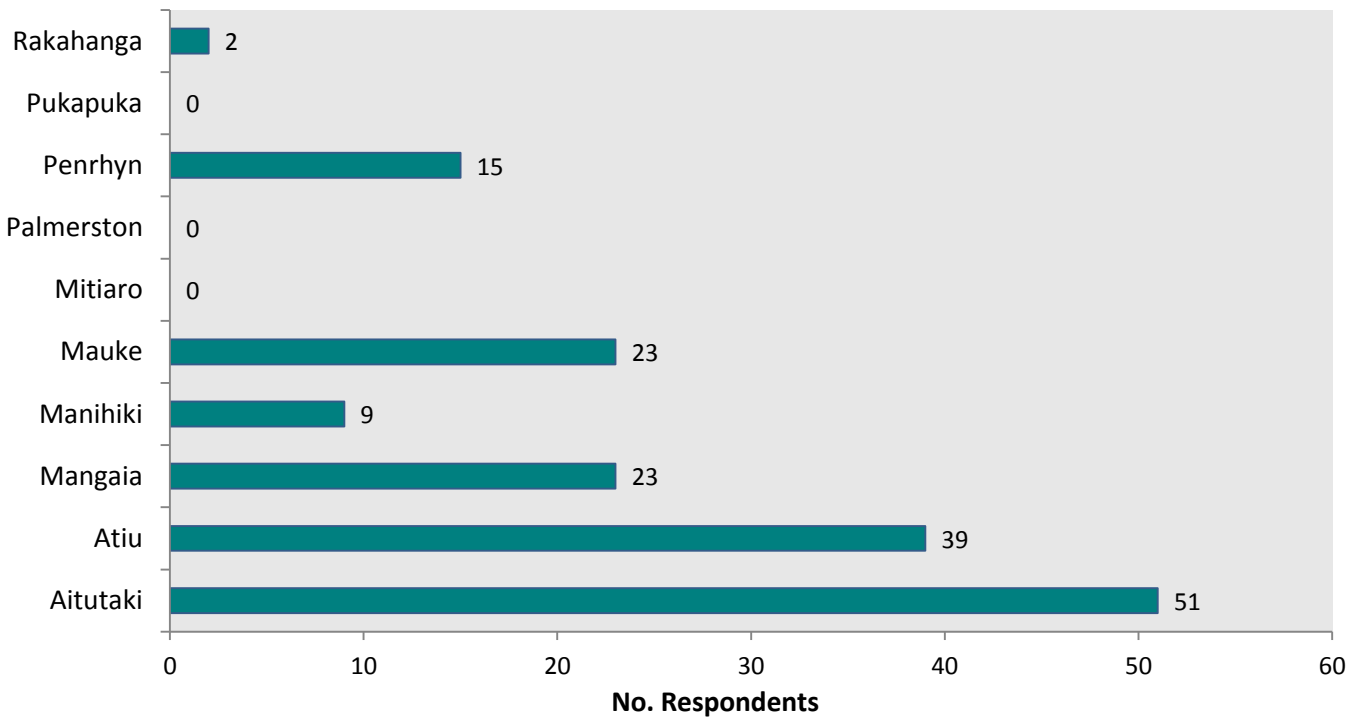


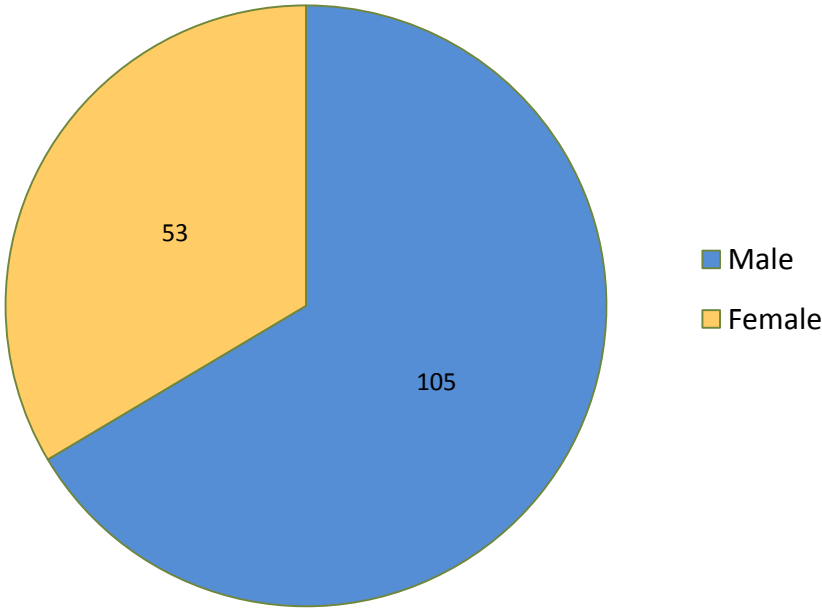
2015 Minimum Wage Review

Collated Results from Pa Enea Survey

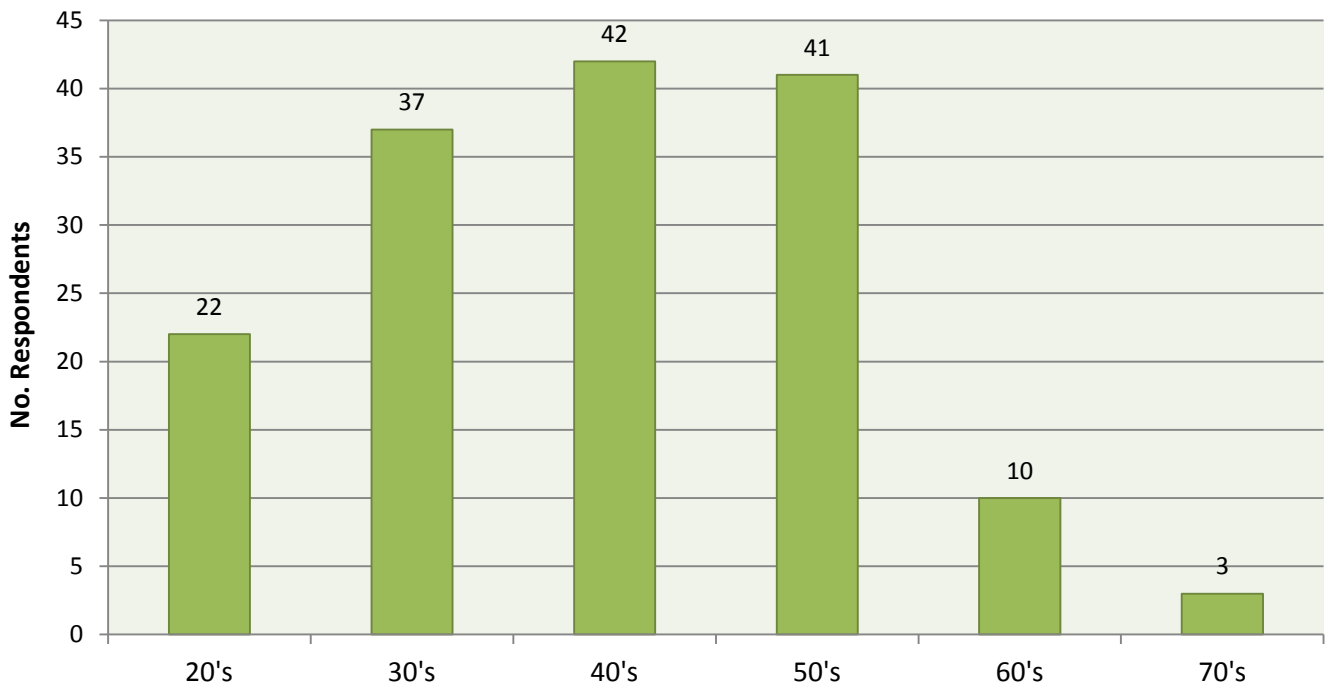
Graph 1: Total Responses by Island



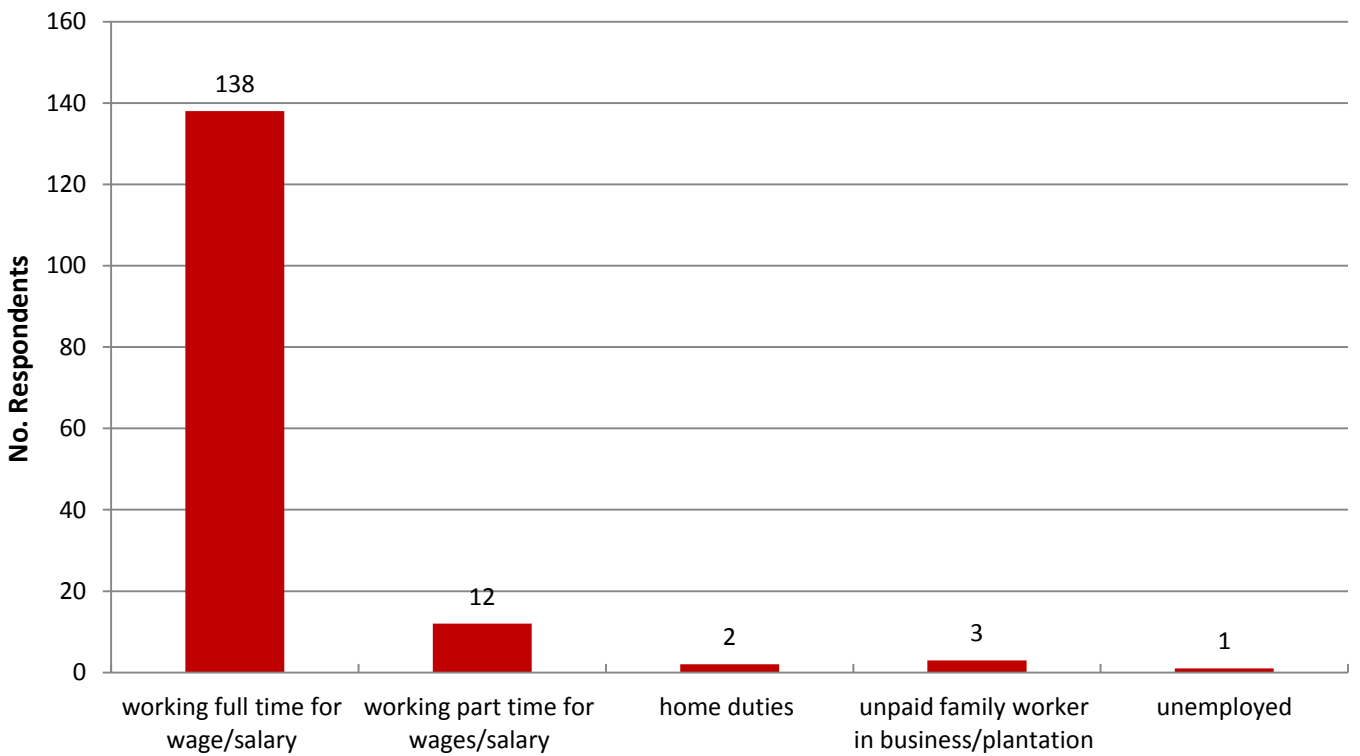
Graph 2: Gender of Respondents



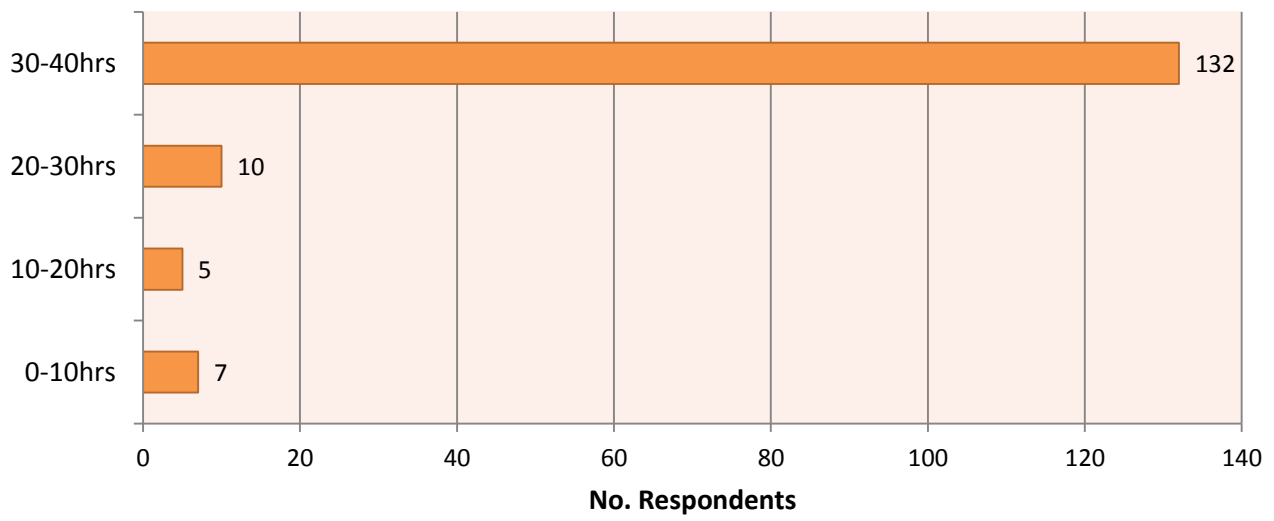
Graph 3: Age of Respondents



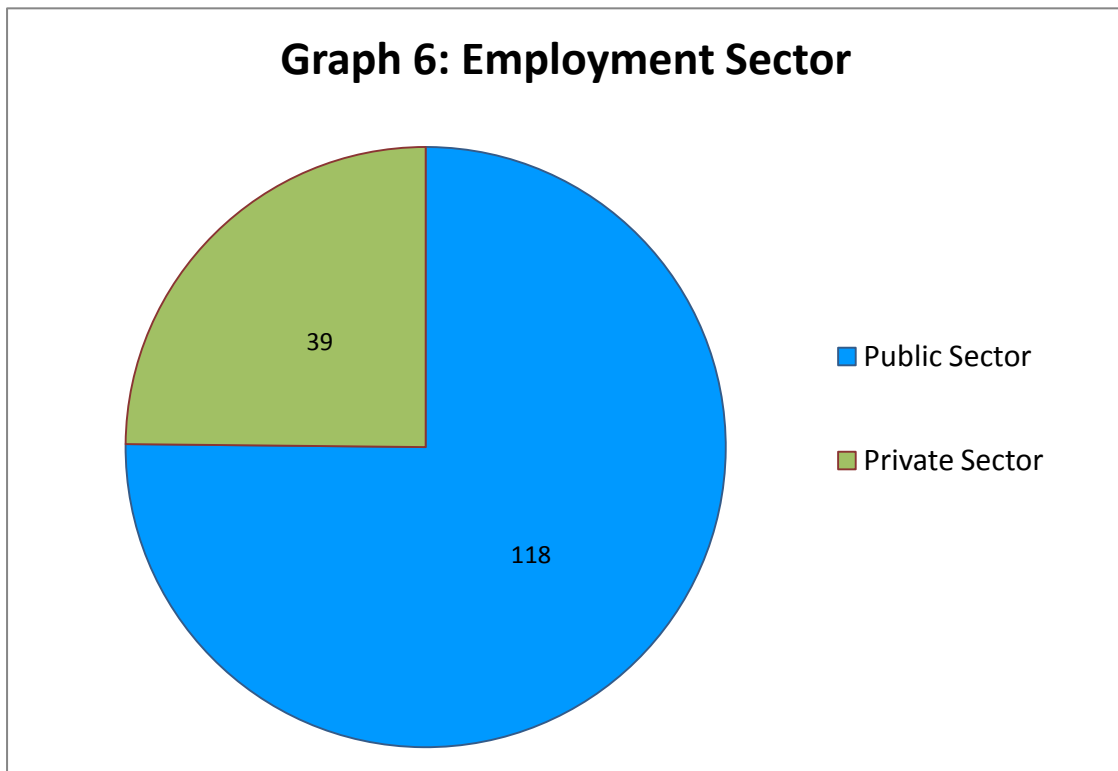
Graph 4: Activitiy Status



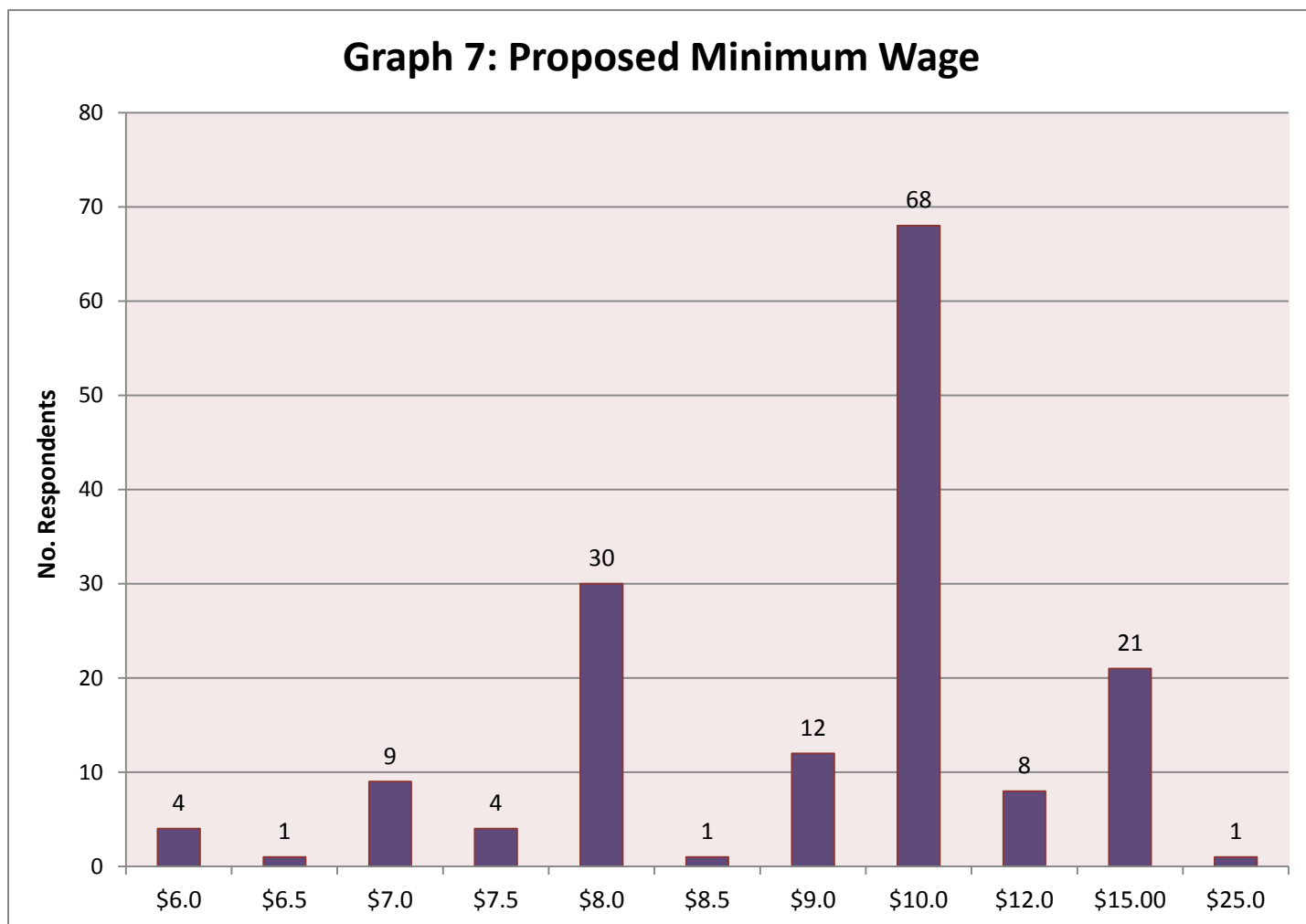
Graph 5: Weekly Work Hours



Graph 6: Employment Sector



Graph 7: Proposed Minimum Wage



Summary of key points taken from the written responses by respondents – *Why do you think the minimum wage should be this amount?*

Rakahanga

1. Cost of living is very expensive and too high
2. Air and Boat fares to the Northern Group Islands is very expensive, and continues to increase.
3. All imported goods to the Northern Group Islands are very costly.
4. No price control on imported goods to retail stores

Aitutaki

1. Cost of living in outer islands is too high and very expensive
2. Starting rate of \$10 an hour would keep people on islands rather than relocating to Rarotonga or overseas. This increase population and productivity of the country.
3. Increase to min wage will attract and keep our population and stop migration especially of our youth.
4. Fine with \$6 or at least near to it

5. Standard of living is decreasing
6. There have been no awards of pay adjustment by government for government employees.
7. No control by the price tribunal at all to control increasing prices in the shops.
8. Increase due to 15% VAT rise needed
9. Child benefit is very low, tax has increased, goods, bills, petrol increase but not sufficient wages to cover costs
10. \$6 is former NZ minimum wage however Vat increase and general living expenses have also increased. There is no financial assistance for permanent residents like myself, and we had to pay full costs for all services (like medical at hospital) with no money. And I have come to Cook Islands to care and watch over my father who is a returning Cook Islander.
11. Government is losing control on the price of goods in the outer islands.
12. Working in quarry is dusty and not good for health so should be compensated for risk.
13. Northern group should have higher min wage at say \$10/hr. Southern group should have lower min wage at say \$8.50/hr and Rarotonga have say \$7.50 an hour.
14. School fees are increasing

Mangaia

1. Prices of food in shops has increased and is very high compared to Rarotonga
2. Travel to work on own transport and to get to job is expensive/ fuel prices higher in outer islands
3. Raising children is expensive. Income needed to support education for children.
4. Cost of living has gone up. Cost of living is too high in outer islands.
5. Unfairness in comparing us in the outer-islands doing the same job and same responsibility as some in Raro, however their rate is more. More opportunity or opening for paid workers to apply micro/personal loans for the purposes of home, development or improvement so when tax deducted and loan deducted, there is still enough left in the account for other needs.
6. Power bills increasing/very high on outer islands
7. \$ 6 an hour is not enough to cover costs besides feeding family.
8. Maintaining my designated almost 4 acre grounds is not worth \$6 an hour. I have other maintenance also such as buildings/equipment etc. Driver for emergencies, working after hours and out reach clinics too.

Manihiki

1. I'm fine with \$6 an hour
2. The minimum wage for the outer islands should be increased to a higher rate than Rarotonga and Aitutaki mainly because the cost of living in the outer islands is so much higher than in Rarotonga and Aitutaki. With this set minimum wage there should also be relative increases in the different wage bands.
3. The cost of living is triple the amount to what there is in Rarotonga. Or the other option is a separate rate for the outer islands. But in saying this, the increase must be given to all staff to separate the new employees from the senior employee's. We cannot give the new rate

similar to that of someone who is already working and may already be on that new minimum wage rate.

Penrhyn

1. Very high cost of living on Penrhyn
2. Cost to support family on amount given currently is too low
3. Increasing price of VAT and items in stores
4. Air and sea transport is very expensive (\$3,600 air return Penrhyn to Rarotonga and \$4,700 for 15 horsepower outboard boat motor)
5. Fuel cost is \$3 per litre which is very expensive.
6. Low income means we cannot go into small business like pearl farming
7. High cost of sea and air freight pushes prices up
8. With rate of \$6 I am unable to support my family with enough things like food.

Atiu

1. Increased wage should be to a standard of qualifications for occupation and to meet job description
2. Employed for 20 years at the same rate
3. Not enough for life insurance or accident insurance if injured during risk work I undertake
4. 26 years working on risky heavy plant machinery
5. Increased work load but not enough pay
6. Cost of living in high and expensive
7. Working 8 years on \$6 an hour should have increased by now
8. Items in shops more expensive
9. Most public servants are doing more jobs than what they are required to do. Working expectation has expanded, so should the minimum wage.
10. 9 people living in the one home
11. Expensive in shops – one full working hour will only buy a can of tin fish for \$6
12. Not enough for family

Mauke

1. Prices of food and power bills very high
2. Very high cost of living
3. Petrol is very expensive
4. Employees on outer islands out multi tasking they apply for 1 post but are given other post tasks to full fill.