



NEW ZEALAND FOOD INDUSTRY SALARY SURVEY 2023

NZIFST Member Report

Technical
Quality
Health & Safety

Supply Chain
Procurement
Logistics

Manufacturing
Operations
Engineering



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Our survey partners



Established in 1991, Lawson Williams focused from day one on delivering specialist recruitment to New Zealand businesses in Supply Chain, Procurement, Operations, Manufacturing, Technical, Quality, and Engineering.



The New Zealand Institute of Food Science and Technology (NZIFST) is the country's leading professional association representing people working in the food industry, or in related research and teaching, who apply science, technology and engineering to the processing, manufacture and distribution of foods.



NZPICS to deliver world-class supply chain and operations management programs to NZ Inc. It has been nationally recognized as the top performance-driven learning solutions bringing together process standards, performance benchmarks, learning systems and innovative delivery methods to create value for supply chain/operations management.



The New Zealand Food & Grocery Council is an industry association that represents the manufacturers and suppliers behind New Zealand's food, beverage, and grocery brands. It advocates on issues of concern and interest to the industry, and acts as a forum to discuss and pursue those issues.



Part 1

Individual Position Data 2023 - Food

Technical

Quality

Compliance

Laboratory

Environmental

Health & Safety

Process



Technical Manager

Remuneration Data

	Minimum	Lower Quartile	Median	Upper Quartile	Maximum
Base Salary					
2019	80000	101000	110000	128000	183403
2021	70000	107100	116517	149283	253650
2023	75000	120302	130000	193322	255505
% Change 2019-2021	-13%	6%	6%	17%	38%
% Change 2021-2023	7%	12%	12%	30%	1%

Product Development/Innovation Manager

Remuneration Data

	Minimum	Lower Quartile	Median	Upper Quartile	Maximum
Base Salary					
2019	70000	109500	118000	129667	203600
2021	62000	108630	120360	136307	207672
2023	63100	96873	126000	140000	226644
% Change 2019-2021	-11%	-1%	2%	5%	2%
% Change 2021-2023	2%	-11%	5%	3%	9%

Food/Product Development/R&D/Sensory - Technologist

Remuneration Data

	Minimum	Lower Quartile	Median	Upper Quartile	Maximum
Base Salary					
2019	48000	65000	72000	85638	110921
2021	48960	69054	78540	89838	150000
2023	57886	80000	87360	97250	140000
% Change 2019-2021	2%	6%	9%	5%	35%
% Change 2021-2023	18%	16%	11%	8%	-7%



Packaging Manager

Remuneration Data

	Minimum	Lower Quartile	Median	Upper Quartile	Maximum
Base Salary					
2019					
2021					
2023	93600	119750	122500	132000	174945
% Change 2019-2021					
% Change 2021-2023					

Packaging - Technologist/Engineer

Remuneration Data

	Minimum	Lower Quartile	Median	Upper Quartile	Maximum
Base Salary					
2019					
2021	69857	89145	98985	109144	116000
2023	70000	88683	105267	116086	122000
% Change 2019-2021					
% Change 2021-2023	0%	-1%	6%	6%	5%

Quality and/or Compliance - Manager

Remuneration Data

	Minimum	Lower Quartile	Median	Upper Quartile	Maximum
Base Salary					
2019	64000	80000	87750	99250	135000
2021	58252	86700	96900	122400	180000
2023	72000	94582	113000	136234	240638
% Change 2019-2021	-9%	8%	10%	23%	33%
% Change 2021-2023	24%	9%	17%	11%	34%



Quality Assurance –
Supervisor/Coordinator/Team Leader

Remuneration Data

	Minimum	Lower Quartile	Median	Upper Quartile	Maximum
Base Salary					
2019	35000	56000	64000	74975	125000
2021	35700	56775	64971	73578	127500
2023	50202	72538	78195	84200	145452
% Change 2019-2021	2%	1%	2%	-2%	2%
% Change 2021-2023	41%	28%	20%	14%	14%

Quality Assurance/Food Safety -
Officer/Technologist

Remuneration Data

	Minimum	Lower Quartile	Median	Upper Quartile	Maximum
Base Salary					
2019	35000	56000	64000	74975	125000
2021	35700	56775	64971	73578	127500
2023	50000	64500	70000	77309	102116
% Change 2019-2021	2%	1%	2%	-2%	2%
% Change 2021-2023	40%	14%	8%	5%	-20%

Quality Control - Officer/Technician

Remuneration Data

	Minimum	Lower Quartile	Median	Upper Quartile	Maximum
Base Salary					
2019	41600	51250	56000	69000	76000
2021	48960	56034	59670	66300	86700
2023	50960	56597	66500	74750	86421
% Change 2019-2021	18%	9%	7%	-4%	14%
% Change 2021-2023	4%	1%	11%	13%	0%



Laboratory Manager

Remuneration Data

	Minimum	Lower Quartile	Median	Upper Quartile	Maximum
Base Salary					
2019	60000	73250	80000	80825	92250
2021	61200	78000	81600	94095	116039
2023	122242	138459	138459	150000	176800
% Change 2019-2021	2%	6%	2%	16%	26%
% Change 2021-2023	100%	78%	70%	59%	52%

Laboratory Supervisor

Remuneration Data

	Minimum	Lower Quartile	Median	Upper Quartile	Maximum
Base Salary					
2019					
2021					
2023	82052	94840	101671	104239	104239
% Change 2019-2021					
% Change 2021-2023					

Laboratory - Technician/Analyst

Remuneration Data

	Minimum	Lower Quartile	Median	Upper Quartile	Maximum
Base Salary					
2019	48000	57500	59670	65000	85000
2021	48960	56034	59670	66300	86700
2023	42436	57060	61985	67200	113784
% Change 2019-2021	2%	-3%	0%	2%	2%
% Change 2021-2023	-13%	2%	4%	1%	31%



Environmental Manager

Remuneration Data

		Minimum	Lower Quartile	Median	Upper Quartile	Maximum
Base Salary						
	2019					
	2021					
	2023	100000	148000	149000	151000	191318
	% Change 2019-2021					
	% Change 2021-2023					

Environmental - Officer/Coordinator

Remuneration Data

		Minimum	Lower Quartile	Median	Upper Quartile	Maximum
Base Salary						
	2019					
	2021					
	2023	75600	94921	95085	95500	116175
	% Change 2019-2021					
	% Change 2021-2023					

Health & Safety Manager

Remuneration Data

		Minimum	Lower Quartile	Median	Upper Quartile	Maximum
Base Salary						
	2019	70854	111125	117250	123750	147900
	2021	67000	94211	117284	127500	179520
	2023	110000	120000	126250	133874	160000
	% Change 2019-2021	-5%	-15%	0%	3%	21%
	% Change 2021-2023	64%	27%	8%	5%	-11%



Health & Safety - Officer/Coordinator/Advisor

Remuneration Data

	Minimum	Lower Quartile	Median	Upper Quartile	Maximum
Base Salary					
2019					
2021	51000	65562	76297	85998	95507
2023	51072	77020	85000	98750	120000
% Change 2019-2021					
% Change 2021-2023	0%	17%	11%	15%	26%

Process Development Manager

Remuneration Data

	Minimum	Lower Quartile	Median	Upper Quartile	Maximum
Base Salary					
2019					
2021	70000	94951	112727	122051	176000
2023	96873	99218	117875	138063	145000
% Change 2019-2021					
% Change 2021-2023	38%	4%	5%	13%	-18%

Process - Technologist/Engineer

Remuneration Data

	Minimum	Lower Quartile	Median	Upper Quartile	Maximum
Base Salary					
2019	65000	75000	93000	98914	120000
2021	63501	74351	85000	97880	124000
2023	70000	82387	87180	99500	120000
% Change 2019-2021	-2%	-1%	-9%	-1%	3%
% Change 2021-2023	10%	11%	3%	2%	-3%





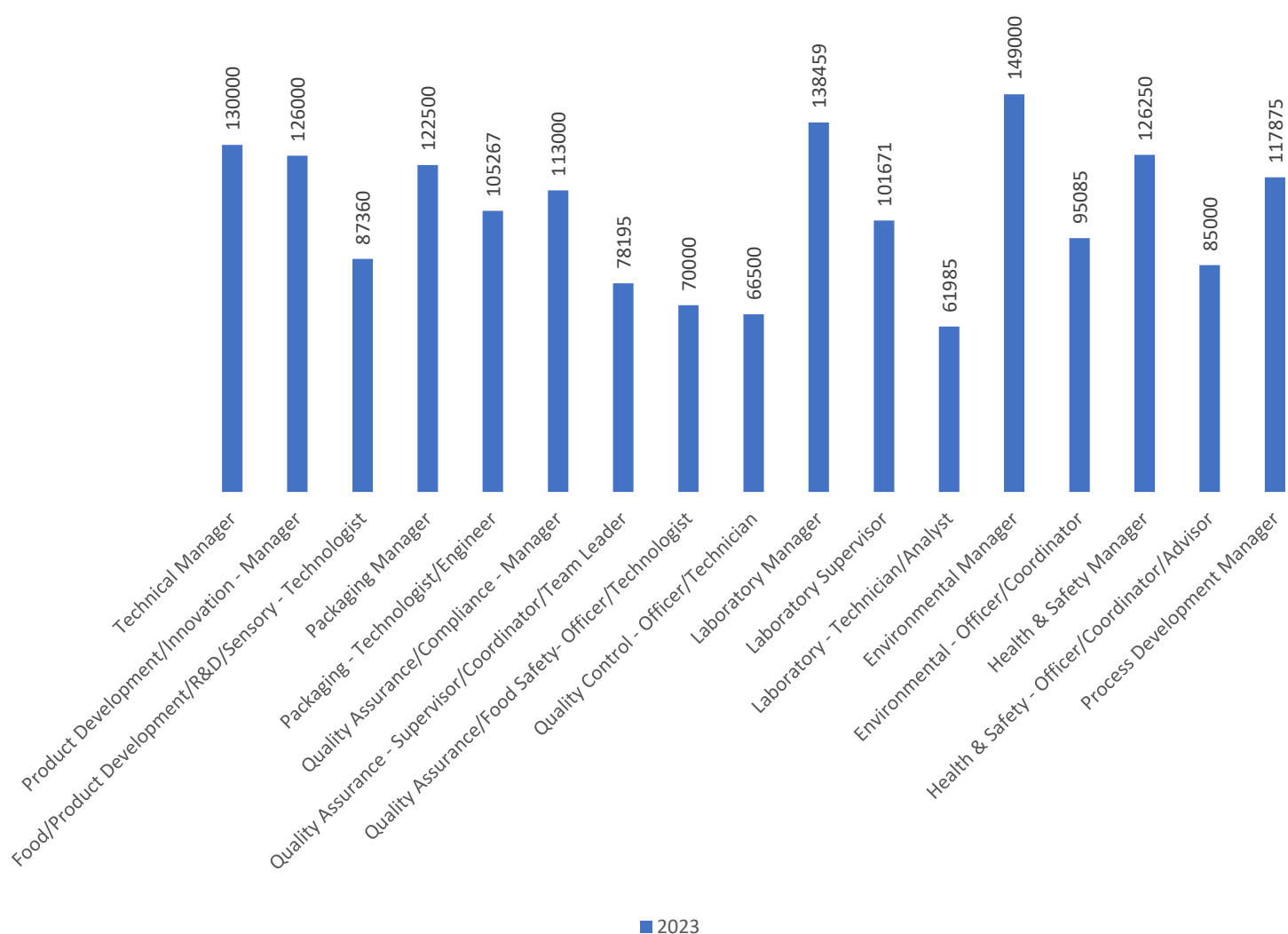
Part 2

General Survey Data 2023 - Food

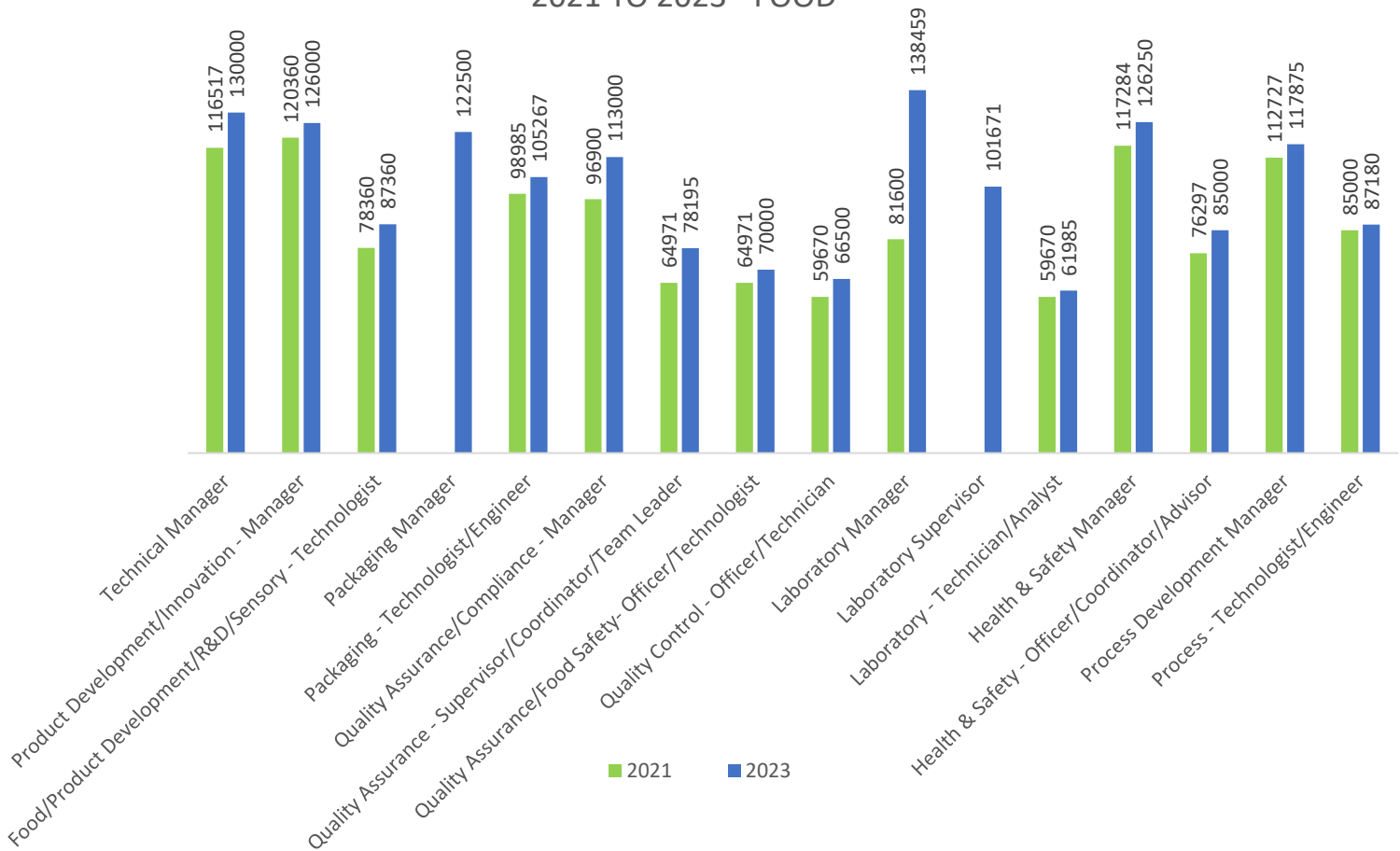


Median Salary data

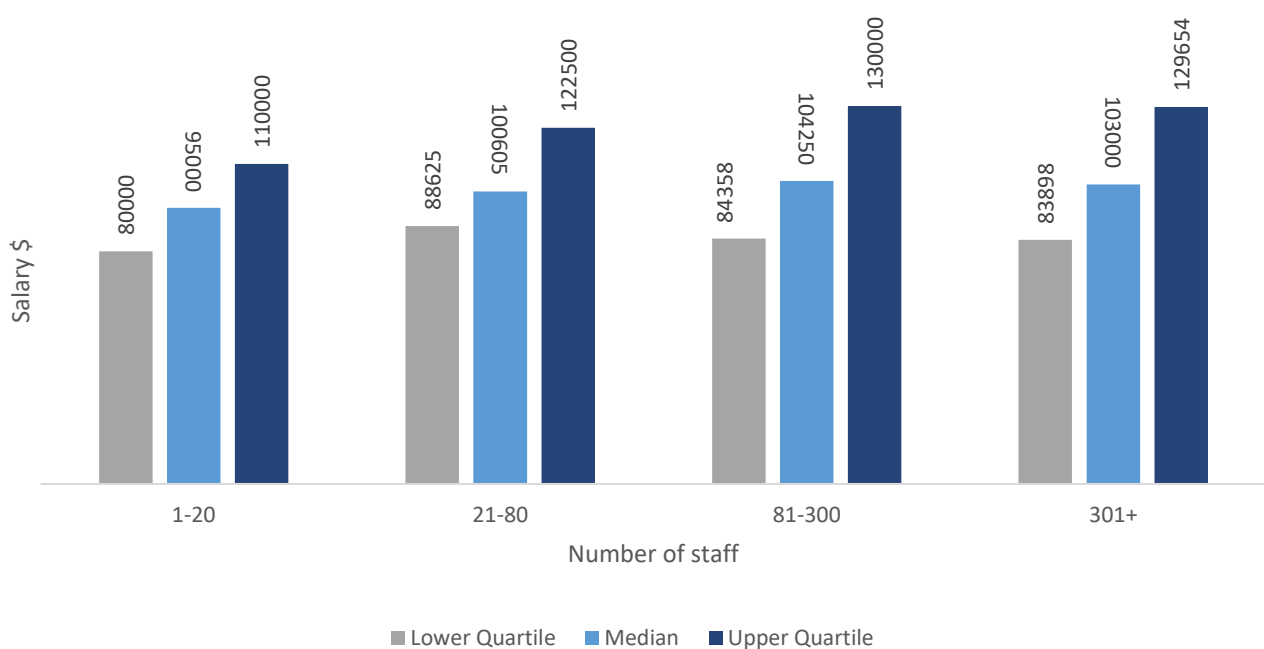
MEDIAN SALARY ALL POSITIONS 2023 - FOOD



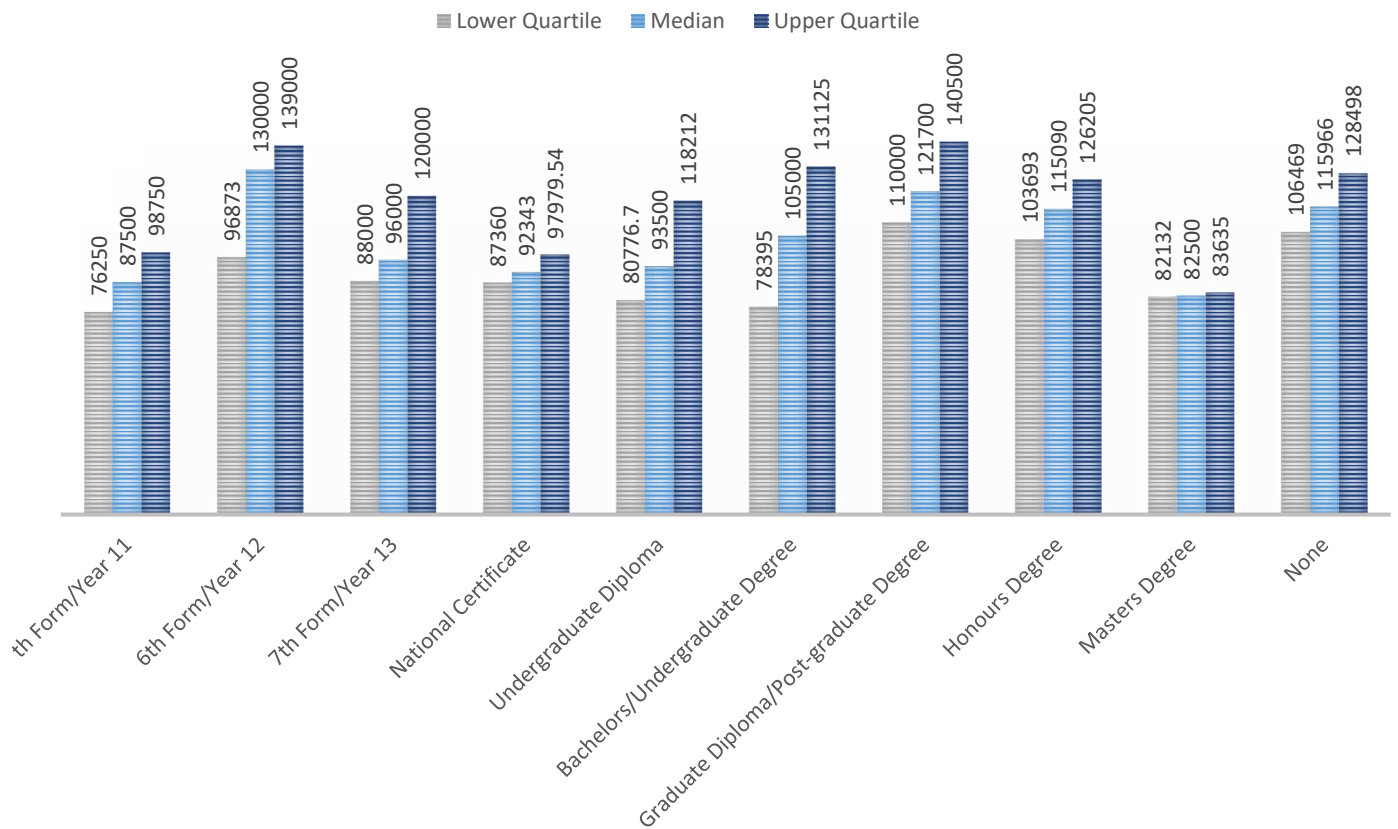
CHANGE IN MEDIAN SALARY ALL POSITIONS 2021 TO 2023 - FOOD



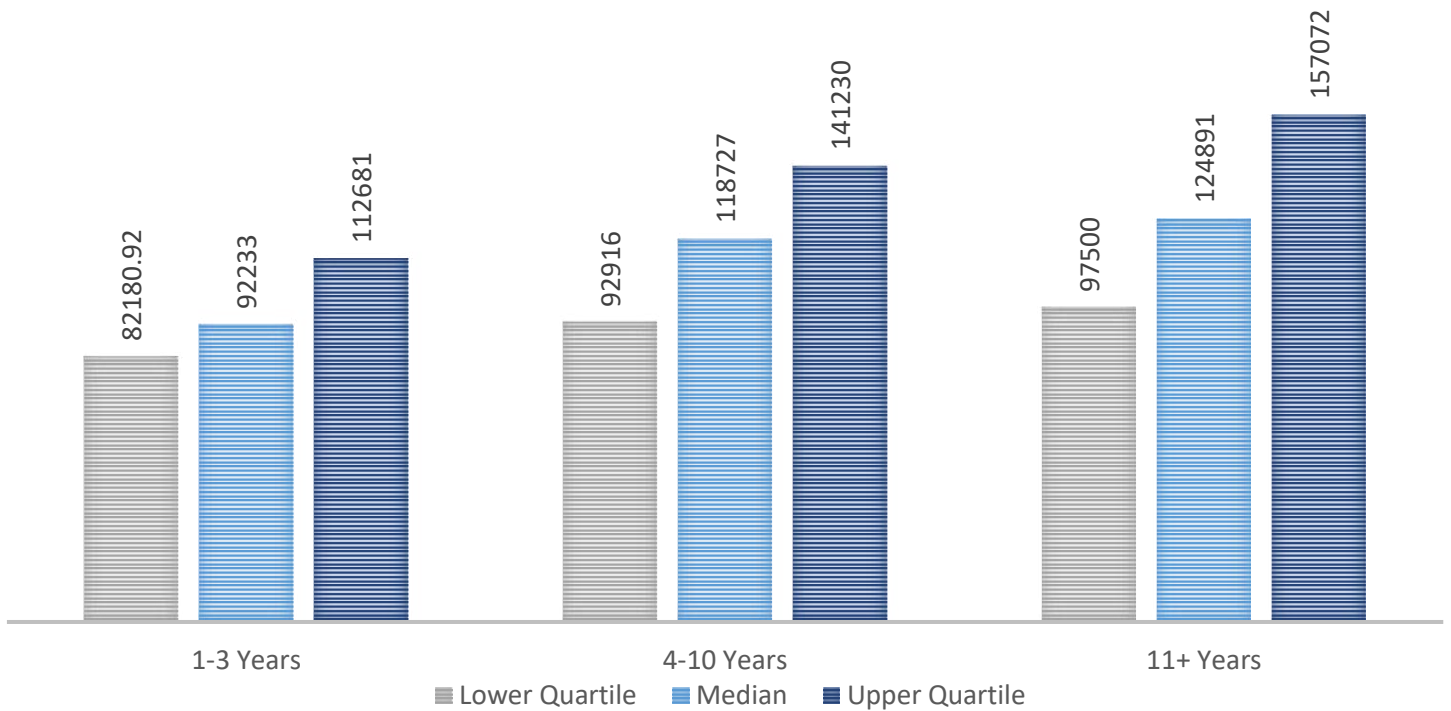
MEDIAN BASE SALARY BY NUMBER OF STAFF - FOOD



MEDIAN BASE SALARY BY QUALIFICATION 2023 - FOOD

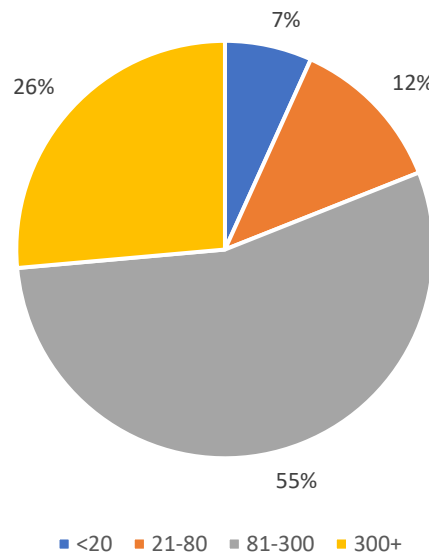


MEDIAN BASE SALARY BY YEARS OF EXPERIENCE 2023 - FOOD

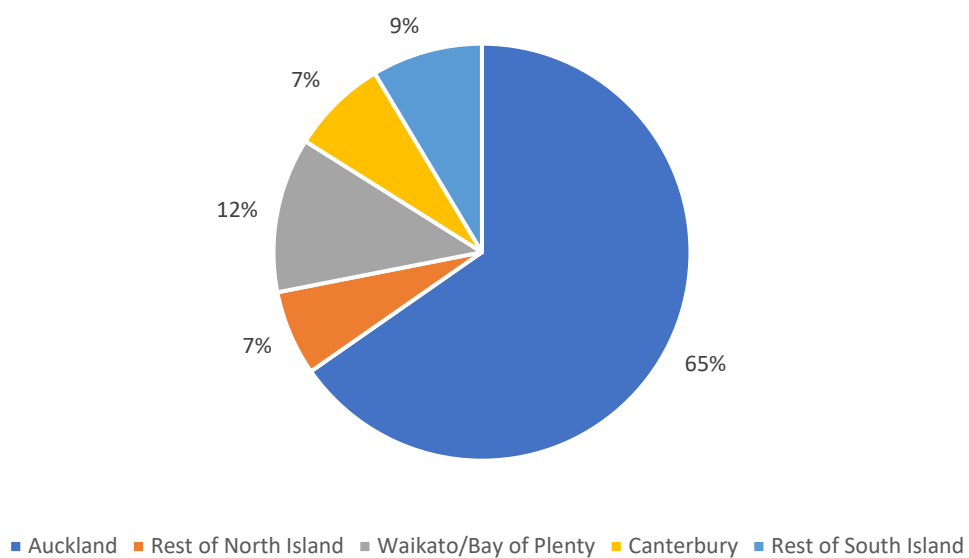


Participation Data

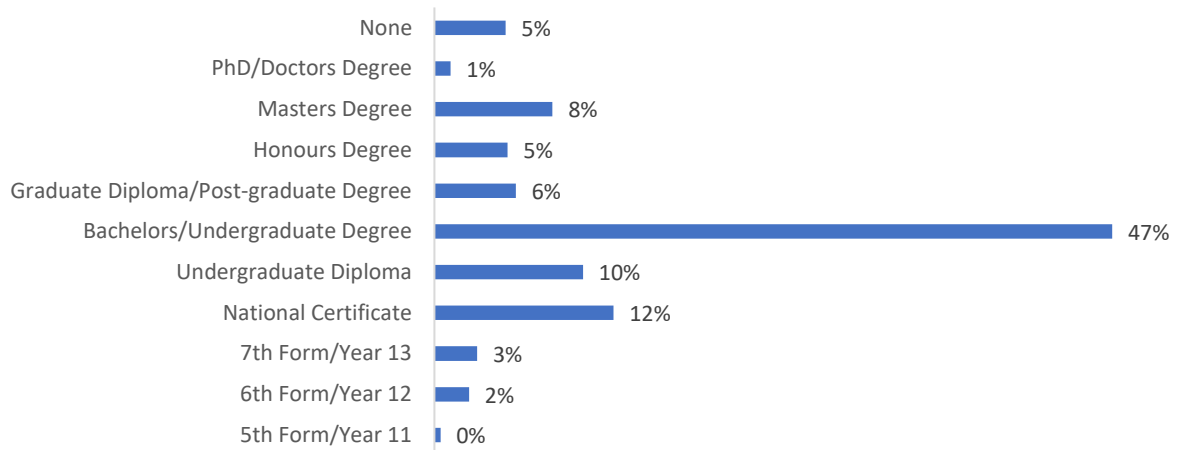
% OF PARTICIPANTS BY NUMBER OF STAFF 2023 - FOOD



% OF PARTICIPANTS BY LOCATION 2023 - FOOD



% OF PARTICIPANTS BY QUALIFICATION 2023 - FOOD



% OF PARTICIPANTS BY BUSINESS TYPE - FOOD

