

Table A

Local Currency Salaries									
Grade	New Zealand (NZD) Public Service Table A			Australia (AUD) Public Service Table B			Fiji (FJD) All Organisations Table B		
	2006	2007	% change	2006	2007	% change	2006	2007	% change
I	68,218	70,121	2.8%	62,775	65,519	4.4%	31,304	31,589	0.9%
J	97,942	100,035	2.1%	96,063	101,700	5.9%	46,551	47,352	1.7%
K	122,457	128,349	4.8%	112,000	118,200	5.5%	64,419	64,678	0.4%
L	147,087	152,600	3.7%	130,000	137,500	5.8%	80,295	80,353	0.1%
M	174,739	182,598	4.5%	151,108	159,856	5.8%	105,491	109,330	3.6%

source: data supplied by consultants

Table B

SDR rate	New Zealand			Australia			Fiji		
	2006	2007	% change	2006	2007	% change	2006	2007	% change
	2.2635	2.1597	-4.59%	1.9781	1.9040	-3.7%	2.5471	2.5075	-1.6%

source: SDR rates supplied by the consultants

Table C

SDR Salaries															
	New Zealand			Australia			Fiji			Average of 3			CROP		
	2006	2007	% change	2006	2007	% change	2006	2007	% change	2006	2007	% change	2006	2007	% change
I	30,138	32,468	7.7%	31,735	34,166	7.7%	12,290	12,598	2.5%	24,721	26,411	6.8%	26,913	26,913	0.0%
J	43,270	46,319	7.0%	48,563	53,033	9.2%	18,276	18,884	3.3%	36,703	39,412	7.4%	34,425	36,696	6.6%
K	54,101	59,429	9.8%	56,620	61,638	8.9%	25,291	25,794	2.0%	45,337	48,954	8.0%	40,953	43,656	6.6%
L	64,982	70,658	8.7%	65,720	71,702	9.1%	31,524	32,045	1.7%	54,075	58,135	7.5%	49,014	52,248	6.6%
M	77,198	84,548	9.5%	76,390	83,360	9.1%	41,416	43,601	5.3%	65,002	70,503	8.5%	56,696	60,444	6.6%

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Sources: CROP SDR salaries: Consultants reports and CROP salaries

Table D

CROP salaries relative to reference markets: CROP salaries expressed as a percentage of the salaries paid in the reference markets															
	New Zealand			Australia			Fiji			Average of 3			CROP		
	2006	2007	% point change	2006	2007	% point change	2006	2007	% point change	2006	2007	% point change	2006	2007	% point change
I	89.3%	82.9%	-6.4%	84.8%	78.8%	-6.0%	219.0%	213.6%	-5.4%	108.9%	101.9%	-7.0%	100.0%	100.0%	0.0%
J	79.6%	79.2%	-0.3%	70.9%	69.2%	-1.7%	188.4%	194.3%	6.0%	93.8%	93.1%	-0.7%	100.0%	100.0%	0.0%
K	75.7%	73.5%	-2.2%	72.3%	70.8%	-1.5%	161.9%	169.2%	7.3%	90.3%	89.2%	-1.2%	100.0%	100.0%	0.0%
L	75.4%	73.9%	-1.5%	74.6%	72.9%	-1.7%	155.5%	163.0%	7.6%	90.6%	89.9%	-0.8%	100.0%	100.0%	0.0%
M	73.4%	71.5%	-2.0%	74.2%	72.5%	-1.7%	136.9%	138.6%	1.7%	87.2%	85.7%	-1.5%	100.0%	100.0%	0.0%

Note: For example, the CROP salary at the I grade is equivalent to 89.3% of the relevant salary in New Zealand

Table E

Percentage increase in CROP salaries required to reach salaries in reference markets															
	New Zealand			Australia			Fiji			Average of 3			CROP		
	2007	2007	2007	2007	2007	2007	2007	2007	2007	2007	2007	2007	2007	2007	2007
I	-	20.6%	-	-	26.9%	-	-	-53.2%	-	-	-1.9%	-	-	0.0%	-
J	-	26.2%	-	-	44.5%	-	-	-48.5%	-	-	7.4%	-	-	0.0%	-
K	-	36.1%	-	-	41.2%	-	-	-40.9%	-	-	12.1%	-	-	0.0%	-
L	-	35.2%	-	-	37.2%	-	-	-38.7%	-	-	11.3%	-	-	0.0%	-
M	-	39.9%	-	-	37.9%	-	-	-27.9%	-	-	16.6%	-	-	0.0%	-

Note: This table tells us by how much the CROP salaries would need to be adjusted to reach the reference market salaries