



Reference No. 6.8

LABOUR TURNOVER, MARCH 1975

MAIN FEATURES

- For the month of March 1975 the engagement rate of employees was 4.4 per cent and the separation rate 3.8 per cent. Corresponding figures for March 1974 were 6.4 per cent and 5.5 per cent respectively. For males the engagement rate was 4.0 per cent and the separation rate 3.5 per cent. For females the rates were 5.1 per cent and 4.3 per cent respectively.
- Engagement rates ranged from 3.8 per cent in Tasmania to 9.5 per cent in the Northern Territory. Separation rates ranged from 3.2 per cent in Victoria to 10.3 per cent in the Northern Territory.
- Reported methods of separation in March 1975 (March 1974 figures in parentheses) were :
Left 63.8 per cent (77.4); retrenched 20.1 per cent (8.5); dismissed 9.2 per cent (8.0); other 6.9 per cent (5.0).

General

This bulletin contains results of a survey of labour turnover in Australia for the month of March 1975. Some comparative figures are also shown for March 1974.

2. Explanatory notes showing particulars of the scope of the survey, definitions of terms used, etc. are contained in the following paragraphs. The basic form used in the March 1975 survey was similar to that used for the 1974 survey, a copy of which was published in the bulletin (Reference No. 6.8) containing the March 1974 survey results.

Scope and coverage of the survey

3. 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.

4. All wage and salary earners, both private and government employees, were covered, except members of the defence forces, employees in agriculture, employees in private households employing staff, waterside workers employed on a casual basis and employees of private employers (other than hospitals) not subject to payroll tax. Payroll tax was payable by employers paying more than \$400 a week in wages and

salaries (other than certain Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations specifically exempted under the Australian and State Payroll Tax Acts 1971-1974).

5. Australian and State Government bodies were completely enumerated; for other employers separate stratified random samples of private employers, non-government hospitals not subject to payroll tax, and local government authorities were used.

6. Although the sample was not designed to provide precise figures on the numbers of employees represented, it has been calculated that the survey was representative of approximately 2,793,000 male and 1,373,000 female wage and salary earners, comprising 1,885,000 males and 1,000,000 females in private employment, and 909,000 males and 374,000 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. The length of this period would have varied for individual employers.

Comparability with earlier surveys

8. Results for March 1974 on the same basis as those included in this bulletin were published in *Labour Turnover, March 1974* (Reference No. 6.8). Estimates for March 1974 and March 1975 are not directly comparable with estimates from earlier surveys conducted in the period March 1949 to March 1973 since there are differences in coverage, sample design, industry classification and employee classification. These differences are set out in the March 1974 bulletin. Results of the earlier surveys were published in *Labour Report No. 56 and 58* (Reference No. 6.7).

9. 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

10. 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. In general, the lower the rate of labour turnover the higher the sampling variability associated with the result. Thus the standard errors for March 1975 survey results are in many cases higher than the corresponding errors for March 1974 survey. For more details on the reliability of the estimates see the Technical Note on page 8.

Definitions

11. *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.

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.

TABLE 1. — LABOUR TURNOVER RATES, MARCH 1975
(Per cent)

	March 1975							March 1974		
	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.	Aust.
ENGAGEMENT RATES										
Males —										
Administrative, clerical, managerial, etc. (a)	1.8	1.9	1.7	1.5	1.9	1.4	*	3.1	1.8	2.4
Other	4.7	4.8	6.0	4.4	6.9	4.0	12.8	*	5.1	7.4
Total	3.8	3.8	4.7	3.5	5.3	3.1	9.4	5.1	4.0	5.8
Private (b)	4.2	4.5	5.1	3.8	6.2	*	(c)	(c)	4.6	7.2
Government (b)	2.7	2.0	4.0	2.9	3.6	1.8	(c)	(c)	2.8	2.6
Females —										
Administrative, clerical, managerial, etc. (a)	3.3	3.7	3.8	2.5	4.4	*	8.4	5.3	3.6	5.3
Other	5.8	6.7	7.9	7.1	8.1	*	11.5	*	6.7	9.7
Total	4.5	5.1	5.7	5.1	6.2	*	9.5	5.8	5.1	7.6
Private (b)	5.1	5.8	6.7	5.8	6.6	*	(c)	(c)	5.7	8.5
Government (b)	2.5	2.9	4.0	3.4	5.0	*	(c)	(c)	3.4	4.9
Persons —										
Administrative, clerical, managerial, etc. (a)	2.5	2.6	2.6	2.0	1.9	2.5	5.7	4.1	2.6	3.6
Other	5.0	5.4	6.5	5.1	7.2	4.7	12.5	*	5.5	5.0
Total	4.0	4.2	5.0	4.0	5.5	3.8	9.5	5.4	4.4	6.4
Private (b)	4.5	5.0	5.6	4.5	6.3	4.5	(c)	(c)	5.0	7.7
Government (b)	2.6	2.2	4.0	3.0	4.0	2.8	(c)	(c)	3.0	3.3
SEPARATION RATES										
Males —										
Administrative, clerical, managerial, etc. (a)	1.6	1.4	1.7	1.5	1.9	2.1	*	2.0	1.6	2.0
Other	4.4	3.9	5.2	3.9	5.8	4.1	16.2	*	4.5	6.7
Total	3.5	3.0	4.1	3.2	4.5	3.4	11.6	4.0	3.5	5.2
Private (b)	4.3	3.7	4.8	4.1	5.6	4.5	(c)	(c)	4.3	6.5
Government (b)	1.6	1.4	2.8	1.3	2.6	1.5	(c)	(c)	1.9	2.3
Females —										
Administrative, clerical, managerial, etc. (a)	3.0	2.8	3.8	2.4	2.9	3.4	6.2	2.8	3.0	4.2
Other	5.7	4.6	7.5	6.6	7.1	5.6	9.1	*	5.8	8.0
Total	4.2	3.7	5.5	4.6	4.9	4.4	7.2	3.5	4.3	6.2
Private (b)	5.0	4.2	6.6	6.1	5.5	5.5	(c)	(c)	5.1	7.2
Government (b)	1.8	1.8	3.6	1.4	3.5	3.0	(c)	(c)	2.3	3.0
Persons —										
Administrative, clerical, managerial, etc. (a)	2.2	2.0	2.6	1.9	2.4	2.6	4.8	2.3	2.2	2.9
Other	4.7	4.1	5.7	4.6	6.1	4.4	14.8	*	4.9	7.1
Total	3.7	3.2	4.5	3.6	4.7	3.7	10.3	3.8	3.8	5.5
Private (b)	4.5	3.9	5.4	4.7	5.6	4.7	(c)	(c)	4.6	6.8
Government (b)	1.6	1.5	3.1	1.4	2.8	2.0	(c)	(c)	2.0	2.5

(a) Administrative, office, clerical, managerial, executive and professional, etc. employees. (b) For definition see paragraphs 20 and 21, page 2.
(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 1975
(Per cent)

		March 1975									March 1974	
		Males			Females			Persons			Persons	
ASIC division	ASIC industry (a)	Administrative, clerical, managerial, etc. (b)	Other	Total	Administrative, clerical, managerial, etc. (b)	Other	Total	Administrative, clerical, managerial, etc. (b)	Other	Total	Total	
ENGAGEMENT RATES												
C	Manufacturing —											
	Food, beverages and tobacco	1.1	6.8	5.7	3.4	13.1	10.6	1.9	8.5	7.1	9.6	
	Textiles; clothing and footwear	1.2	5.3	4.2	1.8	6.4	5.7	1.5	6.1	5.2	8.0	
	Paper, printing, etc.	1.5	1.2	1.3	3.9	2.4	3.1	2.4	1.5	1.8	5.4	
	Chemical, petroleum and coal products	1.2	2.8	2.2	2.7	4.0	3.4	1.6	3.1	2.5	5.0	
	Metal products, machinery and equipment —											
	Basic metal products	0.6	3.0	2.4	1.1	2.5	1.7	0.7	2.9	2.3	5.2	
	Fabricated metal products and machinery (c)	2.2	5.0	4.4	3.5	5.7	4.9	2.6	5.2	4.5	7.6	
	Transport equipment	0.9	3.8	3.3	2.9	4.1	3.6	1.3	3.8	3.3	6.8	
	Total	1.5	4.2	3.6	3.1	5.2	4.3	1.9	4.4	3.7	7.0	
	Other (d)	1.6	5.9	5.0	3.0	6.3	5.0	3.7	5.9	5.0	9.8	
	Total manufacturing	1.4	4.7	4.0	3.0	7.1	5.8	1.9	5.3	4.5	7.7	
	Non-manufacturing —											
B	Mining	2.1	3.9	3.5	4.7	7.9	5.1	2.7	3.9	3.6	5.1	
D	Electricity, gas and water	0.7	2.2	1.6	1.6	2.3	1.7	0.9	2.2	1.6	1.7	
E	Construction	2.8	8.0	7.3	*	*	*	2.9	8.0	7.1	7.4	
F	Wholesale trade	1.8	5.2	3.8	4.1	*	4.9	2.7	5.4	4.1	6.8	
F	Retail trade	2.4	6.5	5.5	4.0	6.7	6.0	3.2	6.6	5.8	6.9	
G,H	Transport and storage; communication	1.0	2.4	2.0	3.0	2.7	2.9	1.6	2.4	2.2	4.2	
I	Finance, business services	1.9	*	3.0	3.7	*	3.9	2.8	*	3.4	5.4	
J,K	Public administration, etc. (e)	2.2	4.7	3.0	3.8	5.3	4.2	3.1	5.0	3.7	4.2	
A,L	Other (f)	*	7.0	6.2	*	9.5	8.1	*	8.2	7.1	10.1	
	Total non-manufacturing	2.0	5.4	4.0	3.7	6.5	4.9	2.8	5.7	4.3	5.8	
	Total, all industries	1.8	5.1	4.0	3.6	6.7	5.1	2.6	5.5	4.4	6.4	
SEPARATION RATES												
C	Manufacturing —											
	Food, beverages and tobacco	1.8	7.4	6.4	3.1	14.5	11.7	2.2	9.3	7.9	9.2	
	Textiles; clothing and footwear	1.0	2.9	2.3	1.9	4.5	4.2	1.5	4.0	3.5	7.2	
	Paper, printing, etc.	1.8	3.0	2.7	4.5	4.4	4.4	2.8	3.3	3.2	4.7	
	Chemical, petroleum and coal products	1.7	3.2	2.6	2.2	4.1	3.2	1.9	3.4	2.8	4.2	
	Metal products, machinery and equipment —											
	Basic metal products	1.1	3.8	3.2	2.6	6.3	4.0	1.4	3.9	3.2	5.1	
	Fabricated metal products and machinery (c)	1.5	4.2	3.6	2.5	4.5	3.7	1.8	4.3	3.6	7.0	
	Transport equipment	2.4	4.0	3.7	4.8	4.3	4.5	2.9	4.0	3.8	6.3	
	Total	1.6	4.1	3.5	2.9	4.6	3.9	1.9	4.2	3.6	6.5	
	Other (d)	2.5	5.4	4.8	2.4	4.9	4.0	2.5	5.4	4.7	8.5	
	Total manufacturing	1.7	4.7	4.1	2.9	5.4	5.5	2.1	5.2	4.4	7.1	
	Non-manufacturing —											
B	Mining	1.6	4.6	3.8	3.7	13.4	4.8	2.1	4.7	3.9	4.4	
D	Electricity, gas and water	1.0	1.5	1.3	2.0	2.3	2.1	1.2	1.5	1.4	1.6	
E	Construction	2.4	6.3	5.8	*	*	*	2.6	6.3	5.6	6.7	
F	Wholesale trade	2.2	4.6	3.6	3.5	5.2	4.1	2.7	4.7	3.8	5.9	
F	Retail trade	2.5	5.2	4.6	4.6	5.6	5.3	3.5	5.4	4.9	6.1	
G,H	Transport and storage; communication	1.2	2.6	2.2	2.7	2.9	2.8	1.6	2.6	2.3	3.7	
I	Finance, business services	1.5	*	2.3	3.2	*	3.4	2.3	*	2.8	4.6	
J,K	Public administration (e)	1.2	2.6	1.7	2.5	3.9	3.0	1.9	3.3	2.4	2.9	
A,L	Other (f)	*	5.8	5.1	*	4.1	7.0	*	6.7	6.0	8.7	
	Total non-manufacturing	1.6	4.4	3.3	3.0	7.8	4.0	2.2	4.7	3.5	4.8	
	Total, all industries	1.6	4.5	3.5	3.0	5.8	4.3	2.2	4.9	3.8	5.5	

(a) Australian Standard Industry Classification (ASIC) described in *Australian Standard Industrial Classification (Preliminary Edition) 1969, Vol. 1*. (b) Administrative, office, clerical, managerial, executive and professional, etc. employees. (c) Includes ASIC sub-divisions 31 and 33. (d) Includes wood, wood products and furniture (ASIC sub-division 25); non-metallic mineral products (ASIC sub-division 28); and miscellaneous manufacturing (ASIC sub-division 34). (e) Excludes defence forces. (f) Other industries — forestry and logging (ASIC sub-division 03); fishing and hunting (ASIC sub-division 04); and entertainment, recreation, restaurants, hotels and personal service (ASIC division L — excluding private households employing staff).

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

TABLE 3. — LABOUR TURNOVER RATES : INDUSTRIES, MARCH 1975
(Per cent)

ASIC Industry (a)	New South Wales			Victoria			Queensland			South Australia			Western Australia			Tasmania			Australia (b)		
	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 (c)	3.1	3.7	3.2	3.9	4.7	4.0	5.1	6.3	5.2	3.0	4.4	3.2	5.6	6.8	5.7	2.1	*	2.3	3.6	4.3	3.7
Other manufacturing (d)	4.4	6.0	5.0	4.2	5.9	4.9	4.1	5.3	4.4	3.9	12.1	6.1	5.6	7.2	6.0	2.8	*	3.4	4.3	6.4	5.0
Total manufacturing	3.7	5.2	4.1	4.1	5.6	4.5	4.5	5.5	4.7	3.4	9.5	4.6	5.6	7.2	5.9	2.6	*	3.1	4.0	5.8	4.5
Non-manufacturing	3.8	4.2	3.9	3.6	4.9	4.1	4.7	5.7	5.1	3.5	3.9	3.7	5.2	6.0	5.5	3.4	*	4.1	4.0	4.9	4.3
Total, all industries	3.8	4.5	4.0	3.8	5.1	4.2	4.7	5.7	5.0	3.5	5.1	4.0	5.3	6.2	5.5	3.1	*	3.8	4.0	5.1	4.4
SEPARATION RATES																					
Manufacturing —																					
Metal products, machinery and equipment (c)	3.4	4.1	3.5	3.2	3.2	3.2	4.8	3.9	4.7	3.1	5.1	3.4	5.1	5.8	5.1	3.7	*	3.8	3.5	3.9	3.6
Other manufacturing (d)	4.8	6.4	5.3	3.6	4.2	3.8	4.8	8.5	5.7	6.1	13.8	8.2	5.6	4.9	5.5	3.6	5.0	3.8	4.5	6.1	5.0
Total manufacturing	4.1	5.6	4.5	3.4	4.0	3.6	4.8	7.6	5.4	4.4	10.9	5.7	5.3	5.1	5.3	3.6	5.0	3.8	4.1	5.5	4.4
Non-manufacturing	3.2	3.8	3.4	2.8	3.6	3.1	3.8	5.1	4.3	2.4	3.0	2.6	4.3	4.9	4.5	3.3	4.3	3.6	3.3	4.0	3.5
Total, all industries	3.5	4.2	3.7	3.0	3.7	3.2	4.1	5.5	4.5	3.2	4.6	3.6	4.5	4.9	4.7	3.4	4.4	3.7	3.5	4.3	3.8

(a) Australian Standard Industry Classification (ASIC) described in *Australian Standard Industrial Classification (Preliminary Edition) 1969, Vol. 1.* (b) Includes the Northern Territory and the Australian Capital Territory. Separate details for the Territories are subject to sampling variability too high for most practical uses. (c) Includes ASIC sub-divisions 31, 32 and 33. (d) Includes ASIC sub-divisions 21 to 29 and 34.

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

TABLE 4. — SEPARATION RATES : METHOD OF SEPARATION
MARCH 1975
(Per cent)

	March 1975									March 1974 Persons Total
	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	
	DISMISSED (b)									
New South Wales	0.1	0.5	0.3	0.1	0.6	0.3	0.1	0.5	0.3	0.5
Victoria	0.1	0.5	0.4	0.1	0.5	0.3	0.1	0.5	0.3	0.4
Queensland	(c)	0.5	0.4	0.3	0.6	0.4	0.1	0.5	0.4	0.4
South Australia	0.1	0.4	0.3	0.1	0.4	0.3	0.1	0.4	0.3	0.5
Western Australia	0.1	0.6	0.5	0.2	0.6	0.4	0.1	0.6	0.4	0.4
Tasmania	0.1	0.4	0.3	0.1	0.6	0.3	0.1	0.5	0.3	0.3
Northern Territory	*	1.1	0.9	*	*	*	0.4	0.9	0.7	0.7
Australian Capital Territory	(c)	*	0.4	(c)	*	*	(c)	*	0.3	0.4
Australia	0.1	0.5	0.4	0.1	0.5	0.3	0.1	0.5	0.4	0.4
Percentage of Total Separations	5.8	11.1	10.3	4.9	9.0	7.4	5.3	10.5	9.2	8.0
RETRENCHED (b)										
New South Wales	0.2	1.1	0.8	0.4	1.0	0.7	0.3	1.0	0.7	0.4
Victoria	0.2	0.9	0.6	0.3	1.1	0.7	0.2	0.9	0.6	0.4
Queensland	0.2	1.4	1.0	0.3	2.1	1.1	0.2	1.5	1.0	0.7
South Australia	0.3	0.9	0.7	0.3	*	1.7	0.3	1.4	1.0	0.6
Western Australia	0.4	0.8	0.6	0.2	1.2	0.7	0.3	0.9	0.6	0.5
Tasmania	0.6	0.7	0.6	0.4	1.0	0.7	0.5	0.8	0.7	0.3
Northern Territory	*	2.4	1.7	0.1	0.7	0.3	0.2	2.1	1.3	0.7
Australian Capital Territory	*	*	*	(c)	*	0.2	0.2	*	0.7	0.3
Australia	0.2	1.0	0.7	0.3	1.4	0.8	0.3	1.1	0.8	0.5
Percentage of Total Separations	14.7	22.1	21.0	10.0	23.7	18.5	11.9	22.6	20.1	8.5
LEFT (b)										
New South Wales	1.1	2.6	2.1	2.2	3.7	2.9	1.6	2.9	2.3	4.2
Victoria	1.0	2.4	1.9	2.0	2.7	2.4	1.4	2.5	2.0	4.2
Queensland	1.3	3.1	2.5	3.0	4.4	3.6	2.0	3.4	2.9	5.2
South Australia	0.7	2.4	1.9	1.6	3.0	2.3	1.1	2.6	2.0	3.9
Western Australia	1.3	4.2	3.2	2.3	5.1	3.6	1.7	4.4	3.4	4.6
Tasmania	1.1	2.7	2.2	2.5	3.7	3.0	1.7	2.9	2.4	2.8
Northern Territory	*	12.2	8.7	5.4	8.0	6.3	3.9	11.4	8.0	6.3
Australian Capital Territory	1.5	*	2.5	2.3	*	2.8	1.9	*	2.6	3.8
Australia	1.1	2.8	2.2	2.2	3.5	2.8	1.6	3.0	2.4	4.3
Percentage of Total Separations	66.3	61.7	62.5	74.4	61.2	66.0	71.0	61.6	63.8	77.4
OTHER (b)										
New South Wales	0.2	0.3	0.2	0.3	0.4	0.4	0.3	0.3	0.3	0.3
Victoria	0.2	0.2	0.2	0.3	0.3	0.3	0.2	0.2	0.2	0.3
Queensland	0.2	0.2	0.2	0.3	0.4	0.3	0.2	0.2	0.2	0.4
South Australia	0.5	0.2	0.3	0.3	0.2	0.3	0.4	0.2	0.3	0.3
Western Australia	0.1	0.2	0.2	0.3	0.3	0.3	0.2	0.2	0.2	0.2
Tasmania	0.3	0.2	0.3	0.4	0.3	0.4	0.4	0.2	0.3	0.3
Northern Territory	*	0.5	0.4	0.2	0.3	0.2	0.2	0.4	0.3	0.3
Australian Capital Territory	0.1	*	0.2	0.4	*	0.3	0.2	*	0.2	0.2
Australia	0.2	0.2	0.2	0.3	0.4	0.3	0.3	0.3	0.3	0.3
Percentage of Total Separations	13.2	5.0	6.3	10.8	6.1	7.8	11.8	5.4	6.9	5.9
TOTAL										
New South Wales	1.6	4.4	3.5	3.0	5.7	4.2	2.2	4.7	3.7	5.4
Victoria	1.4	3.9	3.0	2.8	4.6	3.7	2.0	4.1	3.2	5.3
Queensland	1.7	5.2	4.1	3.8	7.5	5.5	2.6	5.7	4.5	6.6
South Australia	1.5	3.9	3.2	2.4	6.6	4.6	1.9	4.6	3.6	5.3
Western Australia	1.9	5.8	4.5	2.9	7.1	4.9	2.4	6.1	4.7	5.7
Tasmania	2.1	4.1	3.4	3.4	5.6	4.4	2.6	4.4	3.7	3.8
Northern Territory	*	16.2	11.6	6.2	9.1	7.2	4.8	14.8	10.3	8.0
Australian Capital Territory	2.0	*	4.0	2.8	*	3.5	2.3	*	3.8	4.7
Australia	1.6	4.5	3.5	3.0	5.8	4.3	2.2	4.9	3.8	5.5

(a) Administrative, office, clerical, managerial, executive and professional, etc. employees. (b) For definitions see paragraphs 15-18, page 2.
(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 1975
(Per cent)

ASIC division	ASIC industry (a)	Dismissed (b)			Retrenched (b)			Left (b)			Other (b)			Total		
		Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
C	Manufacturing —															
	Food, beverages and tobacco	0.5	0.5	0.5	1.6	4.9	2.5	4.0	5.9	4.6	0.2	0.4	0.3	6.4	11.7	7.9
	Textiles; clothing and footwear	0.3	0.6	0.5	0.6	1.1	0.9	1.4	2.0	1.8	0.2	0.5	0.4	2.3	4.2	3.5
	Paper, printing, etc.	0.3	0.1	0.2	0.4	1.3	0.7	1.7	2.5	1.9	0.3	0.5	0.4	2.7	4.4	3.2
	Chemical, petroleum and coal products	0.4	0.2	0.3	0.5	0.5	0.5	1.4	1.9	1.5	0.3	0.5	0.4	2.6	3.2	2.8
	Metal products, machinery and equipment —															
	Basic metal products	0.3	0.2	0.3	0.5	1.6	0.6	2.2	2.0	2.2	0.2	0.3	0.2	3.2	4.0	3.2
	Fabricated metal products and machinery	0.5	0.3	0.5	0.9	1.3	1.0	2.0	1.8	2.0	0.2	0.3	0.2	3.6	3.7	3.6
	Transport equipment	0.3	0.3	0.3	1.0	1.2	1.0	1.9	2.6	2.0	0.4	0.4	0.4	3.7	4.5	3.8
	<i>Total</i>	<i>0.4</i>	<i>0.3</i>	<i>0.4</i>	<i>0.8</i>	<i>1.3</i>	<i>0.9</i>	<i>2.0</i>	<i>2.0</i>	<i>2.0</i>	<i>0.3</i>	<i>0.3</i>	<i>0.3</i>	<i>3.5</i>	<i>3.9</i>	<i>3.6</i>
	Other	0.6	0.3	0.5	0.9	0.8	0.9	3.0	2.4	2.9	0.4	0.4	0.4	4.8	4.0	4.7
	<i>Total manufacturing</i>	<i>0.4</i>	<i>0.4</i>	<i>0.4</i>	<i>0.9</i>	<i>1.8</i>	<i>1.1</i>	<i>2.4</i>	<i>2.8</i>	<i>2.5</i>	<i>0.3</i>	<i>0.4</i>	<i>0.3</i>	<i>4.1</i>	<i>5.5</i>	<i>4.4</i>
	Non-manufacturing —															
B	Mining	0.2	0.2	0.2	0.5	0.4	0.5	3.0	4.2	3.0	0.2	0.1	0.2	3.8	4.8	3.9
D	Electricity, gas and water	0.1	(c)	0.1	0.2	0.4	0.2	0.8	1.4	0.9	0.2	0.2	0.2	1.3	2.1	1.4
E	Construction	0.5	*	0.5	1.7	*	1.7	3.2	*	3.2	0.2	*	0.2	5.8	*	5.6
F	Wholesale trade	0.5	0.2	0.4	0.9	1.1	0.9	2.1	2.5	2.2	0.2	0.3	0.2	3.6	4.1	3.8
F	Retail trade	0.7	1.0	0.8	0.6	0.5	0.5	3.0	3.4	3.2	0.2	0.4	0.3	4.6	5.3	4.9
G,H	Transport and storage; communication	0.2	0.1	0.1	0.3	0.4	0.3	1.5	2.0	1.6	0.3	0.4	0.3	2.2	2.8	2.3
I	Finance, business services	0.1	0.2	0.1	0.4	0.4	0.4	1.7	2.5	2.1	0.1	0.4	0.2	2.3	3.4	2.8
J,K	Public administration, etc.	0.1	0.1	0.1	0.2	0.2	0.2	1.2	2.5	1.9	0.2	0.2	0.2	1.7	3.0	2.4
A,L	Other	0.6	0.5	0.5	1.2	1.4	1.3	3.2	4.8	4.0	0.1	0.4	0.2	5.1	7.0	6.0
	<i>Total non-manufacturing</i>	<i>0.3</i>	<i>0.3</i>	<i>0.3</i>	<i>0.7</i>	<i>0.5</i>	<i>0.6</i>	<i>2.1</i>	<i>2.8</i>	<i>2.4</i>	<i>0.2</i>	<i>0.3</i>	<i>0.2</i>	<i>3.3</i>	<i>4.0</i>	<i>3.5</i>
	Total all industries	0.4	0.3	0.4	0.7	0.8	0.8	2.2	2.8	2.4	0.2	0.3	0.3	3.5	4.3	3.8

(a) Australian Standard Industry Classification (ASIC) described in *Australian Standard Industrial Classification (Preliminary Edition) 1969, Vol. 1*. See footnotes (c) to (f) to Table 2. (b) For definitions see paragraphs 15-18, page 2. (c) 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 8,600.

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 9 sets out approximate percentage standard errors for engagement rates for males and females classified by employee category and for total persons for Australia and for each State and Territory, and also for Australia by industries. Percentage standard errors for methods of separation, namely, dismissed, retrenched, left and other, are also shown. Standard errors for total separation rates are approximately the same as those for the corresponding engagement rates, subject to some variation, 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 5.1 per cent. The table on page 9 shows the approximate standard error of this estimate to be 2.1 per cent. There are two chances in three that the true value is within the range 5.0 to 5.2 per cent (i.e. $5.1 \pm 2.1\%$ of 5.1) and about nineteen chances in twenty that it is between 4.9 and 5.3 per cent.

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 9.

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 1975
(Per cent)

	<i>Males</i>		<i>Females</i>		<i>Persons</i> <i>Total</i>
	<i>Adminis- trative, clerical, manag- erial, etc. (b)</i>	<i>Other</i>	<i>Adminis- trative, clerical, manag- erial, etc. (b)</i>	<i>Other</i>	
STATES AND TERRITORIES					
N.S.W.	6.9	4.5	6.3	9.2	4.2
Vic.	4.5	4.4	4.0	7.1	3.1
Qld	8.2	3.9	5.8	10.7	3.7
S.A.	8.5	5.4	6.6	7.6	6.4
W.A.	3.3	3.6	3.9	6.3	2.8
Tas.	5.6	8.7	5.2	35.0	12.1
N.T.	17.5	11.9	12.0	9.9	8.4
A.C.T.	3.9	14.6	4.1	18.1	6.6
Aust.	5.9	2.1	2.6	4.2	1.8
– Dismissed (c)	14.5	4.4	12.2	13.1	4.4
– Retrenched (c)	10.1	6.4	10.6	12.4	6.0
– Left (c)	3.9	2.5	2.9	4.9	2.3
– Other (c)	6.2	4.0	8.1	8.9	3.4
INDUSTRIES, AUSTRALIA					
Manufacturing –					
Food, beverages and tobacco	8.8	11.4	6.8	18.9	13.3
Textiles, clothing and footwear	24.0	11.3	14.4	12.6	10.8
Paper, printing, etc.	19.4	9.5	12.2	17.4	7.3
Chemical, petroleum and coal products	13.2	12.1	15.1	15.4	8.2
Basic metal products	3.6	6.3	5.0	23.0	5.8
Fabricated metal products and machinery	14.8	6.5	10.7	8.6	5.0
Transport equipment	7.1	5.4	10.5	12.2	4.8
Other	16.4	5.5	13.7	15.1	10.9
Non-manufacturing –					
Mining	9.3	2.3	12.0	8.5	2.6
Electricity, gas and water	2.8	7.2	4.1	7.3	5.3
Construction	23.9	5.0	18.0	22.1	4.7
Wholesale trade	13.8	7.5	11.1	20.9	6.5
Retail trade	13.4	6.1	9.7	7.9	5.1
Transport and storage; communication	4.1	5.1	5.6	7.3	4.0
Finance, business services	9.7	12.3	11.3	15.6	7.3
Public administration, etc.	1.7	2.4	2.3	3.2	1.4
Other	24.1	11.4	15.4	11.9	8.5
Total, all industries	5.9	2.1	2.6	4.2	1.8

(a) Percentage standard errors shown are those for engagement rates, except for the categories dismissed, retrenched, left and other. See paragraph 5, page 8. (b) Administrative, office, clerical, managerial, executive and professional, etc. employees. (c) For definitions see paragraphs 15-18, page 2. 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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