

People & Culture

In 2025, People and Culture professionals will be central to rebuilding resilient, high-performing teams. Navigating change fatigue and leaner structures will require considered people strategies, competitive package offerings, clear development pathways, and a strong focus on wellbeing and sustainable performance.



People & Culture Salary Guide

JOB TITLE	AUCKLAND		WELLINGTON		WAIKATO & BAY OF PLENTY		CHRISTCHURCH	
	Low	High	Low	High	Low	High	Low	High
Human Resources Director	180	300	150	300	150	250	150	250
Human Resources Manager	120	180	130	185	120	160	120	160
Human Resources Business Partner	120	170	120	170	100	130	90	130
Human Resources Advisor	75	115	70	105	75	105	80	100
Human Resources Coordinator	60	80	60	75	60	75	60	80
Human Resources Assistant	65	80	60	75	65	75	60	75
Employment Relations Consultant/Specialist	110	150	110	180	100	130	100	140
Remuneration Specialist	100	150	95	145	90	130	90	130
Internal Recruitment Manager	120	180	120	160	110	140	120	160
Internal Recruitment Advisor	85	130	85	140	80	120	85	120
Internal Recruitment Consultant	80	120	85	140	80	110	75	90
Internal Recruitment Coordinator	65	80	60	75	65	75	65	75
Training Manager	100	140	92	155	90	120	90	130
Learning & Development Manager	100	150	100	150	90	120	90	130
Learning & Development Coordinator	70	80	60	82	65	80	65	80
Change Manager	120	200	120	180	110	150	120	150
Health & Safety Manager	130	210	120	150	110	150	120	180
Health & Safety Assistant/Coordinator	70	85	65	80	70	85	65	80
Health & Safety Advisor	75	125	75	110	75	120	75	120

Salary range in NZD \$'000s