If you’re part of the tech sector in Wellington, the great news for employees is you’re likely to earn the most staying put in the capital. Wellington holds the highest median base remuneration within New Zealand at $87,500 – that’s 8.7% above the national median.

**SUMMARY OF KEY FINDINGS**

Median remuneration for both permanent and contract roles have increased this year, with contract project management seeing a 10% increase since last year, followed closely by business analyst and software development.

Wellington employers are also offering a median bonus of $7000 - that’s 40% higher than Waikato/BOP and Christchurch and 16% higher than Auckland.

Attracting talent and company growth are key goals for Wellington employers this year, with 73% planning to recruit additional staff; a rise of 3% on last year. The main reason cited for the increase in staff is new projects (42%).

Over recent years the Wellington public sector has steadily increased its demand for contractors; however, we are seeing a shift this year, with the public sector planning to recruit 16% more permanent staff. In comparison, the private sector is set to employ 10% more contractors compared with 2013.

**PLANNING TO RECRUIT PRIVATE SECTOR**

- **Contract**: 10% increase from 2013 to 2014.

**PLANNING TO RECRUIT PUBLIC SECTOR**

- **Permanent**: 16% increase from 2013 to 2014.

**MORE FACTS**

- **Median Base Salary**
  - Auckland: $80,500
  - Hamilton: $71,500
  - Wellington: $87,500
  - Christchurch: $75,000
  - London: $63,250

- **Median Bonus**
  - Auckland: $6,000
  - Hamilton: $5,000
  - Wellington: $7,000
  - Christchurch: $5,000
  - London: $5,000

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80% of public sector employers are planning to recruit permanent staff this year.
The Absolute IT Employer Insight Survey captures valuable information on the ICT industry in New Zealand, particularly employer’s hiring intentions for contractors and permanent employees in both the public and private sectors. The report is renewed every 12 months following our annual December survey.

**EMPLOYERS MOTIVATIONS TO RECRUIT**

- 14% Increased customer demand
- 18% Increased demand of IT within the business
- 4% Adoption of new technology
- 4% Other
- 18% Staff replacements

**TOP FOUR AREAS EMPLOYERS ARE LOOKING TO RECRUIT**

1. Project management
2. Business analyst
3. Software development
4. Testing

**WELLINGTON CONTRACT PROJECT MANAGERS HAVE SEEN A 10% INCREASE IN THE MEDIAN BASE RATE THIS YEAR.**

**SIGNIFICANT INCREASES FOR PERMANENT EMPLOYEE MEDIAN BASE SALARIES.**

**PERMANENT MEDIAN BASE SALARY**

**CONTRACT MEDIAN BASE RATE**

**42% OF EMPLOYERS ARE RECRUITING NEW STAFF DUE TO NEW PROJECTS.**

42% of employers are recruiting new staff due to new projects.

16% of employers are planning to recruit project managers this year.