

2017 New Zealand Museum Sector  
Remuneration Report Summary



## PARTICIPANT STATS



**3,571**

EMPLOYEES



**61**

ORGANISATIONS

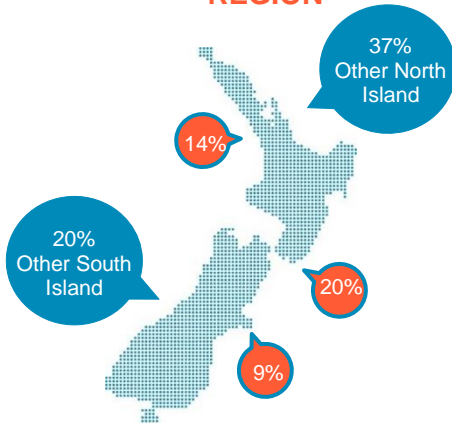


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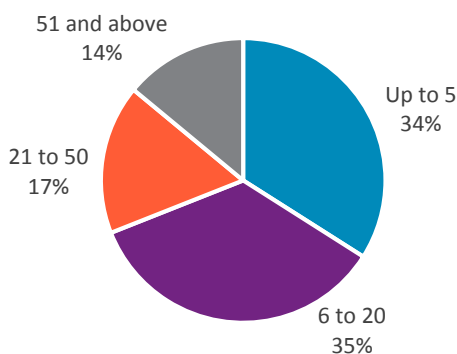
JOB CATEGORIES

Analysed with base salary, fixed and total remuneration, breakdowns by location and organisation size (employee numbers) where sample sizes allow.

### REGION



### EMPLOYEE NUMBERS



# Museum Sector Remuneration Report Summary 2017

The data in this survey is current as at 1 May 2017.

The median **salary increase** paid over the past year was **1.8%** for senior management and **1.9%** for other staff.

The overall change in **market movements** by functional area, in the 12 months to May 2017 is **2.5%** for base salary, **2.2%** for fixed remuneration and **2.3%** for total remuneration.

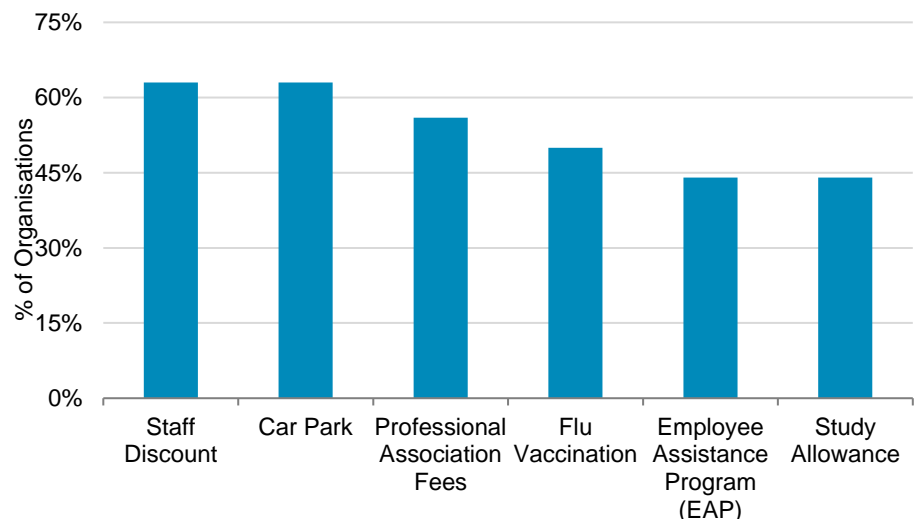
### Overall Turnover:

Voluntary **10.4%** Involuntary **0.2%**

**88%** of organisations offer some form of **work / life balance** initiative to employees.

**68%** of employees within museums organisations are utilising employer contributions to KiwiSaver, other benefits provided by organisations are shown in the table below.

### Most Commonly Provided Benefits



## GENERAL MARKET MEDIAN MOVEMENT

When looking at general market movements we observed movements of over 2% for base salary, fixed remuneration and total remuneration across job size bands, up to 400 and 400 to 800 SP10<sup>®</sup> points as seen in the table below.

SP10 <sup>®</sup> Points Range	Base Salary	Fixed Remuneration	Total Remuneration
Up to 400	2.1%	2.2%	2.4%
400 - 800	2.4%	2.5%	2.6%

*Source: Strategic Pay March 2017 New Zealand Remuneration Report. Findings based on detailed remuneration data for 160,657 employees representing 512 organisations from all sectors throughout New Zealand.*

Typical museum roles covered in the Museum Sector survey that are below 400 points are:

- Museum / Gallery Curator 2
- Archivist
- Education / Public Programmes Officer 2
- Museum / Gallery Exhibitions Officer
- Museum / Gallery Advisor
- Museum / Gallery Support
- Conservator
- Collections Manager / Exhibitions Manager / Registrar 2
- Conservation Exhibition Technician
- Host / Reception Team Leader
- Host / Reception Team Member
- Exhibition Designer
- Property Officer / Manager
- Property / Facilities Officer
- Cleaner / Facilities Support
- Graphic Designer
- Events / Promotions Officer
- Chef
- Café Supervisor / Manager
- Café Wait Staff / Kitchen Assistant
- Barista

Typical museum roles covered in the Museum Sector survey that are between 400 and 800 points:

- Museum / Gallery Director 1
- Museum / Gallery Director 2
- Museum / Gallery Manager / Director 3
- Museum / Gallery Manager / Director 4
- Museum / Gallery Manager 5
- Museum / Gallery Curator 1
- Education / Public Programmes Officer 1
- Conservator / Team Leader
- Collections Manager / Exhibitions Manager / Registrar 1
- Events / Promotions Manager
- Sponsorship / Fundraising / Development Manager

## ANTICIPATED REMUNERATION CHANGES

Organisations in the Strategic Pay March 2017 New Zealand Remuneration Survey were asked to indicate the average increase anticipated for the year to March 2018.

The average rise in payroll anticipated by 184 respondents was 2.2%. The range of forecasts was between 0% and 7.5%.

## PARTICIPATING ORGANISATIONS

The following organisations submitted data to the Strategic Pay database for survey purposes:

Aigantighe Art Gallery	Nathan Homestead
Air Force Museum of New Zealand	New Zealand National Maritime Museum
Akaroa Museum	Nga Taonga Sound and Vision
Aotea Utanganui – Museum of South Taranaki	Olveston Historic House
Ashburton Museum	Papakura Museum
Auckland Art Gallery	Pataka - Porirua Museum of Arts and Cultures
Broadgreen Historic House	Puke Ariki
Canterbury Museum	Rotorua Museum Te Whare Taonga o Te Arawa
Christchurch Art Gallery Te Puna o Waiwhetu	Sarjeant Gallery Te Whare o Rehua Whanganui
Christchurch Botanic Gardens	Sir James Fletcher Kawerau Museum
Claphams National Clock Museum	South Canterbury Museum
Dowse Art Museum	Southland Museum and Art Gallery
Eastern Southland Gallery	Tairāwhiti Museum Te Whare Taonga o te Tairāwhiti
Experience Wellington	Taupo Museum
Cable Car Museum	Tauranga Heritage Collection Group
Capital E	Te Ahu Heritage (Far North Regional Museum)
City Gallery Wellington	Te Awamutu Museum
Museums Wellington	Te Tuhi Centre for the Arts
Space Place at Carter Observatory	The Piano: Centre for Music and The Arts
Expressions Arts and Entertainment Centre	Waikato Museum of Art and History
Franklin Arts and Cultural Trust (FACT) - Art Centre	Waitangi National Trust
Fresh Gallery Otago	Whakatane District Museum and Gallery
Gore Historical Museum	Whanganui Regional Museum
Govett-Brewster Art Gallery	Whangarei Art Museum - Te Manawa Toi
Hastings City Art Gallery	Whangarei Museum and Heritage Trust (Kiwi North)
Hokitika Museum	
Howick and Districts Historical Society	
Lakes District Museum	
Mangere Arts Centre - Nga Tohu o Uenuku	
Matamata Piako District Council (Firth Tower)	
Millennium Public Art Gallery	
MTG Hawke's Bay	
Museum of New Zealand Te Papa Tongarewa	

*Some participating organisations have requested not to be named.*

This is the eighth annual remuneration survey in conjunction with Museums Aotearoa providing comprehensive remuneration and policy information for positions particular to the museums sector in New Zealand.

To order your copy of the full report email [surveys@strategicpay.co.nz](mailto:surveys@strategicpay.co.nz)