



Agency for Strategic planning
and reforms of the
Republic of Kazakhstan
Bureau of National statistics

Quality report

Structure and distribution of wages of workers in the Republic of
Kazakhstan for 2024

Content

- S.1 Contact details
- S.2 Introduction-Relevance
- S.3 Metadata Update
- S.4 Presentation of statistical information
- S.5 Unit of measurement
- S.6 Reporting period
- S.7 Legal basis
- S.8 Privacy and data protection
- S.9 Publication Policy
- S.10 Frequency of distribution
- S.11 Distribution format, accessibility and clarity
- S.12 Documentation availability
- S.13 Quality control
- S.14 Relevance
- S.15 Accuracy and reliability (to be completed taking into account the type of observation)
- S.16 Timeliness and punctuality
- S.17 Comparability
- S.18 Consistency
- S.19 Load
- S.20 Data revision
- S.21 Statistical data processing
- S.22 Notes

S.1 Contact details

S.1.1 Organization

Bureau of National Statistics of the Agency for Strategic Planning and Reforms of the Republic of Kazakhstan (hereinafter referred to as the Bureau).

S.1.2 Structural division

Department of Labor and Living Standards Statistics

S.1.3 Contact person name

Akhmetkali Gulnur Akhmetkaliyzy

S.1.3.1 Name of the head of the responsible structural unit

Belonosova Natalia Evgenievna

S.1.4 Postal address of the contact person

010000, Astana, Left bank of the river. Ishim, Mangilik El Avenue 8, House of Ministries, entrance 4

S.1.5 Contact person's email address

gul.akhmetkali@aspire.gov.kz

S.1.6 Contact person's telephone number

+7 (7172) 74-97-81

S.2. Introduction-Relevance

This observation relates to wage statistics.

The purpose of this observation is to obtain information on the average monthly nominal wages of workers in individual professions and positions who worked for the full reporting month.

Based on the results of the observation, users are provided with information on the distribution of the number of employees by accrued wages, the average monthly nominal wages of employees by profession, position, level of education, age group and gender, and the sizes of median and modal wages.

The indicators are collected by region, type of economic activity, size of enterprises and types of ownership, excluding small enterprises engaged in entrepreneurial activity.

The Bureau holds meetings of working groups (focus groups) with the participation of potential users and respondents, representatives of interested government agencies, at which the indicators of national statistical forms are analyzed in detail for their relevance and the elimination of duplication with the indicators of departmental statistical forms and administrative data forms.

Feedback is provided via the Telegram messenger account [statgovkz_bot](#), as well as through the user support contact center, which can be reached via the single number 1446.

S.3 Updating Metadata

S.3.1 Last confirmation of updated metadata

10.06.2024

S.3.2 Last Placement of Metadata

10.06.2024

S.3.3 Last Metadata Update

10.06.2024

S.4 Presentation of statistical information

S.4.1 Data Description

The data is generated once a year and contains the following indicators:

Average monthly nominal wages of workers by type of economic activity, region, profession and position, education, age, size of enterprise, type of ownership and gender, median and modal wages.

S.4.2 Classification system

When conducting a survey on form 2-T (salary) "Report on the structure and distribution of wages", statistical classifications are of great importance. Their use affects the comparability of the information collected with data from other statistical surveys and its quality.

When conducting a survey using the above form, the following classifiers are used:

- 1) KATO – Classifier of administrative-territorial objects;
- 2) OKED – General Classifier of Types of Economic Activity;
- 3) KRP – Classifier of the size of legal entities;
- 4) COPF – Classifier of organizational and legal forms of business;
- 5) KSE – Classifier of economic sectors;
- 6) KFS – Classifier of forms and types of ownership;
- 7) NKZ – National Classifier of Occupations;
- 8) SBR - Statistical Business Register. These classifiers are posted on the Internet resource of the Bureau stat.gov.kz Home / in the section "Statistical classifications".

NK RK 01-2017 National Classifier of Occupations of the Republic of Kazakhstan, posted on the website www.career.enbek.kz Ministry of Labor and Social Protection of the Republic of Kazakhstan.

S.4.3 Sectoral Coverage

Subject to monitoring are legal entities and (or) their structural and separate divisions with a number of employees exceeding 250 people, as well as legal entities and (or) their structural and separate divisions included in the sample with a number of employees up to 250 people, except for those reporting on the statistical form "On the activities of a small enterprise" (index 2-MP, annual frequency). For 2024, the number according to the catalog was 22,337 units, of which 20,932 units reported, 1,189 units of enterprise and organization reports on paper.

S.4.4 Statistical concepts and definitions

The survey is conducted in accordance with the "Methodology for conducting sample surveys of

the structure and distribution of wages of enterprises”, approved by the order of the Chairman of the Statistics Committee of the Ministry of National Economy of the Republic of Kazakhstan dated December 7, 2016 №306 (registered with the Ministry of Justice of the Republic of Kazakhstan on January 4, 2017 №14639).

The survey involves all legal entities and (or) their structural and separate divisions with a headcount of over 250 people, as well as legal entities and (or) their structural and separate divisions with a headcount of up to 250 people included in the sample, except for those reporting on the statistical form "On the activities of a small enterprise" (index 2-MP, annual frequency). Statistical tools: Data are collected using statistical form 2-T (remuneration) "Report on the structure and distribution of wages" code 251111228 using a continuous and sample method once a year. Definitions are used:

1) working hours - the time during which the employee, in accordance with the acts of the employer and the terms of the employment contract, performs work duties, as well as other periods of time that, in accordance with the Labor Code of November 23, 2015, are classified as working hours;

2) part-time work - time that is less than the normal duration established by the Labor Code code, including: part-time work, i.e. reduction of the daily work duration standard (work shift); part-time work week, i.e. reduction of the number of working days in a work week; simultaneous reduction of the daily work duration standard (work shift) and reduction of the number of working days in a work week;

3) tariff - the tariff system of remuneration includes a tariff rate (salaries), a tariff scale, and tariff coefficients;

4) non-tariff - the non-tariff system of remuneration is based on the proportional distribution of funds intended for remuneration, depending on the criteria and principles of assessing the professional qualities of employees and their contribution to the final result. The deadline for submitting the statistical form is up to May 31 (inclusive) after the reporting period. The last revision of the form was in 2024, approved by Order of the Head of the Bureau dated June 24, 2024 № 9, amendments were made to the order of the Chairman of the Statistics Committee of the Ministry of National Economy of the Republic of Kazakhstan dated September 7, 2020 № 34 "On approval of statistical forms of national statistical observations on labor and employment statistics and instructions for filling them out."

Submission of this statistical form is carried out in electronic form or on paper. Completion of the statistical form in electronic form is carried out through the information system "Online data collection", located on the Internet resource of the Bureau stat.gov.kz in the section For respondents/Statistical forms.

S.4.5 Statistical object

All large enterprises are subject to observation and, in order to reduce the burden on respondents, the sample size for small and medium-sized enterprises is 30%.

Data on surveyed enterprises by region for 2024

	2024 year							
	large		average			small		
	according to the catalogue	reported	general population	sample population	Base weight	general population	sample population	Base weight
Republic of Kazakhstan	2 650	2 615	7 007	2 540	2.8	60 454	17 147	3.5
Abay	88	88	232	97	2.4	1 539	522	2.9
Akmola	102	102	257	129	2.0	2 593	1 022	2.5
Aktobe	132	132	324	100	3.2	2 667	791	3.4
Almaty	79	79	410	150	2.7	3 452	970	3.6
Atyrau	136	135	311	105	3.0	1 847	511	3.6
West Kazakhstan	105	102	274	106	2.6	2 131	676	3.2
Zhambyl	100	97	338	101	3.3	2 536	704	3.6
Zhetisu	59	56	191	82	2,3	1 610	575	2.8
Karaganda	164	162	411	153	2.7	2 974	907	3.3
Kostanay	108	108	325	150	2,2	2 536	1,006	2.5
Kyzylorda	94	94	312	102	3.1	2 177	579	3.8
Mangistau	122	122	292	116	2.5	2 039	586	3.5
Pavlodar	114	114	290	119	2.4	2 214	726	3.0
North Kazakhstan	63	63	218	95	2,3	2 343	860	2.7
Turkestan	121	121	543	158	3.4	4 035	1,044	3.9
Ulytau	34	34	72	41	1.8	666	278	2.4
East Kazakhstan	104	104	289	109	2.7	2 100	705	3.0
Astana city	304	294	514	173	3.0	8 153	1 853	4.4
Almaty city	486	474	1 051	334	3.1	9 985	2 124	4.7
Shymkent city	135	134	353	120	2.9	2 857	708	4.0

S.4.6 General population (principle of selection of survey units).

At the first stage, the Information System “Statistical Business Register” is used as a general population for conducting a sample survey of wages of employees of a legal entity.

The following main criteria are used to form the sample population:

- the main type of economic activity of the enterprise;
- size of enterprises;
- situational code of enterprises.

At the second stage, the legal entity forms a list of employees for a sample survey according to the following conditions:

- in legal entities not engaged in entrepreneurial activity, according to the classifier of enterprise sizes (hereinafter referred to as KRP) 101-160, all employees are subject to selection (i.e., a complete record will be applied);
- in legal entities with KRP 215-225, every second employee is subject to selection;
- in legal entities with KRP 305-311, every tenth employee is subject to selection;
- in legal entities with more than 5,000 employees, every 50th employee is subject to selection.

For the selection of employees, ranking is carried out according to the personnel number.

When selecting the actual composition of employees, the list for a sample survey must include managers (representatives) of all management levels, including heads of organizations.

The sample survey takes into account workers of both sexes. If, when forming the list for the sample survey, workers of only one sex are included, the list is subject to re-formation to include representatives of the other sex.

S.4.7 Territorial Coverage

The survey covers the entire territory of the Republic of Kazakhstan (regions and cities of republican significance, the capital).

S.4.8 Time Coverage

Since 2018.

S.4.9 Base period

Not provided.

S.5. Unit of measurement

Tenge

S.6. Reporting period

Once a year.

S.7. Legal basis

S.7.1. Legal basis

1. Law of the Republic of Kazakhstan dated March 19, 2010 № 257-IV “On State Statistics”;
2. Rules for the submission of primary statistical data by respondents, approved by the order of the Chairman of the Agency of the Republic of Kazakhstan on Statistics dated July 9, 2010 № 173;
3. A statistical work plan approved in accordance with the procedure established by the legislation of the Republic of Kazakhstan by order of the Head of the Bureau;
4. Schedule for the dissemination of official statistical information, approved by the order of the Head of the Bureau;
5. Rules for the free submission of statistical information not provided for in the schedule for the dissemination of official statistical information and developed on the basis of primary statistical data submitted by respondents in accordance with the schedule for the submission of primary statistical data by respondents, approved by order of the Chairman of the Agency of the Republic of Kazakhstan on Statistics dated May 20, 2010 № 113;
6. Rules for the provision and use of databases in de-identified form for scientific and scientific-technical purposes, approved by the order of the Chairman of the Agency of the Republic of Kazakhstan on Statistics dated July 2, 2010 № 168. Registered in the Ministry of Justice of the Republic of Kazakhstan on August 13, 2010 № 6388;
7. Methodology for conducting sample surveys of the structure and distribution of wages of enterprises, approved by the order of the Chairman of the Statistics Committee of the Ministry of National Economy of the Republic of Kazakhstan dated December 7, 2016 № 306, registered with the Ministry of Justice of the Republic of Kazakhstan on January 4, 2017 № 14639.

S.8. Confidentiality and data protection

S.8.1. Privacy Policy

1. Article 8 of the Law of the Republic of Kazakhstan dated March 19, 2010 “On State Statistics”, in accordance with which a guarantee of confidentiality and protection of the data provided by respondents is ensured;
2. Article 28 of the Entrepreneurial Code of the Republic of Kazakhstan dated October 29, 2015 ensures the protection of information constituting a commercial secret;
3. The Information Security Policy (hereinafter referred to as the Policy), approved by the order of the Head of the Bureau dated February 10, 2021 №20, defines the goals, objectives, guidelines and practical methods in the field of ensuring information security of the Bureau. The main goal of the Policy is to ensure the availability of official statistical information, the confidentiality of information stored and processed on the computing equipment of the Bureau, subject to its integrity and authenticity.

S.8.2. Confidentiality - handling of data

Rules for the provision and use of databases in de-identified form for scientific and scientific-technical purposes, approved by the order of the Chairman of the Agency of the Republic of Kazakhstan on Statistics dated July 2, 2010 № 168. Registered in the Ministry of Justice of the Republic of Kazakhstan on August 13, 2010 № 6388.

S.9. Publication Policy

S.9.1. Publication calendar

The plan of statistical works and the schedule of dissemination of official statistical information are freely available on the Reference Bank of the NPA RK IPS Adilet.

S.9.2. Access to the Schedule

The schedule of dissemination of official statistical information is freely available on the Reference Bank of NPA RK IPS Adilet. Art. 19 Law "On State Statistics" of the Republic of Kazakhstan dated March 19, 2010 № 257-IV.

S.9.3. User access

State statistical bodies provide users with equal rights to simultaneous access to high-quality administrative statistical information and statistical methodology by posting them on the Internet resource of the Bureau stat.gov.kz.

S.10. Frequency of distribution

Once a year

S.11. Distribution format, accessibility and clarity

S.11.1. News Publications

Press release "Wages of employees by profession and position" once a year. Information is posted on the website of the Bureau in the section Home // News.

S.11.2.Publications

The statistical bulletin "Structure and distribution of wages of employees in the Republic of Kazakhstan", electronic tables "Structure and distribution of wages of employees in the Republic of Kazakhstan", "Wages of employees in the Republic of Kazakhstan by main professions and positions", "Structure and distribution of wages of employees in the Republic of Kazakhstan by size of enterprises", "Structure and distribution of wages of employees in the Republic of Kazakhstan by types of ownership", "Structure and distribution of wages of employees in the Republic of Kazakhstan by level of education" in Excel format in Kazakh, Russian and English are published annually on the website of the Bureau of National Statistics www.stat.gov.kz in the section Home/Labor and income/Wages and working conditions/Electronic tables.

S.11.3. On-line databases

Statistical data are uploaded to the Taldau Information and Analytical System in the Labor and Employment Statistics section.

S.11.3.1. AC1. Data tables-consultation

Not implemented.

S.11.4. Access to microdata

All official statistical information according to the Plan of statistical works, which is formed by state statistical bodies, can be obtained in de-identified form. According to the Law of the Republic of Kazakhstan "On state Statistics" allows the submission and use of databases in de-identified form for scientific and scientific-technical purposes in the manner established by the authorized body, in accordance with the rules for the submission and use of databases in de-identified form for scientific purposes. Rules for the provision and use of databases in de-identified form for scientific purposes, approved by the order of the Chairman of the Agency of the Republic of Kazakhstan on Statistics dated July 2, 2010 № 168. Registered with the Ministry of Justice of the Republic of Kazakhstan on August 13, 2010 № 6388.

S.11.5. Other

S.11.5.1. AC2. Consultation Metadata

Not implemented.

S.12. Availability of documentation

S.12.1. Methodology documentation

1) The survey is conducted in accordance with the Methodology for conducting sample surveys of the structure and distribution of wages of enterprises, approved by the order of the Chairman of the Statistics Committee of the Ministry of National Economy of the Republic of Kazakhstan dated December 7, 2016 № 306, registered with the Ministry of Justice of the Republic of Kazakhstan on January 4, 2017 № 14639;

2) Instructions for filling out the statistical form of the national statistical observation “Report on the structure and distribution of wages” (code 251111228, index 2-T (wages), frequency once a year) approved by the Order of the Head of the Bureau dated June 24, 2024 № 9.

S.12.2. Quality documentation

1. Methodology for assessing the quality of official statistical information, approved by the order of the Chairman of the Statistics Committee of the Ministry of National Economy of the Republic of Kazakhstan dated May 23, 2018 № 63. Registered with the Ministry Justice of the Republic of Kazakhstan dated June 7, 2018 № 17011.

2. Standard methodology for describing the process of producing statistical information by government agencies, approved by the order of the Chairman of the Statistics Committee of the Ministry of National Economy of the Republic of Kazakhstan dated March 30, 2015 № 53.

S.13. Quality Management

S.13.1. Quality Assurance

The quality and reliability of data on wage statistics is maintained by generally accepted procedures:

- compliance with the basic principles of primary accounting;
- use of standard statistical classifications;
- at the stages of collecting and processing primary data, all control schemes (format-logical, arithmetic) were developed and implemented;
- to confirm the reliability of the primary data, it is possible to obtain additional information from respondents;
- conducting a comparative analysis of statistical data over time.

S.13.2. Quality assessment

The “Methodology for Conducting Sample Surveys of the Structure and Distribution of Wages of Enterprises” was developed taking into account the principles and recommendations of German experts within the framework of the project to strengthen the national statistical system “Kazstat”.

S.14. Relevance

S.14.1. Needs

Users of information: government agency, individuals and legal entities, international organizations.

S.14.2. User Satisfaction

An annual survey of users of official statistical information is conducted according to the questionnaire Q-002 "User Survey", which is posted on the Internet resource Bureau stat.gov.kz Surveys/User questionnaire.

S.14.3. Completeness/R1. Data completeness-proportion

The completeness of the data is ensured by following the methodological recommendations according to the “Methodology for conducting sample surveys of the structure and distribution of wages of enterprises” and the instructions for filling out the statistical form of the national statistical observation “Report on the structure and distribution of wages” (code 251111228, index 2-T (remuneration), frequency once a year), approved by the Order of the Head of the Bureau.

S.15. Accuracy and reliability (to be filled in taking into account the type of observation)

S.15.1. Overall accuracy

The analysis of the accuracy and reliability of data on average monthly wages by enterprise size for the last two years was carried out using the variation coefficient. The variation coefficient is a measure of the relative dispersion of a random variable. It shows what proportion the average dispersion of a random variable is from the average value of this variable. The greater the value of the standard deviation, the relatively greater the dispersion and the lesser the alignment of the values under study.

The coefficient of variation is calculated using the formula: $C_v = \frac{SD}{\bar{X}} * 100\%$

where SD is the standard deviation;

\bar{X} – average value

The standard deviation is calculated using the formula:

$$SD = \sqrt{\frac{\sum_{i=1}^n (X_i - \bar{X})^2}{n-1}}$$

Variation coefficient of average monthly wages by size of enterprises in the Republic of Kazakhstan by regions

in percent

	large	average	small
2023	28.6	17.8	16.7
2024	26.6	16.1	15.6

To calculate the coefficient of variation, data on average monthly wages by enterprise size were selected across regions of the Republic of Kazakhstan.

The average coefficient of variation is associated with significant differentiation of average monthly wages between regions of the Republic of Kazakhstan. For example, wages in the Atyrau region are 2.6 times higher than in the Soltustik Kazakhstan region.

The significant variation in the average monthly wage between regions is due to highly paid economic activities such as oil and natural gas production, which not only allows for high profits but also allows for relatively high wages to be paid to hired workers.

15.2. Sampling errors-indicators/A1.

Sampling errors in sample survey indicators

in percent

	2024					
	large		average		small	
	number of employees	average monthly salary	number of employees	average monthly salary	number of employees	average monthly salary
Total	0,0	0,0	0.9	1.6	1,2	1.4
Agriculture, forestry and fisheries	0,0	0,0	2.0	2.7	6.8	4.1
Industry	0,0	0,0	1.4	2.6	18.4	4.0
Construction	0,0	0,0	3.9	4.5	8.1	5.6
Wholesale and retail trade; repair of cars and motorcycles	0,0	0,0	4.3	6.9	3.6	3.1
Transport and warehousing	0,0	0,0	3.5	5.2	5.2	4.9
Accommodation and food services	0,0	0,0	6.2	7.7	14.7	10.1
Information and communication	0,0	0,0	6.6	9.6	6.6	7.2
Financial and insurance activities	0,0	0,0	5.0	10.8	4.6	17.6
Real estate transactions	0,0	0,0	11.7	21.0	8.0	1.7
Professional, scientific and technical activities	0,0	0,0	3.8	9.3	4.0	4.2
Administrative and support services activities	0,0	0,0	3.6	12.8	5.8	5.1
Public administration and defense; compulsory social security	0,0	0,0	3.9	4.5	1.7	0.9
Education	0,0	0,0	1.5	2.1	1.0	0.9
Health and social services	0,0	0,0	2.4	4.3	2.6	2.4
Arts, Entertainment and Leisure	0,0	0,0	2.4	4.9	1.9	1.6
Provision of other types of services	0,0	0,0	15.1	19.8	4.5	2.8

According to the survey methodology, large enterprises are surveyed using a continuous method, and therefore it is impossible to estimate the sampling error.

For medium and small enterprises, the sampling error is calculated according to the “Methodology for conducting sample surveys of the structure and distribution of wages of enterprises”, in which the relative standard error for each stratum is less than 10%, then the variability of the variation series is considered insignificant, from 10% to 20% refers to the average, more than 20% and less than 33% to significant, and if the relative standard error exceeds 33%, then this indicates heterogeneity of information, in this situation a decision is made to increase the sample size.

The relative standard error for the 2024 figures is within the mean, so no increase in sample size is envisaged.

S.15.3. Non-sampling error

Unacceptable.

S.15.3.1. Coverage Error

Cannot be estimated due to purposive sampling.

S.15.3.1.1. A2. Excess Coverage-Share

Cannot be estimated due to purposive sampling.

S.15.3.1.2. A3.Common units-ratio

Cannot be estimated due to purposive sampling.

S.15.3.3. Non-response errors

Unacceptable.

S.15.3.3.1. A4. Unit of absence-share

Unacceptable.

S.15.3.3.2 A5.No response item-share

Unacceptable.

S.16 Timeliness and Punctuality

S.16.1 Timeliness

S.16.1.1 TP1. Waiting period - first results

Published once a year in accordance with the Statistical Work Plan and the Schedule for the Dissemination of Official Statistical Information.

S.16.1.2 TP2.Waiting period - latest results

Collection date: 25.04.2024

Completion date: 10.06.2024

Processing date: 17.09.2024.

Distribution date: 9.10.2024.

S.16.2 Punctuality

S.16.2.1 Punctuality/TP3

The survey results are published according to the deadlines specified in the Statistical Work Plan. The actual and planned dates coincide, and there were no failures to meet publication deadlines.

S.17 Comparability

S.17.1 Geographical comparability

The data are comparable across regions.

S.17.1.1 Asymmetry in mirror statistics of flows-coefficient/CC1

Unacceptable.

S.17.2 Length of Comparable Time Series/CC2

Dynamic indicators of median and modal wages of workers are comparable and continuous since 2019.

S.18 Consistency

S.18.1 External consistency, cross-consistency

This statistical form was developed in accordance with the recommendations of German experts

within the framework of the project to strengthen the national statistical system "Kazstat".

S.18.2 Internal consistency

Data on average monthly nominal wages are provided in Department of International Cooperation and Sustainable Development for filling in the indicators of the Sustainable Development Goals, paragraph 8.5.1 "Average hourly earnings by gender, age, type of economic activity and region."

S.19 Load

The process of collection and processing is fully automated through the IIS "e-Statistics". Data collection is carried out electronically and on paper at the respondent's request. When collecting data in online mode, the respondent is provided with automated format-logical control. When submitting reports to on paper, the input of forms is carried out in the IS "e-Statistics", an automated format-logical system is also provided control. The average time spent on filling out the form is 1-2 hours. There are no duplications with other examinations.

S.20 Revision of data

S.20.2 Data revision/A6

There was no revision of the data after the approval and publication of official statistical information.

S.21 Processing of statistical data

S.21.1 Initial data

Primary data on the national statistical observation according to statistical form 2-T (remuneration) "Report on the structure and distribution of wages".

The updated Statistical Business Register of Enterprises is used to form the sample:

Situational code of enterprises 1, 2;

Enterprise sizes – medium and small (sample);

The general population includes all types of economic activity according to OKED sections. Strata are formed by regions and OKED sections.

The sample size for small and medium enterprises is about 30%. The relative marginal sampling error ensures that the sample is representative by region within 5-10% and the variation coefficient does not exceed 5-10%.

Legal entities operating in two or more regions submit statistical data on separate forms for each division, i.e. the data is reflected according to the location of the activity.

S.21.2 Frequency of examination

Once a year

S.21.3 Method (technique) for collecting primary statistical data

Data collection is carried out electronically or on paper. The statistical form is filled out electronically through the "Respondent's Office" by means of information system "e-Statistics".

S.21.4 Reliability of primary statistical data

In order to improve the quality of data, verify the correctness filling out the statistical form and minimizing non-response for some questions of the statistical form, checks are defined for reliability at the level of input of primary data in electronic format, also includes various format-logical controls in software for processing primary statistical data information. Format-logical controls: between sections, within sections.

S.21.5 Imputation - share /A7

Not implemented.

S.21.6 Adjustment

Not applicable.

S.21.6.1 Seasonal Adjustment

Not applicable.

S.22 Notes

In the future, continue working to ensure data quality.