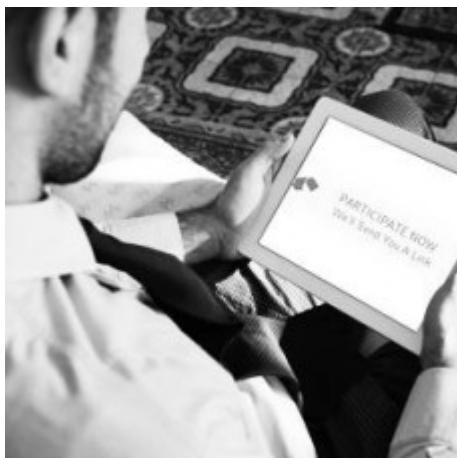


national employers wage&salary | SURVEY



Benefits & Conditions Report

As at: 06-03-2015



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INTRODUCTION

The National Employers Wage and Salary Survey is a joint venture of four regional employer organisations:



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The survey commenced in 1994 and was conducted annually. In 2012 the survey was updated to include not just salary data, but also other terms and conditions of employment specific to a position. Employers can now access up-to-date data at any time as information is collected throughout the year with analysis and reports up-dated on a weekly basis.

www.nzsalarysurvey.co.nz

INTRODUCTION

IMPORTANT NOTES

Survey Methodology

The National Employers Wage and Salary Survey is open for participation throughout the year with rolling 12-month data used to create weekly reports.

Participants are instructed to only supply data where there is at least an 80% match to the survey position description. Survey submissions are run through a data validation process before being approved for inclusion in the database. Any anomalies are followed up and adjustments made where necessary (e.g. if data submitted relates to a role which is significantly larger or smaller than the survey position).

Survey Database

Survey database graphs are included to provide an overall view of the number of participating organisations by location, industry and revenue/turnover.

Sample Size & Confidentiality

Position specific results include sample size information relating to the number of organisations that submitted data and the number of employees in the sample for that position.

In order to preserve confidentiality and data integrity, a position report will not be published unless there are at least 3 organisations submitting data for 3 employees. In this instance, only median and average results will be provided. Publication of lower quartile and upper quartile results requires data to have been submitted for at least 5 employees.

Wage & Salary Results

Unless stated otherwise, results in this report are shown as annual full-time rates based on a 40 hour week. If converting the results to an hourly rate the salary should be divided by 2,080.

Restriction of Use

The information in this report is confidential and is **for internal use only**. Results are subject to copyright and the information must not be made available to third parties without authorisation.

Disclaimer

The National Employers Wage and Salary Survey reports provide an indication of current wages, salaries and employment practices in the participating organisations.

Results are not intended to provide specific recommendations. As with any research, this report should be analysed and interpreted for application in each organisation and should not be considered in isolation.

INTRODUCTION

REPORTS AND SERVICES AVAILABLE

The National Employers Wage and Salary Survey offers:

1. Comprehensive report on pay rates when you have entered your data. The reports cover:
 - a. Organisational issues
 - b. Motor vehicle rates
 - c. Lower quartile, median, upper quartile and average pay for the selected position reported as follows:
 - i. New Zealand Wide
 - ii. Private Sector
 - iii. Public Sector
 - iv. Local Government Sector
 - v. Not-For-Profit Sector
 - vi. Profit Sector
 - vii. 17 locations
 - viii. 19 industries
 - ix. 10 revenue turnover bands
2. You can order Benefits & Conditions Report of:
 - a. Terms and conditions of employment for the position on a New Zealand wide basis
 - b. Terms and conditions relating to occupational segments of:
 - i. Senior Management
 - ii. Management and Supervisory
 - iii. Professional and Technical
 - iv. Other
3. Customised reporting - a report customised to your specific needs. Examples of customised reports are:
 - i. Reports with a date range that is longer or shorter than the last 12 months
 - ii. Pay, terms and conditions of employment analysed with a mix of any of the following:
 - A. Specific positions
 - B. Specific locations
 - C. Specific industries
 - D. Specific sectors (e.g. local government, not-for-profit)
 - E. Specific revenue turnover bands
4. Remuneration Consultants - professional tailored advice
5. Independent Surveying - undertaking a survey and analysis designed specifically for your needs.

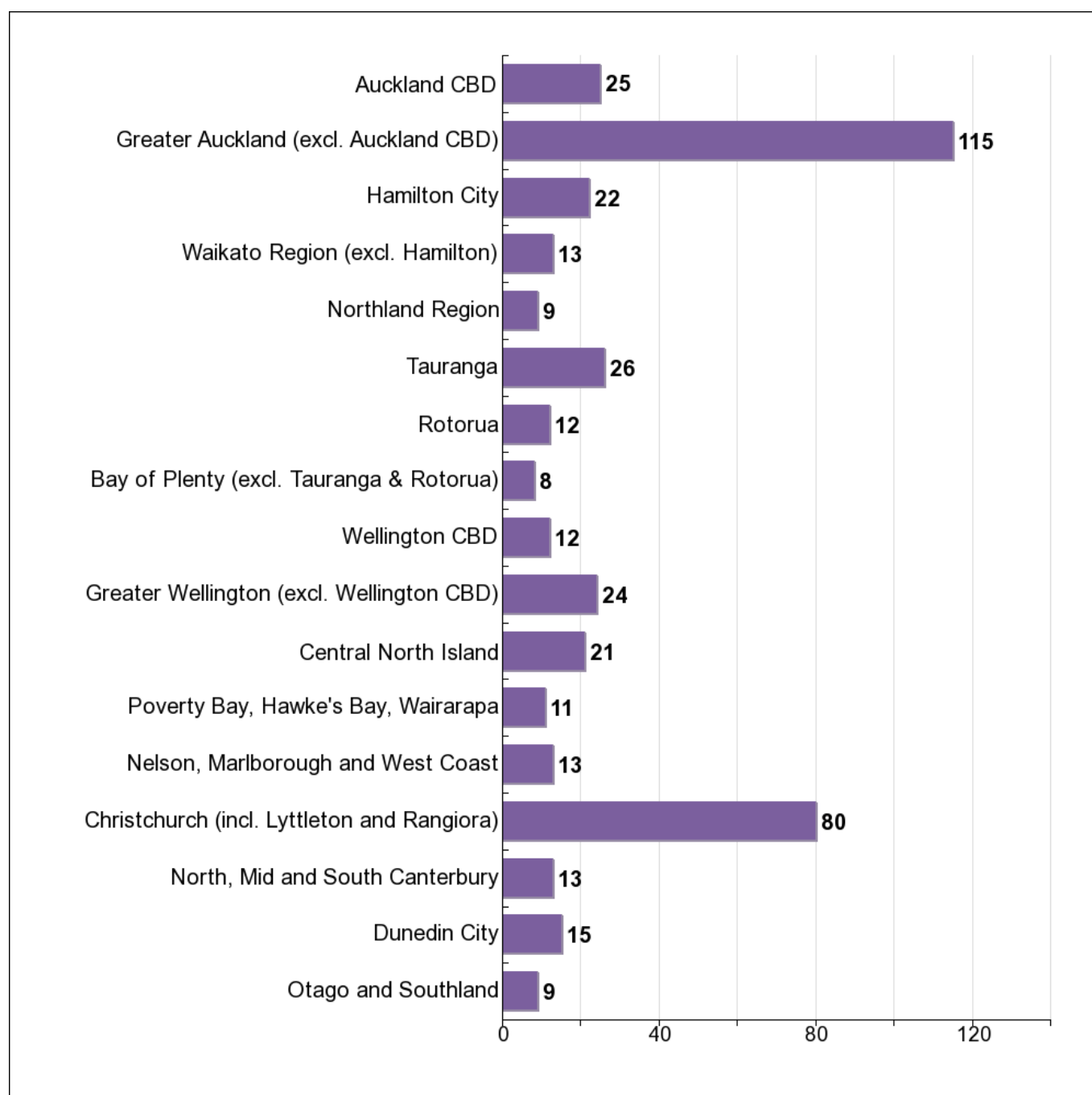
Please visit <http://www.nzsalarysurvey.co.nz> for applicable fees.

SURVEY DATABASE

290 employers have submitted data to the National Employers Wage and Salary Survey in the last 12 months. Those participating organisations employ a total of 63,434 employees. The list of those companies is included as APPENDIX A and a full list of positions surveyed is included as APPENDIX B.

Data representing 10,672 employees is currently contained in the current National Employers Wage and Salary Survey database.

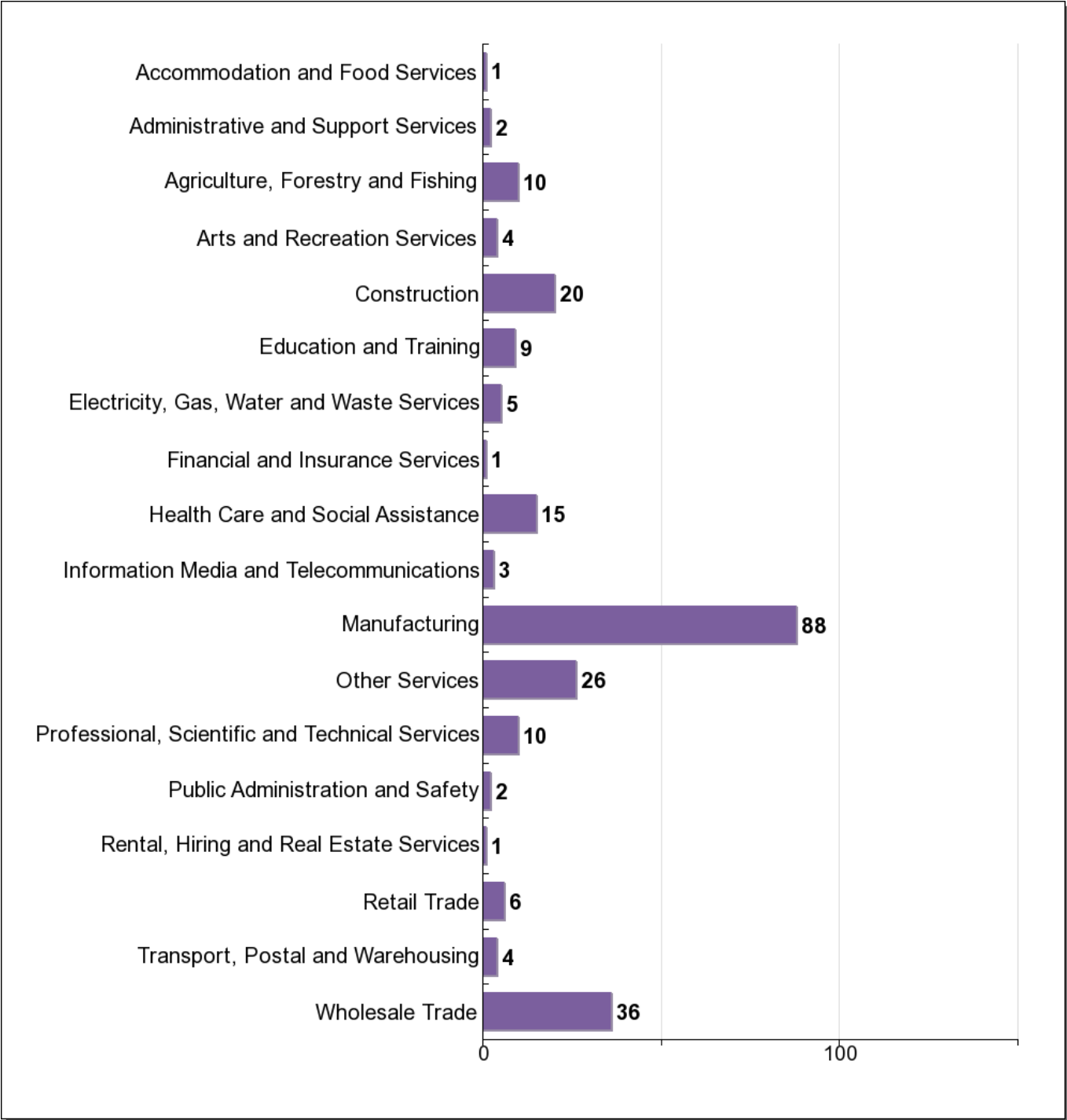
Number of Participants per Location



* Central North Island includes; Taranaki, Palmerston North, Whanganui, Ruapehu, Rangitikei and Horowhenua Districts

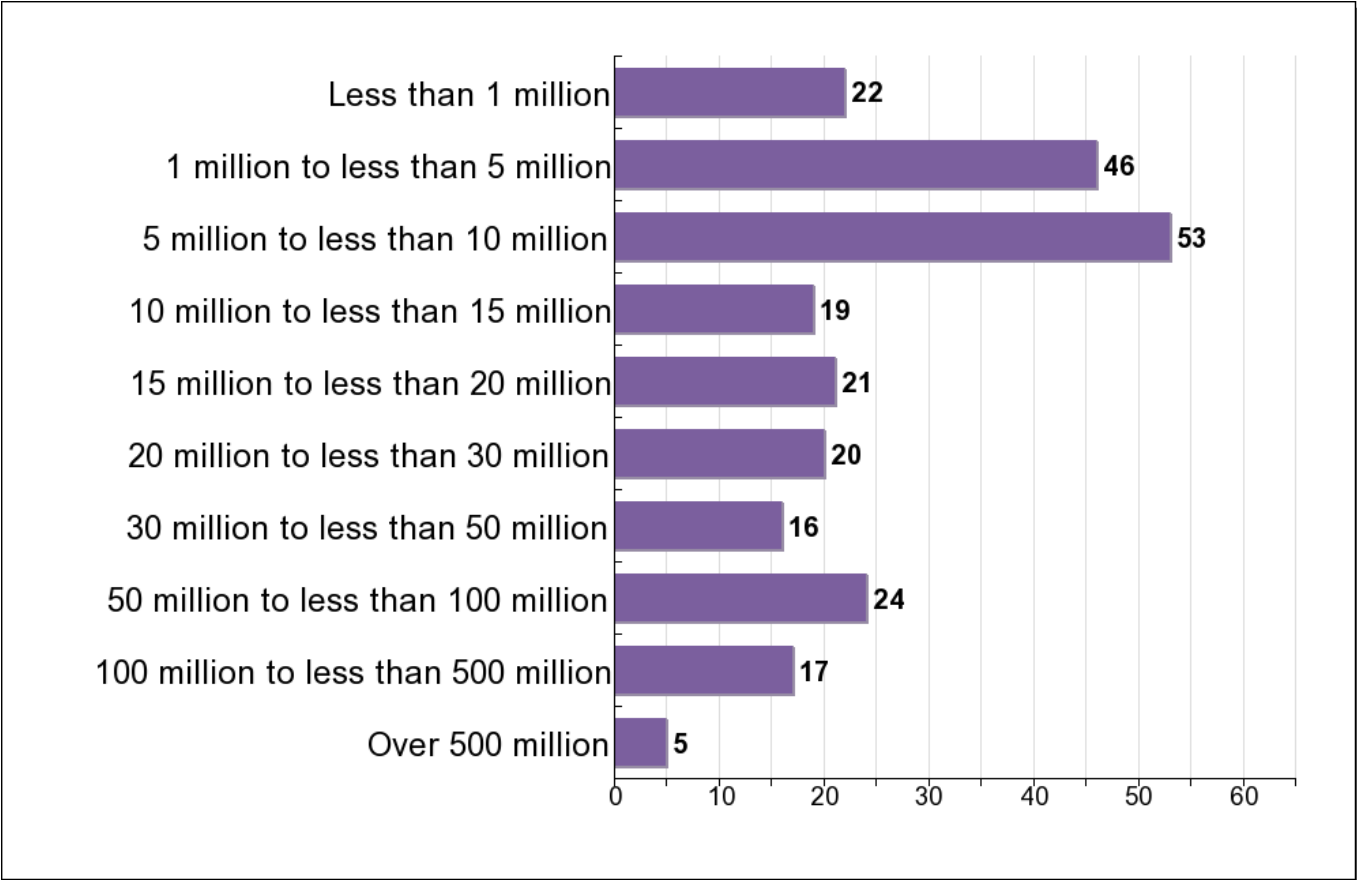
SURVEY DATABASE

Number of Participants per Industry



SURVEY DATABASE

Number of Participants per Revenue/Turnover Band



BENEFITS & CONDITIONS RESULTS

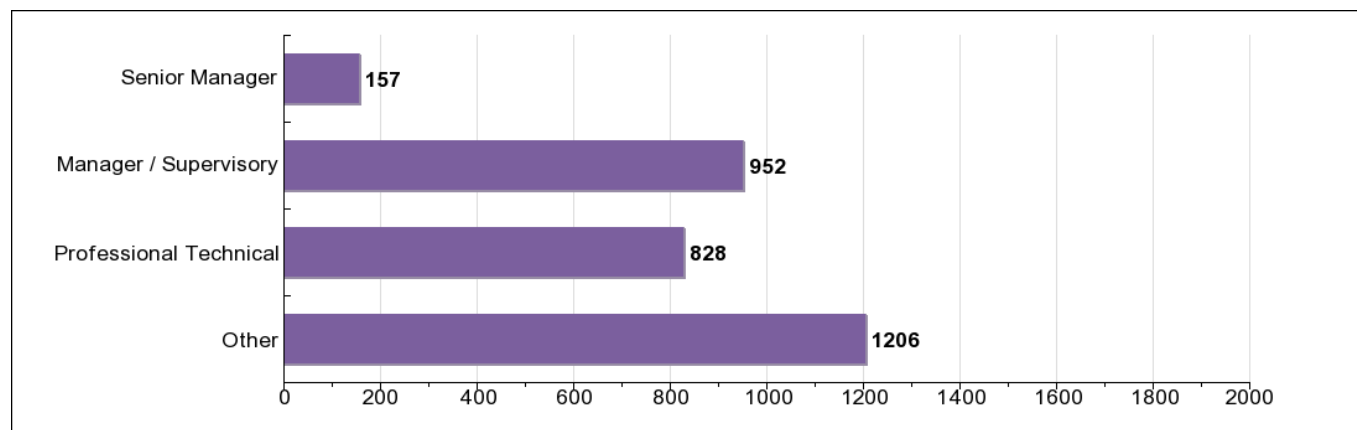
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IS02 Systems Controller/Administrator

Overall Results By Category

For the purposes of analysis by career level, the positions covered by the survey have been split into one of four categories. A list of positions by category is included in the following section of the report.

NUMBER OF EMPLOYEES



REMUNERATION PACKAGE ELEMENTS

The percentage of respondents that expressed pay in the various categories is as follows:

	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Annual Salary or Hourly Rate	94.2%	96.1%	94.8%	97.1%
Commission or Piece Rates only	0.0%	0.0%	0.0%	0.0%
Retainer and Commission/Piece Rates	5.8%	3.9%	5.2%	2.9%

Incentive, Performance Bonus, Production Bonus

	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Percentage with potential to earn bonus	65.0%	45.1%	35.5%	28.8%
Average paid in last 12 months	\$ 34,123	\$ 9,003	\$ 5,202	\$ 3,596
Average potential amount	\$ 43,815	\$ 13,623	\$ 7,602	\$ 4,884

Overall Results By Category

Superannuation

The percentage of respondents where the value of employer contributions in the remuneration package (i.e. use a Total Remuneration approach) are as follows:

	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Total Remuneration Approach	28.2%	26.3%	25.6%	20.3%

Participants were asked to indicate the level of standard employer contributions for each position. The following table shows the percentage of respondents at each level by category.

Employer Contributions	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
2% - 2.9%	0.0%	0.0%	0.0%	0.0%
3% - 3.9%	79.9%	75.9%	81.4%	80.9%
4% - 4.9%	9.1%	6.7%	6.3%	5.6%
5% - 5.9%	1.9%	2.5%	2.8%	2.4%
6% - 6.9%	2.6%	1.0%	1.6%	0.9%
7% - 7.9%	0.0%	0.9%	0.6%	0.3%
8% - 8.9%	0.6%	1.1%	0.1%	0.1%
9%+	3.9%	3.2%	1.2%	1.3%

Car Allowance/ Company Car

The percentages of respondents where a Car Allowance or Company Car are provided are as follows:

	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Car Allowance	15.3%	3.2%	1.3%	0.7%
Company Car	65.6%	37.9%	21.7%	8.7%

	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Average Car Allowance	\$ 17,360	\$ 11,606	\$ 6,771	\$ 9,147

Company car usage:

	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Full Private Use	89.3%	70.3%	71.5%	67.6%
Limited Private Use *	6.8%	21.1%	14.5%	21.9%
No Private Use	3.9%	8.3%	14.0%	10.5%

* Around town only, no holidays

Overall Results By Category

Common Benefits

% PROVIDING	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Medical Insurance	26.8%	26.2%	23.1%	22.5%
Death & Disability Insurance	7.0%	5.2%	5.3%	4.7%
Professional Association Fees	10.2%	3.9%	3.1%	0.5%
Club Subscriptions	9.6%	1.5%	1.1%	0.3%
Income Protection Insurance	5.1%	4.9%	5.5%	5.7%
Accommodation	1.9%	0.1%	0.0%	0.0%
Other	7.0%	7.5%	7.7%	9.7%
AVERAGE VALUE	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Medical Insurance	\$ 3,155	\$ 1,545	\$ 1,101	\$ 1,001
Death & Disability Insurance	\$ 1,866	\$ 675	\$ 332	\$ 239
Professional Association Fees	\$ 1,317	\$ 883	\$ 717	\$ 403
Club Subscriptions	\$ 885	\$ 752	\$ 537	\$ 250
Income Protection Insurance	\$ 1,801	\$ 839	\$ 450	\$ 406
Accommodation	\$ 28,115	\$ 15,600	\$ 0	\$ 0
Other	\$ 3,155	\$ 1,116	\$ 564	\$ 386

OTHER ELEMENTS PROVIDED

Car Park

Percentage of respondents who provide a car park at no cost to the employee:

	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Car Park Provided	77.7%	67.1%	61.2%	60.9%
No Car Park Provided	22.3%	32.9%	38.8%	39.1%

IT Equipment

Percentage of respondents who provide IT equipment that can be used for personal use:

	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Phone/Smart Phone	87.9%	61.6%	44.9%	11.4%
Laptop	78.8%	35.2%	30.1%	3.4%
Tablet	33.3%	10.8%	10.2%	5.1%
Other	0.0%	0.0%	1.2%	0.3%

Overall Results By Category

Working Hours & Overtime/Time in Lieu

	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Average Hours Worked	39.8	39.7	39.2	38.5
Overtime Hours Worked	14.1	11.9	11.2	11.1
Flexible Hours Allowed	56.8%	38.2%	38.7%	26.8%

45.4% of respondents indicated they provided compensation for extra hours worked:

	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Compensation Provided	19.1%	35.6%	43.8%	57.7%
Overtime	6.7%	35.4%	44.6%	69.1%
Time in Lieu	96.7%	68.7%	61.2%	36.4%

PLEASE NOTE: Some organisations indicated they provide both types of compensation.

Leave Entitlements

ANNUAL LEAVE	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
4 Weeks	74.5%	92.4%	94.5%	96.0%
5 Weeks	22.3%	7.0%	5.3%	3.7%
6 Weeks	2.5%	0.4%	0.2%	0.2%
Other	0.6%	0.2%	0.0%	0.0%

SICK LEAVE	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
5 days	74.0%	74.9%	69.3%	74.4%
7 days	4.5%	4.7%	4.6%	3.7%
10 days	13.6%	13.1%	21.0%	16.4%
Other	3.9%	5.1%	3.6%	4.7%
Unlimited	3.9%	2.2%	1.3%	0.8%

Accumulation of sick leave

43.8% of respondents allow sick leave to be accumulated to a greater extent than required by law

	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Unlimited	43.3%	38.2%	31.3%	35.2%
Other	56.7%	61.8%	68.7%	64.8%

Other types of leave

35.7% of respondents provide other types of leave:

OTHER LEAVE	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Birthday Leave	2.6%	2.9%	5.0%	3.2%
Study Leave	5.8%	16.7%	18.9%	15.9%
Other	0.0%	0.0%	0.0%	0.0%

Overall Results By Category

Redundancy

Overall, 44.8% of respondents have redundancy compensation provisions in their employment agreement. When split across staff categories the results are as follows

	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Redundancy Compensation	49.0%	55.4%	53.6%	58.0%

Compensation Payable

1ST YEAR OF SERVICE	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
No Compensation	31.6%	16.5%	18.2%	20.3%
1 week	13.5%	13.5%	11.5%	17.0%
2 weeks	25.0%	16.7%	13.8%	14.4%
3 weeks	1.9%	1.9%	1.4%	0.2%
4 weeks	36.5%	32.5%	31.5%	26.8%
5 weeks	0.0%	0.0%	0.0%	0.0%
6 weeks	9.6%	26.5%	31.3%	31.2%
7 weeks	0.0%	1.4%	1.7%	0.6%
8 weeks	3.8%	5.1%	7.6%	7.0%
More than 8 weeks	9.6%	2.6%	1.1%	3.0%
2ND & SUBSEQUENT YEARS	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
No Compensation	31.6%	16.5%	18.2%	20.3%
1 week	34.6%	25.5%	22.0%	21.6%
2 weeks	36.5%	58.5%	65.9%	63.7%
3 weeks	5.8%	3.5%	2.5%	2.6%
4 weeks	11.5%	10.9%	7.3%	11.8%
5 weeks	0.0%	0.0%	0.0%	0.0%
6 weeks	0.0%	0.0%	0.3%	0.0%
7 weeks	0.0%	0.0%	0.0%	0.0%
8 weeks	1.9%	0.9%	1.4%	0.2%
More than 8 weeks	9.6%	0.7%	0.6%	0.2%

Cap on Compensation

COMPENSATION CAP	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
12 weeks	37.0%	31.5%	19.7%	28.5%
16 weeks	1.9%	0.7%	0.0%	0.2%
20 weeks	1.9%	0.2%	2.3%	0.9%
26 weeks	16.7%	18.7%	18.3%	16.3%
No Cap	18.5%	15.0%	21.7%	10.2%
Other	24.1%	33.9%	38.0%	43.9%

Positions By Category

Senior Manager	
MA01	CEO/Managing Director - 200+ Employees
MA02	CEO/Managing Director - 50-199 Employees
MA03	CEO/Managing Director - <50 Employees
MA04	General Manager - 200+ Employees
MA05	General Manager - 50-199 Employees
MA06	General Manager - <50 Employees

Manager/Supervisory	
CA01	Office Manager (Supervisory)
CA02	Office Supervisor
CO01	Construction Manager
CO02	Project Manager
CO08	Site Foreperson
CO11	Contract Manager
EN01	Workshop Manager
EN02	Workshop Foreperson
EN03	Leading Hand
FA01	Finance Manager (Financial Controller)
FA08	Credit Manager
FA15	Payroll Manager
FR01	Supermarket Manager
FR02	Store/Shop Manager
FR03	Grocery Manager
FR04	Meat Manager
FR05	Produce Manager
FR06	Fresh Food Manager
FR12	Checkout Supervisor
HE01	Principal Nurse/Nurse Manager
HE03	Charge Nurse/Clinical Nurse leader
HE07	Practice Manager
HO01	Food & Beverage Manager
HO02	Restaurant Manager
IS01	Chief Information Officer

IS09	Library Manager
LA03	Foreperson
MA08	Branch Manager
MA09	Human Resources Manager
MA13	Company Secretary
MA14	Engineering Manager
MA15	Research & Development Manager
MA16	Quality Assurance Manager
MA17	Shipping Manager (Export)
MA18	Property/Building Manager
MP01	Production Manager
MP02	Factory Manager (Small Organisation)
MP05	Production Supervisor
MP06	Production Foreperson
RC01	Rest Home Manager
RC02	Assistant Rest Home Manager
RE01	Shop Manager (Single Outlet)
RE02	Retail Branch Manager
RE03	Department Manager
SA01	Marketing Manager
SA02	Sales Manager (National)
SA03	Regional Sales Manager (within NZ)
SA05	Service Manager
SA09	Call Centre/Customer Services Manager/Supervisor
SA14	Communications/PR Manager
SA16	National Fundraising Manager
SD01	Supply/Distribution/Logistics/Warehouse Manager
SD02	Warehouse/Operations Supervisor
SD08	Purchasing Manager
TP01	Transport Manager
TP02	Transport Supervisor
TP07	Fleet Services Manager

Positions By Category

Professional/Technical	
CA03	Legal Executive
CO03	Quantity Surveyor/Estimator
CO04	Draughtsperson
CA04	Executive Assistant/Personal Assistant to CEO
CO05	Civil Engineer (Qualified 5+ yrs)
CO06	Civil Engineer (Qualified 2-5 yrs)
CO07	Civil Engineer (Recently qualified)
CO09	Carpenter/Joiner
CO13	Roading Engineer
CO14	Registered Plumber
EL01	Electronics Engineer
EL02	Software Engineer
EL03	Electrical Technician
EL05	Registered Electrician
EL06	Electronics Technician
EL08	Computer Technician (Hardware)
EL09	Automotive Electrician
EN04	Heavy Fabrication Engineer (Fitter Welder)
EN05	General Engineer (Fitter Turner)
EN08	Machinist and Toolmaker (Toolmaker)
EN09	Engineering Draughtsperson
EN10	Automotive Engineer - Heavy (Motor Mechanic Diesel)
EN11	Automotive Engineer (Motor Mechanic Petrol)
EN12	Mechanical/Design Engineer
EN13	Service Engineer
FA02	Accountant (Qualified over 5 years experience)
FA03	Accountant (Qualified 1-5 years experience)
FA04	Accountant (Recently Qualified)
FA05	Accountant (Unqualified)
FA06	Assistant Accountant (Trainee)
FA07	Accounting Technician
FA09	Credit Control Clerk
FA10	Senior Accounts Clerk
FR08	Butcher (Qualified)

FR09	Baker (Qualified)
HE02	Nurse Advisor
HE04	Clinical Nurse Specialist
HE05	Staff Nurse/Registered Nurse
HE06	Enrolled Nurse
HE08	Practice Nurse
HE09	Registered Nurse Medical & Accident
HE14	Physiotherapist (including Administration Duties)
HE15	Physiotherapist (New Graduate)
HE16	Physiotherapist (Experienced)
HE17	OH&S Manager/Coordinator
HO03	Chef
IS02	Systems Controller/Administrator
IS03	Analyst/Programmer
IS04	Computer Systems Engineer
IS05	Computer Systems Technician
IS06	IS Administrator/Helpdesk
IS10	Senior Librarian
IS11	Qualified Librarian
IS13	Business Analyst
LA01	Building Inspector
LA02	Engineering Assistant (Qualified)
LA04	Planner
LA05	Environmental Health Officer
MA10	Senior HR Advisor - Over 5 years experience
MA11	HR Advisor - Up to 5 years experience
MA12	Trainer
MP03	Maintenance Engineer
MP04	Production Planner
MP08	Laboratory Technician
MP09	Production Worker - Highly skilled
RC03	Registered Nurse
RC04	Enrolled Nurse
RC09	Social Worker

Positions By Category

Professional/Technical	
RC10	Occupational Therapist (Registered)
RC11	Diversional Therapist
SA04	Product/Brand Manager

SA06	Senior Sales Representative/Sales Executive
SA08	Tech Sales Representative/Sales Engineer
SA15	Communications/PR Advisor

Positions By Category

Other	
CA05	Secretary/Personal Assistant
CA06	General/Administrative Clerk
CA07	Typist/Data Entry
CA08	Receptionist/Data Entry
CA09	Sole Charge Clerical Worker
CA10	Junior Clerical Worker (Under 18)
CA11	Junior Clerical Worker (18/U20)
CA12	Desktop Publisher
CA13	Graphic Artist/Graphic Designer
CA14	Export Documentation/Shipping Clerk
CA15	Office Assistant
CO10	Labourer
CO12	Earthmoving Machinery Driver/Operator
CO15	Civil Construction Worker
CO16	Driver Heavy Truck or Trailer
EL04	Domestic Appliance Serviceperson
EL07	Electronics Assembler
EN06	Engineers Mate/Trades Assistant (Fitters Mate)
EN07	Light Fabrication Engineer (Sheet Metal Worker)
FA11	Accounts Clerk
FA12	Accounts Receivable
FA13	Accounts Payable
FA14	Payroll Clerk
FR07	Grocery Buyer
FR10	Baker (Unqualified)
FR11	Grocery Assistant
FR13	Checkout Operator
FR14	Sales Assistant
GE01	Head Groundsperson/Greenkeeper
GE02	Groundsperson/Greenkeeper
GE03	Caretaker/Custodian/Handyperson
GE04	Commercial Cleaner
HE10	Nurse Aid/Hospital Aid
HE11	Domestic Worker/Cleaner

HE12	Cook
HE13	Kitchenhand
HE18	OH&S Nurse
HO04	Cook
HO05	Kitchenhand
HO06	Food Waiter
HO07	Bar Person/Bartender
IS07	Database Admin/Information Officer
IS08	Data Entry Operator
IS12	Library Assistant
LA06	Animal Control Officer
MA07	Area/Regional Manager
MP07	Quality Control Officer
MP10	Production Worker - Skilled
MP11	Production Worker - Semi-skilled
MP12	Production Worker - Unskilled
MP13	Industrial Cleaner
MP14	Maintenance Fitter
RC05	Home Assistant
RC06	Rest Home Domestic
RC07	Cook
RC08	Kitchen Hand
RC12	Care Giver (Community)
RE04	Retail Worker - in-charge
RE05	Salesperson - Skilled
RE06	Salesperson - Semi-skilled
RE07	Salesperson - Unskilled
RE08	Junior Salesperson/Shop Asst. (U/20)
SA07	Sales Representative/Commercial Traveller
SA10	Call Centre/Customer Services Representative
SA11	Call Centre/Telephone Salesperson/Telemarketer
SA12	Merchandiser
SA13	Marketing Assistant
SA17	Fundraiser

Positions By Category

Other	
SD03	Warehouse/Storeperson - Skilled
SD04	Warehouse/Storeperson - Semi-skilled
SD05	Warehouse/Storeperson - Unskilled
SD06	Junior Warehouse/Storeperson (Under 20)
SD07	Fork-lift Operator

SD09	Purchasing Officer
TP03	Driver - Ancillary
TP04	Driver - Urban Goods & Services
TP05	Driver - General Road Transport
TP06	Driver - Passenger Bus (Urban)
TP08	Transport Dispatcher

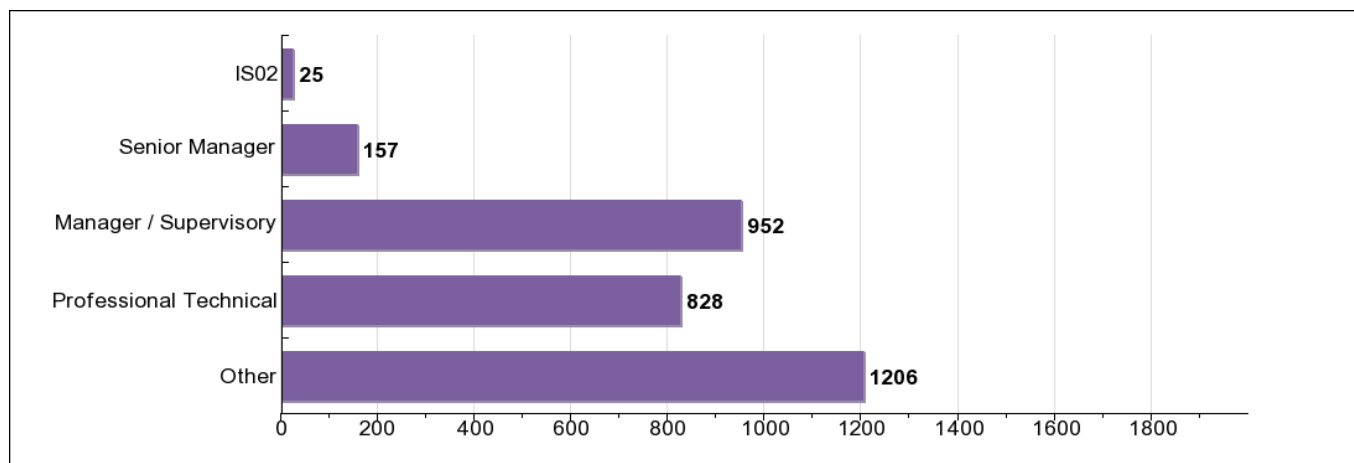
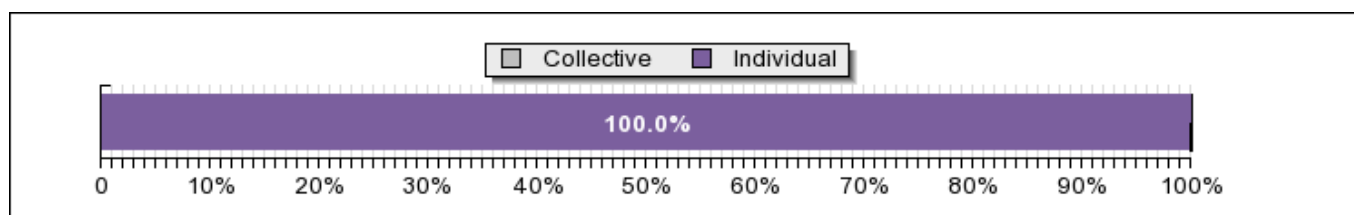
Main objectives:

Responsible for effective running of organisations system maintain all operating software at the highest level of effectiveness assess the operational efficiency of the current and proposed software. Identify and develop such new software as is necessary for the effective operation of all systems.

NUMBER OF EMPLOYEES

Data for this position has been provided by 24 organisations and relates to 28 employees.

For the purposes of analysis by career level, the positions covered by the survey have been split into one of four categories. A list of positions by category is included in the previous section.

**TYPE OF EMPLOYMENT AGREEMENT****REMUNERATION PACKAGE ELEMENTS**

The percentage of respondents that expressed pay in the various categories is as follows:

	IS02	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Annual Salary or Hourly Rate	96.0%	94.2%	96.1%	94.8%	97.1%
Commission or Piece Rates only	0.0%	0.0%	0.0%	0.0%	0.0%
Retainer and Commission/Piece Rates	4.0%	5.8%	3.9%	5.2%	2.9%

Incentive, Performance Bonus, Production Bonus

	IS02	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Percentage with potential to earn bonus	32.0%	65.0%	45.1%	35.5%	28.8%
Average paid in last 12 months	\$ 4,899	\$ 34,123	\$ 9,003	\$ 5,202	\$ 3,596

Average potential amount	\$4,864	\$ 43,815	\$ 13,623	\$ 7,602	\$ 4,884
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Superannuation

The percentage of respondents where the value of employer contributions in the remuneration package (i.e. use a Total Remuneration approach) are as follows:

	IS02	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Total Remuneration Approach	33.3%	28.2%	26.3%	25.6%	20.3%

Participants were asked to indicate the level of standard employer contributions for each position. The following table shows the percentage of respondents at each level by category.

Employer Contributions	IS02	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
2% - 2.9%	0.0%	0.0%	0.0%	0.0%	0.0%
3% - 3.9%	70.8%	79.9%	75.9%	81.4%	80.9%
4% - 4.9%	12.5%	9.1%	6.7%	6.3%	5.6%
5% - 5.9%	8.3%	1.9%	2.5%	2.8%	2.4%
6% - 6.9%	4.2%	2.6%	1.0%	1.6%	0.9%
7% - 7.9%	0.0%	0.0%	0.9%	0.6%	0.3%
8% - 8.9%	0.0%	0.6%	1.1%	0.1%	0.1%
9%+	4.2%	3.9%	3.2%	1.2%	1.3%

Car Allowance/ Company Car

The percentages of respondents where a Car Allowance or Company Car are provided are as follows:

	IS02	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Car Allowance	0.0%	15.3%	3.2%	1.3%	0.7%
Company Car	0.0%	65.6%	37.9%	21.7%	8.7%

	IS02	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Average Car Allowance	\$ 0	\$ 17,360	\$ 11,606	\$ 6,771	\$ 9,147

Company car usage:

	IS02	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Full Private Use	50.0%	89.3%	70.3%	71.5%	67.6%
Limited Private Use *	50.0%	6.8%	21.1%	14.5%	21.9%
No Private Use	0.0%	3.9%	8.3%	14.0%	10.5%

* Around town only, no holidays

Types of vehicle provided for personal use (full or limited) for this position are:

	0 - 1500 cc	1501 - 2000 cc	2001 - 3500 cc	+3500 cc
\$ 10 - 14,999	0.0 %	100.0 %	0.0 %	0.0 %
\$ 15 - 19,999	0.0 %	0.0 %	0.0 %	0.0 %
\$ 20 - 24,999	0.0 %	0.0 %	0.0 %	0.0 %
\$ 25 - 29,999	0.0 %	0.0 %	0.0 %	0.0 %
\$ 30 - 34,999	0.0 %	0.0 %	0.0 %	0.0 %
\$ 35 - 39,000	0.0 %	0.0 %	100.0 %	0.0 %
\$ 40 - 49,999	0.0 %	0.0 %	0.0 %	0.0 %
\$ 50 - 59,999	0.0 %	0.0 %	0.0 %	0.0 %
\$ 60 - 69,999	0.0 %	0.0 %	0.0 %	0.0 %
\$ 70 - 79,999	0.0 %	0.0 %	0.0 %	0.0 %
\$ 80,000 +	0.0 %	0.0 %	0.0 %	0.0 %

Appendix D - Car Benefit Guide; provides guidelines on valuing vehicles for inclusion in packages.

COMMON BENEFITS

Percentage of respondents where common benefits listed in the survey are provided:

% PROVIDING	IS02	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Medical Insurance	20.8%	26.8%	26.2%	23.1%	22.5%
Death & Disability Insurance	4.2%	7.0%	5.2%	5.3%	4.7%
Professional Association Fees	0.0%	10.2%	3.9%	3.1%	0.5%
Club Subscriptions	0.0%	9.6%	1.5%	1.1%	0.3%
Income Protection Insurance	4.2%	5.1%	4.9%	5.5%	5.7%
Accommodation	0.0%	1.9%	0.1%	0.0%	0.0%
Other	4.2%	7.0%	7.5%	7.7%	9.7%
AVERAGE VALUE	IS02	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Medical Insurance	\$ 1,109	\$ 3,155	\$ 1,545	\$ 1,101	\$ 1,001
Death & Disability Insurance	\$ 200	\$ 1,866	\$ 675	\$ 332	\$ 239
Professional Association Fees	\$ 0	\$ 1,317	\$ 883	\$ 717	\$ 403
Club Subscriptions	\$ 0	\$ 885	\$ 752	\$ 537	\$ 250
Income Protection Insurance	\$ 200	\$ 1,801	\$ 839	\$ 450	\$ 406
Accommodation	\$ 0	\$ 28,115	\$ 15,600	\$ 0	\$ 0
Other	\$ 6,000	\$ 3,155	\$ 1,116	\$ 564	\$ 386

OTHER ELEMENTS PROVIDED

CAR PARK	IS02	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Car Park Provided	54.2%	77.7%	67.1%	61.2%	60.9%
No Car Park Provided	45.8%	22.3%	32.9%	38.8%	39.1%
IT EQUIPMENT	IS02	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Phone/Smart Phone	83.3%	87.9%	61.6%	44.9%	11.4%
Laptop	66.7%	78.8%	35.2%	30.1%	3.4%
Tablet	50.0%	33.3%	10.8%	10.2%	5.1%
Other	0.0%	0.0%	0.0%	1.2%	0.3%

COMPANY FUNDED TRAINING

70.8% of respondents indicated that company funded training is available for this position:

5.9% is a contractual obligation	88.2% is on an ad hoc basis	5.9% a combination of both
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11.8% indicated that the employee bonded as a result.

Allowances

For this position, 8.0% of respondents indicated payment of additional allowances:

	% Receiving	Amount
Qualification	0.0%	\$ 0.00
Tool	0.0%	\$ 0.00
Conditions	0.0%	\$ 0.00
Skills	4.0%	\$ 1.00
Service	0.0%	\$ 0.00
Protective Equipment	0.0%	\$ 0.00
Clothing/Laundry	0.0%	\$ 0.00
Shift *	0.0%	\$ 0.00
Meal *	0.0%	\$ 0.00
Working Away/Overnight *	0.0%	\$ 0.00
Other Allowance	4.0%	\$ 0.50

* These allowances are instance based, i.e. per shift, meal or day/night

Working Hours

HOURS PER WEEK	IS02	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Average Hours Worked	39.6	39.8	39.7	39.2	38.5
Overtime Hours Worked	21.2	14.1	11.9	11.2	11.1
FLEXIBLE HOURS *	Children	Transport	Study	Sport/Fitness	Other
Main reasons for flexibility	81.8%	36.4%	45.5%	36.4%	0.0%

* For this position, 47.8% of respondents said that they allow flexibility around hours of work.

Overtime, Time in Lieu & Penal Rates

For this position, 44.0% of respondents indicated they paid overtime or provided time in lieu:

- 0.0% provide overtime.
- 100.0% provide time in lieu.

0.0% of respondents indicated that they pay penal rates

OVERTIME RATE	Time 1.0	Time 1.25	Time 1.5	Time 2.0	Other
Initial Rate	0.0%	0.0%	0.0%	0.0%	0.0%
Higher Rate	n/a	0.0%	0.0%	0.0%	0.0%
PENAL RATES					
Saturday	0.0%	0.0%	0.0%	0.0%	0.0%
Sunday	0.0%	0.0%	0.0%	0.0%	0.0%
Night	0.0%	0.0%	0.0%	0.0%	0.0%
Public Holiday	n/a	n/a	0.0%	0.0%	0.0%
Other	0.0%	0.0%	0.0%	0.0%	0.0%

* Statutory minimum for Public Holidays is Time 1.5

Leave Entitlements

ANNUAL LEAVE	IS02	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
4 Weeks	91.3%	74.5%	92.4%	94.5%	96.0%
5 Weeks	8.7%	22.3%	7.0%	5.3%	3.7%
6 Weeks	0.0%	2.5%	0.4%	0.2%	0.2%
Other	0.0%	0.6%	0.2%	0.0%	0.0%
SICK LEAVE					
5 days	54.2%	74.0%	74.9%	69.3%	74.4%
7 days	4.2%	4.5%	4.7%	4.6%	3.7%
10 days	37.5%	13.6%	13.1%	21.0%	16.4%
Other	0.0%	3.9%	5.1%	3.6%	4.7%
Unlimited	4.2%	3.9%	2.2%	1.3%	0.8%

Accumulation of sick leave

70.8% of respondents allow sick leave to be accumulated to a greater extent than required by law

	IS02	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Unlimited	23.5%	43.3%	38.2%	31.3%	35.2%
Other	76.5%	56.7%	61.8%	68.7%	64.8%

Other types of leave

50.0% of respondents provide other types of leave:

OTHER LEAVE	IS02	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Birthday Leave	8.3%	2.6%	2.9%	5.0%	3.2%
Study Leave	8.3%	5.8%	16.7%	18.9%	15.9%
Other	0.0%	0.0%	0.0%	0.0%	0.0%

Redundancy

Overall, 70.8% of respondents have redundancy compensation provisions in their employment agreement. When split across staff categories the results are as follows

	IS02	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
Redundancy Compensation	70.8%	49.0%	55.4%	53.6%	58.0%

Compensation Payable

1 ST YEAR OF SERVICE	IS02	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
No Compensation	23.5%	31.6%	16.5%	18.2%	20.3%
1 week	0.0%	13.5%	13.5%	11.5%	17.0%
2 weeks	23.1%	25.0%	16.7%	13.8%	14.4%
3 weeks	15.4%	1.9%	1.9%	1.4%	0.2%
4 weeks	23.1%	36.5%	32.5%	31.5%	26.8%
5 weeks	0.0%	0.0%	0.0%	0.0%	0.0%
6 weeks	23.1%	9.6%	26.5%	31.3%	31.2%
7 weeks	7.7%	0.0%	1.4%	1.7%	0.6%
8 weeks	7.7%	3.8%	5.1%	7.6%	7.0%
More than 8 weeks	0.0%	9.6%	2.6%	1.1%	3.0%
2 ND & SUBSEQUENT YEARS	IS02	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
No Compensation	23.5%	31.6%	16.5%	18.2%	20.3%
1 week	30.8%	34.6%	25.5%	22.0%	21.6%
2 weeks	46.2%	36.5%	58.5%	65.9%	63.7%
3 weeks	15.4%	5.8%	3.5%	2.5%	2.6%
4 weeks	7.7%	11.5%	10.9%	7.3%	11.8%
5 weeks	0.0%	0.0%	0.0%	0.0%	0.0%
6 weeks	0.0%	0.0%	0.0%	0.3%	0.0%
7 weeks	0.0%	0.0%	0.0%	0.0%	0.0%
8 weeks	0.0%	1.9%	0.9%	1.4%	0.2%
More than 8 weeks	0.0%	9.6%	0.7%	0.6%	0.2%

Cap on Compensation

COMPENSATION CAP	IS02	Senior Manager	Manager/ Supervisory	Professional/ Technical	Other
12 weeks	7.1%	37.0%	31.5%	19.7%	28.5%
16 weeks	0.0%	1.9%	0.7%	0.0%	0.2%
20 weeks	0.0%	1.9%	0.2%	2.3%	0.9%
26 weeks	14.3%	16.7%	18.7%	18.3%	16.3%
No Cap	35.7%	18.5%	15.0%	21.7%	10.2%
Other	42.9%	24.1%	33.9%	38.0%	43.9%

A S WILCOX & SONS LTD
 A Verkerk Limited
 Academic Colleges Group
 Acuflo Industries Ltd
 Advanced Aerospace
 AHG Associated Practices Ltd
 Altex Coatings Ltd
 Aluminium Technology
 Ambler & Co Ltd
 Anderson & O'Leary Limited
 ANZCO Foods Limited
 APL
 Argus Heating Limited
 Artemis Ltd
 ARYZTA New Zealand Limited
 Ashford Handicrafts Ltd
 Asona Limited
 Auckland Concrete Cutters Ltd
 Award Concepts Ltd
 Bay Audiology (Amplifon NZ Ltd)
 Bemis Flexible Packaging Australasia Ltd
 BEP Marine Ltd
 Best Bars Limited
 Bradken Resources (Pty) Ltd
 Breast Associates Ltd
 Brightwater Engineering Limited
 Calder Stewart
 Canterbury Cheesemongers
 Canterbury Westland Kindergarten Assn
 Caughey Preston Trust
 CB Norwood Distributors Limited
 Chemcolour Industries NZ Ltd
 Chemiplas NZ Ltd
 Chempro Logistics Ltd
 Christ's College
 Christian Education Trust
 Clarity Hospitality Software Solutions Ltd
 Clark Equipment New Zealand Limited
 Cleantastic
 Cleantastic
 CM Trailer Parts
 CNI Iwi Holdings Ltd
 Coastguard Southern Region Inc
 Coca-Cola Amatil Ltd
 Combined Salon Supplies Ltd
 Complete Engineering & Hydraulics Ltd
 Concentric Engineered Solutions Ltd
 Contact Energy
 Contract Mechanical Services Limited
 Core Recruitment Limited
 Cosignia Limited
 CruzPro Ltd.
 Damar Industries Ltd
 Daveron Scaffolding Limited
 Deaf Aotearoa NZ
 DEFINE INSTRUMENTS
 Delmaine Fine Foods Ltd
 DF and JA Ward Ltd trading as Continental
 DIC New Zealand
 DM Dunningham Limited
 Doherty Engineered Attachments Ltd
 Dominion Salt Limited
 Dominion Salt Limited
 Dunstan Nutrition Ltd
 Earthwise
 Eliot Sinclair & Partners Ltd
 Elizabeth Knox Home and Hospital
 Energizer New Zealand Ltd
 Essilor NZ Ltd
 Ferrymead Retail Limited
 Fire Security Services Ltd
 Fletcher Building Limited
 Fluent Solutions
 FMI Research Limited
 Forbury Park Trotting Club Inc
 Ford Motor Company
 Fresco NZ Limited
 Fresh Produce Group NZ Limited
 Fully Equipped Ltd
 G4S New Zealand Ltd
 Garra International Ltd
 Gasco and Pipeline Ltd
 GJ Gardner Homes Rotorua/South Waikato
 GL Bowron
 Goodman Fielder
 Goodwood Industries
 Hanmer Springs Thermal Pools & Spa
 Hastings Golf Club Inc
 Health Reporoa Inc
 HealthPost NZ
 Heat & Control Ltd
 HEB Construction Ltd
 Heinz Wattie's Limited
 Hellers Ltd
 HENDL & MURRAY ENGINEERING LTD
 Tile Space
 HJ Asmuss & Co Ltd
 Husqvarna New Zealand Ltd
 Hydraulink Fluid Connectors Ltd
 Ian Coombes Ltd
 iDt Ltd
 Indigo Marketing
 Industrial Tube Manufacturing Company Limited
 Integrated Hydraulics Limited
 Jacobsen Creative Surfaces Ltd
 Kaipara Refuse Ltd
 KCE
 KeyLink Payroll Services
 Kilwell Manufacturing Limited
 Kiwi Pacific Foods Ltd
 Kristin School Charitable Trust
 L & M Engineering and Contracting Ltd

Laidlaw College
Life Health Foods
Linkup Paint Supplies Limited
Little Sisters of the Poor
Lothlorian Knitwear
Lyttelton Engineering Ltd
Macrennie Commercial Construction Ltd
Mainstream Engineering Ltd
Makita New Zealand Limited
Marra Construction 2004 Limited
MARS Petcare NZ
Maskell Productions Ltd
Masterpet Corporation
Mastip Technology Limited
Matamata Veterinary Services
McAlpines Ltd
McCallum Industries Limited
McInnes Manufacturing Limited
McMillan & Lockwood
MCP New Zealand Limited
Meadow Mushrooms Ltd
Methodist Mission Southern
MITech Limited
Moffat Ltd
MTU Detroit Diesel Australia
Muller Management Trust
Neill Cropper
Nelson Forests
NHP Electrical
Northbridge Lifecare Trust
NZ Association of Counsellors
NZ Bakels Ltd
NZ National Fieldays Society
NZL Group Ltd
Oasis Engineering (2003) Ltd
OCS Limited
Ohug Power Equipment Ltd
Oxford Women's Health Ltd
Pacific Steel New Zealand
Palmerston North City Council
Parkwood Retirement Village
Parmco Sales Ltd
Patience & Nicholson (NZ) Ltd
Permark Industries Limited
Peros Ltd
PF Olsen Ltd
Polson Higgs
Pragmatix Limited
Premier A Grade Insulation Limited
Presbyterian Support South Canterbury
Prima Deli
Property Services Unlimited
PSL
QVS Global NZ Limited
Radford Software Ltd
Railblaza Ltd
Rapak Asia Pacific Ltd
Red & White Cellar
Red Bus Ltd
Red Circle Wholesale Limited
Red Stag Timber Ltd
Redox Pty Ltd
Refrigeration and Heating engineers
Renold NZ
Residential Building Services Ltd
Rezare Systems
Rinnai NZ Ltd
RMD NZ Ltd
Roadmaster Ltd
Robert Malcolm Ltd
Ruapehu Alpine Lifts Ltd
Rubbish Direct
Rustproof Coatings Ltd
Safety at Work Ltd
Safeway Scaffolding (NZ) Ltd
Sanford Limited
Sanitarium Health & Wellbeing
Savill Coordinates Ltd
Seal House Limited
Sharp Corporation of NZ Ltd
Sisters of St Joseph
SKF Australia Pty Ltd
Smartrak Limited
Smith Elements & Controls Ltd
Snap Fresh Foods
Society of Mary Trust Board
Solo Plastics Limited
Sonoco NZ Ltd
Spanbild New Zealand Limited
Spray Marks Group
St Andrews College
St Cuthberts Educational Trust Board
St Georges Hospital
Stainless Design
Stainless Engineering Co. Ltd
Steel and Tube Holdings Limited
Stonewood Homes NZ Ltd
Subaru of New Zealand
Sullet Contracting services
Synlait Milk Ltd
Syntax Scientific Writing
Tatua Co-operative Dairy Company Limited
Te Puia NZ Maori Arts and Crafts Institute
Textile Bonding
The Carroll Street Trust
The Heart Foundation
The Salvation Army
The Vet Centre
Tigerturf
Timberlands Ltd
TL Parker Ltd
TMC Trailers Limited

Toyota New Zealand Limited
Tycab NZ Limited
Tyco Electronics
Van Den Brink Poultry Limited
Van Lier Nurseries Ltd
Vega Industries Ltd
Verissimo Engineering Ltd
Veterinary Enterprises Group Limited
Victor Hydraulics
Virbac New Zealand Ltd

Visy Rigid Packaging NZ Ltd
Waipuna Hospice
Walker Davey Ltd
Watson Engineering
Whanganui Kindergarten Association
Whittle Knight & Boatwood Ltd
Woodland Management Limited
Yashili NZ Dairy Co Ltd
Ziera Shoes

CLERICAL/ADMINISTRATION

CA01 Office Manager (Supervisory)	CA09 Sole Charge Clerical Worker
CA02 Office Supervisor	CA10 Junior Clerical Worker (Under 18)
CA03 Legal Executive	CA11 Junior Clerical Worker (18/U20)
CA04 Executive Assistant/Personal Assistant to CEO	CA12 Desktop Publisher
CA05 Secretary/Personal Assistant	CA13 Graphic Artist/Graphic Designer
CA06 General/Administrative Clerk	CA14 Export Documentation/Shipping Clerk
CA07 Typist/Data Entry	CA15 Office Assistant
CA08 Receptionist/Data Entry	

CONTRACTING/CONSTRUCTION

CO01 Construction Manager	CO09 Carpenter/Joiner
CO02 Project Manager	CO10 Labourer
CO03 Quantity Surveyor/Estimator	CO11 Contract Manager
CO04 Draughtsperson	CO12 Earthmoving Machinery Driver/Operator
CO05 Civil Engineer (Qualified 5+ yrs)	CO13 Roading Engineer
CO06 Civil Engineer (Qualified 2-5 yrs)	CO14 Registered Plumber
CO07 Civil Engineer (Recently qualified)	CO15 Civil Construction Worker
CO08 Site Foreperson	CO16 Driver Heavy Truck or Trailer

ELECTRICAL/ELECTRONICS

EL01 Electronics Engineer	EL06 Electronics Technician
EL02 Software Engineer	EL07 Electronics Assembler
EL03 Electrical Technician	EL08 Computer Technician (Hardware)
EL04 Domestic Appliance Serviceperson	EL09 Automotive Electrician
EL05 Registered Electrician	

ENGINEERING

EN01 Workshop Manager	EN08 Machinist and Toolmaker (Toolmaker)
EN02 Workshop Foreperson	EN09 Engineering Draughtsperson
EN03 Leading Hand	EN10 Automotive Engineer - Heavy (Motor Mechanic Diesel)
EN04 Heavy Fabrication Engineer (Fitter Welder)	EN11 Automotive Engineer (Motor Mechanic Petrol)
EN05 General Engineer (Fitter Turner)	EN12 Mechanical/Design Engineer
EN06 Engineers Mate/Trades Assistant (Fitters Mate)	EN13 Service Engineer
EN07 Light Fabrication Engineer (Sheet Metal Worker)	

FINANCE/ACCOUNTING

FA01 Finance Manager (Financial Controller)	FA09 Credit Control Clerk
FA02 Accountant (Qualified over 5 years experience)	FA10 Senior Accounts Clerk
FA03 Accountant (Qualified 1-5 years experience)	FA11 Accounts Clerk
FA04 Accountant (Recently Qualified)	FA12 Accounts Receivable
FA05 Accountant (Unqualified)	FA13 Accounts Payable
FA06 Assistant Accountant (Trainee)	FA14 Payroll Clerk
FA07 Accounting Technician	FA15 Payroll Manager
FA08 Credit Manager	

FOOD RETAIL

FR01 Supermarket Manager	FR08 Butcher (Qualified)
FR02 Store/Shop Manager	FR09 Baker (Qualified)
FR03 Grocery Manager	FR10 Baker (Unqualified)
FR04 Meat Manager	FR11 Grocery Assistant
FR05 Produce Manager	FR12 Checkout Supervisor
FR06 Fresh Food Manager	FR13 Checkout Operator
FR07 Grocery Buyer	FR14 Sales Assistant

GENERAL

GE01 Head Groundsperson/Greenkeeper	GE03 Caretaker/Custodian/Handyperson
GE02 Groundsperson/Greenkeeper	GE04 Commercial Cleaner

HEALTH

HE01 Principal Nurse/Nurse Manager	HE10 Nurse Aid/Hospital Aid
HE02 Nurse Advisor	HE11 Domestic Worker/Cleaner
HE03 Charge Nurse/Clinical Nurse leader	HE12 Cook
HE04 Clinical Nurse Specialist	HE13 Kitchenhand
HE05 Staff Nurse/Registered Nurse	HE14 Physiotherapist (including Administration Duties)
HE06 Enrolled Nurse	HE15 Physiotherapist (New Graduate)
HE07 Practice Manager	HE16 Physiotherapist (Experienced)
HE08 Practice Nurse	HE17 OH&S Manager/Coordinator
HE09 Registered Nurse Medical & Accident	HE18 OH&S Nurse

HOSPITALITY

HO01 Food & Beverage Manager	HO05 Kitchenhand
HO02 Restaurant Manager	HO06 Food Waiter
HO03 Chef	HO07 Bar Person/Bartender
HO04 Cook	

INFORMATION SYSTEMS/EDP

IS01 Chief Information Officer	IS08 Data Entry Operator
IS02 Systems Controller/Administrator	IS09 Library Manager
IS03 Analyst/Programmer	IS10 Senior Librarian
IS04 Computer Systems Engineer	IS11 Qualified Librarian
IS05 Computer Systems Technician	IS12 Library Assistant
IS06 IS Administrator/Helpdesk	IS13 Business Analyst
IS07 Database Admin/Information Officer	

LOCAL AUTHORITY

LA01 Building Inspector	LA04 Planner
LA02 Engineering Assistant (Qualified)	LA05 Environmental Health Officer
LA03 Foreperson	LA06 Animal Control Officer

MANAGEMENT

MA01 CEO/Managing Director - 200+ Employees	MA10 Senior HR Advisor - Over 5 years experience
MA02 CEO/Managing Director - 50-199 Employees	MA11 HR Advisor - Up to 5 years experience
MA03 CEO/Managing Director - <50 Employees	MA12 Trainer
MA04 General Manager - 200+ Employees	MA13 Company Secretary
MA05 General Manager - 50-199 Employees	MA14 Engineering Manager
MA06 General Manager - <50 Employees	MA15 Research & Development Manager
MA07 Area/Regional Manager	MA16 Quality Assurance Manager
MA08 Branch Manager	MA17 Shipping Manager (Export)
MA09 Human Resources Manager	MA18 Property/Building Manager

MANUFACTURING/PRODUCTION

MP01 Production Manager	MP08 Laboratory Technician
MP02 Factory Manager (Small Organisation)	MP09 Production Worker - Highly skilled
MP03 Maintenance Engineer	MP10 Production Worker - Skilled
MP04 Production Planner	MP11 Production Worker - Semi-skilled
MP05 Production Supervisor	MP12 Production Worker - Unskilled
MP06 Production Foreperson	MP13 Industrial Cleaner
MP07 Quality Control Officer	MP14 Maintenance Fitter

RESIDENTIAL/COMMUNITY CARE

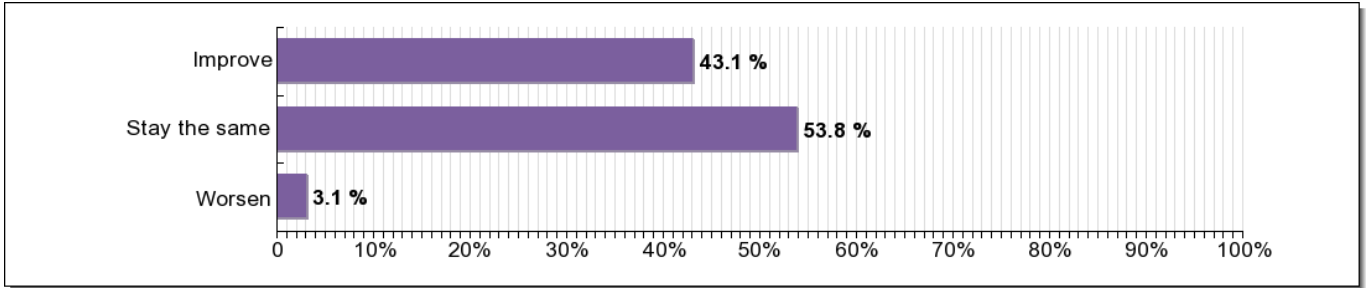
RC01 Rest Home Manager	RC07 Cook
RC02 Assistant Rest Home Manager	RC08 Kitchen Hand
RC03 Registered Nurse	RC09 Social Worker
RC04 Enrolled Nurse	RC10 Occupational Therapist (Registered)
RC05 Home Assistant	RC11 Diversional Therapist

RESIDENTIAL/COMMUNITY CARE**RC06** Rest Home Domestic**RC12** Care Giver (Community)**RETAIL****RE01** Shop Manager (Single Outlet)**RE05** Salesperson - Skilled**RE02** Retail Branch Manager**RE06** Salesperson - Semi-skilled**RE03** Department Manager**RE07** Salesperson - Unskilled**RE04** Retail Worker - in-charge**RE08** Junior Salesperson/Shop Asst. (U/20)**SALES/MARKETING****SA01** Marketing Manager**SA10** Call Centre/Customer Services Representative**SA02** Sales Manager (National)**SA11** Call Centre/Telephone Salesperson/Telemarketer**SA03** Regional Sales Manager (within NZ)**SA12** Merchandiser**SA04** Product/Brand Manager**SA13** Marketing Assistant**SA05** Service Manager**SA14** Communications/PR Manager**SA06** Senior Sales Representative/Sales Executive**SA15** Communications/PR Advisor**SA07** Sales Representative/Commercial Traveller**SA16** National Fundraising Manager**SA08** Tech Sales Representative/Sales Engineer**SA17** Fundraiser**SA09** Call Centre/Customer Services Manager/Supervisor**SUPPLY/DISTRIBUTION****SD01** Supply/Distribution/Logistics/Warehouse Manager**SD06** Junior Warehouse/Storeperson (Under 20)**SD02** Warehouse/Operations Supervisor**SD07** Fork-lift Operator**SD03** Warehouse/Storeperson - Skilled**SD08** Purchasing Manager**SD04** Warehouse/Storeperson - Semi-skilled**SD09** Purchasing Officer**SD05** Warehouse/Storeperson - Unskilled**TRANSPORT****TP01** Transport Manager**TP05** Driver - General Road Transport**TP02** Transport Supervisor**TP06** Driver - Passenger Bus (Urban)**TP03** Driver - Ancillary**TP07** Fleet Services Manager**TP04** Driver - Urban Goods & Services**TP08** Transport Dispatcher

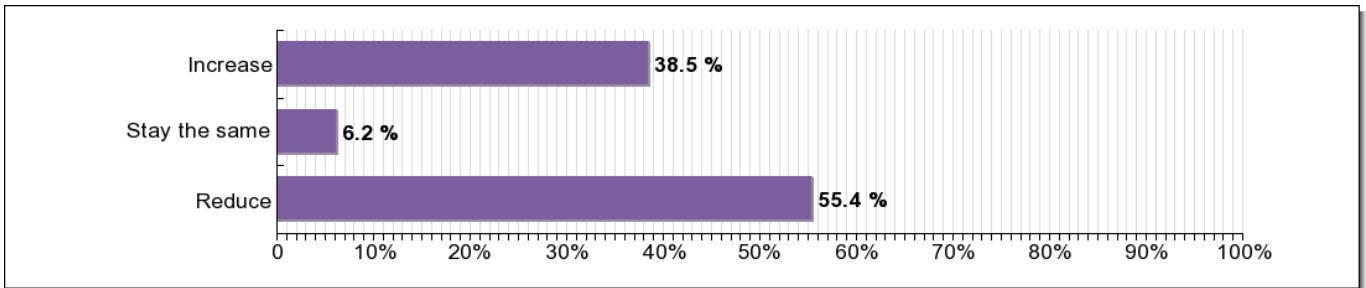
This section contains results from the 'Company Information' section of the survey questionnaire.

Business Outlook

Participants were asked to rate their organisation's overall outlook for business conditions next year:

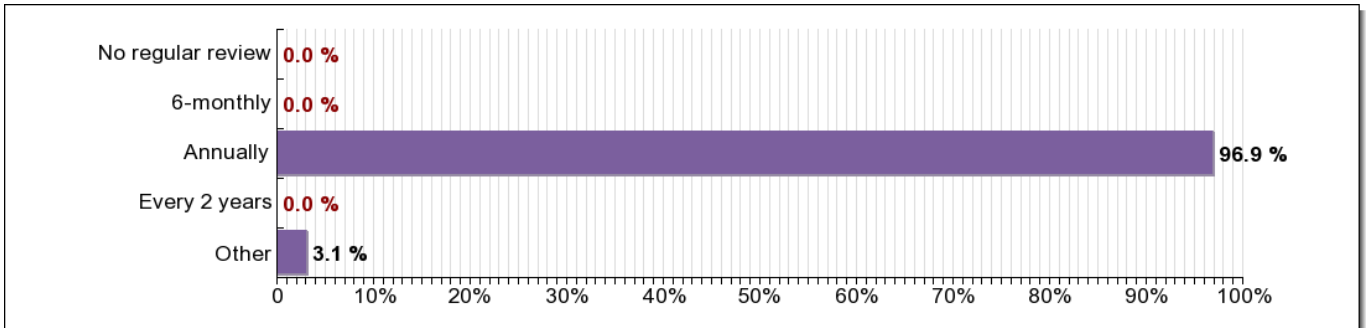


Participants were asked to indicate their organisation's expectations regarding employee numbers:

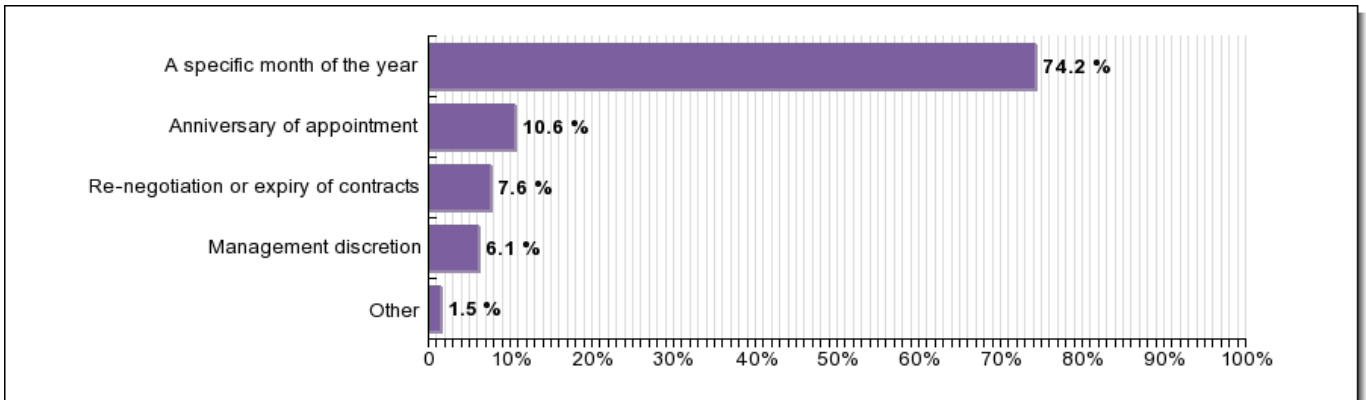


Wage & Salary Reviews

Participants were asked how often wages/salaries are reviewed (for the majority of employees):



Participants were asked to indicate the timing of wage/salary reviews (for the majority of employees):



Participants were asked to provide average increase percentages - actual for the last 12 months and budgeted for the next 12 months.

Average Percentage Increases		
	Actual increases in the last 12 months	Budgeted increase for the next 12 months
Total National Average	0.6%	2.2%
Private Sector	2.7%	2.4%
Public Sector	2.0%	1.4%
Local Government	0.0%	0.0%
Not-for-profit	2.0%	2.7%
INDUSTRY		
Accommodation and Food Services	0.0%	0.0%
Administrative and Support Services	0.0%	1.5%
Agriculture, Forestry and Fishing	0.8%	0.1%
Arts and Recreation Services	1.3%	1.3%
Construction	0.4%	0.4%
Education and Training	0.4%	0.4%
Electricity, Gas, Water and Waste Services	0.3%	0.0%
Financial and Insurance Services	0.0%	0.0%
Health Care and Social Assistance	0.5%	1.2%
Information Media and Telecommunications	0.0%	0.0%
Manufacturing	0.7%	0.6%
Mining	0.0%	0.0%
Other Services	0.9%	1.0%
Professional, Scientific and Technical Services	0.6%	0.2%
Public Administration and Safety	0.0%	0.0%
Rental, Hiring and Real Estate Services	0.0%	0.0%
Retail Trade	0.7%	0.6%
Transport, Postal and Warehousing	0.5%	0.5%
Wholesale Trade	0.4%	0.4%
REVENUE BANDS		
Less than 1 million	0.4%	0.4%
1 million to less than 5 million	0.9%	0.9%
5 million to less than 10 million	0.7%	0.6%
10 million to less than 15 million	0.7%	0.8%
15 million to less than 20 million	0.8%	0.6%
20 million to less than 30 million	0.1%	0.1%
30 million to less than 50 million	0.4%	0.3%
50 million to less than 100 million	0.7%	0.6%
100 million to less than 500 million	0.3%	0.2%
Over 500 million	1.0%	0.4%

90 Day Trial Periods

Participants were asked if they included 90 day trial periods in their employment agreements.

Percentage of Respondents with 90 Day Trial Periods			
	Yes	No	Sometimes
Total	50.0%	36.0%	13.0%
Private Sector	50.0%	37.0%	13.0%
Public	67.0%	2.0%	31.0%
Local Government	0.0%	81.0%	19.0%
Not-for-profit	41.0%	40.0%	19.0%
INDUSTRY			
Accommodation and Food Services	100.0%	0.0%	0.0%
Administrative and Support Services	100.0%	0.0%	0.0%
Agriculture, Forestry and Fishing	72.7%	9.1%	18.2%
Arts and Recreation Services	75.0%	0.0%	25.0%
Construction	100.0%	0.0%	0.0%
Education and Training	33.3%	22.2%	44.4%
Electricity, Gas, Water and Waste Services	83.3%	16.7%	0.0%
Financial and Insurance Services	100.0%	0.0%	0.0%
Health Care and Social Assistance	36.8%	47.4%	15.8%
Information Media and Telecommunications	66.7%	0.0%	33.3%
Manufacturing	71.8%	10.0%	18.2%
Other Services	74.1%	11.1%	14.8%
Professional, Scientific and Technical Services	58.3%	16.7%	25.0%
Public Administration and Safety	0.0%	50.0%	50.0%
Rental, Hiring and Real Estate Services	100.0%	0.0%	0.0%
Retail Trade	60.0%	20.0%	20.0%
Transport, Postal and Warehousing	50.0%	33.3%	16.7%
Wholesale Trade	73.9%	10.9%	15.2%
REVENUE BANDS			
Less than 1 million	70.8%	12.5%	16.7%
1 million to less than 5 million	75.5%	12.2%	12.2%
5 million to less than 10 million	81.0%	9.5%	9.5%
10 million to less than 15 million	70.4%	3.7%	25.9%
15 million to less than 20 million	64.0%	8.0%	28.0%
20 million to less than 30 million	70.8%	12.5%	16.7%
30 million to less than 50 million	79.0%	15.8%	5.3%
50 million to less than 100 million	56.7%	20.0%	23.3%
100 million to less than 500 million	45.8%	29.2%	25.0%
Over 500 million	40.0%	40.0%	20.0%

Sick Leave Taken

Figures in the table below are averages drawn from the survey database as at 1 March

Highest number of sick leave days taken by one employee				
	2015	2014	2013	2012
Total National Average	6.1	15.9	15.0	17.5
Private Sector	6.2	15.3	13.9	17.4
Public Sector		18.2	15.0	17.3
Local Government		71.0	126.3	45.0
Not-for-profit		23.4	14.0	40.8
INDUSTRY				
Accommodation and Food Services		10.0	1.4	46.4
Administrative and Support Services		5.1	16.7	1.8
Agriculture, Forestry and Fishing		11.3	15.0	18.7
Arts and Recreation Services		16.6	25.5	26.3
Construction		5.2	16.0	13.0
Education and Training		18.9	21.6	60.8
Electricity, Gas, Water and Waste Services		39.2	34.4	51.7
Financial and Insurance Services		12.0	16.7	16.1
Health Care and Social Assistance	4.0	17.9	16.3	15.6
Information Media and Telecommunications	10.0	11.3	14.2	12.1
Manufacturing	2.5	16.8	18.9	13.4
Mining			1.6	25.0
Other Services		14.8	18.6	26.6
Professional, Scientific and Technical Services	12.0	4.2	13.1	22.2
Public Administration and Safety		67.5	57.3	8.0
Rental, Hiring and Real Estate Services		2.0	6.8	8.0
Retail Trade		0.9	33.9	3.5
Transport, Postal and Warehousing		13.1	17.9	13.3
Wholesale Trade		15.8	20.1	19.0
REVENUE BANDS				
Less than 1 million		7.6	12.4	10.2
1 million to less than 5 million	6.0	10.0	10.1	24.9
5 million to less than 10 million		16.4	14.3	9.9
10 million to less than 15 million		11.3	14.0	11.4
15 million to less than 20 million	11.6	11.3	14.0	15.0
20 million to less than 30 million		14.0	17.4	18.6
30 million to less than 50 million		16.1	17.3	16.0
50 million to less than 100 million	5.0	11.8	22.0	31.9
100 million to less than 500 million		9.0	32.4	22.2
Over 500 million		48.3	27.3	20.1

Figures in the table below are averages drawn from the survey database as at 1 March

Average number of sick leave days taken by one employee				
	2015	2014	2013	2012
Total National Average	2.3	6.9	5.4	7.5
Private Sector	2.2	7.3	5.6	8.0
Public Sector		2.9	3.4	2.9
Local Government		6.0	7.3	5.0
Not-for-profit		4.7	4.6	22.5
INDUSTRY				
Accommodation and Food Services		2.0	0.6	5.6
Administrative and Support Services		2.0	3.3	1.0
Agriculture, Forestry and Fishing		2.5	2.1	24.9
Arts and Recreation Services		3.9	2.8	1.4
Construction		1.5	2.5	2.6
Education and Training		3.5	1.6	23.3
Electricity, Gas, Water and Waste Services		2.9	4.9	3.9
Financial and Insurance Services		7.0	5.2	4.5
Health Care and Social Assistance	1.0	3.5	4.0	3.0
Information Media and Telecommunications	3.0	3.8	3.4	2.6
Manufacturing	2.0	8.0	3.9	4.6
Mining			0.5	4.0
Other Services		4.5	5.1	3.9
Professional, Scientific and Technical Services	3.0	1.7	3.4	3.9
Public Administration and Safety		5.5	6.0	3.0
Rental, Hiring and Real Estate Services			2.5	3.6
Retail Trade		0.2	5.9	1.1
Transport, Postal and Warehousing		2.4	121.2	13.5
Wholesale Trade		3.8	4.2	3.3
REVENUE BANDS				
Less than 1 million		3.5	8.3	3.0
1 million to less than 5 million	1.7	4.3	2.9	19.9
5 million to less than 10 million		4.9	3.4	3.3
10 million to less than 15 million		2.7	3.1	2.9
15 million to less than 20 million	3.5	3.5	2.8	3.0
20 million to less than 30 million		34.8	35.0	11.3
30 million to less than 50 million		3.1	3.8	3.1
50 million to less than 100 million	4.0	2.4	3.4	4.0
100 million to less than 500 million		1.3	4.4	3.4
Over 500 million		6.3	4.3	2.7

Annual Leave

Figures in the table below are averages drawn from the survey database as at 1 March

Highest number of annual leave days accumulated by any one employee				
	2015	2014	2013	2012
Total National Average	52.7	40.9	38.6	42.8
Private Sector	52.8	40.8	37.1	43.4
Public Sector		40.1	53.1	36.3
Local Government		65.0	77.3	52.0
Not-for-profit		43.2	40.6	35.4
INDUSTRY				
Accommodation and Food Services		30.0	7.3	75.2
Administrative and Support Services		11.7	34.3	13.5
Agriculture, Forestry and Fishing		51.4	37.4	47.8
Arts and Recreation Services		32.6	39.2	39.8
Construction		33.6	39.8	48.1
Education and Training		50.8	26.0	35.9
Electricity, Gas, Water and Waste Services		30.5	50.1	33.2
Financial and Insurance Services			44.8	26.1
Health Care and Social Assistance	97.0	34.3	45.3	36.6
Information Media and Telecommunications	34.0	24.5	17.6	34.8
Manufacturing	44.5	51.6	41.1	50.5
Mining			2.2	58.0
Other Services		30.5	70.3	38.4
Professional, Scientific and Technical Services	44.0	19.0	22.3	43.8
Public Administration and Safety		52.5	67.6	24.5
Rental, Hiring and Real Estate Services			30.2	32.6
Retail Trade		1.8	75.9	68.2
Transport, Postal and Warehousing		41.3	39.6	33.2
Wholesale Trade		43.8	55.9	77.7
REVENUE BANDS				
Less than 1 million		27.8	29.1	30.7
1 million to less than 5 million	76.0	28.3	28.9	33.7
5 million to less than 10 million		40.1	40.3	41.3
10 million to less than 15 million	28.0	29.9	39.1	39.9
15 million to less than 20 million	43.7	41.2	46.8	37.9
20 million to less than 30 million		64.8	39.3	41.2
30 million to less than 50 million		54.4	36.9	55.2
50 million to less than 100 million	61.0	31.2	63.3	51.8
100 million to less than 500 million		18.7	61.7	96.2
Over 500 million		43.1	96.9	33.6

Figures in the table below are averages drawn from the survey database as at 1 March

Average number of annual leave days accumulated by all employees				
	2015	2014	2013	2012
Total National Average	13.7	16.1	15.2	19.3
Private Sector	13.8	16.3	15.0	17.1
Public Sector		12.7	16.4	41.2
Local Government		20.0	20.3	9.0
Not-for-profit		15.0	14.5	12.0
INDUSTRY				
Accommodation and Food Services		5.0	2.9	12.9
Administrative and Support Services		12.9	11.2	8.3
Agriculture, Forestry and Fishing		10.7	7.6	12.7
Arts and Recreation Services		13.8	14.9	7.5
Construction		9.4	25.5	21.7
Education and Training		13.9	7.0	8.0
Electricity, Gas, Water and Waste Services		6.6	14.2	14.9
Financial and Insurance Services			13.3	9.8
Health Care and Social Assistance	15.0	9.5	13.9	10.6
Information Media and Telecommunications	20.0	8.8	9.7	11.4
Manufacturing	9.0	15.3	19.4	18.2
Mining			1.6	13.0
Other Services		24.6	24.9	16.3
Professional, Scientific and Technical Services	16.0	7.3	9.6	16.4
Public Administration and Safety		22.5	18.9	5.0
Rental, Hiring and Real Estate Services			8.4	8.4
Retail Trade		0.5	19.1	10.7
Transport, Postal and Warehousing		10.9	12.7	9.4
Wholesale Trade		13.4	17.3	23.7
REVENUE BANDS				
Less than 1 million		15.3	11.5	15.8
1 million to less than 5 million	16.7	25.9	13.9	16.4
5 million to less than 10 million		13.5	19.0	16.4
10 million to less than 15 million	7.0	12.9	21.5	11.4
15 million to less than 20 million	15.7	14.8	9.8	21.0
20 million to less than 30 million		14.7	13.1	11.8
30 million to less than 50 million		13.2	10.8	12.6
50 million to less than 100 million	11.0	8.2	17.3	16.7
100 million to less than 500 million		7.1	16.5	28.4
Over 500 million		5.8	32.3	7.9

The table below shows the benefit values for company supplied motor vehicles. The benchmark date for this information is 20 January 2015.

Purchase Price	Full Private Use			
	0 - 1500cc	1500 - 2000cc	2000 - 3500cc	+3500cc
\$ 10-14,999	\$7,069.06	\$7,560.40	\$8,098.40	\$9,082.00
\$ 15-19,999	\$8,474.62	\$8,965.96	\$9,503.96	\$10,487.56
\$ 20-24,999	\$9,880.18	\$10,371.52	\$10,909.52	\$11,893.12
\$ 25-29,999	\$11,260.83	\$11,752.17	\$12,290.17	\$13,273.77
\$ 30-34,999	\$12,661.86	\$13,153.20	\$13,691.20	\$14,674.80
\$ 35-39,999	\$14,062.89	\$14,554.23	\$15,092.23	\$16,075.83
\$ 40-49,999	\$15,785.65	\$16,276.99	\$16,814.99	\$17,798.59
\$ 50-59,999	\$18,503.53	\$18,994.87	\$19,532.87	\$20,516.47
\$ 60-69,999	\$21,313.72	\$21,805.06	\$22,343.06	\$23,326.66
\$ 70-79,999	\$24,045.80	\$24,537.14	\$25,075.14	\$26,058.74
\$ 80,000 +	\$30,876.01	\$31,367.35	\$31,905.35	\$32,888.95

Notes:

IRD calculates the annual value of the fringe benefit as being 20% of the purchase price. FBT of 49.25% is payable on that value.

The car value is based on the purchase price or the value on which a lease is based plus running costs.

LIMITATIONS ON USE

- Private use around town, but no holidays - reduce the remuneration value by 15%.
- Commuting Use Only - reduce the remuneration value by 50%.