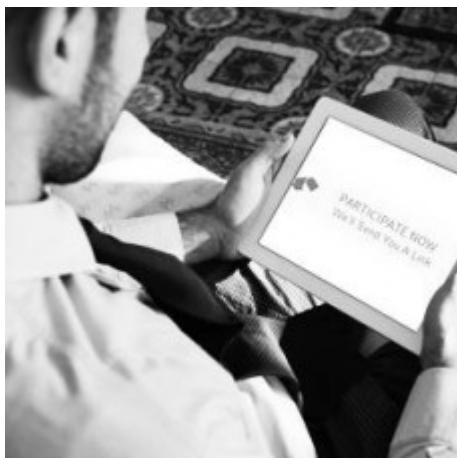


# national employers wage&salary | SURVEY



## Salary 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](http://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In order to preserve confidentiality and data integrity, a position report will not be published unless there are at least 3 organisations submitting data for 3 employees.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.

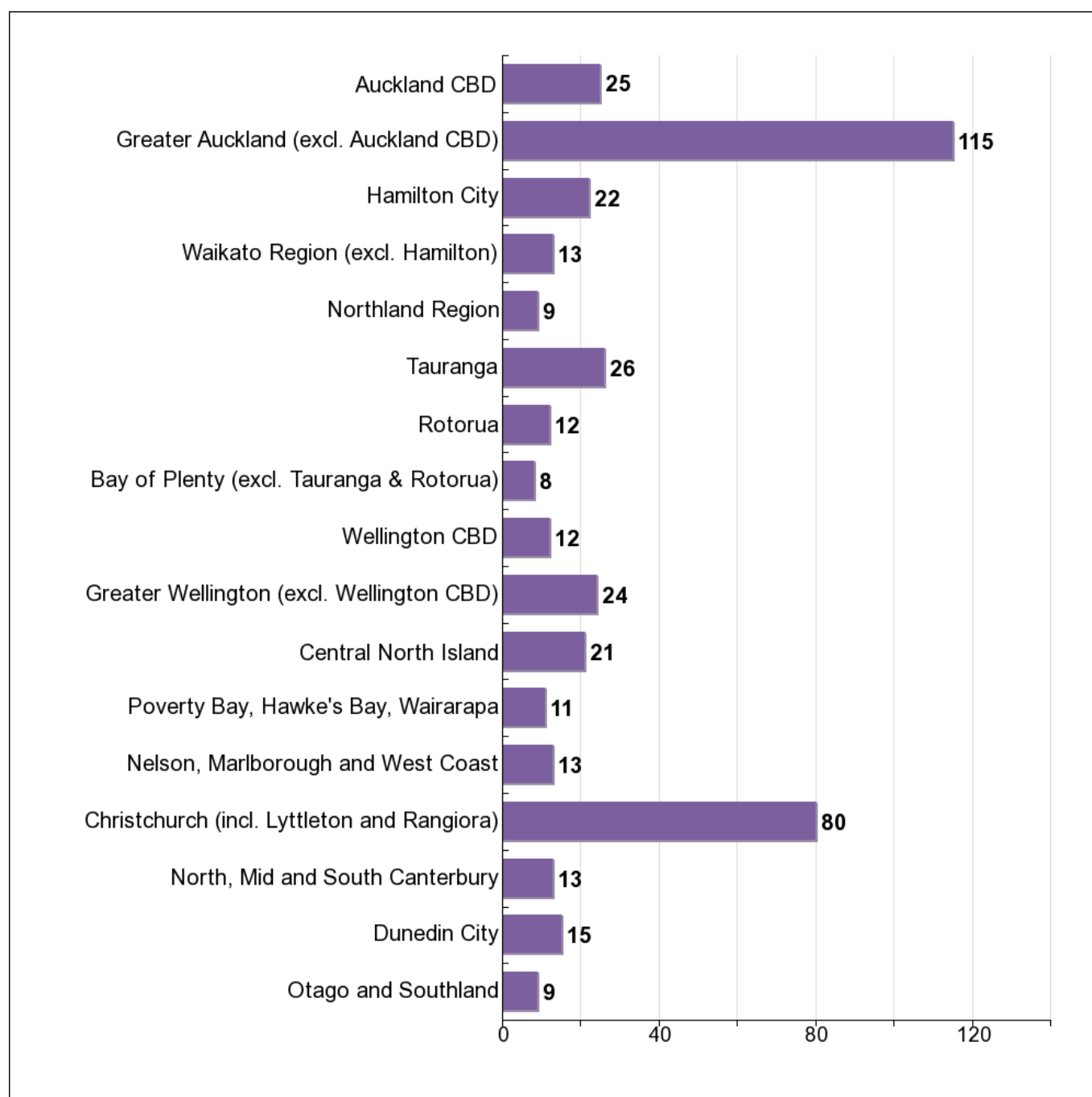
Please visit <http://www.nzsalarysurvey.co.nz> for applicable fees.

# 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.

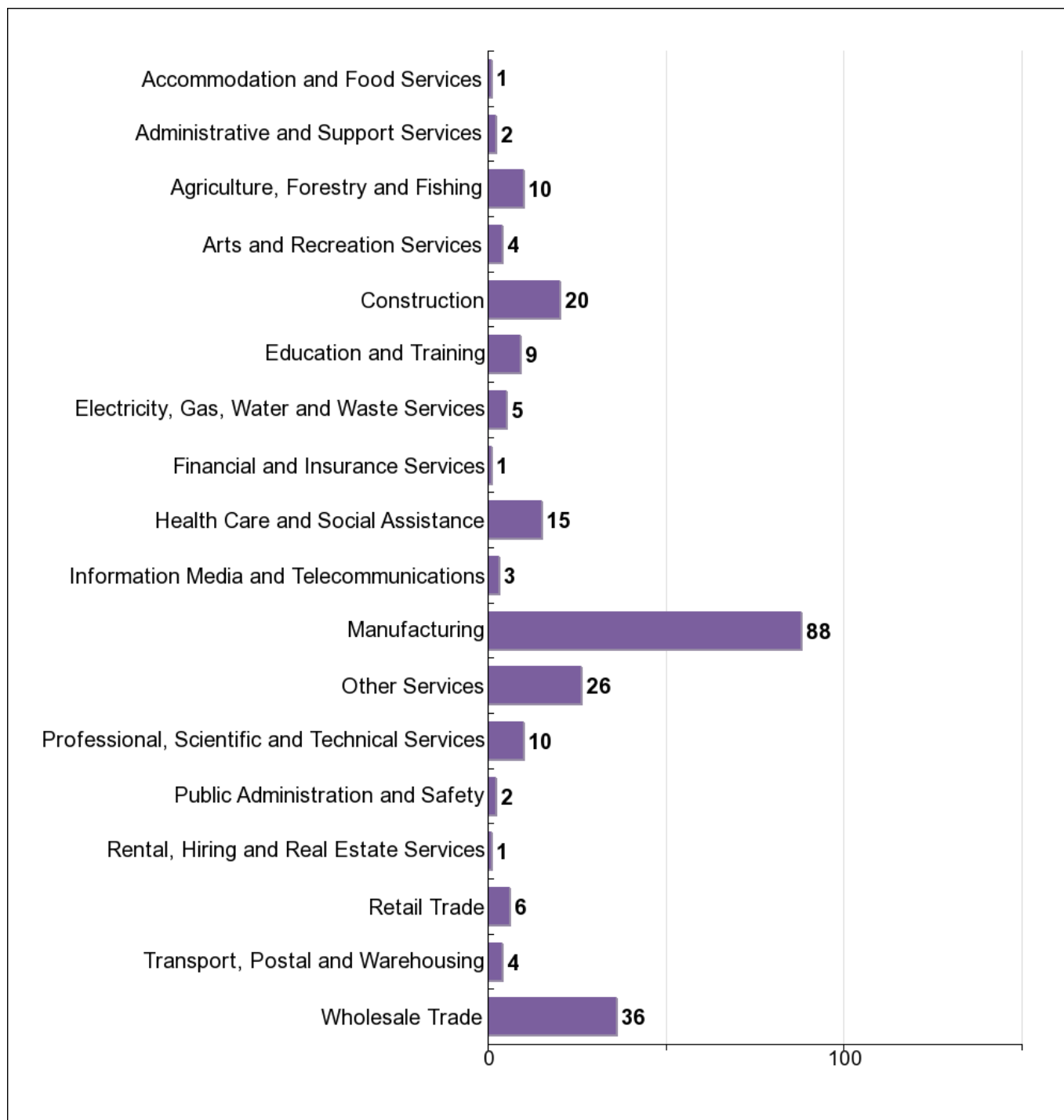
## Number of Participants per Location



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

# SURVEY DATABASE

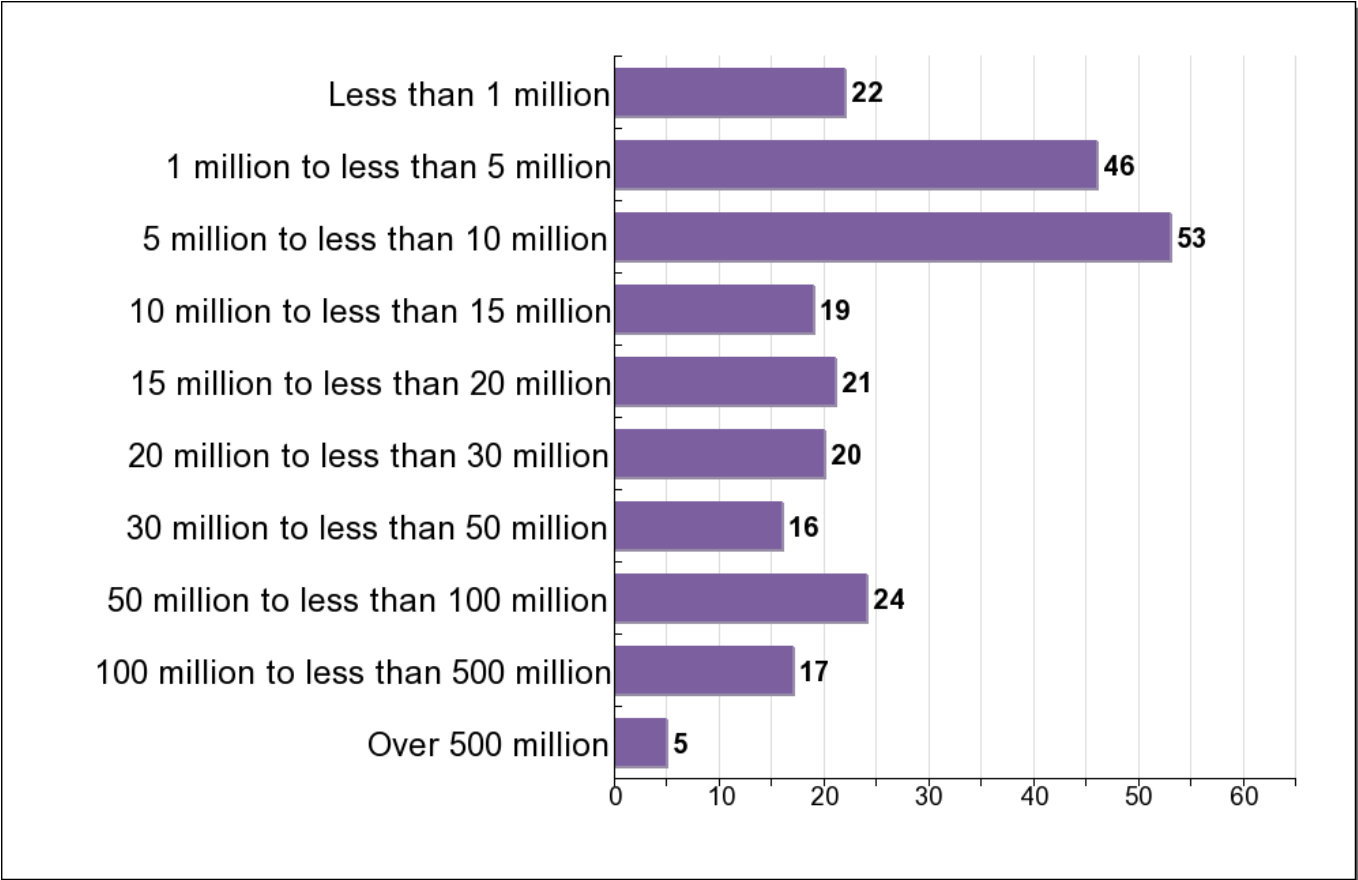
## Number of Participants per Industry





# SURVEY DATABASE

## Number of Participants per Revenue/Turnover Band





# SALARY RESULTS

**Terms, Statistics & Understanding Results** **12**

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IS02      Systems Controller/Administrator

# TERMS, STATISTICS AND UNDERSTANDING RESULTS

## Sample Size

Organisations	Number of participating organisations that submitted data for the position
Employees	Number of employees that the submitted data relates to

## Remuneration Packages

Base Pay	Basic wages or salary received (excludes allowances & benefits)
Fixed Remuneration	Base Salary plus benefits and fixed value allowances
Total Remuneration	Fixed Remuneration plus variable pay components (includes commission and bonus/incentive but excludes overtime)

## Package Components

Superannuation	Annual amount of employer contribution to superannuation
Vehicle	Annual amount paid in car allowance or value of company car*
Common Benefits	Total amount of common benefits (breakdown provided lower in table)
Other Benefits	Combines benefits provided that are not listed as common benefits
Fixed Value Allowances	Total annual amount of allowances that are not instance based (e.g. qualification, tool, skill, service, PPE & clothing/laundry)
Commission	Annual commission or 'piece rate' paid
Actual Bonus/Incentive	Annual amount paid in bonus/incentive in the last 12 months
Potential Bonus/Incentive	Total potential amount of bonus/incentive that could have been paid
Common Benefit Breakdown	Breakdown of common benefits as specified in the survey
Overtime	% of sample receiving overtime when extra hours are worked
Time in Lieu	% of sample receiving time in lieu when extra hours are worked
Variable Allowances	% of sample where the position attracts additional allowances

\* As per the calculation method in Appendix D - Car Benefit Values

## Statistics

% Receiving	% of sample receiving the package component
Lower Quartile	Quarter of the sample (i.e. 25%) is below this level (25th percentile)
Median	Midpoint of the sample with 50% lower and 50% higher (50th percentile)
Upper Quartile	Quarter of the sample (i.e. 25%) is above this level (75th percentile)
Average	Average/mean of the sample (i.e. total amount divided by employees)

## Understanding Results

**Why don't the package components add up?** Because each component is determined separately they won't necessarily all be from the same employee package.

**How do I interpret and use the results?** This will depend on a number of factors.

**Remuneration package** - Fixed Remuneration is the most common package for benchmarking, even for organisations that do not offer benefits. If the position typically attracts benefits, as shown in the '% Receiving' column, they should be factored into your salaries.

**Statistics** - The most commonly used statistic is the median but you may want to consider lower or upper quartile if your position is smaller or larger than the survey descriptor. Also compare the median and average results. Similar figures suggest an even spread or mid-range cluster. An average that is higher or lower than the median, suggests that some values are significantly higher or lower than the midpoint.

**Reports to:** Finance/Administration Manager or Information Systems Manager

**Supervises:** Computer Systems Technicians, Computer Operators Systems Administrator/Helpdesk

**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.

**Typical functions and responsibilities:**

- Setup maintain and improve existing network software.
- Find and fix hardware and software problems.
- Maintain the security of an organisations data and information technology (IT) systems.
- Undertake and supervise hardware installation.
- Supervise software implementation machine repair and maintenance.
- Liaise with hardware and software suppliers to purchase equipment.
- Consult with other parts of an organisation such as the financial or policy section.
- Provide on the job training and formal training for staff.
- Advise management on potential estimates for tenders and proposals.

**Typical qualifications and experience:**

Three to four year university degree and/or five years experience in computer-related fields.

**Organisations:** 24

**Employees:** 28

<b>National Average Base Salary Results</b>		
	<b>Number of Employees</b>	<b>Average Salary</b>
<b>Total National Average</b>	<b>25</b>	<b>\$ 79,568.00</b>
Private Sector	21	\$ 79,235.38
Public Sector	3	\$ 85,205.33
Local Government	1	\$ 69,641.00
Not-for-profit	9	\$ 68,548.44

**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.

**Organisations:** 24

**Employees:** 28

Package Component	% Receiving	Lower Quartile	Median	Upper Quartile	Average
<b>Base Salary</b>		<b>66,013</b>	<b>80,000</b>	<b>86,775</b>	<b>79,568</b>
Super	4%	-	-	-	-
Vehicle	8%	-	-	-	-
Common Benefits	20%	-	1,310	-	1,189
Other Benefits	4%	-	-	-	-
Fixed Value Allowances	4%	-	-	-	-
<b>Fixed Remuneration</b>		<b>66,013</b>	<b>80,000</b>	<b>87,623</b>	<b>81,088</b>
Commission	4%	-	-	-	-
Actual Bonus/Incentive*	24%	-	4,587	-	4,899
<b>Total Remuneration</b>		<b>66,013</b>	<b>80,000</b>	<b>92,975</b>	<b>82,376</b>
* <i>Potential Bonus/Incentive</i>	24%	-	5,405	-	4,864
<b>Common Benefit Breakdown</b>					
Medical Insurance	0%	-	-	-	-
Death Disability Insurance	4%	-	-	-	-
Professional Association Fee	0%	-	-	-	-
Club Subscriptions	0%	-	-	-	-
Income Protection	4%	-	-	-	-
Accomodation	0%	-	-	-	-
Overtime	0%	-	-	-	-
Time in Lieu	44%	-	-	-	-
Variable Allowances	8%	-	-	-	-

## Base Salary Results

<b>BY LOCATION</b>	<b># Emps</b>	<b>Lower Quartile</b>	<b>Median</b>	<b>Upper Quartile</b>	<b>Average (Mean)</b>
<b>ALL NORTH ISLAND</b>	<b>17</b>	<b>\$0</b>	<b>\$81,610</b>	<b>\$0</b>	<b>\$86,395</b>
Auckland CBD	2	-	-	-	-
Greater Auckland <sup>1</sup>	9	-	\$ 81,610	-	\$ 86,395
Greater Wellington <sup>4</sup>	1	-	-	-	-
Wellington CBD	2	-	-	-	-
<b>OTHER NORTH ISLAND</b>	<b>3</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
Bay of Plenty <sup>3</sup>	0	-	-	-	-
Hamilton City	0	-	-	-	-
Northland Region	0	-	-	-	-
Poverty Bay, Hawke's Bay, Wairarapa	0	-	-	-	-
Rotorua	0	-	-	-	-
Central North Island <sup>5</sup>	2	-	-	-	-
Tauranga	1	-	-	-	-
Waikato Region <sup>2</sup>	0	-	-	-	-
<b>ALL SOUTH ISLAND</b>	<b>8</b>	<b>\$0</b>	<b>\$76,960</b>	<b>\$0</b>	<b>\$74,838</b>
Christchurch <sup>6</sup>	7	-	\$ 76,960	-	\$ 74,838
North, Mid and South Canterbury	0	-	-	-	-
<b>OTHER SOUTH ISLAND</b>	<b>1</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
Dunedin City	0	-	-	-	-
Nelson, Marlborough and West Coast	0	-	-	-	-
Otago and Southland	1	-	-	-	-

**LOCATION NOTES:**

<sup>1</sup> Greater Auckland excludes Auckland CBD

<sup>2</sup> Waikato Region excludes Hamilton

<sup>3</sup> Bay of Plenty excludes Tauranga and Rotorua

<sup>4</sup> Greater Wellington excludes Wellington CBD

<sup>5</sup> Central North Island includes Taranaki, Palmerston North, Whanganui, Ruapehu, Rangitikei and Horowhenua

<sup>6</sup> Christchurch includes Lyttleton and Rangiora

<b>BY INDUSTRY</b>	<b># Emps</b>	<b>Lower Quartile</b>	<b>Median</b>	<b>Upper Quartile</b>	<b>Average (Mean)</b>
Accommodation and Food Services	0	-	-	-	-
Administrative and Support Services	0	-	-	-	-
Agriculture, Forestry and Fishing	2	-	-	-	-
Arts and Recreation Services	0	-	-	-	-
Construction	0	-	-	-	-
Education and Training	4	-	-	-	-
Electricity, Gas, Water and Waste Services	0	-	-	-	-
Financial and Insurance Services	0	-	-	-	-
Health Care and Social Assistance	3	-	-	-	-
Information Media and Telecommunications	0	-	-	-	-
Manufacturing	7	-	\$ 89,000	-	\$ 92,972
Mining	0	-	-	-	-
Other Services	4	-	-	-	-
Professional, Scientific and Technical Services	0	-	-	-	-
Public Administration and Safety	1	-	-	-	-
Rental, Hiring and Real Estate Services	0	-	-	-	-
Retail Trade	0	-	-	-	-
Transport, Postal and Warehousing	0	-	-	-	-
Wholesale Trade	4	-	-	-	-

<b>BY REVENUE BAND</b>	<b># Emps</b>	<b>Lower Quartile</b>	<b>Median</b>	<b>Upper Quartile</b>	<b>Average (Mean)</b>
Less than 1 million	0	-	-	-	-
1 million to less than 5 million	2	-	-	-	-
5 million to less than 10 million	2	-	-	-	-
10 million to less than 15 million	1	-	-	-	-
15 million to less than 20 million	3	-	-	-	-
20 million to less than 30 million	2	-	-	-	-
30 million to less than 50 million	2	-	-	-	-
50 million to less than 100 million	6	-	\$ 80,000	-	\$ 89,178
100 million to less than 500 million	6	-	\$ 67,000	-	\$ 66,893
Over 500 million	1	-	-	-	-



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**

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

**CONTRACTING/CONSTRUCTION**

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

**ELECTRICAL/ELECTRONICS**

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

**ENGINEERING**

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

**FINANCE/ACCOUNTING**

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

**FOOD RETAIL**

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

**GENERAL**

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

**HEALTH**

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

**HOSPITALITY**

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

**INFORMATION SYSTEMS/EDP**

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

**LOCAL AUTHORITY**

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

**MANAGEMENT**

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

**MANUFACTURING/PRODUCTION**

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

**RESIDENTIAL/COMMUNITY CARE**

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

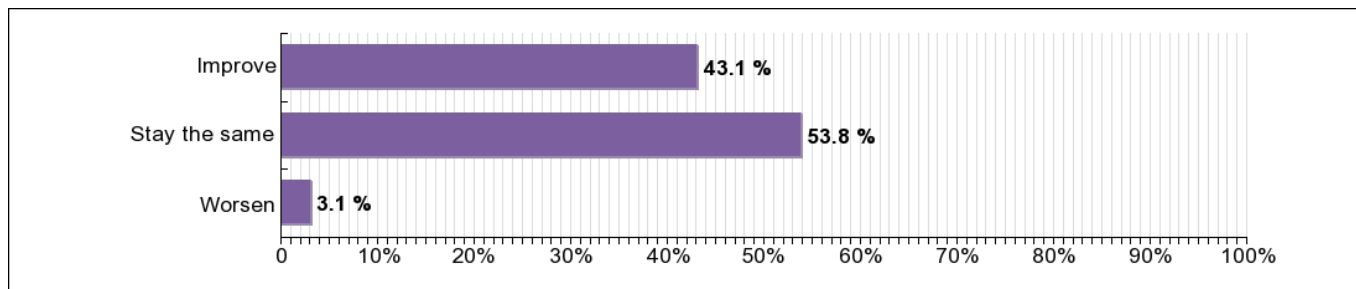
**RESIDENTIAL/COMMUNITY CARE****RC06** Rest Home Domestic**RC12** Care Giver (Community)**RETAIL****RE01** Shop Manager (Single Outlet)**RE05** Salesperson - Skilled**RE02** Retail Branch Manager**RE06** Salesperson - Semi-skilled**RE03** Department Manager**RE07** Salesperson - Unskilled**RE04** Retail 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



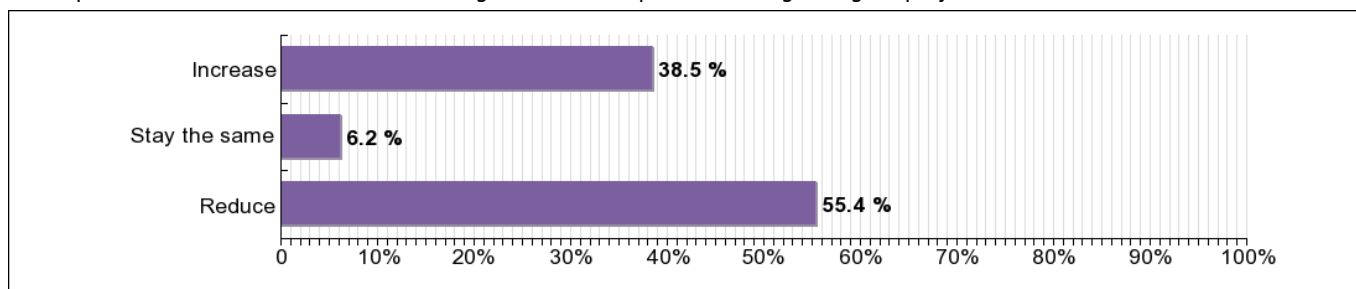
This section contains results from the 'Company Information' section of the survey questionnaire.

### Business Outlook

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

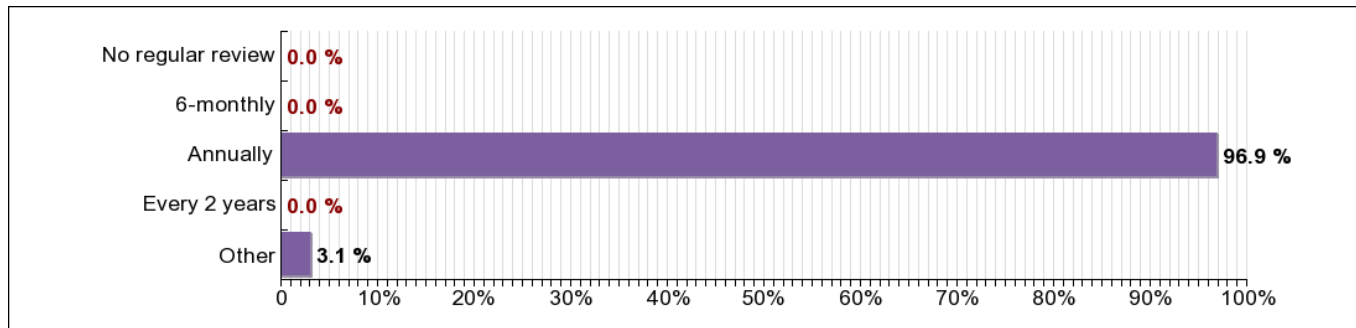


Participants were asked to indicate their organisation's expectations regarding employee numbers:

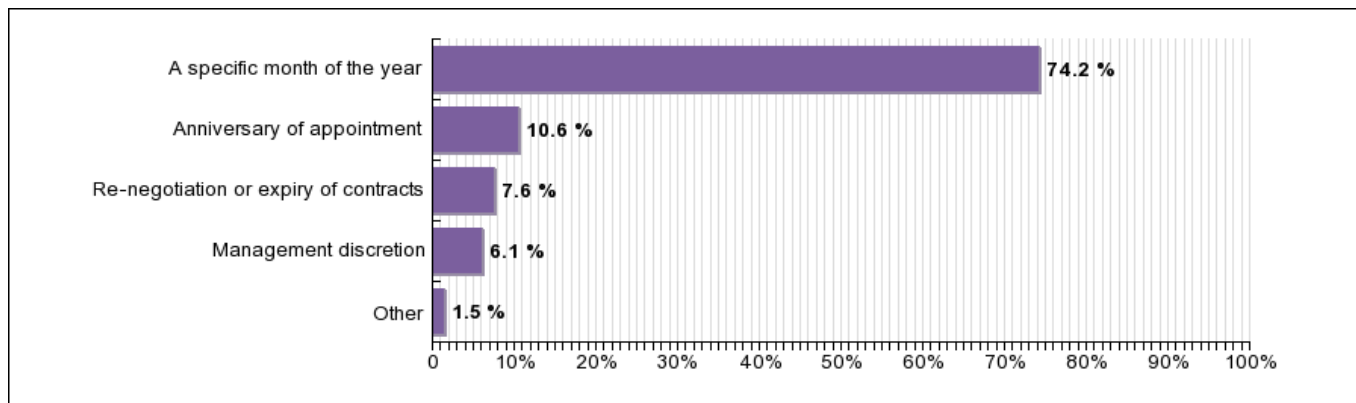


### Wage & Salary Reviews

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.

<b>Average Percentage Increases</b>		
	Actual increases in the last 12 months	Budgeted increase for the next 12 months
<b>Total National Average</b>	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%
<b>INDUSTRY</b>		
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%
<b>REVENUE BANDS</b>		
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
<b>Total</b>	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%
<b>INDUSTRY</b>			
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%
<b>REVENUE BANDS</b>			
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

<b>Highest number of sick leave days taken by one employee</b>				
	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
<b>INDUSTRY</b>				
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
<b>REVENUE BANDS</b>				
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

<b>Average number of sick leave days taken by one employee</b>				
	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
<b>INDUSTRY</b>				
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
<b>REVENUE BANDS</b>				
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

<b>Highest number of annual leave days accumulated by any one employee</b>				
	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
<b>INDUSTRY</b>				
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
<b>REVENUE BANDS</b>				
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

<b>Average number of annual leave days accumulated by all employees</b>				
	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
<b>INDUSTRY</b>				
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
<b>REVENUE BANDS</b>				
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
<b>\$ 10-14,999</b>	\$7,069.06	\$7,560.40	\$8,098.40	\$9,082.00
<b>\$ 15-19,999</b>	\$8,474.62	\$8,965.96	\$9,503.96	\$10,487.56
<b>\$ 20-24,999</b>	\$9,880.18	\$10,371.52	\$10,909.52	\$11,893.12
<b>\$ 25-29,999</b>	\$11,260.83	\$11,752.17	\$12,290.17	\$13,273.77
<b>\$ 30-34,999</b>	\$12,661.86	\$13,153.20	\$13,691.20	\$14,674.80
<b>\$ 35-39,999</b>	\$14,062.89	\$14,554.23	\$15,092.23	\$16,075.83
<b>\$ 40-49,999</b>	\$15,785.65	\$16,276.99	\$16,814.99	\$17,798.59
<b>\$ 50-59,999</b>	\$18,503.53	\$18,994.87	\$19,532.87	\$20,516.47
<b>\$ 60-69,999</b>	\$21,313.72	\$21,805.06	\$22,343.06	\$23,326.66
<b>\$ 70-79,999</b>	\$24,045.80	\$24,537.14	\$25,075.14	\$26,058.74
<b>\$ 80,000 +</b>	\$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%.