



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	104	111	109	119
2-i-c	78	82	81	84
Senior G/keeper	73	75	72	75
Qualified	66	68	64	66
Apprentice G/keeper	54	57	56	57
Labourer	56	57	54	55
Irrigation Tech	72	73	87	92
Mechanic	83	85	74	78

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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

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Zone 1 Auckland/North Harbour

Zone 2 Northland/Waikato and Bay of Plenty

Zone 3 Taranaki/Manawatu/Wanganui/Hawkes Bay/Wairarapa/Wellington

Zone 4 South Island

	National	Zone 1	Zone 2	Zone 3	Zone 4
	Base Salary	Base Salary	Base Salary	Base Salary	Base Salary
ADMINISTRATION					
General Manager	135	143	126	107	144
Director of Operations	80	83	103	90	75
Accountant	106	N/A	N/A	104	108
Admin Manager	69	74	68	74	60
Acct/Accts person	68	127	102	117	121
Events/Mktg Manager	76	90	113	72	N/A
Membership Manager	68	70	71	58	72
Director of Golf	111	98	175	94	132
Golf Ops Mgr	79	73	71	90	64

Head Professional	80	74	78	75	93
Asst Professional	71	67	75	80	64
Pro Shop Manager	79	73	80	70	68
PGA Trainee	54	52	N/A	64	56
Snr ProShop Staff	61	59	75	62	61
Jnr ProShop Staff	53	58	60	56	63
FOOD & BEVERAGE					
F&B Dir	114	124	N/A	94	132
Functions Mgr	74	62	N/A	78	63
Head Chef	78	77	114	74	78
Sous Chef	67	64	76	60	72
Cook	57	64	54	56	66
Kitchen Hand	52	50	52	52	54
Bar Manager	62	64	62	63	61
Bar Staff	55	53	56	55	59
COURSE					
Superintendents	109	123	105	87	122
2-i-c	81	81	84	83	77
Senior G/keeper	72	63	74	67	77
Qualified G/keeper	64	74	63	60	67
Apprentice G/keeper	56	62	57	53	55
Labourer	54	56	54	55	53
Irrigation Tech	87	N/A	88	79	89
Mechanic	74	70	78	N/A	70

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Acct/Accts person	68	127	102	117	121
Events/Mktg Manager	76	90	113	72	N/A
Membership Manager	68	70	71	58	72
Director of Golf	111	98	175	94	132
Golf Ops Mgr	79	73	71	90	64
Head Professional	80	74	78	75	93
Asst Professional	71	67	75	80	64
Pro Shop Manager	79	73	80	70	68
PGA Trainee	54	52	N/A	64	56
Snr ProShop Staff	61	59	75	62	61
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FOOD & BEVERAGE					
F&B Dir	114	124	N/A	94	132
Functions Mgr	74	62	N/A	78	63
Head Chef	78	77	114	74	78
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Labourer	87	56	54	55	53
Irrigation Tech		N/A	88	79	89
Mechanic		70	78	N/A	70