

- Salary Data 2026

BUSINESS SUPPORT

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE

PUBLIC PRACTICE

HUMAN RESOURCES

— Contents

INTRODUCTION

Welcome	3
Meet the Team	4
Our Offices	5

SALARY DATA

Business Support	7
Accounting Support	12
Qualified & Senior Accounting	14
Financial Executive	17
Public Practice	19
Human Resources	25
Methodology	27

Methodologies on role and salary sizing is complex and is not a 'one size' fits all approach. As such our salary data is only a GUIDE. For more tangible and 'company specific' salary data we are happy to advise, however more information and data is required to accurately assess. See page 27 for info.



Andrew Copeland

COMMERCIAL DIRECTOR



We write this years summary and intro into our salary data on the cusp of 2026 feeling hopeful about what lies ahead. If we review some key recent indicators – see below, coupled with the general positive outlook from most quarters of the business community (locally and nationally), I hope you can all share our cause for cautious optimism!

- Stats NZ recent **GDP rose 1.1 %** in the three months ending in September (1.4% higher than this time lats year), but their lies an even more positive narrative when you break down this at sector level with manufacturing and business/professional services, which both grew 2.2%, and construction boasting a healthy trajectory of 1.7%. On the back of strong dairy and meat performances, exports are up 3.3%.
- Profile Group has also witnessed our own mini green shoots with October '25 revenue being the **highest billing month** in our 12-year history.
- SEEK end of year summary includes 2 interesting highlights:
 - Job ad volumes have risen by 1% for the past five months and are now 9% higher y/y.
 - Applications per ad fell -1% m/m, declining for the first time since early 2022.

All of this represents solid economic green shoots, but despite the business environment for 2026 is looking rosier, the labour market is again pointing to talent attraction as a key challenge for this coming year. With job flow/activity down for at least half of 2025 its fair to say candidate supply and attraction was less challenging than previous years gone by. Both our stats and SEEK point to shift back to previous years as businesses and organisations start to hire gain with greater confidence.

Net migration for the September 2025 year was +12,434 but some may argue we are looking at the wrong stats. Losing our 'home grown' is a growing issue, and its impact on recruitment and retention cannot be underestimated with more 'Kiwis' heading overseas long-term (72,684 in September '25) vs those returning (26,316 in September '25).

So, in short, 2026 will be much better for candidates with business swapping one labour market challenge for another!

Wishing you, your team, and your business a prosperous 2026.

Andrew Copeland

— Meet the Team



Simon Lawrence

Senior Finance & Executive

021 240 2620

SIMON@PROFILEGROUP.CO.NZ



Louis Bentley

Qualified Accounting

022 426 9569

LOUIS@PROFILEGROUP.CO.NZ



Alastair McLae

Accounting Support

021 191 4157

ALI@PROFILEGROUP.CO.NZ



Isabella Redmond

Business Support

021 220 9987

ISABELLA@PROFILEGROUP.CO.NZ



MEET THE WIDER PROFILE GROUP

— Our Offices

Auckland Office



ENQUIRE NOW



Wellington Office

ENQUIRE NOW



Christchurch Head Office
Canterbury Region

ENQUIRE NOW

— Salary Data

Overall, we're seeing
a more upbeat business
mood for 2026.

LET'S SEE THE STATS

Business Support

BUSINESS SUPPORT

ACCOUNTING SUPPORT



QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE




PUBLIC PRACTICE

HUMAN RESOURCES




Receptionist

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$52,000 – \$55,000	\$53,000 – \$56,000			
EXPERIENCED SALARY	\$57,000 – \$63,500	\$59,000 – \$70,000	\$58,188	7% INCREASE	\$41.50_{+GST}

Office Administrator

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$53,000 – \$55,000	\$53,500 – \$56,000			
EXPERIENCED SALARY	\$58,000 – \$66,000	\$60,000 – \$69,000	\$58,813	3% INCREASE	\$41.90_{+GST}

Office Manager

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	n/a	n/a			
EXPERIENCED SALARY	\$75,000 – \$80,000	\$75,000 – \$88,000	\$79,500	2% INCREASE	\$56.70_{+GST}



Business Support

BUSINESS SUPPORT

ACCOUNTING SUPPORT



QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE




PUBLIC PRACTICE

HUMAN RESOURCES




Executive/Personal Assistant

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$65,000 - \$72,000	\$70,000 - \$73,000			
EXPERIENCED SALARY	\$80,000 - \$92,000	\$85,000 - \$118,000	\$81,875	2% INCREASE	\$58.40_{+GST}

Legal Secretary

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$52,000 - \$60,000	\$54,080 - \$60,000			
EXPERIENCED SALARY	\$67,000 - \$76,000	\$68,900 - \$78,000	\$64,498	7% INCREASE	\$46.00_{+GST}

Customer Service

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$52,000 - \$58,000	\$52,000 - \$60,000			
EXPERIENCED SALARY	\$54,080 - \$62,000	\$57,200 - \$67,000	\$57,785	-7% DECREASE	\$41.20_{+GST}



Business Support

BUSINESS SUPPORT

ACCOUNTING SUPPORT




QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE




PUBLIC PRACTICE

HUMAN RESOURCES




Sales Support Coordinator

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$52,000 - \$58,000	\$52,000 - \$60,000			
EXPERIENCED SALARY	\$60,000 - \$65,000	\$62,000 - \$67,000	\$59,500	8% INCREASE	\$42.40_{+GST}

Supply Chain Administrator

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$52,000 - \$57,000	\$54,800 - \$62,000			
EXPERIENCED SALARY	\$65,000 - \$75,000	\$65,000 - \$76,000	\$63,350	3% INCREASE	\$45.20_{+GST}

H&S Administrator

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$60,000 - \$65,000	\$64,000 - \$68,000			
EXPERIENCED SALARY	\$63,000 - \$70,000	\$68,000 - \$75,000	\$66,625	4% INCREASE	\$47.50_{+GST}



Business Support

BUSINESS SUPPORT

ACCOUNTING SUPPORT




QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE



PUBLIC PRACTICE

HUMAN RESOURCES




Import / Export Coordinator

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$60,000 - \$65,000	\$61,000 - \$66,000			
EXPERIENCED SALARY	\$70,000 - \$85,000	\$70,000 - \$85,000	\$70,250	12% INCREASE	\$50.10_{+GST}

Logistics Scheduler

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$55,000 - \$65,000	\$55,000 - \$65,000			
EXPERIENCED SALARY	\$68,000 - \$75,000	\$68,000 - \$77,000	\$66,000	2% INCREASE	\$47.10_{+GST}

Purchasing Officer

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$50,000 - \$65,000	\$50,000 - \$65,000			
EXPERIENCED SALARY	\$79,000 - \$90,000	\$80,000 - \$92,500	\$71,438	2% INCREASE	\$50.55_{+GST}



Business Support

BUSINESS SUPPORT

ACCOUNTING SUPPORT




QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE




PUBLIC PRACTICE

HUMAN RESOURCES

Demand Planner

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$60,000 - \$68,000	\$60,000 - \$70,000			
EXPERIENCED SALARY	\$72,000 - \$78,000	\$72,000 - \$80,000	\$70,000	0% INCREASE	\$49.90_{+GST}

Inventory Coordinator

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$55,000 - \$65,000	\$55,000 - \$65,000			
EXPERIENCED SALARY	\$65,000 - \$75,000	\$75,600 - \$85,000	\$67,575	-3% DECREASE	\$48.20_{+GST}



Accounting Support

BUSINESS SUPPORT

ACCOUNTING SUPPORT




QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE




PUBLIC PRACTICE

HUMAN RESOURCES

Finance Administrator

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$55,000 - \$59,700	\$55,000 - \$61,500			
EXPERIENCED SALARY	\$63,000 - \$70,000	\$63,000 - \$72,000	\$62,400	9% INCREASE	\$44.50_{+GST}

Accounts Payable

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$56,000 - \$62,000	\$58,000 - \$63,000			
EXPERIENCED SALARY	\$62,000 - \$72,000	\$63,000 - \$72,000	\$63,500	11% INCREASE	\$45.30_{+GST}
MANAGER		\$80,000 - \$120,000			

Accounts Receivable

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$56,000 - \$62,000	\$58,000 - \$63,000			
EXPERIENCED SALARY	\$63,000 - \$72,000	\$65,000 - \$74,000	\$64,125	9% INCREASE	\$45.70_{+GST}
MANAGER		\$78,000 - \$97,000			



Accounting Support

BUSINESS SUPPORT

ACCOUNTING SUPPORT




QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE




PUBLIC PRACTICE

HUMAN RESOURCES




Credit Control

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$58,000 - \$63,000	\$60,000 - \$65,000			
EXPERIENCED SALARY	\$62,000 - \$72,000	\$66,000 - \$76,000	\$65,250	10% INCREASE	\$46.50_{+GST}
MANAGER		\$80,000 - \$110,000			

Payroll

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$60,000 - \$65,000	\$62,000 - \$67,000			
EXPERIENCED SALARY	\$72,000 - \$81,500	\$73,500 - \$90,000	\$71,375	3% INCREASE	\$50.90_{+GST}
MANAGER		\$103,000 - \$135,000			

Assistant Accountant

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$65,000 - \$68,000	\$64,000 - \$70,000			
EXPERIENCED SALARY	\$68,000 - \$76,000	\$69,000 - \$81,000	\$70,125	2% INCREASE	\$50.00_{+GST}



— Qualified & Senior Accounting

BUSINESS SUPPORT

ACCOUNTING SUPPORT




QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE




PUBLIC PRACTICE

HUMAN RESOURCES




Recently Qualified Accountant (CA/CPA)

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$80,000 - \$85,000	\$90,000 - \$95,000			
EXPERIENCED SALARY	\$85,000 - \$90,000	\$90,000 - \$100,000	\$89,375	7% INCREASE	\$63.75_{+GST}

Financial Accountant

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$90,000 - \$95,000	\$93,000 - \$105,000			
EXPERIENCED SALARY	\$100,000 - \$120,000	\$100,000 - \$125,000	\$103,500	4% INCREASE	\$73.80_{+GST}

Management Accountant

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$90,000 - \$100,000	\$100,000 - \$110,000			
EXPERIENCED SALARY	\$100,000 - \$125,000	\$110,000 - \$130,000	\$108,125	7% INCREASE	\$77.10_{+GST}



— Qualified & Senior Accounting

BUSINESS SUPPORT

ACCOUNTING SUPPORT




QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE




PUBLIC PRACTICE

HUMAN RESOURCES




Group Accountant

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$100,000 – \$110,000	\$100,000 – \$110,000			
EXPERIENCED SALARY	\$110,000 – \$125,000	\$110,000 – \$130,000	\$111,875	1% INCREASE	\$79.80_{+GST}

Systems Accountant

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$85,000 – \$100,000	\$95,000 – \$110,000			
EXPERIENCED SALARY	\$100,000 – \$130,000	\$105,000 – \$150,000	\$109,375	4% INCREASE	\$78.00_{+GST}

Analyst (Commercial / Financial)

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$80,000 – \$95,000	\$105,000 – \$125,000			
EXPERIENCED SALARY	\$105,000 – \$125,000	\$115,000 – \$155,000	\$113,125	2% INCREASE	\$80.70_{+GST}



— Qualified & Senior Accounting

BUSINESS SUPPORT

ACCOUNTING SUPPORT




QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE




PUBLIC PRACTICE

HUMAN RESOURCES

Finance Business Partner

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	n/a	\$120,000 – \$130,000			
EXPERIENCED SALARY	n/a	\$135,000 – \$170,000	\$138,750	-2% DECREASE	\$98.95_{+GST}

Finance Manager

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$110,000 – \$125,000	\$125,000 – \$140,000			
EXPERIENCED SALARY	\$130,000 – \$150,000	\$135,000 – \$160,000	\$134,375	4% INCREASE	\$95.80_{+GST}



Financial Executive

BUSINESS SUPPORT

ACCOUNTING SUPPORT




QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE




PUBLIC PRACTICE

HUMAN RESOURCES




Financial Controller

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$145,000 - \$155,000	\$160,000 - \$175,000			
EXPERIENCED SALARY	\$150,000 - \$185,000	\$170,000 - \$240,000	\$172,500	7% INCREASE	\$123.00+GST

FP&A Manager

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	n/a	\$160,000 - \$195,000			
EXPERIENCED SALARY	n/a	\$190,000 - \$240,000	\$196,250	1% INCREASE	\$139.95+GST

Commercial Manager

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$150,000 - \$165,000	\$175,000 - \$190,000			
EXPERIENCED SALARY	\$160,000 - \$200,000	\$185,000 - \$260,000	\$185,625	1% INCREASE	\$132.35+GST



— Financial Executive

BUSINESS SUPPORT

ACCOUNTING SUPPORT




QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE

PUBLIC PRACTICE

HUMAN RESOURCES

Chief Financial Officer

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$200,000 - \$225,000	\$230,000 - \$280,000			
EXPERIENCED SALARY	\$220,000 - \$280,000	\$270,000 - \$435,000	\$267,500	9% INCREASE	\$190.75 _{+GST}



BUSINESS SUPPORT

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE

PUBLIC PRACTICE

HUMAN RESOURCES

Graduate Accountant

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$50,000 – \$58,000	 \$55,250	 4% INCREASE	 \$39.40 _{+GST}
EXPERIENCED SALARY	\$53,000 – \$60,000			

Intermediate Accountant

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$58,500 – \$68,000	 \$65,625	 3% INCREASE	 \$46.80 _{+GST}
EXPERIENCED SALARY	\$61,000 – \$75,000			

Senior Accountant

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$75,000 – \$85,000	 \$82,500	 3% INCREASE	 \$58.85 _{+GST}
EXPERIENCED SALARY	\$80,000 – \$90,000			



BUSINESS SUPPORT

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE

PUBLIC PRACTICE

HUMAN RESOURCES

Assistant Manager

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$85,000 – \$95,000			
EXPERIENCED SALARY	\$90,000 – \$105,000	\$93,750	2% INCREASE	\$66.85 _{+GST}

Manager

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$105,000 – \$110,000			
EXPERIENCED SALARY	\$110,000 – \$120,000	\$111,250	2% INCREASE	\$79.35 _{+GST}

Senior Manager

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$110,000 – \$150,000			
EXPERIENCED SALARY	\$120,000 – \$160,000	\$135,000	2% INCREASE	\$96.30 _{+GST}



BUSINESS SUPPORT

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE




PUBLIC PRACTICE

HUMAN RESOURCES

Associate Director

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$130,000 - \$150,000			
EXPERIENCED SALARY	\$135,000 - \$160,000	\$143,750	2% INCREASE	\$102.50+GST

Director

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$140,000 - \$170,000			
EXPERIENCED SALARY	\$140,000 - \$170,000	\$155,000	1% INCREASE	\$110.55+GST

Partner

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$170,000 - \$185,000			
EXPERIENCED SALARY	\$180,000 - \$280,000	\$203,750	1% INCREASE	\$145.30+GST



BUSINESS SUPPORT

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE

PUBLIC PRACTICE

HUMAN RESOURCES

Graduate Accountant

ENTRY LEVEL SALARY \$50,000 – \$58,000

EXPERIENCED SALARY \$55,000 – \$60,000

AVG YEARLY SALARY



\$55,750

SALARY INFLATION YOY



4% INCREASE

AVG TEMP HOURLY RATE



\$39.75_{+GST}

Intermediate Accountant

ENTRY LEVEL SALARY \$60,000 – \$70,000

EXPERIENCED SALARY \$65,000 – \$85,000

AVG YEARLY SALARY



\$72,500

SALARY INFLATION YOY



3% INCREASE

AVG TEMP HOURLY RATE



\$51.70_{+GST}

Senior Accountant

ENTRY LEVEL SALARY \$70,000 – \$80,000

EXPERIENCED SALARY \$80,000 – \$92,000

AVG YEARLY SALARY



\$80,500

SALARY INFLATION YOY



3% INCREASE

AVG TEMP HOURLY RATE



\$57.40_{+GST}



Public Practice

AUDIT

BUSINESS SUPPORT

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE

PUBLIC PRACTICE

HUMAN RESOURCES

Assistant Manager

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$77,000 - \$92,000			
EXPERIENCED SALARY	\$80,000 - \$98,000	\$86,750	2% INCREASE	\$61.85 ^{+GST}

Manager

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$85,000 - \$100,000			
EXPERIENCED SALARY	\$85,000 - \$110,000	\$95,000	2% INCREASE	\$67.75 ^{+GST}

Senior Manager

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$92,000 - \$112,000			
EXPERIENCED SALARY	\$100,000 - \$120,000	\$106,000	2% INCREASE	\$75.60 ^{+GST}



Public Practice

AUDIT

BUSINESS SUPPORT

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE




PUBLIC PRACTICE

HUMAN RESOURCES




Associate Director

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$110,000 - \$150,000	 \$140,000	 2% INCREASE	 \$99.85 _{+GST}
EXPERIENCED SALARY	\$130,000 - \$170,000			

Director

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$150,000 - \$250,000	 \$200,000	 1% INCREASE	 \$142.60 _{+GST}
EXPERIENCED SALARY	\$150,000 - \$250,000			

Partner

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$150,000 - \$250,000	 \$212,500	 1% INCREASE	 \$151.53 _{+GST}
EXPERIENCED SALARY	\$170,000 - \$280,000			



Human Resources

BUSINESS SUPPORT

ACCOUNTING SUPPORT


QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE




PUBLIC PRACTICE

HUMAN RESOURCES




Human Resources Administrator

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$55,000 - \$60,000	\$58,000 - \$63,000			
EXPERIENCED SALARY	\$58,000 - \$64,000	\$60,000 - \$68,000	\$60,750	3% INCREASE	\$43.30_{+GST}

Human Resources Coordinator

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$60,000 - \$65,000	\$64,000 - \$70,000			
EXPERIENCED SALARY	\$65,000 - \$70,000	\$68,000 - \$77,000	\$67,375	2% INCREASE	\$48.00_{+GST}

Human Resources Advisor

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$78,000 - \$84,000	\$82,000 - \$91,000			
EXPERIENCED SALARY	\$84,000 - \$91,000	\$90,000 - \$110,000	\$78,260	-13% DECREASE	\$55.80_{+GST}



Human Resources

BUSINESS SUPPORT

ACCOUNTING SUPPORT




QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE




PUBLIC PRACTICE

HUMAN RESOURCES


Human Resources Business Partner

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$111,000 - \$115,000	\$110,000 - \$128,000			
EXPERIENCED SALARY	\$120,000 - \$130,000	\$125,000 - \$140,000	\$122,375	1% INCREASE	\$87.30_{+GST}

Human Resources Manager

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$120,000 - \$130,000	\$125,000 - \$145,000			
EXPERIENCED SALARY	\$130,000 - \$145,000	\$135,000 - \$155,000	\$135,625	3% INCREASE	\$96.70_{+GST}

General Manager – Human Resources

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$156,000 - \$165,000	\$160,000 - \$183,000			
EXPERIENCED SALARY	\$171,000 - \$185,000	\$180,000 - \$202,000	\$175,250	2% INCREASE	\$125.00_{+GST}



Methodology

Data Source & Parameters

Our salary guide aims to support all local businesses, candidates and hiring managers with tangible figures, based on local market data, from recent activity.

We source our data from recent and historic appointments which consider outliers that are not reflective of market conditions due to unique, exceptional circumstances.

All figures are basic salary and do not measure bonuses or any additional parts of a package. Methodologies on role and salary sizing are complex and are not a 'one size fits all' approach. As such our salary data is only a GUIDE. In addition to our data we recommend considering contingent factors such as:

- Tenure in the role and history of 'value add' and IP
- Range of accountabilities and role scope. Two roles are never the same
- Organisational structure and where the role is placed
- Level of expertise and calibre of the individual
- Candidate availability and the number of alternative roles in the market they are considering.

For more tangible and 'company specific' salary data we are happy to advise, however more information and data is required to accurately assess. To provide you with additional, ongoing insights, we also produce regular labour data reports which can be found at

www.profilegroup.co.nz/labour-market-reports

For additional insight and reporting please contact enquiries@profilegroup.co.nz

EXPERIENCE LEVEL BREAKDOWN / DEFINITIONS

ENTRY LEVEL

Less than 2 years of demonstrable experience in that discipline

EXPERIENCED

2 or more years of demonstrable experience in that discipline

MANAGER

Leading a team of direct reports in that discipline

COMPANY SIZE & SCALE BREAKDOWN / DEFINITIONS

SMALL - MEDIUM SIZED ENTITY (SME)

No more than NZ\$200m yearly revenue

LARGE/CORPORATE SIZED ENTITY

Greater than NZ\$200m yearly revenue

