



# **EMPLOYEE EARNINGS AND HOURS**

AUSTRALIA

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- For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Brad Pottinger on Perth 08 9360 5305.

# NOTES

**ABOUT THIS PUBLICATION** This publication contains estimates obtained from a sample survey of employers conducted in May 2002. Preliminary estimates were published in *Employee Earnings and Hours, Australia, Preliminary, May 2002* (cat. no. 6305.0), which was released on 10 December 2002.

The survey is designed to provide statistics on the composition and distribution of earnings and hours of wage and salary earners, and how their pay is set.

**NOTES ON ESTIMATES** 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 methodological differences between the two surveys and differences in the two samples used. For more information on these differences see paragraph 16 of the Explanatory Notes.

The estimates in this publication may differ from the preliminary data in *Employee Earnings and Hours, Australia, Preliminary, May 2002* (cat. no. 6305.0).

**ABS DATA AVAILABLE ON REQUEST** In addition to the information contained in this publication, a range of unpublished data is available on request. For more information on unpublished data refer to the Appendix on page 63.

**SAMPLING ERRORS** For information on sampling errors see the Technical Note on page 65.

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**ABBREVIATIONS**

ABS	Australian Bureau of Statistics
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
EEH	Survey of Employee Earnings and Hours

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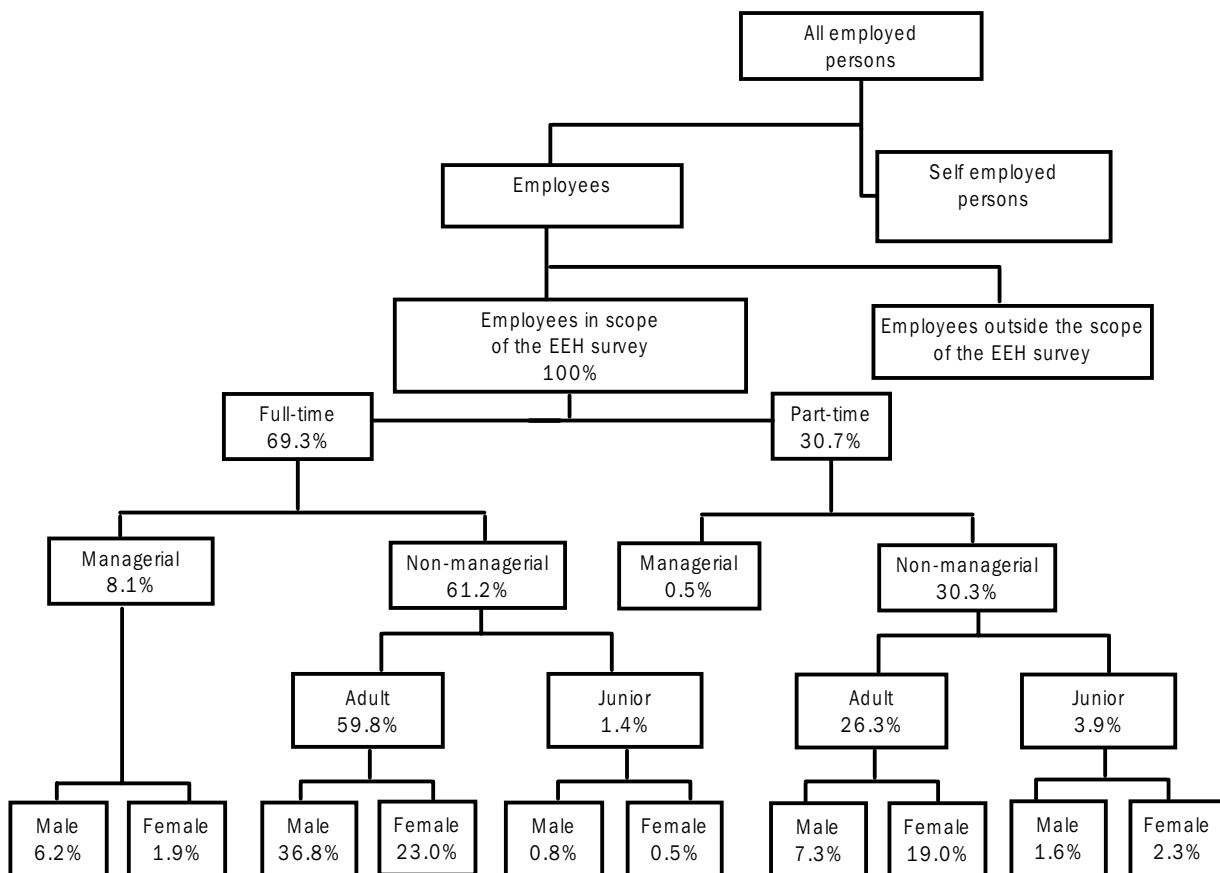
## SUMMARY OF FINDINGS

### OVERVIEW

The biennial Survey of Employee Earnings and Hours (EEH) is designed to provide statistics on the composition and distribution of earnings and hours of employees, as well as information on how employees' pay is set — by award only, collective agreement or individual agreement. Detailed information on concepts, methods and data items used for this survey can be found in the Explanatory Notes and Glossary.

As shown in the diagram below, 69% of employees in scope of the EEH survey were full-time employees and 60% were full-time non-managerial adults.

*Proportion of employees  
in scope of EEH by  
category of employee*



### COMPOSITION AND DISTRIBUTION OF EARNINGS AND HOURS

*All employees (tables 1–6)*

Weekly total earnings comprise base pay, payment by measured result and overtime payments. In May 2002, average weekly total earnings was \$697.60 for all employees, \$834.10 for all male employees and \$554.00 for all female employees. Average weekly total earnings was \$894.20 for full-time adult employees, \$382.30 for full-time non-managerial junior employees and \$335.80 for all part-time employees.

Overtime payments accounted for 3.9% of average weekly total earnings of all employees and 5.3% of average weekly total earnings for full-time adult non-managerial employees.

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

## SUMMARY OF FINDINGS *continued*

*All employees (tables 1–6)  
continued*

Average weekly total earnings was highest in the MINING industry (\$1,458.40) and lowest in the ACCOMMODATION, CAFES AND RESTAURANTS and RETAIL TRADE industries, (\$422.40 and \$433.40 respectively).

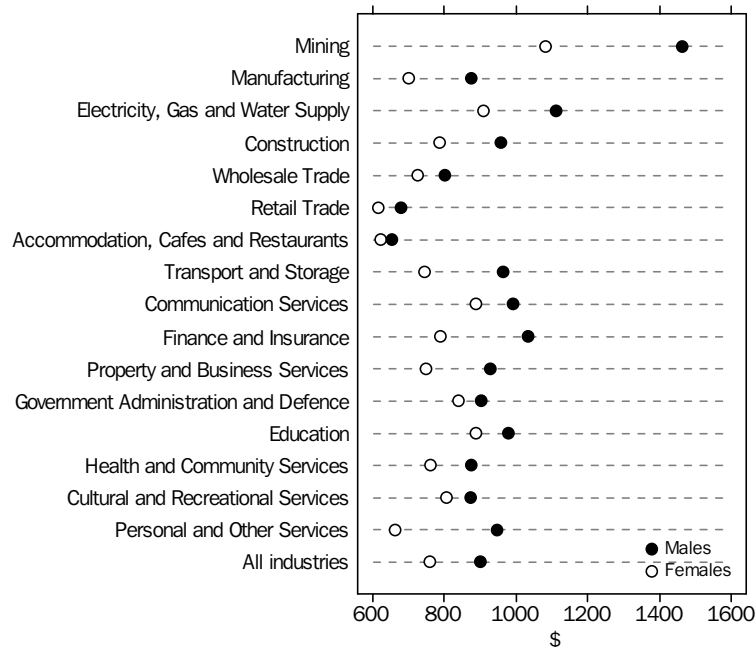
Median weekly earnings for all male employees was \$750.00 compared with \$524.00 for all female employees. While the average weekly total earnings for all employees was \$697.60, the median weekly total earnings for all employees was \$635.00.

*Full-time adult  
non-managerial employees  
(tables 8–16)*

*Sector:* For full-time adult non-managerial employees the ratio of female to male average weekly total earnings was 81.6% in the private sector, compared with 88.5% in the public sector. For full-time adult non-managerial male employees the average weekly hours paid for in the private sector was 41.0 hours compared with 38.3 hours in the public sector. For full-time adult non-managerial female employees, average weekly total hours paid for was 38.5 hours in the private sector compared with 37.0 hours in the public sector.

*Industry:* For full-time adult non-managerial males, the highest total earnings was in MINING (\$1,463.00), and the lowest in ACCOMMODATION, CAFES AND RESTAURANTS (\$654.30). For females, the highest was also in MINING (\$1082.70), while the lowest was in RETAIL TRADE (\$617.50). Average weekly total hours paid for was highest in the MINING, TRANSPORT AND STORAGE and MANUFACTURING industries (45.8 hours, 42.0 hours and 41.4 hours respectively).

AVERAGE WEEKLY TOTAL EARNINGS, Industry—  
Full-time adult non-managerial employees



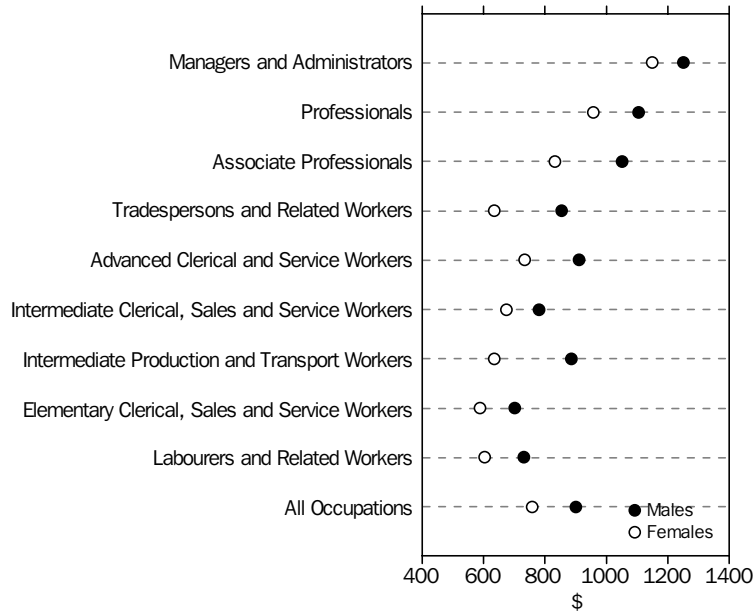
*Occupation:* Full-time adult non-managerial male and female MEDICAL PRACTITIONERS had the highest average weekly total earnings among occupation minor groups (\$1,637.80 and \$1,476.00 respectively). The lowest average weekly total earnings for full-time adult non-managerial males was \$527.80 for ELEMENTARY FOOD PREPARATION AND RELATED WORKERS. The lowest average weekly total earnings for full-time adult non-managerial females was \$518.10 for AGRICULTURAL AND HORTICULTURAL LABOURERS.

## SUMMARY OF FINDINGS *continued*

*Full-time adult non-managerial employees (tables 8–16) continued*

The ratio of female to male average weekly ordinary time earnings for full-time adult non-managerial employees was highest for MANAGERS AND ADMINISTRATORS (92.6%) and lowest for INTERMEDIATE PRODUCTION AND TRANSPORT WORKERS (77.4%).

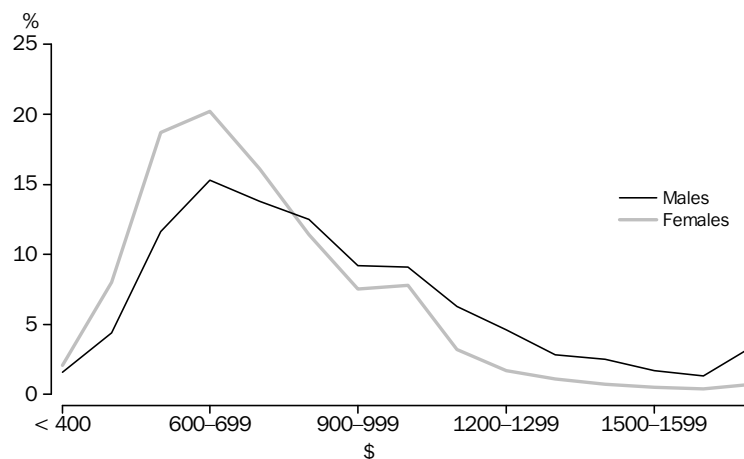
AVERAGE WEEKLY TOTAL EARNINGS, Occupation—  
Full-time adult non-managerial employees



*State/territory:* The highest total earnings for full-time adult non-managerial employees were in the AUSTRALIAN CAPITAL TERRITORY (\$879.90) and NEW SOUTH WALES (\$872.60). The lowest earnings were in TASMANIA (\$789.60) and QUEENSLAND (\$809.00). Median weekly earnings were highest in the AUSTRALIAN CAPITAL TERRITORY (\$826.00) and lowest in TASMANIA (\$711.00).

*Distribution:* Half of all full-time adult non-managerial employees recorded weekly total earnings of between \$615.00 and \$1,001.00; one-tenth received \$519.00 or less and one-tenth received more than \$1,250.00.

WEEKLY TOTAL EARNINGS, Distribution—  
Full-time adult non-managerial employees



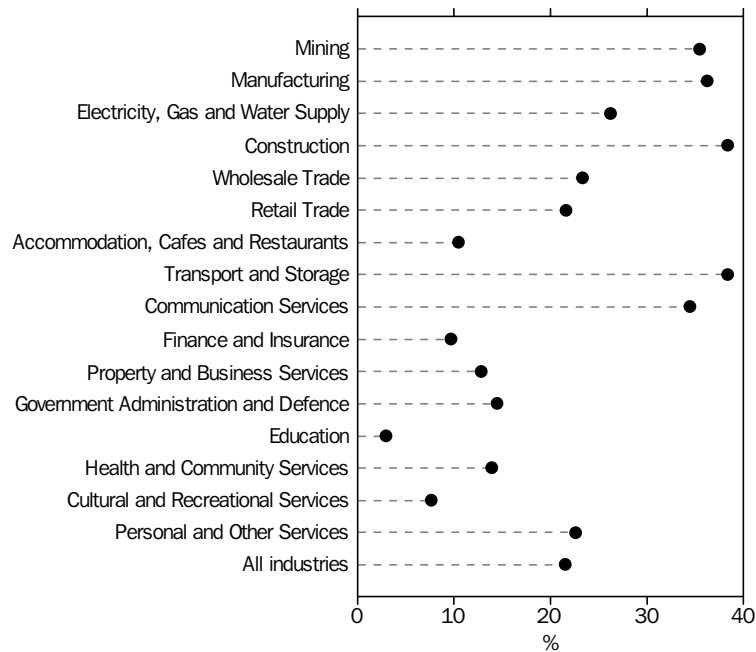
## SUMMARY OF FINDINGS *continued*

*Full-time adult non-managerial employees (tables 8–16) continued*

*Overtime:* For full-time adult non-managerial employees who were paid overtime, the average weekly overtime earnings for males was significantly higher than for females (\$224.40 compared with \$128.10). The average was \$230.30 in the private sector compared with \$197.20 in the public sector. In contrast, female full-time adult non-managerial employees overtime earnings was higher in the public sector compared with the private sector (\$178.00 compared with \$115.00).

The proportion of full-time adult non-managerial employees paid overtime was highest in the CONSTRUCTION and the TRANSPORT AND STORAGE industries (both 38.4%) followed by the MANUFACTURING and MINING industries (36.3% and 35.5% respectively). The proportion was lowest in the EDUCATION industry (3.0%).

PROPORTION OF EMPLOYEES PAID OVERTIME, Industry—  
Full-time adult non-managerial employees



### METHODS OF SETTING PAY

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 'awards only' had the main part of their pay set by an award, and were not paid more than the award rate of pay. Employees classified to the collective agreement category comprise those who had the main part of their pay set by a registered or unregistered collective agreement.

Those in the individual agreement category include employees who had the main part of their pay set by an individual common law contract, employees who received over-award payments by individual agreement, working proprietors who set their own rate of pay, and employees on registered individual agreements. See Glossary for more information.

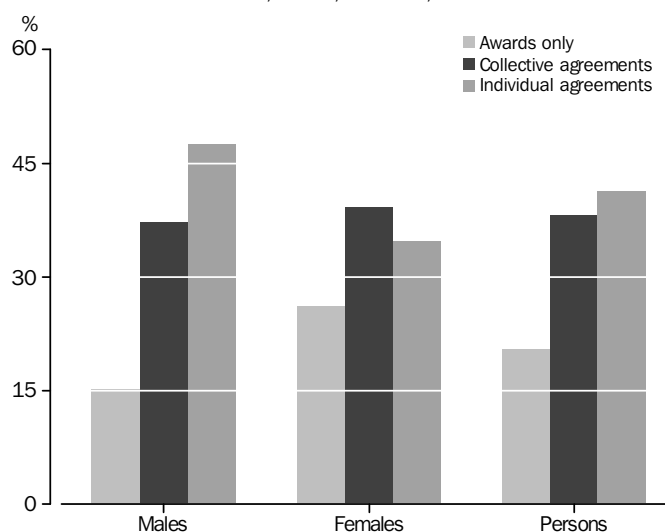
*All employees (tables 21–28)*

The most common methods of setting pay for all employees were unregistered individual agreements (39.3%), registered collective agreements (36.1%) and awards only (20.5%). Unregistered collective agreements (2.2%) and registered individual agreements (2.0%) were the least common pay setting methods.

## SUMMARY OF FINDINGS *continued*

All employees (tables 21–28) *continued*

METHODS OF SETTING PAY, Males, Females, Persons



In the private sector, the most common method of setting pay was unregistered individual agreements (48.5%), while in the public sector it was registered collective agreements (88.5%).

The most common methods of setting pay for full-time employees were individual agreements (47.9%) and collective agreements (39.1%). For part-time employees, collective agreements (36.5%) and awards only (35.4%) were the most common methods of setting pay.

By industry, the 'awards only' method of setting pay for employees was highest in the ACCOMMODATION, CAFES AND RESTAURANTS industry (61.2%). The collective agreements method of setting pay for employees was highest in the GOVERNMENT ADMINISTRATION AND DEFENCE industry (86.6%). Individual agreements were highest in the WHOLESALE TRADE industry (80.4%).

SOUTH AUSTRALIA had the highest proportion of employees whose pay was set by awards only (25.1%). The AUSTRALIAN CAPITAL TERRITORY and TASMANIA had the equal highest proportion of employees who had the main part of their pay set by collective agreements (49.3%). WESTERN AUSTRALIA had the highest proportion of employees who had the main part of their pay set by individual agreements (48.8%).

NEW SOUTH WALES had the lowest proportion of employees covered by collective agreements (35.3%).

*Jurisdiction (table 28)*

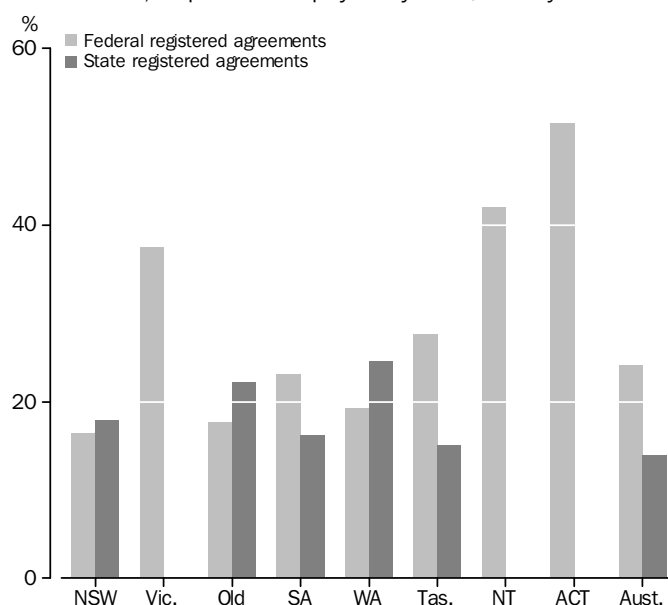
The jurisdiction of a registered collective or individual agreement is based on the federal or state industrial tribunal or authority which has certified, approved or registered the agreement. Thus, an employee may be covered by either a federal or state registered agreement (individual or collective) depending on the circumstances that prevail at the workplace. See Glossary for more information.

## SUMMARY OF FINDINGS *continued*

### *Jurisdiction (table 28) continued*

On an Australia wide basis, more employees had the main part of their pay set by federal registered agreements (24.2%) than state registered agreements (13.9%). The AUSTRALIAN CAPITAL TERRITORY (51.6%), NORTHERN TERRITORY (42.1%) and VICTORIA (37.5%) had the highest proportion of employees who had the main part of their pay set by federal registered agreements, while NEW SOUTH WALES (16.5%) and QUEENSLAND (17.7%) had the lowest. WESTERN AUSTRALIA and QUEENSLAND had the highest proportion of employees who had the main part of their pay set by state registered agreements (24.5% and 22.2% respectively), while TASMANIA had the lowest (15.0%).

JURISDICTION, Proportion of employees by State / Territory



### *Non-managerial employees (table 29)*

Average weekly total earnings of non-managerial employees who had the main part of their pay set by awards only was highest in the NORTHERN TERRITORY (\$476.10) and WESTERN AUSTRALIA (\$436.60), and lowest in the AUSTRALIAN CAPITAL TERRITORY (\$375.10) and TASMANIA (\$384.50). For non-managerial employees who had the main part of their pay set by registered collective agreements, the average weekly total earnings was highest in the AUSTRALIAN CAPITAL TERRITORY (\$789.70) and NEW SOUTH WALES (\$769.60) and lowest in TASMANIA (\$683.50) and WESTERN AUSTRALIA (\$693.00). Average weekly total earnings of non-managerial employees who had the main part of their pay set by unregistered individual agreements was highest in VICTORIA (\$827.60) and NEW SOUTH WALES (\$779.70) and lowest in TASMANIA (\$431.30) and the NORTHERN TERRITORY (\$591.50).

### *Full-time adult non-managerial employees (table 30)*

Average weekly total earnings for full-time adult non-managerial employees who had the main part of their pay set by awards only was \$639.90. This compares with \$914.30 for employees who had the main part of their pay set by collective agreements and \$836.10 for employees whose pay was set by individual agreements. The median weekly total earnings for full-time adult non-managerial employees whose pay was set by awards only was \$589.00 compared with \$861.00 for employees whose pay was set by collective agreements and \$749.00 for employees whose pay was set by individual agreements.

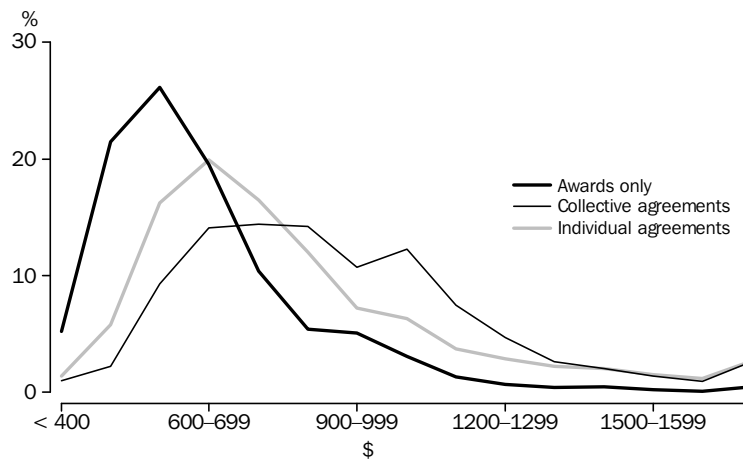


## SUMMARY OF FINDINGS *continued*

*Full-time adult  
non-managerial employees  
(table 30) continued*

Half of all full-time adult non-managerial employees who had the main part of their pay set by awards only recorded average weekly total earnings between \$493.00 and \$721.00. This compares with average weekly total earnings between \$688.00 and \$1,073.00 for 50% of all full-time adult non-managerial employees who had the main part of their pay set by collective agreements and average weekly total earnings of between \$614.00 and \$961.00 for 50% of all full-time adult non-managerial employees who had the main part of their pay set by individual agreements.

METHODS OF SETTING PAY, Distribution of weekly total earnings—  
Full-time adult non-managerial employees



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AVERAGE WEEKLY TOTAL EARNINGS, Composition

	FULL-TIME EMPLOYEES					PART-TIME	ALL
	Managerial adult	Non - managerial adult	Non - managerial junior	Total non-managerial	Total adult	EMPLOYEES	EMPLOYEES
	\$	\$	\$	\$	\$	\$	\$
MALES							
Ordinary time							
Base pay	1 214.90	826.00	367.70	810.40	897.80	883.10	780.20
Payment by measured result	10.40	9.20	**0.90	8.90	9.40	9.20	7.90
Total ordinary time	1 225.30	835.20	368.50	819.30	907.20	892.20	788.10
Overtime	*1.70	65.30	32.00	64.10	53.50	52.90	46.00
<b>Total</b>	<b>1 227.00</b>	<b>900.50</b>	<b>400.50</b>	<b>883.50</b>	<b>960.80</b>	<b>945.20</b>	<b>834.10</b>
FEMALES							
Ordinary time							
Base pay	979.20	742.30	354.60	726.90	765.70	750.90	543.20
Payment by measured result	*5.80	4.50	**0.30	4.40	4.70	4.50	2.80
Total ordinary time	985.00	746.80	354.80	731.30	770.30	755.40	546.10
Overtime	**0.30	12.70	3.90	12.30	11.50	11.20	7.90
<b>Total</b>	<b>985.20</b>	<b>759.50</b>	<b>358.70</b>	<b>743.60</b>	<b>781.80</b>	<b>766.60</b>	<b>554.00</b>
PERSONS							
Ordinary time							
Base pay	1 158.20	792.90	362.00	777.30	848.60	833.60	664.70
Payment by measured result	9.30	7.30	**0.60	7.10	7.60	7.40	5.50
Total ordinary time	1 167.50	800.20	362.60	784.40	856.30	841.10	670.20
Overtime	*1.40	44.50	19.80	43.60	37.90	37.30	27.40
<b>Total</b>	<b>1 168.90</b>	<b>844.70</b>	<b>382.30</b>	<b>827.90</b>	<b>894.20</b>	<b>878.40</b>	<b>697.60</b>

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

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

AVERAGE WEEKLY TOTAL EARNINGS, Sector

	FULL-TIME EMPLOYEES					PART-TIME EMPLOYEES	ALL 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								
Private sector	1 192.30	878.40	401.20	858.20	943.50	925.10	334.70	809.00
Public sector	1 531.80	977.40	366.80	975.50	1 029.60	1 027.80	426.50	945.40
<b>All sectors</b>	<b>1 227.00</b>	<b>900.50</b>	<b>400.50</b>	<b>883.50</b>	<b>960.80</b>	<b>945.20</b>	<b>347.20</b>	<b>834.10</b>
FEMALES								
Private sector	916.60	716.40	359.50	697.20	739.70	721.50	307.90	508.40
Public sector	1 377.60	865.00	326.40	863.40	892.40	890.70	434.90	709.80
<b>All sectors</b>	<b>985.20</b>	<b>759.50</b>	<b>358.70</b>	<b>743.60</b>	<b>781.80</b>	<b>766.60</b>	<b>331.30</b>	<b>554.00</b>
PERSONS								
Private sector	1 128.70	817.80	383.10	797.50	872.30	853.40	315.90	666.50
Public sector	1 483.20	925.70	348.00	923.90	968.00	966.20	433.00	818.50
<b>All sectors</b>	<b>1 168.90</b>	<b>844.70</b>	<b>382.30</b>	<b>827.90</b>	<b>894.20</b>	<b>878.40</b>	<b>335.80</b>	<b>697.60</b>

## AVERAGE WEEKLY TOTAL EARNINGS, Industry

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
	Managerial adult	Non - managerial adult	Non - managerial junior	Total non - managerial	Total adult	EMPLOYEES	EMPLOYEES	
	\$	\$	\$	\$	\$	\$	\$	
MALES								
Mining	2 284.20	1 463.00	389.10	1 457.50	1 536.00	1 530.60	574.60	1 513.00
Manufacturing	1 195.70	876.30	410.60	859.70	911.80	895.80	423.10	869.00
Electricity, Gas and Water Supply	1 576.70	1 112.20	437.60	1 105.80	1 150.80	1 144.70	1 025.40	1 141.40
Construction	814.30	957.60	392.90	913.90	925.80	893.10	519.20	864.50
Wholesale Trade	1 280.00	802.00	403.70	788.30	917.30	903.80	341.00	858.30
Retail Trade	817.80	680.40	398.20	651.20	712.40	686.90	232.40	532.60
Accommodation, Cafes and Restaurants	737.30	654.30	419.70	644.70	672.60	664.50	284.40	480.70
Transport and Storage	1 167.60	964.60	401.10	962.70	994.80	993.00	546.70	915.80
Communication Services	1 726.70	991.70	—	991.70	1 074.80	1 074.80	388.10	1 029.10
Finance and Insurance	1 987.30	1 033.90	400.40	1 024.40	1 287.30	1 277.50	377.10	1 227.70
Property and Business Services	1 439.20	927.20	423.40	917.70	1 066.80	1 057.80	406.40	918.40
Government Administration and Defence	1 521.70	902.50	313.20	899.40	968.10	965.00	376.30	927.00
Education	1 408.40	977.80	429.00	975.70	1 037.40	1 035.40	352.40	843.20
Health and Community Services	1 610.30	875.10	455.60	871.10	978.80	974.50	424.10	761.50
Cultural and Recreational Services	1 010.40	873.00	391.00	866.30	916.30	911.30	296.40	703.70
Personal and Other Services	886.90	947.80	314.00	933.40	938.70	926.60	236.20	783.50
<b>All industries</b>	<b>1 227.00</b>	<b>900.50</b>	<b>400.50</b>	<b>883.50</b>	<b>960.80</b>	<b>945.20</b>	<b>347.20</b>	<b>834.10</b>
FEMALES								
Mining	1 366.10	1 082.70	np	1 067.50	1 090.90	1 076.00	575.20	1 040.10
Manufacturing	1 095.70	701.70	365.10	692.90	725.70	716.90	356.20	623.40
Electricity, Gas and Water Supply	2 011.30	909.80	np	907.50	1 043.50	1 041.10	605.70	979.60
Construction	563.10	788.00	334.80	732.00	723.60	688.10	287.10	544.70
Wholesale Trade	868.00	725.30	382.50	719.30	745.20	739.70	357.90	642.70
Retail Trade	725.80	617.50	381.70	589.60	634.50	608.80	231.20	353.90
Accommodation, Cafes and Restaurants	770.40	623.70	396.80	609.00	644.50	630.60	277.50	376.80
Transport and Storage	769.30	745.80	417.70	734.40	748.60	738.50	341.10	648.80
Communication Services	1 312.30	888.80	—	888.80	914.40	914.40	369.10	759.20
Finance and Insurance	1 474.00	788.90	454.10	784.30	844.60	839.70	418.00	718.20
Property and Business Services	1 056.80	748.10	342.60	723.10	781.10	756.70	335.20	595.50
Government Administration and Defence	1 446.40	838.80	328.10	835.40	875.60	872.10	376.40	718.60
Education	1 266.30	887.10	293.80	885.70	913.10	911.80	364.90	661.40
Health and Community Services	965.10	761.50	284.70	746.40	775.90	761.40	427.90	553.90
Cultural and Recreational Services	1 035.50	806.60	337.60	803.90	834.10	831.60	241.50	472.40
Personal and Other Services	860.20	664.00	370.50	645.90	683.80	666.30	278.10	477.90
<b>All industries</b>	<b>985.20</b>	<b>759.50</b>	<b>358.70</b>	<b>743.60</b>	<b>781.80</b>	<b>766.60</b>	<b>331.30</b>	<b>554.00</b>

— nil or rounded to zero (including null cells)

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

AVERAGE WEEKLY TOTAL EARNINGS, Industry *continued*



	FULL-TIME EMPLOYEES						PART-TIME	ALL
	.....						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>	<i>Total</i>
	\$	\$	\$	\$	\$	\$	\$	
.....								
PERSONS								
Mining	2 249.10	1 419.30	372.70	1 412.10	1 487.70	1 480.60	574.80	1 458.40
Manufacturing	1 182.50	836.60	402.70	822.10	871.30	857.20	381.90	805.10
Electricity, Gas and Water Supply	1 683.40	1 076.50	424.00	1 071.00	1 131.20	1 125.90	788.40	1 108.90
Construction	780.30	940.60	383.80	894.80	903.90	870.30	413.30	815.70
Wholesale Trade	1 197.90	776.90	399.50	766.00	865.60	854.80	351.50	784.20
Retail Trade	791.30	655.40	391.10	626.40	683.20	657.20	231.50	433.40
Accommodation, Cafes and Restaurants	747.40	641.20	407.20	629.20	661.30	650.60	279.90	422.40
Transport and Storage	1 073.90	902.40	414.50	896.30	926.50	921.00	473.80	836.60
Communication Services	1 658.20	962.70	—	962.70	1 031.40	1 031.40	375.30	941.00
Finance and Insurance	1 860.60	893.60	429.90	887.00	1 058.40	1 051.00	413.20	928.40
Property and Business Services	1 357.00	844.50	363.20	825.60	949.20	930.80	362.00	762.90
Government Administration and Defence	1 500.80	876.20	320.20	872.90	930.90	927.60	376.40	827.60
Education	1 349.80	922.90	365.20	921.30	964.60	963.00	361.80	724.60
Health and Community Services	1 266.70	794.30	302.90	781.90	837.90	825.50	427.40	597.40
Cultural and Recreational Services	1 015.50	842.30	377.00	837.60	883.40	879.50	259.60	581.20
Personal and Other Services	879.00	835.00	350.90	816.30	840.70	824.20	265.60	630.80
<b>All industries</b>	<b>1 168.90</b>	<b>844.70</b>	<b>382.30</b>	<b>827.90</b>	<b>894.20</b>	<b>878.40</b>	<b>335.80</b>	<b>697.60</b>



— nil or rounded to zero (including null cells)



## AVERAGE WEEKLY TOTAL EARNINGS, Occupation

FULL-TIME EMPLOYEES						PART-TIME	ALL
						EMPLOYEES	EMPLOYEES
Managerial adult	Non - managerial adult	Non - managerial junior	Total non - managerial	Total adult	Total	Total	Total
\$	\$	\$	\$	\$	\$	\$	\$

## MALES

Managers and Administrators(a)	1 548.60	1 249.60	—	1 249.60	1 525.50	1 525.50	526.20	1 508.70
Professionals	1 273.30	1 105.50	426.70	1 105.10	1 123.20	1 122.70	532.90	1 021.90
Associate Professionals	922.40	1 050.30	402.20	1 049.40	1 016.60	1 015.90	422.00	960.60
Tradespersons and Related Workers	640.00	854.10	405.60	811.60	834.90	797.50	370.50	760.90
Advanced Clerical and Service Workers	657.20	910.30	372.50	891.00	884.30	867.80	374.70	802.90
Intermediate Clerical, Sales and Service Workers	874.70	780.80	474.80	777.20	787.60	784.10	305.50	672.50
Intermediate Production and Transport Workers	774.00	886.40	397.00	881.60	881.80	877.20	370.10	793.80
Elementary Clerical, Sales and Service Workers	*280.30	703.00	348.60	677.60	693.20	669.10	272.90	455.00
Labourers and Related Workers	565.40	731.70	399.50	715.80	725.50	710.50	283.30	581.40
<b>All Occupations</b>	<b>1 227.00</b>	<b>900.50</b>	<b>400.50</b>	<b>883.50</b>	<b>960.80</b>	<b>945.20</b>	<b>347.20</b>	<b>834.10</b>

## FEMALES

Managers and Administrators(a)	1 250.10	1 149.70	—	1 149.70	1 240.00	1 240.00	505.50	1 153.30
Professionals	1 142.40	957.10	np	957.00	962.00	961.90	499.30	771.00
Associate Professionals	779.00	833.00	327.10	829.90	822.40	819.90	444.90	702.60
Tradespersons and Related Workers	831.20	635.20	340.70	580.30	645.30	590.90	297.90	445.60
Advanced Clerical and Service Workers	543.60	733.20	383.20	724.80	713.70	706.60	320.60	587.10
Intermediate Clerical, Sales and Service Workers	690.90	674.00	350.80	658.90	674.40	659.60	322.60	491.10
Intermediate Production and Transport Workers	np	635.00	413.50	631.30	634.20	630.60	268.80	474.80
Elementary Clerical, Sales and Service Workers	293.00	587.80	366.20	558.90	578.40	551.50	231.10	322.20
Labourers and Related Workers	*144.80	603.00	363.10	593.60	602.00	592.60	272.20	382.30
<b>All Occupations</b>	<b>985.20</b>	<b>759.50</b>	<b>358.70</b>	<b>743.60</b>	<b>781.80</b>	<b>766.60</b>	<b>331.30</b>	<b>554.00</b>

## PERSONS

Managers and Administrators(a)	1 480.20	1 221.20	—	1 221.20	1 458.70	1 458.70	511.60	1 418.50
Professionals	1 248.70	1 031.50	551.80	1 031.20	1 046.20	1 045.90	507.50	880.50
Associate Professionals	881.90	970.60	348.50	968.70	949.30	947.80	438.10	854.20
Tradespersons and Related Workers	647.30	839.40	396.80	794.30	822.60	782.70	338.00	722.20
Advanced Clerical and Service Workers	563.40	764.00	380.60	754.00	743.40	734.90	324.20	618.30
Intermediate Clerical, Sales and Service Workers	815.10	715.40	367.60	703.80	719.60	708.40	319.80	544.70
Intermediate Production and Transport Workers	771.30	859.50	399.80	854.70	856.30	851.60	338.90	747.50
Elementary Clerical, Sales and Service Workers	288.10	641.10	360.80	612.00	631.30	603.80	242.50	366.20
Labourers and Related Workers	557.90	702.40	392.50	688.20	698.20	684.50	277.10	508.90
<b>All Occupations</b>	<b>1 168.90</b>	<b>844.70</b>	<b>382.30</b>	<b>827.90</b>	<b>894.20</b>	<b>878.40</b>	<b>335.80</b>	<b>697.60</b>

— nil or rounded to zero (including null cells)

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

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

(a) See paragraph 12 of the Explanatory Notes.



## AVERAGE WEEKLY TOTAL EARNINGS, States and territories

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
	<i>Managerial adult</i>	<i>Non - managerial adult</i>	<i>Non - managerial junior</i>	<i>Total non - managerial</i>	<i>Total adult</i>	EMPLOYEES	EMPLOYEES	
	\$	\$	\$	\$	\$	\$	\$	
MALES								
New South Wales	1 260.00	932.00	394.70	912.30	1 000.50	982.70	358.00	867.10
Victoria	1 244.10	891.40	375.50	878.20	963.00	950.90	324.60	841.50
Queensland	1 123.50	874.40	450.40	859.00	908.10	893.70	363.60	784.40
South Australia	1 128.80	879.20	412.50	861.30	914.70	898.00	352.20	803.50
Western Australia	1 217.30	898.70	378.70	880.60	953.40	936.80	348.10	828.50
Tasmania	967.80	796.30	329.90	768.10	818.60	792.70	374.80	707.20
Northern Territory	1 145.40	895.10	675.60	889.30	933.70	927.90	322.70	787.10
Australian Capital Territory	1 452.70	938.00	322.90	921.10	1 058.20	1 042.60	246.90	903.00
<b>Australia</b>	<b>1 227.00</b>	<b>900.50</b>	<b>400.50</b>	<b>883.50</b>	<b>960.80</b>	<b>945.20</b>	<b>347.20</b>	<b>834.10</b>
FEMALES								
New South Wales	1 085.40	784.30	370.80	768.90	813.80	798.90	341.80	589.40
Victoria	929.20	768.30	353.00	758.50	785.70	776.50	335.40	556.60
Queensland	894.80	712.90	345.30	694.70	728.30	710.90	306.40	507.00
South Australia	988.10	744.20	370.00	715.90	766.20	738.70	351.30	527.90
Western Australia	826.90	729.60	364.80	712.30	740.30	724.30	321.80	527.40
Tasmania	1 118.80	777.80	289.40	737.70	790.60	751.00	327.40	489.40
Northern Territory	955.20	764.80	455.10	757.50	777.10	770.00	340.70	603.50
Australian Capital Territory	1 259.30	815.30	364.20	810.70	883.40	878.90	331.40	661.90
<b>Australia</b>	<b>985.20</b>	<b>759.50</b>	<b>358.70</b>	<b>743.60</b>	<b>781.80</b>	<b>766.60</b>	<b>331.30</b>	<b>554.00</b>
PERSONS								
New South Wales	1 222.00	872.60	385.00	854.50	931.10	914.20	346.80	736.10
Victoria	1 171.50	843.70	367.20	831.80	899.00	887.90	332.40	704.10
Queensland	1 058.00	809.00	399.50	791.90	837.70	821.50	322.50	642.70
South Australia	1 094.60	832.10	390.30	809.20	864.80	843.10	351.50	669.00
Western Australia	1 108.50	831.90	372.10	813.60	872.90	855.80	329.10	679.20
Tasmania	987.30	789.60	312.10	757.00	809.10	778.30	338.40	593.60
Northern Territory	1 101.20	837.40	584.70	831.00	868.10	861.80	333.50	700.00
Australian Capital Territory	1 385.40	879.90	333.10	869.30	979.80	969.70	307.10	777.00
<b>Australia</b>	<b>1 168.90</b>	<b>844.70</b>	<b>382.30</b>	<b>827.90</b>	<b>894.20</b>	<b>878.40</b>	<b>335.80</b>	<b>697.60</b>

## WEEKLY TOTAL EARNINGS, Distribution of all employees—Occupation

	Managers and admini- strators (a)	Profess- ionals	Associate profess- ionals	Trades- persons and related workers	Advanced clerical and service workers	Interme- diate clerical, sales and service workers	Interme- diate production and transport workers	Elementary clerical, sales and service workers	Labourers and related workers	All occup- ations
PROPORTION OF EMPLOYEES—MALES (%)										
<b>Weekly total earnings (\$)</b>										
Under 200	**0.4	4.6	2.4	2.5	np	7.9	5.9	24.7	13.7	6.9
200 and under 300	*1.5	1.7	2.9	4.5	**4.4	4.4	3.0	10.2	7.2	4.2
300 and under 400	*1.8	2.4	*2.1	5.2	*7.6	5.8	3.0	9.7	6.6	4.4
400 and under 500	*1.9	3.6	2.9	7.5	**2.7	6.8	5.5	9.7	11.6	6.1
500 and under 600	*2.8	4.7	6.0	13.3	*9.7	12.0	13.5	13.2	17.3	10.5
600 and under 700	4.0	5.2	8.6	14.7	*9.9	18.0	15.8	12.6	14.9	12.0
700 and under 800	4.8	8.0	11.5	14.0	15.4	15.0	11.5	8.7	9.7	10.9
800 and under 900	5.7	9.5	12.3	10.2	13.1	13.0	9.8	6.0	4.8	9.4
900 and under 1 000	7.9	10.0	9.6	7.4	17.6	6.0	7.4	2.1	3.8	7.2
1 000 and under 1 100	4.7	13.1	11.8	5.7	*6.3	4.2	7.1	*1.3	3.2	6.9
1 100 and under 1 200	7.1	9.1	8.2	4.7	*3.1	2.0	4.8	*0.9	1.7	5.0
1 200 and under 1 300	7.3	8.0	5.6	2.9	**0.9	1.6	3.1	*0.2	*1.7	3.8
1 300 and under 1 400	6.5	4.5	3.7	2.1	*2.2	0.7	2.1	*0.2	*1.1	2.6
1 400 and under 1 500	5.1	3.9	3.0	1.4	**2.0	*1.1	1.8	**0.1	*1.1	2.2
1 500 and under 1 600	4.9	2.4	2.7	1.5	**2.2	*0.2	1.2	**0.1	*0.6	1.6
1 600 and under 1 700	3.8	2.1	1.8	0.8	**0.2	**0.3	*1.1	**0.1	*0.4	1.2
1 700 and under 1 800	3.9	1.3	*1.4	0.5	**1.4	**0.1	0.6	np	**0.1	0.9
1 800 and under 1 900	3.3	1.4	*0.8	0.5	np	**0.2	*1.5	np	**0.2	0.9
1 900 and under 2 000	3.5	0.8	*0.7	0.3	np	*0.3	*0.4	np	**0.1	0.7
2 000 and over	19.2	3.8	2.2	0.5	**0.4	*0.4	*1.1	np	*0.3	2.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## WEEKLY TOTAL EARNINGS—MALES (b) (\$)

## Deciles and quartiles-

10th percentile	650.00	435.00	481.00	358.00	367.00	247.00	340.00	91.00	143.00	279.00
20th percentile	859.00	655.00	650.00	500.00	549.00	424.00	523.00	154.00	288.00	478.00
25th percentile (1st quartile)	921.00	731.00	700.00	540.00	597.00	500.00	556.00	200.00	360.00	532.00
30th percentile	976.00	797.00	750.00	573.00	671.00	543.00	593.00	241.00	428.00	578.00
40th percentile	1 174.00	900.00	830.00	641.00	731.00	616.00	654.00	350.00	501.00	666.00
50th percentile (median) (2nd quartile)	1 301.00	1 000.00	920.00	710.00	800.00	673.00	727.00	456.00	567.00	750.00
60th percentile	1 463.00	1 081.00	1 007.00	782.00	855.00	730.00	822.00	550.00	618.00	851.00
70th percentile	1 695.00	1 170.00	1 102.00	879.00	940.00	800.00	923.00	617.00	686.00	975.00
75th percentile (3rd quartile)	1 839.00	1 233.00	1 158.00	952.00	980.00	833.00	996.00	656.00	735.00	1 040.00
80th percentile	1 989.00	1 303.00	1 242.00	1 000.00	985.00	866.00	1 063.00	699.00	785.00	1 130.00
90th percentile	2 554.00	1 568.00	1 483.00	1 204.00	1 184.00	1 010.00	1 298.00	820.00	1 009.00	1 407.00
<b>Average weekly total earnings</b>	<b>1 508.70</b>	<b>1 021.90</b>	<b>960.60</b>	<b>760.90</b>	<b>802.90</b>	<b>672.50</b>	<b>793.80</b>	<b>455.00</b>	<b>581.40</b>	<b>834.10</b>

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

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

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

(a) See paragraph 12 of the Explanatory Notes.

(b) Percentiles are based on whole dollars only.

WEEKLY TOTAL EARNINGS, Distribution of all employees—Occupation *continued*

	Managers and admini- strators (a)	Profess- ionals	Associate profess- ionals	Trades- persons and related workers	Advanced clerical and service workers	Interme- diate clerical, sales and service workers	Interme- diate production and transport workers	Elementary clerical, sales and service workers	Labourers and related workers	All occup- ations
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## PROPORTION OF EMPLOYEES—FEMALES (%)

## Weekly total earnings (\$)

Under 200	**2.4	8.5	5.0	17.7	8.9	13.6	16.6	36.1	24.9	16.0
200 and under 300	*1.8	4.1	4.5	13.1	6.7	10.5	9.1	14.2	14.5	9.1
300 and under 400	*6.8	4.6	8.3	15.1	9.1	12.2	8.1	13.5	14.1	10.3
400 and under 500	*3.2	6.4	7.7	11.9	11.1	13.1	20.3	13.3	16.7	11.3
500 and under 600	*4.2	7.4	9.9	18.7	13.8	16.5	22.2	12.8	14.5	12.9
600 and under 700	*3.9	9.9	16.8	11.4	14.3	15.9	9.0	6.1	6.3	11.7
700 and under 800	4.8	10.6	12.6	*3.4	17.4	9.2	6.2	2.5	4.7	8.5
800 and under 900	*6.5	11.7	12.2	*2.8	8.6	4.8	*2.1	0.8	*3.2	6.2
900 and under 1 000	8.4	9.9	8.5	*2.2	5.1	2.1	*3.4	*0.6	*0.6	4.3
1 000 and under 1 100	7.3	13.6	5.6	*2.1	2.9	0.9	*1.1	*0.1	*0.1	4.1
1 100 and under 1 200	8.9	4.9	3.8	*1.6	*1.0	*0.5	**0.7	*0.1	*0.3	1.9
1 200 and under 1 300	8.2	2.4	2.2	np	*0.4	*0.2	*0.4	**0.1	np	1.0
1 300 and under 1 400	7.0	2.1	0.8	np	*0.2	*0.2	np	np	**0.1	0.8
1 400 and under 1 500	*5.5	1.1	*0.7	np	—	*0.2	np	np	—	0.5
1 500 and under 1 600	3.8	*0.8	*0.7	—	**0.2	np	np	np	**0.1	0.4
1 600 and under 1 700	*3.9	*0.8	**0.2	—	**0.2	—	np	—	—	0.3
1 700 and under 1 800	*2.2	*0.3	*0.1	—	—	np	—	—	—	0.1
1 800 and under 1 900	*0.6	*0.3	**0.1	—	np	np	**0.3	—	—	0.1
1 900 and under 2 000	*3.5	**0.2	**0.1	—	np	—	—	—	—	0.2
2 000 and over	7.2	0.6	*0.4	—	—	—	np	—	np	0.4
<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>	<b>100.0</b>

## WEEKLY TOTAL EARNINGS—FEMALES (b) (\$)

## Deciles and quartiles-

10th percentile	385.00	241.00	301.00	140.00	214.00	152.00	121.00	65.00	90.00	128.00
20th percentile	673.00	443.00	434.00	211.00	354.00	263.00	253.00	110.00	157.00	246.00
25th percentile (1st quartile)	748.00	516.00	494.00	264.00	404.00	307.00	297.00	130.00	200.00	298.00
30th percentile	846.00	585.00	553.00	290.00	463.00	351.00	322.00	158.00	229.00	350.00
40th percentile	965.00	694.00	629.00	361.00	526.00	431.00	453.00	231.00	306.00	444.00
50th percentile (median) (2nd quartile)	1 105.00	784.00	685.00	414.00	600.00	502.00	482.00	297.00	380.00	524.00
60th percentile	1 217.00	866.00	763.00	517.00	676.00	563.00	517.00	360.00	446.00	602.00
70th percentile	1 343.00	962.00	835.00	549.00	722.00	619.00	570.00	450.00	499.00	687.00
75th percentile (3rd quartile)	1 422.00	1 013.00	876.00	580.00	748.00	649.00	595.00	488.00	536.00	741.00
80th percentile	1 537.00	1 047.00	927.00	609.00	777.00	682.00	636.00	520.00	565.00	803.00
90th percentile	1 923.00	1 168.00	1 070.00	762.00	902.00	779.00	769.00	600.00	683.00	993.00
<b>Average weekly total earnings</b>	<b>1 153.30</b>	<b>771.00</b>	<b>702.60</b>	<b>445.60</b>	<b>587.10</b>	<b>491.10</b>	<b>474.80</b>	<b>322.20</b>	<b>382.30</b>	<b>554.00</b>

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

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

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

— nil or rounded to zero (including null cells)

(a) See paragraph 12 of the Explanatory Notes.

(b) Percentiles are based on whole dollars only.

WEEKLY TOTAL EARNINGS, Distribution of all employees—Occupation *continued*

	Managers and admini- strators (a)	Profess- ionals	Associate profess- ionals	Trades- persons and related workers	Advanced clerical and service workers	Interme- diate clerical, sales and service workers	Interme- diate production and transport workers	Elementary clerical, sales and service workers	Labourers and related workers	All occup- ations
PROPORTION OF EMPLOYEES—PERSONS (%)										
Weekly total earnings (\$)										
Under 200	*0.9	6.8	3.4	4.4	7.7	11.9	7.4	32.3	17.8	11.3
200 and under 300	*1.6	3.1	3.5	5.6	6.4	8.7	3.9	12.8	9.8	6.6
300 and under 400	3.1	3.6	4.6	6.4	8.9	10.3	3.7	12.3	9.4	7.3
400 and under 500	2.2	5.2	4.8	8.0	9.9	11.2	7.6	12.1	13.4	8.6
500 and under 600	*3.1	6.2	7.6	14.0	13.2	15.2	14.7	12.9	16.3	11.7
600 and under 700	4.0	7.8	12.0	14.3	13.7	16.5	14.8	8.2	11.8	11.8
700 and under 800	4.8	9.5	12.0	12.7	17.1	10.9	10.7	4.5	7.9	9.7
800 and under 900	5.9	10.7	12.3	9.3	9.2	7.2	8.7	2.5	4.2	7.8
900 and under 1 000	8.0	10.0	9.2	6.7	6.9	3.3	6.8	1.1	2.6	5.8
1 000 and under 1 100	5.4	13.4	9.2	5.3	3.4	1.9	6.2	*0.5	2.1	5.5
1 100 and under 1 200	7.5	6.7	6.4	4.3	1.3	0.9	4.2	*0.4	1.2	3.5
1 200 and under 1 300	7.5	4.8	4.2	2.5	*0.5	0.6	2.7	*0.1	*1.1	2.5
1 300 and under 1 400	6.6	3.2	2.5	1.8	*0.5	0.4	1.8	*0.1	*0.7	1.7
1 400 and under 1 500	5.2	2.3	2.0	1.3	**0.3	*0.4	1.5	*0.1	*0.7	1.4
1 500 and under 1 600	4.6	1.5	1.8	1.3	**0.5	*0.1	1.1	—	*0.4	1.0
1 600 and under 1 700	3.8	1.3	1.1	0.7	**0.2	**0.1	1.0	—	*0.3	0.8
1 700 and under 1 800	3.5	0.7	*0.9	0.5	**0.2	—	0.5	np	**0.1	0.5
1 800 and under 1 900	2.6	0.8	0.5	0.4	np	**0.1	1.3	np	**0.1	0.5
1 900 and under 2 000	3.5	*0.5	*0.5	0.2	np	**0.1	*0.4	np	—	0.4
2 000 and over	16.2	2.0	1.5	0.4	**0.1	*0.1	*1.0	np	*0.2	1.6
<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>	<b>100.0</b>

## WEEKLY TOTAL EARNINGS—PERSONS (b) (\$)

## Deciles and quartiles-

10th percentile	577.00	300.00	370.00	300.00	250.00	174.00	266.00	71.00	110.00	177.00
20th percentile	800.00	516.00	549.00	445.00	375.00	293.00	474.00	119.00	224.00	330.00
25th percentile (1st quartile)	885.00	600.00	607.00	500.00	429.00	344.00	514.00	145.00	272.00	397.00
30th percentile	962.00	673.00	653.00	539.00	480.00	394.00	550.00	180.00	319.00	459.00
40th percentile	1 105.00	775.00	737.00	603.00	554.00	482.00	616.00	257.00	426.00	554.00
50th percentile (median) (2nd quartile)	1 250.00	870.00	812.00	674.00	634.00	552.00	681.00	337.00	496.00	635.00
60th percentile	1 386.00	965.00	898.00	750.00	700.00	615.00	771.00	417.00	561.00	726.00
70th percentile	1 592.00	1 046.00	1 000.00	847.00	746.00	673.00	866.00	500.00	623.00	834.00
75th percentile (3rd quartile)	1 727.00	1 097.00	1 053.00	905.00	778.00	712.00	945.00	546.00	671.00	900.00
80th percentile	1 884.00	1 155.00	1 128.00	977.00	822.00	753.00	1 023.00	580.00	718.00	985.00
90th percentile	2 394.00	1 369.00	1 329.00	1 183.00	951.00	865.00	1 245.00	687.00	892.00	1 212.00
<b>Average weekly total earnings</b>	<b>1 418.50</b>	<b>880.50</b>	<b>854.20</b>	<b>722.20</b>	<b>618.30</b>	<b>544.70</b>	<b>747.50</b>	<b>366.20</b>	<b>508.90</b>	<b>697.60</b>

\* estimate has a relative standard error of between 25% and 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) See paragraph 12 of the Explanatory Notes.

(b) Percentiles are based on whole dollars only.

# 7

## AVERAGE WEEKLY TOTAL HOURS PAID FOR, Non-managerial employees—Composition

	FULL-TIME EMPLOYEES			PART-TIME EMPLOYEES		
	<i>Adult</i>	<i>Junior</i>	<i>Persons</i>	<i>Adult</i>	<i>Junior</i>	<i>Persons</i>
	hours	hours	hours	hours	hours	hours
MALES						
Ordinary time	38.2	38.4	38.2	18.7	13.3	17.9
Overtime	2.2	2.1	2.2	0.6	*0.1	0.6
<b>Total</b>	<b>40.4</b>	<b>40.5</b>	<b>40.4</b>	<b>19.4</b>	<b>13.4</b>	<b>18.4</b>
FEMALES						
Ordinary time	37.6	36.9	37.6	18.8	12.1	18.0
Overtime	0.4	0.3	0.4	0.2	*0.1	0.2
<b>Total</b>	<b>38.0</b>	<b>37.1</b>	<b>38.0</b>	<b>19.0</b>	<b>12.2</b>	<b>18.2</b>
PERSONS						
Ordinary time	37.9	37.7	37.9	18.8	12.5	18.0
Overtime	1.5	1.3	1.5	0.3	0.1	0.3
<b>Total</b>	<b>39.5</b>	<b>39.1</b>	<b>39.5</b>	<b>19.1</b>	<b>12.6</b>	<b>18.3</b>

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

AVERAGE WEEKLY TOTAL EARNINGS AND HOURS, Full-time adult non-managerial employees—Sector

	ORDINARY TIME EARNINGS			OVERTIME	TOTAL	HOURS PAID FOR		
	Base pay	Payment by measured result	Total	EARNINGS	EARNINGS	Ordinary time hours	Overtime hours	Total hours
		\$		\$	\$			
MALES								
Private sector	796.10	11.50	807.60	70.80	878.40	38.5	2.5	41.0
Public sector	930.40	1.20	931.60	45.80	977.40	37.0	1.3	38.3
<b>All sectors</b>	<b>826.00</b>	<b>9.20</b>	<b>835.20</b>	<b>65.30</b>	<b>900.50</b>	<b>38.2</b>	<b>2.2</b>	<b>40.4</b>
FEMALES								
Private sector	697.40	6.30	703.80	12.70	716.40	38.0	0.5	38.5
Public sector	852.20	**0.10	852.30	12.70	865.00	36.7	0.3	37.0
<b>All sectors</b>	<b>742.30</b>	<b>4.50</b>	<b>746.80</b>	<b>12.70</b>	<b>759.50</b>	<b>37.6</b>	<b>0.4</b>	<b>38.0</b>
PERSONS								
Private sector	759.20	9.60	768.70	49.10	817.80	38.3	1.8	40.1
Public sector	894.40	0.70	895.10	30.60	925.70	36.9	0.8	37.7
<b>All sectors</b>	<b>792.90</b>	<b>7.30</b>	<b>800.20</b>	<b>44.50</b>	<b>844.70</b>	<b>37.9</b>	<b>1.5</b>	<b>39.5</b>

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

# AVERAGE WEEKLY TOTAL EARNINGS AND HOURS, Full-time adult non-managerial employees—Industry

	ORDINARY TIME EARNINGS			OVERTIME	TOTAL	HOURS PAID FOR		
	.....			EARNINGS	EARNINGS	.....		
	Base pay	Payment by measured result		Total	Total	Total	Ordinary	
			Total				time	Overtime
	\$	\$	\$	\$	\$	hours	hours	hours
MALES								
Mining	1 170.30	*76.60	1 246.90	216.00	1 463.00	40.0	6.5	46.4
Manufacturing	769.00	6.00	774.90	101.30	876.30	38.6	3.5	42.1
Electricity, Gas and Water Supply	1 011.80	**1.20	1 013.00	99.20	1 112.20	37.2	2.4	39.6
Construction	852.40	**3.30	855.70	101.90	957.60	37.5	3.3	40.8
Wholesale Trade	725.00	*19.60	744.60	57.50	802.00	38.6	2.4	41.0
Retail Trade	627.80	17.40	645.30	35.10	680.40	38.6	1.5	40.1
Accommodation, Cafes and Restaurants	641.00	**0.10	641.10	*13.20	654.30	38.7	*0.5	39.2
Transport and Storage	839.20	*12.50	851.70	112.90	964.60	39.3	4.1	43.4
Communication Services	918.50	*6.60	925.10	66.60	991.70	37.2	1.7	38.9
Finance and Insurance	1 013.00	*7.30	1 020.30	*13.60	1 033.90	38.1	*0.3	38.4
Property and Business Services	885.90	*7.30	893.20	34.10	927.20	38.4	1.2	39.6
Government Administration and Defence	872.80	**0.40	873.20	29.30	902.50	37.0	0.9	37.9
Education	969.80	**2.00	971.80	6.00	977.80	35.9	0.2	36.1
Health and Community Services	814.10	**7.60	821.70	53.30	875.10	37.8	1.5	39.3
Cultural and Recreational Services	841.40	**5.80	847.20	25.80	873.00	38.7	0.7	39.3
Personal and Other Services	893.60	**1.70	895.30	52.50	947.80	38.4	1.6	40.0
<b>All industries</b>	<b>826.00</b>	<b>9.20</b>	<b>835.20</b>	<b>65.30</b>	<b>900.50</b>	<b>38.2</b>	<b>2.2</b>	<b>40.4</b>
FEMALES								
Mining	1 013.60	**10.40	1 024.10	**58.70	1 082.70	38.9	**1.8	40.6
Manufacturing	664.60	*7.50	672.10	29.60	701.70	37.8	1.2	39.0
Electricity, Gas and Water Supply	873.30	—	873.30	**36.50	909.80	36.8	**0.6	37.4
Construction	755.90	**4.00	759.90	**28.10	788.00	38.1	*0.8	38.9
Wholesale Trade	699.40	*14.80	714.10	*11.20	725.30	38.4	*0.5	39.0
Retail Trade	603.90	*2.90	606.90	10.60	617.50	38.5	0.4	39.0
Accommodation, Cafes and Restaurants	615.00	**0.20	615.30	*8.40	623.70	38.8	*0.4	39.2
Transport and Storage	712.00	**6.40	718.40	27.40	745.80	37.5	1.0	38.6
Communication Services	862.80	**6.50	869.30	*19.50	888.80	36.3	*0.7	37.1
Finance and Insurance	771.50	*8.50	780.10	8.80	788.90	37.7	0.3	38.0
Property and Business Services	735.20	**6.40	741.70	6.40	748.10	38.1	0.2	38.3
Government Administration and Defence	826.70	—	826.70	12.10	838.80	36.5	0.3	36.8
Education	884.70	**0.70	885.40	*1.70	887.10	35.8	*0.1	35.9
Health and Community Services	743.40	**1.00	744.50	17.00	761.50	37.9	0.5	38.3
Cultural and Recreational Services	786.90	*14.80	801.70	*4.80	806.60	37.7	*0.2	37.9
Personal and Other Services	652.30	*0.70	653.00	11.00	664.00	37.8	0.4	38.2
<b>All industries</b>	<b>742.30</b>	<b>4.50</b>	<b>746.80</b>	<b>12.70</b>	<b>759.50</b>	<b>37.6</b>	<b>0.4</b>	<b>38.0</b>

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\*\* 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)

AVERAGE WEEKLY TOTAL EARNINGS AND HOURS, Full-time adult non-managerial employees—Industry *continued*

	ORDINARY TIME EARNINGS			OVERTIME	TOTAL	HOURS PAID FOR		
	.....			EARNINGS	EARNINGS	.....		
	<i>Base pay</i>	<i>Payment by measured result</i>	<i>Total</i>	<i>Total</i>	<i>Total</i>	<i>Ordinary time</i>	<i>Overtime</i>	<i>Total</i>
\$	\$	\$	\$	\$	hours	hours	hours	
PERSONS								
Mining	1 152.30	*69.00	1 221.30	198.00	1 419.30	39.8	5.9	45.8
Manufacturing	745.30	6.30	751.60	85.00	836.60	38.4	3.0	41.4
Electricity, Gas and Water Supply	987.40	**1.00	988.30	88.20	1 076.50	37.1	2.1	39.2
Construction	842.70	*3.40	846.10	94.50	940.60	37.6	3.0	40.6
Wholesale Trade	716.60	*18.00	734.60	42.30	776.90	38.5	1.8	40.3
Retail Trade	618.30	11.70	630.00	25.40	655.40	38.6	1.1	39.7
Accommodation, Cafes and Restaurants	629.90	**0.10	630.10	11.10	641.20	38.8	0.4	39.2
Transport and Storage	803.00	*10.80	813.80	88.60	902.40	38.8	3.2	42.0
Communication Services	902.80	*6.60	909.40	53.30	962.70	37.0	1.4	38.4
Finance and Insurance	874.70	*8.00	882.70	10.90	893.60	37.9	0.3	38.2
Property and Business Services	816.30	*6.90	823.20	21.30	844.50	38.2	0.8	39.0
Government Administration and Defence	853.70	**0.30	854.00	22.20	876.20	36.8	0.7	37.5
Education	918.40	**1.20	919.60	3.40	922.90	35.9	0.1	36.0
Health and Community Services	763.90	**2.90	766.80	27.50	794.30	37.9	0.8	38.6
Cultural and Recreational Services	816.20	*10.00	826.20	16.10	842.30	38.2	0.5	38.7
Personal and Other Services	797.70	*1.30	798.90	36.00	835.00	38.2	1.1	39.3
<b>All industries</b>	<b>792.90</b>	<b>7.30</b>	<b>800.20</b>	<b>44.50</b>	<b>844.70</b>	<b>37.9</b>	<b>1.5</b>	<b>39.5</b>

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AVERAGE WEEKLY TOTAL EARNINGS AND HOURS, Full-time adult non-managerial employees—Occupation

	ORDINARY TIME EARNINGS			OVERTIME EARNINGS	TOTAL EARNINGS	HOURS PAID FOR			
	Base pay	Payment by measured result		Total	Total	Total	Ordinary		
		hours	hours				hours	hours	hours
	\$	\$	\$	\$	\$	hours	hours	hours	
MALES									
Managers and Administrators(a)	1 208.50	**18.50	1 227.10	**22.50	1 249.60	37.6	**0.7	38.2	
Professionals	1 080.60	*6.80	1 087.40	18.20	1 105.50	37.4	*0.5	37.9	
Associate Professionals	1 004.60	*8.00	1 012.50	37.80	1 050.30	37.9	1.0	38.9	
Tradespersons and Related Workers	756.60	5.50	762.10	92.10	854.10	38.5	3.0	41.5	
Advanced Clerical and Service Workers	891.00	**3.10	894.10	*16.20	910.30	38.0	*0.5	38.5	
Intermediate Clerical, Sales and Service Workers	742.20	13.60	755.80	25.00	780.80	38.2	0.9	39.1	
Intermediate Production and Transport Workers	746.80	*13.10	759.90	126.50	886.40	39.0	4.6	43.6	
Elementary Clerical, Sales and Service Workers	645.10	*16.80	661.90	41.10	703.00	38.1	1.7	39.8	
Labourers and Related Workers	628.50	5.80	634.20	97.40	731.70	37.7	3.6	41.4	
<b>All Occupations</b>	<b>826.00</b>	<b>9.20</b>	<b>835.20</b>	<b>65.30</b>	<b>900.50</b>	<b>38.2</b>	<b>2.2</b>	<b>40.4</b>	
FEMALES									
Managers and Administrators(a)	1 134.80	**1.80	1 136.50	**13.20	1 149.70	39.0	**0.1	39.1	
Professionals	944.10	*3.10	947.20	9.90	957.10	36.9	0.2	37.1	
Associate Professionals	811.40	**11.10	822.50	10.50	833.00	37.8	0.3	38.1	
Tradespersons and Related Workers	608.00	*4.20	612.10	23.10	635.20	38.4	0.9	39.3	
Advanced Clerical and Service Workers	724.20	**4.40	728.60	4.60	733.20	37.6	*0.2	37.7	
Intermediate Clerical, Sales and Service Workers	661.00	4.00	665.00	8.90	674.00	37.9	0.3	38.2	
Intermediate Production and Transport Workers	580.90	*7.00	587.80	47.10	635.00	37.7	1.8	39.4	
Elementary Clerical, Sales and Service Workers	571.00	*3.50	574.60	13.20	587.80	38.1	0.6	38.7	
Labourers and Related Workers	557.30	**1.70	559.00	44.00	603.00	37.7	1.9	39.6	
<b>All Occupations</b>	<b>742.30</b>	<b>4.50</b>	<b>746.80</b>	<b>12.70</b>	<b>759.50</b>	<b>37.6</b>	<b>0.4</b>	<b>38.0</b>	
PERSONS									
Managers and Administrators(a)	1 187.60	**13.80	1 201.30	*19.90	1 221.20	38.0	**0.5	38.5	
Professionals	1 012.50	*4.90	1 017.50	14.00	1 031.50	37.1	0.4	37.5	
Associate Professionals	933.70	*9.10	942.90	27.80	970.60	37.8	0.8	38.6	
Tradespersons and Related Workers	746.60	5.40	751.90	87.40	839.40	38.5	2.9	41.4	
Advanced Clerical and Service Workers	753.20	*4.20	757.40	6.60	764.00	37.6	0.2	37.9	
Intermediate Clerical, Sales and Service Workers	692.50	7.70	700.20	15.20	715.40	38.0	0.5	38.5	
Intermediate Production and Transport Workers	729.10	*12.40	741.50	118.00	859.50	38.9	4.3	43.2	
Elementary Clerical, Sales and Service Workers	605.30	*9.70	615.00	26.10	641.10	38.1	1.1	39.2	
Labourers and Related Workers	612.30	4.80	617.10	85.30	702.40	37.7	3.2	40.9	
<b>All Occupations</b>	<b>792.90</b>	<b>7.30</b>	<b>800.20</b>	<b>44.50</b>	<b>844.70</b>	<b>37.9</b>	<b>1.5</b>	<b>39.5</b>	

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

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

(a) See paragraph 12 of the Explanatory Notes.

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

	Males		Females		Persons	
	\$	hours	\$	hours	\$	hours
<b>2 Professionals</b>	<b>1 105.50</b>	<b>37.9</b>	<b>957.10</b>	<b>37.1</b>	<b>1 031.50</b>	<b>37.5</b>
21 Science, Building and Engineering Professionals	1 164.80	38.2	883.90	38.6	1 103.40	38.3
211 Natural and Physical Science Professionals	1 061.50	37.6	861.50	38.5	984.90	37.9
212 Building and Engineering Professionals	1 215.40	38.5	944.80	38.9	1 188.10	38.6
22 Business and Information Professionals	1 143.20	38.2	966.50	37.4	1 069.10	37.8
221 Accountants, Auditors and Corporate Treasurers	1 020.50	38.2	921.10	37.7	974.40	38.0
222 Sales, Marketing and Advertising Professionals	1 137.50	37.4	984.50	37.0	1 055.10	37.2
223 Computing Professionals	1 208.90	38.2	1 148.80	38.2	1 197.20	38.2
229 Miscellaneous Business and Information Professionals	1 131.50	38.5	917.60	37.1	1 013.10	37.7
23 Health Professionals	1 270.80	40.2	1 014.90	38.8	1 079.10	39.1
231 Medical Practitioners	1 637.80	42.3	1 476.00	43.5	1 574.80	42.8
232 Nursing Professionals	953.80	38.2	959.10	38.2	958.30	38.2
238 Miscellaneous Health Professionals	1 208.30	40.0	1 028.20	38.8	1 079.10	39.1
24 Education Professionals	1 032.00	35.7	962.20	35.7	991.40	35.7
241 School Teachers	994.70	35.5	951.00	35.4	968.00	35.4
242 University and Vocational Education Teachers	1 196.70	36.0	1 088.40	36.3	1 152.10	36.1
249 Miscellaneous Education Professionals	886.00	36.9	899.20	38.5	894.30	37.9
25 Social, Arts and Miscellaneous Professionals	1 017.30	39.4	883.70	37.5	951.70	38.5
251 Social Welfare Professionals	715.60	37.1	819.00	37.2	781.20	37.2
252 Miscellaneous Social Professionals	1 151.00	37.4	1 004.00	36.7	1 077.80	37.0
253 Artists and Related Professionals	972.20	39.0	879.90	37.8	928.70	38.4
254 Miscellaneous Professionals	1 223.80	43.1	903.10	38.9	1 123.50	41.8
<b>3 Associate Professionals</b>	<b>1 050.30</b>	<b>38.9</b>	<b>833.00</b>	<b>38.1</b>	<b>970.60</b>	<b>38.6</b>
31 Science, Engineering and Related Associate Professionals	1 122.00	39.7	772.70	37.8	1 068.50	39.4
311 Medical and Science Technical Officers	915.30	38.9	728.80	37.6	845.60	38.4
312 Building and Engineering Associate Professionals	1 180.40	40.0	889.20	38.4	1 163.00	39.9
32 Business and Administration Associate Professionals	1 060.00	37.9	863.50	37.9	970.60	37.9
321 Finance Associate Professionals	1 217.30	38.3	922.70	37.6	1 099.50	38.0
329 Miscellaneous Business and Administration Associate Professionals	1 023.10	37.8	852.90	37.9	943.80	37.8
33 Managing Supervisors (Sales and Service)	907.40	39.3	766.50	39.0	851.60	39.2
331 Shop Managers	736.00	35.6	674.00	37.7	700.70	36.8
332 Hospitality and Accommodation Managers	752.60	39.8	677.60	41.2	731.30	40.2
339 Miscellaneous Managing Supervisors (Sales and Service)	1 179.10	40.9	950.90	38.8	1 094.90	40.1
34 Health and Welfare Associate Professionals	865.90	40.9	754.40	38.6	807.20	39.7
341 Enrolled Nurses	895.20	41.6	726.30	38.3	741.60	38.6
342 Welfare Associate Professionals	783.10	38.7	761.70	38.1	771.80	38.4
349 Miscellaneous Health and Welfare Associate Professionals	899.80	41.8	801.80	39.8	871.90	41.2
39 Other Associate Professionals	1 062.00	39.4	858.50	38.1	1 020.50	39.1
391 Police Officers	1 093.70	39.5	942.10	39.1	1 068.30	39.4
399 Miscellaneous Associate Professionals	983.70	39.3	752.60	36.9	918.60	38.6
<b>4 Tradespersons and Related Workers</b>	<b>854.10</b>	<b>41.5</b>	<b>635.20</b>	<b>39.3</b>	<b>839.40</b>	<b>41.4</b>
41 Mechanical and Fabrication Engineering Tradespersons	921.20	42.5	928.60	42.0	921.30	42.5
411 Mechanical Engineering Tradespersons	978.50	42.7	909.80	42.9	977.60	42.7
412 Fabrication Engineering Tradespersons	810.00	42.1	973.80	40.0	811.80	42.1
42 Automotive Tradespersons	721.40	41.2	789.10	41.9	722.70	41.2
421 Automotive Tradespersons	721.40	41.2	789.10	41.9	722.70	41.2

— nil or rounded to zero (including null cells)

(a) Data for occupation 1 'Managers and Administrators' is not included in this table because of the small number of contributors to the sub-major and minor groups.

	Males		Females		Persons	
	\$	hours	\$	hours	\$	hours
<b>4 Tradespersons and Related Workers <i>cont.</i></b>						
43 Electrical and Electronics Tradespersons	966.40	41.0	872.70	38.4	964.70	40.9
431 Electrical and Electronics Tradespersons	966.40	41.0	872.70	38.4	964.70	40.9
44 Construction Tradespersons	849.10	41.2	659.70	39.8	847.90	41.2
441 Structural Construction Tradespersons	880.50	41.6	710.60	41.6	879.70	41.6
442 Final Finishes Construction Tradespersons	817.80	35.6	—	—	815.50	35.6
443 Plumbers	786.00	42.6	—	—	784.80	42.5
45 Food Tradespersons	664.00	41.8	708.10	40.2	668.10	41.7
451 Food Tradespersons	664.00	41.8	708.10	40.2	668.10	41.7
46 Skilled Agricultural and Horticultural Workers	638.70	39.5	581.50	38.3	631.50	39.3
461 Skilled Agricultural Workers	669.90	40.2	949.70	38.5	682.20	40.1
462 Horticultural Tradespersons	637.00	39.4	575.40	38.2	629.00	39.3
49 Other Tradespersons and Related Workers	884.40	41.7	581.60	39.0	808.20	41.1
491 Printing Tradespersons	850.40	40.8	646.00	39.7	813.50	40.6
492 Wood Tradespersons	715.20	43.6	—	—	711.80	43.5
493 Hairdressers	554.10	38.9	523.30	38.6	528.10	38.6
494 Textile, Clothing and Related Tradespersons	638.60	40.0	603.80	39.9	623.60	40.0
498 Miscellaneous Tradespersons and Related Workers	1 017.10	42.0	748.50	39.4	996.70	41.8
<b>5 Advanced Clerical and Service Workers</b>						
51 Secretaries and Personal Assistants	893.60	39.5	717.70	37.7	721.00	37.7
511 Secretaries and Personal Assistants	893.60	39.5	717.70	37.7	721.00	37.7
59 Other Advanced Clerical and Service Workers	911.20	38.5	755.70	37.8	806.80	38.0
591 Advanced Numerical Clerks	885.60	39.1	743.10	38.2	783.30	38.5
599 Miscellaneous Advanced Clerical and Service Workers	936.60	37.8	776.20	37.1	839.10	37.4
<b>6 Intermediate Clerical, Sales and Service Workers</b>						
61 Intermediate Clerical Workers	783.60	38.8	683.50	38.2	716.50	38.4
611 General Clerks	747.40	38.0	677.50	37.8	692.40	37.8
612 Keyboard Operators	733.70	38.2	649.20	38.2	670.20	38.2
613 Receptionists	609.50	38.2	622.30	38.4	621.50	38.3
614 Intermediate Numerical Clerks	760.30	38.5	693.50	38.2	710.30	38.2
615 Material Recording and Despatching Clerks	803.20	40.1	708.70	39.4	775.50	39.9
619 Miscellaneous Intermediate Clerical Workers	811.90	38.2	730.80	38.4	764.60	38.3
62 Intermediate Sales and Related Workers	811.10	39.4	700.30	38.5	776.20	39.1
621 Intermediate Sales and Related Workers	811.10	39.4	700.30	38.5	776.20	39.1
63 Intermediate Service Workers	723.20	39.3	624.20	38.0	660.20	38.5
631 Carers and Aides	695.80	38.3	603.60	37.6	626.10	37.8
632 Hospitality Workers	678.00	39.4	634.60	39.0	657.90	39.2
639 Miscellaneous Intermediate Service Workers	777.30	39.9	649.30	38.3	700.60	38.9
<b>7 Intermediate Production and Transport Workers</b>						
71 Intermediate Plant Operators	931.10	43.3	747.40	41.0	921.70	43.2
711 Mobile Plant Operators	849.20	43.7	876.90	41.1	849.70	43.7
712 Intermediate Stationary Plant Operators	1 016.30	42.8	716.30	40.9	991.90	42.6
72 Intermediate Machine Operators	842.20	42.9	573.30	38.6	764.40	41.7
721 Intermediate Textile, Clothing and Related Machine Operators	788.80	42.6	545.00	37.8	649.70	39.9
729 Miscellaneous Intermediate machine Operators	857.00	43.0	642.90	40.5	829.00	42.7
73 Road and Rail Transport Drivers	869.00	45.3	683.80	39.7	863.40	45.2
731 Road and Rail Transport Drivers	869.00	45.3	683.80	39.7	863.40	45.2

— nil or rounded to zero (including null cells)

(a) Data for occupation 1 'Managers and Administrators' is not included in this table because of the small number of contributors to the sub-major and minor groups.

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

	Males		Females		Persons	
	\$	hours	\$	hours	\$	hours
<b>7 Intermediate Production and Transport Workers <i>cont.</i></b>						
79 Other Intermediate Production and Transport Workers	882.40	42.4	653.70	39.8	851.20	42.0
791 Intermediate Mining and Construction Workers	1 233.90	44.6	1 387.80	44.5	1 237.40	44.6
799 Miscellaneous Intermediate Production and Transport Workers	754.50	41.6	623.30	39.6	731.90	41.2
<b>8 Elementary Clerical, Sales and Service Workers</b>	<b>703.00</b>	<b>39.8</b>	<b>587.80</b>	<b>38.7</b>	<b>641.10</b>	<b>39.2</b>
81 Elementary Clerks	727.50	38.1	596.70	37.3	660.10	37.7
811 Elementary Clerks	727.50	38.1	596.70	37.3	660.10	37.7
82 Elementary Sales Workers	681.30	39.5	588.10	38.9	626.20	39.1
821 Sales Assistants	672.10	40.0	582.80	39.1	619.30	39.4
829 Miscellaneous Elementary Sales Workers	712.60	37.9	605.90	38.4	649.60	38.2
83 Elementary Service Workers	740.60	41.5	575.90	38.7	683.20	40.5
831 Elementary Service Workers	740.60	41.5	575.90	38.7	683.20	40.5
<b>9 Labourers and Related Workers</b>	<b>731.70</b>	<b>41.4</b>	<b>603.00</b>	<b>39.6</b>	<b>702.40</b>	<b>40.9</b>
91 Cleaners	620.80	40.1	574.60	38.1	605.90	39.5
911 Cleaners	620.80	40.1	574.60	38.1	605.90	39.5
92 Factory Labourers	747.30	42.7	621.30	40.6	713.20	42.1
921 Process Workers	753.70	42.8	622.70	40.8	725.70	42.4
922 Product Packagers	720.30	42.0	619.30	40.2	675.90	41.2
99 Other Labourers and Related Workers	743.10	40.3	581.40	38.3	719.60	40.0
991 Mining, Construction and Related Labourers	882.10	41.1	914.60	41.9	883.00	41.1
992 Agricultural and Horticultural Labourers	572.60	39.3	518.10	38.0	564.60	39.1
993 Elementary Food Preparation and Related Workers	527.80	37.3	559.80	38.4	543.90	37.8
999 Miscellaneous Labourers and Related Workers	676.00	40.6	555.90	36.0	665.30	40.2

(a) Data for occupation 1 'Managers and Administrators' is not included in this table because of the small number of contributors to the sub-major and minor groups.

AVERAGE WEEKLY TOTAL EARNINGS AND HOURS, Full-time adult non-managerial employees—States and territories

	ORDINARY TIME EARNINGS			OVERTIME	TOTAL	HOURS PAID FOR		
	Base pay	Payment by measured result	Total	EARNINGS	EARNINGS	Ordinary time	Overtime	Total
				Total	Total			
	\$	\$	\$	\$	\$	hours	hours	hours
MALES								
New South Wales	856.00	8.80	864.80	67.20	932.00	38.1	2.2	40.3
Victoria	825.50	9.60	835.10	56.30	891.40	38.2	1.9	40.1
Queensland	784.20	*9.60	793.90	80.50	874.40	38.0	2.9	40.9
South Australia	790.60	*11.10	801.60	77.60	879.20	38.1	2.7	40.9
Western Australia	829.80	*8.50	838.30	60.40	898.70	38.7	2.3	41.0
Tasmania	753.80	*6.80	760.50	35.80	796.30	38.7	1.3	40.0
Northern Territory	844.40	*2.60	847.10	48.10	895.10	38.6	1.5	40.0
Australian Capital Territory	904.70	**7.70	912.50	25.50	938.00	37.5	0.9	38.3
<b>Australia</b>	<b>826.00</b>	<b>9.20</b>	<b>835.20</b>	<b>65.30</b>	<b>900.50</b>	<b>38.2</b>	<b>2.2</b>	<b>40.4</b>
FEMALES								
New South Wales	765.30	5.20	770.50	13.80	784.30	37.3	0.5	37.8
Victoria	752.20	*3.80	756.00	12.40	768.30	38.1	0.4	38.5
Queensland	696.00	*3.70	699.70	13.20	712.90	37.4	0.5	37.9
South Australia	730.10	**1.50	731.60	12.60	744.20	37.7	0.5	38.2
Western Australia	720.10	*0.90	721.00	8.60	729.60	37.6	0.3	37.9
Tasmania	719.00	**37.80	756.80	*21.00	777.80	37.0	*0.7	37.6
Northern Territory	747.30	**1.30	748.50	16.20	764.80	37.5	0.5	38.1
Australian Capital Territory	800.90	*8.60	809.50	*5.70	815.30	37.4	*0.2	37.5
<b>Australia</b>	<b>742.30</b>	<b>4.50</b>	<b>746.80</b>	<b>12.70</b>	<b>759.50</b>	<b>37.6</b>	<b>0.4</b>	<b>38.0</b>
PERSONS								
New South Wales	819.50	7.30	826.80	45.70	872.60	37.8	1.5	39.3
Victoria	797.10	7.40	804.40	39.30	843.70	38.1	1.3	39.5
Queensland	748.50	*7.20	755.70	53.30	809.00	37.8	1.9	39.7
South Australia	769.50	*7.70	777.20	54.90	832.10	38.0	1.9	39.9
Western Australia	786.40	5.50	792.00	39.90	831.90	38.3	1.5	39.8
Tasmania	741.20	**18.00	759.20	30.40	789.60	38.1	1.1	39.2
Northern Territory	801.40	*2.00	803.40	34.00	837.40	38.1	1.1	39.2
Australian Capital Territory	855.60	*8.20	863.80	16.20	879.90	37.4	0.5	38.0
<b>Australia</b>	<b>792.90</b>	<b>7.30</b>	<b>800.20</b>	<b>44.50</b>	<b>844.70</b>	<b>37.9</b>	<b>1.5</b>	<b>39.5</b>

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

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

## STATES AND TERRITORIES

	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	TOTAL Australia
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## PROPORTION OF EMPLOYEES—MALES (%)

## Weekly total earnings (\$)

	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	TOTAL Australia
Under 200	**0.3	*0.2	—	**0.2	**0.4	—	*0.3	**0.2	*0.2
200 and under 300	**0.2	*0.6	*0.4	**0.4	**0.1	**0.2	*2.0	**0.4	0.4
300 and under 400	*0.8	*1.3	*0.6	*0.9	**1.3	**1.2	*1.0	*0.8	1.0
400 and under 500	3.9	4.8	4.6	3.8	5.9	5.4	*3.8	*1.0	4.4
500 and under 600	9.9	11.7	14.5	11.7	11.1	18.9	9.1	*9.5	11.6
600 and under 700	14.6	15.5	15.1	17.4	15.5	20.1	13.7	13.7	15.3
700 and under 800	14.1	13.6	14.5	12.4	13.2	14.1	17.7	11.8	13.8
800 and under 900	13.8	11.7	11.6	12.9	11.4	10.5	12.5	17.7	12.5
900 and under 1 000	8.7	8.2	11.0	10.3	8.9	8.2	6.5	11.5	9.2
1 000 and under 1 100	8.7	10.0	8.4	9.6	8.8	8.7	11.4	7.3	9.1
1 100 and under 1 200	7.0	6.3	5.1	7.9	5.5	4.9	5.6	6.7	6.3
1 200 and under 1 300	4.2	4.8	4.5	4.3	5.5	2.3	*4.5	6.4	4.6
1 300 and under 1 400	3.0	3.1	2.1	2.0	2.7	*1.9	3.4	3.7	2.8
1 400 and under 1 500	2.9	2.5	2.0	1.6	3.1	*1.3	*2.3	*2.3	2.5
1 500 and under 1 600	2.1	1.8	1.8	*0.7	1.4	*0.5	*1.8	*2.2	1.7
1 600 and under 1 700	1.7	0.9	*0.9	*1.6	1.5	*0.7	*1.4	*0.8	1.3
1 700 and under 1 800	1.1	*0.9	*0.6	*0.4	0.6	**0.4	*0.6	*1.5	0.8
1 800 and under 1 900	0.8	0.6	*1.0	*0.8	*0.9	**0.2	**0.3	*1.2	0.8
1 900 and under 2 000	0.6	0.3	*0.5	**0.2	0.8	**0.3	**1.6	**0.5	0.5
2 000 and over	1.8	1.2	0.9	*0.9	1.4	*0.2	**0.4	**0.8	1.3
<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>

## WEEKLY TOTAL EARNINGS—MALES (a) (\$)

## Deciles and quartiles

10th percentile	553.00	528.00	534.00	548.00	532.00	521.00	550.00	592.00	544.00
20th percentile	633.00	607.00	600.00	615.00	606.00	571.00	635.00	659.00	615.00
25th percentile (1st quartile)	670.00	642.00	631.00	643.00	640.00	591.00	673.00	696.00	650.00
30th percentile	701.00	673.00	662.00	669.00	667.00	621.00	700.00	742.00	677.00
40th percentile	769.00	748.00	725.00	739.00	743.00	670.00	754.00	809.00	750.00
50th percentile (median) (2nd quartile)	850.00	821.00	800.00	833.00	816.00	715.00	810.00	873.00	826.00
60th percentile	925.00	906.00	887.00	905.00	907.00	800.00	898.00	932.00	907.00
70th percentile	1 037.00	1 019.00	981.00	1 000.00	1 011.00	891.00	1 035.00	1 042.00	1 013.00
75th percentile (3rd quartile)	1 102.00	1 073.00	1 025.00	1 039.00	1 069.00	959.00	1 065.00	1 116.00	1 068.00
80th percentile	1 168.00	1 144.00	1 094.00	1 109.00	1 154.00	1 022.00	1 142.00	1 182.00	1 142.00
90th percentile	1 424.00	1 336.00	1 295.00	1 270.00	1 381.00	1 139.00	1 350.00	1 386.00	1 357.00
<b>Average weekly total earnings</b>	<b>932.00</b>	<b>891.40</b>	<b>874.40</b>	<b>879.20</b>	<b>898.70</b>	<b>796.30</b>	<b>895.10</b>	<b>938.00</b>	<b>900.50</b>

\*\* 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) Percentiles are based on whole dollars only.

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

## STATES AND TERRITORIES

	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	TOTAL Australia
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## PROPORTION OF EMPLOYEES—FEMALES (%)

## Weekly total earnings (\$)

Under 200	**0.2	**0.1	**0.1	**0.4	*0.3	**0.2	**0.3	**0.2	*0.2
200 and under 300	*0.3	*0.3	*0.3	**0.2	**1.0	**1.1	**0.9	*0.3	0.4
300 and under 400	1.0	*2.4	*1.0	*1.4	*2.1	*0.6	*0.6	*0.7	1.5
400 and under 500	9.2	5.8	9.7	5.1	9.3	*8.5	4.9	*4.4	8.0
500 and under 600	15.9	18.1	23.9	19.5	21.0	17.9	19.7	*13.9	18.7
600 and under 700	19.5	18.6	23.0	24.1	19.5	24.4	21.2	14.0	20.2
700 and under 800	16.1	17.2	15.3	15.5	14.9	12.5	16.1	19.5	16.1
800 and under 900	11.4	12.2	9.8	11.5	11.4	9.8	10.6	17.6	11.4
900 and under 1 000	7.8	8.4	5.3	6.8	7.5	*6.9	8.7	12.7	7.5
1 000 and under 1 100	8.0	8.2	6.7	9.7	6.7	10.8	8.1	6.5	7.8
1 100 and under 1 200	3.7	3.7	2.2	3.1	*1.7	*2.6	*4.7	*4.5	3.2
1 200 and under 1 300	2.0	1.8	*1.1	*1.6	1.1	**1.2	*2.1	*1.4	1.7
1 300 and under 1 400	1.7	1.1	*0.5	**0.7	*0.8	**0.4	**0.9	*1.1	1.1
1 400 and under 1 500	0.9	0.8	*0.5	**0.2	*0.7	**0.8	np	**0.3	0.7
1 500 and under 1 600	0.8	*0.4	**0.1	np	**1.0	**0.1	**0.7	**1.4	0.5
1 600 and under 1 700	*0.7	*0.3	**0.1	—	*0.6	—	np	**0.9	*0.4
1 700 and under 1 800	*0.2	**0.1	*0.1	np	**0.1	np	np	**0.5	0.1
1 800 and under 1 900	*0.2	**0.1	**0.1	—	np	np	—	**0.2	*0.2
1 900 and under 2 000	*0.3	**0.1	—	—	np	np	—	—	*0.1
2 000 and over	0.4	*0.2	*0.2	**0.1	**0.1	**1.5	np	**0.2	0.3
<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>

## WEEKLY TOTAL EARNINGS—FEMALES (a) (\$)

## Deciles and quartiles

10th percentile	496.00	510.00	489.00	525.00	481.00	498.00	517.00	543.00	500.00
20th percentile	559.00	573.00	539.00	576.00	529.00	557.00	576.00	600.00	558.00
25th percentile (1st quartile)	590.00	593.00	560.00	590.00	552.00	578.00	592.00	645.00	579.00
30th percentile	617.00	615.00	577.00	608.00	577.00	603.00	615.00	684.00	606.00
40th percentile	673.00	667.00	618.00	658.00	624.00	633.00	672.00	732.00	654.00
50th percentile (median) (2nd quartile)	723.00	726.00	660.00	695.00	683.00	681.00	709.00	785.00	708.00
60th percentile	780.00	778.00	714.00	761.00	745.00	775.00	773.00	834.00	766.00
70th percentile	865.00	853.00	770.00	835.00	821.00	855.00	859.00	899.00	836.00
75th percentile (3rd quartile)	922.00	903.00	807.00	871.00	855.00	900.00	904.00	932.00	887.00
80th percentile	973.00	962.00	853.00	935.00	904.00	967.00	962.00	994.00	941.00
90th percentile	1 132.00	1 088.00	1 016.00	1 020.00	1 027.00	1 051.00	1 091.00	1 102.00	1 076.00
<b>Average weekly total earnings</b>	<b>784.30</b>	<b>768.30</b>	<b>712.90</b>	<b>744.20</b>	<b>729.60</b>	<b>777.80</b>	<b>764.80</b>	<b>815.30</b>	<b>759.50</b>

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

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

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

— nil or rounded to zero (including null cells)  
(a) Percentiles are based on whole dollars only.

## STATES AND TERRITORIES

	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	TOTAL Australia
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## PROPORTION OF EMPLOYEES—PERSONS (%)

## Weekly total earnings (\$)

	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	TOTAL Australia
Under 200	**0.3	*0.2	**0.1	**0.2	*0.3	**0.1	*0.3	*0.2	*0.2
200 and under 300	*0.2	*0.5	*0.3	*0.3	*0.5	**0.5	*1.5	*0.4	0.4
300 and under 400	0.9	1.7	*0.8	1.1	*1.6	*1.0	*0.8	*0.7	1.2
400 and under 500	6.0	5.2	6.6	4.2	7.3	6.5	4.3	*2.6	5.8
500 and under 600	12.3	14.2	18.3	14.4	15.1	18.6	13.8	*11.6	14.4
600 and under 700	16.6	16.7	18.3	19.8	17.1	21.6	17.0	13.8	17.2
700 and under 800	14.9	15.0	14.9	13.5	13.9	13.5	17.0	15.4	14.7
800 and under 900	12.8	11.9	10.9	12.4	11.4	10.3	11.7	17.6	12.1
900 and under 1 000	8.3	8.3	8.7	9.1	8.4	7.7	7.5	12.1	8.5
1 000 and under 1 100	8.4	9.3	7.7	9.7	8.0	9.5	9.9	6.9	8.6
1 100 and under 1 200	5.7	5.3	3.9	6.2	4.0	4.1	5.2	5.6	5.1
1 200 and under 1 300	3.3	3.6	3.1	3.4	3.7	1.9	3.4	4.1	3.4
1 300 and under 1 400	2.5	2.4	1.5	1.5	1.9	*1.4	2.3	2.4	2.1
1 400 and under 1 500	2.1	1.9	1.4	1.1	2.1	*1.1	*1.5	*1.3	1.8
1 500 and under 1 600	1.6	1.2	1.1	*0.5	*1.3	*0.4	*1.3	*1.8	1.3
1 600 and under 1 700	1.3	0.7	0.5	*1.0	1.1	*0.4	*0.8	*0.8	0.9
1 700 and under 1 800	0.7	*0.6	*0.4	*0.3	0.4	**0.3	*0.4	*1.0	0.6
1 800 and under 1 900	0.6	0.4	*0.7	*0.6	*0.6	**0.2	**0.2	*0.7	0.6
1 900 and under 2 000	*0.4	0.2	*0.3	**0.1	0.6	**0.4	**0.9	**0.3	0.3
2 000 and over	1.3	0.9	0.6	*0.7	0.9	**0.6	**0.3	**0.5	0.9
<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>

## WEEKLY TOTAL EARNINGS—PERSONS (a) (\$)

## Deciles and quartiles

10th percentile	520.00	520.00	508.00	538.00	500.00	510.00	530.00	552.00	519.00
20th percentile	600.00	588.00	570.00	597.00	569.00	563.00	595.00	639.00	587.00
25th percentile (1st quartile)	631.00	615.00	594.00	622.00	600.00	588.00	630.00	673.00	615.00
30th percentile	665.00	649.00	617.00	648.00	631.00	615.00	664.00	703.00	646.00
40th percentile	722.00	711.00	673.00	699.00	686.00	654.00	711.00	769.00	704.00
50th percentile (median) (2nd quartile)	789.00	776.00	731.00	770.00	753.00	711.00	770.00	826.00	769.00
60th percentile	865.00	848.00	805.00	854.00	832.00	788.00	847.00	890.00	847.00
70th percentile	968.00	961.00	898.00	939.00	935.00	879.00	951.00	961.00	945.00
75th percentile (3rd quartile)	1 030.00	1 011.00	957.00	996.00	991.00	931.00	1 010.00	1 015.00	1 001.00
80th percentile	1 091.00	1 068.00	1 013.00	1 033.00	1 043.00	1 004.00	1 051.00	1 068.00	1 058.00
90th percentile	1 317.00	1 234.00	1 188.00	1 185.00	1 267.00	1 105.00	1 229.00	1 258.00	1 250.00
<b>Average weekly total earnings</b>	<b>872.60</b>	<b>843.70</b>	<b>809.00</b>	<b>832.10</b>	<b>831.90</b>	<b>789.60</b>	<b>837.40</b>	<b>879.90</b>	<b>844.70</b>

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

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

(a) Percentiles are based on whole dollars only.



OVERTIME(a), Full-time adult non-managerial employees by sector—Industry

	AVERAGE WEEKLY OVERTIME EARNINGS			AVERAGE WEEKLY OVERTIME HOURS PAID FOR			PERCENTAGE OF EMPLOYEES PAID OVERTIME
	Males	Females	Persons	Males	Females	Persons	Persons
	\$	\$	\$	hours	hours	hours	%
PRIVATE							
Mining	563.50	*574.00	563.90	17.0	*17.3	17.0	34.6
Manufacturing	247.40	142.60	233.80	8.5	5.8	8.2	36.4
Electricity, Gas and Water Supply	409.80	140.00	394.20	9.6	3.7	9.3	21.5
Construction	243.50	285.80	244.70	7.9	8.6	8.0	39.2
Wholesale Trade	190.80	119.90	181.50	8.1	5.8	7.8	23.3
Retail Trade	131.70	76.90	117.70	5.7	3.3	5.1	21.6
Accommodation, Cafes and Restaurants	121.60	83.70	106.10	4.4	4.0	4.2	10.5
Transport and Storage	253.40	136.30	232.40	9.8	5.2	9.0	35.1
Communication Services	150.50	*64.60	140.70	3.4	*2.5	3.3	11.5
Finance and Insurance	120.40	86.10	98.80	3.6	2.8	3.1	9.7
Property and Business Services	185.90	101.30	166.80	6.8	3.8	6.2	13.3
Education	91.90	*29.60	*47.70	*3.6	*1.1	*1.8	*3.7
Health and Community Services	163.30	102.90	128.00	6.6	3.4	4.7	11.7
Cultural and Recreational Services	*287.10	134.40	250.60	7.0	*5.5	6.6	6.0
Personal and Other Services	180.50	86.10	159.50	6.4	3.6	5.8	*20.3
<b>All industries</b>	<b>230.30</b>	<b>115.00</b>	<b>209.90</b>	<b>8.2</b>	<b>4.5</b>	<b>7.5</b>	<b>23.4</b>
PUBLIC							
Mining	np	np	np	np	np	np	np
Manufacturing	490.40	np	490.40	11.7	np	11.7	**13.8
Electricity, Gas and Water Supply	298.20	*953.60	318.60	7.5	*14.4	7.7	28.1
Construction	277.10	—	277.10	7.2	—	7.2	27.5
Wholesale Trade	np	np	np	np	np	np	np
Retail Trade	np	—	—	np	—	—	np
Accommodation, Cafes and Restaurants	np	np	np	np	np	np	np
Transport and Storage	232.40	120.70	226.40	6.7	3.9	6.5	55.7
Communication Services	np	np	155.60	np	np	4.3	40.5
Finance and Insurance	363.50	91.50	*307.50	5.5	2.8	4.9	*10.5
Property and Business Services	127.30	218.70	146.20	3.1	4.6	3.4	*4.1
Government Administration and Defence	148.40	171.50	153.10	4.8	4.8	4.8	14.5
Education	123.40	*227.20	141.10	3.2	*6.7	3.8	2.8
Health and Community Services	287.20	208.60	247.20	7.1	5.1	6.1	15.9
Cultural and Recreational Services	*176.80	89.60	152.80	5.6	2.8	4.8	12.2
Personal and Other Services	163.70	131.00	158.80	4.3	3.7	4.2	24.9
<b>All industries</b>	<b>197.20</b>	<b>178.00</b>	<b>193.20</b>	<b>5.4</b>	<b>4.7</b>	<b>5.3</b>	<b>15.8</b>

\* estimate has a relative standard error of between 25% and 50% and should be used with caution  
 np not available for publication but included in totals where applicable, unless otherwise indicated

\*\* 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) For those employees who received overtime pay.

	AVERAGE WEEKLY OVERTIME EARNINGS			AVERAGE WEEKLY OVERTIME HOURS PAID FOR			PERCENTAGE OF EMPLOYEES PAID OVERTIME
	Males	Females	Persons	Males	Females	Persons	Persons
	\$	\$	\$	hours	hours	hours	%
ALL SECTORS							
Mining	558.30	*540.30	557.70	16.7	*16.2	16.7	35.5
Manufacturing	247.70	142.60	234.10	8.5	5.8	8.2	36.3
Electricity, Gas and Water Supply	324.00	*658.00	336.40	8.0	*10.5	8.1	26.2
Construction	245.20	285.80	246.20	7.9	8.6	7.9	38.4
Wholesale Trade	190.60	119.90	181.30	8.0	5.8	7.8	23.3
Retail Trade	131.70	76.90	117.70	5.7	3.3	5.1	21.6
Accommodation, Cafes and Restaurants	121.60	83.70	106.10	4.4	4.0	4.2	10.5
Transport and Storage	248.00	135.00	231.00	9.0	5.1	8.4	38.4
Communication Services	165.70	97.40	154.50	4.3	3.6	4.2	34.5
Finance and Insurance	150.20	86.20	111.60	3.8	2.8	3.2	9.7
Property and Business Services	184.90	103.10	166.40	6.8	3.8	6.1	12.8
Government Administration and Defence	148.40	171.50	153.10	4.8	4.8	4.8	14.5
Education	118.80	*95.40	110.70	3.3	*3.0	3.2	3.0
Health and Community Services	241.40	161.70	198.40	6.9	4.3	5.5	13.9
Cultural and Recreational Services	240.70	113.50	208.30	6.4	4.2	5.8	7.7
Personal and Other Services	170.80	106.70	159.10	5.2	3.6	4.9	22.6
<b>All industries</b>	<b>224.40</b>	<b>128.10</b>	<b>206.80</b>	<b>7.7</b>	<b>4.5</b>	<b>7.1</b>	<b>21.5</b>

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

(a) For those employees who received overtime pay.

OVERTIME(a), Full-time adult non-managerial employees by sector—Occupation

	AVERAGE WEEKLY OVERTIME EARNINGS			AVERAGE WEEKLY OVERTIME HOURS PAID FOR			PERCENTAGE OF EMPLOYEES PAID OVERTIME
	Males	Females	Persons	Males	Females	Persons	Persons
	\$	\$	\$	hours	hours	hours	%
PRIVATE							
Managers and Administrators(b)	*300.30	283.00	*299.10	*8.9	6.5	*8.8	*7.0
Professionals	263.50	155.90	227.10	7.4	4.0	6.3	5.6
Associate Professionals	240.30	97.00	198.20	7.1	3.6	6.1	9.9
Tradespersons and Related Workers	227.80	*120.40	224.10	7.7	4.7	7.6	39.0
Advanced Clerical and Service Workers	134.20	87.40	101.20	*4.5	3.4	3.7	6.9
Intermediate Clerical, Sales and Service Workers	141.00	86.20	116.30	5.0	3.4	4.3	12.7
Intermediate Production and Transport Workers	265.10	184.20	259.90	9.8	6.9	9.6	45.4
Elementary Clerical, Sales and Service Workers	142.70	90.00	120.70	6.2	3.9	5.2	19.6
Labourers and Related Workers	231.10	143.10	214.70	8.7	6.1	8.2	42.0
<b>All Occupations</b>	<b>230.30</b>	<b>115.00</b>	<b>209.90</b>	<b>8.2</b>	<b>4.5</b>	<b>7.5</b>	<b>23.4</b>
PUBLIC							
Managers and Administrators(b)	*135.60	439.50	*228.20	*3.4	2.4	3.1	*7.5
Professionals	250.00	289.10	266.70	5.8	6.9	6.3	5.8
Associate Professionals	227.10	151.70	212.80	5.5	4.1	5.2	18.6
Tradespersons and Related Workers	224.10	105.70	221.40	5.7	3.6	5.7	39.1
Advanced Clerical and Service Workers	*176.80	138.90	*169.40	*3.2	*5.0	*3.6	*2.3
Intermediate Clerical, Sales and Service Workers	159.70	137.80	149.30	4.7	4.1	4.4	10.9
Intermediate Production and Transport Workers	217.70	113.10	214.70	6.7	*3.8	6.6	55.2
Elementary Clerical, Sales and Service Workers	98.00	67.30	92.00	3.4	2.6	3.2	42.3
Labourers and Related Workers	152.80	160.70	153.00	5.3	5.7	5.3	31.4
<b>All Occupations</b>	<b>197.20</b>	<b>178.00</b>	<b>193.20</b>	<b>5.4</b>	<b>4.7</b>	<b>5.3</b>	<b>15.8</b>
ALL SECTORS							
Managers and Administrators(b)	*261.10	386.50	*278.20	*7.6	*3.8	*7.1	*7.1
Professionals	257.60	226.60	245.80	6.7	5.5	6.3	5.7
Associate Professionals	232.40	121.70	206.40	6.2	3.8	5.6	13.5
Tradespersons and Related Workers	227.40	119.40	223.80	7.5	4.7	7.4	39.1
Advanced Clerical and Service Workers	139.00	88.00	104.30	*4.4	3.4	3.7	6.3
Intermediate Clerical, Sales and Service Workers	144.90	97.70	123.40	5.0	3.6	4.3	12.3
Intermediate Production and Transport Workers	259.90	180.60	255.20	9.4	6.8	9.3	46.2
Elementary Clerical, Sales and Service Workers	126.60	86.40	112.40	5.2	3.7	4.6	23.3
Labourers and Related Workers	222.80	143.30	209.20	8.3	6.1	8.0	40.8
<b>All Occupations</b>	<b>224.40</b>	<b>128.10</b>	<b>206.80</b>	<b>7.7</b>	<b>4.5</b>	<b>7.1</b>	<b>21.5</b>

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

(a) For those employees who received overtime pay.  
(b) See paragraph 12 of the Explanatory Notes.

	AVERAGE WEEKLY OVERTIME EARNINGS			AVERAGE WEEKLY OVERTIME HOURS PAID FOR			PERCENTAGE OF EMPLOYEES PAID OVERTIME
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Persons</i>
	\$	\$	\$	hours	hours	hours	%
PRIVATE							
New South Wales	234.60	118.00	211.30	8.0	4.5	7.3	21.8
Victoria	216.00	127.30	200.80	7.5	4.6	7.0	21.8
Queensland	250.00	101.10	223.00	9.2	4.4	8.4	27.9
South Australia	222.60	113.10	208.30	7.9	4.7	7.5	31.4
Western Australia	244.40	105.60	226.30	9.6	4.1	8.9	20.4
Tasmania	135.20	115.80	131.20	5.0	4.4	4.9	25.3
Northern Territory	244.60	82.60	200.70	8.0	3.3	6.7	18.3
Australian Capital Territory	161.10	81.80	147.10	6.5	3.3	5.9	12.0
<b>Australia</b>	<b>230.30</b>	<b>115.00</b>	<b>209.90</b>	<b>8.2</b>	<b>4.5</b>	<b>7.5</b>	<b>23.4</b>
PUBLIC							
New South Wales	224.80	194.90	219.80	5.8	4.9	5.7	20.4
Victoria	155.80	162.70	157.50	4.1	4.1	4.1	11.7
Queensland	170.00	165.80	169.10	5.2	4.8	5.1	17.7
South Australia	170.00	119.10	157.50	5.0	3.6	4.6	12.4
Western Australia	185.60	*155.50	178.30	5.1	4.0	4.9	13.1
Tasmania	188.30	*365.80	232.90	6.6	**10.4	*7.5	11.1
Northern Territory	270.50	172.70	220.30	7.1	5.1	6.1	13.5
Australian Capital Territory	241.20	*216.80	234.90	6.6	*5.7	6.4	6.3
<b>Australia</b>	<b>197.20</b>	<b>178.00</b>	<b>193.20</b>	<b>5.4</b>	<b>4.7</b>	<b>5.3</b>	<b>15.8</b>
ALL SECTORS							
New South Wales	232.20	134.20	213.30	7.5	4.6	6.9	21.4
Victoria	210.20	132.60	196.20	7.1	4.5	6.7	20.0
Queensland	234.80	115.00	212.50	8.5	4.5	7.7	25.1
South Australia	217.80	114.20	203.00	7.6	4.5	7.2	27.1
Western Australia	234.10	121.20	216.90	8.8	4.1	8.1	18.4
Tasmania	145.40	*174.70	151.80	5.3	*5.8	5.4	20.1
Northern Territory	250.90	125.60	207.10	7.8	4.2	6.5	16.4
Australian Capital Territory	189.70	*145.60	180.60	6.6	4.4	6.1	8.9
<b>Australia</b>	<b>224.40</b>	<b>128.10</b>	<b>206.80</b>	<b>7.7</b>	<b>4.5</b>	<b>7.1</b>	<b>21.5</b>

\* estimate has a relative standard error of between 25% and 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) For those employees who received overtime pay.

	ORDINARY TIME EARNINGS			OVERTIME	TOTAL	HOURS PAID FOR		
	.....			EARNINGS	EARNINGS	.....		
	Base pay	Payment by measured result		Total	Total	Total	Ordinary	
							time	Overtime
	\$	\$	\$	\$	\$	hours	hours	hours
MALES								
Mining	1 174.50	*71.50	1 246.00	213.40	1 459.50	40.1	6.4	46.5
Manufacturing	768.70	6.00	774.70	101.40	876.10	38.6	3.5	42.1
Electricity, Gas and Water Supply	984.10	—	984.10	109.10	1 093.30	37.9	2.6	40.4
Construction	848.20	**3.50	851.70	102.40	954.10	37.5	3.3	40.8
Wholesale Trade	725.10	*19.60	744.70	57.50	802.20	38.6	2.4	41.0
Retail Trade	627.80	17.50	645.30	35.10	680.40	38.6	1.5	40.1
Accommodation, Cafes and Restaurants	641.00	**0.10	641.10	*13.20	654.30	38.7	*0.5	39.2
Transport and Storage	820.20	*15.60	835.80	107.40	943.20	39.9	4.2	44.0
Communication Services	984.90	*28.40	1 013.30	*25.20	1 038.60	39.3	*0.6	39.8
Finance and Insurance	1 013.00	*7.80	1 020.90	*10.30	1 031.20	38.2	*0.3	38.5
Property and Business Services	879.40	*7.70	887.10	35.50	922.60	38.4	1.3	39.7
Education	910.10	**6.20	916.30	*2.90	919.10	35.5	*0.1	35.6
Health and Community Services	678.40	**18.30	696.70	*32.10	728.80	37.6	*1.3	38.9
Cultural and Recreational Services	841.80	**8.00	849.80	*24.40	874.20	39.2	0.6	39.8
Personal and Other Services	730.70	**4.40	735.10	*61.60	796.70	38.3	2.2	40.5
<b>All industries</b>	<b>796.10</b>	<b>11.50</b>	<b>807.60</b>	<b>70.80</b>	<b>878.40</b>	<b>38.5</b>	<b>2.5</b>	<b>41.0</b>

FEMALES								
Mining	1 016.30	**5.60	1 021.90	**57.80	1 079.70	38.9	**1.7	40.6
Manufacturing	664.70	*7.50	672.20	29.60	701.80	37.8	1.2	39.0
Electricity, Gas and Water Supply	884.50	—	884.50	*7.30	891.80	37.9	*0.2	38.1
Construction	750.80	**4.60	755.40	*32.40	787.80	38.1	*1.0	39.1
Wholesale Trade	699.40	*14.80	714.20	*11.20	725.40	38.4	*0.5	39.0
Retail Trade	603.90	*2.90	606.80	10.60	617.50	38.5	0.4	39.0
Accommodation, Cafes and Restaurants	615.00	**0.20	615.30	*8.40	623.60	38.8	*0.4	39.2
Transport and Storage	707.30	**6.80	714.00	26.80	740.90	37.6	*1.0	38.7
Communication Services	812.20	**17.30	829.50	**2.20	831.60	36.2	**0.1	36.2
Finance and Insurance	768.90	*8.90	777.90	9.00	786.90	37.8	0.3	38.0
Property and Business Services	731.40	**6.80	738.30	6.60	744.90	38.1	0.2	38.4
Education	850.00	**2.30	852.40	*1.20	853.50	35.6	—	35.6
Health and Community Services	661.10	**2.00	663.10	9.40	672.50	38.1	0.3	38.4
Cultural and Recreational Services	754.30	*20.60	774.90	*4.30	779.20	37.9	*0.2	38.1
Personal and Other Services	577.40	*1.00	578.40	*7.20	585.70	38.0	*0.3	38.3
<b>All industries</b>	<b>697.40</b>	<b>6.30</b>	<b>703.80</b>	<b>12.70</b>	<b>716.40</b>	<b>38.0</b>	<b>0.5</b>	<b>38.5</b>

\* estimate has a relative standard error of between 25% and 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)

	ORDINARY TIME EARNINGS			OVERTIME	TOTAL	HOURS PAID FOR		
	.....			EARNINGS	EARNINGS	.....		
	<i>Base pay</i>	<i>Payment by measured result</i>	<i>Total</i>	<i>Total</i>	<i>Total</i>	<i>Ordinary time</i>	<i>Overtime</i>	<i>Total</i>
\$	\$	\$	\$	\$	hours	hours	hours	
PERSONS								
Mining	1 156.20	*63.90	1 220.00	195.30	1 415.40	39.9	5.9	45.8
Manufacturing	745.00	6.30	751.40	85.10	836.40	38.4	3.0	41.4
Electricity, Gas and Water Supply	960.40	—	960.40	84.90	1 045.30	37.9	2.0	39.9
Construction	839.10	*3.60	842.70	95.90	938.60	37.5	3.1	40.6
Wholesale Trade	716.70	*18.00	734.70	42.30	777.00	38.5	1.8	40.3
Retail Trade	618.30	11.70	630.00	25.40	655.40	38.6	1.1	39.7
Accommodation, Cafes and Restaurants	629.90	**0.10	630.10	11.10	641.20	38.8	0.4	39.2
Transport and Storage	784.00	*12.80	796.80	81.60	878.40	39.1	3.2	42.3
Communication Services	917.10	*24.00	941.10	*16.20	957.30	38.1	0.4	38.4
Finance and Insurance	871.40	*8.50	879.90	9.60	889.40	37.9	0.3	38.2
Property and Business Services	811.20	*7.30	818.50	22.20	840.60	38.3	0.8	39.1
Education	870.60	**3.70	874.30	*1.80	876.10	35.5	*0.1	35.6
Health and Community Services	665.40	**6.10	671.40	15.00	686.40	38.0	0.6	38.5
Cultural and Recreational Services	801.80	*13.80	815.50	*15.20	830.70	38.6	0.4	39.0
Personal and Other Services	648.40	*2.60	650.90	*32.40	683.30	38.2	*1.2	39.3
<b>All industries</b>	<b>759.20</b>	<b>9.60</b>	<b>768.70</b>	<b>49.10</b>	<b>817.80</b>	<b>38.3</b>	<b>1.8</b>	<b>40.1</b>

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\*\* 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)

	ORDINARY TIME EARNINGS			OVERTIME	TOTAL	HOURS PAID FOR		
	.....			EARNINGS	EARNINGS	.....		
	Base pay	Payment by measured result		Total	Total	Total	Ordinary	
							time	Overtime
	\$	\$	\$	\$	\$	hours	hours	hours
MALES								
Managers and Administrators(a)	1 232.70	**26.30	1 259.00	**28.00	1 287.00	38.8	**0.8	39.7
Professionals	1 078.90	*11.30	1 090.20	*18.20	1 108.40	38.0	*0.5	38.5
Associate Professionals	1 000.30	*13.20	1 013.50	27.10	1 040.60	38.3	0.8	39.1
Tradespersons and Related Workers	750.50	5.70	756.20	92.20	848.40	38.6	3.1	41.7
Advanced Clerical and Service Workers	881.70	**3.50	885.20	*15.50	900.70	38.1	*0.5	38.6
Intermediate Clerical, Sales and Service Workers	726.50	17.20	743.70	24.80	768.40	38.6	0.9	39.4
Intermediate Production and Transport Workers	742.60	*13.90	756.60	127.20	883.70	39.2	4.7	43.8
Elementary Clerical, Sales and Service Workers	636.80	*21.70	658.50	38.40	696.80	38.7	1.7	40.4
Labourers and Related Workers	629.30	6.50	635.80	102.40	738.10	37.7	3.9	41.6
<b>All Occupations</b>	<b>796.10</b>	<b>11.50</b>	<b>807.60</b>	<b>70.80</b>	<b>878.40</b>	<b>38.5</b>	<b>2.5</b>	<b>41.0</b>
FEMALES								
Managers and Administrators(a)	1 110.00	**2.30	1 112.30	**4.30	1 116.60	39.5	**0.1	39.6
Professionals	917.80	*6.10	923.90	6.40	930.30	37.2	0.2	37.4
Associate Professionals	773.60	**18.20	791.70	7.50	799.20	38.2	0.3	38.5
Tradespersons and Related Workers	598.10	**3.40	601.60	23.70	625.20	38.5	0.9	39.5
Advanced Clerical and Service Workers	718.20	**5.10	723.20	5.20	728.40	37.7	*0.2	37.9
Intermediate Clerical, Sales and Service Workers	643.20	5.40	648.60	8.20	656.80	38.3	0.3	38.6
Intermediate Production and Transport Workers	578.00	*7.10	585.10	46.70	631.80	37.7	1.8	39.4
Elementary Clerical, Sales and Service Workers	565.20	*3.90	569.10	12.80	581.90	38.4	0.6	38.9
Labourers and Related Workers	548.40	**1.90	550.30	48.90	599.20	37.7	2.1	39.8
<b>All Occupations</b>	<b>697.40</b>	<b>6.30</b>	<b>703.80</b>	<b>12.70</b>	<b>716.40</b>	<b>38.0</b>	<b>0.5</b>	<b>38.5</b>
PERSONS								
Managers and Administrators(a)	1 195.80	**19.10	1 214.90	**20.90	1 235.80	39.0	**0.6	39.6
Professionals	1 004.40	*8.90	1 013.30	*12.70	1 026.00	37.6	*0.4	38.0
Associate Professionals	914.80	*15.10	929.90	19.70	949.60	38.3	0.6	38.9
Tradespersons and Related Workers	740.00	5.50	745.50	87.50	833.00	38.6	3.0	41.5
Advanced Clerical and Service Workers	747.20	*4.80	752.00	7.00	759.00	37.8	0.3	38.1
Intermediate Clerical, Sales and Service Workers	676.30	10.10	686.40	14.80	701.20	38.4	0.5	38.9
Intermediate Production and Transport Workers	723.70	*13.20	736.90	117.90	854.80	39.0	4.3	43.3
Elementary Clerical, Sales and Service Workers	595.60	*11.40	607.10	23.70	630.80	38.5	1.0	39.5
Labourers and Related Workers	610.80	5.50	616.30	90.20	706.40	37.7	3.4	41.2
<b>All Occupations</b>	<b>759.20</b>	<b>9.60</b>	<b>768.70</b>	<b>49.10</b>	<b>817.80</b>	<b>38.3</b>	<b>1.8</b>	<b>40.1</b>

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

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

(a) See paragraph 12 of the Explanatory Notes.

PRIVATE SECTOR, Average weekly earnings and hours—Full-time adult non-managerial employees, States and territories

	ORDINARY TIME EARNINGS			OVERTIME EARNINGS	TOTAL EARNINGS	HOURS PAID FOR		
	Base pay	Payment by measured result	Total	Total	Total	Ordinary		
						time	Overtime	Total
	\$	\$	\$	\$	\$	hours	hours	hours
MALES								
New South Wales	823.10	10.80	833.90	66.90	900.90	38.6	2.3	40.9
Victoria	805.10	11.20	816.30	61.20	877.50	38.2	2.1	40.4
Queensland	744.80	*13.20	758.00	95.20	853.20	38.3	3.5	41.9
South Australia	764.00	*13.10	777.10	88.50	865.60	38.4	3.1	41.5
Western Australia	808.40	*10.70	819.10	67.70	886.70	39.0	2.7	41.7
Tasmania	709.60	*9.90	719.50	39.30	758.90	39.2	1.5	40.7
Northern Territory	814.20	**3.20	817.40	51.40	868.80	39.3	1.7	41.0
Australian Capital Territory	819.40	**15.50	834.90	29.30	864.20	38.2	1.2	39.4
<b>Australia</b>	<b>796.10</b>	<b>11.50</b>	<b>807.60</b>	<b>70.80</b>	<b>878.40</b>	<b>38.5</b>	<b>2.5</b>	<b>41.0</b>
FEMALES								
New South Wales	732.80	7.20	739.90	13.20	753.20	37.8	0.5	38.3
Victoria	708.70	*5.00	713.60	13.20	726.80	38.3	0.5	38.7
Queensland	638.50	*5.20	643.70	12.80	656.50	37.8	0.6	38.4
South Australia	687.60	**2.20	689.70	14.80	704.60	37.9	0.6	38.5
Western Australia	669.40	*1.40	670.80	7.90	678.60	38.1	0.3	38.4
Tasmania	631.30	**69.40	700.70	*19.50	720.20	37.3	0.7	38.1
Northern Territory	667.60	**1.20	668.80	11.20	679.90	38.3	0.4	38.7
Australian Capital Territory	701.50	*18.40	720.00	**3.80	723.80	38.3	**0.2	38.4
<b>Australia</b>	<b>697.40</b>	<b>6.30</b>	<b>703.80</b>	<b>12.70</b>	<b>716.40</b>	<b>38.0</b>	<b>0.5</b>	<b>38.5</b>
PERSONS								
New South Wales	788.00	9.40	797.40	46.00	843.40	38.3	1.6	39.9
Victoria	770.20	8.90	779.10	43.80	822.90	38.2	1.5	39.8
Queensland	702.30	*10.00	712.30	62.20	774.50	38.1	2.3	40.5
South Australia	740.10	*9.70	749.80	65.40	815.20	38.2	2.4	40.6
Western Australia	758.60	*7.30	765.90	46.20	812.20	38.7	1.8	40.5
Tasmania	685.30	**28.40	713.70	33.20	746.90	38.6	1.2	39.9
Northern Territory	760.50	*2.50	763.00	36.60	799.60	38.9	1.2	40.1
Australian Capital Territory	765.70	*16.90	782.60	17.70	800.30	38.2	0.7	39.0
<b>Australia</b>	<b>759.20</b>	<b>9.60</b>	<b>768.70</b>	<b>49.10</b>	<b>817.80</b>	<b>38.3</b>	<b>1.8</b>	<b>40.1</b>

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

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



	AVERAGE WEEKLY ORDINARY TIME		AVERAGE WEEKLY TOTAL	
	<i>Earnings</i>	<i>Hours</i>	<i>Earnings</i>	<i>Hours</i>
	\$	hours	\$	hours
MALES				
Under 20 employees	709.70	38.8	749.90	40.5
20 to 49 employees	770.90	38.7	839.70	41.3
50 to 99 employees	808.20	38.1	901.70	41.5
100 to 499 employees	854.30	38.2	952.80	41.6
500 to 999 employees	919.80	38.4	1 001.00	41.0
1000 and over employees	945.70	38.3	1 017.70	40.4
<b>Total</b>	<b>807.60</b>	<b>38.5</b>	<b>878.40</b>	<b>41.0</b>
FEMALES				
Under 20 employees	645.80	38.2	650.40	38.4
20 to 49 employees	684.80	38.3	693.70	38.6
50 to 99 employees	678.70	38.6	694.20	39.3
100 to 499 employees	727.60	37.6	745.50	38.3
500 to 999 employees	768.80	37.7	788.70	38.4
1000 and over employees	778.30	37.6	796.90	38.2
<b>Total</b>	<b>703.80</b>	<b>38.0</b>	<b>716.40</b>	<b>38.5</b>
PERSONS				
Under 20 employees	686.60	38.6	714.00	39.7
20 to 49 employees	739.10	38.5	785.70	40.3
50 to 99 employees	758.10	38.3	821.40	40.6
100 to 499 employees	811.10	38.0	882.10	40.5
500 to 999 employees	863.50	38.2	921.80	40.0
1000 and over employees	868.10	38.0	915.40	39.4
<b>Total</b>	<b>768.70</b>	<b>38.3</b>	<b>817.80</b>	<b>40.1</b>

METHODS OF SETTING PAY, Average weekly total earnings—Composition

	ORDINARY TIME EARNINGS			OVERTIME	TOTAL
	Base pay	Payment by	Total	Total	Total
		measured result			
	\$	\$	\$	\$	\$
MALES					
Awards only	458.10	*7.20	465.30	41.90	507.20
Registered collective agreements	809.80	5.50	815.30	75.70	891.00
Unregistered collective agreements	772.20	*41.30	813.50	46.70	860.20
Registered individual agreements	929.20	*16.00	945.20	*42.10	987.30
Unregistered individual agreements	858.40	7.70	866.10	24.70	890.80
<b>Total</b>	<b>780.20</b>	<b>7.90</b>	<b>788.10</b>	<b>46.00</b>	<b>834.10</b>
FEMALES					
Awards only	359.90	*0.80	360.70	6.00	366.70
Registered collective agreements	611.40	1.00	612.40	12.00	624.40
Unregistered collective agreements	541.80	**17.60	559.40	*7.80	567.20
Registered individual agreements	654.10	*13.70	667.80	*6.90	674.70
Unregistered individual agreements	604.90	5.20	610.10	4.90	615.00
<b>Total</b>	<b>543.20</b>	<b>2.90</b>	<b>546.10</b>	<b>7.90</b>	<b>554.00</b>
PERSONS					
Awards only	397.10	*3.20	400.30	19.60	419.90
Registered collective agreements	709.30	3.20	712.50	43.40	755.90
Unregistered collective agreements	683.10	*32.10	715.20	31.60	746.80
Registered individual agreements	810.00	*15.00	825.00	*26.80	851.80
Unregistered individual agreements	754.90	6.70	761.60	16.60	778.20
<b>Total</b>	<b>664.70</b>	<b>5.50</b>	<b>670.20</b>	<b>27.40</b>	<b>697.60</b>

\* estimate has a relative standard error of between 25% and 50% and should be used with caution  
 \*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

	Awards only	Registered collective agreements	Unregistered collective agreements	Registered individual agreements	Unregistered individual agreements	All methods of setting pay
.....						
PROPORTION OF EMPLOYEES (%)						
<b>Males</b>						
Private	17.7	23.0	2.8	2.0	54.6	100.0
Public	4.0	86.8	1.6	3.2	4.4	100.0
<b>All sectors</b>	<b>15.1</b>	<b>34.7</b>	<b>2.6</b>	<b>2.2</b>	<b>45.3</b>	<b>100.0</b>
<b>Females</b>						
Private	32.2	22.2	1.9	1.8	41.8	100.0
Public	5.1	89.8	1.1	1.7	2.3	100.0
<b>All sectors</b>	<b>26.1</b>	<b>37.5</b>	<b>1.7</b>	<b>1.8</b>	<b>32.9</b>	<b>100.0</b>
<b>Persons</b>						
Private	24.6	22.6	2.4	1.9	48.5	100.0
Public	4.6	88.5	1.3	2.4	3.3	100.0
<b>All sectors</b>	<b>20.5</b>	<b>36.1</b>	<b>2.2</b>	<b>2.0</b>	<b>39.3</b>	<b>100.0</b>
.....						
AVERAGE WEEKLY TOTAL EARNINGS (\$)						
<b>Males</b>						
Private	499.70	849.10	836.90	903.90	887.30	809.00
Public	655.90	940.10	1 038.10	1 215.40	1 080.40	945.40
<b>All sectors</b>	<b>507.20</b>	<b>891.00</b>	<b>860.20</b>	<b>987.30</b>	<b>890.70</b>	<b>834.10</b>
<b>Females</b>						
Private	360.00	518.00	537.40	572.80	613.50	508.40
Public	509.00	714.30	747.70	1 062.10	710.30	709.80
<b>All sectors</b>	<b>366.70</b>	<b>624.40</b>	<b>567.20</b>	<b>674.70</b>	<b>615.00</b>	<b>554.00</b>
<b>Persons</b>						
Private	412.80	694.80	723.10	754.10	775.40	666.50
Public	567.50	816.60	911.80	1 158.20	938.70	818.50
<b>All sectors</b>	<b>419.90</b>	<b>755.90</b>	<b>746.80</b>	<b>851.80</b>	<b>778.20</b>	<b>697.60</b>
.....						

	<i>Awards only</i>	<i>Collective agreements(a)</i>	<i>Individual agreements(b)</i>	<i>Total</i>
.....				
PROPORTION OF EMPLOYEES (%)				
<b>Males</b>				
Full-time employees	11.4	38.0	50.7	100.0
Part-time employees	31.7	34.4	33.8	100.0
<b>All employees</b>	<b>15.1</b>	<b>37.3</b>	<b>47.5</b>	<b>100.0</b>
<b>Females</b>				
Full-time employees	15.8	41.1	43.1	100.0
Part-time employees	36.9	37.3	25.8	100.0
<b>All employees</b>	<b>26.1</b>	<b>39.2</b>	<b>34.7</b>	<b>100.0</b>
<b>Persons</b>				
Full-time employees	13.0	39.1	47.9	100.0
Part-time employees	35.4	36.5	28.1	100.0
<b>All employees</b>	<b>20.5</b>	<b>38.2</b>	<b>41.3</b>	<b>100.0</b>

.....				
AVERAGE WEEKLY TOTAL EARNINGS (\$)				
<b>Males</b>				
Full-time employees	639.00	993.90	977.30	945.20
Part-time employees	300.20	381.30	356.60	347.20
<b>All employees</b>	<b>507.20</b>	<b>888.90</b>	<b>895.20</b>	<b>834.10</b>
<b>Females</b>				
Full-time employees	553.60	836.10	778.20	766.60
Part-time employees	283.00	374.30	338.00	331.30
<b>All employees</b>	<b>366.60</b>	<b>621.90</b>	<b>618.10</b>	<b>554.00</b>
<b>Persons</b>				
Full-time employees	600.30	931.90	910.20	878.40
Part-time employees	287.40	376.20	344.40	335.80
<b>All employees</b>	<b>419.90</b>	<b>755.40</b>	<b>781.70</b>	<b>697.60</b>

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual agreements.

	<i>Awards only</i>	<i>Collective agreements(a)</i>	<i>Individual agreements(b)</i>	<i>Total</i>
PROPORTION OF EMPLOYEES (%)				
Mining	**5.9	40.5	53.6	100.0
Manufacturing	12.5	37.5	50.0	100.0
Electricity, Gas and Water Supply	*1.1	78.1	20.9	100.0
Construction	17.1	23.1	59.8	100.0
Wholesale Trade	11.7	7.9	80.4	100.0
Retail Trade	34.2	30.3	35.4	100.0
Accommodation, Cafes and Restaurants	61.2	*6.8	32.0	100.0
Transport and Storage	16.4	40.3	43.3	100.0
Communication Services	*2.4	69.1	28.4	100.0
Finance and Insurance	*4.9	50.0	45.1	100.0
Property and Business Services	18.1	11.7	70.1	100.0
Government Administration and Defence	6.0	86.6	7.4	100.0
Education	7.8	83.5	8.7	100.0
Health and Community Services	30.3	49.5	20.1	100.0
Cultural and Recreational Services	10.9	31.2	57.8	100.0
Personal and Other Services	22.2	42.6	35.3	100.0
<b>All industries</b>	<b>20.5</b>	<b>38.2</b>	<b>41.3</b>	<b>100.0</b>

	AVERAGE WEEKLY TOTAL EARNINGS (\$)			
Mining	1 486.40	1 569.10	1 371.70	1 458.40
Manufacturing	503.50	869.20	832.80	805.10
Electricity, Gas and Water Supply	905.80	1 056.90	1 313.80	1 108.90
Construction	589.10	1 033.40	796.40	815.70
Wholesale Trade	445.90	804.20	831.40	784.20
Retail Trade	332.30	323.80	625.00	433.40
Accommodation, Cafes and Restaurants	366.60	376.50	538.60	422.40
Transport and Storage	633.10	977.50	782.90	836.60
Communication Services	*381.50	888.20	1 117.50	941.00
Finance and Insurance	460.80	786.20	1 136.80	928.40
Property and Business Services	439.00	781.10	843.50	762.90
Government Administration and Defence	562.00	829.40	1 021.30	827.60
Education	530.20	752.40	632.80	724.60
Health and Community Services	424.50	694.60	619.10	597.40
Cultural and Recreational Services	355.80	670.10	575.90	581.20
Personal and Other Services	340.10	874.30	519.60	630.80
<b>All industries</b>	<b>419.90</b>	<b>755.40</b>	<b>781.70</b>	<b>697.60</b>

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

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

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual agreements.

	<i>Awards only</i>	<i>Collective agreements(a)</i>	<i>Individual agreements(b)</i>	<i>Total</i>
PROPORTION OF EMPLOYEES (%)				
Managers and Administrators(c)	*0.4	20.5	79.1	100.0
Professionals	7.4	55.7	36.9	100.0
Associate Professionals	6.1	37.7	56.2	100.0
Tradespersons and Related Workers	25.7	27.9	46.4	100.0
Advanced Clerical and Service Workers	12.1	24.4	63.4	100.0
Intermediate Clerical, Sales and Service Workers	25.2	35.1	39.7	100.0
Intermediate Production and Transport Workers	17.7	46.1	36.2	100.0
Elementary Clerical, Sales and Service Workers	41.5	35.2	23.3	100.0
Labourers and Related Workers	34.4	38.1	27.5	100.0
<b>All Occupations</b>	<b>20.5</b>	<b>38.2</b>	<b>41.3</b>	<b>100.0</b>

	AVERAGE WEEKLY TOTAL EARNINGS (\$)			
Managers and Administrators(c)	810.30	1 411.70	1 422.90	1 418.50
Professionals	635.60	875.50	937.40	880.50
Associate Professionals	587.10	908.70	846.40	854.20
Tradespersons and Related Workers	514.80	953.20	697.80	722.20
Advanced Clerical and Service Workers	437.00	771.50	594.00	618.30
Intermediate Clerical, Sales and Service Workers	385.10	591.50	604.90	544.70
Intermediate Production and Transport Workers	623.00	825.40	709.40	747.50
Elementary Clerical, Sales and Service Workers	310.00	363.90	469.80	366.20
Labourers and Related Workers	364.40	652.50	490.50	508.90
<b>All Occupations</b>	<b>419.90</b>	<b>755.40</b>	<b>781.70</b>	<b>697.60</b>

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

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual agreements.

(c) See paragraph 12 of the Explanatory Notes.

	<i>Awards only</i>	<i>Collective agreements (a)</i>	<i>Individual agreements (b)</i>	<i>Total</i>
.....				
PROPORTION OF EMPLOYEES (%)				
New South Wales	21.3	35.3	43.3	100.0
Victoria	17.2	38.3	44.4	100.0
Queensland	24.6	41.0	34.4	100.0
South Australia	25.1	39.2	35.8	100.0
Western Australia	15.0	36.2	48.8	100.0
Tasmania	21.5	49.3	29.3	100.0
Northern Territory	16.3	45.1	38.6	100.0
Australian Capital Territory	20.2	49.3	30.4	100.0
<b>Australia</b>	<b>20.5</b>	<b>38.2</b>	<b>41.3</b>	<b>100.0</b>

	.....			
	AVERAGE WEEKLY TOTAL EARNINGS (\$)			
New South Wales	436.50	797.40	833.50	736.10
Victoria	410.80	739.30	787.60	704.10
Queensland	397.70	731.60	712.20	642.70
South Australia	435.00	757.00	736.80	669.00
Western Australia	437.00	711.00	729.90	679.20
Tasmania	385.20	656.30	640.90	593.60
Northern Territory	476.70	766.90	716.60	700.00
Australian Capital Territory	375.70	845.80	932.40	777.00
<b>Australia</b>	<b>419.90</b>	<b>755.40</b>	<b>781.70</b>	<b>697.60</b>

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual agreements.

	<i>Awards only</i>	<i>Collective agreements(a)</i>	<i>Individual agreements(b)</i>	<i>Total</i>
.....				
PROPORTION OF EMPLOYEES (%)				
Under 20 employees	26.1	4.2	69.6	100.0
20 to 49 employees	32.4	13.9	53.7	100.0
50 to 99 employees	27.2	29.8	43.0	100.0
100 to 499 employees	22.2	42.8	35.0	100.0
500 to 999 employees	19.8	52.3	27.9	100.0
1000 and over employees	5.2	84.8	9.9	100.0
<b>Total</b>	<b>20.5</b>	<b>38.2</b>	<b>41.3</b>	<b>100.0</b>

	.....			
	AVERAGE WEEKLY TOTAL EARNINGS (\$)			
Under 20 employees	387.00	702.30	647.80	582.00
20 to 49 employees	401.70	696.20	771.10	641.00
50 to 99 employees	421.50	676.10	884.80	696.60
100 to 499 employees	466.10	792.10	945.50	773.20
500 to 999 employees	460.50	787.90	1 080.00	804.60
1000 and over employees	480.80	752.60	1 128.00	775.70
<b>Total</b>	<b>419.90</b>	<b>755.40</b>	<b>781.70</b>	<b>697.60</b>

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual agreements.



	FEDERAL REGISTERED AGREEMENTS (a)		STATE REGISTERED AGREEMENTS (b)		OTHER METHODS OF SETTING PAY (c)		TOTAL
	Collective	Individual	Collective	Individual	Total	Total	
.....							
PROPORTION OF EMPLOYEES (%)							
New South Wales	15.5	1.0	17.9	..	65.7	100.0	
Victoria	36.1	1.4	..	..	62.5	100.0	
Queensland	16.9	*0.8	21.7	*0.5	60.1	100.0	
South Australia	22.1	1.0	16.2	..	60.7	100.0	
Western Australia	17.6	1.7	16.8	7.7	56.2	100.0	
Tasmania	26.2	*1.4	14.6	**0.4	57.4	100.0	
Northern Territory	40.2	*1.9	..	..	55.8	100.0	
Australian Capital Territory	47.9	3.7	..	..	48.3	100.0	
<b>Australia</b>	<b>23.0</b>	<b>1.2</b>	<b>13.1</b>	<b>0.8</b>	<b>61.9</b>	<b>100.0</b>	

.....							
AVERAGE WEEKLY TOTAL EARNINGS (\$)							
New South Wales	759.40	1 077.50	827.90	..	700.60	736.10	
Victoria	731.30	924.60	..	..	683.60	704.10	
Queensland	742.50	889.40	732.00	1 093.00	575.60	642.70	
South Australia	743.90	1 055.10	780.40	..	605.80	669.00	
Western Australia	671.20	940.60	758.60	572.60	664.60	679.20	
Tasmania	694.60	603.90	708.80	630.90	517.80	593.60	
Northern Territory	803.60	693.10	..	..	640.50	700.00	
Australian Capital Territory	845.40	1 547.30	..	..	649.30	777.00	
<b>Australia</b>	<b>741.30</b>	<b>1 001.10</b>	<b>781.80</b>	<b>628.40</b>	<b>658.60</b>	<b>697.60</b>	

.. not applicable

\* estimate has a relative standard error of between 25% and 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) Federal Registered Agreements refers to agreements which have been registered, certified or approved by the Australian Industrial Relations Commission or the Office of the Employment Advocate.

(b) State Registered Agreements refers to agreements which have been registered, certified or approved under New South Wales, Queensland, South Australian, Western Australian or Tasmanian industrial tribunals or authorities.

(c) Employees covered by awards only and unregistered agreements.

	AVERAGE WEEKLY TOTAL EARNINGS			AVERAGE WEEKLY HOURS PAID FOR			AVERAGE HOURLY EARNINGS		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	hours	hours	hours	\$	\$	\$
NEW SOUTH WALES									
Awards only	507.70	385.90	435.80	31.7	24.4	27.4	16.00	15.80	15.90
Registered collective agreements	902.20	637.10	769.60	35.8	28.8	32.3	25.20	22.10	23.80
Unregistered collective agreements	913.20	511.10	779.70	41.7	28.6	37.3	21.90	17.90	20.90
Registered individual agreements	1 105.80	955.50	1 023.90	39.4	36.4	37.8	28.00	26.30	27.10
Unregistered individual agreements	819.60	633.60	736.10	36.7	31.6	34.4	22.30	20.00	21.40
<b>Total</b>	<b>793.10</b>	<b>565.60</b>	<b>679.20</b>	<b>35.6</b>	<b>28.6</b>	<b>32.0</b>	<b>22.30</b>	<b>19.80</b>	<b>21.20</b>
VICTORIA									
Awards only	487.10	359.30	409.40	30.7	23.2	26.1	15.90	15.50	15.70
Registered collective agreements	860.50	584.60	715.40	36.4	28.2	32.1	23.70	20.70	22.30
Unregistered collective agreements	890.50	729.70	827.60	39.2	34.6	37.4	22.70	21.10	22.10
Registered individual agreements	911.30	806.20	863.10	35.1	32.9	34.1	26.00	24.50	25.30
Unregistered individual agreements	767.70	581.20	682.10	36.0	30.4	33.5	21.30	19.10	20.40
<b>Total</b>	<b>765.70</b>	<b>536.90</b>	<b>648.20</b>	<b>35.4</b>	<b>28.0</b>	<b>31.6</b>	<b>21.60</b>	<b>19.20</b>	<b>20.50</b>
QUEENSLAND									
Awards only	524.40	330.00	397.30	33.3	23.8	27.1	15.80	13.80	14.70
Registered collective agreements	840.50	599.30	721.20	36.9	28.1	32.6	22.80	21.30	22.20
Unregistered collective agreements	717.60	518.10	644.30	34.0	25.9	31.1	21.10	20.00	20.70
Registered individual agreements	931.10	569.80	873.90	40.9	29.4	39.1	22.80	19.40	22.40
Unregistered individual agreements	743.90	536.60	643.60	37.0	30.3	33.8	20.10	17.70	19.10
<b>Total</b>	<b>746.50</b>	<b>491.90</b>	<b>612.50</b>	<b>36.2</b>	<b>27.2</b>	<b>31.5</b>	<b>20.60</b>	<b>18.10</b>	<b>19.40</b>
SOUTH AUSTRALIA									
Awards only	516.70	394.80	434.70	33.2	24.9	27.6	15.50	15.90	15.70
Registered collective agreements	868.10	598.30	740.40	38.2	29.6	34.1	22.70	20.20	21.70
Unregistered collective agreements	755.70	573.80	657.90	37.7	31.5	34.4	20.00	18.20	19.10
Registered individual agreements	1 075.60	810.20	1 006.50	43.4	37.5	41.9	24.80	21.60	24.00
Unregistered individual agreements	747.20	540.10	663.30	36.1	28.2	32.9	20.70	19.10	20.20
<b>Total</b>	<b>762.80</b>	<b>511.00</b>	<b>635.40</b>	<b>36.6</b>	<b>27.6</b>	<b>32.1</b>	<b>20.80</b>	<b>18.50</b>	<b>19.80</b>
WESTERN AUSTRALIA									
Awards only	524.10	390.00	436.60	34.2	25.6	28.6	15.30	15.20	15.30
Registered collective agreements	839.10	574.00	693.00	35.8	28.2	31.6	23.40	20.30	21.90
Unregistered collective agreements	*693.30	513.80	642.90	34.8	28.3	32.9	19.90	18.20	19.50
Registered individual agreements	806.80	423.20	621.20	37.7	26.9	32.5	21.40	15.70	19.10
Unregistered individual agreements	776.50	543.00	674.00	37.5	30.1	34.3	20.70	18.10	19.70
<b>Total</b>	<b>768.90</b>	<b>511.40</b>	<b>635.60</b>	<b>36.5</b>	<b>28.1</b>	<b>32.1</b>	<b>21.10</b>	<b>18.20</b>	<b>19.80</b>

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

	AVERAGE WEEKLY TOTAL EARNINGS			AVERAGE WEEKLY HOURS PAID FOR			AVERAGE HOURLY EARNINGS		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	hours	hours	hours	\$	\$	\$
TASMANIA									
Awards only	457.90	340.20	384.50	32.0	22.8	26.3	14.30	14.90	14.60
Registered collective agreements	778.50	601.10	683.50	36.0	28.8	32.1	21.70	20.90	21.30
Unregistered collective agreements	551.30	382.10	431.30	34.9	22.2	25.9	15.80	17.20	16.70
Registered individual agreements	785.30	438.60	586.60	39.6	23.7	30.5	19.80	18.50	19.20
Unregistered individual agreements	692.80	470.20	603.40	37.4	25.0	32.4	18.50	18.80	18.60
<b>Total</b>	<b>679.30</b>	<b>480.10</b>	<b>571.80</b>	<b>35.7</b>	<b>25.7</b>	<b>30.3</b>	<b>19.00</b>	<b>18.70</b>	<b>18.90</b>
NORTHERN TERRITORY									
Awards only	553.90	400.60	476.10	32.2	25.3	28.7	17.20	15.80	16.60
Registered collective agreements	820.80	701.20	753.40	34.8	32.6	33.5	23.60	21.50	22.50
Unregistered collective agreements	709.90	459.90	591.50	33.8	29.8	31.9	21.00	15.40	18.50
Registered individual agreements	778.40	543.90	653.10	38.4	32.2	35.1	20.30	16.90	18.60
Unregistered individual agreements	747.10	537.50	665.90	36.4	31.5	34.5	20.50	17.10	19.30
<b>Total</b>	<b>741.00</b>	<b>592.70</b>	<b>668.00</b>	<b>35.0</b>	<b>30.9</b>	<b>33.0</b>	<b>21.20</b>	<b>19.20</b>	<b>20.30</b>
AUSTRALIAN CAPITAL TERRITORY									
Awards only	457.10	323.80	375.10	29.3	21.9	24.7	15.60	14.80	15.20
Registered collective agreements	864.50	725.70	789.70	34.1	31.7	32.8	25.40	22.90	24.10
Unregistered collective agreements	777.10	515.70	687.80	36.8	30.8	34.7	21.10	16.70	19.80
Registered individual agreements	1 354.70	1 166.10	1 279.30	38.0	35.6	37.0	35.70	32.70	34.50
Unregistered individual agreements	791.10	611.60	696.50	33.9	31.6	32.7	23.30	19.40	21.30
<b>Total</b>	<b>776.00</b>	<b>598.50</b>	<b>678.60</b>	<b>33.2</b>	<b>29.1</b>	<b>31.0</b>	<b>23.40</b>	<b>20.50</b>	<b>21.90</b>
AUSTRALIA									
Awards only	506.40	365.90	419.20	32.0	24.1	27.1	15.80	15.20	15.50
Registered collective agreements	866.10	609.00	734.70	36.3	28.6	32.4	23.80	21.30	22.70
Unregistered collective agreements	821.60	553.20	716.10	38.2	28.9	34.5	21.50	19.20	20.70
Registered individual agreements	909.80	626.70	784.50	38.4	30.3	34.8	23.70	20.70	22.50
Unregistered individual agreements	780.20	583.90	691.20	36.6	30.6	33.9	21.30	19.10	20.40
<b>Total</b>	<b>769.40</b>	<b>533.40</b>	<b>648.40</b>	<b>35.8</b>	<b>28.0</b>	<b>31.8</b>	<b>21.50</b>	<b>19.10</b>	<b>20.40</b>

METHODS OF SETTING PAY, Weekly total earnings—Distribution for full-time adult non-managerial employees

	<i>Awards only</i>	<i>Collective agreements(a)</i>	<i>Individual Agreements(b)</i>	<i>Total</i>
PROPORTION OF EMPLOYEES (%)				
<b>Weekly total earnings (\$)</b>				
Under 200	*0.3	**0.2	*0.2	*0.2
200 and under 300	1.0	0.2	*0.3	0.4
300 and under 400	3.9	0.6	0.9	1.2
400 and under 500	21.5	2.2	4.6	5.8
500 and under 600	26.1	9.3	16.2	14.4
600 and under 700	19.5	14.1	19.9	17.2
700 and under 800	10.4	14.4	16.5	14.7
800 and under 900	5.4	14.2	12.0	12.1
900 and under 1 000	5.1	10.7	7.2	8.5
1 000 and under 1 100	3.1	12.3	6.3	8.6
1 100 and under 1 200	1.3	7.5	3.7	5.1
1 200 and under 1 300	0.7	4.7	2.9	3.4
1 300 and under 1 400	0.4	2.6	2.2	2.1
1 400 and under 1 500	*0.5	2.0	2.0	1.8
1 500 and under 1 600	**0.2	1.4	1.5	1.3
1 600 and under 1 700	**0.1	0.9	1.2	0.9
1 700 and under 1 800	**0.1	0.6	0.7	0.6
1 800 and under 1 900	**0.2	0.7	0.5	0.6
1 900 and under 2 000	**0.1	0.4	*0.3	0.3
2 000 and over	**0.1	1.0	1.1	0.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

	WEEKLY TOTAL EARNINGS (c) (\$)			
<b>Deciles and quartiles-</b>				
10th percentile	443.00	578.00	530.00	519.00
20th percentile	480.00	656.00	585.00	587.00
25th percentile (1st quartile)	493.00	688.00	614.00	615.00
30th percentile	507.00	722.00	635.00	646.00
40th percentile	548.00	791.00	684.00	704.00
50th percentile (median) (2nd quartile)	589.00	861.00	749.00	769.00
60th percentile	633.00	944.00	808.00	847.00
70th percentile	684.00	1 030.00	892.00	945.00
75th percentile (3rd quartile)	721.00	1 073.00	961.00	1 001.00
80th percentile	766.00	1 120.00	1 029.00	1 058.00
90th percentile	938.00	1 287.00	1 274.00	1 250.00
<b>Average weekly total earnings</b>	<b>639.90</b>	<b>914.30</b>	<b>836.10</b>	<b>844.70</b>

\* estimate has a relative standard error of between 25% and 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) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual agreements.

(c) Percentiles are based on whole dollars only.

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
	Managerial adult	Non - managerial adult	Non - managerial junior	Total non - managerial	Total adult	EMPLOYEES	EMPLOYEES	
	\$	\$	\$	\$	\$	\$	\$	
MALES								
Mining	140.30	39.30	22.20	39.00	43.50	43.10	112.30	43.00
Manufacturing	43.80	10.20	18.00	10.40	10.60	10.60	28.00	10.90
Electricity, Gas and Water Supply	100.70	35.30	76.60	35.80	30.10	30.50	171.40	32.30
Construction	42.80	29.60	31.00	33.80	26.50	29.30	43.60	28.30
Wholesale Trade	65.30	22.50	33.70	22.10	30.10	29.70	26.50	28.60
Retail Trade	46.60	10.50	19.90	10.50	13.60	12.90	12.40	12.00
Accommodation, Cafes and Restaurants	51.60	13.30	29.40	13.60	15.80	15.40	10.70	13.80
Transport and Storage	90.10	25.60	40.60	25.40	24.50	24.40	80.90	25.80
Communication Services	137.20	17.20	—	17.20	29.80	29.80	32.40	30.60
Finance and Insurance	187.20	18.20	30.40	19.00	57.80	57.30	65.70	55.00
Property and Business Services	110.70	18.10	36.60	18.00	35.50	35.40	23.70	35.50
Government Administration and Defence	42.40	20.50	36.70	20.60	18.50	18.70	44.50	19.70
Education	49.00	14.40	53.20	14.30	17.50	17.40	17.90	20.00
Health and Community Services	140.70	22.00	7.70	21.80	31.50	31.30	31.30	30.80
Cultural and Recreational Services	77.10	27.10	24.60	27.10	29.10	29.00	34.40	29.90
Personal and Other Services	78.50	21.90	23.70	24.90	24.20	26.00	23.20	28.10
<b>All Industries</b>	<b>31.70</b>	<b>6.00</b>	<b>10.70</b>	<b>6.20</b>	<b>8.00</b>	<b>8.10</b>	<b>9.30</b>	<b>8.00</b>
FEMALES								
Mining	219.60	59.60	np	60.40	58.60	59.30	127.40	58.10
Manufacturing	92.80	11.20	17.40	11.20	13.40	13.40	16.70	15.00
Electricity, Gas and Water Supply	169.40	37.80	np	37.80	94.00	94.10	64.60	89.00
Construction	49.30	38.00	10.40	61.70	36.90	47.40	35.20	41.00
Wholesale Trade	77.70	18.80	16.20	18.80	20.70	20.60	18.20	18.30
Retail Trade	54.40	12.70	16.80	12.80	13.50	13.20	10.20	13.00
Accommodation, Cafes and Restaurants	59.30	11.50	23.30	14.50	12.50	15.00	12.40	14.10
Transport and Storage	118.60	22.10	12.60	21.20	25.30	24.40	27.90	25.60
Communication Services	172.20	20.20	—	20.20	23.30	23.30	38.10	33.60
Finance and Insurance	184.00	17.70	44.20	17.50	17.80	17.70	12.80	16.20
Property and Business Services	68.40	13.50	12.60	13.50	15.20	15.00	12.40	14.20
Government Administration and Defence	40.30	9.30	22.60	9.50	9.80	10.00	15.10	15.70
Education	87.60	10.40	37.60	10.40	12.90	12.90	13.80	13.60
Health and Community Services	40.30	9.70	18.10	14.00	9.60	13.80	7.40	8.40
Cultural and Recreational Services	69.80	23.40	23.40	23.30	24.60	24.50	18.70	38.70
Personal and Other Services	120.80	17.30	28.50	16.70	21.60	21.00	20.70	23.50
<b>All Industries</b>	<b>27.90</b>	<b>4.40</b>	<b>9.50</b>	<b>4.80</b>	<b>4.90</b>	<b>5.20</b>	<b>4.90</b>	<b>5.40</b>

— nil or rounded to zero (including null cells)

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

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
	Managerial adult	Non - managerial adult	Non - managerial junior	Total non - managerial	Total adult	EMPLOYEES	EMPLOYEES	
	\$	\$	\$	\$	\$	\$	\$	
PERSONS								
Mining	136.80	39.70	17.10	39.40	43.10	42.50	84.40	42.20
Manufacturing	41.50	9.40	15.10	9.40	9.80	9.80	15.90	10.70
Electricity, Gas and Water Supply	122.50	32.10	71.20	32.50	38.40	38.80	136.60	41.10
Construction	40.10	27.80	26.60	32.00	24.20	27.10	33.40	26.20
Wholesale Trade	59.60	18.70	27.40	18.30	24.10	23.80	17.40	22.20
Retail Trade	40.00	8.40	14.00	8.70	10.60	10.00	8.30	11.10
Accommodation, Cafes and Restaurants	43.60	9.20	20.20	10.00	10.60	10.90	9.00	10.30
Transport and Storage	84.50	21.50	14.40	21.20	21.20	21.00	54.00	21.40
Communication Services	123.90	13.80	—	13.80	24.40	24.40	28.40	26.70
Finance and Insurance	154.30	15.40	32.10	17.00	31.80	32.20	12.70	27.80
Property and Business Services	92.50	13.60	15.30	13.70	22.30	22.40	12.30	22.10
Government Administration and Defence	32.10	14.20	23.00	14.30	12.70	12.80	15.30	15.90
Education	46.10	8.60	37.30	8.60	10.60	10.60	11.90	11.80
Health and Community Services	73.20	9.90	26.00	12.60	12.10	14.30	8.70	10.80
Cultural and Recreational Services	65.90	20.40	17.40	20.20	22.20	22.00	19.60	34.30
Personal and Other Services	72.90	18.80	21.80	20.20	19.60	20.40	17.30	22.10
<b>All Industries</b>	<b>26.00</b>	<b>4.50</b>	<b>7.70</b>	<b>4.70</b>	<b>5.60</b>	<b>5.70</b>	<b>4.50</b>	<b>5.80</b>

— nil or rounded to zero (including null cells)

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
	Managerial adult	Non - managerial adult	Non - managerial junior	Total non - managerial	Total adult	EMPLOYEES	EMPLOYEES	
	\$	\$	\$	\$	\$	\$	\$	
MALES								
New South Wales	40.50	10.50	19.70	11.30	12.00	12.60	13.00	12.10
Victoria	84.50	12.20	26.20	12.40	21.20	21.20	14.10	20.70
Queensland	57.20	15.60	17.10	15.80	15.40	15.40	33.60	16.70
South Australia	59.30	23.40	22.70	24.00	21.00	21.50	21.60	23.10
Western Australia	79.30	16.20	15.90	16.70	22.20	22.30	24.60	21.10
Tasmania	55.30	15.20	12.20	16.30	14.90	16.10	30.60	14.80
Northern Territory	76.70	25.00	137.50	25.30	23.40	22.30	26.70	26.90
Australian Capital Territory	49.60	23.10	27.30	25.30	24.10	26.10	19.10	28.10
<b>Australia</b>	<b>31.70</b>	<b>6.00</b>	<b>10.70</b>	<b>6.20</b>	<b>8.00</b>	<b>8.10</b>	<b>9.30</b>	<b>8.00</b>
FEMALES								
New South Wales	52.70	8.30	24.60	9.50	9.00	10.00	7.10	8.40
Victoria	59.80	9.10	19.50	9.50	10.50	10.60	11.00	12.00
Queensland	63.40	9.30	9.90	9.80	10.30	10.70	14.30	14.90
South Australia	75.60	10.10	20.60	15.10	11.40	15.80	8.30	12.30
Western Australia	52.70	14.30	31.70	14.10	14.40	14.20	9.90	11.40
Tasmania	146.00	35.00	18.90	35.80	34.40	35.30	14.40	21.40
Northern Territory	56.10	14.90	13.30	15.00	15.00	15.10	15.60	16.70
Australian Capital Territory	58.40	18.40	37.50	18.50	19.80	19.80	15.60	18.80
<b>Australia</b>	<b>27.90</b>	<b>4.40</b>	<b>9.50</b>	<b>4.80</b>	<b>4.90</b>	<b>5.20</b>	<b>4.90</b>	<b>5.40</b>
PERSONS								
New South Wales	36.00	8.10	15.70	8.60	9.10	9.50	6.80	8.80
Victoria	69.30	8.90	18.50	9.20	13.70	13.80	8.90	13.90
Queensland	44.60	11.50	15.20	11.60	11.60	11.60	14.70	14.00
South Australia	51.00	17.00	17.20	17.90	15.60	16.40	9.10	18.20
Western Australia	60.70	12.50	17.30	12.80	16.20	16.10	10.40	14.40
Tasmania	52.70	15.90	11.20	18.00	15.40	17.50	14.80	16.90
Northern Territory	60.80	16.90	70.40	17.30	15.90	15.80	15.70	19.80
Australian Capital Territory	41.00	19.50	25.00	20.00	19.30	19.70	14.20	19.50
<b>Australia</b>	<b>26.00</b>	<b>4.50</b>	<b>7.70</b>	<b>4.70</b>	<b>5.60</b>	<b>5.70</b>	<b>4.50</b>	<b>5.80</b>

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

	<i>Awards only</i>	<i>Collective agreements(b)</i>	<i>Individual agreements(c)</i>	<i>Total</i>
STANDARD ERROR ON PROPORTIONS OF EMPLOYEES (%)				
New South Wales	1.0	0.9	1.0	—
Victoria	1.1	1.3	1.3	—
Queensland	1.7	1.6	1.6	—
South Australia	2.0	2.3	1.9	—
Western Australia	1.4	1.5	1.6	—
Tasmania	2.2	3.2	2.5	—
Northern Territory	1.8	2.6	2.5	—
Australian Capital Territory	2.4	2.4	2.5	—
<b>Australia</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>—</b>

	AVERAGE WEEKLY TOTAL EARNINGS (\$)			
New South Wales	10.70	11.00	15.10	8.80
Victoria	14.60	18.30	23.70	13.90
Queensland	23.60	18.40	22.10	14.00
South Australia	18.00	26.30	25.90	18.20
Western Australia	15.20	16.80	23.70	14.40
Tasmania	16.10	32.10	31.10	16.90
Northern Territory	35.50	33.10	32.00	19.80
Australian Capital Territory	29.40	14.30	44.80	19.50
<b>Australia</b>	<b>7.60</b>	<b>7.60</b>	<b>9.90</b>	<b>5.80</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) Includes registered and unregistered individual agreements.



	FEDERAL REGISTERED AGREEMENTS(b)		STATE REGISTERED AGREEMENTS(c)		OTHER METHODS OF SETTING PAY(d) TOTAL	
	Collective	Individual	Collective	Individual	Total	Total
STANDARD ERROR ON PROPORTIONS OF EMPLOYEES (%)						
New South Wales	0.8	0.2	0.8	..	1.0	—
Victoria	1.2	0.3	..	..	1.2	—
Queensland	1.1	0.4	1.2	0.2	1.7	—
South Australia	2.1	0.2	1.0	..	2.3	—
Western Australia	1.3	0.3	0.9	1.2	1.6	—
Tasmania	2.0	0.5	1.4	0.3	2.8	—
Northern Territory	2.4	0.8	..	..	2.6	—
Australian Capital Territory	2.4	0.8	..	..	2.6	—
<b>Australia</b>	<b>0.5</b>	<b>0.1</b>	<b>0.4</b>	<b>0.1</b>	<b>0.6</b>	<b>—</b>

AVERAGE WEEKLY TOTAL EARNINGS (\$)						
New South Wales	17.60	88.00	14.20	..	11.50	8.90
Victoria	18.90	72.50	..	..	19.80	13.90
Queensland	22.90	85.80	29.00	250.20	17.30	14.00
South Australia	46.10	55.10	17.90	..	20.40	18.20
Western Australia	23.10	58.40	22.30	45.80	22.20	14.40
Tasmania	19.10	120.00	43.50	34.30	22.10	17.00
Northern Territory	27.70	101.90	..	..	26.80	19.80
Australian Capital Territory	14.10	60.00	..	..	34.40	19.50
<b>Australia</b>	<b>10.10</b>	<b>39.50</b>	<b>11.80</b>	<b>65.70</b>	<b>8.00</b>	<b>5.80</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 Agreements refers to agreements which have been registered, certified or approved by the Australian Industrial Relations Commission or the Office of the Employment Advocate.

(c) State Registered Agreements refers to agreements which have been registered, certified or approved under New South Wales, Queensland, South Australian, Western Australian or Tasmanian industrial tribunals or authorities.

(d) Employees covered by awards only and unregistered agreements.

STANDARD ERRORS (a), Methods of setting pay—Average weekly total earnings and hours of non-managerial employees, States and territories

	AVERAGE WEEKLY TOTAL EARNINGS			AVERAGE WEEKLY HOURS PAID FOR			AVERAGE HOURLY EARNINGS		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	hours	hours	hours	\$	\$	\$
NEW SOUTH WALES									
Awards only	16.70	10.50	10.70	0.8	0.6	0.6	0.50	0.30	0.30
Registered collective agreements	15.10	9.80	10.80	0.4	0.3	0.3	0.40	0.30	0.30
Unregistered collective agreements	38.50	60.20	45.80	1.7	3.3	2.1	1.10	0.90	0.80
Registered individual agreements	157.30	58.10	95.00	1.1	1.0	0.9	4.40	1.50	2.70
Unregistered individual agreements	19.70	14.70	14.30	0.6	0.5	0.4	0.40	0.30	0.30
<b>Total</b>	<b>11.40</b>	<b>8.00</b>	<b>8.30</b>	<b>0.3</b>	<b>0.3</b>	<b>0.3</b>	<b>0.30</b>	<b>0.20</b>	<b>0.20</b>
VICTORIA									
Awards only	21.90	16.50	14.70	1.0	0.9	0.8	0.50	0.40	0.30
Registered collective agreements	16.60	24.30	18.80	0.4	0.8	0.6	0.40	0.30	0.30
Unregistered collective agreements	69.30	41.40	51.70	1.5	1.3	1.2	1.20	1.00	0.90
Registered individual agreements	86.40	76.20	65.60	1.3	1.5	1.0	1.90	1.80	1.60
Unregistered individual agreements	24.20	16.00	16.00	0.9	0.8	0.6	0.50	0.40	0.40
<b>Total</b>	<b>13.90</b>	<b>11.90</b>	<b>10.80</b>	<b>0.4</b>	<b>0.5</b>	<b>0.4</b>	<b>0.30</b>	<b>0.20</b>	<b>0.20</b>
QUEENSLAND									
Awards only	39.40	22.30	23.60	1.4	1.3	1.2	0.80	0.30	0.40
Registered collective agreements	24.20	18.30	19.40	0.9	0.7	0.7	0.40	0.30	0.30
Unregistered collective agreements	75.40	50.20	63.60	2.4	3.5	2.7	0.90	1.40	0.60
Registered individual agreements	115.20	66.30	98.20	3.1	2.5	2.6	2.90	1.90	2.50
Unregistered individual agreements	23.20	25.40	21.30	0.8	1.9	1.2	0.50	0.40	0.30
<b>Total</b>	<b>17.50</b>	<b>14.70</b>	<b>14.20</b>	<b>0.5</b>	<b>0.8</b>	<b>0.6</b>	<b>0.30</b>	<b>0.30</b>	<b>0.20</b>
SOUTH AUSTRALIA									
Awards only	24.80	20.60	18.10	1.4	1.2	1.1	0.50	0.60	0.40
Registered collective agreements	38.50	13.10	28.30	1.0	0.5	0.8	0.50	0.30	0.40
Unregistered collective agreements	65.30	42.40	49.70	1.5	1.9	1.6	1.30	0.80	0.90
Registered individual agreements	65.80	80.50	52.30	1.6	0.9	1.2	1.20	2.00	1.00
Unregistered individual agreements	31.00	22.70	27.20	1.0	1.5	1.2	0.80	0.70	0.60
<b>Total</b>	<b>25.60</b>	<b>11.70</b>	<b>18.80</b>	<b>0.8</b>	<b>0.7</b>	<b>0.7</b>	<b>0.40</b>	<b>0.30</b>	<b>0.30</b>
WESTERN AUSTRALIA									
Awards only	24.10	17.00	15.20	1.3	0.9	0.9	0.50	0.50	0.40
Registered collective agreements	23.70	17.20	16.40	0.6	0.6	0.5	0.50	0.40	0.30
Unregistered collective agreements	180.30	33.80	125.00	3.4	1.6	2.5	3.70	0.50	2.80
Registered individual agreements	43.10	39.60	44.10	1.0	1.8	1.4	1.00	0.90	0.90
Unregistered individual agreements	27.40	23.80	22.30	0.8	0.9	0.7	0.60	0.50	0.50
<b>Total</b>	<b>16.90</b>	<b>11.40</b>	<b>12.10</b>	<b>0.4</b>	<b>0.4</b>	<b>0.4</b>	<b>0.40</b>	<b>0.30</b>	<b>0.30</b>

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

STANDARD ERRORS (a), Methods of setting pay—Average weekly total earnings and hours of non-managerial employees, States and territories *continued*

	AVERAGE WEEKLY TOTAL EARNINGS			AVERAGE WEEKLY HOURS PAID FOR			AVERAGE HOURLY EARNINGS		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	hours	hours	hours	\$	\$	\$
TASMANIA									
Awards only	22.90	18.20	16.10	1.3	1.0	1.0	0.50	0.50	0.40
Registered collective agreements	18.20	28.20	18.60	0.6	0.9	0.6	0.50	0.60	0.40
Unregistered collective agreements	62.10	30.70	38.10	2.1	0.5	1.7	1.80	1.20	1.40
Registered individual agreements	76.90	100.10	92.00	0.8	5.6	4.7	2.00	1.00	1.20
Unregistered individual agreements	31.10	79.20	37.60	1.1	2.2	1.4	0.50	2.70	0.90
<b>Total</b>	<b>15.00</b>	<b>21.10</b>	<b>16.60</b>	<b>0.5</b>	<b>0.7</b>	<b>0.6</b>	<b>0.30</b>	<b>0.60</b>	<b>0.30</b>
NORTHERN TERRITORY									
Awards only	51.80	26.20	35.50	1.8	1.7	1.6	1.00	0.50	0.60
Registered collective agreements	57.00	27.20	35.40	1.5	0.7	0.9	0.90	0.50	0.50
Unregistered collective agreements	149.20	38.00	93.80	4.6	2.2	2.9	2.50	0.70	1.70
Registered individual agreements	74.90	93.30	89.70	3.0	3.7	3.3	0.80	2.00	1.20
Unregistered individual agreements	44.90	26.40	36.20	1.4	1.2	1.1	0.80	0.50	0.60
<b>Total</b>	<b>28.50</b>	<b>16.80</b>	<b>19.80</b>	<b>0.9</b>	<b>0.6</b>	<b>0.7</b>	<b>0.50</b>	<b>0.30</b>	<b>0.30</b>
AUSTRALIAN CAPITAL TERRITORY									
Awards only	36.60	32.10	29.50	2.1	2.1	2.0	0.90	0.20	0.40
Registered collective agreements	22.60	15.10	15.30	0.7	0.4	0.4	0.50	0.40	0.40
Unregistered collective agreements	38.00	49.50	46.80	1.5	2.7	1.5	0.60	0.80	0.80
Registered individual agreements	98.70	238.10	147.10	0.9	2.8	1.6	1.90	4.40	2.60
Unregistered individual agreements	77.70	31.20	44.30	2.1	1.3	1.2	1.30	0.50	0.90
<b>Total</b>	<b>26.70</b>	<b>18.30</b>	<b>18.70</b>	<b>0.7</b>	<b>0.7</b>	<b>0.6</b>	<b>0.60</b>	<b>0.40</b>	<b>0.50</b>
AUSTRALIA									
Awards only	11.70	8.10	7.60	0.5	0.5	0.4	0.30	0.20	0.20
Registered collective agreements	9.00	8.60	7.80	0.3	0.3	0.2	0.20	0.10	0.10
Unregistered collective agreements	37.20	31.60	33.50	1.1	1.5	1.2	0.70	0.50	0.50
Registered individual agreements	39.50	47.70	38.70	0.8	1.2	0.9	1.00	1.10	0.90
Unregistered individual agreements	11.00	9.00	8.30	0.4	0.5	0.3	0.20	0.20	0.20
<b>Total</b>	<b>6.70</b>	<b>5.30</b>	<b>5.20</b>	<b>0.2</b>	<b>0.2</b>	<b>0.2</b>	<b>0.10</b>	<b>0.10</b>	<b>0.10</b>

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

## EXPLANATORY NOTES

### INTRODUCTION

**1** This publication contains estimates from the Survey of Employee Earnings and Hours. The survey was conducted in May 2002 and collected information from a sample of employers about the earnings, hours and selected characteristics of their employees.

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

**3** Preliminary estimates were published in *Employee Earnings and Hours, Australia, Preliminary, May 2002* (cat. no. 6305.0), released on 10 December 2002. The estimates in this publication may differ from the preliminary data.

### SCOPE

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

- enterprises primarily engaged in Agriculture, Forestry and Fishing
- private households employing staff
- foreign embassies, consulates, etc.

**5** 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

**6** The sample of employees is obtained using a two stage selection approach. The first stage involves the Australian Bureau of Statistics (ABS) selecting a probability sample of businesses from the ABS Business Register. The selection unit for the first stage comprises all activities of an employer in a particular state or territory. Units on the Business Register are stratified into homogenous groups using the following variables: state, sector, industry, and employment size. Within each stratum statistical units are selected with equal probability.

**7** 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 53,000 employees from a sample of approximately 8,000 employer units contributed to the results in this publication.

**8** The May 2002 survey includes adjustments to the estimates to allow for the time lag between businesses commencing operation and their inclusion on the ABS Business Register. For more details refer to the *Information Paper: Improvements to ABS Economic Statistics, 1997* (cat. no. 1357.0).

### INDUSTRY

**9** Industry data has been classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (cat. no. 1292.0).

**10** Employees selected in the Survey of Employee Earnings and Hours are classified to the industry of the business in which they are employed (see paragraph 6).

### OCCUPATION

**11** Occupation data has been classified according to the *Australian Standard Classification of Occupations (ASCO), Second Edition* (cat. no. 1220.0).

**12** Care should be taken when comparing survey estimates based on ASCO groups with estimates based on the managerial/non-managerial status of employees, which is determined and reported by the employer. Estimates for employees with managerial status include employees classified to ASCO categories other than the ASCO major group 'Managers and administrators'; e.g. employees classified as 'Professionals'

## EXPLANATORY NOTES *continued*

### OCCUPATION *continued*

according to ASCO may be categorised by employers as having managerial status. Conversely, tables in this publication which contain estimates for non-managerial employees (as defined by employers) will include some employees who would be classified to the ASCO major group 'Managers and administrators'.

### METHODS OF SETTING PAY

**13** Questions on how employees' pay was set in the survey reference period were included in the survey for the first time in May 2000. The questions collected data on whether all or any part of their pay was set by an individual agreement, collective agreement, award, or a combination of these. Data was also collected on whether agreements (individual and collective) were certified, approved or registered with an industrial tribunal or authority.

**14** In May 2002, the questions on how employees' pay was set in the survey reference period were changed to collect data on whether the main part of their pay was set by individual agreement, collective agreement or award. It is considered unlikely that this change will affect comparability of data between surveys. Data was again collected on whether agreements were certified, approved or registered with an industrial tribunal or authority.

### EMPLOYEE ESTIMATES

**15** Estimates of the number of employees based on the EEH survey are provided in the following table to assist in interpreting publication 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.

#### EMPLOYEE ESTIMATES, SURVEY OF EMPLOYEE EARNINGS AND HOURS, MAY 2002

	<i>Males</i>	<i>RSE</i>	<i>Females</i>	<i>RSE</i>	<i>Persons</i>	<i>RSE</i>
	'000	%	'000	%	'000	%
New South Wales	1 311.2	2.9	1 170.8	2.8	2 482.0	2.2
Victoria	1 022.8	3.5	951.9	3.8	1 974.7	2.8
Queensland	679.7	4.8	710.1	5.1	1 389.8	3.8
South Australia	285.3	6.3	271.8	7.0	557.1	5.2
Western Australia	351.1	4.4	345.3	5.0	696.5	3.6
Tasmania	77.3	5.5	84.3	10.1	161.6	6.7
Northern Territory	40.6	7.5	36.7	5.9	77.3	5.6
Australian Capital Territory	78.1	6.0	85.6	6.4	163.7	5.1
<b>Australia</b>	<b>3 846.2</b>	<b>1.7</b>	<b>3 656.5</b>	<b>1.8</b>	<b>7 502.6</b>	<b>1.4</b>

### COMPARABILITY OF RESULTS

**16** 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), as different sample design and survey methodologies are used. 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. In addition, 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.

## EXPLANATORY NOTES *continued*

### RELIABILITY OF ESTIMATES

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

### RELATED PUBLICATIONS

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

- *Average Weekly Earnings, Australia*, cat. no. 6302.0—issued quarterly
- *Employee Earnings and Hours, Australia, Preliminary*, cat. no. 6305.0—issued biennially
- *Employee Earnings, Benefits and Trade Union Membership, Australia*, cat. no. 6310.0—issued annually
- *Labour Force, Australia*, cat. no. 6203.0—issued monthly
- *Labour Statistics: Concepts, Sources and Methods, 2001*, cat. no. 6102.0—issued 6 August 2001
- *Wage and Salary Earners, Public Sector Australia*, cat. no. 6248.0—issued quarterly
- *Wage Cost Index, Australia*, cat. no. 6345.0—issued quarterly

**19** Current publications and other products released by the ABS are listed in the *Catalogue of Publications and Products* (cat. no. 1101.0). The catalogue is available from any ABS office or the ABS web site <<http://www.abs.gov.au>>. The ABS also issues a daily Release Advice on the web site which details products to be released in the week ahead.

### ROUNDING

**20** 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.

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

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

# APPENDIX ABS DATA AVAILABLE ON REQUEST

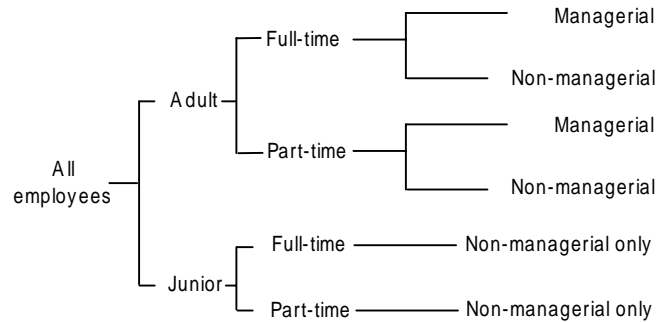
## INTRODUCTION

A large range of final estimates of unpublished data from this survey is available on request. Data availability will depend on the size of the standard errors for the estimates requested.

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

## POPULATION

The survey populations and variables are listed below.



## 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 this survey:

### *Distribution of employees*

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

### *Composition of earnings*

- Average weekly total earnings
- Average weekly ordinary time earnings
  - Base pay (including allowances)
  - Payment by measured result
- 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

## APPENDIX ABS DATA AVAILABLE ON REQUEST *continued*

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<i>Hours of work</i>	<ul style="list-style-type: none"><li>■ Full-time</li><li>■ Part-time</li></ul>
<i>Sex</i>	<ul style="list-style-type: none"><li>■ Males</li><li>■ Females</li><li>■ Persons</li></ul>
<i>Status of employee</i>	<ul style="list-style-type: none"><li>■ Managerial</li><li>■ Non-managerial</li></ul>
<i>Type of employee</i>	<ul style="list-style-type: none"><li>■ Permanent</li><li>■ Fixed term contract</li><li>■ Casual</li></ul>
<i>Occupation (ASCO Second Edition)</i>	<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>
<i>Industry (ANZSIC classification)</i>	<ul style="list-style-type: none"><li>■ Division (1-digit codes)</li><li>■ Subdivision (2-digit codes)</li></ul>
<i>Employer unit size</i>	<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>
<i>Methods of setting pay</i>	<ul style="list-style-type: none"><li>■ Awards only</li><li>■ Registered collective agreements</li><li>■ Registered individual agreements</li><li>■ Unregistered collective agreements</li><li>■ Unregistered individual agreements</li></ul>
<i>Methods of setting pay — Jurisdiction</i>	<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 DATA QUALITY

### INTRODUCTION

**1** As the estimates in this publication are based on a sample of employers and employees, rather than a full enumeration, they are subject to sampling variability. They may differ from the figures that would have been produced if the data had been obtained from all employers and all employees.

### QUALITY ASSURANCE OF DATA

**2** Inaccuracies in data may occur because of imperfections in reporting by businesses, forms design or in processing by the ABS. Such inaccuracies are referred to as non-sampling errors. Initially, every effort is made to reduce non-sampling error by:

- careful design and testing of questionnaires and data processing systems
- providing detailed instructions to providers on how to respond to questions
- detailed checking of the reported employee data to ensure that the data was logical, consistent and complete
- direct follow up with data providers where significant errors were detected.

**3** The data input editing process was supported by undertaking a post enumeration survey with data providers around Australia, and was used to identify any quality problems with the reported data. Those areas were targeted closely in the output editing stage of the survey to assist in minimising survey bias due to non-sampling error.

### RELIABILITY OF ESTIMATES

**4** 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.

**5** An example of the use of a standard error is as follows. From table 1, the estimated average weekly total earnings for all male employees in Australia is \$834.10, with a standard error of \$8.00 (from table 31). Then there would be about two chances in three that a full enumeration would have given an estimate in the range \$826.10 to \$842.10 and about nineteen chances in twenty that it would be in the range \$818.10 to \$850.10.

**6** 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 depends on the standard errors of the original estimates and on the relationship (correlation) between these two estimates. An approximate standard error on the difference between two survey estimates ( $x-y$ ) may be obtained by the following formula:

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

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

**8** From table 1, the estimated average weekly total earnings for all female employees in Australia is \$554.00, with a standard error of \$5.40 (from table 31). The difference between the earnings of male and female employees is \$280.10. The estimate of the standard error of the difference between the average weekly total earnings for male and female employees in Australia is:

$$\begin{aligned} SE(\$834.10 - \$554.00) &= \sqrt{(\$8.00)^2 + (\$5.40)^2} \\ &= \$9.65 \end{aligned}$$

**9** There are about two chances in three that the true figure for the difference between male and female average weekly earnings lies in the range \$270.45 to \$289.75, and about 19 chances in 20 that the figure is in the range \$260.80 to \$299.40.

**10** 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.)

**11** Another measure of the sampling error is the relative standard error, which is obtained by expressing the standard error as a percentage of the estimate to which it refers. The relative standard error is a useful measure in that it provides an immediate indication of the percentage errors likely to have occurred due to sampling, and thus avoids the need to refer also to the size of the estimate.

**12** Relative standard errors can be calculated using the actual standard error and the survey estimate (referred to as  $x$ ) in the following manner:

$$RSE\%(x) = (SE(x)/x) * 100$$

**13** For example, from table 1, the average weekly total earnings for all male employees in Australia is \$834.10, and for all female employees it is \$554.00. Table 31 shows an estimate for the standard error on the male estimate is \$8.00, and an estimate of the standard error on the female estimate is \$5.40.

**14** Applying the above  $RSE\%(x)$  formula yields:

$$\begin{aligned} \text{Males: } RSE\%(834.10) &= (8.00/834.10) * 100 \\ &= 0.96\% \end{aligned}$$

$$\begin{aligned} \text{Females: } RSE\%(554.00) &= (5.40/554.00) * 100 \\ &= 0.97\% \end{aligned}$$

**15** 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.

**16** 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).

**17** 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).

**18** Tables 31 to 35 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 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>Average (mean) total hours</b>	The amount obtained by dividing the total hours paid for of a group (e.g. full-time employees) by the number of employees in that group.
<b>Awards</b>	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.
<b>Base pay</b>	Base pay refers to the award pay or agreed rate of pay for ordinary time hours paid for. It includes base pay from workplace agreements and enterprise bargaining awards or agreements. For employees covered by an award or workplace/enterprise agreement it includes all allowances (dirt, height, tool etc.) and penalty payments (e.g. shift loadings) specified in the award or agreement.
<b>Collective agreements</b>	Agreements between an employer (or group of employers) and a group of employees (or one or more unions or employee associations representing the employees). They set the terms of employment (pay and/or conditions) for a group of employees, and may be either registered or unregistered. Federal or state industrial tribunals or authorities register agreements.
<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 enterprise with or without hiring employees were also included as employees.
<b>Employees whose pay is set by awards only</b>	Employees who had the main part of their wages and salaries set by awards and who were not paid more than the award rate of pay.
<b>Employees whose pay is set by collective agreements</b>	Employees who had the main part of their wages or salaries set by registered or unregistered collective agreements or enterprise awards.
<b>Employees whose pay is set by individual agreements</b>	Employees who had the main part of their wages or salaries set by individual agreements. This group mainly consists of employees whose pay is set by an individual common law contract, employees receiving overaward payments by individual agreement, and working proprietors of incorporated enterprises who set their own rate of pay.
<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 each state or territory and not necessarily the size of the business Australia-wide.
<b>Federal registered agreements</b>	Individual and collective agreements which have been certified, approved or registered with the relevant federal industrial tribunal or authority. See Jurisdiction.
<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. Employees who work variable hours are classified as full-time if they usually work 35 hours or more per week.
<b>Individual agreements/contracts</b>	Set the terms of employment (pay and/or conditions) for an individual employee and are agreed to by the individual rather than on behalf of the individual. Individual agreements/contracts may be either registered or unregistered. Federal or state industrial tribunals or authorities register agreements.
<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 adult rate for their occupation.

## GLOSSARY *continued*

<b>Jurisdiction</b>	The federal or state industrial tribunal or authority with whom written individual or collective agreements have been certified, approved or registered. 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 receive payment for overtime. Includes professionally qualified staff who primarily perform managerial tasks in conjunction with utilising their professional skills. Working proprietors and working directors of 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 was set. The mechanisms for setting an employee's pay are awards, collective agreements or individual agreements.
<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 Standard Classification of Occupations (ASCO), Second Edition</i> (cat. no. 1220.0).
<b>Ordinary time earnings</b>	Comprises base pay plus payment by measured result. Excluded are non-cash components of salary packages, salary sacrificed, overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, and termination and redundancy payments.
<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 earnings</b>	Payment for hours 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>Payment by measured result</b>	Refers to earnings which vary according to measured performance (e.g. piecework, production and task bonuses, and commissions).
<b>Percentiles</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>Reference period</b>	The survey refers to the last pay period ending on or before 17 May 2002. All estimates of earnings and hours in this publication are weekly, therefore for employees paid other than weekly, hours and earnings have been converted to a weekly basis.
<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.

**GLOSSARY** *continued*

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





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- LIBRARY* A range of ABS publications is available from public and tertiary libraries Australia-wide. Contact your nearest library to determine whether it has the ABS statistics you require, or visit our web site for a list of libraries.
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