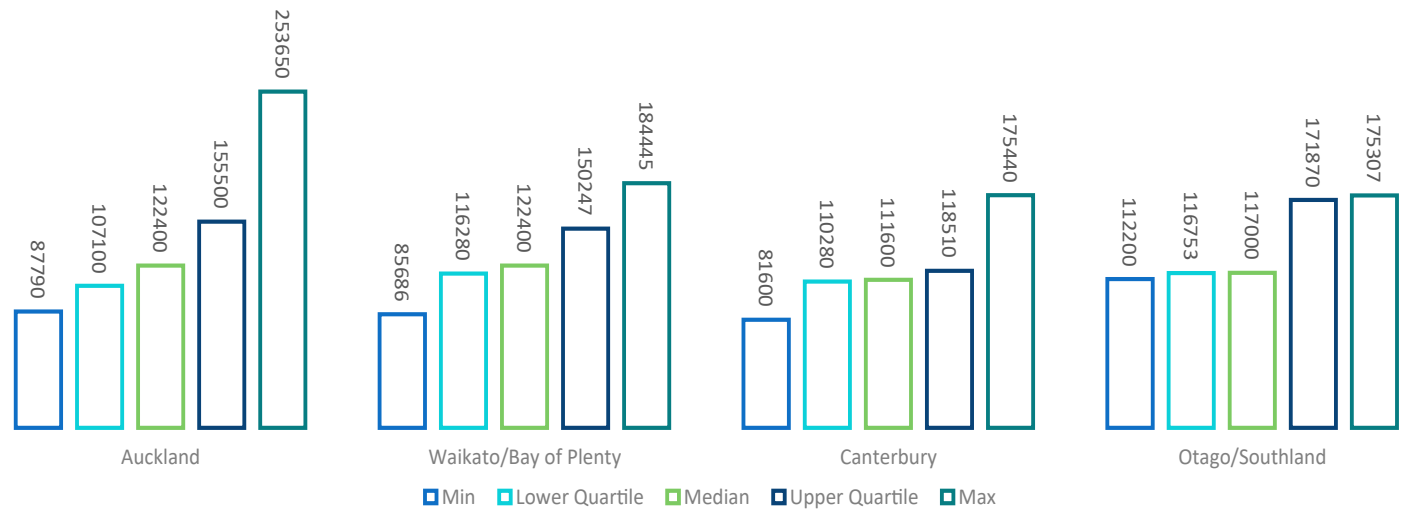
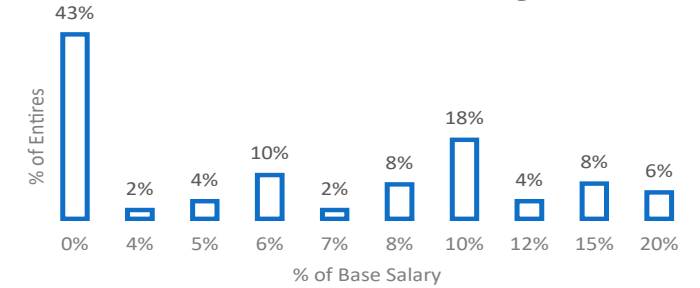
% Salary change 2019/21



Salary by Company Size

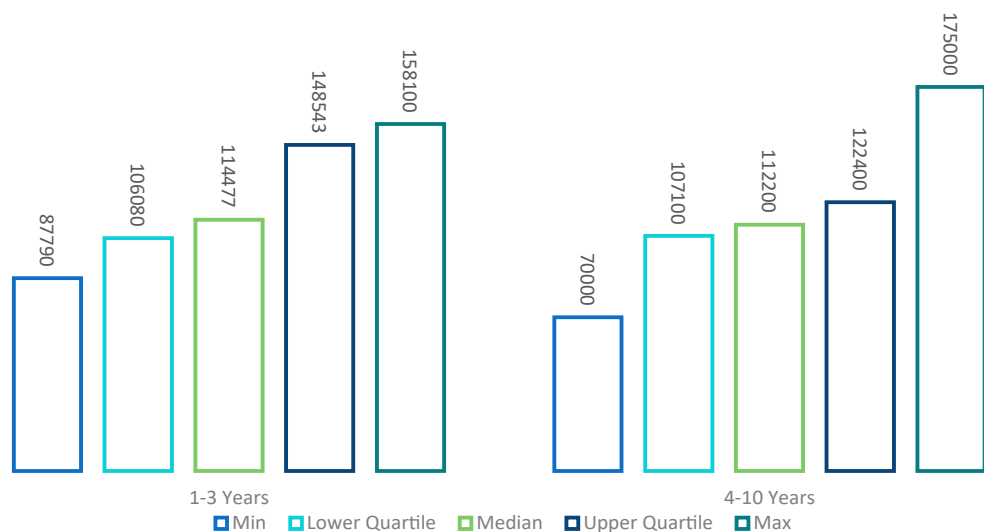


Bonus/STI Percentage

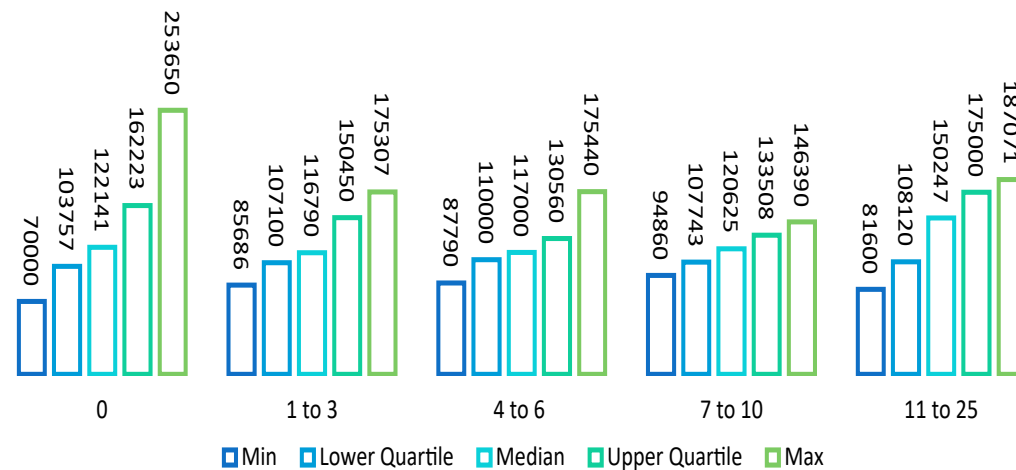


Technical Manager

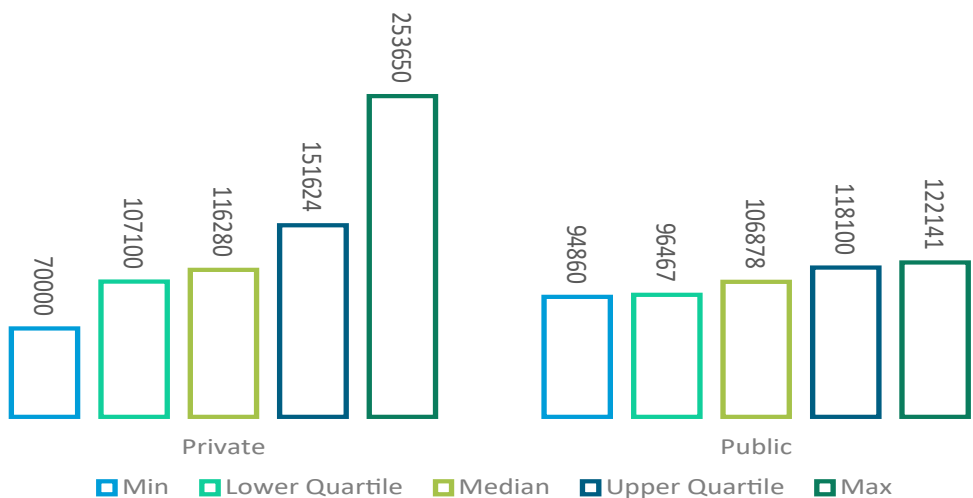
Salary - Years of Experience



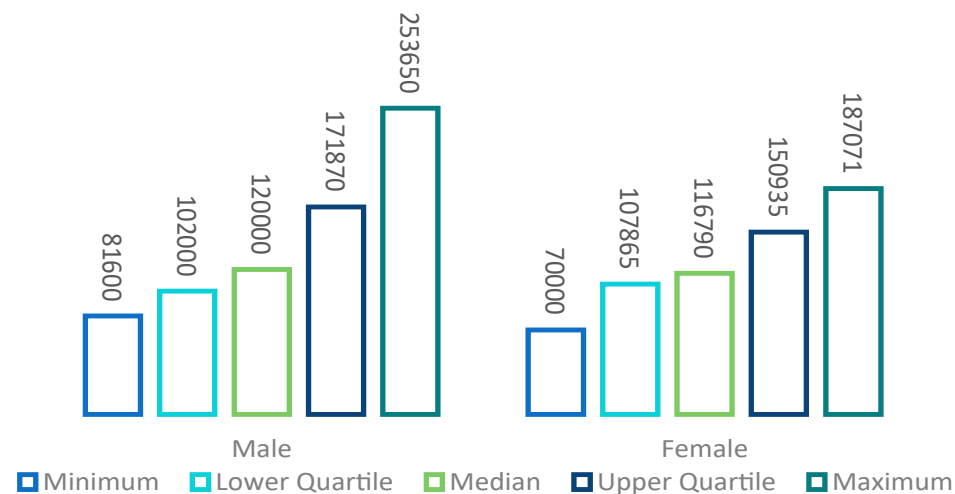
Salary - # of Reports



Salary - Company Type



Salary - Gender

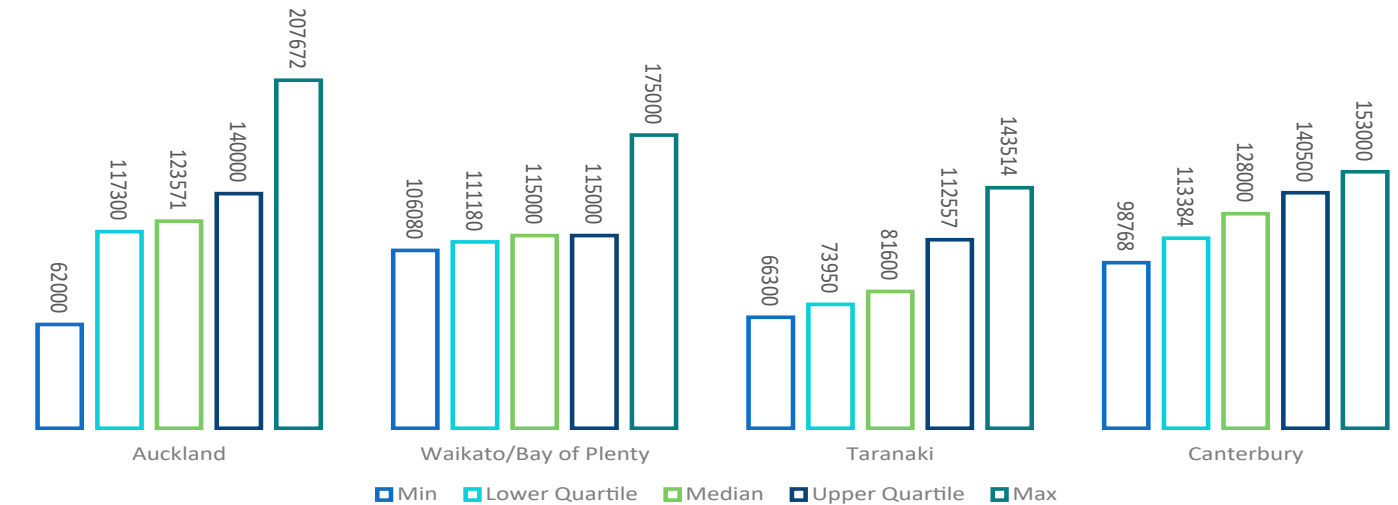
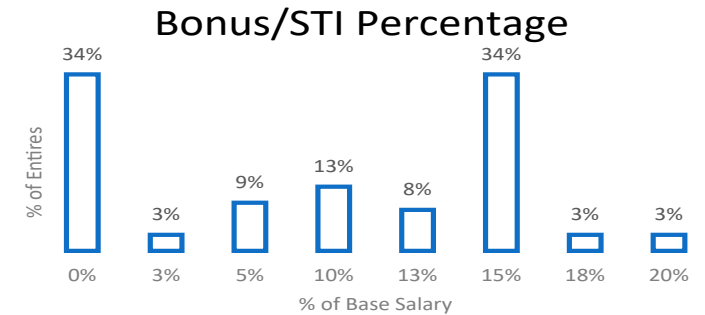
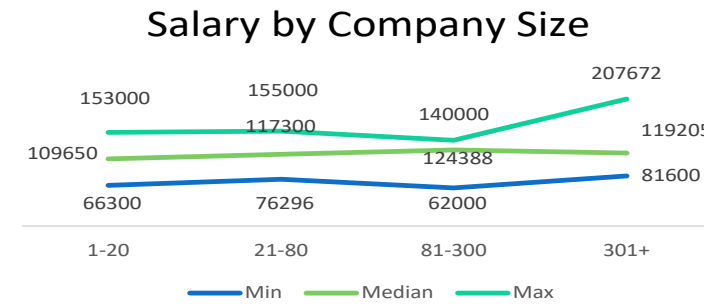
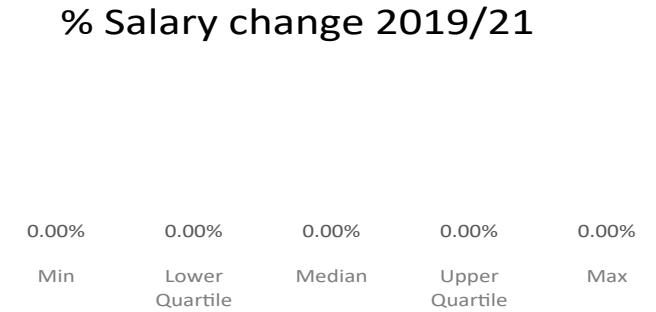
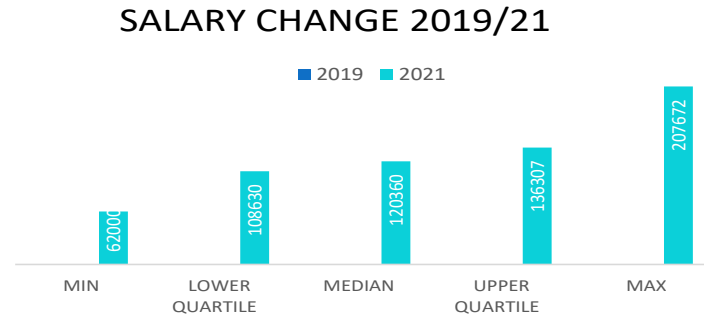


Product Development/Innovation - Manager

Salary Data 2019-2021	2019	2021	% change
Min	0	62000	0.0%
Lower Quartile	0	108630	0.0%
Median	0	120360	0.0%
Upper Quartile	0	136307	0.0%
Max	0	207672	0.0%

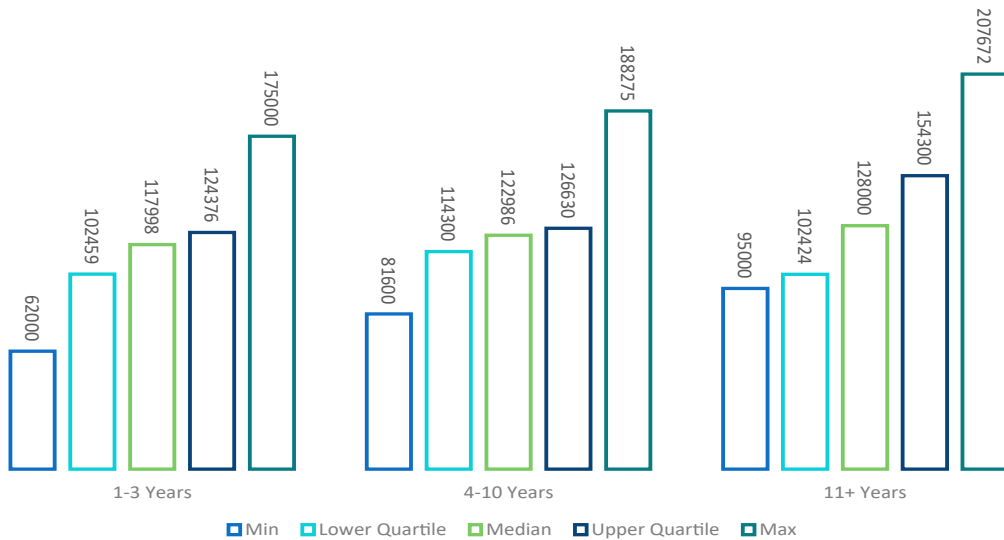
Salary by Company Size	# of Staff			
2021	1-20	21-80	81-300	301+
Min	66300	76296	62000	81600
Lower Quartile	87975	100000	113520	112200
Median	109650	117300	124388	119205
Upper Quartile	131325	124200	129543	143514
Max	153000	155000	140000	207672

Other Benefits	% Receiving Benefit	
	2019	2021
Flexible Work Hours	0%	57%
Mobile Phone or Allowance	0%	54%
Staff Discounts	0%	54%
Car Park	0%	43%
Professional Development and Training	0%	34%
Health Insurance	0%	23%
At work benefits - leisure area, gym, fruit etc	0%	23%
Life Insurance	0%	14%
Phone Allowance	0%	6%
Motor Vehicle	0%	6%
Additional Superannuation	0%	3%
Income Protection	0%	3%

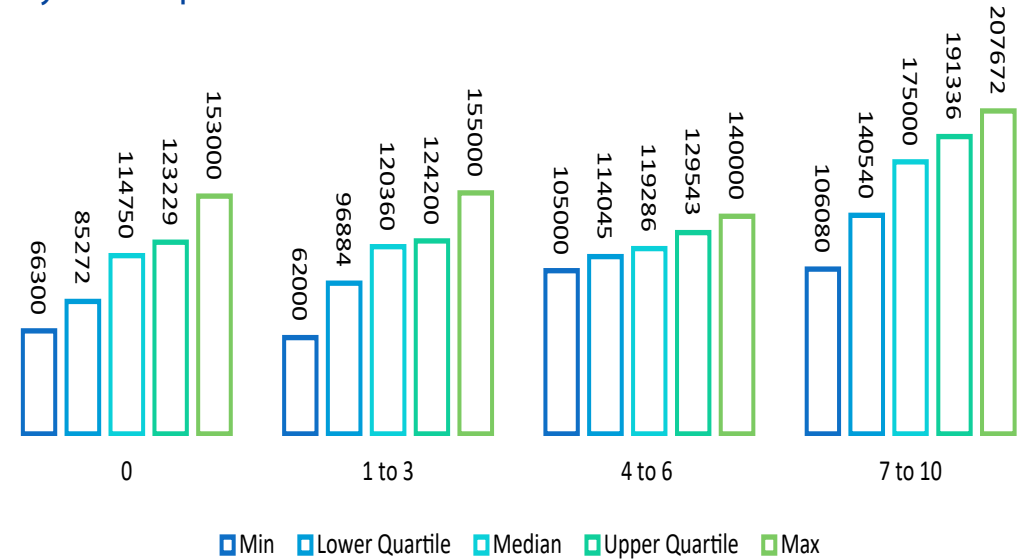


Product Development/Innovation - Manager

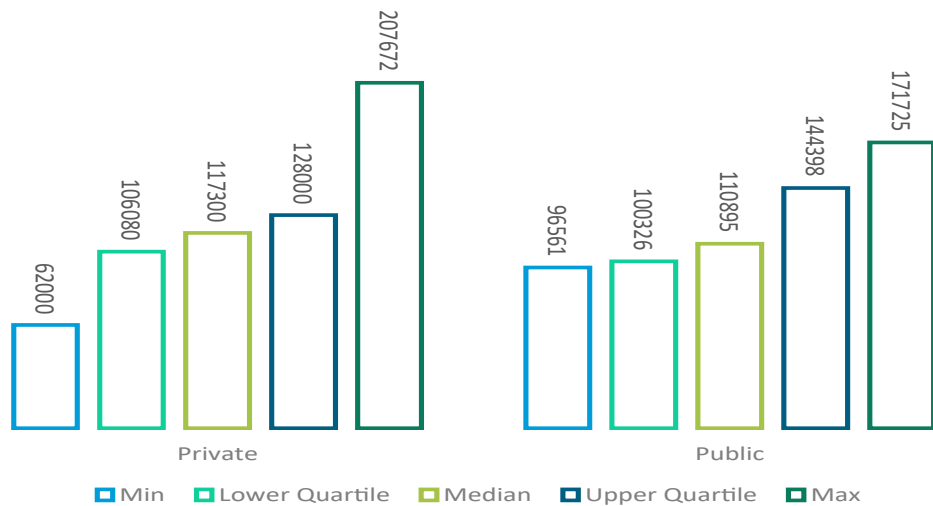
Salary - Years of Experience



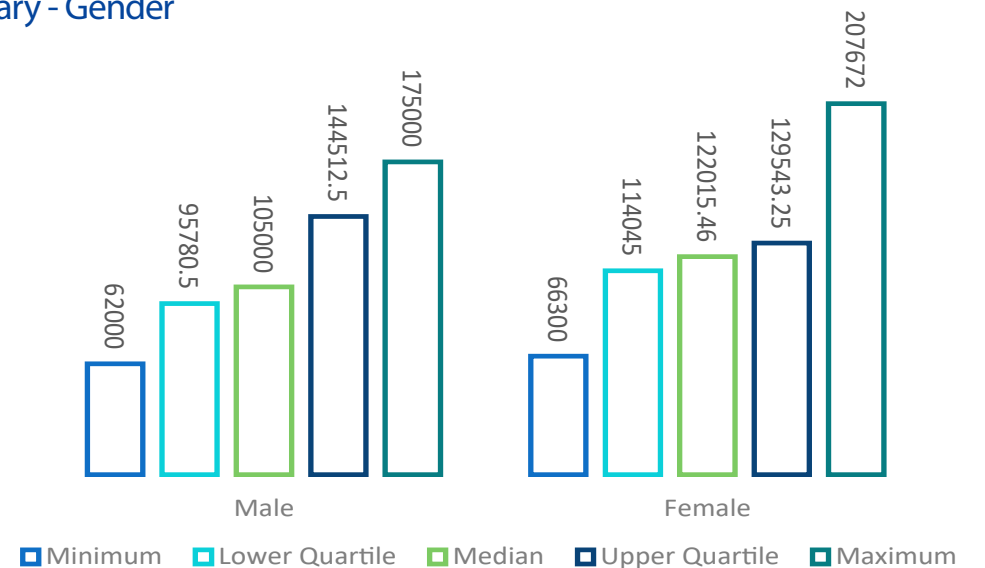
Salary - # of Reports



Salary - Company Type



Salary - Gender



Food/Product Development/R&D/Sensory - Technologist

Salary Data 2019-2021

	2019	2021	% change
Min	48000	48960	2.0%
Lower Quartile	65000	69054	6.2%
Median	72000	78540	9.1%
Upper Quartile	85638	89838	4.9%
Max	110921	150000	35.2%

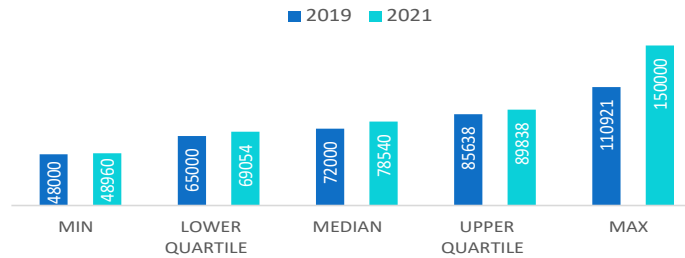
Salary by Company Size

	# of Staff			
	1-20	21-80	81-300	301+
2021				
Min	51000	48960	56100	51915
Lower Quartile	61200	66045	76500	70804
Median	71400	78300	85000	77520
Upper Quartile	75220	91455	91694	87860
Max	79040	150000	105665	113412

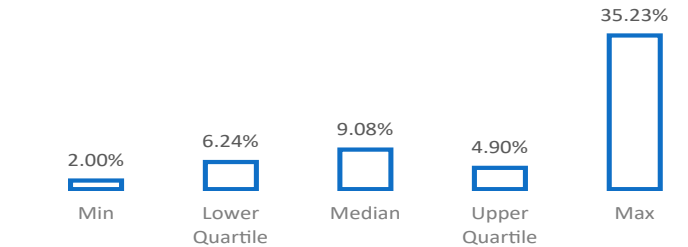
Other Benefits

	% Receiving Benefit
Staff Discounts	47%
Flexible Work Hours	45%
Car Park	39%
Professional Development and Training	27%
At work benefits - leisure area, gym, fruit etc	24%
Health Insurance	24%
Mobile Phone or Allowance	23%
Life Insurance	7%
Phone Allowance	7%
Income Protection	4%
Call Out/Shift Allowance	4%
Overtime	1%

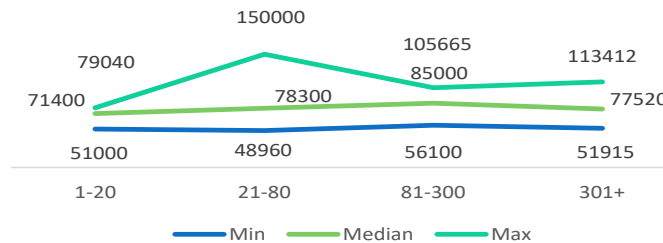
SALARY CHANGE 2019/21



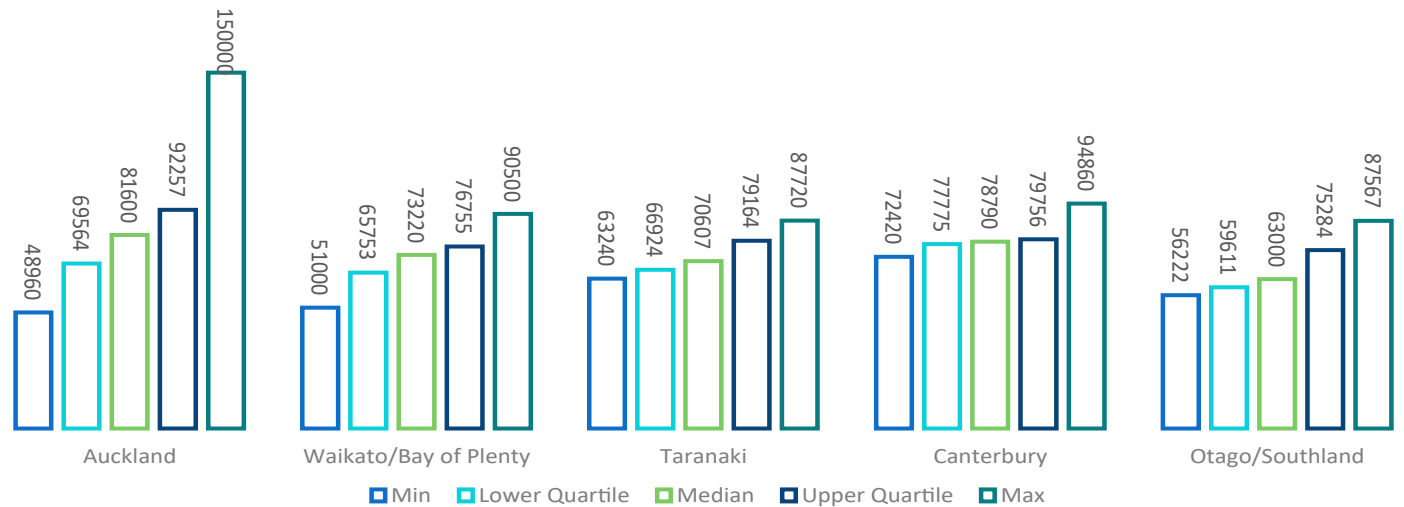
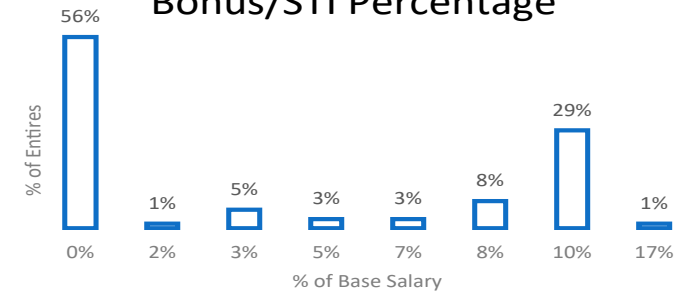
% Salary change 2019/21



Salary by Company Size

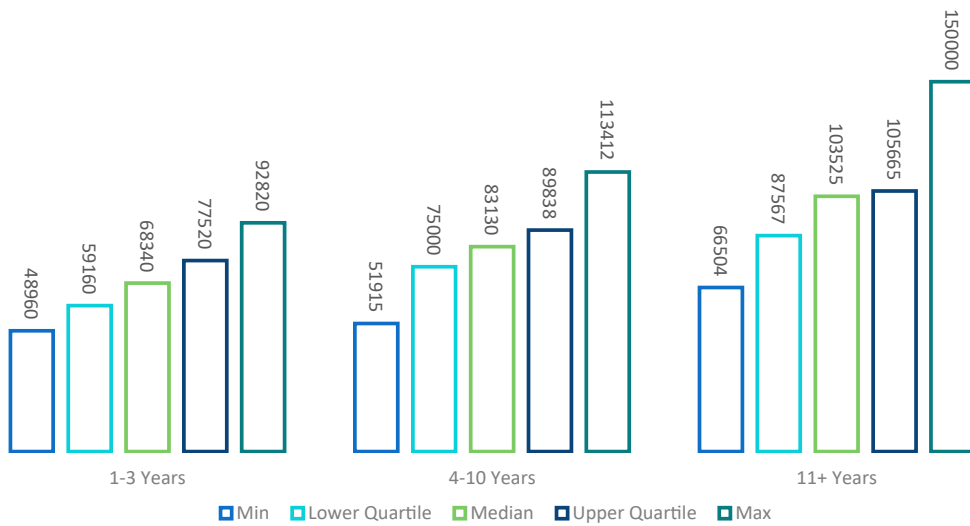


Bonus/STI Percentage

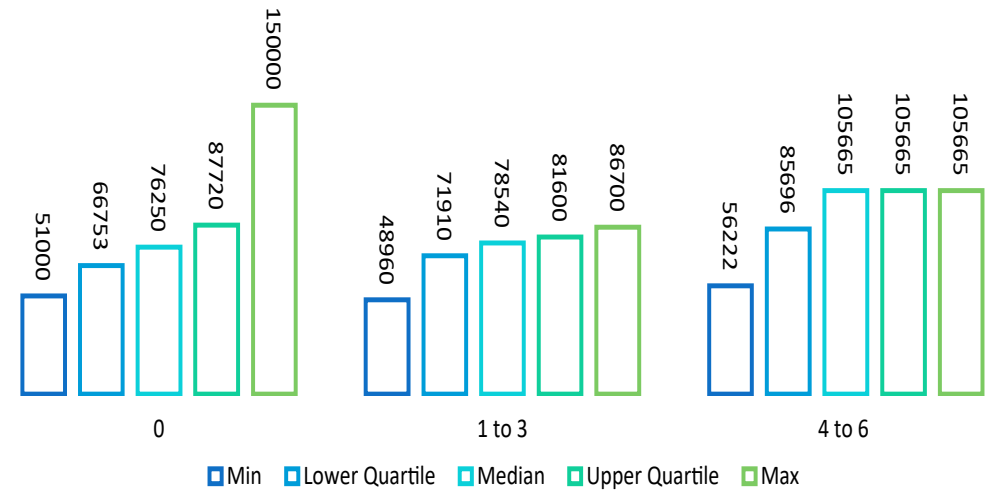


Food/Product Development/R&D/Sensory- Technologist

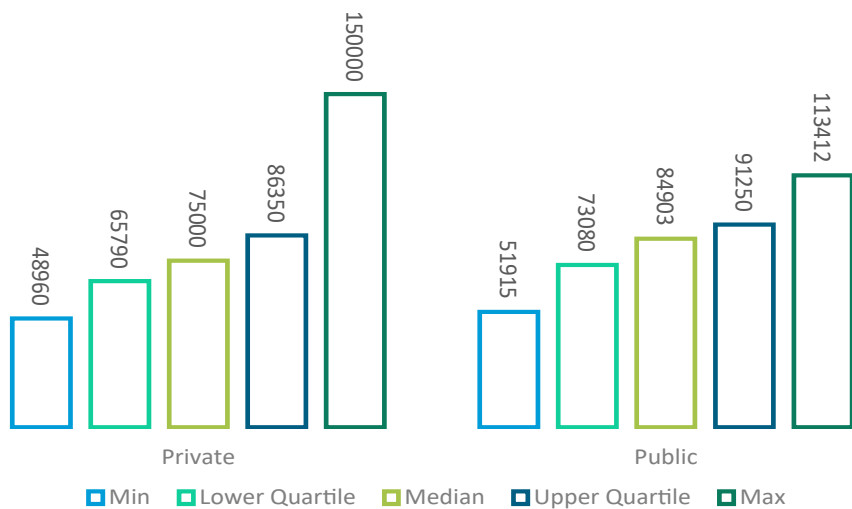
Salary - Years of Experience



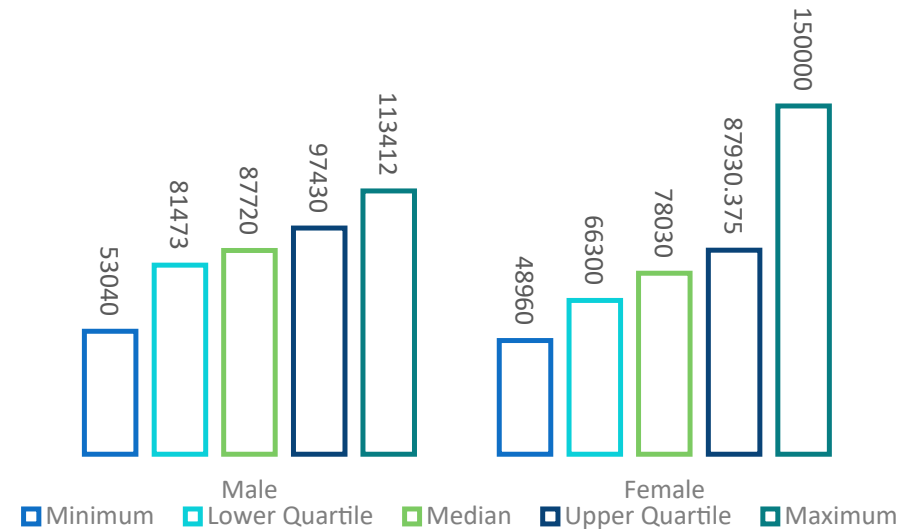
Salary - # of Reports



Salary - Company Type



Salary - Gender



Process - Technologist/Engineer

Salary Data 2019-2021

	2019	2021	% change
Min	65000	63501	-2.3%
Lower Quartile	75000	74351	-0.9%
Median	93000	85000	-8.6%
Upper Quartile	98914	97880	-1.0%
Max	120000	124000	3.3%

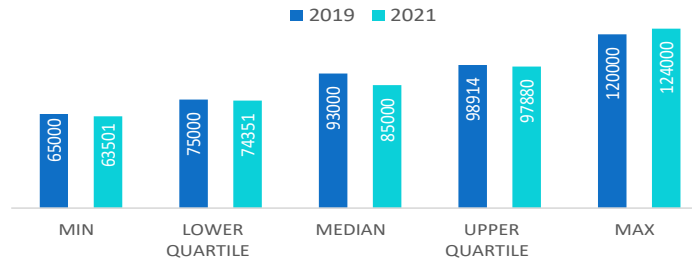
Salary by Company Size

	# of Staff			
2021	1-20	21-80	81-300	301+
Min	78000	124000	66300	63501
Lower Quartile	83250	124000	72167	87993
Median	85000	124000	75068	94860
Upper Quartile	92526	124000	86118	95000
Max	115105	124000	110000	100219

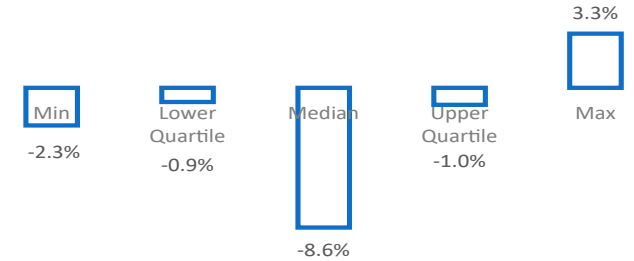
Other Benefits % Receiving Benefit

Mobile Phone or Allowance	62%
Staff Discounts	58%
Flexible Work Hours	46%
Professional Development and Training	42%
Health Insurance	38%
Car Park	31%
Phone Allowance	27%
At work benefits - leisure area, gym, fruit etc	27%
Life Insurance	15%
Additional Superannuation	15%
Overtime	12%
Motor Vehicle	8%
Income Protection	4%
Car Allowance	4%

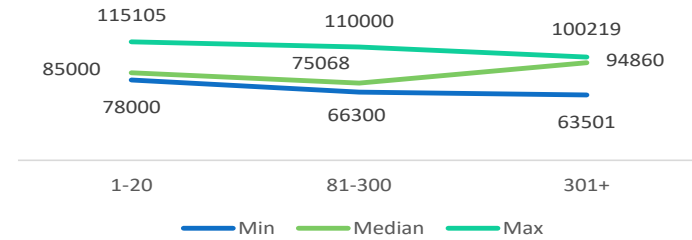
SALARY CHANGE 2019/21



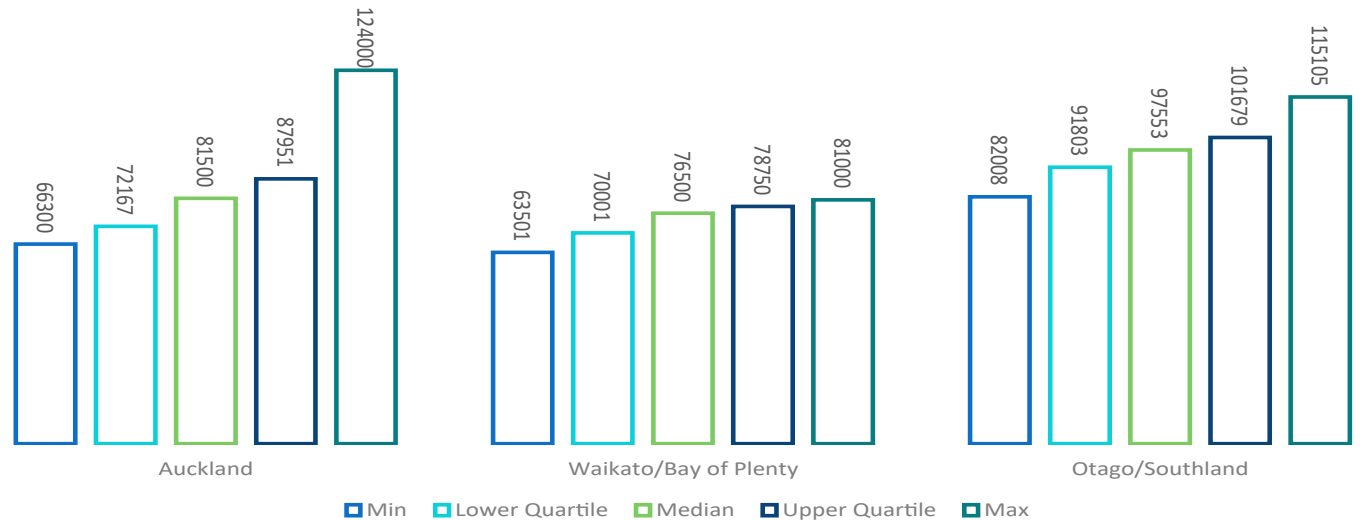
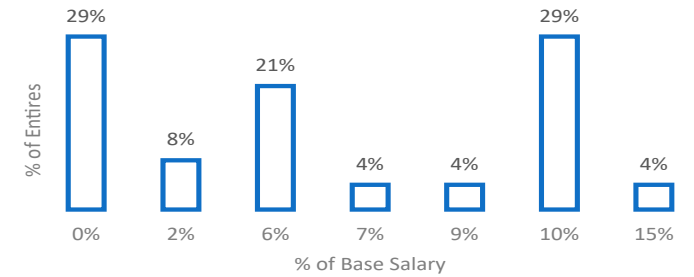
% Salary change 2019/21



Salary by Company Size

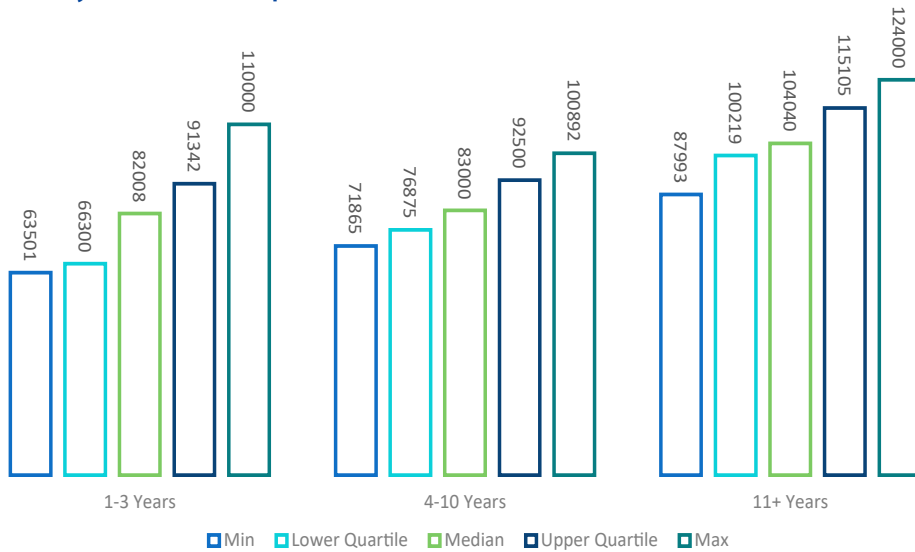


Bonus/STI Percentage

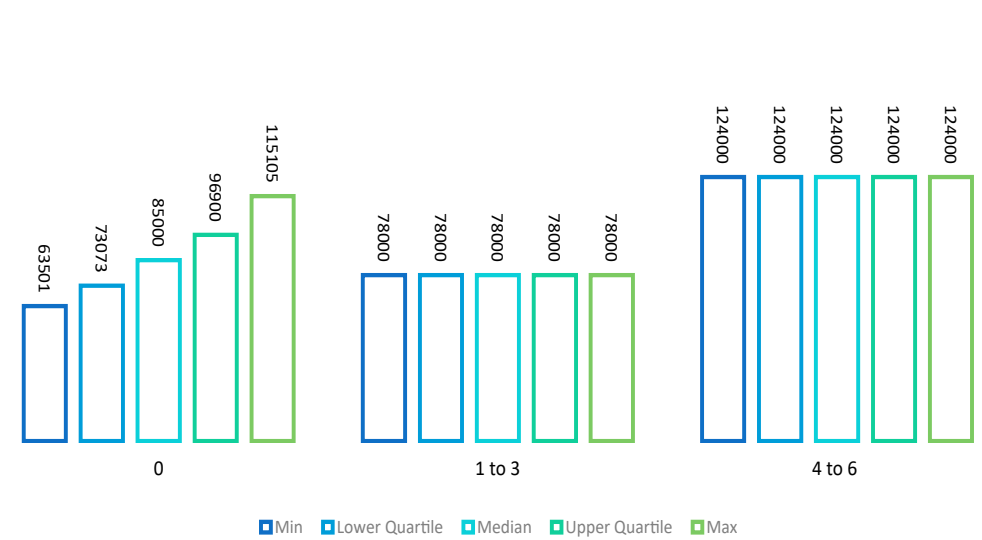


Process - Technologist/Engineer

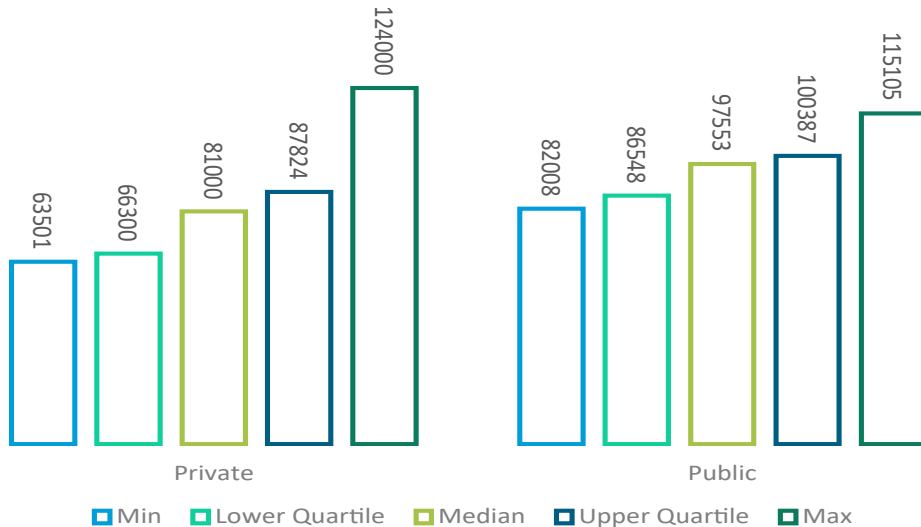
Salary - Years of Experience



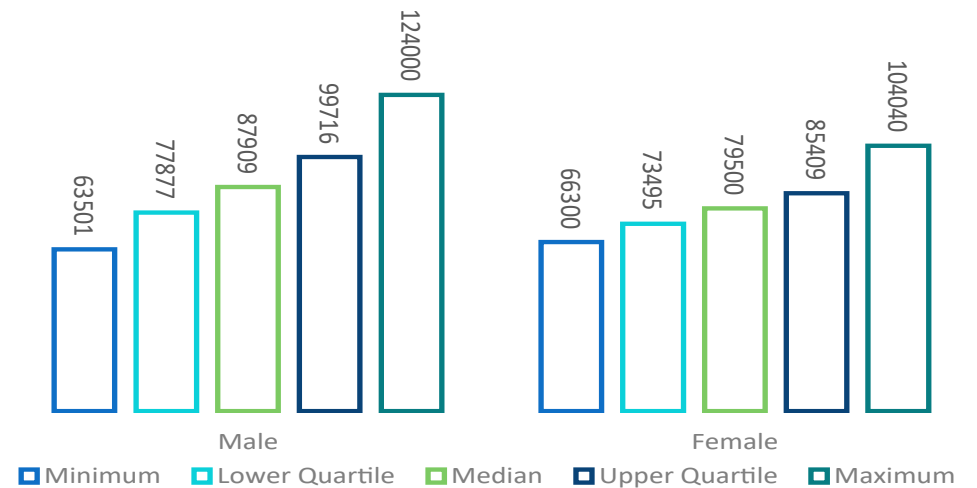
Salary - # of Reports



Salary - Company Type



Salary - Gender



Quality/Compliance - Manager

Salary Data 2019-2021

	2019	2021	% change
Min	64000	58252	-9.0%
Lower Quartile	80000	86700	8.4%
Median	87750	96900	10.4%
Upper Quartile	99250	122400	23.3%
Max	135000	180000	33.3%

Salary by Company Size

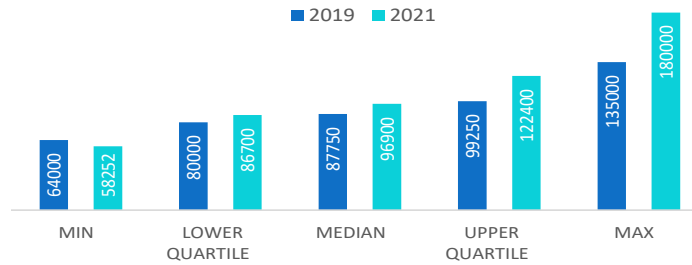
	# of Staff			
2021	1-20	21-80	81-300	301+
Min	76500	77000	85000	58252
Lower Quartile	83250	85900	87975	81800
Median	90000	91800	95456	109080
Upper Quartile	95000	115575	123700	128153
Max	100000	137700	180000	174060

Other Benefits

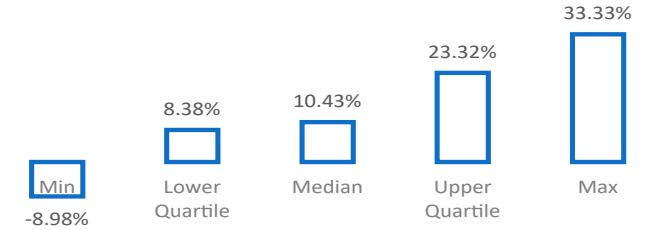
% Receiving Benefit

Mobile Phone or Allowance	57%
Flexible Work Hours	43%
Staff Discounts	31%
Professional Development and Training	31%
Health Insurance	24%
At work benefits - leisure area, gym, fruit etc	24%
Car Park	22%
Motor Vehicle	8%
Additional Superannuation	8%
Phone Allowance	6%
Life Insurance	4%
Car Allowance	2%

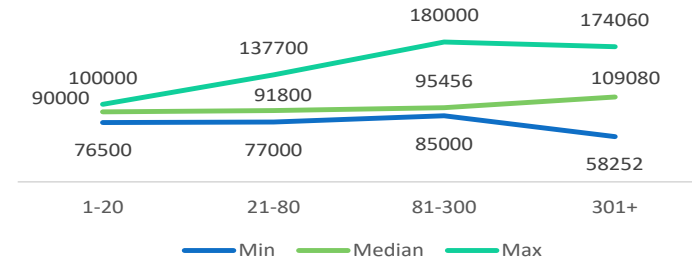
SALARY CHANGE 19/21



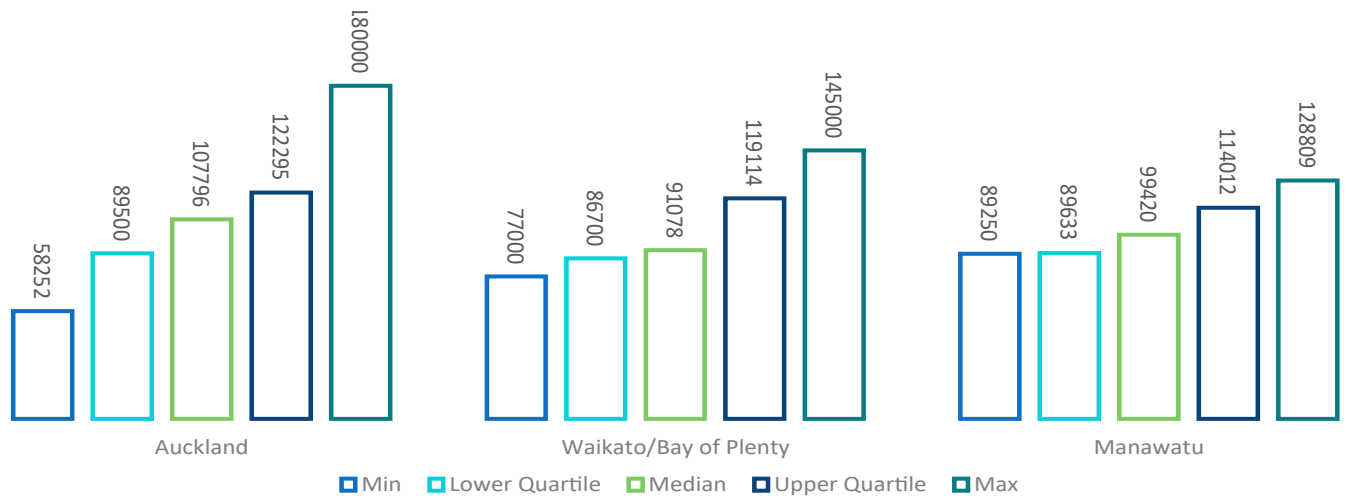
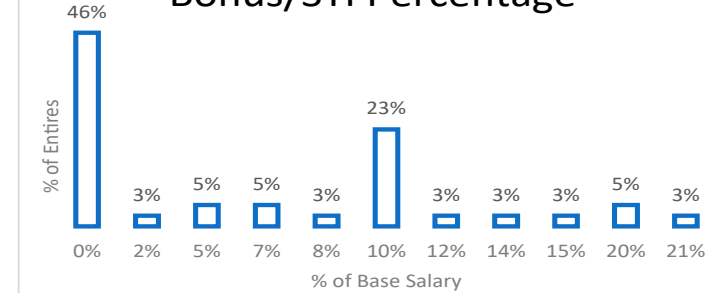
% Salary change 19/21



Salary by Company Size

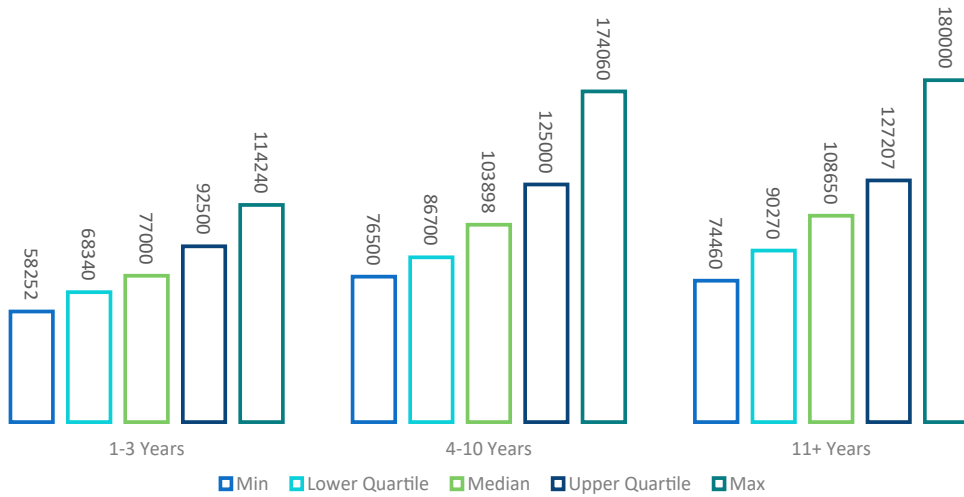


Bonus/STI Percentage

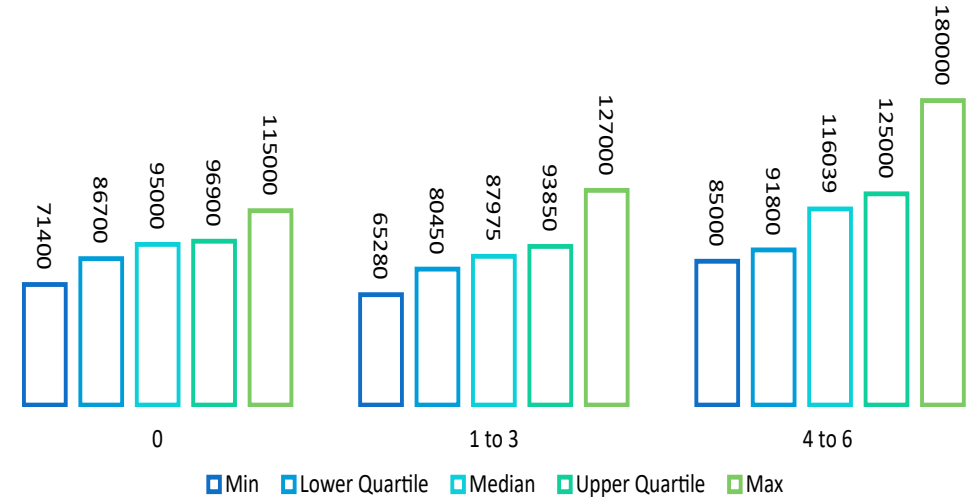


Quality/Compliance - Manager

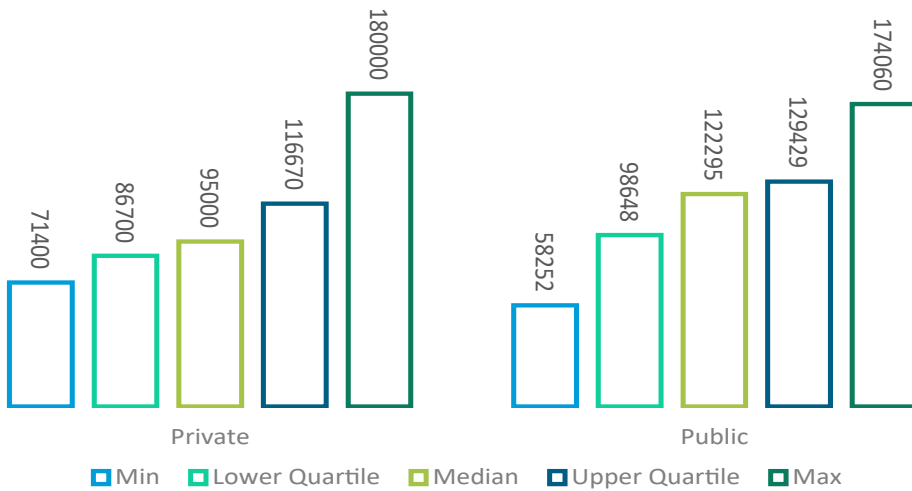
Salary - Years of Experience



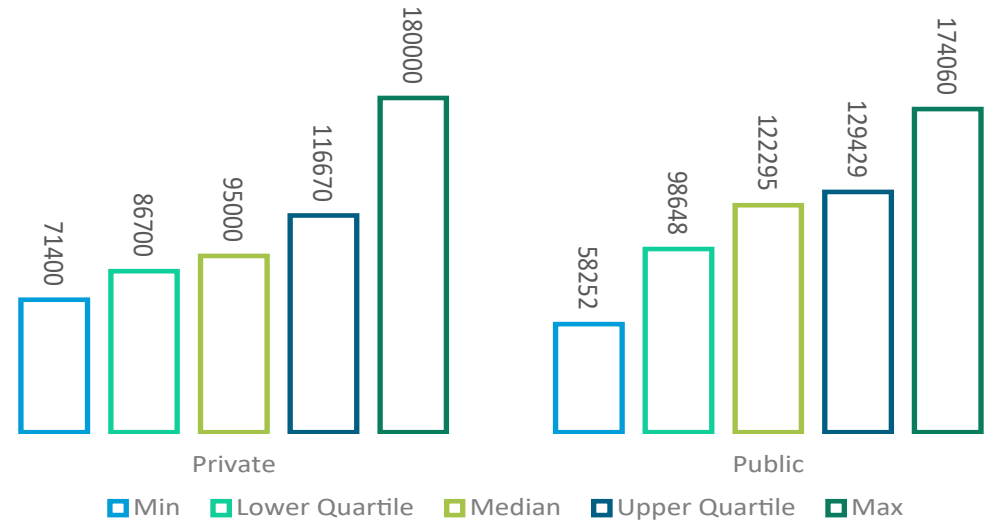
Salary - # of Reports



Salary - Company Type



Salary - Gender



Quality Assurance - Supervisor/Coordinator/Team Leader

Salary Data 2019-2021

	2019	2021	% change
Min	48000	48000	0.0%
Lower Quartile	64190	64782	0.9%
Median	66445	70000	5.4%
Upper Quartile	75500	76250	1.0%
Max	84930	123000	44.8%

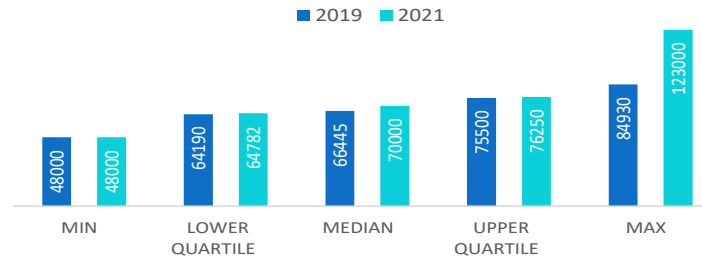
Salary by Company Size

	2021	# of Staff	
2021	21-80	81-300	301+
Min	63680	59300	48000
Lower Quartile	65723	64824	62887
Median	68000	70079	70693
Upper Quartile	71000	78133	75375
Max	81000	123000	87000

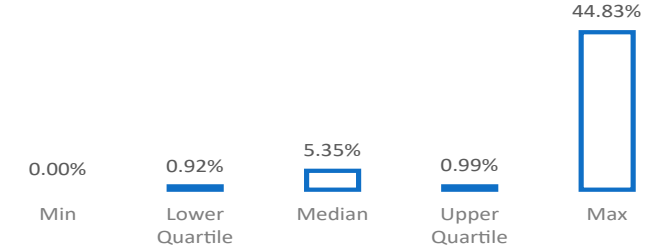
Other Benefits

	% Receiving Benefit
Staff Discounts	38%
Flexible Work Hours	31%
At work benefits - leisure area, gym, fruit etc	31%
Mobile Phone or Allowance	26%
Health Insurance	26%
Car Park	23%
Professional Development and Training	8%
Motor Vehicle	8%
Life Insurance	5%
Income Protection	5%
Overtime	5%
Additional Superannuation	3%

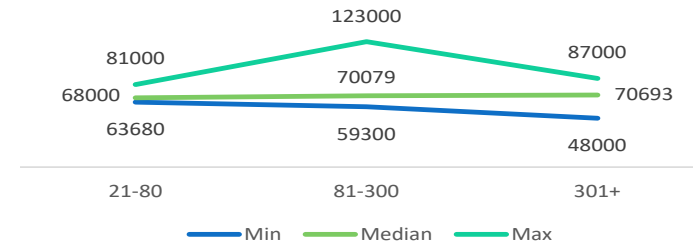
SALARY CHANGE 2019/21



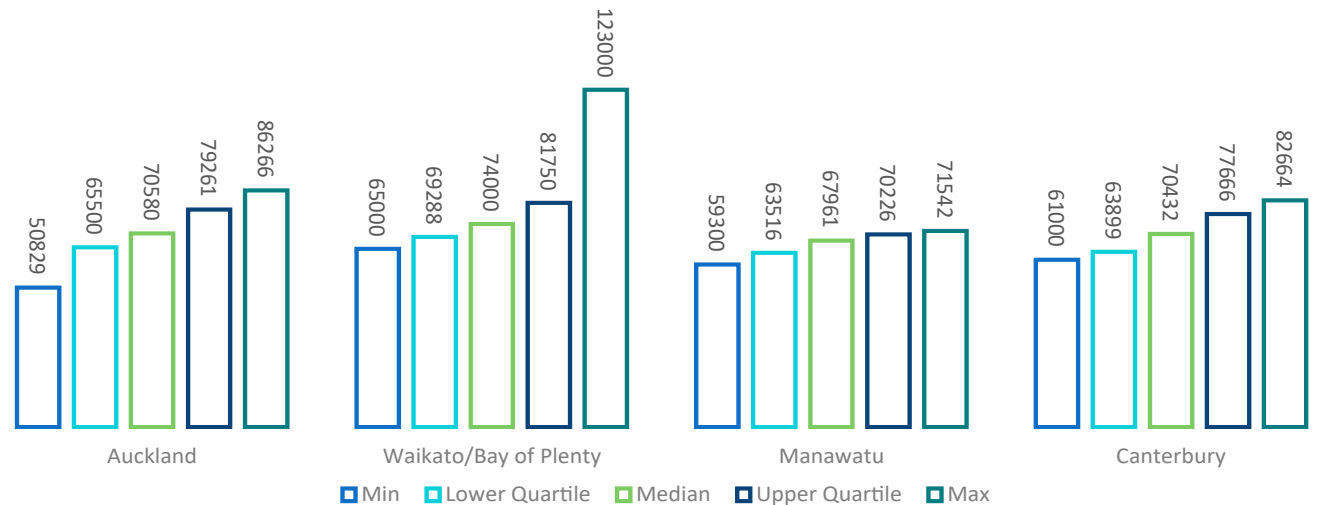
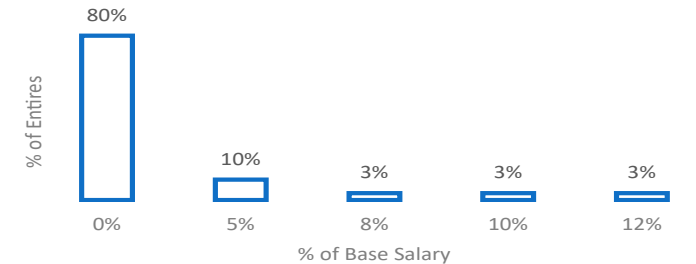
% Salary change 2019/21



Salary by Company Size

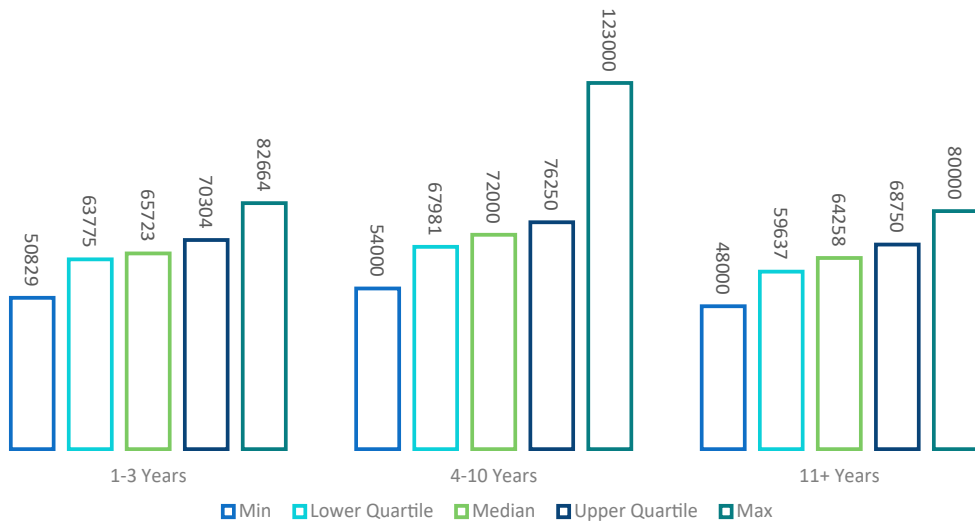


Bonus/STI Percentage

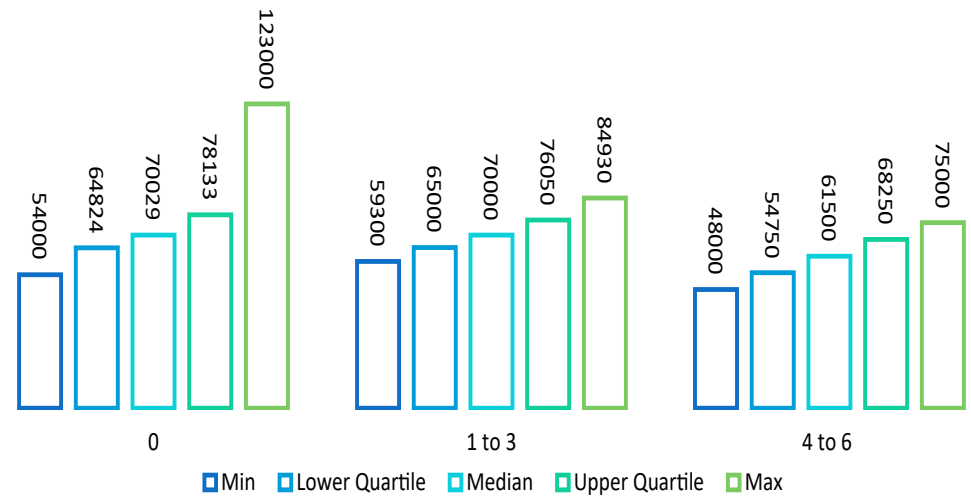


Quality Assurance - Supervisor/Coordinator/Team Leader

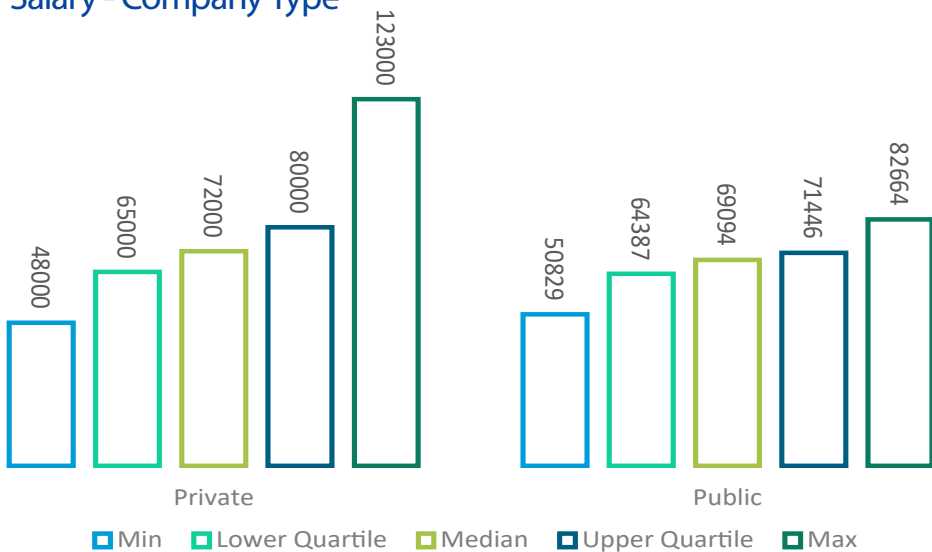
Salary - Years of Experience



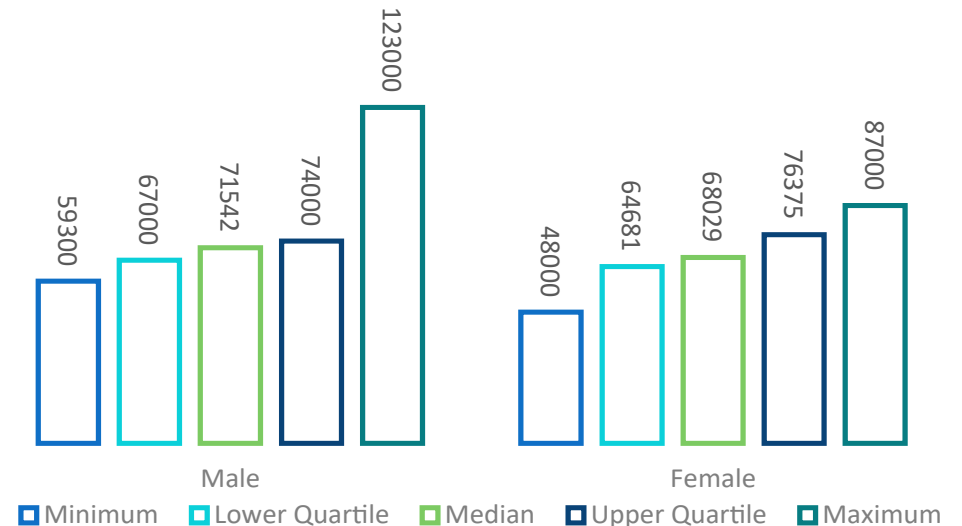
Salary - # of Reports



Salary - Company Type



Salary - Gender



Technical/Quality Assurance/Food Safety - Officer/Technologist

Salary Data 2019-2021

	2019	2021	% change
Min	35000	35700	2.0%
Lower Quartile	56000	56775	1.4%
Median	64000	64971	1.5%
Upper Quartile	74975	73578	-1.9%
Max	125000	127500	2.0%

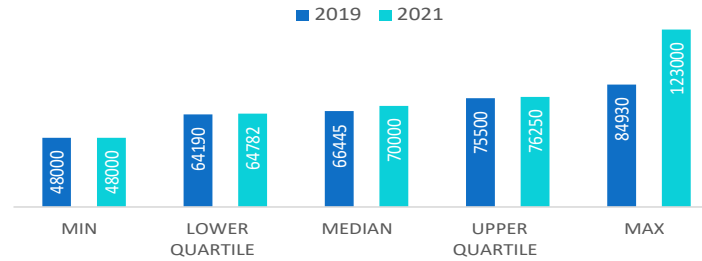
Salary by Company Size

	# of Staff			
2021	1-20	21-80	81-300	301+
Min	35700	41600	49920	57120
Lower Quartile	38025	56100	59229	64562
Median	40350	60000	69513	73750
Upper Quartile	42675	65280	73716	81600
Max	45000	76398	93636	127500

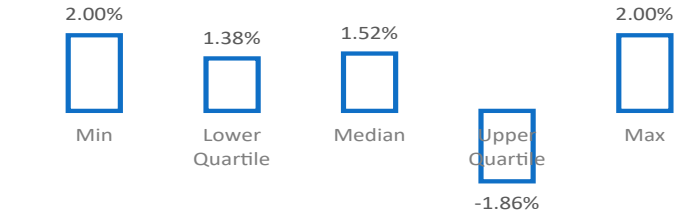
Other Benefits

	% Receiving Benefit
Car Park	38%
Staff Discounts	38%
Flexible Work Hours	35%
Health Insurance	35%
Mobile Phone or Allowance	29%
At work benefits - leisure area, gym, fruit etc	29%
Professional Development and Training	29%
Life Insurance	15%
Additional Superannuation	13%
Car Allowance	4%
Income Protection	2%
Phone Allowance	2%
Call Out/Shift Allowance	2%

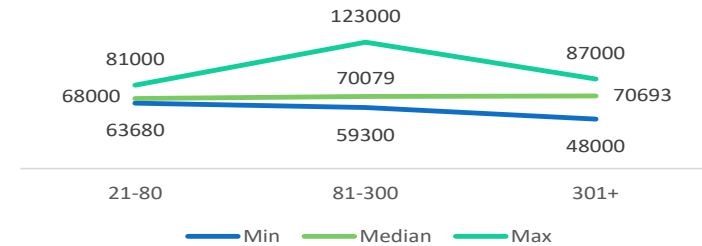
SALARY CHANGE 2019/21



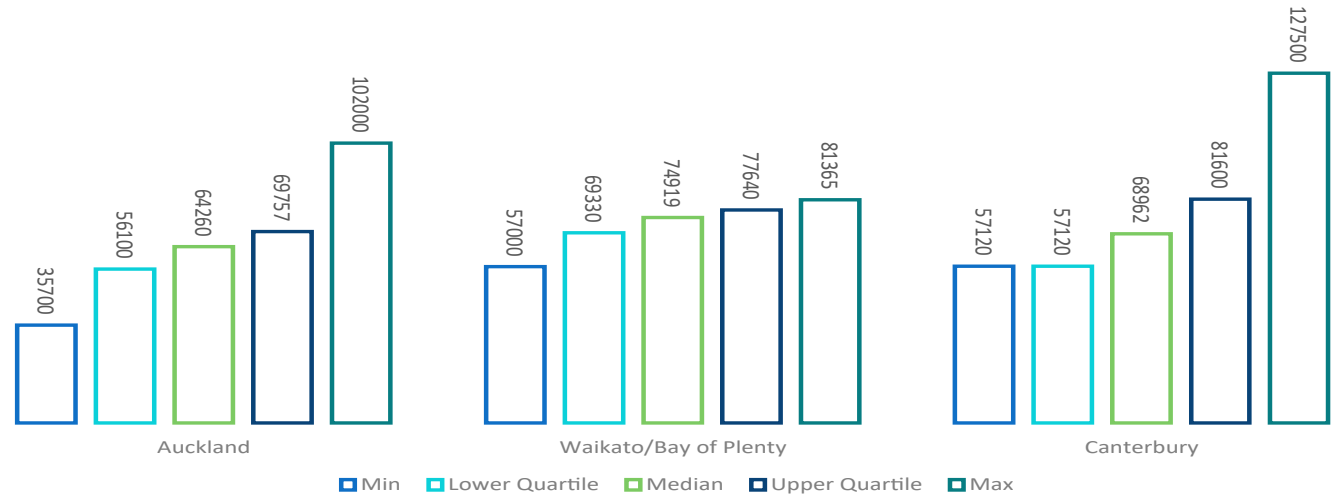
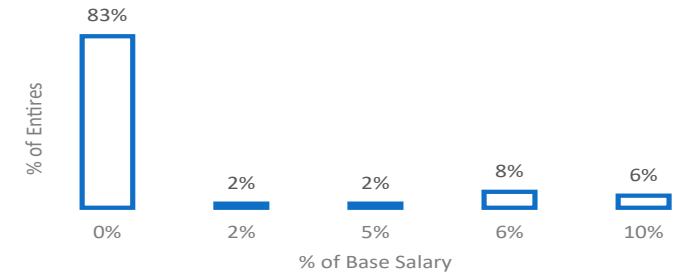
% Salary change 2019/21



Salary by Company Size

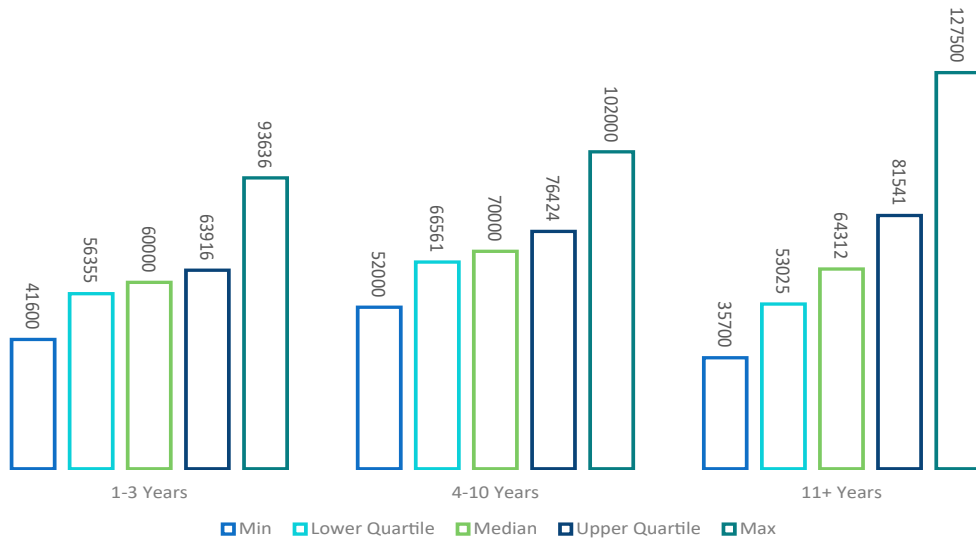


Bonus/STI Percentage

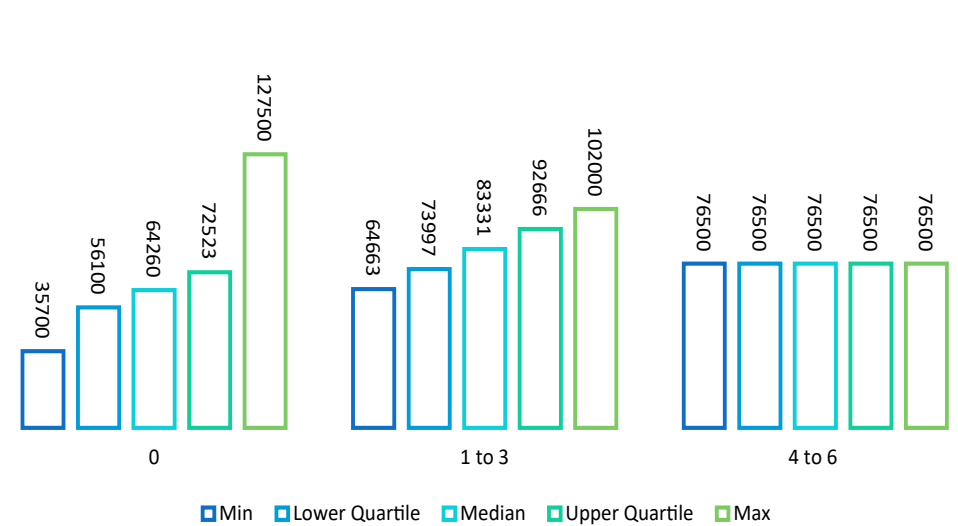


Technical/Quality Assurance/Food Safety - Officer/Technologist

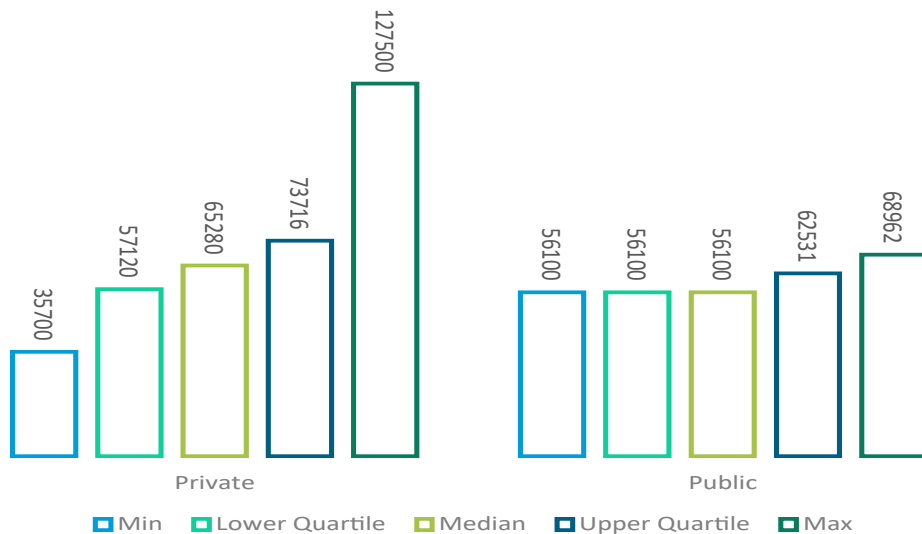
Salary - Years of Experience



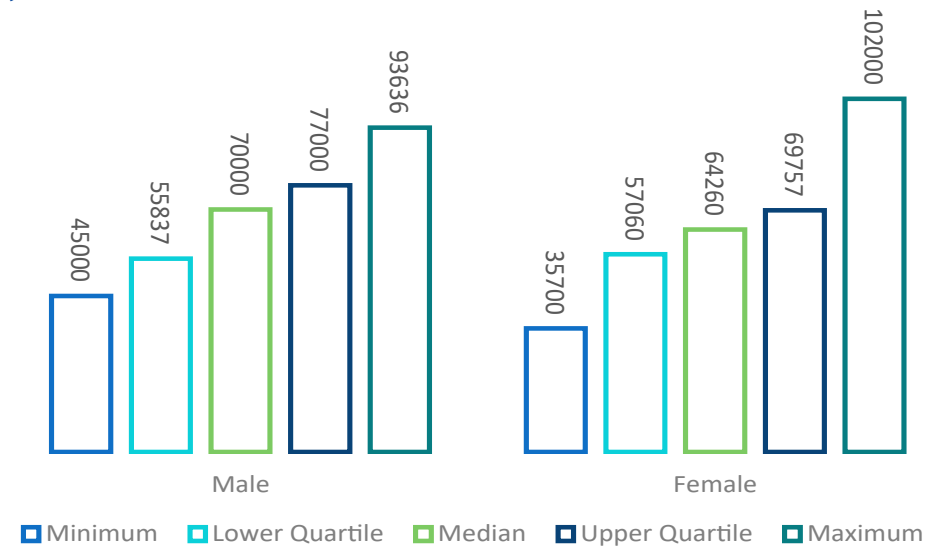
Salary - # of Reports



Salary - Company Type



Salary - Gender



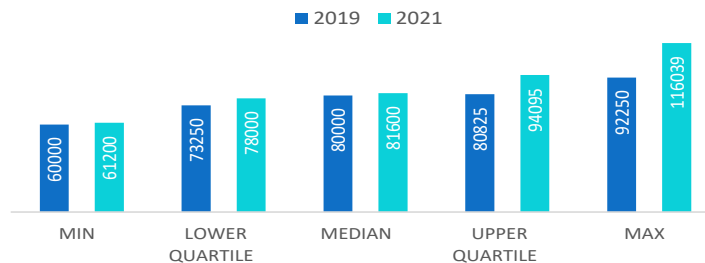
Laboratory Manager

Salary Data 2019-2021	2019	2021	% change
Min	60000	61200	2.0%
Lower Quartile	73250	78000	6.5%
Median	80000	81600	2.0%
Upper Quartile	80825	94095	16.4%
Max	92250	116039	25.8%

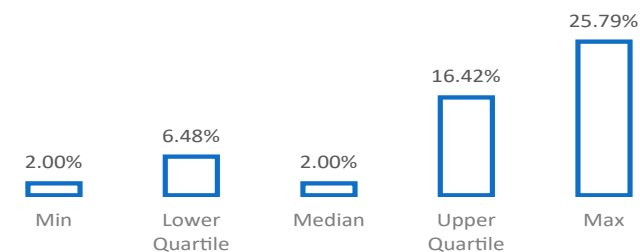
Salary by Company Size	# of Staff	
2021	81-300	301+
Min	81600	61200
Lower Quartile	84724	72420
Median	87848	78000
Upper Quartile	90971	81600
Max	94095	111422

Other Benefits	% Receiving Benefit
Mobile Phone or Allowance	89%
Flexible Work Hours	89%
Health Insurance	89%
Staff Discounts	67%
Car Park	56%
Additional Superannuation	56%
Professional Development and Training	44%
At work benefits - leisure area, gym, fruit etc	44%
Phone Allowance	33%
Life Insurance	22%

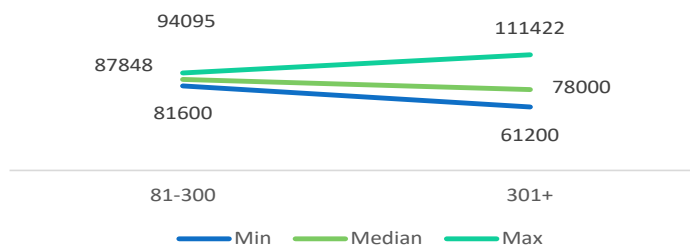
SALARY CHANGE 2019/21



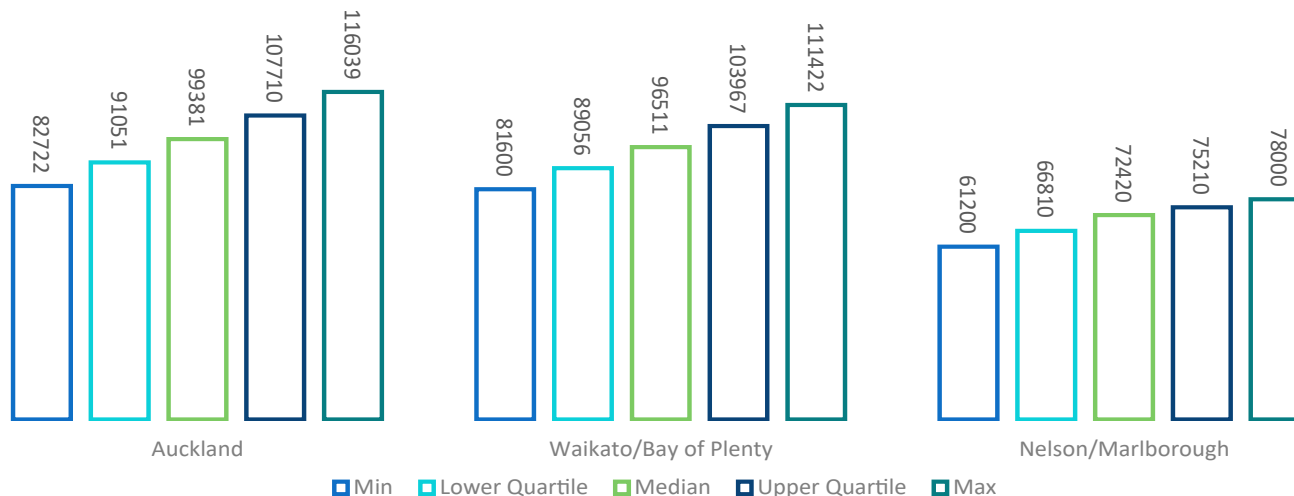
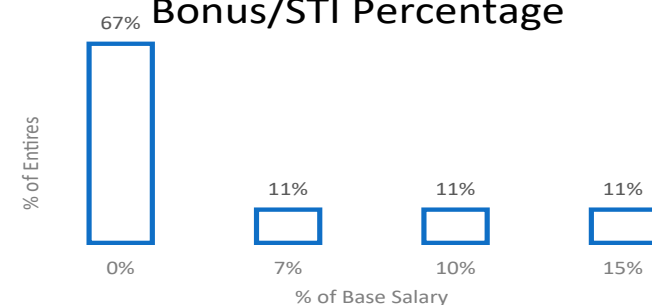
% Salary change 2019/21



Salary by Company Size

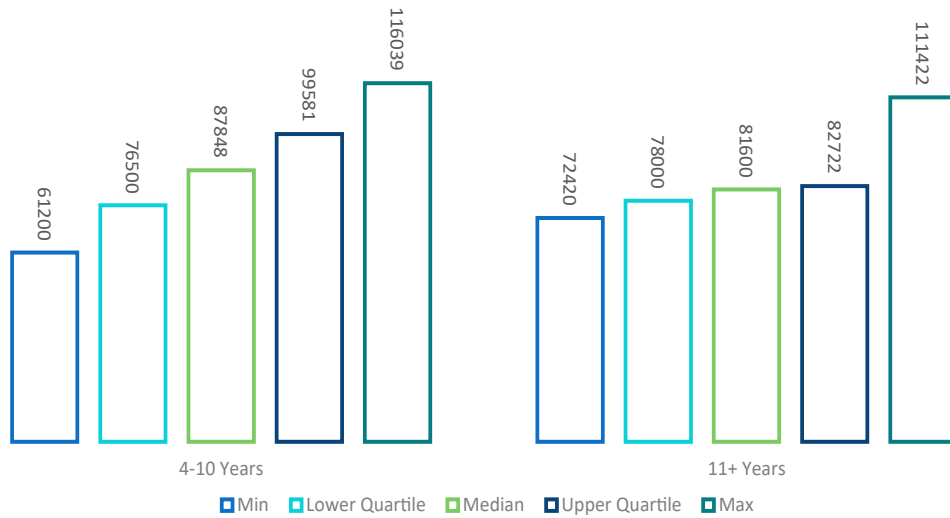


Bonus/STI Percentage

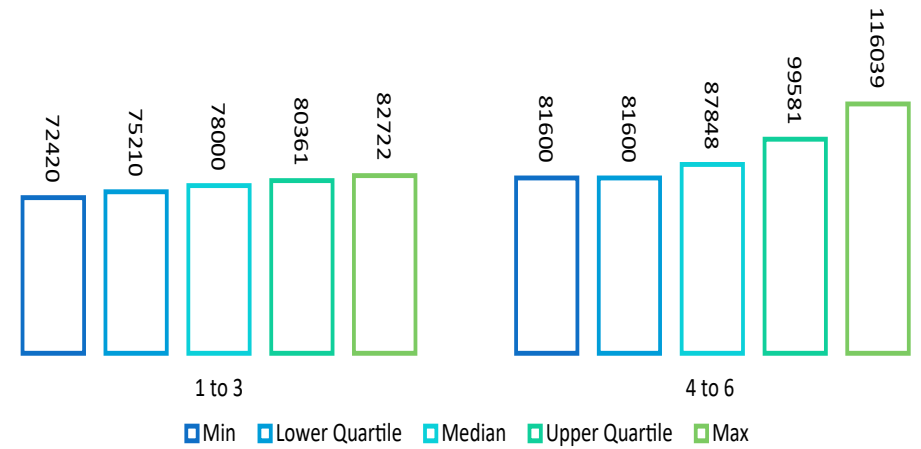


Laboratory Manager

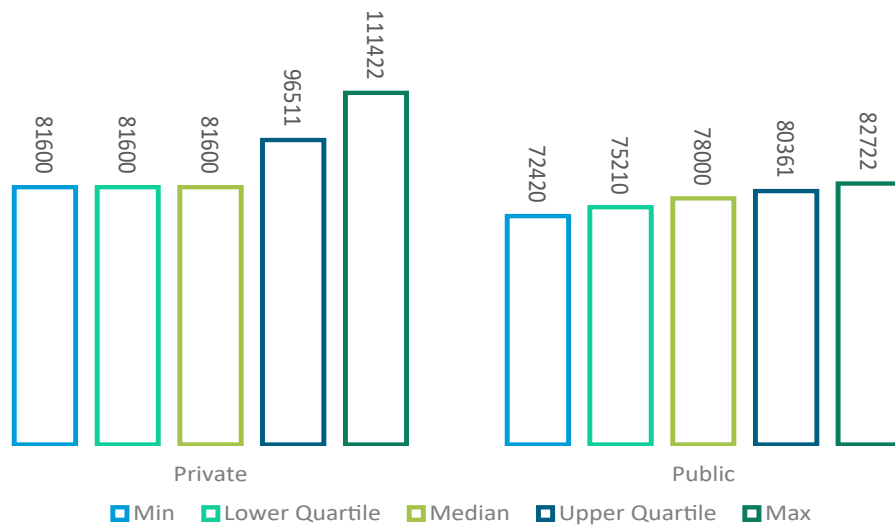
Salary - Years of Experience



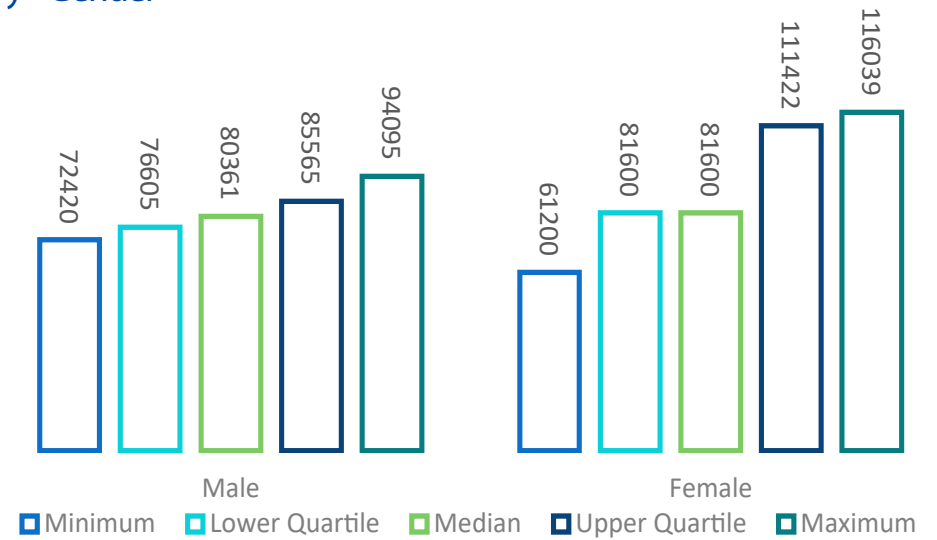
Salary - # of Reports



Salary - Company Type



Salary - Gender



Quality/Laboratory - Technician/Analyst

Salary Data 2019-2021

	2019	2021	% change
Min	48000	48960	2.0%
Lower Quartile	57500	56034	-2.6%
Median	59670	59670	0.0%
Upper Quartile	65000	66300	2.0%
Max	85000	86700	2.0%

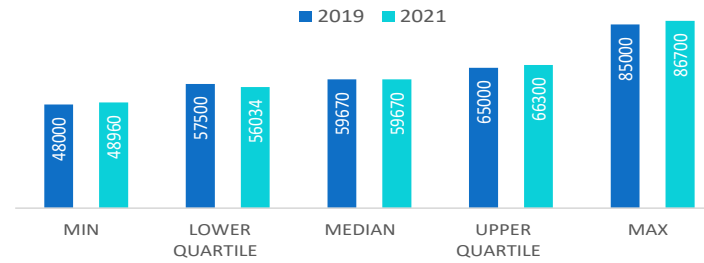
Salary by Company Size

	# of Staff		
2021	21-80	81-300	301+
Min	53040	55000	48960
Lower Quartile	53040	59012	56674
Median	56222	60267	62730
Upper Quartile	76194	61812	66300
Max	86700	66300	75132

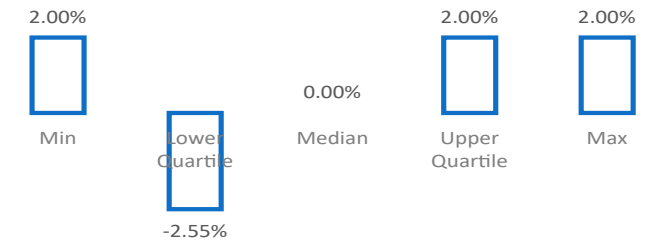
Other Benefits

	% Receiving Benefit
Overtime	58%
At work benefits - leisure area, gym, fruit etc	37%
Health Insurance	32%
Staff Discounts	26%
Car Park	26%
Call Out/Shift Allowance	21%
Flexible Work Hours	16%
Professional Development and Training	11%
Life Insurance	11%
Additional Superannuation	11%
Income Protection	5%
Phone Allowance	5%

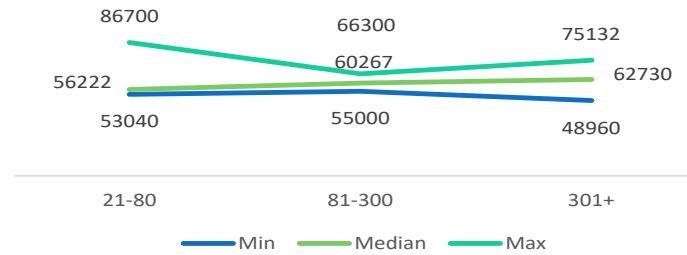
SALARY CHANGE 2019/21



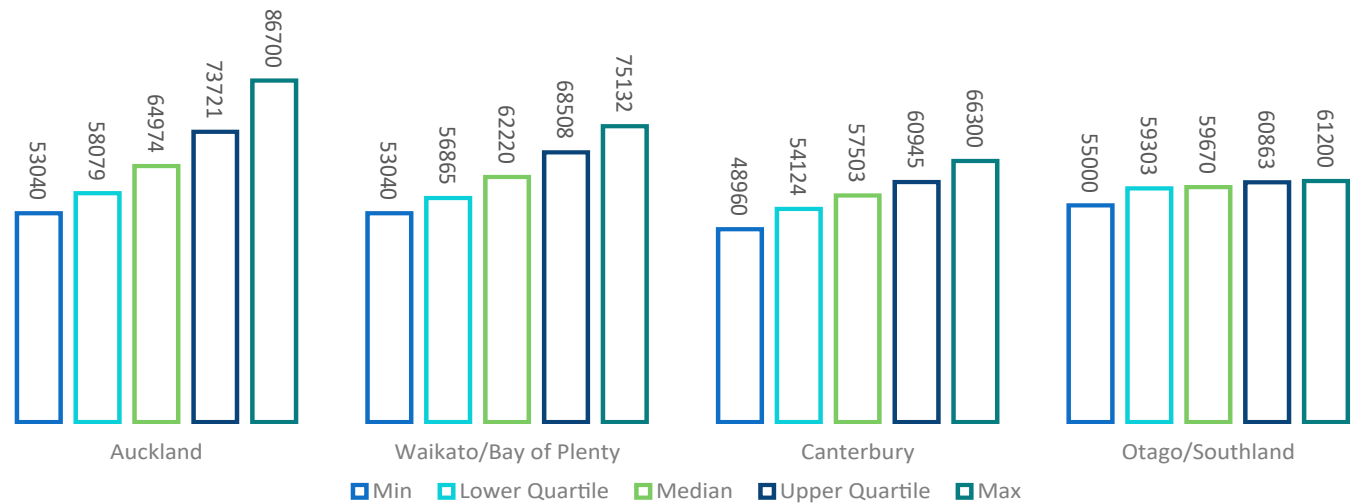
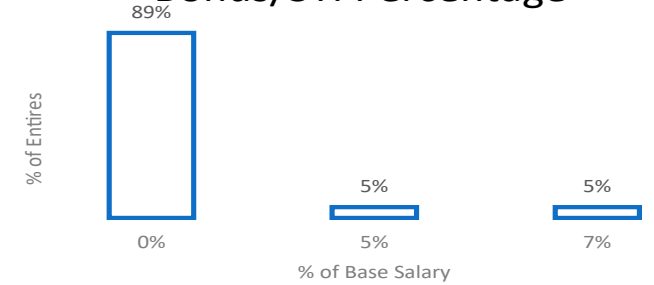
% Salary change 2019/21



Salary by Company Size

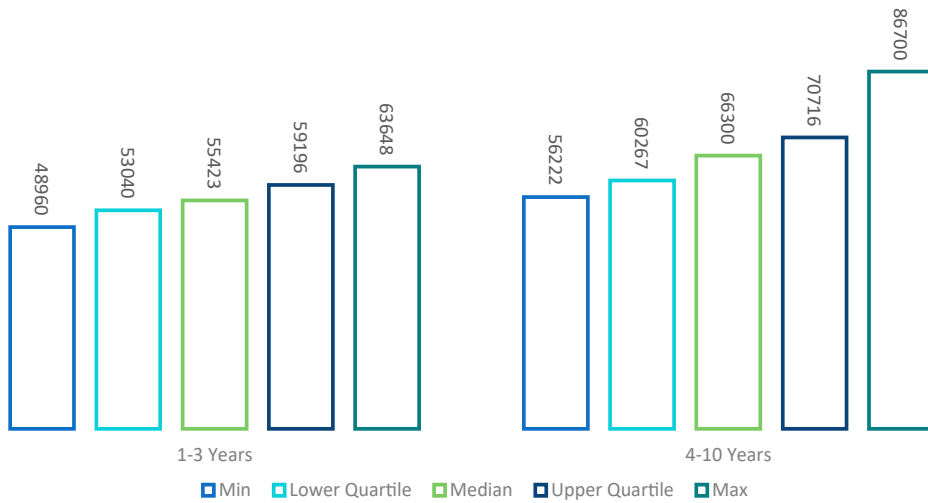


Bonus/STI Percentage

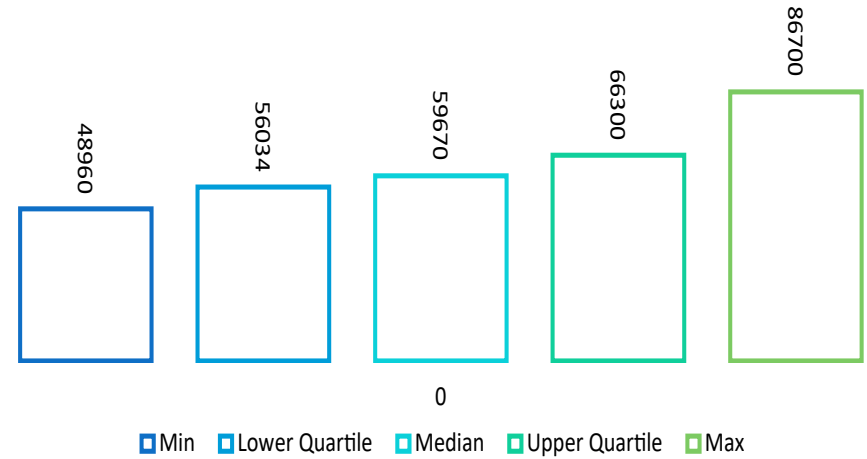


Quality/Laboratory - Technician/Analyst

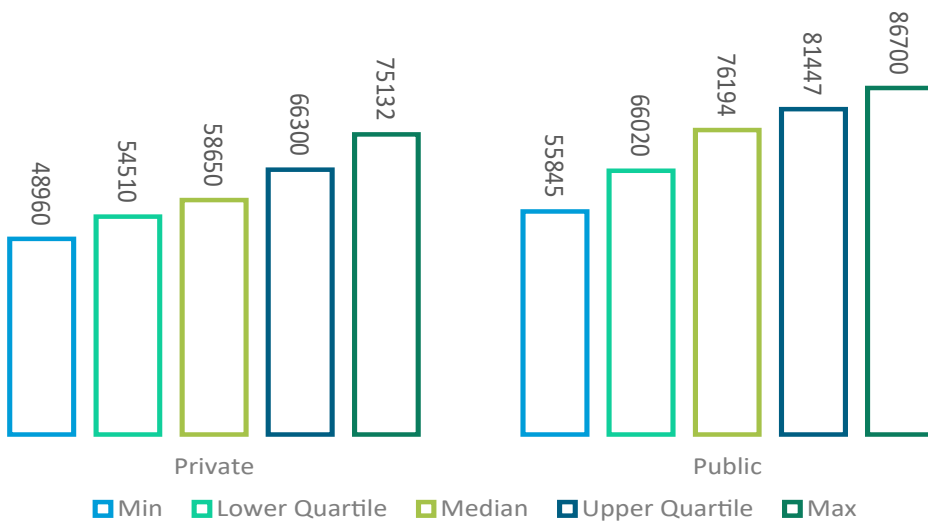
Salary - Years of Experience



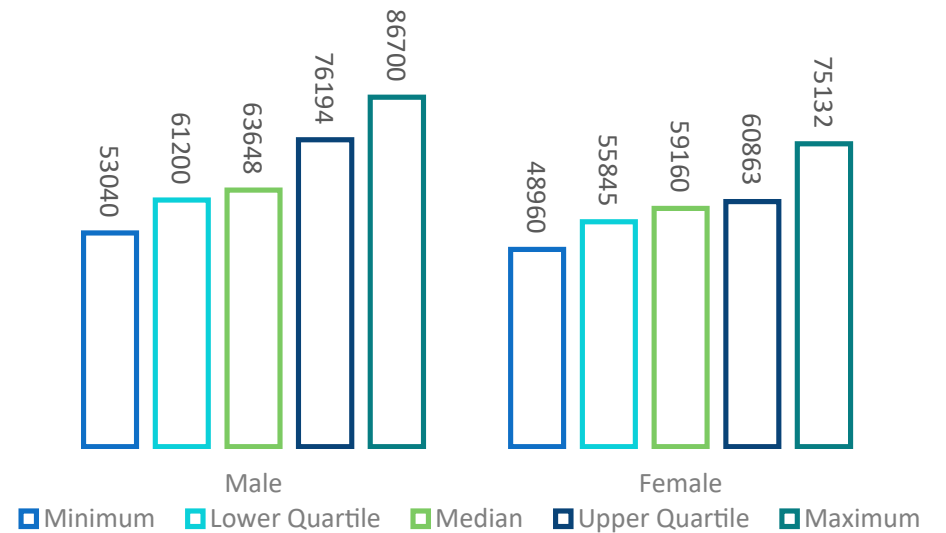
Salary - # of Reports



Salary - Company Type



Salary - Gender



Health & Safety Manager

Salary Data 2019-2021

	2019	2021	% change
Min	70854	67000	-5.4%
Lower Quartile	111125	94211	-15.2%
Median	117250	117284	0.0%
Upper Quartile	123750	127500	3.0%
Max	147900	179520	21.4%

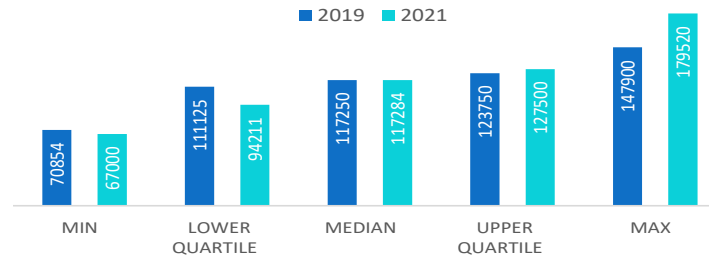
Salary by Company Size

	2021	# of Staff
2021	81-300	301+
Min	72271	67000
Lower Quartile	112200	92348
Median	122000	116790
Upper Quartile	127500	128000
Max	150858	179520

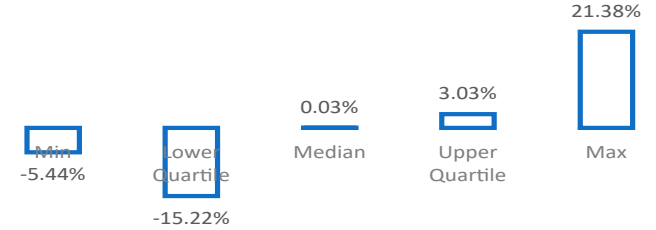
Other Benefits

	% Receiving Benefit
Mobile Phone or Allowance	44%
Staff Discounts	32%
Health Insurance	32%
Flexible Work Hours	24%
Car Park	24%
At work benefits - leisure area, gym, fruit etc	20%
Life Insurance	12%
Additional Superannuation	12%
Motor Vehicle	8%
Professional Development and Training	4%
Income Protection	4%

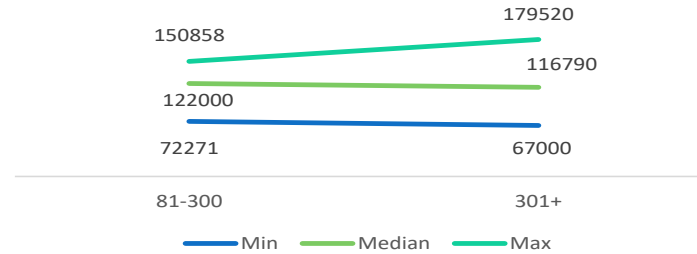
SALARY CHANGE 2019/21



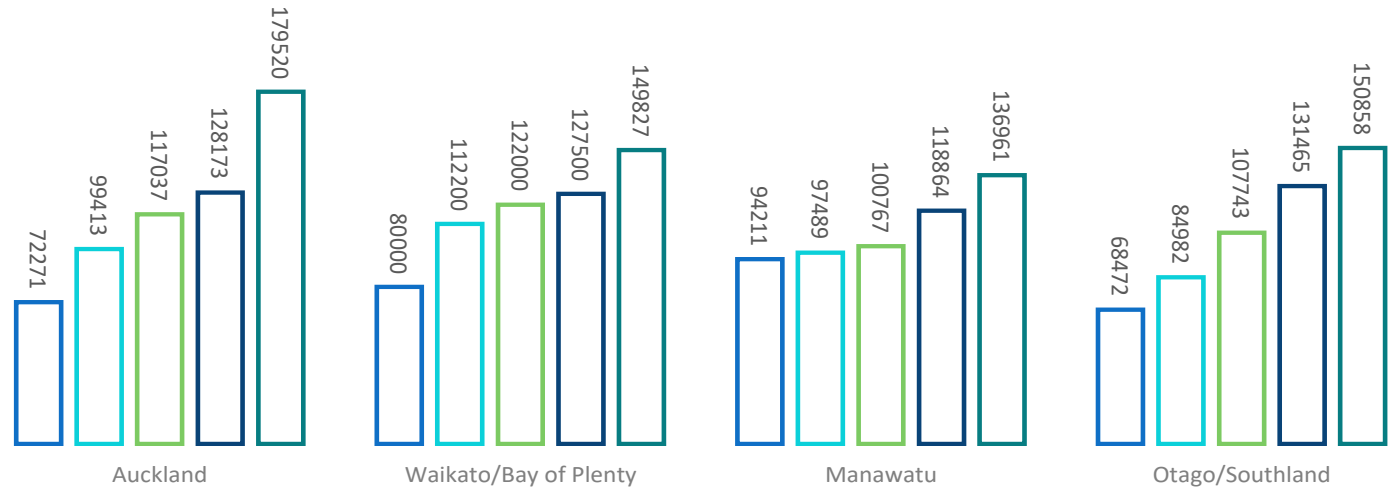
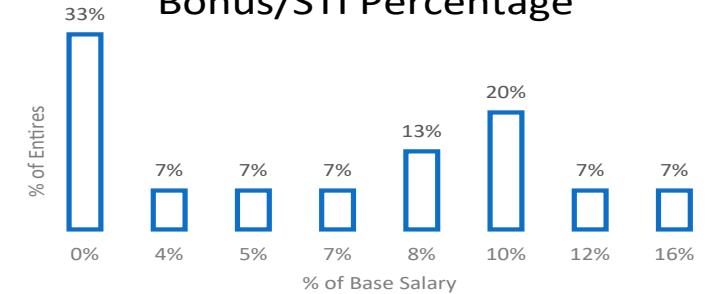
% Salary change 2019/21



Salary by Company Size



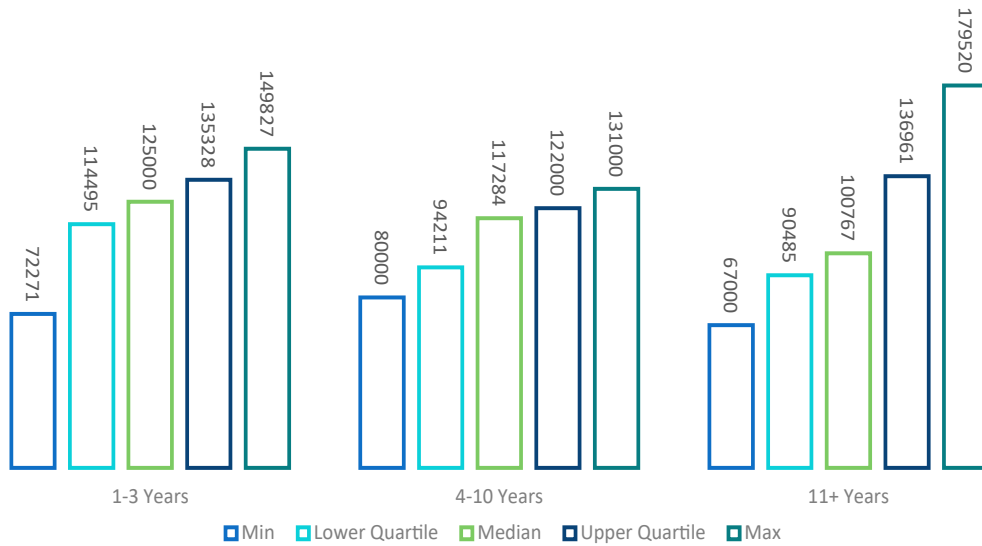
Bonus/STI Percentage



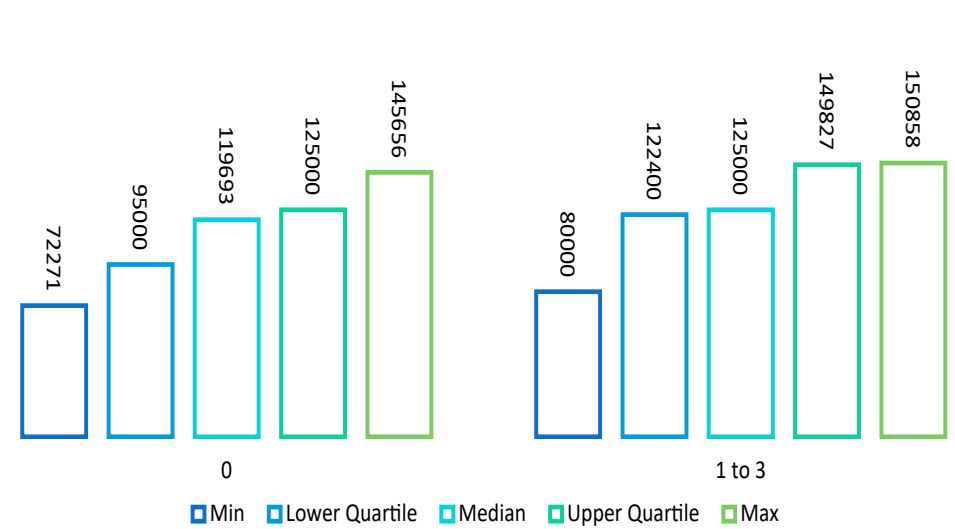
■ Min ■ Lower Quartile ■ Median ■ Upper Quartile ■ Max

Health & Safety Manager

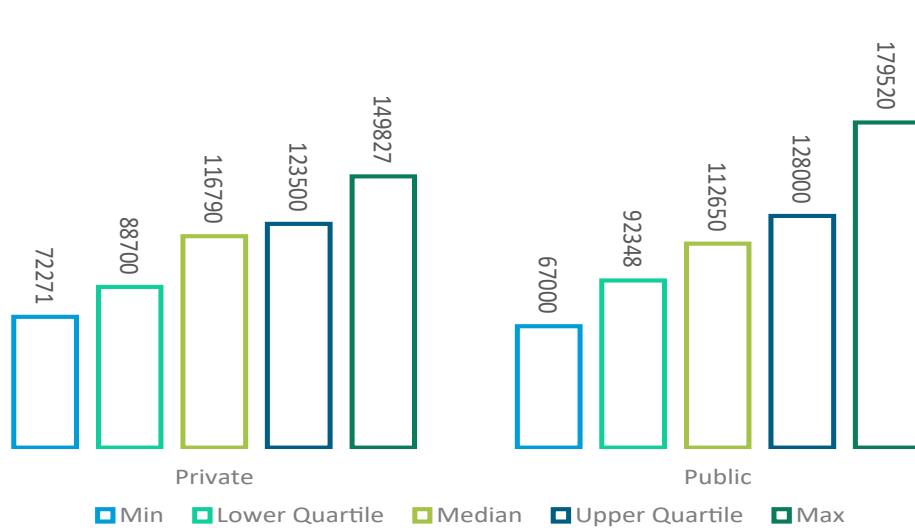
Salary - Years of Experience



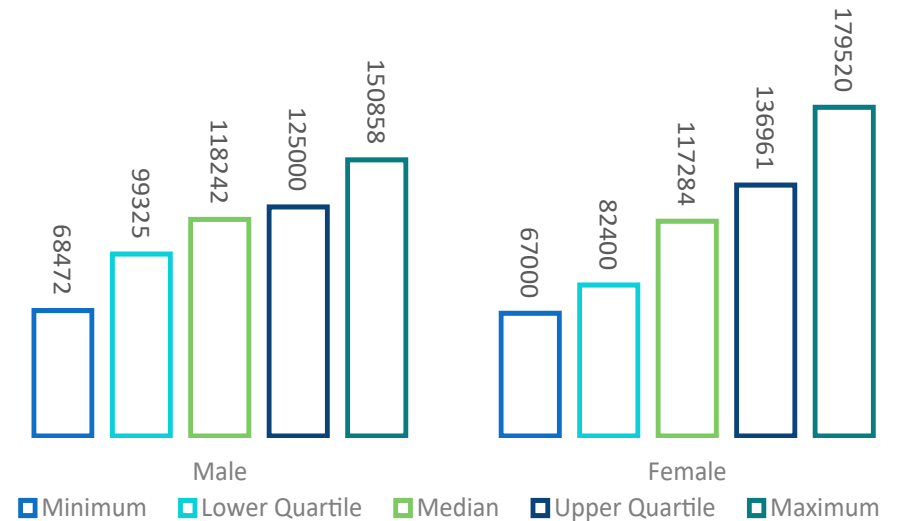
Salary - # of Reports



Salary - Company Type



Salary - Gender



Health & Safety - Officer/Coordinator/Advisor

Salary Data 2019-2021

	2019	2021	% change
Min	0	51000	0.0%
Lower Quartile	0	65562	0.0%
Median	0	76297	0.0%
Upper Quartile	0	85998	0.0%
Max	0	95507	0.0%

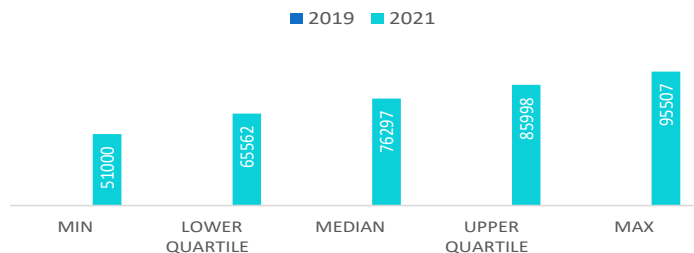
Salary by Company Size

	2021	# of Staff
2021	81-300	301+
Min	58000	51000
Lower Quartile	59438	71687
Median	72675	79594
Upper Quartile	84150	91300
Max	86330	95507

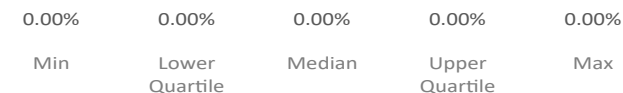
Other Benefits

	% Receiving Benefit
Staff Discounts	50%
Health Insurance	43%
Car Park	36%
Professional Development and Training	29%
Flexible Work Hours	21%
Mobile Phone or Allowance	21%
At work benefits - leisure area, gym, fruit etc	21%
Additional Superannuation	14%
Life Insurance	7%
Overtime	7%

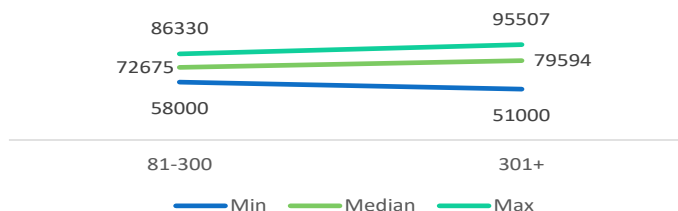
SALARY CHANGE 2019/21



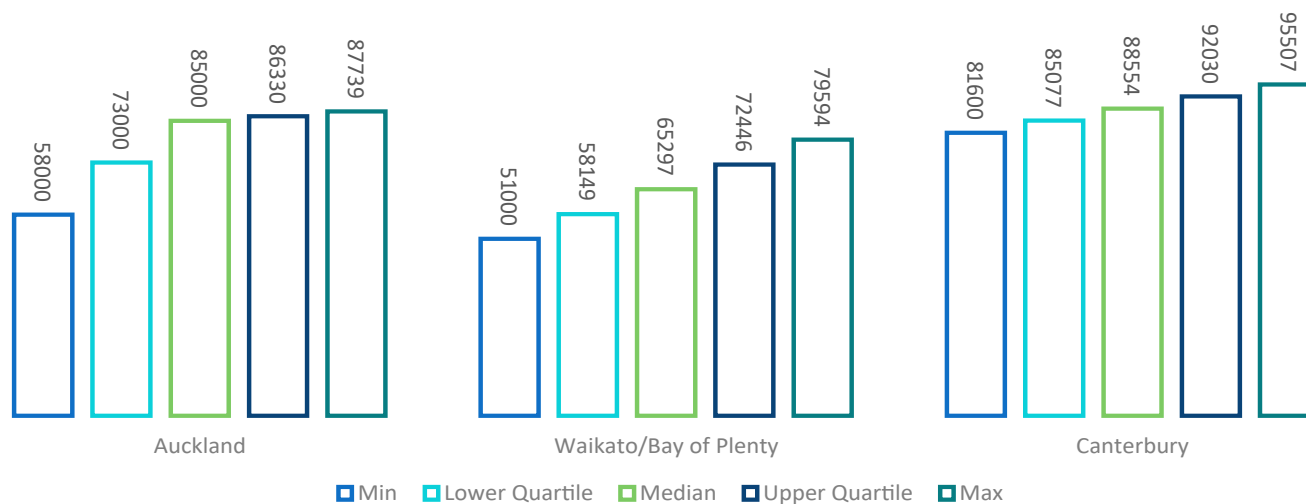
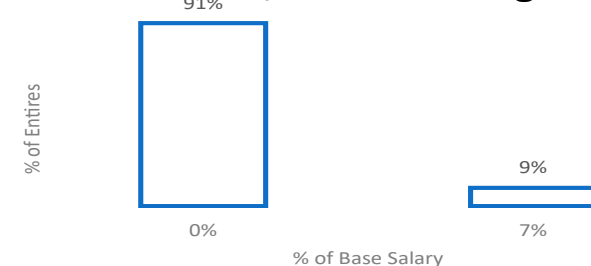
% Salary change 2019/21



Salary by Company Size

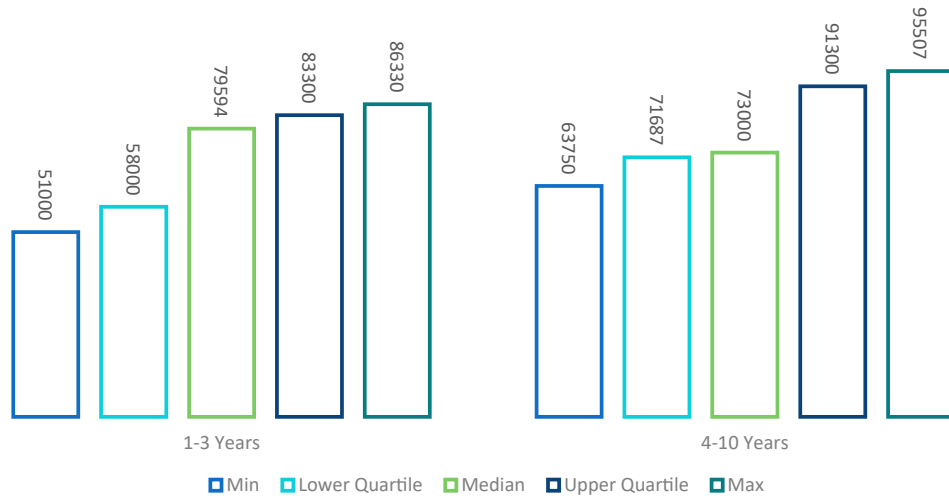


Bonus/STI Percentage

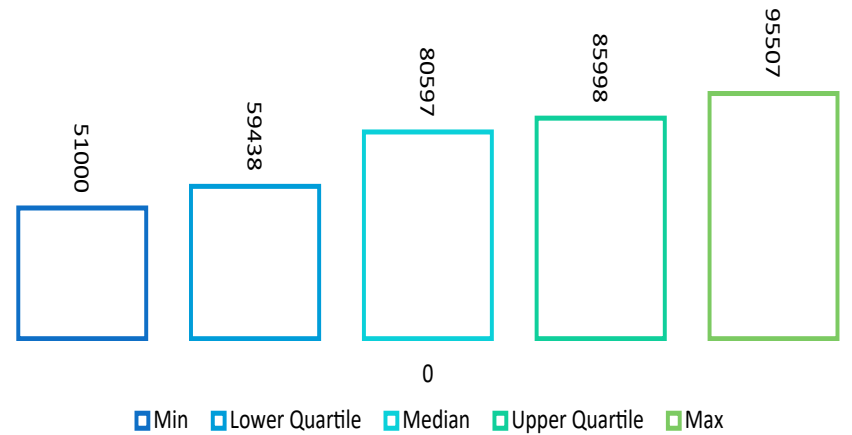


Health & Safety - Officer/Coordinator/Advisor

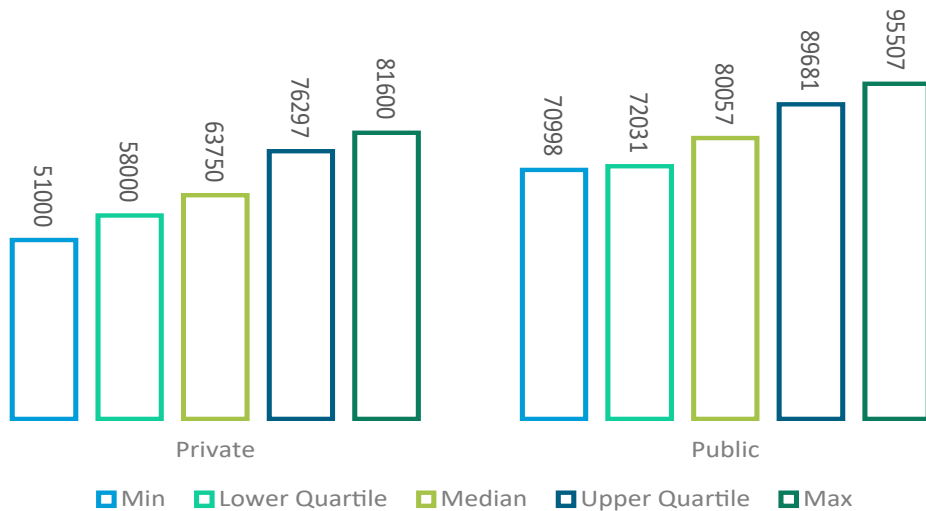
Salary - Years of Experience



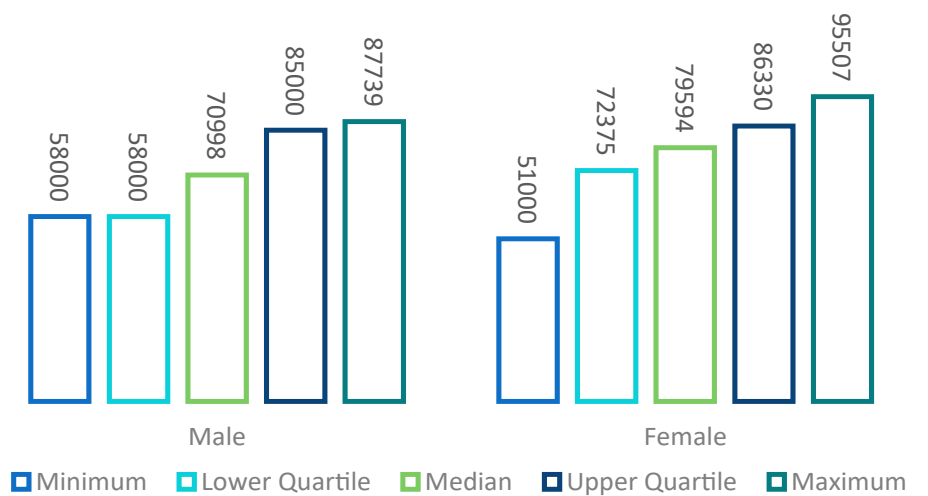
Salary - # of Reports



Salary - Company Type



Salary - Gender



Engineering Manager - Projects & Maintenance

Salary Data 2019-2021

	2019	2021	% change
Min	100000	94429	-5.6%
Lower Quartile	112000	111699	-0.3%
Median	119000	132108	11.0%
Upper Quartile	135000	161111	19.3%
Max	187773	216000	15.0%

Salary by Company Size

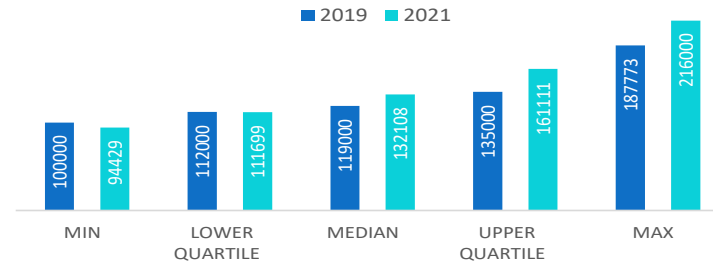
	81-300	301+
2021	81-300	301+
Min	102000	94429
Lower Quartile	127723	109651
Median	142800	121572
Upper Quartile	162223	146711
Max	216000	193037

Other Benefits

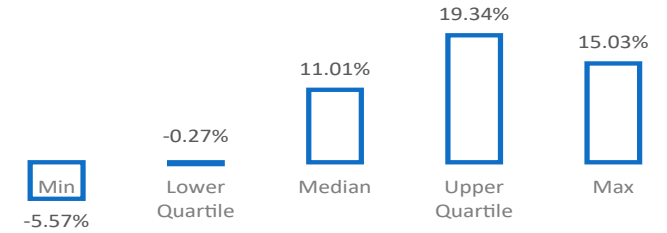
% Receiving Benefit

Health Insurance	50%
Mobile Phone or Allowance	46%
Staff Discounts	33%
Car Park	21%
At work benefits - leisure area, gym, fruit etc	21%
Motor Vehicle	21%
Flexible Work Hours	13%
Life Insurance	13%
Professional Development and Training	8%
Phone Allowance	8%
Overtime	8%
Additional Superannuation	8%
Call Out/Shift Allowance	8%
Income Protection	4%

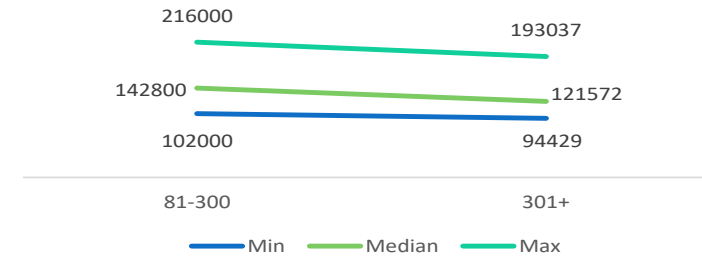
SALARY CHANGE 2019/21



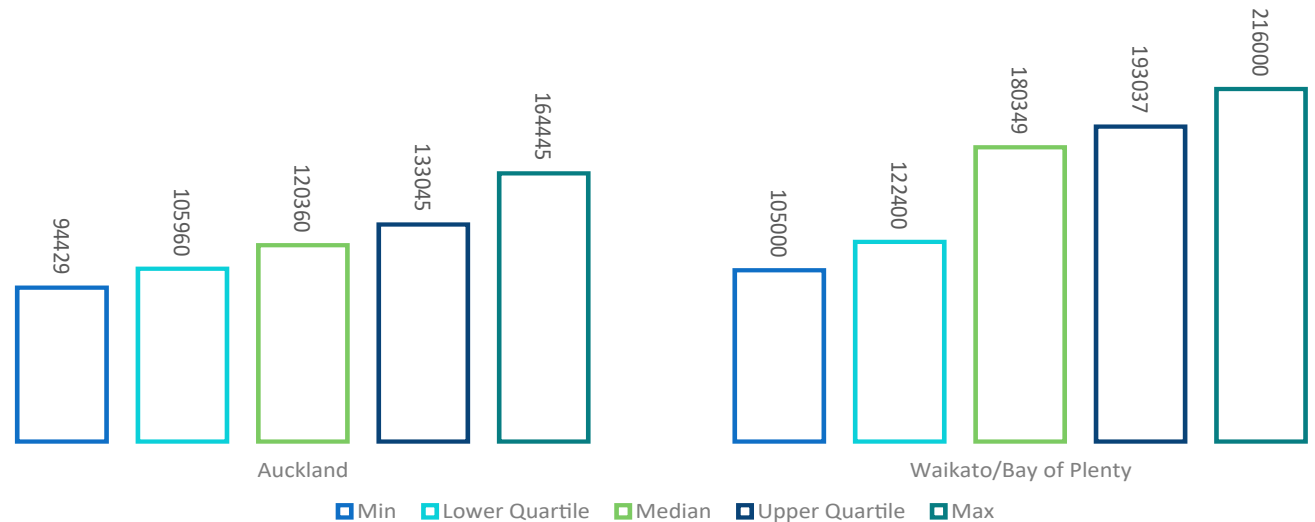
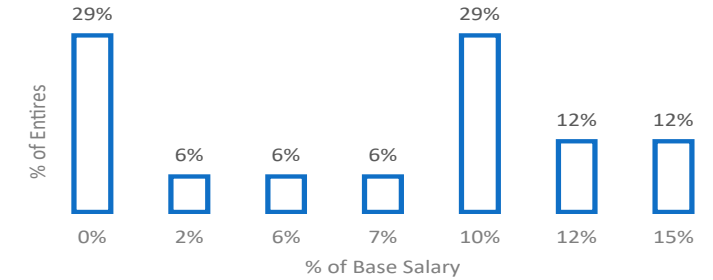
% Salary change 2019/21



Salary by Company Size

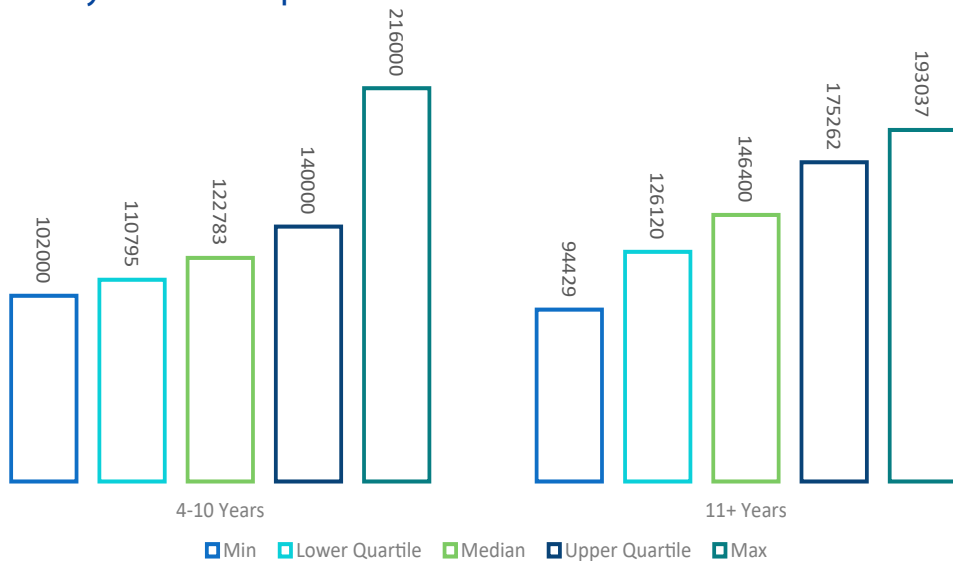


Bonus/STI Percentage

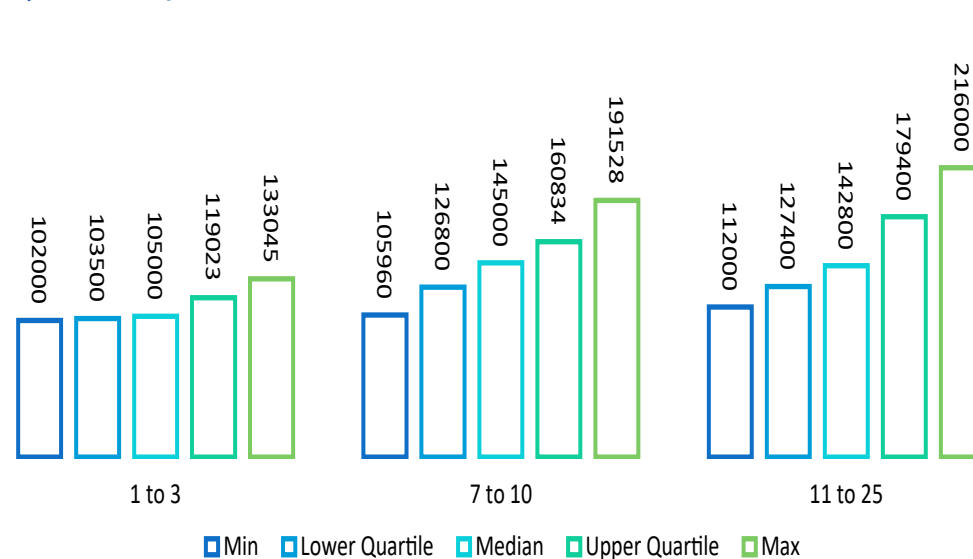


Engineering Manager - Projects & Maintenance

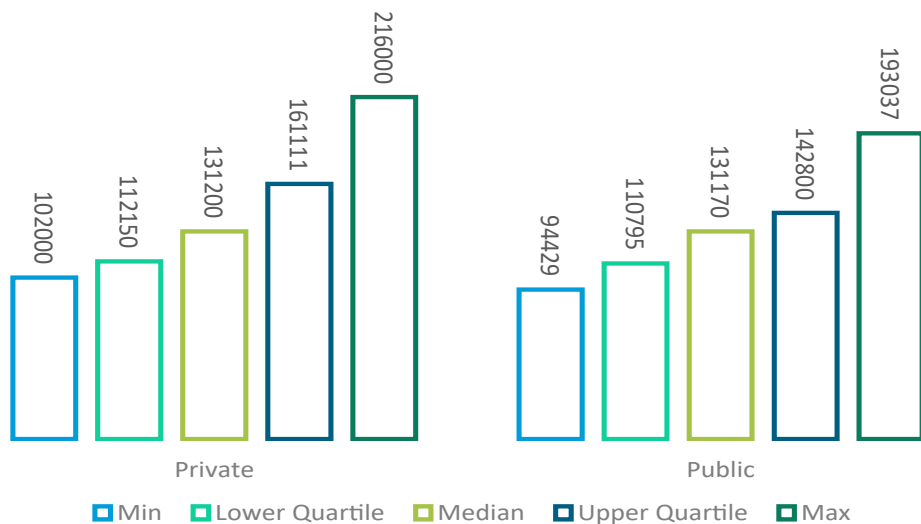
Salary - Years of Experience



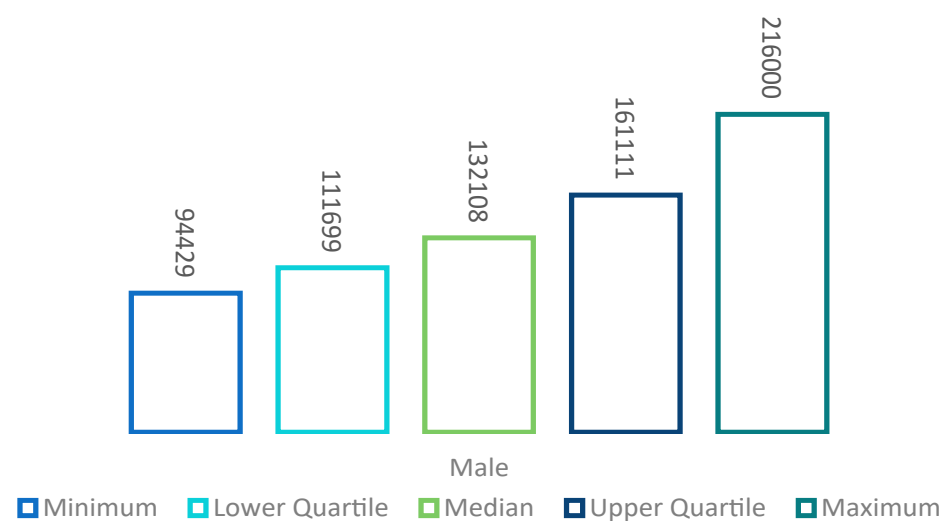
Salary - # of Reports



Salary - Company Type



Salary - Gender



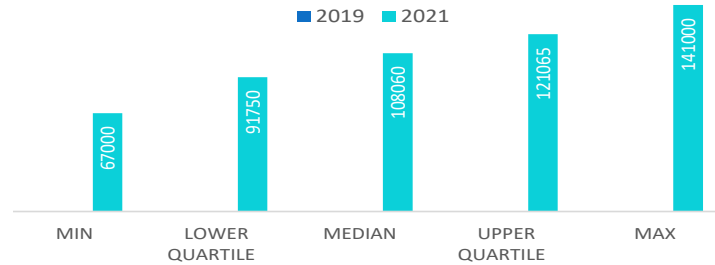
Project Engineer

Salary Data 2019-2021	2019	2021	% change
Min	0	67000	0.0%
Lower Quartile	0	91750	0.0%
Median	0	108060	0.0%
Upper Quartile	0	121065	0.0%
Max	0	141000	0.0%

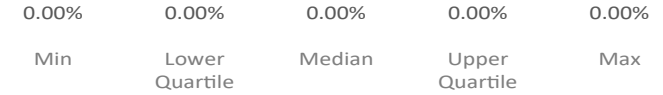
Salary by Company Size	# of Staff	
2021	81-300	301+
Min	91000	67000
Lower Quartile	107302	84700
Median	114407	97039
Upper Quartile	124722	109231
Max	141000	138143

Other Benefits	% Receiving Benefit
Car Park	50%
Life Insurance	50%
Health Insurance	50%
Mobile Phone or Allowance	42%
Staff Discounts	42%
At work benefits - leisure area, gym, fruit etc	42%
Additional Superannuation	42%
Income Protection	8%
Overtime	8%
Motor Vehicle	8%
Call Out/Shift Allowance	8%

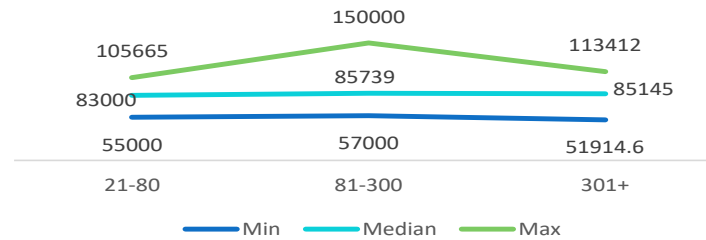
SALARY CHANGE 2019/21



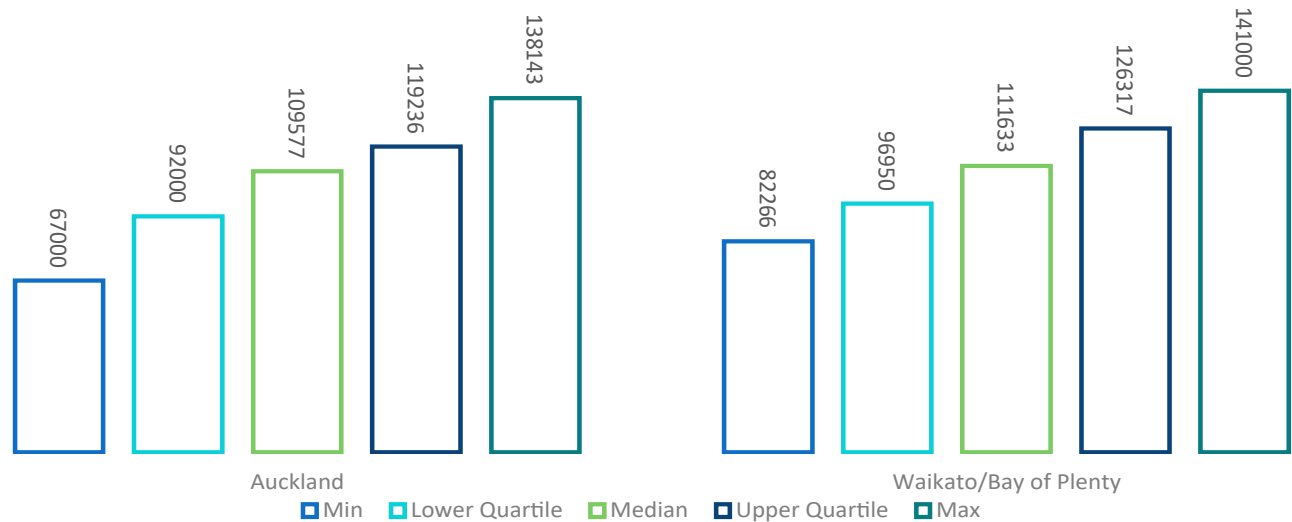
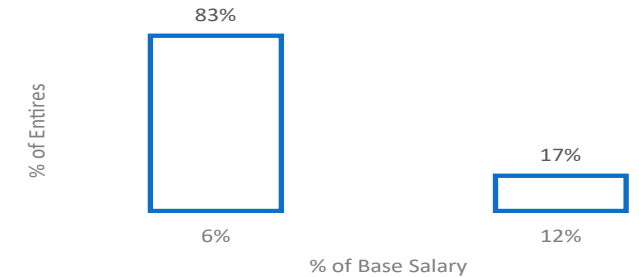
% Salary change 2019/21



Salary by Company Size

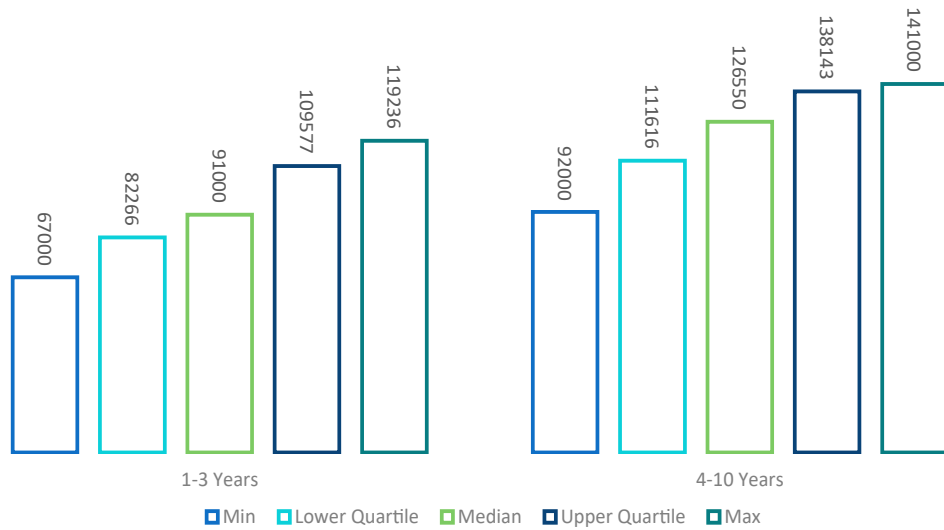


Bonus/STI Percentage

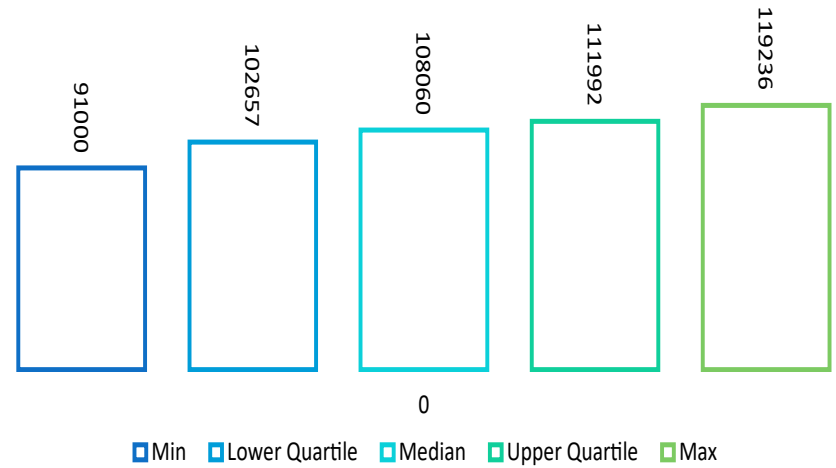


Project Engineer

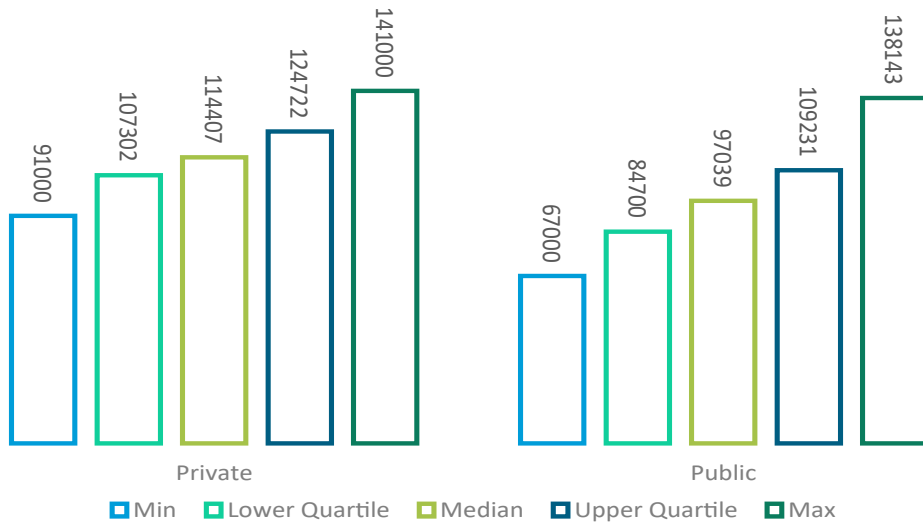
Salary - Years of Experience



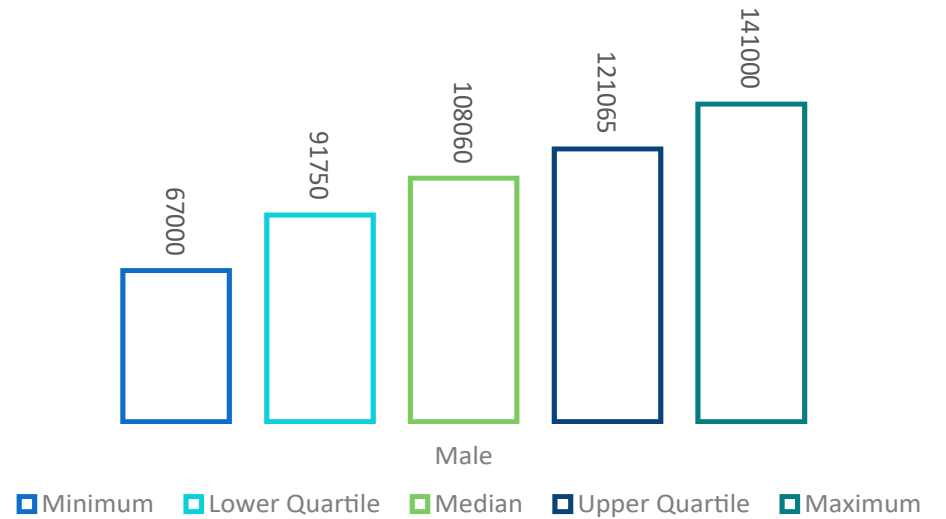
Salary - # of Reports



Salary - Company Type



Salary - Gender



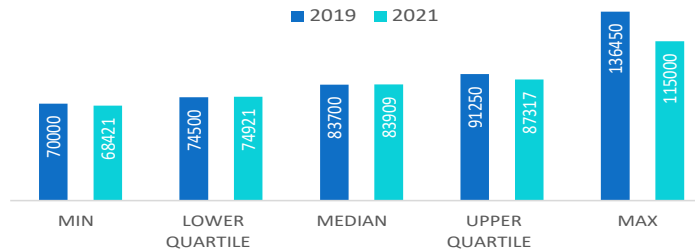
Maintenance Engineer - Mechanical/Electrical

Salary Data 2019-2021	2019	2021	% change
Min	70000	68421	-2.3%
Lower Quartile	74500	74921	0.6%
Median	83700	83909	0.2%
Upper Quartile	91250	87317	-4.3%
Max	136450	115000	-15.7%

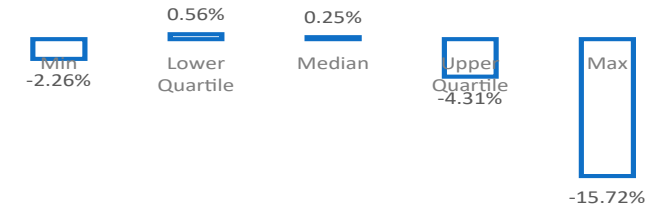
Salary by Company Size	# of Staff		
2021	21-80	81-300	301+
Min	73440	71400	68421
Lower Quartile	85072	81512	73889
Median	85280	87026	78605
Upper Quartile	85582	92109	85831
Max	91800	115000	107767

Other Benefits	% Receiving Benefit
Staff Discounts	31%
At work benefits - leisure area, gym, fruit etc	25%
Health Insurance	23%
Overtime	21%
Call Out/Shift Allowance	19%
Car Park	17%
Mobile Phone or Allowance	8%
Professional Development and Training	8%
Motor Vehicle	4%
Flexible Work Hours	4%
Life Insurance	4%
Income Protection	4%
Phone Allowance	4%
Additional Superannuation	2%
Car Allowance	2%

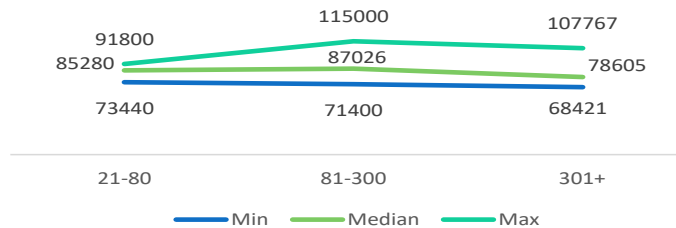
SALARY CHANGE 2019/21



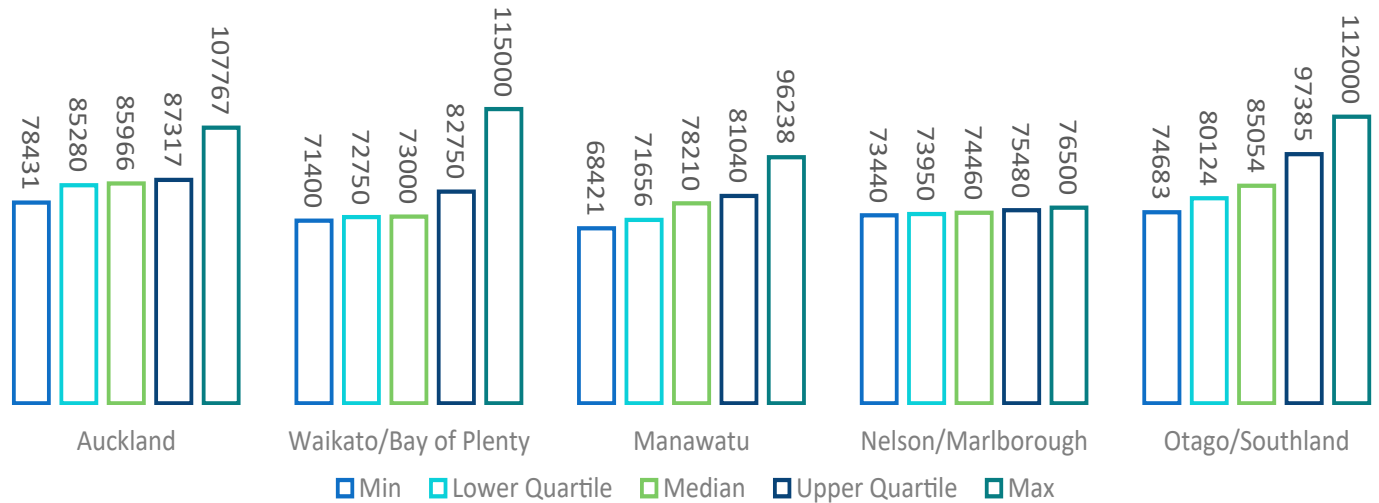
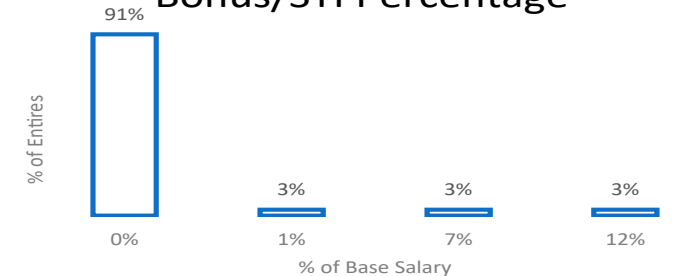
% Salary change 2019/21



Salary by Company Size

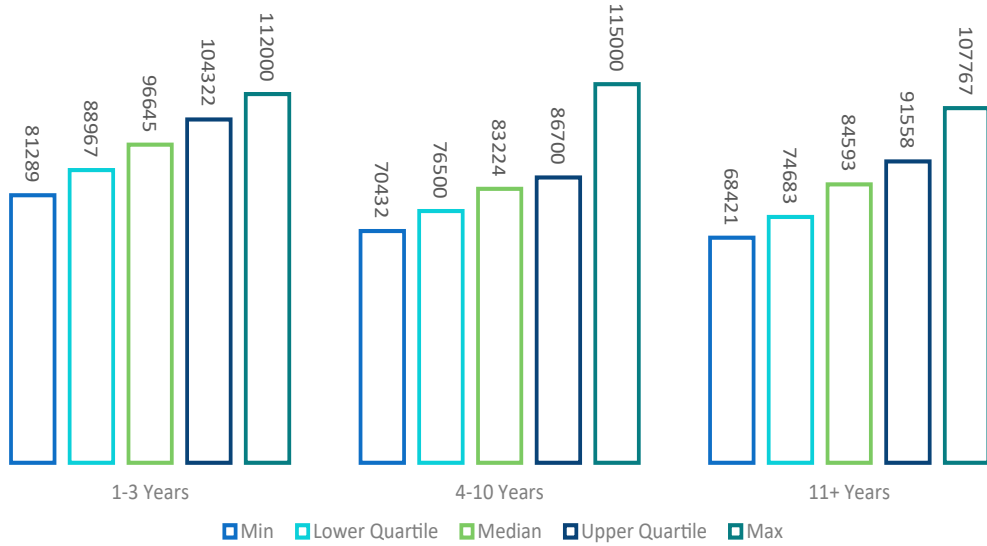


Bonus/STI Percentage

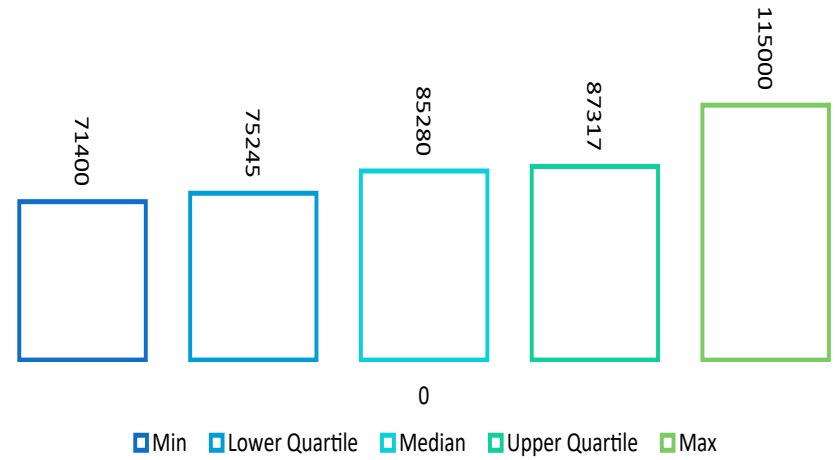


Maintenance Engineer - Mechanical/Electrical

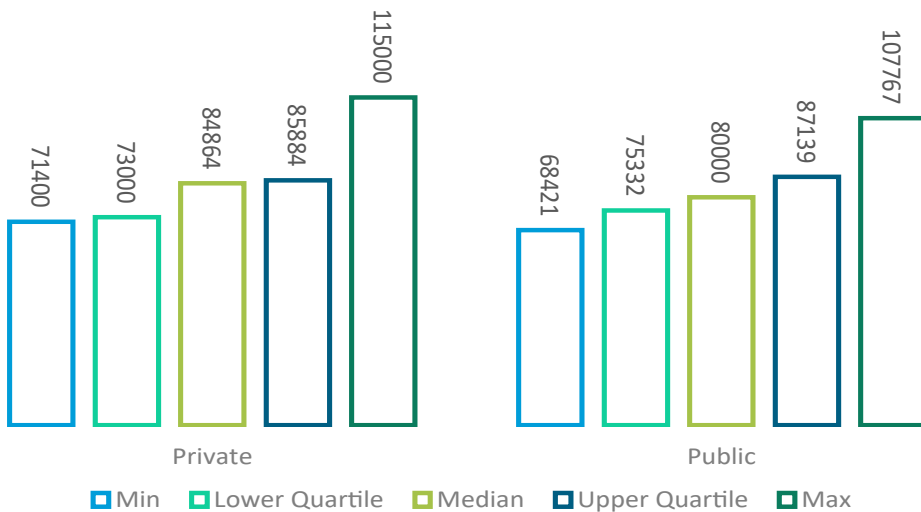
Salary - Years of Experience



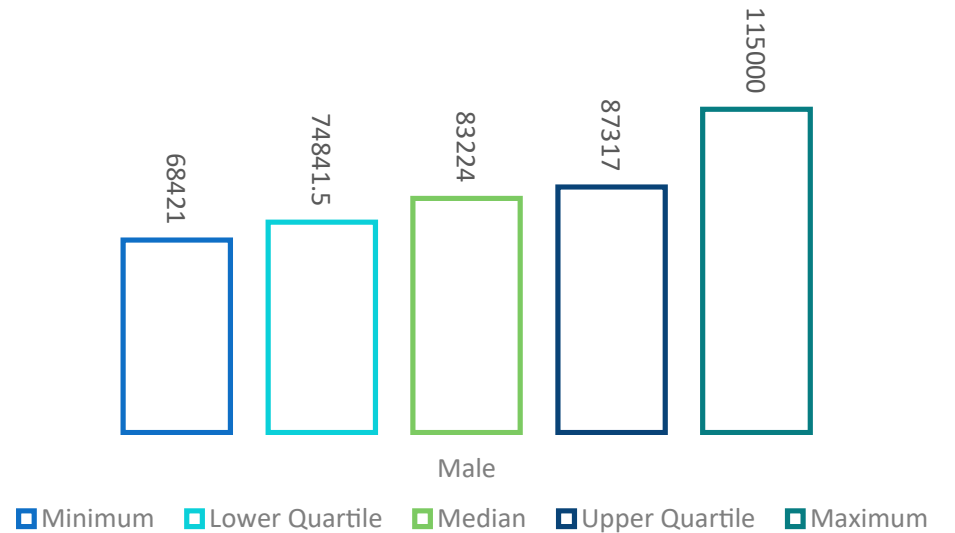
Salary - # of Reports



Salary - Company Type



Salary - Gender



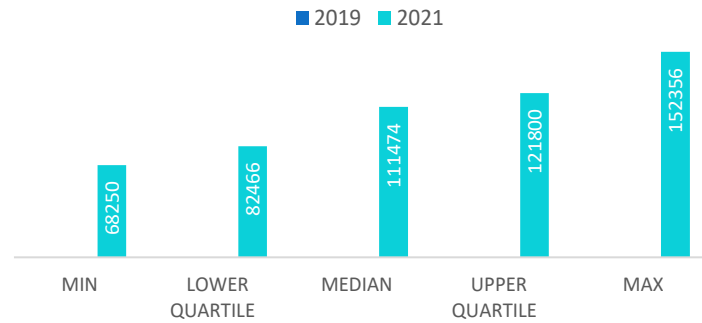
Automation & Control Engineer

Salary Data 2019-2021	2019	2021	% change
Min	0	68250	0.0%
Lower Quartile	0	82466	0.0%
Median	0	111474	0.0%
Upper Quartile	0	121800	0.0%
Max	0	152356	0.0%

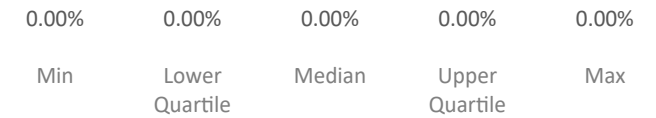
Salary by Company Size	# of Staff	
2021	81-300	301+
Min	68250	95757
Lower Quartile	77268	104775
Median	120000	111474
Upper Quartile	122700	116476
Max	129009	152356

Other Benefits	% Receiving Benefit
Health Insurance	50%
Staff Discounts	43%
At work benefits - leisure area, gym, fruit etc	43%
Car Park	36%
Mobile Phone or Allowance	29%
Call Out/Shift Allowance	21%
Flexible Work Hours	21%
Life Insurance	21%
Additional Superannuation	21%
Overtime	7%
Motor Vehicle	7%
Income Protection	7%

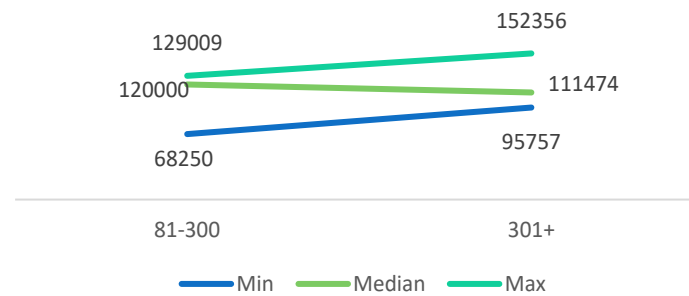
SALARY CHANGE 2019/21



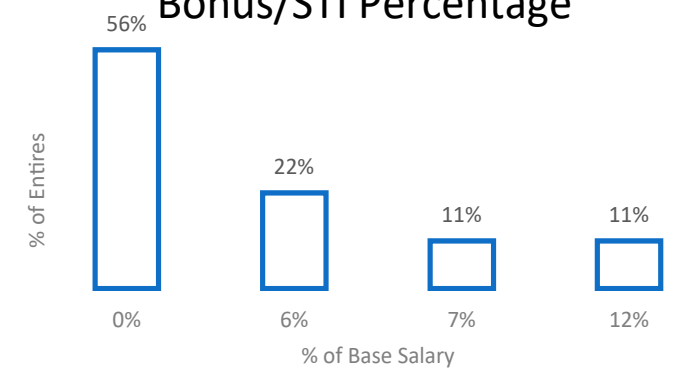
% Salary change 2019/21



Salary by Company Size

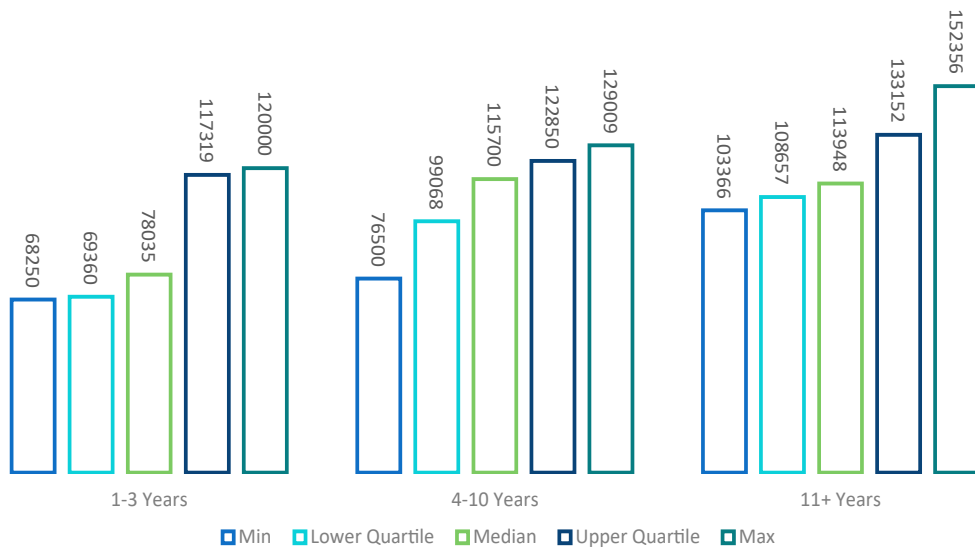


Bonus/STI Percentage

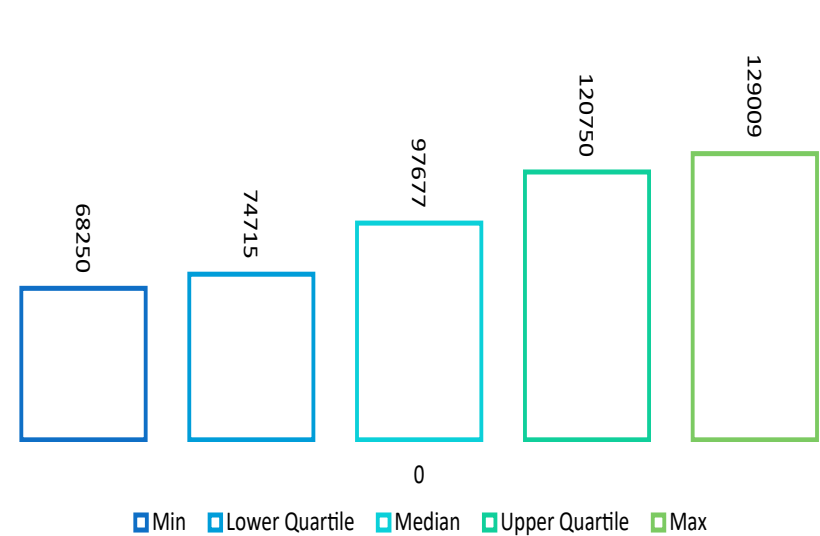


Automation & Control Engineer

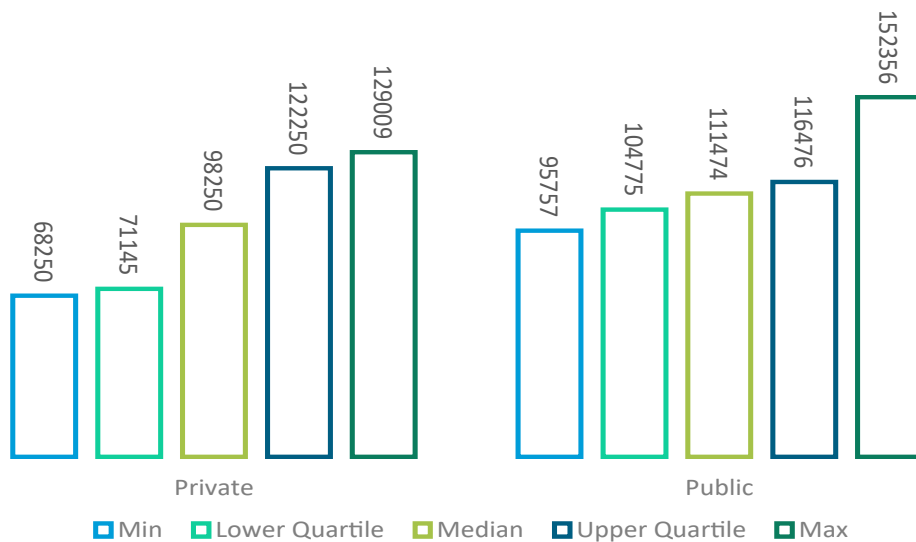
Salary - Years of Experience



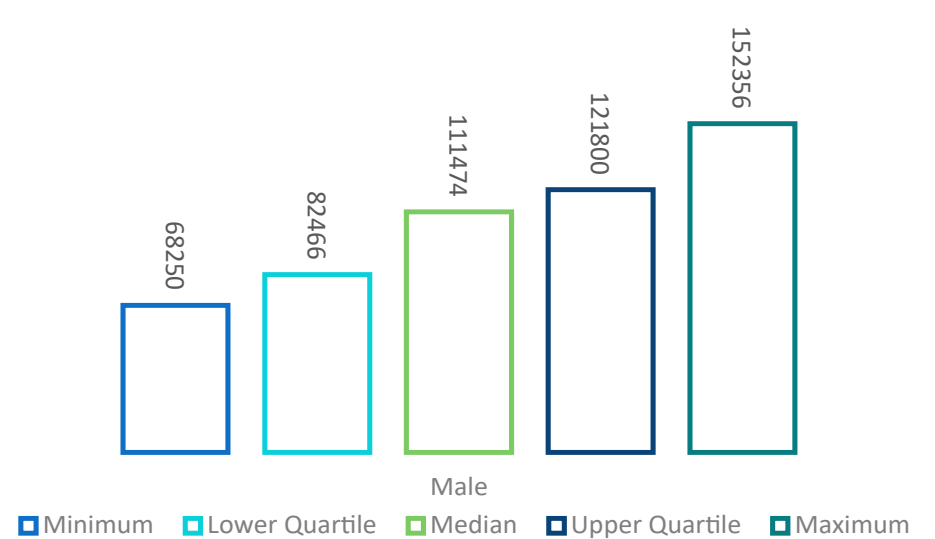
Salary - # of Reports



Salary - Company Type



Salary - Gender



Operations Manager

Salary Data 2019-2021

	2019	2021	% change
Min	0	90000	0.0%
Lower Quartile	0	120000	0.0%
Median	0	150000	0.0%
Upper Quartile	0	173571	0.0%
Max	0	245000	0.0%

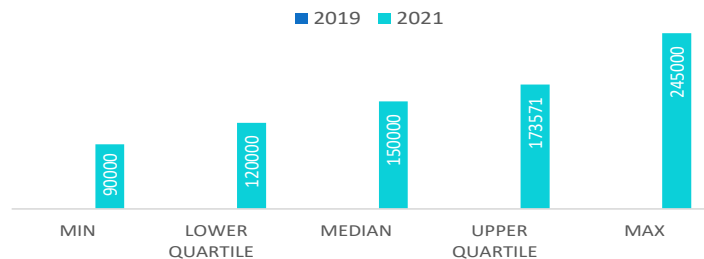
Salary by Company Size

	# of Staff		
2021	21-80	81-300	301+
Min	90000	102000	118500
Lower Quartile	128750	150000	120808
Median	167500	159500	134288
Upper Quartile	206250	161500	166514
Max	245000	195246	200749

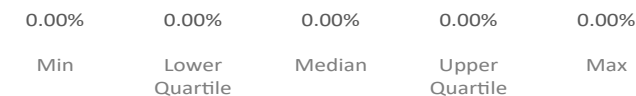
Other Benefits

	% Receiving Benefit
Staff Discounts	46%
Mobile Phone or Allowance	46%
Car Park	31%
Flexible Work Hours	31%
At work benefits - leisure area, gym, fruit etc	23%
Health Insurance	15%
Motor Vehicle	15%
Car Allowance	15%
Life Insurance	8%
Overtime	8%
Income Protection	8%
Professional Development and Training	8%

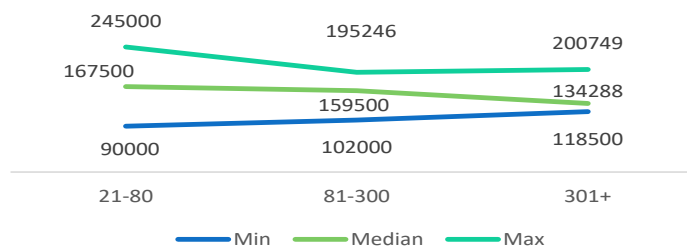
SALARY CHANGE 2019/21



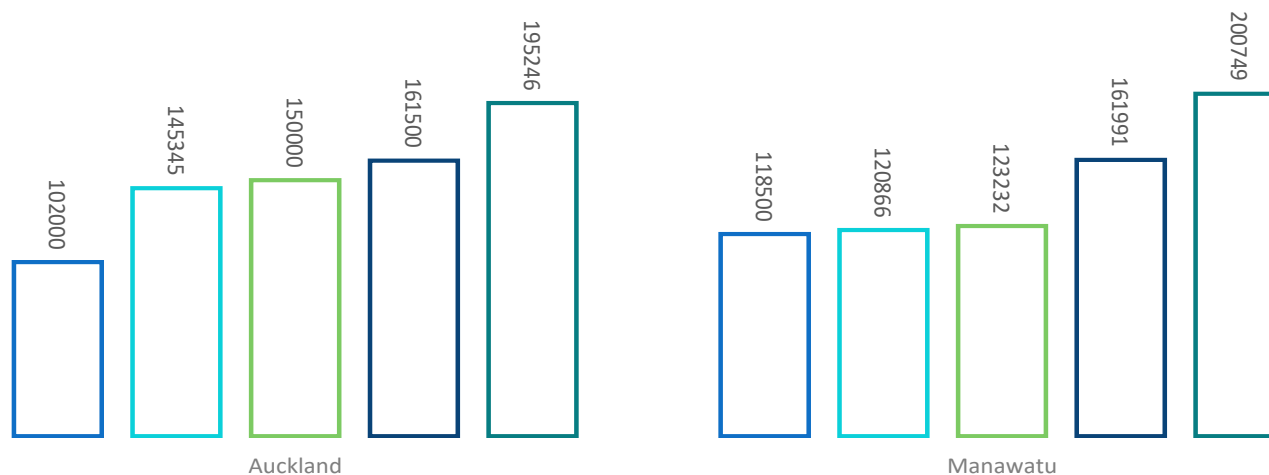
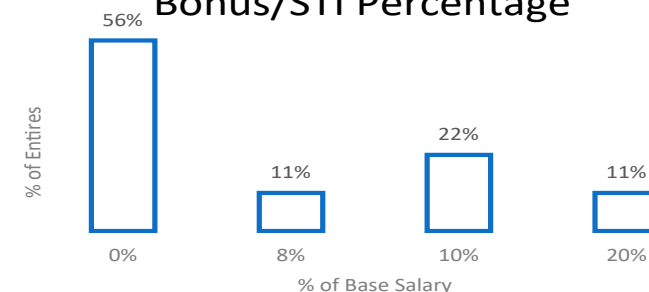
% Salary change 2019/21



Salary by Company Size



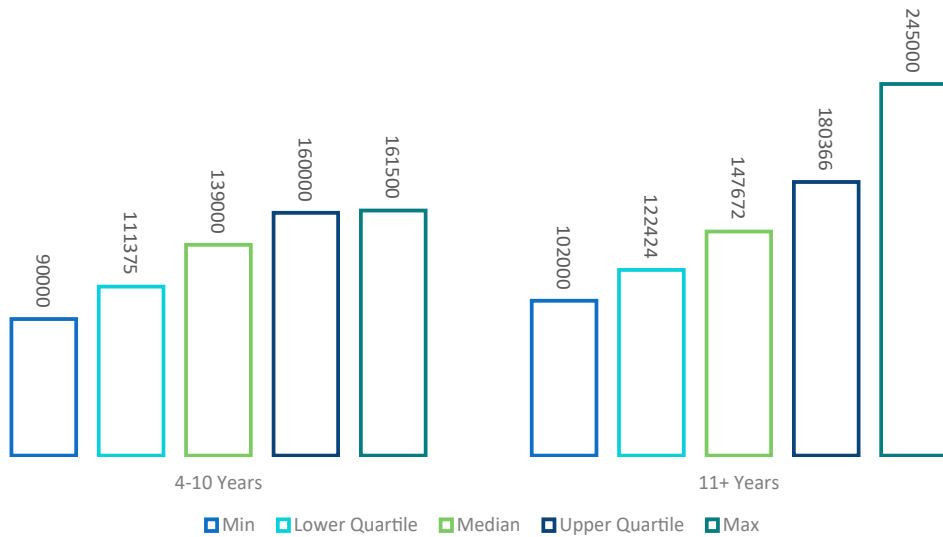
Bonus/STI Percentage



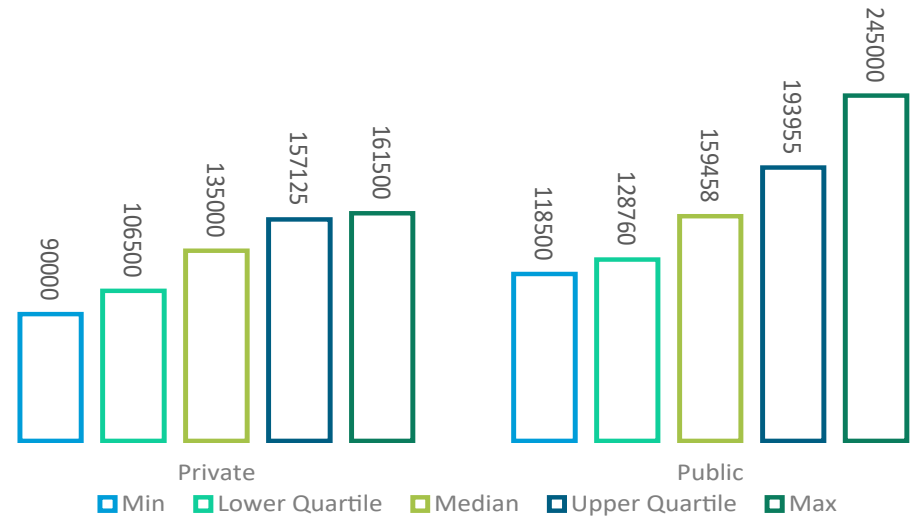
■ Min ■ Lower Quartile ■ Median ■ Upper Quartile ■ Max

Operations Manager

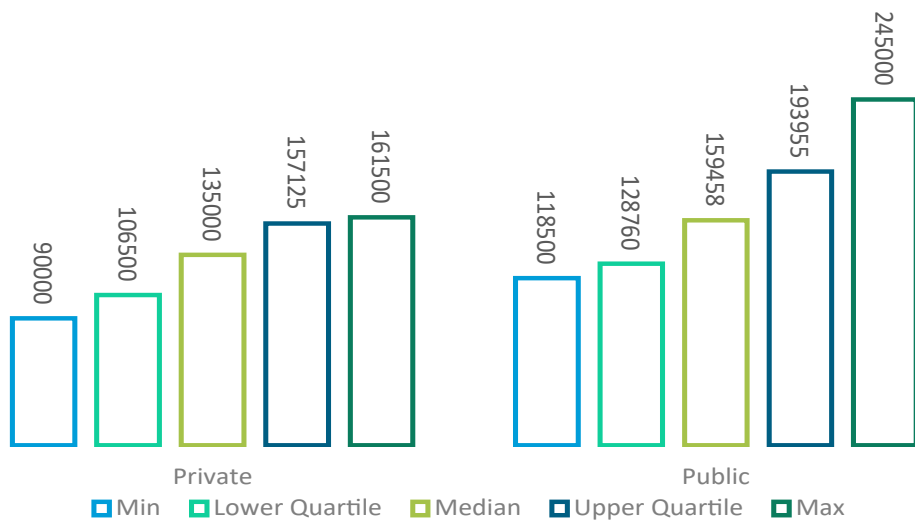
Salary - Years of Experience



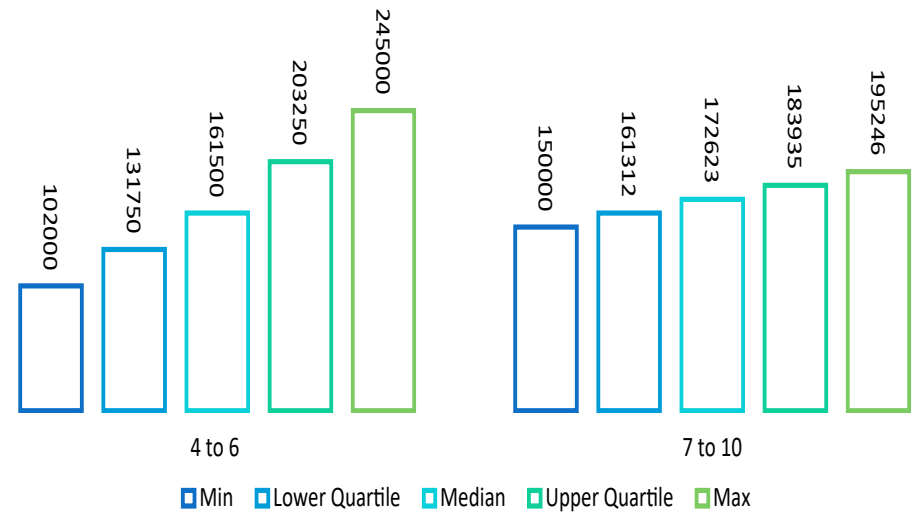
Salary - # of Reports



Salary - Company Type



Salary - Gender



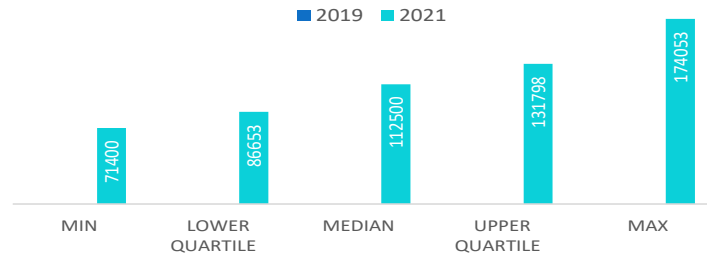
Production Manager

Salary Data 2019-2021	2019	2021	% change
Min	0	71400	0.0%
Lower Quartile	0	86653	0.0%
Median	0	112500	0.0%
Upper Quartile	0	131798	0.0%
Max	0	174053	0.0%

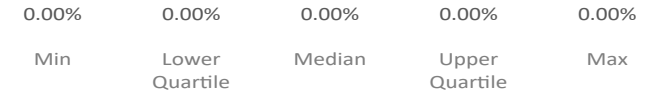
Salary by Company Size	# of Staff		
2021	21-80	81-300	301+
Min	72000	71400	78000
Lower Quartile	87750	82500	95241
Median	103500	104000	112534
Upper Quartile	119250	124386	138646
Max	135000	165878	174053

Other Benefits	% Receiving Benefit	
Staff Discounts	0%	32%
Mobile Phone or Allowance	0%	24%
At work benefits - leisure area, gym, fruit etc	0%	22%
Health Insurance	0%	22%
Car Park	0%	19%
Additional Superannuation	0%	8%
Life Insurance	0%	5%
Overtime	0%	5%
Flexible Work Hours	0%	3%
Professional Development and Training	0%	3%

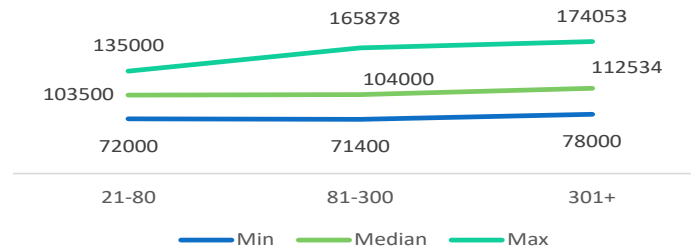
SALARY CHANGE 2019/21



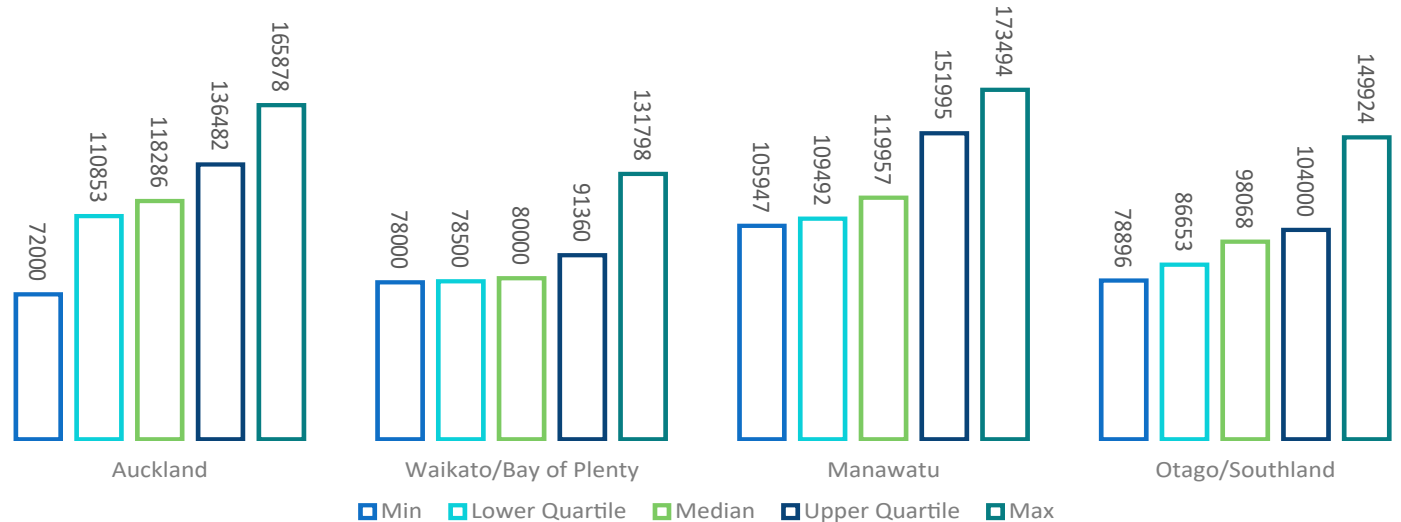
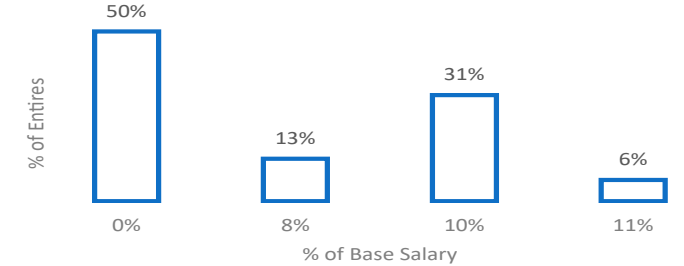
% Salary change 2019/21



Salary by Company Size

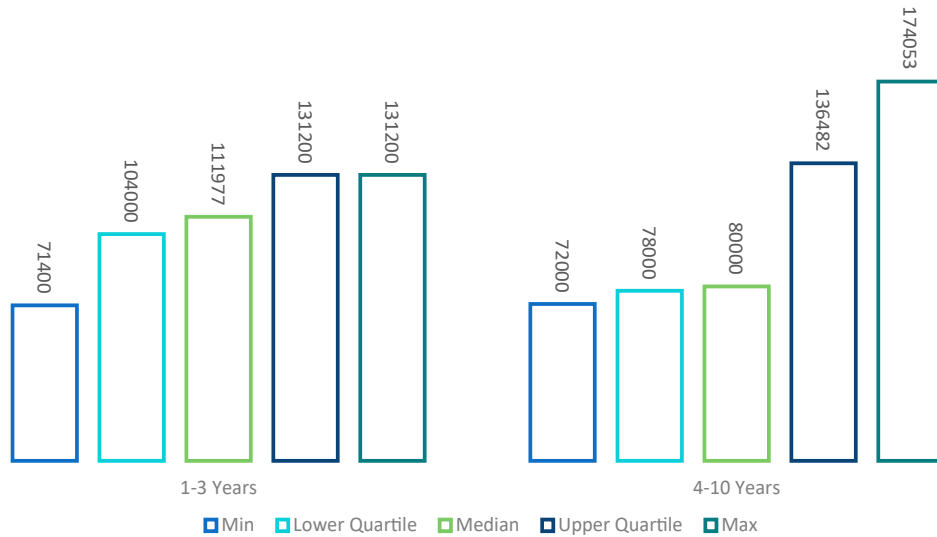


Bonus/STI Percentage

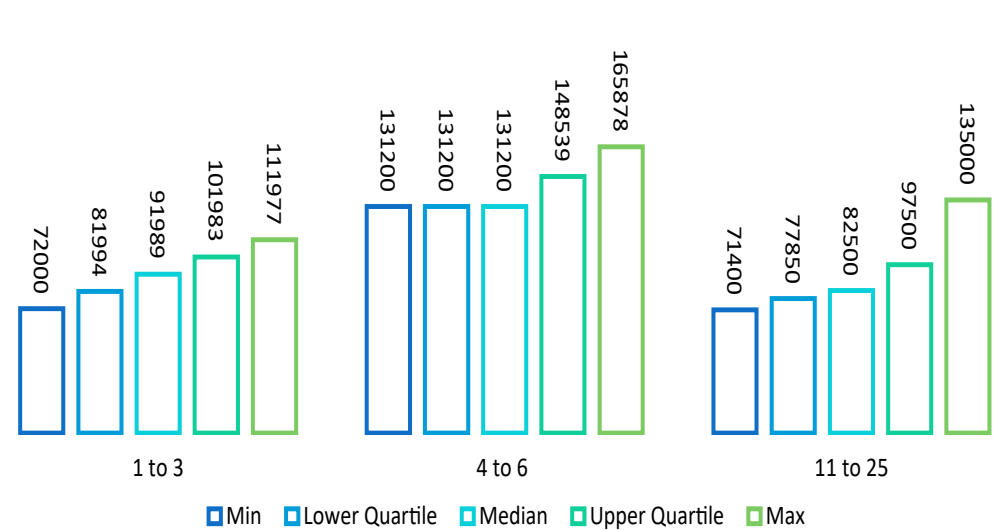


Production Manager

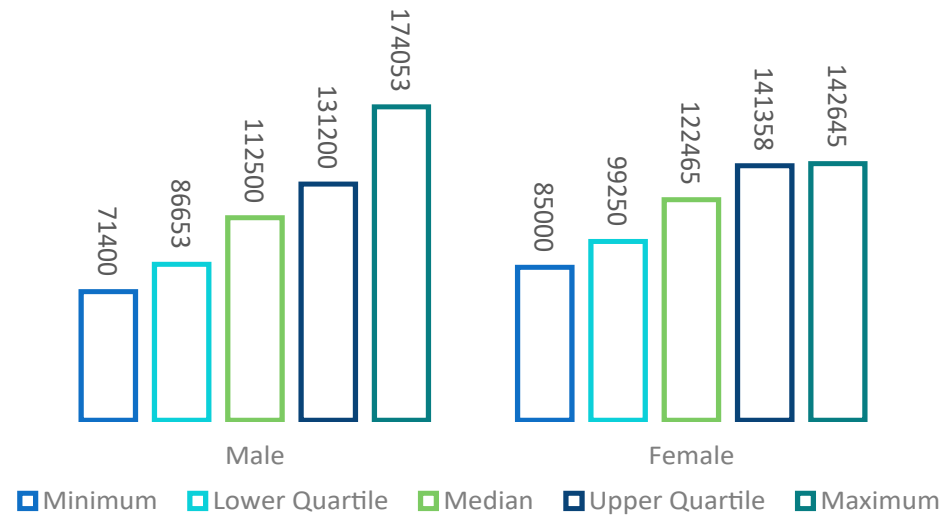
Salary - Years of Experience



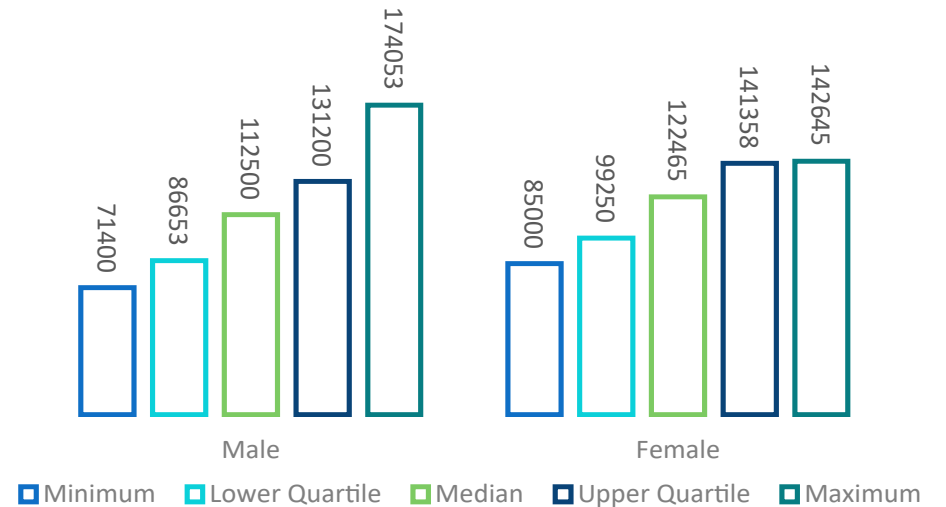
Salary - # of Reports



Salary - Company Type



Salary - Gender



Production Team - Leader/Supervisor

Salary Data 2019-2021

	2019	2021	% change
Min	0	55000	0.0%
Lower Quartile	0	73494	0.0%
Median	0	82016	0.0%
Upper Quartile	0	86619	0.0%
Max	0	119508	0.0%

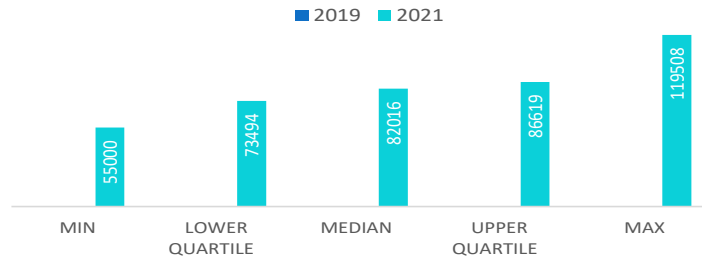
Salary by Company Size

	# of Staff		
2021	21-80	81-300	301+
Min	63440	55000	65357
Lower Quartile	64220	71749	73799
Median	65000	87264	81143
Upper Quartile	65780	88244	85000
Max	66560	119508	118610

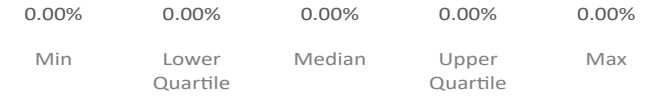
Other Benefits

	% Receiving Benefit
Staff Discounts	38%
Health Insurance	36%
Overtime	27%
At work benefits - leisure area, gym, fruit etc	25%
Car Park	16%
Mobile Phone or Allowance	14%
Additional Superannuation	13%
Life Insurance	11%
Call Out/Shift Allowance	9%
Professional Development and Training	7%

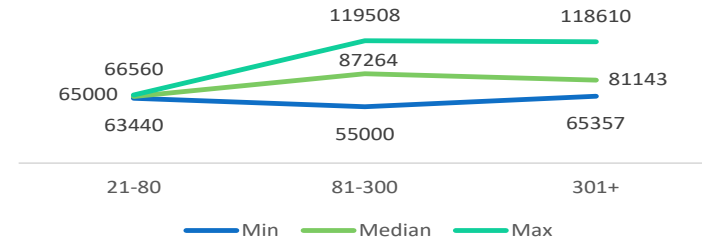
SALARY CHANGE 2019/21



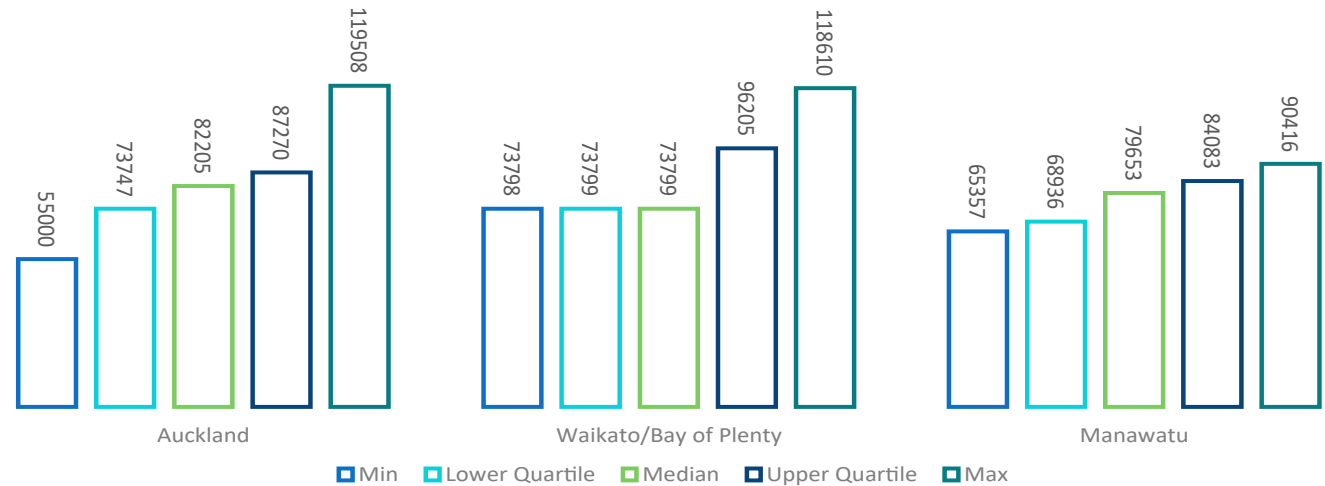
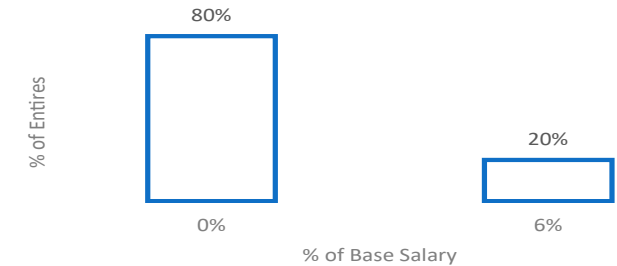
% Salary change 2019/21



Salary by Company Size

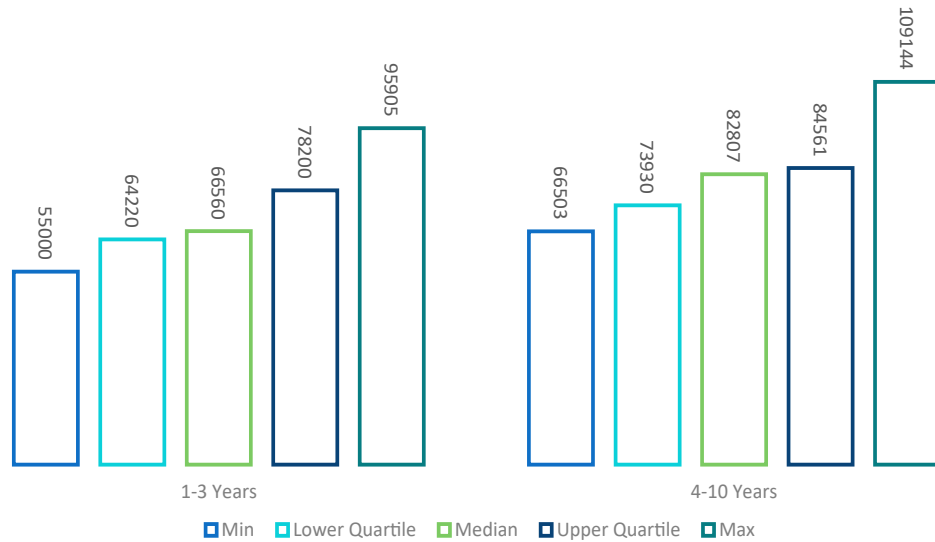


Bonus/STI Percentage

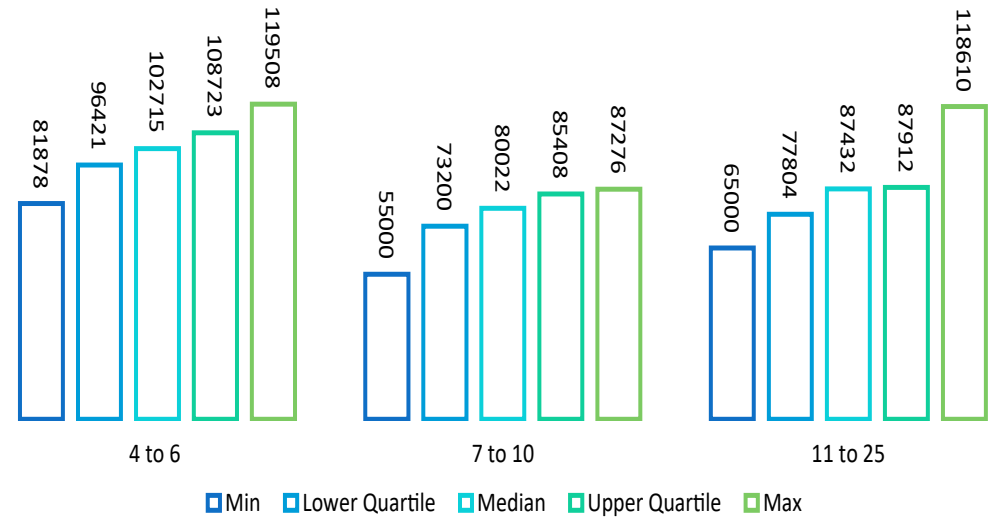


Production Team - Leader/Supervisor

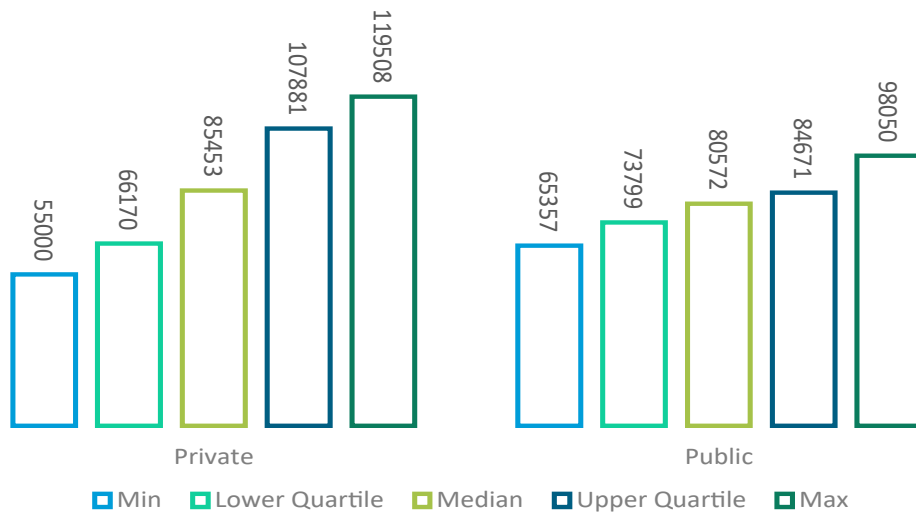
Salary - Years of Experience



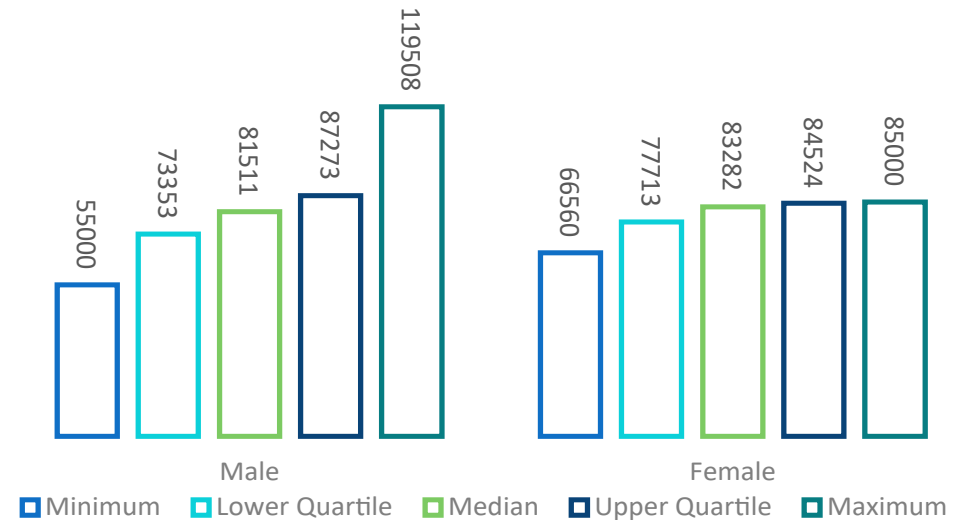
Salary - # of Reports



Salary - Company Type



Salary - Gender





About the authors

Lawson Williams Consulting Group is a Recruitment Solutions business.

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