

Labour Cost Index (Salary and Wage Rates): December 2011 quarter

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Key facts

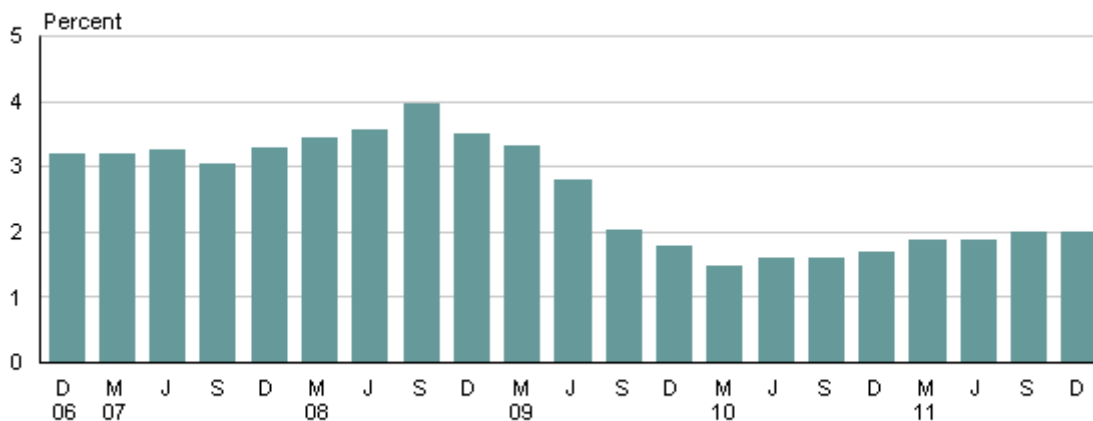
In the December 2011 quarter, salary and wage rates (including overtime) rose 0.6 percent.

In the year to the December 2011 quarter:

- Salary and wage rates (including overtime) increased 2.0 percent.
- Overtime wage rates increased 2.3 percent.
- Private sector salary and ordinary time wage rates increased 2.0 percent.

Sector	Salary and ordinary time wage rates Percentage change		All salary and wage rates (including overtime) Percentage change	
	From previous quarter	From previous year	From previous quarter	From previous year
All sectors	0.6	2.0	0.6	2.0
Public sector	0.4	1.8	0.4	1.8
Private sector	0.7	2.0	0.7	2.0

All salary and wage rates
Percentage change from same quarter of previous year



Source: StatisticsNewZealand

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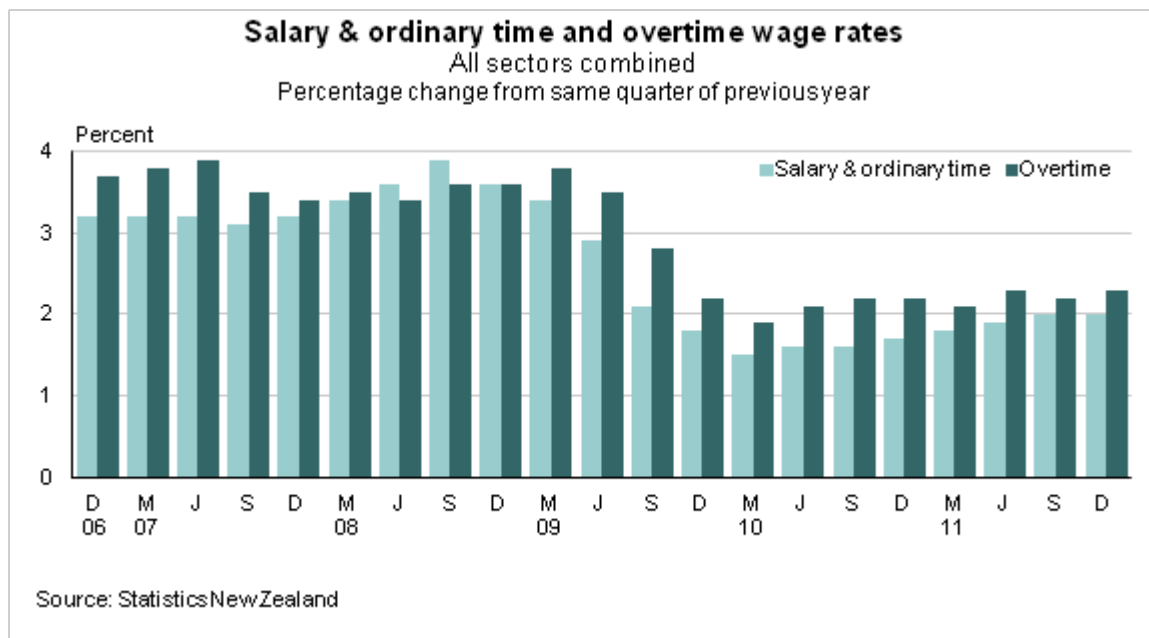
Commentary

- Annual wage rates grow 2.0 percent
- Private sector pay rates increase 2.0 percent
- Public sector pay rates increase 1.8 percent
- Majority of increases no more than 3 percent
- Analytical unadjusted LCI grows 3.2 percent
- Related measures
- QES and LCI ordinary time rises
- Christchurch earthquakes

Annual wage rates grow 2.0 percent

The labour cost index (LCI) increased 2.0 percent in the year to the December 2011 quarter, after increasing 2.0 percent in the year to the September 2011 quarter. Before that, annual growth in wage rates had been below 2.0 percent since the year to the December 2009 quarter.

All salary and wage rates (including overtime) rose 0.6 percent in the December 2011 quarter, following a 0.6 percent rise in the September 2011 quarter and a 0.4 percent rise in the June 2011 quarter.



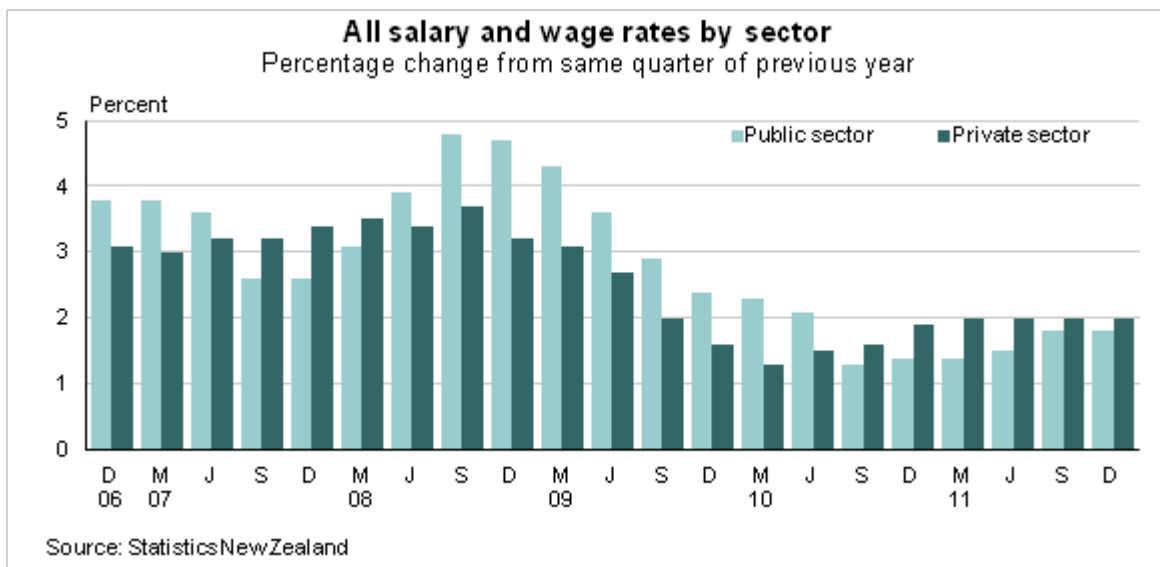
Salary and ordinary time wage rates increased 2.0 percent in the year to the December 2011 quarter, following an increase of 2.0 percent in the year to the September 2011 quarter. In the December 2011 quarter, salary and ordinary time wage rates rose 0.6 percent, after rising 0.6 percent in the September 2011 quarter and 0.5 percent in the June 2011 quarter.

Overtime wage rates increased 2.3 percent in the year to the December 2011 quarter. This follows an increase of 2.2 percent in the year to the September 2011 quarter. In the December 2011 quarter, overtime wage rates rose 0.5 percent, down from a 0.6 percent rise in the September 2011 quarter and a 0.9 rise in the June 2011 quarter.

Private sector pay rates increase 2.0 percent

Private sector salary and wage rates (including overtime) increased 2.0 percent in the year to the December 2011 quarter, following increases of 2.0 percent in the years to the September, June and March 2011 quarters. The latest annual increase was affected by rounding of index numbers. If percentage changes were calculated on unrounded index numbers, then the LCI salary and wage rates (including overtime) for the private sector would have risen 2.1 percent (please see [Data quality](#) for more information). In the December 2011 quarter, private sector salary and wage rates (including overtime) rose 0.7 percent – following 0.5 percent rises in both the September 2011 and June 2011 quarters.

In the December 2011 quarter, salary and ordinary time wage rates for the private sector rose 0.7 percent and overtime rates rose 0.6 percent.



Public sector pay rates increase 1.8 percent

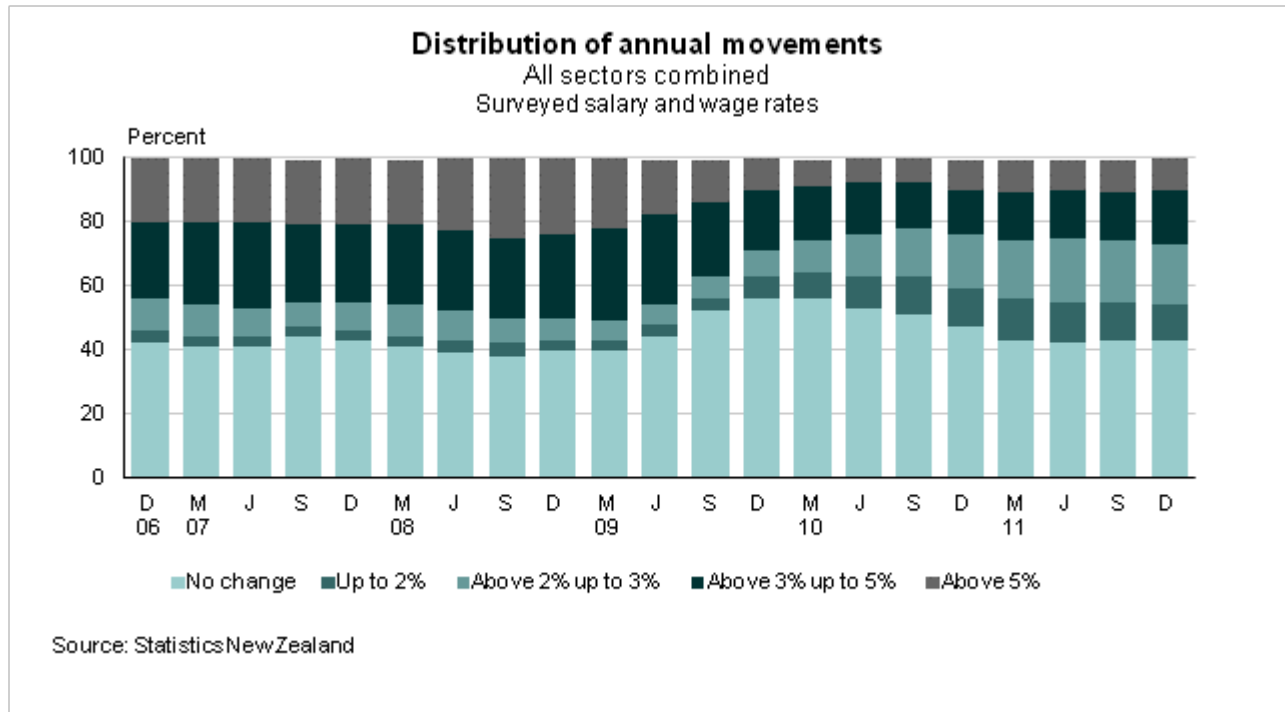
All salary and wage rates (including overtime) for the public sector increased 1.8 percent in the year to the December 2011 quarter, after increasing 1.8 percent in the year to the September 2011 quarter. The increase in salary and wage rates (including overtime) in the year to the December 2011 quarter resulted from a 1.8 percent increase in central government and a 2.3 percent increase in local government salary and wage rates.

In the December 2011 quarter, all salary and wage rates (including overtime) for the public sector rose 0.4 percent. This follows a rise of 0.6 percent in the September 2011 quarter. In the latest quarter, the increase was a result of 0.4 percent and 1.0 percent rises in the central government and local government salary and wage rates (including overtime), respectively.

In the December 2011 quarter, salary and wage rates (including overtime) for local government rose 1.0 percent, after rises of 0.5 percent and 0.3 percent in the September 2011 and June 2011 quarters, respectively. The latest quarterly rise is the largest since a 1.0 percent increase in the year to the December 2010 quarter. The main reason respondents gave for the latest quarterly rise was due to collective employment agreements coming into effect.

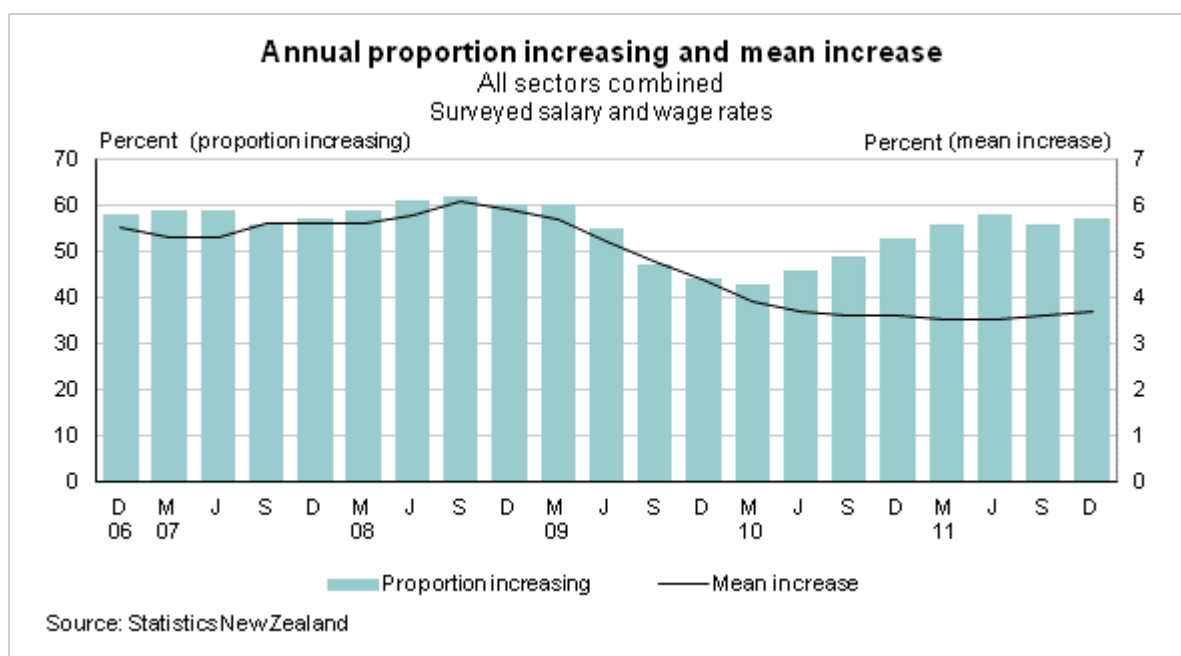
Majority of increases no more than 3 percent

In the year to the December 2011 quarter, 30 percent of salary and ordinary time wage rates in the surveyed sample increased by no more than 3 percent, while 27 percent increased by more than 3 percent. In contrast, in the year to the September 2008 quarter, 12 percent of salary and ordinary time wage rates in the surveyed sample increased by no more than 3 percent in the year to the September 2008 quarter, and 51 percent increased more than 3 percent.



In the year to the December 2011 quarter, 57 percent of salary and ordinary time wage rates in the surveyed sample rose. After the 2008/09 recession, the proportion of salary and ordinary time wage rates that rose fell to a low of 43 percent in the year to the March 2010 quarter.

While the proportion of the sample increasing has risen since the recession, the mean increase has remained relatively flat. In the year to the December 2011 quarter, the mean increase for all surveyed salary and ordinary time wage rates that rose was 3.7 percent. Between the March 2010 and December 2011 quarters, the annual mean increase has remained within 3.5 to 3.9 percent – while the proportion increasing has risen from 43 percent to 57 percent.



The median (or middle) increase for all surveyed salary and ordinary time wage rates that rose in the December 2011 quarter was 3.0 percent. The mean increase for all surveyed salary and ordinary time wage rates that increased was 3.4 percent in the December 2011 quarter.

Median and mean increases for salary and ordinary time wage rates by sector				
December 2011 quarter				
Sector	Percentage change from previous quarter		Percentage change from same quarter of previous year	
	Median increase*	Mean increase*	Median increase*	Mean increase*
Local government	2.7	3.1	3.0	3.6
Central government	2.1	2.5	2.5	2.9
Public sector	2.5	2.8	2.6	3.1
Private sector	3.0	3.6	3.0	3.9
All sectors	3.0	3.4	3.0	3.7

*Does not include decreases or rates that remained unchanged.

Eighteen percent of salary and ordinary time wage rates in the sample rose in the December 2011 quarter, unchanged from 18 percent in the December 2010 quarter, but up from 12 percent in the December 2009 quarter. For the five years from 2006 to 2010, an average of 16 percent of pay rates rose in the December quarter.

The historical LCI distributional information will be available on Infoshare on 20 February 2012. Please see [Data quality](#) for more information.

Analytical unadjusted LCI grows 3.2 percent

The analytical unadjusted series is an additional measure that is intended to complement the official LCI and Quarterly Employment Survey (QES) indicators. Like the LCI, the unadjusted series measures changes in salary and wage rates for a fixed quantity of labour, but reflects quality change within occupations in addition to price change.

Unadjusted salary and ordinary time wage rates increased 3.2 percent in the year to the December 2011 quarter, after increasing 3.3 percent in the year to the September 2011 quarter. In the December 2011 quarter, unadjusted salary and ordinary time wage rates rose 0.9 percent – after rising 0.9 percent in the September 2011 quarter.

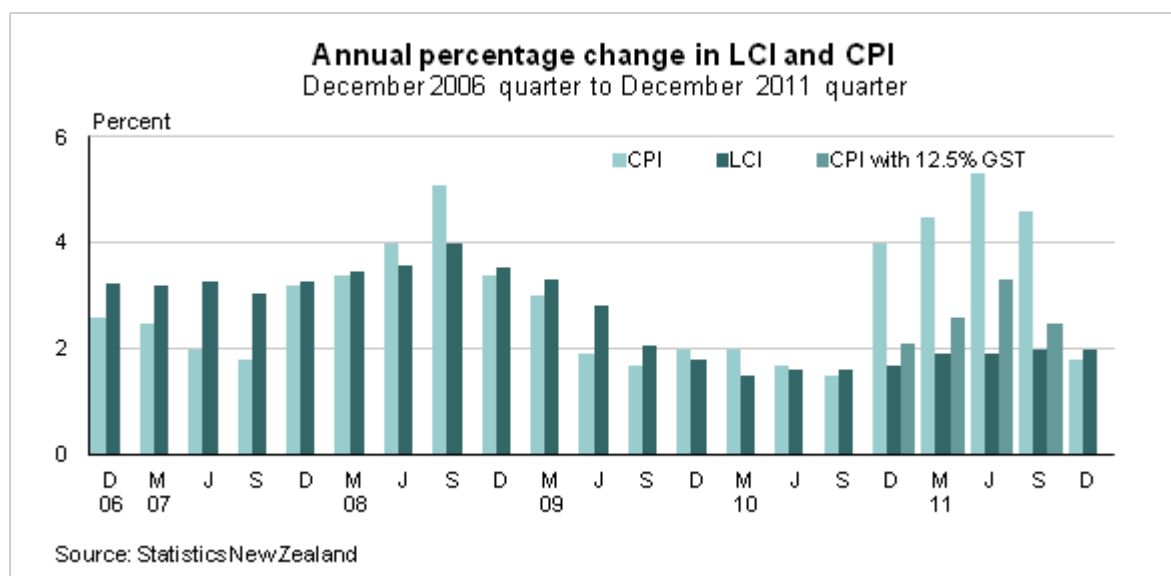
Private sector unadjusted salary and ordinary time wage rates increased 3.4 percent in the year to the December 2011 quarter. This follows a 3.5 percent increase in the year to the September 2011 quarter. Unadjusted salary and ordinary time wage rates in the private sector rose 0.9 percent in the December 2011 quarter – after rising 1.0 percent in the September 2011 quarter.

Analytical unadjusted and adjusted salary and ordinary time wage rates				
Private sector and all sectors combined				
December 2011 quarter				
Sector	Percentage change from previous quarter		Percentage change from same quarter of previous year	
	Adjusted	Unadjusted	Adjusted	Unadjusted
Private sector	0.7	0.9	2.0	3.4
All sectors	0.6	0.9	2.0	3.2

Related measures

The prices of goods and services bought by households, as measured by the consumers price index (CPI) (see [Consumers Price Index: December 2011 quarter](#)), increased 1.8 percent in the year to the December 2011 quarter. The LCI salary and wage rates (including overtime) increased 2.0 percent over the same period.

GST rose from 12.5 percent to 15 percent on 1 October 2010. This affected annual CPI movements from the December 2010 quarter to the September 2011 quarter. The graph below shows what the annual CPI percentage increases would have been if prices collected from the December 2010 quarter to the September 2011 quarter had been processed with GST of 12.5 percent for goods and services that are subject to GST. The latest CPI annual increase of 1.8 percent does not include most of the effects of the GST increase.



Personal income tax rates decreased at the same time as the GST rate rose. However, since the LCI measures changes in gross salary and wage rates, it did not directly reflect the reductions in income tax rates.

QES and LCI ordinary time rises

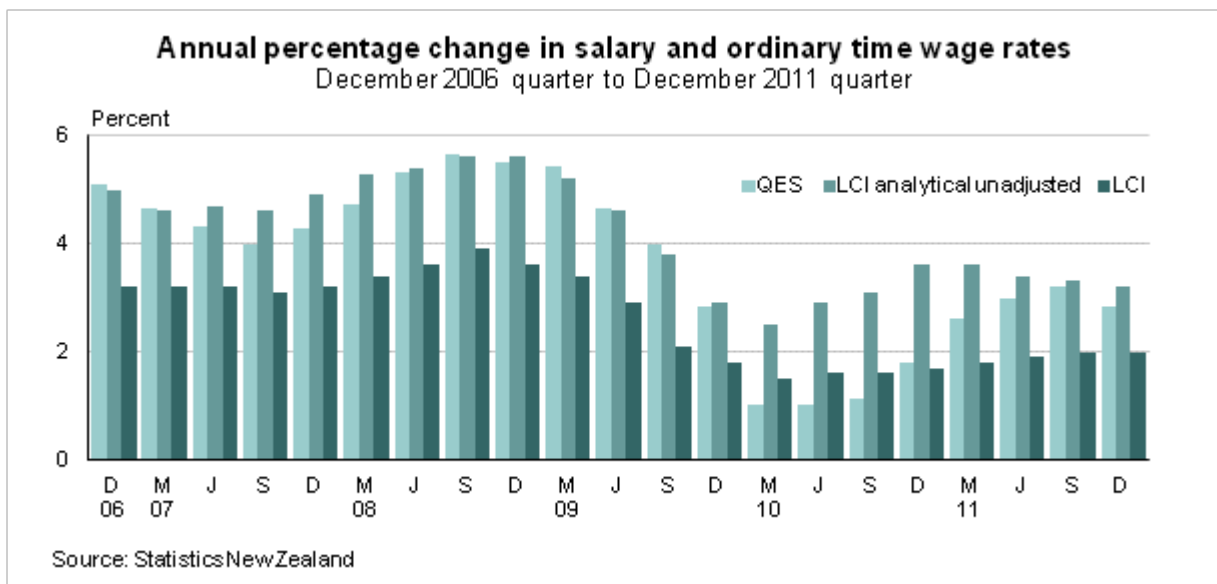
The Quarterly Employment Survey (QES) average earnings statistics are often compared with the LCI salary and ordinary time wage rates. However, the QES average earnings statistics reflect not only changes in salary and wage rates, but also compositional changes between and within businesses in surveyed industries.

In comparison, the LCI measures changes in salary and wage rates that employers pay to have the same job done to the same standard. Rises to match the market, retain staff, or reflect the cost of living are shown in the LCI, while rises reflecting individual performance or years of service are filtered out.

The LCI analytical unadjusted series fixes the amount of work, but reflects quality changes within the occupations (such as individual performance or years of service) in addition to price change.

For more information about the differences between the LCI and the QES, please see 'Comparing the QES and the LCI' under the Data quality section of the [Quarterly Employment Survey: December 2011 quarter](#) information release.

Annual percentage changes in salary and ordinary time wage rates vary between the QES and LCI measures. For the December 2011 year, QES average ordinary time hourly earnings rose 2.8 percent, the LCI analytical unadjusted series rose 3.2 percent, and LCI salary and ordinary wage rates were up 2.0 percent. While the LCI annual increase of 2.0 percent was steady from the September 2011 quarter to the December 2011 quarter, both the QES and the LCI analytical unadjusted increases were down slightly.



Christchurch earthquakes

In the December 2011 quarter, the response rate of Christchurch respondents was 97 percent, up from 93 percent in both the September and June 2011 quarters. This is back to the normal level before the earthquakes occurred. The average response rate for Christchurch in the four quarters of 2010 was 96 percent.

In the construction industry, the proportion of salary and ordinary time wage rates that rose, the median increase and the mean increase continue to be significantly higher in Christchurch than nationally.

Proportion increasing and mean increase Surveyed salary and ordinary time wage rates Construction industry December 2011 quarter		
Region	Proportion increasing from same quarter of previous year (percent)	Mean increase from same quarter of previous year (percent)
Christchurch	59	7.8
Total New Zealand	46	4.9

For more detailed data see the Excel tables in the 'Downloads' box.

Definitions

About the labour cost index

The labour cost index (LCI) measures changes in salary and wage rates for a fixed quantity and quality of labour input. Service increments, merit promotions, and increases (or decreases) relating to performance of the individual employee are not shown in the index.

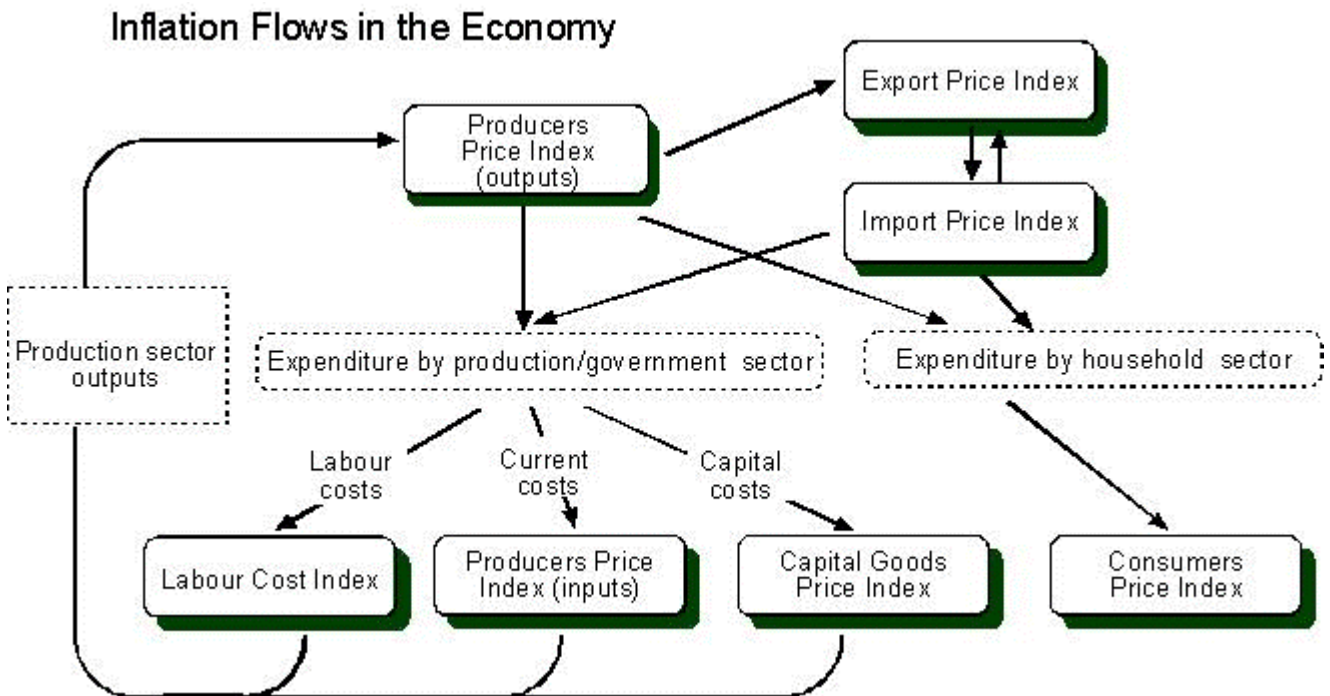
The **salary and wage rates component** of the LCI measures movements in base salary and ordinary time wage rates, and overtime wage rates.

The **non-wage component** measures changes in the following costs to employers:

- annual leave and statutory holidays
- superannuation
- Accident Compensation Corporation (ACC) employer premiums
- medical insurance
- motor vehicles available for private use
- low-interest loans.

The LCI sits alongside the producers price inputs index (which measures changes in businesses' current costs of production, excluding labour and capital costs, as defined by the New Zealand System of National Accounts' concept of intermediate consumption) and the capital goods price index (which measures changes in businesses' capital costs). This is shown in figure 1 below. These three indexes provide measures of the extent to which changes in businesses' input costs put pressure on the output prices they charge for goods and services.

Figure 1



By comparison, the average earnings measures from the Quarterly Employment Survey (QES) reflect not only changes in pay rates, but also compositional change (ie changes in the mix of labour from period to period).

More definitions

Index reference period: the benchmark to which prices in other periods are compared (eg if the index number in a later period is 1150, prices have increased by 15.0 percent since the index reference period). Prices for later periods can also be compared in the same fashion.

The LCI has an index reference period of the June 2009 quarter (=1000).

Price index: measures the change in price between time periods for a given set of goods and services. It summarises a set of prices for a variety of goods and services collected from a number of outlets.

Related links

Upcoming releases

The *Labour Cost Index (Salary and Wage Rates): March 2012 quarter* will be released on 1 May 2012.

The [Release calendar](#) lists all our upcoming information releases by date of release.

Past releases

See [Labour Cost Index \(Salary and Wage Rates\) – information releases](#) and [Labour Cost Index \(All Labour Costs\) – information releases](#) for links to past releases.

Related information

The [Quarterly Employment Survey](#) provides statistics on employment in New Zealand, including the levels of, and changes in, total earnings, hours paid for, filled jobs, average hourly and weekly earnings, and average weekly paid hours.

The [New Zealand Income Survey](#) provides information on wages and salaries, self-employment, government transfers, and other transfer income.

The [Linked Employer-Employee Data](#) provides statistics on filled jobs, job flows, worker flows, mean and median earnings for continuing jobs and new hires, and total earnings.

For more information on the various Statistics New Zealand income and wage measures, refer to [User guide for wage and income measures](#).

Data quality

Period-specific information

This section contains data information that has changed since the last release.

- [Reference period](#)
- [Data influencers](#)

General information

This section contains information that does not change between releases.

- [Data source](#)
- [Coverage](#)
- [Sample size](#)
- [Implementation of new classifications](#)
- [LCI distributional series on Infoshare](#)
- [How skill levels are determined](#)
- [Index calculation formula and reference period](#)
- [Index number rounding](#)
- [Weights](#)
- [Quality control](#)
- [Contract indexation](#)
- [Mean and median increases](#)
- [Analytical unadjusted series](#)

Period-specific information

Reference period

For the December 2011 quarter, salary and wage rates were surveyed for what employers paid as at 15 November 2011.

Data influencers

Factors that affected the Labour Cost Index (LCI) in the current quarter are outlined below.

The Christchurch earthquakes had no material impact on the December 2011 quarter collection of the Labour Cost Survey. The response rate for Christchurch respondents was 97 percent, up from 93 percent in both the September 2011 and June 2011 quarters. The average response rate for Christchurch in the four quarters of 2010 was 96 percent.

Index numbers are rounded to the nearest index point and this affected some percentage increases for the December 2011 quarter. If percentage changes were calculated on unrounded index numbers, then the private sector LCI salary and wage rates (including overtime) would have risen 2.1 percent in the year to the December 2011 quarter instead of 2.0 percent. It was the same case for the salary and ordinary time wage rates, which would have risen 2.1 percent in the year to December 2011 quarter instead of 2.0 percent.

The public sector and all sectors combined salary and wage rates were unaffected by rounding in the December 2011 quarter.

General information

Data source

Salary and ordinary time and overtime wage rates for a fixed set of job descriptions are obtained using a quarterly postal survey of employers. Each quarter, salary and wage rates are surveyed for what employers pay as at the 15th of the middle month of the quarter.

Coverage

The LCI covers jobs filled by paid employees in all occupations and in all industries except private households employing staff. Coverage was extended to include jobs filled by paid employees under 15 years of age when the index was reweighted and re-expressed on a base of the June 2001 quarter (=1000).

Sample size

There are about 6,000 job descriptions for which salary and ordinary time wage rates are collected each quarter.

Nearly 1,000 overtime descriptions designed to survey changes in overtime wage rates, are attached to ordinary time wage descriptions in the survey.

Approximately 2,100 respondents provide information.

Implementation of new classifications

The September 2009 quarter release was the first that used the updated 2006 version of the Australian and New Zealand Standard Industrial Classification (ANZSIC06) and the Australian and New Zealand Standard Classification of Occupations (ANZSCO).

ANZSIC06 and ANZSCO have been jointly developed by Statistics NZ and the Australian Bureau of Statistics to ensure that the classifications remain current and relevant, reflecting the changes that have occurred in the structure and composition of industry and occupation.

LCI distributional series on Infoshare

Historical LCI distributional information included in the commentary and tables of this release will be available on Infoshare on 20 February 2012 at 10:45am. Below is the guide for constructing the series references for the following tables.

Distribution of annual movements (tables 6.1 and 6.2) – all sectors combined

LCIQ.SX51\$ – salary and ordinary time wage rates

Where \$ =

1A – decreasing for the year

2A – not changing for the year

3A – increasing not more than 2 percent for the year

4A – increasing more than 2 but not more than 3 percent for the year

5A – increasing more than 3 but not more than 5 percent for the year

6A – increasing more than 5 percent for the year

9A – total increasing for the year
 9Q – total increasing for quarter

LCIQ.SX52\$ – overtime wage rates

Where \$ =

1A – decreasing for the year
 2A – not changing for the year
 9A – total increasing for the year

Series began at the periods shown in the following table.

Series	Quarter
LCIQ.SX511A - LCIQ.SX516A	June 1989 quarter
LCIQ.SX519Q	March 1993 quarter
LCIQ.SX519A, LCIQ.SX521A, LCIQ.SX522A, LCIQ.SX529A	December 1993 quarter

Note: The series in the table above use the Prevailing Weekly Wage Rates Survey before the September 1993 quarter and the Labour Cost Survey from the December 1993 quarter onwards. Therefore, no annual movements are available for the September 1993 quarter. The last Prevailing Weekly Wage Rates Survey was conducted in the June 1993 quarter, and the first Labour Cost Survey was conducted in the December 1992 quarter.

Distribution of annual increases by reason (table 6.3 and supplementary tables) – all sectors combined, salary and ordinary time wage rates

LCIQ.SR51\$*

Where \$ =

3A – increasing not more than 2 percent for the year
 4A – increasing more than 2 but not more than 3 percent for the year
 5A – increasing more than 3 but not more than 5 percent for the year
 6A – increasing more than 5 percent for the year
 9A – total increasing for the year
 9Q – total increasing for quarter

And * =

1 – cost of living
 2 – match market rates
 3 – retain staff
 4 – attract staff
 5 – match market rates and/or retain/attract staff
 6 – collective employment agreements

Series began in the June 2001 quarter.

Note: Respondents are asked to give one or more reason for each increase.

Median and mean increase (table 7) – salary and ordinary time wage rates

LCIQ.SW@1%

Where @ =

1 – local government sector
 2 – central government sector
 3 – public sector

- 4 – private sector
- 5 – all sectors combined

And % =

- 1A – median increase for the year
- 1Q – median increase for the quarter
- 2A – mean increase for the year
- 2Q – mean increase for the quarter

Note: This does not include decreases or rates that remained unchanged.

Quarterly series began in the March 1993 quarter, while the annual series began in the December 1993 quarter.

How skill levels are determined

ANZSCO assigns each occupation to one of five skill levels. A skill level is based on the range and complexity of tasks performed in a particular occupation. The greater the range and complexity of the tasks, the higher the skill level of an occupation.

In general, a skill level is measured by:

- the level or amount of formal education and training
- the amount of previous experience in a related occupation
- the amount of on-the-job training.

Under ANZSCO, skill level is not a measure of an individual working in a particular job. Rather, it is seen as a measure of those skills that are typically required to competently perform the tasks of a particular occupation. It is irrelevant whether a particular individual working in a job has a certain amount of training or a particular level of competence or not.

The definitions of the five skill levels are:

Skill level 1

A bachelor's degree or higher qualification is required for this skill level. It may be possible to replace the formal qualification with at least five years of relevant work experience. In some instances, relevant work experience and/or on-the-job training may be needed in addition to the formal qualification. These occupations are typically drawn from major groups 1 – managers, and 2 – professionals.

Skill level 2

For this skill level, either a New Zealand Register diploma or at least three years of relevant work experience is required. In some instances, relevant experience and/or on-the-job training may be required in addition to the formal qualification. These occupations are typically drawn from major groups 1 – managers, 3 – technicians and trade workers, 4 – community and personal service workers, 5 – clerical and administrative workers, and 6 – sales workers.

Skill level 3

The requirement for skill level 3 is a New Zealand Register level 4 qualification, or at least three years of relevant experience. For some occupations relevant experience and/or on-the-job training may be required in addition to the formal qualification. These occupations are typically drawn from major groups 3 – technicians and trade workers, 4 – community and personal service workers, 5 – clerical and administrative workers, and 6 – sales workers.

Skill level 4

For this skill level, a New Zealand Register level 2 or 3 qualification is required to perform the work. It may also be possible to replace the formal qualification with at least one year of relevant work experience and, in some instances, relevant experience and/or on-the-job training may be required in addition to the formal qualification. These occupations are typically drawn from major groups 4 – community and personal service workers, 5 – clerical and administrative workers, 6 – sales workers, 7 – Machinery operators and drivers, and 8 – labourers.

Skill level 5

The requirement for skill level 5 is a New Zealand Register level 1 qualification. In some instances these occupations may require a short period of on-the-job training in addition to or instead of the formal qualification. Other occupations require no formal qualification or on-the-job training. These occupations are typically drawn from major groups 4 – community and personal service workers, 5 – clerical and administrative workers, 6 – sales workers, and 8 – labourers.

Index calculation formula and reference period

The LCI is calculated using the price-relatives form of the base-weighted Laspeyres formula, and is expressed on a price reference period of the June 2009 quarter (=1000). The index's price reference period is periodically updated to reflect changes in the sector of ownership of organisations.

Index number rounding

Index number rounding uses standard Statistics NZ rounding procedures. It can occasionally result in movements for a particular cost being slightly higher or lower than would be expected, given movements recorded for component costs.

For example, the all sectors combined increase for salary and ordinary wage rates of 0.4 percent from the September 2009 quarter to the December 2009 quarter is larger than the 0.3 percent increases for both the public sector and the private sector. The lower figure for the private sector was mainly caused by the index number for the September 2009 quarter being rounded up to the nearest index point and the index number for the December 2009 quarter being rounded down to the nearest index point.

Weights

Each job description used in calculating the index was assigned a weight that reflected the relative importance of the job description within its sector of ownership, industry, and occupation group.

Weights were calculated using 2006 Census of Population and Dwellings information on the relative importance of occupations within each sector by industry group, Business Frame

information on the relative importance of industry groups within each sector, and pay rates surveyed in the June 2009 quarter.

The following tables show the occupation group weights at the June 2009 quarter for all salary and wage rates and for the skill levels under ANZSCO.

Occupation group	Weight (Percent)
Managers	21.7
Professionals	25.9
Technicians and trades workers	12.4
Managers, professionals, technicians, and trades workers	60.0
Community and personal service workers	6.1
Clerical and administrative workers	13.2
Sales workers	6.5
Service, clerical, and sales workers	25.8
Machinery operators and drivers	5.8
Labourers	8.3
Machinery operators, drivers, and labourers	14.1
All occupations combined	100.0
Note: Percentages may not sum to totals due to rounding.	

Skill level	Weight (Percent)
1	45.1
2	8.6
3	12.8
4	21.2
5	12.3
All skill levels combined	100.0

Quality control

The LCI is a quality-controlled measure. Only changes in salary and wage rates for the same quality and quantity of work are reflected in the index. This is achieved in practice by asking respondents to provide reasons for movements in salary and wage rates. If a movement is due to more than one reason, the respondent is also asked to indicate how much of the movement is due to each reason. To further assist the measurement of movements in pay rates for a fixed level of labour input, job descriptions are specified in detail. Surveyed job descriptions typically specify the duties involved, qualifications required, years of service, and number of hours worked.

In theory, these job descriptions should remain fixed between index revisions. In practice, many descriptions change over time, usually as a result of changes to contractual arrangements or because specific employees are being tracked through time. If a newly negotiated contract involves an increase in the number of ordinary time hours worked per week, then the description is amended and an adjustment is made to ensure that the pay rate movement used in the index relates to the same quantity of work as specified in the new contract.

Similarly, rates being paid for job descriptions in the survey may change partly or wholly because employees undertaking these jobs have become more experienced, more (or less) proficient or productive, better qualified, have taken on additional responsibilities, or have been promoted. Components of salary and wage rate movements that are due to changes of this type in the quality of work are not reflected in index movements. The policy of excluding increases due to service increments and merit promotions is consistent with this approach.

One-off payments in lieu of pay rises are also excluded, as they do not result in changes to pay rates, as such.

Regular fixed allowances and regular fixed bonuses are included in surveyed pay rates. Where included, these are specified in job descriptions. Payments such as commissions and irregular bonuses are excluded, however, as these payments are usually performance related.

In instances where allowances, penal rates, and other payments (eg commissions), which have not previously been included in surveyed rates, are incorporated into base rates, only the overall effect of such changes is reflected in the index.

Contract indexation

Parties that engage in commercial contracts use a range of price indexes produced by Statistics NZ in their indexation clauses (also known as contract escalation clauses). An indexation clause provides both parties to a contract with an agreed procedure for adjusting an originally contracted price, to reflect changes in costs or prices during the life of the contract.

Contract indexation: A Guide for Businesses provides information on the price indexes produced by Statistics NZ and issues relating to their use in indexation clauses. The guide also outlines some points to consider when preparing an indexation clause, and includes an example of the mechanics of a simple indexation formula.

Mean and median increases

The latest quarterly and annual results for the median and mean increases are discussed in the 'Commentary' section of this release. The mean tends to be higher than the median because the distribution of changes in pay rates is skewed to the right, with a bulge at the low end and a tail at the high end. The relatively few large increases boost the mean increase but have little effect on the median increase.

The median and mean increases are calculated using the percentage change in recorded salary and ordinary time wage rates. This differs from the quarterly and annual index movements, which measure the percentage change between calculated index numbers.

Analytical unadjusted series

An analytical unadjusted index series, based on ordinary time pay rates collected in the LCI sample, is available in the tables of this release. These tables are available on the Statistics NZ website (www.stats.govt.nz).

The analytical unadjusted series is an additional measure that is intended to complement the official LCI and Quarterly Employment Survey (QES) indicators and provide users with a fuller picture on the wages front. The analytical unadjusted series is not affected by relative employment shifts between industries and between occupations, but, in addition to price change, it does reflect quality change within occupations.

In simple terms, the approaches taken in compiling the published and analytical unadjusted series could be summarised as follows:

Published index:

- often tracks employees, but does not show performance-related increases or service increments
- commonly links in new employees (without showing change).

Analytical unadjusted index:

- often tracks employees, and shows performance-related increases and service increments
- shows any change when new employees replace incumbents.

The LCI is a price index that measures change in pay rates for a fixed quality and quantity of labour input. Price-related change in rates reported by respondents, such as those to reflect the cost of living, to match market rates, to retain staff, and to attract staff, are shown in the index. Changes in reported rates that are the result of service increments, merit promotions, increases (and decreases) relating to the performance of individual employees, and change in hours worked are not shown in the index, as they are considered to represent quality or quantity change.

The analytical unadjusted index retains fixed weights for occupations within industries within sectors of ownership, but is based on a matched sample of reported rates for the previous and current quarters before quality control. In addition to price change, it reflects quality change within occupations, such as change in the performance of individual employees, change in the qualifications, responsibility or experience of employees filling surveyed positions, and the effect of different employees replacing incumbent employees in surveyed positions at lower or higher rates.

Rates for which the pay periods reported by respondents (eg per annum, per week, per hour) differ from those for the previous period, and rates where change is wholly or partly due to change in hours worked, are excluded from the matched sample. Typically, between 1 and 2 percent of surveyed rates are excluded from the unadjusted index each quarter for these reasons.

The analytical unadjusted index is calculated using a matched sample of reported rates for the previous and current quarters. Expenditure weights are used to weight movements in reported rates from the previous quarter to the current quarter. To derive the expenditure weights, the price changes (after quality control) of job positions in the sample (from the base period to the previous quarter) are used to scale base-period expenditure weights (which are then assigned to job positions in the sample).

It should be noted that the LCI is designed to measure change in pay rates for a fixed quality and quantity of labour input. The sample of surveyed pay rates is not particularly suitable for preparing a measure that includes quality change. This is due in part to the fact that some positions in the survey follow individual employees (with corresponding pay rates subject to both quality and price change) and some positions specify particular points on pay scales (which are usually subject only to price change). In general, individual employees are tracked for positions surveyed in the private sector, and for positions surveyed in the public sector there is a mix of points on pay scales and individual employees being tracked.

The analytical unadjusted index reflects quality change within occupations. How well this is measured partly depends on how well the sample represents entrances and exits of employees, and on whether the sample replacement practice is unbiased in this regard (eg in some cases, replacement employees are incumbent employees filling other positions rather than new employees filling the existing positions – this can happen when there is a delay filling vacancies in surveyed positions). In addition, the analytical unadjusted index tends to reflect the effect of turnover in, and the cessation of, existing positions, but not the price and/or quality effect associated with employees being hired to fill new positions. An unadjusted measure designed from scratch might make use of the average pay rate within each surveyed firm of all employees filling jobs in each surveyed occupation.

The published LCI is a fixed-weight price index that measures changes in pay rates for a fixed quality and quantity of labour input. The index is not affected by relative shifts in the occupational and industrial composition of the pool of paid employees. It is useful in the context of the extent to which changes in businesses' input labour costs might put pressure on the output prices they charge for goods and services.

The analytical unadjusted LCI series has fixed weights for occupations within industries within sectors of ownership, so is not affected by relative employment shifts between industries and occupations. However, it does reflect quality shifts within occupations. The index uses weights based on the mix of employment in occupations and industries evident in 2006. It does not take account of the effect of any subsequent shifts in the mix of employment in occupations and industries. In addition, it will not reflect:

- the effect of very new or emerging occupations and industries
- the effect of employers mitigating the effect of skill shortages by substituting away from occupations showing high relative price change to occupations showing lower relative price change (eg from carpenter to builder's labourer, or from registered nurse to nurse aide).

In addition to changes in pay rates, change in the QES measures of total and average gross earnings fully reflect compositional change, such as change from period to period in the proportions of employees and paid hours in different industries and different occupations. The measures reflect relative employment shifts both between and within industries and occupations. These measures are useful in the context of the potential effect that change in gross and average income earned by paid employees might have on the demand for goods and services purchased by the household sector.

An example of how a specific position would be treated in the published LCI and in the analytical unadjusted index follows:

Year	Salary scale				
	Step 1	Step 2	Step 3	Step 4	Step 5
1	\$30,000	\$40,000	\$50,000	\$60,000	\$70,000
2	\$30,900	\$41,200	\$51,500	\$61,800	\$72,100
3	\$31,827	\$42,436	\$53,045	\$63,654	\$74,263
4	\$32,782	\$43,709	\$54,636	\$65,564	\$76,491
5	\$33,765	\$45,020	\$56,275	\$67,531	\$78,786

Year/quarter	Reported pay rate(per annum)	Reason for change	Treatment	Published LCI	Analytical unadjusted index
Y1Q1	\$40,000			1000	1000
Y1Q2	\$40,000			1000	1000
Y1Q3	\$40,000			1000	1000
Y1Q4	\$40,000			1000	1000
Y2Q1	\$41,200	Price adjustment to step 2 of scale to match market rates and reflect the cost of living.	Price change; shown in the published and unadjusted indexes.	1030	1030
Y2Q2	\$51,500	Service increment from step 2 to step 3.	Quality change; shown only in the unadjusted index.	1030	1288
Y2Q3	\$51,500			1030	1288
Y2Q4	\$51,500			1030	1288
Y3Q1	\$53,045	Price adjustment to step 3 of scale to match market rates and reflect the cost of living.	Price change; shown in the published and unadjusted indexes.	1061	1326
Y3Q2	\$42,436	New, less experienced employee placed on step 2 replaces the incumbent.	Quality change; shown only in the unadjusted index.	1061	1061
Y3Q3	\$42,436			1061	1061
Y3Q4	\$42,436			1061	1061
Y4Q1	\$43,709	Price adjustment to step 2 of scale to match market rates and reflect the cost of living.	Price change; shown in the published and unadjusted indexes.	1093	1093
Y4Q2	\$54,636	Service increment from step 2 to step 3.	Quality change; shown only in the unadjusted index.	1093	1366
Y4Q3	\$54,636			1093	1366
Y4Q4	\$54,636			1093	1366
Y5Q1	\$56,275	Price adjustment to step 3 of scale to match market rates and reflect the cost of living.	Price change; shown in the published and unadjusted indexes.	1126	1407
Y5Q2	\$45,020	New, less experienced employee placed on step 2 replaces the incumbent.	Quality change; shown only in the unadjusted index.	1126	1126
Y5Q3	\$45,020			1126	1126
Y5Q4	\$45,020			1126	1126

For more information on the differences between the QES, the LCI, and the LCI analytical unadjusted series, please see please see 'Comparing the QES and the LCI' under the Data quality section of the [Quarterly Employment Survey: December 2011 quarter](#) information release.

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Tables

The following tables are included with this release. They are available in Excel format from the 'Downloads' box of *Labour Cost Index (Salary and Wage Rates): December 2011 quarter* on the Statistics NZ website.

If you do not have access to Excel, you may use the [Excel file viewer](#) to view, print, and export the contents of the file.

- 1 Salary and wage rates by sector, all industries/occupations combined
- 2.1 Salary and wage rates by industry and by occupation, public sector
- 2.2 Salary and wage rates by industry and by occupation, public sector, percentage change from previous quarter
- 2.3 Salary and wage rates by industry and by occupation, public sector, percentage change from same quarter of previous year
- 3.1 Salary and wage rates by industry and by occupation, private sector
- 3.2 Salary and wage rates by industry and by occupation, private sector, percentage change from previous quarter
- 3.3 Salary and wage rates by industry and by occupation, private sector, percentage change from same quarter of previous year
- 4.1 Salary and wage rates by industry, all sectors combined
- 4.2 Salary and wage rates by industry, all sectors combined, percentage change from previous quarter
- 4.3 Salary and wage rates by industry, all sectors combined, percentage change from same quarter of previous year
- 5.1 Salary and wage rates by occupation, all sectors combined
- 5.2 Salary and wage rates by occupation, all sectors combined, percentage change from previous quarter
- 5.3 Salary and wage rates by occupation, all sectors combined, percentage change from same quarter of previous year
- 6.1 Distribution of annual movements, all sectors combined
- 6.2 Proportion of salary and wage rates increasing, all sectors combined
- 6.3 Distribution of annual increases by reason, all sectors combined
- 7 Median and mean increases, all sectors combined
- 8.1 Published and analytical unadjusted indexes, private sector
- 8.2 Published and analytical unadjusted indexes, all sectors combined
- 9.1 Labour cost index, base expenditure weights by sector, cost, occupation, and skill level
- 9.2 Labour cost index, base expenditure weights by industry

Supplementary tables

The following tables can be downloaded from the Statistics NZ website in Excel format.

- 1.1 Distribution of annual increases, reason: cost of living
- 1.2 Distribution of annual increases, reason: match market rates
- 1.3 Distribution of annual increases, reason: retain staff
- 1.4 Distribution of annual increases, reason: attract staff
- 1.5 Distribution of annual increases, reason: match market rates and/or retain/attract staff
- 1.6 Distribution of annual increases, reason: collective employment agreements

Historical LCI distributional information included in the commentary and tables of this release will be available on Infoshare on 20 February 2012 at 10:45am.

Find more data on Infoshare

Use [Infoshare](#), a free, online database to access time-series data specific to your needs. To access the release time series on Infoshare, select the following categories from the homepage:

Subject category: **Work income and spending**

Group: **Labour Cost Index - LCI**

Table 1

Salary and Wage Rates by Sector*All industries/occupations combined*

Base: June 2009 quarter (=1000)

	Public sector			Private sector	All sectors combined	
	Local government sector	Central government sector	Total			
Series ref: LCIQ	SG11Z9	SG21Z9	SG31Z9	SG41Z9	SG51Z9	
Index of salary and ordinary time wage rates						
Quarter						
2010	Dec	1034	1027	1028	1026	1026
2011	Mar	1039	1032	1033	1030	1030
	Jun	1042	1035	1036	1035	1035
	Sep	1047	1041	1042	1040	1041
	Dec	1059	1045	1046	1047	1047
Percentage change from previous quarter⁽¹⁾						
Quarter						
2010	Dec	0.9	0.3	0.4	0.6	0.5
2011	Mar	0.5	0.5	0.5	0.4	0.4
	Jun	0.3	0.3	0.3	0.5	0.5
	Sep	0.5	0.6	0.6	0.5	0.6
	Dec	1.1	0.4	0.4	0.7	0.6
Percentage change from same quarter of previous year⁽¹⁾						
Quarter						
2010	Dec	1.8	1.3	1.4	1.9	1.7
2011	Mar	2.1	1.3	1.4	2.0	1.8
	Jun	2.1	1.4	1.5	2.1	1.9
	Sep	2.1	1.7	1.8	2.0	2.0
	Dec	2.4	1.8	1.8	2.0	2.0
Series ref: LCIQ	SG12Z9	SG22Z9	SG32Z9	SG42Z9	SG52Z9	
Index of overtime wage rates						
Quarter						
2010	Dec	1050	1022	1026	1032	1031
2011	Mar	1056	1025	1030	1036	1035
	Jun	1064	1032	1036	1045	1044
	Sep	1073	1033	1039	1052	1050
	Dec	1086	1035	1042	1058	1055
Percentage change from previous quarter⁽¹⁾						
Quarter						
2010	Dec	1.0	0.3	0.4	0.4	0.4
2011	Mar	0.6	0.3	0.4	0.4	0.4
	Jun	0.8	0.7	0.6	0.9	0.9
	Sep	0.8	0.1	0.3	0.7	0.6
	Dec	1.2	0.2	0.3	0.6	0.5
Percentage change from same quarter of previous year⁽¹⁾						
Quarter						
2010	Dec	3.1	1.4	1.7	2.3	2.2
2011	Mar	3.3	1.5	1.8	2.1	2.1
	Jun	3.3	1.4	1.6	2.4	2.3
	Sep	3.2	1.4	1.7	2.3	2.2
	Dec	3.4	1.3	1.6	2.5	2.3

Note: For footnotes, see end of table.**Source:** Statistics New Zealand

Table 1
continued

Salary and Wage Rates by Sector
All industries/occupations combined
 Base: June 2009 quarter (=1000)

	Public sector			Private sector	All sectors combined
	Local government sector	Central government sector	Total		
<i>Series ref: LCIQ</i>	<i>SG13Z9</i>	<i>SG23Z9</i>	<i>SG33Z9</i>	<i>SG43Z9</i>	<i>SG53Z9</i>
Index of all salary and wage rates⁽²⁾					
Quarter					
2010 Dec	1035	1027	1028	1026	1026
2011 Mar	1040	1032	1033	1030	1031
Jun	1043	1035	1036	1035	1035
Sep	1048	1041	1042	1040	1041
Dec	1059	1045	1046	1047	1047
Percentage change from previous quarter⁽¹⁾					
Quarter					
2010 Dec	1.0	0.3	0.4	0.6	0.5
2011 Mar	0.5	0.5	0.5	0.4	0.5
Jun	0.3	0.3	0.3	0.5	0.4
Sep	0.5	0.6	0.6	0.5	0.6
Dec	1.0	0.4	0.4	0.7	0.6
Percentage change from same quarter of previous year⁽¹⁾					
Quarter					
2010 Dec	1.9	1.3	1.4	1.9	1.7
2011 Mar	2.1	1.3	1.4	2.0	1.9
Jun	2.2	1.4	1.5	2.0	1.9
Sep	2.2	1.7	1.8	2.0	2.0
Dec	2.3	1.8	1.8	2.0	2.0

(1) Percentage changes are calculated from index numbers that are unrounded prior to the June 2009 quarter.

(2) Indexes provide an overall measure of changes in ordinary time and overtime pay rates (ie salary and ordinary time wage rates, and overtime wage rates).

Source: Statistics New Zealand

Table 2.1

Salary and Wage Rates by Industry and by Occupation

Public sector

Base: June 2009 quarter (=1000)

Industry group ⁽¹⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾			
		2011					2011			
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec
		Index for quarter					Index for quarter			
DD Electricity, gas, water, and waste services	SG31D9	1029	1032	1037	1048	SG33D9	1030	1033	1038	1049
OO1 Local government administration	SG31O1	1035	1038	1040	1055	SG33O1	1035	1038	1041	1056
OO2 Central govt admin, defence, and public safety	SG31O2	1014	1015	1019	1024	SG33O2	1014	1015	1019	1024
OO Public administration and safety	SG31O9	1018	1019	1023	1030	SG33O9	1017	1019	1023	1030
PP Education and training	SG31P9	1041	1049	1059	1061	SG33P9	1041	1049	1059	1061
QQ Health care and social assistance	SG31Q9	1035	1035	1039	1040	SG33Q9	1035	1035	1039	1040
All industries combined⁽³⁾	SG31Z9	1033	1036	1042	1046	SG33Z9	1033	1036	1042	1046

Occupation group ⁽⁴⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾			
		2011					2011			
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec
		Index for quarter					Index for quarter			
1 Managers	SH31A9	1028	1031	1035	1039	SH33A9	1028	1031	1035	1039
2 Professionals	SH31B9	1035	1039	1045	1050	SH33B9	1034	1039	1045	1049
3 Technicians and trades workers	SH31C9	1039	1043	1049	1058	SH33C9	1039	1045	1051	1059
Managers, profs, technicians, and trades workers⁽⁵⁾	SH31D9	1033	1038	1043	1048	SH33D9	1033	1038	1043	1048
4 Community and personal service workers	SH31E9	1023	1024	1031	1033	SH33E9	1022	1024	1031	1033
5 Clerical and administrative workers	SH31F9	1034	1036	1041	1047	SH33F9	1034	1036	1041	1047
6 Sales workers	SH31G9	1030	1031	1031	1033	SH33G9	1030	1031	1031	1033
Service, clerical, and sales workers⁽⁶⁾	SH31H9	1029	1031	1037	1041	SH33H9	1029	1031	1037	1041
7 Machinery operators and drivers	SH31I9	1047	1054	1064	1068	SH33I9	1048	1054	1064	1068
8 Labourers	SH31J9	1037	1039	1047	1053	SH33J9	1036	1038	1045	1051
Machinery operators, drivers, and labourers⁽⁷⁾	SH31K9	1041	1045	1053	1058	SH33K9	1040	1044	1052	1057
All occupations combined	SH31Z9	1033	1036	1042	1046	SH33Z9	1033	1036	1042	1046

(1) New Zealand Standard Industrial Output Categories (NZSIOC), based on the Australian and New Zealand Standard Industrial Classification (ANZSIC06).

(2) Indexes provide an overall measure of changes in ordinary time and overtime pay rates (ie salary and ordinary time wage rates, and overtime wage rates).

(3) Includes other industries not published separately.

(4) Australian and New Zealand Standard Classification of Occupations (ANZSCO) major groups.

(5) ANZSCO major groups 1, 2, and 3.

(6) ANZSCO major groups 4, 5, and 6.

(7) ANZSCO major groups 7 and 8.

Source: Statistics New Zealand

Table 2.2

Salary and Wage Rates by Industry and by Occupation

Public sector

Percentage change from previous quarter⁽¹⁾

Industry group ⁽²⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽³⁾			
		2011					2011			
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec
DD Electricity, gas, water, and waste services	SG31D9	0.1	0.3	0.5	1.1	SG33D9	0.1	0.3	0.5	1.1
OO1 Local government administration	SG31O1	0.3	0.3	0.2	1.4	SG33O1	0.3	0.3	0.3	1.4
OO2 Central govt admin, defence, and public safety	SG31O2	0.1	0.1	0.4	0.5	SG33O2	0.1	0.1	0.4	0.5
OO Public administration and safety	SG31O9	0.2	0.1	0.4	0.7	SG33O9	0.1	0.2	0.4	0.7
PP Education and training	SG31P9	0.5	0.8	1.0	0.2	SG33P9	0.5	0.8	1.0	0.2
QQ Health care and social assistance	SG31Q9	1.2	0.0	0.4	0.1	SG33Q9	1.2	0.0	0.4	0.1
All industries combined⁽⁴⁾	SG31Z9	0.5	0.3	0.6	0.4	SG33Z9	0.5	0.3	0.6	0.4

Occupation group ⁽⁵⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽³⁾			
		2011					2011			
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec
1 Managers	SH31A9	0.4	0.3	0.4	0.4	SH33A9	0.4	0.3	0.4	0.4
2 Professionals	SH31B9	0.6	0.4	0.6	0.5	SH33B9	0.6	0.5	0.6	0.4
3 Technicians and trades workers	SH31C9	0.3	0.4	0.6	0.9	SH33C9	0.2	0.6	0.6	0.8
Managers, profs, technicians, and trades workers⁽⁶⁾	SH31D9	0.5	0.5	0.5	0.5	SH33D9	0.5	0.5	0.5	0.5
4 Community and personal service workers	SH31E9	0.1	0.1	0.7	0.2	SH33E9	0.1	0.2	0.7	0.2
5 Clerical and administrative workers	SH31F9	0.5	0.2	0.5	0.6	SH33F9	0.5	0.2	0.5	0.6
6 Sales workers	SH31G9	0.0	0.1	0.0	0.2	SH33G9	0.0	0.1	0.0	0.2
Service, clerical, and sales workers⁽⁷⁾	SH31H9	0.3	0.2	0.6	0.4	SH33H9	0.3	0.2	0.6	0.4
7 Machinery operators and drivers	SH31I9	0.0	0.7	0.9	0.4	SH33I9	0.0	0.6	0.9	0.4
8 Labourers	SH31J9	0.3	0.2	0.8	0.6	SH33J9	0.3	0.2	0.7	0.6
Machinery operators, drivers, and labourers⁽⁸⁾	SH31K9	0.2	0.4	0.8	0.5	SH33K9	0.2	0.4	0.8	0.5
All occupations combined	SH31Z9	0.5	0.3	0.6	0.4	SH33Z9	0.5	0.3	0.6	0.4

(1) Percentage changes for all industries combined and all occupations combined are calculated from index numbers that are unrounded prior to the June 2009 quarter.

(2) New Zealand Standard Industrial Output Categories (NZSIOC), based on the Australian and New Zealand Standard Industrial Classification (ANZSIC06).

(3) Indexes provide an overall measure of changes in ordinary time and overtime pay rates (ie salary and ordinary time wage rates, and overtime wage rates).

(4) Includes other industries not published separately.

(5) Australian and New Zealand Standard Classification of Occupations (ANZSCO) major groups.

(6) ANZSCO major groups 1, 2, and 3.

(7) ANZSCO major groups 4, 5, and 6.

(8) ANZSCO major groups 7 and 8.

Source: Statistics New Zealand

Table 2.3

Salary and Wage Rates by Industry and by Occupation
Public sector

Percentage change from same quarter of previous year⁽¹⁾

Industry group ⁽²⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽³⁾			
		2011					2011			
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec
DD Electricity, gas, water, and waste services	SG31D9	1.9	1.8	1.6	1.9	SG33D9	2.0	1.9	1.6	1.9
OO1 Local government administration	SG31O1	1.7	1.9	1.8	2.2	SG33O1	1.7	1.9	1.9	2.3
OO2 Central govt admin, defence, and public safety	SG31O2	0.6	0.7	0.8	1.1	SG33O2	0.7	0.7	0.9	1.1
OO Public administration and safety	SG31O9	0.9	0.9	1.0	1.4	SG33O9	0.8	0.9	1.1	1.4
PP Education and training	SG31P9	1.1	1.5	2.4	2.4	SG33P9	1.1	1.5	2.4	2.4
QQ Health care and social assistance	SG31Q9	1.8	1.7	1.8	1.7	SG33Q9	1.8	1.7	1.8	1.7
All industries combined⁽⁴⁾	SG31Z9	1.4	1.5	1.8	1.8	SG33Z9	1.4	1.5	1.8	1.8

Occupation group ⁽⁵⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽³⁾			
		2011					2011			
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec
1 Managers	SH31A9	1.5	1.7	1.8	1.5	SH33A9	1.5	1.7	1.8	1.5
2 Professionals	SH31B9	1.2	1.4	1.9	2.0	SH33B9	1.1	1.4	1.9	2.0
3 Technicians and trades workers	SH31C9	1.9	1.9	1.7	2.1	SH33C9	2.0	2.0	1.9	2.1
Managers, profs, technicians, and trades workers⁽⁶⁾	SH31D9	1.3	1.6	1.9	1.9	SH33D9	1.3	1.6	1.9	1.9
4 Community and personal service workers	SH31E9	0.6	0.6	1.1	1.1	SH33E9	0.5	0.6	1.1	1.2
5 Clerical and administrative workers	SH31F9	2.2	2.0	1.9	1.7	SH33F9	2.2	2.0	1.8	1.7
6 Sales workers	SH31G9	1.3	1.3	0.7	0.3	SH33G9	1.3	1.3	0.7	0.3
Service, clerical, and sales workers⁽⁷⁾	SH31H9	1.5	1.4	1.5	1.5	SH33H9	1.5	1.4	1.5	1.5
7 Machinery operators and drivers	SH31I9	2.1	2.2	2.6	2.0	SH33I9	2.3	2.3	2.7	1.9
8 Labourers	SH31J9	1.7	1.6	1.7	1.8	SH33J9	1.7	1.6	1.7	1.7
Machinery operators, drivers, and labourers⁽⁸⁾	SH31K9	1.9	1.9	2.0	1.8	SH33K9	1.9	1.9	2.0	1.8
All occupations combined	SH31Z9	1.4	1.5	1.8	1.8	SH33Z9	1.4	1.5	1.8	1.8

(1) Percentage changes for all industries combined and all occupations combined are calculated from index numbers that are unrounded prior to the June 2009 quarter.

(2) New Zealand Standard Industrial Output Categories (NZSIOC), based on the Australian and New Zealand Standard Industrial Classification (ANZSIC06).

(3) Indexes provide an overall measure of changes in ordinary time and overtime pay rates (ie salary and ordinary time wage rates, and overtime wage rates).

(4) Includes other industries not published separately.

(5) Australian and New Zealand Standard Classification of Occupations (ANZSCO) major groups.

(6) ANZSCO major groups 1, 2, and 3.

(7) ANZSCO major groups 4, 5, and 6.

(8) ANZSCO major groups 7 and 8.

Source: Statistics New Zealand

Table 3.1

Salary and Wage Rates by Industry and by Occupation

Private sector

Base: June 2009 quarter (=1000)

Industry group ⁽¹⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾				
		2011					2011				
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec	
		Index for quarter						Index for quarter			
AA1 Agriculture	SG41A1	1017	1021	1023	1027	SG43A1	1019	1022	1024	1028	
AA3 Fishing, aqua & agri, forest, and fish support services	SG41A3	1030	1036	1045	1054	SG43A3	1030	1036	1044	1054	
AA Agriculture, forestry, and fishing⁽³⁾	SG41A9	1022	1026	1030	1035	SG43A9	1023	1027	1030	1036	
BB Mining	SG41B9	1039	1049	1052	1057	SG43B9	1041	1050	1053	1058	
CC1 Food, beverage, and tobacco product mfg	SG41C0	1038	1042	1046	1053	SG43C0	1038	1043	1047	1053	
CC2 Textile, leather, clothing, and footwear mfg	SG41C1	1027	1032	1040	1048	SG43C1	1026	1032	1041	1048	
CC3 Wood and paper products manufacturing	SG41C2	1032	1036	1041	1045	SG43C2	1032	1036	1041	1045	
CC4 Printing	SG41C3	993	996	1000	1004	SG43C3	994	997	1001	1006	
CC5 Petroleum, chemical, polymer, and rubber prod mfg	SG41C4	1035	1039	1046	1053	SG43C4	1036	1039	1046	1054	
CC6 Non-metallic mineral product manufacturing	SG41C5	1031	1036	1039	1049	SG43C5	1031	1036	1039	1049	
CC7 Metal product manufacturing	SG41C6	1035	1041	1047	1059	SG43C6	1035	1042	1048	1059	
CC8 Transport equipment, machinery, and equipment mfg	SG41C7	1034	1038	1047	1053	SG43C7	1034	1037	1047	1052	
CC9 Furniture and other manufacturing	SG41C8	1014	1017	1034	1039	SG43C8	1014	1016	1033	1038	
CC Manufacturing	SG41C9	1032	1036	1043	1050	SG43C9	1032	1037	1043	1050	
DD Electricity, gas, water, and waste services	SG41D9	1031	1032	1035	1053	SG43D9	1031	1032	1036	1053	
EE Construction	SG41E9	1030	1036	1041	1049	SG43E9	1030	1036	1042	1050	
FF Wholesale trade	SG41F9	1030	1036	1040	1046	SG43F9	1030	1036	1040	1047	
GH1 Retail trade	SG41G1	1026	1029	1033	1037	SG43G1	1026	1029	1033	1037	
GH2 Accommodation and food services	SG41G2	1024	1032	1037	1041	SG43G2	1024	1032	1037	1041	
GH Retail trade and accommodation	SG41G9	1025	1030	1034	1038	SG43G9	1026	1030	1034	1038	
II Transport, postal, and warehousing	SG41I9	1027	1032	1038	1042	SG43I9	1027	1032	1038	1042	
JJ Information media and telecommunications	SG41J9	1024	1033	1039	1044	SG43J9	1025	1034	1040	1044	
KK Financial and insurance services	SG41K9	1027	1032	1035	1052	SG43K9	1027	1032	1035	1052	
LL Rental, hiring, and real estate services	SG41L9	1025	1030	1031	1040	SG43L9	1024	1029	1032	1041	
MN1 Professional, scientific, and technical services	SG41M1	1042	1049	1056	1064	SG43M1	1042	1050	1057	1065	
MN2 Administrative and support services	SG41M2	1023	1025	1030	1033	SG43M2	1024	1025	1031	1033	
MN Prof, science, tech, admin, and support services	SG41M9	1036	1042	1049	1055	SG43M9	1037	1043	1050	1056	
PP Education and training	SG41P9	1036	1042	1050	1050	SG43P9	1036	1042	1050	1050	
QQ Health care and social assistance	SG41Q9	1031	1033	1040	1046	SG43Q9	1030	1032	1040	1045	
RS1 Arts and recreation services	SG41R1	1024	1027	1031	1041	SG43R1	1024	1027	1031	1040	
RS2 Other services	SG41R2	1029	1032	1041	1048	SG43R2	1029	1032	1041	1048	
RS Arts, recreation, and other services	SG41R9	1027	1030	1038	1046	SG43R9	1027	1030	1037	1046	
All industries combined⁽⁴⁾	SG41Z9	1030	1035	1040	1047	SG43Z9	1030	1035	1040	1047	

Occupation group ⁽⁵⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾				
		2011					2011				
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec	
		Index for quarter						Index for quarter			
1 Managers	SH41A9	1025	1028	1032	1041	SH43A9	1025	1028	1032	1041	
2 Professionals	SH41B9	1032	1037	1043	1051	SH43B9	1032	1037	1043	1051	
3 Technicians and trades workers	SH41C9	1031	1038	1044	1051	SH43C9	1031	1039	1045	1052	
Managers, profs, technicians, and trades workers⁽⁶⁾	SH41D9	1029	1034	1039	1047	SH43D9	1029	1034	1039	1047	
4 Community and personal service workers	SH41E9	1031	1034	1041	1047	SH43E9	1031	1034	1041	1047	
5 Clerical and administrative workers	SH41F9	1033	1038	1043	1049	SH43F9	1033	1038	1043	1049	
6 Sales workers	SH41G9	1024	1029	1034	1038	SH43G9	1025	1029	1034	1039	
Service, clerical, and sales workers⁽⁷⁾	SH41H9	1030	1034	1040	1045	SH43H9	1030	1035	1040	1045	
7 Machinery operators and drivers	SH41I9	1034	1039	1045	1053	SH43I9	1035	1039	1045	1053	
8 Labourers	SH41J9	1032	1038	1044	1050	SH43J9	1032	1038	1045	1050	
Machinery operators, drivers, and labourers⁽⁸⁾	SH41K9	1033	1038	1045	1051	SH43K9	1033	1039	1045	1051	
All occupations combined	SH41Z9	1030	1035	1040	1047	SH43Z9	1030	1035	1040	1047	

(1) New Zealand Standard Industrial Output Categories (NZSIOC), based on the Australian and New Zealand Standard Industrial Classification (ANZSIC06).

(2) Indexes provide an overall measure of changes in ordinary time and overtime pay rates (ie salary and ordinary time wage rates, and overtime wage rates).

(3) Includes industry AA2 forestry and logging.

(4) Includes other industries not published separately.

(5) Australian and New Zealand Standard Classification of Occupations (ANZSCO) major groups.

(6) ANZSCO major groups 1, 2, and 3.

(7) ANZSCO major groups 4, 5, and 6.

(8) ANZSCO major groups 7 and 8.

Source: Statistics New Zealand

Table 3.2

Salary and Wage Rates by Industry and by Occupation

Private sector

Percentage change from previous quarter⁽¹⁾

Industry group ⁽²⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽³⁾			
		2011					2011			
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec
AA1 Agriculture	SG41A1	0.1	0.4	0.2	0.4	SG43A1	0.1	0.3	0.2	0.4
AA3 Fishing, aqua & agri, forest, and fish support services	SG41A3	0.5	0.6	0.9	0.9	SG43A3	0.5	0.6	0.8	1.0
AA Agriculture, forestry, and fishing⁽⁴⁾	SG41A9	0.3	0.4	0.4	0.5	SG43A9	0.3	0.4	0.3	0.6
BB Mining	SG41B9	0.5	1.0	0.3	0.5	SG43B9	0.6	0.9	0.3	0.5
CC1 Food, beverage, and tobacco product mfg	SG41C0	0.7	0.4	0.4	0.7	SG43C0	0.7	0.5	0.4	0.6
CC2 Textile, leather, clothing, and footwear mfg	SG41C1	0.3	0.5	0.8	0.8	SG43C1	0.2	0.6	0.9	0.7
CC3 Wood and paper products manufacturing	SG41C2	0.4	0.4	0.5	0.4	SG43C2	0.4	0.4	0.5	0.4
CC4 Printing	SG41C3	0.2	0.3	0.4	0.4	SG43C3	0.2	0.3	0.4	0.5
CC5 Petroleum, chemical, polymer, and rubber prod mfg	SG41C4	0.6	0.4	0.7	0.7	SG43C4	0.7	0.3	0.7	0.8
CC6 Non-metallic mineral product manufacturing	SG41C5	0.6	0.5	0.3	1.0	SG43C5	0.5	0.5	0.3	1.0
CC7 Metal product manufacturing	SG41C6	0.3	0.6	0.6	1.1	SG43C6	0.3	0.7	0.6	1.0
CC8 Transport equipment, machinery, and equipment mfg	SG41C7	0.7	0.4	0.9	0.6	SG43C7	0.7	0.3	1.0	0.5
CC9 Furniture and other manufacturing	SG41C8	0.2	0.3	1.7	0.5	SG43C8	0.2	0.2	1.7	0.5
CC Manufacturing	SG41C9	0.5	0.4	0.7	0.7	SG43C9	0.5	0.5	0.6	0.7
DD Electricity, gas, water, and waste services	SG41D9	0.2	0.1	0.3	1.7	SG43D9	0.1	0.1	0.4	1.6
EE Construction	SG41E9	0.5	0.6	0.5	0.8	SG43E9	0.4	0.6	0.6	0.8
FF Wholesale trade	SG41F9	0.3	0.6	0.4	0.6	SG43F9	0.3	0.6	0.4	0.7
GH1 Retail trade	SG41G1	0.2	0.3	0.4	0.4	SG43G1	0.2	0.3	0.4	0.4
GH2 Accommodation and food services	SG41G2	0.2	0.8	0.5	0.4	SG43G2	0.2	0.8	0.5	0.4
GH Retail trade and accommodation	SG41G9	0.2	0.5	0.4	0.4	SG43G9	0.3	0.4	0.4	0.4
II Transport, postal, and warehousing	SG41I9	0.4	0.5	0.6	0.4	SG43I9	0.4	0.5	0.6	0.4
JJ Information media and telecommunications	SG41J9	0.5	0.9	0.6	0.5	SG43J9	0.6	0.9	0.6	0.4
KK Financial and insurance services	SG41K9	0.5	0.5	0.3	1.6	SG43K9	0.5	0.5	0.3	1.6
LL Rental, hiring, and real estate services	SG41L9	1.0	0.5	0.1	0.9	SG43L9	0.8	0.5	0.3	0.9
MN1 Professional, scientific, and technical services	SG41M1	0.6	0.7	0.7	0.8	SG43M1	0.5	0.8	0.7	0.8
MN2 Administrative and support services	SG41M2	0.3	0.2	0.5	0.3	SG43M2	0.4	0.1	0.6	0.2
MN Prof, science, tech, admin, and support services	SG41M9	0.4	0.6	0.7	0.6	SG43M9	0.5	0.6	0.7	0.6
PP Education and training	SG41P9	0.2	0.6	0.8	0.0	SG43P9	0.2	0.6	0.8	0.0
QQ Health care and social assistance	SG41Q9	0.4	0.2	0.7	0.6	SG43Q9	0.4	0.2	0.8	0.5
RS1 Arts and recreation services	SG41R1	0.2	0.3	0.4	1.0	SG43R1	0.2	0.3	0.4	0.9
RS2 Other services	SG41R2	0.7	0.3	0.9	0.7	SG43R2	0.7	0.3	0.9	0.7
RS Arts, recreation, and other services	SG41R9	0.5	0.3	0.8	0.8	SG43R9	0.5	0.3	0.7	0.9
All industries combined⁽⁵⁾	SG41Z9	0.4	0.5	0.5	0.7	SG43Z9	0.4	0.5	0.5	0.7

Occupation group ⁽⁶⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽³⁾			
		2011					2011			
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec
1 Managers	SH41A9	0.4	0.3	0.4	0.9	SH43A9	0.4	0.3	0.4	0.9
2 Professionals	SH41B9	0.5	0.5	0.6	0.8	SH43B9	0.5	0.5	0.6	0.8
3 Technicians and trades workers	SH41C9	0.4	0.7	0.6	0.7	SH43C9	0.4	0.8	0.6	0.7
Managers, profs, technicians, and trades workers⁽⁷⁾	SH41D9	0.4	0.5	0.5	0.8	SH43D9	0.4	0.5	0.5	0.8
4 Community and personal service workers	SH41E9	0.6	0.3	0.7	0.6	SH43E9	0.6	0.3	0.7	0.6
5 Clerical and administrative workers	SH41F9	0.4	0.5	0.5	0.6	SH43F9	0.4	0.5	0.5	0.6
6 Sales workers	SH41G9	0.2	0.5	0.5	0.4	SH43G9	0.2	0.4	0.5	0.5
Service, clerical, and sales workers⁽⁸⁾	SH41H9	0.4	0.4	0.6	0.5	SH43H9	0.4	0.5	0.5	0.5
7 Machinery operators and drivers	SH41I9	0.5	0.5	0.6	0.8	SH43I9	0.5	0.4	0.6	0.8
8 Labourers	SH41J9	0.5	0.6	0.6	0.6	SH43J9	0.4	0.6	0.7	0.5
Machinery operators, drivers, and labourers⁽⁹⁾	SH41K9	0.5	0.5	0.7	0.6	SH43K9	0.4	0.6	0.6	0.6
All occupations combined	SH41Z9	0.4	0.5	0.5	0.7	SH43Z9	0.4	0.5	0.5	0.7

(1) Percentage changes for all industries combined and all occupations combined are calculated from index numbers that are unrounded prior to the June 2009 quarter.

(2) New Zealand Standard Industrial Output Categories (NZSIOC), based on the Australian and New Zealand Standard Industrial Classification (ANZSIC06).

(3) Indexes provide an overall measure of changes in ordinary time and overtime pay rates (ie salary and ordinary time wage rates, and overtime wage rates).

(4) Includes industry AA2 forestry and logging.

(5) Includes other industries not published separately.

(6) Australian and New Zealand Standard Classification of Occupations (ANZSCO) major groups.

(7) ANZSCO major groups 1, 2, and 3.

(8) ANZSCO major groups 4, 5, and 6.

(9) ANZSCO major groups 7 and 8.

Source: Statistics New Zealand

Table 3.3

Salary and Wage Rates by Industry and by Occupation

Private sector

Percentage change from same quarter of previous year⁽¹⁾

Industry group ⁽²⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽³⁾			
		2011					2011			
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec
AA1 Agriculture	SG41A1	1.0	1.2	1.2	1.1	SG43A1	1.2	1.2	1.2	1.0
AA3 Fishing, aqua & agri, forest, and fish support services	SG41A3	2.2	2.2	2.5	2.8	SG43A3	2.2	2.2	2.5	2.8
AA Agriculture, forestry, and fishing⁽⁴⁾	SG41A9	1.4	1.5	1.6	1.6	SG43A9	1.5	1.6	1.5	1.6
BB Mining	SG41B9	2.4	2.4	1.9	2.2	SG43B9	2.5	2.4	1.9	2.2
CC1 Food, beverage, and tobacco product mfg	SG41C0	2.4	2.3	2.1	2.1	SG43C0	2.4	2.4	2.2	2.1
CC2 Textile, leather, clothing, and footwear mfg	SG41C1	1.7	1.9	1.8	2.3	SG43C1	1.6	1.9	1.9	2.3
CC3 Wood and paper products manufacturing	SG41C2	2.2	2.1	2.0	1.7	SG43C2	2.1	2.1	2.0	1.7
CC4 Printing	SG41C3	-0.3	-0.9	-1.1	1.3	SG43C3	-0.2	-0.8	-1.0	1.4
CC5 Petroleum, chemical, polymer, and rubber prod mfg	SG41C4	2.6	2.5	2.2	2.3	SG43C4	2.7	2.5	2.2	2.4
CC6 Non-metallic mineral product manufacturing	SG41C5	2.0	2.3	2.1	2.3	SG43C5	2.0	2.3	2.1	2.2
CC7 Metal product manufacturing	SG41C6	2.5	2.7	2.2	2.6	SG43C6	2.5	2.8	2.3	2.6
CC8 Transport equipment, machinery, and equipment mfg	SG41C7	2.2	2.0	2.3	2.5	SG43C7	2.1	1.9	2.3	2.4
CC9 Furniture and other manufacturing	SG41C8	1.1	1.3	2.4	2.7	SG43C8	1.2	1.2	2.3	2.6
CC Manufacturing	SG41C9	2.1	2.1	2.1	2.2	SG43C9	2.1	2.1	2.1	2.2
DD Electricity, gas, water, and waste services	SG41D9	1.5	1.5	0.9	2.3	SG43D9	1.5	1.5	1.0	2.2
EE Construction	SG41E9	1.8	2.0	2.2	2.3	SG43E9	1.8	2.0	2.2	2.3
FF Wholesale trade	SG41F9	2.3	2.2	2.0	1.9	SG43F9	2.3	2.1	2.0	1.9
GH1 Retail trade	SG41G1	1.6	1.6	1.4	1.3	SG43G1	1.6	1.6	1.3	1.3
GH2 Accommodation and food services	SG41G2	1.8	2.0	1.9	1.9	SG43G2	1.8	2.0	1.9	1.9
GH Retail trade and accommodation	SG41G9	1.7	1.7	1.5	1.5	SG43G9	1.8	1.7	1.5	1.5
II Transport, postal, and warehousing	SG41I9	1.8	1.9	1.8	1.9	SG43I9	1.8	1.9	1.8	1.9
JJ Information media and telecommunications	SG41J9	2.0	2.6	2.8	2.5	SG43J9	2.1	2.6	2.8	2.5
KK Financial and insurance services	SG41K9	1.9	2.2	2.5	2.9	SG43K9	1.9	2.2	2.5	2.9
LL Rental, hiring, and real estate services	SG41L9	2.2	2.6	2.2	2.5	SG43L9	2.1	2.4	2.2	2.5
MN1 Professional, scientific, and technical services	SG41M1	3.0	3.1	2.5	2.7	SG43M1	2.9	3.2	2.6	2.7
MN2 Administrative and support services	SG41M2	1.6	1.2	1.4	1.3	SG43M2	1.7	1.2	1.5	1.3
MN Prof, science, tech, admin, and support services	SG41M9	2.5	2.6	2.2	2.2	SG43M9	2.6	2.7	2.3	2.3
PP Education and training	SG41P9	1.0	1.0	1.6	1.5	SG43P9	1.0	1.0	1.6	1.5
QQ Health care and social assistance	SG41Q9	1.8	1.5	1.8	1.9	SG43Q9	1.8	1.4	1.9	1.9
RS1 Arts and recreation services	SG41R1	1.4	1.4	1.6	1.9	SG43R1	1.4	1.4	1.6	1.8
RS2 Other services	SG41R2	1.7	1.9	2.3	2.5	SG43R2	1.7	1.9	2.3	2.5
RS Arts, recreation, and other services	SG41R9	1.6	1.7	2.1	2.3	SG43R9	1.6	1.7	2.0	2.3
All industries combined⁽⁵⁾	SG41Z9	2.0	2.1	2.0	2.0	SG43Z9	2.0	2.0	2.0	2.0

Occupation group ⁽⁶⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽³⁾			
		2011					2011			
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec
1 Managers	SH41A9	1.9	1.8	1.8	2.0	SH43A9	1.9	1.8	1.8	2.0
2 Professionals	SH41B9	2.0	2.1	2.1	2.3	SH43B9	2.0	2.1	2.1	2.3
3 Technicians and trades workers	SH41C9	2.0	2.1	2.3	2.3	SH43C9	1.9	2.2	2.4	2.4
Managers, profs, technicians, and trades workers⁽⁷⁾	SH41D9	2.0	2.0	2.0	2.1	SH43D9	2.0	2.0	2.0	2.1
4 Community and personal service workers	SH41E9	2.1	1.9	2.1	2.1	SH43E9	2.1	1.9	2.1	2.1
5 Clerical and administrative workers	SH41F9	2.2	2.3	2.1	1.9	SH43F9	2.2	2.3	2.1	1.9
6 Sales workers	SH41G9	1.6	1.6	1.4	1.6	SH43G9	1.6	1.6	1.3	1.6
Service, clerical, and sales workers⁽⁸⁾	SH41H9	2.0	2.0	1.9	1.9	SH43H9	2.0	2.1	1.9	1.9
7 Machinery operators and drivers	SH41I9	2.1	2.2	2.1	2.3	SH43I9	2.2	2.1	2.1	2.2
8 Labourers	SH41J9	2.0	2.1	2.1	2.2	SH43J9	2.0	2.1	2.2	2.1
Machinery operators, drivers, and labourers⁽⁹⁾	SH41K9	2.0	2.1	2.2	2.2	SH43K9	2.0	2.2	2.1	2.1
All occupations combined	SH41Z9	2.0	2.1	2.0	2.0	SH43Z9	2.0	2.0	2.0	2.0

(1) Percentage changes for all industries combined and all occupations combined are calculated from index numbers that are unrounded prior to the June 2009 quarter.

(2) New Zealand Standard Industrial Output Categories (NZSIOC), based on the Australian and New Zealand Standard Industrial Classification (ANZSIC06).

(3) Indexes provide an overall measure of changes in ordinary time and overtime pay rates (ie salary and ordinary time wage rates, and overtime wage rates).

(4) Includes industry AA2 forestry and logging.

(5) Includes other industries not published separately.

(6) Australian and New Zealand Standard Classification of Occupations (ANZSCO) major groups.

(7) ANZSCO major groups 1, 2, and 3.

(8) ANZSCO major groups 4, 5, and 6.

(9) ANZSCO major groups 7 and 8.

Source: Statistics New Zealand

Table 4.1

Salary and Wage Rates by Industry

All sectors combined

Base: June 2009 quarter (=1000)

Industry group ⁽¹⁾	Series ref. LCIQ	Salary and ordinary time wage rates				Series ref. LCIQ	All salary and wage rates ⁽²⁾				
		2011					2011				
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec	
		Index for quarter						Index for quarter			
AA1 Agriculture	SG51A1	1018	1022	1023	1028	SG53A1	1019	1023	1025	1029	
AA3 Fishing, aqua & agri, forest, and fish support services	SG51A3	1030	1036	1045	1054	SG53A3	1030	1036	1044	1054	
AA Agriculture, forestry, and fishing⁽³⁾	SG51A9	1022	1026	1030	1036	SG53A9	1023	1027	1031	1037	
BB Mining	SG51B9	1039	1050	1053	1057	SG53B9	1040	1051	1054	1058	
CC1 Food, beverage, and tobacco product mfg	SG51C0	1038	1042	1046	1053	SG53C0	1038	1043	1047	1053	
CC2 Textile, leather, clothing, and footwear mfg	SG51C1	1027	1032	1040	1048	SG53C1	1026	1032	1041	1048	
CC3 Wood and paper products manufacturing	SG51C2	1032	1036	1041	1045	SG53C2	1032	1036	1041	1045	
CC4 Printing	SG51C3	993	996	1000	1004	SG53C3	994	997	1001	1006	
CC5 Petroleum, chemical, polymer, and rubber prod mfg	SG51C4	1035	1039	1046	1053	SG53C4	1036	1039	1046	1054	
CC6 Non-metallic mineral product manufacturing	SG51C5	1031	1036	1039	1049	SG53C5	1031	1036	1039	1049	
CC7 Metal product manufacturing	SG51C6	1035	1041	1047	1059	SG53C6	1035	1042	1048	1059	
CC8 Transport equipment, machinery, and equipment mfg	SG51C7	1036	1040	1049	1055	SG53C7	1036	1040	1049	1054	
CC9 Furniture and other manufacturing	SG51C8	1014	1017	1034	1039	SG53C8	1014	1016	1033	1038	
CC Manufacturing	SG51C9	1033	1037	1043	1050	SG53C9	1033	1037	1044	1050	
DD Electricity, gas, water, and waste services	SG51D9	1030	1032	1037	1050	SG53D9	1031	1033	1037	1051	
EE Construction	SG51E9	1030	1037	1042	1050	SG53E9	1031	1037	1043	1051	
FF Wholesale trade	SG51F9	1030	1036	1040	1046	SG53F9	1030	1036	1040	1047	
GH1 Retail trade	SG51G1	1026	1029	1033	1037	SG53G1	1026	1029	1033	1037	
GH2 Accommodation and food services	SG51G2	1024	1032	1037	1041	SG53G2	1024	1032	1037	1041	
GH Retail trade and accommodation	SG51G9	1026	1030	1034	1038	SG53G9	1026	1030	1034	1038	
II Transport, postal, and warehousing	SG51I9	1037	1042	1047	1052	SG53I9	1037	1042	1047	1052	
JJ Information media and telecommunications	SG51J9	1026	1033	1039	1044	SG53J9	1026	1033	1040	1044	
KK Financial and insurance services	SG51K9	1027	1033	1035	1052	SG53K9	1027	1033	1035	1052	
LL Rental, hiring, and real estate services	SG51L9	1024	1029	1030	1039	SG53L9	1023	1028	1031	1040	
MN1 Professional, scientific, and technical services	SG51M1	1041	1048	1054	1063	SG53M1	1041	1049	1055	1063	
MN2 Administrative and support services	SG51M2	1024	1026	1031	1033	SG53M2	1025	1026	1031	1034	
MN Prof, science, tech, admin, and support services	SG51M9	1037	1042	1048	1055	SG53M9	1037	1042	1049	1055	
OO1 Local government administration	SG51O1	1035	1038	1040	1055	SG53O1	1035	1038	1041	1056	
OO2 Central govt admin, defence, and public safety	SG51O2	1014	1015	1020	1024	SG53O2	1014	1015	1020	1024	
OO Public administration and safety	SG51O9	1017	1019	1023	1030	SG53O9	1017	1019	1023	1029	
PP Education and training	SG51P9	1040	1048	1057	1059	SG53P9	1040	1048	1057	1059	
QQ Health care and social assistance	SG51Q9	1033	1034	1039	1043	SG53Q9	1033	1034	1039	1043	
RS1 Arts and recreation services	SG51R1	1024	1026	1032	1042	SG53R1	1024	1026	1032	1042	
RS2 Other services	SG51R2	1029	1032	1041	1048	SG53R2	1029	1032	1041	1048	
RS Arts, recreation, and other services	SG51R9	1027	1030	1037	1045	SG53R9	1027	1030	1037	1046	
All industries combined⁽³⁾	SG51Z9	1030	1035	1041	1047	SG53Z9	1031	1035	1041	1047	

(1) New Zealand Standard Industrial Output Categories (NZSIOC), based on the Australian and New Zealand Standard Industrial Classification (ANZSIC06).

(2) Indexes provide an overall measure of changes in ordinary time and overtime pay rates (ie salary and ordinary time wage rates, and overtime wage rates).

(3) Includes industry AA2 forestry and logging.

Source: Statistics New Zealand

Table 4.2

Salary and Wage Rates by Industry
All sectors combined

Percentage change from previous quarter⁽¹⁾

Industry group ⁽²⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽³⁾			
		2011					2011			
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec
AA1 Agriculture	SG51A1	0.1	0.4	0.1	0.5	SG53A1	0.1	0.4	0.2	0.4
AA3 Fishing, aqua & agri, forest, and fish support services	SG51A3	0.5	0.6	0.9	0.9	SG53A3	0.5	0.6	0.8	1.0
AA Agriculture, forestry, and fishing⁽⁴⁾	SG51A9	0.3	0.4	0.4	0.6	SG53A9	0.3	0.4	0.4	0.6
BB Mining	SG51B9	0.5	1.1	0.3	0.4	SG53B9	0.4	1.1	0.3	0.4
CC1 Food, beverage, and tobacco product mfg	SG51C0	0.7	0.4	0.4	0.7	SG53C0	0.7	0.5	0.4	0.6
CC2 Textile, leather, clothing, and footwear mfg	SG51C1	0.3	0.5	0.8	0.8	SG53C1	0.2	0.6	0.9	0.7
CC3 Wood and paper products manufacturing	SG51C2	0.4	0.4	0.5	0.4	SG53C2	0.4	0.4	0.5	0.4
CC4 Printing	SG51C3	0.2	0.3	0.4	0.4	SG53C3	0.2	0.3	0.4	0.5
CC5 Petroleum, chemical, polymer, and rubber prod mfg	SG51C4	0.6	0.4	0.7	0.7	SG53C4	0.7	0.3	0.7	0.8
CC6 Non-metallic mineral product manufacturing	SG51C5	0.6	0.5	0.3	1.0	SG53C5	0.5	0.5	0.3	1.0
CC7 Metal product manufacturing	SG51C6	0.3	0.6	0.6	1.1	SG53C6	0.3	0.7	0.6	1.0
CC8 Transport equipment, machinery, and equipment mfg	SG51C7	0.6	0.4	0.9	0.6	SG53C7	0.6	0.4	0.9	0.5
CC9 Furniture and other manufacturing	SG51C8	0.2	0.3	1.7	0.5	SG53C8	0.2	0.2	1.7	0.5
CC Manufacturing	SG51C9	0.5	0.4	0.6	0.7	SG53C9	0.5	0.4	0.7	0.6
DD Electricity, gas, water, and waste services	SG51D9	0.1	0.2	0.5	1.3	SG53D9	0.2	0.2	0.4	1.4
EE Construction	SG51E9	0.4	0.7	0.5	0.8	SG53E9	0.5	0.6	0.6	0.8
FF Wholesale trade	SG51F9	0.3	0.6	0.4	0.6	SG53F9	0.3	0.6	0.4	0.7
GH1 Retail trade	SG51G1	0.2	0.3	0.4	0.4	SG53G1	0.2	0.3	0.4	0.4
GH2 Accommodation and food services	SG51G2	0.2	0.8	0.5	0.4	SG53G2	0.2	0.8	0.5	0.4
GH Retail trade and accommodation	SG51G9	0.3	0.4	0.4	0.4	SG53G9	0.3	0.4	0.4	0.4
II Transport, postal, and warehousing	SG51I9	0.4	0.5	0.5	0.5	SG53I9	0.4	0.5	0.5	0.5
JJ Information media and telecommunications	SG51J9	0.5	0.7	0.6	0.5	SG53J9	0.5	0.7	0.7	0.4
KK Financial and insurance services	SG51K9	0.5	0.6	0.2	1.6	SG53K9	0.4	0.6	0.2	1.6
LL Rental, hiring, and real estate services	SG51L9	0.9	0.5	0.1	0.9	SG53L9	0.7	0.5	0.3	0.9
MN1 Professional, scientific, and technical services	SG51M1	0.5	0.7	0.6	0.9	SG53M1	0.5	0.8	0.6	0.8
MN2 Administrative and support services	SG51M2	0.2	0.2	0.5	0.2	SG53M2	0.3	0.1	0.5	0.3
MN Prof, science, tech, admin, and support services	SG51M9	0.5	0.5	0.6	0.7	SG53M9	0.5	0.5	0.7	0.6
OO1 Local government administration	SG51O1	0.3	0.3	0.2	1.4	SG53O1	0.3	0.3	0.3	1.4
OO2 Central govt admin, defence, and public safety	SG51O2	0.1	0.1	0.5	0.4	SG53O2	0.1	0.1	0.5	0.4
OO Public administration and safety	SG51O9	0.1	0.2	0.4	0.7	SG53O9	0.1	0.2	0.4	0.6
PP Education and training	SG51P9	0.5	0.8	0.9	0.2	SG53P9	0.5	0.8	0.9	0.2
QQ Health care and social assistance	SG51Q9	0.8	0.1	0.5	0.4	SG53Q9	0.8	0.1	0.5	0.4
RS1 Arts and recreation services	SG51R1	0.2	0.2	0.6	1.0	SG53R1	0.2	0.2	0.6	1.0
RS2 Other services	SG51R2	0.7	0.3	0.9	0.7	SG53R2	0.7	0.3	0.9	0.7
RS Arts, recreation, and other services	SG51R9	0.5	0.3	0.7	0.8	SG53R9	0.5	0.3	0.7	0.9
All industries combined⁽⁴⁾	SG51Z9	0.4	0.5	0.6	0.6	SG53Z9	0.5	0.4	0.6	0.6

(1) Percentage changes for all industries combined are calculated from index numbers that are unrounded prior to the June 2009 quarter.

(2) New Zealand Standard Industrial Output Categories (NZSIOC), based on the Australian and New Zealand Standard Industrial Classification (ANZSIC06).

(3) Indexes provide an overall measure of changes in ordinary time and overtime pay rates (ie salary and ordinary time wage rates, and overtime wage rates).

(4) Includes industry AA2 forestry and logging.

Source: Statistics New Zealand

Table 4.3

Salary and Wage Rates by Industry
All sectors combined

Percentage change from same quarter of previous year⁽¹⁾

Industry group ⁽²⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽³⁾			
		2011					2011			
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec
AA1 Agriculture	SG51A1	1.1	1.3	1.2	1.1	SG53A1	1.2	1.3	1.3	1.1
AA3 Fishing, aqua & agri, forest, and fish support services	SG51A3	2.2	2.2	2.5	2.8	SG53A3	2.2	2.2	2.5	2.8
AA Agriculture, forestry, and fishing⁽⁴⁾	SG51A9	1.4	1.5	1.6	1.7	SG53A9	1.5	1.6	1.6	1.7
BB Mining	SG51B9	2.4	2.4	2.0	2.2	SG53B9	2.4	2.5	2.0	2.1
CC1 Food, beverage, and tobacco product mfg	SG51C0	2.4	2.3	2.1	2.1	SG53C0	2.4	2.4	2.2	2.1
CC2 Textile, leather, clothing, and footwear mfg	SG51C1	1.7	1.9	1.8	2.3	SG53C1	1.6	1.9	1.9	2.3
CC3 Wood and paper products manufacturing	SG51C2	2.2	2.1	2.0	1.7	SG53C2	2.1	2.1	2.0	1.7
CC4 Printing	SG51C3	-0.3	-0.9	-1.1	1.3	SG53C3	-0.2	-0.8	-1.0	1.4
CC5 Petroleum, chemical, polymer, and rubber prod mfg	SG51C4	2.6	2.5	2.2	2.3	SG53C4	2.7	2.5	2.2	2.4
CC6 Non-metallic mineral product manufacturing	SG51C5	2.0	2.3	2.1	2.3	SG53C5	2.0	2.3	2.1	2.2
CC7 Metal product manufacturing	SG51C6	2.5	2.7	2.2	2.6	SG53C6	2.5	2.8	2.3	2.6
CC8 Transport equipment, machinery, and equipment mfg	SG51C7	2.1	2.0	2.2	2.4	SG53C7	2.1	2.0	2.2	2.3
CC9 Furniture and other manufacturing	SG51C8	1.1	1.3	2.4	2.7	SG53C8	1.2	1.2	2.3	2.6
CC Manufacturing	SG51C9	2.2	2.1	2.0	2.1	SG53C9	2.2	2.1	2.1	2.1
DD Electricity, gas, water, and waste services	SG51D9	1.8	1.7	1.4	2.0	SG53D9	1.9	1.8	1.3	2.1
EE Construction	SG51E9	1.8	2.1	2.3	2.3	SG53E9	1.9	2.1	2.3	2.4
FF Wholesale trade	SG51F9	2.3	2.2	2.0	1.9	SG53F9	2.3	2.1	2.0	1.9
GH1 Retail trade	SG51G1	1.6	1.6	1.4	1.3	SG53G1	1.6	1.6	1.3	1.3
GH2 Accommodation and food services	SG51G2	1.8	2.0	1.9	1.9	SG53G2	1.8	2.0	1.9	1.9
GH Retail trade and accommodation	SG51G9	1.8	1.7	1.5	1.5	SG53G9	1.8	1.7	1.5	1.5
II Transport, postal, and warehousing	SG51I9	2.1	2.2	1.7	1.8	SG53I9	2.1	2.2	1.7	1.8
JJ Information media and telecommunications	SG51J9	2.0	2.5	2.7	2.3	SG53J9	2.0	2.5	2.8	2.3
KK Financial and insurance services	SG51K9	1.9	2.2	2.4	2.9	SG53K9	1.9	2.2	2.4	2.8
LL Rental, hiring, and real estate services	SG51L9	2.1	2.5	2.1	2.4	SG53L9	2.0	2.3	2.1	2.4
MN1 Professional, scientific, and technical services	SG51M1	2.9	3.0	2.4	2.6	SG53M1	2.9	3.1	2.5	2.6
MN2 Administrative and support services	SG51M2	1.7	1.2	1.3	1.1	SG53M2	1.8	1.2	1.3	1.2
MN Prof, science, tech, admin, and support services	SG51M9	2.6	2.6	2.1	2.2	SG53M9	2.6	2.6	2.2	2.2
OO1 Local government administration	SG51O1	1.7	1.9	1.8	2.2	SG53O1	1.7	1.9	1.9	2.3
OO2 Central govt admin, defence, and public safety	SG51O2	0.7	0.7	0.9	1.1	SG53O2	0.7	0.7	1.0	1.1
OO Public administration and safety	SG51O9	0.8	0.9	1.1	1.4	SG53O9	0.8	1.0	1.1	1.3
PP Education and training	SG51P9	1.1	1.5	2.2	2.3	SG53P9	1.1	1.5	2.2	2.3
QQ Health care and social assistance	SG51Q9	1.8	1.6	1.8	1.8	SG53Q9	1.8	1.6	1.8	1.8
RS1 Arts and recreation services	SG51R1	1.4	1.4	1.7	2.0	SG53R1	1.4	1.4	1.7	2.0
RS2 Other services	SG51R2	1.7	1.9	2.3	2.5	SG53R2	1.7	1.9	2.3	2.5
RS Arts, recreation, and other services	SG51R9	1.6	1.8	2.0	2.3	SG53R9	1.6	1.8	2.0	2.3
All industries combined⁽⁴⁾	SG51Z9	1.8	1.9	2.0	2.0	SG53Z9	1.9	1.9	2.0	2.0

(1) Percentage changes for all industries combined are calculated from index numbers that are unrounded prior to the June 2009 quarter.

(2) New Zealand Standard Industrial Output Categories (NZSIOC), based on the Australian and New Zealand Standard Industrial Classification (ANZSIC06).

(3) Indexes provide an overall measure of changes in ordinary time and overtime pay rates (ie salary and ordinary time wage rates, and overtime wage rates).

(4) Includes industry AA2 forestry and logging.

Source: Statistics New Zealand

Table 5.1

Salary and Wage Rates by Occupation

All sectors combined

Base: June 2009 quarter (=1000)

Occupation group ⁽¹⁾	Series ref. LCIQ	Salary and ordinary time wage rates				Series ref. LCIQ	All salary and wage rates ⁽²⁾				
		2011					2011				
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec	
		Index for quarter						Index for quarter			
1 Managers	SH51A9	1025	1029	1033	1040	SH53A9	1025	1029	1033	1040	
24 Education professionals	SH51B4	1041	1050	1060	1061	SH53B4	1041	1050	1060	1061	
25 Health professionals	SH51B5	1033	1034	1038	1041	SH53B5	1033	1034	1038	1041	
2 Professionals	SH51B9	1033	1038	1044	1050	SH53B9	1033	1038	1044	1050	
32 Automotive and engineering trades workers	SH51C2	1037	1042	1050	1057	SH53C2	1037	1043	1050	1057	
33 Construction trades workers	SH51C3	1029	1038	1042	1048	SH53C3	1029	1038	1042	1048	
3 Technicians and trades workers	SH51C9	1032	1039	1045	1052	SH53C9	1032	1040	1046	1053	
Managers, profs, technicians, and trades workers⁽³⁾	SH51D9	1030	1035	1040	1047	SH53D9	1030	1035	1040	1047	
4 Community and personal service workers	SH51E9	1028	1029	1037	1041	SH53E9	1028	1029	1037	1041	
53 General clerical workers	SH51F3	1033	1038	1042	1047	SH53F3	1033	1038	1042	1047	
5 Clerical and administrative workers	SH51F9	1033	1038	1043	1049	SH53F9	1033	1038	1043	1049	
62 Sales assistants and salespersons	SH51G2	1029	1033	1039	1044	SH53G2	1029	1034	1040	1044	
6 Sales workers	SH51G9	1025	1029	1034	1038	SH53G9	1025	1029	1034	1039	
Service, clerical, and sales workers⁽⁴⁾	SH51H9	1030	1034	1039	1044	SH53H9	1030	1034	1039	1044	
71 Machine and stationary plant operators	SH51I1	1035	1040	1046	1051	SH53I1	1036	1041	1047	1052	
72 Mobile plant operators	SH51I2	1033	1039	1045	1056	SH53I2	1034	1041	1047	1059	
73 Road and rail drivers	SH51I3	1033	1037	1043	1051	SH53I3	1033	1037	1043	1050	
7 Machinery operators and drivers	SH51I9	1035	1039	1046	1053	SH53I9	1035	1040	1046	1054	
83 Factory process workers	SH51J3	1044	1049	1055	1060	SH53J3	1043	1049	1054	1059	
84 Farm, forestry, and garden workers	SH51J4	1021	1026	1030	1038	SH53J4	1022	1027	1032	1040	
8 Labourers	SH51J9	1032	1038	1045	1050	SH53J9	1032	1038	1045	1050	
Machinery operators, drivers, and labourers⁽⁵⁾	SH51K9	1033	1038	1045	1051	SH53K9	1034	1039	1045	1052	
All occupations combined	SH51Z9	1030	1035	1041	1047	SH53Z9	1031	1035	1041	1047	

Skill level ⁽⁶⁾	Series ref. LCIQ	Salary and ordinary time wage rates				Series ref. LCIQ	All salary and wage rates ⁽²⁾				
		2011					2011				
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec	
		Index for quarter						Index for quarter			
Skill level 1	SI511	1030	1034	1039	1046	SI531	1030	1034	1039	1046	
Skill level 2	SI512	1031	1037	1042	1050	SI532	1031	1038	1044	1051	
Skill level 3	SI513	1031	1036	1041	1047	SI533	1031	1036	1042	1047	
Skill level 4	SI514	1030	1034	1040	1047	SI534	1030	1035	1041	1047	
Skill level 5	SI515	1032	1037	1043	1048	SI535	1032	1037	1043	1049	

(1) Australian and New Zealand Standard Classification of Occupations (ANZSCO) major groups.

(2) Indexes provide an overall measure of changes in ordinary time and overtime pay rates (ie salary and ordinary time wage rates, and overtime wage rates).

(3) ANZSCO major groups 1, 2, and 3.

(4) ANZSCO major groups 4, 5, and 6.

(5) ANZSCO major groups 7 and 8.

(6) ANZSCO assigns occupations to one of five skill levels. A skill level refers to the level of skill that is typically required to competently perform the tasks of a particular occupation.

Skill level 1 requires a bachelor's degree or five years of relevant work experience.

Skill level 2 requires an NZ Register diploma or at least three years of relevant experience.

Skill level 3 requires an NZ Register level 4 qualification or at least three years of relevant experience.

Skill level 4 requires an NZ Register level 2 or 3 qualification or at least one year of relevant experience.

Skill level 5 requires an NZ Register level 1 qualification or a short period of on-the-job training, or in some instances no formal qualification or on-the-job training.

For more information on the different skill levels and requirements see the 'Data quality' section of this release.

Source: Statistics New Zealand

Table 5.2

Salary and Wage Rates by Occupation
All sectors combined
 Percentage change from previous quarter⁽¹⁾

Occupation group ⁽²⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽³⁾			
		2011					2011			
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec
1 Managers	SH51A9	0.3	0.4	0.4	0.7	SH53A9	0.3	0.4	0.4	0.7
24 Education professionals	SH51B4	0.3	0.9	1.0	0.1	SH53B4	0.3	0.9	1.0	0.1
25 Health professionals	SH51B5	1.2	0.1	0.4	0.3	SH53B5	1.2	0.1	0.4	0.3
2 Professionals	SH51B9	0.5	0.5	0.6	0.6	SH53B9	0.5	0.5	0.6	0.6
32 Automotive and engineering trades workers	SH51C2	0.5	0.5	0.8	0.7	SH53C2	0.5	0.6	0.7	0.7
33 Construction trades workers	SH51C3	0.7	0.9	0.4	0.6	SH53C3	0.7	0.9	0.4	0.6
3 Technicians and trades workers	SH51C9	0.4	0.7	0.6	0.7	SH53C9	0.4	0.8	0.6	0.7
Managers, profs, technicians, and trades workers⁽⁴⁾	SH51D9	0.4	0.5	0.5	0.7	SH53D9	0.4	0.5	0.5	0.7
4 Community and personal service workers	SH51E9	0.4	0.1	0.8	0.4	SH53E9	0.4	0.1	0.8	0.4
53 General clerical workers	SH51F3	0.4	0.5	0.4	0.5	SH53F3	0.4	0.5	0.4	0.5
5 Clerical and administrative workers	SH51F9	0.4	0.5	0.5	0.6	SH53F9	0.4	0.5	0.5	0.6
62 Sales assistants and salespersons	SH51G2	0.3	0.4	0.6	0.5	SH53G2	0.2	0.5	0.6	0.4
6 Sales workers	SH51G9	0.3	0.4	0.5	0.4	SH53G9	0.2	0.4	0.5	0.5
Service, clerical, and sales workers⁽⁵⁾	SH51H9	0.4	0.4	0.5	0.5	SH53H9	0.4	0.4	0.5	0.5
71 Machine and stationary plant operators	SH51I1	0.4	0.5	0.6	0.5	SH53I1	0.4	0.5	0.6	0.5
72 Mobile plant operators	SH51I2	0.1	0.6	0.6	1.1	SH53I2	0.1	0.7	0.6	1.1
73 Road and rail drivers	SH51I3	0.6	0.4	0.6	0.8	SH53I3	0.6	0.4	0.6	0.7
7 Machinery operators and drivers	SH51I9	0.5	0.4	0.7	0.7	SH53I9	0.4	0.5	0.6	0.8
83 Factory process workers	SH51J3	0.7	0.5	0.6	0.5	SH53J3	0.7	0.6	0.5	0.5
84 Farm, forestry, and garden workers	SH51J4	0.4	0.5	0.4	0.8	SH53J4	0.3	0.5	0.5	0.8
8 Labourers	SH51J9	0.4	0.6	0.7	0.5	SH53J9	0.4	0.6	0.7	0.5
Machinery operators, drivers, and labourers⁽⁶⁾	SH51K9	0.4	0.5	0.7	0.6	SH53K9	0.5	0.5	0.6	0.7
All occupations combined	SH51Z9	0.4	0.5	0.6	0.6	SH53Z9	0.5	0.4	0.6	0.6

Skill level ⁽⁷⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽³⁾			
		2011					2011			
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec
Skill level 1	SI511	0.5	0.4	0.5	0.7	SI531	0.5	0.4	0.5	0.7
Skill level 2	SI512	0.3	0.6	0.5	0.8	SI532	0.3	0.7	0.6	0.7
Skill level 3	SI513	0.5	0.5	0.5	0.6	SI533	0.4	0.5	0.6	0.5
Skill level 4	SI514	0.4	0.4	0.6	0.7	SI534	0.3	0.5	0.6	0.6
Skill level 5	SI515	0.4	0.5	0.6	0.5	SI535	0.4	0.5	0.6	0.6

(1) Percentage changes for all occupations combined are calculated from index numbers that are unrounded prior to the June 2009 quarter

(2) Australian and New Zealand Standard Classification of Occupations (ANZSCO) major groups.

(3) Indexes provide an overall measure of changes in ordinary time and overtime pay rates (ie salary and ordinary time wage rates, and overtime wage rates).

(4) ANZSCO major groups 1, 2, and 3.

(5) ANZSCO major groups 4, 5, and 6.

(6) ANZSCO major groups 7 and 8.

(7) ANZSCO assigns occupations to one of five skill levels. A skill level refers to the level of skill that is typically required to competently perform the tasks of a particular occupation.

Skill level 1 requires a bachelor's degree or five years of relevant work experience.

Skill level 2 requires an NZ Register diploma or at least three years of relevant experience.

Skill level 3 requires an NZ Register level 4 qualification or at least three years of relevant experience.

Skill level 4 requires an NZ Register level 2 or 3 qualification or at least one year of relevant experience.

Skill level 5 requires an NZ Register level 1 qualification or a short period of on-the-job training, or in some instances no formal qualification or on-the-job training.

For more information on the different skill levels and requirements see the 'Data quality' section of this release.

Source: Statistics New Zealand

Table 5.3

Salary and Wage Rates by Occupation

All sectors combined

Percentage change from same quarter of previous year⁽¹⁾

Occupation group ⁽²⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽³⁾			
		2011					2011			
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec
1 Managers	SH51A9	1.8	1.8	1.8	1.8	SH53A9	1.8	1.8	1.8	1.8
24 Education professionals	SH51B4	0.8	1.4	2.2	2.2	SH53B4	0.8	1.4	2.2	2.2
25 Health professionals	SH51B5	1.8	1.7	1.9	2.0	SH53B5	1.8	1.7	1.9	2.0
2 Professionals	SH51B9	1.6	1.8	2.0	2.1	SH53B9	1.6	1.8	2.0	2.1
32 Automotive and engineering trades workers	SH51C2	2.2	2.3	2.4	2.4	SH53C2	2.2	2.4	2.4	2.4
33 Construction trades workers	SH51C3	1.9	2.1	2.3	2.5	SH53C3	1.9	2.1	2.3	2.5
3 Technicians and trades workers	SH51C9	2.0	2.2	2.3	2.3	SH53C9	1.9	2.2	2.3	2.4
Managers, profs, technicians, and trades workers⁽⁴⁾	SH51D9	1.7	1.9	2.0	2.0	SH53D9	1.7	1.9	2.0	2.0
4 Community and personal service workers	SH51E9	1.5	1.3	1.7	1.7	SH53E9	1.5	1.3	1.7	1.7
53 General clerical workers	SH51F3	2.3	2.1	1.8	1.7	SH53F3	2.3	2.1	1.7	1.7
5 Clerical and administrative workers	SH51F9	2.2	2.3	2.1	1.9	SH53F9	2.2	2.3	2.1	1.9
62 Sales assistants and salespersons	SH51G2	2.0	1.8	1.6	1.8	SH53G2	1.9	1.8	1.7	1.7
6 Sales workers	SH51G9	1.6	1.6	1.3	1.6	SH53G9	1.6	1.6	1.3	1.6
Service, clerical, and sales workers⁽⁵⁾	SH51H9	1.9	1.9	1.8	1.8	SH53H9	1.9	1.9	1.8	1.8
71 Machine and stationary plant operators	SH51I1	2.0	2.1	1.9	1.9	SH53I1	2.2	2.1	1.9	1.9
72 Mobile plant operators	SH51I2	1.7	1.9	1.9	2.3	SH53I2	1.8	2.0	1.9	2.5
73 Road and rail drivers	SH51I3	2.0	2.1	2.2	2.3	SH53I3	2.0	2.1	2.2	2.2
7 Machinery operators and drivers	SH51I9	2.1	2.1	2.1	2.2	SH53I9	2.1	2.2	2.0	2.2
83 Factory process workers	SH51J3	2.5	2.6	2.3	2.2	SH53J3	2.5	2.6	2.3	2.2
84 Farm, forestry, and garden workers	SH51J4	1.4	1.7	1.7	2.1	SH53J4	1.5	1.7	1.8	2.1
8 Labourers	SH51J9	1.9	2.1	2.2	2.1	SH53J9	1.9	2.1	2.1	2.1
Machinery operators, drivers, and labourers⁽⁶⁾	SH51K9	2.0	2.1	2.1	2.1	SH53K9	2.1	2.1	2.1	2.2
All occupations combined	SH51Z9	1.8	1.9	2.0	2.0	SH53Z9	1.9	1.9	2.0	2.0

Skill level ⁽⁷⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽³⁾			
		2011					2011			
		Mar	Jun	Sep	Dec		Mar	Jun	Sep	Dec
Skill level 1	SI511	1.7	1.8	1.9	2.0	SI531	1.7	1.8	1.9	2
Skill level 2	SI512	1.9	2.3	2.2	2.1	SI532	1.9	2.3	2.4	2.2
Skill level 3	SI513	1.9	1.9	2.0	2.0	SI533	1.9	1.9	2.1	1.9
Skill level 4	SI514	2.0	1.9	1.8	2.0	SI534	1.9	2.0	1.9	1.9
Skill level 5	SI515	2.0	2.0	1.9	1.9	SI535	2.0	2.0	1.9	2

(1) Percentage changes for all occupations combined are calculated from index numbers that are unrounded prior to the June 2009 quarter

(2) Australian and New Zealand Standard Classification of Occupations (ANZSCO) major groups.

(3) Indexes provide an overall measure of changes in ordinary time and overtime pay rates (ie salary and ordinary time wage rates, and overtime wage rates).

(4) ANZSCO major groups 1, 2, and 3.

(5) ANZSCO major groups 4, 5, and 6.

(6) ANZSCO major groups 7 and 8.

(7) ANZSCO assigns occupations to one of five skill levels. A skill level refers to the level of skill that is typically required to competently perform the tasks of a particular occupation.

Skill level 1 requires a bachelor's degree or five years of relevant work experience.

Skill level 2 requires an NZ Register diploma or at least three years of relevant experience.

Skill level 3 requires an NZ Register level 4 qualification or at least three years of relevant experience.

Skill level 4 requires an NZ Register level 2 or 3 qualification or at least one year of relevant experience.

Skill level 5 requires an NZ Register level 1 qualification or a short period of on-the-job training, or in some instances no formal qualification or on-the-job training.

For more information on the different skill levels and requirements see the 'Data quality' section of this release.

Source: Statistics New Zealand

Table 6.1

Distribution of Annual Movements
All sectors combined
Surveyed salary and wage rates

Quarter	Salary and ordinary time wage rates							Overtime wage rates		
	Decrease	No change	Increase				Total	Decrease	No change	Increase
			Not more than 2 percent	More than 2 but not more than 3 percent	More than 3 but not more than 5 percent	More than 5 percent				
Percent ⁽¹⁾⁽²⁾										
2002 Dec	0	43	8	18	19	11	57	1	36	63
2003 Mar	0	45	7	18	18	12	55	1	36	63
Jun	0	46	6	18	18	12	54	1	39	60
Sep	0	46	6	17	17	13	54	1	38	62
Dec	0	44	6	19	18	13	56	1	35	64
2004 Mar	0	44	7	20	18	11	56	1	35	64
Jun	0	42	9	19	18	12	58	1	31	68
Sep	0	44	9	17	16	14	56	0	33	67
Dec	0	42	8	19	18	13	58	0	28	71
2005 Mar	0	41	7	19	19	14	59	1	28	71
Jun	0	41	6	18	19	16	59	0	31	69
Sep	0	40	5	15	20	20	59	0	35	65
Dec	0	40	4	12	23	20	60	1	37	62
2006 Mar	0	39	4	12	25	21	61	1	35	64
Jun	0	40	4	11	25	20	60	1	36	63
Sep	0	42	4	10	24	20	57	0	39	61
Dec	0	42	4	10	24	21	58	0	36	64
2007 Mar	0	41	3	10	26	20	59	0	36	63
Jun	0	41	3	9	27	20	59	0	36	64
Sep	0	44	3	8	24	20	56	0	38	61
Dec	0	43	3	9	24	21	57	0	37	62
2008 Mar	0	41	3	10	25	20	59	0	34	66
Jun	0	39	4	9	25	23	61	0	36	64
Sep	0	38	4	8	25	26	62	0	35	65
Dec	0	40	3	7	26	24	60	0	38	62
2009 Mar	0	40	3	6	29	22	60	0	36	64
Jun	0	44	4	6	28	17	55	0	40	60
Sep	1	52	4	7	23	13	47	0	46	53
Dec	1	56	7	8	19	10	44	0	49	51
2010 Mar	1	56	8	10	17	8	43	0	48	52
Jun	0	53	10	13	16	8	46	0	45	55
Sep	0	51	12	15	14	8	49	0	45	55
Dec	0	47	12	17	14	9	53	0	42	58
2011 Mar	0	43	13	18	15	10	56	0	36	64
Jun	0	42	13	20	15	9	58	0	34	66
Sep	0	43	12	19	15	10	56	0	37	63
Dec	0	43	11	19	16	10	57	0	41	59

(1) Percentage change from same quarter of previous year. The percentages in the table represent the unweighted proportions of surveyed pay rates, after quality control, which fall within each annual-movement category. Data may not sum due to rounding.

(2) Percentages relate to positions surveyed in the reweighted index's sample from the September 2002 quarter onwards, and to the old index's sample prior to the September 2002 quarter. About three-quarters of the positions in the reweighted index's sample were also included in the old index's sample.

Source: Statistics New Zealand

Table 6.2

Proportion of Salary and Wage Rates Increasing*All sectors combined*

Surveyed salary and ordinary time wage rates

		Proportion increasing from previous quarter	Proportion increasing from same quarter of previous year
		Percent	
Quarter			
2002	Dec	15	57
2003	Mar	15	55
	Jun	14	54
	Sep	20	54
	Dec	16	56
2004	Mar	12	56
	Jun	15	58
	Sep	19	56
	Dec	18	58
2005	Mar	13	59
	Jun	16	59
	Sep	23	59
	Dec	17	60
2006	Mar	14	61
	Jun	14	60
	Sep	21	57
	Dec	17	58
2007	Mar	13	59
	Jun	15	59
	Sep	19	56
	Dec	19	57
2008	Mar	15	59
	Jun	16	61
	Sep	23	62
	Dec	15	60
2009	Mar	13	60
	Jun	10	55
	Sep	15	47
	Dec	12	44
2010	Mar	11	43
	Jun	14	46
	Sep	17	49
	Dec	18	53
2011	Mar	14	56
	Jun	14	58
	Sep	18	56
	Dec	18	57

Source: Statistics New Zealand

Table 6.3

Distribution of Annual Increases by Reason
All sectors combined
 Surveyed salary and ordinary time wage rates

Reason for increase	Annual increase to December 2011 quarter				Total
	Not more than 2 percent	More than 2 but not more than 3 percent	More than 3 but not more than 5 percent	More than 5 percent	
	Percent				
Cost of living	40	41	45	47	43
Match market rates	21	18	24	44	25
Retain staff	7	5	9	22	10
Attract staff	2	1	1	3	1
Match market rates and/or retain/attract staff	25	20	30	56	30
Collective employment agreements	33	44	39	30	38

Note: Respondents are asked to give one or more reasons for each increase.

Source: Statistics New Zealand

Table 7

Median and Mean Increases
All sectors combined
 Surveyed salary and ordinary time increases ⁽¹⁾

	Percentage change from previous quarter		Percentage change from same quarter of previous year	
	Median increase	Mean increase	Median increase	Mean increase
Quarter				
2002 Dec	3.0	3.9	3.0	4.1
2003 Mar	3.0	3.9	3.0	4.3
Jun	3.0	3.8	3.1	4.3
Sep	3.0	3.6	3.1	4.4
Dec	3.0	3.9	3.0	4.4
2004 Mar	3.0	3.7	3.0	4.1
Jun	3.0	4.1	3.0	4.2
Sep	3.0	3.9	3.0	4.4
Dec	3.0	3.8	3.0	4.3
2005 Mar	3.1	4.2	3.0	4.4
Jun	3.9	5.0	3.2	4.7
Sep	3.5	4.5	3.9	5.2
Dec	4.0	4.7	4.0	5.3
2006 Mar	3.9	4.6	4.0	5.4
Jun	4.0	4.9	4.0	5.3
Sep	3.7	4.6	4.0	5.4
Dec	4.1	5.1	4.1	5.5
2007 Mar	4.0	4.7	4.0	5.3
Jun	4.0	4.8	4.0	5.3
Sep	3.8	4.7	4.2	5.6
Dec	4.0	5.3	4.0	5.6
2008 Mar	4.0	4.7	4.0	5.6
Jun	4.0	5.6	4.1	5.8
Sep	4.0	5.0	4.4	6.1
Dec	4.0	4.8	4.4	5.9
2009 Mar	4.0	4.5	4.2	5.7
Jun	3.6	3.9	4.0	5.2
Sep	3.7	3.8	4.0	4.8
Dec	2.9	3.3	3.7	4.4
2010 Mar	2.5	3.1	3.3	3.9
Jun	2.5	3.1	3.0	3.7
Sep	2.8	3.4	2.9	3.6
Dec	2.7	3.1	2.9	3.6
2011 Mar	2.5	3.1	3.0	3.5
Jun	2.8	3.3	2.9	3.5
Sep	3.0	3.3	3.0	3.6
Dec	3.0	3.4	3.0	3.7

(1) Does not include decreases or rates that remained unchanged.

Source: Statistics New Zealand

Table 8.1

Published and Analytical Unadjusted Indexes*Private sector*

Salary and ordinary time wage rates

Base: June 2009 quarter (=1000)

	Published index			Analytical unadjusted index ⁽¹⁾⁽²⁾		
	Index	Percentage change ⁽³⁾		Index	Percentage change ⁽³⁾	
		From previous quarter	From same quarter of previous year		From previous quarter	From same quarter of previous year
<i>Series ref: LCIQ</i>	<i>SG41Z9</i>			<i>SV41Z9</i>		
Quarter						
2006 Dec	929	0.9	3.1	890	1.3	4.9
2007 Mar	935	0.7	3.0	897	0.8	4.5
Jun	942	0.7	3.1	908	1.2	4.7
Sep	950	0.9	3.3	923	1.6	4.9
Dec	961	1.1	3.5	935	1.3	5.0
2008 Mar	968	0.7	3.5	946	1.2	5.5
Jun	975	0.8	3.5	958	1.2	5.5
Sep	985	1.1	3.7	972	1.5	5.4
Dec	992	0.7	3.2	985	1.3	5.4
2009 Mar	997	0.5	3.0	994	0.8	5.0
Jun	1000	0.3	2.6	1000	0.6	4.4
Sep	1004	0.4	1.9	1008	0.8	3.7
Dec	1007	0.3	1.5	1012	0.4	2.7
2010 Mar	1010	0.3	1.3	1019	0.7	2.5
Jun	1014	0.4	1.4	1029	1.0	2.9
Sep	1020	0.6	1.6	1042	1.3	3.4
Dec	1026	0.6	1.9	1052	1.0	4.0
2011 Mar	1030	0.4	2.0	1059	0.7	3.9
Jun	1035	0.5	2.1	1067	0.8	3.7
Sep	1040	0.5	2.0	1078	1.0	3.5
Dec	1047	0.7	2.0	1088	0.9	3.4

(1) Based on a matched sample of reported rates (ie prior to quality control). Rates for which the wage/salary period (eg per annum, per month, per fortnight, per week, per hour) differed from that for the previous quarter, and rates where change was wholly or partly due to change in hours worked, were excluded from the matched sample.

(2) The analytical unadjusted index is not a standard Statistics New Zealand output and should not be regarded as an official statistic. The Labour Cost Index is designed to measure changes in pay rates for a fixed quality and quantity of labour input. The surveyed pay rates are not particularly suitable for use in preparing a measure that includes quality change. This is due in part to the fact that some positions in the survey follow individual employees (with corresponding pay rates subject to both quality and price change) and some positions specify particular points on pay scales (which are usually subject only to price change). In general, individual employees are tracked for positions surveyed in the private sector, and for positions surveyed in the public sector there is a mix of points on pay scales and individual employees being tracked.

(3) Percentage changes are calculated from index numbers that are unrounded prior to the June 2009 quarter.

Source: Statistics New Zealand

Table 8.2

Published and Analytical Unadjusted Indexes*All sectors combined*

Salary and ordinary time wage rates

Base: June 2009 quarter (=1000)

	Published index			Analytical unadjusted index ⁽¹⁾⁽²⁾		
	Index	Percentage change ⁽³⁾		Index	Percentage change ⁽³⁾	
		From previous quarter	From same quarter of previous year		From previous quarter	From same quarter of previous year
<i>Series ref: LCIQ</i>	<i>SG51Z9</i>			<i>SV51Z9</i>		
Quarter						
2006 Dec	927	0.9	3.2	890	1.2	5.0
2007 Mar	932	0.6	3.2	897	0.8	4.6
Jun	938	0.6	3.2	907	1.1	4.7
Sep	947	0.9	3.1	920	1.5	4.6
Dec	957	1.0	3.2	934	1.4	4.9
2008 Mar	964	0.8	3.4	945	1.2	5.3
Jun	972	0.8	3.6	956	1.2	5.4
Sep	984	1.2	3.9	972	1.7	5.6
Dec	991	0.7	3.6	985	1.4	5.6
2009 Mar	997	0.6	3.4	994	0.8	5.2
Jun	1000	0.3	2.9	1000	0.6	4.6
Sep	1005	0.5	2.1	1009	0.9	3.8
Dec	1009	0.4	1.8	1014	0.5	2.9
2010 Mar	1012	0.3	1.5	1019	0.5	2.5
Jun	1016	0.4	1.6	1029	1.0	2.9
Sep	1021	0.5	1.6	1040	1.1	3.1
Dec	1026	0.5	1.7	1050	1.0	3.6
2011 Mar	1030	0.4	1.8	1056	0.6	3.6
Jun	1035	0.5	1.9	1064	0.8	3.4
Sep	1041	0.6	2.0	1074	0.9	3.3
Dec	1047	0.6	2.0	1084	0.9	3.2

(1) Based on a matched sample of reported rates (ie prior to quality control). Rates for which the wage/salary period (eg per annum, per month, per fortnight, per week, per hour) differed from that for the previous quarter, and rates where change was wholly or partly due to change in hours worked, were excluded from the matched sample.

(2) The analytical unadjusted index is not a standard Statistics New Zealand output and should not be regarded as an official statistic. The Labour Cost Index is designed to measure changes in pay rates for a fixed quality and quantity of labour input. The surveyed pay rates are not particularly suitable for use in preparing a measure that includes quality change. This is due in part to the fact that some positions in the survey follow individual employees (with corresponding pay rates subject to both quality and price change) and some positions specify particular points on pay scales (which are usually subject only to price change). In general, individual employees are tracked for positions surveyed in the private sector, and for positions surveyed in the public sector there is a mix of points on pay scales and individual employees being tracked.

(3) Percentage changes are calculated from index numbers that are unrounded prior to the June 2009 quarter.

Source: Statistics New Zealand

Table 9.1

Labour Cost Index
Base expenditure weights by sector, cost, occupation, and skill level

Sector, cost, occupation, and skill level	Base expenditure weight (June 2009 quarter)
	Percent
Sector	
Private	75.6
Public	24.4
All sectors combined	100.0
Sector and cost	
Private sector	
Salary and ordinary time wage rates	97.1
Overtime wage rates	2.9
All salary and wage rates	100.0
Public sector	
Salary and ordinary time wage rates	98.1
Overtime wage rates	1.9
All salary and wage rates	100.0
All sectors combined	
Salary and ordinary time wage rates	97.3
Overtime wage rates	2.7
All salary and wage rates	100.0
Occupation group⁽¹⁾	
1 Managers	21.7
2 Professionals	25.9
3 Technicians and trades workers	12.4
Managers, professionals, technicians, and trades workers⁽²⁾	60.0
4 Community and personal service workers	6.1
5 Clerical and administrative workers	13.2
6 Sales workers	6.5
Service, clerical, and sales workers⁽³⁾	25.8
7 Machinery operators and drivers	5.8
8 Labourers	8.3
Machinery operators, drivers, and labourers⁽⁴⁾	14.1
All occupations combined	100.0
Skill level⁽⁵⁾	
Skill level 1	45.1
Skill level 2	8.6
Skill level 3	12.8
Skill level 4	21.2
Skill level 5	12.3
All skill levels combined	100.0

(1) Based on the Australian and New Zealand Standard Classification of Occupations (ANZSCO).

(2) ANZSCO major groups 1, 2, and 3.

(3) ANZSCO major groups 4, 5, and 6.

(4) ANZSCO major groups 7 and 8.

(5) ANZSCO assigns occupations to one of five skill levels. A skill level refers to the level of skill that is typically required to competently perform the tasks of a particular occupation.

Source: Statistics New Zealand

Table 9.2

Labour Cost Index
Base expenditure weights by industry

Industry group ⁽¹⁾	Base expenditure weight	
	(June 2009 quarter)	
	Percent	
AA1	Agriculture	3.1
AA3	Fishing, aqua & agri, forest, and fish support services	1.1
AA	Agriculture, forestry, and fishing⁽²⁾	4.4
BB	Mining	0.6
CC1	Food, beverage, and tobacco product mfg	4.4
CC2	Textile, leather, clothing, and footwear manufacturing	0.6
CC3	Wood and paper products mfg	1.4
CC4	Printing	0.6
CC5	Petroleum, chemical, polymer, and rubber product mfg	1.3
CC6	Non-metallic mineral product mfg	0.5
CC7	Metal product manufacturing	1.8
CC8	Transport equipment, machinery, and equipment mfg	2.6
CC9	Furniture and other manufacturing	0.5
CC	Manufacturing	13.7
DD	Electricity, gas, water, and waste services	1.2
EE	Construction	7.3
FF	Wholesale trade	6.6
GH1	Retail trade	6.6
GH2	Accommodation and food services	3.1
GH	Retail trade and accommodation	9.7
II	Transport, postal, and warehousing	4.9
JJ	Information media and telecommunications	2.9
KK	Financial and insurance services	4.4
L	Rental, hiring, and real estate services	1.7
MN1	Professional, scientific, and technical services	9.0
MN2	Administrative and support services	3.4
MN	Prof, science, tech, admin, and support services	12.3
OO1	Local government administration	1.3
OO2	Central govt admin, defence, and public safety	6.5
OO	Public administration and safety	7.8
PP	Education and training	8.4
QQ	Health care and social assistance	9.8
RS1	Arts and recreation services	1.7
RS2	Other services	2.7
RS	Arts, recreation, and other services	4.4
All industries combined⁽²⁾		100.0

(1) New Zealand Standard Industrial Output Categories (NZSIOC), based on the Australian and New Zealand Standard Industrial Classification (ANZSIC06).

(2) Includes industry forestry and logging (AA2).

Source: Statistics New Zealand