

Farming Salaries 2021/22

Remuneration Summary Report



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Introduction and Executive Summary

Welcome to the 2022 Federated Farmers and Rabobank Farm Remuneration Report.

The report collates the results from the Remuneration survey conducted in late 2021 and early 2022, with survey respondents providing data on 2,206 positions.

Research First conducted the survey on behalf of Federated Farmers and Rabobank.

The information in the report relates to full time, part-time and casual employees.

The last Federated Farmers – Rabobank Remuneration report was released in mid-2020.

Comparison between the data in the 2020 report and the 2022 report should be made with the following in mind:

- The two year gap between reports
- The reduced access to international workers over this period due to COVID-19 border restrictions.

The information for employers and employees should be used as a benchmarking tool.

It should be noted remuneration and employee agreements should reflect the skills, experience, and the specific requirements of each role.



Andrew Hoggard

National President,
Federated Farmers of New Zealand



Bruce Weir

General Manager for Country Banking ,
Rabobank New Zealand



Remuneration Summary

The 2021/22 Remuneration survey shows substantial increases in employees' mean gross salaries and total package value (TPV) compared to the 2019/2020 survey.

This report contains more detailed information on each sector and position, including data on mean, median, quartile and TPV by the size of farm and region. Quartiles are a useful way to work out the pay level for new or experienced workers, where paying the average (mean) remuneration would not be suitable.

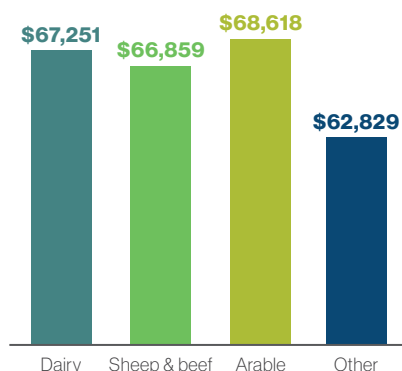
Summary of results

	Number of employees	Average TPV 2022	Average TPV 2020	Weighted Average Difference	Average Salary 2022	Average Salary 2020	Weighted Average Difference
Dairy	1,396	\$ 67,251	\$ 57,126	15%	\$ 64,658	\$ 54,656	15%
Sheep/Beef	546	\$ 66,859	\$ 55,568	14%	\$ 62,352	\$ 52,178	14%
Arable	150	\$ 68,618	\$ 58,800	7%	\$ 65,498	\$ 56,302	8%
Other	114	\$ 62,829	\$ 61,288	3%	\$ 60,537	\$ 59,201	2%
Total	2,206	\$ 67,018	\$ 57,120	13%	\$ 63,931	\$ 54,419	14%

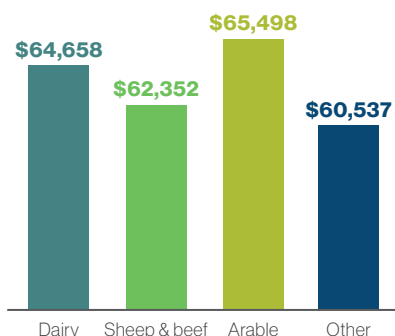
	Number of employees	Average TPV 2022	Average TPV 2020	Difference	Average Salary 2022	Average Salary 2020	Difference
Dairy Farm Assistant	636	\$ 56,232	\$ 48,584	16%	\$ 54,577	\$ 46,829	17%
Dairy Assistant Manager	210	\$ 68,994	\$ 62,317	11%	\$ 65,840	\$ 59,778	10%
Dairy Herd Manager	304	\$ 70,011	\$ 60,395	16%	\$ 67,438	\$ 57,625	17%
Dairy Farm Manager	207	\$ 87,686	\$ 78,572	12%	\$ 83,060	\$ 73,778	13%
Dairy Operations Manager	39	\$ 107,593	\$ 85,986	25%	\$ 103,344	\$ 81,560	27%
Sheep/Beef General Hand	144	\$ 55,225	\$ 47,934	15%	\$ 53,351	\$ 45,944	16%
Sheep/Beef Shepherd	153	\$ 59,665	\$ 52,623	13%	\$ 56,413	\$ 49,402	14%
Sheep/Beef Head Shepherd	71	\$ 68,299	\$ 60,091	14%	\$ 62,858	\$ 55,718	13%
Sheep/Beef Head Stock Manager	88	\$ 78,076	\$ 66,377	18%	\$ 72,322	\$ 61,247	18%
Sheep/Beef Head Farm Manager	90	\$ 85,598	\$ 77,460	11%	\$ 76,700	\$ 70,735	8%
Arable Tractor/Machinery Driver	31	\$ 56,473	\$ 53,369	6%	\$ 53,789	\$ 51,770	4%
Arable Senior Tractor/Machinery Driver	94	\$ 68,873	\$ 65,269	6%	\$ 65,819	\$ 62,224	6%
Arable Farm Manager	25	\$ 82,721	\$ 72,079	15%	\$ 78,810	\$ 65,651	20%

Overall summary

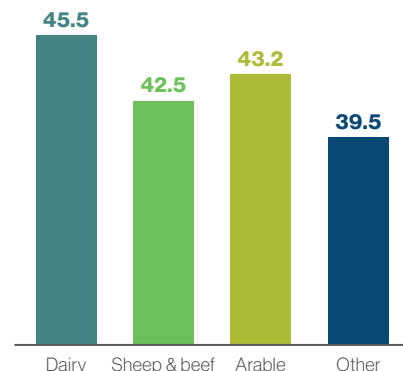
Average total package value (TPV)



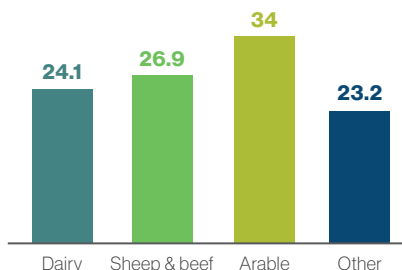
Average salary (mean)¹



Average hours / week (permanent)²



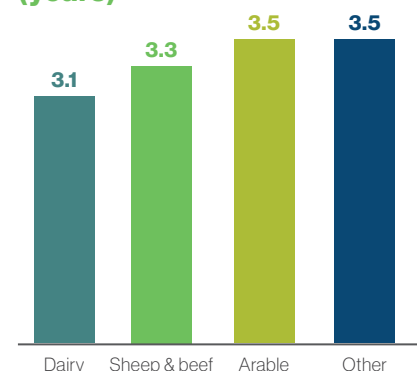
Average hours / week (casual)²



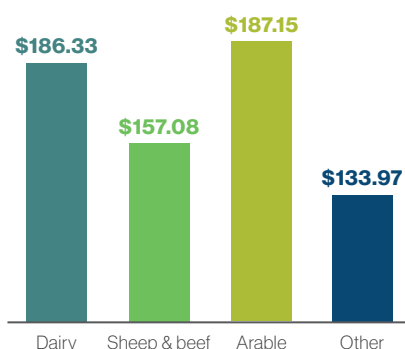
Mean / hour (excluding non-cash benefits)



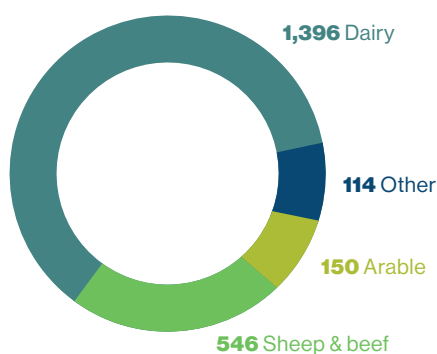
Average length of service (years)



Average accommodation cost per week



Employees



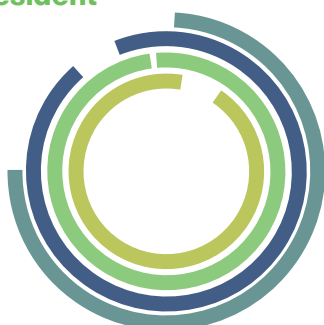
Accommodation provision

75% Dairy
61% Sheep & beef
41% Arable
34% Other



New Zealand citizen/ permanent resident

75% Dairy
99% Sheep & beef
97% Arable
94% Other



¹ salary refers to remuneration made as a fixed amount per pay period (salary) and paid by the hour (wage)

² includes part-time and full-time employees (based on 52 weeks per year)

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Survey approach

This section outlines the research approach undertaken for this Federated Farmers Remuneration (REM) Survey iteration. The survey was completed for Federated Farmers by Research First, New Zealand's leading agricultural market research company.

Research target group

The target audience for this research was all farmers who have employees. The sample was drawn from Federated Farmers, DairyNZ, Dairy Holdings Limited (DH), Foundation for Arable Research (FAR), Rabobank, and Beef and Lamb (B&L) members.

Data collection and achieved sample size

An online survey link was sent to all Federated Farmers members, either via an email introduction or a postcard to those who did not have an updated email address. Open survey links were advertised by Federated Farmers, DairyNZ, DH, FAR, B&L and Rabobank through their social media channels. In total, 729 farm employers responded to the survey as follows:

The initial personalised email was sent out to all Federated Farmers members with active email addresses on 2 November 2021. In addition, two reminders were sent out to farmers who had not responded to encourage participation. Federated Farmers also sent out reminders in their weekly Friday Flash newsletter that included an open survey link. The survey was open until 26 January 2022. An incentive prize draw for multiple voucher prizes was included to encourage participation.

In total, 729 farm employers completed the remuneration survey. Because up to five employees could be reported on, the total number of individual employees represent 2,206 unique and anonymised employees.

Overall response rate

In total, 44 percent (n=316) of those who opened the personalised email invitation sent to Federated Farmers members completed the survey. A further 8% (n=126) were screened out because they did not have employees, and a further 39 percent (n=281) failed to complete the survey. Of those who failed to complete the survey, 31 percent (n=86) did not progress further than the opening page.

The open link advertised by Federated Farmers received n=309 completions from 1,564 respondents who entered the survey, which equates to a 20 percent completion rate. Most non-completions (n=1,109) did not progress past the opening page (n=866; 58 percent). Nine percent (n=146) were screened out because they did not have employees.

Analytical approach

Data cleaning was employed because of the complexity of the subject matter and the wide variety of employment and payment situations; it was impossible to obtain usable data for every employee. In addition, this process enabled salary responses to be standardised to reduce ambiguity.

Data cleaning process

Data checking

To improve the data quality, all employers were shown a Total Package Value (TPV) summed amount near the end of the survey. This step was followed by a prompt offering the opportunity to adjust their figures if necessary. The gross taxable income and TPV amounts were used in the data cleaning process as a reference for further data checks.

As outlined below, during the subsequent data cleaning stage within Research First, several other assumptions and judgment decisions were necessary to increase data accuracy.

Calculation of gross taxable income

The hours for all employees were standardised to 40 hours per week (for those working 29 hours or below) or using the hours provided for each employee (if they worked 30 hours and over). The gross taxable income was calculated using either salary payments (weekly, fortnightly, or monthly) or hourly rates. The salary was standardised to 52 weeks. A taxable income was generated using the standardised hours. This income was then compared to the amount entered into the survey by the employers. This step was necessary because some farmers reported pro-rata amounts.

Salaried employees

The hourly rate was calculated based on the calculated gross taxable income, divided by the number of hours worked as outlined above. This rate was compared to the reference gross taxable amount entered by the employer.

Hourly rate employees

The gross taxable income was calculated using standardised hours (as explained above) based on a 52-week year. This rate was compared to the reference gross taxable income entered by the employer.

All employees

- If the calculated hourly rate was less than \$16 per hour or more than \$120 per hour, without a logical explanation for why the respondent was removed from the analysis. This equated to n=6 individual employees.
- A further n=12 individual employee's data was removed due to missing income values.
- If the calculated gross income differed from the reference amount entered by the employer by over \$5,000, the calculated gross income was used for analysis. This method was used for employers who had entered pro-rata gross income amounts. For example, for employees who had only been employed for a short period (ranged from two weeks to 52 weeks, mean 38.3 weeks per year) or for those employed for a few hours per week (ranged from two hours to 65 hours per week, mean 40.8 hours per week).

Changes to the 2021/22 questionnaire

- The questions relating to staff training were removed.
- The question relating to employment contracts/agreements were removed.
- Employee job descriptions were updated for the Arable farm sector. Previously three job descriptions were offered (Grains Tractor/Machinery Driver; Senior Tractor/Machinery Driver and Farm Manager). In 2021/2022, these job descriptions were increased to include a Junior Machinery Operator, a Senior Machinery Operator, a Junior General Arable Farm Hand and a Senior General Arable Farm Hand. The position description for the Arable Farm Manager remained unchanged.
- Gross salary for fortnightly pay periods was added as an option alongside weekly and monthly pay cycles.
- The taxed and non-taxed benefits section was simplified to include gross amounts concerning annual bonuses and extras (phone, firewood, fuel, food, Kiwisaver). There was no distinction made between taxable and non-taxable benefits.
- Questions relating to satisfaction with employee performance were removed.
- Questions relating to Federated Farmers services and membership were removed.
- Farm-level questions relating to business changes as a direct result of COVID-19 and recruiting ability were added.
- Dairy farm employers were asked a series of questions relating to their dairy farm, ideal staff numbers and their recruiting new staff during the past year on behalf of DairyNZ.

Accommodation

Annual accommodation values were added to the TPV for those employees who received free accommodation as a non-cash benefit. Otherwise, it was assumed the accommodation was included in the calculated gross taxable amount.

Immigration New Zealand requirements for rates of pay have seen an increase in the accommodation component of the TPV in the dairy sector.

Annual bonus and extra payments

These amounts were not altered or reapportioned.

Salary and TPV outliers

Adult workers whose gross taxable income was under the minimum wage were excluded. This equated to n=6 employees (as mentioned above).

Key principles

Readers of this report need to understand the following principles to use this report effectively and reach accurate conclusions. First, Federated Farmers recommend that professional advice be sought before making any substantial changes to employee remuneration levels.

Hours of work components

Total days off: The total number of days off provided to employees will be made up of both paid and unpaid components as follow:

Scheduled leave: The regular unpaid weekends or days off that an employee receives.

Annual leave: Currently requires the provision of four normal working weeks of paid leave per annum.

Public holidays: Paid leave must be separate when expressing total days off.

Bereavement and **sick leave** are outside this component.

Please note that this calculation is broken down into permanent (FT) and casual workers when reviewing the average number of hours worked in a week.

Hourly rate

Hourly rates are calculated by dividing the gross taxable income by the actual number of hours worked. In doing this, an accurate value for hours worked is used and employers are advised to ensure this is the case before making any decisions about remuneration levels based on hourly rate data.

Remuneration components

Salary

Salary is defined as the gross taxable salary of the employee (excluding any bonuses and extra payments). The salary data reported is a mean or average value for all data sets within each role or category.

The average salary in the report was calculated so that any part-time workers were scaled up to a Full-time equivalent (FTE). Part-time workers were defined as those who work less than 30 hours a week (Statistics New Zealand defines full-time work as 30+ hours a week). This group's salary was divided by the number of hours worked and multiplied by 40 (chosen to represent a 40-hour standard working week).

Thus, the salary calculation for those who worked under 30 hours is:

$(\text{Annual salary} / \text{numbers of hours worked}) \times 40 = \text{FTE annual salary for a 40-hour week}$

Notional other benefits

Notional other benefits include survey participants' estimates of any other benefits they provide to their employees, including:

- Accommodation
- Power, phone, food, meat, milk, firewood
- Vehicle, transport private use
- Training, education
- KiwiSaver payments
- Production/performance bonuses
- Anything else.

Notional Total Package Value (TPV)

An employee's salary plus any other benefits equals their Total Package Value. Therefore, it is important that both employers and employees understand this concept and can identify its components.

Understanding and using the report

Information has been provided about key roles identified across the sector. All values presented in the reports are the mean or average values based on the data supplied from survey participants (employers).

Key issues to consider

- Have you accurately assessed your employee's role, and so, are you looking at the right data set?
- Do you clearly understand what each of the remuneration components means, and do you have an accurate picture of your situation?
- If your remuneration levels are significantly above or below the average, you need to consider if there are reasons for this.

Median and Mean

Median: The middle value of a set of values.

Mean: The average is calculated by adding up the collection of numbers and dividing by their count.

The median is a better indicator than the mean for measuring typical values. Outliers do not significantly change it. When a distribution is skewed, the median better describes the centre of the distribution than the mean.

Quartiles

The quartiles of a set of values divide the data set into four equal groups, each representing a fourth of the sampled population.

It would be best if you did not change remuneration levels based solely on this data without having first ensured you have an accurate picture of the actual remuneration components and hours worked on your property.

NOTE: Not all percentages add to 100% due to rounding.

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Dairy



The remuneration data shows a continued climb in the hourly rate for on-farm roles across the dairy sector as employers move to stay competitive in the market. The agricultural labour supply has been impacted by the low number of unemployed and the population clusters around urban centres. This shortfall of labour has traditionally been filled by accessing international workers on temporary visas but this was stopped by COVID-19 border restrictions.

The pay rates of the sector have also been impacted by the Immigration NZ requirements for minimum hourly rates at or above the median wage to be eligible for some lengths of visa for international workers. This has contributed to both an increase in hourly rates and greater value being placed on the accommodation component of the Total Package Value. Average reported hours for the sector fall below the International Labour Organisation recommended maximum standard working time of 48 hours per week.

2021/22 means

\$67,251

Total Package Value



\$10,125 increase
from 2020

\$64,657

Salary



\$10,001 increase
from 2020

\$27.23

Mean/hour excluding
non cash benefits

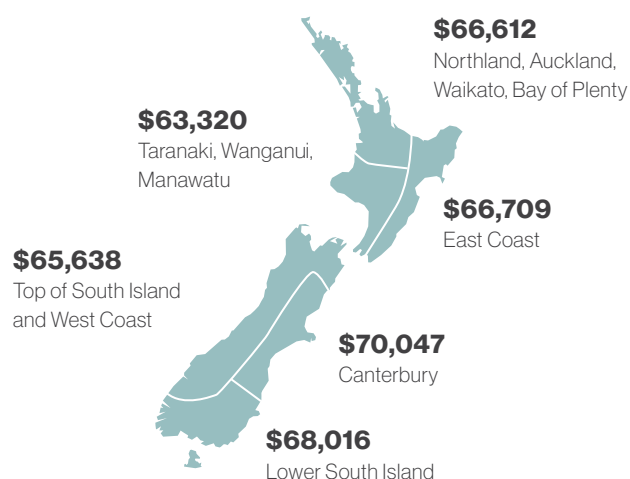
Average hours worked

- 45.5 hours - permanent
- 24 hours - casual

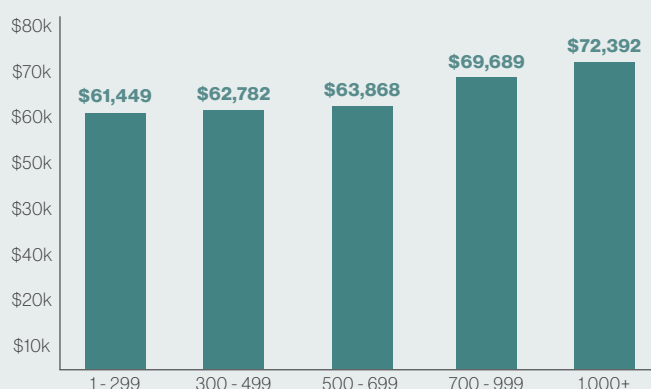
TPV Quartiles and Means

\$31,200	Minimum
\$55,240	1st Quartile
\$64,700	Median
\$74,717	3rd Quartile
\$239,000	Maximum

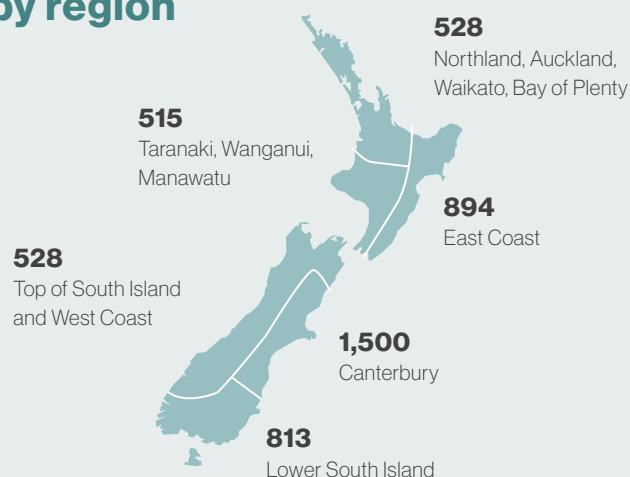
Mean TPV by region



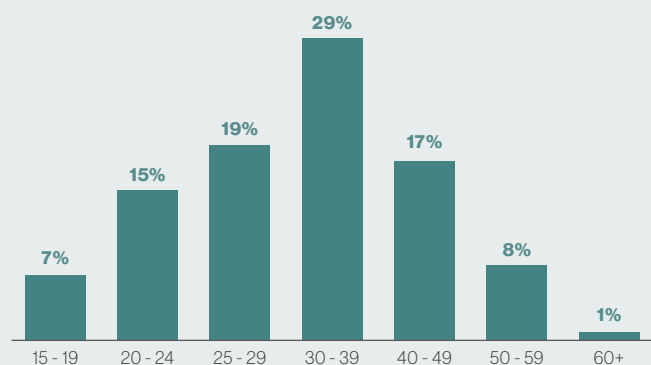
Mean TPV by herd size



Average herd size by region

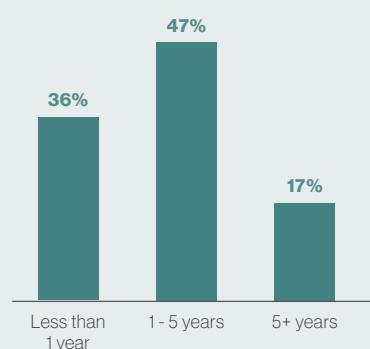


Age of employees



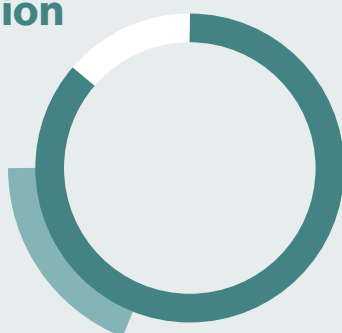
Length of employment

(Tenure with current employer)



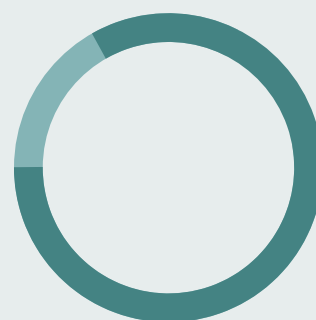
Accommodation provided

- 86% are permanent
- 19% are casual



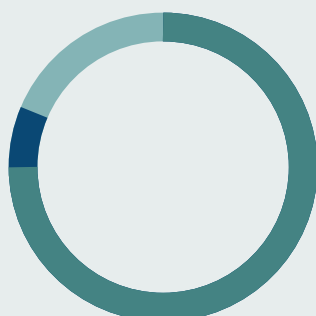
Employment status

- 83% are permanent
- 17% are casual



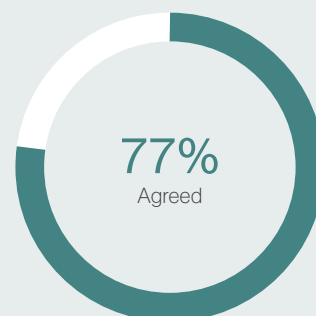
NZ citizen

- 75% NZ citizen/permanent resident
- 19% Temporary work visa
- 5% Working holiday visa



Finding staff

It is harder to find good employees now, than a year ago?



Farm Assistant

Someone completing tasks under direct supervision & with few areas of responsibility other than within the dairy shed.

2021/22 means

\$56,231

Total Package Value



\$7,647 increase
from 2020

\$54,576

Salary



\$7,747 increase
from 2020

\$24.05

Mean/hour excluding
non cash benefits

Average hours worked

- 43 hours - permanent
- 23.9 hours - casual

TPV Quartiles and Means

\$31,200

Minimum

\$49,957

1st Quartile

\$55,500

Median

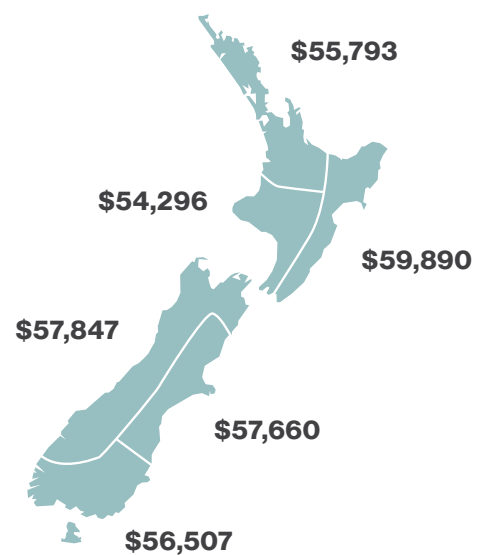
\$62,434

3rd Quartile

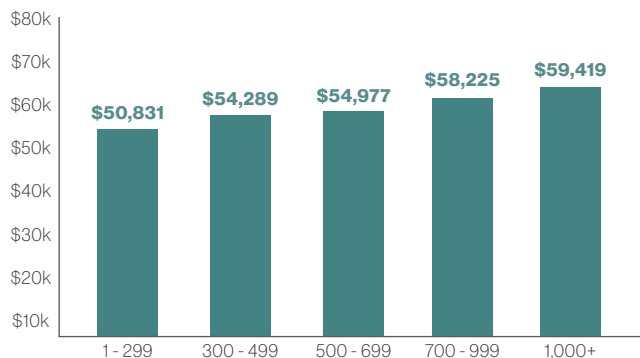
\$62,434

Maximum

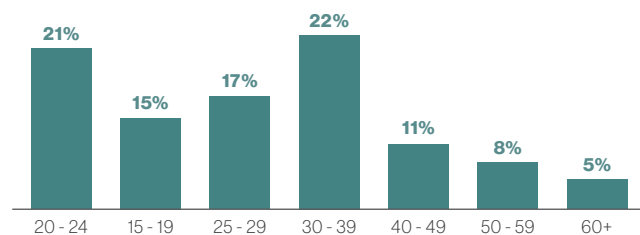
Mean TPV by region



Mean TPV by herd size

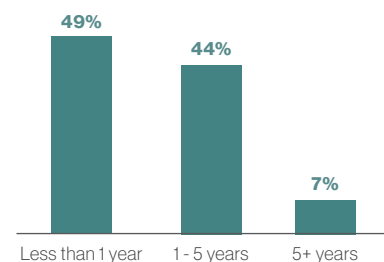


Age of employees



Length of employment

(Tenure with current employer)



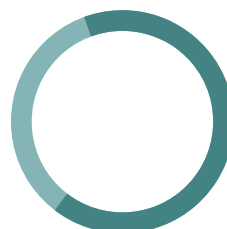
Accommodation provided

- 76% Permanent
- 18% Casual



Employment status

- 66% Permanent
- 34% Casual



NZ citizen

- 86% NZ citizen/permanent resident
- 9% Temporary work visa
- 5% Working holiday visa



Assistant Manager

Assists with the management of day-to-day activities linked to farm production. Helps implement farm policies and plans, including planning and staff management in the farm manager's absence.

2021/22 means

\$68,994

Total Package Value



\$6,677 increase
from 2020

\$65,839

Salary



\$6,061 increase
from 2020

\$27.10

Mean/hour excluding
non cash benefits

Average hours worked

- 46.9 hours - permanent
- 23.9 hours - casual

TPV Quartiles and Means

\$40,595

Minimum

\$62,400

1st Quartile

\$67,674

Median

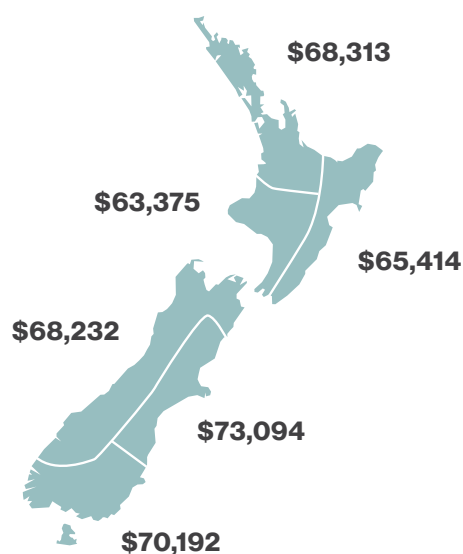
\$74,984

3rd Quartile

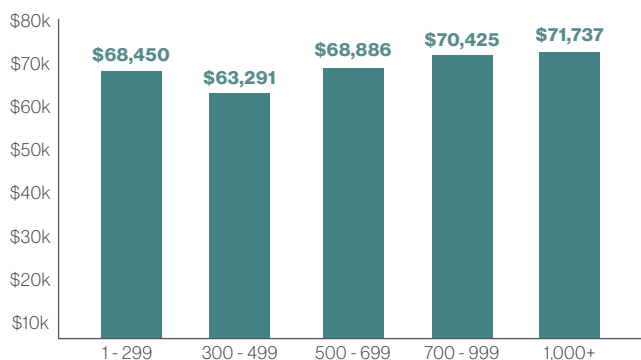
\$99,986

Maximum

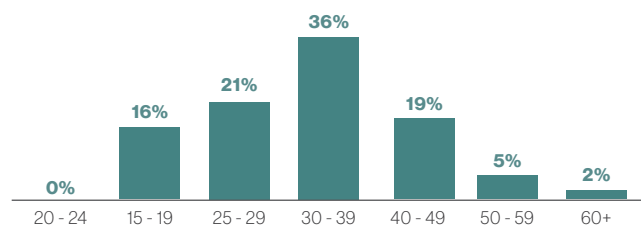
Mean TPV by region



Mean TPV by herd size

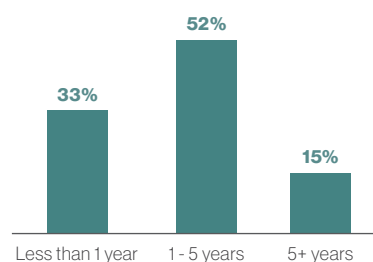


Age of employees



Length of employment

(Tenure with current employer)



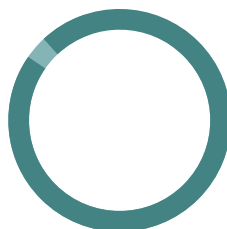
Accommodation provided

- 90% Permanent
- 71% Casual



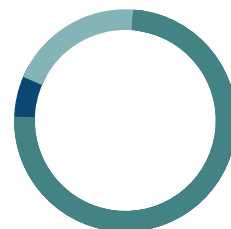
Employment status

- 97% Permanent
- 3% Casual



NZ citizen

- 64% NZ citizen/permanent resident
- 31% Temporary work visa
- 5% Work holiday visa




Herd Manager


Normally has a minimum of two years' experience and sound knowledge of identifying and treating animal health problems. Would have some responsibilities such as herd health and feeding, pasture management and assessment, with guidance from the Manager or Employer.

2021/22 means

\$70,011
Total Package Value

 **\$9,616 increase**
from 2020

\$67,437
Salary

 **\$9,812 increase**
from 2020

\$27.59

Mean/hour excluding
non cash benefits

Average hours worked

- 46.9 hours - permanent
- 24.7 hours - casual

TPV Quartiles and Means

\$41,548

Minimum

\$63,391

1st Quartile

\$69,090

Median

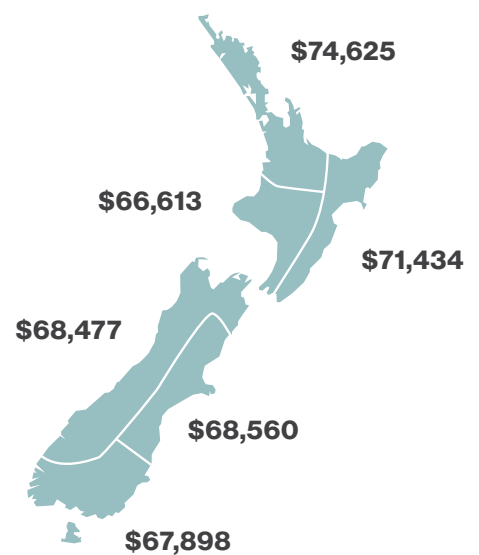
\$75,129

3rd Quartile

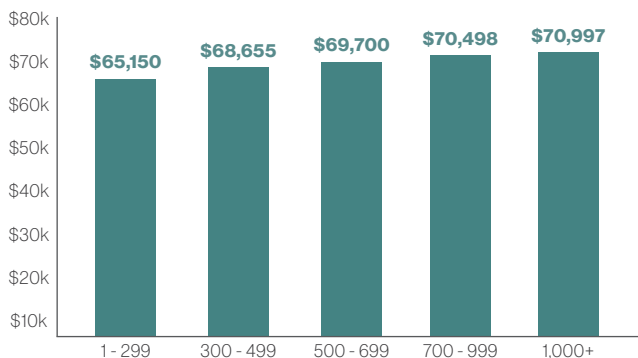
\$193,700

Maximum

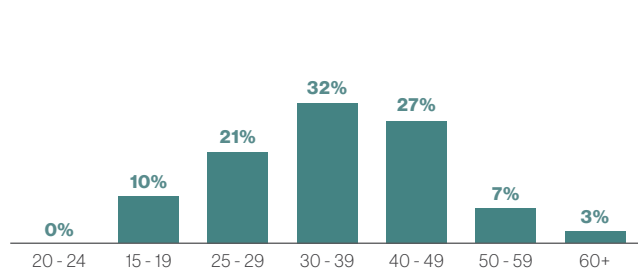
Mean TPV by region



Mean TPV by herd size

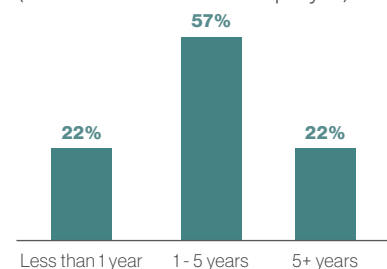


Age of employees



Length of employment

(Tenure with current employer)



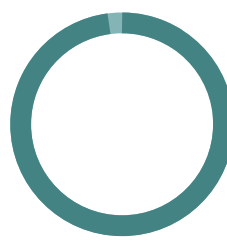
Accommodation provided

- 91% Permanent
- 14% Casual



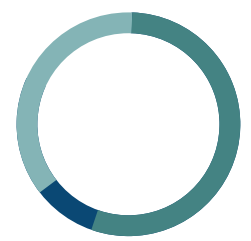
Employment status

- 98% Permanent
- 8% Casual



NZ citizen

- 56% NZ citizen/permanent resident
- 35% Temporary work visa
- 8% Working holiday visa



Farm Manager

Makes the weekly decisions on the farm and is in charge of achieving physical performance with little or no financial accountability.

2021/22 means

\$87,686

Total Package Value



\$9,114 increase
from 2020

\$83,059

Salary



\$9,281 increase
from 2020

\$33.59

Mean/hour excluding
non cash benefits

Average hours worked

- 47.7 hours - permanent
- 28 hours - casual

TPV Quartiles and Means

\$46,700

Minimum

\$76,496

1st Quartile

\$84,874

Median

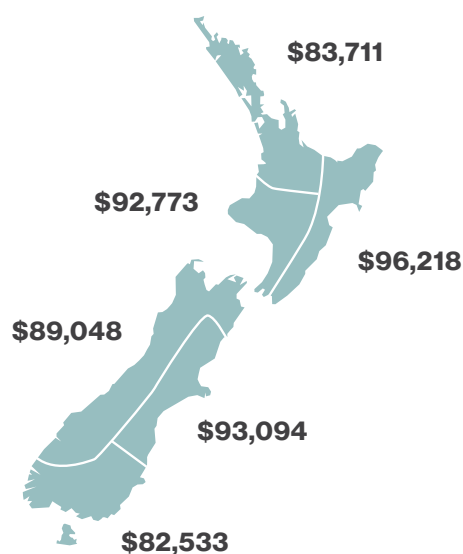
\$94,316

3rd Quartile

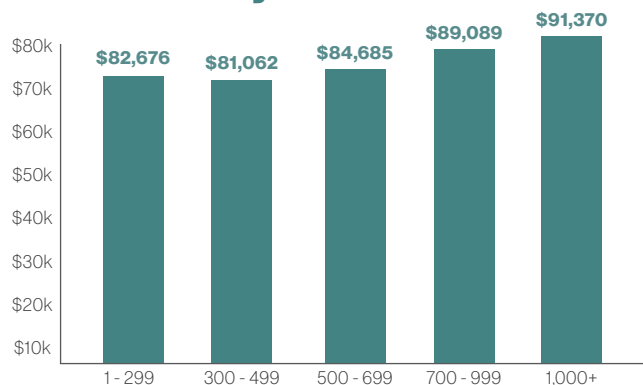
\$190,888

Maximum

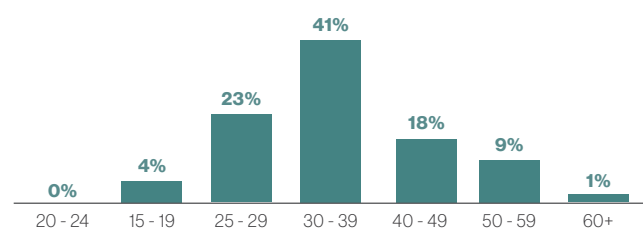
Mean TPV by region



Mean TPV by herd size

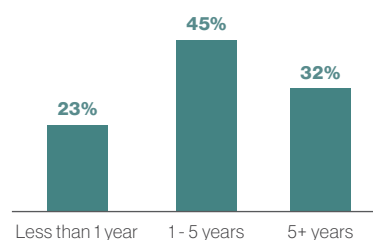


Age of employees



Length of employment

(Tenure with current employer)



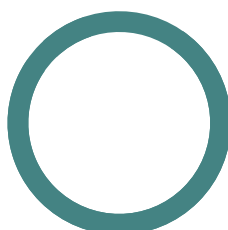
Accommodation provided

- 95% Permanent
- 0% Casual



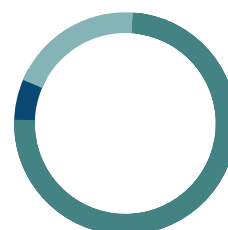
Employment status

- 100% Permanent
- 0% Casual



NZ citizen

- 72% NZ citizen/permanent resident
- 22% Temporary work visa
- 6% Work holiday visa



Operations Manager

Responsible for working within the farm's physical and financial budget, often negotiating with banks and farm supply companies. Manages all aspects regarding staff and sometimes does the GST return.

2021/22 means

\$107,593

Total Package Value



\$21,607 increase
from 2020

\$103,344

Salary



\$21,784 increase
from 2020

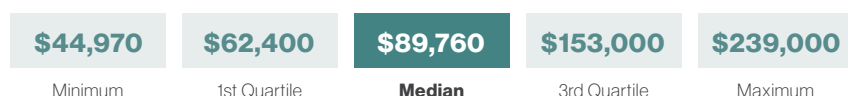
\$43.29

Mean/hour excluding
non cash benefits

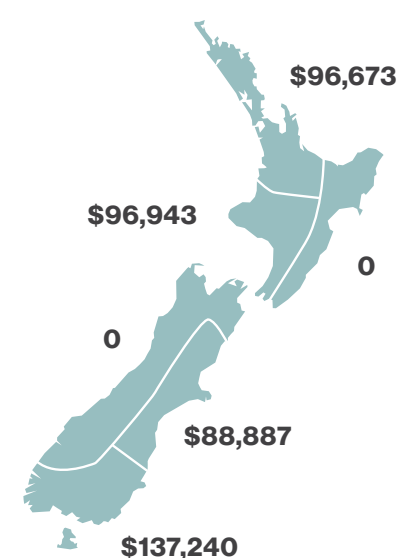
Average hours worked

- 44.5 hours - permanent
- 42.5 hours - casual

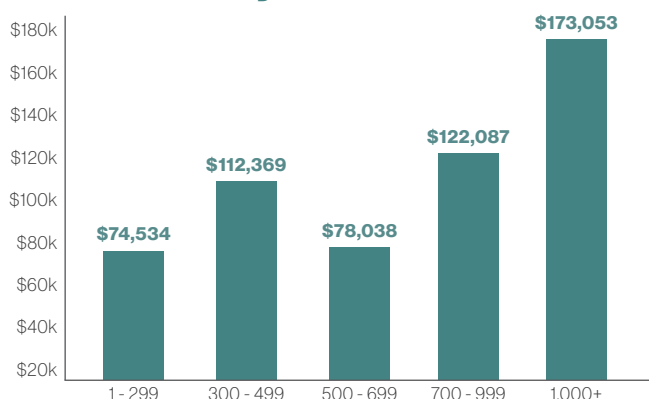
TPV Quartiles and Means



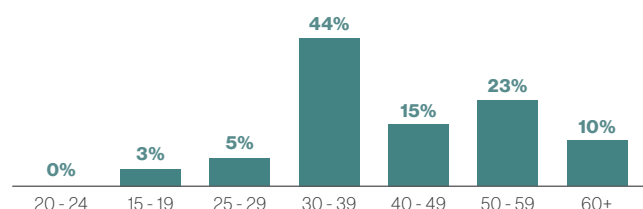
Mean TPV by region



Mean TPV by herd size

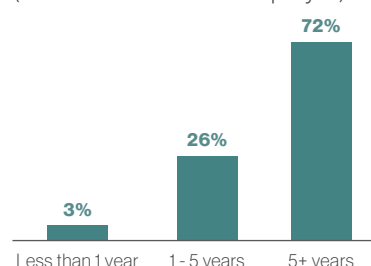


Age of employees



Length of employment

(Tenure with current employer)



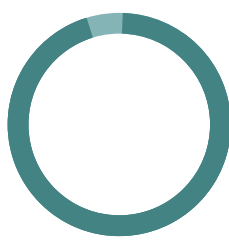
Accommodation provided

- 81% Permanent
- 100% Casual



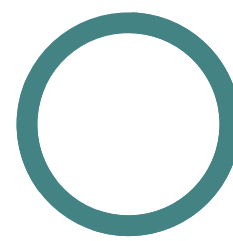
Employment status

- 95% Permanent
- 5% Casual



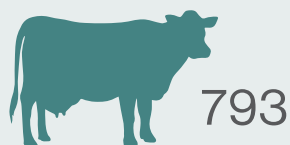
NZ citizen

- 100% NZ citizen/permanent resident
- 0% Temporary work visa
- 0% Working holiday visa

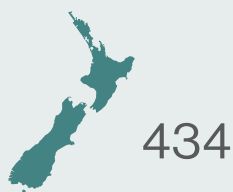


Other statistics

Average herd size



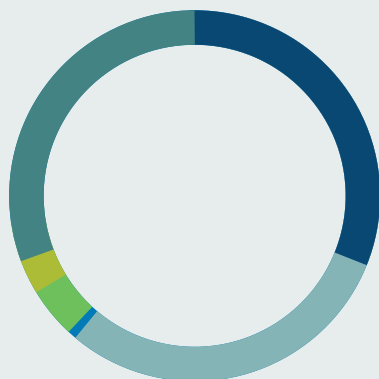
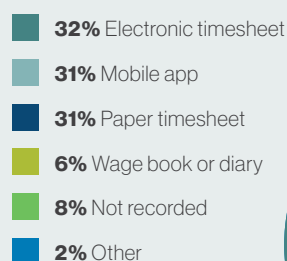
Number of farms



Average number of staff per farm

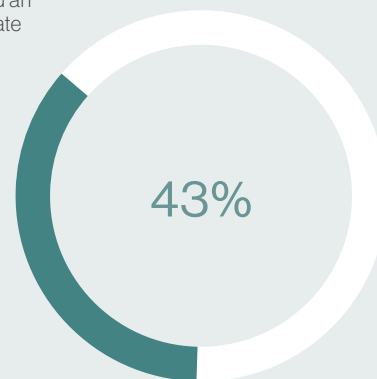


Timesheet method



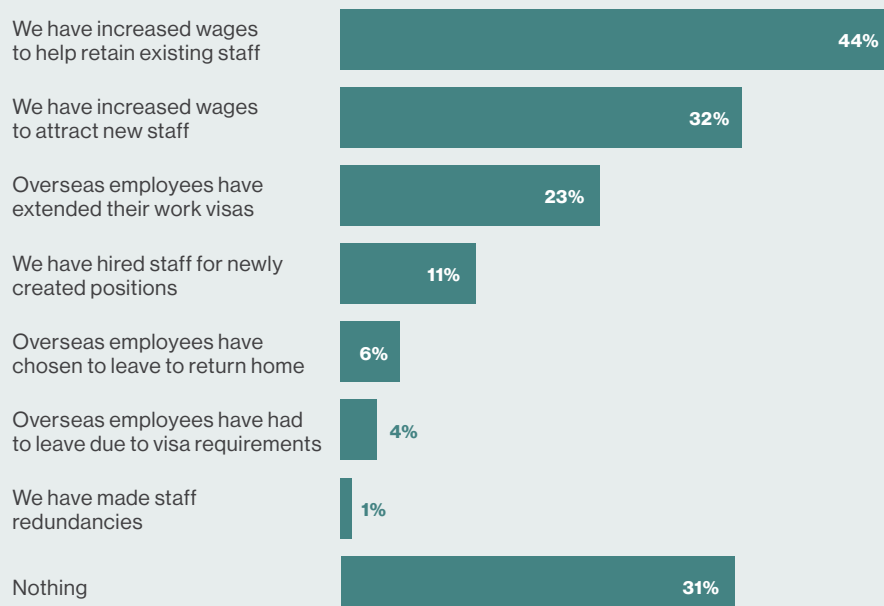
Work on public holidays

43% Works a normal day; is paid time and a half and provided an alternate day off at a later date



COVID-19 changes

Over the past year, which of the following are changes that have happened in your business as a direct result of COVID-19?



Shortfalls of labour have traditionally been filled by accessing international workers on temporary visas but this was stopped by COVID-19 border restrictions. The inability to access workers because of the COVID-19 border restrictions has placed pressure on the skilled labour supply for the industry.



Sheep & Beef

The remuneration data shows a continued climb in the hourly rate for on-farm roles across the sheep and beef sector as employers move to stay competitive in the market. The agricultural labour supply has been impacted by the low number of unemployed, competitive rates from other industries and the population clusters around urban centres.

The sector continues to predominantly employ New Zealanders, with the reduction in tertiary training institutions such as Taratahi in the Wairarapa impacting the pipeline of new employees into the sector. There are some sheep and beef specific entry level requirements such as owning working dogs and having a base level of farm knowledge for relatively junior roles. The accommodation component of the Total Package Value remains below market rates for the majority of roles in the sector. Average reported hours for the sector fall below the International Labour Organisation recommended maximum standard working time of 48 hours per week.

2021/22 means

\$66,858

Total Package Value



\$11,290 increase
from 2020

\$62,351

Salary



\$10,173 increase
from 2020

\$27.54

Mean/hour excluding
non cash benefits

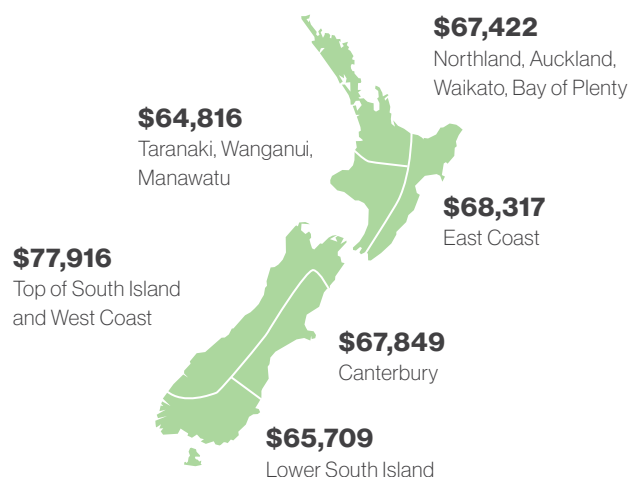
Average hours worked

- 42.5 hours - permanent
- 26.9 hours - casual

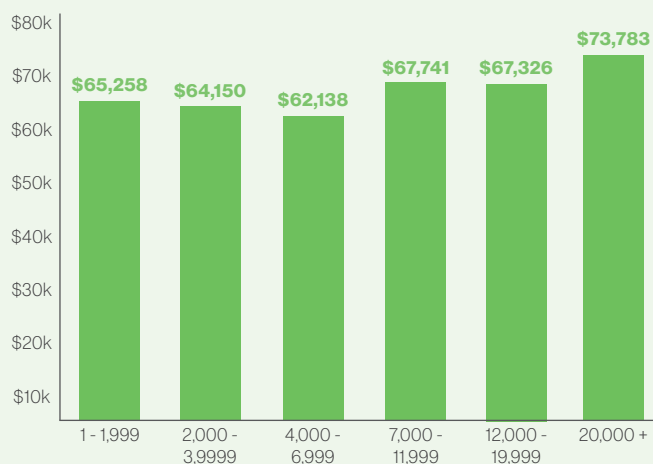
TPV Quartiles and Means

\$33,280	Minimum
\$53,780	1st Quartile
\$63,177	Median
\$74,984	3rd Quartile
\$149,360	Maximum

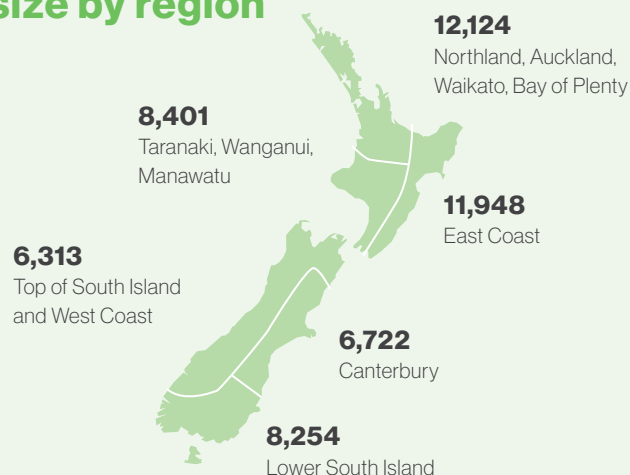
Mean TPV by region



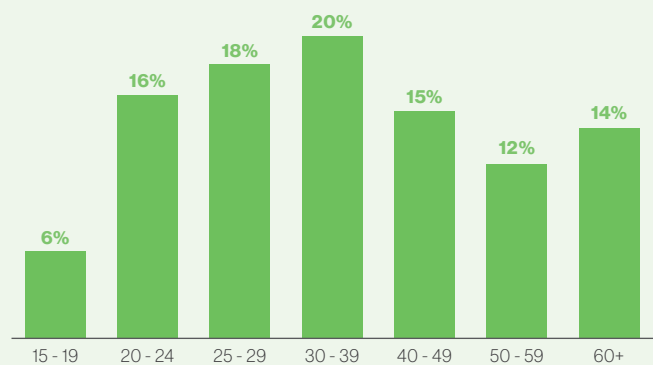
Mean TPV by flock/herd size



Average flock/herd size by region

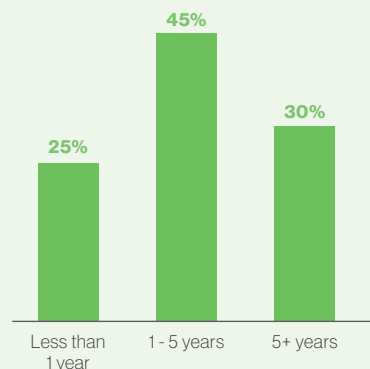


Age of employees



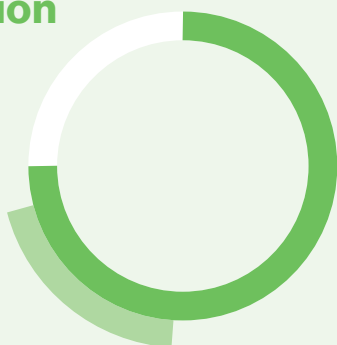
Length of employment

(Tenure with current employer)



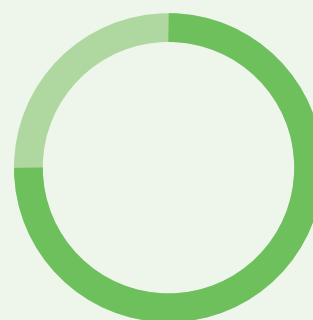
Accommodation provided

- 75% are permanent
- 20% are casual



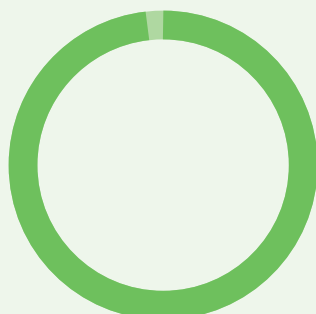
Employment status

- 75% are permanent
- 25% are casual



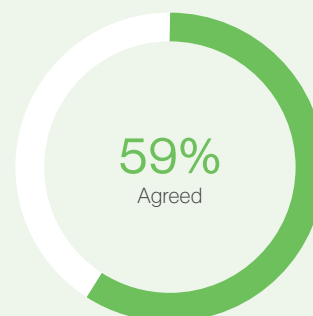
NZ citizen

- 99% NZ citizen/permanent resident
- 1% Temporary work visa



Finding staff

It is harder to find good employees now, than a year ago?



General Hand

Someone completing tasks under direct supervision.

2021/22 means

\$55,224

Total Package Value



\$7,290 increase
from 2020

\$53,351

Salary



\$7,407 increase
from 2020

\$25.10

Mean/hour excluding
non cash benefits

Average hours worked

- 39.7 hours - permanent
- 26.4 hours - casual

TPV Quartiles and Means

\$33,280

Minimum

\$47,840

1st Quartile

\$52,054

Median

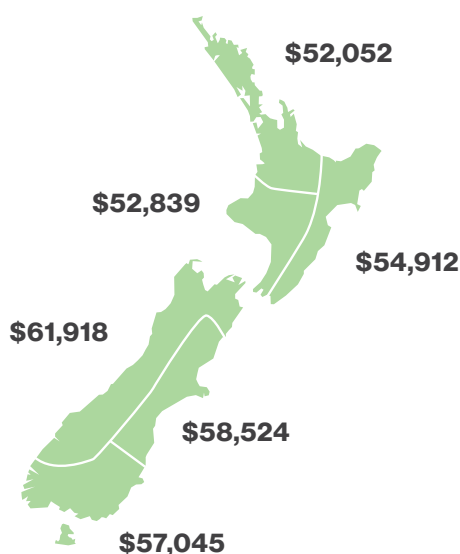
\$62,400

3rd Quartile

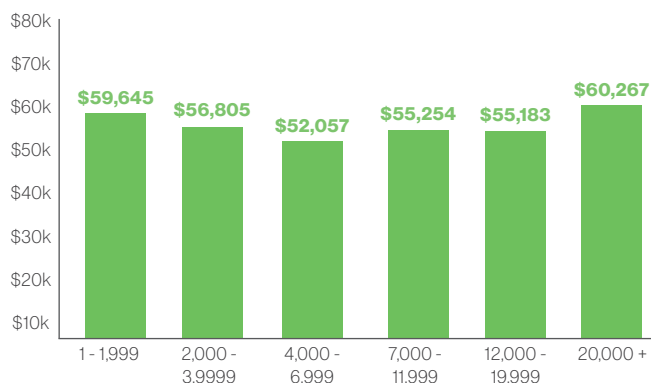
\$91,600

Maximum

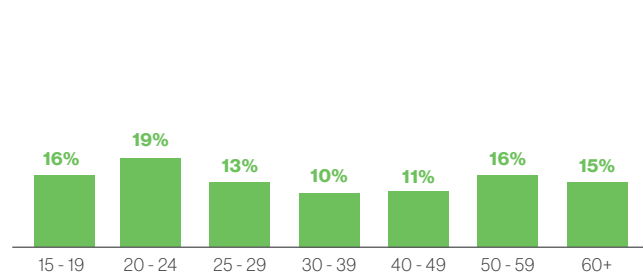
Mean TPV by region



Mean TPV by flock/herd size

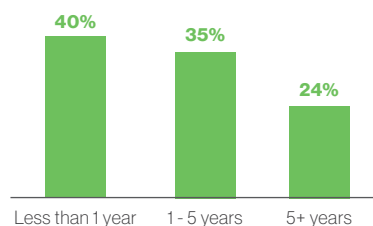


Age of employees



Length of employment

(Tenure with current employer)



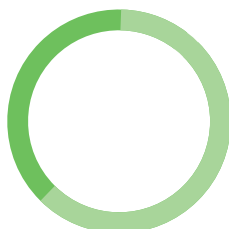
Accommodation provided

- 58% Permanent
- 19% Casual



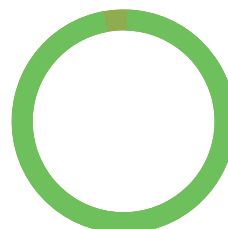
Employment status

- 37% Permanent
- 63% Casual



NZ citizen

- 99% NZ citizen/permanent resident
- 0% Temporary work visa
- 1% Working holiday visa



Shepherd

Capable of completing tasks without supervision. Has dogs and is able to shift stock competently.

2021/22 means

\$59,665

Total Package Value



\$7,042 increase
from 2020

\$56,412

Salary



\$7,010 increase
from 2020

\$25.78

Mean/hour excluding
non cash benefits

Average hours worked

- 40.5 hours - permanent
- 27 hours - casual

TPV Quartiles and Means

\$33,280

Minimum

\$52,680

1st Quartile

\$59,457

Median

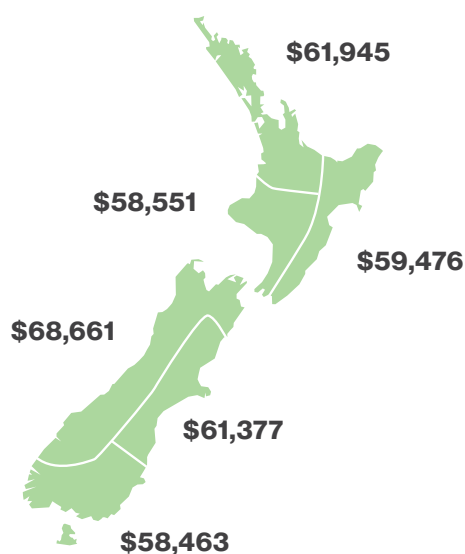
\$64,396

3rd Quartile

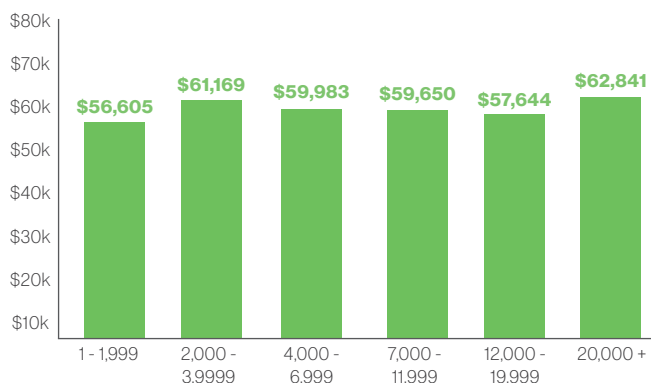
\$85,080

Maximum

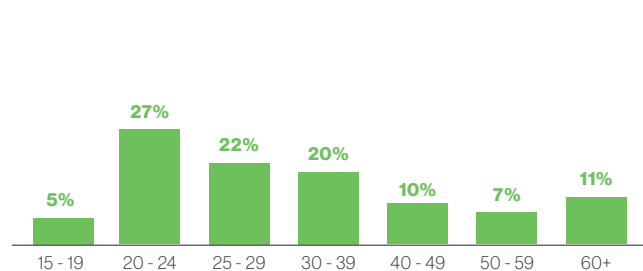
Mean TPV by region



Mean TPV by flock/herd size

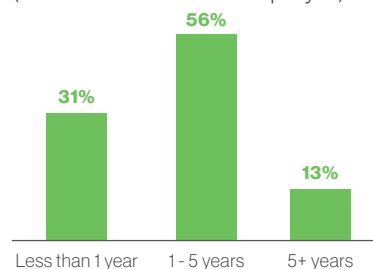


Age of employees



Length of employment

(Tenure with current employer)



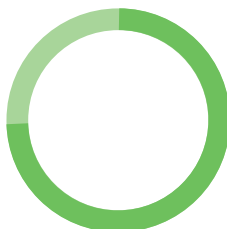
Accommodation provided

- 71% Permanent
- 23% Casual



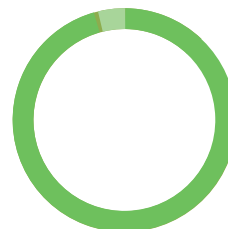
Employment status

- 75% Permanent
- 25% Casual



NZ citizen

- 96% NZ citizen/permanent resident
- 3% Temporary work visa
- 1% Working holiday visa



Head Shepherd

Will supervise other shepherd/s. Has a competent team of dogs and is contributing to stock decisions.

2021/22 means

\$68,298

Total Package Value



\$8,207 increase
from 2020

\$62,858

Salary



\$7,140 increase
from 2020

\$27.69

Mean/hour excluding
non cash benefits

Average hours worked

- 43.1 hours - permanent
- 33.8 hours - casual

TPV Quartiles and Means

\$43,545

Minimum

\$62,000

1st Quartile

\$67,920

Median

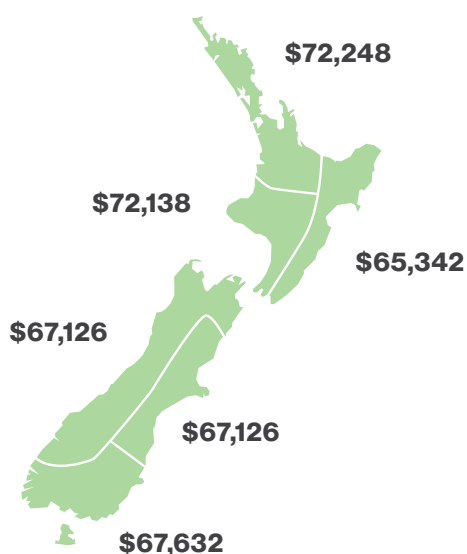
\$75,100

3rd Quartile

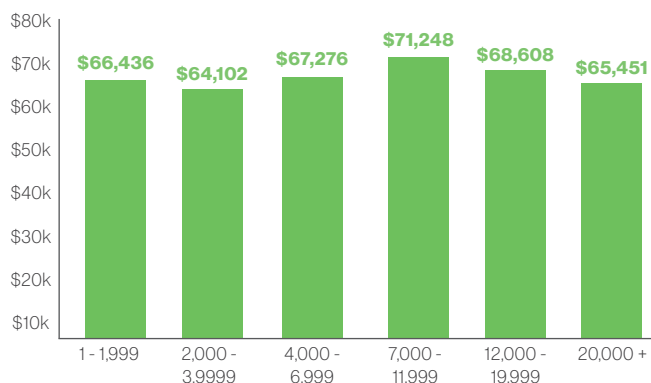
\$84,984

Maximum

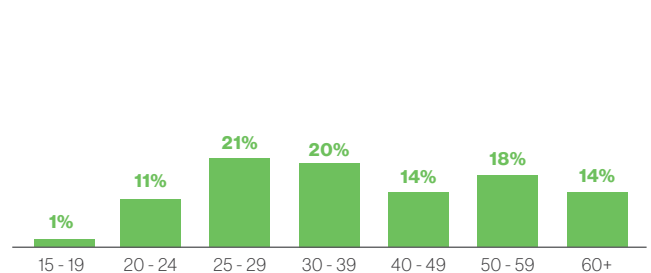
Mean TPV by region



Mean TPV by flock/herd size

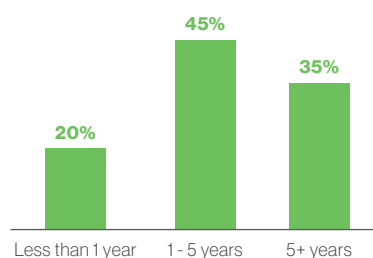


Age of employees



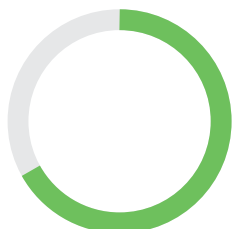
Length of employment

(Tenure with current employer)



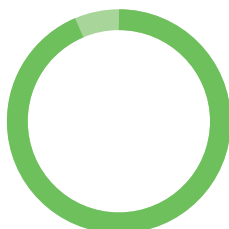
Accommodation provided

- 67% Permanent
- 0% Casual



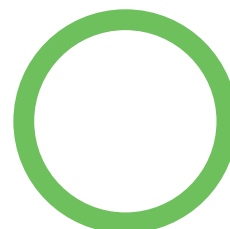
Employment status

- 94% Permanent
- 6% Casual



NZ citizen

- 100% NZ citizen/permanent resident
- 0% Temporary work visa
- 0% Working holiday visa



Stock Manager

Makes all stock decisions and has a role supervising multiple staff. Contributes to farm policy discussions.

2021/22 means

\$78,075

Total Package Value



\$11,698 increase
from 2020

\$72,321

Salary



\$11,074 increase
from 2020

\$30.31

Mean/hour excluding
non cash benefits

Average hours worked

- 43.1 hours - permanent
- 40 hours - casual

TPV Quartiles and Means

\$49,992

Minimum

\$67,403

1st Quartile

\$75,036

Median

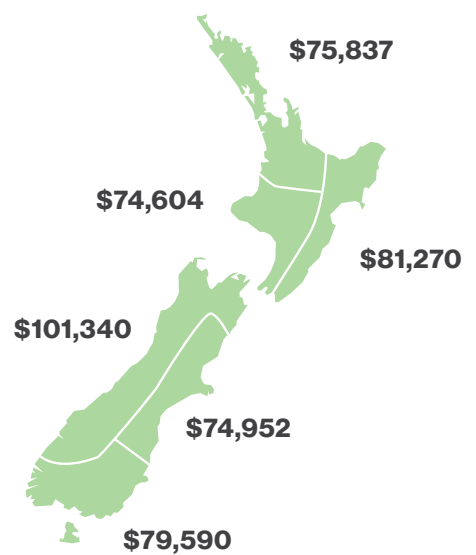
\$86,914

3rd Quartile

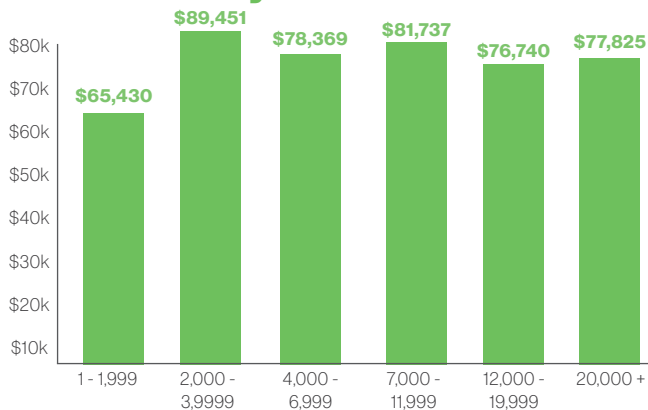
\$122,500

Maximum

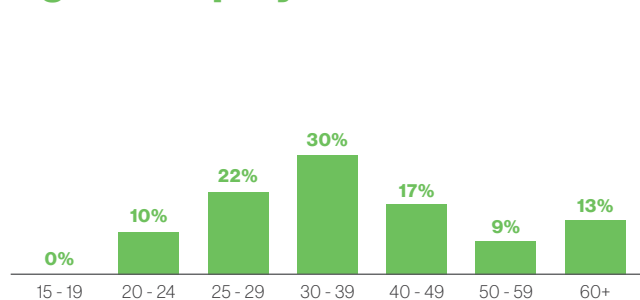
Mean TPV by region



Mean TPV by flock/herd size

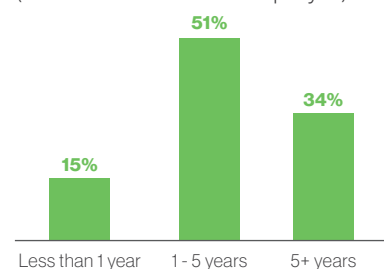


Age of employees



Length of employment

(Tenure with current employer)



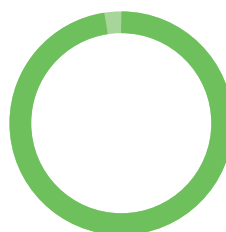
Accommodation provided

- 85% Permanent
- 50% Casual



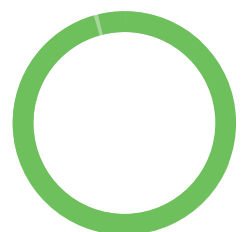
Employment status

- 98% Permanent
- 2% Casual



NZ citizen

- 99% NZ citizen/permanent resident
- 1% Temporary work visa
- 0% Working holiday visa



Farm Manager

Makes weekly decisions on the farm and is in charge of achieving physical performance. Would be involved in financial discussions at a budgeting level.

2021/22 means

\$85,597

Total Package Value



\$8,137 increase
from 2020

\$76,700

Salary



\$5,965 increase
from 2020

\$31.59

Mean/hour excluding
non cash benefits

Average hours worked

- 45.6 hours - permanent
- 10 hours - casual

TPV Quartiles and Means

\$45,998

Minimum

\$68,978

1st Quartile

\$80,568

Median

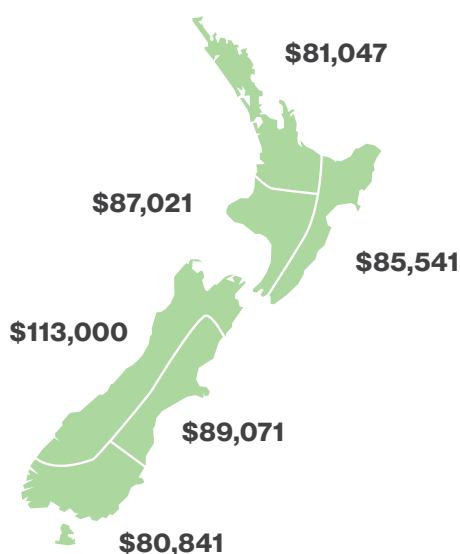
\$99,976

3rd Quartile

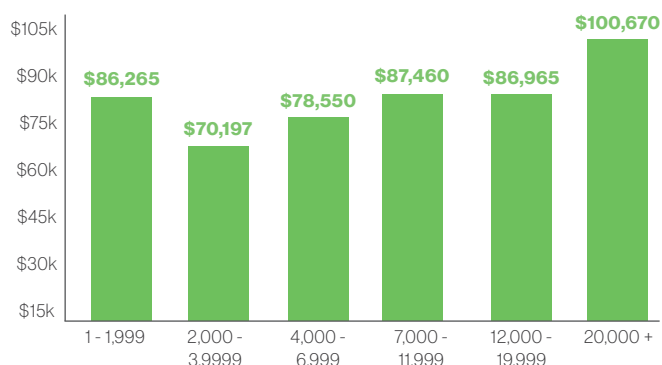
\$149,360

Maximum

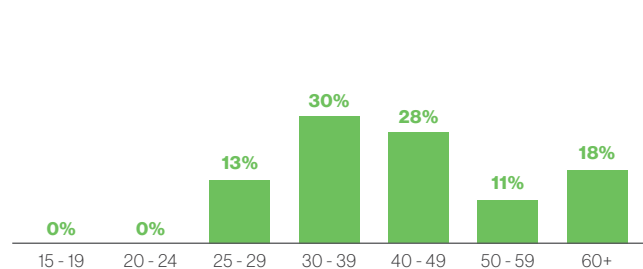
Mean TPV by region



Mean TPV by flock/herd size

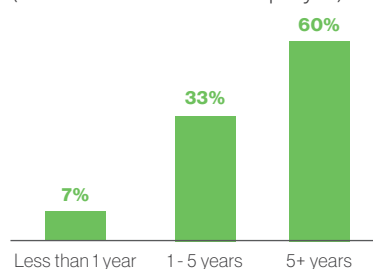


Age of employees



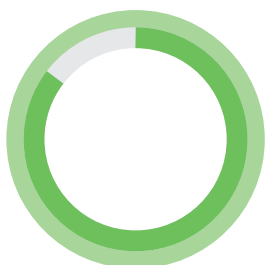
Length of employment

(Tenure with current employer)



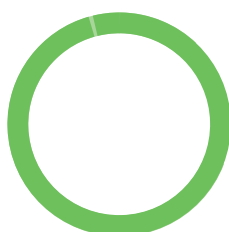
Accommodation provided

- 85% Permanent
- 100% Casual



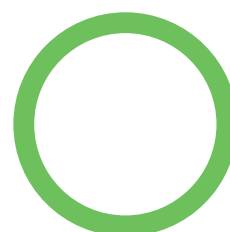
Employment status

- 99% Permanent
- 1% Casual



NZ citizen

- 100% NZ citizen/permanent resident
- 0% Temporary work visa
- 0% Working holiday visa



Other statistics

Average stock units



9,026

Average number of farms



265

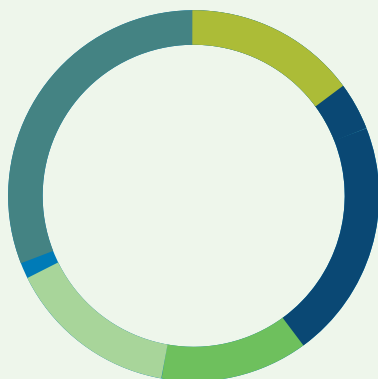
Average number of staff per farm



8.6

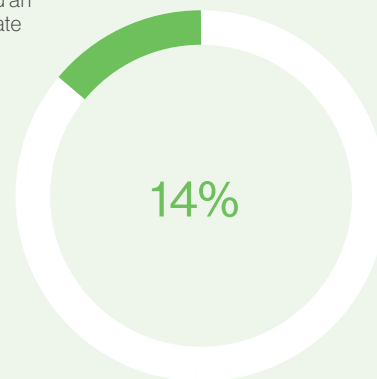
Timesheet method

- 13% Electronic timesheet
- 15% Mobile app
- 25% Paper timesheet
- 15% Wage book or diary
- 36% Not recorded
- 2% Other



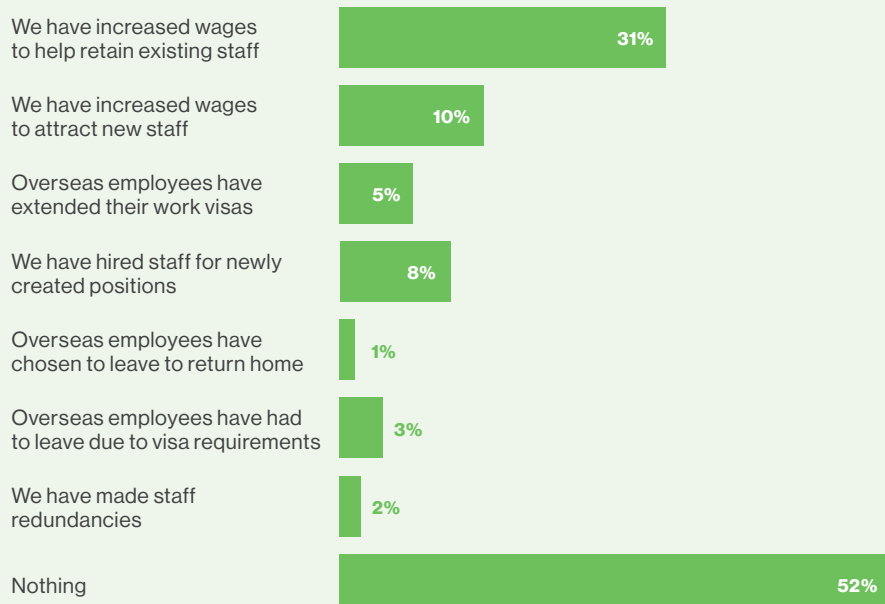
Work on public holidays

14% Works a normal day; is paid time and a half and provided an alternate day off at a later date



COVID-19 changes

Over the past year, which of the following are changes that have happened in your business as a direct result of COVID-19?



Arable



The remuneration data shows a continued climb in the hourly rate for on-farm roles in the arable sector as employers move to stay competitive in the market. The agricultural labour supply has been impacted by the low number of unemployed and the population clusters around urban centres. This shortfall of skilled labour has traditionally been filled by accessing international workers to contribute to skilled seasonal roles such as operating agricultural machinery during harvest.

The inability to access these workers because of the COVID-19 border restrictions has placed pressure on the skilled labour supply for the industry. Average reported hours for the sector fall below the International Labour Organisation recommended maximum standard working time of 48 hours per week.

2021/22 means

\$68,618

Total Package Value



\$11,290 increase
from 2020

\$65,498

Salary



\$10,173 increase
from 2020

\$28.27

Mean/hour excluding
non cash benefits

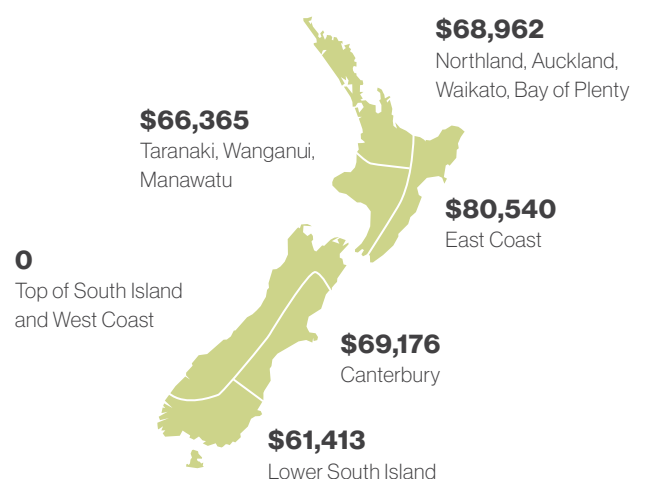
Average hours worked

- 43.2 hours - permanent
- 34 hours - casual

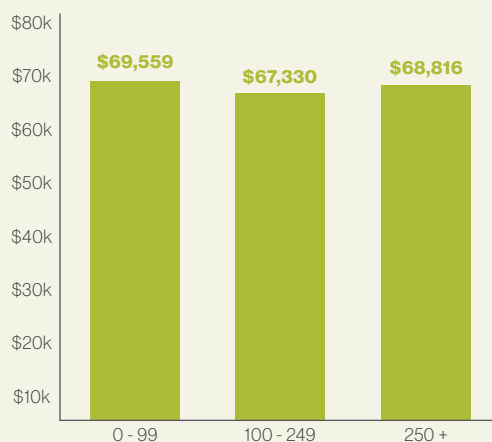
TPV Quartiles and Means

\$41,600	Minimum
\$54,080	1st Quartile
\$65,340	Median
\$80,000	3rd Quartile
\$123,000	Maximum

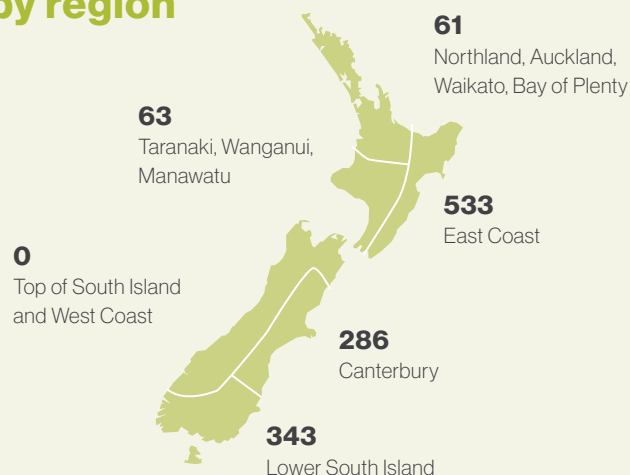
Mean TPV by region



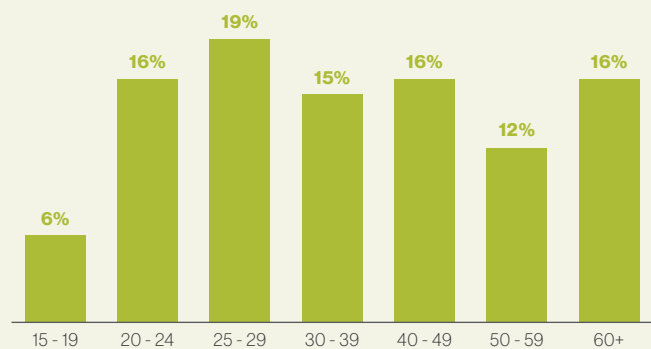
Mean TPV by hectares



Average hectares by region

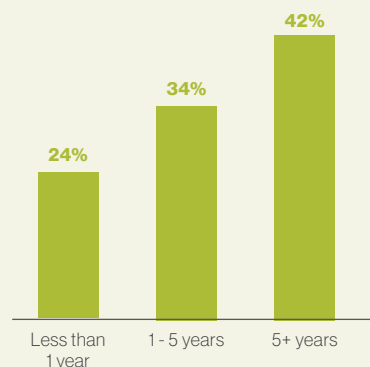


Age of employees



Length of employment

(Tenure with current employer)



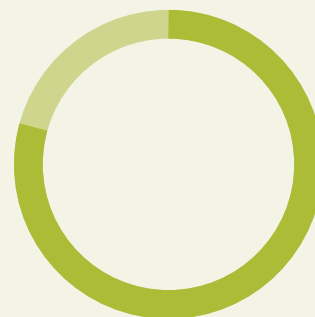
Accommodation provided

- 47% are permanent
- 19% are casual



Employment status

- 79% are permanent
- 21% are casual



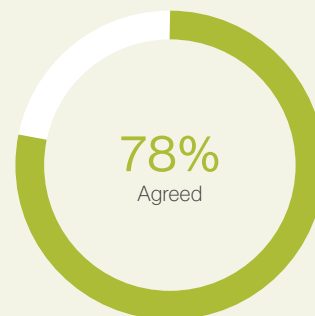
NZ citizen

- 97% NZ citizen/permanent resident
- 3% Temporary work visa



Finding staff

It is harder to find good employees now, than a year ago?



Junior Farm Hand

(Planting and harvesting) Someone completing tasks under direct supervision.

2021/22 means

\$60,577

Total Package Value

\$57,454

Salary

\$24.05

Mean/hour excluding non cash benefits

Average hours worked

- 42.5 hours - permanent
- 33.8 hours - casual

TPV Quartiles and Means

\$47,840

Minimum

\$52,000

1st Quartile

\$54,050

Median

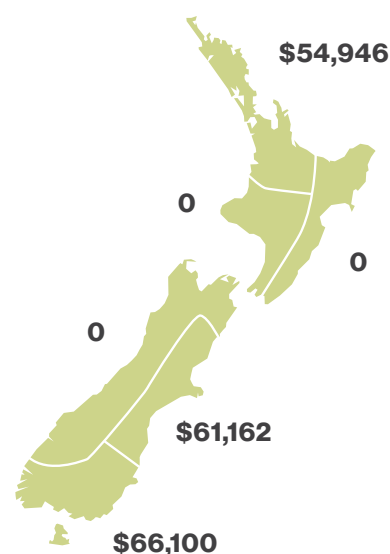
\$70,200

3rd Quartile

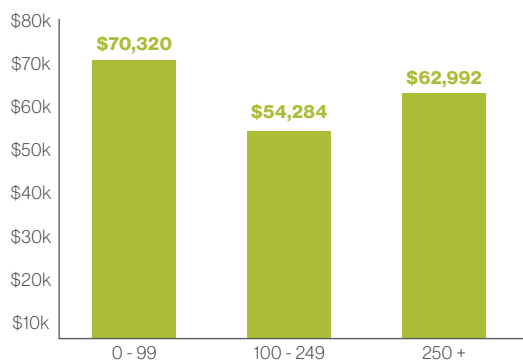
\$91,733

Maximum

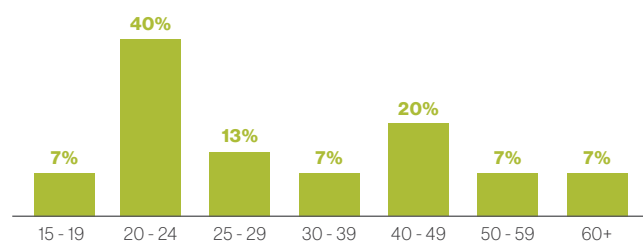
Mean TPV by region



Mean TPV by hectares

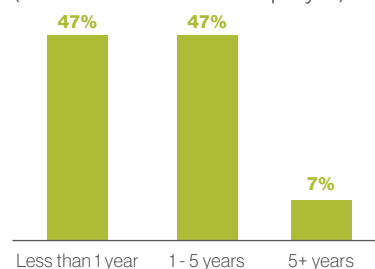


Age of employees



Length of employment

(Tenure with current employer)



Accommodation provided

- 62% Permanent
- 0% Casual



Employment status

- 87% Permanent
- 13% Casual



NZ citizen

- 100% NZ citizen/permanent resident
- 0% Temporary work visa
- 0% Working holiday visa



Junior Machinery Operator

Someone completing tasks under direct supervision.

2021/22 means

\$52,625

Total Package Value

\$50,353

Salary

\$22.60

Mean/hour excluding non cash benefits

Average hours worked

- 36.8 hours - permanent
- 40.3 hours - casual

TPV Quartiles and Means

\$41,600

Minimum

\$44,140

1st Quartile

\$48,730

Median

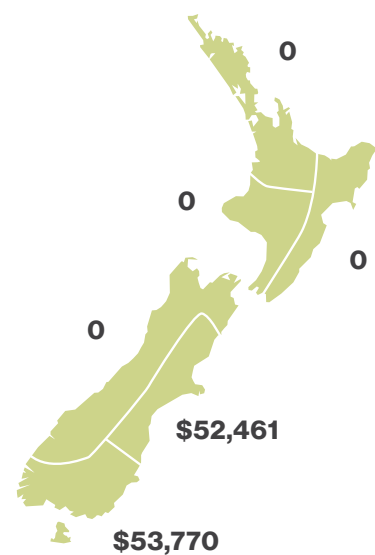
\$60,383

3rd Quartile

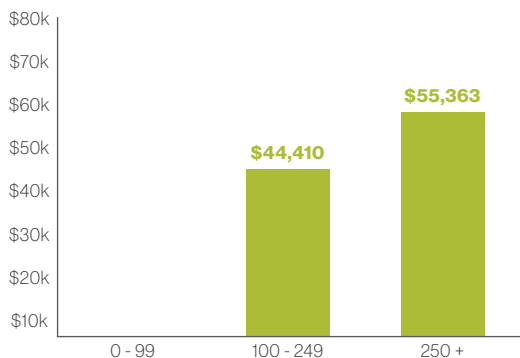
\$73,183

Maximum

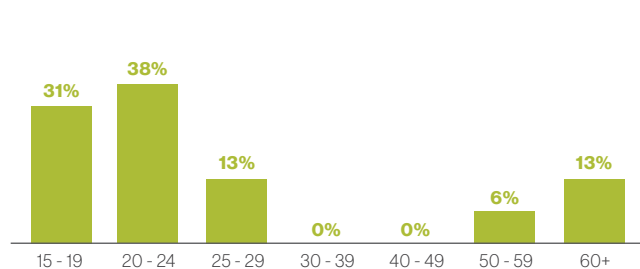
Mean TPV by region



Mean TPV by hectares

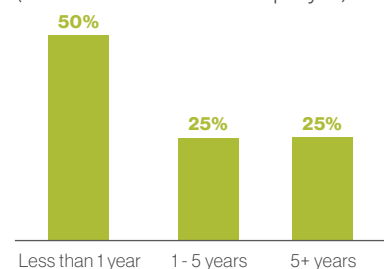


Age of employees



Length of employment

(Tenure with current employer)



Accommodation provided

- 50% Permanent
- 33% Casual



Employment status

- 63% Permanent
- 38% Casual



NZ citizen

- 94% NZ citizen/permanent resident
- 6% Temporary work visa
- 0% Working holiday visa



Senior Farm Hand

Completes tasks without supervision. Would be expected to know what needs to be done and how.

2021/22 means

\$72,167
Total Package Value

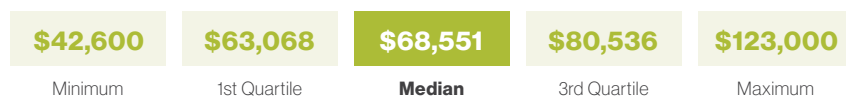
\$68,800
Salary

\$29.96
Mean/hour excluding
non cash benefits

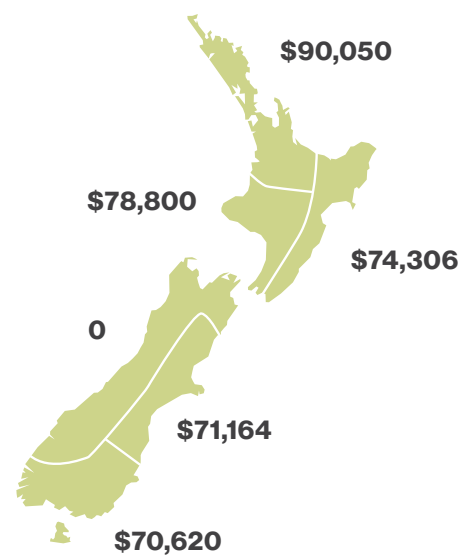
Average hours worked

- 43.2 hours - permanent
- 29.2 hours - casual

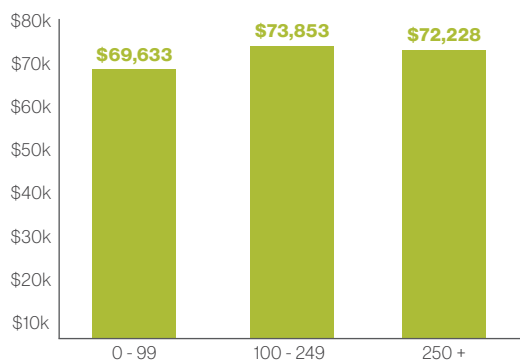
TPV Quartiles and Means



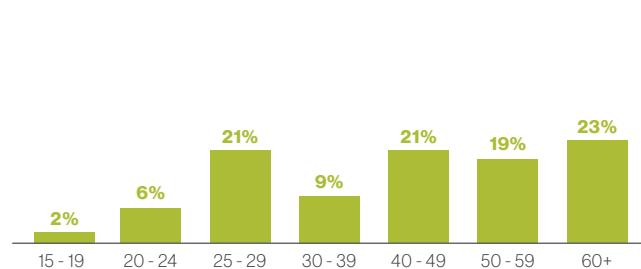
Mean TPV by region



Mean TPV by hectares

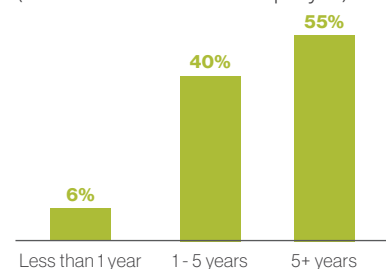


Age of employees



Length of employment

(Tenure with current employer)



Accommodation provided

49% Permanent
25% Casual



Employment status

85% Permanent
15% Casual



NZ citizen

98% NZ citizen/
permanent resident
2% Temporary
work visa
0% Working
holiday visa



Senior Machinery Operator

Completes tasks without supervision but may need guidance on what equipment to use and how to set it up.

2021/22 means

\$64,613
Total Package Value

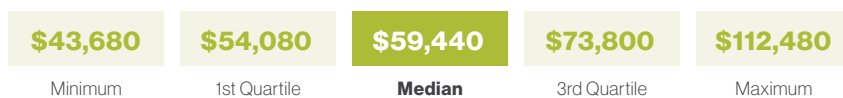
\$61,965
Salary

\$27.39
Mean/hour excluding
non cash benefits

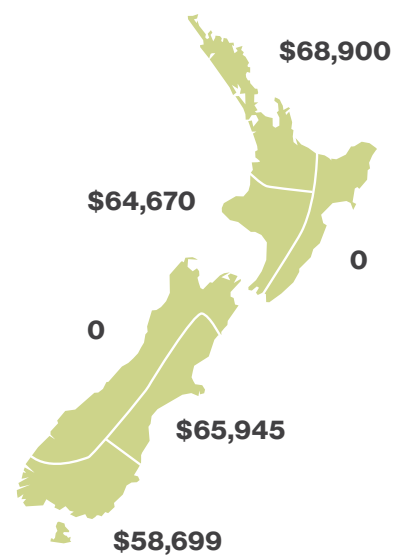
Average hours worked

- 45 hours - permanent
- 38.2 hours - casual

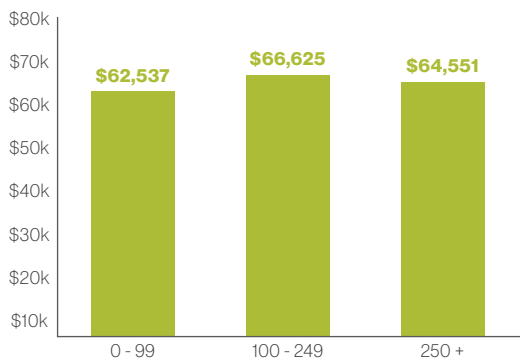
TPV Quartiles and Means



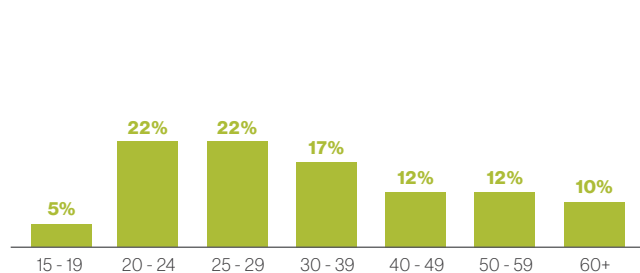
Mean TPV by region



Mean TPV by hectares

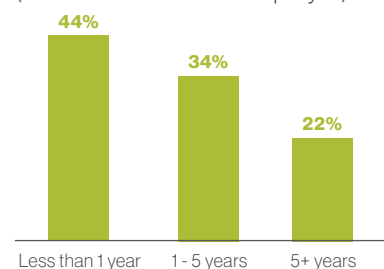


Age of employees



Length of employment

(Tenure with current employer)



Accommodation provided

- 25% Permanent
- 8% Casual



Employment status

- 68% Permanent
- 32% Casual



NZ citizen

- 95% NZ citizen/permanent resident
- 5% Temporary work visa
- 0% Working holiday visa



Farm Manager

Makes the weekly decisions on the farm and oversees achieving physical performance. Would be involved in financial discussions at a budgeting level.

2021/22 means

\$82,721
Total Package Value

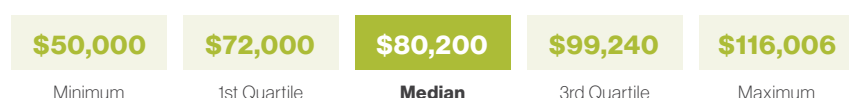
\$78,809
Salary

\$32.32
Mean/hour excluding
non cash benefits

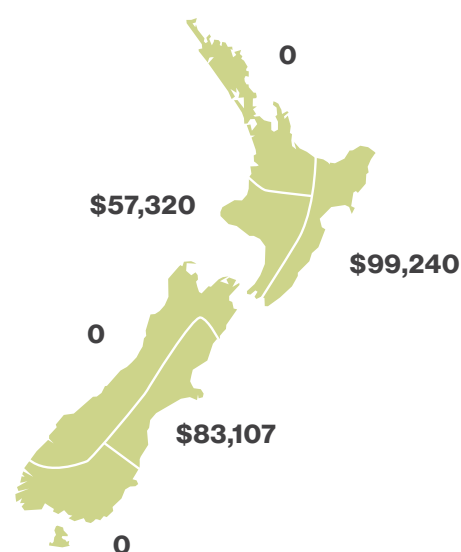
Average hours worked

- 44.5 hours - permanent
- 7.5 hours - casual

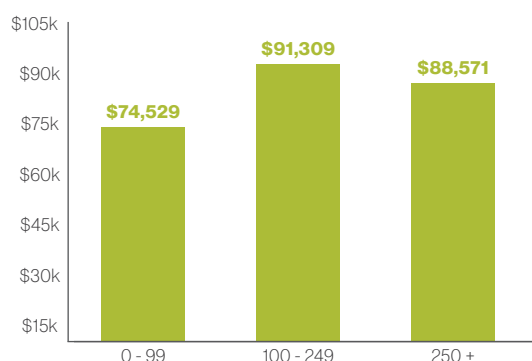
TPV Quartiles and Means



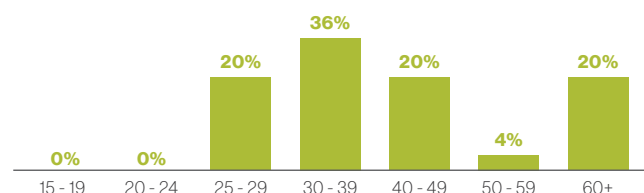
Mean TPV by region



Mean TPV by hectares

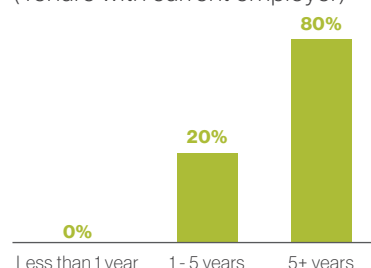


Age of employees



Length of employment

(Tenure with current employer)



Accommodation provided

61% Permanent
50% Casual



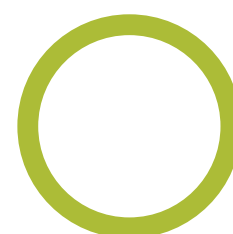
Employment status

92% Permanent
8% Casual



NZ citizen

100% NZ citizen/
permanent resident
0% Temporary
work visa
0% Working
holiday visa



Other statistics

Average hectares



277

Average number of farms



75

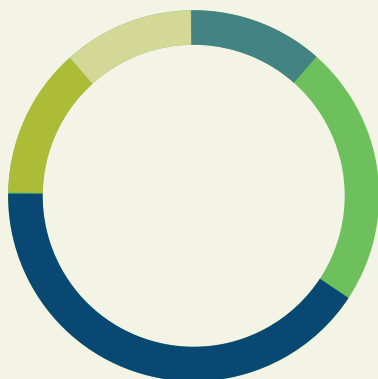
Average number of staff per farm



19.3

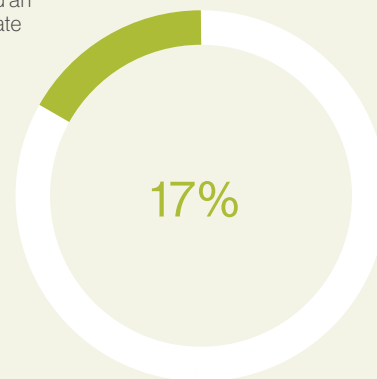
Timesheet method

- 13% Electronic timesheet
- 11% Mobile app
- 41% Paper timesheet
- 12% Wage book or diary
- 31% Not recorded



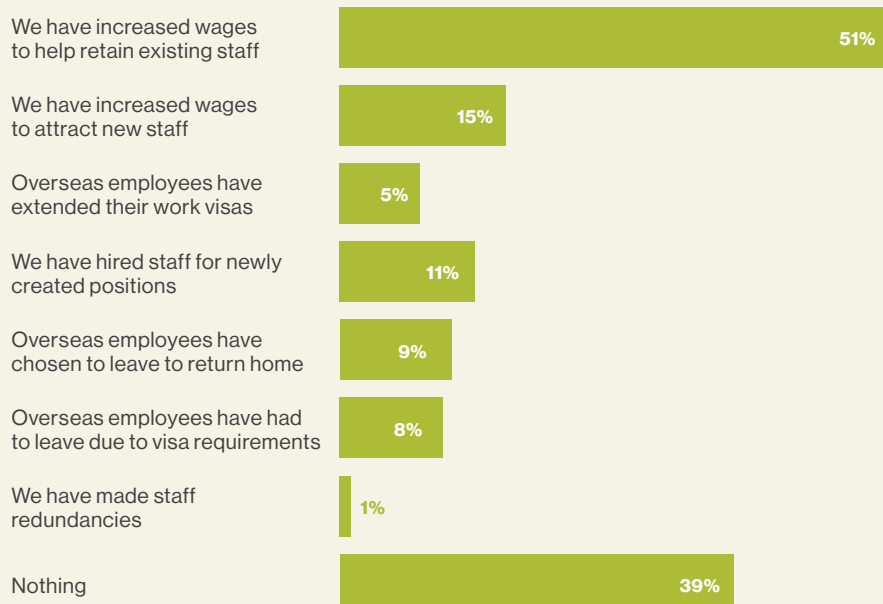
Work on public holidays

17% Works a normal day; is paid time and a half and provided an alternate day off at a later date



COVID-19 changes

Over the past year, which of the following are changes that have happened in your business as a direct result of COVID-19?



Shortfalls of labour have traditionally been filled by accessing international workers on temporary visas but this was stopped by COVID-19 border restrictions. The inability to access workers because of the COVID-19 border restrictions has placed pressure on the skilled labour supply for the industry.



Other



The other sector is a very mixed sector. There is quite a range including goats, horse breeding, chickens, deer velvet, sheep/cattle/forestry, horticulture, pigs, wine/viticulture, mixed cropping & livestock, sheep milking, potato farming, heifer grazing, research farm, grazing.

2021/22 means

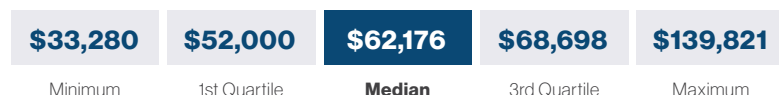
\$27.88

Mean/hour excluding non cash benefits

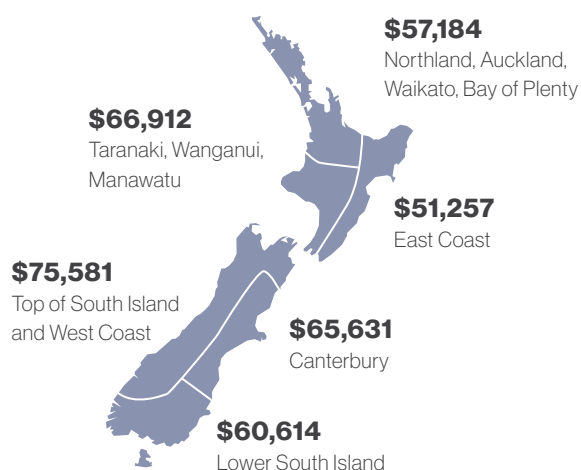
Average hours worked

- 39.5 hours - permanent
- 23.2 hours - casual

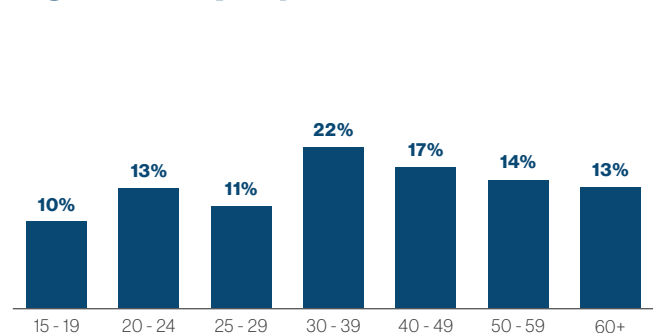
TPV Quartiles and Means



Mean TPV by region

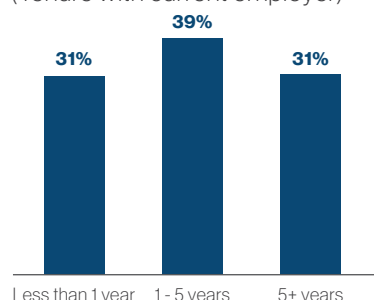


Age of employees



Length of employment

(Tenure with current employer)



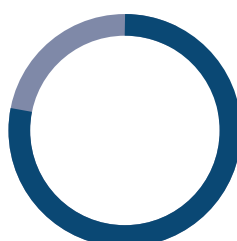
Accommodation provided

- 40% are permanent
- 12% are casual



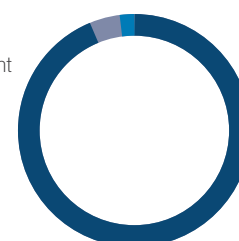
Employment status

- 78% are permanent
- 22% are casual



NZ citizen

- 94% NZ citizen/permanent resident
- 4% Temporary work visa
- 2% Work holiday visa



New staff?

We've got your contracts covered.



- Up-to-date with current legislation meeting your employment obligations
- Written in every day language supported by lawyers, by farmers for farmers.
- Tried, tested and trusted
- Free legal advice for Federated Farmers members
- Digital and print options available

Fixed term | Permanent | Casual Contracts

Our partners

proudly supporting New Zealand farming.

Federated Farmers has established relationships with leading New Zealand organisations and businesses who support the work we do on behalf of members and New Zealand primary industries. The businesses help us to help and support our members build better businesses

in a competitive world. We'd like to thank our strategic partners for their ongoing support.

See www.fedfarm.org.nz/partners for more information on membership benefits from our partners and Federated Farmers.

Founding Partner



FMG have supported Federated Farmers and its members for over 100 years. Giving rural New Zealand a better deal is their core purpose and they live by an advice-led approach to help you identify and avoid interruptions to your farm, business and in your personal life. Federated Farmers is proud to work so closely with the FMG team, when our members support them; they're also supporting Feds, so check out www.fmg.co.nz to learn more about how they give rural New Zealand a better deal..

Remuneration survey



Our partnership with Federated Farmers to develop this report aligns to our philosophy of providing specialist knowledge that's a source of competitive advantage for farmers. The 2022 report is the thirteenth report developed in conjunction with Federated Farmers since our partnership began in 2008.

Our Partners



What happens when a group of farmers get together and tell the bank where to go?

Our Client Councils keep us in touch with the issues that matter to you

Rabobank's Client Council network brings farmers together to give them a forum to make a real difference. There are four Councils across New Zealand, made up of leading Rabobank clients. At their regular meetings, the big issues facing the agricultural sector get aired. This leads to initiatives, strategies and ideas that advance farming and support rural communities. Our Client Councils make sure we understand what's important to you, so we can do what's right by you.

Learn more about Rabobank's Client Councils at [**Rabobank.co.nz/client-councils/**](https://Rabobank.co.nz/client-councils/)



Remuneration Summary Report

2021/22

0800
327
646

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