

Employment Relations Sector Report: Interurban, Rural and Urban Bus Transport Sector

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Ministry of Business, Innovation and Employment (MBIE) Hīkina Whakatutuki – Lifting to make successful

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Purpose Statement

This sector report is one of a series of research reports designed to outline employment and income data relating to industries and occupations in various sectors of the workforce. They provide both insight and general information regarding employment within the sector.

These reports are research, not advice. They are based on the most comprehensive and up to date data available publicly from Statistics New Zealand (Statistics NZ) as New Zealand’s official source of statistics. The data within the reports is provided by industry and occupation using Statistics NZ ANZSIC and ANZSCO codes. The data has been provided to the most granular level permitted due to data availability and to meet the confidentiality rules required by Statistics NZ.

Making this data easily accessible to all parties, who may not otherwise have the expertise and resources available to obtain this level of information, supports the function of the Chief Executive of MBIE in “publishing information, reports, and guidelines about employment relationships”. This in turn contributes to the purpose of the Employment Relations Act 2000, which is “to build productive employment relationships through the promotion of good faith in all aspects of the employment environment and of the employment relationship.”¹ Access to and use of the data provided is strictly managed by Statistics NZ under the Data and Statistics Act 2022 (The Act). The Act requires that data be published as research and, therefore, made safely publicly available to all parties before it can be used for policy or other public decision-making purposes.

Data Disclaimer

Statistics NZ is the source for any tables, graphs, or data presented in this report. Access to the data used in this study was provided by Statistics NZ under conditions designed to give effect to the security and confidentiality provisions of the Data and Statistics Act 2022. The results presented in this study are the work of the author, not Statistics NZ or individual data suppliers. These results are not official statistics. They have been created for research purposes from the Integrated Data Infrastructure (IDI) and Longitudinal Business Database (LBD) which are carefully managed by Statistics NZ. For more information about the IDI and LBD please visit <https://www.stats.govt.nz/integrated-data/>. The results are based in part on tax data supplied by Inland Revenue to Statistics NZ under the Tax Administration Act 1994 for statistical purposes. Any discussion of data limitations or weaknesses is in the context of using the IDI for statistical purposes and is not related to the data’s ability to support Inland Revenue’s core operational requirements.

¹ See [Employment Relations Act 2000 No 24 \(as at 13 June 2023\), Public Act – New Zealand Legislation](#), Section 3 Object of this Act, and Section 223AAA, Functions of chief executive.

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1 Introduction

This report provides a range of demographic information regarding employment relations in the Interurban, Rural and Urban Bus Transport sector.

The Employment Relations Data Methodology Report (generic to all Employment Relations Sector Reports) outlines the methods of data collection, analysis, and any key data source caveats relevant to creating this report. A copy of the Employment Relations Data Methodology Report can be provided on request to libs@mbie.govt.nz.

Section 2 provides an overview of the Interurban, rural and urban bus transport sector as defined in this report. Sections 3 through 8 provide the findings of the research relating to the sector, focusing on employee demographics, employer information, wages, pay progression, conditions, and employment type respectively.

2 The Interurban, Rural and Urban Bus Transport Sector

For the purposes of the research analysis presented within this report, the following ANZSIC codes are used to define the industries falling within the broader Interurban, Rural and Urban Bus Transport sector:

- I462100: Interurban and Rural Bus Transport
- I462200: Urban Bus Transport

The following ANZSCO codes are used to define the occupations in the Interurban, Rural and Urban Bus Transport sector (as defined by the above ANZSIC codes) in this report:

- 731211: Bus Driver
- 731212: Charter and Tour Bus Driver
- 731213: Passenger Coach Driver
- 811111: Car Detailer

3 Research Findings – Employee Demographics

The following section outlines the research findings associated with the Interurban, Rural and Urban Bus Transport sector as defined in Section 2. The findings in this section cover a range of information regarding the number, demographics, and geographic location of employees in the sector.

Note that some research findings have been suppressed due to confidentiality concerns. Confidentiality and suppression rules applied to estimates of counts and proportions may result in the sum of parts not adding up to their totals.

3.1 Employees in the sector

A breakdown of the number of individuals by ANZSCO codes is presented in Table 1. Some ANZSCO codes specified above have not been included^{2,3}.

Table 1: Estimated number of employees in the Interurban, Rural and Urban Bus Transport Sector coverage, by ANZSCO code. HLFS, 2022.

ANZSCO code	Occupation	Estimated number of employees	95% confidence interval lower limit ⁴	95% confidence interval upper limit	% of total
731211	Bus Driver	4,800	2,900	6,700	96.00%
731212	Charter and Tour Bus Driver	S	S	S	S
Total	-	5,000	3,000	7,000	100.00%

3.2 Employees in the sector by age group⁵

Table 2: Estimated counts of employees in the Interurban, Rural and Urban Bus Transport Sector by age group. HLFS, 2022.

Age group	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
50-54	1,100	100	2,100	22.00%
Total	5,000	3,000	7,000	100.00%

² Some ANZSCO codes have not been included in the table where there were no individuals recorded with that code in the Household Labour Force Survey. Also, some results have been suppressed (due to low counts of individuals) during the Integrated Data Infrastructure data outputting process.

³ An 'S' in a table indicates the results have been made confidential during the outputting process. In other words, the counts of individuals within the data were small enough that there was a risk individuals could be identified if the data was released publicly.

⁴ We are 95% confident that the confidence intervals provided in this and following tables contain the true number/proportion of employees in the proposed sector.

⁵ Note that the totals in this and any subsequent tables may differ. This difference occurs because not all respondents to the HLFS answer every question: some questions may be left blank. As such, the 'total' in these tables is based on the total number of people who responded to the question, *not* the total number of people in the proposed sector. Note as well that confidentiality and suppression rules applied to estimates of counts and proportions may result in the sum of parts not adding up to their totals, and some analysis categories being left off effected tables.

3.3 Employees in the sector by ethnicity

Table 3: Estimated counts of employees in the Interurban, Rural and Urban Bus Transport Sector by ethnicity. HLFS, 2022.

Pacific	S	S	S	S	
Māori	S	S	S	S	
Asian	S	S	S	S	
European	3,200	1,800	4,600	64.00%	
Total	5,000	3,000	7,000	100.00%	

3.4 Employees in the sector by sex

Table 4: Estimated counts of employees in the Interurban, Rural and Urban Bus Transport Sector by sex (male or female only). HLFS, 2022.

Sex	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Male	4,000	2,500	5,500	80.00%
Female	1,100	100	2,100	22.00%
Total	5,000	3,000	7,000	100.00%

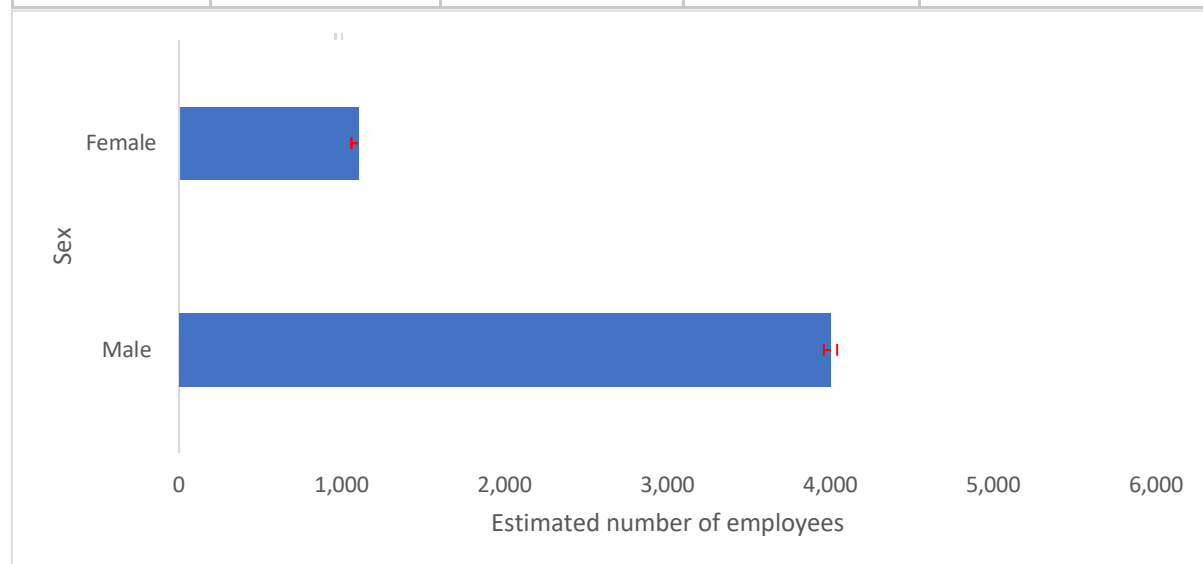


Figure 1: Estimated counts of employees in the Interurban, Rural and Urban Bus Transport Sector by sex (male or female only). HLFS, 2022.

⁶ Note: the ethnicity categories here are not exclusive. An individual may be counted more than once if they have provided more than one ethnicity in the HLFS.

3.5 Male employees in the sector by age group

Table 5: Estimated counts of male employees in the Interurban, Rural and Urban Bus Transport Sector by age group. HLFS, 2022.

Age group	Estimated number of male employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
50-54	1,100	100	2,100	27.50%
Male Total	4,000	2,000	6,000	100.00%

3.6 Employees in the sector by urbanity

Table 6: Estimated counts of employees in the Interurban, Rural and Urban Bus Transport Sector by urbanity. HLFS, 2022.

Area Type	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Main urban areas	3,900	2,200	5,600	78.00%
Total	5,000	3,000	7,000	100.00%

3.7 Employees in the sector by region

Table 7: Estimated counts of employees in the Interurban, Rural and Urban Bus Transport Sector by region. HLFS, 2022.

Region	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Auckland	1,800	700	2,900	36.00%
Total	5,000	3,000	7,000	100.00%

4. Research findings - Employer Characteristics

The following section outlines the research findings associated with the Interurban, Rural and Urban Bus Transport sector as defined in Section 2. The findings in this section cover information regarding employers in the sector.

4.1 Employer size by estimated employee numbers

This section displays the proportion of employees in the sector working within enterprises of varying sizes, and the total number of enterprises of that size employing individuals within the sector. Enterprise size is based on the number of *total* employees, not just employees in the sector.

Table 8: Proportion of Bus Transport Sector employees working within enterprises of varying sizes (based on number of individuals employed within the sector). Integrated Data Infrastructure Admin Data⁷.

⁷ See the accompanying Employment Relations Data Methodology Report for more information.

Enterprise size	% of sector employees working in enterprise size category	Number of enterprises
1 to 20 employees	4.22%	39
21 to 50 employees	9.19%	21
51 to 100 employees	9.47%	9
100+ employees	77.11%	15

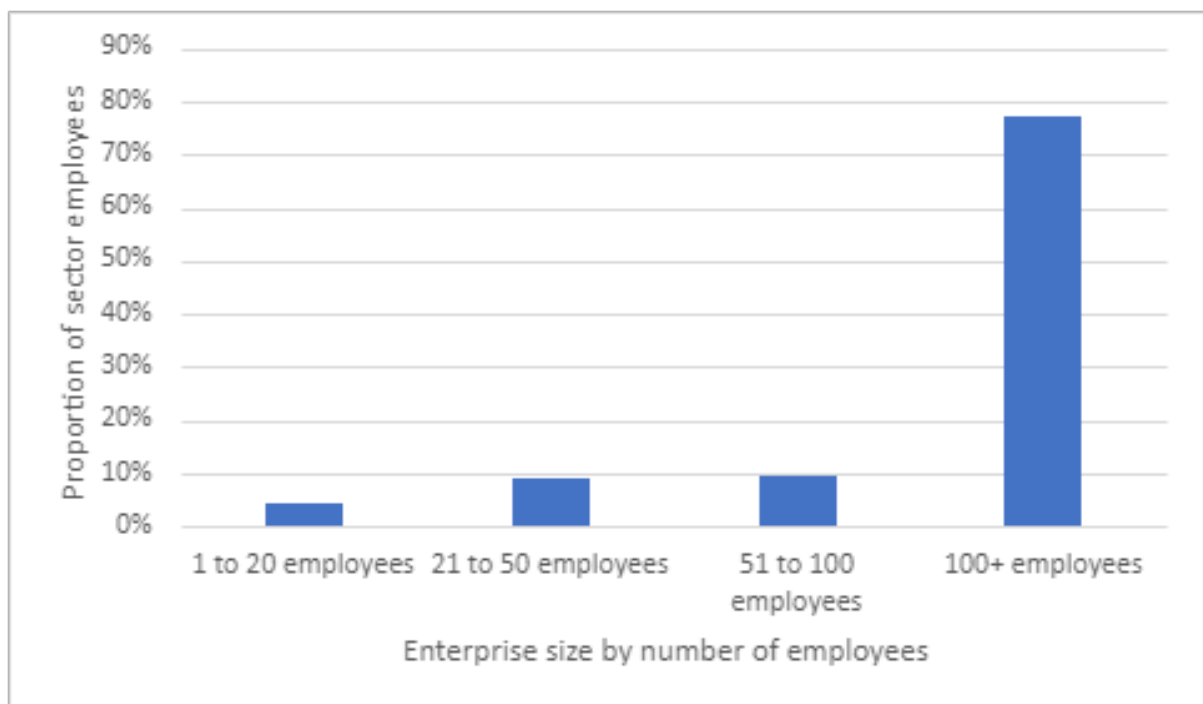


Figure 2: Proportion of Interurban, Rural and Urban Bus Transport Sector employees working within enterprises of varying sizes (based on number of individuals employed within the sector). Integrated Data Infrastructure Admin Data⁸

⁸ Confidence intervals are not present for employees in the sector by enterprise size, as the numbers presented are counts, not estimates.

5 Research Findings – Wages

The following section outlines the research findings associated with the Interurban, Rural and Urban Bus Transport sector as defined in Section 2. The findings in this section cover a range of information relating to the wages of employees in the sector.

5.1 Low pay

Those earning 120% or less of the minimum wage⁹ have been used to represent those earning ‘close to’ the minimum wage.

Table 9: Estimated number of employees in the Interurban, Rural and Urban Bus Transport Sector earning above and below 120% of the minimum wage. HLFS, 2022.

Above or below 120% of minimum wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Above 120% of minimum wage	1,100	300	1,900	24.44%
Below 120% of minimum wage	3,300	1,600	5,000	73.33%
Total	4,500	2,600	6,400	100.00%

⁹ See the Employment Relations Data Methodology Report for a summary of the minimum and median wage by year from 2016-2022.

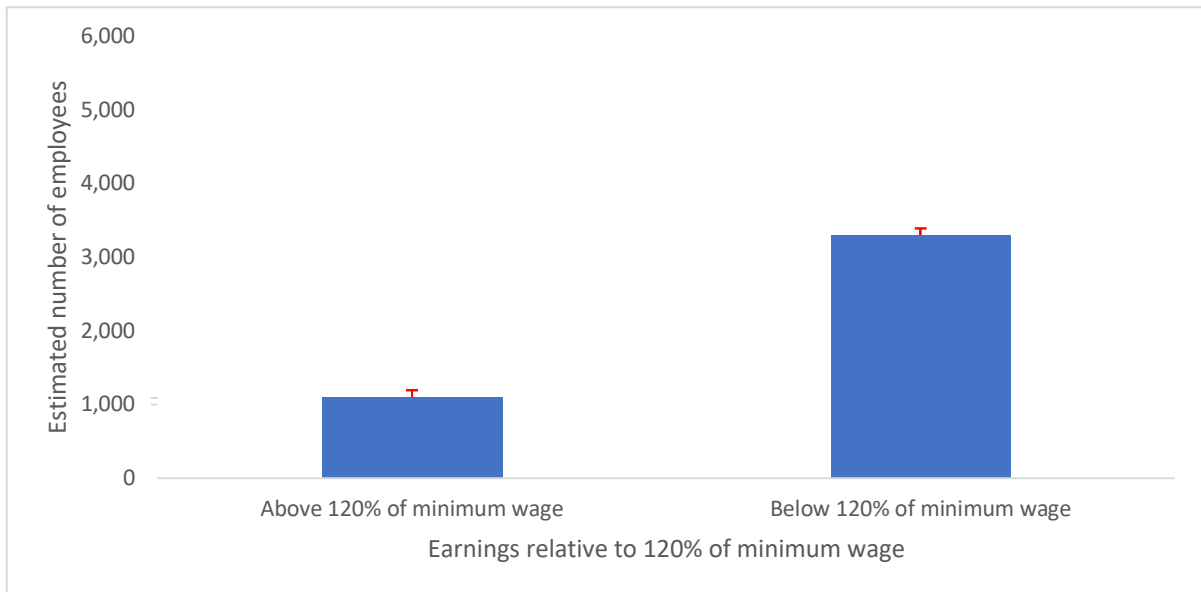


Figure 3: Estimated number of employees in the Interurban, Rural and Urban Bus Transport Sector earning above and below 120% of the minimum wage. HLFS, 2022.

5.2 Employees earning above and below the national median wage

Table 10: Estimated number of employees in the Interurban, Rural and Urban Bus Transport Sector earning above and below the median wage. HLFS, 2022.

Above or below median wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Above median wage	S	S	S	S
Below median wage	3,900	2,100	5,700	86.67%
Total	4,500	2,600	6,400	100.00%

6 Research findings - Pay progression

The following section outlines the research findings associated with the Interurban, Rural and Urban Bus Transport sector as defined in Section 2. The findings in this section cover a range of information relating to the pay progression of employees in the sector.

Reliable data is not available regarding the completion of training or increase of skills in the sector. However, it is possible to compare the pay of employees who have been recently appointed with those who have been employed for a relatively longer period, and who therefore are likely to have more experience, skills, and potentially training in the role. With these caveats in mind, this section provides estimates of the pay progression of employees in the sector.

6.1 Wages by job tenure

Table 11: Mean estimate of regular hourly wages in the Interurban, Rural and Urban Bus Transport Sector by job tenure. HLFS, 2022.

Job Tenure ¹⁰	Mean estimate of regular hourly wage	95% confidence interval lower limit	95% confidence interval upper limit
Recently appointed employee	S	S	S
Longer term employee	\$25.14	\$22.86	\$27.41

¹⁰ 'Recently appointed' employees have been defined for analysis as those employed within the last three months. 'Longer term' employees are those who have been working for longer than the mean number of weeks across all occupations in the sector.

7 Research findings - Hours worked

The following section outlines the research findings associated with the Interurban, Rural and Urban Bus Transport sector as defined in Section 2. The findings in this section cover a range of information relating to the working conditions of employees in the sector.

Limited data is available on employee working conditions in New Zealand for any sector. Data is available regarding whether individuals regularly work more than 40 hours per week. Further, data is available on whether individuals work weekends – though not on what proportion of their hours are worked on weekends. Data is available on whether employees worked more, less, or the same hours as usual in the previous week. Data is not available on how many hours are worked in night shifts, split shifts, or during weekends, though some data is available on the reasons why individuals worked *fewer* than their usual hours in the previous week, including whether the person does shift work.

7.1 Regularly working more than 40 hours per week

Table 12: Estimated number of employees in the Interurban, Rural and Urban Bus Transport Sector who regularly work more than 40 hours per week. HLFS, 2022.

Regularly works more than 40 hours per week	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Regularly works more than 40 hours per week	1,100	400	1,800	22.00%
Does not regularly work more than 40 hours per week	3,900	2,100	5,700	78.00%
Total	5,000	3,000	7,000	100.00%

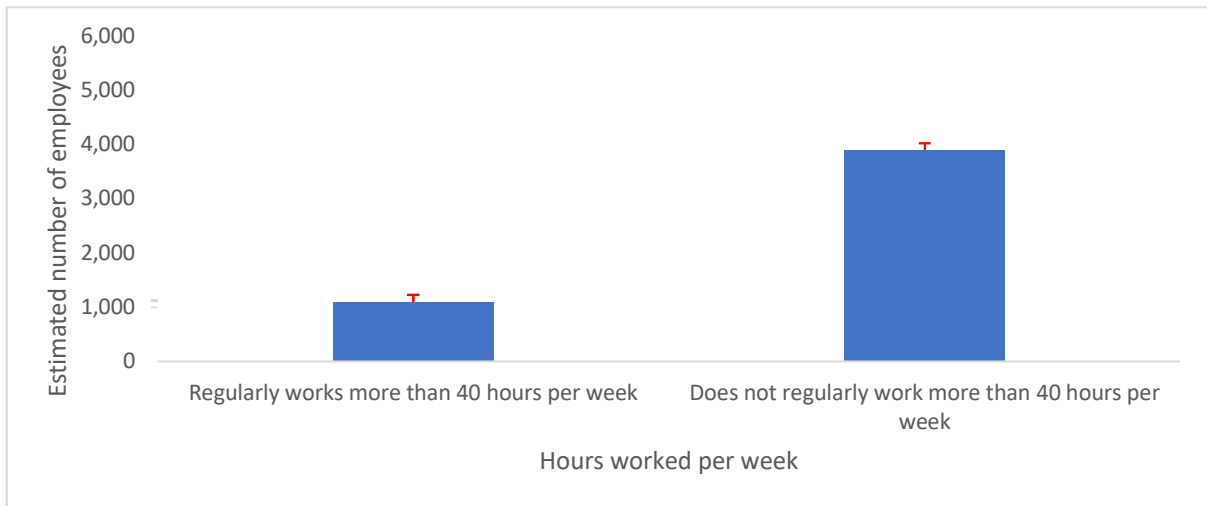


Figure 4: Estimated number of employees in the Interurban, Rural and Urban Bus Transport Sector who regularly work more than 40 hours per week. HLFS, 2022.

7.2 Same, more, or fewer hours worked than usual

Table 13: Estimated number of employees in the Interurban, Rural and Urban Bus Transport Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.

Hours worked compared to last week	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Worked fewer hours than usual last week	1,200	200	2,200	28.57%
Worked same hours as usual last week	2,200	1,000	3,400	52.38%
Worked more hours than usual last week	S	S	S	S
Total	4,200	2,300	6,100	100.00%

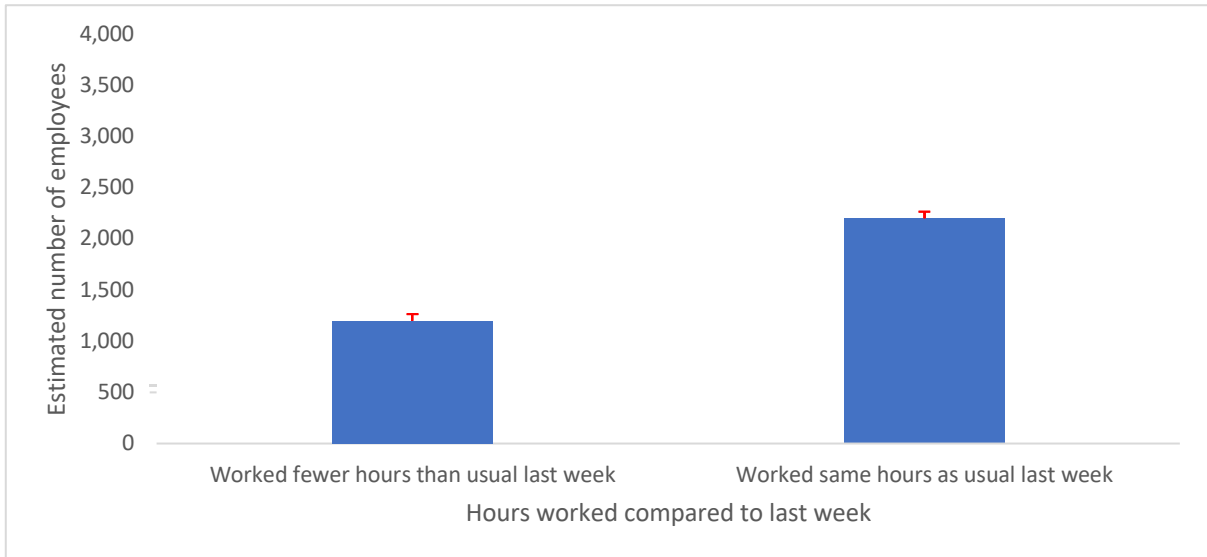


Figure 5: Estimated number of employees in the Interurban, Rural and Urban Bus Transport Sector who regularly work more than 40 hours per week. HLFS, 2022.

7.3 Weekend work

Table 14: Estimated number of employees in the Interurban, Rural and Urban Bus Transport Sector who worked during weekends. HLFS, 2022.

Worked during weekends	1,900	800	3,000	38.00%
Did not work during weekends	3,100	1,400	4,800	62.00%
Total	5,000	3,000	7,000	100.00%

Worked weekends	Estimated number of employees
Worked during weekends	1,900
Did not work during weekends	3,100

Figure 6: Estimated number of employees in the Interurban, Rural and Urban Bus Transport Sector who worked during weekends. HLFS, 2022.

8. Research findings - Employment type and Union Membership

The following section outlines the research findings associated with the Interurban, Rural and Urban Bus Transport sector as defined in Section 2. The findings in this section cover a range of information relating to the employment type and union membership status of employees in the sector.

8.1 Employee union membership

Table 15: Estimated number of employees in the Interurban, Rural and Urban Bus Transport Sector by union membership status. HLFS, 2022.

Union Membership Status	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Union Member	1,200	200	2,200	25.00%
Not Union Member	3,400	1,800	5,000	70.83%
Don't know	S	S	S	S
Total	4,800	2,800	6,800	100.00%

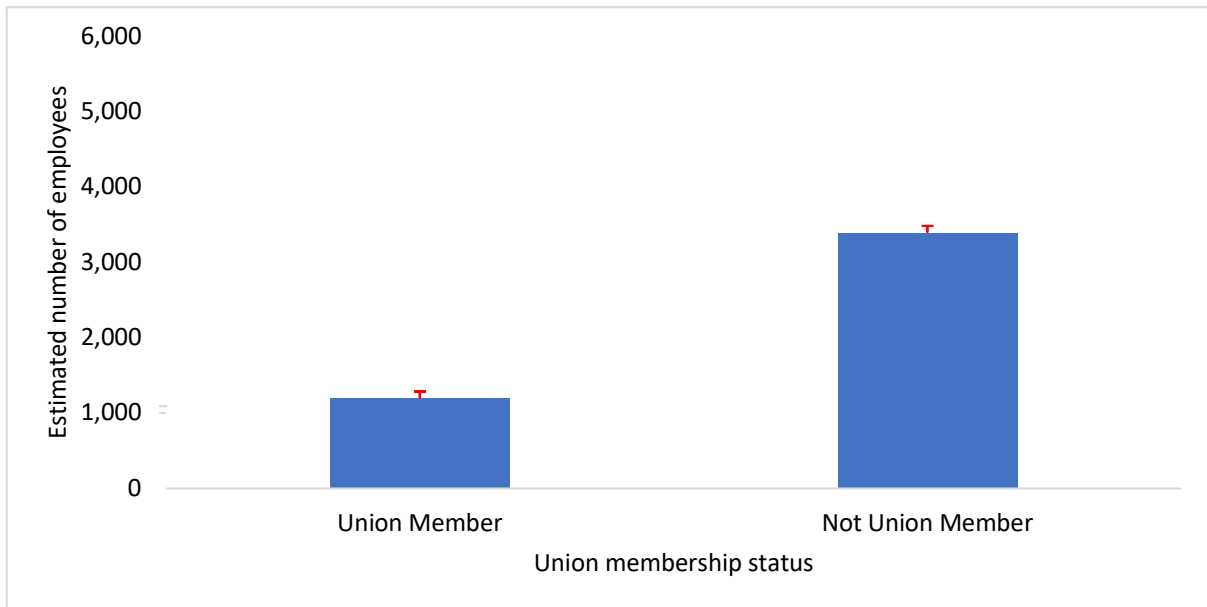


Figure 7: Estimated number of employees in the Interurban, Rural and Urban Bus Transport Sector by union membership status. HLFS, 2022.

8.2 Employees by employment agreement type

Table 16: Estimated number of employees in the Interurban, Rural and Urban Bus Transport Sector by employment agreement type. HLFS, 2022.

Employment agreement type	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Individual Agreement	2,800	1,300	4,300	58.33%
Collective Agreement	1,400	500	2,300	29.17%
Don't know	S	S	S	S
Total	4,800	2,800	6,800	100.00%

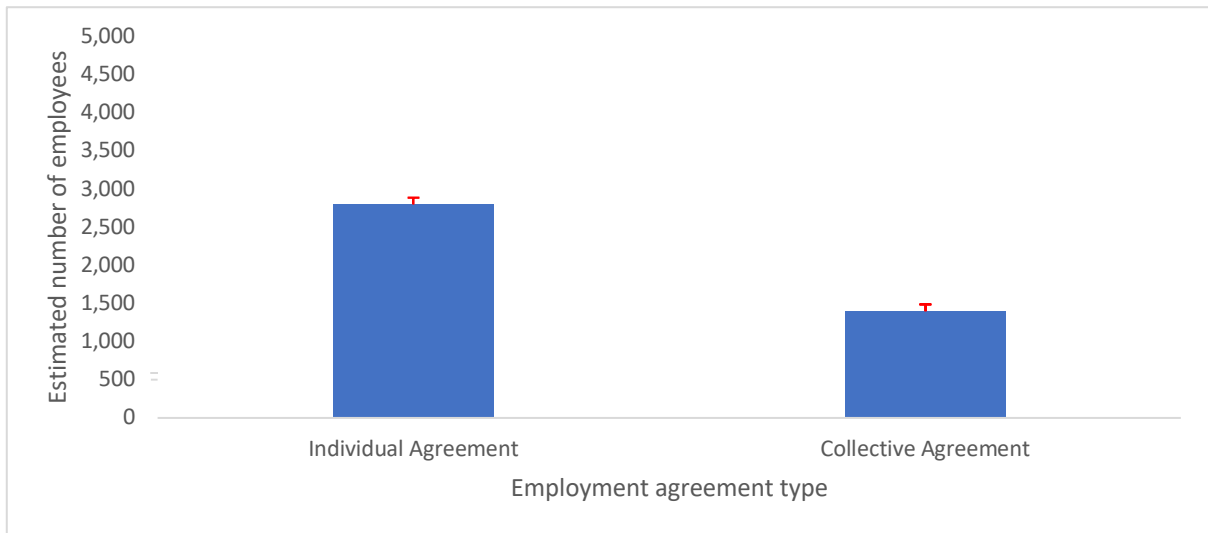


Figure 8: Estimated number of employees in the Interurban, Rural and Urban Bus Transport Sector by employment agreement type. HLFS, 2022.



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