

**CMA NZ Wage and Salary Survey**

**1 August 2025.**

**Base salary and benefits figures quoted. Figures quoted expressed as $000’s.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2024** | **2024** | **2025** | **2025** |
|   | **National** | **National** | **National** | **National** |
|   | **Base Salary** | **Base salary plus benefits** | **Base Salary** | **Base salary plus benefits** |
| **ADMINISTRATION** |  |  |  |  |
| General Manager | 124 | 132 | 135 | 142 |
| Dir of Operations | 85 | 87 | 80 | 85 |
| Accountant | 104 | 106 | 106 | 107 |
| Admin Manager | 68 | 69 | 69 | 72 |
| Acct/Accts person | 55 | 56 | 68 | 69 |
| Events Manager | 72 | 74 | 76 | 77 |
| Marketing Manager | 81 | 83 | 89 | 90 |
| Membership Manager | 67 | 69 | 68 | 70 |
|  |  |  |  |  |
| **PRO SHOP** |  |  |  |  |
| Director of Golf | 103 | 109 | 111 | 113 |
| Golf Ops Mgr | 74 | 76 | 79 | 81 |
| Head Professional | 93 | 99 | 80 | 82 |
| Asst Professional | 66 | 68 | 71 | 72 |
| Pro Shop Manager | 65 | 68 | 79 | 81 |
| PGA Trainee | 55 | 57 | 54 | 57 |
| Snr Pro Shop Staff | 58 | 58 | 61 | 62 |
| Jnr Pro Shop Staff | 49 | 50 | 53 | 55 |
|  |  |  |  |  |
| **FOOD & BEVERAGE** |  |  |  |  |
| F&B Dir | 112 | 113 | 114 | 117 |
| F & B Mgr. | 72 | 74 | 74 | 76 |
| Functions Mgr. | 63 | 64 | 65 | 66 |
| Head Chef | 73 | 74 | 78 | 81 |
| Sous Chef | 75 | 75 | 67 | 68 |
| Cook | 58 | 59 | 57 | 58 |
| Kitchen Hand Permanent  | 53 | 53 | 52 | 54 |
| Bar Manager | 58 | 59 | 62 | 63 |
| Bar Staff  | 52 | 53 | 55 | 55 |
|  |  |  |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **COURSE** |  |  |  |  |
| Superintendent |  |  |  |  |
| 2-i-c | 78 | 82 | 109 | 119 |
| Senior G/keeper | 73 | 75 | 81 | 84 |
| Qualified | 66 | 68 | 72 | 74 |
| Apprentice G/keeper | 54 | 57 | 56 | 57 |
| Labourer | 56 | 57 | 54 | 55 |
| Irrigation Tech | 72 | 73 | 87 | 92 |
| Mechanic | 83 | 85 | 74 | 78 |

**GMA NZ Wage and Salary Survey**

**1 August 2025.**

**Quartile Analysis of Survey data based on base salary data**

**Q1 =** 25% of salaries fall below this amount

**Q2 =** This is the **median**—half of the salaries are below this

**Q3 =** 75% of salaries fall below this amount

**Figures quoted expressed as $000’s.**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **2025** | **2025** | **2025** |
|   | **National** | **National** | **National** |
|  | **Q1** | **Q2** | **Q3** |
|   | **Salary** | **Salary** | **Salary** |
| **ADMINISTRATION** |  |  |  |
| General Manager | 100 | 112 | 145 |
| Dir of Operations | 72 | 80 | 100 |
| Accountant | 105 | 106 | 107 |
| Admin Manager | 59 | 69 | 80 |
| Acct/Accts person | 59 | 65 | 72 |
| Mktg/Events Manager | 72 | 81 | 89 |
| Membership Manager | 65 | 69 | 75 |
|  |  |  |  |
| **PRO SHOP** |  |  |  |
| Director of Golf | 95 | 109 | 128 |
| Golf Ops Mgr | 70 | 80 | 88 |
| Head Professional | 72 | 84 | 90 |
| Asst Professional | 67 | 72 | 75 |
| Pro Shop Manager | 67 | 71 | 80 |
| PGA Trainee | 52 | 53 | 57 |
| Snr Pro Shop Staff | 56 | 60 | 62 |
| Jnr Pro Shop Staff | 50 | 55 | 57 |
|  |  |  |  |
|  |  |  |  |
| **FOOD & BEVERAGE** |  |  |  |
| F&B Dir | 94 | 100 | 150 |
| F & B Mgr. | 62 | 75 | 83 |
| Functions Mgr. | 62 | 64 | 68 |
| Head Chef | 68 | 73 | 88 |
| Sous Chef | 67 | 73 | 75 |
| Cook | 58 | 61 | 68 |
| Kitchen Hand Permanent  | 52 | 54 | 56 |
| Bar Manager | 59 | 62 | 66 |
| Bar Staff  | 52 | 55 | 58 |
|  |  |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **COURSE** |  |  |  |
| Superintendent | 84 | 100 | 132 |
| 2-i-c | 70 | 75 | 89 |
| Senior G/keeper | 62 | 72 | 77 |
| Qualified | 58 | 64 | 70 |
| Apprentice G/keeper | 52 | 56 | 59 |
| Labourer | 51 | 55 | 57 |
| Irrigation Tech | 69 | 71 | 76 |
| Mechanic | 79 | 86 | 99 |