



KAUTAHA FAKATAHATAHA 'A E
NGAAHI PISINISI 'O TONGA
TONGA CHAMBER OF COMMERCE & INDUSTRY INC.

"Established in 1976"

Celebrating over 40 years of service to the Business Community

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TCCI Wages/Salary Survey 2017

Questionnaire

Tonga Chamber of Commerce and Industry Inc. would like to invite you, to take part in this survey to collect information to build up a database, where everyone can inform themselves about current wages and salary payments according various criteria.

We ensure that your data will be treated with absolute confidentiality. You don't have to provide personal information where others are able to identify you.

After you answered the questions, please submit your results preferable per email. Just use the buttons. In case you are not using MS-Outlook, you can print the filled in form as a PDF-file and return as email attachment.

If that's impossible, please print your form and return by mail to:
TCCI, P O Box 1704, Nuku'alofa.

Thank you!

A: Personal Questions:

A1: What is your Year of Birth?

A2: What is your Gender?

A3: What is your Marital Status?

A4: How many person live in your Home? (You included)

A5: How many of them are Children below the age of 18?

B: Educational Progress:

B1: What is the highest education you achieved?

If you answered Other, please specify:

B2: Please select in more detail?

If you answered Other, please specify:

B3: What year did you finish your education?

B4: What year did you start working?

C: About Your Workplace:

C1: Are you at this moment in a paid work relation?

If you answered No:

C2: How many paid jobs do you have?

C3: In what part of Tonga do you work?

C4: If you work Abroad, in what country?

C5: What kind of environment is your workplace?

C6: To what business sector does the company you work with belong to?

If you answered Other, please specify:

C7: How many employees does the company have?

C8: Is your company a member of the
Tonga Chamber of Commerce and Industry Inc.?

D: About Your Job:

D1: What is your main profession?

If you answered Other, please specify:

D2: What is the sector of your profession?

If you answered Other, please specify:

D3: Please select your responsibility:

If you answered Other, please specify:

D4: Do you have a term on your contract?

D5: If Yes, what is the term on your contract?

D6: Are you in a leading role?

D7: If Yes, how many employees are subordinated?

D8: What is the classification of your employment?

D9: How much is your Payment before Taxes/Other Deductions?

T\$

D10: For what period is this payment?

If you answered Other, please specify:

E: Your Connection with your Company:

E1: How many years do you work in your current job/position?

E2: How many years do you work with your current employer?

E3: How many days in the last 12 months did you receive paid training?

E4: Do you work under a tariff contract?

E5: Does your employer have a Work Council?

E6: Does your employer have a Human Resource Council?

E7: Are you a Union Member?

E8: If Yes, please provide details:

E9: Are you a Member of an Association?

E10: If Yes, please provide details:

E11: Are you a Member of a Working Council or Human Resource Council?

F: Information about your Working Time:

F1: How many days a week do you work?

F2: How many hours a day do you work?

F3: Does this coincide with the working hours according to your contract?

F4: If you work overtime, do you get compensated?

F5: On average how many hours do you really work per week?

F6: Are you happy with your working hours?

F7: Do you work every day the same number of hours?

F8: Do you work every week the same number of hours?

F9: Are you On-Call?

F10: Do you work shifts?

F11: Do you have set times for start and finish every day?

F12: Do you work within a Flexible Hours Arrangement?

F13: Do you work regularly on Saturdays?

F14: Do you work regularly on Sundays?

F15: Do you work regularly on Evenings?

F16: Can you collect overtime hours to take time off?

F17: Can you take one day holiday on short notice?

G: Miscellaneous:

G1: In the last 12 months did you get Holiday Pay?

G2: In the last 12 months did you get any Gratification?

G3: In the last 12 months did you get any Share of Profit?

G4: In the last 12 months did you get any Other Entitlement?

G5: In the last 12 months have you asked about a Pay Rise?

G6: In the last 12 months have you received a Pay Rise?

G7: Is it important to you that salary and wages are regulated with a tariff contract?

H: Final Questions:

H1: Was your working day stressful?

H2: Are you physically exhausted when you go home?

H3: Are you mentally or psychially exhausted when you go home?

H4: Do you have worries about your job?

H5: Is there any Home Job availability in your company?

H6: If Yes, please state how many days a week?

H7: What is your distance to work?

km

H8: How much time to you need to go to work?

minutes

H9: How do you get to work?

If you answered Other, please specify:

H10: Over all, are you happy with the work you are doing?

H11: Are you happy with your salary/wages?

H12: Are you happy with the time you spend to go to work?

H13: Are you happy with your balance of family and work?

H14: Are you happy with the security of your workplace?

H15: Are you happy with your work climate?

Please print this form for your records and submit per email to Tonga Chamber of Commerce and Industry Inc. Thank you!