

Embargoed until 10:45am – 5 November 2007

Labour Cost Index (Salary and Wage Rates): September 2007 quarter

Highlights

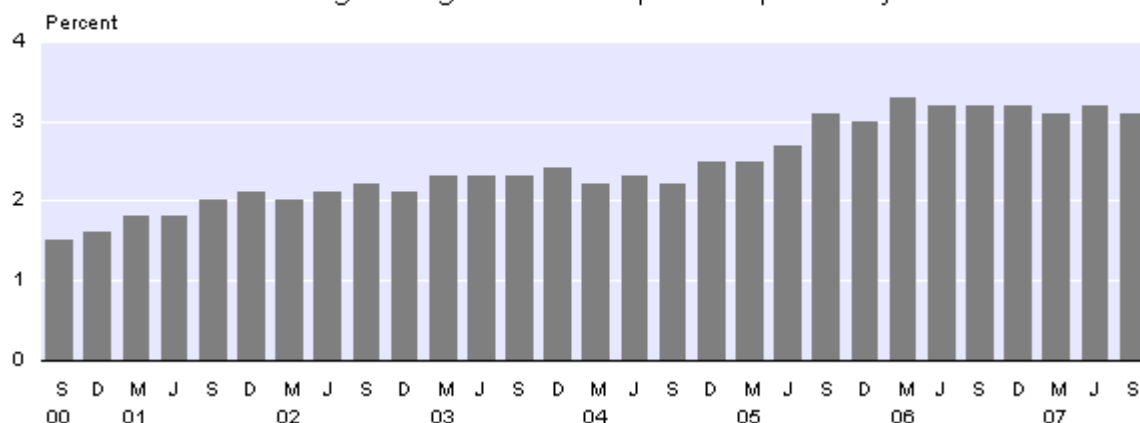
In the year to the September 2007 quarter:

- Salary and wage rates (including overtime) increased 3.1 percent.
- Overtime wage rates increased 3.5 percent.
- The mean increase for all surveyed salary and ordinary time wage rates that rose was 5.5 percent.

Sector	Salary and ordinary time wage rates		All salary and wage rates (including overtime)	
	Percentage change from previous quarter	Percentage change from previous year	Percentage change from previous quarter	Percentage change from previous year
All sectors	1.0	3.1	0.9	3.1
Public sector	1.3	2.9	1.3	3.0
Private sector	0.9	3.3	0.9	3.2

All Salary and Wage Rates

Percentage change from same quarter of previous year



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5 November 2007
ISSN 1178-0525

There is a companion Media Release published – [Labour Cost Index and Quarterly Employment Survey: June 2007 quarter](#).

Commentary

Overview

The Labour Cost Index (LCI) shows a rise of 3.1 percent in salary and wage rates (including overtime) in the year to the September 2007 quarter. This followed a rise of 3.2 percent in the year to the June 2007 quarter. In comparison, the Quarterly Employment Survey (QES) average total hourly earnings increased 3.9 percent in the year to the September 2007 quarter.

The QES average earnings statistics reflect not only changes in pay rates, but also compositional and other changes across and within the paid workforce. In comparison, the 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 the performance of individual employees are not shown in the index.

In the LCI, salary and wage rates (including overtime) rose 0.9 percent in the September 2007 quarter, following a 0.7 percent rise in the June 2007 quarter.

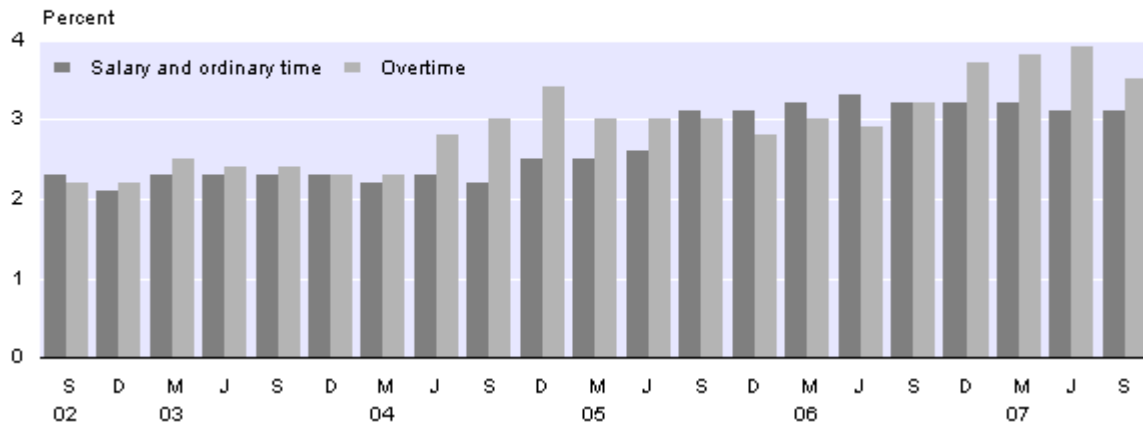
Salary and ordinary time wage rates increased 3.1 percent in the year to the September 2007 quarter, the same increase recorded in the year to the June 2007 quarter. Overtime wage rates were up 3.5 percent in the year to the September 2007 quarter, but down from the record 3.9 percent increase in the year to the June 2007 quarter.

In the September 2007 quarter, salary and ordinary time wage rates were up 1.0 percent, following rises of 0.6 percent in both the June 2007 and March 2007 quarters. Overtime wage rates also rose 1.0 percent in the September 2007 quarter, following a 0.9 percent rise in the June 2007 quarter.

Salary and Ordinary Time and Overtime Wage Rates

All sectors combined

Percentage change from same quarter of previous year



In the year to the September 2007 quarter, the mean increase for all surveyed salary and ordinary time wage rates that rose was 5.5 percent. The mean increase for the September 2007 quarter was 4.6 percent.

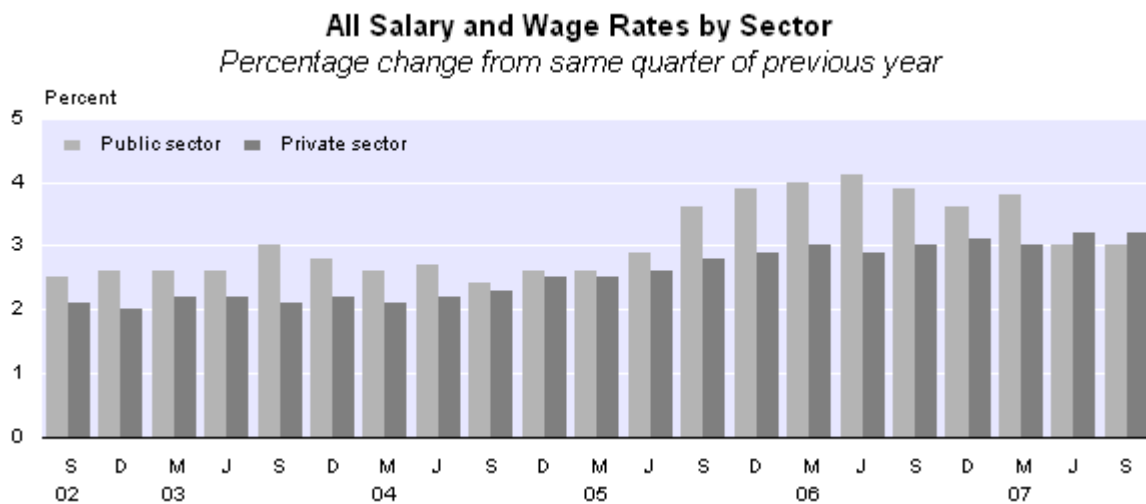
Sector movements

Public sector salary and wage rates (including overtime) increased 3.0 percent in the year to the September 2007 quarter, following an identical increase in the year to the June 2007 quarter. The latest increase was due to rises of 3.0 percent in the central government sector and 2.8 percent in the local government sector.

In the September 2007 quarter, public sector salary and wage rates (including overtime) rose 1.3 percent. This compares with rises of 0.3 percent and 0.6 percent in the June 2007 and March 2007 quarters, respectively.

Private sector salary and wage rates (including overtime) were up 3.2 percent in the year to the September 2007 quarter, the largest annual rise since the series began in the December 1992 quarter (matching the 3.2 percent rise in the year to the June 2007 quarter).

Private sector salary and wage rates (including overtime) increased 0.9 percent in the September 2007 quarter, following a 0.8 percent rise in the June 2007 quarter.



Industry movements

In the year to the September 2007 quarter, the industry groups with the largest annual increases in salary and wage rates (including overtime) were:

- mining – up 4.9 percent
- finance and insurance – up 4.8 percent

Other industry groups with notable movements in the year to the September 2007 quarter were:

- education – up 3.1 percent
- wholesale trade – up 3.1 percent.

Salary and wage rates (including overtime) for the mining industry increased 4.9 percent in the year to the September 2007 quarter. This followed a 4.4 percent increase in the year to the June 2007 quarter, and is the largest annual increase since the series began in the June 2001 quarter. In the September 2007 quarter, salary and wage rates (including overtime) for the mining industry increased 2.4 percent, following increases of 1.3 percent and 0.3 percent in the June 2007 and March 2007 quarters, respectively. The latest quarterly increase is the largest since the series began in the June 2001 quarter. The main reason provided by respondents for the increase was to match market rates.

Finance and insurance industry salary and wage rates (including overtime) increased 4.8 percent in the year to the September 2007 quarter, following increases of 5.2 percent in the year to the June 2007 quarter, and 5.0 percent in the years to the March 2007 and December 2006 quarters. In the September 2007 quarter, salary and wage rates (including overtime) for finance and insurance increased 0.4 percent, following a 0.8 percent increase in the June 2007 quarter. Matching market rates was the main reason given by respondents for the latest quarterly increase.

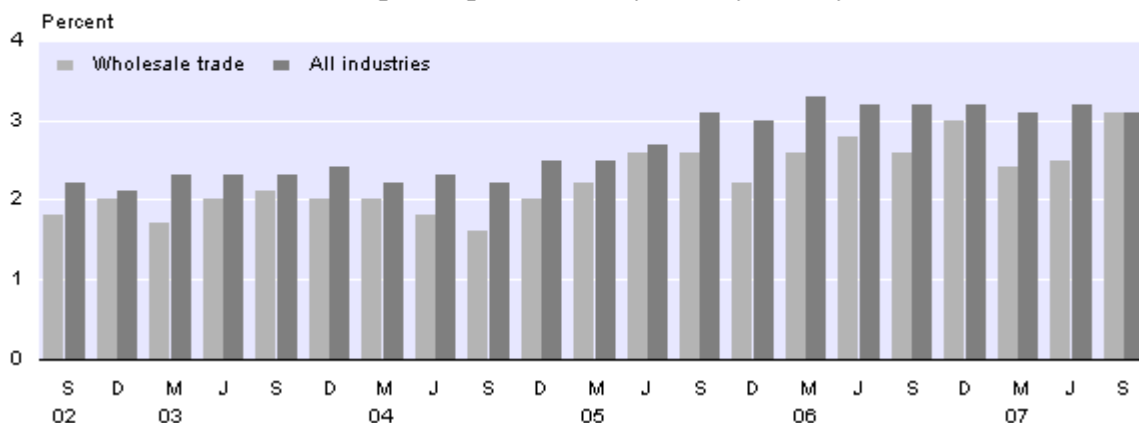
For the education industry, salary and wage rates (including overtime) increased 3.1 percent in the year to the September 2007 quarter, compared with an increase of 2.2 percent in the year to the June 2007 quarter. In the September 2007 quarter, salary and wage rates (including overtime) for the education industry increased 1.7 percent, the largest quarterly increase for this industry since the series began in the June 2001 quarter. It followed increases of 0.4 percent and 0.3 percent in the June 2007 and March 2007 quarters, respectively. The main reason provided by respondents for the latest increase was to reflect the cost of living.

The wholesale trade industry had an increase of 3.1 percent in salary and wage rates (including overtime) for the year to the September 2007 quarter. This is the largest annual increase since the series began in the June 2001 quarter and follows an increase of 2.5 percent in year to the June 2007 quarter. In the September 2007 quarter, salary and wage rates (including overtime) for the wholesale trade industry increased 1.0 percent, the largest quarterly increase since the series began in the June 2001 quarter. This followed increases of 0.9 percent in the June 2007 quarter, and 0.4 percent in the March 2007, December 2006 and September 2006 quarters. The main reason provided by respondents for the latest quarterly increase was to reflect the cost of living.

All Salary and Wage Rates of Wholesale Trade and All Industries

All sectors combined

Percentage change from same quarter of previous year



Occupation movements

In the year to the September 2007 quarter, overall annual increases in salary and wage rates (including overtime) for the three broad occupation groups were:

- 2.9 percent for managers, professionals and technicians
- 3.6 percent for clerks, service and sales workers
- 3.6 percent for other occupations.

Across all occupation groups, annual increases ranged from 2.2 percent (for health professionals) to 4.5 percent for personal and protective services workers.

Salary and wage rates (including overtime) for personal and protective services workers increased 4.5 percent in the year to the September 2007 quarter, following a 4.1 percent increase in the year to the June 2007 quarter. The latest annual increase is the largest since the series began in the December 1992 quarter. Salary and wage rates (including overtime) increased 1.4 percent in the September 2007 quarter, compared with a 0.9 percent increase in the June 2007 quarter. The main reason provided by respondents for the increase this quarter was to reflect the cost of living.

In the year to the September 2007 quarter, the health professionals occupation group recorded its lowest annual increase in salary and wage rates (including overtime) since the year to the December 2000 quarter, increasing 2.2 percent. This followed increases of 5.2 percent and 5.6 percent in the years to the June 2007 and March 2007 quarters, respectively. The lower annual increase for health professionals in the year to the September 2007 quarter was due to the record 3.7 percent increase in the September 2006 quarter dropping out of the annual calculation.

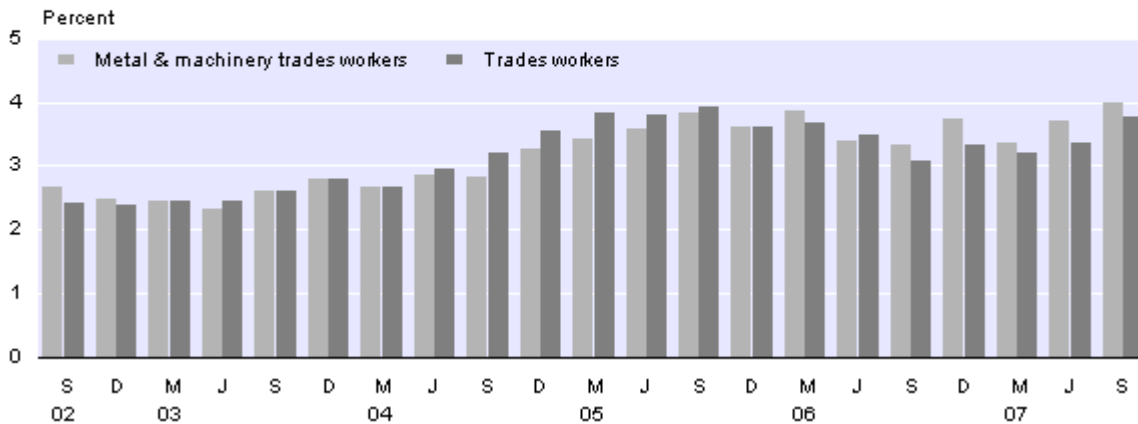
Salary and wage rates (including overtime) for trades workers increased 3.8 percent in the year to the September 2007 quarter, compared with a 3.4 percent increase in the year to the June 2007 quarter. In the September 2007 quarter, salary and wage rates (including overtime) increased 1.3 percent, following a rise of 0.8 percent in the June 2007 quarter. The latest quarterly increase is the largest recorded for trades workers since the series began in the December 1992 quarter. Respondents commonly cited the cost of living as the reason for the increase.

Within the trades workers occupation group, metal and machinery trades workers had a 4.0 percent increase in salary and wage rates (including overtime) in the year to the September 2007 quarter. This compares with a 3.7 percent increase in the year to the June 2007 quarter, and is the largest annual increase recorded for this occupation group since the series began in the December 1992 quarter. Metal and machinery trades workers had a 1.4 percent increase in salary and wage rates (including overtime) in the September 2007 quarter, following increases of 0.8 percent and 0.4 percent in the June 2007 and March 2007 quarters, respectively. The latest quarterly increase is the largest since the series began, and was mainly due to reflecting the cost of living, while collective employment agreements coming into effect also had an impact.

Salary and Wage Rates of Metal & Machinery Trades Workers and Trades Workers

All sectors combined

Percentage change from same quarter of previous year



Distribution of pay rates

In the year to the September 2007 quarter, 57 percent of salary and ordinary time wage rates in the survey sample increased. In the September 2007 quarter, twenty percent of salary and ordinary time wage rates in the survey sample increased.

Twenty-four percent of salary and ordinary time wage rates rose more than 3 percent, but not more than 5 percent in the year to the September 2007 quarter, and 20 percent rose more than 5 percent.

Sixty-one percent of overtime wage rates increased in the year to the September 2007 quarter, while 38 percent were unchanged.

Survey respondents are asked to give reasons for each movement in pay rates. In the year to the September 2007 quarter, 43 percent of increases in salary and wage rates were, at least in part, to reflect the cost of living; 28 percent were to match market rates, 27 percent were due to changes in collective employment agreements, 12 percent were to retain staff, and 2 percent were to attract staff.

Median and mean increases

The median (ie middle) increase for all surveyed salary and ordinary time wage rates that rose in the year to the September 2007 quarter was 4.1 percent, the same as for the years to the June 2007 and March 2007 quarters.

The median increase for the September 2007 quarter was 3.7 percent, which followed a 4.0 percent increase in the June 2007 quarter.

The mean increase for all surveyed salary and ordinary time wage rates that rose in the year to the September 2007 quarter was 5.5 percent. For the September 2007 quarter, the mean increase was 4.6 percent, following a mean increase of 4.8 percent in the June 2007 quarter.

Sector	Percentage change from previous quarter		Percentage change from same quarter of previous year	
	Median increase*	Mean increase*	Median increase*	Mean increase*
Local government	3.7	4.3	3.9	4.9
Central government	3.0	3.4	3.5	4.8
Public sector	3.0	3.6	3.7	4.8
Private sector	3.8	4.9	4.2	5.6
All sectors	3.7	4.6	4.1	5.5

* Does not include decreases or rates that remained unchanged.

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Technical notes

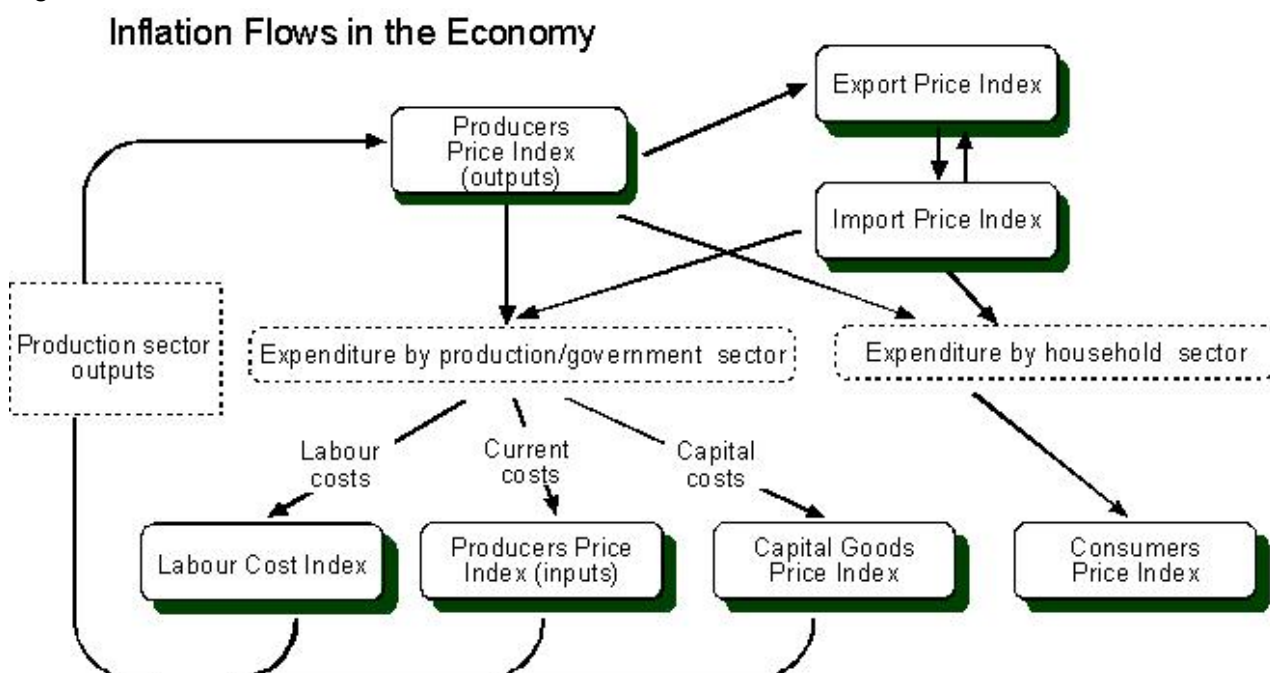
What the index measures

The salary and wage rates component of the Labour Cost Index (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:

- Annual leave and statutory holidays
- Superannuation
- 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 diagrammatically 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. Information from the Annual Enterprise Survey indicates that labour costs account for about 16 percent of employers' total expenditure (including depreciation).

Figure 1



The LCI has fixed industry and occupation weights, and measures changes in salary and wage rates for a fixed quantity and quality of labour input. Service increments, merit promotions and increases (and decreases) relating to the performance of employees are not shown in the index (see the section on quality control for more details). 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).

Index calculation and base

The index is calculated using the price-relatives form of the base-weighted Laspeyres formula, and is expressed on a base of the June 2001 quarter (=1000). The index's calculation base is periodically updated to reflect changes in the sector of ownership of organisations.

Coverage

The index 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).

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 2001 Census of Population and Dwellings information on the relative importance of occupations within each sector by industry group, Business Frame (BF) information on the relative importance of industry groups within each sector, and pay rates surveyed in the June 2001 quarter.

Occupation-group weights for all salary and wage rates are given in the following table.

Occupation group	Weight
	(Percent)
Legislators, administrators and managers	20.0
Professionals	19.8
Technicians and associate professionals	13.4
Managers, professionals and technicians	53.2
Clerks	12.2
Service and sales workers	9.2
Clerks, service and sales workers	21.5
Agriculture and fishery workers	3.6
Trades workers	8.1
Plant and machine operators and assemblers	9.2
Elementary occupations	4.6
Other occupations	25.3
All occupations combined	100.0

Note: Percentages may not sum to totals due to rounding.

Details of the reweighting and rebasing of the index can be found in the Technical notes and Tables 9.1 and 9.2 of the Hot Off The Press *Labour Cost Index (Salary and Wage Rates): March 2002 quarter*. For a copy of the March 2002 quarter Technical notes, please phone our information centre, 0508 525 525 (toll-free), or email info@stats.govt.nz.

How information is obtained

Salary and ordinary time and overtime wage rates for a fixed set of job descriptions are obtained by a quarterly postal survey of employers. Each quarter, salary and wage rates are surveyed for the pay period in which the 15th of the middle month of the quarter falls.

Quality control

The index 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 which 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. There have been several employment contract settlements in recent years of this type, particularly in the central government sector.

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.

Index number rounding

Index number rounding uses standard Statistics New Zealand 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 0.6 percent from the December 2002 quarter to the March 2003 quarter is larger than the 0.5 percent increases for both the public sector and the private sector. The higher figure for all sectors combined was mainly caused by both the index number for the December 2002 quarter and the public sector index number for the March 2003 quarter being rounded down to the nearest index point.

Median and mean increases

The latest quarterly and annual results for the median and mean increases are discussed in the commentary. The mean tends to be higher than the median because the distribution changes in pay rates are 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 percent change in recorded salary and ordinary time wage rates. This differs from the quarterly and annual index movements which measure the percent change between calculated index numbers.

Experimental series

An experimental 'unadjusted' index series, based on ordinary time pay rates collected in the LCI sample, is available in the Supplementary tables of this release. These tables are available on the Statistics NZ website (<http://www.stats.govt.nz/>).

The experimental unadjusted series is an unofficial measure that is intended to complement the official LCI and QES indicators and provide users with a fuller picture on the wages front. The experimental 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 experimental 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).

Experimental 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 experimental 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 prior to 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 experimental 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 experimental 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 experimental 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 experimental 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 2001, so will not take account of the effect of any long-term structural shifts that have occurred since then on the relative importance of occupations within industries within sectors of ownership. 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 experimental 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	Experimental 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

Year/ quarter	Reported pay rate (per annum)	Reason for change	Treatment	Published LCI	Experimental unadjusted index
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

More information

For more information, follow the [link](#) from the Technical notes of this release on the Statistics New Zealand website.

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Next release ...

Labour Cost Index (Salary and Wage Rates): December 2007 quarter will be released on 5 February 2008.

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Tables

The following tables can be downloaded from the Statistics New Zealand website in Excel format. If you do not have access to Excel, you may use the [Excel file viewer](#) to view, print and export the contents of the file.

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Labour Cost Index (Salary and Wage Rates): September 2007 quarter

Table 1

Salary and Wage Rates by Sector
All industries/occupations combined
 Base: June 2001 quarter (=1000)

	Public sector			Private sector	All sectors combined
	Local government sector	Central government sector	Total		
<i>Series ref: LCIQ</i>	<i>SE11Z9</i>	<i>SE21Z9</i>	<i>SE31Z9</i>	<i>SE41Z9</i>	<i>SE51Z9</i>
Index of salary and ordinary time wage rates					
Quarter					
2006 Sep	1145	1174	1170	1134	1143
Dec	1152	1184	1179	1144	1153
2007 Mar	1159	1190	1186	1152	1160
Jun	1168	1193	1189	1160	1167
Sep	1176	1209	1204	1171	1179
Percentage change from previous quarter					
Quarter					
2006 Sep	0.8	1.4	1.3	0.8	1.0
Dec	0.6	0.9	0.8	0.9	0.9
2007 Mar	0.6	0.5	0.6	0.7	0.6
Jun	0.8	0.3	0.3	0.7	0.6
Sep	0.7	1.3	1.3	0.9	1.0
Percentage change from same quarter of previous year⁽¹⁾					
Quarter					
2006 Sep	3.5	4.0	3.9	2.9	3.2
Dec	2.8	3.7	3.5	3.1	3.2
2007 Mar	2.7	3.7	3.7	3.0	3.2
Jun	2.8	3.0	2.9	3.1	3.1
Sep	2.7	3.0	2.9	3.3	3.1
<i>Series ref: LCIQ</i>	<i>SE12Z9</i>	<i>SE22Z9</i>	<i>SE32Z9</i>	<i>SE42Z9</i>	<i>SE52Z9</i>
Index of overtime wage rates					
Quarter					
2006 Sep	1191	1228	1225	1146	1156
Dec	1200	1262	1256	1157	1169
2007 Mar	1205	1276	1269	1163	1175
Jun	1218	1276	1270	1173	1185
Sep	1224	1283	1277	1186	1197
Percentage change from previous quarter					
Quarter					
2006 Sep	1.3	4.2	3.9	1.0	1.3
Dec	0.8	2.8	2.5	1.0	1.1
2007 Mar	0.4	1.1	1.0	0.5	0.5
Jun	1.1	0.0	0.1	0.9	0.9
Sep	0.5	0.5	0.6	1.1	1.0
Percentage change from same quarter of previous year⁽¹⁾					
Quarter					
2006 Sep	3.6	6.4	6.1	2.9	3.2
Dec	3.4	8.4	7.8	3.2	3.7
2007 Mar	3.3	9.5	8.8	3.2	3.8
Jun	3.6	8.3	7.7	3.3	3.9
Sep	2.8	4.5	4.2	3.5	3.5

Note: For footnotes, see end of table.

Labour Cost Index (Salary and Wage Rates): September 2007 quarter

Table 1
continued

Salary and Wage Rates by Sector

All industries/occupations combined

Base: June 2001 quarter (=1000)

	Public sector			Private sector	All sectors combined
	Local government sector	Central government sector	Total		
Series ref: LCIQ	SE13Z9	SE23Z9	SE33Z9	SE43Z9	SE53Z9
Index of all salary and wage rates⁽²⁾					
Quarter					
2006 Sep	1145	1174	1170	1136	1143
Dec	1152	1184	1180	1146	1153
2007 Mar	1160	1190	1187	1153	1160
Jun	1168	1193	1190	1162	1168
Sep	1177	1209	1205	1172	1179
Percentage change from previous quarter					
Quarter					
2006 Sep	0.7	1.5	1.3	0.9	1.0
Dec	0.6	0.9	0.9	0.9	0.9
2007 Mar	0.7	0.5	0.6	0.6	0.6
Jun	0.7	0.3	0.3	0.8	0.7
Sep	0.8	1.3	1.3	0.9	0.9
Percentage change from same quarter of previous year⁽¹⁾					
Quarter					
2006 Sep	3.5	4.0	3.9	3.0	3.2
Dec	2.7	3.8	3.6	3.1	3.2
2007 Mar	2.7	3.8	3.8	3.0	3.1
Jun	2.7	3.1	3.0	3.2	3.2
Sep	2.8	3.0	3.0	3.2	3.1

(1) Percentage changes are calculated from index numbers that are unrounded prior to the March 2002 quarter.

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

Labour Cost Index (Salary and Wage Rates): September 2007 quarter

Table 2.1

Salary and Wage Rates by Industry and by Occupation

Public sector

Base: June 2001 quarter (=1000)

Industry group ⁽¹⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾			
		2006		2007			2006		2007	
		Dec	Mar	Jun	Sep		Dec	Mar	Jun	Sep
		Index for quarter					Index for quarter			
D Electricity, gas and water supply	SE31D9	1189	1192	1193	1218	SE33D9	1191	1194	1194	1220
M01 Central govt administration and defence	SE31M1	1143	1153	1153	1170	SE33M1	1145	1155	1155	1172
M02 Local government administration	SE31M2	1150	1153	1164	1169	SE33M2	1150	1153	1164	1169
M Government administration and defence	SE31M9	1144	1153	1155	1170	SE33M9	1146	1155	1157	1172
N Education	SE31N9	1205	1208	1214	1237	SE33N9	1205	1208	1214	1237
O Health and community services	SE31O9	1227	1236	1238	1245	SE33O9	1228	1237	1239	1246
All industries combined⁽³⁾	SE31Z9	1179	1186	1189	1204	SE33Z9	1180	1187	1190	1205

Occupation group ⁽⁴⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾			
		2006		2007			2006		2007	
		Dec	Mar	Jun	Sep		Dec	Mar	Jun	Sep
		Index for quarter					Index for quarter			
1 Legislators, administrators and managers	SF31A9	1148	1153	1161	1170	SF33A9	1148	1153	1161	1170
2 Professionals	SF31B9	1204	1210	1213	1230	SF33B9	1204	1210	1213	1230
3 Technicians and associate professionals	SF31C9	1169	1172	1175	1184	SF33C9	1169	1172	1175	1184
Managers, professionals and technicians⁽⁵⁾	SF31D9	1185	1190	1194	1208	SF33D9	1187	1192	1196	1209
4 Clerks	SF31E9	1156	1160	1163	1175	SF33E9	1157	1161	1164	1176
5 Service and sales workers	SF31F9	1178	1199	1200	1223	SF33F9	1183	1204	1205	1228
Clerks, service and sales workers⁽⁶⁾	SF31G9	1162	1174	1176	1193	SF33G9	1166	1177	1178	1195
6 Agriculture and fishery workers	SF31H9	1173	1178	1183	1188	SF33H9	1175	1179	1185	1189
7 Trades workers	SF31I9	1149	1169	1190	1206	SF33I9	1148	1167	1188	1204
8 Plant and machine operators and assemblers	SF31J9	1203	1207	1214	1235	SF33J9	1202	1206	1213	1233
9 Elementary occupations	SF31K9	1131	1143	1148	1159	SF33K9	1133	1145	1150	1160
Other occupations⁽⁷⁾	SF31L9	1160	1170	1179	1192	SF33L9	1160	1171	1179	1193
All occupations combined	SF31Z9	1179	1186	1189	1204	SF33Z9	1180	1187	1190	1205

(1) Based on the Australian and New Zealand Standard Industrial Classification (ANZSIC96).

(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) New Zealand Standard Classification of Occupations 1999 (NZSCO99) major groups.

(5) NZSCO99 major groups 1, 2 and 3.

(6) NZSCO99 major groups 4 and 5.

(7) NZSCO99 major groups 6, 7, 8 and 9.

Labour Cost Index (Salary and Wage Rates): September 2007 quarter

Table 2.2

Salary and Wage Rates by Industry and by Occupation

Public sector

Percentage change from previous quarter

Industry group ⁽¹⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾			
		2006	2007				2006	2007		
		Dec	Mar	Jun	Sep		Dec	Mar	Jun	Sep
D Electricity, gas and water supply	SE31D9	0.7	0.3	0.1	2.1	SE33D9	0.7	0.3	0.0	2.2
M01 Central govt administration and defence	SE31M1	0.9	0.9	0.0	1.5	SE33M1	0.9	0.9	0.0	1.5
M02 Local government administration	SE31M2	0.6	0.3	1.0	0.4	SE33M2	0.6	0.3	1.0	0.4
M Government administration and defence	SE31M9	0.8	0.8	0.2	1.3	SE33M9	0.9	0.8	0.2	1.3
N Education	SE31N9	0.9	0.2	0.5	1.9	SE33N9	0.9	0.2	0.5	1.9
O Health and community services	SE31O9	0.8	0.7	0.2	0.6	SE33O9	0.9	0.7	0.2	0.6
All industries combined⁽³⁾	SE31Z9	0.8	0.6	0.3	1.3	SE33Z9	0.9	0.6	0.3	1.3

Occupation group ⁽⁴⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾			
		2006	2007				2006	2007		
		Dec	Mar	Jun	Sep		Dec	Mar	Jun	Sep
1 Legislators, administrators and managers	SF31A9	0.9	0.4	0.7	0.8	SF33A9	0.9	0.4	0.7	0.8
2 Professionals	SF31B9	0.8	0.5	0.2	1.4	SF33B9	0.7	0.5	0.2	1.4
3 Technicians and associate professionals	SF31C9	0.7	0.3	0.3	0.8	SF33C9	0.7	0.3	0.3	0.8
Managers, professionals and technicians⁽⁵⁾	SF31D9	0.8	0.4	0.3	1.2	SF33D9	0.8	0.4	0.3	1.1
4 Clerks	SF31E9	1.2	0.3	0.3	1.0	SF33E9	1.2	0.3	0.3	1.0
5 Service and sales workers	SF31F9	0.9	1.8	0.1	1.9	SF33F9	1.0	1.8	0.1	1.9
Clerks, service and sales workers⁽⁶⁾	SF31G9	1.0	1.0	0.2	1.4	SF33G9	1.2	0.9	0.1	1.4
6 Agriculture and fishery workers	SF31H9	0.9	0.4	0.4	0.4	SF33H9	0.9	0.3	0.5	0.3
7 Trades workers	SF31I9	0.3	1.7	1.8	1.3	SF33I9	0.3	1.7	1.8	1.3
8 Plant and machine operators and assemblers	SF31J9	0.6	0.3	0.6	1.7	SF33J9	0.6	0.3	0.6	1.6
9 Elementary occupations	SF31K9	0.3	1.1	0.4	1.0	SF33K9	0.3	1.1	0.4	0.9
Other occupations⁽⁷⁾	SF31L9	0.5	0.9	0.8	1.1	SF33L9	0.4	0.9	0.7	1.2
All occupations combined	SF31Z9	0.8	0.6	0.3	1.3	SF33Z9	0.9	0.6	0.3	1.3

(1) Based on the Australian and New Zealand Standard Industrial Classification (ANZSIC96).

(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) New Zealand Standard Classification of Occupations 1999 (NZSCO99) major groups.

(5) NZSCO99 major groups 1, 2 and 3.

(6) NZSCO99 major groups 4 and 5.

(7) NZSCO99 major groups 6, 7, 8 and 9.

Labour Cost Index (Salary and Wage Rates): September 2007 quarter

Table 2.3

Salary and Wage Rates by Industry and by Occupation

Public sector

Percentage change from same quarter of previous year

Industry group ⁽¹⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾			
		2006	2007				2006	2007		
		Dec	Mar	Jun	Sep		Dec	Mar	Jun	Sep
D Electricity, gas and water supply	SE31D9	4.6	3.0	2.7	3.1	SE33D9	4.7	3.1	2.6	3.1
M01 Central govt administration and defence	SE31M1	2.6	3.3	2.4	3.3	SE33M1	2.7	3.5	2.6	3.3
M02 Local government administration	SE31M2	3.0	2.3	2.6	2.3	SE33M2	3.0	2.3	2.6	2.3
M Government administration and defence	SE31M9	2.6	3.1	2.4	3.1	SE33M9	2.8	3.3	2.6	3.2
N Education	SE31N9	3.5	3.2	2.1	3.6	SE33N9	3.5	3.2	2.2	3.6
O Health and community services	SE31O9	5.9	5.8	5.5	2.3	SE33O9	6.0	5.9	5.5	2.4
All industries combined⁽³⁾	SE31Z9	3.5	3.7	2.9	2.9	SE33Z9	3.6	3.8	3.0	3.0

Occupation group ⁽⁴⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾			
		2006	2007				2006	2007		
		Dec	Mar	Jun	Sep		Dec	Mar	Jun	Sep
1 Legislators, administrators and managers	SF31A9	2.0	2.3	2.5	2.8	SF33A9	2.0	2.3	2.5	2.8
2 Professionals	SF31B9	3.9	3.9	3.0	2.9	SF33B9	3.9	3.9	3.0	2.8
3 Technicians and associate professionals	SF31C9	4.7	4.5	3.3	2.0	SF33C9	4.7	4.5	3.2	2.0
Managers, professionals and technicians⁽⁵⁾	SF31D9	3.8	3.7	2.9	2.7	SF33D9	3.8	3.7	3.0	2.6
4 Clerks	SF31E9	3.5	3.2	2.7	2.9	SF33E9	3.5	3.2	2.7	2.9
5 Service and sales workers	SF31F9	2.5	4.3	4.1	4.7	SF33F9	3.0	4.7	4.5	4.9
Clerks, service and sales workers⁽⁶⁾	SF31G9	3.0	3.6	3.3	3.7	SF33G9	3.3	3.9	3.5	3.7
6 Agriculture and fishery workers	SF31H9	3.3	3.0	3.3	2.2	SF33H9	3.4	3.1	3.5	2.1
7 Trades workers	SF31I9	1.4	2.8	4.0	5.2	SF33I9	1.5	2.8	4.0	5.2
8 Plant and machine operators and assemblers	SF31J9	4.0	3.9	3.1	3.3	SF33J9	3.9	3.8	3.1	3.2
9 Elementary occupations	SF31K9	2.9	2.5	2.3	2.7	SF33K9	3.0	2.6	2.4	2.7
Other occupations⁽⁷⁾	SF31L9	3.0	3.0	3.1	3.3	SF33L9	2.9	3.1	3.0	3.3
All occupations combined	SF31Z9	3.5	3.7	2.9	2.9	SF33Z9	3.6	3.8	3.0	3.0

(1) Based on the Australian and New Zealand Standard Industrial Classification (ANZSIC96).

(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) New Zealand Standard Classification of Occupations 1999 (NZSCO99) major groups.

(5) NZSCO99 major groups 1, 2 and 3.

(6) NZSCO99 major groups 4 and 5.

(7) NZSCO99 major groups 6, 7, 8 and 9.

Labour Cost Index (Salary and Wage Rates): September 2007 quarter

Table 3.1

Salary and Wage Rates by Industry and by Occupation

Private sector

Base: June 2001 quarter (=1000)

Industry group ⁽¹⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾				
		2006		2007			2006		2007		
		Dec	Mar	Jun	Sep		Dec	Mar	Jun	Sep	
		Index for quarter						Index for quarter			
A01-A05 Agriculture	SE41A1	1136	1143	1147	1158	SE43A1	1136	1143	1148	1158	
A06 Forestry and logging	SE41A2	1088	1094	1100	1109	SE43A2	1091	1097	1102	1112	
A Agriculture, forestry and fishing⁽³⁾	SE41A9	1124	1130	1136	1146	SE43A9	1124	1131	1136	1146	
B Mining	SE41B9	1161	1165	1182	1216	SE43B9	1161	1165	1182	1214	
C01-C05 Food, beverage and tobacco mfg	SE41C0	1137	1155	1158	1164	SE43C0	1137	1154	1158	1164	
C06 Textile and apparel manufacturing	SE41C1	1145	1149	1160	1174	SE43C1	1145	1149	1160	1174	
C07 C08 Wood and paper product mfg	SE41C2	1133	1141	1150	1159	SE43C2	1135	1142	1151	1160	
C09 Printing, publishing and recorded media	SE41C3	1124	1129	1135	1149	SE43C3	1124	1129	1135	1149	
C10 C11 Petrol, coal, chemical and assoc mfg	SE41C4	1165	1183	1188	1195	SE43C4	1166	1183	1189	1195	
C12 Non-metallic mineral product mfg	SE41C5	1160	1166	1175	1182	SE43C5	1162	1168	1177	1185	
C13 C14 Metal product manufacturing	SE41C6	1154	1159	1164	1177	SE43C6	1156	1161	1166	1179	
C15 C16 Machinery and equipment mfg	SE41C7	1149	1155	1167	1181	SE43C7	1150	1156	1168	1181	
C17 Furniture and other manufacturing	SE41C8	1144	1150	1154	1161	SE43C8	1144	1150	1154	1161	
C Manufacturing	SE41C9	1144	1154	1161	1171	SE43C9	1145	1155	1162	1172	
D Electricity, gas and water supply	SE41D9	1144	1153	1156	1161	SE43D9	1144	1153	1156	1162	
E Construction	SE41E9	1181	1189	1197	1209	SE43E9	1182	1190	1198	1210	
F Wholesale trade	SE41F9	1126	1130	1140	1151	SE43F9	1126	1130	1140	1151	
G Retail trade	SE41G9	1137	1141	1152	1159	SE43G9	1137	1142	1152	1160	
H Accommodation, cafes and restaurants	SE41H9	1088	1091	1095	1102	SE43H9	1089	1092	1095	1102	
I Transport and storage	SE41I9	1137	1141	1150	1166	SE43I9	1136	1140	1148	1165	
J Communication services	SE41J9	1096	1097	1099	1102	SE43J9	1097	1098	1100	1103	
K Finance and insurance	SE41K9	1165	1181	1190	1196	SE43K9	1165	1181	1190	1195	
L Property and business services	SE41L9	1141	1146	1158	1172	SE43L9	1141	1146	1157	1172	
N Education	SE41N9	1177	1180	1181	1186	SE43N9	1177	1180	1181	1186	
O Health and community services	SE41O9	1192	1198	1209	1228	SE43O9	1194	1199	1210	1229	
P Cultural and recreational services	SE41P9	1129	1138	1151	1157	SE43P9	1130	1138	1152	1158	
Q Personal and other services	SE41Q9	1153	1163	1173	1185	SE43Q9	1152	1162	1171	1183	
All industries combined⁽³⁾	SE41Z9	1144	1152	1160	1171	SE43Z9	1146	1153	1162	1172	

Occupation group ⁽⁴⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾				
		2006		2007			2006		2007		
		Dec	Mar	Jun	Sep		Dec	Mar	Jun	Sep	
		Index for quarter						Index for quarter			
1 Legislators, administrators and managers	SF41A9	1116	1124	1130	1137	SF43A9	1116	1124	1130	1137	
2 Professionals	SF41B9	1176	1181	1188	1207	SF43B9	1176	1181	1189	1207	
3 Technicians and associate professionals	SF41C9	1136	1143	1152	1160	SF43C9	1137	1144	1153	1161	
Managers, professionals and technicians⁽⁵⁾	SF41D9	1136	1143	1150	1160	SF43D9	1137	1144	1151	1162	
4 Clerks	SF41E9	1139	1146	1156	1166	SF43E9	1139	1146	1155	1166	
5 Service and sales workers	SF41F9	1126	1133	1149	1159	SF43F9	1127	1134	1150	1160	
Clerks, service and sales workers⁽⁶⁾	SF41G9	1134	1141	1153	1164	SF43G9	1134	1141	1153	1164	
6 Agriculture and fishery workers	SF41H9	1136	1143	1150	1159	SF43H9	1135	1142	1150	1159	
7 Trades workers	SF41I9	1185	1192	1202	1216	SF43I9	1184	1191	1200	1215	
8 Plant and machine operators and assemblers	SF41J9	1158	1168	1176	1188	SF43J9	1159	1169	1177	1189	
9 Elementary occupations	SF41K9	1157	1164	1174	1183	SF43K9	1156	1164	1174	1182	
Other occupations⁽⁷⁾	SF41L9	1164	1172	1181	1192	SF43L9	1163	1171	1179	1191	
All occupations combined	SF41Z9	1144	1152	1160	1171	SF43Z9	1146	1153	1162	1172	

- (1) Based on the Australian and New Zealand Standard Industrial Classification (ANZSIC96).
- (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) Also includes industry A07 (fishing).
- (4) New Zealand Standard Classification of Occupations 1999 (NZSCO99) major groups.
- (5) NZSCO99 major groups 1, 2 and 3.
- (6) NZSCO99 major groups 4 and 5.
- (7) NZSCO99 major groups 6, 7, 8 and 9.

Labour Cost Index (Salary and Wage Rates): September 2007 quarter

Table 3.2

Salary and Wage Rates by Industry and by Occupation

Private sector

Percentage change from previous quarter

Industry group ⁽¹⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾			
		2006	2007				2006	2007		
		Dec	Mar	Jun	Sep		Dec	Mar	Jun	Sep
A01-A05 Agriculture	SE41A1	0.7	0.6	0.3	1.0	SE43A1	0.7	0.6	0.4	0.9
A06 Forestry and logging	SE41A2	0.9	0.6	0.5	0.8	SE43A2	0.9	0.5	0.5	0.9
A Agriculture, forestry and fishing⁽³⁾	SE41A9	0.7	0.5	0.5	0.9	SE43A9	0.7	0.6	0.4	0.9
B Mining	SE41B9	0.8	0.3	1.5	2.9	SE43B9	0.8	0.3	1.5	2.7
C01-C05 Food, beverage and tobacco mfg	SE41C0	1.5	1.6	0.3	0.5	SE43C0	1.4	1.5	0.3	0.5
C06 Textile and apparel manufacturing	SE41C1	0.6	0.3	1.0	1.2	SE43C1	0.6	0.3	1.0	1.2
C07 C08 Wood and paper product mfg	SE41C2	1.2	0.7	0.8	0.8	SE43C2	1.2	0.6	0.8	0.8
C09 Printing, publishing and recorded media	SE41C3	1.2	0.4	0.5	1.2	SE43C3	1.2	0.4	0.5	1.2
C10 C11 Petrol, coal, chemical and assoc mfg	SE41C4	0.6	1.5	0.4	0.6	SE43C4	0.7	1.5	0.5	0.5
C12 Non-metallic mineral product mfg	SE41C5	1.0	0.5	0.8	0.6	SE43C5	1.0	0.5	0.8	0.7
C13 C14 Metal product manufacturing	SE41C6	1.2	0.4	0.4	1.1	SE43C6	1.1	0.4	0.4	1.1
C15 C16 Machinery and equipment mfg	SE41C7	1.1	0.5	1.0	1.2	SE43C7	1.1	0.5	1.0	1.1
C17 Furniture and other manufacturing	SE41C8	0.7	0.5	0.3	0.6	SE43C8	0.7	0.5	0.3	0.6
C Manufacturing	SE41C9	1.1	0.9	0.6	0.9	SE43C9	1.1	0.9	0.6	0.9
D Electricity, gas and water supply	SE41D9	0.5	0.8	0.3	0.4	SE43D9	0.5	0.8	0.3	0.5
E Construction	SE41E9	0.8	0.7	0.7	1.0	SE43E9	0.8	0.7	0.7	1.0
F Wholesale trade	SE41F9	0.8	0.4	0.9	1.0	SE43F9	0.9	0.4	0.9	1.0
G Retail trade	SE41G9	1.0	0.4	1.0	0.6	SE43G9	0.9	0.4	0.9	0.7
H Accommodation, cafes and restaurants	SE41H9	0.3	0.3	0.4	0.6	SE43H9	0.4	0.3	0.3	0.6
I Transport and storage	SE41I9	0.8	0.4	0.8	1.4	SE43I9	0.8	0.4	0.7	1.5
J Communication services	SE41J9	0.0	0.1	0.2	0.3	SE43J9	0.0	0.1	0.2	0.3
K Finance and insurance	SE41K9	2.2	1.4	0.8	0.5	SE43K9	2.2	1.4	0.8	0.4
L Property and business services	SE41L9	0.4	0.4	1.0	1.2	SE43L9	0.4	0.4	1.0	1.3
N Education	SE41N9	0.3	0.3	0.1	0.4	SE43N9	0.3	0.3	0.1	0.4
O Health and community services	SE41O9	1.4	0.5	0.9	1.6	SE43O9	1.4	0.4	0.9	1.6
P Cultural and recreational services	SE41P9	0.4	0.8	1.1	0.5	SE43P9	0.4	0.7	1.2	0.5
Q Personal and other services	SE41Q9	0.3	0.9	0.9	1.0	SE43Q9	0.3	0.9	0.8	1.0
All industries combined⁽³⁾	SE41Z9	0.9	0.7	0.7	0.9	SE43Z9	0.9	0.6	0.8	0.9

Occupation group ⁽⁴⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾			
		2006	2007				2006	2007		
		Dec	Mar	Jun	Sep		Dec	Mar	Jun	Sep
1 Legislators, administrators and managers	SF41A9	0.7	0.7	0.5	0.6	SF43A9	0.7	0.7	0.5	0.6
2 Professionals	SF41B9	0.8	0.4	0.6	1.6	SF43B9	0.7	0.4	0.7	1.5
3 Technicians and associate professionals	SF41C9	1.0	0.6	0.8	0.7	SF43C9	1.0	0.6	0.8	0.7
Managers, professionals and technicians⁽⁵⁾	SF41D9	0.8	0.6	0.6	0.9	SF43D9	0.7	0.6	0.6	1.0
4 Clerks	SF41E9	0.9	0.6	0.9	0.9	SF43E9	0.9	0.6	0.8	1.0
5 Service and sales workers	SF41F9	0.8	0.6	1.4	0.9	SF43F9	0.8	0.6	1.4	0.9
Clerks, service and sales workers⁽⁶⁾	SF41G9	0.8	0.6	1.1	1.0	SF43G9	0.9	0.6	1.1	1.0
6 Agriculture and fishery workers	SF41H9	0.7	0.6	0.6	0.8	SF43H9	0.7	0.6	0.7	0.8
7 Trades workers	SF41I9	1.0	0.6	0.8	1.2	SF43I9	1.1	0.6	0.8	1.3
8 Plant and machine operators and assemblers	SF41J9	1.3	0.9	0.7	1.0	SF43J9	1.2	0.9	0.7	1.0
9 Elementary occupations	SF41K9	1.0	0.6	0.9	0.8	SF43K9	1.0	0.7	0.9	0.7
Other occupations⁽⁷⁾	SF41L9	1.1	0.7	0.8	0.9	SF43L9	1.1	0.7	0.7	1.0
All occupations combined	SF41Z9	0.9	0.7	0.7	0.9	SF43Z9	0.9	0.6	0.8	0.9

(1) Based on the Australian and New Zealand Standard Industrial Classification (ANZSIC96).

(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) Also includes industry A07 (fishing).

(4) New Zealand Standard Classification of Occupations 1999 (NZSCO99) major groups.

(5) NZSCO99 major groups 1, 2 and 3.

(6) NZSCO99 major groups 4 and 5.

(7) NZSCO99 major groups 6, 7, 8 and 9.

Labour Cost Index (Salary and Wage Rates): September 2007 quarter

Table 3.3

Salary and Wage Rates by Industry and by Occupation

Private sector

Percentage change from same quarter of previous year

Industry group ⁽¹⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾			
		2006		2007			2006		2007	
		Dec	Mar	Jun	Sep		Dec	Mar	Jun	Sep
A01-A05 Agriculture	SE41A1	2.0	2.2	2.1	2.7	SE43A1	2.1	2.2	2.2	2.7
A06 Forestry and logging	SE41A2	1.8	2.1	2.4	2.9	SE43A2	1.9	2.2	2.4	2.9
A Agriculture, forestry and fishing⁽³⁾	SE41A9	2.0	2.1	2.3	2.7	SE43A9	2.0	2.2	2.2	2.7
B Mining	SE41B9	4.4	4.3	4.9	5.6	SE43B9	4.2	4.2	4.8	5.4
C01-C05 Food, beverage and tobacco mfg	SE41C0	3.1	4.0	3.9	3.9	SE43C0	3.1	3.8	3.9	3.8
C06 Textile and apparel manufacturing	SE41C1	3.2	3.2	3.4	3.2	SE43C1	3.2	3.2	3.4	3.2
C07 C08 Wood and paper product mfg	SE41C2	2.8	3.1	3.4	3.5	SE43C2	2.9	3.1	3.4	3.5
C09 Printing, publishing and recorded media	SE41C3	3.5	3.3	3.2	3.4	SE43C3	3.5	3.3	3.2	3.4
C10 C11 Petrol, coal, chemical and assoc mfg	SE41C4	3.0	3.5	3.3	3.2	SE43C4	3.1	3.5	3.4	3.2
C12 Non-metallic mineral product mfg	SE41C5	3.3	3.3	3.2	3.0	SE43C5	3.3	3.4	3.2	3.0
C13 C14 Metal product manufacturing	SE41C6	3.6	3.8	3.4	3.2	SE43C6	3.6	3.8	3.4	3.1
C15 C16 Machinery and equipment mfg	SE41C7	3.0	3.0	3.6	3.9	SE43C7	3.1	3.1	3.7	3.9
C17 Furniture and other manufacturing	SE41C8	3.0	2.9	2.4	2.2	SE43C8	3.0	3.0	2.4	2.2
C Manufacturing	SE41C9	3.2	3.4	3.5	3.5	SE43C9	3.2	3.4	3.5	3.5
D Electricity, gas and water supply	SE41D9	4.1	3.9	3.5	2.0	SE43D9	4.1	4.0	3.5	2.1
E Construction	SE41E9	3.2	3.3	3.0	3.2	SE43E9	3.2	3.3	3.1	3.2
F Wholesale trade	SE41F9	3.0	2.4	2.5	3.0	SE43F9	3.0	2.4	2.5	3.1
G Retail trade	SE41G9	2.3	2.3	2.9	2.9	SE43G9	2.3	2.4	2.8	2.9
H Accommodation, cafes and restaurants	SE41H9	1.5	1.3	1.2	1.6	SE43H9	1.5	1.4	1.2	1.6
I Transport and storage	SE41I9	2.6	2.7	3.0	3.4	SE43I9	2.6	2.6	2.9	3.4
J Communication services	SE41J9	0.9	0.8	0.7	0.5	SE43J9	0.9	0.8	0.7	0.5
K Finance and insurance	SE41K9	5.0	4.9	5.1	4.9	SE43K9	5.0	4.9	5.1	4.8
L Property and business services	SE41L9	2.9	2.8	3.1	3.2	SE43L9	2.9	2.8	3.0	3.2
N Education	SE41N9	3.1	2.7	2.7	1.0	SE43N9	3.1	2.7	2.7	1.0
O Health and community services	SE41O9	4.7	4.1	4.2	4.4	SE43O9	4.8	4.1	4.3	4.4
P Cultural and recreational services	SE41P9	3.6	3.3	3.7	2.9	SE43P9	3.6	3.2	3.8	2.9
Q Personal and other services	SE41Q9	2.9	2.3	2.5	3.1	SE43Q9	2.9	2.3	2.4	3.0
All industries combined⁽³⁾	SE41Z9	3.1	3.0	3.1	3.3	SE43Z9	3.1	3.0	3.2	3.2

Occupation group ⁽⁴⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾			
		2006		2007			2006		2007	
		Dec	Mar	Jun	Sep		Dec	Mar	Jun	Sep
1 Legislators, administrators and managers	SF41A9	2.5	2.4	2.5	2.6	SF43A9	2.5	2.4	2.5	2.6
2 Professionals	SF41B9	3.8	3.1	3.1	3.4	SF43B9	3.8	3.1	3.2	3.3
3 Technicians and associate professionals	SF41C9	3.3	3.3	3.4	3.1	SF43C9	3.3	3.3	3.4	3.1
Managers, professionals and technicians⁽⁵⁾	SF41D9	3.0	2.8	3.0	2.9	SF43D9	3.0	2.8	3.0	2.9
4 Clerks	SF41E9	2.8	2.7	3.0	3.3	SF43E9	2.8	2.7	2.9	3.3
5 Service and sales workers	SF41F9	2.8	2.9	3.6	3.8	SF43F9	2.8	2.9	3.6	3.8
Clerks, service and sales workers⁽⁶⁾	SF41G9	2.8	2.7	3.2	3.5	SF43G9	2.8	2.8	3.2	3.6
6 Agriculture and fishery workers	SF41H9	2.6	2.8	2.5	2.7	SF43H9	2.6	2.8	2.6	2.8
7 Trades workers	SF41I9	3.4	3.3	3.4	3.7	SF43I9	3.4	3.3	3.4	3.8
8 Plant and machine operators and assemblers	SF41J9	3.5	3.9	3.9	3.9	SF43J9	3.4	3.9	3.9	3.8
9 Elementary occupations	SF41K9	2.9	3.0	3.2	3.3	SF43K9	2.9	3.1	3.3	3.3
Other occupations⁽⁷⁾	SF41L9	3.3	3.4	3.4	3.6	SF43L9	3.3	3.4	3.3	3.6
All occupations combined	SF41Z9	3.1	3.0	3.1	3.3	SF43Z9	3.1	3.0	3.2	3.2

(1) Based on the Australian and New Zealand Standard Industrial Classification (ANZSIC96).

(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) Also includes industry A07 (fishing).

(4) New Zealand Standard Classification of Occupations 1999 (NZSCO99) major groups.

(5) NZSCO99 major groups 1, 2 and 3.

(6) NZSCO99 major groups 4 and 5.

(7) NZSCO99 major groups 6, 7, 8 and 9.

Labour Cost Index (Salary and Wage Rates): September 2007 quarter

Table 4.1

Salary and Wage Rates by Industry

All sectors combined

Base: June 2001 quarter (=1000)

Industry group ⁽¹⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾			
		2006	2007				2006	2007		
		Dec	Mar	Jun	Sep		Dec	Mar	Jun	Sep
		Index for quarter					Index for quarter			
A01-A05 Agriculture	SE51A1	1135	1142	1146	1157	SE53A1	1135	1142	1147	1157
A06 Forestry and logging	SE51A2	1088	1095	1100	1110	SE53A2	1091	1098	1103	1114
A Agriculture, forestry and fishing⁽³⁾	SE51A9	1124	1130	1135	1145	SE53A9	1124	1130	1136	1146
B Mining	SE51B9	1163	1166	1181	1210	SE53B9	1163	1166	1181	1209
C01-C05 Food, beverage and tobacco mfg	SE51C0	1137	1155	1158	1164	SE53C0	1137	1154	1158	1164
C06 Textile and apparel manufacturing	SE51C1	1145	1149	1160	1174	SE53C1	1145	1149	1160	1174
C07 C08 Wood and paper product mfg	SE51C2	1133	1141	1150	1159	SE53C2	1135	1142	1151	1160
C09 Printing, publishing and recorded media	SE51C3	1124	1129	1136	1149	SE53C3	1124	1129	1135	1149
C10 C11 Petrol, coal, chemical and assoc mfg	SE51C4	1165	1183	1188	1195	SE53C4	1166	1183	1189	1195
C12 Non-metallic mineral product mfg	SE51C5	1160	1166	1175	1182	SE53C5	1162	1168	1177	1185
C13 C14 Metal product manufacturing	SE51C6	1154	1159	1164	1177	SE53C6	1156	1161	1166	1179
C15 C16 Machinery and equipment mfg	SE51C7	1148	1153	1164	1179	SE53C7	1148	1153	1165	1179
C17 Furniture and other manufacturing	SE51C8	1144	1150	1154	1161	SE53C8	1144	1150	1154	1161
C Manufacturing	SE51C9	1144	1154	1161	1171	SE53C9	1144	1154	1161	1171
D Electricity, gas and water supply	SE51D9	1175	1180	1181	1200	SE53D9	1176	1181	1182	1201
E Construction	SE51E9	1182	1190	1198	1210	SE53E9	1183	1190	1199	1211
F Wholesale trade	SE51F9	1126	1130	1140	1151	SE53F9	1126	1130	1140	1151
G Retail trade	SE51G9	1137	1141	1152	1159	SE53G9	1137	1142	1152	1160
H Accommodation, cafes and restaurants	SE51H9	1090	1093	1097	1104	SE53H9	1090	1093	1097	1104
I Transport and storage	SE51I9	1141	1145	1153	1167	SE53I9	1140	1144	1152	1166
J Communication services	SE51J9	1125	1126	1127	1129	SE53J9	1126	1127	1128	1130
K Finance and insurance	SE51K9	1167	1182	1192	1197	SE53K9	1166	1182	1192	1197
L Property and business services	SE51L9	1140	1146	1157	1170	SE53L9	1140	1146	1157	1170
M01 Central govt administration and defence	SE51M1	1143	1153	1153	1170	SE53M1	1145	1155	1155	1172
M02 Local government administration	SE51M2	1150	1153	1164	1169	SE53M2	1150	1153	1164	1169
M Govt administration and defence	SE51M9	1144	1153	1155	1170	SE53M9	1146	1155	1157	1172
N Education	SE51N9	1200	1203	1209	1228	SE53N9	1200	1203	1208	1228
O Health and community services	SE51O9	1209	1216	1223	1236	SE53O9	1210	1217	1224	1237
P Cultural and recreational services	SE51P9	1131	1140	1150	1156	SE53P9	1131	1140	1151	1157
Q Personal and other services	SE51Q9	1154	1164	1174	1186	SE53Q9	1153	1163	1172	1184
All industries combined⁽³⁾	SE51Z9	1153	1160	1167	1179	SE53Z9	1153	1160	1168	1179

(1) Based on the Australian and New Zealand Standard Industrial Classification (ANZSIC96).

(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) Also includes industry A07 (fishing).

Labour Cost Index (Salary and Wage Rates): September 2007 quarter

Table 4.2

Salary and Wage Rates by Industry
All sectors combined
 Percentage change from previous quarter

Industry group ⁽¹⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾			
		2006		2007			2006		2007	
		Dec	Mar	Jun	Sep		Dec	Mar	Jun	Sep
A01-A05 Agriculture	SE51A1	0.6	0.6	0.4	1.0	SE53A1	0.7	0.6	0.4	0.9
A06 Forestry and logging	SE51A2	0.8	0.6	0.5	0.9	SE53A2	0.8	0.6	0.5	1.0
A Agriculture, forestry and fishing⁽³⁾	SE51A9	0.7	0.5	0.4	0.9	SE53A9	0.7	0.5	0.5	0.9
B Mining	SE51B9	1.0	0.3	1.3	2.5	SE53B9	1.0	0.3	1.3	2.4
C01-C05 Food, beverage and tobacco mfg	SE51C0	1.5	1.6	0.3	0.5	SE53C0	1.4	1.5	0.3	0.5
C06 Textile and apparel manufacturing	SE51C1	0.6	0.3	1.0	1.2	SE53C1	0.6	0.3	1.0	1.2
C07 C08 Wood and paper product mfg	SE51C2	1.2	0.7	0.8	0.8	SE53C2	1.2	0.6	0.8	0.8
C09 Printing, publishing and recorded media	SE51C3	1.2	0.4	0.6	1.1	SE53C3	1.2	0.4	0.5	1.2
C10 C11 Petrol, coal, chemical and assoc mfg	SE51C4	0.6	1.5	0.4	0.6	SE53C4	0.7	1.5	0.5	0.5
C12 Non-metallic mineral product mfg	SE51C5	1.0	0.5	0.8	0.6	SE53C5	1.0	0.5	0.8	0.7
C13 C14 Metal product manufacturing	SE51C6	1.2	0.4	0.4	1.1	SE53C6	1.1	0.4	0.4	1.1
C15 C16 Machinery and equipment mfg	SE51C7	1.1	0.4	1.0	1.3	SE53C7	1.1	0.4	1.0	1.2
C17 Furniture and other manufacturing	SE51C8	0.7	0.5	0.3	0.6	SE53C8	0.7	0.5	0.3	0.6
C Manufacturing	SE51C9	1.1	0.9	0.6	0.9	SE53C9	1.1	0.9	0.6	0.9
D Electricity, gas and water supply	SE51D9	0.7	0.4	0.1	1.6	SE53D9	0.7	0.4	0.1	1.6
E Construction	SE51E9	0.8	0.7	0.7	1.0	SE53E9	0.8	0.6	0.8	1.0
F Wholesale trade	SE51F9	0.8	0.4	0.9	1.0	SE53F9	0.9	0.4	0.9	1.0
G Retail trade	SE51G9	1.0	0.4	1.0	0.6	SE53G9	0.9	0.4	0.9	0.7
H Accommodation, cafes and restaurants	SE51H9	0.4	0.3	0.4	0.6	SE53H9	0.3	0.3	0.4	0.6
I Transport and storage	SE51I9	0.7	0.4	0.7	1.2	SE53I9	0.7	0.4	0.7	1.2
J Communication services	SE51J9	0.3	0.1	0.1	0.2	SE53J9	0.3	0.1	0.1	0.2
K Finance and insurance	SE51K9	2.2	1.3	0.8	0.4	SE53K9	2.1	1.4	0.8	0.4
L Property and business services	SE51L9	0.5	0.5	1.0	1.1	SE53L9	0.5	0.5	1.0	1.1
M01 Central govt administration and defence	SE51M1	0.9	0.9	0.0	1.5	SE53M1	0.9	0.9	0.0	1.5
M02 Local government administration	SE51M2	0.6	0.3	1.0	0.4	SE53M2	0.6	0.3	1.0	0.4
M Govt administration and defence	SE51M9	0.8	0.8	0.2	1.3	SE53M9	0.9	0.8	0.2	1.3
N Education	SE51N9	0.8	0.3	0.5	1.6	SE53N9	0.8	0.3	0.4	1.7
O Health and community services	SE51O9	1.2	0.6	0.6	1.1	SE53O9	1.2	0.6	0.6	1.1
P Cultural and recreational services	SE51P9	0.4	0.8	0.9	0.5	SE53P9	0.4	0.8	1.0	0.5
Q Personal and other services	SE51Q9	0.3	0.9	0.9	1.0	SE53Q9	0.3	0.9	0.8	1.0
All industries combined⁽³⁾	SE51Z9	0.9	0.6	0.6	1.0	SE53Z9	0.9	0.6	0.7	0.9

(1) Based on the Australian and New Zealand Standard Industrial Classification (ANZSIC96).

(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) Also includes industry A07 (fishing).

Labour Cost Index (Salary and Wage Rates): September 2007 quarter

Table 4.3

Salary and Wage Rates by Industry

All sectors combined

Percentage change from same quarter of previous year

Industry group ⁽¹⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾			
		2006		2007			2006		2007	
		Dec	Mar	Jun	Sep		Dec	Mar	Jun	Sep
A01-A05 Agriculture	SE51A1	2.0	2.1	2.1	2.6	SE53A1	2.0	2.2	2.2	2.7
A06 Forestry and logging	SE51A2	1.8	2.2	2.3	2.9	SE53A2	1.8	2.3	2.4	3.0
A Agriculture, forestry and fishing⁽³⁾	SE51A9	2.0	2.2	2.2	2.6	SE53A9	2.0	2.2	2.3	2.7
B Mining	SE51B9	4.3	4.2	4.4	5.0	SE53B9	4.1	4.1	4.4	4.9
C01-C05 Food, beverage and tobacco mfg	SE51C0	3.1	4.0	3.9	3.9	SE53C0	3.1	3.8	3.9	3.8
C06 Textile and apparel manufacturing	SE51C1	3.2	3.2	3.4	3.2	SE53C1	3.2	3.2	3.4	3.2
C07 C08 Wood and paper product mfg	SE51C2	2.8	3.1	3.4	3.5	SE53C2	2.9	3.1	3.4	3.5
C09 Printing, publishing and recorded media	SE51C3	3.5	3.2	3.3	3.4	SE53C3	3.5	3.2	3.1	3.4
C10 C11 Petrol, coal, chemical and assoc mfg	SE51C4	3.0	3.5	3.3	3.2	SE53C4	3.1	3.5	3.4	3.2
C12 Non-metallic mineral product mfg	SE51C5	3.3	3.3	3.2	3.0	SE53C5	3.3	3.4	3.2	3.0
C13 C14 Metal product manufacturing	SE51C6	3.6	3.8	3.4	3.2	SE53C6	3.6	3.8	3.4	3.1
C15 C16 Machinery and equipment mfg	SE51C7	3.0	2.9	3.5	3.8	SE53C7	3.0	2.9	3.6	3.8
C17 Furniture and other manufacturing	SE51C8	3.0	2.9	2.4	2.2	SE53C8	3.0	3.0	2.4	2.2
C Manufacturing	SE51C9	3.2	3.4	3.5	3.5	SE53C9	3.1	3.4	3.5	3.4
D Electricity, gas and water supply	SE51D9	4.4	3.3	2.9	2.8	SE53D9	4.4	3.3	2.9	2.8
E Construction	SE51E9	3.2	3.3	3.1	3.2	SE53E9	3.3	3.3	3.1	3.2
F Wholesale trade	SE51F9	3.0	2.4	2.5	3.0	SE53F9	3.0	2.4	2.5	3.1
G Retail trade	SE51G9	2.3	2.3	2.9	2.9	SE53G9	2.3	2.4	2.8	2.9
H Accommodation, cafes and restaurants	SE51H9	1.5	1.4	1.3	1.7	SE53H9	1.5	1.3	1.3	1.6
I Transport and storage	SE51I9	2.6	2.7	2.9	3.0	SE53I9	2.5	2.6	2.9	3.0
J Communication services	SE51J9	2.5	2.0	1.8	0.6	SE53J9	2.5	2.0	1.8	0.6
K Finance and insurance	SE51K9	5.1	5.0	5.2	4.8	SE53K9	5.0	5.0	5.2	4.8
L Property and business services	SE51L9	2.8	2.9	3.1	3.2	SE53L9	2.8	2.9	3.1	3.2
M01 Central govt administration and defence	SE51M1	2.6	3.3	2.4	3.3	SE53M1	2.7	3.5	2.6	3.3
M02 Local government administration	SE51M2	3.0	2.3	2.6	2.3	SE53M2	3.0	2.3	2.6	2.3
M Govt administration and defence	SE51M9	2.6	3.1	2.4	3.1	SE53M9	2.8	3.3	2.6	3.2
N Education	SE51N9	3.4	3.1	2.3	3.1	SE53N9	3.4	3.1	2.2	3.1
O Health and community services	SE51O9	5.3	4.9	4.9	3.4	SE53O9	5.3	4.9	4.9	3.4
P Cultural and recreational services	SE51P9	3.0	2.9	3.2	2.7	SE53P9	2.9	2.8	3.3	2.7
Q Personal and other services	SE51Q9	2.9	2.3	2.6	3.1	SE53Q9	2.9	2.3	2.4	3.0
All industries combined⁽³⁾	SE51Z9	3.2	3.2	3.1	3.1	SE53Z9	3.2	3.1	3.2	3.1

(1) Based on the Australian and New Zealand Standard Industrial Classification (ANZSIC96).

(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) Also includes industry A07 (fishing).

Labour Cost Index (Salary and Wage Rates): September 2007 quarter

Table 5.1

Salary and Wage Rates by Occupation

All sectors combined

Base: June 2001 quarter (=1000)

Occupation group ⁽¹⁾	Series ref: LCIQ	Salary and ordinary time wage rates				Series ref: LCIQ	All salary and wage rates ⁽²⁾				
		2006	2007				2006	2007			
		Dec	Mar	Jun	Sep		Dec	Mar	Jun	Sep	
		Index for quarter						Index for quarter			
1 Legislators, administrators and managers	SF51A9	1122	1129	1135	1143	SF53A9	1121	1128	1134	1142	
21 Physical, maths and eng science professionals	SF51B1	1137	1145	1150	1161	SF53B1	1137	1146	1150	1161	
222/3 Health professionals	SF51B2	1262	1271	1273	1282	SF53B2	1262	1272	1273	1282	
23 Teaching professionals	SF51B3	1200	1202	1207	1228	SF53B3	1200	1202	1207	1228	
24 Other professionals	SF51B5	1186	1190	1199	1223	SF53B5	1186	1190	1199	1223	
2 Professionals	SF51B9	1190	1196	1201	1218	SF53B9	1190	1196	1201	1219	
31 Physical sci and eng associate professionals	SF51C1	1156	1164	1173	1182	SF53C1	1158	1166	1175	1184	
33 Other associate professionals	SF51C2	1134	1138	1146	1154	SF53C2	1135	1140	1147	1155	
3 Technicians and associate professionals	SF51C9	1145	1151	1159	1167	SF53C9	1145	1151	1159	1167	
Managers, professionals and technicians⁽³⁾	SF51D9	1153	1159	1165	1176	SF53D9	1153	1159	1165	1177	
41 Office clerks	SF51E3	1142	1148	1156	1166	SF53E3	1141	1147	1154	1165	
42 Customer service clerks	SF51E4	1147	1159	1165	1177	SF53E4	1147	1158	1164	1176	
4 Clerks	SF51E9	1142	1149	1157	1168	SF53E9	1143	1150	1158	1169	
51 Personal and protective services workers	SF51F1	1150	1162	1173	1190	SF53F1	1152	1164	1174	1191	
52 Salespersons, demonstrators and models	SF51F2	1119	1127	1141	1149	SF53F2	1120	1128	1142	1150	
5 Service and sales workers	SF51F9	1139	1150	1162	1176	SF53F9	1140	1150	1162	1176	
Clerks, service and sales workers⁽⁴⁾	SF51G9	1140	1149	1158	1170	SF53G9	1141	1149	1158	1171	
6 Agriculture and fishery workers	SF51H9	1137	1143	1151	1159	SF53H9	1137	1144	1152	1160	
71 Building trades workers	SF51I3	1192	1202	1214	1227	SF53I3	1193	1203	1214	1228	
72 Metal and machinery trades workers	SF51I5	1193	1197	1207	1224	SF53I5	1190	1195	1204	1221	
7 Trades workers	SF51I9	1184	1192	1202	1216	SF53I9	1183	1190	1200	1215	
81 Industrial plant operators	SF51J1	1173	1181	1189	1208	SF53J1	1175	1182	1190	1209	
82 Stationary machine operators and assemblers	SF51J2	1150	1164	1171	1179	SF53J2	1151	1165	1172	1180	
83 Drivers and mobile machinery operators	SF51J4	1173	1179	1186	1203	SF53J4	1171	1177	1185	1201	
8 Plant and machine operators and assemblers	SF51J9	1160	1170	1178	1190	SF53J9	1161	1171	1178	1191	
9 Elementary occupations	SF51K9	1155	1162	1172	1180	SF53K9	1154	1162	1171	1180	
Other occupations⁽⁵⁾	SF51L9	1164	1172	1180	1192	SF53L9	1163	1171	1179	1191	
All occupations combined	SF51Z9	1153	1160	1167	1179	SF53Z9	1153	1160	1168	1179	

(1) New Zealand Standard Classification of Occupations 1999 (NZSCO99) 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) NZSCO99 major groups 1, 2 and 3.

(4) NZSCO99 major groups 4 and 5.

(5) NZSCO99 major groups 6, 7, 8 and 9.

Labour Cost Index (Salary and Wage Rates): September 2007 quarter

Table 5.2

Salary and Wage Rates by Occupation

All sectors combined

Percentage change from previous quarter

Occupation group ⁽¹⁾	Series ref. LCIQ	Salary and ordinary time wage rates				Series ref. LCIQ	All salary and wage rates ⁽²⁾			
		2006		2007			2006		2007	
		Dec	Mar	Jun	Sep		Dec	Mar	Jun	Sep
1 Legislators, administrators and managers	SF51A9	0.7	0.6	0.5	0.7	SF53A9	0.7	0.6	0.5	0.7
21 Physical, maths and eng science professionals	SF51B1	0.4	0.7	0.4	1.0	SF53B1	0.4	0.8	0.3	1.0
222/3 Health professionals	SF51B2	0.6	0.7	0.2	0.7	SF53B2	0.6	0.8	0.1	0.7
23 Teaching professionals	SF51B3	0.6	0.2	0.4	1.7	SF53B3	0.6	0.2	0.4	1.7
24 Other professionals	SF51B5	1.3	0.3	0.8	2.0	SF53B5	1.3	0.3	0.8	2.0
2 Professionals	SF51B9	0.8	0.5	0.4	1.4	SF53B9	0.7	0.5	0.4	1.5
31 Physical sci and eng associate professionals	SF51C1	0.6	0.7	0.8	0.8	SF53C1	0.7	0.7	0.8	0.8
33 Other associate professionals	SF51C2	1.0	0.4	0.7	0.7	SF53C2	1.0	0.4	0.6	0.7
3 Technicians and associate professionals	SF51C9	0.9	0.5	0.7	0.7	SF53C9	0.9	0.5	0.7	0.7
Managers, professionals and technicians⁽³⁾	SF51D9	0.8	0.5	0.5	0.9	SF53D9	0.8	0.5	0.5	1.0
41 Office clerks	SF51E3	1.0	0.5	0.7	0.9	SF53E3	1.0	0.5	0.6	1.0
42 Customer service clerks	SF51E4	0.6	1.0	0.5	1.0	SF53E4	0.7	1.0	0.5	1.0
4 Clerks	SF51E9	0.9	0.6	0.7	1.0	SF53E9	0.9	0.6	0.7	0.9
51 Personal and protective services workers	SF51F1	1.0	1.0	0.9	1.4	SF53F1	1.1	1.0	0.9	1.4
52 Salespersons, demonstrators and models	SF51F2	0.5	0.7	1.2	0.7	SF53F2	0.6	0.7	1.2	0.7
5 Service and sales workers	SF51F9	0.8	1.0	1.0	1.2	SF53F9	0.9	0.9	1.0	1.2
Clerks, service and sales workers⁽⁴⁾	SF51G9	0.9	0.8	0.8	1.0	SF53G9	1.0	0.7	0.8	1.1
6 Agriculture and fishery workers	SF51H9	0.8	0.5	0.7	0.7	SF53H9	0.7	0.6	0.7	0.7
71 Building trades workers	SF51I3	0.8	0.8	1.0	1.1	SF53I3	0.8	0.8	0.9	1.2
72 Metal and machinery trades workers	SF51I5	1.4	0.3	0.8	1.4	SF53I5	1.4	0.4	0.8	1.4
7 Trades workers	SF51I9	1.0	0.7	0.8	1.2	SF53I9	1.0	0.6	0.8	1.3
81 Industrial plant operators	SF51J1	1.1	0.7	0.7	1.6	SF53J1	1.1	0.6	0.7	1.6
82 Stationary machine operators and assemblers	SF51J2	1.4	1.2	0.6	0.7	SF53J2	1.4	1.2	0.6	0.7
83 Drivers and mobile machinery operators	SF51J4	1.1	0.5	0.6	1.4	SF53J4	1.0	0.5	0.7	1.4
8 Plant and machine operators and assemblers	SF51J9	1.2	0.9	0.7	1.0	SF53J9	1.2	0.9	0.6	1.1
9 Elementary occupations	SF51K9	1.0	0.6	0.9	0.7	SF53K9	1.0	0.7	0.8	0.8
Other occupations⁽⁵⁾	SF51L9	1.1	0.7	0.7	1.0	SF53L9	1.1	0.7	0.7	1.0
All occupations combined	SF51Z9	0.9	0.6	0.6	1.0	SF53Z9	0.9	0.6	0.7	0.9

(1) New Zealand Standard Classification of Occupations 1999 (NZSCO99) 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) NZSCO99 major groups 1, 2 and 3.

(4) NZSCO99 major groups 4 and 5.

(5) NZSCO99 major groups 6, 7, 8 and 9.

Labour Cost Index (Salary and Wage Rates): September 2007 quarter

Table 5.3

Salary and Wage Rates by Occupation

All sectors combined

Percentage change from same quarter of previous year

Occupation group ⁽¹⁾	Series ref. LCIQ	Salary and ordinary time wage rates				Series ref. LCIQ	All salary and wage rates ⁽²⁾			
		2006	2007				2006	2007		
		Dec	Mar	Jun	Sep		Dec	Mar	Jun	Sep
1 Legislators, administrators and managers	SF51A9	2.5	2.4	2.5	2.6	SF53A9	2.5	2.4	2.5	2.6
21 Physical, maths and eng science professionals	SF51B1	3.1	2.3	2.4	2.6	SF53B1	3.1	2.4	2.4	2.6
222/3 Health professionals	SF51B2	5.8	5.6	5.1	2.2	SF53B2	5.8	5.6	5.2	2.2
23 Teaching professionals	SF51B3	3.4	3.2	1.9	2.9	SF53B3	3.4	3.2	1.9	2.9
24 Other professionals	SF51B5	3.9	3.4	3.5	4.4	SF53B5	3.9	3.4	3.5	4.4
2 Professionals	SF51B9	3.8	3.5	3.1	3.1	SF53B9	3.8	3.5	3.1	3.1
31 Physical sci and eng associate professionals	SF51C1	3.0	3.0	3.0	2.9	SF53C1	3.1	3.1	3.1	3.0
33 Other associate professionals	SF51C2	3.8	3.6	3.4	2.8	SF53C2	3.7	3.7	3.3	2.8
3 Technicians and associate professionals	SF51C9	3.6	3.6	3.4	2.8	SF53C9	3.6	3.6	3.4	2.8
Managers, professionals and technicians⁽³⁾	SF51D9	3.3	3.1	2.9	2.8	SF53D9	3.3	3.1	2.9	2.9
41 Office clerks	SF51E3	2.9	2.9	2.9	3.1	SF53E3	2.9	2.9	2.9	3.1
42 Customer service clerks	SF51E4	2.8	2.7	2.7	3.2	SF53E4	2.9	2.7	2.7	3.2
4 Clerks	SF51E9	2.9	2.8	2.9	3.2	SF53E9	2.9	2.8	2.9	3.2
51 Personal and protective services workers	SF51F1	2.9	3.5	4.0	4.5	SF53F1	3.0	3.7	4.1	4.5
52 Salespersons, demonstrators and models	SF51F2	2.7	2.7	3.3	3.2	SF53F2	2.7	2.8	3.3	3.3
5 Service and sales workers	SF51F9	2.7	3.2	3.8	4.1	SF53F9	2.9	3.3	3.8	4.1
Clerks, service and sales workers⁽⁴⁾	SF51G9	2.9	3.0	3.3	3.5	SF53G9	3.0	3.0	3.2	3.6
6 Agriculture and fishery workers	SF51H9	2.7	2.8	2.6	2.7	SF53H9	2.7	2.9	2.7	2.7
71 Building trades workers	SF51I3	3.0	3.4	3.4	3.7	SF53I3	3.1	3.4	3.3	3.8
72 Metal and machinery trades workers	SF51I5	3.8	3.4	3.7	4.1	SF53I5	3.7	3.4	3.7	4.0
7 Trades workers	SF51I9	3.3	3.3	3.4	3.8	SF53I9	3.3	3.2	3.4	3.8
81 Industrial plant operators	SF51J1	3.6	3.9	4.1	4.1	SF53J1	3.6	3.8	4.0	4.0
82 Stationary machine operators and assemblers	SF51J2	3.4	4.3	4.2	4.0	SF53J2	3.5	4.3	4.2	4.0
83 Drivers and mobile machinery operators	SF51J4	3.5	3.6	3.4	3.7	SF53J4	3.4	3.5	3.4	3.6
8 Plant and machine operators and assemblers	SF51J9	3.5	3.9	3.9	3.8	SF53J9	3.4	3.9	3.8	3.8
9 Elementary occupations	SF51K9	3.0	3.0	3.1	3.1	SF53K9	2.9	3.0	3.1	3.2
Other occupations⁽⁵⁾	SF51L9	3.3	3.4	3.3	3.6	SF53L9	3.3	3.4	3.3	3.6
All occupations combined	SF51Z9	3.2	3.2	3.1	3.1	SF53Z9	3.2	3.1	3.2	3.1

(1) New Zealand Standard Classification of Occupations 1999 (NZSCO99) 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) NZSCO99 major groups 1, 2 and 3.

(4) NZSCO99 major groups 4 and 5.

(5) NZSCO99 major groups 6, 7, 8 and 9.

Labour Cost Index (Salary and Wage Rates): September 2007 quarter

Table 6.1

Distribution of Annual Movements

All sectors combined

Surveyed salary and wage rates

Quarter	Salary and ordinary time wage rates							Overtime wage rates		
	Decrease	No change	Increase				Total	Decrease	No change	Increase
			Not more than 2 percent	More than 2 but not more than 3 percent	More than 3 but not more than 5 percent	More than 5 percent				
Percent ⁽¹⁾⁽²⁾										
1998 Jun	-	53	12	14	11	9	46	3	47	50
Sep	1	55	14	12	10	8	44	3	50	47
Dec	1	55	15	13	9	8	45	3	51	46
1999 Mar	1	56	16	12	8	7	43	5	52	43
Jun	1	58	16	11	7	6	41	5	55	40
Sep	-	56	19	11	7	6	43	4	52	44
Dec	-	55	20	11	8	6	45	4	51	45
2000 Mar	-	55	20	12	8	5	45	2	50	48
Jun	-	55	19	13	6	7	44	2	48	50
Sep	-	55	17	14	8	6	45	1	49	50
Dec	-	53	15	15	10	6	47	1	46	53
2001 Mar	-	51	14	16	11	7	49	1	44	55
Jun	-	52	13	14	12	9	48	1	44	55
Sep	-	50	10	15	15	10	49	1	41	58
Dec	-	49	9	15	17	11	51	1	42	58
2002 Mar	-	47	9	16	18	11	53	1	40	59
Jun	-	46	8	16	18	11	54	1	38	61
Sep	-	46	7	16	19	12	54	1	36	63
Dec	-	43	8	18	19	11	57	1	36	63
2003 Mar	-	45	7	18	18	12	55	1	36	63
Jun	-	46	6	18	18	12	54	1	39	60
Sep	-	46	6	17	17	13	54	1	38	62
Dec	-	44	6	19	18	13	56	1	35	64
2004 Mar	-	44	7	20	18	11	56	1	35	64
Jun	-	42	9	19	18	12	58	1	31	68
Sep	-	44	9	17	16	14	56	-	33	67
Dec	-	42	8	19	18	13	58	-	28	71
2005 Mar	-	41	7	19	19	14	59	1	28	71
Jun	-	41	6	18	19	16	59	-	31	69
Sep	-	40	5	15	20	19	59	-	35	65
Dec	-	40	4	12	23	20	60	1	37	62
2006 Mar	-	39	4	11	25	21	61	1	35	64
Jun	-	40	4	11	25	21	60	1	36	63
Sep	-	43	4	9	23	20	57	-	39	61
Dec	-	42	4	9	24	21	58	-	36	64
2007 Mar	-	42	3	9	26	20	58	-	36	63
Jun	-	42	3	8	27	20	58	-	36	64
Sep	-	43	3	9	24	20	57	-	38	61

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

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

Symbol:

- nil or zero

Labour Cost Index (Salary and Wage Rates): September 2007 quarter

Table 6.2

Proportion of Salary and Wage Rates Increasing

All sectors combined

Surveyed salary and ordinary time wage rates

	Proportion increasing from	
	previous quarter	Proportion increasing from same quarter of previous year
Percent		
Quarter		
1998 Sep	12	44
Dec	11	45
1999 Mar	11	43
Jun	11	41
Sep	15	43
Dec	12	45
2000 Mar	11	45
Jun	13	44
Sep	14	45
Dec	13	47
2001 Mar	13	49
Jun	13	48
Sep	17	49
Dec	15	51
2002 Mar	14	53
Jun	15	54
Sep	18	54
Dec	15	57
2003 Mar	15	55
Jun	14	54
Sep	20	54
Dec	16	56
2004 Mar	12	56
Jun	15	58
Sep	19	56
Dec	18	58
2005 Mar	13	59
Jun	16	59
Sep	22	59
Dec	18	60
2006 Mar	14	61
Jun	15	60
Sep	20	57
Dec	17	58
2007 Mar	13	58
Jun	15	58
Sep	20	57

Labour Cost Index (Salary and Wage Rates): September 2007 quarter

Table 6.3

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

Reason for increase	Annual increase to September 2007 quarter				Total
	Not more than 2 percent	More than 2 but not more than 3 percent	More than 3 but not more than 5 percent	More than 5 percent	
	Percent				
Cost of living	42	57	40	39	43
Match market rates	26	16	24	39	28
Retain staff	10	5	9	19	12
Attract staff	1	1	1	3	2
Match market rates and/or retain/attract staff	33	19	30	50	35
Collective employment agreements	17	20	32	27	27

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

Labour Cost Index (Salary and Wage Rates): September 2007 quarter

Table 7

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

		Percentage change from previous quarter		Percentage change from same quarter of previous year	
		Median increase	Mean increase	Median increase	Mean increase
Quarter					
1998	Sep	2.2	3.1	2.7	3.8
	Dec	2.0	2.9	2.5	3.6
1999	Mar	2.0	3.2	2.5	3.6
	Jun	2.1	3.0	2.4	3.4
	Sep	2.0	2.6	2.2	3.2
	Dec	2.0	2.6	2.1	3.1
2000	Mar	2.0	2.8	2.1	3.0
	Jun	2.5	3.0	2.2	3.2
	Sep	2.1	3.0	2.5	3.2
	Dec	2.5	3.6	2.5	3.4
2001	Mar	2.8	3.4	2.7	3.5
	Jun	3.0	4.0	3.0	3.8
	Sep	3.0	3.7	3.0	4.1
	Dec	3.0	3.8	3.0	4.1
2002	Mar	3.0	3.6	3.0	4.1
	Jun	3.0	3.7	3.0	4.2
	Sep	3.0	3.6	3.1	4.2
	Dec	3.0	3.9	3.0	4.1
2003	Mar	3.0	3.9	3.0	4.3
	Jun	3.0	3.8	3.1	4.3
	Sep	3.0	3.6	3.1	4.4
	Dec	3.0	3.9	3.0	4.4
2004	Mar	3.0	3.7	3.0	4.1
	Jun	3.0	4.1	3.0	4.2
	Sep	3.0	3.9	3.0	4.4
	Dec	3.0	3.8	3.0	4.3
2005	Mar	3.1	4.2	3.0	4.4
	Jun	3.9	5.0	3.2	4.7
	Sep	3.5	4.5	3.8	5.1
	Dec	3.8	4.7	4.0	5.4
2006	Mar	3.9	4.6	4.1	5.4
	Jun	4.0	4.9	4.2	5.4
	Sep	3.8	4.7	4.1	5.5
	Dec	4.1	5.1	4.2	5.5
2007	Mar	4.0	4.7	4.1	5.4
	Jun	4.0	4.8	4.1	5.4
	Sep	3.7	4.6	4.1	5.5

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