



May 1996

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# Employee Earnings and Hours

Australia

Preliminary

# NOTES

## FORTHCOMING ISSUES

ISSUE	EXPECTED RELEASE DATE
May 1998	November 1998
May 2000	November 2000

.....

## RELATED ISSUES

*Employee Earnings and Hours, Australia* (6306.0)

ISSUE	EXPECTED RELEASE DATE
May 1996	March 1997
May 1998	March 1999

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## COMPARISON WITH OTHER SURVEYS

Because of methodological differences between the two surveys, and the preliminary nature of these results, estimates of average weekly earnings in this publication vary slightly from the estimates obtained from the quarterly Survey of Average Weekly Earnings, (as published in 6301.0 and 6302.0).

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## CHANGES IN THIS ISSUE

Occupation data for employees in this publication have been classified according to the second edition of the Australian Standard Classification of Occupations (ASCO). One table, table 8, has been classified to ASCO First Edition. For more information regarding the second edition classification see *ASCO – Australian Standard Classification of Occupations, Information Paper* (1221.0).

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## UNPUBLISHED DATA

In addition to the information contained in this publication, there is a large range of unpublished data available on request from the Survey of Employee Earnings and Hours. These data can be used to produce tables specifically tailored to users' requirements.

Please refer to page 31 of this publication for more information regarding the services available.

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## INQUIRIES

For further information about statistics in this publication and the availability of related unpublished statistics, contact the Labour Statistics Centre Output Group on Perth (09) 360 5305 or any ABS Office.

For information about other ABS statistics and services please refer to the back of this publication.

W. McLennan  
Australian Statistician

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# SUMMARY OF FINDINGS

## INTRODUCTION

This publication presents preliminary information on the composition and distribution of the earnings of wage and salary employees in Australia at May 1996, derived from the Survey of Employee Earnings and Hours.

In the 1996 Survey of Employee Earnings and Hours, both the first and second editions of the Australian Standard Classification of Occupations (ASCO) were used in coding employee occupations. Comments below on occupation estimates refer to the second edition classification.

## AVERAGE WEEKLY TOTAL EARNINGS

- Full time adult non-managerial employees**

  - Average weekly total earnings was \$679.30, a rise of 3.6% in the year to May 1996; and
  - Average weekly total earnings for males was \$726.60, compared with \$600.50 for females.
- All employees**

  - In May 1996, average weekly total earnings for all employees was \$570.00, an increase of 3.4% since May 1995; and
  - Males had higher average weekly total earnings, compared with females (\$680.10 and \$443.10 respectively).
- Part-time employees**

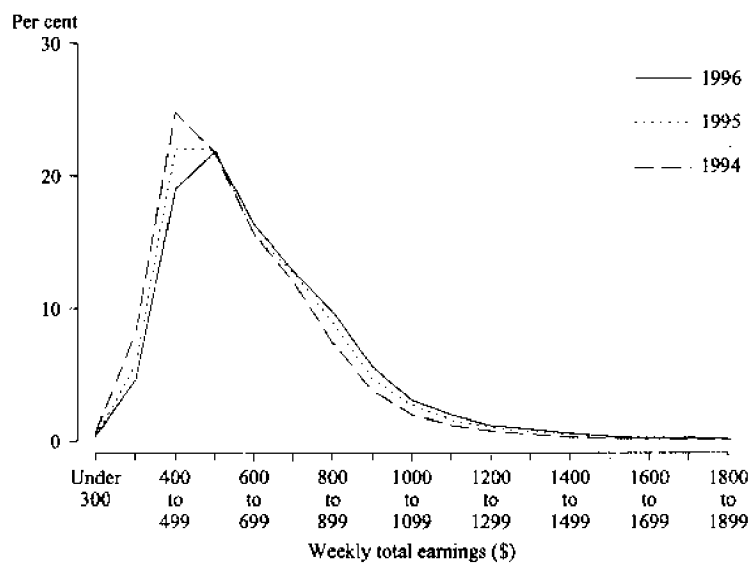
  - Average weekly total earnings was \$251.80 for part-time employees, \$232.50 and \$259.00 for males and females respectively.

## DISTRIBUTION OF EARNINGS

- Full time adult non-managerial employees**

  - Median weekly total earnings was \$619.40 (up 3.6% since May 1995);
  - 25% of employees recorded average weekly total earnings of \$500.90 or less, and 25% recorded average weekly total earnings of \$797.20 or more;
  - The difference between the 10th and 90th percentiles for weekly total earnings was \$557.40; and
  - Full-time adult non-managerial employees most commonly (21.8%) recorded weekly total earnings in the range \$500 and under \$600.

### DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY LEVEL OF WEEKLY TOTAL EARNINGS, MAY 1994, 1995 AND 1996



- All employees**

  - Median weekly total earnings was \$523.90 (up 3.2% in the year to May 1996);
  - 25% of employees had average weekly total earnings of \$339.60 or less, while 25% had average weekly total earnings of \$744.20 or more; and
  - The 10th and 90th percentiles for average weekly total earnings differed by \$840.60.

# SUMMARY OF FINDINGS *continued*

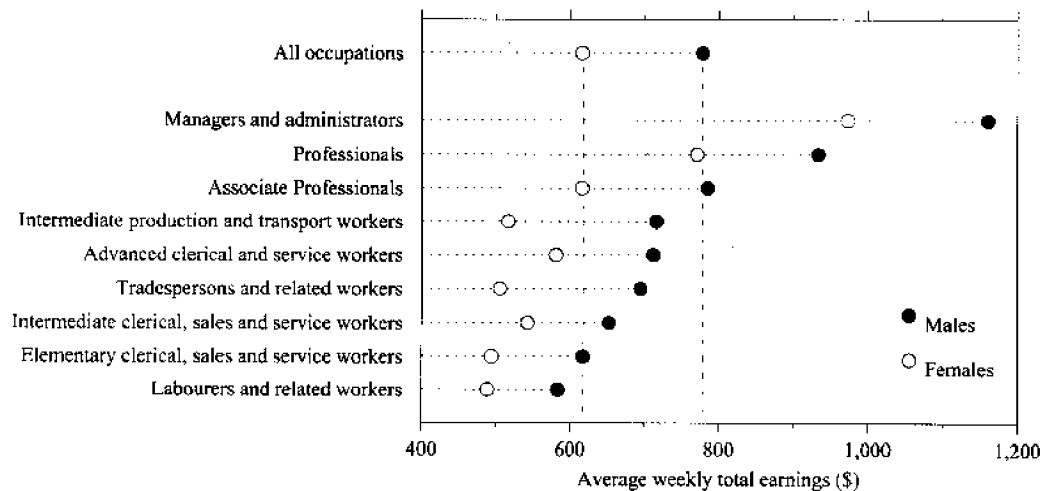
## COMPOSITION OF EARNINGS

- Full-time adult non-managerial employees
  - Average weekly total earnings of \$679.30 comprised \$613.70 for base pay, \$49.00 for overtime, \$9.50 for payment by measured result and \$7.10 for overaward and overagreement pay;
  - Average weekly ordinary time earnings was \$657.10 for males, compared with \$585.70 for females, an increase of 4.4% and 2.2% respectively in the year to May 1996;
  - Males, on average, received \$69.50 in weekly overtime earnings compared with \$14.80 for females; and
  - Average ordinary time hourly earnings for females (\$15.60 per hour) was 90.1% of the male rate (\$17.30 per hour).
  
- All employees
  - Base pay (\$529.60) accounted for 92.9% of average weekly total earnings (\$570.00), and overtime (\$29.30) accounted for a further 5.1%; and
  - For males, base pay constituted 90.5% of average weekly total earnings, compared with 97.1% for females.

## OCCUPATION

- Full-time adult employees
  - Occupation groups with the highest average weekly total earnings were:
    - Managers and administrators, \$1,125.80;
    - Professionals, \$862.50;
    - Associate professionals, \$729.40;
  - Occupation groups with the lowest average weekly total earnings were:
    - Elementary clerical, sales and service workers, \$557.50;
    - Labourers and related workers, \$557.70;
    - Intermediate clerical, sales and service workers, \$586.70; and
  - The major occupation group recording the lowest absolute difference between male and female average weekly total earnings was Labourers and related workers (\$95.20), while Intermediate production and transport workers recorded the highest difference (\$199.10).

AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT EMPLOYEES, MAJOR OCCUPATION GROUPS, MAY 1996

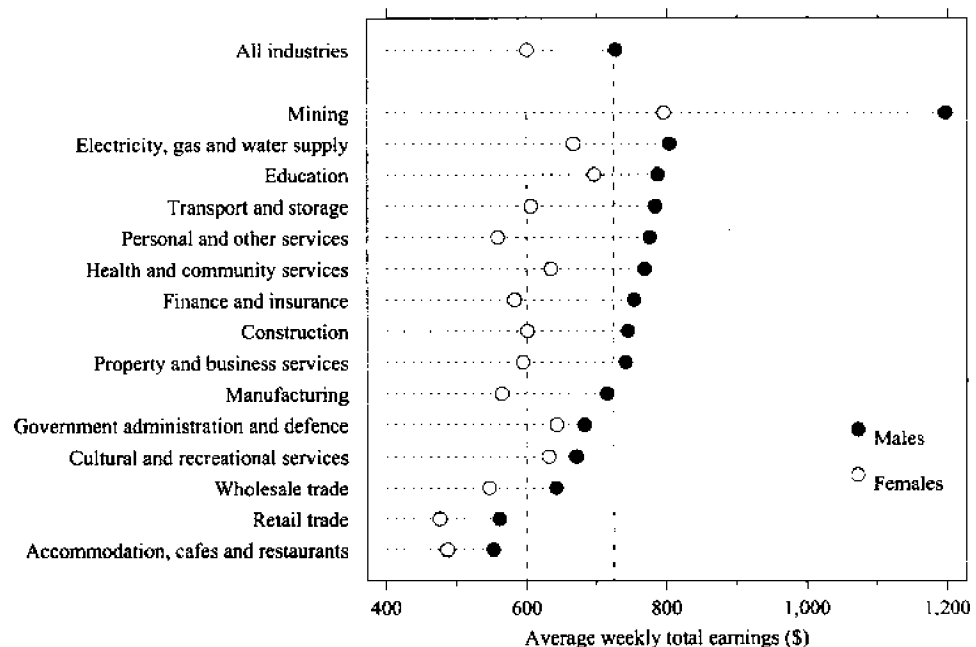


## SUMMARY OF FINDINGS *continued*

### INDUSTRY

- Full-time adult non-managerial employees
- The industries with the largest percentage increase in average weekly total earnings in the year to May 1996 were:
    - Finance and insurance, 7.5%;
    - Mining, 6.4%;
    - Government administration and defence, 6.3%;
  - For both males and females, employees in the Mining industry had the highest average weekly total earnings – \$1,196.30 and \$795.40 respectively;
  - Employees in the Electricity, gas and water supply (\$803.80 for males; \$667.00 for females) and Education (\$786.70 for males; \$697.10 for females) industries recorded the next highest average weekly total earnings; and
  - Accommodation, cafes and restaurants was the industry group with the lowest average weekly total earnings for males (\$552.80), while Retail trade recorded the lowest average weekly total earnings for females (\$475.70).

AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, MAJOR INDUSTRY GROUPS, MAY 1996



### SECTOR

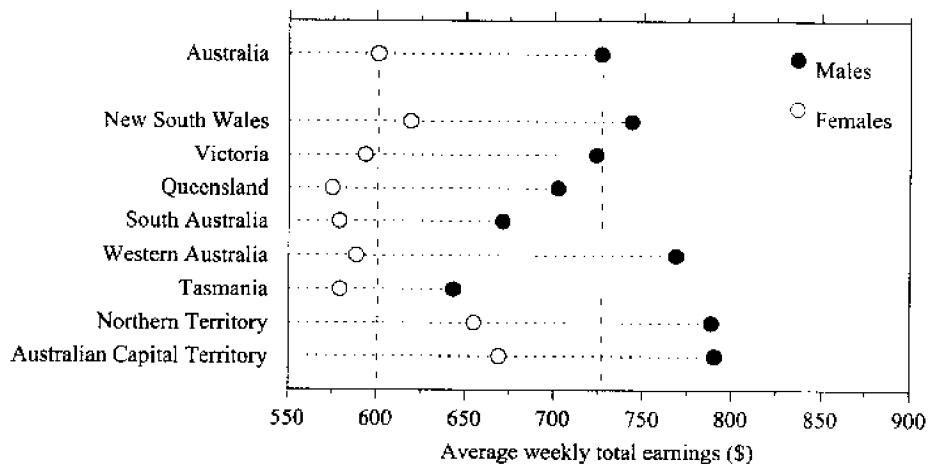
- Full-time adult non-managerial employees
- The average weekly total earnings in the private sector was \$658.20, an increase in the year to May 1996 of 3.9%. This compared with \$727.10 for the public sector (a rise of 4.2%); and
  - The difference between average weekly total earnings for male and female public sector employees was \$90.70, compared with \$149.80 for the private sector.

### STATES AND TERRITORIES

- Full-time adult non-managerial employees
- The highest average weekly total earnings was recorded in the Australian Capital Territory (\$734.30);
  - The lowest average weekly total earnings was recorded in Tasmania (\$621.30); and
  - All States and Territories recorded an increase in average weekly total earnings in the year to May 1996.

## SUMMARY OF FINDINGS *continued*

### AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, STATES AND TERRITORIES, MAY 1996



- All employees
- The difference between the States and Territories with the highest and lowest average weekly total earnings was \$143.30 (\$658.40 for the Australian Capital Territory and \$515.10 for Tasmania); and
  - All States and Territories recorded an increase in average weekly total earnings in the year to May 1996.

#### AVERAGE WEEKLY TOTAL HOURS PAID FOR

- Full-time adult non-managerial employees
- Average weekly total hours paid for was 39.8 hours, with higher average hours recorded for males (40.8 hours) than females (38.2 hours); and
  - Males, on average, were paid for 2.8 hours of overtime, compared with 0.7 hours for females.
- Part-time non-managerial employees
- Average weekly total hours paid for was 17.8 hours for adult employees, with higher hours recorded for females (18.1 hours) than males (16.7 hours); and
  - Juniors, on average, were paid for 12.1 total hours in the week, with no difference recorded in the average total hours paid for between male and female employees.



WEEKLY TOTAL EARNINGS, Distribution—Employees—May 1996

Weekly total earnings (\$)	FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES.....			ALL EMPLOYEES.....		
	Males	Females	Persons	Males	Females	Persons
PER CENT						
Under 200	0.4	0.3	0.4	8.8	19.7	13.8
200 and under 300	0.4	0.5	0.4	4.6	11.6	7.8
300 " 400	3.7	6.2	4.6	6.1	13.1	9.4
400 " 500	14.8	26.0	19.0	12.3	17.0	14.5
500 " 600	19.7	25.3	21.8	14.8	14.2	14.5
600 " 700	16.5	16.1	16.3	12.7	8.9	10.9
700 " 800	13.5	11.6	12.8	10.4	6.3	8.5
800 " 900	10.7	7.9	9.7	8.9	4.5	6.8
900 " 1 000	6.9	3.5	5.6	6.0	2.1	4.2
1 000 " 1 100	4.2	1.1	3.1	4.5	1.0	2.8
1 100 " 1 200	2.8	0.6	2.0	2.9	0.6	1.8
1 200 " 1 300	1.9	0.2	1.2	2.1	0.2	1.2
1 300 " 1 400	1.3	0.2	0.9	1.5	0.2	0.9
1 400 " 1 500	0.9	* 0.1	0.6	1.0	0.1	0.6
1 500 " 1 600	0.6	* 0.1	0.4	0.8	0.1	0.5
1 600 " 1 700	0.3	* 0.1	0.2	0.5	* 0.1	0.3
1 700 " 1 800	0.4	* 0.0	0.3	0.5	* 0.0	0.3
1 800 " 1 900	0.2	* 0.0	0.2	0.3	* 0.0	0.2
1 900 " 2 000	0.2	* 0.0	0.1	0.3	* 0.0	0.2
2 000 and over	0.6	* 0.1	0.4	1.2	0.1	0.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
'000						
<b>Total employees (a)</b>	<b>2 069.5</b>	<b>1 239.8</b>	<b>3 309.3</b>	<b>3 191.0</b>	<b>2 768.1</b>	<b>5 959.1</b>
DOLLARS						
10th percentile	446.70	411.40	428.80	225.70	103.10	141.40
20th percentile	501.50	452.60	480.30	401.50	200.50	277.20
<b>25th percentile</b>	<b>524.70</b>	<b>469.90</b>	<b>500.90</b>	<b>450.30</b>	<b>243.70</b>	<b>339.60</b>
30th percentile	551.30	486.60	520.70	487.80	288.40	390.10
40th percentile	604.30	521.50	568.20	551.20	368.20	462.20
<b>50th percentile (median)</b>	<b>665.60</b>	<b>560.90</b>	<b>619.40</b>	<b>624.50</b>	<b>431.00</b>	<b>523.90</b>
60th percentile	733.00	606.80	681.70	703.70	489.60	599.40
70th percentile	809.20	665.80	756.00	802.20	552.10	689.00
<b>75th percentile</b>	<b>848.60</b>	<b>702.60</b>	<b>797.20</b>	<b>853.20</b>	<b>593.40</b>	<b>744.20</b>
80th percentile	903.20	746.40	839.70	918.70	641.00	804.30
90th percentile	1 077.60	838.00	986.20	1 126.00	781.10	982.00
<b>Mean earnings</b>	<b>726.60</b>	<b>600.50</b>	<b>679.30</b>	<b>680.10</b>	<b>443.10</b>	<b>570.00</b>

(a) See paragraph 7 of the Explanatory Notes.



AVERAGE WEEKLY TOTAL EARNINGS, Composition—Employees—May 1996

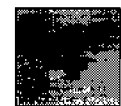
	FULL-TIME EMPLOYEES.....				PART-TIME EMPLOYEES		ALL EMPLOYEES	
	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total	Total	Total
Average weekly earnings	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
Ordinary time —								
Base pay	962.80	634.60	296.30	616.60	701.60	684.20	223.70	615.70
Payment by measured result	7.00	13.80	* 1.00	13.10	12.40	11.90	* 2.30	10.50
Overaward and overagreement pay	3.80	8.70	3.40	8.40	7.70	7.50	* 0.50	6.50
Total ordinary time	973.50	657.10	300.70	638.10	721.60	703.60	226.40	632.60
Overtime	3.60	69.50	23.00	67.00	56.10	54.70	6.00	47.40
<b>Total</b>	<b>977.10</b>	<b>726.60</b>	<b>323.70</b>	<b>705.20</b>	<b>777.70</b>	<b>758.30</b>	<b>232.50</b>	<b>680.10</b>
FEMALES								
Ordinary time —								
Base pay	719.20	578.80	303.20	562.10	596.00	283.20	254.80	430.40
Payment by measured result	* 3.60	2.50	* 0.30	2.30	2.60	2.50	* 0.70	1.70
Overaward and overagreement pay	* 3.90	4.40	* 3.40	4.30	4.30	4.30	0.60	2.60
Total ordinary time	726.70	585.70	306.90	568.80	603.00	587.10	256.00	434.70
Overtime	* 1.30	14.80	10.30	14.60	13.20	13.00	3.00	8.40
<b>Total</b>	<b>728.00</b>	<b>600.50</b>	<b>317.20</b>	<b>583.30</b>	<b>616.20</b>	<b>600.10</b>	<b>259.00</b>	<b>443.10</b>
PERSONS								
Ordinary time —								
Base pay	902.70	613.70	299.10	596.10	664.40	647.40	246.30	529.60
Payment by measured result	6.10	9.50	0.70	9.10	8.90	8.60	* 1.10	6.40
Overaward and overagreement pay	3.80	7.10	3.40	6.90	6.50	6.40	0.50	4.70
Total ordinary time	912.70	630.30	303.20	612.00	679.90	662.30	248.00	540.70
Overtime	3.10	49.00	17.80	47.30	41.00	39.90	3.80	29.30
<b>Total</b>	<b>915.70</b>	<b>679.30</b>	<b>321.00</b>	<b>659.30</b>	<b>720.80</b>	<b>702.20</b>	<b>251.80</b>	<b>570.00</b>

AVERAGE WEEKLY TOTAL HOURS PAID FOR (a), Composition—Employees—May 1996

Average weekly hours paid for (a)	FULL-TIME NON-MANAGERIAL EMPLOYEES.....			PART-TIME NON-MANAGERIAL EMPLOYEES.....		
	Adult	Junior	Total	Adult	Junior	Total
MALES						
Ordinary time	38.0	37.8	38.0	16.4	11.9	15.4
Overtime	2.8	1.8	2.8	0.4	* 0.1	0.3
<b>Total</b>	<b>40.9</b>	<b>39.6</b>	<b>40.8</b>	<b>16.7</b>	<b>12.1</b>	<b>15.7</b>
FEMALES						
Ordinary time	37.6	37.7	37.6	18.0	11.9	17.3
Overtime	0.6	0.8	0.7	0.1	0.2	0.2
<b>Total</b>	<b>38.2</b>	<b>38.5</b>	<b>38.2</b>	<b>18.1</b>	<b>12.1</b>	<b>17.4</b>
PERSONS						
Ordinary time	37.9	37.8	37.9	17.6	11.9	16.7
Overtime	2.0	1.4	2.0	0.2	0.1	0.2
<b>Total</b>	<b>39.9</b>	<b>39.2</b>	<b>39.8</b>	<b>17.8</b>	<b>12.1</b>	<b>16.9</b>

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

AVERAGE WEEKLY TOTAL EARNINGS, Employees—Occupation (a)—May 1996



Occupation (a)	FULL-TIME EMPLOYEES				Total adult	Total	PART-TIME EMPLOYEES	ALL EMPLOYEES
	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total			Total	Total
	\$	\$	\$	\$	\$	\$	\$	
<b>MALES</b>								
Managers and administrators (b)	1 169.10	957.90	..	957.90	1 161.10	1 161.10	463.10	1 149.30
Professionals	1 051.60	907.40	531.60	906.30	934.00	933.00	389.70	861.20
Associate professionals	759.60	802.10	291.80	797.30	785.10	782.20	225.00	748.50
Tradespersons and related workers	498.90	707.90	324.70	652.50	694.90	644.30	278.30	626.40
Advanced clerical and service workers	567.50	722.10	406.80	718.20	712.90	709.30	246.60	657.40
Intermediate clerical, sales and service workers	684.80	651.20	343.40	643.40	652.40	644.90	218.80	564.20
Intermediate production and transport workers	491.50	721.50	348.80	712.70	716.90	708.40	226.00	634.30
Elementary clerical, sales and service workers	548.50	618.00	320.90	599.90	617.50	599.50	169.00	392.50
Labourers and related workers	502.80	584.70	264.40	571.10	584.00	570.60	196.70	465.70
<b>Total</b>	<b>977.10</b>	<b>726.60</b>	<b>323.70</b>	<b>705.20</b>	<b>777.70</b>	<b>758.30</b>	<b>232.50</b>	<b>680.10</b>
<b>FEMALES</b>								
Managers and administrators (b)	982.00	819.00	..	819.00	973.70	973.70	422.70	909.90
Professionals	779.90	769.70	285.60	769.50	770.30	770.10	398.80	618.40
Associate professionals	593.60	630.20	347.60	621.90	616.60	611.50	331.40	541.60
Tradespersons and related workers	433.50	514.60	309.30	451.40	505.90	450.10	257.70	365.40
Advanced clerical and service workers	496.50	590.60	343.40	583.20	581.10	574.70	264.70	475.80
Intermediate clerical, sales and service workers	475.40	544.60	318.70	529.00	543.00	527.80	246.60	400.80
Intermediate production and transport workers	n.p.	518.30	370.30	511.80	517.80	511.40	210.50	372.20
Elementary clerical, sales and service workers	368.20	495.50	315.10	464.00	494.50	463.30	189.20	272.90
Labourers and related workers	n.p.	488.80	245.60	481.00	488.80	481.00	204.60	307.80
<b>Total</b>	<b>728.00</b>	<b>600.50</b>	<b>317.20</b>	<b>583.30</b>	<b>616.20</b>	<b>600.10</b>	<b>259.00</b>	<b>443.10</b>
<b>PERSONS</b>								
Managers and administrators (b)	1 134.20	924.90	..	924.90	1 125.80	1 125.80	437.30	1 100.10
Professionals	994.50	842.50	505.60	841.90	862.50	861.90	396.80	732.00
Associate professionals	707.50	743.60	326.40	736.70	729.40	725.40	301.60	668.90
Tradespersons and related workers	492.60	697.00	322.60	638.70	683.80	630.60	267.20	596.70
Advanced clerical and service workers	505.40	617.20	349.30	610.20	606.90	600.70	263.60	504.00
Intermediate clerical, sales and service workers	581.50	586.90	323.30	573.10	586.70	573.30	242.30	450.00
Intermediate production and transport workers	489.00	700.10	352.80	691.10	696.30	687.60	220.40	593.20
Elementary clerical, sales and service workers	456.70	558.30	316.50	529.30	557.50	528.80	183.70	315.00
Labourers and related workers	502.80	558.00	260.20	546.20	557.70	546.00	201.60	399.10
<b>Total</b>	<b>915.70</b>	<b>679.30</b>	<b>321.00</b>	<b>659.30</b>	<b>720.80</b>	<b>702.20</b>	<b>251.80</b>	<b>570.00</b>

(a) Occupation classified according to ASCO (Second Edition). See paragraphs 12 and 13 of the Explanatory Notes.  
 (b) See paragraph 13 of the Explanatory Notes.

## AVERAGE WEEKLY TOTAL EARNINGS, Employees—Industry (a)—May 1996

Industry (a)	FULL-TIME EMPLOYEES				Total adult	Total	Total	ALL EMPLOYEES
	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total				
	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
Mining	1 456.30	1 196.30	487.60	1 181.90	1 215.30	1 201.60	409.50	1 191.80
Manufacturing	981.30	715.40	333.10	698.40	746.00	729.70	301.00	709.90
Electricity, gas and water supply	1 186.30	803.80	341.80	793.30	828.90	818.60	* 303.40	816.80
Construction	769.80	745.30	364.80	706.90	750.80	719.80	331.90	708.20
Wholesale trade	882.70	642.90	326.70	629.50	703.20	691.20	263.30	661.80
Retail trade	716.50	561.70	298.60	521.00	608.00	572.80	153.70	417.90
Accommodation, cafes and restaurants	700.40	552.80	313.90	535.50	586.20	570.70	208.40	403.70
Transport and storage	1 021.20	783.50	334.00	774.70	816.40	808.20	320.90	761.90
Communication services	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.
Finance and insurance	1 261.50	753.60	380.50	738.30	973.20	959.20	289.50	930.40
Property and business services	1 003.10	741.70	299.50	704.30	831.80	801.40	261.80	705.00
Government administration and defence (b)	1 282.30	682.50	364.60	679.40	777.60	774.10	242.70	743.20
Education	1 120.80	786.70	337.20	770.40	831.00	815.40	285.10	701.60
Health and community services	1 185.60	768.90	158.30	754.80	869.40	856.80	359.00	733.30
Cultural and recreational services	822.70	671.50	299.00	646.60	708.70	687.70	185.00	521.20
Personal and other services (c)	810.90	775.40	279.90	761.60	782.70	771.60	161.60	682.10
<b>Total</b>	<b>977.10</b>	<b>726.60</b>	<b>323.70</b>	<b>705.20</b>	<b>777.70</b>	<b>758.30</b>	<b>232.50</b>	<b>680.10</b>
FEMALES								
Mining	763.00	795.40	413.50	782.10	793.90	781.20	311.30	709.30
Manufacturing	718.70	565.50	347.10	559.20	579.90	573.80	278.90	496.40
Electricity, gas and water supply	1 453.60	667.00	339.00	666.80	690.50	690.40	334.10	608.90
Construction	479.60	601.10	329.10	585.30	548.70	541.20	244.50	416.00
Wholesale trade	638.80	547.30	320.90	533.00	563.60	550.80	260.10	466.70
Retail trade	542.30	475.70	321.70	450.20	490.00	467.30	183.60	278.00
Accommodation, cafes and restaurants	525.10	487.40	332.30	473.40	493.40	481.00	202.30	285.20
Transport and storage	774.30	607.00	351.70	599.20	628.50	621.10	253.40	547.90
Communication services	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.
Finance and insurance	1 081.40	582.50	367.30	570.60	624.90	611.80	306.30	524.90
Property and business services	713.90	595.30	299.90	568.60	612.00	587.40	264.80	467.80
Government administration and defence (b)	1 120.20	643.00	322.40	637.50	670.80	665.20	292.70	572.80
Education	996.80	697.10	251.10	688.20	722.60	713.90	291.90	530.00
Health and community services	826.10	634.70	291.00	623.20	650.70	639.70	345.60	474.50
Cultural and recreational services	678.20	632.00	317.80	623.50	642.00	635.10	168.00	352.50
Personal and other services (c)	600.40	559.20	314.60	513.50	565.40	524.40	201.60	391.10
<b>Total</b>	<b>728.00</b>	<b>600.50</b>	<b>317.20</b>	<b>583.30</b>	<b>616.20</b>	<b>600.10</b>	<b>259.00</b>	<b>443.10</b>

(a) Industry classified according to ANZSIC. See paragraphs 8 to 11 of the Explanatory Notes. Division A (Agriculture, forestry and fishing) is excluded from the survey.

(b) Excludes permanent defence forces.

(c) Excludes private households employing staff.

FULL-TIME EMPLOYEES..... PART-TIME ALL EMPLOYEES EMPLOYEE

*Managerial adult*      *Non-managerial adult*      *Non-managerial junior*      *Non-managerial total*      *Total adult*      *Total*      *Total*      *Total*

\$                      \$                      \$                      \$                      \$                      \$                      \$

Industry (a)

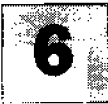
## PERSONS

Mining	1 413.00	1 158.80	476.20	1 144.00	1 176.70	1 162.60	350.80	1 140.50
Manufacturing	932.60	682.20	335.20	667.90	709.90	696.10	286.20	654.00
Electricity, gas and water supply	1 200.50	788.30	341.80	779.30	813.80	804.80	331.40	788.90
Construction	711.90	732.90	363.00	696.90	727.70	700.30	266.90	658.20
Wholesale trade	830.80	614.60	324.40	600.50	664.60	651.80	261.10	595.80
Retail trade	661.90	525.90	308.70	491.30	562.00	531.10	174.40	340.50
Accommodation, cafes and restaurants	647.50	526.50	322.40	510.20	550.80	536.00	204.50	340.40
Transport and storage	967.80	742.60	339.70	733.70	773.20	764.90	292.80	707.60
Communication services	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.
Finance and insurance	1 234.20	651.90	371.70	638.00	807.30	791.30	304.50	705.10
Property and business services	941.00	673.20	299.70	640.60	743.60	714.30	263.70	593.00
Government administration and defence (b)	1 254.20	667.10	342.30	663.00	738.70	734.30	280.40	671.80
Education	1 067.80	737.40	302.80	725.50	772.70	761.20	290.30	596.10
Health and community services	1 035.50	673.20	262.20	660.70	722.20	710.00	347.10	531.00
Cultural and recreational services	775.70	657.20	302.40	638.50	685.20	669.50	174.50	441.60
Personal and other services (c)	744.40	687.80	309.30	650.30	698.20	666.20	191.70	531.00
<b>Total</b>	<b>915.70</b>	<b>679.30</b>	<b>321.00</b>	<b>659.30</b>	<b>720.80</b>	<b>702.20</b>	<b>251.80</b>	<b>570.00</b>

(a) Industry classified according to ANZSIC. See paragraphs 8 to 11 of the Explanatory Notes. Division A (Agriculture, forestry and fishing) is excluded from the survey.

(b) Excludes permanent defence forces.

(c) Excludes private households employing staff.



AVERAGE WEEKLY TOTAL EARNINGS, Employees—Sector—May 1996

Sector	FULL-TIME EMPLOYEES.....					Total	PART-TIME EMPLOYEES	ALL EMPLOYEES
	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult		Total	Total
	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
Private sector	934.70	711.20	322.60	684.20	763.30	739.40	219.50	652.70
Public sector	1 214.80	765.40	347.30	761.70	819.50	815.90	313.00	770.90
<b>Total</b>	<b>977.10</b>	<b>726.60</b>	<b>323.70</b>	<b>705.20</b>	<b>777.70</b>	<b>758.30</b>	<b>232.50</b>	<b>680.10</b>
FEMALES								
Private sector	662.10	561.40	318.00	540.50	576.70	557.70	238.40	398.20
Public sector	1 080.60	674.70	302.50	671.30	699.00	695.70	346.50	574.70
<b>Total</b>	<b>728.00</b>	<b>600.50</b>	<b>317.20</b>	<b>583.30</b>	<b>616.20</b>	<b>600.10</b>	<b>259.00</b>	<b>443.10</b>
PERSONS								
Private sector	867.90	658.20	320.70	632.80	701.50	678.30	233.00	536.40
Public sector	1 180.70	727.10	328.00	723.60	770.60	767.10	339.40	675.20
<b>Total</b>	<b>915.70</b>	<b>679.30</b>	<b>321.00</b>	<b>659.30</b>	<b>720.80</b>	<b>702.20</b>	<b>251.80</b>	<b>570.00</b>

## AVERAGE WEEKLY TOTAL EARNINGS, Employees—States &amp; Territories—May 1996

States & Territories	FULL-TIME EMPLOYEES					PART-TIME EMPLOYEES	ALL EMPLOYEE	
	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total	Total	
	\$	\$	\$	\$	\$	\$	\$	
MALES								
New South Wales	1 037.40	743.50	336.40	724.40	806.40	788.90	239.90	706.40
Victoria	967.80	723.60	317.40	704.20	777.60	760.40	231.90	685.70
Queensland	860.40	702.00	336.10	682.60	731.90	714.70	221.80	637.40
South Australia	909.60	670.90	317.70	650.30	711.40	692.10	234.00	623.50
Western Australia	961.30	768.80	306.60	726.90	803.00	765.40	218.00	687.20
Tasmania	867.60	643.20	297.70	626.70	675.80	660.20	251.30	606.40
Northern Territory	969.00	788.50	351.80	776.50	818.00	807.20	248.00	711.90
Australian Capital Territory	1 178.50	790.40	269.70	775.20	908.10	895.00	233.10	777.40
<b>Total</b>	<b>977.10</b>	<b>726.60</b>	<b>323.70</b>	<b>705.20</b>	<b>777.70</b>	<b>758.30</b>	<b>232.50</b>	<b>680.10</b>
FEMALES								
New South Wales	758.00	618.90	325.30	607.30	637.20	626.40	265.30	467.20
Victoria	732.70	593.30	331.70	583.40	610.80	601.50	260.50	440.70
Queensland	620.30	574.90	308.20	547.40	580.50	555.70	245.80	415.10
South Australia	689.90	579.10	313.10	561.90	588.80	572.40	268.70	413.70
Western Australia	718.00	588.40	317.90	557.50	603.00	573.80	243.50	415.80
Tasmania	759.40	579.30	297.70	547.60	594.60	563.70	262.50	414.10
Northern Territory	722.60	655.00	315.00	645.70	659.90	651.20	232.80	500.10
Australian Capital Territory	940.70	669.00	307.70	660.30	711.50	703.20	292.20	536.80
<b>Total</b>	<b>728.00</b>	<b>600.50</b>	<b>317.20</b>	<b>583.30</b>	<b>616.20</b>	<b>600.10</b>	<b>259.00</b>	<b>443.10</b>
PERSONS								
New South Wales	965.80	695.70	332.60	679.70	745.50	730.50	258.00	596.30
Victoria	912.90	674.50	322.00	659.00	719.30	705.00	253.10	571.70
Queensland	797.20	655.30	320.90	631.20	678.90	657.10	239.00	533.60
South Australia	866.20	639.30	316.00	619.70	671.80	653.20	260.00	526.60
Western Australia	901.60	704.60	311.30	665.50	735.20	699.10	237.00	561.10
Tasmania	843.50	621.30	297.70	598.20	649.10	627.10	259.90	515.10
Northern Territory	910.20	730.40	335.90	719.60	753.20	743.10	238.00	611.30
Australian Capital Territory	1 114.90	734.30	285.40	722.30	826.60	815.50	273.90	658.40
<b>Total</b>	<b>915.70</b>	<b>679.30</b>	<b>321.00</b>	<b>659.30</b>	<b>720.80</b>	<b>702.20</b>	<b>251.80</b>	<b>570.00</b>

## AVERAGE WEEKLY TOTAL EARNINGS, Employees—Occupation (a)—May 1996

Occupation (a)	FULL-TIME EMPLOYEES.....				PART-TIME ALL EMPLOYEES			
	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total	Total	Total
	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
Managers and administrators (b)	1 042.50	854.50	..	847.80	1 033.70	1 033.30	364.00	1 016.80
Professionals	1 021.10	916.40	* 548.30	915.60	937.20	936.60	370.20	855.90
Para-professionals	1 119.20	819.30	322.40	813.00	834.40	828.30	297.80	788.10
Tradespersons	542.60	695.60	324.70	642.20	684.90	636.20	301.70	621.50
Clerks	692.60	653.60	327.60	645.20	655.30	647.30	248.10	601.20
Salespersons and personal service workers	695.70	672.30	339.80	658.10	674.50	661.40	174.00	487.70
Plant and machine operators, and drivers	479.80	756.70	320.30	754.10	749.90	747.40	251.90	693.80
Labourers and related workers	501.50	601.30	302.30	586.90	600.40	586.20	194.90	464.80
<b>Total</b>	<b>977.10</b>	<b>726.60</b>	<b>323.70</b>	<b>705.20</b>	<b>777.70</b>	<b>758.30</b>	<b>232.50</b>	<b>680.10</b>
FEMALES								
Managers and administrators (b)	825.40	656.50	..	640.40	809.50	807.00	373.50	755.60
Professionals	791.40	769.50	299.60	769.30	771.10	770.90	344.70	614.20
Para-professionals	641.80	710.90	356.60	707.20	707.90	704.40	431.50	588.60
Tradespersons	441.50	507.30	310.70	451.20	499.30	450.30	257.30	368.70
Clerks	502.30	559.20	321.60	544.10	555.40	541.40	267.00	450.80
Salespersons and personal service workers	587.70	530.60	316.40	505.00	532.50	507.40	207.80	308.80
Plant and machine operators, and drivers	250.00	538.10	345.30	534.50	537.40	533.90	232.40	462.00
Labourers and related workers	402.20	487.60	286.50	479.50	486.40	478.50	216.20	308.10
<b>Total</b>	<b>728.00</b>	<b>600.50</b>	<b>317.20</b>	<b>583.30</b>	<b>616.20</b>	<b>600.10</b>	<b>259.00</b>	<b>443.10</b>
PERSONS								
Managers and administrators (b)	995.80	781.60	..	769.30	983.50	982.50	369.80	953.40
Professionals	974.20	851.00	* 519.40	850.50	869.10	868.80	352.10	738.80
Para-professionals	955.90	778.30	334.10	773.00	786.80	781.70	410.70	690.00
Tradespersons	531.70	684.00	322.80	628.30	672.90	622.30	276.60	591.60
Clerks	546.30	588.60	322.50	574.80	586.10	573.20	265.10	487.60
Salespersons and personal service workers	668.00	600.40	322.10	577.20	604.60	582.50	200.60	368.30
Plant and machine operators, and drivers	477.50	733.00	327.10	730.00	727.40	724.50	247.30	665.20
Labourers and related workers	466.10	572.40	298.80	559.70	571.30	558.80	207.30	401.90
<b>Total</b>	<b>915.70</b>	<b>679.30</b>	<b>321.00</b>	<b>659.30</b>	<b>720.80</b>	<b>702.20</b>	<b>251.80</b>	<b>570.00</b>

(a) Occupation classified according to ASCO (First Edition). See paragraphs 12 and 13 of the Explanatory Notes.

(b) See paragraph 13 of the Explanatory Notes.



# EXPLANATORY NOTES

.....

## INTRODUCTION

- 1** This publication contains preliminary estimates obtained from a sample survey of employers conducted in May 1996. 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 *Employee Earnings and Hours, Australia, May 1996* (6306.0), expected to be released in March 1997.

## SCOPE

- 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 businesses primarily engaged in agriculture, forestry and fishing;
  - employees of 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 9,000 employers was 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 employer in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the business 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 72,000 employees contributed to the preliminary results in this publication.
- 7** Although the sample is not designed specifically to provide estimates of numbers of employees, it is estimated that 3,191,000 male and 2,768,100 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.

## INDUSTRY CLASSIFICATION

- 8** From May 1994, industry data from the Employee Earning and Hours survey have been classified according to the 1993 Australian and New Zealand Standard Industrial Classification (ANZSIC), a detailed description of which appears in *Australian and New Zealand Standard Industrial Classification, 1993* (1292.0). The ANZSIC replaces the 1983 Australian Standard Industrial Classification (ASIC) previously used to classify industry data.
- 9** The ANZSIC 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. ANZSIC 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 Survey of Employee Earnings and Hours are classified to the industry of the business in which they are employed (see paragraph 5 above).

**11** The ANZSIC has a structure consisting of categories at four levels:

- Division (the broadest level – as used in this publication);
- Subdivision;
- Group; and
- Class.

**OCCUPATION**

**12** From May 1996, Employee Earnings and Hours occupation data are classified according to the Australian Standard Classification of Occupations (ASCO) Second Edition, a detailed description of which appears in ASCO – *Australian Standard Classification of Occupations, Information Paper* (1221.0). The new version of the classification replaces ASCO First Edition, which was adopted in the survey in May 1986. Like ASCO First Edition, ASCO Second Edition is a skills based classification of occupation. However, the structure of ASCO Second Edition comprises five hierarchical levels (Major Group, Sub-Major Group, Minor Group, Unit Group and Occupation) compared with four levels in ASCO First Edition (Major Group, Minor Group, Unit Group and Occupation). Employee Earnings and Hours data are coded to the unit group level, as was the practice under ASCO First Edition. For May 1996, to allow comparisons, occupation data classified to ASCO First Edition are also available.

**13** 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 managerial 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'.

**COMPARABILITY OF RESULTS**

**14** A new sample design was implemented in 1995, primarily to accommodate the full introduction of the new industry classification ANZSIC (see paragraphs 8 to 11 above). Prior to 1995, industry estimates were compiled from a sample design where the sample stratification was based on ASIC. ANZSIC based industry level estimates compiled from 1995 onwards are more reliable than those produced for 1994 and care should be exercised in comparing 1994 ANZSIC based estimates with those for later years. The new sample design also contains improvements enabling more reliable estimates of the total number of employees to be produced (see paragraph 7 above).

**15** 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 the total number of employees 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 Survey of Employee Earnings and Hours is much larger than that for the Average Weekly Earnings survey.

**16** 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 sub-groups of interest in the sample accurately reflect their representation in the population.

**17** 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.

**18** 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. Identifiable 'Payments by measured result' and 'Overtime paid' in accordance with a workplace/enterprise agreement continue to be recorded separately.

RELIABILITY OF ESTIMATES

**19** For information on the reliability of estimates see Technical Notes.

RELATED PUBLICATIONS

**20** Users may also wish to refer to the following publications which are available on request:

- *Employee Earnings and Hours, Australia, May 1995* (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) – irregular
- *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.*

**21** 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

**22** 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 *Release Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Release Advice are available from any ABS Office.

UNPUBLISHED STATISTICS

**23** In most 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, CD-ROM, computer printout or clerically extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries should be made to the Labour Statistics Centre Output Group on Perth (09) 360 5305 or to Information Services in the nearest ABS Office. Details of additional data available from this Survey are shown at the end of the publication.

SYMBOLS AND OTHER USAGES

- \* subject to high relative standard error. See paragraph 7 of the Technical Notes.
- .. not applicable
- n.p. not publishable

ROUNDING

**24** 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.

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

# TECHNICAL NOTES

\*\*\*\*\*

## INTRODUCTION

**1** 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, tables A to G on pages 22 to 29 have been produced to give an indication of the magnitude of relative standard errors.

**4** The figures in table A provide an indication of the 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 \$600 to \$699 is 12.7% of the total number of male employees (see table 1). This represents approximately 405,300 males. Table A shows the relative standard error of this estimate lies between 4.1% and 3.8% (i.e. approximately 4.0%) or 16,410 employees. There are about two chances in three that a complete collection would give a figure within the range 388,890 to 421,710 and about nineteen chances in twenty that the figure would be within the range 372,480 to 438,120.

**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 \$69.50. Table B shows the approximate relative standard error for this estimate to be 3.1% (i.e. approximately \$2.20). There are about two chances in three that a complete collection would give a figure within the range \$67.30 to \$71.70 and about nineteen chances in twenty that the figure would be within the range of \$65.10 to \$73.90.

**6** Tables C, D, E, F and G indicate the relative standard error of estimates of average weekly total earnings for various categories of employees by occupation (ASCO Second Edition), industry, sector, State and Territory and occupation (ASCO First Edition) respectively. The use of the relative standard error from these tables can be applied in the same way as in the example for table B above.

**7** An asterisk appears against estimates in this publication 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% of the estimate.

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## APPROXIMATE STANDARD ERRORS, Number of Employees—May 1996

Size of estimate		Standard error	Relative standard error
Persons	Number		%
500	240		48.8
600	270		45.6
700	300		43.1
800	330		41.0
900	350		39.3
1 000	380		37.8
1 100	400		36.5
1 200	420		35.3
1 300	450		34.3
1 400	470		33.4
1 500	490		32.5
1 600	510		31.7
1 700	530		31.0
1 800	550		30.4
1 900	570		29.8
2 000	580		29.2
2 500	670		26.9
3 000	750		25.1
3 500	830		23.8
4 000	900		22.6
4 500	970		21.6
5 000	1 040		20.8
5 500	1 110		20.1
6 000	1 170		19.5
8 000	1 400		17.5
10 000	1 610		16.1
20 000	2 500		12.5
30 000	3 210		10.7
40 000	3 840		9.6
50 000	4 450		8.9
60 000	4 980		8.3
70 000	5 460		7.8
80 000	6 000		7.5
90 000	6 390		7.1
100 000	6 900		6.9
150 000	8 850		5.9
200 000	10 600		5.3
300 000	13 800		4.6
400 000	16 400		4.1
500 000	19 000		3.8
1 000 000	29 000		2.9
2 000 000	46 000		2.3
3 000 000	57 000		1.9
4 000 000	72 000		1.8
5 000 000	80 000		1.6
6 000 000	90 000		1.5



APPROXIMATE RELATIVE STANDARD ERRORS, Composition—Earnings and Hours—May 1996

AVERAGE WEEKLY EARNINGS OF FULL-TIME NON-MANAGERIAL EMPLOYEES.....

AVERAGE WEEKLY TOTAL HOURS PAID FOR OF FULL-TIME NON-MANAGERIAL EMPLOYEES

Sex	AVERAGE WEEKLY EARNINGS OF FULL-TIME NON-MANAGERIAL EMPLOYEES.....						AVERAGE WEEKLY TOTAL HOURS PAID FOR OF FULL-TIME NON-MANAGERIAL EMPLOYEES		
	Ordinary time earnings – Base pay	Ordinary time earnings – Payment by measured result	Ordinary time earnings – Overaward and overagreement pay	Ordinary time earnings – Total	Overtime	Total	Ordinary time	Overtime	Total
	%	%	%	%	%	%	%	%	%
ADULT									
Males	0.6	12.3	7.0	0.6	3.1	0.6	0.1	3.0	0.2
Females	1.0	16.4	10.2	0.9	5.2	0.9	0.2	5.2	0.2
<b>Persons</b>	<b>0.6</b>	<b>11.4</b>	<b>6.6</b>	<b>0.6</b>	<b>3.3</b>	<b>0.5</b>	<b>0.1</b>	<b>3.2</b>	<b>0.2</b>
JUNIOR									
Males	1.6	26.6	18.8	1.6	10.9	1.8	0.4	13.3	0.8
Females	1.8	44.9	27.5	1.8	17.8	1.9	0.5	18.7	0.6
<b>Persons</b>	<b>1.3</b>	<b>23.2</b>	<b>16.1</b>	<b>1.3</b>	<b>9.5</b>	<b>1.4</b>	<b>0.4</b>	<b>11.4</b>	<b>0.6</b>
TOTAL									
Males	0.7	12.3	6.9	0.6	3.1	0.6	0.1	3.0	0.2
Females	1.0	16.3	9.8	1.0	5.1	0.9	0.2	5.2	0.2
<b>Persons</b>	<b>0.7</b>	<b>11.4</b>	<b>6.5</b>	<b>0.6</b>	<b>3.2</b>	<b>0.6</b>	<b>0.1</b>	<b>3.1</b>	<b>0.2</b>

APPROXIMATE RELATIVE STANDARD ERRORS, Earnings—Occupation (Table 4) (a)—May 1996

Occupation (a)	FULL-TIME EMPLOYEES.....				PART-TIME ALL EMPLOYEES EMPLOYEES			
	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total	Total	Total
	%	%	%	%	%	%	%	%
MALES								
Managers and administrators (b)	1.3	5.0	..	5.0	1.3	1.3	19.1	1.3
Professionals	3.4	1.1	18.2	1.1	1.1	1.1	4.8	1.2
Associate professionals	2.0	1.1	9.2	1.1	1.1	1.1	9.1	1.3
Tradespersons and related workers	3.1	1.0	2.0	1.3	1.0	1.2	5.4	1.2
Advanced clerical and service workers	18.5	3.9	15.5	3.9	3.9	3.9	10.8	4.4
Intermediate clerical, sales and service workers	5.0	0.7	4.4	0.7	0.7	0.7	4.7	1.3
Intermediate production and transport workers	6.3	1.2	3.7	1.2	1.2	1.2	5.8	1.6
Elementary clerical, sales and service workers	7.4	1.7	4.7	1.9	1.7	1.8	3.6	4.0
Labourers and related workers	10.9	1.3	9.6	1.4	1.3	1.4	4.1	1.7
<b>Total</b>	<b>1.2</b>	<b>0.6</b>	<b>1.8</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>2.1</b>	<b>0.7</b>
FEMALES								
Managers and administrators (b)	2.0	8.0	..	8.0	2.0	2.0	9.6	2.4
Professionals	5.1	0.9	15.1	0.9	0.9	0.9	2.3	1.9
Associate professionals	3.1	1.1	7.2	1.2	1.3	1.4	2.7	1.4
Tradespersons and related workers	7.4	2.6	4.9	2.8	2.6	2.6	6.5	3.4
Advanced clerical and service workers	6.7	1.0	6.2	1.0	1.1	1.1	3.0	1.5
Intermediate clerical, sales and service workers	5.8	0.6	2.7	0.7	0.6	0.7	1.9	1.1
Intermediate production and transport workers	n.p.	2.3	9.8	2.3	2.3	2.3	4.6	3.9
Elementary clerical, sales and service workers	18.0	1.7	3.6	1.8	1.7	1.8	2.8	2.2
Labourers and related workers	n.p.	1.4	13.7	1.5	1.4	1.5	2.8	2.2
<b>Total</b>	<b>2.3</b>	<b>0.9</b>	<b>1.9</b>	<b>0.9</b>	<b>1.0</b>	<b>1.0</b>	<b>1.4</b>	<b>1.3</b>
PERSONS								
Managers and administrators (b)	1.3	4.3	..	4.3	1.2	1.2	10.0	1.3
Professionals	3.0	0.8	17.5	0.8	0.9	0.9	2.3	1.3
Associate professionals	1.9	1.0	6.8	1.1	1.0	1.0	3.4	1.2
Tradespersons and related workers	3.1	1.0	1.8	1.2	1.0	1.2	4.3	1.3
Advanced clerical and service workers	6.2	1.3	6.0	1.3	1.3	1.4	2.9	1.7
Intermediate clerical, sales and service workers	4.6	0.6	2.5	0.6	0.6	0.6	1.8	1.0
Intermediate production and transport workers	6.3	1.2	3.5	1.2	1.2	1.2	4.5	2.0
Elementary clerical, sales and service workers	13.9	1.5	2.9	1.8	1.5	1.8	2.3	2.8
Labourers and related workers	10.9	1.1	10.0	1.2	1.1	1.2	2.5	1.6
<b>Total</b>	<b>1.2</b>	<b>0.5</b>	<b>1.4</b>	<b>0.6</b>	<b>0.5</b>	<b>0.6</b>	<b>1.4</b>	<b>0.8</b>

(a) Occupation classified according to ASCO (Second Edition). See paragraphs 12 and 13 of the Explanatory Notes.  
 (b) See paragraph 13 of the Explanatory Notes.



APPROXIMATE RELATIVE STANDARD ERRORS, Earnings—Industry (a)—May 1996

Industry (a)	FULL-TIME EMPLOYEES					PART-TIME EMPLOYEES	ALL EMPLOYEES
	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total	Total
	%	%	%	%	%	%	%
MALES							
Mining	4.5	1.8	11.4	1.8	1.8	1.8	12.2
Manufacturing	2.5	1.2	3.4	1.3	1.2	1.2	6.1
Electricity, gas and water supply	2.6	1.3	6.3	1.4	1.2	1.3	26.2
Construction	4.2	2.8	4.8	2.9	2.4	2.4	14.5
Wholesale trade	2.8	1.8	4.6	1.8	1.6	1.7	10.4
Retail trade	3.7	1.9	2.8	1.9	1.8	1.9	3.6
Accommodation, cafes and restaurants	4.9	2.1	7.9	2.3	2.4	2.5	4.3
Transport and storage	5.2	1.8	8.4	1.8	1.7	1.6	7.8
Communication services	5.4	2.5	7.2	2.4	2.7	2.7	8.2
Finance and insurance	3.5	2.5	3.4	2.4	2.5	2.7	11.4
Property and business services	3.1	1.8	4.3	2.8	1.8	2.4	6.5
Government administration and defence (b)	3.1	1.4	5.6	1.4	1.9	1.9	11.1
Education	2.8	2.2	7.0	2.7	2.4	2.9	5.6
Health and community services	5.1	2.3	20.3	2.7	2.4	2.6	6.7
Cultural and recreational services	5.7	2.9	6.6	3.8	2.7	3.5	9.3
Personal and other services (c)	7.4	1.6	7.5	1.7	2.1	2.1	7.1
<b>Total</b>	<b>1.2</b>	<b>0.6</b>	<b>1.8</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>2.1</b>
FEMALES							
Mining	16.2	3.3	9.5	3.4	3.3	3.3	9.3
Manufacturing	6.0	1.2	6.1	1.3	1.5	1.5	3.2
Electricity, gas and water supply	9.7	2.8	0.0	2.8	2.8	2.8	5.4
Construction	10.1	3.7	22.1	3.8	4.9	4.9	7.3
Wholesale trade	6.3	1.8	4.3	1.8	2.0	2.0	4.8
Retail trade	3.6	1.0	2.8	1.2	1.1	1.1	2.8
Accommodation, cafes and restaurants	6.3	1.7	10.3	2.2	1.9	2.2	5.3
Transport and storage	13.6	1.4	10.4	1.6	2.2	2.0	6.5
Communication services	5.2	1.5	10.5	1.7	1.6	1.7	7.1
Finance and insurance	4.1	1.2	2.5	1.2	1.9	1.9	2.6
Property and business services	5.4	1.3	4.2	1.5	1.5	1.6	3.1
Government administration and defence (b)	3.2	1.0	3.8	1.0	1.0	1.1	4.2
Education	2.8	3.5	13.8	3.6	3.9	4.1	6.5
Health and community services	3.3	0.9	6.4	1.0	1.0	1.0	1.7
Cultural and recreational services	10.9	2.3	5.0	2.3	3.3	3.4	6.6
Personal and other services (c)	8.0	3.3	7.1	3.5	3.2	3.4	5.4
<b>Total</b>	<b>2.3</b>	<b>0.9</b>	<b>1.9</b>	<b>0.9</b>	<b>1.0</b>	<b>1.0</b>	<b>1.4</b>

(a) Industry classified according to ANZSIC. See paragraphs 8 to 11 of the Explanatory Notes. Division A (Agriculture, forestry and fishing) is excluded from the survey.

(b) Excludes permanent defence forces.

(c) Excludes private households employing staff.





APPROXIMATE RELATIVE STANDARD ERRORS, Earnings—Industry (a)—May 1996 *continued*

Industry (a)	FULL-TIME EMPLOYEES					PART-TIME EMPLOYEES		ALL EMPLOYEES
	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total	Total	Total
	%	%	%	%	%	%	%	%
PERSONS								
Mining	4.6	1.8	9.9	1.8	1.7	1.7	7.5	1.7
Manufacturing	2.5	1.2	3.0	1.2	1.1	1.1	3.2	1.2
Electricity, gas and water supply	2.9	1.4	6.2	1.4	1.3	1.3	5.4	1.4
Construction	4.6	2.7	4.7	2.8	2.4	2.4	7.0	2.6
Wholesale trade	2.9	1.5	3.2	1.5	1.5	1.5	4.9	1.7
Retail trade	3.3	1.4	2.2	1.4	1.4	1.4	2.4	2.3
Accommodation, cafes and restaurants	4.7	1.6	6.6	1.7	1.9	2.0	4.1	3.2
Transport and storage	5.7	1.6	6.7	1.7	1.5	1.5	5.8	1.9
Communication services	4.8	1.9	13.0	1.9	2.2	2.1	5.0	2.4
Finance and insurance	3.1	1.6	2.1	1.5	2.1	2.2	3.0	2.4
Property and business services	3.1	1.4	2.6	1.9	1.5	1.8	3.3	2.2
Government administration and defence (b)	2.9	1.1	3.9	1.1	1.4	1.4	4.5	1.7
Education	2.5	2.7	11.8	2.9	3.0	3.3	6.0	5.4
Health and community services	3.7	1.2	13.6	1.3	1.3	1.4	1.7	1.4
Cultural and recreational services	5.8	2.4	5.5	2.8	2.5	2.9	5.9	3.4
Personal and other services (c)	6.0	2.0	6.5	2.4	2.1	2.3	5.3	4.4
<b>Total</b>	<b>1.2</b>	<b>0.5</b>	<b>1.4</b>	<b>0.6</b>	<b>0.5</b>	<b>0.6</b>	<b>1.4</b>	<b>0.8</b>

(a) Industry classified according to ANZSIC. See paragraphs 8 to 11 of the Explanatory Notes. Division A (Agriculture, forestry and fishing) is excluded from the survey.

(b) Excludes permanent defence forces.

(c) Excludes private households employing staff.



APPROXIMATE RELATIVE STANDARD ERRORS, Earnings—Sector—May 1996

Sector	FULL-TIME EMPLOYEES.....					PART-TIME EMPLOYEES		ALL EMPLOYEES	
	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial / total	Total adult	Total	Total	Total	
	%	%	%	%	%	%	%	%	
MALES									
Private sector	1.3	0.7	1.8	0.8	0.7	0.7	2.3	0.9	
Public sector	1.8	0.8	3.9	0.8	0.9	0.9	4.4	1.1	
<b>Total</b>	<b>1.2</b>	<b>0.6</b>	<b>1.8</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>2.1</b>	<b>0.7</b>	
FEMALES									
Private sector	2.2	0.5	2.0	0.6	0.6	0.7	1.4	0.9	
Public sector	2.6	1.5	2.8	1.5	1.8	1.8	2.5	2.3	
<b>Total</b>	<b>2.3</b>	<b>0.9</b>	<b>1.9</b>	<b>0.9</b>	<b>1.0</b>	<b>1.0</b>	<b>1.4</b>	<b>1.3</b>	
PERSONS									
Private sector	1.3	0.6	1.5	0.6	0.6	0.6	1.3	0.8	
Public sector	2.0	0.9	2.8	0.9	1.0	1.0	2.6	1.5	
<b>Total</b>	<b>1.2</b>	<b>0.5</b>	<b>1.4</b>	<b>0.6</b>	<b>0.5</b>	<b>0.6</b>	<b>1.4</b>	<b>0.8</b>	



APPROXIMATE RELATIVE STANDARD ERRORS, Earnings—States & Territories—May 1996

States & Territories	FULL-TIME EMPLOYEES.....					PART-TIME EMPLOYEES		ALL EMPLOYEES	
	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total	Total	Total	
	%	%	%	%	%	%	%	%	
MALES									
New South Wales	2.0	1.0	3.0	1.1	1.0	1.0	3.9	1.4	
Victoria	2.4	1.1	3.3	1.2	1.1	1.2	4.2	1.5	
Queensland	2.9	1.5	4.4	1.5	1.4	1.4	5.3	1.7	
South Australia	3.9	1.5	5.2	1.8	1.5	1.8	5.4	1.9	
Western Australia	3.3	1.6	5.4	2.2	1.4	2.0	6.1	2.0	
Tasmania	6.0	2.2	5.9	2.4	2.3	2.4	12.8	2.6	
Northern Territory	5.6	3.3	7.6	3.3	3.0	3.0	11.8	4.3	
Australian Capital Territory	4.2	2.2	6.2	2.5	2.5	2.6	6.8	3.2	
<b>Total</b>	<b>1.2</b>	<b>0.6</b>	<b>1.8</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>2.1</b>	<b>0.7</b>	
FEMALES									
New South Wales	4.1	2.0	2.8	2.0	2.2	2.3	3.6	3.0	
Victoria	4.4	0.9	3.6	0.9	1.1	1.1	2.1	1.5	
Queensland	4.5	1.0	4.8	1.3	1.1	1.3	2.5	1.9	
South Australia	6.2	1.3	3.1	1.4	1.4	1.5	3.1	2.4	
Western Australia	5.5	2.4	4.8	3.0	2.4	2.8	2.6	3.3	
Tasmania	7.5	4.0	5.4	4.6	3.4	4.0	3.8	3.9	
Northern Territory	6.3	3.0	5.5	3.0	2.8	2.8	6.6	3.9	
Australian Capital Territory	4.5	1.7	9.8	2.0	1.7	2.0	4.7	2.5	
<b>Total</b>	<b>2.3</b>	<b>0.9</b>	<b>1.9</b>	<b>0.9</b>	<b>1.0</b>	<b>1.0</b>	<b>1.4</b>	<b>1.3</b>	
PERSONS									
New South Wales	1.9	1.1	2.3	1.1	1.1	1.1	3.3	1.8	
Victoria	2.5	0.9	2.7	1.0	1.0	1.0	2.0	1.4	
Queensland	3.0	1.2	3.4	1.3	1.1	1.2	2.4	1.6	
South Australia	3.7	1.2	3.5	1.4	1.2	1.4	2.9	1.8	
Western Australia	3.2	1.3	4.3	1.7	1.2	1.6	2.7	1.6	
Tasmania	5.2	2.2	4.2	2.5	2.0	2.2	4.4	2.4	
Northern Territory	4.9	2.5	5.2	2.4	2.3	2.3	7.5	3.8	
Australian Capital Territory	3.8	1.6	7.0	1.9	1.8	2.0	4.0	2.4	
<b>Total</b>	<b>1.2</b>	<b>0.5</b>	<b>1.4</b>	<b>0.6</b>	<b>0.5</b>	<b>0.6</b>	<b>1.4</b>	<b>0.8</b>	



APPROXIMATE RELATIVE STANDARD ERRORS, Earnings—Occupation (Table 8) (a)—May 1996

Occupation (a)	FULL-TIME EMPLOYEES.....					PART-TIME ALL EMPLOYEES EMPLOYEES		
	<i>Managerial adult</i>	<i>Non-managerial adult</i>	<i>Non-managerial junior</i>	<i>Non-managerial total</i>	<i>Total adult</i>	<i>Total</i>	<i>Total</i>	<i>Total</i>
	%	%	%	%	%	%	%	%
MALES								
Managers and administrators (b)	1.3	3.8	..	3.8	1.2	1.2	12.7	1.3
Professionals	3.6	1.1	26.5	1.1	1.2	1.2	5.4	1.3
Para-professionals	6.7	1.1	8.8	1.1	1.1	1.2	10.1	1.5
Tradespersons	3.6	1.0	2.0	1.2	1.0	1.2	5.5	1.2
Clerks	4.3	1.0	4.5	1.0	1.0	1.0	7.2	1.5
Salespersons and personal service workers	5.1	1.5	4.5	1.4	1.4	1.4	3.4	2.3
Plant and machine operators, and drivers	6.3	1.2	7.3	1.2	1.2	1.2	8.0	1.5
Labourers and related workers	7.0	1.1	6.2	1.1	1.1	1.1	3.0	1.6
<b>Total</b>	<b>1.2</b>	<b>0.6</b>	<b>1.8</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>2.1</b>	<b>0.7</b>
FEMALES								
Managers and administrators (b)	2.5	7.1	..	6.7	2.5	2.6	7.2	2.7
Professionals	5.9	1.2	13.0	1.2	1.1	1.1	4.4	2.7
Para-professionals	7.7	0.9	7.2	1.0	1.0	1.0	2.7	1.2
Tradespersons	5.9	2.4	4.9	2.7	2.4	2.5	6.5	3.3
Clerks	3.8	0.6	2.8	0.7	0.7	0.7	1.6	0.8
Salespersons and personal service workers	8.3	0.9	3.2	1.1	0.9	1.1	2.0	1.5
Plant and machine operators, and drivers	0.0	2.4	8.1	2.4	2.4	2.4	7.0	3.1
Labourers and related workers	7.7	1.1	9.9	1.2	1.1	1.2	2.3	1.8
<b>Total</b>	<b>2.3</b>	<b>0.9</b>	<b>1.9</b>	<b>0.9</b>	<b>1.0</b>	<b>1.0</b>	<b>1.4</b>	<b>1.3</b>
PERSONS								
Managers and administrators (b)	1.2	4.5	..	4.4	1.2	1.2	6.8	1.3
Professionals	3.3	0.9	25.9	0.9	1.0	1.0	3.9	1.6
Para-professionals	6.4	0.8	7.1	0.9	0.9	0.9	3.0	1.1
Tradespersons	3.6	1.0	1.8	1.2	1.0	1.2	4.3	1.3
Clerks	3.3	0.7	2.5	0.7	0.7	0.7	1.7	0.9
Salespersons and personal service workers	4.9	1.0	2.6	1.1	1.0	1.1	1.8	1.6
Plant and machine operators, and drivers	6.3	1.2	5.8	1.2	1.2	1.2	6.9	1.5
Labourers and related workers	5.8	1.0	6.4	1.0	0.9	1.0	2.0	1.5
<b>Total</b>	<b>1.2</b>	<b>0.5</b>	<b>1.4</b>	<b>0.6</b>	<b>0.5</b>	<b>0.6</b>	<b>1.4</b>	<b>0.8</b>

(a) Occupation classified according to ASCO (First Edition). See paragraphs 12 and 13 of the Explanatory Notes.  
 (b) See paragraph 13 of the Explanatory Notes.

## GLOSSARY

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Adult employees	Adult employees are those employees who are 21 years of age or over and employees under 21 who are paid at the full adult rate for their occupation.
Average (mean) earnings or hours	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	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	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	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. Casual employees whose hours vary each week are regarded as full-time based on the hours worked in the reference week.
Industry	Industry is classified according to the Australian and New Zealand Standard Industrial Classification 1993 (see paragraphs 8 to 11 of the Explanatory Notes).
Junior employees	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	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	Median earnings or hours refers to the amount of earnings or hours which divides the distribution into two groups with equal numbers of employees, one half having earnings or hours below the median and the other half having earnings or hours above the median.
Non-managerial employees	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	Occupation is classified according to the Australian Standard Classification of Occupations (ASCO), First and Second Editions (see paragraphs 12 and 13 of the Explanatory Notes).
Ordinary time hours paid for	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 collected for managerial employees.)

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<b>Overaward and overagreement pay</b>	Overaward and overagreement pay refers to amounts of ordinary time pay (regular or otherwise) that are over the award 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).
<b>Overtime hours paid for</b>	Overtime hours paid for refers to hours in excess of award, standard or agreed hours of work paid for and reported as overtime hours.
<b>Part-time employees</b>	Part-time employees are those who are not full-time as defined.
<b>Payment by measured result</b>	Payment by measured result refers to earnings which vary according to measured performance (e.g. piecework, production and task bonuses and commission).
<b>Percentiles</b>	Percentiles refer to any of a hundred divisions of an earnings or hours distribution. For example: <ul style="list-style-type: none"> <li>▪ 25% of employees earn less than or equal to the 25th percentile; and</li> <li>▪ 75% of employees earn less than or equal to the 75th percentile.</li> </ul>
<b>Reference period</b>	Reference period for the survey refers to the last pay period ending on or before 17 May 1996.
<b>Sector</b>	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.
<b>Weekly ordinary time earnings</b>	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.
<b>Weekly overtime earnings</b>	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.
<b>Weekly total earnings</b>	Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.
<b>Weekly total hours paid for</b>	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 collected for managerial employees.)

## ADDITIONAL DATA AVAILABLE ON REQUEST

### INTRODUCTION

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

### HOW TO PLACE AN ORDER

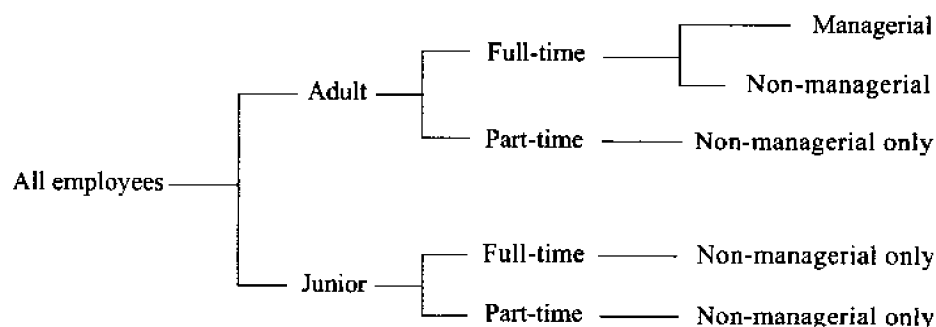
Firstly, determine the population and the variables (see following) that you require estimates for. A covering letter indicating these requirements and the intended uses of the data requested should be addressed to:

Labour Statistics Centre  
Output Group  
Australian Bureau of Statistics  
GPO Box K881  
PERTH WA 6001

### 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 the Labour Statistics Centre Output Group on Perth (09) 360 5305 or send a request by facsimile to (09) 360 5954.

### POPULATIONS



Note: Data relating to part-time managerial employees are available, subject to the reliability of the estimates.

### 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 collected 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

# ADDITIONAL DATA AVAILABLE ON REQUEST *continued*

VARIABLES  
*continued*

<b>States and Territories</b>	New South Wales Victoria Queensland South Australia Western Australia Tasmania Northern Territory Australian Capital Territory Australia
<b>Sector (TOLO)</b>	Private sector Public sector Total all sectors
<b>Public Institutional Sector (SISCA)</b>	General government Public trading enterprises Public financial enterprises
<b>Sex</b>	Males Females Persons
<b>Occupation (ASCO Second Edition)</b>	ASCO major group (1 digit codes – as shown in Table 4) ASCO sub-major group (2 digit codes) ASCO minor group (3 digit codes) ASCO unit group (4 digit codes)
<b>Occupation (ASCO First Edition)</b>	ASCO major group (1 digit codes – as shown in Table 8) ASCO minor group (2 digit codes) ASCO unit group (4 digit codes)
<b>Industry (ANZSIC classification)</b>	ANZSIC Division (1 digit codes – as shown in Table 5) ANZSIC Subdivision (2 digit codes) ANZSIC Group (3 digit codes) ANZSIC Class (4 digit codes)
<b>Employer unit size (number of employees)</b>	Under 20 20 – 49 50 – 99 100 – 499 500 – 999 1,000 and over





