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## Arts Sector

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### Summary of Bespoke Remuneration Report 2024

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This report is designed to provide a summary of current pay data amongst participating organisations, and as such does not purport to be conclusive or to provide specific guidelines. No responsibility can be accepted for loss occasioned to any person, or organisation, acting, or refraining from acting, as a result of any statement in this publication.

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# Introduction

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## Introduction

Strategic Pay was commissioned by Creative New Zealand to research market pay practices for a number of roles in the Creative Arts sector.

This is the third Arts Sector Remuneration Report and draws on detailed remuneration data for 2,129 individuals representing 65 organisations operating in the arts sector. Data for this survey is current as at 1 August 2024.

- 60 organisations provided data for employees
- 14 organisations provided independent contractors data
- 44 organisations provided responses to the policy and practices questionnaire

Organisations who have submitted data to the survey will receive a complimentary copy of the results. Additionally, organisations who did not participate in the survey can purchase the report from Strategic Pay.

Queries regarding the data and the report can be forwarded to Susan Earle, Data & Analytics Team Lead at Strategic Pay, [Susan.Earle@strategicpay.co.nz](mailto:Susan.Earle@strategicpay.co.nz). However, if you would like any support or further help in using this survey to make decisions in your business, please don't hesitate to contact Vicki Stoner, Consultant at Strategic Pay, [Vicki.Stoner@strategicpay.co.nz](mailto:Vicki.Stoner@strategicpay.co.nz).

Your feedback as to further additions or developments of this survey are always welcome.

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Strategic Pay  
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# Executive Summary

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## Executive Summary



65

Organisations



2,129

Individuals



55

Benchmark jobs

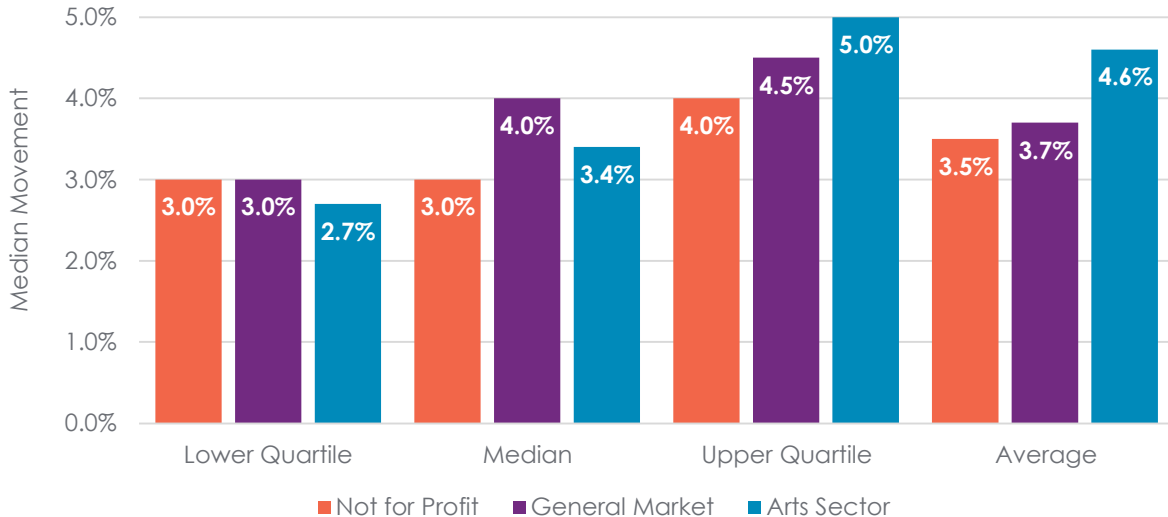
233

1,896

Contractors Employees

- The median reported salary increase for the 12 months to August 2024 was between 3% (management) and 4% (artists and other staff), which is a significant increase from those reported in our previous publication in 2021 which ranged from 0% (artists and other staff) to 1.5% (management).
- The median base salary increase for the upcoming year is forecast at 3% for management roles, 4% for artists, and 3.2% for other staff.
- Forecast increases in the Arts Sector are consistent with those reported in the General Market and Not for Profit sectors, however the interquartile range is slightly broader as represented in the graph below:

FORECAST - COMPARISON TO THE WIDER NEW ZEALAND MARKET



- 55% of respondents report they have a formal policy of actively promoting diversity and a further 9% are planning to implement one in the next 12 months.
- Thirty-nine percent of respondents also have a Tiriti o Waitangi policy that includes recruitment and/or Human Resources.
- At 6.2%, the overall gender pay gap in the Arts Sector is slightly lower than the gender pay gap reported in the Not for Profit sector as published in the latest Pay Equity booklet where the overall gender pay gap in the Not for Profit sector was 8.9% with a bias toward male employees.

This data is current as at 1 August 2024.

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# Survey Database

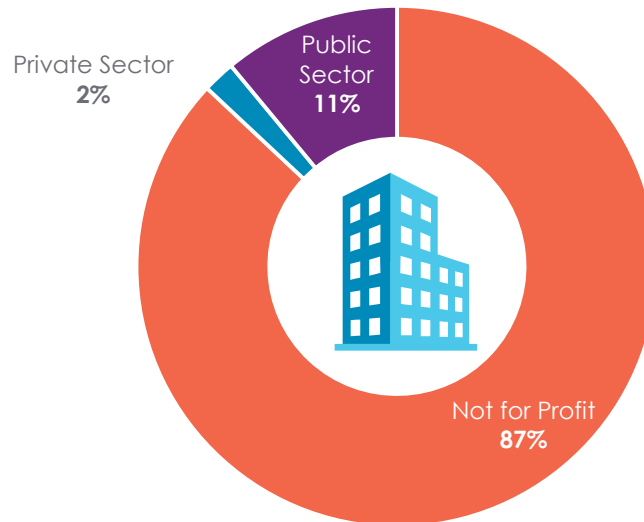
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# Survey Database

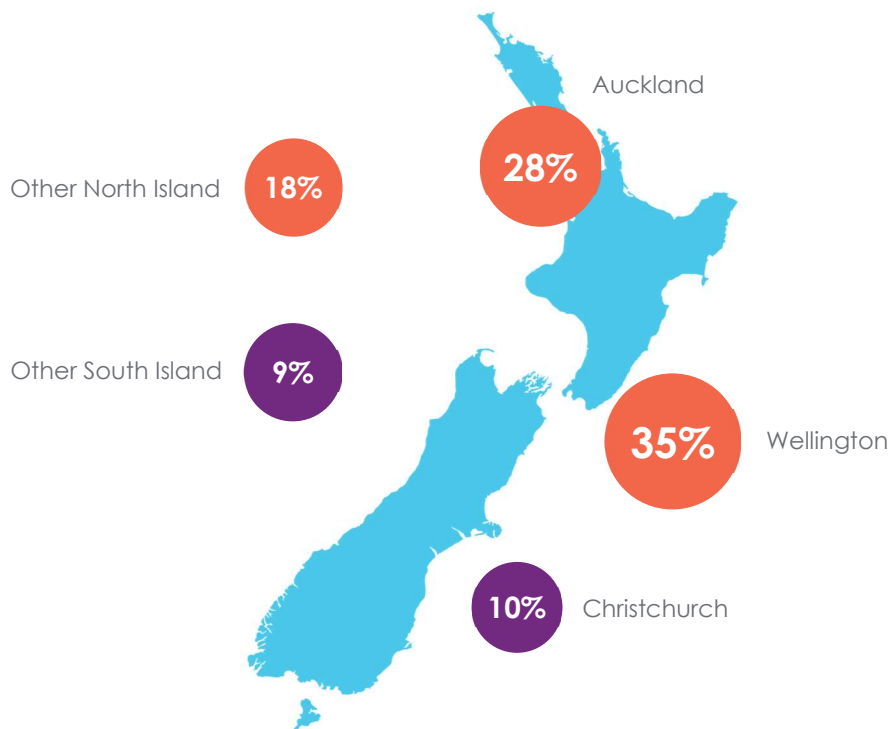
## PARTICIPATING ORGANISATIONS

The participating organisations are represented by sector, region, turnover, art form and staff numbers below.

### PARTICIPANTS BY SECTOR



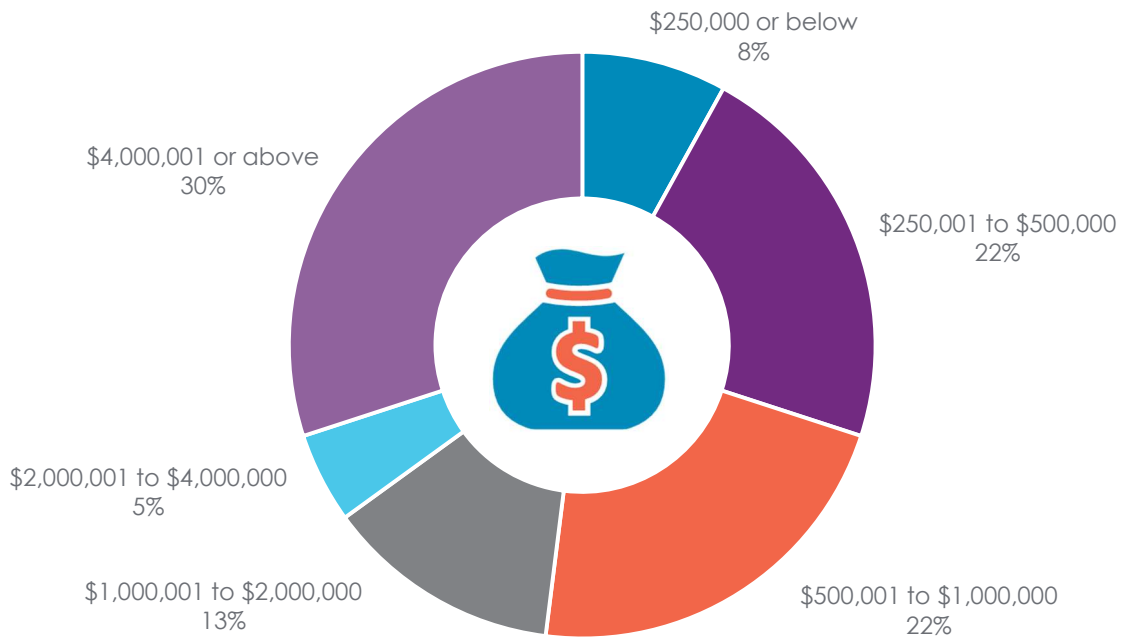
### PARTICIPANTS BY REGION



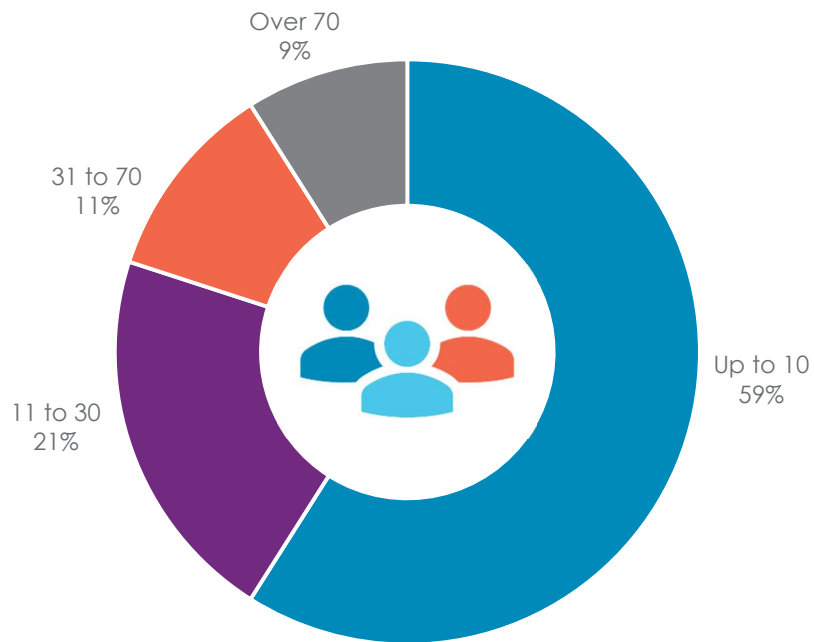
As can be expected, Arts Sector organisations are better represented in our major cities and cultural hubs such as Wellington and Auckland.



PARTICIPANTS BY TURNOVER



PARTICIPANTS BY STAFF NUMBER



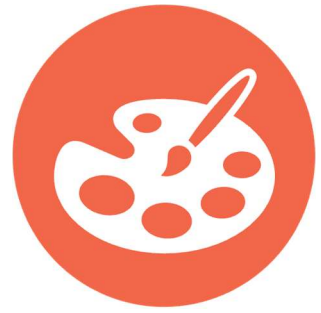
PARTICIPANTS BY ARTFORM



Music  
10%



Theatre  
15%



Visual Arts / Crafts /  
Objects  
44%



Literature  
7%



Dance  
3%



Multi  
21%

EMPLOYEES AND CONTRACTORS

Of the 2,129 individuals, 1,896 (89%) individuals are employed on a full-time or part time-basis and 233 (11%) individuals are independent contractors.

DISTRIBUTION OF STAFF ACROSS FUNCTIONS

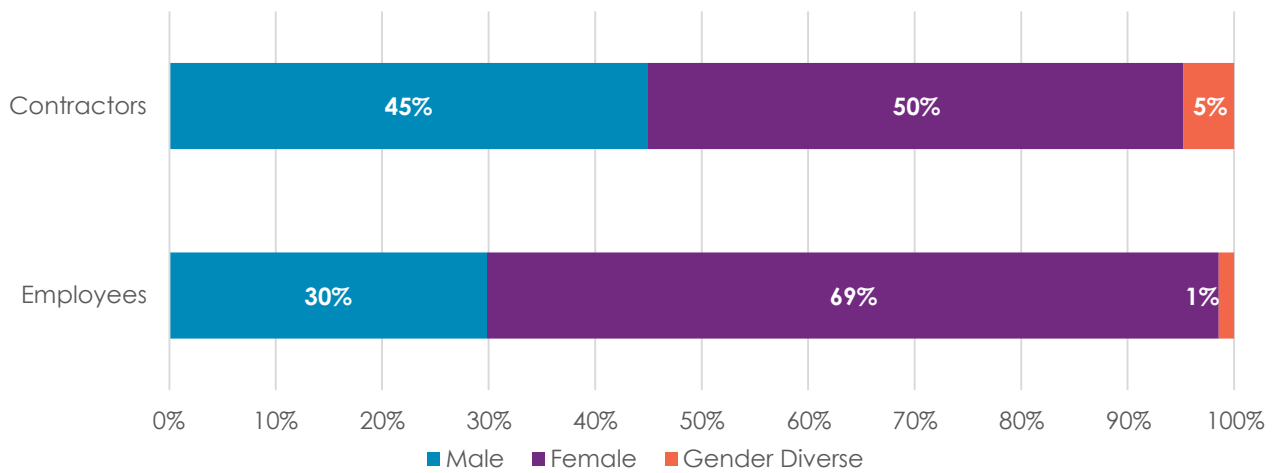
Function	Proportion of Individuals
Academic Roles	8%
Management	3%
Finance	2%
Administration	5%
Artists	18%
Technical Support	4%
Project / Programme Delivery	26%
Communications / Marketing / Promotion	34%

ETHNICITY DISTRIBUTION

Fifty percent of responding organisations collect ethnicity data on current employees and an additional 9% intend to do so in the next 12 months.

Individual ethnicity data was provided for 54% of employee data submitted directly to the Arts Sector survey, providing a robust sample for analysis beyond what has been possible in previous surveys. Results show the largest proportion of staff are classified as NZ European (67%), followed by Māori (19%), Asian (6%) and Pacific (4%) peoples. The remainder were classified as 'other' and were not further defined.

GENDER DISTRIBUTION BY EMPLOYMENT TYPE



Data source: Remuneration data submitted to the Arts Sector 2024 Survey

DISABILITIES

Almost half of responding organisations (49%) provided data on the proportion of employees with a disability or impairment, with a number of respondents indicating that this information is not collected. Of those who responded, the average proportion of employees overall with a disability is 4.1%.

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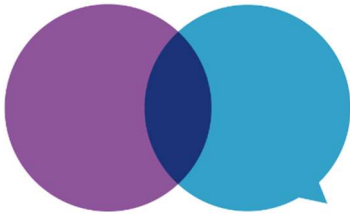
# Policies and Practices Findings

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## EMPLOYMENT AGREEMENTS

The majority of organisations (79%) have their staff on individual employment agreements. The remaining 21% have other types of employment agreements, such as collective agreement and independent contractor agreements.

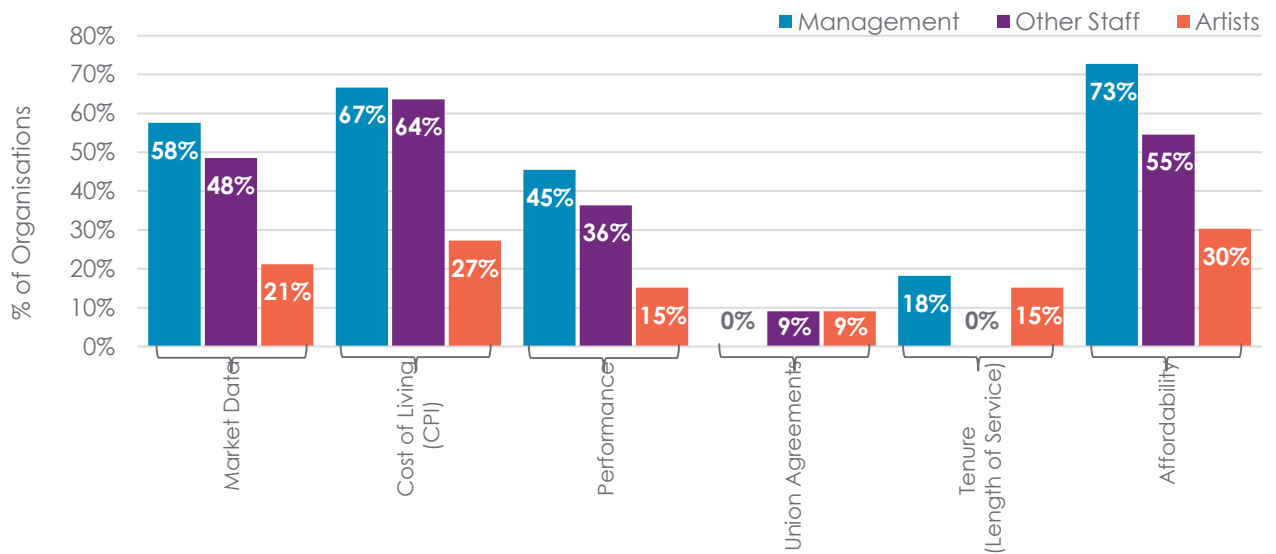
## SALARY REVIEW



Forty-two percent of organisations vary the level of the salary increase according to performance.

The graph below summarises the factors organisations consider during salary reviews for management, artists, and other staff.

FACTORS AFFECTING SALARY INCREASES ACROSS EMPLOYEE CATEGORIES



The percentages reported for each employee category total more than 100%, because most organisations consider a combination of factors in determining the level of increase.

## ACTUAL AND FORECAST SALARY INCREASES

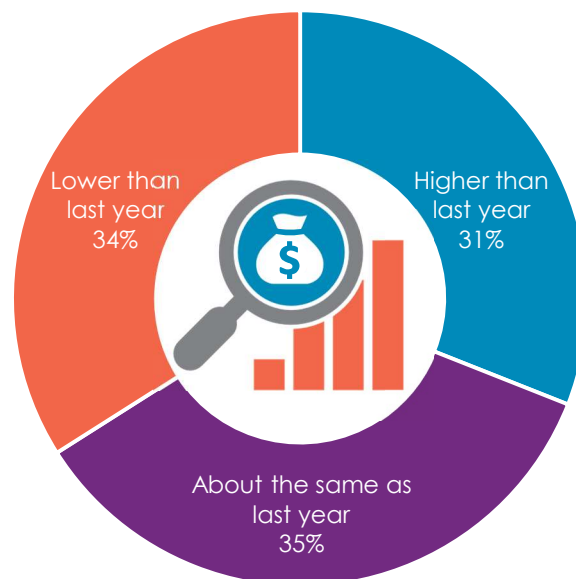
Participants were asked to provide the average annual salary increase applied to employees in the past year and their forecast increase for the year ahead. Results are tabled below.

The median reported salary increase was between 3% (management) and 4% (artists and other staff) for the year to August 2024, which is a significant increase from those reported in our previous publication in 2021 which ranged from 0% (artists and other staff) and 1.5% (management).

Employee Category	Median Salary Increase (%)	
	Actual Increase (2023 – 2024)	Forecast Increase (2024 – 2025)
Management	3.0%	3.0%
Artists	4.0%	4.0%
Other Staff	4.0%	3.2%

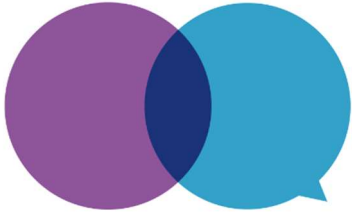
### COMPARED TO THE PREVIOUS YEAR, WHAT WERE YOUR MOST RECENT SALARY INCREASES?

While in 2021 40% of organisations reported salary increases were higher than the previous year and only 18% were lower, this year responses were almost evenly split.



## SKILL AND CAREER DEVELOPMENT OF THE ARTISTS

Seventy-one percent of organisations provide career development or support to assist in the skill and career development of the artists they employ or contract. Of these organisations, 88% invest financially, and 94% invest in other ways.

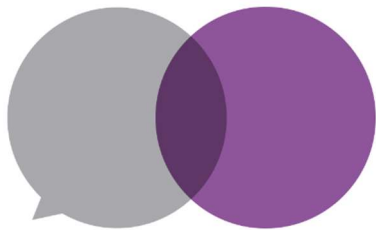


The median value allocated to artist career development in the last year is \$6,500

## INTERNSHIP

Forty-five percent of organisations reported they have an internship programme in place. These are engaged in various job functions, but predominantly in artists roles.

Forty-three percent consider internships volunteer or unpaid roles, generally on a short-term agreement as part of a course or secondment. The remaining organisations with interns most commonly provide payment as an hourly rate.

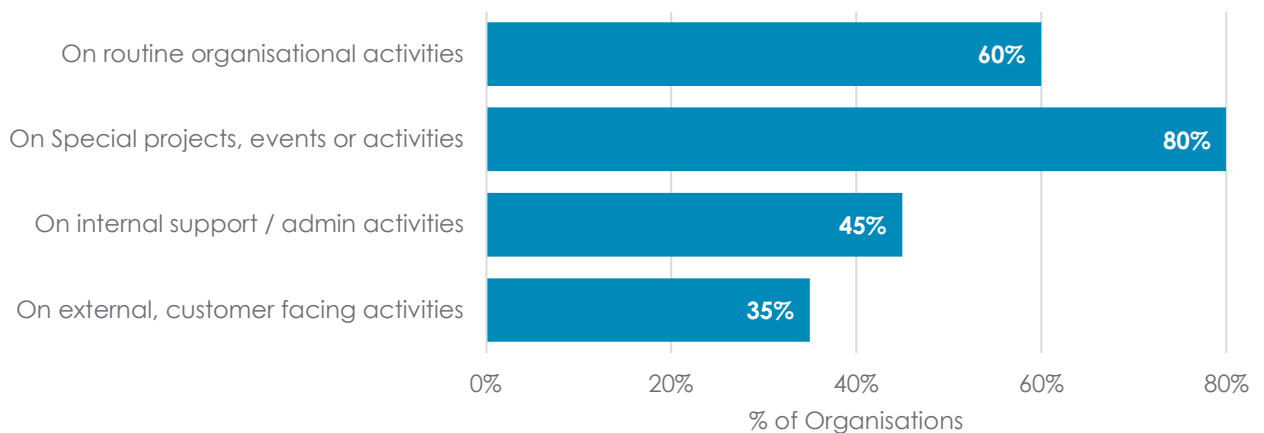


Where interns are paid per hour, the average hourly rate is \$27.60

## VOLUNTEERS

Sixty-three percent of organisations indicated they regularly engage volunteers in their ongoing activities. The chart below details the proportion of those organisations that engage volunteers in each listed activity.

DISTRIBUTION OF ORGANISATIONS THAT ENGAGE VOLUNTEERS IN ACTIVITIES / EVENTS



Note: Percentages may add up to more than 100% as some organisations engage volunteers for multiple activity types.

## KIWISAVER

All responding organisations reported that Kiwisaver contributions are made as a flat percentage contribution to management and general staff categories. Fewer organisations employ artists on individual employment agreements, and as a result the number of artists receiving Kiwisaver contributions is considerably lower. Of those that do, the majority are made as a flat percentage contribution.

The minimum 3% contribution to KiwiSaver is the most common option provided by organisations, regardless of employee category.

### KIWISAVER CONTRIBUTION LEVEL BY EMPLOYEE CATEGORY

Employee Category	Employer Contribution	
	3%	Above 3%
Management	88%	12%
Artists	86%	14%
Other Staff	90%	10%

## LEAVE ENTITLEMENTS

### Annual Leave

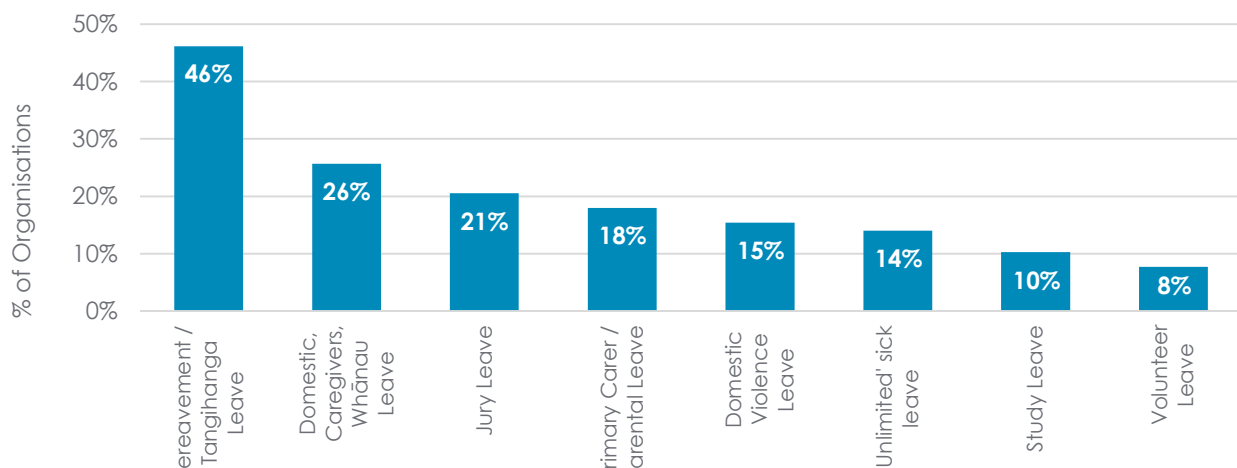
All organisations are required to provide a minimum level of leave and benefits according to law. Management are more likely to be offered annual leave over and above the statutory minimum, with 20% eligible for more than 20 days compared to 7% of other staff.

### ANNUAL LEAVE DAYS DISTRIBUTION

Annual Leave Days	Management	Artists	Other Staff
20 days	80%	88%	93%
Above 20 days	20%	12%	7%

Fifty-nine percent of organisations have a policy that employees are eligible for leave over and above statutory requirement for at least 1 leave type. Details are represented in the graph below.

### ADDITIONAL LEAVE OVER STATUTORY ENTITLEMENTS





## EMPLOYEE TURNOVER

For organisations with full time / part time employees, as a percentage of total employee numbers the average overall employee turnover is 24% per annum.

Overall staff turnover is slightly lower in responding Arts sector organisations compared to the wider Not for Profit sector, which increased to 30% this year (as reported in the Strategic Pay 2024 Not for Profit Remuneration Report).

## RECRUITMENT

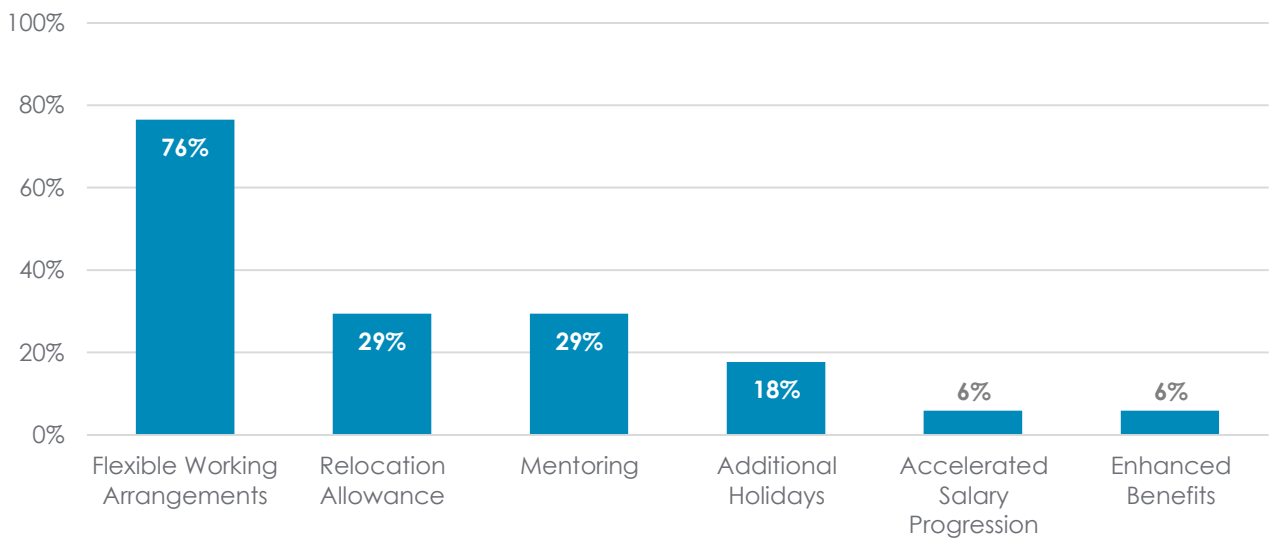
Only 23% of responding organisations are actively recruiting. Of these, 16% are just as busy as a year ago, whereas the remainder have less vacancies than previous.

Of the 77% who are not actively recruiting, 74% have no vacancies and the remainder have implemented a recruitment freeze.

## ATTRACTION AND RETENTION STRATEGIES

Forty-two percent of organisations have a formal recruitment strategy to attract employees. A range of recruitment and retention approaches are utilised by responding organisations, represented in the graph below.

APPROACHES USED TO ATTRACT AND RETAIN EMPLOYEES



## DIVERSITY AND INCLUSION

When asked to define their organisation's recruitment strategy in relation to workplace diversity and inclusion, 55% of respondents report they have a formal policy of actively promoting diversity and a further 9% are planning to implement one in the next 12 months. The remaining 36% have no such policy, nor are they planning to introduce one.



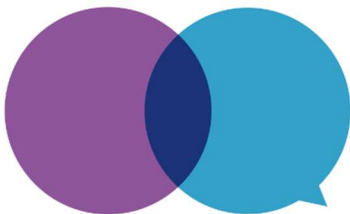
**55% of respondents have a formal policy of actively promoting diversity in their recruitment strategy**

Thirty-nine percent of respondents also have a Tiriti o Waitangi policy that includes recruitment and/or Human Resources.

Only 28% of responding organisations have culturally mandated roles. Of these, the highest proportion (91%) involve Māori engagement with Māori communities.

### Community Focus

Nineteen percent of organisations reported they have a recruitment policy or strategy that directly relates to the 'focus' and/or 'community' that their organisation serves with the aim to enhance effectiveness, reputation and community relationships.

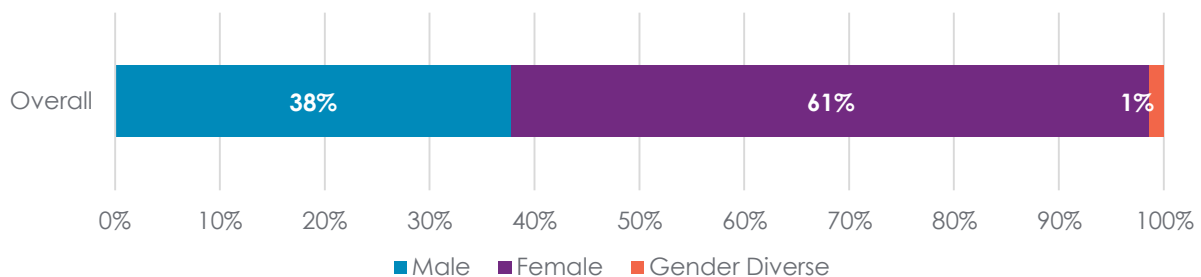


**19% of respondents have a recruitment strategy that directly relates to community that their organisation serves.**

### Gender

Eighty-eight percent of organisations collect gender data on current employees and an additional 4% intend to do so over the next 12 months. Gender information was provided for 78% of incumbents submitted to the Arts Sector survey, providing a robust sample for analysis.

#### GENDER DISTRIBUTION



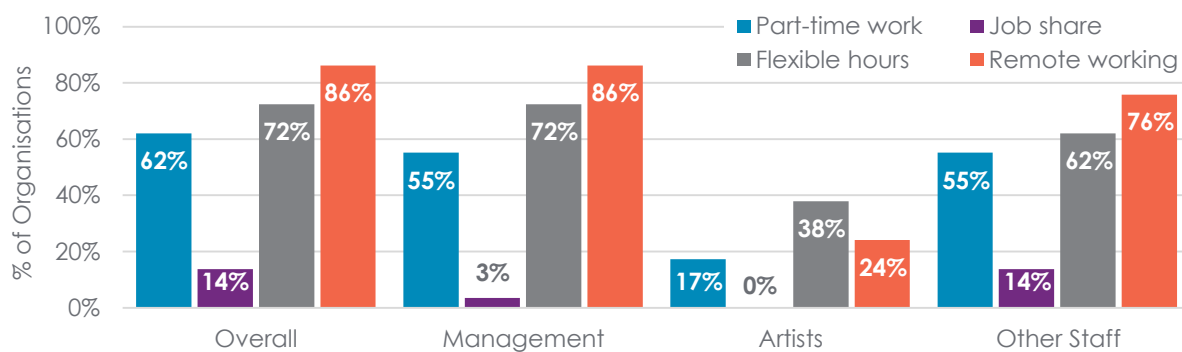
## PAY GAP

Thirty-two percent of those who responded to the policies and practices questionnaire have a pay equity (or fair pay) policy. Only 4% of organisations have carried out a pay gap analysis on either gender or ethnicity, and none indicated they intend to do so in the next 12 months.

## WORK / LIFE BALANCE

Organisations were asked to provide details about flexible work arrangements offered to their employed staff. Seventy-four percent of respondents provide work / life balance initiatives to at least one employee category. The following graph illustrates the overall response from those organisations that offer some form of such initiative.

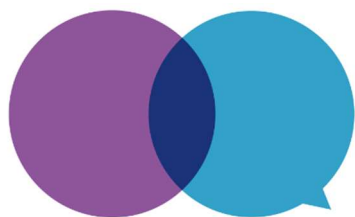
WORK / LIFE BALANCE INITIATIVES BY EMPLOYEE CATEGORY



Note: Percentages may add up to more than 100% as some organisations offer multiple initiatives

### Working from Home Policy

Remote working has been a hot topic since the necessity of wide scale implementation arose during the pandemic. Many organisations are still adjusting and refining their practices in order to balance the benefits against the drawbacks of operating in a remote workplace.



**50% of organisations have a working from home policy**

Of those organisations who allow employees to work remotely, the majority (91%) do not compensate employees for associated costs.

Most employers provide all equipment required for a single location, including laptop, screen(s), mobile phone and other devices required. Employees are expected to maintain a safe working environment including all necessary equipment if they choose to work from a secondary, remote location.

## HEALTH AND SAFETY

We asked the participants a set of questions around health and safety management. The table below outlines the approaches from participants relating to their commitment to the vital area of health and safety management in the workplace.

### HEALTH AND SAFETY MEASURES

Health and Safety Measures	% of Organisations
Does your organisation have an up-to-date and well-documented health and safety policy?	100%
Generally, within your organisation, is there an active and consultative commitment to address issues on all areas of health and safety management in the workplace?	96%
Do you consider injury prevention and health risk issues at senior management meetings?	88%
Does your organisation have a 'code of conduct' document that is communicated to all staff?	88%
Does your organisation have a system or set of policies to analyse incident and injury data (and report results to management and staff)?	80%
Does your organisation have a wellbeing policy?	73%
Does your organisation have a policy in place for dealing with sexual harassment?	65%
Does your organisation have a cultural safety policy?	38%
Do you have a policy in place to help injured employees make the transition back to work?	32%



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# Remuneration Market Data

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## REMUNERATION MARKET DATA

The full report provides detailed analysis for permanent employees and/or contractors for 55 benchmark roles.

The following pages contain a selection of 6 roles including a mixture of those based on contractor data, and those based on employee data.

Guidance on how to interpret these pages are detailed below.

### Data Page Layout – Permanent Employees

**A** Designer (Overall)
**C** AS14

**Position Summary** **Position Title**

Responsible for overall programme / event / book / show design, advising and deciding on technical and artistic design matters. Liaises with and directs designers / producers / directors and other staff as part of the design planning process.

For instance: Costume, Set, Lighting, Sound, AV, Graphic, Exhibition, Programme, Event Designers

SP Grade	10 -	<b>Job Code</b>
SP10 Points	260	
SP Band	D - I	

**E** Number of Organisations

part for Designer due to cross some levels

**B** Key Accountabilities

	Total Sample		Base Salary				Fixed Remuneration				Total Remuneration			
	# Orgs	# Jobs	LQ	Med	UQ	Ave	LQ	Med	UQ	Ave	LQ	Med	UQ	Ave
	16	48	76,087.50	80,758.00	87,038.50	84,001.69	76,493.50	80,758.00	87,038.50	84,271.78	76,493.50	80,758.00	87,038.50	84,295.17
		Excluding KiwiSaver	76,087.50	80,758.00	87,038.50	84,001.69	76,493.50	80,758.00	87,038.50	84,271.78	76,493.50	80,758.00	87,038.50	84,295.17
		Excluding KiwiSaver FBT	76,087.50	80,758.00	87,038.50	84,001.69	76,493.50	80,758.00	87,038.50	84,259.64	76,493.50	80,758.00	87,038.50	84,283.04
Region														
		Other	-	-	-	-	-	-	-	-	-	-	-	-
		1.00	92,335.00	90,284.08	82,785.48	89,847.93	95,105.05	92,654.61	82,785.48	89,847.93	95,105.05	92,654.61	82,785.48	89,847.93
		3.00	84,604.73	81,761.65	78,538.78	82,915.16	87,142.87	84,174.87	78,538.78	82,915.16	87,142.87	84,174.87	78,538.78	82,915.16
		5.00	80,774.25	79,305.18	69,014.63	77,346.57	83,197.48	81,435.35	69,014.63	77,346.57	83,197.48	81,435.35	69,014.63	77,346.57
		4.00	80,906.50	78,376.86	79,178.43	80,082.00	84,042.93	80,962.08	79,428.43	80,082.00	84,042.93	81,033.50	80,082.00	84,042.93
		All South Island	75,774.50	77,644.00	80,906.50	78,376.86	79,178.43	80,082.00	84,042.93	80,962.08	79,428.43	80,082.00	84,042.93	81,033.50
Employee Nos														
			-	-	-	-	-	-	-	-	-	-	-	-
			1,174.99	81,684.11	68,316.42	76,925.87	83,610.24	83,041.47	68,316.42	76,925.87	83,610.24	83,041.47	68,316.42	76,925.87
			1,731.00	81,162.18	78,743.50	80,082.00	84,086.00	83,846.40	78,743.50	80,082.00	84,086.00	84,086.00	80,082.00	84,086.00
			1,080.75	85,899.43	82,028.33	87,142.87	93,607.17	88,394.68	82,028.33	87,142.87	93,607.17	88,394.68	82,028.33	87,142.87

Benefits Summary	Bonus Actual / Incentive	Bonus Target / Incentive	Bonus Actual / Incentive as % of Base	Commission	Overtime	Call-out / Shift Allowance	Other Taxable / Cash Allowances	Phone Allowance	Medical Insurance	Superannuation	Life Insurance	Income Protection Insurance	Additional Leave	Car Park	Car Allowance	Motor Vehicle	Clubs / Prof Fees	Other Benefit	KiwiSaver
Percentage Receiving (%)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	83.33
Median (\$)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,431.45
Average (\$)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,532.48

\* Amount not shown due to small sample size

**A) Position Title**

**B) Key Accountabilities**

A brief description of the accountabilities required in the role.

**C) Job Code**

The job code assigned to the position, also referred to as the benchmark job code.

**D) Number of Organisations**

The total number of organisations that provided pay data for the particular job code.

**E) Number of Employees**

Total number of individuals classified under the particular job code with reported pay data.

**F) Employee Region**

Number of employees under the benchmark job code, based on those who provided data for region, with corresponding aggregated annual remuneration data where the sufficient sample exists. Regional data for the number of jobs may not agree with the total sample numbers (E), if automatic sampling is making adjustments so that no one organisation is overwhelming (skewing) the sample.

**G) Organisation Employee Numbers**

Number of employees under the benchmark job code, based on those who provided data for number of Full Time Equivalent (FTE) employees, with corresponding aggregated annual remuneration data where the sufficient sample exists. FTE data for the number of jobs may not agree with the total sample numbers (E), if automatic sampling is making adjustments so that no one organisation is overwhelming (skewing) the sample.

**H) Benefits Received**

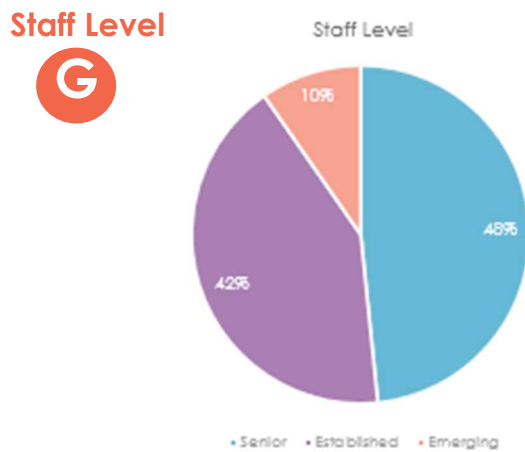
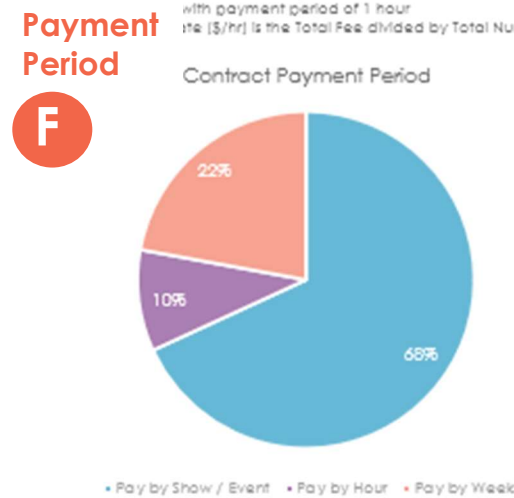
Percentage of employees receiving each item and aggregated annual remuneration data where the sufficient sample exists.

Data Page Layout – Contractors

<b>Performing Artist (Overall)</b> <span style="float: right; font-weight: normal;">AS16</span>							
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p><b>Position Summary</b></p> <p>Includes classical and contemporary theatre, kapa haka, all genres of theatre such as comedy, drama, physical, devised, street and musical theatre, circus, puppetry, mask and theatre for children, Māori, Pacific, and Asian theatre.</p> <p>For instance: Kaitiaki, Actor, Comedian, Circus Performer, Circus, Puppetry, Spoken Word Artist, Performance Poet</p> </div> <div style="width: 45%;"> <p><b>Position Title</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>SP Grade</td> <td>1</td> <td rowspan="3"><b>Job Code</b></td> </tr> <tr> <td>SP10 Points</td> <td>2</td> </tr> <tr> <td>SP Band</td> <td>D - 1</td> </tr> </table> </div> </div>	SP Grade	1	<b>Job Code</b>	SP10 Points	2	SP Band	D - 1
SP Grade	1	<b>Job Code</b>					
SP10 Points	2						
SP Band	D - 1						
<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p><b>Number of Organisations</b></p> </div> <div style="text-align: center;"> <p><b>Number of Contractors</b></p> </div> </div>							

Total Sample		Pay Data				
Organisations	Contractors	Lower Quartile	Median	Upper Quartile	Average	Range
6	31					
Total Fee Paid per Contract Payment Period (\$1s)		\$ 1,569	\$ 7,200	\$ 10,400	\$ 6,937	\$ 500 - \$ 25,914
Total number of Hours Spent per Period (hr)*		40 hr	200 hr	360 hr	189 hr	20 hr - 400 hr
Calculated Hourly Rate (\$/hr)**		\$ 29 / hr	\$ 33 / hr	\$ 36 / hr	\$ 37 / hr	\$ 25 / hr - \$ 81 / hr
		Pay by Show / Event				
D2	E2					
3	21					
Total Fee of the Event (\$1s)		\$ 5,300	\$ 7,500	\$ 10,400	\$ 8,765	\$ 500 - \$ 25,914
Total Number of Hours of the Event (hr) *		160 hr	200 hr	360 hr	231 hr	20 hr - 400 hr
Calculated Hourly Rate (\$/hr) **		\$ 29 / hr	\$ 33 / hr	\$ 36 / hr	\$ 35 / hr	\$ 25 / hr - \$ 81 / hr

\* Amount not shown due to small sample size with payment period of 1 hour  
 \*\* (\$/hr) is the Total Fee divided by Total Number of Hours Individually.



<b>Gender</b>	Male	29%
	Female	29%
	Gender Diverse	-
	Not identified	42%
<b>Revenue</b>	Up to \$600K	16%
	Above \$600K	65%
	Not identified	19%

<b>Region</b>	Auckland	42%
	Wellington	-
	Other North Island	48%
	South Island	10%

**H Contractor Region, Gender, Organisation Revenue**



**A) Position Title****B) Key Accountabilities**

A brief description of the accountabilities required in the role.

**C) Job Code**

The job code assigned to the position, also referred to as the benchmark job code.

**D) Number of Organisations**

The total number of organisations that provided pay data for the particular job code.

In the example below there are 6 organisations included in the overall Pay Data section (D1) and 3 organisations included in the Pay by Show / Event pay data section (D2).

**E) Number of Contractors**

Total number of contractors classified under the particular job code with reported pay data.

In the example below there are 31 contractors included in the overall Pay Data section (E1) and 21 contractors included in the Pay by Show / Event pay data section (E2).

**F) Payment Period**

Proportion of contractors classified under the particular job code, by payment period based on reported data.

**G) Staff Level**

Where insufficient data has been provided on individual staff level classifications for publication of separate 'Senior', 'Established' and 'Emerging' benchmarks, an 'Overall' chart has been generated that includes roles across all levels (where data allows). These charts include a breakdown representing the proportion of contributing roles represented by each staff level.

**H) Contractor Region, Gender, Organisation Revenue**

Proportion of contractors under the benchmark job code, based on those who provided data for that item or based on organisation revenue. Regional data for the number of jobs may not agree with the total sample numbers (E1), if automatic sampling is making adjustments so that no one organisation is overwhelming (skewing) the sample.

**Performing Artist (Overall)** AS16

**Position Summary**  
 Includes classical and contemporary theatre, kapa haka, all genres of theatre such as comedy, drama, physical, devised, street and musical theatre, circus, puppetry, mask and theatre for children, Māori, Pacific, and Asian theatre.

For instance: Kaihaka, Actor, Comedian, Circus Performer, Circus, Puppetry, Spoken Word Artist, Performance Poet

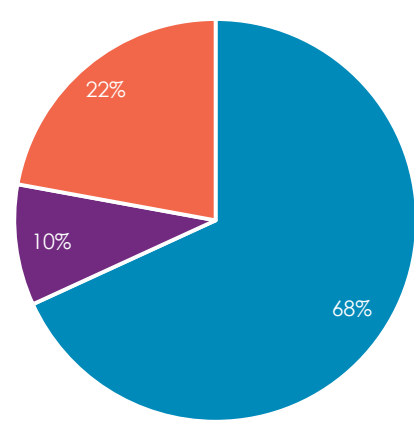
This is a combined job chart for Performing Artist due to insufficient sample sizes across senior, established, and emerging levels.

SP Grade	10 - 19
SP10 Points	260 - 551
SP Band	D - I

Total Sample		Pay Data				
Organisations	Contractors	Lower Quartile	Median	Upper Quartile	Average	Range
6	31					
Total Fee Paid per Contract Payment Period (\$) #		\$ 1,569	\$ 7,200	\$ 10,400	\$ 6,937	\$ 500 - \$ 25,914
Total number of Hours Spent per Period (hr) #		40 hr	200 hr	360 hr	189 hr	20 hr - 400 hr
Calculated Hourly Rate (\$/hr) **		\$ 29 / hr	\$ 33 / hr	\$ 38 / hr	\$ 37 / hr	\$ 25 / hr - \$ 81 / hr
3	21	<b>Pay by Show / Event</b>				
Total Fee of the Event (\$) #		\$ 5,300	\$ 7,500	\$ 10,400	\$ 8,765	\$ 500 - \$ 25,914
Total Number of Hours of the Event (hr) #		160 hr	200 hr	360 hr	231 hr	20 hr - 400 hr
Calculated Hourly Rate (\$/hr) **		\$ 29 / hr	\$ 33 / hr	\$ 36 / hr	\$ 35 / hr	\$ 25 / hr - \$ 81 / hr

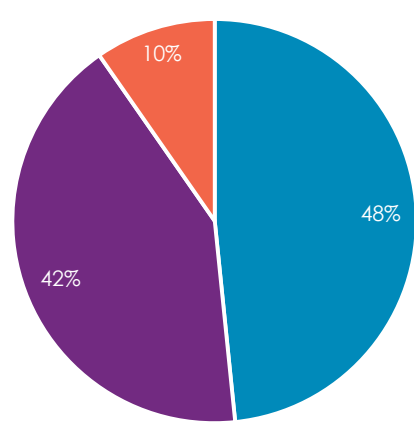
\* Amount not shown due to small sample size  
 # Excludes incumbents with payment period of 1 hour  
 \*\* Calculated Hourly Rate (\$/hr) is the Total Fee divided by Total Number of Hours individually.

Contract Payment Period



■ Pay by Show / Event ■ Pay by Hour ■ Pay by Week

Staff Level



■ Senior ■ Established ■ Emerging

Gender	Percentage
Male	29%
Female	29%
Gender Diverse	-
Not identified	42%

Revenue	Percentage
Up to \$600K	16%
Above \$600K	65%
Not identified	19%

Region	Percentage
Auckland	42%
Wellington	-
Other North Island	48%
South Island	10%

Designer (Overall)

AS14

**Position Summary**

Responsible for overall programme / event / book / show design, advising and deciding on technical and artistic design matters. Liaises with and directs designers / producers / directors and other staff as part of the design planning process.

SP Grade	10 - 19
SP10 Points	260 - 551
SP Band	D - I

For instance: Costume, Set, Lighting, Sound, AV, Graphic, Exhibition, Programme, Event Designers

This is a combined job chart for Designer due to insufficient sample sizes across some levels.

Total Sample			Base Salary				Fixed Remuneration				Total Remuneration			
# Orgs	# Jobs		LQ	Med	UQ	Ave	LQ	Med	UQ	Ave	LQ	Med	UQ	Ave
16	48		76,087.50	80,758.00	87,038.50	84,001.69	78,788.31	83,180.74	89,649.65	86,382.17	78,788.31	83,180.74	89,649.65	86,405.57
Excluding KiwiSaver			76,087.50	80,758.00	87,038.50	84,001.69	76,493.50	80,758.00	87,038.50	84,271.78	76,493.50	80,758.00	87,038.50	84,295.17
Excluding KiwiSaver FBT			76,087.50	80,758.00	87,038.50	84,001.69	76,493.50	80,758.00	87,038.50	84,259.64	76,493.50	80,758.00	87,038.50	84,283.04
Region	Other	0	-	-	-	-	-	-	-	-	-	-	-	-
	Auckland Metropolitan	12	80,374.25	87,231.00	92,335.00	90,284.08	82,785.48	89,847.93	95,105.05	92,654.61	82,785.48	89,847.93	95,105.05	92,654.61
	Wellington Metropolitan	15	76,246.58	80,758.00	84,604.73	81,761.65	78,538.78	82,915.16	87,142.87	84,174.87	78,538.78	82,915.16	87,142.87	84,178.33
	Other North Island	8	67,401.78	74,315.00	80,774.25	79,305.18	69,014.63	77,346.57	83,197.48	81,435.35	69,014.63	77,346.57	83,197.48	81,435.35
	South Island Metropolitan	7	75,774.50	77,644.00	80,906.50	78,376.86	79,178.43	80,082.00	84,042.93	80,962.08	79,428.43	80,082.00	84,042.93	81,033.50
All South Island	7	75,774.50	77,644.00	80,906.50	78,376.86	79,178.43	80,082.00	84,042.93	80,962.08	79,428.43	80,082.00	84,042.93	81,033.50	
Employee Nos	Other	0	-	-	-	-	-	-	-	-	-	-	-	-
	Up to 5	0	-	-	-	-	-	-	-	-	-	-	-	-
	6 to 20	7	67,121.18	74,685.31	81,174.99	81,684.11	68,316.42	76,925.87	83,610.24	83,041.47	68,316.42	76,925.87	83,610.24	83,041.47
	21 to 50	13	75,000.00	77,644.00	81,731.00	81,162.18	78,743.50	80,082.00	84,086.00	83,846.40	78,743.50	80,082.00	84,086.00	83,884.86
51 and above	28	80,322.62	84,604.73	90,880.75	85,899.43	82,028.33	87,142.87	93,607.17	88,394.68	82,028.33	87,142.87	93,607.17	88,416.92	

Benefits Summary	Bonus Actual / Incentive	Bonus Target / Incentive	Bonus Actual / Incentive as % of Base	Commission	Overtime	Call-out / Shift Allowance	Other Taxable / Cash Allowances	Phone Allowance	Medical Insurance	Superannuation	Life Insurance	Income Protection Insurance	Additional Leave	Car Park	Car Allowance	Motor Vehicle	Clubs / Prof Fees	Other Benefit	KiwiSaver
Percentage Receiving (%)	*	-	*	-	*	-	*	*	*	*	-	-	-	-	-	-	-	-	83.33
Median (\$)	*	-	*	-	*	-	*	*	*	*	-	-	-	-	-	-	-	-	2,431.45
Average (\$)	*	-	*	-	*	-	*	*	*	*	-	-	-	-	-	-	-	-	2,532.48

\* Amount not shown due to small sample size

Visual Artist (Overall)

AS17

**Position Summary**

Includes work within the following or other Visual Arts genres: drawing, moving-image arts projects, installation, kōwhaiwhai, painting, performance within a visual arts context, photography, printmaking, tā moko, sculpture.

Craft / Object genres could include, but are not limited to, ceramics, furniture, glass, jewellery, object making, studio-based design, raranga, tāniko, tapa making, textiles, tivaevae, typography, and weaving.

Note: Curator is included within code IM41

This is a combined job chart for Visual Artist due to insufficient sample sizes across some levels.

SP Grade	10 - 19
SP10 Points	260 - 551
SP Band	D - I

Total Sample			Base Salary				Fixed Remuneration				Total Remuneration			
# Orgs		# Jobs	LQ	Med	UQ	Ave	LQ	Med	UQ	Ave	LQ	Med	UQ	Ave
5		9	75,557.00	77,923.00	80,758.00	79,664.67	76,778.26	83,180.74	84,550.69	82,507.48	76,778.26	83,180.74	88,065.00	83,037.05
Excluding KiwiSaver			75,557.00	77,923.00	80,758.00	79,664.67	75,557.00	80,758.00	82,268.62	80,353.51	75,557.00	80,758.00	85,500.00	80,883.08
Excluding KiwiSaver FBT			75,557.00	77,923.00	80,758.00	79,664.67	75,557.00	80,758.00	82,268.62	80,353.51	75,557.00	80,758.00	85,500.00	80,883.08
Region	Other	0	-	-	-	-	-	-	-	-	-	-	-	-
	Auckland Metropolitan	5	*	*	*	*	*	*	*	*	*	*	*	*
	Wellington Metropolitan	2	*	*	*	*	*	*	*	*	*	*	*	*
	Other North Island	1	*	*	*	*	*	*	*	*	*	*	*	*
	South Island Metropolitan	1	*	*	*	*	*	*	*	*	*	*	*	*
	All South Island	1	*	*	*	*	*	*	*	*	*	*	*	*
Employee Nos	Other	0	-	-	-	-	-	-	-	-	-	-	-	-
	Up to 5	0	-	-	-	-	-	-	-	-	-	-	-	-
	6 to 20	0	-	-	-	-	-	-	-	-	-	-	-	-
	21 to 50	2	*	*	*	*	*	*	*	*	*	*	*	*
	51 and above	7	76,232.50	80,758.00	83,129.00	80,765.14	78,519.48	83,180.74	85,694.36	83,208.52	78,519.48	83,180.74	88,077.42	83,889.40

Benefits Summary	Bonus Actual / Incentive	Bonus Target / Incentive	Bonus Actual / Incentive as % of Base	Commission	Overtime	Call-out / Shift Allowance	Other Taxable / Cash Allowances	Phone Allowance	Medical Insurance	Superannuation	Life Insurance	Income Protection Insurance	Additional Leave	Car Park	Car Allowance	Motor Vehicle	Clubs / Prof Fees	Other Benefit	KiwiSaver
Percentage Receiving (%)	-	-	-	-	-	-	*	-	-	*	-	-	-	-	-	-	-	-	88.89
Median (\$)	-	-	-	-	-	-	*	-	-	*	-	-	-	-	-	-	-	-	2,380.22
Average (\$)	-	-	-	-	-	-	*	-	-	*	-	-	-	-	-	-	-	-	2,423.22

\* Amount not shown due to small sample size

Chief Executive – Small

MGT02

**Position Summary**

Overall responsibility for a small organisation, typically 5 to 10 staff and total turnover between \$1M and \$2M.

Responsible for the effective and efficient operation of the organisation in the achievement of agreed goals and objectives. Reporting to the Board of Directors / Trustees, responsible for business planning, operational activities and effective management of the organisation's resources.

Alternative titles: Executive Director / Officer, General Manager

SP Grade	20 - 22
SP10 Points	552 - 675
SP Band	I - J

Total Sample			Base Salary				Fixed Remuneration				Total Remuneration			
# Orgs	# Jobs		LQ	Med	UQ	Ave	LQ	Med	UQ	Ave	LQ	Med	UQ	Ave
15	15		101,500.0	115,000.0	137,380.0	118,017.4	104,545.0	118,450.0	139,558.8	121,773.3	106,465.0	118,450.0	142,152.5	122,939.98
Excluding KiwiSaver			101,500.0	115,000.0	137,380.0	118,017.4	101,500.0	115,000.0	137,380.0	118,200.4	102,870.0	115,000.0	140,052.5	119,367.13
Excluding KiwiSaver FBT			101,500.0	115,000.0	137,380.0	118,017.4	101,500.0	115,000.0	137,380.0	118,200.4	102,870.0	115,000.0	140,052.5	119,367.13
Region	Other	0	-	-	-	-	-	-	-	-	-	-	-	-
	Auckland Metropolitan	3	-	-	-	-	-	-	-	-	-	-	-	-
	Wellington Metropolitan	7	104,000.0	119,150.1	137,380.0	120,404.2	108,680.0	122,724.6	139,558.8	124,127.8	108,680.0	122,724.6	144,558.8	125,556.39
	Other North Island	2	*	*	*	*	*	*	*	*	*	*	*	*
	South Island Metropolitan	2	*	*	*	*	*	*	*	*	*	*	*	*
All South Island	3	*	*	*	*	*	*	*	*	*	*	*	*	
Employee Nos	Other	0	-	-	-	-	-	-	-	-	-	-	-	-
	Up to 5	4	*	*	*	*	*	*	*	*	*	*	*	*
	6 to 20	10	97,510.00	116,376.0	138,442.5	118,619.2	101,027.5	121,607.2	139,585.7	122,346.2	106,277.5	121,607.2	143,476.2	124,096.26
	21 to 50	1	*	*	*	*	*	*	*	*	*	*	*	*
51 and above	0	-	-	-	-	-	-	-	-	-	-	-	-	

Benefits Summary	Bonus Actual / Incentive	Bonus Target / Incentive	Bonus Actual / Incentive as % of Base	Commission	Overtime	Call-out / Shift Allowance	Other Taxable / Cash Allowances	Phone Allowance	Medical Insurance	Superannuation	Life Insurance	Income Protection Insurance	Additional Leave	Car Park	Car Allowance	Motor Vehicle	Clubs / Prof Fees	Other Benefit	KiwiSaver
Percentage Receiving (%)	*	-	*	-	-	-	-	*	-	-	-	-	-	*	-	-	-	-	93.33
Median (\$)	*	-	*	-	-	-	-	*	-	-	-	-	-	*	-	-	-	-	3,718.53
Average (\$)	*	-	*	-	-	-	-	*	-	-	-	-	-	*	-	-	-	-	3,828.05

\* Amount not shown due to small sample size

Programme Officer

MK94

**Position Summary**

Responsible for managing smaller programmes / events and/or supporting others for large, complex programmes / events, such as an exhibition/show/play or festival, including scheduling, planning, organising, liaison with contractors, design professionals, key advisors to discuss and resolve project issues.

SP Grade	12 - 15
SP10 Points	313 - 419
SP Band	E - G

Alternative titles: Event Coordinator / Manager, Tour Manager, Producer, Literary Manager, Editor (depending on the art form)

Total Sample			Base Salary				Fixed Remuneration				Total Remuneration			
# Orgs	# Jobs		LQ	Med	UQ	Ave	LQ	Med	UQ	Ave	LQ	Med	UQ	Ave
23	57		68,115.00	73,499.90	80,758.00	75,954.81	70,158.45	75,704.90	83,323.72	78,244.86	70,158.45	75,704.90	84,975.08	78,331.27
Excluding KiwiSaver			68,115.00	73,499.90	80,758.00	75,954.81	68,115.00	73,499.90	80,758.00	76,070.14	68,115.00	73,499.90	82,500.08	76,156.55
Excluding KiwiSaver FBT			68,115.00	73,499.90	80,758.00	75,954.81	68,115.00	73,499.90	80,758.00	76,059.92	68,115.00	73,499.90	82,500.08	76,146.34
Region	Other	0	-	-	-	-	-	-	-	-	-	-	-	-
	Auckland Metropolitan	13	70,700.00	74,742.20	80,740.00	76,810.98	72,821.00	76,984.47	83,162.20	79,186.85	72,821.00	76,984.47	83,162.20	79,186.85
	Wellington Metropolitan	19	68,607.63	74,529.50	80,708.64	74,874.85	71,008.26	76,765.38	83,444.11	77,223.36	71,008.26	76,765.38	83,947.54	77,459.29
	Other North Island	7	69,680.00	90,450.00	95,716.00	84,371.40	72,130.40	93,163.50	97,979.60	86,433.31	72,130.40	93,163.50	97,979.60	86,433.31
	South Island Metropolitan	6	*	63,252.40	*	66,050.40	*	65,195.93	*	68,190.33	*	65,195.93	*	68,190.33
All South Island	11	62,442.40	64,350.00	77,074.40	68,785.56	63,577.60	66,931.86	79,386.63	70,935.54	63,577.60	66,931.86	79,386.63	70,935.54	
Employee Nos	Other	0	-	-	-	-	-	-	-	-	-	-	-	-
	Up to 5	8	57,824.00	69,057.50	70,700.00	66,550.38	59,558.72	71,129.23	72,821.00	68,546.89	59,558.72	71,129.23	72,821.00	68,546.89
	6 to 20	9	64,350.00	66,560.00	72,800.00	69,794.42	66,280.50	68,916.80	75,344.00	72,123.81	66,280.50	68,916.80	75,344.00	72,123.81
	21 to 50	14	73,902.13	81,250.04	89,809.00	81,630.87	76,119.19	83,687.54	92,503.27	83,835.93	76,119.19	83,687.54	92,503.27	83,835.93
51 and above	26	71,005.50	75,956.50	80,758.00	77,924.59	72,604.74	78,610.20	83,287.98	80,337.09	72,604.74	78,610.20	86,862.56	80,526.53	

Benefits Summary	Bonus Actual / Incentive	Bonus Target / Incentive	Bonus Actual / Incentive as % of Base	Commission	Overtime	Call-out / Shift Allowance	Other Taxable / Cash Allowances	Phone Allowance	Medical Insurance	Superannuation	Life Insurance	Income Protection Insurance	Additional Leave	Car Park	Car Allowance	Motor Vehicle	Clubs / Prof Fees	Other Benefit	KiwiSaver
Percentage Receiving (%)	-	-	-	-	*	-	*	*	*	*	-	-	-	-	-	-	-	-	92.98
Median (\$)	-	-	-	-	*	-	*	*	*	*	-	-	-	-	-	-	-	-	2,253.26
Average (\$)	-	-	-	-	*	-	*	*	*	*	-	-	-	-	-	-	-	-	2,338.84

\* Amount not shown due to small sample size

Technician 2

AS28

**Position Summary**

Undertakes assignments related to the installation, maintenance and operation of lighting, sound, audio-visual equipment, and sets based on a plan/design.

SP Grade	9 - 11
SP10 Points	236 - 312
SP Band	D - E

Alternative titles: Operator including Camera, Sound, Lighting

Total Sample			Base Salary				Fixed Remuneration				Total Remuneration			
# Orgs	# Jobs		LQ	Med	UQ	Ave	LQ	Med	UQ	Ave	LQ	Med	UQ	Ave
10	21		67,000.00	74,112.00	75,770.00	71,089.44	67,600.00	76,335.36	78,043.10	72,721.81	67,600.00	76,335.36	78,043.10	72,721.81
Excluding KiwiSaver			67,000.00	74,112.00	75,770.00	71,089.44	67,000.00	74,112.00	75,770.00	71,089.44	67,000.00	74,112.00	75,770.00	71,089.44
Excluding KiwiSaver FBT			67,000.00	74,112.00	75,770.00	71,089.44	67,000.00	74,112.00	75,770.00	71,089.44	67,000.00	74,112.00	75,770.00	71,089.44
Region	Other	0	-	-	-	-	-	-	-	-	-	-	-	-
	Auckland Metropolitan	7	67,300.00	67,600.00	71,240.00	68,384.29	67,600.00	69,010.00	72,285.20	69,544.39	67,600.00	69,010.00	72,285.20	69,544.39
	Wellington Metropolitan	8	*	*	*	*	*	*	*	*	*	*	*	*
	Other North Island	3	*	*	*	*	*	*	*	*	*	*	*	*
	South Island Metropolitan	1	*	*	*	*	*	*	*	*	*	*	*	*
All South Island	3	*	*	*	*	*	*	*	*	*	*	*	*	
Employee Nos	Other	0	-	-	-	-	-	-	-	-	-	-	-	-
	Up to 5	1	*	*	*	*	*	*	*	*	*	*	*	*
	6 to 20	5	*	67,600.00	*	64,064.00	*	67,600.00	*	64,737.92	*	67,600.00	*	64,737.92
	21 to 50	5	*	75,024.99	*	73,154.79	*	77,275.74	*	74,496.16	*	77,275.74	*	74,496.16
	51 and above	10	74,158.38	74,653.00	76,003.63	74,483.95	76,383.13	76,892.59	78,283.73	76,718.47	76,383.13	76,892.59	78,283.73	76,718.47

Benefits Summary	Bonus Actual / Incentive	Bonus Target / Incentive	Bonus Actual / Incentive as % of Base	Commission	Overtime	Call-out / Shift Allowance	Other Taxable / Cash Allowances	Phone Allowance	Medical Insurance	Superannuation	Life Insurance	Income Protection Insurance	Additional Leave	Car Park	Car Allowance	Motor Vehicle	Clubs / Prof Fees	Other Benefit	KiwiSaver
Percentage Receiving (%)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	77.27
Median (\$)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,234.49
Average (\$)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,156.12

\* Amount not shown due to small sample size