

# HR Quarterly Index New Zealand Dashboard Report

April 2013

## EXECUTIVE SUMMARY

The HR Quarterly Index provides a summary of industry confidence in the business sector from the HR Coach Research Institute for New Zealand.

Business confidence has rebounded astonishingly this quarter up by 12%. This certainly does support the argument that New Zealand is a seasonal economy.

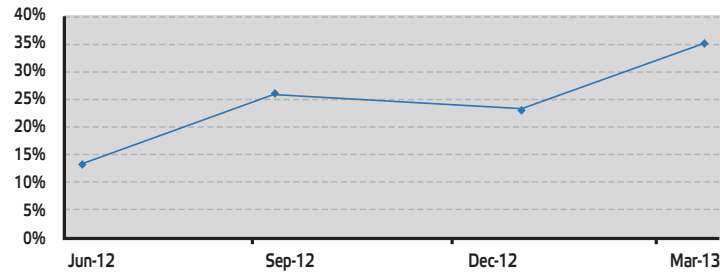
Skilled vacancies right across the country are down indicating that the employment market is rapidly improving. The exception is Canterbury with a modest increase of just under 1%.

Business confidence, pricing intention and expectations of profitability are all up from last quarter. The outlook is positive across the board leading into winter.

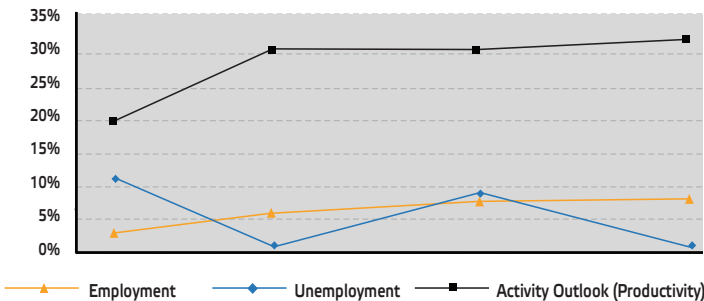
The activity outlook has increased by 1% but perhaps more telling is that it has essentially maintained a consistent level over the past three quarters. In an unquestionably seasonal economy this consistency is reassuring for businesses in all sectors. Furthermore, this bodes well for all business indicators as traditionally it increases all major economic gauges.

As winter comes, the outlook for the business sector in New Zealand is positive. As the economy continues to recover, business will need to stay mindful of a tightening labour market. However, given the overall improvement, this is a welcomed challenge.

### Business Confidence



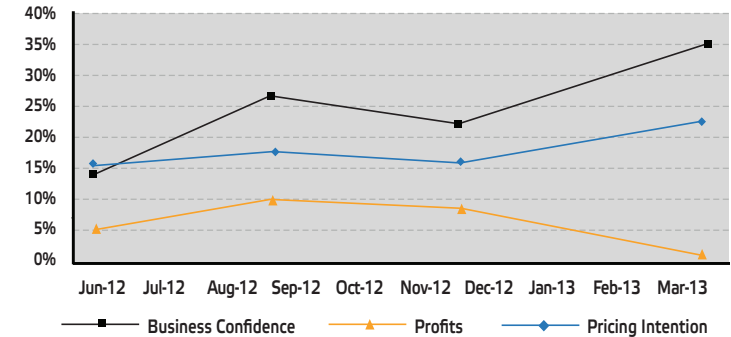
### Business Expectations for Staff



### Consolidated Results Table

Productivity Growth Factors	Jun-12	Sep-12	Dec-12	Mar-13
Business Confidence	13%	26%	23%	35%
Activity Outlook	20%	31%	31%	32%
Employment	3%	6%	8%	8%
Unemployment	11%	1%	9%	1%
Profits	5%	10%	9%	13%
Pricing Intention	15%	17%	15%	22%
Exports	13%	17%	19%	15%
Investment	8%	17%	14%	15%
Ease of Credit	8%	11%	15%	4%

### Business Expectations for Growth



### Job Advertisements

Job Vacancies - Skilled Vacancies index by region	Monthly change Jan13 - Feb12	Annual change Feb12 - Feb13
Auckland	-1.60%	-1.50%
Wellington	-4.70%	-6.70%
North Island - Other	-5.80%	1.20%
Canterbury	0.80%	14.10%
South Island - Other	-4.30%	-0.90%
Nationwide	-2.50%	0.20%

### Current State of the NZ Employment Market

Participation Rate	68.4%
Unemployment Rate	7.3%
Wage Growth (Labour Cost Index)	0.5%
IMF Unemployment Forecast 2011 - NZ	5.1%
OECD Unemployment Forecast 2011	5.4%
Employment by person	2,230,000
Unemployment by person	160,000

Key Sources:

HR Coach Research Institute  
Department of Labour - Labour Statistics

ANZ Business Outlook  
Business New Zealand Planning Forecast 2013