



2019 SALARY SURVEY RESULTS

**BREWERS
GUILD**
OF NEW ZEALAND

ABOUT THE SURVEY

This is the first of what will be an annual survey. In circumstances where we had sufficient information to clearly show a distinct range based on brewery size that has been shown. Where the results were highly varied, and there were insufficient data points, we included the broad range across all brewery sizes. Scale of production, number of direct reports and location are all factors that impact salary.

	Less than 500,000L annual production		More than 500,000L annual production	
Packaging Assistant	\$36,500	\$42,000	\$42,000	\$55,000
Packaging Manager	\$44,000	\$55,000	\$55,000	\$95,000
Brewery Operations Manager	\$40,000	\$60,000	\$70,000	\$115,000
Production Manager	\$60,000	\$140,000	\$60,000	\$140,000
Quality Controller	\$50,000	\$90,000	\$50,000	\$90,000
Brewery Assistant	\$36,500	\$55,000	\$36,500	\$55,000
Assistant Brewer	\$36,500	\$55,000	\$36,500	\$55,000
Senior/ Technical Brewer	\$50,000	\$80,000	\$50,000	\$80,000
Head Brewer	\$50,000	\$100,000	\$70,000	\$120,000
Sales Representative	\$40,000	\$70,000	\$40,000	\$70,000
Sales Manager	\$60,000	\$80,000	\$75,000	\$110,000

OBSERVATIONS

- Strong alignment of salaries around entry level positions.
- Salaries become more varied across brewery sizes as they increase in responsibility.
- There is often a blending of roles and responsibilities at a senior level such as packaging manager, production manager and operations manager and this impacts the salaries significantly.
- In small to medium breweries the Head Brewer is often also the owner and performs a wide range of other tasks and has overall responsibility for the business. This impacts the salaries significantly.
- Sales roles may or may not include a bonus component in the salaries stated.