

# Cook Islands Minimum Wage Review 2015 - Employer Survey -

This survey is open to all employers in the Cook Islands. The outcome will be collated and used to assist the Minimum Wage Review Committee in making its report and recommendations to the Minister of Internal Affairs regarding the minimum wage for 2015/16. The present minimum wage payable in the Cook Islands is \$6.00 per hour.

Respondents to this survey will not be identified; all responses are confidential, and only aggregated, anonymous data will form part of the report. Respondents may choose to identify themselves, or remain anonymous, or use a pseudonym.

Please respond to the survey only once per business.

Each question is optional - answer as many or as few questions as you like. However, the more information you provide, the better your views will be reflected in the Minimum Wage Review report and recommendations.

This survey is administered by the Cook Islands Chamber of Commerce. Any inquiries can be directed by email to: [chamber@commerce.co.ck](mailto:chamber@commerce.co.ck) or Phone: 20925.

## Your Business Name, or Pseudonym, or "Anonymous"

Feel free to identify however you like.....

### 1. Where is your business based?

- Rarotonga
- Aitutaki
- Atiu
- Mauke
- Mitiaro
- Mangaia
- Palmerston
- Pukapuka
- Nassau
- Manihiki
- Rakahanga

Penrhyn

## 2. What is your main industry sector?

- Accomodation
- Food and Beverage
- Transport
- Retail
- Contracting and Trades
- Entertainment and Activities
- Fishing and Marine
- Law, Finance, Professional
- Health and Medicine
- Salon, Spa, Hairdressing
- Agriculture
- Other:

## 3. How many employees do you have at present?

Please click on the relevant response for each row.....

	None	1-5	6-10	11-20	21-50	50 +
Full-time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Part-time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Casual	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 4. How many employees do you have in the following wage brackets?

Please click on the relevant response for each row.....

	None	1-5	6-10	11-20	21-50	50 +
\$6.00 - 6.24	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
\$6.25 - 6.49	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
\$6.50 - 6.99	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
\$7.00 - 7.49	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
\$7.50 - 7.99	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
\$8.00 +	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 5. How would an increase in the minimum wage impact your business?

Please click on the relevant response for each row.....

	Major negative impact	Minor negative impact	No real impact	Positive impact
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+ 10c	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
+ 15c	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
+ 25c	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
+ 50c	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
+ 75c	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
+ \$1.00	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
+ \$1.50	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
+ \$2.00	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**6. What do you think the minimum wage should be for 2015/16?**

- \$6.00 (current)
- \$6.10
- \$6.15
- \$6.25
- \$6.50
- \$6.75
- \$7.00
- \$7.50
- \$8.00
- Other:

**7. What are the NEGATIVE aspects of an increased minimum wage?**

Please click all relevant boxes .....

- Increased wages cost
- Increased holiday and sick pay
- Increased superannuation costs
- Inflation
- Reduced profitability
- Increased retail pricing
- None
- Other:

**8. What are the POSITIVE aspects of an increased minimum wage?**

Please click all relevant boxes .....

- Better motivated workforce
- Easier recruitment
- Improved productivity

- Better staff retention
- None
- Other:

**9. Do you favour a regular annual increase to achieve a substantially higher minimum wage by 2020?**

In other words, do you feel that the minimum wage should be increased by more than inflation (increased in real terms) over time?

- Yes, strongly agree, it needs to come up a lot
- Yes, there needs to be a slight increase
- No, it is OK where it is, should just be adjusted for inflation
- No, it is already too high.
- Other:

**10. If YES, then what amount of annual increase would you recommend for each year?**

- + 20c
- + 40c
- + 60c
- + 80c
- + \$1.00
- Other:

**11. How would an increased minimum wage impact employment of FOREIGN WORKERS?**

- Easier recruitment
- Better productivity
- Too costly to employ
- No difference
- Other:

**12. How would an increased minimum wage impact employment of PA ENUA WORKERS?**

- Easier recruitment
- Better productivity
- Too costly to employ
- No difference
- Other:

**13. How would an increased minimum wage impact employment of YOUNG PEOPLE?**

- Easier recruitment
- Better productivity
- Too costly to employ
- No difference

Other:

**14. How would an increased minimum wage impact employment of RETURNING COOK ISLANDERS?**

Easier recruitment

Better productivity

Too costly to employ

No difference

Other:

**15. How would an increased minimum wage impact employment of UNSKILLED WORKERS?**

Easier recruitment

Better productivity

Too costly to employ

No difference

Other:

**Please add any comments or suggestions you have about the minimum wage:**

**If you would like to receive the results of this survey, please enter your email address:**

*Never submit passwords through Google Forms.*