

Employment Relations Sector Report: Aged Residential Care Sector

February 2024





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Purpose Statement

This sector report is one of a series of research reports designed to outline employment and income data relating to industries and occupations in various sectors of the workforce. They provide both insight and general information regarding employment within the sector.

These reports are research, not advice. They are based on the most comprehensive and up to date data available publicly from Statistics New Zealand (Statistics NZ) as New Zealand’s official source of statistics. The data within the reports is provided by industry and occupation using Statistics NZ ANZSIC and ANZSCO codes. The data has been provided to the most granular level permitted due to data availability and to meet the confidentiality rules required by Statistics NZ.

Making this data easily accessible to all parties, who may not otherwise have the expertise and resources available to obtain this level of information, supports the function of the Chief Executive of MBIE in “publishing information, reports, and guidelines about employment relationships”. This in turn contributes to the purpose of the Employment Relations Act 2000, which is “to build productive employment relationships through the promotion of good faith in all aspects of the employment environment and of the employment relationship.”¹ Access to and use of the data provided is strictly managed by Statistics NZ under the Data and Statistics Act 2022 (The Act). The Act requires that data be published as research and, therefore, made safely publicly available to all parties before it can be used for policy or other public decision-making purposes.

Data Disclaimer

Statistics NZ is the source for any tables, graphs, or data presented in this report. Access to the data used in this study was provided by Statistics NZ under conditions designed to give effect to the security and confidentiality provisions of the Data and Statistics Act 2022. The results presented in this study are the work of the author, not Statistics NZ or individual data suppliers. These results are not official statistics. They have been created for research purposes from the Integrated Data Infrastructure (IDI) and Longitudinal Business Database (LBD) which are carefully managed by Statistics NZ. For more information about the IDI and LBD please visit <https://www.stats.govt.nz/integrated-data/>. The results are based in part on tax data supplied by Inland Revenue to Statistics NZ under the Tax Administration Act 1994 for statistical purposes. Any discussion of data limitations or weaknesses is in the context of using the IDI for statistical purposes and is not related to the data’s ability to support Inland Revenue’s core operational requirements.

¹ See [Employment Relations Act 2000 No 24 \(as at 13 June 2023\), Public Act – New Zealand Legislation](#), Section 3 Object of this Act, and Section 223AAA, Functions of chief executive.

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1 Introduction

This report provides a range of demographic information regarding employment relations in the Aged Residential Care sector.

The Employment Relations Data Methodology Report (generic to all Employment Relations Sector Reports) outlines the methods of data collection, analysis, and any key data source caveats relevant to creating this report. A copy of the Employment Relations Data Methodology Report can be provided on request to libs@mbie.govt.nz.

Section 2 provides an overview of the Aged Residential Care sector as defined in this report. Sections 3 through 8 provide the findings of the research relating to the sector, focusing on employee demographics, employer information, wages, pay progression, conditions, and employment type respectively.

2 The Aged Residential Care Sector

For the purposes of the research analysis presented within this report, the following ANZSIC codes are used to define the industries falling within the broader Aged Residential Care sector:

- Q860100: Aged Care

The following ANZSCO codes are used to define the occupations in the Aged Residential Care sector (as defined by the above ANZSIC codes) in this report:

- 811211: Commercial Cleaner
- 851311: Kitchenhand
- 254499: Registered Nurses n.e.c.²
- 423111: Aged or Disabled Carer
- 423313: Personal Care Assistant
- 131112: Sales and Marketing Manager
- 132211: Finance Manager
- 132411: Policy and Planning Manager
- 141912: Retirement Village Manager
- 141999: Accommodation and Hospitality Managers n.e.c
- 149311: Conference and Event Organiser
- 149999: Hospitality, Retail and Service Managers n.e.c
- 211213: Musician (Instrumental)
- 211411: Painter (Visual Arts)
- 221111: Accountant (General)
- 222311: Financial Investment Advisor
- 224711: Management Consultant
- 232111: Architect
- 251111: Dietitian

² The term 'n.e.c.' stands for 'not elsewhere classified'.

- 251312: Occupational Health and Safety Advisor
- 251911: Health Promotion Officer
- 254311: Nurse Manager
- 254412: Registered Nurse (Aged Care)
- 254413: Registered Nurse (Child and Family Health)
- 254414: Registered Nurse (Community Health)
- 254418: Registered Nurse (Medical)
- 254421: Registered Nurse (Medical Practice)
- 261112: Systems Analyst
- 272612: Recreation Officer / Recreation Coordinator
- 312999: Building and Engineering Technician n.e.c
- 351311: Chef
- 351411: Cook
- 362211: Gardener (General)
- 411111: Ambulance Officer
- 411311: Diversional Therapist
- 411411: Enrolled Nurse
- 411711: Community Worker
- 421113: Nanny
- 423311: Hospital Orderly
- 423312: Nursing Support Worker
- 423314: Therapy Aide
- 423411: Child or Youth Residential Care Assistant
- 431211: Cafe Worker
- 442217: Security Officer
- 451816: Religious Assistant
- 452317: Other Sports Coach or Instructor
- 512111: General Clerk
- 542111: Receptionist (General)
- 551111: Accounts Clerk
- 551311: Payroll Clerk
- 599411: Human Resource Clerk
- 612114: Real Estate Agent
- 811311: Domestic Cleaner
- 811411: Commercial Housekeeper
- 811511: Laundry Worker (General)
- 821111: Builder's Labourer

3 Research Findings – Employee Demographics

The following section outlines the research findings associated with the Aged Residential Care sector as defined in Section 2. The findings in this section cover a range of information regarding the number, demographics, and geographic location of employees in the sector.

Note that some research findings have been suppressed due to confidentiality concerns. Confidentiality and suppression rules applied to estimates of counts and proportions may result in the sum of parts not adding up to their totals.

3.1 Employees in the sector

A breakdown of the number of individuals by ANZSCO codes is presented in Table 1 and Figure 1. Some ANZSCO codes specified above have not been included^{3,4}

Table 1: Estimated number of employees in the Aged Residential Care Sector, by ANZSCO code. HLFS, 2022.

ANZSCO code	Occupation	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
811211	Commercial Cleaner	1,100	300	1,900	3.15%
851311	Kitchenhand	1,700	700	2,700	4.87%
254499	Registered Nurses n.e.c	2,100	900	3,300	6.02%
423111	Aged or Disabled Carer	3,500	2,000	5,000	10.03%
423313	Personal Care Assistant	12,800	9,300	16,300	36.68%
Total		34,900	29,500	40,300	100.00%

³ Some ANZSCO codes have not been included in the table where there were no individuals recorded with that code in the Household Labour Force Survey. Also, some results have been suppressed (due to low counts of individuals) during the Integrated Data Infrastructure data outputting process.

⁴ We are 95% confident that the confidence intervals provided in this and the following tables contain the true number/proportion of employees in the Aged Residential Care sector as defined in this report. These 95% confidence intervals are present in the form of red bars on the graphs in this report where estimates are provided.

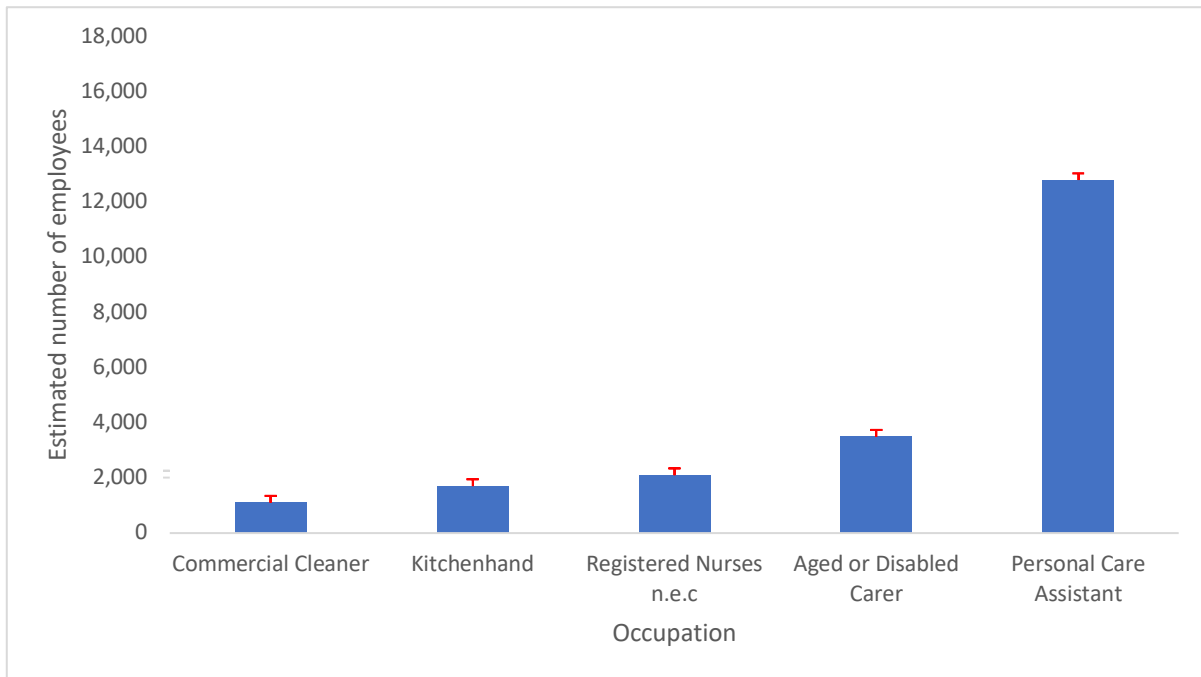


Figure 1: Estimated number of employees in the Aged Residential Care Sector, by ANZSCO code. HLF5, 2022.

3.2 Employees in the sector by age group⁵

Table 2: Estimated counts of employees in the Aged Residential Care Sector by age group. HLF5, 2022.

Age group	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
15-19	1,900	600	3,200	5.44%
20-24	2,100	600	3,600	6.02%
25-29	1,900	700	3,100	5.44%
30-34	5,000	3,400	6,600	14.33%
35-39	3,600	1,900	5,300	10.32%
40-44	3,300	2,000	4,600	9.46%
45-49	3,700	1,900	5,500	10.60%
50-54	3,400	2,200	4,600	9.74%
55-59	3,100	1,900	4,300	8.88%
60-64	4,500	2,800	6,200	12.89%
65-69	1,800	800	2,800	5.16%
Total	34,900	29,500	40,300	100.00%

⁵ Note that confidentiality and suppression rules applied to estimates of counts and proportions may result in the sum of parts not adding up to their totals, and some analysis categories being left off effected tables.

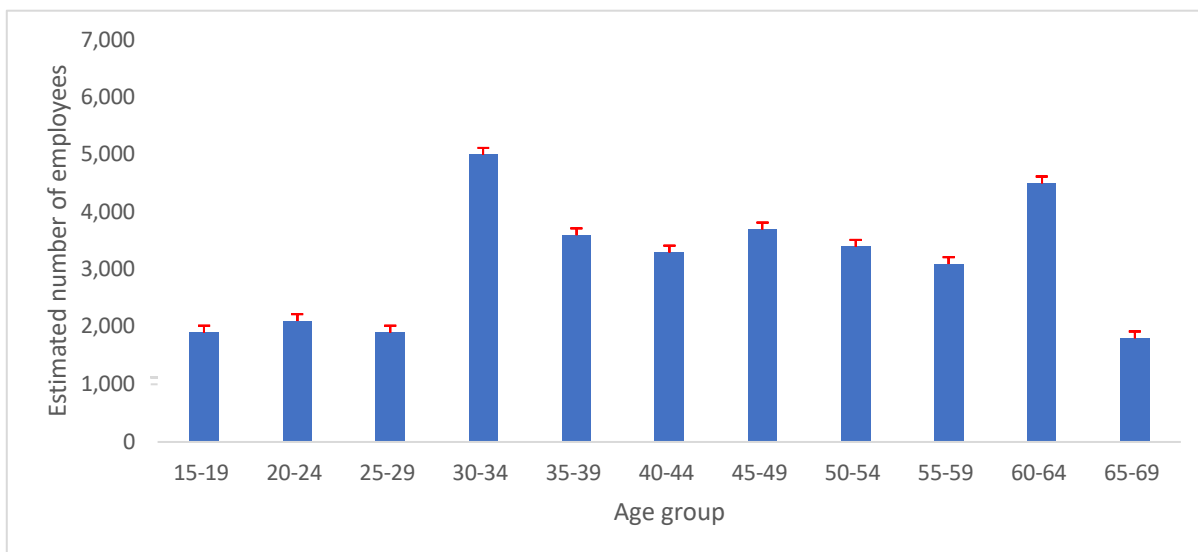


Figure 2: Estimated counts of employees in the Aged Residential Care Sector by age group. HLFS, 2022

3.3 Employees in the sector by ethnicity

Table 3: Estimated counts of employees in the Aged Residential Care Sector by ethnicity. HLFS, 2022.

Ethnicity ⁶	Estimated number of employees ⁷	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Pacific	3,300	1,900	4,700	9.46%
Māori	4,000	2,200	5,800	11.46%
Asian	9,800	6,800	12,800	28.08%
European	19,000	15,400	22,600	54.44%
Total	34,900	29,500	40,300	100.00%

⁶ Note: the ethnicity categories here are not exclusive. An individual may be counted more than once if they have provided more than one ethnicity in the HLFS. As such, the individual ethnicities added together will not add up to the total.

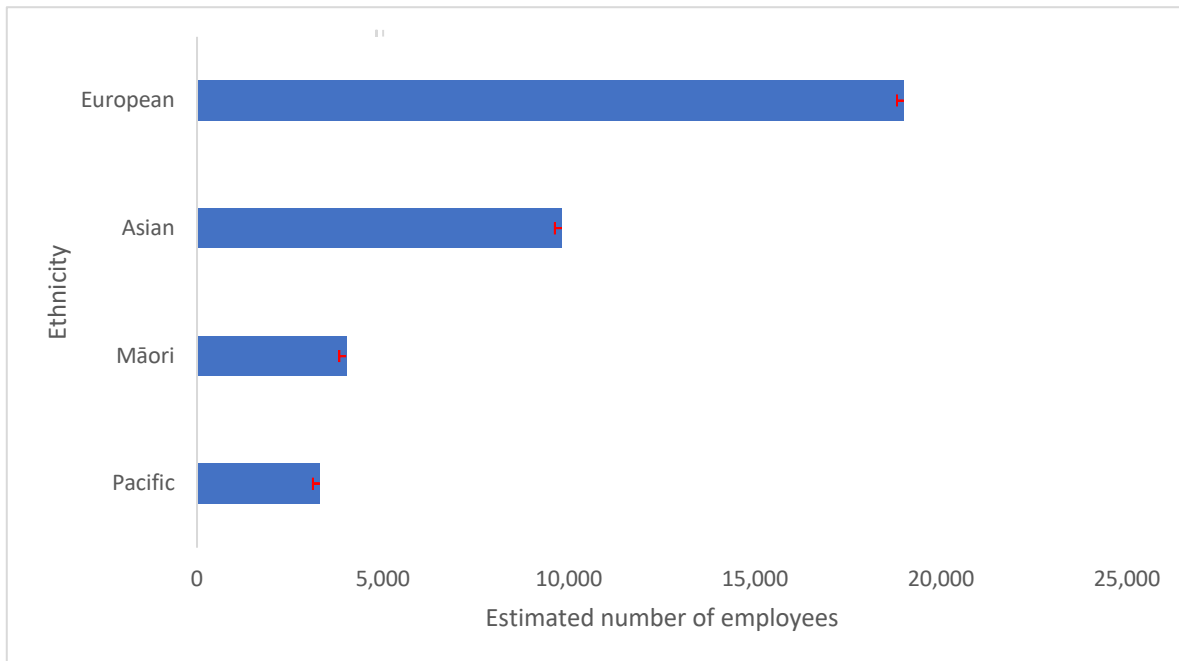


Figure 3: Estimated counts of employees in the Aged Residential Care Sector by ethnicity. HLFS, 2022.

3.4 Employees in the sector by sex

Table 4: Estimated counts of Māori employees in the Aged Residential Care Sector by age group. HLFS, 2022.

Male	5,400	3,400	7,400	15.47%
Female	29,500	24,700	34,300	84.53%
Total	34,900	29,500	40,300	100.00%

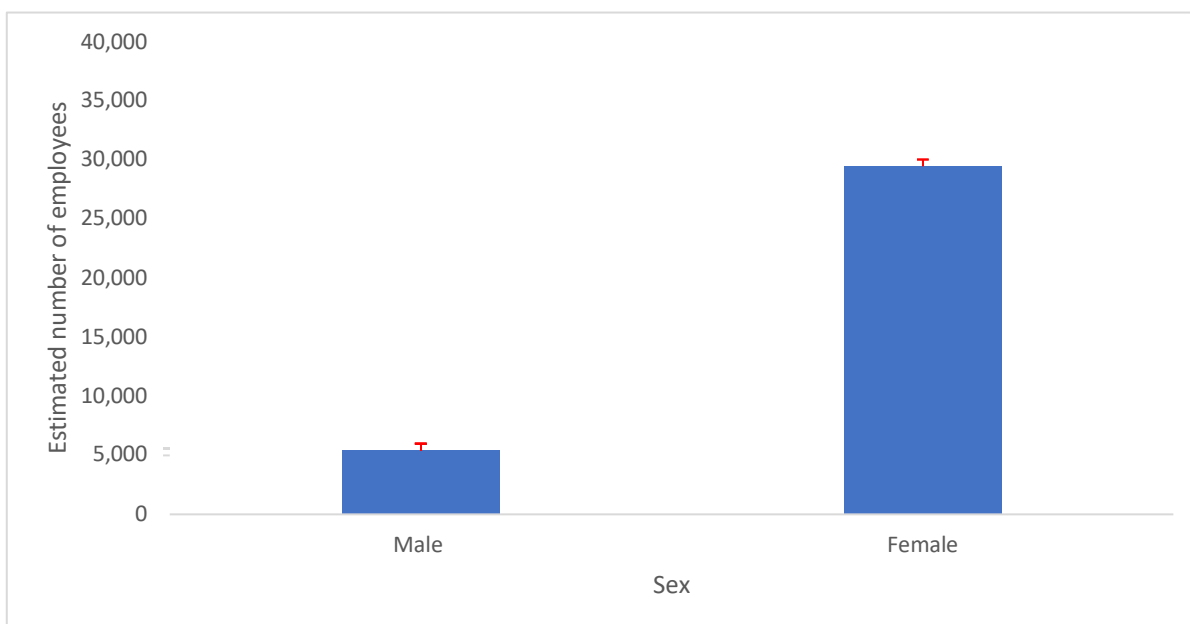


Figure 4: Estimated counts of Māori employees in the Aged Residential Care Sector by age group. HLFS, 2022.

3.5 Male employees in the sector by age group

Table 5: Estimated counts of male employees in the Aged Residential Care Sector by age group. HLFS, 2022.

Age group	Male employees	Female employees	Total employees	Percentage
35-39	1,300	300	2,300	24.07%
Male Total	5,400	3,400	7,400	100.00%

3.6 Female employees in the sector by age group

Table 6: Estimated counts of female employees in the Aged Residential Care Sector by age group. HLFS, 2022.

Age group	Male employees	Female employees	Total employees	Percentage
15-19	1,900	600	3,200	6.44%
20-24	1,800	400	3,200	6.10%
25-29	1,200	200	2,200	4.07%
30-34	4,500	3,000	6,000	15.25%
35-39	2,300	1,100	3,500	7.80%
40-44	3,100	1,800	4,400	10.51%
45-49	3,100	1,700	4,500	10.51%
50-54	2,900	1,700	4,100	9.83%
55-59	2,600	1,500	3,700	8.81%
60-64	4,100	2,500	5,700	13.90%
65-69	1,200	400	2,000	4.07%
Female Total	29,500	24,700	34,300	100.00%

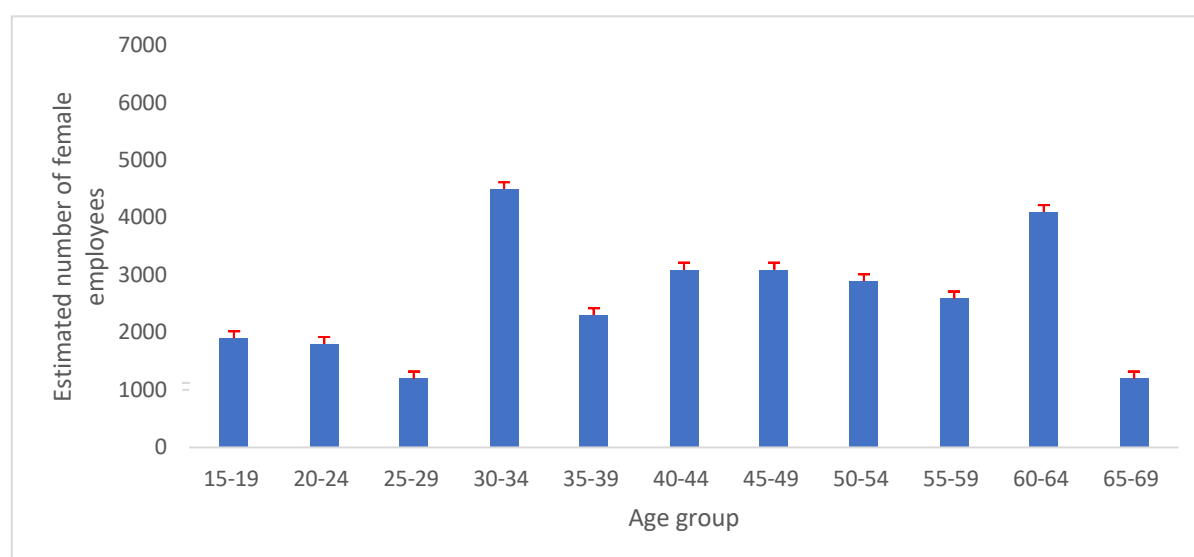


Figure 5: Estimated counts of female employees in the Aged Residential Care Sector by age group. HLFS, 2022.

3.7 Māori employees in the sector by sex

Table 7: Estimated counts of Māori employees in the Aged Residential Care Sector by sex (male or female only). HLFS, 2022.

Sex	Māori Ethnicity	Estimated number of employees ⁸	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Male	Māori	S	S	S	S
Male	Non-Māori	5,200	3,300	7,100	14.90%
Female	Māori	3,800	2,000	5,600	10.89%
Female	Non-Māori	25,700	21,500	29,900	73.64%
-	Māori Total	4,000	2,200	5,800	11.46%
-	Non-Māori Total	30,900	26,000	35,800	88.54%
Grand Total	-	34,900	29,500	40,300	100.00%

3.8 Pacific employees in the sector by sex

Table 8: Estimated counts of Pacific employees in the Aged Residential Care Sector by sex (male or female only). HLFS, 2022.

Sex	Pacific ethnicity	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Male	Pacific	S	S	S	S
Male	Non-Pacific	4,600	2,800	6,400	13.18%
Female	Pacific	2,600	1,400	3,800	7.45%
Female	Non-Pacific	26,900	22,200	31,600	77.08%
-	Pacific Total	3,300	1,900	4,700	9.46%
-	Non-Pacific Total	31,600	26,500	36,700	90.54%
Grand Total	-	34,900	29,500	40,300	100.00%

⁸ An 'S' in a table indicates the results have been made confidential during the outputting process. In other words, the counts of individuals within the data were small enough that there was a risk individuals could be identified if the data was released publicly.

3.9 Employees in the sector by urbanity

Table 9: Estimated counts of employees in the Aged Residential Care Sector by urbanity. HLFS, 2022.

Area Type	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Main urban areas	24,600	20,200	29,000	70.49%
Secondary urban areas	3,300	1,700	4,900	9.46%
Minor urban areas	2,900	1,500	4,300	8.31%
Rural centres	1,200	200	2,200	3.44%
Rural areas	2,900	1,000	4,800	8.31%
Total	34,900	29,500	40,300	100.00%

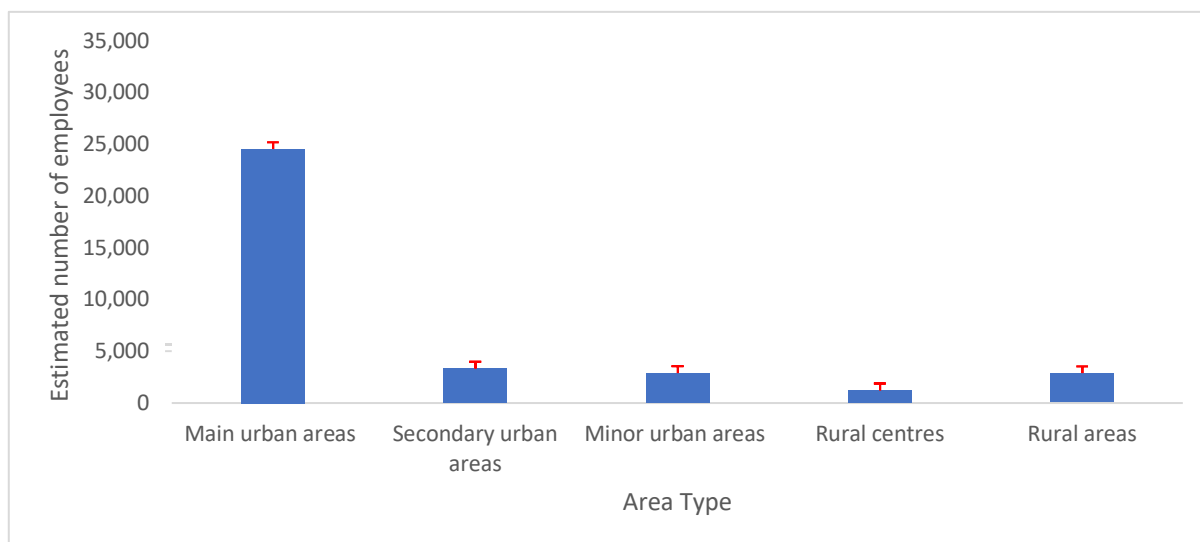


Figure 6: Estimated counts of employees in the Aged Residential Care Sector by urbanity. HLFS, 2022.

3.10 Employees in the sector by region

Table 10: Estimated counts of employees in the Aged Residential Care Sector by region. HLFS, 2022.

Region	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Auckland	9200	6,500	11,900	26.36%
Canterbury	6300	4,400	8,200	18.05%
Wellington	3300	1,600	5,000	9.46%
Otago	2800	1,300	4,300	8.02%
Waikato	2400	1,100	3,700	6.88%
Bay of Plenty	2300	900	3,700	6.59%
Taranaki	1900	300	3,500	5.44%
Northland	1700	500	2,900	4.87%
Manawatu-Whanganui	1700	700	2,700	4.87%
Hawke's Bay	1200	400	2,000	3.44%
Southland	1000	200	1,800	2.87%
Total	34,900	29,500	40,300	100.00%

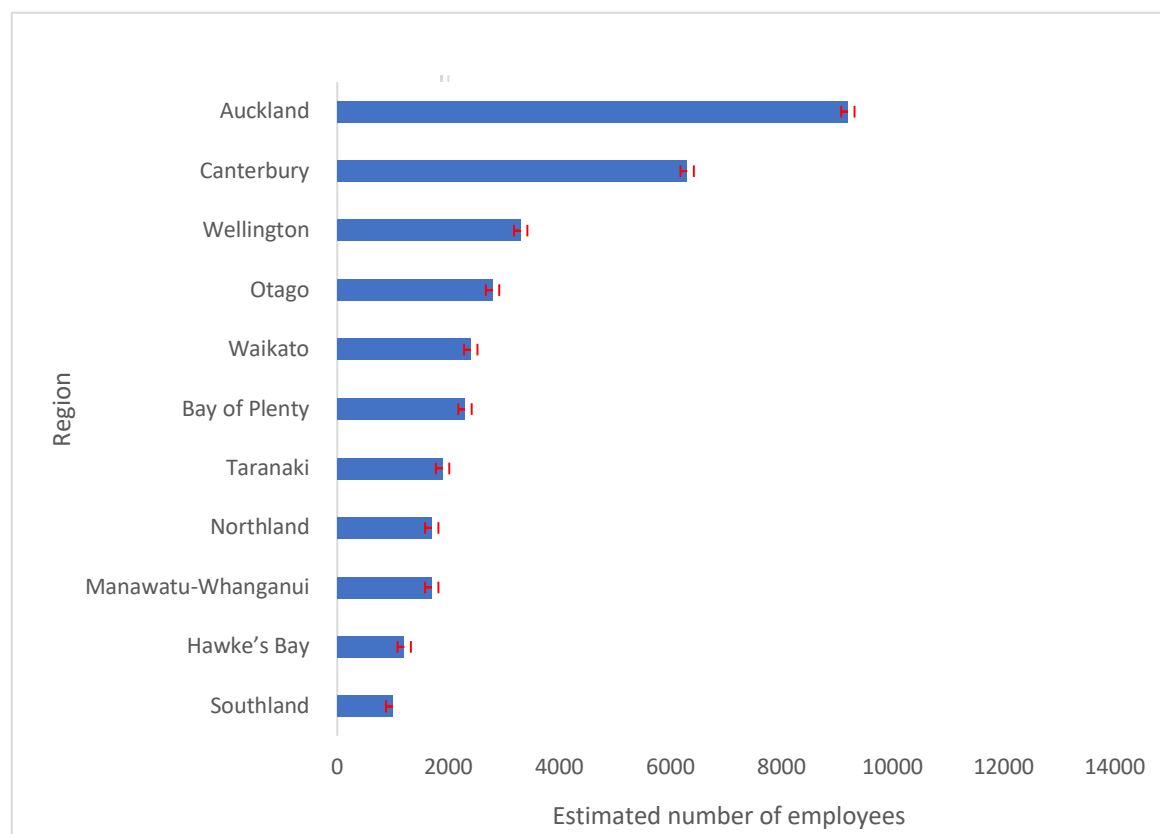


Figure 7: Estimated counts of employees in the Aged Residential Care Sector by region. HLFS, 2022.

4. Research findings - Employer Characteristics

The following section outlines the research findings associated with the Aged Residential Care sector as defined in Section 2. The findings in this section cover information regarding employers in the sector.

4.1 Employer size by estimated employee numbers

This section displays the proportion of employees in the sector working within enterprises of varying sizes, and the total number of enterprises of that size employing individuals within the sector. Enterprise size is based on the number of *total* employees, not just employees in the sector.

Table 11: Proportion of Aged Residential Care Sector employees working within enterprises of varying sizes (based on number of individuals employed within the sector). Integrated Data Infrastructure Admin Data⁹

Enterprise size	% of sector employees working in enterprise size category	Number of enterprises
1 to 20 employees	3.55%	144
21 to 50 employees	12.80%	150
51 to 100 employees	17.55%	96
100+ employees	66.10%	87

⁹ See the accompanying Employment Relations Data Methodology Report for more information.

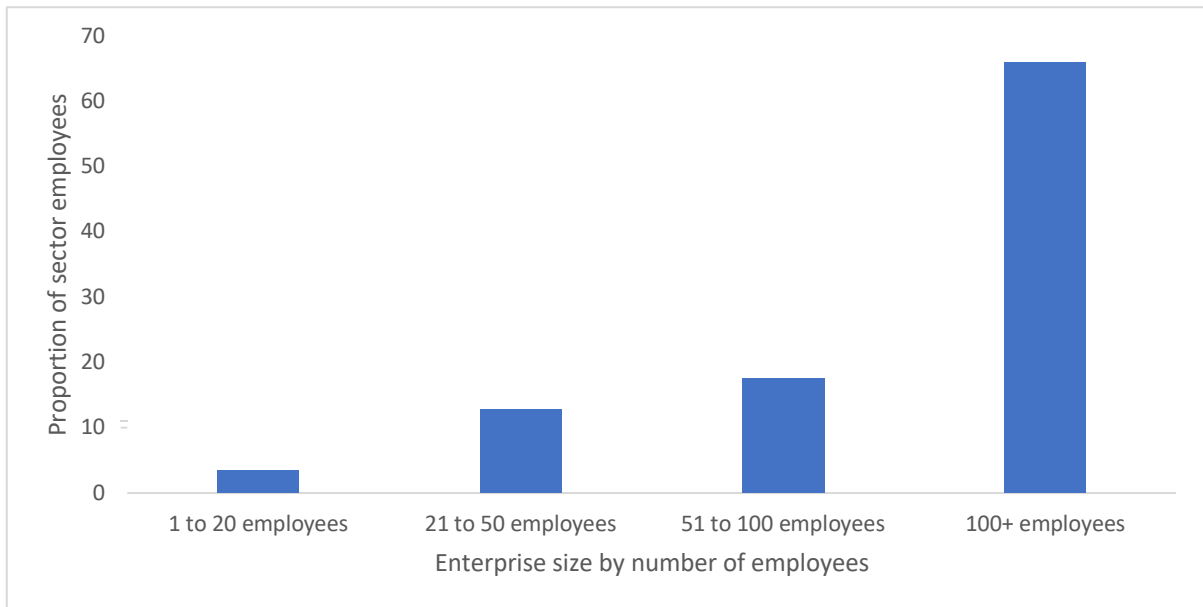


Figure 8: Proportion of Aged Residential Care Sector employees working within enterprises of varying sizes (based on number of individuals employed within the sector). Integrated Data Infrastructure Admin Data¹⁰

¹⁰ Confidence intervals are not present for employees in the sector by enterprise size, as the numbers presented are counts, not estimates.

5. Research findings - Wages

The following section outlines the research findings associated with the Aged Residential Care sector as defined in Section 2. The findings in this section cover a range of information relating to the wages of employees in the sector.

5.1 Low pay

Those earning 120% or less of the minimum wage¹¹ have been used to represent those earning 'close to' the minimum wage¹².

Table 12: Estimated number of employees in the Aged Residential Care Sector earning above and below 120% of the minimum wage. HLFs, 2022.

Above or below 120% of minimum wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Above 120% of minimum wage	16,500	13,100	19,900	49.55%
Below 120% of minimum wage	16,800	13,000	20,600	50.45%
Total	33,300	27,900	38,700	100.00%

¹¹ See the Employment Relations Data Methodology Report for a summary of the minimum and median wage by year from 2016-2022.

¹² Note that the totals in this and any subsequent tables may differ. This difference occurs because not all respondents to the HLFs answer every question: some questions may be left blank. As such, the 'total' in these tables is based on the total number of people who responded to the question, *not* the total number of people in the proposed sector.

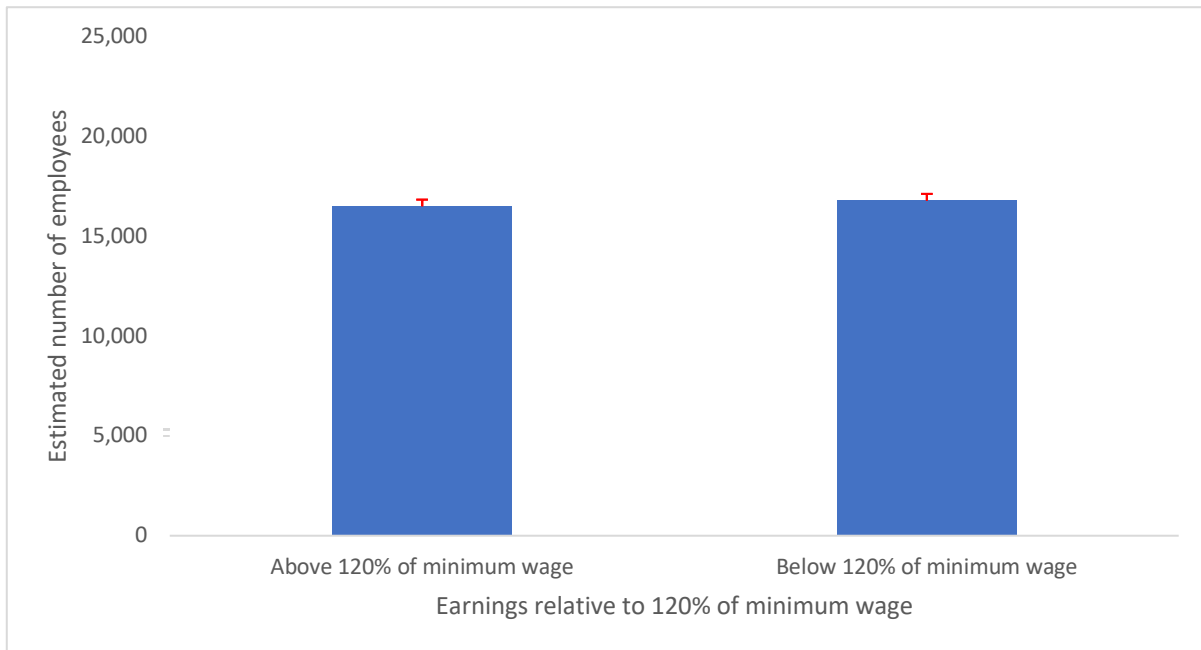


Figure 9: Estimated number of employees in the Aged Residential Care Sector earning above and below 120% of the minimum wage. HLFS, 2022.

5.2 Low pay by age group

Those earning 120% or less of the minimum wage have been used to represent those earning ‘close to’ the minimum wage.

Table 13: Estimated counts of individuals in the Aged Residential Care Sector receiving above or below 120% of the minimum wage by age group. HLFS, 2022.

Age group	Earnings relative to 120% of minimum wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
15-19	Below 120%	1,600	400	2,800	4.80%
20-24	Below 120%	1,000	0	2,000	3.00%
25-29	Above 120%	1,400	300	2,500	4.20%
30-34	Above 120%	2,500	1,300	3,700	7.51%
30-34	Below 120%	1,800	600	3,000	5.41%
35-39	Above 120%	2,400	1,000	3,800	7.21%
35-39	Below 120%	1,200	200	2,200	3.60%
40-44	Above 120%	1,700	900	2,500	5.11%
40-44	Below 120%	1,500	500	2,500	4.50%
45-49	Above 120%	1,700	500	2,900	5.11%
45-49	Below 120%	2,000	900	3,100	6.01%
50-54	Above 120%	1,800	900	2,700	5.41%
50-54	Below 120%	1,500	600	2,400	4.50%
55-59	Above 120%	1,000	200	1,800	3.00%

55-59	Below 120%	1,800	800	2,800	5.41%
60-64	Above 120%	1,800	800	2,800	5.41%
60-64	Below 120%	2,600	1,400	3,800	7.81%
-	Above 120% Total	16,500	13,100	19,900	49.55%
-	Below 120% Total	16,800	13,000	20,600	50.45%
Grand Total	-	33,300	27,900	38,700	100.00%

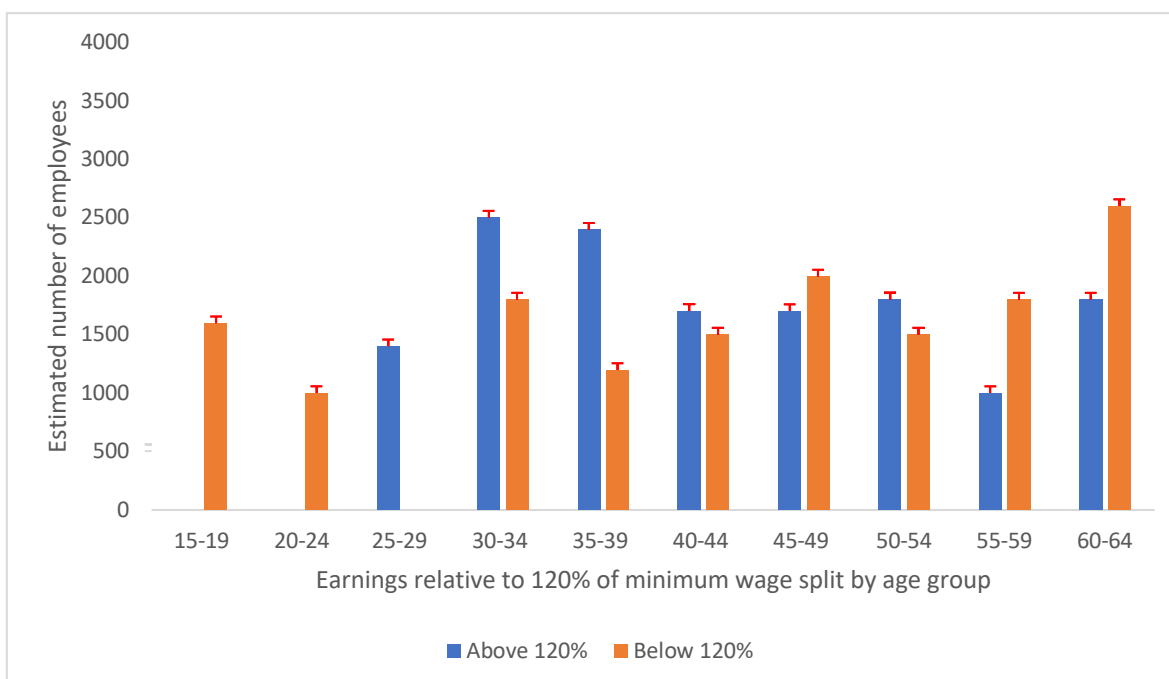


Figure 10: Estimated counts of individuals in the Aged Residential Care Sector receiving above or below 120% of the minimum wage by age group. HLFs, 2022.

5.3 Low pay by sex

Those earning 120% or less of the minimum wage have been used to represent those earning ‘close to’ the minimum wage.

Table 14: Estimated counts of individuals in the Aged Residential Care Sector receiving above or below 120% of the minimum wage by sex (male or female only). HLFs, 2022.

Sex	Earnings relative to 120% of minimum wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Male	Below 120%	2,400	1,100	3,700	7.21%
Male	Above 120%	2,900	1,400	4,400	8.71%
Female	Below 120%	14,300	11,100	17,500	42.94%
Female	Above 120%	13,600	10,500	16,700	40.84%

-	Below 120% Total	16,800	13,000	20,600	50.45%
-	Above 120% Total	16,500	13,100	19,900	49.55%
Grand Total	-	33,300	27,900	38,700	100.00%

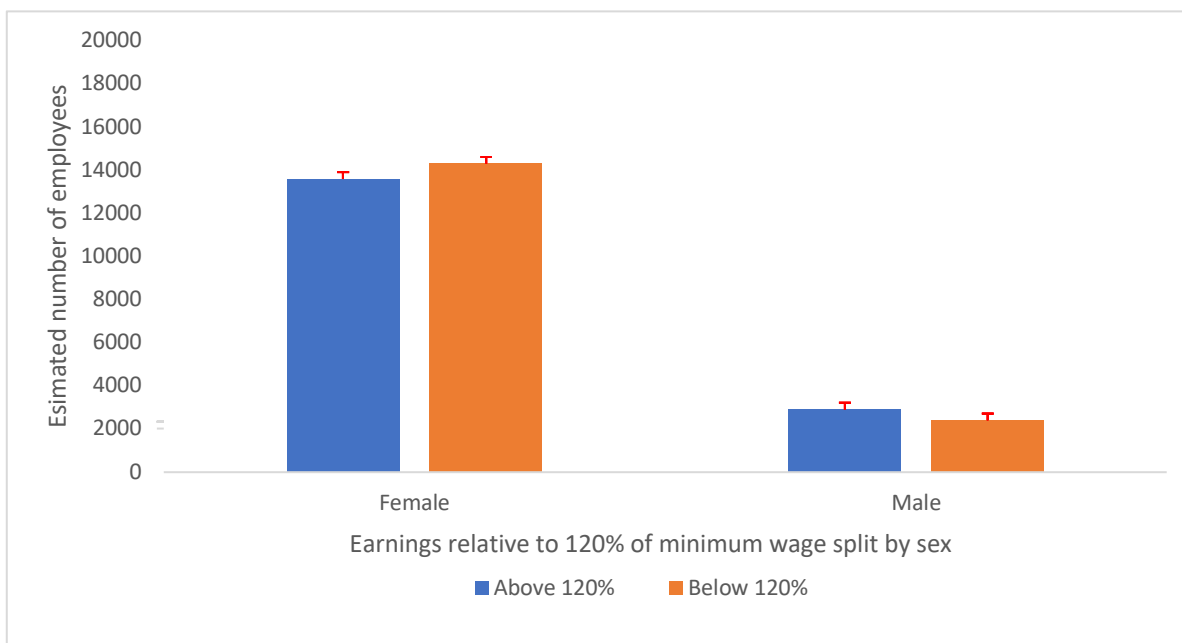


Figure 11: Estimated counts of individuals in the Aged Residential Care Sector receiving above or below 120% of the minimum wage by sex (male or female only). HLFS, 2022.

5.4 Low pay - Māori and non-Māori employees

Those earning 120% or less of the minimum wage have been used to represent those earning 'close to' the minimum wage.

Table 15: Estimated counts of Māori and non-Māori individuals in the Aged Residential Care Sector receiving above or below 120% of the minimum wage. HLFS, 2022.

Māori Ethnicity	Earnings relative to 120% of minimum wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Māori	Above 120%	1,900	800	3,000	5.71%
Māori	Below 120%	2,000	900	3,100	6.01%
Non-Māori	Above 120%	14,700	11,600	17,800	44.14%
Non-Māori	Below 120%	14,800	11,200	18,400	44.44%
-	Above 120% Total	16,500	13,100	19,900	49.55%
-	Below 120% Total	16,800	13,000	20,600	50.45%
Grand Total	-	33,300	27,900	38,700	100.00%

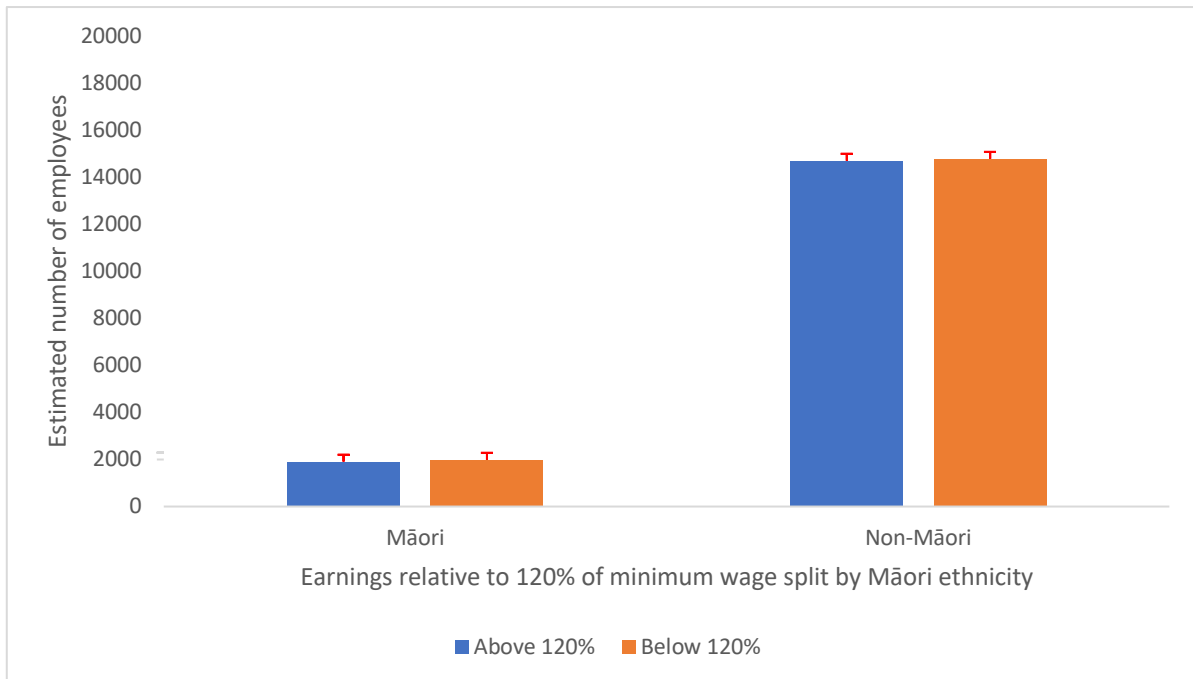


Figure 12. Estimated counts of Māori and non-Māori individuals in the Aged Residential Care Sector Aged Residential earning above or below 120% of the minimum wage. HLFS, 2022.

5.5 Low pay - Pacific and non-Pacific employees

Those earning 120% or less of the minimum wage have been used to represent those earning ‘close to’ the minimum wage.

Table 16: Estimated counts of Pacific and non-Pacific individuals in the Aged Residential Care Sector receiving above or below 120% of the minimum wage. HLFS, 2022.

Pacific Ethnicity	Pay relative to 120% of minimum wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Pacific	Above 120%	1,300	500	2,100	3.90%
Pacific	Below 120%	2,000	900	3,100	6.01%
Non-Pacific	Above 120%	15,200	12,000	18,400	45.65%
Non-Pacific	Below 120%	14,800	11,400	18,200	44.44%
-	Above 120% Total	16,500	13,100	19,900	49.55%
-	Below 120% Total	16,800	13,000	20,600	50.45%
Grand Total	-	33,300	27,900	38,700	100.00%

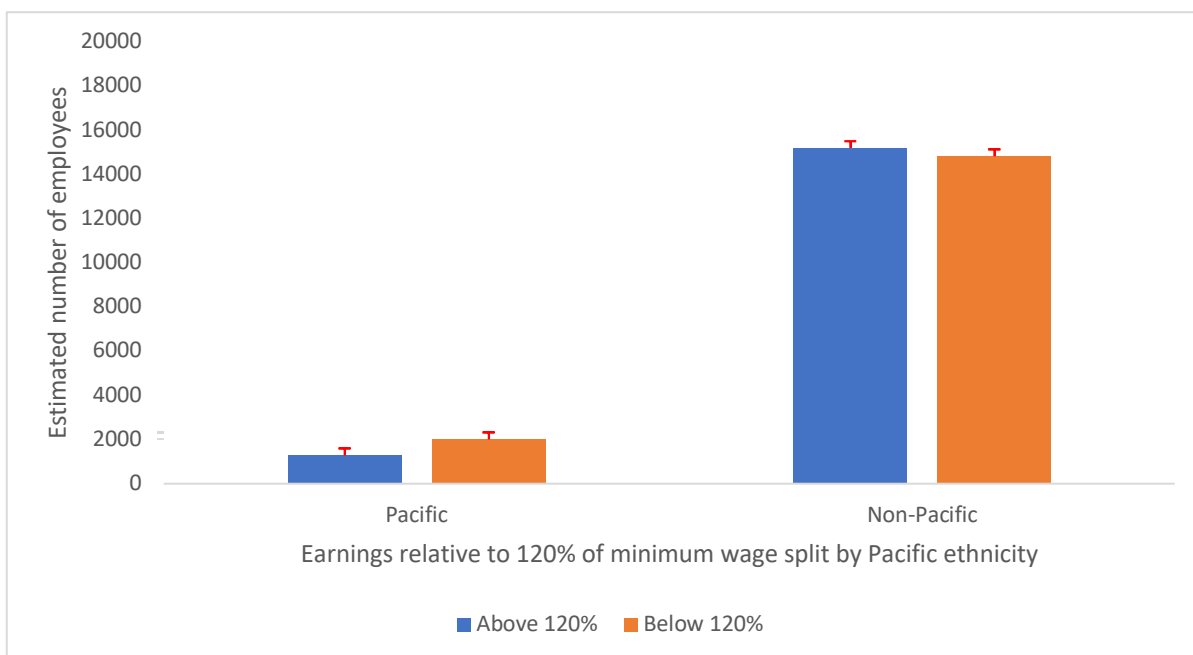


Figure 13: Estimated counts of Pacific and non-Pacific individuals in the Aged Residential Care Sector receiving above or below 120% of the minimum wage. HLFS, 2022.

5.6 Employees earning above and below the national median wage

Table 17: Estimated number of employees in the Aged Residential Care Sector earning above and below the median wage. HLFS, 2022.

Above or below median wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Above median wage	7,800	3,300	12,300	23.42%
Below median wage	25,500	23,200	27,800	76.58%
Total	33,300	27,900	38,700	100.00%

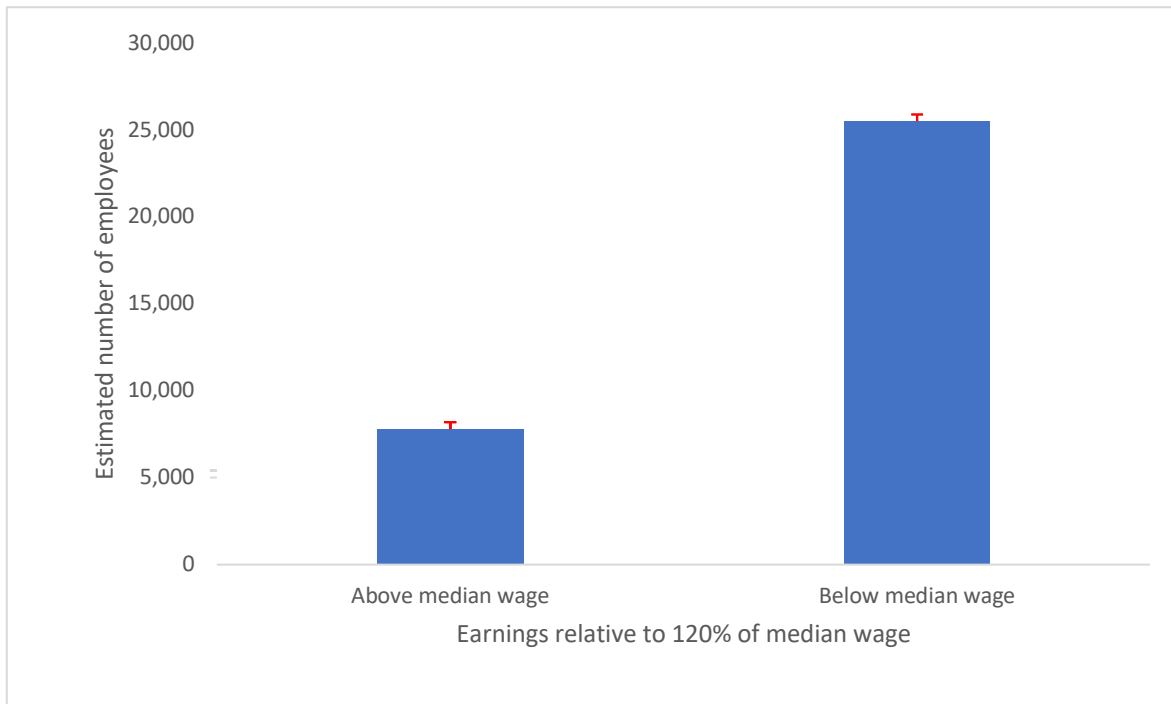


Figure 14: Estimated number of employees in the Aged Residential Care Sector earning above and below the median wage. HLF5, 2022.

5.7 Employees earning above and below the national median wage by age group

Table 18: Estimated counts of individuals in the Aged Residential Care Sector receiving above or below the median wage by age group. HLF5, 2022.

Age group	Pay relative to the median wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
15-19	Below	1,700	500	2,900	5.11%
20-24	Below	1,700	400	3,000	5.11%
30-34	Above	1,400	400	2,400	4.20%
30-34	Below	3,000	1,600	4,400	9.01%
35-39	Above	1,500	400	2,600	4.50%
35-39	Below	2,000	900	3,100	6.01%
40-44	Below	2,600	1,400	3,800	7.81%
45-49	Below	3,000	1,500	4,500	9.01%
50-54	Below	2,300	1,200	3,400	6.91%
55-59	Below	2,500	1,500	3,500	7.51%
60-64	Below	3,700	2,200	5,200	11.11%
65-69	Below	1,700	700	2,700	5.11%
-	Above Total	7,800	5,500	10,100	23.42%
-	Below Total	25,500	21,000	30,000	76.58%
Grand Total	-	33,300	27,900	38,700	100.00%

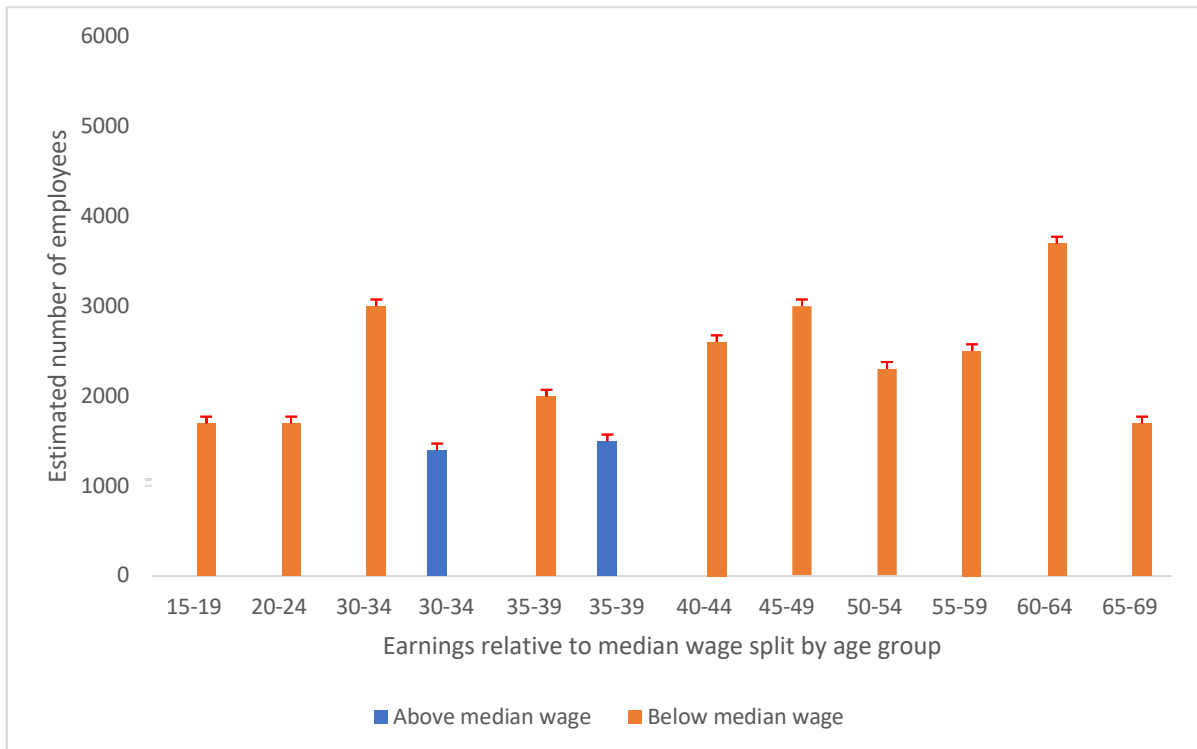


Figure 16: Estimated counts of individuals in the Aged Residential Care Sector receiving above or below the median wage by age group. HLF5, 2022.

5.8 Employees earning above and below the national median wage by sex

Table 19: Estimated counts of individuals in the Aged Residential Care Sector receiving above or below the median wage by sex (male or female only). HLF5, 2022.

Sex	Earnings relative to median wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Male	Above	2,100	800	3,400	6.31%
Male	Below	3,300	1,800	4,800	9.91%
Female	Above	5,700	3,900	7,500	17.12%
Female	Below	22,200	18,100	26,300	66.67%
-	Above Total	7,800	5,500	10,100	23.42%
-	Below Total	25,500	21,000	30,000	76.58%
Grand Total	-	33,300	27,900	38,700	100.00%



Figure 17: Estimated counts of individuals in the Aged Residential Care Sector receiving above or below the median wage by sex (male or female only). HLFS, 2022.

5.9 Employees earning above and below the national median wage by Māori and non-Māori employees

Table 20: Estimated counts of Māori and non-Māori individuals in the Aged Residential Care Sector receiving above or below the median wage. HLFS, 2022.

Māori Ethnicity	Pay relative to the median wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Māori	Below	3,600	2,000	5,200	10.81%
Non-Māori	Above	7,600	5,400	9,800	22.82%
Non-Māori	Below	21,900	17,800	26,000	65.77%
-	Above Total	7,800	5,500	10,100	23.42%
-	Below Total	25,500	21,000	30,000	76.58%
Grand Total	-	33,300	27,900	38,700	100.00%



Figure 18: Estimated counts of Māori and non-Māori individuals in the Aged Residential Care Sector receiving above or below the median wage. HLFS, 2022.

5.10 Employees earning above and below the national median wage by Pacific and non-Pacific employees

Table 21: Estimated counts of Pacific and non-Pacific individuals in the Aged Residential Care Sector receiving above or below the median wage. HLFS, 2022.

Pacific Ethnicity	Pay relative to the median wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Pacific	Below	2,800	1,500	4,100	8.41%
Non-Pacific	Above	7,300	5,000	9,600	21.92%
Non-Pacific	Below	22,700	18,400	27,000	68.17%
-	Above Total	7,800	5,500	10,100	23.42%
-	Below Total	25,500	21,000	30,000	76.58%
Grand Total	-	33,300	27,900	38,700	100.00%

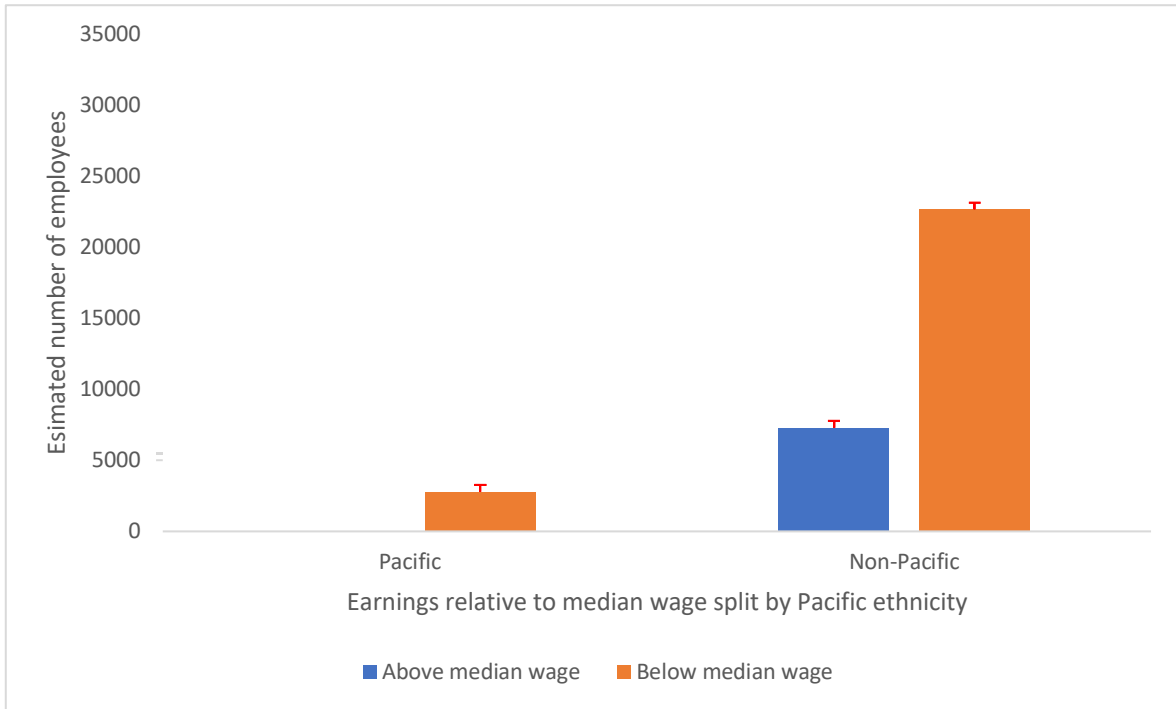


Figure 19: Estimated counts of Māori and non-Māori individuals in the Aged Residential Care Sector receiving above or below the median wage. HLFS, 2022.

6 Research Findings – Pay Progression

The following section outlines the research findings associated with the Aged Residential Care sector as defined in Section 2. The findings in this section cover a range of information relating to the pay progression of employees in the sector.

Reliable data is not available regarding the completion of training or increase of skills among the sector. However, it is possible to compare the pay of employees who have been recently appointed with those who have been employed for a relatively longer period, and who therefore are likely to have more experience, skills, and potentially training in the role. With these caveats in mind, this section provides estimates of the pay progression of employees in the sector.

6.1 Wages by job tenure

Table 22: Mean estimates of regular hourly wages in the Aged Residential Care Sector by job tenure. HLFS, 2022.

Job Tenure	Mean estimate of regular hourly wage	95% confidence interval lower limit	95% confidence interval upper limit
Less than 1 month	\$34.18	\$17.97	\$50.39
1 month to less than 6 months	\$25.98	\$22.63	\$29.32
6 months to less than 1 year	\$26.11	\$23.18	\$29.03
1 year to less than 3 years	\$28.85	\$26.67	\$31.02
3 years to less than 5 years	\$28.54	\$26.62	\$30.46
5 years to less than 10 years	\$26.71	\$25.04	\$28.37
10 years or more	\$30.40	\$24.12	\$36.68
Total	\$28.10	\$26.89	\$29.30

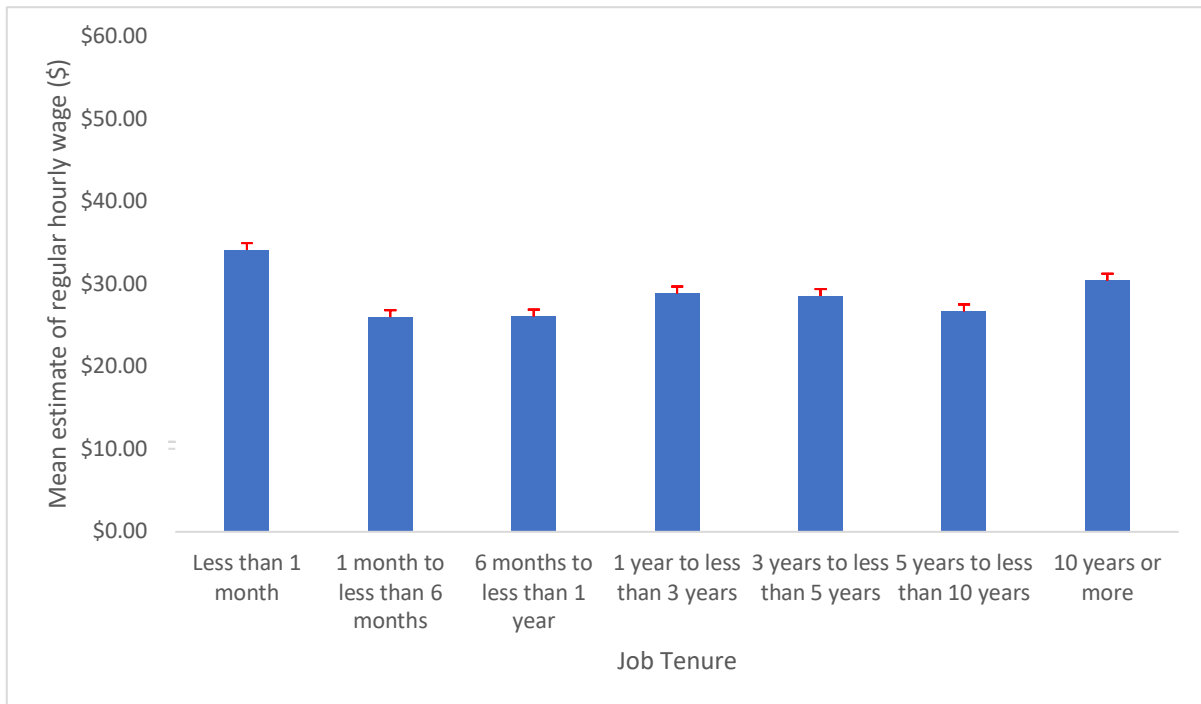


Figure 20: Mean estimates of regular hourly wages in the Aged Residential Care Sector by job tenure. HLFS, 2022.

6.2 Employees by job tenure

Table 23: Estimated counts of individuals in the Aged Residential Care Sector by job tenure. HLFS, 2022.

Job Tenure	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Less than 1 month	1,100	300	1,900	3.26%
1 month to less than 6 months	3,300	1,700	4,900	9.79%
6 months to less than 1 year	4,100	2,500	5,700	12.17%
1 year to less than 3 years	8,900	6,200	11,600	26.41%
3 years to less than 5 years	5,400	3,400	7,400	16.02%
5 years to less than 10 years	7,100	5,000	9,200	21.07%
10 years or more	3,800	2,400	5,200	11.28%
Total	33,700	28,400	39,000	100.00%

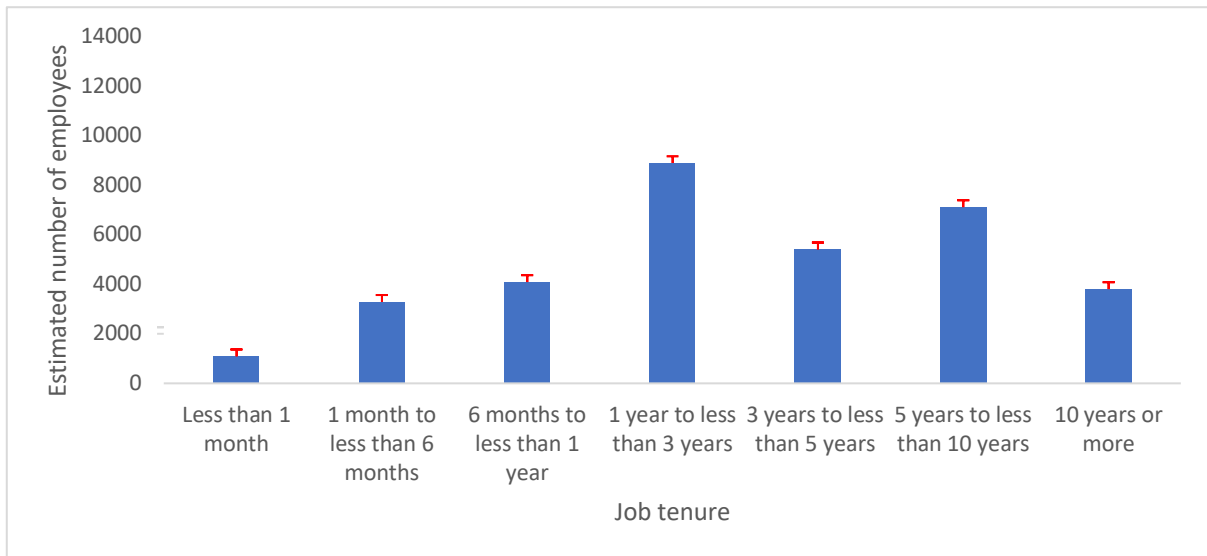


Figure 21: Estimated counts of individuals in the Aged Residential Care Sector by job tenure. HLF5, 2022.

6.3 Wages by job tenure of Māori and non-Māori employees

Table 24: Estimated counts of Māori and non-Māori individuals in the Aged Residential Care Sector by job tenure. HLF5, 2022.

Māori Ethnicity	Job Tenure ¹³	Mean estimate of regular hourly wage	95% confidence interval lower limit	95% confidence interval upper limit
Non-Māori	Recently appointed	\$32.55	\$22.92	\$42.18
Māori	Longer term	\$25.26	\$22.41	\$28.11
Non-Māori	Longer term	\$29.28	\$27.96	\$30.60

¹³ 'Recently appointed' employees have been defined for analysis as those employed within the last three months. 'Longer term' employees are those who have been working for longer than the mean number of weeks across all occupations in the sector.

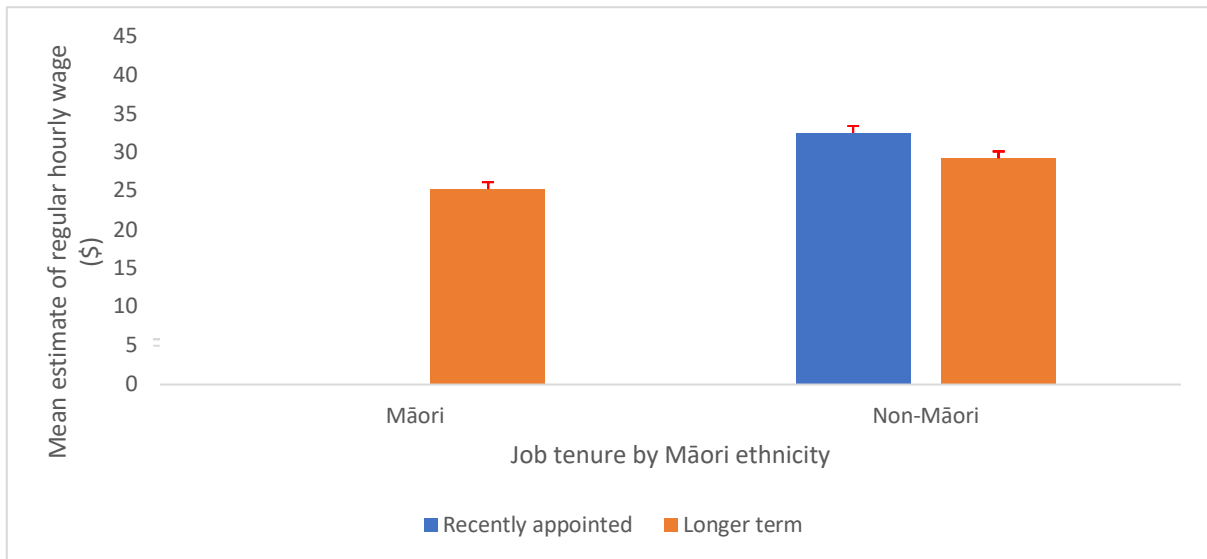


Figure 22: Estimated counts of Māori and non-Māori individuals in the Aged Residential Care Sector by job tenure. HLFS, 2022.

6.4 Wages by job tenure of Pacific and non-Pacific employees

Table 25: Estimated counts of Pacific and non-Pacific individuals in the Aged Residential Care Sector by job tenure. HLFS, 2022.

Pacific Ethnicity	Job Tenure	Mean estimate of regular hourly wage	95% confidence interval lower limit	95% confidence interval upper limit
Non-Pacific	Recently appointed	\$29.18	\$23.31	\$35.05
Pacific	Longer term	\$30.39	\$23.25	\$37.53
Non-Pacific	Longer term	\$28.31	\$25.91	\$30.71

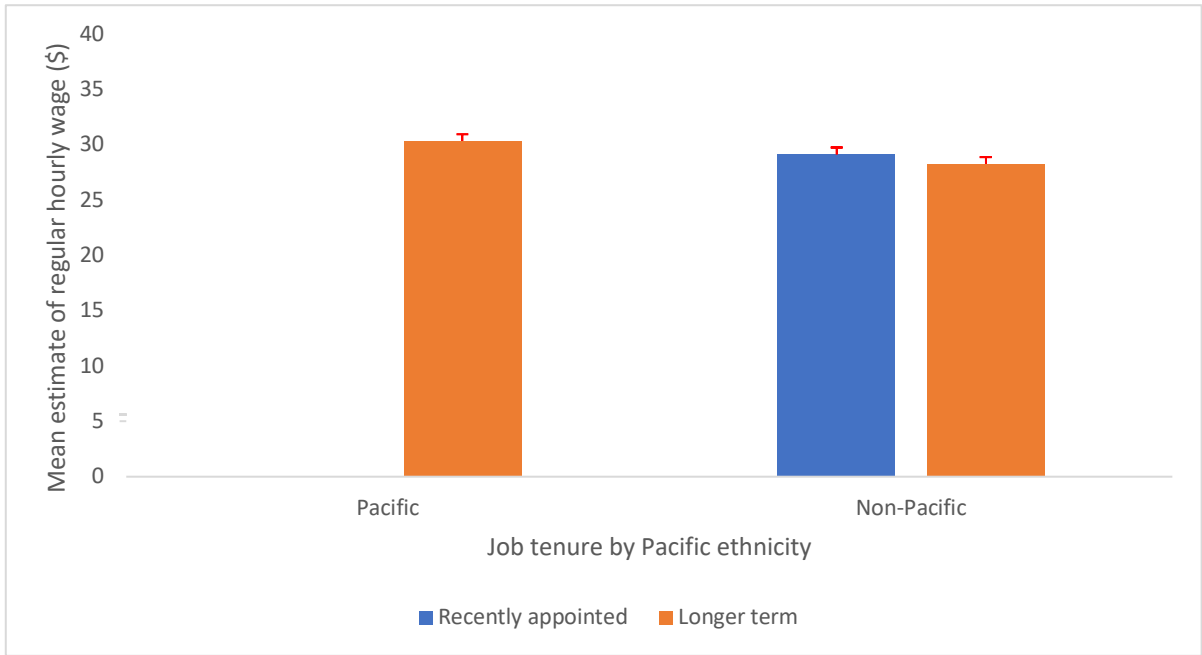


Figure 23: Estimated counts of Pacific and non-Pacific individuals in the Aged Residential Care Sector by job tenure. HLF5, 2022.

7 Research findings - Hours Worked

The following section outlines the research findings associated with the Aged Residential Care sector as defined in Section 2. The findings in this section cover a range of information relating to the working conditions of employees in the sector.

Limited data is available on employee working conditions in New Zealand for any sector. Data is available regarding whether individuals regularly work more than 40 hours per week. Further, data is available on whether individuals work weekends – though not on what proportion of their hours are worked on weekends. Data is available on whether employees worked more, less, or the same hours as usual in the previous week. Data is not available on how many hours are worked in night shifts, split shifts, or during weekends, though some data is available on the reasons why individuals worked *fewer* than their usual hours in the previous week, including whether the person does shift work.

7.1 Regularly working more than 40 hours per week

Table 26: Estimated number of employees in the Aged Residential Care Sector who regularly work more than 40 hours per week. HLFS, 2022.

Regularly works more than 40 hours per week	2,600	1,300	3,900	7.45%
Does not regularly work more than 40 hours per week	32,300	27,000	37,600	92.55%
Total	34,900	29,500	40,300	100.00%

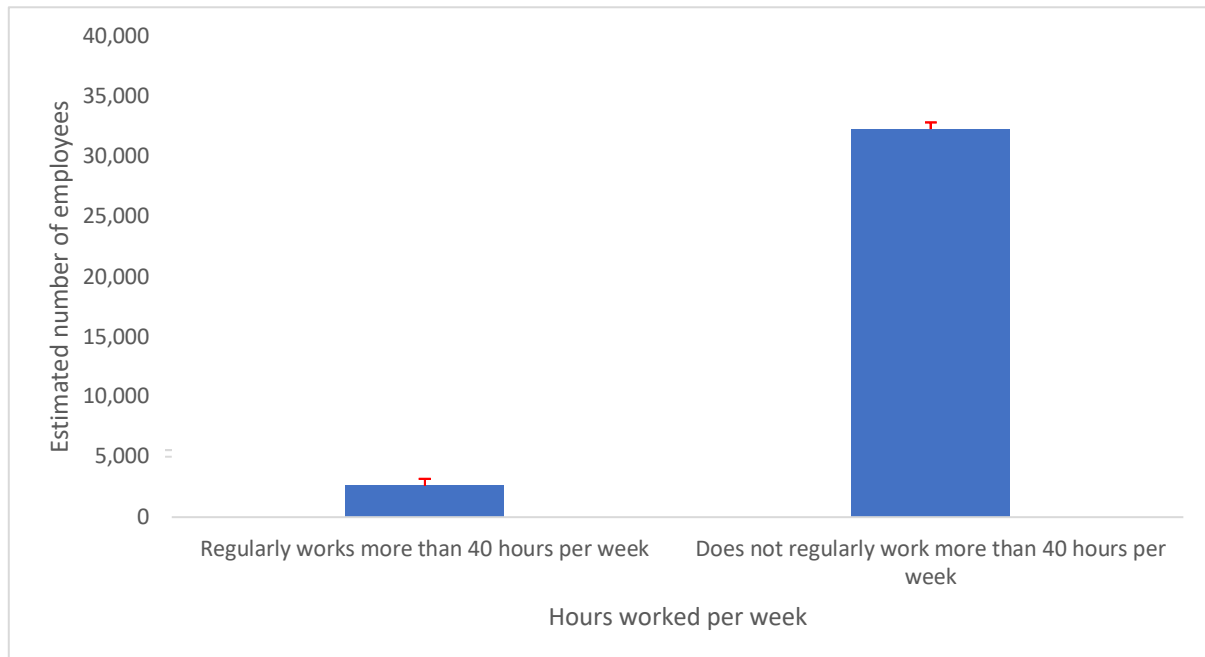


Table 24: Estimated number of employees in the Aged Residential Care Sector who regularly work more than 40 hours per week. HLFS, 2022.

7.2 Regularly working more than 40 hours per week by age group

Table 27: Estimated counts of individuals in the Aged Residential Care Sector who do or do not regularly work more than 40 hours per week, by age group. HLFS, 2022.

Age group	Regularly works more than 40 hours per week	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
15-19	No	1,900	600	3,200	5.44%
20-24	No	2,100	800	3,400	6.02%
25-29	No	1,600	500	2,700	4.58%
30-34	No	4,700	3,100	6,300	13.47%
35-39	No	3,200	1,700	4,700	9.17%
40-44	No	2,900	1,700	4,100	8.31%
45-49	No	3,600	1,800	5,400	10.32%
50-54	No	2,600	1,500	3,700	7.45%
55-59	No	3,000	1,800	4,200	8.60%
60-64	No	4,300	2,600	6,000	12.32%
65-69	No	1,600	600	2,600	4.58%
-	Yes Total	2,600	1,300	3,900	7.45%
-	No Total	32,300	27,000	37,600	92.55%
Grand Total	-	34,900	29,500	40,300	100.00%

7.3 Regularly working more than 40 hours per week by Māori and non-Māori employees

Table 28: Estimated counts of Māori and non-Māori individuals in the Aged Residential Care Sector who do or do not regularly work more than 40 hours per week. HLFS, 2022.

Māori Ethnicity	Regularly works more than 40 hours per week	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Māori	No	3,900	2,100	5,700	11.17%
Non-Māori	No	28,400	23,700	33,100	81.38%
Non-Māori	Yes	2,500	1,200	3,800	7.16%
-	No Total	32,300	27,000	37,600	92.55%
-	Yes Total	2,600	1,300	3,900	7.45%
Grand Total	-	34,900	29,500	40,300	100.00%

7.4 Regularly working more than 40 hours per week by Pacific and non-Pacific employees

Table 29: Estimated counts of Pacific and non-Pacific individuals in the Aged Residential Care Sector who do or do not regularly work more than 40 hours per week. HLFS, 2022.

Pacific Ethnicity	Regularly works more than 40 hours per week	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Pacific	No	3,000	1,700	4,300	8.60%
Non-Pacific	No	29,300	24,300	34,300	83.95%
Non-Pacific	Yes	2,300	1,000	3,600	6.59%
-	No Total	32,300	27,000	37,600	92.55%
-	Yes Total	2,600	1,300	3,900	7.45%
Grand Total	-	34,900	29,500	40,300	100.00%

7.5 Same, more, or fewer hours worked than usual

Table 30: Estimated number of employees in the Aged Residential Care Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.

Hours worked compared to last week	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Worked fewer hours than usual last week	5,100	2,800	7,400	16.19%
Worked same hours as usual last week	21,600	17,500	25,700	68.57%
Worked more hours than usual last week	4,700	2,900	6,500	14.92%
Total	31,500	26,400	36,600	100.00%

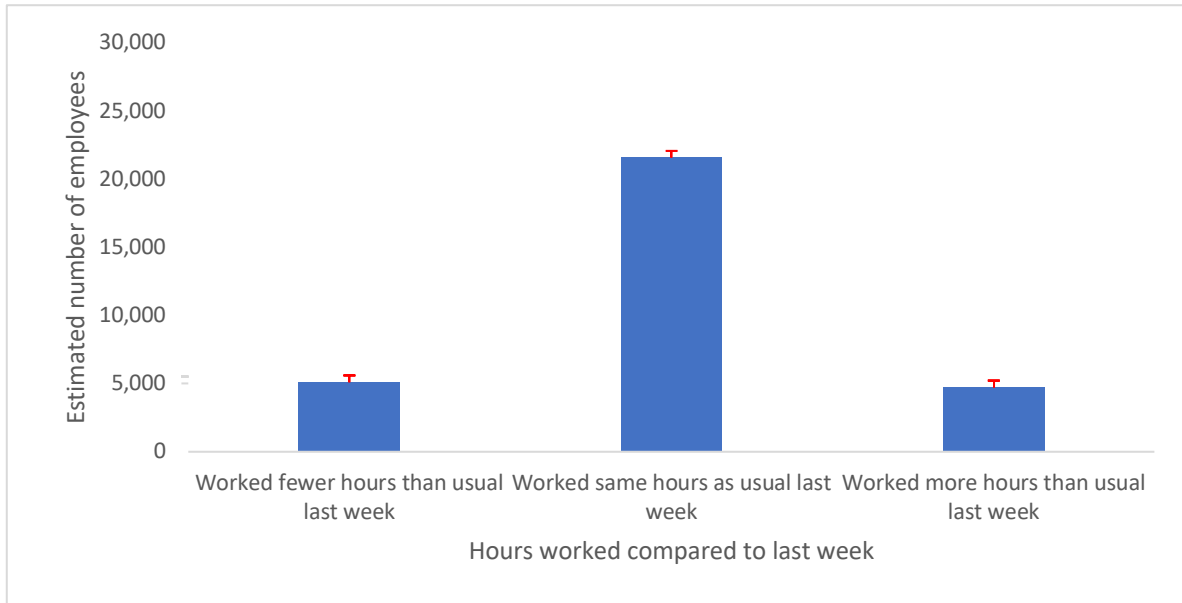


Figure 25: Estimated number of employees in the Aged Residential Care Sector who worked the same, more, and fewer hours than usual in the previous week. HLF5, 2022.

7.6 Same, more, or fewer hours worked than usual by age group

Table 31: Estimated counts of individuals in the Aged Residential Care Sector who worked the same, more, and fewer hours than usual in the previous week, by age group. HLF5, 2022.

Age group	Hours worked compared to last week	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
15-19	Same	1,300	200	2,400	4.13%
20-24	Same	1,100	100	2,100	3.49%
30-34	Same	2,600	1,200	4,000	8.25%
35-39	Same	2,100	800	3,400	6.67%
40-44	Same	2,200	1,000	3,400	6.98%
45-49	Same	2,300	1,100	3,500	7.30%
50-54	Same	2,200	1,200	3,200	6.98%
55-59	Same	2,700	1,600	3,800	8.57%
60-64	Same	3,200	1,800	4,600	10.16%
-	Fewer Total	5100	2,800	7,400	16.19%
-	Same Total	21600	17,500	25,700	68.57%
-	More Total	4700	2,900	6,500	14.92%
Grand Total	-	31500	26,400	36,600	100.00%

7.7 Same, more, or fewer hours worked than usual for Māori and non-Māori employees

Table 32: Estimated counts of Māori and non-Māori individuals in the Aged Residential Care Sector who worked the same, more, and fewer hours than usual in the previous week. HLF5, 2022.

Māori	Same	1,900	800	3,000	6.03%
Māori	More	1,200	200	2,200	3.81%
Non-Māori	Fewer	4,600	2,600	6,600	14.60%
Non-Māori	Same	19,700	15,800	23,600	62.54%
Non-Māori	More	3,400	1,900	4,900	10.79%
-	Fewer Total	5,100	2,800	7,400	16.19%
-	Same Total	21,600	17,500	25,700	68.57%
-	More Total	4,700	2,900	6,500	14.92%
Grand Total	-	31,500	26,400	36,600	100.00%

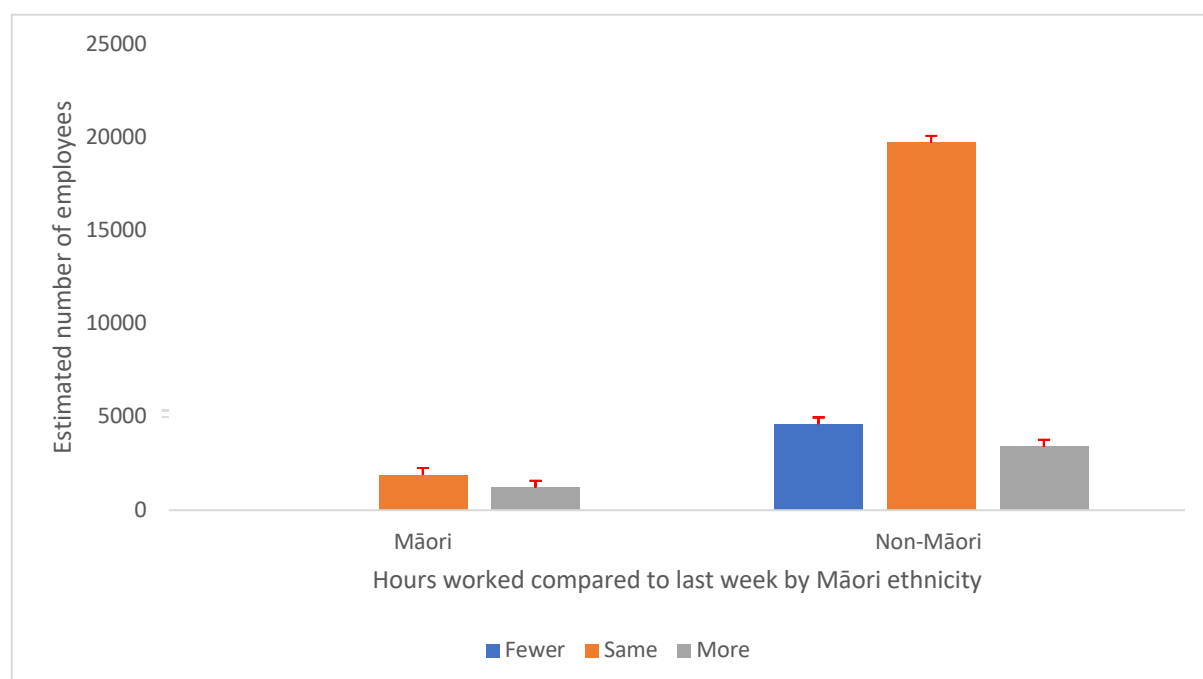


Figure 26: Estimated counts of Māori and non-Māori individuals in the Aged Residential Care Sector who worked the same, more, and fewer hours than usual in the previous week. HLF5, 2022.

7.8 Same, more, or fewer hours worked than usual for Pacific and non-Pacific employees

Table 33: Estimated counts of Pacific and non-Pacific individuals in the Aged Residential Care Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.

Pacific Ethnicity	Hours worked compared to last week	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Pacific	Same	1,700	600	2,800	5.40%
Non-Pacific	Fewer	4,400	2,300	6,500	13.97%
Non-Pacific	Same	19,900	16,000	23,800	63.17%
Non-Pacific	More	3,900	2,300	5,500	12.38%
-	Fewer Total	5,100	2,800	7,400	16.19%
-	Same Total	21,600	17,500	25,700	68.57%
-	More Total	4,700	2,900	6,500	14.92%
Grand Total	-	31,500	26,400	36,600	100.00%

7.9 Reasons for fewer hours worked than usual in the previous week

Table 34: Estimated number of employees in the Aged Residential Care Sector by reason provided for working fewer hours than usual in the previous week. HLFS, 2022.

Reason for fewer hours last week	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Holidays	1,800	700	2,900	35.29%
Own sickness / illness / injury	1,700	0	3,400	33.33%
Total	5,100	2,800	7,400	100.00%

Figure 27: Estimated number of employees in the Aged Residential Care Sector by reason provided for working fewer hours than usual in the previous week. HLFS, 2022.

7.10 Weekend work

Table 35: Estimated number of employees in the Aged Residential Care Sector who worked during weekends. HLFS, 2022.

Worked during weekends	15,800	12,200	19,400	45.27%
Did not work during weekends	19,100	15,100	23,100	54.73%
Total	34,900	29,500	40,300	100.00%



Figure 27: Estimated number of employees in the Aged Residential Care Sector who worked during weekends. HLFS, 2022.

7.11 Weekend work by age group

Table 36: Estimated number of employees in the Aged Residential Care Sector who worked during weekends by age group. HLFS, 2022.

Age group	Worked on weekends	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
15-19	Yes	1,100	100	2,100	3.15%
20-24	No	1,400	200	2,600	4.01%
25-29	Yes	1,200	400	2,000	3.44%
30-34	No	3,000	1,700	4,300	8.60%
30-34	Yes	1,900	800	3,000	5.44%
35-39	No	2,200	800	3,600	6.30%
35-39	Yes	1,400	400	2,400	4.01%
40-44	No	1,100	300	1,900	3.15%
40-44	Yes	2,200	1,100	3,300	6.30%
45-49	No	2,400	1,100	3,700	6.88%
45-49	Yes	1,400	300	2,500	4.01%
50-54	No	1,600	700	2,500	4.58%
50-54	Yes	1,700	700	2,700	4.87%
55-59	No	1,600	500	2,700	4.58%
55-59	Yes	1,500	600	2,400	4.30%
60-64	No	2,200	1,100	3,300	6.30%
60-64	Yes	2,200	1,000	3,400	6.30%
65-69	No	1,400	400	2,400	4.01%
-	No Total	19,100	15,100	23,100	54.73%
-	Yes Total	15,800	12,200	19,400	45.27%
Grand Total	-	34,900	29,500	40,300	100.00%

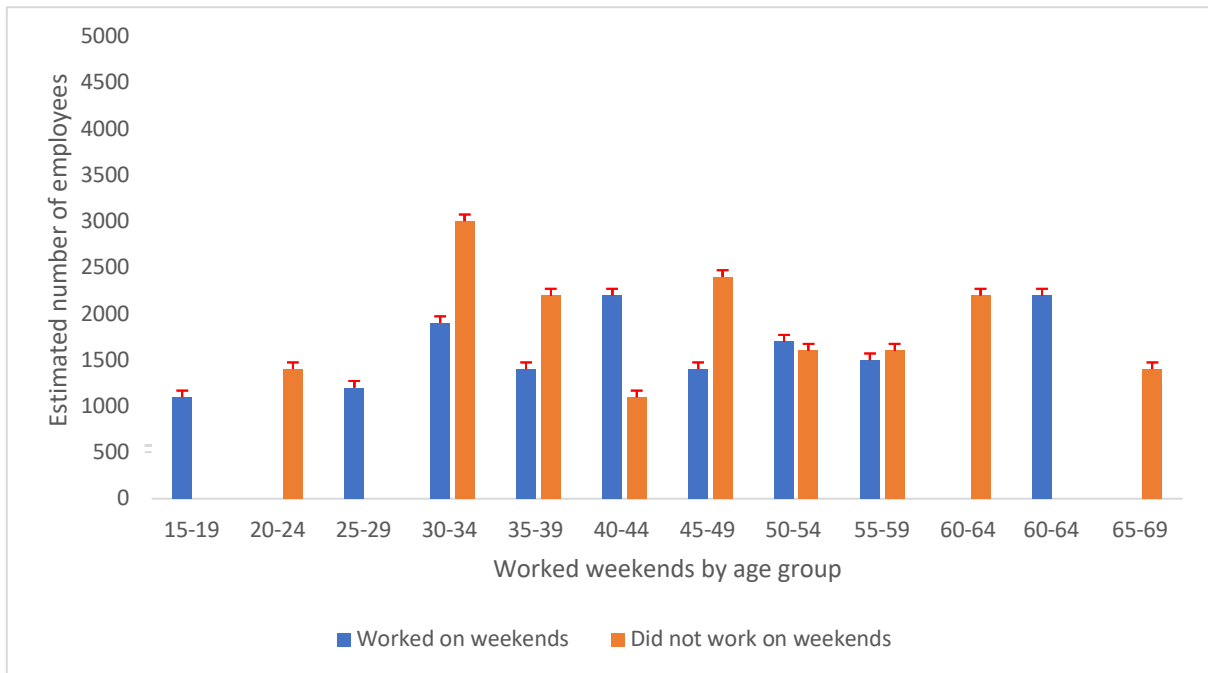


Table 28: Estimated number of employees in the Aged Residential Care Sector who worked during weekends by age group. HLFS, 2022.

7.12 Weekend work by Māori and non-Māori employees

Table 37: Estimated counts of Māori and non-Māori individuals in the Aged Residential Care Sector who worked on weekends. HLFS, 2022.

Māori Ethnicity	Worked on weekends	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Māori	No	2,400	1,100	3,700	6.88%
Māori	Yes	1,500	500	2,500	4.30%
Non-Māori	No	16,600	13,000	20,200	47.56%
Non-Māori	Yes	14,300	10,900	17,700	40.97%
-	No Total	19,100	15,100	23,100	54.73%
-	Yes Total	15,800	12,200	19,400	45.27%
Grand Total	-	34,900	29,500	40,300	100.00%

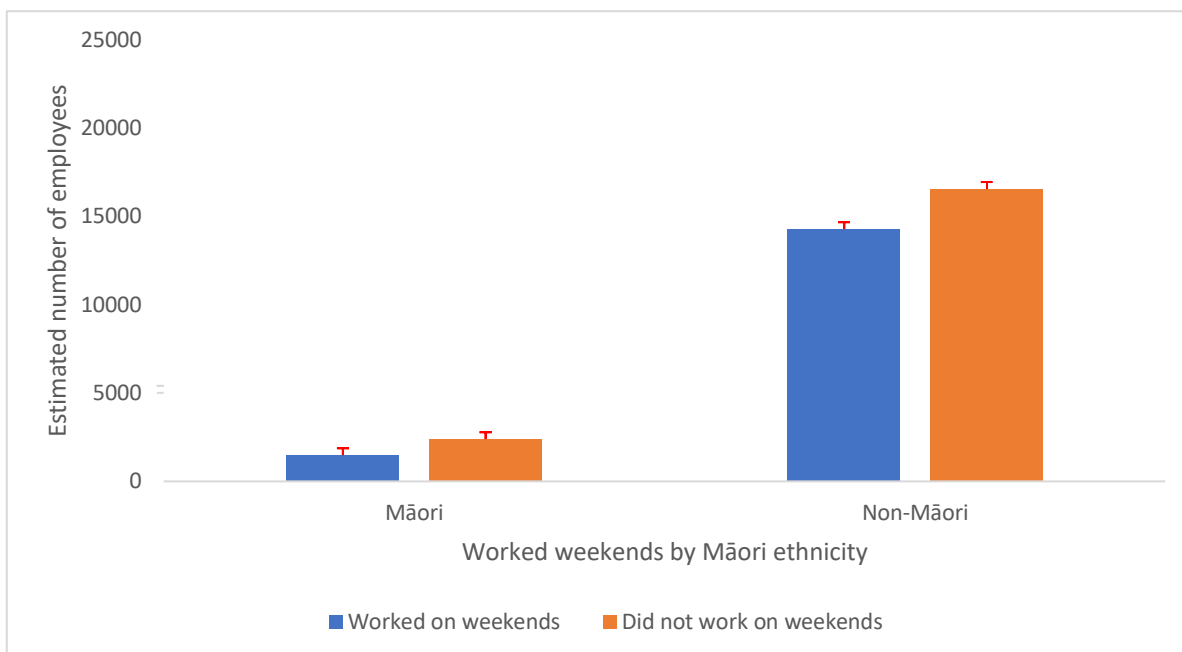


Figure 29: Estimated counts of Māori and non-Māori individuals in the Aged Residential Care Sector who worked on weekends. HLFS, 2022.

7.13 Weekend work by Pacific and non-Pacific employees

Table 38: Estimated counts of Pacific and non-Pacific individuals in the Aged Residential Care Sector who worked on weekends. HLFS, 2022.

Pacific Ethnicity	Worked on weekends	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Pacific	No	1,400	600	2,200	4.01%
Pacific	Yes	2,000	1,000	3,000	5.73%
Non-Pacific	No	17,700	13,800	21,600	50.72%
Non-Pacific	Yes	13,900	10,600	17,200	39.83%
-	No Total	19,100	15,100	23,100	54.73%
-	Yes Total	15,800	12,200	19,400	45.27%
Grand Total	-	34,900	29,500	40,300	100.00%

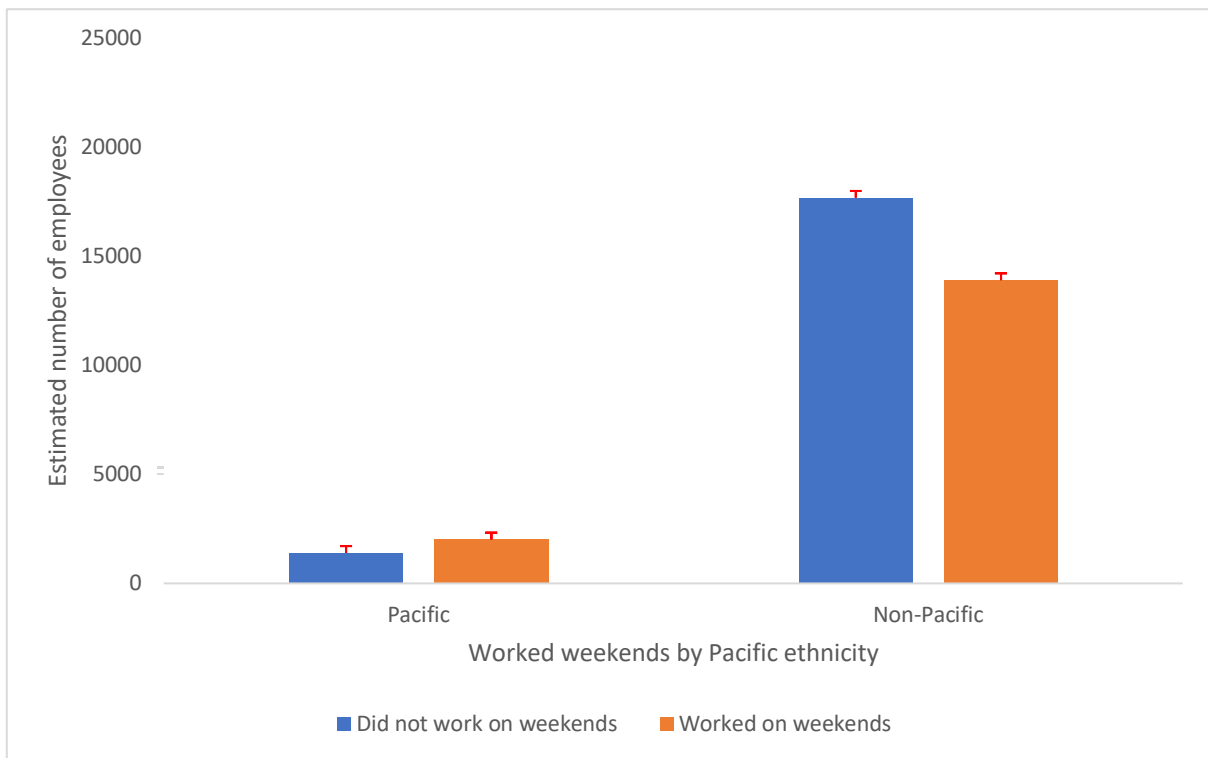


Figure 30: Estimated counts of Pacific and non-Pacific individuals in the Aged Residential Care Sector who worked on weekends. HLFs, 2022.

8 Research Findings – Employment Type and Union Membership

The following section outlines the research findings associated with the Aged Residential Care sector as defined in Section 2. The findings in this section cover a range of information relating to the employment type and union membership status of employees in the sector.

8.1 Employees on fixed term or casual contracts

Table 39: Estimated number of employees in the Aged Residential Care Sector who are employed under a fixed term or casual contract. HLFS, 2022.

Employment type	Estimated number of employees	% of total	95% confidence interval lower limit	95% confidence interval upper limit
Fixed term	S	S	S	S
Casual	1,500	4.30%	4.10%	4.50%
Total	34,900	100.00%	-	-

8.2 Employee union membership

Table 40: Estimated number of employees in the Aged Residential Care Sector by union membership status. HLFS, 2022.

Union Membership Status	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Union Member	6,900	4,700	9,100	20.47%
Not Union Member	25,800	20,800	30,800	76.56%
Don't know	S	S	S	S
Total	33,700	28,400	39,000	100.00%

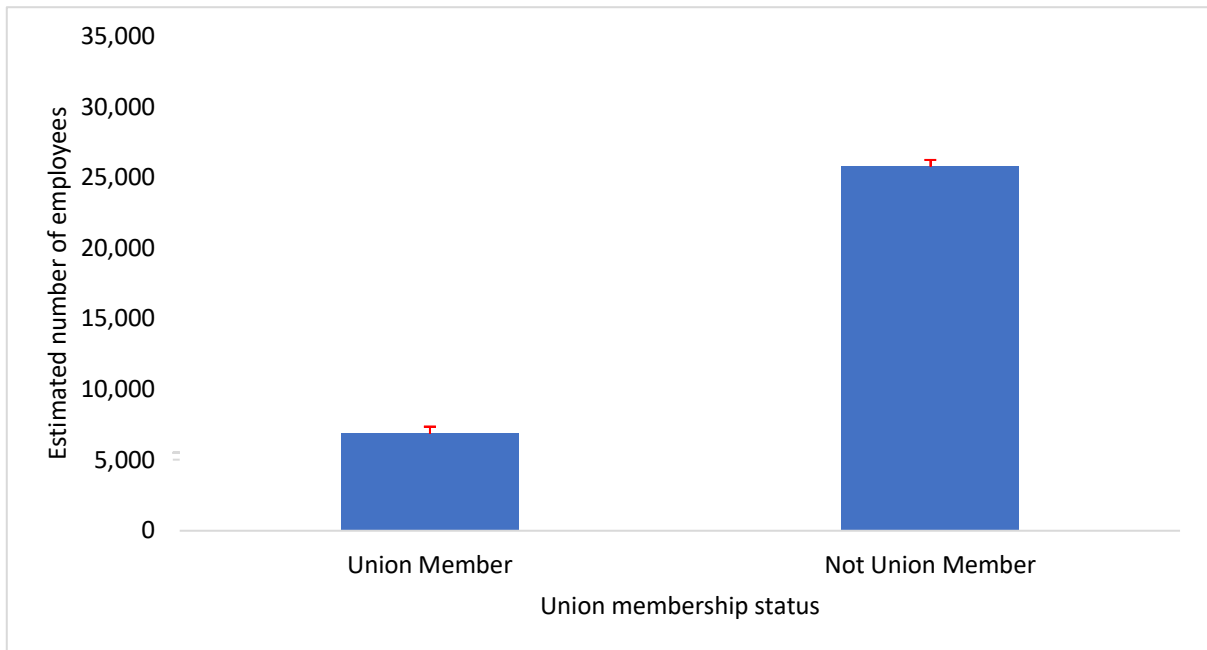


Figure 31: Estimated number of employees in the Aged Residential Care Sector by union membership status. HLFS, 2022.

8.3 Employee union membership by age group

Table 41: Estimated counts of individuals in the Aged Residential Care Sector by union membership status and by age group. HLFS, 2022.

Age group	Union Membership Status	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
15-19	Not Union Member	1,500	300	2,700	4.45%
20-24	Not Union Member	1,600	300	2,900	4.75%
25-29	Not Union Member	1,400	200	2,600	4.15%
30-34	Union Member	1,400	400	2,400	4.15%
30-34	Not Union Member	3,400	2,000	4,800	10.09%
35-39	Not Union Member	3,200	1,600	4,800	9.50%
40-44	Not Union Member	2,000	1,000	3,000	5.93%
45-49	Not Union Member	2,700	1,000	4,400	8.01%
50-54	Union Member	1,200	400	2,000	3.56%
50-54	Not Union Member	2,000	1,000	3,000	5.93%
55-59	Not Union Member	2,600	1,400	3,800	7.72%
60-64	Union Member	1,200	300	2,100	3.56%
60-64	Not Union Member	2,900	1,600	4,200	8.61%
65-69	Not Union Member	1,600	600	2,600	4.75%
-	Union Member Total	6,900	4,700	9,100	20.47%
-	Not Union Member Total	25,800	20,800	30,800	76.56%
Grand Total	-	33,700	28,400	39,000	100.00%

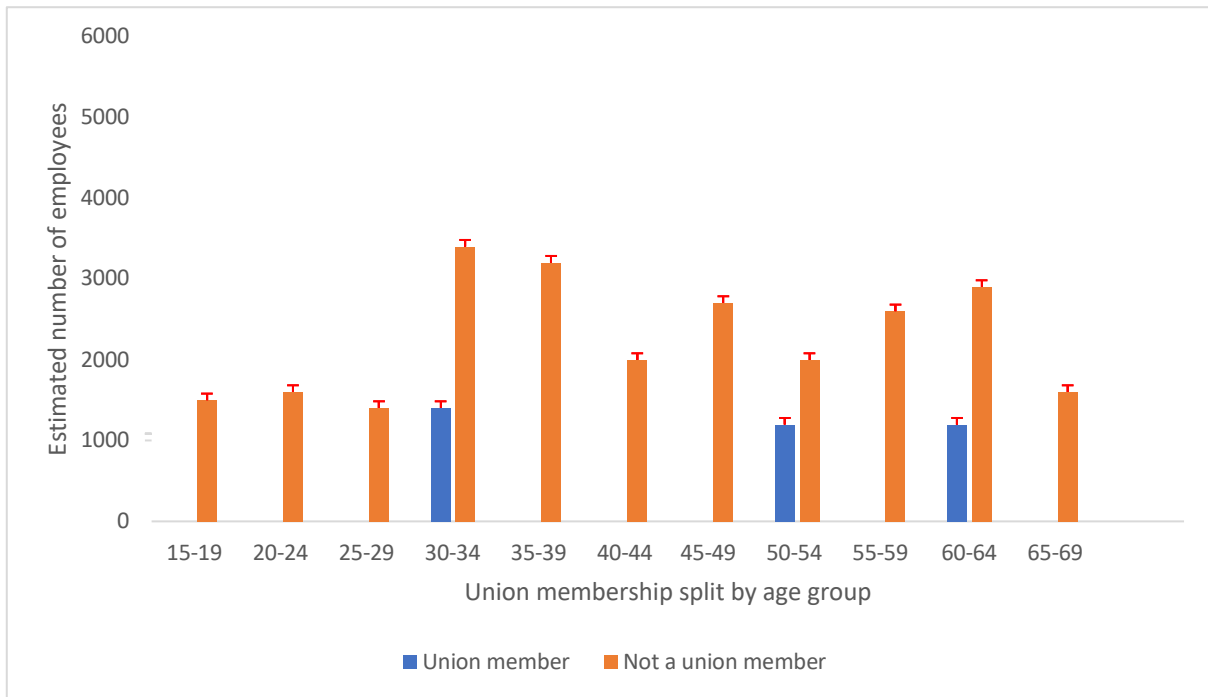


Figure 32: Estimated counts of individuals in the Aged Residential Care Sector by union membership status and by age group. HLFS, 2022.

8.4 Māori and non-Māori employees by union membership

Table 42: Estimated number of Māori and non-Māori individuals in the Aged Residential Care Sector by union membership status. HLFS, 2022.

Māori Ethnicity	Union Membership Status	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Māori	Union Member	1,100	200	2,000	3.26%
Māori	Not Union Member	2,700	1,100	4,300	8.01%
Non-Māori	Union Member	5,800	3,900	7,700	17.21%
Non-Māori	Not Union Member	23,100	18,700	27,500	68.55%
-	Union Member Total	6,900	4,700	9,100	20.47%
-	Not Union Member Total	25,800	20,800	30,800	76.56%
Grand Total	-	33,700	28,400	39,000	100.00%

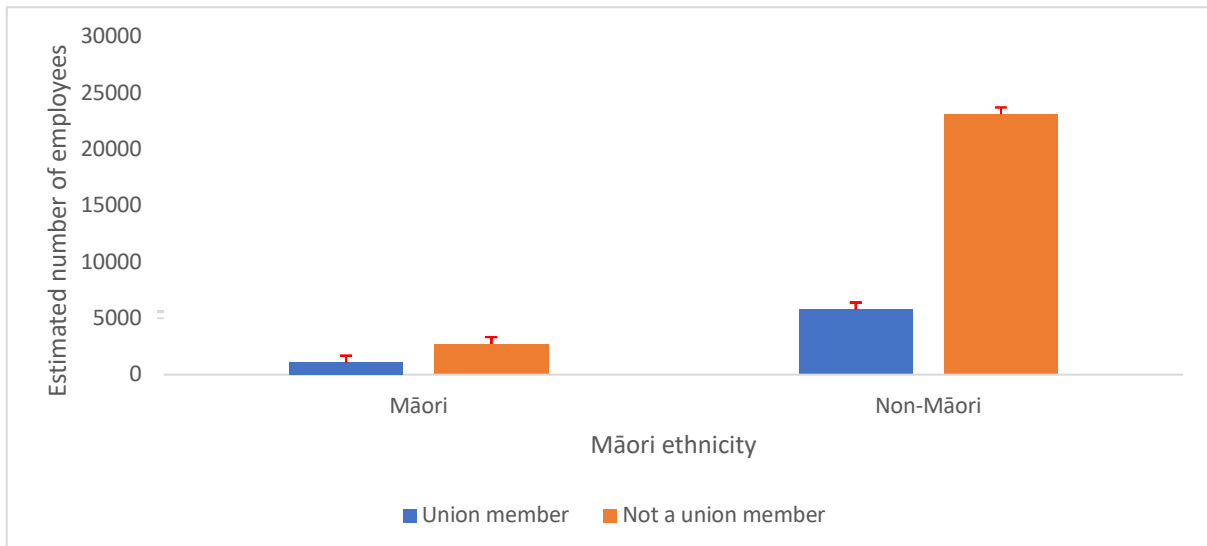


Figure 33: Estimated number of Māori and non-Māori individuals in the Aged Residential Care Sector by union membership status. HLFS, 2022.

8.5 Pacific and non-Pacific employees by union membership

Table 43: Estimated number of Pacific and non-Pacific individuals in the Aged Residential Care Sector by union membership status. HLFS, 2022.

Pacific Ethnicity	Union Membership Status	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Pacific	Not Union Member	2,400	1,200	3,600	10.68%
Non-Pacific	Union Member	6,200	4,100	8,300	18.40%
Non-Pacific	Not Union Member	23,500	18,800	28,200	69.73%
-	Union Member Total	6,900	4,700	9,100	20.47%
-	Not Union Member Total	25,800	20,800	30,800	76.56%
Grand Total	-	33,700	28,400	39,000	100.00%

8.6 Employees by employment agreement type

Table 44: Estimated number of employees in the Aged Residential Care Sector by employment agreement type. HLFS, 2022.

Individual Agreement	24,000	19,400	28,600	74.07%
Collective Agreement	6,400	4,300	8,500	19.75%
Don't know	2,000	1,000	3,000	6.17%
Total	32,400	27,100	37,700	100.00%

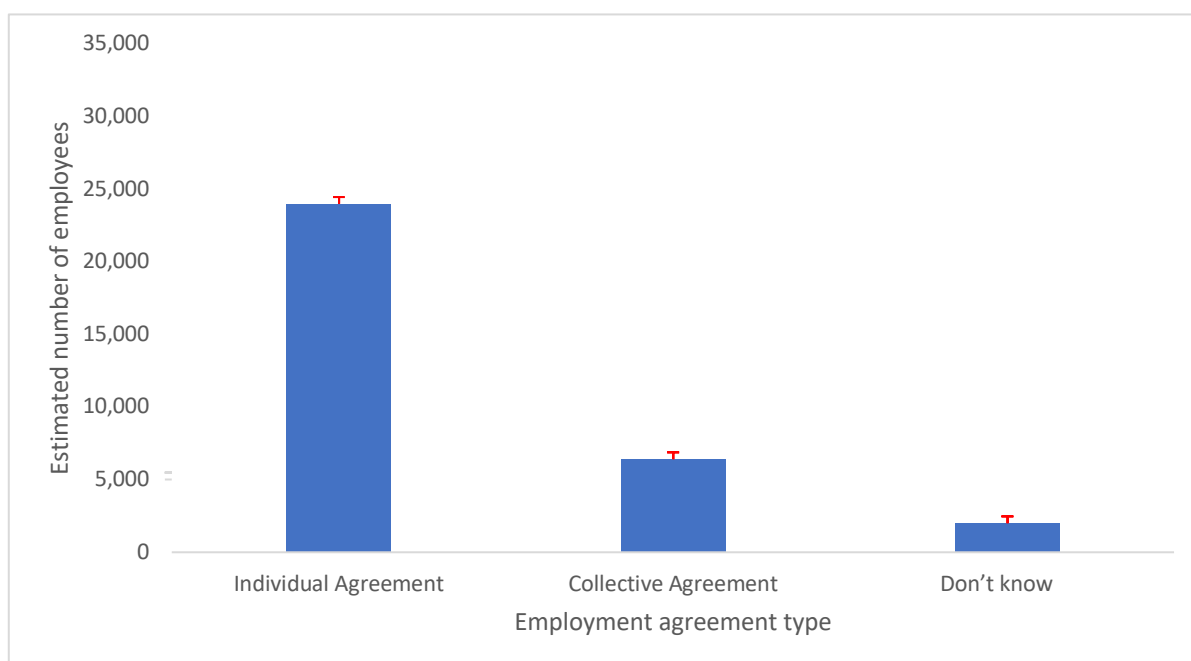


Figure 34: Estimated number of employees in the Aged Residential Care Sector by employment agreement type. HLFS, 2022.

8.7 Employees by employment agreement type and age group

Table 45: Estimated counts of individuals in the Aged Residential Care Sector by employment agreement type (individual or collective) and age group. HLFS, 2022.

Age group	Employment agreement type	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
15-19	Individual	1,200	0	2,400	3.70%
20-24	Individual	1,700	400	3,000	5.25%
25-29	Individual	1,400	300	2,500	4.32%
30-34	Individual	3,300	1,800	4,800	10.19%
35-39	Individual	3,200	1,600	4,800	9.88%
40-44	Individual	2,000	1,100	2,900	6.17%
45-49	Individual	2,100	900	3,300	6.48%
45-49	Collective	1,100	200	2,000	3.40%
50-54	Individual	1,900	900	2,900	5.86%
50-54	Collective	1,100	200	2,000	3.40%
55-59	Individual	2,300	1,200	3,400	7.10%
60-64	Individual	2,900	1,500	4,300	8.95%
60-64	Collective	1,100	300	1,900	3.40%
65-69	Individual	1,300	400	2,200	4.01%
-	Individual Total	24,000	19,400	28,600	74.07%
-	Collective Total	6,400	4,300	8,500	19.75%
-	Don't know Total	2,000	1,000	3,000	6.17%
Grand Total	-	32,400	27,100	37,700	100.00%

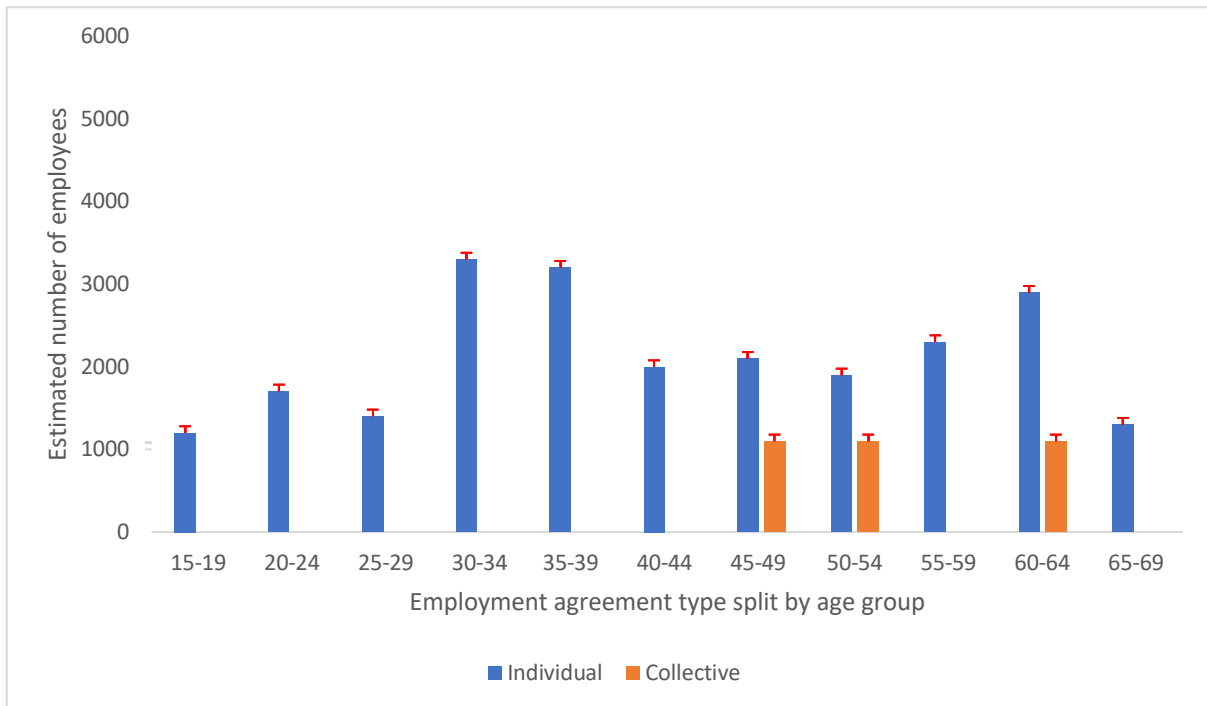


Figure 35: Estimated counts of individuals in the Aged Residential Care Sector by employment agreement type (individual or collective) and age group. HLFS, 2022.

8.8 Māori and non-Māori employees by employment agreement type

Table 46: Estimated counts of Māori and non-Māori individuals in the Aged Residential Care Sector by employment agreement type (individual or collective). HLFS, 2022.

Māori Ethnicity	Employment agreement type	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Māori	Individual	3,000	1,200	4,800	9.26%
Non-Māori	Individual	21,000	17,100	24,900	64.81%
Non-Māori	Collective	5,600	3,600	7,600	17.28%
Non-Māori	Don't know	1,900	1,000	2,800	5.86%
-	Individual Total	24,000	19,400	28,600	74.07%
-	Collective Total	6,400	4,300	8,500	19.75%
-	Don't know Total	2,000	1,000	3,000	6.17%
Grand Total	-	32,400	27,100	37,700	100.00%

8.9 Pacific and non-Pacific employees by employment agreement type

Table 47: Estimated counts of Pacific and non-Pacific individuals in the Aged Residential Care Sector by employment agreement type (individual or collective). HLF5, 2022.

Pacific Ethnicity	Employment agreement type	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Pacific	Individual	2,700	1,400	4,000	8.33%
Non-Pacific	Individual	21,300	16,900	25,700	65.74%
Non-Pacific	Collective	6,100	4,100	8,100	18.83%
Non-Pacific	Don't know	1,600	700	2,500	4.94%
-	Individual Total	24,000	19,400	28,600	74.07%
-	Collective Total	6,400	4,300	8,500	19.75%
-	Don't know Total	2,000	1,000	3,000	6.17%
Grand Total	-	32,400	27,100	37,700	100.00%



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