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Reissue

6306.0

# EMPLOYEE EARNINGS AND HOURS

AUSTRALIA

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**NOTE!**  
Important changes in  
this issue  
See NOTES on page 2

## INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Joana Soares on Perth (08) 9360 5305.

## NOTES

- ABOUT THIS PUBLICATION** This publication contains estimates obtained from a sample survey of employers conducted in respect of May 2006.
- The survey is designed to provide statistics on the composition and distribution of employee earnings and hours paid for and how their pay is set.
- CHANGES IN THIS ISSUE** The estimates in tables 5 and 21 of this publication have changed as a result of correcting errors relating to the compilation of estimates presented in these tables. Estimates presented in other tables of this publication are not affected.
- The measure of employee earnings for estimates in this publication is regular wages and salaries in cash (including amounts salary sacrificed), that is, cash earnings. The estimates have been produced in accordance with the revised conceptual framework for measures of employee remuneration, as outlined in *Information Paper: Changes to ABS Measures of Employee Remuneration* (cat. no. 6313.0). This differs from estimates provided in previous publications of this series in that amounts salary sacrificed by employees, that were previously excluded, have now been included in estimates of ordinary time cash earnings and total cash earnings.
- Estimates of earnings from the May 2004 and May 2002 Employee Earnings and Hours surveys have been reproduced on the new conceptual basis and selected series are available on the ABS web site <<http://www.abs.gov.au>>.
- Occupation data presented in this publication are based on the *Australian and New Zealand Standard Classification of Occupations (ANZSCO) First Edition*, and differ from previous survey data which were based on the *Australian Standard Classification of Occupations (ASCO), Second Edition*. Data based on ASCO are available in the electronic data release accompanying this publication. For further information, see paragraphs 20 and 21 of the Explanatory Notes.
- NOTES ON ESTIMATES** Estimates of employees covered by the various pay setting methods, their associated pay outcomes, and the jurisdiction with which their individual or collective agreements have been certified, approved or registered have been compiled based on the workplace relations environment prior to the introduction of the *Workplace Relations Amendment (Work Choices) Act 2005*, which came into effect in March 2006. Indicative data on the jurisdictional coverage of employees in the post-reform environment will be provided in an upcoming article in *Australian Labour Market Statistics* (cat. no. 6105.0).
- Care should be taken when comparing estimates of average weekly earnings in this publication with those published quarterly in *Average Weekly Earnings, Australia* (cat. no. 6302.0) because of differences in the earnings concept being measured, methodological differences between the two surveys and differences in the two samples used. For more information see paragraph 30 of the Explanatory Notes.
- ABS DATA AVAILABLE ON REQUEST** In addition to the information contained in this publication, a range of unpublished data is available on request. For more information refer to Appendix 2 on page 47.
- SAMPLING ERRORS** For information on sampling error refer to the Technical Note on page 49.

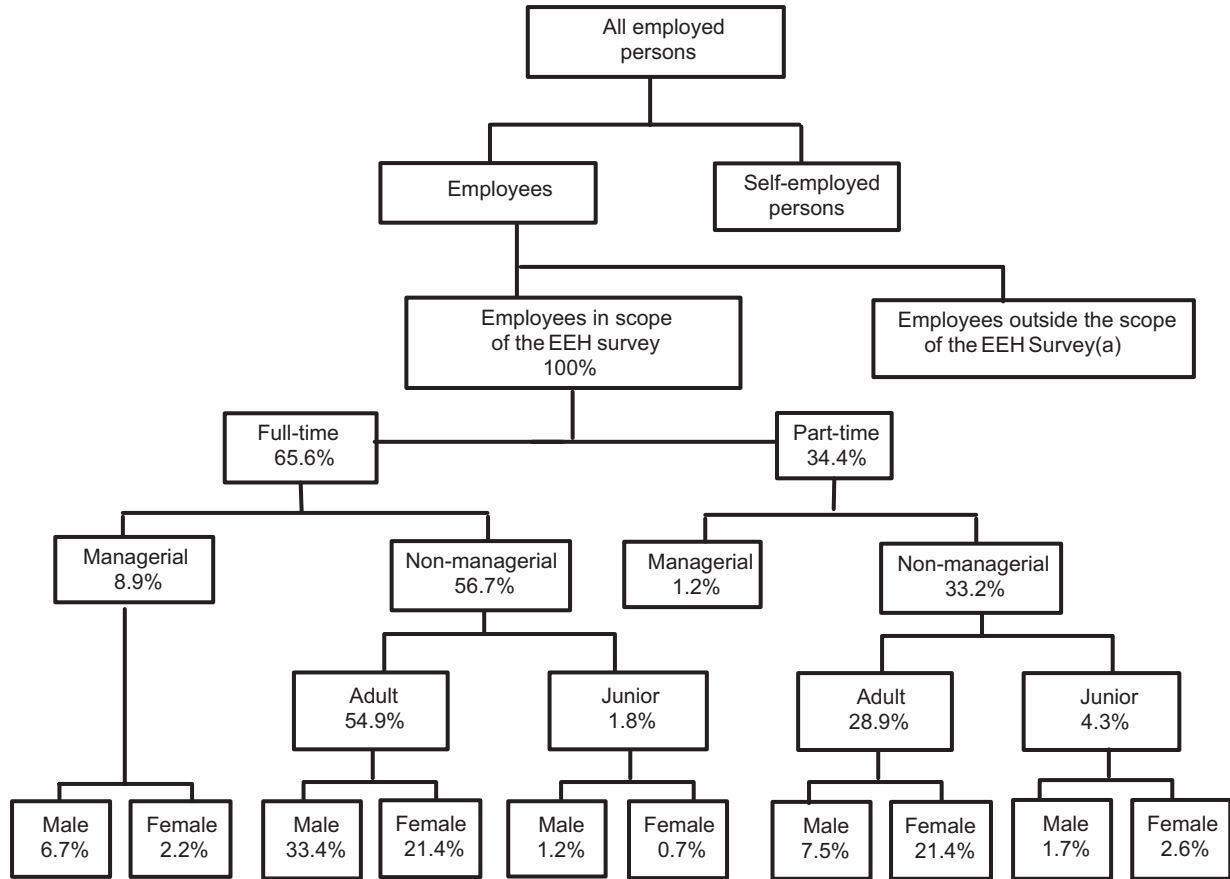
Brian Pink  
Australian Statistician

## SUMMARY OF FINDINGS

### OVERVIEW

This publication contains statistics on the composition and distribution of earnings and hours paid for, of employees, as well as information on how employees' pay is set - by award only, collective agreement or individual arrangement. The statistics are based on the Survey of Employee Earnings and Hours (EEH) conducted in respect of May 2006.

The diagram below shows the proportion of employees in scope of the May 2006 EEH survey by category of employee.



(a) See paragraphs 6 and 7 of the Explanatory Notes.

### CHANGE TO MEASURE OF EMPLOYEE EARNINGS

The measure of employee earnings for estimates in this publication is regular wages and salaries in cash (including amounts salary sacrificed), that is, cash earnings. For further information see paragraphs 4 and 5 of the Explanatory Notes.

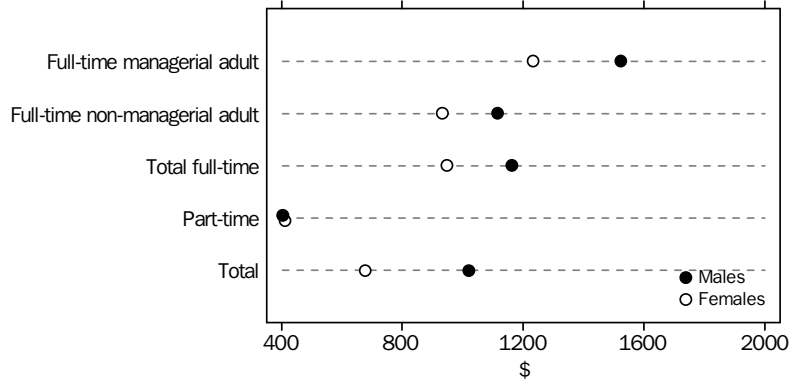
### COMPOSITION AND DISTRIBUTION OF EARNINGS AND HOURS

*Composition:* In May 2006, average weekly total cash earnings was \$852.30 for all employees, \$1,020.30 for male employees and \$677.80 for female employees. Average weekly total cash earnings was \$1,102.00 for full-time adult employees and \$410.80 for all part-time employees. Overtime payments accounted for 3.9% of average weekly total cash earnings of all employees and 5.4% of average weekly total cash earnings of full-time non-managerial employees.

## SUMMARY OF FINDINGS *continued*

COMPOSITION AND  
DISTRIBUTION OF  
EARNINGS AND HOURS  
*continued*

AVERAGE WEEKLY TOTAL CASH EARNINGS (a), May 2006



(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

*Salary sacrifice:* For those employees with a salary sacrifice arrangement, the average amount salary sacrificed was \$212.70, or 15.8% of average weekly total cash earnings. Of these employees, full-time managerial adults salary sacrificed, on average, 17.4% of average weekly total cash earnings, compared with 14.2% for full-time non-managerial adult employees and 23.5% for all part-time employees. The average amount salary sacrificed across all employees was \$29.80, or 3.5% of average weekly total cash earnings.

### AMOUNTS SALARY SACRIFICED

	EMPLOYEES WITH A SALARY SACRIFICE ARRANGEMENT				ALL EMPLOYEES			
	Proportion of employees who salary sacrifice (%)	Average weekly total cash earnings(a) (\$)	Amounts salary sacrificed (\$)	Proportion salary sacrificed(b) (%)	Average weekly total cash earnings(a) (\$)	Amounts salary sacrificed (\$)	Proportion salary sacrificed(b) (%)	
<b>Full-time managerial adult</b>								
Males	23.8	2 138.10	368.40	17.2	1 523.30	87.70	5.8	
Females	17.7	1 657.30	302.10	18.2	1 233.50	53.30	4.3	
Persons	22.3	2 043.60	355.40	17.4	1 451.40	79.20	5.5	
<b>Full-time non-managerial adult</b>								
Males	17.2	1 484.10	198.30	13.4	1 116.50	34.10	3.1	
Females	17.9	1 148.40	181.10	15.8	933.60	32.50	3.5	
Persons	17.5	1 349.70	191.40	14.2	1 045.00	33.50	3.2	
<b>Part-time</b>								
Males	3.9	978.30	213.30	21.8	404.90	8.20	2.0	
Females	8.2	730.40	174.30	23.9	413.10	14.20	3.4	
Persons	7.0	769.00	180.40	23.5	410.80	12.60	3.1	
<b>All employees</b>								
Males	15.2	1 593.70	234.00	14.7	1 020.30	35.50	3.5	
Females	12.8	1 044.90	186.30	17.8	677.80	23.80	3.5	
<b>Persons</b>	<b>14.0</b>	<b>1 348.20</b>	<b>212.70</b>	<b>15.8</b>	<b>852.30</b>	<b>29.80</b>	<b>3.5</b>	

(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

(b) Amounts salary sacrificed as a proportion of average weekly total cash earnings.

## SUMMARY OF FINDINGS *continued*

### COMPOSITION AND DISTRIBUTION OF EARNINGS AND HOURS *continued*

*Sector:* Average weekly total cash earnings of employees in the public sector was higher than for the private sector, in all managerial and non-managerial employee categories.

*Industry:* Average weekly total cash earnings of all employees was highest in the MINING industry (\$1,738.00) and lowest in the ACCOMMODATION, CAFES AND RESTAURANTS (\$485.00) and RETAIL TRADE (\$497.40) industries.

*Occupation:* Among major occupation groups, MANAGERS had the highest average weekly total cash earnings (\$1,488.50) while SALES WORKERS had the lowest (\$483.80).

*States and territories:* The average weekly total cash earnings of all employees was highest in the Australian Capital Territory (\$965.40) and lowest in Tasmania (\$743.70).

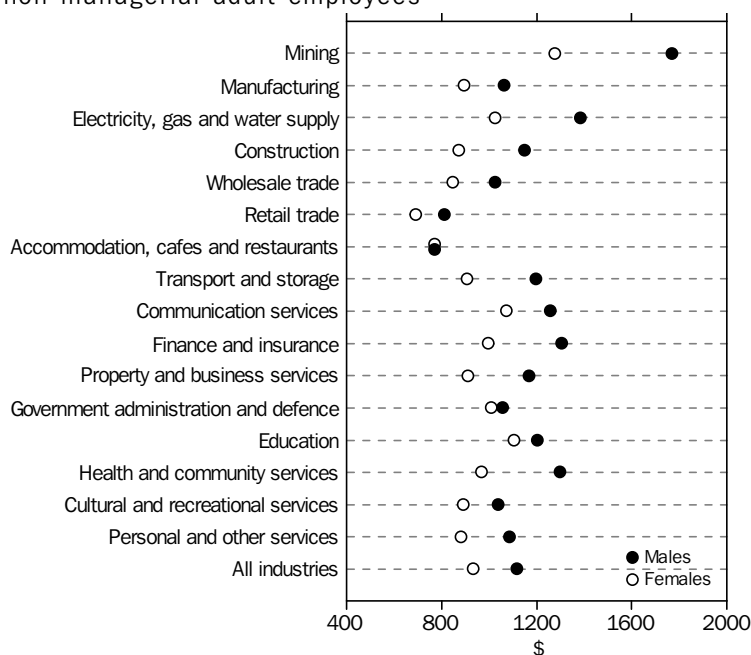
### FULL-TIME NON-MANAGERIAL ADULT EMPLOYEES

In May 2006, average weekly total cash earnings was \$1,045.00 for all full-time non-managerial adult employees (\$1,116.50 for male employees and \$933.60 for female employees). For this category of employee, average weekly total hours paid for was 39.7 hours (40.6 hours for males, 38.2 hours for females). The average hourly earnings for all full-time non-managerial adult employees was \$26.30.

*Sector:* Average weekly total hours paid for was higher in the private sector (40.2) than in the public sector (37.9). In contrast, average hourly total cash earnings was higher in the public sector compared with the private sector (\$30.60 and \$25.10 respectively).

*Industry:* Average weekly total hours paid for was highest in the MINING industry (45.5 hours) for all full-time non-managerial adult employees and lowest in the EDUCATION (36.2 hours) and GOVERNMENT ADMINISTRATION AND DEFENCE (37.6 hours) industries. The MINING industry also had the highest average hourly earnings (\$37.50) for full-time non-managerial adult employees while the lowest was in the ACCOMMODATION, CAFES AND RESTAURANTS (\$19.20) and RETAIL TRADE (\$19.60) industries.

**AVERAGE WEEKLY TOTAL CASH EARNINGS (a), Industry—Full-time non-managerial adult employees**



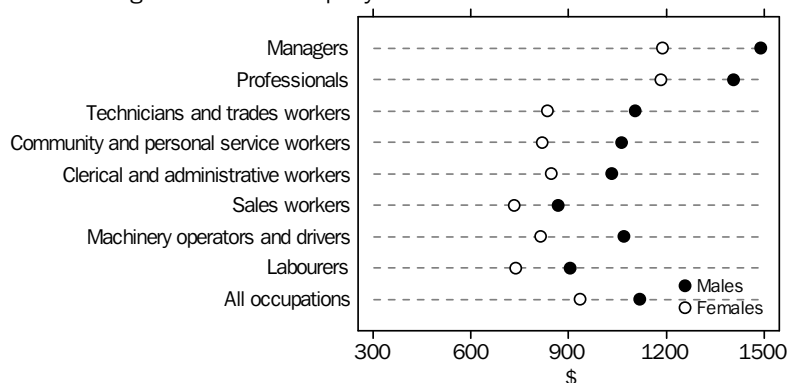
(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

## SUMMARY OF FINDINGS *continued*

### FULL-TIME NON-MANAGERIAL ADULT EMPLOYEES *continued*

*Occupation:* Among the major occupation groups, MACHINERY OPERATORS AND DRIVERS had the highest average weekly total hours paid for (44.0 hours), and PROFESSIONALS had the lowest average weekly total hours paid for (37.8 hours). The ratio of female to male average weekly total cash earnings for full-time non-managerial adult employees was highest for SALES WORKERS (84.4%) and lowest for TECHNICIANS AND TRADES WORKERS (75.6%) and MACHINERY OPERATORS AND DRIVERS (76.0%).

### AVERAGE WEEKLY TOTAL CASH EARNINGS(a), Occupation—Full-time non-managerial adult employees



(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

*States and territories:* Average weekly total cash earnings for full-time non-managerial adult employees was highest in Western Australia (\$1,166.30) and lowest in Tasmania (\$940.30). For this group of employees, the average weekly total hours paid for was highest in Western Australia (41.2 hours - 39.1 ordinary time hours and 2.1 overtime hours), and lowest in the Australian Capital Territory (38.3 hours - 37.5 ordinary time hours and 0.8 overtime hours).

### PAY SETTING METHODS

Information on the methods of setting pay for employees refers to how the main part of an employee's pay was set in the survey reference period. Employees classified to 'award only' had their rate of pay specified by an award and were not paid more than that rate of pay. Employees classified to the collective agreement category had the main part of their pay set by a registered or unregistered collective agreement, or an enterprise award.

Those in the individual arrangement category include employees who had the main part of their pay set by an individual contract, registered individual agreement (e.g. *Australian Workplace Agreement*), common law contract, or an agreement to receive overaward payments. Working proprietors of incorporated businesses are also included in the individual arrangement category.

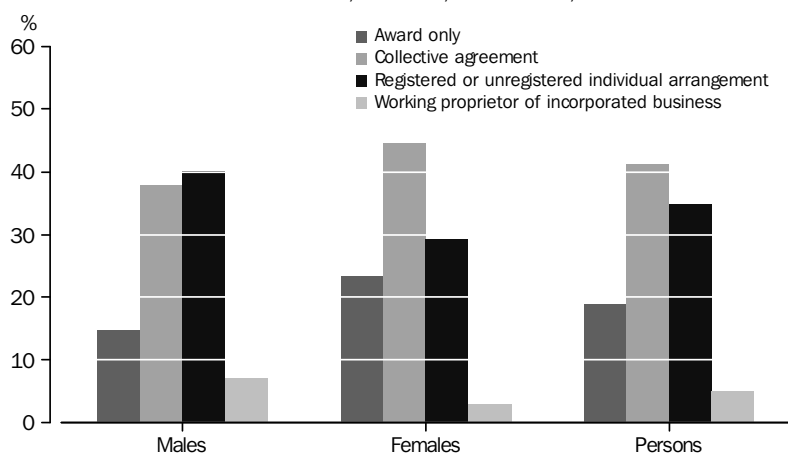
#### *All employees*

The most common methods of setting pay for all employees were registered collective agreement (38.1%), unregistered individual arrangement (31.7%) and award only (19.0%). Registered individual agreement (3.1%) and unregistered collective agreement (3.0%) were the least common methods of setting pay. The remaining 5.1% of employees were working proprietors of incorporated businesses.

## SUMMARY OF FINDINGS *continued*

*All employees continued*

### METHODS OF SETTING PAY, Males, Females, Persons



In the private sector, the most common method of setting pay was unregistered individual arrangement (39.0%), while in the public sector it was registered collective agreement (92.9%).

The most common methods of setting pay for full-time employees were registered or unregistered individual arrangement (41.4%) and collective agreement (40.5%). For part-time employees, collective agreement (42.5%) and award only (32.8%) were the most common methods of setting pay.

For permanent or fixed term employees, the most common method of setting pay was collective agreement (43.7%) while for casual employees, the most common method of setting pay was by award only (43.5%).

The award only method of setting pay for employees was highest in the ACCOMMODATION, CAFES AND RESTAURANT industry (57.2%). The collective agreement method was highest in the GOVERNMENT ADMINISTRATION AND DEFENCE industry (91.8%), and the individual arrangement method (registered or unregistered) was highest in the WHOLESALE TRADE industry (71.1%).

Among the major occupation groups, the award only method of setting pay was highest for COMMUNITY AND PERSONAL SERVICE WORKERS and SALES WORKERS (39.2% and 32.4% respectively). The collective agreement method was highest for PROFESSIONALS (56.1%) and the individual arrangement method (registered or unregistered) was highest for MANAGERS (53.7%).

Tasmania and New South Wales had the highest proportion of employees whose pay was set by award only (23.2% and 22.9% respectively). The Australian Capital Territory had the highest proportion of employees whose pay was set by collective agreement (57.0%). Western Australia had the highest proportion of employees whose pay was set by individual arrangement (registered or unregistered) (44.0%).

*Jurisdiction*

The jurisdiction of a registered collective or individual agreement is based on the federal or state industrial tribunal or authority which has certified, approved or registered the agreement. Thus an employee may be covered by either a federal or state registered agreement (individual or collective) depending on the circumstances that prevail in the workplace. Estimates have been compiled based on the workplace relations environment

## SUMMARY OF FINDINGS *continued*

### *Jurisdiction continued*

prior to the introduction of the *Workplace Relations Amendment (Work Choices) Act 2005*.

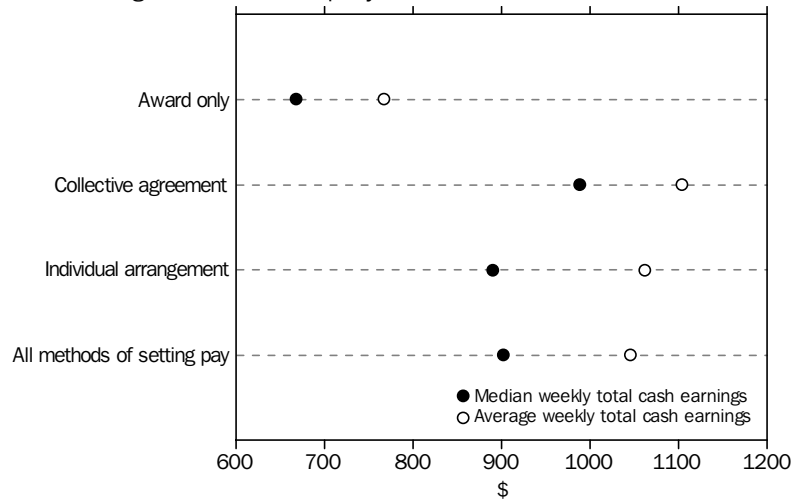
At the Australian level, 29.2% of all employees had their pay set by federal registered agreement. This compares with 12.0% of employees who had their pay set by state registered agreement. The Australian Capital Territory (61.8%) had the highest proportion of employees who had their pay set by federal registered agreement, while New South Wales (19.4%) and Queensland (21.5%) had the lowest.

Tasmania (21.5%) and Queensland (20.5%) had the highest proportion of employees who had their pay set by state registered collective agreement, while Western Australia (12.8%) and New South Wales (15.3%) had the lowest.

### *Weekly total cash earnings*

The average weekly total cash earnings for full-time non-managerial adult employees who had their pay set by award only was \$767.30. This compares to average weekly total cash earnings of \$1,103.30 for full-time non-managerial adult employees who had their pay set by a collective agreement and \$1,061.60 for full-time non-managerial adult employees who had their pay set by individual arrangement.

**WEEKLY TOTAL CASH EARNINGS(a), Methods of setting pay—Full-time non-managerial adult employees**



(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.



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## AVERAGE WEEKLY CASH EARNINGS(a), Sector and composition

	FULL-TIME EMPLOYEES						PART-TIME	ALL
	EMPLOYEES						EMPLOYEES	EMPLOYEES
	Managerial adult	Non- managerial adult	Non- managerial junior	Total non- managerial	Total adult	Total	Total	Total
\$	\$	\$	\$	\$	\$	\$	\$	
MALES								
<b>Private sector</b>								
Ordinary time	1 474.40	1 004.30	408.00	980.40	1 090.50	1 068.10	374.90	930.30
Overtime	*0.70	82.90	30.00	80.70	67.80	66.50	10.50	55.40
<b>Total</b>	<b>1 475.20</b>	<b>1 087.20</b>	<b>438.00</b>	<b>1 061.20</b>	<b>1 158.30</b>	<b>1 134.60</b>	<b>385.40</b>	<b>985.70</b>
<b>Public sector</b>								
Ordinary time	1 948.30	1 165.90	458.80	1 162.50	1 239.80	1 236.40	534.40	1 137.90
Overtime	**2.10	71.20	**78.80	71.20	64.70	64.70	10.10	57.10
<b>Total</b>	<b>1 950.40</b>	<b>1 237.10</b>	<b>537.60</b>	<b>1 233.80</b>	<b>1 304.50</b>	<b>1 301.10</b>	<b>544.50</b>	<b>1 195.00</b>
<b>All sectors</b>								
Ordinary time	1 522.40	1 035.90	409.40	1 015.00	1 117.30	1 097.60	394.50	964.60
Overtime	*0.90	80.60	31.30	78.90	67.20	66.20	10.40	55.70
<b>Total</b>	<b>1 523.30</b>	<b>1 116.50</b>	<b>440.80</b>	<b>1 093.90</b>	<b>1 184.60</b>	<b>1 163.80</b>	<b>404.90</b>	<b>1 020.30</b>
FEMALES								
<b>Private sector</b>								
Ordinary time	1 143.80	852.00	414.70	833.60	883.90	866.30	376.10	605.80
Overtime	—	19.10	*10.10	18.70	17.00	16.70	3.80	9.80
<b>Total</b>	<b>1 143.80</b>	<b>871.10</b>	<b>424.80</b>	<b>852.30</b>	<b>900.90</b>	<b>883.00</b>	<b>379.90</b>	<b>615.70</b>
<b>Public sector</b>								
Ordinary time	1 684.00	1 065.10	393.00	1 063.60	1 098.90	1 097.40	545.30	868.00
Overtime	—	16.50	—	16.40	15.60	15.50	5.70	11.50
<b>Total</b>	<b>1 684.00</b>	<b>1 081.60</b>	<b>393.00</b>	<b>1 080.00</b>	<b>1 114.50</b>	<b>1 113.00</b>	<b>551.00</b>	<b>879.50</b>
<b>All sectors</b>								
Ordinary time	1 233.50	915.30	414.20	900.00	945.20	930.40	409.00	667.60
Overtime	—	18.30	*9.90	18.00	16.60	16.40	4.20	10.20
<b>Total</b>	<b>1 233.50</b>	<b>933.60</b>	<b>424.10</b>	<b>918.10</b>	<b>961.80</b>	<b>946.80</b>	<b>413.10</b>	<b>677.80</b>
PERSONS								
<b>Private sector</b>								
Ordinary time	1 396.90	949.70	410.50	927.70	1 020.50	999.40	375.80	778.20
Overtime	*0.50	60.00	22.60	58.40	50.60	49.60	5.80	34.10
<b>Total</b>	<b>1 397.50</b>	<b>1 009.60</b>	<b>433.10</b>	<b>986.10</b>	<b>1 071.00</b>	<b>1 049.00</b>	<b>381.50</b>	<b>812.30</b>
<b>Public sector</b>								
Ordinary time	1 855.50	1 116.10	438.30	1 113.70	1 171.70	1 169.30	543.10	981.80
Overtime	**1.40	44.20	**54.20	44.20	41.00	41.00	6.60	30.70
<b>Total</b>	<b>1 856.80</b>	<b>1 160.30</b>	<b>492.50</b>	<b>1 157.90</b>	<b>1 212.70</b>	<b>1 210.30</b>	<b>549.70</b>	<b>1 012.50</b>
<b>All sectors</b>								
Ordinary time	1 450.70	988.80	411.20	970.20	1 053.50	1 035.60	404.90	818.90
Overtime	*0.60	56.30	23.40	55.20	48.50	47.80	5.90	33.40
<b>Total</b>	<b>1 451.40</b>	<b>1 045.00</b>	<b>434.60</b>	<b>1 025.40</b>	<b>1 102.00</b>	<b>1 083.40</b>	<b>410.80</b>	<b>852.30</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

## AVERAGE WEEKLY TOTAL CASH EARNINGS(a), Industry

	FULL-TIME EMPLOYEES					PART-TIME	ALL
	Managerial adult	Non-managerial adult	Non-managerial junior	Total non-managerial	Total adult	EMPLOYEES	EMPLOYEES
	\$	\$	\$	\$	\$	\$	\$
MALES							
Mining	3 039.10	1 767.70	488.40	1 762.40	1 853.30	1 847.90	1 825.60
Manufacturing	1 500.50	1 062.50	446.20	1 050.20	1 107.00	1 095.20	1 060.00
Electricity, gas and water supply	2 334.00	1 384.10	704.40	1 380.80	1 470.00	1 466.60	1 442.80
Construction	1 178.80	1 147.60	433.90	1 088.70	1 154.90	1 108.30	1 067.00
Wholesale trade	1 498.70	1 024.30	444.80	1 011.00	1 102.40	1 089.70	1 037.30
Retail trade	1 048.20	813.20	429.40	787.00	850.30	825.90	612.40
Accommodation, cafes and restaurants	932.90	770.70	441.80	746.30	818.80	798.70	545.00
Transport and Storage	1 208.50	1 196.40	596.80	1 187.90	1 197.90	1 190.40	1 090.50
Communication services	1 258.30	1 258.40	np	1 258.10	1 258.40	1 258.10	1 189.20
Finance and insurance	2 387.80	1 305.70	476.30	1 299.00	1 629.30	1 622.80	1 555.60
Property and business services	1 681.50	1 169.20	418.00	1 132.10	1 290.00	1 256.80	1 097.40
Government administration and defence	1 829.20	1 058.00	411.90	1 055.60	1 181.80	1 179.50	1 095.40
Education	1 808.20	1 203.60	363.90	1 189.10	1 269.50	1 255.60	1 029.70
Health and community services	1 933.50	1 298.60	np	1 295.10	1 389.20	1 385.60	1 136.00
Cultural and recreational services	1 433.00	1 039.00	546.40	1 034.70	1 101.70	1 097.60	783.70
Personal and other services	938.90	1 086.70	483.90	1 074.90	1 066.90	1 057.00	919.10
<b>All Industries</b>	<b>1 523.30</b>	<b>1 116.50</b>	<b>440.80</b>	<b>1 093.90</b>	<b>1 184.60</b>	<b>1 163.80</b>	<b>1 020.30</b>
FEMALES							
Mining	1 611.30	1 275.60	—	1 275.60	1 289.00	1 289.00	1 193.60
Manufacturing	1 138.80	895.20	486.90	888.10	917.60	910.90	778.20
Electricity, gas and water supply	1 935.40	1 024.90	np	1 020.00	1 085.10	1 080.00	978.50
Construction	887.50	871.30	519.20	866.50	875.40	871.80	692.90
Wholesale trade	1 211.50	846.40	449.80	840.90	878.80	873.40	751.40
Retail trade	821.20	693.20	440.80	672.20	709.20	689.40	395.90
Accommodation, cafes and restaurants	863.90	771.10	529.60	760.10	788.20	778.50	439.40
Transport and Storage	1 289.50	907.30	453.50	897.80	935.30	925.90	784.20
Communication services	*1 309.70	1 073.10	—	1 073.10	1 096.10	1 096.10	885.80
Finance and insurance	1 617.80	995.20	446.70	983.90	1 060.80	1 049.50	899.20
Property and business services	1 216.50	909.80	409.70	883.10	944.40	918.80	702.90
Government administration and defence	1 730.00	1 010.70	401.10	1 008.00	1 078.50	1 075.70	890.70
Education	1 524.20	1 104.50	377.60	1 095.80	1 131.80	1 123.40	794.90
Health and community services	1 373.80	966.60	392.50	959.70	988.00	981.20	700.70
Cultural and recreational services	1 065.60	891.30	520.40	884.00	906.80	899.90	550.40
Personal and other services	1 161.20	883.00	365.70	836.00	896.00	849.90	624.00
<b>All Industries</b>	<b>1 233.50</b>	<b>933.60</b>	<b>424.10</b>	<b>918.10</b>	<b>961.80</b>	<b>946.80</b>	<b>677.80</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

— nil or rounded to zero (including null cells)

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

AVERAGE WEEKLY TOTAL CASH EARNINGS(a), Industry *continued*

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
	Managerial adult	Non- managerial adult	Non- managerial junior	Total non- managerial	Total adult	EMPLOYEES	EMPLOYEES	
	\$	\$	\$	\$	\$	\$	\$	
PERSONS								
Mining	2 927.80	1 704.70	488.40	1 700.30	1 782.80	1 778.40	656.80	1 738.00
Manufacturing	1 426.20	1 025.10	454.30	1 014.10	1 065.00	1 054.40	434.20	985.00
Electricity, gas and water supply	2 283.00	1 322.70	639.20	1 318.90	1 405.60	1 401.70	659.20	1 345.60
Construction	1 142.20	1 116.30	435.60	1 065.10	1 122.40	1 082.20	444.30	1 007.40
Wholesale trade	1 441.80	964.90	445.90	954.60	1 032.10	1 022.00	444.00	931.40
Retail trade	979.30	769.40	434.10	744.70	800.10	776.80	260.00	497.40
Accommodation, cafes and restaurants	908.90	770.90	474.50	753.10	804.70	789.50	316.30	485.00
Transport and Storage	1 220.80	1 127.10	550.80	1 117.90	1 137.50	1 129.20	524.20	1 008.70
Communication services	1 274.60	1 199.60	np	1 199.40	1 206.90	1 206.70	493.60	1 068.80
Finance and insurance	2 208.70	1 143.20	454.30	1 133.10	1 366.50	1 355.80	537.90	1 204.50
Property and business services	1 572.60	1 058.50	414.30	1 025.60	1 155.10	1 124.00	439.10	910.70
Government administration and defence	1 797.20	1 035.90	406.30	1 033.40	1 135.50	1 133.00	460.00	990.10
Education	1 664.80	1 139.90	371.40	1 129.30	1 182.60	1 172.30	455.20	862.30
Health and community services	1 677.60	1 060.60	468.60	1 054.30	1 110.00	1 103.70	554.10	786.60
Cultural and recreational services	1 329.20	975.10	530.00	969.10	1 021.20	1 015.40	313.60	663.80
Personal and other services	976.50	1 007.00	393.70	977.10	1 003.90	977.00	342.80	775.60
<b>All Industries</b>	<b>1 451.40</b>	<b>1 045.00</b>	<b>434.60</b>	<b>1 025.40</b>	<b>1 102.00</b>	<b>1 083.40</b>	<b>410.80</b>	<b>852.30</b>

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

## AVERAGE WEEKLY TOTAL CASH EARNINGS(a), Occupation

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
	EMPLOYEES	EMPLOYEES	EMPLOYEES	EMPLOYEES	EMPLOYEES	EMPLOYEES	EMPLOYEES	
	Managerial adult	Non-managerial adult	Non-managerial junior	Total non-managerial	Total adult	Total	Total	
	\$	\$	\$	\$	\$	\$	\$	
MALES								
Managers(b)	1 717.00	1 487.20	—	1 487.20	1 659.40	1 659.40	642.20	1 627.50
Professionals	1 581.10	1 404.00	422.30	1 403.20	1 427.00	1 426.30	700.20	1 317.70
Technicians and trades workers	902.70	1 103.30	415.30	1 040.70	1 084.80	1 029.00	517.60	999.00
Community and personal service workers	1 423.60	1 061.90	471.80	1 059.30	1 064.80	1 062.20	388.60	763.80
Clerical and administrative workers	1 007.70	1 032.70	534.60	1 027.10	1 031.80	1 026.40	386.50	915.90
Sales workers	1 036.30	867.30	465.10	854.50	877.10	864.80	271.40	604.60
Machinery operators and drivers	777.60	1 069.30	560.10	1 063.70	1 058.20	1 052.90	461.40	978.40
Labourers	750.00	904.70	498.30	892.50	900.80	889.00	316.40	695.30
<b>All occupations</b>	<b>1 523.30</b>	<b>1 116.50</b>	<b>440.80</b>	<b>1 093.90</b>	<b>1 184.60</b>	<b>1 163.80</b>	<b>404.90</b>	<b>1 020.30</b>
FEMALES								
Managers(b)	1 335.60	1 187.00	np	1 183.10	1 281.10	1 279.40	619.40	1 189.60
Professionals	1 383.90	1 181.50	490.20	1 180.70	1 188.20	1 187.40	674.50	974.20
Technicians and trades workers	793.20	833.80	388.60	786.50	832.20	786.70	402.20	640.10
Community and personal service workers	698.40	819.30	407.20	803.50	818.10	802.50	364.00	489.60
Clerical and administrative workers	889.40	845.50	418.30	829.50	847.50	832.10	424.60	673.10
Sales workers	731.60	732.30	449.80	716.30	732.20	716.70	279.00	407.70
Machinery operators and drivers	np	813.10	346.30	811.10	813.00	811.00	417.00	678.10
Labourers	np	736.70	484.90	728.30	736.70	728.30	298.50	429.70
<b>All occupations</b>	<b>1 233.50</b>	<b>933.60</b>	<b>424.10</b>	<b>918.10</b>	<b>961.80</b>	<b>946.80</b>	<b>413.10</b>	<b>677.80</b>
PERSONS								
Managers(b)	1 618.30	1 374.00	np	1 372.10	1 548.70	1 548.10	626.90	1 488.50
Professionals	1 545.10	1 294.20	462.20	1 293.40	1 315.50	1 314.70	680.10	1 125.10
Technicians and trades workers	897.90	1 076.00	412.20	1 014.60	1 060.50	1 005.30	457.90	948.10
Community and personal service workers	1 003.70	933.90	413.10	922.20	934.60	922.90	369.30	573.90
Clerical and administrative workers	921.00	906.30	432.70	892.50	907.00	893.70	419.60	735.00
Sales workers	948.00	805.90	455.90	790.70	812.30	797.50	276.80	483.80
Machinery operators and drivers	778.30	1 048.10	552.90	1 043.00	1 038.50	1 033.60	451.00	947.50
Labourers	750.20	868.60	495.20	857.10	866.20	855.00	306.60	597.70
<b>All occupations</b>	<b>1 451.40</b>	<b>1 045.00</b>	<b>434.60</b>	<b>1 025.40</b>	<b>1 102.00</b>	<b>1 083.40</b>	<b>410.80</b>	<b>852.30</b>

— nil or rounded to zero (including null cells)

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

(b) See paragraph 23 of the Explanatory Notes.

## AVERAGE WEEKLY TOTAL CASH EARNINGS(a), States and territories

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
	EMPLOYEES	EMPLOYEES	EMPLOYEES	EMPLOYEES	EMPLOYEES	EMPLOYEES	EMPLOYEES	
	<i>Managerial adult</i>	<i>Non-managerial adult</i>	<i>Non-managerial junior</i>	<i>Total non-managerial</i>	<i>Total adult</i>	<i>Total</i>	<i>Total</i>	
	\$	\$	\$	\$	\$	\$	\$	
MALES								
New South Wales	1 556.20	1 146.80	414.50	1 120.70	1 226.80	1 203.30	401.40	1 043.90
Victoria	1 536.50	1 085.20	443.40	1 065.30	1 164.20	1 145.60	410.30	1 006.20
Queensland	1 423.50	1 080.90	463.20	1 058.80	1 128.00	1 107.40	409.60	982.80
South Australia	1 425.90	996.30	448.00	981.40	1 056.90	1 042.60	396.60	918.90
Western Australia	1 541.40	1 272.70	479.20	1 249.20	1 308.30	1 286.90	387.20	1 137.10
Tasmania	1 407.40	970.20	410.70	934.30	1 029.10	994.40	414.60	868.60
Northern Territory	1 571.60	1 128.50	507.30	1 110.70	1 193.00	1 176.10	401.80	1 047.90
Australian Capital Territory	1 728.60	1 111.60	382.70	1 101.60	1 261.80	1 252.70	444.20	1 074.00
<b>Australia</b>	<b>1 523.30</b>	<b>1 116.50</b>	<b>440.80</b>	<b>1 093.90</b>	<b>1 184.60</b>	<b>1 163.80</b>	<b>404.90</b>	<b>1 020.30</b>
FEMALES								
New South Wales	1 221.60	961.10	428.50	947.10	988.40	975.20	410.70	713.80
Victoria	1 198.90	916.40	420.60	901.20	938.90	924.20	428.10	656.00
Queensland	1 185.60	894.20	396.80	873.80	918.50	898.80	405.50	652.00
South Australia	1 242.70	906.10	520.50	892.60	931.80	918.50	412.70	635.70
Western Australia	1 254.30	951.80	435.70	938.50	979.40	966.60	386.90	651.50
Tasmania	1 089.70	889.80	358.40	869.40	905.60	886.20	417.50	618.00
Northern Territory	1 249.20	957.10	433.90	951.60	993.00	987.90	381.80	774.30
Australian Capital Territory	1 591.90	1 032.30	433.90	1 021.00	1 136.10	1 125.40	460.30	861.30
<b>Australia</b>	<b>1 233.50</b>	<b>933.60</b>	<b>424.10</b>	<b>918.10</b>	<b>961.80</b>	<b>946.80</b>	<b>413.10</b>	<b>677.80</b>
PERSONS								
New South Wales	1 467.60	1 067.40	419.40	1 046.90	1 131.10	1 112.00	407.90	879.20
Victoria	1 468.80	1 020.90	434.80	1 002.80	1 084.10	1 066.80	423.40	833.30
Queensland	1 363.00	1 011.20	436.10	989.50	1 052.80	1 032.10	406.60	823.60
South Australia	1 385.50	963.90	478.50	949.40	1 014.00	999.80	408.50	779.90
Western Australia	1 470.80	1 166.30	466.10	1 146.50	1 202.60	1 184.10	387.00	912.20
Tasmania	1 329.20	940.30	397.30	910.60	985.00	956.30	416.70	743.70
Northern Territory	1 439.20	1 049.90	490.30	1 038.50	1 102.60	1 091.80	388.00	908.00
Australian Capital Territory	1 676.60	1 074.80	410.40	1 064.10	1 205.80	1 195.80	454.70	965.40
<b>Australia</b>	<b>1 451.40</b>	<b>1 045.00</b>	<b>434.60</b>	<b>1 025.40</b>	<b>1 102.00</b>	<b>1 083.40</b>	<b>410.80</b>	<b>852.30</b>

(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

## WEEKLY TOTAL CASH EARNINGS(a), Distribution of all employees—Occupation

	Managers(b)	Professionals	Technicians and trades workers	Community and personal service workers	Clerical and administrative workers	Sales workers	Machinery operators and drivers	Labourers	All occupations
PROPORTION OF EMPLOYEES - MALES (%)									
Weekly total cash earnings(a)									
Under 200	*0.9	3.6	1.6	13.9	4.4	20.0	3.1	14.4	6.6
200 and under 300	*0.6	1.7	2.6	5.7	3.4	7.6	1.5	6.2	3.3
300 and under 400	*1.3	1.4	3.6	5.0	2.9	7.2	2.4	4.8	3.4
400 and under 500	*2.1	1.8	5.2	6.6	2.8	5.6	2.7	4.9	3.8
500 and under 600	1.9	2.7	6.3	7.3	5.7	8.6	6.0	9.3	5.8
600 and under 700	4.7	4.1	9.2	7.5	9.9	14.8	12.3	13.4	9.3
700 and under 800	5.5	6.4	10.8	9.1	12.4	10.9	12.8	11.5	9.8
800 and under 900	4.6	5.2	10.3	10.4	12.5	6.4	11.6	9.2	8.6
900 and under 1 000	6.6	8.0	8.9	7.8	11.2	7.3	8.2	7.5	8.2
1 000 and under 1 100	6.9	7.2	8.9	4.6	9.7	3.7	6.9	5.2	6.9
1 100 and under 1 200	5.8	7.6	5.9	4.8	6.6	1.6	6.5	2.9	5.4
1 200 and under 1 300	4.5	7.7	5.3	4.5	4.8	1.4	4.5	2.8	4.7
1 300 and under 1 400	5.9	8.3	4.3	3.7	2.9	0.9	4.1	1.9	4.3
1 400 and under 1 500	5.0	5.5	3.3	2.3	2.4	*0.7	4.3	1.1	3.3
1 500 and under 1 600	5.1	5.2	2.9	2.4	1.6	*0.4	3.3	1.5	3.0
1 600 and under 1 700	4.4	4.2	2.3	1.4	1.3	*0.4	1.9	*0.4	2.2
1 700 and under 1 800	3.9	2.4	1.9	*0.5	1.2	**0.5	1.9	*1.0	1.8
1 800 and under 1 900	3.3	2.0	1.1	*0.5	0.9	**0.5	1.4	*0.5	1.3
1 900 and under 2 000	3.1	2.1	1.1	*0.4	*0.8	*0.2	1.0	*0.4	1.2
2 000 and over	23.9	12.9	4.5	1.5	2.5	*1.3	3.6	1.1	6.9
<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>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## MALES ('000)

<b>Number of employees</b>	<b>500.8</b>	<b>697.7</b>	<b>875.1</b>	<b>285.6</b>	<b>398.1</b>	<b>379.5</b>	<b>499.5</b>	<b>613.9</b>	<b>4 250.3</b>
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## WEEKLY TOTAL CASH EARNINGS - MALES(a)(c) (\$)

Deciles and quartiles									
10th percentile	673.00	558.00	442.00	142.00	368.00	102.00	500.00	120.00	300.00
20th percentile	865.00	769.00	610.00	300.00	606.00	196.00	635.00	286.00	550.00
25th percentile (1st quartile)	950.00	870.00	670.00	403.00	662.00	254.00	678.00	382.00	624.00
30th percentile	1 000.00	942.00	713.00	479.00	708.00	343.00	713.00	490.00	675.00
40th percentile	1 174.00	1 060.00	802.00	620.00	788.00	485.00	795.00	600.00	774.00
50th percentile (median) (2nd quartile)	1 378.00	1 202.00	900.00	743.00	865.00	602.00	868.00	675.00	891.00
60th percentile	1 568.00	1 329.00	1 006.00	856.00	955.00	672.00	990.00	756.00	1 006.00
70th percentile	1 802.00	1 468.00	1 145.00	949.00	1 044.00	755.00	1 137.00	852.00	1 172.00
75th percentile (3rd quartile)	1 952.00	1 569.00	1 236.00	1 037.00	1 101.00	800.00	1 222.00	912.00	1 274.00
80th percentile	2 138.00	1 685.00	1 332.00	1 134.00	1 182.00	875.00	1 334.00	977.00	1 391.00
90th percentile	2 887.00	2 181.00	1 636.00	1 358.00	1 430.00	1 024.00	1 594.00	1 219.00	1 767.00
<b>Average weekly total cash earnings(a)</b>	<b>1 627.50</b>	<b>1 317.70</b>	<b>999.00</b>	<b>763.80</b>	<b>915.90</b>	<b>604.60</b>	<b>978.40</b>	<b>695.30</b>	<b>1 020.30</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

(b) See paragraph 23 of the Explanatory Notes.

(c) Percentiles are based on whole dollars only.

	Managers(b)	Professionals	Technicians and trades workers	Community and personal service workers	Clerical and administrative workers	Sales workers	Machinery operators and drivers	Labourers	All occupations
PROPORTION OF EMPLOYEES - FEMALES (%)									
Weekly total cash earnings(a)									
Under 200	*1.1	5.4	6.7	19.7	7.4	29.4	*4.9	25.6	13.3
200 and under 300	*1.8	3.2	8.0	11.0	6.0	11.3	*5.1	13.4	7.4
300 and under 400	4.2	2.8	11.0	12.2	6.7	12.6	*5.6	11.3	8.0
400 and under 500	*1.9	4.7	9.6	11.4	8.5	9.9	*9.5	10.0	8.1
500 and under 600	4.6	4.6	14.2	10.9	11.1	12.2	23.2	14.7	10.0
600 and under 700	9.1	5.4	13.7	12.5	13.7	11.2	13.5	8.6	10.6
700 and under 800	6.5	8.8	10.9	9.2	13.7	5.8	12.0	7.2	9.7
800 and under 900	6.4	7.6	7.7	4.4	11.5	2.9	*7.6	4.0	7.2
900 and under 1 000	7.6	10.0	5.0	2.7	8.2	1.8	*4.2	1.6	6.0
1 000 and under 1 100	7.2	8.7	3.7	2.1	5.2	1.2	*4.1	1.3	4.6
1 100 and under 1 200	6.2	8.9	*2.7	1.4	3.0	*0.6	*3.2	*0.9	3.7
1 200 and under 1 300	5.8	10.0	*2.0	0.7	1.8	*0.2	**3.4	*0.4	3.3
1 300 and under 1 400	6.2	6.8	1.2	*0.8	1.1	*0.2	*0.7	*0.3	2.4
1 400 and under 1 500	*8.1	4.1	*0.5	*0.3	0.6	*0.1	*1.1	**0.2	1.6
1 500 and under 1 600	5.4	2.3	**0.8	*0.2	0.5	**0.1	**0.3	np	1.0
1 600 and under 1 700	2.4	1.7	*1.2	*0.2	0.3	**0.1	**0.4	np	0.7
1 700 and under 1 800	*3.1	1.3	np	**0.1	*0.2	**0.1	np	np	0.6
1 800 and under 1 900	1.2	0.5	np	**0.1	*0.1	**0.1	—	np	0.2
1 900 and under 2 000	2.2	0.8	**0.4	—	**0.2	np	**0.2	np	0.4
2 000 and over	8.9	2.5	*0.3	*0.1	*0.1	—	*0.7	**0.3	1.1
<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>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## FEMALES ('000)

<b>Number of employees</b>	<b>232.7</b>	<b>891.0</b>	<b>144.6</b>	<b>642.9</b>	<b>1 163.8</b>	<b>602.3</b>	<b>57.2</b>	<b>357.0</b>	<b>4 091.5</b>
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## WEEKLY TOTAL CASH EARNINGS - FEMALES(a)(c) (\$)

Deciles and quartiles									
10th percentile	514.00	350.00	240.00	106.00	246.00	79.00	306.00	85.00	149.00
20th percentile	672.00	588.00	354.00	202.00	398.00	136.00	462.00	149.00	290.00
25th percentile (1st quartile)	734.00	680.00	390.00	246.00	456.00	167.00	494.00	195.00	354.00
30th percentile	800.00	742.00	432.00	294.00	519.00	205.00	523.00	228.00	413.00
40th percentile	959.00	866.00	537.00	370.00	602.00	294.00	577.00	310.00	532.00
50th percentile (median) (2nd quartile)	1 091.00	971.00	600.00	463.00	673.00	372.00	610.00	398.00	630.00
60th percentile	1 250.00	1 082.00	680.00	553.00	746.00	469.00	685.00	498.00	722.00
70th percentile	1 425.00	1 199.00	756.00	646.00	820.00	547.00	768.00	559.00	836.00
75th percentile (3rd quartile)	1 468.00	1 242.00	814.00	672.00	865.00	594.00	808.00	600.00	911.00
80th percentile	1 546.00	1 299.00	868.00	725.00	914.00	639.00	872.00	652.00	991.00
90th percentile	1 924.00	1 463.00	1 075.00	865.00	1 054.00	750.00	1 122.00	794.00	1 236.00
<b>Average weekly total cash earnings(a)</b>	<b>1 189.60</b>	<b>974.20</b>	<b>640.10</b>	<b>489.60</b>	<b>673.10</b>	<b>407.70</b>	<b>678.10</b>	<b>429.70</b>	<b>677.80</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

(b) See paragraph 23 of the Explanatory Notes.

(c) Percentiles are based on whole dollars only.



WEEKLY TOTAL CASH EARNINGS(a), Distribution of all employees—Occupation *continued*

	Managers(b)	Professionals	Technicians and trades workers	Community and personal service workers	Clerical and administrative workers	Sales workers	Machinery operators and drivers	Labourers	All occupations
PROPORTION OF EMPLOYEES - PERSONS (%)									
Weekly total cash earnings(a)									
Under 200	*0.9	4.6	2.4	17.9	6.6	25.8	3.2	18.5	9.9
200 and under 300	*1.0	2.5	3.3	9.4	5.3	9.9	1.9	8.9	5.3
300 and under 400	2.3	2.2	4.7	10.0	5.7	10.5	2.7	7.2	5.6
400 and under 500	2.0	3.4	5.8	9.9	7.0	8.3	3.4	6.8	5.9
500 and under 600	2.8	3.8	7.4	9.8	9.8	10.8	7.8	11.3	7.9
600 and under 700	6.1	4.8	9.8	11.0	12.7	12.6	12.5	11.7	9.9
700 and under 800	5.8	7.7	10.8	9.2	13.4	7.8	12.7	9.9	9.8
800 and under 900	5.2	6.6	9.9	6.3	11.8	4.2	11.1	7.3	7.9
900 and under 1 000	6.9	9.2	8.3	4.3	8.9	3.9	7.8	5.3	7.1
1 000 and under 1 100	7.0	8.0	8.2	2.9	6.4	2.2	6.6	3.7	5.8
1 100 and under 1 200	5.9	8.4	5.4	2.5	3.9	1.0	6.2	2.2	4.6
1 200 and under 1 300	5.0	9.0	4.9	1.8	2.6	0.7	4.4	1.9	4.0
1 300 and under 1 400	6.0	7.5	3.9	1.7	1.5	0.4	3.8	1.3	3.4
1 400 and under 1 500	6.0	4.7	2.9	*0.9	1.0	0.4	3.9	0.8	2.5
1 500 and under 1 600	5.2	3.5	2.6	0.9	0.8	*0.2	3.0	0.9	2.0
1 600 and under 1 700	3.7	2.8	2.2	0.5	0.6	*0.2	1.7	*0.3	1.5
1 700 and under 1 800	3.6	1.8	1.7	*0.2	0.4	**0.2	1.7	*0.6	1.2
1 800 and under 1 900	2.7	1.2	0.9	*0.2	0.3	*0.2	1.3	*0.3	0.8
1 900 and under 2 000	2.8	1.4	1.0	*0.2	*0.3	*0.1	0.9	*0.2	0.8
2 000 and over	19.1	7.1	3.9	0.5	0.7	0.5	3.3	0.8	4.1
<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>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## PERSONS ('000)

<b>Number of employees</b>	<b>733.5</b>	<b>1 588.7</b>	<b>1 019.7</b>	<b>928.6</b>	<b>1 561.9</b>	<b>981.7</b>	<b>556.7</b>	<b>970.9</b>	<b>8 341.8</b>
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## WEEKLY TOTAL CASH EARNINGS - PERSONS (a)(c) (\$)

Deciles and quartiles									
10th percentile	615.00	417.00	388.00	112.00	270.00	88.00	480.00	104.00	200.00
20th percentile	770.00	673.00	546.00	224.00	432.00	153.00	609.00	213.00	385.00
25th percentile (1st quartile)	869.00	743.00	619.00	280.00	502.00	190.00	649.00	266.00	470.00
30th percentile	960.00	815.00	673.00	321.00	554.00	238.00	690.00	340.00	542.00
40th percentile	1 100.00	959.00	764.00	432.00	640.00	343.00	767.00	482.00	654.00
50th percentile (median) (2nd quartile)	1 281.00	1 059.00	860.00	528.00	721.00	450.00	842.00	577.00	755.00
60th percentile	1 456.00	1 183.00	964.00	631.00	794.00	546.00	950.00	662.00	866.00
70th percentile	1 636.00	1 298.00	1 088.00	722.00	876.00	636.00	1 100.00	755.00	1 003.00
75th percentile (3rd quartile)	1 785.00	1 356.00	1 176.00	769.00	926.00	673.00	1 186.00	807.00	1 094.00
80th percentile	1 954.00	1 443.00	1 276.00	846.00	978.00	724.00	1 294.00	876.00	1 203.00
90th percentile	2 530.00	1 770.00	1 589.00	1 074.00	1 155.00	903.00	1 560.00	1 080.00	1 521.00
<b>Average weekly total cash earnings(a)</b>	<b>1 488.50</b>	<b>1 125.10</b>	<b>948.10</b>	<b>573.90</b>	<b>735.00</b>	<b>483.80</b>	<b>947.50</b>	<b>597.70</b>	<b>852.30</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

(b) See paragraph 23 of the Explanatory Notes.

(c) Percentiles are based on whole dollars only.

# 6

## AVERAGE WEEKLY TOTAL CASH EARNINGS AND HOURS PAID FOR(a), Full-time non-managerial adult employees—Sector

	WEEKLY CASH EARNINGS(a)			WEEKLY HOURS PAID FOR			HOURLY CASH EARNINGS(a)		
	<i>Ordinary time</i>	<i>Overtime</i>	<i>Total</i>	<i>Ordinary time</i>	<i>Overtime</i>	<i>Total</i>	<i>Ordinary time</i>	<i>Overtime</i>	<i>Total</i>
	\$	\$	\$	hours	hours	hours	\$	\$	\$
MALES									
Private sector	1 004.30	82.90	1 087.20	38.6	2.4	41.1	26.00	34.10	26.50
Public sector	1 165.90	71.20	1 237.10	37.2	1.5	38.7	31.30	48.00	32.00
<b>All sectors</b>	<b>1 035.90</b>	<b>80.60</b>	<b>1 116.50</b>	<b>38.4</b>	<b>2.2</b>	<b>40.6</b>	<b>27.00</b>	<b>35.90</b>	<b>27.50</b>
FEMALES									
Private sector	852.00	19.10	871.10	38.0	0.7	38.7	22.40	28.10	22.50
Public sector	1 065.10	16.50	1 081.60	36.7	0.4	37.1	29.00	45.50	29.20
<b>All sectors</b>	<b>915.30</b>	<b>18.30</b>	<b>933.60</b>	<b>37.6</b>	<b>0.6</b>	<b>38.2</b>	<b>24.30</b>	<b>31.30</b>	<b>24.40</b>
PERSONS									
Private sector	949.70	60.00	1 009.60	38.4	1.8	40.2	24.70	33.30	25.10
Public sector	1 116.10	44.20	1 160.30	37.0	0.9	37.9	30.20	47.50	30.60
<b>All sectors</b>	<b>988.80</b>	<b>56.30</b>	<b>1 045.00</b>	<b>38.1</b>	<b>1.6</b>	<b>39.7</b>	<b>26.00</b>	<b>35.30</b>	<b>26.30</b>

(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

## 7

## AVERAGE WEEKLY CASH EARNINGS AND HOURS PAID FOR(a), Full-time non-managerial adult employees—Industry

	WEEKLY CASH EARNINGS(a)			WEEKLY HOURS PAID FOR			HOURLY CASH EARNINGS(a)		
	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total
	\$	\$	\$	hours	hours	hours	\$	\$	\$
MALES									
Mining	1 684.50	83.30	1 767.70	43.8	2.1	45.9	38.40	39.80	38.50
Manufacturing	945.80	116.70	1 062.50	38.3	3.4	41.7	24.70	34.70	25.50
Electricity, gas and water supply	1 239.10	145.10	1 384.10	37.1	2.8	39.8	33.40	52.30	34.80
Construction	999.20	148.40	1 147.60	38.3	3.9	42.2	26.10	37.90	27.20
Wholesale trade	961.50	62.70	1 024.30	38.7	1.9	40.5	24.90	33.30	25.30
Retail trade	776.80	36.30	813.20	38.4	1.3	39.7	20.20	28.70	20.50
Accommodation, cafes and restaurants	757.00	13.70	770.70	39.5	*0.5	40.0	19.10	27.40	19.20
Transport and storage	1 027.40	169.00	1 196.40	38.7	5.3	44.0	26.60	31.90	27.20
Communication services	1 198.10	60.30	1 258.40	37.0	1.5	38.5	32.40	40.20	32.70
Finance and insurance	1 296.50	9.20	1 305.70	38.2	0.3	38.5	33.90	34.50	33.90
Property and business services	1 121.70	47.50	1 169.20	38.7	1.4	40.1	29.00	33.90	29.20
Government administration and defence	1 019.90	38.00	1 058.00	37.1	1.0	38.1	27.50	37.10	27.80
Education	1 199.50	*4.10	1 203.60	36.2	*0.1	36.4	33.10	29.80	33.10
Health and community services	1 177.60	*121.00	1 298.60	38.1	2.0	40.1	30.90	59.90	32.40
Cultural and recreational services	1 016.00	*23.10	1 039.00	38.0	*0.6	38.6	26.80	37.90	26.90
Personal and other services	1 022.00	64.60	1 086.70	38.3	1.6	40.0	26.70	39.90	27.20
<b>All industries</b>	<b>1 035.90</b>	<b>80.60</b>	<b>1 116.50</b>	<b>38.4</b>	<b>2.2</b>	<b>40.6</b>	<b>27.00</b>	<b>35.90</b>	<b>27.50</b>
FEMALES									
Mining	1 259.60	*15.90	1 275.60	42.1	*0.5	42.6	29.90	34.50	30.00
Manufacturing	858.00	37.10	895.20	38.1	1.3	39.4	22.50	29.50	22.70
Electricity, gas and water supply	1 007.80	*17.20	1 024.90	36.7	*0.4	37.1	27.40	45.70	27.60
Construction	820.20	*51.10	871.30	38.3	**1.8	40.1	21.40	28.30	21.70
Wholesale trade	825.50	*20.90	846.40	38.2	*0.9	39.1	21.60	23.30	21.70
Retail trade	680.80	12.40	693.20	38.1	0.5	38.6	17.90	24.40	18.00
Accommodation, cafes and restaurants	754.20	*16.90	771.10	39.4	*0.8	40.2	19.10	22.00	19.20
Transport and storage	853.00	54.40	907.30	37.8	1.7	39.5	22.60	31.40	23.00
Communication services	1 059.20	13.90	1 073.10	36.7	0.4	37.1	28.90	31.50	28.90
Finance and insurance	982.30	12.90	995.20	37.8	0.4	38.2	26.00	33.00	26.00
Property and business services	898.20	11.60	909.80	38.0	0.4	38.4	23.70	30.00	23.70
Government administration and defence	996.20	14.50	1 010.70	36.7	0.3	37.0	27.20	42.20	27.30
Education	1 103.70	*0.80	1 104.50	36.0	—	36.1	30.60	38.60	30.60
Health and community services	943.10	23.50	966.60	37.8	0.6	38.4	24.90	40.50	25.20
Cultural and recreational services	877.70	*13.60	891.30	37.9	*0.4	38.3	23.10	35.40	23.30
Personal and other services	854.20	28.80	883.00	38.0	0.8	38.8	22.50	34.30	22.80
<b>All industries</b>	<b>915.30</b>	<b>18.30</b>	<b>933.60</b>	<b>37.6</b>	<b>0.6</b>	<b>38.2</b>	<b>24.30</b>	<b>31.30</b>	<b>24.40</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

AVERAGE WEEKLY CASH EARNINGS AND HOURS PAID FOR(a), Full-time non-managerial adult employees—Industry *continued*

	WEEKLY CASH EARNINGS(a)			WEEKLY HOURS PAID FOR			HOURLY CASH EARNINGS(a)		
	<i>Ordinary time</i>	<i>Overtime</i>	<i>Total</i>	<i>Ordinary time</i>	<i>Overtime</i>	<i>Total</i>	<i>Ordinary time</i>	<i>Overtime</i>	<i>Total</i>
	\$	\$	\$	hours	hours	hours	\$	\$	\$
PERSONS									
Mining	1 630.10	74.60	1 704.70	43.6	1.9	45.5	37.40	39.70	37.50
Manufacturing	926.20	98.90	1 025.10	38.3	2.9	41.1	24.20	34.20	24.90
Electricity, gas and water supply	1 199.50	123.20	1 322.70	37.0	2.4	39.4	32.40	52.20	33.60
Construction	979.00	137.40	1 116.30	38.3	3.7	42.0	25.60	37.30	26.60
Wholesale trade	916.20	48.80	964.90	38.5	1.6	40.1	23.80	31.40	24.10
Retail trade	741.80	27.60	769.40	38.3	1.0	39.3	19.40	27.90	19.60
Accommodation, cafes and restaurants	755.60	*15.30	770.90	39.5	*0.6	40.1	19.10	24.10	19.20
Transport and storage	985.50	141.50	1 127.10	38.5	4.4	42.9	25.60	31.90	26.30
Communication services	1 154.00	45.60	1 199.60	36.9	1.2	38.1	31.30	39.10	31.50
Finance and insurance	1 132.10	11.20	1 143.20	38.0	0.3	38.3	29.80	33.60	29.80
Property and business services	1 026.40	32.20	1 058.50	38.4	1.0	39.3	26.80	33.20	26.90
Government administration and defence	1 008.80	27.00	1 035.90	36.9	0.7	37.6	27.30	38.20	27.50
Education	1 138.00	2.00	1 139.90	36.1	*0.1	36.2	31.50	31.60	31.50
Health and community services	1 009.50	51.10	1 060.60	37.9	1.0	38.9	26.60	51.70	27.30
Cultural and recreational services	956.20	19.00	975.10	37.9	0.5	38.5	25.20	37.10	25.40
Personal and other services	956.40	50.60	1 007.00	38.2	1.3	39.5	25.00	38.50	25.50
<b>All industries</b>	<b>988.80</b>	<b>56.30</b>	<b>1 045.00</b>	<b>38.1</b>	<b>1.6</b>	<b>39.7</b>	<b>26.00</b>	<b>35.30</b>	<b>26.30</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

AVERAGE WEEKLY CASH EARNINGS AND HOURS PAID FOR(a), Full-time non-managerial adult employees—Occupation

	WEEKLY CASH EARNINGS (a)			WEEKLY HOURS PAID FOR			HOURLY CASH EARNINGS (a)		
	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total
	\$	\$	\$	hours	hours	hours	\$	\$	\$
MALES									
Managers(b)	1 461.40	25.80	1 487.20	38.7	0.6	39.3	37.80	40.90	37.80
Professionals	1 373.30	*30.80	1 404.00	37.7	0.5	38.2	36.40	56.20	36.70
Technicians and trades workers	995.60	107.70	1 103.30	38.5	2.7	41.2	25.90	40.30	26.80
Community and personal service workers	997.80	64.10	1 061.90	38.5	1.7	40.2	25.90	37.20	26.40
Clerical and administrative workers	997.60	35.10	1 032.70	37.8	0.9	38.7	26.40	38.80	26.70
Sales workers	845.50	21.80	867.30	38.5	0.8	39.2	22.00	27.30	22.10
Machinery operators and drivers	913.00	156.30	1 069.30	39.3	5.0	44.3	23.20	31.30	24.10
Labourers	796.40	108.30	904.70	38.3	3.3	41.6	20.80	32.60	21.70
<b>All occupations</b>	<b>1 035.90</b>	<b>80.60</b>	<b>1 116.50</b>	<b>38.4</b>	<b>2.2</b>	<b>40.6</b>	<b>27.00</b>	<b>35.90</b>	<b>27.50</b>
FEMALES									
Managers(b)	1 178.70	*8.20	1 187.00	38.0	*0.2	38.3	31.00	34.50	31.00
Professionals	1 170.20	11.40	1 181.50	37.0	0.3	37.3	31.60	45.50	31.70
Technicians and trades workers	802.80	31.00	833.80	38.3	1.1	39.4	21.00	27.10	21.20
Community and personal service workers	800.10	19.20	819.30	38.0	0.6	38.5	21.10	33.30	21.30
Clerical and administrative workers	832.20	13.40	845.50	37.7	0.4	38.1	22.10	31.60	22.20
Sales workers	716.80	15.50	732.30	38.1	0.6	38.7	18.80	25.90	18.90
Machinery operators and drivers	739.80	*73.30	813.10	38.6	*2.8	41.4	19.20	26.20	19.70
Labourers	673.60	63.10	736.70	37.9	2.2	40.1	17.80	28.40	18.40
<b>All occupations</b>	<b>915.30</b>	<b>18.30</b>	<b>933.60</b>	<b>37.6</b>	<b>0.6</b>	<b>38.2</b>	<b>24.30</b>	<b>31.30</b>	<b>24.40</b>
PERSONS									
Managers(b)	1 354.80	19.20	1 374.00	38.4	0.5	38.9	35.20	39.70	35.30
Professionals	1 273.00	21.20	1 294.20	37.4	0.4	37.8	34.10	52.90	34.30
Technicians and trades workers	976.10	99.90	1 076.00	38.5	2.5	41.0	25.40	39.70	26.30
Community and personal service workers	893.50	40.40	933.90	38.2	1.1	39.3	23.40	36.10	23.70
Clerical and administrative workers	885.90	20.40	906.30	37.7	0.6	38.3	23.50	35.20	23.70
Sales workers	787.00	18.90	805.90	38.3	0.7	39.0	20.60	26.80	20.70
Machinery operators and drivers	898.70	149.40	1 048.10	39.2	4.8	44.0	22.90	31.00	23.80
Labourers	770.00	98.60	868.60	38.2	3.1	41.3	20.10	31.90	21.00
<b>All occupations</b>	<b>988.80</b>	<b>56.30</b>	<b>1 045.00</b>	<b>38.1</b>	<b>1.6</b>	<b>39.7</b>	<b>26.00</b>	<b>35.30</b>	<b>26.30</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

(b) See paragraph 23 of the Explanatory Notes.

AVERAGE WEEKLY CASH EARNINGS AND HOURS PAID FOR(a), Full-time non-managerial adult employees—States and territories

	WEEKLY CASH EARNINGS(a)			WEEKLY HOURS PAID FOR			HOURLY CASH EARNINGS(a)		
	<i>Ordinary time</i>	<i>Overtime</i>	<i>Total</i>	<i>Ordinary time</i>	<i>Overtime</i>	<i>Total</i>	<i>Ordinary time</i>	<i>Overtime</i>	<i>Total</i>
	\$	\$	\$	hours	hours	hours	\$	\$	\$
MALES									
New South Wales	1 067.00	79.80	1 146.80	38.1	2.1	40.3	28.00	37.20	28.50
Victoria	1 009.70	75.40	1 085.20	38.3	2.1	40.4	26.40	36.10	26.90
Queensland	983.90	97.00	1 080.90	38.1	2.6	40.7	25.80	36.80	26.50
South Australia	939.20	57.10	996.30	38.4	1.8	40.2	24.50	31.60	24.80
Western Australia	1 180.30	92.40	1 272.70	39.6	2.7	42.3	29.80	34.00	30.10
Tasmania	921.20	49.00	970.20	38.7	1.6	40.3	23.80	30.70	24.10
Northern Territory	1 048.70	79.90	1 128.50	39.4	2.4	41.7	26.60	33.90	27.10
Australian Capital Territory	1 074.40	37.20	1 111.60	37.7	1.2	38.9	28.50	31.50	28.60
<b>Australia</b>	<b>1 035.90</b>	<b>80.60</b>	<b>1 116.50</b>	<b>38.4</b>	<b>2.2</b>	<b>40.6</b>	<b>27.00</b>	<b>35.90</b>	<b>27.50</b>
FEMALES									
New South Wales	941.40	19.70	961.10	37.4	0.6	38.0	25.20	32.00	25.30
Victoria	898.40	18.00	916.40	37.9	0.6	38.5	23.70	31.50	23.80
Queensland	879.80	14.40	894.20	37.5	0.5	38.0	23.50	30.70	23.50
South Australia	891.00	15.00	906.10	37.6	0.5	38.1	23.70	30.80	23.80
Western Australia	926.70	25.20	951.80	38.2	*0.9	39.0	24.30	28.60	24.40
Tasmania	870.30	19.40	889.80	37.4	0.6	38.0	23.20	34.50	23.40
Northern Territory	931.00	*26.10	957.10	37.8	*0.7	38.5	24.60	36.70	24.80
Australian Capital Territory	1 022.00	*10.30	1 032.30	37.3	*0.3	37.6	27.40	30.30	27.40
<b>Australia</b>	<b>915.30</b>	<b>18.30</b>	<b>933.60</b>	<b>37.6</b>	<b>0.6</b>	<b>38.2</b>	<b>24.30</b>	<b>31.30</b>	<b>24.40</b>
PERSONS									
New South Wales	1 013.30	54.10	1 067.40	37.8	1.5	39.3	26.80	36.30	27.20
Victoria	967.30	53.60	1 020.90	38.2	1.5	39.7	25.40	35.50	25.70
Queensland	945.00	66.20	1 011.20	37.9	1.8	39.7	24.90	36.20	25.50
South Australia	921.90	42.00	963.90	38.1	1.3	39.4	24.20	31.50	24.40
Western Australia	1 096.20	70.10	1 166.30	39.1	2.1	41.2	28.00	33.30	28.30
Tasmania	902.30	38.00	940.30	38.3	1.2	39.5	23.60	31.40	23.80
Northern Territory	994.70	55.20	1 049.90	38.7	1.6	40.3	25.70	34.50	26.10
Australian Capital Territory	1 050.10	24.70	1 074.80	37.5	0.8	38.3	28.00	31.30	28.10
<b>Australia</b>	<b>988.80</b>	<b>56.30</b>	<b>1 045.00</b>	<b>38.1</b>	<b>1.6</b>	<b>39.7</b>	<b>26.00</b>	<b>35.30</b>	<b>26.30</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

OVERTIME(a), Full-time non-managerial adult employees—Sector and occupation

	AVERAGE WEEKLY OVERTIME CASH EARNINGS(b)			AVERAGE WEEKLY OVERTIME HOURS PAID FOR			PERCENTAGE OF EMPLOYEES PAID OVERTIME
	Males	Females	Persons	Males	Females	Persons	Persons
	\$	\$	\$	hours	hours	hours	%
PRIVATE SECTOR							
Managers(c)	265.30	113.80	217.80	7.4	*3.8	6.3	7.1
Professionals	238.60	174.60	213.50	6.2	4.9	5.7	4.7
Technicians and trades workers	285.40	160.40	278.40	7.2	6.1	7.1	36.7
Community and personal service workers	204.40	83.10	139.60	7.1	3.2	5.0	18.7
Clerical and administrative workers	190.80	112.30	141.10	5.5	3.8	4.4	13.3
Sales workers	125.40	127.30	126.20	4.8	5.0	4.8	13.8
Machinery operators and drivers	317.90	250.50	314.40	10.3	9.7	10.2	49.2
Labourers	254.20	206.40	246.10	7.9	7.3	7.8	41.9
<b>All occupations</b>	<b>272.80</b>	<b>145.00</b>	<b>247.90</b>	<b>8.0</b>	<b>5.2</b>	<b>7.4</b>	<b>24.2</b>
PUBLIC SECTOR							
Managers(c)	351.10	*271.80	335.70	6.3	*5.2	6.1	11.3
Professionals	673.10	277.00	499.20	10.1	5.2	7.9	7.4
Technicians and trades workers	328.80	*106.00	313.80	6.9	*2.7	6.6	26.3
Community and personal service workers	229.40	176.20	215.90	5.2	3.9	4.9	28.5
Clerical and administrative workers	208.80	161.20	190.30	4.6	4.0	4.4	12.7
Sales workers	329.60	317.80	327.40	9.4	9.4	9.4	*20.5
Machinery operators and drivers	210.10	127.50	206.10	5.8	3.4	5.7	47.2
Labourers	230.20	150.20	220.50	6.4	4.7	6.2	28.7
<b>All occupations</b>	<b>304.80</b>	<b>201.20</b>	<b>278.40</b>	<b>6.4</b>	<b>4.4</b>	<b>5.9</b>	<b>15.9</b>
ALL SECTORS							
Managers(c)	289.00	140.20	246.70	7.1	4.1	6.2	7.8
Professionals	458.20	231.30	363.60	8.2	5.1	6.9	5.8
Technicians and trades workers	289.00	155.10	281.30	7.2	5.7	7.1	35.5
Community and personal service workers	220.00	114.00	178.50	5.9	3.4	4.9	22.6
Clerical and administrative workers	198.20	122.20	155.50	5.1	3.9	4.4	13.1
Sales workers	137.50	131.40	135.20	5.0	5.1	5.1	14.0
Machinery operators and drivers	308.40	240.30	304.90	9.9	9.2	9.8	49.0
Labourers	252.20	203.10	244.00	7.7	7.2	7.6	40.4
<b>All occupations</b>	<b>277.80</b>	<b>156.70</b>	<b>253.00</b>	<b>7.7</b>	<b>5.0</b>	<b>7.2</b>	<b>22.2</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

(b) Comprises regular wages and salaries in cash. See paragraphs 4 and 5 of the Explanatory Notes.

(a) For those employees who received overtime pay.

(c) See paragraph 23 of the Explanatory Notes.

	AVERAGE WEEKLY ORDINARY TIME		AVERAGE WEEKLY TOTAL	
	Cash earnings(a)	Hours	Cash earnings(a)	Hours
	\$	hours	\$	hours
MALES				
Under 20 employees	862.50	38.9	911.20	40.5
20 - 49 employees	928.30	38.4	1 023.90	41.4
50 - 99 employees	1 009.40	38.9	1 123.50	42.3
100 - 499 employees	1 087.70	38.6	1 187.50	41.5
500 - 999 employees	1 125.50	38.6	1 218.80	41.1
1 000 and over employees	1 175.00	38.2	1 248.40	40.0
<b>Total</b>	<b>1 004.30</b>	<b>38.6</b>	<b>1 087.20</b>	<b>41.1</b>
FEMALES				
Under 20 employees	748.80	38.2	761.70	38.7
20 - 49 employees	805.30	38.0	817.10	38.5
50 - 99 employees	875.60	38.2	897.30	39.0
100 - 499 employees	893.10	38.0	918.40	38.9
500 - 999 employees	942.50	37.9	971.60	38.8
1 000 and over employees	954.00	37.8	974.70	38.4
<b>Total</b>	<b>852.00</b>	<b>38.0</b>	<b>871.10</b>	<b>38.7</b>
PERSONS				
Under 20 employees	822.00	38.7	858.00	39.9
20 - 49 employees	885.60	38.2	952.10	40.4
50 - 99 employees	966.10	38.7	1 050.20	41.2
100 - 499 employees	1 018.50	38.4	1 091.90	40.6
500 - 999 employees	1 060.70	38.3	1 131.30	40.3
1 000 and over employees	1 083.10	38.0	1 134.60	39.3
<b>Total</b>	<b>949.70</b>	<b>38.4</b>	<b>1 009.60</b>	<b>40.2</b>

(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.



	COLLECTIVE AGREEMENT			INDIVIDUAL ARRANGEMENT			Working proprietor of incorporated business	Total	All methods of setting pay
	Award only	Registered	Unregistered	Registered	Unregistered				
PROPORTION OF EMPLOYEES (%)									
<b>Males</b>									
Private sector	17.4	23.2	3.9	3.9	43.1	8.6	55.5	100.0	
Public sector	*1.4	92.4	*0.2	2.4	3.6	..	6.0	100.0	
All sectors	14.7	34.6	3.3	3.6	36.6	7.2	47.4	100.0	
<b>Females</b>									
Private sector	29.7	25.8	3.6	2.7	34.4	3.8	40.9	100.0	
Public sector	*3.1	93.2	**0.2	1.6	1.8	..	3.4	100.0	
All sectors	23.4	41.7	2.8	2.5	26.7	2.9	32.1	100.0	
<b>Persons</b>									
Private sector	23.1	24.4	3.8	3.3	39.0	6.3	48.7	100.0	
Public sector	*2.4	92.9	*0.2	2.0	2.6	..	4.5	100.0	
<b>All sectors</b>	<b>19.0</b>	<b>38.1</b>	<b>3.0</b>	<b>3.1</b>	<b>31.7</b>	<b>5.1</b>	<b>39.9</b>	<b>100.0</b>	

## AVERAGE WEEKLY TOTAL CASH EARNINGS (a) (\$)

<b>Males</b>									
Private sector									
Ordinary time	506.90	873.30	862.70	1 017.10	1 105.10	1 055.10	1 091.20	930.30	
Overtime	40.20	118.50	*38.50	70.60	38.50	**1.00	34.90	55.40	
Total	547.10	991.90	901.20	1 087.70	1 143.60	1 056.10	1 126.20	985.70	
Public sector									
Ordinary time	*909.10	1 110.00	2 446.10	1 785.20	1 444.40	..	1 580.00	1 137.90	
Overtime	**6.40	61.20	**2.00	**7.10	*7.30	..	*7.20	57.10	
Total	*915.50	1 171.20	2 448.20	1 792.30	1 451.60	..	1 587.20	1 195.00	
All sectors									
Ordinary time	513.10	977.70	875.70	1 101.10	1 110.70	1 055.10	1 101.50	964.60	
Overtime	39.70	93.20	*38.20	63.70	38.00	**1.00	34.40	55.70	
<b>Total</b>	<b>552.70</b>	<b>1 071.00</b>	<b>914.00</b>	<b>1 164.80</b>	<b>1 148.60</b>	<b>1 056.10</b>	<b>1 135.90</b>	<b>1 020.30</b>	
<b>Females</b>									
Private sector									
Ordinary time	436.70	580.40	594.70	613.60	753.70	764.80	745.50	605.80	
Overtime	8.20	14.40	*8.00	**15.70	8.70	—	8.40	9.80	
Total	444.90	594.80	602.70	629.30	762.40	764.80	753.80	615.70	
Public sector									
Ordinary time	613.90	867.90	936.70	1 413.30	816.80	..	1 100.70	868.00	
Overtime	**21.20	11.50	*11.70	**0.20	*2.90	..	*1.60	11.50	
Total	635.00	879.40	948.40	1 413.50	819.70	..	1 102.30	879.50	
All sectors									
Ordinary time	442.30	731.80	599.90	739.00	754.70	764.80	754.40	667.60	
Overtime	8.60	12.90	*8.00	**13.20	8.60	—	8.20	10.20	
<b>Total</b>	<b>450.90</b>	<b>744.60</b>	<b>608.00</b>	<b>752.30</b>	<b>763.30</b>	<b>764.80</b>	<b>762.60</b>	<b>677.80</b>	
<b>Persons</b>									
Private sector									
Ordinary time	464.70	728.20	741.80	863.30	960.00	973.60	955.10	778.20	
Overtime	20.90	67.00	*24.80	49.70	26.20	**0.70	24.50	34.10	
Total	485.70	795.20	766.50	912.90	986.20	974.30	979.60	812.30	
Public sector									
Ordinary time	684.80	969.50	1 533.60	1 605.60	1 190.40	..	1 369.80	981.80	
Overtime	*17.60	32.40	*7.90	**3.80	*5.50	..	*4.70	30.70	
Total	702.50	1 001.80	1 541.50	1 609.40	1 195.90	..	1 374.60	1 012.50	
All sectors									
Ordinary time	470.30	845.70	750.80	958.30	963.70	973.60	964.60	818.90	
Overtime	20.90	50.10	*24.60	43.80	25.80	**0.70	24.00	33.40	
<b>Total</b>	<b>491.10</b>	<b>895.80</b>	<b>775.30</b>	<b>1 002.10</b>	<b>989.60</b>	<b>974.30</b>	<b>988.60</b>	<b>852.30</b>	

\* estimate has a relative standard error of 25% to 50% and should be used with caution

.. not applicable  
— nil or rounded to zero (including null cells)

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

## INDIVIDUAL ARRANGEMENT

	Award only	Collective agreement(a)	Registered or unregistered	Working proprietor of incorporated business	Total	All methods of setting pay
PROPORTION OF EMPLOYEES (%)						
<b>Males</b>						
Full-time employees	10.3	38.2	43.6	7.9	51.5	100.0
Part-time employees	33.8	36.5	25.6	4.0	29.6	100.0
All employees	14.7	37.9	40.2	7.2	47.4	100.0
<b>Females</b>						
Full-time employees	14.3	44.2	37.8	3.7	41.4	100.0
Part-time employees	32.4	44.8	20.7	2.1	22.8	100.0
All employees	23.4	44.5	29.2	2.9	32.1	100.0
<b>Persons</b>						
Full-time employees	11.8	40.5	41.4	6.3	47.8	100.0
Part-time employees	32.8	42.5	22.1	2.7	24.7	100.0
<b>All employees</b>	<b>19.0</b>	<b>41.2</b>	<b>34.8</b>	<b>5.1</b>	<b>39.9</b>	<b>100.0</b>

## AVERAGE WEEKLY TOTAL CASH EARNINGS (b) (\$)

<b>Males</b>						
Full-time employees	731.50	1 197.00	1 247.70	1 101.60	1 225.40	1 163.80
Part-time employees	319.90	431.40	437.10	674.20	469.30	404.90
All employees	552.70	1 057.50	1 150.10	1 056.10	1 135.90	1 020.30
<b>Females</b>						
Full-time employees	705.30	1 016.30	961.20	903.50	956.10	946.80
Part-time employees	340.20	463.60	405.80	530.50	417.50	413.10
All employees	450.90	736.00	762.40	764.80	762.60	677.80
<b>Persons</b>						
Full-time employees	719.70	1 123.80	1 150.90	1 059.00	1 138.80	1 083.40
Part-time employees	334.30	455.80	416.00	591.30	434.90	410.80
<b>All employees</b>	<b>491.10</b>	<b>886.90</b>	<b>990.70</b>	<b>974.30</b>	<b>988.60</b>	<b>852.30</b>

(a) Includes registered and unregistered collective agreements.

(b) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

## INDIVIDUAL ARRANGEMENT

	<i>Award only</i>	<i>Collective agreement(a)</i>	<i>Registered or unregistered</i>	<i>Working proprietor of incorporated business</i>	<i>Total</i>	<i>All methods of setting pay</i>
PROPORTION OF EMPLOYEES (%)						
<b>Males</b>						
Permanent or fixed term employees	10.3	39.4	41.8	8.5	50.3	100.0
Casual employees	38.5	30.1	31.5	..	31.5	100.0
<i>All employees</i>	14.7	37.9	40.2	7.2	47.4	100.0
<b>Females</b>						
Permanent or fixed term employees	15.6	48.8	31.8	3.9	35.6	100.0
Casual employees	46.7	31.8	21.5	..	21.5	100.0
<i>All employees</i>	23.4	44.5	29.2	2.9	32.1	100.0
<b>Persons</b>						
Permanent or fixed term employees	12.8	43.7	37.2	6.4	43.5	100.0
Casual employees	43.5	31.1	25.4	..	25.4	100.0
<b>All employees</b>	<b>19.0</b>	<b>41.2</b>	<b>34.8</b>	<b>5.1</b>	<b>39.9</b>	<b>100.0</b>

## AVERAGE WEEKLY TOTAL CASH EARNINGS (b) (\$)

<b>Males</b>						
Permanent or fixed term employees	658.60	1 139.10	1 216.00	1 056.10	1 189.10	1 114.60
Casual employees	398.70	479.00	676.20	..	676.20	510.20
<i>All employees</i>	552.70	1 057.50	1 150.10	1 056.10	1 135.90	1 020.30
<b>Females</b>						
Permanent or fixed term employees	582.40	826.60	854.60	764.80	844.80	795.00
Casual employees	320.40	323.20	356.80	..	356.80	329.10
<i>All employees</i>	450.90	736.00	762.40	764.80	762.60	677.80
<b>Persons</b>						
Permanent or fixed term employees	615.70	978.50	1 073.90	974.30	1 059.30	967.40
Casual employees	347.50	382.10	512.00	..	512.00	400.00
<b>All employees</b>	<b>491.10</b>	<b>886.90</b>	<b>990.70</b>	<b>974.30</b>	<b>988.60</b>	<b>852.30</b>

.. not applicable

(b) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

(a) Includes registered and unregistered collective agreements.

## INDIVIDUAL ARRANGEMENT

	Award only	Collective agreement(a)	Registered or unregistered	Working proprietor of incorporated business	Total	All methods of setting pay
PROPORTION OF EMPLOYEES (%)						
Mining	*2.4	29.8	66.7	*1.1	67.8	100.0
Manufacturing	10.6	37.7	47.4	4.3	51.7	100.0
Electricity, gas and water supply	*0.9	84.4	14.4	*0.3	14.7	100.0
Construction	12.0	27.7	43.5	16.8	60.3	100.0
Wholesale trade	12.8	9.5	71.1	6.6	77.7	100.0
Retail trade	28.7	34.8	32.1	4.4	36.5	100.0
Accommodation, cafes and restaurants	57.2	8.8	30.6	3.5	34.0	100.0
Transport and storage	12.4	40.4	40.9	6.3	47.1	100.0
Communication services	**0.9	61.3	30.7	7.1	37.8	100.0
Finance and insurance	5.1	42.6	45.8	6.4	52.3	100.0
Property and business services	23.2	15.5	52.4	8.9	61.3	100.0
Government administration and defence	*0.6	91.8	7.6	. .	7.6	100.0
Education	11.9	81.5	6.5	*0.2	6.7	100.0
Health and community services	25.4	58.4	14.0	2.2	16.2	100.0
Cultural and recreational services	19.2	40.7	37.2	*2.9	40.1	100.0
Personal and other services	23.4	46.4	26.8	3.4	30.1	100.0
<b>All industries</b>	<b>19.0</b>	<b>41.2</b>	<b>34.8</b>	<b>5.1</b>	<b>39.9</b>	<b>100.0</b>

## AVERAGE WEEKLY TOTAL CASH EARNINGS (b) (\$)

Mining	902.30	1 837.20	1 729.70	1 362.20	1 723.70	1 738.00
Manufacturing	609.00	1 017.90	1 044.70	971.20	1 038.60	985.00
Electricity, gas and water supply	645.00	1 294.60	1 699.10	812.80	1 682.20	1 345.60
Construction	603.80	1 219.30	1 019.10	914.70	990.10	1 007.40
Wholesale trade	527.00	916.60	1 011.60	872.70	999.80	931.40
Retail trade	348.00	356.60	749.60	747.00	749.30	497.40
Accommodation, cafes and restaurants	414.50	524.80	585.00	666.80	593.40	485.00
Transport and storage	714.70	1 185.60	956.50	792.00	934.70	1 008.70
Communication services	566.40	958.80	1 401.70	643.90	1 259.90	1 068.80
Finance and insurance	686.00	1 041.00	1 434.30	1 063.70	1 388.60	1 204.50
Property and business services	509.80	800.20	1 081.00	1 143.90	1 090.20	910.70
Government administration and defence	633.20	979.20	1 153.30	. .	1 153.30	990.10
Education	634.00	902.50	762.60	1 282.70	777.10	862.30
Health and community services	569.20	865.10	730.20	1 581.80	844.60	786.60
Cultural and recreational services	438.80	658.40	769.20	880.00	777.20	663.80
Personal and other services	437.60	1 021.00	645.50	779.60	660.40	775.60
<b>All industries</b>	<b>491.10</b>	<b>886.90</b>	<b>990.70</b>	<b>974.30</b>	<b>988.60</b>	<b>852.30</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

. . not applicable

(a) Includes registered and unregistered collective agreements.

(b) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

## INDIVIDUAL ARRANGEMENT

	Award only	Collective agreement(a)	Registered or unregistered	Working proprietor of incorporated business	Total	All methods of setting pay
PROPORTION OF EMPLOYEES (%)						
Managers(b)	2.6	20.9	53.7	22.8	76.5	100.0
Professionals	6.6	56.1	32.5	4.8	37.3	100.0
Technicians and trades workers	18.7	31.3	43.3	6.7	50.0	100.0
Community and personal service workers	39.2	43.6	16.9	*0.3	17.2	100.0
Clerical and administrative workers	13.4	40.1	42.8	3.7	46.5	100.0
Sales workers	32.4	37.5	28.4	1.7	30.1	100.0
Machinery operators and drivers	16.3	44.5	35.6	3.5	39.1	100.0
Labourers	29.7	43.4	25.5	1.4	26.9	100.0
<b>All occupations</b>	<b>19.0</b>	<b>41.2</b>	<b>34.8</b>	<b>5.1</b>	<b>39.9</b>	<b>100.0</b>

## AVERAGE WEEKLY TOTAL CASH EARNINGS (c) (\$)

Managers(b)	922.20	1 581.90	1 680.30	1 015.60	1 482.50	1 488.50
Professionals	872.80	1 073.30	1 219.10	1 439.50	1 247.40	1 125.10
Technicians and trades workers	570.80	1 102.60	1 016.90	833.00	992.20	948.10
Community and personal service workers	448.40	711.50	506.00	*801.10	510.90	573.90
Clerical and administrative workers	534.80	799.10	744.00	657.20	737.10	735.00
Sales workers	348.30	395.00	741.90	714.30	740.30	483.80
Machinery operators and drivers	683.60	1 059.40	951.40	719.50	930.40	947.50
Labourers	390.00	704.90	653.40	654.40	653.50	597.70
<b>All occupations</b>	<b>491.10</b>	<b>886.90</b>	<b>990.70</b>	<b>974.30</b>	<b>988.60</b>	<b>852.30</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Includes registered and unregistered collective agreements.

(b) See paragraph 23 of the Explanatory Notes.

(c) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

## INDIVIDUAL ARRANGEMENT

	<i>Award only</i>	<i>Collective agreement(a)</i>	<i>Registered or unregistered</i>	<i>Working proprietor of incorporated business</i>	<i>Total</i>	<i>All methods of setting pay</i>
PROPORTION OF EMPLOYEES (%)						
New South Wales	22.9	36.1	34.8	6.2	41.0	100.0
Victoria	14.9	42.9	36.7	5.5	42.2	100.0
Queensland	22.0	41.6	32.2	4.3	36.4	100.0
South Australia	18.9	48.8	28.9	3.4	32.3	100.0
Western Australia	11.1	41.0	44.0	3.9	47.9	100.0
Tasmania	23.2	47.3	25.6	3.8	29.4	100.0
Northern Territory	11.3	54.3	31.6	2.7	34.3	100.0
Australian Capital Territory	17.0	57.0	23.6	2.5	26.1	100.0
<b>Australia</b>	<b>19.0</b>	<b>41.2</b>	<b>34.8</b>	<b>5.1</b>	<b>39.9</b>	<b>100.0</b>

## AVERAGE WEEKLY TOTAL CASH EARNINGS (b) (\$)

New South Wales	518.30	919.50	1 063.70	941.20	1 045.20	879.20
Victoria	468.60	844.40	947.30	970.50	950.40	833.30
Queensland	473.10	910.80	927.90	998.70	936.20	823.60
South Australia	471.60	823.40	874.30	1 063.70	894.30	779.90
Western Australia	470.20	874.60	1 048.90	1 024.30	1 046.90	912.20
Tasmania	493.30	834.30	780.00	902.40	795.70	743.70
Northern Territory	586.40	943.40	951.50	1 038.20	958.30	908.00
Australian Capital Territory	474.70	1 032.90	1 122.30	1 279.30	1 137.40	965.40
<b>Australia</b>	<b>491.10</b>	<b>886.90</b>	<b>990.70</b>	<b>974.30</b>	<b>988.60</b>	<b>852.30</b>

(a) Includes registered and unregistered collective agreements.

(b) Comprises regular wages and salaries in cash, including amounts salary sacrificed.

## INDIVIDUAL ARRANGEMENT

	Award only	Collective agreement(a)	Registered or unregistered	Working proprietor of incorporated business	Total	All methods of setting pay
PROPORTION OF EMPLOYEES (%)						
Under 20 employees	25.3	10.1	47.6	16.9	64.5	100.0
20 - 49 employees	27.2	18.0	52.7	2.0	54.8	100.0
50 - 99 employees	26.0	27.8	45.7	*0.5	46.2	100.0
100 - 499 employees	22.6	41.4	35.9	*0.1	36.0	100.0
500 - 999 employees	14.1	55.7	30.1	—	30.1	100.0
1 000 and over employees	5.3	84.5	10.3	—	10.3	100.0
<b>Total</b>	<b>19.0</b>	<b>41.2</b>	<b>34.8</b>	<b>5.1</b>	<b>39.9</b>	<b>100.0</b>

## AVERAGE WEEKLY TOTAL CASH EARNINGS (b) (\$)

Under 20 employees	436.80	732.40	780.80	931.90	820.40	714.30
20 - 49 employees	482.60	819.00	908.30	1 561.80	932.50	789.50
50 - 99 employees	489.40	890.00	1 128.50	1 540.60	1 133.00	898.10
100 - 499 employees	535.00	878.50	1 168.20	2 495.60	1 173.00	907.00
500 - 999 employees	549.30	896.40	1 313.50	—	1 313.50	973.00
1 000 and over employees	619.50	914.10	1 351.40	—	1 351.40	943.60
<b>Total</b>	<b>491.10</b>	<b>886.90</b>	<b>990.70</b>	<b>974.30</b>	<b>988.60</b>	<b>852.30</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

(b) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

— nil or rounded to zero (including null cells)

(a) Includes registered and unregistered collective agreements.

	FEDERAL REGISTERED AGREEMENT(a)		STATE REGISTERED AGREEMENT(b)		OTHER METHODS OF SETTING PAY(c)	All methods of setting pay
	Collective	Individual	Collective	Individual	Total	
PROPORTION OF EMPLOYEES (%)						
New South Wales	17.5	1.9	15.3	..	65.3	100.0
Victoria	40.0	3.1	..	..	56.9	100.0
Queensland	18.6	*2.9	20.5	**0.1	57.9	100.0
South Australia	27.4	1.4	16.7	..	54.5	100.0
Western Australia	25.3	5.8	12.8	**1.2	54.9	100.0
Tasmania	24.2	*4.4	21.5	**0.3	49.6	100.0
Northern Territory	51.4	*4.0	..	..	44.6	100.0
Australian Capital Territory	55.6	6.2	..	..	38.2	100.0
<b>Australia</b>	<b>26.2</b>	<b>2.9</b>	<b>11.9</b>	<b>**0.1</b>	<b>58.8</b>	<b>100.0</b>

AVERAGE WEEKLY TOTAL CASH EARNINGS (d) (\$)						
New South Wales	867.70	969.00	1 007.30	..	849.70	879.20
Victoria	856.20	781.40	..	..	820.10	833.30
Queensland	827.80	926.50	995.70	*944.40	756.00	823.60
South Australia	792.00	922.20	901.10	..	733.10	779.90
Western Australia	854.40	1 129.60	896.00	1 994.70	896.20	912.20
Tasmania	795.40	695.20	895.60	449.30	658.50	743.70
Northern Territory	959.20	1 138.90	..	..	828.20	908.00
Australian Capital Territory	1 039.90	1 622.90	..	..	749.60	965.40
<b>Australia</b>	<b>859.10</b>	<b>963.70</b>	<b>976.80</b>	<b>1 823.50</b>	<b>816.30</b>	<b>852.30</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

.. not applicable

(a) Federal Registered Agreement refers to an agreement which has been registered, certified or approved by the Australian Industrial Relations Commission or the Office of the Employment Advocate.

(b) State Registered Agreement refers to an agreement which has been registered, certified or approved under a New South Wales, Queensland, South Australian, Western Australian or Tasmanian industrial tribunal or authority.

(c) Employees covered by award only, unregistered agreements and working proprietors of incorporated businesses.

(d) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.



METHODS OF SETTING PAY, Average weekly total cash earnings and hours paid for of non-managerial employees(a)—Type of employee

	AVERAGE WEEKLY TOTAL CASH EARNINGS(a)			AVERAGE WEEKLY HOURS PAID FOR			AVERAGE HOURLY CASH EARNINGS(a)			TOTAL EMPLOYEES		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	hours	hours	hours	\$	\$	\$	('000)	('000)	('000)
<b>PERMANENT FULL-TIME (b)</b>												
Award only	711.30	699.20	705.80	40.4	38.5	39.6	17.60	18.10	17.80	307.4	252.5	559.9
Registered collective agreement	1 183.90	1 013.10	1 112.70	40.4	37.5	39.2	29.30	27.00	28.40	1 113.3	795.4	1 908.7
Unregistered collective agreement	964.70	787.40	904.60	40.2	38.4	39.6	24.00	20.50	22.80	100.2	51.4	151.5
Registered individual agreement	1 252.40	957.60	1 162.50	42.7	38.8	41.5	29.30	24.70	28.00	117.1	51.4	168.5
Unregistered individual arrangement	1 116.20	906.60	1 040.10	40.3	38.7	39.7	27.70	23.40	26.20	1 079.8	615.6	1 695.4
<b>All methods of setting pay</b>	<b>1 098.40</b>	<b>922.90</b>	<b>1 029.30</b>	<b>40.5</b>	<b>38.1</b>	<b>39.5</b>	<b>27.20</b>	<b>24.20</b>	<b>26.00</b>	<b>2 717.7</b>	<b>1 766.3</b>	<b>4 484.0</b>
<b>PERMANENT PART-TIME (b)</b>												
Award only	374.60	440.50	426.20	21.1	22.8	22.4	17.70	19.30	19.00	61.5	220.8	282.2
Registered collective agreement	555.00	552.30	552.80	22.2	22.9	22.7	25.00	24.20	24.30	127.4	579.4	706.8
Unregistered collective agreement	471.40	438.00	443.40	23.2	21.5	21.7	20.30	20.40	20.40	*5.6	29.1	34.6
Registered individual agreement	418.90	472.90	456.40	21.5	23.0	22.5	19.50	20.50	20.20	*5.9	13.4	19.3
Unregistered individual arrangement	441.80	492.60	480.10	19.7	21.2	20.8	22.40	23.30	23.10	68.4	208.4	276.8
<b>All methods of setting pay</b>	<b>480.20</b>	<b>512.80</b>	<b>506.20</b>	<b>21.3</b>	<b>22.5</b>	<b>22.2</b>	<b>22.50</b>	<b>22.80</b>	<b>22.80</b>	<b>268.7</b>	<b>1 051.1</b>	<b>1 319.7</b>
<b>CASUAL</b>												
Award only	398.70	320.40	347.50	21.0	17.2	18.5	19.00	18.70	18.80	254.9	480.7	735.6
Registered collective agreement	470.20	320.10	376.10	19.5	14.5	16.4	24.10	22.00	23.00	177.8	298.9	476.7
Unregistered collective agreement	551.10	354.60	438.60	25.3	16.1	20.1	21.80	22.00	21.90	21.5	28.9	50.4
Registered individual agreement	606.30	324.80	445.20	29.2	18.7	23.2	20.70	17.30	19.20	22.3	*29.9	52.3
Unregistered individual arrangement	684.60	361.80	521.20	28.6	18.0	23.2	23.90	20.10	22.40	186.4	191.0	377.4
<b>All methods of setting pay</b>	<b>510.20</b>	<b>329.10</b>	<b>400.00</b>	<b>23.2</b>	<b>16.6</b>	<b>19.2</b>	<b>22.00</b>	<b>19.90</b>	<b>20.90</b>	<b>663.0</b>	<b>1 029.3</b>	<b>1 692.4</b>
<b>ALL NON-MANAGERIAL EMPLOYEES</b>												
Award only	550.30	448.50	488.70	30.6	24.1	26.7	18.00	18.60	18.30	623.7	954.0	1 577.7
Registered collective agreement	1 038.00	729.80	871.20	36.2	28.3	31.9	28.70	25.70	27.30	1 418.5	1 673.7	3 092.2
Unregistered collective agreement	873.00	580.20	737.80	37.0	28.0	32.8	23.60	20.70	22.50	127.3	109.3	236.6
Registered individual agreement	1 119.30	689.10	949.60	39.8	30.2	36.0	28.10	22.80	26.40	145.3	94.7	240.1
Unregistered individual arrangement	1 021.40	719.10	890.80	37.6	31.2	34.8	27.20	23.10	25.60	1 334.5	1 015.0	2 349.5
<b>All methods of setting pay</b>	<b>946.00</b>	<b>652.00</b>	<b>795.10</b>	<b>35.9</b>	<b>28.1</b>	<b>31.9</b>	<b>26.30</b>	<b>23.20</b>	<b>24.90</b>	<b>3 649.4</b>	<b>3 846.7</b>	<b>7 496.1</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

(b) Includes fixed term contract employees.

METHODS OF SETTING PAY, Weekly total cash earnings(a)—Distribution of full-time non-managerial adult employees

	<i>Award only</i>	<i>Collective agreement(b)</i>	<i>Individual arrangement(c)</i>	<i>All methods of setting pay</i>
PROPORTION OF FULL-TIME NON-MANAGERIAL ADULT EMPLOYEES (%)				
<b>Weekly total cash earnings(a)</b>				
Under 200	*0.4	*0.3	*0.2	0.3
200 and under 300	*0.1	*0.2	**0.2	*0.2
300 and under 400	*1.0	*0.2	0.3	0.4
400 and under 500	4.1	0.8	1.5	1.5
500 and under 600	23.5	3.4	5.8	6.8
600 and under 700	21.4	9.6	12.8	12.4
700 and under 800	16.8	11.2	15.3	13.6
800 and under 900	12.4	10.6	12.8	11.7
900 and under 1 000	5.6	11.3	10.7	10.4
1 000 and under 1 100	3.8	9.9	8.3	8.5
1 100 and under 1 200	2.8	8.9	5.5	6.7
1 200 and under 1 300	2.3	8.7	4.8	6.3
1 300 and under 1 400	*2.4	6.3	4.2	5.0
1 400 and under 1 500	*1.0	4.7	3.0	3.5
1 500 and under 1 600	*0.7	3.6	2.6	2.8
1 600 and under 1 700	*0.4	2.3	2.3	2.1
1 700 and under 1 800	*0.4	1.8	1.8	1.6
1 800 and under 1 900	*0.2	1.2	1.0	1.0
1 900 and under 2 000	*0.1	1.1	1.2	1.0
2 000 and over	*0.4	3.8	5.7	4.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

WEEKLY TOTAL CASH EARNINGS (a)(d) (\$)

<b>Deciles and quartiles</b>				
10th percentile	525.00	659.00	616.00	607.00
20th percentile	560.00	748.00	692.00	687.00
25th percentile (1st quartile)	579.00	794.00	729.00	725.00
30th percentile	604.00	840.00	765.00	765.00
40th percentile	652.00	932.00	829.00	841.00
50th percentile (median) (2nd quartile)	697.00	1 022.00	905.00	926.00
60th percentile	753.00	1 126.00	1 000.00	1 030.00
70th percentile	818.00	1 234.00	1 145.00	1 160.00
75th percentile (3rd quartile)	860.00	1 298.00	1 236.00	1 236.00
80th percentile	906.00	1 374.00	1 342.00	1 324.00
90th percentile	1 118.00	1 611.00	1 681.00	1 597.00
<b>Average weekly total cash earnings(a)</b>	<b>767.30</b>	<b>1 103.30</b>	<b>1 061.60</b>	<b>1 045.00</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

(b) Includes registered and unregistered collective agreements.

(c) Includes registered and unregistered individual arrangements.

(d) Percentiles are based on whole dollars only.

	FULL-TIME EMPLOYEES					Total	PART-TIME	ALL
	Managerial adult	Non-managerial adult	Non-managerial junior	Total non-managerial	Total adult		EMPLOYEES	EMPLOYEES
	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
Mining	249.50	29.90	60.40	30.10	39.40	39.40	58.30	38.50
Manufacturing	72.20	14.00	18.40	14.00	15.20	15.10	32.50	15.30
Electricity, gas and water supply	126.90	55.20	8.10	55.30	45.20	45.30	104.80	46.80
Construction	86.70	26.50	27.20	27.40	31.40	31.40	35.80	30.30
Wholesale trade	101.00	32.20	19.10	32.00	32.90	32.70	43.70	31.10
Retail trade	71.90	14.90	19.70	14.50	18.90	18.10	11.10	19.30
Accommodation, cafes and restaurants	78.20	16.10	25.40	16.10	25.00	24.40	16.90	18.70
Transport and storage	95.50	22.90	102.80	22.90	23.40	23.30	44.80	26.70
Communication services	161.50	36.30	np	36.30	36.80	36.80	51.70	36.20
Finance and insurance	165.00	39.60	22.60	39.50	70.40	70.00	68.10	66.70
Property and business services	88.70	34.90	15.80	36.10	37.30	38.20	31.90	34.40
Government administration and defence	37.40	12.40	31.40	12.40	14.70	14.70	52.20	21.80
Education	57.00	21.70	8.50	23.60	25.10	26.60	25.80	27.90
Health and community services	199.90	58.30	np	58.00	58.50	58.30	43.70	44.60
Cultural and recreational services	123.40	42.20	25.00	41.80	41.00	40.70	34.10	37.30
Personal and other services	133.60	42.20	25.30	41.90	41.90	41.50	32.90	45.70
<b>All industries</b>	<b>33.60</b>	<b>8.60</b>	<b>11.00</b>	<b>8.70</b>	<b>9.80</b>	<b>9.80</b>	<b>9.50</b>	<b>9.50</b>
FEMALES								
Mining	244.20	38.00	—	38.00	40.00	40.00	56.40	43.50
Manufacturing	79.30	16.00	28.60	15.80	16.70	16.50	20.70	19.80
Electricity, gas and water supply	200.10	23.90	np	23.80	32.00	31.80	68.20	35.50
Construction	73.80	28.00	78.20	27.70	27.90	27.70	37.90	34.50
Wholesale trade	151.50	20.10	41.50	19.60	24.00	23.70	21.90	23.90
Retail trade	60.60	10.00	15.80	9.60	11.70	11.10	7.00	9.90
Accommodation, cafes and restaurants	45.00	24.00	88.20	22.80	23.50	22.30	13.70	19.40
Transport and storage	101.00	25.70	4.90	26.70	24.90	26.00	30.90	25.10
Communication services	401.40	36.80	—	36.80	51.30	51.30	35.70	43.00
Finance and insurance	161.20	17.90	31.40	19.30	22.90	24.20	37.00	24.30
Property and business services	53.90	18.40	18.40	20.80	17.90	20.30	15.30	17.40
Government administration and defence	45.30	9.70	25.30	9.70	12.00	12.00	23.50	16.50
Education	43.00	15.00	22.00	16.30	15.90	17.30	21.00	29.40
Health and community services	109.70	17.30	26.70	17.50	17.40	17.50	10.90	13.30
Cultural and recreational services	136.90	24.70	14.30	23.80	23.60	23.10	21.90	28.20
Personal and other services	127.40	40.30	12.80	42.20	38.10	40.20	20.80	34.10
<b>All industries</b>	<b>28.10</b>	<b>7.30</b>	<b>9.40</b>	<b>7.70</b>	<b>7.50</b>	<b>7.90</b>	<b>6.00</b>	<b>7.60</b>

— nil or rounded to zero (including null cells)

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) Standard errors are a measure of sampling error. See the Technical Note.

(b) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
	Managerial adult	Non- managerial adult	Non- managerial junior	Total non- managerial	Total adult	EMPLOYEES	EMPLOYEES	
	\$	\$	\$	\$	\$	\$	\$	
PERSONS								
Mining	242.70	30.70	60.40	30.90	37.90	37.90	49.50	34.20
Manufacturing	61.50	12.50	17.00	12.40	13.40	13.20	19.40	13.90
Electricity, gas and water supply	115.00	46.80	50.80	47.00	37.90	38.10	59.10	34.60
Construction	78.40	24.10	26.90	24.90	27.60	27.80	27.80	26.90
Wholesale trade	88.90	24.20	17.40	24.00	25.30	25.10	21.90	23.00
Retail trade	54.10	11.20	14.40	10.90	13.60	13.00	6.50	13.00
Accommodation, cafes and restaurants	53.60	15.90	41.00	15.60	17.80	17.20	12.70	15.20
Transport and storage	82.30	22.50	78.50	22.80	22.30	22.50	31.40	23.80
Communication services	185.10	28.40	np	28.40	31.60	31.60	29.90	30.10
Finance and insurance	141.40	23.00	25.60	23.30	41.90	41.60	33.80	35.00
Property and business services	71.10	24.40	12.90	25.20	26.30	27.00	16.20	23.50
Government administration and defence	29.70	8.60	20.60	8.60	10.10	10.10	27.50	16.70
Education	50.30	12.60	15.00	14.30	13.80	15.30	19.20	24.40
Health and community services	139.90	21.40	74.50	21.40	22.80	22.80	11.50	16.40
Cultural and recreational services	93.10	28.30	12.80	27.80	27.80	27.40	20.20	26.80
Personal and other services	116.50	37.80	18.90	38.80	36.20	36.80	18.60	38.20
<b>All industries</b>	<b>27.00</b>	<b>6.30</b>	<b>8.00</b>	<b>6.50</b>	<b>7.10</b>	<b>7.20</b>	<b>5.60</b>	<b>7.00</b>

np not available for publication but included in totals where applicable, unless otherwise indicated

(b) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

(a) Standard errors are a measure of sampling error. See the Technical Note.

	FULL-TIME EMPLOYEES					Total	PART-TIME	ALL
	Managerial adult	Non-managerial adult	Non-managerial junior	Total non-managerial	Total adult		EMPLOYEES	EMPLOYEES
	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
New South Wales	67.80	15.10	22.60	16.10	19.70	20.20	16.80	20.00
Victoria	62.60	15.30	23.40	15.10	18.80	18.50	21.60	17.30
Queensland	73.40	20.20	17.70	20.10	21.00	20.90	21.60	19.70
South Australia	74.30	18.00	21.40	17.80	20.00	19.90	25.30	20.20
Western Australia	73.30	34.90	21.80	34.50	31.80	31.50	26.70	30.90
Tasmania	78.90	17.00	14.00	25.50	18.70	25.90	30.10	22.50
Northern Territory	98.40	29.90	33.10	29.20	30.70	29.90	29.30	28.10
Australian Capital Territory	58.10	31.70	50.30	31.60	32.40	32.50	41.60	32.40
<b>Australia</b>	<b>33.60</b>	<b>8.60</b>	<b>11.00</b>	<b>8.70</b>	<b>9.80</b>	<b>9.80</b>	<b>9.50</b>	<b>9.50</b>
FEMALES								
New South Wales	48.40	15.50	13.90	16.20	15.80	16.40	12.10	17.20
Victoria	67.20	11.60	11.80	13.60	12.00	13.80	12.00	12.20
Queensland	68.90	12.30	18.30	12.90	13.20	13.60	16.10	13.30
South Australia	87.60	21.20	56.90	21.80	21.40	21.90	12.20	17.50
Western Australia	66.40	15.50	34.70	15.00	15.70	15.20	12.10	15.10
Tasmania	96.00	17.10	20.10	17.80	17.40	17.80	15.60	17.40
Northern Territory	106.90	24.10	39.90	23.70	26.50	26.20	24.40	28.50
Australian Capital Territory	66.00	18.70	46.60	19.10	22.90	23.80	26.20	26.50
<b>Australia</b>	<b>28.10</b>	<b>7.30</b>	<b>9.40</b>	<b>7.70</b>	<b>7.50</b>	<b>7.90</b>	<b>6.00</b>	<b>7.60</b>
PERSONS								
New South Wales	53.00	11.60	16.10	12.20	13.90	14.20	11.30	14.60
Victoria	53.70	11.30	15.90	11.70	13.70	13.90	11.30	13.00
Queensland	58.60	14.10	14.90	14.10	15.00	14.90	13.90	14.80
South Australia	64.60	15.20	30.90	15.30	16.40	16.50	12.80	15.20
Western Australia	60.70	25.70	19.20	25.40	23.70	23.40	12.10	21.40
Tasmania	72.20	13.60	11.30	18.30	14.40	18.50	14.40	16.30
Northern Territory	80.90	22.20	28.40	21.60	24.10	23.50	20.40	23.90
Australian Capital Territory	43.50	20.40	38.50	20.30	22.20	22.30	23.30	23.60
<b>Australia</b>	<b>27.00</b>	<b>6.30</b>	<b>8.00</b>	<b>6.50</b>	<b>7.10</b>	<b>7.20</b>	<b>5.60</b>	<b>7.00</b>

(a) Standard errors are a measure of sampling error. See the Technical Note.

(b) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

	INDIVIDUAL ARRANGEMENT					
	<i>Award only</i>	<i>Collective agreement (b)</i>	<i>Registered or unregistered</i>	<i>Working proprietor of incorporated business</i>	<i>Total</i>	<i>All methods of setting pay</i>
.....						
PROPORTION OF EMPLOYEES (%)						
New South Wales	1.2	2.0	1.3	0.4	1.5	—
Victoria	1.0	1.2	1.2	0.3	1.2	—
Queensland	2.0	1.5	1.5	0.4	1.5	—
South Australia	1.5	2.5	1.9	0.5	2.0	—
Western Australia	1.1	1.4	1.6	0.5	1.6	—
Tasmania	2.3	1.7	1.7	0.6	1.8	—
Northern Territory	1.7	2.2	2.2	0.5	2.3	—
Australian Capital Territory	2.3	1.9	2.0	0.5	2.0	—
<b>Australia</b>	<b>0.6</b>	<b>0.8</b>	<b>0.7</b>	<b>0.2</b>	<b>0.7</b>	—
.....						
AVERAGE WEEKLY TOTAL CASH EARNINGS (c) (\$)						
New South Wales	16.60	28.40	23.20	50.10	21.90	14.60
Victoria	19.30	17.70	24.10	45.20	21.70	13.00
Queensland	22.60	24.00	25.50	55.50	23.30	14.80
South Australia	17.80	20.00	28.90	116.00	29.20	15.20
Western Australia	30.30	21.50	39.00	65.60	36.20	21.40
Tasmania	19.20	17.40	38.70	98.20	36.60	16.30
Northern Territory	21.70	36.20	41.30	103.60	39.00	23.90
Australian Capital Territory	30.70	26.30	59.90	106.00	57.10	23.60
<b>Australia</b>	<b>9.50</b>	<b>11.00</b>	<b>12.30</b>	<b>26.60</b>	<b>11.40</b>	<b>7.00</b>

— nil or rounded to zero (including null cells)

(a) Standard errors are a measure of sampling error. See the Technical Note.

(b) Includes registered and unregistered collective agreements.

(c) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

	FEDERAL REGISTERED AGREEMENT (b)		STATE REGISTERED AGREEMENT (c)		OTHER METHODS OF SETTING PAY (d)	All methods of setting pay
	Collective	Individual	Collective	Individual	Total	
PROPORTION OF EMPLOYEES (%)						
New South Wales	1.4	0.4	2.4	..	2.0	—
Victoria	1.2	0.6	..	..	1.2	—
Queensland	1.4	1.0	1.1	—	1.6	—
South Australia	3.3	0.3	1.8	..	2.6	—
Western Australia	1.2	0.7	0.9	0.9	1.5	—
Tasmania	1.4	1.2	1.2	0.2	1.9	—
Northern Territory	2.3	1.4	..	..	2.6	—
Australian Capital Territory	1.9	0.9	..	..	2.3	—
<b>Australia</b>	<b>0.7</b>	<b>0.3</b>	<b>0.9</b>	<b>0.1</b>	<b>0.8</b>	—

AVERAGE WEEKLY TOTAL CASH EARNINGS (e) (\$)						
New South Wales	45.10	75.90	31.50	..	16.40	14.60
Victoria	19.00	66.30	..	..	18.80	13.00
Queensland	35.70	31.20	32.20	277.50	19.10	14.80
South Australia	29.60	87.50	34.00	..	20.30	15.20
Western Australia	27.70	84.20	36.30	251.30	25.90	21.40
Tasmania	25.00	86.50	24.80	70.90	24.20	16.30
Northern Territory	38.80	100.50	..	..	31.10	23.90
Australian Capital Territory	26.80	75.20	..	..	38.90	23.60
<b>Australia</b>	<b>13.80</b>	<b>35.60</b>	<b>18.20</b>	<b>333.10</b>	<b>8.90</b>	<b>7.00</b>

.. not applicable

— nil or rounded to zero (including null cells)

(a) Standard errors are a measure of sampling error. See the Technical Note.

(b) Federal Registered Agreement refers to an agreement which has been registered, certified or approved by the Australian Industrial Relations Commission or the Office of the Employment Advocate.

(c) State Registered Agreement refers to an agreement which has been registered, certified or approved under a New South Wales, Queensland, South Australian, Western Australian or Tasmanian industrial tribunal or authority.

(d) Employees covered by award only, unregistered agreements and working proprietors of incorporated businesses.

(e) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

STANDARD ERRORS (a), Methods of setting pay—average weekly total cash earnings and hours paid for of non-managerial employees(b): **Type of employee**

	AVERAGE WEEKLY TOTAL CASH EARNINGS(b)			AVERAGE WEEKLY HOURS PAID FOR			AVERAGE HOURLY CASH EARNINGS(b)			TOTAL EMPLOYEES		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	hours	hours	hours	\$	\$	\$	('000)	('000)	('000)
<b>PERMANENT FULL-TIME (c)</b>												
Award only	16.00	16.60	13.10	0.3	0.2	0.2	0.40	0.40	0.30	19.9	18.1	28.5
Registered collective agreement	10.50	10.90	8.20	0.1	0.2	0.1	0.20	0.40	0.20	29.8	41.4	59.2
Unregistered collective agreement	36.70	26.70	27.00	0.5	0.3	0.4	0.70	0.70	0.60	13.4	6.4	16.8
Registered individual agreement	81.70	37.10	62.60	0.5	0.5	0.4	1.90	1.10	1.50	14.8	8.4	19.4
Unregistered individual arrangement	14.30	10.30	10.80	0.1	0.1	0.1	0.30	0.30	0.30	36.0	22.6	47.4
<b>All methods of setting pay</b>	<b>9.00</b>	<b>7.90</b>	<b>6.60</b>	<b>0.1</b>	<b>0.1</b>	<b>0.1</b>	<b>0.20</b>	<b>0.20</b>	<b>0.20</b>	<b>53.8</b>	<b>51.3</b>	<b>83.4</b>
<b>PERMANENT PART-TIME (c)</b>												
Award only	24.70	14.90	14.40	1.2	0.7	0.7	0.40	0.40	0.40	7.2	18.6	21.9
Registered collective agreement	30.90	10.30	11.60	0.7	0.3	0.3	1.20	0.40	0.40	10.6	32.5	38.4
Unregistered collective agreement	62.10	26.90	25.30	2.8	1.2	1.1	1.40	1.30	1.10	1.7	5.2	5.5
Registered individual agreement	46.80	31.10	27.80	1.5	1.0	1.0	1.50	1.00	0.80	1.9	2.3	3.3
Unregistered individual arrangement	31.50	17.30	16.40	1.2	0.5	0.5	1.00	0.60	0.60	7.2	14.1	16.7
<b>All methods of setting pay</b>	<b>17.40</b>	<b>7.30</b>	<b>7.80</b>	<b>0.5</b>	<b>0.2</b>	<b>0.2</b>	<b>0.60</b>	<b>0.30</b>	<b>0.30</b>	<b>14.9</b>	<b>39.6</b>	<b>46.7</b>
<b>CASUAL</b>												
Award only	16.70	10.50	9.70	0.7	0.4	0.4	0.30	0.40	0.30	16.9	27.2	36.3
Registered collective agreement	23.30	11.10	12.80	0.7	0.4	0.4	0.70	0.50	0.50	10.4	21.7	27.7
Unregistered collective agreement	74.10	60.70	54.40	2.4	1.5	1.7	1.60	2.50	1.50	4.3	5.3	7.4
Registered individual agreement	68.90	55.00	54.30	2.5	2.1	2.1	1.20	1.30	1.00	4.8	7.8	9.8
Unregistered individual arrangement	38.00	18.70	26.50	1.4	0.9	1.0	0.80	0.30	0.60	16.6	14.2	24.7
<b>All methods of setting pay</b>	<b>16.50</b>	<b>7.30</b>	<b>9.10</b>	<b>0.6</b>	<b>0.3</b>	<b>0.4</b>	<b>0.40</b>	<b>0.20</b>	<b>0.20</b>	<b>26.7</b>	<b>37.8</b>	<b>52.2</b>
<b>ALL NON-MANAGERIAL EMPLOYEES</b>												
Award only	13.30	11.20	9.50	0.6	0.4	0.4	0.30	0.30	0.20	28.9	48.1	60.9
Registered collective agreement	13.50	13.10	11.40	0.3	0.3	0.3	0.20	0.30	0.20	36.8	73.7	96.8
Unregistered collective agreement	31.10	27.40	26.00	0.7	1.0	0.8	0.70	0.70	0.50	14.6	11.3	20.9
Registered individual agreement	71.80	40.80	54.30	0.7	1.4	0.9	1.70	0.80	1.30	17.1	13.5	25.6
Unregistered individual arrangement	13.60	10.90	10.50	0.3	0.4	0.3	0.30	0.20	0.20	41.7	31.7	58.8
<b>All methods of setting pay</b>	<b>8.70</b>	<b>7.30</b>	<b>6.60</b>	<b>0.2</b>	<b>0.2</b>	<b>0.2</b>	<b>0.20</b>	<b>0.20</b>	<b>0.10</b>	<b>64.6</b>	<b>92.5</b>	<b>127.4</b>

(a) Standard errors are a measure of sampling error. See the Technical Note.

(b) Comprises regular wages and salaries in cash, including amounts salary sacrificed. See paragraphs 4 and 5 of the Explanatory Notes.

(c) Includes fixed term contract employees.



## EXPLANATORY NOTES

### INTRODUCTION

**1** This publication contains estimates from the 2006 Survey of Employee Earnings and Hours. The survey was conducted in respect of May 2006 and collected information from a sample of employers about the earnings, hours paid for, and selected characteristics of their employees.

**2** The survey is designed to provide detailed statistics on the composition and distribution of earnings and hours paid for, of employees. Information is collected about the characteristics of employers, such as industry and sector, and their employees, such as occupation, type of employee, and method of setting pay. This information is used to provide comprehensive statistics about earnings and hours paid for, for various groups of employees, for example, classified by industry, occupation and pay setting method.

### CONCEPTS, SOURCES AND METHODS

**3** Descriptions of the underlying concepts of employee earnings, hours paid for and methods of setting pay, and the sources and methods used in compiling these estimates, are presented in *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001) which is available on the ABS web site <<http://www.abs.gov.au>>.

### CHANGE TO MEASURE OF EMPLOYEE EARNINGS

**4** The measure of employee earnings for estimates in this publication is regular wages and salaries in cash, that is, cash earnings. It includes amounts salary sacrificed. (Note that all amounts salary sacrificed are included in estimates of ordinary time cash earnings.) The estimates have been produced in accordance with the revised conceptual framework for measures of employee remuneration (see Appendix 1). This differs from estimates provided in previous publications of this series in that amounts salary sacrificed by employees, that were previously excluded, have now been included in estimates of ordinary time cash earnings and total cash earnings.

**5** Estimates of cash earnings from the May 2004 and May 2002 Employee Earnings and Hours surveys have been reproduced on the new conceptual basis. Selected series are available in the electronic data release (data cubes) accompanying this publication, which is available on the ABS web site <<http://www.abs.gov.au>>.

### SCOPE AND COVERAGE

**6** The survey covered all employing organisations in Australia (public and private sectors) except:

- businesses primarily engaged in agriculture, forestry and fishing
- private households employing staff
- foreign embassies, consulates, etc.

**7** The employees of employers covered in the survey are in scope if they received pay for the reference period, except:

- members of the Australian permanent defence forces
- employees based outside Australia
- employees on workers' compensation who are not paid through the payroll.

### SURVEY METHODOLOGY AND DESIGN

**8** The Survey of Employee Earnings and Hours uses a two-stage sample selection approach. The first stage involves selecting a probability sample of employer units from the ABS Business Register. The statistical unit for the first stage comprises all activities of an employer in a particular state or territory based on the Australian Business Number (ABN) unit or Type of Activity Unit (TAU) (see paragraphs 10-14). Each statistical unit is classified to an industry which reflects the predominant activity of the business. The statistical units are stratified by state/territory, sector (private/public), industry, and employment size. For the public sector, level of government (i.e. Commonwealth government, State/Local government) is also used as a stratification variable. Within each stratum statistical units are selected with equal probability. A sample of approximately 9,000 employer (selection) units was selected to ensure adequate industry and state/territory representation.

## EXPLANATORY NOTES *continued*

### SURVEY METHODOLOGY AND DESIGN *continued*

**9** In the second stage the selected employers are asked to select a random sample of employees from their payrolls using instructions provided by the ABS. Data for approximately 57,000 employees contributed to the results in this publication.

### STATISTICAL UNITS DEFINED ON THE ABS BUSINESS REGISTER

**10** The ABS uses an economic statistics units model on the ABS Business Register to describe the characteristics of businesses (and other organisations, including government departments), and the structural relationships between related businesses. The units model is also used to break groups of related businesses into relatively homogeneous components that can provide data to the ABS.

**11** In mid 2002, to better use the information available as a result of The New Tax System, the ABS changed its economic statistics units model. The new units model allocates businesses to one of two sub-populations. The vast majority of businesses are in what is called the ATO Maintained Population, while the remaining businesses are in the ABS Maintained Population. Together, these two sub-populations make up the ABS Business Register population.

### ATO MAINTAINED POPULATION

**12** Most businesses and organisations in Australia need to obtain an Australian Business Number (ABN), and are then included on the ATO Australian Business Register. Most of these businesses have simple structures, in which case the unit registered for an ABN will satisfy ABS statistical requirements. For these businesses, the ABS has aligned its statistical units structure with the ABN unit. The businesses with simple structures constitute the ATO Maintained Population, and the ABN unit is used for these businesses as the statistical unit for all economic collections.

### ABS MAINTAINED POPULATION

**13** For the population of businesses where the ABN unit is not suitable for ABS statistical requirements, the ABS maintains its own units structure through direct contact with the business. These businesses constitute the ABS Maintained Population. This population consists typically of large, complex and diverse businesses. The new statistical units model described below has been introduced to cover such businesses.

**14** Enterprise Group: This is a unit covering all the operations in Australia of one or more legal entities under common ownership and/or control. It covers all the operations in Australia of legal entities which are related in terms of the current Corporations Law (as amended by the *Corporations Legislation Amendment Act 1991*), including legal entities such as companies, trusts, and partnerships. Majority ownership is not required for control to be exercised.

**15** Enterprise: The enterprise is an institutional unit comprising (i) a single legal entity or business entity, or (ii) more than one legal entity or business entity within the same Enterprise Group and in the same institutional sub-sector (i.e. they are all classified to a single Standard Institutional Sector Classification of Australia sub-sector).

**16** Type of Activity Unit (TAU): The TAU comprises one or more business entities, sub-entities or branches of a business entity within an Enterprise Group that can report production and employment data for similar economic activities. When a minimum set of data items is available, a TAU is created which covers all the operations within an industry sub-division (and the TAU is classified to the relevant sub-division of ANZSIC). Where a business cannot supply adequate data for each industry, a TAU is formed which contains activity in more than one industry sub-division.

**17** For more information on the impacts of the introduction of the new economic statistics units model, refer to *Information Paper: Improvements in ABS Economic Statistics [Arising from The New Tax System]* (cat. no. 1372.0).

## EXPLANATORY NOTES *continued*

### INDUSTRY CLASSIFICATION

**18** Each statistical unit selected in this survey is classified to an industry which reflects the primary activity of the organisation. The industry classification is the Australian and New Zealand Standard Industrial Classification (ANZSIC); for more details refer to *Australian and New Zealand Standard Industrial Classification, 1993* (cat. no. 1292.0).

**19** Employees selected in the Survey of Employee Earnings and Hours are classified to the industry of the organisation in which they are employed.

### OCCUPATION CLASSIFICATION

**20** Each employee in the survey is classified to an occupation based on their job title and duties. The occupation classification used in this publication differs from previous publications. Data in previous publications of this series issued since 1996 are based on the Australian Standard Classification of Occupations (ASCO), Second Edition. This classification has since been replaced by the Australian and New Zealand Standard Classification of Occupations (ANZSCO). The new classification provides a more up-to-date, relevant and conceptually sound classification, and a basis for the standardised collection, analysis and dissemination of occupation data for both Australia and New Zealand. For more information, users are referred to *ANZSCO – Australian and New Zealand Standard Classification of Occupations* (cat. no. 1220.0).

**21** Occupation data from the 2006 Survey of Employee Earnings and Hours are available on both ASCO second edition and ANZSCO basis, as an aid to analysis. While this publication only includes data classified to ANZSCO, alternate data classified to ASCO second edition are available in the electronic data release (data cubes) accompanying this publication, which is available on the ABS web site <<http://www.abs.gov.au>>.

### MANAGERIAL STATUS

**22** Employees have been classified as managerial if they have strategic responsibilities in the conduct or operations of the organisation and/or were in charge of a significant number of employees. These employees usually did not have an entitlement to paid overtime. All other employees have been classified as non-managerial.

**23** Care should be taken when comparing survey estimates based on ANZSCO groups with estimates based on the managerial status of employees. Estimates for employees with managerial status include employees classified to ANZSCO categories other than the ANZSCO major group MANAGERS; e.g. employees classified as PROFESSIONALS according to ANZSCO 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 ANZSCO major group MANAGERS.

### METHODS OF SETTING PAY

**24** Data on how employees' pay was set in the survey reference period have been collected in the survey since May 2000. Since May 2000, data have also been collected on whether agreements (individual or collective) were certified, approved or registered with an industrial tribunal or authority.

**25** The May 2006, May 2004 and May 2002 surveys collected data on whether the *main* part of employees' pay was set by individual agreement, collective agreement or award. The May 2000 survey collected data on whether *all* or *any* part of employees' pay was set by an individual agreement, collective agreement, award, or a combination of these. It is considered unlikely that the change between 2000 and 2002 will affect comparability of estimates across time.

**26** Estimates of employees covered by the various pay setting methods, and their associated pay outcomes have been compiled based on the workplace relations environment prior to the introduction of the *Workplace Relations Amendment (Work Choices) Act 2005*. The Act came into effect in March 2006.

## EXPLANATORY NOTES *continued*

### EMPLOYEE ESTIMATES

**27** Estimates of the number of employees based on the EEH survey are provided in the publication to assist in interpreting tables that contain proportions of employees for earnings ranges and methods of setting pay. Other estimates of employees, classified by selected characteristics, may be available on request to assist users in interpreting other estimates from the survey. Although the EEH survey can provide estimates of the number of employees, it is not designed specifically for this purpose (the ABS Labour Force Survey is the primary source for official ABS statistics of employment). Therefore, care should be taken in the interpretation and use of such estimates.

### COMPARABILITY OF RESULTS

**28** Estimates of employee earnings in this publication have been produced in accordance with the revised conceptual framework for measures of employee remuneration, as outlined in *Information Paper: Changes to ABS Measures of Employee Remuneration* (cat. no. 6313.0). This differs from estimates provided in previous publications of this series in that amounts salary sacrificed by employees, that were previously excluded, have now been included in estimates of ordinary time cash earnings and total cash earnings.

**29** Estimates of earnings from the May 2004 and May 2002 surveys have been reproduced on the new conceptual basis (i.e. inclusive of amounts salary sacrificed) as an aid to analysis. Broad level estimates from these surveys are available in the electronic data release (data cubes) accompanying this publication, which is available on the ABS web site <<http://www.abs.gov.au>>. More detailed data may be available on request.

**30** Care should be taken when comparing estimates of average weekly earnings from this survey with those published quarterly in *Average Weekly Earnings, Australia* (cat. no. 6302.0). Estimates of average weekly earnings in that publication continue to be compiled on the previous conceptual basis (i.e. exclusive of amounts salary sacrificed). Additionally, the two collections use different sample design and survey methodologies. The Survey of Average Weekly Earnings collects information relating to the total gross earnings and the total number of employees of employer units selected in the survey. The average weekly earnings measures are derived by dividing total gross earnings by the number of employees. The Survey of Employee Earnings and Hours collects information about weekly earnings of a sample of employees within the employer units selected. However, the size of the employer sample for the Survey of Employee Earnings and Hours is larger than that for the Survey of Average Weekly Earnings.

### RELIABILITY OF ESTIMATES

**31** Estimates are subject to sampling and non-sampling errors. For information on the reliability of estimates see the Technical Note.

### RELATED PUBLICATIONS

**32** Users may also wish to refer to the following publications:

- *Australian Labour Market Statistics* (cat. no. 6105.0) - issued quarterly
- *Average Weekly Earnings, Australia* (cat. no. 6302.0) - issued quarterly
- *Employee Earnings, Benefits and Trade Union Membership, Australia* (cat. no. 6310.0) - issued annually
- *Information Paper: Changes to ABS Measures of Employee Remuneration* (cat. no. 6313.0) - issued 14 Nov 2006
- *Labour Force, Australia* (cat. no. 6202.0) - issued monthly
- *Labour Price Index, Australia* (cat. no. 6345.0) - issued quarterly
- *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001)
- *Wage and Salary Earners, Public Sector Australia* (cat. no. 6248.0.55.001) - issued quarterly.

**33** Current publications and other products released by the ABS are listed in the *Catalogue of Publications and Products, Australia* (cat. no. 1101.0). The catalogue is available from any ABS office or the ABS web site. The ABS also issues a daily Release Advice on the web site which details products to be released in the week ahead.

## EXPLANATORY NOTES *continued*

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### ROUNDING

**34** 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.

**35** Estimates of proportions of employees for earnings ranges and methods of setting pay are rounded to one-tenth of a percentage point.

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

### ABBREVIATIONS

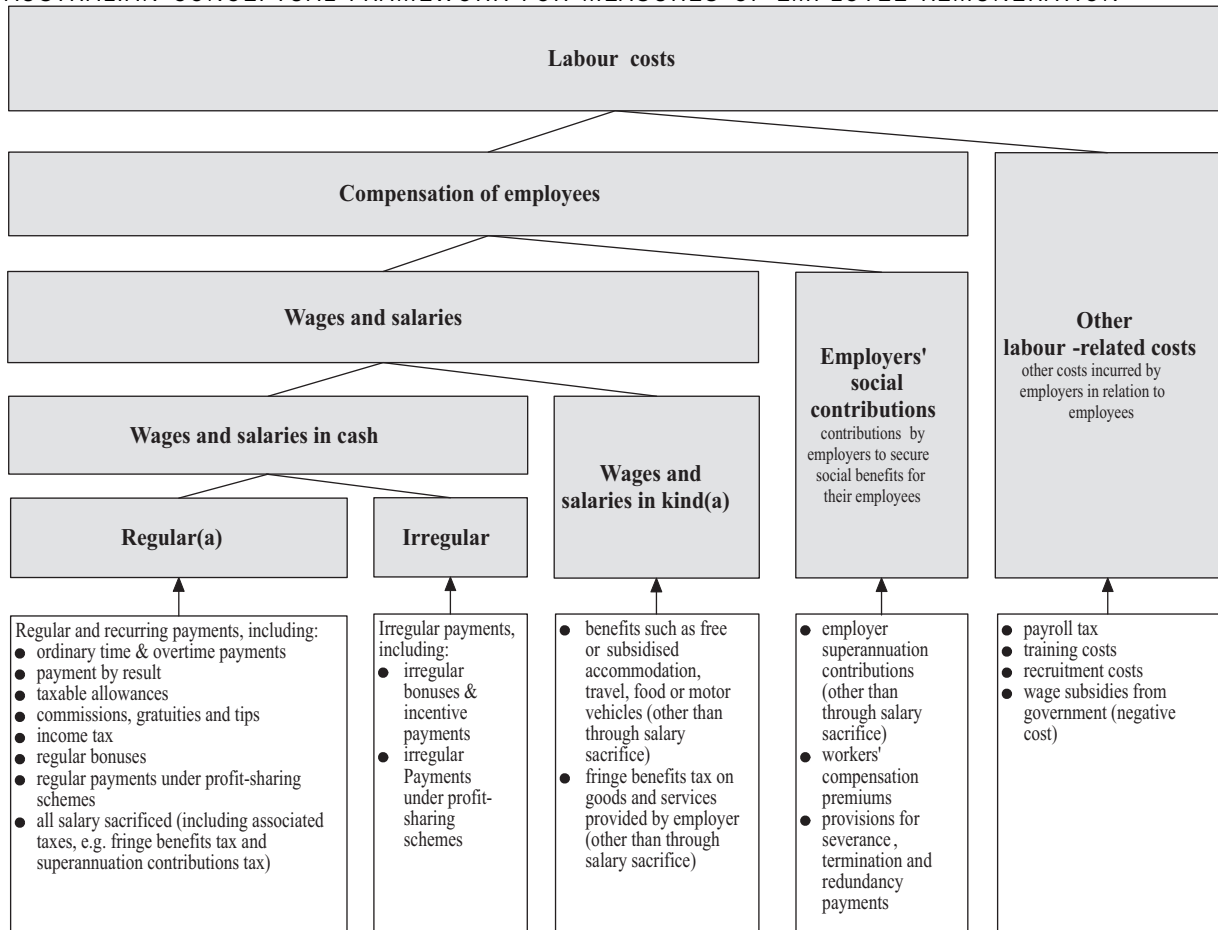
ABN	Australian Business Number
ABS	Australian Bureau of Statistics
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
ATO	Australian Taxation Office
EEH	Survey of Employee Earnings and Hours

# APPENDIX 1 ABS CONCEPTUAL FRAMEWORK FOR MEASURES OF EMPLOYEE REMUNERATION

## CONCEPTUAL FRAMEWORK

The following diagram shows the revised conceptual framework for ABS employee remuneration statistics, as outlined in *Information Paper: Changes to ABS Measures of Employee Remuneration, 2006* (cat. no. 6313.0). The measure of earnings (that is, cash earnings), produced from the survey of Employee Earnings and Hours in this publication is regular wages and salaries in cash.

### AUSTRALIAN CONCEPTUAL FRAMEWORK FOR MEASURES OF EMPLOYEE REMUNERATION



(a) Conceptually, earnings comprise regular wages and salaries in cash and regular wages and salaries in kind.

Source: *Information Paper: Changes to ABS Measures of Employee Remuneration 2006* (cat. no. 6313.0)

## APPENDIX 2 ABS DATA AVAILABLE ON REQUEST

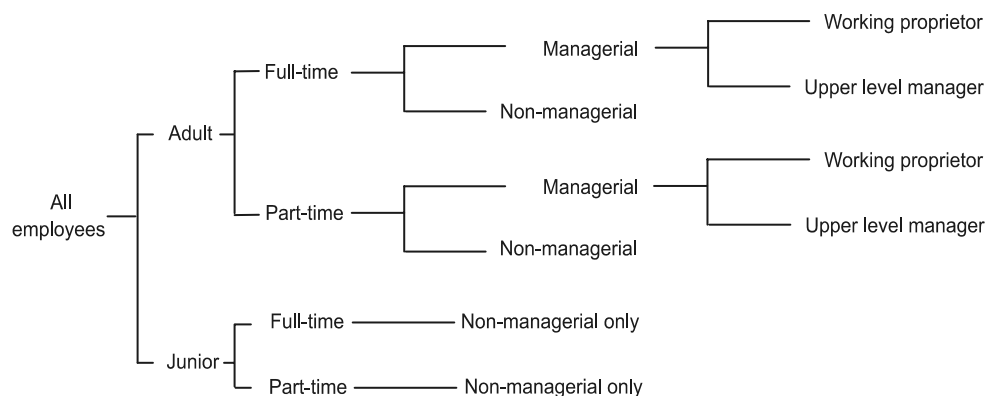
### INTRODUCTION

A limited range of unpublished data from this survey is available on request. Data availability will depend on the size of the sampling error for the estimates requested.

Data can be produced for clients as customised reports in a variety of formats. Contact Joana Soares on 08 9360 5305 for more information.

The survey populations and variables are listed below.

### POPULATION



### VARIABLES

Note that all data is subject to ABS confidentiality provisions, and data considered confidential will be suppressed. In general the more variables which are cross-classified in any one tabulation the more likely it is that some data will be suppressed. The following variables are available from the survey:

#### *Distribution of employees*

- Weekly total cash earnings
- Weekly ordinary time cash earnings
- Weekly overtime earnings
- Weekly total hours paid for
- Weekly ordinary time hours paid for
- Weekly overtime hours paid for

#### *Composition of earnings*

- Average weekly total cash earnings
- Average weekly ordinary time cash earnings
- Average weekly overtime earnings

#### *Average hourly earnings - non-managerial employees*

- Average hourly ordinary time earnings
- Average hourly total earnings

#### *Composition of hours paid for - non-managerial employees*

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

#### *States and territories*

- States and territories available separately

#### *Sector*

- Private and Public available separately

#### *Level of Government (Public Sector)*

- Commonwealth
- State
- Local

#### *Age*

- Adult
- Junior

#### *Employee status*

- Full-time
- Part-time

## APPENDIX 2 ABS DATA AVAILABLE ON REQUEST *continued*

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Sex	<ul style="list-style-type: none"><li>■ Males</li><li>■ Females</li><li>■ Persons</li></ul>
Managerial status	<ul style="list-style-type: none"><li>■ Managerial</li><li>■ Non-managerial</li></ul>
Type of employee	<ul style="list-style-type: none"><li>■ Permanent</li><li>■ Fixed term</li><li>■ Casual</li></ul>
Occupation (ANZSCO First Edition)	<ul style="list-style-type: none"><li>■ ANZSCO Major group (1-digit codes)</li><li>■ ANZSCO Sub-major group (2-digit codes)</li><li>■ ANZSCO Minor group (3-digit codes)</li><li>■ ANZSCO Unit Group (4-digit codes)</li></ul>
Occupation (ASCO Second Edition)	<ul style="list-style-type: none"><li>■ ASCO Major group (1-digit codes)</li><li>■ ASCO Sub-major group (2-digit codes)</li><li>■ ASCO Minor group (3-digit codes)</li><li>■ ASCO Unit Group (4-digit codes)</li></ul>
Industry (ANZSIC classification)	<ul style="list-style-type: none"><li>■ Division (1-digit codes)</li><li>■ Subdivision (2-digit codes)</li></ul>
Employer unit size	<ul style="list-style-type: none"><li>■ Under 20 employees</li><li>■ 20 to 49 employees</li><li>■ 50 to 99 employees</li><li>■ 100 to 499 employees</li><li>■ 500 to 999 employees</li><li>■ 1,000 and over employees</li></ul>
Methods of setting pay	<ul style="list-style-type: none"><li>■ Award only</li><li>■ Registered collective agreement</li><li>■ Registered individual agreement</li><li>■ Unregistered collective agreement</li><li>■ Unregistered individual arrangement</li><li>■ Working proprietor of incorporated business</li></ul>
Methods of setting pay - Jurisdiction	<ul style="list-style-type: none"><li>■ Registered collective agreements<ul style="list-style-type: none"><li>■ Federal</li><li>■ State</li></ul></li><li>■ Registered individual agreements<ul style="list-style-type: none"><li>■ Federal</li><li>■ State</li></ul></li></ul>



## TECHNICAL NOTE SAMPLING ERROR

### RELIABILITY OF ESTIMATES

**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 data had been obtained from all employers and all employees. The difference, called sampling error, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as non-sampling error and may occur in any enumeration whether it be a full count or a sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

**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 value'). 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** An example of the use of a standard error is as follows. From table 1, the estimated average weekly total cash earnings for all male employees in Australia is \$1,020.30, with a standard error of \$9.50 (from table 22). Then there would be about two chances in three that a full enumeration would have given an estimate in the range \$1,010.80 to \$1,029.80 and about nineteen chances in twenty that it would be in the range \$1,001.30 to \$1,039.30.

**4** The difference between two survey estimates is also an estimate and it is therefore subject to sampling variability. The standard error on the difference between two survey estimates in the one time period (i.e.  $x-y$ ) can be calculated using the following formula:

$$SE(x-y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

**5** The formula above will overestimate the standard error where there is a positive correlation between two estimates (e.g. male and female school teachers). While this formula will only be accurate where there is no correlation between two estimates (e.g. estimates from different states), it is expected to provide a reasonable approximation of the standard error for the difference between two survey estimates.

**6** From table 1, the estimated average weekly total cash earnings for all female employees in Australia is \$677.80, with a standard error of \$7.60 (from table 22). The difference between the earnings of male and female employees is \$342.50. The estimate of the standard error of the difference between the average weekly total cash earnings for male and female employees in Australia is:

$$SE(\$1,020.30 - \$677.80) = \sqrt{(\$9.50)^2 + (\$7.60)^2} = \$12.20$$

**7** There are about two chances in three that the true figure for the difference between male and female average weekly total cash earnings lies in the range \$330.30 to \$354.70, and about nineteen chances in twenty that the figure is in the range \$318.10 to \$366.90.

**8** The formula above can be used to estimate the standard error on a difference between estimated averages in two different years. (The movement standard error will be approximately 1.4 times the standard error on the level estimate, if the standard errors on the two level estimates are similar.)

**9** 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. Both the standard error and relative standard error are used to measure the reliability of estimates.

**10** Relative standard errors can be calculated using the actual standard error and the survey estimate using the formula below:

$$RSE(estimate) = [SE(estimate)/(estimate)] * 100$$

**11** For example, from table 1, the average weekly total cash earnings for all male employees in Australia is \$1,020.30, and for all female employees it is \$677.80. Table 22 shows an estimate for the standard error on the male estimate is \$9.50, and an estimate of the standard error on the female estimate is \$7.60.

**12** Applying the above formula the relative standard errors for the average weekly total cash earnings for all male employees and all female employees can be worked out as follows:

All male employees

$$RSE(1,020.30) = (9.50/1,020.30) * 100$$

All female employees

$$RSE(677.80) = (7.60/677.80) * 100$$

**13** An asterisk appears against an estimate in this publication where the sampling variability is considered high. For the tables in this publication, estimates with relative standard errors between 25% and 50% have been labelled with a single asterisk; estimates with a relative standard error greater than 50% have been labelled with a double asterisk.

**14** Standard errors can be used to construct confidence intervals around the estimated proportions. There are about two chances in three that the 'true' value is within the interval that ranges from the sample estimate minus one standard error (estimate - 1xSE) to the sample estimate plus one standard error (estimate + 1xSE). There are approximately 19 chances in 20 that the 'true' value lies within the interval from the estimate minus two standard errors (estimate - 2xSE) to the estimate plus two standard errors (estimate + 2xSE).

**15** The above rule gives a symmetric confidence interval that is reasonably accurate when the estimated proportion is not too near 0.00 or 1.00. Where the estimated proportion is close to 0.00 or 1.00 it would be more accurate to use a confidence interval that was not symmetric around the sample estimate. If an estimate is close to 1.00, then the upper boundary of the confidence interval should be closer to the sample estimate than suggested above, while the lower boundary should be further from the sample estimate. Similarly, if an estimate is close to 0.00, then the lower boundary of the confidence interval should be closer to the sample estimate than suggested above, while the upper boundary should be further from the sample estimate. In particular, the symmetric confidence interval could include values that are not between 0.00 and 1.00. In such a case a good rule of thumb is to use a confidence interval of the same size as the symmetric one, but with the lower (or upper) boundary set to 0.00 (or 1.00).

**16** Tables 22 to 26 contain estimates of standard errors from which confidence intervals may be constructed.

## GLOSSARY

<b>Adult employees</b>	Employees who are 21 years of age or over, and employees under 21 years old who are paid at the full adult rate for their occupation.
<b>Average (mean) earnings</b>	The amount obtained by dividing the total earnings of a group (e.g. full-time employees) by the number of employees in that group.
<b>Award only</b>	<p>Awards are legally enforceable determinations made by federal or state industrial tribunals that set the terms of employment (pay and/or conditions) usually in a particular industry or occupation. Awards may be the sole mechanism used to set the pay and/or conditions for an employee or group of employees, or alternatively may be used in conjunction with an individual or collective agreement.</p> <p>Employees are classified to the Award only category if they are paid at the rate of pay specified in the Award and are not paid more than that rate of pay.</p>
<b>Casual employees</b>	Casual employees usually receive a higher rate of pay, to compensate for lack of permanency and leave entitlements.
<b>Collective agreement</b>	<p>An agreement between an employer (or group of employers) and a group of employees (or one or more unions or employee associations representing the employees). A collective agreement sets the terms of employment (pay and/or conditions) for a group of employees, and is usually registered with a Federal or state industrial tribunal or authority.</p> <p>Employees are classified to the Collective agreement category if they had the main part of their pay set by a registered or unregistered collective agreement or enterprise award.</p>
<b>Employees</b>	Persons who worked for a private or public employer and received pay for the reference period in the form of wages or salaries, a commission while also receiving a retainer, tips, piece rates or payment in kind. Persons who operated their own incorporated business with or without hiring employees were also included as employees.
<b>Employer size</b>	A measure of the size of the business in terms of the number of employees within that business. The employer size reflects the size of the business in a particular state or territory and not necessarily the size of the business Australia-wide.
<b>Full-time employees</b>	Employees who normally work the agreed or award hours for a full-time employee in their occupation. If agreed or award hours do not apply, employees are regarded as full-time if they usually work 35 hours or more per week.
<b>Individual arrangement</b>	<p>An arrangement between an employer and an individual employee on the terms of employment (pay and/or conditions) for the employee. Common types of individual arrangements are individual contracts, letters of offer and common law contracts. An individual contract (or letter of offer) may specify all terms of employment, or alternatively may reference an award for some conditions and/or in the setting of pay (e.g. overaward payments). Individual contracts may also be registered with a Federal or state industrial tribunal or authority (e.g. as an Australian Workplace Agreement).</p> <p>Working proprietors of incorporated businesses are regarded as having their pay set by individual arrangements, and are identified separately within the individual arrangement category.</p> <p>Employees are classified to the Individual arrangement category if they have the main part of their pay set by an individual contract, registered individual agreement (e.g. Australian Workplace Agreement), common law contract, or if they receive overaward payments by individual agreement.</p>
<b>Industry</b>	Classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993</i> (cat. no. 1292.0).
<b>Junior employees</b>	Employees who are under 21 years of age and are not paid at the full adult rate for their occupation.

## GLOSSARY *continued*

<b>Jurisdiction</b>	The federal or state industrial tribunal or authority with which written individual or collective agreements have been certified, approved or registered. Estimates have been compiled based on the workplace relations environment prior to the introduction of the <i>Workplace Relations Amendment (Work Choices) Act 2005</i> which came into effect in March 2006. Employees based in the Northern Territory, Australian Capital Territory and Victoria are covered by the federal jurisdiction. Employees based in other states may be covered by either the federal or state jurisdiction depending on circumstances that prevail in the workplace.
<b>Managerial employees</b>	Employees who are in charge of a significant number of employees and/or have strategic responsibilities in the conduct or operations of the organisation, and usually do not have an entitlement to paid overtime. Includes professionally qualified staff who primarily perform managerial tasks in conjunction with utilising their professional skills. Working proprietors and working directors of their own incorporated businesses are regarded as managerial employees.
<b>Median earnings</b>	The amount of earnings which divides employees into two groups containing equal numbers of employees, one half with earnings below the median and the other half with earnings above the median.
<b>Method of setting pay</b>	How the main part of an employee's pay is set. Employees are classified to one of the following categories: Award only; Collective agreement; or Individual arrangement. Employees classified to the Collective agreement or Individual arrangement categories are further classified according to whether the agreement is registered with a Federal or state industrial tribunal or authority.
<b>Non-managerial employees</b>	Employees who are not managerial employees (as defined above) including non-managerial professionals and some employees with supervisory responsibilities.
<b>Occupation</b>	Classified according to the <i>Australian and New Zealand Standard Classification of Occupations (ANZSCO), First Edition</i> (cat. no. 1220.0).
<b>Ordinary time cash earnings</b>	Payment for award, standard or agreed hours of work, including allowances, penalty payments, payments by measured result and regular bonuses and commissions. Amounts salary sacrificed are also included. Excluded are non-cash components of salary packages, overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, and termination and redundancy payments. See conceptual framework for measures of employee remuneration in Appendix 1.
<b>Ordinary time hours paid for</b>	Award, standard or agreed hours of work, paid for at the ordinary time rate. Included are 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. Ordinary time hours paid for was not collected for managerial employees.
<b>Overtime cash earnings</b>	Payment for hours worked in excess of award, standard or agreed hours of work.
<b>Overtime hours paid for</b>	Hours paid for in excess of award, standard or agreed hours of work. Overtime hours paid for was not collected for managerial employees.
<b>Part-time employees</b>	Employees who normally work less than the agreed or award hours for a full-time employee in their occupation. If agreed or award hours do not apply, employees are regarded as part-time if they usually work less than 35 hours per week.
<b>Percentile</b>	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</li><li>■ 75% of employees earn less than or equal to the 75th percentile.</li></ul>
<b>Permanent or fixed term employees</b>	Permanent employees are usually employed on an ongoing basis and are entitled to paid annual and sick leave. Fixed term employees are employed for a specified period of employment, and may be entitled to paid leave.

## GLOSSARY *continued*

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<b>Reference period</b>	The survey refers to the last pay period ending on or before 19 May 2006. All estimates of earnings and hours in this publication are weekly, therefore, for employees paid other than weekly, estimates of earnings and hours have been converted to a weekly basis.
<b>Salary sacrifice</b>	An arrangement under which an employee agrees contractually to forgo part of the remuneration, which the employee would otherwise receive as wages and salaries, in return for the employer or someone associated with the employer providing benefits of a similar value ( <i>Australian Taxation Office</i> ).
<b>Sector</b>	Public sector comprises local government authorities and all government departments and agencies created by, or reporting to, the Commonwealth, or state/territory parliaments. The private sector comprises all organisations not classified as public sector.
<b>Total hours paid for</b>	Equal to ordinary time hours paid for plus overtime hours paid for. Total hours paid for was not collected for managerial employees.
<b>Weekly total cash earnings</b>	Weekly total cash earnings of employees is regular wages and salaries in cash and is equal to weekly ordinary time cash earnings plus weekly overtime cash earnings.
<b>Working proprietor of an incorporated business</b>	A working proprietor of an incorporated business is considered to be an employee of their own business. As working proprietors of incorporated businesses differ from other employees in having the power to determine their own pay and working hours (subject to the earnings of the business and other factors), they are separately identified within the individual arrangement category.





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