

# NEW ZEALAND ECONOMICS

## Labour Cost Index and Quarterly Employment Survey – June 2010 quarter

3 August 2010

### CONTRIBUTORS

**Khoon Goh**  
Head of Market Economics and Strategy  
Telephone: +64 4 802 2357  
E-mail: Khoon.Goh@anz.com

**Mark Smith**  
Economist  
Telephone: +64 4 802 2199  
E-mail: Mark.Smith2@anz.com

## WAGE GROWTH CONTAINED FOR NOW BUT LABOUR DEMAND IMPROVES

### KEY POINTS

- Private sector Labour Cost Index (LCI) annual wage inflation remained moderate and was in line with market and RBNZ expectations.
- Most other wage measures and the distribution of wage increases also show wage inflation to be on a moderate path. However, the 1.0 percent quarterly increase in the unadjusted LCI is likely to have caught the attention of the RBNZ.
- Filled jobs from the Quarterly Employment Survey (QES) increased by a moderate 0.3 percent in seasonally adjusted terms. However, QES paid hours increased by 1.2 percent in Q2, with the increase more evident in the services sector.
- The strong QES outturn for paid hours is likely to provide support to Q2 GDP and suggests a solid quarterly increase for quarterly HLFS hours worked.

	LCI private sector ordinary time		QES private sector ordinary time		QES paid hours	
	q/q	y/y	q/q	y/y	q/q	y/y
Mar-08	0.7	3.5	1.0	4.3	-0.1	2.5
Jun-08	0.8	3.5	2.1	5.4	0.2	1.5
Sep-08	1.1	3.7	1.0	5.1	-0.6	0.8
Dec-08	0.7	3.2	0.8	5.0	-1.5	-2.0
Mar-09	0.5	3.0	1.1	5.1	-0.6	-2.4
Jun-09	0.3	2.6	0.8	3.7	-1.3	-3.9
Sep-09	0.4	1.9	1.7	4.4	0.3	-3.0
Dec-09	0.3	1.5	-0.4	3.1	-0.2	-1.7
Mar-10	0.3	1.3	-0.4	1.6	1.1	-0.1
<b>Jun-10</b>	<b>0.4</b>	<b>1.4</b>	<b>0.6</b>	<b>1.4</b>	<b>1.2</b>	<b>2.5</b>
<b>ANZ</b>	<b>0.4</b>	<b>1.4</b>	<b>1.0</b>	<b>1.8</b>	-	-
Market	0.4	1.4	0.7	1.5	-	-

## DATA REVIEW

## DATA WRAP

**LCI private sector wage inflation (excluding overtime) rose by 0.4 percent** (1.4 percent for the June 2010 year). This was in line with market expectations and the June MPS forecast.

**Wage measures were generally well contained.** The annual rate of LCI private sector inflation (excluding overtime) remained moderate. Public sector LCI wage inflation increased by 0.2 percent, with the annual increase (2.1 percent) the lowest since September 2001. Increases in overtime rates were slightly more moderate, with private sector rates increasing by 0.6 percent and those for the public sector by 0.8 percent.

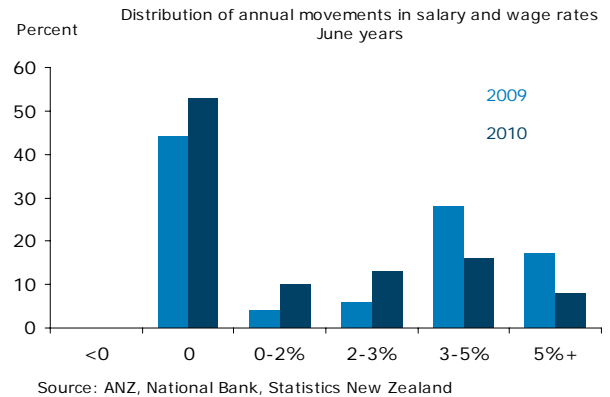
Private sector ordinary time hourly earnings from the QES rose by 0.6 percent in June, to their lowest annual increase since September 2000 (+1.4 percent). Public sector QES wages dipped slightly in June, with annual wage inflation (+3.9 percent) considerably below the 5.6 percent growth seen in the June 2009 year.

**However, the unadjusted LCI wage measure** (which adjusts for employment shifts between industries and occupations but not for increases due to quality changes within occupations) recorded a 1.0 percent quarterly increase, with the annual rate of wage inflation moving up to 2.9 percent.

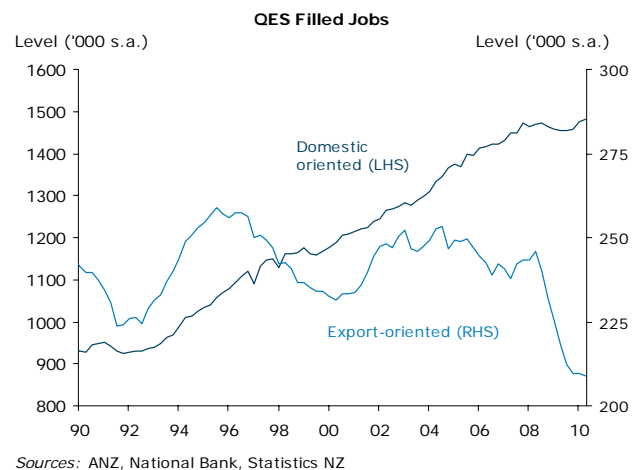


**The distribution of annual increases from the LCI indicated that the moderation in wage inflation was broad-based.** The portion of pay increases greater than 5 percent (8 percent of the total in the June 2010 year) remains low, with the majority of workers not receiving any increases (53 percent). Annual wage increases above 3 percent accounted for around 24 percent of surveyed salary and wage rates in the June 2010 year, as compared

to 45 percent in the June 2009 year. Across the occupation groups reported in the LCI, annual increases ranged from 1.0 percent (for farm, forestry and garden workers) to 3.6 percent for education professionals.



An important focus leading up to Thursday's HLFS will be June quarter employment. On this front the 0.3 percent seasonally adjusted increase in QES filled jobs in June was not too much of a surprise following the strong Q1 increase. Of some concern for the rebalancing of the economy was the drop in filled jobs for export orientated firms (-0.4 percent q/q), whereas domestic orientated firms registered a small quarterly increase.



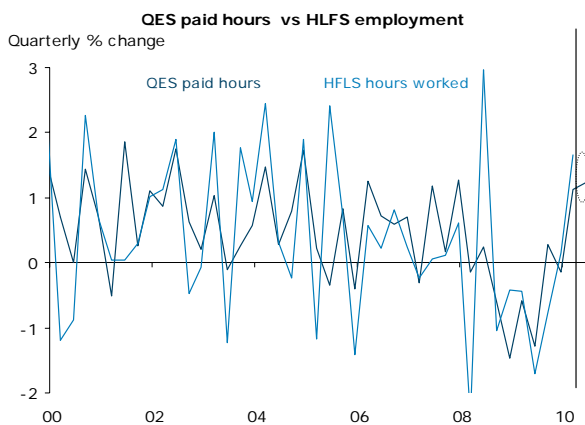
**By contrast, seasonally adjusted QES paid hours continued strong momentum, increasing by 1.2 percent.** Viewing paid hours by sector showed that more than half of the increase in aggregate paid hours was accounted for by a 5.9 percent increase in paid hours for professional, scientific and technical services. Respectable increases in paid hours for retail trade (up 4 percent), education and training (up 2.7 percent)

## DATA REVIEW

and manufacturing (up 1.9 percent) also helped push up aggregate paid hours. Lower hours paid in construction (down 4.3 percent) and accommodation and food services (down 5.4 percent) were partly offsetting. Stronger growth in paid hours for the non-market sector was evident compared to the market sector (1.7 percent versus 1.1 percent quarterly growth). Nevertheless, QES measures for employment remain considerably below mid 2008 peaks (1.6 percent lower for QES filled jobs and 1.5 percent lower for QES paid hours).

The correlation between quarterly movements in the QES and HLFS measures are not exact (correlation coefficient of 0.5 since 2000).

**Nevertheless, the strong QES paid hours outturn is suggestive of upside risks for Thursday's Q2 HLFS hours worked.**



Sources: ANZ, National Bank, Statistics NZ

## IMPLICATIONS

**Today's labour market outturns suggest the labour market recovery is continuing.** The solid increase in paid hours suggests support for Q2 services sector GDP and implies a reasonably solid quarterly increase for HLFS hours worked.

In addition, the 1.8 percent increase in gross earnings, which is 4.6 percent up from a year ago, points to a reasonable recovery in labour income growth. On the face of it, this suggests we could see a pick-up in consumer spending and housing market activity in the near-term. However, the more likely scenario is that households will use most of the increased income to continue paying down debt.



**In terms of the implications for monetary policy, the RBNZ will be broadly comfortable with the benign wage backdrop.** They will, however, be slightly concerned with the uptrend in the unadjusted LCI. As alluded to in the July OCR review, the RBNZ will be closely monitoring price and wage setting behaviour to ensure that the rising short-term profile for consumer price inflation does not spill-over into higher wages. With skill shortage measures in the QSBO easing and net immigration off sharply, the risk is that upward wage inflation pressures could emerge much sooner than initially thought.

# IMPORTANT NOTICE

## NEW ZEALAND DISCLOSURE INFORMATION

The Bank (in respect of itself and its principal officers) makes the following investment adviser disclosure to you pursuant to section 41A of the Securities Markets Act 1988.

The Bank (in respect of itself and its principal officers) makes the following investment broker disclosure to you pursuant to section 41G of the Securities Markets Act 1988.

### Qualifications, experience and professional standing Experience

The Bank is a registered bank and, through its staff, is experienced in providing investment advice about its own securities and, where applicable, the securities of other issuers. The Bank has been selling securities, and providing investment advice on those securities, to customers as a core part of its business for many years, drawing on the extensive research undertaken by the Bank and its related companies and the skills of specialised staff employed by the Bank. The Bank is represented on many bank, finance and investment related organisations and keeps abreast of relevant issues by running seminars and workshops for relevant staff and having its investment adviser staff attend external seminars where appropriate. The Bank subscribes to relevant industry publications and, where appropriate, its investment advisers will monitor the financial markets.

### Relevant professional body

The Bank is a member of the following professional bodies relevant to the provision of investment advice:

- New Zealand Bankers Association;
- Associate Member of Investment Savings & Insurance Association of NZ;
- Financial Markets Operations Association; and
- Institute of Finance Professionals.

### Professional indemnity insurance

The Bank (and its subsidiaries), through its ultimate parent company Australia and New Zealand Banking Group Limited, has professional indemnity insurance which covers its activities including those of investment advisers it employs.

This insurance covers issues (including 'prior acts') arising from staff fraud, electronic crime, documentary fraud and physical loss of property. The scope of the insurance also extends to third party civil claims, including those for negligence. The level of cover is of an amount commensurate with the size and scale of the Bank.

The insurer is ANZcover Insurance Pty Limited.

### Dispute resolution facilities

The Bank has a process in place for resolving disputes. Should a problem arise, you can contact any branch of the Bank for more information on the Bank's procedures or refer to any of the Bank's websites.

Unresolved complaints may ultimately be referred to the Banking Ombudsman, whose contact address is PO Box 10-573, Wellington.

### Criminal convictions

In the five years before the relevant investment advice is given none of the Bank (in its capacity as an investment adviser and where applicable an investment broker) or any principal officer of the Bank has been:

- Convicted of an offence under the Securities Markets Act 1988, or the Securities Act 1978 or of a crime involving dishonesty (as defined in section 2(1) of the Crimes Act 1961);
- A principal officer of a body corporate when that body corporate committed any of the offences or crimes involving dishonesty as described above;
- Adjudicated bankrupt;
- Prohibited by an Act or by a court from taking part in the management of a company or a business;

- Subject of an adverse finding by a court in any proceeding that has been taken against them in their professional capacity;
- Expelled from or has been prohibited from being a member of a professional body; or
- Placed in statutory management or receivership.

### Fees

At the time of providing this disclosure statement it is not practicable to provide accurate disclosure of the fees payable for all securities that may be advised on. However, this information will be disclosed to you should you seek advice from one of the Bank's investment advisers on a specific investment.

### Other interests and relationships

When a security is sold by the Bank, the Bank may receive a commission, either from the issuer of a security or from an associated person of the Bank. Whether that commission is received and, if received, its value depends on the security sold. At the time of providing this disclosure statement it is not practicable to provide a detailed list of each security that may be advised on, the name of the issuer of that security and the rate of the commission received by the Bank. However, this information will be disclosed to you should you seek advice from one of the Bank's investment advisers on a specific investment.

In addition to the interest that the Bank has in products of which it is the issuer, the Bank, or an associated person of the Bank, has the following interests or relationships that a reasonable person would find reasonably likely to influence the Bank in providing the investment advice on the securities listed below:

- ANZ Investment Services (New Zealand) Limited (ANZIS), as a wholly owned subsidiary of the Bank, is an associated person of the Bank. ANZIS may receive remuneration from a third party relating to a security sold by the Investment Adviser.
- UDC Finance Limited (UDC), as a wholly owned subsidiary of the Bank, is an associated person of the Bank. UDC may receive remuneration from a third party relating to a security sold by the Investment Adviser.
- ING (NZ) Holdings Limited (ING), as a wholly owned subsidiary of the Bank, is an associated person of the Bank. ING and its related companies, including ING (NZ) Limited, may receive remuneration from a third party relating to a security sold by the Investment Adviser.
- Direct Broking Limited (DBL), as a wholly owned subsidiary of the Bank, is an associated person of the Bank. DBL may receive remuneration from a third party relating to a security sold by the Investment Adviser.

### Securities about which investment advice is given

The Bank provides investment advice on the following types of securities:

- Debt securities including term and call deposits, government stock, local authority stock, State-Owned Enterprise bonds, Kiwi bonds and corporate bonds and notes;
- Equity securities such as listed and unlisted shares;
- New Zealand and overseas unit trusts;
- Share in a limited partnership;
- Superannuation schemes and bonds;
- Group investment funds;
- Life insurance products;
- Derivative products including interest rate and currency forward rate contracts and options; and
- Other forms of security, such as participatory securities.

### PROCEDURES FOR DEALING WITH INVESTMENT MONEY OR INVESTMENT PROPERTY

If you wish to pay investment money to the Bank you can do this in several ways such as by:

- Providing cash;

## IMPORTANT NOTICE

- Providing a cheque payable to the relevant product or service provider and crossed 'not transferable'; or
- Making an automatic payment or payment through another electronic delivery mechanism operated by the Bank.

Investment property (other than money) may be delivered to the Bank by lodging the relevant property (for example, share certificates) with any branch of the Bank offering a safe custody service, or by posting (using registered post) the documents or other property to a branch of the Bank, identifying your name, account number and investment purpose.

Any investment money lodged with the Bank for the purchase of securities offered by the Bank, its subsidiaries or any third parties will be deposited in accordance with your instructions, to your nominated account or investment. Such money will be held by the Bank according to usual banking terms and conditions applying to that account or the particular terms and conditions relating to the investment and will not be held by the Bank on trust unless explicitly accepted by the Bank on those terms. Any investment money or property accepted by the Bank on trust will be so held until disbursed in accordance with your instructions. Any investment property lodged with the Bank will be held by the Bank as bailee according to the Bank's standard terms and conditions for holding your property.

### Record Keeping

The Bank will keep adequate records of the deposit of investment moneys or property and all withdrawals and dealings with such money or property, using the account/investment number allocated to your investment. You may have access to those records upon request.

### Auditing

The Bank's systems and operations are internally audited on a regular basis. The financial statements of the Bank and its subsidiaries are audited annually by KPMG. However, this does not involve an external audit of the receipt, holding and disbursement of the money and other property.

### Use of Money and Property

Money or property held by the Bank for a specific purpose communicated to the Bank (e.g. the purchase of an interest in a security) may not be used by the Bank for its own purposes and will be applied for your stated purpose. No member of the Bank's staff may use any money or property deposited with the Bank, for their own purposes or for the benefit of any other person. In the absence of such instructions, money deposited with the Bank may be used by the Bank for its own purposes, provided it repays the money to you upon demand (or where applicable, on maturity), together with interest, where payable.

### NEW ZEALAND DISCLAIMER

The Bank does not provide investment advice tailored to an investor's personal circumstances. It is the investor's responsibility to understand the nature of the security subscribed for, and the risks associated with that security. To the maximum extent permitted by law, the Bank excludes liability for, and shall not be responsible for, any loss suffered by the investor resulting from the Bank's investment advice.

Each security (including the principal, interest or other returns of any security) the subject of investment advice given to the investor by the Bank or otherwise, is not guaranteed, secured or underwritten in any way by the Bank or any associated or related party except to the extent expressly agreed in the terms of the relevant security.

This document is provided for informational purposes only and does not constitute an offer to sell or solicitation to buy any security or other financial instrument. No part of this document can be reproduced, altered, transmitted to, copied to or

distributed to any other person without the prior express permission of the Bank.

This document is a necessarily brief and general summary of the subjects covered and does not constitute advice. You should obtain professional advice before acting on the basis of any opinions or information contained in it. The information contained in this document is given in good faith, has been derived from sources perceived by it to be reliable and accurate and the Bank shall not be obliged to update any such information after the date of this document. Neither the Bank nor any other person involved in the preparation of this document accepts any liability for any opinions or information (including the accuracy or completeness thereof) contained in it, or for any consequences flowing from its use.

### UNITED STATES DISCLAIMER

This document is being distributed in the United States by ANZ Securities, Inc. (Member of FINRA [www.finra.org] and registered with the SEC) ("ANZ S") (an affiliated company of Australia and New Zealand Banking Group Limited ("ANZBG") and the Bank), which accepts responsibility for its content. Further information on any securities referred to herein may be obtained from ANZ S upon request. Any US person(s) receiving this document and wishing to effect transactions in any fixed income securities referred to herein should contact ANZ S 277 Park Avenue, 31st Floor, New York, NY 10172 USA, Tel: 1-212-801-9160, Fax: 1-212-801-9163, not its affiliates.

This document is issued on the basis that it is only for the information of the particular person to whom it is provided. This document may not be reproduced, distributed or published by any recipient for any purpose. This document does not take into account your personal needs and financial circumstances. Under no circumstances is this document to be used or considered as an offer to sell, or a solicitation of an offer to buy.

In addition, from time to time ANZBG, the Bank, ANZ S, their affiliated companies, or their respective associates and employees may have an interest in any financial products (as defined by the Australian Corporations Act 2001), securities or other investments, directly or indirectly the subject of this document (and may receive commissions or other remuneration in relation to the sale of such financial products, securities or other investments), or may perform services for, or solicit business from, any company the subject of this document. If you have been referred to ANZBG, the Bank, ANZ S or their affiliated companies by any person, that person may receive a benefit in respect of any transactions effected on your behalf, details of which will be available upon request.

The information herein has been obtained from, and any opinions herein are based upon, sources believed reliable. The views expressed in this document accurately reflect the author's personal views, including those about any and all of the securities and issuers referred to herein. The author however makes no representation as to its accuracy or completeness and the information should not be relied upon as such. All opinions and estimates herein reflect the author's judgement on the date of this document and are subject to change without notice. No part of the author's compensation was, is or will be directly or indirectly related to specific recommendations or views expressed in this document. ANZBG, the Bank, ANZ S, their affiliated companies, their respective directors, officers, and employees disclaim any responsibility, and shall not be liable, for any loss, damage, claim, liability, proceedings, cost or expense ("Liability") arising directly or indirectly (and whether in tort (including negligence), contract, equity or otherwise) out of or in connection with the contents of and/or any omissions from this communication except where a Liability is made non-excludable by legislation.