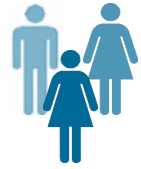


PARTICIPANT STATS



2,173
EMPLOYEES



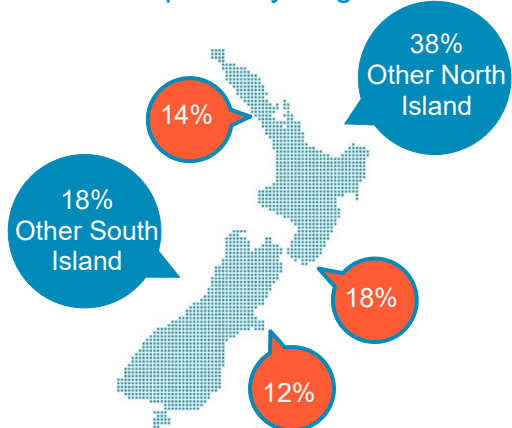
82
MUSEUMS / GALLERIES



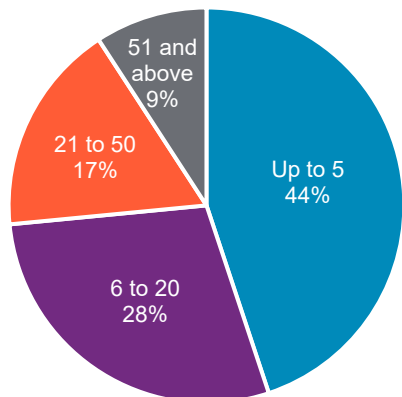
35
BENCHMARK JOBS

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

Participants by Region



Participants by Employee No's

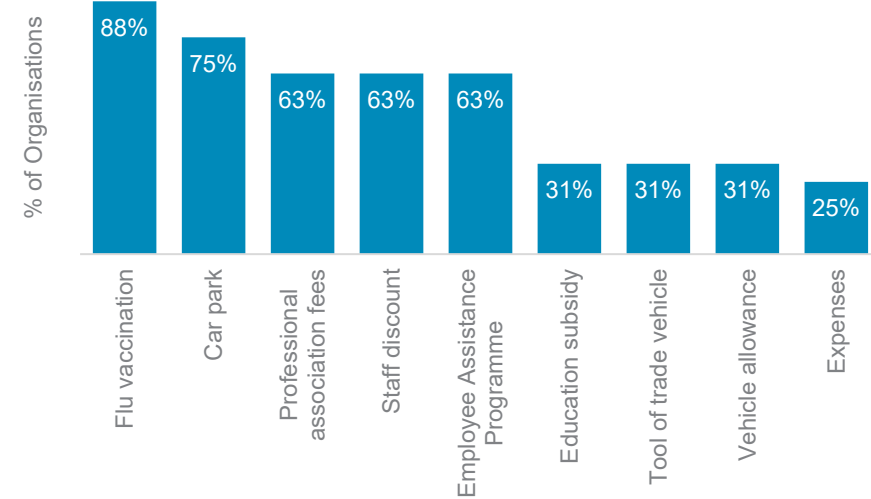


Museum Sector Remuneration Report Summary 2021

POLICIES AND PRACTICES

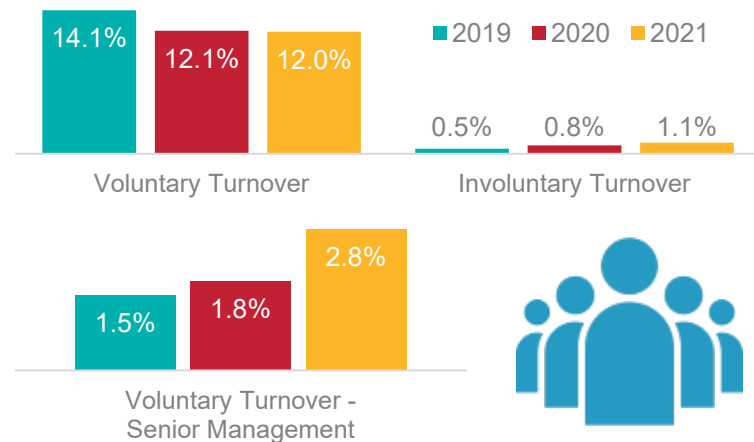
BENEFITS

All organisations offer one or more benefit, the most common being car park, professional fees, flu vaccination.



TURNOVER

While overall voluntary turnover has decreased, the average voluntary turnover at senior staff level has increased significantly this year.



WORK / LIFE BALANCE

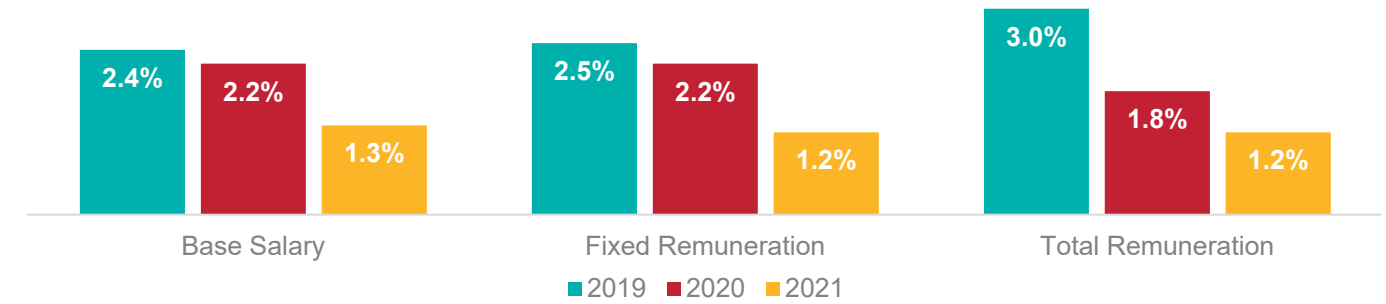
Flexibility in work location and hours are the options currently offered by the most organisations.

Flexible hours	80%	80%
Working from home	67%	60%
	Senior Mgmt	General Staff

MUSEUM SECTOR MARKET MOVEMENT

The movements in median remuneration in the Museum Sector in the past 3 year, based on job size:

OVERALL MARKET MOVEMENT | 3-YEAR TREND



NEW ZEALAND GENERAL MARKET MOVEMENT*

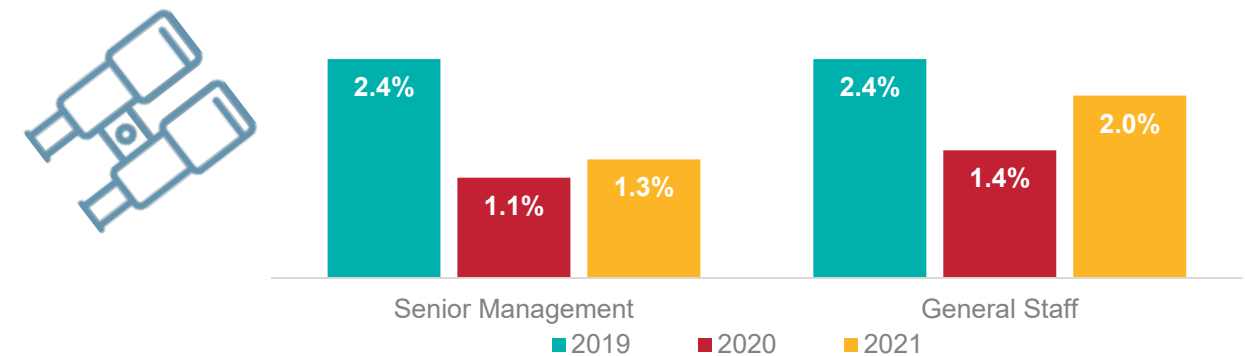
The movements in median remuneration in the New Zealand General Market over the period March 2020 to March 2021, based on job size:

Job Size Range (SP10)	Staff Level	Fixed Remuneration	Total Remuneration
Up to 400 points	General Staff	0.7%	0.5%
400 – 800 points	Middle Management / Specialist / Technical	0.4%	0.6%

*Source: The Strategic Pay New Zealand Remuneration Report March 2021. Findings are based on detailed remuneration data of 175,398 incumbents from 540 organisations from all sectors.

MUSEUM SECTOR FORECAST INCREASES

AVERAGE FORECAST INCREASES | 3-YEAR TREND



COVID-19 RECOVERY

REPORTED BY MUSEUMS

52% of museums report that they will proceed with salary increases as planned.

82% of museums are not anticipating making staff redundancies in the coming year.



PARTICIPATING ORGANISATIONS

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

Aigantighe Art Gallery	Mangere Arts Centre - Nga Tohu o Uenuku
Akaroa Museum	Mangungu Mission House
Alberton	MTG Hawke's Bay
Aotea Utanganui – Museum of South Taranaki	Museum @ Te Ahu
Aratoi Wairarapa Museum of Art and History	Museum of New Zealand Te Papa Tongarewa
Ashburton Art Gallery	Museums Wellington
Ashburton Museum	Nathan Homestead
Auckland Art Gallery	New Zealand National Maritime Museum
Cable Car Museum	Nga Taonga Sound and Vision
Canterbury Museum	North Otago Museum
Capital E	Old St Paul's
Christchurch Art Gallery Te Puna o Waiwhetu	Olveston Historic House
Christchurch Botanic Gardens	Ophir Post Office
City Gallery Wellington	Papakura Museum
Claphams National Clock Museum	Pataka - Porirua Museum of Arts and Cultures
Clendon House	Percy Thomson Gallery
Croydon Aviation Heritage Centre	Pompallier Mission and Printery
Dargaville Museum	Puke Ariki
Department of Internal Affairs	Ramp Gallery
Dowse Art Museum	Rotorua Museum Te Whare Taonga o Te Arawa
Dunedin Public Art Gallery	Sarjeant Gallery Te Whare o Rehua Whanganui
Eastern Southland Gallery	Shantytown Heritage Park
EH McCormick Research Library	Sir James Fletcher Kawerau Museum
Experience Wellington	South Canterbury Museum
Expression Arts and Entertainment Centre	Southland Museum and Art Gallery
Firth Tower Museum	Space Place at Carter Observatory
Forrester Gallery	St Paul St Gallery
Founders Heritage Park	Taupo Museum
Franklin Arts and Cultural Trust - Art Centre	Tauranga Art Gallery
Fresh Gallery Otago	Tauranga Heritage Collection Group
Fyffe House	Te Awahou Nieuwe Stroom
Gore Historical Museum	Te Awamutu Museum
Govett-Brewster Art Gallery	Te Manawa Museums Trust
Gus Fisher Gallery	Te Tuhi Contemporary Art Trust
Hastings City Art Gallery	Te Waimate Mission House
Hayes Engineering Works and Homestead	Thames School of Mines & Mineral Museum
Highwic	Toitu Otago Settlers Museum
Hocken Collections	Totara Estate
Hundertwasser Art Centre	Waikato Museum of Art and History
Kate Sheppard House	Whakatane District Museum and Gallery
Kerikeri Mission Station	Whangarei Art Museum

Strategic Pay 2021 New Zealand Museum Sector Remuneration Report Summary



Strategic Pay Limited is pleased to produce the eleventh New Zealand Museum Sector Remuneration Report, with the support of Museums Aotearoa. We appreciate the support of all the museums and galleries that were able to contribute data to the survey this year.

The annual report provides insights on typical policies and practices, as well as detailed analyses on remuneration for positions specific to the museum sector in New Zealand.

To order your copy of the full remuneration report email surveys@strategicpay.co.nz

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