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AVERAGE WEEKLY EARNINGS, STATES AND AUSTRALIA, AUGUST 1990

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SUMMARY OF FINDINGS

Estimates of average weekly earnings for August 1990 and the respective changes over previous periods are shown below:

	Full-time adult average weekly ordinary time earnings			Full-time adult average weekly total earnings			All employees average weekly total earnings		
	Change (%)			Change (%)			Change (%)		
	(\$)	May 90 to Aug. 90	Aug. 89 to Aug. 90	(\$)	May 90 to Aug. 90	Aug. 89 to Aug. 90	(\$)	May 90 to Aug. 90	Aug. 89 to Aug. 90
Males	574.10	+1.3	+6.5	619.90	+1.1	+6.0	562.70	+1.2	+6.8
Females	476.30	+1.3	+6.8	488.80	+1.2	+6.4	365.00	+0.9	+6.7
Persons	541.00	+1.3	+6.4	575.60	+1.1	+5.9	474.80	+1.0	+6.3

In the twelve months since the August 1989 reference date:

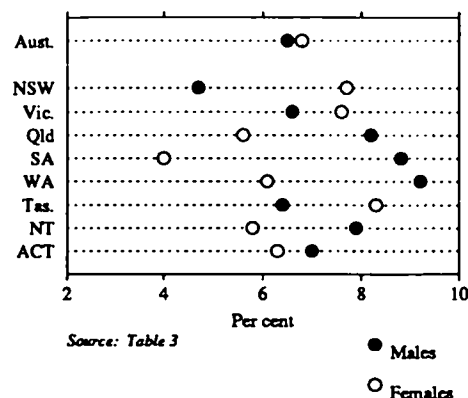
- average weekly ordinary time earnings of full-time adult employees have increased by 6.4 per cent.
- average weekly ordinary time earnings of full-time adult females have increased at a slightly higher rate (6.8%) than for males (6.5%).
- average weekly ordinary time earnings of full-time adult employees have increased at a higher rate in the public sector (7.6%) compared with the private sector (5.7%).
- average weekly total earnings for all males have increased at a significantly higher rate in the public sector (7.1%) than in the private sector (6.6%). Similarly, average weekly total earnings for all females in the public sector (7.3%) increased at a significantly higher rate than in the private sector (6.1%).
- States that increased by more than the national average for full-time adult ordinary time earnings in the year to August 1990 were Victoria (7.0%), Queensland (6.9%), South Australia (7.3%), Western Australia (7.9%), Tasmania (6.9%), the Northern Territory (6.9%) and the Australian Capital Territory (6.8%).

Notes on the estimates

The movements between May 1990 and August 1990 of employee average earnings at the national level were statistically significant for all categories of employees except for average weekly total earnings of full-time adult males and all males.

Supplementary information obtained during the survey (which should be regarded as indicative only) suggests that approximately 54 per cent of full-time adult employees had received an increase for the second instalment of the August 1989 National Wage Case decision.

ANNUAL MOVEMENT IN AVERAGE WEEKLY ORDINARY TIME EARNINGS OF FULL-TIME ADULT EMPLOYEES, AUGUST 1990



These movements were influenced by the flow-through of the second increase handed down in the National Wage Case decision of August 1989. This decision allowed for an increase of \$15.00 (or 3%, whichever is greater) for skilled workers, \$12.50 for semi-skilled workers and \$10.00 for unskilled workers.

Where a flat dollar increase was awarded, the increase for lower paid employees was proportionally more than for higher paid employees.

Many factors can cause increases in estimates of average weekly earnings. The major factor is National Wage Case decisions which directly influence award rates of pay and ordinary time earnings. A recent history of National Wage Case decisions is listed at the back of this publication.

Average weekly earnings may be affected significantly in some periods by changes in the composition of the employed labour force (see paragraph 8 of the Explanatory Notes).

NOTE: The statistics of Average Weekly Earnings are compiled from data obtained from a sample survey of employers. Refer to Paragraph 2 of the Explanatory Notes (page 10) for information regarding the sampling frame used by this survey, and the possibility of future revisions.

IAN CASTLES
Australian Statistician

TABLE 1. AVERAGE WEEKLY EARNINGS OF EMPLOYEES, AUSTRALIA

Reference period — pay period ending on or before	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings
TOTAL EMPLOYEES									
— dollars —									
1989—									
19 May	530.40	576.60	519.10	440.80	453.80	339.00	501.10	536.50	442.20
18 August	539.30	585.00	527.10	446.00	459.30	342.10	508.40	543.40	446.80
17 November	547.00	595.90	540.00	454.50	467.60	349.30	516.60	553.80	457.20
1990—									
16 February	555.80	600.20	546.30	462.40	475.10	358.30	524.70	558.60	464.80
18 May	566.60	613.30	555.80	470.20	483.00	361.80	534.10	569.30	470.00
17 August	574.10	619.90	562.70	476.30	488.80	365.00	541.00	575.60	474.80
Standard errors (a)—									
1990—									
August									
Level	3.40	3.80	3.90	2.20	2.20	2.80	2.60	2.90	3.10
Change (quarterly)	3.10	3.40	3.60	1.30	1.30	1.70	1.90	2.20	2.30
Percentage changes:									
— per cent —									
Quarterly change to—									
1989—									
May	1.6	2.3	1.5	2.2	2.4	1.3	1.8	2.3	1.3
August	1.7	1.5	1.5	1.2	1.2	0.9	1.5	1.3	1.0
November	1.4	1.9	2.5	1.9	1.8	2.1	1.6	1.9	2.3
1990—									
February	1.6	0.7	1.2	1.7	1.6	2.6	1.6	0.9	1.7
May	1.9	2.2	1.7	1.7	1.7	1.0	1.8	1.9	1.1
August	1.3	1.1	1.2	1.3	1.2	0.9	1.3	1.1	1.0
Annual change to—									
1989—									
May	7.9	8.3	7.8	7.7	8.2	7.2	7.8	8.2	7.3
August	8.3	8.6	8.4	7.5	7.7	7.0	8.0	8.2	7.5
November	6.7	6.6	6.9	6.5	6.4	6.3	6.6	6.4	6.3
1990—									
February	6.5	6.5	6.8	7.2	7.2	7.0	6.6	6.5	6.5
May	6.8	6.4	7.1	6.7	6.4	6.7	6.6	6.1	6.3
August	6.5	6.0	6.8	6.8	6.4	6.7	6.4	5.9	6.3

(a) See paragraphs 23 to 27 of the Explanatory Notes.

NOTE : This data is also available by industry.

TABLE 2. AVERAGE WEEKLY EARNINGS OF EMPLOYEES, SECTOR, AUSTRALIA

Reference period— pay period ending on or before	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings
PRIVATE SECTOR EMPLOYEES									
— dollars —									
1989—									
19 May	520.30	573.30	503.10	412.20	427.00	305.10	486.70	527.80	418.60
18 August	531.40	584.00	512.70	418.70	433.70	306.90	496.10	536.90	423.70
17 November	538.90	595.40	528.20	429.30	444.20	316.30	505.00	548.60	436.70
1990—									
16 February	544.00	594.60	529.10	433.20	447.70	321.50	509.20	548.40	439.20
18 May	556.40	609.80	540.70	439.80	453.50	323.40	519.40	560.20	444.90
17 August	562.20	615.30	546.40	444.10	457.70	325.70	524.60	565.20	448.60
Standard errors (a)—									
1990—									
August									
Level	5.00	5.60	5.50	3.40	3.50	3.60	3.90	4.40	4.40
Change (quarterly)	4.50	5.00	5.10	2.10	2.10	2.50	3.00	3.40	3.40
Percentage changes:									
— per cent —									
Quarterly change to—									
1989—									
May	1.6	2.2	1.4	2.4	2.4	1.1	1.9	2.3	1.4
August	2.1	1.9	1.9	1.6	1.6	0.6	1.9	1.7	1.2
November	1.4	2.0	3.0	2.5	2.4	3.1	1.8	2.2	3.1
1990—									
February	1.0	-0.1	0.2	0.9	0.8	1.6	0.8	0.0	0.6
May	2.3	2.5	2.2	1.5	1.3	0.6	2.0	2.1	1.3
August	1.0	0.9	1.1	1.0	0.9	0.7	1.0	0.9	0.8
Annual change to—									
1989—									
May	8.9	9.0	8.4	8.2	8.8	7.6	8.7	9.0	8.0
August	9.6	9.6	9.3	7.6	7.7	6.7	9.0	9.0	8.0
November	7.8	7.4	8.1	7.8	7.4	6.7	7.8	7.4	7.4
1990—									
February	6.2	6.0	6.6	7.6	7.3	6.6	6.6	6.3	6.4
May	6.9	6.4	7.5	6.7	6.2	6.0	6.7	6.1	6.3
August	5.8	5.4	6.6	6.1	5.5	6.1	5.7	5.3	5.9

(a) See paragraphs 23 to 27 of the Explanatory Notes.

NOTE : This data is also available by State.

TABLE 2. AVERAGE WEEKLY EARNINGS OF EMPLOYEES, SECTOR, AUSTRALIA —continued

Reference period — pay period ending on or before	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings
PUBLIC SECTOR EMPLOYEES									
— dollars —									
1989—									
19 May	551.30	583.60	556.60	488.70	498.70	417.70	528.90	553.20	497.10
18 August	555.50	587.30	560.50	490.60	501.10	422.80	531.80	555.80	500.30
17 November	564.70	597.20	568.70	496.90	507.00	426.60	539.80	564.00	506.20
1990—									
16 February	581.50	612.30	588.10	512.00	521.60	447.50	555.80	578.70	527.10
18 May	588.20	620.60	591.30	519.60	530.80	450.50	562.40	586.80	528.60
17 August	598.90	629.40	600.40	527.80	538.50	453.70	572.10	595.20	534.70
Standard errors (a)—									
1990—									
August									
Level	1.60	1.60	1.90	1.00	1.00	2.20	1.10	1.10	1.90
Change (quarterly)	1.40	1.50	1.70	1.00	1.10	1.40	1.00	1.10	1.30
Percentage changes:									
— per cent —									
Quarterly change to—									
1989—									
May	1.7	2.6	1.7	1.7	2.1	0.6	1.6	2.3	1.0
August	0.8	0.6	0.7	0.4	0.5	1.2	0.6	0.5	0.7
November	1.7	1.7	1.5	1.3	1.2	0.9	1.5	1.5	1.2
1990—									
February	3.0	2.5	3.4	3.0	2.9	4.9	3.0	2.6	4.1
May	1.2	1.4	0.5	1.5	1.8	0.7	1.2	1.4	0.3
August	1.8	1.4	1.5	1.6	1.4	0.7	1.7	1.4	1.1
Annual change to—									
1989—									
May	6.7	7.2	7.3	7.6	7.8	7.8	6.9	7.2	7.2
August	6.2	6.8	7.0	7.4	7.8	8.3	6.4	6.8	7.0
November	4.9	5.1	4.7	4.7	4.9	5.9	4.6	4.8	4.7
1990—									
February	7.3	7.6	7.4	6.5	6.8	7.8	6.8	7.0	7.1
May	6.7	6.3	6.2	6.3	6.4	7.9	6.3	6.1	6.4
August	7.8	7.2	7.1	7.6	7.5	7.3	7.6	7.1	6.9

(a) See paragraphs 23 to 27 of the Explanatory Notes.

NOTE : This data is also available by State.

TABLE 3. AVERAGE WEEKLY EARNINGS OF EMPLOYEES, STATES AND TERRITORIES

Reference period — pay period ending on or before	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings
NEW SOUTH WALES									
	— dollars —								
1989—									
19 May	544.20	593.60	535.70	442.60	456.40	348.90	510.40	548.00	456.30
18 August	561.70	611.90	550.00	450.20	464.70	351.20	524.70	563.00	465.10
17 November	567.50	620.10	558.40	462.10	476.10	359.10	531.50	571.00	471.30
1990—									
16 February	576.40	621.50	563.10	471.70	484.30	368.80	541.00	575.00	479.90
18 May	583.70	635.70	573.90	476.30	489.50	370.40	547.50	586.40	485.80
17 August	588.00	641.00	581.00	484.90	498.30	376.80	553.10	592.70	492.00
Standard errors (a)—									
1990—									
August									
Level	7.00	8.30	7.90	4.00	4.00	4.60	5.20	6.10	5.70
Change (quarterly)	6.50	6.90	7.00	2.00	2.00	2.90	3.00	3.30	4.00
Percentage changes:	— per cent —								
Quarterly change to—									
1990—									
February	1.6	0.2	0.8	2.1	1.7	2.7	1.8	0.7	1.8
May	1.3	2.3	1.9	1.0	1.1	0.4	1.2	2.0	1.2
August	0.7	0.8	1.2	1.8	1.8	1.7	1.0	1.1	1.3
Annual change to—									
1990—									
August	4.7	4.7	5.6	7.7	7.2	7.3	5.4	5.3	5.8
VICTORIA									
	— dollars —								
1989—									
19 May	529.50	576.90	517.00	443.00	458.00	341.90	500.40	536.90	442.20
18 August	540.20	590.20	532.30	449.90	464.90	351.60	508.70	546.40	452.70
17 November	551.10	602.60	549.40	458.60	473.20	358.80	520.20	559.30	466.70
1990—									
16 February	558.70	603.90	552.00	464.50	478.60	365.00	526.50	561.00	469.80
18 May	568.40	612.80	558.40	475.20	489.90	373.20	536.20	570.30	476.20
17 August	575.60	617.50	560.50	483.90	497.40	374.80	544.10	576.20	478.10
Standard errors (a)—									
1990—									
August									
Level	6.60	6.80	7.40	4.80	5.00	6.70	5.10	5.30	6.90
Change (quarterly)	5.50	5.40	5.50	3.30	3.60	4.00	4.30	4.40	4.00
Percentage changes:	— per cent —								
Quarterly change to—									
1990—									
February	1.4	0.2	0.5	1.3	1.1	1.7	1.2	0.3	0.7
May	1.7	1.5	1.1	2.3	2.4	2.3	1.8	1.6	1.4
August	1.3	0.8	0.4	1.8	1.5	0.4	1.5	1.0	0.4
Annual change to—									
1990—									
August	6.6	4.6	5.3	7.6	7.0	6.6	7.0	5.4	5.6

(a) See paragraphs 23 to 27 of the Explanatory Notes.

NOTE: This data is also available by industry.

TABLE 3. AVERAGE WEEKLY EARNINGS OF EMPLOYEES, STATES AND TERRITORIES —continued

Reference period— pay period ending on or before	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings
QUEENSLAND									
— dollars —									
1989—									
19 May	501.80	542.80	481.10	421.50	432.20	314.40	476.90	508.50	411.30
18 August	499.90	535.80	475.00	419.70	430.10	309.50	475.60	503.80	406.30
17 November	502.50	543.00	490.20	423.40	434.00	318.20	478.90	510.40	419.30
1990—									
16 February	513.00	554.60	504.90	434.50	446.20	329.50	488.70	521.00	431.30
18 May	532.90	576.70	521.20	443.00	452.90	333.00	503.50	536.20	438.30
17 August	540.90	582.80	528.60	443.20	454.30	332.30	508.60	540.30	440.60
Standard errors (a)—									
1990—									
August									
Level	6.90	7.70	8.40	4.40	4.30	6.20	4.90	5.50	5.80
Change (quarterly)	6.50	10.30	11.40	3.70	3.30	4.10	4.60	7.50	7.00
Percentage changes:									
— per cent —									
Quarterly change to—									
1990—									
February	2.1	2.1	3.0	2.6	2.8	3.5	2.0	2.1	2.9
May	3.9	4.0	3.2	2.0	1.5	1.1	3.0	2.9	1.6
August	1.5	1.1	1.4	0.1	0.3	-0.2	1.0	0.8	0.5
Annual change to—									
1990—									
August	8.2	8.8	11.3	5.6	5.6	7.4	6.9	7.2	8.4
SOUTH AUSTRALIA									
— dollars —									
1989—									
19 May	494.20	533.00	484.70	442.50	454.30	321.80	480.00	511.40	416.70
18 August	501.90	538.10	494.10	448.30	460.10	328.40	486.30	515.40	422.00
17 November	513.60	558.20	510.20	452.50	464.60	332.20	496.10	531.40	433.60
1990—									
16 February	519.40	567.50	517.70	457.70	469.40	347.00	502.00	539.80	448.30
18 May	534.90	579.00	524.40	461.10	471.70	344.30	513.00	547.20	447.20
17 August	545.90	589.20	537.90	466.40	477.10	350.10	521.60	554.90	455.20
Standard errors (a)—									
1990—									
August									
Level	5.60	8.60	9.80	5.40	5.40	7.60	4.80	7.30	9.40
Change (quarterly)	4.50	6.30	6.40	2.40	2.70	4.10	3.60	5.10	4.70
Percentage changes:									
— per cent —									
Quarterly change to—									
1990—									
February	1.1	1.7	1.5	1.1	1.0	4.4	1.2	1.6	3.4
May	3.0	2.0	1.3	0.7	0.5	-0.8	2.2	1.4	-0.3
August	2.0	1.8	2.6	1.1	1.1	1.7	1.7	1.4	1.8
Annual change to—									
1990—									
August	8.8	9.5	8.9	4.0	3.7	6.6	7.3	7.7	7.9

(a) See paragraphs 23 to 27 of the Explanatory Notes.

NOTE : This data is also available by industry.

TABLE 3. AVERAGE WEEKLY EARNINGS OF EMPLOYEES, STATES AND TERRITORIES —continued

Reference period — pay period ending on or before	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings
WESTERN AUSTRALIA									
— dollars —									
1989—									
19 May	542.20	591.40	543.70	437.90	447.50	330.20	507.60	543.70	447.80
18 August	536.30	580.30	531.70	438.50	448.40	327.20	503.20	535.60	436.50
17 November	549.20	598.90	547.60	446.80	457.40	333.80	515.20	551.90	449.80
1990—									
16 February	560.20	606.60	556.00	449.20	460.40	337.60	520.30	554.00	450.20
18 May	567.20	612.60	562.00	465.10	477.60	341.30	530.70	564.40	453.90
17 August	585.60	630.70	576.90	465.30	476.20	344.40	542.70	575.70	465.10
Standard errors (a)—									
1990—									
August									
Level	9.70	8.80	10.00	5.70	5.70	6.40	7.20	7.00	7.90
Change (quarterly)	5.50	5.40	8.00	3.40	3.20	4.10	4.10	4.70	6.70
Percentage changes:									
— per cent —									
Quarterly change to—									
1990—									
February	2.0	1.3	1.5	0.5	0.7	1.1	1.0	0.4	0.1
May	1.2	1.0	1.1	3.5	3.7	1.1	2.0	1.9	0.8
August	3.2	3.0	2.7	0.0	-0.3	0.9	2.3	2.0	2.5
Annual change to—									
1990—									
August	9.2	8.7	8.5	6.1	6.2	5.3	7.9	7.5	6.6
TASMANIA									
— dollars —									
1989—									
19 May	512.50	551.50	504.80	432.00	439.00	308.90	489.20	518.80	420.30
18 August	520.90	556.10	507.90	423.50	430.70	310.60	492.40	519.40	424.50
17 November	527.30	562.50	509.90	430.60	439.90	314.00	498.80	526.40	426.60
1990—									
16 February	542.20	575.70	531.20	443.50	454.40	333.60	514.60	541.80	451.30
18 May	548.50	583.50	530.80	455.50	462.30	338.50	520.20	546.60	449.10
17 August	554.20	584.50	528.20	458.40	463.90	338.80	526.10	549.20	448.60
Standard errors (a)—									
1990—									
August									
Level	5.50	5.80	6.70	4.90	4.90	5.30	4.50	4.80	5.40
Change (quarterly)	2.90	3.00	3.90	2.30	2.40	3.20	2.20	2.40	3.20
Percentage changes:									
— per cent —									
Quarterly change to—									
1990—									
February	2.8	2.4	4.2	3.0	3.3	6.2	3.2	2.9	5.8
May	1.2	1.4	-0.1	2.7	1.7	1.5	1.1	0.9	-0.5
August	1.0	0.2	-0.5	0.6	0.3	0.1	1.1	0.5	-0.1
Annual change to—									
1990—									
August	6.4	5.1	4.0	8.3	7.7	9.1	6.9	5.7	5.7

(a) See paragraphs 23 to 27 of the Explanatory Notes.

NOTE : This data is also available by industry.

TABLE 3. AVERAGE WEEKLY EARNINGS OF EMPLOYEES, STATES AND TERRITORIES —continued

Reference period— pay period ending on or before	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings
NORTHERN TERRITORY									
— dollars —									
1989—									
19 May	542.80	601.60	546.20	464.50	477.90	399.10	513.40	555.10	483.30
18 August	536.40	604.80	558.80	478.30	494.30	401.50	515.70	565.50	491.80
17 November	544.70	614.20	570.40	469.40	484.60	394.80	517.70	567.80	494.70
1990—									
16 February	563.50	622.30	577.80	483.80	498.80	418.90	533.60	575.80	509.70
18 May	575.90	638.00	587.40	498.50	516.30	425.60	547.30	593.10	517.40
17 August	578.70	642.10	591.10	505.90	517.80	433.20	551.40	595.40	523.10
Standard errors (a)—									
1990—									
August									
Level	9.50	10.60	11.30	6.60	6.90	5.90	7.00	8.10	8.00
Change (quarterly)	10.50	8.50	12.00	9.30	8.10	5.10	9.20	6.80	7.60
Percentage changes:									
— per cent —									
Quarterly change to—									
1990—									
February	3.5	1.3	1.3	3.1	2.9	6.1	3.1	1.4	3.0
May	2.2	2.5	1.7	3.0	3.5	1.6	2.6	3.0	1.5
August	0.5	0.6	0.6	1.5	0.3	1.8	0.7	0.4	1.1
Annual change to—									
1990—									
August	7.9	6.2	5.8	5.8	4.8	7.9	6.9	5.3	6.4
AUSTRALIAN CAPITAL TERRITORY									
— dollars —									
1989—									
19 May	611.00	640.80	571.50	488.30	497.60	398.00	561.80	583.30	489.80
18 August	622.20	651.20	581.40	497.30	508.70	404.70	571.50	593.40	497.00
17 November	627.50	656.90	581.60	503.20	512.70	404.50	577.80	599.20	496.60
1990—									
16 February	638.40	662.60	581.70	519.90	531.20	420.10	591.10	610.20	505.50
18 May	647.20	675.30	591.70	523.70	534.20	425.40	597.30	618.30	512.40
17 August	665.60	694.90	620.00	528.40	542.20	432.20	610.30	633.30	530.50
Standard errors (a)—									
1990—									
August									
Level	11.30	12.20	16.20	6.10	6.20	9.70	8.60	9.20	12.30
Change (quarterly)	6.20	6.30	11.80	5.30	5.60	6.80	4.60	5.20	6.60
Percentage changes:									
— per cent —									
Quarterly change to—									
1990—									
February	1.7	0.9	0.0	3.3	3.6	3.8	2.3	1.8	1.8
May	1.4	1.9	1.7	0.7	0.6	1.3	1.0	1.3	1.4
August	2.9	2.9	4.8	0.9	1.5	1.6	2.2	2.4	3.5
Annual change to—									
1990—									
August	7.0	6.7	6.6	6.3	6.6	6.8	6.8	6.7	6.7

(a) See paragraphs 23 to 27 of the Explanatory Notes.

NOTE: This data is also available by industry.

EXPLANATORY NOTES

Introduction

This publication contains estimates of average weekly earnings for August 1990 based on information obtained from a sample survey of employers.

Coverage Adjustment

2. This survey uses as its sampling frame the ABS's register of businesses which is regularly updated to take account of new businesses and businesses ceasing operation. A major source of information on new businesses is group employer (GE) registrations with the Australian Tax Office. The ABS is developing an improved computerised system which will reduce the delay in new businesses from this source being recorded on the register, while at the same time undertaking an analysis to identify businesses which have been omitted from the register in the past. During the time these improvements to the register are being implemented, it has been necessary to temporarily suspend updating the register from GE registrations. The effect is that the survey will not represent new GE businesses in the period June to December 1990. The non-representation of these units would have a major effect on the estimates only if the average weekly earnings of such units is significantly different from that of the rest of the population. This is considered unlikely, and so no adjustment has been made to the estimates in this publication. However, when the improvements to the business register have been completed in 1991 the series in this publication for the period June to December 1990 will be reassessed using information that will then be available concerning new GE businesses. If necessary, revisions will be made to the data at that time.

3. Background information about the average weekly earnings series is provided in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) published on 21 June 1984, copies of which are available on request.

Scope of the survey

4. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- members of the Australian permanent defence forces;
- employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- employees in private households employing staff;
- employees of overseas embassies, consulates, etc.;
- employees based outside Australia; and
- employees on workers' compensation who are not paid through the payroll.

5. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- directors who are not paid a salary;
- proprietors/partners of unincorporated businesses; and
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

Definitions

6. *Weekly ordinary time earnings* refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments; base rates of pay; overaward payments; penalty payments; shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit-sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are overtime payments; retrospective pay; pay in advance; leave loadings; severance, termination and redundancy payments and other payments not related to the reference period.

7. *Weekly total earnings* of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

8. *Average weekly earnings* statistics represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of employment. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the labour force. There are several aspects which can contribute to compositional changes such as variations in the proportions of part-time, casual and junior employees, variations in the occupational distribution within and across industries and variations in the distribution of employment between industries.

9. *Employees* refers to all wage and salary earners (as defined in paragraphs 4 and 5 of the Explanatory Notes) who received pay for any part of the reference period.

10. *Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

11. *Adult employees* are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation.

12. *Reference period* for the survey refers to the last pay period ending on or before the third Friday of the middle month of the quarter. The reference date for the current survey is 17 August 1990.

13. *Sector*. Public sector includes local government authorities and all government departments, agencies and authorities created by, or reporting to the Commonwealth and State Parliaments. All remaining employees are classified as private sector.

Survey design

14. A sample of approximately 4,800 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to reflect changes in the ABS register of business units. These changes arise from the emergence of new businesses, takeovers and mergers, changes to industry classification, changes in the number of employees, and businesses which have ceased operations. Such updating of the register can contribute to changes in the estimates of average weekly earnings.

15. Recently the ABS has introduced new definitions and rules for recording units on the register with greater emphasis being given to the way organisations are structured and the type of data available from businesses' accounts. These changes should reduce respondent load and lead to improved data quality. In order to correctly apply these new rules the ABS is undertaking a program of visits to the largest private and public sector organisations in Australia to obtain up to date information on the structure and operations. The outcome of these visits and the adoption of new units definitions may result in changes in the survey estimates as outlined in paragraph 6 above. Amendment to the register is expected to be spread over the next several quarters.

16. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, public/private, industry and size of employment and an equal probability sample is selected from each stratum.

Industry classification

17. The information in this publication is available by industry. This supplementary information is available (subject to provisions of confidentiality and quality) in various forms. For further information, contact the inquiries officer.

18. Since 1981 additional data items have been collected in the survey each November. Preliminary estimates of

average weekly earnings for full-time adult employees classified by industry are included in the November issue of *Average Weekly Earnings, States and Australia* (6302.0). Final estimates are released in the subsequent publication, *Average Earnings and Hours of Employees, Australia* (6304.0).

19. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 - The Classification* (1201.0).

Comparability of results

20. When comparisons are made between period to period movements in average weekly ordinary time earnings (AWOTE) for full-time adults and movements in the Award Rates of Pay Indexes (ARPI) it is important to recognise the different coverage, scope, definitions and methodology used in the construction of each series. In particular, the AWOTE series includes a number of payments additional to award rates of pay used in compiling ARPI. Allowances covered under awards which are not industry or occupation wide in their application such as site, travelling, height and dirt allowances are excluded from ARPI but included in AWOTE. The AWOTE series also includes other payments, such as shift penalty payments and overaward pay. A significant number of employees are not covered by awards but are included in AWOTE. The AWOTE series is affected by compositional change in the labour force. However ARPI is not, because it is a fixed-weight index constructed from a representative 'basket' of occupations selected from the May 1985 Survey of Employee Earnings and Hours and subject to reselection and rebasing at infrequent intervals. Other factors affecting comparisons of the two series include seasonal influences on earnings and differences between the two series in the treatment of retrospective pay increases. A detailed description of the methodology, scope and definitions used in ARPI is published in *Award Rates of Pay Indexes, Australia* (6312.0).

21. It is also important to recognise that whilst average employee earnings can be derived from the Survey of Employment and Earnings (SEE) published in *Employed Wage and Salary Earners, Australia* (6248.0), these average earnings will not be comparable with those produced from the Survey of Average Weekly Earnings (AWE). In the AWE survey, information is obtained relating to a specified pay period (the last pay period ending on or before the third Friday of the middle month of the calendar quarter). The SEE collects the sum of employee earnings paid in *all* pay periods ending in a calendar quarter including payments to employees which are excluded from the scope of the AWE survey such as retrospective pay, pay in advance, leave loadings and severance, termination and redundancy payments. Whilst the quarterly earnings produced by the SEE are affected by the varying number of pay periods from quarter to quarter the AWE results are unaffected because of the selection of a specified pay period in the middle of a quarter. The SEE earnings data are also more subject to seasonal variations, particularly in the December and March quarters, due to the incidence of holidays taken in

January being paid in advance and the earnings being reported in December quarter figures.

Historical series

22. The series was introduced in August 1981 when it replaced the average weekly earnings series based principally on information from payroll tax returns. Revised estimates of average weekly earnings for the period August 1981 to November 1983 were included in *Average Weekly Earnings, States and Australia, March Quarter 1984* (6302.0) published on 12 July 1984. Users who need a measure of the movement in earnings for a period which spans both the payroll tax based and employer survey series should refer to Table 3 in that publication which presents both series linked to a common index base (August 1981 = 100).

Reliability of estimates

23. As the estimates in this publication are based on information relating to a sample of employers rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the estimates that would have been produced if the information had been obtained from all employers. This difference, called *sampling error*, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as *non-sampling error* and may occur in any enumeration whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

24. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the *standard error* which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

25. An example of the use of a standard error is as follows. If the estimated average earnings was \$500.00 with a standard error of \$4.00, then there would be about two chances in three that a full enumeration would have given an estimate in the range \$496.00 to \$504.00 and about nineteen chances in twenty that it would be in the range \$492.00 to \$508.00.

26. An example of the use of a standard error for a quarterly change estimate is as follows. If the estimated standard error for a quarterly change estimate of average weekly earnings was \$1.00 and the quarterly change estimate between two quarters was \$1.50, then there would be about two chances in three that a full enumeration would have given a quarterly change estimate in the range +\$0.50 to +\$2.50 and about nineteen chances in twenty that it would be in the range -\$0.50 to +\$3.50.

27. Quarterly movements in estimates of average weekly earnings are considered to be statistically significant where they exceed two standard errors.

Related publications

28. Users may also wish to refer to the following publications which are available on request:

Average Earnings and Hours of Employees, Australia (6304.0)—issued annually

Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)—issued annually

Job Vacancies and Overtime, Australia (6354.0)—issued quarterly

Employed Wage and Salary Earners, Australia (6248.0)—issued quarterly

Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime (6256.0)

Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs—A Guide to Their Concepts, Measurement and Usage

Award Rates of Pay Indexes, Australia (6312.0)—issued monthly

The Labour Force, Australia (6203.0)—issued monthly.

29. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Unpublished statistics

30. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, floppy disk, computer printout or clerically extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries should be made to Mark Patton on (06) 252 5946 or to Information Services in the nearest ABS office.

Symbols and other usages

31. The estimates of average weekly earnings are rounded to the nearest 10 cents.

32. Percentage changes are calculated on the actual values and may differ from calculations based on rounded estimates.

Forthcoming Issues

33. The following table shows the dates on which Catalogues 6301.0 and 6302.0 are expected to be released

	ISSUE	EXPECTED RELEASE DATE
1990	November 6301.0 (Australia, Preliminary)	14 February 1991
	November 6302.0 (States and Australia)	14 March 1991
1991	February 6301.0 (Australia, Preliminary)	15 November 1990
	February 6302.0 (States and Australia)	13 December 1990

Electronic services

DISCOVERY Key *656# for selected current economic, social and demographic statistics.

AUSSTATS. Thousands of up-to-date time series are available on this ABS on-line service. For further information phone the AUSSTATS Help Desk on (06) 252 6017.

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- text and tables for selected Main Economic Indicator publications. Further information is available on (06) 252 5405.

Floppy disk service

Selected ABS statistics are available on floppy disk. For further information phone (06) 252 6684.

GENERAL INCREASES IN AWARD WAGES

The following table gives details of general increases in award wages as a result of recent wage hearings (e.g. indexation cases). More detailed information on wage determination in Australia is contained in *Year Book, Australia* (1301.0). Figures for earlier periods were published in *Labour Statistics, Australia, 1980* (6101.0) and in *Award Rates of Pay Indexes, Australia* (6312.0).

GENERAL INCREASES IN AWARD WAGES — ADULTS, FEDERAL AND STATE AWARDS, ETC.

<i>Date operative(a)</i>	<i>Increase</i>	<i>Comments</i>
<i>1985</i>		
4 November	3.8 per cent	National Wage Case increase to all States(b). In Queensland the operative date was 11 November 1985.
<i>1986</i>		
1 July	2.3 per cent	National Wage Case increase to all States(c). In Queensland the operative date was 7 July 1986.
<i>1987</i>		
10 March	\$10.00	National Wage Case increase to all States. This is the first tier payment under the two tier wage fixing system. The decision provided for second tier increases, not exceeding 4 per cent of wages and salaries, subject to approval by the Conciliation and Arbitration Commission.
<i>1988</i>		
5 February	\$6.00	National Wage Case increase to all States.
September	3.0 per cent	National Wage Case increase to all States. This is the first part of the increase, which was not to be available before 1 September 1988.
<i>1989</i>		
March	\$10.00	National Wage Case increase to all States. This is the second part of the increase, from the August 1988 National Wage Case, which was not to be available before 1 March 1989.
August	Various	National Wage Case increase to all States. The National Wage Case decision of August 1989 allowed for an increase of \$15 (or 3% whichever is greater) for skilled workers, \$12.50 for semi-skilled workers and \$10 for unskilled workers. A second increase of the same amount will be available no earlier than 6 months after last increase.

(a) Rates are generally operative from the first pay-period on or after the date shown, except where otherwise indicated in the comments. (b) In Queensland some awards were varied by 3.6 per cent only, while in Victoria and Queensland some awards received no increase in total wages. (c) Some awards received no increase.

DISTRIBUTION AND COMPOSITION OF EMPLOYEE EARNINGS AND HOURS, AUSTRALIA, MAY 1989

This publication, released in November 1990, presents ninety pages of earnings and hours data classified by a number of variables, including occupation, industry, State and sector. For example, information is available on specific detailed occupations within the broad categories shown in the table below.

The composition of earnings is broken down into ordinary time and overtime, while ordinary time earnings are further dissected into award or agreed rates, payment by measured result, and over-award and other pay.

The table below shows that adult males in major occupation groups averaged higher earnings than adult females. Occupation skill levels generally are reflected in earnings levels.

AVERAGE WEEKLY TOTAL EARNINGS, MAY 1989

Full-time adult employees

Dollars

<i>Occupation</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Managers and administrators	759	574	726
Professionals	707	583	656
Para-professionals	633	552	607
Tradespersons	530	381	521
Clerks	523	428	462
Salespersons and personal service workers	511	402	462
Plant and machine operators, and drivers	562	355	532
Labourers and related workers	465	373	441
<i>All occupations</i>	<i>578</i>	<i>457</i>	<i>538</i>

If you would like to order *Distribution and Composition of Employee Earnings and Hours, Australia, May 1989* (Catalogue No. 6306.0) at \$15.00 a copy, contact an **ABS Bookshop** in your State or Territory.

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For more information about this publication, contact Regina Camara on (06) 252 5325

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