

Supplementary workforce profile data

The data below provides further detail about our workforce profile as at 30 June 2018.

Table 1. Employee / worker % by gender

Employees	Contractors		Grand Total			
	#	%	#	%	#	%
Male	6,742	57.8%	150	63.3%	6,892	57.9%
Female	4,889	41.9%	64	27.0%	4,953	41.6%
Gender diverse	4	0.0%		0.0%	4	0.0%
Prefer not to say	3	0.0%		0.0%	3	0.0%
Unknown	37	0.3%	23	9.7%	60	0.5%
Grand Total		100.0%	237	100.0%	11,912	100.0%

Table 2. Employee / worker % by age group

Employees	Contractors		Grand Total			
	#	%	#	%	#	%
20 and under	233	2.0%	78	33.0%	311	2.6%
21-30	2,391	20.5%	27	11.4%	2,418	20.3%
31-40	2,747	23.5%	47	19.8%	2,794	23.5%
41-50	2,863	24.5%	50	21.1%	2,913	24.4%
51-60	2,415	20.7%	28	11.8%	2,443	20.5%
61-64	588	5.0%	6	2.5%	594	5.0%
65 and over	438	3.8%	1	0.4%	439	3.7%
Grand Total	11,675	100.0%	237	100.0%	11,912	100.0%
	Employees		Contractors		Grand Total	
Average Age	41.4		40.9		41.3	

Table 3. Employee / worker % by country

Employees	Contractors		Grand Total			
	#	%	#	%	#	%
Argentina	15	0.1%		0.0%	15	0.1%
Australia	100	0.9%		0.0%	100	0.8%
Canada	8	0.1%		0.0%	8	0.1%
China	117	1.0%		0.0%	117	1.0%
Cook Islands	63	0.5%		0.0%	63	0.5%
Fiji	21	0.2%		0.0%	21	0.2%
France	1	0.0%		0.0%	1	0.0%
French Polynesia	11	0.1%		0.0%	11	0.1%
Hong Kong	20	0.2%		0.0%	20	0.2%
Japan	40	0.3%		0.0%	40	0.3%
New Zealand	10,975	94.0%	236	99.6%	11,211	94.1%
Samoa	8	0.1%		0.0%	8	0.1%
Singapore	11	0.1%		0.0%	11	0.1%
Tonga	1	0.0%		0.0%	1	0.0%
United Kingdom	169	1.4%		0.0%	169	1.4%
United States of America	115	1.0%	1	0.4%	116	1.0%
Grand Total	11,675	100.0%	237	100.0%	11,912	100.0%
	Employees		Contractors		Grand Total	
Average Age	41.4		40.9		41.3	

Percentage of employees / workers whose work is covered by collective agreements
73%

Percentage of employees in the group above who are union members
65%

Gender pay gap

0.41%

See the full Gender Pay Report [here](#)

Table 4. Employee / worker % by New Zealand location (city)

Employees	Contractors		Grand Total			
	#	%	#	%	#	%
Auckland	7,690	70.0%	138	58.6%	7,828	69.8%
Blenheim	13	0.1%	3	1.3%	16	0.1%
Christchurch	1,773	16.2%	4	1.7%	1,777	15.9%
Dunedin	34	0.3%	2	0.8%	36	0.3%
Gisborne	7	0.1%	3	1.3%	10	0.1%
Hamilton	19	0.2%	13	5.5%	32	0.3%
Hokitika		0.0%	5	2.1%	5	0.0%
Invercargill	31	0.3%		0.0%	31	0.3%
Kerikeri		0.0%	14	5.9%	14	0.1%
Napier	41	0.4%		0.0%	41	0.4%
Nelson	363	3.3%	14	5.9%	377	3.4%
New Plymouth	41	0.4%	14	5.9%	55	0.5%
Pamerston North	34	0.3%		0.0%	34	0.3%
Queenstown	123	1.1%		0.0%	123	1.1%
Rotorua	12	0.1%	7	3.0%	19	0.2%
Taupo		0.0%	4	1.7%	4	0.0%
Tauranga	45	0.4%	9	3.8%	54	0.5%
Timaru		0.0%	4	1.7%	4	0.0%
Wellington	744	6.8%		0.0%	744	6.6%
Whangarei	5	0.0%	2	0.8%	7	0.1%
Grand Total	10,975	100.0%	236	100.0%	11,211	100.0%