



Reference No. 6.8

## LABOUR TURNOVER, MARCH 1974

### General

This bulletin contains results of a survey of labour turnover in Australia for the month of March 1974.

2. Surveys of labour turnover have been conducted in March of each year from 1949 (except 1951 and 1954) and results of earlier surveys were published in the Appendix to *Labour Report* No. 56, 1971 (pages 415-441) and in the bulletin *Labour Turnover, March 1973* (Reference No. 6.8). The results of the March 1974 survey are not directly comparable with those of earlier surveys. (See paragraph 9, page 2).

3. A copy of the basic form used in the survey is shown on page 4 and detailed general explanatory notes showing particulars of the scope of the survey, definitions of terms used, etc. are contained in the following paragraphs.

### Scope of the survey

4. Labour turnover has been measured in terms of engagements and separations, information for the month of March being collected for each State and Territory from individual private and government employers. Engagements and separations relate to employees of individual employers and include the movement of employees from one employer to another in the same industry in a State or Territory. They also include the movement of employees between one State or Territory and another, even if they continued to be employed by the same employer.

### Coverage of the survey

5. The estimates are based on returns from stratified random samples of (i) most private employers subject to payroll tax (i.e. those, other than exempt employers, paying more than \$400 a week in wages and salaries), (ii) non-government hospitals not subject to payroll tax and (iii) local government authorities; and returns from all Australian and State government departments, authorities and semi-government bodies. Excluded from the survey were employees of private employers not subject to payroll tax; employees in agriculture and in private households employing staff; employees of religious, benevolent and other similar organisations exempt from payroll tax (other than hospitals and government authorities); waterside workers employed on a casual basis; and members of the defence forces.

6. Although the sample was not designed to provide estimates of the numbers of employees represented, it has been calculated that the survey was representative of approximately 2,827,000 male and 1,403,000 female wage and salary earners, comprising 1,938,000 males and 1,058,000 females in private employment and 889,000 males and 345,000 females in government employment.

### Period covered by survey

7. The period covered by survey returns was from the last pay-day in February to the last pay-day in March. This period would have varied for individual employers.

### Industry classification

8. The industry classification used for the March 1974 survey is the Australian Standard Industrial Classification (ASIC) described in *Australian Standard Industrial Classification (Preliminary Edition)* 1969, Vol 1. This classification differs from that used for previous surveys, which was based on the classifications of industries used in the population censuses. The following table shows details of the ASIC industries used in the March 1974 survey and shown in tables of this bulletin. Abbreviated titles to industries are also shown.

## ASIC Code

<i>Division</i>	<i>Sub-division</i>	<i>Industry</i>	<i>Abbreviated titles used</i>
C		Manufacturing —	
	21–22	Food, beverages and tobacco	
	23,24	Textiles, clothing and footwear	
	26	Paper and paper products, printing and publishing	Paper, printing, etc.
	27	Chemical, petroleum and coal products	
	29	Basic metal products	
	31,33	Fabricated metal products; other industrial machinery and equipment and household appliances	Fabricated metal products and machinery
	32	Transport equipment	
	25,28,34	Other (a)	
		Non-manufacturing —	
B		Mining	
D		Electricity, gas and water	
E		Construction	
F	46,47 48	Wholesale trade	
		Retail trade	
G,H		Transport and storage; communication	
I		Finance, insurance, real estate and business services	Finance, business services
J,K (b)		Public administration and defence (b); community services	Public administration, etc.
A,L (c)		Other industries (c) (forestry and logging, fishing and hunting, entertainment, recreation, restaurants, hotels and personal services)	Other

## Total (b) (c)

(a) Includes wood, wood products and furniture (sub-division 25); glass, clay and other non-metallic mineral products (sub-division 28); and leather, rubber and plastic products and manufacturing not elsewhere classified (sub-division 34). (b) Excludes defence forces. (c) Excludes agriculture and services to agriculture (sub-divisions 01 and 02) and private households employing staff (sub-division 94).

## Comparability of results

9. Estimates in this bulletin are not directly comparable with those obtained from earlier surveys. There are differences in coverage, sample design, industry classification and employee classification, and separate estimates for each State and Territory are not available for earlier surveys. The principal differences between the March 1974 and earlier surveys are as follows.

	March 1974 Survey	Earlier surveys
Coverage —		
Private employees	Employees of private payroll taxpayers, excluding those in agriculture and in households employing staff	As for March 1974 but also excluded employees of certain businesses such as accountants, trade associations, consultant engineers, etc., the shipping and stevedoring industry and the motion picture industry
Government employees	All government employees in the industries covered	Only government employees in banks and airlines
Industry classification	Australian Standard Industrial Classification (ASIC) (See paragraph 8, page 1)	Census Industry Classification
Industry detail	17 industries	13 industry groups
Area detail	Separate details for each State and Territory	Estimates for Australia only
Categories of employees	(i) Administrative, office, clerical, managerial, executive and professional employees (ii) Other employees.	(i) Non-manual workers (ii) Manual workers

10. The labour turnover rates for certain industries (e.g. food, beverages and tobacco) reflect seasonal fluctuations. Comparisons between industries and over time are affected by these seasonal factors.

#### Reliability of estimates

11. As parts of the survey were conducted from samples of employers (see paragraph 5) the estimates are subject to sampling variability, that is, variations which might occur by chance because only samples of employers were surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability. For more details on the reliability of the estimates see the Technical Note on page 10.

#### Definitions

12. *Engagements* relate to persons engaged or re-engaged during the period, whether or not they are still on the payroll at the end of the period. Employees returning from leave and employees returning after industrial disputes are *not* counted as engagements.

13. *Separations* relate to persons whose employment has terminated for any reason during the period. Employees on leave and employees involved in industrial disputes are *not* counted as separations.

14. *Engagement rates* and *separation rates* are calculated as a percentage of the relevant average employment in the particular industry, State, etc.

15. *Dismissed* means employment terminated on the employer's initiative for disciplinary or similar reasons.

16. *Retrenched* means employment terminated, permanently or otherwise, on the *employer's initiative* because of reduction in operations, redundancy, shortage of materials, completion of job, etc.

17. *Left* means employment terminated on the *employee's initiative* except for reasons shown in *Other* below.

18. *Other* means separations due to death, injury, sickness, retirement (including leaving employment to get married), enlistment in the defence forces, and similar reasons.

19. *Other employees* include production, construction, maintenance, sales, transport, service and distribution employees. They exclude *administrative, office, clerical, managerial, executive and professional employees* who were not further defined.

20. *Private employees* are employees of private employers subject to payroll tax and employees of non-government hospitals not subject to payroll tax.

21. *Government employees* are civilian employees of Australian and State government departments, authorities and semi-government bodies and of local government authorities.

NOTE. The engagement and separation rates shown in this statement have been rounded to the first decimal place. Any discrepancies between total separation rates and the sums of components are due to rounding.

SURVEY OF LABOUR TURNOVER – MARCH 1974

Office use only									
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Before completing the questionnaire please read carefully the following instructions and definitions and the general instructions on page 1.

INSTRUCTIONS AND DEFINITIONS FOR SURVEY OF LABOUR TURNOVER

- The period to be covered is from your last pay-day in February to your last pay-day in March (as recorded in item G below).
- Number of employees should be the same as the number reported on the Northern Territory Pay-roll Tax returns for February and March of the company, firm, person or government authority named in the address box on page 1.
- Engagements relate to persons engaged or re-engaged during the period, whether or not they are still on the pay-roll at the end of the period. Exclude employees returning from leave and those returning after industrial disputes.
- Separations relate to persons whose employment has terminated for any reason during the period. Exclude employees on leave and employees involved in industrial disputes.
- For male employees and female employees separate details are required for (a) Administrative, office, clerical, managerial, executive and professional, etc. employees, and (b) other employees, including production, construction, maintenance, sales, transport, service and distribution employees.

Employees on the NORTHERN TERRITORY pay-roll

Particulars	Administrative, clerical, managerial, etc.		Other employees <i>See instruction 5</i>		Total	
	Males	Females	Males	Females	Males	Females
<b>TOTAL LABOUR TURNOVER</b>						
A. Number of employees on pay-roll on last pay-day in February 1974. <i>See instruction 2</i>	1	2	3	4	5	6
B. Engagements during period. <i>See instruction 3</i>	7	8	9	10	11	12
C. Total (A plus B).	13	14	15	16	17	18
D. Separations during period. <i>See instruction 4</i>	19	20	21	22	23	24
E. Number of employees on pay-roll on last pay-day in March 1974 (C minus D). <i>See instruction 2</i>	25	26	27	28	29	30

ANALYSIS OF SEPARATIONS

F. Analysis of separations (as shown in D above) –						
(a) Dismissed – employment terminated on the employer’s initiative for disciplinary or similar reasons.	31	32	33	34	35	36
(b) Retrenched – employment terminated, permanently or otherwise, on the employer’s initiative because of reduction in operations, redundancy, shortage of materials, completion of job, etc.	37	38	39	40	41	42
(c) Left – employment terminated on the employee’s initiative except for reasons shown in ‘Other’ below	43	44	45	46	47	48
(d) Other – separations due to death, injury, sickness, retirement (including leaving to get married), enlistment in the defence forces, etc.	49	50	51	52	53	54
(e) Total separations (to equal line D above)	55	56	57	58	59	60

G. Date of last pay-day in February 1974..... and in March 1974.....

Please indicate any abnormal factors affecting labour turnover during the period .....

Nature of employer’s activity .....

Name of person to be contacted if any queries arise. Mr Telephone  
Mrs ..... Number  
Miss .....

Signature ..... Date .....

TABLE 1. — LABOUR TURNOVER RATES : STATES AND TERRITORIES, MARCH 1974

	(Per cent)								
	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A. C. T.	Australia
ENGAGEMENT RATES									
Males —									
Administrative, clerical, managerial, etc. (a)	2.6	2.3	2.7	1.9	2.4	1.7	3.8	3.1	2.4
Other	6.7	7.0	8.9	7.1	8.7	4.9	12.4	10.1	7.4
Total	5.6	5.4	7.0	5.5	6.6	4.0	9.4	6.4	5.8
Private (b)	6.9	6.7	8.7	7.1	8.3	5.0	(c)	(c)	7.2
Government (b)	2.4	2.0	3.8	2.2	3.4	2.0	(c)	(c)	2.6
Females —									
Administrative, clerical, managerial, etc. (a)	5.3	5.3	5.2	5.9	4.9	*	6.5	5.4	5.3
Other	8.7	9.4	14.9	9.3	10.2	*	*	9.0	9.7
Total	7.1	7.5	10.1	7.8	7.3	*	10.6	6.6	7.6
Private (b)	7.8	8.4	12.4	8.2	8.1	*	(c)	(c)	8.5
Government (b)	4.8	3.7	4.8	7.0	5.3	*	(c)	(c)	4.9
Persons —									
Administrative, clerical, managerial, etc. (a)	3.7	3.5	3.7	3.5	3.5	2.4	5.0	4.0	3.6
Other	7.5	7.7	10.3	7.7	9.1	6.1	13.4	9.8	8.0
Total	6.1	6.1	7.9	6.3	6.9	4.9	9.8	6.4	6.4
Private (b)	7.2	7.3	9.9	7.5	8.2	5.8	(c)	(c)	7.7
Government (b)	3.1	2.5	4.1	3.7	3.9	3.3	(c)	(c)	3.3
SEPARATION RATES									
Males —									
Administrative, clerical, managerial, etc. (a)	2.3	1.9	2.2	1.6	2.1	1.4	3.0	2.1	2.0
Other	6.5	6.5	7.7	6.4	7.7	4.4	10.7	8.0	6.7
Total	5.1	4.9	6.0	5.0	5.9	3.5	8.0	4.9	5.2
Private (b)	6.3	6.2	7.5	6.5	7.4	4.3	(c)	(c)	6.5
Government (b)	2.3	1.7	3.2	1.9	2.9	2.1	(c)	(c)	2.3
Females —									
Administrative, clerical, managerial, etc. (a)	4.3	4.3	4.9	3.2	3.8	3.1	*	3.5	4.2
Other	7.5	7.7	11.6	8.3	7.2	5.3	*	6.1	8.0
Total	6.0	6.1	8.3	6.1	5.4	4.4	*	4.3	6.2
Private (b)	6.8	7.1	10.3	7.3	6.1	5.5	(c)	(c)	7.2
Government (b)	3.2	2.2	3.6	3.1	3.4	2.7	(c)	(c)	3.0
Persons —									
Administrative, clerical, managerial, etc. (a)	3.1	2.9	3.2	2.2	2.8	2.0	3.3	2.7	2.9
Other	6.8	6.9	8.6	7.0	7.6	4.7	11.6	7.5	7.1
Total	5.4	5.3	6.6	5.3	5.7	3.8	8.0	4.7	5.5
Private (b)	6.5	6.5	8.4	6.7	7.0	4.6	(c)	(c)	6.8
Government (b)	2.6	1.9	3.3	2.3	3.0	2.3	(c)	(c)	2.5

(a) Administrative, office, clerical, managerial, executive and professional, etc. employees. (b) For definitions see paragraphs 20 and 21, page 3.  
(c) Separate figures for the Northern Territory and the Australian Capital Territory are not available.

\* Information not available because the figures are subject to sampling variability too high for most practical uses.

TABLE 2. - LABOUR TURNOVER RATES : INDUSTRIES, AUSTRALIA, MARCH 1974

	(Per cent)								
	Males			Females			Persons		
	Adminis- trative, clerical, manag- erial, etc. (a)	Other	Total	Adminis- trative, clerical, manag- erial, etc. (a)	Other	Total	Adminis- trative, clerical, manag- erial, etc. (a)	Other	Total
ENGAGEMENT RATES									
Manufacturing -									
Food, beverages and tobacco	2.7	9.4	8.1	5.1	16.1	13.3	3.5	11.2	9.6
Textiles; clothing and footwear	1.9	8.7	7.1	4.0	9.0	8.5	2.9	8.9	8.0
Paper, printing, etc.	3.0	4.8	4.3	6.8	9.1	8.1	4.5	5.8	5.4
Chemical, petroleum and coal products	1.8	5.8	4.4	5.0	8.9	6.9	2.8	6.5	5.0
Metal products, machinery and equipment -									
Basic metal products	1.6	5.7	4.8	5.3	15.4	9.6	2.3	6.2	5.2
Fabricated metal products and machinery	2.8	8.9	7.5	4.9	9.8	8.1	3.5	9.1	7.6
Transport equipment	*	7.4	6.4	*	11.3	9.6	*	7.8	6.8
Total	2.4	7.8	6.7	5.0	10.4	8.5	3.1	8.2	7.0
Other	*	10.8	9.3	5.8	14.2	11.4	3.6	11.4	9.8
Total manufacturing	2.5	8.4	7.1	5.3	11.2	9.6	3.3	9.1	7.7
Non-manufacturing -									
Mining	2.5	5.7	5.0	4.9	9.0	5.7	3.1	5.8	5.1
Electricity, gas and water	1.0	1.8	1.5	3.3	6.0	3.7	1.4	1.9	1.7
Construction	1.8	8.6	7.6	*	*	*	2.5	8.6	7.4
Wholesale trade	3.1	7.9	6.1	6.2	13.1	8.7	4.4	8.9	6.8
Retail trade	2.1	8.1	6.7	5.8	7.8	7.3	3.9	7.9	6.9
Transport and storage; communication	2.2	4.3	3.8	5.0	8.6	6.8	3.0	4.8	4.2
Finance, business services	2.8	*	4.3	6.0	*	6.8	4.3	*	5.4
Public administration, etc.	2.4	3.8	2.9	4.5	7.0	5.5	3.5	5.5	4.2
Other	3.2	10.2	9.0	6.7	12.4	11.2	5.1	11.2	10.1
Total non-manufacturing	2.4	6.7	5.1	5.3	9.0	7.0	3.7	7.4	5.8
Total, all industries	2.4	7.4	5.8	5.3	9.7	7.6	3.6	8.0	6.4
SEPARATION RATES									
Manufacturing -									
Food, beverages and tobacco	2.4	9.1	7.8	5.2	15.5	12.8	3.4	10.8	9.2
Textiles; clothing and footwear	1.6	9.1	7.4	3.6	7.6	7.2	2.6	8.1	7.2
Paper, printing, etc.	2.7	4.7	4.2	6.3	6.2	6.2	4.1	5.0	4.7
Chemical, petroleum and coal products	1.8	5.0	3.8	4.2	7.0	5.6	2.5	5.4	4.2
Metal products, machinery and equipment -									
Basic metal products	1.6	5.7	4.9	5.8	9.3	7.3	2.4	5.9	5.1
Fabricated metal products and machinery	3.1	8.2	7.0	4.4	8.3	7.0	3.5	8.2	7.0
Transport equipment	1.6	7.2	6.2	5.4	8.5	7.6	2.3	7.4	6.3
Total	2.4	7.4	6.3	4.7	8.4	7.1	3.0	7.6	6.5
Other	2.4	9.7	8.4	4.0	11.8	9.3	2.9	10.1	8.5
Total manufacturing	2.3	7.9	6.7	4.7	9.5	8.2	3.1	8.3	7.1
Non-manufacturing -									
Mining	1.9	5.0	4.3	4.6	9.2	5.4	2.5	5.0	4.4
Electricity, gas and water	0.7	1.9	1.5	3.0	5.4	3.3	1.1	2.0	1.6
Construction	2.8	7.5	6.8	*	*	*	3.0	7.5	6.7
Wholesale trade	2.8	7.2	5.6	5.4	8.9	6.7	3.9	7.5	5.9
Retail trade	2.6	6.9	5.9	5.9	6.4	6.3	4.2	6.7	6.1
Transport and storage; communication	1.7	3.8	3.3	4.0	8.2	6.0	2.3	4.3	3.7
Finance, business services	2.2	*	3.7	5.3	*	5.7	3.7	*	4.6
Public administration	1.4	3.5	2.1	2.6	5.5	3.7	1.9	4.5	2.9
Other	4.1	8.9	8.0	6.8	10.2	9.5	5.5	9.5	8.7
Total non-manufacturing	2.0	6.0	4.4	4.1	7.2	5.5	2.9	6.3	4.8
Total, all industries	2.0	6.7	5.2	4.2	8.0	6.2	2.9	7.1	5.5

(a) Administrative, office, clerical, managerial, executive and professional, etc. employees.

\* Information not available because the figures are subject to sampling variability too high for most practical uses.

TABLE 3. — LABOUR TURNOVER RATES : INDUSTRIES, STATES, MARCH 1974  
(Per cent)

	New South Wales			Victoria			Queensland			South Australia			Western Australia			Tasmania			Australia (a)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
ENGAGEMENT RATES																					
Manufacturing —																					
Metal products, machinery and equipment (b)	6.6	8.2	6.9	6.4	8.6	6.8	7.9	10.8	8.2	6.4	8.7	6.8	8.4	10.2	8.6	3.7	*	4.0	6.7	8.5	7.0
Other manufacturing (c)	7.8	9.6	8.4	6.6	9.7	7.8	7.8	11.6	8.7	8.1	12.1	9.1	9.2	11.5	9.8	5.5	*	5.8	7.5	10.0	8.3
Total manufacturing	7.2	9.1	7.7	6.5	9.4	7.4	7.8	11.5	8.5	7.2	10.9	8.0	8.9	11.3	9.3	4.9	*	5.3	7.1	9.6	7.7
Non-manufacturing	4.7	6.4	5.3	4.7	6.4	5.3	6.7	9.8	7.7	4.4	6.9	5.4	6.0	6.9	6.3	3.6	*	4.7	5.1	7.0	5.8
Total, all industries	5.6	7.1	6.1	5.4	7.5	6.1	7.0	10.1	7.9	5.5	7.8	6.3	6.6	7.3	6.9	4.0	*	4.9	5.8	7.6	6.4
SEPARATION RATES																					
Manufacturing —																					
Metal products, machinery and equipment (b)	6.3	6.8	6.4	6.1	7.0	6.3	7.9	7.8	7.9	5.6	8.8	6.1	7.8	6.6	7.7	4.4	4.5	4.4	6.3	7.1	6.5
Other manufacturing (c)	7.1	8.2	7.5	6.9	8.4	7.5	7.4	12.1	8.5	6.2	11.0	7.4	8.1	7.8	8.0	4.6	3.8	4.4	7.0	8.7	7.5
Total manufacturing	6.7	7.7	7.0	6.6	8.0	7.0	7.6	11.3	8.3	5.9	10.2	6.8	7.9	7.5	7.9	4.5	3.9	4.4	6.7	8.2	7.1
Non-manufacturing	4.3	5.4	4.7	3.9	5.1	4.3	5.4	7.7	6.1	4.4	4.8	4.6	5.2	5.1	5.2	3.1	4.5	3.6	4.4	5.5	4.8
Total, all industries	5.1	6.0	5.4	4.9	6.1	5.3	6.0	8.3	6.6	5.0	6.1	5.3	5.9	5.4	5.7	3.5	4.4	3.8	5.2	6.2	5.5

(a) Includes the Northern Territory and the Australian Capital Territory. Separate details for the Territories are not available. (b) Includes ASIC sub-divisions 31,32 and 33. See table on page 2. (c) Includes ASIC sub-divisions 21 to 29 and 34. See table on page 2.

\* Information not available because the figures are subject to sampling variability too high for most practical uses.

TABLE 4. — SEPARATION RATES : METHOD OF SEPARATION STATES AND TERRITORIES, MARCH 1974

(Per cent)									
Males			Females			Persons			
Administrative, clerical, managerial, etc. (a)	Other	Total	Administrative, clerical, managerial, etc. (a)	Other	Total	Administrative, clerical, managerial, etc. (a)	Other	Total	
DISMISSED (b)									
New South Wales	0.1	0.6	0.5	0.3	0.7	0.5	0.2	0.6	0.5
Victoria	0.1	0.6	0.4	0.2	0.6	0.4	0.1	0.6	0.4
Queensland	0.1	0.5	0.4	0.3	0.5	0.4	0.2	0.5	0.4
South Australia	0.2	0.7	0.5	0.2	0.5	0.4	0.2	0.6	0.5
Western Australia	0.1	0.7	0.5	0.1	0.5	0.3	0.1	0.6	0.4
Tasmania	0.1	0.5	0.3	(c)	0.2	0.2	0.1	0.4	0.3
Northern Territory	0.4	1.0	0.8	*	*	*	0.2	1.0	0.7
Australian Capital Territory	0.1	1.1	0.6	(c)	0.2	0.1	0.1	0.9	0.4
<b>Australia</b>	<b>0.1</b>	<b>0.6</b>	<b>0.5</b>	<b>0.2</b>	<b>0.6</b>	<b>0.4</b>	<b>0.2</b>	<b>0.6</b>	<b>0.4</b>
<i>Percentage of Total Separations</i>	<i>5.4</i>	<i>9.2</i>	<i>8.8</i>	<i>5.5</i>	<i>7.5</i>	<i>6.8</i>	<i>5.5</i>	<i>8.7</i>	<i>8.0</i>
RETRENCHED (b)									
New South Wales	0.2	0.4	0.4	0.2	0.8	0.5	0.2	0.5	0.4
Victoria	0.2	0.5	0.4	0.3	0.6	0.5	0.2	0.5	0.4
Queensland	0.2	0.8	0.6	0.2	1.3	0.8	0.2	1.0	0.7
South Australia	0.2	0.7	0.5	0.4	1.1	0.8	0.3	0.8	0.6
Western Australia	0.2	0.7	0.5	0.2	0.5	0.4	0.2	0.7	0.5
Tasmania	0.2	0.4	0.4	0.3	0.3	0.3	0.2	0.4	0.3
Northern Territory	(c)	1.0	0.7	*	*	*	0.1	1.1	0.7
Australian Capital Territory	0.1	0.9	0.5	(c)	0.1	(c)	0.1	0.7	0.3
<b>Australia</b>	<b>0.2</b>	<b>0.5</b>	<b>0.4</b>	<b>0.3</b>	<b>0.8</b>	<b>0.5</b>	<b>0.2</b>	<b>0.6</b>	<b>0.5</b>
<i>Percentage of Total Separations</i>	<i>9.4</i>	<i>8.0</i>	<i>8.2</i>	<i>6.3</i>	<i>10.1</i>	<i>8.9</i>	<i>7.6</i>	<i>8.7</i>	<i>8.5</i>
LEFT (b)									
New South Wales	1.7	5.1	4.0	3.3	5.5	4.5	2.4	5.2	4.2
Victoria	1.4	5.2	3.9	3.3	6.0	4.8	2.2	5.4	4.2
Queensland	1.6	6.0	4.7	3.9	8.9	6.4	2.5	6.7	5.2
South Australia	1.0	4.7	3.6	2.4	6.3	4.6	1.6	5.2	3.9
Western Australia	1.6	6.1	4.7	3.1	5.9	4.4	2.3	6.1	4.6
Tasmania	0.9	3.2	2.5	2.4	4.2	3.4	1.5	3.4	2.8
Northern Territory	2.5	8.4	6.3	*	*	*	2.8	9.0	6.3
Australian Capital Territory	1.7	5.9	3.7	3.3	5.7	4.0	2.3	5.8	3.8
<b>Australia</b>	<b>1.5</b>	<b>5.3</b>	<b>4.0</b>	<b>3.3</b>	<b>6.1</b>	<b>4.8</b>	<b>2.3</b>	<b>5.5</b>	<b>4.3</b>
<i>Percentage of Total Separations</i>	<i>74.8</i>	<i>78.2</i>	<i>77.8</i>	<i>78.0</i>	<i>76.3</i>	<i>76.9</i>	<i>76.7</i>	<i>77.6</i>	<i>77.4</i>
OTHER (b)									
New South Wales	0.2	0.3	0.3	0.5	0.5	0.5	0.3	0.4	0.3
Victoria	0.2	0.3	0.3	0.5	0.5	0.5	0.3	0.3	0.3
Queensland	0.3	0.3	0.3	0.4	0.8	0.6	0.3	0.4	0.4
South Australia	0.1	0.4	0.3	0.2	0.3	0.3	0.2	0.4	0.3
Western Australia	0.1	0.2	0.2	0.3	0.3	0.3	0.2	0.2	0.2
Tasmania	0.3	0.4	0.3	0.3	0.3	0.3	0.3	0.3	0.3
Northern Territory	0.1	0.2	0.2	*	*	*	0.1	0.5	0.3
Australian Capital Territory	0.2	0.1	0.1	0.2	0.2	0.2	0.2	0.1	0.2
<b>Australia</b>	<b>0.2</b>	<b>0.3</b>	<b>0.3</b>	<b>0.4</b>	<b>0.5</b>	<b>0.4</b>	<b>0.3</b>	<b>0.3</b>	<b>0.3</b>
<i>Percentage of Total Separations</i>	<i>10.5</i>	<i>4.4</i>	<i>5.2</i>	<i>10.2</i>	<i>5.9</i>	<i>7.3</i>	<i>10.3</i>	<i>4.8</i>	<i>5.9</i>
TOTAL									
New South Wales	2.3	6.5	5.1	4.3	7.5	6.0	3.1	6.8	5.4
Victoria	1.9	6.5	4.9	4.3	7.7	6.1	2.9	6.9	5.3
Queensland	2.2	7.7	6.0	4.9	11.6	8.3	3.2	8.6	6.6
South Australia	1.6	6.4	5.0	3.2	8.3	6.1	2.2	7.0	5.3
Western Australia	2.1	7.7	5.9	3.8	7.2	5.4	2.8	7.6	5.7
Tasmania	1.4	4.4	3.5	3.1	5.3	4.4	2.0	4.7	3.8
Northern Territory	3.0	10.7	8.0	*	*	*	3.3	11.6	8.0
Australian Capital Territory	2.1	8.0	4.9	3.5	6.1	4.3	2.7	7.5	4.7
<b>Australia</b>	<b>2.0</b>	<b>6.7</b>	<b>5.2</b>	<b>4.2</b>	<b>8.0</b>	<b>6.2</b>	<b>2.9</b>	<b>7.1</b>	<b>5.5</b>

(a) Administrative, office, clerical, managerial, executive and professional, etc. employees. (b) For definitions see paragraphs 15–18, page 3.  
(c) Less than 0.05 per cent.

\* Information not available because the figures are subject to sampling variability too high for most practical uses.



TABLE 5. - SEPARATION RATES : METHOD OF SEPARATION  
INDUSTRIES, AUSTRALIA, MARCH 1974

(Per cent)

	<i>Dismissed (a)</i>			<i>Retrenched (a)</i>			<i>Left (a)</i>			<i>Other (a)</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
<b>Manufacturing -</b>															
Food, beverages and tobacco	0.6	0.7	0.6	1.2	2.6	1.6	5.8	8.9	6.7	0.2	0.6	0.3	7.8	12.8	9.2
Textiles; clothing and footwear	0.8	0.4	0.6	0.3	0.3	0.3	5.9	5.9	5.9	0.3	0.6	0.5	7.4	7.2	7.2
Paper, printing, etc.	0.4	*	0.4	0.4	0.3	0.4	3.1	5.0	3.6	0.2	0.4	0.3	4.2	6.2	4.7
Chemical, petroleum and coal products	0.3	0.4	0.3	0.1	0.2	0.1	3.2	4.5	3.5	0.2	0.4	0.3	3.8	5.6	4.2
Metal products, machinery and equipment -															
Basic metal products	0.5	0.4	0.5	(b)	0.1	(b)	3.9	6.3	4.1	0.4	0.5	0.4	4.9	7.3	5.1
Fabricated metal products and machinery	0.5	0.4	0.5	*	*	*	5.7	5.7	5.7	0.3	0.5	0.4	7.0	7.0	7.0
Transport equipment	0.6	0.6	0.6	0.4	0.2	0.4	4.9	6.2	5.1	0.2	0.6	0.3	6.2	7.6	6.3
<i>Total</i>	0.5	0.4	0.5	0.4	0.3	0.4	5.1	5.8	5.3	0.3	0.5	0.3	6.3	7.1	6.5
Other	0.8	0.4	0.7	*	*	*	6.9	7.5	7.1	0.3	*	0.4	8.4	9.3	8.5
<i>Total manufacturing</i>	0.6	0.5	0.6	0.5	0.7	0.5	5.3	6.5	5.6	0.3	0.6	0.4	6.7	8.2	7.1
<b>Non-manufacturing -</b>															
Mining	0.4	0.1	0.3	*	*	*	3.4	4.7	3.5	0.2	*	0.2	4.3	5.4	4.4
Electricity, gas and water	0.1	0.1	0.1	0.1	0.2	0.1	1.1	2.6	1.2	0.3	0.4	0.3	1.5	3.3	1.6
Construction	0.6	*	0.6	0.8	*	0.8	5.2	*	5.1	0.2	*	0.2	6.8	*	6.7
Wholesale trade	0.4	0.3	0.4	0.4	*	0.5	4.5	5.2	4.7	0.2	0.4	0.2	5.6	6.7	5.9
Retail trade	0.7	0.8	0.7	*	*	*	4.5	4.3	4.4	0.2	0.4	0.3	5.9	6.3	6.1
Transport and storage; communication	0.2	0.2	0.2	0.3	1.7	0.6	2.2	3.7	2.4	0.5	0.3	0.5	3.3	6.0	3.7
Finance, business services	*	*	*	0.4	0.4	0.4	2.8	3.9	3.3	0.1	0.5	0.3	3.7	5.7	4.6
Public administration, etc.	0.1	0.1	0.1	0.1	0.1	0.1	1.7	3.1	2.4	0.2	0.3	0.3	2.1	3.7	2.9
Other	*	*	0.7	*	*	*	6.1	7.5	6.8	*	*	*	8.0	9.5	8.7
<i>Total non-manufacturing</i>	0.4	0.4	0.4	0.4	0.5	0.4	3.4	4.2	3.7	0.3	0.4	0.3	4.4	5.5	4.8
<b>Total all industries</b>	0.5	0.4	0.4	0.4	0.5	0.5	4.0	4.8	4.3	0.3	0.4	0.3	5.2	6.2	5.5

(a) For definitions see paragraphs 15-18, page 3. (b) Less than 0.05 per cent.

\* Information not available because the figures are subject to sampling variability too high for most practical uses.

## TECHNICAL NOTE

**Sample design**

The survey sample was selected from lists of private payroll taxpayers, non-government hospitals not subject to payroll tax, and government departments and authorities. These employers were stratified by State, sector, industry and size of employment. All Australian and State government departments and authorities and all large private employers and large local government authorities were included in the survey. A sample of private payroll taxpayers, non-government hospitals and local government authorities was selected from the remainder. The total sample size was about 8,800.

**Method of estimation**

2. Survey estimates were obtained by using ratio estimation methods and were adjusted to ensure that engagement and separation statistics for private payroll taxpayers were in agreement with the movement in employment figures between February and March reported on payroll tax returns. Insufficient data were available to adjust estimates for the government sector and for non-government hospitals. However, it is considered that this adjustment, if made, would have had little effect on estimates shown in this publication.

**Reliability of the estimates**

3. As the private sector and the local government sector were surveyed by means of samples (see paragraph 5 page 1), the estimates in this bulletin may differ from the figures which would have been obtained from a complete census using the same questionnaire and procedures. Such differences are called sampling errors.

4. One measure of the sampling error is given by the *standard error*. In the following table, the standard error is shown as a percentage of the relevant estimate. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained from a comparable full enumeration, and about nineteen chances in twenty that the difference will be less than two standard errors.

5. Practical considerations prohibit the publication of standard errors for all estimates. The table on page 11 sets out approximate percentage standard errors for engagement rates for males, females and persons classified by employee category for Australia and for each State and Territory, and also for Australia by industries. Percentage standard errors for method of separations, namely, dismissed, retrenched, left and other, are also shown. Standard errors for total separation rates are approximately the same as the standard errors for the corresponding engagement rates, subject to some fluctuation, depending upon the size of the estimate and other factors.

6. An example of the use of the standard error estimates is as follows: The estimate of the engagement rate for other males in Australia is shown in Table 1 as 7.4 percent. The table on page 11 shows the approximate standard error of this estimate to be 1.6 percent. There are two chances in three that the true value is within the range 7.3 to 7.5 percent (i.e.  $7.4 \pm 1.6\%$  of 7.4) and about nineteen chances in twenty that it is between 7.2 and 7.6 percent.

7. Because of the small proportion of government employees who were employed by local government authorities, and the complete coverage of all other government employees, the effect of sampling variability on total *government* estimates can be disregarded for most practical purposes. The standard errors of estimates for *private* employees in Table 1 are slightly higher than the standard errors shown for total males, females and persons in the table on page 11.

8. The imprecision due to sampling variability, which is measured by the standard error, should not be confused with other inaccuracies such as those which may occur because of imperfections due to reporting by respondents. Inaccuracies of this kind are referred to as the *non-sampling error* and may occur in any enumeration, whether it be a full count or a sample. Every effort has been made to reduce the non-sampling error to a minimum by careful design of questionnaires, efficient operating procedures and careful editing of the returns.

## LABOUR TURNOVER RATES (a) : APPROXIMATE PERCENTAGE STANDARD ERRORS, MARCH 1974

(Per cent)

	Males			Females			Persons		
	<i>Administrative, clerical, managerial, etc.</i>			<i>Administrative, clerical, managerial, etc.</i>			<i>Administrative, clerical, managerial, etc.</i>		
	(b)	Other	Total	(b)	Other	Total	(b)	Other	Total
States and Territories									
N.S.W.	4.5	3.0	2.8	3.7	4.2	3.3	2.9	2.8	2.4
Vic.	4.8	3.0	2.7	4.6	3.4	2.9	3.8	2.5	2.2
Qld	8.4	3.4	3.4	7.5	8.0	6.8	6.3	4.1	3.9
S.A.	8.1	4.7	4.4	4.3	5.9	4.3	4.2	4.5	3.8
W.A.	4.6	4.8	4.3	5.0	11.7	7.9	4.1	6.1	5.0
Tas.	7.9	8.4	7.4	10.9	24.4	18.9	7.2	13.2	10.9
N.T.	12.0	9.9	8.9	7.5	15.4	10.1	8.3	8.4	6.9
A.C.T.	7.8	8.9	7.9	9.6	7.5	6.6	7.4	7.5	6.4
Aust.	2.5	1.6	1.4	2.2	2.5	1.9	1.8	1.5	1.3
- Dismissed (c)	11.0	5.0	4.7	13.7	20.6	16.7	9.4	8.4	7.7
- Retrenched (c)	18.8	6.9	7.0	16.2	10.0	8.9	13.2	6.9	6.7
- Left (c)	2.9	1.6	1.5	2.8	2.4	1.9	2.2	1.5	1.3
- Other (c)	11.7	5.8	5.3	10.1	7.8	6.7	9.1	4.8	4.7
Industries, Australia									
Manufacturing -									
Food, beverages and tobacco	6.4	4.7	4.4	8.0	5.9	5.7	5.6	4.7	4.5
Textiles, clothing and footwear	11.1	8.6	8.3	13.9	6.3	6.0	10.2	5.6	5.4
Paper, printing, etc.	11.3	5.2	4.8	9.6	10.2	7.3	8.3	5.2	4.4
Chemical, petroleum and coal products	10.5	7.1	6.1	11.9	13.4	9.7	7.7	6.7	5.2
Basic metal products	2.4	4.4	4.1	4.7	5.7	3.9	2.8	4.0	3.5
Fabricated metal products and machinery	11.9	3.7	3.5	8.2	5.2	4.8	7.6	3.4	3.2
Transport equipment	30.6	2.3	3.6	13.8	3.6	3.9	23.8	2.0	3.3
Other	15.7	5.0	5.2	9.9	8.0	7.0	9.1	4.6	4.6
Non-manufacturing -									
Mining	7.6	4.8	4.4	6.1	8.2	5.4	4.6	4.7	4.1
Electricity, gas and water	4.5	1.9	1.9	4.9	5.7	3.9	3.9	1.9	2.1
Construction	10.2	4.2	4.1	10.9	29.3	10.5	7.4	4.1	4.0
Wholesale trade	9.5	5.4	4.8	7.0	16.3	9.8	6.1	6.9	5.3
Retail trade	10.5	5.6	5.4	7.3	5.7	4.8	6.3	4.3	3.8
Transport and storage; communication	7.9	4.9	4.8	8.1	4.3	4.1	7.5	4.2	4.4
Finance, business services	8.5	19.1	11.2	6.5	26.1	9.9	5.7	20.9	9.5
Public administration, etc.	2.0	3.7	1.8	2.6	5.5	3.0	2.0	4.1	2.1
Other	21.9	9.4	9.2	18.5	8.2	8.0	14.4	7.1	6.9
<b>Total, all industries</b>	<b>2.5</b>	<b>1.6</b>	<b>1.4</b>	<b>2.2</b>	<b>2.5</b>	<b>1.9</b>	<b>1.8</b>	<b>1.5</b>	<b>1.3</b>

(a) Percentage standard errors shown are those for engagement rates, except for the categories dismissed, retrenched, left and other. See paragraph 5, page 10. (b) Administrative, office, clerical, managerial, executive and professional, etc. employees. (c) For definitions see paragraphs 15-18, page 3. Percentage standard errors for dismissed, retrenched and other separations classified by States and Territories and by industries are higher than those shown in this table.

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