

PACE Members Survey Report 2023



About PACE

Formed in 1991, PACE is an organisation for Professional Assistants that support Chief Executives to come together as a collective body to build relationships, network, learn from one another, and continuously promote and lift the profile of their profession.

One of the key pillars of PACE's purpose is to share knowledge to enable each other to develop and advance professionally. Madison has created this annual survey and subsequent report to provide key insights into the job demographics, remuneration and benefits received by the PACE members in Wellington.

About Madison

Madison was established in 1998 and is a wholly owned subsidiary of the Accordant Group, New Zealand's largest recruitment company and the only in our industry to be listed on the NZX. We operate across seven key locations; Auckland Central, Auckland South East, Hamilton, Tauranga, Wairarapa, Wellington and Christchurch.

Madison works across almost all industry sectors, with clients ranging from small start-ups to global blue-chip corporates, large public sector and not-for-profit organisations. Our track record includes full-service recruitment covering temporary, permanent and contractor needs.

We recruit for the full range of positions from entry-level through to executive appointments. Depending on our clients' needs, our team delivers an end-to-end solution or an unbundled recruitment process to supplement your expertise and resources in your organisation.

For more information contact us:

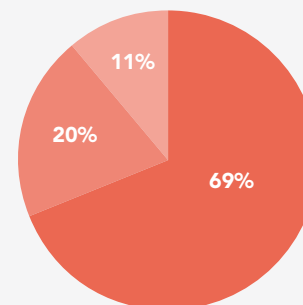
Madison Recruitment Wellington

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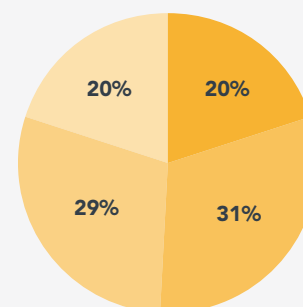
Respondent Industry & Company Overview

Industry Group



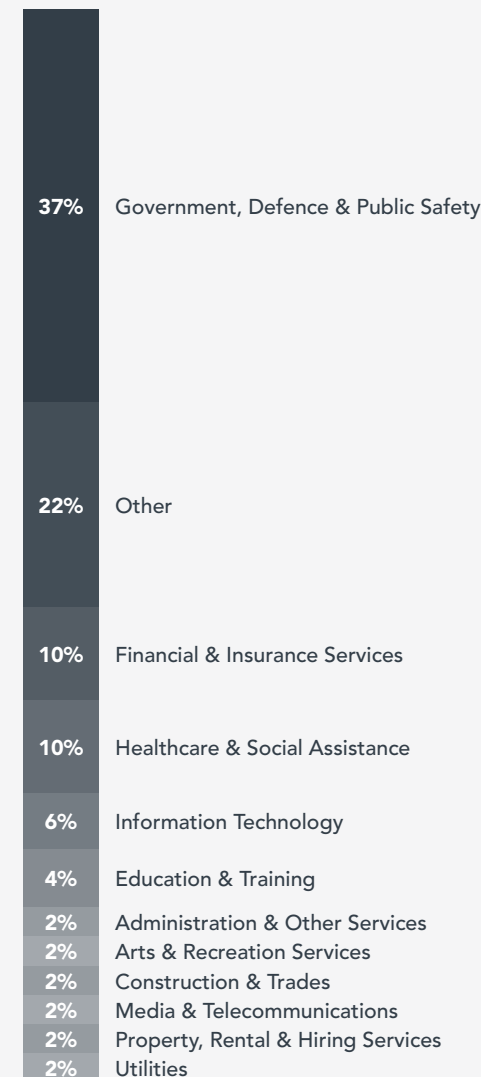
- Public Sector
- Private Sector
- Not-for-profit, NGO or Social Enterprise

Organisation Size



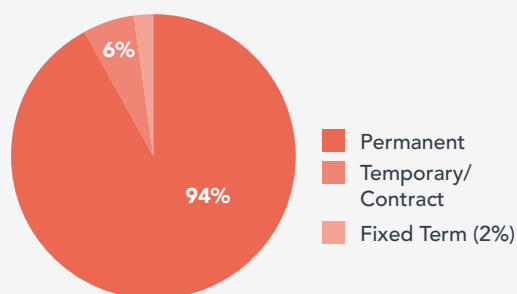
- Small (up to 50 people)
- Medium (50 – 250 people)
- Large (250 – 2,000 people)
- Enterprise (2,000+ people)

Organisation Sector

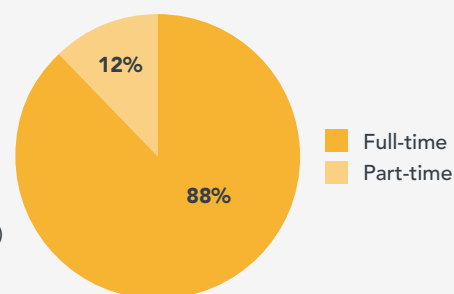


Respondent Overview

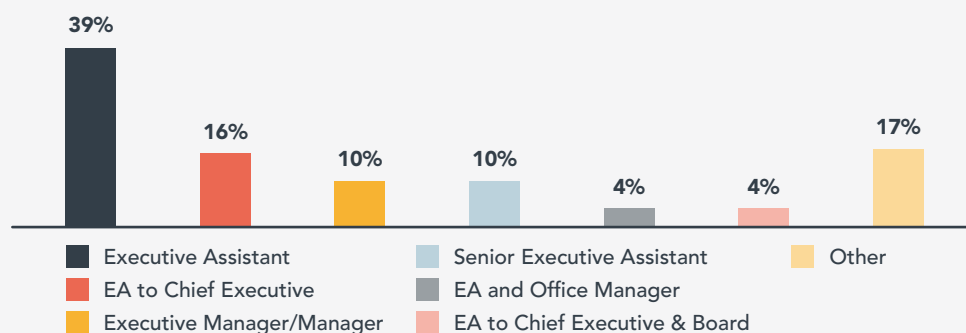
Employment Type



Work Type



Job Title



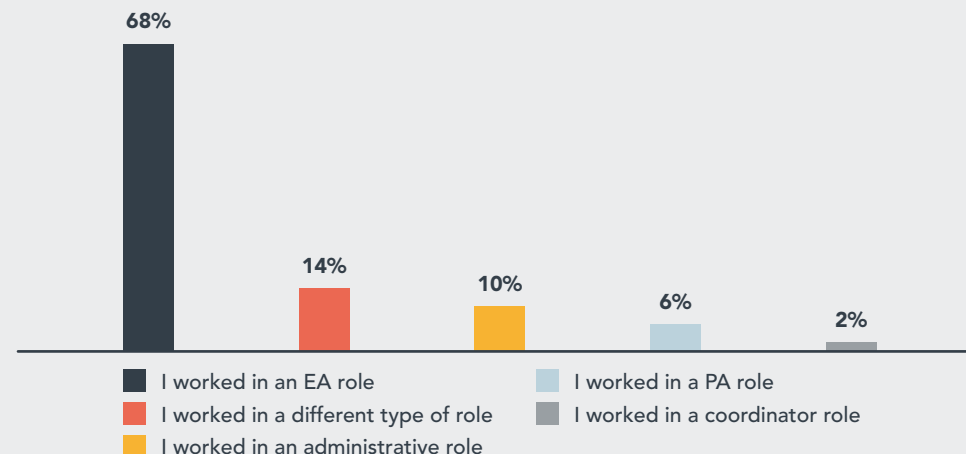
Tenure in Current Role



Years of Experience Supporting a Chief Executive



Role Held Immediately Prior to Current Position



Members who support additional managers to their Chief Executive



Of those who responded 'Yes' 57% support one additional person, 10% support two additional people, and 33% support three or more additional people.

Members who have Direct Reports



70% of those who responded 'Yes' have one direct report, 20% have two direct reports, and 10% have three or more direct reports.

Members required to train or mentor staff

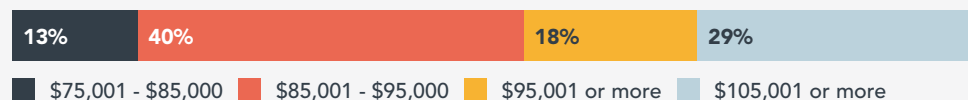


Remuneration Overview

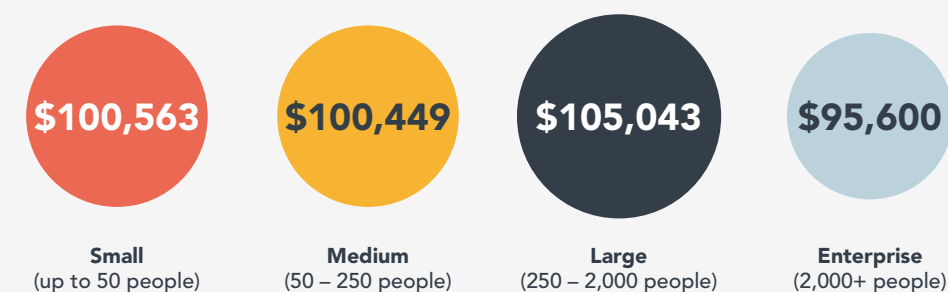
Salary Range Overview



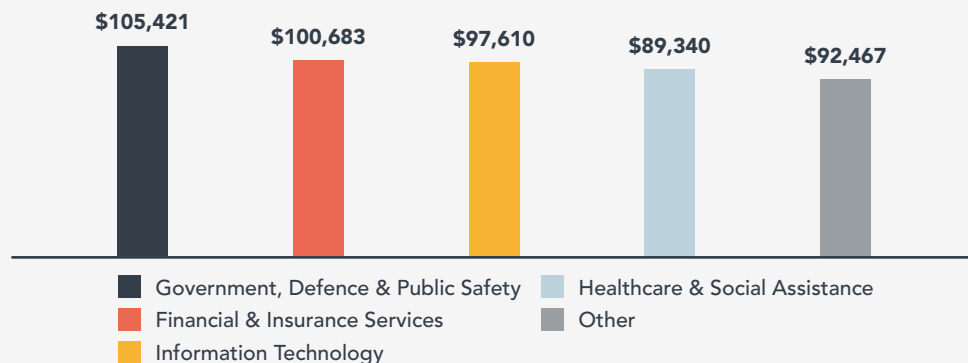
Salary Range



Average Salary by Company Size



Average Salary by Industry Sector



\$105,500

Average salary of those who have direct reports

\$96,394

Average salary of those without direct reports

\$96,197

Average salary of those who support more than one person

\$99,561

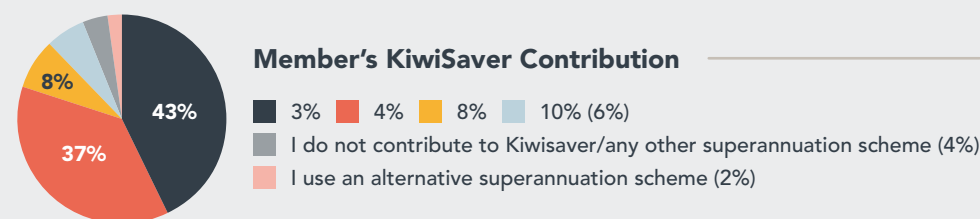
Average salary of those who only support one person

\$97,495

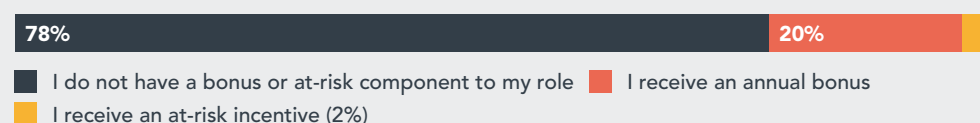
Average salary of permanent respondents

\$113,700

Average salary of fixed term/temporary/contract respondents



Member's Bonus or At-risk Incentives



Benefits & Flexible Working

Benefits Received by Members

Flexible working - **78%**

Ongoing training and development - **67%**

Extra annual leave (more than the standard 20 days) - **49%**

Social and cultural activities – **47%**

Wellness programme or benefits – **45%**

Extra sick leave – **33%**

Private health insurance – **25%**

Company paid parental leave – **25%**

Discounts and /or special offers – **22%**

Awards or recognition programme – **20%**

Other – **16%**

Parking or parking allowance – **12%**

Superannuation (more than mandatory level) – **6%**

Most Important Benefits to Members

Flexible working - **73%**

Extra annual leave (more than the standard 20 days) - **47%**

Private health insurance - **35%**

Ongoing training and development – **33%**

Parking or parking allowance – **22%**

Wellness programme or benefits – **18%**

Superannuation (more than mandatory level) – **14%**

Extra sick leave – **14%**

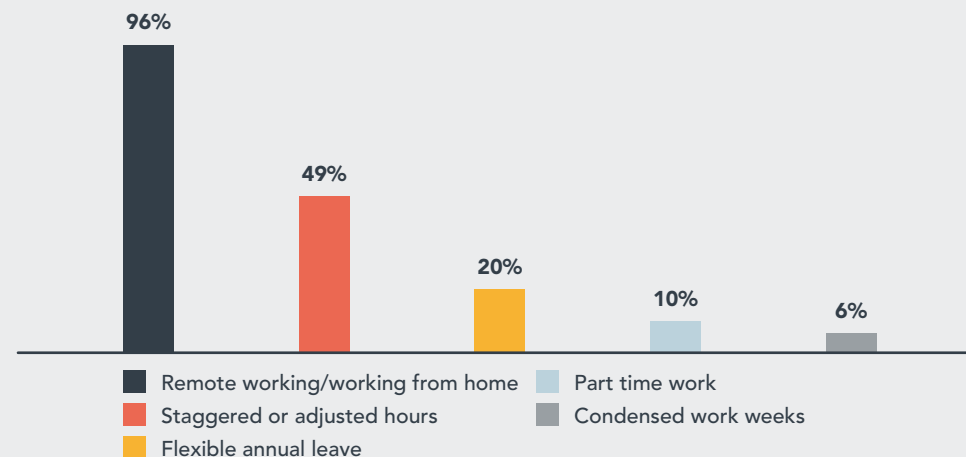
Volunteer or wellness days – **10%**

Social and cultural activities – **8%**

Awards or recognition programme – **4%**

Discounts and /or special offers – **2%**

Flexible Working Options Offered



Biggest Organisational Challenges for the Year Ahead

