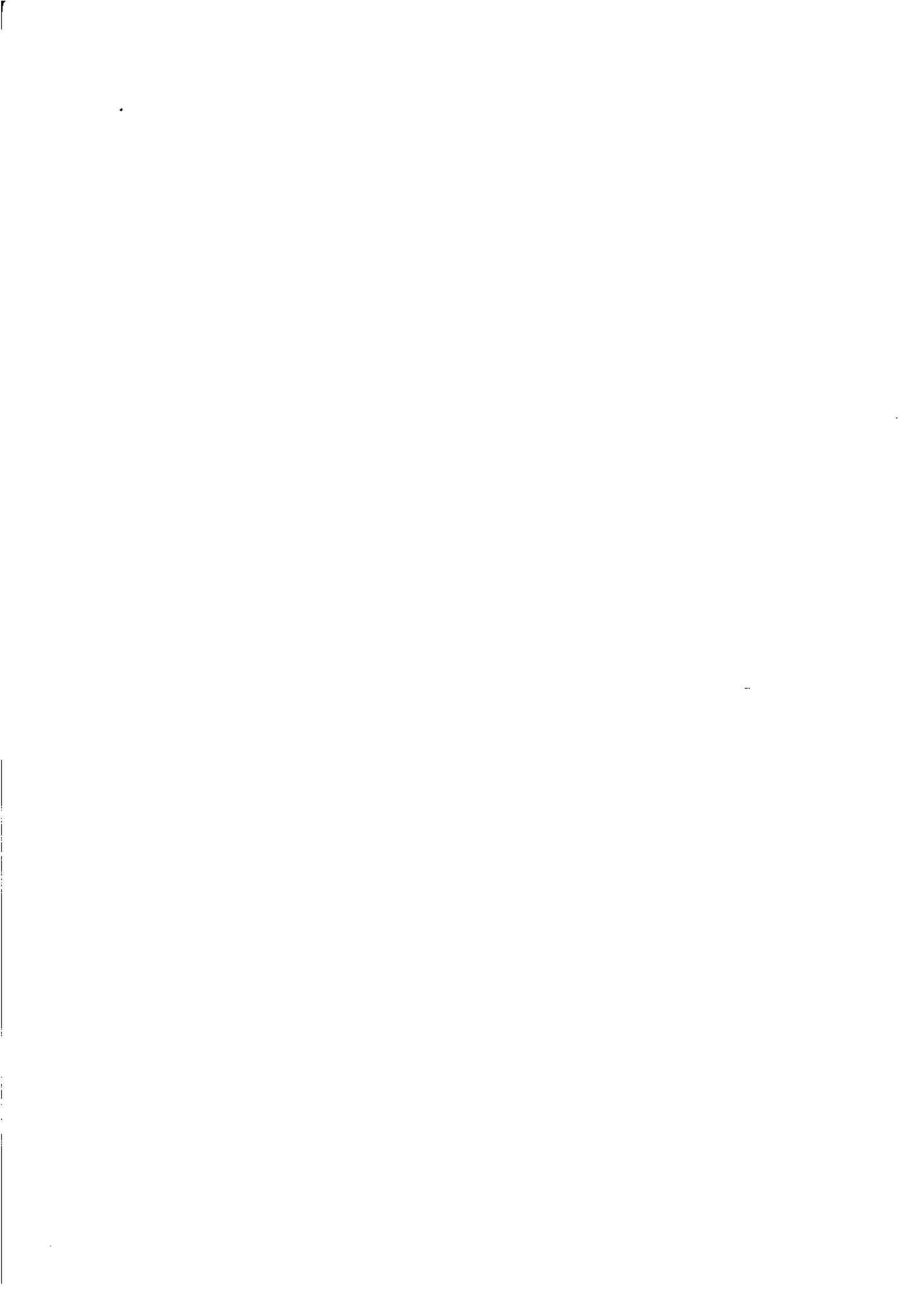




May 1994
Distribution and Composition of
Employee Earnings and
Hours - Australia
Preliminary

Catalogue No. 6305.0

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**DISTRIBUTION AND COMPOSITION OF EMPLOYEE
EARNINGS AND HOURS, AUSTRALIA
MAY 1994, PRELIMINARY**

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AUSTRALIAN BUREAU OF STATISTICS

CATALOGUE NO. 6305.0

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UNPUBLISHED DATA ARE AVAILABLE FROM THIS SURVEY

In addition to the information contained in this publication, there is a large range of unpublished data available from the annual May Survey of Employee Earnings and Hours.

These data can be used to produce tables specifically tailored to users' requirements: for example to highlight various earnings and hours characteristics of particular industries, occupations, categories of employees, States or sectors.

Please refer to Appendix C of this publication for more information regarding the services available.

INQUIRIES

- for further information about statistics in this publication and the availability of related unpublished statistics, contact Glynis Franklin on Perth (09) 360 5156 or any ABS State Office.
- for information about other ABS statistics and services please refer to the back page of this publication.

SUMMARY OF FINDINGS

Note: Because of methodological differences, estimates of average earnings from this survey vary slightly from the estimates obtained from the quarterly survey of Average Weekly Earnings (6302.0).

From the May 1994 Survey of Employee Earnings and Hours, industry data has been classified according to the Australian and New Zealand Standard Industrial Classification 1993 (ANZSIC), which replaces the Australian Standard Industrial Classification (ASIC). Table 3 presents data according to the new ANZSIC.

Table 4 has been compiled on an ASIC basis to provide users with a link with industry data published from previous surveys. For further information see paragraphs 8 to 13 in the Explanatory Notes.

Introduction

This publication presents preliminary information of the composition and distribution of the earnings of wage and salary employees in Australia at May 1994 derived from the Survey of Employee Earnings and Hours. It is estimated that there were 5,429,300 employees at May 1994. Of those, 3,103,000 are classified as full-time adult non-managerial employees. Preliminary analysis of the survey data indicates that employee numbers may be revised upwards when the final publication (Catalogue NO. 6306.0) is released.

There are a number of different groupings of employees for which composition and distribution of earnings data could be presented. The following analysis mainly presents information about non-managerial employees, being a picture of earnings for a reasonably homogeneous grouping of employees. Some analysis is provided for the grouping of all employees.

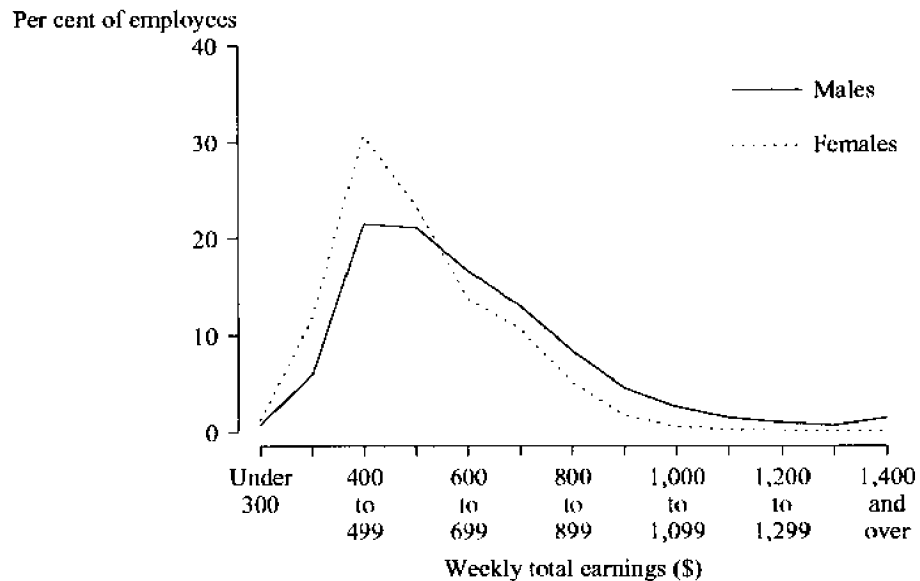
Distribution of earnings

Full-time adult non-managerial employees

Average weekly total earnings for full-time adult non-managerial male and female employees in May 1994 was \$653.10 and \$557.90 respectively. This was a 2.1 per cent increase for males and a 3.3 per cent rise for females from May 1993 to May 1994. The most common earnings range (refer to Diagram 1) for full-time adult non-managerial employees, was \$400 to \$499. This weekly total earnings range represents 21.6 per cent of full-time adult non-managerial male employees and 30.7 per cent of female employees in that earnings category.

At the 25th percentile average weekly total earnings for full-time adult non-managerial employees was \$481.40 for males and \$441.70 for females, representing increases of 2.1 per cent for males (from \$471.20) and 4.7 per cent for females (from \$421.80) between May 1993 and May 1994 (refer Table 1). The median (50th percentile) weekly total earnings for full-time adult non-managerial male employees in May 1994 was \$601.30, a rise of 2.0 per cent on May 1993 (\$589.50). The median weekly total earnings for females rose by 3.9 per cent over the same period to \$521.70. The 75th percentile weekly total earnings for full-time adult non-managerial male and female employees was \$764.10 and \$647.90, an increase of 2.0 per cent and 1.5 per cent respectively over the previous year.

DIAGRAM 1: DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY LEVEL OF WEEKLY TOTAL EARNINGS, AUSTRALIA, MAY 1994



Source: Table 1

All employees

For all employees, median weekly total earnings in May 1994 were \$583.40 for males and \$412.30 for females, increases of 1.6 per cent and 2.0 per cent respectively on May 1993. The concentration of females in the lower earnings ranges is influenced by a large proportion of part-time employees being females (76.1%), and females receiving considerably less overtime, on average, than males.

Composition of earnings

Full-time adult non-managerial employees

In May 1994, base pay represented 87.2 per cent of average weekly total earnings, for full time adult non-managerial male employees. Overtime contributed a further 9.9 per cent. For females, earnings attributable to base pay represented 96.1 per cent of average weekly total earnings, with overtime earnings contributing a further 2.5 per cent. Females received considerably less overtime, on average, than males: \$14.10 compared to \$64.40.

All employees

Average weekly total earnings for all employees in May 1994 were \$631.10 for males, and \$423.00 for females. Base pay accounted for 90.0 per cent and 96.8 per cent respectively, of male and female average weekly total earnings. This compares with 90.2 per cent for males, and 96.6 per cent for females, in May 1993.

**COMPOSITION OF EARNINGS AS A PERCENTAGE OF AVERAGE WEEKLY
TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, AND
ALL EMPLOYEES, AUSTRALIA MAY 1994**

(per cent)

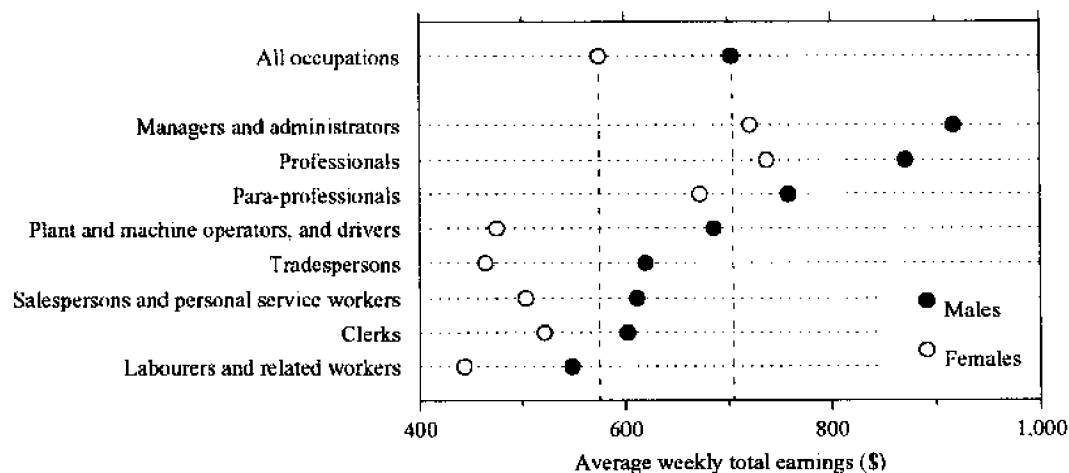
	Base pay	Payment by measured result	Overaward and overagreement pay	Total ordinary time pay	Overtime pay	Total weekly earnings
<i>Full-time adult non-managerial—</i>						
Males	87.2	1.6	1.3	90.1	9.9	100
Females	96.1	0.5	0.9	97.5	2.5	100
Persons	90.3	1.2	1.2	92.7	7.3	100
<i>All employees—</i>						
Males	90.0	1.6	1.2	92.8	7.2	100
Females	96.8	0.5	0.7	98.0	2.0	100
Persons	92.6	1.2	1.0	94.7	5.3	100

Earnings by occupation (Full-time adult employees - refer Table 3)

In May 1994, full-time adult female earnings were 81.6 per cent of male earnings (females \$574.60, males \$704.10), an increase from the 80.2 per cent figure for May 1993. Diagram 2 shows that the difference in full-time adult male and female earnings varies considerably between major occupation groups. As in May 1993, the smallest percentage difference was in Para-professionals, where female earnings were 88.7 per cent of male earnings (males \$758.10, females \$672.80). The greatest percentage difference continues to be recorded for Plant and machine operators, and drivers, where female earnings were 69.2 per cent of male earnings (males \$686.70, females \$475.20).

Between May 1993 and May 1994 the estimated average weekly total earnings for full-time adult males increased by 2.1 per cent, compared with a rise of 3.9 per cent for females. In contrast to the 1992 to 1993 period, percentage increases for females were greater than for males in all but one occupation group. The occupations where female average weekly total earnings increased most in comparison to male earnings, were, Plant and machine operators, and drivers (females 9.2%, males 4.0%), Professionals (females 4.3%, males 0.6%) and Clerks (females 3.4%, males unchanged). The only occupation group where the percentage increase for male earnings exceeded that of females was Para-professionals (males 2.6%, females 0.9%).

**DIAGRAM 2: AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME
ADULT EMPLOYEES, MAJOR OCCUPATION GROUPS,
AUSTRALIA, MAY 1994**



Source: Table 3

Earnings by industry (Full-time adult non-managerial employees)

Industry data in Diagram 3 and Table 3 are based on the Australian and New Zealand Standard Industrial Classification 1993 (ANZSIC) introduced to this survey for the first time. This data shows that the highest average weekly total earnings for full-time adult non-managerial employees were in the following industries:

Males:

- Mining - \$1087.00
- Education - \$767.10
- Communication services - \$726.80

Females:

- Mining - \$759.20
- Education - \$661.40
- Cultural and recreational services - \$625.50

The industries with the lowest average weekly total earnings for full-time adult non-managerial employees were:

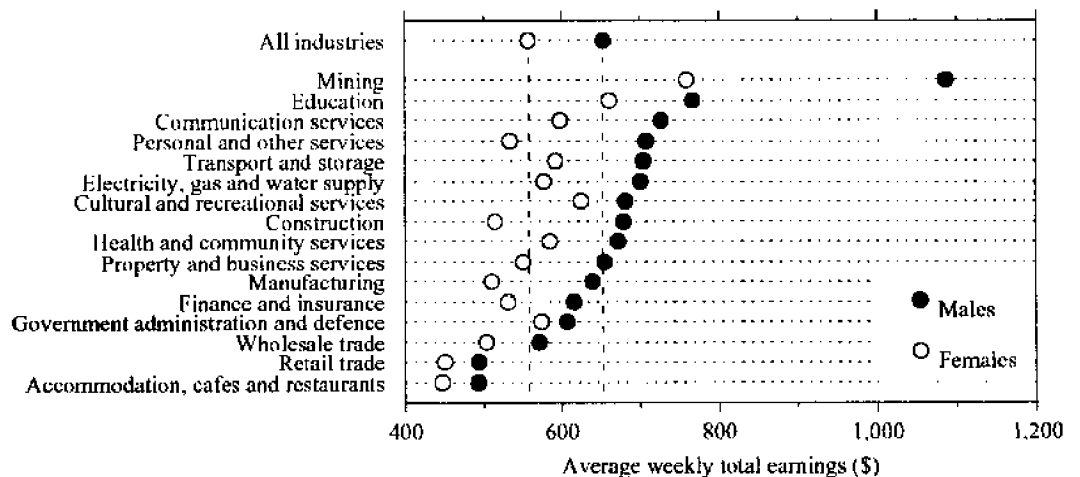
Males:

- Accommodation, cafes and restaurants - \$493.50
- Retail trade - \$494.10
- Wholesale trade - \$571.90

Females:

- Accommodation, cafes and restaurants - \$446.80
- Retail trade - \$450.60
- Wholesale trade - \$504.10

DIAGRAM 3: AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, MAJOR INDUSTRIES, AUSTRALIA, MAY 1994



Industry classified according to ANZSIC. See paragraph 8 to 13 of the Explanatory Notes.

Source: Table 3

Data from Table 4, based on the Australian Standard Industrial Classification 1983 (ASIC), and prepared for comparison with earlier years, shows that earnings for full time adult non-managerial males decreased in Public administration and defence (down 0.2%), Wholesale trade and Retail trade (both down 0.8%), and Recreation, personal and other services (down

1.5%). The industries with the largest percentage increase for male average weekly total earnings were Communication (7.5%) and Mining (5.9%). For female full-time adult non-managerial employees there was an increase in average weekly total earnings in all industries compared with May 1993. The industries with the largest percentage increase in earnings for females were Construction (9.1%), Retail trade (6.9%) and Mining (6.2%). Public administration and defence had the smallest percentage increase with only a 0.7 per cent rise in earnings.

Earnings by sector (Full-time adult non-managerial employees)

Full-time adult non-managerial males in the private sector recorded average weekly total earnings of \$632.00, representing 90.8 per cent of male public sector earnings of \$695.90. Female full-time adult non-managerial employees in the private sector earned \$521.00, or 84.2 per cent of female weekly earnings (\$618.40) in the public sector.

Between May 1993 and May 1994, average weekly total earnings for full-time adult non-managerial males in the private sector increased 1.6 per cent compared to a 4.1 per cent increase for females. In the public sector full-time adult non-managerial average weekly total earnings increased by 3.6 per cent for males compared to a 2.4 per cent increase for females.

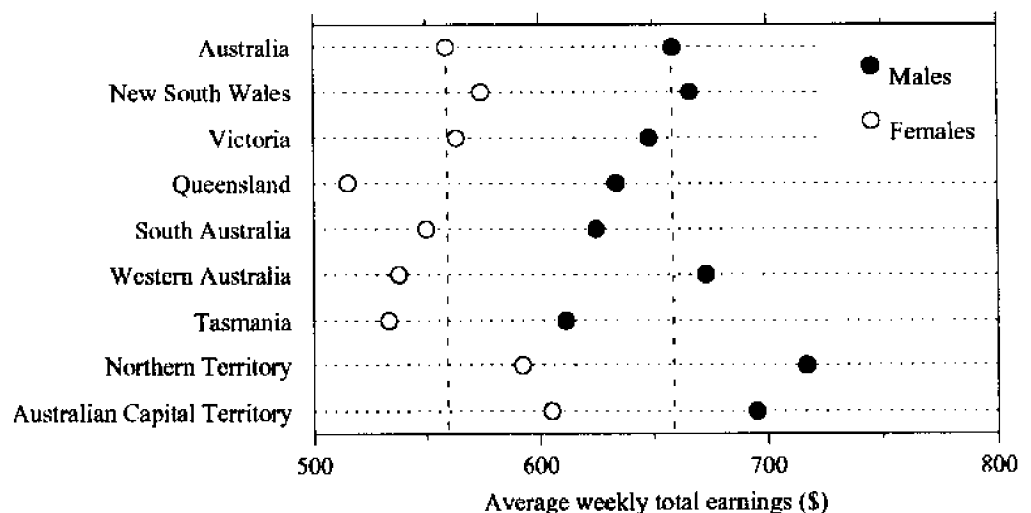
Female full-time adult non-managerial employees in the private sector received 82.4 per cent of private sector male average weekly total earnings. In the public sector, female full-time adult non-managerial earnings were 88.9 per cent of the male weekly earnings.

Earnings by State and Territory

Table 3 includes average weekly total earnings by State and Territory by category of employee. The Australian Capital Territory recorded the highest average weekly total earnings for full-time adult non-managerial male employees (\$694.90) and full-time adult non-managerial female employees (\$605.20). The lowest average weekly total earnings for full-time adult non-managerial male employees was recorded in Tasmania (\$611.70) and for female employees Queensland recorded the lowest weekly earnings (\$515.30).

Diagram 4 shows the difference in average weekly total earnings for full-time adult non-managerial male and female employees by State and Territory. The largest difference was \$134.90 for Western Australia (or 20.0%) while South Australia recorded the smallest difference between male and female earnings (\$75.20 or 12.0%).

DIAGRAM 4: AVERAGE WEEKLY TOTAL EARNINGS, FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, STATES AND TERRITORIES, AUSTRALIA, MAY 1994



Source: Table 3

The largest percentage increase between May 1993 and 1994 was recorded in South Australia for full-time adult non-managerial males (3.7%) and in Victoria for females (5.5%). In the same period decreases were recorded in the Northern Territory for males (2.2%) and in Tasmania for female employees (3.1 %).

Average weekly total earnings for part-time males varied from \$184.90 in the Australian Capital Territory to \$248.90 in Tasmania. For part-time females the lowest average weekly earnings were recorded in Queensland (\$223.90) and the highest average weekly earnings were recorded in South Australia (\$260.20).

Average weekly hours paid for

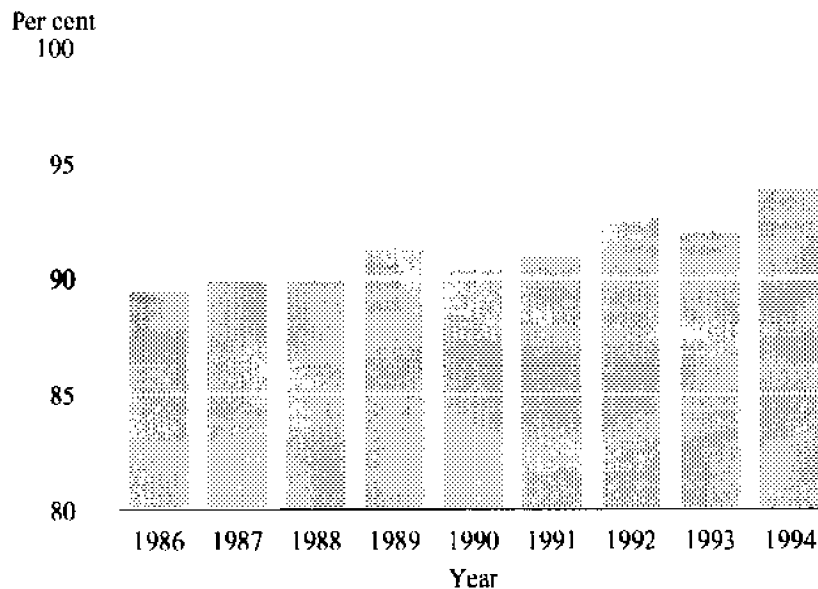
In May 1994, full-time adult non-managerial male employees recorded average weekly hours paid for of 40.9 hours, including 2.8 hours paid overtime. Female adult non-managerial employees averaged 38.2 hours, including 0.7 hours paid overtime.

The ratio of female to male average ordinary time hourly earnings (for full-time adult non-managerial employees) has risen from 89.2 per cent in May 1986 to 93.9 per cent in May 1994 (refer Diagram 5).

Full-time adult non-managerial males earned \$15.40 per ordinary time hour on average, while for females the average ordinary time hourly rate was \$14.50. This represents increases of 0.7 per cent and 3.6 per cent respectively from the corresponding ordinary time hourly rates in May 1993 (\$15.30 for males, and \$14.00 for female employees).

Between May 1993 and May 1994 full-time junior non-managerial males ordinary time hourly earnings decreased by 2.6 per cent to \$7.40 per hour. For females, the ordinary time hourly earnings rate remained steady for the third consecutive year, at \$7.50 per hour.

DIAGRAM 5: RATIO OF FEMALE TO MALE AVERAGE ORDINARY TIME HOURLY EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1986 TO MAY 1994



Source: Table 2

Part-time Employees

The average weekly total earnings of part-time employees for May 1994 was \$220.60 for males and \$246.50 for females. This was an increase from May 1993 to May 1994 of 5.3 per cent and 2.7 per cent respectively.

Figures in the table below show that the percentage of females employed part-time increased to 43.8 per cent in May 1994 from 41.5 per cent in May 1993 while the percentage of part-time males increased from 11.4 per cent to 12.2 per cent of total male employees in the same period. Since May 1990 the proportion of males employed part-time has increased at an average annual rate of 7.6 per cent while the proportion of part-time females has increased at an average annual rate of 3.8 per cent.

PERCENTAGE OF TOTAL MALE AND TOTAL FEMALE EMPLOYEES CLASSIFIED AS PART-TIME, AUSTRALIA, MAY 1990 - 1994

	<i>(per cent)</i>				
	1990	1991	1992	1993	1994
Males	9.1	10.1	10.6	11.4	12.2
Females	37.7	40.4	40.4	41.5	43.8

Between May 1993 and May 1994 the ratio of part-time males to part-time females declined. In May 1994 males comprised 23.9 per cent of all part-time employees while in May 1993 the figure was 24.5 per cent.

TABLE 1. DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES AND ALL EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS, AUSTRALIA, MAY 1994

	<i>Full-time adult non-managerial employees</i>			<i>All employees</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	— per cent —					
<i>Weekly total earnings (\$)—</i>						
Under 60	* 0.1	* 0.1	0.1	2.1	4.2	3.1
60 and under 100	* 0.0	* 0.1	* 0.0	1.9	4.3	3.0
100 " 140	* 0.0	* 0.1	* 0.0	1.5	4.5	2.9
140 " 180	* 0.1	* 0.1	* 0.1	1.6	4.3	2.9
180 " 220	0.1	* 0.1	0.1	1.7	4.6	3.0
220 " 260	0.2	* 0.2	0.2	1.8	4.5	3.0
260 " 300	0.3	0.5	0.4	1.5	4.8	3.1
300 " 320	0.4	0.6	0.5	1.1	3.3	2.2
320 " 340	0.6	1.0	0.8	1.2	2.4	1.8
340 " 360	1.1	1.7	1.3	1.4	2.8	2.1
360 " 380	1.6	3.3	2.3	1.8	3.2	2.5
380 " 400	2.3	5.2	3.4	2.1	4.1	3.1
400 " 420	3.9	6.1	4.8	3.5	4.2	3.9
420 " 440	4.4	5.3	4.8	3.4	3.5	3.4
440 " 460	4.6	7.6	5.7	3.7	4.3	3.9
460 " 480	4.3	6.3	5.1	3.1	3.7	3.4
480 " 500	4.4	5.4	4.8	3.2	3.3	3.2
500 " 520	4.6	5.9	5.1	3.7	3.5	3.6
520 " 540	4.2	5.1	4.5	3.0	2.9	2.9
540 " 560	4.1	4.3	4.2	3.1	2.4	2.8
560 " 580	4.5	4.7	4.6	3.2	2.7	3.0
580 " 600	3.8	3.5	3.7	2.8	2.0	2.4
600 " 620	4.0	3.7	3.9	3.3	2.2	2.8
620 " 640	3.2	3.1	3.2	2.5	1.7	2.1
640 " 660	3.1	2.8	3.0	2.4	1.5	2.0
660 " 680	3.5	2.1	3.0	2.9	1.3	2.1
680 " 700	2.9	2.1	2.6	2.5	1.2	1.9
700 " 720	2.8	2.8	2.8	2.4	1.6	2.0
720 " 740	2.7	1.7	2.3	2.1	1.1	1.6
740 " 760	2.7	2.0	2.4	2.2	1.1	1.7
760 " 780	2.6	2.5	2.6	2.1	1.4	1.8
780 " 800	2.3	1.7	2.1	1.8	-1.0	1.4
800 " 840	4.4	3.0	3.8	3.7	1.7	2.7
840 " 880	2.8	1.6	2.3	2.9	1.1	2.0
880 " 920	2.5	1.1	1.9	2.4	0.8	1.6
920 " 960	1.9	0.9	1.5	2.2	0.7	1.5
960 " 1,000	1.5	0.4	1.1	1.7	0.4	1.1
1,000 " 1,100	2.6	0.6	1.8	3.3	0.7	2.1
1,100 " 1,200	1.5	0.3	1.0	2.3	0.3	1.4
1,200 " 1,300	1.0	* 0.2	0.7	1.4	0.2	0.9
1,300 " 1,400	0.7	* 0.1	0.4	0.9	* 0.1	0.5
1,400 " 1,500	0.4	* 0.1	0.3	0.6	* 0.1	0.4
1,500 " 1,600	0.3	* 0.0	0.2	0.5	* 0.1	0.3
1,600 " 1,700	0.2	* 0.0	0.2	0.4	* 0.1	0.2
1,700 " 1,800	* 0.1	* 0.0	0.1	0.2	* 0.0	0.1
1,800 and over	0.5	* 0.1	0.3	1.1	* 0.1	0.6
Total	100.0	100.0	100.0	100.0	100.0	100.0
	— '000 —					
Total employees(a)	1,909.6	1,193.4	3,103.0	2,873.5	2,555.7	5,429.3
	— dollars —					
25th percentile	481.40	441.70	461.50	429.20	249.50	340.10
50th percentile (median)	601.30	521.70	569.40	583.40	412.30	496.00
75th percentile	764.10	647.90	722.00	784.00	560.40	688.80
Mean earnings	653.10	557.90	616.50	631.10	423.00	533.20

(a) See paragraph 7 of the Explanatory Notes.

TABLE 2. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND AVERAGE WEEKLY TOTAL HOURS PAID FOR: CATEGORY OF EMPLOYEE, AUSTRALIA, MAY 1994

	<i>Full-time employees</i>							<i>Part-time employees</i>	<i>All employees</i>
	<i>Managerial</i>	<i>Non-managerial</i>			<i>Total</i>				
	<i>Adult</i>	<i>Adult</i>	<i>Junior</i>	<i>Total</i>	<i>Adult</i>	<i>Junior</i>	<i>Total</i>		
MALES									
— dollars —									
<i>Average Weekly Earnings—</i>									
<i>Ordinary time—</i>									
Base pay	869.30	569.40	276.70	554.60	632.50	276.70	618.10	208.10	568.20
Payment by measured result	* 13.60	10.50	* 3.70	10.20	11.20	* 3.70	10.90	* 2.90	9.90
Overaward and overagreement pay	9.40	8.70	3.40	8.40	8.80	3.40	8.60	0.60	7.60
Total ordinary time	892.30	588.60	283.80	573.20	652.50	283.80	637.60	211.60	585.80
Overtime	3.50	64.40	20.60	62.20	51.60	20.60	50.30	9.00	45.30
Total	895.80	653.10	304.40	635.40	704.10	304.40	687.90	220.60	631.10
— hours —									
<i>Average weekly hours paid for(a)—</i>									
Ordinary time	..	38.1	38.3	38.1	..	..	..	..	..
Overtime	..	2.8	1.7	2.8	..	..	..	..	..
Total	..	40.9	40.0	40.9	..	..	..	..	..
FEMALES									
— dollars —									
<i>Average Weekly Earnings—</i>									
<i>Ordinary time—</i>									
Base pay	684.00	535.90	283.20	521.10	554.30	283.20	540.20	241.50	409.60
Payment by measured result	* 3.70	3.00	* 1.40	2.90	3.10	* 1.40	3.00	* 0.80	2.00
Overaward and overagreement pay	* 3.80	4.80	* 1.40	4.60	4.70	* 1.40	4.50	0.70	2.90
Total ordinary time	691.50	543.80	285.90	528.60	562.10	285.90	547.70	242.90	414.50
Overtime	* 1.70	14.10	8.00	13.70	12.60	8.00	12.30	3.60	8.50
Total	693.20	557.90	293.90	542.40	574.60	293.90	560.10	246.50	423.00
— hours —									
<i>Average weekly hours paid for(a)—</i>									
Ordinary time	..	37.5	37.9	37.6	..	..	..	..	..
Overtime	..	0.7	0.7	0.7	..	..	..	..	..
Total	..	38.2	38.6	38.2	..	..	..	..	..
PERSONS									
— dollars —									
<i>Average Weekly Earnings—</i>									
<i>Ordinary time—</i>									
Base pay	823.20	556.60	279.40	541.70	604.40	279.40	589.90	233.50	493.60
Payment by measured result	* 11.20	7.60	* 2.70	7.40	8.30	* 2.70	8.00	* 1.30	6.20
Overaward and overagreement pay	8.00	7.20	2.50	7.00	7.40	2.50	7.10	0.70	5.40
Total ordinary time	842.40	571.40	284.70	556.00	620.00	284.70	605.00	235.50	505.20
Overtime	3.00	45.10	15.30	43.50	37.60	15.30	36.60	4.90	28.00
Total	845.40	616.50	300.00	599.50	657.60	299.90	641.60	240.30	533.20
— hours —									
<i>Average weekly hours paid for(a)—</i>									
Ordinary time	..	37.9	38.1	37.9	..	..	..	..	..
Overtime	..	2.0	1.3	2.0	..	..	..	..	..
Total	..	39.9	39.4	39.9	..	..	..	..	..

(a) Average weekly hours paid for was not collected for managerial employees.

TABLE 3. AVERAGE WEEKLY TOTAL EARNINGS, MAJOR OCCUPATION GROUPS, INDUSTRY, SECTOR, STATES AND TERRITORIES BY CATEGORY OF EMPLOYEE, MAY 1994
(dollars)

	<i>Full-time employees</i>							<i>Part-time employees</i>	<i>All employees</i>
	<i>Managerial</i>	<i>Non-managerial</i>			<i>Total</i>				
	<i>Adult</i>	<i>Adult</i>	<i>Junior</i>	<i>Total</i>	<i>Adult</i>	<i>Junior</i>	<i>Total</i>		
MALES									
<i>Occupation—</i>									
Managers and administrators(a)	927.10	789.70	* 0.00	789.70	917.60	* 0.00	917.60	320.30	907.70
Professionals	1,020.10	811.10	347.00	808.10	871.30	347.00	868.80	367.60	811.20
Para-professionals	948.60	741.70	346.10	739.60	758.10	346.10	756.10	231.10	719.40
Tradespersons	544.30	626.50	296.70	588.50	620.00	296.70	585.30	261.20	573.60
Clerks	691.00	595.40	332.40	585.50	602.60	332.40	593.10	219.20	554.80
Salespersons and personal service workers	767.80	588.50	303.20	576.40	611.50	303.20	600.10	167.60	475.00
Plant and machine operators, and drivers	591.20	688.80	304.80	685.90	686.70	304.80	683.80	227.30	642.60
Labourers and related workers	511.70	548.80	308.40	531.90	548.30	308.40	531.70	188.80	449.60
<i>Industry(b)—</i>									
Mining	1,360.40	1,087.00	573.80	1,074.70	1,112.40	573.80	1,100.60	474.90	1,097.10
Manufacturing	928.10	639.70	301.20	619.50	676.40	301.20	656.70	279.60	640.10
Electricity, gas and water supply	1,101.00	700.70	323.70	693.60	725.90	323.70	718.70	292.00	712.70
Construction	726.50	679.70	329.20	654.80	691.70	329.20	672.20	229.20	653.20
Wholesale trade	833.80	571.90	305.10	556.00	645.70	305.10	630.90	235.70	608.60
Retail trade	622.60	494.10	290.60	467.80	532.90	290.60	510.20	141.10	407.10
Accommodation, cafes and restaurants	602.60	493.50	274.90	477.80	527.70	274.90	515.00	189.90	371.10
Transport and storage	823.70	704.20	333.60	696.60	723.80	333.60	717.10	308.40	683.80
Communication services	1,033.00	726.80	n.p.	726.60	756.00	n.p.	755.90	363.70	748.00
Finance and insurance	1,113.50	616.30	337.50	606.40	820.50	337.50	810.20	203.80	774.00
Property and business services	932.50	655.20	309.10	626.00	753.30	309.10	728.40	238.90	660.30
Government administration and defence(c)	1,080.00	607.40	290.30	603.60	681.50	290.30	677.60	248.00	657.40
Education	1,080.60	767.10	256.50	751.60	811.50	256.50	797.00	267.90	689.80
Health and community services	1,152.20	672.80	351.00	668.70	779.60	351.00	775.30	361.70	680.60
Cultural and recreational services	950.60	681.70	261.80	668.90	751.00	261.80	739.80	153.80	501.50
Personal and other services	861.50	708.40	263.70	696.20	734.60	263.70	723.90	158.50	661.50
<i>Sector—</i>									
Private sector	850.60	632.00	302.60	609.40	685.80	302.60	665.60	203.60	601.90
Public sector	1,102.70	695.90	326.80	691.50	747.40	326.80	743.00	298.80	708.00
<i>States and Territories—</i>									
New South Wales	936.70	666.40	314.70	648.60	724.70	314.70	708.20	228.00	648.80
Victoria	897.70	648.40	292.00	633.10	705.20	292.00	691.40	232.20	636.90
Queensland	794.80	633.60	297.60	612.60	663.30	297.60	644.40	201.30	591.00
South Australia	886.60	625.00	308.50	610.30	671.90	308.50	658.00	215.40	593.30
Western Australia	851.10	672.90	298.00	650.70	709.00	298.00	689.30	198.10	636.40
Tasmania	861.20	611.70	306.70	594.00	648.60	306.70	631.60	248.90	597.90
Northern Territory	854.50	717.00	360.50	709.20	743.10	360.50	736.30	239.20	663.70
Australian Capital Territory	1,013.70	694.90	349.40	684.50	805.90	349.40	796.80	184.90	725.20
Total	895.80	653.10	304.40	635.40	704.10	304.40	687.90	220.60	631.10

See footnotes at end of table.

TABLE 3. AVERAGE WEEKLY TOTAL EARNINGS, MAJOR OCCUPATION GROUPS, INDUSTRY, SECTOR, STATES AND TERRITORIES BY CATEGORY OF EMPLOYEE, MAY 1994
(dollars)—continued

	Full-time employees							Part-time employees	All employees
	Managerial		Non-managerial			Total			
	Adult	Adult	Junior	Total	Adult	Junior	Total		
FEMALES									
<i>Occupation—</i>									
Managers and administrators(a)	729.60	637.60	* 0.00	637.60	721.50	* 0.00	721.50	316.40	684.20
Professionals	867.10	719.50	356.80	718.80	737.20	330.40	736.20	325.70	595.00
Para-professionals	766.80	667.80	n.p.	667.60	672.80	n.p.	672.70	388.30	542.90
Tradespersons	377.70	477.40	248.00	406.40	463.90	248.00	403.60	236.60	347.20
Clerks	525.80	521.10	310.00	506.30	521.40	310.00	507.50	255.60	432.00
Salespersons and personal service workers	561.20	500.40	288.90	481.80	503.00	288.90	484.80	201.20	302.10
Plant and machine operators, and drivers	n.p.	474.50	335.70	467.40	475.20	335.70	468.20	242.40	403.60
Labourers and related workers	434.60	443.20	289.90	438.80	443.20	289.90	438.70	209.30	297.40
<i>Industry(b)—</i>									
Mining	774.30	759.20	n.p.	758.60	760.50	n.p.	759.90	294.20	701.20
Manufacturing	667.00	510.70	306.70	501.00	523.70	305.70	514.00	265.80	452.00
Electricity, gas and water supply	905.50	577.70	308.60	568.80	583.10	308.60	574.20	316.90	543.20
Construction	404.50	515.40	336.00	507.50	476.10	336.00	472.10	196.50	379.00
Wholesale trade	632.80	504.10	315.80	488.10	524.50	315.80	509.40	235.60	429.50
Retail trade	517.60	450.60	284.90	426.10	465.90	284.90	444.50	182.00	271.50
Accommodation, cafes and restaurants	559.50	446.80	281.70	428.70	475.40	281.70	459.00	198.40	285.20
Transport and storage	668.80	592.70	310.60	588.00	599.50	310.60	595.10	271.00	525.60
Communication services	922.80	598.70	n.p.	597.70	610.80	n.p.	609.80	318.20	553.40
Finance and insurance	879.70	531.30	334.30	520.60	565.40	334.30	553.90	272.80	487.80
Property and business services	683.90	551.00	302.90	530.10	575.20	302.90	556.20	246.10	445.20
Government administration and defence(c)	947.00	573.90	327.20	567.70	604.10	327.20	597.70	240.10	510.80
Education	942.60	661.40	272.90	655.10	682.00	272.90	675.80	289.50	518.30
Health and community services	797.80	585.30	287.90	576.80	605.20	287.90	597.00	311.40	438.40
Cultural and recreational services	812.50	625.50	347.20	603.90	649.20	347.20	628.50	187.10	380.90
Personal and other services	652.30	534.50	229.20	487.00	549.10	229.20	504.60	212.20	411.70
<i>Sector—</i>									
Private sector	632.50	521.00	290.40	501.30	538.60	290.30	520.50	228.20	379.50
Public sector	974.50	618.40	337.90	615.00	640.50	337.90	637.10	316.50	533.90
<i>States and Territories—</i>									
New South Wales	722.30	574.30	304.40	560.70	594.10	304.10	581.30	253.60	448.10
Victoria	677.70	563.40	273.60	548.80	576.30	273.60	562.60	246.90	423.90
Queensland	616.90	515.30	294.60	497.60	531.30	294.60	515.10	223.90	398.40
South Australia	716.10	549.80	306.10	537.10	567.20	306.10	554.90	260.20	402.90
Western Australia	640.90	538.00	304.70	519.10	546.80	304.70	528.80	241.10	380.70
Tasmania	649.10	533.30	272.10	506.60	541.70	272.10	516.00	247.10	400.20
Northern Territory	726.30	592.20	308.10	578.20	608.50	308.10	595.40	228.70	468.00
Australian Capital Territory	894.80	605.20	272.90	594.40	654.10	272.90	643.70	240.10	480.10
Total	693.20	557.90	293.90	542.40	574.60	293.90	560.10	246.50	423.00

See footnotes at end of table.

TABLE 3. AVERAGE WEEKLY TOTAL EARNINGS, MAJOR OCCUPATION GROUPS, INDUSTRY, SECTOR, STATES AND TERRITORIES BY CATEGORY OF EMPLOYEE, MAY 1994
(dollars)—continued

	<i>Full-time employees</i>							<i>Part-time employees</i>	<i>All employees</i>
	<i>Managerial</i>		<i>Non-managerial</i>			<i>Total</i>			
	<i>Adult</i>	<i>Adult</i>	<i>Junior</i>	<i>Total</i>	<i>Adult</i>	<i>Junior</i>	<i>Total</i>		
PERSONS									
<i>Occupation—</i>									
Managers and administrators(a)	883.90	749.20	* 0.00	749.20	874.00	* 0.00	874.00	317.80	854.80
Professionals	986.00	769.00	348.90	767.10	816.50	342.70	814.80	336.80	707.10
Para-professionals	902.50	715.50	344.00	714.20	728.40	344.00	727.20	365.60	635.50
Tradespersons	526.60	617.40	287.80	574.40	609.80	287.80	570.90	247.90	548.30
Clerks	577.30	542.40	313.90	528.50	544.80	313.90	531.60	252.10	460.80
Salespersons and personal service workers	715.90	541.80	293.00	525.10	556.50	293.00	540.20	195.40	356.80
Plant and machine operators, and drivers	593.60	668.20	317.90	664.00	666.70	317.90	662.60	231.90	613.40
Labourers and related workers	498.50	523.40	306.30	510.30	523.20	306.30	510.20	201.20	392.70
<i>Industry(b)—</i>									
Mining	1,317.50	1,060.40	581.70	1,049.20	1,084.10	581.70	1,073.40	350.30	1,061.50
Manufacturing	888.40	610.90	302.20	593.30	643.60	302.10	626.20	270.40	591.80
Electricity, gas and water supply	1,094.30	685.30	320.60	677.80	708.70	320.60	701.10	306.20	689.90
Construction	671.20	660.80	329.70	638.20	663.60	329.70	646.70	208.80	605.30
Wholesale trade	799.80	551.70	309.20	535.40	613.50	309.20	597.90	235.60	549.10
Retail trade	588.00	475.90	288.00	450.20	506.50	288.00	483.90	172.50	327.70
Accommodation, cafes and restaurants	585.90	472.00	278.80	454.70	504.70	278.80	489.90	195.60	321.70
Transport and storage	801.60	676.40	328.80	669.60	694.80	328.80	688.70	290.30	642.30
Communication services	1,019.10	690.60	n.p.	690.10	716.80	n.p.	716.40	326.70	687.60
Finance and insurance	1,065.40	563.20	335.20	552.40	687.60	335.20	674.80	262.10	608.30
Property and business services	866.50	606.20	306.20	580.90	679.80	306.20	656.70	244.00	555.20
Government administration and defence(c)	1,051.10	595.00	311.00	590.20	654.40	311.00	649.40	241.90	597.60
Education	1,022.60	703.50	263.80	693.80	735.90	263.80	726.60	285.00	578.10
Health and community services	987.60	611.00	297.90	603.50	662.10	297.90	654.50	316.50	490.60
Cultural and recreational services	913.90	655.60	321.50	637.90	707.80	321.50	691.30	173.50	439.90
Personal and other services	807.40	649.60	237.10	618.80	674.20	237.10	646.30	194.60	557.40
<i>Sector—</i>									
Private sector	796.30	591.30	297.40	569.40	635.60	297.40	615.40	222.20	497.80
Public sector	1,071.10	663.60	331.50	659.60	704.60	331.50	700.60	312.70	625.20
<i>States and Territories—</i>									
New South Wales	880.70	630.80	310.70	614.70	677.30	310.60	662.00	246.80	556.90
Victoria	848.90	614.50	283.90	599.30	658.10	283.90	644.00	243.50	535.00
Queensland	742.70	594.20	296.40	573.80	620.30	296.40	601.80	217.20	510.20
South Australia	847.30	597.90	307.50	583.90	636.30	307.50	622.70	249.60	502.30
Western Australia	807.40	616.90	301.30	595.30	646.90	301.30	626.80	234.60	498.40
Tasmania	817.40	583.20	288.90	561.20	611.70	288.90	590.40	247.50	505.10
Northern Territory	817.40	666.10	328.30	654.90	690.90	328.30	680.70	232.20	573.70
Australian Capital Territory	981.40	650.50	310.00	639.90	740.00	310.00	730.10	229.10	594.20
Total	845.40	616.50	300.00	599.50	657.60	299.90	641.60	240.30	533.20

(a) See paragraph 15 of the Explanatory Notes. (b) Industry classified according to ANZSIC. See paragraphs 8 - 13 of the Explanatory Notes. (c) Excludes permanent defence forces.

TABLE 4. AVERAGE WEEKLY TOTAL EARNINGS, INDUSTRY (ASIC) BY CATEGORY OF EMPLOYEE, MAY 1994
(dollars)

Industry(a)	Full-time employees							Part-time employees	All employees
	Managerial		Non-managerial			Total			
	Adult	Adult	Junior	Total	Adult	Junior	Total		
MALES									
Mining	1,360.40	1,087.00	573.80	1,074.70	1,112.40	573.80	1,100.60	474.90	1,097.10
Manufacturing	919.90	639.10	301.40	618.70	675.20	301.40	655.40	277.70	638.60
Electricity, gas and water	1,101.00	700.70	323.70	693.60	725.90	323.70	718.70	292.00	712.70
Construction	729.80	681.30	329.90	656.40	693.70	329.90	674.20	229.20	654.90
Wholesale trade	834.50	572.80	303.50	557.40	645.20	303.50	630.70	235.10	608.20
Retail trade	635.60	496.00	291.80	469.80	539.40	291.80	516.50	141.80	414.40
Transport and storage	824.70	703.00	333.60	695.50	723.00	333.60	716.30	311.10	683.00
Communication	1,033.80	729.00	n.p.	728.90	757.80	n.p.	757.70	338.30	750.30
Finance, property and business services	1,002.80	641.10	342.50	625.60	781.30	342.50	767.10	229.80	705.10
Public administration and defence(b)	1,080.00	607.40	290.30	603.60	681.50	290.30	677.60	248.00	657.40
Community services	1,075.60	722.80	266.30	708.10	783.40	266.30	769.50	287.60	683.40
Recreation, personal and other services	702.30	560.50	268.10	538.90	602.80	268.10	585.00	178.20	420.90
Total	895.80	653.10	304.40	635.40	704.10	304.40	687.90	220.60	631.10
FEMALES									
Mining	774.30	759.20	n.p.	758.60	760.50	n.p.	759.90	294.20	701.20
Manufacturing	643.70	510.20	300.20	498.70	522.10	299.50	510.70	259.10	446.20
Electricity, gas and water	905.50	577.70	308.60	568.80	583.10	308.60	574.20	316.90	543.20
Construction	408.00	515.40	336.00	507.50	478.20	336.00	474.00	196.50	379.60
Wholesale trade	635.80	503.80	316.40	487.50	524.90	316.40	509.50	236.60	429.80
Retail trade	518.40	452.20	286.10	429.10	467.00	286.10	446.90	182.00	272.50
Transport and storage	669.20	591.80	310.60	587.10	598.70	310.60	594.30	270.70	525.10
Communication	922.80	600.60	n.p.	599.50	612.80	n.p.	611.70	318.20	554.20
Finance, property and business services	744.50	537.80	316.50	522.20	568.40	316.50	553.10	254.10	460.20
Public administration and defence(b)	947.00	573.90	327.20	567.70	604.10	327.20	597.70	240.10	510.80
Community services	859.40	617.90	285.00	610.00	638.20	285.00	630.50	301.50	473.20
Recreation, personal and other services	579.30	496.00	256.40	456.40	512.60	256.40	477.50	194.90	310.90
Total	693.20	557.90	293.90	542.40	574.60	293.90	560.10	246.50	423.00
PERSONS									
Mining	1,317.50	1,060.40	581.70	1,049.20	1,084.10	581.70	1,073.40	350.30	1,061.50
Manufacturing	875.60	610.30	301.10	592.00	642.20	301.00	624.20	265.20	588.40
Electricity, gas and water	1,094.30	685.30	320.60	677.80	708.70	320.60	701.10	306.20	689.90
Construction	675.60	662.00	330.30	639.50	665.60	330.30	648.70	208.80	606.70
Wholesale trade	799.50	552.10	308.70	536.00	612.80	308.70	597.30	236.10	548.10
Retail trade	599.00	477.80	289.30	452.80	511.40	289.30	489.30	172.60	332.50
Transport and storage	802.50	675.20	328.80	668.40	693.90	328.80	687.80	291.70	641.50
Communication	1,019.50	692.90	n.p.	692.50	718.80	n.p.	718.30	321.50	689.40
Finance, property and business services	938.90	584.70	326.30	568.70	682.70	326.30	666.40	248.10	574.60
Public administration and defence(b)	1,051.10	595.00	311.00	590.20	654.40	311.00	649.40	241.90	597.60
Community services	993.10	661.80	275.70	651.20	702.50	275.70	692.30	299.30	544.00
Recreation, personal and other services	658.30	529.10	259.90	496.50	561.80	259.90	533.70	189.20	358.10
Total	845.40	616.50	300.00	599.50	657.60	299.90	641.60	240.30	533.20

(a) Industry classified according to ASIC. See paragraph 13 of the Explanatory Notes. (b) Excludes permanent defence forces.

EXPLANATORY NOTES

Introduction

1. This publication contains estimates obtained from a sample survey of employers conducted in May 1994. The survey is designed to provide statistics on the distribution of employees according to weekly earnings and hours, and on the composition of weekly earnings and hours for various categories of employees and principal occupations.

2. Final estimates will be published in *Distribution and Composition of Employee Earnings and Hours, Australia, May 1994* (6306.0) expected to be released in April 1995.

Scope of the survey

3. 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 and fishing;
- 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.

4. 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.

Survey design

5. A sample of approximately 8,500 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. 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 sector, industry and size of employment, and a simple random sample is selected from each stratum.

6. Employers with fewer than 10 employees are required to complete details for every employee, while those with 10 or more employees are required to select a random sample of their employees in accordance with instructions supplied by the ABS. Data for approximately 76,000 employees were obtained in the survey.

7. Although the sample is not designed specifically to provide estimates of numbers of employees, it is estimated that 2,873,500 male and 2,555,700 female employees are within the scope of the survey. These and other estimates of numbers of employees included in this publication should not be taken as measures of total employment in the categories indicated. Note that preliminary analysis of survey data indicates that employee numbers may be revised upwards when the final publication (Catalogue 6306.0) is released

Industry classification

8. From May 1994, industry data from the Employee Earnings and Hours survey have been classified according to the Australian and New Zealand Standard Industrial Classification 1993 (ANZSIC), a detailed description of which appears in *ANZSIC 1993* (1292.0). The ANZSIC replaces the Australian Standard Industrial Classification (ASIC) 1983 previously used to classify industry data.

9. The ANZSIC, like the ASIC, is a classification which serves to identify groupings of businesses which carry out similar economic activities and which satisfy other conditions (like economic significance). These groups can be used to define an industry. An individual business can then be assigned to an industry on the basis of its predominant economic activity.

10. Employees selected in the Employee Earnings and Hours survey are classified to the industry of the business in which they are employed. (See paragraph 5 above.)

11. The ANZSIC reflects changes in the world economy during the last twenty years (not reflected in ASIC) and was developed by the Australian Bureau of Statistics and Statistics New Zealand for use in the production and analysis of industry statistics in both countries.

12. The ANZSIC, like the ASIC, has a structure consisting of categories at four levels: Division (the broadest level), Subdivisions, Groups and Classes. The following table shows details of the ANZSIC industries used in the publication (more detailed information may be available on request - see Appendix C).

ANZSIC divisions

Division	Title
A	Agriculture, forestry and fishing (a)
B	Mining
C	Manufacturing
D	Electricity, gas and water supply
E	Construction
F	Wholesale trade
G	Retail trade
H	Accommodation, cafes and restaurants
I	Transport and storage
J	Communication services
K	Finance and insurance
L	Property and business services
M	Government administration and defence (b)
N	Education
O	Health and community services
P	Cultural and recreational services
Q	Personal and other services (c)

(a) Division A (Agriculture, forestry and fishing) is excluded from the survey. (b) Excludes permanent defence forces. (c) Excludes private households employing staff (Subdivision 97)

13. Industry information classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition* has been presented in Table 4. This table is provided to enable a link to be made between average weekly total earnings in the ASIC series published from previous surveys and industry data from the 1994 survey. More detailed ASIC industry data from the May 1994 survey may be requested as a special data service (see Appendix C). From the May 1995 survey, industry data will only be available on an ANZSIC basis.

Occupation

14. Occupation is classified according to the *Australian Standard Classification of Occupations (ASCO)*, based on the title and description of the job.

15. Care should be taken when comparing survey estimates based on ASCO groups with estimates based on the managerial/non-managerial status of employees, which is determined and reported by the employer. Estimates for employees with manager status include employees classified to ASCO categories other than the ASCO major group 'Managers and Administrators'; e.g. employees classified as Professionals according to ASCO may be categorised by employers as having managerial status. Conversely, tables in this publication which contain estimates for non-managerial employees (as defined by employers) will include some employees who would be classified to the ASCO major group 'Managers and Administrators'.

16. Details of ASCO can be found in *ASCO: Statistical Classification -- First Edition (1222.0)*, and an *Information Paper: ASCO Australian Standard Classification of Occupations, April 1991 (1221.0)*.

Formalised workplace/enterprise bargaining coverage

17. The May 1994 survey collected data on the coverage of employees according to whether they are covered by:

- Awards, determinations and agreements (excluding formalised workplace/enterprise agreements below).
- Formalised workplace/enterprise agreements.
- Other coverage.

18. This data is presently being edited and is expected to be released in the May 1994 final publication (Catalogue No. 6306.0). Separate data for Federal and each State jurisdiction will be published cross-classified by occupation, industry, sector and State and Territory.

Comparability of results

19. Some minor improvements to the definition of managerial/non-managerial status of employees, as determined and reported by the employer, were introduced in the May 1994 survey. For example, the instruction "*For government departments include employees above the level at which overtime is paid*" was eliminated from the definition of managerial employees so as to ensure that public sector managerial employees continue to be included as managerial employees on a consistent basis with private sector managerial employees. The current definitions of managerial and non-managerial employees are listed in Appendix B. These changes are not expected to have any significant effect on average weekly earnings for these categories of employees.

20. Because of the substantially improved coverage of employers provided by the ABS register of businesses and modifications to some definitions, results from surveys conducted after 1981 are not strictly comparable with those for surveys conducted between 1974 and 1981.

21. Care should be taken when comparing the results of this survey with the quarterly series *Average Weekly Earnings, States and Australia (6302.0)*, as a different sample design and survey methodology are used. The Average Weekly Earnings survey collects information relating to total employment of organisations selected in the survey, whereas results from the Employee Earnings and Hours survey are obtained in relation to a sample of employees within the organisations selected. In addition, the size of the sample for the Employee Earnings and Hours survey is much larger than that for the Average Weekly Earnings survey.

22. . Because of the two stage sampling methodology used for this survey to arrive at a sample of employees, it is not possible to ensure that the representation of all the subgroups of interest in the sample accurately reflect their representation in the population.

23. Considerable care is taken in questionnaire design and in the instructions given to employers on how to select samples of their employees. All survey returns are subjected to careful editing to detect reporting errors, inconsistencies and transcription errors. Ultimately, however, the quality of survey results depends on the quality of the information provided by survey respondents and adherence to specified procedures.

24. From the May 1993 survey, payments resulting from workplace and enterprise bargaining agreements have been included in 'Base pay'. Similarly some payments previously defined as "overaward pay" may have been absorbed into the new "Base pay" now paid under a workplace/enterprise agreement.

Reliability of estimates

25. For information on the reliability of estimates see the Technical Note (Appendix A).

Related publications

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

Distribution and Composition of Employee Earnings and Hours, Australia, May 1993 (6306.0)

Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime (6256.0) -- issued June 1984

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

Award Coverage, Australia May 1990 (6315.0)

Average Weekly Earnings, Australia, Preliminary (6301.0) -- issued quarterly

Average Weekly Earnings, States and Australia (6302.0) -- issued quarterly

Weekly Earnings of Employees (Distribution), Australia (6310.0) -- discontinued

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

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

Major Labour Costs, Australia (6348.0) -- issued two-yearly

The Labour Force, Australia (6203.0) -- issued monthly

Labour Force Projections, Australia 1992 - 2005 (6260.0)

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

27. Clients interested in obtaining information about statistics previously available from discontinued publications should call ABS Client Services on:

Toll free 1800 620 085 or Fax (06) 253 1404

28. 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

29. 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 Glynis Franklin on Perth (09) 360 5156 or to Information Services in the nearest ABS office. Details of additional data available from this Survey are shown in Appendix C.

Symbols and other usages :

* subject to high relative standard error. See paragraph 7 of the Technical Notes (Appendix A).

n.p. not publishable.

30. Estimates of earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place.

31. Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

APPENDIX A

TECHNICAL NOTES

Introduction

As the estimates in this publication are based on information relating to a sample of employers and employees, rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers and all employees. This difference, called *sampling error*, should not be confused with inaccuracy that may occur because of the 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.

Reliability of Estimates

2. 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.

3. Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate to which it refers. The relative standard error is a useful measure in that it provides an immediate indication of the percentage errors likely to have occurred due to sampling, and thus avoids the need to refer also to the size of the estimate. As it is not practicable to include the standard errors of all estimates in this publication, the tables A to C on pages 18 to 21 have been produced to give an indication of the magnitude of relative standard errors.

4. The figures in Table A provide an indication of magnitude of the standard error of estimates of numbers of employees (distribution of weekly earnings) shown in Table 1. An example of the use of Table A is as follows: the estimate for all male employees in the earnings range \$620 to \$640 is 2.5 per cent of the total number of male employees (see Table 1). This represents approximately 71,838 males. Table A shows the relative standard error of this estimate lies between 7.9 per cent and 6.1 percent (ie approximately 7.1 per cent) or 5,100 employees. There are about two chances in three that a complete collection would give a figure within the range 66,738 to 76,938 and about nineteen chances in twenty that the figure would be within the range 61,638 to 82,038.

5. Table B indicates the relative standard error of estimates of averages (composition of average weekly earnings and hours) for full-time non-managerial employees. An example of the use of Table B is as follows. Table 2 shows average overtime earnings of full-time adult non-managerial males to be \$64.40. Table B shows the approximate relative standard error for this estimate to be 3.2 per cent (ie approximately \$2.06). There are about two chances in three that a complete collection would give a figure within the range \$62.34 to \$66.46 and about nineteen chances in twenty that the figure would be within the range of \$60.28 to \$68.52.

6. Table C indicates the relative standard error of estimates of average weekly total earnings for various categories of employees by occupation, industry, sector and State and Territory. The use of the relative standard error from this table can be applied in the same way as in the example for Table B above.

7. An asterisk appears against estimates in the publications where the sampling variability is considered too high for most practical uses. Generally, this indicates a relative standard error equal to or greater than 25 per cent of the estimate.

TABLE A. APPROXIMATE STANDARD ERRORS OF ESTIMATES OF NUMBERS OF EMPLOYEES, AUSTRALIA, MAY 1994

<i>Size of estimate (persons)</i>	<i>Standard error (number)</i>	<i>Relative standard error (per cent)</i>	<i>Size of estimate (persons)</i>	<i>Standard error (number)</i>	<i>Relative standard error (per cent)</i>
500	230	46.8	6,000	1,070	17.9
600	260	43.6	10,000	1,470	14.7
700	290	41.1	20,000	2,260	11.3
800	310	39.1	30,000	2,880	9.6
900	340	37.3	40,000	3,440	8.6
1,000	360	35.8	50,000	3,950	7.9
1,100	380	34.5	60,000	4,440	7.4
1,200	400	33.4	70,000	4,830	6.9
1,300	420	32.4	80,000	5,280	6.6
1,400	440	31.5	90,000	5,670	6.3
1,500	460	30.6	100,000	6,100	6.1
1,600	480	29.9	150,000	7,800	5.2
1,700	500	29.2	200,000	9,200	4.6
1,800	520	28.6	300,000	12,000	4.0
1,900	530	28.0	400,000	14,000	3.5
2,000	550	27.4	500,000	16,500	3.3
2,500	630	25.2	1,000,000	25,000	2.5
3,000	700	23.4	2,000,000	38,000	1.9
3,500	770	22.1	3,000,000	48,000	1.6
4,000	840	21.0	4,000,000	60,000	1.5
4,500	900	20.0	5,000,000	65,000	1.3
5,000	960	19.2	6,000,000	72,000	1.2
5,500	1,020	18.5			

TABLE B. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS OF FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1994
(per cent)

	<i>Average weekly total earnings</i>								
	<i>Average weekly ordinary time earnings</i>					<i>Average weekly total hours paid for</i>			
	<i>Base pay</i>	<i>Payment by measured result</i>	<i>Over- award and over- agreement pay</i>	<i>Total ordinary time</i>	<i>Over- time</i>	<i>Total</i>	<i>Ordinary time</i>	<i>Over- time</i>	<i>Total</i>
<i>Adult</i>									
Males	0.7	11.8	5.4	0.6	3.2	0.5	0.5	3.3	0.4
Females	1.2	17.9	8.3	1.2	6.8	1.1	0.2	6.7	0.3
Persons	0.8	10.8	5.4	0.7	3.4	0.6	0.3	3.4	0.3
<i>Junior</i>									
Males	1.7	30.1	23.5	1.7	10.2	1.7	0.8	9.3	0.7
Females	1.5	52.3	36.7	1.5	17.3	1.6	0.2	16.2	0.4
Persons	1.2	26.9	20.0	1.2	8.7	1.2	0.5	8.0	0.5
<i>Total</i>									
Males	0.7	11.7	5.4	0.6	3.2	0.6	0.5	3.3	0.4
Females	1.3	17.7	8.1	1.2	6.6	1.2	0.2	6.4	0.3
Persons	0.8	10.7	5.4	0.8	3.3	0.6	0.3	3.3	0.3

TABLE C. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY TOTAL EARNINGS,
MAJOR OCCUPATION GROUPS, INDUSTRY, SECTOR, STATES AND TERRITORIES BY
CATEGORY OF EMPLOYEE, MAY 1994
(per cent)

	<i>Full-time employees</i>						<i>Part-time employees</i>	<i>All employees</i>	
	<i>Managerial</i>		<i>Non-managerial</i>		<i>Total</i>				
	<i>Total</i>	<i>Adult</i>	<i>Junior</i>	<i>Total</i>	<i>Adult</i>	<i>Junior</i>			
MALES									
<i>Occupation—</i>									
Managers and administrators(a)	1.5	1.9	0.0	1.9	1.4	0.0	1.4	11.6	1.4
Professionals	2.0	1.1	12.2	1.1	1.2	12.2	1.2	4.5	1.1
Para-professionals	3.5	0.9	5.7	0.9	1.0	5.7	1.0	9.8	1.2
Tradespersons	4.3	0.9	2.2	0.9	0.9	2.2	0.9	5.8	0.9
Clerks	4.0	0.7	3.1	0.8	0.7	3.1	0.8	6.8	1.1
Salespersons and personal service workers	3.5	1.2	2.8	1.2	1.2	2.8	1.2	3.8	1.8
Plant and machine operators, and drivers	7.4	1.2	5.6	1.2	1.1	5.6	1.2	12.7	1.7
Labourers and related workers	9.1	1.2	3.8	1.1	1.2	3.8	1.1	3.7	2.0
<i>Industry(b)—</i>									
Mining	6.4	1.7	8.4	1.7	1.8	8.4	1.7	22.0	1.7
Manufacturing	2.1	0.9	3.0	1.0	0.9	3.0	1.0	7.0	1.0
Electricity, gas and water supply	3.7	1.0	9.3	1.0	1.0	9.3	1.1	14.2	1.1
Construction	5.2	2.6	4.3	2.7	2.4	4.3	2.4	14.1	2.6
Wholesale trade	2.7	2.1	4.3	2.0	2.1	4.3	2.1	7.9	2.1
Retail trade	3.4	1.3	4.0	1.3	1.6	4.0	1.6	4.8	2.2
Accommodation, cafes and restaurants	5.1	1.8	5.7	1.9	2.1	5.7	2.2	4.4	3.9
Transport and storage	3.9	1.9	6.1	1.9	1.7	6.1	1.8	6.5	1.9
Communication services	3.3	1.2	n.p.	1.2	1.2	n.p.	1.2	13.0	1.2
Finance and insurance	3.5	1.6	4.1	1.5	2.2	4.1	2.1	15.6	2.5
Property and business services	3.8	1.9	7.2	2.4	2.9	7.2	3.5	5.9	2.8
Government administration and defence(c)	2.5	1.0	7.1	1.0	1.3	7.1	1.3	7.3	1.3
Education	3.2	1.7	4.8	2.0	1.8	4.8	2.0	6.1	3.0
Health and community services	5.1	2.2	7.6	2.2	2.4	7.6	2.4	7.3	2.7
Cultural and recreational services	7.9	3.6	7.9	3.7	3.5	7.9	3.7	11.3	7.8
Personal and other services	5.1	1.4	8.9	1.6	1.8	8.9	1.9	23.2	4.0
<i>Sector—</i>									
Private sector	1.4	0.7	1.8	0.7	0.7	1.8	0.7	2.6	0.8
Public sector	1.2	0.7	3.3	0.7	0.6	3.3	0.6	6.7	0.9
<i>States and Territories—</i>									
New South Wales	2.0	1.0	3.1	1.1	1.0	3.1	1.1	4.4	1.2
Victoria	2.4	1.1	3.2	1.2	1.1	3.2	1.1	4.4	1.3
Queensland	2.5	1.3	3.5	1.4	1.2	3.5	1.3	6.2	1.5
South Australia	3.3	2.5	5.7	2.5	2.2	5.7	2.2	10.8	2.7
Western Australia	3.4	1.3	3.4	1.3	1.2	3.4	1.2	7.9	1.6
Tasmania	6.3	1.9	5.3	2.0	2.0	5.3	2.2	9.2	2.3
Northern Territory	4.2	2.9	9.3	2.9	2.6	9.3	2.6	9.3	4.1
Australian Capital Territory	2.6	1.5	8.9	1.5	1.7	8.9	1.7	10.9	2.4
Total	1.2	0.5	1.7	0.6	0.5	1.7	0.6	2.5	0.7

See footnotes at end of table.

TABLE C. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY TOTAL EARNINGS,
MAJOR OCCUPATION GROUPS, INDUSTRY, SECTOR, STATES AND TERRITORIES BY
CATEGORY OF EMPLOYEE, MAY 1994
(per cent)—continued

	<i>Full-time employees</i>							<i>Part-time employees</i>	<i>All employees</i>
	<i>Managerial</i>	<i>Non-managerial</i>			<i>Total</i>				
	<i>Total</i>	<i>Adult</i>	<i>Junior</i>	<i>Total</i>	<i>Adult</i>	<i>Junior</i>	<i>Total</i>		
FEMALES									
<i>Occupation—</i>									
Managers and administrators(a)	2.4	4.2	0.0	4.2	2.2	0.0	2.2	7.7	2.3
Professionals	3.2	1.2	9.4	1.2	1.0	9.6	1.0	3.2	2.8
Para-professionals	6.5	1.0	n.p.	1.0	1.0	n.p.	1.0	2.3	1.4
Tradespersons	12.0	2.0	5.9	3.1	2.5	5.9	2.9	5.0	2.7
Clerks	3.5	0.6	1.6	0.6	0.6	1.6	0.6	1.6	0.8
Salespersons and personal service workers	7.0	1.9	2.4	2.0	1.9	2.4	1.9	3.3	2.4
Plant and machine operators, and drivers	n.p.	2.4	7.9	2.4	2.4	7.9	2.4	13.7	3.0
Labourers and related workers	17.8	1.2	7.2	1.2	1.2	7.2	1.2	2.4	1.7
<i>Industry(b)—</i>									
Mining	12.6	3.6	n.p.	3.5	3.5	n.p.	3.4	6.2	4.6
Manufacturing	4.3	1.1	3.8	1.1	1.1	3.8	1.2	3.3	1.4
Electricity, gas and water supply	3.3	1.9	12.4	2.0	1.9	12.4	2.0	8.3	2.3
Construction	9.0	2.4	4.8	2.3	3.9	4.8	3.8	12.7	6.1
Wholesale trade	5.5	1.8	2.9	2.1	2.0	2.9	2.2	5.8	2.9
Retail trade	4.3	1.6	2.4	2.3	1.4	2.4	1.8	6.9	2.9
Accommodation, cafes and restaurants	4.1	1.7	5.3	1.8	1.7	5.3	2.1	4.1	4.4
Transport and storage	8.1	2.0	6.1	2.2	1.8	6.1	1.9	7.2	3.1
Communication services	2.5	1.8	n.p.	1.8	1.8	n.p.	1.8	5.4	2.0
Finance and insurance	7.7	1.1	3.6	1.2	1.8	3.6	1.9	2.8	2.1
Property and business services	4.5	1.3	2.6	1.4	1.4	2.6	1.5	3.8	2.1
Government administration and defence(c)	2.8	0.9	4.7	0.9	1.1	4.7	1.1	4.6	1.7
Education	3.8	3.3	8.5	3.5	3.2	8.5	3.3	3.1	5.1
Health and community services	3.2	0.9	4.2	1.0	1.0	4.2	1.1	2.3	1.9
Cultural and recreational services	10.8	4.5	14.5	4.7	4.1	14.5	4.3	7.3	6.3
Personal and other services	10.2	2.5	7.8	3.5	2.8	7.8	3.6	7.2	4.3
<i>Sector—</i>									
Private sector	2.0	0.7	1.7	0.8	0.7	1.7	0.7	1.6	1.3
Public sector	1.8	1.8	3.5	1.8	1.7	3.5	1.7	1.4	2.2
<i>States and Territories—</i>									
New South Wales	3.1	2.3	2.1	2.4	2.1	2.1	2.1	2.1	2.7
Victoria	3.6	1.9	4.8	2.0	1.7	4.8	1.8	3.1	2.6
Queensland	3.5	1.0	3.4	1.0	1.0	3.4	1.1	2.9	1.7
South Australia	6.4	3.3	5.4	3.5	3.4	5.4	3.5	5.1	4.2
Western Australia	7.1	2.3	3.1	2.5	2.2	3.1	2.3	2.8	5.1
Tasmania	8.3	2.0	5.6	2.2	2.1	5.6	2.2	5.3	2.6
Northern Territory	8.3	2.0	3.5	2.3	2.1	3.5	2.3	11.6	4.4
Australian Capital Territory	3.0	1.6	8.1	1.7	1.8	8.1	1.9	15.1	7.0
Total	1.8	1.1	1.6	1.2	1.0	1.6	1.1	1.4	1.5

See footnotes at end of table.

TABLE C. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY TOTAL EARNINGS,
MAJOR OCCUPATION GROUPS, INDUSTRY, SECTOR, STATES AND TERRITORIES BY
CATEGORY OF EMPLOYEE, MAY 1994
(per cent)—continued

	Full-time employees							Part-time employees	All employees
	Managerial			Non-managerial			Total		
	Total	Adult	Junior	Total	Adult	Junior	Total		
PERSONS									
<i>Occupation—</i>									
Managers and administrators(a)	1.4	2.0	0.0	2.0	1.4	0.0	1.4	6.9	1.4
Professionals	1.9	0.9	9.9	0.9	1.1	9.5	1.1	2.8	1.5
Para-professionals	3.3	0.7	5.5	0.7	0.8	5.5	0.8	2.7	1.2
Tradespersons	4.6	0.8	2.3	0.9	0.9	2.3	0.9	3.9	1.0
Clerks	2.7	0.5	1.5	0.5	0.5	1.5	0.5	1.7	0.7
Salespersons and personal service workers	3.5	1.2	1.9	1.2	1.2	1.9	1.2	3.2	2.0
Plant and machine operators, and drivers	7.4	1.2	5.1	1.2	1.2	5.1	1.2	10.1	1.7
Labourers and related workers	9.4	1.3	3.6	1.2	1.3	3.6	1.2	2.2	2.0
<i>Industry(b)—</i>									
Mining	6.5	1.7	8.1	1.7	1.7	8.1	1.7	11.9	1.7
Manufacturing	2.1	0.9	2.6	0.9	0.9	2.6	0.9	3.4	1.0
Electricity, gas and water supply	3.6	0.9	7.8	0.9	1.0	7.8	1.0	7.6	1.0
Construction	5.4	2.5	4.0	2.5	2.4	4.0	2.3	9.8	2.7
Wholesale trade	2.7	1.9	2.9	1.8	1.9	2.9	1.9	4.7	2.1
Retail trade	3.2	0.9	2.4	1.1	1.3	2.4	1.3	6.5	2.0
Accommodation, cafes and restaurants	3.8	1.4	3.9	1.5	1.6	3.9	1.7	3.6	3.9
Transport and storage	3.9	1.8	5.7	1.7	1.7	5.7	1.7	4.7	1.7
Communication services	2.9	1.0	n.p.	1.0	1.0	n.p.	1.0	5.2	1.1
Finance and insurance	3.9	1.1	2.8	1.1	1.8	2.8	1.8	4.1	2.0
Property and business services	3.5	1.1	4.3	1.3	1.7	4.3	1.9	3.5	2.1
Government administration and defence(c)	2.1	0.7	4.1	0.7	0.9	4.1	0.9	4.1	1.0
Education	3.1	2.4	4.7	2.6	2.2	4.7	2.3	3.3	4.2
Health and community services	3.7	1.1	3.9	1.2	1.3	3.9	1.3	2.5	2.0
Cultural and recreational services	7.6	3.1	11.9	3.3	3.3	11.9	3.4	7.9	6.6
Personal and other services	5.2	1.8	6.9	2.6	2.0	6.9	2.5	10.0	4.2
<i>Sector—</i>									
Private sector	1.4	0.6	1.3	0.6	0.6	1.3	0.6	1.5	1.0
Public sector	1.1	1.0	2.4	1.0	0.8	2.4	0.8	2.0	1.2
<i>States and Territories—</i>									
New South Wales	1.9	1.2	2.2	1.2	1.0	2.2	1.0	2.2	1.5
Victoria	2.3	1.1	3.0	1.2	1.0	3.0	1.1	3.0	1.5
Queensland	2.5	1.1	2.6	1.1	1.0	2.6	1.1	3.0	1.4
South Australia	3.1	2.3	4.3	2.4	2.1	4.3	2.1	5.8	2.8
Western Australia	3.5	1.4	2.3	1.4	1.4	2.3	1.4	3.3	4.6
Tasmania	5.7	1.6	3.5	1.8	1.7	3.5	1.9	4.6	2.2
Northern Territory	4.8	2.1	4.7	2.2	2.0	4.7	2.0	9.0	3.8
Australian Capital Territory	2.2	1.2	6.9	1.2	1.3	6.9	1.4	13.4	4.5
Total	1.1	0.6	1.2	0.6	0.5	1.2	0.6	1.4	0.9

(a) See paragraph 15 of the Explanatory Notes. (b) Industry classified according to ANZSIC. See paragraphs 8 - 13 of the Explanatory Notes. (c) Excludes permanent defence forces.

APPENDIX B

GLOSSARY

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

Average (mean) earnings or hours refers to the amount obtained by dividing the total earnings or hours of a group (e.g. full-time employees) by the number of employees in that group.

Base pay refers to the award pay or agreed rate of pay for ordinary time hours paid for. It includes base pay from workplace agreements and enterprise bargaining awards and agreements. For employees covered by an award or workplace/enterprise agreement it includes all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award or agreement. It excludes overaward and overagreement pay and service increments not specified in the award or agreement. For employees not covered by an award or agreement, base pay is the agreed wage for ordinary time hours paid for.

Employees refers to all wage and salary earners (as defined in paragraphs 3 and 4 of the Explanatory Notes) who received pay for any part of the reference period.

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.

Industry is classified according to the Australian and New Zealand Standard Industrial Classification 1993 (see Explanatory Notes paragraph 8).

Junior employees are those employees who are under 21 years of age and are not paid at the adult rate for their occupation.

Managerial employees are managerial, executive and senior professional staff. Generally defined as those employees who are in charge of a significant number of employees or have significant responsibilities in the conduct or operations of the organisation and may not receive payment for overtime. Includes professionally qualified staff who primarily perform managerial tasks in conjunction with utilising their professional skills. Working proprietors and working directors of own incorporated businesses have been included as managerial employees

Median earnings or hours refers to the amount which divides the distribution into two equal groups of employees, one half having amounts below the median and the other half having amounts above it.

Non-managerial employees are those who are not managerial employees as defined. Non-managerial includes supervisors, clerical staff, tradespersons non-managerial professionals, apprentices, trainees and cadets.

Occupation is classified according to the Australian Standard Classification of Occupations (ASCO) (see Explanatory Notes paragraphs 14 to 16).

Ordinary time hours paid for refers to employees' award, standard or agreed hours of work paid for at the ordinary rate. It includes stand-by or reporting time which are part of standard hours of work, and that part of annual leave, paid sick leave and long service leave taken during the reference period. (Note: Hours paid for was not reported for managerial employees.)

Overaward and overagreement pay refers to amounts of ordinary time pay (regular or otherwise) that are over the award pay or in excess of amounts specified in workplace/enterprise agreements (e.g. attendance, good time-keeping, profit-sharing, etc.). It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

Overtime hours paid for refers to hours in excess of award, standard or agreed hours of work paid for and reported as overtime hours.

Part-time employees are those who are not full-time as defined.

Payment by measured result refers to earnings which vary according to measured performance (e.g. piecework, production and task bonuses, and commission).

Percentiles refer to any of a hundred divisions of an earnings or hours distribution. For example, 25 per cent of employees earn less than or equal to the 25th percentile and 75 per cent of employees earn less than or equal to the 75th percentile.

Reference period for the survey refers to the last pay period ending on or before 20 May 1994.

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

Weekly ordinary time earnings of employees refers to one week's earnings 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 and workplace and enterprise bargaining payments, and other agreed base rates of pay; overaward and overagreement 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 pay, termination and redundancy payments, payments under salary packaging attracting Fringe Benefit tax and other payments not related to the reference period.

Weekly overtime earnings of employees refers to payment for hours in excess of award, standard or agreed hours of work which has been reported as overtime pay.

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

Weekly total hours paid for refers to the hours for which payment was made. It comprises ordinary time hours and overtime hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period, only the hours actually paid for were included. (Note: Hours of work were not reported for managerial employees.)

APPENDIX C

ADDITIONAL DATA AVAILABLE ON REQUEST

A large range of unpublished data is available from the Survey of Employee Earnings and Hours on request. This data can be produced for clients as customised reports. The populations and variables are listed below.

A. HOW TO PLACE AN ORDER

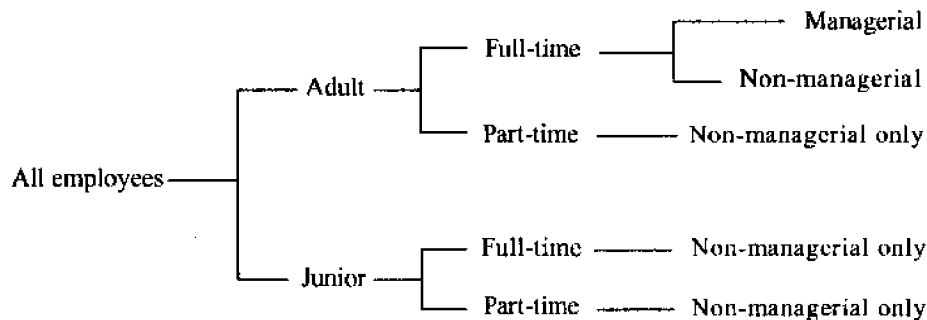
Firstly, determine the population (from C below) and the variables (from D) that you require estimates for. A covering letter indicating these requirements and the uses of the data requested should be addressed to:

The Senior Manager
Labour Statistics Centre
Australian Bureau of Statistics
Box K881, GPO
Perth Western Australia 6001

B. CONTACT OFFICER

If you wish to discuss individual requests, especially in regard to the reliability of estimates for particular cross-classifications, and the charges involved, please phone Glynis Franklin on Perth (09) 360 5156. Requests can be sent by facsimile to (09) 360 5375.

C. POPULATIONS



D. VARIABLES

The following variables are available from this survey (subject to the reliability of the estimates).

Distribution of employees by levels of:

Weekly total earnings
Weekly ordinary time earnings
Weekly overtime earnings

Weekly total hours paid for
Weekly ordinary time hours paid for
Weekly overtime hours paid for

Note: Earnings and hours ranges can be specified to suit individual requirements. Hours paid for was not reported for managerial employees.

Composition of earnings

Average weekly total earnings
Average weekly ordinary time earnings
Base pay (includes allowances)
Overaward, overagreement pay
Payment by measured result
Overtime

Average hourly earnings

Average hourly ordinary time earnings
Average hourly total earnings

Composition of hours paid for

Average weekly total hours paid for
 Average weekly ordinary time hours paid for
 Average weekly overtime hours paid for

States and Territories

New South Wales
 Victoria
 Queensland
 South Australia
 Western Australia
 Tasmania
 Northern Territory
 Australian Capital Territory
 Australia

Sector

Private sector
 Public sector
 Total all sectors

Public Institutional Sector (SISCA)

General government
 Public trading enterprises
 Financial enterprises

Sex

Males
 Females
 Persons

Occupation

ASCO major group
 (as shown in Table 3)
 ASCO minor group
 (2 digit codes)
 ASCO unit group
 (4 digit codes)

Industry (ANZSIC classification)

Note: Information at a finer level of detail may also be available.

Similarly, industry data based on ASIC is available.

Mining

Manufacturing
 Electricity, gas and water supply
 Construction
 Wholesale trade
 Retail trade
 Accommodation, cafes and restaurants
 Transport and storage
 Communication services
 Finance and insurance
 Property and business services
 Government administration and defence
 Education
 Health and community services
 Cultural and recreational services
 Personal and other services

Employer unit size (number of employees)

Under 20
 20 - 49
 50 - 99
 100 - 499
 500 - 999
 1,000 and over



For more information ...

The ABS publishes a wide range of statistics and other information on Australia's economic and social conditions. Details of what is available in various publications and other products can be found in the *ABS Catalogue of Publications and Products* available at all ABS Offices (see below for contact details).

Information Consultancy Service

Information tailored to special needs of clients can be obtained from the Information Consultancy Service available at ABS Offices (see Information Inquiries below for contact details).

National Dial-a-Statistic Line

0055 86 400

(Steadycom P/L, premium rate 25c/21 4 secs)

This number gives 24-hour access, 365 days a year for a range of statistics.

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A large range of data is available via on-line services, diskette, magnetic tape, tape cartridge and CD ROM. For more details about our electronic data services, contact any ABS Office (see below).

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