

New Zealand remuneration trends

Market movements

Same incumbent movements

When reviewing executive salaries, it is important to be aware of the magnitude of salary increases being awarded to individual executives in your own sector and use these as a benchmark.

Same incumbent movements are calculated from the movements in annual base salary, total employment cost and annual fixed remuneration + STI for individuals who remained in the same role and organisation over the previous year. Figure 1.1 illustrates the median increases observed across all organisations.

