CHAPTER 3. WAGES AND HOURS

Arbitration and Wages Board Acts and associated legislation

1. General

Particulars regarding the operation of Commonwealth and State Acts for the regulation of wages, hours and conditions of work were first compiled for the year 1913 and particulars for later years have appeared in subsequent issues of the Labour Report.

2. Laws regulating industrial matters

The principal Acts in force regulating rates of wage, hours of labour and working conditions generally in both Commonwealth and State jurisdictions at the end of 1967 are listed below:

COMMONWEALTH

Conciliation and Arbitration Act 1904–1967
Public Service Arbitration Act 1920–1966
Coal Industry Act 1946–1966
Stevedoring Industry Act 1956–1966
Snowy Mountains Hydro-electric Power Act 1949–1966
Navigation Act 1912–1967

STATES

New South Wales	Industrial Arbitration Act, 1940–1967 Coal Industry Act, 1946–1965
Victoria	*Labour and Industry Act* 1958 as amended to 1967
Queensland	'*The Industrial Conciliation and Arbitration Acts*, 1961 to 1964'
South Australia	Industrial Code, 1967 Public Service Arbitration Act, 1961–1965
Western Australia	*Industrial Arbitration Act, 1912–1966* *Mining Act, 1904–1965* *Public Service Arbitration Act, 1966*
Tasmania	*Wages Boards Act* 1920 as amended to 1967 *Public Service Tribunal Act* 1958 as amended to 1967

3. Methods of administration

(i) *Commonwealth*

(*a*) *Conciliation and Arbitration Act.* Under placitum (xxxv) of section 51 of the Commonwealth of Australia Constitution, the Commonwealth Parliament is empowered to make laws with respect to 'conciliation and arbitration for the prevention and settlement of industrial disputes extending beyond the limits of any one State'. The Parliament has made such a law, namely, the Conciliation and Arbitration Act.

This Act defines 'an industrial dispute' as '(*a*) a dispute (including a threatened, impending or probable dispute) as to industrial matters which extends beyond the limits of any one State; and (*b*) a situation which is likely to give rise to a dispute as to industrial matters which so extends; and includes (*c*) such a dispute in relation to employment in an industry carried on by, or under the control of, a State or an authority of a State; (*d*) a dispute in relation to employment in an industry carried on by, or under the control of, the Commonwealth or an authority of the Commonwealth, whether or not the dispute extends beyond the limits of any one State; and (*e*) a claim which an organisation is entitled to submit to the Commission

under section eleven A of the *Public Service Arbitration Act* 1920–1966 (*see* page 48) or an application or matter which the Public Service Arbitrator has refrained from hearing, or from further hearing, or from determining under section fourteen A of that Act, whether or not there exists in relation to the claim, application or matter a dispute as to industrial matters which extends beyond the limits of any one State'.

The Conciliation and Arbitration Act was extensively amended by Act No. 44 of 1956. This amendment altered the structure of the arbitration machinery by separating the judicial functions from the conciliation and arbitration functions. The Commonwealth Industrial Court was established to deal with judicial matters under the Act, and the Commonwealth Conciliation and Arbitration Commission to handle the functions of conciliation and arbitration. In recent years a number of other amendments have been made to the Act, the latest amending Act being No. 101 of 1967. A summary of the provisions of the *Conciliation and Arbitration Act* 1904–1966 is given in the following paragraphs.

(*b*) *The Commonwealth Industrial Court.* The Commonwealth Industrial Court is at present composed of a Chief Judge and five other Judges and the Act provides that the jurisdiction of the Commonwealth Industrial Court shall be exercised by not less than two Judges except in the following circumstances. A single Judge may exercise the jurisdiction of the Court with respect to a dismissal or injury of an employee on account of industrial action, interpretation of awards, questions concerning eligibility for membership of an organisation, disputes between an organisation and its members and a prescribed matter of practice or procedure. A single Judge may refer a question of law for the opinion of the Court constituted by not less than two Judges. The Court is a Superior Court of Record with the same power to punish contempts of its power and authority as is possessed by the High Court. In general, decisions of the Industrial Court are final; however, an appeal lies to the High Court, but only when the latter grants leave to appeal. Provision is made for the registration of employer and employee associations. In matters involving disputed elections in organisations, the Court may direct the Registrar to make investigations, and if necessary order a new election. The Act also provides for the Commission to exercise the powers of the Court with regard to an application for cancellation of registration of an organisation. Any such change of jurisdiction must be notified by proclamation. This provision could be used if the powers of the Court in this regard were declared, in whole or in part, to be invalid.

Special provision is made concerning the right of audience before the Commonwealth Industrial Court. Briefly, except in proceedings which, in general, involve questions of law or offences against the Act, parties are able to elect whether to appear personally or to be represented by lawyers or officials. Even in proceedings involving questions of law, except appeals from decisions by other Courts to the Industrial Court on matters arising under this Act or the *Public Service Arbitration Act* 1920–1966, the parties may, if they wish and the Court grants leave, be represented by officials.

(*c*) *The Commonwealth Conciliation and Arbitration Commission.* The Commonwealth Conciliation and Arbitration Commission at the end of 1967 was composed of a President, five Deputy Presidents, a Senior Commissioner, ten Commissioners and three Conciliators. The presidential members of the Commission must have been solicitors or barristers of the High Court or of the Supreme Court of a State of not less than five years standing or Judges of the previously existing Court of Conciliation and Arbitration.

The Commonwealth Conciliation and Arbitration Commission is empowered to prevent or settle industrial disputes by conciliation or arbitration, and to make suggestions and to do such things as appear right and proper for (*a*) effecting a reconciliation between the parties to industrial disputes; (*b*) preventing and settling industrial disputes by amicable agreement; and (*c*) preventing and settling, by conciliation or arbitration, industrial disputes not prevented or settled by amicable agreement. The Commission may exercise its powers of its own motion or on the application of a party.

The President may assign a Commissioner to deal with industrial disputes relating to particular industries, or members of the Commission to deal with a particular industrial dispute. However, subject to the approval of the President, it is the duty of the Senior Commissioner to organise and allocate the work of the Commissioners and Conciliators.

When an industrial dispute occurs or is likely to occur, the Act provides that a Commissioner shall take steps for the prompt prevention or settlement of that dispute by conciliation, or, if in his opinion conciliation is unlikely to succeed or has failed, by arbitration. A Commissioner may arrange with the Senior Commissioner for a Conciliator to assist the parties to reach an amicable agreement and shall do so if the parties so request. If an agreement is reached, a memorandum of its terms shall be made in writing, and may be certified by the Commission. A certified memorandum shall have the same effect as an award.

Only the Commission in Presidential Session, that is, the Commission constituted by at least three presidential members nominated by the President, has the power to make awards, or to certify agreements concerning standard hours, basic wages and long service leave.

An industrial dispute being heard by a Commissioner may be referred to the Commission on the ground of public interest. If a party to a dispute makes an application for such a reference, the Commissioner shall consult with the President, who may direct that the Commission constituted by three members, one of whom is a presidential member and one is, where practicable, the Commissioner concerned, shall hear and determine the dispute, or that part referred to it. In this hearing the Commission may have regard to evidence given and arguments adduced previously before the Commissioner, and it may refer a part of the dispute back to the Commissioner for determination. The President may, before the Commission has been constituted for the referred dispute, authorise a presidential member of the Commission or a Commissioner to take evidence on the Commission's behalf.

An appeal against the decision of a Commissioner shall be heard by not less than three members nominated by the President, of whom at least two shall be presidential members of the Commission. However, an appeal will not be heard unless the Commission considers it is necessary as a matter of public interest. The President, after taking account of the views of the parties to a dispute, may appoint a member of the Commission to take evidence on behalf of a presidential bench of the Commission, so that it can have this evidence before it when it commences its hearing.

When matters relating to appeals or references to the Commission under both or either of the Conciliation and Arbitration Act and the Public Service Arbitration Act are being heard, and the Commission is not constituted by the same persons for these matters, the President may, if he is of the opinion that they involve a question in common, direct that the Commission in joint session (i.e. comprised of those persons who constituted the Commission in the separate matters) may take evidence and hear argument on that question.

Provision is also made in the Act for a presidential member of the Commission to handle industrial matters in connection with the maritime industries, the Snowy Mountains area and the stevedoring industry, except in those matters for which the Act requires that the Commission shall be constituted by more than one member.

The Commonwealth Conciliation and Arbitration Commission also deals with disputes and industrial matters, interstate or intra-State, associated with undertakings or projects of the Commonwealth Government which have been declared by the Minister to be Commonwealth projects for the purposes of this Act. In effect, this places employees of Commonwealth projects, so declared, under the jurisdiction of the Commission. The Commission may also make an award in relation to an industrial dispute involving such employees. The Minister has the power to exempt certain persons or classes of persons working on these projects from the jurisdiction of the Commission.

The Commission may make an award in relation to an industrial dispute when the Public Service Arbitrator refrains from dealing with claims made by a Public Service employee organisation, or consents to the claims being presented to the Commission, though such an award may be inconsistent with a law of the Commonwealth relating to salaries, wages, rates of pay or terms or conditions of service of employees in the Public Service as defined by section three of the *Public Service Arbitration Act* 1920–1966, not being the *Commonwealth Employees' Compensation Act* 1930–1967, the *Commonwealth Employees' Furlough Act* 1943–1967, the *Superannuation Act* 1922–1967 or any other prescribed Act.

The Act provides that where a State law, or an order, award, decision or determination of a State industrial authority is inconsistent with or deals with a matter dealt with in an

award of the Commonwealth Conciliation and Arbitration Commission, the latter shall prevail, and the former, to the extent of the inconsistency or in relation to the matter dealt with, shall be invalid.

(*d*) *Flight Crew Officers' Industrial Tribunal.* An amendment of the Conciliation and Arbitration Act operative from November 1967 provided for the appointment of a person to be the Flight Crew Officers' Industrial Tribunal which is empowered to prevent or settle industrial disputes involving flights crew officers (i.e. pilots, navigators, and flight engineers of aircraft). Provision is made for the appointment by the tribunal of a conciliation committee consisting of an equal number of representatives of employers and flight crew officers with the person appointed to be the tribunal as chairman. Further information concerning the tribunal will be found on page 50.

(*e*) *Coal Industry Tribunal.* The Coal Industry Tribunal was established under the Commonwealth *Coal Industry Act* 1946 and the New South Wales Coal Industry Act, 1946 to consider and determine interstate disputes and, in respect of New South Wales only, intra-State disputes between the Australian Coal and Shale Employees' Federation and employers in the coal-mining industry.

Special war-time bodies were created to deal with specific aspects of the coal industry, reference to which was made in earlier issues of the Labour Report (*see* No. 40, page 53). Under amending legislation passed jointly by the Commonwealth and New South Wales Parliaments in 1951, the Tribunal was vested with authority to deal with all interstate industrial disputes in the coal-mining industry, irrespective of the trade union involved, and, in the case of New South Wales, intra-State disputes also. The Tribunal consists of one person, who may appoint two assessors nominated by the parties to advise him in matters relating to any dispute. Subsidiary authorities are the Local Coal Authorities and Mine Conciliation Committees, who may be appointed to assist in the prevention and settlement of certain disputes. An amendment to the Commonwealth Coal Industry Act, passed in 1952, makes it obligatory for the Tribunal to use conciliation and arbitration to settle industrial disputes.

(*f*) *Commonwealth Public Service Arbitrator.* Wages, hours of work and working conditions in the Commonwealth Public Service are regulated by the Commonwealth Public Service Arbitrator, under powers conferred by the *Public Service Arbitration Act* 1920–1966. The system of arbitration commenced to operate in 1912, cases being heard by the Commonwealth Court of Conciliation and Arbitration as part of the ordinary work of that Court. In 1920, however, the control was transferred to the Arbitrator, who is appointed by the government for a term of seven years, and who need not have legal qualifications.

Provision is now made for an organisation of employees in the Public Service to submit a claim to the Commonwealth Conciliation and Arbitration Commission with the consent of the Public Service Arbitrator or where the Arbitrator has, other than on the ground of triviality, refrained from hearing or determining the claim.

Appeals from decisions of the Arbitrator may be made to the Commission.

(*g*) *Australian Capital Territory.* Since May 1949 industrial matters in the Australian Capital Territory have been dealt with by authorities established by the Commonwealth Conciliation and Arbitration Act. Matters outside the jurisdiction of a Commissioner, assigned to the Australian Capital Territory, are dealt with by the Commonwealth Industrial Court and the Commonwealth Conciliation and Arbitration Commission.

From 1922 to 1949 industrial matters in the territory were regulated by a local Industrial Board. Details of the provisions relating to the Board during its period of jurisdiction may be found in earlier issues of the Labour Report (*see* No. 36, p. 51).

(ii) *States*

(*a*) *New South Wales.* The controlling authority is the Industrial Commission of New South Wales, which, at the end of 1967, consisted of a President and seven other Judges. Subsidiary tribunals are the Conciliation Commissioners, the Apprenticeship Commissioner, Conciliation Committees, and Apprenticeship Councils constituted for particular industries. Each Conciliation Committee consists of a Conciliation Commissioner as Chairman and

equal numbers of representatives of employers and employees. The Apprenticeship Commissioner and the members of the Conciliation Committee for an industry constitute the Apprenticeship Council for the industry. These subsidiary tribunals may make awards binding on industries, but an appeal to the Industrial Commission may be made against any award. Special Commissioners with conciliatory powers and limited arbitration powers may be appointed. Compulsory control commenced in 1901, after the earlier Acts of 1892 and 1899 providing for voluntary submission of matters in dispute had proved abortive.

(*b*) *Victoria.* The authorities are separate Wages Boards for the occupations and industries covered, each consisting of a chairman and equal numbers of representatives of employers and employees, and a Court of Industrial Appeals, the latter presided over by a Judge of the County Court. The system was instituted in the State in 1896, and represented the first example in Australia of legal regulation of wage rates.

(*c*) *Queensland.* Legal control was first instituted in 1907 with the passing of the Wages Board Act. '*The Industrial Conciliation and Arbitration Act of* 1961' established the Industrial Conciliation and Arbitration Commission and preserved and continued in existence the Industrial Court. The Industrial Court is constituted by the President (a judge of the Supreme Court of Queensland) sitting alone, and the Full Industrial Court by the President and two Commissioners. The Conciliation and Arbitration Commission is constituted by a Commissioner sitting alone and the Full Bench of the Commission by at least three Commissioners. Not more than five Commissioners shall be appointed. A Commissioner shall not be capable of being a member of the Executive Council or of the Legislative Assembly, and shall not take part in the management of any business. For further details of the provisions of '*The Industrial Conciliation and Arbitration Act of* 1961' *see* Labour Report No. 49, pages 52–54.

(*d*) *South Australia.* In South Australia, from July 1966, the system of control consists of an Industrial Commission, an Industrial Court, and Conciliation Committees. The Industrial Commission is composed of a President and two Commissioners, and has power to make awards. The President of the Commission is also Judge of the Industrial Court which deals with legal matters. The two Commissioners are chairmen of each of the Conciliation Committees consisting of an equal number of representatives of employers and employees. These committees issue awards. Where complete agreement cannot be reached in these Committees the Chairman sits as a Commissioner to determine the unresolved matters. Provision is made for references and appeals to the full Commission.

(*e*) *Western Australia.* Legal control dates back to 1900. The present system of control comprises the Western Australian Industrial Commission consisting of four Commissioners, and the Western Australian Industrial Appeal Court consisting of three Supreme Court Judges who are nominated by the Chief Justice of Western Australia. A Commissioner may, in relation to any dispute or other matter, refer such matters to the Commission in Court Session. Similarly, appeals from decisions of a single Commissioner are heard by the other three Commissioners acting as the Commission in Court Session, but such hearings are restricted to the evidence and matters raised in the proceedings before the single Commissioner. Appeals from the Commission to the Industrial Appeal Court are limited to matters which are erroneous in law or in excess of jurisdiction. The Court has power to impose penalties for disobedience of orders made by the Commission.

The Western Australian Coal Industry Tribunal has power to determine any industrial matter in the coal-mining industry. It consists of a chairman and four other members (two representatives each of employers and employees). Boards of Reference may be appointed by the Tribunal and from 1 February 1964 decisions of the Tribunal may be reviewed by the Industrial Commission in Court Session.

(*f*) *Tasmania.* The authority consists of Wages Boards for separate industries, comprising a chairman (who is common to all Wages Boards), appointed by the Governor, and equal numbers of representatives of employers and employees, appointed by the Minister administering the Act. The system was instituted in 1910.

4. New legislation and special reports

Information concerning the main provisions of various industrial Acts in force throughout Australia was given in earlier Labour Reports, and brief reviews are furnished, in each issue, of the more important aspects of new industrial legislation having special application to the terms of awards or determinations. The year 1967 is covered in this issue. The principal changes in workers' compensation legislation are incorporated in the section under that heading in this Labour Report.

(i) *Commonwealth*

(*a*) *The Commonwealth Conciliation and Arbitration Act* 1967. The 1967 amendment to the Act, operative from November 1967, provided for the appointment of a person to be the Flight Crew Officers' Industrial Tribunal. The Tribunal is empowered to prevent or settle by conciliation or arbitration inter-State industrial disputes involving flight crew officers, i.e., pilots, navigators or flight engineers of aircraft; to consider and determine industrial questions insofar as the industrial matters concerned relate to employment of flight crew officers by the Australian National Airlines Commission (Trans-Australia Airlines) or by Qantas Airways Limited, or relate to trade and commerce with other countries or among the States or between a State and Territory or in a Territory of the Commonwealth; and to encourage and assist prevention or settlement of industrial questions by amicable agreement. This power may be exercised by the tribunal of its own motion; on the application of a party to, or concerned in, an industrial question, or on the application of the Minister.

Provision is made for the appointment by the tribunal of a conciliation committee if requested by a party to the industrial question and the tribunal is satisfied that such action is reasonably likely to lead to a settlement of the question. The conciliation committees are to be constituted by the person appointed to be the tribunal as chairman, representatives of employers concerned and an equal number of representatives of flight crew officers concerned.

Professor J. E. Isaac, Professor of Economics at Monash University, was appointed Flight Crew Officers' Industrial Tribunal for a period of three years commencing in February 1968.

(*b*) *The National Stevedoring Industry Conference*. A National Stevedoring Industry Conference was set up, with Mr Woodward as Chairman, to undertake an inquiry into the stevedoring industry. It had its first full meeting in November 1965. The general report of the Conference was released in April 1967. (For a full text of the report *see* Industrial Information Bulletin Vol. 22, No. 4, April 1967 published by the Department of Labour and National Service.) Some of the main points in the report are set out below.

The Conference in its report recognised that many of the past troubles in the industry had arisen from the casual nature of waterfront employment and examined a number of proposals for permanent employment. The permanency scheme agreed upon by the Conference involves weekly hire for all regular waterside workers in major ports and in as many other ports as possible, with the expectation that approximately ninety per cent of all man-hours worked by registered waterside workers in Australia will come under the scheme. Employment would be by weekly hire either with a firm of operational stevedores or with a employer-operated holding company.

Safeguards to ensure, over a reasonable period of time, general comparability of earnings of permanent employees of the holding company on the one hand, and of operating stevedores on the other, are to be made. All workers under the scheme of permanent employment are to receive the same basic weekly rate of pay, namely $49.50 at the inauguration of the scheme (but subject to decisions in National Wages Cases or award variations in the stevedoring industry itself).

Permanent employment, which may not be practicable in all ports, may be instituted for a group of ports by the establishment of a composite labour force to serve all ports in the group.

The Australian Stevedoring Industry Authority will continue to be responsible for registration and recruitment and will retain substantial responsibilities in casual employment

ports. Responsibility for investigation into operating methods, safety and equipment will rest with the Authority, which will also retain its general regulatory powers under the Stevedoring Industry Act.

A contributory pension scheme was proposed for regular waterside workers designed to pay on retirement $240 for each year of membership in the scheme. A supplementary non-contributory scheme was suggested to give a benefit of $50 for each year of service between 1942 and the commencement of the contributory pension scheme.

Retirement age is to be reduced immediately from 70 to 69 years, further reduced to 67 years a year later, and finally reduced to 65 years at the end of a further year. In certain circumstances a worker may be permitted to continue beyond retirement age but such employment would be terminable by a week's notice in a redundancy situation.

The question of redundancy was also considered in the report of the Conference. Men declared redundant would be given notice related to their length of service in the industry. The Conference believed that much of the problem of redundancy would be met by natural wastage and the lowering of the retirement age.

The *Stevedoring Industry (Temporary Provisions) Act* 1967, operative from 14 November 1967, empowers the Minister for Labour and National Service to declare a port to be a permanent employment port and provides for regulations to be made under the Act for the purpose of permanent employment.

The first port to become a permanent employment port was Sydney in November 1967. It was anticipated that Melbourne, Adelaide, Fremantle, Port Kembla, Brisbane, Geelong, Newcastle and Hobart would also become permanent employment ports.

(ii) *New South Wales*

(*a*) Industrial Arbitration (Basic Wage) Amendment Act, 1967. Details of this act will be found on page 119.

(*b*) Long Service Leave (Amendment) Act, 1967. Provisions of this act have been incorporated in the section dealing with long service leave (*see* page 129).

(iii) *Victoria*

(*a*) *Labour and Industry (Annual Holidays) Order* 1967. This Order, which operated from 1 April 1967, applies only to workers in respect of whom no provision for the giving of annual holidays is made by any enactment other than Division 3 of the *Labour and Industry Act* 1958 (under authority of which this Order was made) or by any determination of a Wages Board or of the Industrial Appeals Court.

Employees within the ambit of the Order become entitled at the end of each year of employment to an annual holiday of three weeks on ordinary pay. With the making of this Order the provisions of the Act for two weeks annual holiday were automatically repealed.

(iv) *Queensland*

No important industrial legislation was passed in Queensland during 1967.

(v) *South Australia*

(*a*) The Long Service Act, 1967 is summarised on page 131.

(*b*) The Industrial Code 1967, received Royal Assent 23 November 1967. Parts I to XI (inclusive) and XIII became operative from 1 March 1968. Part XII of the Act which contains many new provisions relating to the safety, health and welfare of employees in industry, and Part XIV became operative from 1 November 1968.

The new Act, which repeals the Industrial Code 1920–1966, extends from one year to three years the period within which application may be made for an order to recover amounts due under the terms of an award or industrial agreement.

The absolute prohibition of strikes and lockouts has been amended so that a strike (other than of Public Service or other specified employees) of which fourteen days prior notice has been given, or a lock-out of employees illegally on strike, is not now an offence.

It is further provided that the full Commission shall, on appropriate application, insert in an award or industrial agreement provision for equal rates of wages for males and females performing work of the same or like nature and of equal value. The wages for females

affected by this provision are to be increased progressively over a five year period so as to be 100 percent of the appropriate male rate from 1 January 1972.

The new Act does not, as previously, exempt agriculture from its definitions of industry or industrial matters.

The Act provides for the registration of employer associations as well as for employee associations.

(vi) *Western Australia.*

No important industrial legislation was passed in Western Australia during 1967.

(vii) *Tasmania.*

The *Wage Boards Act* 1967 came into effect from 1 September 1967. The powers of wage boards were extended so that they may determine: (*a*) that paid leave of absence not exceeding three days in any one year shall be granted to an employee on the death of a near-relative; (*b*) that personal protective clothing or equipment shall be supplied without cost to employees with provision for repair and replacement; (*c*) that where an employer requires an employee to wear outer clothing of a distinctive colour or style such clothing shall be supplied by the employer with provision for repair and replacement; and (*d*) that retrospectivity of effect may be given to a determination to the date on which application was made for the meeting of the board at which the determination was made. (Previously wage boards could only make determinations retrospective for fourteen days prior to the meeting.) The act also gave union officials power to inspect wages records kept by employers.

(viii) *Territories.* No industrial legislation affecting only the Northern Territory or the Australian Capital Territory was passed in 1967.

Incidence of industrial awards, determinations and agreements

1. General

In May 1963 a survey was conducted to ascertain the approximate proportions of employees affected by awards, determinations, and registered industrial agreements under the jurisdiction of Commonwealth and State industrial authorities. The proportions of employees not so affected by awards, etc. (including those affected by unregistered industrial agreements) were also obtained. A similar survey was conducted in May 1968, the results of which will appear in the next issue of the Labour Report.

The survey related to the last pay-period in May 1963, and covered employees in the six Australian States but excluded those in the Northern Territory and the Australian Capital Territory. Because of coverage difficulties employees in rural industry and in private domestic service were excluded altogether from the survey.

Returns were collected from: (*a*) a stratified random sample of those private employees and local government authorities subject to pay-roll tax (i.e. those paying wages or salaries of more than $400 a week); and (*b*) practically all Commonwealth and State government and semi-government authorities, and public hospitals.

The survey was representative of 2,044,000 male and 759,000 female employees constituting about 87 per cent of all males and 82 per cent of all females employed as wage or salary earners in the industries specified in the six States.

The term 'awards, etc.' as used in the following tables denotes awards or determinations of, or agreements registered with, Commonwealth or State industrial authorities. Employees whose rates of pay and working conditions were not affected by awards, determinations or registered agreements and employees covered by formal, though unregistered, industrial agreements between employee organisations and employers are shown as 'not affected by awards, etc.'.

2. Incidence of Commonwealth and State awards, etc.

The following table shows, for Australia, the proportions of all employees represented in the survey who were affected by awards, etc. of Commonwealth and State industrial authorities and those not so affected.

PROPORTIONS OF EMPLOYEES AFFECTED BY COMMONWEALTH AND STATE AWARDS, ETC.: AUSTRALIA(*a*), MAY 1963

Commonwealth and State awards, etc.(*b*)	Percentage of males affected	Percentage of females affected
	per cent	per cent
Commonwealth awards, etc.	42.3	31.0
New South Wales State awards, etc.	18.3	26.0
Victorian State awards, etc.	8.0	15.1
Queensland State awards, etc.	9.0	7.8
South Australian State awards, etc.	2.8	5.3
Western Australian State awards, etc.	5.1	4.1
Tasmanian State awards, etc.	1.2	1.4
Total affected by awards, etc.	86.7	90.7
Not affected by awards, etc.	13.3	9.3
Total	**100.0**	**100.0**

(*a*) Excludes Northern Territory and the Australian Capital Territory. (*b*) For definition of the term 'awards, etc.' *see* text on previous page.

3. Incidence of awards, etc.

(i) *Main industry groups.* The table below shows, for Australia, the incidence of awards, determinations and agreements of Commonwealth and State industrial authorities, etc. in the main industry groups.

INCIDENCE OF AWARDS, ETC. BY MAIN INDUSTRY GROUPS: AUSTRALIA(*a*), MAY 1963

Industry group	Employees represented in estimates	Percentage affected by Commonwealth awards, etc. (*b*)	Percentage affected by State awards, etc. (*b*)	Percentage not affected by awards, etc.(*b*)	Total
MALES					
	'000	per cent	per cent	per cent	per cent
Founding, metals, vehicles, etc.	381	64.4	24.6	11.0	100.0
Other manufacturing	468	38.5	46.9	14.6	100.0
All manufacturing groups	*849*	*50.1*	*36.9*	*13.0*	100.0
Mining and quarrying	42	40.5	35.4	24.1	100.0
Building and construction	188	23.6	65.1	11.3	100.0
Transport and communication	293	69.3	24.9	5.8	100.0
Finance and property	85	30.8	33.1	36.1	100.0
Wholesale and retail trade	260	20.3	59.5	20.2	100.0
Public authority (n.e.i.) and community and business services	266	27.1	64.5	8.4	100.0
All other	61	38.9	47.0	14.1	100.0
All industry groups	**2,044**	**42.3**	**44.4**	**13.3**	**100.0**
FEMALES					
	'000	per cent	per cent	per cent	per cent
Founding, metals, vehicles, etc.	60	51.2	42.7	6.1	100.0
Other manufacturing	192	54.8	36.4	8.8	100.0
All manufacturing groups	*252*	*53.9*	*37.9*	*8.2*	100.0
Transport and communication	37	63.1	26.7	10.2	100.0
Finance and property	60	34.7	48.9	16.4	100.0
Wholesale and retail trade	155	7.4	85.4	7.2	100.0
Public authority (n.e.i.) and community and business services	195	10.4	79.8	9.8	100.0
All other	60	39.5	50.7	9.8	100.0
All industry groups	**759**	**31.0**	**59.7**	**9.3**	**100.0**

(*a*) Excludes Northern Territory and the Australian Capital Territory. (*b*) For definition of the term 'awards, etc.' *see* text on previous page.

(ii) *States.* The incidence of awards, determinations and agreements of Commonwealth and State industrial authorities, etc. in each of the six States and Australia is shown in the following table.

INCIDENCE OF INDUSTRIAL AWARDS, ETC., STATES, MAY 1963

State	Employees represented in estimates	Percentage affected by Commonwealth awards, etc. (*b*)	Percentage affected by State awards, etc. (*b*)	Percentage not affected by awards, etc.(*b*)	Total
	MALES				
	'000	per cent	per cent	per cent	per cent
New South Wales	807	40.4	46.3	13.3	100.0
Victoria	588	57.3	27.9	14.8	100.0
Queensland	254	17.8	72.4	9.8	100.0
South Australia	194	55.7	29.0	15.3	100.0
Western Australia	136	13.3	76.5	10.2	100.0
Tasmania	65	47.4	37.5	15.1	100.0
Total(*a*)	**2,044**	**42.3**	**44.4**	**13.3**	**100.0**
	FEMALES				
	'000	per cent	per cent	per cent	per cent
New South Wales	310	27.2	63.9	8.9	100.0
Victoria	244	44.3	47.0	8.7	100.0
Queensland	80	18.8	74.0	7.2	100.0
South Australia	64	23.7	62.3	14.0	100.0
Western Australia	42	14.8	74.4	10.8	100.0
Tasmania	19	35.4	53.1	11.5	100.0
Total(*a*)	**759**	**31.0**	**59.7**	**9.3**	**100.0**

(*a*) Excludes Northern Territory and the Australian Capital Territory. (*b*) For definition of the term 'awards, etc' *see* text on page 52.

Rates of wage and hours of work

1. General

The collection of data for minimum rates of wage in the various occupations in each State was first undertaken by this Bureau in 1913. Particulars were ascertained primarily from awards, determinations and industrial agreements under Commonwealth and State Acts and related to the minimum wage prescribed. In those cases where no award, determination or registered agreement was in force the ruling union or predominant rate of wage was ascertained from employers and secretaries of trade unions. This applied mainly in the earlier years; in recent years nearly all occupations included have been covered by awards, etc. In a few cases occupations covered by unregistered agreements have been included where such agreements are dominant in the industries to which they refer. From the particulars so

obtained, indexes of 'nominal' (i.e. minimum) weekly wage rates were calculated for a number of industry groups until the end of 1959. The index for each industry group was the unweighted average of wage rates for selected occupations within the group. These industry indexes were combined into an aggregate index by using industry weights as current in or about 1911.

Results were first published for 1913 in Labour Report No. 2, pages 28–43. Within a few years the scope of these indexes was considerably extended (*see* Labour Report No. 5, pages 44–50). On the basis then adopted, weighted average minimum weekly and hourly wage rates and hours of work were published quarterly from September 1917 to June 1959 in the *Quarterly Summary of Australian Statistics*, and these were summarised annually in the Labour Report. Less detailed particulars of wage rates were also ascertained for each year back to 1891, and these were published in earlier issues of the Labour Report.

Early in 1960 these indexes were replaced by a new series constructed on the basis of data obtained from investigations which were commenced in 1954, as described in the following paragraphs.

2. Indexes of minimum weekly and hourly wage rates and standard hours of work

This section contains indexes (with base: year 1954 = 100) of minimum weekly and hourly rates of wage and standard hours of work for adult males and adult females for Australia and each State. In the indexes there are 15 industry groups for adult males and 8 industry groups for adult females. For relevant periods these indexes replace cognate indexes (base: year 1911 = 1,000 for males and April 1914 = 1,000 for females) published in issues of the Labour Report prior to No. 47, 1959.

The wage rates used in the compilation of the indexes are the lowest rates prescribed for particular occupations, and for some occupations include general loadings of various kinds. Loadings, etc., that are not applicable to all workers in a specified award occupation (for example, those payable because of length of service; working in wet, dirty or confined places; excess fares incurred due to location of building site) are not included in the wage rates indexes. In the majority of cases the rates used in the indexes are prescribed in awards or determinations of Commonwealth or State industrial authorities or in agreements registered with them. Some rates are prescribed in unregistered agreements between employers and employees.

The indexes are based on the occupation structure existing in 1954. Weights for each industry and each occupation were derived from two sample surveys made in that year. The first was the Survey of Awards in April 1954, which showed the number of employees covered by individual awards, determinations and agreements. This provided employee weights for each industry as well as a basis for the Survey of Award Occupations made in November 1954. This second survey showed the number of employees in each occupation within selected awards, etc. in the various industries, thereby providing occupation weights.

The industry classification used in the current indexes, shown in the table on page 59, does not differ basically from the previous classification, the alterations being largely in the arrangement of groups. A comparison was given in Labour Report No. 47, page 23. The former Pastoral, agricultural, etc. group is not included in the current indexes and the domestic part of the group 'Amusement, hotels, personal service, etc.' is excluded because of coverage difficulties.

The minimum wage rates and standard hours of work used in the new indexes are for representative occupations within each industry and have been derived entirely from representative awards, determinations and agreements. Wage rates and index numbers for adult males are available at the end of each quarter for the period March 1939 to December 1956, and at the end of each month from January 1957. Particulars for adult females have been compiled quarterly from March 1951 to June 1967 and monthly from July 1967. The index for adult males includes rates for 3,415 award designations. However, as some of these designations are operative within more than one industry, or in more than one State, the total number of individual award occupations is 2,313. For adult females the corresponding

numbers are 1,100 and 515. By use of the industry and occupation weights derived from the surveys described above, these rates and hours were combined to give weighted averages for industry group for each State and Australia.

Because the indexes are designed to measure movements in prescribed minimum rates of 'wages' as distinct from 'salaries', those awards, etc. which relate solely or mainly to salary earners are excluded.

In ascertaining from awards, etc., the wage rate for representative occupations, it was found in some cases that an occupation selected as representative in the base year (1954) did not exist in earlier years. In such cases another occupation with the same marginal rate of wage was chosen from the same award and variations in the wage rates for this occupation were taken to be representative for the earlier period.

Since 1954 the industrial structure in Australia, and particularly in some States, has been undergoing a degree of change which over a period is likely to have some effects on the indexes. Generally the effect of new or expanding industries on the indexes is not significant, because occupations in such industries can usually be covered by existing awards, and the wage rates for the new occupations conform very closely to those for existing occupations. Occasionally, however, an entirely new award is made to cover a new industry, and in such cases occupations from the new award are introduced into the indexes whenever such action is warranted by the number of employees in the industry. By these means it has been possible for the occupations in the indexes to be kept, as nearly as may be, continuously representative and for a high degree of comparability to be preserved over a long period.

The particulars given in this chapter show variations in minimum weekly and hourly rates of wages and standard hours of work from year to year in each State and in various industry groups. The amounts should not be regarded as actual current averages but as indexes expressed in money and hour terms, indicative of trends. Neither the amounts nor the corresponding index numbers measure the relative level of wage rates or hours as between States. The proportion of employees covered by Commonwealth and State awards, etc. varies considerably between States. In addition, the proportions of employees engaged in the respective industries and occupations differ from State to State. As a result there may be relatively wide differences between the weighted average wage rates in the several States.

Weekly wage rates for adult males should not be compared with average weekly earnings per employed male unit shown on page 78, because the latter include the actual earnings of all wage earners and salaried employees (whether adult or junior, full-time or part-time, casual, etc.) in all industries. The figures of earnings are quarterly or annual averages and include, in addition to wages and salaries at award, etc. rates, overtime earnings, over-award and bonus payments, and payments made in advance or retrospectively during the periods specified.

Tables showing particulars of wage rate and index numbers from 1939 (for adult males), and 1951 (for adult females) to December 1967 will be found in sections IV and V of the Appendix. Further particulars of wage rates and index numbers will be found in the statistical bulletin, *Minimum Wage Rates, March* 1939 *to June* 1965. Current figures are published in the monthly bulletin *Wage Rates and Earnings.*

In sections VII and VIII of the Appendix, particulars of award wage rates and hours of work are given for a large number of the more important occupations in each industry group in Australia.

3. Weekly wage rates, adult males

(i) *Industry Groups, States.* The following table shows the weighted average minimum weekly rates of wage, for a full week's work, payable to adult male workers, at 31 December 1967, together with corresponding index numbers in each of the principal industry groups.

WEEKLY RATES OF WAGE: ADULT MALES, INDUSTRY GROUPS 31 DECEMBER 1967(*a*)(*p*)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements, and index numbers of wage rates

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE(*b*) ($)							
Mining and quarrying(*c*)	54.49	44.23	56.28	43.12	47.12	46.42	52.26
Manufacturing—							
Engineering, metals, vehicles, etc.	43.48	43.48	45.10	43.08	45.60	45.89	43.71
Textiles, clothing and footwear	42.66	42.27	43.09	41.28	42.82	41.43	42.40
Food, drink and tobacco	44.06	45.27	44.61	41.99	44.31	43.48	44.39
Sawmilling, furniture, etc.	44.11	42.22	43.53	42.70	43.79	42.72	43.35
Paper, printing, etc.	47.24	47.86	50.52	47.85	51.25	45.00	47.83
Other manufacturing	44.51	43.46	43.68	43.34	43.09	43.76	43.89
All manufacturing groups	43.95	43.74	44.78	43.12	44.74	44.36	43.94
Building and construction	45.78	47.94	44.54	45.59	46.38	46.17	46.16
Railway services	44.14	41.10	45.36	42.49	42.52	45.18	43.50
Road and air transport	46.59	44.72	42.68	43.19	45.61	45.37	45.16
Shipping and stevedoring(*d*)	43.89	44.05	43.76	43.85	44.00	43.28	43.87
Communication	52.89	52.68	52.27	52.77	52.56	52.35	52.69
Wholesale and retail trade	44.66	44.94	45.50	43.67	44.39	45.71	44.78
Public authority (n.e.i.) and community and business services	46.46	44.89	46.09	43.10	43.82	48.34	45.49
Amusement, hotels, personal service, etc.	43.39	41.56	42.04	40.81	41.61	42.59	42.32
All industry groups(*a*)	45.22	44.59	45.55	43.78	45.08	45.31	44.95
INDEX NUMBERS (*Base: Weighted Average Weekly Wage Rate, Australia*, 1954 = 100)							
Mining and quarrying(*c*)	193.0	156.6	199.3	152.7	166.8	164.4	185.0
Manufacturing—							
Engineering, metals, vehicles, etc.	154.0	154.0	159.7	152.5	161.5	162.5	154.8
Textiles, clothing and footwear	151.1	149.7	152.6	146.2	151.6	146.7	150.1
Food, drink and tobacco	156.0	160.3	157.9	148.7	156.9	154.0	157.2
Sawmilling, furniture, etc.	156.2	149.5	154.1	151.2	155.0	151.3	153.5
Paper, printing, etc.	167.3	169.5	178.9	169.4	181.5	159.3	169.4
Other manufacturing	157.6	153.9	154.7	153.5	152 6	154.9	155.4
All manufacturing groups	155.6	154.9	158.6	152.7	158.4	157.1	155.6
Building and construction	162.1	169.8	157.7	161.4	164.2	163.5	163.4
Railway services	156.3	145.5	160.6	150.5	150.6	160.0	154.0
Road and air transport	165.0	158.3	151.1	152.9	161.5	160.7	159.9
Shipping and stevedoring(*d*)	155.4	156.0	155.0	155.3	155.8	153.2	155.3
Communication	187.3	186.5	185.1	186.9	186.1	185.4	186.6
Wholesale and retail trade	158.1	159.1	161.1	154.6	157.2	161.9	158.5
Public authority (n.e.i.) and community and business services	164.5	158.9	163.2	152.6	155.2	171.2	161.1
Amusement, hotels, personal service, etc.	153.7	147.2	148.8	144.5	147.3	150.8	149.8
All industry groups(*a*)	160.1	157.9	161.3	155.0	159.6	160.4	159.2

(*a*) Excludes rural industry. (*b*) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends. (*c*) For mining, the average rates of wage are those prevailing at the principal mining centres in each State. They include lead bonuses, etc. (*d*) Average rates of wage are for occupations other than masters, officers and engineers in the merchant marine service, and include value of keep, where supplied.

(ii) *Summary, States.* The following tables show, for each State and Australia, the weighted average minimum weekly rates of wage payable to adult male workers for a full week's work at the date specified. Index numbers with the weighted average for Australia for the year 1954 as base (= 100) are also shown.

WEEKLY WAGE RATES: ADULT MALES, ALL GROUPS(*a*)(*p*)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements, and index numbers of wage rates

End of—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
			RATES OF WAGE(*b*) ($)				
December 1939	10.01	9 71	9 94	9.41	10.05	9.22	9.83
„ 1945	12.25	12.11	11.81	11.60	12.03	11.56	12.06
„ 1950	20.62	20.18	19.52	19.79	20.06	19.80	20.20
„ 1955	30.52	29.56	28.35	28.50	30.01	29.36	29.70
„ 1957	32.45	31.60	30.43	30.69	32.16	31.85	31.74
„ 1958	32.92	31.97	31.78	31.24	32.40	32.36	32.29
„ 1959	35.02	34.42	33.43	33.99	34.08	34.71	34.47
„ 1960	36.28	34.99	35.07	34.22	35.81	35.15	35.50
„ 1961	37.34	36.22	35.98	35.46	36.38	36.27	36.58
„ 1962	37.37	36.37	35.97	35.65	36.57	36.48	36.66
„ 1963	38.28	37.20	37.00	36.40	37.50	37.29	37.55
„ 1964	40.27	39.47	39.22	38.69	38.82	39 69	39.65
„ 1965	41.08	40.34	41.66	39.48	40.49	40.73	40.76
„ 1966	43.27	42 78	43.56	41.75	43.38	43.27	43.05
March 1966	41.14	40.38	41.67	39.56	41.02	40.90	40.84
June 1966	41.14	40 50	42.84	39.59	42.06	41.10	41.11
September 1966	43.20	42.70	43.50	41.74	43.11	43:24	42 96
December 1966	43.27	42.78	43 56	41.75	43.38	43.27	43.05
March 1967	44.08	43 55	43.75	42.55	43.83	43.95	43.73
June 1967	44.14	43 58	44.38	42.60	44.03	44.12	43.87
September 1967	45.19	44.56	45.54	43.76	44.97	45.24	44.92
December 1967	45.22	44.59	45.55	43.78	45.08	45.31	44.95
			INDEX NUMBERS				
			(*Base: Weighted Average Weekly Wage Rate, Australia,* 1954 = 100)				
December 1939	35.4	34.4	35.2	33.3	35.6	32.6	34.8
„ 1945	43.4	42.9	41.8	41.1	42.6	40.9	42.7
„ 1950	73.0	71.4	69.1	70.1	71.0	70.1	71.5
„ 1955	108.1	104.7	100.4	100.9	106.3	104.0	105.2
„ 1957	114.9	111.9	107.8	108.7	113.9	112.8	112.4
„ 1958	116.6	113.2	112.5	110.6	114.7	114.6	114.3
„ 1959	124.0	121.9	118.4	120.4	120.7	122.9	122.0
„ 1960	128.5	123.9	124.2	121.2	126.8	124.5	125.7
„ 1961	132.2	128 2	127.4	125.6	128.8	128.4	129.5
„ 1962	132.3	128.8	127.4	126.2	129.5	129.2	129.8
„ 1963	135.5	131.7	131.0	128.9	132.8	132.0	133.0
„ 1964	142 6	139.8	138.9	137.0	137.5	140.5	140.4
„ 1965	145 5	142.8	147.5	139.8	143.4	144.2	144.3
„ 1966	153.2	151.5	154.2	147.8	153.6	153.2	152.4
March 1966	145.7	143.0	147.5	140 1	145.2	144.8	144.6
June 1966	145.7	143.4	151.7	140.2	148.9	145.5	145.6
September 1966	153.0	151.2	154.0	147.8	152.6	153.1	152.1
December 1966	153.2	151.5	154.2	147.8	153.6	153.2	152.4
March 1967	156.1	154.2	154.9	150.6	155.2	155.6	154.8
June 1967	156.3	154.3	157.2	150.8	155.9	156.2	155.3
September 1967	160.0	157.8	161.3	155.0	159.2	160.2	159.1
December 1967	160.1	157.9	161.3	155.0	159.6	160.4	159.2

(*a*) Excludes rural industry. (*b*) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

(iii) *Industry groups, Australia.* The following table shows for Australia the weighted average minimum weekly rates of wage for each industry group, for all manufacturing groups and for all groups combined, except rural. Corresponding index numbers are also given with the weighted average for all groups for the year 1954 as base (= 100).

WEEKLY WAGE RATES: ADULT MALES, INDUSTRY GROUPS,(*a*)(*p*) AUSTRALIA

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements, and index numbers of wage rates

Industry group	End of December—						
	1939	1950	1955	1960	1965	1966	1967
RATES OF WAGE(*b*) ($)							
Mining and quarrying(c)	10.99	25.96	36.68	41.47	48.54	50.34	52.26
Manufacturing—							
Engineering, metals, vehicles, etc.	9.98	20.17	29.48	35.02	39.71	41.89	43.71
Textiles, clothing and footwear	9.31	19.74	28.50	34.04	38.62	40.66	42.40
Food, drink and tobacco	9.91	20.14	29.58	35.22	40.53	42.56	44.39
Sawmilling, furniture, etc.	9.75	19.60	28.88	34.62	39.55	41.64	43.35
Paper, printing, etc.	10.46	21.42	31.25	37.92	43.09	45.76	47.83
Other manufacturing	9.64	19.76	29.13	34.72	39.71	41.98	43.89
All manufacturing groups	9.87	20.08	29.41	35.05	39.92	42.11	43.94
Building and construction	9.92	19.86	29.55	35.75	41.42	44.44	46.16
Railway services	9.45	19.58	29.09	34.65	39.91	41.84	43.50
Road and air transport	9.91	19.79	29.42	35 25	40.69	42.97	45.16
Shipping and stevedoring(*d*)	9.10	19.66	27.69	34.46	39.79	41.90	43.87
Communication	9.78	21.33	31.65	38.49	47.45	49 69	52.69
Wholesale and retail trade	9.85	20.08	29.78	35.71	40.54	42.86	44.78
Public authority (n.e.i.) and community and business services	9.19	19.21	28.98	34.81	40.27	42.68	45.49
Amusement, hotels, personal service, etc.	9.41	19.23	28.36	33.73	38.55	40.54	42.32
All industry groups(*a*)	9.83	20.20	29.70	35.50	40.76	43.05	44.95
INDEX NUMBERS (*Base: Weighted Average Weekly Wage Rate, Australia*, 1954 = 100)							
Mining and quarrying(c)	38.9	91.9	129.9	146.8	171.9	178.2	185.0
Manufacturing—							
Engineering, metals, vehicles, etc.	35.3	71.4	104.4	124.0	140.6	148.3	154.8
Textiles, clothing and footwear	33.0	69.9	100.9	120.5	136.7	144.0	150.1
Food, drink and tobacco	35.1	71.3	104.7	124.7	143.5	150.7	157.2
Sawmilling, furniture, etc.	34.5	69.4	102.3	122.6	140.0	147.4	153.5
Paper, printing, etc.	37.0	75.9	110.7	134.3	152.6	162.0	169.4
Other manufacturing	34.1	70.0	103.2	122.9	140.6	148.6	155.4
All manufacturing groups	34.9	71.1	104.1	124.1	141.4	149.1	155.6
Building and construction	35.1	70.3	104.6	126.6	146.6	157.3	163.4
Railway services	33.5	69.3	103.0	122.7	141.3	148.2	154.0
Road and air transport	35.1	70.1	104.2	124.8	144.1	152.2	159.9
Shipping and stevedoring(*d*)	32.2	69.6	98.1	122.0	140.9	148.4	155.3
Communication	34.6	75.5	112.1	136.3	168.0	176.0	186.6
Wholesale and retail trade	34.9	71.1	105.4	126.4	143.5	151.8	158.5
Public authority (n.e.i.) and community and business services	32.5	68.0	102.6	123.2	142.6	151.1	161.1
Amusement, hotels, personal service, etc.	33.3	68.1	100.4	119.4	136.5	143.5	149.8
All industry groups(*a*)	34.8	71.5	105.2	125.7	144.3	152.4	159.2

(*a*) Excludes rural industry. (*b*) *See note* (*b*) to previous table. (*c*) For mining, the average rates of wage are those prevailing at the principal mining centres in each State. They include lead bonuses, etc. (*d*) Average rates of wage are for occupations other than masters, officers and engineers in the Merchant Marine Service, and include the value of keep, where supplied.

(iv) *Components of wage rate.* A dissection of weighted average minimum weekly wage rates for adult males into the three components of the minimum wage, i.e. basic wage, margin and loading, was compiled for months to June 1967. Compilation of averages of components for months subsequent to June 1967 was not possible because of the decision of the Commonwealth Conciliation and Arbitration Commission to eliminate basic wages and margins from its awards (*see* page 118).

In the following tables, separate particulars are shown for employees in the main industry groups, and for employees covered by awards, etc. within Commonwealth and State jurisdictions. For the purposes of the index the Commonweatlh jurisdiction embraces awards of, or agreements registered with, the Commonwealth Conciliation and Arbitration Commission, and determinations of the Commonwealth Public Service Arbitrator. State jurisdictions embrace awards or determinations of, or agreements registered with, State industrial tribunals, together with certain unregistered agreements, where these are dominant in the particular industries to which they refer.

The basic wage rates shown in this section were weighted averages of the rates prescribed in awards, etc. for the occupations included in the index for each State. For industries other than mining, metropolitan basic wage rates were generally used. However, there were a number of occupations for which basic wage rates other than the metropolitan rate were prescribed. Also, in some States at various times, State Government employees under Commonwealth awards were paid State basic wage rates, and the basic wage rates of some employees were subject to automatic quarterly adjustments while those of other employees within the same jurisdiction have remained unchanged. In all such cases the basic wage rate actually paid is used in tables below. For these and other reasons, the weighted average basic wage rates differ, in the majority of cases, from metropolitan basic wage rates.

Margins are minimum amounts, in addition to the basic wage, awarded to particular classifications of employees for features attaching to their work, such as skill, experience, arduousness and other like factors.

Loadings are minimum amounts in addition to the basic wage and margin (if any), awarded for various kinds of disabilities associated with the performance of work, or to meet particular circumstances. They include payments such as industry loadings and other general loadings prescribed in awards, etc. for the occupations included in the index. Loadings, etc. that are not applicable to all workers in a specified award occupation (for example, those payable because of length of service, working in wet, dirty or confined places, excess fares incurred due to location of building site) are not included in the wage rates indexes.

For a more detailed description of this dissection into components of weekly wage rates and for tables for each State and Australia, according to jurisdiction, extending back to 1939, *see* the statistical bulletin, *Minimum Wage Rates, March* 1939 *to June* 1965. Subsequent figures to June 1967 were published in the June 1967 and June 1968 issues of the monthly bulletin *Wage Rates and Earnings.*

(*a*) *Industry groups, Australia.* The tables following show the components of the total minimum weekly wage rate for the principal industry groups as at the end of March and June 1967. A table showing components of the wage rate in industry groups for Australia at the end of December each year, 1945 to 1966, was included in section IV of the Appendix in the previous issue of the Labour Report.

WEEKLY WAGE RATES: ADULT MALES, COMPONENTS OF WAGE RATE,(a) INDUSTRY GROUPS,(b) AUSTRALIA

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements

($)

Industry group	31 March 1967				30 June 1967			
	Basic wage	Margin	Loading	Total	Basic wage	Margin	Loading	Total
Mining and quarrying(c)	33.34	10.58	7.00	50.92	33.39	10.62	7.08	51.09
Manufacturing—								
Engineering, metals, vehicles, etc.	33.01	9.31	0.28	42.60	33.03	9.32	0.28	42.64
Textiles, clothing and footwear	32.90	8.36	0.11	41.37	32.91	8.38	0.11	41.39
Food, drink and tobacco	33.02	9.84	0.34	42.21	33.10	9.90	0.34	43.34
Sawmilling, furniture, etc.	33.07	9.01	0.07	42.15	33.17	9.09	0.07	42.33
Paper, printing, etc.	33.02	13.59	0.11	46.71	33.06	13.62	0.11	46.79
Other manufacturing	33.06	9.02	0.49	42.57	33.09	9.10	0.49	42.68
All manufacturing groups	33.02	9.48	0.29	42.78	33.06	9.51	0.29	42.86
Building and construction	33.05	9.61	2.38	45.04	33.13	9.68	2.39	45.20
Railway services	32.99	8.91	0.41	42.31	33.12	9.00	0.42	42.54
Road and air transport	33.03	10.87	0.02	43.92	33.10	10.93	0.02	44.04
Shipping and stevedoring(d)	32.84	9.82	0.07	42.73	32.86	9.83	0.08	42.77
Communication	32.80	17.44	0.67	50.90	32.80	18.17	0.68	51.65
Wholesale and retail trade	33.04	10.04	0.46	43.53	33.10	10.10	0.47	43.67
Public authority (n.e.i.) and community and business services	33.01	9.98	0.45	43.43	33.08	10.24	0.45	43.76
Amusement, hotels, personal service, etc.	32.98	8.09	0.05	41.13	33.02	8.11	0.05	41.18
All industry groups(b)	33.02	9.89	0.81	43.73	33.07	9.97	0.82	43.87

(a) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends. For definitions of basic wage, margin and loading *see* text. (b) Excludes rural industry. (c) For mining, the average rates of wage are those prevailing at the principal mining centres in each State. They include lead bonuses, etc. (d) Average rates of wage are for occupations other than masters, officers and engineers in the Merchant Marine Service, and include the value of keep, where supplied.

(*b*) *States.* The following tables show the components of the total minimum weekly wage rate according to jurisdiction for each State and Australia as at 30 June 1967.

WEEKLY WAGE RATES: ADULT MALES, COMPONENTS OF WAGE RATE(*a*)

Weighted averages of minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements

30 JUNE 1967

($)

Jurisdiction and components of wage rate(*b*)	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
Commonwealth awards, etc.—							
Basic wage	33.36	32.74	31.95	32.35	32.83	33.24	32.92
Margin	10.10	9.63	11.52	10.23	13.48	9.25	10.04
Loading	0.60	0.76	0.63	0.41	0.38	1.00	0.65
Total	*44.07*	*43.13*	*44.11*	*42.99*	*46.69*	*43.48*	*43.61*
State awards etc.—							
Basic wage	33.50	32.70	33.29	32.31	33.50	33.39	33.24
Margin	9.72	10.79	10.27	7.89	9.42	9.96	9.90
Loading	1.00	1.08	0.89	1.49	0.75	1.76	1.00
Total	*44.22*	*44.57*	*44.45*	*41.69*	*43.68*	*45.11*	*44.15*
All awards, etc.—							
Basic wage	33.43	32.73	33.02	32.34	33.42	33.30	33.07
Margin	9.92	9.99	10.53	9.52	9.89	9.53	9.97
Loading	0.79	0.86	0.83	0.74	0.71	1.30	0.82
Total	*44.14*	*43.58*	*44.38*	*42.60*	*44.03*	*44.12*	*43.87*

(*a*) Excludes rural industry. The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends. (*b*) For definitions of basic wage, margin and loading, *see* page 60.

(c) *Australia, 1939 to 1966.* The components of the minimum weekly wage rate for Australia, according to jurisdiction, for the years 1939 to 1966, are shown in the following table.

WEEKLY WAGE RATES: ADULT MALES, COMPONENTS OF WAGE RATE,(a) AUSTRALIA

Weighted averages of minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements

($)

Jurisdiction and components of wage rate(b)	End of December—					
	1939	1950	1960	1964	1965	1966
Commonwealth Awards, etc.—						
Basic Wage	7.94	16.22	27.82	30.92	30.92	32.92
Margin	1.72	3.57	7.01	8.09	8.97	9.20
Loading	0.04	0.39	0.31	0.53	0.55	0.65
Total	*9.70*	*20.18*	*35.14*	*39.54*	*40.44*	*42.77*
State Awards, etc.—						
Basic Wage	8.19	16.17	28.52	31.07	31.34	33.13
Margin	1.73	3.52	6.84	7.81	8.86	9.22
Loading	0.06	0 54	0.52	0.88	0.91	1.00
Total	*9.98*	*20.23*	*35.88*	*39.76*	*41.10*	*43.35*
All Awards, etc.—						
Basic Wage	8.07	16.19	28.16	30.99	31.12	33.02
Margin	1.72	3.55	6.92	7.96	8.92	9.21
Loading	0.04	0.46	0.42	0.70	0.72	0.81
Total	*9 83*	*20.20*	*35.50*	*39.65*	*40.76*	43.05

For footnotes *see* table on previous page.

(v) *Commonwealth awards, etc. and State awards, etc.* Weighted average minimum weekly wage rates for adult males covered by Commonwealth awards, etc. and for those covered by State awards, etc. (as defined below) are shown separately for Australia in the following table. Figures for each State are shown in section iv of the appendix (pages 238 and 239). For the purpose of this dissection *Commonwealth awards, etc.* include awards of, or agreements registered with, the Commonwealth Conciliation and Arbitration Commission, and determinations of the Commonwealth Public Service Arbitrator; and *State awards, etc.* include awards or determinations of, or agreements registered with, State industrial tribunals together with certain unregistered agreements where these are dominant in the particular industries to which they refer.

WEEKLY WAGE RATES: ADULT MALES, AUSTRALIA(a)(p) COMMONWEALTH AND STATE AWARDS, ETC.(b)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements

($)

End of—	Commonwealth Awards, etc.(b)	State Awards, etc.(b)	All Awards, etc.	End of—	Commonwealth Awards, etc.(b)	State Awards, etc.(d)	All Awards, etc.
December—				1966—			
1939	9.70	9.98	9.83	August	42.65	43.18	42.90
1945	12.07	12.05	12.06	September	42.69	43.26	42.96
1955	29.40	30.02	29.70	October	42.70	43.32	43.00
1960	35.14	35.88	35.50	November	42.70	43.35	43.02
				December	42.77	43.35	43.05
1963	37.33	37.77	37.55				
1964	39.54	39.76	39.65	1967—			
1965	40.44	41.10	40.76	January	43.53	43.62	43.58
1966	42.77	43.35	43.05	February	43.55	43.70	43.62
1967	44.69	45.23	44.95	March	43.56	43.91	43.73
				April	43.56	44.05	43.80
1966—				May	43.56	44.11	43.82
January	40.44	41.17	40.79	June	43.61	44.15	43.87
February	40.47	41.20	40.82	July	44.66	45.13	44.88
March	40.48	41.23	40.84	August	44.66	45.17	44.91
April	40.53	41.26	40.88	September	44.66	45.20	44.92
May	40.53	41.61	41.05	October	44.68	45.21	44.93
June	40.55	41.72	41.11	November	44.69	45.23	44.95
July	42.65	43.08	42.86	December	44.69	45.23	44.95

(a) Excludes rural industry. The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends. (b) For definitions *see* text above.

4. Weekly wage rates, adult females

(i) *Industry groups, States.* The following table shows the weighted average minimum weekly rates of wage payable to adult female workers, for a full week's work, at 31 December 1967 in each of the principal industry groups.

WEEKLY RATES OF WAGE: ADULT FEMALES, INDUSTRY GROUPS,(a)(p) 31 DECEMBER 1967

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements, and index numbers of wage rates

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
	RATES OF WAGE(b) ($)						
Manufacturing—							
Engineering, metals, vehicles, etc.	32.40	31.59	31.61	30.22	31.32	31.19	31.82
Textiles, clothing and footwear	30.87	30.33	31.04	30.72	30.88	29.34	30.60
Food, drink and tobacco	32.53	31.08	31.51	30.17	30.16	29.66	31.47
Other manufacturing	32.02	31.18	32.70	30.58	30.96	30.63	31.64
All manufacturing groups	31.66	30.75	31.57	30.43	30.78	29.80	31.16
Transport and communication	35.75	34.74	35.47	34.73	35.30	35.18	35.29
Wholesale and retail trade	34.94	34.47	33.71	32.22	32.28	32.77	34.13
Public authority (n.e.i.) and community and business services	36.35	34.08	33.22	32.24	31.67	36.17	34.64
Amusement, hotels, personal service, etc.	31.93	30.74	30.85	29.01	32.42	30.48	31.30
All industry groups(a)	33.20	32.04	32.71	31.30	32.01	31.62	32.53

WEEKLY RATES OF WAGE: ADULT FEMALES, INDUSTRY GROUPS,(a) 31 DECEMBER 1967—*continued*

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements, and index numbers of wage rates

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
INDEX NUMBERS (*Base: Weighted Average Weekly Wage Rate, Australia*, 1954 = 100)							
Manufacturing—							
Engineering, metals, vehicles, etc..	162.7	158.7	158.8	151.8	157.3	156.7	159.8
Textiles, clothing and footwear .	155.1	152.3	155.9	154 3	155.1	147 4	153.7
Food, drink and tobacco . .	163.4	156.1	158.3	151.6	151.5	149.0	158 1
Other manufacturing . . .	160.8	156.6	164 3	153.6	155 5	153.9	159.0
All manufacturing groups . .	159.0	154.5	158.6	152.9	154.6	149.7	156.5
Transport and communication .	179.6	174.5	178.2	174 4	177.3	176.7	177.3
Wholesale and retail trade . .	175.5	173.1	169.3	161 8	162.1	164.6	171.4
Public authority (n.e.i.) and community and business services .	182.6	171.2	166.9	162.0	159.1	181.7	174.0
Amusement, hotels, personal service, etc.	160.4	154.4	155.0	145.7	162.8	153.1	157.2
All industry groups(a) . . .	166.8	160.9	164.3	157.2	160.8	158.8	163.4

(a) Excludes rural industry, mining and quarrying, and building and construction. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

(ii) *Summary, States.* The following table shows the weighted average minimum weekly rates of wage payable to adult female workers for a full week's work in each State and Australia at the dates specified. Index numbers with the weighted average for Australia for the year 1954 as base (= 100) are also shown. This series has not been compiled for the years prior to 1951.

WEEKLY WAGE RATES: ADULT FEMALES, ALL GROUPS(*a*)(*p*)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements, and index numbers of wage rates

End of—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE(*b*)							
($)							
December 1951	17.23	17.22	16.12	17.02	16.25	16.56	17.03
,, 1955	20.97	21.04	19.42	20.18	19.78	20.00	20.69
,, 1960	26.12	24.66	23.93	24.29	25.12	23.88	25.17
,, 1962	26.91	25.67	25.58	25.23	26.22	24.83	26.15
,, 1963	27 61	26.08	26.17	25.52	26.65	25.21	26.69
,, 1964	29.24	27.67	28.15	27.29	27.70	27.04	28.34
,, 1965	29.93	28.46	29.17	27.75	28.70	27.94	29.10
,, 1966	31.52	30.06	30.53	29.42	30.72	29.80	30.70
March 1966	29.94	28.47	29.17	27.75	29.24	27.94	29.13
June 1966	29.95	28.48	29.93	27.77	29.45	27.97	29.23
September 1966	31.47	30.04	30.44	29.41	30.51	29.51	30.65
December 1966	31.52	30.06	30.53	29.42	30.72	29.80	30.70
March 1967	32.01	30.51	30.69	29.82	31.13	30.01	31.13
June 1967	32.13	30.93	31.40	29.95	31.20	30.37	31.41
September 1967	33.20	32.03	32.71	31.29	31.99	31.62	32.53
December 1967	33.20	32.04	32.71	31.30	32.01	31.62	32.53
INDEX NUMBERS							
(*Base: Weighted Average Weekly Wage Rate, Australia,* 1954 = 100)							
December 1951	86.6	86.5	81.0	85.5	81.6	83.2	85.6
,, 1955	105.3	105.7	97.6	101.3	99.3	100.5	103.9
,, 1960	131.2	123.9	120.2	122.0	126.2	120.0	126.4
,, 1962	135.2	128.9	128.5	126.7	131.7	124.7	131.4
,, 1963	138.7	131.0	131.4	128.2	133.9	126.6	134.1
,, 1964	146.9	139.0	141.4	137.1	139.1	135.8	142.3
,, 1965	150.4	143.0	146.5	139.4	144.1	140.4	146.2
,, 1966	158.3	151.0	153.4	147.8	154.3	149.7	154.2
March 1966	150.4	143.0	146.5	139.4	146.9	140.4	146.3
June 1966	150.4	143.1	150.3	139.5	147.9	140.5	146.8
September 1966	158.1	150.9	152.9	147.7	153.2	148.2	153.9
December 1966	158.3	151.0	153.4	147.8	154.3	149.7	154.2
March 1967	160.8	153.3	154.1	149.8	156.3	150.8	156.3
June 1967	161.4	155.4	157.7	150.4	156.7	152.5	157.8
September 1967	166.8	160.9	164.3	157.2	160.7	158.8	163.4
December 1967	166.8	160.9	164.3	157.2	160.8	158.8	163.4

(*a*) Excludes rural industry, mining and quarrying, and building and construction. (*b*) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms indicative of trends.

(iii) *Industry Groups, Australia.* The following table shows for Australia the weighted average minimum weekly rates of wage for each of the industry groups in which the number of females is significant, for all manufacturing groups and for all groups combined, at the dates specified. Corresponding index numbers are also given with the weighted average for all groups for the year 1954 as base (= 100).

WEEKLY WAGE RATES: ADULT FEMALES, INDUSTRY GROUPS,(*a*)(*b*) AUSTRALIA

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements, and index numbers of wage rates

Industry group	End of December—					
	1951	1955	1960	1965	1966	1967
RATES OF WAGE(*b*)						
	($)					
Manufacturing—						
Engineering, metals, vehicles, etc.	17.09	20.65	24.98	28.56	30.09	31.82
Textiles, clothing and footwear	17.12	20.09	24.07	27.25	28.75	30.60
Food, drink and tobacco	16.58	20.68	24.63	28.29	29.87	31.47
Other manufacturing	16.88	20.36	24.80	28.44	30.03	31.64
All manufacturing groups	16.99	20.33	24.46	27.88	29.41	31.16
Transport and communication	17.75	21.38	26.02	31.43	33.07	35.29
Wholesale and retail trade	17.11	21.30	26.36	30.59	32.26	34.13
Public authority (n.e.i.) and community and business services	17.01	20.97	25.78	30.64	32.40	34.64
Amusement, hotels, personal service, etc.	16.68	20.17	24.50	28.23	29.74	31.30
All industry groups(*a*)	17.03	20.69	25.17	29.10	30.70	32.53
INDEX NUMBERS						
(*Base: Weighted Average Weekly Wage Rate, Australia*, 1954 = 100)						
Manufacturing—						
Engineering, metals, vehicles, etc.	85.9	103.7	125.5	143.5	151.2	159.8
Textiles, clothing and footwear	86.0	100.9	120.9	136.9	144.4	153.7
Food, drink and tobacco	83.3	103.9	123.7	142.1	150.0	158.1
Other manufacturing	84.8	102.3	124.6	142.9	150.9	159.0
All manufacturing groups	85.4	102.1	122.9	140.0	147.7	156.5
Transport and communication	89.2	107.4	130.7	157.9	166.1	177.3
Wholesale and retail trade	85.9	107.0	132.4	153.6	162.1	171.4
Public authority (n.e.i.) and community and business services	85.4	105.3	129.5	153.9	162.8	174.0
Amusement, hotels, personal service, etc.	83.8	101.3	123.1	141.8	149.4	157.2
All industry groups(*a*)	85.6	103.9	126.4	146.2	154.2	163.4

(*a*) Excludes rural industry, mining and quarrying, and building and construction. (*b*) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

5. Hourly wage rates

(i) *Adult males.* (*a*) *Industry groups, States.* The following table shows the weighted average minimum hourly rates of wage payable to adult male workers at 31 December 1967.

HOURLY RATES OF WAGE: ADULT MALES, INDUSTRY GROUPS 31 DECEMBER 1967(a)(p)

Weighted average minimum hourly rates payable and index numbers of hourly rates

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE(b)							
			(cents)				
Mining and quarrying(c)	138.25	110 58	140.70	107.80	121.52	116.05	132.25
Manufacturing—							
Engineering, metals, vehicles, etc.	108.70	108.71	112.76	107.71	114.01	114.71	109.27
Textiles, clothing and footwear	106.65	105 67	107.73	103.19	107.05	103.57	105.99
Food, drink and tobacco	110.31	113.18	111.52	104.96	110.78	108.70	111.02
Sawmilling, furniture, etc.	110.28	105 54	108.82	106.75	109.46	106.79	108.38
Paper, printing, etc.	118.09	119 82	126.29	119 62	130.72	112.50	119.73
Other manufacturing	111 28	108.74	109.20	108.60	107.48	109.48	109.78
All manufacturing groups	109.89	109.39	111.95	107.84	111.89	110.92	109.89
Building and construction	114.44	119.85	111.34	113.98	115 96	115.43	115.40
Railway services	110 35	102.85	113.39	106.23	106.31	112 96	108.78
Road and air transport	116.48	111.79	106.70	107.98	114.03	113.43	112.90
Communication	132.23	131 69	130.66	133.28	131.40	132.21	131.88
Wholesale and retail trade	111.65	112 36	113.76	109.19	110.99	114.28	111.94
Public authority (n.e.i.) and community and business services	118.42	115.30	116.62	109.85	110.72	122 72	115.90
Amusement, hotels, personal service, etc.	108.48	103.91	105.09	102.02	104.03	106.48	105.79
All industry groups(a)	113.27	111.58	114.08	109.56	113.10	113.65	112.57
INDEX NUMBERS							
			(*Base: Weighted Average Hourly Wage Rate, Australia*, 1954 = 100)				
Mining and quarrying(c)	195.4	156.3	198.9	152.4	171.8	164.0	186 9
Manufacturing—							
Engineering, metals, vehicles, etc.	153.6	153.6	159.4	152.2	161.1	162.1	154.4
Textiles, clothing and footwear	150.7	149.4	152.3	145 9	151.3	146.4	149.8
Food, drink and tobacco	155 9	160.0	157.6	148.4	156 6	153.6	156.9
Sawmilling, furniture, etc.	155.9	149 2	153.8	150 9	154.7	150 9	153.2
Paper, printing, etc.	166.9	169 4	178 5	169.1	184.8	159.0	169.2
Other manufacturing	157.3	153.7	154.4	153.5	151.9	154.7	155 2
All manufacturing groups	155.3	154 6	158.2	152.4	158.1	156.8	155 3
Building and construction	161.8	169 4	157.4	161.1	163.9	163.2	163.1
Railway services	156.0	145.4	160 3	150.1	150 3	159.7	153 8
Road and air transport	164.6	158.0	150.8	152.6	161.2	160.3	159 6
Communication	186.9	186.1	184.7	188.4	185.7	186 9	186.4
Wholesale and retail trade	157.8	158.8	160.8	154.3	156 9	161.5	158.2
Public authority (n.e.i.) and community and business services	167.4	163.0	164.8	155.3	156.5	173.5	163.8
Amusement, hotels, personal service, etc.	153.3	146.9	148.5	144.2	147.0	150.5	149 5
All industry groups(a)	160.1	157.7	161.2	154.9	159.9	160.6	159.1

(a) Excludes rural industry, and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definite particulars for the computation of hourly wage rates are not available. (b) The amounts shown should not be regarded as actual current averages, but as indexes espressed in money terms, indicative of trends. (c) For mining, the average rates of wage are those prevailing at the principal mining centres in each State. They include lead bonuses, etc.

(*b*) *Summary, States.* The following table shows the weighted average minimum hourly rates of wage payable to adult males in each State and Australia at the dates specified. Index numbers are also given for each State with the weighted average for Australia for the year 1954 as base (= 100).

HOURLY WAGE RATES: ADULT MALES, ALL GROUPS(*a*)(*p*)

Weighted average minimum hourly rates payable and index numbers of hourly rates

End of December—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE(*b*) (cents)							
1939	22 90	22.03	22.91	21.21	22.62	20.95	22.42
1945	28.03	27.54	27.19	26.43	27.36	26.42	27.54
1950	51.63	50.48	48.83	49.53	50.29	49.52	50.58
1955	76.57	74.06	71.02	71.40	75.42	73.71	74.47
1960	90.91	87.57	87.79	85.61	89.89	88.08	88.92
1965	102.91	100 95	104.35	98.78	101.56	102.11	102.07
1966	108.40	107.08	109.09	104.47	108.84	108.53	107.81
1967	113.27	111.58	114.08	109.56	113.10	113.65	112.57
INDEX NUMBERS (*Base: Weighted Average Hourly Wage Rate, Australia*, 1954 = 100)							
1939	32.4	31.1	32.4	30.0	32.0	29.6	31 7
1945	39.6	38.9	38.4	37.4	38.7	37.3	38 9
1950	73.0	71.4	69.0	70.0	71.1	70 0	71.5
1955	108.2	104.7	100.4	100.9	106.6	104.2	105.3
1960	128.5	123.8	124.1	121.0	127.1	124.5	125.7
1965	145.5	142.7	147.5	139.6	143.5	144.3	144.3
1966	153.2	151.3	154.2	147.7	153.8	153.4	152.4
1967	160.1	157.7	161.2	154.9	159.9	160.6	159.1

(*a*) All industry groups except rural industry, and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definition particulars of the computation of hourly wage rates are not available. (*b*) *See* note (*b*) to table on previous page.

(*c*) *Industry groups, Australia.* The following table shows for Australia weighted average minimum hourly rates of wage for each industry group, for all manufacturing groups and for all groups combined, except rural industry, and shipping and stevedoring. Corresponding index numbers are also given with the weighted average for all groups for the year 1954 as base (= 100).

HOURLY WAGE RATES: ADULT MALES, INDUSTRY GROUPS, AUSTRALIA(*a*)(*p*)

Weighted average minimum hourly rates payable and index numbers of hourly rates

Industry group	End of December—						
	1939	1950	1955	1960	1965	1966	1967
RATES OF WAGE(*b*) (cents)							
Mining and quarrying(*c*)	26.54	65.58	92.84	104.92	122.84	127.39	132.25
Manufacturing—							
Engineering, metals, vehicles, etc.	22.70	50.42	73.69	87.54	99.28	104.71	109.27
Textiles, clothing and footwear	21.14	49.35	71.25	85.11	96.55	101.64	105.99
Food, drink and tobacco	22.55	50 33	73.97	88.11	101.38	106.46	111.02
Sawmilling, furniture, etc.	22.16	49 00	72.21	86.54	98.87	104.10	108.38
Paper, printing, etc.	23.87	53.63	78.22	94.92	107.88	114.56	119.73
Other manufacturing	21.92	49.41	72.87	86.83	99.32	104.99	109.78
All manufacturing groups	22.44	50.21	73.54	87.65	99.83	105.29	109.89
Building and construction	22.56	49.64	73.87	89.37	103.54	111.09	115.40
Railway services	21.48	48.97	72.75	86.65	99.80	104 63	108.78
Road and air transport	22.42	49.48	73.57	88.12	101.72	107.43	112.90
Communication	22.27	53.37	79.18	96.35	118.77	124.38	131.88
Wholesale and retail trade	22.12	50.21	74.44	89.27	101.34	107.16	111.94
Public authority (n.e.i.) and community and business services	21.57	48.93	73.84	88.68	102.59	108.73	115.90
Amusement, hotels, personal service, etc.	21.05	47.92	70.89	84.33	96.38	101.35	105.79
All industry groups(*a*)	22.42	50.58	74.47	88.92	102.07	107.81	112.57
INDEX NUMBERS (*Base: Weighted Average Hourly Wage Rate, Australia,* 1954 = 100)							
Mining and quarrying(*c*)	37.5	92.7	131.2	148.3	173.6	180.1	186.9
Manufacturing—							
Engineering, metals, vehicles, etc.	32.1	71.3	104.2	123.7	140.3	148.0	154.4
Textiles, clothing and footwear	29.9	69.8	100.7	120 3	136.5	143.7	149.8
Food, drink and tobacco	31.9	71.1	104.6	124.5	143.3	150 5	156.9
Sawmilling, furniture, etc.	31.3	69.3	102.1	122.3	139 7	147.1	153.2
Paper, printing, etc.	33.7	75.8	110.6	134.2	152.5	161 9	169 2
Other manufacturing	31.0	69.8	103.0	122.7	140.4	148 4	155.2
All manufacturing groups	31.7	71.0	103 9	123.9	141.1	148 8	155.3
Building and construction	31.9	70.2	104.4	126.3	146.3	157.0	163.1
Railway services	30.4	69.2	102.8	122.5	141.1	147.9	153 8
Road and air transport	31.7	69.9	104 0	124 6	143.8	151 8	159.6
Communication	31.5	75.4	111.9	136 2	167 9	175 8	186.4
Wholesale and retail trade	31.3	71.0	105.2	126.2	143 2	151.5	158.2
Public authority (n.e.i.) and community and business services	30.5	69.2	104 4	125.3	145.0	153 7	163.8
Amusement, hotels, personal service, etc.	29.8	67.7	100.2	119 2	136.2	143.2	149.5
All industry groups(*a*)	31.7	71.5	105.3	125.7	144 3	152 4	159.1

(*a*) Excludes rural industry, and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definite particulars for the computation of hourly rates of wage are not available. (*b*) *See* note (*b*) to table on page 68. (*c*) For mining, the average rates of wage are those prevailing at the principal mining centres in each State. They include lead bonuses, etc.

(ii) *Adult Females.* (*a*) *Industry groups, States.* The following tables show the weighted average minimum hourly rates of wage payable to adult female workers at 31 December 1967, in the principal industry groups, and corresponding index numbers.

HOURLY RATES OF WAGE: ADULT FEMALES, INDUSTRY GROUPS
31 DECEMBER 1967(*a*)(*p*)

Weighted average minimum hourly rates payable and index numbers of hourly rates

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE(*b*) (cents)							
Manufacturing—							
Engineering, metals, vehicles, etc.	81.06	79.24	79.03	75.56	78.31	77.97	79.67
Textiles, clothing and footwear	77.26	75.82	77.59	76.81	77.19	73.35	76.53
Food, drink and tobacco	81.33	77.69	78.77	75.43	75.40	74.15	78.68
Other manufacturing	80.46	78.06	81.75	76.72	77.39	76.58	79.36
All manufacturing groups	79.30	76.94	78.92	76.14	76.96	74.51	77.98
Transport and communication	93.99	91.57	93.82	91.79	93.21	96.96	93.09
Wholesale and retail trade	88.34	86.17	84.26	80.54	80.69	81.92	85.70
Public authority (n.e.i.) and community and business services	94.44	86.84	84.66	82.28	80.30	96.00	88.99
Amusement, hotels, personal service, etc.	81.02	76.97	77.32	72.80	81.21	76.44	78.87
All industry groups(*a*)	84.01	80.48	82.40	78.71	80.46	79.79	82.00
INDEX NUMBERS (*Base: Weighted Average Hourly Wage Rate, Australia,* 1954 = 100)							
Manufacturing—							
Engineering, metals, vehicles, etc.	161.6	157.9	157.5	150.6	156.1	155.4	158.8
Textiles, clothing and footwear	154.0	151.1	154.7	153.1	153.9	146.2	152.5
Food, drink and tobacco	162.1	154.9	157.0	150.3	150.3	147.8	156.8
Other manufacturing	160.4	155.6	162.9	152.9	154.3	152.6	158.2
All manufacturing groups	158.1	153.4	157.3	151.8	153.4	148.5	155.4
Transport and communication	187.3	182.5	187.0	183.0	185.8	193.3	185.5
Wholesale and retail trade	176.1	171.8	168.0	160.5	160.8	163.3	170.8
Public authority (n.e.i.) and community and business services	188.2	173.1	168.8	164.0	160.1	191.4	177.4
Amusement, hotels, personal service, etc.	161.5	153.4	154.1	145.1	161.9	152.4	157.2
All industry groups(*a*)	167.4	160.4	164.3	156.9	160.4	159.0	163.4

(*a*) Excludes rural industry, mining and quarrying, and building and construction. (*b*) *See* note (*b*) to table on page 68.

(*b*) *Summary, States.* The following table shows the weighted average minimum hourly rates of wage payable to adult female workers in each State and Australia at the dates specified. Index numbers are also given for each State with the weighted average for Australia for the year 1954 as base (= 100).

HOURLY WAGE RATES: ADULT FEMALES, ALL GROUPS(*a*)

Weighted average minimum hourly rates payable and index numbers of hourly rates

End of December—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE(*b*) (cents)							
1951	43.58	43.25	40.60	42.81	40.85	41.86	42.92
1955	53.04	52.86	48.93	50.73	49.71	50.56	52.16
1960	66.09	61.94	60.28	61.08	63.14	60.37	63.44
1961	68.09	64.45	64.36	63.37	64.50	62.75	65.83
1965	75.74	71.50	73.48	69.77	72.13	70 52	73.36
1966	79.74	75.50	76.91	73.98	77.21	75.20	77.39
1967	84.01	80.48	82.40	78.71	80.46	79.79	82.00
INDEX NUMBERS (*Base: Weighted Average Hourly Rate, Australia*, 1954 = 100)							
1951	86.9	86.2	80.9	85.3	81.4	83.4	85.6
1955	105.7	105.3	97.5	101.1	99.1	100.8	104.0
1960	131.7	123.5	120.1	121.7	125.8	120.3	126.4
1961	135.7	128.5	128.3	126.3	128.5	125.1	131.2
1965	151.0	142.5	146.5	139.1	143.8	140.6	146.2
1966	158.9	150.5	153.3	147.5	153.9	149.9	154 2
1967	167.4	160.4	164.3	156.9	160.4	159.0	163.4

(*a*) Excludes rural industry, mining and quarrying, and building and construction. (*b*) *See* note (*b*) to table on page 68.

(*c*) *Industry groups, Australia.* The following table shows for Australia weighted average minimum hourly rates of wage for each of the industry groups in which the number of females is significant, for all manufacturing groups and for all groups combined, at the dates specified. Corresponding index numbers are also given with the weighted average for all groups for the year 1954 as base (= 100).

HOURLY WAGE RATES: ADULT FEMALES, INDUSTRY GROUPS, AUSTRALIA(*a*)(*p*)

Weighted average minimum hourly rates payable and index numbers of hourly rates

Industry group	End of December—					
	1951	1955	1960	1965	1966	1967
RATES OF WAGE(*b*) (cents)						
Manufacturing—						
Engineering, metals, vehicles, etc.	42.79	51.70	62.53	71.51	75.34	79.67
Textiles, clothing and footwear	42 82	50.26	60.20	68.17	71.91	76.53
Food drink, and tobacco	41.44	51.71	61.58	70.73	74.67	78.68
Other manufacturing	42.32	51.06	62.20	71.34	75.32	79.36
All manufacturing groups	42.53	50.90	61.22	69.78	73.62	77.98
Transport and communication	46.82	56.41	68.62	82.90	87.22	93.09
Wholesale and retail trade	42.97	53.49	66.19	76.81	81.02	85.70
Public authority (n.e.i.) and community and business services	43.69	53.86	66.21	78.71	83.24	88.99
Amusement, hotels, personal service etc.	42.04	50.85	61.77	71.14	74.96	78.87
All industry groups(*a*)	42.92	52.16	63.44	73.36	77.39	82.00

For footnotes *see* next page.

HOURLY WAGE RATES: ADULT FEMALES, INDUSTRY GROUPS, AUSTRALIA—*continued*

Industry group	End of December—					
	1951	1955	1960	1965	1966	1967
INDEX NUMBERS						
(*Base: Weighted Average Hourly Wage Rate, Australia*, 1954=100)						
Manufacturing—						
Engineering, metals, vehicles, etc.	85.3	103.0	124.6	142.5	150.2	158.8
Textiles, clothing and footwear	85.3	100.2	120.0	135.9	143.3	152.5
Food, drink and tobacco	82.6	103.1	122.7	141.0	148.8	156.8
Other manufacturing	84.4	101.8	124.0	142.2	150.1	158.2
All manufacturing groups	84.8	101.4	122.0	139.1	146.7	155.4
Transport and communication	93.3	112.4	136.8	165.2	173.9	185.5
Wholesale and retail trade	85.6	106.6	131.9	153.1	161.5	170.8
Public authority (n.e.i.) and community and business services	87.1	107.3	132.0	156.9	165.9	177.4
Amusement, hotels, personal service, etc.	83.8	101.3	123.1	141.8	149.4	157.2
All industry groups(*a*)	85.6	104.0	126.4	146.2	154.2	163.4

(*a*) Excludes rural industry, mining and quarrying, and building and construction. (*b*) *See* note (*b*) to table on page 68.

6. Standard hours of work

(i) *General.* In the fixation of weekly wage rates most industrial tribunals prescribe the number of hours constituting a full week's work for the wage rates specified. The hours of work so prescribed form the basis of the compilation of the weighted averages and index numbers on pages 75 to 78.

The main features of the reduction of hours to 44 and later to 40 per week are summarised below. In considering such changes it must be remembered that even within individual States the authority to alter conditions of work is divided between Commonwealth and State industrial tribunals and the various legislatures, and that the State legislation usually does not apply to employees covered by awards of the Commonwealth Conciliation and Arbitration Commission. However, it may do so in respect of matters not treated in Commonwealth awards.

(ii) *The 44-Hour Week.* No permanent reduction to a 44-hour week was effected until 1925, although temporary reductions had been achieved earlier. In 1920 the New South Wales legislature granted a 44-hour week to most industries, but in the following year this provision was withdrawn. Also in 1920 the President of the Commonwealth Court of Conciliation and Arbitration (Higgins *J.*), after inquiry, granted a 44-hour week to the Timber Workers' Union, and in the following year extended the same privilege to the Amalgamated Society of Engineers. In 1921, however, a reconstituted Commonwealth Court of Conciliation and Arbitration unanimously rejected applications by five trade unions for the shorter standard week and re-introduced the 48-hour week in the case of the above-mentioned two unions then working 44 hours. During 1924 the Queensland Parliament passed legislation to operate from 1 July 1925, granting the 44-hour week standard to employees whose conditions of work were regulated by awards and agreements of the Queensland State industrial authority. Similar legislative action in New South Wales led to the re-introduction of the 44-hour week in that State as from 4 January 1926.

In 1927, after an exhaustive inquiry, the Commonwealth Court of Conciliation and Arbitration granted a 44-hour week to the Amalgamated Engineering Union and intimated that this reduction in standard hours of work would be extended to industries operating under conditions similar to those in the engineering industry. Applications for the shorter hours by other unions were, however, treated individually, the nature of the industry, the problem of production, the financial status and the amount of foreign competition being fully investigated. The economic depression delayed the extension of the standard 44-hour week until the subsequent improvement in economic conditions made possible its general extension to employees under Commonwealth awards.

In States other than New South Wales and Queensland no legislation was passed to reduce the standard hours of work so that, for employees not covered by Commonwealth awards, the change had to be effected by decisions of the appropriate industrial tribunals. In these cases the date on which the reduction to 44 hours was implemented depended on the decision of the tribunals in particular industries, employees in some industries receiving the benefit of the reduced hours years ahead of those in others. In these States the change to the shorter week extended over the years from 1926 to 1941.

(iii) *The 40-hour Week.* (*a*) *Standard Hours Inquiry*, 1947. Soon after the end of the 1939–45 War, applications were made to the Commonwealth Court of Conciliation and Arbitration for the introduction of a 40-hour week, and the hearing by the Court commenced in October 1945. Before the Court gave its decision the New South Wales Parliament passed legislation granting a 40-hour week, operative from 1 July 1947, to industries and trades regulated by State awards and agreements, and in Queensland similar legislation was introduced in Parliament providing for the 40-hour week to operate from 1 January 1948.

The Commonwealth Court of Conciliation and Arbitration, in its judgment on 8 September 1947, granted the reduction to the 40-hour week from the beginning of the first pay-period commencing in January 1948. The Queensland Act was passed, and was proclaimed on 10 October 1947. On 27 October 1947, the South Australian Industrial Court, after hearing applications by unions, approved the incorporation of the 40-hour standard week in awards of that State. The Court of Arbitration of Western Australia on 6 November 1947, approved that, on application, provision for a 40-hour week could be incorporated in awards of the Court, commencing from 1 January 1948.

In Victoria and Tasmania the Wages Boards met and also incorporated the shorter working week in their determinations, so that from the beginning of 1948 practically all employees in Australia whose conditions of work were regulated by industrial authorities had the advantages of a standard working week of 40 hours or, in certain cases, less.

(*b*) *Basic Wage and Standard Hours Inquiry*, 1952–53. In the 1952–53 Basic Wage and Standard Hours Inquiry the employers sought an increase in the standard hours of work per week, claiming that one of the chief causes of the high costs and inflation had been the loss of production due to the introduction of the 40-hour week. This claim was rejected by the Court as it considered that the employers had not proved that the existing economic situation called for a reduction of general standards in the matter of the ordinary working week.

(*c*) *Basic Wage and Standard Hours Inquiry*, 1961. In this Inquiry the Commonwealth Conciliation and Arbitration Commission was asked by the employers to increase the number of ordinary working hours per week from 40 to 42, with a concomitant increase in weekly wages by an amount equal to two hours pay at ordinary rates, and to effect certain other consequential variations. This was to have been a temporary measure, effective for four years, after which time weekly hours would have reverted to 40, but the increased wage would have remained. The application was rejected by the Commission.

(iv) *Weighted average standard weekly hours of work.* (*a*) *Industry groups, States.* The 40-hour week has operated in Australia generally from 1 January 1948, and in New South Wales from 1 July 1947 (*see* para. 6 (iii), page 74). However, the number of hours constituting a full week's work (excluding overtime) differs between occupations and/or between States. The following table shows, for each State and Australia, the weighted average standard hours (excluding overtime) prescribed in awards, determinations and agreements for a full working week in respect of adult males and adult females at 31 December 1967.

WEEKLY HOURS OF WORK (EXCLUDING OVERTIME): INDUSTRY GROUPS, 31 DECEMBER 1967(*a*)

Weighted average standard hours of work (excluding overtime) for a full working week

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
ADULT MALES							
Mining and quarrying(*b*)	39.42	40.00	40.00	40.00	38.78	40.00	39.52
Manufacturing—							
Food, drink and tobacco	39.94	40.00	40.00	40.00	40.00	40.00	39.98
Paper, printing, etc.	40.00	39.94	40 00	40.00	39.21	40.00	39.95
Other manufacturing	40.00	39.96	40.00	39.91	40.09	39.97	39.98
All manufacturing groups	39.99	39.99	40.00	39.98	39.98	40.00	39.99
Railway services	40.00	39.96	40.00	40.00	40.00	40.00	39.99
Communication	40.00	40.00	40.00	39.59	40.00	39.59	39.95
Public authority (n.e.i.) and community and business services	39.23	38.93	39.52	39.23	39.58	39.39	39.25
Amusement, hotels, personal service, etc.	40.00	40.00	40.00	40.00	40.00	40.00	40.00
All other groups(*c*)	40.00	40.00	40.00	40.00	40.00	40.00	40.00
All industry groups(*d*)	39.95	39.97	39.98	39.96	39.89	39.97	39.96
ADULT FEMALES							
Manufacturing—							
Engineering, metals, vehicles, etc.	39.97	39.87	40.00	40.00	40.00	40.00	39.94
Textiles, clothing and footwear	39.95	40.00	40.00	40.00	40.00	40.00	39.98
Food, drink and tobacco	40.00	40 00	40.00	40.00	40.00	40.00	40.00
Other manufacturing	39.79	39.94	40.00	39.86	40.00	40.00	39.87
All manufacturing groups	39.92	39.97	40.00	39.97	40.00	40.00	39.95
Transport and communication	38.04	37.94	37.81	37.84	37.87	36.28	37.91
Wholesale and retail trade	39 55	40.00	40.00	40.00	40.00	40.00	39.82
Public authority (n.e.i.) and community and business services	38.49	39.25	39.24	39.19	39.44	37.67	38.92
Amusement, hotels, personal service, etc.	39.40	39.94	39.91	39 85	39.92	39.88	39.68
All industry groups(*e*)	39.53	39.81	39.70	39.77	39.78	39.63	39.67

(*a*) The hours of work shown should not be regarded as actual current averages, but as indexes, indicative of trends. (*b*) For mining, the average hours are those prevailing at the principal mining centres in each State. (*c*) Engineering, metals, vehicles, etc.; Textiles, clothing and footwear; Sawmilling, furniture, etc.; Building and construction; Road and air transport; and Wholesale and retail trade. (*d*) Excludes Rural, and Shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definite particulars of the computation of average hours of work are not available. (*e*) Excludes rural industry, mining and quarrying, and building and construction.

(*b*) *Summary, States.* The following table shows, for each State and Australia, the weighted average standard hours (excluding overtime) in a full working week for adult males during the period March 1939 to December 1967 and for adult females during the period March 1951 to December 1967. Index numbers are given for each State with the weighted average hours of work for Australia for the year 1954 as base (= 100).

Dates have been selected so as to indicate when the more important changes occurred.

WEEKLY HOURS OF WORK (EXCLUDING OVERTIME)(*a*)

Weighted average standard hours of work (excluding overtime) for a full working week and index numbers of hours of work

End of—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
ADULT MALES—HOURS OF WORK(*b*)							
March 1939	43.81	44.46	43.55	44.62	44.57	44.32	44.10
September 1941	43.76	44.02	43.51	43.92	44.12	43.95	43.85
September 1947	41.83	43.82	43.48	43.83	43.95	43.73	43.00
March 1948	40.02	40.03	40.01	40.11	40.06	40.22	40.04
September 1953	39.95	39.97	39.98	39.96	39.89	39.99	39.96
December 1967	39.95	39.97	39.98	39.96	39.89	39.97	39.96
ADULT MALES—INDEX NUMBERS (*Base: Weighted Average Hours of Work, Australia*, 1954 = 100)							
March 1939	109.6	111.3	109.0	111.7	111.5	110.9	110.4
September 1941	109.5	110.2	108.9	109.9	110.4	110.0	109.7
September 1947	104.7	109.7	108.8	109.7	110.0	109.4	107.6
March 1948	100.2	100.2	100.1	100.4	100.3	100.7	100.2
September 1953	100.0	100.0	100.0	100.0	99.8	100.1	100.0
December 1967	100.0	100.0	100.0	100.0	99.8	100.0	100.0
ADULT FEMALES—HOURS OF WORK(*b*)							
March 1951	39.54	39.81	39.70	39.77	39.87	39.56	39.68
June 1953	39.53	39.81	39.70	39.77	39.78	39.56	39.67
December 1967	39.53	39.81	39.70	39.77	39.78	39.56	39.67
ADULT FEMALES—INDEX NUMBERS (*Base: Weighted Average Hours of Work, Australia*, 1954 = 100)							
March 1951	99.7	100.4	100.1	100.3	100.5	99.7	100.0
June 1953	99.6	100.4	100.1	100.3	100.3	99.7	100.0
December 1967	99.6	100.4	100.1	100.3	100.3	99.7	100.0

(*a*) Weighted average standard weekly hours of work for all industry groups except rural, and shipping and stevedoring. The former is not included in the index and for the latter definite particulars are not available. For females, mining and quarrying, and building and construction are also excluded. (*b*) The figures shown should not be regarded as actual current averages, but as indexes expressed in hours, indicative of trends.

(c) *Industry groups, Australia.* The following tables show for Australia, for adult males and adult females, the weighted average standard weekly hours of work in the principal industry groups at the dates specified. Corresponding index numbers are also shown with the weighted average for all groups for the year 1954 as base (= 100).

WEEKLY HOURS OF WORK (EXCLUDING OVERTIME): ADULT MALES INDUSTRY GROUPS,(a) AUSTRALIA

Weighted average standard hours of work (excluding overtime) for a full working week and Index numbers of hours of work

Industry group	End of—					
	March 1939	Sept. 1941	Sept. 1947	March 1948	Sept. 1953	Dec. 1967
HOURS OF WORK(b)						
Mining and quarrying(c)	41.49	41 11	40.80	39.62	39.52	39.52
Manufacturing—						
Engineering, metals, vehicles, etc.	44.03	43.96	43.43	40.01	40.00	40.00
Textiles, clothing and footwear	44.25	43.99	43.69	40.02	40.00	40.00
Food, drink and tobacco	44.21	43.84	42.70	40.04	39.98	39.98
Sawmilling, furniture, etc.	44.10	44.00	43.53	40.00	40.00	40.00
Paper, printing, etc.	43.90	43.79	42.94	40.06	39.95	39.95
Other manufacturing	44.05	43.91	42.80	40.08	39.98	39.98
All manufacturing groups	44.08	43.93	43 21	40.03	39.99	39.99
Building and construction	44 07	43 97	42.71	40 00	40.00	40.00
Railway services	43 99	43 99	43.96	40.06	39.99	39.99
Road and air transport	45.09	43 95	43.11	40.62	40.00	40.00
Communication	43.92	43.92	43.92	39.97	39.97	39.95
Wholesale and retail trade	44.76	44.12	42.64	40.13	40.00	40.00
Public authority (n.e.i.) and community and business services	42.62	42.61	41.17	39.39	39.25	39.25
Amusement, hotels, personal service, etc.	45.12	44.38	43.56	40.29	40.00	40.00
All industry groups(a)	44.10	43.85	43.00	40 04	39.96	39.96
INDEX NUMBERS (*Base: Weighted Average Hours of Work, Australia*, 1954 = 100)						
Mining and quarrying(c)	103.8	102.9	102.1	99.1	98.9	98.9
Manufacturing—						
Engineering, metals, vehicles, etc.	110.2	110.0	108.7	100.1	100.1	100.1
Textiles, clothing and footwear	110.7	110 1	109.3	100.2	100.1	100.1
Food, drink and tobacco	110 6	109.7	106.9	100.2	100.0	100.0
Sawmilling, furniture, etc.	110.4	110.1	108.9	100.1	100.1	100.1
Paper, printing, etc.	109.9	109.6	107.5	100.3	100.0	100.0
Other manufacturing	110.2	109.9	107.1	100.3	100.0	100.0
All manufacturing groups	110.3	109.9	108.1	100.2	100.1	100.1
Building and construction	110.3	110.0	106.9	100.1	100.1	100.1
Railway services	110.1	110.1	110.0	100.3	100.1	100.1
Road and air transport	112 8	110.1	107.9	101.7	100.1	100.1
Communication	109.9	109.9	109.9	100.0	100.0	100.0
Wholesale and retail trade	112.0	110 4	106.7	100.4	100.1	100 1
Public authority (n.e.i.) and community and business services	106.7	106 6	103 0	98.6	98.1	98.2
Amusement, hotels, personal service, etc.	112.9	111.0	109.0	100.8	100.1	100.1
All industry groups(a)	110.4	109.7	107.6	100.2	100.0	100.0

(a) Excludes rural industry, and shipping and stevedoring. (b) *See* note (b) to table on page 76. (c) For mining, the average hours of work are those prevailing at the principal mining centres in each State.

WEEKLY HOURS OF WORK (EXCLUDING OVERTIME): ADULT FEMALES INDUSTRY GROUPS,(a) AUSTRALIA

Weighted average standard hours of work (excluding overtime) for a full working week and index numbers of hours of work

Industry group	Hours of work(b)			Index numbers(c)		
	End of—			End of—		
	March 1951	June 1953	Dec. 1967	March 1951	June 1953	Dec. 1967
Manufacturing—						
Engineering, metals, vehicles, etc	39 94	39.94	39.94	100.7	100.7	100.7
Textiles, clothing and footwear	39.98	39.98	39.98	100.8	100.8	100.8
Food, drink and tobacco	40.00	40.00	40.00	100.8	100.8	100.8
Other manufacturing	39.87	39.87	39.87	100.5	100.5	100.5
All manufacturing groups	39.95	39.95	39.95	100.7	100.7	100.7
Transport and communication	37.91	37.91	37.91	95.6	95.6	95.6
Wholesale and retail trade	39.82	39.82	39.82	100.4	100.4	100.4
Public authority (n.e.i.) and community and business services	38.97	38.93	38.93	98.2	98.1	98.1
Amusement, hotels, personal service, etc.	39.73	39.66	39.66	100.2	100.0	100.0
All industry groups(c)	39.68	39.67	39.67	100.0	100.0	100.0

(a) Excludes rural industry, mining and quarrying, and building and construction. (b) *See* note (b) to table on page 76. (c) *Base: Weighted Average Hours of Work, Australia,* 1954 = 100.

Average weekly earnings

The figures in this section are derived from particulars of employment and of wages and salaries recorded on pay-roll tax returns, from other direct collections, and from estimates of the unrecorded balance. The figures relate to civilians only.

Particulars of wages and salaries paid are not available for males and females separately from these sources; average weekly earnings have therefore been calculated in terms of male units, *i.e.* total male employees plus 55 per cent of female employees. This proportion is derived from the estimated ratio of female to male earnings in Australia. As it was not possible to estimate the ratio of female to male earnings in the several States the same ratio has been used in each State. Because the actual ratio may vary between States, precise comparisons between average earnings in different States cannot be made on the basis of the figures shown in the following table. Quarterly figures corresponding to those shown in the table are published in the monthly bulletin *Wage Rates and Earnings* and in the *Monthly Review of Business Statistics.*

Particulars of average weekly earnings per employed male unit are shown in the following table for each of the years 1958–59 to 1967–68.

AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT(a): STATES 1958–59 TO 1967–68

($)

Year	N.S.W. (b)	Vic.	Qld	S.A. (c)	W.A.	Tas.	Aust.
1958–59	42.30	42.00	37.20	38.60	36.60	39.20	40.70
1959–60	45.70	45.50	39.40	41.80	39.20	41.90	43.90
1960–61	48.10	47.20	41.60	43.40	41.60	43.30	46.00
1961–62	49.10	48.50	43.20	44.70	43.00	45.30	47.20
1962–63	50.20	50.10	44.40	45.80	44.20	45.90	48.40
1963–64	52.60	52.50	46.90	48.20	47 20	48.40	50.90
1964–65	56.50	56.40	50.40	52.00	49.50	51.00	54.60
1965–66	58.60	59.20	52.50	53.80	54.10	53.80	57.00
1966–67	62.40	63.00	55.60	56.90	58.30	57.40	60.70
1967–68	66.00	66.80	58.80	60.40	62.50	61.00	64.30

(a) Includes, in addition to wages at award rates, earnings of salaried employees, overtime earnings, over-award and bonus payments, payments made in advance or retrospectively during the period specified, etc. *See* explanatory notes above. (b) Includes Australian Capital Territory. (c) Includes Northern Territory.

The following table shows, for 'All industries' and for 'Manufacturing', the movement in average weekly earnings from 1958–59 to the June quarter 1968. The 'All industries' index is based on pay-roll tax returns and other data. It relates to average weekly earnings per employed male unit. The index for manufacturing industries for the years to 1966–67 is based on the average earnings of male wage and salary earners employed in factories as disclosed by annual factory censuses; figures for quarters subsequent to June quarter 1967 are preliminary estimates based on pay-roll tax returns.

The index numbers for 'All industries' and 'Manufacturing' show the movement in average earnings for each group over a period of time. However, they do not give, at any point of time, a comparison of actual earnings in the two groups. The base of each series is the year 1953–54=100, and both series have been seasonally adjusted.

INDEXES OF AVERAGE WEEKLY EARNINGS(*a*): AUSTRALIA, YEARS 1958–59 TO 1967–68 AND QUARTERS SEPTEMBER 1965 TO JUNE 1968

SEASONALLY ADJUSTED

(*Base of each Index:* Year 1953–54 = 100)

Year	All industries (*b*)	Manufacturing	Quarter	All industries (*b*)	Manufacturing
1953–54	100.0	100.0			
1958–59	124.5	125.6	1965–66—September	172.4	171.8
1959–60	134.3	135.4	December	173.6	172.3
1960–61	140.6	141.1	March	175.9	173.0
1961–62	144.7	143.4	June	176.4	175.4
1962–63	148.3	147.7	1966–67—September	182.0	181.1
1963–64	155.9	154.8	December	183.8	182.5
1964–65	167.3	167.1	March	187.0	185.3
1965–66	174.6	173.1	June	190.4	188.1
1966–67	186.0	184.3	1967–68—September	194.1	192.2
1967–68	197.0	195.6	December	195.9	193.7
			March	197.6	197.6
			June	201.2	200.4

(*a*) *See* footnote (*a*) to second table on page 78. (*b*) Average earnings per employed male unit.

Surveys of wage rates, earnings and hours

1. General

Since 1960 a number of statistical surveys of wages and hours of work in Australia have been undertaken by this Bureau. The object of these surveys has been to obtain information on wage rates, actual weekly earnings and hours of work on a more comprehensive scale than previously available in Australia. A summary of the scope and coverage of each of these surveys is shown below.

2. Survey of wage rates and earnings, September 1960

This survey, relating to the last pay-period in September, 1960, obtained information as to marginal rates of wage and actual weekly earnings of adult male employees (excluding part-time and casual employees). In addition to the exclusion of government and semi-government employees, and private employees in rural industry and in private domestic service, the survey did not cover the following—shipping and stevedoring industries; the motion picture industry; certain businesses such as those of accountants, consultant engineers, etc.; and trade associations, etc. The survey was based on a stratified random sample of private employers in other industries who were subject to Pay-roll Tax.

The survey was designed to provide accurate particulars only for Australia as a whole; hence no State details are available. For details of the results of the survey *see* Labour Report No. 50, pages 80–83.

3. Survey of weekly earnings, October 1961

This survey related to the last pay-period in October 1961 and provided information about the distribution of actual weekly earnings of adult male employees (excluding part-time and casual employees). The survey did not cover government or semi-government employees or private employees in rural industry or in private domestic service. The survey was based on a stratified random sample of private employers in other industries who were subject to Pay-roll Tax.

State details were restricted to the two major groups, manufacturing and non-manufacturing; those for Australia were obtained for eight separate industry groups. For details of the results of the survey *see* Labour Report No. 50, 1962 and 1963, pages 83-6.

4. Survey of weekly earnings, October 1965

(i) *General.* A survey of weekly earnings of male employees was conducted for the last pay-period in October 1965. The survey was conducted by means of: (*a*) a sample of private employers subject to pay-roll tax (that is those paying more than $400 a week in wages and salaries); (*b*) a complete coverage of Commonwealth and State government departments and semi-government authorities; and (*c*) a sample of Local government authorities. It related to certain specified industry groups only (*see* below).

In designing the survey, great care was taken to ensure that all terms and concepts used were defined as explicitly as possible to ensure uniform treatment by the respondents completing the returns. Further assistance was given to many respondents who sought additional clarification in relation to their own particular circumstances. After receiving the completed returns from the respondents, checking and comparison with other data made it necessary to refer a very high proportion of the returns back to the respondents so that their understanding of the instructions and definitions could be checked.

The object of the survey was to obtain estimates of the numbers and proportions of full-time adult male employees in various weekly earnings groups, and a dissection of total weekly earnings paid to full-time adult males into: (*a*) overtime earnings; (*b*) ordinary time earnings at 'award, etc. rates'; and (*c*) ordinary time earnings in excess of those at 'award, etc. rates' (divided into (i) payment by measured result, and (ii) other)—as defined below. The survey also provided figures of average weekly earnings for full-time adult male and junior male employees. Separate details were obtained for: (*a*) managerial, executive, professional and higher supervisory staff, and (*b*) other full-time male employees.

Information of a similar type was obtained in respect of September 1960 from a sample survey of private employers only (*see* page 79). However, the present survey as well as adopting the standard industry classification used for the 1961 Population Census, also differs from the 1960 survey in the range of industries included. In addition, the present survey is on a more comprehensive basis than the 1960 one. For these reasons, and also because of the possible effects of sampling variability, no comparison has been attempted.

(ii) *Coverage.* The current survey related to private and government employees in the industry groups shown below. The industry classification is that used in the 1961 Population Census.

Manufacturing:

Extracting, refining and founding of metals
Engineering and metalworking
Ships, vehicles, parts and accessories
Textiles, clothing and footwear
Food, drink and tobacco
Paper, printing, bookbinding and photography
Chemicals, dyes, explosives, paints, non-mineral oils
Other

Non-manufacturing:

Mining and quarrying
Electricity, gas, water and sanitary services
Building and construction
Transport, storage and communication
Wholesale trade, primary produce dealing, etc.
Retail trade

The industry groups excluded from this survey were: Primary production; Finance and property; Public authority activities, n.e.i. (e.g. Commonwealth, State and Local government administration); Community and business services; Amusement, hotels, cafés, personal services, etc. The survey also excluded waterside workers employed on a casual basis, and all employees in the Northern Territory and the Australian Capital Territory.

Private employers were surveyed by means of a stratified random sample of those employers subject to pay-roll tax. Approximately 3,000 private employers were included in the survey and completed returns were received from over 99.9 per cent of them.

The results of the survey of private employers were representative of the experience of an estimated 1,181,000 full-time adult male employees. In the government (i.e. Commonwealth, State and Local) sector the survey covered 409,000 full-time male employees.

The sample of private employers had to be restricted to those subject to pay-roll tax. The industry classification of these employers was generally according to major activity. Mainly for these reasons, the survey estimates of total numbers of private and government employees do not correspond to totals of employment of all adult males in the specified industries.

(iii) *Results of the survey.* As the private employer part of the survey was based on a sample, the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only a sample of employers was surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability. The published figures are presented as useful indicators of the distribution and composition of average earnings for a significant proportion of employees.

The estimates are shown for adult males classified by industry groups, by States and by government or private employment. Therefore, reflected in these estimates will be the effects of differences in amounts paid for the various occupations; of differences in amounts paid for the same occupations; of differences in occupational structure within industries; and of differences in industry structure, both as between States and as between government and private employment.

Employers (private and government) were asked to comment on any full-time adult male employees shown as earning *Less than $30*, or *$30 and less than $32* in the survey week. From these comments it was possible to omit from these two weekly earnings groups those adult males who were not paid for a full week. Those who were confirmed as full-time adult males being paid for a full week and earning less than $32 represented a total of approximately 300. They were reported by respondents as being 'persons on the basic wage', 'adult messengers', 'elderly persons', 'persons on training rate', 'salesmen earning retainer only in the specified week', etc. Similarly it is probable that in completed returns there were a number of employees who earned $32 and over in the specified pay-period even though they were not paid for a full week. It has not been possible to ensure that all such employees have been omitted from these estimates for 'full-time' adult males.

On the return forms the categories *Managerial, executive, professional and higher supervisory staff* and *All other full-time employees* were defined. However, the allocation of employees between these categories depended on the judgement of the individual employers (both private and government) completing the returns.

Tables on pages 91 to 96 show estimates of the average amounts and of the relative importance of the components of total weekly earnings (i.e. overtime earnings, ordinary time earnings at 'award, etc. rates', and ordinary time earnings in excess of those at 'award, etc. rates'). These details were obtained from each employer in the form of totals for each component part in respect of all his full-time adult male employees. Details were not sought of the number of employees receiving various amounts of these components and thus no information is available about the distribution of employees about the averages. The averages shown for these components relate to the total of all employees in the survey, not just to the number of employees who received payments in these categories.

In the tables showing estimates of average earnings (or dissections of average earnings) the estimates have been rounded to the nearest ten cents.

When using the estimates of *Ordinary time earnings at award, etc. rates* it should be borne in mind that, in addition to minimum award rates specified for particular occupations, this category was defined to include all loadings, allowances, etc. prescribed in the awards, etc. In addition, for employees not covered by an award, etc., the normal (or agreed) rates of pay for normal hours of work were defined as coming within the scope of *Ordinary time earnings at award, etc. rates.*

(iv) *Definitions.* The following definitions refer to terms used in the survey and in the following tables.

(*a*) *Adult males* include all male employees over 21 years of age and those males who, although under 21 years of age, were paid at the adult rate for their occupation. *Junior males* include all other males under 21 years of age.

(*b*) *Full-time male employees* were defined as those who ordinarily work 30 hours or more a week. Employees on 'short-time' or those who began or ceased work during the specified week and part-time employees were excluded from this survey. Instructions were also given that employees who were not paid for a full week's work because of absenteeism, sickness, accident, etc. were to be excluded.

(*c*) *Other than managerial, etc. staff* includes minor supervisory staff, leading hands, clerical and office staff as well as ordinary wages employees. It excludes *Managerial, executive, professional and higher supervisory staff* which were not further defined.

(*d*) *Private employees* represents employees of private employers. *Government employees* represents employees of Commonwealth and State government departments and semi-government authorities and of Local government bodies.

(*e*) *Total weekly earnings* refers to gross earnings of male employees for the last pay-period in October 1965 before taxation and other deductions. It includes payments directly attributable to work performed during the week for which payment was made (or to sick leave taken), for example, ordinary time, overtime, shift allowances, penalty rates, commission (if paid weekly) and similar payments. For payments made other than on a weekly basis only one week's proportion is included, for example, salaries paid fortnightly or monthly; payment for those on annual leave; periodical payments under incentive, piecework, commission, profit sharing schemes, etc.; annual or other periodical bonuses; etc. Retrospective payments are excluded.

(*f*) *Overtime earnings* represents that part of total weekly earnings of full-time adult male employees for the last pay-period in October 1965 for time worked in excess of award hours, or, in the case of those employees not affected by awards, etc. in excess of standard, or agreed, hours of work.

(*g*) *Awards or registered agreements* refers to awards or determinations of, or agreements registered with, Commonwealth or State industrial tribunals.

(*h*) *Ordinary time earnings at award, etc. rates* comprises

(i) where there was an appropriate award or registered agreement operating, the rates specified in the award for the hours of work paid for (up to the award hours) plus any other payments (excepting overtime), e.g. dirt money; height money; penalty rates; shift work, confined spaces, tool, leading hand, camping, etc. allowances; and lead bonus and other loadings provided for in the award or registered agreement and at the rates specified in the award or registered agreement;

(ii) where there was no appropriate award or registered agreement operating (including the case of managerial, executive, professional and higher supervisory staff not covered by awards), the rates of pay for hours of work covered by an unregistered agreement (if one existed), plus other payments (excepting overtime) similar to those specified in (i) above, if provided for in the agreement. Otherwise the terms of employment as agreed for each person for wages, salaries, retainers, hours of work, etc., (excluding commission and annual or half-yearly etc. bonuses) relating to a normal working week were used.

(iii) for employees under incentive, piecework, etc. schemes, only that part of their ordinary time earnings such as the retainers, base rates or award minima.

(i) *Ordinary time earnings in excess of those at award, etc. rates*

(i) *Based on payment by measured result* includes that part of earnings in excess of award or agreed base rate earnings, which was variable from one period to another depending on measured performance of the employees, for example, incentive payment schemes, piecework, task bonus, commission, etc.

(ii) *Other* includes all ordinary time earnings in excess of those at 'award, etc. rates' not described in (i) above. Included are special attendance or good time-keeping bonuses, proportion of annual or other periodical bonuses, profit sharing scheme earnings and any other forms of over-award payments.

(v) *Average weekly earnings, full-time adult and junior males.* The following two tables show details of average weekly earnings for full-time adult and junior male employees in industry groups in Australia and each State for the last pay-period in October 1965.

AVERAGE WEEKLY EARNINGS—FULL-TIME ADULT AND JUNIOR MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(*a*) INDUSTRY GROUPS—AUSTRALIA(*b*)—OCTOBER 1965(*c*)

($)

Industry group	Adult males			Junior males		
	Private employees	Government employees	Total	Private employees	Government employees	Total
Manufacturing—						
Extracting, refining and founding of metals	61.80	54.90	61.80	28.80	*	28.80
Engineering and metalworking	60.20	57.60	60.10	27.10	31.10	27.20
Ships, vehicles, parts and accessories	57.60	54.10	56.50	26.30	24.20	25.60
Founding, engineering, vehicles, etc.	59.90	54.80	59.30	27.10	25.50	26.90
Textiles, clothing and footwear	53.90	50.50	53.80	26.10	*	26.10
Food, drink and tobacco	55.70	54.60	55.60	28.00	29.10	28.10
Paper, printing, bookbinding and photography	64.00	58.70	63.80	27.60	24.10	27.50
Chemicals, dyes, explosives, paints, non-mineral oils	58.20	54.30	58.10	30.10	27.30	30.00
Other	56.40	54.90	56.40	26.10	25.20	26.10
Manufacturing groups	*58.50*	*54.90*	*58.20*	*27.10*	*25.90*	*27.00*
Non-manufacturing—						
Mining and quarrying	71.90	73.20	72.00	31.90	31.70	31.90
Electricity, gas, water and sanitary services	55.20	57.10	56.90	30.20	29.50	29.60
Building and construction	66.00	51.20	57.60	27.00	27.60	27.20
Transport, storage and communication	64.20	59.10	60.30	26.90	25.90	26.00
Wholesale trade, primary produce dealing, etc.	54.20	53.60	54.20	25.70	*	25.80
Retail trade	50.50	53.00	50.60	24.50	29.90	24.50
Non-manufacturing groups	*58.90*	*56.00*	*57.60*	*25.60*	*26.90*	*26.00*
Total(*d*)	58.70	55.80	57.90	26.40	26.70	26.50

(*a*) Excludes managerial, executive, professional and higher supervisory staff. For definitions and particulars of coverage of the survey, etc. *see* pages 80 to 83. (*b*) Excludes Northern Territory and Australian Capital Territory. (*c*) Last pay-period in October 1965. (*d*) Excludes Primary production; Finance and property; Public authority activities (n.e.i.); Community and business services; and Amusement, hotels, cafés, personal service, etc.

* Less than 50 employees.

AVERAGE WEEKLY EARNINGS—FULL-TIME ADULT AND JUNIOR MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF) (*a*) INDUSTRY GROUPS—STATES—OCTOBER 1965(*c*)

($)

Industry group	Adult males							Junior males						
	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.(*b*)	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.(*b*)
PRIVATE EMPLOYEES														
Manufacturing—														
Founding, engineering, vehicles, etc.	61.40	60.40	53.50	57.10	56.20	60.40	59.90	27.60	27.70	25.20	27.10	24.10	26.30	27.10
Other	58.50	58.20	55.10	54.20	52.10	53.40	57.20	27.80	28.00	25.90	24.70	24.10	26.90	27.00
Manufacturing groups	60.10	59.20	54.60	56.00	53.80	55.50	58.50	27.80	27.90	25.60	26 10	24.10	26.70	27.10
Non-manufacturing	62.00	57.60	56.60	55.00	58.20	57.30	58.90	26.60	25.70	24.80	25.20	23.70	23.70	25.60
Total(*d*)	*60.70*	*58.70*	*55.60*	*55.70*	*56.30*	*56.30*	*58.70*	*27.30*	*27.00*	*25.30*	*25.70*	*23.90*	*25.30*	*26.40*
GOVERNMENT EMPLOYEES														
Manufacturing—														
Founding, engineering, vehicles, etc.	53.00	58.90	54.40	55.00	49.10	42.60	54.80	23.50	26.10	24.60	31.60	23.20	22.80	25.50
Other	52.20	57.50	48.70	62.80	54.00	54.20	55.20	25.90	27.90	26.90	37.60	21.20	23.30	27.50
Manufacturing groups	52.80	58.50	53.20	56.70	50.30	46.20	54.90	24.00	26.30	25.20	32.70	22.80	23.00	25.90
Non-manufacturing	57.50	58.00	51.40	53.70	55.30	52.90	56.00	27.10	27.90	26.10	25.60	24.90	27.50	26.90
Total(*d*)	*56.90*	*58.10*	*51.70*	*54.50*	*54.60*	*52.50*	*55.80*	*26.40*	*27.60*	*25.90*	*27.80*	*24.40*	*27.00*	*26.70*
TOTAL														
Manufacturing—														
Founding, engineering, vehicles, etc.	60.70	60.20	53.80	56.80	54.50	58.90	59.30	27.30	27.50	25.10	27.90	23.90	26.00	26.90
Other	58.30	58.20	54.90	54.90	52.30	53.40	57.10	27.70	28.00	25.90	25.60	24.00	26.80	27.00
Manufacturing groups	59.60	59.20	54.40	56.10	53.30	55.10	58.20	27.50	27.70	25.60	27.00	23.90	26.50	27.00
Non-manufacturing	59.90	57.80	54.10	54.40	57.00	55.10	57.60	26.80	26.50	25.30	25.30	24.10	24.90	26.00
Total(*d*)	**59.70**	**58.50**	**54.20**	**55.30**	**55.80**	**55.10**	**57.90**	**27.10**	**27.10**	**25.40**	**26.10**	**24.00**	**25.60**	**26.50**

For footnotes *see* footnotes to table on page 83.

(vi) *Total weekly earnings groups—full-time adult male employees*—The following six tables give the number of adult males in the various total weekly earnings groups for the last pay-period in October 1965.

TOTAL WEEKLY EARNINGS GROUPS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(*a*) INDUSTRY GROUPS AUSTRALIA (*b*)—OCTOBER 1965(*c*)

('000)

Industry group	Less than $36(*d*)	$36 and less than $40	$40 and less than $44	$44 and less than $48	$48 and less than $52	$52 and less than $56	$56 and less than $60	$60 and less than $70	$70 and less than $80	$80 and over	Total
PRIVATE EMPLOYEES—NUMBER IN EACH EARNINGS GROUP											
Manufacturing—											
Extracting, refining and founding of metals	0.7	2.2	3.1	4.5	5.6	6.2	6.1	12.3	7.4	7.0	54.9
Engineering and metalworking	4.4	10.7	15.8	18.6	20.4	18.7	19.7	36.5	22.9	20.3	188.1
Ships, vehicles, parts and accessories	0.8	2.0	6.9	12.0	11.9	9.7	5.9	11.5	5.9	6.1	72.7
Founding, engineering, vehicles, etc.	5.9	14.9	25.8	35.0	37.9	34.6	31.7	60.3	36.2	33.4	315.7
Textiles, clothing and footwear	1.0	2.9	5.4	6.4	5.4	4.6	3.6	5.5	2.6	1.8	39.2
Food, drink and tobacco	1.9	6.8	11.7	11.0	12.0	10.1	9.0	12.7	6.7	5.8	87.6
Paper, printing, bookbinding and photography	0.7	1.5	2.6	3.7	4.7	5.3	5.0	9.7	6.0	7.1	46.3
Chemicals, dyes, explosives, paints, non-mineral oils	0.5	2.0	2.8	3.3	3.7	3.9	3.2	5.5	2.9	2.2	30.1
Other	4.1	10.3	13.4	14.1	14.3	13.6	10.9	17.9	10.1	9.0	117.7
Manufacturing groups	*14.1*	*38.4*	*61.7*	*73.5*	*78.0*	*72.0*	*63.5*	*111.7*	*64.5*	*59.2*	*636.5*
Non-manufacturing—											
Mining and quarrying	0.6	1.1	1.4	1.6	1.8	2.2	2.6	7.4	6.5	10.7	35.9
Electricity, gas, water and sanitary services	0.1	0.6	0.7	0.9	1.2	0.8	0.8	1.0	0.5	0.4	7.0
Building and construction	0.7	2.0	5.6	6.1	10.3	10.6	10.7	16.6	10.9	17.4	90.9
Transport, storage and communication	0.4	1.3	4.1	5.1	4.8	5.1	4.5	7.1	5.3	7.6	45.5
Wholesale trade, primary produce dealing, etc.	2.4	11.7	21.4	19.4	20.0	16.2	11.9	17.3	8.9	7.6	137.0
Retail trade	1.6	8.8	15.7	14.6	13.3	9.1	5.7	7.4	2.3	2.5	81.0
Non-manufacturing groups	*5.9*	*25.4*	*49.0*	*47.8*	*51.5*	*44.0*	*36.2*	*56.8*	*34.4*	*46.2*	*397.3*
Total(*e*)	**19.9**	**63.8**	**110.8**	**121.3**	**129.5**	**116.0**	**99.7**	**168.5**	**99.0**	**105.4**	**1,033.8**

(*a*) Excludes managerial, executive, professional and higher supervisory staff. For definitions and particulars of coverage of the survey, etc., *see* pages 80 to 83. (*b*) Excludes Northern Territory and Australian Capital Territory. (*c*) Last pay-period in October 1965. (*d*) Includes some employees who received less than $32; *see* page 81. (*e*) Excludes Primary production; Finance and property; Public authority activities (n.e.i.); Community and business services; and Amusement, hotels, cafés, personal service etc.

TOTAL WEEKLY EARNINGS GROUPS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(*a*) INDUSTRY GROUPS, AUSTRALIA(*b*)—OCTOBER 1965(*c*)—*continued*
('000)

Industry group	Less than $36(*d*)	$36 and less than $40	$40 and less than $44	$44 and less than $48	$48 and less than $52	$52 and less than $56	$56 and less than $60	$60 and less than $70	$70 and less than $80	$80 and over	Total
	GOVERNMENT EMPLOYEES—NUMBER IN EACH EARNINGS GROUP										
Manufacturing—											
Extracting, refining and founding of metals	*	*	0.1	*	*	*	*	0.1	*	*	0.3
Engineering and metalworking	0.3	0.6	1.1	1.1	1.0	1.0	0.8	1.3	0.9	0.8	9.0
Ships, vehicles, parts and accessories	1.0	3.2	4.1	6.5	4.0	4.3	3.6	5.0	2.0	1.5	35.2
Founding, engineering, vehicles, etc.	1.3	3.8	5.2	7.7	5.1	5.4	4.4	6.3	3.0	2.4	44.6
Textiles, clothing and footwear	*	*	*	0.1	0.1	*	*	*	*	*	0.2
Food, drink and tobacco	0.1	0.8	1.4	0.6	0.7	0.6	0.4	0.9	0.5	0.5	6.3
Paper, printing, bookbinding and photography	*	0.1	0.2	0.2	0.4	0.2	0.2	0.3	0.3	0.2	2.0
Chemicals, dyes, explosives, paints, non-mineral oils	*	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.1	1.1
Other	0.1	0.3	0.4	0.6	0.5	0.5	0.4	0.4	0.3	0.2	3.7
Manufacturing groups	*1.6*	*5.0*	*7.4*	*9.2*	*6.7*	*6.8*	*5.5*	*8.1*	*4.1*	*3.4*	*57.9*
Non-manufacturing—											
Mining and quarrying	*	0.1	0.2	0.2	0.2	0.2	0.2	0.5	0.6	1.2	3.5
Electricity, gas, water and sanitary services	0.8	3.3	9.1	7.5	10.5	7.6	5.8	9.1	5.5	5.4	64.7
Building and construction	5.8	13.5	23.2	18.7	15.7	13.2	8.0	11.0	5.5	5.0	119.7
Transport, storage and communication	2.0	8.1	13.2	16.6	17.2	16.0	14.7	27.4	15.6	14.4	145.1
Wholesale trade, primary produce dealing etc.	*	0.1	0.1	0.1	0.2	0.1	0.1	0.1	*	*	1.1
Retail trade	*	*	*	0.1	0.1	0.1	*	0.1	*	*	0.4
Non-manufacturing groups	*8.7*	*25.1*	*46.0*	*43.2*	*43.9*	*37.1*	*28.9*	*48.2*	*27.2*	*26.1*	*334.4*
Total(*e*)	**10.3**	**30.1**	**53.3**	**52.3**	**50.7**	**44.0**	**34.5**	**56.3**	**31.3**	**29.5**	**392.2**

For footnotes *see* page 85. * Less than 50 employees.

TOTAL WEEKLY EARNINGS GROUPS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(*a*)
INDUSTRY GROUPS, AUSTRALIA(*b*)—OCTOBER 1965(*c*)—*continued*
('000)

Industry group	Less than $36(*d*)	$36 and less than $40	$40 and less than $44	$44 and less than $48	$48 and less than $52	$52 and less than $56	$56 and less than $60	$60 and less than $70	$70 and less than $80	$80 and over	Total
TOTAL (PRIVATE AND GOVERNMENT) EMPLOYEES—NUMBER IN EACH EARNINGS GROUP											
Manufacturing—											
Extracting, refining and founding of metals	0.7	2.2	3.2	4.5	5.6	6.2	6.1	12.3	7.4	7.0	55.3
Engineering and metalworking	4.6	11.3	16.9	19.7	21.4	19.8	20.5	37.8	23.9	21.2	197.1
Ships, vehicles, parts and accessories	1.9	5.1	11.0	18.5	15.9	14.0	9.5	16.5	8.0	7.6	107.9
Founding, engineering, vehicles, etc.	7.2	18.6	31.1	42.7	43.0	40.0	36.2	66.6	39.2	35.7	360.3
Textiles, clothing and footwear	1.0	2.9	5.5	6.4	5.5	4.6	3.7	5.5	2.6	1.8	39.4
Food, drink and tobacco	2.0	7.6	13.1	11.5	12.6	10.6	9.4	13.6	7.2	6.3	93.9
Paper, printing, bookbinding and photography	0.7	1.6	2.8	3.9	5.1	5.5	5.2	10.0	6.2	7.3	48.2
Chemicals, dyes, explosives, paints, non-mineral oils	0.5	2.1	3.0	3.5	3.8	4.0	3.3	5.7	3.0	2.3	31.2
Other	4.2	10.6	13.8	14.7	14.7	14.1	11.3	18.3	10.4	9.2	121.3
Manufacturing groups	*15.6*	*43.4*	*69.1*	*82.7*	*84.7*	*78.8*	*69.0*	*119.8*	*68.7*	*62.6*	*694.3*
Non-manufacturing—											
Mining and quarrying	0.7	1.1	1.6	1.8	2.0	2.4	2.8	7.9	7.1	11.9	39.3
Electricity, gas, water and sanitary services	0.9	3.8	9.9	8.4	11.7	8.4	6.6	10.1	5.9	5.9	71.7
Building and construction	6.5	15.5	28.8	24.8	26.0	23.7	18.8	27.6	16.4	22.4	210.6
Transport, storage and communication	2.4	9.4	17.4	21.7	22.0	21.0	19.2	34.5	20.8	22.0	190.5
Wholesale trade, primary produce dealing, etc.	2.4	11.8	21.6	19.6	20.3	16.4	12.0	17.4	9.0	7.6	138.1
Retail trade	1.6	8.8	15.8	14.7	13.4	9.2	5.7	7.5	2.3	2.5	81.4
Non-manufacturing groups	*14.6*	*50.5*	*95.0*	*91.0*	*95.4*	*81.2*	*65.2*	*105.0*	*61.6*	*72.3*	*731.6*
Total(*e*)	**30.2**	**93.9**	**164.1**	**173.7**	**180.1**	**160.0**	**134.2**	**224.7**	**130.3**	**134.9**	**1,426.0**

For footnotes *see* page 85.

TOTAL WEEKLY EARNINGS GROUPS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a) INDUSTRY GROUPS—STATES—OCTOBER 1965(b)

('000)

Total weekly earnings groups	Private employees			Government employees			Total		
	Manufacturing	Non-manufacturing	Total(c)	Manufacturing	Non-manufacturing	Total(c)	Manufacturing	Non-manufacturing	Total(c)
NUMBER OF EMPLOYEES IN EACH EARNINGS GROUP—NEW SOUTH WALES									
Less than $36(d)	4.6	1.8	6.4	0.8	2.5	3.3	5.4	4.3	9.7
$36 and less than $40	14.0	7.3	21.3	2.1	8.1	10.2	16.1	15.4	31.5
$40 " " " $44	23.8	15.3	39.1	2.5	17.8	20.3	26.3	33.1	59.4
$44 " " " $48	28.8	16.1	45.0	3.3	16.5	19.8	32.1	32.7	64.8
$48 " " " $52	30.6	17.0	47.7	2.0	15.8	17.8	32.6	32.8	65.5
$52 " " " $56	30.3	16.2	46.5	2.3	14.7	17.0	32.6	30.9	63.5
$56 " " " $60	27.2	14.0	41.2	1.3	10.8	12.1	28.5	24.8	53.3
$60 " " " $70	51.9	23.0	74.9	1.9	20.3	22.2	53.8	43.4	97.1
$70 " " " $80	29.8	15.7	45.5	1.0	11.6	12.6	30.8	27.2	58.1
$80 and over	29.1	22.7	51.8	0.9	11.4	12.3	29.9	34.1	64.1
Total	**270.1**	**149.2**	**419.3**	**18.1**	**129.5**	**147.7**	**288.2**	**278.7**	**566.9**
NUMBER OF EMPLOYEES IN EACH EARNINGS GROUP—VICTORIA									
Less than $36(d)	3.4	1.2	4.6	0.1	0.5	0.6	3.6	1.6	5.2
$36 and less than $40	10.7	5.5	16.2	0.8	4.9	5.7	11.4	10·4	21.9
$40 " " " $44	18.1	13.9	32.0	1.7	10.3	12.0	19.8	24.3	44.0
$44 " " " $48	22.3	14.0	36.3	1.9	10.7	12.6	24.2	24.7	48.9
$48 " " " $52	25.8	16.3	42.1	1.8	12.0	13.8	27.6	28.3	55.9
$52 " " " $56	22.5	13.9	36.4	2.1	9.2	11.3	24.6	23.1	47.7
$56 " " " $60	21.2	11.2	32.4	1.7	8.2	9.8	22.8	19.4	42.2
$60 " " " $70	35.2	15.8	51.1	2.9	13.6	16.5	38.1	29.4	67.5
$70 " " " $80	21.7	9.2	30.9	1.8	7.9	9.7	23.5	17.1	40.6
$80 and over	19.8	10.3	30.1	1.3	8.2	9.5	21.1	18.5	39.6
Total	**200.6**	**111.4**	**312.0**	**16.1**	**85.4**	**101.5**	**216.7**	**196.8**	**413.5**

(a) Excludes managerial, executive, professional and higher supervisory staff. For definitions and particulars of coverage of the survey, etc., *see* pages 80 to 83. (b) Last pay-period in October 1965. (c) Excludes Primary production; Finance and property; Public authority activities (n.e.i.); Community and business services; and Amusements, hotels, cafés, personal service, etc. (d) Includes some employees who received less than $32; *see* page 81.

TOTAL WEEKLY EARNINGS GROUPS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(*a*)
INDUSTRY GROUPS—STATES—OCTOBER 1965(*b*)—*continued*
('000)

Total weekly earnings groups	Private employees			Government employees			Total		
	Manufacturing	Non-manufacturing	Total(*c*)	Manufacturing	Non-manufacturing	Total(*c*)	Manufacturing	Non-manufacturing	Total(*c*)
NUMBER OF EMPLOYEES IN EACH EARNINGS GROUP—QUEENSLAND									
Less than $36(*d*)	2.1	1.1	3.1	0.1	3.6	3.7	2.2	4.6	6.8
$36 and less than $40	5.0	5.1	10.1	0.7	4.9	5.6	5.7	10.0	15.7
$40 " " " $44	7.4	8.4	15.8	1.3	7.7	9.0	8.7	16.1	24.8
$44 " " " $48	8.0	7.0	15.0	1.3	6.1	7.4	9.3	13.1	22.4
$48 " " " $52	8.2	6.5	14.7	1.1	7.6	8.7	9.3	14.1	23.4
$52 " " " $56	6.6	5.6	12.2	0.6	5.9	6.5	7.2	11.5	18.7
$56 " " " $60	5.1	4.2	9.3	1.3	4.6	5.9	6.4	8.7	15.1
$60 " " " $70	7.2	7.0	14.2	1.6	5.6	7.2	8.8	12.6	21.4
$70 " " " $80	4.1	3.9	8.0	0.2	2.8	3.0	4.3	6.7	11.0
$80 and over	3.8	5.4	9.2	0.1	2.1	2.2	3.9	7.5	11.4
Total	**57.4**	**54.2**	**111.6**	**8.3**	**50.7**	**59.1**	**65.7**	**105.0**	**170.7**
NUMBER OF EMPLOYEES IN EACH EARNINGS GROUP—SOUTH AUSTRALIA									
Less than $36(*d*)	2.1	0.6	2.7	0.3	0.8	1.1	2.4	1.4	3.8
$36 and less than $40	4.2	3.1	7.4	0.7	2.8	3.5	4.9	5.9	10.8
$40 " " " $44	7.1	4.7	11.7	1.2	4.6	5.7	8.2	9.3	17.5
$44 " " " $48	8.9	4.2	13.1	1.5	4.5	6.0	10.4	8.7	19.2
$48 " " " $52	8.3	5.6	13.9	1.1	4.0	5.1	9.5	9.6	19.1
$52 " " " $56	8.5	3.6	12.1	1.4	3.5	4 9	9.9	7.1	17.0
$56 " " " $60	6.1	3.1	9.2	0.9	2.4	3.3	7.1	5.5	12.6
$60 " " " $70	10.8	4.8	15.7	1.3	3.8	5.1	12.1	8.6	20.8
$70 " " " $80	9.4	4.7	8.1	0.9	2.0	3.0	11.2	8.2	11.0
$80 and over			6.0	0.9	1.5	2.4			8.4
Total	**65.4**	**34.5**	**99.9**	**10.2**	**29.9**	**40.1**	**75.7**	**64.4**	**140.0**

For footnotes *see* page 88.

TOTAL WEEKLY EARNINGS GROUPS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(*a*) INDUSTRY GROUPS—STATES—OCTOBER 1965(*b*)—*continued*

('000)

Total weekly earnings groups	Private employees			Government employees			Total		
	Manufacturing	Non-manufacturing	Total(*c*)	Manufacturing	Non-manufacturing	Total(*c*)	Manufacturing	Non-manufacturing	Total(*c*)
NUMBER OF EMPLOYEES IN EACH EARNINGS GROUP—WESTERN AUSTRALIA									
Less than $36(*d*)	1.5	1.0	2.5	0.1	0.9	1.1	1.6	1.9	3.6
$36 and less than $40	2.8	3.5	6.4	0.6	2.8	3.4	3.4	6.4	9.8
$40 " " " $44	3.3	4.4	7.7	0.6	3.5	4.0	3.9	7.9	11.8
$44 " " " $48	3.5	4.6	8.0	1.0	3.4	4.4	4.4	8.0	12.4
$48 " " " $52	3.3	4.5	7.8	0.6	3.1	3.7	3.9	7.6	11.5
$52 " " " $56	2.4	3.4	5.8	0.4	2.7	3.1	2.8	6.1	8.9
$56 " " " $60	2.2	2.5	4.6	0.3	2.2	2.5	2.5	4.6	7.1
$60 " " " $70	3.6	4.7	8.4	0.4	3.5	3.9	4.1	8.2	12.3
$70 " " " $80	1.9	2.4	4.3	0.2	2.0	2.2	2.1	4.4	6.5
$80 and over	1.5	4.2	5.7	0.2	2.0	2.2	1.6	6.2	7.9
Total	**25.9**	**35.3**	**61.2**	**4.4**	**26.1**	**30.5**	**30.3**	**61.3**	**91.7**
NUMBER OF EMPLOYEES IN EACH EARNINGS GROUP—TASMANIA									
Less than $36(*d*)	0.4	0.2	0.6	0.1	0.5	0.5	0.5	0.7	1.2
$36 and less than $40	1.7	0.7	2.5	0.1	1.6	1.7	1.8	2.3	4.2
$40 " " " $44	2.0	2.4	4.4	0.1	2.1	2.2	2.1	4.5	6.6
$44 " " " $48	2.1	1.8	3.9	0.2	1.9	2.2	2.3	3.7	6.0
$48 " " " $52	1.8	1.5	3.3	0.1	1.5	1.6	1.9	3.0	4.9
$52 " " " $56	1.7	1.2	3.0	*	1.2	1.2	1.7	2.4	4.1
$56 " " " $60	1.7	1.2	3.0	*	0.8	0.9	1.8	2.1	3.8
$60 " " " $70	2.8	3.6	4.2	*	1.4	1.4	2.9	6.7	5.7
$70 " " " $80	1.5		2.3	*	0.8	0.9	1.5		3.1
$80 and over	1.2		2.7	*	0.9	0.9	1.2		3.5
Total	**17.0**	**12.7**	**29.7**	**0.7**	**12.7**	**13.4**	**17.7**	**25.4**	**43.2**

For footnotes *see* page 88. * Less than 50 employees.

(vii) *Dissection of total weekly earnings—full-time adult male employees.* The following tables give a dissection of total weekly earnings of full-time adult male employees into overtime earnings and ordinary time earnings. Ordinary time earnings are dissected into 'at award, etc. rates' and 'in excess of award, etc. rates'.

DISSECTION OF TOTAL WEEKLY EARNINGS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(*a*) INDUSTRY GROUPS, AUSTRALIA(*b*)—OCTOBER 1965(*c*)

($)

Industry group	Average earnings per employee(*d*)				
	Overtime earnings	Ordinary time earnings			Total
		At 'Award, etc. rates'	In excess of 'Award, etc. rates'		
			Payment by measured result	Other	
PRIVATE EMPLOYEES					
Manufacturing—					
Extracting, refining and founding of metals	10.30	45.50	4.10	1.90	61.80
Engineering and metal working	11.10	42.50	6.60		60.20
Ships, vehicles, parts and accessories	6.30	45.40	1.00	4.90	57.60
Founding, engineering, vehicles, etc.	9.80	43.70	2.00	4.30	59.90
Textiles, clothing and footwear	6.70	40.90	3.20	3.10	53.90
Food, drink and tobacco	9.00	43.40	3.30		55.70
Paper, printing, bookbinding and photography	7.40	49.10	2.40	5.10	64.00
Chemicals, dyes, explosives, paints, non-mineral oils	6.40	45.80	2.30	3.70	58.20
Other	8.80	42.50	5.00		56.40
Manufacturing groups	*9.00*	*43.80*	*2.00*	*3.70*	*58.50*
Non-manufacturing—					
Mining and quarrying	9.60	52.10	8.50	1.70	71.90
Electricity, gas, water and sanitary services	5.40	47.90	0.40	1.60	55.20
Building and construction	12.80	49.40	3.90		66.00
Transport, storage and communication	14.70	46.60	2.90		64.20
Wholesale trade, primary produce dealing, etc.	4.40	44.50	1.60	3.80	54.20
Retail trade	3.30	41.80	5.50		50.50
Non-manufacturing groups	*7.80*	*46.00*	*2.00*	*3.10*	*58.90*
Total(*e*)	**8.50**	**44.60**	**2.00**	**3.50**	**58.70**

(*a*) Excludes managerial, executive, professional and higher supervisory staff. For definitions and particulars of coverage of the survey etc., *see* pages 80 to 83. (*b*) Excludes Northern Territory and Australian Capital Territory. (*c*) Last pay-period in October 1965. (*d*) *See* page 81. (*e*) Excludes Primary production; Finance and property; Public authority activities (n.e.i.); Community and business services; and Amusement, hotels, cafés, personal service, etc.

DISSECTION OF TOTAL WEEKLY EARNINGS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(*a*) INDUSTRY GROUPS, AUSTRALIA(*b*)—OCTOBER 1965(*c*)—*continued*

($)

Industry group	Average earnings per employee(*d*)				
	Overtime earnings	Ordinary time earnings			Total
		At 'Award, etc. rates'	In excess of 'Award, etc. rates'		
			Payment by measured result	Other	
GOVERNMENT EMPLOYEES					
Manufacturing—					
Extracting, refining and founding of metals	9.00	45.70	*	0.10	54.90
Engineering and metal working	7.90	48.40	0.60	0.70	57.60
Ships, vehicles, parts and accessories	6.80	46.10	*	1.20	54.10
Founding, engineering, vehicles, etc.	7.00	46.50	0.10	1.10	54.80
Textiles, clothing and footwear	5.50	42.10	2.90	*	50.50
Food, drink and tobacco	7.60	44.80	1.40	0.80	54.60
Paper, printing, bookbinding and photography	9.50	48.90	0.30	*	58.70
Chemicals, dyes, explosives, paints, non-mineral oils	5.70	47.00	1.50	0.10	54.30
Other	5.40	47.00	0.50	2.00	54.90
Manufacturing groups	*7.00*	*46.50*	*0.30*	*1.00*	*54.90*
Non-manufacturing—					
Mining and quarrying	7.90	55.10	9.60	0.60	73.20
Electricity, gas, water and sanitary services	4.60	51.90	*	0.50	57.10
Building and construction	5.00	45.60	*	0.60	51.20
Transport, storage and communication	6.70	51.90	*	0.50	59.10
Wholesale trade, primary produce dealing, etc.	3.60	49.70	*	0.30	53.60
Retail trade	3.20	47.20	1.30	1.20	53.00
Non-manufacturing groups	*5.70*	*49.60*	*0.10*	*0.60*	*56.00*
Total(*e*)	5.90	49.20	0.20	0.60	55.80

For footnotes *see* page 91.

* Less than five cents.

DISSECTION OF TOTAL WEEKLY EARNINGS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(*a*) INDUSTRY GROUPS, AUSTRALIA(*b*)—OCTOBER 1965(*c*)—*continued*

($)

Industry group	Average earnings per employee(*d*)				
	Overtime earnings	Ordinary time earnings			Total
		At 'Award, etc. rates'	In excess of 'Award, etc. rates'		
			Payment by measured result	Other	
TOTAL (PRIVATE AND GOVERNMENT) EMPLOYEES					
Manufacturing—					
Extracting, refining and founding of metals	10.30	45.50	4.10	1.90	61.80
Engineering and metal working	10.90	42.80	6.40		60.10
Ships, vehicles, parts and accessories	6 50	45.60	0.70	3.70	56.50
Founding, engineering, vehicles, etc.	9.50	44.10	1.80	3.90	59.30
Textiles, clothing and footwear	6.70	40.90	3.20	3.10	53.80
Food, drink and tobacco	8.90	43.50	3.20		55.60
Paper, printing, bookbinding and photography	7.50	49.10	2.30	4.90	63.80
Chemicals, dyes, explosives, paints, non-mineral oils	6.40	45 80	2.30	3.50	58.10
Other	8.70	42.70	5.00		56.40
Manufacturing groups	*8.80*	*44.00*	*1.90*	*3.50*	*58.20*
Non-manufacturing—					
Mining and quarrying	9.50	52 30	8.60	1.60	72.00
Electricity, gas, water and sanitary services	4.70	51.50	*	0.60	56.90
Building and construction	8.30	47 20	2.10		57.60
Transport, storage and communication	8.60	50.60	1.10		60.30
Wholesale trade, primary produce dealing, etc.	4.40	44.50	1.60	3.70	54.20
Retail trade	3.30	41.90	5.40		50.60
Non-manufacturing groups	*6.80*	*47.70*	*1.10*	*2.00*	*57.60*
Total(*e*)	**7.80**	**45.90**	**1.50**	**2.70**	**57.90**

For footnotes *see* page 91.

* Less than five cents.

DISSECTION OF TOTAL WEEKLY EARNINGS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a) INDUSTRY GROUPS—STATES—OCTOBER 1965(b)

($)

Dissection of total weekly earnings	New South Wales			Victoria			Queensland		
	Average earnings per employee(c)			Average earnings per employee(c)			Average earnings per employee(c)		
	Manufacturing	Non-manufacturing	Total(d)	Manufacturing	Non-manufacturing	Total(d)	Manufacturing	Non-manufacturing	Total(d)
PRIVATE EMPLOYEES									
Overtime earnings	9.70	8.80	9.30	9.10	7.20	8.40	8.80	6.10	7.50
Ordinary time earnings—									
At 'Award, etc. rates'	43.90	47.80	45.30	43.80	44.70	44.10	43.10	46.50	44.80
In excess of 'Award, etc., rates'—									
(i) Payment by measured result	2.70	2.30	2.60	1.80	5.70	1.60	2.70	4.00	3.30
(ii) Other	3.80	3.10	3.60	4.50		4.50			
Total	**60.10**	**62.00**	**60.70**	**59.20**	**57.60**	**58.70**	**54.60**	**56.60**	**55.60**
GOVERNMENT EMPLOYEES									
Overtime earnings	6.50	5.90	6.00	7.90	6.00	6.30	5.90	4.60	4.80
Ordinary time earnings—									
At 'Award, etc. rates'	45.10	51.00	50.30	49.00	50.90	50.60	47.30	46.60	46.70
In excess of 'Award, etc., rates'—									
(i) Payment by measured result	0.50	0.30	0.30	0.20	1.00	0.10	0.10	0.20	0.20
(ii) Other	0.80	0.20	0.30	1.40		1.10			
Total	**52.80**	**57.50**	**56.90**	**58.50**	**58.00**	**58.10**	**53.20**	**51.40**	**51.70**
TOTAL									
Overtime earnings	9.50	7.40	8.50	9.00	6.70	7.90	8.40	5.30	6.50
Ordinary time earnings—									
At 'Award, etc. rates'	44.00	49.30	46.60	44.20	47.40	45.70	43.70	46.60	45.50
In excess of 'Award, etc., rates'—									
(i) Payment by measured result	2.60	1.40	2.00	1.70	3.70	1.20	2.30	2.20	2.30
(ii) Other	3.60	1.80	2.70	4.30		3.60			
Total	**59.60**	**59.90**	**59.70**	**59.20**	**57.80**	**58.50**	**54.40**	**54.10**	**54.20**

(a) Excludes managerial, executive, professional and higher supervisory staff. For definitions and particulars of coverage of the survey *see* pages 80 to 83. (b) Last pay-period in October 1965. (c) *See* page 81. (d) Excludes Primary production; Finance and property; Public authority activities (n.e.i.); Community and business services; and Amusement, hotels, cafés, personal service, etc.

DISSECTION OF TOTAL WEEKLY EARNINGS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a) INDUSTRY GROUPS—STATES—OCTOBER 1965(b)—*continued*

($)

Dissection of total weekly earnings	South Australia			Western Australia			Tasmania		
	Average earnings per employee(c)			Average earnings per employee(c)			Average earnings per employee(c)		
	Manufacturing	Non-manufacturing	Total(d)	Manufacturing	Non-manufacturing	Total(d)	Manufacturing	Non-manufacturing	Total(d)
PRIVATE EMPLOYEES									
Overtime earnings	7.30	6.60	7.00	8.20	9.10	8.70	5.90	7.30	6.50
Ordinary time earnings—									
At 'Award, etc. rates'	43.80	44.20	44.00	42.40	44.20	43.50	45.40	44.40	45.00
In excess of 'Award, etc., rates'—									
(i) Payment by measured result	4.90	4.20	2.00	3.20	4.90	4.20	4.30	5.60	1.90
(ii) Other			2.70						2.90
Total	**56.00**	**55.00**	**55.70**	**53.80**	**58.20**	**56.30**	**55.50**	**57.30**	**56.30**
GOVERNMENT EMPLOYEES									
Overtime earnings	8.80	5.20	6.10	5.10	7.00	6.80	2.80	4.30	4.20
Ordinary time earnings—									
At 'Award, etc. rates'	46.10	47.40	47.10	42.70	47.30	46.60	43.40	48.60	48.30
In excess of 'Award, etc., rates'—									
(i) Payment by measured result	0.10	1.20	0.10	1.10	1.00	0.20	*	*	*
(ii) Other	1.60		1.30	1.50		1.00			
Total	**56.70**	**53.70**	**54.50**	**50.30**	**55.30**	**54.60**	**46.20**	**52.90**	**52.50**
TOTAL									
Overtime earnings	7.50	5.90	6.80	7.70	8.20	8.10	5.70	5.80	5.80
Ordinary time earnings—									
At 'Award, etc. rates'	44.10	45.70	44.90	42.40	45.60	44.50	45.30	46.50	46.00
In excess of 'Award, etc., rates'—									
(i) Payment by measured result	4.50	2.80	1.40	3.10	3.20	3.20	4.10	2.80	1.30
(ii) Other			2.30						2.00
Total	**56.10**	**54.40**	**55.30**	**53.30**	**57.00**	**55.80**	**55.10**	**55.10**	**55.10**

For footnotes *see* page 94.

* Less than five cents.

(viii) Full-time adult male managerial, etc. staff—The following table gives details of average weekly earnings, total weekly earnings groups and a dissection of total weekly earnings for full-time adult male managerial, executive, professional and higher supervisory staff for the last pay-period in October 1965.

FULL-TIME ADULT MALE MANAGERIAL, EXECUTIVE, PROFESSIONAL AND HIGHER SUPERVISORY STAFF

(i) AVERAGE WEEKLY EARNINGS—TOTAL (PRIVATE AND GOVERNMENT) EMPLOYEES—STATES—OCTOBER 1965(*a*)

($)

Industry group	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Australia(*b*)		
							Private	Government	Total
Manufacturing groups	95.40	95.30	82.50	93.00	81.70	89.50	93.30	105.10	93.60
Non-manufacturing groups	95.50	95.10	89.50	83.80	84.00	83.80	89.50	107.10	92.50
Total(*c*)	**95.50**	**95.20**	**86.70**	**88.00**	**83.30**	**86.30**	**91.50**	**106.80**	**93.00**

(ii) TOTAL WEEKLY EARNINGS GROUPS—AUSTRALIA(*b*)—OCTOBER 1965(*a*)

Total weekly earnings groups	Number of employees in each earnings group			Percentage in each earnings group		
	Private	Government	Total	Private	Government	Total
	'000	'000	'000	per cent	per cent	per cent
Less than $52	4.9	0.2	5.0	3.3	1.0	3.1
$52 and less than $56	6.0	0.2	6.2	4.1	1.3	3.8
$56 " " " $60	8.6	0.4	9.0	5.8	2.2	5.5
$60 " " " $70	26.7	1.5	28.2	18.1	9.2	17.2
$70 " " " $80	25.4	1.9	27.3	17.2	11.5	16.6
$80 and over	75.8	12.4	88.3	51.5	74.8	53.8
Total	**147.4**	**16.6**	**164.1**	**100.0**	**100.0**	**100.0**

(iii) DISSECTION OF TOTAL WEEKLY EARNINGS(*d*)—AUSTRALIA(*b*)—OCTOBER 1965(*a*)

Dissection of total weekly earnings	Private employees		Government employees		Total	
	Average earnings per employee	Percentage of total	Average earnings per employee	Percentage of total	Average earnings per employee	Percentage of total
	$	per cent	$	per cent	$	per cent
Overtime	0.90	1.0	3.00	2.8	1.10	1.2
Ordinary time earnings—At 'Award, etc., rates'	87.80	96.0	103.60	97.0	89.40	96.2
In excess of 'Award, etc., rates'—						
(i) Payment by measured result	1.10	1.2	0.30	0.2	1.00	1.0
(ii) Other	1.70	1.8			1.50	1.6
Total	**91.50**	**100.0**	**106.80**	**100.0**	**93.00**	**100.0**

(*a*) Last pay-period in October, 1965. For definitions and particulars of coverage of the survey etc. *see* pages 80 to 83. (*b*) Excludes Northern Territory and Australian Capital Territory. (*c*) Excludes Primary production: Finance and property; Public authority activities (n.e.i.); Community and business services; and Amusement hotels, cafés, personal service, etc. (*d*) *See* page 81.

5. Surveys of weekly earnings and hours, October 1962, 1963, 1964, 1966 and 1967:

(i) *General.* Sample surveys in respect of most private employers subject to pay-roll tax (i.e. those paying more than $400 per week in wages and salaries) have been conducted as at the last pay-period in October during recent years. Results of the 1967 survey with comparisons with some of the earlier surveys are contained herein.

In addition to obtaining data for the calculation of average weekly earnings, average weekly hours paid for, and average hourly earnings, the October 1966 and 1967 surveys obtained information on overtime and ordinary time earnings and hours for full-time employees (other than managerial, etc. staff). The figures of average overtime earnings and average overtime hours are the averages for *all* employees (in the specified category) represented in the survey whether or not they worked overtime. The survey figures do not show the average overtime earnings or hours of only those employees who worked overtime.

Figures of average weekly earnings, average weekly hours paid for, and average hourly earnings as at the selected pay-periods are presented for males and females (adult and junior) separately by industry groups and by States. They reflect the effects of differences (and of changes between points of time) in amounts paid for the various occupations; in amounts paid for the same occupations; in occupational structures within industries; in industry structure; in degrees of business activity (incidence of overtime, etc.); and in the incidence of incentive schemes, piece-work and profit-sharing scheme payments, etc.

In general, where an establishment was closed down for part or whole of the last pay-period in October, or operations were seriously curtailed by an industrial dispute, breakdown, fire, etc., the employer was asked to supply particulars of wages and hours for the nearest normal pay-period.

(ii) *Coverage.* The results of the surveys are based on returns from stratified random samples of private employers subject to pay-roll tax. Employees in rural industry and in private domestic service are excluded because most employers in these two industries are not subject to pay-roll tax. Also excluded from the surveys are: employees of government and semi-government authorities; employees of religious, benevolent and other similar organisations exempt from pay-roll tax; and all employees in the Northern Territory and the Australian Capital Territory. The earnings and hours of waterside workers employed on a casual basis are excluded because they are subject to wide fluctuations for short periods such as those covered by these surveys.

Approximately 4,080 employers were included in the October 1967 survey and the sample represented 1,567,000 male and 684,000 female wage and salary earners.

As the survey was based on a sample, the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only a sample of employers was surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability.

(iii) *Comparability of results.* In addition to affecting the results of each sample survey, sampling variability also affects comparison between each year's results.

The industry classification adopted for the 1967 and previous earnings and hours surveys from 1963 onwards (including the 1965 survey) is that used for the 1961 and 1966 population censuses. Because the October 1962 survey was based on a different industry classification only broad comparison with more recent surveys is possible (*see* tables on pages 110 and 112, Detailed comparison of the results of the surveys of 1963, 1964, 1966 and 1967 are shown in tables on pages 104 to 109 and 111.

The October 1965 Survey of Weekly Earnings was a special purpose survey on a different basis to the surveys compared in this section and, therefore, its results are not shown herein, but appear on pages 80 to 96.

In the surveys of October 1962, 1963 and 1964 employees 'whose hours of work were not known' were reported with managerial, etc. staff. In the October 1966 and 1967 surveys employers were asked to report these employees in their correct classification, and if necessary estimate their hours of work. It is considered that any reporting differences will have had only a slight effect on comparability of the surveys.

The allocation of employees between *Managerial, executive, professional and higher supervisory staff* and *All other full-time employees* (as defined) depends upon the employers' interpretation of the definitions (*see* below).

(iv) *Definitions.* The following definitions refer to terms used in the surveys and in the tables in this section:

Employees refer to male and female employees who received pay for the last pay-period in October.

Adults include all employees 21 years of age and over and those employees who, although under 21 years of age, are paid at the adult rate for their occupation.

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

Full-time employees are those employees who ordinarily work 30 hours or more a week and who received pay for the last pay-period in October. Included are 'full-time' employees on short-time; 'full-time' employees who began or ceased work during the pay-period; and 'full-time' employees on paid annual leave, paid sick leave, long service leave and paid holidays taken during the specified pay-period.

Part-time employees are those employees who ordinarily work less than 30 hours a week and who received pay for the last pay-period in October. Employees on short-time who normally work 30 hours or more a week are classified as full-time employees.

Other than managerial, etc. staff includes minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees. It excludes *Managerial, executive, professional and higher supervisory staff* who were not further defined.

Weekly earnings refers to gross earnings for the last pay-period in October before taxation and other deductions have been made. It includes overtime earnings, ordinary time earnings, shift allowances, penalty rates, commission and similar payments; and that part of paid annual leave, paid sick leave, long service leave and paid holidays taken during the specified pay-period. It includes one week's proportion of payments made other than on a weekly basis, e.g. salary paid fortnightly or monthly; paid annual or other leave taken during the specified pay-period; periodical payments under incentive, piecework, profit sharing schemes, etc; commissions; annual or periodical bonuses, etc. Retrospective payments are excluded.

Overtime earnings refers to that part of gross weekly earnings (as defined above) for hours paid for in excess of award, standard or agreed hours of work. Overtime earnings were not reported for managerial, etc. staff.

Ordinary time earnings refers to that part of gross weekly earnings (as defined above) for award, standard or agreed hours of work. It includes shift allowances, penalty rates, commissions, bonuses and incentive payments, and that part of paid annual and other leave, which relate to these hours.

Weekly man-hours paid for refers to the sum of man-hours for which payment was made. It includes overtime hours, ordinary time hours, paid stand-by or reporting time; and that part of paid annual leave, paid sick leave, long service leave and paid holidays taken during the specified pay-period. For employees paid other than weekly, hours are converted to a weekly basis. For employees who began or ceased work, or were

absent without pay for any reason during the specified week, only the man-hours actually paid for are included. Where agreed hours of work are less than award hours, man-hours are based on agreed hours. Hours of work were not reported for managerial, etc. staff.

Overtime hours refers to hours in excess of award, standard or agreed hours of work.

Ordinary time hours refers to award, standard or agreed hours of work. It includes man-hours of stand-by or reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long service leave taken during the specified week.

(v) *Average earnings and hours, industry groups—States and Australia*

AVERAGE EARNINGS AND HOURS, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a): INDUSTRY GROUPS, AUSTRALIA(b), OCTOBER 1967(c)

Industry group	Average weekly earnings ($)				Average weekly hours paid for				Average hourly earnings ($)			
	Adult males	Junior males	Adult females	Junior females	Adult males	Junior males	Adult females	Junior females	Adult males	Junior males	Adult females	Junior females
Manufacturing—												
Extracting, refining and founding of metals	67.30	34.20	39.60	28 00	44.5	41.5	39 9	39.7	1.51	0.83	0.99	0.71
Engineering and metal-working	65.30	32 00	35.90	25.70	44 2	40.9	39 0	39.0	1.48	0.78	0.92	0.66
Ships, vehicles, parts and accessories	65.10	31.60	37.20	26.70	43.1	41.0	39.5	38.8	1 51	0 77	0.94	0.69
Founding, engineering, vehicles, etc.	*65.60*	*32.20*	*36.30*	*26.10*	*44 0*	*41.0*	*39.1*	*39 0*	*1 49*	*0.79*	*0.93*	*0.67*
Textiles, clothing and footwear	60.00	29.70	35.70	21.10	42.8	41 1	39.1	39 0	1 40	0.72	0 91	0.54
Food, drink and tobacco	62.10	33.40	36.60	25 00	44 1	41.8	39.9	39.5	1.41	0.80	0.92	0.63
Paper, printing, bookbinding and photography	70.50	32.20	37.60	24.50	42.3	41.3	39.8	39.7	1.67	0.78	0.95	0.62
Chemicals, dyes, explosives, paints, non-mineral oils	65.30	36.50	38.00	27.90	42.5	41 3	39.2	39.0	1.54	0.88	0.97	0.72
Other	62.60	30.70	36.10	24.80	44 0	41 7	39.8	39.1	1.42	0.74	0.91	0.64
Manufacturing groups	*64.50*	*32.00*	*36.30*	*25 70*	*43.7*	*41.3*	*39.3*	*39 2*	*1.48*	*0.78*	*0 92*	*0.60*
Non-manufacturing—												
Mining and quarrying	81.50	41.00	45 30	29.70	43.8	41.1	38 1	38.7	1 86	1.00	1.19	0.77
Building and construction	69.40	33.00	41.50	28.60	43.6	41.3	38 6	39.1	1.59	0.80	1 07	0.73
Transport and storage	70.70	33.80	42 20	27.80	46 6	42.3	39.4	39 1	1.52	0.80	1 07	0.71
Finance and property	68.80	33.40	42.00	27.70	38.7	38.5	37.9	38.1	1.78	0.87	1.11	0.73
Wholesale trade, primary produce dealing, etc.	60.00	30.40	39.40	25.50	41 3	40 6	39.0	38 8	1.45	0.75	1 01	0.66
Retail trade	56.40	28.30	37.70	23.50	41.5	41.2	39.5	39.7	1.36	0.69	0.96	0.59
Other industries(d)	61.90	32.60	38.50	25.60	42 0	39.8	39.0	37.8	1.47	0 82	0 99	0.68
Non-manufacturing groups	*64.70*	*31.10*	*39 20*	*25.40*	*42.4*	*40 5*	*39.0*	*38.9*	*1.53*	*0.77*	*1 00*	*0.65*
All industry groups(e)	64.60	31.50	37.60	24.80	43.1	40.9	39.2	39.0	1.50	0.77	0.96	0.64

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October. For definitions and particulars of coverage of the survey, etc., *see* pages 97 to 99. (d) Includes Community and business services; Amusement, hotels, cafés, personal service, etc; Electricity, gas, water and sanitary services; and Forestry, fishing and trapping. (e) Excludes Rural industry, and Private domestic service.

AVERAGE EARNINGS AND HOURS, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL ETC. STAFF)(a), INDUSTRY GROUPS, STATES, OCTOBER 1967(b)

State	Average weekly earnings ($)					Average weekly hours paid for					Average hourly earnings ($)				
	Manufacturing			Non-manufacturing	All industry groups(c)	Manufacturing			Non-manufacturing	All industry groups(c)	Manufacturing			Non-manufacturing	All industry groups(c)
	Founding, engineering, vehicles, etc.	Other	Total			Founding, engineering, vehicles, etc.	Other	Total			Founding, engineering, vehicles, etc.	Other	Total		
ADULT MALES															
New South Wales	67.20	63.30	65.30	66 30	65.70	44.0	43.0	43.5	42 4	43.0	1.53	1.47	1.50	1.56	1.53
Victoria	65.10	65 80	65 50	64 70	65.20	44.1	43.9	44.0	42.0	43.3	1.48	1.50	1.49	1.54	1.51
Queensland	61.20	60 90	61.00	63.20	62 10	43 9	43.6	43.7	42 1	42.9	1.39	1 40	1.39	1.50	1.45
South Australia	62.60	61.30	62.20	59.00	60.90	43.2	43.7	43.4	42 6	43.1	1.45	1.41	1.43	1.39	1.41
Western Australia	68 00	61.40	64.10	65.80	65.10	46.7	44.4	45.3	43 4	44 2	1.46	1.38	1.42	1.52	1.47
Tasmania	65.50	59.50	61.30	63.30	62.20	42 4	41.7	41.9	42.1	42.0	1.55	1 43	1.46	1.50	1.48
Australia *d*	65.60	63.50	64.50	64 70	64.60	44 0	43.5	43.7	42.4	43.1	1.49	1.46	1.48	1.53	1.50
JUNIOR MALES															
New South Wales	32.60	32.00	32.30	31.90	32.20	40.5	41.5	40.9	40.5	40.7	0.81	0.77	0.79	0.79	0.79
Victoria	33.10	32.40	32 70	31 20	32.00	41 3	41 4	41.4	40.7	41.0	0 80	0.78	0.79	0.77	0.78
Queensland	32.30	32.10	32 10	30 80	31.50	41.8	42 0	41 9	40.6	41 2	0 77	0.76	0.77	0 76	0.76
South Australia	30.70	31.10	30.80	29 80	30.30	41.1	41 8	41.4	40 3	40.8	0.75	0.74	0.75	0.74	0.74
Western Australia	29.10	28.70	28.90	28 70	28 80	42 4	41 7	42 0	40.5	41.1	0.69	0.69	0.69	0 71	0.70
Tasmania	29.00	31.50	30 60	31 20	30 90	40.3	40.3	40.3	40 5	40.4	0.72	0.78	0 76	0.77	0.77
Australia *d*	32.20	31.80	32 00	31.10	31 50	41 0	41.5	41.3	40.5	40.9	0.79	0.77	0.78	0.77	0.77
ADULT FEMALES															
New South Wales	*	*	36.60	40 40	38 40	*	*	39.1	38.7	38.9	*	*	0.94	1.05	0.99
Victoria	*	*	36.50	39.50	37.60	*	*	39.4	39.2	39.3	*	*	0.93	1.01	0.96
Queensland	*	*	34.10	37 40	36.10	*	*	39.6	39 1	39 3	*	*	0.86	0.96	0.92
South Australia	*	*	35 60	35.90	35 80	*	*	40.3	39.3	39.8	*	*	0 88	0.91	0.90
Western Australia	*	*	33.70	37.20	36.20	*	*	39.5	39.6	39.6	*	*	0.85	0 94	0 91
Tasmania	*	*	34.30	37.30	35.70	*	*	38.5	39.1	38.8	*	*	0.89	0.96	0.92
Australia *d*	36.30	36.30	36.30	39 20	37.60	39.1	39.4	39.3	39.0	39.2	0.93	0.92	0.92	1.00	0 96
JUNIOR FEMALES															
New South Wales	*	*	24.00	26 40	25.50	*	*	39.0	38.8	38.9	*	*	0.61	0.68	0 66
Victoria	*	*	24.40	26.60	25.70	*	*	38 9	38 5	38.7	*	*	0.63	0 69	0.67
Queensland	*	*	21.70	24.10	23 20	*	*	39.6	39.3	39.4	*	*	0 55	0 61	0.59
South Australia	*	*	23.40	23.80	23.70	*	*	39 8	38.9	39.2	*	*	0 59	0 61	0.61
Western Australia	*	*	21 80	22.90	22.70	*	*	39 8	39 2	39.3	*	*	0 55	0 59	0.58
Tasmania	*	*	24.30	23.60	23.80	*	*	38.6	39 1	38.9	*	*	0.63	0.60	0.61
Australia *d*	26.10	23 10	23.70	25.40	24.80	39 0	39.2	39.2	38 9	39.0	0.67	0.59	0 60	0.65	0.64

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Last pay-period in October. For definitions and particulars of coverage of the survey, etc., *see* pages 97 to 99. (c) Excludes Rural Industry, and Private domestic service. (d) Excludes Northern Territory and Australian Capital Territory.
* Information not available because the figures are subject to sampling variability too high for most practical uses.

AVERAGE WEEKLY EARNINGS AND HOURS (OVERTIME AND ORDINARY TIME)(a) FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(b): INDUSTRY GROUPS, AUSTRALIA(c), OCTOBER 1967(d)

Industry groups	Average weekly earnings ($)			Average weekly hours paid for			Average weekly earnings($)			Average weekly hours paid for		
	Overtime earnings	Ordinary time earnings	Total	Overtime hours	Ordinary time hours	Total	Overtime earnings	Ordinary time earnings	Total	Overtime hours	Ordinary time hours	Total
	ADULT MALES						JUNIOR MALES					
Manufacturing—												
Extracting, refining and founding of metals	10.80	56.40	67.30	5.5	39.0	44.5	3.40	30.80	34.20	2.5	38.9	41.5
Engineering and metal-working	11.40	53.80	65.30	5.6	38.6	44 2	3.20	28.80	32 00	2.8	38.0	40.9
Ships, vehicles, parts and accessories	9.60	55.50	65.10	4.4	38.7	43.1	2.50	29.00	31.60	2.2	38 8	41.0
Founding, engineering, vehicles, etc.	*10.90*	*54 70*	*65 60*	*5.3*	*38 7*	*44.0*	*3.10*	*29.10*	*32 20*	*2.7*	*38.3*	*41.0*
Textiles, clothing and footwear	7.60	52.50	60.00	4 0	38.8	42.8	2.80	26.90	29 70	2.5	38.6	41.1
Food, drink and tobacco	10.50	51.60	62 10	5 4	38.7	44.1	4.30	29.10	33.40	3.3	38.5	41 8
Paper, printing, book-binding and photography	7.50	63.00	70.50	3.2	39.0	42 3	2.50	29.70	32.20	2.1	39 3	41.3
Chemicals, dyes, explosives, paints, non-mineral oils	8.10	57.30	65.30	3.6	38 9	42 5	3.30	33.20	36.50	2.4	39.0	41.3
Other	10.30	52.30	62.60	5 1	38.9	44.0	3.00	27.70	30 70	2.8	38.9	41.7
Manufacturing groups	*10.10*	*54.40*	*64.50*	*5 0*	*38.8*	*43 7*	*3.20*	*28.90*	*32.00*	*2 7*	*38 6*	*41 3*
Non-manufacturing—												
Mining and quarrying	12.50	69.00	81.50	5.8	38.0	43.8	3.90	37.10	41.00	3.1	38 1	41.1
Building and construction	11.90	57.50	69.40	5.2	38.4	43.6	2.50	30.50	33.00	2.0	39.3	41.3
Transport and storage	15.80	54.90	70 70	7.3	39.3	46 6	3.70	30.10	33.80	3.0	39.3	42.3
Finance and property	1.00	67.70	68.80	0.4	38.2	38 7	0.40	33.00	33 40	0.3	38.2	38.5
Wholesale trade, primary produce dealing, etc.	4.70	55.30	60.00	2.3	39.0	41.3	1.70	28.60	30 40	1.5	39.1	40.6
Retail trade	3.40	53.00	56.40	1.7	39.7	41.5	1.80	26.40	28.30	1.6	39.6	41.2
Other industries(e)	6.00	55.90	61.90	3.0	39.0	42 0	1.60	31.00	32.60	1.4	38 5	39.8
Non-manufacturing groups	*7.40*	*57 30*	*64 70*	*3 4*	*38.9*	*42.4*	*1.70*	*29 30*	*31.10*	*1 5*	*39 1*	*40.5*
All industry groups(f)	9.00	55.70	64.60	4 3	38.8	43.1	2.40	29.10	31.50	2.1	38.8	40.9
	ADULT FEMALES						JUNIOR FEMALES					
Manufacturing groups	2.00	34.30	36.30	1.5	37.8	39.3	0.80	22.80	23.70	0.9	38.3	39.2
Non-manufacturing groups	0 90	38.20	39.20	0.7	38.3	39.0	0.40	25 00	25.40	0.4	38.5	38.9
All industry groups(f)	1.50	36.10	37.60	1.1	38.0	39.2	0.50	24.30	24.80	0.6	38.4	39.0

(a) Average weekly overtime and ordinary time earnings and hours are averages for all employees represented in the survey, (*see* page 97). (b) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (c) Excludes Northern Territory and Australian Capital Territory. (d) Last pay-period in October. For definitions and particulars of coverage of the survey, etc., see pages 97 to 99. (e) Includes Community and business services; Amusement, hotels, cafés, personal service, etc.; Electricity, gas, water supply and sanitary services; and Forestry, fishing and trapping. (f) Excludes Rural industry and Private domestic service.

AVERAGE WEEKLY EARNINGS (OVERTIME AND ORDINARY TIME)(a), FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC., STAFF)(b); INDUSTRY GROUPS, STATES, OCTOBER 1966 AND 1967(c)

($)

State	Adult males										Junior males		Adult females		Junior females	
	Manufacturing						Non-manufacturing groups		All industry groups (d)		All industry groups (d)		All industry groups (d)		All industry groups (d)	
	Founding, engineering, vehicles, etc.		Other		Total											
	October(d)		October(d)		October(d)		October(d)		October(d)		October(d)		October(d)		October(d)	
	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967
AVERAGE WEEKLY OVERTIME EARNINGS																
N.S.W.	9.60	11.30	8.40	8.60	9.00	10.00	7.10	7.90	8.20	9.20	1.90	2.60	1.40	1.50	0.50	0.60
Vic.	10.90	10.80	9.30	10.50	10.10	10.60	6.40	6.60	8.70	9.10	2.10	2.40	1.50	1.70	0.50	0.40
Qld	7.90	10.10	9.40	9.60	8.90	9.80	6.60	5.90	7.70	7.80	2.20	2.60	1.00	0.90	0.40	0.40
S.A.	8.00	9.00	7.50	8.60	7.80	8.90	5.50	6.40	6.90	7.80	1.70	1.90	1.40	1.60	0.60	0.60
W.A.	10.00	16.80	6.00	10.40	7.50	13.00	9.40	10.40	8.70	11.40	1.90	2.10	0.80	1.00	0.40	0.50
Tas.	7.80	6.30	5.60	5.90	6.30	6.00	7.30	7.20	6.80	6.50	1.40	1.70	0.80	0.80	0.30	0.40
Aust.(e)	9.70	10.90	8.50	9.40	9.10	10.10	7.00	7.40	8.20	9.00	2.00	2.40	1.40	1.50	0.50	0.50
AVERAGE WEEKLY ORDINARY TIME EARNINGS																
N.S.W.	52.20	55.90	51.90	54.70	52.10	55.30	55.90	58.40	53.60	56.60	28.40	29.50	34.80	36.90	23.60	24.90
Vic.	52.30	54.30	52.30	55.30	52.30	54.90	55.40	58.10	53.50	56.10	27.50	29.50	33.60	35.80	24.40	25.30
Qld	47.10	51.00	48.70	51.30	48.20	51.20	55.20	57.40	51.80	54.30	26.60	28.80	32.80	35.20	21.30	22.80
S.A.	52.30	53.70	49.70	52.70	51.40	53.30	50.70	52.70	51.10	53.10	26.00	28.30	32.30	34.10	21.70	23.10
W.A.	48.00	51.30	48.10	51.10	48.10	51.10	53.80	55.50	51.70	53.70	25.30	26.70	34.20	35.20	20.60	22.20
Tas.	56.20	59.20	51.80	53.60	53.10	55.30	53.70	56.10	53.40	55.70	26.30	29.30	33.00	34.90	21.80	23.40
Aust.(e)	51.90	54.70	51.30	54.10	51.60	54.40	55.00	57.30	53.00	55.70	27.40	29.10	34.00	36.10	23.10	24.30
AVERAGE WEEKLY TOTAL EARNINGS																
N.S.W.	61.80	67.20	60.30	63.30	61.10	65.30	63.00	66.30	61.90	65.70	30.30	32.20	36.20	38.40	24.20	25.50
Vic.	63.20	65.10	61.60	65.80	62.30	65.50	61.80	64.70	62.10	65.20	29.70	32.00	35.10	37.60	24.90	25.70
Qld	55.00	61.20	58.20	60.90	57.10	61.00	61.80	63.20	59.50	62.10	28.70	31.50	33.90	36.10	21.70	23.20
S.A.	60.30	62.60	57.20	61.30	59.20	62.20	56.30	59.00	58.00	60.90	27.70	30.30	33.70	35.80	22.30	23.70
W.A.	58.00	68.00	54.20	61.40	55.60	64.10	63.30	65.80	60.40	65.10	27.10	28.80	35.10	36.20	21.10	22.70
Tas.	64.00	65.50	57.40	59.50	59.40	61.30	61.00	63.30	60.10	62.20	27.80	30.90	33.70	35.70	22.00	23.80
Aust.(e)	61.50	65.60	59.90	63.50	60.70	64.50	61.90	64.70	61.20	64.60	29.40	31.50	35.40	37.60	23.60	24.80

(a) Average weekly overtime and ordinary time earnings are averages for all employees represented in the survey. (b) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (c) Last pay-period in October. For definitions and particulars of coverage of the survey, etc., *see* pages 97 to 99. (d) Excludes Rural industry, and Private domestic service. (e) Excludes Northern Territory and Australian Capital Territory.

AVERAGE WEEKLY HOURS PAID FOR (OVERTIME AND ORDINARY TIME)(a), FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC., STAFF)(b); INDUSTRY GROUPS, STATES, OCTOBER 1966 AND 1967 (c)

State	Adult males										Junior males		Adult females		Junior females	
	Manufacturing						Non-manufacturing groups		All industry groups (d)		All industry groups (d)		All industry groups (d)		All industry groups (d)	
	Founding, engineering, vehicles, etc.		Other		Total											
	October(d)		October(d)		October(d)		October(d)		October(d)		October(d)		October(d)		October(d)	
	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967
AVERAGE WEEKLY OVERTIME HOURS PAID FOR																
N.S.W.	5.0	5.4	4.1	4.2	4.6	4.9	3.5	3.7	4.1	4.4	1.7	2.2	1.1	1.1	0.6	0.7
Vic.	5.8	5.4	4.7	5.3	5.2	5.3	3.2	3.0	4.5	4.5	2.0	2.0	1.2	1.3	0.6	0.5
Qld	4.3	5.0	4.6	4.5	4.5	4.7	3.4	2.9	3.9	3.8	1.9	2.0	0.9	0.7	0.5	0.4
S.A.	4.3	4.4	4.0	4.5	4.2	4.5	3.0	3.1	3.7	3.9	1.7	1.7	1.2	1.3	0.8	0.7
W.A.	5.5	7.9	3.2	5.2	4.1	6.3	4.6	4.8	4.4	5.4	1.9	2.1	0.7	0.8	0.5	0.6
Tas.	3.9	3.1	2.9	2.7	3.2	2.8	3.4	3.2	3.3	3.0	1.4	1.4	0.7	0.6	0.3	0.5
Aust.(e)	5.1	5.3	4.3	4.6	4.7	5.0	3.5	3.4	4.2	4.3	1.8	2.1	1.1	1.1	0.6	0.6
AVERAGE WEEKLY ORDINARY TIME HOURS PAID FOR																
N.S.W.	38.4	38.6	38.7	38.8	38.5	38.7	38.7	38.7	38.6	38.7	38.7	38.5	37.9	37.8	38.4	38.2
Vic.	38.9	38.7	38.8	38.7	38.8	38.7	38.9	39.0	38.9	38.8	38.7	39.0	38.1	38.0	38.4	38.2
Qld	38.8	38.9	38.9	39.1	38.9	39.1	39.0	39.2	38.9	39.1	39.2	39.2	38.7	38.5	38.8	39.0
S.A.	39.1	38.8	39.3	39.1	39.2	38.9	39.3	39.5	39.2	39.2	39.1	39.1	38.5	38.5	38.7	38.5
W.A.	38.9	38.8	39.3	39.2	39.1	39.0	39.1	38.6	39.1	38.8	39.0	38.9	38.6	38.8	38.8	38.7
Tas.	39.3	39.3	39.6	39.0	39.5	39.1	39.0	38.9	39.3	39.0	39.3	39.1	38.3	38.2	39.1	38.5
Aust.(e)	38.7	38.7	38.8	38.8	38.8	38.8	38.9	38.9	38.8	38.8	38.9	38.8	38.1	38.0	38.5	38.4
AVERAGE WEEKLY TOTAL HOURS PAID FOR																
N.S.W.	43.4	44.0	42.8	43.0	43.1	43.5	42.2	42.4	42.7	43.0	40.4	40.7	39.0	38.9	39.0	38.9
Vic.	44.7	44.1	43.5	43.9	44.1	44.0	42.1	42.0	43.3	43.3	40.7	41.0	39.3	39.3	38.9	38.7
Qld	43.2	43.9	43.5	43.6	43.4	43.7	42.4	42.1	42.8	42.9	41.1	41.2	39.6	39.3	39.3	39.4
S.A.	43.3	43.2	43.3	43.7	43.3	43.4	42.3	42.6	42.9	43.1	40.8	40.8	39.7	39.8	39.5	39.2
W.A.	44.4	46.7	42.5	44.4	43.2	45.3	43.8	43.4	43.5	44.2	41.0	41.1	39.3	39.6	39.3	39.3
Tas.	43.2	42.4	42.5	41.7	42.7	41.9	42.5	42.1	42.6	42.0	40.7	40.4	39.1	38.8	39.5	38.9
Aust.(e)	43.8	44.0	43.1	43.5	43.5	43.7	42.4	42.4	43.0	43.1	40.7	40.9	39.2	39.2	39.1	39.0

(a) Average weekly overtime and ordinary time hours are averages for all employees represented in the survey. (b) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (c) Last pay-period in October. For definitions and particulars of coverage of the survey, etc., *see* pages 97 and 99. (d) Excludes Rural industry, and Private domestic service. (e) Excludes Northern Territory and Australian Capital Territory.

AVERAGE WEEKLY EARNINGS, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC., STAFF)(a): INDUSTRY GROUPS, AUSTRALIA(b), OCTOBER 1963 TO 1967(c)

($)

Industry group	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967
	ADULT MALES				JUNIOR MALES			
Manufacturing—								
Extracting, refining and founding of metals	53.20	58.70	62.80	67.30	27 40	31.10	35.80	34.20
Engineering and metal-working	51.40	55.50	61.60	65.30	22 70	26.50	29.60	32 00
Ships, vehicles, parts and accessories	52.40	55.70	60.50	65.10	23.20	25 50	28.40	31 60
Founding, engineering, vehicles, etc.	*52 00*	*56 10*	*61.30*	*65 60*	*23.60*	*27.00*	*30 20*	*32.20*
Textiles, clothing and footwear	47 60	51.60	57.50	60.00	23.00	25 70	29 30	29.70
Food, drink and tobacco	48 40	52 00	58.00	62.10	25 20	26 10	30 10	33 40
Paper, printing, bookbinding and photography	57.00	60 70	66.60	70.50	25.40	26 90	29 30	32.20
Chemicals, dyes, explosives, paints, non-mineral oils	51.80	55.60	63 00	65 30	25.90	28 70	33 30	36.50
Other	49 30	53.20	58.50	62.60	22.10	24 60	27.80	30.70
Manufacturing groups	*51 00*	*55 00*	*60 70*	*64 50*	*23 60*	*26.40*	*29.70*	*32.00*
Non-manufacturing—								
Mining and quarrying	60.60	*f*65 50	76.10	81 50	28 10	31.90	35.50	41.00
Building and construction	55 70	59 90	67 90	69.40	25.50	26 80	29.90	33.00
Transport and storage	55.30	59 60	67.60	70 70	23.70	26 70	31 40	33.80
Finance and property	52 60	57 40	64.30	68 80	24.50	27.40	31 90	33 40
Wholesale trade, primary produce dealing, etc.	48 70	52.50	57 30	60 00	22.60	24 40	28.30	30.40
Retail trade	46 60	49 70	54.30	56.40	22.10	24 00	26 50	28 30
Other industries(d)	50.00	53 30	58.50	61.90	24 80	27.20	30.50	32.60
Non-manufacturing groups	*51 50*	*55.40*	*61.90*	*64.70*	*23.30*	*25 40*	*29.10*	*31.10*
All industry groups(e)	**51.20**	**55 20**	**61.20**	**64.60**	**23.50**	**25.90**	**29.40**	**31.50**
	ADULT FEMALES				JUNIOR FEMALES			
Manufacturing—								
Extracting, refining and founding of metals	30.00	32 20	36.40	39.60	23 00	25 00	27.70	28 00
Engineering and metal-working	29.70	31.50	34 00	35.90	19 70	21.40	23.80	25.70
Ships, vehicles, parts and accessories	30.10	31.80	35.90	37.20	21.60	23.60	25.20	26.70
Founding, engineering, vehicles, etc.	*29.80*	*31.60*	*34 40*	*36.30*	*20.30*	*22.10*	*24.40*	*26.10*
Textiles, clothing and footwear	29 00	31.30	33.70	35.70	17 40	19 30	21.10	21.10
Food, drink and tobacco	29 90	32.30	33.90	36.60	19 50	20.50	22 70	25.00
Paper, printing, bookbinding and photography	31.50	33 50	36.50	37.60	18 70	20 00	24.10	24.50
Chemicals, dyes, explosives, paints, non-mineral oils	31.50	33.40	36.30	38.00	21.20	23 00	25.70	27.90
Other	29 40	30.80	34.10	36 10	18 40	19.60	23.60	24.80
Manufacturing groups	*29.60*	*31.70*	*34 30*	*36.30*	*18.60*	*20 30*	*22.80*	*23 70*
Non-manufacturing—								
Mining and quarrying	35 30	35.90	42.60	45 30	23.20	25.50	28 30	29.70
Building and construction	33.60	34 50	39.70	41 50	20 20	22.10	25 30	28 60
Transport and storage	33.60	35 20	38 30	42.20	21.90	23.10	26 40	27.80
Finance and property	33.40	35.70	38 90	42 00	22.00	23 60	26.30	27.70
Wholesale trade, primary produce dealing, etc.	32 20	34.00	37.30	39 40	20.30	21 70	24.10	25.50
Retail trade	30 60	33.00	35.20	37.70	18 20	19.50	22 00	23.50
Other industries(d)	31.60	33.40	36 70	38 50	20 70	22 10	24.40	25.60
Non-manufacturing groups	*31.70*	*33 70*	*36.80*	*39.20*	*19.80*	*21 30*	*23.90*	*25 40*
All industry groups(e)	**30.50**	**32.60**	**35.40**	**37.60**	**19.40**	**20.90**	**23 60**	**24.80**

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October. For definitions and particulars of coverage of the surveys, etc., *see* pages 97 to 99. (d) Includes Community and business services; Amusement, hotels, cafés, personal service, etc.; Electricity, gas, water and sanitary services; and Forestry, fishing and trapping. (e) Excludes Rural Industry, and Private domestic service. (f) Affected by industrial disputes.

AVERAGE WEEKLY HOURS PAID FOR, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC., STAFF)(a): INDUSTRY GROUPS, AUSTRALIA(b), OCTOBER 1963 TO 1967(c)

Industry group	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967
	ADULT MALES				JUNIOR MALES			
Manufacturing—								
Extracting, refining and founding of metals	43.4	44.2	44.3	44.5	41.8	41.2	41.5	41.5
Engineering and metal-working	42.8	44.3	44.2	44.2	41.1	42.3	41.5	40.9
Ships, vehicles, parts and accessories	43 5	42.9	42.6	43.1	41.5	40.8	41.1	41.0
Founding, engineering, vehicles, etc.	*43.1*	*43.9*	*43.8*	*44.0*	*41.3*	*41.8*	*41.4*	*41.0*
Textiles, clothing and footwear	41 9	42.7	42.9	42.8	40.7	41.1	41.5	41.1
Food, drink and tobacco	42 7	43 1	43.5	44.1	41.3	41.1	41.4	41.8
Paper, printing, bookbinding and photography	41.8	42.2	42.3	42.3	41.0	41.1	41.0	41.3
Chemicals, dyes, explosives, paints, non-mineral oils	41 8	42.9	42.3	42 5	40.4	41.2	39.9	41.3
Other	43 1	43.2	43.5	44.0	40.5	41.4	40.8	41.7
Manufacturing groups	*42 8*	*43.4*	*43.5*	*43.7*	*41.1*	*41.5*	*41.2*	*41.3*
Non-manufacturing—								
Mining and quarrying	41 6	42.7	42.9	43.8	41.0	41.2	41.0	41.1
Building and construction	43.0	43.7	44.5	43.6	40.4	40.8	41.5	41.3
Transport and storage	44.6	45 2	46.4	46.6	40 5	40 7	42 0	42.3
Finance and property	38.9	38.9	38.7	38.7	38 4	38.6	38 2	38.5
Wholesale trade, primary produce dealing, etc.	40.9	41.2	41.3	41 3	39 8	40 1	40.2	40.6
Retail trade	41.2	41.2	41.3	41.5	41 0	40.7	40.7	41.2
Other industries(d)	41.2	41.2	41 6	42.0	38 9	39.3	39.2	39.8
Non-manufacturing groups	*41.6*	*42.0*	*42.4*	*42.4*	*40.0*	*40.1*	*40.1*	*40.5*
All industry groups(e)	42 3	42.8	43.0	43.1	40.5	40.8	40.7	40.9
	ADULT FEMALES				JUNIOR FEMALES			
Manufacturing—								
Extracting, refining and founding of metals	40.5	40.0	39.8	39.9	40.7	39.7	39 8	39.7
Engineering and metal-working	39 7	39.7	39.7	39.0	39.5	39.6	39.7	39.0
Ships, vehicles, parts and accessories	39 7	39.4	39 2	39.5	39.6	39.3	38.7	38 8
Founding, engineering, vehicles, etc.	*39.8*	*39.7*	*39 6*	*39.1*	*39.6*	*39 6*	*39.6*	*39 0*
Textiles, clothing and footwear	39.4	39 7	39.3	39.1	39.1	39.6	39 3	39.0
Food, drink and tobacco	39.5	39 4	39.5	39 9	38.9	39.5	39 2	39.5
Paper, printing, bookbinding and photography	39 6	39 9	39.7	39.8	39.7	39.9	39 7	39 7
Chemicals, dyes, explosives, paints, non-mineral oils	39.6	39 5	39.0	39 2	38.8	38.8	39.0	39.0
Other	39.6	39 9	39.4	39 8	39.3	39.3	38.9	39.1
Manufacturing groups	*39.5*	*39 7*	*39.4*	*39.3*	*39 2*	*39.5*	*39.3*	*39.2*
Non-manufacturing—								
Mining and quarrying	39.3	38.9	38.1	38.1	39 3	39 2	39.5	38 7
Building and construction	39.4	38 5	38.6	38.6	38 6	38.0	38.4	39.1
Transport and storage	39.1	39 5	39.2	39.4	39 2	39 3	39.0	39.1
Finance and property	37.6	37 5	37.8	37.9	37 8	38 0	38.1	38.1
Wholesale trade, primary produce dealing, etc.	38.8	38.8	38.7	39.0	38.7	39 2	38.9	38.8
Retail trade	39.5	39 8	39.4	39.5	39 7	40 0	39.9	39.7
Other industries(d)	39.0	39.0	39.1	39.0	38 3	38.5	38.2	37 8
Non-manufacturing groups	*39.0*	*39 0*	*39.0*	*39.0*	*38 9*	*39.2*	*39.0*	*38.9*
All industry groups(e)	39.3	39.4	39.2	39.2	39.0	39.3	39.1	39.0

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October. For definitions and particulars of coverage of the surveys, etc., *see* pages 97 to 99. (d) Includes Community and business services; Amusement, hotels, cafés, personal service, etc.; Electricity, gas, water and sanitary services; and Forestry, fishing and trapping. (e) Excludes Rural industry, and Private domestic service.

AVERAGE HOURLY EARNINGS, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC., STAFF)(a): INDUSTRY GROUPS, AUSTRALIA(b), OCTOBER 1963 TO 1967(c)

($)

Industry group	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967
	ADULT MALES				JUNIOR MALES			
Manufacturing—								
Extracting, refining and founding of metals	1.22	1.33	1.42	1.51	0.66	0.76	0.86	0.83
Engineering and metal-working	1.20	1.25	1.39	1.48	0.55	0.63	0.71	0.78
Ships, vehicles, parts and accessories	1.20	1.30	1.42	1.51	0.56	0.63	0.69	0.77
Founding, engineering, vehicles, etc.	*1.21*	*1.28*	*1.41*	*1.49*	*0.57*	*0.65*	*0.73*	*0.79*
Textiles, clothing and footwear	1.14	1.21	1.34	1.40	0.57	0.62	0.71	0.72
Food, drink and tobacco	1.13	1.21	1.34	1.41	0.61	0.64	0 73	0 80
Paper, printing, bookbinding and photography	1.36	1.44	1.57	1.67	0.62	0.65	0 71	0.78
Chemicals, dyes, explosives, paints, non-mineral oils	1 24	1.30	1.49	1.54	0.64	0.70	0.84	0.88
Other	1.14	1.23	1.34	1.42	0.54	0.59	0.68	0.74
Manufacturing groups	*1.19*	*1.27*	*1.40*	*1.48*	*0 58*	*0.64*	*0.72*	*0.78*
Non-manufacturing—								
Mining and quarrying	1.46	1.53	1.77	1.86	0.69	0.77	0.87	1.00
Building and construction	1 29	1.37	1.52	1.59	0.63	0.66	0.72	0 80
Transport and storage	1.24	1.32	1 46	1.52	0.59	0.65	0.75	0 80
Finance and property	1.35	1.48	1 66	1 78	0.64	0 71	0 83	0 87
Wholesale trade, primary produce dealing, etc.	1.19	1.27	1 39	1.45	0.57	0 61	0.70	0.75
Retail trade	1.13	1.21	1 31	1.36	0.54	0.59	0.65	0.69
Other industries(d)	1.21	1.29	1.40	1.47	0.64	0 69	0.78	0.82
Non-manufacturing groups	*1.24*	*1.32*	*1.46*	*1.53*	*0 58*	*0.63*	*0.72*	*0.77*
All industry groups(e)	1.21	1.29	1.42	1.50	0.58	0.64	0.72	0.77
	ADULT FEMALES				JUNIOR FEMALES			
Manufacturing—								
Extracting, refining and founding of metals	0.74	0 80	0.92	0.99	0.56	0.63	0 70	0.71
Engineering and metal-working	0.75	0.79	0.86	0 92	0.50	0.54	0.60	0.66
Ships, vehicles, parts and accessories	0.76	0.81	0.92	0.94	0 55	0.60	0.65	0 69
Founding, engineering, vehicles, etc.	*0 75*	*0.80*	*0.87*	*0.93*	*0.51*	*0 56*	*0.62*	*0.67*
Textiles, clothing and footwear	0 74	0 79	0.86	0.91	0.44	0 49	0.54	0.54
Food, drink and tobacco	0.76	0 82	0.86	0.92	0.50	0 52	0.58	0.63
Paper, printing, bookbinding and photography	0.80	0 84	0.92	0.95	0.47	0.50	0 61	0.62
Chemicals, dyes, explosives, paints, non-mineral oils	0.80	0 84	0.93	0.97	0.55	0.59	0.66	0.72
Other	0.74	0 77	0.87	0.91	0.47	0.50	0.61	0.64
Manufacturing groups	*0.75*	*0.80*	*0.87*	*0.92*	*0.47*	*0.51*	*0 58*	*0.60*
Non-manufacturing—								
Mining and quarrying	0.90	0.92	1.12	1.19	0.59	0 65	0.71	0.77
Building and construction	0.85	0 90	1.03	1.07	0.52	0.58	0.66	0.73
Transport and storage	0.86	0.89	0.98	1.07	0.56	0 59	0 68	0.71
Finance and property	0.89	0 95	1.03	1.11	0.58	0 62	0.69	0.73
Wholesale trade, primary produce dealing, etc.	0.83	0.88	0.96	1.01	0.53	0.55	0.62	0.66
Retail trade	0.78	0.83	0.89	0.96	0.46	0.49	0.55	0 59
Other industries(d)	0.81	0 86	0.94	0.99	0.54	0.57	0.64	0.68
Non-manufacturing groups	*0.81*	*0.86*	*0 94*	*1.00*	*0.51*	*0.54*	*0.61*	*0.65*
All industry groups(e)	0.78	0.83	0.90	0.96	0.50	0.53	0.60	0.64

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October. For definitions and particulars of coverage of the surveys, etc., *see* pages 97 to 99. (d) Includes Community and business services; Amusement, hotels, cafés, personal service, etc.; Electricity, gas, water and sanitary services; and Forestry, fishing and trapping. (e) Excludes Rural Industry, and Private domestic service.

AVERAGE WEEKLY EARNINGS, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a); INDUSTRY GROUPS, STATES, OCTOBER 1963 TO 1967(b)

($)

State	Manufacturing				Non-manufacturing groups				All industry groups(c)			
	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967
ADULT MALES												
New South Wales	52.20	56.30	61.10	65.30	53.50	57.40	63.00	66.30	52.70	56.70	61.90	65.70
Victoria	51.80	55.70	62.30	65.50	51.60	55.90	61.80	64.70	51.70	55.80	62.10	65.20
Queensland	47.20	51.20	57.10	61.00	49.70	53.40	61.80	63.20	48.50	52.30	59.50	62.10
South Australia	49.70	54.00	59.20	62.20	48.60	52.80	56.30	59.00	49.30	53.60	58.00	60.90
Western Australia	44.50	48.20	55.60	64.10	49.00	51.10	63.30	65.80	47.20	49.90	60.40	65.10
Tasmania	49.50	53.40	59.40	61.30	48.20	51.10	61.00	63.30	48.90	52.40	60.10	62.20
Australia(d)	51.00	55.00	60.70	64.50	51.50	55 40	61.90	64.70	51.20	55.20	61.20	64.60
JUNIOR MALES												
New South Wales	24.80	28.10	30.50	32.30	24.20	26.10	30.10	31.90	24.60	27.20	30.30	32.20
Victoria	23.90	26.90	29.90	32.70	23.40	26.60	29.50	31.20	23.70	26.80	29.70	32.00
Queensland	22.20	23 70	29.00	32.10	22.90	25 00	28.40	30.80	22.50	24.40	28.70	31.50
South Australia	21.80	25.10	28.50	30.80	23.10	24.50	27.10	29.80	22.50	24.80	27.70	30.30
Western Australia	20.10	21.40	26.40	28.90	21.10	21 40	27.60	28.70	20.70	21.40	27.10	28.80
Tasmania	23.30	25.30	29.40	30.60	22.20	23.70	26.80	31.20	22.70	24.40	27.80	30.90
Australia(d)	23.60	26 40	29.70	32.00	23.30	25.40	29.10	31.10	23.50	25.90	29.40	31.50
ADULT FEMALES												
New South Wales	30.40	32.10	35.00	36.60	33.00	35.10	37.80	40.40	31.50	33.40	36.20	38.40
Victoria	29.40	31.70	34.20	36.50	31.90	34.20	36.90	39.50	30.20	32.60	35.10	37.60
Queensland	28.00	29.50	31.90	34.10	29.90	31.60	35.00	37.40	29.30	30.90	33.90	36.10
South Australia	27.80	30.50	33.10	35.60	29.00	31.40	34.10	35.90	28.50	31.10	33.70	35.80
Western Australia	27.50	28.90	31.30	33.70	30.30	31.10	36 30	37.20	29.50	30.50	35.10	36.20
Tasmania	29.10	29.90	33.00	34.30	29.10	31.30	34.50	37.30	29.10	30.60	33.70	35.70
Australia(d)	29.60	31.70	34.30	36 30	31.70	33.70	36.80	39.20	30.50	32 60	35.40	37.60
JUNIOR FEMALES												
New South Wales	19.60	21.10	23 20	24.00	21.20	22.60	24.70	26.40	20.60	22.00	24.20	25.50
Victoria	18.90	21.20	24.30	24.40	20.00	22.00	25.20	26.60	19.50	21.70	24.90	25.70
Queensland	16.50	17.30	20.20	21.70	18.50	19.90	22.50	24.10	17.90	19.10	21.70	23.20
South Australia	16.80	19.00	21.80	23.40	18.80	20.60	22 60	23.80	18.20	20.10	22.30	23.70
Western Australia	16.40	16.80	19.40	21.80	17.40	17.60	21.60	22.90	17.20	17.40	21.10	22.70
Tasmania	19.60	21.00	23.20	24.30	17.80	18.80	21.50	23.60	18.40	19.40	22.00	23.80
Australia(d)	18.60	20.30	22 80	23.70	19.80	21.30	23.90	25.40	19.40	20.90	23.60	24.80

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Last pay-period in October. For definitions and particulars of coverage of the surveys, etc., *see* pages 97 to 99. (c) Excludes Rural industry, and Private domestic service. (d) Excludes Northern Territory and Australian Capital Territory

AVERAGE WEEKLY HOURS PAID FOR, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL ETC. STAFF)(a) INDUSTRY GROUPS, STATES, OCTOBER 1963 TO 1967

State	Manufacturing				Non-manufacturing groups				All industry groups(c)			
	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1963	Oct 1964	Oct. 1966	Oct. 1967	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967
ADULT MALES												
New South Wales	42.4	43.4	43.1	43.5	41.7	42.0	42.2	42.4	42.1	42 8	42.7	43.0
Victoria . .	43.5	43.5	44.1	44.0	41.5	41.8	42.1	42.0	42.8	42.9	43.3	43.3
Queensland .	43.1	43.8	43.4	43.7	41.3	42.4	42.4	42.1	42.2	43.1	42.8	42.9
South Australia	43.1	43.6	43.3	43.4	42 1	42.5	42.3	42.6	42.7	43.2	42.9	43.1
Western Australia .	41.2	42.6	43.2	45.3	41.6	41.9	43.8	43.4	41 4	42.2	43.5	44.2
Tasmania .	41.5	42.3	42.7	41.9	41.2	40.8	42.5	42.1	41.4	41.7	42.6	42.0
Australia(d) .	42.8	43:4	43.5	43.7	41.6	42.0	42.4	42.4	42.3	42.8	43.0	43.1
JUNIOR MALES												
New South Wales	40.8	41.7	40.9	40.9	39 9	39.9	39.8	40.5	40.4	40.8	40.4	40.7
Victoria . .	41.4	41.5	41.2	41.4	39.7	40.1	40.2	40.7	40 6	40.8	40.7	41.0
Queensland .	41.6	41.3	41.7	41.9	39.8	40.5	40.5	40.6	40.7	40.9	41.1	41.2
South Australia	41.8	42.0	41.4	41.4	40.7	39.9	40.2	40.3	41.2	40.9	40 8	40.8
Western Australia .	39.7	40.9	41.9	42.0	40.9	40.6	40.3	40.5	40.4	40.8	41.0	41.1
Tasmania .	40.3	40.2	41.1	40.3	40.1	40.0	40.4	40.5	40.2	40.1	40.7	40.4
Australia(d) .	41.1	41.5	41.2	41.3	40.0	40.1	40.1	40.5	40.5	40.8	40.7	40.9
ADULT FEMALES												
New South Wales	39.3	39.5	39.2	39.1	38.6	38.7	38.7	38.7	39.0	39.2	39 0	38.9
Victoria . .	39.7	39.8	39.6	39.4	38.9	38.8	38.8	39.2	39.4	39.4	39.3	39.3
Queensland .	39.7	39.6	39.9	39.6	39.5	39.7	39.4	39.1	39.5	39.7	39.6	39.3
South Australia	40.1	40.3	39.9	40.3	39.9	39.7	39.5	39.3	40.0	40.0	39.7	39.8
Western Australia .	39.0	39.3	39.0	39.5	39.7	39.8	39.3	39.6	39 6	39.7	39.3	39.6
Tasmania .	39.1	38.8	39.1	38.5	39 2	39.3	39.1	39.1	39.2	39.0	39.1	38.8
Australia(d) .	39.5	39 7	39.4	39.3	39.0	39.0	39.0	39.0	39 3	39.4	39.2	39.2
JUNIOR FEMALES												
New South Wales	39.2	39.4	39.0	39 0	38.7	39.0	39.0	38.8	38.9	39.2	39.0	38.9
Victoria . .	39.1	39.6	39.6	38.9	38.5	38.8	38.6	38.5	38.8	39.1	38.9	38.7
Queensland .	39.5	40.0	39.2	39.6	39.1	39.7	39.4	39.3	39.2	39 8	39.3	39.4
South Australia	39.5	39.7	39.9	39.8	39.2	39.3	39.3	38.9	39.3	39.4	39.5	39.2
Western Australia .	40.0	39.5	39.5	39.8	39.8	39.6	39.2	39.2	39.9	39.5	39.3	39.3
Tasmania .	38.6	39.1	39.2	38.6	39.3	39.9	39.6	39.1	39.1	39.7	39.5	38.9
Australia(d) .	39.2	39.5	39.3	39.2	38.9	39.2	39.0	38.9	39.0	39.3	39.1	39.0

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Last pay-period in October. For definitions and particulars of coverage of the surveys, etc., *see* pages 97 to 99. (c) Excludes Rural industry and Private domestic service. (d) Excludes Northern Territory and Australian Capital Territory.

AVERAGE HOURLY EARNINGS, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL ETC. STAFF)(a); INDUSTRY GROUPS, STATES, OCTOBER 1963, TO 1967(b)

($)

State	Manufacturing				Non-manufacturing groups				All industry groups(c)			
	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967
ADULT MALES												
New South Wales	1.23	1.30	1.42	1.50	1.28	1.37	1.49	1.56	1.25	1.32	1.45	1.53
Victoria	1.19	1.28	1.41	1.49	1.24	1.34	1.47	1.54	1.21	1.30	1.43	1.51
Queensland	1.10	1.17	1.32	1.39	1.20	1.26	1.46	1.50	1.15	1.21	1.39	1.45
South Australia	1.15	1.24	1.37	1.43	1.15	1.24	1.33	1.39	1.15	1.24	1.35	1.41
Western Australia	1.08	1.13	1.29	1.42	1.18	1.22	1.45	1.52	1.14	1.18	1.39	1.47
Tasmania	1.19	1.26	1.39	1.46	1.17	1.25	1.44	1.50	1.18	1.26	1.41	1.48
Australia(d)	**1.19**	**1.27**	**1.40**	**1.48**	**1.24**	**1.32**	**1.46**	**1.53**	**1.21**	**1.29**	**1.42**	**1.50**
JUNIOR MALES												
New South Wales	0.61	0.67	0.74	0.79	0.61	0.66	0.76	0.79	0.61	0.67	0.75	0.79
Victoria	0.58	0.65	0.72	0.79	0.59	0.67	0.73	0.77	0.58	0.66	0.73	0.78
Queensland	0.53	0.57	0.70	0.77	0.57	0.62	0.70	0.76	0.55	0.60	0.70	0.76
South Australia	0.52	0.60	0.69	0.75	0.57	0.61	0.67	0.74	0.55	0.61	0.68	0.74
Western Australia	0.51	0.52	0.63	0.69	0.52	0.53	0.68	0.71	0.51	0.53	0.66	0.70
Tasmania	0.58	0.63	0.71	0.76	0.55	0.59	0.66	0.77	0.56	0.61	0.68	0.77
Australia(d)	**0.58**	**0.64**	**0.72**	**0.78**	**0.58**	**0.63**	**0.72**	**0.77**	**0.58**	**0.64**	**0.72**	**0.77**
ADULT FEMALES												
New South Wales	0.77	0.81	0.89	0.94	0.86	0.91	0.98	1.05	0.81	0.85	0.93	0.99
Victoria	0.74	0.80	0.86	0.93	0.82	0.88	0.95	1.01	0.77	0.83	0.89	0.96
Queensland	0.71	0.74	0.80	0.86	0.76	0.80	0.89	0.96	0.74	0.78	0.86	0.92
South Australia	0.69	0.76	0.83	0.88	0.73	0.79	0.87	0.91	0.71	0.78	0.85	0.90
Western Australia	0.71	0.73	0.80	0.85	0.76	0.78	0.92	0.94	0.75	0.77	0.89	0.91
Tasmania	0.74	0.77	0.85	0.89	0.74	0.80	0.88	0.96	0.74	0.78	0.86	0.92
Australia(d)	**0.75**	**0.80**	**0.87**	**0.92**	**0.81**	**0.86**	**0.94**	**1.00**	**0.78**	**0.83**	**0.90**	**0.96**
JUNIOR FEMALES												
New South Wales	0.50	0.53	0.59	0.61	0.55	0.58	0.63	0.68	0.53	0.56	0.62	0.66
Victoria	0.48	0.54	0.61	0.63	0.52	0.57	0.65	0.69	0.50	0.55	0.64	0.67
Queensland	0.42	0.43	0.52	0.55	0.47	0.50	0.57	0.61	0.46	0.48	0.55	0.59
South Australia	0.43	0.48	0.55	0.59	0.48	0.52	0.57	0.61	0.46	0.51	0.57	0.61
Western Australia	0.41	0.43	0.49	0.55	0.44	0.45	0.55	0.59	0.43	0.44	0.54	0.58
Tasmania	0.51	0.54	0.59	0.63	0.45	0.47	0.54	0.60	0.47	0.49	0.56	0.61
Australia(d)	**0.47**	**0.51**	**0.58**	**0.60**	**0.51**	**0.54**	**0.61**	**0.65**	**0.50**	**0.53**	**0.60**	**0.64**

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Last pay-period in October. For definitions and particulars of coverage of the surveys, etc., *see* pages 97 to 99. (c) Excludes Rural Industry, and Private domestic service. (d) Excludes Northern Territory and Australian Capital Territory.

AVERAGE EARNINGS AND HOURS, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL ETC. STAFF)(a); ALL INDUSTRY GROUPS, STATES, OCTOBER 1962 TO 1967(b)

State	Average weekly earnings ($)					Average weekly hours paid for					Average hourly earnings ($)				
	Oct. 1962	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1962	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1962	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967
ADULT MALES															
N.S.W.	51.00	52.70	56.70	61.90	65.70	42.1	42.1	42.8	42.7	43.0	1.21	1.25	1.32	1.45	1.53
Vic.	49.70	51.70	55.80	62.10	65.20	42.4	42.8	42.9	43.3	43.3	1.17	1.21	1.30	1.43	1.51
Qld	46.20	48.50	52.30	59.50	62.10	42.1	42.2	43.1	42.8	42.9	1.10	1.15	1.21	1.39	1.45
S.A.	47.00	49.30	53.60	58.00	60.90	42.3	42.7	43.2	42.9	43.1	1.11	1.15	1.24	1.35	1.41
W.A.	47.70	47.20	49.90	60.40	65.10	41.7	41.4	42.2	43.5	44.2	1.14	1.14	1.18	1.39	1.47
Tas.	47.50	48.90	52.40	60.10	62.20	40.6	41.4	41.7	42.6	42.0	1.17	1.18	1.26	1.41	1.48
Aust.(c)	49.40	51.20	55.20	61.20	64.60	42.1	42.3	42.8	43.0	43.1	1.17	1.21	1.29	1.42	1.50
JUNIOR MALES															
N.S.W.	24.20	24.60	27.20	30.30	32.20	40.2	40.4	40.8	40.4	40.7	0.60	0.61	0.67	0.75	0.79
Vic.	23.00	23.70	26.80	29.70	32.00	40.3	40.6	40.8	40.7	41.0	0.57	0.58	0.66	0.73	0.78
Qld	21.80	22.50	24.40	28.70	31.50	40.2	40.7	40.9	41.1	41.2	0.54	0.55	0.60	0.70	0.76
S.A.	21.20	22.50	24.80	27.70	30.30	40.5	41.2	40.9	40.8	40.8	0.52	0.55	0.61	0.68	0.74
W.A.	19.80	20.70	21.40	27.10	28.80	40.3	40.4	40.8	41.0	41.1	0.49	0.51	0.53	0.66	0.70
Tas.	22.60	22.70	24.40	27.80	30.90	39.8	40.2	40.1	40.7	40.4	0.57	0.56	0.61	0.68	0.77
Aust.(c)	22.90	23.50	25.90	29.40	31.50	40.2	40.5	40.8	40.7	40.9	0.57	0.58	0.64	0.72	0.77
ADULT FEMALES															
N.S.W.	30.80	31.50	33.40	36.20	38.40	38.9	39.0	39.2	39.0	38.9	0.79	0.81	0.85	0.93	0.99
Vic.	29.70	30.20	32.60	35.10	37.60	39.1	39.4	39.4	39.3	39.3	0.76	0.77	0.83	0.89	0.96
Qld	28.60	29.30	30.90	33.90	36.10	39.6	39.5	39.7	39.6	39.3	0.72	0.74	0.78	0.86	0.92
S.A.	28.60	28.50	31.10	33.70	35.80	39.4	40.0	40.0	39.7	39.8	0.73	0.71	0.78	0.85	0.90
W.A.	28.60	29.50	30.50	35.10	36.20	39.4	39.6	39.7	39.3	39.6	0.72	0.75	0.77	0.89	0.91
Tas.	28.70	29.10	30.60	33.70	35.70	39.5	39.2	39.0	39.1	38.8	0.73	0.74	0.78	0.86	0.92
Aust.(c)	30.00	30.50	32.60	35.40	37.60	39.1	39.3	39.4	39.2	39.2	0.77	0.78	0.83	0.90	0.96
JUNIOR FEMALES															
N.S.W.	20.00	20.60	22.00	24.20	25.50	39.2	38.9	39.2	39.0	38.9	0.51	0.53	0.56	0.62	0.66
Vic.	19.80	19.50	21.70	24.90	25.70	39.2	38.8	39.1	38.9	38.7	0.50	0.50	0.55	0.64	0.67
Qld	17.80	17.90	19.10	21.70	23.20	39.6	39.2	39.8	39.3	39.4	0.45	0.46	0.48	0.55	0.59
S.A.	18.00	18.20	20.10	22.30	23.70	39.2	39.3	39.4	39.5	39.2	0.46	0.46	0.51	0.57	0.61
W.A.	16.90	17.20	17.40	21.10	22.70	39.4	39.9	39.5	39.3	39.3	0.43	0.43	0.44	0.54	0.58
Tas.	17.80	18.40	19.40	22.00	23.80	39.4	39.1	39.7	39.5	38.9	0.45	0.47	0.49	0.56	0.61
Aust.(c)	19.20	19.40	20.90	23.60	24.80	39.3	39.0	39.3	39.1	39.0	0.49	0.50	0.53	0.60	0.64

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Last pay-period in October. For definitions and particulars of the coverage of the surveys, etc., *see* pages 97 to 99. (c) Excludes Northern Territory and Australian Capital Territory.

AVERAGE WEEKLY EARNINGS, FULL-TIME MANAGERIAL, EXECUTIVE, ETC. STAFF(*a*) OCTOBER 1963 TO OCTOBER 1967(*b*)

($)

MALE MANAGERIAL, ETC. STAFF(*a*); AVERAGE WEEKLY EARNINGS

Males, Australia(*c*), October 1967(*b*)	
Industry group	Average weekly earnings
Manufacturing—	
Extracting, refining and founding of metals	120.20
Engineering and metal-working	104.60
Ships, vehicles, parts and accessories	107 20
Founding, engineering, vehicles, etc.	*106.60*
Textiles, clothing and footwear	100.60
Food, drink and tobacco	98.00
Paper, printing, bookbinding and photography	109.90
Chemicals, dyes, explosives, paints, non-mineral oils	112 90
Other	101 40
Manufacturing groups	*104 60*
Non-manufacturing—	
Mining and quarrying	134.90
Building and construction	103.00
Transport and storage	103.60
Finance and property	110 80
Wholesale trade, primary produce dealing, etc.	105 30
Retail trade	84 50
Other industries(*d*)	102.10
Non-manufacturing groups	*101 60*
All industry groups(*e*)	**102.90**

Males, States, October 1963 to October 1967(*a*)								
Survey		N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.(*c*)
Manufacturing groups								
October(*b*)	1963	83.00	82.90	74.50	77.90	68.00	76.00	81.20
,,	1964	88.80	87.30	79.50	82.90	74.40	84.80	86.50
,,	1966	101.00	101.40	86.50	98.40	88.90	99.40	99.40
,,	1967	106.50	107.50	90.50	101.00	95.80	97.20	104.60
Non-manufacturing groups								
October(*b*)	1963	82.50	83.00	76.50	70.80	69.70	67.90	79.30
,,	1964	88.00	85.30	79.90	77.20	74.30	71.10	83.70
,,	1966	98 90	99.10	88.30	84.50	93.40	87.90	96.00
,,	1967	105.10	105.50	94.80	87.70	96.80	90.30	101.60
All industry groups(*e*)								
October(*b*)	1963	82.90	82.90	75.90	73.60	69.20	71.30	80.20
,,	1964	88.40	86.40	79.70	79.10	74.30	76.80	85.00
,,	1966	99.80	100 20	87.70	89.90	92.10	92.90	97.40
,,	1967	105.70	106.50	93.20	92.70	96.50	93.40	102.90

FEMALE MANAGERIAL, ETC., STAFF(*a*); AVERAGE WEEKLY EARNINGS, AUSTRALIA(*c*)

Survey	Manufacturing groups	Non-manufacturing groups	All industry groups(*e*)
October(*b*) 1963	35.80	40.20	37.80
,, 1964	38.70	44.20	41.40
,, 1966	54.10	55.20	54.80
,, 1967	60.50	58.90	59.40

(*a*) Private employees only. Includes managerial, executive, professional and higher supervisory staff. For definitions and particulars of coverage of the surveys, etc., *see* pages 97 to 99. (*b*) Last pay-periods in October. (*c*) Excludes Northern Territory and Australian Capital Territory. (*d*) Includes Community and business services; Amusement, hotels, cafés, personal service, etc.; Electricity, gas, water and sanitary services; and Forestry, fishing and trapping. (*e*) Excludes Rural industry, and Private domestic service.

AVERAGE EARNINGS AND HOURS, PART-TIME EMPLOYEES(*a*), INDUSTRY GROUPS AUSTRALIA(*b*): OCTOBER 1962 TO OCTOBER 1967(*c*)

Survey	Adult males	Junior males	Adult females			Junior females
	All industry groups(*d*)	All industry groups(*d*)	Manufacturing groups	Non-manufacturing groups	All industry groups(*d*)	All industry groups(*d*)
AVERAGE WEEKLY EARNINGS ($)						
October(*c*) 1962	15.50	3.40	(*e*)	(*e*)	14.00	3.30
,, 1963	16.20	4.90	15.10	14.90	14.90	6.10
,, 1964	16.60	4.70	16.90	15.20	15.50	4.40
,, 1966	19.70	4.50	18.70	17.40	17.70	4.50
,, 1967	20.10	4.40	20.10	18.30	18.70	4.60
AVERAGE WEEKLY HOURS PAID FOR						
	No.	No.	No.	No.	No.	No.
October(*c*) 1962	13.7	5.2	(*e*)	(*e*)	16.6	5.9
,, 1963	13.6	7.7	16.9	17.2	17.2	9.7
,, 1964	13.4	6.7	19.8	16.8	17.3	6.4
,, 1966	14.1	6.1	19.4	16.6	17.1	7.0
,, 1967	14.1	5.8	19.3	16.8	17.3	6.3
AVERAGE HOURLY EARNINGS ($)						
October(*c*) 1962	1.13	0.65	(*e*)	(*e*)	0.84	0.56
,, 1963	1.18	0.64	0.89	0.86	0.87	0.62
,, 1964	1.24	0.70	0.85	0.91	0.90	0.69
,, 1966	1.40	0.73	0.97	1.05	1.03	0.65
,, 1967	1.43	0.76	1 04	1.09	1 08	0.73

(*a*) Private employees only. Part-time employees are those who normally work less than 30 hours a week. For definitions and particulars of coverage of the surveys, etc., *see* pages 97 to 99. (*b*) Excludes Northern Territory and Australian Capital Territory. (*c*) Last pay-periods in October. (*d*) Excludes Rural industry, and Private domestic service. (*e*) Comparable figures not available—*see* page 97.

Determination of wage rates in Australia

1. General

Prior to June 1967 when the Commonwealth Conciliation and Arbitration Commission decided to eliminate basic wages and margins from Commonwealth awards and to introduce total wages (*see* page 118), the concept of a basic or living wage was common to wage rates determined by industrial authorities in Australia. Initially the concept of a basic wage (for adult males) was interpreted as the wage necessary to maintain an average employee and his family in a reasonable state of comfort. However, later it was generally accepted that the basic wage should be fixed at the highest amount which the economy could sustain and that the dominant factor was the capacity of the community to carry the resultant wage levels. Basic wages were determined for adult females as well as for adult males.

In addition to the basic wage, secondary wage payments including margins for skill, etc. and various kinds of loadings peculiar to the occupation or industry were determined by industrial authorities. The basic wage and the secondary wage made up the minimum wage rate for a particular occupation.

In the following paragraphs is set out a brief history of the determination of wage rates in Australia by Commonwealth and State industrial authorities. For more detailed information including the history of basic wage determination in Australia *see* previous issues of the Labour Report.

2. Commonwealth basic wage

The principle of a living or basic wage was propounded as far back as 1890 by Sir Samuel Griffith, Premier of Queensland, but it was not until the year 1907 that a wage as such was declared by a Court in Australia. The declaration was made by Mr Justice Higgins, President of the Commonwealth Court of Conciliation and Arbitration, who defined the standard of a 'fair and reasonable' minimum wage for unskilled labourers as that appropriate to 'the normal needs of the average employee, regarded as a human being living in a civilised community'. The rate declared by the President in his judgment (known as the 'Harvester Judgement') was 70c a day or $4.20 a week for Melbourne, the amount considered reasonable for 'a family of about five'.

The Harvester standard was adopted by the Commonwealth Court of Conciliation and Arbitration for incorporation in its awards, and practically the above rates continued until the year 1913 when the Court used the 'A' Series of retail price index numbers (*see* page 4) to vary the rates in proportion to variations in the index. The practice of making automatic quarterly adjustments to the basic wage in proportion to variations in retail price index numbers was introduced in 1921. This practice of automatic quarterly adjustments continued until September 1953 (*see* page 114).

In 1922 the Commonwealth Court added to the basic wage a general loading of 30c a week known as the 'Powers 3s.', which continued to be payable until 1934. Between February 1931 and May 1934 the basic wage, along with all wage rates under the jurisdiction of the Court, was reduced by ten per cent because of the economic depression. In May 1933 the Court adopted the 'D' Series of retail price index numbers (*see* page 5) for future quarterly adjustments of the basic wage. As a result of the Basic Wage Inquiry 1934 the ten per cent reduction in wages referred to above ceased to operate upon the introduction of new basic wage rates, the 'Powers 3s.' loading was discontinued, and the 'C' Series retail price index numbers (*see* page 5) were adopted for automatic quarterly adjustment of the basic wage.

In June 1937 the Commonwealth Court of Conciliation and Arbitration added to the basic wage fixed non-adjustable loadings, referred to as 'Prosperity' loadings, which ranged from 30c to 60c a week. The basis of the adjustment of the adjustable ('needs') portion of the basic wage was transferred from the 'C' Series to a special 'Court' Series of retail price index numbers, based upon the 'C' Series (*see* page 5). As a result of a judgment of the Court in December 1939 quarterly adjustments of the basic wage were made operative from the beginning of the first pay-period to commence in February, May, August and November, one month earlier than the then current practice.

Basic wage increases were refused as a result of the Basic Wage Inquiry 1940 but in his judgment the Chief Judge of the Commonwealth Court suggested a comprehensive scheme of child endowment. (The Commonwealth Child Endowment Act came into operation in July 1941—*see* page 133). Interim increases of 60c and 70c a week to basic wage rates were granted by the Court in December 1946. For the purpose of automatic quarterly adjustments a new 'Court Index (Second Series)' (*see* page 5) was created. As a result of the Basic Wage Inquiry 1949–50, which finalised the case begun in 1940 and continued in 1946, the basic wage for adult males was increased by $2 a week, the 'Prosperity' loadings of 1937 (*see above*) were standardised at 50c a week and declared an adjustable part of the basic wage, the basic wage for adult females became seventy five per cent of the male rate, and a new 'Court Index (Third Series)' (*see* page 5) was introduced for automatic adjustment purposes; all these variations operated from the beginning of the first pay-period in December 1950.

Automatic quarterly adjustments of the basic wage were discontinued by the Court in September 1953 as a result of the Basic Wage and Standard Hours Inquiry 1952–53.

Between 1956 and 1966 increases in Commonwealth basic wages were granted by the Commonwealth Court of Conciliation and Arbitration or by its successor the Commonwealth Conciliation and Arbitration Commission. The weekly increases, which were applied to all Commonwealth adult male basic wages were as follows: $1, June 1956; $1, 15 May 1957; 50c, 21 May 1958; $1.50, 11 June 1959; $1.20, 7 July 1961; $2, 19 June 1964; and $2, 11 July 1966. The basic wage rates operative in July 1966 were a result of the Basic Wage, Margins and Total Wage Cases of 1966 which fixed rates for the capital cities ranging from $31 to $33.50 a week for adult males. These rates continued to operate until the decision of the Commonwealth Conciliation and Arbitration Commission in The National Wage Cases of 1967 to eliminate basic wages and margins from Commonwealth awards and introduce total wages to operate from the beginning of the first pay-period commencing on or after 1 July 1967 (*see* page 118). Section ix of the Appendix contains tables of Commonwealth basic wage rates for adult males.

3. Commonwealth basic wage rates for females

As a result of the 1949–50 Basic Wage Inquiry the Commonwealth Court of Conciliation and Arbitration fixed the basic weekly wage for adult females at seventy-five per cent of the corresponding male rate from the beginning of the first pay-period commencing in December 1950. This percentage continued to be prescribed in subsequent inquiries. Prior to December 1950 the relationship of female basic wages to male basic wages varied from award to award but was generally between fifty-four and fifty-six per cent. Female basic wages were also subject to automatic quarterly adjustments until September 1953 when this practice was discontinued for Commonwealth awards (*see* page 114 above).

As a result of the Basic Wage, Margins and Total Wage Cases of 1966, when the basic wage rates for adult females were increased by $1.50 a week, the Commonwealth Conciliation and Arbitration Commission fixed female basic wages for capital cities ranging from $23.25 to $25.10 a week. These rates were eliminated from Commonwealth awards from the beginning of the first pay-period on or after 1 July 1967 when as a result of the National Wage Cases of 1967 the Commission decided to eliminate basic wages and margins from its awards and to introduce total wages (*see* page 118).

For further particulars regarding female basic wage rates *see* earlier issues of the Labour Report, including No. 46, pages 75–81. Section IX of the Appendix contains tables of Commonwealth basic wage rates for adult females.

4. Basic wages in Australian Territories

(i) *Australian Capital Territory*. Prior to 1922 wages in the Territory were paid in a lump sum under the authority of the Federal Capital Commission. In 1922 an Industrial Board operated under a local ordinance and continued to operate until 1949. For particulars of the operation of the Industrial Board *see* earlier issues of the Labour Report, including No. 40 page 89. From 1949 a Conciliation Commissioner of the Commonwealth Court of Conciliation and Arbitration (from 1956 a Commissioner of the Commonwealth Conciliation and Arbitration Commission) was given power to issue orders, awards and determinations for the Australian Capital Territory.

In December 1950 as a result of the Basic Wage Inquiry 1949–50 the Commonwealth Court fixed the Canberra basic wage for adult males at $16.50 a week. From then onwards this rate was varied by way of automatic quarterly adjustment until September 1953 (*see* page 114) or as a result of basic wage, etc. inquiries (*see* page 114). In July 1966 the Canberra rate was fixed at $33 a week for adult males and this rate continued to operate until the Commonwealth Conciliation and Arbitration Commission eliminated basic wages and margins from Commonwealth awards and introduced total wages from the beginning of the first pay-period commencing on or after 1 July 1967 (*see* page 118).

Basic wages for the Australian Capital Territory since December 1950 are shown in Section IX of the Appendix.

(ii) *Northern Territory.* The determination of wage rates for the Northern Territory comes within the jurisdiction of the Commonwealth Conciliation and Arbitration Commission.

Prior to July 1967 there were two basic wages operating in the Territory, (*a*) in respect of areas north of the 20th parallel of south latitude and generally referred to as the 'Darwin' rate, and (*b*) in respect of areas south of that parallel. These were calculated on different bases and a brief summary of the history of the basic wages in this Territory is set out below. For more detailed information see earlier issues of the Labour Report.

(*a*) *The Darwin Basic Wage.* This wage was first determined by the Commonwealth Court of Conciliation and Arbitration in 1915 when a rate of $7.70 a week or 18c an hour for an unskilled labourer, including a weekly loading of 40c for lost time, was awarded. Since that date the basic wage was reviewed on a number of occasions by the Court. Automatic adjustment of the basic wage was first introduced in 1934 by the Commonwealth Court and this continued until September 1953 when, as a result of the Basic Wage and Standard Hours Inquiry 1952–53, automatic adjustments were discontinued in Commonwealth awards. Between 1956 and 1966 Commonwealth basic wages were subject to uniform increases granted by the Court and the Commonwealth Conciliation and Arbitration Commission (*see* page 114). The last time the Darwin basic wage was increased was in July 1966 when the rate of $34.70 a week for adult males was fixed. To this rate should be added a special loading of $1 a week. The basic wage for adult females was seventy-five per cent of the male rate. This rate continued to operate until the decision of the Commonwealth Commission in the National Wage Cases of 1967 to eliminate basic wages and margins from Commonwealth awards and to introduce total wages to operate from the beginning of the first pay-period commencing on or after 1 July 1967 (*see* page 118). Basic wages for adult males from December 1950 are shown in Section IX of the Appendix.

(*b*) *Northern Territory* (*South of the 20th parallel of South Latitude*). The history of basic wage determination in this area of the Northern Territory is set out in detail in earlier issues of the Labour Report to which reference should be made. On a number of occasions the Commonwealth Court of Conciliation and Arbitration reviewed and determined the basic wage. Automatic quarterly adjustments also operated and these continued until September 1953 when they were discontinued in Commonwealth awards (*see* page 114). From 1956 to 1966 uniform increases to Commonwealth basic wages were granted by the Court and the Commonwealth Conciliation and Arbitration Commission (*see* page 114) and these applied in the Territory. In July 1966 the basic wage for adult males was fixed at $33.40 a week to which should be added a special loading of 70c a week. The adult female basic wage was seventy-five per cent of the adult male rate. These rates continued to operate until basic wages and margins were eliminated from Commonwealth awards and wage rates were expressed as total wages to operate from the beginning of the first pay-period commencing on or after 1 July 1967 (*see* page 118). Basic wages for adult males since December 1950 are shown in Section IX of the Appendix.

5. Commonwealth wage margins

In addition to basic wage rates, awards of Commonwealth and State Industrial tribunals specified secondary wage payments consisting of margins and loadings. Margins have been defined as 'minimum amounts awarded above the basic wage to particular classifications of employees for the features attaching to their work which justify payments above the basic

wage, whether those features are skill or experience required for the performance of that work, its particularly laborious nature, or the disabilities attached to its performance'.

In the Commonwealth jurisdiction prior to 1954 the Commonwealth Court of Conciliation and Arbitration had not made any general determination in respect of wage margins, but general principles of marginal rate fixation had been enunciated by the Court in the Engineers Case of 1924, the Merchant Service Guild Case in 1942 and the Printing Trades Case of 1947. Major decisions of the Commonwealth Court of Conciliation and Arbitration and later the Commonwealth Conciliation and Arbitration Commission affecting margins in Commonwealth awards were made in 1954, 1959, 1963, 1965 and 1966. Details of these decisions can be found in earlier issues of the Labour Report. A brief summary of the results of these decisions is set out below.

In its judgment in the Metal Trades Case 1954 the Commonwealth Court of Conciliation and Arbitration re-assessed the marginal structure in the Metal Trades Award by, in general, raising the amount of margin to two and a half times the amount of the margin that had been current in 1937. The new rates operated from the beginning of the first pay-period commencing on or after 13 December 1954. The Court said that its decision was expected to afford general guidance where wages and salaries under Commonwealth awards could be regarded as containing a margin.

In a judgment relating to the Metal Trades Award in the Margins Cases of 1959, the Commonwealth Conciliation and Arbitration Commission increased existing margins in the award by twenty-eight per cent from the beginning of the first full pay-period commencing in December 1959. The Commission stated that the use of the increases in the Metal Trades Award as a guide in other disputes would be a matter for the parties as far as conciliation was concerned, and if arbitration was necessary, for the Commission however constituted.

The result of the Margins Case 1963 was that margins for adult males in the metal trades were increased by ten per cent to operate from the beginning of the first pay-period commencing on or after 22 April 1963.

The Commonwealth Conciliation and Arbitration Commission announced its decision in the National Wage Cases of 1965 on 29 June 1965. The majority decision of the Commission decided that each margin for adult males prescribed in the Metal Trades Award would be increased by an amount equal to one and a half per cent of the sum of the Six Capital Cities basic wage and that margin with effect from the first pay-period commencing on or after 1 July 1965. The judgment anticipated that, subject to the question of capacity of a particular industry and the questions of those margins which had been increased on general economic grounds since 1963, the increases would be speedily reflected throughout the awards of the Commission.

The Commission in its judgment in the Basic Wage, Margins and Total Wage Cases of 1966 deferred any general increase in margins pending a work value investigation of classifications in the Metal Trades Award (*see* page 117). However, in December 1966 the Commission decided to grant interim increases in margins pending a final decision in the above investigation. It was decided to add to each margin a percentage of the sum of that margin and the Six Capital Cities basic wage as follows: for margins less than $5, one per cent; for margins $5 or more but less than $7.50, one and a half per cent; for margins $7.50 or more but less than $11.20, two per cent; and for margins $11.20 or more, two and a half per cent. These increases were operative from the first pay period commencing on or after 23 January 1967 and subject to special cases were of general application in other industries in the federal jurisdiction.

As a result of a decision of the Commonwealth Conciliation and Arbitration Commission in the National Wage Cases of 1967, basic wages and margins were eliminated from Commonwealth awards and total wages were introduced with effect from the beginning of the first pay-period to commence on or after 1 July 1967.

6. Commonwealth work value inquiries

In addition to variations of wage margins in Commonwealth awards as a result of the general inquiries in the period 1954 to 1966 (*see above*) variations of margins for various

occupations were made by the Commission as individual awards came up for review or upon application by trade unions. Similar procedures existed in regard to awards of State industrial tribunals.

As a result of its decision in the Basic Wage, Margins and Total Wage Cases of 1966, the Commonwealth Conciliation and Arbitration Commission undertook a work value inquiry concerning classifications appearing in the Metal Trades Award. The inquiry proceeded by way of detailed inspections of the work in factories performed by various classifications specified in the award, visits to training schools, and a formal hearing at which there were taken the sworn evidence and submissions called or made on behalf of the respective parties and interveners. The inspections and visits to training schools took place over the period September 1966 to September 1967. Formal hearing commenced on 21 September 1967 and concluded on 17 November 1967. On 11 December 1967 the Commission issued a majority decision (Gallagher *J.* and Commissioner Winter, with Moore *J.* dissenting).

On behalf of the majority Gallagher *J.* made an announcement which included the following:

'In this Inquiry the Commissioner and I would determine that:—

(1) Wage increases where granted for adult male employees working under clause 4 of the Metal Trades Award 1952 (as varied) should be awarded on a work value basis, not otherwise, and should be those as set out in the schedule marked A which is now handed down.

(2) Wage increases where granted for adult female employees should be 75 per cent of the appropriate increase for adult males with a flat rate for employees at the third class machinist level or below.

(3) The claim for retrospectivity should be refused.

(4) The appropriate variation should come into operation from the beginning of the first pay period to commence on or after 22 January 1968 and should remain in force for three years thereafter with liberty to apply to the Commissioner in the metal trades industry reserved to the parties.

Upon reference to the schedule marked A, it will be seen that it has been found practicable to determine rates for classifications generally, that is to say for 320 classifications. Of these it will be seen that for 18 classifications there would be no increase in wage rates, that for 178 classifications there would be an increase of $1.00 per week, that for 9 classifications there would be an increase of $1.30 per week, that for 27 classifications there would be an increase of $2.75 per week, that for 16 classifications there would be an increase of $3.75 per week, that for 47 tradesman classifications there would be an increase of $7.40 per week and that for the remaining 25 classifications there would be an increase of varying amounts ranging between 10 cents and $10.05 per week. . . . . .

'We explain that the rates shown in Schedule A are those appropriate for Victoria-elsewhere. The equivalent award rates for the principal localities named below are to be ascertained by adjusting the Victoria-elsewhere rates as follows: Sydney add $0.80, Brisbane deduct $1.70, Adelaide deduct $0.40, Hobart add $0.70.

With regard to over award payments we direct particular attention to the reasons of Mr Commissioner Winter commencing at page 63 and to [the reasons of Gallagher *J.*] commencing at page 151. We emphasise that the increases which we would grant would apply to existing award wages and it should not be assumed by employees that over award payments cannot or will not be offset against them. We also emphasise that this is not a case in which increases in wage rates for the metal trades set a pattern for wages in other industries. The increases which we would grant reached as they have been on a work value basis relate solely to employees working under clause 4 of the Metal Trades Award and do not constitute a reason for awarding wage increases to employees covered by other awards or working in other industries.'

Following applications by employers concerning the question of absorption in over award payments of the increases granted in the metal trades in December 1967, the Commonwealth

Conciliation and Arbitration Commission, consisting of Kirby *C.J.*, Gallagher and Moore *J.J.*, Senior Commissioner Taylor and Commissioner Winter, heard submissions by employers and trade unions on 14–16 February 1958.

The Pronouncement of the majority of the Commission (Gallagher *J.* dissenting) was made on 21 February 1968. The Commission said it appeared that substantial absorption of over award payments had not been practicable in the existing circumstances, and that had this been known at the time of the decision the burden of the increased rates should not have been imposed without deferment of some portion of the increases. The Commission agreed that this was a changed circumstance since December 1967 and it required positive action by this bench.

The Commission, in its Pronouncement, made the following decisions. The work value decisions of the Commission in December 1967 (*see* page 117) as to its amounts should stand. However, it was decided that seventy per cent of the prescribed increases should be payable in accordance with the decision of 11 December and that thirty per cent should be deferred. But where the increase was $1.60 or less per week, the full amount should be paid without deferment and where the increase was more than $1.60 the increase payable without deferment should be at least $1.60. The decision applied to increases granted to adult males and adult females. Adjustments to rates would be in multiples of five cents.

The bench of the Commission which would deal with the economic wage case anticipated to commence on 6 August 1968 should decide when the deferred portion of the increases should be payable. The Commission again stated that the increases in wage rates in the Metal Trades Award did not set a pattern for wages in other awards. Benches dealing with work value cases in other awards were not bound in any way to follow what had happened in the Metal Trades Award. The Commission appealed to all in industry to co-operate with each other and the Commission to make these decisions work and to end the industrial disputes and stoppages.

On 6 August 1968 the Commonwealth Conciliation and Arbitration Commission decided that the metal trades increases deferred by the February decision (*see above*) would become payable from the beginning of the first pay period commencing on or after 21 August 1968.

7. Commonwealth total wages

In the national wage cases of 1964 and 1965 applications by employers that basic wages and margins should be deleted from Commonwealth awards and total wages introduced were rejected by the Commonwealth Conciliation and Arbitration Commission.

However, in its decisions in the Basic Wage, Margins and Total Wage Cases of 1966 the Commission decided to defer the conversion of the wage structure to the basis of a single wage pending further consideration of the present structure of marginal rates (*see* page 117) and further argument. As a result of the National Wage Cases of 1967, in which the employers again applied for a total wage, the Commonwealth Conciliation and Arbitration Commission announced the elimination of basic wages and margins from Commonwealth awards and the introduction of total wages. The total wages were arrived at by adding an amount of $1 a week to the weekly award wages for each adult male and adult female classification to operate from the beginning of the first pay-period to commence on or after 1 July 1967.

Trade unions unsuccessfully challenged in the High Court the abolition of basic wages and the adoption of total wages by the Commonwealth Commission.

On 4 October 1968 in its decision in the National Wage Case 1968 the Commonwealth Conciliation and Arbitration Commission increased all wage rates for adults (male and female) in Commonwealth awards by $1.35 a week. The minimum wage for adult males was increased by the same amount. Male and female juniors including apprentices received proportionate increases. The variations came into operation from the beginning of the first pay period commencing or or after 25 October 1968.

8. Commonwealth minimum wages

In July 1966 the Commonwealth Conciliation and Arbitration Commission in its decisions in the Basic Wage, Margins and Total Wage Cases of 1966 inserted in Commonwealth awards provisions for minimum wages for adult males. The Commission said it had given detailed consideration to lower paid classifications in the Metal Trades Award and had

decided to grant some immediate relief to low wage earners. The Commission in its judgment said it intended to insert a new provision in awards by which it would be prescribed that no adult male employee should be paid as a weekly wage for working the standard hours of work an amount less than the minimum wage i.e. his appropriate basic wage rate plus $3.75 a week. The minimum wage was prescribed for adult male employees only and was applied for all purposes of the award for example, in calculation of overtime and other penalty rates, piece-work, casual employment, sick leave and annual leave.

The Commission stated that the provision for a minimum wage for adult male employees was designed to meet the circumstances of employees in the lowest classifications who were in receipt of award rates and no more. It was not intended to affect the wage of any employee who was already receiving the prescribed minimum through over-award payment. The provision for minimum wages for adult males operated from the beginning of the first pay-period to commence on or after 11 July 1966. The minimum wages for adult males inserted in Commonwealth awards ranged from $34.75 to $37.25 a week for capital cities. These rates were increased by $1 a week as a result of the decision of the Commonwealth Conciliation and Arbitration Commission in the National Wage Cases of 1967, the increases to operate from the beginning of the first pay-period commencing on or after 1 July 1967. A further increase of $1.35 a week operated from the beginning of the first pay-period commencing on or after 25 October 1968 as a result of the National Wage Case 1968.

Determination of wage rates in State awards, etc.

1. New South Wales. The first determination of a standard living wage for adult male employees under New South Wales State awards operated from 16 February 1914, when the Court of Arbitration fixed the rate at $4.80 a week for the metropolitan area. The first living wage for adult females ($3.00 a week) was declared by the Board of Trade to operate from 17 December 1918.

From 1926 to 1937 basic wage rates were determined by the Industrial Commission of New South Wales. From July 1927 a State scheme of child endowment became operative in New South Wales and this continued until superseded by the Commonwealth Government scheme in July 1941 (*see* page 133).

From October 1937 to October 1955 the State adult male basic wage for Sydney was the same as the Commonwealth basic wage for Sydney. From the beginning of the first pay-period in November 1955 the State basic wage was automatically adjusted each quarter in accordance with movements in retail price index numbers. (Automatic adjustment of Commonwealth basic wages was discontinued in September 1953). These automatic adjustments continued until October 1964 when legislation provided that the Commonwealth basic wage for Sydney should apply in State awards and industrial agreements to operate from the beginning of the first pay-period which commenced on or after 19 June 1964.

Between October 1937 and November 1950 the State adult female basic wage for Sydney was fifty-four per cent of the adult male rate. In December 1950 the adult female rate became seventy-five per cent of the adult male rate. From January 1963 for male and female employees performing work of the same or like nature and of equal value, the Industrial Commission may prescribe in State awards the same basic wage and secondary wage. In March 1967 the Industrial Commission in Court Session, when considering the adoption of Commonwealth marginal increases for State awards, stated that the general principle in future would be to inject Commonwealth wage increases on economic grounds into the State award structure.

Following the increase of $1 a week in total wages in Commonwealth awards in July 1967, the Industrial Commission increased award rates of wages and salaries for adult males and adult females by the addition of a fixed loading of $1 per week, described as 'July 1967 economic loading', to take effect from the beginning of the first pay-period to commence on or after 1 July 1967. Subsequently legislation increased the basic wage for adult males from $33.50 to $34.50 per week and for adult females from $25.10 to $26.10 per week to operate from 1 January 1968. The increase of $1 per week in each basic wage absorbed the 'July 1967 economic loading' which was omitted from State awards and agreements. The legislation also provided for the adjustment of wage rates in State awards by the Industrial Commission subsequent to a decision of the Commonwealth Conciliation and Arbitration Commission

to vary Commonwealth wage rates wholly or partly on economic grounds. Changes in the State basic wage for adult males shall not be more than the amount of increase in Commonwealth minimum wages for adult males and the increase in the adult female basic wage not less than seventy-five per cent of the increase in the male basic wage. The Industrial Commission and Conciliation Commission was given power to include provisions for a minimum wage for adult males or for adult females in State awards.

Further information on New South Wales basic wages was published in previous issues of the Labour Report. State basic wage rates for Sydney are published in Section X of the Appendix.

On 1 April 1968 the Industrial Commission of New South Wales announced its decisions on trade union claims for increased award wages in certain State awards consequent upon increases granted by the Commonwealth Conciliation and Arbitration Commission in the Metal Trades Work Value Inquiry (*see* page 117). The Industrial Commission granted increased rates in five State awards (Group A) which prior to the Commonwealth decision included classifications the same as in the Metal Trades Award and with identical rates. For another group of awards (Group B), in which the ordinary rates of wages fixed for a particular classification was higher than the rate fixed in the Metal Trades award, increases similar to Group A awards were granted, with the employers, consent. For other awards (Groups C and D) which contained classifications different from those in the Metal Trades Award the Commission refused to grant increases and suggested the need for work value inquiries. The increases granted were to operate from the beginning of the first pay-period to commence on or after 22 January 1968.

2. Victoria. In Victoria, Wages Boards constituted for each industry group or calling from representatives of employers and employees with an independent chairman determine rates of wage and conditions of work.

Except for the period November 1953 to August 1956, when automatic quarterly adjustments to the basic wage in Wages Board determinations operated, Wages Boards in determining wage rates had adopted Commonwealth basic wage rates. The basic wage rates of August 1956 continued to operate until June or July 1959 when the Commonwealth rates for Melbourne, determined as a result of the 1959 Basic Wage Inquiry, were incorporated into Wages Board determinations.

Subsequent to the decisions of the Commonwealth Conciliation and Arbitration Commission in the National Wage Cases of 1967 (*see* page 118), the Industrial Appeals Court decided that basic wages and margins for adult males and adult females should be deleted from Wages Board determinations and wage rates expressed as total wages to operate from the beginning of the first pay period in July 1967. At the same time total wages for both adult males and adult females were increased by $1 a week.

For further information on basic wages in Victorian Wages Board determinations *see* previous issues of the Labour Report. Basic wage rates for adult males and adult females from November 1953 are published in Section X of the Appendix.

On 22 March 1968 the Industrial Appeals Court handed down its decision relating to the application for increased rates of pay in twenty-six wages board determinations consequent upon the increases granted as a result of the Commonwealth Metal Trades Work Value Inquiry (*see* page 117). The Court ordered that increases be granted to classifications that were identical to classifications in the Metal Trades Award. Increases for other classifications were deferred or referred back to the appropriate Wages Board for determination. The increases would apply from the first pay period commencing on or after 22 January 1968.

3. Queensland. The first formal declaration of a basic wage in Queensland determined a basic wage of $8.50 for adult males and $4.30 for adult females to operate from 1 March 1921. Prior to this declaration the rate of $7.70 a week for adult males had been generally recognised in awards as the 'basic' or 'living' wage.

Since 1961 the full bench of the Industrial Conciliation and Arbitration Commission consisting of not less than three Commissioners has power to make declarations as to the basic wage for males and females and the standard hours of work. The basic wage for adult males must be sufficient to maintain an employee, his wife and family of three children in a fair and average standard of comfort. The basic wage for adult females shall be not less than

is sufficient to enable an employee to support herself in a fair and average standard of comfort. All persons interested must be given an opportunity to be heard before any general declaration as to the basic wage is made, and the Commission must take into consideration any probable economic effect of such declaration. From 1 May 1961 the basic wage for adult females has been seventy-five per cent of the male rate.

In March 1965 the Commission stated that it had been decided as a matter of policy that, in the future, it did not propose to deal with an application to vary the basic wage solely because of a change in the Consumer Price Index unless such a change warranted an alteration of forty cents or more in the basic wage for adult males.

The basic wage rates payable in the Southern Division (Eastern District) including Brisbane were $33.20 for adult males and $24.90 for adult females operative from 10 April 1967. For basic wages in other areas of the State, district allowances are added to these rates as follows: Southern Division (Western District), $1.05; Mackay Division, 90c; Northern Division (Eastern District), $1.05; and Northern Division (Western District), $3.25 per week. Allowances for adult females are seventy-five per cent of the above allowances for adult males.

Following the decision of the Commonwealth Conciliation and Arbitration Commission to increase total wages by $1 a week in July 1967 (*see* page 118), the Industrial Commission increased award rates of pay for both adult males and adult females by $1 per week to operate from 3 July 1967.

For further particulars of basic wage determination in Queensland *see* previous issues of the Labour Report. Tables of basic wages are published in Section X of the Appendix.

The Industrial Conciliation and Arbitration Commission of Queensland on 19 March 1968 granted increased award wages to classifications in four State metal trades awards. The increases were the result of applications by trade unions who claimed that their members should be granted in full the award wage increases granted by the Commonwealth Conciliation and Arbitration Commission in the Metal Trades Work Value Inquiry (*see* page 117). The Queensland Commission decided to increase the wage rates prescribed under the awards in question for those classifications whose margins were less than the 'marginal components' of the Federal Metal Trades Award. The effect of this decision was to award immediate wage increases to tradesmen and certain other employees as shown by the following examples—toolmakers $4.45; patternmakers $3.90; fitters $2.00; riggers $1.70 a week. There would be a *prima facie* case for a further review of State award rates when the Commonwealth Commission had considered the deferred payment of thirty per cent of the increases in the Metal Trades Award.

4. South Australia

The first declaration of a living wage for adult male employees in the metropolitan area was $7.95 a week operative from 4 August 1921. The first adult female living wage of $3.50 a week operated from 1 September 1921.

Before July 1966 the Board of Industry had power to declare, after public inquiry, living wages to be paid to adult males and adult females. Since that date the power has been vested in the Industrial Commission constituted by a President and two Commissioners. However the South Australian Industrial Code also provides for the declaration of living wages by proclamation to prevent unjustifiable differences between State and Commonwealth rates of wages. This latter method has been used in recent years to declare living wages.

The State living wage for adult males was the same as the Commonwealth basic wage for Adelaide from February 1950 to July 1967, when basic wages were deleted from Commonwealth awards and total wages introduced. The State living wage for adult females was the same as the Commonwealth basic wage for Adelaide from December 1950 to July 1967 and was seventy-five per cent of the adult male rate.

Following the increase of $1 a week in total wages in Commonwealth awards in July 1967 (*see* page 118), by proclamation the State living wages for both adult males and adult females were increased by $1 a week to operate from 3 July 1967. The rates then became $33.30 for adult males and $25.20 for adult females.

For further information on South Australian living wages *see* previous issues of the Labour Report. Tables of living wages are published in Section X of the Appendix.

In September 1966 following a test case, the South Australian Industrial Commission adopted the concept of a minimum wage for adult males (*see* page 118 on Commonwealth minimum wage). In a few weeks following this decision the minimum wage, which had been fixed at $36.05 a week, was written into other State awards. On and from 3 July 1967 the minimum wage for adult males was increased to $37.05 a week.

On 20 March 1968 the Industrial Commission of South Australia delivered its decision on trade union claims for variations in State award rates based on the decision of the Commonwealth Conciliation and Arbitration Commission in the Metal Trades Work Value Inquiry (*see* page 117). The Industrial Commission stated that they did not consider that there should be an automatic flow through of wage rates from the Commonwealth Metal Trades Award into awards of the Commission. The Commission said that in any subsequent work value case that may arise in State awards, where classifications were found embracing identical work with that in the Metal Trades Award the predetermined rate evaluated for such work in that award would have persuasive value. The relationship would be between work performed and not money payable.

5. Western Australia

The first declaration of the basic wage by the Court of Arbitration operated from 1 July 1926 when rates of $8.50 for adult males and $4.59 for adult females were fixed.

Before December 1966 the Western Australian Industrial Commission in Court Session consisting of three Commissioners (previously the Court of Arbitration) could declare a basic wage at any time on its own motion and must do so when requested by a majority of industrial unions or by the Western Australian Employers' Federation, with the limitation that no new determination should be made within twelve months of the preceding inquiry. Legislation also provided that the Commission (or the Court) might make adjustments to the basic wage each quarter after considering retail price index numbers.

From August 1931 to September 1964 separate basic wages were declared for three areas of the State, namely—(*a*) the metropolitan area, (*b*) south-west land division, and (*c*) goldfields areas and other parts of the State. In September 1964 when the Commission increased the basic wage after an inquiry one rate was declared for the whole of the State.

In December 1951 the basic wages for adult females became sixty-five per cent of the corresponding male rate, and in January 1960 this proportion was increased to seventy-five per cent. In each case marginal rates of pay for females were reduced or deleted to offset the increase in the female basic wage.

In December 1966 legislation provided that the Western Australian basic wage rates should be the same as the Commonwealth Six Capitals rates as soon as these exceeded the State rates ($33.50 a week for adult males and $25.13 a week for adult females) operative from 24 October 1966.

Following the decision of the Commonwealth Conciliation and Arbitration Commission to increase total wages by $1 a week from July 1967, (*see* page 118) the Industrial Commission made the following decisions. Wage rates for adult males, not in receipt of the minimum weekly wage, and for adult females were increased by sixty cents a week by way of a special loading. The minimum weekly wage for adult males (*see* below) payable under certain awards was increased by $1 a week. These increases operated from the beginning of the first pay-period commencing on or after 1 July 1967.

More detailed information on State basic wages in Western Australia appears in earlier issues of the Labour Report. Basic wage rates for the metropolitan area are published in Section X of the Appendix.

In April 1967 the Western Australian Industrial Commission first included in State awards provision for a minimum wage for adult males (*see* page 118). The amount, which was then fixed at $36.55 a week, was increased to $37.55 a week in July 1967 (*see* above). However, at that time, provision for minimum wages only applied in eight or nine State awards. It was not until the end of 1967 that nearly all State awards had been amended to provide for a minimum wage for adult males.

On 2 April 1968 the Western Australian Industrial Commission in Court Session delivered its judgment on claims by trade unions to vary margins prescribed in the State Metal Trades

(General) Award, the claims being founded on the decision of the Commonwealth Conciliation and Arbitration Commission in the Metal Trades Work Value Inquiry (*see* page 117).

The Industrial Commission decided to refer back to a Commissioner part of the application so that an assessment of the value of the work of all semi-skilled workers in the State Award could be made and proper relativities established. When the Commissioner had reached a conclusion with respect to these workers he should, in the light of that conclusion, review the rates for tradesmen. Pending the outcome of that investigation the Commission decided to award semi-skilled workers an increase of 70 cents a week. This increase took effect as from the beginning of the first pay period commencing on or after 8 April 1968.

6. Tasmania

Wages Boards are constituted for a number of industries from representatives of employers and employees with an independent chairman (common to all Wages Boards) with power to determine rates of wage in each industry.

Except for the period February 1956 to August 1956, when Wages Boards adjusted basic wages in accordance with movements in retail price index numbers, Wages Boards generally adopted Commonwealth basic wage rates. From August 1956 the basic wages in determinations remained unchanged until July 1959 when the rates were made the same as the Commonwealth basic wages.

In January 1961 Wages Boards adopted the basic wage for Hobart as the uniform rate applicable throughout the State. During 1962 a number of Wages Boards provided in their determinations for the automatic adoption of Commonwealth basic wages as and when they varied.

In July and August 1967 subsequent to the increase of $1 in total wages in Commonwealth awards, Wages Boards varied their determinations by increasing basic wages for adult males and adult females by $1 a week. The rates then became $34.40 for adult males and $26.05 for adult females.

Further details of basic wages in Tasmanian Wages Board determinations were published in earlier issues of the Labour Report. Hobart basic wage rates adopted by Wages Boards from February 1956 are published in Section X of the Appendix.

The concept of a minimum wage for adult males (*see* page 118) was first adopted for State Wages Board determinations in July 1967 following a hearing of a test case by the Electrical Trades Wages Board. During the three months following this decision the minimum wage for adult males, which was fixed at $38.15 a week, was adopted by other Wages Boards where applicable.

On 14 March 1968 the Electrical Engineers' Wages Board announced increases in margins varying from 25 cents a week for lower classifications to $5.80 a week for tradesmen and $6.40 a week for one higher classification. The trade unions had sought increases consequent upon the decision of the Commonwealth Conciliation and Arbitration Commission in the Metal Trades Work Value Inquiry (*see* page 117). The increases were to take effect retrospectively from the beginning of the first pay-period commencing on or after 22 January 1968.

Annual leave

1. General

At present the majority of employees in Australia receive at least three weeks paid annual leave. The following paragraphs outline the position under Commonwealth and State awards and industrial legislation.

2. Commonwealth

The judgment delivered by the Commonwealth Court of Conciliation and Arbitration, in the Commercial Printing Case of 1936, granting one week's annual leave with full pay to employees in the industry, has usually been regarded as the first statement in the Commonwealth jurisdiction of the principles involved in deciding whether or not annual leave should be awarded. Over a period of time annual leave was introduced industry by industry when and if the Judge responsible for the industry considered it proper.

In 1945 the question of annual leave was before the Court and the Court in its judgment set out what it considered to be the principles to be applied in all applications for an extension of the annual leave period to fourteen days. Alteration of particular awards was left to the discretion of the single judge who heard the application.

Since 1960, three inquiries have been held following union claims to increase paid annual leave from two to three weeks in Commonwealth awards. A summary of these cases is given below. For further particulars see earlier issues of the Labour Report including No. 49 (pages 139–142) and No. 51.

(i) *Three Weeks Annual Leave Inquiry* 1960. In its judgment of 14 December 1960 the Commonwealth Conciliation and Arbitration Commission rejected claims by trade unions for an increase in paid annual leave from two to three weeks. The Commission stated that it had dismissed the application because of the then present economic situation.

(ii) *Three Weeks Annual Leave Inquiry* 1962. On 30 May 1962 the Commission announced its decision in this inquiry. The Commission stated that it was its intention to increase paid annual leave to three weeks generally in secondary industry, subject to special cases, as soon as the Commission was satisfied that the economy was in a position to cope with the effects of such an increase. The proceedings were then adjourned until February 1963.

(iii) *Three Weeks Annual Leave Inquiry* 1963. The hearing of an application for three weeks annual leave, which had been adjourned from May 1962 (*see above*), continued jointly with the hearings in the Margins Case 1963 (*see* page 116). In its judgment in April 1963 the Commission announced that the Metal Trades Award would be varied to allow employees who had completed twelve months continuous service by or after 30 November 1963 a period of twenty-one consecutive days leave. Proportionate leave for periods of employment of one month and over was granted in respect of employment after 1 June 1963. The application of the new standard of annual leave for secondary industry in other Commonwealth Awards was a matter for individual Commissioners upon application for variation.

In October 1963 the Commission rejected an application by employers for leave to be taken in two periods of seven and fourteen days respectively; and that the time after accrual, within which leave must be taken, should be extended to nine months when leave is taken in one period and to twelve months when leave is taken in more than one period.

(iv) *Australian Territories.* Annual leave provisions for private employees covered by awards in the Northern Territory and the Australian Capital Territory are subject to the jurisdiction of the Commonwealth Conciliation and Arbitration Commission. (*See* paragraphs (i) to (iii) above.)

3. New South Wales

Employees in New South Wales in private industry, other than those covered by Federal awards, were granted three weeks annual leave by the Annual Holidays (Amendment) Act, 1958. In February 1964 the State Government granted its employees four weeks annual leave effective from 1 January 1964.

The Annual Holidays (Amendment) Act, 1964 assented to on 29 September 1964 provided that annual holiday pay for employees covered by provisions of the Annual Holidays Act, 1944–1964, would be calculated on the basis of the employee's ordinary pay and not on current award rates. The amending Act defined ordinary pay as including bonuses, commissions, etc., but as excluding shift work allowances, overtime or other penalty rates. The Act provided that a worker should receive notice of one month, instead of seven days, before proceeding on annual leave.

4. Victoria

Following the decision of the Commonwealth Concilation and Arbitration Commission in May 1963 (*see above*) individual Wages Boards commenced to alter provisions of their determinations to grant employees an extra week's leave. By September 1963 the majority of Boards had included three weeks annual leave in their determinations.

In December 1963 the Industrial Appeals Court upheld an appeal by employees against the determination of the Photographic Goods Board which stated that an employer may direct the workers or group of workers to take their annual leave in two periods of two consecutive weeks and one week, respectively.

5. Queensland

In June 1963 the Full Bench of the Industrial Conciliation and Arbitration Commission granted an extra week's annual leave to employees with twelve months continuous service on or after 30 November 1963. This move implemented a previous decision of the Commission in which it was decided, as a matter of policy, to grant increased leave to persons already enjoying two weeks leave.

The decision applied to day workers and non-continuous shift workers receiving two weeks leave; continuous shift workers receiving three weeks leave; and day workers and shift workers receiving additional leave in lieu of extra payment for working on statutory holidays. The order became effective as from 1 June 1963.

It was decided that the terms of the decision of the Commonwealth Conciliation and Arbitration Commission, as handed down in April 1963 (*see* page 124) were to apply to awards of the Industrial Conciliation and Arbitration Commission of Queensland with the exception that, in the State awards, *pro rata* payment for leave not taken at the termination of employment was to be expressed as hours per month. The Commission added that those industries or employers who felt that the condition of an industry warranted exemption or exclusion from such additional leave, should make an application showing justification for the exemption or exclusion as the onus rested upon that industry or employer to do so.

The decision did not apply to employees in primary industry, apart from the sugar industry, or those in western areas but by the end of March 1964 three weeks leave had been granted to these employees.

6. South Australia

The Full Bench of the South Australian Industrial Court in May 1963 announced an increased standard of annual leave in the State, adopting the standard fixed by the Commonwealth Conciliation and Arbitration Commission (*see* page 124).

The Court pointed out that it had embraced three weeks as the general standard for annual leave for the time being. There would not be any automatic extension as the Court would decide the application for each industry as it arose to ensure that comparable industrial justice would be applied to the various groups of employees in the State.

The Court, as a general indication as to its attitude, expressed the view that annual leave should be taken at a time fixed either by agreement or, if this is not possible, at a time fixed by the employer. The leave should be allowed in two parts and one part must be of at least two weeks duration. These, however, were factors which could vary from award to award and their determination would depend on the needs of the particular industry.

7. Western Australia

Following a general inquiry concerning Annual Leave and Public Holidays, the Court of Arbitration in June 1963 adopted three weeks as the new standard for the normal period of annual leave in State awards, with four weeks for seven-day shift workers. The date of operation was the same as that decided by the Commonwealth Conciliation and Arbitration Commission (*see* page 124).

Existing awards and agreements which already provided annual leave in excess of the Court's standard were to be examined separately to ascertain whether special circumstances existed to justify leave greater that the normal standard. The standard number of public holidays was retained at ten with the provision that where an award provided for more than ten public holidays a year, that award, unless the union consented to a reduction to ten, would be excluded from the above order amending the annual leave provisions until it was established that special circumstances justified the continuance of the greater number of holidays.

In November 1963 the Court refused an application by employers for the right to split the annual leave into two parts since it decided to follow the decision of most other State tribunals and allow the additional leave in conformity with conditions similar to those prescribed by the Commonwealth Conciliation and Arbitration Commission. The right to split the leave would only be allowed by the Court in exceptional circumstances, unless all the parties concerned agreed to the inclusion of such a provision.

8. Tasmania

Following an amendment to the Wages Board Act in 1961, Wages Boards were permitted to grant employees up to three weeks paid recreational leave. In June 1962 the determination of the Ironmongers' Wages Board provided that the entitlement to annual leave, on and from 1 January 1963, where the year of employment ended after 31 December 1962, would be fourteen consecutive days, together with a period during working hours equal to 3½ hours for each completed month of employment after 31 December 1962. Employees whose year of employment commenced after 31 December 1963 would be eligible for three weeks annual leave. Subsequently, other Wages Boards amended their determinations to provide for three weeks annual leave.

Generally, most Wages Boards adopted provisions to enable leave to be taken in one consecutive period within six months from the end of the preceding year of employment or, if the employer and employee agree, in two separate periods, the lesser of which shall be of not less than seven consecutive days.

Long service leave

1. General

Paid long service leave, i.e. leave granted to workers who remain with the one employer over an extended period of time, has been included in the provisions of Commonwealth and State industrial legislation and awards, etc. In most cases thirteen weeks leave after fifteen years continuous service has been provided. A brief summary is given in the following paragraphs. The transfer of ownership of a business does not constitute a break in continuity of service with the same employer.

2. Commonwealth.

(i) *General.* Until May 1964 the Commonwealth Conciliation and Arbitration Commission had not included provision for long service leave in its awards and had refrained from determining disputes relating to this subject except in the case of the Northern Territory and the Australian Capital Territory (*see* page 128). Consequently, till then, the provisions of the various State Acts relating to long service leave applied to workers covered by awards of the Commonwealth. The applicability of long service leave provisions under State law to workers under Commonwealth awards had been tested before the High Court and the Privy Council and such provisions had been held to be valid.

The Commission's position was set out in its decision, issued on 16 September 1959, regarding disputes on the inclusion, in the Graphic Arts (Interim) Award, 1957, of provisions for long service leave. It stated that it should refrain, until further order, from determining the disputes so far as they concerned long service leave and that if, in future, the Commission decided that long service leave on a national basis was desirable, it was open to proceed to the making of an award on the matter.

In June 1963 the Commission when dealing with applications by employers in the graphic arts and metal trades awards for insertion of long service leave provisions, rejected union submissions that it should refrain from making such provisions and decided that the matters should proceed to hearing. The two matters were listed together for hearing in August 1963. In May 1964 the Commission announced its decision and the main points are set out below.

Long service leave entitlement would be calculated on the basis of thirteen weeks for twenty years of unbroken employment, in respect of employment before 11 May 1964 (or in New South Wales, 1 April 1963) and at the rate of thirteen weeks for fifteen years in respect

of service after 11 May 1964 (or in New South Wales, 1 April 1963). After further periods of ten years employees would be entitled to an additional *pro rata* period of leave calculated on the same basis. Those employees who completed an unbroken contract of employment of ten years but less than fifteen years and whose employment was terminated by death, or by the employer for any cause other than serious and wilful misconduct, or by the employee on account of illness, incapacity or domestic or other pressing necessity, would be entitled to *pro rata* payment.

Exemptions obtained by employers under State legislation, except in South Australia, would continue, pending further order of the Commission. Any long service leave allowed, or payment in lieu thereof made, before 11 May 1964 under a State law or long service leave scheme would be taken into account for the purpose of these awards.

The rate of payment while on leave would be the current award rates applicable at the date on which the employee commenced leave. This rate, however, would be subject to basic wage changes and marginal adjustments which occurred during the leave period. The position of piece-workers and part-time and casual workers was reserved for further consideration.

The leave is to be taken after twenty-eight days notice by the employer in one continuous period, or, if the employer and the employee agree, in not more than three separate periods for the first thirteen weeks entitlement and in not more than two separate periods for any subsequent entitlement. Employees on long service leave were not to engage in any employment for hire or reward with other employers respondent to the awards, and employers under the awards were not to employ any such employees who were known to be on leave.

Contracts of employment cannot be terminated by the employer to avoid leave obligations imposed by the awards or through a slackness of trade if the employee is re-employed within six months, or for any other reason if the worker is re-employed within two months. Interruption or termination of employment arising directly or indirectly from an industrial dispute would be deemed as not breaking continuity of employment, provided the employee returned to work in accordance with the settlement terms of the dispute but the period of absence from duty would not count for long service leave purposes. Apprentices who entered into a contract of employment within a period of twelve months after the completion of an apprenticeship with the employer may include the period of apprenticeship in their entitlement to long service leave from that employer. Service with the Commonwealth armed forces or the Civil Construction Corps established under the *National Security Act* 1939–1946 would be counted as employment with the employer by whom the employee was last employed prior to service with either of these forces.

In November 1964 several unions applied to the Commonwealth Conciliation and Arbitration Commission for cancellation of the long service leave provisions of the graphic arts and metal trades awards. On 3 December 1964* the Full Bench of the Commission dismissed the unions' application.

In December 1964 several employer organisations in the graphic arts and metal trades industries applied for orders varying the provisions of the long service leave awards in these industries to make them applicable to all their employees whether or not they were members of those trade unions respondent to the awards. The applications were opposed by the unions on the ground that the Commission had no jurisdiction to make such an order for non-unionists. In its judgment of 23 December 1964 the Commission unanimously agreed that these awards should be varied to extend long service leave to all employees.

In December 1964 the Commission also announced other variations in the long service leave provisions of the Metal Trades and Graphic Arts awards. An employer would not be required to grant an employee long service leave until the amount of leave to which he was entitled equalled thirteen weeks in respect of the first period of entitlement and eight and two-thirds weeks in respect of any subsequent period of entitlement. The term 'thirteen weeks' was substituted for the words 'three months' in accordance with the Commission's decision of May 1964. These variations came into effect on and from 1 December 1964.

* 108 *C.A.R.*, p. 740.

In November 1964 the Commission also awarded long service leave to employees in other industries. These awards operated from 1 December 1964 and were similar in scope to those mentioned above.

(ii) *Australian Territories.* Long service leave codes for employees covered by Northern Territory and Australian Capital Territory awards were originally prescribed in December 1961 by the Commonwealth Conciliation and Arbitration Commission in Presidential Session. The Commission decided that employees should be granted three months long service leave after twenty years service with one employer, even if part of this service was outside the Territory. In addition, the Australian Capital Territory code prescribed that employees presently employed might 'go back for a period of 25 years in regard to the calculation of their present or future entitlement of long service leave'. In December 1964 the Commission amended the majority of awards covering employees in the Northern Territory and the Australian Capital Territory by granting long service leave on the basis of thirteen weeks after fifteen years service. In August 1965 a number of those awards were made a common rule in these Territories.

(iii) *Stevedoring Industry.* The *Stevedoring Industry Act* 1962 which came into force in November 1962 amended the *Stevedoring Industry Act* 1956–1961 (*see* Labour Report No. 49, page 145) by extending the eligibility and qualifying periods of the long service leave provisions of the Act. No changes were made to the entitlement for long service leave which remained at thirteen weeks after twenty years qualifying service and six and a half weeks for each subsequent ten years qualifying service.

The Stevedoring Industry Act 1966 which came into operation in October 1966 amended the *Stevedoring Industry Act* 1956–1965 respecting long service leave for registered waterside workers. The period of qualifying service for an entitlement to leave was reduced from twenty to fifteen years. As before, there is a further entitlement upon completion of each subsequent ten years qualifying service. The number of days in a waterside worker's entitlement is calculated on the basis of one day for each eighty qualifying days in his qualifying service before 1 January 1966, one day for each sixty after 31 December 1965, and, commencing January 1966, one twenty-sixth of a day for each twelve consecutive working days at the port at which he is registered if each of the twelve is a qualifying day for him. In the main, a waterside worker's qualifying days are days on which he works or makes himself available for work or is absent on a specified ground and, subject to specified exceptions, his qualifying service is the period of his continuous registration as a waterside worker. The maximum entitlement upon completion of fifteen years qualifying service is fifteen weeks and three days. Other provisions enable a registered waterside worker who before the commencement of the amending Act had completed more than fifteen but less than twenty years qualifying service, upon completion of twenty years qualifying service, to take the thirteen weeks leave to which he would be entitled if the former provisions remained in force. The amount by which thirteen weeks exceeds the amount to which, in the absence of this special provision, he would be entitled under the new provisions is to be deducted from his next entitlement.

3. New South Wales.

Long service leave was first introduced for the majority of workers by the Industrial Arbitration (Amendment) Act, 1951, which provided such leave for workers under State awards. This Act was replaced by the Long Service Leave Act, 1955, which extended the benefits to any worker within the State. Leave provided for was three months for twenty years continuous service with the same employer.

In 1963 the Long Service Leave Act, 1955 was amended by the Long Service Leave (Amendment) Act, 1963, which took effect from 1 April 1963 and in 1967 by the Long Service Leave (Amendment) Act, 1967 which became operative from 18 December 1967. The provisions of the Act apply to workers in the whole State with the exception of those employed in the Public Service or in certain Government undertakings as these were already receiving long service leave benefits either on more favourable terms or under another Act.

Under the amended Act the term 'ordinary time rate of pay' (i.e. the rate of pay for which employees were to be paid for their long service leave) was defined to exclude payments for shift work, overtime and other penalty rates. Bonus, incentive, or other similar payments received in the twelve months immediately preceding the taking of long service leave are to be apportioned on a weekly basis and added to the ordinary weekly rate of pay. If remuneration is partly or wholly by other than a fixed ordinary time rate of pay, an average ordinary weekly rate is to be calculated for the period actually worked in the preceding twelve months.

The amending Acts reduced the qualifying period for long service leave from twenty to fifteen years and also provided that those employees who have completed (*a*) at least ten years but less than fifteen years service and whose services are terminated for any reason; or (*b*) a minimum of five years service as an adult and whose services are terminated by the employer for any reason other than the worker's serious and wilful misconduct, or by the employee through illness, incapacity, or domestic or other pressing necessity, or by death of the employee, are eligible for payment for long service leave on the *pro-rata* basis of three months for fifteen years service. The term 'service as an adult' is defined as meaning service with an employer during which the employee received a rate of pay either (*a*) not less than the lowest rates fixed under an award or industrial agreement for an adult male or female in the same trade, classification or calling as the worker; or (*b*) a rate of pay not less than the rate prescribed by the award for a journeyman in the same trade, classification or calling; or (*c*) if no award or calling covers the occupation, then the period of service with the employer on and from the age of twenty-one years.

For workers whose service with an employer began before the amending Act of 1963 and who were entitled to long service leave, the amount of such leave was to be the sum of the amounts calculated on the old (1955 Act) and the new (1963 Act) bases according to periods of service before and as from the commencement of the 1963 Act.

Workers on completing their apprenticeship with an employer, were now allowed twelve months, instead of six, to enter into a contract of employment with the employer and the period of apprenticeship is to be included for the purposes of determining period of service with that employer.

Previously, employers had been granted exemptions by the Industrial Commission of New South Wales from the long service leave provisions of the 1955 Act on the understanding that they grant workers benefits in the nature of long service leave under a scheme which would not place workers in a less favourable position than that specified in the Act. As from 1 April 1964 no such exemptions would be granted unless long service leave is provided in the scheme. To enable the review of exemptions under the former Act the Industrial Commission, either on its own motion or that of an industrial union of employers or employees, or an employer concerned, would review the terms of any exemptions previously granted and if the benefits under the scheme, the subject of the exemption, were not as favourable as those specified in the amending legislation, or if it was no longer in the best interests of the workers concerned that the exemption should continue, then the Commission may—(i) vary either the terms of the exemption or any conditions necessary for the granting of the exemption; or (ii) revoke the exemption.

The amending Act of 1967 specifies inter-company relationships for which the transfer of an employee from one company to another does not constitute a break in continuity of service for long service leave. Continuity of service for long service leave entitlement with an employer will be maintained, in respect of service in the armed forces, only if there was an entitlement to apply for reinstatement with the employer on the termination of such service. Provision is also made for the taking wholly or partly in advance of not less than one month of long service leave, if employer and employee agree.

The Long Service Leave (Metalliferous Mining Industry) Act, 1963 was assented to on 13 December 1963 and came into operation on 1 January 1964. The object of the Act was to confer on certain workers in the metalliferous mining industry the right to three months long service leave after ten years service. The Act stated that a worker covered by its provisions would not be eligible to entitlements under the Long Service Leave Act, 1955–1963.

Workers' entitlement to long service leave under the Act would be on the basis of three months for twenty years for service prior to the commencement of the Act and three months for ten years for service thereafter. The remaining provisions of the Act substantially followed provisions of the Long Service Leave Act, 1955–1967.

4. Victoria

The *Factories and Shops (Long Service Leave) Act* 1953 first provided for long service leave for workers in Victoria, the provisions of this Act being subsequently incorporated in the Labour and Industry Act. Leave provided for was thirteen weeks for twenty years continuous service with the same employer. Contributions by employers to retirement schemes could be taken into consideration in dealing with exemptions from the Act.

The *Labour and Industry (Long Service Leave) Act* 1964, assented to on 15 December 1964, amended the provisions of the *Labour and Industry Act* 1958 as amended (to 1963) by providing long service leave on the basis of thirteen weeks after fifteen years continuous service. The Act became effective from 1 January 1965.

On the completion of fifteen years of continuous service (previously twenty) an employee is entitled to thirteen weeks long service leave on ordinary pay. Further periods of five years service give the employee four and a third weeks leave (previously three and a quarter weeks). Employees who have completed more than fifteen years continuous service and whose employment is terminated for any reason (other than by death), are entitled to leave equal to one-sixtieth of the period of continuous employment (previously one-eightieth). Payment in lieu of long service leave on the death of an employee is made to his personal representative. Termination of employment for the following reasons means an entitlement to leave equal to one-sixtieth of the period of continuous employment for employees who have completed at least ten years continuous service—firstly, by the employer on grounds other than serious and wilful misconduct, and, secondly by the employee on account of illness, incapacity, or domestic or any other pressing necessity, where the illness, incapacity or necessity is of such a nature as to justify the termination of employment.

Periods of employment before 1 January 1965 are counted at only three-quarters of their face value in calculating years for entitlement.

Prior to the amending Act leave could be taken in one period or, by agreement between the employer and the employee, in two periods. The amending legislation provided that the first period of leave may, by agreement, be taken in two or three separate periods and any subsequent leave in two separate periods.

Following amendment to the Public Service Act in May 1964, public servants became entitled to four and a half months long service leave after fifteen years service (instead of six months after twenty years).

5. Queensland

In 1952 the Industrial Conciliation and Arbitration Act was amended to include long service leave provisions for employees within the jurisdiction of the Industrial Court, and the Act was amended again in 1955 to extend these provisions to any employee in respect of whose employment there was not in force an award or industrial agreement under the Act and to seasonal workers in sugar mills and meat works. Leave provided for was thirteen weeks for twenty years continuous service with the same employer. Payment for leave was prescribed as the rate of pay received at the time of leave.

'*The Industrial Conciliation and Arbitration Acts Amendment Act of* 1964', amended the long service leave provisions of '*The Industrial Conciliation and Arbitration Acts*, 1961 *to* 1963'. Under the amended provisions, which operated on and from 11 May 1964, employees are entitled to thirteen weeks leave after fifteen years continuous service. Employees who completed at least ten years service and whose services were terminated either by the em-

ployee or the employer, for any cause other than serious misconduct, are entitled to leave on a *pro-rata* basis. Subsequent periods of leave, after the first period of thirteen weeks, became due on the completion of further periods of fifteen years service. An employee who, after completing fifteen years service, continues serving a further five years and whose employment is terminated, either by himself or by an employer, for any cause other than serious misconduct, is eligible for a further amount of leave on a proportionate basis.

6. South Australia

The Long Service Leave Act, 1957, which prescribed long service leave for employees of seven consecutive days in the eighth and in each subsequent year of continuous service, was repealed by the Long Service Leave Act, 1967. The new Act, which became operative from 16 November 1967, provides for thirteen calendar weeks leave after fifteen years continuous service with the same employer and for eight and two thirds weeks leave for each subsequent complete period of ten years service. After seven and before fifteen completed years of service (of which at least five years must be as an adult) the worker is entitled, on proper termination of employment other than for serious and wilful misconduct, to proportionate payment in lieu of leave for the period worked.

An employer may be exempted by the Industrial Commission from the leave entitlement provisions of the Act, provided that the employees are entitled under some other scheme to long service leave benefits not less favourable than those provided by the Act.

Entitlement for qualifying service prior to January 1966 is to be calculated at the rate of thirteen weeks leave for twenty years service. An employer shall not be required to grant leave until the worker's total entitlement is thirteen weeks.

Entitlements may be enforced by bringing proceedings before the Industrial Commission.

7. Western Australia

The Long Service Leave Act was passed in 1958, but did not apply to employees whose conditions of work were regulated under the Western Australian Industrial Arbitration Act. The Court of Arbitration of Western Australia, in an order dated 1 April 1958, incorporated, in most of the awards and agreements within its jurisdiction, provisions similar to those in the Long Service Leave Act. Leave provided for was thirteen weeks for twenty years continuous service with the same employer. Contributions by employers to retirement schemes could be taken into consideration in dealing with exemptions from the Act.

A general inquiry into long service leave, public holidays, annual leave and hours was held by the Court in 1961. In its judgment, delivered on 5 May 1961, the Court rejected the major claims by the parties relating to long service leave. However, it deleted a subclause of the 1958 Order which entitled an employer to offset any payment in respect of long service leave under the Order against any payment by him to any long service leave scheme, superannuation scheme, pension scheme, retiring allowance scheme, provident fund or the like or under any combination thereof operative at 1 April 1958.

On 23 September 1964 the Western Australian Industrial Commission in Court Session, by agreement, varied the Printing (Newspapers) Award to provide thirteen weeks long service leave after fifteen years, with eight and two-thirds weeks after further periods of ten years service. The order became effective from 1 October 1964. Employees who have completed at least ten years service are entitled to *pro-rata* leave if their employment was terminated either by (i) death; (ii) the employer for any reason other than serious misconduct; or (iii) the worker on account of sickness, injury, or domestic or other pressing necessity. Workers whose service commenced before 1 October 1964 are entitled to leave calculated on the basis of thirteen weeks after twenty years for service before 1 October 1964 and, for service commencing on or after 1 October 1964, on the basis of thirteen weeks after fifteen years

service. Payment for the period of leave is the ordinary rate applicable to the worker as prescribed by the award. In the case of casual and part-time workers, payment is the ordinary time rate for the number of hours usually worked up to, but not exceeding, the prescribed standard. The rate of pay does not include shift premiums, overtime, bonuses, or piece or bonus work, or any system of payment by results. The worker is to receive at least one month's notice of the date from which the leave is to be taken. Workers must not, while on leave, engage in any employment for hire or reward or they will lose their entitlement to payment for leave.

A Special Board of Reference was constituted to hear and determine any disputes or matters arising under the award. On 29 September 1964 the Commission amended the long service leave provisions of the majority of awards and agreements to incorporate the above provisions.

Long service leave on the same terms as the above provisions was incorporated in the *Long Service Leave Amendment Act (No. 2), 1964*, assented to on 12 November 1964. Exemption from the provisions of the Act previously granted to employers may, from time to time, be added to, varied or revoked by a Board of Reference in order to ensure that the long service leave scheme remains more favourable than the benefits prescribed under the legislation. The provisions of the Act, granting employers the right to offset any payment in respect of long service leave by contributions to any scheme for long service, superannuation, pension, retiring allowance or provident fund, were repealed. Appeals against determinations of a Board of Reference would be heard by the Western Australian Industrial Commission in Court Session.

8. **Tasmania**

The *Long Service Leave Act* 1956 provided for thirteen weeks leave for twenty years continuous service with the same employer. Contributions by employers to retirement schemes could be taken into consideration in dealing with exemptions from the Act.

The *Long Service Leave Act* 1964, assented to on 17 December 1964 provided long service leave of thirteen weeks in respect of the first fifteen years continuous employment and eight and two-thirds weeks for every additional ten years continuous employment. On termination of employment a further *pro-rata* period of leave is granted, calculated from the date of the last accrual of entitlement. Employees who have completed at least ten years service and whose services are terminated either by the employer for any reason other than serious and wilful misconduct or by the employee on account of illness, incapacity, or domestic or other pressing necessity, are eligible for leave on a proportionate basis. Periods of service before 17 December 1964 are calculated on the old basis (i.e. thirteen weeks after twenty years service).

Employees on leave are paid the rate received at the commencement of the long service leave, adjusted for any variations in the rate of pay which occur while the employee is on leave.

The amending legislation provided that exemptions from the Act would not be granted unless the scheme provided for the granting of long service leave. Exemptions already granted could be cancelled or amended by the Chief Inspector.

Child endowment in Australia

In June 1927 the Commonwealth Government called a conference of State Premiers to consider a national scheme of child endowment. After discussion, the matter was referred to a Royal Commission appointed by the Commonwealth Government.

The Commission submitted its report in December 1928. The findings and recommendations were given in Labour Report No. 19.

At a conference of Commonwealth and State Ministers held in May 1929 the Prime Minister stated that the Commonwealth Government was not prepared to adopt a scheme

financed entirely from the proceeds of taxation. It agreed with the majority of the Commission that child endowment could not be separated from the control of the basic wage—a power which the Commonwealth did not possess and which the States were not prepared to relinquish. The Government, therefore, did not propose to establish any system of child endowment.

It was generally agreed that any scheme which would increase the charges upon industry would be unwise at that particular time. The matter of child endowment was accordingly left to be dealt with by the State Governments.

In 1941 the Commonwealth Government introduced a scheme of child endowment throughout Australia. Appropriate steps were then taken for the termination of existing schemes operating in New South Wales and the Commonwealth Public Service. The New South Wales system of child endowment operated from July 1927 to July 1941 and the Commonwealth Public Service system from November 1920 until July 1941. Details of these Schemes appeared in earlier issues of the Labour Report (*see* No. 36, page 103).

From 1 July 1941 when the Commonwealth Child Endowment scheme was introduced, the rate of endowment for children under 16 years of age was 50c a week for each child in excess of one in a family and for each child in an approved institution. The rate was increased to 75c a week from 26 June 1945 and to $1 a week from 9 November 1948. Endowment for the first child under 16 years in a family was first provided for by an amendment of the legislation in June, 1950. From January, 1964 the rate was increased to $1.50 a week for the third and subsequent children under 16 years in families and for each child in an institution, and that amount also became payable for full-time students between 16 and 21 years. From September, 1967 increased rates for the fourth and subsequent children under 16 years in families were introduced (*see* below). At present the main features of the scheme are as follows.

Any person who is a resident of Australia and has the custody, care and control of one or more children under the age of 16 years or, of student children over 16 years but under 21 years, who are not in employment or engaged in work on their own account, or an approved institution of which children are inmates, is qualified to receive an endowment in respect of each such child. There are provisions to meet cases of families divided because of divorce, separation, unemployment or death of a parent. In such cases payment may be made to the father, mother or another person. There is no means test.

Since September 1967 the rates are:

(*a*) first or only child under 16 years in a family, 50c a week;

(*b*) second child under 16 years in a family, $1 a week:

(*c*) third child under 16 years in a family, children in an approved institution, full-time student children between 16 and 21 years, $1.50 a week.

(*d*) fourth child under 16 years in a family $1.75 and for each subsequent child under 16 years progressive increases of 25c, making $2 for the fifth child, $2.25 for the sixth, and so on.

There is a twelve months residential requirement for claimants and children who were not born in Australia, but this is waived if the Department of Social Services is satisfied that the claimant and the child are likely to remain permanently in Australia.

Under certain conditions endowment may be paid to Australians who are temporarily absent overseas.

A summary of the operations of this scheme during each of the years 1962–63 to 1966–67 is given below.

CHILD ENDOWMENT: AUSTRALIA

Particulars	At 30 June—				
	1963	1964	1965	1966	1967
Children under 16 years—					
Endowed families—					
No. of claims	1,535,388	1,555,630	1,582,801	1,610,490	1,640,390
No. of children	3,432,166	3,484,008	3,546,040	3,593,933	3,642,994
Approved institutions—					
No. of institutions	497	502	490	488	497
No. of children	25,454	26,107	26,255	25,287	26,562
Student children(*a*)—					
Endowed families—					
No. of claims	..	113,062	128,641	132,900	151,623
No. of children	..	120,697	138,006	143,077	164,814
Approved institutions—					
No. of institutions	..	53	104	88	97
No. of children	..	235	315	349	547
Total endowed children	3,457,620	3,631,047	3,710,616	3,762,646	3,834,917
Amount paid to endowees and institutions(*b*)					
Children under 16 years $'000	135,421	(*c*) 164,899	162,870	165,044	(*c*) 186,789
Student children $'000	..	3,860	9,960	11,389	12,493
Annual liability—					
Children under 16 years $'000	139,876	166,333	169,276	171,101	173,044
Student children $'000	..	9,433	10,789	11,187	12,896
Average annual rate of endowment per endowed family—					
Children under 16 years $	90.24	105.61	105.65	105.02	104.23
Student children $	..	83.27	83.68	83.97	84.79
Average number of endowed children per endowed family—					
Children under 16 years	2.24	2.24	2.24	2.23	2.22
Student children	..	1.07	1.07	1.08	1.09
Number of endowed children in each 10,000 of population—					
Children under 16 years	3,167	3,152	3,144	3,136	3,107
Student children	..	109	122	124	140

(*a*) The Commonwealth commenced to pay endowment for student children, aged 16 to 21 years, from 14 January, 1964. (*b*) Year ended 30 June. (*c*) Expenditure for this year includes five twelve-weekly payments instead of the usual four twelve-weekly payments for endowments paid to the credit of bank accounts.