

# Labour Cost Index (Salary and Wage Rates): June 2012 quarter

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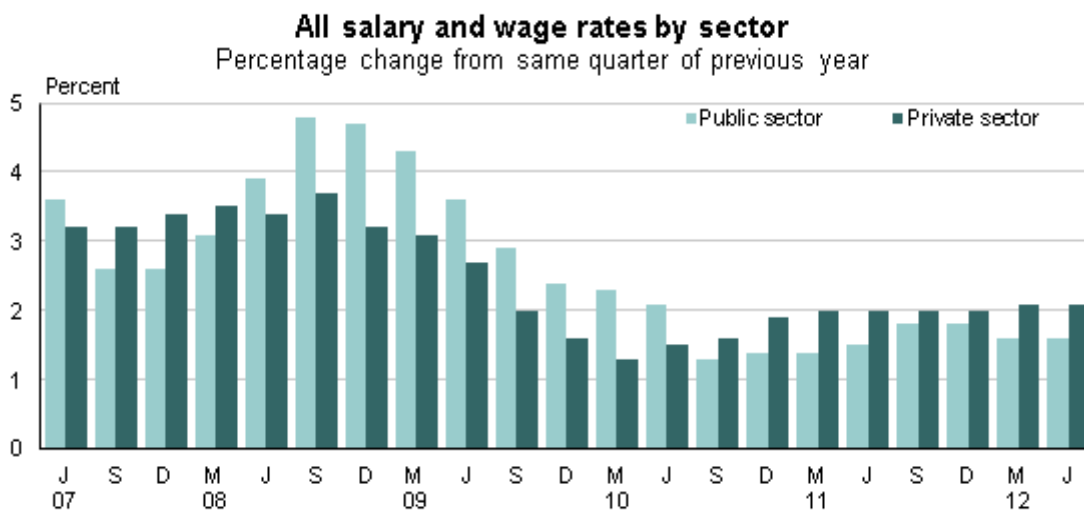
## Key facts

In the June 2012 quarter, salary and wage rates (including overtime) rose 0.4 percent.

In the year to the June 2012 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 2.1 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	0.5	2.0	0.4	2.0
Public sector	0.3	1.6	0.3	1.6
Private sector	0.5	2.1	0.5	2.1



Source: Statistics New Zealand

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## Commentary

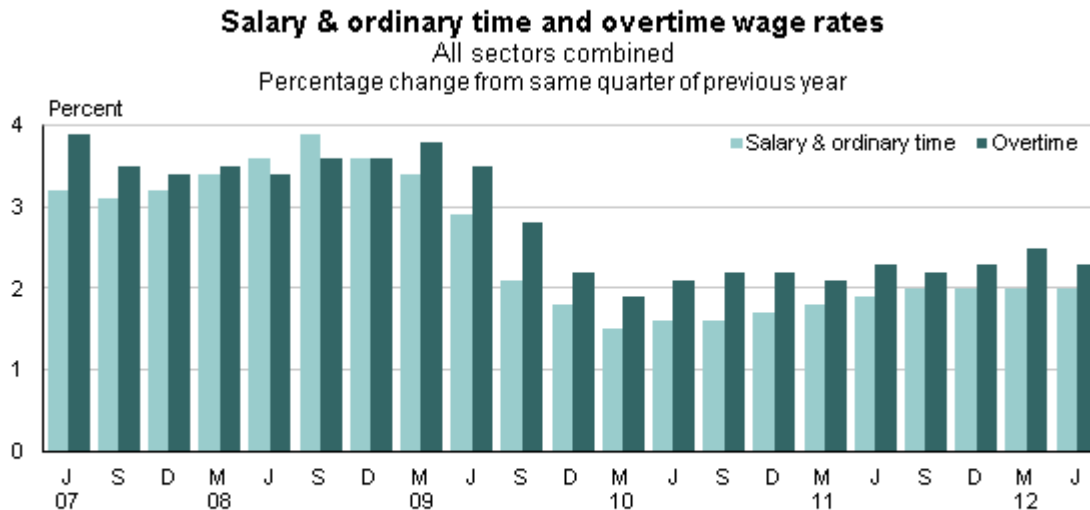
- [Annual wage rates grow 2.0 percent](#)
- [Private sector pay rates increase 2.1 percent for the year](#)
- [Public sector pay rates increase 1.6 percent](#)
- [Pay rates for health professionals up 1.0 percent in the June quarter](#)
- [Minimum wage increase affects pay rates in skill level 5](#)
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### Annual wage rates grow 2.0 percent

The labour cost index (LCI) increased 2.0 percent in the year to the June 2012 quarter, after increasing 2.0 percent in the years to the March 2012, December 2011, and September 2011 quarters. Before that, annual growth in wage rates was below 2.0 percent since the December 2009 quarter.

**All salary and wage rates (including overtime)** rose 0.4 percent in the June 2012 quarter, after a rise of 0.5 percent in the March 2012 quarter.

The latest quarterly increase was affected by the rounding of index numbers. If percentage changes were calculated on unrounded index numbers, then the LCI salary and wage rates (including overtime) would have risen 0.5 percent in the June 2012 quarter (please see [Data quality](#) for more information) and 0.4 percent in the March 2012 quarter.



Source: Statistics New Zealand

**Salary and ordinary time wage rates** increased 2.0 percent in the year to the June 2012 quarter, after increases of 2.0 percent in the years to the March 2012, December 2011, and September 2011 quarters.

In the June 2012 quarter, salary and ordinary time wage rates rose 0.5 percent, after a rise of 0.4 percent in the March 2012 quarter.

**Overtime wage rates** increased 2.3 percent in the year to the June 2012 quarter. This follows a 2.5 percent increase in the year to the March 2012 quarter.

In the June 2012 quarter, overtime wage rates rose 0.7 percent, after a rise of 0.6 percent in the March 2012 quarter.

### Private sector pay rates increase 2.1 percent for the year

Private sector salary and wage rates (including overtime) increased 2.1 percent in the year to the June 2012 quarter. The latest annual increase follows an increase of 2.1 percent in the year to the March 2012 quarter.

In the June 2012 quarter, private sector salary and wage rates (including overtime) rose 0.5 percent, after a 0.5 percent rise in the March 2012 quarter.

In the June 2012 quarter, salary and ordinary time wage rates for the private sector rose 0.5 percent and overtime rates rose 0.7 percent.



Source: Statistics New Zealand

### Public sector pay rates increase 1.6 percent

Salary and wage rates (including overtime) for the public sector increased 1.6 percent in the year to the June 2012 quarter, after increasing 1.6 percent in the year to the March 2012 quarter. The increase in the latest year resulted from a 1.6 percent increase in central government and a 2.4 percent increase in local government salary and wage rates.

In the June 2012 quarter, all salary and wage rates (including overtime) for the public sector rose 0.3 percent, after a 0.4 percent rise in the March 2012 quarter.

### Pay rates for health professionals up 1.0 percent in the June quarter

In the June 2012 quarter, a collective employment agreement increase for nurses contributed to a 1.0 percent rise in pay rates for health professionals.

Salary and wage rates (including overtime) for health professionals increased 1.8 percent in the year to the June 2012 quarter.

### Minimum wage increase affects pay rates in skill level 5

The adult minimum wage increased from \$13.00 per hour to \$13.50 per hour on 1 April 2012. This had the most impact on occupations in skill level 5. Skill level 5 includes occupations that require a New Zealand Register level 1 qualification, no qualification, or a short period of on-the-job training (eg clerical and administrative workers, labourers, sales workers). Surveyed respondents were asked to give reasons for each movement in pay rates, and 'minimum wage' was the reason given for 18 percent of the June 2012 quarter increases in skill level 5 occupations. This compares with 7 percent for all skill levels combined.

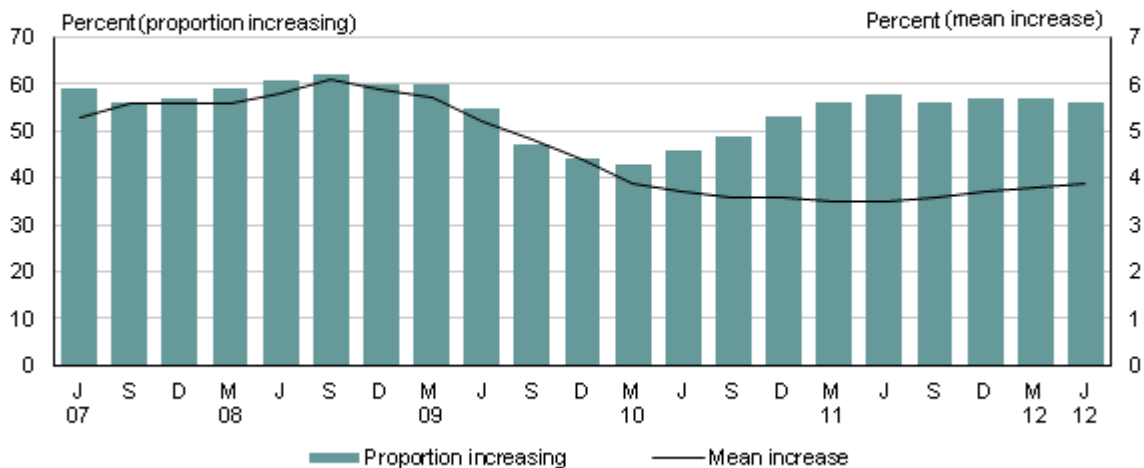
If the increases that respondents indicated were because of the minimum wage had been processed as no change, skill level 5 occupations would have had a 0.7 percent rise in salary and ordinary time wage rates in the June 2012 quarter instead of 0.8 percent.

### Mean increase of 3.9 percent is highest in over two years

The **mean increase** for all surveyed salary and ordinary time wage rates that increased in the year to the June 2012 quarter was 3.9 percent. This is the highest increase since a 3.9 percent mean increase in the year to the March 2010 quarter.

#### Annual proportion increasing and mean increase

All sectors combined  
Surveyed salary and wage rates



Source: Statistics New Zealand

The **median (or middle) increase** for all surveyed salary and ordinary time wage rates that rose in the year to the June 2012 quarter was 3.0 percent. This is the fourth consecutive quarter that the median annual increase has been 3.0 percent.

In the year to the June 2012 quarter, the mean increase for the private sector was 4.1 percent, which is the largest mean increase since 4.4 percent in the year to the December 2009 quarter.

In the year to the June 2012 quarter, 56 percent of salary and ordinary time wage rates in the survey sample increased. After the 2008/09 recession, the proportion of salary and ordinary time wage rates that increased fell to a low of 43 percent, in the year to the March 2010 quarter. By the year to the June 2011 quarter, 58 percent of salary and ordinary time wage rates increased.

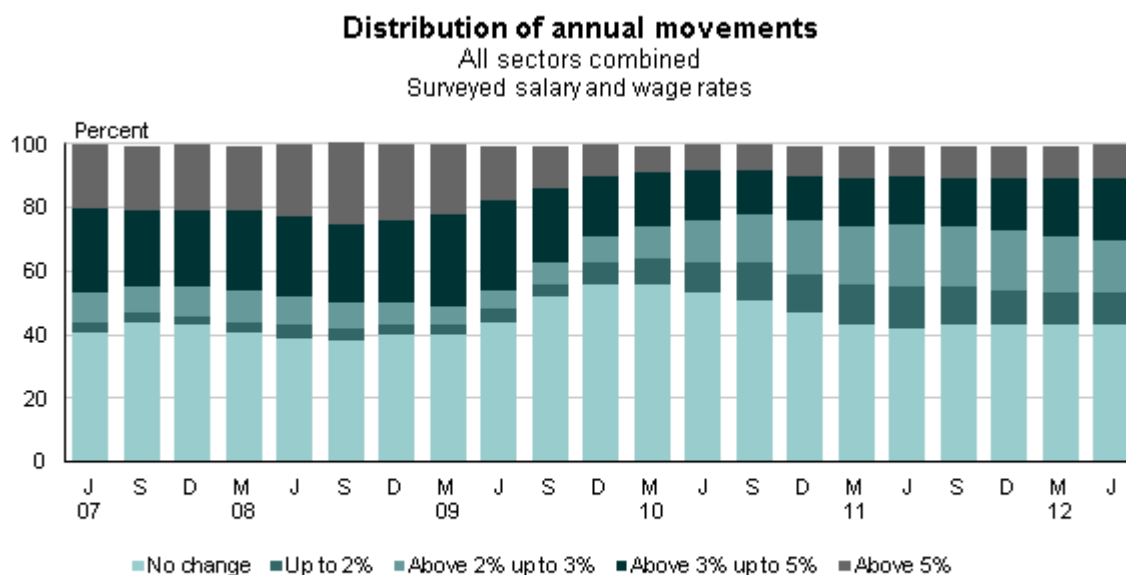
Fourteen percent of salary and ordinary time wage rates in the sample rose in the June 2012 quarter, after 13 percent rising in the March 2012 quarter and 14 percent rising in the June 2011 quarter.

In the year to the June 2012 quarter:

- 27 percent were up no more than 3 percent
- 30 percent were up more than 3 percent.

In contrast, in the year to the September 2008 quarter:

- 12 percent were up no more than 3 percent
- 51 percent were up more than 3 percent.



Source: Statistics New Zealand

## Analytical unadjusted LCI grows 3.4 percent

The analytical unadjusted series is an additional measure that complements 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 3.4 percent in the year to the June 2012 quarter, after increasing 3.3 percent in the year to the March 2012 quarter.

In the June 2012 quarter, unadjusted salary and ordinary time wage rates rose 0.8 percent – after rising 0.6 percent in the March 2012 quarter.

Private sector unadjusted salary and ordinary time wage rates increased 3.6 percent in the year to the June 2012 quarter. This follows a 3.5 percent increase in the year to the March 2012 quarter.

Unadjusted salary and ordinary time wage rates in the private sector rose 0.8 percent in the June 2012 quarter, after rising 0.7 percent in the March 2012 quarter.

<b>Analytical unadjusted and adjusted salary and ordinary time wage rates</b>				
Private sector and all sectors combined				
June 2012 quarter				
<b>Sector</b>	<b>Percentage change from previous quarter</b>		<b>Percentage change from same quarter of previous year</b>	
	Adjusted	Unadjusted	Adjusted	Unadjusted
Private sector	0.5	0.8	2.1	3.6
All sectors	0.5	0.8	2.0	3.4

### **QES and LCI ordinary time rises**

The 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.

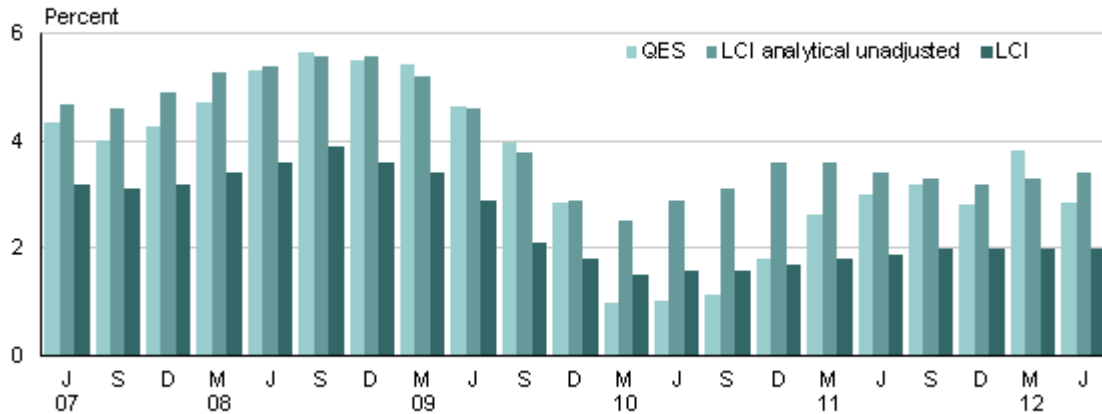
In comparison, the LCI measures changes in salary and wage rates that employers pay to have the same job done to the same standard. Rises to match the market, retain staff, or reflect the cost of living are shown in the LCI, while rises reflecting individual performance or years of service are filtered 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: June 2012 quarter](#) information release.

Annual percentage changes in salary and ordinary time wage rates vary between the QES and LCI measures. For the year to the June 2012 quarter, QES average ordinary time hourly earnings increased 2.9 percent, the LCI analytical unadjusted series was up 3.4 percent, and LCI salary and ordinary time wage rates were up 2.0 percent.

**Annual percentage change in salary and ordinary time wage rates**  
June 2007 quarter to June 2012 quarter



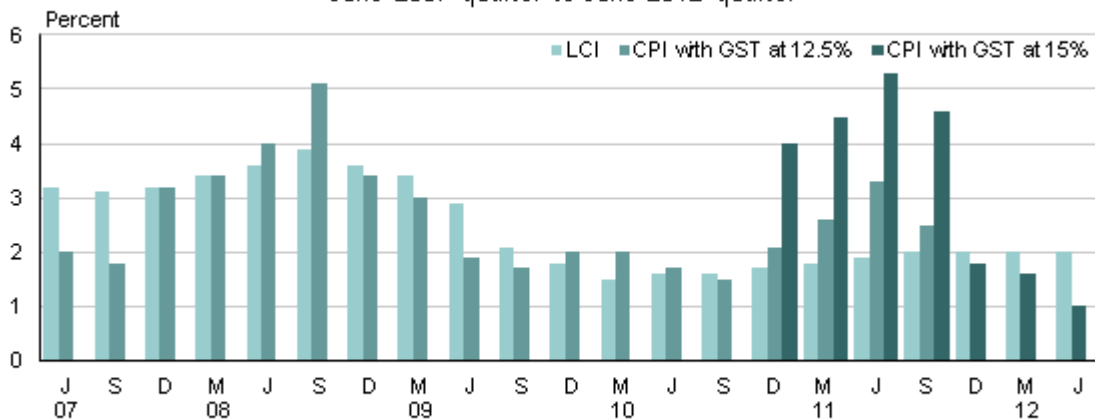
Source: Statistics New Zealand

**Related measures**

The prices of goods and services bought by households, as measured by the consumers price index (CPI) (see [Consumers Price Index: June 2012 quarter](#)), increased 1.0 percent in the year to the June 2012 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 be if prices collected from the December 2010 quarter to the September 2011 quarter were processed with GST of 12.5 percent for goods and services that are subject to GST. The latest CPI annual increase of 1.0 percent does not include most of the effects of the GST increase.

**Annual percentage change in CPI and LCI**  
June 2007 quarter to June 2012 quarter



Source: Statistics New Zealand

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.

## Canterbury construction industry

After the September 2010 and February 2011 Canterbury earthquakes, there is interest in the changes to salary and wage rates in the Canterbury construction industry. In response, we created six new regional analytical series from the existing LCI sample. These six regional analytical series are now available on [Infoshare](#). They are provisional and may be revised as the classification by region is refined.

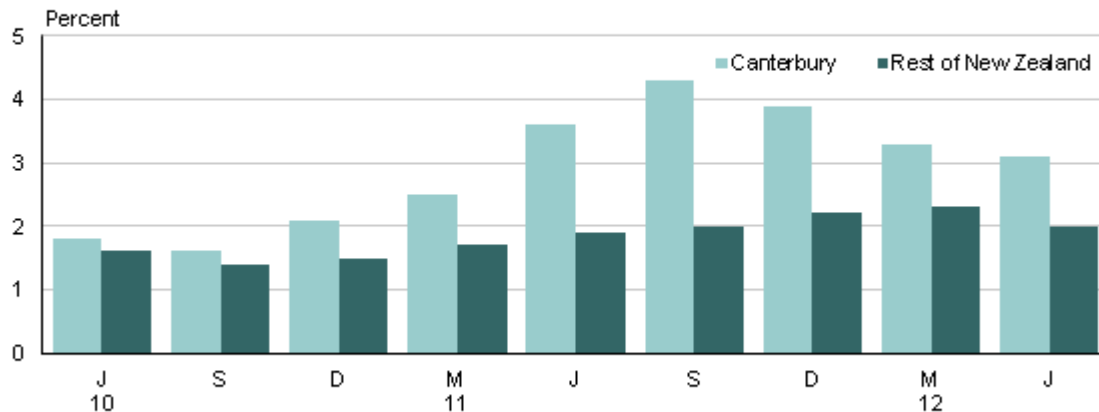
The LCI is designed to measure changes in salary and wage rates at a national level and is not intended to provide accurate regional estimates. However, given the continued interest in the impact of the Christchurch rebuild, we classified surveyed positions in the construction industry into 'Canterbury' and 'rest of New Zealand'. We based these classifications on the addresses of construction industry respondents, location information in job descriptions, and other information obtained from construction industry respondents. We used the same weights for the regional price indexes as the occupational shares at the 1-digit Australian and New Zealand Standard Classification of Occupations (ANZSCO) level for the national construction industry, based on the 2006 Census of Population and Dwellings.

After the September 2010 and February 2011 earthquakes, the Labour Cost Survey first reflected changes in salary and wage rates in the December 2010 and June 2011 quarters, respectively.

The graph below shows that in the year to the June 2012 quarter, salary and wage rates (including overtime) in the Canterbury construction industry increased 3.1 percent, down from a peak of 4.3 percent in the year to the September 2011 quarter. For further information, refer to the supplementary tables with this information release.

### Regional analytical index for the construction industry

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



Source: Statistics New Zealand

The table below shows that by the year to the June 2011 quarter, the mean increase for all surveyed salary and ordinary time wage rates for the Canterbury construction industry had grown to 2.0 percentage points higher than the rest of New Zealand. Since this period, the annual mean increase has remained over 2 percentage points higher in the Canterbury construction industry.



<b>Annual mean ordinary time increase, construction industry for selected regions<sup>(1)</sup></b>		
Quarter	Canterbury	Rest of New Zealand
Dec 2010	3.9	3.5
Jun 2011	5.5	3.5
Dec 2011	6.9	4.1
Jun 2012	6.9	3.9
1. Does not include decreases or rates that remained unchanged.		

These six new regional analytical series are now available on Infoshare.

Series references are:

LCIQ.SG53E9C – All salary and wage rates for the construction industry – Canterbury  
 LCIQ.SG53E9R – All salary and wage rates for the construction industry – rest of New Zealand  
 LCIQ.SG51E9C – Salary and ordinary time wage rates for the construction industry – Canterbury  
 LCIQ.SG51E9R – Salary and ordinary time wage rates for the construction industry – rest of New Zealand  
 LCIQ.SW512AE9C – Annual mean salary and ordinary time increase for the construction industry – Canterbury  
 LCIQ.SW512AE9R – Annual mean salary and ordinary time increase for the construction industry – rest of New Zealand

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.

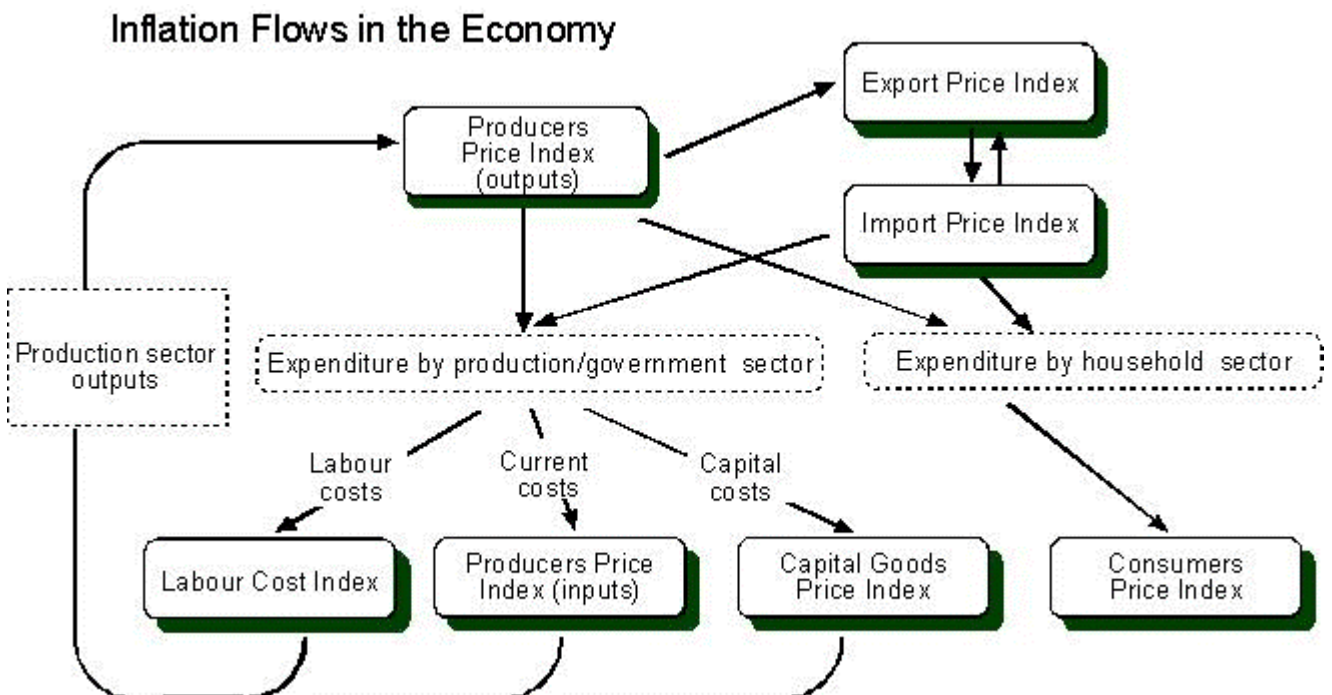
The **salary and wage rates component** of the LCI measures movements in base salary and ordinary time wage rates, and overtime wage rates.

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 with 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): September 2012 quarter* will be released on 6 November 2012.

To [subscribe to information releases](#), including this one, please complete the online subscription form.

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 NZ 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](#)
- [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 June 2012 quarter, the salary and wage rates surveyed were those that employers paid at 15 May 2012.

### Data influencers

Index numbers are rounded to the nearest index point and this affected some percentage increases for the June 2012 quarter. If percentage changes were calculated on unrounded index numbers, the labour cost index (LCI) all salary and wage rates for all sectors combined would be a 0.5 percent rise in the June 2012 quarter, instead of 0.4 percent.

Rounding affected the private sector LCI salary and wage rates (including overtime). Calculating using unrounded index numbers would have resulted in increases of 2.2 percent for the years to the June 2012 and March 2012 quarters, rather than 2.1 percent.

Public sector salary and wage rates (including overtime) and salary and ordinary time wage rates were also affected by rounding. Calculating using unrounded index numbers would have resulted in increases of 1.7 percent for the years to the June 2012 and March 2012 quarters, rather than 1.6 percent. The unrounded increases in the June 2012 quarter were 0.4 percent for both salary and wage rates (including overtime) and salary and ordinary time wage rates, instead of 0.3 percent.

## **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 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.

### **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**

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**

A New Zealand Register level 4 qualification, or at least three years of relevant experience is required. 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**

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**

A New Zealand Register level 1 qualification is required. 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
<b>Managers, professionals, technicians, and trades workers</b>	<b>60.0</b>
Community and personal service workers	6.1
Clerical and administrative workers	13.2
Sales workers	6.5
<b>Service, clerical, and sales workers</b>	<b>25.8</b>
Machinery operators and drivers	5.8
Labourers	8.3
<b>Machinery operators, drivers, and labourers</b>	<b>14.1</b>
<b>All occupations combined</b>	<b>100.0</b>
<b>Note:</b> 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
<b>All skill levels combined</b>	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, see the 'Downloads' box of *Labour Cost Index (Salary and Wage Rates): June 2012 quarter*.

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
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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: March 2012 quarter](#) information release.

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## Tables

The following tables are available in Excel format from the 'Downloads' box of *Labour Cost Index (Salary and Wage Rates): June 2012 quarter*.

If you have problems opening the files, see [opening files and PDFs](#).

- 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, private sector and all sectors combined
- 6.3 Distribution of annual increases by reason, all sectors combined
- 7.1 Median and mean increases, all sectors combined
- 7.2 Median and mean increases, by sector
- 8.1 Published and analytical unadjusted indexes for the private sector
- 8.2 Published and analytical unadjusted indexes for 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 supplementary tables relate to the construction industry for Canterbury and the rest of New Zealand. These tables are also available in Excel format from the 'Downloads' box of this release.

- 1 Regional analytical index for the construction industry, all salary and wage rates
- 2 Regional analytical index for the construction industry, salary and ordinary time wage rates
- 3 Regional analytical mean increases for the construction industry, all sectors combined, surveyed salary and ordinary time increases



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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
<b>Index of salary and ordinary time wage rates</b>					
<b>Quarter</b>					
2011 Jun	1042	1035	1036	1035	1035
Sep	1047	1041	1042	1040	1041
Dec	1059	1045	1046	1047	1047
2012 Mar	1062	1048	1050	1052	1051
Jun	1067	1052	1053	1057	1056
<b>Percentage change from previous quarter</b>					
<b>Quarter</b>					
2011 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
2012 Mar	0.3	0.3	0.4	0.5	0.4
Jun	0.5	0.4	0.3	0.5	0.5
<b>Percentage change from same quarter of previous year</b>					
<b>Quarter</b>					
2011 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
2012 Mar	2.2	1.6	1.6	2.1	2.0
Jun	2.4	1.6	1.6	2.1	2.0
Series ref: LCIQ	SG12Z9	SG22Z9	SG32Z9	SG42Z9	SG52Z9
<b>Index of overtime wage rates</b>					
<b>Quarter</b>					
2011 Jun	1064	1032	1036	1045	1044
Sep	1073	1033	1039	1052	1050
Dec	1086	1035	1042	1058	1055
2012 Mar	1092	1045	1052	1063	1061
Jun	1095	1050	1056	1070	1068
<b>Percentage change from previous quarter</b>					
<b>Quarter</b>					
2011 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
2012 Mar	0.6	1.0	1.0	0.5	0.6
Jun	0.3	0.5	0.4	0.7	0.7
<b>Percentage change from same quarter of previous year</b>					
<b>Quarter</b>					
2011 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
2012 Mar	3.4	2.0	2.1	2.6	2.5
Jun	2.9	1.7	1.9	2.4	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		
Series ref: LCIQ		SG13Z9	SG23Z9	SG33Z9	SG43Z9	SG53Z9
<b>Index of all salary and wage rates<sup>(1)</sup></b>						
<b>Quarter</b>						
2011	Jun	1043	1035	1036	1035	1035
	Sep	1048	1041	1042	1040	1041
	Dec	1059	1045	1046	1047	1047
2012	Mar	1062	1048	1050	1052	1052
	Jun	1068	1052	1053	1057	1056
<b>Percentage change from previous quarter</b>						
<b>Quarter</b>						
2011	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
2012	Mar	0.3	0.3	0.4	0.5	0.5
	Jun	0.6	0.4	0.3	0.5	0.4
<b>Percentage change from same quarter of previous year</b>						
<b>Quarter</b>						
2011	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
2012	Mar	2.1	1.6	1.6	2.1	2.0
	Jun	2.4	1.6	1.6	2.1	2.0

1. 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 <sup>(1)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
		Index for quarter					Index for quarter			
DD Electricity, gas, water, and waste services	SG31D9	1037	1048	1053	1057	SG33D9	1038	1049	1054	1058
OO1 Local government administration	SG31O1	1040	1055	1060	1061	SG33O1	1041	1056	1060	1062
OO2 Central govt admin, defence, and public safety	SG31O2	1019	1024	1024	1025	SG33O2	1019	1024	1024	1025
<b>OO Public administration and safety</b>	SG31O9	1023	1030	1030	1032	SG33O9	1023	1030	1030	1031
PP Education and training	SG31P9	1059	1061	1066	1069	SG33P9	1059	1061	1067	1069
QQ Health care and social assistance	SG31Q9	1039	1040	1045	1055	SG33Q9	1039	1040	1046	1055
<b>All industries combined<sup>(3)</sup></b>	SG31Z9	1042	1046	1050	1053	SG33Z9	1042	1046	1050	1053

Occupation group <sup>(4)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
		Index for quarter					Index for quarter			
1 Managers	SH31A9	1035	1039	1042	1046	SH33A9	1035	1039	1042	1046
2 Professionals	SH31B9	1045	1050	1053	1057	SH33B9	1045	1049	1053	1057
3 Technicians and trades workers	SH31C9	1049	1058	1062	1068	SH33C9	1051	1059	1064	1069
<b>Managers, profs, technicians, and trades workers<sup>(5)</sup></b>	SH31D9	1043	1048	1051	1056	SH33D9	1043	1048	1051	1056
4 Community and personal service workers	SH31E9	1031	1033	1035	1037	SH33E9	1031	1033	1034	1037
5 Clerical and administrative workers	SH31F9	1041	1047	1050	1052	SH33F9	1041	1047	1050	1052
6 Sales workers	SH31G9	1031	1033	1033	1033	SH33G9	1031	1033	1033	1033
<b>Service, clerical, and sales workers<sup>(6)</sup></b>	SH31H9	1037	1041	1043	1045	SH33H9	1037	1041	1043	1045
7 Machinery operators and drivers	SH31I9	1064	1068	1070	1074	SH33I9	1064	1068	1070	1076
8 Labourers	SH31J9	1047	1053	1062	1070	SH33J9	1045	1051	1065	1072
<b>Machinery operators, drivers, and labourers<sup>(7)</sup></b>	SH31K9	1053	1058	1065	1071	SH33K9	1052	1057	1067	1073
<b>All occupations combined</b>	SH31Z9	1042	1046	1050	1053	SH33Z9	1042	1046	1050	1053

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

Industry group <sup>(1)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
DD Electricity, gas, water, and waste services	SG31D9	0.5	1.1	0.5	0.4	SG33D9	0.5	1.1	0.5	0.4
OO1 Local government administration	SG31O1	0.2	1.4	0.5	0.1	SG33O1	0.3	1.4	0.4	0.2
OO2 Central govt admin, defence, and public safety	SG31O2	0.4	0.5	0.0	0.1	SG33O2	0.4	0.5	0.0	0.1
<b>OO Public administration and safety</b>	SG31O9	0.4	0.7	0.0	0.2	SG33O9	0.4	0.7	0.0	0.1
PP Education and training	SG31P9	1.0	0.2	0.5	0.3	SG33P9	1.0	0.2	0.6	0.2
QQ Health care and social assistance	SG31Q9	0.4	0.1	0.5	1.0	SG33Q9	0.4	0.1	0.6	0.9
<b>All industries combined<sup>(3)</sup></b>	SG31Z9	0.6	0.4	0.4	0.3	SG33Z9	0.6	0.4	0.4	0.3

Occupation group <sup>(4)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
1 Managers	SH31A9	0.4	0.4	0.3	0.4	SH33A9	0.4	0.4	0.3	0.4
2 Professionals	SH31B9	0.6	0.5	0.3	0.4	SH33B9	0.6	0.4	0.4	0.4
3 Technicians and trades workers	SH31C9	0.6	0.9	0.4	0.6	SH33C9	0.6	0.8	0.5	0.5
<b>Managers, profs, technicians, and trades workers<sup>(5)</sup></b>	SH31D9	0.5	0.5	0.3	0.5	SH33D9	0.5	0.5	0.3	0.5
4 Community and personal service workers	SH31E9	0.7	0.2	0.2	0.2	SH33E9	0.7	0.2	0.1	0.3
5 Clerical and administrative workers	SH31F9	0.5	0.6	0.3	0.2	SH33F9	0.5	0.6	0.3	0.2
6 Sales workers	SH31G9	0.0	0.2	0.0	0.0	SH33G9	0.0	0.2	0.0	0.0
<b>Service, clerical, and sales workers<sup>(6)</sup></b>	SH31H9	0.6	0.4	0.2	0.2	SH33H9	0.6	0.4	0.2	0.2
7 Machinery operators and drivers	SH31I9	0.9	0.4	0.2	0.4	SH33I9	0.9	0.4	0.2	0.6
8 Labourers	SH31J9	0.8	0.6	0.9	0.8	SH33J9	0.7	0.6	1.3	0.7
<b>Machinery operators, drivers, and labourers<sup>(7)</sup></b>	SH31K9	0.8	0.5	0.7	0.6	SH33K9	0.8	0.5	0.9	0.6
<b>All occupations combined</b>	SH31Z9	0.6	0.4	0.4	0.3	SH33Z9	0.6	0.4	0.4	0.3

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 2.3

**Salary and wage rates by industry and by occupation**

## Public sector

Percentage change from same quarter of previous year

Industry group <sup>(1)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
DD Electricity, gas, water, and waste services	SG31D9	1.6	1.9	2.3	2.4	SG33D9	1.6	1.9	2.3	2.4
OO1 Local government administration	SG31O1	1.8	2.2	2.4	2.2	SG33O1	1.9	2.3	2.4	2.3
OO2 Central govt admin, defence, and public safety	SG31O2	0.8	1.1	1.0	1.0	SG33O2	0.9	1.1	1.0	1.0
<b>OO Public administration and safety</b>	SG31O9	1.0	1.4	1.2	1.3	SG33O9	1.1	1.4	1.3	1.2
PP Education and training	SG31P9	2.4	2.4	2.4	1.9	SG33P9	2.4	2.4	2.5	1.9
QQ Health care and social assistance	SG31Q9	1.8	1.7	1.0	1.9	SG33Q9	1.8	1.7	1.1	1.9
<b>All industries combined<sup>(3)</sup></b>	SG31Z9	1.8	1.8	1.6	1.6	SG33Z9	1.8	1.8	1.6	1.6

Occupation group <sup>(5)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
1 Managers	SH31A9	1.8	1.5	1.4	1.5	SH33A9	1.8	1.5	1.4	1.5
2 Professionals	SH31B9	1.9	2.0	1.7	1.7	SH33B9	1.9	2.0	1.8	1.7
3 Technicians and trades workers	SH31C9	1.7	2.1	2.2	2.4	SH33C9	1.9	2.1	2.4	2.3
<b>Managers, profs, technicians, and trades workers<sup>(5)</sup></b>	SH31D9	1.9	1.9	1.7	1.7	SH33D9	1.9	1.9	1.7	1.7
4 Community and personal service workers	SH31E9	1.1	1.1	1.2	1.3	SH33E9	1.1	1.2	1.2	1.3
5 Clerical and administrative workers	SH31F9	1.9	1.7	1.5	1.5	SH33F9	1.8	1.7	1.5	1.5
6 Sales workers	SH31G9	0.7	0.3	0.3	0.2	SH33G9	0.7	0.3	0.3	0.2
<b>Service, clerical, and sales workers<sup>(6)</sup></b>	SH31H9	1.5	1.5	1.4	1.4	SH33H9	1.5	1.5	1.4	1.4
7 Machinery operators and drivers	SH31I9	2.6	2.0	2.2	1.9	SH33I9	2.7	1.9	2.1	2.1
8 Labourers	SH31J9	1.7	1.8	2.4	3.0	SH33J9	1.7	1.7	2.8	3.3
<b>Machinery operators, drivers, and labourers<sup>(7)</sup></b>	SH31K9	2.0	1.8	2.3	2.5	SH33K9	2.0	1.8	2.6	2.8
<b>All occupations combined</b>	SH31Z9	1.8	1.8	1.6	1.6	SH33Z9	1.8	1.8	1.6	1.6

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 3.1

**Salary and wage rates by industry and by occupation**

Private sector

Base: June 2009 quarter (=1000)

Industry group <sup>(1)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
		Index for quarter					Index for quarter			
AA1 Agriculture	SG41A1	1023	1027	1036	1045	SG43A1	1024	1028	1037	1045
AA3 Fishing, aqua & agri, forest, and fish support services	SG41A3	1045	1054	1062	1071	SG43A3	1044	1054	1061	1071
<b>AA Agriculture, forestry, and fishing<sup>(3)</sup></b>	SG41A9	1030	1035	1044	1053	SG43A9	1030	1036	1044	1053
BB Mining	SG41B9	1052	1057	1067	1068	SG43B9	1053	1058	1068	1069
CC1 Food, beverage, and tobacco product mfg	SG41C0	1046	1053	1057	1062	SG43C0	1047	1053	1058	1063
CC2 Textile, leather, clothing, and footwear mfg	SG41C1	1040	1048	1049	1053	SG43C1	1041	1048	1049	1053
CC3 Wood and paper products manufacturing	SG41C2	1041	1045	1049	1058	SG43C2	1041	1045	1049	1058
CC4 Printing	SG41C3	1000	1004	1007	1011	SG43C3	1001	1006	1008	1013
CC5 Petroleum, chemical, polymer, and rubber prod mfg	SG41C4	1046	1053	1060	1066	SG43C4	1046	1054	1060	1067
CC6 Non-metallic mineral product manufacturing	SG41C5	1039	1049	1058	1065	SG43C5	1039	1049	1059	1066
CC7 Metal product manufacturing	SG41C6	1047	1059	1061	1064	SG43C6	1048	1059	1061	1064
CC8 Transport equipment, machinery, and equipment mfg	SG41C7	1047	1053	1062	1070	SG43C7	1047	1052	1062	1069
CC9 Furniture and other manufacturing	SG41C8	1034	1039	1041	1049	SG43C8	1033	1038	1041	1048
<b>CC Manufacturing</b>	SG41C9	1043	1050	1055	1061	SG43C9	1043	1050	1055	1061
DD Electricity, gas, water, and waste services	SG41D9	1035	1053	1055	1055	SG43D9	1036	1053	1055	1055
EE Construction	SG41E9	1041	1049	1053	1058	SG43E9	1042	1050	1054	1059
FF Wholesale trade	SG41F9	1040	1046	1051	1055	SG43F9	1040	1047	1052	1056
GH1 Retail trade	SG41G1	1033	1037	1041	1045	SG43G1	1033	1037	1041	1046
GH2 Accommodation and food services	SG41G2	1037	1041	1043	1051	SG43G2	1037	1041	1043	1051
<b>GH Retail trade and accommodation</b>	SG41G9	1034	1038	1042	1047	SG43G9	1034	1038	1042	1047
II Transport, postal, and warehousing	SG41I9	1038	1042	1048	1055	SG43I9	1038	1042	1048	1055
JJ Information media and telecommunications	SG41J9	1039	1044	1048	1049	SG43J9	1040	1044	1048	1049
KK Financial and insurance services	SG41K9	1035	1052	1055	1055	SG43K9	1035	1052	1055	1055
LL Rental, hiring, and real estate services	SG41L9	1031	1040	1048	1051	SG43L9	1032	1041	1048	1053
MN1 Professional, scientific, and technical services	SG41M1	1056	1064	1071	1076	SG43M1	1057	1065	1071	1077
MN2 Administrative and support services	SG41M2	1030	1033	1037	1043	SG43M2	1031	1033	1038	1044
<b>MN Prof, science, tech, admin, and support services</b>	SG41M9	1049	1055	1061	1067	SG43M9	1050	1056	1062	1068
PP Education and training	SG41P9	1050	1050	1055	1057	SG43P9	1050	1050	1055	1057
QQ Health care and social assistance	SG41Q9	1040	1046	1049	1054	SG43Q9	1040	1045	1049	1054
RS1 Arts and recreation services	SG41R1	1031	1041	1048	1055	SG43R1	1031	1040	1048	1055
RS2 Other services	SG41R2	1041	1048	1056	1062	SG43R2	1041	1048	1056	1062
<b>RS Arts, recreation, and other services</b>	SG41R9	1038	1046	1053	1060	SG43R9	1037	1046	1053	1060
<b>All industries combined<sup>(4)</sup></b>	SG41Z9	1040	1047	1052	1057	SG43Z9	1040	1047	1052	1057

Occupation group <sup>(5)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
		Index for quarter					Index for quarter			
1 Managers	SH41A9	1032	1041	1045	1048	SH43A9	1032	1041	1045	1048
2 Professionals	SH41B9	1043	1051	1056	1061	SH43B9	1043	1051	1056	1061
3 Technicians and trades workers	SH41C9	1044	1051	1057	1062	SH43C9	1045	1052	1057	1063
<b>Managers, profs, technicians, and trades workers<sup>(6)</sup></b>	SH41D9	1039	1047	1051	1056	SH43D9	1039	1047	1052	1056
4 Community and personal service workers	SH41E9	1041	1047	1049	1055	SH43E9	1041	1047	1049	1055
5 Clerical and administrative workers	SH41F9	1043	1049	1054	1059	SH43F9	1043	1049	1054	1059
6 Sales workers	SH41G9	1034	1038	1041	1047	SH43G9	1034	1039	1042	1047
<b>Service, clerical, and sales workers<sup>(7)</sup></b>	SH41H9	1040	1045	1049	1054	SH43H9	1040	1045	1049	1055
7 Machinery operators and drivers	SH41I9	1045	1053	1059	1064	SH43I9	1045	1053	1060	1065
8 Labourers	SH41J9	1044	1050	1056	1065	SH43J9	1045	1050	1057	1066
<b>Machinery operators, drivers, and labourers<sup>(8)</sup></b>	SH41K9	1045	1051	1057	1064	SH43K9	1045	1051	1058	1065
<b>All occupations combined</b>	SH41Z9	1040	1047	1052	1057	SH43Z9	1040	1047	1052	1057

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

Industry group <sup>(1)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
AA1 Agriculture	SG41A1	0.2	0.4	0.9	0.9	SG43A1	0.2	0.4	0.9	0.8
AA3 Fishing, aqua & agri, forest, and fish support services	SG41A3	0.9	0.9	0.8	0.8	SG43A3	0.8	1.0	0.7	0.9
<b>AA Agriculture, forestry, and fishing<sup>(3)</sup></b>	SG41A9	0.4	0.5	0.9	0.9	SG43A9	0.3	0.6	0.8	0.9
BB Mining	SG41B9	0.3	0.5	0.9	0.1	SG43B9	0.3	0.5	0.9	0.1
CC1 Food, beverage, and tobacco product mfg	SG41C0	0.4	0.7	0.4	0.5	SG43C0	0.4	0.6	0.5	0.5
CC2 Textile, leather, clothing, and footwear mfg	SG41C1	0.8	0.8	0.1	0.4	SG43C1	0.9	0.7	0.1	0.4
CC3 Wood and paper products manufacturing	SG41C2	0.5	0.4	0.4	0.9	SG43C2	0.5	0.4	0.4	0.9
CC4 Printing	SG41C3	0.4	0.4	0.3	0.4	SG43C3	0.4	0.5	0.2	0.5
CC5 Petroleum, chemical, polymer, and rubber prod mfg	SG41C4	0.7	0.7	0.7	0.6	SG43C4	0.7	0.8	0.6	0.7
CC6 Non-metallic mineral product manufacturing	SG41C5	0.3	1.0	0.9	0.7	SG43C5	0.3	1.0	1.0	0.7
CC7 Metal product manufacturing	SG41C6	0.6	1.1	0.2	0.3	SG43C6	0.6	1.0	0.2	0.3
CC8 Transport equipment, machinery, and equipment mfg	SG41C7	0.9	0.6	0.9	0.8	SG43C7	1.0	0.5	1.0	0.7
CC9 Furniture and other manufacturing	SG41C8	1.7	0.5	0.2	0.8	SG43C8	1.7	0.5	0.3	0.7
<b>CC Manufacturing</b>	SG41C9	0.7	0.7	0.5	0.6	SG43C9	0.6	0.7	0.5	0.6
DD Electricity, gas, water, and waste services	SG41D9	0.3	1.7	0.2	0.0	SG43D9	0.4	1.6	0.2	0.0
EE Construction	SG41E9	0.5	0.8	0.4	0.5	SG43E9	0.6	0.8	0.4	0.5
FF Wholesale trade	SG41F9	0.4	0.6	0.5	0.4	SG43F9	0.4	0.7	0.5	0.4
GH1 Retail trade	SG41G1	0.4	0.4	0.4	0.4	SG43G1	0.4	0.4	0.4	0.5
GH2 Accommodation and food services	SG41G2	0.5	0.4	0.2	0.8	SG43G2	0.5	0.4	0.2	0.8
<b>GH Retail trade and accommodation</b>	SG41G9	0.4	0.4	0.4	0.5	SG43G9	0.4	0.4	0.4	0.5
II Transport, postal, and warehousing	SG41I9	0.6	0.4	0.6	0.7	SG43I9	0.6	0.4	0.6	0.7
JJ Information media and telecommunications	SG41J9	0.6	0.5	0.4	0.1	SG43J9	0.6	0.4	0.4	0.1
KK Financial and insurance services	SG41K9	0.3	1.6	0.3	0.0	SG43K9	0.3	1.6	0.3	0.0
LL Rental, hiring, and real estate services	SG41L9	0.1	0.9	0.8	0.3	SG43L9	0.3	0.9	0.7	0.5
MN1 Professional, scientific, and technical services	SG41M1	0.7	0.8	0.7	0.5	SG43M1	0.7	0.8	0.6	0.6
MN2 Administrative and support services	SG41M2	0.5	0.3	0.4	0.6	SG43M2	0.6	0.2	0.5	0.6
<b>MN Prof, science, tech, admin, and support services</b>	SG41M9	0.7	0.6	0.6	0.6	SG43M9	0.7	0.6	0.6	0.6
PP Education and training	SG41P9	0.8	0.0	0.5	0.2	SG43P9	0.8	0.0	0.5	0.2
QQ Health care and social assistance	SG41Q9	0.7	0.6	0.3	0.5	SG43Q9	0.8	0.5	0.4	0.5
RS1 Arts and recreation services	SG41R1	0.4	1.0	0.7	0.7	SG43R1	0.4	0.9	0.8	0.7
RS2 Other services	SG41R2	0.9	0.7	0.8	0.6	SG43R2	0.9	0.7	0.8	0.6
<b>RS Arts, recreation, and other services</b>	SG41R9	0.8	0.8	0.7	0.7	SG43R9	0.7	0.9	0.7	0.7
<b>All industries combined<sup>(4)</sup></b>	SG41Z9	0.5	0.7	0.5	0.5	SG43Z9	0.5	0.7	0.5	0.5

Occupation group <sup>(5)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
1 Managers	SH41A9	0.4	0.9	0.4	0.3	SH43A9	0.4	0.9	0.4	0.3
2 Professionals	SH41B9	0.6	0.8	0.5	0.5	SH43B9	0.6	0.8	0.5	0.5
3 Technicians and trades workers	SH41C9	0.6	0.7	0.6	0.5	SH43C9	0.6	0.7	0.5	0.6
<b>Managers, profs, technicians, and trades workers<sup>(6)</sup></b>	SH41D9	0.5	0.8	0.4	0.5	SH43D9	0.5	0.8	0.5	0.4
4 Community and personal service workers	SH41E9	0.7	0.6	0.2	0.6	SH43E9	0.7	0.6	0.2	0.6
5 Clerical and administrative workers	SH41F9	0.5	0.6	0.5	0.5	SH43F9	0.5	0.6	0.5	0.5
6 Sales workers	SH41G9	0.5	0.4	0.3	0.6	SH43G9	0.5	0.5	0.3	0.5
<b>Service, clerical, and sales workers<sup>(7)</sup></b>	SH41H9	0.6	0.5	0.4	0.5	SH43H9	0.5	0.5	0.4	0.6
7 Machinery operators and drivers	SH41I9	0.6	0.8	0.6	0.5	SH43I9	0.6	0.8	0.7	0.5
8 Labourers	SH41J9	0.6	0.6	0.6	0.9	SH43J9	0.7	0.5	0.7	0.9
<b>Machinery operators, drivers, and labourers<sup>(8)</sup></b>	SH41K9	0.7	0.6	0.6	0.7	SH43K9	0.6	0.6	0.7	0.7
<b>All occupations combined</b>	SH41Z9	0.5	0.7	0.5	0.5	SH43Z9	0.5	0.7	0.5	0.5

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 3.3

**Salary and wage rates by industry and by occupation**

Private sector

Percentage change from same quarter of previous year

Industry group <sup>(1)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
AA1 Agriculture	SG41A1	1.2	1.1	1.9	2.4	SG43A1	1.2	1.0	1.8	2.3
AA3 Fishing, aqua & agri, forest, and fish support services	SG41A3	2.5	2.8	3.1	3.4	SG43A3	2.5	2.8	3.0	3.4
<b>AA Agriculture, forestry, and fishing<sup>(3)</sup></b>	SG41A9	1.6	1.6	2.2	2.6	SG43A9	1.5	1.6	2.1	2.5
BB Mining	SG41B9	1.9	2.2	2.7	1.8	SG43B9	1.9	2.2	2.6	1.8
CC1 Food, beverage, and tobacco product mfg	SG41C0	2.1	2.1	1.8	1.9	SG43C0	2.2	2.1	1.9	1.9
CC2 Textile, leather, clothing, and footwear mfg	SG41C1	1.8	2.3	2.1	2.0	SG43C1	1.9	2.3	2.2	2.0
CC3 Wood and paper products manufacturing	SG41C2	2.0	1.7	1.6	2.1	SG43C2	2.0	1.7	1.6	2.1
CC4 Printing	SG41C3	-1.1	1.3	1.4	1.5	SG43C3	-1.0	1.4	1.4	1.6
CC5 Petroleum, chemical, polymer, and rubber prod mfg	SG41C4	2.2	2.3	2.4	2.6	SG43C4	2.2	2.4	2.3	2.7
CC6 Non-metallic mineral product manufacturing	SG41C5	2.1	2.3	2.6	2.8	SG43C5	2.1	2.2	2.7	2.9
CC7 Metal product manufacturing	SG41C6	2.2	2.6	2.5	2.2	SG43C6	2.3	2.6	2.5	2.1
CC8 Transport equipment, machinery, and equipment mfg	SG41C7	2.3	2.5	2.7	3.1	SG43C7	2.3	2.4	2.7	3.1
CC9 Furniture and other manufacturing	SG41C8	2.4	2.7	2.7	3.1	SG43C8	2.3	2.6	2.7	3.1
<b>CC Manufacturing</b>	SG41C9	2.1	2.2	2.2	2.4	SG43C9	2.1	2.2	2.2	2.3
DD Electricity, gas, water, and waste services	SG41D9	0.9	2.3	2.3	2.2	SG43D9	1.0	2.2	2.3	2.2
EE Construction	SG41E9	2.2	2.3	2.2	2.1	SG43E9	2.2	2.3	2.3	2.2
FF Wholesale trade	SG41F9	2.0	1.9	2.0	1.8	SG43F9	2.0	1.9	2.1	1.9
GH1 Retail trade	SG41G1	1.4	1.3	1.5	1.6	SG43G1	1.3	1.3	1.5	1.7
GH2 Accommodation and food services	SG41G2	1.9	1.9	1.9	1.8	SG43G2	1.9	1.9	1.9	1.8
<b>GH Retail trade and accommodation</b>	SG41G9	1.5	1.5	1.7	1.7	SG43G9	1.5	1.5	1.6	1.7
II Transport, postal, and warehousing	SG41I9	1.8	1.9	2.0	2.2	SG43I9	1.8	1.9	2.0	2.2
JJ Information media and telecommunications	SG41J9	2.8	2.5	2.3	1.5	SG43J9	2.8	2.5	2.2	1.5
KK Financial and insurance services	SG41K9	2.5	2.9	2.7	2.2	SG43K9	2.5	2.9	2.7	2.2
LL Rental, hiring, and real estate services	SG41L9	2.2	2.5	2.2	2.0	SG43L9	2.2	2.5	2.3	2.3
MN1 Professional, scientific, and technical services	SG41M1	2.5	2.7	2.8	2.6	SG43M1	2.6	2.7	2.8	2.6
MN2 Administrative and support services	SG41M2	1.4	1.3	1.4	1.8	SG43M2	1.5	1.3	1.4	1.9
<b>MN Prof, science, tech, admin, and support services</b>	SG41M9	2.2	2.2	2.4	2.4	SG43M9	2.3	2.3	2.4	2.4
PP Education and training	SG41P9	1.6	1.5	1.8	1.4	SG43P9	1.6	1.5	1.8	1.4
QQ Health care and social assistance	SG41Q9	1.8	1.9	1.7	2.0	SG43Q9	1.9	1.9	1.8	2.1
RS1 Arts and recreation services	SG41R1	1.6	1.9	2.3	2.7	SG43R1	1.6	1.8	2.3	2.7
RS2 Other services	SG41R2	2.3	2.5	2.6	2.9	SG43R2	2.3	2.5	2.6	2.9
<b>RS Arts, recreation, and other services</b>	SG41R9	2.1	2.3	2.5	2.9	SG43R9	2.0	2.3	2.5	2.9
<b>All industries combined<sup>(4)</sup></b>	SG41Z9	2.0	2.0	2.1	2.1	SG43Z9	2.0	2.0	2.1	2.1

Occupation group <sup>(5)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
1 Managers	SH41A9	1.8	2.0	2.0	1.9	SH43A9	1.8	2.0	2.0	1.9
2 Professionals	SH41B9	2.1	2.3	2.3	2.3	SH43B9	2.1	2.3	2.3	2.3
3 Technicians and trades workers	SH41C9	2.3	2.3	2.5	2.3	SH43C9	2.4	2.4	2.5	2.3
<b>Managers, profs, technicians, and trades workers<sup>(6)</sup></b>	SH41D9	2.0	2.1	2.1	2.1	SH43D9	2.0	2.1	2.2	2.1
4 Community and personal service workers	SH41E9	2.1	2.1	1.7	2.0	SH43E9	2.1	2.1	1.7	2.0
5 Clerical and administrative workers	SH41F9	2.1	1.9	2.0	2.0	SH43F9	2.1	1.9	2.0	2.0
6 Sales workers	SH41G9	1.4	1.6	1.7	1.7	SH43G9	1.3	1.6	1.7	1.7
<b>Service, clerical, and sales workers<sup>(7)</sup></b>	SH41H9	1.9	1.9	1.8	1.9	SH43H9	1.9	1.9	1.8	1.9
7 Machinery operators and drivers	SH41I9	2.1	2.3	2.4	2.4	SH43I9	2.1	2.2	2.4	2.5
8 Labourers	SH41J9	2.1	2.2	2.3	2.6	SH43J9	2.2	2.1	2.4	2.7
<b>Machinery operators, drivers, and labourers<sup>(8)</sup></b>	SH41K9	2.2	2.2	2.3	2.5	SH43K9	2.1	2.1	2.4	2.5
<b>All occupations combined</b>	SH41Z9	2.0	2.0	2.1	2.1	SH43Z9	2.0	2.0	2.1	2.1

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 4.1

**Salary and wage rates by industry**

All sectors combined

Base: June 2009 quarter (=1000)

Industry group <sup>(1)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
		Index for quarter					Index for quarter			
AA1 Agriculture	SG51A1	1023	1028	1037	1046	SG53A1	1025	1029	1037	1046
AA3 Fishing, aqua & agri, forest, and fish support services	SG51A3	1045	1054	1062	1071	SG53A3	1044	1054	1061	1071
<b>AA Agriculture, forestry, and fishing<sup>(3)</sup></b>	SG51A9	1030	1036	1044	1053	SG53A9	1031	1037	1044	1053
BB Mining	SG51B9	1053	1057	1065	1068	SG53B9	1054	1058	1066	1069
CC1 Food, beverage, and tobacco product mfg	SG51C0	1046	1053	1057	1062	SG53C0	1047	1053	1058	1063
CC2 Textile, leather, clothing, and footwear mfg	SG51C1	1040	1048	1049	1053	SG53C1	1041	1048	1049	1053
CC3 Wood and paper products manufacturing	SG51C2	1041	1045	1049	1058	SG53C2	1041	1045	1049	1058
CC4 Printing	SG51C3	1000	1004	1007	1011	SG53C3	1001	1006	1008	1013
CC5 Petroleum, chemical, polymer, and rubber prod mfg	SG51C4	1046	1053	1060	1066	SG53C4	1046	1054	1060	1067
CC6 Non-metallic mineral product manufacturing	SG51C5	1039	1049	1058	1065	SG53C5	1039	1049	1059	1066
CC7 Metal product manufacturing	SG51C6	1047	1059	1061	1064	SG53C6	1048	1059	1061	1064
CC8 Transport equipment, machinery, and equipment mfg	SG51C7	1049	1055	1063	1071	SG53C7	1049	1054	1063	1070
CC9 Furniture and other manufacturing	SG51C8	1034	1039	1041	1049	SG53C8	1033	1038	1041	1048
<b>CC Manufacturing</b>	SG51C9	1043	1050	1055	1061	SG53C9	1044	1050	1055	1061
DD Electricity, gas, water, and waste services	SG51D9	1037	1050	1054	1057	SG53D9	1037	1051	1054	1057
EE Construction	SG51E9	1042	1050	1054	1059	SG53E9	1043	1051	1055	1060
FF Wholesale trade	SG51F9	1040	1046	1051	1055	SG53F9	1040	1047	1052	1056
GH1 Retail trade	SG51G1	1033	1037	1041	1045	SG53G1	1033	1037	1041	1046
GH2 Accommodation and food services	SG51G2	1037	1041	1043	1051	SG53G2	1037	1041	1043	1051
<b>GH Retail trade and accommodation</b>	SG51G9	1034	1038	1042	1047	SG53G9	1034	1038	1042	1047
II Transport, postal, and warehousing	SG51I9	1047	1052	1056	1061	SG53I9	1047	1052	1057	1062
JJ Information media and telecommunications	SG51J9	1039	1044	1048	1049	SG53J9	1040	1044	1048	1049
KK Financial and insurance services	SG51K9	1035	1052	1054	1055	SG53K9	1035	1052	1054	1055
LL Rental, hiring, and real estate services	SG51L9	1030	1039	1047	1050	SG53L9	1031	1040	1047	1051
MN1 Professional, scientific, and technical services	SG51M1	1054	1063	1069	1075	SG53M1	1055	1063	1070	1075
MN2 Administrative and support services	SG51M2	1031	1033	1038	1044	SG53M2	1031	1034	1039	1044
<b>MN Prof, science, tech, admin, and support services</b>	SG51M9	1048	1055	1061	1066	SG53M9	1049	1055	1061	1066
OO1 Local government administration	SG51O1	1040	1055	1060	1061	SG53O1	1041	1056	1060	1062
OO2 Central govt admin, defence, and public safety	SG51O2	1020	1024	1024	1025	SG53O2	1020	1024	1024	1025
<b>OO Public administration and safety</b>	SG51O9	1023	1030	1030	1031	SG53O9	1023	1029	1030	1031
PP Education and training	SG51P9	1057	1059	1064	1067	SG53P9	1057	1059	1064	1067
QQ Health care and social assistance	SG51Q9	1039	1043	1047	1054	SG53Q9	1039	1043	1047	1054
RS1 Arts and recreation services	SG51R1	1032	1042	1047	1052	SG53R1	1032	1042	1047	1053
RS2 Other services	SG51R2	1041	1048	1056	1062	SG53R2	1041	1048	1056	1062
<b>RS Arts, recreation, and other services</b>	SG51R9	1037	1045	1052	1058	SG53R9	1037	1046	1052	1058
<b>All industries combined<sup>(3)</sup></b>	SG51Z9	1041	1047	1051	1056	SG53Z9	1041	1047	1052	1056

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

Industry group <sup>(1)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
AA1 Agriculture	SG51A1	0.1	0.5	0.9	0.9	SG53A1	0.2	0.4	0.8	0.9
AA3 Fishing, aqua & agri, forest, and fish support services	SG51A3	0.9	0.9	0.8	0.8	SG53A3	0.8	1.0	0.7	0.9
<b>AA Agriculture, forestry, and fishing<sup>(3)</sup></b>	SG51A9	0.4	0.6	0.8	0.9	SG53A9	0.4	0.6	0.7	0.9
BB Mining	SG51B9	0.3	0.4	0.8	0.3	SG53B9	0.3	0.4	0.8	0.3
CC1 Food, beverage, and tobacco product mfg	SG51C0	0.4	0.7	0.4	0.5	SG53C0	0.4	0.6	0.5	0.5
CC2 Textile, leather, clothing, and footwear mfg	SG51C1	0.8	0.8	0.1	0.4	SG53C1	0.9	0.7	0.1	0.4
CC3 Wood and paper products manufacturing	SG51C2	0.5	0.4	0.4	0.9	SG53C2	0.5	0.4	0.4	0.9
CC4 Printing	SG51C3	0.4	0.4	0.3	0.4	SG53C3	0.4	0.5	0.2	0.5
CC5 Petroleum, chemical, polymer, and rubber prod mfg	SG51C4	0.7	0.7	0.7	0.6	SG53C4	0.7	0.8	0.6	0.7
CC6 Non-metallic mineral product manufacturing	SG51C5	0.3	1.0	0.9	0.7	SG53C5	0.3	1.0	1.0	0.7
CC7 Metal product manufacturing	SG51C6	0.6	1.1	0.2	0.3	SG53C6	0.6	1.0	0.2	0.3
CC8 Transport equipment, machinery, and equipment mfg	SG51C7	0.9	0.6	0.8	0.8	SG53C7	0.9	0.5	0.9	0.7
CC9 Furniture and other manufacturing	SG51C8	1.7	0.5	0.2	0.8	SG53C8	1.7	0.5	0.3	0.7
<b>CC Manufacturing</b>	SG51C9	0.6	0.7	0.5	0.6	SG53C9	0.7	0.6	0.5	0.6
DD Electricity, gas, water, and waste services	SG51D9	0.5	1.3	0.4	0.3	SG53D9	0.4	1.4	0.3	0.3
EE Construction	SG51E9	0.5	0.8	0.4	0.5	SG53E9	0.6	0.8	0.4	0.5
FF Wholesale trade	SG51F9	0.4	0.6	0.5	0.4	SG53F9	0.4	0.7	0.5	0.4
GH1 Retail trade	SG51G1	0.4	0.4	0.4	0.4	SG53G1	0.4	0.4	0.4	0.5
GH2 Accommodation and food services	SG51G2	0.5	0.4	0.2	0.8	SG53G2	0.5	0.4	0.2	0.8
<b>GH Retail trade and accommodation</b>	SG51G9	0.4	0.4	0.4	0.5	SG53G9	0.4	0.4	0.4	0.5
II Transport, postal, and warehousing	SG51I9	0.5	0.5	0.4	0.5	SG53I9	0.5	0.5	0.5	0.5
JJ Information media and telecommunications	SG51J9	0.6	0.5	0.4	0.1	SG53J9	0.7	0.4	0.4	0.1
KK Financial and insurance services	SG51K9	0.2	1.6	0.2	0.1	SG53K9	0.2	1.6	0.2	0.1
LL Rental, hiring, and real estate services	SG51L9	0.1	0.9	0.8	0.3	SG53L9	0.3	0.9	0.7	0.4
MN1 Professional, scientific, and technical services	SG51M1	0.6	0.9	0.6	0.6	SG53M1	0.6	0.8	0.7	0.5
MN2 Administrative and support services	SG51M2	0.5	0.2	0.5	0.6	SG53M2	0.5	0.3	0.5	0.5
<b>MN Prof, science, tech, admin, and support services</b>	SG51M9	0.6	0.7	0.6	0.5	SG53M9	0.7	0.6	0.6	0.5
OO1 Local government administration	SG51O1	0.2	1.4	0.5	0.1	SG53O1	0.3	1.4	0.4	0.2
OO2 Central govt admin, defence, and public safety	SG51O2	0.5	0.4	0.0	0.1	SG53O2	0.5	0.4	0.0	0.1
<b>OO Public administration and safety</b>	SG51O9	0.4	0.7	0.0	0.1	SG53O9	0.4	0.6	0.1	0.1
PP Education and training	SG51P9	0.9	0.2	0.5	0.3	SG53P9	0.9	0.2	0.5	0.3
QQ Health care and social assistance	SG51Q9	0.5	0.4	0.4	0.7	SG53Q9	0.5	0.4	0.4	0.7
RS1 Arts and recreation services	SG51R1	0.6	1.0	0.5	0.5	SG53R1	0.6	1.0	0.5	0.6
RS2 Other services	SG51R2	0.9	0.7	0.8	0.6	SG53R2	0.9	0.7	0.8	0.6
<b>RS Arts, recreation, and other services</b>	SG51R9	0.7	0.8	0.7	0.6	SG53R9	0.7	0.9	0.6	0.6
<b>All industries combined<sup>(3)</sup></b>	SG51Z9	0.6	0.6	0.4	0.5	SG53Z9	0.6	0.6	0.5	0.4

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 4.3

**Salary and wage rates by industry**

All sectors combined

Percentage change from same quarter of previous year

Industry group <sup>(1)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
AA1 Agriculture	SG51A1	1.2	1.1	1.9	2.3	SG53A1	1.3	1.1	1.8	2.2
AA3 Fishing, aqua & agri, forest, and fish support services	SG51A3	2.5	2.8	3.1	3.4	SG53A3	2.5	2.8	3.0	3.4
<b>AA Agriculture, forestry, and fishing<sup>(3)</sup></b>	SG51A9	1.6	1.7	2.2	2.6	SG53A9	1.6	1.7	2.1	2.5
BB Mining	SG51B9	2.0	2.2	2.5	1.7	SG53B9	2.0	2.1	2.5	1.7
CC1 Food, beverage, and tobacco product mfg	SG51C0	2.1	2.1	1.8	1.9	SG53C0	2.2	2.1	1.9	1.9
CC2 Textile, leather, clothing, and footwear mfg	SG51C1	1.8	2.3	2.1	2.0	SG53C1	1.9	2.3	2.2	2.0
CC3 Wood and paper products manufacturing	SG51C2	2.0	1.7	1.6	2.1	SG53C2	2.0	1.7	1.6	2.1
CC4 Printing	SG51C3	-1.1	1.3	1.4	1.5	SG53C3	-1.0	1.4	1.4	1.6
CC5 Petroleum, chemical, polymer, and rubber prod mfg	SG51C4	2.2	2.3	2.4	2.6	SG53C4	2.2	2.4	2.3	2.7
CC6 Non-metallic mineral product manufacturing	SG51C5	2.1	2.3	2.6	2.8	SG53C5	2.1	2.2	2.7	2.9
CC7 Metal product manufacturing	SG51C6	2.2	2.6	2.5	2.2	SG53C6	2.3	2.6	2.5	2.1
CC8 Transport equipment, machinery, and equipment mfg	SG51C7	2.2	2.4	2.6	3.0	SG53C7	2.2	2.3	2.6	2.9
CC9 Furniture and other manufacturing	SG51C8	2.4	2.7	2.7	3.1	SG53C8	2.3	2.6	2.7	3.1
<b>CC Manufacturing</b>	SG51C9	2.0	2.1	2.1	2.3	SG53C9	2.1	2.1	2.1	2.3
DD Electricity, gas, water, and waste services	SG51D9	1.4	2.0	2.3	2.4	SG53D9	1.3	2.1	2.2	2.3
EE Construction	SG51E9	2.3	2.3	2.3	2.1	SG53E9	2.3	2.4	2.3	2.2
FF Wholesale trade	SG51F9	2.0	1.9	2.0	1.8	SG53F9	2.0	1.9	2.1	1.9
GH1 Retail trade	SG51G1	1.4	1.3	1.5	1.6	SG53G1	1.3	1.3	1.5	1.7
GH2 Accommodation and food services	SG51G2	1.9	1.9	1.9	1.8	SG53G2	1.9	1.9	1.9	1.8
<b>GH Retail trade and accommodation</b>	SG51G9	1.5	1.5	1.6	1.7	SG53G9	1.5	1.5	1.6	1.7
II Transport, postal, and warehousing	SG51I9	1.7	1.8	1.8	1.8	SG53I9	1.7	1.8	1.9	1.9
JJ Information media and telecommunications	SG51J9	2.7	2.3	2.1	1.5	SG53J9	2.8	2.3	2.1	1.5
KK Financial and insurance services	SG51K9	2.4	2.9	2.6	2.1	SG53K9	2.4	2.8	2.6	2.1
LL Rental, hiring, and real estate services	SG51L9	2.1	2.4	2.2	2.0	SG53L9	2.1	2.4	2.3	2.2
MN1 Professional, scientific, and technical services	SG51M1	2.4	2.6	2.7	2.6	SG53M1	2.5	2.6	2.8	2.5
MN2 Administrative and support services	SG51M2	1.3	1.1	1.4	1.8	SG53M2	1.3	1.2	1.4	1.8
<b>MN Prof, science, tech, admin, and support services</b>	SG51M9	2.1	2.2	2.3	2.3	SG53M9	2.2	2.2	2.3	2.3
OO1 Local government administration	SG51O1	1.8	2.2	2.4	2.2	SG53O1	1.9	2.3	2.4	2.3
OO2 Central govt admin, defence, and public safety	SG51O2	0.9	1.1	1.0	1.0	SG53O2	1.0	1.1	1.0	1.0
<b>OO Public administration and safety</b>	SG51O9	1.1	1.4	1.3	1.2	SG53O9	1.1	1.3	1.3	1.2
PP Education and training	SG51P9	2.2	2.3	2.3	1.8	SG53P9	2.2	2.3	2.3	1.8
QQ Health care and social assistance	SG51Q9	1.8	1.8	1.4	1.9	SG53Q9	1.8	1.8	1.4	1.9
RS1 Arts and recreation services	SG51R1	1.7	2.0	2.2	2.5	SG53R1	1.7	2.0	2.2	2.6
RS2 Other services	SG51R2	2.3	2.5	2.6	2.9	SG53R2	2.3	2.5	2.6	2.9
<b>RS Arts, recreation, and other services</b>	SG51R9	2.0	2.3	2.4	2.7	SG53R9	2.0	2.3	2.4	2.7
<b>All industries combined<sup>(3)</sup></b>	SG51Z9	2.0	2.0	2.0	2.0	SG53Z9	2.0	2.0	2.0	2.0

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 5.1

**Salary and wage rates by occupation**

All sectors combined

Base: June 2009 quarter (=1000)

Occupation group <sup>(1)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
		Index for quarter					Index for quarter			
1 Managers	SH51A9	1033	1040	1044	1048	SH53A9	1033	1040	1044	1048
24 Education professionals	SH51B4	1060	1061	1065	1067	SH53B4	1060	1061	1065	1067
25 Health professionals	SH51B5	1038	1041	1043	1053	SH53B5	1038	1041	1043	1053
2 Professionals	SH51B9	1044	1050	1055	1059	SH53B9	1044	1050	1054	1059
32 Automotive and engineering trades workers	SH51C2	1050	1057	1063	1069	SH53C2	1050	1057	1064	1069
33 Construction trades workers	SH51C3	1042	1048	1049	1060	SH53C3	1042	1048	1049	1060
3 Technicians and trades workers	SH51C9	1045	1052	1058	1063	SH53C9	1046	1053	1058	1064
<b>Managers, profs, technicians, and trades workers<sup>(3)</sup></b>	SH51D9	1040	1047	1051	1056	SH53D9	1040	1047	1052	1056
4 Community and personal service workers	SH51E9	1037	1041	1043	1048	SH53E9	1037	1041	1043	1048
53 General clerical workers	SH51F3	1042	1047	1050	1056	SH53F3	1042	1047	1050	1056
5 Clerical and administrative workers	SH51F9	1043	1049	1053	1057	SH53F9	1043	1049	1053	1057
62 Sales assistants and salespersons	SH51G2	1039	1044	1046	1052	SH53G2	1040	1044	1047	1053
6 Sales workers	SH51G9	1034	1038	1041	1046	SH53G9	1034	1039	1042	1047
<b>Service, clerical, and sales workers<sup>(4)</sup></b>	SH51H9	1039	1044	1048	1052	SH53H9	1039	1044	1048	1052
71 Machine and stationary plant operators	SH51I1	1046	1051	1057	1062	SH53I1	1047	1052	1058	1063
72 Mobile plant operators	SH51I2	1045	1056	1058	1062	SH53I2	1047	1059	1061	1065
73 Road and rail drivers	SH51I3	1043	1051	1060	1064	SH53I3	1043	1050	1059	1064
7 Machinery operators and drivers	SH51I9	1046	1053	1060	1064	SH53I9	1046	1054	1060	1065
83 Factory process workers	SH51J3	1055	1060	1066	1071	SH53J3	1054	1059	1065	1070
84 Farm, forestry, and garden workers	SH51J4	1030	1038	1046	1058	SH53J4	1032	1040	1048	1059
8 Labourers	SH51J9	1045	1050	1056	1065	SH53J9	1045	1050	1057	1066
<b>Machinery operators, drivers, and labourers<sup>(5)</sup></b>	SH51K9	1045	1051	1058	1065	SH53K9	1045	1052	1058	1066
<b>All occupations combined</b>	SH51Z9	1041	1047	1051	1056	SH53Z9	1041	1047	1052	1056

Skill level <sup>(6)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
		Index for quarter					Index for quarter			
Skill level 1	SI511	1039	1046	1050	1054	SI531	1039	1046	1050	1054
Skill level 2	SI512	1042	1050	1055	1058	SI532	1044	1051	1056	1059
Skill level 3	SI513	1041	1047	1051	1057	SI533	1042	1047	1052	1058
Skill level 4	SI514	1040	1047	1051	1055	SI534	1041	1047	1051	1056
Skill level 5	SI515	1043	1048	1053	1061	SI535	1043	1049	1054	1062

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

Occupation group <sup>(1)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
1 Managers	SH51A9	0.4	0.7	0.4	0.4	SH53A9	0.4	0.7	0.4	0.4
24 Education professionals	SH51B4	1.0	0.1	0.4	0.2	SH53B4	1.0	0.1	0.4	0.2
25 Health professionals	SH51B5	0.4	0.3	0.2	1.0	SH53B5	0.4	0.3	0.2	1.0
2 Professionals	SH51B9	0.6	0.6	0.5	0.4	SH53B9	0.6	0.6	0.4	0.5
32 Automotive and engineering trades workers	SH51C2	0.8	0.7	0.6	0.6	SH53C2	0.7	0.7	0.7	0.5
33 Construction trades workers	SH51C3	0.4	0.6	0.1	1.0	SH53C3	0.4	0.6	0.1	1.0
3 Technicians and trades workers	SH51C9	0.6	0.7	0.6	0.5	SH53C9	0.6	0.7	0.5	0.6
<b>Managers, profs, technicians, and trades workers<sup>(3)</sup></b>	SH51D9	0.5	0.7	0.4	0.5	SH53D9	0.5	0.7	0.5	0.4
4 Community and personal service workers	SH51E9	0.8	0.4	0.2	0.5	SH53E9	0.8	0.4	0.2	0.5
53 General clerical workers	SH51F3	0.4	0.5	0.3	0.6	SH53F3	0.4	0.5	0.3	0.6
5 Clerical and administrative workers	SH51F9	0.5	0.6	0.4	0.4	SH53F9	0.5	0.6	0.4	0.4
62 Sales assistants and salespersons	SH51G2	0.6	0.5	0.2	0.6	SH53G2	0.6	0.4	0.3	0.6
6 Sales workers	SH51G9	0.5	0.4	0.3	0.5	SH53G9	0.5	0.5	0.3	0.5
<b>Service, clerical, and sales workers<sup>(4)</sup></b>	SH51H9	0.5	0.5	0.4	0.4	SH53H9	0.5	0.5	0.4	0.4
71 Machine and stationary plant operators	SH51I1	0.6	0.5	0.6	0.5	SH53I1	0.6	0.5	0.6	0.5
72 Mobile plant operators	SH51I2	0.6	1.1	0.2	0.4	SH53I2	0.6	1.1	0.2	0.4
73 Road and rail drivers	SH51I3	0.6	0.8	0.9	0.4	SH53I3	0.6	0.7	0.9	0.5
7 Machinery operators and drivers	SH51I9	0.7	0.7	0.7	0.4	SH53I9	0.6	0.8	0.6	0.5
83 Factory process workers	SH51J3	0.6	0.5	0.6	0.5	SH53J3	0.5	0.5	0.6	0.5
84 Farm, forestry, and garden workers	SH51J4	0.4	0.8	0.8	1.1	SH53J4	0.5	0.8	0.8	1.0
8 Labourers	SH51J9	0.7	0.5	0.6	0.9	SH53J9	0.7	0.5	0.7	0.9
<b>Machinery operators, drivers, and labourers<sup>(5)</sup></b>	SH51K9	0.7	0.6	0.7	0.7	SH53K9	0.6	0.7	0.6	0.8
<b>All occupations combined</b>	SH51Z9	0.6	0.6	0.4	0.5	SH53Z9	0.6	0.6	0.5	0.4

Skill level <sup>(6)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
Skill level 1	SI511	0.5	0.7	0.4	0.4	SI531	0.5	0.7	0.4	0.4
Skill level 2	SI512	0.5	0.8	0.5	0.3	SI532	0.6	0.7	0.5	0.3
Skill level 3	SI513	0.5	0.6	0.4	0.6	SI533	0.6	0.5	0.5	0.6
Skill level 4	SI514	0.6	0.7	0.4	0.4	SI534	0.6	0.6	0.4	0.5
Skill level 5	SI515	0.6	0.5	0.5	0.8	SI535	0.6	0.6	0.5	0.8

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 5.3

**Salary and wage rates by occupation**

All sectors combined

Percentage change from same quarter of previous year

Occupation group <sup>(1)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
1 Managers	SH51A9	1.8	1.8	1.9	1.8	SH53A9	1.8	1.8	1.9	1.8
24 Education professionals	SH51B4	2.2	2.2	2.3	1.6	SH53B4	2.2	2.2	2.3	1.6
25 Health professionals	SH51B5	1.9	2.0	1.0	1.8	SH53B5	1.9	2.0	1.0	1.8
2 Professionals	SH51B9	2.0	2.1	2.1	2.0	SH53B9	2.0	2.1	2.0	2.0
32 Automotive and engineering trades workers	SH51C2	2.4	2.4	2.5	2.6	SH53C2	2.4	2.4	2.6	2.5
33 Construction trades workers	SH51C3	2.3	2.5	1.9	2.1	SH53C3	2.3	2.5	1.9	2.1
3 Technicians and trades workers	SH51C9	2.3	2.3	2.5	2.3	SH53C9	2.3	2.4	2.5	2.3
<b>Managers, profs, technicians, and trades workers<sup>(3)</sup></b>	SH51D9	2.0	2.0	2.0	2.0	SH53D9	2.0	2.0	2.1	2.0
4 Community and personal service workers	SH51E9	1.7	1.7	1.5	1.8	SH53E9	1.7	1.7	1.5	1.8
53 General clerical workers	SH51F3	1.8	1.7	1.6	1.7	SH53F3	1.7	1.7	1.6	1.7
5 Clerical and administrative workers	SH51F9	2.1	1.9	1.9	1.8	SH53F9	2.1	1.9	1.9	1.8
62 Sales assistants and salespersons	SH51G2	1.6	1.8	1.7	1.8	SH53G2	1.7	1.7	1.7	1.8
6 Sales workers	SH51G9	1.3	1.6	1.6	1.7	SH53G9	1.3	1.6	1.7	1.7
<b>Service, clerical, and sales workers<sup>(4)</sup></b>	SH51H9	1.8	1.8	1.7	1.7	SH53H9	1.8	1.8	1.7	1.7
71 Machine and stationary plant operators	SH51I1	1.9	1.9	2.1	2.1	SH53I1	1.9	1.9	2.1	2.1
72 Mobile plant operators	SH51I2	1.9	2.3	2.4	2.2	SH53I2	1.9	2.5	2.6	2.3
73 Road and rail drivers	SH51I3	2.2	2.3	2.6	2.6	SH53I3	2.2	2.2	2.5	2.6
7 Machinery operators and drivers	SH51I9	2.1	2.2	2.4	2.4	SH53I9	2.0	2.2	2.4	2.4
83 Factory process workers	SH51J3	2.3	2.2	2.1	2.1	SH53J3	2.3	2.2	2.1	2.0
84 Farm, forestry, and garden workers	SH51J4	1.7	2.1	2.4	3.1	SH53J4	1.8	2.1	2.5	3.1
8 Labourers	SH51J9	2.2	2.1	2.3	2.6	SH53J9	2.1	2.1	2.4	2.7
<b>Machinery operators, drivers, and labourers<sup>(5)</sup></b>	SH51K9	2.1	2.1	2.4	2.6	SH53K9	2.1	2.2	2.3	2.6
<b>All occupations combined</b>	SH51Z9	2.0	2.0	2.0	2.0	SH53Z9	2.0	2.0	2.0	2.0

Skill level <sup>(6)</sup>	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates <sup>(2)</sup>			
		2011		2012			2011		2012	
		Sep	Dec	Mar	Jun		Sep	Dec	Mar	Jun
Skill level 1	SI511	1.9	2.0	1.9	1.9	SI531	1.9	2.0	1.9	1.9
Skill level 2	SI512	2.2	2.1	2.3	2.0	SI532	2.4	2.2	2.4	2.0
Skill level 3	SI513	2.0	2.0	1.9	2.0	SI533	2.1	1.9	2.0	2.1
Skill level 4	SI514	1.8	2.0	2.0	2.0	SI534	1.9	1.9	2.0	2.0
Skill level 5	SI515	1.9	1.9	2.0	2.3	SI535	1.9	2.0	2.1	2.4

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 6.1

**Distribution of annual movements**

All sectors combined

Surveyed salary and wage rates

Series ref: LCIQ		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 <sup>(1)</sup>											
Series ref: LCIQ	SX511A	SX512A	SX513A	SX514A	SX515A	SX516A	SX519A	SX521A	SX522A	SX529A	
<b>Quarter</b>											
2003	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
2012	Mar	0	43	10	18	18	10	57	0	39	60
	Jun	0	43	10	17	19	11	56	0	39	60

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.

Source: Statistics New Zealand



Table 6.2

**Proportion of salary and wage rates increasing**  
 Private sector and all sectors combined  
 Surveyed salary and ordinary time wage rates

Series ref: LCIQ	Quarter	Private sector		All sectors combined	
		Proportion increasing from previous quarter	Proportion increasing from same quarter of previous year	Proportion increasing from previous quarter	Proportion increasing from same quarter of previous year
		Percent			
		SX419Q	SX419A	SX519Q	SX519A
2003	Jun	12	58	14	54
	Sep	18	52	20	54
	Dec	16	54	16	56
2004	Mar	12	53	12	56
	Jun	16	56	15	58
	Sep	18	55	19	56
	Dec	17	56	18	58
2005	Mar	13	57	13	59
	Jun	16	57	16	59
	Sep	19	57	23	59
	Dec	16	56	17	60
2006	Mar	14	58	14	61
	Jun	14	56	14	60
	Sep	19	55	21	57
	Dec	17	57	17	58
2007	Mar	13	57	13	59
	Jun	15	58	15	59
	Sep	19	57	19	56
	Dec	18	57	19	57
2008	Mar	14	58	15	59
	Jun	16	59	16	61
	Sep	21	60	23	62
	Dec	15	58	15	60
2009	Mar	12	58	13	60
	Jun	10	53	10	55
	Sep	12	44	15	47
	Dec	11	40	12	44
2010	Mar	10	40	11	43
	Jun	14	43	14	46
	Sep	18	48	17	49
	Dec	17	52	18	53
2011	Mar	13	55	14	56
	Jun	14	56	14	58
	Sep	17	55	18	56
	Dec	17	55	18	57
2012	Mar	12	55	13	57
	Jun	15	54	14	56

Source: Statistics New Zealand

Table 6.3

**Distribution of annual increases by reason**

All sectors combined

Surveyed salary and ordinary time wage rates

		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	Total
		Percent <sup>(1)</sup>				
Series ref: LCIQ		SR513A1	SR514A1	SR515A1	SR516A1	SR519A1
<b>Cost of living</b>						
<b>Quarter</b>						
2011	Jun	43	40	45	43	42
	Sep	43	42	45	44	43
	Dec	40	41	45	47	43
2012	Mar	43	45	48	51	47
	Jun	44	51	47	55	49
Series ref: LCIQ		SR513A2	SR514A2	SR515A2	SR516A2	SR519A2
<b>Match market rates</b>						
<b>Quarter</b>						
2011	Jun	17	18	26	46	25
	Sep	22	17	25	42	25
	Dec	21	18	24	44	25
2012	Mar	22	18	24	46	25
	Jun	23	17	24	45	26
Series ref: LCIQ		SR513A3	SR514A3	SR515A3	SR516A3	SR519A3
<b>Retain staff</b>						
<b>Quarter</b>						
2011	Jun	6	5	9	20	9
	Sep	7	4	8	21	9
	Dec	7	5	9	22	10
2012	Mar	7	7	10	26	11
	Jun	7	6	9	27	11
Series ref: LCIQ		SR513A4	SR514A4	SR515A4	SR516A4	SR519A4
<b>Attract staff</b>						
<b>Quarter</b>						
2011	Jun	0	0	0	3	1
	Sep	2	1	1	4	1
	Dec	2	1	1	3	1
2012	Mar	2	1	0	3	1
	Jun	2	1	0	4	1
Series ref: LCIQ		SR513A5	SR514A5	SR515A5	SR516A5	SR519A5
<b>Match market rates and/or retain/attract staff</b>						
<b>Quarter</b>						
2011	Jun	21	21	32	58	30
	Sep	25	19	30	54	30
	Dec	25	20	30	56	30
2012	Mar	25	22	30	58	32
	Jun	26	22	31	57	32
Series ref: LCIQ		SR513A6	SR514A6	SR515A6	SR516A6	SR519A6
<b>Collective employment agreements</b>						
<b>Quarter</b>						
2011	Jun	29	44	35	27	35
	Sep	29	44	38	30	37
	Dec	33	44	39	30	38
2012	Mar	31	41	38	24	35
	Jun	35	38	37	22	34

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, that fall within each annual-movement category.

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

**Source:** Statistics New Zealand

Table 7.1

**Median and mean increases**

All sectors combined

Surveyed salary and ordinary time increases<sup>(1)</sup>

Series ref: LCIQ	Percentage increase from previous quarter		Percentage increase from same quarter of previous year	
	Median	Mean	Median	Mean
	SW511Q	SW512Q	SW511A	SW512A
<b>Quarter</b>				
2003 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
2012 Mar	3.0	3.6	3.0	3.8
Jun	3.0	3.6	3.0	3.9

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

**Source:** Statistics New Zealand

Table 7.2

**Median and mean increases by sector**Surveyed salary and ordinary time increases<sup>(1)</sup>

	Public sector			Private sector	All sectors combined	
	Local government sector	Central government sector	Total			
<b>Median increase</b>						
Series ref: LCIQ	SW111Q	SW211Q	SW311Q	SW411Q	SW511Q	
<b>Percentage change from previous quarter</b>						
<b>Quarter</b>						
2010	Sep	2.5	2.5	2.5	3.0	2.8
	Dec	2.8	2.0	2.5	2.7	2.7
2011	Mar	2.4	2.0	2.0	2.5	2.5
	Jun	3.0	2.6	2.6	2.9	2.8
	Sep	3.0	2.2	2.6	3.0	3.0
	Dec	2.7	2.1	2.5	3.0	3.0
2012	Mar	3.0	2.0	2.1	3.1	3.0
	Jun	3.0	2.0	2.0	3.0	3.0
Series ref: LCIQ	SW111A	SW211A	SW311A	SW411A	SW511A	
<b>Percentage change from same quarter of previous year</b>						
<b>Quarter</b>						
2010	Sep	2.6	2.4	2.5	3.0	2.9
	Dec	2.8	2.0	2.5	3.0	2.9
2011	Mar	2.5	2.3	2.5	3.0	3.0
	Jun	2.8	2.5	2.5	3.0	2.9
	Sep	3.0	2.6	2.7	3.0	3.0
	Dec	3.0	2.5	2.6	3.0	3.0
2012	Mar	3.0	2.6	2.6	3.0	3.0
	Jun	3.0	2.2	2.5	3.0	3.0
<b>Mean increase</b>						
Series ref: LCIQ	SW112Q	SW212Q	SW312Q	SW412Q	SW512Q	
<b>Percentage change from previous quarter</b>						
<b>Quarter</b>						
2010	Sep	2.6	3.2	2.9	3.5	3.4
	Dec	3.0	2.5	2.7	3.2	3.1
2011	Mar	3.0	2.6	2.7	3.2	3.1
	Jun	3.7	2.6	2.9	3.4	3.3
	Sep	3.3	2.4	2.6	3.5	3.3
	Dec	3.1	2.5	2.8	3.6	3.4
2012	Mar	2.8	2.6	2.7	3.8	3.6
	Jun	3.1	2.7	2.9	3.7	3.6
Series ref: LCIQ	SW112A	SW212A	SW312A	SW412A	SW512A	
<b>Percentage change from same quarter of previous year</b>						
<b>Quarter</b>						
2010	Sep	3.5	3.2	3.3	3.6	3.6
	Dec	3.4	3.0	3.1	3.7	3.6
2011	Mar	3.2	2.9	3.0	3.7	3.5
	Jun	3.2	2.9	3.0	3.7	3.5
	Sep	3.9	2.9	3.2	3.7	3.6
	Dec	3.6	2.9	3.1	3.9	3.7
2012	Mar	3.5	2.8	3.0	4.0	3.8
	Jun	3.4	2.7	2.9	4.1	3.9

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

Source: Statistics New Zealand

Table 8.1

**Published and analytical unadjusted indexes for the private sector**

Salary and ordinary time wage rates

Base: June 2009 quarter (=1000)

	Published index			Analytical unadjusted index <sup>(1)(2)</sup>		
	Index	Percentage change <sup>(3)</sup>		Index	Percentage change <sup>(3)</sup>	
		From previous quarter	From same quarter of previous year		From previous quarter	From same quarter of previous year
Series ref: LCIQ	SG41Z9			SV41Z9		
<b>Quarter</b>						
2007 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
2012 Mar	1052	0.5	2.1	1096	0.7	3.5
Jun	1057	0.5	2.1	1105	0.8	3.6

1. Based on a matched sample of reported rates (ie before 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 NZ 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 before the June 2009 quarter.

**Source:** Statistics New Zealand

Table 8.2

**Published and analytical unadjusted indexes for all sectors combined**

Salary and ordinary time wage rates

Base: June 2009 quarter (=1000)

	Published index			Analytical unadjusted index <sup>(1)(2)</sup>			
	Index	Percentage change <sup>(3)</sup>		Index	Percentage change <sup>(3)</sup>		
		From previous quarter	From same quarter of previous year		From previous quarter	From same quarter of previous year	
Series ref: LCIQ	SG51Z9			SV51Z9			
<b>Quarter</b>							
2007	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
2012	Mar	1051	0.4	2.0	1091	0.6	3.3
	Jun	1056	0.5	2.0	1100	0.8	3.4

1. Based on a matched sample of reported rates (ie before 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 NZ 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 before 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
<b>Sector</b>	
Private	75.6
Public	24.4
<b>All sectors combined</b>	<b>100.0</b>
<b>Sector and cost</b>	
Private sector	
Salary and ordinary time wage rates	97.1
Overtime wage rates	2.9
<b>All salary and wage rates</b>	<b>100.0</b>
Public sector	
Salary and ordinary time wage rates	98.1
Overtime wage rates	1.9
<b>All salary and wage rates</b>	<b>100.0</b>
All sectors combined	
Salary and ordinary time wage rates	97.3
Overtime wage rates	2.7
<b>All salary and wage rates</b>	<b>100.0</b>
<b>Occupation group<sup>(1)</sup></b>	
1 Managers	21.7
2 Professionals	25.9
3 Technicians and trades workers	12.4
<b>Managers, professionals, technicians, and trades workers<sup>(2)</sup></b>	<b>60.0</b>
4 Community and personal service workers	6.1
5 Clerical and administrative workers	13.2
6 Sales workers	6.5
<b>Service, clerical, and sales workers<sup>(3)</sup></b>	<b>25.8</b>
7 Machinery operators and drivers	5.8
8 Labourers	8.3
<b>Machinery operators, drivers, and labourers<sup>(4)</sup></b>	<b>14.1</b>
<b>All occupations combined</b>	<b>100.0</b>
<b>Skill level<sup>(5)</sup></b>	
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
<b>All skill levels combined</b>	<b>100.0</b>

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 <sup>(1)</sup>	Base expenditure weight (June 2009 quarter) Percent	
AA1	Agriculture	3.1
AA3	Fishing, aqua & agri, forest, and fish support services	1.1
<b>AA</b>	<b>Agriculture, forestry, and fishing<sup>(2)</sup></b>	<b>4.4</b>
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
<b>CC</b>	<b>Manufacturing</b>	<b>13.7</b>
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
<b>GH</b>	<b>Retail trade and accommodation</b>	<b>9.7</b>
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
<b>MN</b>	<b>Prof, science, tech, admin, and support services</b>	<b>12.3</b>
OO1	Local government administration	1.3
OO2	Central govt admin, defence, and public safety	6.5
<b>OO</b>	<b>Public administration and safety</b>	<b>7.8</b>
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
<b>RS</b>	<b>Arts, recreation, and other services</b>	<b>4.4</b>
<b>All industries combined<sup>(2)</sup></b>		<b>100.0</b>

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