

Rates of pay

PHANZA is currently revising its suggested rates of pay and information for contractors.

The figures below should be used as a guide until further information is supplied.

The figures are based on rates currently paid to history and heritage professionals in the public sector. They are most useful as a guide for professionals working in the private sector or directly with clients/commissioning agents.

Some points to note when quoting either an annual salary or hourly rate for work:

- Position in the range depends on experience, complexity of the work, duration of the work, position of the client/commissioning agent. Professionals charge different rates under different circumstance.
- A quote for a salary (or pro rata salary) is generally more appropriate for extended contracts of several months.
- History and heritage professionals working as contractors but using these base salary guidelines should multiply the figures by between 1.5 and 2, and then add GST of 15%. That covers ACC levies, allowance for sick pay, annual leave, costs of running office, withholding tax.
- Costs relating to travel, equipment, research expenses and so on should be charged back to the client on full-cost recovery.

Base salary range (per annum)

\$54,000 - \$98,000

Hourly rate (ex GST)

\$50 - \$120

Oral history (ex GST)

\$1500 - \$1800 per interview (including abstracts)